

**City of Allen**  
**FY 2022 Pay Plan**  
Effective: October 9, 2021

Grade	FLSA	Job Description	Rate	Minimum	Midpoint	Maximum
6	N	FOOD & BEVERAGE SPECIALIST	Hourly	\$9.2530	\$11.3350	\$13.4169
6	N	ICE ATTENDANT				
6	E	SWIM TEACHING ASSISTANT				
7	N	CAMP COUNSELOR	Hourly	\$9.7158	\$11.9018	\$14.0878
9	N	GOLF ATTENDANT	Hourly	\$10.7112	\$13.1217	\$15.5321
9	E	LIFEGUARD	Bi-Weekly	\$856.90	\$1,049.74	\$1,242.57
9	E	SWIM TEAM ASSISTANT COACH	Monthly	\$1,856.61	\$2,274.43	\$2,692.23
			Annually	\$22,279.30	\$27,293.14	\$32,306.77
10	N	LEAD CAMP COUNSELOR	Hourly	\$11.2468	\$13.7778	\$16.3087
10	E	WATER SAFETY INSTRUCTOR	Bi-Weekly	\$899.74	\$1,102.22	\$1,304.70
			Monthly	\$1,949.45	\$2,388.15	\$2,826.84
			Annually	\$23,393.34	\$28,657.82	\$33,922.10
11	N	LEAD EVENT ATTENDANT	Hourly	\$11.8091	\$14.4666	\$17.1242
11	N	LIBRARY PAGE	Bi-Weekly	\$944.73	\$1,157.33	\$1,369.94
11	N	RANGE ATTENDANT	Monthly	\$2,046.91	\$2,507.54	\$2,968.20
			Annually	\$24,562.93	\$30,090.53	\$35,618.34
12	N	CUSTODIAN	Hourly	\$12.3996	\$15.1900	\$17.9803
12	N	LEAD FOOD & BEVERAGE SPECIALIST	Bi-Weekly	\$991.97	\$1,215.20	\$1,438.42
12	N	PARK ATTENDANT	Monthly	\$2,149.26	\$2,632.93	\$3,116.59
			Annually	\$25,791.17	\$31,595.20	\$37,399.02
13	N	LEAD GOLF ATTENDANT	Hourly	\$13.0195	\$15.9494	\$18.8794
13	N	RECREATION SPECIALIST I	Bi-Weekly	\$1,041.56	\$1,275.95	\$1,510.35
			Monthly	\$2,256.71	\$2,764.56	\$3,272.43
			Annually	\$27,080.56	\$33,174.75	\$39,269.15
14	E	LEAD WATER SAFETY INSTRUCTOR	Hourly	\$13.6705	\$16.7469	\$19.8233
14	N	RECREATION SPECIALIST I / VAN DRIVER	Bi-Weekly	\$1,093.64	\$1,339.75	\$1,585.86
14	N	SOUS CHEF	Monthly	\$2,369.55	\$2,902.80	\$3,436.04
			Annually	\$28,434.64	\$34,833.55	\$41,232.46
15	N	FITNESS SPECIALIST	Hourly	\$14.3540	\$17.5843	\$20.8145
15	N	FOOD & BEVERAGE COORDINATOR	Bi-Weekly	\$1,148.32	\$1,406.74	\$1,665.16
15	N	HEAD LIFEGUARD	Monthly	\$2,488.03	\$3,047.95	\$3,607.85
15	N	INTERN	Annually	\$29,856.32	\$36,575.34	\$43,294.16
15	N	LEAD REC SPECIALIST I				
15	N	LIBRARY CLERK				
15	N	SWIM TEAM HEAD COACH				

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16	N	ADMINISTRATIVE ASSISTANT	Hourly	\$15.0717	\$18.4635	\$21.8552
16	N	DEPUTY COURT CLERK	Bi-Weekly	\$1,205.74	\$1,477.08	\$1,748.42
16	N	LEAD BOX OFFICE ATTENDANT	Monthly	\$2,612.43	\$3,200.34	\$3,788.24
16	N	LEAD CUSTODIAN	Annually	\$31,349.14	\$38,404.08	\$45,458.82
16	N	LEAD GOLF RANGE ATTENDANT				
16	N	LIBRARY ACQUISITIONS COORDINATOR				
16	N	MAINTENANCE WORKER				
16	N	POLICE RECORDS TECHNICIAN				
16	N	POOL SUPERVISOR				
16	N	TRAFFIC SIGNAL ASSISTANT				
17	N	CONCRETE REPAIR SPECIALIST	Hourly	\$15.8253	\$19.3867	\$22.9480
17	N	CUSTOMER SERVICE REPRESENTATIVE	Bi-Weekly	\$1,266.02	\$1,550.94	\$1,835.84
17	N	FORESTRY MAINTENANCE WORKER	Monthly	\$2,743.05	\$3,360.36	\$3,977.65
17	N	GOLF SPECIALIST	Annually	\$32,916.62	\$40,324.34	\$47,731.84
17	N	LIBRARY DIGITAL SERVICES SPECIALIST				
17	N	LIBRARY SPECIALIST				
17	N	MEDIA PRODUCTION SPECIALIST				
17	N	METER SERVICE TECHNICIAN				
18	N	BUILDING TECHNICIAN	Hourly	\$16.6166	\$20.3560	\$24.0954
18	N	CONVERSION SPECIALIST	Bi-Weekly	\$1,329.33	\$1,628.48	\$1,927.63
18	N	HHW MAINTENANCE WORKER	Monthly	\$2,880.21	\$3,528.37	\$4,176.54
18	N	IRRIGATION TECHNICIAN	Annually	\$34,562.53	\$42,340.48	\$50,118.43
18	N	P&R BUSINESS SYSTEMS SPECIALIST				
18	N	PARK EQUIPMENT SPECIALIST				
18	N	PARK MAINTENANCE TECHNICIAN				
18	N	PERMIT TECHNICIAN				
18	N	POLICE SERVICE TECHNICIAN				
18	N	PROPERTY EVIDENCE TECHNICIAN				
18	N	PUBLIC SAFETY OFFICER				
18	N	SUPPORT SERVICES TECHNICIAN				
19	N	ACCOUNTING TECHNICIAN	Hourly	\$17.4474	\$21.3738	\$25.3002
19	N	ANIMAL CONTROL OFFICER	Bi-Weekly	\$1,395.79	\$1,709.90	\$2,024.02
19	N	AUDIO / VISUAL TECHNICIAN	Monthly	\$3,024.22	\$3,704.79	\$4,385.37
19	N	BUSINESS SUPPORT SPECIALIST	Annually	\$36,290.59	\$44,457.50	\$52,624.42
19	N	CHEMICAL TECHNICIAN				
19	N	DETENTION OFFICER				
19	N	EQUIPMENT OPERATOR				
19	N	FIRST ASSISTANT GOLF SPECIALIST				
19	N	PLANNING TECHNICIAN				
19	N	QUARTERMASTER				
19	N	SENIOR CUSTOMER SERVICE REP				
19	N	SENIOR DEPUTY COURT CLERK				
19	N	SENIOR IRRIGATION TECHNICIAN				

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20	N	POLICE OPEN RECORDS TECHNICIAN	Hourly	\$18,3198	\$22,4425	\$26,5652
20	N	PUMP STATION OPERATOR	Bi-Weekly	\$1,465.58	\$1,795.40	\$2,125.22
20	N	SENIOR ADMINISTRATIVE ASSISTANT	Monthly	\$3,175.43	\$3,890.03	\$4,604.64
			Annually	\$38,105.18	\$46,680.40	\$55,255.62
21	N	PARK ELECTRICIAN	Hourly	\$19.2358	\$23.5646	\$27.8934
21	N	SENIOR ACCOUNTING TECHNICIAN	Bi-Weekly	\$1,538.86	\$1,885.17	\$2,231.47
21	N	SENIOR ANIMAL CONTROL OFFICER	Monthly	\$3,334.21	\$4,084.53	\$4,834.86
21	N	TRAFFIC SIGNAL TECHNICIAN	Annually	\$40,010.46	\$49,014.37	\$58,018.27
22	N	AUDIO / VISUAL SPECIALIST	Hourly	\$20.1975	\$24.7428	\$29.2881
22	N	BACKFLOW INSPECTOR	Bi-Weekly	\$1,615.80	\$1,979.42	\$2,343.05
22	N	BUYER	Monthly	\$3,500.90	\$4,288.75	\$5,076.60
22	N	CHEMICAL SPECIALIST	Annually	\$42,010.80	\$51,465.02	\$60,919.25
22	N	CODE COMPLIANCE OFFICER				
22	N	CREW LEADER				
22	N	CVB OFFICE MANAGER				
22	N	DRAINAGE INSPECTOR				
22	N	EDC OFFICE MANAGER				
22	N	ENVIRONMENTL HEALTH SPECIALIST				
22	N	EVENT SPECIALIST				
22	N	FIRE SUPPORT SPECIALIST				
22	N	GOLF ASSISTANT SUPERINTENDENT				
22	N	GUEST SERVICES SUPERVISOR				
22	N	HR SPECIALIST				
22	N	JUVENILE CASE MANAGER				
22	N	LIBRARY RESOURCE SUPERVISOR				
22	N	OFFICE MANAGER				
22	N	RECREATION SPECIALIST II				
22	N	UTILITY BILLING COORDINATOR				
23	N	BUILDING INSPECTOR	Hourly	\$21.2075	\$25.9800	\$30.7525
23	N	COMMERCIAL WASTE SERVICES SPEC	Bi-Weekly	\$1,696.60	\$2,078.40	\$2,460.20
23	N	CONSTRUCTION INSPECTOR	Monthly	\$3,675.97	\$4,503.20	\$5,330.43
23	N	FLEET COORDINATOR	Annually	\$44,111.60	\$54,038.40	\$63,965.20
23	E	HEAD GOLF PROFESSIONAL				
23	N	PARK CONSTRUCTION INSPECTOR				
23	N	PAYROLL ADMINISTRATOR				
23	N	POLICE/FIRE DISPATCHER				
23	N	PREMIUM SERVICES SUPERVISOR				
23	N	SENIOR MARKETING COORDINATOR				
23	N	SENIOR MEDIA PRODUCTION SPECIALIST				
23	N	VOLUNTEER & TRAINING COORDINATOR				

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24	N	BOX OFFICE SUPERVISOR	Hourly	\$22,267.8	\$27,279.0	\$32,290.1
24	N	CIRCULATION SUPERVISOR	Bi-Weekly	\$1,781.42	\$2,182.32	\$2,583.21
24	N	EDC ANALYST	Monthly	\$3,859.75	\$4,728.36	\$5,596.95
24	N	EDUCATION SPECIALIST	Annually	\$46,317.02	\$56,740.32	\$67,163.41
24	N	ENGINEERING COORDINATOR				
24	N	ENGINEERING GIS TECHNICIAN				
24	N	ENVIRONMENTAL SPECIALIST				
24	E	EVENT CENTER ANALYST				
24	E	EXECUTIVE CHEF				
24	N	GRANT/PROJECT SPECIALIST				
24	N	PLANS EXAMINER				
24	N	SENIOR CODE COMPLIANCE OFFICER				
24	N	SENIOR SIGNAL TECHNICIAN				
25	E	AQUATIC PROGRAM SUPERVISOR	Hourly	\$23,381.2	\$28,642.9	\$33,904.6
25	E	ATHLETIC PROGRAM SUPERVISOR	Bi-Weekly	\$1,870.50	\$2,291.43	\$2,712.37
25	N	CREATIVE MARKETING SPECIALIST	Monthly	\$4,052.74	\$4,964.77	\$5,876.80
25	N	CRIMINAL ANALYST	Annually	\$48,632.90	\$59,577.23	\$70,521.57
25	N	DEPUTY CITY SECRETARY				
25	N	F&B SUPERVISOR				
25	N	ICE OPERATIONS COORDINATOR				
25	E	ICE RINK PROGRAM SUPERVISOR				
25	N	IT APPLICATION SPECIALIST				
25	N	IT SPECIALIST				
25	N	LEAD POLICE/FIRE DISPATCHER				
25	N	LIBRARIAN				
25	N	MARKETING SPECIALIST				
25	N	P&R STRATEGIC PROJECTS MANGER				
25	N	RECORDS MANAGEMENT SPECIALIST				
25	E	RECREATION PROGRAM SUPERVISOR				
25	N	SENIOR BUYER				
25	N	SOFTWARE SPECIALIST				
25	N	SPECIAL EVENTS COORDINATOR				
25	N	VIDEO PRODUCER				
25	E	YOUTH PROGRAM SUPERVISOR				

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Grade	FLSA	Job Description	Rate	Minimum	Midpoint	Maximum
26	E	ACCOUNTANT	Hourly	\$24,550.3	\$30,075.1	\$35,599.9
26	E	BOOKING & EVENTS SERVICES DIRECTOR	Bi-Weekly	\$1,964.02	\$2,406.01	\$2,847.99
26	E	BUDGET ANALYST	Monthly	\$4,255.39	\$5,213.02	\$6,170.65
26	N	CRIMINALIST	Annually	\$51,064.62	\$62,556.21	\$74,047.79
26	N	DIGITAL MEDIA SPECIALIST				
26	E	FOOD & BEVERAGE MANAGER				
26	E	HR ANALYST				
26	N	PARK PLANNER				
26	N	PERMIT SUPERVISOR				
26	E	PLANNER				
26	N	POLICE RECORDS SUPERVISOR				
26	E	PUBLIC EDUCATION COORDINATOR				
26	E	PURCHASING ANALYST				
26	E	SAFETY COORDINATOR				
26	N	SENIOR CONSTRUCTION INSPECTOR				
26	E	SENIOR LIBRARIAN				
26	N	SENIOR PLANS EXAMINER				
26	E	TECHNICAL SERVICES MANAGER				
27	N	ANIMAL CONTROL SUPERVISOR	Hourly	\$25,777.8	\$31,578.8	\$37,379.9
27	E	ASSISTANT BUILDING OFFICIAL	Bi-Weekly	\$2,062.22	\$2,526.30	\$2,990.39
27	E	BUILDING FOREMAN	Monthly	\$4,468.15	\$5,473.66	\$6,479.18
27	E	CENTER SUPERVISOR	Annually	\$53,617.82	\$65,683.90	\$77,750.19
27	N	CODE COMPLIANCE SUPERVISOR				
27	E	CONTRACT ADMINISTRATOR				
27	N	COURT SUPERVISOR				
27	E	CULTURAL ARTS MANAGER				
27	N	EDC SPECIALIST				
27	E	FOREMAN				
27	N	GIS ANALYST				
27	N	MENTAL HEALTH COORDINATOR				
27	N	MULTI-FAMILY PROGRAM COORDINATOR				
27	E	PARK OPERATION SUPERVISOR				
27	N	POLICE/FIRE DISPATCH SUPERVISOR				
27	E	SENIOR ACCOUNTANT				
27	N	SENIOR IT SPECIALIST				
27	N	SENIOR WEB CONTENT SPECIALIST				
27	E	TRAFFIC SIGNAL FOREMAN				
27	E	URBAN FORESTER				
27	E	UTILITY BILLING SUPERVISOR				
27	E	VICTIM ADVOCATE				

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28	E	CVB SALES MANAGER	Hourly	\$27.0667	\$33.1578	\$39.2488
28	E	POLICE PROJECT SPECIALIST	Bi-Weekly	\$2,165.34	\$2,652.62	\$3,139.90
28	N	SENIOR GIS ANALYST	Monthly	\$4,691.56	\$5,747.35	\$6,803.13
28	E	SENIOR HR ANALYST	Annually	\$56,298.74	\$68,968.22	\$81,637.50
28	E	SENIOR RISK ANALYST				
28	N	SENIOR SOCIAL MEDIA SPECIALIST				
29	E	ACCOUNTING SUPERVISOR	Hourly	\$28.4200	\$34.8156	\$41.2113
29	E	BUDGET OFFICER	Bi-Weekly	\$2,273.60	\$2,785.25	\$3,296.90
29	E	BUSINESS RETENTION & EXPANSION MGR	Monthly	\$4,926.13	\$6,034.70	\$7,143.29
29	E	ENVIRONMENTAL HEALTH SUPERVISOR	Annually	\$59,113.60	\$72,416.45	\$85,719.50
29	E	GOLF SUPERINTENDENT				
29	E	LIBRARY SERVICE MANAGER				
29	E	NATATORIUM SUPERVISOR				
30	E	ENVIRONMENTAL PROGRAM MANAGER	Hourly	\$29.8410	\$36.5564	\$43.2718
30	E	EXECUTIVE PRODUCER	Bi-Weekly	\$2,387.28	\$2,924.51	\$3,461.74
30	N	GIS ADMINISTRATOR	Monthly	\$5,172.44	\$6,336.44	\$7,500.45
30	E	GOLF GENERAL MANAGER	Annually	\$62,069.28	\$76,037.31	\$90,005.34
30	N	IT HELP DESK SUPERVISOR				
30	E	LANDSCAPE ARCHITECT				
30	E	P&R BUSINESS MANAGER				
30	E	RESOURCE DEVELOPMENT MANAGER				
30	E	SENIOR PLANNER				
30	E	SGT FACILITY MANAGER				
30	E	WASTE SERVICES MANAGER				
31	E	CHIEF ACCOUNTANT	Hourly	\$31.3331	\$38.3843	\$45.4354
31	N	SENIOR IT BUSINESS ANALYST	Bi-Weekly	\$2,506.65	\$3,070.74	\$3,634.83
31	E	SUPERINTENDENT	Monthly	\$5,431.07	\$6,653.28	\$7,875.47
			Annually	\$65,172.85	\$79,839.34	\$94,505.63
32	E	RECREATION SERVICES MANAGER	Hourly	\$32.8997	\$40.3035	\$47.7072
32	N	SYSTEM ADMINISTRATOR	Bi-Weekly	\$2,631.98	\$3,224.28	\$3,816.58
			Monthly	\$5,702.62	\$6,985.94	\$8,269.25
			Annually	\$68,431.38	\$83,831.28	\$99,230.98

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33	E	ASSISTANT GENERAL MANAGER	Hourly	\$34,544.7	\$42,318.6	\$50,092.6
33	E	CIVIL ENGINEER	Bi-Weekly	\$2,763.58	\$3,385.49	\$4,007.41
33	E	CVB MARKETING MANAGER	Monthly	\$5,987.75	\$7,335.22	\$8,682.72
33	E	EDC MARKETING DIRECTOR	Annually	\$71,852.98	\$88,022.69	\$104,192.61
33	E	HR MANAGER				
33	E	ORG DEV/EMP ENGAGEMENT ADMINISTRATOR				
33	E	PARK PLANNING & DEVELOPMENT MGR				
33	E	PLANNING MANAGER				
33	E	PURCHASING MANAGER				
33	E	RISK MANAGER				
33	N	SENIOR SYSTEM ADMINISTRATOR				
33	E	STRATEGIC COMMUNICATIONS MANAGER				
34	E	COURT ADMINISTRATOR	Hourly	\$36,271.9	\$44,434.6	\$52,597.2
34	E	FACILITIES PROJECT MANAGER	Bi-Weekly	\$2,901.75	\$3,554.77	\$4,207.78
			Monthly	\$6,287.13	\$7,702.00	\$9,116.85
			Annually	\$75,445.55	\$92,423.97	\$109,402.18
35	E	EMERGENCY COMMUNICATIONS MGR	Hourly	\$38,086.8	\$46,656.3	\$55,225.9
35	E	FINANCIAL SERVICES MANAGER	Bi-Weekly	\$3,046.94	\$3,732.50	\$4,418.07
35	E	GIS MANAGER	Monthly	\$6,601.71	\$8,087.09	\$9,572.49
			Annually	\$79,220.54	\$97,045.10	\$114,869.87
36	E	TRANSPORTATION MANAGER	Hourly	\$39,989.8	\$48,989.1	\$57,988.5
			Bi-Weekly	\$3,199.18	\$3,919.13	\$4,639.08
			Monthly	\$6,931.57	\$8,491.44	\$10,051.34
			Annually	\$83,178.78	\$101,897.33	\$120,616.08
37	E	GENERAL MANAGER	Hourly	\$41,990.7	\$51,438.6	\$60,886.5
37	E	INFRASTRUCTURE MANAGER	Bi-Weekly	\$3,359.26	\$4,115.09	\$4,870.92
37	E	PROGRAM MANAGER	Monthly	\$7,278.39	\$8,916.02	\$10,553.66
			Annually	\$87,340.66	\$106,992.29	\$126,643.92
40	E	ASSISTANT CHIEF FINANCIAL OFFICER	Hourly	\$48,609.7	\$59,546.6	\$70,483.7
40	E	ASSISTANT DIRECTOR COMMUNITY SERVICE	Bi-Weekly	\$3,888.78	\$4,763.73	\$5,638.70
40	E	ASSISTANT DIRECTOR EDC	Monthly	\$8,425.68	\$10,321.41	\$12,217.18
40	E	ASSISTANT DIRECTOR ENGINEERING	Annually	\$101,108.18	\$123,856.93	\$146,606.10
40	E	ASSISTANT DIRECTOR IT				
40	E	ASSISTANT DIRECTOR LIBRARY				
40	E	ASSISTANT DIRECTOR P&R				
40	E	BUILDING OFFICIAL				
40	E	COMPTROLLER				
40	E	DIRECTOR CVB				
40	E	DIRECTOR PARK PROJECTS				