



FY2024-25 General Government Pay Plan

Effective 10/1/2024

Job Title	FLSA	Grade	Hourly			Bi-Weekly			Annually		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Foreman - Parks	NE	7	\$28.86	\$36.08	\$43.30	\$2,078	\$2,598	\$3,117	\$54,035	\$67,544	\$81,053
Supervisor - Streets & Drainage	NE										
Supervisor - Water & Wastewater	NE										
Supervisor - Water Production	NE										
Logistics Specialist	NE	9	\$31.27	\$39.09	\$46.91	\$2,251	\$2,814	\$3,377	\$58,538	\$73,172	\$87,807



FY 2024-2025 POLICE DEPARTMENT STEP PLAN



Effective 10/1/2024

Non-exempt (hourly) positions are eligible for overtime compensation. Bi-weekly wages are based on a 40-hour work week, or 2080 hours per year, which equals 1 full-time equivalent (FTE) position. For 12-hour shift sworn officers, in accordance with the provisions of Section 142.0015 (j) of the Texas Local Government Code, hours worked in excess of 80 hours in each 14-day work period are paid at the appropriate overtime rate. Earnings are based on actual number of hours worked and other employment related pay.

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
PSN-PO/CI	Police Officer	NE	Hourly	\$34.64	\$35.33	\$36.04	\$36.76	\$37.50	\$38.25	\$39.02	\$39.80	\$40.60	\$41.41	\$42.24	\$43.09
	Criminal Investigator	NE	Bi-Weekly	\$2,771	\$2,826	\$2,883	\$2,941	\$3,000	\$3,060	\$3,122	\$3,184	\$3,248	\$3,313	\$3,379	\$3,447
			Monthly	\$6,004	\$6,124	\$6,247	\$6,372	\$6,500	\$6,630	\$6,763	\$6,899	\$7,037	\$7,178	\$7,322	\$7,469
			Annually	\$72,051	\$73,486	\$74,963	\$76,461	\$78,000	\$79,560	\$81,162	\$82,784	\$84,448	\$86,133	\$87,859	\$89,627

PSN-CO	Corporal	NE	Hourly	\$43.95	\$44.83	\$45.73	\$46.64	\$47.57	\$48.52
			Bi-Weekly	\$3,516	\$3,586	\$3,658	\$3,731	\$3,806	\$3,882
			Monthly	\$7,618	\$7,771	\$7,927	\$8,084	\$8,245	\$8,410
			Annually	\$91,420	\$93,246	\$95,118	\$97,011	\$98,946	\$100,922

PSN-S	Sergeant	NE	Hourly	\$49.49	\$50.49	\$51.50	\$52.52	\$53.58	\$54.65
			Bi-Weekly	\$3,959	\$4,039	\$4,120	\$4,202	\$4,286	\$4,372
			Monthly	\$8,578	\$8,752	\$8,927	\$9,103	\$9,287	\$9,473
			Annually	\$102,940	\$105,019	\$107,120	\$109,242	\$111,446	\$113,672

PSN-L	Lieutenant	NE	Hourly	\$55.77	\$56.89	\$58.03	\$59.20	\$60.38	\$61.59
			Bi-Weekly	\$4,462	\$4,551	\$4,642	\$4,736	\$4,830	\$4,927
			Monthly	\$9,667	\$9,861	\$10,059	\$10,261	\$10,466	\$10,676
			Annually	\$116,002	\$118,331	\$120,702	\$123,136	\$125,590	\$128,107

Pay Grade	Position Title	FLSA	Hourly			Bi-Weekly			Annually		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
PS Exec 2	Chief	E	\$59.66	\$74.58	\$89.49	\$4,773	\$5,966	\$7,160	\$124,099	\$155,123	\$186,148
PS Exec 1	Captain	E	\$55.73	\$69.66	\$83.59	\$4,458	\$5,573	\$6,687	\$115,916	\$144,896	\$173,875
13	NETCOM Manager	E	\$41.21	\$51.51	\$61.81	\$3,296	\$4,121	\$4,945	\$85,707	\$107,134	\$128,561
11	Assistant NETCOM Manager	E	\$33.96	\$42.45	\$50.94	\$2,717	\$3,396	\$4,075	\$70,634	\$88,293	\$105,951
11	Public Safety Accreditation Manager	E	\$33.96	\$42.45	\$50.94	\$2,717	\$3,396	\$4,075	\$70,634	\$88,293	\$105,951
6	Animal Control Lead	NE	\$22.73	\$28.42	\$34.10	\$1,818	\$2,274	\$2,728	\$47,281	\$59,112	\$70,921
6	Senior Records Technician	NE	\$22.73	\$28.42	\$34.10	\$1,818	\$2,274	\$2,728	\$47,281	\$59,112	\$70,921
5	Administrative Assistant II	NE	\$20.57	\$25.71	\$30.85	\$1,645	\$2,057	\$2,468	\$42,778	\$53,483	\$64,167
5	Animal Control Officer I	NE	\$20.57	\$25.71	\$30.85	\$1,645	\$2,057	\$2,468	\$42,778	\$53,483	\$64,167
5	Records Technician	NE	\$20.57	\$25.71	\$30.85	\$1,645	\$2,057	\$2,468	\$42,778	\$53,483	\$64,167
3	Building Maintenance Technician I	NE	\$16.78	\$20.98	\$25.17	\$1,342	\$1,678	\$2,014	\$34,898	\$43,639	\$52,357



FY 2024-2025 Fire Department Step Plan

Effective 10/1/2024



Fire Rescue Operations 48/96 Positions: Fire Department non-exempt (hourly) positions are eligible for overtime pay. Bi-weekly wages are based on 24-hour shifts averaging 56-hours per week, or 2912 hours worked per year. In accordance with the provisions of Section 142.0015 (b) of the Texas Local Government Code, hours worked in excess of 212 hours in each 28-day work period are paid at the appropriate overtime rate. Earnings are based on actual number of hours worked and other employment related pay.

Administration/Fire Prevention Positions: Fire Inspector, Fire Marshal, and Training Officer are non-exempt (hourly) positions eligible for overtime. Bi-weekly wages are based on a 40-hour work week, or 2080 hours per year, which equals 1 full-time equivalent (FTE) position. Earnings are based on actual number of hours worked and other employment related pay.

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
PSN-E	Firefighter/EMT	NE	Hourly	\$22.54	\$22.99	\$23.45	\$23.92	\$24.40							
			Bi-Weekly	\$2,524	\$2,575	\$2,626	\$2,679	\$2,733							
			Monthly	\$5,470	\$5,579	\$5,691	\$5,805	\$5,921							
			Annually	\$65,636	\$66,947	\$68,286	\$69,655	\$71,053							

PSN-F	Firefighter/Paramedic	NE	Hourly	\$24.68	\$25.17	\$25.67	\$26.18	\$26.70	\$27.23	\$27.77	\$28.33	\$28.90	\$29.48	\$30.07	\$30.67
			Bi-Weekly	\$2,764	\$2,819	\$2,875	\$2,932	\$2,990	\$3,050	\$3,110	\$3,173	\$3,237	\$3,302	\$3,368	\$3,435
			Monthly	\$5,989	\$6,108	\$6,229	\$6,353	\$6,479	\$6,608	\$6,739	\$6,875	\$7,013	\$7,154	\$7,297	\$7,443
			Annually	\$71,868	\$73,295	\$74,751	\$76,236	\$77,750	\$79,294	\$80,866	\$82,497	\$84,157	\$85,846	\$87,564	\$89,311

PSN-D/F/FI	Driver/Engineer	NE	Hourly	\$29.48	\$30.07	\$30.67	\$31.28	\$31.91	\$32.55	\$33.20	\$33.86	\$34.54
	Field Training Paramedic			Hourly (40)	\$41.27	\$42.10	\$42.94	\$43.79	\$44.67	\$45.57	\$46.48	\$47.40
	Fire Inspector	NE	Bi-Weekly	\$3,302	\$3,368	\$3,435	\$3,503	\$3,574	\$3,646	\$3,718	\$3,792	\$3,868
			Monthly	\$7,154	\$7,297	\$7,443	\$7,591	\$7,743	\$7,899	\$8,057	\$8,217	\$8,382
			Annually	\$85,846	\$87,564	\$89,311	\$91,087	\$92,922	\$94,786	\$96,678	\$98,600	\$100,580

PSN-FC	Captain	NE	Hourly	\$35.03	\$35.73	\$36.44	\$37.17	\$37.91	\$38.67	\$39.44	\$40.23	\$41.03
			Bi-Weekly	\$3,923	\$4,002	\$4,081	\$4,163	\$4,246	\$4,331	\$4,417	\$4,506	\$4,595
			Monthly	\$8,501	\$8,670	\$8,843	\$9,020	\$9,199	\$9,384	\$9,571	\$9,762	\$9,957
			Annually	\$102,007	\$104,046	\$106,113	\$108,239	\$110,394	\$112,607	\$114,849	\$117,150	\$119,479

PSN-BC/FM/TO	Battalion Chief	NE	Hourly	\$40.01	\$40.81	\$41.63	\$42.46	\$43.31	\$44.18	\$45.06
	Fire Marshal			Hourly (40)	\$56.01	\$57.13	\$58.28	\$59.44	\$60.63	\$61.85
	Training Officer		Bi-Weekly	\$4,481	\$4,571	\$4,663	\$4,756	\$4,851	\$4,948	\$5,047
			Monthly	\$9,709	\$9,903	\$10,102	\$10,304	\$10,510	\$10,721	\$10,935
			Annually	\$116,509	\$118,839	\$121,227	\$123,644	\$126,119	\$128,652	\$131,215



FY 2024-25 Police Department Step Plan Effective 10/1/2024



NETCOM 9-1-1 DISPATCH

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
ECS	Emergency Communications Specialist - NETCOM	NE	Hourly	\$26.23	\$26.76	\$27.29	\$27.84	\$28.40	\$28.96	\$29.54	\$30.13	\$30.74	\$31.35	\$31.98	\$32.62	\$33.27
			Bi-Weekly	\$2,098.73	\$2,140.70	\$2,183.52	\$2,227.19	\$2,271.73	\$2,317.17	\$2,363.51	\$2,410.78	\$2,458.99	\$2,508.17	\$2,558.34	\$2,609.50	\$2,661.69
			Monthly	\$4,547.24	\$4,638.19	\$4,730.95	\$4,825.57	\$4,922.08	\$5,020.52	\$5,120.94	\$5,223.35	\$5,327.82	\$5,434.38	\$5,543.07	\$5,653.93	\$5,767.00
			Annually	\$54,566.93	\$55,658.27	\$56,771.43	\$57,906.86	\$59,065.00	\$60,246.30	\$61,451.22	\$62,680.25	\$63,933.85	\$65,212.53	\$66,516.78	\$67,847.12	\$69,204.06

ECSP	Emergency Communications Supervisor - NETCOM	NE	Hourly	\$35.63	\$36.34	\$37.07	\$37.81	\$38.56	\$39.34	\$40.12	\$40.93	\$41.74	\$42.58	\$43.43	\$44.30	\$45.18
			Bi-Weekly	\$2,850.22	\$2,907.22	\$2,965.36	\$3,024.67	\$3,085.17	\$3,146.87	\$3,209.81	\$3,274.00	\$3,339.48	\$3,406.27	\$3,474.40	\$3,543.89	\$3,614.76
			Monthly	\$6,175.47	\$6,298.98	\$6,424.96	\$6,553.46	\$6,684.53	\$6,818.22	\$6,954.58	\$7,093.67	\$7,235.55	\$7,380.26	\$7,527.86	\$7,678.42	\$7,831.99
			Annually	\$74,105.62	\$75,587.73	\$77,099.48	\$78,641.47	\$80,214.30	\$81,818.59	\$83,454.96	\$85,124.06	\$86,826.54	\$88,563.07	\$90,334.33	\$92,141.02	\$93,983.84

DETENTION

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
DO	Detention Officer	NE	Hourly	\$21.52	\$21.95	\$22.39	\$22.83	\$23.29	\$23.76	\$24.23	\$24.72	\$25.21	\$25.72	\$26.23	\$26.75	\$27.29	\$27.84
			Bi-Weekly	\$1,721.41	\$1,755.84	\$1,790.95	\$1,826.77	\$1,863.31	\$1,900.57	\$1,938.58	\$1,977.36	\$2,016.90	\$2,057.24	\$2,098.39	\$2,140.35	\$2,183.16	\$2,226.82
			Monthly	\$3,729.72	\$3,804.31	\$3,880.40	\$3,958.01	\$4,037.17	\$4,117.91	\$4,200.27	\$4,284.27	\$4,369.96	\$4,457.36	\$4,546.50	\$4,637.43	\$4,730.18	\$4,824.79
			Annually	\$44,756.61	\$45,651.74	\$46,564.77	\$47,496.07	\$48,445.99	\$49,414.91	\$50,403.21	\$51,411.27	\$52,439.50	\$53,488.29	\$54,558.06	\$55,649.22	\$56,762.20	\$57,897.44
RHFM	Regional Holding Facility Manager	NE	Hourly	\$27.98	\$28.54	\$29.11	\$29.69	\$30.28	\$30.89	\$31.51	\$32.14	\$32.78	\$33.43	\$34.10	\$34.78	\$35.48	\$36.19
			Bi-Weekly	\$2,238.08	\$2,282.84	\$2,328.50	\$2,375.07	\$2,422.57	\$2,471.02	\$2,520.44	\$2,570.85	\$2,622.27	\$2,674.71	\$2,728.21	\$2,782.77	\$2,838.43	\$2,895.20
			Monthly	\$4,849.17	\$4,946.16	\$5,045.08	\$5,145.98	\$5,248.90	\$5,353.88	\$5,460.96	\$5,570.18	\$5,681.58	\$5,795.21	\$5,911.12	\$6,029.34	\$6,149.92	\$6,272.92
			Annually	\$58,190.08	\$59,353.88	\$60,540.96	\$61,751.78	\$62,986.81	\$64,246.55	\$65,531.48	\$66,842.11	\$68,178.95	\$69,542.53	\$70,933.38	\$72,352.05	\$73,799.09	\$75,275.07



FY2024-25 The Keller Pointe



Part-Time and Seasonal
Effective 10/1/2024

Grade	Job Title	FLSA	Minimum	Mid-Point	Maximum
RCS-1	Recreation Assistant Customer Service Assistant	NE	\$ 10.40	\$ 11.70	\$ 13.01
RCS-2	Lifeguard	NE	\$ 11.96	\$ 13.46	\$ 14.96
RCS-3	Customer Service Representative I Summer Camp Counselor Child Care Attendant	NE	\$ 14.05	\$ 15.80	\$ 17.56
RCS-4	Head Lifeguard	NE	\$ 15.09	\$ 16.97	\$ 18.86
RCS-5	Summer Camp Coordinator Customer Service Representative II Group Exercise Coordinator Building Maintenance Technician Recreation Coordinator	NE	\$ 15.61	\$ 17.56	\$ 19.51