

**Texas City Management Association
2022-2023 Salary Survey**

Organization	Job Title	Population	Base Annual Salary
City of Abilene	City Manager	127,000	\$279,988.00
City of Alamo Heights	Assistant City Manager	7,392	\$118,794.00
City of Aledo	City Manager	5,600	\$165,600.00
City of Allen	City Manager	110,000	\$280,000.00
City of Allen	Deputy City Manager	110,000	\$224,000.00
City of Amarillo	Assistant City Manager	200,393	\$185,000.00
City of Amarillo	Assistant City Manager	200,393	\$185,000.00
City of Andrews	City Manager	14,000	\$166,833.00
City of Anson	City Manager	2,500	\$78,987.00
City of Arlington	Deputy City Manager	394,266	\$232,937.00
City of Arlington	City Manager	396,000	\$362,247.00
City of Athens	City Manager	13,000	\$170,000.00
City of Azle	Assistant City Manager	13,610	\$158,377.00
City of Azle	City Manager	13,610	\$196,937.00
City of Balch Springs	City Manager	27,850	\$160,000.00
City of Bandera	City Administrator	980	\$100,000.00
City of Bangs	City Administrator/EDC Director	1,603	\$90,000.00
City of Bartlett	City Administrator/City Secretary	1,800	\$85,000.00
City of Bastrop	City Manager	10,400	\$180,000.00
City of Baytown	Assistant City Manager	90,000	\$202,000.00
City of Bedford	City Manager	49,890	\$296,250.00
City of Big Spring	Assistant City Manager	25,735	\$120,773.12
City of Boerne	Assistant City Manager	21,600	\$189,500.00
City of Boerne	Assistant City Manager	21,600	\$190,000.00
City of Boerne	City Manager	21,600	\$240,000.00
City of Bonham	City Manager	11,000	\$195,000.00
City of Borger	Assistant City Manager	12,640	\$128,912.00
City of Borger	City Manager	12,640	\$163,360.00
City of Bowie	City Manager	5,600	\$109,000.00
City of Brady	City Manager	5,500	\$110,000.00
City of Breckenridget	City Administrator	5,500	\$120,000.00
City of Bridgeport	Assistant City Manager and Police Chief	7,000	\$130,000.00
City of Brownfield	City Manager	8,936	\$104,758.00
City of Brownwood	City Manager	19,000	\$170,000.00
City of Bruceville-Eddy	City Administrator	1,413	\$78,000.00
City of Bryan	Deputy City Manager	93,590	\$226,600.00
City of Bryan	Deputy City Manager	93,590	\$226,600.00
City of Bryan	City Manager	97,000	\$371,800.00
City of Buda	City Manager	18,000	\$200,000.00
City of Bulverde	City Manager	5,996	\$143,100.00
City of Canadian	City Manager	2,786	\$104,000.00
City of Canyon	Assistant City Manager	15,221	\$136,000.00

City of Canyon	City Manager	15,221	\$165,000.00
City of Celina	City Manager	40,000	\$237,390.00
City of Center	City Manager	5,221	\$159,350.00
City of Chandler	City Administrator	3,500	\$122,450.00
City of Cisco	City Manager	3,800	\$95,000.00
City of Cleveland	City Manager	8,500	\$150,000.00
City of Clute	City Manager	13,200	\$164,995.00
City of Cockrell Hill	City Administrator	5,000	\$105,000.00
City of Coleman	Assistant City Manager	3,912	\$93,000.00
City of Coleman	City Manager	3,912	\$115,000.00
City of Colleyville	City Manager	27,000	\$265,000.00
City of Commerce	City Manager	9,090	\$159,000.00
City of Coppell	City Manager	43,140	\$268,461.00
City of Copperas Cove	City Manager	37,225	\$170,622.00
City of Corpus Christi	Assistant City Manager	350,000	\$201,000.00
City of Corrigan	City Manager	1,595	\$64,000.00
City of Crowley	City Manager	20,000	\$198,411.00
City of Cuero	City Manager	8,251	\$165,000.00
City of Dalhart	City Manager	8,000	\$118,000.00
City of Dayton	City Manager	9,134	\$195,000.00
City of Decatur	City Manager	7,250	\$165,000.00
City of Deer Park	Assistant City Manager	35,000	\$146,141.00
City of Deer Park	City Manager	35,000	\$270,000.00
City of Denver City	City Manager	4,467	\$101,445.00
City of DeSoto	City Manager	56,145	\$210,120.00
City of Dickinson	City Manager	21,000	\$201,000.00
City of Duncanville	City Manager	41,340	\$233,442.00
City of Early	City Administrator	3,400	\$100,000.00
City of El Campo	City Manager	12,906	\$160,792.00
City of Elmendorf	City Administrator	1,844	\$130,480.00
City of Euless	City Manager	61,480	\$225,000.00
City of Fairfield	City Administrator	2,855	\$89,000.00
City of Fate	Assistant City Manager	21,000	\$148,026.76
City of Fate	City Manager	21,000	\$206,486.05
City of Forest Hill	Interim City Manager	14,000	\$156,000.00
City of Fort Worth	Assistant City Manager	925,000	\$206,128.00
City of Friendswood	City Manager	42,314	\$209,019.00
City of Friona	City Manager	4,123	\$93,651.00
City of Gainesville	City Manager	18,000	\$212,360.00
City of Galveston	Deputy City Manager	53,000	\$199,000.00
City of Galveston	City Manager	53,000	\$251,000.00
City of Garland	Assistant City Manager	246,018	\$222,000.00
City of Gatesville	City Manager	16,135	\$146,469.00
City of Georgetown	City Manager	85,000	\$293,600.00
City of Graham	City Manager	8,698	\$145,000.00
City of Granbury	City Manager	11,400	\$197,926.00
City of Grand Prairie	City Manager	205,000	\$283,250.00

City of Hamilton	City Administrator	3,012	\$85,696.00
City of Harlingen	Assistant City Manager - External Services	75,000	\$125,000.00
City of Haskell	City Administrator	3,100	\$118,230.00
City of Heath	City Manager	9,500	\$180,000.00
City of Hedwig Village	City Administrator	5,400	\$151,000.00
City of Hemphill	City Manager	1,200	\$86,150.00
City of Henderson	City Manager	14,500	\$135,000.00
City of Hewitt	City Manager	16,000	\$202,000.00
City of Highland Village	City Manager	16,020	\$227,115.00
City of Hill Country Village	City Administrator	1,000	\$123,786.00
City of Hudson Oaks	City Administrator	3,000	\$135,000.00
City of Humble	City Manager	15,500	\$180,256.80
City of Huntington	City Administrator	2,045	\$75,587.00
City of Huntsville	City Manager	45,848	\$185,000.00
City of Hurst	City Manager	40,000	\$238,050.00
City of Idalou	City Administrator	2,250	\$72,000.00
City of Ingleside	City Manager	9,519	\$135,000.00
City of Iowa Colony	City Manager	12,000	\$186,000.00
City of Iowa Park	City Manager	6,400	\$121,605.00
City of Irving	City Manager	256,000	\$293,896.00
City of Jacinto City	City Manager	10,533	\$125,409.00
City of Jacksboro	City Manager	4,200	\$110,000.00
City of Jersey Village	City Manager	8,000	\$201,788.00
City of Josephine	City Administrator	3,800	\$119,000.00
City of Joshua	City Manager	8,900	\$132,000.00
City of Joshua	Assistant City Manager	8,900	\$91,375.00
City of Justin	City Manager	5,400	\$150,000.00
City of Kaufman	City Manager	8,000	\$165,000.00
City of Keller	City Manager	48,000	\$259,794.00
City of Kenedy	City Manager	3,500	\$100,000.00
City of Kerrville	Assistant City Manager	25,000	\$157,000.00
City of Kerrville	City Manager	25,000	\$200,300.00
City of Kilgore	City Manager	14,000	\$150,000.00
City of Killeen	City Manager	160,000	\$250,000.00
City of Knox City	City Administrator	1,119	\$46,000.00
City of Lago Vista	City Manager	7,556	\$181,500.00
City of La Porte	Assistant City Manager	35,000	\$175,157.00
City of La Vernia	City Administrator	1,400	\$91,000.00
City of Lake Jackson	Assistant City Manager	28,500	\$140,000.00
City of Lake Jackson	City Manager	28,500	\$236,913.00
City of Lampasas	City Manager	7,500	\$150,000.00
City of Lancaster	Assistant City Manager	41,560	\$181,900.00
City of Laredo	Assistant City Manager	276,000	\$190,000.00
City of Lavon	City Administrator	6,900	\$155,000.00
City of League City	City Manager	120,000	\$255,000.00
City of Leander	City Manager	90,000	\$234,000.00
City of Leon Valley	City Manager	11,151	\$160,000.00

City of Levelland	Assistant City Manager	13,500	\$119,600.00
City of Levelland	Assistant City Manager	13,500	\$114,137.00
City of Levelland	City Manager	13,500	\$155,000.00
City of Live Oak	City Manager	18,500	\$173,000.00
City of Livingston	Assistant City Manager/City Secretary	5,640	\$87,801.00
City of Lockney	City Manager	1,750	\$83,050.00
City of Longview	Assistant City Manager	81,762	\$156,675.76
City of Longview	City Manager	81,762	\$213,700.00
City of Lorena	City Manager	1,810	\$84,000.00
City of Lorenzo	City Administrator	1,138	\$62,500.00
City of Lubbock	Assistant City Manager	269,794	\$172,840.00
City of Lubbock	Assistant City Manager	269,794	\$186,029.00
City of Lubbock	Deputy City Manager	269,794	\$219,556.48
City of Lubbock	City Manager	269,794	\$341,604.00
City of Lubbock	Chief Financial Officer	269,794	\$182,782.08
City of Lucas	City Manager	9,000	\$182,000.00
City of Mansfield	Deputy City Manager/CFO	79,000	\$235,000.00
City of Manvel	Assistant City Manager / City Engineer	17,250	\$192,000.00
City of Manvel	City Manager	17,250	\$253,000.00
City of Marble Falls	City Manager	7,586	\$175,000.00
City of Marshall	City Manager	23,000	\$155,000.00
City of McAllen	Assistant City Manager	143,920	\$192,074.00
City of McAllen	Assistant City Manager	143,920	\$192,074.00
City of McAllen	Assistant City Manager	143,920	\$192,074.00
City of McLendon-Chisholm	City Administrator	5,388	\$135,000.00
City of McKinney	Assistant City Manager	210,000	\$228,700.00
City of Melissa	City Manager	23,000	\$202,000.00
City of Mesquite	City Manager	152,800	\$271,425.00
City of Midland	City Manager	151,000	\$151,000.00
City of Montgomery	Assistant City Administrator	2,000	\$113,000.00
City of Morgan's Point Resort	City Manager	5,100	\$136,000.00
City of Mount Pleasant	City Manager	16,275	\$185,000.00
City of Muenster	City Manager	1,800	\$90,000.00
City of Nacogdoches	City Manager	33,000	\$205,000.00
City of Navasota	City Manager	8,500	\$135,000.00
City of New Braunfels	City Manager	100,000	\$280,961.00
City of New Fairview	City Administrator	2,060	\$118,000.00
City of North Richland Hills	Assistant City Manager	71,904	\$205,972.00
City of North Richland Hills	Deputy City Manager	71,904	\$220,127.00
City of North Richland Hills	City Manager	71,904	\$276,000.00
City of Olmos Park	City Manager	2,162	\$112,000.00
City of Olney	City Administrator	3,098	\$68,250.00
City of Olton	City Administrator	2,215	\$69,000.00
City of Overton	City Manager	2,274	\$77,000.00
City of Ovilla	City Manager	4,349	\$125,000.00
City of Pampa	City Manager	18,000	\$182,500.00
City of Paris	City Manager	25,000	\$168,300.00

City of Pasadena	Chief of Staff	151,000	\$180,000.00
City of Perryton	City Manager	8,500	\$167,960.00
City of Pflugerville	Assistant City Manager	74,000	\$202,000.00
City of Pflugerville	Deputy City Manager	74,000	\$231,456.00
City of Pflugerville	City Manager	74,000	\$266,157.00
City of Pilot Point	City Manager	5,300	\$169,785.00
City of Piney Point Village	City Administrator	3,128	\$155,000.00
City of Plainview	City Manager	20,187	\$173,746.00
City of Port Aransas	Assistant City Manager	4,000	\$105,000.00
City of Port Neches	Assistant City Manager/H.R. Director	14,500	\$163,767.00
City of Port Neches	Assistant City Manager/H.R. Director	14,500	\$163,767.00
City of Port Neches	City Manager	14,500	\$199,060.00
City of Portland	Assistant City Manager	20,536	\$152,734.00
City of Portland	Deputy City Manager	20,536	\$167,274.00
City of Portland	City Manager	20,536	\$201,866.00
City of Post	City Manager	5,500	\$97,850.00
City of Red Oak	Assistant City Manager	15,000	\$187,000.00
City of Rhome	City Administrator	1,797	\$130,000.00
City of Richland Hills	City Manager	8,620	\$166,000.00
City of Richwood	City Manager	5,035	\$121,000.00
City of Robinson	City Manager	12,443	\$165,000.00
City of Rockwall	City Manager	50,079	\$229,000.00
City of Rollingwood	City Administrator	1,500	\$121,000.00
City of Roman Forest	City Administrator	2,200	\$70,000.00
City of Rosenberg	City Manager	39,500	\$193,000.00
City of Round Rock	City Manager	120,000	\$303,000.00
City of Saginaw	City Manager	24,310	\$198,676.00
City of San Angelo	Assistant City Manager	99,667	\$181,847.00
City of San Angelo	Assistant City Manager	99,667	\$181,847.00
City of San Angelo	City Manager	99,667	\$240,750.00
City of San Benito	City Manager	24,259	\$175,000.00
City of San Saba	City Manager	3,200	\$113,815.00
City of Schertz	City Manager	45,000	\$210,000.00
City of Schertz	Deputy City Manager	45,000	\$170,063.00
City of Seabrook	City Manager	14,000	\$179,880.00
City of Selma	City Administrator	13,000	\$164,400.00
City of Seymour	City Administrator	2,700	\$68,000.00
City of Shavano Park	City Manager	4,000	\$180,772.00
City of Silverton	Interim City Administrator	625	\$43,000.00
City of Sinton	City Manager	5,600	\$143,000.00
City of Slaton	City Administrator	6,500	\$110,000.00
City of Snook	City Administrator/City Secretary	680	\$72,500.00
City of Somerville	City Administrator	1,422	\$81,250.00
City of Southside Place	City Manager	1,835	\$155,000.00
City of Spearman	City Manager	3,171	\$75,000.00
City of Spring Valley Village	City Administrator	4,282	\$190,326.00
City of Springtown	City Administrator	3,600	\$148,000.00

City of Sundown	City Administrator	1,261	\$75,750.00
City of Sweeny	City Manager	4,000	\$95,000.00
City of Taylor	Assistant City Manager	20,000	\$167,855.00
City of Taylor	Deputy City Manager	20,000	\$171,950.00
City of Taylor	City Manager	20,000	\$226,234.00
City of Teague	City Administrator / Secretary	3,560	\$95,235.00
City of Terrell	City Manager	18,500	\$235,000.00
City of Texarkana	City Manager	36,117	\$171,000.00
City of Todd Mission	City Manager	200	\$83,700.00
City of Tomball	Assistant City Manager	12,000	\$149,000.00
City of Tomball	City Manager	12,000	\$175,000.00
City of Troup	City Manager	2,006	\$77,250.00
City of Tyler	City Manager	108,000	\$273,000.00
City of Universal City	City Manager	19,560	\$226,720.00
City of University Park	Assistant City Manager	24,985	\$198,198.00
City of Uvalde	City Manager	16,000	\$137,758.00
City of Victoria	Assistant City Manager	67,000	\$155,400.00
City of Victoria	City Manager	67,000	\$200,000.00
City of Watauga	City Manager	24,000	\$145,000.00
City of Waxahachie	Deputy City Manager	45,407	\$221,665.00
City of Waxahachie	City Manager	45,407	\$285,576.00
City of Weatherford	Assistant City Manager / Chief of Police	35,000	\$205,000.00
City of Weatherford	City Manager	35,000	\$256,250.00
City of Webster	City Manager	12,193	\$257,903.00
City of Wharton	Assistant City Manager	9,734	\$104,837.00
City of Wharton	City Manager	8,734	\$145,000.00
City of Whitehouse	City Manager	7,500	\$127,656.00
City of Wichita Falls	Assistant City Manager	105,000	\$177,500.00
City of Wichita Falls	City Manager	105,000	\$247,142.00
City of Willis	City Manager	8,725	\$175,000.00
City of Wills Point	City Administrator	3,863	\$77,000.00
City of Wimberley	City Administrator	2,839	\$130,000.00
City of Wolfforth	City Manager	6,500	\$190,000.00
City of Wylie	City Manager	60,000	\$231,750.10
Town of Addison	Deputy City Manager	16,000	\$188,700.00
Town of Argyle	Town Administrator	4,760	\$155,000.00
Town of Cross Roads	Town Administrator	1,850	\$128,225.00
Town of Little Elm	Town Manager	53,000	\$230,000.00
Town of Northlake	Town Manager	10,000	\$265,000.00
Town of Prosper	Executive Director of Community Services	36,000	\$182,000.00
Town of Ransom Canyon	City Manager	1,107	\$101,549.55
Town of Sunnyvale	Town Manager	8,200	\$207,500.00
Town of Trophy Club	Town Manager	13,688	\$224,712.00
Village of Volente	City Administrator/City Secretary	600	\$85,000.00