

**CITY OF ROSENBERG COMPENSATION PLAN (2,080 Annual Hours)
COMPENSATION STRUCTURE**

Effective 10/1/25

PAY GRADE/POSITION TITLES	PAY PERIOD	MIN	MID	MAX
Grade 1				
A11				
Administrative Intern	Annual	\$33,737.60	\$40,497.60	\$47,299.20
	Monthly	\$2,811.47	\$3,374.80	\$3,941.60
	Bi-Weekly	\$1,297.60	\$1,557.60	\$1,819.20
	Hourly	\$16.22	\$19.47	\$22.74
Grade 2				
A12				
M&O Assistant - Civic Center	Annual	\$37,897.60	\$45,364.80	\$52,748.80
M&O Assistant - Splash Pad	Monthly	\$3,158.13	\$3,780.40	\$4,395.73
	Bi-Weekly	\$1,457.60	\$1,744.80	\$2,028.80
	Hourly	\$18.22	\$21.81	\$25.36
Grade 3				
A13				
Administrative Technician - Civic Center	Annual	\$42,120.00	\$50,148.80	\$58,177.60
Administrative Technician - Code Enforcement	Monthly	\$3,510.00	\$4,179.07	\$4,848.13
Administrative Technician - Fire	Bi-Weekly	\$1,620.00	\$1,928.80	\$2,237.60
Administrative Technician - Parks	Hourly	\$20.25	\$24.11	\$27.97
Administrative Technician - Utilities				
Animal Control Outcome Technician				
Citizen Relations Coordinator				
Code Compliance Assistant - Level 1				
Kennel Technician				
M&O Assistant - Janitorial				
M&O Assistant - Parks				
Grade 4				
B21				
Administrative Specialist - Code Enforcement	Annual	\$44,574.40	\$54,953.60	\$65,332.80
Administrative Specialist - IT	Monthly	\$3,714.53	\$4,579.47	\$5,444.40
Administrative Specialist - Police	Bi-Weekly	\$1,714.40	\$2,113.60	\$2,512.80
Administrative Specialist - Public Services	Hourly	\$21.43	\$26.42	\$31.41
Animal Control Officer				
Animal Control Specialist				
Civilian Jailer - Starting Pay				
Court Clerk I				
Emergency Communications Recruit - Level 1				
Fiscal Services Technician - Customer Service				
M&O Assistant - Fleet - Level 1				
M&O Assistant - Utilities - Level 1				
M&O Technician - Parks				
Records Specialist				

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Grade 5				
B22				
Accounts Payable Technician - Level 1	Annual	\$48,568.00	\$59,758.40	\$70,969.60
Code Compliance Technician - Level 2	Monthly	\$4,047.33	\$4,979.87	\$5,914.13
Court Clerk II	Bi-Weekly	\$1,868.00	\$2,298.40	\$2,729.60
M&O Technician - Civic Center	Hourly	\$23.35	\$28.73	\$34.12
M&O Technician - Fleet - Level 2				
M&O Technician - Public Works				
Payroll Technician - Level 1				
Senior Administrative Specialist - Economic Development				
Senior Administrative Specialist - IT				
Senior Administrative Specialist - Planning				
Senior Fiscal Services Technician - Customer Service				
Warrant Clerk I				
Grade 6				
B23				
Accounting Specialist	Annual	\$52,603.20	\$64,542.40	\$76,585.60
Accounts Payable Specialist - Level 2	Monthly	\$4,383.60	\$5,378.53	\$6,382.13
Civilian Jailer - after 3 years and certification	Bi-Weekly	\$2,023.20	\$2,482.40	\$2,945.60
Code Compliance Specialist - Level 3	Hourly	\$25.29	\$31.03	\$36.82
Communications Specialist				
Emergency Communications Technician - Level 2				
M&O Specialist - Building Maintenance				
M&O Specialist - Parks				
M&O Specialist - Public Works				
M&O Technician - Utilities - Level 2				
Payroll Specialist - Level 2				
Senior Administrative Specialist - City Manager				
Senior Administrative Specialist - Fire				
Senior Administrative Specialist - Police				
Senior Administrative Specialist - Public Works				
Utility Billing Specialist				
Warrant Clerk II				
Grade 7				
B24/B31				
Building Inspector I	Annual	\$57,616.00	\$70,595.20	\$83,595.20
Communications & Events Coordinator	Monthly	\$4,801.33	\$5,882.93	\$6,966.27
Emergency Communications Specialist - Level 3	Bi-Weekly	\$2,216.00	\$2,715.20	\$3,215.20
Fire Inspector - Level 1	Hourly	\$27.70	\$33.94	\$40.19
GIS Support Specialist				
Human Resources Coordinator				
M&O Specialist - Lift Station Operator				
M&O Specialist - Utilities - Level 3				
M&O Specialist - Water Plant Operator				
Mechanic I - Level 3				
Planning Administrative Coordinator				
Radio Station Coordinator				
Senior Code Compliance Specialist - Level 4				

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Grade 8				
B25/B32				
Administrative Permit Supervisor	Annual	\$63,627.20	\$77,812.80	\$91,998.40
Agenda Coordinator	Monthly	\$5,302.27	\$6,484.40	\$7,666.53
Assistant City Secretary	Bi-Weekly	\$2,447.20	\$2,992.80	\$3,538.40
Assistant Customer Service Supervisor	Hourly	\$30.59	\$37.41	\$44.23
Building Inspector II				
Fire Inspector - Level 2				
Human Resources Generalist				
Right-of-Way Inspector/Contacts Administrator				
Senior Court Clerk				
Technology Support Specialist				
Grade 9				
C41				
Animal Control Supervisor (non-exempt)	Annual	\$69,076.80	\$87,672.00	\$106,225.60
Building Inspector III (non-exempt)	Monthly	\$5,756.40	\$7,306.00	\$8,852.13
Crime Analyst (non-exempt)	Bi-Weekly	\$2,656.80	\$3,372.00	\$4,085.60
Emergency Communications Supervisor (non-exempt)	Hourly	\$33.21	\$42.15	\$51.07
Executive Assistant				
Fire Inspector - Level 3 (non-exempt)				
FOG Coordinator (non-exempt)				
Infrastructure Plans Examiner (non-exempt)				
M&O Foreman - Public Works (non-exempt)				
M&O Foreman - Utilities (non-exempt)				
M&O Foreman - Vactor (non-exempt)				
Mechanic II - Level 4 (non-exempt)				
Plans Examiner (non-exempt)				
Sanitarian				
Senior Human Resources Generalist (non-exempt)				
Senior Technology Support Specialist (non-exempt)				
Grade 10				
C42				
Civic Center & Recreation Manager	Annual	\$73,132.80	\$92,643.20	\$112,216.00
Code Compliance Manager	Monthly	\$6,094.40	\$7,720.27	\$9,351.33
Communications & Events Manager	Bi-Weekly	\$2,812.80	\$3,563.20	\$4,316.00
M&O Manager - Building Maintenance	Hourly	\$35.16	\$44.54	\$53.95
M&O Manager - Parks				
M&O Manager - Lift Station/Water Plant (non-exempt)				
M&O Manager - Utilities (non-exempt)				
Victims Advocate				

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Grade 11				
C43				
Budget Manager	Annual	\$77,147.20	\$97,676.80	\$118,227.20
Court Administrator	Monthly	\$6,428.93	\$8,139.73	\$9,852.27
Customer Service Manager	Bi-Weekly	\$2,967.20	\$3,756.80	\$4,547.20
GIS Technology Manager Planner	Hourly	\$37.09	\$46.96	\$56.84
Grade 12 - Exempt				
C44/C51				
Building Inspector IV (Non-exempt)	Annual	\$82,201.60	\$103,979.20	\$125,798.40
Fire Inspector/Investigator - Level 4 (Non-exempt)	Monthly	\$6,850.13	\$8,664.93	\$10,483.20
	Bi-Weekly	\$3,161.60	\$3,999.20	\$4,838.40
	Hourly	\$39.52	\$49.99	\$60.48
Grade 13 - Exempt				
C45/C52				
Assistant Fire Marshal	Annual	\$88,212.80	\$111,529.60	\$134,846.40
Construction Manager	Monthly	\$7,351.07	\$9,294.13	\$11,237.20
Procurement Manager	Bi-Weekly	\$3,392.80	\$4,289.60	\$5,186.40
Public Works Manager	Hourly	\$42.41	\$53.62	\$64.83
Systems Administrator				
Utilities Superintendent				

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PAY GRADE/POSITION TITLES	PAY PERIOD	MIN	MID	MAX
Grade 14 - Exempt				
D61				
Assistant Economic Development Director	Annual	\$93,787.20	\$122,948.80	\$152,110.40
Director of Animal Control	Monthly	\$7,815.60	\$10,245.73	\$12,675.87
Director of Emergency Communications	Bi-Weekly	\$3,607.20	\$4,728.80	\$5,850.40
EMS Captain	Hourly	\$45.09	\$59.11	\$73.13
Grade 15 - Exempt				
D62				
Assistant Director of Finance	Annual	\$99,132.80	\$128,107.20	\$157,123.20
Compliance Division Chief	Monthly	\$8,261.07	\$10,675.60	\$13,093.60
Director of Fleet Maintenance	Bi-Weekly	\$3,812.80	\$4,927.20	\$6,043.20
Director of Parks	Hourly	\$47.66	\$61.59	\$75.54
Project Director				
Grade 16 - Exempt				
D63				
Building Official	Annual	\$105,768.00	\$134,576.00	\$163,446.40
City Secretary	Monthly	\$8,814.00	\$11,214.67	\$13,620.53
Prevention Division Chief - Fire Marshal	Bi-Weekly	\$4,068.00	\$5,176.00	\$6,286.40
	Hourly	\$50.85	\$64.70	\$78.58
Grade 17 - Exempt				
D64/D71				
Assistant City Engineer	Annual	\$113,464.00	\$143,811.20	\$174,158.40
	Monthly	\$9,455.33	\$11,984.27	\$14,513.20
	Bi-Weekly	\$4,364.00	\$5,531.20	\$6,698.40
	Hourly	\$54.55	\$69.14	\$83.73
Grade 18 - Exempt				
D65/D72				
Director of Communications & Community Engagement	Annual	\$122,179.20	\$154,356.80	\$186,513.60
Director of Economic Development	Monthly	\$10,181.60	\$12,863.07	\$15,542.80
Director of Human Resources	Bi-Weekly	\$4,699.20	\$5,936.80	\$7,173.60
Director of Information Technology	Hourly	\$58.74	\$74.21	\$89.67
Director of Planning				
Director of Public Works				
Director of Utilities				
Police Captain				

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Grade 19 - Exempt					
	E81				
Assistant Fire Chief		Annual	\$133,889.60	\$169,790.40	\$208,540.80
Assistant Police Chief		Monthly	\$11,157.47	\$14,149.20	\$17,378.40
Municipal Court Judge		Bi-Weekly	\$5,149.60	\$6,530.40	\$8,020.80
		Hourly	\$64.37	\$81.63	\$100.26
Grade 20 - Exempt					
	E82				
Director of Finance		Annual	\$139,796.80	\$177,673.60	\$218,587.20
		Monthly	\$11,649.73	\$14,806.13	\$18,215.60
		Bi-Weekly	\$5,376.80	\$6,833.60	\$8,407.20
		Hourly	\$67.21	\$85.42	\$105.09
Grade 21 - Exempt					
	E83				
City Engineer		Annual	\$145,974.40	\$186,139.20	\$229,132.80
Executive Director of Public Services		Monthly	\$12,164.53	\$15,511.60	\$19,094.40
Fire Chief		Bi-Weekly	\$5,614.40	\$7,159.20	\$8,812.80
		Hourly	\$70.18	\$89.49	\$110.16
Grade 22 - Exempt					
	E84/E91				
Police Chief		Annual	\$152,505.60	\$194,937.60	\$240,240.00
		Monthly	\$12,708.80	\$16,244.80	\$20,020.00
		Bi-Weekly	\$5,865.60	\$7,497.60	\$9,240.00
		Hourly	\$73.32	\$93.72	\$115.50
Grade 23 - Exempt					
	E85/E92				
Assistant City Manager		Annual	\$154,523.20	\$197,641.60	\$242,153.60
		Monthly	\$12,876.93	\$16,470.13	\$20,179.47
		Bi-Weekly	\$5,943.20	\$7,601.60	\$9,313.60
		Hourly	\$74.29	\$95.02	\$116.42
Grade 24 - Exempt					
	F101				
City Manager		Annual	\$188,947.20	\$242,840.00	\$295,672.00
		Monthly	\$15,745.60	\$20,236.67	\$24,639.33
		Bi-Weekly	\$7,267.20	\$9,340.00	\$11,372.00
		Hourly	\$90.84	\$116.75	\$142.15

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PAY GRADE/POSITION TITLES		PAY PERIOD	MIN	MID	MAX
FIRE STRUCTURE					
Grade 1F					
A11 (2,080 hours)					
Firefighter Cadet		Annual	\$45,843.20		
		Monthly	\$3,820.27		
		Bi-Weekly	\$1,763.20		
		Hourly	\$22.04		
Grade 2F					
B22 (2,912 hours)					
Firefighter		Annual	\$68,257.28	\$82,933.76	\$95,542.72
		Monthly	\$5,688.11	\$6,911.15	\$7,961.89
		Bi-Weekly	\$2,625.28	\$3,189.76	\$3,674.72
		Hourly	\$23.44	\$28.48	\$32.81
Grade 3F					
B23 (2,912 hours)					
Fire Engineer		Annual	\$79,788.80	\$90,126.40	\$108,180.80
		Monthly	\$6,649.07	\$7,510.53	\$9,015.07
		Bi-Weekly	\$3,068.80	\$3,466.40	\$4,160.80
		Hourly	\$27.40	\$30.95	\$37.15
Grade 4F					
C41 (2,912 hours)					
Fire Captain		Annual	\$100,405.76	\$116,043.20	\$131,913.60
		Monthly	\$8,367.15	\$9,670.27	\$10,992.80
		Bi-Weekly	\$3,861.76	\$4,463.20	\$5,073.60
		Hourly	\$34.48	\$39.85	\$45.30
Grade 5F					
C44/C51 (2,912 hours)					
Battalion Chief		Annual	\$118,431.04	\$130,632.32	\$150,259.20
		Monthly	\$9,869.25	\$10,886.03	\$12,521.60
		Bi-Weekly	\$4,555.04	\$5,024.32	\$5,779.20
		Hourly	\$40.67	\$44.86	\$51.60