

City of Allen  
 FY 2023 PAY PLAN  
 Effective: February 25, 2023

GRADE	FLSA	POSITION TITLE		MINIMUM	MIDPOINT	MAXIMUM
8	N	Camp Counselor	Hourly	\$10.4565	\$12.8092	\$15.1619
	N	Fitness Attendant				
	N	Food & Beverage Specialist				
	N	Playroom Attendant				
	E	Swim Teaching Assistant				
9	N	Lead Playroom Attendant	Hourly	\$10.9793	\$13.4497	\$15.9202
10	N	Golf Attendant	Hourly	\$11.5280	\$14.1222	\$16.7164
	N	Ice Attendant				
11	N	Group Exercise Coordinator	Hourly	\$12.1043	\$14.8283	\$17.5523
	N	Personal Trainer				
12	N	Camp Director	Hourly	\$12.7096	\$15.5697	\$18.4298
	N	Library Page				
	E	Lifeguard				
	N	Range Attendant				
	E	Water Safety Instructor				
13	N	Custodian	Hourly	\$13.3450	\$16.3482	\$19.3514
	N	Lead Event Attendant	Bi-Weekly	\$1,067.60	\$1,307.86	\$1,548.11
	N	Lead Food & Beverage Specialist	Monthly	\$2,313.13	\$2,833.69	\$3,354.24
	N	Park Attendant	Annually	\$27,757.60	\$34,004.26	\$40,250.91
14	N	Lead Golf Attendant	Hourly	14.0123	17.1656	20.3189
	E	Lead Water Safety Instructor	Bi-Weekly	\$1,120.98	\$1,373.25	\$1,625.51
			Monthly	\$2,428.80	\$2,975.37	\$3,521.94
			Annually	\$29,145.58	\$35,704.45	\$42,263.31
15	N	Fitness Specialist	Hourly	14.7129	18.0239	21.3349
	N	Head Lifeguard	Bi-Weekly	\$1,177.03	\$1,441.91	\$1,706.79
	N	Intern	Monthly	\$2,550.24	\$3,124.14	\$3,698.05
	N	Library Clerk	Annually	\$30,602.83	\$37,489.71	\$44,376.59
	N	Member Services Representative				
	N	Recreation Assistant				
16	N	Pool Supervisor	Hourly	15.4485	18.9251	22.4016
17	N	Administrative Assistant	Hourly	16.2209	19.8713	23.5217
	N	Deputy Court Clerk	Bi-Weekly	\$1,297.67	\$1,589.70	\$1,881.74
	N	Food & Beverage Coordinator	Monthly	\$2,811.62	\$3,444.36	\$4,077.10
	N	Lead Box Office Attendant	Annually	\$33,739.47	\$41,332.30	\$48,925.14
	N	Lead Custodian				
	N	Lead Member Services Representative				
	N	Lead Range Attendant				
	N	Lead Recreation Assistant				
	N	Library Acquisitions Coordinator				
	N	Maintenance Worker				
N	Police Records Technician					
N	Senior Library Clerk					

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18	N	Customer Service Representative	Hourly	17.032	20.8649	24.6978
	N	Forestry Maintenance Worker	Bi-Weekly	\$1,362.56	\$1,669.19	\$1,975.82
	N	Golf Specialist	Monthly	\$2,952.21	\$3,616.58	\$4,280.95
	N	HHW Maintenance Worker	Annually	\$35,426.56	\$43,398.99	\$51,371.42
	N	Irrigation Technician				
	N	Library Digital Services Specialist				
	N	Library Specialist				
	N	Park Maintenance Technician				
	N	Traffic Assistant				
19	N	Building Maintenance Technician	Hourly	17.8836	21.9082	25.9327
	N	Chemical Technician	Bi-Weekly	\$1,430.69	\$1,752.66	\$2,074.62
	N	Golf Equipment Specialist	Monthly	\$3,099.82	\$3,797.42	\$4,495.00
	N	Meter Service Technician	Annually	\$37,197.89	\$45,569.06	\$53,940.02
	N	Park Equipment Specialist				
	N	Permit Technician				
	N	Property Evidence Technician				
	N	Senior Irrigation Technician				
20	N	Audio/Visual Technician	Hourly	18.7778	23.0036	27.2293
	N	Detention Officer	Bi-Weekly	\$1,502.22	\$1,840.29	\$2,178.34
	N	Equipment Operator	Monthly	\$3,254.82	\$3,987.29	\$4,719.75
	N	Events Conversion/Ops Specialist	Annually	\$39,057.82	\$47,847.49	\$56,636.94
	N	Fire Support Services Technician				
	N	First Assistant Golf Specialist				
	N	Media Production Specialist				
	N	Planning Technician				
	N	Police Open Records Technician				
	N	Police Support Services Technician				
	N	Public Safety Officer				
	N	Quartermaster				
	N	Senior Customer Service Representative				
	N	Senior Deputy Court Clerk				
21	N	Accounting Technician	Hourly	19.7167	24.1537	28.5907
	N	Animal Services Officer	Bi-Weekly	\$1,577.34	\$1,932.30	\$2,287.26
	N	Code Compliance Inspector	Monthly	\$3,417.56	\$4,186.64	\$4,955.72
	N	Environmental Health Inspector	Annually	\$41,010.74	\$50,239.70	\$59,468.66
	N	P&R Business Systems Specialist				
	N	Senior Administrative Assistant				
	N	Water Quality Technician				
22	N	Concrete Repair Specialist	Hourly	20.7024	25.3614	30.0203
	N	Customer Experience Specialist	Bi-Weekly	\$1,656.19	\$2,028.91	\$2,401.62
	N	Fitness Coordinator	Monthly	\$3,588.42	\$4,395.98	\$5,203.52
	N	HR Specialist	Annually	\$43,060.99	\$52,751.71	\$62,442.22
	N	Library Resource Supervisor				
	N	Lifeguard Supervisor				
	N	Member Services Specialist				
	N	Pump Station Operator				
	N	Recreation Programmer				
	N	Traffic Signal Technician				
N	Utility Billing Coordinator					

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23	N	Audio/Visual Specialist	Hourly	21.7377	26.6295	31.5213
	N	Backflow Prevention Inspector	Bi-Weekly	\$1,739.02	\$2,130.36	\$2,521.70
	N	Building Maintenance Supervisor	Monthly	\$3,767.87	\$4,615.78	\$5,463.69
	N	Code Compliance Officer	Annually	\$45,214.42	\$55,389.36	\$65,564.30
	N	Crew Leader				
	N	Drainage Inspector				
	N	Environmental Health Specialist				
	N	Event Services Coordinator				
	N	Golf Assistant Superintendent				
	N	Guest Services Coordinator				
	N	Park Electrician				
	N	Senior Accounting Technician				
	N	Senior Animal Services Officer				
	N	SGT Assistant Supervisor [Fitness, Member Services, Recreation]				
24	N	Administrative Support Services Specialist	Hourly	22.8245	27.961	33.0974
	N	Building Inspector	Bi-Weekly	\$1,825.96	\$2,236.88	\$2,647.79
	N	Buyer	Monthly	\$3,956.25	\$4,846.57	\$5,736.88
	N	Circulation Supervisor	Annually	\$47,474.96	\$58,158.88	\$68,842.59
	N	Commercial Waste Services Specialist				
	N	Construction Inspector				
	N	CVB Administrative Support Specialist				
	N	CVB Support Coordinator				
	N	EDC Analyst				
	N	Emergency Telecommunicator				
	N	Fleet Coordinator				
	N	Juvenile Case Manager				
	N	Parks Construction Inspector				
	N	Payroll Administrator				
	N	Premium Services Supervisor				
N	Volunteer & Training Coordinator					
25	E	Aquatic Program Supervisor	Hourly	23.9657	29.359	34.7522
	E	Athletic Program Supervisor	Bi-Weekly	\$1,917.26	\$2,348.72	\$2,780.18
	N	Box Office/Ticket Ops Supervisor	Monthly	\$4,154.06	\$5,088.89	\$6,023.72
	E	Business Development Supervisor	Annually	\$49,848.66	\$61,066.72	\$72,284.58
	N	Engineering Coordinator				
	N	Environmental Education Specialist				
	N	Environmental Specialist				
	E	Event Center Analyst				
	E	Executive Chef				
	N	GIS/ROW Permit Technician				
	N	Grants Specialist				
	E	Head Golf Professional				
	E	Ice Rink Program Supervisor				
	N	IT Specialist				
	N	Librarian				
	E	Member Services Supervisor				
	N	Plans Examiner				
	N	Records Management Specialist				
	E	Recreation Program Supervisor				
	E	Recreation Supervisor				
	N	Senior Code Compliance Officer				
N	Senior Environmental Health Specialist					
N	Senior Marketing Coordinator					
N	Senior Media Production Specialist					
N	Senior Signal Technician					
E	Youth Program Supervisor					

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<b>26</b>	N	Creative Marketing Specialist	Hourly	25,164.1	30,827	36,489.9
	N	CVB Marketing & Content Coordinator	Bi-Weekly	\$2,013.13	\$2,466.16	\$2,919.19
	N	Food & Beverage Supervisor	Monthly	\$4,361.78	\$5,343.35	\$6,324.92
	N	Ice Operations Coordinator	Annually	\$52,341.33	\$64,120.16	\$75,898.99
	N	Marketing Specialist				
	N	P&R Strategic Projects Manager				
	N	Senior Building Inspector				
	N	Special Events Coordinator				
	N	Video Producer				
<b>27</b>	E	Booking & Events Services Director	Hourly	26,422.2	32,368.3	38,314.4
	E	Building Maintenance Program Mgr	Bi-Weekly	\$2,113.78	\$2,589.46	\$3,065.15
	N	Court Supervisor	Monthly	\$4,579.85	\$5,610.51	\$6,641.16
	N	Crime Analyst	Annually	\$54,958.18	\$67,326.06	\$79,693.95
	N	Crime Scene Investigator				
	N	EDC Specialist				
	E	Event Technical Services Manager				
	E	Food & Beverage Manager				
	N	GIS Analyst				
	E	Graduate Engineer				
	N	Lead Emergency Telecommunicator				
	E	Multi-Family Housing Coordinator				
	N	Park Planner				
	E	Planner				
	N	Police Records Supervisor				
	E	Public Education Coordinator				
	N	Senior Buyer				
	N	Senior Construction Inspector				
	N	Senior IT Application Specialist				
	N	Senior IT Specialist				
N	Senior Plans Examiner					
N	Senior Web Content Specialist					
N	Software Specialist					
<b>28</b>	E	Accountant	Hourly	27,743.4	33,986.7	40,230
	E	Budget Analyst	Bi-Weekly	\$2,219.47	\$2,718.94	\$3,218.40
	E	Building Maintenance Foreman	Monthly	\$4,808.86	\$5,891.03	\$6,973.20
	E	Center Supervisor	Annually	\$57,706.27	\$70,692.34	\$83,678.40
	E	CVB Sales Manager				
	E	Deputy City Secretary				
	E	Foreman [Forestry/Horticulture, Traffic, Water & Sewer]				
	E	HR Analyst				
	E	Park Contract Specialist				
	E	Park Operation Supervisor				
	N	Permit Supervisor				
	N	Police Specialist				
	E	Purchasing Analyst/Pcard Administrator				
	E	Safety Coordinator				
	E	Senior Librarian				
	E	Senior Social Media Specialist				
E	Utility Billing Supervisor					
E	Victim Advocate					

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<b>29</b>	N	Animal Services Supervisor	Hourly	29.1305	35.6861	42.2416
	N	Code Compliance Supervisor	Bi-Weekly	\$2,330.44	\$2,854.89	\$3,379.33
	E	Contract Administrator	Monthly	\$5,049.29	\$6,185.59	\$7,321.88
	E	Cultural Arts Manager	Annually	\$60,591.44	\$74,227.09	\$87,862.53
	N	Emergency Telecommunications Spv				
	E	Planner II				
	E	Senior Accountant				
	E	Senior Risk Analyst				
E	SGT Assistant Facility Manager					
<b>30</b>	E	Accounting Supervisor	Hourly	30.5870	37.4703	44.3536
	E	Aquatic Center Supervisor	Bi-Weekly	\$2,446.96	\$2,997.62	\$3,548.29
	E	Assistant Building Official	Monthly	\$5,301.75	\$6,494.85	\$7,687.96
	E	Business Retention & Expansion Mgr	Annually	\$63,620.96	\$77,938.22	\$92,255.49
	E	Environmental Health Supervisor				
	E	Golf Superintendent				
	E	P&R Business Manager				
	N	Senior GIS Analyst				
E	Special Events Manager					
<b>31</b>	E	Budget Officer	Hourly	32.1164	39.3439	46.5713
	E	Chief Accountant	Bi-Weekly	\$2,569.31	\$3,147.51	\$3,725.70
	E	Executive Producer	Monthly	\$5,566.84	\$6,819.61	\$8,072.36
	N	GIS Administrator	Annually	\$66,802.11	\$81,835.31	\$96,868.30
	N	IT Help Desk Supervisor				
	E	Landscape Architect				
	E	Library Services Manager				
	E	Senior HR Analyst				
	E	Senior Planner				
	E	SGT Facility Manager				
E	Waste Services Manager					
<b>32</b>	E	Environmental Manager	Hourly	33.7222	41.3111	48.8999
	E	Park Superintendent	Bi-Weekly	\$2,697.78	\$3,304.89	\$3,911.99
			Monthly	\$5,845.18	\$7,160.59	\$8,475.98
			Annually	\$70,142.18	\$85,927.09	\$101,711.79
<b>33</b>	E	Assistant General Manager - Event Center	Hourly	35.4083	43.3766	51.3449
	E	Civil Engineer	Bi-Weekly	\$2,832.66	\$3,470.13	\$4,107.59
	E	Crisis Intervention Program Manager	Monthly	\$6,137.44	\$7,518.61	\$8,899.78
	E	CVB Marketing Manager	Annually	\$73,649.26	\$90,223.33	\$106,797.39
	E	Director of Golf				
	E	Marketing Manager				
	E	Recreation Services Manager				
	E	System Administrator				
E	Water / Wastewater Superintendent					
<b>34</b>	E	HR Manager	Hourly	37.1787	45.5454	53.9121
	E	Org Dev/Emp Engagement Administrator	Bi-Weekly	\$2,974.30	\$3,643.63	\$4,312.97
	E	Purchasing Manager	Monthly	\$6,444.31	\$7,894.54	\$9,344.76
	E	Risk & Safety Manager	Annually	\$77,331.70	\$94,734.43	\$112,137.17

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35	E	Court Administrator	Hourly	39.039	47.8228	56.6065
	E	Emergency Telecommunications Mgr	Bi-Weekly	\$3,123.12	\$3,825.82	\$4,528.52
	E	Facilities Project Manager	Monthly	\$6,766.76	\$8,289.29	\$9,811.79
	E	GIS Manager	Annually	\$81,201.12	\$99,471.42	\$117,741.52
	E	Park Planning & Development Manager				
	E	Planning Manager				
	E	Strategic Communications Manager				
36	E	Facilities Manager	Hourly	40.9892	50.2137	59.4382
	E	Financial Services Manager	Bi-Weekly	\$3,279.14	\$4,017.10	\$4,755.06
			Monthly	\$7,104.80	\$8,703.71	\$10,302.62
			Annually	\$85,257.54	\$104,444.50	\$123,631.46
37	E	Senior Civil Engineer	Hourly	43.0404	52.7245	62.4086
	E	General Manager - Event Center	Bi-Weekly	\$3,443.23	\$4,217.96	\$4,992.69
	E	Transportation Manager	Monthly	\$7,460.34	\$9,138.91	\$10,817.49
			Annually	\$89,524.03	\$109,666.96	\$129,809.89
38	E	IT Project Manager	Hourly	45.1924	55.3607	65.529
			Bi-Weekly	\$3,615.39	\$4,428.86	\$5,242.32
			Monthly	\$7,833.35	\$9,595.86	\$11,358.36
			Annually	\$94,000.19	\$115,150.26	\$136,300.32
39	E	Engineering Manager	Hourly	47.4520	58.1288	68.8055
			Bi-Weekly	\$3,796.16	\$4,650.30	\$5,504.44
			Monthly	\$8,225.01	\$10,075.66	\$11,926.29
			Annually	\$98,700.16	\$120,907.90	\$143,115.44
40	E	Building Official	Hourly	49.8249	61.0354	72.2458
	E	Assistant Director EDC	Bi-Weekly	\$3,985.99	\$4,882.83	\$5,779.66
	E	Assistant Director Library	Monthly	\$8,636.32	\$10,579.47	\$12,522.61
	E	Assistant Director P&R	Annually	\$103,635.79	\$126,953.63	\$150,271.26
	E	Infrastructure Manager				
42	E	Assistant Chief Financial Officer	Hourly	54.9317	67.2913	79.6509
	E	Assistant Chief Information Officer	Bi-Weekly	\$4,394.54	\$5,383.30	\$6,372.07
	E	Assistant Director Community Services	Monthly	\$9,521.50	\$11,663.83	\$13,806.16
	E	Assistant Director Engineering	Annually	\$114,257.94	\$139,965.90	\$165,673.87

Position Title	Minimum Hiring Rate
Camp Counselor	\$12.00
Swim Teaching Assistant	\$12.00
Lifeguard	\$14.00
Camp Director	\$15.00
Water Safety Instructor	\$15.00
Lead Water Safety Instructor	\$17.50
Head Lifeguard	\$20.00
Custodian	\$15.00
Maintenance Worker	\$17.00
Forestry Maintenance Worker	\$18.00
Equipment Operator	\$21.00
Water Quality Technician	\$21.00
Crew Leader	\$23.00
Lifeguard Supervisor	\$25.00