



**CITY OF MCKINNEY  
PUBLIC WORKS PAY PLAN  
FY 2022 - 2023 JULY 21, 2023**

Pay Grade	Job Code	Position	FLSA	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
W0	9522	Meter Maintenance Technician	N	Annual	\$ 39,245.00	\$ 40,716.75	\$ 42,188.50	\$ 43,660.25	\$ 45,132.00	\$ 46,603.75	\$ 48,075.50	\$ 49,547.25	\$ 51,019.00	\$ 52,490.75	\$ 53,962.50	\$ 55,434.25	\$ 56,906.00
				Hourly	\$ 18.8678	\$ 19.5754	\$ 20.2829	\$ 20.9905	\$ 21.6981	\$ 22.4056	\$ 23.1132	\$ 23.8208	\$ 24.5284	\$ 25.2359	\$ 25.9435	\$ 26.6511	\$ 27.3587
W1	9923	Environmental Services Technician I	N	Annual	\$ 41,600.00	\$ 43,160.00	\$ 44,720.00	\$ 46,280.00	\$ 47,840.00	\$ 49,400.00	\$ 50,960.00	\$ 52,520.00	\$ 54,080.00	\$ 55,640.00	\$ 57,200.00	\$ 58,760.00	\$ 60,320.00
	9911	Facility Maintenance Mechanic I	N	Hourly	\$ 20.0000	\$ 20.7500	\$ 21.5000	\$ 22.2500	\$ 23.0000	\$ 23.7500	\$ 24.5000	\$ 25.2500	\$ 26.0000	\$ 26.7500	\$ 27.5000	\$ 28.2500	\$ 29.0000
	9505	Irrigation Technician	N														
	9961	Signs & Markings Technician I	N														
	9926	Streets Maintenance Technician I	N														
	9949	Wastewater Technician I	N														
	9935	Water Utilities Concrete Restoration Technician I	N														
	9931	Water Utilities Technician I	N														
W2	9953	Combo Vac Operator I	N	Annual	\$ 44,096.00	\$ 45,749.67	\$ 47,403.33	\$ 49,057.00	\$ 50,710.67	\$ 52,364.33	\$ 54,018.00	\$ 55,671.67	\$ 57,325.33	\$ 58,979.00	\$ 60,632.67	\$ 62,286.33	\$ 63,940.00
	9924	Environmental Services Technician II	N	Hourly	\$ 21.2000	\$ 21.9950	\$ 22.7901	\$ 23.5851	\$ 24.3801	\$ 25.1752	\$ 25.9702	\$ 26.7652	\$ 27.5603	\$ 28.3553	\$ 29.1503	\$ 29.9454	\$ 30.7404
	9207	Fleet Inventory Specialist	N														
	9524	Meter Maintenance Specialist	N														
	9970	Service Writer	N														
	9962	Signs & Markings Technician II	N														
	9927	Streets Maintenance Technician II	N														
	9965	Traffic Signal Apprentice	N														
	9950	Wastewater Technician II	N														
	9936	Water Utilities Concrete Restoration Technician II	N														
	9939	Water Utilities Quality & Sampling I	N														
9932	Water Utilities Technician II	N															
W3	9954	Combo Vac Operator II	N	Annual	\$ 46,742.00	\$ 48,494.92	\$ 50,247.83	\$ 52,000.75	\$ 53,753.67	\$ 55,506.58	\$ 57,259.50	\$ 59,012.42	\$ 60,765.33	\$ 62,518.25	\$ 64,271.17	\$ 66,024.08	\$ 67,777.00
	9556	Erosion Control Inspector	N	Hourly	\$ 22.4721	\$ 23.3149	\$ 24.1576	\$ 25.0004	\$ 25.8431	\$ 26.6859	\$ 27.5286	\$ 28.3714	\$ 29.2141	\$ 30.0569	\$ 30.8996	\$ 31.7423	\$ 32.5851
	9912	Facility Maintenance Mechanic II	N														
	9946	Inventory Specialist I	N														
	9963	Signs & Markings Technician III	N														
	9928	Streets Maintenance Technician III	N														
	9951	Wastewater Technician III	N														
	9937	Water Utilities Concrete Restoration Technician III	N														
	9940	Water Utilities Quality & Sampling II	N														
	9933	Water Utilities Technician III	N														
W4	9955	Combo Vac Operator III	N	Annual	\$ 49,547.00	\$ 51,405.08	\$ 53,263.17	\$ 55,121.25	\$ 56,979.33	\$ 58,837.42	\$ 60,695.50	\$ 62,553.58	\$ 64,411.67	\$ 66,269.75	\$ 68,127.83	\$ 69,985.92	\$ 71,844.00
	9554	Fleet Technician	N	Hourly	\$ 23.8207	\$ 24.7140	\$ 25.6073	\$ 26.5006	\$ 27.3939	\$ 28.2872	\$ 29.1805	\$ 30.0738	\$ 30.9671	\$ 31.8605	\$ 32.7538	\$ 33.6471	\$ 34.5404
	9914	HVAC/Building Systems Technician I	N														
	9956	Inspector (CCTV) I	N														
	9947	Inventory Specialist II	N														
	9964	Signs & Markings Shop Coordinator	N														
	9929	Streets Maintenance Technician IV	N														
	9531	Traffic Signal Technician	N														
	9952	Wastewater Technician IV	N														
	9938	Water Utilities Concrete Restoration Technician IV	N														
	9943	Water Utilities Locator I	N														
	9941	Water Utilities Quality & Sampling III	N														
9934	Water Utilities Technician IV	N															



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W5	9913	Facility Maintenance Mechanic, Senior	N	Annual	\$ 52,520.00	\$ 54,489.58	\$ 56,459.17	\$ 58,428.75	\$ 60,398.33	\$ 62,367.92	\$ 64,337.50	\$ 66,307.08	\$ 68,276.67	\$ 70,246.25	\$ 72,215.83	\$ 74,185.42	\$ 76,155.00
	9957	Inspector (CCTV) II	N	Hourly	\$ 25.2500	\$ 26.1969	\$ 27.1438	\$ 28.0907	\$ 29.0377	\$ 29.9846	\$ 30.9315	\$ 31.8784	\$ 32.8253	\$ 33.7722	\$ 34.7192	\$ 35.6661	\$ 36.6130
	9948	Inventory Specialist III	N														
	9525	Meter Maintenance Crew Leader	N														
	9557	Street Inspector	N														
	9514	Water Utilities Inspector I	N														
	9944	Water Utilities Locator II	N														
9942	Water Utilities Quality & Sampling IV	N															
W6	9555	Construction Inspector	N	Annual	\$ 55,672.00	\$ 57,759.75	\$ 59,847.50	\$ 61,935.25	\$ 64,023.00	\$ 66,110.75	\$ 68,198.50	\$ 70,286.25	\$ 72,374.00	\$ 74,461.75	\$ 76,549.50	\$ 78,637.25	\$ 80,725.00
	9925	Environmental Services Crew Leader	N	Hourly	\$ 26.7654	\$ 27.7691	\$ 28.7728	\$ 29.7766	\$ 30.7803	\$ 31.7840	\$ 32.7877	\$ 33.7915	\$ 34.7952	\$ 35.7989	\$ 36.8026	\$ 37.8064	\$ 38.8101
	9562	Erosion Control Inspector, Senior	N														
	9915	HVAC/Building Systems Technician II	N														
	9958	Inspector (CCTV) III	N														
	9591	Lead Fleet Technician	N														
	9960	Lift Station Operator	N														
	9544	Pre-Treatment Coordinator	N														
	9502	Pump Operator	N														
	9985	Signs & Markings Crew Leader	N														
	9930	Streets Maintenance Crew Leader	N														
	9506	Surface Water Drainage Inspector	N														
	9546	Traffic Signal Technician, Senior	N														
	9959	Wastewater Crew Leader	N														
	9945	Water Utilities Crew Leader	N														
9515	Water Utilities Inspector II	N															
W7	9508	Emergency Vehicle Technician	N	Annual	\$ 59,013.00	\$ 61,226.00	\$ 63,439.00	\$ 65,652.00	\$ 67,865.00	\$ 70,078.00	\$ 72,291.00	\$ 74,504.00	\$ 76,717.00	\$ 78,930.00	\$ 81,143.00	\$ 83,356.00	\$ 85,569.00
	9290	Environmental Outreach & Engagement Coordinator	E	Hourly	\$ 28.3716	\$ 29.4356	\$ 30.4995	\$ 31.5635	\$ 32.6274	\$ 33.6913	\$ 34.7553	\$ 35.8192	\$ 36.8832	\$ 37.9471	\$ 39.0111	\$ 40.0750	\$ 41.1389
W8	9507	Facilities Construction Coordinator	N	Annual	\$ 62,554.00	\$ 64,899.83	\$ 67,245.67	\$ 69,591.50	\$ 71,937.33	\$ 74,283.17	\$ 76,629.00	\$ 78,974.83	\$ 81,320.67	\$ 83,666.50	\$ 86,012.33	\$ 88,358.17	\$ 90,704.00
	9105	Fleet Operations Analyst	N	Hourly	\$ 30.0740	\$ 31.2018	\$ 32.3296	\$ 33.4575	\$ 34.5853	\$ 35.7131	\$ 36.8409	\$ 37.9687	\$ 39.0965	\$ 40.2243	\$ 41.3521	\$ 42.4799	\$ 43.6077
	9916	Lead Pump Operator	N														
	9917	Pump Station Mechanic	N														
	9906	Regulatory Compliance Coordinator	N														
	9104	Water Utilities Analyst	N														
W9	9497	Chief Erosion Control Inspector	N	Annual	\$ 66,308.00	\$ 68,794.58	\$ 71,281.17	\$ 73,767.75	\$ 76,254.33	\$ 78,740.92	\$ 81,227.50	\$ 83,714.08	\$ 86,200.67	\$ 88,687.25	\$ 91,173.83	\$ 93,660.42	\$ 96,147.00
	9566	Drainage Supervisor	N	Hourly	\$ 31.8788	\$ 33.0743	\$ 34.2698	\$ 35.4653	\$ 36.6607	\$ 37.8562	\$ 39.0517	\$ 40.2472	\$ 41.4426	\$ 42.6381	\$ 43.8336	\$ 45.0290	\$ 46.2245
	9579	Facility Operations Supervisor	N														
	9980	Franchise Utilities Supervisor	E														
	9509	Lead Emergency Vehicle Technician	N														
	9575	Street Supervisor	N														
	9597	Traffic Signal Supervisor	N														
9596	Traffic Signs-Markings Supervisor	N															
W10	9561	Chief Construction Inspector	E	Annual	\$ 70,286.00	\$ 72,921.83	\$ 75,557.67	\$ 78,193.50	\$ 80,829.33	\$ 83,465.17	\$ 86,101.00	\$ 88,736.83	\$ 91,372.67	\$ 94,008.50	\$ 96,644.33	\$ 99,280.17	\$ 101,916.00
	9526	Meter Services Supervisor	N	Hourly	\$ 33.7913	\$ 35.0586	\$ 36.3258	\$ 37.5930	\$ 38.8603	\$ 40.1275	\$ 41.3947	\$ 42.6619	\$ 43.9292	\$ 45.1964	\$ 46.4636	\$ 47.7308	\$ 48.9981
	9517	Water Utilities Supervisor	N														
W11	9462	Assistant Meter Services Manager	E	Annual	\$ 74,504.00	\$ 77,297.92	\$ 80,091.83	\$ 82,885.75	\$ 85,679.67	\$ 88,473.58	\$ 91,267.50	\$ 94,061.42	\$ 96,855.33	\$ 99,649.25	\$ 102,443.17	\$ 105,237.08	\$ 108,031.00
	9295	Sustainability Programs Administrator	E	Hourly	\$ 35.8192	\$ 37.1625	\$ 38.5057	\$ 39.8489	\$ 41.1921	\$ 42.5354	\$ 43.8786	\$ 45.2218	\$ 46.5651	\$ 47.9083	\$ 49.2515	\$ 50.5948	\$ 51.9380



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W12	9294	Assistant Environmental Services Manager	E	Annual	\$ 78,974.00	\$ 81,935.58	\$ 84,897.17	\$ 87,858.75	\$ 90,820.33	\$ 93,781.92	\$ 96,743.50	\$ 99,705.08	\$ 102,666.67	\$ 105,628.25	\$ 108,589.83	\$ 111,551.42	\$ 114,513.00
	9908	Fleet Services Manager	E	Hourly	\$ 37.9683	\$ 39.3921	\$ 40.8159	\$ 42.2398	\$ 43.6636	\$ 45.0875	\$ 46.5113	\$ 47.9351	\$ 49.3590	\$ 50.7828	\$ 52.2067	\$ 53.6305	\$ 55.0543
W13	9458	Meter Services Manager	E	Annual	\$ 83,713.00	\$ 86,852.25	\$ 89,991.50	\$ 93,130.75	\$ 96,270.00	\$ 99,409.25	\$ 102,548.50	\$ 105,687.75	\$ 108,827.00	\$ 111,966.25	\$ 115,105.50	\$ 118,244.75	\$ 121,384.00
				Hourly	\$ 40.2466	\$ 41.7559	\$ 43.2651	\$ 44.7744	\$ 46.2837	\$ 47.7929	\$ 49.3022	\$ 50.8114	\$ 52.3207	\$ 53.8299	\$ 55.3392	\$ 56.8484	\$ 58.3577
W14	9504	Construction Superintendent	E	Annual	\$ 88,736.00	\$ 92,063.67	\$ 95,391.33	\$ 98,719.00	\$ 102,046.67	\$ 105,374.33	\$ 108,702.00	\$ 112,029.67	\$ 115,357.33	\$ 118,685.00	\$ 122,012.67	\$ 125,340.33	\$ 128,668.00
	9265	Environmental Services Manager	E	Hourly	\$ 42.6615	\$ 44.2614	\$ 45.8612	\$ 47.4611	\$ 49.0609	\$ 50.6607	\$ 52.2606	\$ 53.8604	\$ 55.4603	\$ 57.0601	\$ 58.6599	\$ 60.2598	\$ 61.8596
	9900	Facilities Manager	E														
	9585	Streets & Drainage Superintendent	E														
	9528	Wastewater Utilities Superintendent	E														
9519	Water Utilities Superintendent	E															
W15				Annual	\$ 94,061.00	\$ 97,588.33	\$ 101,115.67	\$ 104,643.00	\$ 108,170.33	\$ 111,697.67	\$ 115,225.00	\$ 118,752.33	\$ 122,279.67	\$ 125,807.00	\$ 129,334.33	\$ 132,861.67	\$ 136,389.00
				Hourly	\$ 45.2216	\$ 46.9175	\$ 48.6133	\$ 50.3091	\$ 52.0050	\$ 53.7008	\$ 55.3966	\$ 57.0925	\$ 58.7883	\$ 60.4841	\$ 62.1800	\$ 63.8758	\$ 65.5716
W16				Annual	\$ 99,705.00	\$ 103,444.00	\$ 107,183.00	\$ 110,922.00	\$ 114,661.00	\$ 118,400.00	\$ 122,139.00	\$ 125,878.00	\$ 129,617.00	\$ 133,356.00	\$ 137,095.00	\$ 140,834.00	\$ 144,573.00
				Hourly	\$ 47.9351	\$ 49.7327	\$ 51.5303	\$ 53.3279	\$ 55.1255	\$ 56.9231	\$ 58.7207	\$ 60.5183	\$ 62.3159	\$ 64.1135	\$ 65.9111	\$ 67.7087	\$ 69.5063
W17				Annual	\$ 105,688.00	\$ 109,651.33	\$ 113,614.67	\$ 117,578.00	\$ 121,541.33	\$ 125,504.67	\$ 129,468.00	\$ 133,431.33	\$ 137,394.67	\$ 141,358.00	\$ 145,321.33	\$ 149,284.67	\$ 153,248.00
				Hourly	\$ 50.8115	\$ 52.7170	\$ 54.6224	\$ 56.5279	\$ 58.4333	\$ 60.3388	\$ 62.2442	\$ 64.1497	\$ 66.0551	\$ 67.9606	\$ 69.8660	\$ 71.7715	\$ 73.6769
W18	9035	Assistant Director of Public Works	E	Annual	\$ 112,029.00	\$ 116,230.17	\$ 120,431.33	\$ 124,632.50	\$ 128,833.67	\$ 133,034.83	\$ 137,236.00	\$ 141,437.17	\$ 145,638.33	\$ 149,839.50	\$ 154,040.67	\$ 158,241.83	\$ 162,443.00
				Hourly	\$ 53.8601	\$ 55.8799	\$ 57.8997	\$ 59.9195	\$ 61.9393	\$ 63.9591	\$ 65.9788	\$ 67.9986	\$ 70.0184	\$ 72.0382	\$ 74.0580	\$ 76.0778	\$ 78.0976
W19				Annual	\$ 118,751.00	\$ 123,204.25	\$ 127,657.50	\$ 132,110.75	\$ 136,564.00	\$ 141,017.25	\$ 145,470.50	\$ 149,923.75	\$ 154,377.00	\$ 158,830.25	\$ 163,283.50	\$ 167,736.75	\$ 172,190.00
				Hourly	\$ 57.0918	\$ 59.2328	\$ 61.3738	\$ 63.5148	\$ 65.6558	\$ 67.7968	\$ 69.9377	\$ 72.0787	\$ 74.2197	\$ 76.3607	\$ 78.5017	\$ 80.6427	\$ 82.7837