

TOWN OF LITTLE ELM
Step Plan
Fiscal Year 2020-2021

Grade	Description		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	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
100	Library Shelver, Library Page	Hourly	11.649	11.882	12.120	12.363	12.610	12.862	13.119	13.381	13.649	13.922	14.200	14.484	14.775	15.070	15.372	15.679	15.993	16.312	16.639	16.971
		Bi_Weekly	931.92	950.58	969.62	989.04	1,008.81	1,028.96	1,049.54	1,070.46	1,091.92	1,113.77	1,136.00	1,158.73	1,182.00	1,205.62	1,229.73	1,254.32	1,279.41	1,305.00	1,331.10	1,357.72
		Monthly	2,019	2,060	2,101	2,143	2,186	2,229	2,274	2,319	2,366	2,413	2,461	2,511	2,561	2,612	2,664	2,718	2,772	2,827	2,884	2,942
		Annual	24,230	24,715	25,210	25,715	26,229	26,753	27,288	27,832	28,390	28,958	29,536	30,127	30,732	31,346	31,973	32,612	33,265	33,930	34,609	35,301
101		Hourly	12.348	12.595	12.848	13.105	13.366	13.634	13.905	14.184	14.468	14.757	15.052	15.353	15.660	15.974	16.294	16.619	16.952	17.291	17.637	17.989
		Bi_Weekly	987.85	1,007.62	1,027.85	1,048.38	1,069.27	1,090.73	1,112.38	1,134.73	1,157.42	1,180.58	1,204.15	1,228.23	1,252.81	1,277.92	1,303.48	1,329.55	1,356.14	1,383.27	1,410.93	1,439.15
		Monthly	2,140	2,183	2,227	2,272	2,317	2,363	2,410	2,459	2,508	2,558	2,609	2,661	2,714	2,769	2,824	2,881	2,938	2,997	3,057	3,118
		Annual	25,684	26,198	26,724	27,258	27,801	28,359	28,922	29,503	30,093	30,695	31,308	31,934	32,573	33,226	33,891	34,568	35,260	35,965	36,684	37,418
102	Library Clerk, Animal Services Assistant (PT)	Hourly	13.089	13.351	13.618	13.890	14.168	14.451	14.740	15.035	15.336	15.643	15.955	16.275	16.600	16.932	17.271	17.616	17.969	18.328	18.695	19.068
		Bi_Weekly	1,047.12	1,068.08	1,089.42	1,111.19	1,133.42	1,156.08	1,179.19	1,202.81	1,226.88	1,251.42	1,276.38	1,302.00	1,328.00	1,354.58	1,381.67	1,409.30	1,437.49	1,466.24	1,495.56	1,525.47
		Monthly	2,269	2,314	2,360	2,408	2,456	2,505	2,555	2,606	2,658	2,711	2,766	2,821	2,877	2,935	2,994	3,053	3,115	3,177	3,240	3,305
		Annual	27,225	27,770	28,325	28,891	29,469	30,058	30,659	31,273	31,899	32,537	33,186	33,852	34,528	35,219	35,923	36,642	37,375	38,122	38,885	39,662
103		Hourly	13.875	14.151	14.435	14.723	15.017	15.319	15.624	15.938	16.257	16.581	16.913	17.251	17.596	17.948	18.307	18.673	19.047	19.428	19.816	20.212
		Bi_Weekly	1,110.00	1,132.08	1,154.81	1,177.85	1,201.35	1,225.54	1,249.92	1,275.04	1,300.58	1,326.46	1,352.46	1,378.08	1,404.69	1,431.85	1,459.56	1,487.85	1,516.73	1,546.21	1,576.39	1,607.27
		Monthly	2,405	2,453	2,502	2,552	2,603	2,655	2,708	2,763	2,818	2,874	2,932	2,990	3,050	3,111	3,173	3,237	3,301	3,367	3,435	3,503
		Annual	28,860	29,434	30,025	30,624	31,235	31,864	32,498	33,151	33,815	34,488	35,179	35,882	36,600	37,332	38,079	38,840	39,617	40,409	41,218	42,042
104	Library Tech Specialist, Library Assistant, Fleet Services Records Clerk, Staff Services/Police Receptionist, Meter Technician, Street Sign Flasher Technician, Maintenance Worker, Storm Water Maintenance Worker	Hourly	14.707	15.001	15.300	15.607	15.919	16.237	16.562	16.893	17.231	17.576	17.927	18.286	18.652	19.025	19.406	19.794	20.189	20.593	21.005	21.425
		Bi_Weekly	1,176.58	1,200.08	1,224.00	1,248.58	1,273.54	1,298.96	1,324.96	1,351.42	1,378.46	1,406.08	1,434.15	1,462.88	1,492.15	1,522.00	1,552.44	1,583.49	1,615.16	1,647.46	1,680.41	1,714.02
		Monthly	2,549	2,600	2,652	2,705	2,759	2,814	2,871	2,928	2,987	3,047	3,107	3,170	3,233	3,298	3,364	3,431	3,500	3,570	3,641	3,714
		Annual	30,591	31,202	31,824	32,463	33,112	33,773	34,449	35,137	35,840	36,558	37,288	38,035	38,796	39,572	40,363	41,171	41,994	42,834	43,691	44,564
105	Customer Service Representative	Hourly	15.589	15.901	16.220	16.543	16.875	17.212	17.556	17.907	18.266	18.630	19.003	19.383	19.771	20.166	20.569	20.981	21.400	21.828	22.265	22.710
		Bi_Weekly	1,247.12	1,272.08	1,297.62	1,323.42	1,350.00	1,376.96	1,404.46	1,432.58	1,461.27	1,490.38	1,520.23	1,550.65	1,581.69	1,613.27	1,645.53	1,678.45	1,712.01	1,746.25	1,781.18	1,816.80
		Monthly	2,702	2,756	2,812	2,867	2,925	2,983	3,043	3,104	3,166	3,229	3,294	3,360	3,427	3,495	3,565	3,637	3,709	3,784	3,859	3,936
		Annual	32,425	33,074	33,738	34,409	35,100	35,801	36,516	37,247	37,993	38,750	39,526	40,317	41,124	41,945	42,784	43,640	44,512	45,403	46,311	47,237
106	Court Clerk, Library Assistant-Circulation, Permit Technician, Detention Officer, Water Operator, Wastewater Operator, Police Cadet, Equipment Operator, Storm Water Equipment Operator, Solid Waste Driver/Attendant	Hourly	16.525	16.855	17.192	17.536	17.886	18.245	18.609	18.981	19.361	19.748	20.143	20.546	20.957	21.376	21.803	22.240	22.684	23.138	23.601	24.073
		Bi_Weekly	1,322.00	1,348.38	1,375.35	1,402.88	1,430.88	1,459.62	1,488.73	1,518.46	1,548.88	1,579.85	1,611.42	1,643.69	1,676.58	1,710.08	1,744.28	1,779.16	1,814.75	1,851.04	1,888.06	1,925.82
		Monthly	2,864	2,922	2,980	3,040	3,100	3,163	3,226	3,290	3,356	3,423	3,491	3,561	3,633	3,705	3,779	3,855	3,932	4,011	4,091	4,173
		Annual	34,372	35,058	35,759	36,475	37,203	37,950	38,707	39,480	40,271	41,076	41,897	42,736	43,591	44,462	45,351	46,258	47,183	48,127	49,090	50,071
107	Accounting Technician, Irrigation Technician, Chemical Spray Technician, Water Quality Technician, Purchasing Technician	Hourly	17.516	17.865	18.224	18.589	18.960	19.339	19.726	20.121	20.523	20.934	21.352	21.779	22.214	22.659	23.112	23.575	24.046	24.527	25.018	25.518
		Bi_Weekly	1,401.27	1,429.19	1,457.92	1,487.12	1,516.81	1,547.12	1,578.08	1,609.69	1,641.85	1,674.73	1,708.15	1,742.31	1,777.12	1,812.73	1,849.99	1,888.97	1,929.68	1,972.16	2,016.40	2,061.43
		Monthly	3,036	3,097	3,159	3,222	3,286	3,352	3,419	3,488	3,557	3,629	3,701	3,775	3,850	3,928	4,006	4,086	4,168	4,251	4,336	4,423
		Annual	36,433	37,159	37,906	38,665	39,437	40,225	41,030	41,852	42,688	43,543	44,412	45,300	46,205	47,131	48,074	49,035	50,016	51,016	52,036	53,077
108	Senior Administrative Assistant, Senior Administrative Specialist	Hourly	18.567	18.938	19.317	19.704	20.098	20.500	20.910	21.328	21.755	22.189	22.633	23.086	23.548	24.019	24.500	24.990	25.489	25.999	26.519	27.050
		Bi_Weekly	1,485.35	1,515.04	1,545.35	1,576.31	1,607.85	1,640.00	1,672.81	1,706.23	1,740.38	1,775.12	1,810.65	1,846.88	1,883.85	1,921.54	1,959.97	1,999.17	2,039.15	2,079.94	2,121.53	2,163.96
		Monthly	3,218	3,283	3,348	3,415	3,484	3,553	3,624	3,697	3,771	3,846	3,923	4,002	4,082	4,163	4,247	4,332	4,418	4,507	4,597	4,689
		Annual	38,619	39,391	40,179	40,984	41,804	42,640	43,493	44,362	45,250	46,153	47,077	48,019	48,980	49,960	50,959	51,978	53,018	54,078	55,160	56,263
109	Water Quality Specialist	Hourly	19.681	20.075	20.477	20.886	21.303	21.729	22.164	22.607	23.060	23.521	23.990	24.471	24.960	25.460	25.969	26.489	27.018	27.559	28.110	28.672
		Bi_Weekly	1,574.46	1,606.00	1,638.15	1,670.88	1,704.23	1,738.31	1,773.12	1,808.58	1,844.81	1,881.69	1,919.19	1,957.69	1,996.81	2,036.81	2,077.54	2,119.09	2,161.48	2,204.71	2,248.80	2,293.78
		Monthly	3,411	3,480	3,549	3,620	3,693	3,766	3,842	3,919	3,997	4,077	4,158	4,242	4,326	4,413	4,501	4,591	4,683	4,777	4,872	4,970
		Annual	40,936	41,756	42,592	43,443	44,310	45,196	46,101	47,023	47,965	48,924	49,899	50,900	51,917	52,957	54,016	55,096	56,198	57,322	58,469	59,638

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110	Librarian-Youth Services, Community Integrity Specialist, Small Engine Technician, Crew Leader, Internal Services Specialist, Festival & Events Coordinator, Recreation Coordinator, Fleet Fast Lane Small Engine Technician, Management Analyst, Animal Services Officer	Hourly	20.862	21.279	21.704	22.139	22.582	23.033	23.494	23.964	24.443	24.932	25.430	25.939	26.458	26.987	27.527	28.077	28.639	29.212	29.796	30.392
		Bi_Weekly	1,668.96	1,702.31	1,736.31	1,771.12	1,806.58	1,842.65	1,879.54	1,917.12	1,955.42	1,994.58	2,034.38	2,075.12	2,116.65	2,158.96	2,202.14	2,246.18	2,291.11	2,336.93	2,383.67	2,431.34
		Monthly	3,616	3,688	3,762	3,837	3,914	3,992	4,072	4,154	4,237	4,322	4,408	4,496	4,586	4,678	4,771	4,867	4,964	5,063	5,165	5,268
		Annual	43,393	44,260	45,144	46,049	46,971	47,909	48,868	49,845	50,841	51,859	52,894	53,953	55,033	56,133	57,256	58,401	59,569	60,760	61,975	63,215
111	Athletic & Aquatics Supervisor, Fleet Specialist, Records Custodian, Fitness & Wellness Supervisor, Construction Inspector, Creative Marketing and Social Media Specialist	Hourly	22.114	22.555	23.007	23.467	23.936	24.415	24.903	25.402	25.909	26.428	26.957	27.496	28.045	28.606	29.178	29.761	30.357	30.964	31.583	32.215
		Bi_Weekly	1,769.12	1,804.38	1,840.58	1,877.35	1,914.88	1,953.19	1,992.23	2,032.15	2,072.73	2,114.23	2,156.58	2,199.69	2,243.62	2,288.46	2,334.23	2,380.92	2,428.53	2,477.10	2,526.65	2,577.18
		Monthly	3,833	3,910	3,988	4,068	4,149	4,232	4,317	4,403	4,491	4,581	4,673	4,766	4,861	4,958	5,058	5,159	5,262	5,367	5,474	5,584
		Annual	45,997	46,914	47,855	48,811	49,787	50,783	51,798	52,836	53,891	54,970	56,071	57,192	58,334	59,500	60,690	61,904	63,142	64,405	65,693	67,007
112	Accountant, Librarian Reference/Tech Services	Hourly	23.439	23.909	24.387	24.875	25.373	25.880	26.398	26.926	27.464	28.013	28.574	29.145	29.727	30.323	30.930	31.548	32.179	32.823	33.479	34.149
		Bi_Weekly	1,875.12	1,912.73	1,950.96	1,990.00	2,029.85	2,070.38	2,111.85	2,154.08	2,197.12	2,241.04	2,285.92	2,331.62	2,378.15	2,425.85	2,474.36	2,523.85	2,574.33	2,625.81	2,678.33	2,731.90
		Monthly	4,063	4,144	4,227	4,312	4,398	4,486	4,576	4,667	4,760	4,856	4,953	5,052	5,153	5,256	5,361	5,468	5,578	5,689	5,803	5,919
		Annual	48,753	49,731	50,725	51,740	52,776	53,830	54,908	56,006	57,125	58,267	59,434	60,622	61,832	63,072	64,333	65,620	66,933	68,271	69,637	71,029
113	Human Resources Generalist, Customer Service Supervisor, Chief Construction Inspector	Hourly	24.847	25.343	25.851	26.368	26.895	27.433	27.982	28.541	29.112	29.694	30.288	30.893	31.512	32.142	32.785	33.440	34.109	34.791	35.487	36.197
		Bi_Weekly	1,987.77	2,027.42	2,068.08	2,109.42	2,151.62	2,194.65	2,238.58	2,283.27	2,328.96	2,375.54	2,423.04	2,471.42	2,520.96	2,571.35	2,622.77	2,675.23	2,728.73	2,783.31	2,838.97	2,895.75
		Monthly	4,307	4,393	4,481	4,570	4,662	4,755	4,850	4,947	5,046	5,147	5,250	5,355	5,462	5,571	5,683	5,796	5,912	6,031	6,151	6,274
		Annual	51,682	52,713	53,770	54,845	55,942	57,061	58,203	59,365	60,553	61,764	62,999	64,257	65,545	66,855	68,192	69,556	70,947	72,366	73,813	75,290
114	Senior Accountant, Senior Center Supervisor, Building Inspector, IT Tech Support Specialist, Senior Financial Analyst, Engineering Coordinator	Hourly	26.338	26.864	27.402	27.950	28.508	29.078	29.661	30.253	30.859	31.476	32.105	32.748	33.403	34.070	34.752	35.447	36.156	36.879	37.616	38.369
		Bi_Weekly	2,107.04	2,149.12	2,192.15	2,236.00	2,280.65	2,326.23	2,372.88	2,420.23	2,468.73	2,518.08	2,568.38	2,619.85	2,672.23	2,725.62	2,780.13	2,835.73	2,892.44	2,950.29	3,009.30	3,069.49
		Monthly	4,565	4,656	4,750	4,845	4,941	5,040	5,141	5,244	5,349	5,456	5,565	5,676	5,790	5,906	6,024	6,144	6,267	6,392	6,520	6,651
		Annual	54,783	55,877	56,996	58,136	59,297	60,482	61,695	62,926	64,187	65,470	66,778	68,116	69,478	70,866	72,283	73,729	75,204	76,708	78,242	79,807
115	Plans Examiner, Parks Supervisor, Chief Plans Examiner, Detention Supervisor, Planner	Hourly	27.918	28.476	29.047	29.627	30.219	30.824	31.440	32.069	32.710	33.365	34.032	34.712	35.406	36.114	36.836	37.573	38.324	39.091	39.873	40.670
		Bi_Weekly	2,233.42	2,278.08	2,323.77	2,370.15	2,417.54	2,465.92	2,515.19	2,565.54	2,616.81	2,669.19	2,722.58	2,776.96	2,832.46	2,889.12	2,946.90	3,005.84	3,065.95	3,127.27	3,189.82	3,253.61
		Monthly	4,839	4,936	5,035	5,135	5,238	5,343	5,450	5,559	5,670	5,783	5,899	6,017	6,137	6,260	6,385	6,513	6,643	6,776	6,911	7,049
		Annual	58,069	59,230	60,418	61,624	62,856	64,114	65,395	66,704	68,037	69,399	70,787	72,201	73,644	75,117	76,619	78,152	79,715	81,309	82,935	84,594
116	GIS Manager, Community Integrity Manager	Hourly	29.593	30.185	30.789	31.404	32.032	32.673	33.326	33.993	34.673	35.365	36.073	36.795	37.530	38.282	39.048	39.829	40.625	41.438	42.267	43.112
		Bi_Weekly	2,367.42	2,414.81	2,463.12	2,512.31	2,562.58	2,613.85	2,666.08	2,719.42	2,773.85	2,829.19	2,885.85	2,943.62	3,002.38	3,062.58	3,123.83	3,186.31	3,250.03	3,315.03	3,381.33	3,448.96
		Monthly	5,129	5,232	5,337	5,443	5,552	5,663	5,777	5,892	6,010	6,130	6,253	6,378	6,505	6,636	6,768	6,904	7,042	7,183	7,326	7,473
		Annual	61,553	62,785	64,041	65,320	66,627	67,960	69,318	70,705	72,120	73,559	75,032	76,534	78,062	79,627	81,220	82,844	84,501	86,191	87,915	89,673
117	Assistant Building Official, Court Administrator, Library Manager, Special Events & Program Manager, Facilities and Parks Manager, Streets Manager, Fleet Maintenance Manager, Utility Manager-Line Maintenance, WW Treatment Manager, Animal Services Manager	Hourly	31.368	31.995	32.635	33.289	33.954	34.634	35.326	36.032	36.752	37.489	38.238	39.002	39.782	40.579	41.390	42.218	43.063	43.924	44.802	45.698
		Bi_Weekly	2,509.42	2,559.62	2,610.81	2,663.12	2,716.31	2,770.73	2,826.08	2,882.58	2,940.15	2,999.12	3,059.04	3,120.15	3,182.58	3,246.31	3,311.23	3,377.46	3,445.01	3,513.91	3,584.19	3,655.87
		Monthly	5,437	5,546	5,657	5,770	5,885	6,003	6,123	6,246	6,370	6,498	6,628	6,760	6,896	7,034	7,174	7,318	7,464	7,613	7,766	7,921
		Annual	65,245	66,550	67,881	69,241	70,624	72,039	73,478	74,947	76,444	77,977	79,535	81,124	82,747	84,404	86,092	87,814	89,570	91,362	93,189	95,053
118	Aquatics Division Manager	Hourly	33.250	33.916	34.594	35.286	35.992	36.711	37.446	38.195	38.958	39.737	40.531	41.342	42.169	43.013	43.873	44.751	45.646	46.559	47.490	48.440
		Bi_Weekly	2,660.00	2,713.27	2,767.54	2,822.88	2,879.35	2,936.88	2,995.69	3,055.62	3,116.65	3,178.96	3,242.46	3,307.35	3,373.54	3,441.04	3,509.86	3,580.06	3,651.66	3,724.69	3,799.18	3,875.17
		Monthly	5,763	5,879	5,996	6,116	6,239	6,363	6,491	6,621	6,753	6,888	7,025	7,166	7,309	7,456	7,605	7,757	7,912	8,070	8,232	8,396
		Annual	69,160	70,545	71,956	73,395	74,863	76,359	77,888	79,446	81,033	82,653	84,304	85,991	87,712	89,467	91,256	93,081	94,943	96,842	98,779	100,754

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119	Controller, Purchasing Manager	Hourly	35.246	35.950	36.669	37.402	38.151	38.913	39.692	40.487	41.296	42.122	42.964	43.823	44.700	45.594	46.506	47.436	48.385	49.353	50.340	51.347
		Bi_Weekly	2,819.69	2,876.00	2,933.54	2,992.15	3,052.08	3,113.04	3,175.35	3,238.96	3,303.69	3,369.77	3,437.12	3,505.85	3,576.00	3,647.54	3,720.49	3,794.90	3,870.80	3,948.21	4,027.18	4,107.72
		Monthly	6,109	6,231	6,356	6,483	6,613	6,745	6,880	7,018	7,158	7,301	7,447	7,596	7,748	7,903	8,061	8,222	8,387	8,554	8,726	8,900
		Annual	73,312	74,776	76,272	77,796	79,354	80,939	82,559	84,213	85,896	87,614	89,365	91,152	92,976	94,836	96,733	98,667	100,641	102,654	104,707	106,801
120	Building Manager, Planning & Community Manager, IT Manager, Development Services Manager	Hourly	37.360	38.107	38.870	39.647	40.440	41.249	42.073	42.914	43.774	44.649	45.541	46.453	47.382	48.330	49.296	50.282	51.288	52.314	53.360	54.427
		Bi_Weekly	2,988.81	3,048.58	3,109.62	3,171.77	3,235.19	3,299.92	3,365.85	3,433.12	3,501.92	3,571.92	3,643.27	3,716.23	3,790.58	3,866.38	3,943.71	4,022.59	4,103.04	4,185.10	4,268.80	4,354.18
		Monthly	6,476	6,605	6,738	6,872	7,010	7,150	7,293	7,438	7,588	7,739	7,894	8,052	8,213	8,377	8,545	8,716	8,890	9,068	9,249	9,434
		Annual	77,709	79,263	80,850	82,466	84,115	85,798	87,512	89,261	91,050	92,870	94,725	96,622	98,555	100,526	102,537	104,587	106,679	108,813	110,989	113,209
121	Managing Director of Strategic Services, Managing Director of Communications	Hourly	39.602	40.393	41.202	42.026	42.867	43.724	44.598	45.490	46.400	47.327	48.275	49.240	50.225	51.229	52.253	53.298	54.364	55.452	56.561	57.692
		Bi_Weekly	3,168.15	3,231.42	3,296.15	3,362.08	3,429.35	3,497.92	3,567.85	3,639.19	3,712.00	3,786.15	3,862.00	3,939.19	4,018.00	4,098.31	4,180.27	4,263.88	4,349.16	4,436.14	4,524.86	4,615.36
		Monthly	6,864	7,001	7,142	7,285	7,430	7,579	7,730	7,885	8,043	8,203	8,368	8,535	8,706	8,880	9,057	9,238	9,423	9,612	9,804	10,000
		Annual	82,372	84,017	85,700	87,414	89,163	90,946	92,764	94,619	96,512	98,440	100,412	102,419	104,468	106,556	108,687	110,861	113,078	115,340	117,646	119,999
122	Assistant Finance Director, Assistant Public Works Director, Managing Director - Recreation	Hourly	41.978	42.817	43.674	44.548	45.439	46.347	47.274	48.220	49.184	50.168	51.171	52.195	53.239	54.303	55.389	56.497	57.627	58.779	59.955	61.154
		Bi_Weekly	3,358.23	3,425.35	3,493.92	3,563.85	3,635.12	3,707.77	3,781.92	3,857.62	3,934.73	4,013.42	4,093.69	4,175.62	4,259.12	4,344.23	4,431.12	4,519.74	4,610.13	4,702.34	4,796.38	4,892.31
		Monthly	7,276	7,422	7,570	7,722	7,876	8,034	8,194	8,358	8,525	8,696	8,870	9,047	9,228	9,413	9,601	9,793	9,989	10,188	10,392	10,600
		Annual	87,314	89,059	90,842	92,660	94,513	96,402	98,330	100,298	102,303	104,349	106,436	108,566	110,737	112,950	115,209	117,513	119,863	122,261	124,706	127,200
123	Town Engineer/Assistant Director of Development Services	Hourly	44.497	45.387	46.295	47.221	48.164	49.128	50.111	51.113	52.135	53.178	54.241	55.327	56.433	57.561	58.712	59.887	61.084	62.306	63.552	64.823
		Bi_Weekly	3,559.77	3,630.96	3,703.62	3,777.69	3,853.12	3,930.23	4,008.88	4,089.04	4,170.81	4,254.23	4,339.27	4,426.15	4,514.65	4,604.88	4,696.98	4,790.92	4,886.74	4,984.48	5,084.16	5,185.85
		Monthly	7,713	7,867	8,025	8,185	8,348	8,516	8,686	8,860	9,037	9,218	9,402	9,590	9,782	9,977	10,177	10,380	10,588	10,800	11,016	11,236
		Annual	92,554	94,405	96,294	98,220	100,181	102,186	104,231	106,315	108,441	110,610	112,821	115,080	117,381	119,727	122,122	124,564	127,055	129,596	132,188	134,832

TOWN OF LITTLE ELM
Step Plan
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Grade	Description		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	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20		
Fire																								
500B	Firefighter/EMT <small>(Step 6 for employees hired before April 1, 2017)</small>	Hourly 3002	19,879	20,397	20,927	21,471	22,028	22,599	23,186	23,785	24,400													
		Bi_Weekly	2,295.27	2,355.04	2,416.31	2,479.12	2,543.42	2,609.35	2,677.04	2,746.23	2,817.27													
		Monthly	4,973	5,103	5,235	5,371	5,511	5,654	5,800	5,950	6,104													
		Annual	59,677	61,231	62,824	64,457	66,129	67,843	69,603	71,402	73,249													
500	Firefighter/EMT - Admin Duty	Hourly 2080	28,691	29,438	30,204	30,989	31,793	32,617	33,463	34,328	35,216													
		Bi_Weekly	2,295.27	2,355.04	2,416.31	2,479.12	2,543.42	2,609.35	2,677.04	2,746.23	2,817.27													
		Monthly	4,973	5,103	5,235	5,371	5,511	5,654	5,800	5,950	6,104													
		Annual	59,677	61,231	62,824	64,457	66,129	67,843	69,603	71,402	73,249													
501B	Firefighter/Paramedic	Hourly 3002	20,699	21,217	21,747	22,290	22,848	23,419	24,005	24,605	25,220													
		Bi_Weekly	2,389.92	2,449.69	2,510.96	2,573.69	2,638.08	2,704.00	2,771.62	2,840.88	2,911.92													
		Monthly	5,178	5,308	5,440	5,576	5,716	5,859	6,005	6,155	6,309													
		Annual	62,138	63,692	65,285	66,916	68,590	70,304	72,062	73,863	75,710													
501	Firefighter/Paramedic - Admin Duty, Fire Prevention Specialist	Hourly 2080	29,874	30,621	31,387	32,171	32,976	33,800	34,645	35,511	36,399													
		Bi_Weekly	2,389.92	2,449.69	2,510.96	2,573.69	2,638.08	2,704.00	2,771.62	2,840.88	2,911.92													
		Monthly	5,178	5,308	5,440	5,576	5,716	5,859	6,005	6,155	6,309													
		Annual	62,138	63,692	65,285	66,916	68,590	70,304	72,062	73,863	75,710													
502B	Driver/Operator *Base Step Up*	Hourly 3002	25,976	26,626	27,291	27,973	28,673	29,389	30,125	30,878														
		Bi_Weekly	2,999.27	3,074.23	3,151.12	3,229.85	3,310.65	3,393.35	3,478.23	3,565.19														
		Monthly	6,498	6,661	6,827	6,998	7,173	7,352	7,536	7,725														
		Annual	77,981	79,930	81,929	83,976	86,077	88,227	90,434	92,695														
502	Driver/Operator - Admin Duty	Hourly 2080	37,491	38,428	39,389	40,373	41,383	42,417	43,478	44,565														
		Bi_Weekly	2,999.27	3,074.23	3,151.12	3,229.85	3,310.65	3,393.35	3,478.23	3,565.19														
		Monthly	6,498	6,661	6,827	6,998	7,173	7,352	7,536	7,725														
		Annual	77,981	79,930	81,929	83,976	86,077	88,227	90,434	92,695														
503	Assistant Fire Marshal; Emergency Management Coordinator <small>(Step 9 for employees hired before April 1, 2017)</small>	Hourly 2080	38,661	39,627	40,618	41,633	42,674	43,741	44,835	45,955	47,104													
		Bi_Weekly	3,092.88	3,170.15	3,249.42	3,330.65	3,413.92	3,499.27	3,586.81	3,676.38	3,768.31													
		Monthly	6,701	6,869	7,040	7,216	7,397	7,582	7,771	7,966	8,165													
		Annual	80,415	82,424	84,485	86,597	88,762	90,981	93,257	95,586	97,976													
504B		Hourly 3002	26,626	27,291	27,973	28,673	29,389	30,125	30,878	31,649														
		Bi_Weekly	3,074.23	3,151.12	3,229.85	3,310.65	3,393.35	3,478.23	3,565.19	3,654.23														
		Monthly	6,661	6,827	6,998	7,173	7,352	7,536	7,725	7,918														
		Annual	79,930	81,929	83,976	86,077	88,227	90,434	92,695	95,010														
504		Hourly 2080	38,428	39,389	40,373	41,383	42,417	43,478	44,565	45,678														
		Bi_Weekly	3,074.23	3,151.12	3,229.85	3,310.65	3,393.35	3,478.23	3,565.19	3,654.23														
		Monthly	6,661	6,827	6,998	7,173	7,352	7,536	7,725	7,918														
		Annual	79,930	81,929	83,976	86,077	88,227	90,434	92,695	95,010														
505 B	Fire Captain *Base Step Up*	Hourly 3002	30,489	31,251	32,033	32,834	33,654																	
		Bi_Weekly	3,520.31	3,608.31	3,698.58	3,791.04	3,885.77																	
		Monthly	7,627	7,818	8,014	8,214	8,419																	
		Annual	91,528	93,816	96,163	98,567	101,030																	

TOWN OF LITTLE ELM
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Grade	Description		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	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Fire																						
505	Fire Captain - Admin Duty	Hourly 2080	44.004	45.104	46.232	47.388	48.572															
		Bi_Weekly	3,520.31	3,608.31	3,698.58	3,791.04	3,885.77															
		Monthly	7,627	7,818	8,014	8,214	8,419															
		Annual	91,528	93,816	96,163	98,567	101,030															
506B	Battalion Chief *Base Step Up*	Hourly 3002	34.496	35.358	36.242	37.148	38.077															
		Bi_Weekly	3,982.96	4,082.46	4,184.58	4,289.12	4,396.38															
		Monthly	8,630	8,845	9,067	9,293	9,526															
		Annual	103,557	106,144	108,799	111,517	114,306															
506	Battalion Chief - Admin	Hourly 2080	49.787	51.031	52.307	53.614	54.955															
		Bi_Weekly	3,982.96	4,082.46	4,184.58	4,289.12	4,396.38															
		Monthly	8,630	8,845	9,067	9,293	9,526															
		Annual	103,557	106,144	108,799	111,517	114,306															
507	Assistant Fire Chief	Hourly 2080	56.230	57.636	59.077	60.553	62.067															
		Bi_Weekly	4,498.38	4,610.88	4,726.15	4,844.23	4,965.35															
		Monthly	9,747	9,990	10,240	10,496	10,758															
		Annual	116,958	119,883	122,880	125,950	129,099															

TOWN OF LITTLE ELM
Step Plan
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Grade	Description		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	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Police	(New as of 10/01/2020)																					
400	Warrant/Bailiff Officer, Police Officer - 80 hours, School Resource Officer, Motorcycle Officer - Traffic	Hourly 2080	27.834	28.529	29.243	29.974	30.723	31.491	32.279	33.085	33.913	34.760										
		Bi_Weekly	2,226.69	2,282.36	2,339.42	2,397.90	2,457.85	2,519.30	2,582.28	2,646.84	2,713.01	2,780.83										
		Monthly	4,825	4,945	5,069	5,195	5,325	5,458	5,595	5,735	5,878	6,025										
		Annual 80	57,894	59,341	60,825	62,346	63,904	65,502	67,139	68,818	70,538	72,302										
		Annual 84	62,236	63,792	65,387	67,021	68,697	70,414	72,175	73,979	75,829	77,724										
401	Corporal	Hourly 2080	32.108	32.910	33.733	34.576	35.441	36.327	37.235	38.166	39.120	40.098										
		Bi_Weekly	2,568.62	2,632.83	2,698.65	2,766.12	2,835.27	2,906.15	2,978.81	3,053.28	3,129.61	3,207.85										
		Monthly	5,565	5,704	5,847	5,993	6,143	6,297	6,454	6,615	6,781	6,950										
		Annual 80	66,784	68,454	70,165	71,919	73,717	75,560	77,449	79,385	81,370	83,404										
		Annual 84	71,793	73,588	75,428	77,313	79,246	81,227	83,258	85,339	87,473	89,660										
402	Detective	Hourly 2080	32.108	32.910	33.733	34.576	35.441	36.327	37.235	38.166	39.120	40.098										
		Bi_Weekly	2,568.62	2,632.83	2,698.65	2,766.12	2,835.27	2,906.15	2,978.81	3,053.28	3,129.61	3,207.85										
		Monthly	5,565	5,704	5,847	5,993	6,143	6,297	6,454	6,615	6,781	6,950										
		Annual 80	66,784	68,454	70,165	71,919	73,717	75,560	77,449	79,385	81,370	83,404										
403	Sergeant, Sergeant - Traffic Division	Hourly 2080	35.010	35.885	36.782	37.702	38.645	39.611	40.601	41.616	42.656	43.723										
		Bi_Weekly	2,800.81	2,870.83	2,942.60	3,016.16	3,091.57	3,168.86	3,248.08	3,329.28	3,412.51	3,497.83										
		Monthly	6,068	6,220	6,376	6,535	6,698	6,866	7,038	7,213	7,394	7,579										
		Annual 80	72,821	74,642	76,508	78,420	80,381	82,390	84,450	86,561	88,725	90,943										
		Annual 84	78,283	80,240	82,246	84,302	86,409	88,570	90,784	93,053	95,380	97,764										
404	Lieutenant	Hourly 2080	44.296	45.404	46.539	47.702	48.895	50.117	51.370	52.654	53.971	55.320										
		Bi_Weekly	3,543.69	3,632.28	3,723.09	3,816.17	3,911.57	4,009.36	4,109.60	4,212.34	4,317.64	4,425.59										
		Monthly	7,678	7,870	8,067	8,268	8,475	8,687	8,904	9,127	9,355	9,589										
		Annual	92,136	94,439	96,800	99,220	101,701	104,243	106,850	109,521	112,259	115,065										
405	Captain	Hourly 2080	53.202	54.532	55.896	57.293	58.725															
		Bi_Weekly	4,256.19	4,362.60	4,471.66	4,583.45	4,698.04															
		Monthly	9,222	9,452	9,689	9,931	10,179															
		Annual	110,661	113,428	116,263	119,170	122,149															