<u>कर्ग स्विधक</u>				Hourly			Bi-Weekly			Annually	
Job Title	FLSA	Grade	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Economic Development Intern	NE	1	\$11.91	\$14.89	\$17.86	\$953	\$1,191	\$1,429	\$24,766	\$30,969	\$37,149
Summer Library Aide	NE										
GIS/Intern	NE										
Library Clerk I	NE	2	\$14.07	\$17.59	\$21.11	\$1,126	\$1,408	\$1,689	\$29,269	\$36,597	\$43,903
Building Maintenance Technician I	NE	3	\$16.78	\$20.98	\$25.17	\$1,342	\$1,678	\$2,014	\$34,898	\$43,639	\$52,357
Code Enforcement Officer I	NE										
Customer Service Technician (PT)	NE										
Enviromental Services Technician (PT)	NE										
Facility Maintenance Worker I	NE										
Field Technician I	NE										
Library Clerk II	NE										
Member Services Assistant	NE										
Public Works Technician	NE										
Utility Billing Representative I	NE										
Administrative Assistant I	NE	4	\$18.40	\$23.01	\$27.60	\$1,472	\$1,841	\$2,208	\$38,275	\$47,855	\$57,412
Building Maintenance Worker II	NE										
Code Enforcement Officer II	NE										
Customer Service Technician	NE										
Facility Maintenance Worker II	NE										
Field Technician II	NE										
Library Technician	NE										
Permit Technician I	NE										
Program Coordinator	NE										
Utility Billing Representative II	NE										
Accounts Payable Technician	NE	5	\$20.57	\$25.71	\$30.85	\$1,645	\$2,057	\$2,468	\$42,778	\$53,483	\$64,167
Administrative Assistant II	NE										
Animal Control Officer	NE										
Building Maintenance Worker III	NE										
Code Enforcement Officer III	NE										
Facility Maintenance Worker III	NE										
Field Technician III	NE										
Human Resources Assistant	NE										
Plans Examiner	NE										
Planning Technician	NE										
Permit Technician II	NE										
Programs and Events Coordinator	NE										
Records Technician	NE										
Senior Utility Billing Representative	NE										
Construction Inspector	NE	6	\$22.73	\$28.42	\$34.10	\$1,818	\$2,274	\$2,728	\$47,281	\$59,112	\$70,921
Animal Control Officer Lead	NE										
Environmental Specialist	NE										
Senior Records Technician	NE										
GIS Technician I	NE	7	\$25.98	\$32.47	\$38.97	\$2,078	\$2,598	\$3,117	\$54,035	\$67,544	\$81,053
IT Systems Analyst	NE										

COY OF RELLER				Hourly			Bi-Weekly	-		Annually	
Job Title	FLSA	Grade	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Senior Construction Inspector	NE										
Accountant	Е	8	\$27.06	\$33.83	\$40.59	\$2,165	\$2,707	\$3,247	\$56,286	\$70,369	\$84,430
Aquatics Specialist	Е										
Budget Analyst	Е										
Engineering - GIS Specialist	NE										
Events Specialist	Е										
GIS Technician II	NE										
Management Analyst	Е										
Marketing Specialist	Е										
Planner I	Е										
Program Specialist	Е										
Purchasing Agent	Ε										
Recreation Specialist	Е										
Assistant City Secretary	Е	9	\$28.14	\$35.18	\$42.21	\$2,251	\$2,814	\$3,377	\$58,538	\$73,172	\$87,807
Aquatics Supervisor	Ε										
Building Operations Supervisor	E										
Code Enforcement Administrator	Ε										
Customer Service & Fitness Supervisor	Е										
Digital Communications Specialist	Е										
Economic Development Specialist	Е										
Human Resources Specialist	Е										
Human Resources Specialist (PT)	NE										
Program Supervisor	Е										
Recreation Supervisor	Е										
Senior Accountant	Е										
Senior Purchasing Agent	Е										
Engineer I	Е	10	\$30.31	\$37.89	\$45.46	\$2,425	\$3,031	\$3,637	\$63,041	\$78,801	\$94,561
Librarian - Circulation	Ε										
Librarian - Child Service	Ε										
Librarian - Teen Service	Ε										
Librarian - Adult Service	Ε										
Planner II	Ε										
Accreditation Manager (Public Safety)	E	11	\$33.96	\$42.45	\$50.94	\$2,717	\$3,396	\$4,075	\$70,634	\$88,293	\$105,951
Application Administrator	E										
Assistant NETCOM Manager	E										
Building Official	E										
Capital Project Manager	E										
Facilities Manager	E										
GIS Manager	E										
IT Systems Administrator	E										
Library Services Manager	Е										
Keller Senior Activities Center (KSAC) Manager	Е										
Network Administrator	Е										
Senior Engineer	E										

CO) of KELLER		Ī		Hourly			Bi-Weekly			Annually	
Job Title	FLSA	Grade	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Support Services Manager	Е										
Administrative Services Manager	Е	12	\$36.08	\$45.10	\$54.12	\$2,886	\$3,608	\$4,330	\$75,049	\$93,811	\$112,573
Communications & Public Engagement Manager	E										
Recreation Manager	E										
The Keller Pointe (TKP) Manager	Е										
Utility Billing Manager	E										
Assistant Director of Finance	Е	13	\$41.21	\$51.51	\$61.81	\$3,296	\$4,121	\$4,945	\$85,707	\$107,134	\$128,561
Assistant Director of Public Works	E										
NETCOM Manager	E										
City Engineer	Е	Executive 1	\$55.19	\$68.99	\$82.78	\$4,415	\$5,519	\$6,623	\$114,791	\$143,489	\$172,187
Director of Community Development	Е										
Director of Economic Development	Е										
Director of Human Resources	Е										
Director of Information Technology	E										
Director of Library	E										
Director of Parks & Recreation	E										
Deputy Fire Chief	E	PS Exec 1	\$55.73	\$69.66	\$83.59	\$4,458	\$5,573	\$6,687	\$115,916	\$144,896	\$173,875
Police Captain	E										
Director of Public Works	Е	Executive 2	\$57.37	\$71.71	\$86.05	\$4,589	\$5,737	\$6,884	\$119,326	\$149,157	\$178,988
Director of Finance	E										
Fire Chief	Е	PS Exec 2	\$59.66	\$74.58	\$89.49	\$4,773	\$5,966	\$7,160	\$124,099	\$155,123	\$186,148
Police Chief	E										
Team Lead - Administrative Services	Е	Executive 3	\$63.84	\$79.80	\$95.76	\$5,107	\$6,384	\$7,661	\$132,785	\$165,982	\$199,178
Team Lead - Community Services	Е										

36 Hour Workweek

Public Works and Parks employees assigned to the 36 hour workweek work 1872 hours per year. In accordance with the provisions of the Fair Labor Standards Act, hours worked in excess of 40 hours per week are paid at the appropriate overtime rate. Earnings are based on actual number of hours worked and other employment related pay.

Public Works and Park	S			Hourly			Bi-Weekly			Annually	
Job Title	FLSA	Grade	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Maintenance Worker I (Parks)	NE	3	\$18.64	\$23.31	\$27.97	\$1,342	\$1,678	\$2,014	\$34,898	\$43,639	\$52,357
Maintenance Worker I (Streets/Drainage)	NE										
Maintenance Worker I (Water/Wastewater)	NE										
Maintenance Worker II (Parks)	NE	4	\$20.45	\$25.56	\$30.67	\$1,472	\$1,841	\$2,208	\$38,275	\$47,855	\$57,412
Maintenance Worker II (Streets/Drainage)	NE										
Maintenance Worker II (Water/Wastewater)	NE										
SCADA Operator	NE										
Heavy Equipment Operator	NE	5	\$22.85	\$28.57	\$34.28	\$1,645	\$2,057	\$2,468	\$42,778	\$53,483	\$64,167
Traffic Control Technician	NE										
Water Production Operator	NE										
Crew Leader (Parks)	NE	6	\$25.26	\$31.58	\$37.89	\$1,818	\$2,274	\$2,728	\$47,281	\$59,112	\$70,921
Crew Leader (Pipeline Inspections)	NE										
Crew Leader (Streets/Drainage)	NE										
Crew Leader (Water/Wastewater)	NE										
Irrigation Lead	NE										

cha Karrak				Hourly			Bi-Weekly			Annually	
Job Title	FLSA	Grade	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	Е	\$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.

Day Crads	Decition Title	FI CA	Tyres	CTED 4	CTED A	CTED 2	CTED 4	STED 6	CTED 6	CTED 7	CTED 0	CTED 0	CTED 40	CTED 44	CTED 40
Pay Grade	Position Title	FLSA	<u>Type</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	STEP 6	STEP 7	STEP 8	STEP 9	<u>STEP 10</u>	31EP 11	31EP 12
PSN-E	Firefighter/EMT	NE	Hourly	\$22.54	\$22.99		\$23.92	\$24.40							
			Bi-Weekly	\$2,524	\$2,575		\$2,679	\$2,733							
			Monthly	\$5,470			\$5,805	\$5,921							
			Annually	\$65,636	\$66,947	\$68,286	\$69,655	\$71,053							
_	,	•													
PSN-F	Firefighter/Paramedic	NE	Hourly	\$24.68		\$25.67	\$26.18	\$26.70		\$27.77	\$28.33	\$28.90	\$29.48	\$30.07	\$30.67
			Bi-Weekly	\$2,764	\$2,819		\$2,932	\$2,990		\$3,110	\$3,173	\$3,237	\$3,302	\$3,368	
			Monthly	\$5,989	\$6,108		\$6,353	\$6,479		\$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	\$48.36			
	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		\$4,163	\$4,246		\$4,417	\$4,506	\$4,595			
			Monthly	\$8,501	\$8,670		\$9,020	\$9,199		\$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			
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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)		\$57.13		\$59.44	\$60.63		\$63.08					
	Training Officer		Bi-Weekly	\$4,481	\$4,571	\$4,663	\$4,756	\$4,851	\$4,948	\$5,047					
			Monthly	\$9,709			\$10,304	\$10,510		\$10,935					
			Annually	\$116,509			\$123,644	\$126,119		\$131,215					
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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	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
	Communications		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
	Specialist - NETCOM		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
	Opecialist - NETOON		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	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
	Communications		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
	Supervisor - NETCOM		Monthly	\$6,175.47	\$6,298.98				\$6,818.22		\$7,093.67		\$7,380.26		\$7,678.42	
	Supervisor - NE FOOM		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

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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		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
	Detention Officer		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
	Determion Officer		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		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
	Regional Holding		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
	Facility Manager		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