

DALLAS EXECUTIVE SURVEY DATA
November 2008

Dept	Job Code	Job Title	Job Grade	Minimum	Maximum	Rate of Pay
Aviation	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$116,799
		Assistant Director II Average				\$116,799
Aviation	24390-00	Director II	R	\$100,460	\$172,389	\$125,938
		Director II Average				\$125,938
City Manager's Office	24101-00	Assistant City Manager	S	\$110,506	\$189,628	\$171,928
City Manager's Office	24390-00	Assistant City Manager	R	\$100,460	\$172,389	\$140,622
City Manager's Office	24101-00	Assistant City Manager	S	\$110,506	\$189,628	\$182,335
City Manager's Office	24101-00	Assistant City Manager	S	\$110,506	\$189,628	\$164,416
City Manager's Office	24103-00	First Assistant City Manager	T	\$121,556	\$208,591	\$198,172
		Assistant City Manager Average				\$171,495
City Manager's Office	24100-00	City Manager	MISC			\$267,750
		City Manager Average				\$267,750
City Manager's Office	24380-00	Director I	Q	\$91,327	\$156,717	\$102,835
		Director I Average				\$102,835
City Manager's Office	24850-00	Manager II	O	\$75,477	\$128,273	\$72,075
		Manager II Average				\$72,075
City Manager's Office	24404-00	Third Tier Executive	N	\$68,615	\$116,612	\$70,509
		Third Tier Executive Average				\$70,509
Code Compliance	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$96,158
Code Compliance	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$94,009
		Assistant Director II Average				\$95,084
Code Compliance	24380-00	Director I	Q	\$91,327	\$156,717	\$107,000
		Director I Average				\$107,000
Commun. & Info. Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$136,991
Commun. & Info. Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$87,175
Commun. & Info. Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$118,888
Commun. & Info. Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$116,500
		Assistant Director II Average				\$114,889
Commun. & Info. Services	24327-00	Chief Information Officer	R	\$100,460	\$172,389	\$148,320
		Chief Information Officer Average				\$148,320
Convention Center	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$117,687

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Convention Center	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$104,030
		Assistant Director II Average				\$104,030
Convention Center	24390-00	Director II	R	\$100,460	\$172,389	\$154,743
		Director II Average				\$154,743
Convention Center	24404-00	Third Tier Executive	N	\$68,615	\$116,612	\$84,000
		Third Tier Executive Average				\$84,000
Court & Detention Services	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$79,067
		Assistant Director I Average				\$79,067
Court & Detention Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$85,516
		Assistant Director II Average				\$85,516
Court & Detention Services	24390-00	Director II	R	\$100,460	\$172,389	\$119,033
		Director II Average				\$119,033
Cultural Affairs	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$82,400
		Assistant Director I Average				\$82,400
Cultural Affairs	24380-00	Director I	Q	\$91,327	\$156,717	\$123,220
		Director I Average				\$123,220
Development Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$119,639
Development Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$103,000
Development Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$123,695
Development Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$102,353
		Assistant Director II Average				\$102,353
Development Services	24390-00	Director II	R	\$100,460	\$172,389	\$156,487
Development Services	24390-00	Director II	R	\$100,460	\$172,389	\$139,000
		Director II Average				\$139,000
Development Services	30012-04	Manager III - Business	P	\$83,025	\$141,100	\$102,923
		Manager III Average				\$102,923
Economic Development	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$115,939
Economic Development	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$110,000
Economic Development	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$105,000
Economic Development	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$107,120
Economic Development	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$104,437
		Assistant Director II Average				\$108,499
Economic Development	24390-00	Director II	R	\$100,460	\$172,389	\$144,612

Dept	Job Code	Job Title	Job Grade	Minimum	Maximum	Rate of Pay
		Director II Average				\$144,612
Emergency Mngmnt	24380-00	Director I	Q	\$91,327	\$156,717	\$124,989
		Director I Average				\$124,989
Environ & Health Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$121,135
Environ & Health Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$99,000
		Assistant Director II Average				\$110,068
Environ & Health Services	24390-00	Director II	R	\$100,460	\$172,389	\$140,398
		Director II Average				\$140,398
Environmental Quality	24830-00	Assistant Director I	R	\$100,460	\$172,389	\$89,528
		Assistant Director I Average				\$89,528
Equip. & Building Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$125,316
Equip. & Building Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$125,305
Equip. & Building Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$116,743
		Assistant Director II Average				\$122,455
Equip. & Building Services	24390-00	Director II	R	\$100,460	\$172,389	\$135,048
		Director II Average				\$135,048
Financial Services	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$109,810
Financial Services	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$105,000
Financial Services	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$100,007
Financial Services	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$96,689
Financial Services	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$96,689
		Assistant Director I Average				\$101,639
Financial Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$124,000
		Assistant Director II Average				\$124,000
Financial Services	24334-00	Chief Financial Officer	R	\$100,460	\$172,389	\$170,060
		Chief Financial Officer Average				\$170,060
Financial Services	24830-00	City Controller	Q	\$91,327	\$156,717	\$135,000
		City Controller Average				\$135,000
Financial Services	24380-00	Director I	Q	\$91,327	\$156,717	\$135,000
Financial Services	24380-00	Director I	Q	\$91,327	\$156,717	\$133,191
Financial Services	24380-00	Director I	Q	\$91,327	\$156,717	\$111,405
		Director I Average				\$126,532

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Financial Services	24390-00	Director II	R	\$100,460	\$172,389	\$128,438
		Director II Average				\$128,438
Fire	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$83,200
		Assistant Director II Average				\$83,200
Fire	44011-00	Fire Assistant Chief	F8	\$65,698	\$130,312	\$124,107
Fire	44011-00	Fire Assistant Chief	F8	\$65,698	\$130,312	\$107,208
Fire	44011-00	Fire Assistant Chief	F8	\$65,698	\$130,312	\$107,208
Fire	44011-00	Fire Assistant Chief	F8	\$65,698	\$130,312	\$107,208
Fire	44011-00	Fire Assistant Chief	F8	\$65,698	\$130,312	\$118,197
Fire	44011-00	Fire Assistant Chief	F8	\$65,698	\$130,312	\$107,208
		Fire Assistant Chief Average				\$111,856
Fire	24311-00	Fire Chief	F9	\$86,459	\$195,057	\$152,833
		Fire Chief Average				\$152,833
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$98,890
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$98,890
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$98,890
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$98,890
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$98,890
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$98,890
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$85,424
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$98,890
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$94,181
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$94,181
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$73,252
Fire	24447-00	Fire Deputy Chief	F7	\$64,821	\$103,835	\$94,181
		Fire Deputy Chief Average				\$94,454
Fire	24404-00	Third Tier Executive	N	\$68,615	\$116,612	\$101,048
		Third Tier Executive Average				\$101,048
Housing	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$106,497
Housing	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$106,738
		Assistant Director II Average				\$106,618
Housing	24390-00	Director II	R	\$100,460	\$172,389	\$146,703
		Director II Average				\$146,703
Human Resources	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$102,812

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Human Resources	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$102,812
		Assistant Director I Average				\$102,812
Human Resources	24380-00	Director I	Q	\$91,327	\$156,717	\$131,859
		Director II Average				\$131,859
Library Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$85,000
Library Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$88,006
Library Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$83,025
		Assistant Director II Average				\$85,344
Library Services	24390-00	Director II	R	\$100,460	\$172,389	\$142,800
		Director II Average				\$142,800
Mayor and Council	24404-00	Third Tier Executive	N	\$68,615	\$116,612	\$111,157
		Third Tier Executive Average				\$111,157
Police	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$105,000
		Assistant Director II Average				\$105,000
Police	46027-00	Police Assistant Chief	P8	\$65,698	\$130,312	\$107,208
Police	46027-00	Police Assistant Chief	P8	\$65,698	\$130,312	\$118,197
Police	46027-00	Police Assistant Chief	P8	\$65,698	\$130,312	\$97,213
Police	46027-00	Police Assistant Chief	P8	\$65,698	\$130,312	\$112,568
Police	46027-00	Police Assistant Chief	P8	\$65,698	\$130,312	\$107,208
Police	46027-00	Police Assistant Chief	P8	\$65,698	\$130,312	\$107,208
		Police Assistant Chief Average				\$108,267
Police	24312-00	Police Chief	P9	\$86,459	\$195,057	\$176,923
		Police Chief Average				\$176,923
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$94,181
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$94,181
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$89,693
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$94,181
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$94,181
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$89,693
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$94,181
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$94,181
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$89,693
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$98,890

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Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$94,181
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$98,890
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$94,181
Police	24433-00	Police Deputy Chief	P7	\$64,821	\$103,835	\$89,693
		Police Deputy Chief Average				\$93,612
Public Works	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$75,477
		Assistant Director I Average				\$75,477
Public Works	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$129,002
Public Works	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$119,328
Public Works	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$131,886
Public Works	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$117,457
		Assistant Director II Average				\$124,418
Public Works	24380-00	Director I	Q	\$91,327	\$156,717	\$138,906
Public Works	24380-00	Director I	Q	\$91,327	\$156,717	\$146,450
		Director I Average				\$142,678
Public Works	24390-00	Director II	R	\$100,460	\$172,389	\$147,000
		Director II Average				\$147,000
Public Works	24850-00	Sr. Program Manager	P	\$83,025	\$141,100	\$109,479
		Sr. Program Manager Average				\$109,479
Purchasing	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$94,500
Purchasing	24830-00	Assistant Director I	O	\$75,477	\$128,273	\$78,038
		Assistant Director I Average				\$86,269
Purchasing	24380-00	Director I	Q	\$91,327	\$156,717	\$129,973
		Director I Average				\$129,973
Sanitation	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$92,391
Sanitation	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$116,023
		Assistant Director II Average				\$116,023
Sanitation	24390-00	Director II	R	\$100,460	\$172,389	\$139,210
		Director II Average				\$139,210
Street Services	30012-00	Manager III	P	\$83,025	\$141,100	\$81,523
		Manager III Average				\$81,523
Street Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$90,882
Street Services	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$90,208

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		Assistant Director II Average				\$90,545
Street Services	24850-00	Director II	P	\$83,025	\$141,100	\$95,533
		Director II Average				\$95,533
Water Utilities	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$117,550
Water Utilities	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$133,184
Water Utilities	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$127,741
Water Utilities	24850-00	Assistant Director II	P	\$83,025	\$141,100	\$108,416
		Assistant Director II Average				\$121,723
Water Utilities	24390-00	Director II	R	\$100,460	\$172,389	\$161,356
		Director II Average				\$161,356