

[illegible]

Effective October 1, 2022



City of Denton  
FY 2022-2023 General Pay Plan  
Non-Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade	Minimum	P10	P25	P50	P75	P90	Maximum
GC0742	Senior Customer Service Rep								
GL0723	Solid Waste Truck Op/Welder								
GL0722	Solid Waste Truck Operator								
GL0741	Street Sweeper Operator								
GT0724	Traffic Signal Technician								
GL0744	Water Distribution Operator II								
GT0749	Water Production Operator II								
GT0750	Water Reclamation Tech II								
GT0730	Water Utilities Electrician I								
GT0752	Water Utilities Specialist I								
GL0742	WW Collections Operator II								
GC0801	Administrative Assistant IV	G08	Annual	\$42,949.00	\$45,783.70	\$50,035.75	\$57,122.50	\$64,209.25	\$71,296.00
GT0832	Aquatics Maintenance Tech		Monthly	\$3,579.08	\$3,815.31	\$4,169.65	\$4,760.21	\$5,350.77	\$5,941.33
GT0824	Building Inspector II		Pay Period	\$1,651.88	\$1,760.91	\$1,924.45	\$2,197.02	\$2,469.59	\$2,742.15
GL0803	Crew Leader		Hourly	\$20.65	\$22.01	\$24.06	\$27.46	\$30.87	\$34.28
GT0806	Engineering Technician III								
GT0828	Facilities Adv Trade Tech								
GT0830	Facilities Project Technician								
GT0823	Field Services Technician III								
GC0808	Fire Administration Specialist								
GT0826	Fleet Technician								
GT0836	Meter Technician III - Lead								
GT0813	Municipal Solid Waste Env Tech								
GC0821	Payroll Specialist								
GC0832	PD Administration Specialist								
GC0829	Planning Technician II								
GT0825	Plans Examiner II								
GT0814	Pretreatment Prog Specialist I								
GT0815	Public Safety Dispatcher								
GT0827	Public Works Inspector II								
GC0833	Quality Operations Analyst								
GT0817	Stormwater Inspector								
GT0831	Video Producer								
GL0805	Water Distr Operator III Lead								
GT0834	Water Production Operator III								
GT0835	Water Reclamation Tech III								
GT0819	Water Utilities Inspector								
GT0837	Water Utilities Specialist II								
GT0820	Wet Chemist								
GL0804	WW Coll Operator III Lead								
GT0822	Zoning Enforcement Officer								
GC0931	Assistant Buyer	G09	Annual	\$47,244.00	\$50,362.20	\$55,039.50	\$62,835.00	\$70,630.50	\$78,426.00
GT0901	Assistant City Secretary		Monthly	\$3,937.00	\$4,196.85	\$4,586.63	\$5,236.25	\$5,885.88	\$6,535.50
GT0903	Building Inspector III		Pay Period	\$1,817.08	\$1,937.01	\$2,116.90	\$2,416.73	\$2,716.56	\$3,016.38
GC0936	Contract Control Specialist		Hourly	\$22.71	\$24.21	\$26.46	\$30.21	\$33.96	\$37.70
GC0941	Contract Specialist								
GC0943	Contractor Coordinator								
GT0905	Crime Scene Investigator								
GT0945	Digital Forensic Analyst								
GT0907	Engineering Technician IV								
GT0930	Field Services Technician IV								



City of Denton  
FY 2022-2023 General Pay Plan  
Non-Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade	Minimum	P10	P25	P50	P75	P90	Maximum
GT0909	Fire Equipment Technician								
GT0948	Fleet Quality Assurance & Ctrl								
GT0910	Health Inspector								
GT0911	Heavy Equipment Technician								
GC0913	Judicial Coordinator								
GT0915	Legal Secretary								
GT0916	Licensed Fac Trades Tech								
GC0929	Logistics Specialist								
GT0946	Maint Tech III - Water Prod								
GS0917	Parks Field Supervisor								
GT0918	Plans Examiner III								
GT0919	Pretrmt Program Spec II								
GT0935	Public Works Inspector III								
GT0935	Public Works Inspector III								
GC0942	Records Management Specialist								
GT0921	Residential Construction Spec								
GT0923	Senior CIS Officer								
GT0924	Stormwater Specialist								
GT0944	Sustainability Engagement Spe								
GT0943	Talent Devel & Diversity Spec								
GT0940	Water Production Operator IV								
GT0926	Water Reclamation Tech IV								
GT0947	Water Utilities Electrician II								
GS1001	Administrative Supervisor	G10	Annual	\$51,969.00	\$55,398.90	\$60,543.75	\$69,118.50	\$77,693.25	\$86,268.00
GT1002	Benefits & HRIS Specialist		Monthly	\$4,330.75	\$4,616.58	\$5,045.31	\$5,759.88	\$6,474.44	\$7,189.00
GT1021	Instrumentation & Control Tech		Pay Period	\$1,998.81	\$2,130.73	\$2,328.61	\$2,658.40	\$2,988.20	\$3,318.00
GT1019	Lead Crime Scene Investigator		Hourly	\$24.99	\$26.63	\$29.11	\$33.23	\$37.35	\$41.48
GT1022	Logistics Lead								
GT1010	Paralegal								
GS1018	Payroll Supervisor								
GT1011	Pub Sfty Disp Train Coord								
GT1023	Pub Sfty Recruiter & Educ Coor								
GS1014	Public Safety Communications Supervisor								
GT1005	Senior Executive Assistant								
GS1015	Sr Zoning Compliance Officer								
GT1020	Water Util Electrician III								
GT1024	Water Util Specialist III Lead								



# City of Denton FY 2022-2023 General Pay Plan Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade		Minimum	P10	P25	P50	P75	P90	Maximum
GP3001	Assistant Planner	G30	Annual	\$47,476.00	\$50,609.40	\$55,309.50	\$63,143.00	\$70,976.50	\$75,676.60	\$78,810.00
GS3013	Circulation Supervisor		Monthly	\$3,956.33	\$4,217.45	\$4,609.13	\$5,261.92	\$5,914.71	\$6,306.38	\$6,567.50
GS3011	Court Services Supervisor		Pay Period	\$1,826.00	\$1,946.52	\$2,127.29	\$2,428.58	\$2,729.87	\$2,910.64	\$3,031.15
GP3010	Crime Analyst		Hourly	\$22.83	\$24.33	\$26.59	\$30.36	\$34.12	\$36.38	\$37.89
GP3002	Economic Dvmt Specialist									
GP3003	Librarian									
GP3004	Microbiologist									
GP3012	Real Estate Specialist									
GP3007	Senior Chemist									
GP3008	Sustainability Coordinator									
GS3102	Accounts Payable Supervisor	G31	Annual	\$49,612.00	\$52,886.50	\$57,798.25	\$65,984.50	\$74,170.75	\$79,082.50	\$82,357.00
GP3131	Animal Svc Volunteer Coord		Monthly	\$4,134.33	\$4,407.21	\$4,816.52	\$5,498.71	\$6,180.90	\$6,590.21	\$6,863.08
GP3128	Archivist		Pay Period	\$1,908.15	\$2,034.10	\$2,223.01	\$2,537.87	\$2,852.72	\$3,041.63	\$3,167.58
GP3103	Associate Planner		Hourly	\$23.85	\$25.43	\$27.79	\$31.72	\$35.66	\$38.02	\$39.59
GP3105	Buyer									
GP3139	Compliance Specialist									
GP3106	Conservation Program Coord									
GP3137	Digital Communications Coor									
GP3124	Graduate Engineer									
GP3129	Grants Program Coordinator									
GP3113	Marketing & Outreach Coord									
GP3130	Parks Planner									
GS3128	Permit Technician Supervisor									
GS3129	Planning Technician Supervisor									
GS3114	Quality Assur-Qual Contr Supr									
GS3115	Recreation Supervisor									
GS3126	Revenue Assurance Supervisor									
GP3117	SW & Recycling Bus Acct Coord									
GP3132	Talent Acquisition Specialist									
GP3135	Waste Reductions Programs Coor									
GP3201	Benefits and Leave Coordinator	G32	Annual	\$51,845.00	\$55,266.80	\$60,399.50	\$68,954.00	\$77,508.50	\$82,641.20	\$86,063.00
GP3203	Economic Development Analyst		Monthly	\$4,320.42	\$4,605.57	\$5,033.29	\$5,746.17	\$6,459.04	\$6,886.77	\$7,171.92
GP3220	Gas Well Inspector		Pay Period	\$1,994.04	\$2,125.65	\$2,323.06	\$2,652.08	\$2,981.10	\$3,178.51	\$3,310.12
GS3208	Records Supervisor		Hourly	\$24.93	\$26.57	\$29.04	\$33.15	\$37.26	\$39.73	\$41.38
GP3209	Senior Planner									
GP3211	Staff Auditor									
GP3210	Urban Forester									
GP3221	Water Reg Compl Coordinator									
GP3342	Accountant	G33	Annual	\$54,178.00	\$57,753.70	\$63,117.25	\$72,056.50	\$80,995.75	\$86,359.30	\$89,935.00
GS3338	Animal Services Supervisor		Monthly	\$4,514.83	\$4,812.81	\$5,259.77	\$6,004.71	\$6,749.65	\$7,196.61	\$7,494.58
GS3301	Aquatic Facility Maint Supv		Pay Period	\$2,083.77	\$2,221.30	\$2,427.59	\$2,771.40	\$3,115.22	\$3,321.51	\$3,459.04
GS3302	Assistant Branch Manager		Hourly	\$26.05	\$27.77	\$30.34	\$34.64	\$38.94	\$41.52	\$43.24
GS3308	Assistant Court Administrator									
GS3305	Athletics Supervisor									
GS3306	Billing Account Supervisor									
GP3348	Business GIS Analyst									
GS3346	Chief Building Inspector									
GS3319	Chief Health Inspector									
GS3309	Customer Service Supervisor									
GP3339	Digital Strategies Coordinator									
GS3310	Field Services Supervisor									
GP3340	Financial Analyst									

[illegible]

Effective October 1, 2022



City of Denton  
FY 2022-2023 General Pay Plan  
Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade		Minimum	P10	P25	P50	P75	P90	Maximum
GS4013	TS Administration Manager									
GS4014	Utility Administration Manager									
GS4101	Assistant Building Official	G41	Annual	\$77,047.00	\$82,132.00	\$89,759.50	\$102,472.00	\$115,184.50	\$122,812.00	\$127,897.00
GS4103	Assistant Purchasing Manager		Monthly	\$6,420.58	\$6,844.33	\$7,479.96	\$8,539.33	\$9,598.71	\$10,234.33	\$10,658.08
GS4104	City Secretary		Pay Period	\$2,963.35	\$3,158.92	\$3,452.29	\$3,941.23	\$4,430.17	\$4,723.54	\$4,919.12
GS4121	Community Dvmt Manager		Hourly	\$37.04	\$39.49	\$43.15	\$49.27	\$55.38	\$59.04	\$61.49
GS4119	Facilities Manager									
GS4122	Organizational Dvmt & Div Mngr									
GS4116	Park Planning Manager									
GS4120	Program Manager									
GS4201	Assistant Controller	G42	Annual	\$80,514.00	\$85,827.90	\$93,798.75	\$107,083.50	\$120,368.25	\$128,339.10	\$133,653.00
GS4219	Deputy Building Official		Monthly	\$6,709.50	\$7,152.33	\$7,816.56	\$8,923.63	\$10,030.69	\$10,694.93	\$11,137.75
GP4228	Ethics & Compliance Officer		Pay Period	\$3,096.69	\$3,301.07	\$3,607.64	\$4,118.60	\$4,629.55	\$4,936.12	\$5,140.50
GP4224	Historic Preservation Officer		Hourly	\$38.71	\$41.26	\$45.10	\$51.48	\$57.87	\$61.70	\$64.26
GS4204	Municipal Court Administrator									
GP4216	PD Accreditation & Compliance Specialist									
GP4214	Principal Planner									
GS4218	Public Safety Comm. Manager									
GS4205	Public Works Inspections Manager									
GP4223	Senior Planner-Bicycle, Pedestrian & ADA Coordinator									
GP4217	Traffic Engineer									
GP4227	Transportation Planner									
GS4207	Water Production Superintendent									
GS4208	Water Rec Superintendent									
GP4304	Senior Engineer	G43	Annual	\$84,137.00	\$89,690.00	\$98,019.50	\$111,902.00	\$125,784.50	\$134,114.00	\$139,667.00
			Monthly	\$7,011.42	\$7,474.17	\$8,168.29	\$9,325.17	\$10,482.04	\$11,176.17	\$11,638.92
			Pay Period	\$3,236.04	\$3,449.62	\$3,769.98	\$4,303.92	\$4,837.87	\$5,158.23	\$5,371.81
			Hourly	\$40.45	\$43.12	\$47.12	\$53.80	\$60.47	\$64.48	\$67.15
GS4432	Asset Mngmt/Infrastructure Division Mngr	G44	Annual	\$87,923.00	\$93,725.90	\$102,430.25	\$116,937.50	\$131,444.75	\$140,149.10	\$145,952.00
GS4430	Assistant Planning Director		Monthly	\$7,326.92	\$7,810.49	\$8,535.85	\$9,744.79	\$10,953.73	\$11,679.09	\$12,162.67
GS4429	Asst Dir Public Safety Comm		Pay Period	\$3,381.65	\$3,604.84	\$3,939.63	\$4,497.60	\$5,055.57	\$5,390.35	\$5,613.54
GS4434	Asst Dir SW & Recycling		Hourly	\$42.27	\$45.06	\$49.25	\$56.22	\$63.19	\$67.38	\$70.17
GS4425	Asst Director Police Fin & Admin									
GS4414	Budget Manager									
GS4422	Business Services Manager									
GS4406	Fleets Superintendent									
GP4421	Lead Prosecutor									
GS4409	Purchasing Manager									
GS4435	Senior Transportation Planner									
GS4418	Treasury Manager									
GS4433	W/WW Field Operations Div Mngr									
GS4431	W/WW Treatment Division Mngr									
GP4503	Deputy Director - Real Estate	G45	Annual	\$91,879.00	\$97,943.10	\$107,039.25	\$122,199.50	\$137,359.75	\$146,455.90	\$152,520.00
GS4511	Deputy Director of Community Services		Monthly	\$7,656.58	\$8,161.93	\$8,919.94	\$10,183.29	\$11,446.65	\$12,204.66	\$12,710.00
GP4502	Development Project Facilitator		Pay Period	\$3,533.81	\$3,767.04	\$4,116.89	\$4,699.98	\$5,283.07	\$5,632.92	\$5,866.15
			Hourly	\$44.17	\$47.09	\$51.46	\$58.75	\$66.04	\$70.41	\$73.33





City of Denton  
FY 2022-2023 General Pay Plan  
Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade		Minimum	P10	P25	P50	P75	P90	Maximum
GS4610	Asst Director of Parks & Rec	G46	Annual	\$96,014.00	\$102,350.90	\$111,856.25	\$127,698.50	\$143,540.75	\$153,046.10	\$159,383.00
GS4607	Deputy Dir CS & Public Affairs		Monthly	\$8,001.17	\$8,529.24	\$9,321.35	\$10,641.54	\$11,961.73	\$12,753.84	\$13,281.92
GS4604	Deputy Dir of Operations		Pay Period	\$3,692.85	\$3,936.57	\$4,302.16	\$4,911.48	\$5,520.80	\$5,886.39	\$6,130.12
GS4605	Deputy Dir of Solid Waste		Hourly	\$46.16	\$49.21	\$53.78	\$61.39	\$69.01	\$73.58	\$76.63
GS4608	Development Project Facilitation Mngr									
GS4701	Controller	G47	Annual	\$100,335.00	\$106,957.10	\$116,890.25	\$133,445.50	\$150,000.75	\$159,933.90	\$166,556.00
GS4702	Customer Service Manager		Monthly	\$8,361.25	\$8,913.09	\$9,740.85	\$11,120.46	\$12,500.06	\$13,327.83	\$13,879.67
GP4703	Deputy City Attorney		Pay Period	\$3,859.04	\$4,113.73	\$4,495.78	\$5,132.52	\$5,769.26	\$6,151.30	\$6,406.00
GS4707	Deputy City Engineer		Hourly	\$48.24	\$51.42	\$56.20	\$64.16	\$72.12	\$76.89	\$80.08
GS4706	Deputy Dir Human Resources									
GS4709	Deputy Dir of Devt Services									
GS4708	Deputy Dir Risk & Compliance									
GS4801	Assistant Director of Finance	G48	Annual	\$104,850.00	\$111,770.10	\$122,150.25	\$139,450.50	\$156,750.75	\$167,130.90	\$174,051.00
GS4802	Assistant Director of Procurement		Monthly	\$8,737.50	\$9,314.18	\$10,179.19	\$11,620.88	\$13,062.56	\$13,927.58	\$14,504.25
			Pay Period	\$4,032.69	\$4,298.85	\$4,698.09	\$5,363.48	\$6,028.88	\$6,428.11	\$6,694.27
			Hourly	\$50.41	\$53.74	\$58.73	\$67.04	\$75.36	\$80.35	\$83.68
GS4903	Assistant Dir of Env Services	G49	Annual	\$109,568.00	\$116,799.50	\$127,646.75	\$145,725.50	\$163,804.25	\$174,651.50	\$181,883.00
GS4907	Senior Deputy City Attorney		Monthly	\$9,130.67	\$9,733.29	\$10,637.23	\$12,143.79	\$13,650.35	\$14,554.29	\$15,156.92
			Pay Period	\$4,214.15	\$4,492.29	\$4,909.49	\$5,604.83	\$6,300.16	\$6,717.37	\$6,995.50
			Hourly	\$52.68	\$56.15	\$61.37	\$70.06	\$78.75	\$83.97	\$87.44



City of Denton  
FY 2022-2023 General Pay Plan  
Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade		Minimum	P10	P25	P50	P75	P90	Maximum
GX8028	Chief Strategic Officer	G80	Annual	\$110,664.00	\$117,967.80	\$128,923.50	\$147,183.00	\$165,442.50	\$176,398.20	\$183,702.00
GX8029	Director of Airport		Monthly	\$9,222.00	\$9,830.65	\$10,743.63	\$12,265.25	\$13,786.88	\$14,699.85	\$15,308.50
GX8027	Director of Animal & Customer Serv		Pay Period	\$4,256.31	\$4,537.22	\$4,958.60	\$5,660.88	\$6,363.17	\$6,784.55	\$7,065.46
GX8033	Director of Capital Projects		Hourly	\$53.20	\$56.72	\$61.98	\$70.76	\$79.54	\$84.81	\$88.32
GX8024	Director of Community Services									
GX8008	Director of Economic Dvmt									
GX8022	Director of Environmental Services & Sustainability									
GX8032	Director of Facilities & Fleet									
GX8004	Director of Libraries									
GX8034	Director of Marketing & Comm									
GX8005	Director of Parks & Recreation									
GX8013	Director of Solid Waste									
GX8031	Director of Streets									
GX8021	Director of Water and Wastewater									
GX8113	Development Svcs Director/CBO	G81	Annual	\$128,370.00	\$136,842.40	\$149,551.00	\$170,732.00	\$191,913.00	\$204,621.60	\$213,094.00
GX8114	Dir Cap Projects/City Engineer		Monthly	\$10,697.50	\$11,403.53	\$12,462.58	\$14,227.67	\$15,992.75	\$17,051.80	\$17,757.83
GX8033	Director of Capital Projects		Pay Period	\$4,937.31	\$5,263.17	\$5,751.96	\$6,566.62	\$7,381.27	\$7,870.06	\$8,195.92
GX8032	Director of Facilities & Fleet		Hourly	\$61.72	\$65.79	\$71.90	\$82.08	\$92.27	\$98.38	\$102.45
GX8118	Director of Human Resources									
GX8105	Fire Chief									
GX8106	First Assistant City Attorney									
GX8110	Police Chief									
GX8201	Assistant City Manager	G82	Annual							
GX8203	Chief Financial Officer		Monthly							
GX8206	Deputy City Manager		Pay Period							
			Hourly							
GX9001	City Attorney	G90	Annual							
GX9002	City Auditor		Monthly							
GX9003	City Manager		Pay Period							
GX9004	Municipal Court Judge		Hourly							



City of Denton  
FY 2022-2023 Technology Services Pay Plan  
Non-Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade		Minimum	P10	P25	P50	P75	P90	Maximum	
TT0503	Support Services Specialist	T05	Annual	\$46,235.00	\$49,286.50	\$53,863.75	\$61,492.50	\$69,121.25	\$73,698.50	\$76,750.00	
			Monthly	\$3,852.92	\$4,107.21	\$4,488.65	\$5,124.38	\$5,760.10	\$6,141.54	\$6,395.83	
			Pay Period	\$1,778.27	\$1,895.63	\$2,071.68	\$2,365.10	\$2,658.51	\$2,834.56	\$2,951.92	
			Hourly	\$22.23	\$23.70	\$25.90	\$29.56	\$33.23	\$35.43	\$36.90	
TT0603	Fiber Technician	T06	Annual	\$50,858.00	\$54,214.70	\$59,249.75	\$67,641.50	\$76,033.25	\$81,068.30	\$84,425.00	
			Monthly	\$4,238.17	\$4,517.89	\$4,937.48	\$5,636.79	\$6,336.10	\$6,755.69	\$7,035.42	
			Pay Period	\$1,956.08	\$2,085.18	\$2,278.84	\$2,601.60	\$2,924.36	\$3,118.01	\$3,247.12	
			Hourly	\$24.45	\$26.06	\$28.49	\$32.52	\$36.55	\$38.98	\$40.59	
TT0701	Senior Electronic Technician	T07	Annual	\$ 55,943.80	\$ 59,636.17	\$ 65,174.73	\$ 74,405.65	\$ 83,636.58	\$ 89,175.13	\$ 92,867.50	
TT0702	Senior Fiber Technician		Monthly	\$ 4,661.98	\$ 4,969.68	\$ 5,431.23	\$ 6,200.47	\$ 6,969.71	\$ 7,431.26	\$ 7,738.96	
TT0704	Senior Support Services Specialist		Pay Period	\$ 2,151.68	\$ 2,293.70	\$ 2,506.72	\$ 2,861.76	\$ 3,216.79	\$ 3,429.81	\$ 3,571.83	
			Hourly	\$ 26.90	\$ 28.67	\$ 31.33	\$ 35.77	\$ 40.21	\$ 42.87	\$ 44.65	
		T08	Annual	\$ 61,538.18	\$ 65,599.79	\$ 71,692.20	\$ 81,846.22	\$ 92,000.23	\$ 98,092.64	\$102,154.25	
			Monthly	\$ 5,128.18	\$ 5,466.65	\$ 5,974.35	\$ 6,820.52	\$ 7,666.69	\$ 8,174.39	\$ 8,512.85	
			Pay Period	\$ 2,366.85	\$ 2,523.07	\$ 2,757.39	\$ 3,147.93	\$ 3,538.47	\$ 3,772.79	\$ 3,929.01	
			Hourly	\$ 29.59	\$ 31.54	\$ 34.47	\$ 39.35	\$ 44.23	\$ 47.16	\$ 49.11	



City of Denton  
FY 2022-2023 Technology Services Pay Plan  
Technology Services Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade		Minimum	P10	P25	P50	P75	P90	Maximum
TT2902	Fiber Foreman	T29	Annual	\$59,582.25	\$63,514.58	\$69,413.09	\$79,243.92	\$89,074.76	\$94,973.26	\$98,905.59
			Monthly	\$4,965.19	\$5,292.88	\$5,784.42	\$6,603.66	\$7,422.90	\$7,914.44	\$8,242.13
			Pay Period	\$2,291.63	\$2,442.87	\$2,669.73	\$3,047.84	\$3,425.95	\$3,652.82	\$3,804.06
			Hourly	\$28.65	\$30.54	\$33.37	\$38.10	\$42.82	\$45.66	\$47.55
TT3004 TT3002	Data Analyst GIS Administrator	T30	Annual	\$63,050.00	\$67,211.20	\$73,453.00	\$83,856.00	\$94,259.00	\$100,500.80	\$104,662.00
			Monthly	\$5,254.17	\$5,600.93	\$6,121.08	\$6,988.00	\$7,854.92	\$8,375.07	\$8,721.83
			Pay Period	\$2,425.00	\$2,585.05	\$2,825.12	\$3,225.23	\$3,625.35	\$3,865.42	\$4,025.46
			Hourly	\$30.31	\$32.31	\$35.31	\$40.32	\$45.32	\$48.32	\$50.32
TT3102	Systems Analyst	T31	Annual	\$66,517.00	\$70,907.20	\$77,492.50	\$88,468.00	\$99,443.50	\$106,028.80	\$110,419.00
			Monthly	\$5,543.08	\$5,908.93	\$6,457.71	\$7,372.33	\$8,286.96	\$8,835.73	\$9,201.58
			Pay Period	\$2,558.35	\$2,727.20	\$2,980.48	\$3,402.62	\$3,824.75	\$4,078.03	\$4,246.88
			Hourly	\$31.98	\$34.09	\$37.26	\$42.53	\$47.81	\$50.98	\$53.09
TT3201	Applications Architect I	T32	Annual	\$70,176.00	\$74,807.60	\$81,755.00	\$93,334.00	\$104,913.00	\$111,860.40	\$116,492.00
			Monthly	\$5,848.00	\$6,233.97	\$6,812.92	\$7,777.83	\$8,742.75	\$9,321.70	\$9,707.67
			Pay Period	\$2,699.08	\$2,877.22	\$3,144.42	\$3,589.77	\$4,035.12	\$4,302.32	\$4,480.46
			Hourly	\$33.74	\$35.97	\$39.31	\$44.87	\$50.44	\$53.78	\$56.01
TT3304 TT3306	Network Infs Architect I Utility Server Administrator	T33	Annual	\$74,035.00	\$78,921.40	\$86,251.00	\$98,467.00	\$110,683.00	\$118,012.60	\$122,899.00
			Monthly	\$6,169.58	\$6,576.78	\$7,187.58	\$8,205.58	\$9,223.58	\$9,834.38	\$10,241.58
			Pay Period	\$2,847.50	\$3,035.44	\$3,317.35	\$3,787.19	\$4,257.04	\$4,538.95	\$4,726.88
			Hourly	\$35.59	\$37.94	\$41.47	\$47.34	\$53.21	\$56.74	\$59.09
TS3403 TS3407 TT3405 TT3409	GIS & Applications Supervisor Support Services Manager Systems Architect I Utility Server Architect I	T34	Annual	\$78,107.00	\$83,262.10	\$90,994.75	\$103,882.50	\$116,770.25	\$124,502.90	\$129,658.00
			Monthly	\$6,508.92	\$6,938.51	\$7,582.90	\$8,656.88	\$9,730.85	\$10,375.24	\$10,804.83
			Pay Period	\$3,004.12	\$3,202.39	\$3,499.80	\$3,995.48	\$4,491.16	\$4,788.57	\$4,986.85
			Hourly	\$37.55	\$40.03	\$43.75	\$49.94	\$56.14	\$59.86	\$62.34
TT3503	Applications Architect II	T35	Annual	\$82,403.00	\$87,841.60	\$95,999.50	\$109,596.00	\$123,192.50	\$131,350.40	\$136,789.00
			Monthly	\$6,866.92	\$7,320.13	\$7,999.96	\$9,133.00	\$10,266.04	\$10,945.87	\$11,399.08
			Pay Period	\$3,169.35	\$3,378.52	\$3,692.29	\$4,215.23	\$4,738.17	\$5,051.94	\$5,261.12
			Hourly	\$39.62	\$42.23	\$46.15	\$52.69	\$59.23	\$63.15	\$65.76
TT3605 TT3601 TT3603 TT3606	Database Architect Network Infs Architect II Systems Architect II Utility Server Architect II	T36	Annual	\$86,935.00	\$92,672.80	\$101,279.50	\$115,624.00	\$129,968.50	\$138,575.20	\$144,313.00
			Monthly	\$7,244.58	\$7,722.73	\$8,439.96	\$9,635.33	\$10,830.71	\$11,547.93	\$12,026.08
			Pay Period	\$3,343.65	\$3,564.34	\$3,895.37	\$4,447.08	\$4,998.79	\$5,329.82	\$5,550.50
			Hourly	\$41.80	\$44.55	\$48.69	\$55.59	\$62.48	\$66.62	\$69.38



City of Denton  
FY 2022-2023 Technology Services Pay Plan  
Technology Services Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade		Minimum	P10	P25	P50	P75	P90	Maximum
TS3702	IT Project Manager	T37	Annual	\$91,717.00	\$97,770.30	\$106,850.25	\$121,983.50	\$137,116.75	\$146,196.70	\$152,250.00
TS3705	Utility Server Supervisor		Monthly	\$7,643.08	\$8,147.53	\$8,904.19	\$10,165.29	\$11,426.40	\$12,183.06	\$12,687.50
			Pay Period	\$3,527.58	\$3,760.40	\$4,109.63	\$4,691.67	\$5,273.72	\$5,622.95	\$5,855.77
			Hourly	\$44.09	\$47.00	\$51.37	\$58.65	\$65.92	\$70.29	\$73.20
TS3806	IT Communications Manager	T38	Annual	\$96,761.00	\$103,147.30	\$112,726.75	\$128,692.50	\$144,658.25	\$154,237.70	\$160,624.00
			Monthly	\$8,063.42	\$8,595.61	\$9,393.90	\$10,724.38	\$12,054.85	\$12,853.14	\$13,385.33
			Pay Period	\$3,721.58	\$3,967.20	\$4,335.64	\$4,949.71	\$5,563.78	\$5,932.22	\$6,177.85
			Hourly	\$46.52	\$49.59	\$54.20	\$61.87	\$69.55	\$74.15	\$77.22
TS3903	Cyber Security Supervisor	T39	Annual	\$102,083.00	\$108,820.50	\$118,926.75	\$135,770.50	\$152,614.25	\$162,720.50	\$169,458.00
TS3902	Enterprise Applications Mngr		Monthly	\$8,506.92	\$9,068.38	\$9,910.56	\$11,314.21	\$12,717.85	\$13,560.04	\$14,121.50
			Pay Period	\$3,926.27	\$4,185.40	\$4,574.11	\$5,221.94	\$5,869.78	\$6,258.48	\$6,517.62
			Hourly	\$49.08	\$52.32	\$57.18	\$65.27	\$73.37	\$78.23	\$81.47
TS4007	Enterprise Inft&Suprt Svcs Mgr	T40	Annual	\$105,161.00	\$112,101.60	\$122,512.50	\$139,864.00	\$157,215.50	\$167,626.40	\$174,567.00
TS4008	Information Security Officer		Monthly	\$8,763.42	\$9,341.80	\$10,209.38	\$11,655.33	\$13,101.29	\$13,968.87	\$14,547.25
TP4004	Solutions Architect		Pay Period	\$4,044.65	\$4,311.60	\$4,712.02	\$5,379.38	\$6,046.75	\$6,447.17	\$6,714.12
TS4006	Sr Mgr Applications & Projects		Hourly	\$50.56	\$53.90	\$58.90	\$67.24	\$75.58	\$80.59	\$83.93
TS8002	Deputy Technology Director	T80	Annual	\$110,419.00	\$117,706.60	\$128,638.00	\$146,857.00	\$165,076.00	\$176,007.40	\$183,295.00
			Monthly	\$9,201.58	\$9,808.88	\$10,719.83	\$12,238.08	\$13,756.33	\$14,667.28	\$15,274.58
			Pay Period	\$4,246.88	\$4,527.18	\$4,947.62	\$5,648.35	\$6,349.08	\$6,769.52	\$7,049.81
			Hourly	\$53.09	\$56.59	\$61.85	\$70.60	\$79.36	\$84.62	\$88.12
		T81	Annual	\$115,940.00	\$123,592.00	\$135,070.00	\$154,200.00	\$173,330.00	\$184,808.00	\$192,460.00
			Monthly	\$9,661.67	\$10,299.33	\$11,255.83	\$12,850.00	\$14,444.17	\$15,400.67	\$16,038.33
			Pay Period	\$4,459.23	\$4,753.54	\$5,195.00	\$5,930.77	\$6,666.54	\$7,108.00	\$7,402.31
			Hourly	\$55.74	\$59.42	\$64.94	\$74.13	\$83.33	\$88.85	\$92.53
TX8201	Chief Technology Officer	T82	Annual	\$ 121,737.00	\$ 129,771.60	\$ 141,823.50	\$ 161,910.00	\$ 181,996.50	\$ 194,048.40	\$ 202,083.00
			Monthly	\$ 10,144.75	\$ 10,814.30	\$ 11,818.63	\$ 13,492.50	\$ 15,166.38	\$ 16,170.70	\$ 16,840.25
			Pay Period	\$ 4,682.19	\$ 4,991.22	\$ 5,454.75	\$ 6,227.31	\$ 6,999.87	\$ 7,463.40	\$ 7,772.42
			Hourly	\$ 58.53	\$ 62.39	\$ 68.18	\$ 77.84	\$ 87.50	\$ 93.29	\$ 97.16



City of Denton  
FY 2022-2023 Special Agreement Pay Plan  
Non-Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade			
				Minimum	Maximum
SA0000	Library Page	SA0	Hourly	\$9.00	\$11.00
SA0001	Slide/Gate Attendant				
SA0002	Student Aide (Mayor's Summer Youth Program)				
SA1000	Instructor I	SA1	Hourly	\$10.00	\$15.00
SA1001	Recreation Leader				
SA1002	Birthday Party Host/Hostess				
SA1003	Building Attendant				
SA1004	Cashier				
SA1005	Concessions Attendant				
SA1006	Intern I				
SA1007	Lifeguard				
SA1008	Preschool Leader				
SA1009	School Crossing Guard				
SA2000	Instructor II	SA2	Hourly	\$11.00	\$16.00
SA2001	PARD Coordinator I				
SA2002	Assistant Lead Cashier				
SA2003	Assistant Pool Manager				
SA2004	Assistant Swim Coach				
SA2005	Camp Counselor				
SA2006	Head Lifeguard				
SA2007	Intern II				
SA2011	Water Production Intern				
SA2012	Assistant Concessions Supervisor				
SA3000	Instructor III	SA3	Hourly	\$12.00	\$19.00
SA3001	PARD Coordinator II				
SA3002	PARD Supervisor				
SA3003	Lead Cashier				
SA3004	Pool Manager				
SA3005	School Crossing Guard Supervisor				
SA3006	Seasonal Field Service Worker				
SA3009	Clear Creek Attendant				
SA4000	Instructor IV **	SA4	Hourly	\$14.00	\$20.00
SA4001	Head Pool Manager				
SA4002	Head Swim Coach				



City of Denton  
FY 2022-2023 Special Agreement Pay Plan  
Non-Exempt

Effective October 1, 2022

Position ID	Title	Pay Grade			
				Minimum	Maximum
SA5000	Alternate Judge	SA5	Hourly		
SA5003	Public Safety Dispatcher (PT)				
SA5005	GIS Technician (PT)				
SA5006	GIS Analyst (PT)				
SA5012	Management Analyst				

\*Position Is allowed to be paid up to \$20.00 per hour

\*\*Position is allowed to be paid up to \$35.00 per hour

**City of Denton**  
**Civil Service Police Pay Plan**  
**FY 2022-2023**

Effective January 7, 2023

City of Denton

Position ID	Title	Pay Grade	Entry
HA0009	Police Recruit (Non-Civil Service)	HA09	Annual \$69,277.00
			Monthly \$5,773.08
			Pay Period \$2,664.50
			Hourly \$33.306

Position ID	Title	Pay Grade	Step 1	Step 2
HA0011	Police Recruit	HA09	Annual \$69,934.00	\$70,591.00
			Monthly \$5,827.83	\$5,882.58
			Pay Period \$2,689.77	\$2,715.04
			Hourly \$33.622	\$33.938

Position ID	Title	Pay Grade	Step A* 1 Year	Step B* 2 Years	Step C* 3 Years	Step D* 5 Years	Step E* 7 Years
HA0010	Police Officer	HA10	Annual \$75,533.00	\$80,860.00	\$86,187.00	\$91,514.00	\$96,841.00
			Monthly \$6,294.42	\$6,738.33	\$7,182.25	\$7,626.17	\$8,070.08
			Pay Period \$2,905.12	\$3,110.00	\$3,314.88	\$3,519.77	\$3,724.65
			Hourly \$36.314	\$38.875	\$41.436	\$43.997	\$46.558

Position ID	Title	Pay Grade	Step A At Promotion	Step B** 3 Years	Step C** 5 Years
HC0010	Police Sergeant	HC10	Annual \$105,241.00	\$109,842.00	\$114,443.00
			Monthly \$8,770.08	\$9,153.50	\$9,536.92
			Pay Period \$4,047.73	\$4,224.69	\$4,401.65
			Hourly \$50.597	\$52.809	\$55.021
HD0010	Police Lieutenant	HD10	Annual \$121,776.00	\$127,115.50	\$132,455.00
			Monthly \$10,148.00	\$10,592.96	\$11,037.92
			Pay Period \$4,683.69	\$4,889.06	\$5,094.42
			Hourly \$58.546	\$61.113	\$63.680

**Civil Service  
positions not  
included in this  
study**

Position ID	Title	Pay Grade	Minimum	P25	P50	Maximum
HE0011	Police Deputy Chief	HE11	Annual \$140,000.00	\$143,750.00	\$147,500.00	\$155,000.00
			Monthly \$11,666.67	\$11,979.17	\$12,291.67	\$12,916.67
			Pay Period \$5,384.62	\$5,528.85	\$5,673.08	\$5,961.54
			Hourly \$67.308	\$69.111	\$70.913	\$74.519
HF0010	Police Assistant Chief	HF10	Annual \$150,000.00	\$158,500.00	\$167,000.00	\$184,000.00
			Monthly \$12,500.00	\$13,208.33	\$13,916.67	\$15,333.33
			Pay Period \$5,769.23	\$6,096.15	\$6,423.08	\$7,076.92
			Hourly \$72.115	\$76.202	\$80.288	\$88.462

\* Step increases are based on anniversary date.

\*\* Step increases are based on promotional anniversary date. Step B rates go into effect at the beginning of their 3rd year and Step C rates go into effect at the beginning of their 5th year.





**City of Denton**  
**Civil Service Fire Pay Plan**  
**FY 2022-2023**

Effective January 7, 2023

Position ID	Title	Pay Grade		Step A*	Step B* 2 Years	Step C* 3 Years	Step D* 4 Years	Step E* 5 Years	Step F* 7 Years
IA0010	Fire Fighter	IA10	Annual	\$76,121.76	\$79,996.80	\$83,871.84	\$87,746.88	\$91,624.00	\$95,501.12
			Monthly	\$6,343.48	\$6,666.40	\$6,989.32	\$7,312.24	\$7,635.33	\$7,958.43
			Shift Hourly ^	\$24.925	\$26.194	\$27.463	\$28.732	\$30.001	\$31.271
			40-Hr Hourly	\$36.597	\$38.460	\$40.323	\$42.186	\$44.050	\$45.914

Position ID	Title	Pay Grade		Step A At Promotion	Step B** 2 Years	Step C** 4 Years
IB0010	Fire Driver	IB10	Annual	\$99,401.12	\$101,936.64	\$104,472.16
			Monthly	\$8,283.43	\$8,494.72	\$8,706.01
			Shift Hourly ^	\$32.548	\$33.378	\$34.208
			40-Hour Hourly	\$47.789	\$49.008	\$50.227
IC0010	Fire Captain	IC10	Annual	\$121,351.36	\$124,860.32	\$128,365.12
			Monthly	\$10,112.61	\$10,405.03	\$10,697.09
			Shift Hourly ^	\$39.735	\$40.884	\$42.032
			40-Hour Hourly	\$58.342	\$60.029	\$61.714
ID0010	Fire Battalion Chief	ID10	Annual	\$138,825.44	\$142,868.96	\$146,912.48
			Monthly	\$11,568.79	\$11,905.75	\$12,242.71
			Shift Hourly ^	\$45.457	\$46.781	\$48.105
			40-Hour Hourly	\$66.743	\$68.687	\$70.631

Position ID	Title	Pay Grade		Step A*	Step B* 2 Years	Step C* 3 Years	Step D* 4 Years	Step E* 5 Years	Step F* 7 Years
IG0027	Fire Inspector Specialist I/ Deputy Fire Marshal I	IG25	Annual	\$76,121.76	\$79,996.80	\$83,871.84	\$87,746.88	\$91,624.00	\$95,501.12
			Monthly	\$6,343.48	\$6,666.40	\$6,989.32	\$7,312.24	\$7,635.33	\$7,958.43
			40-Hour Hourly	\$36.597	\$38.460	\$40.323	\$42.186	\$44.050	\$45.914

Position ID	Title	Pay Grade		Step A At Promotion	Step B** 2 Years	Step C** 4 Years	
IG0028	Fire Inspector Specialist II/ Deputy Fire Marshal II	IG26	Annual	\$99,401.12	\$101,936.64	\$104,472.16	
			Monthly	\$8,283.43	\$8,494.72	\$8,706.01	
			40-Hour Hourly	\$47.789	\$49.008	\$50.227	
IG0046	Fire Protection Specialist/ Deputy Fire Marshal III	IG45	Annual	\$121,351.36	\$124,860.32	\$128,365.12	
			Monthly	\$10,112.61	\$10,405.03	\$10,697.09	
IG0071	Fire Community Services Officer		40-Hour Hourly	\$58.342	\$60.029	\$61.714	
IG0050	Emergency Management Program Mngr	IG50	Annual	\$138,825.44	\$142,868.96	\$146,912.48	
IG0065	Deputy/Assistant Fire Marshal		Monthly	\$11,568.79	\$11,905.75	\$12,242.71	
			40-Hour Hourly	\$66.743	\$68.687	\$70.631	

**Civil Service  
positions not  
included in this  
study**

The Assistant Fire Chief is appointed by the Fire Chief, as such salary will be determined by the Chief.

Position ID	Title	Pay Grade		Minimum	P25	P50	Maximum
IG0090	Assistant Fire Chief	IG90	Annual	\$145,000.00	\$153,500.00	\$162,000.00	\$179,000.00
			Monthly	\$12,083.33	\$12,791.67	\$13,500.00	\$14,916.67
			Hourly	\$69.712	\$73.798	\$77.885	\$86.058

\* Step increases are based on anniversary date.

\*\* Time in Rank.

^ Shift Rate Calculation: (a\*d) + (b\*c\*d\*e) = annualized rate

a = 2928 annual hours worked including FLSA overtime hours (120 actual hours worked \* 18 pay cycles + 96 actual hours worked \* 8 pay cycles).

The City adopted a 14 day work period. Per FLSA, the maximum hours worked before overtime is 106.

b = Number of pay cycles overtime is worked (18)

c = Number of overtime hours per 120 hour pay cycle (14)

d = hourly rate

e = overtime rate (1/2)