CITY OF PORT LAVACA

CITY COUNCIL MEETING: SEPTEMBER 08, 2025 AGENDA ITEM

DATE: SEPTEMBER 02, 2025

TO: THE HONORABLE MAYOR AND CITY COUNCIL MEMBERS

FROM: JODY WEAVER, INTERIM CITY MANAGER

SUBJECT: CONSIDER CITY COMPENSATION PLAN FOR THE 2025-26 FISCAL YEAR

BACKGROUND:

As you recall, earlier this year we completed a third-party salary survey and amended the 2024-25 Compensation plan in April to implement the minimum recommended salaries at that time.

Just this morning I received the 2025 Texas Statewide Municipal Salary Survey from TML It was prepared by Logic Compensation Group. We contributed our salary data for the study this year. Only 4 cities of the 16 entities that we used asis comparisons for our 3^{rd} party survey also participated in this TML survey and are Beeville, Bay City, Angleton, and Freeport. A quick review of the TML report for the population of 10,000 - 50,000 (a wide spread) shows that our mid-point salary ranges we are generally lower than the mid-points provided for the same labeled job title in the TML report, although positions like Admin Asst., Development Services Tech., and Officer Manager were right on.

Since this third-party survey was completed less than 6 months ago and reflects a comparison of selected cities and entities in our region, staff is not recommending any changes to the currently adopted salary schedule.

The budgeted full-time positions for FY25-26 are 97* and the full-time equivalent (FTE) part-time positions are 2.25*.

* This <u>assumes the approval of</u> the additional Clerk/Admin Asst position in PD.

RECOMMENDATION:

- 1) The City Council approves the Salary Structure entitled FY 2026 as presented. Council approves providing budgeted funds for merit increases for all employees in an amount equal to 4% of the total current salary figure.
- 2) The City Headcount is as follows: 97 full time employees and 2.25 full-time equivalent part-time positions.

ATTACHMENTS:

• FY 2025-26 Salary Structure

-- 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	

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

Range Width 35% Mid-to-Mid 5%

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

City Manager	Current Job Title	Posemmended Joh Title	Recommended			
Fire Chief Police Chief Pose Chief 26 \$105,654 \$124,144 \$142,855 Director of Development Services Director of Pose Chief 26 \$105,654 \$124,144 \$142,855 Director of Power Chief 26 \$105,654 \$124,144 \$142,855 Director of Power Chief 27 \$15,655 \$124,144 \$142,855 Director of Power Chief 27 \$15,655 \$124,144 \$142,855 Director of Power Chief 28 \$125,331 Director of Power Chief 28 \$125,332 Director Officer 19 \$125,332 Director	Current Job Title	Recommended Job Title	Salary Range	Minimum	Midpoint	Maximum
Police Chief	City Manager	City Manager	32	\$141,587	\$166,365	\$191,142
Police Chief Police Chief 26 \$105,654 \$124,144 \$142,655	Fire Chief	Fire Chief	26	\$105.654	\$124.144	\$142.633
Director of Finance		Police Chief	26			
Director of Public Works	Director of Development Services			\$95,832	\$112,602	\$129,373
City Secretary/Court Administrator						
Fire Captain CID Lieutenant Police Superintendent Parks P	Director of Public Works	Director of Public Works	24	\$95,832	\$112,602	\$129,373
CID Lieutenant	City Secretary/Court Manager	City Secretary/Court Administrator	19	\$75,087	\$88,227	\$101,367
Patrol Lieutenant Police Lieutenant 18 \$71,511 \$84,025 \$39,54	encount of the .			and the contract of the contra	Branco Norman	\$96,540
Harbor Master					Same and Physics are seen	\$96,540
Parks Superintendent Parks Superintendent 17 \$68,106 \$80,024 \$81,94 \$81,06 \$80,024 \$81,94 \$81,06 \$80,024 \$81,94 \$81,06 \$80,024 \$81,94 \$81,06 \$80,024 \$91,94 \$81,94 \$81,06 \$80,024 \$91,94	Patrol Lieutenant	Police Lieutenant	18	\$71,511	\$84,025	\$96,540
Streets Superintendent Utilities Superintendent 17 \$68,106 \$80,024 \$91,94				STATE OF THE PARTY OF THE PARTY.		\$91,943
Detective-Sergeant), OF 1990 - 1991 • 19					\$91,943
Detective-Sergeant					English Control	\$91,943
Mental Health Sergeant	Jtilities Superintendent	Utilities Superintendent	17	\$68,106	\$80,024	\$91,943
Patrol Sergeant Police Sergeant Police Sergeant Police Sergeant Police Sergeant Sergeant Police Sergeant Sergeant Police Sergeant	Detective-Sergeant	and the contract of the contra				\$87,564
Capital Projects/Grants Coordinator Capital Projects and Grants Coordinator Fire Lieutenant Fire Lieutenant Fire Lieutenant Fire Lieutenant Senior Accountant Senior Accountant Fire Lieutenant Fire Lieutenant Senior Accountant Firefly Senior Accountant Firefly Senior Accountant Firefly Senior Accountant Accountant Firefly Senior Sen						\$87,564
Fire Lieutenant	Patrol Sergeant	Police Sergeant	16	\$64,863	\$76,214	\$87,564
Senior Accountant Senior Accountant 15		Capital Projects and Grants Coordinator		and the second second	30.00	\$83,395
Utilities Crew Leader -WWTP	Fire Lieutenant	Fire Lieutenant		\$61,774	\$72,584	\$83,395
Police Corporal Police Corporal 14 \$58,832 \$69,128 \$79,42 Patrol Officer Police Officer 13 \$56,031 \$65,836 \$75,64 Accountant Accountant 12 \$53,363 \$62,701 \$72,03 Accountant Accountant 12 \$53,363 \$62,701 \$72,03 Assistant City Secretary 11 \$50,822 \$59,715 \$68,60 Customer Service Supervisor Utility Billing Supervisor 11 \$50,822 \$59,715 \$68,60 Executive Assistant to the City Manager/Human Reso Executive Assistant/HR Coordinator 10 \$48,401 \$56,872 \$65,34 Office Manager 10 \$48,401 \$56,872 \$65,34 Office Manager 10 \$48,401 \$56,872 \$65,34 Parks Crew Leader Parks Crew Leader 9 \$46,097 \$54,164 \$62,23 Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Code Enforcement Officer Code Enforcement Officer 8 \$43,902 \$51,584 \$59,26 Senior Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Lead Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Utilities Operator WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Senior Customer Service Representative 7 \$41,811 \$49,128 \$56,44 Heavy Equipment Operator 9 \$46,788 \$53,75 Accounting Clerk Accounting Clerk Accounts Payable Specialist 6 \$39,820 \$46,788 \$53,75 Meter Technician Meter Technician Meter Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician 6 \$39,820 \$46,788 \$53,75	Senior Accountant	Senior Accountant	15	\$61,774	\$72,584	\$83,395
Patrol Officer Police Officer 13 \$56,031 \$65,836 \$75,64 Accountant Accountant 12 \$53,363 \$62,701 \$72,03 Firefighter/Engineer Firefighter/Engineer 12 \$53,363 \$62,701 \$72,03 Assistant City Secretary Assistant City Secretary 11 \$50,822 \$59,715 \$68,60 Customer Service Supervisor Utility Billing Supervisor 11 \$50,822 \$59,715 \$68,60 Executive Assistant to the City Manager/Human Reso Executive Assistant/HR Coordinator 10 \$48,401 \$56,872 \$65,34 Office Manager Office Manager 10 \$48,401 \$56,872 \$65,34 Parks Crew Leader Parks Crew Leader 9 \$46,097 \$54,164 \$62,23 Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 0	Jtilities Crew Leader -WWTP	Chief Wastewater Treatment Plant Operator	14	\$58,832	\$69,128	\$79,424
Accountant	Police Corporal	Police Corporal	14	\$58,832	\$69,128	\$79,424
Firefighter/Engineer Firefighter/Engineer 12 \$53,363 \$62,701 \$72,03 Assistant City Secretary Assistant City Secretary 11 \$50,822 \$59,715 \$68,60 Customer Service Supervisor Utility Billing Supervisor 11 \$50,822 \$59,715 \$68,60 Executive Assistant to the City Manager/Human Reso Executive Assistant/HR Coordinator 10 \$48,401 \$56,872 \$65,34 Office Manager Office Manager 10 \$48,401 \$56,872 \$65,34 Parks Crew Leader Parks Crew Leader 9 \$46,097 \$54,164 \$62,23 Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164	Patrol Officer	Police Officer	13	\$56,031	\$65,836	\$75,641
Assistant City Secretary Customer Service Supervisor Utility Billing Supervisor 11 \$50,822 \$59,715 \$68,60 Executive Assistant to the City Manager/Human Reso Executive Assistant/HR Coordinator Office Manager 10 \$48,401 \$56,872 \$65,34 Office Manager 10 \$48,401 \$56,872 \$65,34 Office Manager 10 \$48,401 \$56,872 \$65,34 Parks Crew Leader Parks Crew Leader Parks Crew Leader Parks Crew Leader Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Code Enforcement Officer Code Enforcement Officer 8 \$43,902 \$51,584 \$59,26 Senior Animal Control Officer Lead Animal Control Officer Bards \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator Senior Customer Service Representative Senior Municipal Court Clerk Senior Municipal Court Clerk Senior Streets Maintenance Worker Senior Stree	Accountant			\$53,363	\$62,701	\$72,039
Customer Service Supervisor Utility Billing Supervisor 11 \$50,822 \$59,715 \$66,60 Executive Assistant to the City Manager/Human Reso Executive Assistant/HR Coordinator 10 \$48,401 \$56,872 \$65,34 Office Manager Office Manager 10 \$48,401 \$56,872 \$65,34 Parks Crew Leader 9 \$46,097 \$54,164 \$62,23 Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Code Enforcement Officer 8 \$43,902 \$51,584 \$62,23 Code Enforcement Officer 8 \$43,902 \$51,584 \$59,26 Senior Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewa	Firefighter/Engineer	Firefighter/Engineer	12	\$53,363	\$62,701	\$72,039
Executive Assistant to the City Manager/Human Reso Executive Assistant/HR Coordinator 10 \$48,401 \$56,872 \$65,34 Office Manager Office Manager 10 \$48,401 \$56,872 \$65,34 Parks Crew Leader Parks Crew Leader 9 \$46,097 \$54,164 \$62,23 Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Code Enforcement Officer Code Enforcement Officer 8 \$43,902 \$51,584 \$62,23 Code Enforcement Officer Lead Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Senior Animal Control Officer Lead Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Lead Animal Control Officer Senior Customer Service Representative 7 \$41,811 \$49,128 \$56,44	Assistant City Secretary			\$50,822	\$59,715	\$68,609
Office Manager Office Manager 10 \$48,401 \$56,872 \$65,34 Parks Crew Leader Parks Crew Leader 9 \$46,097 \$54,164 \$62,23 Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Code Enforcement Officer 8 \$43,902 \$51,584 \$69,26 Senior Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Senior Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 7 \$41,811 \$49,128 \$56,44 Heavy Equipment Operator Senior Streets Maintenance Worker 7 \$41,811 \$49,128 \$56,44 Senior Streets Maintenance Worker 7 \$41,811	Customer Service Supervisor	Utility Billing Supervisor	11	\$50,822	\$59,715	\$68,609
Parks Crew Leader Parks Crew Leader 9 \$46,097 \$54,164 \$62,23 Streets Crew Leader 9 \$46,097 \$54,164 \$62,23 Utility Crew Leader 9 \$46,097 \$54,164 \$62,23 Code Enforcement Officer Code Enforcement Officer 8 \$43,902 \$51,584 \$59,26 Senior Animal Control Officer Lead Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Led Lift Station Operator 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Lead Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 7 \$41,811 \$49,128 \$56,44 Heavy Equipment Operator	Executive Assistant to the City Manager/Human R			\$48,401	\$56,872	\$65,342
Streets Crew Leader	Office Manager	Office Manager	10	\$48,401	\$56,872	\$65,342
Utility Crew Leader Utilities Crew Leader 9 \$46,097 \$54,164 \$62,23 Code Enforcement Officer Code Enforcement Officer 8 \$43,902 \$51,584 \$59,26 Senior Animal Control Officer Lead Animal Control Officer 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 - Senior Customer Service Representative 7 \$41,811 \$49,128 \$56,44 - Heavy Equipment Operator - Wurler - Senior Streets Maintenance Worker - Senior Utilities Maintenance Worker - Senior Util	Parks Crew Leader			carrier of Thursday		\$62,230
Code Enforcement Officer Senior Animal Control Officer Lead Animal Control Officer Lift Station Operator Utilities Operator - WWTP C Senior Customer Service Representative Senior Municipal Court Clerk Senior Streets Maintenance Worker Senior Utilities Maintenance Worker						\$62,230
Senior Animal Control Officer	Itility Crew Leader	Utilities Crew Leader	9	\$46,097	\$54,164	\$62,230
Lift Station Operator	Code Enforcement Officer	Code Enforcement Officer		\$43,902		\$59,267
Utilities Operator - WWTP C Wastewater Plant Operator 8 \$43,902 \$51,584 \$59,26 - Senior Customer Service Representative 7 \$41,811 \$49,128 \$56,44 - Senior Municipal Court Clerk 7 \$41,811 \$49,128 \$56,44 Heavy Equipment Operator Senior Streets Maintenance Worker 7 \$41,811 \$49,128 \$56,44 Senior Utilities Maintenance Worker 7 \$41,811 \$49,128 \$56,44 Accounting Clerk Accounts Payable Specialist 6 \$39,820 \$46,788 \$53,75 Ports and Harbors Administrative Assistant Administrative Assistant 6 \$39,820 \$46,788 \$53,75 Development Coordinator/Permit Technician Development Services Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician Meter Technician 6 \$39,820 \$46,788 \$53,75	Senior Animal Control Officer					\$59,267
Senior Customer Service Representative 7 \$41,811 \$49,128 \$56,44						\$59,267
Senior Municipal Court Clerk 7 \$41,811 \$49,128 \$56,44 Heavy Equipment Operator Senior Streets Maintenance Worker 7 \$41,811 \$49,128 \$56,44 Senior Utilities Maintenance Worker 7 \$41,811 \$49,128 \$56,44 Accounting Clerk Accounts Payable Specialist 6 \$39,820 \$46,788 \$53,75 Ports and Harbors Administrative Assistant Development Coordinator/Permit Technician Development Services Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician Meter Technician Meter Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician Senior Municipal Court Clerk 7 \$41,811 \$49,128 \$56,44 Senior Utilities Maintenance Worker 7 \$41,811 \$49,128 \$56,44 Accounting Clerk Accounts Payable Specialist 6 \$39,820 \$46,788 \$53,75 Senior Utilities Maintenance Worker 7 \$41,811 \$49,128 \$56,44 Senior Utilities Maintenance Worker 7 \$41,811 \$49,128 \$	Jtilities Operator - WWTP C	Wastewater Plant Operator	8	\$43,902	\$51,584	\$59,267
Heavy Equipment Operator Senior Streets Maintenance Worker 7 \$41,811 \$49,128 \$56,44 Accounting Clerk Accounts Payable Specialist 6 \$39,820 \$46,788 \$53,75 Ports and Harbors Administrative Assistant Administrative Assistant 6 \$39,820 \$46,788 \$53,75 Development Coordinator/Permit Technician Development Services Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician Meter Technician 6 \$39,820 \$46,788 \$53,75		The same of the sa				\$56,445
Senior Utilities Maintenance Worker 7 \$41,811 \$49,128 \$56,44	_					\$56,445
Accounting Clerk Accounts Payable Specialist 6 \$39,820 \$46,788 \$53,75 Ports and Harbors Administrative Assistant Development Coordinator/Permit Technician Development Services Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician 6 \$39,820 \$46,788 \$53,75	leavy Equipment Operator			Control of the Contro		\$56,445
Ports and Harbors Administrative Assistant Administrative Assistant Development Coordinator/Permit Technician Development Services Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician 6 \$39,820 \$46,788 \$53,75		Senior Utilities Maintenance Worker	/	\$41,811	\$49,128	\$56,445
Development Coordinator/Permit Technician Development Services Technician 6 \$39,820 \$46,788 \$53,75 Meter Technician 6 \$39,820 \$46,788 \$53,75		a see a		SA DE CONTRACTOR CONTRACTOR		\$53,757
Meter Technician 6 \$39,820 \$46,788 \$53,75						\$53,757
						\$53,757
SPC CITY OF PORT LAVACA, TX 1 of 2	Meter Technician	Meter Technician	б	\$39,820	\$46,788	\$53,757
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City of Port Lavaca, TX FY 2026 Proposed Salary Ranges - High to Low Order

		Recommended			
Current Job Title	Recommended Job Title	Salary Range	Minimum	Midpoint	Maximum
Delice Codes	Police Cadet	6	E30 830	£46.700	¢52.757
Police Cadet	Police Cadet Police Records Specialist	6	\$39,820 \$39.820	\$46,788 \$46,788	\$53,757 \$53,757
Records Clerk/Dispatcher Utilities Heavy Equipment Operator	Water Quality Specialist	6	\$39,820	\$46,788	\$53,757 \$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	Janilor	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

	1		Recommended			
Current Job Title	Recommended Job Title	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		DAMESTO STOCKED BY MANUAL	
Executive Assistant to the City Manager/Humar	n F 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 Senior Municipal Court Clerk	11 7	\$50,822 \$41,811	\$59,715	\$68,609	
- Municipal Court Clerk	Municipal Court Clerk	5	\$37,924	\$49,128 \$44,560	\$56,445 \$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	
<u>Finance</u>						
Director of Finance	Director of Finance	24	\$95,832		\$129,373	
Capital Projects/Grants Coordinator Senior Accountant	Capital Projects and Grants Coordinator Senior Accountant	15 15	\$61,774 \$61,774	\$72,584 \$72,584	\$83,395	
Senior Accountant Accountant	Accountant	12	\$53,363	\$62,701	\$83,395 \$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						
<u>Fire</u>						
Fire Chief	Fire Chief	26	\$105,654			
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	Deline Chief	00	#40F 0F :	6404 444	£440.000	
Police Chief	Police Chief	26 18	\$105,654			
CID Lieutenant	Police Lieutenant	18	\$71,511	\$84,025	\$96,540	
SPC	CITY OF PORT LAVACA, TX				1 of 2	

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

		Recommended				
Current Job Title	Recommended Job Title	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	
Police Support						
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						
Public Works						
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	
Shroote					**************************************	
Streets Streets Superintendent	Streets Superintendent	17	#C0 40C	COO 004	CO4 040	
Streets Crew Leader	Streets Crew Leader	9	\$68,106 \$46,097	\$80,024 \$54,164	\$91,943 \$62,230	
Heavy Equipment Operator	Senior Streets Maintenance Worker	7	\$40,097	\$49,128	\$56.445	
Street Maintenance Worker	Streets Maintenance Worker	4	\$36,118	\$42,439	\$48,759	
Utilities						
Utilities Superintendent	Utilities Superintendent	17	PC0 100	TOO 004	E04 042	
Utility Crew Leader	Utilities Crew Leader	9	\$68,106 \$46,097	\$80,024 \$54,164	\$91,943 \$62,230	
-	Senior Utilities Maintenance Worker	7	\$40,097 \$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	
Utility Billing						
Customer Service Supervisor	Utility Billing Supervisor	11	@EO 000	CEO 745	TC0 C00	
-	Senior Customer Service Representative	7	\$50,822 \$41,811	\$59,715	\$68,609	
Utility Billing Customer Service Representative	Customer Service Representative	5	\$37,924	\$49,128 \$44,560	\$56,445 \$51,197	
Meter Technician	Meter Technician	6	\$39,820	\$46,788	\$53,757	
Wastewater Treatment Plant						
Utilities Crew Leader -WWTP	Chief Westewater Treatment Blank Co	4.4	050.000	MOD 400	M 70 40 4	
- Cultiles Olew Leadel -VVVV IP	Chief Wastewater Treatment Plant Operator Lift Station Operator	14	\$58,832	\$69,128	\$79,424	
- Utilities Operator - WWTP C	Wastewater Plant Operator	8 8	\$43,902	\$51,584 \$51,584	\$59,267 \$50,267	
Utilities Maintenance - WWTP	Utilities Maintenance Worker	4	\$43,902 \$36,118	\$51,584 \$42,439	\$59,267 \$48,750	
- maintenance - 44 44 11	Cuince Mantenance MOLKEL	4	430,110	942,439	\$48,759	