

JAMES BURGESS

Mayor

RITA BISHOP

Mayor Pro Tem/

Councilmember Place 1

KAYLA SANGUINETTI

Councilmember Place 2



JESSICA KUYKENDALL

Councilmember Place 3

GERONIMO HERNANDEZ

Councilmember Place 4

DREW WILSON

Councilmember Place 5

SPECIAL CALLED & BUDGET WORKSHOP

Venus Civic Center

210 S. Walnut St.

Venus, Texas 76084

Tuesday, August 23, 2022 @ 7:00 PM

Page

1. Call to Order, Roll Call, Invocation, Pledge of Allegiance

2. Announcements from Mayor:

Cell phones are to be turned off or placed on vibrate/silent only. No conversation or comment from the audience is permitted unless specifically called upon by the Mayor. Please remain respectfully quiet.

3. Citizen Public Comment Period:

Citizens may sign up before the meeting begins and will be allowed up to 5 minutes to address the Mayor and Council. The Mayor, Council members and staff members may not respond or converse with speakers during this time. The comments from the speaker must be in the form of a statement. By State law, no questions may be asked or answered for items not appearing on the agenda.

4. Executive Session:

**IN ACCORDANCE WITH TEXAS GOVERNMENT CODE, SECTION 551.001, ET SEQ.
THE CITY COUNCIL WILL RECESS INTO EXECUTIVE SESSION (CLOSED MEETING)
TO DISCUSS THE FOLLOWING:**

**EXECUTIVE SESSION: 551.074(a)(1)- Personnel matters & 551.071(2)-
Consultation with City Attorney.**

1. Discussion and consideration regarding the appointment, employment, evaluation, reassignment, duties, discipline, resignation or dismissal of a city officer or employee, unless such officer or employee request a public hearing, to wit: City Secretary, City Attorney, Finance Director, Public works Director, City Administrator, City Planner, Police Chief, Fire Chief & Building Official.
2. Discuss Brahman Ranch 1 Development.

- 4.1. Recess into Executive Session.
- 4.2. Reconvene into Open Session.

5. Discussion & Action items:

- 5.1. Discussion and consideration on Salary Survey.

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[Benefits Survey Notes.pdf](#)  [Draft Placements - High to Low 7.7.pdf](#)  [Draft Placements - High to Low Three Ways 8.16.pdf](#)  [Draft Placements - Job Groupings 7.7.pdf](#)  [Payroll Notes - PSPC Unadopted.pdf](#)  [Proposed Grade and Step Table.pdf](#)  [Survey Reference Data - Civilian.pdf](#)  [Survey Reference Data - Police.pdf](#) 

I make a motion to _____.

6. Budget Workshop:

- 6.1. Discussion of City of Venus Fiscal Year 2022-2023 Budget.
- 6.2. Comments and direction given by Mayor and City Council to City Administrator.

7. Adjournment

The City Council reserves the right to meet in Executive Session closed to the public at any time in the course of this meeting to discuss matters listed on the agenda, pursuant to authorization by the Texas Open Meetings Act TEXAS GOVERNMENT CODE, Chapter 551.071 (Private consultation with attorney for the city), 551.072 (deliberations about real property), 551.073 (deliberations about gifts and donations), 551.074 (personnel matters), 551.076 (deliberations about security devices), 551.087 (economic development), 418.183 (homeland security).

This is to certify that a copy of this Notice of Meeting was posted on the bulletin of City Hall, 700 W. Hwy 67 Venus, Texas and at a place readily accessible to the general public at all times and to the City's website www.cityofvenus.org, Friday, August 19, 2022 by 5:00 P.M..

Callie Green,
City Secretary

For more information or a copy of the Open Meetings Act, please contact the Attorney General of Texas at 1-800-252-8011. This building is wheelchair accessible. Any requests for Interpretive

Services must be named 48 hours in advance of the scheduled meeting. To make arrangements please call 972-366-3348 .

Participant Agency	Health Insurance Premiums						Health Insurance Out of Pocket and Co-Insurance		
	Employee Coverage			Family Coverage			Out of Pocket Max - EE	Out of Pocket Max - Fam	Co-Insurance
	Employer Pays	Employee Pays	% Paid by Employer	Employer Pays	Employee Pays	% Paid by Employer			
Burleson		\$0			\$258	0%	\$5,000	\$10,000	90%
Cedar Hill	\$543	\$13	98%	\$1,264	\$226	85%	\$5,000	\$10,000	80%
Ennis	\$491	\$0	100%	\$1,131	\$260	81%			
Forest Hill									
Glenn Heights	\$525	\$30	95%	\$443	\$1,313	25%			
Granbury	\$658	\$0	100%	\$0	\$805	0%	\$3,500	\$7,000	
Kennedale	\$451	\$115	80%	\$1,147	\$666	63%	\$6,900	\$13,800	100%
Mansfield	\$1,261	\$50	96%	\$2,376	\$400	86%	\$3,000	\$6,000	
Midlothian	\$619	\$0	100%	\$1,553	\$503	76%	\$7,150	\$14,300	80%
Red Oak		\$0			\$331	0%	\$4,500	\$13,500	
Waxahachie									
Average:	\$650	\$23	95%	\$1,131	\$529	46.20%	\$5,007	\$10,657	87.50%
Venus, TX									

Participant Agency	Pension						
	Plan Name	Matching Ratio	Contribution		COLA	Svc Credit	Date
			Employer	Employee			
Burleson	TMRS	2:1	14.00%	7.00%	70.00%	100.00%	repeating
Cedar Hill	TMRS	2:1	14.00%	7.00%	50.00%	100.00%	repeating
Ennis	TMRS	2:1	14.00%	7.00%	70.00%	100.00%	repeating
Forest Hill					70.00%	100.00%	repeating
Glenn Heights	TMRS	2:1	12.00%	6.00%	No	No	
Granbury	TMRS	2:1	14.00%	7.00%	70.00%	100.00%	repeating
Kennedale	TMRS	2:1	14.00%	7.00%	70.00%	100.00%	repeating
Mansfield	TMRS	2:1	14.00%	7.00%	70.00%	100.00%	repeating
Midlothian	TMRS	2:1	14.00%	7.00%	70.00%	100.00%	repeating
Red Oak	TMRS	2:1	14.00%	7.00%	No	No	
Waxahachie					70.00%	100.00%	repeating
Average:	TMRS	2:1	14%	7%	70%	100%	repeating
Venus, TX	TMRS	2:1	14%	7%	70%	100%	repeating

Participant Agency	Civilian (40 hr) Vacation Leave or PTO Bank (in days)							
	1 Year	5 Year	10 Year	15 Year	20 Year	Max	Cash Out	Buy Back
Burleson	10	10	20	20	25	50	50 days max	
Cedar Hill	12	15	20	20	20	20	30	0
Ennis	20	25	30	30	35	35	n/a	5 days/yr
Forest Hill								
Glenn Heights	12	13	15	20	20	20		
Granbury								
Kennedale								
Mansfield	10	15	16	20	20	60	40 days max	
Midlothian	10	15	20	20	20	20	n/a	n/a
Red Oak	13	15	21	21	21			
Waxahachie								
Average:	12	15	20	22	23	34		
Venus, TX								

Participant Agency	Shift Personnel Vacation Leave or PTO Bank (in 24hr shifts)							
	1 Year	5 Year	10 Year	15 Year	20 Year	Max	Cash Out	Buy Back
Burleson	8	8	10	10	13	25	25 days max	
Cedar Hill	6	7	10	10	10	10	14	0
Ennis	18	18	21	21	21	21	n/a	5 days/yr
Forest Hill								
Glenn Heights								
Granbury								
Kennedale								
Mansfield	5	8	8	10	10	30	13 days max	
Midlothian	3	5	7	7	7	7	n/a	n/a
Red Oak								
Waxahachie								
Average:	8	9	11	12	12			
Venus, TX								

Participant Agency	Sick Leave (in days)				Holidays (in days)
	Days	Max	Cash Out	Buy Back	Holidays
Burleson	13	unlimit			10
Cedar Hill					
Ennis	PTO				12
Forest Hill					
Glenn Heights	12				12
Granbury					14
Kennedale	11				11
Mansfield	8				11
Midlothian	7	unlimit	n/a	n/a	12
Red Oak	15				12
Waxahachie					
Average:	11				12
Venus, TX					

Participant Agency	Certification Pay (monthly)					
	Police					
	Int or AA	Adv or BA	Master or MA	Shift Differential	Other	Add'l by Tenure or Ed
Burleson						
Cedar Hill	\$50.00	\$75.00	\$100.00	\$0.02		
Ennis	\$30.00	\$60.00	\$90.00			
Forest Hill						
Glenn Heights						
Granbury						
Kennedale	\$75.00	\$100.00	\$125.00			
Mansfield	\$50.00	\$100.00	\$150.00			
Midlothian	\$50.00	\$100.00	\$150.00			
Red Oak	\$25.00	\$50.00	\$100.00			
Waxahachie						
Average:	\$47	\$81	\$119			
Venus, TX						

Participant Agency	Certification Pay (monthly)					
	Fire					
	Int or AA	Adv or BA	Master or MA	EMT	Para	Add'l by Tenure or Ed
Burleson						
Cedar Hill	\$50.00	\$75.00	\$100.00	\$0.00	\$75.00	\$0.00
Ennis	\$30.00	\$60.00	\$90.00		\$50.00	
Forest Hill						
Glenn Heights						
Granbury						
Kennedale	\$75.00	\$100.00	\$125.00			
Mansfield	\$50.00	\$100.00	\$150.00			
Midlothian	\$50.00	\$100.00	\$150.00			
Red Oak	\$25.00	\$50.00	\$100.00		\$125.00	
Waxahachie						
Average:	\$47	\$81	\$119	\$0	\$83	
Venus, TX						

Participant Agency	Certification Pay (monthly)									
	Utilities									
	Water C	Water B	Water A	WWT A	WWT B	WWT C	WWT D	WW Coll I	WW Coll II	WW Coll III
Burleson										
Cedar Hill	\$25.00	\$40.00	\$50.00					\$12.50	\$25.00	\$40.00
Ennis		\$30.00	\$60.00		\$30.00	\$60.00				
Forest Hill										
Glenn Heights										
Granbury										
Kennedale										
Mansfield	\$25.00	\$50.00	\$75.00	\$25.00	\$50.00	\$75.00		\$25.00	\$50.00	\$75.00
Midlothian	\$50.00	\$100.00	\$150.00			\$50.00			\$50.00	\$70.00
Red Oak	\$50.00	\$75.00	\$100.00					\$25.00	\$50.00	\$75.00
Waxahachie										
Average:	\$38	\$59	\$87	\$25	\$40	\$62	#DIV/0!	\$21	\$44	\$65
Venus, TX										

Participant Agency	Allowances	
	Auto	Cell
Burleson		
Cedar Hill		\$30 MONTHLY
Ennis		
Forest Hill		
Glenn Heights		
Granbury	600/mo	61.42/mo
Kennedale		
Mansfield		
Midlothian		
Red Oak		
Waxahachie		
Average:		
Venus, TX		

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Salary Range Order)

Job Groups and Titles	Draft Proposed - "At Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
City Administrator	30	\$128,423	\$132,276	\$136,244	\$140,331	\$144,541	\$148,877	\$153,344	\$157,944	\$162,682	\$167,563	\$172,590
Finance Director	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Fire Chief	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Police Chief	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Public Works Director	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Chief Building Official	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
City Secretary	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
EDC Director	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
Police Lieutenant	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
City Planner	18	\$71,511	\$73,656	\$75,866	\$78,142	\$80,486	\$82,900	\$85,387	\$87,949	\$90,588	\$93,305	\$96,104
Police Sergeant	17	\$68,105	\$70,149	\$72,253	\$74,421	\$76,653	\$78,953	\$81,321	\$83,761	\$86,274	\$88,862	\$91,528
Police Detective (Corporal)	15	\$61,774	\$63,627	\$65,536	\$67,502	\$69,527	\$71,613	\$73,761	\$75,974	\$78,253	\$80,601	\$83,019
Police Officer	13	\$56,030	\$57,711	\$59,443	\$61,226	\$63,063	\$64,955	\$66,903	\$68,910	\$70,978	\$73,107	\$75,300
PW Supervisor	12	\$53,362	\$54,963	\$56,612	\$58,310	\$60,060	\$61,862	\$63,717	\$65,629	\$67,598	\$69,626	\$71,715
Civil Inspector	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Firefighter/EMT (PT)	10	\$23.27	\$23.97	\$24.69	\$25.43	\$26.19	\$26.98	\$27.79	\$28.62	\$29.48	\$30.36	\$31.27
Human Resources Specialist	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Planner	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Parks Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Streets Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Utility Operator	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Water Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Animal Control	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Code Enforcement	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Finance Assistant	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Parks Technician II	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Streets Technician II	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Water Technician II	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Court Clerk	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Permit Clerk	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
PW Administrative Assistant	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Utility Billing Specialist	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Parks Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Salary Range Order)

Job Groups and Titles	Draft Proposed - "At Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Streets Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Water Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Administrative Assistant (PT)	3	\$16.54	\$17.03	\$17.54	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.22
Customer Service Clerk (PT)	3	\$16.54	\$17.03	\$17.54	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.22
Building Maintenance Technician	2	\$32,760	\$33,743	\$34,755	\$35,798	\$36,872	\$37,978	\$39,117	\$40,290	\$41,499	\$42,744	\$44,027

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City Administrator	30	\$128,423	\$132,276	\$136,244	\$140,331	\$144,541	\$148,877	\$153,344	\$157,944	\$162,682	\$167,563	\$172,590
Finance Director	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Fire Chief	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Police Chief	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Public Works Director	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Chief Building Official	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
City Secretary	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
EDC Director	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
Police Lieutenant	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
City Planner	18	\$71,511	\$73,656	\$75,866	\$78,142	\$80,486	\$82,900	\$85,387	\$87,949	\$90,588	\$93,305	\$96,104
Police Sergeant	17	\$68,105	\$70,149	\$72,253	\$74,421	\$76,653	\$78,953	\$81,321	\$83,761	\$86,274	\$88,862	\$91,528
Police Detective (Corporal)	15	\$61,774	\$63,627	\$65,536	\$67,502	\$69,527	\$71,613	\$73,761	\$75,974	\$78,253	\$80,601	\$83,019
Police Officer	13	\$56,030	\$57,711	\$59,443	\$61,226	\$63,063	\$64,955	\$66,903	\$68,910	\$70,978	\$73,107	\$75,300
PW Supervisor	12	\$53,362	\$54,963	\$56,612	\$58,310	\$60,060	\$61,862	\$63,717	\$65,629	\$67,598	\$69,626	\$71,715
Civil Inspector	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Firefighter/EMT (PT)	10	\$23.27	\$23.97	\$24.69	\$25.43	\$26.19	\$26.98	\$27.79	\$28.62	\$29.48	\$30.36	\$31.27
Human Resources Specialist	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Planner	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Parks Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Streets Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Utility Operator	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Water Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Animal Control	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Code Enforcement	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Finance Assistant	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Parks Technician II	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
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Court Clerk	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Permit Clerk	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
PW Administrative Assistant	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Utility Billing Specialist	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Parks Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Salary Range Order)

Job Groups and Titles	Draft Proposed - "At Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Streets Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Water Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Administrative Assistant (PT)	3	\$16.54	\$17.03	\$17.54	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.22
Customer Service Clerk (PT)	3	\$16.54	\$17.03	\$17.54	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.22
Building Maintenance Technician	2	\$32,760	\$33,743	\$34,755	\$35,798	\$36,872	\$37,978	\$39,117	\$40,290	\$41,499	\$42,744	\$44,027

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Salary Range Order)

Job Groups and Titles	Draft Proposed - "95% of Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
City Administrator	29	\$122,307	\$125,977	\$129,756	\$133,649	\$137,658	\$141,788	\$146,042	\$150,423	\$154,935	\$159,584	\$164,371
Finance Director	24	\$95,831	\$98,706	\$101,667	\$104,717	\$107,859	\$111,095	\$114,427	\$117,860	\$121,396	\$125,038	\$128,789
Fire Chief	24	\$95,831	\$98,706	\$101,667	\$104,717	\$107,859	\$111,095	\$114,427	\$117,860	\$121,396	\$125,038	\$128,789
Police Chief	24	\$95,831	\$98,706	\$101,667	\$104,717	\$107,859	\$111,095	\$114,427	\$117,860	\$121,396	\$125,038	\$128,789
Public Works Director	24	\$95,831	\$98,706	\$101,667	\$104,717	\$107,859	\$111,095	\$114,427	\$117,860	\$121,396	\$125,038	\$128,789
Chief Building Official	19	\$75,086	\$77,339	\$79,659	\$82,049	\$84,510	\$87,045	\$89,657	\$92,347	\$95,117	\$97,970	\$100,910
City Secretary	19	\$75,086	\$77,339	\$79,659	\$82,049	\$84,510	\$87,045	\$89,657	\$92,347	\$95,117	\$97,970	\$100,910
EDC Director	19	\$75,086	\$77,339	\$79,659	\$82,049	\$84,510	\$87,045	\$89,657	\$92,347	\$95,117	\$97,970	\$100,910
Police Lieutenant	19	\$75,086	\$77,339	\$79,659	\$82,049	\$84,510	\$87,045	\$89,657	\$92,347	\$95,117	\$97,970	\$100,910
City Planner	17	\$68,105	\$70,149	\$72,253	\$74,421	\$76,653	\$78,953	\$81,321	\$83,761	\$86,274	\$88,862	\$91,528
Police Sergeant	16	\$64,862	\$66,808	\$68,812	\$70,877	\$73,003	\$75,193	\$77,449	\$79,772	\$82,166	\$84,631	\$87,169
Police Detective (Corporal)	14	\$58,832	\$60,597	\$62,415	\$64,287	\$66,216	\$68,202	\$70,248	\$72,356	\$74,527	\$76,762	\$79,065
Police Officer	12	\$53,362	\$54,963	\$56,612	\$58,310	\$60,060	\$61,862	\$63,717	\$65,629	\$67,598	\$69,626	\$71,715
PW Supervisor	11	\$50,821	\$52,346	\$53,916	\$55,534	\$57,200	\$58,916	\$60,683	\$62,504	\$64,379	\$66,310	\$68,300
Civil Inspector	9	\$46,096	\$47,479	\$48,904	\$50,371	\$51,882	\$53,438	\$55,042	\$56,693	\$58,394	\$60,145	\$61,950
Firefighter/EMT (PT)	9	\$22,16	\$22,83	\$23,51	\$24,22	\$24,94	\$25,69	\$26,46	\$27,26	\$28,07	\$28,92	\$29,78
Human Resources Specialist	9	\$46,096	\$47,479	\$48,904	\$50,371	\$51,882	\$53,438	\$55,042	\$56,693	\$58,394	\$60,145	\$61,950
Planner	9	\$46,096	\$47,479	\$48,904	\$50,371	\$51,882	\$53,438	\$55,042	\$56,693	\$58,394	\$60,145	\$61,950
Parks Crew Leader	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Streets Crew Leader	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Utility Operator	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Water Crew Leader	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Animal Control	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Code Enforcement	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Finance Assistant	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Parks Technician II	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Streets Technician II	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Water Technician II	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Court Clerk	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Permit Clerk	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
PW Administrative Assistant	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Utility Billing Specialist	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Parks Technician I	3	\$34,398	\$35,430	\$36,493	\$37,587	\$38,715	\$39,877	\$41,073	\$42,305	\$43,574	\$44,881	\$46,228

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Salary Range Order)

Job Groups and Titles	Draft Proposed - "95% of Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Streets Technician I	3	\$34,398	\$35,430	\$36,493	\$37,587	\$38,715	\$39,877	\$41,073	\$42,305	\$43,574	\$44,881	\$46,228
Water Technician I	3	\$34,398	\$35,430	\$36,493	\$37,587	\$38,715	\$39,877	\$41,073	\$42,305	\$43,574	\$44,881	\$46,228
Administrative Assistant (PT)	2	\$15.75	\$16.22	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.95	\$20.55	\$21.17
Customer Service Clerk (PT)	2	\$15.75	\$16.22	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.95	\$20.55	\$21.17
Building Maintenance Technician	1	\$31,200	\$32,136	\$33,100	\$34,093	\$35,116	\$36,169	\$37,254	\$38,372	\$39,523	\$40,709	\$41,930

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Salary Range Order)

Job Groups and Titles	Draft Proposed - "90% of Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
City Administrator	28	\$116,483	\$119,978	\$123,577	\$127,284	\$131,103	\$135,036	\$139,087	\$143,260	\$147,558	\$151,984	\$156,544
Finance Director	23	\$91,268	\$94,006	\$96,826	\$99,731	\$102,723	\$105,804	\$108,978	\$112,248	\$115,615	\$119,084	\$122,656
Fire Chief	23	\$91,268	\$94,006	\$96,826	\$99,731	\$102,723	\$105,804	\$108,978	\$112,248	\$115,615	\$119,084	\$122,656
Police Chief	23	\$91,268	\$94,006	\$96,826	\$99,731	\$102,723	\$105,804	\$108,978	\$112,248	\$115,615	\$119,084	\$122,656
Public Works Director	23	\$91,268	\$94,006	\$96,826	\$99,731	\$102,723	\$105,804	\$108,978	\$112,248	\$115,615	\$119,084	\$122,656
Chief Building Official	18	\$71,511	\$73,656	\$75,866	\$78,142	\$80,486	\$82,900	\$85,387	\$87,949	\$90,588	\$93,305	\$96,104
City Secretary	18	\$71,511	\$73,656	\$75,866	\$78,142	\$80,486	\$82,900	\$85,387	\$87,949	\$90,588	\$93,305	\$96,104
EDC Director	18	\$71,511	\$73,656	\$75,866	\$78,142	\$80,486	\$82,900	\$85,387	\$87,949	\$90,588	\$93,305	\$96,104
Police Lieutenant	18	\$71,511	\$73,656	\$75,866	\$78,142	\$80,486	\$82,900	\$85,387	\$87,949	\$90,588	\$93,305	\$96,104
City Planner	16	\$64,862	\$66,808	\$68,812	\$70,877	\$73,003	\$75,193	\$77,449	\$79,772	\$82,166	\$84,631	\$87,169
Police Sergeant	15	\$61,774	\$63,627	\$65,536	\$67,502	\$69,527	\$71,613	\$73,761	\$75,974	\$78,253	\$80,601	\$83,019
Police Detective (Corporal)	13	\$56,030	\$57,711	\$59,443	\$61,226	\$63,063	\$64,955	\$66,903	\$68,910	\$70,978	\$73,107	\$75,300
Police Officer	11	\$50,821	\$52,346	\$53,916	\$55,534	\$57,200	\$58,916	\$60,683	\$62,504	\$64,379	\$66,310	\$68,300
PW Supervisor	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Civil Inspector	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Firefighter/EMT (PT)	8	\$21.11	\$21.74	\$22.39	\$23.06	\$23.76	\$24.47	\$25.20	\$25.96	\$26.74	\$27.54	\$28.37
Human Resources Specialist	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Planner	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Parks Crew Leader	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Streets Crew Leader	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Utility Operator	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Water Crew Leader	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Animal Control	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Code Enforcement	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Finance Assistant	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Parks Technician II	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Streets Technician II	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Water Technician II	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Court Clerk	3	\$34,398	\$35,430	\$36,493	\$37,587	\$38,715	\$39,877	\$41,073	\$42,305	\$43,574	\$44,881	\$46,228
Permit Clerk	3	\$34,398	\$35,430	\$36,493	\$37,587	\$38,715	\$39,877	\$41,073	\$42,305	\$43,574	\$44,881	\$46,228
PW Administrative Assistant	3	\$34,398	\$35,430	\$36,493	\$37,587	\$38,715	\$39,877	\$41,073	\$42,305	\$43,574	\$44,881	\$46,228
Utility Billing Specialist	3	\$34,398	\$35,430	\$36,493	\$37,587	\$38,715	\$39,877	\$41,073	\$42,305	\$43,574	\$44,881	\$46,228
Parks Technician I	2	\$32,760	\$33,743	\$34,755	\$35,798	\$36,872	\$37,978	\$39,117	\$40,290	\$41,499	\$42,744	\$44,027

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Salary Range Order)

Job Groups and Titles	Draft Proposed - "90% of Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Streets Technician I	2	\$32,760	\$33,743	\$34,755	\$35,798	\$36,872	\$37,978	\$39,117	\$40,290	\$41,499	\$42,744	\$44,027
Water Technician I	2	\$32,760	\$33,743	\$34,755	\$35,798	\$36,872	\$37,978	\$39,117	\$40,290	\$41,499	\$42,744	\$44,027
Administrative Assistant (PT)	1	\$15.00	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.91	\$18.45	\$19.00	\$19.57	\$20.16
Customer Service Clerk (PT)	1	\$15.00	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.91	\$18.45	\$19.00	\$19.57	\$20.16
Building Maintenance Technician	1	\$29,714	\$30,606	\$31,524	\$32,469	\$33,444	\$34,447	\$35,480	\$36,545	\$37,641	\$38,770	\$39,933

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Job Groups Order)

Job Groups and Titles	Draft Proposed - "At Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
City Administrator	30	\$128,423	\$132,276	\$136,244	\$140,331	\$144,541	\$148,877	\$153,344	\$157,944	\$162,682	\$167,563	\$172,590
City Secretary	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
EDC Director	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
Human Resources Specialist	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Court Clerk	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Administrative Assistant (PT)	3	\$16.54	\$17.03	\$17.54	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.22
Customer Service Clerk (PT)	3	\$16.54	\$17.03	\$17.54	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58	\$22.22
Finance Director	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Finance Assistant	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Utility Billing Specialist	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Chief Building Official	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
City Planner	18	\$71,511	\$73,656	\$75,866	\$78,142	\$80,486	\$82,900	\$85,387	\$87,949	\$90,588	\$93,305	\$96,104
Planner	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Civil Inspector	10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
Permit Clerk	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Fire Chief	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Firefighter/EMT (PT)	10	\$23.27	\$23.97	\$24.69	\$25.43	\$26.19	\$26.98	\$27.79	\$28.62	\$29.48	\$30.36	\$31.27
Police Chief	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
Police Lieutenant	20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
Police Sergeant	17	\$68,105	\$70,149	\$72,253	\$74,421	\$76,653	\$78,953	\$81,321	\$83,761	\$86,274	\$88,862	\$91,528
Police Detective (Corporal)	15	\$61,774	\$63,627	\$65,536	\$67,502	\$69,527	\$71,613	\$73,761	\$75,974	\$78,253	\$80,601	\$83,019
Police Officer	13	\$56,030	\$57,711	\$59,443	\$61,226	\$63,063	\$64,955	\$66,903	\$68,910	\$70,978	\$73,107	\$75,300
Animal Control	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Code Enforcement	7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
Public Works Director	25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
PW Supervisor	12	\$53,362	\$54,963	\$56,612	\$58,310	\$60,060	\$61,862	\$63,717	\$65,629	\$67,598	\$69,626	\$71,715
PW Administrative Assistant	5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
Streets Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Streets Technician II	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Streets Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Water Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Utility Operator	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Water Technician II	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514

City of Venus
FY 2023 Salary Plan
Salary Ranges Per Job Class - (Job Groups Order)

Job Groups and Titles	Draft Proposed - "At Market" Illustration											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Water Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Parks Crew Leader	8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
Parks Technician II	6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
Parks Technician I	4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
Building Maintenance Technician	2	\$32,760	\$33,743	\$34,755	\$35,798	\$36,872	\$37,978	\$39,117	\$40,290	\$41,499	\$42,744	\$44,027

City of Venus
FY 2023 Salary Plan Modeling
Addendum - Resulting Salary Range per Position

Employee Name	Recommended Job Class	Current Salary	-- Recommended --					\$<Step 1	\$<Near Step	Yrs of Svc	Tenure Step	Cost to Tenure Step
			Grade	Near Step	Minimum	Near Step	Maximum					
Johnny Coker	Animal Control	\$44,990	7	4	\$41,811	\$45,688	\$56,190	\$0	\$697	2 yrs		
Brian Anderson	Building Maintenance Technician	\$31,200	2	1	\$32,760	\$32,760	\$44,027	\$1,560	\$0	3 weeks		
Michael Gleason	Chief Building Official	\$85,000	20	4	\$78,840	\$86,151	\$105,955	\$0	\$1,151	10 mos		
Tonya Roberts	City Administrator	\$110,000	30	1	\$128,423	\$128,423	\$172,590	\$18,423	\$0	1 year		
Oscar Ortiz	City Planner	\$65,306	18	1	\$71,511	\$71,511	\$96,104	\$6,205	\$0	8 mos		
Callie Green	City Secretary	\$69,754	20	1	\$78,840	\$78,840	\$105,955	\$9,086	\$0	2 yrs		
Brandon Gazaway	Civil Inspector	\$52,988	10	5	\$48,401	\$54,476	\$65,047	\$0	\$1,488	4 mos		
Melissa Westen	Court Clerk	\$51,210	5	11	\$37,924	\$50,966	\$50,966	\$0	\$0	10 mos		
Vacant3	Customer Service Clerk (PT)	\$49,899	3	5	\$34,398	\$38,715	\$46,228	\$0	\$0	-		
Andrew Simmons	EDC Director	\$67,080	20	1	\$78,840	\$78,840	\$105,955	\$11,760	\$0	9 mos		
Vacant1	Finance Assistant	\$47,000	7	5	\$41,811	\$47,058	\$56,190	\$0	\$58	-		
Cheryl Estes	Finance Director	\$105,832	25	3	\$100,623	\$106,751	\$135,228	\$0	\$918	3 yrs	3	\$918
Richard Allen	Fire Chief	\$90,176	25	1	\$100,623	\$100,623	\$135,228	\$10,446	\$0	7 mos		
Stacey Wyman	Human Resources Specialist	\$51,834	10	4	\$48,401	\$52,889	\$65,047	\$0	\$1,056	1 year		
Jaime Cantu	Parks Crew Leader	\$42,723	8	1	\$43,901	\$43,901	\$59,000	\$1,178	\$0	7 yrs	5	\$6,688
Marshall Moore	Parks Technician I	\$35,797	4	1	\$36,118	\$36,118	\$48,539	\$321	\$0	3 yrs	3	\$2,521
Jennifer Hopkins	Permit Clerk	\$39,790	5	3	\$37,924	\$40,233	\$50,966	\$0	\$443	7 mos		
James Groom	Police Chief	\$94,702	25	1	\$100,623	\$100,623	\$135,228	\$5,920	\$0	7 yrs	5	\$18,549
Daniela Martinez	Police Detective (Corporal)	\$58,115	15	1	\$61,774	\$61,774	\$83,019	\$3,658	\$0	5 yrs	5	\$11,412
James Gordon	Police Lieutenant	\$74,748	20	1	\$78,840	\$78,840	\$105,955	\$4,092	\$0	6 yrs	5	\$13,987
James Halstad	Police Officer	\$55,016	13	1	\$56,030	\$56,030	\$75,300	\$1,014	\$0	7 yrs	5	\$8,047
Heather Syverston	Police Officer	\$55,016	13	1	\$56,030	\$56,030	\$75,300	\$1,014	\$0	5 yrs	5	\$8,047
Christopher McGowan	Police Officer	\$55,016	13	1	\$56,030	\$56,030	\$75,300	\$1,014	\$0	5 yrs	5	\$8,047
Jezenia Silva	Police Officer	\$55,016	13	1	\$56,030	\$56,030	\$75,300	\$1,014	\$0	3 yrs	3	\$4,427
Tracy Wells	Police Officer	\$55,016	13	1	\$56,030	\$56,030	\$75,300	\$1,014	\$0	1.5 yrs		
Joel Barron	Police Officer	\$49,878	13	1	\$56,030	\$56,030	\$75,300	\$6,152	\$0	1.5 yrs		
Garrett Spurlock	Police Officer	\$49,878	13	1	\$56,030	\$56,030	\$75,300	\$6,152	\$0	1.5 yrs		
Zachary Hoffman	Police Officer	\$49,878	13	1	\$56,030	\$56,030	\$75,300	\$6,152	\$0	1 year		
Michael May	Police Sergeant	\$64,355	17	1	\$68,105	\$68,105	\$91,528	\$3,750	\$0	5 yrs	5	\$12,298
Johnathan Yates	Police Sergeant	\$70,949	17	3	\$68,105	\$72,253	\$91,528	\$0	\$1,304	7 yrs	5	\$5,704
Troy Hopkins	Public Works Director	\$85,000	25	1	\$100,623	\$100,623	\$135,228	\$15,622	\$0	1 year		
Rachel Baker	PW Administrative Assistant	\$35,339	5	1	\$37,924	\$37,924	\$50,966	\$2,584	\$0	7 mos		
Casey Homesley	PW Supervisor	\$49,795	12	1	\$53,362	\$53,362	\$71,715	\$3,567	\$0	3 yrs	3	\$6,817
Vacant2	Streets Crew Leader	\$42,723	8	5	\$43,901	\$49,411	\$59,000	\$1,178	\$5,510	-		

City of Venus
FY 2023 Salary Plan Modeling
Addendum - Resulting Salary Range per Position

Employee Name	Recommended Job Class	Current Salary	-- Recommended --					\$<Step 1	\$<Near Step	Yrs of Svc	Tenure Step	Cost to Tenure Step
			Grade	Near Step	Minimum	Near Step	Maximum					
Rodolpho Jaral	Streets Technician I	\$33,259	4	1	\$36,118	\$36,118	\$48,539	\$2,859	\$0	2 mos		
Jeff Smith	Utility Operator	\$42,723	8	1	\$43,901	\$43,901	\$59,000	\$1,178	\$0	6 yrs	5	\$6,688
Leonard Abshire	Water Crew Leader	\$42,723	8	1	\$43,901	\$43,901	\$59,000	\$1,178	\$0	2 mos		
David Isaac	Water Technician I	\$33,259	4	1	\$36,118	\$36,118	\$48,539	\$2,859	\$0	1 week		

Proposed Salary Grade Table
3% Steps, 5% Per Grade

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1	\$31,200	\$32,136	\$33,100	\$34,093	\$35,116	\$36,169	\$37,254	\$38,372	\$39,523	\$40,709	\$41,930
2	\$32,760	\$33,743	\$34,755	\$35,798	\$36,872	\$37,978	\$39,117	\$40,290	\$41,499	\$42,744	\$44,027
3	\$34,398	\$35,430	\$36,493	\$37,587	\$38,715	\$39,877	\$41,073	\$42,305	\$43,574	\$44,881	\$46,228
4	\$36,118	\$37,201	\$38,317	\$39,467	\$40,651	\$41,870	\$43,126	\$44,420	\$45,753	\$47,125	\$48,539
5	\$37,924	\$39,061	\$40,233	\$41,440	\$42,683	\$43,964	\$45,283	\$46,641	\$48,041	\$49,482	\$50,966
6	\$39,820	\$41,014	\$42,245	\$43,512	\$44,818	\$46,162	\$47,547	\$48,973	\$50,443	\$51,956	\$53,514
7	\$41,811	\$43,065	\$44,357	\$45,688	\$47,058	\$48,470	\$49,924	\$51,422	\$52,965	\$54,554	\$56,190
8	\$43,901	\$45,218	\$46,575	\$47,972	\$49,411	\$50,894	\$52,420	\$53,993	\$55,613	\$57,281	\$59,000
9	\$46,096	\$47,479	\$48,904	\$50,371	\$51,882	\$53,438	\$55,042	\$56,693	\$58,394	\$60,145	\$61,950
10	\$48,401	\$49,853	\$51,349	\$52,889	\$54,476	\$56,110	\$57,794	\$59,527	\$61,313	\$63,153	\$65,047
11	\$50,821	\$52,346	\$53,916	\$55,534	\$57,200	\$58,916	\$60,683	\$62,504	\$64,379	\$66,310	\$68,300
12	\$53,362	\$54,963	\$56,612	\$58,310	\$60,060	\$61,862	\$63,717	\$65,629	\$67,598	\$69,626	\$71,715
13	\$56,030	\$57,711	\$59,443	\$61,226	\$63,063	\$64,955	\$66,903	\$68,910	\$70,978	\$73,107	\$75,300
14	\$58,832	\$60,597	\$62,415	\$64,287	\$66,216	\$68,202	\$70,248	\$72,356	\$74,527	\$76,762	\$79,065
15	\$61,774	\$63,627	\$65,536	\$67,502	\$69,527	\$71,613	\$73,761	\$75,974	\$78,253	\$80,601	\$83,019
16	\$64,862	\$66,808	\$68,812	\$70,877	\$73,003	\$75,193	\$77,449	\$79,772	\$82,166	\$84,631	\$87,169
17	\$68,105	\$70,149	\$72,253	\$74,421	\$76,653	\$78,953	\$81,321	\$83,761	\$86,274	\$88,862	\$91,528
18	\$71,511	\$73,656	\$75,866	\$78,142	\$80,486	\$82,900	\$85,387	\$87,949	\$90,588	\$93,305	\$96,104
19	\$75,086	\$77,339	\$79,659	\$82,049	\$84,510	\$87,045	\$89,657	\$92,347	\$95,117	\$97,970	\$100,910
20	\$78,840	\$81,206	\$83,642	\$86,151	\$88,736	\$91,398	\$94,140	\$96,964	\$99,873	\$102,869	\$105,955
21	\$82,783	\$85,266	\$87,824	\$90,459	\$93,172	\$95,968	\$98,847	\$101,812	\$104,866	\$108,012	\$111,253
22	\$86,922	\$89,529	\$92,215	\$94,982	\$97,831	\$100,766	\$103,789	\$106,903	\$110,110	\$113,413	\$116,815
23	\$91,268	\$94,006	\$96,826	\$99,731	\$102,723	\$105,804	\$108,978	\$112,248	\$115,615	\$119,084	\$122,656
24	\$95,831	\$98,706	\$101,667	\$104,717	\$107,859	\$111,095	\$114,427	\$117,860	\$121,396	\$125,038	\$128,789
25	\$100,623	\$103,641	\$106,751	\$109,953	\$113,252	\$116,649	\$120,149	\$123,753	\$127,466	\$131,290	\$135,228
26	\$105,654	\$108,823	\$112,088	\$115,451	\$118,914	\$122,482	\$126,156	\$129,941	\$133,839	\$137,854	\$141,990
27	\$110,936	\$114,265	\$117,693	\$121,223	\$124,860	\$128,606	\$132,464	\$136,438	\$140,531	\$144,747	\$149,089
28	\$116,483	\$119,978	\$123,577	\$127,284	\$131,103	\$135,036	\$139,087	\$143,260	\$147,558	\$151,984	\$156,544
29	\$122,307	\$125,977	\$129,756	\$133,649	\$137,658	\$141,788	\$146,042	\$150,423	\$154,935	\$159,584	\$164,371
30	\$128,423	\$132,276	\$136,244	\$140,331	\$144,541	\$148,877	\$153,344	\$157,944	\$162,682	\$167,563	\$172,590
31	\$134,844	\$138,889	\$143,056	\$147,348	\$151,768	\$156,321	\$161,011	\$165,841	\$170,816	\$175,941	\$181,219
32	\$141,586	\$145,834	\$150,209	\$154,715	\$159,357	\$164,137	\$169,061	\$174,133	\$179,357	\$184,738	\$190,280

Proposed Salary Grade Table**3% Steps, 5% Per Grade**

33	\$148,665	\$153,125	\$157,719	\$162,451	\$167,324	\$172,344	\$177,514	\$182,840	\$188,325	\$193,975	\$199,794
34	\$156,099	\$160,782	\$165,605	\$170,573	\$175,691	\$180,961	\$186,390	\$191,982	\$197,741	\$203,673	\$209,784
35	\$163,904	\$168,821	\$173,885	\$179,102	\$184,475	\$190,009	\$195,710	\$201,581	\$207,628	\$213,857	\$220,273

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
City Administrator			\$115,638	\$188,412	-\$72,774	-38.63%

City Manager	Burleson	-
City Manager	Alvarado	\$155,584
City Manager	Cedar Hill	-
City Manager	Ennis	\$193,879
	Forest Hill	-
City Manager	Glenn Heights	-
City Manager	Granbury	\$197,927
City Administrator	Joshua	\$120,000
City Manager	Kennedale	\$144,997
City Manager	Mansfield	\$264,031
City Manager	Midlothian	-
City Manager	Red Oak	\$250,000
City Manager	Waxahachie	\$180,877
Individual Employer Rate:		<u><u>\$188,412</u></u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
City Secretary			\$66,527	\$97,963	-\$31,436	-32.09%

City Secretary	Burleson	-
City Secretary/HR Manager	Alvarado	\$83,959
City Secretary	Cedar Hill	\$102,430
City Secretary	Ennis	\$93,259
	Forest Hill	-
	Glenn Heights	-
City Secretary	Granbury	\$72,306
City Secretary	Joshua	\$85,000
No Match	Kennedale	-
City Secretary	Mansfield	\$115,196
City Secretary	Midlothian	\$90,012
City Secretary	Red Oak	\$115,968
City Secretary	Waxahachie	\$123,541
Individual Employer Rate:		<u><u>\$97,963</u></u>

City of Venus FY 2022 Salary Survey

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
EDC Director			\$65,000	\$120,590	-\$55,590	-46.10%

Economic Development Program Director	Burleson	\$114,635
Economic Development Director	Cedar Hill	\$130,014
Economic Development Director	Ennis	\$131,225
	Forest Hill	-
	Glenn Heights	-
Director of Community Development	Granbury	\$110,250
Economic Development Director	Joshua	\$75,000
No Match	Kennedale	-
Director - Economic Development	Mansfield	\$147,022
Planning Director	Midlothian	\$119,496
Economic Development Director	Red Oak	\$156,000
Senior Director, Economic Development	Waxahachie	\$123,541
Individual Employer Rate:		<u>\$123,020</u>
Business Development Manager	Regional Private Sector	\$118,160
Published Survey Rate:		<u>\$118,160</u>
Prevailing Rate:		<u>\$120,590</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%

Administrative Assistant (PT)			\$34,954	\$41,133	-\$6,179	-15.02%
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adj to FT

Senior Level Only \$45,570-\$60,622	Administrative Assistant	Burleson		\$43,212	
		Alvarado		-	
	Administrative Secretary (FT, PT)	Cedar Hill		\$42,456	
	Administrative Assistant	Ennis		\$42,723	
		Forest Hill		-	
	Administrative Support Technician	Glenn Heights		\$47,379	
	Administrative Assistant	Joshua		\$41,680	
	Administrative Assistant I	Granbury		\$42,401	
	Administrative Assistant	Kennedale		\$40,622	
	Administrative Assistant	Mansfield		\$45,587	
	Administrative Assistant I	Midlothian		\$41,371	
	Administrative Assistant	Red Oak		\$40,314	
	Administrative Clerk	Waxahachie		\$39,690	
			Individual Employer Rate:	<u>\$42,494</u>	
	Administrative Assistant	Regional Private Sector		\$39,772	
			Published Survey Rate:	<u>\$39,772</u>	
			Prevailing Rate:	<u>\$41,133</u>	

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Court Clerk			\$44,969	\$42,886	\$2,083	4.86%

Deputy Municipal Court Clerk	Burleson	\$39,188
Court Clerk	Alvarado	\$39,156
Court Clerk	Cedar Hill	\$42,456
Court Clerk	Ennis	\$42,723
	Forest Hill	-
No Match	Glenn Heights	-
Deputy Court Clerk	Granbury	\$37,315
Court Clerk	Joshua	\$51,938
Court Administrator	Kennedale	\$49,421
No Match	Mansfield	-
Court Clerk	Midlothian	\$45,604
Deputy Court Clerk	Red Oak	\$41,375
Municipal Court Clerk	Waxahachie	\$39,690
Individual Employer Rate:		<u><u>\$42,886</u></u>

City of Venus
FY 2022 Salary Survey

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%

Customer Service Clerk (PT)			\$34,954	\$35,840	-\$886	-2.47%
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adj to FT

Utility Customer Service Clerk	Burleson	\$39,188
Utility Billing / Admin 1	Alvarado	\$36,348
Customer Service Representative	Cedar Hill	\$38,967
Utility Customer Service Representative	Ennis	\$36,906
	Forest Hill	-
Customer Service Clerk	Glenn Heights	\$42,982
Utility Billing Clerk	Granbury	\$37,981
Utility Billing Clerk	Joshua	\$35,693
No Match	Kennedale	-
Customer Service Representative	Mansfield	\$39,380
Customer Service Tech	Midlothian	\$35,766
Utility Billing Clerk	Red Oak	\$42,326
Utility Billing Clerk	Waxahachie	\$39,690

Individual Employer Rate: \$38,657

Customer Service Clerk	Regional Private Sector	\$33,023
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Published Survey Rate: \$33,023

Prevailing Rate: \$35,840

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Human Resources Specialist			\$52,563	\$52,609	-\$47	-0.09%

HR Generalist I	Burleson	\$50,015
HR Analyst	Cedar Hill	\$54,709
Human Resources Generalist	Ennis	\$57,253
	Forest Hill	-
Human Resources Generalist	Glenn Heights	\$55,058
No Match	Granbury	-
No Match	Kennedale	-
HR Specialist	Mansfield	\$70,720
HR Specialist	Midlothian	\$45,604
HR Generalist	Red Oak	\$45,826
Human Resources Analyst	Waxahachie	\$53,188
Individual Employer Rate:		<u>\$54,046</u>
HR Specialist	Regional Private Sector	\$51,173
Published Survey Rate:		<u>\$51,173</u>
Prevailing Rate:		<u>\$52,609</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Chief Building Official			\$81,049	\$92,516	-\$11,467	-12.39%

Building Official	Burleson	\$103,977
Building Official	Cedar Hill	\$102,430
Chief Building Official	Ennis	\$97,922
	Forest Hill	-
	Glenn Heights	-
Director of Building & Permitting	Granbury	\$85,964
No Match	Kennedale	-
Building Official	Mansfield	\$109,711
Chief Building Official	Midlothian	\$85,738
Building Official	Red Oak	\$68,120
Senior Building Inspector	Waxahachie	\$86,269

Individual Employer Rate: \$92,516

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
City Planner			\$68,653	\$87,976	-\$19,323	-21.96%

Principal Planner	Burleson	\$89,819
Planning Director	Alvarado	\$65,689
Planning Director	Cedar Hill	\$86,256
City Planner	Ennis	\$63,122
	Forest Hill	-
	Glenn Heights	-
No Match	Granbury	-
CD Director	Joshua	\$70,907
City Planner	Kennedale	\$91,998
Assistant Director of Planning	Mansfield	\$109,711
Planning Manager	Midlothian	\$81,661
Planning & Zoning Manager	Red Oak	\$78,000
Senior Director, Planning	Waxahachie	\$123,541
Individual Employer Rate:		<u>\$86,070</u>
Urban Planner - Manager Level	Regional Private Sector	\$89,882
Published Survey Rate:		<u>\$89,882</u>
Prevailing Rate:		<u>\$87,976</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Civil Inspector			\$60,000	\$58,042	\$1,958	3.37%

Engineering Inspector	Burleson	\$57,898
Construction Inspector	Cedar Hill	\$60,601
	Ennis	-
	Forest Hill	-
No Match	Glenn Heights	-
	Granbury	-
No Match	Kennedale	-
Construction Inspector II	Mansfield	\$61,091
	Midlothian	-
Construction Inspector	Red Oak	\$49,165
Senior Public Works Inspector	Waxahachie	\$53,188
Individual Employer Rate:		<u>\$56,388</u>
Engineering Inspector	Regional Private Sector	\$59,695
Published Survey Rate:		<u>\$59,695</u>
Prevailing Rate:		<u>\$58,042</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Permit Clerk			\$41,836	\$44,520	-\$2,684	-6.03%

Building Permits Specialist	Burleson	\$45,365
Permit Specialist	Cedar Hill	\$49,343
No Match	Ennis	-
	Forest Hill	-
Permits Coordinator	Glenn Heights	\$47,379
No Match	Granbury	-
Permit Clerk	Joshua	\$43,680
No Match	Kennedale	-
Permit Technician	Mansfield	\$43,416
No Match	Midlothian	-
Permit Technician	Red Oak	\$42,765
Permit Technician	Waxahachie	\$39,690
Individual Employer Rate:		<u><u>\$44,520</u></u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Planner			\$65,306	\$60,370	\$4,936	8.18%

Planner I	Burleson	\$63,833
Planner	Cedar Hill	\$68,647
No Match	Ennis	-
	Forest Hill	-
Planner	Glenn Heights	\$61,750
Planner	Granbury	\$51,444
No Match	Kennedale	-
Planner	Mansfield	\$61,091
Planner I	Midlothian	\$67,236
Planning Tech	Red Oak	\$50,000
Planner	Waxahachie	\$62,139
Individual Employer Rate:		<u>\$60,767</u>
Urban Planner	Regional Private Sector	<u>\$59,973</u>
Published Survey Rate:		<u>\$59,973</u>
Prevailing Rate:		<u>\$60,370</u>

City of Venus FY 2022 Salary Survey

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Finance Assistant			\$49,416	\$49,704	-\$288	-0.58%

Accounting Coordinator	Burleson	\$60,793
Purchasing Coordinator	Cedar Hill	\$60,601
Accounts Payable Administrator	Ennis	\$42,723

	Forest Hill	-
Accounting Clerk	Glenn Heights	\$42,983
Accounting Specialist	Granbury	\$55,203
Finance Assistant	Joshua	\$45,386
ACCOUNTING & PR SPECIALIST	Kennedale	\$55,141
Account Clerk II	Mansfield	\$47,867
Accounting Specialist	Midlothian	\$47,871
Accounting Technician	Red Oak	\$46,693
Accounting Technician	Waxahachie	\$53,188

Individual Employer Rate: \$50,768

Accounting Clerk, Senior	Regional Private Sector	\$48,639
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Published Survey Rate: \$48,639

Prevailing Rate: \$49,704

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Finance Director			\$96,100	\$145,256	-\$49,156	-33.84%

Director of Finance	Burleson	\$177,836
Director of Finance	Alvarado	\$115,232
Finance Director	Cedar Hill	\$140,463
Finance Director	Ennis	\$131,225
	Forest Hill	-
	Glenn Heights	-
Director of Finance	Granbury	\$116,078
Director of Finance	Kennedale	\$107,994
Director of Finance	Mansfield	\$178,707
Finance Director/CFO	Midlothian	\$131,716
Finance Director	Red Oak	\$159,604
Senior Director, Finance	Waxahachie	\$149,485
Individual Employer Rate:		<u><u>\$140,834</u></u>
Finance Director	Regional Private Sector	\$149,679
Published Survey Rate:		<u><u>\$149,679</u></u>
Prevailing Rate:		<u><u>\$145,256</u></u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Utility Billing Specialist			\$49,416	\$41,656	\$7,760	18.63%

Customer Service Specialist	Burleson	\$43,205
Customer Service Lead	Cedar Hill	\$42,456
Utility Customer Service Representative	Ennis	\$36,906
	Forest Hill	-
Customer Service Clerk	Glenn Heights	\$42,983
Utility Billing Clerk	Granbury	\$37,981
No Match	Kennedale	-
Sr Customer Service Representative	Mansfield	\$45,587
Lead Utility Billing Technician	Midlothian	\$50,242
Utility Billing Clerk	Red Oak	\$42,326
Utility Billing Clerk	Waxahachie	\$39,690
Individual Employer Rate:		<u>\$42,375</u>
Billing Clerk	Regional Private Sector	\$40,937
Published Survey Rate:		<u>\$40,937</u>
Prevailing Rate:		<u>\$41,656</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Fire Chief			\$94,798	\$140,411	-\$45,613	-32.49%

Fire Chief	Burleson	\$177,836
Fire Chief	Alvarado	\$116,480
Fire Chief	Cedar Hill	\$140,463
Fire Chief	Ennis	\$137,786
	Forest Hill	-
	Glenn Heights	-
No Match	Granbury	-
Fire Chief	Joshua	\$95,786
Fire Chief	Kennedale	\$114,781
Fire Chief	Mansfield	\$178,707
Fire Chief	Midlothian	\$125,466
Fire Chief	Red Oak	\$167,326
Fire Chief	Waxahachie	\$149,485
Individual Employer Rate:		<u><u>\$140,411</u></u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Firefighter/EMT (PT)			\$25.18	\$30.08	-\$4.90	-16.29%

Firefighter	Burleson	\$37.05
Firefighter	Alvarado	\$30.06
Recruit Firefighter/EMT	Cedar Hill	\$27.69
Firefighter	Ennis	\$31.42
	Forest Hill	
Firefighter/EMT	Glenn Heights	\$26.35
No Match	Granbury	
Firefighter	Joshua	\$20.02
Firefighter/EMT	Kennedale	\$27.27
Firefighter/Paramedic	Mansfield	\$37.69
Fire Fighter/Paramedic	Midlothian	\$32.54
Firefighter	Red Oak	\$28.78
Firefighter	Waxahachie	\$32.00
Individual Employer Rate:		<u>\$30.08</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Animal Control			\$40,629	\$44,432	-\$3,803	-8.56%

Animal Control Officer	Burleson	\$45,365
Animal Control Officer	Alvarado	\$37,284
Animal Control Officer	Cedar Hill	\$49,343
Animal Control	Ennis	\$47,102
	Forest Hill	-
Animal Control Officer	Glenn Heights	\$44,935
Animal Control Officer	Granbury	\$41,517
Animal Control Officer	Joshua	\$36,400
Animal Control Officer	Kennedale	\$41,267
Animal Control Officer	Mansfield	\$47,867
Lead Animal Control Officer	Midlothian	\$50,242
Animal Control Officer	Red Oak	\$45,921
Animal Control Officer	Waxahachie	\$45,944
Individual Employer Rate:		<u><u>\$44,432</u></u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Code Enforcement			\$40,629	\$49,030	-\$8,401	-17.13%

Code Compliance Officer	Burleson	\$50,015
Code Enforcement Officer	Cedar Hill	\$49,343
Health and Code Enforcement Officer	Ennis	\$47,102
	Forest Hill	-
Code Compliance Officer	Glenn Heights	\$44,935
Code Enforcement Officer	Granbury	\$54,434
Code Enforcement Officer	Joshua	\$42,931
No Match	Kennedale	-
Code Compliance Officer	Mansfield	\$50,260
Code Enforcement Officer	Midlothian	\$47,871
Code Enforcement Officer	Red Oak	\$55,167
Code Enforcement Officer	Waxahachie	\$48,242
Individual Employer Rate:		<u>\$49,030</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%

Police Chief			\$94,798	\$144,209	-\$49,411	-34.26%
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Police Chief	Burleson	\$177,836
Police Chief	Alvarado	\$116,480
Police Chief	Cedar Hill	\$140,463
Police Chief	Ennis	\$137,786
	Forest Hill	-
	Glenn Heights	-
Chief of Police	Granbury	\$140,634
Police Chief	Joshua	\$95,786
No Match	Kennedale	-
Police Chief	Mansfield	\$178,707
Police Chief	Midlothian	\$131,716
Police Chief	Red Oak	\$173,197
Police Chief	Waxahachie	\$149,485

Individual Employer Rate: \$144,209

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Building Maintenance Technician			\$33,280	\$39,252	-\$5,972	-15.21%

Facilities Maintenance Tech I	Burleson	\$41,147
Building Maintenance Technician	Cedar Hill	\$42,456
Parks Maintenance Technician	Ennis	\$36,906
	Forest Hill	-
Utility Worker I	Glenn Heights	\$42,983
Building Maintenance Technician	Granbury	\$32,282
No Match	Kennedale	-
Facilities Maintenance Technician I	Mansfield	\$41,349
PW Maintenance Worker I	Midlothian	\$35,766
Maintenance Worker I	Red Oak	\$29,704
Maintenance Technician	Waxahachie	\$43,758
Individual Employer Rate:		<u><u>\$38,483</u></u>
Building Maintenance Worker	Regional Private Sector	\$40,021
Published Survey Rate:		<u><u>\$40,021</u></u>
Prevailing Rate:		<u><u>\$39,252</u></u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Parks Crew Leader			\$44,980	\$51,388	-\$6,408	-12.47%

Park Maintenance Crew Leader	Burleson	\$50,015
Maintenance II / Crew Leader	Alvarado	\$41,964
Parks Maintenance/Beautification Crew Chief	Cedar Hill	\$54,709
No Match	Ennis	-
	Forest Hill	-
No Match	Glenn Heights	-
Park Foreman	Granbury	\$41,912
No Match	Kennedale	-
Crew Supervisor Parks	Mansfield	\$58,182
Parks Crew Leader	Midlothian	\$37,554
Parks Supervisor	Red Oak	\$61,193
Parks Supervisor	Waxahachie	\$58,638
Individual Employer Rate:		<u>\$50,521</u>
Foreman Grounds Maintenance	Regional Private Sector	\$52,255
Published Survey Rate:		<u>\$52,255</u>
Prevailing Rate:		<u>\$51,388</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Parks Technician I			\$35,797	\$36,080	-\$283	-0.78%

Park Maintenance Worker I	Burleson	\$37,322
Maintenance Worker I	Alvarado	\$36,348
Park Maintenance Worker	Cedar Hill	\$38,967
Parks Maintenance Technician	Ennis	\$36,906
	Forest Hill	-
No Match	Glenn Heights	-
Parks Laborer 1	Granbury	\$31,512
Park Maintenance Worker	Joshua	\$37,149
No Match	Kennedale	-
Landscape Technician	Mansfield	\$41,349
Parks Maintenance Worker I	Midlothian	\$34,091
Parks Maintenance Tech	Red Oak	\$38,363
Maintenance Worker	Waxahachie	\$36,002
Individual Employer Rate:		<u>\$36,801</u>
		<u><u>\$36,801</u></u>
Groundskeeper	Regional Private Sector	\$35,359
Published Survey Rate:		<u>\$35,359</u>
		<u><u>\$35,359</u></u>
Prevailing Rate:		<u>\$36,080</u>
		<u><u>\$36,080</u></u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Parks Technician II			\$38,355	\$41,344	-\$2,989	-7.23%

Park Maintenance Worker II	Burleson	\$39,188
No Match	Cedar Hill	-
Senior Parks Maintenance Technician	Ennis	\$42,723
	Forest Hill	-
No Match	Glenn Heights	-
No Match	Granbury	-
No Match	Kennedale	-
Park Services Specialist	Mansfield	\$47,867
No Match	Midlothian	-
Parks Maintenance Tech	Red Oak	\$38,363
Senior Maintenance Worker	Waxahachie	\$43,758
Individual Employer Rate:		<u>\$42,380</u>
Senior Groundskeeper / Specialist	Regional Private Sector	\$40,309
Published Survey Rate:		<u>\$40,309</u>
Prevailing Rate:		<u>\$41,344</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Public Works Director			\$82,173	\$142,222	-\$60,049	-42.22%

Director of Public Works	Burleson	\$177,836
Director of Public Works	Alvarado	\$97,101
Public Works Director	Cedar Hill	\$140,463
Public Works/Utilities Director	Ennis	\$131,225
	Forest Hill	-
	Glenn Heights	-
Director of Electric Distribution	Granbury	\$110,074
Director of Public Works	Kennedale	\$89,761
Public Works Director	Mansfield	\$154,374
PW Director	Midlothian	\$103,262
Public Works Director	Red Oak	\$147,516
Senior Director, Public Works	Waxahachie	\$149,485
Individual Employer Rate:		\$130,109
Construction/Engineering Director	Regional Private Sector	\$154,335
Published Survey Rate:		\$154,335
Prevailing Rate:		\$142,222

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
PW Administrative Assistant			\$35,339	\$44,323	-\$8,984	-20.27%

Administrative Assistant-Senior	Burleson	\$52,515
Administrative Secretary	Cedar Hill	\$42,456
Administrative Assistant	Ennis	\$42,723
	Forest Hill	-
Administrative Support Technician	Glenn Heights	\$47,379
Administrative Assistant I	Granbury	\$42,401
PW Administrative Assistant	Joshua	\$35,360
Administrative Assistant	Kennedale	\$40,622
Administrative Assistant	Mansfield	\$45,587
Administrative Assistant I	Midlothian	\$41,371
PW Administrative Assistant I	Red Oak	\$38,286
Administrative Secretary	Waxahachie	\$50,654
Individual Employer Rate:		<u>\$43,578</u>
Administrative Assistant Senior / Specialized	Regional Private Sector	\$45,069
Published Survey Rate:		<u>\$45,069</u>
Prevailing Rate:		<u>\$44,323</u>

City of Venus FY 2022 Salary Survey

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
PW Supervisor			\$52,347	\$64,552	-\$12,205	-18.91%

Public Works Coordinator	Burleson	\$52,515
Pakrs / Public Works Supervisors	Alvarado	\$55,966
Street Maintenance Supervisor	Cedar Hill	\$68,647
Public Works Asset Manager	Ennis	\$66,278
	Forest Hill	-
Utilities Supervisor	Glenn Heights	\$55,058
Water/Wastewater Superintendent	Granbury	\$61,963
PW Supervisor	Joshua	\$73,549
No Match	Kennedale	-
Recreation Services Supervisor	Mansfield	\$61,091
Public Works Superintendent	Midlothian	\$70,574
PW Supervisor	Red Oak	\$61,442
Field Supervisor	Waxahachie	\$55,847
Individual Employer Rate:		<u>\$62,085</u>
Construction Foreman	Regional Private Sector	\$67,020
Published Survey Rate:		<u>\$67,020</u>
Prevailing Rate:		<u>\$64,552</u>

City of Venus FY 2022 Salary Survey

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Streets Crew Leader			\$44,980	\$54,749	-\$9,828	-17.93%

Street Maintenance Sr. Crew Leader	Burleson	\$52,515
Street Maintenance Crew Chief	Cedar Hill	\$49,343
Streets Foreman/Crew Leader	Ennis	\$49,458
	Forest Hill	-
No Match	Glenn Heights	-
Street Foreman	Granbury	\$47,819
PW Crew Leader	Joshua	\$50,981
No Match	Kennedale	-
Crew Supervisor - Streets	Mansfield	\$64,146
PW Foreman	Midlothian	\$50,242
Crew Leader	Red Oak	\$46,898
Field Supervisor	Waxahachie	\$55,847
Individual Employer Rate:		<u>\$51,917</u>
Construction Lead	Regional Private Sector	\$57,582
Published Survey Rate:		<u>\$57,582</u>
Prevailing Rate:		<u>\$54,749</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Streets Technician I			\$35,797	\$37,777	-\$1,980	-5.24%

Street Maintenance Worker I	Burleson	\$37,322
Maintenance Worker I	Alvarado	\$36,348
Street Maintenance Worker	Cedar Hill	\$38,967
Street Maintenance Worker	Ennis	\$36,906
	Forest Hill	-
No Match	Glenn Heights	-
No Match	Granbury	-
PW Crew Member	Joshua	\$40,336
Streets Maintenance Worker	Kennedale	\$40,009
Traffic Control Tech	Mansfield	\$43,416
PW Maintenance Worker I	Midlothian	\$35,766
Maintenance Worker I	Red Oak	\$29,704
Equipment Operator	Waxahachie	\$41,674
Individual Employer Rate:		<u>\$38,045</u>
Construction Worker I	Regional Private Sector	\$37,509
Published Survey Rate:		<u>\$37,509</u>
Prevailing Rate:		<u>\$37,777</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Streets Technician II			\$38,355	\$43,716	-\$5,360	-12.26%

Street Maintenance Worker II	Burleson	\$39,188
No Match	Cedar Hill	-
No Match	Ennis	-
	Forest Hill	-
No Match	Glenn Heights	-
No Match	Granbury	-
No Match	Kennedale	-
MW II; also Signal Technician	Mansfield	\$50,260
PW Heavy Equipment Specialist	Midlothian	\$41,371
Maintenance Worker II	Red Oak	\$36,842
Heavy Equipment Operator	Waxahachie	\$43,758
	Individual Employer Rate:	\$42,284
Construction Worker II	Regional Private Sector	\$45,148
	Published Survey Rate:	\$45,148
	Prevailing Rate:	\$43,716

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Utility Operator			\$44,913	\$45,845	-\$933	-2.03%

Utility Worker I	Burleson	\$39,188
Utility Maintenance Worker	Cedar Hill	\$42,456
Water Treatment Plant Operator	Ennis	\$42,723
	Forest Hill	-
Utility Worker I	Glenn Heights	\$42,983
Water Treatment Plant Operator I	Granbury	\$38,553
No Match	Kennedale	-
Utility Technician	Mansfield	\$47,867
WTP Operator	Midlothian	\$47,871
Utility Worker II	Red Oak	\$36,842
Utility Plant Operator	Waxahachie	\$48,242
Individual Employer Rate:		<u>\$42,969</u>
Water Operator		Regional Private Sector
		<u>\$48,722</u>
Published Survey Rate:		<u>\$48,722</u>
Prevailing Rate:		<u>\$45,845</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Water Crew Leader			\$44,980	\$51,416	-\$6,436	-12.52%

Utility Crew Leader	Burleson	\$52,515
Utilities Maintenance Crew Chief	Cedar Hill	\$54,709
Utilities Crew Leader - Water	Ennis	\$49,458
	Forest Hill	-
Utilities Supervisor	Glenn Heights	\$55,058
Water Distribution Foreman	Granbury	\$46,176
No Match	Kennedale	-
Crew Leader	Mansfield	\$52,773
Utility Crew Leader	Midlothian	\$45,604
Crew Leader	Red Oak	\$46,898
	Waxahachie	-
Individual Employer Rate:		<u>\$50,399</u>
Water Maintenance Worker III	Regional Private Sector	\$52,433
Published Survey Rate:		<u>\$52,433</u>
Prevailing Rate:		<u>\$51,416</u>

**City of Venus
FY 2022 Salary Survey**

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Water Technician I			\$35,797	\$42,508	-\$6,712	-15.79%

Utility Worker I	Burleson	\$39,188
Maintenance Worker I	Alvarado	\$36,348
Utility Maintenance Worker	Cedar Hill	\$42,456
Utility Field Service Technician	Ennis	\$36,906
	Forest Hill	-
Utility Worker I	Glenn Heights	\$42,983
	Granbury	-
No Match	Kennedale	-
Utility Technician	Mansfield	\$47,867
WTP Operator	Midlothian	\$47,871
Utility Worker I	Red Oak	\$32,460
Utility Worker	Waxahachie	\$41,674
Individual Employer Rate:		<u>\$40,861</u>
Water Maintenance Worker I	Regional Private Sector	\$44,156
Published Survey Rate:		<u>\$44,156</u>
Prevailing Rate:		<u>\$42,508</u>

City of Venus FY 2022 Salary Survey

Venus Job Class	Survey Job Class	Participant Organization	Venus Control Point	Market Midpoint	Variance	
					\$	%
Water Technician II			\$38,355	\$46,553	-\$8,198	-17.61%

Utility Worker II	Burleson	\$41,147
Utilities Technician	Cedar Hill	\$54,709
Utility Field Service Technician II	Ennis	\$42,723
	Forest Hill	-
Utility Worker II	Glenn Heights	\$44,935
No Match	Granbury	-
	Kennedale	-
Maintenance Technician/Operator	Mansfield	\$50,260
	Midlothian	-
Utility Worker II	Red Oak	\$36,842
Senior Utility Worker	Waxahachie	\$48,242
Individual Employer Rate:		<u>\$45,551</u>
Water Maintenance Worker II	Regional Private Sector	\$47,555
Published Survey Rate:		<u>\$47,555</u>
Prevailing Rate:		<u>\$46,553</u>

City of Venus
FY 2022 Salary Survey - Uniformed Police

Venus Job Class	Survey Job Class	Participant Organization	Entry	Control Point	Maximum
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Police Lieutenant		Venus	\$74,748	\$78,476	\$82,397
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Lieutenant	Burleson	\$94,000	\$99,899	\$105,798
Police Lieutenant	Cedar Hill	\$100,543	\$105,282	\$110,021
Police Lieutenant	Ennis	\$86,261	\$94,631	\$103,000
	Forest Hill			
	Glenn Heights			
Lieutenant	Granbury	\$94,226	\$99,006	\$103,785
No Match	Kennedale			
Lieutenant	Mansfield	\$55,566	\$67,353	\$79,139
Police Commander	Midlothian	\$93,350	\$101,286	\$109,221
Lieutenant	Red Oak	\$86,660	\$92,071	\$97,481
Lieutenant	Waxahachie	\$94,815	\$102,586	\$110,356
Average:		\$88,178	\$95,264	\$102,350
Variance:		-15.23%	-17.62%	-19.50%

City of Venus
FY 2022 Salary Survey - Uniformed Police

Venus Job Class	Survey Job Class	Participant Organization	Entry	Control Point	Maximum
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Police Sergeant		Venus	\$64,355	\$67,500	\$70,949
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Sergeant	Burleson	\$94,000	\$99,899	\$105,798
Police Sergeant	Cedar Hill	\$89,741	\$93,094	\$96,446
Police Sergeant	Ennis	\$77,636	\$85,168	\$92,700
	Forest Hill			
Sergeant	Glenn Heights	\$63,859	\$73,959	\$84,059
Sergeant	Granbury	\$75,546	\$84,334	\$93,122
Sergeant	Kennedale	\$82,500	\$90,548	\$98,595
Sergeant-LEC	Mansfield	\$48,000	\$58,182	\$68,364
Police Sergeant	Midlothian	\$81,536	\$86,632	\$91,728
Sergeant	Red Oak	\$71,081	\$75,519	\$79,957
Sergeant	Waxahachie	\$82,374	\$88,516	\$94,659
Average:		\$76,627	\$83,585	\$90,543
Variance:		-16.02%	-19.24%	-21.64%

City of Venus
FY 2022 Salary Survey - Uniformed Police

Venus Job Class	Survey Job Class	Participant Organization	Entry	Control Point	Maximum
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Police Detective (Corporal)		Venus	\$58,115	\$61,027	\$64,085
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No Match	Burleson				
Corporal	Cedar Hill	\$82,063	\$84,595	\$87,127	
Police Corporal	Ennis	\$71,080	\$76,740	\$82,400	
	Forest Hill				
Police Officer II	Glenn Heights	\$50,343	\$58,306	\$66,268	
Patrol Corporal	Granbury	\$66,581	\$72,436	\$78,291	
Detective/Corporal	Kennedale	\$71,500	\$78,475	\$85,449	
No Match	Mansfield				
Police Corporal	Midlothian	\$69,680	\$74,027	\$78,374	
No Match	Red Oak				
Corporal	Waxahachie	\$78,056	\$80,079	\$82,102	
		Average:	\$69,900	\$74,951	\$80,002
		Variance:	-16.86%	-18.58%	-19.90%

City of Venus
FY 2022 Salary Survey - Uniformed Police

Venus Job Class	Survey Job Class	Participant Organization	Entry	Control Point	Maximum
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Police Officer		Venus	\$49,878	\$52,146	\$55,015
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Police Officer	Burleson	\$68,000	\$77,070	\$86,140
Police Officer	Cedar Hill	\$61,197	\$70,435	\$79,673
Police Officer	Ennis	\$58,624	\$65,362	\$72,100
	Forest Hill			
Police Officer I	Glenn Heights	\$47,330	\$54,816	\$62,302
Patrol Officer	Granbury	\$56,534	\$67,652	\$78,770
Police Officer	Kennedale	\$60,500	\$69,322	\$78,143
Police Officer	Mansfield	\$64,500	\$64,500	\$64,500
Police Officer	Midlothian	\$58,947	\$68,266	\$77,584
Officer	Red Oak	\$53,046	\$58,792	\$64,538
Police Officer	Waxahachie	\$59,122	\$67,810	\$76,498

Average:	\$58,780	\$66,402	\$74,025
Variance:	-15.14%	-21.47%	-25.68%