

**Gathered from TML 2024 Salary Survey (Red is new information from last year)**

*When an Actual Base Salary is not known, the assumed actual is the minimum salary and is italicized*

These cities are all included in the list of comparable cities as listed in the Jan 2021 Compensation Plan

City	Population	Job Title	Annual Actual Base Salary	Formal Annual Salary Min	Formal Annual Salary Mid	Formal Annual Salary Max	Entry Date	
<b>Port Lavaca</b>	<b>61</b>	<b>CITY MANAGER</b>	<b>\$ 159,598.00</b>	<b>\$ 129,093.00</b>	<b>\$ 151,684.00</b>	<b>\$ 174,276.00</b>		
Wharton	8,832	City Manager/ Administrator	\$ 145,000.00					Rec'd from City 2024
Ingleside	10,488	City Manager/ Administrator	\$ 130,000.00	\$ -	\$ -	\$ -	2/3/2022	No new information on TML for 2024
Rockport	10,847	City Manager/ Administrator	\$ 183,750.00				1/30/2023	No new information on TML for 2024
El Campo	12,350	City Manager/ Administrator	\$ 171,595.00					2024
Freeport	12,802	City Manager/ Administrator	\$ 160,000.00	\$ 144,072.00	\$ 176,849.00	\$ 209,625.00	2/2/2024	
Beeville	14,164	City Manager/ Administrator	\$ 140,556.00	\$ 113,291.00	\$ 135,952.00	\$ 158,607.00	2/13/2024	
Bay City	17,882	City Manager/ Administrator	\$ 142,272.00	\$ 142,272.00	\$ 167,377.60	\$ 192,504.00		Rec'd from City 2024
Angleton	19,610	City Manager/ Administrator	\$ 134,654.00	\$ 121,797.00	\$ 158,337.00	\$ 194,877.00	1/30/2023	No new information on TML for 2024
		Avg NIC Port Lavaca C.M.	\$ 150,978.38		\$ 159,628.90			
<b>Port Lavaca</b>	<b>53</b>	<b>FINANCE DIRECTOR</b>	<b>\$ 87,375.00</b>	<b>\$ 87,375.00</b>	<b>\$ 102,666.00</b>	<b>\$ 117,957.00</b>		
Wharton	8,832	Finance Director	\$ 103,251.20					Rec'd from City 2024
Ingleside	10,488	Finance Director	\$ 80,311.00	\$ 78,140.00	\$ 86,823.00	\$ 97,675.00	2/3/2022	No new information on TML for 2024
Rockport	10,847	Finance Director	\$ 120,806.00					Rec'd from City 2024
El Campo	12,350	Finance Director	\$ 78,873.60	\$ 78,873.60	\$ 97,864.00	\$ 116,854.40		Rec'd from City 2024
Freeport	12,802	Finance Director	\$ 103,256.00	\$ 96,255.00	\$ 118,153.00	\$ 140,051.00	2/2/2024	
Beeville	14,164	Finance Director	\$ 91,426.00	\$ 82,761.00	\$ 99,314.00	\$ 115,865.00	2/13/2024	
Bay City	17,882	Finance Director	\$ 91,707.20	\$ 91,707.20	\$ 107,889.60	\$ 124,092.80		Rec'd from City 2024
Angleton	19,610	Finance Director	\$ 101,000.00	\$ 95,850.00	\$ 124,605.00	\$ 153,360.00	1/30/2023	No new information on TML for 2024
		Avg NIC Port Lavaca Finance Dir.	\$ 96,328.88		\$ 105,774.77			
<b>Port Lavaca</b>	<b>49</b>	<b>CITY SECRETARY</b>	<b>\$ 86,049.60</b>	<b>\$ 71,884.00</b>	<b>\$ 84,464.00</b>	<b>\$ 97,043.00</b>		
Wharton	8,832	City Secretary/ Clerk	\$ 108,014.40					* also Asst. City Manager
Ingleside	10,488	City Secretary/ Clerk	\$ 70,875.00	\$ 70,875.00	\$ 78,751.00	\$ 88,594.00	2/3/2022	No new information on TML for 2024
Rockport	10,847	City Secretary/ Clerk	\$ 98,657.00				1/30/2023	No new information on TML for 2024
El Campo	12,350	City Secretary/ Clerk	\$ 52,561.60	\$ 52,561.60	\$ 65,228.80	\$ 77,896.00		Rec'd from City 2024
Freeport	12,802	City Secretary/ Clerk	\$ 74,153.00	\$ 64,481.00	\$ 79,150.00	\$ 93,819.00	2/2/2024	*NON-SUPERVISOR
Beeville	14,164	City Secretary/ Clerk	\$ 72,478.00	\$ 62,598.00	\$ 75,119.00	\$ 87,637.00	2/13/2024	
Bay City	17,882	City Secretary/ Clerk	\$ 62,130.00	\$ 62,067.00	\$ 76,690.00	\$ 97,219.00	1/30/2023	
Angleton	19,610	City Secretary/ Clerk	\$ 107,352.00	\$ 95,850.00	\$ 124,605.00	\$ 153,360.00	1/30/2023	No new information on TML for 2024
		Avg NIC Port Lavaca City Secy	\$ 82,192.29		\$ 83,257.30			
<b>Port Lavaca</b>	<b>34</b>	<b>COURT CLERK</b>	<b>\$ 37,440.00</b>	<b>\$ 34,577.00</b>	<b>\$ 40,628.00</b>	<b>\$ 46,679.00</b>		
Wharton	8,832	Court Clerk	\$ 36,628.80	\$ -	\$ -	\$ -		Rec'd from City 2024
Ingleside	10,488	Court Clerk	\$ 38,147.00	\$ 36,141.00	\$ 40,157.00	\$ 45,177.00	3/9/2021	
Rockport	10,847	Court Clerk	\$ 36,848.00	\$ 36,878.40	\$ 45,531.20	\$ 55,556.80	1/30/2023	No new information on TML for 2024
El Campo	12,350	Court Clerk	\$ 38,022.40	\$ 38,022.40	\$ 47,174.40	\$ 56,326.40		Rec'd from City 2024
Freeport	12,802	Court Clerk	\$ 36,421.00	\$ 31,345.00	\$ 38,476.00	\$ 45,607.00	2/2/2024	
Beeville	14,164	Court Clerk	\$ 40,310.00	\$ 33,976.00	\$ 40,771.00	\$ 47,566.00	2/13/2024	

Bay City	17,882	Court Clerk	\$ 39,520.00	\$ 31,346.00	\$ 47,566.00	\$ 42,411.00	1/30/2023	
Angleton	19,610	Court Clerk	\$ 35,714.00	\$ 30,160.00	\$ 36,192.00	\$ 41,259.00	1/30/2023	No new information on TML for 2024
Victoria	67,670	Court Clerk	\$ 31,949.00	\$ 31,949.00	\$ 41,058.50	\$ 50,168.00	2/13/2024	
		Avg NIC Port Lavaca Court Clerk	\$ 37,062.24		\$ 42,115.76			

<b>Port Lavaca</b>	<b>55</b>	<b>POLICE CHIEF</b>	<b>\$ 100,006.40</b>	<b>\$ 96,331.00</b>	<b>\$ 113,189.00</b>	<b>\$ 130,047.00</b>		
Wharton	8,832	Police Chief	\$ 107,473.60					Rec'd from City 2024
Ingleside	10,488	Police Chief	\$ 86,823.00	\$ 78,140.00	\$ 86,823.00	\$ 97,675.00	2/3/2022	
Rockport	10,847	Police Chief	\$ 141,960.00				1/30/2023	No new information on TML for 2024
El Campo	12,350	Police Chief	\$ 84,115.20	\$ 84,115.20	\$ 104,353.60	\$ 124,592.00		Rec'd from City 2024
Freeport	12,802	Police Chief	\$ 138,000.00	\$ 100,602.00	\$ 123,489.00	\$ 146,376.00	2/2/2024	*Also Asst. City Manager
Beeville	14,164	Police Chief	\$ 103,931.00	\$ 82,761.00	\$ 99,314.00	\$ 115,865.00	2/13/2024	
Bay City	17,882	Police Chief	\$ 91,707.00	\$ 91,707.00	\$ 113,298.00	\$ 143,645.00	1/30/2023	
Angleton	19,610	Police Chief	\$ 104,031.00	\$ 99,998.00	\$ 129,998.00	\$ 159,997.00	1/30/2023	No new information on TML for 2024
Victoria	67,670	Police Chief	\$ 125,000.00	\$ 119,281.00	\$ 144,583.00	\$ 169,885.00	2/13/2024	
		Avg NIC Port Lavaca Police Chief	\$ 109,226.76		\$ 114,551.23			

<b>Port Lavaca</b>	<b>42</b>	<b>POLICE OFFICER (Entry Level)</b>	<b>\$ 52,374.40</b>	<b>\$ 51,087.00</b>	<b>\$ 60,027.00</b>	<b>\$ 68,967.00</b>		
Wharton	8,832	Police Officer (entry level)	\$ 56,235.40					Rec'd from City 2024
Rockport	10,847	Police Officer (entry level)	\$ 52,083.00				1/30/2023	No new information on TML for 2024
El Campo	12,350	Police Officer (entry level)	\$ 60,081.84	\$ 60,081.84	\$ 74,539.92	\$ 88,998.00		Rec'd from City 2024
Freeport	12,802	Police Officer (entry level)	\$ 58,589.00	\$ 56,557.00	\$ 68,497.00	\$ 80,437.00	2/2/2024	
Beeville	14,164	Police Officer (entry level)	\$ 37,440.00	\$ 43,000.00	\$ 51,600.00	\$ 60,200.00	2/10/2023	No new information for 2024
Bay City	17,882	Police Officer (entry level)	\$ 51,230.00	\$ 51,230.00	\$ -		1/30/2023	
Angleton	19,610	Police Officer (entry level)	\$ 53,474.00	\$ 53,474.00	\$ 63,171.00	\$ 72,889.00	1/30/2023	No new information on TML for 2024
Victoria	67,670	Police Officer (entry level)	\$ 48,045.00	\$ 50,970.00	\$ 59,735.00	\$ 68,500.00	2/13/2024	
		Avg NIC Port Lavaca Police Offr	\$ 52,147.28		\$ 63,508.58			

<b>Port Lavaca</b>	<b>53</b>	<b>PUBLIC WORKS DIRECTOR</b>	<b>\$ 97,760.00</b>	<b>\$ 87,375.00</b>	<b>\$ 102,666.00</b>	<b>\$ 117,957.00</b>		
Wharton	8,832	Public Works Director	\$ 95,992.00					Rec'd from City 2024
Ingleside	10,488	Public Works Director	\$ 78,145.00	\$ 74,419.00	\$ 82,688.00	\$ 93,024.00	2/3/2022	
Rockport	10,847	Public Works Director	\$ 138,486.00				1/30/2023	No new information on TML for 2024
El Campo	12,350	Public Works Director	\$ 78,876.00	\$ 78,876.00	\$ 97,865.00	\$ 116,854.00		Rec'd from City 2024
Freeport	12,802	Public Works Director	\$ 95,000.00	\$ 93,150.00	\$ 114,342.00	\$ 135,533.00	2/2/2024	
Beeville	14,164	Public Works Director	\$ 75,566.00	\$ 70,736.00	\$ 84,884.00	\$ 99,030.00	2/13/2024	
Bay City	17,882	Public Works Director	\$ 101,593.00	\$ 91,707.00	\$ 113,298.00	\$ 143,645.00	1/30/2023	
Angleton	19,610	Public Works Director	\$ 124,605.00	\$ 95,850.00	\$ 124,605.00	\$ 153,360.00	1/30/2023	No new information on TML for 2024
		Avg NIC Port Lavaca PWD	\$ 98,532.88		\$ 102,947.00			

<b>Port Lavaca</b>	<b>34</b>	<b>UTILITY MAINTENANCE WORKER</b>	<b>\$ 34,577.00</b>	<b>\$ 34,577.00</b>	<b>\$ 40,628.00</b>	<b>\$ 46,679.00</b>		
Wharton	8,832	Utility Maintenance Worker		??	\$ 33,363.20	\$ 37,502.40		Rec'd from City 2024
Ingleside	10,488	Utility Maintenance Worker	\$ 37,587.00	\$ 37,587.00	\$ 41,763.00	\$ 46,983.00	2/3/2022	
Rockport	10,847	Utility Maintenance Worker	\$ 37,336.00				1/30/2023	No new information on TML for 2024
El Campo	12,350	Utility Maintenance Worker	\$ 38,021.60	\$ 38,021.60	\$ 47,174.00	\$ 56,326.40		Rec'd from City 2024
Beeville	14,164	Utility Maintenance Worker	\$ 30,959.00	\$ 30,067.00	\$ 36,081.00	\$ 42,094.00	2/13/2024	

Bay City	17,882	Utility Maintenance Worker	\$ 31,200.00	\$ 31,346.00	\$ 36,878.00	\$ 42,411.00	1/30/2023	
Angleton	19,610	Utility Maintenance Worker	\$ 32,409.00	\$ 32,407.00	\$ 39,699.00	\$ 46,990.00	1/30/2023	No new information on TML for 2024
		Avg NIC Port Lavaca Utility Maint	\$ 34,585.43		\$ 40,319.00			

Port Lavaca	41	<b>FIREFIGHTER (entry level)</b>	\$ 53,114.88	\$ 48,654.00	\$ 57,168.00	\$ 65,683.00		
Freeport	12,802	Firefighter (entry level)	\$ 60,944.00	\$ 55,000.00	\$ 67,513.00	\$ 80,025.00	2/2/2024	
Angleton	19,610	Firefighter (entry level)	\$ 48,812.00	\$ 47,017.00	\$ 55,996.00	\$ 64,974.00	1/30/2023	No new information on TML for 2024
Victoria	67,670	Firefighter (entry level)	\$ 44,996.00	\$ 50,412.00	\$ 56,206.00	\$ 62,000.00	2/13/2024	
		Avg NIC Port Lavaca Firefighter	\$ 51,584.00		\$ 59,905.00			

Port Lavaca	35	<b>DEV. SVS COORD./PERMIT TECH.</b>	\$ 43,804.80	\$ 36,306.00	\$ 42,660.00	\$ 49,013.00		
Wharton	8,832	Permit Technician	\$ 38,625.60					Rec'd from City 2024
Ingleside	10,488	Permit Technician	\$ 53,164.00	\$ 50,370.00	\$ 55,966.00	\$ 62,962.00	2/3/2022	
Rockport	10,847	Permit Technician	\$ 41,724.00				1/30/2023	No new information for 2024
El Campo	12,350	Permit Technician	\$ 31,200.00	\$ 33,280.00	\$ 39,738.00	\$ 47,449.00	2/14/2023	No new information for 2024
Beeville	14,164	Permit Technician	\$ 35,666.00	\$ 33,979.00	\$ 40,771.00	\$ 47,566.00	2/13/2024	
Bay City	17,882	Permit Technician	\$ 41,662.00	\$ 34,569.60	\$ 40,664.00	\$ 46,758.40		Rec'd from City 2024
Angleton	19,610	Permit Technician	\$ 36,299.00	\$ 36,656.00	\$ 44,904.00	\$ 53,152.00	1/30/2023	No new information on TML for 2024
		Avg NIC Port Lavaca Permit Tech*	\$ 39,762.94		\$ 44,408.60			

Port Lavaca		<b>FIRE CHIEF</b>	\$ 100,006.40	\$ 96,331.00	\$ 113,189.00	\$ 130,047.00		
Freeport	12,802	Fire Chief	\$ 124,848.00	\$ 103,190.00	\$ 126,666.00	\$ 150,141.00	2/2/2024	
Victoria	67,670	Fire Chief	\$ 135,000.00	\$ 119,281.00	\$ 144,583.00	\$ 169,885.00	2/13/2024	
		Avg NIC Port Lavaca Fire Chief	\$ 129,924.00		\$ 135,624.50			