

**City of Schertz, TX
FY24 Proposed Salary Plan - High to Low Order**

--Current--	--Recommended--	Current Grade	-- Recommended --			
Occupational Job Families and Job Classes	Occupational Job Families and Job Classes		Grade	Minimum	Midpoint	Maximum
City Manager	City Manager	UNC	UNC	-	-	-
* City Secretary	City Secretary	UNC	UNC	-	-	-
Deputy City Manager	Deputy City Manager	140	144	\$168,963	\$207,108	\$245,252
* Assistant City Manager	Assistant City Manager	139	142	\$153,255	\$187,853	\$222,451
* EMS Chief	EMS Chief	135	140	\$139,006	\$170,388	\$201,769
* Fire Chief	Fire Chief	135	140	\$139,006	\$170,388	\$201,769
* Police Chief	Police Chief	135	140	\$139,006	\$170,388	\$201,769
* City Engineer	City Engineer	135	139	\$132,386	\$162,276	\$192,166
* Director of Finance	Director of Finance	135	139	\$132,386	\$162,276	\$192,166
* Director of Human Resources	Director of Human Resources and Purchasing	134	139	\$132,386	\$162,276	\$192,166
* Director of Information Technology	Director of Information Technology	135	139	\$132,386	\$162,276	\$192,166
Director of Internal Services	Director of Internal Services	135	139	\$132,386	\$162,276	\$192,166
* Director of Library	Director of Library	131	139	\$132,386	\$162,276	\$192,166
* Director of Parks, Recreation, and Community Services	Director of Parks, Rec and CS	133	139	\$132,386	\$162,276	\$192,166
* Director of Planning and Community Development	Director of Planning and Community Development	135	139	\$132,386	\$162,276	\$192,166
* Director of Public Affairs	Director of Public Affairs	131	139	\$132,386	\$162,276	\$192,166
* Director of Public Works	Director of Public Works	135	139	\$132,386	\$162,276	\$192,166
* Executive Director of Economic Development	Executive Director of Economic Development	135	139	\$132,386	\$162,276	\$192,166
SSLGC General Manager	SSLGC General Manager	136	139	\$132,386	\$162,276	\$192,166
Assistant Director of Finance	Assistant Director of Finance	131	135	\$108,923	\$133,506	\$158,090
Assistant Fire Chief	Assistant Fire Chief	131	135	\$108,923	\$133,506	\$158,090
Assistant Police Chief	Assistant Police Chief	131	135	\$108,923	\$133,506	\$158,090
Assistant EMS Chief	Assistant EMS Chief	131	135	\$108,923	\$133,506	\$158,090
SSLGC Assistant General Manager	SSLGC Assistant General Manager	132	135	\$108,923	\$133,506	\$158,090
-	Senior Engineer - P.E.	UNC	133	\$98,795	\$121,093	\$143,392
Chief Building Official	Chief Building Official	128	131	\$89,610	\$109,835	\$130,060
* Engineer - P.E.	Engineer - P.E.	128	131	\$89,610	\$109,835	\$130,060
* Water/Wastewater Manager	Water/Wastewater Superintendent	130	130	\$85,343	\$104,605	\$123,867
Human Resources Manager	Human Resources Manager	125	128	\$77,409	\$94,881	\$112,352
Deputy Director of Economic Development	Deputy Director of Economic Development	128	128	\$77,409	\$94,881	\$112,352
* Emergency Management Coordinator	Emergency Management Coordinator	128	128	\$77,409	\$94,881	\$112,352
* Planning Manager	Planning Manager	127	128	\$77,409	\$94,881	\$112,352
* Senior Systems Administrator	Senior Systems Administrator	124	128	\$77,409	\$94,881	\$112,352
* Streets and Drainage Manager	Streets and Drainage Superintendent	126	128	\$77,409	\$94,881	\$112,352
* Court Administrator	Court Administrator	124	127	\$73,723	\$90,363	\$107,002
* Facilities Manager	Facilities Maintenance Superintendent	127	127	\$73,723	\$90,363	\$107,002
Fleet Manager	Fleet Superintendent	123	127	\$73,723	\$90,363	\$107,002
* Purchasing Manager	Purchasing Manager	125	127	\$73,723	\$90,363	\$107,002
* SCADA Technician	SCADA Administrator	125	127	\$73,723	\$90,363	\$107,002
* Parks Manager	Parks Superintendent	123	127	\$73,723	\$90,363	\$107,002
Public Safety Systems Administrator	Systems Administrator	120	125	\$66,869	\$81,961	\$97,053
Neighborhood Services Manager	Neighborhood Services Manager	122	125	\$66,869	\$81,961	\$97,053
Plans Examiner	Plans Examiner	119	125	\$66,869	\$81,961	\$97,053
* Computer Systems Support Engineer	Systems Administrator	120	125	\$66,869	\$81,961	\$97,053
GIS Administrator	GIS Manager	124	125	\$66,869	\$81,961	\$97,053
Water/Wastewater Superintendent	Water/Wastewater Supervisor	125	125	\$66,869	\$81,961	\$97,053
Animal Services Manager	Animal Services Manager	121	125	\$66,869	\$81,961	\$97,053
* Civic Center Manager	Civic Center Manager	120	124	\$63,684	\$78,058	\$92,432
* Business Engagement Manager	Business Engagement Manager	122	124	\$63,684	\$78,058	\$92,432
EMS Office Manager	EMS Billing Manager	121	124	\$63,684	\$78,058	\$92,432
Electrician (Master)	Master Electrician	121	124	\$63,684	\$78,058	\$92,432
Plumber (Master)	Master Plumber	121	124	\$63,684	\$78,058	\$92,432
Public Affairs Communication Manager	Public Affairs Communication Manager	120	124	\$63,684	\$78,058	\$92,432
* Public Safety Communications Manager	Public Safety Communications Manager	121	124	\$63,684	\$78,058	\$92,432
* Recreation Manager	Recreation Manager	120	124	\$63,684	\$78,058	\$92,432
Planner - Senior	Senior Planner	124	124	\$63,684	\$78,058	\$92,432
* Utility Billing Manager	Utility Billing Manager	121	124	\$63,684	\$78,058	\$92,432

*Salary Survey Benchmark
PSPC

City of Schertz, TX
FY24 Proposed Salary Plan - High to Low Order

--Current-- Occupational Job Families and Job Classes	--Recommended-- Occupational Job Families and Job Classes	Current Grade	-- Recommended --			
			Grade	Minimum	Midpoint	Maximum
Human Resources Senior Generalist	Senior Human Resources Generalist	119	123	\$60,652	\$74,342	\$88,031
Engineer - Graduate	Associate Engineer	121	123	\$60,652	\$74,342	\$88,031
Assistant Facilities Manager	Facilities Maintenance Supervisor	120	123	\$60,652	\$74,342	\$88,031
* Financial Analyst	Financial Analyst	118	123	\$60,652	\$74,342	\$88,031
* -	Senior Librarian	UNC	123	\$60,652	\$74,342	\$88,031
* Building Inspector	Building Inspector	116	122	\$57,764	\$70,802	\$83,839
* Deputy City Secretary	Deputy City Secretary	118	122	\$57,764	\$70,802	\$83,839
Drainage Superintendent	Drainage Supervisor	117	122	\$57,764	\$70,802	\$83,839
Fleet Crew Supervisor	Fleet Supervisor	120	122	\$57,764	\$70,802	\$83,839
Park Maintenance Crew Supervisor	Parks Supervisor	116	122	\$57,764	\$70,802	\$83,839
* -	Senior IT Support Specialist	UNC	122	\$57,764	\$70,802	\$83,839
Streets Superintendent	Streets Maintenance Supervisor	120	122	\$57,764	\$70,802	\$83,839
* Accountant	Accountant	120	121	\$55,013	\$67,429	\$79,846
* Human Resources Generalist	Human Resources Generalist	117	121	\$55,013	\$67,429	\$79,846
* Electrician (Journeyman)	Journeyman Electrician	118	121	\$55,013	\$67,429	\$79,846
* Risk and Safety Specialist	Risk and Safety Specialist	117	121	\$55,013	\$67,429	\$79,846
Sanitarian	Sanitarian	118	121	\$55,013	\$67,429	\$79,846
Water/Wastewater Supervisor	Water/Wastewater Crew Leader	118	121	\$55,013	\$67,429	\$79,846
* Planner	Planner	120	121	\$55,013	\$67,429	\$79,846
Crime Victim Liaison	Crime Victim Liaison	119	120	\$52,393	\$64,219	\$76,044
* Engineering Inspector	Engineering Inspector	119	120	\$52,393	\$64,219	\$76,044
* Librarian	Librarian	119	120	\$52,393	\$64,219	\$76,044
Marketing and Communications Specialist	Marketing and Communications Specialist	116	120	\$52,393	\$64,219	\$76,044
Police Records Office Manager	Police Records Manager	119	120	\$52,393	\$64,219	\$76,044
* Civilian Evidence Technician	Property Room and Crime Scene Technician	120	120	\$52,393	\$64,219	\$76,044
Communications Shift Supervisor	Public Safety Communications Supervisor	117	120	\$52,393	\$64,219	\$76,044
Civic and Community Center Coordinator	Civic Center Coordinator	116	119	\$49,898	\$61,161	\$72,423
* -	Fleet Mechanic II	UNC	119	\$49,898	\$61,161	\$72,423
* HVAC Technician	HVAC Technician	118	119	\$49,898	\$61,161	\$72,423
* IT Support Specialist	IT Support Specialist	117	119	\$49,898	\$61,161	\$72,423
* Plumber (Journeyman)	Journeyman Plumber	118	119	\$49,898	\$61,161	\$72,423
Neighborhood Services Specialist	Neighborhood Services Specialist	116	119	\$49,898	\$61,161	\$72,423
-	Parks Maintenance Crew Leader	UNC	119	\$49,898	\$61,161	\$72,423
Recreation Coordinator	Recreation Coordinator	116	119	\$49,898	\$61,161	\$72,423
Utility Billing Lead Clerk	Senior Utility Billing Specialist	116	119	\$49,898	\$61,161	\$72,423
Street Crew Supervisor	Streets Maintenance Crew Leader	116	119	\$49,898	\$61,161	\$72,423
* Code Enforcement Officer	Code Enforcement Officer	115	118	\$47,522	\$58,248	\$68,974
Fire Prevention Specialist	Fire Prevention Specialist	118	118	\$47,522	\$58,248	\$68,974
* GIS Specialist	GIS Specialist	118	118	\$47,522	\$58,248	\$68,974
Service Worker II	Water/Wastewater Worker II	117*	118	\$47,522	\$58,248	\$68,974
Facilities Crew Leader	Facilities Maintenance Crew Leader	116	117	\$45,260	\$55,475	\$65,690
* Fleet Mechanic	Fleet Mechanic I	117	117	\$45,260	\$55,475	\$65,690
Human Resources Assistant	Human Resources Assistant	115	117	\$45,260	\$55,475	\$65,690
* Communications Officer	Public Safety Communications Officer	115	117	\$45,260	\$55,475	\$65,690
Development Specialist	Development Specialist	114	117	\$45,260	\$55,475	\$65,690
* Accounts Payable Coordinator	Accounts Payable Coordinator	114	116	\$43,105	\$52,834	\$62,562
Drainage Worker II	Drainage Worker II	113*	116	\$43,105	\$52,834	\$62,562
* Meter Technician	Meter Technician	112	116	\$43,105	\$52,834	\$62,562
-	Parks Maintenance Technician II	UNC	116	\$43,105	\$52,834	\$62,562
Purchasing Specialist	Purchasing Specialist	113	116	\$43,105	\$52,834	\$62,562
Records Management Coordinator	Records Management Coordinator	112	116	\$43,105	\$52,834	\$62,562
Senior Deputy Court Clerk	Senior Deputy Court Clerk	116	116	\$43,105	\$52,834	\$62,562
Street Worker II	Streets Maintenance Worker II	113*	116	\$43,105	\$52,834	\$62,562
* Traffic Signal and Sign Technician	Traffic Signal and Sign Technician	113	116	\$43,105	\$52,834	\$62,562
* Animal Services Officer	Animal Services Officer	112	116	\$43,105	\$52,834	\$62,562
Library Technician	Library Technician	111	115	\$41,052	\$50,318	\$59,583
* Service Worker I	Water/Wastewater Worker I	114*	115	\$41,052	\$50,318	\$59,583
* Administrative Assistant	Administrative Assistant	112	115	\$41,052	\$50,318	\$59,583
Administrative Manager	Administrative Assistant	119	115	\$41,052	\$50,318	\$59,583

*Salary Survey Benchmark
PSPC

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--Current--	--Recommended--	Current Grade	-- Recommended --			
Occupational Job Families and Job Classes	Occupational Job Families and Job Classes		Grade	Minimum	Midpoint	Maximum
* EMS Billing Specialist	EMS Billing Specialist	113	114	\$39,097	\$47,922	\$56,746
* Permit Technician	Permit Technician	110	114	\$39,097	\$47,922	\$56,746
* Utility Billing Clerk	Utility Billing Specialist	110	114	\$39,097	\$47,922	\$56,746
* Deputy Court Clerk	Deputy Court Clerk	113	114	\$39,097	\$47,922	\$56,746
Electrician Apprentice	Apprentice Electrician	110	113	\$37,235	\$45,638	\$54,042
HVAC Apprentice	Apprentice HVAC Technician	110	113	\$37,235	\$45,638	\$54,042
Plumber Apprentice	Apprentice Plumber	110	113	\$37,235	\$45,638	\$54,042
* Drainage Worker I	Drainage Worker I	110	113	\$37,235	\$45,638	\$54,042
Event Attendant	Event Attendant	110	113	\$37,235	\$45,638	\$54,042
Facilities Technician	Facilities Maintenance Technician	110	113	\$37,235	\$45,638	\$54,042
Grounds Maintenance Technician	Facilities Maintenance Technician	110	113	\$37,235	\$45,638	\$54,042
Lube Technician	Inventory and Parts Technician	112	113	\$37,235	\$45,638	\$54,042
* Parks Maintenance Technician	Parks Maintenance Technician I	110	113	\$37,235	\$45,638	\$54,042
* Police Records Specialist	Police Records Specialist	112	113	\$37,235	\$45,638	\$54,042
Recreation Specialist	Recreation Specialist	112	113	\$37,235	\$45,638	\$54,042
* Street Worker I	Streets Maintenance Worker I	110	113	\$37,235	\$45,638	\$54,042
* Customer Relations Representative	Service Representative	110	112	\$35,462	\$43,466	\$51,470
Animal Services Technician	Kennel Technician	110	112	\$35,462	\$43,466	\$51,470
* Library Assistant	Library Assistant	110	112	\$35,462	\$43,466	\$51,470
Programming Specialist	Library Programming Specialist	110	112	\$35,462	\$43,466	\$51,470
Supply Coordinator	Supply Coordinator	110	112	\$35,462	\$43,466	\$51,470