



City of Murphy
Open Range Pay Plan
FY 25-26
Effective 10/1/2025

Pay Grade	Job Title	FLSA Status	Pay Basis	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
21	Recreation Aide (PT)	NE	Annual	\$ 34,320.00	\$ 37,752.00	\$ 41,184.00	\$ 44,616.00	\$ 48,048.00
	School Crossing Guard (PT)	NE	Hourly	\$ 16.50	\$ 18.15	\$ 19.80	\$ 21.45	\$ 23.10
22	Custodian	NE	Annual	\$ 36,036.00	\$ 39,639.60	\$ 43,243.20	\$ 46,846.80	\$ 50,450.40
			Hourly	\$ 17.33	\$ 19.06	\$ 20.79	\$ 22.52	\$ 24.26
23	Park Maintenance Technician I	NE	Annual	\$ 37,837.80	\$ 41,621.58	\$ 45,405.36	\$ 49,189.14	\$ 52,972.92
	Recreation Specialist	NE	Hourly	\$ 18.19	\$ 20.01	\$ 21.83	\$ 23.65	\$ 25.47
	Animal Care Technician (PT)	NE						
24	Public Works Maintenance Worker I	NE	Annual	\$ 40,019.20	\$ 44,021.12	\$ 48,023.04	\$ 52,024.96	\$ 56,026.88
	Special Events Assistant	NE	Hourly	\$ 19.24	\$ 21.16	\$ 23.09	\$ 25.01	\$ 26.94
	Customer Service Specialist	NE						
	Police Records Clerk Deputy Court Clerk (PT)	NE NE						
25			Annual	\$ 41,704.00	\$ 45,874.40	\$ 50,044.80	\$ 54,215.20	\$ 58,385.60
			Hourly	\$ 20.05	\$ 22.06	\$ 24.06	\$ 26.07	\$ 28.07
26	Meter Services Technician	NE	Annual	\$ 43,789.20	\$ 48,168.12	\$ 52,547.04	\$ 56,925.96	\$ 61,304.88
	Park Maintenance Technician II	NE	Hourly	\$ 21.05	\$ 23.16	\$ 25.26	\$ 27.37	\$ 29.47
	Animal Control Officer	NE						

Hiring Mgrs can offer up to 1st Quartile w/o addl approval
Job offers after the 1st Quartile require HR approval
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27	Public Works Maintenance Worker II	NE	Annual	\$ 45,978.66	\$ 50,576.53	\$ 55,174.39	\$ 59,772.26	\$ 64,370.12
	Executive Administrative Assistant	NE	Hourly	\$ 22.11	\$ 24.32	\$ 26.53	\$ 28.74	\$ 30.95
	Sr. Customer Service Specialist	NE						
	Deputy Court Clerk	NE						
	Juvenile Case Manager	NE						
	Police Records Coordinator	NE						
	Accounts Payable Specialist (PT)	NE						
28	Telecommunications Officer (starting at \$24.37)	NE	Annual	\$ 48,277.59	\$ 53,105.35	\$ 57,933.11	\$ 62,760.87	\$ 67,588.63
	Landscape/Playground Technician	NE	Hourly	\$ 23.21	\$ 25.53	\$ 27.85	\$ 30.17	\$ 32.49
	Chemical Technician	NE						
	Irrigation Technician	NE						
	Facilities Maintenance Technician	NE						
29	Public Works Maintenance Worker III/Crew Leader	NE	Annual	\$ 50,691.47	\$ 55,760.62	\$ 60,829.77	\$ 65,898.91	\$ 70,968.06
	Water Quality Specialist	NE	Hourly	\$ 24.37	\$ 26.81	\$ 29.25	\$ 31.68	\$ 34.12
	Sr. Executive Administrative Assistant	NE						
	Records Management Specialist (PT)	NE						
30	Sr. Telecommunications Officer	NE	Annual	\$ 53,226.05	\$ 58,548.65	\$ 63,871.26	\$ 69,193.86	\$ 74,516.46
	Code Compliance Coordinator	NE	Hourly	\$ 25.59	\$ 28.15	\$ 30.71	\$ 33.27	\$ 35.83
	People Experience Coordinator (PT)	NE						

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31	Animal Services Supervisor	NE	Annual	\$ 55,887.35	\$ 61,476.08	\$ 67,064.82	\$ 72,653.55	\$ 78,242.29
	Parks Maintenance Supervisor	NE	Hourly	\$ 26.87	\$ 29.56	\$ 32.24	\$ 34.93	\$ 37.62
	Recreation Center Supervisor	NE						
	Construction Inspector	NE						
	IT Support Specialist	NE						
	Planning Administrator (starting at \$58,656)	E						
	Finance & Purchasing Specialist (starting at \$58,656)	E						
32	Special Events Manager	NE	Annual	\$ 58,681.72	\$ 64,549.89	\$ 70,418.06	\$ 76,286.23	\$ 82,154.40
	Fire Administrative Analyst	NE	Hourly	\$ 28.21	\$ 31.03	\$ 33.85	\$ 36.68	\$ 39.50
33	Telecommunications Supervisor	NE	Annual	\$ 61,615.80	\$ 67,777.38	\$ 73,938.96	\$ 80,100.54	\$ 86,262.12
	Police Records Supervisor	NE	Hourly	\$ 29.62	\$ 32.59	\$ 35.55	\$ 38.51	\$ 41.47
	Public Works Supervisor	NE						
	Executive Assistant	E						
	Accountant	E						
34			Annual	\$ 64,696.59	\$ 71,166.25	\$ 77,635.91	\$ 84,105.57	\$ 90,575.23
			Hourly	\$ 31.10	\$ 34.21	\$ 37.32	\$ 40.44	\$ 43.55
35	IT Systems Analyst	NE	Annual	\$ 67,931.42	\$ 74,724.56	\$ 81,517.71	\$ 88,310.85	\$ 95,103.99
			Hourly	\$ 32.66	\$ 35.93	\$ 39.19	\$ 42.46	\$ 45.72
36			Annual	\$ 71,327.99	\$ 78,460.79	\$ 85,593.59	\$ 92,726.39	\$ 99,859.19
			Hourly	\$ 34.29	\$ 37.72	\$ 41.15	\$ 44.58	\$ 48.01

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MANAGEMENT								
Pay Grade	Job Titles	FLSA Status	Pay Basis	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
37	Public Affairs Officer	E	Annual	\$ 74,894.39	\$ 82,383.83	\$ 89,873.27	\$ 97,362.71	\$ 104,852.15
			Hourly	\$ 36.01	\$ 39.61	\$ 43.21	\$ 46.81	\$ 50.41
38	Project Manager	E	Annual	\$ 78,639.11	\$ 86,503.02	\$ 94,366.93	\$ 102,230.85	\$ 110,094.76
	Facilities Superintendent	E	Hourly	\$ 37.81	\$ 41.59	\$ 45.37	\$ 49.15	\$ 52.93
	Parks Superintendent	E						
	Recreation Superintendent	E						
	Court Administrator	E						
Customer Service Manager	E							
39	Public Works Superintendent	E	Annual	\$ 82,571.07	\$ 90,828.17	\$ 99,085.28	\$ 107,342.39	\$ 115,599.49
	GIS & IT Applications Manager	E	Hourly	\$ 39.70	\$ 43.67	\$ 47.64	\$ 51.61	\$ 55.58
	Assistant to the City Manager	E						
	Human Resources Manager	E						
40			Annual	\$ 86,699.62	\$ 95,369.58	\$ 104,039.54	\$ 112,709.51	\$ 121,379.47
			Hourly	\$ 41.68	\$ 45.85	\$ 50.02	\$ 54.19	\$ 58.36
41			Annual	\$ 91,034.60	\$ 100,138.06	\$ 109,241.52	\$ 118,344.98	\$ 127,448.44
			Hourly	\$ 43.77	\$ 48.14	\$ 52.52	\$ 56.90	\$ 61.27
42	Building Official	E	Annual	\$ 95,586.33	\$ 105,144.97	\$ 114,703.60	\$ 124,262.23	\$ 133,820.86
	Planning Manager	E	Hourly	\$ 45.95	\$ 50.55	\$ 55.15	\$ 59.74	\$ 64.34
43	Assistant Director of Finance	E	Annual	\$ 100,365.65	\$ 110,402.21	\$ 120,438.78	\$ 130,475.34	\$ 140,511.91
	Assistant Director of Public Works	E	Hourly	\$ 48.25	\$ 53.08	\$ 57.90	\$ 62.73	\$ 67.55
44			Annual	\$ 105,383.93	\$ 115,922.32	\$ 126,460.72	\$ 136,999.11	\$ 147,537.50
			Hourly	\$ 50.67	\$ 55.73	\$ 60.80	\$ 65.86	\$ 70.93

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EXECUTIVES								
Pay Grade	Job Titles	FLSA Status	Pay Basis	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
45			Annual	\$ 110,653.13	\$ 121,718.44	\$ 132,783.75	\$ 143,849.07	\$ 154,914.38
			Hourly	\$ 53.20	\$ 58.52	\$ 63.84	\$ 69.16	\$ 74.48
46	Assistant Fire Chief	E	Annual	\$ 116,185.78	\$ 127,804.36	\$ 139,422.94	\$ 151,041.52	\$ 162,660.10
	Assistant Police Chief	E	Hourly	\$ 55.86	\$ 61.44	\$ 67.03	\$ 72.62	\$ 78.20
	Director of Information Technology	E						
47	Director of Administrative Services	E	Annual	\$ 121,995.07	\$ 134,194.58	\$ 146,394.09	\$ 158,593.59	\$ 170,793.10
	Director of Parks & Recreation	E	Hourly	\$ 58.65	\$ 64.52	\$ 70.38	\$ 76.25	\$ 82.11
48	Director of Finance	E	Annual	\$ 128,094.83	\$ 140,904.31	\$ 153,713.79	\$ 166,523.27	\$ 179,332.76
	Director of Public Works	E	Hourly	\$ 61.58	\$ 67.74	\$ 73.90	\$ 80.06	\$ 86.22
49			Annual	\$ 134,499.57	\$ 147,949.52	\$ 161,399.48	\$ 174,849.44	\$ 188,299.40
			Hourly	\$ 64.66	\$ 71.13	\$ 77.60	\$ 84.06	\$ 90.53
50	Police Chief	E	Annual	\$ 141,224.55	\$ 155,347.00	\$ 169,469.46	\$ 183,591.91	\$ 197,714.37
	Fire Chief	E	Hourly	\$ 67.90	\$ 74.69	\$ 81.48	\$ 88.27	\$ 95.05
51			Annual	\$ 148,285.77	\$ 163,114.35	\$ 177,942.93	\$ 192,771.51	\$ 207,600.08
			Hourly	\$ 71.29	\$ 78.42	\$ 85.55	\$ 92.68	\$ 99.81
52	Assistant City Manager	E	Annual	\$ 155,700.06	\$ 171,270.07	\$ 186,840.07	\$ 202,410.08	\$ 217,980.09
			Hourly	\$ 74.86	\$ 82.34	\$ 89.83	\$ 97.31	\$ 104.80

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