

CITY OF JOSHUA

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF JOSHUA, TEXAS, AMENDING THE CITY OF JOSHUA PAY PLAN; PROVIDING FOR A REPEALER CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Council of the City of Joshua has adopted the revised pay plan to provide pay ranges for City employees; and

WHEREAS, the City Council of the City of Joshua finds it to be in the public's interest and the interest of the City to adopt the revised pay plan; and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF JOSHUA, TEXAS, THAT:

SECTION 1

The City of Joshua's Pay Plan is hereby amended as shown in Exhibit "A," which is attached hereto and incorporated herein for all purposes.

SECTION 2

All orders, ordinances, and resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this resolution are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.

SECTION 3

This Resolution shall take effect immediately upon its passage, and it is so resolved.

PASSED, APPROVED, AND ADOPTED, by the City Council of the City of Joshua, Texas, this the 15th day of May 2025.

Scott Kimble, Mayor

ATTEST:

Alice Holloway, City Secretary

Terrence S. Welch, City Attorney

Exhibit A

CITY OF JOSHUA GENERAL PAY STRUCTURE Effective 05/15/2025

Grade	Pay Frequency	FLSA Status	Pay Range		Position Title
			Minimum	Maximum	
100	Annual Hourly (2080)	Non-exempt	A \$ 27,000.00	\$ 32,000.00	Kennel Technician
			H \$ 12.98	\$ 15.38	
101	Annual Hourly (2080)	Non-exempt	A \$ 28,000.00	\$ 38,000.00	
			H \$ 13.46	\$ 18.27	
102	Annual Hourly (2080)	Non-exempt	A \$ 29,500.00	\$ 39,500.00	
			H \$ 14.18	\$ 18.99	
103	Annual Hourly (2080)	Non-exempt	A \$ 32,500.00	\$ 45,000.00	Parks Maintenance Worker
			H \$ 15.63	\$ 21.63	
104	Annual Hourly (2080)	Non-exempt	A \$ 35,000.00	\$ 47,500.00	Public Works Crew Member
			H \$ 16.83	\$ 22.84	
105	Annual Hourly (2080)	Non-exempt	A \$ 37,500.00	\$ 50,000.00	Animal Control Officer
		Non-exempt	H \$ 18.03	\$ 24.04	Code Enforcement Officer
		Non-exempt			Permit Clerk
106	Annual Hourly (2080)	Non-exempt	A \$ 40,000.00	\$ 55,000.00	Administrative Assistant II
		Non-exempt	H \$ 19.23	\$ 26.44	Finance Coordinator
107	Annual Hourly (2080)	Non-exempt	A \$ 42,500.00	\$ 57,500.00	Public Works Crew Leader
			H \$ 20.43	\$ 27.64	
108	Annual Hourly (2080)	Non-exempt	A \$ 45,500.00	\$ 60,500.00	Court Administrator/Clerk
		Non-exempt	H \$ 21.88	\$ 29.09	
109	Annual Hourly (2080)	Non-exempt	A \$ 48,500.00	\$ 63,500.00	
			H \$ 23.32	\$ 30.53	
110	Annual Hourly (2080)	Non-exempt	A \$ 52,500.00	\$ 67,500.00	Senior Building Inspector
		Non-exempt	H \$ 25.24	\$ 32.45	Animal Services Manager
					Parks Manager
					Assistant to the City Manager -Communications
111	Annual Hourly (2080)	Non-exempt	A \$ 58,500.00	\$ 73,500.00	
		Non-exempt	H \$ 28.13	\$ 35.34	
112	Annual Hourly (2080)	Non-exempt	A \$ 64,500.00	\$ 84,500.00	
			H \$ 31.01	\$ 40.63	
113	Annual Hourly (2080)	Non-exempt	A \$ 70,500.00	\$ 90,500.00	
			H \$ 33.89	\$ 43.51	

114	Annual Hourly (2080)	Exempt Exempt	A H	\$ 76,500.00 \$ 36.78	\$ 96,500.00 \$ 46.39	Public Works Director
115	Annual Hourly (2080)	Exempt	A H	\$ 86,500.00 \$ 41.59	\$ 106,500.00 \$ 51.20	
116	Annual Hourly (2080)	Exempt Exempt	A H	\$ 96,500.00 \$ 46.39	\$ 116,500.00 \$ 56.01	Human Resources Director Economic Development Director
117	Annual Hourly (2080)	Exempt Exempt	A H	\$ 106,500.00 \$ 51.20	\$ 126,500.00 \$ 60.82	Police Chief
118	Annual Hourly (2080)	Exempt	A H	\$ 116,500.00 \$ 56.01	\$ 136,500.00 \$ 65.63	Finance Director
119	Annual Hourly (2080)	Exempt	A H	\$ 126,500.00 \$ 60.82	\$ 146,500.00 \$ 70.43	Assistant City Manager
120	Annual Hourly (2080)	Exempt	A H	\$ 136,500.00 \$ 65.63	\$ 156,500.00 \$ 75.24	
121	Annual Hourly (2080)	Exempt	A H	\$ 146,500.00 \$ 70.43	\$ 166,500.00 \$ 80.05	
122	Annual Hourly (2080)	Exempt	A H	\$ 156,500.00 \$ 75.24	\$ 176,500.00 \$ 84.86	

CITY OF JOSHUA
PUBLIC SAFETY PAY STRUCTURE
Effective 05/15/2025

Police Department

Police Officer	\$ 60,000.00	\$ 75,000.00
Police Sergeant	\$ 76,000.00	\$ 88,000.00
Police Captain	\$ 89,000.00	\$ 101,000.00