

City of Bethany  
Proposed FY 2023 General Pay Plan  
Effective 07/01/2022

GRADE	POSITION	ENTRY	STEP 1 6 Mo.	STEP 2 12 Mo.	STEP 3 12 Mo.	STEP 4 12 Mo.	STEP 5 12 Mo.	STEP 6 12 Mo.	STEP 7 12 Mo.	STEP 8 12 Mo.	STEP 9 12 Mo.	STEP 10 12 Mo.	STEP 11 12 Mo.	STEP 12 12 Mo.	STEP 13 12 Mo.	STEP 14 12 Mo.	STEP 15 12 Mo.		
G-3	Solid Waste Collector Crew Worker I				28,634.86	29,779.40	30,971.12	32,210.01	33,498.32	34,838.29	36,231.06	37,679.99	39,187.19	40,754.68	42,384.86	44,080.26	45,843.47	Annual	
					2,386.24	2,481.62	2,580.93	2,684.17	2,791.53	2,903.19	3,019.26	3,140.00	3,265.60	3,396.22	3,532.07	3,673.36	3,820.29	3,820.29	Monthly
					1,101.34	1,145.36	1,191.20	1,238.85	1,288.40	1,339.93	1,393.50	1,449.23	1,507.20	1,567.49	1,630.19	1,695.40	1,763.21	1,763.21	Bi-Weekly
					13.77	14.32	14.89	15.49	16.10	16.75	17.42	18.12	18.84	19.59	20.38	21.19	22.04	22.04	Hourly
G-4	Meter Reader Asst. Solid Waste Driver Utility Line Crew Worker I Crew Worker II				30,066.12	31,269.24	32,518.80	33,820.20	35,173.44	36,580.68	38,043.00	39,564.72	41,147.31	42,793.20	44,504.93	46,285.13	48,136.53	Annual	
					2,505.51	2,605.77	2,709.90	2,818.35	2,931.12	3,048.39	3,170.25	3,297.06	3,428.94	3,566.10	3,708.74	3,857.09	4,011.37	4,011.37	Monthly
					1,156.39	1,202.66	1,250.72	1,300.78	1,352.82	1,406.95	1,463.19	1,521.72	1,582.59	1,645.89	1,711.73	1,780.20	1,851.41	1,851.41	Bi-Weekly
					14.45	15.03	15.63	16.26	16.91	17.59	18.29	19.02	19.78	20.57	21.39	22.25	23.14	23.14	Hourly
G-5	Equipment Operator I Utility Line Crew Worker II Auto Technician Customer Service Representative				31,569.48	32,832.00	34,145.28	35,511.48	36,931.68	38,409.12	39,945.96	41,543.28	43,205.01	44,933.21	46,730.54	48,599.76	50,543.75	Annual	
					2,630.79	2,736.00	2,845.44	2,959.29	3,077.64	3,200.76	3,328.83	3,461.94	3,600.42	3,744.44	3,894.21	4,049.98	4,211.98	4,211.98	Monthly
					1,214.21	1,262.77	1,313.28	1,365.83	1,420.45	1,477.27	1,536.38	1,597.82	1,661.73	1,728.20	1,797.33	1,869.22	1,943.99	1,943.99	Bi-Weekly
					15.18	15.78	16.42	17.07	17.76	18.47	19.20	19.97	20.77	21.60	22.46	23.36	24.30	24.30	Hourly
G-6	Solid Waste Driver Water Plant Operator Utility Line Equip Operator I Judicial Assistant Community Development Associate				33,147.36	34,473.60	35,852.76	37,287.00	38,778.48	40,329.36	41,942.88	43,620.12	45,364.92	47,179.52	49,066.70	51,029.37	53,070.54	Annual	
					2,762.28	2,872.80	2,987.73	3,107.25	3,231.54	3,360.78	3,495.24	3,635.01	3,780.41	3,931.63	4,088.89	4,252.45	4,422.54	4,422.54	Monthly
					1,274.90	1,325.91	1,378.95	1,434.12	1,491.48	1,551.13	1,613.19	1,677.70	1,744.80	1,814.59	1,887.18	1,962.66	2,041.17	2,041.17	Bi-Weekly
					15.94	16.57	17.24	17.93	18.64	19.39	20.16	20.97	21.81	22.68	23.59	24.53	25.51	25.51	Hourly
G-7	Water Plant Mechanic Equipment Operator II Deputy Court Clerk Animal Control Officer				34,806.24	36,197.28	37,645.56	39,151.08	40,717.08	42,345.72	44,039.16	45,800.64	47,632.67	49,537.98	51,519.50	53,580.28	55,723.49	Annual	
					2,900.52	3,016.44	3,137.13	3,262.59	3,393.09	3,528.81	3,669.93	3,816.72	3,969.39	4,128.17	4,293.29	4,465.02	4,643.62	4,643.62	Monthly
					1,338.70	1,392.20	1,447.91	1,505.81	1,566.04	1,628.68	1,693.81	1,761.56	1,832.03	1,905.31	1,981.52	2,060.78	2,143.22	2,143.22	Bi-Weekly
					16.73	17.40	18.10	18.82	19.58	20.36	21.17	22.02	22.90	23.82	24.77	25.76	26.79	26.79	Hourly
G-8	Utility Line Equipment Operator II Sanitary Sewer Mechanic Administrative Assistant		35,139.31	36,545.56	38,006.84	39,527.65	41,109.12	42,753.48	44,463.00	46,242.14	48,092.05	50,015.74	52,016.37	54,097.02	56,260.91	58,511.34	Annual		
			2,928.28	3,045.46	3,167.24	3,293.97	3,425.76	3,562.79	3,705.25	3,853.51	4,007.67	4,167.98	4,334.70	4,508.09	4,688.41	4,875.95	4,875.95	Monthly	
			1,351.51	1,405.60	1,461.80	1,520.29	1,581.12	1,644.36	1,710.12	1,778.54	1,849.69	1,923.68	2,000.63	2,080.65	2,163.88	2,250.43	2,250.43	Bi-Weekly	
			16.89	17.57	18.27	19.00	19.76	20.55	21.38	22.23	23.12	24.05	25.01	26.01	27.05	28.14	28.14	Hourly	

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G-9	Mechanic	34,112.71	35,477.40	36,897.12	38,373.00	39,907.30	41,503.36	43,164.58	44,890.93	46,685.81	48,553.69	50,495.70	52,515.53	54,616.15	56,800.80	59,072.83	61,435.74	Annual
	Utility Billing Specialist	2,842.73	2,956.45	3,074.76	3,197.75	3,325.61	3,458.61	3,597.05	3,740.91	3,890.48	4,046.14	4,207.98	4,376.29	4,551.34	4,733.40	4,922.73	5,119.64	Monthly
	Communications Specialist	1,312.03	1,364.52	1,419.12	1,475.88	1,534.90	1,596.28	1,660.18	1,726.57	1,795.61	1,867.45	1,942.14	2,019.83	2,100.62	2,184.65	2,272.03	2,362.92	Bi-Weekly
		16.40	17.06	17.74	18.45	19.19	19.95	20.75	21.58	22.45	23.34	24.28	25.25	26.26	27.31	28.40	29.54	Hourly
G-10	Municipal Accountant	37,610.35	39,114.32	40,678.93	42,306.45	43,997.99	45,758.04	47,588.86	49,491.56	51,471.76	53,530.59	55,670.76	57,897.59	60,213.49	62,622.03	65,126.91	67,731.99	Annual
	Executive Assistant	3,134.20	3,259.53	3,389.91	3,525.54	3,666.50	3,813.17	3,965.74	4,124.30	4,289.31	4,460.88	4,639.23	4,824.80	5,017.79	5,218.50	5,427.24	5,644.33	Monthly
	City Inspector	1,446.55	1,504.40	1,564.57	1,627.17	1,692.23	1,759.92	1,830.34	1,903.52	1,979.68	2,058.87	2,141.18	2,226.83	2,315.90	2,408.54	2,504.88	2,605.08	Bi-Weekly
		18.08	18.80	nn	20.34	21.15	22.00	22.88	23.79	24.75	25.74	26.76	27.84	28.95	30.11	31.32	32.57	Hourly
G-11	Parks Supervisor	38,741.41	40,291.43	41,903.22	43,579.04	45,322.24	47,135.09	49,020.94	50,980.92	53,020.44	55,141.26	57,346.91	59,640.78	62,026.41	64,507.47	67,087.77	69,771.28	Annual
	Code Enforcement Officer	3,228.45	3,357.62	3,491.94	3,631.59	3,776.85	3,927.92	4,085.08	4,248.41	4,418.37	4,595.10	4,778.91	4,970.07	5,168.87	5,375.63	5,590.65	5,814.28	Monthly
	Water Plant Supervisor	1,490.05	1,549.67	1,611.66	1,676.12	1,743.16	1,812.89	1,885.42	1,960.80	2,039.25	2,120.82	2,205.65	2,293.88	2,385.64	2,481.06	2,580.30	2,683.52	Bi-Weekly
	Streets Supervisor	18.63	19.37	20.15	20.95	21.79	22.66	23.57	24.51	25.49	26.51	27.57	28.67	29.82	31.01	32.25	33.54	Hourly
	Solid Waste Supervisor																	
	Animal Control Supervisor																	
Utility Line Supervisor																		
G-12	City Marshal	39,583.81	41,167.17	42,813.85	44,526.41	46,307.46	48,159.76	50,086.15	52,089.60	54,173.18	56,340.11	58,593.72	60,937.46	63,374.96	65,909.96	68,546.36	71,288.21	Annual
	Communications Supervisor	3,298.65	3,430.60	3,567.82	3,710.53	3,858.96	4,013.31	4,173.85	4,340.80	4,514.43	4,695.01	4,882.81	5,078.12	5,281.24	5,492.49	5,712.19	5,940.68	Monthly
		1,522.45	1,583.35	1,646.69	1,712.55	1,781.06	1,852.30	1,926.39	2,003.45	2,083.58	2,166.93	2,253.60	2,343.75	2,437.50	2,535.00	2,636.40	2,741.86	Bi-Weekly
		19.03	19.79	20.58	21.41	22.26	23.15	24.08	25.04	26.04	27.09	28.17	29.30	30.47	31.69	32.96	34.28	Hourly
G-13	Information Technology Tech	41,557.28	43,219.57	44,948.35	46,746.28	48,616.14	50,560.78	52,583.21	54,686.54	56,874.00	59,148.96	61,514.92	63,975.52	66,534.54	69,195.92	71,963.76	74,842.31	Annual
		3,463.11	3,601.63	3,745.70	3,895.52	4,051.34	4,213.40	4,381.93	4,557.21	4,739.50	4,929.08	5,126.24	5,331.29	5,544.54	5,766.32	5,996.98	6,236.86	Monthly
		1,598.36	1,662.29	1,728.78	1,797.93	1,869.85	1,944.65	2,022.43	2,103.33	2,187.46	2,274.96	2,365.96	2,460.60	2,559.02	2,661.38	2,767.84	2,878.55	Bi-Weekly
		19.98	20.78	21.61	22.47	23.37	24.31	25.28	26.29	27.34	28.44	29.57	30.76	31.99	33.27	34.60	35.98	Hourly
G-16	Senior City Inspector	48,006.69	49,926.24	51,923.29	54,000.09	56,160.00	58,406.40	60,742.66	63,173.26	65,699.34	68,327.63	71,060.37	73,902.79	76,858.90	79,933.26	83,130.59	86,455.81	Annual
		4,000.56	4,160.52	4,326.94	4,500.01	4,680.00	4,867.20	5,061.89	5,264.44	5,474.94	5,693.97	5,921.70	6,158.57	6,404.91	6,661.11	6,927.55	7,204.66	Monthly
		1,846.41	1,920.24	1,997.05	2,076.93	2,160.00	2,246.40	2,336.26	2,429.74	2,526.90	2,627.99	2,733.09	2,842.41	2,956.11	3,074.35	3,197.32	3,325.22	Bi-Weekly
		23.08	24.00	24.96	25.96	27.00	28.08	29.20	30.37	31.59	32.85	34.16	35.53	36.95	38.43	39.97	41.57	Hourly

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G-19	Deputy Police Chief	65,646.72	68,272.20	71,003.52	73,842.84	76,796.64	79,868.16	83,063.88	86,385.96	89,840.88	93,435.12	97,171.92	101,058.80	105,101.15	109,305.20	113,677.41	118,224.50	Annual
	Deputy Fire Chief	5,470.56	5,689.35	5,916.96	6,153.57	6,399.72	6,655.68	6,921.99	7,198.83	7,486.74	7,786.26	8,097.66	8,421.57	8,758.43	9,108.77	9,473.12	9,852.05	Monthly
	Public Utilities Superintendent	2,524.87	2,625.85	2,730.90	2,840.11	2,953.72	3,071.85	3,194.76	3,322.54	3,455.42	3,593.66	3,737.38	3,886.88	4,042.36	4,204.05	4,372.21	4,547.10	Bi-Weekly
		31.56	32.82	34.14	35.50	36.92	38.40	39.93	41.53	43.19	44.92	46.72	48.59	50.53	52.55	54.66	56.84	Hourly
G-20	Community Development Director	69,898.00	72,694.00	75,602.00	78,626.00	81,771.00	85,042.00	88,443.00	91,981.00	95,660.00	99,486.00	103,466.00	107,604.64	111,908.83	116,385.18	121,040.59	125,882.21	Annual
	Court Administrator	5,824.83	6,057.83	6,300.17	6,552.17	6,814.25	7,086.83	7,370.25	7,665.08	7,971.67	8,290.50	8,622.17	8,967.05	9,325.73	9,698.76	10,086.71	10,490.18	Monthly
	Public Works Director	2,688.38	2,795.92	2,907.77	3,024.08	3,145.04	3,270.85	3,401.65	3,537.73	3,679.23	3,826.38	3,979.46	4,138.64	4,304.19	4,476.35	4,655.41	4,841.62	Bi-Weekly
	City Engineer	33.60	34.95	36.35	37.80	39.31	40.89	42.52	44.22	45.99	47.83	49.74	51.73	53.80	55.95	58.19	60.52	Hourly
G-21	Finance Director	73,392.90	76,328.70	79,382.10	82,557.30	85,859.55	89,294.10	92,865.15	96,580.05	100,443.00	104,460.30	108,639.30	112,984.87	117,504.26	122,204.44	127,092.61	132,176.32	Annual
		6,116.08	6,360.73	6,615.18	6,879.78	7,154.96	7,441.18	7,738.76	8,048.34	8,370.25	8,705.03	9,053.28	9,415.41	9,792.03	10,183.71	10,591.06	11,014.70	Monthly
		2,822.80	2,935.72	3,053.16	3,175.28	3,302.29	3,434.39	3,571.74	3,714.62	3,863.19	4,017.70	4,178.43	4,345.57	4,519.39	4,700.17	4,888.18	5,083.70	Bi-Weekly
		35.29	36.70	38.16	39.69	41.28	42.93	44.65	46.43	48.29	50.22	52.23	54.32	56.49	58.75	61.10	63.55	Hourly
G-22	Fire Chief	77,062.55	80,145.14	83,351.21	86,685.17	90,152.53	93,758.81	97,508.41	101,409.05	105,465.15	109,683.32	114,071.27	118,634.12	123,379.48	128,314.66	133,447.25	138,785.14	Annual
	Police Chief	6,421.88	6,678.76	6,945.93	7,223.76	7,512.71	7,813.23	8,125.70	8,450.75	8,788.76	9,140.28	9,505.94	9,886.18	10,281.63	10,692.89	11,120.61	11,565.43	Monthly
	Assistant City Manager	2,963.94	3,082.51	3,205.82	3,334.04	3,467.40	3,606.11	3,750.32	3,900.35	4,056.35	4,218.59	4,387.36	4,562.85	4,745.36	4,935.18	5,132.59	5,337.89	Bi-Weekly
		37.05	38.53	40.07	41.68	43.34	45.08	46.88	48.75	50.70	52.73	54.84	57.04	59.32	61.69	64.16	66.73	Hourly
G-23	City Engineer	80,917.00	84,153.00	87,518.00	91,019.00	94,661.00	98,446.00	102,385.00	106,480.00	110,739.00	115,169.00	119,775.00	124,566.00	129,548.64	134,730.59	140,119.81	145,724.60	Annual
		6,743.08	7,012.75	7,293.17	7,584.92	7,888.42	8,203.83	8,532.08	8,873.33	9,228.25	9,597.42	9,981.25	10,380.50	10,795.72	11,227.55	11,676.65	12,143.72	Monthly
		3,112.19	3,236.65	3,366.08	3,500.73	3,640.81	3,786.38	3,937.88	4,095.38	4,259.19	4,429.58	4,606.73	4,791.00	4,982.64	5,181.95	5,389.22	5,604.79	Bi-Weekly
		38.90	40.46	42.08	43.76	45.51	47.33	49.22	51.19	53.24	55.37	57.58	59.89	62.29	64.78	67.37	70.06	Hourly