
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 as comparisons for our 3rd 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 assumes the approval of 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

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%

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
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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
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