



**CITY OF MCKINNEY  
GENERAL PAY PLAN  
FY 2016-2017    OCTOBER 2016**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
1				10.4819 838.55 1,816.86 21,802.29	12.8403 1,027.22 2,225.65 26,707.80	15.1987 1,215.90 2,634.44 31,613.31
2	9500	Custodian	N	11.1632 893.06 1,934.95 23,219.43	13.6749 1,093.99 2,370.32 28,443.81	16.1866 1,294.93 2,805.68 33,668.18
3	9501	Mail Courier	N	11.8888 951.10 2,060.72 24,728.70	14.5638 1,165.10 2,524.39 30,292.65	17.2388 1,379.10 2,988.05 35,856.61
4	9510 9310	Maintenance Worker Staff Assistant	N N	12.6616 1,012.93 2,194.67 26,336.06	15.5104 1,240.83 2,688.47 32,261.68	18.3593 1,468.74 3,182.27 38,187.29
5	9200 9311 9600 9408 9320	Aquatics Assistant Library Assistant Police Records Clerk Records Management Specialist Staff Specialist	N N N N N	13.4846 1,078.77 2,337.33 28,047.91	16.5186 1,321.49 2,863.22 34,358.69	19.5526 1,564.21 3,389.12 40,669.47
6	9301 9305 9522 9530 9348	Customer Service Representative Deputy Municipal Court Clerk Meter Maintenance Tech Maintenance Technician Permit Technician	N N N N N	14.3611 1,148.89 2,489.25 29,871.02	17.5923 1,407.38 3,049.33 36,592.00	20.8235 1,665.88 3,609.42 43,312.98
7	9321 9307 9330	Administrative Assistant Judicial Clerk Library Technician	N N N	15.2945 1,223.56 2,651.05 31,812.64	18.7358 1,498.86 3,247.54 38,970.48	22.1771 1,774.17 3,844.03 46,128.32
8	9344 9540 9346 9207	Accounting Technician Animal Control Officer CIP Contract Specialist Fleet Inventory Specialist	N N N N	16.2887 1,303.09 2,823.37 33,880.46	19.9536 1,596.29 3,458.63 41,503.56	23.6186 1,889.49 4,093.89 49,126.67



**CITY OF MCKINNEY  
GENERAL PAY PLAN  
FY 2016-2017    OCTOBER 2016**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
8	9554	Fleet Technician	N	16.2887	19.9536	23.6186
	9503	Inventory Specialist	N	1,303.09	1,596.29	1,889.49
	9542	Maintenance Specialist	N	2,823.37	3,458.63	4,093.89
	9340	Planning Technician	N	33,880.46	41,503.56	49,126.67
9	9421	Case Management Specialist	N	17.3474	21.2506	25.1538
	9620	Communications Specialist I	N	1,387.80	1,700.05	2,012.30
	9302	Customer Service Representative, Sr	N	3,006.89	3,683.44	4,359.99
	9556	Erosion Control Inspector	N	36,082.69	44,201.29	52,319.90
	9323	Executive Assistant	N			
	9539	Flight Line Specialist	N			
	9548	Housing Inspector	N			
	9376	Housing Services Coordinator	N			
	9622	Public Service Officer	N			
	9425	Records & Information Analyst	N			
	9431	Recreation Coordinator	N			
9531	Traffic Signal Technician	N				
10	9335	Accounting Technician, Senior	N	18.4750	22.6319	26.7888
	9392	Athletics Specialist	N	1,478.00	1,810.55	2,143.10
	9303	Buyer I	N	3,202.34	3,922.86	4,643.39
	9513	Code Enforcement Officer	N	38,428.06	47,074.38	55,720.69
	9436	Asst Customer Serv Spvsr	N			
	9146	Environmental Education Coordinator	E			
	9591	Lead Fleet Technician	N			
	9333	Library Technician, Senior	N			
	9534	Maintenance Crew Leader	N			
	9544	Pre-Treatment Coordinator	N			
	9636	Public Safety Analyst	N			
	9502	Pump Operator	N			
	9390	Recreation Specialist	N			
	9434	Asst Recreation Spvsr	N			
	9437	Asst Recreation Center Spvsr	N			
	9514	Water Utilities Inspector I	N			
11	9551	Combination Building Inspector	N	19.6759	24.1030	28.5301
	9625	Communications Specialist II	N	1,574.07	1,928.24	2,282.41
	9406	Community Services Coordinator	N	3,410.49	4,177.85	4,945.21
	9555	Construction Inspector	N	40,925.89	50,134.21	59,342.54
	9652	Deputy City Marshal	N			
	9205	Executive Assistant to City Manager	N			
	9711	Fire Inspector	N			
	9347	GIS Technician	N			



**CITY OF MCKINNEY  
GENERAL PAY PLAN  
FY 2016-2017    OCTOBER 2016**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
11	9111	Librarian I	E	19.6759	24.1030	28.5301
	9358	MPAC Events Coordinator	E	1,574.07	1,928.24	2,282.41
	9426	Payroll Coordinator	N	3,410.49	4,177.85	4,945.21
	9405	Planning Technician, Senior	N	40,925.89	50,134.21	59,342.54
	9342	Project Expeditor	N			
	9592	Project Scheduler	N			
	9594	Stormwater Compliance Inspector	N			
	9557	Street Inspector	N			
	9380	Video Production Technician	E			
	9359	Website Coordinator	E			
12	9395	Aquatics Recreation Specialist	N	20.9548	25.6697	30.3845
	9322	Asst City Secretary	N	1,676.39	2,053.57	2,430.76
	9435	Asst Aquatics Spvsr	N	3,632.17	4,449.41	5,266.65
	9370	Athletics Spvsr	E	43,586.07	53,392.94	63,199.80
	9156	CIP Facilitator	N			
	9416	Economic Development Coordinator	N			
	9213	Engineering Office Spvsr	N			
	9142	Environmental Health Specialist	N			
	9562	Erosion Control Inspector, Senior	N			
	9214	Facility Services & ADA Coordinator	N			
	9334	Human Resources Specialist	N			
	9234	Librarian II	E			
	9328	Marketing & Advertising Coordinator	N			
	9343	Plans Examiner	N			
	9215	Risk Management Specialist	E			
9515	Water Utilities Inspector II	N				
13	9100	Accountant	E	22.3169	27.3382	32.3595
	9714	Asst Fire Emergency Mgmt Coord	N	1,785.35	2,187.06	2,588.76
	9377	Buyer II	N	3,868.26	4,738.62	5,608.98
	9621	Communications Spvsr	N	46,419.16	56,863.48	67,307.79
	9238	Crime Analyst	N			
	9628	Crime Scene Technician	N			
	9717	Fire Emergency Management Planner	N			
	9415	Executive Office Spvsr	N			
	9397	Financial Analyst	E			
	9710	Fire Systems Review Specialist	E			
	9308	Juvenile Case Manager	N			
	9404	MCVB Communications Manager	E			
	9065	MEDC Director of Marketing & Research	E			
	9115	MPAC Events & Ticket Manager	E			
	9130	Planner I	E			



**CITY OF MCKINNEY  
GENERAL PAY PLAN  
FY 2016-2017    OCTOBER 2016**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
14	9638	Accreditation & Reporting Administrator	N	23.7675	29.1152	34.4629
	9407	Airport Customer Service Spvsr	E	1,901.40	2,329.22	2,757.03
	9237	Apex Customer Service Spvsr	E	4,119.70	5,046.63	5,973.57
	9235	Apex Sales and Mktg Supervisor	N	49,436.41	60,559.60	71,682.79
	9523	Bldg Operations Supvsr APEX	E			
	9371	Aquatics Spvsr	E			
	9650	City Marshal	N			
	9590	Combination Building Inspector, Senior	E			
	9362	Contract Administrator	E			
	9566	Drainage Spvsr	N			
	9579	Facility Operations Spvsr	N			
	9105	Fleet Operations Analyst	N			
	9373	Historic Preservation Officer	E			
	9381	Human Resources Analyst	E			
	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			
	9602	Police Records Spvsr	N			
	9190	Recreation Center Spvsr	E			
	9236	Recreation Supervisor	E			
	9564	Solid Waste Operations Spvsr	N			
9575	Street Spvsr	N				
9383	Utility Billing Systems Analyst	N				
9338	Video Producer	E				
9104	Water Utilities Analyst	N				
9516	Water Utilities Pumping Spvsr	N				
9517	Water Utilities Spvsr	N				
15	9101	Accountant, Senior	E	25.3124	31.0077	36.7030
	9538	Animal Control Spvsr	N	2,024.99	2,480.61	2,936.24
	9178	Benefits Administrator	E	4,387.48	5,374.67	6,361.85
	9560	Chief Building Inspector	E	52,649.78	64,495.98	76,342.18
	9175	Communication & Media Specialist	E			
	9179	Compensation Administrator	E			
	9239	Development Analyst	E			
	9398	Financial Analyst, Senior	E			



**CITY OF MCKINNEY  
GENERAL PAY PLAN  
FY 2016-2017    OCTOBER 2016**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
15	9718	Fire Public Infor & Educ Coord	N	25.3124	31.0077	36.7030
	9414	GIS Planner	E	2,024.99	2,480.61	2,936.24
	9240	GIS Specialist	E	4,387.48	5,374.67	6,361.85
	9218	Graphic Designer	E	52,649.78	64,495.98	76,342.18
	9126	Investment & Treasury Analyst	E			
	9432	Learning & Talent Dev Admin	E			
	9412	MEDC Business Development Spec	E			
	9217	Parks Planner II	E			
	9132	Planner II	E			
	9386	Plans Examiner, Senior	N			
	9364	Radio Systems Coordinator	N			
	9596	Traffic Signs-Markings Supvsr	N			
	9597	Traffic Signal Spvsr	N			
	9545	Stormwater Administrator	E			
16	9561	Chief Construction Inspector	E	26.9577	33.0232	39.0887
	9593	Chief Plans Examiner	E	2,156.62	2,641.85	3,127.09
	9578	Code Enforcement Spvsr	E	4,672.67	5,724.02	6,775.37
	9368	Customer Service Spvsr	E	56,072.01	68,688.22	81,304.42
	9589	Flight Line Services Spvsr	N			
	9137	Landscape Architect	E			
	9552	Meter Reader Spvsr	N			
	9162	Purchasing Spvsr	E			
	9420	Special Events Coordinator	E			
17	9430	Asst Aquatics & Fitness Mgr	E	28.7099	35.1697	41.6294
	9391	Affordable Housing Administrator	E	2,296.80	2,813.58	3,330.35
	9072	Community Services Administrator	E	4,976.39	6,096.08	7,215.77
	9739	Deputy Fire Marshal	N	59,716.69	73,152.95	86,589.21
	9580	Facility Maintenance Supt	E			
	9518	Fleet Operations Spvsr	E			
	9174	Health Compliance Spvsr	E			
	9110	Librarian Spvsr	E			
18	9366	Communications & Media Manager	E	30.5761	37.4557	44.3353
	9733	Emergency Management Coordinator	N	2,446.09	2,996.46	3,546.83
	9583	Parks Supt	E	5,299.86	6,492.32	7,684.79
				63,598.28	77,907.89	92,217.50



**CITY OF MCKINNEY  
GENERAL PAY PLAN  
FY 2016-2017    OCTOBER 2016**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
19	9598	Aquatics & Fitness Mgr	E	32.5635	39.8903	47.2171
	9512	Airport Operations Manager	E	2,605.08	3,191.23	3,777.37
	9632	Communications Manager	E	5,644.35	6,914.33	8,184.30
	9141	Environmental Health Manager	E	67,732.17	82,971.90	98,211.64
	9129	Investment & Treasury Manager	E			
	9429	Library Branch Manager	E			
	9182	Municipal Court Prosecutor	E			
	9120	Purchasing Manager	E			
	9154	Real Estate Acquisition Manager	E			
	9121	Revenue Collections Manager	E			
20	9143	Asst Building Official	E	34.6802	42.4832	50.2863
	9588	Facilities Construction Manager	E	2,774.41	3,398.66	4,022.90
	9172	Housing & Community Dev Manager	E	6,011.23	7,363.76	8,716.28
	9242	Parks Planning Manager	E	72,134.76	88,365.08	104,595.40
	9166	Planning Manager	E			
	9419	Risk Manager	E			
	9599	Solid Waste & Fleet Supt	E			
	9585	Streets & Drainage Supt	E			
	9519	Water Utilities Supt	E			
	9528	Wastewater Utilities Supt	E			
21	9363	Municipal Court Administrator	E	36.9344	45.2446	53.5549
	9212	Parks, Planning and Dev Manager	E	2,954.75	3,619.57	4,284.39
			E	6,401.96	7,842.40	9,282.84
			76,823.52	94,108.81	111,394.10	
22	9102	Accounting Manager	E	39.3351	48.1855	57.0359
	9035	Asst Director of Public Works	E	3,146.81	3,854.84	4,562.87
	9022	Chief Building Official	E	6,818.09	8,352.16	9,886.23
	9211	Development Manager	E	81,817.05	100,225.88	118,634.72
	9361	Human Resources Manager	E			
	9076	Internal Auditor	E			
23	9069	Asst Director of Parks & Recreation	E	41.8919	51.3176	60.7433
	9169	Financial Services Manager, Senior	E	3,351.35	4,105.41	4,859.46
	9197	MEDC Director of BREP & Emerging Tech	E	7,261.26	8,895.05	10,528.83
			87,135.15	106,740.56	126,345.97	
24				44.6149	54.6532	64.6916
				3,569.19	4,372.26	5,175.33
				7,733.24	9,473.22	11,213.20
				92,798.94	113,678.70	134,558.46



**CITY OF MCKINNEY  
GENERAL PAY PLAN  
FY 2016-2017    OCTOBER 2016**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
25	9741	Asst Fire Chief	E	47.5148	58.2057	68.8965
				3,801.19	4,656.45	5,511.72
				8,235.91	10,088.98	11,942.06
				98,830.87	121,067.81	143,304.76
26	9680	Asst Chief of Police	E	49.3323	60.4320	71.5318
				3,946.58	4,834.56	5,722.54
	9051	MEDC Director of Business Development	E	8,550.93	10,474.89	12,398.85
				102,611.15	125,698.66	148,786.17
27				51.2192	62.7436	74.2679
				4,097.54	5,019.49	5,941.43
				8,878.00	10,875.55	12,873.10



**CITY OF MCKINNEY  
EXECUTIVE PAY PLAN  
FY 2016 - 2017 OCTOBER 2016**

GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
D1	9024	City Secretary	E	39,334.8	48,185.1	57,035.4
	9071	Director of Main Street Programs	E	3,146.78	3,854.81	4,562.83
	9075	Director of Strategic Services	E	6,818.03	8,352.08	9,886.14
				81,816.33	100,225.00	118,633.67
D2	9077	Director of Budget	E	43,287.2	53,026.9	62,766.5
	9078	Director of Code Services	E	3,462.98	4,242.15	5,021.32
	9070	Director of Convention & Visitors Bureau	E	7,503.12	9,191.33	10,879.53
				90,037.47	110,295.90	130,554.33
D3	9183	Director of Communications & Marketing	E	47,616.0	58,329.6	69,043.2
	9080	Director of FBO	E	3,809.28	4,666.37	5,523.45
	9008	Director of Finance	E	8,253.43	10,110.46	11,967.48
				99,041.22	121,325.49	143,609.76
D4	9030	Chief Financial Officer	E	49,301.7	60,394.6	71,487.5
	9160	Director of Airport	E	3,944.14	4,831.57	5,719.00
	9020	Director of Engineering	E	8,545.63	10,468.39	12,391.16
	9015	Director of Human Resources	E	102,547.52	125,620.71	148,693.91
	9011	Director of Libraries	E			
	9010	Director of Parks & Recreation	E			
	9021	Director of Planning	E			
9060	MCDC Executive Director	E				
D5	9017	Chief Information Officer	E	52,259.8	64,018.2	75,776.7
	9034	Director of Public Works	E	4,180.78	5,121.46	6,062.14
	9005	Executive Director of Development Services	E	9,058.36	11,096.50	13,134.63
				108,700.37	133,157.96	157,615.54
D6	9004	Fire Chief	E	54,611.5	66,899.1	79,186.7
	9064	MEDC Vice President	E	4,368.92	5,351.93	6,334.93
				9,465.99	11,595.84	13,725.69
				113,591.89	139,150.06	164,708.24
D7	9014	Chief of Police	E	57,342.1	70,244.0	83,146.0
				4,587.36	5,619.52	6,651.68
				9,939.29	12,175.63	14,411.97
				119,271.48	146,107.57	172,943.65
D8	9067	Assistant City Manager	E	60,209.2	73,756.2	87,303.3
	9050	MEDC President	E	4,816.73	5,900.50	6,984.26
				10,436.25	12,784.41	15,132.57



GRADE	JOB CODE	POSITION	FLSA	MINIMUM	MIDPOINT	MAXIMUM
				125,235.06	153,412.95	181,590.83
D9	9002	Deputy City Manager	E	63,219.6 5,057.57 10,958.07 131,496.81	77,444.0 6,195.52 13,423.63 161,083.59	91,668.4 7,333.48 15,889.20 190,670.38
D10	9001	City Manager	E	No Range		



**CITY OF MCKINNEY  
ENGINEERING PAY PLAN  
FY 2016 - 2017    OCTOBER 2016**

<b>PAY GRADE</b>	<b>JOB CODE</b>	<b>POSITION</b>	<b>FLSA</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
E1				\$45,000.00	\$55,125.00	\$65,250.00
E2				\$47,250.00	\$57,881.25	\$68,512.50
E3				\$49,612.50	\$60,775.31	\$71,938.13
E4				\$52,093.13	\$63,814.08	\$75,535.03
E5	9150	Graduate Engineer I	E	\$54,697.78	\$67,004.78	\$79,311.78
E6	9192 9712	Graduate Engineer II Graduate Fire Systems Engineer	E E	\$57,432.67	\$70,355.02	\$83,277.37
E7	9193	Graduate Engineer III	E	\$60,304.30	\$73,872.77	\$87,441.24
E8	9194	Graduate Engineer IV	E	\$63,319.52	\$77,566.41	\$91,813.30
E9				\$66,485.49	\$81,444.73	\$96,403.97
E10				\$69,809.77	\$85,516.97	\$101,224.17
E11	9151	Civil Engineer I	E	\$73,300.26	\$89,792.82	\$106,285.37
E12	9195	Civil Engineer II	E	\$76,965.27	\$94,282.46	\$111,599.64
E13	9152 9153	Senior Engineer I Traffic Engineer	E E	\$80,813.53	\$98,996.58	\$117,179.63



**CITY OF MCKINNEY  
ENGINEERING PAY PLAN  
FY 2016 - 2017    OCTOBER 2016**

<b>PAY GRADE</b>	<b>JOB CODE</b>	<b>POSITION</b>	<b>FLSA</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
E14	9196	Senior Engineer II	E	\$86,874.55	\$106,421.32	\$125,968.10
E15	9159	Engineering Development Manager	E	\$93,390.14	\$114,402.92	\$135,415.70
	9199	Environmental Manager	E			
	9230	CIP & Transportation Engineering Mgr	E			
E16	9027	Asst City Engineer	E	\$100,394.40	\$122,983.14	\$145,571.88



**CITY OF MCKINNEY  
I. T. PAY PLAN  
FY 2016 - 2017    OCTOBER 2016**

<b>PAY GRADE</b>	<b>JOB CODE</b>	<b>POSITION</b>	<b>FLSA</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
i1	9389	Desktop Support Tech	N	\$47,000.00	\$57,575.00	\$68,150.00
i2				\$49,115.00	\$60,165.88	\$71,216.75
i3	9351	GIS Analyst	E	\$51,325.18	\$62,873.34	\$74,421.50
i4	9349 9164 9427	Application Systems Specialist Network Analyst System Support Specialist	E E E	\$53,634.81	\$65,702.64	\$77,770.47
i5				\$56,048.37	\$68,659.26	\$81,270.14
i6	9384	GIS Programmer	E	\$58,570.55	\$71,748.93	\$84,927.30
i7	9139 9165 9127	Service Desk Supervisor Systems Administrator Systems Developer/Integrator	E E E	\$61,206.23	\$74,977.63	\$88,749.03
i8			E	\$63,960.51	\$78,351.62	\$92,742.73
i9	9388 9231	GIS Supervisor Records Supervisor	E E	\$66,838.73	\$81,877.44	\$96,916.16
i10	9244	Network Security Analyst	E	\$69,846.47	\$85,561.93	\$101,277.38
i11	9138 9176 9117 9167	Network Engineer Telecommunications Engineer Projects Manager Systems Developer/Integrator, Senior	E E E E	\$72,989.56	\$89,412.21	\$105,834.87
i12	9184	Network Security Engineer	E	\$76,274.09	\$93,435.76	\$110,597.44
i13	9410 9409	Application Systems/Dev Supervisor Infrastructure Supervisor	E E	\$79,706.43	\$97,640.37	\$115,574.32
i14	9079	Deputy Chief Info Officer	E	\$83,293.22	\$102,034.19	\$120,775.16



**CITY OF MCKINNEY  
FIRE STEP PAY PLAN  
EFFECTIVE OCTOBER 1, 2016**

Step \$	Grade	Job#	Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$3,266.18	F17	9731	<b>Battalion Chief</b>	<b>\$106,541.78</b>	\$109,807.96	<b>\$113,074.14</b>				
			2920 Hours	\$36.4869	\$37.6055	\$38.7240				
			2080 Hours	\$51.2220	\$52.7923	\$54.3626				
\$2,211.56	F15	9730	<b>Captain</b>	<b>\$93,569.68</b>	\$95,781.24	<b>\$97,992.80</b>				
			2920 Hours	\$32.0444	\$32.8018	\$33.5592				
			2080 Hours	\$44.9854	\$46.0487	\$47.1119				
\$1,340.19	F12	9722	<b>Driver/Operator</b>	<b>\$76,485.77</b>	\$77,825.96	<b>\$79,166.15</b>				
			2920 Hours	\$26.1938	\$26.6527	\$27.1117				
			2080 Hours	\$36.7720	\$37.4163	\$38.0606				
\$2,544.11	F10	9720	<b>Firefighter</b>	<b>\$56,377.73</b>	\$58,921.84	\$61,465.94	\$64,010.05	\$66,554.16	\$69,098.26	<b>\$71,642.37</b>
			2920 Hours	\$19.3074	\$20.1787	\$21.0500	\$21.9213	\$22.7925	\$23.6638	\$24.5351
			2080 Hours	\$27.1047	\$28.3278	\$29.5509	\$30.7741	\$31.9972	\$33.2203	\$34.4434
	F9	9721	<b>Recruit</b>	<b>\$53,558.84</b>						
2080 Hours			\$25.7494							
2920 Hours			\$18.3421							

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



**CITY OF MCKINNEY  
POLICE STEP PAY PLAN  
EFFECTIVE OCTOBER 1, 2016**

**Adjusted Salary Based on Hrly Rate X 2080  
1.5% Above Market Based on April 2016 Data**

Step \$	Grade	Job#	Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
\$4,000.64	P18	9671	Deputy Chief	\$113,131.08 \$54.3899	\$117,131.72 \$56.3133	\$121,132.35 \$58.2367						
\$3,501.93	P16	9670	Lieutenant	\$98,375.39 \$47.2959	\$101,877.32 \$48.9795	\$105,379.25 \$50.6631						
\$2,164.06	P14	9660	Sergeant	\$84,952.50 \$40.8425	\$87,116.56 \$41.8830	\$89,280.61 \$42.9234	\$91,444.67 \$43.9638					
\$2,230.69	P12	9644	Corporal	\$71,943.99 \$34.5885	\$74,174.68 \$34.4452	\$76,405.36 \$36.7333	\$78,636.05 \$37.8058	\$80,866.74 \$38.8782				
\$2,297.32	P10	9641	Police Officer	\$58,935.48 \$28.3344	\$61,232.80 \$29.4388	\$63,530.12 \$30.5433	\$65,827.43 \$31.6478	\$68,124.75 \$32.7523	\$70,422.07 \$33.8568	\$72,719.39 \$34.9612	\$75,016.70 \$36.0657	\$77,314.02 \$37.1702
	P09	9640	Recruit	\$55,988.71 \$26.9176								

*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**  
**PART TIME PAY PLAN - FY 2016 - 2017**  
**Revised Feb 2017**

GRD	JOB CODE	POSITION	#HRS	LEAVE	TMRS	INSUR	FLSA	MIN	MID	MAX
0 A	9829	Athletic Assistant <1000	<1000	N	N	N	N	\$7.5000	\$12.0566	\$14.2711
	9837	Customer Service Rep <1000	<1000	N	N	N	N			
	9839	Fitness Specialist <1000	<1000	N	N	N	N			
	9827	Lifeguard / Swim Instructor <1000	<1000	N	N	N	N			
	9820	Lifeguard <1000	<1000	N	N	N	N			
	9836	Party Host <1000	<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	9821	Asst Pool Manager <1000	<1000	N	N	N	N	\$10.4819	\$12.8403	\$15.1987
	9838	Head Lifeguard <1000	<1000	N	N	N	N			
1 B	9822	Asst Pool Manager <1560	<1560	Y	Y	N	N			
2 A	9830	Custodian <1000	<1000	N	N	N	N	\$11.1632	\$13.6749	\$16.1866
	9858	GIS Technical Asst <1000	<1000	N	N	N	N			
	9845	Lead Customer Serv Rep <1000	<1000	N	N	N	N			
	9827	Lifeguard Instructor <1000	<1000	N	N	N	N			
	9823	Pool Manager <1000	<1000	N	N	N	N			
2 B	9825	Custodian <1560	<1560	Y	Y	N	N			
	9824	Pool Manager <1560	<1560	Y	Y	N	N			
3 A	9834	Code Enforcement Tech <1000	<1000	N	N	N	N	\$11.8888	\$14.5638	\$17.2388
	9800	Recreation Aide <1000	<1000	N	N	N	N			
3 B	9826	Recreation Aide <1560	<1560	Y	Y	N	N			
4 A	9813	Library Courier <1000	<1000	N	N	N	N	\$12.6616	\$15.5104	\$18.3593
	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			
5 A	9810	Library Assistant <1000	<1000	N	N	N	N	\$13.4846	\$16.5186	\$19.5526
5 B	9857	Parking Enforcement Off 1040	1040	Y	Y	N	N			
6 A,B,C,D								\$14.3611	\$17.5923	\$20.8235
7 A	9811	Library Technician <1000	<1000	N	N	N	N	\$15.2945	\$18.7358	\$22.1771
8 A, B, C, D								\$16.2887	\$19.9536	\$23.6186
9 B	9815	Executive Assistant Court 1040	1040	Y	Y	N	N	\$17.3474	\$21.2506	\$25.1538
9 C	9817	Engineering Technician <1560	<1560	Y	Y	Y	N			



**CITY OF MCKINNEY  
PART TIME PAY PLAN - FY 2016 - 2017  
Revised Feb 2017**

GRD	JOB CODE	POSITION	#HRS	LEAVE	TMRS	INSUR	FLSA	MIN	MID	MAX
	10 A, B, C, D							\$18.4750	\$22.6319	\$26.7888
	11 A, B, C, D							\$19.6759	\$24.1030	\$28.5301
	12 A, B, C, D							\$20.9548	\$25.6697	\$30.3845
	13A							\$22.3169	\$27.3382	\$32.3595

- A NO BENEFITS  
Employees hired after 01/01/2017 working less <1000 hrs year; APEX & Aquatics Grades 0 - 1 less than 1000 hrs year (& Leave Benefits for Eligible PT Employees <1000 w/Leave benefits Grandfathered 01/01/17 to accrue Vac,Sick,Hol)
- 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)
- 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)





**CITY OF MCKINNEY  
SEASONAL PAY PLAN  
FY 2016 - 2017    OCTOBER 2016**

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
	9854	Trolley Bus Driver	N			
T06	9880	Intern - Part/Time	N		Varies	
	9802	Temporary Clerical/Technician	N			
T07						
T08				\$14.8800	\$17.8550	\$20.8300