

City of Terrell Comp Plan Rates - Civilian

FY25 Hourly Rates

Effective Date January 1, 2025

Pay Grade	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
6	Custodian I	15.66	16.05	16.45	16.86	17.28	17.72	18.16	18.61	19.08	19.55	20.04	20.54	21.06	21.58	22.12	22.68
7	Custodian II Library Tech I	16.44	16.85	17.27	17.71	18.15	18.60	19.07	19.54	20.03	20.53	21.05	21.57	22.11	22.66	23.23	23.81
8	Library Tech II Maint Worker I	17.26	17.69	18.14	18.59	19.06	19.53	20.02	20.52	21.03	21.56	22.10	22.65	23.22	23.80	24.39	25.00
9	Administrative Technician I Equipment Operator I Maint Worker II Records Specialist	18.13	18.58	19.04	19.52	20.01	20.51	21.02	21.55	22.08	22.64	23.20	23.78	24.38	24.99	25.61	26.25
10	Administrative Technician II Animal Control Attendant Civilian Administrative Coord Court Clerk Equipment Operator II Housing Specialist Mechanic I Safety Coordinator	19.03	19.51	20.00	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.56
11	Adult Education Coordinator Detention Officer Equipment Operator III	19.98	20.48	21.00	21.52	22.06	22.61	23.18	23.75	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.94
12	Accounting Technician Administrative Technician IV Animal Control Warden I Backflow Inspector Crew Leader I Plant Operator Water Services Field Tech	20.98	21.51	22.05	22.60	23.16	23.74	24.33	24.94	25.57	26.21	26.86	27.53	28.22	28.93	29.65	30.39
12(A)	STEPS:					1	2	3	4	5	6	7	8	9	10	11	12
	Civilian Background Investigator Telecommunicator					24.04	24.64	25.26	25.89	26.54	27.20	27.88	28.58	29.29	30.02	30.78	31.54
13	Code Enforcement Officer Crew Leader II	22.03	22.58	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.52	28.20	28.91	29.63	30.37	31.13	31.91
14	Asst. Fleet Services Supervisor Executive Assistant Youth and Recreation Coordinator	23.13	23.71	24.31	24.91	25.54	26.17	26.83	27.50	28.19	28.89	29.61	30.35	31.11	31.89	32.69	33.50
15	Adult Services Librarian Animal Control Supervisor Building Inspector Civilian Lieutenant - Detention Supervisor Civilian Lieutenant - Records Supervisor Foreman Parks Foreman Youth Services Librarian	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.60	30.34	31.09	31.87	32.67	33.49	34.32	35.18

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16	Circulation Supervisor Fleet Supervisor Utility Billing Supervisor	25.51	26.14	26.80	27.47	28.15	28.86	29.58	30.32	31.08	31.85	32.65	33.47	34.30	35.16	36.04	36.94
17	Dispatch Supervisor	26.78	27.45	28.14	28.84	29.56	30.30	31.06	31.83	32.63	33.45	34.28	35.14	36.02	36.92	37.84	38.79
18	GIS Analyst HR Generalist Library Manager Project Manager	28.12	28.82	29.54	30.28	31.04	31.81	32.61	33.43	34.26	35.12	36.00	36.90	37.82	38.76	39.73	40.73
19	Senior GIS Analyst Senior Policy Analyst Senior Project Manager	29.53	30.26	31.02	31.80	32.59	33.41	34.24	35.10	35.97	36.87	37.80	38.74	39.71	40.70	41.72	42.76
20	Chief Plant Operator Code Compliance Manager Facilities Operator	31.00	31.78	32.57	33.39	34.22	35.08	35.95	36.85	37.77	38.72	39.68	40.68	41.69	42.74	43.80	44.90
21	Public Information Officer Senior Budget Analyst	31.78	32.57	33.39	34.22	35.08	35.95	36.85	37.77	38.72	39.68	40.68	41.69	42.74	43.80	44.90	46.02
22	Facilities Superintendent Streets Superintendent Utilities Superintendent	32.55	33.37	34.20	35.05	35.93	36.83	37.75	38.69	39.66	40.65	41.67	42.71	43.78	44.87	45.99	47.14
23	Business Development Manager Senior Accountant	34.18	35.03	35.91	36.81	37.73	38.67	39.64	40.63	41.64	42.69	43.75	44.85	45.97	47.12	48.29	49.50
24	Project Engineer	35.89	36.79	37.71	38.65	39.61	40.60	41.62	42.66	43.73	44.82	45.94	47.09	48.27	49.47	50.71	51.98
25	Senior Project Engineer	37.68	38.62	39.59	40.58	41.59	42.63	43.70	44.79	45.91	47.06	48.24	49.44	50.68	51.95	53.24	54.58
26	Building Official	39.57	40.56	41.57	42.61	43.67	44.77	45.89	47.03	48.21	49.41	50.65	51.92	53.21	54.54	55.91	57.30
27	Asst Director of Utilities Asst Director of Municipal Development/Downtown Manager City Secretary Emergency Management Coord	41.55	42.58	43.65	44.74	45.86	47.00	48.18	49.38	50.62	51.88	53.18	54.51	55.87	57.27	58.70	60.17
29	Housing Director Library Director	45.80	46.95	48.12	49.33	50.56	51.82	53.12	54.45	55.81	57.20	58.63	60.10	61.60	63.14	64.72	66.34
30	Public Services Director Human Resources Director	48.09	49.30	50.53	51.79	53.09	54.41	55.77	57.17	58.60	60.06	61.56	63.10	64.68	66.30	67.96	69.65
31	Deputy Police Chief	50.50	51.76	53.06	54.38	55.74	57.13	58.56	60.03	61.53	63.07	64.64	66.26	67.92	69.61	71.35	73.14
32	Utilities Director	53.02	54.35	55.71	57.10	58.53	59.99	61.49	63.03	64.60	66.22	67.87	69.57	71.31	73.09	74.92	76.79
33	Municipal Court Judge	55.67	57.07	58.49	59.96	61.45	62.99	64.57	66.18	67.83	69.53	71.27	73.05	74.88	76.75	78.67	80.63
35	Fire Chief City Engineer/Municipal Development Director	61.38	62.92	64.49	66.10	67.75	69.45	71.18	72.96	74.79	76.66	78.57	80.54	82.55	84.62	86.73	88.90
36	Police Chief Finance Director	64.45	66.06	67.71	69.41	71.14	72.92	74.74	76.61	78.53	80.49	82.50	84.56	86.68	88.85	91.07	93.34
39	Assistant City Manager	74.61	76.47	78.39	80.35	82.35	84.41	86.52	88.69	90.90	93.18	95.51	97.89	100.34	102.85	105.42	108.06