

**City of Allen  
FY 2021 Pay Plan**

Effective: October 10, 2020

Grade	FLSA	Position Title		Minimum	Midpoint	Maximum
5	N	Ice Attendant	Hourly	\$8.8121	\$10.7952	\$12.7783
6	N N N E	Camp Counselor Chaperone Food & Beverage Specialist Swim Teaching Assistant	Hourly	\$9.2530	\$11.3350	\$13.4169
8	E E	Lifeguard Swim Team Assistant Coach	Hourly	\$10.2014	\$12.4968	\$14.7921
9	N	Golf Attendant	Hourly Bi-weekly Monthly Annually	\$10.7112 \$856.90 \$1,856.61 \$22,279.30	\$13.1217 \$1,049.74 \$2,274.43 \$27,293.14	\$15.5321 \$1,242.57 \$2,692.23 \$32,306.77
10	N N E	Lead Camp Counselor Library Page Water Safety Instructor	Hourly Bi-weekly Monthly Annually	\$11.2468 \$899.74 \$1,949.45 \$23,393.34	\$13.7778 \$1,102.22 \$2,388.15 \$28,657.82	\$16.3087 \$1,304.70 \$2,826.84 \$33,922.10
11	N N N N	Custodian Golf Range Attendant Lead Event Attendant Park Attendant	Hourly Bi-weekly Monthly Annually	\$11.8091 \$944.73 \$2,046.91 \$24,562.93	\$14.4666 \$1,157.33 \$2,507.54 \$30,090.53	\$17.1242 \$1,369.94 \$2,968.20 \$35,618.34
12	N	Lead Food & Beverage Specialist	Hourly Bi-weekly Monthly Annually	\$12.3996 \$991.97 \$2,149.26 \$25,791.17	\$15.1900 \$1,215.20 \$2,632.93 \$31,595.20	\$17.9803 \$1,438.42 \$3,116.59 \$37,399.02
13	N N	Lead Golf Attendant Recreation Specialist I	Hourly Bi-weekly Monthly Annually	\$13.0195 \$1,041.56 \$2,256.71 \$27,080.56	\$15.9494 \$1,275.95 \$2,764.56 \$33,174.75	\$18.8794 \$1,510.35 \$3,272.43 \$39,269.15
14	N N E N N E	Fitness Specialist Head Lifeguard Lead Water Safety Instructor Recreation Specialist I / Van Driver Sous Chef Swim Team Head Coach	Hourly Bi-weekly Monthly Annually	\$13.6705 \$1,093.64 \$2,369.55 \$28,434.64	\$16.7469 \$1,339.75 \$2,902.80 \$34,833.55	\$19.8233 \$1,585.86 \$3,436.04 \$41,232.46
15	N N N N	Food & Beverage Coordinator Intern Lead Recreation Specialist I Library Clerk	Hourly Bi-weekly Monthly Annually	\$14.3540 \$1,148.32 \$2,488.03 \$29,856.32	\$17.5843 \$1,406.74 \$3,047.94 \$36,575.28	\$20.8145 \$1,665.16 \$3,607.85 \$43,294.16

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16	N	Administrative Assistant	Hourly	\$15.0717	\$18.4635	\$21.8552
	N	Deputy Court Clerk	Bi-weekly	\$1,205.74	\$1,477.08	\$1,748.42
	N	Lead Box Office Attendant	Monthly	\$2,612.43	\$3,200.34	\$3,788.24
	N	Lead Custodian	Annually	\$31,349.14	\$38,404.08	\$45,458.82
	N	Lead Golf Range Attendant				
	N	Library Acquisition Coordinator				
	N	Maintenance Worker				
	N	Police Records Technician				
	N	Pool Supervisor				
	N	Premium Level Coordinator				
	N	Signs and Markings Technician				
	N	Traffic Signal Assistant				
17	N	Business Support Specialist	Hourly	\$15.8253	\$19.3867	\$22.9480
	N	Concrete Repair Specialist	Bi-weekly	\$1,266.02	\$1,550.93	\$1,835.84
	N	Customer Service Representative	Monthly	\$2,743.05	\$3,360.35	\$3,977.65
	N	Forestry Maintenance Worker	Annually	\$32,916.62	\$40,324.24	\$47,731.84
	N	Golf Specialist				
	N	HHW Maintenance Worker				
	N	Ice Operations Coordinator				
	N	Library Digital Services Specialist				
	N	Library Specialist				
	N	Media Production Specialist				
N	Meter Service Technician					
18	N	Building Technician	Hourly	\$16.6166	\$20.3560	\$24.0954
	N	Conversion Specialist	Bi-weekly	\$1,329.33	\$1,628.48	\$1,927.63
	N	Irrigation Technician	Monthly	\$2,880.21	\$3,528.37	\$4,176.54
	N	P&R Business Systems Specialist	Annually	\$34,562.53	\$42,340.48	\$50,118.43
	N	Park Equipment Specialist				
	N	Park Maintenance Technician				
	N	Permit Technician				
	N	Police Services Technician				
	N	Property / Evidence Technician				
	N	Public Safety Officer				
N	Support Services Technician					

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19	N	Accounting Technician	Hourly	\$17,447.4	\$21,373.8	\$25,300.2
	N	Animal Control Officer	Bi-weekly	\$1,395.79	\$1,709.90	\$2,024.02
	N	Audio/Visual Technician	Monthly	\$3,024.22	\$3,704.79	\$4,385.37
	N	Chemical Technician	Annually	\$36,290.59	\$44,457.50	\$52,624.42
	N	Detention Officer				
	N	Equipment Operator				
	N	First Assistant Golf Specialist				
	N	Planning Technician				
	N	Police Quartermaster				
	N	Senior Customer Service Representative				
	N	Senior Deputy Court Clerk				
	N	Senior Irrigation Technician				
20	N	Park Specialist	Hourly	\$18,319.8	\$22,442.5	\$26,565.2
	N	Police Open Records Technician	Bi-weekly	\$1,465.58	\$1,795.40	\$2,125.22
	N	Pump Station Operator	Monthly	\$3,175.43	\$3,890.03	\$4,604.64
	N	Senior Administrative Assistant	Annually	\$38,105.18	\$46,680.40	\$55,255.62
	N	P&R Volunteer & Training Coordinator				
21	N	Assistant Golf Superintendent	Hourly	\$19,235.8	\$23,564.6	\$27,893.4
	N	Buyer	Bi-weekly	\$1,538.86	\$1,885.17	\$2,231.47
	N	Chemical Specialist	Monthly	\$3,334.21	\$4,084.53	\$4,834.86
	N	Crew Leader	Annually	\$40,010.46	\$49,014.37	\$58,018.27
	N	Event Specialist				
	N	HR Specialist				
	N	Recreation Specialist II				
	N	Senior Accounting Technician				
	N	Senior Animal Control Officer				
N	Traffic Signal Technician					
22	N	Audio/Visual Specialist	Hourly	\$20,197.5	\$24,742.8	\$29,288.1
	N	Backflow Prevention Inspector	Bi-weekly	\$1,615.80	\$1,979.42	\$2,343.05
	N	Code Compliance Officer	Monthly	\$3,500.90	\$4,288.75	\$5,076.60
	N	CVB Office Manager	Annually	\$42,010.80	\$51,465.02	\$60,919.25
	N	Digital Media Coordinator				
	N	Drainage Inspector				
	N	EDC Office Manager				
	N	Environmental Health Specialist				
	N	Fire Support Specialist				
	N	Guest Services Supervisor				
	N	Library Resource Supervisor				
	N	Office Manager				
	N	Payroll Administrator				
	N	Police, Fire, EMS Dispatcher				

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23	N	Box Office Supervisor	Hourly	\$21,207.5	\$25,980.0	\$30,752.5
	N	Building Inspector	Bi-weekly	\$1,696.60	\$2,078.40	\$2,460.20
	N	Circulation Supervisor	Monthly	\$3,675.97	\$4,503.20	\$5,330.43
	N	Commercial Waste Specialist	Annually	\$44,111.60	\$54,038.40	\$63,965.20
	N	Construction Inspector				
	E	Event Center Analyst				
	E	Executive Chef				
	N	Fleet Coordinator				
	E	Head Golf Professional				
	N	Irrigation Specialist				
	N	Lead Police / Fire EMS Dispatcher				
	N	Park Construction Inspector				
	N	Senior Marketing Coordinator				
	N	Senior Media Production Specialist				
24	N	Criminal Analyst	Hourly	\$22,267.8	\$27,279.0	\$32,290.1
	N	EDC Analyst	Bi-weekly	\$1,781.42	\$2,182.32	\$2,583.21
	N	Education Specialist	Monthly	\$3,859.75	\$4,728.36	\$5,596.95
	N	Engineering Coordinator	Annually	\$46,317.02	\$56,740.26	\$67,163.41
	N	Engineering GIS Technician				
	N	Food & Beverage Supervisor				
	N	GIS Technician				
	N	Grant/Project Specialist				
	N	Juvenile Case Manager				
	N	Librarian				
	N	P&R Strategic Projects Manager				
	N	Plans Examiner				
	N	Senior Code Compliance Officer				
	N	Senior Environmental Health Specialist				
	N	Senior Signal Technician				
N	Sports Field Supervisor					
25	E	Accountant	Hourly	\$23,381.2	\$28,642.9	\$33,904.6
	E	Aquatic Program Supervisor	Bi-weekly	\$1,870.50	\$2,291.43	\$2,712.37
	E	Athletic Program Supervisor	Monthly	\$4,052.74	\$4,964.77	\$5,876.80
	E	Budget Analyst	Annually	\$48,632.90	\$59,577.27	\$70,521.57
	N	Creative Marketing Specialist				
	N	Criminalist				
	N	Deputy City Secretary				
	N	Digital Media Specialist				
	E	Food & Beverage Manager				
	E	HR Analyst				
	E	Ice Rink Program Supervisor				
	N	IT Applications Specialist				
	N	IT Specialist				
	N	Marketing Specialist				
	E	Purchasing Analyst				

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25	N	Records Management Specialist	Hourly	\$23.3812	\$28.6429	\$33.9046
	E	Recreation Program Supervisor	Bi-weekly	\$1,870.50	\$2,291.43	\$2,712.37
	N	Senior Building Inspector	Monthly	\$4,052.74	\$4,964.77	\$5,876.80
	N	Senior Buyer	Annually	\$48,632.90	\$59,577.27	\$70,521.57
	E	Senior Librarian				
	N	Special Events Coordinator				
	E	Technical Services Manager				
	N	Traffic Supervisor				
	E	Victim Advocate				
	N	Video Producer				
E	Youth Program Supervisor					
26	E	Booking & Events Services Director	Hourly	\$24.5503	\$30.0751	\$35.5999
	E	Building Maintenance Foreman	Bi-weekly	\$1,964.02	\$2,406.01	\$2,847.99
	E	Center Supervisor	Monthly	\$4,255.39	\$5,213.02	\$6,170.65
	E	CVB Sales Manager	Annually	\$51,064.62	\$62,556.21	\$74,047.79
	E	Foreman				
	N	GIS Analyst				
	E	Park Operation Supervisor				
	N	Park Planner				
	N	Permit Supervisor				
	E	Planner				
	N	Police/Fire Dispatch Supervisor				
	N	Police Records Supervisor				
	E	Public Education Coordinator				
	N	Senior Plans Examiner				
	N	Software Solutions Developer				
	E	Stormwater Program Manager				
E	Traffic Signal Foreman					
E	Urban Forester					
27	N	Animal Control Supervisor	Hourly	\$25.7778	\$31.5788	\$37.3799
	E	Assistant Building Official	Bi-weekly	\$2,062.22	\$2,526.30	\$2,990.39
	N	Code Compliance Supervisor	Monthly	\$4,468.15	\$5,473.66	\$6,479.18
	E	Contract Administrator	Annually	\$53,617.80	\$65,683.94	\$77,750.19
	N	Court Supervisor				
	E	Cultural Arts Manager				
	E	Natatorium Supervisor				
	E	Planner II				
	E	Safety Coordinator				
	E	Senior Accountant				
	N	Senior GIS Analyst				
	E	Senior HR Analyst				
	N	Senior IT Specialist				
	E	Senior Risk Analyst				
	N	Senior Web Content Specialist				
E	Utility Billing Supervisor					

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28	E	Golf Superintendent	Hourly	\$27,066.7	\$33,157.8	\$39,248.8
	E	Library Services Manager	Bi-weekly	\$2,165.34	\$2,652.62	\$3,139.90
	E	Support Services Manager	Monthly	\$4,691.56	\$5,747.35	\$6,803.13
			Annually	\$56,298.74	\$68,968.22	\$81,637.50
29	E	Accounting Supervisor	Hourly	\$28,420.0	\$34,815.6	\$41,211.3
	E	Budget Officer	Bi-weekly	\$2,273.60	\$2,785.25	\$3,296.90
	E	Business Retention & Expansion Manager	Monthly	\$4,926.13	\$6,034.70	\$7,143.29
	E	Environmental Health Supervisor	Annually	\$59,113.60	\$72,416.45	\$85,719.50
	E	Executive Producer				
	N	GIS Administrator				
	E	Landscape Architect				
	E	P&R Business Manager				
30	E	Communication Manager	Hourly	\$29,841.0	\$36,556.4	\$43,271.8
	E	Golf Services Manager	Bi-weekly	\$2,387.28	\$2,924.51	\$3,461.74
	E	HR Supervisor	Monthly	\$5,172.44	\$6,336.44	\$7,500.45
	N	IT Help Desk Supervisor	Annually	\$62,069.28	\$76,037.31	\$90,005.34
	E	Resource Development Manager				
	E	Senior Planner				
	E	Waste Services Manager				
	E	Water Conservation Manager				
31	E	Chief Accountant	Hourly	\$31,333.1	\$38,384.3	\$45,435.4
	N	Senior IT Business Analyst	Bi-weekly	\$2,506.65	\$3,070.74	\$3,634.83
	E	Superintendent	Monthly	\$5,431.07	\$6,653.28	\$7,875.47
			Annually	\$65,172.85	\$79,839.34	\$94,505.63
32	E	Assistant General Manager	Hourly	\$32,899.7	\$40,303.5	\$47,707.2
	E	Facilities Project Manager	Bi-weekly	\$2,631.98	\$3,224.28	\$3,816.58
	E	Recreation Services Manager	Monthly	\$5,702.62	\$6,985.94	\$8,269.25
	N	System Administrator	Annually	\$68,431.38	\$83,831.28	\$99,230.98
33	E	Civil Engineer	Hourly	\$34,544.7	\$42,318.6	\$50,092.6
	E	EDC Marketing Director	Bi-weekly	\$2,763.58	\$3,385.49	\$4,007.41
	E	Marketing & Content Manager	Monthly	\$5,987.75	\$7,335.22	\$8,682.72
	E	Org Dev/Emp Engagement Admin	Annually	\$71,852.98	\$88,022.69	\$104,192.61
	E	Park Planning & Dev Manager				
	E	Planning Manager				
	E	Purchasing Manager				
	E	Risk Manager				
	N	Senior System Administrator				
	E	Strategic Services Auditor				

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34	E	GIS Manager	Hourly	\$36,271.9	\$44,434.6	\$52,597.2
	E	Municipal Court Administrator	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 Manager	Hourly	\$38,086.8	\$46,656.3	\$55,225.9
	E	Traffic Engineer	Bi-weekly	\$3,046.94	\$3,732.50	\$4,418.07
			Monthly	\$6,601.71	\$8,087.09	\$9,572.49
			Annually	\$79,220.54	\$97,045.10	\$114,869.87
36	E	Controller	Hourly	\$39,989.8	\$48,989.1	\$57,988.5
	E	General Manager	Bi-weekly	\$3,199.18	\$3,919.13	\$4,639.08
	E	Program Manager	Monthly	\$6,931.57	\$8,491.44	\$10,051.33
			Annually	\$83,178.78	\$101,897.33	\$120,616.00
37	E	Enterprise Application Manager	Hourly	\$41,990.7	\$51,438.6	\$60,886.5
	E	Infrastructure Manager	Bi-weekly	\$3,359.25	\$4,115.09	\$4,870.92
			Monthly	\$7,278.38	\$8,916.02	\$10,553.66
			Annually	\$87,340.59	\$106,992.22	\$126,643.86
40	E	Assistant Chief Financial Officer	Hourly	\$48,609.7	\$59,546.6	\$70,483.7
	E	Assistant Director Community Services	Bi-weekly	\$3,888.78	\$4,763.73	\$5,638.70
	E	Assistant Director Economic Development	Monthly	\$8,425.68	\$10,321.41	\$12,217.17
	E	Assistant Director Engineering	Annually	\$101,108.17	\$123,856.87	\$146,606.09
	E	Assistant Director Parks & Recreation				
	E	Building Official				
	E	CVB Director				