



**CITY OF MCKINNEY  
GENERAL PAY PLAN  
FY 2018-2019 FEBRUARY 2019**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
1				11.0058 880.46 1,907.67 22,892.00	13.4822 1,078.58 2,336.92 28,043.00	15.9587 1,276.69 2,766.17 33,194.00
2	9500	Custodian	N	11.7212 937.69 2,031.67 24,380.00	14.3587 1,148.69 2,488.83 29,866.00	16.9962 1,359.69 2,946.00 35,352.00
3	9501	Mail Courier	N	12.4832 998.65 2,163.75 25,965.00	15.2918 1,223.35 2,650.58 31,807.00	18.1005 1,448.04 3,137.42 37,649.00
4	9510 9310	Maintenance Worker Staff Assistant	N N	13.2947 1,063.58 2,304.42 27,653.00	16.2861 1,302.88 2,822.92 33,875.00	19.2774 1,542.19 3,341.42 40,097.00
5	9311 9901 9600 9438 9320	Library Assistant Parking Enforcement Officer Police Records Clerk Records Specialist Staff Specialist	N N N N N	14.1587 1,132.69 2,454.17 29,450.00	17.3447 1,387.58 3,006.42 36,077.00	20.5303 1,642.42 3,558.58 42,703.00
6	9301 9305 9530 9522 9348	Customer Service Representative Deputy Municipal Court Clerk Maintenance Technician Meter Maintenance Tech Permit Technician	N N N N N	15.0793 1,206.35 2,613.75 31,365.00	18.4721 1,477.77 3,201.83 38,422.00	21.8649 1,749.19 3,789.92 45,479.00
7	9321 9330	Administrative Assistant Library Technician	N N	15.9293 1,274.35 2,761.08 33,133.00	19.6726 1,573.81 3,409.92 40,919.00	23.4159 1,873.27 4,058.75 48,705.00



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GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
8	9344	Accounting Technician	N	16.9644	20.9514	24.9380
	9540	Animal Control Officer	N	1,357.15	1,676.12	1,995.04
	9207	Fleet Inventory Specialist	N	2,940.50	3,631.58	4,322.58
	9554	Fleet Technician	N	35,286.00	43,579.00	51,871.00
	9503	Inventory Specialist	N			
	9307	Judicial Clerk	N			
	9542	Maintenance Specialist	N			
	9524	Meter Maintenance Specialist	N			
9	9421	Case Management Specialist	N	18.0673	22.3130	26.5591
	9302	Customer Service Representative, Sr	N	1,445.38	1,785.04	2,124.73
	9556	Erosion Control Inspector	N	3,131.67	3,867.58	4,603.58
	9323	Executive Assistant	N	37,580.00	46,411.00	55,243.00
	9539	Flight Line Specialist	N			
	9548	Housing Inspector	N			
	9333	Library Technician, Senior	N			
	9340	Planning Technician	N			
	9654	Public Safety Comm Recruit	N			
	9622	Public Service Officer	N			
	9531	Traffic Signal Technician	N			
10	9335	Accounting Technician, Senior	N	19.2418	23.7635	28.2851
	9436	Asst Customer Serv Spvrs	N	1,539.35	1,901.08	2,262.81
	9392	Athletics Specialist	N	3,335.25	4,119.00	4,902.75
	9303	Buyer I	N	40,023.00	49,428.00	58,833.00
	9346	CIP Contract Specialist	N			
	9513	Code Enforcement Officer	N			
	9144	Construction Technician	N			
	9591	Lead Fleet Technician	N			
	9544	Pre-Treatment Coordinator	N			
	9431	Recreation Coordinator	N			
	9390	Recreation Specialist	N			
	9529	Solid Waste Compliance Inspector	N			
	11	9406	Community Services Coordinator	N	20.4923	25.3082
9652		Deputy City Marshal	N	1,639.38	2,024.65	2,409.92
9527		Flight Line Serv Crew Leader	N	3,552.00	4,386.75	5,221.50
9347		GIS Technician	N	42,624.00	52,641.00	62,658.00
9376		Housing Services Coordinator	N			
9534		Maintenance Crew Leader	N			
9314		Marketing Coord	N			



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GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
11	9525	Meter Maintenance Crew Leader	N	20.4923	25.3082	30.1240
	9358	MPAC Events Coordinator	N	1,639.38	2,024.65	2,409.92
	9223	Neighborhood Services Coordinator	N	3,552.00	4,386.75	5,221.50
	9426	Payroll Coordinator	N	42,624.00	52,641.00	62,658.00
	9405	Planning Technician, Senior	N			
	9342	Project Expeditor	N			
	9592	Project Scheduler	N			
	9636	Public Safety Analyst	N			
	9655	Public Safety Comm Specialist	N			
	9502	Pump Operator	N			
	9425	Records & Information Analyst	N			
	9557	Street Inspector	N			
	9546	Traffic Signal Tech, Senior	N			
	9514	Water Utilities Inspector I	N			
12	9441	Airport Operations Analyst	N	21.8245	26.9534	32.0817
	9395	Aquatics Recreation Specialist	N	1,745.96	2,156.27	2,566.54
	9134	Arborist	E	3,782.92	4,671.92	5,560.83
	9435	Asst Aquatics Supervisor	N	45,395.00	56,063.00	66,730.00
	9437	Asst Recreation Center Supervisor	N			
	9434	Asst Recreation Supervisor	N			
	9156	CIP Facilitator	N			
	9551	Combination Building Inspector	N			
	9555	Construction Inspector	N			
	9319	Deputy City Secretary	N			
	9508	Emergency Vehicle Technician	N			
	9213	Engineering Office Supervisor	N			
	9146	Environmental Education Coordinator	E			
	9142	Environmental Health Specialist	N			
	9562	Erosion Control Inspector, Senior	N			
	9334	Human Resources Specialist	N			
	9111	Librarian I	E			
	9189	MEDC Office Supervisor	N			
	9223	Permit Technician Supervisor	N			
	9343	Plans Examiner	N			
9515	Water Utilities Inspector II	N				
13	9100	Accountant	E	23.2428	28.7053	34.1673
	9377	Buyer II	N	1,859.42	2,296.42	2,733.38
	9238	Crime Analyst	N	4,028.75	4,975.58	5,922.33
	9653	Crime Victim Advocate	N	48,345.00	59,707.00	71,068.00
	9239	Development Analyst	E			
	9717	Emergency Management Planner	N			
	9205	Executive Assistant to City Manager	N			
	9397	Financial Analyst	E			



**CITY OF MCKINNEY  
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GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
13	9711	Fire Inspector	N	23.2428	28.7053	34.1673
	9710	Fire Systems Review Specialist	E	1,859.42	2,296.42	2,733.38
	9672	Forensic Investigator	N	4,028.75	4,975.58	5,922.33
	9234	Librarian II	E	48,345.00	59,707.00	71,068.00
	9312	MCDC Admin & Marketing Coord	N			
	9404	MCVB Communications Manager	E			
	9248	MEDC Research Analyst	E			
	9115	MPAC Events & Ticket Manager	E			
	9130	Planner I	E			
	9594	Stormwater Compliance Inspector	N			
9359	Website Coordinator	E				
14	9634	Accreditation & Reporting Supervisor	N	24.7538	30.5712	36.3880
	9407	Airport Customer Service Spvsr	E	1,980.31	2,445.69	2,911.04
	9523	Apex Bldg Operations Supvsr	E	4,290.67	5,299.00	6,307.25
	9237	Apex Customer Service Supvsr	E	51,488.00	63,588.00	75,687.00
	9109	Apex Financial Serv Coord	E			
	9371	Aquatics Spvsr	E			
	9714	Asst Emergency Mgmt Coord	N			
	9370	Athletics Spvsr	E			
	9590	Combination Building Inspector, Senior	N			
	9362	Contract Administrator	E			
	9566	Drainage Spvsr	N			
	9579	Facility Operations Spvsr	N			
	9718	Fire Public Infor & Educ Coord	N			
	9433	Fitness Supervisor	E			
	9105	Fleet Operations Analyst	N			
	9373	Historic Preservation Officer	E			
	9381	Human Resources Analyst	E			
	9126	Investment & Treasury Analyst	E			
	9313	Juvenile Case Manager & Municipal Court Supv.	N			
	9509	Lead Emergency Vehicle Technician	N			
	9136	Main Street Program Coordinator	N			
	9243	MCVB Sales Manager	N			
	9063	MPAC Facility & Operations Spvsr	N			
	9401	MPAC Marketing & Development Spec	E			
	9306	Municipal Court Spvsr	N			
	9309	Ops and Compliance Admin	N			
	9571	Parks Maintenance Spvsr	N			
	9386	Plans Examiner, Senior	N			
	9602	Police Records Spvsr	N			
	9656	Public Safety Comm Spvsr	N			
	9190	Recreation Center Spvsr	E			
	9236	Recreation Supervisor	E			
9246	Risk Management Analyst	E				
9235	Sales & Marketing Spvsr	E				



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GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
14	9564	Solid Waste Operations Spvsr	N	24.7538	30.5712	36.3880
	9575	Street Spvsr	N	1,980.31	2,445.69	2,911.04
	9442	Utility Billing Supervisor	E	4,290.67	5,299.00	6,307.25
	9383	Utility Billing Systems Analyst	N	51,488.00	63,588.00	75,687.00
	9338	Video Producer	E			
	9104	Water Utilities Analyst	N			
15	9222	ADA & Franchise Utilities Coordinator	N	26.3630	32.5582	38.7534
	9538	Animal Control Spvsr	N	2,109.04	2,604.65	3,100.27
	9250	Business Systems Specialist	E	4,569.58	5,643.42	6,717.25
	9650	City Marshal	N	54,835.00	67,721.00	80,607.00
	9175	Communication & Media Specialist	E			
	9415	Executive Office Spvsr	N			
	9414	GIS Planner	E			
	9240	GIS Specialist	E			
	9218	Graphic Designer	E			
	9412	MEDC Business Development Spec	E			
	9216	Parks Planner II	E			
	9247	Performance Analyst	E			
	9132	Planner II	E			
	9249	Public Works Analyst	E			
	9364	Radio Systems Coordinator	N			
	9187	Safety Coordinator	E			
	9545	Stormwater Administrator	E			
	9597	Traffic Signal Spvsr	N			
	9596	Traffic Signs-Markings Spvsr	N			
	9221	Training Administrator	E			
9108	Transit Administrator	E				
16	9101	Accountant, Senior	E	27.7394	34.6745	41.6091
	9251	Asst. Customer Operations Manager	E	2,219.15	2,773.96	3,328.73
	9560	Chief Building Inspector	E	4,808.17	6,010.25	7,212.25
	9561	Chief Construction Inspector	E	57,698.00	72,123.00	86,547.00
	9593	Chief Plans Examiner	E			
	9578	Code Enforcement Spvsr	E			
	9179	Compensation Administrator	E			
	9188	Employee Relations Administrator	E			
	9398	Financial Analyst, Senior	E			
	9589	Flight Line Services Spvsr	N			
	9526	Meter Services Spvsr	N			
	9162	Purchasing Spvsr	E			
	9420	Special Events Coordinator	E			
	9517	Water Utilities Spvsr	N			



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GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
17	9391	Affordable Housing Administrator	E	29,542.3	36,928.4	44,313.9
	9430	Asst Aquatics & Fitness Mgr	E	2,363.38	2,954.27	3,545.12
	9072	Community Services Administrator	E	5,120.67	6,400.92	7,681.08
	9739	Deputy Fire Marshal	N	61,448.00	76,811.00	92,173.00
	9518	Fleet Operations Spvsr	E			
	9174	Health Compliance Spvsr	E			
	9110	Librarian Spvsr	E			
18	9366	Communications & Media Manager	E	31,463.0	39,328.4	47,194.2
	9065	MEDC Director of Marketing & Research	E	2,517.04	3,146.27	3,775.54
	9220	Performance Manager	E	5,453.58	6,816.92	8,180.33
				65,443.00	81,803.00	98,164.00
19	9512	Airport Operations Manager	E	33,507.7	41,884.6	50,262.0
	9598	Aquatics & Fitness Mgr	E	2,680.62	3,350.77	4,020.96
	9180	Asst to the City Manager	E	5,808.00	7,260.00	8,712.08
	9504	Construction Superintendent	E	69,696.00	87,120.00	104,545.00
	9733	Emergency Management Coordinator	N			
	9635	Investigative Support Manager	E			
	9129	Investment & Treasury Manager	E			
	9429	Library Branch Manager	E			
	9182	Municipal Court Prosecutor	E			
	9583	Parks Supt	E			
	9120	Purchasing Manager	E			
9154	Real Estate Acquisition Manager	E				
20	9143	Asst Building Official	E	35,686.1	44,607.2	53,528.8
	9225	Customer Operations Manager	E	2,854.88	3,568.58	4,282.31
	9588	Facilities Construction Manager	E	6,185.58	7,731.92	9,278.33
	9580	Facility Maintenance Supt	E	74,227.00	92,783.00	111,340.00
	9172	Housing & Community Dev Manager	E			
	9242	Parks Planning Manager	E			
	9166	Planning Manager	E			
	9599	Solid Waste & Fleet Supt	E			
	9585	Streets & Drainage Supt	E			
	9528	Wastewater Utilities Supt	E			
	9519	Water Utilities Supt	E			



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GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
21	9363	Municipal Court Administrator	E	38.0053	47.5067	57.0082
	9212	Parks, Planning and Dev Manager	E	3,040.42	3,800.54	4,560.65
	9273	Associate Municipal Court Judge	E	6,587.58	8,234.50	9,881.42
				79,051.00	98,814.00	118,577.00
22	9102	Accounting Manager	E	40.4760	50.5947	60.7139
	9035	Asst Director of Public Works	E	3,238.08	4,047.58	4,857.12
	9657	Communications & Radio Systems Manager	E	7,015.83	8,769.75	10,523.75
	9211	Development Manager	E	84,190.00	105,237.00	126,285.00
	9439	FBO General Manager	E			
	9361	Human Resources Manager	E			
23	9069	Asst Director of Parks & Recreation	E	43.1067	53.8837	64.6601
	9197	MEDC Director of BREP & Emerging Tech	E	3,448.54	4,310.69	5,172.81
			E	7,471.83	9,339.83	11,207.75
			89,662.00	112,078.00	134,493.00	
24				45.9087	57.3861	68.8630
				3,672.69	4,590.88	5,509.04
				7,957.50	9,946.92	11,936.25
				95,490.00	119,363.00	143,235.00
25				48.8928	61.1159	73.3389
				3,911.42	4,889.27	5,867.12
				8,474.75	10,593.42	12,712.08
				101,697.00	127,121.00	152,545.00
26	9680	Asst Chief of Police	E	52.0707	65.0885	78.1063
	9741	Asst Fire Chief	E	4,165.65	5,207.08	6,248.50
	9051	MEDC Director of Business Development	E	9,025.58	11,282.00	13,538.42
			108,307.00	135,384.00	162,461.00	
27	9064	MEDC Vice President	E	55.4553	69.3192	83.1832
				4,436.42	5,545.54	6,654.65
				9,612.25	12,015.33	14,418.42
				115,347.00	144,184.00	173,021.00



**CITY OF MCKINNEY  
EXECUTIVE PAY PLAN  
FY 2018 - 2019 FEBRUARY 2019**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
D1	9024	City Secretary	E	40.1216	49.1490	58.1760
				3,209.73	3,931.92	4,654.08
				6,954.42	8,519.17	10,083.83
				83,453.00	102,230.00	121,006.00
D2	9071	Director of Main Street Programs	E	43.7322	53.5721	63.4120
	9078	Director of Code Services	E	3,498.58	4,285.77	5,072.96
	9070	Director of Convention & Visitors Bureau	E	7,580.25	9,285.83	10,991.42
				90,963.00	111,430.00	131,897.00
D3	9022	Chief Building Official	E	47.6683	58.3938	69.1192
	9081	Director of Org Dev & Perf Mgmt	E	3,813.46	4,671.50	5,529.54
				8,262.50	10,121.58	11,980.67
				99,150.00	121,459.00	143,768.00
D4				51.9587	63.6490	75.3399
				4,156.69	5,091.92	6,027.19
				9,006.17	11,032.50	13,058.92
				108,074.00	132,390.00	156,707.00
D5	9160	Director of Airport	E	56.6346	69.3774	82.1202
	9183	Director of Communications & Marketing	E	4,530.77	5,550.19	6,569.62
	9020	Director of Engineering	E	9,816.67	12,025.42	14,234.17
	9008	Director of Finance	E	117,800.00	144,305.00	170,810.00
	9015	Director of Human Resources & Risk Mgmt.	E			
	9011	Director of Libraries	E			
	9010	Director of Parks & Recreation	E			
	9021	Director of Planning	E			
9034	Director of Public Works	E				
D6	9005	Executive Director of Development Services	E	61.7317	75.6216	89.5111
	9030	Chief Financial Officer	E	4,938.54	6,049.73	7,160.88
	9017	Chief Information Officer	E	10,700.17	13,107.75	15,515.25
				128,402.00	157,293.00	186,183.00
D7	9014	Chief of Police	E	67.2875	82.4274	97.5673
	9004	Fire Chief	E	5,383.00	6,594.19	7,805.38
				11,663.17	14,287.42	16,911.67
				139,958.00	171,449.00	202,940.00



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D8	9067	Assistant City Manager	E	73,343.80 5,867.50 12,712.92 152,555.00	89,846.20 7,187.69 15,573.33 186,880.00	106,348.10 8,507.85 18,433.67 221,204.00
D9	9002	Deputy City Manager	E	79,944.70 6,395.58 13,857.08 166,285.00	97,932.20 7,834.58 16,974.92 203,699.00	115,919.70 9,273.58 20,092.75 241,113.00
D10	9001	City Manager	E		No Range	
	9073	Municipal Court Judge	E			
	9082	Salary for the MCDC President is jointly managed by the Board and the City Manager				
	9050	Salary for the MEDC President is jointly managed by the Board and the City Manager				



**CITY OF MCKINNEY  
ENGINEERING PAY PLAN  
FY 2018 - 2019 FEBRUARY 2019**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
E6	9150	Graduate Engineer I	E	28.3019	34.6702	41.0380
				9712	Graduate Fire Systems Engineer	E
				4,905.67	6,009.50	7,113.25
				58,868.00	72,114.00	85,359.00
E7	9192	Graduate Engineer II	E	29.7173	36.4038	43.0904
				2,377.38	2,912.31	3,447.23
				5,151.00	6,310.00	7,469.00
				61,812.00	75,720.00	89,628.00
E8				31.2034	38.2240	45.2447
				2,496.27	3,057.92	3,619.58
				5,408.58	6,625.50	7,842.42
				64,903.00	79,506.00	94,109.00
E9				32.7635	40.1351	47.5067
				2,621.08	3,210.81	3,800.54
				5,679.00	6,956.75	8,234.50
				68,148.00	83,481.00	98,814.00
E10				34.4014	42.1418	49.8822
				2,752.12	3,371.35	3,990.58
				5,962.92	7,304.58	8,646.25
				71,555.00	87,655.00	103,755.00
E11	9151	Civil Engineer I	E	35.2404	43.1697	51.0986
				2,819.23	3,453.58	4,087.88
				6,108.33	7,482.75	8,857.08
				73,300.00	89,793.00	106,285.00
E12	9195	Civil Engineer II	E	37.9274	46.4615	54.9952
				3,034.19	3,716.92	4,399.62
				6,574.08	8,053.33	9,532.50
				78,889.00	96,640.00	114,390.00



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ENGINEERING PAY PLAN  
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GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
E13	9152	Senior Engineer I	E	39.8240	48.7841	57.7447
	9153	Traffic Engineer	E	3,185.92	3,902.73	4,619.58
				6,902.83	8,455.92	10,009.08
				82,834.00	101,471.00	120,109.00
E14	9196	Senior Engineer II	E	42.8106	52.4433	62.0755
				3,424.85	4,195.46	4,966.04
				7,420.50	9,090.17	10,759.75
				89,046.00	109,082.00	129,117.00
E15	9157	CIP Manager	E	46.0216	56.3764	66.7313
	9159	Engineering Development Manager	E	3,681.73	4,510.12	5,338.50
	9199	Environmental Manager	E	7,977.08	9,771.92	11,566.75
	9185	Transportation Engineering Manager	E	95,725.00	117,263.00	138,801.00
E16	9027	Asst City Engineer	E	49.4731	60.6048	71.7361
				3,957.85	4,848.38	5,738.88
				8,575.33	10,504.83	12,434.25
				102,904.00	126,058.00	149,211.00



**CITY OF MCKINNEY  
FIRE STEP PAY PLAN  
February 1, 2019**

Step \$	Grade	Job#	Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$3,511.92	F17	9731	Battalion Chief 2920 Hours 2080 Hours	\$117,640.48 \$40.2878 \$56.5579	\$121,152.40 \$41.4905 \$58.2463	\$124,664.31 \$42.6933 \$59.9348				
\$2,637.02	F15	9730	Captain 2920 Hours 2080 Hours	\$102,923.22 \$35.2477 \$49.4823	\$105,560.24 \$36.1508 \$50.7501	\$108,197.25 \$37.0539 \$52.0179				
\$1,600.26	F12	9722	Driver/Operator 2920 Hours 2080 Hours	\$84,305.50 \$28.8717 \$40.5315	\$85,905.76 \$29.4198 \$41.3008	\$87,506.01 \$29.9678 \$42.0702				
\$2,715.86	F10	9720 & 9724	Firefighter 2920 Hours 2080 Hours	\$62,673.36 \$21.4635 \$30.1314	\$65,389.22 \$22.3936 \$31.4371	\$68,105.08 \$23.3237 \$32.7428	\$70,820.95 \$24.2537 \$34.0485	\$73,536.81 \$25.1838 \$35.3542	\$76,252.68 \$26.1139 \$36.6599	\$78,968.54 \$27.0440 \$37.9656
	F9	9721 & 9725	Recruit 2080 Hours 2920 Hours	\$59,539.69 \$28.6249 \$20.3903						

*Yellow indicates cells where market data was inputted  
Recruit pay based on 95% of Firefighter start pay*



**CITY OF MCKINNEY**  
**I. T. PAY PLAN**  
**FY 2018 - 2019    FEBRUARY 2019**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
i1	9389	Desktop Support Tech	N	24.1779	29.6178	35.0582
	9245	GIS Tech II	N	1,934.23	2,369.42	2,804.65
				4,190.83	5,133.75	6,076.75
				50,290.00	61,605.00	72,921.00
i2				25.2659	30.9505	36.6356
				2,021.27	2,476.04	2,930.85
				4,379.42	5,364.75	6,350.17
				52,553.00	64,377.00	76,202.00
i3	9351	GIS Analyst	E	26.4029	32.3433	38.2841
				2,112.23	2,587.46	3,062.73
				4,576.50	5,606.17	6,635.92
				54,918.00	67,274.00	79,631.00
i4	9427	System Support Specialist	E	27.5909	33.7990	40.0067
				2,207.27	2,703.92	3,200.54
				4,782.42	5,858.50	6,934.50
				57,389.00	70,302.00	83,214.00
i5	9349	Application Systems Specialist	E	28.8327	35.3197	41.8072
				2,306.62	2,825.58	3,344.58
				4,997.67	6,122.08	7,246.58
				59,972.00	73,465.00	86,959.00
i6	9384	GIS Programmer	E	30.1298	36.9091	43.6885
	9164	Network Analyst	E	2,410.38	2,952.73	3,495.08
				5,222.50	6,397.58	7,572.67
				62,670.00	76,771.00	90,872.00
i7	9165	Systems Administrator	E	31.4861	38.5702	45.6543
	9186	IT Project Coordinator	E	2,518.88	3,085.62	3,652.35
				5,457.58	6,685.50	7,913.42
				65,491.00	80,226.00	94,961.00



**CITY OF MCKINNEY**  
**I. T. PAY PLAN**  
**FY 2018 - 2019    FEBRUARY 2019**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM	
i8	9139	Service Desk Supervisor	E	32.9029	40.3058	47.7091	
				2,632.23	3,224.46	3,816.73	
				5,703.17	6,986.33	8,269.58	
				68,438.00	83,836.00	99,235.00	
i9	9107	Database Administrator	E	34.3832	42.1197	49.8558	
		9388	GIS Supervisor	E	2,750.65	3,369.58	3,988.46
		9231	Records Supervisor	E	5,959.75	7,300.75	8,641.67
		9127	Systems Developer/Integrator	E	71,517.00	87,609.00	103,700.00
i10	9138	Network Engineer	E	35.9308	44.0149	52.0995	
		9244	Network Security Analyst	E	2,874.46	3,521.19	4,167.96
		9117	Projects Manager	E	6,228.00	7,629.25	9,030.58
		9176	Telecommunications Engineer	E	74,736.00	91,551.00	108,367.00
i11	9167	Systems Developer/Integrator, Senior	E	37.5476	45.9957	54.4438	
				3,003.81	3,679.65	4,355.50	
				6,508.25	7,972.58	9,436.92	
				78,099.00	95,671.00	113,243.00	
i12	9184	Network Security Engineer	E	39.2370	48.0654	56.8938	
				3,138.96	3,845.23	4,551.50	
				6,801.08	8,331.33	9,861.58	
				81,613.00	99,976.00	118,339.00	
i13	9410	Application Systems/Dev Supervisor	E	41.0029	50.2284	59.4543	
				3,280.23	4,018.27	4,756.35	
				7,107.17	8,706.25	10,305.42	
				85,286.00	104,475.00	123,665.00	
i14	9409	Infrastructure Supervisor	E	42.8481	52.4889	62.1293	
				3,427.85	4,199.12	4,970.35	
				7,427.00	9,098.08	10,769.08	
				89,124.00	109,177.00	129,229.00	
i15	9079	Deputy Chief Info Officer	E	44.7760	54.8510	64.9255	
				3,582.08	4,388.08	5,194.04	
				7,761.17	9,507.50	11,253.75	
				93,134.00	114,090.00	135,045.00	



**CITY OF MCKINNEY  
PART TIME PAY PLAN  
FY 2018 - 2019 FEBRUARY 2019**

GRADE	JOB CODE	POSITION	#HRS	LEAVE	TMRS	INSUR	FLSA	MIN	MID	MAX
0 A	9829	Athletic Assistant <1000	<1000	N	N	N	N	8.00	12.06	13.00
	9837	Customer Service Rep <1000	<1000	N	N	N	N			
	9839	Fitness Specialist <1000	<1000	N	N	N	N			
	9820	Lifeguard <1000	<1000	N	N	N	N			
	9827	Lifeguard / Swim Instructor <1000	<1000	N	N	N	N			
	9836	Party Host <1000	<1000	N	N	N	N			
	9849	Personal Trainer	<1000	N	N	N	N			
	9835	Play Room Attendant <1000	<1000	N	N	N	N			
	9819	Swim Instructor <1000	<1000	N	N	N	N			
	9818	Swim Instructor Aide <1000	<1000	N	N	N	N			
1 A	9838	Head Lifeguard <1000	<1000	N	N	N	N	10.59	12.97	15.35
2 A	9821	Asst Pool Manager <1000	<1000	N	N	N	N	11.27	13.81	16.35
	9830	Custodian <1000	<1000	N	N	N	N			
	9876	Group Exercise Cood <1000	<1000	N	N	N	N			
	9845	Lead Customer Serv Rep <1000	<1000	N	N	N	N			
	9846	Lifeguard Instructor <1000	<1000	N	N	N	N			
2 B	9822	Asst Pool Manager <1560	<1560	Y	Y	N	N			
	9825	Custodian <1560	<1560	Y	Y	N	N			
3 A	9834	Code Enforcement Tech <1000	<1000	N	N	N	N	11.89	14.56	17.24
	9823	Pool Manager <1000	<1000	N	N	N	N			
	9800	Recreation Aide <1000	<1000	N	N	N	N			
	9850	Special Events Assistant <1000	<1000	N	N	N	N			
3 B	9824	Pool Manager <1560	<1560	Y	Y	N	N			
	9826	Recreation Aide <1560	<1560	Y	Y	N	N			
	9890	Building Attendant <1560	<1560	Y	Y	N	N			
4 A	9813	Library Courier <1000	<1000	N	N	N	N	12.79	15.67	18.54
	9812	Library Shelver <1000	<1000	N	N	N	N			
	9831	Maintenance Worker <1000	<1000	N	N	N	N			
	9801	Staff Assistant <1000	<1000	N	N	N	N			
4 B	9828	Staff Assistant <1560	<1560	Y	Y	N	N			
	9859	Field Attendant <1560	<1560	Y	Y	N	N			
5 A	9810	Library Assistant <1000	<1000	N	N	N	N	13.69	16.77	19.85
5 B	9857	Parking Enforcement Off 1040	1040	Y	Y	N	N			
6 B	9879	Utility Billing Customer Service Rep.	<1560	Y	Y	N	N	14.50	17.77	21.03



**CITY OF MCKINNEY  
PART TIME PAY PLAN  
FY 2018 - 2019 FEBRUARY 2019**

GRADE	JOB CODE	POSITION	#HRS	LEAVE	TMRS	INSUR	FLSA	MIN	MID	MAX
7 A	9811	Library Technician <1000	<1000	N	N	N	N	15.29	18.74	22.18
	9848	Administrative Assistant <1000	<1000							
8 A	9847	Maintenance Specialist <1000	<1000	N	N	N	N	16.45	20.15	23.85
9 B	9815	Executive Assistant Court 1040	1040	Y	Y	N	N	17.52	21.46	25.41
9 C	9817	Engineering Technician <1560	<1560	Y	Y	Y	N			
10 A, B, C								18.66	22.86	27.06
11 A	9877	Marketing Coordinator <1000	<1000	N	N	N	N	19.87	24.34	28.82
12 A, B, C								21.16	25.93	30.69
13 A, B, C								22.54	27.61	32.68
14 A, B, C								24.00	29.40	34.81
15 B	9878	Communications & Media Specialist <1560	<1560	Y	Y	N	N	25.56	31.32	37.07

**A NO BENEFITS**

Employees hired after 01/01/2017 working less 1000 hrs yr; APEX & Aquatics Grades 0-1 less than 1000 hrs yr (& Leave Benefits for Elig PT Employees <1000 w/Leave benefits Grandfathered 01/01/17 to accrue Vac,Sick,Hol)  
(Set up employee <1000 with 1000 hours in system)

**B TMRS DOH / VAC BENEFIT ONLY AFTER 1 YEAR (between 1000 - 1559 hours worked year)**

(& Eligible PT Employees <1560 w/Leave benefits Grandfathered 01/01/17 to accrue Vac,Sick,Hol)  
(APEX and AQUATIC part time employees are not eligible for any accruals)  
(Set up employee 1040 with 1040 hours in system; Set up employee <1560 with 1040 hours in system )

**C TMRS DOH / INSURANCE ELIG / VAC LEAVE BENEFITS AFTER 1 YR (1560 hours worked year - Avg 30 hours week)**

(& Eligible PT Employees 1560 w/Leave benefits Grandfathered 01/01/17 to accrue Vac,Sick,Hol)  
(APEX and AQUATIC part time employees are not eligible for any accruals)  
(Set up employee 1560 with 1560 hours in system)





**CITY OF MCKINNEY  
POLICE STEP PAY PLAN  
February 1, 2019**

Step \$	Grade	Job#	Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
\$4,862.53	P18	9671	Deputy Chief	\$124,081.83 \$59.6547	\$128,944.36 \$61.9925	\$133,806.89 \$64.3302						
\$5,003.85	P16	9670	Lieutenant	\$106,760.47 \$51.3271	\$111,764.32 \$53.7328	\$116,768.16 \$56.1385						
\$2,528.20	P14	9660	Sergeant	\$93,459.20 \$44.9323	\$95,987.40 \$46.1478	\$98,515.60 \$47.3633	\$101,043.80 \$48.5788					
\$2,544.04	P12	9644	Corporal	\$79,439.85 \$38.1922	\$81,983.89 \$39.4153	\$84,527.93 \$40.6384	\$87,071.96 \$41.8615	\$89,616.00 \$43.0846				
\$2,559.87	P10	9641	Police Officer	\$65,420.50 \$31.4522	\$67,980.38 \$32.6829	\$70,540.25 \$33.9136	\$73,100.12 \$35.1443	\$75,660.00 \$36.3750	\$78,219.87 \$37.6057	\$80,779.74 \$38.8364	\$83,339.62 \$40.0671	\$85,899.49 \$41.2978
	P09	9640	Recruit	\$62,149.48 \$29.8796								

*Yellow indicates cells where market data was inputted  
Corporal start pay based on average of Sgt and Officer start pay (insufficient market data)  
Recruit pay based on 95% of Officer start pay*



**CITY OF MCKINNEY  
SEASONAL PAY PLAN  
FY 2018 - 2019 FEBRUARY 2019**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
T01	9872	Play Room Attendant	N	\$7.5000	\$12.0566	\$14.2711
	9869	Swim Instructor Aide	N			
T02	9863	Day Camp Counselor	N	\$9.0000	\$10.0000	\$11.0000
	9860	Lifeguard	N			
T03	9873	Customer Service Rep	N	\$10.0000	\$11.0000	\$12.0000
	9870	Lifeguard / Swim Instructor	N			
	9871	Swim Instructor	N			
T04	9867	Asst Pool Manager	N	\$11.0000	\$12.0000	\$13.0000
	9864	Day Camp Director	N			
	9874	Head Lifeguard	N			
	9875	Lead Day Camp Counselor	N			
T05	9862	Pool Manager	N	\$11.1300	\$13.5050	\$15.8800
T06	9880	Intern - Part/Time	N		Varies	
	9802	Temporary Clerical/Technician	N			
T07	9854	Trolley Bus Driver	N	\$13.0400	\$15.3200	\$17.6017
T08				\$14.8800	\$17.8550	\$20.8300

**CITY OF MCKINNEY -PAY GRADE RANGES  
FEBRUARY 2019**

<b>GENERAL PAY PLAN</b>			
<b>Grade</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
1	\$22,892	\$28,043	\$33,194
2	\$24,380	\$29,866	\$35,352
3	\$25,965	\$31,807	\$37,649
4	\$27,653	\$33,875	\$40,097
5	\$29,450	\$36,077	\$42,703
6	\$31,365	\$38,422	\$45,479
7	\$33,133	\$40,919	\$48,705
8	\$35,286	\$43,579	\$51,871
9	\$37,580	\$46,411	\$55,243
10	\$40,023	\$49,428	\$58,833
11	\$42,624	\$52,641	\$62,658
12	\$45,395	\$56,063	\$66,730
13	\$48,345	\$59,707	\$71,068
14	\$51,488	\$63,588	\$75,687
15	\$54,835	\$67,721	\$80,607
16	\$57,698	\$72,123	\$86,547
17	\$61,448	\$76,811	\$92,173
18	\$65,443	\$81,803	\$98,164
19	\$69,696	\$87,120	\$104,545
20	\$74,227	\$92,783	\$111,340
21	\$79,051	\$98,814	\$118,577
22	\$84,190	\$105,237	\$126,285
23	\$89,662	\$112,078	\$134,493
24	\$95,490	\$119,363	\$143,235
25	\$101,697	\$127,121	\$152,545
26	\$108,307	\$135,384	\$162,461
27	\$115,347	\$144,184	\$173,021

<b>DIRECTOR PAY PLAN</b>			
<b>Grade</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
D1	\$83,453	\$102,230	\$121,006
D2	\$90,963	\$111,430	\$131,897
D3	\$99,150	\$121,459	\$143,768
D4	\$108,074	\$132,390	\$156,707
D5	\$117,800	\$144,305	\$170,810
D6	\$128,402	\$157,293	\$186,183
D7	\$139,958	\$171,449	\$202,940
D8	\$152,555	\$186,880	\$221,204
D9	\$166,285	\$203,699	\$241,113
D10	No Range	No Range	No Range

**CITY OF MCKINNEY -PAY GRADE RANGES  
FEBRUARY 2019**

<b>ENGINEERING PAY PLAN</b>			
<b>Grade</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
E6	\$58,868	\$72,114	\$85,359
E7	\$61,812	\$75,720	\$89,628
E8	\$64,903	\$79,506	\$94,109
E9	\$68,148	\$83,481	\$98,814
E10	\$71,555	\$87,655	\$103,755
E11	\$73,300	\$89,793	\$106,285
E12	\$78,889	\$96,640	\$114,390
E13	\$82,834	\$101,471	\$120,109
E14	\$89,046	\$109,082	\$129,117
E15	\$95,725	\$117,263	\$138,801
E16	\$102,904	\$126,058	\$149,211

<b>I.T. PAY PLAN</b>			
<b>Grade</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
i1	\$50,290	\$61,605	\$72,921
i2	\$52,553	\$64,377	\$76,202
i3	\$54,918	\$67,274	\$79,631
i4	\$57,389	\$70,302	\$83,214
i5	\$59,972	\$73,465	\$86,959
i6	\$62,670	\$76,771	\$90,872
i7	\$65,491	\$80,226	\$94,961
i8	\$68,438	\$83,836	\$99,235
i9	\$71,517	\$87,609	\$103,700
i10	\$74,736	\$91,551	\$108,367
i11	\$78,099	\$95,671	\$113,243
i12	\$81,613	\$99,976	\$118,339
i13	\$85,286	\$104,475	\$123,665
i14	\$89,124	\$109,177	\$129,229
i15	\$93,134	\$114,090	\$135,045

**CITY OF MCKINNEY -PAY GRADE RANGES  
FEBRUARY 2019**

<b>PART TIME PAY PLAN</b>			
<b>Grade (A, B, &amp; C)</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
0	\$8.00	\$12.06	\$13.00
1	\$10.59	\$12.97	\$15.35
2	\$11.27	\$13.81	\$16.35
3	\$11.89	\$14.56	\$17.24
4	\$12.79	\$15.67	\$18.54
5	\$13.69	\$16.77	\$19.85
6	\$14.50	\$17.77	\$21.03
7	\$15.29	\$18.74	\$22.18
8	\$16.45	\$20.15	\$23.85
9	\$17.52	\$21.46	\$25.41
10	\$18.66	\$22.86	\$27.06
11	\$19.87	\$24.34	\$28.82
12	\$21.16	\$25.93	\$30.69
13	\$22.54	\$27.61	\$32.68
14	\$24.00	\$29.40	\$34.81
15	\$25.56	\$31.32	\$37.07

<b>SEASONAL / TEMP PAY PLAN</b>			
<b>Grade</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
T01	\$7.5000	\$12.0566	\$14.2711
T02	\$9.0000	\$10.0000	\$11.0000
T03	\$10.0000	\$11.0000	\$12.0000
T04	\$11.0000	\$12.0000	\$13.0000
T05	\$11.1300	\$13.5050	\$15.8800
T06	Varies	Varies	Varies
T07	Varies	Varies	Varies
T08	\$14.8800	\$17.8550	\$20.8300