

CITY OF KINGSVILLE CLASSIFICATION & COMPENSATION PLAN

FISCAL YEAR 2025-2026

Year 1: Classes = 5% & Steps=4%

Printed 9/22/25

Class #

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
11	\$15.45	\$16.07	\$16.71	\$ 17.38	\$ 18.07	\$ 18.80	\$ 19.55	\$ 20.33
Custodian					Kennel Attendant			
Customer Billing & Services Representative I					Meter Reader Technician			
Golf Pro Shop Attendant					Public Maintenance Worker			
Grounds Maintenance Worker					Utility Worker			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
12	\$ 16.22	\$ 16.87	\$ 17.55	\$ 18.25	\$ 18.98	\$ 19.74	\$ 20.53	\$ 21.35
Administrative Technician					Plant Helper			
Animal Care Attendant					Pump Operator			
Customer Billing & Services Representative II					Services Technician			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
13	\$ 17.03	\$ 17.71	\$ 18.42	\$ 19.16	\$ 19.93	\$ 20.72	\$ 21.55	\$ 22.42
Animal Services Specialist					Intake & Placement Specialist			
Customer Billing Specialist I					Light Equipment Operator			
Deputy Clerk					Recycling Technician			
Evidence Technician								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
14	\$ 17.89	\$ 18.60	\$ 19.34	\$ 20.12	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.54
Accounting Assistant					Inventory Technician			
Administrative Assistant					Lab Technician			
Code Compliance Inspector					Recreation Coordinator			
Customer Billing Specialist II					Telecommunications Operator			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
15	\$ 18.78	\$ 19.53	\$ 20.31	\$ 21.12	\$ 21.97	\$ 22.85	\$ 23.76	\$ 24.71
Administrative Coordinator					Payroll Specialist			
Engineering Technician					Welder/Fabricator			
GIS Technician					Wastewater Operator			
Heavy Equipment Operator					Water Production Operator			
Maintenance Technician								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
16	\$ 19.72	\$ 20.51	\$ 21.33	\$ 22.18	\$ 23.07	\$ 23.99	\$ 24.95	\$ 25.95
Human Resource Specialist					Safety & Training Coordinator			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
17	\$ 20.70	\$ 21.53	\$ 22.39	\$ 23.29	\$ 24.22	\$ 25.19	\$ 26.20	\$ 27.25
Health Inspector I					Lead Telecommunications Operator			
Help Desk Technician					Paralegal			
Lead Maintenance Technician					Senior Heavy Equipment Operator			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
18	\$ 21.74	\$ 22.61	\$ 23.51	\$ 24.45	\$ 25.43	\$ 26.45	\$ 27.51	\$ 28.61
Crime Scene Specialist					Foreman - Solid Waste			
Engineering Assistant					Foreman - Street			
Foreman - Landfill					Foreman - Wastewater - Plants			
Foreman - Parks & Recreation					Media & Content Specialist			
Foreman - Parks & Recreation - Golf								

19	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 22.83	\$ 23.74	\$ 24.69	\$ 25.68	\$ 26.70	\$ 27.77	\$ 28.88	\$ 30.04
Health Inspector II								
20	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 23.97	\$ 24.93	\$ 25.92	\$ 26.96	\$ 28.04	\$ 29.16	\$ 30.33	\$ 31.54
Project Engineer								
21	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 25.17	\$ 26.17	\$ 27.22	\$ 28.31	\$ 29.44	\$ 30.62	\$ 31.84	\$ 33.12
Collection's Supervisor Communications Coordinator					Municipal Court Supervisor Special Events/Downtown Manager			
22	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 26.42	\$ 27.48	\$ 28.58	\$ 29.72	\$ 30.91	\$ 32.15	\$ 33.44	\$ 34.77
Systems Administrator								
23	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 27.75	\$ 28.86	\$ 30.01	\$ 31.21	\$ 32.46	\$ 33.76	\$ 35.11	\$ 36.51
Golf Course Superintendent					Parks Manager			
24	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 29.13	\$ 30.30	\$ 31.51	\$ 32.77	\$ 34.08	\$ 35.45	\$ 36.86	\$ 38.34
Garage Supervisor Purchasing Manager Solid Waste Supervisor Street Supervisor					Wastewater Supervisor Water Production Supervisor Water Supervisor Wastewater Collections/Stormwater Supervisor			
25	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 30.59	\$ 31.81	\$ 33.09	\$ 34.41	\$ 35.79	\$ 37.22	\$ 38.71	\$ 40.25
City Secretary								
26	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 32.12	\$ 33.40	\$ 34.74	\$ 36.13	\$ 37.58	\$ 39.08	\$ 40.64	\$ 42.27
Accounting Manager					Building Official			
27	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 33.73	\$ 35.07	\$ 36.48	\$ 37.94	\$ 39.45	\$ 41.03	\$ 42.67	\$ 44.38
Capital Improvements Manager								
28	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 35.41	\$ 36.83	\$ 38.30	\$ 39.83	\$ 41.43	\$ 43.08	\$ 44.81	\$ 46.60
Economic Development Manager								
29	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 37.18	\$ 38.67	\$ 40.22	\$ 41.82	\$ 43.50	\$ 45.24	\$ 47.05	\$ 48.93
30	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 39.04	\$ 40.60	\$ 42.23	\$ 43.92	\$ 45.67	\$ 47.50	\$ 49.40	\$ 51.38
Health Director Information Technology Director					Park & Recreation Director Tourism Services Director			
31	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 40.99	\$ 42.63	\$ 44.34	\$ 46.11	\$ 47.96	\$ 49.87	\$ 51.87	\$ 53.94
32	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$ 43.04	\$ 44.76	\$ 46.56	\$ 48.42	\$ 50.35	\$ 52.37	\$ 54.46	\$ 56.64

Human Resource Director

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
33	\$ 45.20	\$ 47.00	\$ 48.88	\$ 50.84	\$ 52.87	\$ 54.99	\$ 57.19	\$ 59.47
	Planning & Development Services Director				Public Works Director			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
34	\$ 47.46	\$ 49.35	\$ 51.33	\$ 53.38	\$ 55.52	\$ 57.74	\$ 60.05	\$ 62.45
	City Engineer				Finance Director			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
35	\$ 49.83	\$ 51.82	\$ 53.89	\$ 56.05	\$ 58.29	\$ 60.62	\$ 63.05	\$ 65.57
	Fire Chief				Police Chief			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
36	\$ 52.32	\$ 54.41	\$ 56.59	\$ 58.85	\$ 61.21	\$ 63.65	\$ 66.20	\$ 68.85

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
37	\$ 54.94	\$ 57.13	\$ 59.42	\$ 61.79	\$ 64.27	\$ 66.84	\$ 69.51	\$ 72.29

Min	
\$ 10.00	

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 the following years: 1, 3, 6, 10, 15, 20, and 25th year or until reach Step 8.

The hourly chart shall be relevant to all employees (excluding executive officers and civil service employees) maintaining a position in the same CLASS, unless otherwise approved by the City Manager.

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

City of Kingsville Classification & Compensation Plan
FY 2025-2026 Executive Officer Wage Schedule

	Minimum	Midpoint	Maximum
EXECUTIVE OFFICER – 1 City Manager	\$ 138,346	\$ 166,893	\$ 195,441
EXECUTIVE OFFICER - 2 City Attorney	\$ 105,406	\$ 139,444	\$ 173,481
EXECUTIVE OFFICER - 3 Municipal Court Judge	\$ 44,595	\$ 59,532	\$ 74,063