



FY2008–09 SALARY SCHEDULE

The City Council has approved the Fiscal Year 2008-09 budget, which includes funding for next year's step increases for non-exempt general employees and Civil Service Police and Fire employees and a 3 percent across-the-board increase for all regular and temporary employees. The compensation plan for FY2008-09 will be implemented at the beginning of pay period 21 (September 27, 2008), which will be paid on October 17, 2008.

Step increases will be effective on scheduled anniversary dates of eligible employees.

The following are the general guidelines and information on the implementation of salary increases for this year. This information needs to be shared with staff responsible for completing the appropriate paperwork.

I. Non-exempt Employee Step Plan (Non-Civil Service)

- Non-exempt employees will receive a 3 percent across-the-board pay increase.
- Non-exempt employees will be eligible for a step increase on their normal anniversary date.
- Non-exempt employees must be rated at least "Good Solid Performance" to receive a step increase.
- Employees who have their anniversary dates during pay period 21 (September 27 – October 10) will be eligible for a step increase beginning pay period 21 (September 27). Non-exempt employees will be limited to a one-step increase. The amount of the step increase will be either 2.5% or 5% depending on what step the employee will move to. No employee will be permitted to exceed the top of the range (step "L").
- The only exception to the one-step requirement is for non-exempt employees who are currently at the "A" step. These employees will be eligible for more than a one-step increase during FY2008-09 on their scheduled anniversary dates. Movement between the "A" and "B" steps and the "B" and "C" steps occurs at 6 months. Once the employee reaches the "C" step, the employee will not be eligible for another step increase until the next fiscal year.
- Employees currently at or above the "L" step will not be eligible for a lump-sum performance bonus.

II. Exempt Employee Pay Plan (Non-Civil Service)

- Exempt employees will receive a 3 percent across-the-board pay increase in FY2008-09.

III. Sworn Police

- Individuals eligible for a regular step increase will receive the step increase based on their normal anniversary date and a 3 percent across-the-board pay increase.

IV. Sworn Fire

- Individuals eligible for a regular step increase will receive the step increase based on their normal anniversary date and a 3 percent across-the-board pay increase.

V. Performance Appraisals and PRDs

- Supervisors should have their October employee evaluations completed and ready to submit to Human Resources. The "Appraisers Summary and Annual Overall Performance Assessment" sheet must be attached to the PRD. This sheet must be signed by the employee, the supervisor and the next level of management.
- PRDs should be returned to Human Resources – HRIS/Records Division by October 3, 2008.

- PRDs have been sent to all departments.
- PRDs submitted without an attached “Appraisers Summary and Annual Overall Performance Assessment” sheet or without the appropriate signatures on this sheet will be sent back to the department director or designee for completion. If an employee is not available to sign the “Appraisers Summary and Annual Overall Performance Assessment” sheet or if any other exception exists, a memo of explanation should be attached to the PRD and “Appraisers Summary and Annual Overall Performance Assessment” sheet when they are sent to Human Resources, HRIS/Records Division.

VI. General Information

- S key code positions are not eligible for a pay increase.
- Departments must submit appropriate paperwork (PAR) to Human Resources – HRIS/Records Division to process all other budget changes. This includes but is not limited to changing Fund Account Center numbers or moving positions from one division to another. If any of these changes will affect your positions, a PAR for both the position and any incumbent will need to be submitted by September 26, 2008 for processing. Large volume changes should be coordinated with the HRIS/Records Division of Human Resources. Contact Trisha Thomason at 817-392-7798. Budget will provide HR with a list of all positions either created or deleted, including S key code conversions. HR will make the appropriate changes to the HRIS for these positions. Departments will be requested to complete the DOT audit form for new positions.
- A new salary schedule will be prepared for release by October 26, 2008.

If you wish to have Human Resources staff meet with you, your managers and/or your employees to go over the policies or procedures described in this memo, please contact Jose Moreno at 817-392-7772.

Feel free to contact Dick Hodapp, 392-7770, Jose Moreno, 392-7772, Trisha Thomason, 392-7798 or Tammy Rios, 392-7769 if you have questions about implementation procedures. As always, we appreciate your cooperation.

cc: Dale A. Fisseler, City Manager
Joe Paniagua, First Assistant City Manager
Karen Montgomery, Assistant City Manager
Fernando Costa, Assistant City Manager
Tom Higgins, Assistant City Manager
Charles Daniels, Assistant City Manager

KEY	TITLE/CLASSIFICATION	GRADE	FLSA	Minimum	Maximum	Range Adjustment
J23	ACCOUNT TECHNICIAN	114	N	15.16	21.38	3%
P25	ACCOUNT TECHNICIAN, SENIOR	116	N	16.72	23.58	3%
C10	ACCOUNTANT	213	E	19.82	31.71	3%
C12	ACCOUNTANT, SENIOR	217	E	24.09	38.54	3%
D77	ACCOUNTING MANAGER/CONTROLLER	225	E	35.57	56.91	3%
G10	ACCOUNTING SERVICES SUPERVISOR	219	E	26.55	42.48	3%
G12	ACCOUNTS PAYABLE SUPERVISOR	215	E	21.85	34.96	3%
K03	ADMINISTRATIVE ASST	116	N	16.72	23.58	3%
B10	ADMINISTRATIVE ASST, SENIOR	213	E	19.82	31.71	3%
J14	ADMINISTRATIVE SECRETARY	113	N	14.44	20.37	3%
D26	ADMINISTRATIVE SERVICES MANAGER	221	E	29.27	46.83	3%
D24	ADMINISTRATIVE SERVICES MANAGER, SENIOR	223	E	32.27	51.63	3%
J12	ADMINISTRATIVE TECHNICIAN	114	N	15.16	21.38	3%
S04	ADULT BASKETBALL OFFICIAL	ZZZ	N	15.00 - per game		
S05	ADULT FLAG FOOTBALL OFFICIAL	ZZZ	N	15.00 - per game		
S03	ADULT SOFTBALL OFFICIAL	ZZZ	N	13.00 - per game		
S06	ADULT VOLLEYBALL OFFICIAL	ZZZ	N	12.00 - per game		
D76	AIRPORT MANAGER	220	E	27.88	44.61	3%
A77	AIRPORT OPERATIONS COORDINATOR	210	E	17.12	27.39	3%
F76	AIRPORT SYSTEMS DIRECTOR	309	E	53.38	88.08	3%
W24	ALARM ENFORCEMENT TECHNICIAN	115	N	15.92	22.46	3%
D60	ANIMAL CONTROL MANAGER	218	E	25.29	40.46	3%
W50	ANIMAL CONTROL OFFICER	114	N	15.16	21.38	3%
W52	ANIMAL CONTROL OFFICER, SENIOR	116	N	16.72	23.58	3%
A50	ANIMAL CONTROL SUPERVISOR	213	E	19.82	31.71	3%
W54	ANIMAL CRUELTY INVESTIGATOR	118	N	18.43	25.99	3%
D55	ANIMAL SERVICES ADMINISTRATOR	221	E	29.27	46.83	3%
N63	ANIMAL SHELTER ATTENDANT	109	N	11.87	16.74	3%
N61	ARBORIST	109	N	11.87	16.74	3%
D59	ARCHITECTURAL SERVICES MANAGER	223	E	32.27	51.63	3%
S88	ASSISTANT POOL MANAGER	ZZZ	N	10.30	11.33	3%
K16	ASSOCIATE PLANNER	116	N	16.72	23.58	3%
D11	ASST ACCOUNTING MANAGER/CONTROLLER	221	E	29.27	46.83	3%
E67	ASST AIRPORT SYSTEMS DIRECTOR	303	E	38.73	63.90	3%
E07	ASST BUDGET & MGT SERVICES DIRECTOR	303	E	38.73	63.90	3%
G17	ASST BUILDING OFFICIAL	219	E	26.55	42.48	3%
C34	ASST CITY ATTORNEY	221	E	29.27	46.83	3%
C36	ASST CITY ATTORNEY, SENIOR	226	E	37.35	59.76	3%
E16	ASST CITY AUDITOR	303	E	38.73	63.90	3%
F05	ASST CITY MANAGER	311	E	58.58	96.66	3%
E10	ASST CITY SECRETARY	303	E	38.73	63.90	3%
G13	ASST CITY TREASURER	215	E	21.85	34.96	3%
E20	ASST CODE COMPLIANCE DIRECTOR	303	E	38.73	63.90	3%
W17	ASST COMMUNICATION SHIFT SUPERVISOR	121	N	21.33	30.09	3%
E36	ASST COMMUNITY RELATIONS DIRECTOR	303	E	38.73	63.90	3%
A92	ASST CUSTOMER SERVICE MANAGER	215	E	21.85	34.96	3%
E18	ASST ECONOMIC/COMMUNITY DEVELOPMENT DIR	303	E	38.73	63.90	3%
E41	ASST ENVIRONMENTAL MANAGEMENT DIRECTOR	305	E	42.60	70.29	3%
E39	ASST EQUIPMENT SERVICES DIRECTOR	303	E	38.73	63.90	3%
A43	ASST FIELD OPERATIONS SUPERVISOR	214	E	20.81	33.30	3%
E12	ASST FINANCE DIRECTOR	303	E	38.73	63.90	3%
K60	ASST GOLF PROFESSIONAL	114	N	15.16	21.38	3%
E65	ASST GOVERNMENTAL AFFAIRS COORDINATOR	305	E	42.60	70.29	3%
E47	ASST HOUSING DIRECTOR	303	E	38.73	63.90	3%
E25	ASST HUMAN RESOURCES DIRECTOR	303	E	38.73	63.90	3%

KEY	TITLE/CLASSIFICATION	GRADE	FLSA	Minimum	Maximum	Range Adjustment
E80	ASST IT SOLUTIONS DIRECTOR	305	E	42.60	70.29	3%
E81	ASST IT SOLUTIONS DIRECTOR-BUSINESS SERVICES	303	E	38.73	63.90	3%
E83	ASST LIBRARY DIRECTOR	303	E	38.73	63.90	3%
E29	ASST MUNICIPAL COURT SERVICES DIR	303	E	38.73	63.90	3%
E60	ASST PARKS/COMMUNITY SERVICES DIRECTOR	305	E	42.60	70.29	3%
P30	ASST PARTS/MATERIALS SUPERVISOR	117	N	17.55	24.76	3%
E57	ASST PLANNING AND DEVELOPMENT DIRECTOR	303	E	38.73	63.90	3%
A29	ASST PLANS EXAMINER SUPERVISOR	215	E	21.85	34.96	3%
E14	ASST POLICE DIRECTOR	305	E	42.60	70.29	3%
E78	ASST PUBLIC FACILITIES/EVENTS DIRECTOR	303	E	38.73	63.90	3%
E74	ASST PUBLIC FACILITIES/EVENTS MARKETING DIR	301	E	30.97	51.10	3%
G72	ASST PUBLIC SAFETY SUPPORT MANAGER	220	E	27.88	44.61	3%
G47	ASST SURVEY SUPERINTENDENT	218	E	25.29	40.46	3%
F01	ASST TO CITY MANAGER	301	E	30.97	51.10	3%
F03	ASST TO CITY MANAGER, SENIOR	303	E	38.73	63.90	3%
D02	ASST TO THE MAYOR	213	E	19.82	31.71	3%
G48	ASST TPW SUPERINTENDENT	219	E	26.55	42.48	3%
E49	ASST TRANSPORTATION/PUBLIC WORKS DIR	305	E	42.60	70.29	3%
E90	ASST WATER DIRECTOR	305	E	42.60	70.29	3%
A93	ASST WATER SYSTEMS PLANT SUPERVISOR	213	E	19.82	31.71	3%
A96	ASST WATER SYSTEMS SUPERINTENDENT	219	E	26.55	42.48	3%
G64	ATHLETIC COORDINATOR	216	E	22.94	36.70	3%
N80	AUDIO/VISUAL SPECIALIST	110	N	12.46	17.58	3%
C13	AUDIT INVESTIGATOR	219	E	26.55	42.48	3%
D35	AUDIT MANAGER	223	E	32.27	51.63	3%
C14	AUDITOR	215	E	21.85	34.96	3%
C16	AUDITOR, SENIOR	217	E	24.09	38.54	3%
N52	AUTO BODY REPAIRER	113	N	14.44	20.37	3%
D22	BENEFITS ADMINISTRATOR	226	E	37.35	59.76	3%
D10	BUDGET MANAGER	223	E	32.27	51.63	3%
D33	BUILDING OFFICIAL	227	E	39.22	62.75	3%
A41	BUILDING SERVICES SUPERVISOR	216	E	22.94	36.70	3%
D01	BUSINESS DIVERSITY COORDINATOR	219	E	26.55	42.48	3%
D05	BUSINESS/COMMUNITY DEVELOPMENT COORDINATOR	219	E	26.55	42.48	3%
D04	BUSINESS/COMMUNITY DEVELOPMENT MANAGER	223	E	32.27	51.63	3%
B31	BUYER	212	E	18.88	30.21	3%
B32	BUYER, SENIOR	215	E	21.85	34.96	3%
B89	CABLE PRODUCER/DIRECTOR	210	E	17.12	27.39	3%
D89	CABLE SERVICES MANAGER	218	E	25.29	40.46	3%
G89	CABLE SERVICES SUPERVISOR	213	E	19.82	31.71	3%
D09	CAPITAL PROJECTS MANAGER	225	E	35.57	56.91	3%
B96	CHEMIST	213	E	19.82	31.71	3%
B98	CHEMIST, SENIOR	216	E	22.94	36.70	3%
A21	CHIEF DEPUTY CITY MARSHAL	219	E	26.55	42.48	3%
D70	CHIEF HELICOPTER PILOT	219	E	26.55	42.48	3%
AJ1	CHIEF JUDGE	307	E	48.55	80.11	3%
AE3	CITY ATTORNEY	318	E	72.14	119.03	3%
AE5	CITY AUDITOR	307	E	48.55	80.11	3%
O03	CITY COUNCIL MEMBER	ZZZ	E	25,000/yr	25,000/yr	
G65	CITY FORESTER	221	E	29.27	46.83	3%
AE1	CITY MANAGER	318	E	72.14	119.03	3%
E31	CITY MARSHAL	303	E	38.73	63.90	3%
AE7	CITY SECRETARY	307	E	48.55	80.11	3%
D47	CITY TRAFFIC ENGINEER	226	E	37.35	59.76	3%
D14	CITY TREASURER	223	E	32.27	51.63	3%

KEY	TITLE/CLASSIFICATION	GRADE	FLSA	Minimum	Maximum	Range Adjustment
A14	CLERICAL SUPERVISOR	208	E	15.52	24.83	3%
E30	CLERK OF MUNICIPAL COURT	303	E	38.73	63.90	3%
F23	CODE COMPLIANCE DIRECTOR	307	E	48.55	80.11	3%
W20	CODE COMPLIANCE OFFICER	117	N	17.55	24.76	3%
W22	CODE COMPLIANCE OFFICER, SENIOR	120	N	20.31	28.65	3%
D38	CODE COMPLIANCE SUPERINTENDENT	219	E	26.55	42.48	3%
A36	CODE COMPLIANCE SUPERVISOR	217	E	24.09	38.54	3%
W21	CODE COMPLIANCE TECHNICIAN	112	N	13.75	19.39	3%
C02	COMMUNICATION COORDINATOR	221	E	29.27	46.83	3%
W18	COMMUNICATION SHIFT SUPERVISOR	122	N	22.40	31.60	3%
F36	COMMUNITY RELATIONS DIRECTOR	307	E	48.55	80.11	3%
N55	COMMUNITY CENTER AIDE	109	N	11.87	16.74	3%
G62	COMMUNITY CENTER COORDINATOR	218	E	25.29	40.46	3%
A69	COMMUNITY CENTER SUPERVISOR	215	E	21.85	34.96	3%
C61	COMMUNITY COUNSELOR	213	E	19.82	31.71	3%
G68	COMMUNITY HEALTH SUPERVISOR	215	E	21.85	34.96	3%
J50	COMMUNITY HEALTH WORKER	108	N	11.30	15.94	3%
D64	COMMUNITY OPERATIONS MANAGER	223	E	32.27	51.63	3%
D67	COMMUNITY SERVICES MANAGER	222	E	30.73	49.17	3%
B55	CONSERVATION SPECIALIST	215	E	21.85	34.96	3%
G45	CONSTRUCTION INSPECTION SUPERVISOR	218	E	25.29	40.46	3%
K27	CONSTRUCTION INSPECTOR I	116	N	16.72	23.58	3%
K29	CONSTRUCTION INSPECTOR II	119	N	19.34	27.28	3%
P29	CONSTRUCTION INSPECTOR, SENIOR	121	N	21.33	30.09	3%
D31	CONSTRUCTION SUPERINTENDENT	220	E	27.88	44.61	3%
D50	CONSUMER HEALTH MANAGER	220	E	27.88	44.61	3%
K53	CONSUMER HEALTH SPECIALIST	119	N	19.34	27.28	3%
K54	CONSUMER HEALTH SPECIALIST, SENIOR	120	N	20.31	28.65	3%
G50	CONSUMER HEALTH SUPERVISOR	217	E	24.09	38.54	3%
B43	CONTRACT COMPLIANCE SPECIALIST	212	E	18.88	30.21	3%
B45	CONTRACT COMPLIANCE SPECIALIST, SENIOR	216	E	22.94	36.70	3%
K43	CONTRACT COMPLIANCE TECHNICIAN	111	N	13.09	18.46	3%
D27	CONTRACT SERVICES ADMINISTRATOR	221	E	29.27	46.83	3%
O05	COUNCIL AIDE	ZZZ	E	24.76	24.76	3%
N12	COURIER	114	N	15.16	21.38	3%
K08	COURT INTERPRETER	115	N	15.92	22.46	3%
K05	COURT REPORTER	118	N	18.43	25.99	3%
B79	CRIME ANALYST	212	E	18.88	30.21	3%
G71	CRIME LAB QA COORDINATOR	220	E	27.88	44.61	3%
B30	CRIMINAL INTELLIGENCE ANALYST	221	E	29.27	46.83	3%
N92	CROSS CONNECTION TECHNICIAN	115	N	15.92	22.46	3%
P81	CUSTODIAL SERVICES SUPERVISOR	112	N	13.75	19.39	3%
N23	CUSTODIAN	107	N	10.76	15.18	3%
J33	CUSTOMER SERVICE INFORMATION SPECIALIST	116	N	16.72	23.58	3%
D92	CUSTOMER SERVICE MANAGER	219	E	26.55	42.48	3%
J30	CUSTOMER SERVICE REPRESENTATIVE I	111	N	13.09	18.46	3%
J32	CUSTOMER SERVICE REPRESENTATIVE II	112	N	13.75	19.39	3%
P14	CUSTOMER SERVICE REPRESENTATIVE, SENIOR	114	N	15.16	21.38	3%
A90	CUSTOMER SERVICE SUPERVISOR	213	E	19.82	31.71	3%
C91	DATABASE ADMINISTRATOR	112	E	29.27	49.76	3%
A74	DECOR SHIFT SUPERVISOR	211	E	17.98	28.77	3%
J70	DECOR TECHNICIAN	113	N	14.44	20.37	3%
P70	DECOR TECHNICIAN, SENIOR	115	N	15.92	22.46	3%
A72	DECOR UNIT SUPERVISOR	213	E	19.82	31.71	3%
AJ3	DEPUTY CHIEF JUDGE	224	E	33.88	54.21	3%

KEY	TITLE/CLASSIFICATION	GRADE	FLSA	Minimum	Maximum	Range Adjustment
E13	DEPUTY CITY ATTORNEY	307	E	48.55	80.11	3%
W07	DEPUTY CITY MARSHAL	120	N	20.31	28.65	3%
W09	DEPUTY CITY MARSHAL, SENIOR	123	N	23.53	33.18	3%
A23	DEPUTY COURT CLERK	215	E	21.85	34.96	3%
E92	DEPUTY DEPARTMENT DIRECTOR	307	E	48.55	80.11	3%
K39	DEVELOPMENT GAS WELL INSPECTOR	120	N	20.31	28.65	3%
A34	DEVELOPMENT INSPECTION SUPERVISOR	216	E	22.94	36.70	3%
K38	DEVELOPMENT INSPECTOR	118	N	18.43	25.99	3%
P38	DEVELOPMENT INSPECTOR, SENIOR	119	N	19.34	27.28	3%
G40	DEVELOPMENT PROJECT COORDINATOR	217	E	24.09	38.54	3%
D36	DEVELOPMENT SERVICES ADMINISTRATOR	223	E	32.27	51.63	3%
D61	DISTRICT SUPERINTENDENT	222	E	30.73	49.17	3%
N21	DROP OFF OPERATOR	113	N	14.44	20.37	3%
N68	DROVER	111	N	13.09	18.46	3%
F09	ECONOMIC & COMMUNITY DEVELOPMENT DIRECTOR	307	E	48.55	80.11	3%
C07	ECONOMIC DEVELOPMENT SPECIALIST	215	E	21.85	34.96	3%
K72	ELECTRONICS TECHNICIAN	112	N	13.75	19.39	3%
P72	ELECTRONICS TECHNICIAN, SENIOR	114	N	15.16	21.38	3%
K20	ELIGIBILITY SPECIALIST	112	N	13.75	19.39	3%
D74	EMERGENCY MANAGEMENT COORDINATOR	220	E	27.88	44.61	3%
B26	EMERGENCY MANAGEMENT OFFICER I	212	E	18.88	30.21	3%
B27	EMERGENCY MANAGEMENT OFFICER II	216	E	22.94	36.70	3%
B29	EMERGENCY MANAGEMENT OFFICER, SENIOR	218	E	25.29	40.46	3%
D45	ENGINEERING MANAGER	225	E	35.57	56.91	3%
G31	ENGINEERING PROGRAM ADMINISTRATOR	221	E	29.27	46.83	3%
K30	ENGINEERING TECHNICIAN I	114	N	15.16	21.38	3%
K32	ENGINEERING TECHNICIAN II	117	N	17.55	24.76	3%
P32	ENGINEERING TECHNICIAN, SENIOR	120	N	20.31	28.65	3%
F56	ENVIRONMENTAL MANAGEMENT DIRECTOR	307	E	48.55	80.11	3%
D56	ENVIRONMENTAL PROGRAM MANAGER	222	E	30.73	49.17	3%
K19	ENVIRONMENTAL SPECIALIST	120	N	20.31	28.65	3%
B57	ENVIRONMENTAL SPECIALIST, SENIOR	217	E	24.09	38.54	3%
G56	ENVIRONMENTAL SUPERVISOR	220	E	27.88	44.61	3%
B54	EPIDEMIOLOGIST	215	E	21.85	34.96	3%
G52	EPIDEMIOLOGY COORDINATOR	219	E	26.55	42.48	3%
B52	EPIDEMIOLOGY SPECIALIST	211	E	17.98	28.77	3%
K73	EQUIPMENT COORDINATOR	117	N	17.55	24.76	3%
N25	EQUIPMENT OPERATOR	113	N	14.44	20.37	3%
P27	EQUIPMENT OPERATOR, SENIOR	114	N	15.16	21.38	3%
P41	EQUIPMENT SERVICES CREWLEADER	119	N	19.34	27.28	3%
F41	EQUIPMENT SERVICES DIRECTOR	309	E	53.38	88.08	3%
G43	EQUIPMENT SERVICES MANAGER	220	E	27.88	44.61	3%
N47	EQUIPMENT SERVICES MECHANIC I	111	N	13.09	18.46	3%
N49	EQUIPMENT SERVICES MECHANIC II	114	N	15.16	21.38	3%
P50	EQUIPMENT SERVICES MECHANIC, SENIOR	117	N	17.55	24.76	3%
A42	EQUIPMENT SERVICES SUPERVISOR	217	E	24.09	38.54	3%
K48	EQUIPMENT SERVICES TECHNICIAN	109	N	11.87	16.74	3%
F10	EXECUTIVE ASSISTANT TO THE CITY MANAGER	309	E	53.38	88.08	3%
J16	EXECUTIVE SECRETARY	116	N	16.72	23.58	3%
J18	EXECUTIVE SECRETARY TO MAYOR/COUNCIL	117	N	17.55	24.76	3%
S01	EXTRA HELP (N or E Depending on Shadow Classifica	ZZZ	N or E	varies		
D43	FACILITIES MANAGER	225	E	35.57	56.91	3%
P43	FIELD OPERATIONS CREWLEADER	117	N	17.55	24.76	3%
D44	FIELD OPERATIONS SUPERINTENDENT	221	E	29.27	46.83	3%
A45	FIELD OPERATIONS SUPERVISOR	217	E	24.09	38.54	3%

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J34	FIELD SERVICES REPRESENTATIVE	112	N	13.75	19.39	3%
F14	FINANCE DIRECTOR	309	E	53.38	88.08	3%
G11	FINANCIAL REPORTING COORDINATOR	220	E	27.88	44.61	3%
D19	FINANCIAL SERVICES MANAGER	223	E	32.27	51.63	3%
Y05	FIRE BATTALION CHIEF	Y05	E	42.30	46.64	3%
S98	FIRE CADET	ZZZ	N	9.98	9.98	3%
Y04	FIRE CAPTAIN	Y04	N	38.69	40.62	3%
F72	FIRE CHIEF	309	E	53.38	88.08	3%
Y11	FIRE DEPUTY CHIEF	Y11	E	50.23	55.38	3%
Y02	FIRE ENGINEER	Y02	N	31.15	32.71	3%
Y01	FIRE FIGHTER	Y01	N	23.07	29.44	3%
Y03	FIRE LIEUTENANT	Y03	N	34.53	36.26	3%
C41	FIRE PROTECTION SPECIALIST	218	E	25.29	40.46	3%
Y17	FIRE TRAINEE	Y17	N	17.91	17.91	3%
F11	FIRST ASSISTANT CITY MANAGER	314	E	64.43	106.31	3%
J86	FOOD AND BEVERAGE ATTENDANT	100	N	7.65	10.79	3%
J87	FOOD AND BEVERAGE ATTENDANT, SENIOR	104	N	9.30	13.12	3%
D28	FORENSIC DIVISION MANAGER	222	E	30.73	49.17	3%
C72	FORENSIC SCIENTIST	215	E	21.85	34.96	3%
C74	FORENSIC SCIENTIST, SENIOR	218	E	25.29	40.46	3%
N56	GARDENER	112	N	13.75	19.39	3%
P56	GARDENER, SENIOR	114	N	15.16	21.38	3%
D95	GAS WELL LEASE MANAGER	222	E	30.73	49.17	3%
J88	GOLF CART ATTENDANT	100	N	7.65	10.79	3%
D66	GOLF COURSE MAINT/OPERATIONS SUPERINTENDENT	221	E	29.27	46.83	3%
A63	GOLF PROFESSIONAL	216	E	22.94	36.70	3%
J82	GOLF SHOP ATTENDANT	109	N	11.87	16.74	3%
J91	GOLF SHOP CLERK	102	N	8.44	11.90	3%
F04	GOVERNMENTAL AFFAIRS COORDINATOR	307	E	48.55	80.11	3%
G15	GOVERNMENTAL AFFAIRS LIAISON	226	E	37.35	59.76	3%
C43	GRADUATE ENGINEER	217	E	24.09	38.54	3%
D08	GRANTS MANAGER	221	E	29.27	46.83	3%
B60	GRANTS SPECIALIST	213	E	19.82	31.71	3%
K12	GRAPHIC ARTIST	117	N	17.55	24.76	3%
K24	GRAPHIC ARTIST, SENIOR	119	N	19.34	27.28	3%
N58	GREENHOUSE ATTENDANT	112	N	13.75	19.39	3%
G34	GROUND TRANSPORTATION COORDINATOR	218	E	25.29	40.46	3%
S82	HEAD LIFEGUARD	ZZZ	N	9.27	10.30	3%
D52	HEALTH INFORMATION ASSESSMENT MANAGER	220	E	27.88	44.61	3%
D54	HEALTH OUTREACH MANAGER	220	E	27.88	44.61	3%
AJ7	HEARING OFFICER	213	E	19.82	31.71	3%
N70	HELICOPTER MECHANIC	122	N	22.40	31.60	3%
K70	HELICOPTER PILOT	122	N	22.40	31.60	3%
B69	HISTORICAL CURATOR	214	E	20.81	33.30	3%
W60	HORSE TRAINER	112	N	13.75	19.39	3%
D65	HORTICULTURE SUPERINTENDENT	221	E	29.27	46.83	3%
B05	HOUSING DEVELOPMENT SPECIALIST	216	E	22.94	36.70	3%
F47	HOUSING DIRECTOR	309	E	53.38	88.08	3%
D29	HOUSING PROGRAM MANAGER	222	E	30.73	49.17	3%
G29	HOUSING PROGRAM SUPERVISOR	216	E	22.94	36.70	3%
K23	HOUSING REHABILITATION TECHNICIAN I	114	N	15.16	21.38	3%
K25	HOUSING REHABILITATION TECHNICIAN II	116	N	16.72	23.58	3%
C25	HRI SPECIALIST	105	E	20.81	35.38	3%
D80	HUMAN RELATIONS MANAGER	222	E	30.73	49.17	3%
B41	HUMAN RELATIONS SPECIALIST	216	E	22.94	36.70	3%

KEY	TITLE/CLASSIFICATION	GRADE	FLSA	Minimum	Maximum	Range Adjustment
B42	HUMAN RELATIONS SPECIALIST, SENIOR	218	E	25.29	40.46	3%
B21	HUMAN RESOURCES ANALYST	215	E	21.85	34.96	3%
B23	HUMAN RESOURCES ANALYST, SENIOR	217	E	24.09	38.54	3%
B25	HUMAN RESOURCES CONSULTANT	220	E	27.88	44.61	3%
G25	HUMAN RESOURCES COORDINATOR	220	E	27.88	44.61	3%
F25	HUMAN RESOURCES DIRECTOR	309	E	53.38	88.08	3%
D23	HUMAN RESOURCES MANAGER	223	E	32.27	51.63	3%
G67	HUMAN SERVICES COORDINATOR	215	E	21.85	34.96	3%
D68	HUMAN SERVICES MANAGER	220	E	27.88	44.61	3%
K10	HUMAN SERVICES SPECIALIST	115	N	15.92	22.46	3%
B33	HUMAN SERVICES SPECIALIST, SENIOR	211	E	17.98	28.77	3%
W62	IDENTIFICATION TECHNICIAN	113	N	14.44	20.37	3%
W63	IDENTIFICATION TECHNICIAN, SENIOR	115	N	15.92	22.46	3%
N07	INDUSTRIAL SEWING TECHNICIAN	112	N	13.75	19.39	3%
C04	INFRASTRUCTURE QUALITY CONTROL SPECIALIST	217	E	24.09	38.54	3%
A99	INSTRUMENTATION/ELECTRICAL SUPERVISOR	216	E	22.94	36.70	3%
K90	INSTRUMENTATION/ELECTRICAL TECHNICIAN	116	N	16.72	23.58	3%
P94	INSTRUMENTATION/ELECTRICAL TECHNICIAN, SENIOR	118	N	18.43	25.99	3%
W64	INTOXILYZER OPERATOR	113	N	14.44	20.37	3%
G78	IT BUSINESS PLANNER	109	E	25.29	42.99	3%
G79	IT BUSINESS PLANNER, SENIOR	111	E	27.88	47.40	3%
G81	IT BUSINESS SYSTEMS COORDINATOR	109	E	25.29	42.99	3%
G83	IT COMMUNICATIONS CONSULTANT	107	E	22.94	39.00	3%
K85	IT COMMUNICATIONS TECHNICIAN	119	N	19.34	27.28	3%
P87	IT COMMUNICATIONS TECHNICIAN, SENIOR	121	N	21.33	30.09	3%
G80	IT LEAD BUSINESS PLANNER	113	E	30.73	52.24	3%
C90	IT LEAD PROGRAMMER/ANALYST	113	E	30.73	52.24	3%
K81	IT OPERATIONS SPECIALIST	112	N	13.75	19.39	3%
P83	IT OPERATIONS SPECIALIST, SENIOR	116	N	16.72	23.58	3%
K79	IT PC SUPPORT SPECIALIST	118	N	18.43	25.99	3%
C85	IT PROGRAMMER/ANALYST I	104	E	19.82	33.69	3%
C87	IT PROGRAMMER/ANALYST II	107	E	22.94	39.00	3%
C89	IT PROGRAMMER/ANALYST, SENIOR	110	E	26.55	45.14	3%
G86	IT PROJECT CONSULTANT	114	E	32.27	54.86	3%
G88	IT QUALITY ASSURANCE COORDINATOR	110	E	26.55	45.14	3%
K83	IT SERVICES SPECIALIST	116	N	16.72	23.58	3%
K84	IT SERVICES SPECIALIST, SENIOR	118	N	18.43	25.99	3%
F80	IT SOLUTIONS DIRECTOR	309	E	53.38	88.08	3%
D81	IT SOLUTIONS MANAGER	113	E	30.73	52.24	3%
D83	IT SOLUTIONS MANAGER, SENIOR	114	E	32.27	54.86	3%
A81	IT SOLUTIONS SUPERVISOR	213	E	19.82	31.71	3%
C81	IT TECHNICAL SUPPORT ANALYST I	103	E	18.88	32.10	3%
C83	IT TECHNICAL SUPPORT ANALYST II	106	E	21.85	37.15	3%
C84	IT TECHNICAL SUPPORT ANALYST, SENIOR	109	E	25.29	42.99	3%
K88	IT TECHNICIAN	112	N	13.75	19.39	3%
S60	JOB CARVING - OFFICE AIDE I	ZZZ	N	7.47	7.47	3%
S61	JOB CARVING - OFFICE AIDE II	ZZZ	N	8.24	8.24	3%
S62	JOB CARVING - SR OFFICE AIDE	ZZZ	N	9.06	9.06	3%
K07	JURY COORDINATOR	115	N	15.92	22.46	3%
D93	LABOR RELATIONS MANAGER	223	E	32.27	51.63	3%
K55	LABORATORY ASST	111	N	13.09	18.46	3%
G54	LABORATORY SUPERVISOR	217	E	24.09	38.54	3%
C92	LAKE WORTH COORDINATOR	217	E	24.09	38.54	3%
B38	LAND AGENT	215	E	21.85	34.96	3%
B40	LAND AGENT, SENIOR	218	E	25.29	40.46	3%

KEY	TITLE/CLASSIFICATION	GRADE	FLSA	Minimum	Maximum	Range Adjustment
C53	LANDSCAPE ARCHITECT	215	E	21.85	34.96	3%
G63	LANDSCAPE ARCHITECT SUPERVISOR	220	E	27.88	44.61	3%
C55	LANDSCAPE ARCHITECT, SENIOR	217	E	24.09	38.54	3%
W66	LATENT PRINT TECHNICIAN	116	N	16.72	23.58	3%
J10	LEGAL SECRETARY	114	N	15.16	21.38	3%
B83	LIBRARIAN	212	E	18.88	30.21	3%
D69	LIBRARIAN MANAGER	221	E	29.27	46.83	3%
G70	LIBRARIAN SUPERVISOR	218	E	25.29	40.46	3%
B85	LIBRARIAN, SENIOR	215	E	21.85	34.96	3%
K78	LIBRARY ASSISTANT I	113	N	14.44	20.37	3%
K86	LIBRARY ASSISTANT II	115	N	15.92	22.46	3%
F83	LIBRARY DIRECTOR	309	E	53.38	88.08	3%
B87	LIBRARY MATERIALS COORDINATOR	219	E	26.55	42.48	3%
J83	LIBRARY PAGE	107	N	10.76	15.18	3%
S81	LIFEGUARD	ZZZ	N	8.50	9.53	3%
K26	LOAN SERVICES REPRESENTATIVE	117	N	17.55	24.76	3%
B03	LOAN SERVICES REPRESENTATIVE, SENIOR	213	E	19.82	31.71	3%
D07	M/WBE PROGRAM COORDINATOR	219	E	26.55	42.48	3%
N20	MAINTENANCE WORKER	109	N	11.87	16.74	3%
P21	MAINTENANCE WORKER, SENIOR	110	N	12.46	17.58	3%
B14	MANAGEMENT ANALYST I	213	E	19.82	31.71	3%
B16	MANAGEMENT ANALYST II	217	E	24.09	38.54	3%
D21	MANAGEMENT ANALYST, SENIOR	221	E	29.27	46.83	3%
O01	MAYOR	ZZZ	E	29,000/yr	29,000/yr	
O02	MAYOR PRO TEM	ZZZ	E	25,000/yr	25,000/yr	
K35	MEDIA SERVICES SPECIALIST	117	N	17.55	24.76	3%
N90	METER SERVICES TECHNICIAN	112	N	13.75	19.39	3%
B61	MICROBIOLOGIST	213	E	19.82	31.71	3%
B63	MICROBIOLOGIST, SENIOR	216	E	22.94	36.70	3%
F30	MUNICIPAL COURT SERVICES DIRECTOR	307	E	48.55	80.11	3%
AJ5	MUNICIPAL JUDGE	222	E	30.73	49.17	3%
B70	NATURAL SCIENTIST	214	E	20.81	33.30	3%
B72	NATURAL SCIENTIST SUPERVISOR	217	E	24.09	38.54	3%
D51	NATURE CENTER MANAGER	221	E	29.27	46.83	3%
J03	OFFICE ASSISTANT I	108	N	11.30	15.94	3%
J05	OFFICE ASSISTANT II	109	N	11.87	16.74	3%
F60	PARKS/COMMUNITY SERVICES DIRECTOR	309	E	53.38	88.08	3%
J45	PARTS EXPEDITER	113	N	14.44	20.37	3%
A18	PARTS/MATERIALS SUPERVISOR	214	E	20.81	33.30	3%
N69	PESTICIDE APPLICATOR	112	N	13.75	19.39	3%
C57	PLANNER	214	E	20.81	33.30	3%
C59	PLANNER, SENIOR	219	E	26.55	42.48	3%
F57	PLANNING AND DEVELOPMENT DIRECTOR	307	E	48.55	80.11	3%
K14	PLANNING ASST	116	N	16.72	23.58	3%
D58	PLANNING MANAGER	221	E	29.27	46.83	3%
K34	PLANS EXAMINER	119	N	19.34	27.28	3%
A32	PLANS EXAMINER SUPERVISOR	216	E	22.94	36.70	3%
P36	PLANS EXAMINER, SENIOR	121	N	21.33	30.09	3%
S99	POLICE CADET	ZZZ	N	9.98	9.98	3%
X09	POLICE CAPTAIN	X09	E	set by contract		
F70	POLICE CHIEF	309	E	53.38	88.08	3%
X04	POLICE CORPORAL	X04	N	set by contract		
X10	POLICE DEPUTY CHIEF	X10	E	set by contract		
G07	POLICE EMPLOYMENT SPECIALIST	216	E	22.94	36.70	3%
X08	POLICE LIEUTENANT	X08	N	set by contract		

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KEY	TITLE/CLASSIFICATION	GRADE	FLSA	Minimum	Maximum	Range Adjustment
X03	POLICE OFFICER	X03	N	set by contract		
W68	POLICE RANGE TECHNICIAN	110	N	12.46	17.58	3%
X07	POLICE SERGEANT	X07	N	set by contract		
X17	POLICE TRAINEE	X17	N	17.97	17.97	3%
W70	POLYGRAPH EXAMINER	124	N	24.70	34.84	3%
S80	POOL ATTENDANT	ZZZ	N	7.47	8.50	3%
S89	POOL/LIFEGUARD MANAGER	ZZZ	N	11.59	12.62	3%
C45	PROFESSIONAL ENGINEER	220	E	27.88	44.61	3%
C49	PROFESSIONAL ENGINEER, SENIOR	223	E	32.27	51.63	3%
N14	PROPERTY CONTROL ATTENDANT	112	N	13.75	19.39	3%
J43	PROPERTY CONTROL SPECIALIST	113	N	14.44	20.37	3%
P74	PROPERTY CONTROL SPECIALIST, SENIOR	115	N	15.92	22.46	3%
A16	PROPERTY CONTROL SUPERVISOR	213	E	19.82	31.71	3%
C30	PROSECUTING ATTORNEY	219	E	26.55	42.48	3%
G32	PUBLIC EDUCATION PROGRAM COORDINATOR	216	E	22.94	36.70	3%
B34	PUBLIC EDUCATION SPECIALIST	212	E	18.88	30.21	3%
N78	PUBLIC EVENTS ATTENDANT	108	N	11.30	15.94	3%
P78	PUBLIC EVENTS COORDINATOR	118	N	18.43	25.99	3%
D79	PUBLIC EVENTS MANAGER	219	E	26.55	42.48	3%
F78	PUBLIC FACILITIES/EVENTS DIRECTOR	309	E	53.38	88.08	3%
F50	PUBLIC HEALTH DIRECTOR	309	E	53.38	88.08	3%
W12	PUBLIC SAFETY COMMUNICATOR I	113	N	14.44	20.37	3%
W13	PUBLIC SAFETY COMMUNICATOR II	116	N	16.72	23.58	3%
W15	PUBLIC SAFETY COMMUNICATOR, SENIOR	119	N	19.34	27.28	3%
D72	PUBLIC SAFETY SUPPORT MANAGER	223	E	32.27	51.63	3%
D16	PURCHASING MANAGER	223	E	32.27	51.63	3%
G18	PURCHASING SUPERVISOR	216	E	22.94	36.70	3%
B65	QUALITY CONTROL SPECIALIST	213	E	19.82	31.71	3%
D40	REAL PROPERTY MANAGER	222	E	30.73	49.17	3%
C18	RECORDS ANALYST	213	E	19.82	31.71	3%
C19	RECORDS ANALYST, SENIOR	215	E	21.85	34.96	3%
D18	RECORDS MANAGER	222	E	30.73	49.17	3%
B78	RECREATION PROGRAMMER	209	E	16.30	26.08	3%
B77	RECREATION PROGRAMMER, SENIOR	211	E	17.98	28.77	3%
G69	REGIONAL LIBRARIAN SUPERVISOR	219	E	26.55	42.48	3%
C51	REGISTERED ARCHITECT	218	E	25.29	40.46	3%
D90	REGULATORY/ENVIRONMENTAL COORDINATOR	222	E	30.73	49.17	3%
G38	REPROGRAPHICS COORDINATOR	216	E	22.94	36.70	3%
N03	REPROGRAPHICS TECHNICIAN	113	N	14.44	20.37	3%
P05	REPROGRAPHICS TECHNICIAN, SENIOR	116	N	16.72	23.58	3%
C21	RISK MANAGEMENT ANALYST	215	E	21.85	34.96	3%
C23	RISK MANAGEMENT ANALYST, SENIOR	218	E	25.29	40.46	3%
D20	RISK MANAGER	222	E	30.73	49.17	3%
S11	SCHOOL CROSSING GUARD	ZZZ	N	7.49	7.49	3%
S02	SCOREKEEPER	ZZZ	N	7.50 - per game		
W40	SECURITY GUARD	114	N	15.16	21.38	3%
A76	SECURITY SUPERVISOR	212	E	18.88	30.21	3%
N35	SIGNS FABRICATOR	110	N	12.46	17.58	3%
N45	SKILLED TRADES TECHNICIAN I	114	N	15.16	21.38	3%
N46	SKILLED TRADES TECHNICIAN II	116	N	16.72	23.58	3%
P47	SKILLED TRADES TECHNICIAN, SENIOR	118	N	18.43	25.99	3%
B07	SPECIAL ASSISTANT TO CITY MANAGER	213	E	19.82	31.71	3%
N79	STAGEHAND	114	N	15.16	21.38	3%
P76	STAGEHAND CREWLEADER	117	N	17.55	24.76	3%
J41	STOCK CLERK	111	N	13.09	18.46	3%

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KEY	TITLE/CLASSIFICATION	GRADE	FLSA	Minimum	Maximum	Range Adjustment
D49	STREET SERVICES MANAGER	223	E	32.27	51.63	3%
D46	SURVEY SUPERINTENDENT	220	E	27.88	44.61	3%
A47	SURVEY SUPERVISOR	217	E	24.09	38.54	3%
K40	SURVEY TECHNICIAN	112	N	13.75	19.39	3%
P45	SURVEY TECHNICIAN, SENIOR	116	N	16.72	23.58	3%
G04	TEEN COURT COORDINATOR	210	E	17.12	27.39	3%
P68	TOP HAND	116	N	16.72	23.58	3%
D48	TPW SUPERINTENDENT	221	E	29.27	46.83	3%
W32	TRAFFIC CONTROL SUPERVISOR	120	N	20.31	28.65	3%
W30	TRAFFIC CONTROL TECHNICIAN	112	N	13.75	19.39	3%
N33	TRAFFIC SERVICES WORKER	109	N	11.87	16.74	3%
P52	TRAFFIC SYSTEMS CREWLEADER	119	N	19.34	27.28	3%
A49	TRAFFIC SYSTEMS SUPERVISOR	216	E	22.94	36.70	3%
N30	TRAFFIC SYSTEMS TECHNICIAN I	112	N	13.75	19.39	3%
N32	TRAFFIC SYSTEMS TECHNICIAN II	116	N	16.72	23.58	3%
B92	TRAINING SPECIALIST	213	E	19.82	31.71	3%
D39	TRANSPORTATION MANAGER	223	E	32.27	51.63	3%
F49	TRANSPORTATION/PUBLIC WORKS DIRECTOR	309	E	53.38	88.08	3%
D25	UTILITY ADMINISTRATOR	223	E	32.27	51.63	3%
K46	UTILITY LINE TECHNICIAN	114	N	15.16	21.38	3%
C94	UTILITY RATE ANALYST	214	E	20.81	33.30	3%
C96	UTILITY RATE ANALYST, SENIOR	219	E	26.55	42.48	3%
C38	VETERINARIAN	215	E	21.85	34.96	3%
K64	VETERINARIAN TECHNICIAN	113	N	14.44	20.37	3%
G36	VICTIM ASSISTANCE COORDINATOR	218	E	25.29	40.46	3%
B35	VICTIM ASSISTANCE SPECIALIST	210	E	17.12	27.39	3%
B36	VICTIM ASSISTANCE SPECIALIST, SENIOR	212	E	18.88	30.21	3%
G99	VITAL STATISTICS REGISTRAR	216	E	22.94	36.70	3%
C09	VOLUNTEER COORDINATOR	210	E	17.12	27.39	3%
F90	WATER DIRECTOR	309	E	53.38	88.08	3%
N88	WATER METER READER	110	N	12.46	17.58	3%
D98	WATER QUALITY MANAGER	220	E	27.88	44.61	3%
S84	WATER SAFETY INSTRUCTOR	ZZZ	N	10.30	11.33	3%
G90	WATER SERVICES SUPERVISOR	217	E	24.09	38.54	3%
N94	WATER SYSTEMS MECHANIC I	111	N	13.09	18.46	3%
N96	WATER SYSTEMS MECHANIC II	114	N	15.16	21.38	3%
A98	WATER SYSTEMS MECHANIC SUPERVISOR	214	E	20.81	33.30	3%
P98	WATER SYSTEMS MECHANIC, SENIOR	116	N	16.72	23.58	3%
A94	WATER SYSTEMS PLANT SUPERVISOR	216	E	22.94	36.70	3%
K94	WATER SYSTEMS SAMPLER	114	N	15.16	21.38	3%
D96	WATER SYSTEMS SUPERINTENDENT	222	E	30.73	49.17	3%
K96	WATER SYSTEMS TECHNICIAN I	111	N	13.09	18.46	3%
K98	WATER SYSTEMS TECHNICIAN II	114	N	15.16	21.38	3%
P96	WATER SYSTEMS TECHNICIAN, SENIOR	117	N	17.55	24.76	3%
G02	WEB MANAGING EDITOR	218	E	25.29	40.46	3%
S08	YOUTH GAME OFFICIAL	ZZZ	N	15.00 per game		

FORT WORTH

