



APRIL 29, 2025

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

DRAFT

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
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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 Crew Leader
Parks Maintenance Worker
Light House Beach Attendant

Parks Superintendent
Parks Crew Leader
Parks Maintenance Worker
Light House Beach Attendant

Parks - Harbor

Harbor Master
Ports and Harbors Administrative Assistant

Harbor Master
Administrative Assistant

Public Safety Series

Dispatch

Lead Dispatcher/Administrative Assistant
Dispatcher

Delete
Delete

Fire

Fire Chief
Fire Captain
Fire Lieutenant
Firefighter/Engineer

Fire Chief
Fire Captain
Fire Lieutenant
Firefighter/Engineer

Police

Police Chief
CID Lieutenant
Patrol Lieutenant
Detective-Sergeant
-
Patrol Sergeant
Police Corporal
Patrol Officer
Police Cadet

Police Chief
Police Lieutenant
Police Lieutenant
Detective-Sergeant
Mental Health Sergeant
Police Sergeant
Police Corporal
Police Officer
Police Cadet

Police Support

Office Manager
Records Clerk/Dispatcher

Office Manager
Police Records Specialist

Public Works Series

Public Works

Director of Public Works
Office Manager

Director of Public Works
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
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%

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