

2023 Pay Schedule for the City of Hondo Effective October 1, 2023

Grade	Hourly				Grade	Annual			
	Minimum	1st Quartile	Mid-Point	Maximum		Minimum	1st Quartile	Mid-Point	Maximum
101	10.00	11.40	12.80	15.60	101	\$20,800	\$23,712	\$26,624	\$32,448
102	10.60	12.08	13.57	16.54	102	\$22,048	\$25,135	\$28,221	\$34,395
103	11.24	12.81	14.38	17.53	103	\$23,371	\$26,643	\$29,915	\$36,459
104	11.91	13.58	15.25	18.58	104	\$24,773	\$28,241	\$31,710	\$38,646
105	12.62	14.39	16.16	19.69	105	\$26,260	\$29,936	\$33,612	\$40,965
106	13.38	15.26	17.13	20.88	106	\$27,835	\$31,732	\$35,629	\$43,423
107	14.19	16.17	18.16	22.13	107	\$29,505	\$33,636	\$37,767	\$46,028
108	15.04	17.14	19.25	23.46	108	\$31,276	\$35,654	\$40,033	\$48,790
109	15.94	18.17	20.40	24.86	109	\$33,152	\$37,793	\$42,435	\$51,717
110	16.89	19.26	21.63	26.36	110	\$35,141	\$40,061	\$44,981	\$54,820
111	17.91	20.42	22.92	27.94	111	\$37,250	\$42,465	\$47,680	\$58,109
112	18.98	21.64	24.30	29.61	112	\$39,485	\$45,012	\$50,540	\$61,596
113	20.12	22.94	25.76	31.39	113	\$41,854	\$47,713	\$53,573	\$65,292
114	21.33	24.32	27.30	33.27	114	\$44,365	\$50,576	\$56,787	\$69,209
115	22.61	25.77	28.94	35.27	115	\$47,027	\$53,611	\$60,194	\$73,362
116	23.97	27.32	30.68	37.39	116	\$49,848	\$56,827	\$63,806	\$77,764
117	25.40	28.96	32.52	39.63	117	\$52,839	\$60,237	\$67,634	\$82,429
118	26.93	30.70	34.47	42.01	118	\$56,010	\$63,851	\$71,692	\$87,375
119	28.54	32.54	36.54	44.53	119	\$59,370	\$67,682	\$75,994	\$92,618
120	30.26	34.49	38.73	47.20	120	\$62,932	\$71,743	\$80,554	\$98,175
121	32.07	36.56	41.05	50.03	121	\$66,708	\$76,048	\$85,387	\$104,065
122	34.00	38.76	43.51	53.03	122	\$70,711	\$80,610	\$90,510	\$110,309
123	36.04	41.08	46.13	56.22	123	\$74,954	\$85,447	\$95,941	\$116,928
124	38.20	43.55	48.89	59.59	124	\$79,451	\$90,574	\$101,697	\$123,943
125	40.49	46.16	51.83	63.16	125	\$84,218	\$96,008	\$107,799	\$131,380
126	47.21	53.82	60.43	73.65	126	\$98,197	\$111,944	\$125,692	\$153,187

Job Title	Hourly					Annual				
	Grade	Min	1st Qtr.	Mid	Max	Min	1st Qtr	Mid	Max	
Department	Full Time Positions									
FAC	Custodian	104	11.91	13.58	15.25	18.58	\$24,773	\$28,242	\$31,710	\$38,646
PARK	Parks Operator	104	11.91	13.58	15.25	18.58	\$24,773	\$28,242	\$31,710	\$38,646
STR	Street Operator	104	11.91	13.58	15.25	18.58	\$24,773	\$28,242	\$31,710	\$38,646
AIR	Airport Grounds Maintenance	104	11.91	13.58	15.25	18.58	\$24,773	\$28,241	\$31,710	\$38,646
LIB	Library Aide	105	12.62	14.39	16.16	19.69	\$26,260	\$29,936	\$33,612	\$40,965
REC	Recreation Aide	105	12.62	14.39	16.16	19.69	\$26,260	\$29,936	\$33,612	\$40,965
PD	Police Clerk/Typist I	105	12.62	14.39	16.16	19.69	\$26,260	\$29,936	\$33,612	\$40,965
UB	Utility Clerk I	105	12.62	14.39	16.16	19.69	\$26,260	\$29,936	\$33,612	\$40,965
FAC	Facilities Maintenance Worker	106	13.38	15.26	17.13	20.88	\$27,835	\$31,733	\$35,629	\$43,423
GOLF	Golf Course Maintenance	106	13.38	15.26	17.13	20.88	\$27,835	\$31,733	\$35,629	\$43,423
PARK	Parks Equipment Operator I	106	13.38	15.26	17.13	20.88	\$27,835	\$31,733	\$35,629	\$43,423
STR	Street Equipment Operator I	106	13.38	15.26	17.13	20.88	\$27,835	\$31,734	\$35,629	\$43,423
WW	Waste Water Operator I	106	13.38	15.26	17.13	20.88	\$27,835	\$31,734	\$35,629	\$43,423
WTR	Water Equipment Operator I	106	13.38	15.26	17.13	20.88	\$27,835	\$31,734	\$35,629	\$43,423
WTR	Water Operator I	106	13.38	15.26	17.13	20.88	\$27,835	\$31,734	\$35,629	\$43,423
PD	Animal Control Officer	107	14.19	16.17	18.16	22.13	\$29,505	\$33,638	\$37,767	\$46,028
ADM	Administrative Assistant	107	14.19	16.17	18.16	22.13	\$29,505	\$33,638	\$37,767	\$46,028
MUN	Municipal Court Clerk I	107	14.19	16.17	18.16	22.13	\$29,505	\$33,638	\$37,767	\$46,028
PD	Police Clerk/Typist II	107	14.19	16.17	18.16	22.13	\$29,505	\$33,638	\$37,767	\$46,028
UB	Utility Clerk II	107	14.19	16.17	18.16	22.13	\$29,505	\$33,638	\$37,767	\$46,028
REC	Recreation Program Coordinator	108	15.04	17.14	19.25	23.46	\$31,276	\$35,655	\$40,033	\$48,790
AIR	Airport Services Technician I	108	15.04	17.14	19.25	23.46	\$31,276	\$35,656	\$40,033	\$48,790
CODE	Code Enforcement Officer	108	15.04	17.14	19.25	23.46	\$31,276	\$35,656	\$40,033	\$48,790
MUN	Municipal Court Clerk II	108	15.04	17.14	19.25	23.46	\$31,276	\$35,656	\$40,033	\$48,790
STR	Street Equipment Operator II	108	15.04	17.14	19.25	23.46	\$31,276	\$35,654	\$40,033	\$48,790
WW	Waste Water Operator II	108	15.04	17.14	19.25	23.46	\$31,276	\$35,654	\$40,033	\$48,790
WTR	Water Equipment Operator II	108	15.04	17.14	19.25	23.46	\$31,276	\$35,654	\$40,033	\$48,790
CS	Assistant to the City Secretary	109	15.94	18.17	20.40	24.86	\$33,152	\$37,793	\$42,435	\$51,717
FAC	Facilities Maintenance Crew Leader	109	15.94	18.17	20.40	24.86	\$33,152	\$37,793	\$42,435	\$51,717
WTR	Water Operator II	109	15.94	18.17	20.40	24.86	\$33,152	\$37,793	\$42,435	\$51,717
CM	Administrative Assistant to the City Manager	109	15.94	18.17	20.40	24.86	\$33,152	\$37,793	\$42,435	\$51,717
AIR	Airport Services Technician II	110	16.89	19.26	21.63	26.36	\$35,141	\$40,061	\$44,981	\$54,820
IT	Computer Services Tech/Library Aide	110	16.89	19.26	21.63	26.36	\$35,141	\$40,061	\$44,981	\$54,820
ELE	Electric Lineman's Helper	110	16.89	19.26	21.63	26.36	\$35,141	\$40,063	\$44,981	\$54,820
FIN	Finance Assistant	110	16.89	19.26	21.63	26.36	\$35,141	\$40,063	\$44,981	\$54,820
LIB	Community Programs & Projects Coordinator	110	16.89	19.26	21.63	26.36	\$35,141	\$40,063	\$44,981	\$54,820
REC	Recreation Assistant	110	16.89	19.26	21.63	26.36	\$35,141	\$40,063	\$44,981	\$54,820
STR	Street Crew Foreman	110	16.89	19.26	21.63	26.36	\$35,141	\$40,060	\$44,981	\$54,820
WW	Waste Water Operator III	110	16.89	19.26	21.63	26.36	\$35,141	\$40,060	\$44,981	\$54,820
WW	Waste Water Plant Operator	110	16.89	19.26	21.63	26.36	\$35,141	\$40,062	\$44,981	\$54,820
WTR	Water Operator III	110	16.89	19.26	21.63	26.36	\$35,141	\$40,062	\$44,981	\$54,820
PARK	Parks Crew Leader	111	17.91	20.42	22.92	27.94	\$37,250	\$42,466	\$47,680	\$58,109
WTR	Water Crew Leader	111	17.91	20.42	22.92	27.94	\$37,250	\$42,466	\$47,680	\$58,109
WW	Waste Water Crew Leader	111	17.91	20.42	22.92	27.94	\$37,250	\$42,466	\$47,680	\$58,109

Job Title	Hourly					Annual				
	Grade	Min	1st Qtr.	Mid	Max	Min	1st Qtr	Mid	Max	
Department	Full Time Positions									
DEV	Permit Technician	112	18.98	21.64	24.30	29.61	\$39,485	\$45,012	\$50,540	\$61,596
ELE	Electric Apprentice Lineman	112	18.98	21.64	24.30	29.61	\$39,485	\$45,012	\$50,540	\$61,596
PD	Police Officer	112	18.98	21.64	24.30	29.61	\$39,485	\$45,012	\$50,540	\$61,596
PD	Police School Resource Officer	112	18.98	21.64	24.30	29.61	\$39,485	\$45,011	\$50,540	\$61,596
PD	Police Traffic Patrol Officer	112	18.98	21.64	24.30	29.61	\$39,485	\$45,011	\$50,540	\$61,596
DEV	Code Compliance Officer	112	18.98	21.64	24.30	29.61	\$39,485	\$45,011	\$50,540	\$61,596
FAIR	Public Information Officer	112	18.98	21.64	24.30	29.61	\$39,485	\$45,011	\$50,540	\$61,596
ELE	Electric Journeyman Lineman	114	21.33	24.31	27.30	33.27	\$44,365	\$50,574	\$56,787	\$69,209
PD	Police Corporal	114	21.33	24.31	27.30	33.27	\$44,365	\$50,574	\$56,787	\$69,209
UB	Utility Billing Supervisor	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
ELE	Electric Crew Leader	115	22.84	26.03	29.23	35.63	\$47,501	\$54,150	\$60,801	\$74,101
GOLF	Golf Superintendent	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
LIB	Library Director	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
IT	I.T. Manager	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
STRTC	STRTC Manager	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
ADM	Fire Marshall / EMS	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
PARK	Parks & Grounds Superintendent	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
DEV	Planner II	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
PD	Police Investigator	115	22.84	26.03	29.23	35.63	\$47,501	\$54,149	\$60,801	\$74,101
DEV	Development Services Superintendent	116	23.97	27.32	30.68	37.39	\$49,848	\$56,828	\$63,806	\$77,764
MUN	Municipal Court/Finance Administrator	116	23.97	27.32	30.68	37.39	\$49,848	\$56,828	\$63,806	\$77,764
PD	Police Sergeant	116	23.97	27.32	30.68	37.39	\$49,848	\$56,828	\$63,806	\$77,764
STR	Street Superintendent	116	23.97	27.32	30.68	37.39	\$49,848	\$56,828	\$63,806	\$77,764
WW	Waste Water Superintendent	116	23.97	27.32	30.68	37.39	\$49,849	\$56,826	\$63,807	\$77,765
WTR	Water Superintendent	116	23.97	27.32	30.68	37.39	\$49,848	\$56,827	\$63,806	\$77,764
ELE	Electric Superintendent	117	25.40	28.96	32.52	39.63	\$52,839	\$60,237	\$67,634	\$82,429
PW	Assistant Director of Public Works	118	26.93	30.70	34.47	42.01	\$56,010	\$63,851	\$71,692	\$87,375
FIN	Assistant Finance Director	118	26.93	30.70	34.47	42.01	\$56,010	\$63,851	\$71,692	\$87,375
CS	City Secretary	118	26.93	30.70	34.47	42.01	\$56,010	\$63,851	\$71,692	\$87,375
PD	Police Lieutenant	118	26.93	30.70	34.47	42.01	\$56,010	\$63,851	\$71,692	\$87,375
ED	Economic Development Director	120	30.26	34.49	38.73	47.20	\$62,932	\$71,741	\$80,554	\$98,175
REC	Parks & Recreation Director	120	30.26	34.49	38.73	47.20	\$62,932	\$71,743	\$80,554	\$98,175
DEV	Development Services Director	121	32.07	36.56	41.05	50.03	\$66,708	\$76,046	\$85,387	\$104,065
FIN	Human Resources/Payroll Director	121	32.07	36.56	41.05	50.03	\$66,708	\$76,046	\$85,387	\$104,065
AIR	Director of Aviation	121	32.07	36.56	41.05	50.03	\$66,708	\$76,046	\$85,387	\$104,065
PD	Police Chief	121	32.07	36.56	41.05	50.03	\$66,708	\$76,046	\$85,387	\$104,065
FIN	Chief Finance Officer	123	36.04	41.08	46.13	56.22	\$74,954	\$85,447	\$95,941	\$116,928
PW	Public Works Director	124	38.20	43.55	48.89	59.59	\$79,451	\$90,575	\$101,697	\$123,943
CM	Assistant City Manager	125	40.49	46.16	51.83	63.16	\$84,218	\$96,009	\$107,799	\$131,380
CM	City Manager	126	47.21	53.82	60.43	73.65	\$98,197	\$111,946	\$125,692	\$153,187