



General Pay Plan

(Appendix D to Personnel Policy and Procedure Manual)

Salary Schedule A: Administrative support, paraprofessional, professional, and managerial positions that are not a field position assigned to another salary schedule.

Salary Schedule FF: Firefighter positions.

Salary Schedule LE: Law enforcement positions.

Salary Schedule PW: Public works positions.

APPENDIX D - GENERAL PAY PLAN
SALARY SCHEDULE A - ADMINISTRATIVE

Salary Groups and Step Increment Pay Rates							
Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Position Title
A 1	\$10.75	\$11.25	\$11.75	\$12.25	\$12.75	\$13.25	
A 2	\$11.75	\$12.25	\$12.75	\$13.25	\$13.75	\$14.25	Library Staff (PT & FT); Receptionist;
A 3	\$12.75	\$13.25	\$13.75	\$14.25	\$14.75	\$15.25	
A 4	\$13.75	\$14.25	\$14.75	\$15.25	\$15.75	\$16.25	
A 5	\$14.70	\$15.20	\$15.70	\$16.20	\$16.70	\$17.20	Water Billing Clerk I
A 6	\$15.70	\$16.20	\$16.70	\$17.20	\$17.70	\$18.20	Children's Librarian; Admin Asst I;
A 7	\$16.65	\$17.15	\$17.65	\$18.15	\$18.65	\$19.15	Water Billing Clerk II
A 8	\$17.65	\$18.15	\$18.65	\$19.15	\$19.65	\$20.15	Admin Asst II; Community Liason
A 9	\$18.60	\$19.10	\$19.60	\$20.10	\$20.60	\$21.10	Municipal Crt Clerk/AP
A 10	\$19.60	\$20.10	\$20.60	\$21.10	\$21.60	\$22.10	Admin Asst III
A 11	\$20.60	\$21.10	\$21.60	\$22.10	\$22.60	\$23.10	
A 12	\$21.55	\$22.05	\$22.55	\$23.05	\$23.55	\$24.05	Library Director; Code Enforcement Official
A 13	\$22.55	\$23.05	\$23.55	\$24.05	\$24.55	\$25.05	
A 14	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	Water Office Supervisor
A 15	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	Program & Grants Manager

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SALARY SCHEDULE FF: FIREFIGHTERS

Salary Groups and Step Increment Pay Rates					
Group	Step 1	Step 2	Step 3	Step 4	Step 5
FF 1	\$13.00	\$13.50	\$14.00	\$14.50	Cadet
FF 2	\$15.10	\$15.60			Fire Fighter I (PT/FT)
FF 3	\$16.00	\$16.50			Fire Fighter II (PT/FT)
FF 4	\$17.05	\$17.55			Fire Fighter III (PT/FT)
FF 5	\$20.00	\$20.50			Lieutenant
FF 6	\$20.75	\$21.00			Captain
FF 7	\$29.00	\$29.90			Fire Marshal
	Salary Set by City Council				Fire Chief

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SALARY SCHEDULE LE: LAW ENFORCEMENT

Salary Groups and Step Increment Pay Rates					
Group	Step 1	Step 2	Step 3	Position Title	Minimum Requirements
LE 1	\$15.00	\$16.00	\$17.00	Animal Control	
LE 2	\$18.00			Cadet	Complete Application Process
LE 3	\$21.55	\$22.05		Patrolman 1	Pass Certified Academy, Pass State TCOLE Test, Satisfactorily Complete FTO Program.
LE 4	\$23.10	\$26.00		Patrolman 2	Less Lethal Certifications, Stop Stick Certifications, Crisis Intervention Training, Use of Force
LE 5	\$26.95	\$27.40		Patrolman 3	Obtain Intermediate Peace Officer Proficiency, FTO Certification, Maintain Specific Mandated Training Courses
LE 6	\$28.30	\$29.10		Sergeant	4+ Years
LE 7	\$29.20	\$30.05		Lieutenant	5+ Years
LE 8	\$30.55	\$30.80		Captain	7+ Year
LE 9	\$31.65	\$31.95		Assistant Chief	10+ Years
Salary Set by City Council				Chief of Police	

APPENDIX D - GENERAL PAY PLAN

SALARY SCHEDULE PW: PUBLIC WORKS FIELD POSITIONS

Salary Groups and Step Increment Pay Rates							
Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Position Title
PW 1	\$10.80	\$11.30					
PW 2	\$11.75	\$12.25					Custodian I; Groundskeeper I
PW 3	\$12.75	\$13.25					Custodian II; Groundskeeper II
PW 4	\$13.70	\$14.20					Custodian III
PW 5	\$14.70	\$15.20					
PW 6	\$15.70	\$16.20	\$16.70	\$17.20			Water Meter Reader
PW 7	\$16.65	\$17.15	\$17.65	\$18.15	\$18.65	\$19.15	Crewmember I;
PW 8	\$17.65	\$18.15	\$18.65	\$19.15	\$19.65	\$20.15	Crewmember II; Operator I; Mechanic I
PW 9	\$18.60	\$19.10	\$19.60	\$20.10	\$20.60	\$21.10	Crew Member III;
PW 10	\$19.60	\$20.10	\$20.60	\$21.10	\$21.60	\$22.10	Operator II; Mechanic II; SSO Tech I
PW 11	\$20.60	\$21.10	\$21.60	\$22.10	\$22.60	\$23.10	
PW 12	\$21.60	\$22.10	\$22.60	\$23.10	\$23.60	\$24.10	Operator III; Mechanic III
PW 13	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	Crew Leader; SSO Tech II
PW 14	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	
PW 15	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	Supervisor; Project Manager
PW 16	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	
PW 17	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	
PW 18	\$27.45	\$27.95	\$28.45	\$28.95	\$29.45	\$29.95	Utility Supervisor
PW 19	\$28.40	\$28.90	\$29.40	\$29.90	\$30.40	\$30.90	
PW 20	\$29.40	\$29.90	\$30.40	\$30.90	\$31.40	\$31.90	Mechanic Supervisor; Superintendent
PW 21	\$30.40	\$30.90	\$31.40	\$31.90	\$32.40	\$32.90	
PW 22	\$31.35	\$31.85	\$32.35	\$32.85	\$33.35	\$33.85	
PW 23	\$32.35	\$32.85	\$33.35	\$33.85	\$34.35	\$34.85	Director
PW 24	\$33.30	\$33.80	\$34.30	\$34.80	\$35.30	\$35.80	
PW 25	\$34.30	\$34.80	\$35.30	\$35.80	\$36.30	\$36.80	