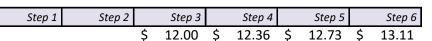
Class

C02



Custodian

Plant Helper

Golf Pro Shop Attendant

Recycling Technician

Kennel Attendant

Utility Worker

Maintenance Worker

C03

Step 1		Step 2		Step 3		Step 4		Step 5		Step 6
-	Ś	12.12	Ś	12.48	Ś	12.86	Ś	13.24	Ś	13.64

Customer Service Representative I

Evidence Clerk

CO4

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$	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

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6
Ś	12.72	Ś	13.11	Ś	13.50	Ś	13.90	Ś	14.32	Ś	14.75

Animal Services Specialist

Services Technician

Inventory Clerk

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

C06

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		Step 8
\$	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

C07

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$	13.76	\$ 14.18	\$ 14.60	\$ 15.04	\$ 15.49	\$ 15.95

Administrative Assistant I

C08

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6
5	14.31	Ś	14.74	Ś	15.18	Ś	15.64	S	16.11	Ś	16.59

C09

								Ste	p7&8	available to employees	in
								th	ese ste	ps as of October 1, 201	6
	Step	1	Step 2	Step 3	Step 4	Step 5	Step 6			Ste	p 8
_	14.89)	\$ 15.33	\$ 15.79	\$ 16.27	\$ 16.75	\$ 17.26		\$	18.2	9

A/P Specialist

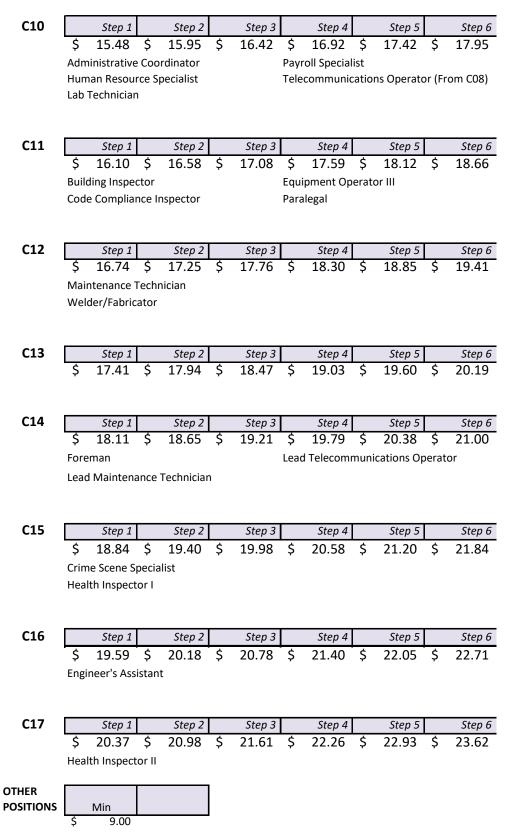
Equipment Operator II

Accounting Assistant

Help Desk Technician

Administrative Assistant II

Water/Wastewater Operator



Seasonal/Temporary Employees

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

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

\$ 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

		M	linimum	N	lidpoint	М	aximum
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	Fire Chief Police Chief	\$	82,035	\$	99,437	\$	116,837
EXEMPT CLASS - 2 Assistant City Attorney Economic Development Director	Public Works Director Planning & Development Service	\$ es D	78,608	\$	94,702	\$	111,274
EXEMPT CLASS - 3 Human Resources Director Parks and Recreation Director	Tourism Services Director	\$	67,490	\$	81,806	\$	96,122
EXEMPT CLASS - 4 Health Director		\$	64,277	\$	77,912	\$	91,546
EXEMPT CLASS - 5 City Secretary Information Technology Manager	Public Information Officer Risk Manager	\$	58,301	\$	70,668	\$	83,034
EXEMPT CLASS - 6 Accounting Manager Building Official Capital Improvements Manager Golf Course Superintendent	Parks Manager Purchasing & Facilities Manage Public Works Supervisor	\$ r	50,362	\$	61,045	\$	71,729
EXEMPT CLASS - 7 Collection's Supervisor Communication's Supervisor Municipal Court Supervisor Senior Planner/Historic Preservation C	Staff Accountant Systems Specialist Officer (HPO)	\$	45,680	\$	55,369	\$	65,059
EXEMPT CLASS - 8 Special Events/Downtown Manager		\$	36,000	\$	44,500	\$	53,000
City Secretary Information Technology Manager EXEMPT CLASS - 6 Accounting Manager Building Official Capital Improvements Manager Golf Course Superintendent EXEMPT CLASS - 7 Collection's Supervisor Communication's Supervisor Municipal Court Supervisor Senior Planner/Historic Preservation C	Parks Manager Purchasing & Facilities Manage Public Works Supervisor Staff Accountant Systems Specialist	\$ r \$	50,362 45,680	\$	61,045 55,369	\$	71,729 65,059

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 VEAR	3%		

LONGEVITY PROGRAM

\$ 5 per month per year of service