

**City of University Park
FY 2024 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													\$254,260.03	
36	Assistant City Manager	Hourly	\$68.43	\$70.49	\$72.60	\$74.79	\$77.03	\$79.35	\$81.71	\$84.17	\$86.70	\$89.29	\$91.97	\$94.74	\$97.58	\$100.50
		Monthly	\$11,861.20	\$12,218.27	\$12,584.00	\$12,963.60	\$13,351.87	\$13,754.00	\$14,163.07	\$14,589.47	\$15,028.00	\$15,476.93	\$15,941.47	\$16,421.60	\$16,913.87	\$17,420.00
		Annual	\$142,334.40	\$146,619.20	\$151,008.00	\$155,563.20	\$160,222.40	\$165,048.00	\$169,956.80	\$175,073.60	\$180,336.00	\$185,723.20	\$191,297.60	\$197,059.20	\$202,966.40	\$209,040.00
35	Director of Finance, Director of Public Works, Fire Chief, Police Chief	Hourly	\$65.18	\$67.14	\$69.15	\$71.22	\$73.36	\$75.56	\$77.83	\$80.16	\$82.57	\$85.05	\$87.60	\$90.23	\$92.92	\$95.72
		Monthly	\$11,297.87	\$11,637.60	\$11,986.00	\$12,344.80	\$12,715.73	\$13,097.07	\$13,490.53	\$13,894.40	\$14,312.13	\$14,742.00	\$15,184.00	\$15,639.87	\$16,106.13	\$16,591.47
		Annual	\$135,574.40	\$139,651.20	\$143,832.00	\$148,137.60	\$152,588.80	\$157,164.80	\$161,886.40	\$166,732.80	\$171,745.60	\$176,904.00	\$182,208.00	\$187,678.40	\$193,273.60	\$199,097.60
33	Director of Community Development, Director of Human Resources, Director of Information Services, Director of Parks, Director of Communications	Hourly	\$59.12	\$60.89	\$62.72	\$64.60	\$66.54	\$68.54	\$70.59	\$72.72	\$74.89	\$77.13	\$79.45	\$81.83	\$84.29	\$86.82
		Monthly	\$10,247.47	\$10,554.27	\$10,871.47	\$11,197.33	\$11,533.60	\$11,880.27	\$12,235.60	\$12,604.80	\$12,980.93	\$13,369.20	\$13,771.33	\$14,183.87	\$14,610.27	\$15,048.80
		Annual	\$122,969.60	\$126,651.20	\$130,457.60	\$134,368.00	\$138,403.20	\$142,563.20	\$146,827.20	\$151,257.60	\$155,771.20	\$160,430.40	\$165,256.00	\$170,206.40	\$175,323.20	\$180,585.60
32	Assistant Fire Chief, Assistant Police Chief	Hourly	\$56.30	\$58.00	\$59.74	\$61.53	\$63.37	\$65.27	\$67.23	\$69.25	\$71.33	\$73.47	\$75.66	\$77.94	\$80.27	\$82.68
		Monthly	\$9,758.67	\$10,053.33	\$10,354.93	\$10,665.20	\$10,984.13	\$11,313.47	\$11,653.20	\$12,003.33	\$12,363.87	\$12,734.80	\$13,114.40	\$13,509.60	\$13,913.47	\$14,331.20
		Annual	\$117,104.00	\$120,640.00	\$124,259.20	\$127,982.40	\$131,809.60	\$135,761.60	\$139,838.40	\$144,040.00	\$148,366.40	\$152,817.60	\$157,372.80	\$162,115.20	\$166,961.60	\$171,974.40
31	City Engineer	Hourly	\$53.62	\$55.23	\$56.89	\$58.59	\$60.35	\$62.17	\$64.04	\$65.94	\$67.93	\$69.97	\$72.06	\$74.23	\$76.45	\$78.74
		Monthly	\$9,294.13	\$9,573.20	\$9,860.93	\$10,155.60	\$10,460.67	\$10,776.13	\$11,100.27	\$11,429.60	\$11,774.53	\$12,128.13	\$12,490.40	\$12,866.53	\$13,251.33	\$13,648.27
		Annual	\$111,529.60	\$114,878.40	\$118,331.20	\$121,867.20	\$125,528.00	\$129,313.60	\$133,203.20	\$137,155.20	\$141,294.40	\$145,537.60	\$149,884.80	\$154,398.40	\$159,016.00	\$163,779.20
30	Library Director, City Secretary, Controller	Hourly	\$51.07	\$52.60	\$54.18	\$55.80	\$57.48	\$59.20	\$60.98	\$62.81	\$64.70	\$66.64	\$68.64	\$70.70	\$72.82	\$75.00
		Monthly	\$8,852.13	\$9,117.33	\$9,391.20	\$9,672.00	\$9,963.20	\$10,261.33	\$10,569.87	\$10,887.07	\$11,214.67	\$11,550.93	\$11,897.60	\$12,254.67	\$12,622.13	\$13,000.00
		Annual	\$106,225.60	\$109,408.00	\$112,694.40	\$116,064.00	\$119,558.40	\$123,136.00	\$126,838.40	\$130,644.80	\$134,576.00	\$138,611.20	\$142,771.20	\$147,056.00	\$151,465.60	\$156,000.00
27	Chief Building Official, Civil Engineer II	Hourly	\$44.12	\$45.44	\$46.81	\$48.22	\$49.65	\$51.14	\$52.67	\$54.26	\$55.89	\$57.56	\$59.28	\$61.07	\$62.90	\$64.79
		Monthly	\$7,647.47	\$7,876.27	\$8,113.73	\$8,358.13	\$8,606.00	\$8,864.27	\$9,129.47	\$9,405.07	\$9,687.60	\$9,977.07	\$10,275.20	\$10,585.47	\$10,902.67	\$11,230.27
		Annual	\$91,769.60	\$94,515.20	\$97,364.80	\$100,297.60	\$103,272.00	\$106,371.20	\$109,553.60	\$112,860.80	\$116,251.20	\$119,724.80	\$123,302.40	\$127,025.60	\$130,832.00	\$134,763.20
26	Assistant Parks Director, Operations Manager	Hourly	\$42.01	\$43.28	\$44.57	\$45.91	\$47.29	\$48.71	\$50.16	\$51.68	\$53.22	\$54.83	\$56.47	\$58.16	\$59.90	\$61.70
		Monthly	\$7,281.73	\$7,501.87	\$7,725.47	\$7,957.73	\$8,196.93	\$8,443.07	\$8,694.40	\$8,957.87	\$9,224.80	\$9,503.87	\$9,788.13	\$10,081.07	\$10,382.67	\$10,694.67
		Annual	\$87,380.80	\$90,022.40	\$92,705.60	\$95,492.80	\$98,363.20	\$101,316.80	\$104,332.80	\$107,494.40	\$110,697.60	\$114,046.40	\$117,457.60	\$120,972.80	\$124,592.00	\$128,336.00
25	Court Administrator, Infrastructure Maintenance Superintendent, Traffic Superintendent, Utility Construction Superintendent, Parks Superintendent, Sanitation Superintendent	Hourly	\$40.01	\$41.22	\$42.45	\$43.73	\$45.04	\$46.39	\$47.78	\$49.22	\$50.69	\$52.21	\$53.78	\$55.39	\$57.05	\$58.76
		Monthly	\$6,935.07	\$7,144.80	\$7,358.00	\$7,579.87	\$7,806.93	\$8,040.93	\$8,281.87	\$8,531.47	\$8,786.27	\$9,049.73	\$9,321.87	\$9,600.93	\$9,888.67	\$10,185.07
		Annual	\$83,220.80	\$85,737.60	\$88,296.00	\$90,958.40	\$93,683.20	\$96,491.20	\$99,382.40	\$102,377.60	\$105,435.20	\$108,596.80	\$111,862.40	\$115,211.20	\$118,664.00	\$122,220.80
24	Fleet Manager, Purchasing Manager, Senior Systems Administrator, Civil Engineer I	Hourly	\$38.12	\$39.25	\$40.42	\$41.65	\$42.89	\$44.18	\$45.50	\$46.87	\$48.28	\$49.73	\$51.21	\$52.75	\$54.34	\$55.97
		Monthly	\$6,607.47	\$6,803.33	\$7,006.13	\$7,219.33	\$7,434.27	\$7,657.87	\$7,886.67	\$8,124.13	\$8,368.53	\$8,619.87	\$8,876.40	\$9,143.33	\$9,418.93	\$9,701.47
		Annual	\$79,289.60	\$81,640.00	\$84,073.60	\$86,632.00	\$89,211.20	\$91,894.40	\$94,640.00	\$97,489.60	\$100,422.40	\$103,438.40	\$106,516.80	\$109,720.00	\$113,027.20	\$116,417.60
23	Facility Maintenance Manager, Applications Support Analyst, GIS Coordinator, Network Support Specialist, ERP Systems Analyst, Public Safety Tech Support Administrator	Hourly	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$42.08	\$43.34	\$44.64	\$45.97	\$47.36	\$48.78	\$50.24	\$51.75	\$53.30
		Monthly	\$6,292.00	\$6,480.93	\$6,675.07	\$6,874.40	\$7,080.67	\$7,293.87	\$7,512.27	\$7,737.60	\$7,968.13	\$8,209.07	\$8,455.20	\$8,708.27	\$8,970.00	\$9,238.67
		Annual	\$75,504.00	\$77,771.20	\$80,100.80	\$82,492.80	\$84,968.00	\$87,526.40	\$90,147.20	\$92,851.20	\$95,617.60	\$98,508.80	\$101,462.40	\$104,499.20	\$107,640.00	\$110,864.00

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22	City Planner	Hourly	\$34.57	\$35.61	\$36.68	\$37.77	\$38.90	\$40.07	\$41.28	\$42.51	\$43.79	\$45.10	\$46.46	\$47.85	\$49.29	\$50.77
		Monthly	\$5,992.13	\$6,172.40	\$6,357.87	\$6,546.80	\$6,742.67	\$6,945.47	\$7,155.20	\$7,368.40	\$7,590.27	\$7,817.33	\$8,053.07	\$8,294.00	\$8,543.60	\$8,800.13
		Annual	\$71,905.60	\$74,068.80	\$76,294.40	\$78,561.60	\$80,912.00	\$83,345.60	\$85,862.40	\$88,420.80	\$91,083.20	\$93,808.00	\$96,636.80	\$99,528.00	\$102,523.20	\$105,601.60
21	Technical Services Librarian, Youth Services Librarian, Police Accreditation Manager, Emergency Communications Division Manager, Special Projects Coordinator, ROW Supervisor, Community Information Officer	Hourly	\$32.93	\$33.92	\$34.94	\$35.98	\$37.06	\$38.17	\$39.31	\$40.49	\$41.71	\$42.96	\$44.24	\$45.57	\$46.94	\$48.35
		Monthly	\$5,707.87	\$5,879.47	\$6,056.27	\$6,236.53	\$6,423.73	\$6,616.13	\$6,813.73	\$7,018.27	\$7,229.73	\$7,446.40	\$7,668.27	\$7,898.80	\$8,136.27	\$8,380.67
		Annual	\$68,494.40	\$70,553.60	\$72,675.20	\$74,838.40	\$77,084.80	\$79,393.60	\$81,764.80	\$84,219.20	\$86,756.80	\$89,356.80	\$92,019.20	\$94,785.60	\$97,635.20	\$100,568.00
20	Sr. Accountant, Direct Alarm Manager	Hourly	\$31.37	\$32.29	\$33.26	\$34.26	\$35.29	\$36.35	\$37.44	\$38.57	\$39.72	\$40.91	\$42.14	\$43.40	\$44.71	\$46.04
		Monthly	\$5,437.47	\$5,596.93	\$5,765.07	\$5,938.40	\$6,116.93	\$6,300.67	\$6,489.60	\$6,685.47	\$6,884.80	\$7,091.07	\$7,304.27	\$7,522.67	\$7,749.73	\$7,980.27
		Annual	\$65,249.60	\$67,163.20	\$69,180.80	\$71,260.80	\$73,403.20	\$75,608.00	\$77,875.20	\$80,225.60	\$82,617.60	\$85,092.80	\$87,651.20	\$90,272.00	\$92,996.80	\$95,763.20
19	Asset Mgmt. Coordinator, Building Inspector III, Construction Inspector, Senior HR Generalist, Utility Billing Supervisor	Hourly	\$29.86	\$30.76	\$31.68	\$32.63	\$33.61	\$34.62	\$35.66	\$36.73	\$37.83	\$38.96	\$40.14	\$41.33	\$42.57	\$43.85
		Monthly	\$5,175.73	\$5,331.73	\$5,491.20	\$5,655.87	\$5,825.73	\$6,000.80	\$6,181.07	\$6,366.53	\$6,557.20	\$6,753.07	\$6,957.60	\$7,163.87	\$7,378.80	\$7,600.67
		Annual	\$62,108.80	\$63,980.80	\$65,894.40	\$67,870.40	\$69,908.80	\$72,009.60	\$74,172.80	\$76,398.40	\$78,686.40	\$81,036.80	\$83,491.20	\$85,966.40	\$88,545.60	\$91,208.00
18	Maintenance Supervisor, Parks Supervisor, Payroll/Accounts Payable Specialist, Sanitation Supervisor, Traffic Signal Technician II, Equipment Services Supervisor	Hourly	\$28.44	\$29.29	\$30.17	\$31.08	\$32.01	\$32.97	\$33.96	\$34.98	\$36.03	\$37.11	\$38.22	\$39.36	\$40.55	\$41.76
		Monthly	\$4,929.60	\$5,076.93	\$5,229.47	\$5,387.20	\$5,548.40	\$5,714.80	\$5,886.40	\$6,063.20	\$6,245.20	\$6,432.40	\$6,624.80	\$6,822.40	\$7,028.67	\$7,238.40
		Annual	\$59,155.20	\$60,923.20	\$62,753.60	\$64,646.40	\$66,580.80	\$68,577.60	\$70,636.80	\$72,758.40	\$74,942.40	\$77,188.80	\$79,497.60	\$81,868.80	\$84,344.00	\$86,860.80
17	Utility Const. Crew Leader, Building Inspector II, Human Resources Generalist	Hourly	\$27.08	\$27.91	\$28.73	\$29.60	\$30.49	\$31.41	\$32.33	\$33.31	\$34.31	\$35.34	\$36.40	\$37.50	\$38.62	\$39.78
		Monthly	\$4,693.87	\$4,837.73	\$4,979.87	\$5,130.67	\$5,284.93	\$5,444.40	\$5,603.87	\$5,773.73	\$5,947.07	\$6,125.60	\$6,309.33	\$6,500.00	\$6,694.13	\$6,895.20
		Annual	\$56,326.40	\$58,052.80	\$59,758.40	\$61,568.00	\$63,419.20	\$65,332.80	\$67,246.40	\$69,284.80	\$71,364.80	\$73,507.20	\$75,712.00	\$78,000.00	\$80,329.60	\$82,742.40
16	Equipment Services Technician, Recreation/Aquatics Coordinator, Reservations/Special Events Coordinator, Warehouse Supervisor, Police Administration Coordinator, Fire Administration Coordinator, 911/311 Dispatcher (Communications Specialist)	Hourly	\$25.80	\$26.57	\$27.37	\$28.18	\$29.04	\$29.90	\$30.80	\$31.73	\$32.67	\$33.66	\$34.67	\$35.71	\$36.78	\$37.88
		Monthly	\$4,472.00	\$4,605.47	\$4,744.13	\$4,884.53	\$5,033.60	\$5,182.67	\$5,338.67	\$5,499.87	\$5,662.80	\$5,834.40	\$6,009.47	\$6,189.73	\$6,375.20	\$6,565.87
		Annual	\$53,664.00	\$55,265.60	\$56,929.60	\$58,614.40	\$60,403.20	\$62,192.00	\$64,064.00	\$65,998.40	\$67,953.60	\$70,012.80	\$72,113.60	\$74,276.80	\$76,502.40	\$78,790.40
15	Building Inspector I, Code Enforcement Officer, Operations Coordinator, Traffic Signal Technician I, Parks Operations Coordinator, Utility Const. Operator/Tech.	Hourly	\$24.57	\$25.31	\$26.06	\$26.85	\$27.65	\$28.48	\$29.34	\$30.21	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03	\$36.08
		Monthly	\$4,258.80	\$4,387.07	\$4,517.07	\$4,654.00	\$4,792.67	\$4,936.53	\$5,085.60	\$5,236.40	\$5,394.13	\$5,557.07	\$5,723.47	\$5,895.07	\$6,071.87	\$6,253.87
		Annual	\$51,105.60	\$52,644.80	\$54,204.80	\$55,848.00	\$57,512.00	\$59,238.40	\$61,027.20	\$62,836.80	\$64,729.60	\$66,684.80	\$68,681.60	\$70,740.80	\$72,862.40	\$75,046.40

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14	Crime Analyst, Marketing & Multimedia Coord., Sanitation Driver III, Horticulturist, Public Safety Officer, Signs/Markings Technician II, Irrigation Technician (Cert Backflow), Pesticide Technician, Maintenance Technician II	Hourly	\$23.40	\$24.10	\$24.83	\$25.57	\$26.34	\$27.12	\$27.94	\$28.77	\$29.64	\$30.53	\$31.45	\$32.39	\$33.35	\$34.36
		Monthly	\$4,056.00	\$4,177.33	\$4,303.87	\$4,432.13	\$4,565.60	\$4,700.80	\$4,842.93	\$4,986.80	\$5,137.60	\$5,291.87	\$5,451.33	\$5,614.27	\$5,780.67	\$5,955.73
		Annual	\$48,672.00	\$50,128.00	\$51,646.40	\$53,185.60	\$54,787.20	\$56,409.60	\$58,115.20	\$59,841.60	\$61,651.20	\$63,502.40	\$65,416.00	\$67,371.20	\$69,368.00	\$71,468.80
13	Admin. Assistant/311 Call Agent, Senior Utility Billing Specialist; Deputy Court Clerk, Building Inspector Trainee	Hourly	\$22.29	\$22.96	\$23.64	\$24.36	\$25.08	\$25.84	\$26.61	\$27.41	\$28.23	\$29.08	\$29.96	\$30.88	\$31.77	\$32.72
		Monthly	\$3,863.60	\$3,979.73	\$4,097.60	\$4,222.40	\$4,347.20	\$4,478.93	\$4,612.40	\$4,751.07	\$4,893.20	\$5,040.53	\$5,193.07	\$5,352.53	\$5,506.80	\$5,671.47
		Annual	\$46,363.20	\$47,756.80	\$49,171.20	\$50,668.80	\$52,166.40	\$53,747.20	\$55,348.80	\$57,012.80	\$58,718.40	\$60,486.40	\$62,316.80	\$64,230.40	\$66,081.60	\$68,057.60
12	Sanitation Driver II, Forestry Technician, Building Permit Technician, Gardner III, Community Dev. Technician, Records Management Coordinator	Hourly	\$21.23	\$21.86	\$22.51	\$23.18	\$23.89	\$24.60	\$25.34	\$26.10	\$26.89	\$27.69	\$28.52	\$29.38	\$30.25	\$31.17
		Monthly	\$3,679.87	\$3,789.07	\$3,901.73	\$4,017.87	\$4,140.93	\$4,264.00	\$4,392.27	\$4,524.00	\$4,660.93	\$4,799.60	\$4,943.47	\$5,092.53	\$5,243.33	\$5,402.80
		Annual	\$44,158.40	\$45,468.80	\$46,820.80	\$48,214.40	\$49,691.20	\$51,168.00	\$52,707.20	\$54,288.00	\$55,931.20	\$57,595.20	\$59,321.60	\$61,110.40	\$62,920.00	\$64,833.60
11	HR Assistant, Fleet Maintenance Tech, Warehouse Assistant, Signs/Markings Technician I, Driver I, Gardener II, Maintenance Technician I, Parks Service Agent, Utility Billing/ Court Specialist	Hourly	\$20.22	\$20.82	\$21.44	\$22.08	\$22.75	\$23.43	\$24.13	\$24.86	\$25.60	\$26.37	\$27.17	\$27.98	\$28.82	\$29.68
		Monthly	\$3,504.80	\$3,608.80	\$3,716.27	\$3,827.20	\$3,943.33	\$4,061.20	\$4,182.53	\$4,309.07	\$4,437.33	\$4,570.80	\$4,709.47	\$4,849.87	\$4,995.47	\$5,144.53
		Annual	\$42,057.60	\$43,305.60	\$44,595.20	\$45,926.40	\$47,320.00	\$48,734.40	\$50,190.40	\$51,708.80	\$53,248.00	\$54,849.60	\$56,513.60	\$58,198.40	\$59,945.60	\$61,734.40
10	Animal Control Officer, Library Circulation Clerk, Library Administrative Assistant	Hourly	\$19.25	\$19.83	\$20.62	\$21.03	\$21.66	\$22.32	\$22.99	\$23.68	\$24.39	\$25.12	\$25.87	\$26.64	\$27.44	\$28.27
		Monthly	\$3,336.67	\$3,437.20	\$3,574.13	\$3,645.20	\$3,754.40	\$3,868.80	\$3,984.93	\$4,104.53	\$4,227.60	\$4,354.13	\$4,484.13	\$4,617.60	\$4,756.27	\$4,900.13
		Annual	\$40,040.00	\$41,246.40	\$42,889.60	\$43,742.40	\$45,052.80	\$46,425.60	\$47,819.20	\$49,254.40	\$50,731.20	\$52,249.60	\$53,809.60	\$55,411.20	\$57,075.20	\$58,801.60
9	Parking Enforcement Officer, Police Alarm Permit Clerk	Hourly	\$18.33	\$18.89	\$19.45	\$20.03	\$20.63	\$21.26	\$21.90	\$22.54	\$23.23	\$23.92	\$24.63	\$25.38	\$26.14	\$26.93
		Monthly	\$3,177.20	\$3,274.27	\$3,371.33	\$3,471.87	\$3,575.87	\$3,685.07	\$3,796.00	\$3,906.93	\$4,026.53	\$4,146.13	\$4,269.20	\$4,399.20	\$4,530.93	\$4,667.87
		Annual	\$38,126.40	\$39,291.20	\$40,456.00	\$41,662.40	\$42,910.40	\$44,220.80	\$45,552.00	\$46,883.20	\$48,318.40	\$49,753.60	\$51,230.40	\$52,790.40	\$54,371.20	\$56,014.40

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