

**City of Allen**  
**FY 2019 Pay Plan**  
Effective: October 13, 2018

	<b>FLSA</b>	<b>Position Title</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
3	N	Ice Attendant	Hourly	\$7.9929	\$9.7916	\$11.5903
5	N E	Food and Beverage Specialist Swim Teaching Assistant	Hourly	\$8.8121	\$10.7952	\$12.7783
6	N N	Camp Counselor Chaperone-Rec N' Roll	Hourly	\$9.2530	\$11.3350	\$13.4169
7	N N	Cash Room Attendant Lead Concession/Merchandise Attendant	Hourly	\$9.7154	\$11.9017	\$14.0881
8	E	Lifeguard	Hourly	\$10.2014	\$12.4968	\$14.7921
9	N E	Golf Attendant Water Safety Instructor	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 N N	Lead Event Attendant Lead Food and Beverage Specialist Library Page Receptionist	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 N	Custodian Food & Beverage Coordinator Golf Range Attendant Park Attendant Recreation Specialist I	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	Box Office Attendant	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

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13	N	Lead Box Office Attendant	Hourly	\$13.0195	\$15.9494	\$18.8794
	N	Lead Cash Room Attendant	Bi-weekly	\$1,041.56	\$1,275.95	\$1,510.35
	N	Lead Golf Attendant	Monthly	\$2,256.71	\$2,764.56	\$3,272.43
	N	Lead Recreation Specialist I	Annually	\$27,080.56	\$33,174.75	\$39,269.15
	N	Library Clerk				
14	N	Fitness Specialist	Hourly	\$13.6705	\$16.7469	\$19.8233
	N	Head Lifeguard	Bi-weekly	\$1,093.64	\$1,339.75	\$1,585.86
	E	Lead Water Safety Instructor	Monthly	\$2,369.55	\$2,902.80	\$3,436.04
	N	Maintenance Worker	Annually	\$28,434.64	\$34,833.55	\$41,232.46
	N	Police Records Technician				
	N	Sous Chef				
15	N	Administrative Assistant	Hourly	\$14.3540	\$17.5843	\$20.8145
	N	Audio/Visual Technician	Bi-weekly	\$1,148.32	\$1,406.74	\$1,665.16
	N	CVB Intern	Monthly	\$2,488.03	\$3,047.94	\$3,607.85
	N	Forestry Maintenance Worker	Annually	\$29,856.32	\$36,575.28	\$43,294.16
	N	Intern				
	N	Library Specialist				
16	N	Accounts Payable Technician	Hourly	\$15.0717	\$18.4635	\$21.8552
	N	Conversion Specialist	Bi-weekly	\$1,205.74	\$1,477.08	\$1,748.42
	N	Customer Service Representative	Monthly	\$2,612.43	\$3,200.34	\$3,788.24
	N	Deputy Court Clerk	Annually	\$31,349.14	\$38,404.08	\$45,458.82
	N	Lead Custodian				
	N	Library Acquisition Coordinator				
	N	Meter Service Technician				
	N	Pool Supervisor				
	N	Premium Level Coordinator				
	N	Reservations Coordinator				
	N	Signs and Markings Technician				

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17	N	Animal Control Officer	Hourly	\$15.8253	\$19.3867	\$22.9480
	N	Chemical Technician	Bi-weekly	\$1,266.02	\$1,550.93	\$1,835.84
	N	Detention Officer	Monthly	\$2,743.05	\$3,360.35	\$3,977.65
	N	Equipment Operator	Annually	\$32,916.62	\$40,324.24	\$47,731.84
	N	Golf Specialist				
	N	HHW Maintenance Worker				
	N	Ice Operations Coordinator				
	N	Irrigation Technician				
	N	Media Production Specialist				
	N	Parks Maintenance Technician				
	N	Permit Technician				
	N	Police Quartermaster				
	N	Property / Evidence Technician				
	N	Public Safety Officer				
18	N	Building Technician	Hourly	\$16.6166	\$20.3560	\$24.0954
	N	CVB Office Manager	Bi-weekly	\$1,329.33	\$1,628.48	\$1,927.63
	N	Park Equipment Specialist	Monthly	\$2,880.21	\$3,528.37	\$4,176.54
	N	Police Services Technician	Annually	\$34,562.53	\$42,340.48	\$50,118.43
	N	Pump Station Operator				
	N	Senior Administrative Assistant				
	N	Senior Customer Service Representative				
	N	Senior Irrigation Technician				
19	N	Accounting Technician	Hourly	\$17.4474	\$21.3738	\$25.3002
	N	Fire/EMS Reporting Specialist	Bi-weekly	\$1,395.79	\$1,709.90	\$2,024.02
	N	GIS Technician	Monthly	\$3,024.22	\$3,704.79	\$4,385.37
	N	Lead Golf Specialist	Annually	\$36,290.59	\$44,457.50	\$52,624.42
	N	Planning Technician				
	N	Police, Fire, EMS Dispatcher				
	N	Senior Animal Control Officer				
	N	Senior Deputy Court Clerk				
	N	Traffic Signal Technician				

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20	N	Buyer	Hourly	\$18.3198	\$22.4425	\$26.5652
	N	Code Enforcement Officer	Bi-weekly	\$1,465.58	\$1,795.40	\$2,125.22
	N	Guest Services Supervisor	Monthly	\$3,175.43	\$3,890.03	\$4,604.64
	N	Office Manager	Annually	\$38,105.18	\$46,680.40	\$55,255.62
	N	P&R Support Specialist				
	N	Park Specialist				
	N	Senior Accounting Technician				
21	N	Assistant Golf Superintendent	Hourly	\$19.2358	\$23.5646	\$27.8934
	N	Box Office Supervisor	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	Digital Media Coordinator				
	N	Education Specialist				
	N	Event Specialist				
	N	Executive Assistant to the City Manager				
	N	Food & Beverage Supervisor				
	N	HR Specialist				
	N	Library Resource Supervisor				
	N	Marketing Coordinator				
	N	Recreation Specialist II				
22	N	Audio/Visual Specialist	Hourly	\$20.1975	\$24.7428	\$29.2881
	N	Drainage Inspector	Bi-weekly	\$1,615.80	\$1,979.42	\$2,343.05
	N	Engineering Technician	Monthly	\$3,500.90	\$4,288.75	\$5,076.60
	N	Environmental Health Specialist	Annually	\$42,010.80	\$51,465.02	\$60,919.25
	E	Event Center Analyst				
	N	Grant/Project Specialist				
	N	Irrigation Specialist				
	N	Payroll Administrator				
	N	Senior Code Enforcement Officer				
	N	Sports Field Supervisor				

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23	E	Aquatic Program Supervisor	Hourly	\$21.2075	\$25.9800	\$30.7525
	E	Athletic Program Supervisor	Bi-weekly	\$1,696.60	\$2,078.40	\$2,460.20
	N	Building Inspector	Monthly	\$3,675.97	\$4,503.20	\$5,330.43
	N	Circulation Supervisor	Annually	\$44,111.60	\$54,038.40	\$63,965.20
	N	Commercial Waste Specialist				
	E	Concessions Manager				
	N	Construction Inspector				
	E	Executive Chef				
	E	Financial Analyst				
	N	Fleet Coordinator				
	E	Head Golf Professional				
	E	Ice Rink Program Supervisor				
	N	IT Applications Specialist				
	N	IT Specialist				
	N	Park Construction Inspector				
	N	Park Planner				
	E	Purchasing Analyst				
	E	Recreation Program Supervisor				
	N	Senior Buyer				
	N	Senior Marketing Coordinator				
N	Senior Media Production Specialist					
N	Special Events Coordinator					
E	Youth Program Supervisor					
24	E	Contract Administrator	Hourly	\$22.2678	\$27.2790	\$32.2901
	N	Criminal Analyst	Bi-weekly	\$1,781.42	\$2,182.32	\$2,583.21
	N	Engineering Coordinator	Monthly	\$3,859.75	\$4,728.36	\$5,596.95
	N	Juvenile Case Manager	Annually	\$46,317.02	\$56,740.26	\$67,163.41
	N	Librarian				
	E	Planner				
	N	Plans Examiner				
	N	Police Records Supervisor				
	N	Police/Fire Dispatch Supervisor				
	E	Public Education Coordinator				
	N	Records Management Specialist				
	N	Senior Environmental Health Specialist				
	N	Senior Signal Technician				

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25	E	Accountant	Hourly	\$23.3812	\$28.6429	\$33.9046
	E	Building Maintenance Foreman	Bi-weekly	\$1,870.50	\$2,291.43	\$2,712.37
	E	Center Supervisor	Monthly	\$4,052.74	\$4,964.77	\$5,876.80
	N	Court Supervisor	Annually	\$48,632.90	\$59,577.27	\$70,521.57
	N	Criminalist				
	E	Foreman				
	E	HR Analyst				
	E	Park Operation Supervisor				
	N	Permit Supervisor				
	N	Senior Building Inspector				
	N	Senior IT Specialist				
	E	Senior Librarian				
	E	Traffic Signal Foreman				
	E	Urban Forester				
	E	Victim Advocate				
	N	Video Producer				
26	N	Animal Control Supervisor	Hourly	\$24.5503	\$30.0751	\$35.5999
	E	Booking & Events Director	Bi-weekly	\$1,964.02	\$2,406.01	\$2,847.99
	E	CVB Sales Manager	Monthly	\$4,255.39	\$5,213.02	\$6,170.65
	E	Food & Beverage Director	Annually	\$51,064.62	\$62,556.21	\$74,047.79
	E	Golf Superintendent				
	N	IT Business Analyst				
	E	Production & Operations Director				
	E	Senior Marketing Specialist				
	N	Senior Plans Examiner				
	E	Stormwater Program Manager				
27	E	Assistant Building Official	Hourly	\$25.7778	\$31.5788	\$37.3799
	E	Budget Officer	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	Cultural Arts Manager	Annually	\$53,617.80	\$65,683.94	\$77,750.19
	E	Natatorium Supervisor				
	E	Senior Accountant				
	N	Senior GIS Analyst				
	E	Senior HR Analyst				
	E	Senior Risk Analyst				
	E	Utility Billing Supervisor				

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28	N	GIS Administrator	Hourly	\$27.0667	\$33.1578	\$39.2488
	E	HR Supervisor	Bi-weekly	\$2,165.34	\$2,652.62	\$3,139.90
	E	Library Services Manager	Monthly	\$4,691.56	\$5,747.35	\$6,803.13
	E	Senior Accountant II	Annually	\$56,298.74	\$68,968.22	\$81,637.50
	E	Senior Planner				
	E	Support Services Manager				
	E	Waste Services Manager				
	E	Water Conservation Manager				
29	E	Administrative Services Manager	Hourly	\$28.4200	\$34.8156	\$41.2113
	E	Assistant to the City Manager	Bi-weekly	\$2,273.60	\$2,785.25	\$3,296.90
	E	Executive Producer	Monthly	\$4,926.13	\$6,034.70	\$7,143.29
	E	Golf Services Manager	Annually	\$59,113.60	\$72,416.45	\$85,719.50
	E	Landscape Architect				
	E	Marketing Manager				
	E	Resource Development Manager				
30	N	IT Business Intelligence Analyst	Hourly	\$29.8410	\$36.5564	\$43.2718
	N	IT Help Desk Supervisor	Bi-weekly	\$2,387.28	\$2,924.51	\$3,461.74
	E	Recreation Services Manager	Monthly	\$5,172.44	\$6,336.44	\$7,500.45
	E	Strategic Services Auditor	Annually	\$62,069.28	\$76,037.31	\$90,005.34
	E	Superintendent				
32	E	Assistant General Manager	Hourly	\$32.8997	\$40.3035	\$47.7072
	E	Emergency Communications Manager	Bi-weekly	\$2,631.98	\$3,224.28	\$3,816.58
	E	Facilities Project Manager	Monthly	\$5,702.62	\$6,985.94	\$8,269.25
	E	Purchasing Manager	Annually	\$68,431.38	\$83,831.28	\$99,230.98
	N	System Administrator				
33	E	Civil Engineer	Hourly	\$34.5447	\$42.3186	\$50.0926
	E	IT Project Manager	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	Parks, Planning & Dev Manager				
	E	Risk Manager				
	E	Traffic Engineer				

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34	E	Budget Manager	Hourly	\$36.2719	\$44.4346	\$52.5972
	E	Controller	Bi-weekly	\$2,901.75	\$3,554.77	\$4,207.78
	E	GIS Manager	Monthly	\$6,287.13	\$7,702.00	\$9,116.85
	E	Municipal Court Administrator	Annually	\$75,445.55	\$92,423.97	\$109,402.18
35	E	Program Manager	Hourly	\$38.0868	\$46.6563	\$55.2259
			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	CVB Director	Hourly	\$39.9898	\$48.9891	\$57.9885
	E	General Manager	Bi-weekly	\$3,199.18	\$3,919.13	\$4,639.08
	E	Infrastructure Manager	Monthly	\$6,931.57	\$8,491.44	\$10,051.33
			Annually	\$83,178.78	\$101,897.33	\$120,616.00
38	E	Assistant Chief Financial Officer	Hourly	\$44.0902	\$54.0105	\$63.9308
	E	Assistant Director Community Services	Bi-weekly	\$3,527.22	\$4,320.84	\$5,114.46
	E	Assistant Director Engineering	Monthly	\$7,642.30	\$9,361.82	\$11,081.34
	E	Assistant Director Parks & Rec	Annually	\$91,707.62	\$112,341.84	\$132,976.06
	E	Assistant Director Planning				
	E	Building Official				