

**EXHIBIT A**

**City of Apache Junction Classification and Compensation Plan for Fiscal Year 2023-2024**

<b>Title</b>	<b>Department</b>	<b>Grade</b>	<b>Annual Min</b>	<b>Annual Mid</b>	<b>Annual Max</b>	<b>Hourly Min</b>	<b>Hourly Mid</b>	<b>Hourly Max</b>	<b>FLSA Status</b>
Accountant	Finance	25	60,286	72,556	87,312				Exempt
Administrative Assistant	Various	17				19.62	23.62	28.42	Non-Exempt
Administrative Services Manager	Public Works	28	69,788	83,993	101,074				Exempt
Animal Control Officer	Public Safety	17				19.62	23.62	28.42	Non-Exempt
Animal Services Supervisor	Public Safety	25	60,286	72,556	87,312				Exempt
Assistant Building and Safety Manager	Development Services	30	76,941	92,602	111,433				Exempt
Assistant Chief of Police	Public Safety	39	119,360	143,656	172,870				Exempt
Assistant City Attorney/Prosecutor	City Attorney	35	98,199	118,186	142,220				Exempt
Assistant City Manager	City Manager	43	145,084	174,615	210,125				Exempt
Assistant Crime Scene Technician	Public Safety	18				20.61	24.80	29.84	Non-Exempt
Assistant Park Ranger Supervisor	Parks and Recreation	20				22.72	27.34	32.90	Non-Exempt
Assistant to the City Manager	City Manager	32	84,828	102,093	122,856				Exempt
Associate Planner	Development Services	23	54,680	65,810	79,194				Exempt
Audiovisual Specialist	Library	13				16.14	19.43	23.38	Non-Exempt
Background Investigator/Accreditation Specialist	Public Safety	20				22.72	27.34	32.90	Non-Exempt
Building and Safety Manager	Development Services	33	89,069	107,199	128,998				Exempt
Building Inspector	Development Services	20				22.72	27.34	32.90	Non-Exempt
Building Inspector/Plans Examiner	Development Services	23				26.29	31.65	38.08	Non-Exempt
Business License Coordinator	City Clerk	18				20.61	24.80	29.84	Non-Exempt
Capital Improvement Plan (CIP) Project Manager	City Manager	32	84,828	102,093	122,856				Exempt
City Clerk	City Clerk	40	125,329	150,839	181,513				Exempt
City Engineer	Public Works	37	108,264	130,300	156,798				Exempt
Clerical Assistant/Kennel Assistant	Public Safety	11				14.64	17.62	21.20	Non-Exempt
Code and Community Service Compliance Officer	Development Services	20				22.72	27.34	32.90	Non-Exempt
Code Compliance Manager	Development Services	33	89,069	107,199	128,998				Exempt
Code Compliance Officer	Development Services	19				21.63	26.03	31.33	Non-Exempt
Community Service Officer	Public Safety	18				20.61	24.80	29.84	Non-Exempt
Controller	Finance	31	80,788	97,232	117,006				Exempt
Court Administrator	Court	27	66,465	79,993	96,260				Exempt
Court Clerk	Court	14				16.95	20.40	24.55	Non-Exempt
Court Compliance Specialist	Court	20				22.72	27.34	32.90	Non-Exempt
Court Security Coordinator	Court	17				19.62	23.62	28.42	Non-Exempt
Crime Scene Technician	Public Safety	21				23.85	28.71	34.54	Non-Exempt
Crime/Intelligence Analyst	Public Safety	20				22.72	27.34	32.90	Non-Exempt
Deputy City Clerk	City Clerk	26	63,300	76,184	91,677				Exempt
Detention Officer	Public Safety	18				20.61	24.80	29.84	Non-Exempt
Detention Officer Recruit	Public Safety	15				17.80	21.42	25.78	Non-Exempt
Detention Sergeant	Public Safety	25	60,286	72,556	87,312				Exempt
Development Services Director	Development Services	40	125,329	150,839	181,513				Exempt

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Development Services Manager	Development Services	33	89,069	107,199	128,998				Exempt
Digital Communication Specialist	Management Services - Mkt	25	60,286	72,556	87,312				Exempt
Director of Public Safety/Chief of Police	Public Safety	42	138,176	166,300	200,118				Exempt
Economic Development Director	Management Services - ED	40	125,329	150,839	181,513				Exempt
Educator	Library	21				23.85	28.71	34.54	Non-Exempt
Engineering Technician	Development Services	20				22.72	27.34	32.90	Non-Exempt
Executive Assistant to the Chief	Public Safety	22				25.04	30.14	36.27	Non-Exempt
Facilities Maintenance Supervisor	Public Works	26	63,300	76,184	91,677				Exempt
Finance Director	Finance	40	125,329	150,839	181,513				Exempt
Financial Services Technician	Finance	17				19.62	23.62	28.42	Non-Exempt
Fleet Services Supervisor	Public Works	27	66,465	79,993	96,260				Exempt
Floodplain & Stormwater Coordinator	Public Works	25	60,286	72,556	87,312				Exempt
GIS Coordinator	Management Services - GIS	27	66,465	79,993	96,260				Exempt
GIS Intern	Management Services - GIS	10				13.94	16.78	20.20	Non-Exempt
GIS Specialist	Management Services - GIS	22				25.04	30.14	36.27	Non-Exempt
GIS Technician	Management Services - GIS	20				22.72	27.34	32.90	Non-Exempt
Grants Administrator	Finance	24	57,415	69,101	83,154				Exempt
Human Resources Analyst	Management Services - HR	24	57,415	69,101	83,154				Exempt
Human Resources Director	Management Services - HR	40	125,329	150,839	181,513				Exempt
Human Resources Generalist	Management Services - HR	20				22.72	27.34	32.90	Non-Exempt
Information Technology Director	Management Services - IT	40	125,329	150,839	181,513				Exempt
Information Technology Support Technician	Management Services - IT	20				22.72	27.34	32.90	Non-Exempt
Intelligence Administrator	Public Safety	25				28.99	34.88	41.98	Non-Exempt
Intern	Various	10				13.94	16.78	20.20	Non-Exempt
IT Project Manager	Management Services - IT	28	69,788	83,993	101,074				Exempt
Judicial Assistant	Court	29	73,277	88,192	106,127				Exempt
Kennel Assistant	Public Safety	10				13.94	16.78	20.20	Non-Exempt
Lead Library Page	Library	10				13.94	16.78	20.20	Non-Exempt
Legal Assistant	City Attorney	17				19.62	23.62	28.42	Non-Exempt
Legal Research Assistant	City Attorney	22				25.04	30.14	36.27	Non-Exempt
Librarian	Library	23				26.29	31.65	38.08	Non-Exempt
Library Assistant	Library	13				16.14	19.43	23.38	Non-Exempt
Library Assistant Supervisor	Library	21	49,597	59,692	71,831				Exempt
Library Computer Assistant	Library	10				13.94	16.78	20.20	Non-Exempt
Library Director	Library	40	125,329	150,839	181,513				Exempt
Library Manager	Library	30	76,941	92,602	111,433				Exempt
Library Page	Library	10				13.94	16.78	20.20	Non-Exempt
Library Supervisor	Library	27	66,465	79,993	96,260				Exempt

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Lifeguard	Parks and Recreation	10				13.94	16.78	20.20	Non-Exempt
Maintenance Worker	Public Works	15				17.80	21.42	25.78	Non-Exempt
Management Analyst	Various	25	60,286	72,556	87,312				Exempt
Mechanic	Public Works	19				21.63	26.03	31.33	Non-Exempt
Office Support Specialist	Various	15				17.80	21.42	25.78	Non-Exempt
Organizational Development Manager	Management Services - HR	30	76,941	92,602	111,433				Exempt
Park Ranger	Parks and Recreation	17				19.62	23.62	28.42	Non-Exempt
Parks and Recreation Director	Parks and Recreation	40	125,329	150,839	181,513				Exempt
Parks Maintenance Crew Leader	Parks and Recreation	21				23.85	28.71	34.54	Non-Exempt
Parks Maintenance Mechanic	Parks and Recreation	17				19.62	23.62	28.42	Non-Exempt
Parks Maintenance Mechanic Assistant	Parks and Recreation	10				13.94	16.78	20.20	Non-Exempt
Parks Maintenance Specialist	Parks and Recreation	20				22.72	27.34	32.90	Non-Exempt
Parks Maintenance Supervisor	Parks and Recreation	25	60,286	72,556	87,312				Exempt
Parks Ranger Supervisor	Parks and Recreation	25	60,286	72,556	87,312				Exempt
Parks Superintendent	Parks and Recreation	30	76,941	92,602	111,433				Exempt
Payroll Specialist	Finance	18				20.61	24.80	29.84	Non-Exempt
Permit Technician	Development Services	16				18.69	22.50	27.07	Non-Exempt
Planner	Development Services	25	60,286	72,556	87,312				Exempt
Planning Intern	Development Services	10				13.94	16.78	20.20	Non-Exempt
Planning Manager	Development Services	33	89,069	107,199	128,998				Exempt
Planning Technician	Development Services	15				17.80	21.42	25.78	Non-Exempt
Plans Examiner	Development Services	24	57,415	69,101	83,154				Exempt
Police Records Clerk	Public Safety	13				16.14	19.43	23.38	Non-Exempt
Police Records Specialist	Public Safety	15				17.80	21.42	25.78	Non-Exempt
Police Records Supervisor	Public Safety	23	54,680	65,810	79,194				Exempt
Police Telecommunications Manager	Public Safety	27	66,465	79,993	96,260				Exempt
Police Telecommunications Officer	Public Safety	19				21.63	26.03	31.33	Non-Exempt
Police Telecommunications Specialist	Public Safety	15				17.80	21.42	25.78	Non-Exempt
Principal Engineer	Development Services	33	89,069	107,199	128,998				Exempt
Principal Planner	Development Services	30	76,941	92,602	111,433				Exempt
Production/Marketing & Communication Specialist	Management Services - Mkt	27	66,465	79,993	96,260				Exempt
Program and Resource Coordinator	Development Services	23	54,680	65,810	79,194				Exempt
Project Engineer	Varies	30	76,941	92,602	111,433				Exempt
Property & Evidence Custodian	Public Safety	18				20.61	24.80	29.84	Non-Exempt
Public Information Officer	Management Services - Mkt	27	66,465	79,993	96,260				Exempt
Public Safety Public Information Officer	Public Safety	27	66,465	79,993	96,260				Exempt
Public Works Director	Public Works	40	125,329	150,839	181,513				Exempt
Public Works Engineering Inspector	Public Works	21				23.85	28.71	34.54	Non-Exempt

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Public Works Engineering Technician	Public Works	18				20.61	24.80	29.84	Non-Exempt
Public Works Maintenance Worker	Public Works	15				17.80	21.42	25.78	Non-Exempt
Public Works Maintenance Worker Specialist	Public Works	20				22.72	27.34	32.90	Non-Exempt
Public Works Maintenance Worker Trainee	Public Works	13				16.14	19.43	23.38	Non-Exempt
Public Works Manager	Public Works	33	89,069	107,199	128,998				Exempt
Public Works Street/Construction Supervisor	Public Works	25	60,286	72,556	87,312				Exempt
Purchasing Administrator	Finance	28	69,788	83,993	101,074				Exempt
Records Coordinator	City Clerk	23	54,680	65,810	79,194				Exempt
Recreation Assistant	Parks and Recreation	16				18.69	22.50	27.07	Non-Exempt
Recreation Coordinator	Parks and Recreation	23	54,680	65,810	79,194				Exempt
Recreation Facilities Manager	Parks and Recreation	25	60,286	72,556	87,312				Exempt
Recreation Leader	Parks and Recreation	10				13.94	16.78	20.20	Non-Exempt
Recreation Superintendent	Parks and Recreation	30	76,941	92,602	111,433				Exempt
Security Worker	Library	10				13.94	16.78	20.20	Non-Exempt
Senior Accountant	Finance	26	63,300	76,184	91,677				Exempt
Senior Administrative Assistant	Various	19				21.63	26.03	31.33	Non-Exempt
Senior Code Compliance Officer	Development Services	21				23.85	28.71	34.54	Non-Exempt
Senior Court Clerk	Court	17				19.62	23.62	28.42	Non-Exempt
Senior Economic Development Specialist	Management Services - ED	28	69,788	83,993	101,074				Exempt
Senior Facilities Maintenance Technician	Public Works	19				21.63	26.03	31.33	Non-Exempt
Senior Human Resources Analyst	Management Services - HR	28	69,788	83,993	101,074				Exempt
Senior Information Technology Support Technician	Management Services - IT	23				26.29	31.65	38.08	Non-Exempt
Senior Kennel Assistant	Public Safety	11				14.64	17.62	21.20	Non-Exempt
Senior Legal Assistant	City Attorney	20				22.72	27.34	32.90	Non-Exempt
Senior Library Assistant	Library	15				17.80	21.42	25.78	Non-Exempt
Senior Library Computer Assistant	Library	10				13.94	16.78	20.20	Non-Exempt
Senior Lifeguard	Parks and Recreation	11				14.64	17.62	21.20	Non-Exempt
Senior Mechanic	Public Works	21				23.85	28.71	34.54	Non-Exempt
Senior Network Engineer	Management Services - IT	29	73,277	88,192	106,127				Exempt
Senior Parks Maintenance Worker	Parks and Recreation	17				19.62	23.62	28.42	Non-Exempt
Senior Permit Technician	Development Services	19				21.63	26.03	31.33	Non-Exempt
Senior Planner	Development Services	27	66,465	79,993	96,260				Exempt
Senior Police Records Clerk	Public Safety	16				18.69	22.50	27.07	Non-Exempt
Senior Police Telecommunications Officer	Public Safety	21				23.85	28.71	34.54	Non-Exempt
Senior Public Works Maintenance Worker	Public Works	17				19.62	23.62	28.42	Non-Exempt
Senior Recreation Leader	Parks and Recreation	11				14.64	17.62	21.20	Non-Exempt
Senior Systems Administrator	Management Services - IT	28	69,788	83,993	101,074				Exempt
Senior Tax Auditor	Finance	27	66,465	79,993	96,260				Exempt

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Senior Traffic Signal and Lighting Technician	Public Works	21				23.85	28.71	34.54	Non-Exempt
Street Crew Leader	Public Works	23				26.29	31.65	38.08	Non-Exempt
System Administrator	Public Safety	26	63,300	76,184	91,677				Exempt
Tax Auditor	Finance	22	52,077	62,677	75,423				Exempt
Teen Intern	Library	10				13.94	16.78	20.20	Non-Exempt
Traffic Signal and Lighting Technician	Public Works	18				20.61	24.80	29.84	Non-Exempt
Water Safety Instructor	Parks and Recreation	10				13.94	16.78	20.20	Non-Exempt