

TENTATIVE 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 |

TENTATIVE 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 |
|--|---------------------------|-------|--------------|--------------|--------------|------------|------------|------------|-------------|
| 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 |

TENTATIVE 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 |
|---|---------------------------|-------|--------------|--------------|--------------|------------|------------|------------|-------------|
| 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 |

TENTATIVE 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 |
|--|--------------------------|-------|-------------|-------------|--------------|------------|------------|------------|-------------|
| 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 |