

CITY OF PLANO
General Compensation Plan
2011-2012

SALARY GRADE	SALARY RANGE			POSITION TITLE	
		Minimum	Midpoint		Maximum
1	Biweekly:	621.23	745.49	869.74	Swimming Teaching Assistant
	Monthly:	1,346.00	1,615.23	1,884.44	
	Annual:	16,152	19,383	22,613	
	Hourly:	7.7654	9.3186	10.8718	
2	Biweekly:	670.94	805.12	939.31	
	Monthly:	1,453.70	1,744.43	2,035.18	
	Annual:	17,444	20,933	24,422	
	Hourly:	8.3867	10.0640	11.7414	
3	Biweekly:	721.62	869.55	1,017.48	Athletic Program Representative
	Monthly:	1,563.51	1,884.02	2,204.54	
	Annual:	18,762	22,608	26,454	Lifeguard
	Hourly:	9.0203	10.8694	12.7185	
4	Biweekly:	779.37	939.13	1,098.89	Head Lifeguard I Interurban Railway Station Docent Recreation Aide Refuse Collector Sign Collector
	Monthly:	1,688.63	2,034.79	2,380.93	
	Annual:	20,264	24,417	28,571	
	Hourly:	9.7421	11.7391	13.7361	
5	Biweekly:	838.22	1,014.28	1,190.33	Banquet Server Custodian Facilities Services Representative Food Service Attendant Head Lifeguard II Mail Clerk Micrographics Technician Plano Centre Attendant Van Driver Water Safety Instructor I
	Monthly:	1,816.14	2,197.61	2,579.05	
	Annual:	21,794	26,371	30,949	
	Hourly:	10.4777	12.6784	14.8791	
6	Biweekly:	905.29	1,095.41	1,285.53	Facilities Services Representative, Sr. Gymnastics Coach Inspection Assistant Labor/Maintenance Worker Micrographics Technician, Sr. Public Information Assistant School Crossing Guard Supervisor Senior Services Van/Bus Driver Tennis Center Assistant Theater Attendant Water Safety Instructor II
	Monthly:	1,961.47	2,373.40	2,785.31	
	Annual:	23,538	28,481	33,424	
	Hourly:	11.3162	13.6926	16.0691	
7	Biweekly:	973.72	1,183.04	1,392.38	Administrative Assistant Apprentice Automotive Technician Assistant Audio Visual Technician CUS Field Technician I Customer & Utility Services Representative I Customer Service Representative Equipment Operator Facilities Maintenance Mechanic I Fire Hydrant Technician Gymnastics Assistant Head Coach Inspection Assistant, Sr.
	Monthly:	2,109.72	2,563.26	3,016.83	
	Annual:	25,317	30,759	36,202	
	Hourly:	12.1715	14.7881	17.4048	

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	Minimum	Midpoint	Maximum		
7	Biweekly:	973.72	1,183.04	1,392.38	Inventory Control Technician
	Monthly:	2,109.72	2,563.26	3,016.83	Kennel Attendant
	Annual:	25,317	30,759	36,202	Library Services Representative
	Hourly:	12.1715	14.7881	17.4048	Permit Services Representative I Playground Maintenance Technician Police Quarter Master Assistant Records Assistant Signs & Markings Technician Trail Maintenance Technician
8	Biweekly:	1,071.09	1,301.36	1,531.63	Administrative Assistant, Technical
	Monthly:	2,320.69	2,819.61	3,318.54	Billing Representative
	Annual:	27,848	33,835	39,822	Collections Representative
	Hourly:	13.3886	16.2670	19.1454	Crew Leader CUS Field Technician II Customer & Utility Services Representative II Day Labor Center Coordinator Equipment Operator, Sr. Fleet Representative Food Services Coordinator Golf Course/Park Operations Equip. Mechanic Gymnastics Head Coach Human Resources Assistant Irrigation Installer Library Technician Masters Swim Coach Municipal Court Clerk I Offsite Food Service Coordinator Park Sign Technician Permit Services Representative II Plano Centre Groundskeeper Police Alarm Assistant Police Intern Police Open Records Assistant Police Quarter Master, Sr. Police Records Assistant Public Safety Officer Sign Shop Technician Van Driver Supervisor
9	Biweekly:	1,173.29	1,431.51	1,689.72	Account Clerk I
	Monthly:	2,542.14	3,101.60	3,661.05	Administrative Assistant, Sr.
	Annual:	30,506	37,219	43,933	Animal Services Officer I
	Hourly:	14.6662	17.8938	21.1214	Billing Representative, Sr. Buyer I CAPERS Coordinator Chemical Application Technician Claims Coordinator Collections Representative, Sr. Crew Leader, Sr. Customer & Utility Services Rep., Sr. Customer Service Representative, Sr. CUS Field Technician, Sr.

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	Minimum	Midpoint	Maximum		
9	Biweekly:	1,173.29	1,431.51	1,689.72	Facilities Maintenance Mechanic II
	Monthly:	2,542.14	3,101.60	3,661.05	Fleet Coordinator
	Annual:	30,506	37,219	43,933	Household Chemical Collection Technician
	Hourly:	14.6662	17.8939	21.1214	Human Resources Assistant, Sr. Inventory Control Technician, Sr. Library Assistant Municipal Court Clerk II Permit Services Representative, Sr. Police Open Records Assistant, Sr. Police Records Assistant, Sr. Police Training Assistant Property/Evidence Specialist Route Driver Traffic Signal Technician I
10	Biweekly:	1,290.68	1,574.65	1,858.63	Account Clerk II
	Monthly:	2,796.48	3,411.74	4,027.03	Administrative Coordinator
	Annual:	33,558	40,941	48,324	Animal Services Officer II
	Hourly:	16.1335	19.6831	23.2328	Assistant Compost Operations Supervisor Automotive Technician Banquet Chef Banquet Supervisor Booking/Event Coordinator Buyer II Catering Sales Coordinator CIS Systems Technician Code Compliance Inspector Crime Prevention Specialist Detention Officer Electrical Technician Engineering Technician Event Coordinator Event Services Coordinator Facilities Maintenance Mechanic, Sr. Facilities Maintenance Technician Fleet Coordinator, Sr. Forestry Technician GIS Technician Inflow and Infiltration Coordinator Irrigation Programming Technician Irrigation Technician Juvenile Case Manager Legal Secretary Mapping & Information Technician Meter Shop Technician Municipal Court Clerk, Sr. Park District Assistant Supervisor Park Field Services Specialist Park Plumbing/Pool Technician Payroll Clerk Planning Technician Public Safety Communications Specialist Public Safety Officer Supervisor

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	Minimum	Midpoint	Maximum		
10	Biweekly:	1,290.68	1,574.65	1,858.63	Recreation Coordinator
	Monthly:	2,796.48	3,411.74	4,027.03	Route Driver, Sr.
	Annual:	33,558	40,941	48,324	Sales Representative
	Hourly:	16.1335	19.6831	23.2328	School Crossing Guard Program Coordinator
11	Biweekly:	1,414.01	1,732.15	2,050.28	Systems Support Coordinator
	Monthly:	3,063.70	3,752.99	4,442.28	Telecommunications Coordinator
	Annual:	36,764	45,036	53,307	Utility Coordinator
	Hourly:	17.6752	21.6518	25.6285	Video Production Coordinator
					Volunteer Resources Coordinator
					Volunteer Resources Liaison
					Water Pump Station Operator
					Account Clerk, Sr.
					Administrative Assist. to Deputy City Manager
					Administrative Support Supervisor
					Animal Services Officer, Sr.
					Assistant City Secretary
					Assistant Golf Superintendent
					Assistant Recreation Center Supervisor
					Athletic Coordinator
					Audio Visual Technician
					Backflow Prevention Inspector
					Building Inspector
					Buyer, Sr.
					Code Compliance Inspector, Sr.
					Code Compliance Representative
					Commercial Recycling Coordinator
					Community Development Coordinator
					Construction Inspector
					Court Coordinator
					Day Labor Center Supervisor
					Electrical Inspector
					Engineering Technician, Sr.
					Envir. Educ. & Community Outreach Coord.
					Event Supervisor
					Facilities Maintenance Technician, Sr.
					Franchised Utilities Coordinator
					GIS Technician, Sr.
					Heavy Truck and Equipment Technician
					Legal Secretary, Sr.
					Library Support Supervisor
					Loss Control Specialist
					Mapping/Information Technician, Sr.
					Park Irrigation Maintenance Supervisor
					Park Irrigation Technology Supervisor
					Park Natural Resources Specialist
					Park Support Field Technician Supervisor
					Planning Technician, Sr.
					Plano Centre Financial Specialist
					Plumbing Inspector
					Police Alarms Supervisor
					Police Quarter Master Supervisor
					Police Records Supervisor
					Property Unit Supervisor
					Public Information Coordinator
					PSC Education Representative
					PSC Shift Coordinator

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	Minimum	Midpoint	Maximum		
11	Biweekly:	1,414.01	1,732.15	2,050.28	Pumping Facilities Instrument Technician
	Monthly:	3,063.70	3,752.99	4,442.28	Range Maintenance Technician
	Annual:	36,764	45,036	53,307	Rehabilitation Estimator
	Hourly:	17.6752	21.6518	25.6285	Rental Inspector
					Sustainability Volunteer Coordinator
					Systems Support Coordinator, Sr.
					Theater Technician
					Traffic Signal Technician II
					Transportation Engineering Technician, Sr.
					Water Aerobics Instructor
					Water Quality Technician
12	Biweekly:	1,555.39	1,905.37	2,255.34	Accountant I
	Monthly:	3,370.02	4,128.30	4,886.58	Athletic Field Maintenance Supervisor
	Annual:	40,440	49,540	58,639	Budget Analyst I
	Hourly:	19.4424	23.8171	28.1918	Building Inspector, Sr.
					Buyer Supervisor
					CIP Budget Coordinator
					CIS Systems Specialist
					Code Compliance Representative, Sr.
					Community Development Coordinator, Sr.
					Compliance Coordinator
					Construction Inspector, Sr.
					Contract Specialist
					CUS Field Services Coordinator
					CUS Systems Specialist
					Desktop Technician
					Detention Supervisor
					Electrical Inspector, Sr.
					Emergency Management Specialist
					Environmental Health Specialist
					Executive Chef
					Facilities Construction Coordinator
					Facilities Maintenance Operations Supervisor
					Facilities Services Supervisor
					Facilities Technical Operations Supervisor
					Fire Budget Analyst
					Fire Emergency Vehicle Technician
					Information Services Budget Analyst
					Marketing Specialist
					Municipal Court Clerk Supervisor
					Paralegal
					Park Compliance Coordinator
					Park District Supervisor
					Park Field Services Supervisor
					Park Support District Supervisor
				Plano Centre Marketing Coordinator	
				Plano Centre Support Services Supervisor	
				Plumbing Inspector, Sr.	
				Police Crime Analyst	
				Police Public Information Coordinator	
				Property Standards Specialist	

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	Minimum	Midpoint	Maximum		
12	Biweekly:	1,555.39	1,905.37	2,255.34	Public Safety Comm. Computer Opers Coord.
	Monthly:	3,370.02	4,128.30	4,886.58	Public Safety Comm. Training Coord.
	Annual:	40,440	49,540	58,639	Public Services Librarian
	Hourly:	19.4424	23.8171	28.1918	Quality Assurance Coordinator
					Radio Technician
					Recreation Supervisor
					Rehabilitation Estimator, Sr.
					Rental Inspector. Sr.
					Specification Analyst
					Storm Water Specialist
					Street & Drainage Supervisor
					Sustainability Communications Coordinator
					Traffic Supervisor
					Treasury Analyst I
					Utility Coordinator, Sr.
					Utility Operations Supervisor
					Video Producer
					Volunteer Resources Supervisor
					Web Site Assistant
13	Biweekly:	1,734.97	2,134.01	2,533.04	911 Coordinator
	Monthly:	3,759.10	4,623.69	5,488.26	Accountant II
	Annual:	45,109	55,484	65,859	Administrative Assistant, Executive
	Hourly:	21.6871	26.6750	31.6630	Animal Services Supervisor
					Assistant Webmaster
					Backflow & Meter Services Supervisor
					Benefits Specialist, Sr.
					Budget Analyst II
					Call Center Supervisor
					Collections Supervisor
					Compensation Specialist, Sr.
					Compliance Coordinator, Sr.
					Compost Operations Supervisor
					Construction Inspection Supervisor
					Criminalist
					Desktop Technician, Sr.
					Development Coordinator
					Emergency Management Specialist, Sr.
					Engineer I
					Environmental Health Specialist, Sr.
					Environmental Waste Services Supervisor
					Facilities Construction Coordinator, Sr.
					Field Technology Supervisor
					Fire Research Analyst
					Fleet Supervisor
					Food Sales & Services Supervisor
					GIS Analyst
					Human Resources Generalist, Sr.
					Inventory Control Supervisor
					Landscape Architect
					Paralegal, Sr.
					Park Administrative Superintendent
					Park Renovation Project Coordinator
					Park Technology Specialist
					Payroll Supervisor
					Planner

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	Minimum	Midpoint	Maximum		
13	Biweekly:	1,734.97	2,134.01	2,533.04	Plans Examiner Police Budget Analyst Police Crime Analyst, Sr. Programmer Analyst I Property Standards Specialist, Sr. Public Information Coordinator, Sr. Public Safety Communications Oper. Coord. Public Safety Communications Supervisor Public Services Librarian, Sr. Radio System Coordinator Recreation Complex Supervisor Sales Consultant Storm Water Specialist, Sr. Systems Support & Billing Supervisor Theater Venue Supervisor Traffic Engineer I Trail System Planner Treasury Analyst II Urban Forester Video Engineer
	Monthly:	3,759.10	4,623.69	5,488.26	
	Annual:	45,109	55,484	65,859	
	Hourly:	21.6871	26.6751	31.6630	
14	Biweekly:	1,943.15	2,390.09	2,837.03	Budget Analyst, Sr. Children's Services Librarian Supervisor Commercial Diversion Supervisor Court Systems Administrator Criminalist Supervisor Fleet Administrative Supervisor Genealogy Librarian Supervisor GIS Analyst, Sr. Golf Superintendent HRIS Specialist Human Resources Research Analyst Inspection Services Supervisor Internal Auditor Library Technology Coordinator Mapping/Information Supervisor Municipal Reference Librarian Neighborhood Services Supervisor Park Superintendent Planner, Sr. Police Laboratory Safety Coordinator Police Planning & Research Coordinator Programmer Analyst II Public Information Supervisor Public Services Librarian Supervisor Purchasing Agent Radio Technician Sr. Retirement Administrator Sales Supervisor Storm Water Program Administrator Sustainability Project Management Coord. Telecommunications Analyst
	Monthly:	4,210.16	5,178.53	6,146.89	
	Annual:	50,522	62,142	73,763	
	Hourly:	24.2894	29.8761	35.4629	

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	Minimum	Midpoint	Maximum		
15	Biweekly:	2,167.52	2,676.89	3,186.26	Accounting Supervisor
	Monthly:	4,696.30	5,799.92	6,903.56	Assistant City Attorney I
	Annual:	56,356	69,599	82,843	Athletic Superintendent
	Hourly:	27.0941	33.4611	39.8282	Budget Consultant
					Crime Scene/Prop-Evidnc/QtrMstr Manager
					Detention Manager
					Engineer II
					Env. Waste Services Superintendent
					ERP Administrator, Senior
					Facilities Maintenance Superintendent
					Network Engineer
					Park Operations Superintendent
					Police Records Manager
					Public Works Construction Superintendent
					Public Works Supt - Streets & Drainage
					Public Works Supt - Traffic Operations
					Recreation Superintendent
					Risk Program Manager
					Traffic Engineer II
					Training Administrator
					Utility Operations Superintendent
					Video Producer, Sr.
16	Biweekly:	2,427.63	2,998.13	3,568.63	Animal Services Manager
	Monthly:	5,259.87	6,495.95	7,732.03	Assistant City Attorney II
	Annual:	63,118	77,951	92,784	Associate Judge
	Hourly:	30.3454	37.4766	44.6079	Building Inspections Manager
					Chief Park Planner
					Compost Operations & Marketing Manager
					Convention & Visitors Bureau Manager
					Customer & Utility Services Manager
					Desktop Manager
					Director Business Retention & Expansion
					Director Marketing & Redevelopment
					Engineer, Sr.
					Env. Educ. & Comm. Outreach Mgr.
					Environmental Health Manager
					Facilities Services Manager
					Financial Systems Manager
					Fleet Manager
					Library Manager
					Library Technical Services Manager
					Municipal Court Administrator
					Network Engineer, Sr.
					Plano Centre Manager
					Programmer Analyst, Sr.
					Property Standards Manager
					Public Information Manager
					Public Safety Communications Manager
					Radio Systems Manager
					Records Manager
					Risk Manager

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	Minimum	Midpoint	Maximum		
16	Biweekly:	2,427.63	2,998.13	3,568.63	Technology Services Manager
	Monthly:	5,259.87	6,495.95	7,732.03	Traffic Engineer, Sr.
	Annual:	63,118	77,951	92,784	Treasurer
	Hourly:	30.3454	37.4766	44.6079	
17	Biweekly:	2,707.99	3,357.90	4,007.81	Budget Manager
	Monthly:	5,867.32	7,275.44	8,683.59	Community Services Manager
	Annual:	70,408	87,305	104,203	Compensation & Benefits Manager
	Hourly:	33.8499	41.9737	50.0976	Controller GIS Manager Human Resources Manager Park Services Manager Planning Manager Police Administrative Manager Public Works Operations Manager Purchasing Manager Recreation Services Manager Special Projects Manager Support Services Manager Sus. & Env. Svcs Operations Manager Systems and Programming Manager Technical Manager Technical Services Operations Manager Transportation Engineering Manager
18	Biweekly:	3,020.73	3,760.83	4,500.93	Assistant City Attorney III
	Monthly:	6,544.92	8,148.46	9,752.02	Associate Judge, Sr.
	Annual:	78,539	97,782	117,024	Engineering Manager
	Hourly:	37.7592	47.0104	56.2617	Infrastructure Manager Internal Audit Manager Police Legal Advisor
19	Biweekly:	3,369.69	4,212.13	5,054.58	City Secretary
	Monthly:	7,300.99	9,126.29	10,951.59	Deputy City Attorney
	Annual:	87,612	109,516	131,419	Public Safety Systems Support Manager
	Hourly:	42.1211	52.6517	63.1823	
19A	Biweekly:	3,369.69	4,521.71	5,676.18	Chief Building Official
	Monthly:	7,300.99	9,797.04	12,298.38	Director Budget and Research
	Annual:	87,612	117,564	147,581	Director Emergency Management
	Hourly:	42.1211	56.5366	70.9522	Director Environmental Health Director Finance Director Human Resources Director Libraries Director Parks and Recreation Director Planning Director Policy and Government Relations Director Property Standards Director Public Safety Communications Director Public Works Director Sustainability & Environ. Svcs. Director Technology Services Public Information Officer
20	Biweekly:	3,759.03			Fire Chief
	Monthly:	8,144.56			Police Chief
	Annual:	97,735			
	Hourly:	46.9878			