

**CITY OF SIERRA VISTA, AZ  
PAY PLANS**

<b>NON-EXEMPT PAY PLAN</b>	
<b>Grade</b>	<b>Job Title</b>
200	Custodian Lifeguard
201	Account Clerk Animal Control Assistant Customer Service Representative Library Assistant Recreation Leader Receiving/Inventory Control Specialist
202	Administrative Secretary I Accounting Assistant Public Works Maintenance Worker General Maintenance Worker Head Lifeguard Police Records Clerk I Public Safety Call Taker Transit Dispatcher Transit Driver
203	Administrative Secretary II Police Records Clerk II
204	Library Technician
205	Animal Control Officer I Buyer Library Circulation Coordinator

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<b>NON-EXEMPT PAY PLAN</b>	
<b>Grade</b>	<b>Job Title</b>
	Evidence Custodian Lead Custodian Public Works Maintenance Technician I
206	Animal Control Officer II Drafting Technician Fleet Technician I Junior Accountant Department Specialist Sr Police Records Clerk Street Maintenance Technician I
207	Graphics Designer Code Enforcement Officer Facilities Technician I Fleet Technician II Wastewater Technician I Public Safety Dispatch I
208	Building Inspector Buyer II Construction Inspector Public Works Maintenance Technician II Museum Curator Public Safety Dispatch II
209	Aquatic Coordinator Customer Service Coordinator

**CITY OF SIERRA VISTA, AZ  
PAY PLANS**

<b>NON-EXEMPT PAY PLAN</b>	
<b>Grade</b>	<b>Job Title</b>
	Engineering Technician Recreation Coordinator Payroll/Benefits Coordinator Recruitment Coordinator Fleet Service Coordinator Sr Building Inspector Sr Construction Inspector Street Maintenance Technician II Public Works Admin Coordinator
210	Deputy City Clerk Executive Secretary Facilities Technician II Wastewater Technician II
211	Animal Control Supervisor Public Works Supervisor IT Network Administrator I IT Systems Administrator I Police Records Supervisor
212	IT Network Administrator II IT Systems Administrator II

NONEXEMPT STRUCTURE								
Grade		200		201		202		203
1	<b>\$12.81</b>	\$26,638	<b>\$13.45</b>	\$27,970	<b>\$14.12</b>	\$29,368	<b>\$14.83</b>	\$30,837
2	<b>\$13.06</b>	\$27,171	<b>\$13.72</b>	\$28,529	<b>\$14.40</b>	\$29,955	<b>\$15.12</b>	\$31,454
3	<b>\$13.32</b>	\$27,714	<b>\$13.99</b>	\$29,100	<b>\$14.69</b>	\$30,554	<b>\$15.42</b>	\$32,083
4	<b>\$13.59</b>	\$28,268	<b>\$14.27</b>	\$29,682	<b>\$14.98</b>	\$31,166	<b>\$15.73</b>	\$32,724
5	<b>\$13.86</b>	\$28,834	<b>\$14.56</b>	\$30,276	<b>\$15.28</b>	\$31,789	<b>\$16.05</b>	\$33,379
6	<b>\$14.14</b>	\$29,411	<b>\$14.85</b>	\$30,881	<b>\$15.59</b>	\$32,425	<b>\$16.37</b>	\$34,047
7	<b>\$14.42</b>	\$29,999	<b>\$15.14</b>	\$31,499	<b>\$15.90</b>	\$33,073	<b>\$16.70</b>	\$34,727
8	<b>\$14.71</b>	\$30,599	<b>\$15.45</b>	\$32,129	<b>\$16.22</b>	\$33,735	<b>\$17.03</b>	\$35,422
9	<b>\$15.01</b>	\$31,211	<b>\$15.76</b>	\$32,771	<b>\$16.54</b>	\$34,409	<b>\$17.37</b>	\$36,130
10	<b>\$15.31</b>	\$31,835	<b>\$16.07</b>	\$33,427	<b>\$16.87</b>	\$35,097	<b>\$17.72</b>	\$36,853
11	<b>\$15.61</b>	\$32,472	<b>\$16.39</b>	\$34,095	<b>\$17.21</b>	\$35,799	<b>\$18.07</b>	\$37,590
12	<b>\$15.92</b>	\$33,121	<b>\$16.72</b>	\$34,777	<b>\$17.56</b>	\$36,515	<b>\$18.43</b>	\$38,342
13	<b>\$16.24</b>	\$33,783	<b>\$17.05</b>	\$35,473	<b>\$17.91</b>	\$37,246	<b>\$18.80</b>	\$39,109
14	<b>\$16.57</b>	\$34,459	<b>\$17.40</b>	\$36,182	<b>\$18.26</b>	\$37,991	<b>\$19.18</b>	\$39,891
15	<b>\$16.90</b>	\$35,148	<b>\$17.74</b>	\$36,906	<b>\$18.63</b>	\$38,750	<b>\$19.56</b>	\$40,689
16	<b>\$17.24</b>	\$35,851	<b>\$18.10</b>	\$37,644	<b>\$19.00</b>	\$39,525	<b>\$19.95</b>	\$41,503
17	<b>\$17.58</b>	\$36,568	<b>\$18.46</b>	\$38,397	<b>\$19.38</b>	\$40,316	<b>\$20.35</b>	\$42,333
18	<b>\$17.93</b>	\$37,300	<b>\$18.83</b>	\$39,165	<b>\$19.77</b>	\$41,122	<b>\$20.76</b>	\$43,179
19	<b>\$18.29</b>	\$38,046	<b>\$19.21</b>	\$39,948	<b>\$20.17</b>	\$41,945	<b>\$21.17</b>	\$44,043
20	<b>\$18.66</b>	\$38,807	<b>\$19.59</b>	\$40,747	<b>\$20.57</b>	\$42,784	<b>\$21.60</b>	\$44,924

NONEXEMPT STRUCTURE								
Grade		204		205		206		207
1	<b>\$15.57</b>	\$32,379	<b>\$16.34</b>	\$33,997	<b>\$17.16</b>	\$35,697	<b>\$18.02</b>	\$37,482
2	<b>\$15.88</b>	\$33,027	<b>\$16.67</b>	\$34,677	<b>\$17.51</b>	\$36,411	<b>\$18.38</b>	\$38,232
3	<b>\$16.20</b>	\$33,687	<b>\$17.01</b>	\$35,370	<b>\$17.86</b>	\$37,139	<b>\$18.75</b>	\$38,996
4	<b>\$16.52</b>	\$34,361	<b>\$17.35</b>	\$36,078	<b>\$18.21</b>	\$37,882	<b>\$19.12</b>	\$39,776
5	<b>\$16.85</b>	\$35,048	<b>\$17.69</b>	\$36,799	<b>\$18.58</b>	\$38,640	<b>\$19.51</b>	\$40,572
6	<b>\$17.19</b>	\$35,749	<b>\$18.05</b>	\$37,535	<b>\$18.95</b>	\$39,412	<b>\$19.90</b>	\$41,383
7	<b>\$17.53</b>	\$36,464	<b>\$18.41</b>	\$38,286	<b>\$19.33</b>	\$40,201	<b>\$20.29</b>	\$42,211
8	<b>\$17.88</b>	\$37,193	<b>\$18.77</b>	\$39,052	<b>\$19.71</b>	\$41,005	<b>\$20.70</b>	\$43,055
9	<b>\$18.24</b>	\$37,937	<b>\$19.15</b>	\$39,833	<b>\$20.11</b>	\$41,825	<b>\$21.11</b>	\$43,916
10	<b>\$18.60</b>	\$38,696	<b>\$19.53</b>	\$40,630	<b>\$20.51</b>	\$42,661	<b>\$21.54</b>	\$44,794
11	<b>\$18.98</b>	\$39,470	<b>\$19.92</b>	\$41,442	<b>\$20.92</b>	\$43,514	<b>\$21.97</b>	\$45,690
12	<b>\$19.36</b>	\$40,259	<b>\$20.32</b>	\$42,271	<b>\$21.34</b>	\$44,385	<b>\$22.41</b>	\$46,604
13	<b>\$19.74</b>	\$41,064	<b>\$20.73</b>	\$43,116	<b>\$21.77</b>	\$45,272	<b>\$22.85</b>	\$47,536
14	<b>\$20.14</b>	\$41,886	<b>\$21.14</b>	\$43,979	<b>\$22.20</b>	\$46,178	<b>\$23.31</b>	\$48,487
15	<b>\$20.54</b>	\$42,723	<b>\$21.57</b>	\$44,858	<b>\$22.64</b>	\$47,101	<b>\$23.78</b>	\$49,457
16	<b>\$20.95</b>	\$43,578	<b>\$22.00</b>	\$45,755	<b>\$23.10</b>	\$48,043	<b>\$24.25</b>	\$50,446
17	<b>\$21.37</b>	\$44,449	<b>\$22.44</b>	\$46,671	<b>\$23.56</b>	\$49,004	<b>\$24.74</b>	\$51,455
18	<b>\$21.80</b>	\$45,338	<b>\$22.89</b>	\$47,604	<b>\$24.03</b>	\$49,984	<b>\$25.23</b>	\$52,484
19	<b>\$22.23</b>	\$46,245	<b>\$23.34</b>	\$48,556	<b>\$24.51</b>	\$50,984	<b>\$25.74</b>	\$53,534
20	<b>\$22.68</b>	\$47,170	<b>\$23.81</b>	\$49,527	<b>\$25.00</b>	\$52,004	<b>\$26.25</b>	\$54,604

<b>NONEXEMPT STRUCTURE</b>										
<b>Grade</b>		<b>208</b>		<b>209</b>		<b>210</b>		<b>211</b>		<b>212</b>
<b>1</b>	<b>\$18.92</b>	\$39,356	<b>\$19.87</b>	\$41,324	<b>\$20.86</b>	\$43,390	<b>\$21.90</b>	\$45,560	<b>\$23.00</b>	\$47,838
<b>2</b>	<b>\$19.30</b>	\$40,143	<b>\$20.26</b>	\$42,150	<b>\$21.28</b>	\$44,258	<b>\$22.34</b>	\$46,471	<b>\$23.46</b>	\$48,795
<b>3</b>	<b>\$19.69</b>	\$40,946	<b>\$20.67</b>	\$42,993	<b>\$21.70</b>	\$45,143	<b>\$22.79</b>	\$47,401	<b>\$23.93</b>	\$49,771
<b>4</b>	<b>\$20.08</b>	\$41,765	<b>\$21.08</b>	\$43,853	<b>\$22.14</b>	\$46,046	<b>\$23.24</b>	\$48,349	<b>\$24.41</b>	\$50,766
<b>5</b>	<b>\$20.48</b>	\$42,600	<b>\$21.51</b>	\$44,730	<b>\$22.58</b>	\$46,967	<b>\$23.71</b>	\$49,316	<b>\$24.89</b>	\$51,781
<b>6</b>	<b>\$20.89</b>	\$43,452	<b>\$21.94</b>	\$45,625	<b>\$23.03</b>	\$47,906	<b>\$24.18</b>	\$50,302	<b>\$25.39</b>	\$52,817
<b>7</b>	<b>\$21.31</b>	\$44,321	<b>\$22.37</b>	\$46,538	<b>\$23.49</b>	\$48,864	<b>\$24.67</b>	\$51,308	<b>\$25.90</b>	\$53,873
<b>8</b>	<b>\$21.73</b>	\$45,208	<b>\$22.82</b>	\$47,468	<b>\$23.96</b>	\$49,841	<b>\$25.16</b>	\$52,334	<b>\$26.42</b>	\$54,951
<b>9</b>	<b>\$22.17</b>	\$46,112	<b>\$23.28</b>	\$48,418	<b>\$24.44</b>	\$50,838	<b>\$25.66</b>	\$53,381	<b>\$26.95</b>	\$56,050
<b>10</b>	<b>\$22.61</b>	\$47,034	<b>\$23.74</b>	\$49,386	<b>\$24.93</b>	\$51,855	<b>\$26.18</b>	\$54,448	<b>\$27.49</b>	\$57,171
<b>11</b>	<b>\$23.06</b>	\$47,975	<b>\$24.22</b>	\$50,374	<b>\$25.43</b>	\$52,892	<b>\$26.70</b>	\$55,537	<b>\$28.04</b>	\$58,314
<b>12</b>	<b>\$23.53</b>	\$48,934	<b>\$24.70</b>	\$51,381	<b>\$25.94</b>	\$53,950	<b>\$27.23</b>	\$56,648	<b>\$28.60</b>	\$59,481
<b>13</b>	<b>\$24.00</b>	\$49,913	<b>\$25.20</b>	\$52,409	<b>\$26.46</b>	\$55,029	<b>\$27.78</b>	\$57,781	<b>\$29.17</b>	\$60,670
<b>14</b>	<b>\$24.48</b>	\$50,911	<b>\$25.70</b>	\$53,457	<b>\$26.99</b>	\$56,130	<b>\$28.33</b>	\$58,937	<b>\$29.75</b>	\$61,884
<b>15</b>	<b>\$24.97</b>	\$51,929	<b>\$26.21</b>	\$54,526	<b>\$27.53</b>	\$57,252	<b>\$28.90</b>	\$60,115	<b>\$30.35</b>	\$63,121
<b>16</b>	<b>\$25.47</b>	\$52,968	<b>\$26.74</b>	\$55,617	<b>\$28.08</b>	\$58,397	<b>\$29.48</b>	\$61,318	<b>\$30.95</b>	\$64,384
<b>17</b>	<b>\$25.97</b>	\$54,027	<b>\$27.27</b>	\$56,729	<b>\$28.64</b>	\$59,565	<b>\$30.07</b>	\$62,544	<b>\$31.57</b>	\$65,671
<b>18</b>	<b>\$26.49</b>	\$55,108	<b>\$27.82</b>	\$57,864	<b>\$29.21</b>	\$60,756	<b>\$30.67</b>	\$63,795	<b>\$32.20</b>	\$66,985
<b>19</b>	<b>\$27.02</b>	\$56,210	<b>\$28.38</b>	\$59,021	<b>\$29.79</b>	\$61,972	<b>\$31.28</b>	\$65,071	<b>\$32.85</b>	\$68,324
<b>20</b>	<b>\$27.56</b>	\$57,334	<b>\$28.94</b>	\$60,201	<b>\$30.39</b>	\$63,211	<b>\$31.91</b>	\$66,372	<b>\$33.51</b>	\$69,691

**CITY OF SIERRA VISTA, AZ  
PAY PLANS**

EXEMPT PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
100	Annual	\$51,446	\$64,307	\$77,169	Recreation Program Supervisor
	Monthly	\$4,287.17	\$5,358.92	\$6,430.75	Accountant
	Hourly				Librarian Planner
101	Annual	\$55,047	\$68,809	\$82,570	Management Analyst I
	Monthly	\$4,587.25	\$5,734.08	\$6,880.83	Sr Planner
	Hourly				
102	Annual	\$59,451	\$74,313	\$89,176	Contracts Administrator
	Monthly	\$4,954.25	\$6,192.75	\$7,431.33	Civil Engineer
	Hourly				Management Analyst II Sr Accountant Sr. Accountant/Grant Administrator Principal Planner
103	Annual	\$64,207	\$80,258	\$96,310	Public Works Administrator
	Monthly	\$5,350.58	\$6,688.17	\$8,025.83	Communications & Police Records Administrator
	Hourly				Building Administrator IT Database Administrator IT Sr. Network Administrator IT Sr. Systems Administrator MPO Administrator
104	Annual	\$69,343	\$86,679	\$104,015	Sr Civil Engineer
	Monthly	\$5,778.58	\$7,223.25	\$8,667.92	
	Hourly				

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PAY PLANS**

<b>EXEMPT PAY PLAN</b>					
<b>Grade</b>	<b>Pay Frequency</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Job Title</b>
105	Annual	\$75,584	\$94,480	\$113,376	City Clerk Library Manager Leisure Services Manager
	Monthly	\$6,298.67	\$7,873.33	\$9,448.00	
	Hourly				
106	Annual	\$82,387	\$102,983	\$123,580	City Engineer Public Works Operations Manager
	Monthly	\$6,865.58	\$8,581.92	\$10,298.33	
	Hourly				
<b>SENIOR MANAGEMENT PAY PLAN</b>					
<b>Grade</b>	<b>Pay Frequency</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Job Title</b>
I	Annual	\$89,811	\$112,263	\$134,716	Economic Development Manager Marketing & Public Affairs Mgr/Public Information Officer Chief Information Officer Chief Procurement Officer Chief Human Resources Officer
	Monthly	\$7,484	\$9,355	\$11,226	
	Hourly				
II	Annual	\$97,234	\$121,543	\$145,851	Director of Community Development Director of Leisure & Library Services Director of Public Works Chief Financial Officer
	Monthly	\$8,102.83	\$10,128.58	\$12,154.25	
	Hourly				
III	Annual	\$111,819	\$139,774	\$167,729	Fire Chief Police Chief
	Monthly	\$9,318.25	\$11,647.83	\$13,977.42	

**EXEMPT FIRE PAY PLAN**



<b>Grade</b>	<b>Pay Frequency</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Job Title</b>
F5	Annual	\$80,989	\$96,490	\$111,992	Fire Marshal Fire Battalion Chief
	Monthly	\$6,749.08	\$8,040.83	\$9,332.67	
F6	Annual	\$90,932	\$110,103	\$129,273	Deputy Fire Chief
	Monthly	\$7,577.67	\$9,175.25	\$10,772.75	

**EXEMPT POLICE PAY PLAN**

<b>Grade</b>	<b>Pay Frequency</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Job Title</b>
P4	Annual	\$79,639	\$92,838	\$106,038	Police Lieutenant
	Monthly	\$6,636.58	\$7,736.50	\$8,836.50	
P5	Annual	\$88,487	\$106,940	\$125,393	Police Commander
	Monthly	\$7,373.92	\$8,911.67	\$10,449.42	
P6	Annual	\$103,664	\$124,035	\$144,406	Deputy Police Chief
	Monthly	\$8,638.67	\$10,336.25	\$12,033.83	



<b>POLICE NONEXEMPT STEP STRUCTURE</b>								
<b>Grade</b>		<b>P1</b>		<b>P2</b>		<b>P3</b>		<b>P4</b>
<b>Rank</b>		<b>Recruit</b>		<b>Officer</b>		<b>Corporal</b>		<b>Sergeant</b>
<b>2% Steps</b>								
<b>1</b>	<b>\$22.63</b>	\$47,075	<b>\$23.59</b>	\$49,075	<b>\$25.86</b>	\$53,782	<b>\$35.00</b>	\$72,800
<b>2</b>			<b>\$24.07</b>	\$50,057	<b>\$26.37</b>	\$54,858	<b>\$35.70</b>	\$74,256
<b>3</b>			<b>\$24.55</b>	\$51,058	<b>\$26.90</b>	\$55,955	<b>\$36.41</b>	\$75,741
<b>4</b>			<b>\$25.04</b>	\$52,079	<b>\$27.44</b>	\$57,074	<b>\$37.14</b>	\$77,256
<b>5</b>			<b>\$25.54</b>	\$53,120	<b>\$27.99</b>	\$58,215	<b>\$37.89</b>	\$78,801
<b>6</b>			<b>\$26.05</b>	\$54,183	<b>\$28.55</b>	\$59,380	<b>\$38.64</b>	\$80,377
<b>7</b>			<b>\$26.57</b>	\$55,266	<b>\$29.12</b>	\$60,567	<b>\$39.42</b>	\$81,985
<b>8</b>			<b>\$27.10</b>	\$56,372	<b>\$29.70</b>	\$61,779	<b>\$40.20</b>	\$83,624
<b>9</b>			<b>\$27.64</b>	\$57,499	<b>\$30.30</b>	\$63,014	<b>\$41.01</b>	\$85,297
<b>10</b>			<b>\$28.20</b>	\$58,649	<b>\$30.90</b>	\$64,274	<b>\$41.83</b>	\$87,003
<b>11</b>			<b>\$28.76</b>	\$59,822	<b>\$31.52</b>	\$65,560	<b>\$42.66</b>	\$88,743
<b>12</b>			<b>\$29.34</b>	\$61,019	<b>\$32.15</b>	\$66,871	<b>\$43.52</b>	\$90,518
<b>13</b>			<b>\$29.92</b>	\$62,239	<b>\$32.79</b>	\$68,209	<b>\$44.39</b>	\$92,328
<b>14</b>			<b>\$30.52</b>	\$63,484	<b>\$33.45</b>	\$69,573	<b>\$45.28</b>	\$94,175
<b>15</b>			<b>\$31.13</b>	\$64,753	<b>\$34.12</b>	\$70,964		
<b>16</b>			<b>\$31.75</b>	\$66,048	<b>\$34.80</b>	\$72,383		
<b>17</b>			<b>\$32.39</b>	\$67,369	<b>\$35.50</b>	\$73,831		
<b>18</b>			<b>\$33.04</b>	\$68,717	<b>\$36.21</b>	\$75,308		

FIRE NONEXEMPT STRUCTURE								
Grade		F1		F2		F3		F4
Rank		Firefighter/ EMT		Fire Inspector		Fire Engineer		Fire Captain
2% Steps								
1	<b>\$14.49</b>	\$42,192	<b>\$15.90</b>	\$46,308	<b>\$17.60</b>	\$51,246	<b>\$20.33</b>	\$59,210
2	<b>\$14.78</b>	\$43,036	<b>\$16.22</b>	\$47,235	<b>\$17.95</b>	\$52,271	<b>\$20.74</b>	\$60,394
3	<b>\$15.07</b>	\$43,897	<b>\$16.54</b>	\$48,179	<b>\$18.31</b>	\$53,316	<b>\$21.15</b>	\$61,602
4	<b>\$15.38</b>	\$44,774	<b>\$16.88</b>	\$49,143	<b>\$18.68</b>	\$54,383	<b>\$21.58</b>	\$62,834
5	<b>\$15.68</b>	\$45,670	<b>\$17.21</b>	\$50,126	<b>\$19.05</b>	\$55,470	<b>\$22.01</b>	\$64,091
6	<b>\$16.00</b>	\$46,583	<b>\$17.56</b>	\$51,128	<b>\$19.43</b>	\$56,580	<b>\$22.45</b>	\$65,372
7	<b>\$16.32</b>	\$47,515	<b>\$17.91</b>	\$52,151	<b>\$19.82</b>	\$57,711	<b>\$22.90</b>	\$66,680
8	<b>\$16.64</b>	\$48,465	<b>\$18.27</b>	\$53,194	<b>\$20.21</b>	\$58,866	<b>\$23.36</b>	\$68,013
9	<b>\$16.98</b>	\$49,435	<b>\$18.63</b>	\$54,258	<b>\$20.62</b>	\$60,043	<b>\$23.82</b>	\$69,374
10	<b>\$17.32</b>	\$50,423	<b>\$19.01</b>	\$55,343	<b>\$21.03</b>	\$61,244	<b>\$24.30</b>	\$70,761
11	<b>\$17.66</b>	\$51,432	<b>\$19.39</b>	\$56,450	<b>\$21.45</b>	\$62,469	<b>\$24.79</b>	\$72,176
12	<b>\$18.02</b>	\$52,460	<b>\$19.77</b>	\$57,579	<b>\$21.88</b>	\$63,718	<b>\$25.28</b>	\$73,620
13	<b>\$18.38</b>	\$53,510	<b>\$20.17</b>	\$58,730	<b>\$22.32</b>	\$64,992	<b>\$25.79</b>	\$75,092
14	<b>\$18.74</b>	\$54,580	<b>\$20.57</b>	\$59,905	<b>\$22.77</b>	\$66,292	<b>\$26.30</b>	\$76,594
15	<b>\$19.12</b>	\$55,671	<b>\$20.98</b>	\$61,103	<b>\$23.22</b>	\$67,618	<b>\$26.83</b>	\$78,126
16	<b>\$19.50</b>	\$56,785	<b>\$21.40</b>	\$62,325	<b>\$23.68</b>	\$68,970	<b>\$27.37</b>	\$79,689
17	<b>\$19.89</b>	\$57,921	<b>\$21.83</b>	\$63,571				
18	<b>\$20.29</b>	\$59,079	<b>\$22.27</b>	\$64,843				
19	<b>\$20.69</b>	\$60,261	<b>\$22.71</b>	\$66,140				
20	<b>\$21.11</b>	\$61,466						
21	<b>\$21.53</b>	\$62,695						