

GENERAL COMPENSATION PLAN FY 26

APPENDIX A

GRADE	TITLE	FREQUENCY	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														\$ 299,207.58
37	Assistant City Manager	Hourly	\$ 74.76	\$ 76.99	\$ 79.30	\$ 81.69	\$ 84.14	\$ 86.65	\$ 89.26	\$ 91.93	\$ 94.69	\$ 97.54	\$ 100.47	\$ 103.47	\$ 106.58	\$ 109.78
		Monthly	\$ 12,957.95	\$ 13,345.37	\$ 13,745.28	\$ 14,159.48	\$ 14,584.39	\$ 15,020.01	\$ 15,471.70	\$ 15,934.10	\$ 16,412.57	\$ 16,907.11	\$ 17,414.14	\$ 17,935.46	\$ 18,474.63	\$ 19,028.08
		Annual	\$ 155,495.39	\$ 160,144.40	\$ 164,943.38	\$ 169,913.74	\$ 175,012.66	\$ 180,240.11	\$ 185,660.38	\$ 191,209.20	\$ 196,950.83	\$ 202,885.28	\$ 208,969.70	\$ 215,225.50	\$ 221,695.55	\$ 228,336.99
36	Chief of Police Director of Finance Director of Public Works Fire Chief	Hourly	\$ 71.18	\$ 73.33	\$ 75.53	\$ 77.81	\$ 80.13	\$ 82.54	\$ 85.01	\$ 87.56	\$ 90.20	\$ 92.89	\$ 95.68	\$ 98.56	\$ 101.52	\$ 104.56
		Monthly	\$ 12,338.44	\$ 12,709.79	\$ 13,091.85	\$ 13,486.41	\$ 13,889.89	\$ 14,307.66	\$ 14,734.36	\$ 15,177.12	\$ 15,634.16	\$ 16,100.14	\$ 16,583.96	\$ 17,083.85	\$ 17,596.25	\$ 18,122.92
		Annual	\$ 148,061.26	\$ 152,517.46	\$ 157,102.19	\$ 161,836.90	\$ 166,678.72	\$ 171,691.94	\$ 176,812.27	\$ 182,125.42	\$ 187,609.97	\$ 193,201.63	\$ 199,007.54	\$ 205,006.26	\$ 211,154.94	\$ 217,475.02
34	Director of Human Resources Director of Information Services Director of Parks Director of Engineering	Hourly	\$ 64.58	\$ 66.52	\$ 68.51	\$ 70.58	\$ 72.69	\$ 74.87	\$ 77.11	\$ 79.42	\$ 81.81	\$ 84.25	\$ 86.79	\$ 89.38	\$ 92.08	\$ 94.83
		Monthly	\$ 11,194.04	\$ 11,529.68	\$ 11,874.25	\$ 12,233.10	\$ 12,599.10	\$ 12,977.59	\$ 13,365.01	\$ 13,766.71	\$ 14,180.90	\$ 14,604.03	\$ 15,043.22	\$ 15,493.12	\$ 15,960.88	\$ 16,437.56
		Annual	\$ 134,328.48	\$ 138,356.19	\$ 142,491.02	\$ 146,797.25	\$ 151,189.17	\$ 155,731.06	\$ 160,380.06	\$ 165,200.46	\$ 170,170.83	\$ 175,248.32	\$ 180,518.62	\$ 185,917.47	\$ 191,530.56	\$ 197,250.77
33	Assistant Chief of Police Assistant Fire Chief	Hourly	\$ 61.50	\$ 63.35	\$ 65.25	\$ 67.21	\$ 69.23	\$ 71.31	\$ 73.44	\$ 75.65	\$ 77.91	\$ 80.24	\$ 82.65	\$ 85.13	\$ 87.68	\$ 90.32
		Monthly	\$ 10,660.23	\$ 10,979.80	\$ 11,310.09	\$ 11,649.30	\$ 11,999.23	\$ 12,359.86	\$ 12,729.43	\$ 13,113.27	\$ 13,504.26	\$ 13,907.75	\$ 14,325.51	\$ 14,755.78	\$ 15,198.54	\$ 15,655.59
		Annual	\$ 127,922.70	\$ 131,757.60	\$ 135,721.04	\$ 139,791.60	\$ 143,990.70	\$ 148,318.35	\$ 152,753.12	\$ 157,359.28	\$ 162,051.14	\$ 166,892.96	\$ 171,906.18	\$ 177,069.36	\$ 182,382.51	\$ 187,867.06
31	Library Director	Hourly	\$ 55.78	\$ 57.45	\$ 59.18	\$ 60.96	\$ 62.78	\$ 64.67	\$ 66.62	\$ 68.60	\$ 70.67	\$ 72.79	\$ 74.96	\$ 77.22	\$ 79.53	\$ 81.92
		Monthly	\$ 9,669.37	\$ 9,958.59	\$ 10,258.53	\$ 10,565.60	\$ 10,881.61	\$ 11,210.11	\$ 11,547.54	\$ 11,890.32	\$ 12,249.17	\$ 12,616.95	\$ 12,993.66	\$ 13,384.64	\$ 13,784.56	\$ 14,198.76
		Annual	\$ 116,032.38	\$ 119,503.07	\$ 123,102.30	\$ 126,787.23	\$ 130,579.28	\$ 134,521.30	\$ 138,570.43	\$ 142,683.84	\$ 146,990.06	\$ 151,403.41	\$ 155,923.87	\$ 160,615.73	\$ 165,414.70	\$ 170,385.07
30	City Secretary Controller	Hourly	\$ 53.13	\$ 54.72	\$ 56.36	\$ 58.05	\$ 59.79	\$ 61.58	\$ 63.44	\$ 65.34	\$ 67.31	\$ 69.33	\$ 71.41	\$ 73.55	\$ 75.76	\$ 78.02
		Monthly	\$ 9,208.75	\$ 9,485.48	\$ 9,769.34	\$ 10,062.14	\$ 10,363.86	\$ 10,674.51	\$ 10,995.87	\$ 11,326.15	\$ 11,667.15	\$ 12,017.08	\$ 12,377.72	\$ 12,749.07	\$ 13,131.13	\$ 13,523.90
		Annual	\$ 110,504.99	\$ 113,825.71	\$ 117,232.13	\$ 120,745.66	\$ 124,366.32	\$ 128,094.10	\$ 131,950.42	\$ 135,913.86	\$ 140,005.84	\$ 144,204.94	\$ 148,532.59	\$ 152,988.78	\$ 157,573.52	\$ 162,286.80
28	Chief Building Official	Hourly	\$ 48.18	\$ 49.65	\$ 51.12	\$ 52.66	\$ 54.24	\$ 55.86	\$ 57.54	\$ 59.28	\$ 61.05	\$ 62.88	\$ 64.77	\$ 66.70	\$ 68.71	\$ 70.76
		Monthly	\$ 8,351.79	\$ 8,605.31	\$ 8,860.61	\$ 9,128.41	\$ 9,401.57	\$ 9,681.86	\$ 9,972.87	\$ 10,274.59	\$ 10,581.67	\$ 10,899.46	\$ 11,226.18	\$ 11,561.82	\$ 11,909.96	\$ 12,265.24
		Annual	\$ 100,221.47	\$ 103,263.68	\$ 106,327.31	\$ 109,540.91	\$ 112,818.78	\$ 116,182.35	\$ 119,674.46	\$ 123,295.12	\$ 126,980.05	\$ 130,793.52	\$ 134,714.11	\$ 138,741.82	\$ 142,919.50	\$ 147,182.88
27	Assistant Director of Parks Assistant Director of Public Works Civil Engineer II	Hourly	\$ 45.90	\$ 47.27	\$ 48.70	\$ 50.16	\$ 51.65	\$ 53.20	\$ 54.80	\$ 56.44	\$ 58.14	\$ 59.88	\$ 61.67	\$ 63.53	\$ 65.44	\$ 67.40
		Monthly	\$ 7,955.45	\$ 8,192.89	\$ 8,441.06	\$ 8,694.57	\$ 8,953.45	\$ 9,221.25	\$ 9,497.97	\$ 9,783.63	\$ 10,078.21	\$ 10,379.93	\$ 10,688.79	\$ 11,011.94	\$ 11,342.22	\$ 11,683.22
		Annual	\$ 95,465.34	\$ 98,314.74	\$ 101,292.67	\$ 104,334.88	\$ 107,441.36	\$ 110,654.96	\$ 113,975.68	\$ 117,403.52	\$ 120,938.48	\$ 124,559.14	\$ 128,265.49	\$ 132,143.23	\$ 136,106.67	\$ 140,198.66
25	Court Administrator Infrastructure Maintenance Superintendent Parks Superintendent Recreation Manager Sanitation Superintendent Traffic Superintendent	Hourly	\$ 41.62	\$ 42.88	\$ 44.16	\$ 45.50	\$ 46.85	\$ 48.26	\$ 49.71	\$ 51.20	\$ 52.74	\$ 54.31	\$ 55.95	\$ 57.62	\$ 59.35	\$ 61.13
		Monthly	\$ 7,214.53	\$ 7,432.34	\$ 7,653.72	\$ 7,885.82	\$ 8,121.48	\$ 8,364.29	\$ 8,616.02	\$ 8,874.89	\$ 9,140.91	\$ 9,414.06	\$ 9,697.93	\$ 9,987.15	\$ 10,287.09	\$ 10,595.95
		Annual	\$ 86,574.38	\$ 89,188.11	\$ 91,844.69	\$ 94,629.81	\$ 97,457.78	\$ 100,371.44	\$ 103,392.22	\$ 106,498.70	\$ 109,690.88	\$ 112,968.75	\$ 116,375.17	\$ 119,845.86	\$ 123,445.09	\$ 127,151.44
24	Civil Engineer I Fleet Manager Purchasing Manager Senior Systems Administrator	Hourly	\$ 39.66	\$ 40.83	\$ 42.04	\$ 43.33	\$ 44.62	\$ 45.96	\$ 47.34	\$ 48.76	\$ 50.22	\$ 51.74	\$ 53.27	\$ 54.88	\$ 56.53	\$ 58.23
		Monthly	\$ 6,873.53	\$ 7,077.06	\$ 7,287.73	\$ 7,510.90	\$ 7,734.06	\$ 7,966.16	\$ 8,205.39	\$ 8,451.77	\$ 8,705.29	\$ 8,967.73	\$ 9,233.74	\$ 9,512.26	\$ 9,797.91	\$ 10,092.49
		Annual	\$ 82,482.40	\$ 84,924.74	\$ 87,452.77	\$ 90,130.77	\$ 92,808.77	\$ 95,593.89	\$ 98,464.70	\$ 101,421.22	\$ 104,463.42	\$ 107,612.75	\$ 110,804.93	\$ 114,147.07	\$ 117,574.91	\$ 121,109.87
23	Applications Support Analyst Facility Maintenance Manager Network Support Specialist Public Safety Tech Support Administrator	Hourly	\$ 37.76	\$ 38.89	\$ 40.07	\$ 41.26	\$ 42.50	\$ 43.78	\$ 45.08	\$ 46.44	\$ 47.82	\$ 49.26	\$ 50.75	\$ 52.26	\$ 53.84	\$ 55.44
		Monthly	\$ 6,545.03	\$ 6,741.42	\$ 6,944.95	\$ 7,152.05	\$ 7,366.29	\$ 7,587.67	\$ 7,814.40	\$ 8,050.07	\$ 8,289.30	\$ 8,539.25	\$ 8,796.34	\$ 9,058.78	\$ 9,331.94	\$ 9,610.45
		Annual	\$ 78,540.38	\$ 80,897.02	\$ 83,339.36	\$ 85,824.54	\$ 88,395.42	\$ 91,052.00	\$ 93,772.85	\$ 96,600.82	\$ 99,471.63	\$ 102,470.99	\$ 105,556.05	\$ 108,705.38	\$ 111,983.25	\$ 115,325.39
22	City Planner Technical Services Librarian Youth Services Librarian	Hourly	\$ 35.97	\$ 37.05	\$ 38.16	\$ 39.29	\$ 40.47	\$ 41.68	\$ 42.94	\$ 44.23	\$ 45.56	\$ 46.92	\$ 48.33	\$ 49.78	\$ 51.27	\$ 52.82
		Monthly	\$ 6,234.38	\$ 6,421.84	\$ 6,614.66	\$ 6,811.05	\$ 7,014.57	\$ 7,225.24	\$ 7,443.05	\$ 7,666.22	\$ 7,896.53	\$ 8,132.19	\$ 8,376.78	\$ 8,628.52	\$ 8,887.39	\$ 9,155.19
		Annual	\$ 74,812.61	\$ 77,062.13	\$ 79,375.92	\$ 81,732.56	\$ 84,174.90	\$ 86,702.93	\$ 89,316.66	\$ 91,994.66	\$ 94,758.35	\$ 97,586.32	\$ 100,521.41	\$ 103,542.19	\$ 106,648.67	\$ 109,862.27
21	Community Information Officer Emergency Communications Division Manager Police Accreditation Manager ROW Supervisor Special Projects Coordinator	Hourly	\$ 34.26	\$ 35.29	\$ 36.35	\$ 37.43	\$ 38.55	\$ 39.71	\$ 40.89	\$ 42.12	\$ 43.39	\$ 44.69	\$ 46.02	\$ 47.41	\$ 48.83	\$ 50.29
		Monthly	\$ 5,938.02	\$ 6,116.55	\$ 6,300.44	\$ 6,487.90	\$ 6,682.50	\$ 6,882.46	\$ 7,087.77	\$ 7,300.23	\$ 7,521.61	\$ 7,746.56	\$ 7,976.87	\$ 8,217.89	\$ 8,464.27	\$ 8,717.78
		Annual	\$ 71,256.22	\$ 73,398.62	\$ 75,605.30	\$ 77,854.82	\$ 80,190.03	\$ 82,589.52	\$ 85,053.28	\$ 87,602.74	\$ 90,259.31	\$ 92,958.74	\$ 95,722.43	\$ 98,614.67	\$ 101,571.18	\$ 104,613.39
20	Asset Mgmt. Supervisor Direct Alarm Manager Payroll/Accounts Payable Specialist Sr. Accountant	Hourly	\$ 32.63	\$ 33.59	\$ 34.60	\$ 35.64	\$ 36.71	\$ 37.81	\$ 38.94	\$ 40.13	\$ 41.32	\$ 42.56	\$ 43.84	\$ 45.14	\$ 46.51	\$ 47.90
		Monthly	\$ 5,655.94	\$ 5,821.97	\$ 5,996.93	\$ 6,177.25	\$ 6,362.93	\$ 6,553.96	\$ 6,750.35	\$ 6,955.66	\$ 7,162.76	\$ 7,377.00	\$ 7,598.38	\$ 7,825.12	\$ 8,062.57	\$ 8,301.80
		Annual	\$ 67,871.23	\$ 69,863.66	\$ 71,963.22	\$ 74,127.04	\$ 76,355.14	\$ 78,647.50	\$ 81,004.14	\$ 83,467.90	\$ 85,953.09	\$ 88,523.97	\$ 91,180.54	\$ 93,901.39	\$ 96,750.78	\$ 99,621.60

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19	Building Inspector III	Hourly	\$ 31.06	\$ 32.00	\$ 32.96	\$ 33.95	\$ 34.97	\$ 36.02	\$ 37.10	\$ 38.21	\$ 39.36	\$ 40.53	\$ 41.76	\$ 42.99	\$ 44.29	\$ 45.62	
	Construction Inspector	Monthly	\$ 5,384.57	\$ 5,547.03	\$ 5,713.07	\$ 5,884.46	\$ 6,061.21	\$ 6,243.31	\$ 6,430.77	\$ 6,623.59	\$ 6,821.76	\$ 7,025.29	\$ 7,237.74	\$ 7,451.98	\$ 7,676.93	\$ 7,907.24	
	Maintenance Supervisor	Annual	\$ 64,614.78	\$ 66,564.37	\$ 68,556.80	\$ 70,613.50	\$ 72,734.48	\$ 74,919.73	\$ 77,169.25	\$ 79,483.04	\$ 81,861.10	\$ 84,303.44	\$ 86,852.90	\$ 89,423.78	\$ 92,123.20	\$ 94,886.90	
	Parks Supervisor																
	Recreation & Special Events Supervisor																
	Sanitation Supervisor																
	Senior HR Generalist																
Utility Billing Supervisor																	
18	Emergency Communications Supervisor	Hourly	\$ 29.58	\$ 30.47	\$ 31.38	\$ 32.33	\$ 33.30	\$ 34.30	\$ 35.33	\$ 36.39	\$ 37.48	\$ 38.60	\$ 39.76	\$ 40.94	\$ 42.19	\$ 43.45	
	Equipment Services Supervisor	Monthly	\$ 5,127.48	\$ 5,281.02	\$ 5,439.91	\$ 5,604.16	\$ 5,771.98	\$ 5,945.16	\$ 6,123.69	\$ 6,307.58	\$ 6,496.83	\$ 6,691.43	\$ 6,891.39	\$ 7,096.70	\$ 7,312.73	\$ 7,530.54	
	Traffic Signal Technician II	Annual	\$ 61,529.73	\$ 63,372.19	\$ 65,278.93	\$ 67,249.94	\$ 69,263.79	\$ 71,341.92	\$ 73,484.32	\$ 75,690.99	\$ 77,961.94	\$ 80,297.15	\$ 82,696.64	\$ 85,160.40	\$ 87,752.70	\$ 90,366.43	
17	Building Inspector II	Hourly	\$ 28.17	\$ 29.04	\$ 29.89	\$ 30.80	\$ 31.71	\$ 32.67	\$ 33.63	\$ 34.65	\$ 35.69	\$ 36.76	\$ 37.86	\$ 39.02	\$ 40.18	\$ 41.39	
	Human Resources Generalist	Monthly	\$ 4,882.89	\$ 5,032.85	\$ 5,181.04	\$ 5,338.15	\$ 5,497.04	\$ 5,663.08	\$ 5,829.11	\$ 6,005.86	\$ 6,186.18	\$ 6,371.85	\$ 6,562.89	\$ 6,762.84	\$ 6,964.59	\$ 7,173.47	
	Recreation/Aquatics Coordinator	Annual	\$ 58,594.64	\$ 60,394.26	\$ 62,172.45	\$ 64,057.76	\$ 65,964.50	\$ 67,956.93	\$ 69,949.36	\$ 72,070.34	\$ 74,234.16	\$ 76,462.26	\$ 78,754.62	\$ 81,154.11	\$ 83,575.02	\$ 86,081.63	
	Utility Const. Crew Leader																
16	911/311 Dispatcher (Communications Specialist)	Hourly	\$ 26.84	\$ 27.65	\$ 28.47	\$ 29.31	\$ 30.21	\$ 31.11	\$ 32.04	\$ 33.01	\$ 33.99	\$ 35.02	\$ 36.07	\$ 37.15	\$ 38.26	\$ 39.41	
	Equipment Services Technician	Monthly	\$ 4,652.58	\$ 4,791.83	\$ 4,934.66	\$ 5,081.06	\$ 5,236.38	\$ 5,391.71	\$ 5,554.17	\$ 5,721.99	\$ 5,891.60	\$ 6,070.13	\$ 6,252.24	\$ 6,439.70	\$ 6,632.51	\$ 6,830.69	
	Fire Administration Coordinator	Annual	\$ 55,830.94	\$ 57,502.02	\$ 59,215.94	\$ 60,972.70	\$ 62,836.59	\$ 64,700.48	\$ 66,650.06	\$ 68,663.92	\$ 70,699.20	\$ 72,841.60	\$ 75,026.85	\$ 77,276.37	\$ 79,590.16	\$ 81,968.22	
	Police Administration Coordinator																
	Sanitation Crew Leader																
	Signs/Markings Technician III																
Warehouse Supervisor																	
15	Building Inspector I	Hourly	\$ 25.56	\$ 26.33	\$ 27.11	\$ 27.93	\$ 28.77	\$ 29.62	\$ 30.52	\$ 31.43	\$ 32.37	\$ 33.35	\$ 34.35	\$ 35.38	\$ 36.44	\$ 37.53	
	Code Enforcement Officer	Monthly	\$ 4,431.20	\$ 4,563.31	\$ 4,699.00	\$ 4,841.82	\$ 4,986.44	\$ 5,134.62	\$ 5,289.94	\$ 5,447.05	\$ 5,611.30	\$ 5,780.91	\$ 5,954.09	\$ 6,132.62	\$ 6,316.51	\$ 6,505.75	
	Crime Analyst	Annual	\$ 53,174.37	\$ 54,759.74	\$ 56,387.97	\$ 58,101.89	\$ 59,837.23	\$ 61,615.42	\$ 63,479.31	\$ 65,364.62	\$ 67,335.63	\$ 69,370.91	\$ 71,449.04	\$ 73,591.44	\$ 75,798.11	\$ 78,069.06	
	Community Dev Admin Coordinator																
	Operations Coordinator																
Parks Operations Coordinator																	
Traffic Signal Technician I																	
14	Asset Management Tech	Hourly	\$ 24.34	\$ 25.07	\$ 25.83	\$ 26.60	\$ 27.40	\$ 28.21	\$ 29.07	\$ 29.93	\$ 30.84	\$ 31.77	\$ 32.71	\$ 33.69	\$ 34.69	\$ 35.74	
	Horticulturist	Monthly	\$ 4,218.74	\$ 4,345.50	\$ 4,477.62	\$ 4,611.52	\$ 4,748.99	\$ 4,890.03	\$ 5,038.21	\$ 5,188.18	\$ 5,345.29	\$ 5,505.97	\$ 5,670.22	\$ 5,839.83	\$ 6,013.00	\$ 6,195.11	
	Irrigation Technician	Annual	\$ 50,624.91	\$ 52,146.02	\$ 53,731.39	\$ 55,338.19	\$ 56,987.84	\$ 58,680.34	\$ 60,458.53	\$ 62,258.14	\$ 64,143.46	\$ 66,071.62	\$ 68,042.62	\$ 70,077.90	\$ 72,156.03	\$ 74,341.28	
	Maintenance Technician II																
	Marketing & Multimedia Coord																
	Parking Enforcement Officer																
	Pesticide Technician																
	Public Safety Officer																
	Sanitation Driver III																
Signs/Markings Technician II																	
13	Administrative Assistant / 311 Call Agent	Hourly	\$ 23.19	\$ 23.89	\$ 24.60	\$ 25.34	\$ 26.09	\$ 26.88	\$ 27.69	\$ 28.51	\$ 29.37	\$ 30.25	\$ 31.17	\$ 32.13	\$ 33.05	\$ 34.04	
	Deputy Court Clerk	Monthly	\$ 4,018.79	\$ 4,140.19	\$ 4,263.38	\$ 4,391.92	\$ 4,522.25	\$ 4,659.72	\$ 4,798.98	\$ 4,941.80	\$ 5,089.99	\$ 5,243.52	\$ 5,402.42	\$ 5,568.45	\$ 5,729.13	\$ 5,900.53	
	Direct Alarm Tech Specialist	Annual	\$ 48,225.42	\$ 49,682.26	\$ 51,160.51	\$ 52,703.04	\$ 54,266.99	\$ 55,916.64	\$ 57,587.71	\$ 59,301.63	\$ 61,079.82	\$ 62,922.29	\$ 64,829.02	\$ 66,821.46	\$ 68,749.62	\$ 70,806.32	
	Service Support Technician																
Senior Utility Billing Specialist																	
12	Community Dev. Technician	Hourly	\$ 22.08	\$ 22.74	\$ 23.42	\$ 24.11	\$ 24.85	\$ 25.60	\$ 26.36	\$ 27.15	\$ 27.97	\$ 28.81	\$ 29.67	\$ 30.56	\$ 31.47	\$ 32.42	
	Fleet Maintenance Tech	Monthly	\$ 3,827.75	\$ 3,942.02	\$ 4,059.85	\$ 4,179.47	\$ 4,308.01	\$ 4,436.55	\$ 4,568.67	\$ 4,706.14	\$ 4,848.97	\$ 4,993.58	\$ 5,143.55	\$ 5,297.08	\$ 5,454.19	\$ 5,620.23	
	Forestry Technician	Annual	\$ 45,933.06	\$ 47,304.19	\$ 48,718.18	\$ 50,153.58	\$ 51,696.11	\$ 53,238.64	\$ 54,824.02	\$ 56,473.66	\$ 58,187.58	\$ 59,922.93	\$ 61,722.54	\$ 63,565.01	\$ 65,450.32	\$ 67,442.75	
	Gardner III																
	Records Management Coordinator																
Sanitation Driver II																	
11	Gardener II	Hourly	\$ 21.03	\$ 21.66	\$ 22.30	\$ 22.97	\$ 23.67	\$ 24.37	\$ 25.10	\$ 25.86	\$ 26.64	\$ 27.43	\$ 28.26	\$ 29.11	\$ 29.98	\$ 30.88	
	HR Assistant	Monthly	\$ 3,645.65	\$ 3,754.56	\$ 3,865.25	\$ 3,981.29	\$ 4,102.70	\$ 4,224.10	\$ 4,350.86	\$ 4,482.97	\$ 4,616.87	\$ 4,754.34	\$ 4,898.95	\$ 5,045.35	\$ 5,197.11	\$ 5,352.43	
	Parks Service Agent	Annual	\$ 43,747.81	\$ 45,054.67	\$ 46,382.96	\$ 47,775.52	\$ 49,232.35	\$ 50,689.18	\$ 52,210.29	\$ 53,795.66	\$ 55,402.46	\$ 57,052.11	\$ 58,787.46	\$ 60,544.22	\$ 62,365.26	\$ 64,229.15	
	Sanitation Driver I																
	Signs/Markings Technician I																
	Maintenance Technician I																
	Utility Billing/ Court Specialist																
	Warehouse Assistant																

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10	Animal Control Officer	Hourly	\$ 20.02	\$ 20.63	\$ 21.45	\$ 21.88	\$ 22.54	\$ 23.22	\$ 23.92	\$ 24.64	\$ 25.37	\$ 26.13	\$ 26.91	\$ 27.72	\$ 28.54	\$ 29.41
		Monthly	\$ 3,470.69	\$ 3,576.02	\$ 3,718.85	\$ 3,792.05	\$ 3,906.31	\$ 4,024.14	\$ 4,145.54	\$ 4,270.52	\$ 4,397.28	\$ 4,529.39	\$ 4,665.08	\$ 4,804.33	\$ 4,947.16	\$ 5,097.13
		Annual	\$ 41,648.26	\$ 42,912.27	\$ 44,626.19	\$ 45,504.58	\$ 46,875.71	\$ 48,289.70	\$ 49,746.53	\$ 51,246.21	\$ 52,767.31	\$ 54,352.69	\$ 55,980.91	\$ 57,651.98	\$ 59,365.90	\$ 61,165.52
9	Direct Alarm Monitoring Clerk	Hourly	\$ 19.07	\$ 19.65	\$ 20.23	\$ 20.84	\$ 21.47	\$ 22.11	\$ 22.78	\$ 23.45	\$ 24.16	\$ 24.88	\$ 25.63	\$ 26.40	\$ 27.19	\$ 28.02
		Monthly	\$ 3,304.65	\$ 3,406.42	\$ 3,506.39	\$ 3,611.73	\$ 3,720.63	\$ 3,833.11	\$ 3,949.16	\$ 4,065.20	\$ 4,188.39	\$ 4,313.37	\$ 4,441.91	\$ 4,575.81	\$ 4,713.28	\$ 4,856.11
		Annual	\$ 39,655.82	\$ 40,876.99	\$ 42,076.74	\$ 43,340.75	\$ 44,647.62	\$ 45,997.33	\$ 47,389.89	\$ 48,782.45	\$ 50,260.70	\$ 51,760.38	\$ 53,302.91	\$ 54,909.71	\$ 56,559.36	\$ 58,273.28

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

**Part time and Temporary Pay to be determined by the Director of Human Resources

City of University Park
Police Department SWORN PERSONNEL - FY 2026 Pay Plan

Grade	Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
PL	Police Lieutenant	Hourly	\$63.39	\$66.55	\$69.88			
		Monthly	\$10,987.60	\$11,535.33	\$12,112.53			
		Annually	\$131,851.20	\$138,424.00	\$145,350.40			
PS	Police Sergeant	Hourly	\$53.80	\$56.49	\$59.32	\$62.27		
		Monthly	\$9,325.33	\$9,791.60	\$10,282.13	\$10,793.47		
		Annually	\$111,904.00	\$117,499.20	\$123,385.60	\$129,521.60		
PO	Police Officer	Hourly	\$39.39	\$41.35	\$43.42	\$45.62	\$47.88	\$50.26
		Monthly	\$6,827.60	\$7,167.33	\$7,526.13	\$7,907.47	\$8,299.20	\$8,711.73
		Annually	\$81,931.20	\$86,008.00	\$90,313.60	\$94,889.60	\$99,590.40	\$104,540.80
PR	Police Recruit	Hourly	\$35.66	\$37.45				
		Monthly	\$6,181.07	\$6,491.33				
		Annually	\$74,172.80	\$77,896.00				

City of University Park
Fire Department- SWORN PERSONNEL - FY 2026 Pay Plan

Grade	Description		Step 1	Step 2	Step 3	Step 4	Step 5
FBC	Fire Battalion Chief	Hourly	\$48.97	\$50.42	\$51.94		
		Monthly	\$11,924.20	\$12,277.27	\$12,647.39		
		Annually	\$143,090.34	\$147,327.24	\$151,768.68		
FC	Fire Captain	Hourly	\$43.12	\$44.42	\$45.75		
		Monthly	\$10,499.72	\$10,816.27	\$11,140.13		
		Annually	\$125,996.64	\$129,795.24	\$133,681.50		
FL	Fire Lieutenant	Hourly	\$40.62	\$41.85			
		Monthly	\$9,890.97	\$10,190.48			
		Annually	\$118,691.64	\$122,285.70			
FDE	Fire Driver/Engineer	Hourly	\$36.86	\$37.98			
		Monthly	\$8,975.41	\$9,248.13			
		Annually	\$107,704.92	\$110,977.56			
FF	Firefighter	Hourly	\$28.06	\$29.45	\$30.93	\$32.48	\$34.10
		Monthly	\$6,832.61	\$7,171.08	\$7,531.46	\$7,908.88	\$8,303.35
		Annually	\$81,991.32	\$86,052.90	\$90,377.46	\$94,906.56	\$99,640.20
FFR	Firefighter Recruit	Hourly	\$24.46				
		Monthly	\$5,956.01				
		Annually	\$71,472.12				
FM	Fire Marshal	Hourly	\$68.77	\$70.83	\$72.95		
		Monthly	\$11,920.13	\$12,277.20	\$12,644.67		
		Annually	\$143,041.60	\$147,326.40	\$151,736.00		
FMA	Assistant Fire Marshal	Hourly	\$60.57	\$62.41	\$64.27		
		Monthly	\$10,498.80	\$10,817.73	\$11,140.13		
		Annually	\$125,985.60	\$129,812.80	\$133,681.60		

Fire Education - Certification - Assignment Pay		
Education Pay	Payment	Positions Eligible
Twelve (12) Credit Hours	\$20/Month	Firefighter, Driver/Engineer, Fire Marshal, Assistant Fire Marshal
Eighteen (18) Credit Hours	\$30/Month	Firefighter, Driver/Engineer, Fire Lieutenant, Fire Marshal, Assistant Fire Marshal
Thirty-Six (36) Credit Hours	\$40/Month	Firefighter, Driver/Engineer, Fire Lieutenant, Fire Captain, Fire Marshal, Assistant Fire Marshal
Associates Degree or Sixty (60) Credit Hours	\$50/Month	Firefighter, Driver/Engineer, Fire Lieutenant, Fire Captain, Fire Marshal, Assistant Fire Marshal
Bachelors Degree	\$100/Month	Firefighter, Driver/Engineer, Fire Lieutenant, Fire Captain, Battalion Chief, Fire Marshal, Assistant Fire Marshal
Firefighter Certification Pay	Payment	Positions Eligible
Intermediate	\$50/Month	Firefighter, Driver/Engineer, Fire Lieutenant, Fire Marshal, Assistant Fire Marshal
Advanced	\$100/Month	Firefighter, Driver/Engineer, Fire Lieutenant, Fire Captain, Fire Marshal, Assistant Fire Marshal
Master's	\$150/Month	Firefighter, Driver/Engineer, Fire Lieutenant, Fire Captain, Battalion Chief, Fire Marshal, Assistant Fire Marshal
Assignment/Designation Pay	Payment	Requirements
Paramedic Pay (based on years of service)	0-4 Years = \$175/Month 5-9 Years = \$250/Month 10-14 Years = \$325/Month 15+ Years = \$400/Month	
M.I.C.U Assignment Pay	\$35/Shift	
EMS Shift Lieutenant	\$200/Month	
Fire Inspector Pay (Paid when functioning as a shift supervisor and performing assigned commercial fire code inspections)	\$150/month	
Field Training Officer Pay	\$50/Shift	A. Must be in good standing with the department and have a minimum overall rating of "meets expectations" on the most recent performance evaluation. B. Must currently hold a Texas Commission on Fire Protection Firefighter Certification and be an actively licensed or certified Paramedic with Texas Department of State Health Services. C. Must have two years of experience working as a Firefighter/Paramedic with the University Park Fire Department. D. Must be approved to perform under the department's medical control physician. The maximum number of shifts allowed for fire related FTO duties is 40 shifts per new hire. The maximum number of shifts allowed for paramedic related FTO duties is 15 shifts per new hire.

Police Education - Certification - Assignment Pay		
Education Pay	Payment	Positions Eligible
Associates Degree or Sixty (60) Credit Hours	\$50/Month	Police Officer
Bachelors Degree	\$100/Month	Police Officer, Sergeant, Lieutenant
TCOLE Certification Pay	Payment	Positions Eligible
Intermediate	\$50/Month	Police Officer, 911/311 Dispatcher (Communications Specialist), Emergency Communications Supervisor, Sergeant, Lieutenant
Advanced	\$100/Month	Police Officer, 911/311 Dispatcher (Communications Specialist), Emergency Communications Supervisor, Sergeant, Lieutenant
Master's	\$150/Month	Police Officer, 911/311 Dispatcher (Communications Specialist), Emergency Communications Supervisor, Sergeant, Lieutenant
Assignment/Designation Pay	Payment	Positions Eligible
CID & Warrant Officer Pay	5% of base pay	Police Officers assigned to CID or Professional Standards
Field Training Officers	5% of base pay	Police Officers and 911/311 Dispatchers (Communication Specialists) assigned to training duty
Evening Shift Differential Pay	\$25/Month	911/311 Dispatchers (Communication Specialists), Emergency Communications Supervisor assigned to evening shift
Deep Nights Shift Differential Pay	\$50/Month	Police Officers, Sergeants, Lieutenants, Emergency Communications Supervisor, 911/311 Dispatchers (Communication Specialists) assigned to deep nights shift
Police Expert Pay	\$150/Month	Sworn personnel below the rank of Sergeant
Canine Handler Pay	\$4,000/Year	School Resource Officer assigned to Canine

Certification Pay	Payment	Positions Eligible
TCEQ Class "C" Water Distribution Operator	\$25/Month	Infrastructure Maintenance Technician I and II, Asset Management Supervisor
TCEQ Class "II" Waste Water Collection	\$25/Month	Infrastructure Maintenance Technician I and II, Asset Management Supervisor
TCEQ Class "B" Water Distribution Operator	\$50/Month	Infrastructure Maintenance Technician I and II, Infrastructure Maintenance Supervisor, Asset Management Supervisor
TCEQ Class "III" Waste Water Collection	\$50/Month	Infrastructure Maintenance Technician I and II, Infrastructure Maintenance Supervisor, Asset Management Supervisor
TCEQ Class "A" Water System Operator	\$100/Month	Infrastructure Maintenance Technician I and II, Infrastructure Maintenance Supervisor, Asset Management Supervisor
State of Texas Class "A" or "B" Commercial Drivers License	\$160/Pay Period	Employees who may be called to operate a commercial vehicle and work in Public Works, Parks or Equipment Services
Car Allowances	\$900/Month	Directors

1. WORK EXPERIENCE PERIOD:

The work experience period is one year under normal circumstances for uniformed fire employees, 12 months for the day the field training program begins for uniformed police employees and six months for all other employees. Nothing herein prevents the extension of work experience period or prevents any department head from delaying or withholding pay increases for just and compelling reasons.

2. LONGEVITY:

All police and fire personnel shall receive the State of Texas mandated payment of four dollars (\$4.00) per month for each year of service up to a maximum of 25 years. All other employees of the City shall receive longevity pay at the same rate as police and fire personnel. For the purpose of this section, longevity accrual begins at the start of each month after the anniversary date, unless such anniversary date is on the first of the month.

3. OVERTIME PAY:

Overtime pay will be applied as described in City of University Park policies and procedures.

4. APPLICATION OF PAY PLAN:

The pay plan, as outlined herein, applies only to regular full-time employees (except for overtime provisions).

5. APPROVAL OF CHANGES IN CLASSIFICATION:

The City Manager shall have authority to approve all changes in classification; however, the number of classification changes subject to his/her approval shall not exceed 10% of total employees during the fiscal year.

6. INTERPRETATION

From time to time, it may be necessary to interpret the pay plan for its applicability to certain unforeseen circumstances. The City Manager may issue an administrative order interpreting the pay plan for specific circumstances; however, all such interpretation may be appealed to the City Council within fifteen (15) days.