

City of Sugar Land

Non-Exempt Salary Structure – FY24

NE14

MINIMUM:	\$19.52	MIDPOINT:	\$22.45	MAXIMUM:	\$25.38
	\$40,602		\$46,696		\$52,790

Airport Maintenance Trainee
Fleet Transporter
Parks Maintenance Trainee

Pump & Motor Technician Trainee
Receptionist
Right of Way Trainee

Street & Drainage Trainee
Utility Maintenance Trainee
Water Quality Technician Trainee

NE16

MINIMUM:	\$21.49	MIDPOINT:	\$25.24	MAXIMUM:	\$28.99
	\$44,699		\$52,499		\$60,299

Administrative Assistant
Airport Maintenance Worker I
Airport Services Representative I
Cafe Attendant I
Court Clerk I
Custodian
Customer Experience Ambassador I
Customer Service Rep I
Department Specialist

Distribution Specialist
Fleet Inventory & Data Specialist
Kennel Technician
Line Crew Apprentice
Operator Apprentice
Parks Maintenance Worker I
Permit Coordinator
Pump & Motor Technician I
Quick Lube Technician
Ramp Agent

Records Technician
Right of Way Technician
Signals Technician I
Signs Technician I
Street & Drainage Technician
Traffic Technician I
Utility Maintenance Worker I
Warrant Clerk
Water Quality Technician I

NE18

MINIMUM:	\$23.70	MIDPOINT:	\$28.41	MAXIMUM:	\$33.17
	\$49,296		\$59,093		\$68,994

Airport Maintenance Worker II
Airport Services Representative II
Animal Services Officer I
Automotive Technician I
Billing Specialist I
Building Inspector I
Cafe Attendant II
Code Enforcement Inspector I
Construction Inspector I
Court Clerk II
Customer Experience Ambassador II
Customer Service Rep II

Facility Services Technician I
I&C Tech-Apprentice
Irrigation Technician
Laboratory Technician I
Line Crew I
Operator I
Parks Facilities Technician
Parks Maintenance Worker II
Parks Reservation Specialist
Pump & Motor Technician II
Records Analyst
Residential Rental Inspector I
Right of Way Sr Technician

Sanitarian/Food Inspector I
Signals Technician II
Signs Technician II
Solid Waste Compliance Inspector
Sr Administrative Assistant
Sr Permit Coordinator
Stormwater Services Inspector
Street & Drainage Sr Technician
Traffic Technician II
Utility Maintenance Worker II
Water Quality Technician II

City of Sugar Land

NE20

MINIMUM:	\$27.26	MIDPOINT:	\$32.69	MAXIMUM:	\$38.17
	\$56,701		\$67,995		\$79,394

Accountant	Crime Scene Technician	Public Meeting Coordinator
Accounts Payable Coordinator	Customer Experience Ambassador III	Purchasing Card Coordinator
Administrative Coordinator	Development Coordinator	Residential Rental Inspector II
Administrative Supervisor	Electrician-Apprentice	Right of Way Crew Chief
Airport Maintenance Coordinator	Emergency Vehicle Technician Apprentice	Sales & Events Coordinator
Airport Maintenance Worker III	End User Support Specialist I	Sanitarian/Food Inspector II
Airport Operations Agent	Facility Services Technician II	Sr Irrigation Technician
Airport Services Representative III	GIS Specialist I	Sr Pump & Motor Tech
Animal Services Officer II	Grants Analyst	Sr Solid Waste Compliance Inspector
Automotive Technician II	I&C Technician I	Sr Stormwater Services Inspector
Billing Specialist II	Laboratory Technician II	Street & Drainage Crew Chief
Building Inspector II	Line Crew II	Utility Crew Chief
Cafe Attendant III	Operator II	Veterinary Technician
Code Enforcement Inspector II	Parks Maintenance Crew Chief	Warrant Coordinator
Compliance Specialist	Public Information Analyst	
Construction Inspector II		

NE22

MINIMUM:	\$30.67	MIDPOINT:	\$37.60	MAXIMUM:	\$44.47
	\$63,794		\$78,208		\$92,498

ASR Supervisor	End User Support Specialist II	Sr Accountant
Automotive Technician III	Executive Assistant	Sr Accounts Payable Coordinator
Building Inspector III	Food Inspection Coordinator	Sr Airport Operations Agent
Building Plans Reviewer	GIS Specialist II	Sr Construction Inspector
Cafe Supervisor	I&C Technician II	Sr Crime Scene Technician
CIP Coordinator	Juvenile Case Coordinator	Sr Facility Services Technician
Contract Services Coordinator	Line Crew III	Street & Drainage Sr Crew Chief
Court Docket Specialist	Operator III	System Administrator I
Crime Analyst	Parks Maintenance Sr Crew Chief	Telecommunications Specialist
Customer Experience Supervisor	Permits Supervisor	Utility Sr Crew Chief
Electrician-Journeyman	Recruitment Specialist	
Emergency Vehicle Technician I	Right of Way Sr Crew Chief	

City of Sugar Land

NE24

MINIMUM:	\$34.57	MIDPOINT:	\$43.22	MAXIMUM:	\$51.88
	\$71,906		\$89,898		\$107,910

Animal Shelter Supervisor	Emergency Vehicle Technician II	GIS Specialist III
Building Inspector IV	End User Support Specialist III	Line Crew Trainer
Chief Construction Inspector	Field Supervisor	Line Supervisor
Electrician-Master	Fleet Services Supervisor	System Administrator II

DRAFT

City of Sugar Land

Exempt Salary Structure – FY24

EX20

MINIMUM:	\$28.42	MIDPOINT:	\$32.70	MAXIMUM:	\$36.93
	\$59,114		\$68,0164		\$76,814

AMI Program Analyst I	Economic Development Specialist	Marketing & Engagement Specialist
Claims Specialist	Internal Communications Specialist	Media Production Specialist
Communications & Community Engagement Specialist	Management Analyst I	Multimedia Specialist
Digital Media Specialist		People Success Generalist
		Planning Specialist

EX22

MINIMUM:	\$30.68	MIDPOINT:	\$37.61	MAXIMUM:	\$44.48
	\$63,814		\$78,229		\$92,518

Agenda Coordinator	Engagement & Experience Coordinator	Planner II
Airport Leasing Coordinator	Engineer I	Power Platform & SharePoint
AMI Program Analyst II	Environmental Compliance Coordinator	Pretreatment Coordinator
Animal Services Engagement Coordinator	Environmental Operations Coordinator	Project Manager I
Application Developer I	Events Coordinator	Purchasing Coordinator
Application Developer II	Facilities Services Coordinator	Recreation Coordinator
AV Systems Coordinator	Grants Officer	Safety & Risk Coordinator
Budget Analyst	Graphic Designer/Branding Coordinator	Tourism Marketing Coordinator
Civic Arts Coordinator	Health & Wellness Coordinator	Traffic Management Center Analyst
Code Compliance Coordinator	Leave Solutions Partner	Traffic Management Center Operator
Communications & Community Engagement Coordinator	Management Analyst II	Transportation & Mobility Innovation Analyst I
Community Development Coordinator	Marketing & Engagement Coordinator	Transportation & Mobility Innovation Analyst II
Community Engagement Coordinator	Media Production Coordinator	Transportation & Mobility Innovation Planner I
Compliance & Budget Analyst	Multimedia Coordinator	Transportation & Mobility Innovation Planner II
Data Engineer	Parks Development Coordinator	Venue Coordinator
Department Analyst	People Development Training Coordinator	Victim Services Coordinator
Development Services Experience Coordinator	People Success Partner	Water Conservation Manager
Economic Development Coordinator	Planner I	

EX24

MINIMUM:	\$34.58	MIDPOINT:	\$43.23	MAXIMUM:	\$51.89
	\$71,926		\$89,918		\$107,931

City of Sugar Land

Administrative Manager
Airport Operations Manager
AMI Field Operations Manager
Application Developer III
Application Developer IV
Billing Supervisor
Business Development Manager
Business Systems Analyst
Civic Arts Manager
Collections & Customer Service Supervisor
Communications Manager
Community Engagement Manager
Community Partnerships & Program Manager
Community Relations & Media Administrator
Compliance Supervisor
Court Clerk Supervisor
Court Services Supervisor
Customer Experience Manager

Data & Performance Strategist
Data Consultant
Development Services Experience Manager
Engineer II
Engineer III
Facilities Services Supervisor
Fire/EMS Services Supervisor
Innovation Project Lead
Intelligent Transportation System Manager
Line Services Manager
Media Production Manager
Multimedia Manager
People Development Trainer
Platform Data Administrator
Principal Accountant
Principal Planner
Project Manager II
Project Manager III
Records Manager

Recreation Supervisor
Risk & Safety Officer
Sr Budget Analyst
Sr Community Development Coordinator
Sr Compliance & Budget Analyst
Sr Data & Performance Strategist
Sr People Success Partner
Sr Planner
Sr Purchasing Coordinator
Strategic Initiatives Manager
Training Center Manager
Transportation & Mobility Innovation Analyst III
Transportation & Mobility Innovation Analyst IV
Transportation & Mobility Innovation Planner III
Transportation & Mobility Innovation Planner IV

EX26

MINIMUM:	\$40.64	MIDPOINT:	\$50.78	MAXIMUM:	\$60.97
	\$84,531		\$105,622		\$126,818

Accounting Manager
Accounts Payable Manager
Airport Finance Manager
AMI Program Manager
Asset & Operations Manager
Assistant City Attorney
Budget Manager
Business Systems Manager
City Council Liaison
Code Compliance Manager
Community Development Manager
Construction Service Manager
Customer Experience Administrator
Data Program Manager
Deputy Building Official
Deputy City Clerk
Deputy Court Administrator

Development Planning Manager
Emergency Management Coordinator
Engineering Manager
Enterprise Data Architect Lead
Environmental Manager
Event Production Manager
Facilities Services Manager
Field Operations Manager
Fire/EMS Administrator
Fire/EMS Business Manager
Fleet Manager
Food Inspection Manager
Innovation & Performance Manager
Investment & Debt Manager
IT Manager
Parks Development Manager
Parks Maintenance Manager

Payroll Manager
People & Culture Business Manager
People Development Manager
People Experience Manager
Public Works Finance Manager
Purchasing Manager
Real Property Manager
Records Administrator
Recreation Manager
Redevelopment Planning Manager
Right of Way Services Manager
Risk Mitigation Manager
Sr Communications Manager
Sr Community Engagement Manager
Sr Executive Media Producer
Sr Marketing Manager

City of Sugar Land

Sr Project Manager
Streets & Drainage Manager
Surface Water Plant Manager
Tourism Administrator

Traffic Engineering Manager
Transportation & Mobility
Manager
Treasury Manager

Vertical Construction Manager
Wastewater Facilities Manager
Water Operations Manager
Water Quality Manager

EX28

MINIMUM:	\$47.80	MIDPOINT:	\$60.92	MAXIMUM:	\$74.10
	\$99,424		\$126,714		\$154,128

Animal Services Manager
Assistant Director of Aviation
Assistant Director of Budget
Assistant Director of
Communications & Community
Engagement
Assistant Director of Community
Planning & Redevelopment
Assistant Director of Data &
Innovation
Assistant Director of Economic
Development
Assistant Director of Information
Technology

Assistant Director of
Neighborhood Services
Assistant Director of Parks &
Recreation
Assistant Director of People &
Culture
Assistant Director of Planning &
Development Services
Assistant Director of Public
Works
Assistant Director of Strategic &
Government Affairs
Assistant Director of Tourism
Assistant Director of Utilities

Chief Building Official
City Traffic Engineer
Emergency Management
Administrator
Fleet Administrator
Intergovernmental Relations
Manager
Municipal Court Administrator
Sr Assistant City Attorney
Sr Engineering Manager
Sr Police Finance Manager
Sr Vertical Construction
Manager

EX30

MINIMUM:	\$56.21	MIDPOINT:	\$73.09	MAXIMUM:	\$89.91
	\$116,917		\$152,027		\$187,013

Assistant City Engineer
Controller
First Assistant City Attorney

Deputy Director of Aviation
Deputy Director of Finance

Deputy Director of Fire/EMS
Deputy Director of People &
Culture

City of Sugar Land

City Leadership – FY24

CL32

MINIMUM:	\$58.47	MIDPOINT:	\$74.53	MAXIMUM:	\$90.64
	\$121,618		\$155,022		\$188,531

Chief of Staff

City Clerk

CL34

MINIMUM:	\$64.53	MIDPOINT:	\$83.86	MAXIMUM:	\$103.23
	\$134,222		\$174,429		\$214,718

City Engineer

Director of Data & Innovation

Director of People & Culture

Director of Budget

Director of Finance

Director of Planning &

Director of Communications &
Community Engagement

Director of Fiscal Projects

Development Services

Director of Community Planning
& Redevelopment

Director of Information
Technology, Data & Security

Director of Strategic &
Government Affairs

Director of Customer Experience

Director of Parks & Recreation

Director of Utilities

CL36

UNGRADED

City Manager

Executive Director

Chief of Police

Deputy City Manager

City Attorney

Chief of Fire-EMS

Assistant City Manager

Municipal Court Judge

COUNCIL STIPEND

MAYOR (EO2)	MONTHLY:	COUNCIL MEMBERS	MONTHLY: \$917.88
	\$1,835.74	(EO1)	
	ANNUAL: \$22,029		ANNUAL: \$11,016

PUBLIC SAFETY SALARY STRUCTURES – FY24

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
PD1	Detention Officer	\$ 24.72 \$ 51,418	\$ 25.96 \$ 53,997	\$ 27.20 \$ 56,576	\$ 28.44 \$ 59,155	\$ 29.67 \$ 61,714	\$ 30.66 \$ 63,773	\$ 31.65 \$ 65,832	\$ 32.64 \$ 67,891	\$ 33.63 \$ 69,950	\$ 34.62 \$ 72,010
P-1	Police Officer - Recruit	\$ 29.87 \$ 62,130									
P-2	Police Officer	\$ 36.35 \$ 75,605	\$ 37.93 \$ 78,894	\$ 39.52 \$ 82,202	\$ 41.10 \$ 85,488	\$ 42.69 \$ 88,795	\$ 43.97 \$ 91,458	\$ 45.25 \$ 94,120	\$ 46.53 \$ 96,782	\$ 47.81 \$ 99,445	\$ 49.09 \$ 102,107
P-3	Police Sergeant	\$ 50.07 \$ 104,149	\$ 51.07 \$ 106,226	\$ 52.09 \$ 108,347	\$ 52.87 \$ 109,970	\$ 53.66 \$ 111,613	\$ 54.46 \$ 113,277	\$ 55.00 \$ 114,400	\$ 55.50 \$ 115,440	\$ 56.00 \$ 116,480	\$ 56.44 \$ 117,395
P-4	Police Lieutenant	\$ 57.57 \$ 119,743	\$ 58.84 \$ 122,387	\$ 60.08 \$ 124,966	\$ 61.28 \$ 127,462	\$ 62.44 \$ 129,875	\$ 63.63 \$ 132,350	\$ 64.71 \$ 134,597	\$ 65.73 \$ 136,718		
P-5	Police Captain	\$ 67.91 \$ 141,246	\$ 70.05 \$ 145,704	\$ 72.15 \$ 150,072	\$ 74.21 \$ 154,357	\$ 76.22 \$ 158,538	\$ 78.20 \$ 162,656				
P-6	Assistant Chief of Police	\$ 79.18 \$ 164,689	\$ 80.97 \$ 168,418	\$ 82.71 \$ 172,037	\$ 84.40 \$ 175,552	\$ 86.04 \$ 178,963	\$ 87.62 \$ 182,250				

Effective __/__/2024

PUBLIC SAFETY SALARY STRUCTURES – FY24

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
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PTR	PS Dispatch Recruit	\$ 25.86 \$ 53,796
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PT1	Dispatcher I (Certified)	\$ 26.45 \$55,016	\$ 27.93 \$58,102	\$ 29.42 \$61,187	\$ 30.90 \$64,272	\$ 32.38 \$67,357	\$ 33.58 \$69,842	\$ 34.77 \$72,328	\$ 35.97 \$74,813	\$ 37.16 \$77,297	\$ 38.36 \$79,783
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PT2	Dispatcher II (Certified)	\$ 29.73 \$61,830	\$ 31.46 \$65,429	\$ 33.19 \$69,029	\$ 34.92 \$72,627	\$ 36.65 \$76,226	\$ 38.04 \$79,118	\$ 39.43 \$82,011	\$ 40.82 \$84,903	\$ 42.21 \$87,795	\$ 43.60 \$90,687
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PT3	Dispatch Supervisor	\$ 44.47 \$92,501	\$ 45.08 \$93,788	\$ 45.70 \$95,074	\$ 46.32 \$96,361	\$ 46.94 \$97,647	\$ 47.56 \$98,934	\$ 48.17 \$100,220	\$ 48.79 \$101,507
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PT4	Dispatch Manager	\$ 49.77 \$103,537	\$ 52.09 \$108,350	\$ 54.40 \$113,163	\$ 56.71 \$117,976	\$ 59.03 \$122,789	\$ 61.35 \$127,601
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PT5	Dispatch Administrator	\$ 62.57 \$130,154	\$ 64.78 \$134,751	\$ 66.99 \$139,348	\$ 69.21 \$143,945	\$ 71.41 \$148,541	\$ 73.62 \$153,138
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PUBLIC SAFETY SALARY STRUCTURES – FY24

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FR	Paramedic/Fire Recruit (Shift-2080 Hours)	\$ 21.00									
F1 F	Firefighter (Shift-2912 Hours)	\$ 24.55 \$ 71,490	\$ 25.62 \$ 74,605	\$ 26.69 \$ 77,721	\$ 27.76 \$ 80,837	\$ 28.83 \$ 83,953	\$ 29.69 \$ 86,457	\$ 30.55 \$ 88,962	\$ 31.41 \$ 91,466	\$ 32.27 \$ 93,970	\$ 33.13 \$ 96,475
F1P	Firefighter/Paramedic (Shift-2912 Hours)	\$ 27.00 \$ 78,624	\$ 28.18 \$ 82,060	\$ 29.36 \$ 85,496	\$ 30.54 \$ 88,932	\$ 31.72 \$ 92,369	\$ 32.67 \$ 95,135	\$ 33.62 \$ 97,901	\$ 34.57 \$ 100,668	\$ 35.52 \$ 103,434	\$ 36.47 \$ 106,201
F2F	Fire Engineer / Operator (Shift-2912 Hours)	\$ 28.77 \$ 83,778	\$ 30.02 \$ 87,418	\$ 31.27 \$ 91,058	\$ 32.52 \$ 94,698	\$ 33.78 \$ 98,367	\$ 34.79 \$ 101,308	\$ 35.80 \$ 104,250	\$ 36.81 \$ 107,191		
F3F	Fire Lieutenant (Shift-2912 Hours)	\$ 37.15 \$ 108,191	\$ 37.90 \$ 110,365	\$ 38.66 \$ 112,578	\$ 39.24 \$ 114,267	\$ 39.83 \$ 115,985	\$ 40.23 \$ 117,150	\$ 40.59 \$ 118,198	\$ 40.96 \$ 119,276		
F3G	Fire Lieutenant (Non-Shift-2080 Hours)	\$ 54.62 \$ 113,600	\$ 55.71 \$ 115,877	\$ 56.82 \$ 118,186	\$ 57.67 \$ 119,954	\$ 58.54 \$ 121,763	\$ 59.13 \$ 122,990	\$ 59.66 \$ 124,093	\$ 60.20 \$ 125,216		
F4F	Fire Captain (Shift-2912 Hours)	\$ 41.57 \$ 121,065	\$ 42.49 \$ 123,731	\$ 43.38 \$ 126,323	\$ 44.25 \$ 128,856	\$ 45.09 \$ 131,302	\$ 45.95 \$ 133,806				
F4G	Fire Captain (Non-Shift-2080 Hours)	\$ 61.11 \$ 127,118	\$ 62.46 \$ 129,917	\$ 63.77 \$ 132,642	\$ 65.05 \$ 135,304	\$ 66.29 \$ 137,883	\$ 67.55 \$ 140,504				
F5F	Battalion Chief (Shift-2912 Hours)	\$ 46.64 \$ 135,813	\$ 48.11 \$ 140,096	\$ 49.55 \$ 144,290	\$ 50.96 \$ 148,396	\$ 52.34 \$ 152,414	\$ 53.70 \$ 156,374				
F 5 C		\$ 67.91	\$ 70.05	\$ 72.15	\$ 74.21	\$ 76.22	\$ 78.20				

Effective __/__/2024

PUBLIC SAFETY SALARY STRUCTURES – FY24

	Assistant Fire Marshal Battalion Chief (Non-Shift-2080 Hours)	\$ 141,246	\$ 145,704	\$ 150,072	\$ 154,357	\$ 158,538	\$ 162,656
F6G	Assistant Fire Chief (Non-Shift-2080 Hours)	\$ 79.18 \$ 164,689	\$ 80.97 \$ 168,418	\$ 82.71 \$ 172,037	\$ 84.40 \$ 175,552	\$ 86.04 \$ 178,963	\$ 87.62 \$ 182,250