

City of Stephenville
Proposed Pay Plan Effective 04/02/2022

General

Position	Exempt Status	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Clerk I	Non-Exempt 8-5	\$ 22,740	\$ 23,348	\$ 23,973	\$ 24,615	\$ 25,273	\$ 25,949	\$ 26,644	\$ 27,356	\$ 28,088	\$ 28,840	\$ 29,611	\$ 30,404	\$ 31,217	\$ 32,052	\$ 32,910
Custodian	Non-Exempt 8-5	\$ 23,853	\$ 24,492	\$ 25,148	\$ 25,821	\$ 26,513	\$ 27,223	\$ 27,952	\$ 28,700	\$ 29,469	\$ 30,258	\$ 31,069	\$ 31,901	\$ 32,755	\$ 33,632	\$ 34,533
Landfill Gate Attendant	Non-Exempt 8-5	\$ 24,861	\$ 25,532	\$ 26,222	\$ 26,930	\$ 27,657	\$ 28,404	\$ 29,171	\$ 29,959	\$ 30,768	\$ 31,599	\$ 32,453	\$ 33,329	\$ 34,229	\$ 35,154	\$ 36,103
Clerk II	Non-Exempt 8-5	\$ 26,283	\$ 26,947	\$ 27,627	\$ 28,325	\$ 29,040	\$ 29,774	\$ 30,526	\$ 31,297	\$ 32,087	\$ 32,898	\$ 33,728	\$ 34,580	\$ 35,454	\$ 36,349	\$ 37,267
Laborer II-Streets	Non-Exempt 8-5	\$ 26,306	\$ 26,896	\$ 27,498	\$ 28,115	\$ 28,745	\$ 29,389	\$ 30,048	\$ 30,721	\$ 31,410	\$ 32,114	\$ 32,834	\$ 33,570	\$ 34,322	\$ 35,091	\$ 35,878
Rec Clerk/Aide/Dept Asst/Field Maint	Non-Exempt 8-5	\$ 26,497	\$ 27,207	\$ 27,936	\$ 28,684	\$ 29,452	\$ 30,241	\$ 31,052	\$ 31,883	\$ 32,738	\$ 33,615	\$ 34,515	\$ 35,440	\$ 36,389	\$ 37,364	\$ 38,365
Library Clerk	Non-Exempt 8-5	\$ 26,999	\$ 27,598	\$ 28,210	\$ 28,835	\$ 29,474	\$ 30,128	\$ 30,796	\$ 31,479	\$ 32,177	\$ 32,890	\$ 33,620	\$ 34,365	\$ 35,127	\$ 35,906	\$ 36,702
Light Equip Oper-Parks/Ground Maint	Non-Exempt 8-5	\$ 27,897	\$ 28,726	\$ 29,580	\$ 30,459	\$ 31,364	\$ 32,296	\$ 33,256	\$ 34,245	\$ 35,263	\$ 36,311	\$ 37,390	\$ 38,501	\$ 39,645	\$ 40,824	\$ 42,037
Municipal Court Clerk	Non-Exempt 8-5	\$ 29,425	\$ 30,170	\$ 30,935	\$ 31,718	\$ 32,522	\$ 33,346	\$ 34,190	\$ 35,057	\$ 35,945	\$ 36,855	\$ 37,789	\$ 38,746	\$ 39,728	\$ 40,734	\$ 41,766
Clerk III	Non-Exempt 8-5	\$ 29,605	\$ 30,398	\$ 31,212	\$ 32,048	\$ 32,906	\$ 33,788	\$ 34,692	\$ 35,622	\$ 36,576	\$ 37,555	\$ 38,561	\$ 39,594	\$ 40,654	\$ 41,743	\$ 42,861
Light Equip Operator-Streets/PW	Non-Exempt 8-5	\$ 29,690	\$ 30,437	\$ 31,202	\$ 31,987	\$ 32,791	\$ 33,616	\$ 34,461	\$ 35,328	\$ 36,217	\$ 37,127	\$ 38,061	\$ 39,018	\$ 40,000	\$ 41,006	\$ 42,037
Records Clerk	Non-Exempt 8-5	\$ 29,744	\$ 30,547	\$ 31,372	\$ 32,220	\$ 33,090	\$ 33,983	\$ 34,901	\$ 35,844	\$ 36,812	\$ 37,806	\$ 38,827	\$ 39,875	\$ 40,952	\$ 42,058	\$ 43,194
Animal Control Officer	Non-Exempt 12/10 Shift	\$ 30,230	\$ 31,039	\$ 31,870	\$ 32,723	\$ 33,599	\$ 34,498	\$ 35,422	\$ 36,370	\$ 37,343	\$ 38,343	\$ 39,369	\$ 40,423	\$ 41,505	\$ 42,616	\$ 43,757
Water Plant Operator I	Non-Exempt 8-5	\$ 30,722	\$ 31,371	\$ 32,033	\$ 32,710	\$ 33,400	\$ 34,106	\$ 34,826	\$ 35,561	\$ 36,312	\$ 37,079	\$ 37,862	\$ 38,662	\$ 39,478	\$ 40,312	\$ 41,163
Children's Program Coordinator	Non-Exempt 8-5	\$ 31,386	\$ 32,222	\$ 33,081	\$ 33,962	\$ 34,867	\$ 35,796	\$ 36,750	\$ 37,729	\$ 38,734	\$ 39,766	\$ 40,825	\$ 41,913	\$ 43,030	\$ 44,176	\$ 45,353
Permit Tech	Non-Exempt 8-5	\$ 31,595	\$ 32,452	\$ 33,333	\$ 34,238	\$ 35,167	\$ 36,121	\$ 37,101	\$ 38,108	\$ 39,142	\$ 40,205	\$ 41,296	\$ 42,416	\$ 43,567	\$ 44,750	\$ 45,964
Administrative Assistant	Non-Exempt 8-5	\$ 31,943	\$ 32,835	\$ 33,751	\$ 34,693	\$ 35,662	\$ 36,657	\$ 37,681	\$ 38,732	\$ 39,814	\$ 40,925	\$ 42,067	\$ 43,242	\$ 44,449	\$ 45,690	\$ 46,965
Athletic Coordinator/Rec Coord	Non-Exempt 8-5	\$ 31,946	\$ 32,856	\$ 33,791	\$ 34,753	\$ 35,742	\$ 36,760	\$ 37,807	\$ 38,883	\$ 39,990	\$ 41,128	\$ 42,299	\$ 43,504	\$ 44,742	\$ 46,016	\$ 47,326
Heavy Equip Operator-Landfill	Non-Exempt 8-5	\$ 32,584	\$ 33,424	\$ 34,285	\$ 35,169	\$ 36,075	\$ 37,005	\$ 37,958	\$ 38,936	\$ 39,940	\$ 40,969	\$ 42,025	\$ 43,108	\$ 44,219	\$ 45,358	\$ 46,527
Water Plant Operator II	Non-Exempt 8-5	\$ 32,822	\$ 33,648	\$ 34,495	\$ 35,364	\$ 36,254	\$ 37,167	\$ 38,103	\$ 39,062	\$ 40,045	\$ 41,053	\$ 42,087	\$ 43,147	\$ 44,233	\$ 45,346	\$ 46,488
Heavy Equip Operator-PW	Non-Exempt 8-5	\$ 32,923	\$ 33,842	\$ 34,788	\$ 35,759	\$ 36,758	\$ 37,785	\$ 38,840	\$ 39,925	\$ 41,040	\$ 42,186	\$ 43,364	\$ 44,575	\$ 45,820	\$ 47,100	\$ 48,415
Heavy Equip Operator-Streets	Non-Exempt 8-5	\$ 32,936	\$ 33,810	\$ 34,707	\$ 35,627	\$ 36,572	\$ 37,543	\$ 38,538	\$ 39,561	\$ 40,610	\$ 41,687	\$ 42,793	\$ 43,929	\$ 45,094	\$ 46,290	\$ 47,518
Supervisor-Cemetery, Parks, Rec	Non-Exempt 8-5	\$ 33,883	\$ 34,596	\$ 35,323	\$ 36,066	\$ 36,824	\$ 37,599	\$ 38,389	\$ 39,197	\$ 40,021	\$ 40,863	\$ 41,722	\$ 42,600	\$ 43,495	\$ 44,410	\$ 45,344
Crew Leader - Streets	Non-Exempt 8-5	\$ 35,193	\$ 36,090	\$ 37,009	\$ 37,952	\$ 38,920	\$ 39,911	\$ 40,928	\$ 41,971	\$ 43,041	\$ 44,138	\$ 45,262	\$ 46,416	\$ 47,598	\$ 48,811	\$ 50,055
Crime Scene/Property Tech	Non-Exempt 8-5	\$ 35,679	\$ 36,543	\$ 37,427	\$ 38,333	\$ 39,261	\$ 40,212	\$ 41,185	\$ 42,182	\$ 43,203	\$ 44,249	\$ 45,321	\$ 46,418	\$ 47,541	\$ 48,692	\$ 49,871
Code Compliance Officer	Non-Exempt 8-5	\$ 36,033	\$ 37,043	\$ 38,082	\$ 39,150	\$ 40,248	\$ 41,377	\$ 42,537	\$ 43,730	\$ 44,956	\$ 46,217	\$ 47,513	\$ 48,845	\$ 50,215	\$ 51,623	\$ 53,071
Sr. Citizen Coordinator	Non-Exempt 8-5	\$ 36,366	\$ 37,275	\$ 38,208	\$ 39,163	\$ 40,143	\$ 41,146	\$ 42,175	\$ 43,230	\$ 44,311	\$ 45,419	\$ 46,555	\$ 47,720	\$ 48,913	\$ 50,136	\$ 51,390
Aquatics Manager	Non-Exempt 8-5	\$ 36,870	\$ 37,826	\$ 38,806	\$ 39,812	\$ 40,845	\$ 41,903	\$ 42,990	\$ 44,104	\$ 45,248	\$ 46,421	\$ 47,624	\$ 48,859	\$ 50,125	\$ 51,425	\$ 52,758
Crew Leader - PW	Non-Exempt 8-5	\$ 37,159	\$ 38,173	\$ 39,215	\$ 40,285	\$ 41,385	\$ 42,514	\$ 43,675	\$ 44,867	\$ 46,091	\$ 47,349	\$ 48,641	\$ 49,969	\$ 51,333	\$ 52,734	\$ 54,173
Exec Assistant to City Manager	Non-Exempt 8-5	\$ 37,580	\$ 38,653	\$ 39,757	\$ 40,892	\$ 42,060	\$ 43,261	\$ 44,496	\$ 45,767	\$ 47,074	\$ 48,418	\$ 49,800	\$ 51,222	\$ 52,685	\$ 54,190	\$ 55,737
Construction Tech	Non-Exempt 8-5	\$ 37,966	\$ 38,921	\$ 39,900	\$ 40,904	\$ 41,933	\$ 42,988	\$ 44,069	\$ 45,178	\$ 46,315	\$ 47,480	\$ 48,674	\$ 49,899	\$ 51,154	\$ 52,441	\$ 53,760
Exec Asst to CM/HR Analyst	Non-Exempt 8-5	\$ 39,333	\$ 40,397	\$ 41,489	\$ 42,611	\$ 43,763	\$ 44,947	\$ 46,162	\$ 47,411	\$ 48,693	\$ 50,009	\$ 51,362	\$ 52,751	\$ 54,177	\$ 55,642	\$ 57,147
Accountant	Exempt	\$ 39,333	\$ 40,149	\$ 40,982	\$ 41,833	\$ 42,701	\$ 43,587	\$ 44,492	\$ 45,415	\$ 46,357	\$ 47,319	\$ 48,301	\$ 49,303	\$ 50,327	\$ 51,371	\$ 52,437
Water Plant Supervisor	Non-Exempt 8-5	\$ 39,458	\$ 40,407	\$ 41,379	\$ 42,374	\$ 43,393	\$ 44,436	\$ 45,505	\$ 46,599	\$ 47,720	\$ 48,868	\$ 50,043	\$ 51,246	\$ 52,479	\$ 53,741	\$ 55,033
GIS Manager	Exempt	\$ 39,710	\$ 40,921	\$ 42,169	\$ 43,455	\$ 44,780	\$ 46,146	\$ 47,554	\$ 49,004	\$ 50,498	\$ 52,039	\$ 53,626	\$ 55,261	\$ 56,946	\$ 58,683	\$ 60,473
Municipal Court Administrator	Non-Exempt 8-5	\$ 40,147	\$ 41,166	\$ 42,211	\$ 43,283	\$ 44,381	\$ 45,508	\$ 46,663	\$ 47,847	\$ 49,062	\$ 50,307	\$ 51,584	\$ 52,894	\$ 54,237	\$ 55,613	\$ 57,025
Information Tech	Non-Exempt 8-5	\$ 40,752	\$ 41,778	\$ 42,829	\$ 43,907	\$ 45,012	\$ 46,145	\$ 47,306	\$ 48,497	\$ 49,717	\$ 50,968	\$ 52,251	\$ 53,566	\$ 54,914	\$ 56,296	\$ 57,713
Building Inspector	Non-Exempt	\$ 41,473	\$ 42,574	\$ 43,704	\$ 44,864	\$ 46,055	\$ 47,278	\$ 48,533	\$ 49,821	\$ 51,143	\$ 52,501	\$ 53,895	\$ 55,325	\$ 56,794	\$ 58,301	\$ 59,849

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General

Position	Exempt Status	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Librarian	Exempt	\$ 41,915	\$ 43,000	\$ 44,113	\$ 45,255	\$ 46,427	\$ 47,628	\$ 48,861	\$ 50,126	\$ 51,424	\$ 52,755	\$ 54,121	\$ 55,522	\$ 56,959	\$ 58,433	\$ 59,946
Customer Service Supervisor	Non-Exempt 8-5	\$ 42,430	\$ 43,647	\$ 44,898	\$ 46,186	\$ 47,510	\$ 48,873	\$ 50,274	\$ 51,716	\$ 53,199	\$ 54,724	\$ 56,294	\$ 57,908	\$ 59,569	\$ 61,277	\$ 63,034
Dispatch Supervisor	Non-Exempt 12 Hour Shift	\$ 42,892	\$ 43,959	\$ 45,053	\$ 46,173	\$ 47,322	\$ 48,499	\$ 49,706	\$ 50,942	\$ 52,210	\$ 53,509	\$ 54,840	\$ 56,204	\$ 57,602	\$ 59,035	\$ 60,504
Purchasing Manager	Exempt	\$ 43,643	\$ 44,818	\$ 46,025	\$ 47,265	\$ 48,537	\$ 49,844	\$ 51,187	\$ 52,565	\$ 53,981	\$ 55,434	\$ 56,927	\$ 58,460	\$ 60,034	\$ 61,651	\$ 63,311
Landfill Superintendent	Exempt	\$ 45,460	\$ 46,724	\$ 48,023	\$ 49,359	\$ 50,732	\$ 52,142	\$ 53,592	\$ 55,083	\$ 56,614	\$ 58,189	\$ 59,807	\$ 61,470	\$ 63,179	\$ 64,936	\$ 66,742
Main Street Manager/Tourism Manager	Non-Exempt 8-5	\$ 46,588	\$ 48,073	\$ 49,606	\$ 51,188	\$ 52,820	\$ 54,504	\$ 56,242	\$ 58,036	\$ 59,886	\$ 61,796	\$ 63,766	\$ 65,799	\$ 67,897	\$ 70,062	\$ 72,296
HR Manager	Exempt	\$ 47,889	\$ 49,130	\$ 50,402	\$ 51,708	\$ 53,047	\$ 54,421	\$ 55,831	\$ 57,277	\$ 58,761	\$ 60,283	\$ 61,845	\$ 63,447	\$ 65,090	\$ 66,776	\$ 68,506
Water/WW Superintendent	Exempt	\$ 48,647	\$ 49,842	\$ 51,066	\$ 52,320	\$ 53,605	\$ 54,921	\$ 56,270	\$ 57,652	\$ 59,068	\$ 60,519	\$ 62,005	\$ 63,528	\$ 65,088	\$ 66,686	\$ 68,324
Recreation Superintendent	Exempt	\$ 49,407	\$ 50,647	\$ 51,917	\$ 53,220	\$ 54,555	\$ 55,924	\$ 57,327	\$ 58,765	\$ 60,239	\$ 61,750	\$ 63,300	\$ 64,888	\$ 66,516	\$ 68,184	\$ 69,895
Parks Superintendent	Exempt	\$ 49,525	\$ 50,699	\$ 51,900	\$ 53,130	\$ 54,389	\$ 55,677	\$ 56,997	\$ 58,347	\$ 59,730	\$ 61,145	\$ 62,594	\$ 64,077	\$ 65,596	\$ 67,150	\$ 68,741
Accountant (Senior)	Exempt	\$ 49,977	\$ 51,213	\$ 52,480	\$ 53,778	\$ 55,108	\$ 56,472	\$ 57,868	\$ 59,300	\$ 60,767	\$ 62,270	\$ 63,810	\$ 65,389	\$ 67,006	\$ 68,664	\$ 70,362
Planner	Exempt	\$ 50,086	\$ 51,111	\$ 52,158	\$ 53,225	\$ 54,315	\$ 55,427	\$ 56,561	\$ 57,719	\$ 58,901	\$ 60,107	\$ 61,337	\$ 62,593	\$ 63,874	\$ 65,182	\$ 66,516
Street Superintendent	Exempt	\$ 50,502	\$ 51,873	\$ 53,281	\$ 54,728	\$ 56,214	\$ 57,740	\$ 59,308	\$ 60,918	\$ 62,572	\$ 64,271	\$ 66,016	\$ 67,808	\$ 69,649	\$ 71,540	\$ 73,482
Building Official	Exempt	\$ 59,050	\$ 60,378	\$ 61,735	\$ 63,123	\$ 64,543	\$ 65,994	\$ 67,478	\$ 68,995	\$ 70,546	\$ 72,133	\$ 73,754	\$ 75,413	\$ 77,108	\$ 78,842	\$ 80,615
IT Manager	Exempt	\$ 59,327	\$ 60,917	\$ 62,549	\$ 64,225	\$ 65,946	\$ 67,713	\$ 69,527	\$ 71,390	\$ 73,303	\$ 75,267	\$ 77,284	\$ 79,355	\$ 81,481	\$ 83,664	\$ 85,906
Assistant Finance Director	Exempt	\$ 64,718	\$ 66,651	\$ 68,641	\$ 70,691	\$ 72,802	\$ 74,976	\$ 77,215	\$ 79,521	\$ 81,896	\$ 84,342	\$ 86,861	\$ 89,455	\$ 92,126	\$ 94,878	\$ 97,711
Asst Director of Public Works	Exempt	\$ 69,056	\$ 71,391	\$ 73,805	\$ 76,301	\$ 78,881	\$ 81,548	\$ 84,305	\$ 87,156	\$ 90,103	\$ 93,150	\$ 96,299	\$ 99,556	\$ 102,922	\$ 106,402	\$ 110,000
Construction Supervisor	Non-Exempt 8-5	data unavailable at this time														
Project Manager	Non-Exempt 8-5	data unavailable at this time														