

**City of University Park
FY 2025 Pay Plan
APPENDIX A**

Grade	Position		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	
40	City Manager*	Annual													\$290,492.80		
37	Assistant City Manager	Hourly	\$72.58	\$74.75	\$76.99	\$79.31	\$81.69	\$84.13	\$86.66	\$89.25	\$91.93	\$94.70	\$97.54	\$100.46	\$103.48	\$106.58	
		Monthly	\$12,580.53	\$12,956.67	\$13,344.93	\$13,747.07	\$14,159.60	\$14,582.53	\$15,021.07	\$15,470.00	\$15,934.53	\$16,414.67	\$16,906.93	\$17,413.07	\$17,936.53	\$18,473.87	
		Annual	\$150,966.40	\$155,480.00	\$160,139.20	\$164,964.80	\$169,915.20	\$174,990.40	\$180,252.80	\$185,640.00	\$191,214.40	\$196,976.00	\$202,883.20	\$208,956.80	\$215,238.40	\$221,686.40	
36	Director of Finance, Director of Public Works, Fire Chief, Police Chief	Hourly	\$69.11	\$71.19	\$73.33	\$75.54	\$77.80	\$80.14	\$82.53	\$85.01	\$87.57	\$90.18	\$92.89	\$95.69	\$98.56	\$101.51	
		Monthly	\$11,979.07	\$12,339.60	\$12,710.53	\$13,093.60	\$13,485.33	\$13,890.93	\$14,305.20	\$14,735.07	\$15,178.80	\$15,631.20	\$16,100.93	\$16,586.27	\$17,083.73	\$17,595.07	
		Annual	\$143,748.80	\$148,075.20	\$152,526.40	\$157,123.20	\$161,824.00	\$166,691.20	\$171,662.40	\$176,820.80	\$182,145.60	\$187,574.40	\$193,211.20	\$199,035.20	\$205,004.80	\$211,140.80	
34	Director of Community Development, Director of Human Resources, Director of Information Services, Director of Parks, Director of Communications, Director of Engineering	Hourly	\$62.70	\$64.58	\$66.51	\$68.52	\$70.57	\$72.69	\$74.86	\$77.11	\$79.43	\$81.80	\$84.26	\$86.78	\$89.40	\$92.07	
		Monthly	\$10,868.00	\$11,193.87	\$11,528.40	\$11,876.80	\$12,232.13	\$12,599.60	\$12,975.73	\$13,365.73	\$13,767.87	\$14,178.67	\$14,605.07	\$15,041.87	\$15,496.00	\$15,958.80	
		Annual	\$130,416.00	\$134,326.40	\$138,340.80	\$142,521.60	\$146,785.60	\$151,195.20	\$155,708.80	\$160,388.80	\$165,214.40	\$170,144.00	\$175,260.80	\$180,502.40	\$185,952.00	\$191,505.60	
33	Assistant Fire Chief, Assistant Police Chief	Hourly	\$59.71	\$61.50	\$63.35	\$65.25	\$67.21	\$69.23	\$71.30	\$73.45	\$75.64	\$77.90	\$80.24	\$82.65	\$85.13	\$87.69	
		Monthly	\$10,349.73	\$10,660.00	\$10,980.67	\$11,310.00	\$11,649.73	\$11,999.87	\$12,358.67	\$12,731.33	\$13,110.93	\$13,502.67	\$13,908.27	\$14,326.00	\$14,755.87	\$15,199.60	
		Annual	\$124,196.80	\$127,920.00	\$131,768.00	\$135,720.00	\$139,796.80	\$143,998.40	\$148,304.00	\$152,776.00	\$157,331.20	\$162,032.00	\$166,899.20	\$171,912.00	\$177,070.40	\$182,395.20	
31	Library Director	Hourly	\$54.16	\$55.78	\$57.46	\$59.18	\$60.95	\$62.79	\$64.68	\$66.60	\$68.51	\$70.47	\$72.48	\$74.51	\$76.57	\$78.66	
		Monthly	\$9,387.73	\$9,668.53	\$9,959.73	\$10,257.87	\$10,564.67	\$10,883.60	\$11,211.20	\$11,544.00	\$11,892.40	\$12,249.47	\$12,615.20	\$12,994.80	\$13,383.07	\$13,785.20	
		Annual	\$112,652.80	\$116,022.40	\$119,516.80	\$123,094.40	\$126,776.00	\$130,603.20	\$134,534.40	\$138,528.00	\$142,708.80	\$146,993.60	\$151,382.40	\$155,937.60	\$160,596.80	\$165,422.40	
30	City Secretary, Controller	Hourly	\$51.58	\$53.13	\$54.72	\$56.36	\$58.05	\$59.79	\$61.59	\$63.44	\$65.35	\$67.31	\$69.33	\$71.41	\$73.55	\$75.75	
		Monthly	\$8,940.53	\$9,209.20	\$9,484.80	\$9,769.07	\$10,062.00	\$10,363.60	\$10,675.60	\$10,996.27	\$11,327.33	\$11,667.07	\$12,017.20	\$12,377.73	\$12,748.67	\$13,130.00	
		Annual	\$107,286.40	\$110,510.40	\$113,817.60	\$117,228.80	\$120,744.00	\$124,363.20	\$128,107.20	\$131,955.20	\$135,928.00	\$140,004.80	\$144,206.40	\$148,532.80	\$152,984.00	\$157,560.00	
28	Chief Building Official	Hourly	\$46.78	\$48.20	\$49.63	\$51.13	\$52.66	\$54.23	\$55.86	\$57.55	\$59.27	\$61.05	\$62.88	\$64.76	\$66.71	\$68.70	
		Monthly	\$8,108.53	\$8,354.67	\$8,602.53	\$8,862.53	\$9,127.73	\$9,399.87	\$9,682.40	\$9,975.33	\$10,273.47	\$10,582.00	\$10,899.20	\$11,225.07	\$11,563.07	\$11,908.00	
		Annual	\$97,302.40	\$100,256.00	\$103,230.40	\$106,350.40	\$109,532.80	\$112,798.40	\$116,188.80	\$119,704.00	\$123,281.60	\$126,984.00	\$130,790.40	\$134,700.80	\$138,756.80	\$142,896.00	
27	Civil Engineer II, Assistant Parks Director, Assistant Director of Public Works	Hourly	\$44.56	\$45.89	\$47.28	\$48.70	\$50.15	\$51.65	\$53.20	\$54.80	\$56.45	\$58.14	\$59.87	\$61.68	\$63.53	\$65.44	
		Monthly	\$7,723.73	\$7,954.27	\$8,195.20	\$8,441.33	\$8,692.67	\$8,952.67	\$9,221.33	\$9,498.67	\$9,784.67	\$10,077.60	\$10,377.47	\$10,691.20	\$11,011.87	\$11,342.93	
		Annual	\$92,684.80	\$95,451.20	\$98,342.40	\$101,296.00	\$104,312.00	\$107,432.00	\$110,656.00	\$113,984.00	\$117,416.00	\$120,931.20	\$124,529.60	\$128,294.40	\$132,142.40	\$136,115.20	
25	Court Administrator, Infrastructure Maintenance Superintendent, Traffic Superintendent, Utility Construction Superintendent, Parks Superintendent, Sanitation Superintendent	Hourly	\$40.41	\$41.63	\$42.87	\$44.17	\$45.49	\$46.85	\$48.26	\$49.71	\$51.20	\$52.73	\$54.32	\$55.94	\$57.62	\$59.35	
		Monthly	\$7,004.40	\$7,215.87	\$7,430.80	\$7,656.13	\$7,884.93	\$8,120.67	\$8,365.07	\$8,616.40	\$8,874.67	\$9,139.87	\$9,415.47	\$9,696.27	\$9,987.47	\$10,287.33	
		Annual	\$84,052.80	\$86,590.40	\$89,169.60	\$91,873.60	\$94,619.20	\$97,448.00	\$100,380.80	\$103,396.80	\$106,496.00	\$109,678.40	\$112,985.60	\$116,355.20	\$119,849.60	\$123,448.00	
24	Fleet Manager, Purchasing Manager, Senior Systems Administrator, Civil Engineer I	Hourly	\$38.50	\$39.64	\$40.82	\$42.07	\$43.32	\$44.62	\$45.96	\$47.34	\$48.76	\$50.23	\$51.72	\$53.28	\$54.88	\$56.53	
		Monthly	\$6,673.33	\$6,870.93	\$7,075.47	\$7,292.13	\$7,508.80	\$7,734.13	\$7,966.40	\$8,205.60	\$8,451.73	\$8,706.53	\$8,964.80	\$9,235.20	\$9,512.53	\$9,798.53	
		Annual	\$80,080.00	\$82,451.20	\$84,905.60	\$87,505.60	\$90,105.60	\$92,809.60	\$95,596.80	\$98,467.20	\$101,420.80	\$104,478.40	\$107,577.60	\$110,822.40	\$114,150.40	\$117,582.40	
23	Facility Maintenance Manager, Applications Support Analyst, GIS Coordinator, Network Support Specialist, ERP Systems Analyst, Public Safety Tech Support Administrator	Hourly	\$36.66	\$37.76	\$38.90	\$40.06	\$41.26	\$42.50	\$43.77	\$45.09	\$46.43	\$47.83	\$49.27	\$50.74	\$52.27	\$53.83	
		Monthly	\$6,354.40	\$6,545.07	\$6,742.67	\$6,943.73	\$7,151.73	\$7,366.67	\$7,586.80	\$7,815.60	\$8,047.87	\$8,290.53	\$8,540.13	\$8,794.93	\$9,060.13	\$9,330.53	
		Annual	\$76,252.80	\$78,540.80	\$80,912.00	\$83,324.80	\$85,820.80	\$88,400.00	\$91,041.60	\$93,787.20	\$96,574.40	\$99,486.40	\$102,481.60	\$105,539.20	\$108,721.60	\$111,966.40	
22	City Planner, Technical Services Librarian, Youth Services Librarian	Hourly	\$34.92	\$35.97	\$37.05	\$38.15	\$39.29	\$40.47	\$41.69	\$42.94	\$44.23	\$45.55	\$46.92	\$48.33	\$49.78	\$51.28	
		Monthly	\$6,052.80	\$6,234.80	\$6,422.00	\$6,612.67	\$6,810.27	\$7,014.80	\$7,226.27	\$7,442.93	\$7,666.53	\$7,895.33	\$8,132.80	\$8,377.20	\$8,628.53	\$8,888.53	
		Annual	\$72,633.60	\$74,817.60	\$77,064.00	\$79,352.00	\$81,723.20	\$84,177.60	\$86,715.20	\$89,315.20	\$91,998.40	\$94,744.00	\$97,593.60	\$100,526.40	\$103,542.40	\$106,662.40	
21	Police Accreditation Manager, Emergency Communications Division Manager, Special Projects Coordinator, ROW Supervisor, Community Information Officer	Hourly	\$33.26	\$34.26	\$35.29	\$36.34	\$37.43	\$38.55	\$39.70	\$40.89	\$42.13	\$43.39	\$44.68	\$46.03	\$47.41	\$48.83	
		Monthly	\$5,765.07	\$5,938.40	\$6,116.93	\$6,298.93	\$6,487.87	\$6,682.00	\$6,881.33	\$7,087.60	\$7,302.53	\$7,520.93	\$7,744.53	\$7,978.53	\$8,217.73	\$8,463.87	
		Annual	\$69,180.80	\$71,260.80	\$73,403.20	\$75,587.20	\$77,854.40	\$80,184.00	\$82,576.00	\$85,051.20	\$87,630.40	\$90,251.20	\$92,934.40	\$95,742.40	\$98,612.80	\$101,566.40	
20	Sr. Accountant, Direct Alarm Manager, Asset Mgmt. Supervisor, Payroll/Accounts Payable Specialist	Hourly	\$31.68	\$32.61	\$33.59	\$34.60	\$35.64	\$36.71	\$37.81	\$38.96	\$40.12	\$41.32	\$42.56	\$43.83	\$45.16	\$46.50	
		Monthly	\$5,491.20	\$5,652.40	\$5,822.27	\$5,997.33	\$6,177.60	\$6,363.07	\$6,553.73	\$6,753.07	\$6,954.13	\$7,162.13	\$7,377.07	\$7,597.20	\$7,827.73	\$8,060.00	
		Annual	\$65,894.40	\$67,828.80	\$69,867.20	\$71,968.00	\$74,131.20	\$76,356.80	\$78,644.80	\$81,036.80	\$83,449.60	\$85,945.60	\$88,524.80	\$91,166.40	\$93,932.80	\$96,720.00	
19	Building Inspector III, Construction Inspector, Senior HR Generalist, Utility Billing Supervisor, Maintenance Supervisor, Parks Supervisor, Sanitation Supervisor, Recreation & Special Events Supervisor	Hourly	\$30.16	\$31.07	\$32.00	\$32.96	\$33.95	\$34.97	\$36.02	\$37.10	\$38.21	\$39.35	\$40.54	\$41.74	\$43.00	\$44.29	
		Monthly	\$5,227.73	\$5,385.47	\$5,546.67	\$5,713.07	\$5,884.67	\$6,061.47	\$6,243.47	\$6,430.67	\$6,623.07	\$6,820.67	\$7,026.93	\$7,234.93	\$7,453.33	\$7,676.93	
		Annual	\$62,732.80	\$64,625.60	\$66,560.00	\$68,556.80	\$70,616.00	\$72,737.60	\$74,921.60	\$77,168.00	\$79,476.80	\$81,848.00	\$84,323.20	\$86,819.20	\$89,440.00	\$92,123.20	

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Grade	Position		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
18	Emergency Communications Supervisor, Traffic Signal Technician II, Equipment Services Supervisor	Hourly	\$28.72	\$29.58	\$30.47	\$31.39	\$32.33	\$33.30	\$34.30	\$35.33	\$36.39	\$37.48	\$38.60	\$39.75	\$40.96	\$42.18
		Monthly	\$4,978.13	\$5,127.20	\$5,281.47	\$5,440.93	\$5,603.87	\$5,772.00	\$5,945.33	\$6,123.87	\$6,307.60	\$6,496.53	\$6,690.67	\$6,890.00	\$7,099.73	\$7,311.20
		Annual	\$59,737.60	\$61,526.40	\$63,377.60	\$65,291.20	\$67,246.40	\$69,264.00	\$71,344.00	\$73,486.40	\$75,691.20	\$77,958.40	\$80,288.00	\$82,680.00	\$85,196.80	\$87,734.40
17	Utility Const. Crew Leader, Building Inspector II, Human Resources Generalist, Recreation/Aquatics Coordinator	Hourly	\$27.35	\$28.19	\$29.02	\$29.90	\$30.79	\$31.72	\$32.65	\$33.64	\$34.65	\$35.69	\$36.76	\$37.88	\$39.01	\$40.18
		Monthly	\$4,740.67	\$4,886.27	\$5,030.13	\$5,182.67	\$5,336.93	\$5,498.13	\$5,659.33	\$5,830.93	\$6,006.00	\$6,186.27	\$6,371.73	\$6,565.87	\$6,761.73	\$6,964.53
		Annual	\$56,888.00	\$58,635.20	\$60,361.60	\$62,192.00	\$64,043.20	\$65,977.60	\$67,912.00	\$69,971.20	\$72,072.00	\$74,235.20	\$76,460.80	\$78,790.40	\$81,140.80	\$83,574.40
16	Equipment Services Technician, Warehouse Supervisor, Police Administration Coordinator, Fire Administration Coordinator, 911/311 Dispatcher (Communications Specialist), Sanitation Crew Leader, Signs/Markings Technician III	Hourly	\$26.06	\$26.84	\$27.64	\$28.46	\$29.33	\$30.20	\$31.11	\$32.05	\$33.00	\$34.00	\$35.02	\$36.07	\$37.15	\$38.26
		Monthly	\$4,517.07	\$4,652.27	\$4,790.93	\$4,933.07	\$5,083.87	\$5,234.67	\$5,392.40	\$5,555.33	\$5,720.00	\$5,893.33	\$6,070.13	\$6,252.13	\$6,439.33	\$6,631.73
		Annual	\$54,204.80	\$55,827.20	\$57,491.20	\$59,196.80	\$61,006.40	\$62,816.00	\$64,708.80	\$66,664.00	\$68,640.00	\$70,720.00	\$72,841.60	\$75,025.60	\$77,272.00	\$79,580.80
15	Building Inspector I, Code Enforcement Officer, Operations Coordinator, Traffic Signal Technician I, Parks Operations Coordinator, Utility Const. Operator/Tech., Crime Analyst	Hourly	\$24.82	\$25.56	\$26.32	\$27.12	\$27.93	\$28.76	\$29.63	\$30.51	\$31.43	\$32.38	\$33.35	\$34.35	\$35.38	\$36.44
		Monthly	\$4,302.13	\$4,430.40	\$4,562.13	\$4,700.80	\$4,841.20	\$4,985.07	\$5,135.87	\$5,288.40	\$5,447.87	\$5,612.53	\$5,780.67	\$5,954.00	\$6,132.53	\$6,316.27
		Annual	\$51,625.60	\$53,164.80	\$54,745.60	\$56,409.60	\$58,094.40	\$59,820.80	\$61,630.40	\$63,460.80	\$65,374.40	\$67,350.40	\$69,368.00	\$71,448.00	\$73,590.40	\$75,795.20
14	Marketing & Multimedia Coord., Sanitation Driver III, Horticulturist, Public Safety Officer, Parking Enforcement Officer, Signs/Markings Technician II, Irrigation Technician (Cert Backflow), Pesticide Technician, Maintenance Technician II, Asset Management Tech	Hourly	\$23.63	\$24.34	\$25.08	\$25.83	\$26.60	\$27.39	\$28.22	\$29.06	\$29.94	\$30.84	\$31.76	\$32.71	\$33.68	\$34.70
		Monthly	\$4,095.87	\$4,218.93	\$4,347.20	\$4,477.20	\$4,610.67	\$4,747.60	\$4,891.47	\$5,037.07	\$5,189.60	\$5,345.60	\$5,505.07	\$5,669.73	\$5,837.87	\$6,014.67
		Annual	\$49,150.40	\$50,627.20	\$52,166.40	\$53,726.40	\$55,328.00	\$56,971.20	\$58,697.60	\$60,444.80	\$62,275.20	\$64,147.20	\$66,060.80	\$68,036.80	\$70,054.40	\$72,176.00
13	Admin. Assistant/311 Call Agent, Senior Utility Billing Specialist; Deputy Court Clerk, Building Inspector Trainee	Hourly	\$22.51	\$23.19	\$23.88	\$24.60	\$25.33	\$26.10	\$26.88	\$27.68	\$28.51	\$29.37	\$30.26	\$31.19	\$32.09	\$33.05
		Monthly	\$3,901.73	\$4,019.60	\$4,139.20	\$4,264.00	\$4,390.53	\$4,524.00	\$4,659.20	\$4,797.87	\$4,941.73	\$5,090.80	\$5,245.07	\$5,406.27	\$5,562.27	\$5,728.67
		Annual	\$46,820.80	\$48,235.20	\$49,670.40	\$51,168.00	\$52,686.40	\$54,288.00	\$55,910.40	\$57,574.40	\$59,300.80	\$61,089.60	\$62,940.80	\$64,875.20	\$66,747.20	\$68,744.00
12	Sanitation Driver II, Forestry Technician, Building Permit Technician, Gardner III, Community Dev. Technician, Records Management Coordinator, Fleet Maintenance Tech	Hourly	\$21.44	\$22.08	\$22.74	\$23.41	\$24.13	\$24.85	\$25.59	\$26.36	\$27.16	\$27.97	\$28.81	\$29.67	\$30.55	\$31.48
		Monthly	\$3,716.27	\$3,827.20	\$3,941.60	\$4,057.73	\$4,182.53	\$4,307.33	\$4,435.60	\$4,569.07	\$4,707.73	\$4,848.13	\$4,993.73	\$5,142.80	\$5,295.33	\$5,456.53
		Annual	\$44,595.20	\$45,926.40	\$47,299.20	\$48,692.80	\$50,190.40	\$51,688.00	\$53,227.20	\$54,828.80	\$56,492.80	\$58,177.60	\$59,924.80	\$61,713.60	\$63,544.00	\$65,478.40
11	HR Assistant, Warehouse Assistant, Signs/Markings Technician I, Driver I, Gardener II, Maintenance Technician I, Parks Service Agent, Utility Billing/ Court Specialist	Hourly	\$20.42	\$21.03	\$21.65	\$22.30	\$22.98	\$23.66	\$24.37	\$25.11	\$25.86	\$26.63	\$27.44	\$28.26	\$29.11	\$29.98
		Monthly	\$3,539.47	\$3,645.20	\$3,752.67	\$3,865.33	\$3,983.20	\$4,101.07	\$4,224.13	\$4,352.40	\$4,482.40	\$4,615.87	\$4,756.27	\$4,898.40	\$5,045.73	\$5,196.53
		Annual	\$42,473.60	\$43,742.40	\$45,032.00	\$46,384.00	\$47,798.40	\$49,212.80	\$50,689.60	\$52,228.80	\$53,788.80	\$55,390.40	\$57,075.20	\$58,808.80	\$60,548.80	\$62,358.40
10	Animal Control Officer, Library Circulation Clerk, Library Administrative Assistant	Hourly	\$19.44	\$20.03	\$20.83	\$21.24	\$21.88	\$22.54	\$23.22	\$23.92	\$24.63	\$25.37	\$26.13	\$26.91	\$27.71	\$28.55
		Monthly	\$3,369.60	\$3,471.87	\$3,610.53	\$3,681.60	\$3,792.53	\$3,906.93	\$4,024.80	\$4,146.13	\$4,269.20	\$4,397.47	\$4,529.20	\$4,664.40	\$4,803.07	\$4,948.67
		Annual	\$40,435.20	\$41,662.40	\$43,326.40	\$44,179.20	\$45,510.40	\$46,883.20	\$48,297.60	\$49,753.60	\$51,230.40	\$52,769.60	\$54,350.40	\$55,972.80	\$57,636.80	\$59,384.00
9	Direct Alarm Permit Clerk	Hourly	\$18.51	\$19.08	\$19.64	\$20.23	\$20.84	\$21.47	\$22.12	\$22.77	\$23.46	\$24.16	\$24.88	\$25.63	\$26.40	\$27.20
		Monthly	\$3,208.40	\$3,307.20	\$3,404.27	\$3,506.53	\$3,612.27	\$3,721.47	\$3,834.13	\$3,946.80	\$4,066.40	\$4,187.73	\$4,312.53	\$4,442.53	\$4,576.00	\$4,714.67
		Annual	\$38,500.80	\$39,686.40	\$40,851.20	\$42,078.40	\$43,347.20	\$44,657.60	\$46,009.60	\$47,361.60	\$48,796.80	\$50,252.80	\$51,750.40	\$53,310.40	\$54,912.00	\$56,576.00

**City Manager position compensation is determined annually by the City of University Park City Council