
CITY OF PORT LAVACA

CITY COUNCIL WORKSHOPP: AUGUST 24, 2026

AGENDA ITEM _____

DATE: AUGUST 19, 2026

TO: THE HONORABLE MAYOR AND CITY COUNCIL MEMBERS

FROM: JODY WEAVER, CITY MANAGER

SUBJECT: CONSIDER CITY COMPENSATION PLAN FOR THE 2026-27 FISCAL YEAR

Attachments:

- In-house Salary survey
- Copy of the 2025 Classification and Salary Study by PSPC (for reference)
- Comparison of the FTE per 1,000 population / Police staffing per 1,000
- City of Port Lavaca FTE history

BACKGROUND:

As you recall, last year we completed a third-party salary survey (*attached for reference*) and amended the Compensation plan in April of 2025 to implement the minimum recommended salaries per the report. There were no changes to the salary schedule in the 2025-26 plan.

This year we have conducted an in-house salary survey, which is *attached*. Over the past couple of months, we have reached out to the various entities requesting their most current salary schedules. We don't always get a response, despite numerous attempts, but we received a decent number of responses this year to see that - generally speaking - we seem to be paying a prevailing wage to our employees.

There is one position we are recommending for adjustment and 2 positions that we will monitor closely for possible adjustment next year:

- Municipal Court Clerk – We have adequate data points to recommend an adjustment from a salary range 5 (\$37,924 - \$44,560 - \$51,197) to a salary range 6 (\$39,820 - \$46,788 - \$53,757).
- Asst. City Secretary – we may be slightly low, however this is based upon only 3 responses. Our maximum rate is very close to average midpoint of the 3, so we are not proposing a change this year, but will look at it closely for next year and work to get additional data. We are planning to convert this to a salaried position.
- Police Records Specialist – again we look to be low here, but we only received 2 responses. We will concentrate on acquiring additional data next year for a possible adjustment.

NOTES TO FACILITATE DISCUSSION:

- As the budget was presented at the workshop, the number of full-time positions for FY26-27 is 97 and the full-time equivalent (FTE) part-time positions are 2.75. This is unchanged from last year.
- If we are successful with the currently-applied-for grant funding of Tobie's phase 1 staffing plan of two patrol officers, we will bring Council an amendment to this compensation plan to

add 2 patrol officers, as was discussed when Council authorized the submission of the grant application.

- The cost for the second phase of the staffing plan, consisting of a motorcycle patrolman and another detective would be approx. \$190,000 (+ \$35,000 for the motorcycle, gear and training). There is another grant program available in December that would pay a stepped 100%, 75%, 50%, then 25% of the cost over the next 4 years. More information about this prospect will be brought to council for consideration of a possible funding application prior to December.
- I have included a spreadsheet illustrating our fulltime employee count since FY 2013, which shows the timing of new positions added and when the dispatchers were removed.
- I have included a spreadsheet showing that among 18 select cities ranging from about 10,000-24,000 population we are tied at 4th from the bottom with Portland for the number of full-time employees per 1,000. When staffing levels are low, cities often experience:
 - Longer emergency response times.
 - Delayed infrastructure maintenance and capital projects.
 - Reduced customer service levels.
 - Increased employee turnover and overtime costs.
 - Low moral and employee burnout
 - Greater risk of compliance violations and safety issues.
 - Difficulty achieving strategic goals and meeting community expectations.

Adequate staffing is not simply an expense; it is an investment in the city's ability to provide reliable services and maintain the quality of life expected by the community.

Port Lavaca - 11,557 (Calhoun County Seat)

Calhoun County
Bay City - 18061
Rockport - 10815
Edna - 6,108
Sinton - 5,504
Ingleside - 10,488
Victoria - 67,000
El Campo - 12,350
Beeville - 14,200
Wharton - 8627
Freeport - 12,184
Angleton - 19429 (Brazoria County Seat)
Aransas Pass
Port Neches

120 DAYS	180 DAYS
90 DAYS	
90 DAYS	120 DAYS
	*FY 2025-26
180 DAYS*	Budget was approx.
	162 days
73 DAYS	
90 DAYS	
90 DAYS	
90 DAYS	
90 DAYS	
90 DAYS	
90 DAYS	
90 DAYS	120 DAYS
90 DAYS	
146 DAYS	
no formal policy	

Data collected June - August 2026			Min	Mid	Max	2025 Survey mid-point			
OK	City Manager - PORT LAVACA	32	\$	141,587.00	\$	166,365.00	\$	191,142.00	
	City Manager - Angleton		\$	125,475.57	\$	163,118.24	\$	200,760.90	
	City Manager - Bay City		\$	164,705.00	\$	193,771.00	\$	222,836.00	
	City Manager - Beeville				\$	144,229.00	\$	168,267.00	
	City Manager - Edna				\$	101,314.00			
	City Manager - El Campo				\$	171,595.00			
	City Manager - Freeport		\$	144,072.00	\$	176,849.00	\$	209,625.00	
	City Manager - Rockport								
	City Manager - Sinton		\$	181,729.00	\$	181,729.00	\$	181,729.00	
	City Manager - Victoria		\$	167,841.00	\$	203,443.00	\$	239,046.00	
	City Manager - Wharton		\$	152,250.02					
●	AVG NIC Port Lavaca	32	\$	141,955.13	\$	167,006.03	\$	192,056.93	\$168,825 32
OK	Fire Chief	26	\$	105,654.00	\$	124,144.00	\$	142,633.00	
	Emergency Manager - Angleton								
	Fire Chief - Athens, TX - County Seat-Pop 12,857		\$	107,918.72	\$	124,106.99	\$	140,295.26	
	Fire Chief/EMS - Freeport		\$	103,190.00	\$	126,666.00	\$	150,141.00	
	Fire Chief - Port Neches (by Beaumont) - pop 13,768		\$	134,700.80	\$	134,700.80	\$	170,435.20	
	Fire Chief - Snyder, TX - County Seat-Pop 10,851								
	Fire Chief - Victoria		\$	119,281.00	\$	144,583.00	\$	169,885.00	
●	AVG NIC Port Lavaca	28	\$	112,637.07	\$	132,514.20	\$	152,391.33	\$123,492 26
OK	Police Chief	26	\$	105,654.00	\$	124,144.00	\$	142,633.00	
	Police Chief - Bay City		\$	101,115.00	\$	118,958.00	\$	136,802.00	
	Police Chief - Beeville				\$	105,361.00	\$	122,922.00	
	Police Chief - Edna				\$	80,000.00			
	Police Chief - El Campo		\$	87,381.00	\$	104,354.00			
	Police Chief - Freeport		\$	100,602.00	\$	123,489.00	\$	146,376.00	
	Police Chief - Ingleside				\$	123,454.40			
	Police Chief - Rockport								
	Police Chief - Sinton		\$	116,761.00	\$	116,761.00	\$	116,761.00	
	Police Chief - Victoria		\$	119,281.00	\$	144,583.00	\$	169,885.00	
	Police Chief - Wharton				\$	114,025.60			
●	AVG NIC Port Lavaca	24	\$	97,370.90	\$	114,554.00	\$	131,737.10	\$110,776 23

Data collected June - August 2026			Min	Mid	Max	2025 Survey mid-point	
OK	Director of Development Services	24	\$ 95,832.00	\$ 112,602.00	\$ 129,373.00		
	Director of Development Services - Angleton		\$ 98,744.97	\$ 128,368.46	\$ 157,991.95		
	Director of Dev Services - Beeville			\$ 79,692.00	\$ 92,974.00		
	Director of Development Services - Edna			\$ 50,000.00			
	Director of Planning - El Campo		\$ 76,606.00	\$ 91,458.00			
	Director of Building/Planning - Ingleside			\$ 116,771.20			
	Director of Development Services - Vict		\$ 108,192.00	\$ 131,141.00	\$ 154,091.00		
	Director of Development Services- Wharton			\$ 76,752.00			
●	AVG NIC Port Lavaca	21	\$ 81,865.04	\$ 96,311.81	\$ 110,758.58	\$99,750	21
OK	Director of Finance	24	\$ 95,832.00	\$ 112,602.00	\$ 129,373.00		
	Director of Finance - Angleton		\$ 98,744.97	\$ 128,368.46	\$ 157,991.95		
	Director of Finance - Beeville			\$ 123,273.00	\$ 143,818.00		
	Director of Finance - Edna			\$ 57,990.00			
	Director of Finance - El Campo		\$ 81,973.00	\$ 97,864.00			
	Director of Finance - Freeport		\$ 96,255.00	\$ 118,153.00	\$ 140,051.00		
	Director of Finance - Ingleside			\$ 132,454.40			
	Director of Finance - Rockport						
	Director of Finance - Vict		\$ 119,281.00	\$ 144,583.00	\$ 169,885.00		
	Director of Finance - Sinton		\$ 75,850.00	\$ 75,850.00	\$ 75,850.00		
	Director of Finance - Wharton			\$ 95,368.00			
●	AVG NIC Port Lavaca		\$ 91,979.81	\$ 108,211.54	\$ 124,443.27	\$113,851	24
OK	Director of Public Works	24	\$ 95,832.00	\$ 112,602.00	\$ 129,373.00		
	Director of Public Works - Bay City		\$ 101,115.00	\$ 118,958.00	\$ 136,802.00		
	Director of Public Works - Rockport						
	Director of Public Works - Edna			\$ 84,025.00			
	Director of Public Works - Vict		\$ 119,281.00	\$ 144,583.00	\$ 169,885.00		
	Director of Public Works - Ingleside (Water Svs)			\$ 132,454.40			
	Director of Public Works - Sinton		\$ 104,562.00	\$ 104,562.00	\$ 104,562.00		
	Director of Public Works - El Campo		\$ 81,973.00	\$ 97,864.00			
	Director of Utilities- El Campo		\$ 81,973.00	\$ 97,864.00			
	Director of Public Works - Beeville			\$ 90,052.00	\$ 105,061.00		
	Public Works Director - Wharton			\$ 66,892.80			
	Public Works Director - Freeport		\$ 93,150.00	\$ 114,342.00	\$ 135,533.00		
	Public Works Director - Angleton		\$ 98,744.97	\$ 128,368.46	\$ 157,991.95		
●	AVG NIC Port Lavaca		\$ 91,179.16	\$ 107,269.61	\$ 123,360.05	\$110,310	24
OK	City Secretary	19	\$ 75,087.00	\$ 88,227.00	\$ 101,367.00		
	City Secretary/Court Manager - Angleton		\$ 98,744.97	\$ 128,368.46	\$ 157,991.95		
	City Secretary - Bay City		\$ 83,187.00	\$ 97,867.00	\$ 112,547.00		
	City Secretary - Beeville			\$ 123,273.00	\$ 143,818.00		
	City Secretary - Edna			\$ 60,089.00			
	City Secretary - El Campo		\$ 54,621.00	\$ 65,229.00			
	City Secretary - Freeport		\$ 64,481.00	\$ 79,150.00	\$ 93,819.00		
	City Secretary - Ingleside			\$ 96,512.00			
	City Secretary - Rockport						
	City Secretary - Sinton		\$ 50,000.00	\$ 50,000.00	\$ 50,000.00		
	City Secretary - Victoria		\$ 73,228.00	\$ 88,762.00	\$ 104,295.00		
	City Secretary - Wharton			\$ 114,608.00			
●	Avg NIC Port Lavaca	19	\$ 76,827.97	\$ 90,385.85	\$ 103,943.72	\$87,648	19

Data collected June - August 2026				Min	Mid	Max	2025 Survey mid-point		
OK	Police Lieutenant	18	\$	71,511.00	\$	84,025.00	\$	96,540.00	
	Patrol Lieutenant - Beeville				\$	75,617.00	\$	88,220.00	
	Patrol Lieutenant - Edna				\$	65,343.20			
	Patrol Lietenant-Rockport								
	Patrol Lieutenant - Wharton				\$	86,361.60			
●	AVG NIC Port Lavaca	16	\$	64,407.84	\$	75,773.93	\$	87,140.02	\$85,772 18
OK	Utlities Supt	17	\$	68,106.00	\$	80,024.00	\$	91,943.00	
	Utilities Supt - Beeville				\$	79,692.00	\$	92,974.00	
	Utilities Supt - Edna				\$	54,240.00			
	Water Supt - Wharton				\$	68,432.00			
●	Avg NIC Port Lavaca	14	\$	57,336.47	\$	67,454.67	\$	77,572.87	
OK	Streets Supt	17	\$	68,106.00	\$	80,024.00	\$	91,943.00	
	Streets Supt - Beeville				\$	62,411.00	\$	72,813.00	
	Streets Supt - Edna				\$	65,580.00			
	Streets Supt - Rockport								
●	Avg NIC Port Lavaca	13	\$	54,396.18	\$	63,995.50	\$	73,594.83	
OK	Parks Supt	17	\$	68,106.00	\$	80,024.00	\$	91,943.00	
	Parks Supt - Rockport								
	Parks Supt - Beeville				\$	79,692.00	\$	92,974.00	
	Parks Supt - Edna				\$	43,264.00			
	Parks Supt - Wharton				\$	68,432.00			
	Parks Supt - Angleton		\$	63,764.33	\$	79,705.42	\$	95,646.09	
●	Avg NIC Port Lavaca	17	\$	57,607.35	\$	67,773.36	\$	77,939.36	
OK	Patrol Sergeant	16	\$	64,863.00	\$	76,214.00	\$	87,564.00	
	Patrol Sergeant - Beeville				\$	69,606.00	\$	81,207.00	
	Patrol Sergeant - Edna				\$	60,000.00			
	Patrol Sergeant - Ingleside				\$	77,355.20			
	Patrol Sergeant - Wharton				\$	74,458.80			
●	Avg NIC Port Lavaca	14	\$	59,801.75	\$	70,355.00	\$	80,908.25	
OK	Detective Sergeant	16	\$	64,863.00	\$	76,214.00	\$	87,564.00	
	Detective Sergeant - Calhoun County								
	Detective Sergeant - Edna				\$	64,589.29			
	Police Detective - Ingleside				\$	72,633.60			
	Detective Sergeant - Wharton				\$	76,739.50			
●	Avg NIC Port Lavaca	14	\$	60,622.68	\$	71,320.80	\$	82,018.92	
OK	Patrol Officer	13	\$	56,031.00	\$	65,836.00	\$	75,641.00	
	Police Officer - Angleton								
	Police Officer-Bay City		\$	62,076.00	\$	73,030.00	\$	83,985.00	
	Patrol Officer - Beeville				\$	56,385.00	\$	65,782.00	
	Patrol Officer - Edna				\$	59,155.20			
	Police Officer - El Campo		\$	62,419.00	\$	74,540.00			
	Police Officer - Freeport		\$	56,557.00	\$	68,497.00	\$	80,437.00	
	Patrol Officer 1 - Ingleside				\$	60,132.80			
	Police Officer - Sinton		\$	46,405.00	\$	46,405.00	\$	46,405.00	
	Police Officer - Victoria		\$	50,970.00	\$	58,615.50	\$	68,500.00	
	Patrol Officer- Wharton				\$	63,345.88			
●	Avg NIC Port Lavaca	12	\$	52,898.94	\$	62,234.04	\$	71,569.15	\$64,396 13
OK	Firefighter/Engineer	12	\$	53,363.00	\$	62,701.00	\$	72,039.00	
	Firefigher - Angleton		\$	49,396.25	\$	58,829.29	\$	68,262.33	
	Firefigher - Freeport		\$	55,000.00	\$	67,513.00	\$	80,025.00	
	Firefighter - Victoria		\$	50,412.00	\$	55,453.20	\$	62,000.00	
●	Avg NIC Port Lavaca	11	\$	51,508.72	\$	60,598.50	\$	69,688.27	

Data collected June - August 2026				Min	Mid	Max		
OK	Accountant	12	\$	53,363.00	\$ 62,701.00	\$ 72,039.00		
	Accountant - Beeville				\$ 62,411.00	\$ 72,813.00		
	Accounting/Billing Specialist - El Campo		\$	51,043.00	\$ 60,944.00			
	Accounting/Billing Specialist - Sinton		\$	46,966.00	\$ 46,966.00	\$ 46,966.00		
	Accounting/Billing Specialist - Victoria		\$	63,257.00	\$ 76,676.00	\$ 90,094.00		
	Accountant - Wharton				\$ 45,136.00			
●	Avg NIC Port Lavaca	11	\$	49,662.61	\$ 58,426.60	\$ 67,190.59	\$66,732	13
** ✓	Assistant City Secretary	11	\$	50,822.00	\$ 59,715.00	\$ 68,609.00		
	Assistant City Secretary - Angleton		\$	54,819.25	\$ 68,524.06	\$ 82,228.87		
	Assistant City Secretary - Beeville				\$ 55,231.00	\$ 65,436.00		
	Assistant City Secretary - Ingleside				\$ 87,734.40			
	Assistant City Secretary - Rockport							
●	Avg NIC Port Lavaca	14	\$	59,922.01	\$ 70,496.49	\$ 81,070.96	\$60,104	11
OK	Office Manager	10	\$	48,401.00	\$ 56,872.00	\$ 65,342.00		
	Chief Sec/Dispatcher Supervisor - Angleton							
	Office Manager - Beeville				\$ 48,877.00	\$ 57,023.00		
	Administrative Coordinator (PD)							
●	Avg NIC Port Lavaca	7	\$	41,545.45	\$ 48,877.00	\$ 56,208.55	\$55,127	9
OK*	Executive Asst to CM/HR	10	\$	48,401.00	\$ 56,872.00	\$ 65,342.00		
	HR Coordinator- Angleton		\$	54,819.25	\$ 68,524.06	\$ 82,228.87		
	HR - Beeville				\$ 79,692.00	\$ 92,974.00		
	HR - Wharton				\$ 53,331.20			
●	Avg NIC Port Lavaca	13	\$	57,105.06	\$ 67,182.42	\$ 77,259.78	\$56,729	10
OK	Parks Crew Leader	9	\$	46,097.00	\$ 54,164.00	\$ 62,230.00		
	Parks Crew Leader - Angleton							
	Parks Crew Leader - Beeville				\$ 48,877.00	\$ 57,023.00		
	Parks Crew Leader-Rockport							
●	Avg NIC Port Lavaca	7	\$	41,545.45	\$ 48,877.00	\$ 56,208.55	\$49,272	7
OK	Streets Crew Leader	9	\$	46,097.00	\$ 54,164.00	\$ 62,230.00		
	Parks Crew Leader - Angleton							
	Streets Crew Leader - Beeville				\$ 48,877.00	\$ 57,023.00		
	Streets Crew Leader - Edna				\$ 38,969.83			
	Streets Crew Leader-Rockport							
	Streets Crew Leader - Wharton				\$ 45,510.00			
●	Avg NIC Port Lavaca	5	\$	37,784.44	\$ 44,452.28	\$ 51,120.12	\$52,712	8
OK	Utilities Crew Leader	9	\$	46,097.00	\$ 54,164.00	\$ 62,230.00		
	WW Plant Operator II - Angleton							
	Utilities Crew Leader - Beeville				\$ 48,877.00	\$ 57,023.00		
	Utilities Crew Leader - Edna				\$ 45,890.21			
	Utilities Production Supervisor-Rockport							
	Utilities Crew Leader - Wharton				\$ 44,179.20			
●	Avg NIC Port Lavaca	6	\$	39,368.15	\$ 46,315.47	\$ 53,262.79	\$52,438	8
OK	Code Enforcement Officer	8	\$	43,902.00	\$ 51,584.00	\$ 59,267.00		
	Code Enforcement Officer - Angleton							
	Code Enforcement Officer - Bay City							
	Code Enforcement Officer - Beeville				\$ 48,877.00	\$ 57,023.00		
	Code Enforcement Officer - Calhoun County							
	Code Enforcement Officer - Edna				\$ 45,462.00			
	Code Enforcement Officer - Rockport							
	Code Enforcement Officer - Wharton				\$ 43,035.20			
●	Avg NIC Port Lavaca	6	\$	38,922.69	\$ 45,791.40	\$ 52,660.11	\$51,536	8

2025 Survey mid-
point

Data collected June - August 2026

			Min	Mid	Max		
** ✓	Police Records Specialist	6	\$ 39,820.00	\$ 46,788.00	\$ 53,757.00		
	Records Clerk/Dispatcher - Beeville			\$ 48,877.00	\$ 57,023.00		
	Records Clerk-Rockport						
	Records Clerk - Wharton			\$ 53,768.00			
●	Avg NIC Port Lavaca	9	\$ 45,702.80	\$ 53,768.00	\$ 61,833.20	\$45,048	5
OK	Development Services Technician (Permits)	6	\$ 39,820.00	\$ 46,788.00	\$ 53,757.00		
	Permit Technician - Bay City		\$ 40,014.00	\$ 47,076.00	\$ 54,137.00		
	Permits Clerk - Beeville			\$ 43,254.00	\$ 50,463.00		
	Permits Clerk - El Campo		\$ 37,440.00	\$ 44,720.00			
	Permits Clerk - Wharton			\$ 38,625.60			
●	Avg NIC Port Lavaca	5	\$ 36,906.07	\$ 43,418.90	\$ 49,931.74	\$45,115	5
OK	Accounts Payable Specialist	6	\$ 39,820.00	\$ 46,788.00	\$ 53,757.00		
	Accounting Clerk - Beeville			\$ 48,877.00	\$ 57,023.00		
	Calhoun County						
	Accounting Clerk - Edna			\$ 40,620.00			
	Accounting Technican-Rockport						
	Accounting Clerk-Wharton			\$ 40,352.00			
●	Avg NIC Port Lavaca	5	\$ 36,790.55	\$ 43,283.00	\$ 49,775.45	\$47,305	6
** ✓	Municipal Court Clerk	5	\$ 37,924.00	\$ 44,560.00	\$ 51,197.00		
	Court Technician - Angleton		\$ 32,301.36	\$ 38,761.63	\$ 44,188.26		
	Municipal Court Clerk - Bay City		\$ 38,109.00	\$ 44,834.00	\$ 51,559.00		
	Municipal Court Clerk - Beeville			\$ 70,524.00	\$ 82,278.00		
	Municipal Court Clerk - Calhoun County						
	Municipal Court Clerk - Edna			\$ 39,970.00			
	Municipal Court Clerk - El Campo		\$ 45,240.00	\$ 53,997.00			
	Municipal Court Clerk - Freeport		\$ 31,345.00	\$ 38,476.00	\$ 45,607.00		
	Municipal Court Clerk - Rockport						
	Court Clerk - Sinton		\$ 47,902.00	\$ 47,902.00	\$ 47,902.00		
	Municipal Court Clerk - Ingleside						
	Court Clerk - Victoria		\$ 31,949.00	\$ 38,338.80	\$ 50,168.00		
	Municipal Court Clerk - Wharton			\$ 46,800.00			
●	Avg NIC Port Lavaca	6	\$ 39,629.21	\$ 46,622.60	\$ 53,615.99	\$43,011	4
OK	Animal Control Officer	5	\$ 37,924.00	\$ 44,560.00	\$ 51,197.00		
	Animal Service Officer - Angleton						
	Animal Control Officer - Beeville			\$ 43,254.00	\$ 50,463.00		
	Animal Control Officer - Edna			\$ 42,000.00			
	Animal Control Officer - Wharton			\$ 49,857.00			
●	Avg NIC Port Lavaca	5	\$ 38,281.45	\$ 45,037.00	\$ 51,792.55	\$44,617	5
OK	UB Customer Service Representative	5	\$ 37,924.00	\$ 44,560.00	\$ 51,197.00		
	UB Customer Service Rep - Bay City						
	UB Customer Service Rep - Wharton		\$ 32,510.40	\$ 37,554.00			
	UB Customer Service Rep - Beeville			\$ 43,254.00	\$ 50,463.00		
	UB Customer Service Representative- Edna			\$ 44,800.00			
	UB Technician - Rockport						
●	Avg NIC Port Lavaca	4	\$ 35,588.93	\$ 41,869.33	\$ 48,149.73	\$41,397	4

Data collected June - August 2026				Min	Mid	Max	2025 Survey mid-point	
OK	Street Maintenance worker	4	\$	36,118.00	\$	42,439.00	\$	48,759.00
	Maintenance Tech-PW - Angleton							
	Street Maintenance worker - Bay City							
	Streets Maintenance Worker - Beeville				\$	38,278.00	\$	44,657.00
	Streets Maintenance Worker - Edna				\$	30,650.67		
	Street Maintenance worker - Rockport							
	Streets Maintenance Worker - Wharton				\$	39,998.40		
●	Avg NIC Port Lavaca	1	\$	30,862.67	\$	36,309.02	\$	41,755.38
OK	Utility Maintenance Worker	4	\$	36,118.00	\$	42,439.00	\$	48,759.00
	Maintenance Tech-PW - Angleton							
	Utilities Maintenance worker - Bay City		\$	44,116.00	\$	51,901.00	\$	59,686.00
	Utility Maintenance Worker - Beeville				\$	38,278.00	\$	44,657.00
	Utilities Maintenance Worker - Edna				\$	41,595.77		
	Utility Maint. Worker - El Campo		\$	39,520.00	\$	47,174.00		
	Utilities Maintenance Worker - Sinton		\$	28,122.00	\$	28,122.00	\$	28,122.00
	Utilities Maintenance Worker - Victoria		\$	27,040.00	\$	32,448.00	\$	47,779.00
	Utilities Maintenance Worker - Wharton				\$	36,483.00		
●	Avg NIC Port Lavaca	3	\$	33,514.50	\$	39,428.82	\$	45,343.15

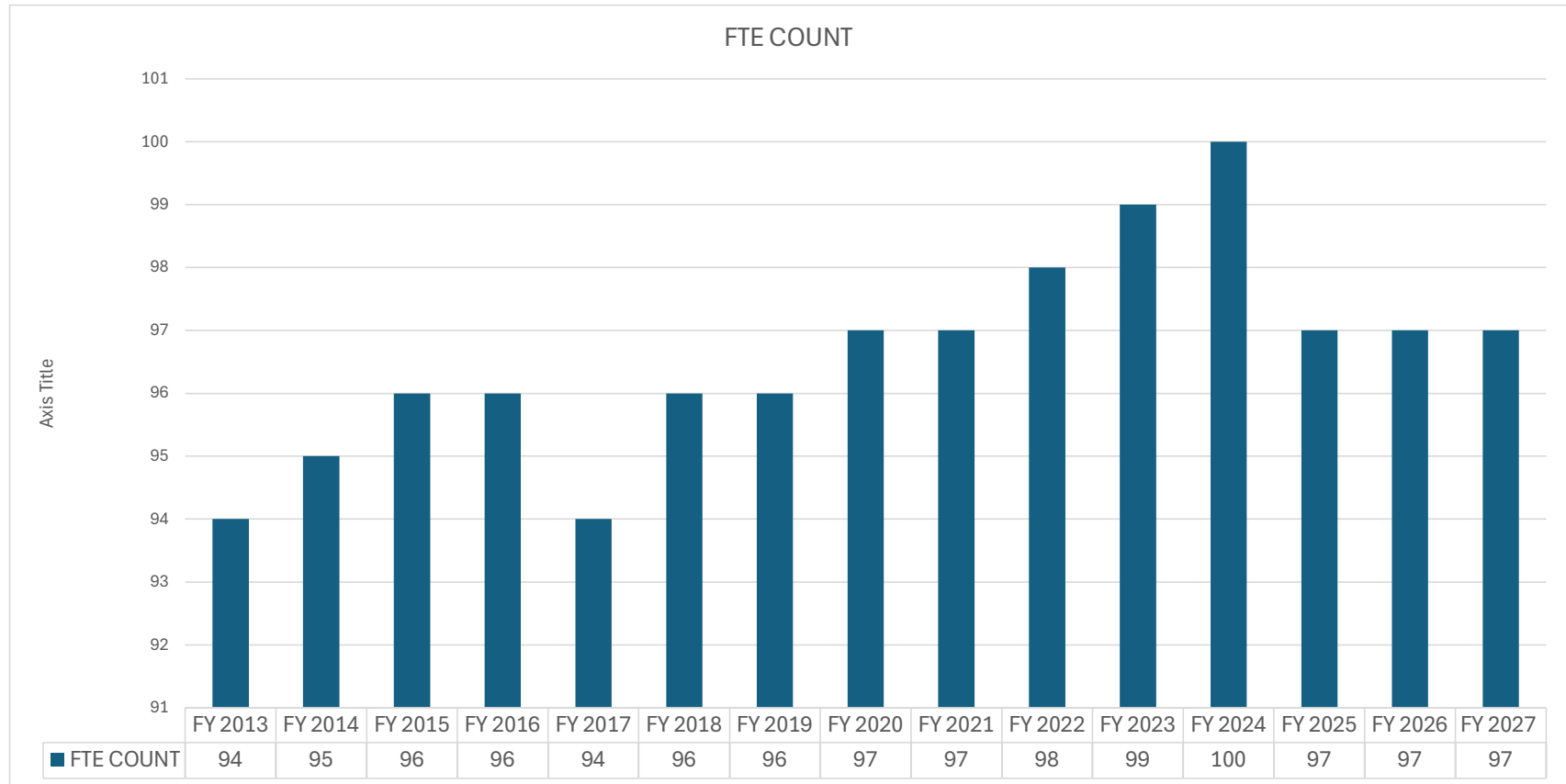
Ratio of Full-time employees divided by the population

CITY	Full-time Emp	Population	FTE per 1,000	Notes on Additional Services Provided
Clute	101	10700	9.4	Fire Department, EMS
Port Neches	94	13591	6.9	Garage, Library, Senior Citizens
Port Lavaca	97	11060	8.8	Fire Department, Ports & Harbor, Beach
Seabrook	115	13974	8.2	IT, GIS, EMS
Jacksonville	135	14815	9.1	Fire, EMS, Sanitation, Library, Museum, Cemetery
Beeville	164	13641	12.0	IT, Swimming Pool, Golf Course, Garage
Portland	207	23575	8.8	IT, Fire, Communications, Library
Freeport	167	10550	15.8	IT, Fire, EMS, Golf Course, Garage, Recreation Center, Museum,
Lockhart	146	14844	9.8	PIO, Communications, Fire, Library, Planning/GIS, Garage, Electric, Solid Waste, Eco Dev
Bay City	183	17882	10.2	Library, Recycling, Communications, Tourism, Airport, IT, Garage
Cuero	91	8386	10.9	Electric, Library, Golf Course, IT, Fire
Rockport	128	10877	11.8	Aquatic Center, IT, Garage, Communications, Tourism
Wharton	110	8627	12.8	EMS, Emergency MGT, Airport
El Campo	129	12350	10.4	GIS, Emergency MGT, Garage, Aquatic Center, EMS
Elgin	142	13327	10.7	IT, Community Services, Library, Recreation Center, Swimming Pool, Garage,
Aransas Pass	148	8011	18.5	IT, Emergency MGT, Fire, Library, Harbor, Aquatic Center
Lago Vista	98	10498	9.3	
Bee Cave	66	8464	7.8	IT, Library, Tourism

PD Staffing comparison

	Sworn Staff	Population	Sworn per 1,000
Bay City	38	18,016	2.1
El Campo	33	12,202	2.7
Richmond	40	12,582	3.2
Rockport	27	10,440	2.6
Wharton	24	8,724	2.8
Port Lavaca	21	11,060	1.9
Port Lavaca + 2	23	11,060	2.1
Port Lavaca + 4	25	11,060	2.3

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
FTE COUNT	94	95	96	96	94	96	96	97	97	98	99	100	97	97	97



* there is conflicting data - FY 2016 is either 95 or 96; no Admin Asst shown for CM in 2016-2017(?)

*FY2022 - Added 3 Fire fighters
*FY 2023 - Part Time Animal Control

*FY 2024 - Added Capital Projects/Grants Coordinator
*FY2025 - 4 dispatchers for part of year

*FY2025 - added Exec Asst to P&H (paid by P&H Fund)
*FY2026 PD reception clerk



APRIL 29, 2025

CLASSIFICATION STUDY AND SALARY SURVEY FOR THE CITY OF PORT LAVACA, TEXAS

FINDINGS AND RECOMMENDATIONS

PUBLIC SECTOR PERSONNEL CONSULTANTS

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1. Executive Summary

Public Sector Personnel Consultants is pleased to submit this report of the findings and recommendations of the FY2025 Classification Study and Salary Survey for the City of Port Lavaca, Texas. We wish to thank all employees for their participation and assistance in this important project.

A. Summary of Findings

1. The City of Port Lavaca has a total of 59 job titles. After the Classification Study, the number of distinct occupational job classifications remains the same, although some titles have been added and deleted (Appendix, Table 1).
2. 68% of all positions will retain their current title, 22% will receive a title modification, and 10% of positions are new titles. All employees have been assigned to an appropriate position classification that reflects their designated tasks and responsibilities.
3. The City of Port Lavaca's salary plan is competitive (within +/- 5% or greater than 5%) for 33% of its salary survey benchmark job classifications in relation to the designated public and private sector comparator agencies (Appendix, Table 2).
4. The City of Port Lavaca's salary plan is NOT competitive (more than -5% below) for 67% of its salary survey benchmark job classifications in relation to the designated public and private sector comparator agencies (Appendix, Table 2).
5. The City of Port Lavaca maintains a salary schedule with a prevailing pattern of 35% range width and 5% distance between the midpoints of successive ranges, although some ranges have been deleted or modified.
6. A new Salary Schedule is proposed that creates a consistent pattern. It consists of 40 ranges with 35% range width and 5% between the midpoints of successive ranges (Appendix, Table 3).
7. The estimated cost to adopt the market-based ranges for all positions and to bring any employee whose current salary is below the proposed range minimum is \$126,181, or 2.51% of current payroll.

B. Summary of Recommendations

1. Adopt the proposed Classification Schematic (Appendix, Table 1).
2. Adopt the new Salary Schedule (Appendix, Table 3).
3. Adopt the proposed market-based range for all positions in the organization (Appendix, Table 4 and Table 5).
4. Move any employee whose current salary falls below the proposed range minimum up to the range minimum.
5. Every three to five years, update the salary plan by reallocating job classifications to appropriate salary grades that reflect the varying prevailing rate movement of each position in the marketplace.
6. Continue to administer Cost-of-Living-Adjustments and merit increases.

2. Position Classification Process and Results

Position analysis and classification is the process of documenting and verifying the number, type, and levels of occupational job classes within an organization and assigning each budgeted position to the correct occupational job class. This process establishes the sound basis for the subsequent salary plan which is administered at the job class level. Position classification is done before a salary survey because it is important to learn about the jobs that exist at an organization before looking for them in the marketplace.

A. Principal Steps in the Job Classification Process

1. *Distribute Position Analysis Questionnaires*

Each full-time city employee was given the opportunity to complete a comprehensive position analysis questionnaire (PAQ) summarizing the scope and complexity of the duties and responsibilities of their position. PSPC reviewed 94 PAQ's representing each job in the City.

2. *Create Schematic of Occupational Job Classes*

Based on the analysis of the job content of the various positions, we sorted them into common occupational series and groups, and then determined the number of distinct job levels (classes) within each group. Table 1, in the Appendix of this report, is the resultant *Schematic of Occupational Job Classes* reflecting the actual duties and responsibilities performed by the employees. The goal is for each employee to have a job title that accurately reflects the tasks and duties of their position.

3. *Draft Review of Position Classification Plan*

We reviewed drafts of the recommended position classification plan with the City Manager and Finance Director to verify our understanding of the City's classifications, to obtain feedback, and to make any necessary changes in job class concepts, class titles, and the classification of individual positions.

B. Results of the Job Classification Process

1. *Index of Current to Recommended Job Titles*

The classification transactions are summarized below. Table 1, included in the Appendix, lists each of the City's current and recommended job titles.

SUMMARY

% of Total

- (NC) No Change	68%
- (T) Title Modification	22%
- (NT) New Title	10%
- (D) Deleted Title	-

3. Salary Survey Process and Results

A salary survey is the process by which an organization evaluates rates of pay for various job classifications within a defined marketplace. The marketplace can consist of organizations that the City competes with for talent, organizations that provide similar services, or organizations that have similar characteristics.

A. Survey Comparators

In consultation with the City and with input from PSPC, the following agencies were identified as survey comparators. PSPC solicited pay plans, organizational charts, and job descriptions from these agencies to aid in the process of job matching for the salary survey.

Angleton, City of	Freeport, City of
Aransas Pass, City of	Ingleside, City of
Bay City, City of	Portland, City of
Beeville, City of	Rockport, City of
Calhoun, County of	Sinton, City of
Cuero, City of	State of Texas
Edna, City of	Victoria, City of
El Campo, City of	Wharton, City of

In addition to these public sector agencies, PSPC also incorporated data from the private sector using the salary assessor tool for the Victoria, TX area provided by the Economic Research Institute (ERI).

B. Benchmarked Positions

PSPC benchmarked 54/59 positions, or 91% of all positions within the City. 538 jobs in the comparator agencies were matched to the City's 54 benchmark positions (Appendix, [Table 2](#)).

C. Survey Methodology

We utilized the standard "midpoint-to-midpoint" method to compare the City's salary structures to the prevailing rates. The City's salary structure and the prevailing rates are represented by their midpoints, which are the amounts employers pay for sustained competent job performance.

The midpoint is the most objective, occupation-specific and consistent component of salary structures among employers, as the varying widths of salary ranges are too great to utilize minimum or maximum. Midpoint is not affected by actual salary averages which may reflect longevity, pay-for-performance, and a myriad of subjective salary plan administration characteristics of the comparator employers. When individual salary plans were comprised of steps, the beginning and ending steps were added and the sum divided by two (2) to calculate a true midpoint.

D. External Prevailing Rate (Market) Comparison

The table below summarizes the comparison of the City's current salary structure for all benchmark job classes to the prevailing rate amongst the comparator organizations. A detailed listing by benchmark position can be found on [Table 2](#) in the Appendix.

<u>Relationship to Prevailing Rate</u>	<u># of Benchmark Job Classifications</u>	<u>% of Benchmark Sample</u>	<u>Average Variance (%)</u>
Below (< -5%)	33	67%	-12.27%
Comparable (+/- 5%)	16	33%	-1.11%
Above (> 5%)	0	0%	N/A

4. Proposed Salary Plan for FY26

A. Recommended Salary Structures and Range Assignments

PSPC recommends that the City adopt a new salary schedule. The current salary schedule starts at the minimum wage value for the State of Texas, resulting in many ranges that are no longer in use. In addition, some ranges have been deleted or modified. PSPC recommends that the City adopt the Proposed Salary Schedule (Appendix, [Table 3](#)). This salary schedule is not wholly different from the current structure, but reestablishes a consistent pattern. It is comprised of 40 ranges with 5% between the midpoints of successive ranges and a 35% range width from minimum to maximum. This salary schedule is well-suited to applying salary survey data. The process for range placement is to identify the range whose midpoint is closest to the survey midpoint. It also allows the organization to establish logical relationships between successive job classifications. Additionally, this salary schedule will be able to accommodate new positions as they are brought into the organization.

The recommended range assignments can be found in [Table 4](#) and [Table 5](#) of the Appendix, sorted by Job Family and across the organization from High-to-Low. In no instances have any positions been moved backward at the midpoint as a result of the study. Correspondingly, no employee will be receiving a reduction in salary. Range assignments were made in relation to the survey data (external equity) as well as how positions relate to each other within the organization (internal equity).

B. Estimated Fiscal Impact

The total estimated fiscal impact to adopt the proposed range assignments is \$126,181, or 2.51% of current payroll.

To estimate the cost of implementation, PSPC identified the proposed range for each employee based on their job classification. If the employee's current salary was lower than the proposed range minimum, an adjustment was provided to move them up to the range minimum. This cost estimate excludes costs related to additional TMRS or benefits contributions.

5. Salary Plan Maintenance

The City should reevaluate the ranges for all positions every three to five years via a salary survey. Since jobs move at different rates in the marketplace, adjustments for each position will be different. In the interim, the City should focus on moving employees through the range for their position.

As new positions come into the organization, or as departments reorganize, the City should reference survey data and the pay plan to determine the appropriate classification and range for each new or modified position. PSPC offers a one-year warranty to assist in these situations and general pay plan maintenance as needed.

APPENDIX

Table 1: Schematic of Occupational Job Classes

Current Job Class	Recommended Job Class
-------------------	-----------------------

Administrative Services Series

Animal Control

Senior Animal Control Officer
Animal Control Officer
Animal Shelter Attendant

Lead Animal Control Officer
Animal Control Officer
Delete

City Manager's Office

City Manager
Executive Assistant to the City Manager/Human Resources
Coordinator

City Manager
Executive Assistant/HR Coordinator

City Secretary and Municipal Court

City Secretary/Court Manager
Assistant City Secretary
-
Municipal Court Clerk

City Secretary/Court Administrator
Assistant City Secretary
Senior Municipal Court Clerk
Municipal Court Clerk

Convention and Visitor's Bureau

CVB Maintenance Worker

Bauer Center Maintenance Worker

Development Services

Director of Development Services
Code Enforcement Officer
Development Coordinator/Permit Technician
Office Assistant

Director of Development Services
Code Enforcement Officer
Development Services Technician
Office Assistant

Facilities Maintenance

Janitor

Janitor

Finance

Director of Finance

Capital Projects/Grants Coordinator
Senior Accountant
Accountant

Director of Finance
Capital Projects and Grants
Coordinator
Senior Accountant
Accountant

Accounting Clerk

Accounts Payable Specialist

Parks

Parks Superintendent

Parks Superintendent

Parks Crew Leader

Parks Crew Leader

Parks Maintenance Worker

Parks Maintenance Worker

Light House Beach Attendant

Light House Beach Attendant

Parks - Harbor

Harbor Master

Harbor Master

Ports and Harbors Administrative Assistant

Administrative Assistant

Public Safety Series

Dispatch

Lead Dispatcher/Administrative Assistant

Delete

Dispatcher

Delete

Fire

Fire Chief

Fire Chief

Fire Captain

Fire Captain

Fire Lieutenant

Fire Lieutenant

Firefighter/Engineer

Firefighter/Engineer

Police

Police Chief

Police Chief

CID Lieutenant

Police Lieutenant

Patrol Lieutenant

Police Lieutenant

Detective-Sergeant

Detective-Sergeant

-

Mental Health Sergeant

Patrol Sergeant

Police Sergeant

Police Corporal

Police Corporal

Patrol Officer

Police Officer

Police Cadet

Police Cadet

Police Support

Office Manager

Office Manager

Records Clerk/Dispatcher

Police Records Specialist

Public Works Series

Public Works

Director of Public Works

Director of Public Works

Office Manager

Office Manager

Streets

Streets Superintendent
Streets Crew Leader
Heavy Equipment Operator
Street Maintenance Worker

Streets Superintendent
Streets Crew Leader
Senior Streets Maintenance Worker
Streets Maintenance Worker

Utilities

Utilities Superintendent
Utility Crew Leader
-
Utilities Heavy Equipment Operator
Utility Maintenance Worker
Utility Maintenance-Construction

Utilities Superintendent
Utilities Crew Leader
Senior Utilities Maintenance Worker
Water Quality Specialist
Utilities Maintenance Worker
Delete

Utility Billing

Customer Service Supervisor
-
Utility Billing Customer Service Representative
Meter Technician

Utility Billing Supervisor
Senior Customer Service
Representative
Customer Service Representative
Meter Technician

Wastewater Treatment Plant

Utilities Operator - WWTP A

Utilities Crew Leader -WWTP
Utilities Operator - WWTP B
-
Utilities Operator - WWTP C
Utilities Maintenance - WWTP

Delete
Chief Wastewater Treatment Plant
Operator
Delete
Lift Station Operator
Wastewater Plant Operator
Utilities Maintenance Worker

Table 2: Salary Survey Benchmarks and Relationship to External Prevailing (Market) Rate

Benchmark Position	Port Lavaca Midpoint	Survey Average Midpoint	Variance	
			\$	%
Chief Wastewater Treatment Plant Operator	\$47,032	\$68,360	-\$21,327	-31.20%
Harbor Master	\$72,963	\$94,121	-\$21,158	-22.48%
Utility Billing Supervisor	\$47,032	\$59,297	-\$12,265	-20.68%
Janitor	\$30,091	\$37,797	-\$7,706	-20.39%
Development Services Technician	\$42,660	\$52,891	-\$10,231	-19.34%
Accountant	\$54,446	\$66,732	-\$12,286	-18.41%
Senior Accountant	\$60,027	\$72,956	-\$12,930	-17.72%
Wastewater Plant Operator	\$44,793	\$52,392	-\$7,599	-14.50%
Utilities Superintendent	\$69,488	\$80,971	-\$11,483	-14.18%
Accounts Payable Specialist	\$40,628	\$47,305	-\$6,677	-14.11%
Streets Superintendent	\$69,488	\$80,541	-\$11,053	-13.72%
Capital Projects and Grants Coordinator	\$60,027	\$69,221	-\$9,194	-13.28%
Code Enforcement Officer	\$44,793	\$51,536	-\$6,744	-13.08%
Executive Assistant/HR Coordinator	\$49,384	\$56,729	-\$7,345	-12.95%
Meter Technician	\$40,628	\$46,577	-\$5,949	-12.77%
Senior Streets Maintenance Worker	\$42,660	\$48,246	-\$5,587	-11.58%
Streets Crew Leader	\$47,032	\$52,712	-\$5,679	-10.77%
Fire Captain	\$76,611	\$85,552	-\$8,941	-10.45%
Utilities Crew Leader	\$47,032	\$52,438	-\$5,405	-10.31%
Director of Finance	\$102,666	\$113,851	-\$11,185	-9.82%
Lift Station Operator	\$44,793	\$49,563	-\$4,770	-9.63%
Assistant City Secretary	\$54,446	\$60,104	-\$5,658	-9.41%
Police Cadet	\$42,660	\$46,596	-\$3,936	-8.45%
Fire Chief	\$113,189	\$123,492	-\$10,303	-8.34%
Police Corporal	\$66,179	\$72,131	-\$5,952	-8.25%
Water Quality Specialist	\$42,660	\$46,199	-\$3,540	-7.66%
Director of Public Works	\$102,666	\$110,310	-\$7,644	-6.93%
Police Officer	\$60,027	\$64,396	-\$4,369	-6.78%
Police Lieutenant	\$80,441	\$85,772	-\$5,330	-6.21%
Municipal Court Clerk	\$40,628	\$43,011	-\$2,383	-5.54%
Fire Lieutenant	\$66,179	\$69,887	-\$3,708	-5.31%
Police Sergeant	\$72,963	\$76,883	-\$3,920	-5.10%
City Manager	\$159,269	\$168,825	-\$9,556	-5.66%
Parks Crew Leader	\$47,032	\$49,272	-\$2,240	-4.55%
Animal Control Officer	\$42,660	\$44,617	-\$1,957	-4.39%
Parks Superintendent	\$69,488	\$72,571	-\$3,083	-4.25%
Firefighter/Engineer	\$57,168	\$59,673	-\$2,504	-4.20%
Detective-Sergeant	\$72,963	\$76,035	-\$3,073	-4.04%
Utilities Maintenance Worker	\$40,628	\$42,186	-\$1,558	-3.69%
City Secretary/Court Administrator	\$84,464	\$87,648	-\$3,185	-3.63%
Customer Service Representative	\$40,628	\$41,397	-\$769	-1.86%
Office Manager	\$54,446	\$55,127	-\$681	-1.23%
Police Records Specialist	\$44,793	\$45,048	-\$255	-0.57%
Streets Maintenance Worker	\$40,628	\$40,831	-\$202	-0.50%
Administrative Assistant	\$44,793	\$43,929	\$864	1.97%
Police Chief	\$113,189	\$110,776	\$2,414	2.18%
Director of Development Services	\$102,666	\$99,750	\$2,916	2.92%

Parks Maintenance Worker	\$40,628	\$39,385	\$1,243	3.16%
Bauer Center Maintenance Worker	\$40,628	\$38,754	\$1,874	4.84%
<u>New Titles and/or additionally surveyed titles</u>				
Senior Customer Service Representative	-	\$47,011	-	-
Court Administrator	-	\$73,703	-	-
Senior Municipal Court Clerk	-	\$50,265	-	-
Permit Technician	-	\$45,115	-	-
Fire Driver Engineer	-	\$62,147	-	-

Table 3: Proposed Salary Schedule

Salary Range	Mimimum	Midpoint	Maximum		Salary Range	Mimimum	Midpoint	Maximum
1	\$ 31,200	\$ 36,660	\$ 42,120		21	\$ 82,783	\$ 97,270	\$ 111,757
2	\$ 32,760	\$ 38,493	\$ 44,226		22	\$ 86,922	\$102,133	\$ 117,345
3	\$ 34,398	\$ 40,418	\$ 46,437		23	\$ 91,268	\$107,240	\$ 123,212
4	\$ 36,118	\$ 42,439	\$ 48,759		24	\$ 95,832	\$112,602	\$ 129,373
5	\$ 37,924	\$ 44,560	\$ 51,197		25	\$ 100,623	\$118,232	\$ 135,841
6	\$ 39,820	\$ 46,788	\$ 53,757		26	\$ 105,654	\$124,144	\$ 142,633
7	\$ 41,811	\$ 49,128	\$ 56,445		27	\$ 110,937	\$130,351	\$ 149,765
8	\$ 43,902	\$ 51,584	\$ 59,267		28	\$ 116,484	\$136,869	\$ 157,253
9	\$ 46,097	\$ 54,164	\$ 62,230		29	\$ 122,308	\$143,712	\$ 165,116
10	\$ 48,401	\$ 56,872	\$ 65,342		30	\$ 128,423	\$150,898	\$ 173,372
11	\$ 50,822	\$ 59,715	\$ 68,609		31	\$ 134,845	\$158,442	\$ 182,040
12	\$ 53,363	\$ 62,701	\$ 72,039		32	\$ 141,587	\$166,365	\$ 191,142
13	\$ 56,031	\$ 65,836	\$ 75,641		33	\$ 148,666	\$174,683	\$ 200,699
14	\$ 58,832	\$ 69,128	\$ 79,424		34	\$ 156,099	\$183,417	\$ 210,734
15	\$ 61,774	\$ 72,584	\$ 83,395		35	\$ 163,904	\$192,588	\$ 221,271
16	\$ 64,863	\$ 76,214	\$ 87,564		36	\$ 172,100	\$202,217	\$ 232,335
17	\$ 68,106	\$ 80,024	\$ 91,943		37	\$ 180,705	\$212,328	\$ 243,951
18	\$ 71,511	\$ 84,025	\$ 96,540		38	\$ 189,740	\$222,944	\$ 256,149
19	\$ 75,087	\$ 88,227	\$ 101,367		39	\$ 199,227	\$234,092	\$ 268,956
20	\$ 78,841	\$ 92,638	\$ 106,435		40	\$ 209,188	\$245,796	\$ 282,404
	Range Width					Mid-to-Mid		
	35%					5%		

Table 4: Proposed Salary Schedule and Pay Range – Job Series Order

Current Job Title	Recommended Job Title	-- Recommended --			
		Salary Range	Minimum	Midpoint	Maximum

City Administration Series

Animal Control

Senior Animal Control Officer	Lead Animal Control Officer	8	\$43,902	\$51,584	\$59,267
Animal Control Officer	Animal Control Officer	5	\$37,924	\$44,560	\$51,197

City Manager's Office

City Manager	City Manager	32	\$141,587	\$166,365	\$191,142
Executive Assistant to the City Manager/Human	Executive Assistant/HR Coordinator	10	\$48,401	\$56,872	\$65,342

City Secretary and Municipal Court

City Secretary/Court Manager	City Secretary/Court Administrator	19	\$75,087	\$88,227	\$101,367
Assistant City Secretary	Assistant City Secretary	11	\$50,822	\$59,715	\$68,609
-	Senior Municipal Court Clerk	7	\$41,811	\$49,128	\$56,445
Municipal Court Clerk	Municipal Court Clerk	5	\$37,924	\$44,560	\$51,197

Convention and Visitor's Bureau

CVB Maintenance Worker	Bauer Center Maintenance Worker	4	\$36,118	\$42,439	\$48,759
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Development Services

Director of Development Services	Director of Development Services	24	\$95,832	\$112,602	\$129,373
Code Enforcement Officer	Code Enforcement Officer	8	\$43,902	\$51,584	\$59,267
Development Coordinator/Permit Technician	Development Services Technician	6	\$39,820	\$46,788	\$53,757
Office Assistant	Office Assistant	2	\$32,760	\$38,493	\$44,226

Facilities Maintenance

Janitor	Janitor	2	\$32,760	\$38,493	\$44,226
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Finance

Director of Finance	Director of Finance	24	\$95,832	\$112,602	\$129,373
Capital Projects/Grants Coordinator	Capital Projects and Grants Coordinator	15	\$61,774	\$72,584	\$83,395
Senior Accountant	Senior Accountant	15	\$61,774	\$72,584	\$83,395
Accountant	Accountant	12	\$53,363	\$62,701	\$72,039
Accounting Clerk	Accounts Payable Specialist	6	\$39,820	\$46,788	\$53,757

Parks

Parks Superintendent	Parks Superintendent	17	\$68,106	\$80,024	\$91,943
Parks Crew Leader	Parks Crew Leader	9	\$46,097	\$54,164	\$62,230
Parks Maintenance Worker	Parks Maintenance Worker	4	\$36,118	\$42,439	\$48,759
Light House Beach Attendant	Light House Beach Attendant	4	\$36,118	\$42,439	\$48,759

Parks - Harbor

Harbor Master	Harbor Master	17	\$68,106	\$80,024	\$91,943
Ports and Harbors Administrative Assistant	Administrative Assistant	6	\$39,820	\$46,788	\$53,757

Public Safety Series

Fire

Fire Chief	Fire Chief	26	\$105,654	\$124,144	\$142,633
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Fire Captain	Fire Captain	18	\$71,511	\$84,025	\$96,540
Fire Lieutenant	Fire Lieutenant	15	\$61,774	\$72,584	\$83,395
Firefighter/Engineer	Firefighter/Engineer	12	\$53,363	\$62,701	\$72,039
<u>Police</u>					
Police Chief	Police Chief	26	\$105,654	\$124,144	\$142,633
CID Lieutenant	Police Lieutenant	18	\$71,511	\$84,025	\$96,540
Patrol Lieutenant	Police Lieutenant	18	\$71,511	\$84,025	\$96,540
Detective-Sergeant	Detective-Sergeant	16	\$64,863	\$76,214	\$87,564
-	Mental Health Sergeant	16	\$64,863	\$76,214	\$87,564
Patrol Sergeant	Police Sergeant	16	\$64,863	\$76,214	\$87,564
Police Corporal	Police Corporal	14	\$58,832	\$69,128	\$79,424
Patrol Officer	Police Officer	13	\$56,031	\$65,836	\$75,641
Police Cadet	Police Cadet	6	\$39,820	\$46,788	\$53,757
<u>Police Support</u>					
Office Manager	Office Manager	10	\$48,401	\$56,872	\$65,342
Records Clerk/Dispatcher	Police Records Specialist	6	\$39,820	\$46,788	\$53,757
Public Works Series					
<u>Public Works</u>					
Director of Public Works	Director of Public Works	24	\$95,832	\$112,602	\$129,373
Office Manager	Office Manager	10	\$48,401	\$56,872	\$65,342
<u>Streets</u>					
Streets Superintendent	Streets Superintendent	17	\$68,106	\$80,024	\$91,943
Streets Crew Leader	Streets Crew Leader	9	\$46,097	\$54,164	\$62,230
Heavy Equipment Operator	Senior Streets Maintenance Worker	7	\$41,811	\$49,128	\$56,445
Street Maintenance Worker	Streets Maintenance Worker	4	\$36,118	\$42,439	\$48,759
<u>Utilities</u>					
Utilities Superintendent	Utilities Superintendent	17	\$68,106	\$80,024	\$91,943
Utility Crew Leader	Utilities Crew Leader	9	\$46,097	\$54,164	\$62,230
-	Senior Utilities Maintenance Worker	7	\$41,811	\$49,128	\$56,445
Utilities Heavy Equipment Operator	Water Quality Specialist	6	\$39,820	\$46,788	\$53,757
Utility Maintenance Worker	Utilities Maintenance Worker	4	\$36,118	\$42,439	\$48,759
<u>Utility Billing</u>					
Customer Service Supervisor	Utility Billing Supervisor	11	\$50,822	\$59,715	\$68,609
-	Senior Customer Service Representative	7	\$41,811	\$49,128	\$56,445
Utility Billing Customer Service Representative	Customer Service Representative	5	\$37,924	\$44,560	\$51,197
Meter Technician	Meter Technician	6	\$39,820	\$46,788	\$53,757
<u>Wastewater Treatment Plant</u>					
Utilities Crew Leader -WWTP	Chief Wastewater Treatment Plant Operator	14	\$58,832	\$69,128	\$79,424
-	Lift Station Operator	8	\$43,902	\$51,584	\$59,267
Utilities Operator - WWTP C	Wastewater Plant Operator	8	\$43,902	\$51,584	\$59,267
Utilities Maintenance - WWTP	Utilities Maintenance Worker	4	\$36,118	\$42,439	\$48,759

Table 5: Proposed Salary Schedule and Pay Range – High to Low Order

Current Job Title	Recommended Job Title	-- Recommended --
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		Salary Range	Minimum	Midpoint	Maximum
City Manager	City Manager	32	\$141,587	\$166,365	\$191,142
Fire Chief	Fire Chief	26	\$105,654	\$124,144	\$142,633
Police Chief	Police Chief	26	\$105,654	\$124,144	\$142,633
Director of Development Services	Director of Development Services	24	\$95,832	\$112,602	\$129,373
Director of Finance	Director of Finance	24	\$95,832	\$112,602	\$129,373
Director of Public Works	Director of Public Works	24	\$95,832	\$112,602	\$129,373
City Secretary/Court Manager	City Secretary/Court Administrator	19	\$75,087	\$88,227	\$101,367
Fire Captain	Fire Captain	18	\$71,511	\$84,025	\$96,540
CID Lieutenant	Police Lieutenant	18	\$71,511	\$84,025	\$96,540
Patrol Lieutenant	Police Lieutenant	18	\$71,511	\$84,025	\$96,540
Harbor Master	Harbor Master	17	\$68,106	\$80,024	\$91,943
Parks Superintendent	Parks Superintendent	17	\$68,106	\$80,024	\$91,943
Streets Superintendent	Streets Superintendent	17	\$68,106	\$80,024	\$91,943
Utilities Superintendent	Utilities Superintendent	17	\$68,106	\$80,024	\$91,943
Detective-Sergeant	Detective-Sergeant	16	\$64,863	\$76,214	\$87,564
-	Mental Health Sergeant	16	\$64,863	\$76,214	\$87,564
Patrol Sergeant	Police Sergeant	16	\$64,863	\$76,214	\$87,564
Capital Projects/Grants Coordinator	Capital Projects and Grants Coordinator	15	\$61,774	\$72,584	\$83,395
Fire Lieutenant	Fire Lieutenant	15	\$61,774	\$72,584	\$83,395
Senior Accountant	Senior Accountant	15	\$61,774	\$72,584	\$83,395
Utilities Crew Leader -WWTP	Chief Wastewater Treatment Plant Operator	14	\$58,832	\$69,128	\$79,424
Police Corporal	Police Corporal	14	\$58,832	\$69,128	\$79,424
Patrol Officer	Police Officer	13	\$56,031	\$65,836	\$75,641
Accountant	Accountant	12	\$53,363	\$62,701	\$72,039
Firefighter/Engineer	Firefighter/Engineer	12	\$53,363	\$62,701	\$72,039
Assistant City Secretary	Assistant City Secretary	11	\$50,822	\$59,715	\$68,609
Customer Service Supervisor	Utility Billing Supervisor	11	\$50,822	\$59,715	\$68,609
Executive Assistant to the City Manager/Human Resources Coordinator	Executive Assistant/HR Coordinator	10	\$48,401	\$56,872	\$65,342
Office Manager	Office Manager	10	\$48,401	\$56,872	\$65,342
Parks Crew Leader	Parks Crew Leader	9	\$46,097	\$54,164	\$62,230
Streets Crew Leader	Streets Crew Leader	9	\$46,097	\$54,164	\$62,230
Utility Crew Leader	Utilities Crew Leader	9	\$46,097	\$54,164	\$62,230
Code Enforcement Officer	Code Enforcement Officer	8	\$43,902	\$51,584	\$59,267
Senior Animal Control Officer	Lead Animal Control Officer	8	\$43,902	\$51,584	\$59,267
-	Lift Station Operator	8	\$43,902	\$51,584	\$59,267
Utilities Operator - WWTP C	Wastewater Plant Operator	8	\$43,902	\$51,584	\$59,267
-	Senior Customer Service Representative	7	\$41,811	\$49,128	\$56,445
-	Senior Municipal Court Clerk	7	\$41,811	\$49,128	\$56,445
Heavy Equipment Operator	Senior Streets Maintenance Worker	7	\$41,811	\$49,128	\$56,445
-	Senior Utilities Maintenance Worker	7	\$41,811	\$49,128	\$56,445

Accounting Clerk	Accounts Payable Specialist	6	\$39,820	\$46,788	\$53,757
Ports and Harbors Administrative Assistant	Administrative Assistant	6	\$39,820	\$46,788	\$53,757
Development Coordinator/Permit Technician	Development Services Technician	6	\$39,820	\$46,788	\$53,757
Meter Technician	Meter Technician	6	\$39,820	\$46,788	\$53,757
Police Cadet	Police Cadet	6	\$39,820	\$46,788	\$53,757
Records Clerk/Dispatcher	Police Records Specialist	6	\$39,820	\$46,788	\$53,757
Utilities Heavy Equipment Operator	Water Quality Specialist	6	\$39,820	\$46,788	\$53,757
Animal Control Officer	Animal Control Officer	5	\$37,924	\$44,560	\$51,197
Utility Billing Customer Service Representative	Customer Service Representative	5	\$37,924	\$44,560	\$51,197
Municipal Court Clerk	Municipal Court Clerk	5	\$37,924	\$44,560	\$51,197
CVB Maintenance Worker	Bauer Center Maintenance Worker	4	\$36,118	\$42,439	\$48,759
Light House Beach Attendant	Light House Beach Attendant	4	\$36,118	\$42,439	\$48,759
Parks Maintenance Worker	Parks Maintenance Worker	4	\$36,118	\$42,439	\$48,759
Street Maintenance Worker	Streets Maintenance Worker	4	\$36,118	\$42,439	\$48,759
Utility Maintenance Worker	Utilities Maintenance Worker	4	\$36,118	\$42,439	\$48,759
Utilities Maintenance - WWTP	Utilities Maintenance Worker	4	\$36,118	\$42,439	\$48,759
Janitor	Janitor	2	\$32,760	\$38,493	\$44,226
Office Assistant	Office Assistant	2	\$32,760	\$38,493	\$44,226