

EXHIBIT A
FISCAL YEAR 2026-2027 CITY OF APACHE JUNCTION CLASSIFICATION AND COMPENSATION PLAN

Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Accountant	Finance	28	\$71,184.00	\$84,615.00	\$103,095.00				Exempt
Accounting Manager	Finance	35	\$100,163.00	\$119,062.00	\$145,064.00				Exempt
Administrative Assistant	Various	20				\$23.17	\$27.55	\$33.57	Non-Exempt
Animal Services Supervisor	Public Safety	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Assistant Chief of Police	Public Safety	46	\$171,312.00	\$203,636.00	\$248,111.00				Exempt
Assistant City Manager	City Manager	49	\$198,315.00	\$235,733.00	\$287,219.00				Exempt
Assistant Court Administrator	Court	31	\$82,404.00	\$97,952.00	\$119,346.00				Exempt
Assistant Pool Manager	Parks and Recreation	17				\$20.02	\$23.80	\$29.00	Non-Exempt
Assistant to the City Manager	City Manager	36	\$105,171.00	\$125,015.00	\$152,319.00				Exempt
Associate Planner	Development Services	25	\$61,492.00	\$73,093.00	\$89,058.00				Exempt
Audiovisual Specialist	Library	18				\$21.02	\$24.98	\$30.44	Non-Exempt
Background Investigator/Accreditation Specialist	Public Safety	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Building Inspector	Development Services	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Building Inspector/Plans Examiner	Development Services	26				\$31.05	\$36.91	\$44.97	Non-Exempt
Building Official	Development Services	36	\$105,171.00	\$125,015.00	\$152,319.00				Exempt
Business License Coordinator	City Clerk	22				\$25.54	\$30.37	\$37.00	Non-Exempt
Capital Improvement Plan (CIP) Program Manager	City Manager	33	\$90,850.00	\$107,993.00	\$131,578.00				Exempt
City Clerk	City Clerk	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
City Engineer	Public Works	39	\$121,747.00	\$144,721.00	\$176,327.00				Exempt
City Prosecutor/Assistant City Attorney	City Attorney	39	\$121,747.00	\$144,721.00	\$176,327.00				Exempt
Code Compliance Manager	Development Services	36	\$105,171.00	\$125,015.00	\$152,319.00				Exempt
Code Compliance Officer	Development Services	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Community Service Officer	Public Safety	20				\$23.17	\$27.55	\$33.57	Non-Exempt
Court Administrator	Court	33	\$90,850.00	\$107,993.00	\$131,578.00				Exempt
Court Clerk	Court	18				\$21.02	\$24.98	\$30.44	Non-Exempt
Court Compliance Specialist	Court	24				\$28.17	\$33.47	\$40.80	Non-Exempt
Court Security Coordinator	Court	24				\$28.17	\$33.47	\$40.80	Non-Exempt
Crime/Intelligence Analyst	Public Safety	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Crime Scene Technician	Public Safety	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Deputy City Clerk	City Clerk	35	\$100,163.00	\$119,062.00	\$145,064.00				Exempt
Deputy Development Services Director	Development Services	40	\$127,836.00	\$151,957.00	\$185,143.00				Exempt
Deputy Finance Director	Finance	40	\$127,836.00	\$151,957.00	\$185,143.00				Exempt
Deputy Public Works Director	Public Works	40	\$127,836.00	\$151,957.00	\$185,143.00				Exempt
Detention Officer	Public Safety	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Detention Officer Recruit	Public Safety	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Detention Sergeant	Public Safety	28	\$71,184.00	\$84,615.00	\$103,095.00				Exempt
Development Services Director	Development Services	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
Digital Communication Specialist	Management Services - Mkt	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Digital Communications Assistant	Library	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Director of Public Safety/Chief of Police	Public Safety	47	\$179,878.00	\$213,818.00	\$260,516.00				Exempt
Economic Development Director	Management Services - ED	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
Economic Development Specialist	Management Services - ED	28	\$71,184.00	\$84,615.00	\$103,095.00				Exempt
Educator	Library	23				\$26.82	\$31.89	\$38.84	Non-Exempt

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Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Engineering Manager	Development Services	36	\$105,171.00	\$125,015.00	\$152,319.00				Exempt
Engineering Technician	Development Services	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Executive Assistant to the Chief of Police	Public Safety	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Executive Assistant to the City Manager	City Manager	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Facilities Maintenance Manager	Public Works	33	\$90,850.00	\$107,993.00	\$131,578.00				Exempt
Facilities Maintenance Supervisor	Public Works	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Finance Director	Finance	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
Financial Services Technician	Finance - P&R	20				\$23.17	\$27.55	\$33.57	Non-Exempt
Fleet Services Supervisor	Public Works	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Floodplain & Stormwater Coordinator	Development Services	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
GIS Analyst	Management Services - GIS	28	\$71,184.00	\$84,615.00	\$103,095.00				Exempt
GIS Manager	Management Services - GIS	33	\$90,850.00	\$107,993.00	\$131,578.00				Exempt
GIS Specialist	Management Services - GIS	26				\$31.05	\$36.91	\$44.97	Non-Exempt
GIS Technician	Management Services - GIS	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Grants Manager	Development Services	35	\$100,163.00	\$119,062.00	\$145,064.00				Exempt
Grants Specialist	Development Services	27	\$67,794.00	\$80,586.00	\$98,185.00				Exempt
Head Lifeguard	Parks and Recreation	16				\$19.07	\$22.67	\$27.61	Non-Exempt
Human Resources Analyst	Management Services - HR	28	\$71,184.00	\$84,615.00	\$103,095.00				Exempt
Human Resources Director	Management Services - HR	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
Human Resources Manager	Management Services - HR	36	\$105,171.00	\$125,015.00	\$152,319.00				Exempt
Information Technology Application Administrator	Management Services - IT	32	\$86,525.00	\$102,850.00	\$125,313.00				Exempt
Information Technology Director	Management Services - IT	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
Information Technology Network Technician	Management Services - IT	27				\$32.61	\$38.75	\$47.22	Non-Exempt
Information Technology Support Supervisor	Management Services - IT	28	\$71,184.00	\$84,615.00	\$103,095.00				Exempt
Information Technology Support Technician	Management Services - IT	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Information Technology Systems Engineer	Management Services - IT	36	\$105,171.00	\$125,015.00	\$152,319.00				Exempt
Intelligence Administrator	Public Safety	28	\$71,184.00	\$84,615.00	\$103,095.00				Exempt
Intern	Various	13				\$16.46	\$19.57	\$23.86	Non-Exempt
Kennel Assistant	Public Safety	15				\$18.17	\$21.59	\$26.31	Non-Exempt
Lead Court Clerk	Court	22				\$25.54	\$30.37	\$37.00	Non-Exempt
Lead Library Page	Library	17				\$20.02	\$23.80	\$29.00	Non-Exempt
Legal Assistant	City Attorney	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Legal Research Assistant	City Attorney	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Librarian	Library	27	\$67,794.00	\$80,586.00	\$98,185.00				Exempt
Library Assistant	Library	17				\$20.02	\$23.80	\$29.00	Non-Exempt
Library Computer Assistant	Library	14				\$17.30	\$20.56	\$25.05	Non-Exempt
Library Director	Library	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
Library Manager	Library	32	\$86,525.00	\$102,850.00	\$125,313.00				Exempt
Library Page	Library	13				\$16.46	\$19.57	\$23.86	Non-Exempt
Lifeguard	Parks and Recreation	15				\$18.17	\$21.59	\$26.31	Non-Exempt
Management Analyst	Various	28	\$71,184.00	\$84,615.00	\$103,095.00				Exempt
Marketing and Communications Director	Management Services - Mkt	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
Mechanic	Public Works	23				\$26.82	\$31.89	\$38.84	Non-Exempt

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Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Mechanic Trainee	Public Works	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Multimedia Specialist	Management Services - Mkt	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Office Support Specialist	Various	17				\$20.02	\$23.80	\$29.00	Non-Exempt
Organizational Development Manager	Management Services - HR	32	\$86,525.00	\$102,850.00	\$125,313.00				Exempt
Park Ranger	Parks and Recreation	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Parks and Recreation Director	Parks and Recreation	45	\$163,154.00	\$193,939.00	\$236,295.00				Exempt
Parks and Recreation Intern	Parks and Recreation	13				\$16.46	\$19.57	\$23.86	Non-Exempt
Parks Maintenance Mechanic Assistant	Parks and Recreation	18				\$21.02	\$24.98	\$30.44	Non-Exempt
Parks Maintenance Specialist	Parks and Recreation	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Parks Maintenance Supervisor	Parks and Recreation	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Parks Maintenance Worker	Parks and Recreation	19				\$22.07	\$26.22	\$31.96	Non-Exempt
Parks Ranger Supervisor	Parks and Recreation	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Parks Superintendent	Parks and Recreation	34	\$95,393.00	\$113,391.00	\$138,157.00				Exempt
Payroll Specialist	Finance	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Permit Technician	Development Services	19				\$22.07	\$26.22	\$31.96	Non-Exempt
Planner	Development Services	27	\$67,794.00	\$80,586.00	\$98,185.00				Exempt
Police Records Clerk	Public Safety	18				\$21.02	\$24.98	\$30.44	Non-Exempt
Police Records Specialist	Public Safety	20				\$23.17	\$27.55	\$33.57	Non-Exempt
Police Records Supervisor	Public Safety	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Police Telecommunications Manager	Public Safety	33	\$90,850.00	\$107,993.00	\$131,578.00				Exempt
Police Telecommunications Officer	Public Safety	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Police Telecommunications Shift Supervisor	Public Safety	29				\$35.94	\$42.73	\$52.06	Non-Exempt
Police Telecommunications Specialist	Public Safety	20				\$23.17	\$27.55	\$33.57	Non-Exempt
Pool Manager	Parks and Recreation	17				\$20.02	\$23.80	\$29.00	Non-Exempt
Principal Planner	Development Services	33	\$90,850.00	\$107,993.00	\$131,578.00				Exempt
Procurement Administrator	Finance	32	\$86,525.00	\$102,850.00	\$125,313.00				Exempt
Project Engineer	Various	32	\$86,525.00	\$102,850.00	\$125,313.00				Exempt
Property & Evidence Custodian	Public Safety	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Public Information Officer	Management Services - Mkt	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Public Safety Public Information Officer	Public Safety	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Public Works Business Manager	Public Works	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Public Works Director	Public Works	46	\$171,312.00	\$203,636.00	\$248,111.00				Exempt
Public Works Engineering Inspector	Public Works	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Public Works Maintenance Specialist	Public Works	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Public Works Maintenance Worker	Public Works	19				\$22.07	\$26.22	\$31.96	Non-Exempt
Public Works Streets Supervisor	Public Works	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Public Works Superintendent	Public Works	34	\$95,393.00	\$113,391.00	\$138,157.00				Exempt
Real Time Crime Center Operator	Public Safety	27				\$32.61	\$38.75	\$47.22	Non-Exempt
Records Coordinator	City Clerk	27	\$67,794.00	\$80,586.00	\$98,185.00				Exempt
Recreation Assistant	Parks and Recreation	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Recreation Coordinator	Parks and Recreation	27	\$67,794.00	\$80,586.00	\$98,185.00				Exempt
Recreation Facilities Manager	Parks and Recreation	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Recreation Leader	Parks and Recreation	13				\$16.46	\$19.57	\$23.86	Non-Exempt

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Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Recreation Superintendent	Parks and Recreation	34	\$95,393.00	\$113,391.00	\$138,157.00				Exempt
Risk and Safety Manager	City Manager	35	\$100,163.00	\$119,062.00	\$145,064.00				Exempt
Security Worker	Library	14				\$17.30	\$20.56	\$25.05	Non-Exempt
Senior Accountant	Finance	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Senior Administrative Assistant	Various	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Senior Building Inspector	Development Services	27				\$32.61	\$38.75	\$47.22	Non-Exempt
Senior Code Compliance Officer	Development Services	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Senior Economic Development Specialist	Management Services - ED	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Senior Facilities Maintenance Technician	Public Works	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Senior Human Resources Analyst	Management Services - HR	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Senior Information Technology Support Technician	Management Services - IT	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Senior Kennel Assistant	Public Safety	16				\$19.07	\$22.67	\$27.61	Non-Exempt
Senior Legal Assistant	City Attorney	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Senior Library Assistant	Library	18				\$21.02	\$24.98	\$30.44	Non-Exempt
Senior Mechanic	Public Works	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Senior Network Engineer	Management Services - IT	32	\$86,525.00	\$102,850.00	\$125,313.00				Exempt
Senior Parks Maintenance Worker	Parks and Recreation	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Senior Parks Ranger	Parks and Recreation	25				\$29.58	\$35.15	\$42.82	Non-Exempt
Senior Permit Technician	Development Services	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Senior Planner	Development Services	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Senior Plans Examiner	Development Services	29	\$74,743.00	\$88,846.00	\$108,250.00				Exempt
Senior Police Records Clerk	Public Safety	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Senior Public Works Maintenance Worker	Public Works	21				\$24.33	\$28.92	\$35.23	Non-Exempt
Senior Recreation Leader	Parks and Recreation	16				\$19.07	\$22.67	\$27.61	Non-Exempt
Senior Systems Administrator	Management Services - IT	32	\$86,525.00	\$102,850.00	\$125,313.00				Exempt
Senior Traffic Signal and Lighting Technician	Public Works	24				\$28.17	\$33.47	\$40.80	Non-Exempt
Staff Attorney	City Attorney	36	\$105,171.00	\$125,015.00	\$152,319.00				Exempt
Street Crew Leader	Public Works	24				\$28.17	\$33.47	\$40.80	Non-Exempt
Supervisor - Library Assistant	Library	25	\$61,492.00	\$73,093.00	\$89,058.00				Exempt
System Administrator	Public Safety	30	\$78,480.00	\$93,288.00	\$113,662.00				Exempt
Tax and Financial Analyst	Finance	25	\$61,492.00	\$73,093.00	\$89,058.00				Exempt
Traffic Engineer	Public Works	36	\$105,171.00	\$125,015.00	\$152,319.00				Exempt
Traffic Signal and Lighting Technician	Public Works	22				\$25.54	\$30.37	\$37.00	Non-Exempt
Victim Advocate	Public Safety	23				\$26.82	\$31.89	\$38.84	Non-Exempt
Water Safety Instructor	Parks and Recreation	15				\$18.17	\$21.59	\$26.31	Non-Exempt