



Effective 10/01/2025

FY2025-26 General Government Pay Plan

Job Title	FLSA	Grade	Hourly			Bi-Weekly			Annually		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Water Production Operator	NE										
Crew Leader (Parks)	NE	6	\$25.76	\$32.21	\$38.64	\$1,855	\$2,319	\$2,782	\$48,226	\$60,294	\$72,339
Crew Leader (Pipeline Inspections)	NE										
Crew Leader (Streets/Drainage)	NE										
Crew Leader (Water/Wastewater)	NE										
Irrigation Lead	NE										
Foreman - Parks	NE	7	\$29.44	\$36.80	\$44.16	\$2,120	\$2,650	\$3,180	\$55,116	\$68,895	\$82,674
Supervisor - Streets & Drainage	NE										
Supervisor - Water & Wastewater	NE										
Supervisor - Water Production	NE										
Logistics Specialist	NE	9	\$31.90	\$39.87	\$47.84	\$2,296	\$2,871	\$3,445	\$59,709	\$74,636	\$89,563



FY 2025-26 POLICE DEPARTMENT STEP PLAN



Effective 10/1/2025

Non-exempt (hourly) positions are eligible for overtime compensation. Bi-weekly wages are based on a 40-hour work week, or 2080 hours per year, which equals 1 full-time equivalent (FTE) position. For 12-hour shift sworn officers, in accordance with the provisions of Section 142.0015 (j) of the Texas Local Government Code, hours worked in excess of 80 hours in each 14-day work period are paid at the appropriate overtime rate. Earnings are based on actual number of hours worked and other employment related pay.

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
PSN-PO/CI	Police Officer	NE	Hourly	\$36.67	\$37.40	\$38.15	\$38.91	\$39.69	\$40.48	\$41.29	\$42.12	\$42.96	\$43.82	
			Criminal Investigator	Bi-Weekly	\$2,934	\$2,992	\$3,052	\$3,113	\$3,175	\$3,238	\$3,303	\$3,370	\$3,437	\$3,506
				Monthly	\$6,356	\$6,483	\$6,613	\$6,744	\$6,880	\$7,017	\$7,157	\$7,301	\$7,446	\$7,595
				Annually	\$76,274	\$77,792	\$79,352	\$80,933	\$82,555	\$84,198	\$85,883	\$87,610	\$89,357	\$91,146

PSN-CO	Corporal	NE	Hourly	\$44.92	\$45.81	\$46.73	\$47.66	\$48.61	\$49.58
			Bi-Weekly	\$3,593	\$3,665	\$3,738	\$3,813	\$3,889	\$3,966
			Monthly	\$7,785	\$7,940	\$8,100	\$8,261	\$8,426	\$8,594
			Annually	\$93,424	\$95,285	\$97,198	\$99,133	\$101,109	\$103,126

PSN-S	Sergeant	NE	Hourly	\$50.58	\$51.60	\$52.63	\$53.67	\$54.75	\$55.85
			Bi-Weekly	\$4,047	\$4,128	\$4,210	\$4,294	\$4,380	\$4,468
			Monthly	\$8,767	\$8,944	\$9,123	\$9,303	\$9,490	\$9,681
			Annually	\$105,210	\$107,328	\$109,470	\$111,634	\$113,880	\$116,168

PSN-L	Lieutenant	NE	Hourly	\$56.97	\$58.11	\$59.27	\$60.46	\$61.67	\$62.90
			Bi-Weekly	\$4,558	\$4,649	\$4,742	\$4,837	\$4,934	\$5,032
			Monthly	\$9,875	\$10,072	\$10,273	\$10,480	\$10,689	\$10,903
			Annually	\$118,498	\$120,869	\$123,282	\$125,757	\$128,274	\$130,832



FY 2025-26 Fire Department Step Plan

Effective 10/1/2025



Fire Rescue Operations 48/96 Positions: Fire Department non-exempt (hourly) positions are eligible for overtime pay. Bi-weekly wages are based on 24-hour shifts averaging 56-hours per week, or 2912 hours worked per year. In accordance with the provisions of Section 142.0015 (b) of the Texas Local Government Code, hours worked in excess of 212 hours in each 28-day work period are paid at the appropriate overtime rate. Earnings are based on actual number of hours worked and other employment related pay.

Administration/Fire Prevention Positions: Fire Inspector, Fire Marshal, and Training Officer are non-exempt (hourly) positions eligible for overtime. Bi-weekly wages are based on a 40-hour work week, or 2080 hours per year, which equals 1 full-time equivalent (FTE) position. Earnings are based on actual number of hours worked and other employment related pay.

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
PSN-E	Firefighter/EMT	NE	Hourly	\$23.86	\$24.34	\$24.83	\$25.33	\$25.84					
			Bi-Weekly	\$2,672	\$2,726	\$2,781	\$2,837	\$2,894					
			Monthly	\$5,790	\$5,907	\$6,025	\$6,147	\$6,271					
			Annually	\$69,480	\$70,878	\$72,305	\$73,761	\$75,246					

PSN-F	Firefighter/Paramedic	NE	Hourly	\$26.12	\$26.64	\$27.17	\$27.71	\$28.26	\$28.83	\$29.41	\$30.00	\$30.60	\$31.21
			Bi-Weekly	\$2,925	\$2,984	\$3,043	\$3,104	\$3,165	\$3,229	\$3,294	\$3,360	\$3,427	\$3,496
			Monthly	\$6,338	\$6,465	\$6,593	\$6,724	\$6,858	\$6,996	\$7,137	\$7,280	\$7,426	\$7,574
			Annually	\$76,061	\$77,576	\$79,119	\$80,692	\$82,293	\$83,953	\$85,642	\$87,360	\$89,107	\$90,884

PSN-D/F/FI	Driver/Engineer	NE	Hourly	\$31.83	\$32.47	\$33.12	\$33.78	\$34.46	\$35.15	\$35.85
	Field Training Paramedic		Hourly (40)	\$44.56	\$45.46	\$46.37	\$47.29	\$48.24	\$49.21	\$50.19
	Fire Inspector		Bi-Weekly	\$3,565	\$3,637	\$3,709	\$3,783	\$3,860	\$3,937	\$4,015
			Monthly	\$7,724	\$7,879	\$8,037	\$8,197	\$8,362	\$8,530	\$8,700
		Annually	\$92,689	\$94,553	\$96,445	\$98,367	\$100,348	\$102,357	\$104,395	

PSN-FC	Captain (Fire)	NE	Hourly	\$37.08	\$37.82	\$38.58	\$39.35	\$40.14	\$40.94	\$41.76
	Captain (EMS)		Hourly (40)	\$51.91	\$52.95	\$54.01	\$55.09	\$56.20	\$57.32	\$58.46
			Bi-Weekly	\$4,153	\$4,236	\$4,321	\$4,407	\$4,496	\$4,585	\$4,677
			Monthly	\$8,998	\$9,178	\$9,362	\$9,549	\$9,741	\$9,935	\$10,134
		Annually	\$107,977	\$110,132	\$112,345	\$114,587	\$116,888	\$119,217	\$121,605	

PSN-BC/FM/TO	Battalion Chief	NE	Hourly	\$42.60	\$43.45	\$44.32	\$45.21	\$46.11	\$47.03	\$47.97
	Fire Marshal		Hourly (40)	\$59.63	\$60.83	\$62.05	\$63.29	\$64.55	\$65.84	\$67.16
			Bi-Weekly	\$4,771	\$4,866	\$4,964	\$5,064	\$5,164	\$5,267	\$5,373
			Monthly	\$10,336	\$10,544	\$10,755	\$10,971	\$11,189	\$11,413	\$11,641
		Annually	\$124,037	\$126,526	\$129,060	\$131,652	\$134,272	\$136,951	\$139,689	



FY 2025-26 Police Department Step Plan

Effective 10/1/2025



NETCOM 9-1-1 DISPATCH

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
ECS	Emergency Communications Specialist - NETCOM	NE	Hourly	\$27.77	\$28.32	\$28.89	\$29.47	\$30.06	\$30.66	\$31.27	\$31.90	\$32.53	\$33.18	\$33.85
			Bi-Weekly	\$2,221.41	\$2,265.83	\$2,311.15	\$2,357.37	\$2,404.52	\$2,452.61	\$2,501.66	\$2,551.70	\$2,602.73	\$2,654.79	\$2,707.88
			Monthly	\$4,813.05	\$4,909.31	\$5,007.49	\$5,107.64	\$5,209.80	\$5,313.99	\$5,420.27	\$5,528.68	\$5,639.25	\$5,752.04	\$5,867.08
			Annually	\$57,756.56	\$58,911.69	\$60,089.92	\$61,291.72	\$62,517.55	\$63,767.90	\$65,043.26	\$66,344.13	\$67,671.01	\$69,024.43	\$70,404.92
ECSP	Emergency Communications Supervisor - NETCOM	NE	Hourly	\$37.72	\$38.47	\$39.24	\$40.03	\$40.83	\$41.64	\$42.48	\$43.33	\$44.19	\$45.08	\$45.98
			Bi-Weekly	\$3,017.50	\$3,077.85	\$3,139.40	\$3,202.19	\$3,266.24	\$3,331.56	\$3,398.19	\$3,466.16	\$3,535.48	\$3,606.19	\$3,678.31
			Monthly	\$6,537.91	\$6,668.67	\$6,802.04	\$6,938.08	\$7,076.85	\$7,218.38	\$7,362.75	\$7,510.01	\$7,660.21	\$7,813.41	\$7,969.68
			Annually	\$78,454.95	\$80,024.05	\$81,624.53	\$83,257.02	\$84,922.16	\$86,620.60	\$88,353.01	\$90,120.07	\$91,922.48	\$93,760.93	\$95,636.14

DETENTION

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
DO	Detention Officer	NE	Hourly	\$22.78	\$23.24	\$23.70	\$24.18	\$24.66	\$25.15	\$25.66	\$26.17	\$26.69	\$27.23	\$27.77	\$28.33
			Bi-Weekly	\$1,822.55	\$1,859.00	\$1,896.18	\$1,934.10	\$1,972.78	\$2,012.24	\$2,052.48	\$2,093.53	\$2,135.40	\$2,178.11	\$2,221.67	\$2,266.11
			Monthly	\$3,948.85	\$4,027.83	\$4,108.38	\$4,190.55	\$4,274.36	\$4,359.85	\$4,447.05	\$4,535.99	\$4,626.71	\$4,719.24	\$4,813.63	\$4,909.90
			Annually	\$47,386.20	\$48,333.92	\$49,300.60	\$50,286.61	\$51,292.34	\$52,318.19	\$53,364.55	\$54,431.84	\$55,520.48	\$56,630.89	\$57,763.51	\$58,918.78
RHFM	Regional Holding Facility Manager	NE	Hourly	\$29.62	\$30.21	\$30.82	\$31.43	\$32.06	\$32.70	\$33.36	\$34.02	\$34.70	\$35.40	\$36.11	\$36.83
			Bi-Weekly	\$2,369.55	\$2,416.95	\$2,465.28	\$2,514.59	\$2,564.88	\$2,616.18	\$2,668.50	\$2,721.87	\$2,776.31	\$2,831.84	\$2,888.47	\$2,946.24
			Monthly	\$5,134.03	\$5,236.71	\$5,341.45	\$5,448.28	\$5,557.24	\$5,668.39	\$5,781.76	\$5,897.39	\$6,015.34	\$6,135.65	\$6,258.36	\$6,383.53
			Annually	\$61,608.40	\$62,840.57	\$64,097.38	\$65,379.33	\$66,686.92	\$68,020.66	\$69,381.07	\$70,768.69	\$72,184.06	\$73,627.75	\$75,100.30	\$76,602.31



FY2025-26 The Keller Pointe



Part-Time and Seasonal
Effective 10/1/2025

Grade	Job Title	FLSA	Minimum	Mid-Point	Maximum
RCS-1	Recreation Assistant Customer Service Assistant	NE	\$ 10.61	\$ 11.94	\$ 13.27
RCS-2	Lifeguard	NE	\$ 12.20	\$ 13.73	\$ 15.25
RCS-3	Customer Service Representative I Summer Camp Counselor Child Care Attendant	NE	\$ 14.33	\$ 16.12	\$ 17.91
RCS-4	Head Lifeguard	NE	\$ 15.39	\$ 17.31	\$ 19.23
RCS-5	Summer Camp Coordinator Customer Service Representative II Group Exercise Coordinator Building Maintenance Technician Recreation Coordinator	NE	\$ 15.92	\$ 17.91	\$ 19.90