

CITY OF GONZALES CLASSIFICATION PLAN

FISCAL YEAR 2023/24

Revised 1-1-24, Effective 01/06/24

| CLASSIFICATION | FOUR AND ONE HALF-PERCENT STEP ADVANCEMENT | | | | | | EXCELLENCE INCENTIVES | |
|---|---|-------------|-------------|-------------|-------------|-------------|-----------------------|-------------|
| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
| EXECUTIVE MANAGEMENT STAFF | | | | | | | | |
| CITY MANAGER | \$16,166.67 MONTHLY (SALARY INDEPENDENT OF STEP SCHEDULE) | | | | | | | |
| ASSISTANT CITY MANAGER | \$12,145.08 | \$12,691.61 | \$13,262.73 | \$13,859.55 | \$14,483.23 | \$15,134.98 | \$15,816.05 | \$16,527.78 |
| DEPUTY CITY MANAGER | \$9,778.66 | \$10,218.70 | \$10,678.54 | \$11,159.07 | \$11,661.23 | \$12,185.98 | \$12,734.35 | \$13,307.40 |
| COMMUNITY DEVELOPMENT DIRECTOR | \$10,321.92 | \$10,786.40 | \$11,271.79 | \$11,779.02 | \$12,309.08 | \$12,862.99 | \$13,441.82 | \$14,046.70 |
| PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE) | \$10,971.70 | \$11,465.43 | \$11,981.37 | \$12,520.53 | \$13,083.96 | \$13,672.74 | \$14,288.01 | \$14,930.97 |
| *PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE) - GRANDFATHERED | \$11,739.72 | \$12,268.00 | \$12,820.06 | \$13,396.97 | \$13,999.83 | \$14,629.82 | \$15,288.17 | \$15,976.13 |
| SPECIAL PROJECTS DIRECTOR | \$9,313.00 | \$9,732.09 | \$10,170.03 | \$10,627.68 | \$11,105.93 | \$11,605.70 | \$12,127.95 | \$12,673.71 |
| DIRECTOR OF PUBLIC WORKS | \$9,831.47 | \$10,273.89 | \$10,736.22 | \$11,219.35 | \$11,724.22 | \$12,251.81 | \$12,803.14 | \$13,379.28 |
| *DIRECTOR OF PUBLIC WORKS - GRANDFATHERED | \$10,174.46 | \$10,632.31 | \$11,110.77 | \$11,610.75 | \$12,133.23 | \$12,679.23 | \$13,249.79 | \$13,846.04 |
| FIRE CHIEF | \$9,270.08 | \$9,687.23 | \$10,123.15 | \$10,578.70 | \$11,054.74 | \$11,552.20 | \$12,072.05 | \$12,615.29 |
| FIRE CHIEF - GRANDFATHERED | \$9,918.98 | \$10,365.33 | \$10,831.77 | \$11,319.20 | \$11,828.56 | \$12,360.85 | \$12,917.09 | \$13,498.36 |
| DIRECTOR OF COMMUNITY ENGAGEMENT & STRATEGIC PARTNERSHIPS | \$9,385.95 | \$9,808.32 | \$10,249.69 | \$10,710.93 | \$11,192.92 | \$11,696.60 | \$12,222.95 | \$12,772.98 |
| MID-MANAGEMENT STAFF | | | | | | | | |
| CAPTAIN | \$9,360.96 | \$9,782.20 | \$10,222.40 | \$10,682.41 | \$11,163.11 | \$11,665.45 | \$12,190.40 | \$12,738.97 |
| DEPUTY FIRE CHIEF | \$7,760.84 | \$8,110.07 | \$8,475.03 | \$8,856.40 | \$9,254.94 | \$9,671.41 | \$10,106.63 | \$10,561.42 |
| RECREATION COORDINATOR/ ADMINISTRATIVE | \$4,549.03 | \$4,753.74 | \$4,967.66 | \$5,191.20 | \$5,424.81 | \$5,668.92 | \$5,924.02 | \$6,190.61 |
| PUBLIC WORKS SUPERVISOR | \$5,757.93 | \$6,017.04 | \$6,287.81 | \$6,570.76 | \$6,866.44 | \$7,175.43 | \$7,498.33 | \$7,835.75 |
| SUPERVISORY STAFF | | | | | | | | |
| POLICE SERGEANT | \$8,605.79 | \$8,993.05 | \$9,397.74 | \$9,820.64 | \$10,262.57 | \$10,724.38 | \$11,206.98 | \$11,711.29 |
| *POLICE SERGEANT - GRANDFATHERED | \$9,208.20 | \$9,622.57 | \$10,055.59 | \$10,508.09 | \$10,980.95 | \$11,475.10 | \$11,991.48 | \$12,531.09 |
| PUBLIC WORKS LEAD WORKER | \$4,582.42 | \$4,788.63 | \$5,004.12 | \$5,229.30 | \$5,464.62 | \$5,710.53 | \$5,967.50 | \$6,236.04 |
| *PUBLIC WORKS LEAD WORKER - GRANDFATHERED | \$4,742.80 | \$4,956.23 | \$5,179.26 | \$5,412.33 | \$5,655.88 | \$5,910.40 | \$6,176.36 | \$6,454.30 |
| BUILDING/MAINTENANCE STAFF | | | | | | | | |
| BUILDING INSPECTOR II | \$5,365.43 | \$5,606.88 | \$5,859.19 | \$6,122.85 | \$6,398.38 | \$6,686.31 | \$6,987.19 | \$7,301.61 |
| BUILDING INSPECTOR I | \$4,560.61 | \$4,765.84 | \$4,980.31 | \$5,204.42 | \$5,438.62 | \$5,683.36 | \$5,939.11 | \$6,206.37 |
| MECHANIC II | \$4,699.15 | \$4,910.62 | \$5,131.59 | \$5,362.51 | \$5,603.83 | \$5,856.00 | \$6,119.52 | \$6,394.90 |
| MECHANIC I | \$4,344.65 | \$4,540.16 | \$4,744.47 | \$4,957.97 | \$5,181.08 | \$5,414.23 | \$5,657.87 | \$5,912.47 |
| TECHNICIAN | \$4,344.65 | \$4,540.16 | \$4,744.47 | \$4,957.97 | \$5,181.08 | \$5,414.23 | \$5,657.87 | \$5,912.47 |
| MAINTENANCE WORKER | \$3,595.85 | \$3,757.66 | \$3,926.76 | \$4,103.46 | \$4,288.12 | \$4,481.08 | \$4,682.73 | \$4,893.45 |
| PUBLIC SAFETY STAFF | | | | | | | | |
| POLICE CORPORAL | \$6,870.83 | \$7,180.02 | \$7,503.12 | \$7,840.76 | \$8,193.59 | \$8,562.30 | \$8,947.61 | \$9,350.25 |
| POLICE CORPORAL - GRANDFATHERED | \$7,351.79 | \$7,682.62 | \$8,028.34 | \$8,389.61 | \$8,767.15 | \$9,161.67 | \$9,573.94 | \$10,004.77 |
| POLICE OFFICER | \$6,543.65 | \$6,838.11 | \$7,145.82 | \$7,467.39 | \$7,803.42 | \$8,154.57 | \$8,521.53 | \$8,905.00 |
| *POLICE OFFICER - GRANDFATHERED | \$7,001.70 | \$7,316.78 | \$7,646.03 | \$7,990.10 | \$8,349.66 | \$8,725.39 | \$9,118.03 | \$9,528.35 |
| FIRE CAPTAIN | \$5,361.84 | \$5,603.13 | \$5,855.27 | \$6,118.75 | \$6,394.10 | \$6,681.83 | \$6,982.51 | \$7,296.73 |
| FIRE FIGHTER/ENGINEER | \$4,895.59 | \$5,115.89 | \$5,346.11 | \$5,586.68 | \$5,838.08 | \$6,100.80 | \$6,375.33 | \$6,662.22 |
| POLICE SERVICES TECHNICIAN | \$3,436.36 | \$3,591.00 | \$3,752.59 | \$3,921.46 | \$4,097.93 | \$4,282.33 | \$4,475.04 | \$4,676.41 |
| SUPPORT STAFF | | | | | | | | |
| SENIOR ACCOUNTING TECHNICIAN | \$5,173.89 | \$5,406.71 | \$5,650.01 | \$5,904.26 | \$6,169.96 | \$6,447.60 | \$6,737.75 | \$7,040.94 |
| EXECUTIVE ASSISTANT TO THE CITY MANAGER/DEPUTY CITY CLERK | \$5,173.89 | \$5,406.71 | \$5,650.01 | \$5,904.26 | \$6,169.96 | \$6,447.60 | \$6,737.75 | \$7,040.94 |
| *EXECUTIVE ASSISTANT TO THE CITY MANAGER | \$5,354.98 | \$5,595.96 | \$5,847.77 | \$6,110.92 | \$6,385.91 | \$6,673.28 | \$6,973.58 | \$7,287.39 |
| DEPUTY CITY CLERK - GRANDFATHERED | \$5,354.98 | \$5,595.96 | \$5,847.77 | \$6,110.92 | \$6,385.91 | \$6,673.28 | \$6,973.58 | \$7,287.39 |
| DEVELOPMENT SERVICES TECHNICIAN/ADMINISTRATIVE ANALYST | \$4,044.17 | \$4,226.15 | \$4,416.33 | \$4,615.07 | \$4,822.74 | \$5,039.77 | \$5,266.56 | \$5,503.55 |
| ACCOUNTING SPECIALIST | \$3,762.58 | \$3,931.89 | \$4,108.83 | \$4,293.73 | \$4,486.94 | \$4,688.86 | \$4,899.86 | \$5,120.35 |
| ADMINISTRATIVE ASSISTANT/RECORDS SUPERVISOR | \$4,044.17 | \$4,226.15 | \$4,416.33 | \$4,615.07 | \$4,822.74 | \$5,039.77 | \$5,266.56 | \$5,503.55 |
| ADMINISTRATIVE ASSISTANT II | \$3,762.58 | \$3,931.89 | \$4,108.83 | \$4,293.73 | \$4,486.94 | \$4,688.86 | \$4,899.86 | \$5,120.35 |
| ADMINISTRATIVE ASSISTANT I | \$3,324.02 | \$3,473.60 | \$3,629.91 | \$3,793.26 | \$3,963.95 | \$4,142.33 | \$4,328.74 | \$4,523.53 |
| YOUTH PROGRAM COORDINATOR | \$3,916.41 | \$4,092.65 | \$4,276.81 | \$4,469.27 | \$4,670.39 | \$4,880.56 | \$5,100.18 | \$5,329.69 |
| SPORTS & SENIOR PROGRAMS COORDINATOR | \$3,916.41 | \$4,092.65 | \$4,276.81 | \$4,469.27 | \$4,670.39 | \$4,880.56 | \$5,100.18 | \$5,329.69 |
| SECRETARY | \$2,876.09 | \$3,005.52 | \$3,140.77 | \$3,282.10 | \$3,429.79 | \$3,584.14 | \$3,745.42 | \$3,913.97 |
| RECEPTIONIST- CLERK | \$2,726.32 | \$2,849.01 | \$2,977.21 | \$3,111.19 | \$3,251.19 | \$3,397.49 | \$3,550.38 | \$3,710.15 |
| SEASONAL/PART-TIME (HOURLY RATE) | | | | | | | | |
| PROJECT COORDINATOR | \$24.77 | \$25.89 | \$27.05 | \$28.27 | \$29.54 | \$30.87 | | |
| COMMUNITY HEALTH WORKER | \$21.88 | \$22.87 | \$23.90 | \$24.97 | \$26.10 | \$27.27 | | |
| POOL MANAGER | \$18.80 | \$19.65 | \$20.53 | \$21.45 | \$22.42 | \$23.43 | | |
| ASSISTANT POOL MANAGER | \$18.10 | \$18.91 | \$19.77 | \$20.66 | \$21.58 | \$22.56 | | |
| SENIOR LIFE GUARD | \$17.40 | \$18.18 | \$19.00 | \$19.86 | \$20.75 | \$21.68 | | |
| LIFE GUARD | \$16.65 | \$17.40 | \$18.18 | \$19.00 | \$19.86 | \$20.75 | | |
| RECREATION LEADER II | \$16.65 | \$17.40 | \$18.18 | \$19.00 | \$19.86 | \$20.75 | | |
| RECREATION LEADER I/AFTER SCHOOL AID | \$16.00 | \$16.72 | \$17.47 | \$18.26 | \$19.08 | \$19.94 | | |
| RECREATION PROGRAM SUPERVISOR | \$16.65 | \$17.40 | \$18.18 | \$19.00 | \$19.86 | \$20.75 | | |
| CITY COUNCIL & MAYOR | | | | | | | | |
| CITY COUNCIL & MAYOR - MONTHLY STIPEND | \$400.00 | | | | | | | |