

**CITY OF SIERRA VISTA, AZ
FY 21 PAY PLANS**

NON-EXEMPT PAY PLAN	
Grade	Job Title
200	Custodian General Laborer Lifeguard
201	Account Clerk Animal Control Assistant Customer Service Representative EMT Transport Facilities Maintenance Worker Library Program & Outreach Leader Parks Maintenance Worker Recreation Leader
202	Accounting Assistant Administrative Secretary I Airport Maintenance Worker Head Lifeguard Police Records Clerk I Refuse Maintenance Worker Streets Maintenance Worker Transit Dispatcher Transit Driver Wastewater Maintenance Worker

**CITY OF SIERRA VISTA, AZ
FY 21 PAY PLANS**

NON-EXEMPT PAY PLAN	
Grade	Job Title
203	Administrative Secretary II Police Records Clerk II
204	Library Technician
205	Airport Technician Animal Control Officer I Buyer Compost Technician Evidence Custodian Paramedic Transport Parks Maintenance Technician I Refuse Technician
206	Animal Control Officer II Department Specialist Digital Media Specialist Drafting Technician Fleet Technician I Junior Accountant Sr Police Records Clerk Street Maintenance Technician I

**CITY OF SIERRA VISTA, AZ
FY 21 PAY PLANS**

NON-EXEMPT PAY PLAN	
Grade	Job Title
207	Aquatics Technician Code Enforcement Officer I Facilities Technician I Fleet Technician II Graphics Designer Parks Maintenance Technician II Wastewater Technician I
208	Buyer II Code Enforcement Officer II Construction Inspector Museum Curator
209	Customer Service Coordinator Engineering Technician Fleet Service Coordinator Library Circulation Coordinator Public Works Admin Coordinator Recreation Coordinator Recruitment Coordinator Sr Construction Inspector Street Maintenance Technician II

**CITY OF SIERRA VISTA, AZ
FY 21 PAY PLANS**

NON-EXEMPT PAY PLAN	
Grade	Job Title
210	Deputy City Clerk Executive Secretary Facilities Technician II Payroll/Benefits Coordinator Wastewater Technician II
211	Animal Control Supervisor Building Inspector I Fire Inspector IT Network Administrator I IT Systems Administrator I
212	Building Inspector II IT Network Administrator II IT Systems Administrator II

NONEXEMPT STRUCTURE								
Grade		200		201		202		203
1	\$13.06	\$27,171	\$13.72	\$28,529	\$14.40	\$29,955	\$15.12	\$31,454
2	\$13.32	\$27,714	\$13.99	\$29,100	\$14.69	\$30,554	\$15.42	\$32,083
3	\$13.59	\$28,269	\$14.27	\$29,682	\$14.98	\$31,165	\$15.73	\$32,725
4	\$13.86	\$28,834	\$14.56	\$30,275	\$15.28	\$31,788	\$16.05	\$33,379
5	\$14.14	\$29,411	\$14.85	\$30,881	\$15.59	\$32,424	\$16.37	\$34,047
6	\$14.42	\$29,999	\$15.14	\$31,498	\$15.90	\$33,073	\$16.70	\$34,728
7	\$14.71	\$30,599	\$15.45	\$32,128	\$16.22	\$33,734	\$17.03	\$35,422
8	\$15.01	\$31,211	\$15.76	\$32,771	\$16.54	\$34,409	\$17.37	\$36,131
9	\$15.31	\$31,835	\$16.07	\$33,426	\$16.87	\$35,097	\$17.72	\$36,853
10	\$15.61	\$32,472	\$16.39	\$34,095	\$17.21	\$35,799	\$18.07	\$37,590
11	\$15.92	\$33,121	\$16.72	\$34,777	\$17.56	\$36,515	\$18.43	\$38,342
12	\$16.24	\$33,784	\$17.05	\$35,472	\$17.91	\$37,245	\$18.80	\$39,109
13	\$16.57	\$34,459	\$17.40	\$36,182	\$18.26	\$37,990	\$19.18	\$39,891
14	\$16.90	\$35,149	\$17.74	\$36,905	\$18.63	\$38,750	\$19.56	\$40,689
15	\$17.24	\$35,852	\$18.10	\$37,643	\$19.00	\$39,525	\$19.95	\$41,503
16	\$17.58	\$36,569	\$18.46	\$38,396	\$19.38	\$40,315	\$20.35	\$42,333
17	\$17.93	\$37,300	\$18.83	\$39,164	\$19.77	\$41,122	\$20.76	\$43,180
18	\$18.29	\$38,046	\$19.21	\$39,947	\$20.17	\$41,944	\$21.17	\$44,043
19	\$18.66	\$38,807	\$19.59	\$40,746	\$20.57	\$42,783	\$21.60	\$44,924
20	\$19.03	\$39,583	\$19.98	\$41,561	\$20.98	\$43,639	\$22.03	\$45,823

	NONEXEMPT STRUCTURE							
Grade		204		205		206		207
1	\$15.88	\$33,027	\$16.67	\$34,677	\$17.51	\$36,411	\$18.38	\$38,232
2	\$16.20	\$33,688	\$17.01	\$35,371	\$17.86	\$37,139	\$18.75	\$38,997
3	\$16.52	\$34,361	\$17.35	\$36,078	\$18.21	\$37,882	\$19.12	\$39,777
4	\$16.85	\$35,049	\$17.69	\$36,800	\$18.58	\$38,640	\$19.51	\$40,572
5	\$17.19	\$35,749	\$18.05	\$37,536	\$18.95	\$39,412	\$19.90	\$41,384
6	\$17.53	\$36,464	\$18.41	\$38,286	\$19.33	\$40,201	\$20.29	\$42,211
7	\$17.88	\$37,194	\$18.77	\$39,052	\$19.71	\$41,005	\$20.70	\$43,055
8	\$18.24	\$37,938	\$19.15	\$39,833	\$20.11	\$41,825	\$21.11	\$43,917
9	\$18.60	\$38,696	\$19.53	\$40,630	\$20.51	\$42,661	\$21.54	\$44,795
10	\$18.98	\$39,470	\$19.92	\$41,442	\$20.92	\$43,515	\$21.97	\$45,691
11	\$19.36	\$40,260	\$20.32	\$42,271	\$21.34	\$44,385	\$22.41	\$46,605
12	\$19.74	\$41,065	\$20.73	\$43,116	\$21.77	\$45,273	\$22.85	\$47,537
13	\$20.14	\$41,886	\$21.14	\$43,979	\$22.20	\$46,178	\$23.31	\$48,487
14	\$20.54	\$42,724	\$21.57	\$44,858	\$22.64	\$47,102	\$23.78	\$49,457
15	\$20.95	\$43,578	\$22.00	\$45,756	\$23.10	\$48,044	\$24.25	\$50,446
16	\$21.37	\$44,450	\$22.44	\$46,671	\$23.56	\$49,004	\$24.74	\$51,455
17	\$21.80	\$45,339	\$22.89	\$47,604	\$24.03	\$49,985	\$25.23	\$52,484
18	\$22.23	\$46,246	\$23.34	\$48,556	\$24.51	\$50,984	\$25.74	\$53,534
19	\$22.68	\$47,171	\$23.81	\$49,527	\$25.00	\$52,004	\$26.25	\$54,605
20	\$23.13	\$48,114	\$24.29	\$50,518	\$25.50	\$53,044	\$26.78	\$55,697

	NONEXEMPT STRUCTURE									
Grade		208		209		210		211		212
1	\$19.30	\$40,143	\$20.26	\$42,150	\$21.28	\$44,258	\$22.34	\$46,471	\$23.46	\$48,795
2	\$19.69	\$40,946	\$20.67	\$42,993	\$21.70	\$45,143	\$22.79	\$47,400	\$23.93	\$49,771
3	\$20.08	\$41,765	\$21.08	\$43,853	\$22.14	\$46,046	\$23.24	\$48,348	\$24.41	\$50,766
4	\$20.48	\$42,600	\$21.50	\$44,730	\$22.58	\$46,967	\$23.71	\$49,315	\$24.90	\$51,782
5	\$20.89	\$43,452	\$21.93	\$45,625	\$23.03	\$47,906	\$24.18	\$50,302	\$25.39	\$52,817
6	\$21.31	\$44,321	\$22.37	\$46,537	\$23.49	\$48,864	\$24.67	\$51,308	\$25.90	\$53,874
7	\$21.73	\$45,208	\$22.82	\$47,468	\$23.96	\$49,842	\$25.16	\$52,334	\$26.42	\$54,951
8	\$22.17	\$46,112	\$23.28	\$48,417	\$24.44	\$50,839	\$25.66	\$53,381	\$26.95	\$56,050
9	\$22.61	\$47,034	\$23.74	\$49,385	\$24.93	\$51,855	\$26.18	\$54,448	\$27.49	\$57,171
10	\$23.06	\$47,975	\$24.22	\$50,373	\$25.43	\$52,892	\$26.70	\$55,537	\$28.04	\$58,315
11	\$23.53	\$48,934	\$24.70	\$51,381	\$25.94	\$53,950	\$27.23	\$56,648	\$28.60	\$59,481
12	\$24.00	\$49,913	\$25.20	\$52,408	\$26.46	\$55,029	\$27.78	\$57,781	\$29.17	\$60,670
13	\$24.48	\$50,911	\$25.70	\$53,456	\$26.99	\$56,130	\$28.33	\$58,936	\$29.75	\$61,884
14	\$24.97	\$51,929	\$26.21	\$54,526	\$27.53	\$57,252	\$28.90	\$60,115	\$30.35	\$63,122
15	\$25.47	\$52,968	\$26.74	\$55,616	\$28.08	\$58,397	\$29.48	\$61,317	\$30.95	\$64,384
16	\$25.97	\$54,027	\$27.27	\$56,728	\$28.64	\$59,565	\$30.07	\$62,544	\$31.57	\$65,672
17	\$26.49	\$55,108	\$27.82	\$57,863	\$29.21	\$60,757	\$30.67	\$63,795	\$32.20	\$66,985
18	\$27.02	\$56,210	\$28.38	\$59,020	\$29.79	\$61,972	\$31.28	\$65,071	\$32.85	\$68,325
19	\$27.56	\$57,334	\$28.94	\$60,201	\$30.39	\$63,211	\$31.91	\$66,372	\$33.51	\$69,691
20	\$28.12	\$58,481	\$29.52	\$61,405	\$31.00	\$64,476	\$32.55	\$67,699	\$34.18	\$71,085

**CITY OF SIERRA VISTA, AZ
FY 21 PAY PLANS**

EXEMPT PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
100	Annual	\$52,475	\$65,594	\$78,712	Accountant
	Monthly	\$4,372.92	\$5,466.13	\$6,559.33	Facilities Supervisor
	Hourly				IT GIS Analyst Librarian Parks Supervisor Planner Police Records Supervisor Recreation Program Supervisor Refuse Supervisor Streets Supervisor
101	Annual	\$56,148	\$70,185	\$84,221	Wastewater Supervisor
	Monthly	\$4,679.00	\$5,848.71	\$7,018.42	Fleet Supervisor
	Hourly				
102	Annual	\$58,426	\$73,490	\$88,553	Management Analyst I
	Monthly	\$4,868.83	\$6,124.13	\$7,379.42	Sr Planner
	Hourly				
103	Annual	\$60,640	\$75,800	\$90,960	Civil Engineer
	Monthly	\$5,053.33	\$6,316.67	\$7,580.00	Management Analyst II
	Hourly				Sr Accountant Sr. Accountant/Grant Administrator
104	Annual	\$65,491	\$81,864	\$98,236	Building Administrator
	Monthly	\$5,457.58	\$6,821.96	\$8,186.33	IT Database Administrator
	Hourly				IT Sr. Network Administrator IT Sr. Systems Administrator MPO Administrator Public Works Administrator
105	Annual	\$70,730	\$88,413	\$106,095	Sr Civil Engineer
	Monthly	\$5,894.17	\$7,367.71	\$8,841.25	
	Hourly				

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

EXEMPT PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
106	Annual	\$77,096	\$96,370	\$115,644	City Clerk Leisure Services Manager Library Manager
	Monthly	\$6,424.67	\$8,030.83	\$9,637.00	
	Hourly				
107	Annual	\$84,035	\$105,044	\$126,052	City Engineer Public Works Operations Manager
	Monthly	\$7,002.92	\$8,753.63	\$10,504.33	
	Hourly				
SENIOR MANAGEMENT PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
I	Annual	\$91,607	\$114,509	\$137,410	Chief Information Officer Chief Procurement Officer Economic Development Manager Marketing & Public Affairs Mgr/Public Information Officer
	Monthly	\$7,634	\$9,542	\$11,451	
	Hourly				
II	Annual	\$99,179	\$123,974	\$148,768	Chief Financial Officer Chief Human Resources Officer Director of Community Development Director of Leisure & Library Services Director of Public Works
	Monthly	\$8,264.92	\$10,331.13	\$12,397.33	
	Hourly				
III	Annual	\$105,160	\$131,395	\$157,630	Fire Chief Police Chief
	Monthly	\$8,763.33	\$10,949.58	\$13,135.83	

EXEMPT FIRE PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
F5	Annual	\$82,609	\$98,421	\$114,232	Fire Marshal
	Monthly	\$6,884.08	\$8,201.71	\$9,519.33	
F6	Annual	\$92,751	\$112,305	\$131,858	Deputy Fire Chief
	Monthly	\$7,729.25	\$9,358.71	\$10,988.17	

EXEMPT POLICE PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
P4	Annual	\$81,232	\$94,696	\$108,159	Police Lieutenant
	Monthly	\$6,769.33	\$7,891.29	\$9,013.25	
P5	Annual	\$90,257	\$109,079	\$127,901	Police Commander
	Monthly	\$7,521.42	\$9,089.92	\$10,658.42	
P6	Annual	\$100,981	\$122,780	\$144,579	Deputy Police Chief
	Monthly	\$8,415.08	\$10,231.67	\$12,048.25	

SEACOM PAY STRUCTURE										
Grade		S1		S2		S3		S4		S5
Rank		Records Clerk (Non-Exempt)		GIS Technician (Non-Exempt)		Dispatch Trainee (Non- Exempt)		Dispatcher I (Non- Exempt)		Dispatcher II (Non- Exempt)
2% Steps										
1	\$14.40	\$29,955	\$15.88	\$33,027	\$17.85	\$37,128	\$18.38	\$38,232	\$19.30	\$40,143
2	\$14.69	\$30,554	\$16.20	\$33,688			\$18.75	\$38,997	\$19.69	\$40,946
3	\$14.98	\$31,165	\$16.52	\$34,361			\$19.12	\$39,777	\$20.08	\$41,765
4	\$15.28	\$31,788	\$16.85	\$35,049			\$19.51	\$40,572	\$20.48	\$42,600
5	\$15.59	\$32,424	\$17.19	\$35,749			\$19.90	\$41,384	\$20.89	\$43,452
6	\$15.90	\$33,073	\$17.53	\$36,464			\$20.29	\$42,211	\$21.31	\$44,321
7	\$16.22	\$33,734	\$17.88	\$37,194			\$20.70	\$43,055	\$21.73	\$45,208
8	\$16.54	\$34,409	\$18.24	\$37,938			\$21.11	\$43,917	\$22.17	\$46,112
9	\$16.87	\$35,097	\$18.60	\$38,696			\$21.54	\$44,795	\$22.61	\$47,034
10	\$17.21	\$35,799	\$18.98	\$39,470			\$21.97	\$45,691	\$23.06	\$47,975
11	\$17.56	\$36,515	\$19.36	\$40,260			\$22.41	\$46,605	\$23.53	\$48,934
12	\$17.91	\$37,245	\$19.74	\$41,065			\$22.85	\$47,537	\$24.00	\$49,913
13	\$18.26	\$37,990	\$20.14	\$41,886			\$23.31	\$48,487	\$24.48	\$50,911
14	\$18.63	\$38,750	\$20.54	\$42,724			\$23.78	\$49,457	\$24.97	\$51,929
15	\$19.00	\$39,525	\$20.95	\$43,578			\$24.25	\$50,446	\$25.47	\$52,968
16	\$19.38	\$40,315	\$21.37	\$44,450			\$24.74	\$51,455	\$25.97	\$54,027
17	\$19.77	\$41,122	\$21.80	\$45,339			\$25.23	\$52,484	\$26.49	\$55,108
18	\$20.17	\$41,944	\$22.23	\$46,246			\$25.74	\$53,534	\$27.02	\$56,210
19	\$20.57	\$42,783	\$22.68	\$47,171			\$26.25	\$54,605	\$27.56	\$57,334
20	\$20.98	\$43,639	\$23.13	\$48,114			\$26.78	\$55,697	\$28.12	\$58,481

POLICE NONEXEMPT STEP STRUCTURE								
Grade		P1		P2		P3		P4
Rank		Recruit		Officer		Corporal		Sergeant
2% Steps								
1	\$23.09	\$48,017	\$24.07	\$50,057	\$26.37	\$54,858	\$31.91	\$66,381
2			\$24.55	\$51,058	\$26.90	\$55,955	\$32.55	\$67,709
3			\$25.04	\$52,079	\$27.44	\$57,074	\$33.20	\$69,063
4			\$25.54	\$53,121	\$27.99	\$58,216	\$33.87	\$70,444
5			\$26.05	\$54,183	\$28.55	\$59,380	\$34.54	\$71,853
6			\$26.57	\$55,267	\$29.12	\$60,568	\$35.24	\$73,290
7			\$27.10	\$56,372	\$29.70	\$61,779	\$35.94	\$74,756
8			\$27.64	\$57,500	\$30.30	\$63,015	\$36.66	\$76,251
9			\$28.20	\$58,650	\$30.90	\$64,275	\$37.39	\$77,776
10			\$28.76	\$59,823	\$31.52	\$65,560	\$38.14	\$79,331
11			\$29.34	\$61,019	\$32.15	\$66,872	\$38.90	\$80,918
12			\$29.92	\$62,240	\$32.79	\$68,209	\$39.68	\$82,536
13			\$30.52	\$63,484	\$33.45	\$69,573	\$40.47	\$84,187
14			\$31.13	\$64,754	\$34.12	\$70,965	\$41.28	\$85,871
15			\$31.75	\$66,049	\$34.80	\$72,384	\$42.11	\$87,588
16			\$32.39	\$67,370	\$35.50	\$73,832	\$42.95	\$89,340
17			\$33.04	\$68,718	\$36.21	\$75,308	\$43.81	\$91,127
18			\$33.70	\$70,092	\$36.93	\$76,814	\$44.69	\$92,949
19			\$34.37	\$71,494				

FIRE NONEXEMPT STRUCTURE								
Grade		F1		F3		F4		F5
Rank		Firefighter		Fire Engineer		Fire Captain		Fire Batt Chief
2% Steps								
1	\$14.78	\$43,036	\$17.95	\$52,271	\$20.74	\$60,394	\$23.36	\$68,019
2	\$15.07	\$43,897	\$18.31	\$53,316	\$21.15	\$61,602	\$23.83	\$69,379
3	\$15.38	\$44,775	\$18.68	\$54,383	\$21.58	\$62,834	\$24.30	\$70,767
4	\$15.68	\$45,670	\$19.05	\$55,470	\$22.01	\$64,091	\$24.79	\$72,182
5	\$16.00	\$46,584	\$19.43	\$56,580	\$22.45	\$65,372	\$25.28	\$73,626
6	\$16.32	\$47,515	\$19.82	\$57,711	\$22.90	\$66,680	\$25.79	\$75,098
7	\$16.64	\$48,466	\$20.21	\$58,866	\$23.36	\$68,013	\$26.31	\$76,600
8	\$16.98	\$49,435	\$20.62	\$60,043	\$23.82	\$69,374	\$26.83	\$78,132
9	\$17.32	\$50,424	\$21.03	\$61,244	\$24.30	\$70,761	\$27.37	\$79,695
10	\$17.66	\$51,432	\$21.45	\$62,469	\$24.79	\$72,176	\$27.92	\$81,289
11	\$18.02	\$52,461	\$21.88	\$63,718	\$25.28	\$73,620	\$28.47	\$82,915
12	\$18.38	\$53,510	\$22.32	\$64,992	\$25.79	\$75,092	\$29.04	\$84,573
13	\$18.74	\$54,580	\$22.77	\$66,292	\$26.30	\$76,594	\$29.62	\$86,265
14	\$19.12	\$55,672	\$23.22	\$67,618	\$26.83	\$78,126	\$30.22	\$87,990
15	\$19.50	\$56,785	\$23.68	\$68,970	\$27.37	\$79,689	\$30.82	\$89,750
16	\$19.89	\$57,921	\$24.16	\$70,350	\$27.91	\$81,282	\$31.44	\$91,545
17	\$20.29	\$59,079						
18	\$20.69	\$60,261						
19	\$21.11	\$61,466						
20	\$21.53	\$62,695						