



City of Killeen

Agenda

City Council Workshop

Tuesday, June 8, 2021

City Hall
Council Chambers
101 N. College Street
Killeen, Texas 76541

SPECIAL CITY COUNCIL WORKSHOP IMMEDIATELY FOLLOWING REGULAR CITY COUNCIL MEETING

Citizen Comments

This section allows members of the public to address the Council regarding any item(s), other than a public hearing item, on the agenda for Council's consideration. Each person shall sign up in advance, may speak only one time, and such address shall be limited to three (3) minutes. The Presiding Officer may allow a one (1) minute extension, if requested at the end of the original three (3) minute period. No other extensions will be allowed.

Items for Discussion at Workshop

1. [DS-21-076](#) Emergency Management Overview
Attachments: [Presentation](#)
2. [DS-21-077](#) Briefing - Winter Storm After Action Report
Attachments: [After Action Report and Improvement Plan](#)
[Presentation](#)
3. [DS-21-078](#) Overview of Employee Compensation Plans
Attachments: [Police and Fire Pay Plan](#)
[Classified Pay Plan](#)
[Presentation](#)
4. [DS-21-079](#) Discuss Department of Justice Review of City Compliance with the Americans With Disabilities Act

Councilmember Requests for Future Agenda Items

5. [RQ-21-028](#) Closed Captioning of City Meetings/Videos
Attachments: [Request](#)
6. [RQ-21-029](#) Arts Commission Grants
Attachments: [Request](#)

7. [RQ-21-030](#) Explore Bond Issue for Road Maintenance, Repair and Replacement
Attachments: [Request](#)
8. [RQ-21-031](#) Set Date for Special Workshop to Discuss Ethics Committee
Attachments: [Request](#)
9. [RQ-21-032](#) Speed Humps to Help Regulate Speed in Residential Neighborhoods
Attachments: [Request](#)

Adjournment

I certify that the above notice of meeting was posted on the Internet and on the bulletin boards at Killeen City Hall and at the Killeen Police Department on or before 5:00 p.m. on June 4, 2021.

Lucy C. Aldrich, City Secretary

The public is hereby informed that notices for City of Killeen meetings will no longer distinguish between matters to be discussed in open or closed session of a meeting. This practice is in accordance with rulings by the Texas Attorney General that, under the Texas Open Meetings Act, the City Council may convene a closed session to discuss any matter listed on the agenda, without prior or further notice, if the matter is one that the Open Meetings Act allows to be discussed in a closed session.

This meeting is being conducted in accordance with the Texas Open Meetings Law [V.T.C.A., Government Code, § 551.001 et seq.]. This meeting is being conducted in accordance with the Americans with Disabilities Act [42 USC 12101 (1991)]. The facility is wheelchair accessible and handicap parking is available. Requests for sign interpretive services are available upon requests received at least 48 hours prior to the meeting. To make arrangements for those services, please call 254-501-7700, City Manager's Office, or TDD 1-800-734-2989.

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City of Killeen

Legislation Details

File #: DS-21-076 **Version:** 1 **Name:** Emergency Management Overview
Type: Discussion Items **Status:** Discussion Items
File created: 6/2/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Emergency Management Overview
Sponsors: Fire Department
Indexes:
Code sections:
Attachments: [Presentation](#)

Date	Ver.	Action By	Action	Result
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OVERVIEW OF EMERGENCY MANAGEMENT PROGRAM

DS-21-076

June 8, 2021

Function Overview

2

- ❑ **What Emergency Management Is;** the managerial function charged with creating the framework within which communities reduce vulnerability to hazards, coordinate to cope with disasters, and recovery from disasters.
- ❑ **What Emergency Management Is NOT;** police, firefighters, emergency medical services



3

Disaster Life Cycle

Federal Requirements

4

□ Authorities

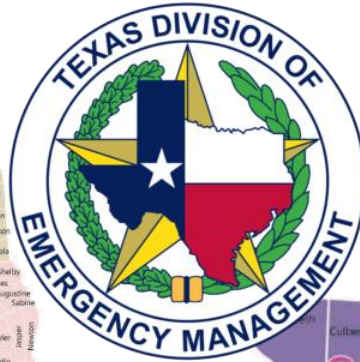
- ▣ Stafford Act, Defense Production Act, PPD 8, Post Katrina EM Reform Act, HSPD 5, Sandy Recovery Act, Disaster Recovery Reform Act

□ FEMA Community Lifelines

PRIORITY: Life Saving

EFFORT: Stabilization of Lifelines





5

Texas Division of Emergency Management

Texas Requirements

6

- ❑ Authorities
 - ▣ Texas Disaster Act of 1975 – updated in 2019
 - ▣ Establishes the Senior Elected Official Role, the Emergency Management Coordinator Role, and resource request process
- ❑ State Program Preparedness Levels – Advanced required for funding assistance – Planning requirements
- ❑ Reporting Requirements
- ❑ Assistance Registry Program – STEAR

Current Killeen Program

7

- ❑ 2 Budgeted FTEs – 1 unfilled
- ❑ Texas Advanced Preparedness Level
- ❑ Chapter 10 Ordinance – updated in 1995
- ❑ No established Emergency Operations Center



5 Year Goals

8

- ❑ Establish Emergency Operations Center
- ❑ Maintain Texas Advanced Preparedness Level
- ❑ Establish Outreach & Education Program
- ❑ Increase Full Time Staffing
- ❑ Establish Volunteer Program
- ❑ Establish partnership with CTC Associates Program





City of Killeen

Legislation Details

File #: DS-21-077 **Version:** 1 **Name:** Briefing - Winter Storm AAR
Type: Discussion Items **Status:** Discussion Items
File created: 5/18/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Briefing - Winter Storm After Action Report
Sponsors: City Manager Department
Indexes:
Code sections:
Attachments: [After Action Report and Improvement Plan Presentation](#)

Date	Ver.	Action By	Action	Result
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Winter Storm Uri After Action Report & Improvement Plan

February 12, 2021



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Incident Overview

Real-World Incident Name	Winter Storm Uri
Response Dates	February 12, 2021- February 21, 2021
Date of Jurisdiction's Emergency Declaration	February 12, 2021
Type	Real-World Incident
Jurisdiction	City of Killeen
Scope	Winter Storm Uri was a massive winter storm that affected all 254 counties in the State of Texas. It brought record shattering cold spells and snow fall. This long-term storm caused power outages and water shortages for weeks across the State.
Mission Area(s)	Prevention, Response
Core Capabilities	Logistics and Supply Chain Management Mass Care Services Operational Communications Public Information and Warning
Objectives	<ol style="list-style-type: none"> 1. Provide for the effective delivery of food and water, and ensure roads are safely usable for commercial logistical uses. 2. Provide life-sustaining and human services for those impacted, to include hydration, feeding, and sheltering. 3. Ensure the capacity for timely communications in support of security, situational awareness, and operations, among all stakeholders. 4. Deliver coordinated, prompt, reliable, and actionable information to the whole community using clear, consistent, accessible, and culturally linguistically appropriate methods to effectively relay information regarding the hazard, as well as the actions being taken and the assistance being made available, as appropriate.
Threat or Hazard	Winter Storm Electrical Outages Water Outages

**Jurisdiction's
Chief Elected
Official**

Jose L. Segarra
Mayor
254-501-7700
JSegarra@killeentexas.gov

**Point of
Contact**

Peter C. Perez
Emergency Management Coordinator
254-501-7706
pcperez@killeentexas.gov

Incident Summary

Winter Storm Uri directly impacted the City of Killeen between February 10th and February 21, 2021.

Timeline:

February 10th - A Winter Weather Alert was sent and the Warming Center opened.

February 11th - State conducted a Situational Awareness Weather Call.

February 12th - Governor Abbott issued a Disaster Declaration.

February 12th - Bell County Emergency Managers met to review mass sheltering plans.

February 12th - ERCOT activated its Emergency Distribution Plan.

February 13th - Warming Shelter opened at Skyline Baptist Church.

February 14th - A second Warming Shelter opened at Liberty Christian Center.

February 15th - A STAR request was made for drinkable water.

February 17th - A STAR request was made for drinkable water & MREs.

February 19th - Hilton Garden Hotel Fire.

February 20th - Liberty Christian shelter closes.

February 21st - Skyline Baptist shelter closes.

March 29th - Killeen Winter Weather After Action Review workshop.

Analysis of Core Capabilities

Aligning response objectives and core capabilities provides a standard for evaluation to support preparedness reporting and trend analysis. Table 1 includes the response objectives, aligned core capabilities, and performance ratings for each core capability as observed during the response and determined by the evaluation team.

Objective	Core Capability	Performed without Challenges (P)	Performed with Some Challenges (S)	Performed with Major Challenges (M)	Unable to be Performed (U)
Provide for the effective delivery of food and water, and ensure roads are safely usable for commercial logistical uses.	Logistics and Supply Chain Management		(S)		
Provide life-sustaining and human services for those impacted, to include hydration, feeding, and sheltering.	Mass Care Services		(S)		
Ensure the capacity for timely communications in support of security, situational awareness, and operations, among all stakeholders.	Operational Communications		(S)		
Deliver coordinated, prompt, reliable, and actionable information to the whole community using clear, consistent, accessible, and culturally linguistically appropriate methods to effectively relay information regarding the hazard, as well as the actions being taken and the assistance being made available, as appropriate.	Public Information and Warning			(M)	

Ratings Definitions:

- **Performed without Challenges (P):** The targets and critical tasks associated with the core capability were completed in a manner that achieved the objective(s) and did not negatively impact the performance of other activities. Performance of this activity did not contribute to additional health and/or safety risks for the public or for emergency workers, and it was conducted in accordance with applicable plans, policies, procedures, regulations, and laws.
- **Performed with Some Challenges (S):** The targets and critical tasks associated with the core capability were completed in a manner that achieved the objective(s) and did not negatively impact the performance of other activities. Performance of this activity did not contribute to additional health and/or safety risks for the public or for emergency workers, and it was conducted in accordance with applicable plans, policies, procedures, regulations, and laws. However, opportunities to enhance effectiveness and/or efficiency were identified.
- **Performed with Major Challenges (M):** The targets and critical tasks associated with the core capability were completed in a manner that achieved the objective(s), but some or all of the following were observed: demonstrated performance had a negative impact on the performance of other activities; contributed to additional health and/or safety risks for the public or for emergency workers; and/or was not conducted in accordance with applicable plans, policies, procedures, regulations, and laws.
- **Unable to be Performed (U):** The targets and critical tasks associated with the core capability were not performed in a manner that achieved the objective(s).

Table 1. Summary of Core Capability Performance

The following sections provide an overview of the performance related to each response objective and associated core capability, highlighting strengths and areas for improvement

Logistics and Supply Chain Management Analysis

Mission Area: Response

Objective: Provide for the effective delivery of food and water, and ensure roads are safely usable for commercial logistical uses.

Strengths:

- The city staff were dedicated to assisting the community.
- Killeen ISD had a storage of food to distribute to those in need.

Areas for Improvement:

- The City did not have enough supplies in terms of water and food.
- The City had an inability to store bulk supplies due to available buildings.
- Not enough 4-Wheel Drive vehicles or needed supplies to make transportation through the city possible (sand, salt, etc.).
- No Emergency Operations Center to coordinate the supply chain adequately.

Recommended Improvement Action:

- Establish a City of Killeen Emergency Operations Center.
- Invest in disaster equipment for priority services.
- Implement shared use agreement with KISD for storage facilities.
- Hire Full-time Employees to establish and manage an emergency supply stockpile.

Mass Care Services Analysis

Mission Area: Response

Objective: Provide life-sustaining and human services for those impacted, to include hydration, feeding, and sheltering.

Strengths:

- Partnerships helped with finding supplies that were needed.
- Shelter services were initiated quickly.
- Had city staff and volunteers ready and willing to help.

Areas for Improvement:

- Not enough shelters and the shelters were not adequately located to reach most demographics.
- Untrained staff/volunteers for shelter operations and or mass care.
- Had some basic supplies but not enough to evenly distribute between shelters.
- No Emergency Operations Center to coordinate mass sheltering and feeding adequately.

Recommended Improvement Action:

- Establish a City of Killeen Emergency Operations Center.
- Revamp shelter process, shelter activation and standardize operating procedures.
- Set up training for sheltering sites and staff.
- Invest more in sheltering supplies.

Operational Communications Analysis

Mission Area: Response

Objective: Ensure the capacity for timely communications in support of security, situational awareness, and operations, among all stakeholders.

Strengths:

- Communication within departments and with senior administration and leadership was present.
- Agencies were able to communicate through many channels (i.e., Phone, Email, and Teams).
- Employees were notified of the first closing of the city quickly (at 1400 hours).

Areas for Improvement:

- City staff communications were not consistent across departments.
- Inefficient process to release information about closing in a timely manner.
- Key decision makers spent a majority of their time on phone calls.
- No Emergency Operation Center to coordinate and disseminate mass communications.

Recommended Improvement Action:

- Conduct Emergency Operations Center training for City of Killeen Staff and Partners.
- Utilize CodeRED business side for employee information.
- Invest in Radios for department heads and training.
- Improve City Staff communication channels and lessen restrictions.

Public Information and Warning Analysis

Mission Areas: Prevention and Response

Objective: Deliver coordinated, prompt, reliable, and actionable information to the whole community using clear, consistent, accessible, and culturally linguistically appropriate methods to effectively relay information regarding the hazard, as well as the actions being taken and the assistance being made available, as appropriate.

Strengths:

- A mass communication system does exist and was utilized immediately.
- Multiple mediums of communication were used during the disaster. (Facebook Live, City of Killeen Government Facebook, Twitter, CodeRed, Nextdoor)

Areas for Improvement:

- Not enough outreach and education for disaster preparedness prior to the incident.
- Needed more recurring messaging.
- No Emergency Operations Center to coordinate and disseminate consistent mass communications.



Recommended Improvement Action:

- Establish a City of Killeen Emergency Operations Center.
- Invest in Disaster Outreach and Education Program.
- Conduct disaster public information and warning training for key staff and partners.



Resources from Outside the Jurisdiction

Resource	Place of Origin
Water	Nestle
Water	Texas Division of Emergency Management
Water, MRE's	Texas Military Department
Shelters	Skyline Baptist Church Liberty Christian Center
Food	Killeen Independent School District
Food	Killeen Food Center
Water, Food	H.E.B.

Appendix A: Improvement Plan

Core Capability	Issue/Area for Improvement	Corrective Action	Primary Responsible Organization	Start Date	Completion Date
Logistics & Supply Chain Management 	The City had an inability to store bulk supplies due to available buildings.	Implement shared use agreement with KISD for storage facilities	City of Killeen	June 2021	TBD (Funding Dependent)
	The City had an inability to store bulk supplies due to available buildings.	Hire FTEs to establish and manage an emergency supply stockpile.	City of Killeen	June 2021	TBD (Funding Dependent)
	Not enough 4-Wheel Drive vehicles or needed supplies to make transportation through the city plausible (sand, salt, etc.).	Invest in disaster equipment for priority services	City of Killeen	June 2021	TBD (Funding Dependent)
	No Emergency Operations Center to coordinate the supply chain adequately.	Establish a City of Killeen Emergency Operations Center.	City of Killeen	June 2021	TBD (Funding Dependent)
Mass Care Services 	Not enough shelters and the shelters were not adequately located to reach a majority of demographics.	Revamp shelter process, shelter activation and standardize operating procedures.	City of Killeen	June 2021	TBD (Funding Dependent)
	Untrained staff/volunteers for shelter operations.	Provide consistent shelter training to partners with agreements.	City of Killeen & Bell County	June 2021	TBD (Funding Dependent)
	Had some basic supplies but not enough to evenly distribute between shelters.	Invest more in sheltering supplies.	City of Killeen	June 2021	TBD (Funding Dependent)
	Uncoordinated mass sheltering and feeding adequately.	Establish a City of Killeen Emergency Operations Center.	City of Killeen	June 2021	TBD (Funding Dependent)

Appendix A: Improvement Plan (Continued)

Core Capability	Issue/Area for Improvement	Corrective Action	Primary Responsible Organization	Start Date	Completion Date
Operational Communications 	City staff communications were not consistent across departments.	Utilize CodeRED business system for employee information.	City of Killeen	June 2021	TBD (Funding Dependent)
	Inefficient process to release information about closing in a timely manner.	Improve City Staff communication channels and lessen restrictions.	City of Killeen	June 2021	TBD (Funding Dependent)
	Key decision makers spent a majority of their time on phone calls.	Invest in radios for department heads and provide training. <i>*In Absence of EOC*</i>	City of Killeen	June 2021	TBD (Funding Dependent)
	Mass staff communications were not coordinated.	Establish a City of Killeen Emergency Operations Center.	City of Killeen	June 2021	TBD (Funding Dependent)
Public Information & Warning 	Not enough outreach and education for disaster preparedness prior to the incident.	Invest in Disaster Outreach and Education Program.	City of Killeen	June 2021	TBD (Funding Dependent)
	Needed more recurring messaging.	Conduct disaster public information and warning training for key staff and partners.	City of Killeen	June 2021	TBD (Funding Dependent)
	No Emergency Operations Center to coordinate and disseminate consistent mass communications.	Establish a City of Killeen Emergency Operations Center.	City of Killeen	June 2021	TBD (Funding Dependent)

Appendix B1: Employee Survey

The following survey of questions was sent to all City of Killeen Employees

Winter Storm Uri impacted the City of Killeen from February 13th through the 17th, 2021. The City was conducting response operations through February 21st. Actions such as emergency shelters, water operations, street sanding, and large continuous public safety efforts were conducted. Please answer the questions below with this information in mind. This survey has a total of 5 sections with 2 to 3 questions per section.

Logistics and Supply Chain Management:

- In regards to logistics and supply chain management, what went well?
- In regards to logistics and supply chain management, what did NOT go well? Please provide one possible solution to a problem you identified.

Mass Care Services:

- In regards to mass care services (sheltering), what went well?
- In regards to mass care services (sheltering), what did NOT go well? Please provide one possible solution to a problem you identified.

Operational Communications:

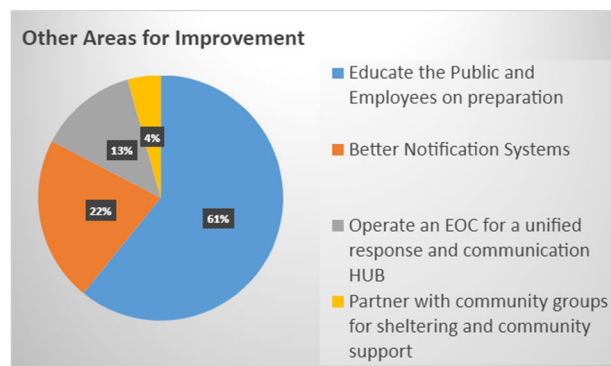
- In regards to operational communications (internal communications), what went well?
- In regards to operational communications (internal communications), what did NOT go well? Please provide one possible solution to a problem you identified.

Public Information and Warning:

- In regards to public information and warning (external communications), what went well?
- In regards to public information and warning (external communications), what did NOT go well? Please provide one possible solution to a problem you identified.

Other Feedback:

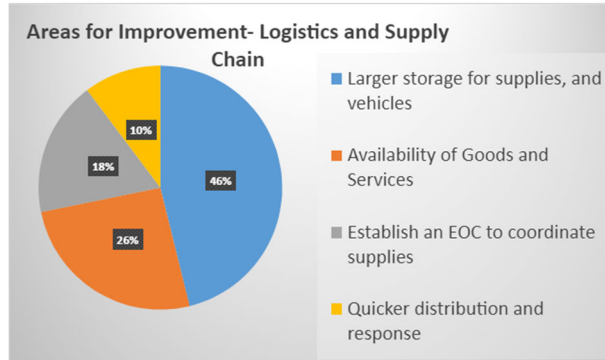
- Is there any other information about the winter storm that you would like to share with us at this time?



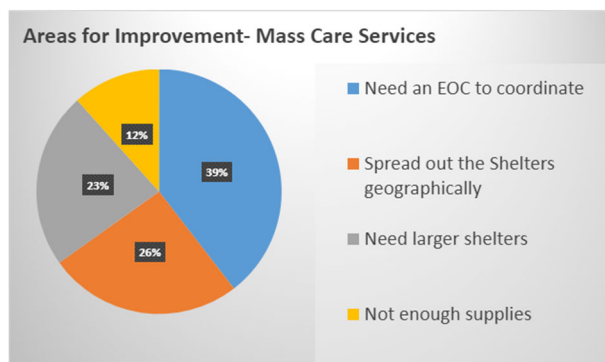
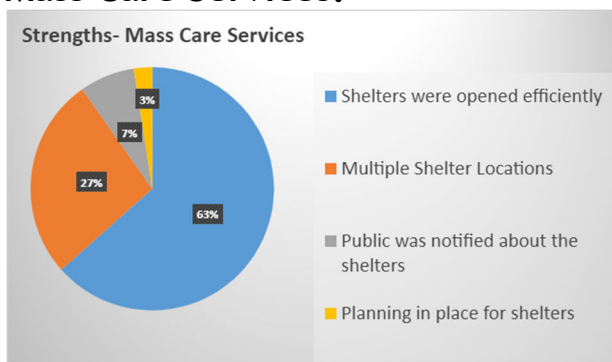
Appendix B2: Employee Survey Graphs

The following graphs show the responses received from 153 employees.

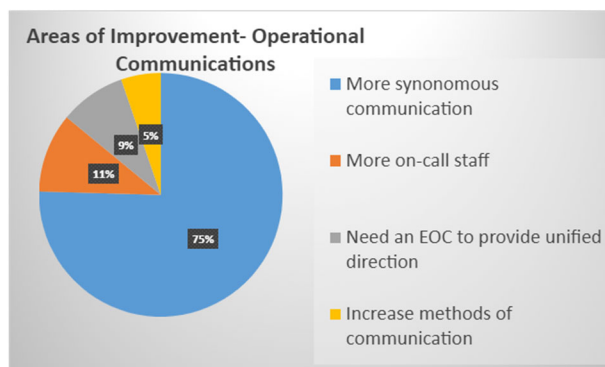
Logistics and Supply Chain Management:



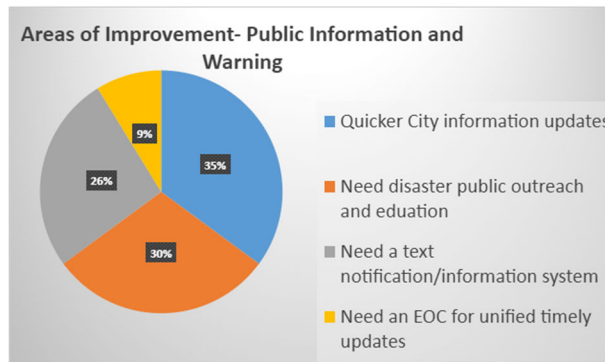
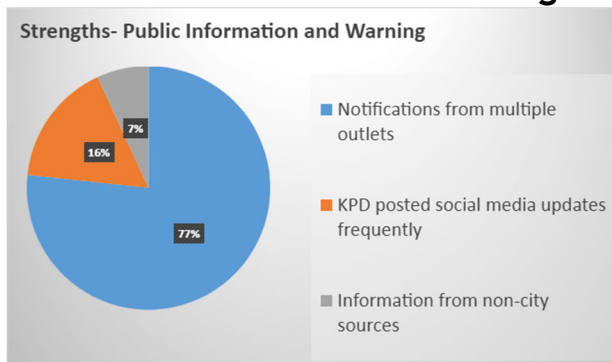
Mass Care Services:



Operational Communications:



Public Information and Warning:



Appendix C: Response Agencies

Local Organizations
City of Killeen
Killeen Food Care Center
Killeen Independent School District
AdventHealth Central Texas Hospital
Southwest Bell Volunteer Fire Department
Harker Heights Fire Department
Copperas Cove Fire Department
Bell County Office of Emergency Management
State Organizations
Texas Division of Emergency Management (TDEM)
Texas Military Department (TMD)
Oncor
H.E.B.
Federal Organizations
Fort Hood Fire Department
Fort Hood Public Works
National Weather Service - Fort Worth Office
VOAD Organizations
Central Texas Disaster Action Response Team
American Red Cross - Heart of Texas Chapter
Greater Vision Community Church
Skyline Baptist Church
Liberty Christian Center



WINTER WEATHER URI AFTER ACTION REPORT

DS-21-077

June 8, 2021

Winter Storm Uri Background

2

- ❑ Impacted all 254 counties of the State of Texas in February 2021
- ❑ Impacted the City of Killeen from February 10th to the 21st
- ❑ Governor Abbott declared a statewide disaster on February 12th
- ❑ Mayor Segarra declared a local disaster on February 13th



After Action Review Process

3

- ❑ Feedback during the Response
- ❑ Core Capabilities
- ❑ Workshop on March 29th
- ❑ Employee Survey
- ❑ Data Analysis



SWOT Analysis

4

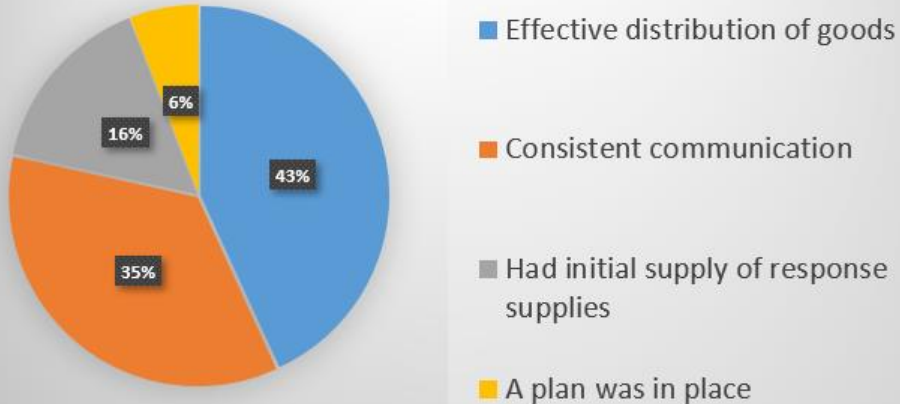
Strengths	Weakness	Opportunities	Threats
Communication internally did occur	Lack of frequent synonymous communication	Utilize existing tools	Lack of central coordination point
Leadership decision on closing facilities for staff/public safety	Not enough trained staff for the response operations	Providing coordinated NIMS related training to City employees	Lack of central coordination point
Emergency response operations started early – sanding, shelter	Public Education on how to prepare for a disaster	Partnerships to achieve	Limited OHSEM staff to provide continuous coordination

Employee Survey

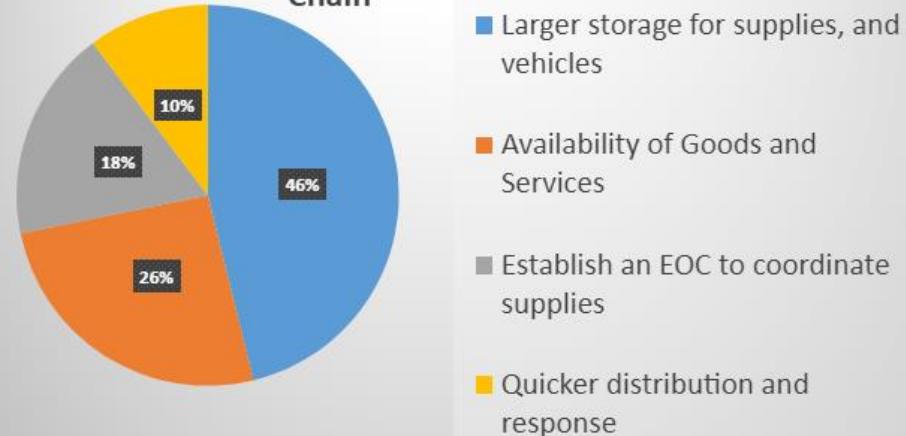
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Strengths- Logistics and Supply Chain



Areas for Improvement- Logistics and Supply Chain

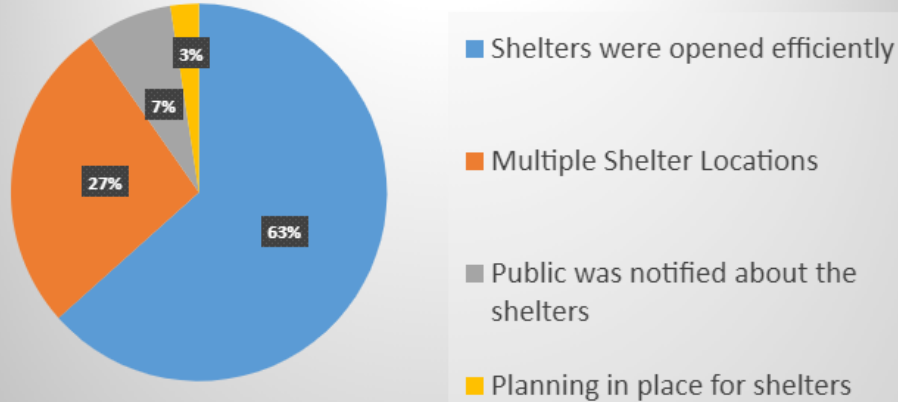


Employee Survey Results

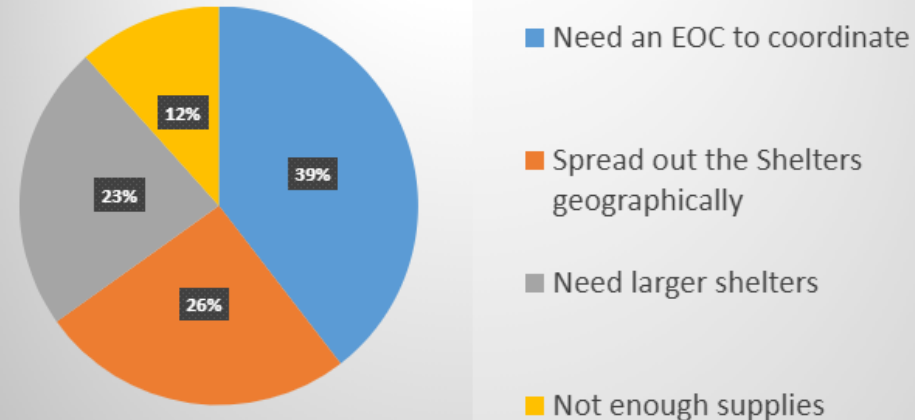
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Strengths- Mass Care Services



Areas for Improvement- Mass Care Services

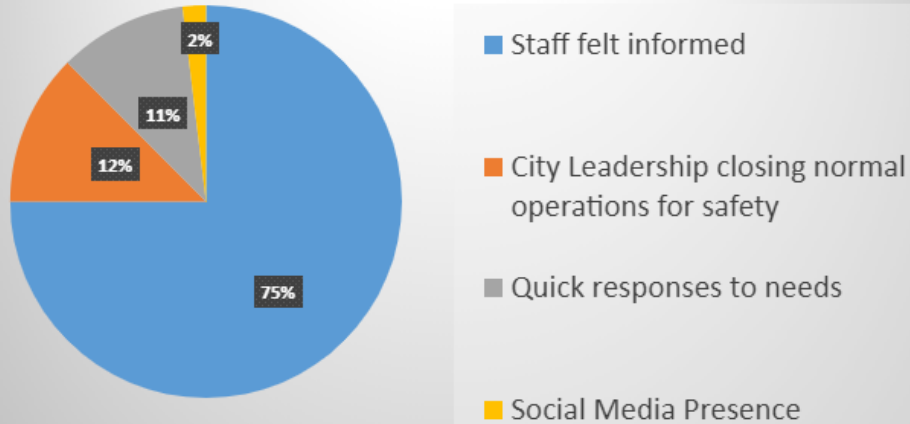


Employee Survey Results

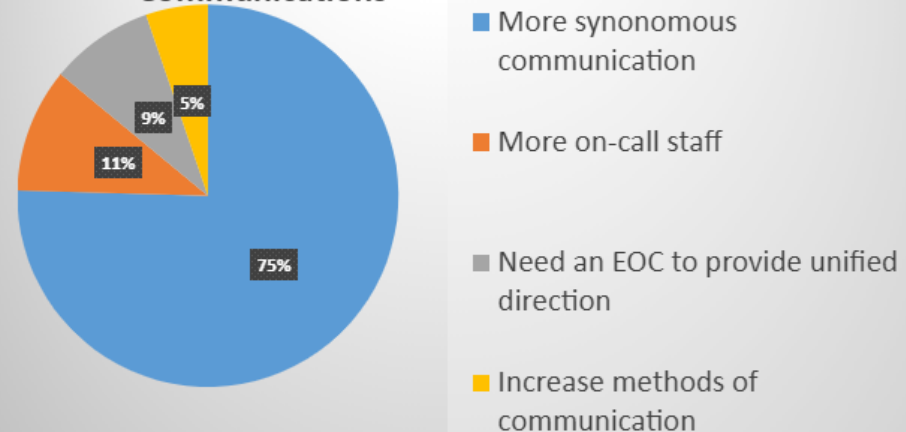
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Strengths- Operational Communications



Areas of Improvement- Operational Communications

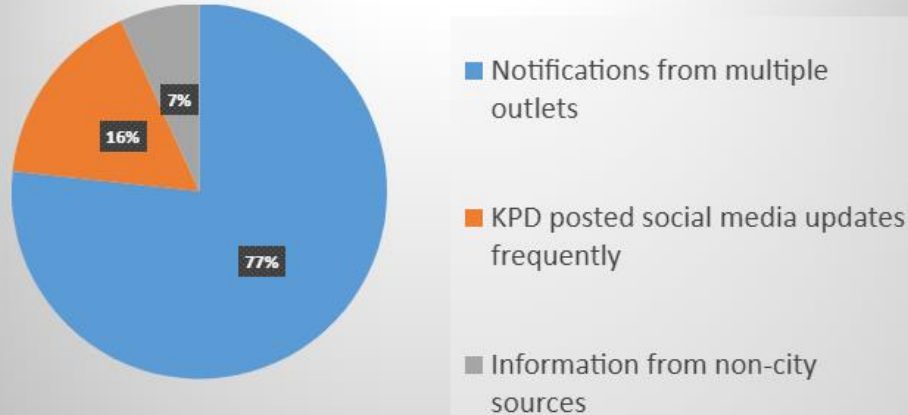


Employee Survey Results

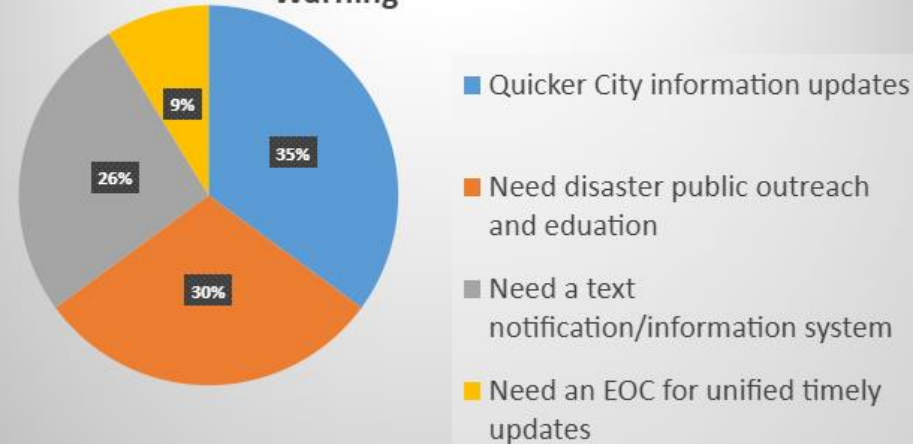
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Strengths- Public Information and Warning



Areas of Improvement- Public Information and Warning



Top 4 Improvement Areas

9

1. Establish an Emergency Operations Center
2. Conduct Disaster Outreach & Education
3. Identify Storage Areas for Disaster Supplies
4. Utilize Emergency Notification System



City of Killeen

Legislation Details

File #: DS-21-078 **Version:** 1 **Name:** Overview of Employee Compensation Plans
Type: Discussion Items **Status:** Discussion Items
File created: 6/2/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Overview of Employee Compensation Plans
Sponsors: Human Resources Department
Indexes:
Code sections:
Attachments: [Police and Fire Pay Plan](#)
[Classified Pay Plan](#)
[Presentation](#)

Date	Ver.	Action By	Action	Result
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Fire Pay Plan

	Year	1	2	3	4	5	6	7	8	9
<u>24 HOUR SHIFT</u>	<u>Grade/Step</u>	<u>F10-1</u>	<u>F10-2</u>	<u>F10-3</u>	<u>F10-4</u>	<u>F10-5</u>	<u>F10-6</u>	<u>F10-7</u>	<u>F10-8</u>	<u>F10-9</u>
Fire Rescue Officer	Annual	\$ 48,487.13	\$ 50,209.63	\$ 51,936.54	\$ 53,660.42	\$ 55,389.26	\$ 57,115.90	\$ 57,115.90	\$ 58,841.70	\$ 58,841.70
	Hourly	\$ 17.5933	\$ 18.2183	\$ 18.8449	\$ 19.4704	\$ 20.0977	\$ 20.7242	\$ 20.7242	\$ 21.3504	\$ 21.3504
	Year	10	11	12	13	14	15	16	17	18+
	<u>Grade/Step</u>	<u>F10-10</u>	<u>F10-11</u>	<u>F10-12</u>	<u>F10-13</u>	<u>F10-14</u>	<u>F10-15</u>	<u>F10-16</u>	<u>F10-17</u>	<u>F10-18</u>
	Annual	\$ 60,606.09	\$ 60,606.09	\$ 62,423.68	\$ 62,423.68	\$ 64,298.03	\$ 64,298.03	\$ 66,225.58	\$ 66,225.58	\$ 68,211.28
	Hourly	\$ 21.9906	\$ 21.9906	\$ 22.6501	\$ 22.6501	\$ 23.3302	\$ 23.3302	\$ 24.0296	\$ 24.0296	\$ 24.7501

PROMOTIONAL GRADES -24 HOUR SHIFT

	<u>Step/Year</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10+</u>
Fire Captain Grade F30	Annual	\$ 75,814.80	\$ 75,814.80	\$ 78,587.06	\$ 78,587.06	\$ 81,362.63	\$ 81,362.63	\$ 81,362.63	\$ 81,362.63	\$ 81,362.63	\$ 84,135.44
	Hourly	\$ 27.5090	\$ 27.5090	\$ 28.5149	\$ 28.5149	\$ 29.5220	\$ 29.5220	\$ 29.5220	\$ 29.5220	\$ 29.5220	\$ 30.5281
Battalion Chief Grade F40	Annual	\$ 86,829.98	\$ 86,829.98	\$ 89,600.59	\$ 89,600.59	\$ 92,372.58	\$ 92,372.58	\$ 92,372.58	\$ 92,372.58	\$ 92,372.58	\$ 95,142.91
	Hourly	\$ 31.5058	\$ 31.5058	\$ 32.5111	\$ 32.5111	\$ 33.5169	\$ 33.5169	\$ 33.5169	\$ 33.5169	\$ 33.5169	\$ 34.5221
Fire Deputy Chief Grade F50	Annual	\$ 96,901.51	\$ 96,901.51	\$100,302.42	\$100,302.42	\$103,704.42	\$103,704.42	\$103,704.42	\$103,704.42	\$103,704.42	\$107,104.22
	Hourly	\$ 35.1602	\$ 35.1602	\$ 36.3942	\$ 36.3942	\$ 37.6286	\$ 37.6286	\$ 37.6286	\$ 37.6286	\$ 37.6286	\$ 38.8622

Classified Pay Plan

<u>PAY GRADE</u>	ANNUAL SALARY	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
10	\$ 22,586.93	\$ 33,880.91
11	\$ 23,716.99	\$ 35,575.07
12	\$ 24,903.01	\$ 37,354.10
13	\$ 26,148.10	\$ 39,221.94
14	\$ 27,454.96	\$ 41,182.96
15	\$ 28,827.97	\$ 43,241.95
16	\$ 30,268.99	\$ 45,403.90
17	\$ 31,783.02	\$ 47,674.02
18	\$ 33,371.94	\$ 50,057.90
19	\$ 35,040.10	\$ 52,560.98
20	\$ 36,792.08	\$ 55,189.06
21	\$ 38,632.05	\$ 57,947.97
22	\$ 40,563.95	\$ 60,844.99
23	\$ 42,591.95	\$ 63,888.03
24	\$ 44,721.04	\$ 67,082.08
25	\$ 46,957.04	\$ 70,436.08
27	\$ 51,770.99	\$ 77,655.97
28	\$ 54,358.93	\$ 81,538.91
30	\$ 59,931.04	\$ 89,895.94
31	\$ 62,927.07	\$ 94,391.02
32	\$ 66,073.90	\$ 99,110.96
33	\$ 69,377.98	\$ 104,065.94
34	\$ 72,846.80	\$ 109,269.26
35	\$ 76,489.09	\$ 114,733.01
36	\$ 80,313.58	\$ 120,469.65
37	\$ 84,329.02	\$ 126,492.91



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

<u>POSITION TITLE</u>	<u>SALARY SCHEDULE (ANNUAL)</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 10		
CLERK (ADMINISTRATION) - PT	\$11,293.47	\$16,940.46
CLERK (CHILDREN'S SERVICES) - PT	\$11,293.47	\$16,940.46
CLERK (CIRCULATION)	\$22,586.93	\$33,880.91
CLERK (CIRCULATION) - PT	\$11,293.47	\$16,940.46
CLERK (REFERENCE)	\$22,586.93	\$33,880.91
CLERK (REFERENCE) - PT	\$11,293.47	\$16,940.46
CUSTODIAN	\$22,586.93	\$33,880.91
EVENT ASSISTANT	\$22,586.93	\$33,880.91
EVENT ASSISTANT - PT	\$11,293.47	\$16,940.46
GROUNDS MAINTENANCE WORKER	\$22,586.93	\$33,880.91
PARTS ASSISTANT	\$22,586.93	\$33,880.91
PRESS OPERATOR	\$22,586.93	\$33,880.91
PAY GRADE 11		
ANIMAL CARE TECHNICIAN	\$23,716.99	\$35,575.07
ANIMAL SERVICES REPRESENTATIVE	\$23,716.99	\$35,575.07
CLERK	\$23,716.99	\$35,575.07
CLERK (MAIL) - PT	\$11,858.50	\$17,787.54
COLLECTIONS CLERK	\$23,716.99	\$35,575.07
DEPUTY COURT CLERK I	\$23,716.99	\$35,575.07
FIRE CLERK	\$23,716.99	\$35,575.07
SECRETARY	\$23,716.99	\$35,575.07
PAY GRADE 12		
CUSTOMER SVC REPRESENTATIVE (SW)	\$24,903.01	\$37,354.10
CUSTOMER SVC REPRESENTATIVE (UC)	\$24,903.01	\$37,354.10
METER READER	\$24,903.01	\$37,354.10
RECYCLING ATTENDANT	\$24,903.01	\$37,354.10
SCALE ATTENDANT	\$24,903.01	\$37,354.10



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

SALARY SCHEDULE (ANNUAL)

<u>POSITION TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 12		
SERVICE WORKER (AIRPORT)	\$24,903.01	\$37,354.10
SERVICE WORKER (BLDGS&GROUNDS)	\$24,903.01	\$37,354.10
SERVICE WORKER (BLDGS&GROUNDS) - PT	\$12,451.51	\$18,677.05
SERVICE WORKER (DRAINAGE)	\$24,903.01	\$37,354.10
SERVICE WORKER (MOWING)	\$24,903.01	\$37,354.10
SERVICE WORKER (STREET)	\$24,903.01	\$37,354.10
SOLID WASTE WORKER	\$24,903.01	\$37,354.10
WASTE CONTAINER SERVICE WORKER	\$24,903.01	\$37,354.10
PAY GRADE 13		
BILLING SPECIALIST (AVIATION SKYLARK)	\$26,148.10	\$39,221.94
BILLING SPECIALIST (FLEET SERVICES)	\$26,148.10	\$39,221.94
BILLING SPECIALIST (POLICE)	\$26,148.10	\$39,221.94
BILLING SPECIALIST (UC)	\$26,148.10	\$39,221.94
BILLING SPECIALIST (W&S)	\$26,148.10	\$39,221.94
BUILDING PERMIT CLERK	\$26,148.10	\$39,221.94
CODE ENFORCEMENT CLERK	\$26,148.10	\$39,221.94
COMMUNICATIONS SPECIALIST	\$26,148.10	\$39,221.94
FACILITIES & AV ATTENDANT	\$26,148.10	\$39,221.94
LUBE TECHNICIAN	\$26,148.10	\$39,221.94
OFFICE ASSISTANT	\$26,148.10	\$39,221.94
POLICE CLERK	\$26,148.10	\$39,221.94
PROGRAM ASSISTANT	\$26,148.10	\$39,221.94
RECEPTIONIST	\$26,148.10	\$39,221.94
RECREATION ASSISTANT	\$26,148.10	\$39,221.94
RECREATION ASSISTANT - PT	\$13,074.05	\$19,610.97
SR CUSTOMER SERVICE REPRESENTATIVE	\$26,148.10	\$39,221.94
SR SECRETARY	\$26,148.10	\$39,221.94
VICTIMS SERVICES CLERK	\$26,148.10	\$39,221.94



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

SALARY SCHEDULE (ANNUAL)

<u>POSITION TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 14		
DEPUTY COURT CLERK II	\$27,454.96	\$41,182.96
INTER-LIBRARY LOAN SPECIALIST	\$27,454.96	\$41,182.96
SR LIBRARY ASSISTANT	\$27,454.96	\$41,182.96
SR METER READER	\$27,454.96	\$41,182.96
PAY GRADE 15		
ACCOUNTING SPECIALIST (AVIATION)	\$28,827.97	\$43,241.95
ACCOUNTING SPECIALIST (RECREATION SERVICES)	\$28,827.97	\$43,241.95
ASSISTANT PLANNER	\$28,827.97	\$43,241.95
AV LINE SERVICES TECHNICIAN	\$28,827.97	\$43,241.95
BUYER	\$28,827.97	\$43,241.95
CIVIC & CONF CENTER ASSISTANT	\$28,827.97	\$43,241.95
COMPLIANCE COORDINATOR	\$28,827.97	\$43,241.95
EQUIPMENT OPERATOR	\$28,827.97	\$43,241.95
EQUIPMENT OPERATOR(COMMERCIAL)	\$28,827.97	\$43,241.95
EQUIPMENT OPR (RESIDENTIAL)	\$28,827.97	\$43,241.95
PARKS AND PUBLIC GROUNDS ASST	\$28,827.97	\$43,241.95
POLICE TRAINING ADMINISTRATOR	\$28,827.97	\$43,241.95
PRINCIPAL SECRETARY	\$28,827.97	\$43,241.95
SERVICE WORKER (W&S)	\$28,827.97	\$43,241.95
SIGN TECHNICIAN	\$28,827.97	\$43,241.95
UTILITY SERVICE WORKER	\$28,827.97	\$43,241.95
PAY GRADE 16		
ACCOUNTING SPECIALIST-FINANCE	\$30,268.99	\$45,403.90
ANIMAL CONTROL OFFICER	\$30,268.99	\$45,403.90
CREW LEADER (CUSTODIAN)	\$30,268.99	\$45,403.90
CREW LEADER (EVENTS)	\$30,268.99	\$45,403.90
EQUIPMENT SERVICES TECH	\$30,268.99	\$45,403.90
FLEET SERVICES TECHNICIAN	\$30,268.99	\$45,403.90



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

<u>POSITION TITLE</u>	SALARY SCHEDULE (ANNUAL)	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 17		
AIRPORT SPECIALIST	\$31,783.02	\$47,674.02
BAILIFF	\$31,783.02	\$47,674.02
CIRCULATION SUPERVISOR	\$31,783.02	\$47,674.02
CREW LEADER (CEMETERY)	\$31,783.02	\$47,674.02
DEPUTY COURT CLERK III	\$31,783.02	\$47,674.02
EVENT COORDINATOR	\$31,783.02	\$47,674.02
EXECUTIVE ASSISTANT	\$31,783.02	\$47,674.02
OFFICE ADMINISTRATOR	\$31,783.02	\$47,674.02
TRAFFIC TECHNICIAN	\$31,783.02	\$47,674.02
WELDER SOLID WASTE	\$31,783.02	\$47,674.02
PAY GRADE 18		
BENEFITS SPECIALIST	\$33,371.94	\$50,057.90
CLAIMS SPECIALIST	\$33,371.94	\$50,057.90
COMPENSATION SPECIALIST	\$33,371.94	\$50,057.90
CREW LEADER (DRAINAGE)	\$33,371.94	\$50,057.90
CREW LEADER (HEAVY EQUIPMENT)	\$33,371.94	\$50,057.90
CREW LEADER (MOWING)	\$33,371.94	\$50,057.90
CREW LEADER (PARKS)	\$33,371.94	\$50,057.90
CRIME VICTIM LIAISON	\$33,371.94	\$50,057.90
ELECTRICAL MNT TECHNICIAN	\$33,371.94	\$50,057.90
FACILITIES MAINTENANCE SPECIAL	\$33,371.94	\$50,057.90
LIEN COLLECTIONS SPECIALIST	\$33,371.94	\$50,057.90
POLICE QUARTERMASTER	\$33,371.94	\$50,057.90
SCADA TECHNICIAN	\$33,371.94	\$50,057.90
SENIOR BUYER	\$33,371.94	\$50,057.90
SENIOR LINE SERVICE TECHNICIAN	\$33,371.94	\$50,057.90



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

SALARY SCHEDULE (ANNUAL)

<u>POSITION TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 19		
CAD/GIS TECHNICIAN	\$35,040.10	\$52,560.98
CODE ENFORCEMENT OFFICER	\$35,040.10	\$52,560.98
CREW LEADER (STREET MAINT)	\$35,040.10	\$52,560.98
CREW LEADER (WATER & SEWER)	\$35,040.10	\$52,560.98
EVIDENCE TECHNICIAN	\$35,040.10	\$52,560.98
JAILER	\$35,040.10	\$52,560.98
POLICE TECHNOLOGY SPECIALIST	\$35,040.10	\$52,560.98
PROGRAM COORDINATOR	\$35,040.10	\$52,560.98
VET TECHNICIAN	\$35,040.10	\$52,560.98
VIDEO EVIDENCE TECHNICIAN	\$35,040.10	\$52,560.98
PAY GRADE 20		
BOOKING SPECIALIST	\$36,792.08	\$55,189.06
BPAT/FOG TECHNICIAN	\$36,792.08	\$55,189.06
COLLECTIONS SPECIALIST	\$36,792.08	\$55,189.06
ENVIRONMENTAL SPECIALIST I	\$36,792.08	\$55,189.06
HELP DESK TECHNICIAN	\$36,792.08	\$55,189.06
JUVENILE CASE MANAGER	\$36,792.08	\$55,189.06
MULTIMEDIA COORDINATOR	\$36,792.08	\$55,189.06
OPERATIONS SPECIALIST	\$36,792.08	\$55,189.06
PARALEGAL	\$36,792.08	\$55,189.06
PARALEGAL - PT	\$18,396.04	\$27,594.53
SENIOR SCADA TECHNICIAN	\$36,792.08	\$55,189.06
SOLID WASTE SPECIALIST	\$36,792.08	\$55,189.06
STORM WATER FIELD TECHNICIAN	\$36,792.08	\$55,189.06
PAY GRADE 21		
ADMINISTRATIVE ASSISTANT II	\$38,632.05	\$57,947.97
BUILDING INSPECTOR	\$38,632.05	\$57,947.97
BUILDING PLANS EXAMINER	\$38,632.05	\$57,947.97
CONSTRUCTION INSPECTOR	\$38,632.05	\$57,947.97
CRIME PREVENTION COORDINATOR	\$38,632.05	\$57,947.97
DEPUTY CITY MARSHAL	\$38,632.05	\$57,947.97
EMER RESP AND REG COORD	\$38,632.05	\$57,947.97



CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21

EFFECTIVE: OCTOBER 1, 2020

<u>POSITION TITLE</u>	<u>SALARY SCHEDULE (ANNUAL)</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 21		
EVIDENCE TECHNICIAN II	\$38,632.05	\$57,947.97
HVAC TECHNICIAN	\$38,632.05	\$57,947.97
LATENT PRINT TECHNICIAN	\$38,632.05	\$57,947.97
LEARNING & DEVELOPMENT COORD.	\$38,632.05	\$57,947.97
SEX OFFENDER COORDINATOR	\$38,632.05	\$57,947.97
SR TRAFFIC TECHNICIAN	\$38,632.05	\$57,947.97
PAY GRADE 22		
ATHLETIC COORDINATOR	\$40,563.95	\$60,844.99
BOOKING MANAGER	\$40,563.95	\$60,844.99
CODE ENFORCEMENT SUPERVISOR I	\$40,563.95	\$60,844.99
COMMUNICATIONS COORDINATOR	\$40,563.95	\$60,844.99
APPLICATIONS SUPPORT ANALYST I	\$40,563.95	\$60,844.99
COMPUTER TECHNICIAN	\$40,563.95	\$60,844.99
CONV & VISITOR BUREAU MANAGER	\$40,563.95	\$60,844.99
CRIME STATISTICAL ANALYST	\$40,563.95	\$60,844.99
CUSTOMER SVC SUPERVISOR (SW)	\$40,563.95	\$60,844.99
CUSTOMER SVC SUPERVISOR (UC)	\$40,563.95	\$60,844.99
EMERGENCY MGMT SR SPECIALIST	\$40,563.95	\$60,844.99
ENGINEERING TECHNICIAN	\$40,563.95	\$60,844.99
FACILITIES MAINTENANCE COORDINATOR	\$40,563.95	\$60,844.99
FLEET SERVICES PARTS SUPERVIS	\$40,563.95	\$60,844.99
LIBRARIAN CHILDREN'S SERVICES	\$40,563.95	\$60,844.99
LIBRARIAN, CATALOGUER	\$40,563.95	\$60,844.99
NETWORK TECHNICIAN	\$40,563.95	\$60,844.99
NETWORK TECHNICIAN (AIRPORT)	\$40,563.95	\$60,844.99
POOL MAINTENANCE SUPERVISOR	\$40,563.95	\$60,844.99
RECREATION COORDINATOR	\$40,563.95	\$60,844.99
SAFETY OFFICER	\$40,563.95	\$60,844.99
SR CAD/GIS TECHNICIAN	\$40,563.95	\$60,844.99
SR CONSTRUCTION INSPECTOR	\$40,563.95	\$60,844.99
SUPERVISOR (CUSTODIAN)	\$40,563.95	\$60,844.99
SUPERVISOR (PARKS)	\$40,563.95	\$60,844.99
SUPERVISOR (PRINT SERVICES)	\$40,563.95	\$60,844.99



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

SALARY SCHEDULE (ANNUAL)

<u>POSITION TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 22		
SUPERVISOR (SWPR-FLT REPAIR)	\$40,563.95	\$60,844.99
TECHNOLOGY TECHNICIAN	\$40,563.95	\$60,844.99
UTILITY COLLECTIONS SUPERVISOR	\$40,563.95	\$60,844.99
W&S PARTS SUPERVISOR	\$40,563.95	\$60,844.99
PAY GRADE 23		
AIRPORT MAINT SUPERVISOR	\$42,591.95	\$63,888.03
ANIMAL SERVICES SUPERVISOR	\$42,591.95	\$63,888.03
ASSISTANT CLERK OF THE COURT	\$42,591.95	\$63,888.03
FINANCE MANAGER	\$42,591.95	\$63,888.03
FLEET REPLACEMENT COORDINATOR	\$42,591.95	\$63,888.03
FLEET SERVICES SUPERVISOR	\$42,591.95	\$63,888.03
PUBLIC SERVICE SUPERVISOR	\$42,591.95	\$63,888.03
SUPERVISOR (ACCOUNTING SPLST)	\$42,591.95	\$63,888.03
SUPERVISOR (CLERK)	\$42,591.95	\$63,888.03
SUPERVISOR (DRAINAGE MAINT)	\$42,591.95	\$63,888.03
SUPERVISOR (MAINTENANCE)	\$42,591.95	\$63,888.03
SUPERVISOR (MOWING)	\$42,591.95	\$63,888.03
WATER LOSS/CONSV TECHNICIAN	\$42,591.95	\$63,888.03
PAY GRADE 24		
APPLICATIONS SUPPORT ANALYST II	\$44,721.04	\$67,082.08
AQUATICS/RECREATION MANAGER	\$44,721.04	\$67,082.08
AV LINE SERVICES SUPERVISOR	\$44,721.04	\$67,082.08
CHILD SAFETY COORDINATOR	\$44,721.04	\$67,082.08
CITY MARSHAL	\$44,721.04	\$67,082.08
CODE ENFORCEMENT SUPERVISOR II	\$44,721.04	\$67,082.08
COMM DEV HOUSING&FACILITY MGR	\$44,721.04	\$67,082.08
COMMUNITY DEV ADMINISTR	\$44,721.04	\$67,082.08
COMMUNITY DEV SPECIALIST	\$44,721.04	\$67,082.08
GIS ANALYST	\$44,721.04	\$67,082.08
MULTIMEDIA MANAGER	\$44,721.04	\$67,082.08
OPERATIONS SUPERVISOR	\$44,721.04	\$67,082.08
RECORDS MANAGER	\$44,721.04	\$67,082.08



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

<u>POSITION TITLE</u>	<u>SALARY SCHEDULE (ANNUAL)</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 24		
SPECIAL PROJECTS COORDINATOR	\$44,721.04	\$67,082.08
SUPERVISOR (COMMERCIAL)	\$44,721.04	\$67,082.08
SUPERVISOR (CONTAINER OPS)	\$44,721.04	\$67,082.08
SUPERVISOR (RECYCLING OPS)	\$44,721.04	\$67,082.08
SUPERVISOR (RESIDENTIAL)	\$44,721.04	\$67,082.08
SUPERVISOR (SCADA/FACILITIES)	\$44,721.04	\$67,082.08
SUPERVISOR (SCALE OPERATIONS)	\$44,721.04	\$67,082.08
SUPERVISOR (TRAFFIC SIGNAL)	\$44,721.04	\$67,082.08
SUPERVISOR (TRANSFER STATION)	\$44,721.04	\$67,082.08
SUPERVISOR (UTILITY SERVICE)	\$44,721.04	\$67,082.08
SUPERVISOR (W&S)	\$44,721.04	\$67,082.08
PAY GRADE 25		
BUDGET ANALYST	\$46,957.04	\$70,436.08
CHIEF BUILDING INSPECTOR	\$46,957.04	\$70,436.08
CHIEF CONSTRUCTION INSPECTOR	\$46,957.04	\$70,436.08
ENGINEER IN TRAINING	\$46,957.04	\$70,436.08
FLEET SERVICES SHOP FOREMAN	\$46,957.04	\$70,436.08
HUMAN RESOURCES GENERALIST	\$46,957.04	\$70,436.08
KAAC MANAGER	\$46,957.04	\$70,436.08
NETWORK ADMINISTRATOR	\$46,957.04	\$70,436.08
OPERATIONS MANAGER	\$46,957.04	\$70,436.08
PURCHASING MANAGER	\$46,957.04	\$70,436.08
RECREATION MANAGER	\$46,957.04	\$70,436.08
REVITALIZATION PLANNER	\$46,957.04	\$70,436.08
SENIOR CENTER MANAGER	\$46,957.04	\$70,436.08
SPECIAL PROJECTS MGR FOR CM	\$46,957.04	\$70,436.08
STAFF ACCOUNTANT	\$46,957.04	\$70,436.08
SUPERINTENDENT(ATHLETICS)	\$46,957.04	\$70,436.08
SUPERINTENDENT(PARKS/PUB GRDS)	\$46,957.04	\$70,436.08
SYSTEMS ADMINISTRATOR II	\$46,957.04	\$70,436.08



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

<u>POSITION TITLE</u>	<u>SALARY SCHEDULE (ANNUAL)</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 27		
AIRPORT BUSINESS MANAGER	\$51,770.99	\$77,655.97
AIRPORT MAINTENANCE MANAGER	\$51,770.99	\$77,655.97
AIRPORT OPERATIONS MANAGER	\$51,770.99	\$77,655.97
ANIMAL SERVICES MANAGER	\$51,770.99	\$77,655.97
ASSISTANT DIR OF LIBRARY SVCS	\$51,770.99	\$77,655.97
DRAINAGE PROJECT MANAGER	\$51,770.99	\$77,655.97
EVIDENCE MANAGER	\$51,770.99	\$77,655.97
FACILITIES MANAGER	\$51,770.99	\$77,655.97
INTELLIGENCE MANAGER	\$51,770.99	\$77,655.97
MOWING & DRAINAGE MANAGER	\$51,770.99	\$77,655.97
RECYCLING MANAGER	\$51,770.99	\$77,655.97
SR PLANNER	\$51,770.99	\$77,655.97
SUPERINTENDENT (W&S)	\$51,770.99	\$77,655.97
SUPERINTENDENT(COMMERCIAL)	\$51,770.99	\$77,655.97
SUPERINTENDENT(RESIDENTIAL)	\$51,770.99	\$77,655.97
SUPERINTENDENT(STREET SVCS)	\$51,770.99	\$77,655.97
SUPERINTENDENT(TRAFFIC)	\$51,770.99	\$77,655.97
TRANSFER STATION MANAGER	\$51,770.99	\$77,655.97
PAY GRADE 28		
DIRECTOR OF UTILITY COLLECTION	\$54,358.93	\$81,538.91
MANAGER PARKS AND RECREATION	\$54,358.93	\$81,538.91
PAY GRADE 30		
DIR OF FLEET SERVICES	\$59,931.04	\$89,895.94
LEARNING & DEVELOPMENT MANAGER	\$59,931.04	\$89,895.94
PROJECT MANAGER	\$59,931.04	\$89,895.94



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

<u>POSITION TITLE</u>	<u>SALARY SCHEDULE (ANNUAL)</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 31		
ASSISTANT CONTROLLER	\$62,927.07	\$94,391.02
DIR OF STREET SERVICES	\$62,927.07	\$94,391.02
WATER AND SEWER OPS MANAGER	\$62,927.07	\$94,391.02
PAY GRADE 32		
BENEFITS MANAGER	\$66,073.90	\$99,110.96
BUILDING OFFICIAL	\$66,073.90	\$99,110.96
COMPENSATION MANAGER	\$66,073.90	\$99,110.96
EMERG MGT/HOMELAND SEC COORD	\$66,073.90	\$99,110.96
ENTERPRISE OPERATIONS MANAGER	\$66,073.90	\$99,110.96
GIS MANAGER	\$66,073.90	\$99,110.96
IT NETWORK MANAGER	\$66,073.90	\$99,110.96
PROJECT ENGINEER	\$66,073.90	\$99,110.96
RISK MANAGER	\$66,073.90	\$99,110.96
PAY GRADE 33		
CITY SECRETARY	\$69,377.98	\$104,065.94
DIR OF CIVIC AND CONFERENC CTR	\$69,377.98	\$104,065.94
DIR OF LIBRARY SERVICES	\$69,377.98	\$104,065.94
DIR OF PROCUREMENT & CONTR MGM	\$69,377.98	\$104,065.94
PAY GRADE 34		
DIR OF SOLID WASTE	\$72,846.80	\$109,269.26
DIR OF WATER AND SEWER	\$72,846.80	\$109,269.26
PAY GRADE 35		
ASSISTANT CITY ATTY (COURTS)	\$76,489.09	\$114,733.01
ASSISTANT CITY ATTY (POLICE)	\$76,489.09	\$114,733.01
ASST DIR OF RECREATION SVCS	\$76,489.09	\$114,733.01
PAY GRADE 36		
DIR OF PLANNING	\$80,313.58	\$120,469.65



**CITY OF KILLEEN
POSITION CLASSIFICATION PLAN FY 20-21**

EFFECTIVE: OCTOBER 1, 2020

SALARY SCHEDULE (ANNUAL)

<u>POSITION TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
PAY GRADE 37		
ASSISTANT DIR OF HUMAN RES	\$84,329.02	\$126,492.91
ASSISTANT DIR OF IT	\$84,329.02	\$126,492.91
ASSISTANT DIR OF PUBLIC WORKS	\$84,329.02	\$126,492.91
CITY ENGINEER	\$84,329.02	\$126,492.91
CONTROLLER	\$84,329.02	\$126,492.91
DEPUTY CITY ATTY	\$84,329.02	\$126,492.91
DEPUTY CITY ATTY(PUBLIC WORKS)	\$84,329.02	\$126,492.91
DIR OF BUDGET	\$84,329.02	\$126,492.91

EXECUTIVE POSITIONS

ASSISTANT CITY MANAGER	DEPENDS ON MARKET
CHIEF OF FIRE	DEPENDS ON MARKET
CHIEF OF POLICE	DEPENDS ON MARKET
CITY ATTORNEY	DEPENDS ON MARKET
EXEC DIR OF AVIATION	DEPENDS ON MARKET
EXEC DIR OF COMMUNICATIONS	DEPENDS ON MARKET
EXEC DIR OF COMMUNITY DEVELOP	DEPENDS ON MARKET
EXEC DIR OF FINANCE	DEPENDS ON MARKET
EXEC DIR OF HUMAN RESOURCES	DEPENDS ON MARKET
EXEC DIR OF INFORMATION TECHNO	DEPENDS ON MARKET
EXEC DIR OF MUNICIPAL COURT	DEPENDS ON MARKET
EXEC DIR OF PLANNING & DEV SVC	DEPENDS ON MARKET
EXEC DIR OF PUBLIC WORKS	DEPENDS ON MARKET
EXEC DIR OF RECREATION	DEPENDS ON MARKET

COUNCIL APPOINTED POSITIONS

ASSOCIATE M JUDGE	SET BY COUNCIL
CITY AUDITOR	SET BY COUNCIL
CITY MANAGER	SET BY COUNCIL
PRESIDING MUNICIPAL JUDGE	SET BY COUNCIL



OVERVIEW OF EMPLOYEE COMPENSATION PLANS

DS-21-078

June 8, 2021

Introductions to the City Pay Plans

2

- The City maintains two types of pay plans:
 - ▣ Civil service – sworn fire and police employees
 - ▣ Classified employees – all civilian employees
- All of the City's pay plans are market based
 - ▣ In FY20, the City conducted a salary survey, comparing our pay to our comparable cities. All of our pay plans were adjusted to become more competitive with our market based upon the survey results.

How Civil Service Pay Plans Work

3

- Civil Service pay plans are regulated by Texas Local Government Code Chapter 143.
 - ▣ This designation was adopted by voters.
- Civil Service pay plans have steps for each position.
- Civil Service employees move up one step on the pay plan each year.
 - ▣ These step increases are based on years of service and received on their anniversary date.
 - ▣ Step increases occur even if a cost-of-living increase is not approved and are built into the base budget.
 - ▣ Step increases range from 0% to 3.66%.

4

	<u>Step/Year:</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10+</u>
Police Sergeant Grade P20	Annual	\$ 77,946.54	\$ 77,946.54	\$ 80,572.13	\$ 80,572.13	\$ 83,178.78	\$ 83,178.78	\$ 83,178.78	\$ 83,178.78	\$ 83,178.78	\$ 85,785.86
	Hourly	\$ 37.4743	\$ 37.4743	\$ 38.7366	\$ 38.7366	\$ 39.9898	\$ 39.9898	\$ 39.9898	\$ 39.9898	\$ 39.9898	\$ 41.2432
Police Lieutenant Grade P30	Annual	\$ 90,571.31	\$ 90,571.31	\$ 93,195.65	\$ 93,195.65	\$ 95,802.51	\$ 95,802.51	\$ 95,802.51	\$ 95,802.51	\$ 95,802.51	\$ 98,425.81
	Hourly	\$ 43.5439	\$ 43.5439	\$ 44.8056	\$ 44.8056	\$ 46.0589	\$ 46.0589	\$ 46.0589	\$ 46.0589	\$ 46.0589	\$ 47.3201
Police Captain Grade P40	Annual	\$ 102,770.51	\$ 102,770.51	\$ 105,395.26	\$ 105,395.26	\$ 108,001.09	\$ 108,001.09	\$ 108,001.09	\$ 108,001.09	\$ 108,001.09	\$ 110,607.95
	Hourly	\$ 49.4089	\$ 49.4089	\$ 50.6708	\$ 50.6708	\$ 51.9236	\$ 51.9236	\$ 51.9236	\$ 51.9236	\$ 51.9236	\$ 53.1769
Assistant Chief of Police	Annual	\$ 118,018.99	\$ 118,018.99	\$ 120,625.65	\$ 120,625.65	\$ 123,235.01	\$ 123,235.01	\$ 123,235.01	\$ 123,235.01	\$ 123,235.01	\$ 125,856.02
Grade P50	Hourly	\$ 56.7399	\$ 56.7399	\$ 57.9931	\$ 57.9931	\$ 59.2476	\$ 59.2476	\$ 59.2476	\$ 59.2476	\$ 59.2476	\$ 60.5077

Civil Service – Fire

5

	Year	1	2	3	4	5	6	7	8	9
<u>24 HOUR SHIFT</u>	<u>Grade/Step</u>	<u>F10-1</u>	<u>F10-2</u>	<u>F10-3</u>	<u>F10-4</u>	<u>F10-5</u>	<u>F10-6</u>	<u>F10-7</u>	<u>F10-8</u>	<u>F10-9</u>
Fire Rescue Officer	Annual	\$ 48,487.13	\$ 50,209.63	\$ 51,936.54	\$ 53,660.42	\$ 55,389.26	\$ 57,115.90	\$ 57,115.90	\$ 58,841.70	\$ 58,841.70
	Hourly	\$ 17.5933	\$ 18.2183	\$ 18.8449	\$ 19.4704	\$ 20.0977	\$ 20.7242	\$ 20.7242	\$ 21.3504	\$ 21.3504
	Year	10	11	12	13	14	15	16	17	18+
	<u>Grade/Step</u>	<u>F10-10</u>	<u>F10-11</u>	<u>F10-12</u>	<u>F10-13</u>	<u>F10-14</u>	<u>F10-15</u>	<u>F10-16</u>	<u>F10-17</u>	<u>F10-18</u>
	Annual	\$ 60,606.09	\$ 60,606.09	\$ 62,423.68	\$ 62,423.68	\$ 64,298.03	\$ 64,298.03	\$ 66,225.58	\$ 66,225.58	\$ 68,211.28
	Hourly	\$ 21.9906	\$ 21.9906	\$ 22.6501	\$ 22.6501	\$ 23.3302	\$ 23.3302	\$ 24.0296	\$ 24.0296	\$ 24.7501

PROMOTIONAL GRADES -24 HOUR SHIFT

	<u>Step/Year</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10+</u>
Fire Captain Grade F30	Annual	\$ 75,814.80	\$ 75,814.80	\$ 78,587.06	\$ 78,587.06	\$ 81,362.63	\$ 81,362.63	\$ 81,362.63	\$ 81,362.63	\$ 81,362.63	\$ 84,135.44
	Hourly	\$ 27.5090	\$ 27.5090	\$ 28.5149	\$ 28.5149	\$ 29.5220	\$ 29.5220	\$ 29.5220	\$ 29.5220	\$ 29.5220	\$ 30.5281
Battalion Chief Grade F40	Annual	\$ 86,829.98	\$ 86,829.98	\$ 89,600.59	\$ 89,600.59	\$ 92,372.58	\$ 92,372.58	\$ 92,372.58	\$ 92,372.58	\$ 92,372.58	\$ 95,142.91
	Hourly	\$ 31.5058	\$ 31.5058	\$ 32.5111	\$ 32.5111	\$ 33.5169	\$ 33.5169	\$ 33.5169	\$ 33.5169	\$ 33.5169	\$ 34.5221
Fire Deputy Chief Grade F50	Annual	\$ 96,901.51	\$ 96,901.51	\$100,302.42	\$100,302.42	\$103,704.42	\$103,704.42	\$103,704.42	\$103,704.42	\$103,704.42	\$107,104.22
	Hourly	\$ 35.1602	\$ 35.1602	\$ 36.3942	\$ 36.3942	\$ 37.6286	\$ 37.6286	\$ 37.6286	\$ 37.6286	\$ 37.6286	\$ 38.8622

Civil Service Pay Plan – Example

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- Example: Employee received a 4% cost of living adjustment (COLA) on 10/01/2020 and an annual step increase on their work anniversary date.
 - ▣ The COLA increased the salary by \$2,435.47
 - ▣ The annual step increased the salary by an additional \$1,755.31
 - ▣ The total increase for FY21 was \$4,190.78

POSITION	FY21		
	Annual Salary on 9/30/2020	Annual Salary w/ COLA	Annual Salary w/ Step Increase
Police Officer	\$60,880.77	\$63,316.24	\$65,071.55

How the Classified Pay Plan Works

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- ❑ The Classified pay plan does not have steps but rather a range indicating a minimum and maximum for each pay grade.
- ❑ Classified employees enter the pay plan at the minimum/starting pay for the range unless they have education and experience over the minimum qualifications which warrants a higher starting salary.
- ❑ Classified employees receive increases in pay via a cost-of-living adjustment (COLA), if approved in the annual budget.
- ❑ Classified employees do not currently receive a pay increase on their anniversary date.

Classified

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PAY GRADE	ANNUAL SALARY	
	MINIMUM	MAXIMUM
10	\$ 22,586.93	\$ 33,880.91
11	\$ 23,716.99	\$ 35,575.07
12	\$ 24,903.01	\$ 37,354.10
13	\$ 26,148.10	\$ 39,221.94
14	\$ 27,454.96	\$ 41,182.96
15	\$ 28,827.97	\$ 43,241.95
16	\$ 30,268.99	\$ 45,403.90
17	\$ 31,783.02	\$ 47,674.02
18	\$ 33,371.94	\$ 50,057.90
19	\$ 35,040.10	\$ 52,560.98
20	\$ 36,792.08	\$ 55,189.06
21	\$ 38,632.05	\$ 57,947.97
22	\$ 40,563.95	\$ 60,844.99
23	\$ 42,591.95	\$ 63,888.03
24	\$ 44,721.04	\$ 67,082.08
25	\$ 46,957.04	\$ 70,436.08
27	\$ 51,770.99	\$ 77,655.97
28	\$ 54,358.93	\$ 81,538.91
30	\$ 59,931.04	\$ 89,895.94
31	\$ 62,927.07	\$ 94,391.02
32	\$ 66,073.90	\$ 99,110.96
33	\$ 69,377.98	\$ 104,065.94
34	\$ 72,846.80	\$ 109,269.26
35	\$ 76,489.09	\$ 114,733.01
36	\$ 80,313.58	\$ 120,469.65
37	\$ 84,329.02	\$ 126,492.91

Classified – Example

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- Example: Employee received a 3% cost of living adjustment (COLA) on 10/01/2020.
 - ▣ The COLA increased the salary by \$1,035.01
 - ▣ The total increase for FY21 was \$1,035.01

POSITION	FY21	
	Annual Salary on 9/30/2020	Annual Salary w/ COLA
Equipment Operator	\$34,502.00	\$35,537.01



City of Killeen

Legislation Details

File #: DS-21-079 **Version:** 1 **Name:** Discuss DOJ ADA Compliance
Type: Discussion Items **Status:** Discussion Items
File created: 5/28/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Discuss Department of Justice Review of City Compliance with the Americans With Disabilities Act
Sponsors: City Manager Department
Indexes:
Code sections:
Attachments:

Date	Ver.	Action By	Action	Result
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City of Killeen

Legislation Details

File #: RQ-21-028 **Version:** 1 **Name:** Furture Agenda Item Request
Type: Future Agenda Requests **Status:** Future Agenda Items
File created: 5/28/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Closed Captioning of City Meetings/Videos
Sponsors: City Council
Indexes:
Code sections:
Attachments: [Request](#)

Date	Ver.	Action By	Action	Result
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ATTACHMENT A

REQUEST TO PLACE ITEM ON THE AGENDA (Per Section 1-20 of Governing Standards and Expectations)

Requestor(s): Mellisa Brown

Date: 5/25/21

Problem/Issue/Idea Name for Agenda:

Closed captioning of City Meetings/videos

Description of Problem/Issue/Idea:

Many citizens in our community have difficulty hearing or impaired hearing. When these citizens attempt to watch the city council meeting on t.v. or on the city's live stream/video they are unable to follow what is being discussed. The same concerns are had for other city videos such as "Good News Killeen"

Requested Action:

Determine current closed caption capabilities or what would be needed to provide them

Implement closed captioning for all televised, live streamed, and recorded videos for the City of Killeen



City of Killeen

Legislation Details

File #: RQ-21-029 **Version:** 1 **Name:** Furture Agenda Item Request
Type: Future Agenda Requests **Status:** Future Agenda Items
File created: 5/28/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Arts Commission Grants
Sponsors: City Council
Indexes:
Code sections:
Attachments: [Request](#)

Date	Ver.	Action By	Action	Result
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ATTACHMENT A

REQUEST TO PLACE ITEM ON THE AGENDA (Per Section 1-20 of Governing Standards and Expectations)

Requestor(s): Mellisa Brown

Date: 5/25/21

Problem/Issue/Idea Name for Agenda:

Arts Commission Grants

Description of Problem/Issue/Idea:

Arts Commission Grants expire at the end of each fiscal year. However, some events were delayed due to COVID-19 restrictions and no exceptions were made

Requested Action:

Review events that had permits revoked due to COVID-19 restrictions and opted to delay those events, and determine ability to fund those specific events



City of Killeen

Legislation Details

File #: RQ-21-030 **Version:** 1 **Name:** Furture Agenda Item Request
Type: Future Agenda Requests **Status:** Future Agenda Items
File created: 5/28/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Explore Bond Issue for Road Maintenance, Repair and Replacement
Sponsors: City Council
Indexes:
Code sections:
Attachments: [Request](#)

Date	Ver.	Action By	Action	Result
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ATTACHMENT A

REQUEST TO PLACE ITEM ON THE AGENDA

(Per Section 1-20 of Governing Standards and Expectations)

Requestor(s): Councilmember Rick Williams

Date: May 26th, 2021

Problem/Issue/Idea Name for Agenda:

Problem: Poor road conditions that are continually deteriorating under an extended time frame
for repair and/or replacement.

Description of Problem/Issue/Idea:

As it is well documented we had a significant amount of road repair and replacement to be
done prior to the winter storm. The winter storm of 2021 compound that problem by causing
significant damage to other streets that would have normally been in the longer term
maintenance plan.

Requested Action:

Explore the possibility of a Bond issue to raise a significant amount of capital that is devoted
purely to road maintenance, repair and replacement. The dollar amount of this bond issue
should be determined with the help as specific guidance of city staff. This amount should
be significant enough however, to ensure that we can compressed the repair and
replacement schedule of our city streets as our citizens demand.



City of Killeen

Legislation Details

File #: RQ-21-031 **Version:** 1 **Name:** Furture Agenda Item Request
Type: Future Agenda Requests **Status:** Future Agenda Items
File created: 6/2/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Set Date for Special Workshop to Discuss Ethics Committee
Sponsors: City Council
Indexes:
Code sections:
Attachments: [Request](#)

Date	Ver.	Action By	Action	Result
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ATTACHMENT A

REQUEST TO PLACE ITEM ON THE AGENDA (Per Section 1-20 of Governing Standards and Expectations)

Requestor(s): Mellisa Brown

Date: 6/1/21

Problem/Issue/Idea Name for Agenda:

Set a date for a special workshop to discuss Ethics Committee

Description of Problem/Issue/Idea:

On May 18, 2021 the City Council decided by a majority decision that a special workshop meeting of the City Council would be held to discuss the proposed Ethics committee. It is important that we complete this initial workshop prior to the presentation of the budget on July 6, 2021. As a body it is our responsibility to do the peoples work. That work extends beyond preparing budgets, approving purchases, approving or disapproving zoning, and passing ordinances. The peoples work also includes doing what is important to our citizens, to include ensuring that there is a positive relationship between the the community and city, including the people's request for transparency and assurance that the city is being ran ethically and in a manner that fosters trust between citizens and their elective officials. This committee also includes assurance that staff are held to the highest standards and we would expect from any citizen in the city of Killeen or any business owner in our city. Additionally the counsel has had a history of Members who have exhibited patterns of harassment and intimidation, showing disrespect in contempt towards citizens and each other, and acted in other ways that are less than admirable for elected officials leading our city. We need to have this discussion because this is the peoples work.

Requested Action:

Set a Special Workshop date of June 26 at 9:00 am to discuss the ethics committee



City of Killeen

Legislation Details

File #: RQ-21-032 **Version:** 1 **Name:** Future Agenda Item Request
Type: Future Agenda Requests **Status:** Future Agenda Items
File created: 6/2/2021 **In control:** City Council Workshop
On agenda: 6/8/2021 **Final action:**
Title: Speed Humps to Help Regulate Speed in Residential Neighborhoods
Sponsors: City Council
Indexes:
Code sections:
Attachments: [Request](#)

Date	Ver.	Action By	Action	Result
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ATTACHMENT A

REQUEST TO PLACE ITEM ON THE AGENDA (Per Section 1-20 of Governing Standards and Expectations)

Requestor(s): Councilman Steve Harris

Date: 2 June 2, 2021

Problem/Issue/Idea Name for Agenda:

Speed Humps to help regulate speed in residential neighborhoods

Description of Problem/Issue/Idea:

With speeding cars being an ever increasing problem in our city's neighborhoods, I have been trying to find a way to battle this problem. Residents are, nonstop, asking about speed bumps being placed onto their neighborhood roads but, realize that a catch 22 exists with emergency vehicles operations, response times and potential maintenance issues. I believe now, that I may have discovered a solution: Speed Humps.

"While similar to **speed bumps**, **humps** are less aggressive than **speed bumps** at low **speeds**. **Humps** are often used on streets, while **bumps** are used more in parking lots. While **speed bumps** generally slow cars to 8–16 km/h (5–10 mph), **humps** slow cars to 24–32 km/h (15–20 mph)". Wikipedia.com

Requested Action:

Staff look into the effectiveness of speed humps and, the impact they would have on emergency vehicle response times, possible maintenance impacts and other factors as compared to speed bumps. Also, to determine their overall effectiveness in helping to regulating traffic speeds through residential neighborhoods.



