

## 2022 Pay Schedule for the City of Hondo Effective October 1, 2021

| Hourly |           |              |           |          | Annual |              |              |              |              |
|--------|-----------|--------------|-----------|----------|--------|--------------|--------------|--------------|--------------|
| Grade  | Minimum   | 1st Quartile | Mid-Point | Maximum  | Grade  | Minimum      | 1st Quartile | Mid-Point    | Maximum      |
| 101    | \$ 10.000 | \$ 11.40     | \$ 12.80  | \$ 15.60 | 101    | \$ 20,800.00 | \$ 23,712.00 | \$ 26,624.00 | \$ 32,448.00 |
| 102    | 10.600    | 12.084       | 13.568    | 16.536   | 102    | 22,048.00    | 25,134.72    | 28,221.44    | 34,394.88    |
| 103    | 11.236    | 12.809       | 14.382    | 17.528   | 103    | 23,370.88    | 26,642.80    | 29,914.73    | 36,458.57    |
| 104    | 11.910    | 13.578       | 15.245    | 18.580   | 104    | 24,773.13    | 28,241.37    | 31,709.61    | 38,646.09    |
| 105    | 12.625    | 14.392       | 16.160    | 19.695   | 105    | 26,259.52    | 29,935.85    | 33,612.19    | 40,964.85    |
| 106    | 13.382    | 15.256       | 17.129    | 20.876   | 106    | 27,835.09    | 31,732.00    | 35,628.92    | 43,422.74    |
| 107    | 14.185    | 16.171       | 18.157    | 22.129   | 107    | 29,505.20    | 33,635.93    | 37,766.65    | 46,028.11    |
| 108    | 15.036    | 17.141       | 19.246    | 23.457   | 108    | 31,275.51    | 35,654.08    | 40,032.65    | 48,789.79    |
| 109    | 15.938    | 18.170       | 20.401    | 24.864   | 109    | 33,152.04    | 37,793.33    | 42,434.61    | 51,717.18    |
| 110    | 16.895    | 19.260       | 21.625    | 26.356   | 110    | 35,141.16    | 40,060.93    | 44,980.69    | 54,820.21    |
| 111    | 17.908    | 20.416       | 22.923    | 27.937   | 111    | 37,249.63    | 42,464.58    | 47,679.53    | 58,109.43    |
| 112    | 18.983    | 21.641       | 24.298    | 29.613   | 112    | 39,484.61    | 45,012.46    | 50,540.30    | 61,595.99    |
| 113    | 20.122    | 22.939       | 25.756    | 31.390   | 113    | 41,853.69    | 47,713.20    | 53,572.72    | 65,291.75    |
| 114    | 21.329    | 24.315       | 27.301    | 33.274   | 114    | 44,364.91    | 50,575.99    | 56,787.08    | 69,209.26    |
| 115    | 22.609    | 25.774       | 28.940    | 35.270   | 115    | 47,026.80    | 53,610.55    | 60,194.31    | 73,361.81    |
| 116    | 23.966    | 27.321       | 30.676    | 37.386   | 116    | 49,848.41    | 56,827.19    | 63,805.97    | 77,763.52    |
| 117    | 25.404    | 28.960       | 32.517    | 39.629   | 117    | 52,839.32    | 60,236.82    | 67,634.32    | 82,429.33    |
| 118    | 26.928    | 30.698       | 34.467    | 42.007   | 118    | 56,009.67    | 63,851.03    | 71,692.38    | 87,375.09    |
| 119    | 28.543    | 32.539       | 36.536    | 44.528   | 119    | 59,370.25    | 67,682.09    | 75,993.93    | 92,617.60    |
| 120    | 30.256    | 34.492       | 38.728    | 47.199   | 120    | 62,932       | 71,743       | 80,554       | 98,175       |
| 121    | 32.071    | 36.561       | 41.051    | 50.031   | 121    | 66,708       | 76,048       | 85,387       | 104,065      |
| 122    | 33.996    | 38.755       | 43.514    | 53.033   | 122    | 70,711       | 80,610       | 90,510       | 110,309      |
| 123    | 36.035    | 41.080       | 46.125    | 56.215   | 123    | 74,954       | 85,447       | 95,941       | 116,928      |
| 124    | 38.197    | 43.545       | 48.893    | 59.588   | 124    | 79,451       | 90,574       | 101,697      | 123,943      |
| 125    | 40.489    | 46.158       | 51.826    | 63.163   | 125    | 84,218       | 96,008       | 107,799      | 131,380      |
| 126    | 42.919    | 48.927       | 54.936    | 66.953   | 126    | 89,271       | 101,769      | 114,267      | 139,263      |

**2022 Pay Schedule for the City of Hondo  
Adopted FY 2022 Budget**

| Job Title         | Hourly                                       |     |          |        |        | Annual |           |           |           |           |
|-------------------|--|-----|----------|--------|--------|--------|-----------|-----------|-----------|-----------|
|                   | Grade  | Min | 1st Qtr. | Mid    | Max    | Min    | 1st Qtr   | Mid       | Max       |           |
| <b>Department</b> | <b>Full Time Positions</b>                   |     |          |        |        |        |           |           |           |           |
| FAC               | Custodian                                    | 104 | 11.910   | 13.578 | 15.245 | 18.580 | 24,773.13 | 28,242.30 | 31,709.61 | 38,646.09 |
| PARK              | Parks Operator                               | 104 | 11.910   | 13.578 | 15.245 | 18.580 | 24,773.13 | 28,241.89 | 31,709.61 | 38,646.09 |
| STR               | Street Operator                              | 104 | 11.910   | 13.578 | 15.245 | 18.580 | 24,773.13 | 28,241.89 | 31,709.61 | 38,646.09 |
| AIR               | Airport Grounds Maintenance                  | 104 | 11.910   | 13.578 | 15.245 | 18.580 | 24,773.13 | 28,241.37 | 31,709.61 | 38,646.09 |
| LIB               | Library Aide                                 | 105 | 12.625   | 14.392 | 16.160 | 19.695 | 26,259.52 | 29,936.40 | 33,612.19 | 40,964.85 |
| PD                | Police Clerk/Typist I                        | 105 | 12.625   | 14.392 | 16.160 | 19.695 | 26,259.52 | 29,936.40 | 33,612.19 | 40,964.85 |
| UB                | Utility Clerk I                              | 105 | 12.625   | 14.392 | 16.160 | 19.695 | 26,259.52 | 29,936.40 | 33,612.19 | 40,964.85 |
| FAC               | Facilities Maintenance Worker                | 106 | 13.382   | 15.256 | 17.129 | 20.876 | 27,835.09 | 31,733.15 | 35,628.92 | 43,422.74 |
| GOLF              | Golf Course Maintenance                      | 106 | 13.382   | 15.256 | 17.129 | 20.876 | 27,835.09 | 31,733.15 | 35,628.92 | 43,422.74 |
| PARK              | Parks Equipment Operator I                   | 106 | 13.382   | 15.256 | 17.129 | 20.876 | 27,835.09 | 31,733.15 | 35,628.92 | 43,422.74 |
| STR               | Street Equipment Operator I                  | 106 | 13.382   | 15.257 | 17.129 | 20.876 | 27,835.09 | 31,733.91 | 35,628.92 | 43,422.74 |
| WW                | Waste Water Operator I                       | 106 | 13.382   | 15.257 | 17.129 | 20.876 | 27,835.09 | 31,733.91 | 35,628.92 | 43,422.74 |
| WTR               | Water Equipment Operator I                   | 106 | 13.382   | 15.257 | 17.129 | 20.876 | 27,835.09 | 31,733.91 | 35,628.92 | 43,422.74 |
| WTR               | Water Operator I                             | 106 | 13.382   | 15.257 | 17.129 | 20.876 | 27,835.09 | 31,733.91 | 35,628.92 | 43,422.74 |
| PD                | Animal Control Officer                       | 107 | 14.185   | 16.172 | 18.157 | 22.129 | 29,505.20 | 33,637.95 | 37,766.65 | 46,028.11 |
| ADM               | Administrative Assistant                     | 107 | 14.185   | 16.172 | 18.157 | 22.129 | 29,505.20 | 33,637.95 | 37,766.65 | 46,028.11 |
| MUN               | Municipal Court Clerk I                      | 107 | 14.185   | 16.172 | 18.157 | 22.129 | 29,505.20 | 33,637.95 | 37,766.65 | 46,028.11 |
| PD                | Police Clerk/Typist II                       | 107 | 14.185   | 16.172 | 18.157 | 22.129 | 29,505.20 | 33,637.95 | 37,766.65 | 46,028.11 |
| UB                | Utility Clerk II                             | 107 | 14.185   | 16.172 | 18.157 | 22.129 | 29,505.20 | 33,637.95 | 37,766.65 | 46,028.11 |
| REC               | Recreation Program Coordinator               | 108 | 15.036   | 17.142 | 19.246 | 23.457 | 31,275.51 | 35,654.93 | 40,032.65 | 48,789.79 |
| AIR               | Airport Services Technician I                | 108 | 15.036   | 17.142 | 19.246 | 23.457 | 31,275.51 | 35,656.22 | 40,032.65 | 48,789.79 |
| CODE              | Code Enforcement Officer                     | 108 | 15.036   | 17.142 | 19.246 | 23.457 | 31,275.51 | 35,656.22 | 40,032.65 | 48,789.79 |
| MUN               | Municipal Court Clerk II                     | 108 | 15.036   | 17.142 | 19.246 | 23.457 | 31,275.51 | 35,656.22 | 40,032.65 | 48,789.79 |
| STR               | Street Equipment Operator II                 | 108 | 15.036   | 17.141 | 19.246 | 23.457 | 31,275.51 | 35,653.75 | 40,032.65 | 48,789.79 |
| WW                | Waste Water Operator II                      | 108 | 15.036   | 17.141 | 19.246 | 23.457 | 31,275.51 | 35,653.75 | 40,032.65 | 48,789.79 |
| WTR               | Water Equipment Operator II                  | 108 | 15.036   | 17.141 | 19.246 | 23.457 | 31,275.51 | 35,653.75 | 40,032.65 | 48,789.79 |
| FAC               | Facilities Maintenance Crew Leader           | 109 | 15.938   | 18.170 | 20.401 | 24.864 | 33,152.04 | 37,792.98 | 42,434.61 | 51,717.18 |
| WTR               | Water Operator II                            | 109 | 15.938   | 18.170 | 20.401 | 24.864 | 33,152.04 | 37,792.98 | 42,434.61 | 51,717.18 |
| CM                | Administrative Assistant to the City Manager | 109 | 15.938   | 18.170 | 20.401 | 24.864 | 33,152.04 | 37,792.98 | 42,434.61 | 51,717.18 |
| AIR               | Airport Services Technician II               | 110 | 16.895   | 19.260 | 21.625 | 26.356 | 35,141.16 | 40,060.56 | 44,980.69 | 54,820.21 |
| IT                | Computer Services Tech/Library Aide          | 110 | 16.895   | 19.260 | 21.625 | 26.356 | 35,141.16 | 40,060.56 | 44,980.69 | 54,820.21 |
| ELE               | Electric Lineman's Helper                    | 110 | 16.895   | 19.261 | 21.625 | 26.356 | 35,141.16 | 40,062.95 | 44,980.69 | 54,820.21 |
| LIB               | Community Programs & Projects Coordinator    | 110 | 16.895   | 19.261 | 21.625 | 26.356 | 35,141.16 | 40,062.95 | 44,980.69 | 54,820.21 |
| REC               | Recreation Assistant                         | 110 | 16.895   | 19.261 | 21.625 | 26.356 | 35,141.16 | 40,062.95 | 44,980.69 | 54,820.21 |
| STR               | Street Crew Foreman                          | 110 | 16.895   | 19.260 | 21.625 | 26.356 | 35,141.16 | 40,059.94 | 44,980.69 | 54,820.21 |
| WW                | Waste Water Operator III                     | 110 | 16.895   | 19.260 | 21.625 | 26.356 | 35,141.16 | 40,059.94 | 44,980.69 | 54,820.21 |

|      |                                       |     |        |        |        |        |           |           |            |            |
|------|---------------------------------------|-----|--------|--------|--------|--------|-----------|-----------|------------|------------|
| WW   | Waste Water Plant Operator            | 110 | 16.895 | 19.261 | 21.625 | 26.356 | 35,141.16 | 40,062.37 | 44,980.69  | 54,820.21  |
| WTR  | Water Operator III                    | 110 | 16.895 | 19.261 | 21.625 | 26.356 | 35,141.16 | 40,062.37 | 44,980.69  | 54,820.21  |
| PARK | Parks Crew Leader                     | 111 | 17.908 | 20.416 | 22.923 | 27.937 | 37,249.63 | 42,466.11 | 47,679.53  | 58,109.43  |
| WTR  | Water Crew Leader                     | 111 | 17.908 | 20.416 | 22.923 | 27.937 | 37,249.63 | 42,466.11 | 47,679.53  | 58,109.43  |
| ELE  | Electric Apprentice Lineman           | 112 | 18.983 | 21.640 | 24.298 | 29.613 | 39,484.61 | 45,012.18 | 50,540.30  | 61,595.99  |
| PD   | Police Officer                        | 112 | 18.983 | 21.640 | 24.298 | 29.613 | 39,484.61 | 45,012.18 | 50,540.30  | 61,595.99  |
| PD   | Police School Resource Officer        | 112 | 18.983 | 21.640 | 24.298 | 29.613 | 39,484.61 | 45,010.86 | 50,540.30  | 61,595.99  |
| PD   | Police Traffic Patrol Officer         | 112 | 18.983 | 21.640 | 24.298 | 29.613 | 39,484.61 | 45,010.86 | 50,540.30  | 61,595.99  |
| DEV  | Code Compliance Officer/Fire Marshall | 112 | 18.983 | 21.640 | 24.298 | 29.613 | 39,484.61 | 45,010.86 | 50,540.30  | 61,595.99  |
| ELE  | Electric Journeyman Lineman           | 114 | 21.329 | 24.315 | 27.301 | 33.274 | 44,364.91 | 50,574.20 | 56,787.08  | 69,209.26  |
| PD   | Police                                | 114 | 21.329 | 24.315 | 27.301 | 33.274 | 44,364.91 | 50,575.99 | 56,787.08  | 69,209.26  |
| UB   | Utility Billing Supervisor            | 115 | 22.837 | 26.033 | 29.231 | 35.626 | 47,500.96 | 54,149.17 | 60,801.23  | 74,101.50  |
| ELE  | Electric Crew Leader                  | 115 | 22.837 | 26.034 | 29.231 | 35.626 | 47,500.96 | 54,149.87 | 60,801.23  | 74,101.50  |
| GOLF | Golf Superintendent                   | 115 | 22.837 | 26.033 | 29.231 | 35.626 | 47,500.96 | 54,149.33 | 60,801.23  | 74,101.50  |
| LIB  | Library Director                      | 115 | 22.837 | 26.033 | 29.231 | 35.626 | 47,500.96 | 54,149.33 | 60,801.23  | 74,101.50  |
| IT   | I.T. Manager                          | 115 | 22.837 | 26.033 | 29.231 | 35.626 | 47,500.96 | 54,149.33 | 60,801.23  | 74,101.50  |
| PARK | Parks & Grounds Superintendent        | 115 | 22.837 | 26.033 | 29.231 | 35.626 | 47,500.96 | 54,149.33 | 60,801.23  | 74,101.50  |
| DEV  | Planner II                            | 115 | 22.837 | 26.033 | 29.231 | 35.626 | 47,500.96 | 54,149.33 | 60,801.23  | 74,101.50  |
| PD   | Police Investigator                   | 115 | 22.837 | 26.033 | 29.231 | 35.626 | 47,500.96 | 54,149.33 | 60,801.23  | 74,101.50  |
| REC  | Recreation Division Manager           | 116 | 23.966 | 27.321 | 30.676 | 37.386 | 49,848.41 | 56,827.24 | 63,805.97  | 77,763.52  |
| DEV  | Development Services Superintendent   | 116 | 23.966 | 27.321 | 30.676 | 37.386 | 49,848.41 | 56,828.01 | 63,805.97  | 77,763.52  |
| PD   | Police Investigator/Case Analyst      | 116 | 23.966 | 27.321 | 30.676 | 37.386 | 49,848.41 | 56,827.19 | 63,805.97  | 77,763.52  |
| MUN  | Municipal Court/Finance Administrator | 116 | 23.966 | 27.321 | 30.676 | 37.386 | 49,848.41 | 56,828.01 | 63,805.97  | 77,763.52  |
| PD   | Police Detective Sergeant             | 116 | 23.966 | 27.321 | 30.676 | 37.386 | 49,848.41 | 56,828.01 | 63,805.97  | 77,763.52  |
| STR  | Street Superintendent                 | 116 | 23.966 | 27.321 | 30.676 | 37.386 | 49,848.41 | 56,828.01 | 63,805.97  | 77,763.52  |
| WW   | Waste Water Superintendent            | 116 | 23.966 | 27.320 | 30.676 | 37.387 | 49,849.28 | 56,826.16 | 63,807.08  | 77,764.88  |
| WTR  | Water Superintendent                  | 116 | 23.966 | 27.321 | 30.676 | 37.386 | 49,848.41 | 56,827.19 | 63,805.97  | 77,763.52  |
| ELE  | Electric Superintendent               | 117 | 25.404 | 28.960 | 32.517 | 39.629 | 52,839.32 | 60,236.82 | 67,634.32  | 82,429.33  |
| CS   | City Secretary                        | 118 | 26.928 | 30.698 | 34.467 | 42.007 | 56,009.67 | 63,851.03 | 71,692.38  | 87,375.09  |
| PD   | Police Lieutenant                     | 118 | 26.928 | 30.698 | 34.467 | 42.007 | 56,009.67 | 63,851.03 | 71,692.38  | 87,375.09  |
| ED   | Economic Development Director         | 120 | 30.256 | 34.491 | 38.728 | 47.199 | 62,932.47 | 71,741.31 | 80,553.56  | 98,174.65  |
| FIN  | Human Resources/Payroll Director      | 121 | 32.071 | 36.561 | 41.051 | 50.031 | 66,708.42 | 76,045.79 | 85,386.77  | 104,065.13 |
| AIR  | Director of Aviation                  | 121 | 32.071 | 36.560 | 41.051 | 50.031 | 66,708.42 | 76,045.79 | 85,386.77  | 104,065.13 |
| PD   | Police Chief                          | 121 | 32.071 | 36.560 | 41.051 | 50.031 | 66,708.42 | 76,045.79 | 85,386.77  | 104,065.13 |
| FIN  | Chief Finance Officer                 | 123 | 36.035 | 41.081 | 46.125 | 56.215 | 74,953.58 | 85,447.49 | 95,940.58  | 116,927.58 |
| PW   | Public Works Director                 | 124 | 38.197 | 43.546 | 48.893 | 59.588 | 79,450.79 | 90,575.40 | 101,697.01 | 123,943.24 |

| <b>Part-Time Positions</b>                          | <b>YR 1</b> | <b>YR 2</b> | <b>YR 3</b> | <b>YR 4</b> | <b>MAX</b> |
|---|-------------|-------------|-------------|-------------|------------|
| Golf Pro Shop/Laborer                               | 12.62       | 12.87 \$    | 13.12 \$    | 13.37 \$    | 13.62      |
| Library Aide  | 12.62       | 12.87 \$    | 13.12 \$    | 13.37 \$    | 13.62      |
| Pool Lifeguard - Part Time                          | 10.00       | 10.25 \$    | 10.50 \$    | 10.75 \$    | 11.00      |
| Pool Manager/Concessionaire - Certified - Part Time | 12.62       | 12.87 \$    | 13.12 \$    | 13.37 \$    | 13.62      |
| Part-Time Seasonal/Recreation Aide                  | 12.62       | 12.87 \$    | 13.12 \$    | 13.37 \$    | 13.62      |
| School Crossing Guard - Part Time                   | 10.00       | 10.25 \$    | 10.50 \$    | 10.75 \$    | 11.00      |