

**City of Rockwall
Non Sworn Pay Scale
Effective 10/01/2016**

Pay Group	Pay Basis	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	Max w/ump sum	Job Titles	FLSA Code
7	A	26,391.57	27,183.31	27,726.98	28,281.52	28,847.15	29,424.09	30,012.57	30,612.83	31,225.08	31,849.58	32,486.58	33,136.31	33,799.03	34,475.01	35,164.51	36,571.09	Custodian	NE
	M	2,199.30	2,265.28	2,310.58	2,356.79	2,403.93	2,452.01	2,501.05	2,551.07	2,602.09	2,654.13	2,707.21	2,761.36	2,816.59	2,872.92	2,930.38			
	B	1,015.06	1,045.51	1,066.42	1,087.75	1,109.51	1,131.70	1,154.33	1,177.42	1,200.96	1,224.98	1,249.48	1,274.47	1,299.96	1,325.96	1,352.48			
	H	12.69	13.07	13.33	13.60	13.87	14.15	14.43	14.72	15.01	15.31	15.62	15.93	16.25	16.57	16.91			
9	A	29,096.70	29,969.60	30,568.99	31,180.37	31,803.98	32,440.06	33,088.86	33,750.64	34,425.65	35,114.17	35,816.45	36,532.78	37,263.43	38,008.70	38,768.88	40,319.63	Recreation Assistant	NE
	M	2,424.73	2,497.47	2,547.42	2,598.36	2,650.33	2,703.34	2,757.41	2,812.55	2,868.80	2,926.18	2,984.70	3,044.40	3,105.29	3,167.39	3,230.74		Maintenance Worker All departments	NE
	B	1,119.10	1,152.68	1,175.73	1,199.25	1,223.23	1,247.69	1,272.65	1,298.10	1,324.06	1,350.54	1,377.56	1,405.11	1,433.21	1,461.87	1,491.11			
	H	13.99	14.41	14.70	14.99	15.29	15.60	15.91	16.23	16.55	16.88	17.22	17.56	17.92	18.27	18.64			
10	A	30,551.54	31,468.08	32,097.44	32,739.39	33,394.18	34,062.06	34,743.31	35,438.17	36,146.94	36,869.87	37,607.27	38,359.42	39,126.61	39,909.14	40,707.32	42,335.61	Fire Hydrant Tech	NE
	M	2,545.96	2,622.34	2,674.79	2,728.28	2,782.85	2,838.51	2,895.28	2,953.18	3,012.24	3,072.49	3,133.94	3,196.62	3,260.55	3,325.76	3,392.28		Infiltration Tech - Water/WW	NE
	B	1,175.06	1,210.31	1,234.52	1,259.21	1,284.39	1,310.08	1,336.28	1,363.01	1,390.27	1,418.07	1,446.43	1,475.36	1,504.87	1,534.97	1,565.67		Lead Custodian	NE
	H	14.69	15.13	15.43	15.74	16.05	16.38	16.70	17.04	17.38	17.73	18.08	18.44	18.81	19.19	19.57			
11	A	32,079.11	33,041.49	33,702.32	34,376.36	35,063.89	35,765.17	36,480.47	37,210.08	37,954.28	38,713.37	39,487.63	40,277.39	41,082.94	41,904.59	42,742.69	44,452.39	Admin Secretary-HR	NE
	M	2,673.26	2,753.46	2,808.53	2,864.70	2,921.99	2,980.43	3,040.04	3,100.84	3,162.86	3,226.11	3,290.64	3,356.45	3,423.58	3,492.05	3,561.89		Building Maint Tech	NE
	B	1,233.81	1,270.83	1,296.24	1,322.17	1,348.61	1,375.58	1,403.10	1,431.16	1,459.78	1,488.98	1,518.76	1,549.13	1,580.11	1,611.72	1,643.95		Customer Service Rep- Utility Billing/Cashier	NE
	H	15.42	15.89	16.20	16.53	16.86	17.19	17.54	17.89	18.25	18.61	18.98	19.36	19.75	20.15	20.55		Meter Technician	NE
12	A	33,683.07	34,693.56	35,387.43	36,095.18	36,817.08	37,553.43	38,304.49	39,070.58	39,852.00	40,649.04	41,462.02	42,291.26	43,137.08	43,999.82	44,879.82	46,675.01	Admin Sec (Parks & Rec)	NE
	M	2,806.92	2,891.13	2,948.95	3,007.93	3,068.09	3,129.45	3,192.04	3,255.88	3,321.00	3,387.42	3,455.17	3,524.27	3,594.76	3,666.65	3,739.99		Animal Control Officer	NE
	B	1,295.50	1,334.37	1,361.06	1,388.28	1,416.04	1,444.36	1,473.25	1,502.71	1,532.77	1,563.42	1,594.69	1,626.59	1,659.12	1,692.30	1,726.15		Cust Svc Coord (Eng)	NE
	H	16.19	16.68	17.01	17.35	17.70	18.05	18.42	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.58		Cust Svc Rep (Court)	NE
13	A	35,367.22	36,428.24	37,156.80	37,899.94	38,657.94	39,431.10	40,219.72	41,024.11	41,844.60	42,681.49	43,535.12	44,405.82	45,293.94	46,199.82	47,123.81	49,008.76	Equipment Operator	NE
	M	2,947.27	3,035.69	3,096.40	3,158.33	3,221.49	3,285.92	3,351.64	3,418.68	3,487.05	3,556.79	3,627.93	3,700.48	3,774.49	3,849.98	3,926.98		Finance Clerk - A/P	NE
	B	1,360.28	1,401.09	1,429.11	1,457.69	1,486.84	1,516.58	1,546.91	1,577.85	1,609.41	1,641.60	1,674.43	1,707.92	1,742.07	1,776.92	1,812.45		Irrigation/Pesticide Tech	NE
	H	17.00	17.51	17.86	18.22	18.59	18.96	19.34	19.72	20.12	20.52	20.93	21.35	21.78	22.21	22.66		Property & Evidence Tech	NE
																		Fire Marshal Coordinator	NE
																		NIS Coord	NE
																		Permit Technician	NE
																		P & Z Coordinator	NE
																		Warrant Clerk	NE
																		Water Quality Tech	NE

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14	A	37,135.58	38,249.65	39,014.64	39,794.94	40,590.84	41,402.65	42,230.71	43,075.32	43,936.83	44,815.56	45,711.87	46,626.11	47,558.63	48,509.81	49,480.00	51,459.20	Deputy Municipal Court Clerk	NE	
	M	3,094.63	3,187.47	3,251.22	3,316.24	3,382.57	3,450.22	3,519.23	3,589.61	3,661.40	3,734.63	3,809.32	3,885.51	3,963.22	4,042.48	4,123.33		Inventory Clerk	NE	
	B	1,428.29	1,471.14	1,500.56	1,530.57	1,561.19	1,592.41	1,624.26	1,656.74	1,689.88	1,723.68	1,758.15	1,793.31	1,829.18	1,865.76	1,903.08		PSO/Crime Scene Tech	NE	
	H	17.85	18.39	18.76	19.13	19.51	19.91	20.30	20.71	21.12	21.55	21.98	22.42	22.86	23.32	23.79		Public Works Coord Production Tech II	NE	
15	A	38,992.36	40,162.13	40,965.38	41,784.68	42,620.38	43,472.78	44,342.24	45,229.09	46,133.67	47,056.34	47,997.47	48,957.42	49,936.56	50,935.30	51,954.00	54,032.16	Admin Assistant (Fire)	NE	
	M	3,249.36	3,346.84	3,413.78	3,482.06	3,551.70	3,622.73	3,695.19	3,769.09	3,844.47	3,921.36	3,999.79	4,079.78	4,161.38	4,244.61	4,329.50		Assistant to the City Secretary	NE	
	B	1,499.71	1,544.70	1,575.59	1,607.10	1,639.25	1,672.03	1,705.47	1,739.58	1,774.37	1,809.86	1,846.06	1,882.98	1,920.64	1,959.05	1,998.23		Communications Specialist	NE	
	H	18.75	19.31	19.69	20.09	20.49	20.90	21.32	21.74	22.18	22.62	23.08	23.54	24.01	24.49	24.98		Crew Leader - All Departments	NE	
																		Exec Secretary-(CMO)	NE	
																			Exec Secretary (Police)	NE
																			Harbor Technician	NE
																			Internal Ops Admin Asst	NE
																			Sr. Production Tech	NE
16	A	40,941.98	42,170.24	43,013.64	43,873.92	44,751.40	45,646.42	46,559.35	47,490.54	48,440.35	49,409.16	50,397.34	51,405.29	52,433.39	53,482.06	54,551.70	56,733.77	NIS Rep	NE	
	M	3,411.83	3,514.19	3,584.47	3,656.16	3,729.28	3,803.87	3,879.95	3,957.54	4,036.70	4,117.43	4,199.78	4,283.77	4,369.45	4,456.84	4,545.98				
	B	1,574.69	1,621.93	1,654.37	1,687.46	1,721.21	1,755.63	1,790.74	1,826.56	1,863.09	1,900.35	1,938.36	1,977.13	2,016.67	2,057.00	2,098.14				
	H	19.68	20.27	20.68	21.09	21.52	21.95	22.38	22.83	23.29	23.75	24.23	24.71	25.21	25.71	26.23				
17	A	42,989.08	44,278.75	45,164.33	46,067.61	46,988.97	47,928.75	48,887.32	49,865.07	50,862.37	51,879.62	52,917.21	53,975.55	55,055.06	56,156.16	57,279.29	59,570.46	Building Inspector	NE	
	M	3,582.42	3,689.90	3,763.69	3,838.97	3,915.75	3,994.06	4,073.94	4,155.42	4,238.53	4,323.30	4,409.77	4,497.96	4,587.92	4,679.68	4,773.27		Construction Inspector	NE	
	B	1,653.43	1,703.03	1,737.09	1,771.83	1,807.27	1,843.41	1,880.28	1,917.89	1,956.24	1,995.37	2,035.28	2,075.98	2,117.50	2,159.85	2,203.05		Production Tech III	NE	
	H	20.67	21.29	21.71	22.15	22.59	23.04	23.50	23.97	24.45	24.94	25.44	25.95	26.47	27.00	27.54		Recreation Coordinator	E	
18	A	45,138.53	46,492.69	47,422.54	48,370.99	49,338.41	50,325.18	51,331.69	52,358.32	53,405.49	54,473.60	55,563.07	56,674.33	57,807.82	58,963.97	60,143.25	62,548.98	Communications Supv	NE	
	M	3,761.54	3,874.39	3,951.88	4,030.92	4,111.53	4,193.77	4,277.64	4,363.19	4,450.46	4,539.47	4,630.26	4,722.86	4,817.32	4,913.66	5,011.94		Finance Clerk - Payroll	NE	
	B	1,736.10	1,788.18	1,823.94	1,860.42	1,897.63	1,935.58	1,974.30	2,013.78	2,054.06	2,095.14	2,137.04	2,179.78	2,223.38	2,267.85	2,313.20		GIS Analyst	NE	
	H	21.70	22.35	22.80	23.26	23.72	24.19	24.68	25.17	25.68	26.19	26.71	27.25	27.79	28.35	28.92		HR Analyst	NE	
																		Plans Examiner	NE	
19	A	47,395.46	48,817.32	49,793.67	50,789.54	51,805.33	52,841.44	53,898.27	54,976.24	56,075.76	57,197.28	58,341.22	59,508.05	60,698.21	61,912.17	63,150.41	65,676.43	Network Technician	E	
	M	3,949.62	4,068.11	4,149.47	4,232.46	4,317.11	4,403.45	4,491.52	4,581.35	4,672.98	4,766.44	4,861.77	4,959.00	5,058.18	5,159.35	5,262.53				
	B	1,822.90	1,877.59	1,915.14	1,953.44	1,992.51	2,032.36	2,073.01	2,114.47	2,156.76	2,199.90	2,243.89	2,288.77	2,334.55	2,381.24	2,428.86				
	H	22.79	23.47	23.94	24.42	24.91	25.40	25.91	26.43	26.96	27.50	28.05	28.61	29.18	29.77	30.36				
20	A	49,765.23	51,258.19	52,283.35	53,329.02	54,395.60	55,483.51	56,593.18	57,725.05	58,879.55	60,057.14	61,258.28	62,483.45	63,733.12	65,007.78	66,307.93	68,960.25	Athletics & Special Prgs Supervisor	E	
	M	4,147.10	4,271.52	4,356.95	4,444.09	4,532.97	4,623.63	4,716.10	4,810.42	4,906.63	5,004.76	5,104.86	5,206.95	5,311.09	5,417.31	5,525.66		Planner	E	
	B	1,914.05	1,971.47	2,010.90	2,051.12	2,092.14	2,133.98	2,176.66	2,220.19	2,264.60	2,309.89	2,356.09	2,403.21	2,451.27	2,500.30	2,550.31				
	H	23.93	24.64	25.14	25.64	26.15	26.67	27.21	27.75	28.31	28.87	29.45	30.04	30.64	31.25	31.88				
21	A	52,253.49	53,821.10	54,897.52	55,995.47	57,115.38	58,257.69	59,422.84	60,611.30	61,823.53	63,060.00	64,321.20	65,607.62	66,919.77	68,258.17	69,623.33	72,408.26	Building Inspections Supv	E	
	M	4,354.46	4,485.09	4,574.79	4,666.29	4,759.62	4,854.81	4,951.90	5,050.94	5,151.96	5,255.00	5,360.10	5,467.30	5,576.65	5,688.18	5,801.94		Sts & Drainage Field Supv	NE	
	B	2,009.75	2,070.04	2,111.44	2,153.67	2,196.75	2,240.68	2,285.49	2,331.20	2,377.83	2,425.38	2,473.89	2,523.37	2,573.84	2,625.31	2,677.82		NIS Supv	E	
	H	25.12	25.88	26.39	26.92	27.46	28.01	28.57	29.14	29.72	30.32	30.92	31.54	32.17	32.82	33.47		Sr. Construction Insp	NE	

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22	A	54,866.17	56,512.15	57,642.40	58,795.25	59,971.15	61,170.57	62,393.99	63,641.86	64,914.70	66,213.00	67,537.26	68,888.00	70,265.76	71,671.08	73,104.50	76,028.68	Capital Projects Acct	E	
	M	4,572.18	4,709.35	4,803.53	4,899.60	4,997.60	5,097.55	5,199.50	5,303.49	5,409.56	5,517.75	5,628.10	5,740.67	5,855.48	5,972.59	6,092.04		Communications Mgr	E	
	B	2,110.24	2,173.54	2,217.02	2,261.36	2,306.58	2,352.71	2,399.77	2,447.76	2,496.72	2,546.65	2,597.59	2,649.54	2,702.53	2,756.58	2,811.71		GIS Technician	E	
	H	26.38	27.17	27.71	28.27	28.83	29.41	30.00	30.60	31.21	31.83	32.47	33.12	33.78	34.46	35.15		HR Supervisor	E	
																		Main Street Manager	E	
																			PIO/Marketing	E
																			Production Tech Supv	NE
																			Utility Billing Supervisor	E
																			Water Ops Field Supv	NE
																			Wastewater Field Supv	NE
23	A	57,609.48	59,337.76	60,524.52	61,735.01	62,969.71	64,229.10	65,513.68	66,823.96	68,160.44	69,523.65	70,914.12	72,332.40	73,779.05	75,254.63	76,759.72	79,830.11	GIS Supervisor	E	
	M	4,800.79	4,944.81	5,043.71	5,144.58	5,247.48	5,352.43	5,459.47	5,568.66	5,680.04	5,793.64	5,909.51	6,027.70	6,148.25	6,271.22	6,396.64		Municipal Court Clerk Supervisor	E	
	B	2,215.75	2,282.22	2,327.87	2,374.42	2,421.91	2,470.35	2,519.76	2,570.15	2,621.56	2,673.99	2,727.47	2,782.02	2,837.66	2,894.41	2,952.30		Planning & Zoning Mgr	E	
	H	27.70	28.53	29.10	29.68	30.27	30.88	31.50	32.13	32.77	33.42	34.09	34.78	35.47	36.18	36.90		Sr. Planner	E	
24	A	60,489.95	62,304.65	63,550.74	64,821.76	66,118.19	67,440.56	68,789.37	70,165.16	71,568.46	72,999.83	74,459.83	75,949.02	77,468.00	79,017.36	80,597.71	83,821.62	Purchasing Agent	E	
	M	5,040.83	5,192.05	5,295.90	5,401.81	5,509.85	5,620.05	5,732.45	5,847.10	5,964.04	6,083.32	6,204.99	6,329.09	6,455.67	6,584.78	6,716.48				
	B	2,326.54	2,396.33	2,444.26	2,493.14	2,543.01	2,593.87	2,645.74	2,698.66	2,752.63	2,807.69	2,863.84	2,921.12	2,979.54	3,039.13	3,099.91				
	H	29.08	29.95	30.55	31.16	31.79	32.42	33.07	33.73	34.41	35.10	35.80	36.51	37.24	37.99	38.75				
25	A	63,514.45	65,419.88	66,728.28	68,062.85	69,424.10	70,812.59	72,228.84	73,673.41	75,146.88	76,649.82	78,182.82	79,746.47	81,341.40	82,968.23	84,627.59	88,012.70	Facilities Superintendent	E	
	M	5,292.87	5,451.66	5,560.69	5,671.90	5,785.34	5,901.05	6,019.07	6,139.45	6,262.24	6,387.48	6,515.23	6,645.54	6,778.45	6,914.02	7,052.30		Network Administrator	E	
	B	2,442.86	2,516.15	2,566.47	2,617.80	2,670.16	2,723.56	2,778.03	2,833.59	2,890.26	2,948.07	3,007.03	3,067.17	3,128.52	3,191.09	3,254.91		Parks Superintendent	E	
	H	30.54	31.45	32.08	32.72	33.38	34.04	34.73	35.42	36.13	36.85	37.59	38.34	39.11	39.89	40.69		PS Computer Mgr	E	
																		Rec Superintendent	E	
																			Streets & Drainage Mgr	E
28	A	73,525.91	75,731.69	77,246.33	78,791.25	80,367.08	81,974.42	83,613.91	85,286.19	86,991.91	88,731.75	90,506.38	92,316.51	94,162.84	96,046.10	97,967.02	101,885.70	City Secretary	E	
	M	6,127.16	6,310.97	6,437.19	6,565.94	6,697.26	6,831.20	6,967.83	7,107.18	7,249.33	7,394.31	7,542.20	7,693.04	7,846.90	8,003.84	8,163.92		Civil Engineer	E	
	B	2,827.92	2,912.76	2,971.01	3,030.43	3,091.04	3,152.86	3,215.92	3,280.24	3,345.84	3,412.76	3,481.01	3,550.64	3,621.65	3,694.08	3,767.96		Water/Wastewater Mgr	E	
	H	35.35	36.41	37.14	37.88	38.64	39.41	40.20	41.00	41.82	42.66	43.51	44.38	45.27	46.18	47.10				
30	A	81,062.32	83,494.19	85,164.07	86,867.36	88,604.70	90,376.80	92,184.33	94,028.02	95,908.58	97,826.75	99,783.29	101,778.95	103,814.53	105,890.82	108,008.64	112,328.98	Assistant City Engineer	E	
	M	6,755.19	6,957.85	7,097.01	7,238.95	7,383.73	7,531.40	7,682.03	7,835.67	7,992.38	8,152.23	8,315.27	8,481.58	8,651.21	8,824.24	9,000.72		Building Official	E	
	B	3,117.78	3,211.32	3,275.54	3,341.05	3,407.87	3,476.03	3,545.55	3,616.46	3,688.79	3,762.57	3,837.82	3,914.58	3,992.87	4,072.72	4,154.18		Fire Marshal	E	
	H	38.97	40.14	40.94	41.76	42.60	43.45	44.32	45.21	46.11	47.03	47.97	48.93	49.91	50.91	51.93				
31	A	85,115.44	87,668.90	89,422.28	91,210.72	93,034.94	94,895.64	96,793.55	98,729.42	100,704.01	102,718.09	104,772.45	106,867.90	109,005.26	111,185.36	113,409.07	117,945.43	Parks & Rec Mgr	E	
	M	7,092.95	7,305.74	7,451.86	7,600.89	7,752.91	7,907.97	8,066.13	8,227.45	8,392.00	8,559.84	8,731.04	8,905.66	9,083.77	9,265.45	9,450.76		Assistant Fire Chief	E	
	B	3,273.67	3,371.88	3,439.32	3,508.10	3,578.27	3,649.83	3,722.83	3,797.29	3,873.23	3,950.70	4,029.71	4,110.30	4,192.51	4,276.36	4,361.89				
	H	40.92	42.15	42.99	43.85	44.73	45.62	46.54	47.47	48.42	49.38	50.37	51.38	52.41	53.45	54.52				
32	A	89,371.21	92,052.35	93,893.39	95,771.26	97,686.69	99,640.42	101,633.23	103,665.89	105,739.21	107,853.99	110,011.07	112,211.30	114,455.52	116,744.63	119,079.52	123,842.71	Assistant Police Chief	E	
	M	7,447.60	7,671.03	7,824.45	7,980.94	8,140.56	8,303.37	8,469.44	8,638.82	8,811.60	8,987.83	9,167.59	9,350.94	9,537.96	9,728.72	9,923.29				
	B	3,437.35	3,540.47	3,611.28	3,683.51	3,757.18	3,832.32	3,908.97	3,987.15	4,066.89	4,148.23	4,231.20	4,315.82	4,402.14	4,490.18	4,579.98				
	H	42.97	44.26	45.14	46.04	46.96	47.90	48.86	49.84	50.84	51.85	52.89	53.95	55.03	56.13	57.25				

**City of Rockwall
Non Sworn Pay Scale
Effective 10/01/2016**

Pay Group	Pay Basis	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	Max w/lump sum	Job Titles	FLSA Code	
	10/1/2016																			
	Position Title	Grade Change																		
		From	To																	
	Custodian	6	7																	
	Lead Custodian	8	10																	
	Maint. Workers/Parks/PW	8	9																	
	Bldg. Maint Tech	10	11																	
	Sign Technician	10	11																	
	Warrants Clerk	10	12																	
	Administrative Tech-Fire	11	12	Title change: Fire Marshal Coordinator																
	Deputy Municipal Court Clerk	12	14																	
	Equip Operator	12	13																	
	Inventory Clerk	13	14																	
	Internal Ops Coord.	14	15	Title Change: IO Administrative Asst.																
	Assistant to the City Secretary	14	15																	
	GIS Technician	15	18	Title change: GIS Analyst																
	Recreation Coordinator	16	17	Next EE hired will need to be brought in at Step 6																
	Communications Supervisors	17	18																	
	Finance Clerk-Payroll	17	18																	
	HR Analysts	17	18																	
	Plans Examiner	17	18																	
	Athletics/Special Prgs Supv	18	20																	
	Network Technicians	18	19																	
	Sr. Construction Insp	20	21																	
	Production Tech Supervisor	21	22																	
	Utility Billing Supervisor	21	22																	
	Water Ops Field Supervisor	21	22																	
	Wastewater Ops Field Supv	21	22																	
	GIS Supervisor	22	23	(prior title GIS coordinator)																
	Sr. Planner	22	23																	
	City Secretary	23	28																	
	Purchasing Agent	23	24																	
	Facilities Superintendent	24	25																	
	Network Administrator	24	25																	
	Recreation Superintendent	24	25																	
	Streets Superintendent	24	25	Title Change: Streets & Drainage Manager																
	Parks Superintendent	24	25																	
	PS Computer Manager	24	25																	
	Civil Engineer	25	28	(prior title Engineer II)																
	Asst. City Engineer	28	30	(prior title Engineer III)																
	Asst. Fire Chief	NEW	30	was told on 10/28/16 to move the position to grade 31																
	Parks & Recreation Manager	30	31																	
	Asst. Police Chief	30	32																	
	Captain Fire Inspector/Investigator	will be on the sworn pay matrix-Captain level		NEW																
	Fire Inspectors/Investigators	-will be on the sworn pay matrix-Driver Operator level																		
	Adding new positions:																			
	Crew Leader-Sewer		15																	
	Equipment Operator-Sewer		13																	
	Water Quality Tech-Water		12																	
	Field Supervisor-Streets		21																	
	Crew Leader-Utility Billing		15																	
	Bruce Hanby is moving from ENG to P & Z--same grade and step--changing title to GIS Technician																			