

City of Stephenville  
Pay Plan 2023-2024

All Positions

| Position                    | Rate Method | Dept | 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    |
|-----------------------------|-------------|------|--|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Records Clerk               | Salary      |      | 701 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  |
| Records Clerk               | Hourly      |      | 701 Non-Exempt 8-5                               | \$ 14.30  | \$ 14.69  | \$ 15.08  | \$ 15.49  | \$ 15.91  | \$ 16.34  | \$ 16.78   | \$ 17.23   | \$ 17.70   | \$ 18.18   | \$ 18.67   | \$ 19.17   | \$ 19.69   | \$ 20.22   | \$ 20.77   |
| Animal Control Officer      | Salary      |      | 701 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  |
| Animal Control Officer      | Hourly      |      | 701 Non-Exempt 12/10 Shift                       | \$ 14.53  | \$ 14.92  | \$ 15.32  | \$ 15.73  | \$ 16.15  | \$ 16.59  | \$ 17.03   | \$ 17.49   | \$ 17.95   | \$ 18.43   | \$ 18.93   | \$ 19.43   | \$ 19.95   | \$ 20.49   | \$ 21.04   |
| Dispatcher                  | Salary      |      | 701 Non-Exempt 12 Hour Shift                     | \$ 34,860 | \$ 37,749 | \$ 39,456 | \$ 41,240 | \$ 43,106 | \$ 45,055 | \$ 47,092  | \$ 49,222  | \$ 51,448  | \$ 51,905  |            |            |            |            |            |
| Dispatcher                  | Hourly      |      | 701 Non-Exempt 12 Hour Shift                     | \$ 16.76  | \$ 18.15  | \$ 18.97  | \$ 19.83  | \$ 20.72  | \$ 21.66  | \$ 22.64   | \$ 23.66   | \$ 24.73   | \$ 24.95   |            |            |            |            |            |
| Crime Scene/Property Tech   | Salary      |      | 701 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  |
| Crime Scene/Property Tech   | Hourly      |      | 701 Non-Exempt 8-5                               | \$ 17.15  | \$ 17.57  | \$ 17.99  | \$ 18.43  | \$ 18.88  | \$ 19.33  | \$ 19.80   | \$ 20.28   | \$ 20.77   | \$ 21.27   | \$ 21.79   | \$ 22.32   | \$ 22.86   | \$ 23.41   | \$ 23.98   |
| Dispatch Supervisor         | Salary      |      | 701 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  |
| Dispatch Supervisor         | Hourly      |      | 701 Non-Exempt 12 Hour Shift                     | \$ 20.62  | \$ 21.13  | \$ 21.66  | \$ 22.20  | \$ 22.75  | \$ 23.32  | \$ 23.90   | \$ 24.49   | \$ 25.10   | \$ 25.73   | \$ 26.37   | \$ 27.02   | \$ 27.69   | \$ 28.38   | \$ 29.09   |
| Police Cadet                | Salary      |      | 701 Non-Exempt 80/14 Day Cycle 12 Hour Shift     | \$ 43,947 |           |           |           |           |           |            |            |            |            |            |            |            |            |            |
| Police Cadet                | Hourly      |      | 701 Non-Exempt 80/14 Day Cycle 12 Hour Shift     | \$ 21.13  |           |           |           |           |           |            |            |            |            |            |            |            |            |            |
| Police Officer/Investigator | Salary      |      | 701 Non-Exempt 80/14 Day Cycle 12 Hour Shift     | \$ 48,830 | \$ 52,174 | \$ 53,931 | \$ 55,747 | \$ 57,625 | \$ 59,566 | \$ 61,572  | \$ 63,645  | \$ 65,789  | \$ 68,005  |            |            |            |            |            |
| Police Officer/Investigator | Hourly      |      | 701 Non-Exempt 80/14 Day Cycle 12 Hour Shift     | \$ 23.48  | \$ 25.08  | \$ 25.93  | \$ 26.80  | \$ 27.70  | \$ 28.64  | \$ 29.60   | \$ 30.60   | \$ 31.63   | \$ 32.69   |            |            |            |            |            |
| Police Sergeant             | Salary      |      | 701 Non-Exempt 8-5 80/14 Day Cycle 12 Hour Shift | \$ 63,748 | \$ 64,909 | \$ 66,091 | \$ 67,295 | \$ 68,521 | \$ 69,769 | \$ 71,040  | \$ 72,334  | \$ 73,651  | \$ 74,993  |            |            |            |            |            |
| Police Sergeant             | Hourly      |      | 701 Non-Exempt 8-5 80/14 Day Cycle 12 Hour Shift | \$ 30.65  | \$ 31.21  | \$ 31.77  | \$ 32.35  | \$ 32.94  | \$ 33.54  | \$ 34.15   | \$ 34.78   | \$ 35.41   | \$ 36.05   |            |            |            |            |            |
| Police Lieutenant           | Salary      |      | 701 Non-Exempt 80/14 Day Cycle 12 Hour Shift     | \$ 71,606 | \$ 72,416 | \$ 73,235 | \$ 74,063 | \$ 74,901 | \$ 75,748 | \$ 76,604  | \$ 77,471  | \$ 78,347  | \$ 79,233  |            |            |            |            |            |
| Police Lieutenant           | Hourly      |      | 701 Non-Exempt 80/14 Day Cycle 12 Hour Shift     | \$ 34.43  | \$ 34.82  | \$ 35.21  | \$ 35.61  | \$ 36.01  | \$ 36.42  | \$ 36.83   | \$ 37.25   | \$ 37.67   | \$ 38.09   |            |            |            |            |            |
| Police Captain              | Salary      |      | 701 Exempt                                       | \$ 78,823 | \$ 80,457 | \$ 82,125 | \$ 83,827 | \$ 85,565 | \$ 87,339 | \$ 89,149  | \$ 90,997  | \$ 92,884  | \$ 94,809  |            |            |            |            |            |
| Police Captain              | Hourly      |      | 701 Exempt                                       | \$ 37.90  | \$ 38.68  | \$ 39.48  | \$ 40.30  | \$ 41.14  | \$ 41.99  | \$ 42.86   | \$ 43.75   | \$ 44.66   | \$ 45.58   |            |            |            |            |            |
| Police Chief                | Salary      |      | 701 Exempt                                       | \$ 86,089 | \$ 88,670 | \$ 91,328 | \$ 94,066 | \$ 96,886 | \$ 99,790 | \$ 102,782 | \$ 105,863 | \$ 109,037 | \$ 112,305 | \$ 115,672 | \$ 119,140 | \$ 122,711 | \$ 126,390 | \$ 130,179 |
| Police Chief                | Hourly      |      | 701 Exempt                                       | \$ 41.39  | \$ 42.63  | \$ 43.91  | \$ 45.22  | \$ 46.58  | \$ 47.98  | \$ 49.41   | \$ 50.90   | \$ 52.42   | \$ 53.99   | \$ 55.61   | \$ 57.28   | \$ 59.00   | \$ 60.76   | \$ 62.59   |
| Communications Manager      | Salary      |      | 701 Exempt                                       | \$ 65,000 | \$ 66,435 | \$ 67,912 | \$ 69,430 | \$ 70,970 | \$ 72,550 | \$ 74,173  | \$ 75,816  | \$ 77,501  | \$ 79,233  |            |            |            |            |            |
| Communications Manager      | Hourly      |      | 701 Exempt                                       | \$ 31.25  | \$ 31.94  | \$ 32.65  | \$ 33.38  | \$ 34.12  | \$ 34.88  | \$ 35.66   | \$ 36.45   | \$ 37.26   | \$ 38.09   |            |            |            |            |            |