

City of Bethany
FY2026 General Pay Plan
Effective 07/01/2025

GRADE	POSITION	ENTRY 6 Mo.	STEP 1 12Mo.	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-1	Solid Waste Collector	\$30,968.10	\$32,207.32	\$33,494.36	\$34,834.81	\$36,228.64	\$37,678.10	\$39,184.29	\$40,751.66	\$42,381.73	\$44,077.00	\$45,840.08	\$47,673.68	\$49,580.63	\$51,563.85	\$53,626.41	\$55,771.46	Annual	
	Crew Worker I	\$2,580.68	\$2,683.94	\$2,791.20	\$2,902.90	\$3,019.05	\$3,139.84	\$3,265.36	\$3,395.97	\$3,531.81	\$3,673.08	\$3,820.00	\$3,972.80	\$4,131.72	\$4,296.98	\$4,468.86	\$4,647.62	\$4,832.00	Monthly
		\$1,191.08	\$1,238.74	\$1,288.24	\$1,339.80	\$1,393.40	\$1,449.16	\$1,507.09	\$1,567.37	\$1,630.07	\$1,695.27	\$1,763.08	\$1,833.60	\$1,906.95	\$1,983.23	\$2,062.56	\$2,145.06	\$2,232.00	Bi-Weekly
		\$14.88	\$15.48	\$16.10	\$16.75	\$17.42	\$18.12	\$18.84	\$19.59	\$20.37	\$21.19	\$22.04	\$22.92	\$23.83	\$24.79	\$25.78	\$26.81	\$27.88	Hourly
G-2	Meter Reader	\$32,516.56	\$33,816.96	\$35,169.64	\$36,576.82	\$38,039.63	\$39,561.39	\$41,144.34	\$42,789.58	\$44,501.16	\$46,281.21	\$48,132.45	\$50,057.75	\$52,060.06	\$54,142.47	\$56,308.16	\$58,560.49	Annual	
	Asst. Solid Waste Driver	\$2,709.71	\$2,818.08	\$2,930.80	\$3,048.07	\$3,169.97	\$3,296.78	\$3,428.69	\$3,565.80	\$3,708.43	\$3,856.77	\$4,011.04	\$4,171.48	\$4,338.34	\$4,511.88	\$4,692.35	\$4,880.04	\$5,075.00	Monthly
	Utility Line Crew Worker I	\$1,250.64	\$1,300.65	\$1,352.68	\$1,406.80	\$1,463.06	\$1,521.59	\$1,582.47	\$1,645.75	\$1,711.58	\$1,780.05	\$1,851.25	\$1,925.30	\$2,002.31	\$2,082.40	\$2,165.70	\$2,252.33	\$2,343.00	Bi-Weekly
		\$15.64	\$16.25	\$16.91	\$17.58	\$18.29	\$19.02	\$19.78	\$20.57	\$21.39	\$22.25	\$23.14	\$24.06	\$25.03	\$26.03	\$27.07	\$28.15	\$29.28	Hourly
G-3	Equipment Operator I	\$34,141.78	\$35,507.81	\$36,928.34	\$38,405.61	\$39,941.83	\$41,539.24	\$43,201.17	\$44,928.72	\$46,725.87	\$48,594.90	\$50,538.70	\$52,560.25	\$54,662.66	\$56,849.16	\$59,123.13	\$61,488.05	Annual	
	Judicial Assistant	\$2,845.15	\$2,958.98	\$3,077.36	\$3,200.47	\$3,328.49	\$3,461.60	\$3,600.10	\$3,744.06	\$3,893.82	\$4,049.58	\$4,211.56	\$4,380.02	\$4,555.22	\$4,737.43	\$4,926.93	\$5,124.00	\$5,318.00	Monthly
	Auto Technician	\$1,313.15	\$1,365.69	\$1,420.32	\$1,477.14	\$1,536.22	\$1,597.66	\$1,661.59	\$1,728.03	\$1,797.14	\$1,869.03	\$1,943.79	\$2,021.54	\$2,102.40	\$2,186.50	\$2,273.96	\$2,364.92	\$2,459.00	Bi-Weekly
	Customer Service Representative	\$16.42	\$17.07	\$17.76	\$18.47	\$19.20	\$19.97	\$20.76	\$21.60	\$22.46	\$23.36	\$24.30	\$25.27	\$26.28	\$27.33	\$28.42	\$29.56	\$30.75	Hourly
	Crew Worker II																		
G-4	Solid Waste Driver	\$35,850.43	\$37,283.20	\$38,774.93	\$40,325.61	\$41,938.59	\$43,616.09	\$45,360.33	\$47,174.66	\$49,061.65	\$51,024.12	\$53,065.08	\$55,187.68	\$57,395.19	\$59,691.00	\$62,078.64	\$64,561.78	Annual	
	Water Plant Operator	\$2,987.54	\$3,106.93	\$3,231.24	\$3,360.47	\$3,494.88	\$3,634.67	\$3,780.03	\$3,931.22	\$4,088.47	\$4,252.01	\$4,422.09	\$4,598.97	\$4,782.93	\$4,974.25	\$5,173.22	\$5,380.15	\$5,593.00	Monthly
	Utility Line Equip Operator I	\$1,378.86	\$1,433.97	\$1,491.35	\$1,550.98	\$1,613.02	\$1,677.54	\$1,744.62	\$1,814.41	\$1,886.99	\$1,962.47	\$2,040.97	\$2,122.61	\$2,207.51	\$2,295.81	\$2,387.65	\$2,483.15	\$2,582.00	Bi-Weekly
	Utility Line Crew Worker II	\$17.23	\$17.92	\$18.64	\$19.38	\$20.17	\$20.97	\$21.81	\$22.68	\$23.59	\$24.53	\$25.51	\$26.53	\$27.59	\$28.70	\$29.85	\$31.04	\$32.28	Hourly
	Animal Control Officer																		
Juvenile Assistant																			
G-5	Water Plant Mechanic	\$36,193.49	\$37,641.93	\$39,147.05	\$40,713.48	\$42,342.39	\$44,036.08	\$45,796.89	\$47,629.40	\$49,534.81	\$51,516.21	\$53,576.86	\$55,719.94	\$57,948.73	\$60,266.68	\$62,677.35	\$65,184.44	Annual	
	Equipment Operator II	\$3,016.13	\$3,136.82	\$3,262.26	\$3,392.79	\$3,528.53	\$3,669.67	\$3,816.41	\$3,969.12	\$4,127.90	\$4,293.02	\$4,464.74	\$4,643.33	\$4,829.06	\$5,022.23	\$5,223.11	\$5,432.04	\$5,648.00	Monthly
	Deputy Court Clerk	\$1,392.06	\$1,447.77	\$1,505.65	\$1,565.90	\$1,628.55	\$1,693.69	\$1,761.42	\$1,831.90	\$1,905.18	\$1,981.39	\$2,060.65	\$2,143.07	\$2,228.79	\$2,317.95	\$2,410.66	\$2,507.09	\$2,607.00	Bi-Weekly
	\$17.40	\$18.10	\$18.82	\$19.57	\$20.35	\$21.17	\$22.02	\$22.90	\$23.81	\$24.77	\$25.76	\$26.79	\$27.86	\$28.98	\$30.14	\$31.34	\$32.58	Hourly	
G-6	Utility Line Equipment Operator II	\$38,004.03	\$39,524.19	\$41,104.52	\$42,748.46	\$44,459.52	\$46,237.66	\$48,086.38	\$50,010.30	\$52,010.57	\$54,091.00	\$56,254.64	\$58,504.82	\$60,845.01	\$63,278.81	\$65,809.97	\$68,442.37	Annual	
	Sanitary Sewer Mechanic	\$3,167.00	\$3,293.68	\$3,425.38	\$3,562.37	\$3,704.96	\$3,853.14	\$4,007.19	\$4,167.52	\$4,334.22	\$4,507.58	\$4,687.88	\$4,875.40	\$5,070.41	\$5,273.23	\$5,484.16	\$5,703.53	\$5,931.00	Monthly
	Administrative Assistant	\$1,461.69	\$1,520.16	\$1,580.95	\$1,644.17	\$1,709.99	\$1,778.37	\$1,849.48	\$1,923.47	\$2,000.40	\$2,080.42	\$2,163.64	\$2,250.19	\$2,340.20	\$2,433.80	\$2,531.15	\$2,632.40	\$2,737.00	Bi-Weekly
	\$18.27	\$19.00	\$19.77	\$20.55	\$21.37	\$22.23	\$23.12	\$24.04	\$25.01	\$26.01	\$27.05	\$28.13	\$29.25	\$30.43	\$31.64	\$32.91	\$34.23	Hourly	
G-7	Mechanic	\$40,287.75	\$41,899.30	\$43,575.64	\$45,317.93	\$47,130.78	\$49,016.53	\$50,976.31	\$53,015.91	\$55,136.51	\$57,340.88	\$59,634.52	\$62,019.90	\$64,500.69	\$67,080.72	\$69,763.95	\$72,554.51	Annual	
	Utility Billing Specialist	\$3,357.32	\$3,491.61	\$3,631.31	\$3,776.50	\$3,927.57	\$4,084.71	\$4,248.03	\$4,417.99	\$4,594.71	\$4,778.41	\$4,969.54	\$5,168.33	\$5,375.06	\$5,590.06	\$5,813.66	\$6,046.21	\$6,297.00	Monthly
	Communications Specialist	\$1,549.53	\$1,611.51	\$1,675.99	\$1,743.00	\$1,812.72	\$1,885.25	\$1,960.63	\$2,039.07	\$2,120.64	\$2,205.42	\$2,293.63	\$2,385.38	\$2,480.80	\$2,580.03	\$2,683.23	\$2,790.56	\$2,902.00	Bi-Weekly
	\$19.36	\$20.15	\$20.95	\$21.78	\$22.66	\$23.57	\$24.50	\$25.49	\$26.51	\$27.56	\$28.68	\$29.82	\$31.02	\$32.26	\$33.55	\$34.89	\$36.28	Hourly	

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G-8	Municipal Accountant	\$41,500.17	\$43,160.32	\$44,886.41	\$46,681.91	\$48,549.14	\$50,491.57	\$52,510.35	\$54,611.05	\$56,795.50	\$59,067.32	\$61,430.00	\$63,887.20	\$66,442.69	\$69,100.40	\$71,864.42	\$74,738.99	Annual	
	Executive Assistant	\$3,458.35	\$3,596.70	\$3,740.54	\$3,890.16	\$4,045.76	\$4,207.63	\$4,375.86	\$4,550.92	\$4,732.95	\$4,922.28	\$5,119.17	\$5,323.94	\$5,536.90	\$5,758.37	\$5,988.71	\$6,228.26	Monthly	
	City Inspector	\$1,596.16	\$1,660.01	\$1,726.40	\$1,795.45	\$1,867.28	\$1,941.98	\$2,019.62	\$2,100.43	\$2,184.44	\$2,271.82	\$2,362.70	\$2,457.20	\$2,555.49	\$2,657.71	\$2,764.02	\$2,874.58	Bi-Weekly	
	Community Development Assoc.	\$19.95	\$20.75	\$21.58	\$22.44	\$23.34	\$24.28	\$25.25	\$26.25	\$27.31	\$28.40	\$29.53	\$30.71	\$31.94	\$33.22	\$34.55	\$35.93	Hourly	
G-9	Parks Supervisor	\$42,402.19	\$44,098.27	\$45,862.20	\$47,696.68	\$49,604.55	\$51,588.73	\$53,652.29	\$55,798.38	\$58,030.31	\$60,351.53	\$62,765.58	\$65,276.21	\$67,887.26	\$70,602.75	\$73,426.86	\$76,363.93	Annual	
	Code Enforcement Officer	\$3,533.52	\$3,674.85	\$3,821.85	\$3,974.73	\$4,133.71	\$4,299.07	\$4,471.02	\$4,649.86	\$4,835.86	\$5,029.29	\$5,230.46	\$5,439.68	\$5,657.27	\$5,883.56	\$6,118.90	\$6,363.66	Monthly	
	Water Plant Supervisor	\$1,630.85	\$1,696.09	\$1,763.93	\$1,834.49	\$1,907.87	\$1,984.18	\$2,063.55	\$2,146.09	\$2,231.94	\$2,321.21	\$2,414.06	\$2,510.63	\$2,611.05	\$2,715.49	\$2,824.11	\$2,937.08	Bi-Weekly	
	Streets Supervisor	\$20.38	\$21.20	\$22.05	\$22.93	\$23.84	\$24.80	\$25.79	\$26.82	\$27.90	\$29.02	\$30.18	\$31.39	\$32.64	\$33.95	\$35.31	\$36.72	Hourly	
	Solid Waste Supervisor																		
	Animal Control Supervisor																		
	Utility Line Supervisor																		
Customer Service Supervisor																			
G-10	City Marshal	\$44,516.16	\$46,296.80	\$48,148.67	\$50,074.62	\$52,077.60	\$54,160.71	\$56,327.14	\$58,580.22	\$60,923.43	\$63,360.37	\$65,894.79	\$68,530.58	\$71,271.80	\$74,122.67	\$77,087.58	\$80,171.08	Annual	
	Communications Supervisor	\$3,709.68	\$3,858.07	\$4,012.39	\$4,172.88	\$4,339.80	\$4,513.39	\$4,693.93	\$4,881.69	\$5,076.95	\$5,280.03	\$5,491.23	\$5,710.88	\$5,939.31	\$6,176.89	\$6,423.96	\$6,680.92	Monthly	
		\$1,712.16	\$1,780.64	\$1,851.87	\$1,925.95	\$2,002.99	\$2,083.10	\$2,166.43	\$2,253.08	\$2,343.21	\$2,436.94	\$2,534.42	\$2,635.79	\$2,741.23	\$2,850.88	\$2,964.91	\$3,083.51	Bi-Weekly	
		\$21.40	\$22.26	\$23.14	\$24.07	\$25.04	\$26.04	\$27.08	\$28.16	\$29.29	\$30.46	\$31.68	\$32.95	\$34.27	\$35.64	\$37.06	\$38.55	Hourly	
G-11	Senior City Inspector	\$51,424.03	\$53,480.99	\$55,620.09	\$57,844.80	\$60,158.59	\$62,564.94	\$65,068.46	\$67,670.32	\$70,377.46	\$73,192.18	\$76,119.87	\$79,164.67	\$82,331.26	\$85,624.51	\$89,049.49	\$92,611.47	Annual	
	Deputy Utility Superintendent	\$4,285.34	\$4,456.75	\$4,635.01	\$4,820.40	\$5,013.22	\$5,213.75	\$5,422.37	\$5,639.19	\$5,864.79	\$6,099.35	\$6,343.33	\$6,597.06	\$6,860.94	\$7,135.38	\$7,420.80	\$7,717.63	Monthly	
	Information Technology Tech	\$1,977.85	\$2,056.96	\$2,139.24	\$2,224.80	\$2,313.79	\$2,406.35	\$2,502.63	\$2,602.71	\$2,706.83	\$2,815.08	\$2,927.68	\$3,044.79	\$3,166.58	\$3,293.24	\$3,424.97	\$3,561.97	Bi-Weekly	
	Deputy City Clerk	\$24.72	\$25.71	\$26.74	\$27.81	\$28.92	\$30.08	\$31.28	\$32.54	\$33.84	\$35.18	\$36.60	\$38.06	\$39.58	\$41.17	\$42.81	\$44.52	Hourly	
G-19	Deputy Police Chief	\$67,616.12	\$70,320.37	\$73,133.63	\$76,058.13	\$79,100.54	\$82,264.20	\$85,555.80	\$88,977.54	\$92,536.11	\$96,238.17	\$100,087.08	\$104,090.56	\$108,254.19	\$112,584.35	\$117,087.73	\$121,771.24	Annual	
	Deputy Fire Chief	\$5,634.68	\$5,860.03	\$6,094.47	\$6,338.18	\$6,591.71	\$6,855.35	\$7,129.65	\$7,414.79	\$7,711.34	\$8,019.85	\$8,340.59	\$8,674.22	\$9,021.19	\$9,382.03	\$9,757.31	\$10,147.61	Monthly	
	Public Utilities Superintendent	\$2,600.62	\$2,704.63	\$2,812.83	\$2,925.31	\$3,042.33	\$3,164.01	\$3,290.60	\$3,422.22	\$3,559.08	\$3,701.47	\$3,849.50	\$4,003.49	\$4,163.63	\$4,330.17	\$4,503.38	\$4,683.51	Bi-Weekly	
		\$32.51	\$33.80	\$35.16	\$36.57	\$38.03	\$39.55	\$41.13	\$42.78	\$44.49	\$46.27	\$48.12	\$50.05	\$52.05	\$54.13	\$56.30	\$58.55	Hourly	
G-20	Community Development Director	\$71,994.94	\$74,874.82	\$77,870.06	\$80,984.78	\$84,224.13	\$87,593.26	\$91,096.29	\$94,740.43	\$98,529.80	\$102,470.58	\$106,569.98	\$110,832.78	\$115,266.09	\$119,876.73	\$124,671.80	\$129,658.68	Annual	
	Court Administrator	\$5,999.57	\$6,239.56	\$6,489.18	\$6,748.74	\$7,018.68	\$7,299.43	\$7,591.36	\$7,895.03	\$8,210.82	\$8,539.22	\$8,880.84	\$9,236.06	\$9,605.50	\$9,989.72	\$10,389.31	\$10,804.89	Monthly	
	Public Works Director	\$2,769.03	\$2,879.80	\$2,995.00	\$3,114.80	\$3,239.39	\$3,368.98	\$3,503.70	\$3,643.86	\$3,789.61	\$3,941.17	\$4,098.84	\$4,262.80	\$4,433.31	\$4,610.64	\$4,795.07	\$4,986.87	Bi-Weekly	
	City Engineer	\$34.61	\$36.00	\$37.44	\$38.93	\$40.49	\$42.12	\$43.80	\$45.55	\$47.37	\$49.26	\$51.23	\$53.28	\$55.41	\$57.63	\$59.93	\$62.33	Hourly	
	Human Resources Director																		
G-21	Finance Director	\$75,594.69	\$78,618.56	\$81,763.56	\$85,034.02	\$88,435.34	\$91,972.92	\$95,651.10	\$99,477.45	\$103,456.29	\$107,594.11	\$111,898.48	\$116,374.42	\$121,029.39	\$125,870.57	\$130,905.39	\$136,141.61	Annual	
		\$6,299.56	\$6,551.55	\$6,813.64	\$7,086.17	\$7,369.61	\$7,664.42	\$7,970.92	\$8,289.79	\$8,621.36	\$8,966.18	\$9,324.88	\$9,697.87	\$10,085.79	\$10,489.22	\$10,908.79	\$11,345.14	Monthly	
		\$2,907.48	\$3,023.79	\$3,144.75	\$3,270.54	\$3,401.36	\$3,537.42	\$3,678.89	\$3,826.06	\$3,979.09	\$4,138.23	\$4,303.78	\$4,475.94	\$4,654.97	\$4,841.17	\$5,034.82	\$5,236.21	Bi-Weekly	
		\$36.35	\$37.80	\$39.30	\$40.88	\$42.52	\$44.22	\$45.99	\$47.82	\$49.74	\$51.73	\$53.80	\$55.95	\$58.19	\$60.52	\$62.94	\$65.45	Hourly	
G-22	Fire Chief	\$79,374.43	\$82,549.49	\$85,851.75	\$89,285.73	\$92,857.11	\$96,571.57	\$100,433.66	\$104,451.32	\$108,629.10	\$112,973.82	\$117,493.41	\$122,193.14	\$127,080.87	\$132,164.10	\$137,450.67	\$142,948.70	Annual	
	Police Chief	\$6,614.54	\$6,879.12	\$7,154.31	\$7,440.47	\$7,738.09	\$8,047.63	\$8,369.47	\$8,704.27	\$9,052.42	\$9,414.49	\$9,791.12	\$10,182.77	\$10,590.08	\$11,013.68	\$11,454.23	\$11,912.40	Monthly	
		\$3,052.86	\$3,174.99	\$3,301.99	\$3,434.06	\$3,571.42	\$3,714.29	\$3,862.83	\$4,017.36	\$4,178.04	\$4,345.15	\$4,518.98	\$4,699.74	\$4,887.72	\$5,083.23	\$5,286.56	\$5,498.03	Bi-Weekly	
		\$38.16	\$39.69	\$41.27	\$42.93	\$44.64	\$46.43	\$48.29	\$50.21	\$52.22	\$54.31	\$56.49	\$58.75	\$61.10	\$63.55	\$66.09	\$68.73	Hourly	