

Exhibit A

CITY OF JOSHUA
GENERAL PAY STRUCTURE
Proposed Effective 08/05/2025

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

Police Department

Police Officer	Non-exempt	\$ 60,000.00	\$ 75,000.00
Police Sergeant	Non-exempt	\$ 76,000.00	\$ 88,000.00
Police Captain	Exempt	\$ 89,000.00	\$ 101,000.00
Fire Marshal	Non-exempt	\$ 60,000.00	\$ 75,000.00