



CITY OF SOUTHLAKE

Pay and Classification -- Fiscal Year 2010 Public Safety Classifications

Grade	Job Class	Class Title	FLSA
301	9050	Police Recruit	NE
302	7990	Photo Enforcement Program Assistant (part-time)	NE
	9530	FF/Paramedic	NE
	9040	Police Officer	NE
	9045	Public Safety Officer *	NE
	9060	Community Initiatives Officer	NE
303	9520	Fire Driver / Engineer	NE
	9560	Fire Inspector	NE
	9030	Police Corporal	NE
304	9510	Fire Lieutenant	NE
	9020	Police Sergeant	NE
	9080	DPS Training Supervisor	NE
	9065	Community Initiatives Supervisor	NE
305	9550	Fire Marshal	NE
	9010	Police Lieutenant	NE
306	9000	Deputy Police Chief	E
	9501	Deputy Fire Chief	E

* Receives Additional PSO Assignment Pay

\$720.00 Annual Intermediate Certification Pay (not cumulative)
\$1,200.00 Annual Advanced Certification Pay (not cumulative)
\$1,500.00 Annual Master's Certification Pay (not cumulative)
\$1,500.00 Annual Detective Assignment Pay
\$8,000.00 Annual PSO Assignment Pay



**Pay and Classification -- Fiscal Year 2010
Exempt Classifications**

Grade	Job Class	Class Title	FLSA
614	3300	Accountant I	E
	3500	Planner I	E
	3400	*Training and Safety Coordinator	E
615	3111	Nature Center & Preserve Coord.	E
	3000	Deputy City Secretary	E
	3100	Librarian	E
	3330	Teen Court Coordinator	E
616	3310	Accountant II	E
	3050	Assistant to the Director	E
	3900	DPS Analyst/Emergency Coord.	E
	3200	*Economic Development Specialist	E
	3205	Marketing & Tourism Coordinator	E
	3510	Planner II	E
617	3010	Assistant to the City Manager	E
	3020	Community Relations Officer	E
618	3120	Construction Manager	E
	3030	Facilities Manager	E
	3415	Human Resources Supervisor	E
	3340	Municipal Court Supervisor	E
	3140	Parks Manager	E
	3320	Purchasing Manager	E
	3350	Utility Billing Supervisor	E
619	3700	Civil Engineer	E
	3130	Recreation Superintendent	E
	3710	Storm Water Utility Engineer	E
620	3530	Chief Building Official	E

*Position is Frozen for FY10.



**Pay and Classification -- Fiscal Year 2010
Non-Exempt Classifications**

Grade	Job Class	Class Title	FLSA	Grade	Job Class	Class Title	FLSA
910	7140	Custodian	NE	915	7002	Accounting Assistant II	NE
	7900	Intern	NE		7230	Code Enforcement Officer	NE
	7905	Library Clerk I	NE		7130	Crewleader	NE
	7915	Records Clerk	NE		7050	HR Generalist	NE
	7935	Recreation Leader	NE		7220	Landscape & Zoning Inspector	NE
911	7001	Accounting Assistant I	NE	916	7040	Accreditation Coordinator	NE
	7060	Library Clerk II	NE		7215	Building Inspector	NE
	7020	Office Assistant	NE		7210	Construction Inspector	NE
	7150	Parks Maintenance Worker	NE		7225	Environmental Coordinator	NE
	7685	Recreation Specialist	NE		7146	Facilities Technician II	NE
	7155	Street Maintenance Worker	NE		7405	Plans Examiner	NE
	7161	Water Utility Maint. Worker I	NE		7680	Recreation Coordinator	NE
					7505	Senior Services Coordinator	NE
912	7010	Court Clerk I	NE	917	7030	Executive Secretary	NE
	7145	Facilities Technician I	NE		7410	GIS Analyst	NE
	7181	Irrigation Technician	NE		7400	IT Technician	NE
	7165	Meter Reader	NE		7200	Landscape Administrator	NE
	7021	Permit Technician	NE				
913	7132	Water Utility Maint. Worker II	NE	918	7670	Chief Construction Inspector	NE
					7401	IT Network Administrator	NE
914	7025	Administrative Secretary	NE		7402	SQL Database Administrator	NE
	7011	Court Clerk II	NE	919	7675	IT Supervisor	NE
	7170	Equipment Operator	NE		7655	Parks Supervisor	NE
	7300	Evidence & Property Officer	NE		7660	Public Works Supervisor	NE
	7305	Field Services Officer	NE				
	7035	Records Coordinator	NE				
	7185	ROW Technician	NE				
	7175	Utility Technician	NE				



CITY OF SOUTHLAKE

Pay and Classification -- Fiscal Year 2010 Non Classified Executive Positions

Director Level

City Manager
City Secretary
Assistant City Manager / Director of Public Safety
Assistant City Manager
Director of Community Services
Director of Economic Development
Director of Finance
Director of Human Resources
Director of Information Technology
Director of Planning and Development Services
Director of Public Works

Deputy Director Level

Chief of Fire Services
Chief of Police Services
Deputy Director of Community Services
Deputy Director of Community Services -- Library
Deputy Director of Finance -- Administration
Deputy Director of Finance -- Operations
Deputy Director of Planning and Development Services
Deputy Director of Public Works -- City Engineer
Deputy Director of Public Works -- Operations



City of Southlake, Texas
FY 2010 Pay Structure for Public Safety Employees

Classification Titles	Pay Group	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Police Recruit	301	Monthly	\$3,224.00	\$3,321.07	\$3,419.87	\$3,522.13	\$3,627.87	\$3,737.07	\$3,849.73	\$3,964.13	\$4,083.73	\$4,206.80
		Annual	\$38,688.00	\$39,852.80	\$41,038.40	\$42,265.60	\$43,534.40	\$44,844.80	\$46,196.80	\$47,569.60	\$49,004.80	\$50,481.60
		Bi-Weekly	\$1,488.00	\$1,532.80	\$1,578.40	\$1,625.60	\$1,674.40	\$1,724.80	\$1,776.80	\$1,829.60	\$1,884.80	\$1,941.60
		Hourly - Fire (2,912 Hrs)	\$13.29	\$13.69	\$14.09	\$14.51	\$14.95	\$15.40	\$15.86	\$16.34	\$16.83	\$17.34
		Hourly - Police (2080 Hrs)	\$18.60	\$19.16	\$19.73	\$20.32	\$20.93	\$21.56	\$22.21	\$22.87	\$23.56	\$24.27
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Photo Enforcement Asst. FF/Paramedic Police Officer Public Safety Officer Comm. Initiatives Officer	302	Monthly	\$4,030.00	\$4,151.33	\$4,274.40	\$4,402.67	\$4,536.13	\$4,671.33	\$4,811.73	\$4,955.60	\$5,104.67	\$5,257.20
		Annual	\$48,360.00	\$49,816.00	\$51,292.80	\$52,832.00	\$54,433.60	\$56,056.00	\$57,740.80	\$59,467.20	\$61,256.00	\$63,086.40
		Bi-Weekly	\$1,860.00	\$1,916.00	\$1,972.80	\$2,032.00	\$2,093.60	\$2,156.00	\$2,220.80	\$2,287.20	\$2,356.00	\$2,426.40
		Hourly - Fire (2,912 Hrs)	\$16.61	\$17.11	\$17.61	\$18.14	\$18.69	\$19.25	\$19.83	\$20.42	\$21.04	\$21.66
		Hourly - Police (2080 Hrs)	\$23.25	\$23.95	\$24.66	\$25.40	\$26.17	\$26.95	\$27.76	\$28.59	\$29.45	\$30.33
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Fire Driver/Engineer Fire Inspector Police Corporal	303	Monthly	\$4,839.47	\$4,983.33	\$5,134.13	\$5,288.40	\$5,446.13	\$5,609.07	\$5,777.20	\$5,950.53		
		Annual	\$58,073.60	\$59,800.00	\$61,609.60	\$63,460.80	\$65,353.60	\$67,308.80	\$69,326.40	\$71,406.40		
		Bi-Weekly	\$2,233.60	\$2,300.00	\$2,369.60	\$2,440.80	\$2,513.60	\$2,588.80	\$2,666.40	\$2,746.40		
		Hourly - Fire (2,912 Hrs)	\$19.94	\$20.54	\$21.16	\$21.79	\$22.44	\$23.11	\$23.81	\$24.52		
		Hourly - Police (2080 Hrs)	\$27.92	\$28.75	\$29.62	\$30.51	\$31.42	\$32.36	\$33.33	\$34.33		
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%			
Fire Lieutenant Police Sergeant DPS Training Supervisor Comm. Initiatives Supv	304	Monthly	\$5,536.27	\$5,702.67	\$5,874.27	\$6,051.07	\$6,231.33	\$6,418.53	\$6,610.93			
		Annual	\$66,435.20	\$68,432.00	\$70,491.20	\$72,612.80	\$74,776.00	\$77,022.40	\$79,331.20			
		Bi-Weekly	\$2,555.20	\$2,632.00	\$2,711.20	\$2,792.80	\$2,876.00	\$2,962.40	\$3,051.20			
		Hourly - Fire (2,912 Hrs)	\$22.81	\$23.50	\$24.21	\$24.94	\$25.68	\$26.45	\$27.24			
		Hourly - Police (2080 Hrs)	\$31.94	\$32.90	\$33.89	\$34.91	\$35.95	\$37.03	\$38.14			
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%			
Fire Marshal Police Lieutenant	305	Monthly	\$6,316.27	\$6,506.93	\$6,701.07	\$6,902.13	\$7,110.13	\$7,323.33	\$7,541.73			
		Annual	\$75,795.20	\$78,083.20	\$80,412.80	\$82,825.60	\$85,321.60	\$87,880.00	\$90,500.80			
		Bi-Weekly	\$2,915.20	\$3,003.20	\$3,092.80	\$3,185.60	\$3,281.60	\$3,380.00	\$3,480.80			
		Hourly - Fire (2,912 Hrs)	\$26.03	\$26.81	\$27.61	\$28.44	\$29.30	\$30.18	\$31.08			
		Hourly - Police (2080 Hrs)	\$36.44	\$37.54	\$38.66	\$39.82	\$41.02	\$42.25	\$43.51			
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%			
Deputy Police Chief Deputy Fire Chief	306	Monthly	\$7,416.00	\$7,638.47	\$7,867.62	\$8,103.65	\$8,346.76	\$8,597.16				
		Annual	\$88,991.97	\$91,661.65	\$94,411.41	\$97,243.74	\$100,161.15	\$103,165.92				
		Bi-Weekly	\$3,422.77	\$3,525.45	\$3,631.21	\$3,740.14	\$3,852.35	\$3,967.92				
		Hourly - Fire (2,912 Hrs)	\$30.56	\$31.48	\$32.42	\$33.39	\$34.40	\$35.43				
		Hourly - Police (2080 Hrs)	\$42.7846	\$44.0681	\$45.3901	\$46.7518	\$48.1544	\$49.5990				
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%				



City of Southlake, Texas
FY 2010 Pay Structure for Exempt Employees

Classification Titles	JE Grade	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		Monthly	\$3,645.0556	\$3,754.4072	\$3,867.0394	\$3,983.0506	\$4,102.5421	\$4,225.6184	\$4,360.8382	\$4,500.3850	\$4,644.3973	\$4,793.0181	\$4,946.3946	\$5,103.0778
Accountant I	614	Annual	\$43,740.6667	\$45,052.8867	\$46,404.4733	\$47,796.6075	\$49,230.5057	\$50,707.4209	\$52,330.0583	\$54,004.6202	\$55,732.7680	\$57,516.2166	\$59,356.7355	\$61,236.9333
Planner I		Bi-Weekly	\$1,682.3333	\$1,732.8033	\$1,784.7874	\$1,838.3311	\$1,893.4810	\$1,950.2854	\$2,012.6946	\$2,077.1008	\$2,143.5680	\$2,212.1622	\$2,282.9514	\$2,355.2667
Trng & Safety Coord		Hourly	\$21.0292	\$21.6600	\$22.3098	\$22.9791	\$23.6685	\$24.3786	\$25.1587	\$25.9638	\$26.7946	\$27.6520	\$28.5369	\$29.4408
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Nature Center & Preserve Coord.		Monthly	\$3,954.885	\$4,073.532	\$4,195.738	\$4,321.610	\$4,451.258	\$4,584.796	\$4,731.509	\$4,882.918	\$5,039.171	\$5,200.425	\$5,366.838	\$5,536.839
Deputy City Secretary	615	Annual	\$47,458.623	\$48,882.382	\$50,348.853	\$51,859.319	\$53,415.099	\$55,017.552	\$56,778.113	\$58,595.013	\$60,470.053	\$62,405.095	\$64,402.058	\$66,442.073
Librarian		Bi-Weekly	\$1,825.332	\$1,880.092	\$1,936.494	\$1,994.589	\$2,054.427	\$2,116.060	\$2,183.774	\$2,253.654	\$2,325.771	\$2,400.196	\$2,477.002	\$2,555.464
Teen Court Coordinator		Hourly	\$22.817	\$23.501	\$24.206	\$24.932	\$25.680	\$26.451	\$27.297	\$28.171	\$29.072	\$30.002	\$30.963	\$31.943
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Asst to the Director		Monthly	\$4,291.051	\$4,419.782	\$4,552.376	\$4,688.947	\$4,829.615	\$4,974.504	\$5,133.688	\$5,297.966	\$5,467.501	\$5,642.461	\$5,823.019	\$6,007.471
Accountant II	616	Annual	\$51,492.606	\$53,037.385	\$54,628.506	\$56,267.361	\$57,955.382	\$59,694.044	\$61,604.253	\$63,575.589	\$65,610.008	\$67,709.528	\$69,876.233	\$72,089.649
ED Specialist		Bi-Weekly	\$1,980.485	\$2,039.899	\$2,101.096	\$2,164.129	\$2,229.053	\$2,295.925	\$2,369.394	\$2,445.215	\$2,523.462	\$2,604.213	\$2,687.547	\$2,772.679
Planner II		Hourly	\$24.756	\$25.499	\$26.264	\$27.052	\$27.863	\$28.699	\$29.617	\$30.565	\$31.543	\$32.553	\$33.594	\$34.658
DPS Analyst / Emgncy Coord		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Mkt & Tourism Coord														
Assistant to the CM		Monthly	\$4,655.790	\$4,795.464	\$4,939.327	\$5,087.507	\$5,240.132	\$5,397.336	\$5,570.051	\$5,748.293	\$5,932.238	\$6,122.070	\$6,317.976	\$6,518.106
Community Relations Officer	617	Annual	\$55,869.478	\$57,545.562	\$59,271.929	\$61,050.087	\$62,881.590	\$64,768.037	\$66,840.614	\$68,979.514	\$71,186.859	\$73,464.838	\$75,815.713	\$78,217.269
		Bi-Weekly	\$2,148.826	\$2,213.291	\$2,279.690	\$2,348.080	\$2,418.523	\$2,491.078	\$2,570.793	\$2,653.058	\$2,737.956	\$2,825.571	\$2,915.989	\$3,008.356
		Hourly	\$26.860	\$27.666	\$28.496	\$29.351	\$30.232	\$31.138	\$32.135	\$33.163	\$34.224	\$35.320	\$36.450	\$37.604
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Construction Manager		Monthly	\$5,051.532	\$5,203.078	\$5,359.170	\$5,519.945	\$5,685.544	\$5,856.110	\$6,043.506	\$6,236.898	\$6,436.478	\$6,642.446	\$6,855.004	\$7,072.145
Deputy Bldg Official	618	Annual	\$60,618.383	\$62,436.935	\$64,310.043	\$66,239.344	\$68,226.525	\$70,273.320	\$72,522.067	\$74,842.773	\$77,237.741	\$79,709.349	\$82,260.048	\$84,865.737
Facilities Manager		Bi-Weekly	\$2,331.476	\$2,401.421	\$2,473.463	\$2,547.667	\$2,624.097	\$2,702.820	\$2,789.310	\$2,878.568	\$2,970.682	\$3,065.744	\$3,163.848	\$3,264.067
HR Supervisor		Hourly	\$29.143	\$30.018	\$30.918	\$31.846	\$32.801	\$33.785	\$34.866	\$35.982	\$37.134	\$38.322	\$39.548	\$40.801
Municipal Court Supv		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Parks Manager														
Purchasing Manager														
Utility Billing Supv														
Civil Engineer		Monthly	\$5,480.912	\$5,645.340	\$5,814.700	\$5,989.141	\$6,168.815	\$6,353.879	\$6,557.204	\$6,767.034	\$6,983.579	\$7,207.054	\$7,437.679	\$7,673.277
Recreation Superintendent	619	Annual	\$65,770.946	\$67,744.074	\$69,776.397	\$71,869.689	\$74,025.779	\$76,246.553	\$78,686.442	\$81,204.408	\$83,802.950	\$86,484.644	\$89,252.153	\$92,079.324
		Bi-Weekly	\$2,529.652	\$2,605.541	\$2,683.708	\$2,764.219	\$2,847.145	\$2,932.560	\$3,026.402	\$3,123.246	\$3,223.190	\$3,326.332	\$3,432.775	\$3,541.512
Storm Water Utility Engineer		Hourly	\$31.621	\$32.569	\$33.546	\$34.553	\$35.589	\$36.657	\$37.830	\$39.041	\$40.290	\$41.579	\$42.910	\$44.269
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Chief Building Official		Monthly	\$5,946.790	\$6,125.193	\$6,308.949	\$6,498.218	\$6,693.164	\$6,893.959	\$7,114.566	\$7,342.232	\$7,577.183	\$7,819.653	\$8,069.882	\$8,325.506
	620	Annual	\$71,361.476	\$73,502.321	\$75,707.390	\$77,978.612	\$80,317.970	\$82,727.510	\$85,374.790	\$88,106.783	\$90,926.200	\$93,835.839	\$96,838.585	\$99,906.067
		Bi-Weekly	\$2,744.672	\$2,827.012	\$2,911.823	\$2,999.177	\$3,089.153	\$3,181.827	\$3,283.646	\$3,388.722	\$3,497.162	\$3,609.071	\$3,724.561	\$3,842.541
		Hourly	\$34.308	\$35.338	\$36.398	\$37.490	\$38.614	\$39.773	\$41.046	\$42.359	\$43.715	\$45.113	\$46.557	\$48.032
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%



City of Southlake, Texas
FY 2010 Pay Structure for Non-Exempt Employees

Classification Titles	Grade	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Custodian		Monthly	\$2,090.400	\$2,152.800	\$2,216.933	\$2,284.533	\$2,352.133	\$2,423.200	\$2,501.200	\$2,580.933	\$2,662.400	\$2,749.067	\$2,835.733	\$2,927.600
Intern	910	Annual	\$25,084.800	\$25,833.600	\$26,603.200	\$27,414.400	\$28,225.600	\$29,078.400	\$30,014.400	\$30,971.200	\$31,948.800	\$32,988.800	\$34,028.800	\$35,131.200
Library Clerk I		Bi-Weekly	\$964.800	\$993.600	\$1,023.200	\$1,054.400	\$1,085.600	\$1,118.400	\$1,154.400	\$1,191.200	\$1,228.800	\$1,268.800	\$1,308.800	\$1,351.200
Records Clerk		Hourly	\$12.060	\$12.420	\$12.790	\$13.180	\$13.570	\$13.980	\$14.430	\$14.890	\$15.360	\$15.860	\$16.360	\$16.890
Recreation Leader		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.3%	3.2%	3.2%
Accounting Assistant I		Monthly	\$2,268.933	\$2,336.533	\$2,407.600	\$2,478.667	\$2,553.200	\$2,629.467	\$2,714.400	\$2,801.067	\$2,891.200	\$2,983.067	\$3,078.400	\$3,177.200
Library Clerk II	911	Annual	\$27,227.200	\$28,038.400	\$28,891.200	\$29,744.000	\$30,638.400	\$31,553.600	\$32,572.800	\$33,612.800	\$34,694.400	\$35,796.800	\$36,940.800	\$38,126.400
Office Assistant		Bi-Weekly	\$1,047.200	\$1,078.400	\$1,111.200	\$1,144.000	\$1,178.400	\$1,213.600	\$1,252.800	\$1,292.800	\$1,334.400	\$1,376.800	\$1,420.800	\$1,466.400
Parks Maint. Worker		Hourly	\$13.090	\$13.480	\$13.890	\$14.300	\$14.730	\$15.170	\$15.660	\$16.160	\$16.680	\$17.210	\$17.760	\$18.330
Recreation Specialist		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Street Maint. Worker														
Water Utility Maint. Wkr I														
Court Clerk I		Monthly	\$2,461.333	\$2,535.867	\$2,612.133	\$2,690.133	\$2,769.867	\$2,853.067	\$2,944.933	\$3,038.533	\$3,137.333	\$3,237.867	\$3,340.133	\$3,445.867
Facilities Tech I	912	Annual	\$29,536.000	\$30,430.400	\$31,345.600	\$32,281.600	\$33,238.400	\$34,236.800	\$35,339.200	\$36,462.400	\$37,648.000	\$38,854.400	\$40,081.600	\$41,350.400
Irrigation Technician		Bi-Weekly	\$1,136.000	\$1,170.400	\$1,205.600	\$1,241.600	\$1,278.400	\$1,316.800	\$1,359.200	\$1,402.400	\$1,448.000	\$1,494.400	\$1,541.600	\$1,590.400
Meter Reader		Hourly	\$14.200	\$14.630	\$15.070	\$15.520	\$15.980	\$16.460	\$16.990	\$17.530	\$18.100	\$18.680	\$19.270	\$19.880
Permit Technician		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.3%	3.2%	3.2%	3.2%
Water Utility Maint. Wkr II		Monthly	\$2,671.067	\$2,750.800	\$2,834.000	\$2,918.933	\$3,005.600	\$3,095.733	\$3,196.267	\$3,298.533	\$3,402.533	\$3,511.733	\$3,624.400	\$3,738.800
	913	Annual	\$32,052.800	\$33,009.600	\$34,008.000	\$35,027.200	\$36,067.200	\$37,148.800	\$38,355.200	\$39,582.400	\$40,830.400	\$42,140.800	\$43,492.800	\$44,865.600
		Bi-Weekly	\$1,232.800	\$1,269.600	\$1,308.000	\$1,347.200	\$1,387.200	\$1,428.800	\$1,475.200	\$1,522.400	\$1,570.400	\$1,620.800	\$1,672.800	\$1,725.600
		Hourly	\$15.410	\$15.870	\$16.350	\$16.840	\$17.340	\$17.860	\$18.440	\$19.030	\$19.630	\$20.260	\$20.910	\$21.570
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Administrative Secretary														
Court Clerk II		Monthly	\$2,898.133	\$2,984.800	\$3,074.933	\$3,166.800	\$3,262.133	\$3,359.200	\$3,466.667	\$3,577.600	\$3,692.000	\$3,809.867	\$3,932.933	\$4,057.733
Equipment Operator	914	Annual	\$34,777.600	\$35,817.600	\$36,899.200	\$38,001.600	\$39,145.600	\$40,310.400	\$41,600.000	\$42,931.200	\$44,304.000	\$45,718.400	\$47,195.200	\$48,692.800
Evidence & Property Ofc		Bi-Weekly	\$1,337.600	\$1,377.600	\$1,419.200	\$1,461.600	\$1,505.600	\$1,550.400	\$1,600.000	\$1,651.200	\$1,704.000	\$1,758.400	\$1,815.200	\$1,872.800
Field Services Ofc		Hourly	\$16.720	\$17.220	\$17.740	\$18.270	\$18.820	\$19.380	\$20.000	\$20.640	\$21.300	\$21.980	\$22.690	\$23.410
Records Coordinator		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
ROW Technician														
Utility Technician														
Accounting Assistant II		Monthly	\$3,144.267	\$3,237.867	\$3,336.667	\$3,435.467	\$3,539.467	\$3,645.200	\$3,761.333	\$3,882.667	\$4,005.733	\$4,134.000	\$4,267.467	\$4,402.667
Code Enforcement Officer	915	Annual	\$37,731.200	\$38,854.400	\$40,040.000	\$41,225.600	\$42,473.600	\$43,742.400	\$45,136.000	\$46,592.000	\$48,068.800	\$49,608.000	\$51,209.600	\$52,832.000
Crewleader		Bi-Weekly	\$1,451.200	\$1,494.400	\$1,540.000	\$1,585.600	\$1,633.600	\$1,682.400	\$1,736.000	\$1,792.000	\$1,848.800	\$1,908.000	\$1,969.600	\$2,032.000
HR Generalist		Hourly	\$18.140	\$18.680	\$19.250	\$19.820	\$20.420	\$21.030	\$21.700	\$22.400	\$23.110	\$23.850	\$24.620	\$25.400
Landscape & Zoning Insp		Step Percentage		3.0%	3.1%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%



City of Southlake, Texas
FY 2010 Pay Structure for Non-Exempt Employees

Classification Titles	Grade	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Accreditation Coordinator		Monthly	\$3,411.200	\$3,513.467	\$3,619.200	\$3,728.400	\$3,839.333	\$3,955.467	\$4,082.000	\$4,212.000	\$4,347.200	\$4,485.867	\$4,629.733	\$4,777.067
Building Inspector	916	Annual	\$40,934.400	\$42,161.600	\$43,430.400	\$44,740.800	\$46,072.000	\$47,465.600	\$48,984.000	\$50,544.000	\$52,166.400	\$53,830.400	\$55,556.800	\$57,324.800
Construction Inspector		Bi-Weekly	\$1,574.400	\$1,621.600	\$1,670.400	\$1,720.800	\$1,772.000	\$1,825.600	\$1,884.000	\$1,944.000	\$2,006.400	\$2,070.400	\$2,136.800	\$2,204.800
Environmental Coord		Hourly	\$19.680	\$20.270	\$20.880	\$21.510	\$22.150	\$22.820	\$23.550	\$24.300	\$25.080	\$25.880	\$26.710	\$27.560
Facilities Tech II		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Plans Examiner														
Recreation Coordinator														
Senior Services Coord														
Excutive Secretary		Monthly	\$3,702.400	\$3,813.333	\$3,927.733	\$4,045.600	\$4,166.933	\$4,291.733	\$4,428.667	\$4,570.800	\$4,716.400	\$4,867.200	\$5,023.200	\$5,182.667
GIS Analyst	917	Annual	\$44,428.800	\$45,760.000	\$47,132.800	\$48,547.200	\$50,003.200	\$51,500.800	\$53,144.000	\$54,849.600	\$56,596.800	\$58,406.400	\$60,278.400	\$62,192.000
IT Technician		Bi-Weekly	\$1,708.800	\$1,760.000	\$1,812.800	\$1,867.200	\$1,923.200	\$1,980.800	\$2,044.000	\$2,109.600	\$2,176.800	\$2,246.400	\$2,318.400	\$2,392.000
Landscape Administrator		Hourly	\$21.360	\$22.000	\$22.660	\$23.340	\$24.040	\$24.760	\$25.550	\$26.370	\$27.210	\$28.080	\$28.980	\$29.900
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
Chief Construction Insp		Monthly	\$4,016.133	\$4,137.467	\$4,260.533	\$4,388.800	\$4,520.533	\$4,655.733	\$4,804.800	\$4,959.067	\$5,116.800	\$5,281.467	\$5,449.600	\$5,622.933
IT Network Administrator	918	Annual	\$48,193.600	\$49,649.600	\$51,126.400	\$52,665.600	\$54,246.400	\$55,868.800	\$57,657.600	\$59,508.800	\$61,401.600	\$63,377.600	\$65,395.200	\$67,475.200
SQL Database Admin		Bi-Weekly	\$1,853.600	\$1,909.600	\$1,966.400	\$2,025.600	\$2,086.400	\$2,148.800	\$2,217.600	\$2,288.800	\$2,361.600	\$2,437.600	\$2,515.200	\$2,595.200
		Hourly	\$23.170	\$23.870	\$24.580	\$25.320	\$26.080	\$26.860	\$27.720	\$28.610	\$29.520	\$30.470	\$31.440	\$32.440
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
IT Supervisor		Monthly	\$4,378.400	\$4,508.400	\$4,643.600	\$4,784.000	\$4,927.867	\$5,075.200	\$5,238.133	\$5,404.533	\$5,577.867	\$5,756.400	\$5,940.133	\$6,146.400
Parks Supervisor	919	Annual	\$52,540.800	\$54,100.800	\$55,723.200	\$57,408.000	\$59,134.400	\$60,902.400	\$62,857.600	\$64,854.400	\$66,934.400	\$69,076.800	\$71,281.600	\$73,756.800
Public Works Supv		Bi-Weekly	\$2,020.800	\$2,080.800	\$2,143.200	\$2,208.000	\$2,274.400	\$2,342.400	\$2,417.600	\$2,494.400	\$2,574.400	\$2,656.800	\$2,741.600	\$2,836.800
		Hourly	\$25.260	\$26.010	\$26.790	\$27.600	\$28.430	\$29.280	\$30.220	\$31.180	\$32.180	\$33.210	\$34.270	\$35.460
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%