



## General Compensation Plan FY 2018-2019

Revised: 6/26/2019

Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum		
4	N	Swimming Teaching Assistant	Annual	\$17,472	\$20,086	\$21,382	\$22,700	\$25,313		
			Monthly	\$1,456	\$1,674	\$1,782	\$1,892	\$2,109		
			Bi-Weekly	\$672	\$773	\$822	\$873	\$974		
			Hourly	\$8.40	\$9.65	\$10.28	\$10.91	\$12.17		
5	N	Day Camp Counselor	Annual	\$18,346	\$21,070	\$22,464	\$23,837	\$26,582		
			Monthly	\$1,529	\$1,756	\$1,872	\$1,986	\$2,215		
			Bi-Weekly	\$706	\$810	\$864	\$917	\$1,022		
			Hourly	\$8.82	\$10.13	\$10.80	\$11.46	\$12.78		
7	N	Athletic Program Representative	Annual	\$20,218	\$23,234	\$24,752	\$26,270	\$29,307		
			Monthly	\$1,685	\$1,936	\$2,063	\$2,189	\$2,442		
		7	N	School Crossing Guard	Bi-Weekly	\$778	\$894	\$952	\$1,010	\$1,127
					Hourly	\$9.72	\$11.17	\$11.90	\$12.63	\$14.09
8	N	Intern - High School Diploma	Annual	\$21,237	\$24,398	\$26,000	\$27,581	\$30,763		
			Monthly	\$1,770	\$2,033	\$2,167	\$2,298	\$2,564		
			Bi-Weekly	\$817	\$938	\$1,000	\$1,061	\$1,183		
			Hourly	\$10.21	\$11.73	\$12.50	\$13.26	\$14.79		
9	N	Day Camp Coordinator	Annual	\$22,298	\$25,626	\$27,290	\$28,974	\$32,302		
9	N	Interurban Railway Station Docent	Monthly	\$1,858	\$2,135	\$2,274	\$2,415	\$2,692		
9	N	Lifeguard	Bi-Weekly	\$858	\$986	\$1,050	\$1,114	\$1,242		
9	N	Recreation Aide	Hourly	\$10.72	\$12.32	\$13.12	\$13.93	\$15.53		
9	N	Refuse Collector								
9	N	Sign Collector								
9	N	Sports Camp Coordinator								
9	N	Teen Adventure Coordinator								
10	N	Banquet Server	Annual	\$23,400	\$26,894	\$28,662	\$30,410	\$33,925		
			Monthly	\$1,950	\$2,241	\$2,389	\$2,534	\$2,827		
			Bi-Weekly	\$900	\$1,034	\$1,102	\$1,170	\$1,305		
			Hourly	\$11.25	\$12.93	\$13.78	\$14.62	\$16.31		
			10	N	Concession Attendant					
			10	N	Food Service Attendant					
			10	N	Head Lifeguard I					
10	N	Plano Centre Attendant								
10	N	Van Driver								
10	N	Water Safety Instructor I								

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Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
11	N	Bus Driver	Annual	\$24,565	\$28,246	\$30,098	\$31,928	\$35,610
11	N	Head Lifeguard II	Monthly	\$2,047	\$2,354	\$2,508	\$2,661	\$2,967
11	N	Intern - Bachelor's Degree	Bi-Weekly	\$945	\$1,086	\$1,158	\$1,228	\$1,370
11	N	Refuse Collector, Senior	Hourly	\$11.81	\$13.58	\$14.47	\$15.35	\$17.12
12	N	Adapted Recreation Aide	Annual	\$25,792	\$29,661	\$31,595	\$33,530	\$37,398
12	N	Custodian	Monthly	\$2,149	\$2,472	\$2,633	\$2,794	\$3,117
12	N	Facilities Contract Compliance Representative	Bi-Weekly	\$992	\$1,141	\$1,215	\$1,290	\$1,438
12	N	Gymnastics Coach	Hourly	\$12.40	\$14.26	\$15.19	\$16.12	\$17.98
12	N	Mail Clerk						
12	N	Patron Services Attendant						
12	N	School Crossing Guard Supervisor						
12	N	Senior Services Van/Bus Driver						
12	N	Tennis Center Assistant						
12	N	Theater Attendant						
12	N	Water Safety Instructor II						
13	N	Customer Service Representative I	Annual	\$27,082	\$31,138	\$33,176	\$35,214	\$39,270
13	N	Gymnastics Assistant Head Coach	Monthly	\$2,257	\$2,595	\$2,765	\$2,935	\$3,273
13	N	Intern - Master's Degree	Bi-Weekly	\$1,042	\$1,198	\$1,276	\$1,354	\$1,510
13	N	Kennel Attendant	Hourly	\$13.02	\$14.97	\$15.95	\$16.93	\$18.88
13	N	Library Services Representative I						
13	N	Open Records Technician I						
14	N	Facilities Contract Compliance Representative, Senior	Annual	\$28,454	\$32,698	\$34,840	\$36,982	\$41,226
14	N	Park Maintenance Worker	Monthly	\$2,371	\$2,725	\$2,903	\$3,082	\$3,435
14	N	Public Works Maintenance Worker	Bi-Weekly	\$1,094	\$1,258	\$1,340	\$1,422	\$1,586
			Hourly	\$13.68	\$15.72	\$16.75	\$17.78	\$19.82
15	N	Adapted Recreation Specialist	Annual	\$29,869	\$34,341	\$36,566	\$38,813	\$43,285
15	N	Administrative Assistant	Monthly	\$2,489	\$2,862	\$3,047	\$3,234	\$3,607
15	N	Apprentice Automotive Technician	Bi-Weekly	\$1,149	\$1,321	\$1,406	\$1,493	\$1,665
15	N	Assistant Audio Visual Technician	Hourly	\$14.36	\$16.51	\$17.58	\$18.66	\$20.81
15	N	Collections Representative						
15	N	Customer and Utility Service Field Technician						
15	N	Customer Service Representative II						
15	N	Facilities Maintenance Mechanic I						
15	N	Food Service Coordinator						
15	N	Groundskeeper						
15	N	Gymnastics Coach - Head Coach						

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## General Compensation Plan FY 2018-2019

Revised: 6/26/2019

Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
15	N	Inventory Control Technician	Annual	\$29,869	\$34,341	\$36,566	\$38,813	\$43,285
15	N	Kennel Attendant, Senior	Monthly	\$2,489	\$2,862	\$3,047	\$3,234	\$3,607
15	N	Library Services Representative II	Bi-Weekly	\$1,149	\$1,321	\$1,406	\$1,493	\$1,665
15	N	Masters Swim Coach	Hourly	\$14.36	\$16.51	\$17.58	\$18.66	\$20.81
15	N	Open Records Technician II						
15	N	Permit Technician I						
15	N	Police Alarm Assistant						
15	N	Police Background Assistant						
15	N	Police Records Technician						
15	N	Quartermaster, Assistant						
15	N	Van Driver Supervisor						
17	N	Accounting Technician I	Annual	\$32,926	\$37,856	\$40,331	\$42,786	\$47,736
17	N	Animal Services Officer I	Monthly	\$2,744	\$3,155	\$3,361	\$3,565	\$3,978
17	N	Automotive Technician I	Bi-Weekly	\$1,266	\$1,456	\$1,551	\$1,646	\$1,836
17	N	CAPers Coordinator	Hourly	\$15.83	\$18.20	\$19.39	\$20.57	\$22.95
17	N	Collections Representative, Senior						
17	N	Customer and Utility Service Dispatcher						
17	N	Customer and Utility Service Field Technician, Senior						
17	N	Customer Service Representative, Senior						
17	N	Fire Hydrant Technician						
17	N	Library Technician						
17	N	Municipal Court Clerk I						
17	N	Park Equipment Operator						
17	N	Payroll Technician I						
17	N	Permit Technician II						
17	N	Playground Maintenance Technician						
17	N	Police Records Technician, Senior						
17	N	Public Works Equipment Operator						
17	N	Quartermaster, Senior Assistant						
17	N	Signs and Markings Technician						
17	N	Trail Maintenance Technician						

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Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
18	N	Administrative Assistant, Senior	Annual	\$34,570	\$39,749	\$42,349	\$44,928	\$50,128
18	N	Chemical Application Technician	Monthly	\$2,881	\$3,312	\$3,529	\$3,744	\$4,177
18	N	Day Labor Center Coordinator	Bi-Weekly	\$1,330	\$1,529	\$1,629	\$1,728	\$1,928
18	N	Facilities Maintenance Mechanic II	Hourly	\$16.62	\$19.11	\$20.36	\$21.60	\$24.10
18	N	Fleet Representative						
18	N	Household Chemical Collection Technician						
18	N	Irrigation Technician I						
18	N	Landscape Technician (Temporary)						
18	N	Lead Records Technician						
18	N	Park Fabrication Technician						
18	N	Police Records Coordinator						
18	N	Police Development Program Trainee						
18	N	Public Safety Officer						
18	N	Route Driver						
18	N	Service Advisor						
18	N	Sign Shop Technician						
19	N	Accounting Technician II	Annual	\$36,296	\$41,746	\$45,198	\$47,174	\$52,624
19	N	Animal Services Officer II	Monthly	\$3,025	\$3,479	\$3,767	\$3,931	\$4,385
19	N	Automotive Technician II	Bi-Weekly	\$1,396	\$1,606	\$1,738	\$1,814	\$2,024
19	N	Banquet Chef	Hourly	\$17.45	\$20.07	\$21.73	\$22.68	\$25.30
19	N	Banquet Supervisor						
19	N	Nature and Retreat Booking Coordinator						
19	N	Buyer I						
19	N	CAPers Coordinator, Senior						
19	N	Catering Sales Coordinator						
19	N	Convention Services Coordinator						
19	N	Crime Information Specialist						
19	N	Detention Officer						
19	N	Fleet Asset Coordinator						
19	N	Firearms Technician						
19	N	Golf Equipment Mechanic						
19	N	Inventory Control Technician, Senior						
19	N	Legal Secretary						
19	N	Municipal Court Clerk II						
19	N	Open Records Technician, Senior						
19	N	Park Equipment Operator, Senior						
19	N	Payroll Technician II						
19	N	Permit Technician, Senior						
19	N	Property/Evidence Specialist						
19	N	Police Training Assistant						

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Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
19	N	Police Records Training Coordinator	Annual	\$36,296	\$41,746	\$45,198	\$47,174	\$52,624
19	N	Public Works Equipment Operator, Senior	Monthly	\$3,025	\$3,479	\$3,767	\$3,931	\$4,385
19	N	Purchasing Assistant	Bi-Weekly	\$1,396	\$1,606	\$1,738	\$1,814	\$2,024
19	N	Utility Billing Specialist	Hourly	\$17.45	\$20.07	\$21.73	\$22.68	\$25.30
19	N	Water Pump Station Operator						
19	N	Work Management Specialist						
20	N	Arborist	Annual	\$38,106	\$43,826	\$46,675	\$49,546	\$55,266
20	N	Electrical Technician	Monthly	\$3,175	\$3,652	\$3,890	\$4,129	\$4,605
20	N	Event Operations Coordinator	Bi-Weekly	\$1,466	\$1,686	\$1,795	\$1,906	\$2,126
20	N	Fleet Fuel Specialist	Hourly	\$18.32	\$21.07	\$22.44	\$23.82	\$26.57
20	N	Irrigation Programming Technician						
20	N	Irrigation Technician II						
20	N	Park Field Services Specialist						
20	N	Park Maintenance Crew Leader						
20	N	Park Plumbing/Pool Technician						
20	N	Plano Event Center Crew Leader						
20	N	Route Driver, Senior						
20	N	Special Event Coordinator						
21	N	Accounting Technician, Senior	Annual	\$40,019	\$46,010	\$49,005	\$52,000	\$58,011
21	N	Administrative Coordinator	Monthly	\$3,335	\$3,834	\$4,084	\$4,333	\$4,834
21	N	Animal Services Officer, Senior	Bi-Weekly	\$1,539	\$1,770	\$1,885	\$2,000	\$2,231
21	N	Assistant Compost Operations Supervisor	Hourly	\$19.24	\$22.12	\$23.56	\$25.00	\$27.89
21	N	Audio Visual Technician						
21	N	Automotive Technician, Senior						
21	N	Budget Technican, Senior						
21	N	Cellular Device Assistant						
21	N	Code Compliance Inspector						
21	N	Crime Information Specialist, Senior						
21	N	Digital Communications Coordinator						
21	N	Facilities Maintenance Mechanic, Senior						
21	N	HVAC/Building Systems Technician						
21	N	Heavy Truck and Equipment Technician I						
21	N	Human Resources Technician						
21	N	Land Records Specialist						
21	N	Legal Secretary, Senior						
21	N	Library Support Supervisor						
21	N	Payroll Technician, Senior						

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Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
21	N	Planning Technician	Annual	\$40,019	\$46,010	\$49,005	\$52,000	\$58,011
21	N	Property/Evidence Specialist, Senior	Monthly	\$3,335	\$3,834	\$4,084	\$4,333	\$4,834
21	N	Recreation Coordinator	Bi-Weekly	\$1,539	\$1,770	\$1,885	\$2,000	\$2,231
21	N	School Crossing Guard Program Manager	Hourly	\$19.24	\$22.12	\$23.56	\$25.00	\$27.89
21	N	Traffic Signal Technician I						
21	N	Utility Billing and Support Services Specialist						
22	N	Assistant Golf Course Superintendent	Annual	\$42,016	\$48,318	\$51,459	\$54,621	\$60,923
22	N	Athletic Coordinator	Monthly	\$3,501	\$4,027	\$4,288	\$4,552	\$5,077
22	N	Buyer II	Bi-Weekly	\$1,616	\$1,858	\$1,979	\$2,101	\$2,343
22	N	Engineering Technician	Hourly	\$20.20	\$23.23	\$24.74	\$26.26	\$29.29
22	N	Environmental Educator						
22	N	Juvenile Case Manager						
22	N	Municipal Court Clerk, Senior						
22	N	Park Maintenance Assistant Supervisor						
22	N	Park Natural Resources Specialist						
22	N	Park Water Management Program Specialist						
22	N	Production Coordinator						
22	N	Public Works Crew Leader						
22	N	Event Specialist						
22	N	Transportation Engineering Technician						
22	N	Volunteer Resources Coordinator						
22	N	Water Aerobics Instructor						
22	N	Water Quality Technician						
23	N	Accountant I	Annual	\$44,117	\$50,731	\$54,038	\$57,346	\$63,960
23	N	Assistant Recreation Center Supervisor	Monthly	\$3,676	\$4,228	\$4,503	\$4,779	\$5,330
23	N	Budget Analyst I	Bi-Weekly	\$1,697	\$1,951	\$2,078	\$2,206	\$2,460
23	N	Building Inspector	Hourly	\$21.21	\$24.39	\$25.98	\$27.57	\$30.75
23	N	Code Compliance Inspector, Senior						
23	N	Commercial Recycling Coordinator						
23	N	Customer and Utility Service Field Services Coordinator						
23	N	Day Labor Center Supervisor						
23	N	Economic Development Coordinator						
23	N	Electrical Inspector						
23	N	Engineering Coordinator						
23	N	Executive Chef						
23	N	Facilities Construction Coordinator						
23	N	Facilities Contract Compliance Supervisor						
23	N	Financial Analyst						
23	N	Heavy Truck and Equipment Technician II						

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## General Compensation Plan FY 2018-2019

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Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
23	N	Housing Rehabilitation Project Coordinator	Annual	\$44,117	\$50,731	\$54,038	\$57,346	\$63,960
23	N	HVAC/Building Systems Technician, Senior	Monthly	\$3,676	\$4,228	\$4,503	\$4,779	\$5,330
23	N	Inflow and Infiltration Technician	Bi-Weekly	\$1,697	\$1,951	\$2,078	\$2,206	\$2,460
23	N	Land Records/GIS Technician	Hourly	\$21.21	\$24.39	\$25.98	\$27.57	\$30.75
23	N	Land Records Specialist, Senior						
23	N	Library Instructor and Research Specialist						
23	N	Marketing Specialist						
23	N	Meter Shop Technician						
23	N	Multimedia Specialist						
23	N	Paralegal						
23	N	Permit/Plan Review Technician						
23	N	Planning Technician, Senior						
23	N	Plumbing Inspector						
23	N	Police Alarm and Permit Supervisor						
23	N	Police Community Liaison						
23	N	Police Fiscal Assistant						
23	N	Police Public Information Assistant						
23	N	Police Records Supervisor						
23	N	Property Standards Inspector						
23	N	Public Safety Officer Supervisor						
23	N	Quartermaster						
23	N	Range Maintenance Technician						
23	N	Recruitment and Records Specialist						
23	N	Traffic Signal Technician II						
23	N	Utility Line Coordinator						
23	N	Welder/Fabricator						
24	N	Administrative Assistant to the Deputy City Manager	Annual	\$46,322	\$53,269	\$56,742	\$60,216	\$67,163
24	N	Administrative Support Supervisor	Monthly	\$3,860	\$4,439	\$4,729	\$5,018	\$5,597
24	N	Backflow Prevention Inspector	Bi-Weekly	\$1,782	\$2,049	\$2,182	\$2,316	\$2,583
24	N	Claims Specialist, Senior	Hourly	\$22.27	\$25.61	\$27.28	\$28.95	\$32.29
24	N	Crime Analyst						
24	N	Departmental Graphic Designer						
24	N	Detention Supervisor						
24	N	Emergency Management Specialist						
24	N	Environmental Education and Community Outreach Coordinator						
24	N	Environmental Health Specialist						
24	N	Environmental Quality Specialist						
24	N	Human Resources Analyst						
24	N	Municipal Court Systems Specialist						
24	N	Property Standards Specialist						

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Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
24	N	Public Safety Communications Public Information Specialist	Annual	\$46,322	\$53,269	\$56,742	\$60,216	\$67,163
24	N	Public Services Librarian	Monthly	\$3,860	\$4,439	\$4,729	\$5,018	\$5,597
24	N	Pumping Facilities Instrument Technician	Bi-Weekly	\$1,782	\$2,049	\$2,182	\$2,316	\$2,583
24	N	Risk Analyst	Hourly	\$22.27	\$25.61	\$27.28	\$28.95	\$32.29
24	N	Training Coordinator						
24	N	Treasury Analyst I						
24	N	Video Producer						
24	N	Wellness Coordinator						
25	N	Accountant II	Annual	\$48,651	\$55,931	\$59,571	\$63,232	\$70,512
25	E	Animal Services Supervisor	Monthly	\$4,054	\$4,661	\$4,964	\$5,269	\$5,876
25	N	Aquatics Maintenance Coordinator	Bi-Weekly	\$1,871	\$2,151	\$2,291	\$2,432	\$2,712
25	N	Assistant City Secretary	Hourly	\$23.39	\$26.89	\$28.64	\$30.40	\$33.90
25	E	Athletic Programs Supervisor						
25	N	Budget Analyst II						
25	N	Building Inspector, Senior						
25	N	Buyer, Senior						
25	N	Construction Inspector						
25	N	Crime Analyst, Senior						
25	N	Crime Information Center Supervisor						
25	N	Criminalist						
25	E	Customer and Utility Service Field Services Supervisor						
25	N	Electrical Inspector, Senior						
25	N	Emergency Vehicle Technician						
25	N	Engineering Technician, Senior						
25	N	Facilities Maintenance Supervisor						
25	N	Field Service Systems Specialist						
25	N	Fire Research Analyst						
25	E	Food Sales and Services Supervisor						
25	N	Land Records/GIS Technician, Senior						
25	N	Government Relations and Policy Specialist						
25	N	Heavy Truck and Equipment Technician, Senior						
25	N	Housing and Community Services Coordinator						
25	N	Housing Rehabilitation Project Coordinator, Senior						
25	N	Nature Preserve Supervisor						
25	N	Paralegal, Senior						
25	N	Park Compliance Coordinator						
25	E	Park Construction and Renovation Project Coordinator						
25	N	Permit/Plan Review Technician, Senior						

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Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
25	N	Plumbing Inspector, Senior	Annual	\$48,651	\$55,931	\$59,571	\$63,232	\$70,512
25	N	Police Background Investigator	Monthly	\$4,054	\$4,661	\$4,964	\$5,269	\$5,876
25	E	Police Mental Health Coordinator	Bi-Weekly	\$1,871	\$2,151	\$2,291	\$2,432	\$2,712
25	N	Police Planner	Hourly	\$23.39	\$26.89	\$28.64	\$30.40	\$33.90
25	N	Property/Evidence Supervisor						
25	N	PSC Training Coordinator						
25	N	Public Safety Communications Data Coordinator						
25	E	Recreation Supervisor						
25	N	Transportation Engineering Technician, Senior						
25	N	Victim Advocate						
25	N	Video Producer, Senior						
25	E	Volunteer Resources Supervisor						
26	E	Customer Service Supervisor	Annual	\$51,085	\$58,739	\$62,566	\$66,394	\$74,048
26	N	Detention Administrative Supervisor	Monthly	\$4,257	\$4,895	\$5,214	\$5,533	\$6,171
26	N	Emergency Management Specialist, Senior	Bi-Weekly	\$1,965	\$2,259	\$2,406	\$2,554	\$2,848
26	N	Emergency Vehicle Technician, Senior	Hourly	\$24.56	\$28.24	\$30.08	\$31.92	\$35.60
26	N	Engineering Coordinator, Senior						
26	N	Environmental Education and Community Outreach Coordinator, Sr.						
26	N	Environmental Health Specialist, Senior						
26	N	Environmental Quality Specialist, Senior						
26	N	Executive Assistant						
26	N	Graphic Designer, Principal						
26	N	Human Resources Analyst, Senior						
26	E	Library Development Coordinator						
26	N	Marketing Specialist, Senior						
26	N	Permit Services Supervisor						
26	N	Plans Examiner						
26	N	Property Standards Specialist, Senior						
26	N	Public Relations and Community Outreach Specialist						
26	N	Public Safety Communications Compliance Supervisor						
26	E	Public Services Librarian, Senior						
26	N	Risk Analyst, Senior						
26	N	Sales Consultant						
26	N	Specification Analyst						
26	N	Training Coordinator, Senior						
26	E	Treasury Analyst II						
26	N	Visit Plano Sales Consultant						
26	N	Utility Line Supervisor						
26	N	Water Quality Supervisor						
26	N	Wellness Coordinator, Senior						

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27	E	Assistant Arts, Culture and Heritage Manager	Annual	\$53,622	\$61,693	\$65,686	\$69,701	\$77,750
27	N	Athletic Field Maintenance Supervisor	Monthly	\$4,469	\$5,141	\$5,474	\$5,808	\$6,479
27	N	Backflow Supervisor	Bi-Weekly	\$2,062	\$2,373	\$2,526	\$2,681	\$2,990
27	N	Construction Inspector, Senior	Hourly	\$25.78	\$29.66	\$31.58	\$33.51	\$37.38
27	N	Contract Administrator						
27	N	Contract Specialist						
27	N	Environmental Health Specialist, Lead						
27	N	Facilities Construction Coordinator, Senior						
27	N	Grants Analyst						
27	N	Housing and Community Services Coordinator, Senior						
27	N	Inventory Control Supervisor						
27	E	Municipal Reference Librarian						
27	E	Park Contract Compliance Supervisor						
27	N	Park Field Technician Supervisor						
27	N	Park Irrigation Technology Supervisor						
27	E	Park Maintenance Supervisor						
27	E	Park Planner						
27	N	Payroll Administrator						
27	E	Planner						
27	N	Police Digital Media Forensics Specialist						
27	N	Policy and Government Relations Analyst, Senior						
27	N	Public Works Construction Coordinator						
27	E	Recreation Complex Supervisor						
27	N	Signs and Markings Supervisor						
27	N	Street and Drainage Supervisor						
27	N	Traffic Signal Supervisor						
27	E	Trail System Planner						
27	E	Urban Forester						
27	N	Utility Operations Supervisor						

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## General Compensation Plan FY 2018-2019

Revised: 6/26/2019

Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
28	N	Budget Analyst, Senior	Annual	\$56,306	\$64,750	\$68,973	\$73,195	\$81,640
28	E	Building Inspections Supervisor	Monthly	\$4,692	\$5,396	\$5,748	\$6,100	\$6,803
28	E	Compensation Administrator	Bi-Weekly	\$2,166	\$2,490	\$2,653	\$2,815	\$3,140
28	N	Court Docket Supervisor	Hourly	\$27.07	\$31.13	\$33.16	\$35.19	\$39.25
28	N	Crime Analyst Supervisor						
28	N	Criminalist Supervisor						
28	E	Engineer, Graduate						
28	E	Environmental Health Supervisor						
28	E	HRIS Administrator						
28	E	Landscape Architect						
28	E	Municipal Court Clerk Supervisor						
28	E	Municipal Court Systems Administrator						
28	E	Plans Review Services Supervisor						
28	N	Police Laboratory Safety Coordinator						
28	E	Project Coordinator						
28	E	Property Standards Supervisor						
28	E	Sales Supervisor						
28	E	Sustainability and Environmental Education Supervisor						
28	N	Sustainability Projects Coordinator						
28	E	Traffic Engineer, Graduate						
29	E	Accountant, Senior	Annual	\$59,134	\$67,974	\$72,426	\$76,856	\$85,717
29	E	Asset Management Coordinator	Monthly	\$4,928	\$5,665	\$6,035	\$6,405	\$7,143
29	E	Assistant Emergency Management Coordinator	Bi-Weekly	\$2,274	\$2,614	\$2,786	\$2,956	\$3,297
29	E	Assistant Park Superintendent	Hourly	\$28.43	\$32.68	\$34.82	\$36.95	\$41.21
29	N	Compost Operations Supervisor						
29	N	Compost Operations Supervisor and Sales Consultant						
29	N	Construction Inspection Supervisor						
29	N	Environmental Waste Services Supervisor						
29	N	Firearms Examiner						
29	E	Fleet Services Administrative Supervisor						
29	E	Fleet Services Supervisor						
29	E	Housing Rehabilitation Supervisor						
29	E	Librarian Supervisor						
29	N	Police Digital Media Forensics Specialist, Senior						
29	E	Public Services Librarian Supervisor						
29	E	Treasury Analyst, Senior						
29	E	Youth Services Librarian Supervisor						

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## General Compensation Plan FY 2018-2019

Revised: 6/26/2019

Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
30	E	Assistant City Attorney I - Prosecution	Annual	\$62,088	\$71,386	\$76,045	\$80,704	\$90,002
30	E	Assistant Risk Manager	Monthly	\$5,174	\$5,949	\$6,337	\$6,725	\$7,500
30	N	Budget Analyst, Principal	Bi-Weekly	\$2,388	\$2,746	\$2,925	\$3,104	\$3,462
30	E	Fleet Services Supervisor - Emergency Apparatus	Hourly	\$29.85	\$34.32	\$36.56	\$38.80	\$43.27
30	E	HRIS Administrator, Senior						
30	E	Park Planner, Senior						
30	E	Planner, Senior						
30	E	Purchasing Agent						
31	E	Assistant City Attorney II - Prosecution	Annual	\$65,187	\$74,942	\$79,830	\$84,739	\$94,515
31	E	Assistant to the City Manager	Monthly	\$5,432	\$6,245	\$6,653	\$7,062	\$7,876
31	E	Commercial Recycling Supervisor	Bi-Weekly	\$2,507	\$2,882	\$3,070	\$3,259	\$3,635
31	E	Customer and Utility Service Assistant Manager	Hourly	\$31.34	\$36.03	\$38.38	\$40.74	\$45.44
31	E	Golf Course Superintendent						
31	N	Police Academy Administrator						
32	E	Assistant City Attorney II - Civil	Annual	\$68,432	\$78,707	\$83,824	\$88,962	\$99,237
32	E	Human Resources Compliance Administrator	Monthly	\$5,703	\$6,559	\$6,985	\$7,413	\$8,270
32	E	Planner, Lead	Bi-Weekly	\$2,632	\$3,027	\$3,224	\$3,422	\$3,817
32	E	Police Legal Advisor	Hourly	\$32.90	\$37.84	\$40.30	\$42.77	\$47.71
33	E	Assistant Controller	Annual	\$71,864	\$82,638	\$88,026	\$93,413	\$104,187
33	E	Athletic Superintendent	Monthly	\$5,989	\$6,887	\$7,335	\$7,784	\$8,682
33	E	Compost Operations and Marketing Manager	Bi-Weekly	\$2,764	\$3,178	\$3,386	\$3,593	\$4,007
33	E	Environmental Waste Services Superintendent	Hourly	\$34.55	\$39.73	\$42.32	\$44.91	\$50.09
33	E	Facilities Maintenance Superintendent						
33	E	Park Services Superintendent						
33	E	Public Works Compliance Analyst						
33	E	Public Works Superintendent - Construction						
33	E	Public Works Superintendent - Streets and Drainage						
33	E	Public Works Superintendent - Traffic Operations						
33	E	Recreation Services Superintendent						
33	E	Utility Operations Superintendent						

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## General Compensation Plan FY 2018-2019

Revised: 6/26/2019

Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
34	E	Arts, Culture, and Heritage Manager	Annual	\$75,462	\$86,757	\$92,414	\$98,093	\$109,408
34	E	Building Inspections Manager	Monthly	\$6,289	\$7,230	\$7,701	\$8,174	\$9,117
34	E	City Records Manager/Archivist	Bi-Weekly	\$2,902	\$3,337	\$3,554	\$3,773	\$4,208
34	E	Economic Development Manager	Hourly	\$36.28	\$41.71	\$44.43	\$47.16	\$52.60
34	E	Engineer (PE)						
34	E	Environmental Health Manager						
34	E	Environmental Quality Manager						
34	E	Land Records Manager						
34	N	PARD Business Manager						
34	E	Park Planning Manager						
34	E	Property Standards Manager						
34	E	Sustainability and Environmental Education Manager						
34	E	Traffic Engineer (PE)						
35	E	Associate Judge	Annual	\$79,227	\$91,104	\$97,053	\$102,981	\$114,878
35	E	Budget Manager	Monthly	\$6,602	\$7,592	\$8,088	\$8,582	\$9,573
35	E	Content Marketing Manager	Bi-Weekly	\$3,047	\$3,504	\$3,733	\$3,961	\$4,418
35	E	Customer and Utility Service Manager	Hourly	\$38.09	\$43.80	\$46.66	\$49.51	\$55.23
35	E	Detention Manager						
35	E	Human Resources Strategic Solutions Manager						
35	E	Library Manager						
35	E	Library Technical Services Manager						
35	E	Municipal Court Administrator/Municipal Clerk						
35	E	Police Fiscal Affairs Manager						
35	E	Police Physical and Technical Services Division Manager						
35	E	Police Planning and Research Division Manager						
35	E	Police Records Division Manager						
35	E	Project Manager						
35	E	Public Safety Communications Manager - Administration						
35	E	Public Safety Communications Manager - Operations						
35	E	Purchasing Manager						
35	E	Risk Manager						
35	E	Treasurer						

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## General Compensation Plan FY 2018-2019

Revised: 6/26/2019

Salary Grade	FLSA	Title		Lower Third Minimum	Lower Third Maximum	Midpoint	Middle Third Maximum	Upper Third Maximum
36	E	Administrative Services Manager	Annual	\$83,179	\$95,659	\$101,899	\$108,139	\$120,619
36	E	Director of Business Retention and Expansion	Monthly	\$6,932	\$7,972	\$8,492	\$9,012	\$10,052
36	E	Engineering Compliance Manager	Bi-Weekly	\$3,199	\$3,679	\$3,919	\$4,159	\$4,639
36	E	Fleet Services Manager	Hourly	\$39.99	\$45.99	\$48.99	\$51.99	\$57.99
36	E	Housing and Community Services Manager						
36	E	Library Community Outreach Manager						
36	E	Neighborhood Engagement Manager						
36	E	Plano Centre Manager						
36	E	Visit Plano Manager						
37	E	Assistant City Attorney III - Chief of Prosecution	Annual	\$87,339	\$100,443	\$106,995	\$113,547	\$126,651
37	E	Controller	Monthly	\$7,278	\$8,370	\$8,916	\$9,462	\$10,554
37	E	Engineer, Senior	Bi-Weekly	\$3,359	\$3,863	\$4,115	\$4,367	\$4,871
37	E	Facilities Division Manager	Hourly	\$41.99	\$48.29	\$51.44	\$54.59	\$60.89
37	E	Police Legal Advisor, Senior						
37	E	Project Management Office Manager						
37	E	Traffic Engineer, Senior						
38	E	Assistant City Attorney III - Civil	Annual	\$91,707	\$105,456	\$112,341	\$119,226	\$132,974
38	E	Associate Judge, Senior	Monthly	\$7,642	\$8,788	\$9,362	\$9,935	\$11,081
38	E	Environmental Waste Services Manager	Bi-Weekly	\$3,527	\$4,056	\$4,321	\$4,586	\$5,114
38	E	Public Works Operations Manager	Hourly	\$44.09	\$50.70	\$54.01	\$57.32	\$63.93
38	E	Planning Manager						
39	E	Park Services Manager	Annual	\$96,304	\$110,739	\$117,957	\$125,174	\$139,630
39	E	Police Administrative Services Manager	Monthly	\$8,025	\$9,228	\$9,830	\$10,431	\$11,636
39	E	Recreation Services Manager	Bi-Weekly	\$3,704	\$4,259	\$4,537	\$4,814	\$5,370
			Hourly	\$46.30	\$53.24	\$56.71	\$60.18	\$67.13
40	E	Engineering Manager	Annual	\$101,109	\$116,272	\$123,864	\$131,435	\$146,619
40	E	Transportation Engineering Manager	Monthly	\$8,426	\$9,689	\$10,322	\$10,953	\$12,218
			Bi-Weekly	\$3,889	\$4,472	\$4,764	\$5,055	\$5,639
			Hourly	\$48.61	\$55.90	\$59.55	\$63.19	\$70.49
44	E	Deputy City Attorney	Annual	\$122,907	\$141,336	\$150,550	\$159,765	\$178,214
			Monthly	\$10,242	\$11,778	\$12,546	\$13,314	\$14,851
			Bi-Weekly	\$4,727	\$5,436	\$5,790	\$6,145	\$6,854
			Hourly	\$59.09	\$67.95	\$72.38	\$76.81	\$85.68

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