
CITY OF PORT LAVACA

CITY COUNCIL MEETING: APRIL 30, 2025

AGENDA ITEM _____

DATE: APRIL 28, 2025

TO: THE HONORABLE MAYOR AND CITY COUNCIL MEMBERS

FROM: JODY WEAVER, INTERIM CITY MANAGER 

SUBJECT: CONSIDER REVISED CITY COMPENSATION PLAN FOR THE 2024-25 FISCAL YEAR

BACKGROUND:

For reference, the following are Classification and Compensation Plan policies that have been previously adopted by Council:

- 1) *It is the policy of the City to place its job classes at 100% of the prevailing rates paid for similar occupations by the employer with whom we compete for high quality staff, if financially able, based upon the non-weighted average rates of the designated comparator employers.*
- 2) *The city will perform surveys every two (2) years, to include city-to-city contact and survey data available through TML. Every sixth (6th) year the City contracts with a third party to review and recommend changes to the City's job descriptions and salaries. [This fiscal year, the City contracted with a third party (PSPC) for this review and preparation of a report with recommendations for changes, which is the topic of tonight's special meeting].*
- 3) *Survey salary structures and prevailing rates will be represented by the survey midpoints, which are the amounts employers pay for sustained competent performance.*
- 4) *Job classes are individually reassigned to different salary ranges on a bi-annual basis to reflect the varying movement (if any) in the external prevailing rates (survey midpoints) for each job class using the currently adopted Permanent Salary Range Table. This table should not be adjusted by blanket percentages or flat dollar amounts, as that will adversely impact on the city's external competitiveness and the internal equity of the salary plan.*
- 5) *There is no expectation or guarantee that an employee will be at a certain point in the range after a certain number of years. The only guarantees are that (1) each person will make at least the minimum for the assigned pay range and (2) that each person will not be paid a higher salary than the maximum for that range. In cases where survey data requires movement of a salary range, and the City is not financially able to accommodate the full movement required in one budget year, the City will develop a plan for bringing these positions into the correct range over a multiyear period not to exceed three (3) years.*
- 6) *The starting salary for a new hire will be at least the minimum of the pay range for the job. Department heads have the authority to increase the starting pay up to 5% above the minimum if the applicant exceeds the minimum qualifications for the job. If the Department Head would like to request an amount above the 5%, this request must be submitted for City Manager approval. Above 105% requires City Council approval. These requests must be made prior to the job offer.*
- 7) *In situations where an employee is promoted to a position more than four (4) salary ranges above their current range, the City will develop an employee specific plan to bring that employee to the minimum range of their new position over a multiyear period, not to exceed three (3) years. The plan should include specific goals and performance criteria that the employee clearly understands what is required to meet the requirements of the new position.*
- 8) *Each year the city council will allocate funds to keep the city in line with the compensation plan. Every city employee is guaranteed to be within a competitive range classified by job class. No employee is guaranteed an increase in compensation each year unless the employee's salary has dropped below the minimum adopted range for the job class. The City intends to reward for performance over and beyond the basic job requirements. The City will continue to provide performance evaluation and performance-based merit increases at the beginning of each budget year (currently October 1st).*

As budgeted by Council, staff contracted with Public Sector Personnel Consultants to perform a salary survey/compensation plan update. The results of this survey and plan update are being presented at tonight's special meeting by our consultant with PSPC.

In the list of recommended job titles, there are two positions shown which we currently are not using, but PSPC thinks we may consider in the future. These are a Senior Customer Service Representative and a Senior Municipal Clerk. Currently there are two employees in each of these positions. Based upon the interviews, it was identified that at this time one employee may have some additional responsibilities over the other perhaps warranting a senior position, but with further review we have concluded that his observation was due to one of the two having not been in the position for as long as the other and is still learning/training. The intent at this time is not to have two separate job descriptions, with one a senior and the other entry level, but rather that both positions provide the same services and tasks and thus are interchangeable as needed.

Also for clarification, the "Senior Streets or Utilities Maintenance Worker" is currently called a Heavy Equipment Operator and a "Lift Station Operator" currently has the title Utilities Operator.

FINANCIAL IMPLICATIONS:

We have calculated that to bring all employees to the minimum of the new pay ranges as shown in the PSPC report, the cost for a full year is \$119,841.45. That cost for the remainder of this fiscal year (effective May 1) is \$46,092.87 (including benefits). Staff is proposing to update the salary ranges in the City's compensation plan as recommended by the study and, using excess funds in our balanced budget for FY 2024-2025, increase wages as needed to comply with item 1 of the above-cited policy. The additional amounts to be funded from the remaining balanced budget excesses are as follows: \$38,144.07 in the General Fund, \$7,817.75 in the Public Utility Fund, and \$131.05 in the Port & Harbors Fund. This will bring all employees to the minimum levels of the new pay grade. The department heads have reviewed these results and as of this writing, there has been no concern expressed of this proposed action resulting in any concerning wage "compression" between two or more employees.

The budgeted full-time positions for FY24-25 are 98 and the full-time equivalent (FTE) part-time positions are 2.81. Note the budgeted full-time equivalent (FTE) for FY24-25 included an FTE of 1 for the full-time dispatchers and .18 for part-time dispatchers. Since we have transitioned the dispatchers over to the county that would make the new FTE count for full-time positions at 97 and part-time positions at 2.63.

Attached is a copy of the City's updated salary ranges per job classification and updated job descriptions for formal adoption.

RECOMMENDATION:

Effective May 1, 2025, staff recommends City Council approve the revised compensation plan for FY 2024-25 as follows:

- Adopt the new Job Classification Recommendations
- Adopt the Proposed Salary Schedule
- Adopt the market-sensitive Range Assignments proposed for each position in the City.
- Adopt the updated job titles and descriptions as presented
- Acknowledge the City Headcount is 97 full-time employees and 2.63 part-time FTEs
- Authorize the increase of salary expenditure of \$46,092.87 for this fiscal year, to increase the pay rate to the minimum of the new pay scale of any employee whose pay rate is not at least at the minimum of the new pay range now.

City of Port Lavaca, TX
FY 2026 Proposed Salary Ranges - High to Low Order

Current Job Title	Recommended Job Title		-- Recommended --			
			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	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	

City of Port Lavaca, TX
FY 2026 Proposed Salary Ranges - High to Low Order

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

City of Port Lavaca, TX
Proposed FY 2026 Pay Plan - Job Series Order

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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 Resources	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
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
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
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
Police					
Police Chief	Police Chief	26	\$105,654	\$124,144	\$142,633
CID Lieutenant	Police Lieutenant	18	\$71,511	\$84,025	\$96,540

City of Port Lavaca, TX
Proposed FY 2026 Pay Plan - Job Series Order

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

**-- Proposed --
Port Lavaca Pay Grades**

Salary Range	Mimimum	Midpoint	Maximum
1	\$ 31,200	\$ 36,660	\$ 42,120
2	\$ 32,760	\$ 38,493	\$ 44,226
3	\$ 34,398	\$ 40,418	\$ 46,437
4	\$ 36,118	\$ 42,439	\$ 48,759
5	\$ 37,924	\$ 44,560	\$ 51,197
6	\$ 39,820	\$ 46,788	\$ 53,757
7	\$ 41,811	\$ 49,128	\$ 56,445
8	\$ 43,902	\$ 51,584	\$ 59,267
9	\$ 46,097	\$ 54,164	\$ 62,230
10	\$ 48,401	\$ 56,872	\$ 65,342
11	\$ 50,822	\$ 59,715	\$ 68,609
12	\$ 53,363	\$ 62,701	\$ 72,039
13	\$ 56,031	\$ 65,836	\$ 75,641
14	\$ 58,832	\$ 69,128	\$ 79,424
15	\$ 61,774	\$ 72,584	\$ 83,395
16	\$ 64,863	\$ 76,214	\$ 87,564
17	\$ 68,106	\$ 80,024	\$ 91,943
18	\$ 71,511	\$ 84,025	\$ 96,540
19	\$ 75,087	\$ 88,227	\$ 101,367
20	\$ 78,841	\$ 92,638	\$ 106,435

Range Width
35%

Salary Range	Mimimum	Midpoint	Maximum
21	\$ 82,783	\$ 97,270	\$ 111,757
22	\$ 86,922	\$ 102,133	\$ 117,345
23	\$ 91,268	\$ 107,240	\$ 123,212
24	\$ 95,832	\$ 112,602	\$ 129,373
25	\$ 100,623	\$ 118,232	\$ 135,841
26	\$ 105,654	\$ 124,144	\$ 142,633
27	\$ 110,937	\$ 130,351	\$ 149,765
28	\$ 116,484	\$ 136,869	\$ 157,253
29	\$ 122,308	\$ 143,712	\$ 165,116
30	\$ 128,423	\$ 150,898	\$ 173,372
31	\$ 134,845	\$ 158,442	\$ 182,040
32	\$ 141,587	\$ 166,365	\$ 191,142
33	\$ 148,666	\$ 174,683	\$ 200,699
34	\$ 156,099	\$ 183,417	\$ 210,734
35	\$ 163,904	\$ 192,588	\$ 221,271
36	\$ 172,100	\$ 202,217	\$ 232,335
37	\$ 180,705	\$ 212,328	\$ 243,951
38	\$ 189,740	\$ 222,944	\$ 256,149
39	\$ 199,227	\$ 234,092	\$ 268,956
40	\$ 209,188	\$ 245,796	\$ 282,404

Mid-to-Mid
5%

For Comparison purposes

Use this one

CITY OF PORT LAVACA
SALARY STRUCTURE
10/1/2024

Section VIII. Item #9.

Pay Grade	Job Class/Title	Min	Midpoint	Max
28	Janitor Part-time Animal Shelter Attendant	\$ 25,577.12	\$ 30,090.73	\$ 34,604.34
		\$ 12.30	\$ 14.47	\$ 16.64
33		\$ 32,930.83	\$ 38,693.72	\$ 44,456.62
		\$ 15.83	\$ 18.60	\$ 21.37
34	Accounting Clerk			
	CVB Maintenance Worker			
	Dispatcher			
	Meter Technician			
	Municipal Court Clerk			
	Parks Maintenance Worker	\$ 34,577.37	\$ 40,628.41	\$ 46,679.45
	Street Maintenance Worker	\$ 16.62	\$ 19.53	\$ 22.44
	Utilities Maintenance - WWTP			
	Utility Billing Customer Service Representative			
	Utility Maintenance Worker			
	Utility Maintenance-Construction			
35	Animal Control Officer			
	Development Coordinator/Permit Technician	\$ 36,306.24	\$ 42,659.83	\$ 49,013.42
	Heavy Equipment Operator			
	Police Cadet	\$ 17.45	\$ 20.51	\$ 23.56
36	Administrative Assistant			
	Code Enforcement Officer			
	Lead Dispatcher/Administrative Assistant	\$ 38,121.55	\$ 44,792.82	\$ 51,464.09
	Records Clerk/Dispatcher	\$ 18.33	\$ 21.54	\$ 24.74
	Ports & Harbors Admin Assistant			
37	Utilities Operator - WWTP C			
	Customer Service Supervisor			
	Parks Crew Leader			
	Streets Crew Leader			
	Senior Animal Control Officer	\$ 40,027.63	\$ 47,032.46	\$ 54,037.30
	Utilities Crew Leader - WWTP	\$ 19.24	\$ 22.61	\$ 25.98
	Utilities Operator - WWTP B			
	Utilities Operator - WWTP B			
38	Utility Crew Leader			
40	Exec. Assistant to CM / HR Coordinator	\$ 42,029.01	\$ 49,384.08	\$ 56,739.16
	Utilities Operator - WWTP A	\$ 20.21	\$ 23.74	\$ 27.28
41	Accountant	\$ 46,336.98	\$ 54,445.95	\$ 62,554.92
	Assistant City Secretary	\$ 22.28	\$ 26.18	\$ 30.07
	Office Manager			
41	Firefighter/Engineer (2912 hours)	\$ 48,593.01	\$ 57,168.25	\$ 65,743.49
		\$ 16.69	\$ 19.63	\$ 22.58

New hires exceeding 5% above minimum require City Manager Approval.

CITY OF PORT LAVACA
SALARY STRUCTURE
10/1/2024

Section VIII. Item #9.

Pay Grade	Job Class/Title	Min	Midpoint	Max
42	Patrol Officer (2236 hours)	\$ 51,086.52	\$ 60,026.66	\$ 68,966.80
	Senior Accountant (2080 hours)	\$ 22.85	\$ 26.85	\$ 30.84
	Capital Projects / Grants Coordinator	\$ 24.56	\$ 28.86	\$ 33.16
44	Fire Lieutenant (2912 hours)	\$ 56,322.89	\$ 66,179.40	\$ 76,035.90
	Police Corporal (2080 hours)	\$ 19.34	\$ 22.73	\$ 26.11
	Police Corporal (2236 hours)	\$ 27.08	\$ 31.82	\$ 36.55
		\$ 25.19	\$ 29.60	\$ 34.01
45	Parks Superintendent			
	Streets Superintendent	\$ 59,139.03	\$ 69,488.37	\$ 79,837.70
	Utilities Superintendent	\$ 28.43	\$ 33.41	\$ 38.38
46	Detective-Sergeant (2080 hours)	\$ 62,095.99	\$ 72,962.78	\$ 83,829.58
	Patrol Sergeant (2236 hours)	\$ 29.85	\$ 35.08	\$ 40.30
	Harbor Master (2080 hours)	\$ 27.77	\$ 32.63	\$ 37.49
		\$ 29.85	\$ 35.08	\$ 40.30
47	Fire Captain (2912 hours)	\$ 65,119.28	\$ 76,610.92	\$ 88,102.56
		\$ 22.36	\$ 26.31	\$ 30.26
48	Patrol Lieutenant (2080 hours)	\$ 68,375.25	\$ 80,441.47	\$ 92,507.69
	CID Lieutenant (2080 hours)	\$ 32.87	\$ 38.67	\$ 44.47
49	City Secretary/Court Manager	\$ 71,794.01	\$ 84,463.54	\$ 97,133.07
		\$ 34.52	\$ 40.61	\$ 46.70
53	Director of Finance			
	Director of Development Svs	\$ 87,375.29	\$ 102,665.96	\$ 117,956.64
	Director of Public Works	\$ 42.01	\$ 49.36	\$ 56.71
54		\$ 91,629.37	\$ 107,799.26	\$ 123,969.15
55	Police Chief	\$ 96,210.84	\$ 113,189.22	\$ 130,167.61
	Fire Chief	\$ 46.26	\$ 54.42	\$ 62.58
61	City Manager	\$ 135,378.31	\$ 159,268.61	\$ 183,158.90
		\$ 65.09	\$ 76.57	\$ 88.06