

CITY OF JOSHUA
GENERAL PAY STRUCTURE
Proposed 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	Administrative Assistant I
			H \$ 15.63	\$ 21.63	Parks Maintenance Worker
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	Non-exempt	A \$ 70,500.00	\$ 90,500.00	

	Hourly (2080)		H	\$	33.89	\$	43.51	
114	Annual	Exempt	A	\$	76,500.00	\$	96,500.00	Development Services Director
	Hourly (2080)	Exempt	H	\$	36.78	\$	46.39	Public Works Director
115	Annual	Exempt	A	\$	86,500.00	\$	106,500.00	
	Hourly (2080)		H	\$	41.59	\$	51.20	
116	Annual	Exempt	A	\$	96,500.00	\$	116,500.00	Human Resources Director
	Hourly (2080)	Exempt	H	\$	46.39	\$	56.01	Economic Development Director
117	Annual	Exempt	A	\$	106,500.00	\$	126,500.00	Police Chief
	Hourly (2080)	Exempt	H	\$	51.20	\$	60.82	Fire Chief
118	Annual	Exempt	A	\$	116,500.00	\$	136,500.00	Finance Director
	Hourly (2080)		H	\$	56.01	\$	65.63	
119	Annual	Exempt	A	\$	126,500.00	\$	146,500.00	Assistant City Manager
	Hourly (2080)		H	\$	60.82	\$	70.43	
120	Annual	Exempt	A	\$	136,500.00	\$	156,500.00	
	Hourly (2080)		H	\$	65.63	\$	75.24	
121	Annual	Exempt	A	\$	146,500.00	\$	166,500.00	
	Hourly (2080)		H	\$	70.43	\$	80.05	
122	Annual	Exempt	A	\$	156,500.00	\$	176,500.00	
	Hourly (2080)		H	\$	75.24	\$	84.86	

CITY OF JOSHUA
PUBLIC SAFETY PAY STRUCTURE
Proposed 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

~~Fire Department~~

Firefighter	\$ 60,000.00	\$ 75,000.00
Fire Captain	\$ 76,000.00	\$ 88,000.00
Firefighter (<i>Part time</i>)	\$ 21.00	(hourly rate)