

City of Kingsville Classification Compensation Plan FY 2021-2022 Non-Exempt Wage Schedule

Class

C02	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
			\$ 12.00	\$ 12.36	\$ 12.73	\$ 13.11
	Custodian		Plant Helper			
	Golf Pro Shop Attendant		Recycling Technician			
	Kennel Attendant		Utility Worker			
	Maintenance Worker					

C03	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
		\$ 12.12	\$ 12.48	\$ 12.86	\$ 13.24	\$ 13.64
	Customer Service Representative I					
	Evidence Clerk					

C04	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 12.23	\$ 12.60	\$ 12.98	\$ 13.37	\$ 13.77	\$ 14.18
	Animal Care Attendant			Permit Technician		
	Customer Service Representative II			Pump Operator		
	Equipment Operator I					

C05	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 12.72	\$ 13.11	\$ 13.50	\$ 13.90	\$ 14.32	\$ 14.75
	Animal Services Specialist			Services Technician		
	Inventory Clerk					

C06	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 8</i>
	\$ 13.23	\$ 13.63	\$ 14.04	\$ 14.46	\$ 14.89	\$ 15.34	\$ 16.26
	Customer Billing Specialist			GIS Technician			
	Deputy Clerk			Meter Reader Technician			
	Engineering Technician						

Step 7 & 8 available to employees in these steps as of October 1, 2016

C07	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 13.76	\$ 14.18	\$ 14.60	\$ 15.04	\$ 15.49	\$ 15.95
	Administrative Assistant I					

C08	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 14.31	\$ 14.74	\$ 15.18	\$ 15.64	\$ 16.11	\$ 16.59

C09	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 8</i>
	\$ 14.89	\$ 15.33	\$ 15.79	\$ 16.27	\$ 16.75	\$ 17.26	\$ 18.29
	A/P Specialist			Equipment Operator II			
	Accounting Assistant			Help Desk Technician			
	Administrative Assistant II			Water/Wastewater Operator			

Step 7 & 8 available to employees in these steps as of October 1, 2016

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C10	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 15.48	\$ 15.95	\$ 16.42	\$ 16.92	\$ 17.42	\$ 17.95
Administrative Coordinator			Payroll Specialist			
Human Resource Specialist			Telecommunications Operator (From C08)			
Lab Technician						

C11	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 16.10	\$ 16.58	\$ 17.08	\$ 17.59	\$ 18.12	\$ 18.66
Building Inspector			Equipment Operator III			
Code Compliance Inspector			Paralegal			

C12	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 16.74	\$ 17.25	\$ 17.76	\$ 18.30	\$ 18.85	\$ 19.41
Maintenance Technician						
Welder/Fabricator						

C13	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 17.41	\$ 17.94	\$ 18.47	\$ 19.03	\$ 19.60	\$ 20.19

C14	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 18.11	\$ 18.65	\$ 19.21	\$ 19.79	\$ 20.38	\$ 21.00
Foreman			Lead Telecommunications Operator			
Lead Maintenance Technician						

C15	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 18.84	\$ 19.40	\$ 19.98	\$ 20.58	\$ 21.20	\$ 21.84
Crime Scene Specialist						
Health Inspector I						

C16	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 19.59	\$ 20.18	\$ 20.78	\$ 21.40	\$ 22.05	\$ 22.71
Engineer's Assistant						

C17	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
	\$ 20.37	\$ 20.98	\$ 21.61	\$ 22.26	\$ 22.93	\$ 23.62
Health Inspector II						

OTHER POSITIONS	Min	
	\$ 9.00	

Seasonal/Temporary Employees

Example of positions include: Pool Manager/Attendants/Instructors/Lifeguards, Recreational Assistants, etc.

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Step increases are calculated from Step placement at time of hire. Employees progress to the next Step upon completion of 1 year, 3 year, 6th year, 10th year and 15th year or until reach Step 6. Steps 7 & Step 8 are limited to employees in those steps as of October 1, 2016.

The hourly chart shall be relevant to all non-exempt, non-civil service employees maintaining a position in the same CLASS, unless otherwise approved by the City Manager.

CERTIFICATION PAY - NON-EXEMPT AND EXEMPT EMPLOYEES (EXCLUDES CIVIL SERVICE PERSONNEL)

* Rounding may be required for payroll purposes.

<u>Per Pay</u>	<u>Agency</u>	<u>Level/Class</u>
\$ 11.54	TCFP - Fire Inspector TCFP - Fire Instructor	
\$ 13.85	DSHS-Animal Control EPA - Refrigerant Recovery and Recycling FMCSA - Brake Inspectors TCFP - Fire Investigator TCFP - Fire Officer TCEQ TCEQ TCEQ - Backflow Prevention Assembly Tester TCEQ - Landscape Irrigator TCEQ - Landscape Technician TCEQ - Underground Storage Tank TMCEC - MC Deputy TXDPS - Hazardous Material Endorsement TXDPS	Basic Authorized EPA Section 609 Approved Authorized FMCSA 49CRF 396.25 1 D I CDL
\$ 16.00	TDLR -Code Enforcement Officer TMCEC - MC Deputy PARALEGAL	Basic II
\$ 18.47	TCEQ TDA - Pesticide Applicator	C License
\$ 25.39	TCEQ TCEQ TCOLE - Telecommunications	II B License

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\$ 39.24	TCEQ	III
	TCEQ	A
	TCOLE - Telecommunications	Advanced
	GFOA	CGFO
	IIMC	CMC
	SHRM	SCP

\$ 46.15	TCOLE - Telecommunications	Master
	TCOLE - Police	Master
	TCFP - Firefighter	Master
	CPA	
	TMCC	TRMC
	HRCI	SPHR

LONGEVITY PROGRAM - \$ 5 per month per year of service - maximum 25 years

**City of Kingsville Classification Compensation Plan
FY 2021-2022 EXEMPT Wage Schedule**

	Minimum	Midpoint	Maximum
EXECUTIVE OFFICER – 1 City Manager	\$ 133,025	\$ 160,474	\$ 187,924
EXECUTIVE OFFICER - 2 City Attorney Municipal Court Judge	\$ 101,352	\$ 134,081	\$ 166,809
EXEMPT CLASS - 1 City Engineer Finance Director	\$ 82,035	\$ 99,437	\$ 116,837
Fire Chief Police Chief			
EXEMPT CLASS - 2 Assistant City Attorney Economic Development Director	\$ 78,608	\$ 94,702	\$ 111,274
Public Works Director Planning & Development Services Director			
EXEMPT CLASS - 3 Human Resources Director Parks and Recreation Director	\$ 67,490	\$ 81,806	\$ 96,122
Tourism Services Director			
EXEMPT CLASS - 4 Health Director	\$ 64,277	\$ 77,912	\$ 91,546
EXEMPT CLASS - 5 City Secretary Information Technology Manager	\$ 58,301	\$ 70,668	\$ 83,034
Public Information Officer Risk Manager			
EXEMPT CLASS - 6 Accounting Manager Building Official Capital Improvements Manager Golf Course Superintendent	\$ 50,362	\$ 61,045	\$ 71,729
Parks Manager Purchasing & Facilities Manager Public Works Supervisor			
EXEMPT CLASS - 7 Collection's Supervisor Communication's Supervisor Municipal Court Supervisor Senior Planner/Historic Preservation Officer (HPO)	\$ 45,680	\$ 55,369	\$ 65,059
Staff Accountant Systems Specialist			
EXEMPT CLASS - 8 Special Events/Downtown Manager	\$ 36,000	\$ 44,500	\$ 53,000

EXEMPT CLASS STEP PROGRAM - ANNIVERSARY INCREASES BASED ON CURRENT POSITION

1ST YEAR	3%	15TH YEAR	3%
3RD YEAR	3%	20TH YEAR	3%
6TH YEAR	3%	25TH YEAR	3%
10TH YEAR	3%		

LONGEVITY PROGRAM

\$ 5 per month per year of service