

**City of Glenn Heights
FY 2025 Salary Plan
(Proposed) Salary Grades Per Job Class - (Job Class Order)**

Occupational Job Families and Job Classes	-- Recommended --			
	Grade	Min Step	Calculated Midpoint	Max Step
<u>City Administration</u>				
Deputy City Manager	42	\$177,211	\$214,936	\$252,661
Administrator, Economic Development	27	\$85,242	\$103,388	\$121,534
Public Information Officer	21	\$63,609	\$77,150	\$90,691
Executive Assistant (to CM)	20	\$60,580	\$73,476	\$86,372
Executive Assistant (to Dir)	18	\$54,948	\$66,645	\$78,342
<u>City Secretary</u>				
City Secretary	32	\$108,792	\$131,952	\$155,112
Clerk, Records Management	14	\$45,205	\$54,829	\$64,452
<u>Community Engagement</u>				
Community Engagement Administrator	22	\$66,789	\$81,007	\$95,225
Social Services Coordinator	20	\$60,580	\$73,476	\$86,372
Community Engagement Coordinator	20	\$60,580	\$73,476	\$86,372
<u>Public Safety</u>				
Director of Public Safety	42	\$177,211	\$214,936	\$252,661
Police Chief	39	\$153,082	\$185,670	\$218,258
Deputy Police Chief	35	\$125,941	\$152,751	\$179,561
Lieutenant	28	\$89,504	\$108,557	\$127,611
Sergeant				
Police Officer II				
Police Officer				
			Step Plan	
Coordinator, Victims Assistance	18	\$54,948	\$66,645	\$78,342
CARE Team	16	\$49,839	\$60,449	\$71,059
Animal Control Officer	14	\$45,205	\$54,829	\$64,452
Code Compliance Officer	14	\$45,205	\$54,829	\$64,452
<u>Dispatch</u>				
Dispatch Supervisor	20	\$60,580	\$73,476	\$86,372
Communications Officer	16	\$49,839	\$60,449	\$71,059
<u>Property & Records</u>				
Coordinator, Records & Property	17	\$52,331	\$63,471	\$74,611
Clerk, Records and Property	13	\$43,053	\$52,218	\$61,383

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	Grade	Min Step	Calculated Midpoint	Max Step
<u>Fire</u>				
Fire Chief	39	\$153,082	\$185,670	\$218,258
Deputy Fire Chief	35	\$125,941	\$152,751	\$179,561
Captain				
Driver/Engineer				
Firefighter/Paramedic				
Firefighter				
Firefighter/EMT				
Paramedic Only				
Step Plan				
Administrator Emergency Management/Fire Marshal	32	\$108,792	\$131,952	\$155,112
Fire Marshal	29	\$93,979	\$113,985	\$133,991
Clerk, Constituent Services	15	\$47,466	\$57,570	\$67,675
<u>Public Works</u>				
Director, Public Works & Infrastructure	36	\$132,238	\$160,389	\$188,539
Assistant Director Public Works & Infrastructure	32	\$108,792	\$131,952	\$155,112
Executive Assistant	18	\$54,948	\$66,645	\$78,342
<u>Utilities</u>				
Superintendent, Utilities	28	\$89,504	\$108,557	\$127,611
Utilities Supervisor	20	\$60,580	\$73,476	\$86,372
Inspector	18	\$54,948	\$66,645	\$78,342
Field Supervisor	17	\$52,331	\$63,471	\$74,611
Coordinator, Meter Services	16	\$49,839	\$60,449	\$71,059
Backflow Operator	16	\$49,839	\$60,449	\$71,059
Utility Worker III	16	\$49,839	\$60,449	\$71,059
Utility Worker II	14	\$45,205	\$54,829	\$64,452
Utility Worker I	12	\$41,003	\$49,731	\$58,460
<u>Human Resources</u>				
Human Resources Director	34	\$119,944	\$145,477	\$171,011
Human Resources / ADA Officer	24	\$73,635	\$89,310	\$104,986
Human Resources Generalist	19	\$57,695	\$69,977	\$82,259
<u>Finance</u>				
Finance Director	36	\$132,238	\$160,389	\$188,539
Senior Financial Analyst	26	\$81,183	\$98,465	\$115,747
Financial Analyst	20	\$60,580	\$73,476	\$86,372
Utility Billing Supervisor	18	\$54,948	\$66,645	\$78,342
Accounting/Finance Coordinator	20	\$60,580	\$73,476	\$86,372
Administrative Support Technician	16	\$49,839	\$60,449	\$71,059
Clerk, Accounting	13	\$43,053	\$52,218	\$61,383
Customer Service Clerk	12	\$41,003	\$49,731	\$58,460
<u>Municipal Court</u>				
Court Administrator	24	\$73,635	\$89,310	\$104,986

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	Grade	Min Step	Calculated Midpoint	Max Step
Court Clerk	13	\$43,053	\$52,218	\$61,383

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	Grade	Min Step	Calculated Midpoint	Max Step
<u>Information Technology</u>				
Information Technology Administrator	28	\$89,504	\$108,557	\$127,611
IT Specialist	20	\$60,580	\$73,476	\$86,372
<u>Parks & Recreation</u>				
Parks & Recreation Superintendent	24	\$73,635	\$89,310	\$104,986
Recreation Aide	13	\$43,053	\$52,218	\$61,383
<u>Planning & Development Services</u>				
Planning & Development Services Director	36	\$132,238	\$160,389	\$188,539
Building Official	29	\$93,979	\$113,985	\$133,991
City Planner-Planner	20	\$60,580	\$73,476	\$86,372
Building Inspector	18	\$54,948	\$66,645	\$78,342
Permit Coordinator	14	\$45,205	\$54,829	\$64,452
Executive Assistant	18	\$54,948	\$66,645	\$78,342