

City of Bellaire General Pay Plan Effective FY2025															
GRADE	POSITION TITLES	PAY FREQUENCY	STEPS												
			A	B	C	D	E	F	G	H	I	J	K	L	M
B02	Office Assistant	Annual	33,540.00	34,594.77	35,682.70	36,804.85	37,962.29	39,156.13	40,387.51	41,657.61	42,967.66	44,318.91	45,712.65	47,150.22	48,633.00
		Hourly	16.13	16.63	17.16	17.69	18.25	18.83	19.42	20.03	20.66	21.31	21.98	22.67	23.38
B03	Building Maintenance Technician Laborer Parks Maintenance Technician	Annual	36,055.50	37,189.37	38,358.90	39,565.21	40,809.46	42,092.84	43,416.57	44,781.94	46,190.24	47,642.83	49,141.10	50,686.49	52,280.47
		Hourly	17.33	17.88	18.44	19.02	19.62	20.24	20.87	21.53	22.21	22.91	23.63	24.37	25.13
B04	Administrative Secretary Customer Services Assistant Library Assistant Permit Technician I	Annual	38,759.66	39,978.58	41,235.82	42,532.61	43,870.17	45,249.80	46,672.81	48,140.58	49,654.50	51,216.04	52,826.68	54,487.97	56,201.51
		Hourly	18.63	19.22	19.82	20.45	21.09	21.75	22.44	23.14	23.87	24.62	25.40	26.20	27.02
B05	Animal Control Officer Library Support Technician Permit Technician II Senior Building Maintenance Technician	Annual	41,666.64	42,976.97	44,328.51	45,722.55	47,160.43	48,643.53	50,173.28	51,751.12	53,378.59	55,057.24	56,788.68	58,574.57	60,416.62
		Hourly	20.03	20.66	21.31	21.98	22.67	23.39	24.12	24.88	25.66	26.47	27.30	28.16	29.05
B06	Accounts Payable Technician Assistant Court Clerk Communications Officer* Equipment Operator I Plant Operator I Utility Billing/Collections Representative I	Annual	44,791.63	46,200.24	47,653.15	49,151.74	50,697.47	52,291.80	53,936.27	55,632.46	57,381.99	59,186.54	61,047.83	62,967.66	64,947.87
		Hourly	21.53	22.21	22.91	23.63	24.37	25.14	25.93	26.75	27.59	28.46	29.35	30.27	31.22
B07	Administrative Assistant Code Compliance Officer Equipment Operator II Jail Attendant Plant Operator II Police Technician Records Technician Utility Billing/Collections Representative II	Annual	48,151.01	49,665.26	51,227.13	52,838.12	54,499.78	56,213.68	57,981.49	59,804.89	61,685.64	63,625.53	65,626.42	67,690.24	69,818.96
		Hourly	23.15	23.88	24.63	25.40	26.20	27.03	27.88	28.75	29.66	30.59	31.55	32.54	33.57
B08	Crew Leader Crime Victim Specialist Human Resources Coordinator Plant Operator III Utility Billing/Collections Representative III	Annual	51,762.33	53,390.15	55,069.17	56,800.98	58,587.26	60,429.71	62,330.10	64,290.26	66,312.06	68,397.44	70,548.40	72,767.01	75,055.38
		Hourly	24.89	25.67	26.48	27.31	28.17	29.05	29.97	30.91	31.88	32.88	33.92	34.98	36.08
B09	Building Inspector Development Review Coordinator Executive Assistant Lead Communications Officer* Plan Examiner/Reviewer	Annual	55,644.51	57,394.42	59,199.36	61,061.06	62,981.30	64,961.94	67,004.86	69,112.03	71,285.46	73,527.25	75,839.53	78,224.53	80,684.54
		Hourly	26.75	27.59	28.46	29.36	30.28	31.23	32.21	33.23	34.27	35.35	36.46	37.61	38.79
B10	Administrative Services Coordinator Aquatics Supervisor Court Clerk Human Resources Generalist Librarian Management Analyst Recreation Supervisor	Annual	59,817.85	61,699.00	63,639.31	65,640.63	67,704.90	69,834.08	72,030.23	74,295.43	76,631.87	79,041.79	81,527.50	84,091.37	86,735.88
		Hourly	28.76	29.66	30.60	31.56	32.55	33.57	34.63	35.72	36.84	38.00	39.20	40.43	41.70
B11	Foreman Information Coordinator	Annual	64,304.18	66,326.42	68,412.25	70,563.68	72,782.77	75,071.64	77,432.49	79,867.59	82,379.26	84,969.93	87,642.06	90,398.23	93,241.07
		Hourly	30.92	31.89	32.89	33.92	34.99	36.09	37.23	38.40	39.61	40.85	42.14	43.46	44.83

Grades B01-B22 annual salaries calculated based on 2080 hours per year

* position works 2184 hours annually

City of Bellaire General Pay Plan Effective FY2025															
GRADE	POSITION TITLES	PAY FREQUENCY	STEPS												
			A	B	C	D	E	F	G	H	I	J	K	L	M
B12	Chief Plant Operator	Annual	69,127.00	71,300.90	73,543.17	75,855.96	78,241.48	80,702.01	83,239.93	85,857.66	88,557.71	91,342.67	94,215.21	97,178.09	100,234.15
	Senior HR Generalist	Hourly	33.23	34.28	35.36	36.47	37.62	38.80	40.02	41.28	42.58	43.91	45.30	46.72	48.19
	Recreation Supervisor II														
	Senior Accountant														
	Systems Administrator														
B13	Assistant Library Director	Annual	74,311.52	76,648.47	79,058.91	81,545.16	84,109.59	86,754.66	89,482.92	92,296.98	95,199.54	98,193.37	101,281.35	104,466.45	107,751.71
	Municipal Court Administrator	Hourly	35.73	36.85	38.01	39.20	40.44	41.71	43.02	44.37	45.77	47.21	48.69	50.22	51.80
	Senior Purchasing/Contract Coordinator														
	Systems Administrator I														
B14	Facilities Superintendent	Annual	79,884.89	82,397.11	84,988.33	87,661.04	90,417.81	93,261.26	96,194.14	99,219.26	102,339.50	105,557.87	108,877.46	112,301.43	115,833.09
	Parks Superintendent	Hourly	38.41	39.61	40.86	42.14	43.47	44.84	46.25	47.70	49.20	50.75	52.34	53.99	55.69
	Recreation Superintendent														
	Solid Waste Superintendent														
	Systems Administrator II														
B15	Systems Administrator III	Annual	85,876.25	88,576.89	91,362.45	94,235.62	97,199.14	100,255.86	103,408.70	106,660.70	110,014.96	113,474.71	117,043.27	120,724.04	124,520.57
		Hourly	41.29	42.59	43.92	45.31	46.73	48.20	49.72	51.28	52.89	54.56	56.27	58.04	59.87
B16	Capital Project and Grant Manager	Annual	92,316.97	95,220.16	98,214.64	101,303.29	104,489.08	107,775.05	111,164.36	114,660.25	118,266.09	121,985.32	125,821.51	129,778.34	133,859.61
	Community Relations Administrator	Hourly	44.38	45.78	47.22	48.70	50.24	51.81	53.44	55.13	56.86	58.65	60.49	62.39	64.36
	Systems Administrator IV														
B17	Assistant Director of Dev. Services/Building Official	Annual	99,240.75	102,361.67	105,580.74	108,901.04	112,325.76	115,858.18	119,501.68	123,259.77	127,136.04	131,134.22	135,258.12	139,511.72	143,899.08
	Assistant Director of Public Works	Hourly	47.71	49.21	50.76	52.36	54.00	55.70	57.45	59.26	61.12	63.05	65.03	67.07	69.18
B18	Assistant Director of Finance	Annual	106,683.80	110,038.79	113,499.29	117,068.62	120,750.19	124,547.54	128,464.31	132,504.25	136,671.25	140,969.28	145,402.48	149,975.10	154,691.51
		Hourly	51.29	52.90	54.57	56.28	58.05	59.88	61.76	63.70	65.71	67.77	69.91	72.10	74.37
B19	Director of Development Services	Annual	114,685.09	118,291.70	122,011.74	125,848.76	129,806.45	133,888.61	138,099.13	142,442.07	146,921.59	151,541.98	156,307.67	161,223.23	166,293.38
	Director of Human Resources	Hourly	55.14	56.87	58.66	60.50	62.41	64.37	66.39	68.48	70.64	72.86	75.15	77.51	79.95
	Director of Information Technology														
	Director of Library														
	Director of Parks, Recreation, and Facilities														
	Director of Public Works														
B20	<i>no current titles in use</i>	Annual	123,286.47	127,163.58	131,162.62	135,287.42	139,541.94	143,930.25	148,456.57	153,125.23	157,940.71	162,907.63	168,030.74	173,314.97	178,765.38
		Hourly	59.27	61.14	63.06	65.04	67.09	69.20	71.37	73.62	75.93	78.32	80.78	83.32	85.94
B21	Fire Chief	Annual	132,532.95	136,700.85	140,999.82	145,433.98	150,007.58	154,725.02	159,590.81	164,609.62	169,786.26	175,125.70	180,633.05	186,313.60	192,172.78
		Hourly	63.72	65.72	67.79	69.92	72.12	74.39	76.73	79.14	81.63	84.20	86.84	89.57	92.39
B22	Assistant City Manager	Annual	142,472.93	146,953.41	151,574.80	156,341.52	161,258.15	166,329.40	171,560.12	176,955.34	182,520.23	188,260.13	194,180.53	200,287.12	206,585.74
	Chief Financial Officer	Hourly	68.50	70.65	72.87	75.16	77.53	79.97	82.48	85.07	87.75	90.51	93.36	96.29	99.32
	Police Chief														

Grades B01-B22 annual salaries calculated based on 2080 hours per year
* position works 2184 hours annually

**City of Bellaire
Police Pay Plan
Effective FY2025**

GRADE	POSITION TITLES	PAY FREQUENCY	SCHEDULED HOURS	STEPS										
				A	B	C	D	E	F	G	H	I	J	K
P12	Police Officer	Annual	2184	75,672.00	77,977.37	80,352.98	82,800.96	85,323.51	87,922.92	90,601.52	93,361.72	96,206.02	99,136.96	102,157.20
	Community Outreach Officer	Annual	2080	72,068.57	74,264.16	76,526.65	78,858.05	81,260.49	83,736.11	86,287.16	88,915.93	91,624.78	94,416.16	97,292.57
	Court Bailiff	Hourly		34.65	35.70	36.79	37.91	39.07	40.26	41.48	42.75	44.05	45.39	46.78
	Warrant Officer													
P13	Police Detective	Annual	2080	77,473.72	79,833.98	82,266.14	84,772.41	87,355.03	90,016.32	92,758.70	95,584.62	98,496.64	101,497.37	104,589.52
		Hourly		37.25	38.38	39.55	40.76	42.00	43.28	44.60	45.95	47.35	48.80	50.28
P15	Police Sergeant	Annual	2184	89,530.56	92,258.14	95,068.81	97,965.11	100,949.65	104,025.11	107,194.27	110,459.98	113,825.18	117,292.90	120,866.26
		Hourly		40.99	42.24	43.53	44.86	46.22	47.63	49.08	50.58	52.12	53.71	55.34
P17	Police Lieutenant	Annual	2184	103,463.76	106,615.81	109,863.90	113,210.93	116,659.94	120,214.02	123,876.38	127,650.31	131,539.22	135,546.60	139,676.07
		Annual	2080	98,536.91	101,538.87	104,632.28	107,819.94	111,104.71	114,489.54	117,977.50	121,571.73	125,275.45	129,092.00	133,024.83
		Hourly		47.37	48.82	50.30	51.84	53.42	55.04	56.72	58.45	60.23	62.06	63.95
P19	Police Captain	Annual	2080	119,565.30	123,207.90	126,961.47	130,829.39	134,815.14	138,922.33	143,154.64	147,515.89	152,010.01	156,641.04	161,413.16
		Hourly		57.48	59.23	61.04	62.90	64.81	66.79	68.82	70.92	73.08	75.31	77.60

**City of Bellaire
Fire Pay Plan
Effective FY2025**

GRADE	POSITION TITLES	PAY FREQUENCY	SCHEDULED HOURS	STEPS										
				A	B	C	D	E	F	G	H	I	J	K
F05	Paramedic	Annual	2756	64,616.53	66,585.10	68,613.63	70,703.97	72,857.98	75,077.63	77,364.89	79,721.83	82,150.59	84,653.33	87,232.32
		Annual	2080	43,439.69	44,763.09	46,126.81	47,532.08	48,980.16	50,472.35	52,010.01	53,594.51	55,227.28	56,909.80	58,643.58
		Hourly		20.88	21.52	22.18	22.85	23.55	24.27	25.00	25.77	26.55	27.36	28.19
F10	Fire Fighter EMT	Annual	2756	62,363.29	64,263.20	66,221.00	68,238.45	70,317.35	72,459.59	74,667.10	76,941.85	79,285.91	81,701.38	84,190.44
		Hourly		22.63	23.32	24.03	24.76	25.51	26.29	27.09	27.92	28.77	29.64	30.55
F11	Fire Inspector	Annual	2756	67,040.53	69,082.94	71,187.58	73,356.33	75,591.15	77,894.06	80,267.13	82,712.49	85,232.35	87,828.98	90,504.72
		Hourly		24.33	25.07	25.83	26.62	27.43	28.26	29.12	30.01	30.93	31.87	32.84
F12	Fire Fighter Paramedic	Annual	2756	72,068.57	74,264.16	76,526.65	78,858.05	81,260.49	83,736.11	86,287.16	88,915.93	91,624.78	94,416.16	97,292.57
		Hourly		26.15	26.95	27.77	28.61	29.48	30.38	31.31	32.26	33.25	34.26	35.30
F16	Fire Captain	Annual	2756	96,245.36	99,177.50	102,198.97	105,312.50	108,520.88	111,827.00	115,233.84	118,744.48	122,362.06	126,089.86	129,931.23
		Hourly		34.92	35.99	37.08	38.21	39.38	40.58	41.81	43.09	44.40	45.75	47.14
F18	Fire Shift Commander	Annual	2756	111,223.54	114,612.00	118,103.69	121,701.75	125,409.44	129,230.07	133,167.11	137,224.09	141,404.66	145,712.60	150,151.78
		Hourly		40.36	41.59	42.85	44.16	45.50	46.89	48.32	49.79	51.31	52.87	54.48
F19	Assistant Chief/Fire Marshal	Annual	2080	119,565.30	123,207.90	126,961.47	130,829.39	134,815.14	138,922.33	143,154.64	147,515.89	152,010.01	156,641.04	161,413.16
		Hourly		57.48	59.23	61.04	62.90	64.81	66.79	68.82	70.92	73.08	75.31	77.60

**City of Bellaire
Seasonal Positions
Effective FY2025**

GRADE	POSITION TITLES	PAY FREQUENCY	STEPS		
			A	B	C
S01	Camp Counselor Aquatic Aide	Hourly	\$14.00	\$14.25	\$14.50
S02	Recreation Aide Lifeguard	Hourly	\$14.50	\$14.75	\$15.00
S03	Camp Group Lead	Hourly	\$15.00	\$15.50	\$16.00
S04	Head Lifeguard Head Rec Aide	Hourly	\$16.00	\$16.50	\$17.00
S05	Camp Coordinator	Hourly	\$18.00	\$18.50	\$19.00
S06	Pool Manager	Hourly	\$19.00	\$19.50	\$20.00