

Proposed Pay Plan

City of Saginaw, TX
Compensation Study - Final Report

	<i>Minimum</i>				<i>Midpoint</i>				<i>Maximum</i>			
Grade	A	B	C	D	E	F	G	H	I	Range Spread	Mid Diff	Step Diff
100	\$40,160	\$41,364	\$42,605	\$43,883	\$45,200	\$46,556	\$47,953	\$49,391	\$50,873	26.7%		3.00%
101	\$42,168	\$43,433	\$44,736	\$46,078	\$47,460	\$48,884	\$50,350	\$51,861	\$53,417	27%	5.00%	3.00%
102	\$44,276	\$45,604	\$46,972	\$48,382	\$49,833	\$51,328	\$52,868	\$54,454	\$56,087	27%	5.00%	3.00%
103	\$46,490	\$47,885	\$49,321	\$50,801	\$52,325	\$53,895	\$55,512	\$57,177	\$58,892	27%	5.00%	3.00%
104	\$48,814	\$50,279	\$51,787	\$53,341	\$54,941	\$56,589	\$58,287	\$60,036	\$61,837	27%	5.00%	3.00%
105	\$51,255	\$52,793	\$54,376	\$56,008	\$57,688	\$59,419	\$61,201	\$63,037	\$64,928	27%	5.00%	3.00%
106	\$53,817	\$55,432	\$57,095	\$58,808	\$60,572	\$62,389	\$64,261	\$66,189	\$68,174	27%	5.00%	3.00%
107	\$56,509	\$58,204	\$59,950	\$61,749	\$63,601	\$65,509	\$67,474	\$69,499	\$71,583	27%	5.00%	3.00%
108	\$59,334	\$61,114	\$62,947	\$64,836	\$66,781	\$68,784	\$70,848	\$72,973	\$75,163	27%	5.00%	3.00%
109	\$62,301	\$64,170	\$66,095	\$68,078	\$70,120	\$72,224	\$74,390	\$76,622	\$78,921	27%	5.00%	3.00%
110	\$65,416	\$67,378	\$69,400	\$71,482	\$73,626	\$75,835	\$78,110	\$80,453	\$82,867	27%	5.00%	3.00%
111	\$68,686	\$70,747	\$72,869	\$75,055	\$77,307	\$79,626	\$82,015	\$84,475	\$87,010	27%	5.00%	3.00%
112	\$72,120	\$74,284	\$76,512	\$78,808	\$81,172	\$83,607	\$86,115	\$88,699	\$91,360	27%	5.00%	3.00%
113	\$75,727	\$77,998	\$80,338	\$82,749	\$85,231	\$87,788	\$90,422	\$93,134	\$95,928	27%	5.00%	3.00%
114	\$79,513	\$81,899	\$84,356	\$86,886	\$89,493	\$92,178	\$94,943	\$97,791	\$100,725	27%	5.00%	3.00%
115	\$83,489	\$85,994	\$88,574	\$91,231	\$93,968	\$96,787	\$99,691	\$102,681	\$105,762	27%	5.00%	3.00%
116	\$87,663	\$90,293	\$93,002	\$95,792	\$98,666	\$101,626	\$104,675	\$107,815	\$111,049	27%	5.00%	3.00%
117	\$92,046	\$94,808	\$97,652	\$100,582	\$103,599	\$106,707	\$109,908	\$113,205	\$116,602	27%	5.00%	3.00%
118	\$96,649	\$99,548	\$102,535	\$105,611	\$108,779	\$112,042	\$115,404	\$118,866	\$122,432	27%	5.00%	3.00%
119	\$101,481	\$104,526	\$107,661	\$110,891	\$114,218	\$117,645	\$121,174	\$124,809	\$128,553	27%	5.00%	3.00%
120	\$106,555	\$109,752	\$113,045	\$116,436	\$119,929	\$123,527	\$127,233	\$131,050	\$134,981	27%	5.00%	3.00%
121	\$111,883	\$115,239	\$118,696	\$122,257	\$125,925	\$129,703	\$133,594	\$137,602	\$141,730	27%	5.00%	3.00%
122	\$117,477	\$121,001	\$124,631	\$128,370	\$132,221	\$136,188	\$140,273	\$144,481	\$148,816	27%	5.00%	3.00%
123	\$123,350	\$127,051	\$130,862	\$134,788	\$138,832	\$142,997	\$147,287	\$151,705	\$156,257	27%	5.00%	3.00%
124	\$129,518	\$133,404	\$137,406	\$141,528	\$145,774	\$150,147	\$154,652	\$159,291	\$164,070	27%	5.00%	3.00%
125	\$135,994	\$140,074	\$144,277	\$148,605	\$153,063	\$157,655	\$162,385	\$167,256	\$172,274	27%	5.00%	3.00%
126	\$142,794	\$147,078	\$151,490	\$156,035	\$160,716	\$165,537	\$170,504	\$175,619	\$180,887	27%	5.00%	3.00%
127	\$149,934	\$154,432	\$159,065	\$163,837	\$168,752	\$173,815	\$179,029	\$184,400	\$189,932	27%	5.00%	3.00%
128	\$157,431	\$162,154	\$167,019	\$172,029	\$177,190	\$182,506	\$187,981	\$193,620	\$199,429	27%	5.00%	3.00%
129	\$165,303	\$170,262	\$175,370	\$180,631	\$186,050	\$191,632	\$197,380	\$203,302	\$209,401	27%	5.00%	3.00%
130	\$173,569	\$178,776	\$184,139	\$189,663	\$195,353	\$201,214	\$207,250	\$213,467	\$219,872	27%	5.00%	3.00%
131	\$182,247	\$187,715	\$193,346	\$199,147	\$205,121	\$211,275	\$217,613	\$224,141	\$230,865	27%	5.00%	3.00%
132	\$191,360	\$197,100	\$203,013	\$209,104	\$215,377	\$221,838	\$228,493	\$235,348	\$242,409	27%	5.00%	3.00%
133	\$200,928	\$206,956	\$213,164	\$219,559	\$226,146	\$232,930	\$239,918	\$247,116	\$254,529	27%	5.00%	3.00%
134	\$210,974	\$217,303	\$223,822	\$230,537	\$237,453	\$244,577	\$251,914	\$259,471	\$267,255	27%	5.00%	3.00%
135	\$221,523	\$228,169	\$235,014	\$242,064	\$249,326	\$256,806	\$264,510	\$272,445	\$280,619	27%	5.00%	3.00%

Title Grade Assignments

City of Saginaw, TX Compensation Study - Final Report



Department	Project Title	Grade	Minimum				Midpoint				Maximum	
			A	B	C	D	E	F	G	H	I	
Animal Services	Animal Shelter Tech	100	\$40.160	\$41.364	\$42.605	\$43.883	\$45.200	\$46.556	\$47.953	\$49.391	\$50.873	
Library	Library Assistant - Adult Learning	100	\$40.160	\$41.364	\$42.605	\$43.883	\$45.200	\$46.556	\$47.953	\$49.391	\$50.873	
Library	Library Assistant - Cataloging	100	\$40.160	\$41.364	\$42.605	\$43.883	\$45.200	\$46.556	\$47.953	\$49.391	\$50.873	
Parks	Parks Tech I	100	\$40.160	\$41.364	\$42.605	\$43.883	\$45.200	\$46.556	\$47.953	\$49.391	\$50.873	
Public Services	Maintenance Worker - Drainage	100	\$40.160	\$41.364	\$42.605	\$43.883	\$45.200	\$46.556	\$47.953	\$49.391	\$50.873	
Municipal Court	Court Clerk	101	\$42.168	\$43.433	\$44.736	\$46.078	\$47.460	\$48.884	\$50.350	\$51.861	\$53.417	
Public Services	Public Services Operator Tech I	101	\$42.168	\$43.433	\$44.736	\$46.078	\$47.460	\$48.884	\$50.350	\$51.861	\$53.417	
Water	Utility Billing Specialist	101	\$42.168	\$43.433	\$44.736	\$46.078	\$47.460	\$48.884	\$50.350	\$51.861	\$53.417	
Water	Water/Wastewater Tech	101	\$42.168	\$43.433	\$44.736	\$46.078	\$47.460	\$48.884	\$50.350	\$51.861	\$53.417	
Animal Services	Animal Services Officer	102	\$44.276	\$45.604	\$46.972	\$48.382	\$49.833	\$51.328	\$52.868	\$54.454	\$56.087	
Fleet	Mechanic	102	\$44.276	\$45.604	\$46.972	\$48.382	\$49.833	\$51.328	\$52.868	\$54.454	\$56.087	
Parks	Parks Tech II	102	\$44.276	\$45.604	\$46.972	\$48.382	\$49.833	\$51.328	\$52.868	\$54.454	\$56.087	
Public Services	Public Services Operator Tech II	102	\$44.276	\$45.604	\$46.972	\$48.382	\$49.833	\$51.328	\$52.868	\$54.454	\$56.087	
Public Services	Senior Maintenance Worker - Drainage	102	\$44.276	\$45.604	\$46.972	\$48.382	\$49.833	\$51.328	\$52.868	\$54.454	\$56.087	
Recreation	Recreation Services Coordinator	102	\$44.276	\$45.604	\$46.972	\$48.382	\$49.833	\$51.328	\$52.868	\$54.454	\$56.087	
Water	Water/Wastewater Tech I	102	\$44.276	\$45.604	\$46.972	\$48.382	\$49.833	\$51.328	\$52.868	\$54.454	\$56.087	
JCC	Permit Tech	103	\$46.490	\$47.885	\$49.321	\$50.801	\$52.325	\$53.895	\$55.512	\$57.177	\$58.892	
Police	Public Service Officer - Cadet	103	\$46.490	\$47.885	\$49.321	\$50.801	\$52.325	\$53.895	\$55.512	\$57.177	\$58.892	
Police	Jailer	103	\$46.490	\$47.885	\$49.321	\$50.801	\$52.325	\$53.895	\$55.512	\$57.177	\$58.892	
Water	Utility Billing Specialist II	103	\$46.490	\$47.885	\$49.321	\$50.801	\$52.325	\$53.895	\$55.512	\$57.177	\$58.892	
JCC	Code Compliance Officer	104	\$48.814	\$50.279	\$51.787	\$53.341	\$54.941	\$56.589	\$58.287	\$60.036	\$61.837	
Water	Water/Wastewater Tech II	104	\$48.814	\$50.279	\$51.787	\$53.341	\$54.941	\$56.589	\$58.287	\$60.036	\$61.837	
Police	Dispatcher	105	\$51.255	\$52.793	\$54.376	\$56.008	\$57.688	\$59.419	\$61.201	\$63.037	\$64.928	
Police	Records Clerk	105	\$51.255	\$52.793	\$54.376	\$56.008	\$57.688	\$59.419	\$61.201	\$63.037	\$64.928	
JCC	Executive Assistant-Building Dept.	106	\$53.817	\$55.432	\$57.095	\$58.808	\$60.572	\$62.389	\$64.261	\$66.189	\$68.174	
JCC	Inspector	106	\$53.817	\$55.432	\$57.095	\$58.808	\$60.572	\$62.389	\$64.261	\$66.189	\$68.174	
Police	Dispatcher I	106	\$53.817	\$55.432	\$57.095	\$58.808	\$60.572	\$62.389	\$64.261	\$66.189	\$68.174	
Animal Services	Adoption & Rescue Coordinator	107	\$56.509	\$58.204	\$59.950	\$61.749	\$63.601	\$65.509	\$67.474	\$69.499	\$71.583	
Library	Adult Services Librarian	107	\$56.509	\$58.204	\$59.950	\$61.749	\$63.601	\$65.509	\$67.474	\$69.499	\$71.583	
Library	Children's Services Librarian	107	\$56.509	\$58.204	\$59.950	\$61.749	\$63.601	\$65.509	\$67.474	\$69.499	\$71.583	
Library	Youth Services Librarian	107	\$56.509	\$58.204	\$59.950	\$61.749	\$63.601	\$65.509	\$67.474	\$69.499	\$71.583	
Recreation	Recreation Services Supervisor	107	\$56.509	\$58.204	\$59.950	\$61.749	\$63.601	\$65.509	\$67.474	\$69.499	\$71.583	
General Administration	Accounts Payable Tech	108	\$59.334	\$61.114	\$62.947	\$64.836	\$66.781	\$68.784	\$70.848	\$72.973	\$75.163	
Police	Dispatcher II	108	\$59.334	\$61.114	\$62.947	\$64.836	\$66.781	\$68.784	\$70.848	\$72.973	\$75.163	
Police	Senior Records Clerk	108	\$59.334	\$61.114	\$62.947	\$64.836	\$66.781	\$68.784	\$70.848	\$72.973	\$75.163	
Police	Communication & Records Supervisor	109	\$62.301	\$64.170	\$66.095	\$68.078	\$70.120	\$72.224	\$74.390	\$76.622	\$78.921	
Public Services	Crew Leader-Public Services	109	\$62.301	\$64.170	\$66.095	\$68.078	\$70.120	\$72.224	\$74.390	\$76.622	\$78.921	
Recreation	Senior Center Supervisor	109	\$62.301	\$64.170	\$66.095	\$68.078	\$70.120	\$72.224	\$74.390	\$76.622	\$78.921	
Water	Crew Leader-Water	109	\$62.301	\$64.170	\$66.095	\$68.078	\$70.120	\$72.224	\$74.390	\$76.622	\$78.921	
Water	Water Quality Specialist	109	\$62.301	\$64.170	\$66.095	\$68.078	\$70.120	\$72.224	\$74.390	\$76.622	\$78.921	
Water	Customer Service Manager	109	\$62.301	\$64.170	\$66.095	\$68.078	\$70.120	\$72.224	\$74.390	\$76.622	\$78.921	

Department	Project Title	Grade	A	B	C	D	E	F	G	H	I
Animal Services	Animal Services Supervisor	110	\$65.416	\$67.378	\$69.400	\$71.482	\$73.626	\$75.835	\$78.110	\$80.453	\$82.867
Information Technology	IT Technician	110	\$65.416	\$67.378	\$69.400	\$71.482	\$73.626	\$75.835	\$78.110	\$80.453	\$82.867
Municipal Court	Court Administrator Supervisor	110	\$65.416	\$67.378	\$69.400	\$71.482	\$73.626	\$75.835	\$78.110	\$80.453	\$82.867
Water	Utility Billing Supervisor	110	\$65.416	\$67.378	\$69.400	\$71.482	\$73.626	\$75.835	\$78.110	\$80.453	\$82.867
Water	Planner I	110	\$65.416	\$67.378	\$69.400	\$71.482	\$73.626	\$75.835	\$78.110	\$80.453	\$82.867
General Administration	HR Generalist	111	\$68.686	\$70.747	\$72.869	\$75.055	\$77.307	\$79.626	\$82.015	\$84.475	\$87.010
ICC	Combination Inspector	111	\$68.686	\$70.747	\$72.869	\$75.055	\$77.307	\$79.626	\$82.015	\$84.475	\$87.010
ICC	Code Compliance Manager	111	\$68.686	\$70.747	\$72.869	\$75.055	\$77.307	\$79.626	\$82.015	\$84.475	\$87.010
Public Services	Public Services Technician	111	\$68.686	\$70.747	\$72.869	\$75.055	\$77.307	\$79.626	\$82.015	\$84.475	\$87.010
Water	Environmental Specialist	111	\$68.686	\$70.747	\$72.869	\$75.055	\$77.307	\$79.626	\$82.015	\$84.475	\$87.010
Fire	Firefighter/Paramedic	112	\$72.120	\$74.284	\$76.512	\$78.808	\$81.172	\$83.607	\$86.115	\$88.699	\$91.360
Police	Police Officer	112	\$72.120	\$74.284	\$76.512	\$78.808	\$81.172	\$83.607	\$86.115	\$88.699	\$91.360
Communications	Communications Manager	113	\$75.727	\$77.998	\$80.338	\$82.749	\$85.231	\$87.788	\$90.422	\$93.134	\$95.928
Recreation	Recreation Services Manager	113	\$75.727	\$77.998	\$80.338	\$82.749	\$85.231	\$87.788	\$90.422	\$93.134	\$95.928
ICC	Deputy Chief Building Official	114	\$79.513	\$81.899	\$84.356	\$86.886	\$89.493	\$92.178	\$94.943	\$97.791	\$100.725
Fire	Fire Apparatus Operator	115	\$83.489	\$85.994	\$88.574	\$91.231	\$93.968	\$96.787	\$99.691	\$102.681	\$105.762
Fleet	Fleet Manager	115	\$83.489	\$85.994	\$88.574	\$91.231	\$93.968	\$96.787	\$99.691	\$102.681	\$105.762
Police	Police Corporal	115	\$83.489	\$85.994	\$88.574	\$91.231	\$93.968	\$96.787	\$99.691	\$102.681	\$105.762
Public Services	Superintendent of Public Services	115	\$83.489	\$85.994	\$88.574	\$91.231	\$93.968	\$96.787	\$99.691	\$102.681	\$105.762
Water	Planning Manager	115	\$83.489	\$85.994	\$88.574	\$91.231	\$93.968	\$96.787	\$99.691	\$102.681	\$105.762
Water	Superintendent of Water Utilities	115	\$83.489	\$85.994	\$88.574	\$91.231	\$93.968	\$96.787	\$99.691	\$102.681	\$105.762
ICC	Chief Building Official	116	\$87.663	\$90.293	\$93.002	\$95.792	\$98.666	\$101.626	\$104.675	\$107.815	\$111.049
Public Services	Operations Manager	116	\$87.663	\$90.293	\$93.002	\$95.792	\$98.666	\$101.626	\$104.675	\$107.815	\$111.049
Public Services	Senior Inspections Manager	116	\$87.663	\$90.293	\$93.002	\$95.792	\$98.666	\$101.626	\$104.675	\$107.815	\$111.049
Water	Environmental/Drainage Manager	116	\$87.663	\$90.293	\$93.002	\$95.792	\$98.666	\$101.626	\$104.675	\$107.815	\$111.049
Fire	Emergency Management Coordinator	117	\$92.046	\$94.808	\$97.652	\$100.582	\$103.599	\$106.707	\$109.908	\$113.205	\$116.602
Fire	Fire Lieutenant	118	\$96.649	\$99.548	\$102.535	\$105.611	\$108.779	\$112.042	\$115.404	\$118.866	\$122.432
General Administration	Finance Manager	118	\$96.649	\$99.548	\$102.535	\$105.611	\$108.779	\$112.042	\$115.404	\$118.866	\$122.432
Police	Police Sergeant	118	\$96.649	\$99.548	\$102.535	\$105.611	\$108.779	\$112.042	\$115.404	\$118.866	\$122.432
Fire	Fire Captain	119	\$101.481	\$104.526	\$107.661	\$110.891	\$114.218	\$117.645	\$121.174	\$124.809	\$128.553
General Administration	City Secretary	121	\$111.883	\$115.239	\$118.696	\$122.257	\$125.925	\$129.703	\$133.594	\$137.602	\$141.730
Information Technology	IT Director	121	\$111.883	\$115.239	\$118.696	\$122.257	\$125.925	\$129.703	\$133.594	\$137.602	\$141.730
Library	Library Director	121	\$111.883	\$115.239	\$118.696	\$122.257	\$125.925	\$129.703	\$133.594	\$137.602	\$141.730
Fire	Fire Battalion Chief	122	\$117.477	\$121.001	\$124.631	\$128.370	\$132.221	\$136.188	\$140.273	\$144.481	\$148.816
Fire	Fire Marshal	122	\$117.477	\$121.001	\$124.631	\$128.370	\$132.221	\$136.188	\$140.273	\$144.481	\$148.816
Police	Police Lieutenant	122	\$117.477	\$121.001	\$124.631	\$128.370	\$132.221	\$136.188	\$140.273	\$144.481	\$148.816
Fire	Assistant Fire Chief	124	\$129.518	\$133.404	\$137.406	\$141.528	\$145.774	\$150.147	\$154.652	\$159.291	\$164.070
Police	Assistant Police Chief	124	\$129.518	\$133.404	\$137.406	\$141.528	\$145.774	\$150.147	\$154.652	\$159.291	\$164.070
Water	Assistant Public Works Director	124	\$129.518	\$133.404	\$137.406	\$141.528	\$145.774	\$150.147	\$154.652	\$159.291	\$164.070

Department	Project Title	Grade	A	B	C	D	E	F	G	H	I
General Administration	Director of Human Resources	125	\$135.994	\$140.074	\$144.277	\$148.605	\$153.063	\$157.655	\$162.385	\$167.256	\$172.274
General Administration	Finance Director	126	\$142.794	\$147.078	\$151.490	\$156.035	\$160.716	\$165.537	\$170.504	\$175.619	\$180.887
Recreation	Director of Community & Economic	126	\$142.794	\$147.078	\$151.490	\$156.035	\$160.716	\$165.537	\$170.504	\$175.619	\$180.887
Water	Director of Public Works	126	\$142.794	\$147.078	\$151.490	\$156.035	\$160.716	\$165.537	\$170.504	\$175.619	\$180.887
Fire	Fire Chief	127	\$149.934	\$154.432	\$159.065	\$163.837	\$168.752	\$173.815	\$179.029	\$184.400	\$189.932
Police	Police Chief	127	\$149.934	\$154.432	\$159.065	\$163.837	\$168.752	\$173.815	\$179.029	\$184.400	\$189.932
General Administration	Asst. City Manager	133	\$200.928	\$206.956	\$213.164	\$219.559	\$226.146	\$232.930	\$239.918	\$247.116	\$254.529
General Administration	City Manager	135	\$221.523	\$228.169	\$235.014	\$242.064	\$249.326	\$256.806	\$264.510	\$272.445	\$280.619

RESOLUTION NO. 2023-18

A RESOLUTION OF THE CITY OF SAGINAW, TEXAS, ADOPTING A COMPENSATION PHILOSOPHY TO IDENTIFY TOOLS TO AID PRESENT AND FUTURE CITY COUNCILS WITH COMPENSATION INCREASE DECISIONS; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Council of the City of Saginaw recognizes the importance of ensuring fair and competitive compensation for its employees; and

WHEREAS, the City Council acknowledges the impact of inflation on the cost of living and the need to provide annual adjustments to mitigate its effects; and

WHEREAS, the City Council understands the significance of health insurance costs and the potential impact on employee net pay; and

WHEREAS, the City Council is committed to maintaining a competitive compensation structure for public safety personnel; and

WHEREAS, the City Council recognizes the need to periodically review and adjust salaries to reflect market trends.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SAGINAW, TEXAS:

Section 1: Compensation Adjustment Based on Cost of Living

The City Council believes that employee compensation should provide for annual cost of living adjustments (COLA) and that step increases should be considered for all eligible City employees. The COLA should be based on either the Dallas-Fort Worth Consumer Price Index (DFW CPI) for the preceding 12 months or the annual increase provided by the Social Security Administration for the year, whichever is higher.

In the event that health insurance costs are increased for employees, the cost-of-living

adjustments should be increased commensurately to ensure that employees do not experience a net pay decrease.

Section 2: Public Safety Compensation

The City Council recognizes the vital role of public safety personnel and believes that step increases and cost of living adjustments should be considered for public safety employees as appropriate, in accordance with established policies and procedures.

Section 3: Market-Based Salary Studies

The City Council acknowledges the need to maintain competitive compensation levels to attract and retain qualified employees. Therefore, the City should conduct market-based salary studies at least once every five years to assess the competitiveness of its compensation structure. Based on the findings of these studies, the City Council should consider any necessary adjustments to salaries to ensure alignment with prevailing market rates.

Section 4: Resolution Non-Binding

The findings contained herein shall serve as a non-binding guide for present and future City Councils. Failure to implement these recommendations shall not give rise to a private cause of action against the City by any employee.

Section 5: Effective Date

This resolution shall take effect immediately upon adoption by the City Council.

ADOPTED AND APPROVED THIS 15 DAY OF August, 2023.

APPROVED: _____

Todd Flippo, Mayor

ATTEST: _____

Janice England, City Secretary

