



PAY PLAN EFFECTIVE 01-01-2024

NON EXEMPT PAY SCHEDULE

POSITION TITLE	Previous Title	GRADE		MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
Custodian Litter Maintenance		NE1	Annually Bi-Weekly Hourly	\$ 33,280.00 1,280.00 16.00	\$ 40,768.00 1,568.00 19.60	\$ 48,256.00 1,856.00 23.20
Administrative Asst. - All Depts Court Clerk 1 Customer Service Advocates/Receptionist Library Clerk Recreation Center Attendant (FT) Maintenance I - Parks, Streets Meter Technician I Police Records Technician	Meter Reader Police Records Clerk	NE 2	Annually Bi-Weekly Hourly	\$ 35,276.80 1,246.09 16.96	\$ 43,214.08 1,662.08 20.78	\$ 51,151.36 1,967.36 24.59
Meter Tech II Maintenance II - Parks Utilities Maintenance Worker I	Skilled Maintenance Maintenance - Water/Wastewater	NE 3	Annually Bi-Weekly Hourly	\$ 37,393.41 1,438.21 17.98	\$ 45,806.92 1,761.80 22.02	\$ 54,220.44 2,085.40 26.07
Customer Service Representative Animal Control Officer Court Clerk 2 Library Technician Maintenance II - Streets Permit Technician	Skilled Maintenance	NE 4	Annually Bi-Weekly Hourly	\$ 39,637.01 1,524.50 19.06	\$ 48,555.34 1,867.51 23.34	\$ 57,473.67 2,210.53 27.63
Building Maintenance Technician Finance Technician Mechanic Planning Technician Property & Evidence Technician Solid Waste Coordinator Spray Technician Utilities Maintenance Worker II Water Quality Technician	Administrative Assistant	NE 5	Annually Bi-Weekly Hourly	\$ 42,015.23 1,615.97 20.20	\$ 51,468.66 1,979.56 24.74	\$ 60,922.09 2,343.16 29.29
Crew Leader - Parks, Streets, Utility Billing Traffic Operations Technician Irrigation Technician Deputy Court Clerk Neighborhood Service Officer Service Center Coordinator	Administrative Assistant	NE 6	Annually Bi-Weekly Hourly	\$ 44,536.15 1,712.93 21.41	\$ 54,556.78 2,098.34 26.23	\$ 64,577.41 2,483.75 31.05
Crew Leader - Utilities, Irrigation Crime Victim's Advocate Sr. Animal Control Officer Parking Compliance Official Sr. Property & Evidence Technician		NE 7	Annually Bi-Weekly Hourly	\$ 47,208.32 1,815.70 22.70	\$ 57,830.19 2,224.24 27.80	\$ 68,452.06 2,632.77 32.91
Building Inspection Manager Executive Assistant - All Depts Fieldhouse Admin Manager Senior Center Manager Recreation Center Manager * Neighborhood Services Coordinator UB Customer Service Rep Supervisor Economic Development Coordinator	Building Inspection Coordinator Senior Center Coordinator Recreation Coordinator	NE 8	Annually Bi-Weekly Hourly	\$ 50,040.82 1,924.65 24.06	\$ 61,300.00 2,357.69 29.47	\$ 72,559.18 2,790.74 34.88
City Marshal Asst. Building Maintenance Supervisor Neighborhood Services Supervisor		NE 9	Annually Bi-Weekly Hourly	\$ 53,043.26 2,040.13 25.50	\$ 64,978.00 2,499.15 31.24	\$ 76,912.73 2,958.18 36.98
Building Inspector Construction Inspector Field Supervisors - Pks, Streets, UB Health Inspector Crew Leader - Irrigation		NE 10	Annually Bi-Weekly Hourly	\$ 56,225.86 2,162.53 27.03	\$ 68,876.68 2,649.10 33.11	\$ 81,527.50 3,135.67 39.20
Field Supervisor - Utilities Utilities Asset Supervisor		NE 11	Annually Bi-Weekly Hourly	\$ 59,599.41 2,292.29 28.65	\$ 73,009.28 2,808.05 35.10	\$ 86,419.15 3,323.81 41.55



**CITY OF DUNCANVILLE, TEXAS
MANAGEMENT/PROFESSIONAL/GENERAL EXEMPT PAY PLAN**

POSITION TITLE	Previous Title	GRADE		MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
Buyer/Purchasing Agent Communications/Marketing Specialist Crime Analyst Librarian (All Divisions) Management Analyst		E1	Annually Bi-Weekly	\$ 53,043.26 2,040.13	\$ 64,978.00 2,499.15	\$ 76,912.73 2,958.18
Accountant I IT Specialist I		E2	Annually Bi-Weekly	\$ 56,225.86 2,162.53	\$ 68,876.68 2,649.10	\$ 81,527.50 3,135.67
Accountant II Engineering Technician		E3	Annually Bi-Weekly	\$ 59,599.41 2,292.29	\$ 73,009.28 2,808.05	\$ 86,419.15 3,323.81
Accountant III Chief Operations Officer - Police Executive Liaison - City Manager's Office Fieldhouse Operations Manager Assistant Streets Superintendent		E4	Annually Bi-Weekly	\$ 63,175.38 2,429.82	\$ 77,389.84 2,976.53	\$ 91,604.30 3,523.24
Construction Project Manager Engineer in Training * Network Administrator/Engineer Special Events Planner	IT Specialist II	E5	Annually Bi-Weekly	\$ 66,965.90 2,575.61	\$ 82,033.23 3,155.12	\$ 97,100.55 3,734.64
Administrator, Court Administrator, Utility Billing Assistant Utilities Superintendent Parks Project Manager Superintendent (Building, Equipment, Street, Traffic) Superintendent (Recreation)	New 2023	E6	Annually Bi-Weekly	\$ 70,983.85 2,730.15	\$ 86,955.22 3,344.43	\$ 102,926.59 3,958.72
Assistant Library Director Fieldhouse Manager Human Resources Manager Software Engineer Utilities Superintendent	IT Manager	E7	Annually Bi-Weekly	\$ 79,757.46 3,067.59	\$ 97,702.88 3,757.80	\$ 115,648.31 4,448.01
Building Official Regional Emergency Manager Engineering Manager		E8	Annually Bi-Weekly	\$ 84,542.90 3,251.65	\$ 103,565.06 3,983.27	\$ 122,587.21 4,714.89



**CITY OF DUNCANVILLE, TEXAS
EXECUTIVE PAY PLAN**

POSITION TITLE	Previous Title	GRADE		MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
*Administrator, Budget Administrator, Communication & Marketing Administrator, Economic Development Administrator, Special Projects	Administrator, Budget & Grants Economic Development Mgr	EX1	Annually Bi-Weekly	\$ 89,615.48 3,446.75	\$ 109,778.96 4,222.27	\$ 129,942.44 4,997.79
Assistant to the City Manager Assistant Director of Parks and Recreation Chief Procurement Officer City Secretary Controller	 Fiscal Service Manager	EX2	Annually Bi-Weekly	\$ 94,992.41 3,653.55	\$ 116,365.70 4,475.60	\$ 137,738.99 5,297.65
Library Director		EX3	Annually Bi-Weekly	100,691.95 3,872.77	123,347.64 4,744.14	146,003.33 5,615.51
Chief Innovation Officer *Assistant Public Works Director * Director of Planning & Zoning	Director of Infrastructure Senior Planner	EX4	Annually Bi-Weekly	\$ 106,733.47 4,105.13	\$ 130,748.50 5,028.79	\$ 154,763.33 5,952.44
Chief Information Officer * Economic Development Director Director, Parks, Recreation, and Leisure Services Human Resources Director	Managing Dir of Dev Svcs	EX5	Annually Bi-Weekly	\$ 113,070.35 4,348.86	\$ 138,511.18 5,327.35	\$ 163,952.01 6,305.85
Fire Chief Police Chief Managing Director of Fiscal Services *Public Works Director	 Director of Operations	EX6	Annually Bi-Weekly	\$ 127,121.27 4,889.28	\$ 146,909.01 5,650.35	\$ 184,325.84 7,089.46
Assistant City Manager		EX7	Annually Bi-Weekly	\$135,000.00 5,192.31	\$155,000.00 5,961.54	\$200,000.00 7,692.31

**CITY OF DUNCANVILLE PAY PLAN
CIVIL SERVICE POSITIONS
PAY PLAN EFFECTIVE - AT 01/01/2024**



	STEP	1	2	3	4	5	6	7
PD-P1	ASST. POLICE CHIEF	141,695	146,613					
PD-P2	POLICE LIEUTENANT	108,662	111,922	115,279	118,738			
PD-P3	POLICE SERGEANT	92,000	95,680	99,507	103,487			
PD-P4	POLICE OFFICER	67,000	69,010	71,080	73,213	80,534	84,561	90,000

	STEP	1	2	3	4	5	6	7
FD-F1	ASST. FIRE CHIEF	141,695	146,613					
FD-F2	DIVISION CHIEF - EMS	134,203	138,229					
FD-F3	BATTALION CHIEF	121,172	124,807	128,551	132,408			
FD-F3	FIRE MARSHAL	121,172	124,807	128,551	132,408			
FD-F4	FIRE CAPTAIN	105,609	108,777	112,041	115,402			
FD-F4	DEPUTY FIRE MARSHAL	105,609	108,777	112,041	115,402			
FD-F5	FIRE ENGINEER	94,000	96,350	98,277	100,580			
FD-F6	FIRE FIGHTER	67,000	69,010	71,080	73,213	80,534	84,561	87,000



Effective 01/01/2024

**CITY OF DUNCANVILLE, TEXAS
NON-EXEMPT PART TIME PAY SCHEDULE**

POSITION TITLE	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE	GRADE
Fieldhouse Attendant	15.00	20.00	PT -01
Fieldhouse PT Leader	15.00	22.00	PT 02
Library Page	15.00	20.00	PT 03
Recreation Center Attendant	15.00	20.00	PT 04
Rec Center PT Leader/AS Supervisor	16.05	20.00	PT 05
School Crossing Guard	15.00	20.00	PT 06
Senior Center Attendant	15.00	20.00	PT 07
Senior Center Van Driver	15.00	22.00	PT 08
Fieldhouse Summer Camp Coordinator	15.00	16.05	PT 09
Volunteer Coordinator - PD	15.00	22.00	PT 10
Library Clerk - PT	15.00	25.00	PT 11
Custodian- PT	15.00	22.00	PT 12
City Marshal - PT	22.43	35.16	PT 13
Seasonal Maintenance	15.00	20.00	PT 14
Crime Adv PT	15.00	20.00	PT 15
After School Specialist	15.00	20.00	PT 16
Interns	15.00	25.00	PT 17
Customer Services Advocate - PT	15.00	25.00	PT 18
Seasonal Executive Assist to City Manager	19.78	30.41	PT 19
Unpaid Interns	0.00	0.00	PT 20
Seasonal Administrative Assistant	15.00	22.00	PT 21
Marketing/Advertising Specialist - Rec	15.00	20.00	PT 22
Marketing/Advertising Spec - Fieldhouse	17.50	23.40	PT 23
Senior Center PT Leader	16.05	20.00	PT 24
IT Manager PS	55.00	75.00	PT 25
Management Fellow PT	19.06	27.63	PT 26
Regional Emergency Mgmt. Specialist (PT)	24.06	34.88	PT 27

