

**NON-CIVIL SERVICE SALARY SCHEDULE—  
NON-EXEMPT SALARY GROUP**

(Hourly) Effective 09/28/08

***NOTE:** Non-Exempt employees are paid on an hourly basis. The hourly rate is also reflected on the "Employment Opportunities" posting.*

PAY GRADE	MINIMUM (Training Rate)	CALCULATED MINIMUM	QUARTILE 1		QUARTILE 2		QUARTILE 3		QUARTILE 4	
			Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
51	6.7268	6.7268	6.7268	8.1151	8.1226	9.4613	9.4690	10.7999	10.8078	12.5901
52	6.7381	7.1213	7.1213	8.7243	8.7318	10.1908	10.1984	11.6575	11.6649	13.6281
53	7.2111	7.6403	7.6403	9.3787	9.3862	10.9807	10.9883	12.5901	12.5976	14.7335
54	7.7509	8.2079	8.2079	10.0932	10.1006	11.8457	11.8529	13.6055	13.6130	15.9595
55	8.3184	8.8170	8.8170	10.8603	10.8677	12.7782	12.7854	14.7036	14.7110	17.2757
56	8.9483	9.4812	9.4812	11.7026	11.7101	13.8009	13.8087	15.9068	15.9142	18.7121
57	9.6196	10.1939	10.1939	12.6201	12.6275	14.9141	14.9217	17.2154	17.2229	20.2840
58	10.3531	10.9691	10.9691	13.5978	13.6055	16.1175	16.1250	18.6294	18.6370	21.9988
59	11.1423	11.8065	11.8065	14.6734	14.6808	17.4260	17.4337	20.1789	20.1861	23.8641
60	12.0073	12.7269	12.7269	15.8390	15.8468	18.8625	18.8700	21.8786	21.8861	25.9098
61	12.9416	13.7165	13.7165	17.1102	17.1177	20.4192	20.4270	23.7212	23.7285	28.1361
62	13.9587	14.7961	14.7961	18.4940	18.5017	22.1191	22.1267	25.7442	25.7519	30.5726
63	15.0661	15.9729	15.9729	20.0058	20.0132	23.9769	23.9843	27.9480	27.9553	33.2350

## NON-CIVIL SERVICE SALARY SCHEDULE EXEMPT SALARY GROUP

(Bi-Weekly Salary & Hourly Rate)

Effective 09/28/08

*NOTE: Exempt Positions are paid and reflected on the "Employment Opportunities" notice on a bi-weekly basis.  
The hourly rate has been computed for computer purposes only.*

PAY GRADE	MINIMUM (Training Rate)	CALCULATED MINIMUM	QUARTILE 1		QUARTILE 2		QUARTILE 3		QUARTILE 4	
			Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
21	\$984.17	\$984.17	\$984.17	\$1,179.89	\$1,180.49	\$1,360.38	\$1,360.99	\$1,541.49	\$1,542.09	\$1,781.57
	12.3021	12.3021	12.3021	14.7487	14.7562	17.0048	17.0123	19.2687	19.2761	22.2696
22	\$984.17	\$1,050.27	\$1,050.27	\$1,274.35	\$1,274.96	\$1,473.51	\$1,474.11	\$1,672.67	\$1,673.25	\$1,938.61
	12.3021	13.1284	13.1284	15.9293	15.9369	18.4188	18.4262	20.9084	20.9157	24.2325
23	\$1,037.53	\$1,141.62	\$1,141.62	\$1,388.07	\$1,388.67	\$1,609.49	\$1,610.09	\$1,830.29	\$1,830.91	\$2,124.52
	12.9692	14.2702	14.2702	17.3508	17.3586	20.1186	20.1262	22.8788	22.8864	26.5566
24	\$1,134.43	\$1,247.93	\$1,247.93	\$1,521.03	\$1,521.63	\$1,767.73	\$1,768.33	\$2,014.41	\$2,015.02	\$2,344.13
	14.1804	15.5991	15.5991	19.0130	19.0205	22.0965	22.1042	25.1802	25.1877	29.3015
25	\$1,249.59	\$1,374.71	\$1,374.71	\$1,679.28	\$1,679.87	\$1,956.64	\$1,957.24	\$2,234.63	\$2,235.23	\$2,604.66
	15.6198	17.1840	17.1840	20.9910	20.9985	24.4580	24.4656	27.9327	27.9405	32.5581
26	\$1,385.22	\$1,524.19	\$1,524.19	\$1,866.40	\$1,867.00	\$2,180.47	\$2,181.07	\$2,494.55	\$2,495.16	\$2,913.30
	17.3152	19.0525	19.0525	23.3302	23.3375	27.2559	27.2634	31.1817	31.1895	36.4163
27	\$1,538.03	\$1,691.95	\$1,691.95	\$2,075.78	\$2,076.39	\$2,431.97	\$2,432.58	\$2,788.16	\$2,788.76	\$3,262.89
	19.2254	21.1494	21.1494	25.9474	25.9548	30.3999	30.4072	34.8519	34.8597	40.7861
28	\$1,711.32	\$1,882.40	\$1,882.40	\$2,315.25	\$2,315.85	\$2,718.97	\$2,719.57	\$3,123.29	\$3,123.91	\$3,662.40
	21.3915	23.5301	23.5301	28.9407	28.9483	33.9871	33.9946	39.0413	39.0488	45.7800
29	\$1,863.58	\$2,050.16	\$2,050.16	\$2,526.44	\$2,527.04	\$2,975.29	\$2,975.88	\$3,424.14	\$3,424.74	\$4,022.20
	23.2947	25.6270	25.6270	31.5805	31.5879	37.1912	37.1986	42.8018	42.8093	50.2775
30	\$2,081.15	\$2,289.33	\$2,289.33	\$2,828.47	\$2,829.08	\$3,339.30	\$3,339.91	\$3,849.51	\$3,850.12	\$4,530.02
	26.0144	28.6167	28.6167	35.3561	35.3636	41.7412	41.7487	48.1190	48.1264	56.6253
31	\$2,328.09	\$2,561.17	\$2,561.17	\$3,170.83	\$3,171.44	\$3,752.65	\$3,753.26	\$4,334.46	\$4,335.07	\$5,111.23
	29.1010	32.0147	32.0147	39.6354	39.6429	46.9082	46.9157	54.1809	54.1885	63.8904

**CIVIL SERVICE SALARY SCHEDULE**  
City of Waco, Texas

**POLICE PAY SCHEDULE**  
F.Y. 2008-2009

(Effective 09/28/08)

<b>JOB CLASSIFICATION</b>	<b>HOURLY PAY</b>
<b>Police Recruit</b> (Non-Civil Service Position)	\$18.8092
<b>Police Officer</b> (Grade I)	
Year 0	20.5549
Year 1	21.6721
Year 2	22.7820
Year 3	23.8918
Year 4	25.0090
Year 5	26.0969
Year 6	27.2215
<b>Police Sergeant</b> (Grade II)	
Year 0	\$29.4996
Year 2	30.5730
Year 3	31.6975
<b>Police Commander</b> (Grade III)	
Year 0	\$34.2970
Year 2	35.5747
<b>Police Assistant Chief</b> (Grade IV)	
Year 0	\$39.0870
Year 2	40.5255

# CIVIL SERVICE SALARY SCHEDULE

City of Waco, Texas

## **FIRE PAY SCHEDULE**

F.Y. 2008-2009  
(Effective 09/28/08)

JOB CLASSIFICATION	Pay Grade	ANNUAL PAY ( Based on 3 Week Work Period, Unless Noted Otherwise)
<b>Firefighter (Grade I)</b>	<b>701</b>	
Year 0		\$39,938.38
Year 1		42,116.58
Year 2		44,234.86
Year 3		46,413.07
Year 4		48,576.47
Year 5		50,724.71
Year 6		52,888.08
<b>Fire Equipment Engineer (Grade II)</b>	<b>702</b>	
Year 0		\$54,940.36
Year 2		55,941.02
<b>NOTE: Grade III (Not Currently Utilized)</b>		
<b>Fire Prevention Specialist (Grade II)</b>	<b>703</b>	
Year 0		\$54,940.36
Year 2		55,941.02
<b>Fire Lieutenant (Grade IV)</b>	<b>704</b>	
Year 0		\$58,336.67
Year 2		60,253.02
<b>Fire Lieutenant (Grade IV-Fire Alarm Operator)</b>	<b>712</b>	
Year 0 - Based on 2 week work period		\$58,336.67
Year 2 - Based on 2 week work period		60,253.02
<b>Fire Captain (Grade V)</b>	<b>705</b>	
Year 0		\$63,335.67
Year 2		65,824.69
<b>Fire Captain (Grade V-Fire Training Captain)</b>	<b>713</b>	
Year 0 - Based on 2 week work period		\$63,335.67
Year 2 - Based on 2 week work period		65,824.69
<b>Fire Training Officer &amp; Fire Marshal (Grade VI)</b>	<b>707&amp;706</b>	
Year 0 - Based on 2 week work period		\$69,249.78
Year 2 - Based on 2 week work period		72,680.96
<b>Assistant Fire Chief (Grade VII)</b>	<b>708</b>	
Year 0		\$73,228.89
Year 2		76,089.81