



Effective 10-01-2018
*Amended 03-04-2019

**CITY OF DUNCANVILLE, TEXAS
NON EXEMPT PAY SCHEDULE**

POSITION TITLE	GRADE		MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
Custodian	NE1	Annually	\$ 25,660.30	\$ 31,433.87	\$ 37,207.44
		Bi-Weekly	986.93	1,209.00	1,431.06
		Hourly	12.34	15.11	17.89
Maintenance Worker - Litter Crew Nutrician/Center Asst.	NE2	Annually	\$ 27,193.77	\$ 33,312.37	\$ 39,430.96
		Bi-Weekly	1,045.91	1,281.25	1,516.58
		Hourly	13.07	16.02	18.96
Maintenance Worker - Parks Maintenance Worker - Streets Meter Reader	NE3	Annually	\$ 28,481.09	\$ 34,889.34	\$ 41,297.58
		Bi-Weekly	1,095.43	1,341.90	1,588.37
		Hourly	13.69	16.77	19.85
Court Clerk Customer Service Rep Library Clerk Maintenance Worker - Water/Wastewater Records Clerk Sr. Meter Reader	NE4	Annually	\$ 29,726.57	\$ 36,415.05	\$ 43,103.53
		Bi-Weekly	1,143.33	1,400.58	1,657.83
		Hourly	14.29	17.51	20.72
Administrative Assistant - All Depts Skilled Maintenance - All Depts	NE5	Annually	\$ 32,675.35	\$ 40,027.31	\$ 47,379.26
		Bi-Weekly	1,256.74	1,539.51	1,822.28
		Hourly	15.71	19.24	22.78
Animal Control Officer Irrigation Technician Library Technician Mechanic Property/Evidence Technician Public Service Officer Spray Technician Water Quality Technician	NE6	Annually	\$ 35,264.77	\$ 43,199.34	\$ 51,133.91
		Bi-Weekly	1,356.34	1,661.51	1,966.69
		Hourly	16.95	20.77	24.58
Accounting Technician Building Maintenance Technician Code Enforcement Officer *Crew Leader - All Depts Crime Victim Advocate Deputy Court Administrator Fieldhouse Coordinator Permit Technician (new FY 18) Planning Technician (New FY 18) Recreation Coordinator Traffic Operations Technician	NE7	Annually	\$ 38,462.97	\$ 47,117.14	\$ 55,771.31
		Bi-Weekly	1,479.35	1,812.20	2,145.05
		Hourly	18.49	22.65	26.81
Economic Development Coordinator Executive Assistant - All Depts *Building Inspection Coordinator *Crew Leader- Irrigation Sr. Code Enforcement Officer	NE8	Annually	\$ 41,133.61	\$ 50,388.67	\$ 59,643.74
		Bi-Weekly	1,582.06	1,938.03	2,293.99
		Hourly	19.78	24.23	28.67
Asst. Utility Billing Manager Building Inspector City Marshal Field Supervisor - Parks, Streets	NE9	Annually	\$ 46,652.11	\$ 57,148.84	\$ 67,645.57
		Bi-Weekly	1,794.31	2,198.03	2,601.75
		Hourly	22.43	27.48	32.52
Construction Inspector Field Supervisor - Water/Wastewater Field Supervisor - Equipment Field Supervisor - UB Fire Inspector Health Inspector	NE10	Annually	\$ 49,367.06	\$ 60,474.65	\$ 71,582.24
		Bi-Weekly	1,898.73	2,325.95	2,753.16
		Hourly	23.73	29.07	34.41
Building Maintenance Supervisor	NE11	Annually	\$ 55,481.23	\$ 67,964.51	\$ 80,447.78
		Bi-Weekly	2,133.89	2,614.02	3,094.15
		Hourly	26.67	32.68	38.68



Effective 10-01-2018
 *Amended 02-06-2019

**CITY OF DUNCANVILLE, TEXAS
 EXEMPT PAY SCHEDULE**

POSITION TITLE	GRADE		MINIMUM SALARY	MIDPOINT SALARY	MAXIMUM SALARY
	E0	Annually	\$ 43,869.39	\$ 53,740.00	\$ 63,610.61
		Bi-Weekly	1,687.28	2,066.92	2,446.56
		Hourly	21.09	25.84	30.58
Budget Analyst	E1	Annually	\$ 47,476.00	\$ 58,158.10	\$ 68,840.20
		Bi-Weekly	1,826.00	2,236.85	2,647.70
		Hourly	22.83	27.96	33.10
Accountant	E2	Annually	\$ 50,159.18	\$ 61,445.00	\$ 72,730.82
Adult Services Librarian		Bi-Weekly	1,929.20	2,363.27	2,797.34
CC / Solid Waste Coordinator		Hourly	24.11	29.54	34.97
Fieldhouse Operations Supervisor					
HR Generalist					
IT Librarian					
IT Specialist					
Fieldhouse Marketing Specialist					
Senior Center Supervisor					
Technical Services Librarian					
Youth Services Librarian					
Court Administrator	E3	Annually	\$ 57,877.55	\$ 70,900.00	\$ 83,922.45
Engineering Technician		Bi-Weekly	2,226.06	2,726.92	3,227.79
Equipment Superintendent		Hourly	27.83	34.09	40.35
Parks Manager					
Public Information Officer					
PS IT Specialist II					
Recreation Superintendent					
Traffic Operations Superintendent					
Street Superintendent					
	E4	Annually	\$ 67,717.55	\$ 82,954.00	\$ 98,190.45
City Planner		Bi-Weekly	2,604.52	3,190.54	3,776.56
City Secretary/Asst To The City Manager		Hourly	32.56	39.88	47.21
*Graduate/ Civil Engineer					
Parks Superintendent					
Purchasing Manager					
Utility Billing Manager					
Utilities Operations Manager					
*NOTE: Graduate Engineer pay range is Min to Mid/ Civil Engineer is Mid to Max					
Building Official	E5	Annually	\$ 77,228.57	\$ 94,605.00	\$ 111,981.43
Regional Emergency Management Coord		Bi-Weekly	2,970.33	3,638.65	4,306.98
Fieldhouse General Manager		Hourly	37.13	45.48	53.84
IT Manager	E6	Annually	\$ 84,951.43	\$ 104,065.50	\$ 123,179.57
Library Director		Bi-Weekly	3,267.36	4,002.52	4,737.68
		Hourly	40.84	50.03	59.22
Assistant Public Works Director	E7	Annually	\$ 93,446.57	\$ 114,472.05	\$ 135,497.53
HR Director		Bi-Weekly	3,594.10	4,402.77	5,211.44
Assistant Finance Director		Hourly	44.93	55.03	65.14
Economic Development Director	E8	Annually	\$ 102,791.23	\$ 125,919.26	\$ 149,047.28
Finance Director		Bi-Weekly	3,953.51	4,843.05	5,732.59
Parks And Recreation Director		Hourly	49.42	60.54	71.66
Fire Chief	E9	Annually	\$ 113,070.35	\$ 138,511.18	\$ 163,952.01
Police Chief		Bi-Weekly	4,348.86	5,327.35	6,305.85
Public Works Director		Hourly	54.36	66.59	78.82
Assistant City Manager	E10	Annually	\$ 124,377.39	\$ 152,362.30	\$ 180,347.21
		Bi-Weekly	4,783.75	5,860.09	6,936.43
		Hourly	59.80	73.25	86.71

**CITY OF DUNCANVILLE PAY PLAN
CIVIL SERVICE POSITIONS
2018-19**



		STEP	1	2	3	4	5	6	7
PD-P1	ASST. POLICE CHIEF		110,824	115,444	120,064	124,684			
PD-P2	POLICE LIEUTENANT		90,424	93,916	97,410	100,902			
PD-P3	POLICE SERGEANT		79,003	81,678	84,354	87,029			
PD-P4	POLICE OFFICER		56,361	58,633	60,905	63,179	65,451	67,723	72,109
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FD-F1	ASST. FIRE CHIEF		111,491	115,369	119,247	123,125			
FD-F2	DIVISION CHIEF - EMS		104,081	108,245					
FD-F3	BATTALION CHIEF		91,142	94,444	97,747	101,049			
FD-F4	FIRE CAPTAIN		79,737	82,631	85,524	88,418			
FD-F5	FIRE ENGINEER		71,908	73,660	75,412	77,178			
FD-F6	FIRE FIGHTER		55,852	57,618	59,385	61,152	62,919	64,686	69,477