

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

	FLSA	Position Title		Minimum	Midpoint	Maximum
3	N	Ice Attendant	Hourly	\$7.9929	\$9.7916	\$11.5903
5	N	Food and Beverage Specialist	Hourly	\$8.8121	\$10.7952	\$12.7783
	N	Swim Teaching Assistant				
6	N	Camp Counselor	Hourly	\$9.2530	\$11.3350	\$13.4169
	N	Chaperone-Rec N' Roll				
7	N	Cash Room Attendant	Hourly	\$9.7154	\$11.9017	\$14.0881
	N	Lead Concession/Merchandise Attendant				
8	N	Lifeguard	Hourly	\$10.2014	\$12.4968	\$14.7921
9	N	Golf Attendant	Hourly	\$10.7112	\$13.1217	\$15.5321
	N	Water Safety Instructor	Bi-weekly	\$856.90	\$1,049.74	\$1,242.57
			Monthly	\$1,856.61	\$2,274.43	\$2,692.23
			Annually	\$22,279.30	\$27,293.14	\$32,306.77
10	N	Lead Event Attendant	Hourly	\$11.2468	\$13.7778	\$16.3087
	N	Lead Food and Beverage Specialist	Bi-weekly	\$899.74	\$1,102.22	\$1,304.70
	N	Library Page	Monthly	\$1,949.45	\$2,388.15	\$2,826.84
	N	Receptionist	Annually	\$23,393.34	\$28,657.82	\$33,922.10
11	N	Custodian	Hourly	\$11.8091	\$14.4666	\$17.1242
	N	Food & Beverage Coordinator	Bi-weekly	\$944.73	\$1,157.33	\$1,369.94
	N	Golf Range Attendant	Monthly	\$2,046.91	\$2,507.54	\$2,968.20
	N	Park Attendant	Annually	\$24,562.93	\$30,090.53	\$35,618.34
	N	Recreation Specialist I				
12	N	Box Office Attendant	Hourly	\$12.3996	\$15.1900	\$17.9803
			Bi-weekly	\$991.97	\$1,215.20	\$1,438.42
			Monthly	\$2,149.26	\$2,632.93	\$3,116.59
			Annually	\$25,791.17	\$31,595.20	\$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
	N	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	Planning Technician	Annually	\$36,290.59	\$44,457.50	\$52,624.42
	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	Records Management Specialist				
	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
	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				
	E	Fleet Coordinator				
	E	Head Golf Professional				
	N	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	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	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
	E	Cultural Arts Manager	Monthly	\$4,468.15	\$5,473.66	\$6,479.18
	E	Natatorium Supervisor	Annually	\$53,617.80	\$65,683.94	\$77,750.19
	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				
	E	Utility Billing/Permit 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				
31	E	Code & Health Compliance Manager	Hourly	\$31.3331	\$38.3842	\$45.4354
			Bi-weekly	\$2,506.65	\$3,070.74	\$3,634.83
			Monthly	\$5,431.07	\$6,653.27	\$7,875.47
			Annually	\$65,172.85	\$79,839.24	\$94,505.63
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				

City of Allen
Fire Pay Plan FY 18-19
 Data effective: 10/13/2018

		STEP	0	1	2	3	4	5	4% Top Out Merit Lump Sum
		GRADE							
FF/P	2080 Hourly	50	30.8682	32.1544	33.4942	34.8898	36.3435	37.8578	3,149.77
	2920 Hourly	55	21.9883	22.9045	23.8589	24.8530	25.8885	26.9672	
	Bi-Weekly		2,469.46	2,572.35	2,679.54	2,791.18	2,907.48	3,028.62	
	Monthly		5,350.49	5,573.43	5,805.67	6,047.56	6,299.54	6,562.02	
	Annual		64,205.84	66,881.14	69,667.99	72,570.76	75,594.42	78,744.22	
DOE	2080 Hourly	51	37.6861	39.2562	40.8919				3,402.21
	2920 Hourly	56	26.8449	27.9633	29.1285				
	Bi-Weekly		3,014.89	3,140.49	3,271.35				
	Monthly		6,532.26	6,804.40	7,087.94				
	Annual		78,387.11	81,652.84	85,055.22				
Captain	2080 Hourly	52	46.5285	48.4671	50.4867				4,200.49
	2920 Hourly	57	33.1436	34.5245	35.9631				
	Bi-Weekly		3,722.28	3,877.37	4,038.93				
	Monthly		8,064.94	8,400.96	8,751.02				
	Annual		96,779.31	100,811.54	105,012.25				
Batt/Div Chief	2080 Hourly	53	53.7228	55.9612	58.2929				4,849.97
	2920 Hourly	58	38.2683	39.8628	41.5237				
	Bi-Weekly		4,297.82	4,476.90	4,663.43				
	Monthly		9,311.95	9,699.95	10,104.10				
	Annual		111,743.44	116,399.38	121,249.20				
Assistant Chief	2080 Hourly	54	65.8954	68.6410	71.5010				5,948.88
	Bi-Weekly		5,271.63	5,491.28	5,720.08				
	Monthly		11,421.87	11,897.77	12,393.51				
	Annual		137,062.43	142,773.28	148,722.08				
Fire Prevention Specialist	2080 Hourly	51	37.6861	39.2562	40.8919				3,402.21
	Bi-Weekly		3,014.89	3,140.49	3,271.35				
	Monthly		6,532.26	6,804.40	7,087.94				
	Annual		78,387.11	81,652.84	85,055.22				
Fire Inspector & Arson Investigator	2080 Hourly	59	41.4535	43.1807	44.9799				3,742.33
	Bi-Weekly		3,316.28	3,454.46	3,598.39				
	Monthly		7,185.27	7,484.65	7,796.52				
	Annual		86,223.28	89,815.86	93,558.19				

City of Allen
Police Pay Plan FY18-19
 Effective: 10/13/18

		STEP	0	1	2	3	4	5	6	4% Top Out Merit Lump Sum	
		GRADE									
Recruit	Hourly	60	28.7967								
	Bi-Weekly		2,303.74								
	Monthly		4,991.43								
	Annual		59,897.14								
Officer	Hourly	61	30.7569	32.0384	33.3734	34.7639	36.2124	37.7213	39.2930	3,269.18	
	Bi-Weekly		2,460.55	2,563.07	2,669.87	2,781.11	2,896.99	3,017.70	3,143.44		
	Monthly		5,331.20	5,553.32	5,784.72	6,025.74	6,276.82	6,538.36	6,810.79		
	Annual		63,974.35	66,639.87	69,416.67	72,308.91	75,321.79	78,460.30	81,729.44	84,998.62	
Corporal	Hourly	62	37.2198	38.7706	40.3860	42.0688				3,500.12	
	Bi-Weekly		2,977.58	3,101.65	3,230.88	3,365.50					
	Monthly		6,451.43	6,720.24	7,000.24	7,291.93					
	Annual		77,417.18	80,642.85	84,002.88	87,503.10				91,003.22	
Sergeant	Hourly	63	42.8134	44.5973	46.4556					3,865.11	
	Bi-Weekly		3,425.07	3,567.78	3,716.45						
	Monthly		7,420.99	7,730.20	8,052.30						
	Annual		89,051.87	92,762.38	96,627.65					100,492.76	
Lieutenant	Hourly	64	49.2518	51.3039	53.4416					4,446.34	
	Bi-Weekly		3,940.14	4,104.31	4,275.33						
	Monthly		8,536.98	8,892.68	9,263.21						
	Annual		102,443.74	106,712.11	111,158.53					115,604.87	
Deputy Chief	Hourly	65	64.0417	66.7101	69.4897					5,781.54	
	Bi-Weekly		5,123.34	5,336.81	5,559.18						
	Monthly		11,100.56	11,563.08	12,044.88						
	Annual		133,206.74	138,757.01	144,538.58					150,320.12	

TCOLE Certification Pay

Intermediate	\$50/month = \$600/year
Advanced	\$100/month = \$1200/year
Masters	\$150/month = \$1800/year