

RESOLUTION NO. 23-39

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF APACHE JUNCTION, ARIZONA, APPROVING AN AMENDED CLASSIFICATION AND COMPENSATION PLAN FOR FISCAL YEAR 2023-2024 FOR NON-SWORN CITY EMPLOYEE POSITIONS BASED ON THE RESULTS OF THE MARKET COMPENSATION STUDY COMPLETED BY PUBLIC SECTOR PERSONNEL CONSULTANTS; TO IMPLEMENT A MID-FISCAL YEAR 2023-2024 ADJUSTMENT TO SALARIES BASED ON RESULTS OF THE MARKET COMPENSATION STUDY; APPROVING NECESSARY BUDGET APPROPRIATIONS ASSOCIATED WITH THE SALARY ADJUSTMENTS; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, city council approved the appropriation for a market compensation study in the fiscal year 2023-2024 City of Apache Junction budget to enable the city to remain competitive in the market and to enhance employee workforce stability; and

WHEREAS, Public Sector Personnel Consultants was retained to conduct the market analysis that compared the city's existing non-sworn position classifications to its nine market comparable organizations; and

WHEREAS, the cost to implement the mid-fiscal year salary adjustments based on the market compensation study for fiscal year 2023-2024 is \$700,000; and

WHEREAS, the city manager recommends the adoption of the mid-fiscal year 2023-2024 amended classification and compensation plan and salary adjustments to ensure that city employees are compensated competitively in the market.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of Apache Junction, Arizona as follows:

SECTION I DECLARING A PUBLIC RECORD

The "Amended City of Apache Junction Classification and Compensation Plan for Fiscal Year 2023-2024" attached hereto in Exhibit A is hereby adopted.

SECTION II BUDGET APPROPRIATIONS

The finance director is authorized to make the necessary budget appropriations to implement the mid-fiscal year 2023-2024 salary adjustments as set forth in the "Amended City of Apache Junction Classification and Compensation Plan for Fiscal Year 2023-2024" and as a result of the market compensation study as set forth in Exhibit A.

SECTION III ESTABLISHING AN EFFECTIVE DATE

This resolution becomes effective in the first paycheck following thirty (30) calendar days after it is approved and adopted by the mayor and city council of the City of Apache Junction.

APPROVED AND ADOPTED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF APACHE JUNCTION, ARIZONA, THIS ____ DAY OF _____, 2024.


SIGNED AND ATTESTED TO THIS _____ DAY OF _____, 2024.

WALTER "CHIP" WILSON
Mayor

ATTEST:

JENNIFER PENA
City Clerk

APPROVED AS TO FORM:

 1.11.24

R. JOEL STERN
City Attorney

EXHIBIT A

AMENDED FY23-24 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							Exempt
Animal Control Officer	Public Safety	19				\$21.64	\$25.71	\$31.33	Non-Exempt
Animal Services Supervisor	Public Safety	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
Assistant Building and Safety Manager	Development Services	32	\$84,828.00	\$100,833.00	\$122,856.00				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	13				\$16.14	\$19.19	\$23.39	Non-Exempt
Code and Community Service Compliance Officer	Development Services	21				\$23.85	\$28.35	\$34.54	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	\$82,907.00	\$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	\$82,907.00	\$106,127.00				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	35	\$98,199.00	\$116,727.00	\$142,220.00				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

AMENDED FY23-24 CITY OF APACHE JUNCTION CLASSIFICATION AND COMPENSATION PLAN

Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Economic Development Specialist	Management Services - ED	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Educator	Library	22				\$25.04	\$29.77	\$36.27	Non-Exempt
Engineering Technician	Development Services	21				\$23.85	\$28.35	\$34.54	Non-Exempt
Executive Assistant to the Chief	Public Safety	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	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	Public Works	27	\$66,465.00	\$79,006.00	\$96,260.00				Exempt
GIS Coordinator GIS Administrator	Management Services - GIS	29	\$73,277.00	\$87,104.00	\$106,127.00				Exempt
GIS Intern	Management Services - GIS	13				\$16.14	\$19.19	\$23.39	Non-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 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				Non-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	19				\$21.64	\$25.71	\$31.33	
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 Assistant Supervisor	Library	23	\$54,680.00	\$64,998.00	\$79,194.00				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	12				\$15.37	\$18.27	\$22.28	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
Mechanic	Public Works	21				\$23.85	\$28.35	\$35.54	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
Parks and Recreation Director	Parks and Recreation	42	\$138,176.00	\$164,247.00	\$200,118.00				Exempt
Parks Maintenance Crew Leader	Parks and Recreation	23				\$26.29	\$31.26	\$38.08	Non-Exempt

AMENDED FY23-24 CITY OF APACHE JUNCTION CLASSIFICATION AND COMPENSATION PLAN

Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
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	\$35.54	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	\$35.54	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
Planning 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
Plans Examiner	Development Services	24				\$27.62	\$32.81	\$40.00	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 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
Principal Planner	Development Services	32	\$84,828.00	\$10,833.00	\$122,856.00				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	Varies	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 Worker	Public Works	17				\$19.63	\$23.33	\$28.43	Non-Exempt
Public Works Maintenance Worker Specialist	Public Works	21				\$23.85	\$28.35	\$34.54	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 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
Senior Administrative Assistant	Various	21				\$23.85	\$28.35	\$34.54	Non-Exempt

AMENDED FY23-24 CITY OF APACHE JUNCTION CLASSIFICATION AND COMPENSATION PLAN

Title	Department	Grade	MIN	MID	MAX	Hourly MIN	Hourly MID	Hourly MAX	FLSA Status
Senior Code Compliance Officer	Development Services	23				\$26.29	\$31.26	\$38.08	Non-Exempt
Senior Court Clerk	Court	18				\$20.61	\$24.49	\$29.84	Non-Exempt
Senior Economic Development Specialist	Management Services - ED	26	\$63,300.00	\$75,243.00	\$91,677.00				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 Library Computer Assistant	Library	13				\$16.14	\$19.19	\$23.39	Non-Exempt
Senior Lifeguard	Parks and Recreation	13				\$16.14	\$19.19	\$23.39	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 Police Records Clerk	Public Safety	20				\$22.72	\$27.01	\$32.91	Non-Exempt
Senior Police Telecommunications Officer	Public Safety	26	\$63,300.00	\$75,243.00	\$91,677.00				Non-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
Teen Intern	Library	13				\$16.14	\$19.19	\$23.39	Non-Exempt
Traffic Signal and Lighting Technician	Public Works	19				\$21.64	\$25.71	\$32.91	Non-Exempt
Water Safety Instructor	Parks and Recreation	12				\$15.37	\$18.27	\$22.28	Non-Exempt