

**ORDINANCE NO. 23-\_\_\_\_\_**

**AN ORDINANCE OF THE CITY OF UNIVERSITY PARK, TEXAS, REPEALING AND REPLACING ORDINANCE NO. 22-028 BY ADOPTING A REVISED PAY PLAN FOR EMPLOYEES OF THE CITY OF UNIVERSITY PARK FOR FY 2023/2024, AND PROVIDING AN EFFECTIVE DATE.**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF UNIVERSITY PARK, TEXAS:**

**SECTION 1.** Ordinance No. 22-028 is repealed and the following ordinance is adopted to replace it;

**SECTION 2.** This Ordinance No. \_\_\_\_\_ establishes a pay philosophy designed to compensate staff at or above the market average compensation of its comparator cities subject to the ability to fund.

**SECTION 3.** As provided in Chapter 9, Article 9.03, of the Code of Ordinances of the City of University Park, Texas, a pay plan to compensate employees of the City of University Park for FY 2023-2024 is adopted to wit:

**1. PAY PLAN BY CATEGORIES:**

**GENERAL GOVERNMENT PERSONNEL**

See Appendix A

**SWORN PERSONNEL**

**Police Department**

Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>Police Lieutenant</b>	Hourly	\$60.93	\$63.97	\$67.17			
	Monthly	\$10,561.20	\$11,088.13	\$11,642.80			
	Annually	\$126,734.40	\$133,057.60	\$139,713.60			
<b>Police Sergeant</b>	Hourly	\$50.74	\$54.30	\$57.02	\$59.86		
	Monthly	\$8,794.93	\$9,412.00	\$9,883.47	\$10,375.73		
	Annually	\$105,539.20	\$112,944.00	\$118,601.60	\$124,508.80		
<b>Police Officer</b>	Hourly	\$37.86	\$39.75	\$41.74	\$43.85	\$46.03	\$48.32
	Monthly	\$6,562.40	\$6,890.00	\$7,234.93	\$7,600.67	\$7,978.53	\$8,375.47
	Annually	\$78,748.80	\$82,680.00	\$86,819.20	\$91,208.00	\$95,742.40	\$100,505.60
<b>Police Recruit</b>	Hourly	\$34.28	\$36.00				
	Monthly	\$5,941.87	\$6,240.00				
	Annually	\$71,302.40	\$74,880.00				

## Fire Department

Description		Step 1	Step 2	Step 3	Step 4	Step 5
<b>Fire Battalion Chief</b>	Hourly	\$47.07	\$48.47	\$49.93		
	Monthly	\$11,461.55	\$11,802.45	\$12,157.96		
	Annually	\$137,538.54	\$141,629.34	\$145,895.46		
<b>Fire Captain</b>	Hourly	\$41.45	\$42.70	\$43.98		
	Monthly	\$10,093.08	\$10,397.45	\$10,709.13		
	Annually	\$121,116.90	\$124,769.40	\$128,509.56		
<b>Fire Lieutenant</b>	Hourly	\$39.05	\$40.23			
	Monthly	\$9,508.68	\$9,796.01			
	Annually	\$114,104.10	\$117,552.06			
<b>Fire Driver /Engineer</b>	Hourly	\$35.44	\$36.50			
	Monthly	\$8,629.64	\$8,887.75			
	Annually	\$103,555.68	\$106,653.00			
<b>Firefighter</b>	Hourly	\$26.97	\$28.31	\$29.73	\$31.22	\$32.78
	Monthly	\$6,567.20	\$6,893.49	\$7,239.26	\$7,602.07	\$7,981.93
	Annually	\$78,806.34	\$82,721.82	\$86,871.06	\$91,224.84	\$95,783.16
<b>Firefighter Recruit</b>	Hourly	\$23.51				
	Monthly	\$5,724.69				
	Annually	\$68,696.22				
<b>Fire Marshal</b>	Hourly	\$66.11	\$68.09	\$70.13		
	Monthly	\$11,459.07	\$11,802.27	\$12,155.87		
	Annually	\$137,508.80	\$141,627.20	\$145,870.40		
<b>Assistant Fire Marshal</b>	Hourly	\$58.23	\$59.99	\$61.78		
	Monthly	\$10,093.08	\$10,397.45	\$10,709.13		
	Annually	\$121,116.90	\$124,769.40	\$128,509.56		

**SECTION 4.** This ordinance shall take effect immediately from and after its passage as the law and charter in such cases provide, provided that the pay plan to be given effect hereby shall take effect on October 1, 2023.

**DULY PASSED** by the City Council of the City of University Park, Texas, on the 19th day of September, 2023.

APPROVED:

ATTEST:

\_\_\_\_\_  
TOMMY STEWART, MAYOR

\_\_\_\_\_  
CHRISTINE GREEN, CITY SECRETARY

APPROVED AS TO FORM:

\_\_\_\_\_  
CITY ATTORNEY