

# CITY OF KINGSVILLE CLASSIFICATION & COMPENSATION PLAN

## FISCAL YEAR 2024-2025

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

Class #

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>11</b>	\$15.45	\$16.07	\$16.71	\$ 17.38	\$ 18.07	\$ 18.80	\$ 19.55	\$ 20.33
	Custodian Customer Billing & Services Representative I Golf Pro Shop Attendant Grounds Maintenance Worker				Kennel Attendant Meter Reader Technician Public Maintenance Worker Utility Worker			
<b>12</b>	\$ 16.22	\$ 16.87	\$ 17.55	\$ 18.25	\$ 18.98	\$ 19.74	\$ 20.53	\$ 21.35
	Administrative Technician Animal Care Attendant Customer Billing & Services Representative II				Plant Helper Pump Operator Services Technician			
<b>13</b>	\$ 17.03	\$ 17.71	\$ 18.42	\$ 19.16	\$ 19.93	\$ 20.72	\$ 21.55	\$ 22.42
	Animal Services Specialist Customer Billing Specialist I Deputy Clerk Evidence Technician				Intake & Placement Specialist Light Equipment Operator Recycling Technician			
<b>14</b>	\$ 17.89	\$ 18.60	\$ 19.34	\$ 20.12	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.54
	A/P Specialist Accounting Assistant Administrative Assistant Building Inspector Code Compliance Inspector				Customer Billing Specialist II Inventory Technician Lab Technician Recreation Coordinator Telecommunications Operator			
<b>15</b>	\$ 18.78	\$ 19.53	\$ 20.31	\$ 21.12	\$ 21.97	\$ 22.85	\$ 23.76	\$ 24.71
	Administrative Coordinator Engineering Technician GIS Technician Heavy Equipment Operator Maintenance Technician				Payroll Specialist Welder/Fabricator Wastewater Operator Water Production Operator			
<b>16</b>	\$ 19.72	\$ 20.51	\$ 21.33	\$ 22.18	\$ 23.07	\$ 23.99	\$ 24.95	\$ 25.95
	Human Resource Specialist							
<b>17</b>	\$ 20.70	\$ 21.53	\$ 22.39	\$ 23.29	\$ 24.22	\$ 25.19	\$ 26.20	\$ 27.25
	Health Inspector I Help Desk Technician Lead Maintenance Technician				Lead Telecommunications Operator Paralegal Senior Heavy Equipment Operator			
<b>18</b>	\$ 21.74	\$ 22.61	\$ 23.51	\$ 24.45	\$ 25.43	\$ 26.45	\$ 27.51	\$ 28.61
	Crime Scene Specialist Engineering Assistant Foreman - Landfill Foreman - Meter Readers Foreman - Parks & Recreation				Foreman - Parks & Recreation - Golf Foreman - Solid Waste Foreman - Street Foreman - Wastewater - Plants			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>19</b>	\$ 22.83	\$ 23.74	\$ 24.69	\$ 25.68	\$ 26.70	\$ 27.77	\$ 28.88	\$ 30.04
	Health Inspector II							
<b>20</b>	\$ 23.97	\$ 24.93	\$ 25.92	\$ 26.96	\$ 28.04	\$ 29.16	\$ 30.33	\$ 31.54
	Project Engineer							
<b>21</b>	\$ 25.17	\$ 26.17	\$ 27.22	\$ 28.31	\$ 29.44	\$ 30.62	\$ 31.84	\$ 33.12
	Collection's Supervisor Communications Coordinator				Municipal Court Supervisor Special Events/Downtown Manager			
<b>22</b>	\$ 26.42	\$ 27.48	\$ 28.58	\$ 29.72	\$ 30.91	\$ 32.15	\$ 33.44	\$ 34.77
	Senior Planner/Historic Preservation Officer				Systems Administrator			
<b>23</b>	\$ 27.75	\$ 28.86	\$ 30.01	\$ 31.21	\$ 32.46	\$ 33.76	\$ 35.11	\$ 36.51
	Golf Course Superintendent				Parks Manager			
<b>24</b>	\$ 29.13	\$ 30.30	\$ 31.51	\$ 32.77	\$ 34.08	\$ 35.45	\$ 36.86	\$ 38.34
	Garage Supervisor Purchasing & Facilities Manager Solid Waste Supervisor Street Supervisor				Wastewater Supervisor Water Production Supervisor Water Supervisor Wastewater Collections/Stormwater Supervisor			
<b>25</b>	\$ 30.59	\$ 31.81	\$ 33.09	\$ 34.41	\$ 35.79	\$ 37.22	\$ 38.71	\$ 40.25
	City Secretary							
<b>26</b>	\$ 32.12	\$ 33.40	\$ 34.74	\$ 36.13	\$ 37.58	\$ 39.08	\$ 40.64	\$ 42.27
	Accounting Manager				Building Official			
<b>27</b>	\$ 33.73	\$ 35.07	\$ 36.48	\$ 37.94	\$ 39.45	\$ 41.03	\$ 42.67	\$ 44.38
	Capital Improvements Manager				Information Technology Manager			
<b>28</b>	\$ 35.41	\$ 36.83	\$ 38.30	\$ 39.83	\$ 41.43	\$ 43.08	\$ 44.81	\$ 46.60
	Economic Development Director							
<b>29</b>	\$ 37.18	\$ 38.67	\$ 40.22	\$ 41.82	\$ 43.50	\$ 45.24	\$ 47.05	\$ 48.93
<b>30</b>	\$ 39.04	\$ 40.60	\$ 42.23	\$ 43.92	\$ 45.67	\$ 47.50	\$ 49.40	\$ 51.38
	Health Director Information Technology Director				Park & Recreation Director Tourism Services Director			

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>31</b>	\$ 40.99	\$ 42.63	\$ 44.34	\$ 46.11	\$ 47.96	\$ 49.87	\$ 51.87	\$ 53.94

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>32</b>	\$ 43.04	\$ 44.76	\$ 46.56	\$ 48.42	\$ 50.35	\$ 52.37	\$ 54.46	\$ 56.64

Human Resource Director

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>33</b>	\$ 45.20	\$ 47.00	\$ 48.88	\$ 50.84	\$ 52.87	\$ 54.99	\$ 57.19	\$ 59.47

Planning & Development Services Director

Public Works Director

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>34</b>	\$ 47.46	\$ 49.35	\$ 51.33	\$ 53.38	\$ 55.52	\$ 57.74	\$ 60.05	\$ 62.45

City Engineer

Finance Director

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>35</b>	\$ 49.83	\$ 51.82	\$ 53.89	\$ 56.05	\$ 58.29	\$ 60.62	\$ 63.05	\$ 65.57

Fire Chief

Police Chief

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>36</b>	\$ 52.32	\$ 54.41	\$ 56.59	\$ 58.85	\$ 61.21	\$ 63.65	\$ 66.20	\$ 68.85

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>37</b>	\$ 54.94	\$ 57.13	\$ 59.42	\$ 61.79	\$ 64.27	\$ 66.84	\$ 69.51	\$ 72.29

Min	
\$ 10.00	

Seasonal/Temporary Employees

Example of positions include: Pool Manager/Attendants/Instructors/Lifeguards, Recreation Assistants, etc.

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 2024-2025 Executive Officer Wage Schedule**

	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>EXECUTIVE OFFICER – 1</b> City Manager	\$ 138,346	\$ 166,893	\$ 195,441
<b>EXECUTIVE OFFICER - 2</b> City Attorney	\$ 105,406	\$ 139,444	\$ 173,481
<b>EXECUTIVE OFFICER - 3</b> Municipal Court Judge	\$ 44,595	\$ 59,532	\$ 74,063