

Exhibit A
Fiscal Year 2024-2025 City of Apache Junction Classification and Compensation Plan

Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Accountant	Finance	26	\$63,300.00	\$75,243.00	\$91,677.00				Exempt
Administrative Assistant	Various	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Administrative Services Manager	Public Works	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Animal Services Supervisor	Public Safety	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Assistant Chief of Police	Public Safety	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Assistant City Attorney/Prosecutor	City Attorney	36	\$103,109.00	\$122,564.00	\$149,332.00				Exempt
Assistant City Manager	City Manager	46	\$167,953.00	\$199,643.00	\$243,246.00				Exempt
Assistant Crime Scene Technician	Public Safety	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Assistant Park Ranger Supervisor	Parks and Recreation	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Assistant to the City Manager	City Manager	35	\$98,199.00	\$116,727.00	\$142,220.00				Exempt
Associate Planner	Development Services	23	\$54,680.00	\$64,998.00	\$79,194.00				Exempt
Audiovisual Specialist	Library	16				\$18.70	\$22.23	\$27.07	Non-Exempt
Background Investigator/Accreditation Specialist	Public Safety	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Building and Safety Manager	Development Services	35	\$98,199.00	\$116,727.00	\$142,220.00				Exempt
Building Inspector	Development Services	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Building Inspector/Plans Examiner	Development Services	24				\$27.62	\$32.81	\$40.00	Non-Exempt
Business License Coordinator	City Clerk	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Capital Improvement Plan (CIP) Project Manager	City Manager	33	\$89,069.00	\$105,875.00	\$128,998.00				Exempt
City Clerk	City Clerk	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
City Engineer	Public Works	37	\$108,264.00	\$128,692.00	\$156,798.00				Exempt
Clerical Assistant/Kennel Assistant	Public Safety	14				\$16.96	\$20.16	\$24.56	Non-Exempt
Code and Community Service Compliance Officer	Development Services	22				\$25.04	\$29.77	\$36.27	Non-Exempt
Code Compliance Manager	Development Services	35	\$98,199.00	\$116,727.00	\$142,220.00				Exempt
Code Compliance Officer	Development Services	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Community Service Officer	Public Safety	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Controller	Finance	31	\$80,788.00	\$96,031.00	\$117,006.00				Exempt
Court Administrator	Court	29	\$73,277.00	\$87,104.00	\$106,127.00				Exempt
Court Clerk	Court	16				\$18.70	\$22.23	\$27.07	Non-Exempt
Court Compliance Specialist	Court	22				\$25.04	\$29.77	\$36.27	Non-Exempt
Court Security Coordinator	Court	20				\$22.72	\$27.01	\$32.91	Non-Exempt
Crime Scene Technician	Public Safety	22				\$25.04	\$29.77	\$36.27	Non-Exempt
Crime/Intelligence Analyst	Public Safety	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Deputy City Clerk	City Clerk	29	\$73,277.00	\$87,104.00	\$106,127.00				Exempt
Deputy Director - Development Services	Development Services	38	\$113,677.00	\$135,126.00	\$164,638.00				Exempt
Detention Officer	Public Safety	20				\$22.72	\$27.01	\$32.91	Non-Exempt
Detention Officer Recruit	Public Safety	18				\$20.61	\$24.49	\$29.84	Non-Exempt
Detention Sergeant	Public Safety	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Development Services Director	Development Services	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Development Services Manager	Development Services	37	\$108,264.00	\$128,692.00	\$156,798.00				Exempt
Digital Communication Specialist	Management Services - Mkt	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Director of Public Safety/Chief of Police	Public Safety	44	\$152,339.00	\$181,082.00	\$220,631.00				Exempt
Economic Development Director	Management Services - ED	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Economic Development Specialist	Management Services - ED	26	\$63,300.00	\$75,243.00	\$91,677.00				Exempt

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Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Educator	Library	22				\$25.04	\$29.77	\$36.27	Non-Exempt
Engineering Manager	Development Services	35	\$98,199.00	\$116,727.00	\$142,220.00				Exempt
Engineering Technician	Development Services	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Executive Assistant to the Chief of Police	Public Safety	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Executive Assistant to the City Manager	City Manager	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Facilities Maintenance Supervisor	Public Works	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Finance Director	Finance	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Financial Services Technician	Finance - P&R	18				\$20.61	\$24.49	\$29.84	Non-Exempt
Fleet Services Supervisor	Public Works	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Floodplain & Stormwater Coordinator	Development Services	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
GIS Administrator	Management Services - GIS	29	\$73,277.00	\$87,104.00	\$106,127.00				Exempt
GIS Specialist	Management Services - GIS	24				\$27.62	\$32.81	\$40.00	Non-Exempt
GIS Technician	Management Services - GIS	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Grants Administrator	Finance	25	\$60,286.00	\$71,660.00	\$87,312.00				Exempt
Human Resources Analyst	Management Services - HR	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Human Resources Director	Management Services - HR	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Human Resources Generalist	Management Services - HR	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Information Technology Director	Management Services - IT	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Information Technology Support Supervisor	Management Services - IT	26	\$63,300.00	\$75,243.00	\$91,677.00				Exempt
Information Technology Support Technician	Management Services - IT	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Intelligence Administrator	Public Safety	26	\$63,300.00	\$75,243.00	\$91,677.00				Exempt
Intern	Various	13				\$16.14	\$19.19	\$23.39	Non-Exempt
IT Project Manager	Management Services - IT	30	\$76,941.00	\$91,459.00	\$111,433.00				Exempt
Kennel Assistant	Public Safety	13				\$16.14	\$19.19	\$23.39	Non-Exempt
Lead Court Clerk	Court	18				\$20.61	\$24.49	\$29.84	Non-Exempt
Lead Library Page	Library	14				\$16.96	\$20.16	\$24.56	Non-Exempt
Legal Assistant	City Attorney	20				\$22.72	\$27.01	\$32.91	Non-Exempt
Legal Research Assistant	City Attorney	24				\$27.62	\$32.81	\$40.00	Non-Exempt
Librarian	Library	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Library Assistant	Library	16				\$18.70	\$22.23	\$27.07	Non-Exempt
Library Computer Assistant	Library	13				\$16.14	\$19.19	\$23.39	Non-Exempt
Library Director	Library	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Library Manager	Library	30	\$76,941.00	\$91,459.00	\$111,433.00				Exempt
Library Page	Library	12				\$15.37	\$18.27	\$22.28	Non-Exempt
Lifeguard	Parks and Recreation	14				\$16.96	\$20.16	\$24.56	Non-Exempt
Maintenance Worker	Various	17				\$19.63	\$23.33	\$28.43	Non-Exempt
Management Analyst	Various	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Manager Facilities Maintenance	Public Works	31	\$80,788.00	\$96,031.00	\$117,006.00				Exempt
Marketing and Communications Director	Management Services - Mkt	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Mechanic	Public Works	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Office Support Specialist	Various	16				\$18.70	\$22.23	\$27.07	Non-Exempt
Organizational Development Manager	Management Services - HR	31	\$80,788.00	\$96,031.00	\$117,006.00				Exempt
Park Ranger	Parks and Recreation	20				\$22.72	\$27.01	\$32.91	Non-Exempt

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Parks and Recreation Director	Parks and Recreation	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Parks Maintenance Mechanic Assistant	Parks and Recreation	16				\$18.70	\$22.23	\$27.07	Non-Exempt
Parks Maintenance Specialist	Parks and Recreation	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Parks Maintenance Supervisor	Parks and Recreation	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Parks Ranger Supervisor	Parks and Recreation	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Parks Superintendent	Parks and Recreation	33	\$89,069.00	\$105,875.00	\$128,998.00				Exempt
Payroll Specialist	Finance	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Permit Technician	Development Services	18				\$20.61	\$24.49	\$29.84	Non-Exempt
Planner	Development Services	26	\$63,300.00	\$75,243.00	\$91,677.00				Exempt
Planner - Intern	Development Services	13				\$16.14	\$19.19	\$23.39	Non-Exempt
Planning Manager	Development Services	35	\$98,199.00	\$116,727.00	\$142,220.00				Exempt
Planning Technician	Development Services	17				\$19.63	\$23.33	\$28.43	Non-Exempt
Police Records Clerk	Public Safety	17				\$19.63	\$23.33	\$28.43	Non-Exempt
Police Records Specialist	Public Safety	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Police Records Supervisor	Public Safety	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Police Telecommunications Manager	Public Safety	31	\$80,788.00	\$96,031.00	\$117,006.00				Exempt
Police Telecommunications Officer	Public Safety	22				\$25.04	\$29.77	\$36.27	Non-Exempt
Police Telecommunications Shift Supervisor	Public Safety	26				\$30.44	\$36.19	\$44.09	Non-Exempt
Police Telecommunications Specialist	Public Safety	18				\$20.61	\$24.49	\$29.84	Non-Exempt
Principal Engineer	Development Services	35	\$98,199.00	\$116,727.00	\$142,220.00				Exempt
Production/Marketing & Communication Specialist	Management Services - Mkt	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Program and Resource Coordinator	Development Services	24	\$57,415.00	\$68,248.00	\$83,154.00				Exempt
Project Engineer	Various	31	\$80,788.00	\$96,031.00	\$117,006.00				Exempt
Property & Evidence Custodian	Public Safety	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Public Information Officer	Management Services - Mkt	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Public Safety Public Information Officer	Public Safety	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Public Works Director	Public Works	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Public Works Engineering Inspector	Public Works	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Public Works Maintenance Specialist	Public Works	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Public Works Maintenance Worker	Public Works	17				\$19.63	\$23.33	\$28.43	Non-Exempt
Public Works Maintenance Worker Trainee	Public Works	15				\$17.81	\$21.17	\$25.79	Non-Exempt
Public Works Manager	Public Works	35	\$98,199.00	\$116,727.00	\$142,220.00				Exempt
Public Works Sign Technician	Public Works	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Public Works Street/Construction Supervisor	Public Works	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Purchasing Administrator	Finance	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Records Coordinator	City Clerk	26	\$63,300.00	\$75,243.00	\$91,677.00				Exempt
Recreation Assistant	Parks and Recreation	20				\$22.72	\$27.01	\$32.91	Non-Exempt
Recreation Coordinator	Parks and Recreation	26	\$63,300.00	\$75,243.00	\$91,677.00				Exempt
Recreation Facilities Manager	Parks and Recreation	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Recreation Leader	Parks and Recreation	13				\$16.14	\$19.19	\$23.39	Non-Exempt
Recreation Superintendent	Parks and Recreation	33	\$89,069.00	\$105,875.00	\$128,998.00				Exempt
Security Worker	Library	13				\$16.14	\$19.19	\$23.39	Non-Exempt
Senior Accountant	Finance	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt

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Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Senior Administrative Assistant	Various	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Senior Code Compliance Officer	Development Services	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Senior Court Clerk	Court	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Senior Facilities Maintenance Technician	Public Works	20				\$22.72	\$27.01	\$32.91	Non-Exempt
Senior Human Resources Analyst	Management Services - HR	29	\$73,277.00	\$87,104.00	\$106,127.00				Exempt
Senior Information Technology Support Technician	Management Services - IT	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Senior Kennel Assistant	Public Safety	15				\$17.81	\$21.17	\$25.79	Non-Exempt
Senior Legal Assistant	City Attorney	22				\$25.04	\$29.77	\$36.27	Non-Exempt
Senior Library Assistant	Library	17				\$19.63	\$23.33	\$28.43	Non-Exempt
Senior Lifeguard	Parks and Recreation	16				\$18.70	\$22.23	\$27.07	Non-Exempt
Senior Mechanic	Public Works	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Senior Network Engineer	Management Services - IT	30	\$76,941.00	\$91,459.00	\$111,433.00				Exempt
Senior Parks Maintenance Worker	Parks and Recreation	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Senior Permit Technician	Development Services	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Senior Planner	Development Services	29	\$73,277.00	\$87,104.00	\$106,127.00				Exempt
Senior Plans Examiner	Development Services	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Senior Police Records Clerk	Public Safety	20				\$22.72	\$27.01	\$32.91	Non-Exempt
Senior Project Engineer DS	Development Services	31	\$80,788.00	\$96,031.00	\$117,006.00				Exempt
Senior Public Works Maintenance Worker	Public Works	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Senior Recreation Leader	Parks and Recreation	15				\$17.81	\$21.17	\$25.79	Non-Exempt
Senior Systems Administrator	Management Services - IT	30	\$76,941.00	\$91,459.00	\$111,433.00				Exempt
Senior Tax Auditor	Finance	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Senior Traffic Signal and Lighting Technician	Public Works	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Street Crew Leader	Public Works	23				\$26.29	\$31.26	\$38.08	Non-Exempt
System Administrator	Public Safety	28	\$69,788.00	\$82,956.00	\$101,074.00				Exempt
Tax Auditor	Finance	23	\$54,680.00	\$64,988.00	\$79,194.00				Exempt
Traffic Engineer	Public Works	31	\$80,788.00	\$96,031.00	\$117,006.00				Exempt
Traffic Signal and Lighting Technician	Public Works	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Water Safety Instructor	Parks and Recreation	14				\$16.96	\$20.16	\$24.56	Non-Exempt