

CITY OF KINGSVILLE CLASIFICATION AND COMPENSATION PLAN

FY 2022-2023 NON-EXEMPT WAGE SCHEDULE

COLA = 4% increase

Class

C03

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		\$13.00	\$ 13.37	\$ 13.77	\$ 14.19

Custodian	Maintenance Worker
Customer Service Representative I	Plant Helper
Golf Pro Shop Attendant	Recycling Technician
Kennel Attendant	Utility Worker

C04

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		\$ 13.50	\$ 13.90	\$ 14.32	\$ 14.75

Animal Care Attendant	Evidence Clerk
Customer Service Representative II	Intake & Placement Specialist
Equipment Operator I	Pump Operator

C05

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	\$ 13.63	\$ 14.04	\$ 14.46	\$ 14.89	\$ 15.34

Inventory Clerk	Services Technician
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C06

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

Animal Services Specialist	GIS Technician
Deputy Clerk	Meter Reader Technician
Engineering Technician	Recreation Coordinator

C07

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$ 14.31	\$ 14.75	\$ 15.18	\$ 15.64	\$ 16.11	\$ 16.59

Administrative Assistant I	Customer Billing Specialist I
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C08

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$ 14.88	\$ 15.33	\$ 15.79	\$ 16.27	\$ 16.75	\$ 17.25

C09

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	employees in these steps	
\$ 15.49	\$ 15.94	\$ 16.42	\$ 16.92	\$ 17.42	\$ 17.95		Step 8
							\$ 19.02

A/P Specialist	Equipment Operator II
Accounting Assistant	Help Desk Technician
Administrative Assistant II	Water/Wastewater Operator
Customer Billing Specialist II	

C10

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$ 16.10	\$ 16.59	\$ 17.08	\$ 17.60	\$ 18.12	\$ 18.67

Administrative Coordinator	Payroll Specialist
Human Resource Specialist	Telecommunications Operator
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>
	\$ 16.74	\$ 17.24	\$ 17.76	\$ 18.29	\$ 18.84	\$ 19.41

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>
	\$ 17.41	\$ 17.94	\$ 18.47	\$ 19.03	\$ 19.60	\$ 20.19

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>
	\$ 18.11	\$ 18.66	\$ 19.21	\$ 19.79	\$ 20.38	\$ 21.00

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>
	\$ 18.83	\$ 19.40	\$ 19.98	\$ 20.58	\$ 21.20	\$ 21.84

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>
	\$ 19.59	\$ 20.18	\$ 20.78	\$ 21.40	\$ 22.05	\$ 22.71

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>
	\$ 20.37	\$ 20.99	\$ 21.61	\$ 22.26	\$ 22.93	\$ 23.62

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>
	\$ 21.18	\$ 21.82	\$ 22.47	\$ 23.15	\$ 23.85	\$ 24.56

Health Inspector II

**OTHER
POSITIONS**

Min	
\$ 9.00	

Seasonal/Temporary Employees

Example of positions include: Pool Manager/Attendants/Instructors/Lifeguards,
Recreation 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 years, 6th year, 10th, year and 15th year or until reach Step 6. Steps 7 & 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.

Per Pay

<u>Period</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
\$ 39.24	TCEQ TCEQ TCOLE - Telecommunications GFOA IIMC SHRM	III A Advanced CGFO CMC SCP
\$ 46.15	TCOLE - Telecommunications TCOLE - Police TCFP - Firefighter CPA TMCC HRCI	Master Master Master TRMC SPHR

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

City of Kingsville Classification & Compensation Plan

FY 2022-2023 EXEMPT Wage Schedule

COLA = 4% increase			
	Minimum	Midpoint	Maximum
EXECUTIVE OFFICER – 1	\$ 138,346	\$ 166,893	\$ 195,441
City Manager			
EXECUTIVE OFFICER - 2	\$ 105,406	\$ 139,444	\$ 173,481
City Attorney			
Municipal Court Judge			
EXEMPT CLASS - 1	\$ 85,316	\$ 103,414	\$ 121,510
City Engineer	Fire Chief		
Finance Director	Police Chief		
EXEMPT CLASS - 2	\$ 81,752	\$ 98,490	\$ 115,725
Assistant City Attorney	Public Works Director		
Economic Development Director	Planning & Development Services Director		
EXEMPT CLASS - 3	\$ 70,190	\$ 85,078	\$ 99,967
Human Resources Director	Tourism Services Director		
Parks and Recreation Director			
EXEMPT CLASS - 4	\$ 66,848	\$ 81,028	\$ 95,208
Health Director			
EXEMPT CLASS - 5	\$ 60,633	\$ 73,495	\$ 86,355
City Secretary	Public Information Officer		
Information Technology Manager	Risk Manager		
EXEMPT CLASS - 6	\$ 52,376	\$ 63,487	\$ 74,598
Accounting Manager	Parks Manager		
Building Official	Purchasing & Facilities Manager		
Capital Improvements Manager	Public Works Supervisor		
Golf Course Superintendent			
EXEMPT CLASS - 7	\$ 47,507	\$ 57,584	\$ 67,661
Collection's Supervisor	Staff Accountant		
Communication's Supervisor	Systems Specialist		
Municipal Court Supervisor			
Senior Planner/Historic Preservation Officer (HPO)			
EXEMPT CLASS - 8	\$ 37,440	\$ 46,280	\$ 55,120
Special Events/Downtown Manager			

EXEMPT CLASS STEP PROGRAM - ANNIVERSARY INCREASES BASED ON CURRENT POSITION

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

LONGEVITY PROGRAM

\$ 5 per month per year of service