

CITY OF KINGSVILLE CLASSIFICATION & COMPENSATION PLAN

FISCAL YEAR 2026-2027

103% Year 1: Classes = 5% & Steps=4%

Class #

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
11	\$ 15.91	\$ 16.55	\$ 17.21	\$ 17.90	\$ 18.61	\$ 19.36	\$ 20.14	\$ 20.94
	Custodian				Meter Reader Technician			
	Customer Billing & Services Representative I				Public Maintenance Worker			
	Grounds Maintenance Worker				Utility Worker			
	Kennel Attendant							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
12	\$ 16.71	\$ 17.38	\$ 18.08	\$ 18.80	\$ 19.55	\$ 20.33	\$ 21.15	\$ 21.99
	Administrative Technician				Pump Operator			
	Animal Care Attendant				Records Clerk			
	Customer Billing & Services Representative II				Services Technician			
	Plant Helper							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
13	\$ 17.54	\$ 18.24	\$ 18.97	\$ 19.73	\$ 20.53	\$ 21.34	\$ 22.20	\$ 23.09
	Animal Services Specialist				Intake & Placement Specialist			
	Deputy Clerk				Light Equipment Operator			
	Evidence Technician				Recycling Technician			
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
14	\$ 18.43	\$ 19.16	\$ 19.92	\$ 20.72	\$ 21.55	\$ 22.41	\$ 23.31	\$ 24.25
	Accounting Assistant				Lab Technician			
	Administrative Assistant				Recreation Coordinator			
	Code Compliance Inspector				Telecommunications Operator			
	Inventory Technician							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
15	\$ 19.34	\$ 20.12	\$ 20.92	\$ 21.75	\$ 22.63	\$ 23.54	\$ 24.47	\$ 25.45
	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	\$ 20.31	\$ 21.13	\$ 21.97	\$ 22.85	\$ 23.76	\$ 24.71	\$ 25.70	\$ 26.73
	Human Resource Specialist							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
17	\$ 21.32	\$ 22.18	\$ 23.06	\$ 23.99	\$ 24.95	\$ 25.95	\$ 26.99	\$ 28.07
	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	\$ 22.39	\$ 23.29	\$ 24.22	\$ 25.18	\$ 26.19	\$ 27.24	\$ 28.34	\$ 29.47
	Crime Scene Specialist				Foreman - Solid Waste			
	Engineering Assistant				Foreman - Street			
	Foreman - Landfill				Foreman - Wastewater - Plants			
	Foreman - Parks & Recreation				Media & Content Specialist			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
19	\$ 23.51	\$ 24.45	\$ 25.43	\$ 26.45	\$ 27.50	\$ 28.60	\$ 29.75	\$ 30.94
	Health Inspector II							

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
20	\$ 24.69	\$ 25.68	\$ 26.70	\$ 27.77	\$ 28.88	\$ 30.03	\$ 31.24	\$ 32.49

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
21	\$ 25.93	\$ 26.96	\$ 28.04	\$ 29.16	\$ 30.32	\$ 31.54	\$ 32.80	\$ 34.11
	Collection's Supervisor				Municipal Court Supervisor			
	Communications Coordinator				Special Events/Downtown Manager			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
22	\$ 27.21	\$ 28.30	\$ 29.44	\$ 30.61	\$ 31.84	\$ 33.11	\$ 34.44	\$ 35.81
	Multidisciplinary Victim's Case Manager							
	Systems Administrator							

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
23	\$ 28.58	\$ 29.73	\$ 30.91	\$ 32.15	\$ 33.43	\$ 34.77	\$ 36.16	\$ 37.61
	Parks Manager							

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
24	\$ 30.00	\$ 31.21	\$ 32.46	\$ 33.75	\$ 35.10	\$ 36.51	\$ 37.97	\$ 39.49
	Garage Supervisor				Wastewater Supervisor			
	Purchasing Manager				Water Production Supervisor			
	Solid Waste Supervisor				Water Supervisor			
	Street Supervisor				Wastewater Collections/Stormwater Supervisor			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
25	\$ 31.51	\$ 32.76	\$ 34.08	\$ 35.44	\$ 36.86	\$ 38.34	\$ 39.87	\$ 41.46

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
26	\$ 33.08	\$ 34.40	\$ 35.78	\$ 37.21	\$ 38.71	\$ 40.25	\$ 41.86	\$ 43.54
	Accounting Manager							
	Building Official							

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
27	\$ 34.74	\$ 36.12	\$ 37.57	\$ 39.08	\$ 40.63	\$ 42.26	\$ 43.95	\$ 45.71
	Risk Manager							

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
28	\$ 36.47	\$ 37.93	\$ 39.45	\$ 41.02	\$ 42.67	\$ 44.37	\$ 46.15	\$ 48.00

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
29	\$ 38.30	\$ 39.83	\$ 41.43	\$ 43.07	\$ 44.81	\$ 46.60	\$ 48.46	\$ 50.40

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
30	\$ 40.21	\$ 41.82	\$ 43.50	\$ 45.24	\$ 47.04	\$ 48.93	\$ 50.88	\$ 52.92
	Health Director				Park & Recreation Director			
	Information Technology Director				Tourism Services Director			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
31	\$ 42.22	\$ 43.91	\$ 45.67	\$ 47.49	\$ 49.40	\$ 51.37	\$ 53.43	\$ 55.56

City Secretary

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
32	\$ 44.33	\$ 46.10	\$ 47.96	\$ 49.87	\$ 51.86	\$ 53.94	\$ 56.09	\$ 58.34

Human Resource Director

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
33	\$ 46.56	\$ 48.41	\$ 50.35	\$ 52.37	\$ 54.46	\$ 56.64	\$ 58.91	\$ 61.25

Economic Development and Planning Director

Public Works Director

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
34	\$ 48.88	\$ 50.83	\$ 52.87	\$ 54.98	\$ 57.19	\$ 59.47	\$ 61.85	\$ 64.32

City Engineer

Finance Director

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
35	\$ 51.32	\$ 53.37	\$ 55.51	\$ 57.73	\$ 60.04	\$ 62.44	\$ 64.94	\$ 67.54

Fire Chief

Police Chief

**Note: Exempt position hourly rates for illustrative purposes only.*

Recruits	Minimum	Maximum
	\$ 17.00	-----

Fire Probationary Recruit

Police Probationary Recruit

Other	Minimum	Maximum
	\$ 10.00	-----

Seasonal/Temporary Positions

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 2026-2027 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