



NOTICE OF SPECIAL COUNCIL MEETING

In accordance with § 38-431.01 of the Arizona Revised Statutes of the State of Arizona, notice is hereby given to the Members of City Council and to the general public that the Mayor and Council of the City of San Luis, Arizona, will hold a Special City Council meeting at 6:00 p.m., Friday, March 28, 2025. The meeting will take place at the City Council Chambers, located at 1090 E. Union Street, San Luis, Arizona, 85349. The public is invited to attend the open meeting.

In accordance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973, the City of San Luis does not discriminate on the basis of disability in the admission of or access to, or treatment or employment in its programs, activities, or services. For information regarding rights and provisions of the ADA or Section 504, or to request reasonable accommodations for participation in City programs, activities, or services contact: ADA/Section 504 Coordinator, City of San Luis Human Resources Department, 1090 E. Union Street, San Luis, Arizona, 85349; (928) 341-8520.

Notice is hereby given that pursuant to A.R.S. § 1-602.A.9, subject to certain specified statutory exceptions, parents have a right to consent before the State or any of its political subdivisions make a video or audio recording of a minor child. Meetings of the City Council are audio and/or video recorded, and, as a result, proceedings in which children are present may be subject to such recording. Parents in order to exercise their rights may either file written consent with the City Clerk to such recording or take personal action to ensure that their child or children are not present when a recording may be made. If a child is present at the time a recording is made, the City will assume that the rights afforded parents pursuant to A.R.S. § 1-602.A.9 have been waived.

THIS NOTICE IS GIVEN BY:

/s/ Sonia Cornelio, City Clerk

AVISO DE JUNTA ESPECIAL

De acuerdo con los Estatutos del Estado de Arizona A.R.S. § 38-431.01, se le informa a los miembros del Cabildo y al público en general que el Alcalde y el Cabildo, tendrán una Junta Especial a las 6:00 p.m., el día Viernes, 28 de Marzo del 2025. La junta se llevará a cabo en la Sala del Cabildo, ubicada en el 1090 E. Union Street, San Luis, Arizona, 85349. El público está invitado a la junta.

De acuerdo con el Acta de Americanos con Discapacidades y la Sección 504 del Acta de Rehabilitación del 1973, la Ciudad de San Luis, Arizona no discrimina por causa de discapacidad la admisión y acceso a sus programas, actividades, servicios o en el trato en cuanto a empleo. Para más información referente a derechos y provisiones del Acta de Americanos con Discapacidades o Sección 504, o para solicitar adaptaciones que sean razonables para la participación en programas, actividades o servicios de la Ciudad, contactar al: Coordinador del Acta de Americanos con Discapacidades/Sección 504, Departamento de Recursos Humanos de la Ciudad de San Luis, Arizona, ubicado en el 1090 E. Union Street, San Luis, Arizona, 85349; (928) 341-8520.

Por medio de este aviso y de acuerdo con los Estatutos del Estado de Arizona A.R.S § 1-602.A.9, sujeto a ciertas excepciones reglamentarias, los padres de familia tienen el derecho de dar el consentimiento ante el Estado o cualquiera de sus subdivisiones políticas para hacer una grabación de audio o video de su hijo menor de edad. Las juntas del Cabildo se graban en audio y/o video y como resultado, el hecho de que haya menores presentes puede ser sujeto a que sean grabados. Para que los padres de familia puedan ejercer sus derechos pueden dar el consentimiento por escrito con la Secretaria de la Ciudad a tal grabación, o tomar acción personal para asegurarse que su hijo menor no esté presente cuando la grabación se lleve a cabo. Si un menor de edad está presente en el momento de la grabación, la Ciudad asumirá que los padres de familia están cediendo los derechos sobre una posible grabación de acuerdo con los Estatutos del Estado de Arizona A.R.S. § 1-602.A.9.

ESTE AVISO ES DADO POR:

/f/ Sonia Cornelio, Actuaría de la Ciudad



AGENDA
Special Meeting
San Luis City Council
Council Chambers
1090 E. Union Street
San Luis, AZ 85349
March 28, 2025
6:00 p.m.

PLEASE TAKE NOTICE THAT MEMBERS OF THE CITY COUNCIL WILL ATTEND EITHER IN PERSON, TELEPHONE, OR VIDEO CONFERENCE COMMUNICATION. THE MAYOR OR ACTING MAYOR FOR THIS MEETING MAY CHANGE THE ORDER OF THE ITEMS; IF AUTHORIZED BY LAW AND BY A MAJORITY VOTE OF A QUORUM OF CITY COUNCIL MEMBERS PRESENT, AN EXECUTIVE SESSION WILL BE HELD IMMEDIATELY FOLLOWING THE VOTE IN ACCORDANCE WITH A.R.S. § 38-431.03(A) AND THE MEETING WILL BE TEMPORARILY RECESSED WHILE THE CITY COUNCIL RETIRES TO EXECUTIVE SESSION WHICH WILL NOT BE OPEN TO THE PUBLIC.

TENGA EN CUENTA QUE LOS MIEMBROS DEL CABILDO DE LA CIUDAD ASISTIRÁN EN PERSONA, TELÉFONO O COMUNICACIÓN POR VIDEO CONFERENCIA. LA ALCALDESA O ALCALDE INTERINO DE ESTA REUNIÓN PUEDE CAMBIAR EL ORDEN DE LOS TEMAS; SI ESTÁ AUTORIZADO POR LA LEY Y POR MAYORÍA DE VOTOS DE UN QUÓRUM DE MIEMBROS DEL CABILDO PRESENTES, SE LLEVARÁ A CABO UNA SESIÓN EJECUTIVA INMEDIATAMENTE DESPUÉS DE LA VOTACIÓN DE ACUERDO CON LOS ESTATUTOS DEL ESTADO DE ARIZONA A.R.S. § 38-431.03 (A) Y LA REUNIÓN SERÁ TEMPORALMENTE RECESADA MIENTRAS EL CABILDO DE LA CIUDAD SE RETIRE A UNA SESIÓN EJECUTIVA QUE NO ESTARÁ ABIERTA AL PÚBLICO.

1. CALL TO ORDER/ROLL CALL
2. PLEDGE OF ALLEGIANCE
3. DISCUSSION AND POSSIBLE ACTION ITEM:
 3. A. Discussion and possible action on any and all matters regarding strategy for implementing salary adjustments. ITEM CONTINUED FROM THE REGULAR COUNCIL MEETING OF MARCH 26, 2025. **(Adela Cortez, Director of Human Resources)**
4. ADJOURNMENT



AGENDA ITEM REVIEW FORM

Special City Council Meeting

3. A.

Meeting Date: 03/28/2025

Department Head: Adela Cortez, Director Human Resources, Human Resources Department

Submitted By: Adela Cortez, Director Human Resources, Human Resources Department

Action Requested: Motion

ITEM:

Discussion and possible action on any and all matters regarding strategy for implementing salary adjustments. ITEM CONTINUED FROM THE REGULAR COUNCIL MEETING OF MARCH 26, 2025.

(Adela Cortez, Director of Human Resources)

SUMMARY:

In early 2024, Public Sector Personnel Consultants conducted a Base Salary Study to assess the City's salary competitiveness. The findings and implementation options were presented at the City Council meeting on June 12, 2024.

The study revealed that the City is not a competitive employer, with 83% of the benchmarked jobs paying more than 5% below prevailing market rates. This shortfall affects 257 employees whose current salaries fall below the proposed minimum salary range for their positions.

The study proposed the following actions to address and improve salary competitiveness:

1. Adopt the proposed Salary Range (Pay Grade Structure) for FY 2024-2025 – *this was approved during June 12, 2024, meeting.*
2. Establish a salary competitiveness policy aligned with prevailing market rates.
3. Adjust salaries for all employees currently earning below the minimum salary range to meet the new minimum on the plan's effective date.
4. Annually update the salary plan by reallocating job classes to appropriate salary ranges.
5. Use the salary range linkage guide for assigning non-benchmark job classes during annual updates.

Financial Analysis

Bringing all 257 affected employees to 100% of the minimum salary range would cost approximately \$1,515,516 plus fringe benefits, totaling \$1,924,705 annually. It has been determined this is not feasible due to current financial status of the City. After further assessment of the City's financial status, the following recommendation was presented.

Recommendation

To promote staff stability and retention and enhance salary competitiveness, the following *Salary Competitiveness Policy* is recommended as was presented during the 2026 Budget Presentation in the Work Session of February 26, 2025:

- Implement the **97.5%** Salary Competitiveness Policy and provide a Market Salary Adjustment (MSA) to the 257 employees earning below **97.5%** of the market minimum.
 - Adjust the salaries of contracted employees in alignment with the classified service adjustments.

- o The total annual budget impact is estimated at \$1,513.172, including employer costs – ERs.
 - o The total budget impact for the remainder of the Fiscal Year is projected at **\$510,000**, including employer costs – ERs.
 - o Depending on budget availability for Fiscal Year 2025-2026, further adjustments be made to bring these employees to 100% of the Market rate.
- Pursuant to Policy HR-3-02, implement a Longevity Pay Plan to value employees’ dedication and years of full-time service.
 - o For FY 2024-2025 and 2025-2026 only employees who are not impacted by being under the Market would be eligible to receive longevity lump-sum payments.
 - o Total budget impact for FY2024-2025 is projected at \$88,000, including employer costs, and for FY 2025-2026 is projected at \$85,000, including employer costs.
 - o Starting in FY 2026-2027 and thereafter, contingent on budget availability, all employees will be considered for longevity pay.

Should this recommendation be approved, salary adjustments and longevity lump-sum payments may be processed effective the beginning of the Pay Period, on March 22, with employees seeing the changes on their April 11, 2025, paycheck.

RECOMMENDATION / SUGGESTED MOTION:

I MOVE TO APPROVE IMPLEMENTING A SALARY COMPETITIVENESS POLICY AT 97.5% OF THE MARKET, INCLUDING A LONGEVITY PAY PLAN, WITH PAYMENTS FOR FY 2024-2025 EFFECTIVE MARCH 22, 2025, AND ADJUST POLICY TO 100% OF THE MARKET DURING THE FISCAL YEAR 2025-2026. I FURTHER MOVE TO APPROVE THE BUDGET TRANSFER AS STATED IN THE FISCAL IMPACT OF THIS AGENDA ITEM.

Fiscal Impact

IS THERE FISCAL IMPACT ASSOCIATED WITH THIS ITEM:	YES
CITY/STATE/FEDERAL FUNDS:	CITY
TOTAL:	\$850,000
BUDGETED AMOUNT:	\$850,000
AVAILABLE AMOUNT TO TRANSFER:	\$850,000
ACCT NAME & GL#/REMAINING BALANCE BEFORE PURCHASE:	City Administration GL: 100-115-51000

FISCAL IMPACT STATEMENT (IF THIS IS A BUDGET TRANSFER, YOU MUST ATTACH THE BUDGET ADJUSTMENT FORM):

To facilitate the implementation of the new salary structure, we are requesting City Council approval for the following action:

1. *Authorize the reallocation of the \$850,000 Salary Adjustment Budget from the City Administration department GL Account 100-115-51000 Salary Classification to other city departments as required XXX-XXX-50XXX Salaries Line.*

Attachments

- Salary Range
- Competitiveness Policy Options
- Longevity Pay Plan
- PSPC Salary Survey Report
- 97.5% Classification Structure

City of San Luis Salary Range Table

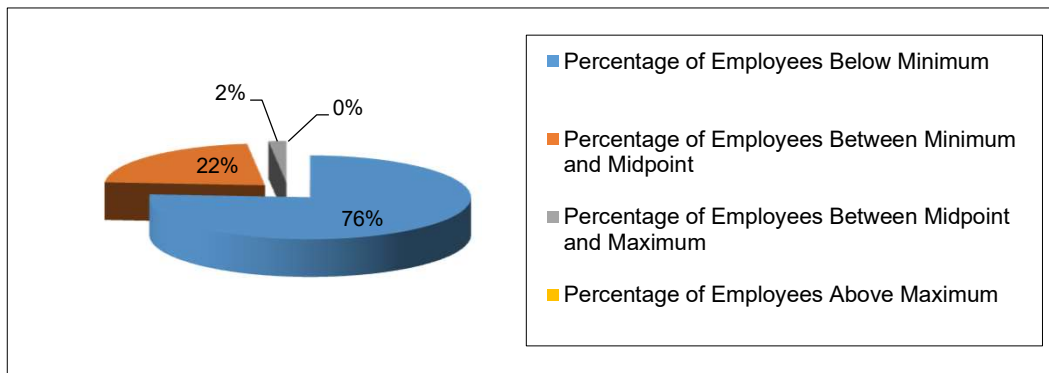
Salary Range	Minimum	Midpoint	Maximum		Salary Range	Minimum	Midpoint	Maximum
1	\$31,200	\$37,310	\$41,638		39	\$76,282	\$95,353	\$114,423
2	\$31,741	\$38,243	\$42,679		40	\$78,189	\$97,736	\$117,284
3	\$32,535	\$39,199	\$43,746		41	\$80,144	\$100,180	\$120,216
4	\$33,348	\$40,179	\$44,840		42	\$82,147	\$102,684	\$123,221
5	\$34,182	\$41,183	\$45,961		43	\$84,201	\$105,251	\$126,302
6	\$35,037	\$42,213	\$47,110		44	\$86,306	\$107,883	\$129,459
7	\$35,913	\$43,268	\$48,287		45	\$88,464	\$110,580	\$132,696
8	\$36,810	\$44,350	\$49,494		46	\$90,675	\$113,344	\$136,013
9	\$37,731	\$45,459	\$50,732		47	\$92,942	\$116,178	\$139,413
10	\$38,674	\$46,595	\$52,000		48	\$95,266	\$119,082	\$142,899
11	\$39,641	\$47,760	\$53,300		49	\$97,647	\$122,059	\$146,471
12	\$40,632	\$48,954	\$54,633		50	\$100,089	\$125,111	\$150,133
13	\$41,648	\$50,178	\$55,998		51	\$102,591	\$128,239	\$153,886
14	\$42,689	\$51,432	\$57,398		52	\$105,156	\$131,444	\$157,733
15	\$43,756	\$52,718	\$58,833		53	\$107,784	\$134,731	\$161,677
16	\$44,850	\$54,036	\$60,304		54	\$110,479	\$138,099	\$165,719
17	\$44,310	\$55,387	\$66,464		55	\$113,241	\$141,551	\$169,862
18	\$45,417	\$56,772	\$68,126		56	\$116,072	\$145,090	\$174,108
19	\$46,553	\$58,191	\$69,829		57	\$118,974	\$148,717	\$178,461
20	\$47,717	\$59,646	\$71,575		58	\$117,253	\$152,435	\$187,617
21	\$48,909	\$61,137	\$73,364		59	\$120,185	\$156,246	\$192,308
22	\$50,132	\$62,665	\$75,198		60	\$123,189	\$160,152	\$197,116
23	\$51,385	\$64,232	\$77,078		61	\$126,269	\$164,156	\$202,043
24	\$52,670	\$65,838	\$79,005		62	\$129,426	\$168,260	\$207,094
25	\$53,987	\$67,484	\$80,980		63	\$132,661	\$172,467	\$212,272
26	\$55,337	\$69,171	\$83,005		64	\$135,978	\$176,778	\$217,579
27	\$56,720	\$70,900	\$85,080		65	\$139,377	\$181,198	\$223,018
28	\$58,138	\$72,672	\$87,207		66	\$142,862	\$185,728	\$228,594
29	\$59,591	\$74,489	\$89,387		67	\$146,433	\$190,371	\$234,308
30	\$61,081	\$76,351	\$91,622		68	\$150,094	\$195,130	\$240,166
31	\$62,608	\$78,260	\$93,912		69	\$153,846	\$200,008	\$246,170
32	\$64,173	\$80,217	\$96,260		70	\$157,693	\$205,009	\$252,325
33	\$65,778	\$82,222	\$98,667		71	\$161,635	\$210,134	\$258,633
34	\$67,422	\$84,278	\$101,133		72	\$165,676	\$215,387	\$265,098
35	\$69,108	\$86,385	\$103,662		73	\$169,818	\$220,772	\$271,726
36	\$70,835	\$88,544	\$106,253		74	\$174,063	\$226,291	\$278,519
37	\$72,606	\$90,758	\$108,909		75	\$178,415	\$231,948	\$285,482
38	\$74,421	\$93,027	\$111,632					

Separation @ MP	
2.50%	

Range Spread		
	40.00%	Ranges 1 thru 16
	50.00%	16 thru 57
	60.00%	58 thru 75

City of San Luis
Table 5 - Estimated Fiscal Impact of FY 2025 Salary Plan
Salary Competitiveness Policy Options
New 2.5% Salary Structure

	Option 1	Option 2	Option 3	Option 4
	100%	97.5%	95.0%	92.5%
Number of Employees	335	335	335	335
Total Payroll	\$16,960,825	\$16,960,825	\$16,960,825	\$16,960,825
Number of Employees Below Minimum	273	255	230	205
As % of total employees	81.49%	76.12%	68.66%	61.19%
Total \$ below Minimum	\$1,515,516	\$1,192,638	\$892,112	\$627,313
As % of total payroll	8.94%	6.98%	5.26%	3.70%
Average amount below Minimum	\$5,551	\$4,640	\$3,879	\$3,060
Number of Employees Below Midpoint	331	329	325	323
As % of total employees	98.81%	98.21%	97.01%	96.42%
\$ to Bring to Midpoint	\$5,625,430	\$5,082,235	\$4,557,523	\$4,047,844
As % of total payroll	33.17%	29.96%	26.87%	23.87%
Optional: Additional Cost for In-Grade Adjustments:				
Option 1 - Maintain SRP	\$1,073,248	\$962,750	\$838,358	\$674,345
As % of total payroll	6.33%	5.68%	4.94%	3.98%
Option 2 - Adjust SRP	\$300,557	\$242,786	\$176,731	\$117,001
As % of total payroll	1.77%	1.43%	1.04%	0.69%
Number of Employees Above Maximum	0	0	1	2
As % of total employees	0.00%	0.00%	0.30%	0.60%
Total \$ over Maximum	\$0	\$0	\$196	\$2,309
As % of total payroll	0.00%	0.00%	0.00%	0.01%
Average amount over Maximum	\$0	\$0	\$196	\$1,154



Percentage of Employees Below Minimum	255
Percentage of Employees Between Minimum and Midpoint	74
Percentage of Employees Between Midpoint and Maximum	6
Percentage of Employees Above Maximum	0

Longevity Pay Plan

I. PURPOSE

The City of San Luis values the dedication and years of full-time service contributed by its regular employees. The Longevity Pay Plan establishes guidelines for the annual distribution of longevity pay, ensuring fairness and recognition of employees' continued commitment to the agency. In accordance with *Section III (A) - Budget Appropriation*, payment of longevity pay is discretionary and contingent upon City Council's, in its sole discretion, allocation of funding. Nothing in this plan shall be interpreted to establish an enforceable legal right or entitlement of any employee to an annual distribution of longevity pay.

II. ELIGIBILITY

- A. Employees must be full-time regular employees, defined as those working 40 or more hours per work week.
- B. Employees must have completed five (5) years of continuous service to qualify.
 - 1. Longevity Credit is given for each month an employee is in pay status for all regularly scheduled workdays and paid holidays.
 - 2. A break in service due to leave without pay will delay longevity payment by the number of months the employee was in non-paid status.
 - a. An unpaid leave of three (3) days or more consecutive days constitutes a break in service.
 - b. Workers' Compensation Leave, Military Leave, and Family and Medical Leave Act (FMLA) leave do not count as breaks in service.
- C. Years of continuous service are calculated as of June 30th of each year.
 - 1. Unpaid leave (*excluding military service leave, workers' compensation, and FMLA*) does not count toward years of service.
 - 2. For longevity calculation:
 - a. Regular full-time employees: 2,080 hours per year
 - b. Shift Firefighters: 2,756 hours per year
- D. If applicable, longevity pay will be credited to the employees' retirement plan, provided they are enrolled in one of the following City sponsored plans:
 - 1. Arizona State Retirement System (A.S.R.S.)
 - 2. Public Safety Personnel Retirement System (P.S.P.R.S.)

III. PROCEDURE

A. Budget Appropriation

1. During the annual budget process, the City Council, in its sole discretion, may allocate funds for this program, subject to budgetary limitations.
2. Each year, the City Council has the discretion to increase, reduce, or eliminate the longevity appropriation based on the City's financial status.

B. Eligibility Review and Calculation

1. If approved during the budget process, the Human Resources Department will compile a list of full-time regular employees who meet the Eligibility Criteria as outlined in *Section II. Eligibility*.
2. As of November 1st, Human Resources will generate the employee listing and perform the necessary longevity calculations in accordance with *Section IV. Longevity Payment*.

C. Disbursement of Longevity Pay

1. The Finance Department will process and disburse longevity payments during an off-payroll week no later than mid-December.

IV. LONGEVITY PAYMENT

A. Annual Payment & Funding

Longevity pay will be paid annually, contingent upon funding being allocated during the annual budget process and employees meeting the eligibility criteria outlined in *Section II. Eligibility*.

B. Calculation Method

Longevity pay will be paid as a flat amount as outlined on the Longevity Pay Rates table on *Section IV (E)*.

C. Payment Structure

1. Longevity pay will be issued as a lump sum payment.
2. The final amount will be rounded to the nearest dollar.
3. Longevity pay will be subject to statutory deductions.

D. Exclusion from Base Pay

Longevity pay is not considered part of the employee's annual base salary and will not be reflected as such in personnel or payroll records.

E. Longevity Pay Rates

Years of Service	Longevity Pay Rate
0 - <5 years	\$0.00
5 - <10 years	\$1,000.00
10 - <15 years	\$1,500.00
15 - <20 years	\$2,000.00
20+ years	\$2,500.00

V. PRORATED LONGEVITY PAY

A. Eligibility for Prorated Payment

1. If an employee's employment ends, their longevity pay will be prorated based on the number of months worked in the final year of employment.
2. Prorated longevity pay is determined by:
 - a. Dividing the full annual longevity payment by 12 months.
 - b. Multiplying that amount by the number of months worked since the last annual payment.
 - c. Rounding the final amount to the nearest cent.
3. The employee must have been in pay status for all regularly scheduled workdays and paid holidays in a given month for it to be counted.
4. No longevity pay is awarded for any period covered by terminal leave pay.

B. Military Leave Considerations

If an eligible employee goes on extended military leave without pay, they will receive:

- A prorated longevity payment at the time they go on leave.
- The remaining balance will be paid upon their return and completion of a full year of service.

C. Leave Without Pay Considerations

1. If an employee goes on leave without pay, longevity pay will be deferred until they return and complete a full year of service.
2. If the employee resigns while on leave without pay, they will receive the prorated amount for which they were eligible before resigning.

VI. POLICY RESTRICTIONS

- A. Temporary, part-time, seasonal employees and volunteers are excluded from eligibility for longevity pay.
- B. An employee who terminates employment with the City of San Luis, then returns, will forfeit all accrued time.
- C. The cap of maximum annual longevity pay per eligible employee is set at \$2,500.00 of the employee's annual income.

EXHIBIT 4

**2024 SALARY SURVEY AND
FY 2025 SALARY PLAN
FOR THE
CITY OF SAN LUIS**

JUNE 2024

PREPARED BY:

PUBLIC SECTOR PERSONNEL CONSULTANTS

NATIONWIDE: 888-522-7772

2824 NORTH POWER ROAD, #113-486, MESA, ARIZONA 85281

WWW.COMPENSATIONCONSULTING.COM

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1. EXECUTIVE SUMMARY

PSPC is pleased to present this report describing the 2024 salary survey results and recommended FY 2025 Salary Plan for the City of San Luis.

A. SUMMARY OF FINDINGS

1. The City's salary plan is more than 5% below the prevailing rates for seventy-seven of the ninety-three (83%) surveyed benchmark job classes in comparison to the competitor public employers surveyed (page 5).
2. The extent of variance from the estimated prevailing rates ranges from -35.87% for Water/Wastewater Operator 3 to +13.14% for Lead Custodian (Table 1, Appendix A-2).
3. The City's salary structure utilizes three sets of different salary grades, ranging from grades that provide 33% in-grade salary opportunity to grades providing 65% in-grade salary opportunity (page 6).
4. With a salary competitiveness policy at 100% of the prevailing rates, the current salaries of 257 employees' fall below the Minimum of the proposed salary range for their position for a cost of \$1,504,542 (9.28% of base payroll) to bring those salaries up to the Minimum (page 8).
5. Estimated implementation costs for various salary competitiveness policies are included in Table 5 (Appendix A-16) for the City's consideration.

B. SUMMARY OF RECOMMENDATIONS

1. Establish the City's salary competitiveness policy in relation to the estimated prevailing rates (page 7).
2. Adopt the proposed FY 2025 salary range assignments shown in Table 2 (Appendix A-7) and Table 3 (Appendix A-11).
3. Bring the salaries of all employees below the Minimum of the salary range for their position's job class up to the Minimum salary amount on the plan's effective date (page 9).
4. Freeze the salaries of any employees whose salary is above the salary range Maximum of their new salary range (page 9),
5. Annually update the salary plan by reallocating job classes to different salary ranges from the proposed Salary Range Table reflecting the varying prevailing rate movement of each job class in the marketplace (page 11).
6. Utilize the salary range linkage guide for salary range allocation of non-benchmark job classes during annual salary plan update (Table 4, Appendix A-14).

2. EXTERNAL COMPETITIVENESS COMPARISONS

The following paragraphs and tables compare the City's current salary structure to those for similar occupations at public employers with whom the City competes to obtain and retain high quality staff. Survey comparators were selected by the City to reflect those public employers from whom the City has recruited employees, or to whom the City has lost employees.

A. SOURCES OF DATA

We obtained the complete salary plans from the following cities and towns and extracted data for job classes matching the City's salary survey benchmarks.

Apache Junction
Buckeye, City of
Casa Grande
Florence
Lake Havasu City
Marana, Town of
Maricopa
Oro Valley
Prescott Valley
Sierra Vista
Yuma, City of

Private sector prevailing rates were included using salary data reported in Economic Research Institute's (ERI) Salary Assessor database for the San Luis, AZ area.

Salary data was collected during the first quarter of 2024. The data used in this report reflects the salary plans in use at the time of data collection and has not been adjusted for local wage differentials, area cost of living, or salary plan effective dates.

B. SALARY RANGE MIDPOINT COMPARISON

We utilized the standard "structure-to-structure" method to compare the City's salary structures to the prevailing rates. The City's salary structures, and the prevailing rates are represented by their Midpoints, which are the amounts employers pay for sustained competent job performance.

Midpoint is the most objective, occupation-specific, and consistent component of salary structures among employers, as the varying widths of salary ranges are too great to utilize Minimum or Maximum.

Midpoint is not affected by actual salary averages which may reflect longevity, pay-for-performance, and a myriad of subjective salary plan administration characteristics of the comparator employers. When individual salary plans were comprised of steps, the beginning and ending steps were added and the sum divided by two (2) to calculate a true midpoint.

C. BENCHMARK OCCUPATIONS

Benchmark jobs are of the type for which most the survey employers compete amongst themselves, from which valid inferences can be drawn about larger groups of jobs, include jobs representing differing levels of complexity within the same occupational hierarchy, and whose job content does not vary greatly among employers.

This survey includes prevailing rate information for ninety-three (93) of the City's 155 occupational job classes,

D. EXTERNAL PREVAILING RATE COMPARISON

The City is not a competitive employer (more than 5% below the prevailing rates) for 83% of the benchmark job classes.

The table below summarizes the comparison of the City's current salary structure midpoints for all benchmark job classes, to the prevailing rates of all the comparator employers from all the salary survey sources. A detailed listing of benchmarks is included in Table 1, Appendix A-2.

NOTE: Relationship of +/- 5% to the prevailing rates is considered comparable to the prevailing rates.

<u>Relationship to Prevailing Rates</u>	<u>Benchmark Job Classes</u>	<u>% of Sample</u>	<u>Range of Variance</u>
More than 5% BELOW	77	83%	-35.87% / -5.20%
Comparable – within 5%	14	15%	- 3.58% / +2.89%
More than 5% AHEAD	2	2%	+7.55% /+13.14%
TOTAL:	93	100%	

3. CURRENT AND PROPOSED SALARY STRUCTURES

The City currently utilizes multiple salary structures for its occupational job classes. The characteristics of each structure are described in the table below:

A. CURRENT SALARY STRUCTURE

<u>Salary Schedule</u>	<u>No. of Grades</u>	<u>Approx. Grade Width</u>	<u>Approx. % Between Grades</u>	<u># of Steps</u>	<u>Avg. % Between Steps</u>
Administrative/Operative	7	33% - 44%	4% - 7%	N/A	N/A
Professional/Management	10	50%	10% - 13%	N/A	N/A
Executive	3	50% to 65%	10%	N/A	N/A

The City currently uses three salary schedules for its job classes.

The Administrative/Operative salary schedule includes seven salary grades that vary from 33% to 44% wide from minimum to maximum. Separation between midpoints for each grade varies from 4% separation to 7% separation between sequential grades.

The Professional/Management salary schedule includes ten salary grades that are approximately 50% wide from minimum to maximum with separation between sequential grades varying from 10% to 13% between sequential grades.

The Executive salary schedule includes three salary grades. This schedule currently includes only the City Manager, Assistant City Manager, and City Attorney. Grade widths vary from 50% to 65% wide from Minimum to maximum, with approximately 10% separation between sequential grades.

B. PROPOSED SALARY RANGE TABLE

We recommend the City adopt the proposed salary range table (Appendix A-4). This structure has been prepared to include the tapered range widths of the City's current structures.

Like the City's current salary structures, range widths, measured from the salary range minimum to the salary range maximum for each range, vary for the three levels of job classes used by the City. Administrative/Operative job classes are the narrowest with 40% range width. Professional/Management job classes remain 50% wide, and the Executive salary ranges are the widest with 60% salary range width.

All ranges are separated by a uniform two and one-half percent (2.5%) permitting job classes to be precisely linked to the external prevailing rates, the City's salary competitiveness policy, and internal job relationships, through their Midpoints.

Note: The minimum for salary range one (SR1) was adjusted to reflect the January 1, 2025, the minimum wage increases to \$15.00 per hour. To maintain the uniformity of the 2.5% midpoint progression, the salary range Midpoint and Maximum were not recalculated, resulting in a narrower range width for SR1.

4. RECOMMENDED FY 2025 SALARY PLAN

The following paragraphs describe the recommended FY 2025 salary plan for the City and its estimated fiscal impact.

A. RECOMMENDED FLEXIBLE SALARY COMPETITIVENESS POLICY

Salary *policy* is the City's expression of *where* it will place its salary levels in relation to the prevailing rates, expressed as a *percentage* of the external prevailing rates. Due to the high cost of initial implementation of the FY 2025 salary plan with 100% salary competitiveness, it may be necessary to implement the FY 2025 plan at a lower salary competitiveness policy and increase the salary competitiveness in subsequent budget years year until the desired level of salary competitiveness is attained.

Permanent Prevailing Rate Salary Policy

We recommend that the City consider adopting a prevailing rates competitiveness policy and place its salary competitiveness policy at 100% of the external prevailing rates. "*At the prevailing rates*" is defined as +/- 5% of the survey jobs' averages matching the City's benchmark job classes. An illustrative prevailing rate resolution wording is:

It is the policy of the City of San Luis to place its salary range assignments at 100% of the prevailing rates paid for similar occupations by the employers with whom we compete for high quality staff, if financially able, based on the non-weighted average rates of the designated comparator employers.

This flexible policy will permit the City to consider significant factors relating to internal occupational group relationships, supply, and demand in the marketplace for specific occupations, and financial constraints.

B. ASSIGNMENT OF JOB CLASSES TO SALARY RANGES

Tables 2 shown in job family order (Appendix A-6) and Table 3, shown in salary range order (Appendix A-10) are the recommended FY 2025 salary ranges for each of the City's job classes.

Benchmark job classes (indicated by an asterisk) were placed as close to the prevailing rates for comparable job classes as was practical, by matching the City's salary range Midpoints to the survey benchmark rates.

Ranges in Tables 2 and 3 illustrate a 92.5% salary competitiveness policy.

We utilized our professional judgment to prevent illogical relationships that could result from survey data directly linked into salary ranges, as there is no automatic logical job content relationship among survey data collected from various employers. Non-benchmark job classes were linked to benchmark job classes by professional judgment, as detailed in Table 4 Appendix A-13.

C. ESTIMATED FISCAL IMPACT OF THE RECOMMENDED SALARY PLAN

Table 5, Appendix A-15, summarizes the estimated fiscal impact for various salary competitiveness policies.

Should the City decide to position itself at 100% of the market prevailing rates (100% salary competitiveness policy), it will cost an estimated \$1,504,542 (9.28% of base payroll) to increase the salaries of the 257 employees whose salaries will fall below the Minimum of the proposed salary range.

5. INITIAL IMPLEMENTATION OF FY 2025 SALARY PLAN

The initial implementation of the City's updated salary plan for FY 2025 will be controlled by the City's financial resources, and therefore balanced between the City's desire to pay all employees at the prevailing rates for their occupations and available funds.

A. SALARIES BELOW MINIMUM

We recommend that the salaries of all employees whose current amount is less than the Minimum of the salary range for their position's job class be increased to the range Minimum amount on the effective date of the updated salary plan.

B. SALARIES ABOVE MAXIMUM

We recommend that the salaries of all employees whose current salary amount is more than the Maximum of the salary range for their position's job class, be frozen until such time as the market moves above that amount and the job class has been re-assigned to a new salary range to include their current rate.

C. OPTIONAL IN-RANGE ADJUSTMENTS BASED ON TIME IN POSITION

The process of implementing a market study does not, nor is it intended to, provide all employees with a salary increase. Only those employees whose salaries are below the minimum of the new salary range will receive an increase, potentially resulting in the salaries of more tenured employees being too close to the salaries of less tenured employees.

The City may wish to consider including an in-range adjustment to separate the salaries of employees with longer tenure from those with lesser tenure.

The salary range progression (SRP) method measures an employee's salary as a percentage of the available salary increase amount. This method is not affected by varying range widths. A salary range progression (SRP) of 0% represents a salary at the minimum of the range, an SRP of 50% represents a salary at Midpoint, and an SRP of 100% represents a salary at the maximum of the range. The formula is shown below:

$$\frac{(\text{Current Salary} - \text{Salary Range Minimum})}{(\text{Salary Range Maximum} - \text{Salary Range Minimum})}$$

Included in this report are two options to adjust employees in-range position and are described in the paragraphs below. The additional cost to implement each option is included in [Tables 5a-d](#) in the appendix.

Option 1 – Maintain Current Salary Range Progression

Each employee will be placed in the new salary range according to their current SRP. This option will maintain each employees' current progression in the new salary range but will not correct any salary progression inequities.

Option 2 – Adjust SRP Based on Time in Current Position

Each employee will be placed in their new salary range according to how long they have been employed in their current job class. A sample table of time in position and target SRP is included in the Appendix of this report.

This option will correct any inconsistencies that may exist in employee salary range progression and may be modified to stay within available City funding levels.

Each employee’s new SRP (after Market adjustment) is compared to the targeted SRP for their years in their current position. An employee whose salary falls below the targeted SRP for their years in position will receive a salary increase to reach the target SRP. Employees whose salaries are above the target SRP will not be reduced.

Costs for both options are summarized below.

	Salary Competitiveness Policy							
	100%		97.5%		95%		92.5%	
<u>In-Range Option</u>	\$	% of P/R	\$	% of P/R	\$	% of P/R	\$	% of P/R
Option 1 – Maintain SRP	\$1.1m	6.8%	\$985 k	6.1%	\$861 k	5.3%	\$687 k	4.2%
Option 2 – Adjust SRP	\$307 k	1.9%	\$247 k	1.5%	\$181 k	1.1%	\$121k	0.8%

6. SALARY ADMINISTRATION

To maintain market competitiveness and the City's ability to recruit and retain talented employees, we recommend the City administer its salary plan following the salary plan maintenance procedures outlined in this section.

A. FUNDING INITIAL IMPLEMENTATION AND ANNUAL UPDATES

We recommend the City's salary plan be established and subsequent updates made on the basis of the external prevailing rates.

All funds for initial implementation and/or annual updates should be combined into one single prevailing rate maintenance (PRM) budget authorized by the City Council. Across-the-board or universal flat amount salary increases significantly impair external competitiveness, internal equity, and merit increase opportunity.

B. ANNUAL PLAN UPDATE STEPS

1. Secure re-affirmation of the City's prevailing rate salary policy.
2. Obtain latest salary plans of comparator employers listed on page 4 of this document.
3. Compute the prevailing rate for each of the benchmark job classes.
4. Reassign the benchmark job classes to the salary ranges whose Midpoints most closely match the prevailing rates.
5. Re-assign the non-benchmark job classes by adjusting them by the same number of salary ranges as their linked benchmark job class (Table 4 Appendix A-13).
6. Utilize professional judgment in job class re-assignment to prevent internal inequities and relationships not supported by relative job complexity.
7. Identify employees whose current salary is less than their job's new Minimum.
8. Compute the total amount of dollars, and percentage of current payroll, required to bring all employees to the Minimum of their new salary range.
9. Bring all salaries up to Minimum on the updated plan's effective date (7/1/24).

**Appendix of Tables
for the
2024 Compensation Study and FY 2025 Salary Plan
Conducted for the
City of San Luis
by PSPC**

**City of San Luis
2024 Salary Survey**

Table 1 - External Prevailing Rates Comparison

Class Code	Functional Title	San Luis Midpoint	07/01/24 Survey Midpoint	Variance	
				\$	%
1147	Water/Wastewater Plant Operator 3	\$50,794	\$69,012	-\$18,218	-35.87%
1023	Building Permit Technician	\$38,750	\$51,103	-\$12,353	-31.88%
1136	Senior Services Assistant	\$34,726	\$45,760	-\$11,034	-31.78%
1142	Manager, Water/Wastewater	\$83,803	\$110,145	-\$26,342	-31.43%
1093	Court Clerk I	\$36,296	\$47,544	-\$11,248	-30.99%
1022	Building Official	\$83,803	\$109,369	-\$25,566	-30.51%
1069	Supervisor, Fleet Services	\$69,264	\$90,366	-\$21,102	-30.47%
1054	Meter Reader	\$34,726	\$45,272	-\$10,546	-30.37%
1020	Building Inspector I	\$50,794	\$66,217	-\$15,424	-30.37%
1109	Police Communications Officer	\$44,356	\$57,695	-\$13,339	-30.07%
1082	IT Help Desk Technician	\$41,465	\$53,393	-\$11,928	-28.77%
1089	Video Prod. and Operation Spec.	\$50,794	\$65,335	-\$14,542	-28.63%
1146	Water/Wastewater Plant Operator 2	\$47,476	\$60,513	-\$13,037	-27.46%
FY101	Maintenance Technician (Streets)	\$36,296	\$45,689	-\$9,393	-25.88%
1126	Manager, Public Works	\$83,803	\$105,218	-\$21,415	-25.55%
1066	Maintenance Worker/Parts Runner	\$36,296	\$45,126	-\$8,830	-24.33%
1014	City Clerk	\$111,550	\$138,591	-\$27,041	-24.24%
1105	Animal Control Officer	\$44,356	\$54,395	-\$10,039	-22.63%
1101	Recreation Coordinator	\$50,794	\$62,243	-\$11,450	-22.54%
1031	Principal Planner	\$76,190	\$93,327	-\$17,137	-22.49%
1145	Water/Wastewater Plant Operator 1	\$44,356	\$54,225	-\$9,869	-22.25%
1037	Building Maintenance Technician	\$36,296	\$44,042	-\$7,746	-21.34%
1026	Director of Development Services	\$125,861	\$152,633	-\$26,773	-21.27%
1061	Fire Engineer	\$62,968	\$76,122	-\$13,153	-20.89%
1078	Manager, Human Resources	\$83,803	\$101,003	-\$17,199	-20.52%
1106	Chief of Police	\$138,434	\$166,411	-\$27,977	-20.21%
1084	IT Technician	\$50,794	\$60,980	-\$10,186	-20.05%
1058	Fire Battalion Chief	\$92,192	\$110,605	-\$18,413	-19.97%
1081	Graphics & Media Specialist	\$57,252	\$68,631	-\$11,379	-19.88%
1132	Safety Officer	\$69,264	\$82,757	-\$13,493	-19.48%
1059	Fire Captain	\$76,192	\$90,913	-\$14,721	-19.32%
1047	Director of Finance	\$138,434	\$164,973	-\$26,538	-19.17%
1086	Manager, Info Technology	\$92,196	\$109,510	-\$17,314	-18.78%
1001	Assistant City Manager	\$152,287	\$180,695	-\$28,408	-18.65%
1060	Fire Chief	\$138,434	\$164,233	-\$25,798	-18.64%
1011	City Prosecutor	\$111,550	\$131,834	-\$20,284	-18.18%
1111	Police Lieutenant	\$101,410	\$119,483	-\$18,073	-17.82%
1116	Property & Evidence Technician	\$44,356	\$52,202	-\$7,846	-17.69%
1074	Human Resources Analyst	\$62,972	\$73,637	-\$10,665	-16.94%
1115	Police Sergeant	\$83,803	\$97,484	-\$13,681	-16.33%
1112	Police Officer	\$62,972	\$72,922	-\$9,950	-15.80%
1096	Court Security Officer	\$44,356	\$51,322	-\$6,966	-15.70%
1107	Police Administrator	\$83,803	\$96,800	-\$12,996	-15.51%
1005	Public Information Officer	\$69,264	\$79,775	-\$10,511	-15.18%
1070	Equipment Operator (light to med)	\$44,356	\$51,033	-\$6,677	-15.05%
1141	Office Assistant	\$34,726	\$39,776	-\$5,051	-14.54%
1034	Grant Writer	\$62,972	\$72,094	-\$9,122	-14.49%
1038	Custodian	\$34,726	\$39,676	-\$4,950	-14.25%
1095	Court Interpreter	\$47,476	\$53,915	-\$6,439	-13.56%
1138	Heavy Equipment Operator	\$47,476	\$53,914	-\$6,438	-13.56%
1002	City Manager	\$184,267	\$209,002	-\$24,735	-13.42%
1073	Director of Human Resources	\$125,861	\$142,517	-\$16,656	-13.23%
1042	Supervisor, Facilities	\$69,264	\$78,422	-\$9,158	-13.22%
1072	Maintenance Technician (Parks)	\$36,296	\$41,051	-\$4,755	-13.10%
1062	Fire Fighter	\$57,244	\$64,730	-\$7,486	-13.08%
1052	Customer Service Representative	\$36,296	\$40,752	-\$4,456	-12.28%

City of San Luis
2024 Salary Survey
Table 1 - External Prevailing Rates Comparison

Class Code	Functional Title	San Luis Midpoint	07/01/24 Survey Midpoint	Variance	
				\$	%
1123	Director of Public Works	\$138,434	\$154,533	-\$16,099	-11.63%
1003	Executive Assistant	\$57,252	\$63,717	-\$6,465	-11.29%
1077	Human Resources Assistant (title change requested 3/6/24)	\$44,356	\$49,089	-\$4,733	-10.67%
1080	GIS Analyst	\$69,264	\$76,522	-\$7,258	-10.48%
1032	Director, Economic Development	\$125,861	\$138,888	-\$13,027	-10.35%
1009	Assistant City Attorney	\$125,861	\$138,860	-\$12,999	-10.33%
1124	Electrician	\$57,252	\$62,828	-\$5,576	-9.74%
1050	Accountant I	\$62,972	\$68,980	-\$6,008	-9.54%
1013	Paralegal	\$57,252	\$62,534	-\$5,282	-9.23%
1024	Building Plans Examiner	\$62,972	\$68,739	-\$5,767	-9.16%
1133	Cook	\$34,726	\$37,751	-\$3,026	-8.71%
1040	Manager, Facilities	\$92,196	\$99,955	-\$7,759	-8.42%
1056	Manager, Finance	\$101,410	\$109,735	-\$8,325	-8.21%
1114	Police Records Specialist	\$44,356	\$47,908	-\$3,552	-8.01%
1010	City Attorney	\$152,287	\$164,025	-\$11,737	-7.71%
1139	Administrative Assistant	\$44,356	\$47,572	-\$3,216	-7.25%
1088	Systems Administrator	\$83,803	\$89,732	-\$5,929	-7.07%
1100	Recreation Assistant	\$34,726	\$36,954	-\$2,229	-6.42%
1067	Mechanic	\$47,476	\$49,946	-\$2,470	-5.20%
1087	Network & II Security Admin	\$83,803	\$86,801	-\$2,998	-3.58%
1068	Mechanic Assistant	\$38,750	\$40,061	-\$1,310	-3.38%
1025	Code Enforcement Officer	\$57,252	\$59,007	-\$1,755	-3.07%
1076	Human Resources Coordinator	\$50,794	\$52,153	-\$1,359	-2.68%
1130	Lead Mechanic	\$57,252	\$58,549	-\$1,297	-2.27%
1121	Civil Engineer	\$101,410	\$103,343	-\$1,933	-1.91%
1030	Planning Technician	\$57,252	\$57,642	-\$390	-0.68%
1008	Life Guard	\$34,726	\$34,938	-\$212	-0.61%
1041	Project Coordinator	\$50,794	\$51,067	-\$274	-0.54%
1044	Accounting Specialist	\$47,476	\$47,601	-\$125	-0.26%
1097	Magistrate	\$138,434	\$138,409	\$25	0.02%
1012	Legal Secretary	\$50,794	\$50,699	\$95	0.19%
1125	Engineering Technician	\$57,252	\$56,227	\$1,025	1.79%
1134	Driver	\$44,356	\$43,072	\$1,284	2.89%
1015	Deputy City Clerk	\$83,803	\$77,479	\$6,324	7.55%
1039	Lead Custodian	\$47,476	\$41,240	\$6,236	13.14%
New02	Engineering Technician, Senior	New	\$61,455	--	--
New01	Heavy Equipment Operator, Senior	New	\$58,826	--	--
New03	Heavy Equipment Operator, Water/Wastewater	New	\$47,601	--	--
For Information Only - scope concerns					
1091	Court Administrator	\$69,264	\$108,333	-\$39,069	-56.41%
1099	Director of Parks & Rec	\$111,550	\$150,908	-\$39,358	-35.28%

City of San Luis Current Salary Structure

Pay Grade Schedule - FY 2023-24 (eff 1/1/24)

Grade	Hourly Rates			Annual at 2080 hrs / year			Salary Range Spread	Mdpt. Progress	Min. Wage Increase %
	Min	Designated Mid	Max	Min	Designated Mid	Max			
103	\$14.35	\$16.70	\$19.04	\$29,848.00	\$34,736.00	\$39,611.00	32.71%		3.61%
104	\$14.54	\$17.45	\$20.36	\$30,243.20	\$36,296.00	\$42,348.80	40.03%	4.49%	
105	\$15.27	\$18.63	\$21.99	\$31,761.60	\$38,750.40	\$45,739.20	44.01%	6.76%	
106	\$16.34	\$19.93	\$23.53	\$33,987.20	\$41,454.40	\$48,942.40	44.00%	6.98%	
107	\$17.48	\$21.33	\$25.17	\$36,358.40	\$44,366.40	\$52,353.60	43.99%	7.02%	
108	\$18.71	\$22.82	\$26.94	\$38,916.80	\$47,465.60	\$56,035.20	43.99%	6.99%	
109	\$20.02	\$24.42	\$28.82	\$41,641.60	\$50,793.60	\$59,945.60	43.96%	7.01%	
200	\$22.02	\$27.52	\$33.03	\$45,801.60	\$57,241.60	\$68,702.40	50.00%	12.69%	
201	\$24.22	\$30.27	\$36.33	\$50,377.60	\$62,961.60	\$75,566.40	50.00%	9.99%	
202	\$26.64	\$33.30	\$39.96	\$55,411.20	\$69,264.00	\$83,116.80	50.00%	10.01%	
203	\$29.30	\$36.63	\$43.96	\$60,944.00	\$76,190.40	\$91,436.80	50.03%	10.00%	
204	\$32.23	\$40.29	\$48.35	\$67,038.40	\$83,803.20	\$100,568.00	50.02%	9.99%	
205	\$35.46	\$44.32	\$53.19	\$73,756.80	\$92,185.60	\$110,635.20	50.00%	10.00%	
206	\$39.00	\$48.76	\$58.51	\$81,120.00	\$101,420.80	\$121,700.80	50.03%	10.02%	
207	\$42.90	\$53.63	\$64.36	\$89,232.00	\$111,550.40	\$133,868.80	50.02%	9.99%	
208	\$47.20	\$60.51	\$73.82	\$98,176.00	\$125,860.80	\$153,545.60	56.40%	12.83%	
209	\$51.91	\$66.56	\$81.20	\$107,972.80	\$138,444.80	\$168,896.00	56.42%	10.00%	
300	\$57.11	\$73.21	\$89.32	\$118,788.80	\$152,276.80	\$185,785.60	56.40%	9.99%	
301	\$62.82	\$80.53	\$98.25	\$130,665.60	\$167,502.40	\$204,360.00	56.40%	9.99%	
302	\$69.10	\$88.59	\$108.08	\$143,728.00	\$184,267.20	\$224,806.40	56.41%	9.99%	

Salary Range Spread

Administrative/Operative	40%
Professional/Management	50%
Executives	50-65%

City of San Luis Proposed Salary Range Table

Salary Range	Minimum	Midpoint	Maximum		Salary Range	Minimum	Midpoint	Maximum
1	\$31,200	\$37,310	\$41,638		39	\$76,282	\$95,353	\$114,423
2	\$31,741	\$37,210	\$42,679		40	\$78,189	\$97,736	\$117,284
3	\$32,535	\$38,140	\$43,746		41	\$80,144	\$100,180	\$120,216
4	\$33,348	\$39,094	\$44,840		42	\$82,147	\$102,684	\$123,221
5	\$34,182	\$40,071	\$45,961		43	\$84,201	\$105,251	\$126,302
6	\$35,037	\$41,073	\$47,110		44	\$86,306	\$107,883	\$129,459
7	\$35,913	\$42,100	\$48,287		45	\$88,464	\$110,580	\$132,696
8	\$36,810	\$43,152	\$49,494		46	\$90,675	\$113,344	\$136,013
9	\$37,731	\$44,231	\$50,732		47	\$92,942	\$116,178	\$139,413
10	\$38,674	\$45,337	\$52,000		48	\$95,266	\$119,082	\$142,899
11	\$39,641	\$46,470	\$53,300		49	\$97,647	\$122,059	\$146,471
12	\$40,632	\$47,632	\$54,633		50	\$100,089	\$125,111	\$150,133
13	\$41,648	\$48,823	\$55,998		51	\$102,591	\$128,239	\$153,886
14	\$42,689	\$50,044	\$57,398		52	\$105,156	\$131,444	\$157,733
15	\$43,756	\$51,295	\$58,833		53	\$107,784	\$134,731	\$161,677
16	\$44,850	\$52,577	\$60,304		54	\$110,479	\$138,099	\$165,719
17	\$44,310	\$55,387	\$66,464		55	\$113,241	\$141,551	\$169,862
18	\$45,417	\$56,772	\$68,126		56	\$116,072	\$145,090	\$174,108
19	\$46,553	\$58,191	\$69,829		57	\$118,974	\$148,717	\$178,461
20	\$47,717	\$59,646	\$71,575		58	\$117,253	\$152,435	\$187,617
21	\$48,909	\$61,137	\$73,364		59	\$120,185	\$156,246	\$192,308
22	\$50,132	\$62,665	\$75,198		60	\$123,189	\$160,152	\$197,116
23	\$51,385	\$64,232	\$77,078		61	\$126,269	\$164,156	\$202,043
24	\$52,670	\$65,838	\$79,005		62	\$129,426	\$168,260	\$207,094
25	\$53,987	\$67,484	\$80,980		63	\$132,661	\$172,467	\$212,272
26	\$55,337	\$69,171	\$83,005		64	\$135,978	\$176,778	\$217,579
27	\$56,720	\$70,900	\$85,080		65	\$139,377	\$181,198	\$223,018
28	\$58,138	\$72,672	\$87,207		66	\$142,862	\$185,728	\$228,594
29	\$59,591	\$74,489	\$89,387		67	\$146,433	\$190,371	\$234,308
30	\$61,081	\$76,351	\$91,622		68	\$150,094	\$195,130	\$240,166
31	\$62,608	\$78,260	\$93,912		69	\$153,846	\$200,008	\$246,170
32	\$64,173	\$80,217	\$96,260		70	\$157,693	\$205,009	\$252,325
33	\$65,778	\$82,222	\$98,667		71	\$161,635	\$210,134	\$258,633
34	\$67,422	\$84,278	\$101,133		72	\$165,676	\$215,387	\$265,098
35	\$69,108	\$86,385	\$103,662		73	\$169,818	\$220,772	\$271,726
36	\$70,835	\$88,544	\$106,253		74	\$174,063	\$226,291	\$278,519
37	\$72,606	\$90,758	\$108,909		75	\$178,415	\$231,948	\$285,482
38	\$74,421	\$93,027	\$111,632					

Separation @ MP	
2.50%	

Range Spread		
	40.00%	Ranges 1 thru 16
	50.00%	16 thru 57
	60.00%	58 thru 75

Note: The Minimum for salary range 1 has been increased to reflect the \$15.00 per hour Minimum wage effective 1/1/25. The Midpoint and Maximums for salary range 1 were not recalculated to preserve the structural separation of 2.5% between the Midpoints and Maximums of salary ranges 1 and 2.

**City of San Luis
FY 2025 Salary Plan
Salary Rates for Fire Occupations**

**Fire Occupation Salary Schedules
Proposed FY 2025 Rates for Fire Occupations**

Class Code	Class Title	Annual Hours	Grade	Annual Rates			Hourly Rates		
				Min	Mid	Max	Min	Midpoint	Max
1060	Fire Chief	2080	59	\$120,184.57	\$156,246.19	\$192,307.81	\$57.78	\$75.12	\$92.46
1057	Assistant Fire Chief	2080	50	\$100,088.61	\$125,110.76	\$150,132.91	\$48.12	\$60.15	\$72.18
1058	Fire Battalion Chief (40 hrs)	2080	41	\$80,143.79	\$100,179.73	\$120,215.68	\$38.53	\$48.16	\$57.80
1058	Fire Battalion Chief (2756)	2756	F44	\$80,143.79	\$100,179.73	\$120,215.68	\$29.08	\$36.35	\$43.62
1059	Fire Captain (40 hours)	2080	34	\$67,422.18	\$84,277.73	\$101,133.27	\$32.41	\$40.52	\$48.62
	Fire Captain (2756)	2756	F37	\$67,422.18	\$84,277.73	\$101,133.27	\$24.46	\$30.58	\$36.70
1061	Fire Engineer (40 hrs)	2080	26	\$55,336.52	\$69,170.65	\$83,004.79	\$26.60	\$33.26	\$39.91
	Fire Engineer (2756)	2756	F29	\$55,336.52	\$69,170.65	\$83,004.79	\$20.08	\$25.10	\$30.12
1062	Fire Fighter (40 hrs)	2080	20	\$47,716.51	\$59,645.64	\$71,574.77	\$22.94	\$28.68	\$34.41
	Fire Fighter (2756)	2756	F23	\$47,716.51	\$59,645.64	\$71,574.77	\$17.31	\$21.64	\$25.97

Note: All annual salary amounts come from the "Proposed Permanent Salary Schedule". The hourly rates are calculated base on the "normal" hours worked per year.

**City of San Luis
FY 2025 Pay Plan**

Table 2 - Recommended Salary Ranges per Classification - Job Family Order

survey	Job Family	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
					Range	Min	Calc'd MP	Max
					92.5%			
*	Administration	City Manager	City Manager	Administration	68	\$150,094	\$195,130	\$240,166
*	Administration	Assistant City Manager	Assistant City Manager	Administration	62	\$129,426	\$168,260	\$207,094
*	Administration	Public Information Officer	Public Information Officer	Administration - Communications	29	\$59,591	\$74,489	\$89,387
	Administration	Coordinator V (reclass eff 7/1/24)	Operations Coordinator (eff. 7/1/24 will reclassified to a manager level)	Administration	27	\$56,720	\$70,900	\$85,080
*	Administration	Executive Assistant	Executive Assistant	Administration	20	\$47,717	\$59,646	\$71,575
	Administration	Intern	Intern	Agency-wide	1	\$31,200	\$37,310	\$41,638
	Clerical and Office Support	Management Analyst	Management Analyst	Administration	28	\$58,138	\$72,672	\$87,207
	Clerical and Office Support	Coordinator III	Operations Coordinator	Fire Department	19	\$46,553	\$58,191	\$69,829
	Clerical and Office Support	Coordinator I	Administrative Coordinator	Various	11	\$39,641	\$47,760	\$53,300
*	Clerical and Office Support	Administrative Assistant	Administrative Assistant	Various	7	\$35,913	\$43,268	\$48,287
*	Clerical and Office Support	Office Assistant	Office Assistant	Various	1	\$31,200	\$37,310	\$41,638
*	City Clerk	City Clerk	City Clerk	City Clerk	51	\$102,591	\$128,239	\$153,886
*	City Clerk	Deputy City Clerk	Deputy City Clerk	City Clerk	31	\$62,608	\$78,260	\$93,912
	City Clerk	Records Management Specialist	Records Management Specialist	City Clerk	15	\$43,756	\$52,718	\$58,833
*	Court	Magistrate	Magistrate	Municipal Court	51	\$102,591	\$128,239	\$153,886
	Court	Court Administrator	Court Administrator	Municipal Court	37	\$72,606	\$90,758	\$108,909
	Court	Chief Court Clerk	Court Chief Clerk	Municipal Court	15	\$43,756	\$52,718	\$58,833
*	Court	Court Interpreter	Court Interpreter	Municipal Court	13	\$41,648	\$50,178	\$55,998
	Court	Bailiff	Bailiff	Municipal Court	11	\$39,641	\$47,760	\$53,300
	Court	Court Clerk II	Court Clerk II	Municipal Court	11	\$39,641	\$47,760	\$53,300
*	Court	Court Security Officer	Court Security Officer	Municipal Court	11	\$39,641	\$47,760	\$53,300
*	Court	Court Clerk I	Court Clerk I	Municipal Court	8	\$36,810	\$44,350	\$49,494
*	Development Svc	Director II	Director of Development Services	Development Services	55	\$113,241	\$141,551	\$169,862
	Development Svc	Assistant Director II	Assistant Director - Development Svcs	Development Services	47	\$92,942	\$116,178	\$139,413
*	Development Svc	Building Official	Building Official	Development Services	42	\$82,147	\$102,684	\$123,221
*	Development Svc	Principal Planner	Principal Planner	Development Services	35	\$69,108	\$86,385	\$103,662
	Development Svc	Associate Planner	Associate Planner	Development Services	31	\$62,608	\$78,260	\$93,912
	Development Svc	Assistant Planner	Assistant Planner	Development Services	27	\$56,720	\$70,900	\$85,080
*	Development Svc	Building Plans Examiner	Building Plans Examiner	Development Services	23	\$51,385	\$64,232	\$77,078
	Development Svc	Coordinator IV	Planning Coordinator	Development Services	23	\$51,385	\$64,232	\$77,078
	Development Svc	Building Inspector II	Building Inspector II	Development Services	21	\$48,909	\$61,137	\$73,364
	Development Svc	Coordinator III	Permit Service Coordinator	Development Services	19	\$46,553	\$58,191	\$69,829
*	Development Svc	Code Enforcement Officer	Code Enforcement Officer	Development Services	16	\$44,850	\$54,036	\$60,304
	Development Svc	GIS Specialist	GIS Specialist	Development Services	16	\$44,850	\$54,036	\$60,304
*	Development Svc	Planning Technician	Planning Technician	Development Services	16	\$44,850	\$54,036	\$60,304
*	Development Svc	Building Inspector I	Building Inspector I	Development Services	16	\$44,850	\$54,036	\$60,304
*	Development Svc	Building Permit Technician	Building Permit Technician	Development Services	10	\$38,674	\$46,595	\$52,000

**City of San Luis
FY 2025 Pay Plan**

Table 2 - Recommended Salary Ranges per Classification - Job Family Order

survey	Job Family	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
					Range	Min	Calc'd MP	Max
*	Economic Dev	Director I	Director, Economic Development	Economic Development	51	\$102,591	\$128,239	\$153,886
	Economic Dev	Economic Development Assistant	Economic Development Assistant	Economic Development	23	\$51,385	\$64,232	\$77,078
	Engineering	City Engineer	City Engineer	Engineering Division	52	\$105,156	\$131,444	\$157,733
*	Engineering	Civil Engineer	Civil Engineer	Engineering Division	39	\$76,282	\$95,353	\$114,423
	Engineering	Engineer in Training (EIT)	Engineer in Training (EIT)	Engineering Division	36	\$70,835	\$88,544	\$106,253
	Engineering	Engineering Technician, Senior	Engineering Technician, Senior	Engineering Division	19	\$46,553	\$58,191	\$69,829
*	Engineering	Engineering Technician	Engineering Technician	Engineering Division	15	\$43,756	\$52,718	\$58,833
*	Facilities	Manager III	Manager, Facilities	Facilities	38	\$74,421	\$93,027	\$111,632
*	Facilities	Supervisor II	Supervisor, Facilities	Facilities	23	\$51,385	\$64,232	\$77,078
*	Facilities	Coordinator II	Project Coordinator	Facilities	15	\$43,756	\$52,718	\$58,833
*	Facilities	Lead Custodian	Lead Custodian	Facilities	8	\$36,810	\$44,350	\$49,494
*	Facilities	Building Maintenance Technician	Building Maintenance Technician	Facilities	5	\$34,182	\$41,183	\$45,961
*	Facilities	Custodian	Custodian	Facilities	1	\$31,200	\$37,310	\$41,638
*	Finance	Director III	Director of Finance	Finance	58	\$117,253	\$152,435	\$187,617
	Finance	Assistant Director II	Assistant Director - Finance	Finance	47	\$92,942	\$116,178	\$139,413
*	Finance	Manager IV	Manager, Finance	Finance Department	42	\$82,147	\$102,684	\$123,221
	Finance	Manager II	Manager, Billing & Collections	Finance - Billing & Collections	35	\$69,108	\$86,385	\$103,662
	Finance	Accountant II	Accountant II	Finance	27	\$56,720	\$70,900	\$85,080
*	Finance	Accountant I	Accountant I	Finance	23	\$51,385	\$64,232	\$77,078
*	Finance	Coordinator IV	Grant Coordinator	Economic Development	23	\$51,385	\$64,232	\$77,078
	Finance	Coordinator IV	Purchasing Coordinator	Finance	23	\$51,385	\$64,232	\$77,078
	Finance	Coordinator III	Ambulance Billing Coordinator	Finance - Ambulance	19	\$46,553	\$58,191	\$69,829
*	Finance	Accounting Specialist	Accounting Specialist	Finance	11	\$39,641	\$47,760	\$53,300
*	Finance	Customer Service Representative	Customer Service Representative	Finance - Billing & Collections	1	\$31,200	\$37,310	\$41,638
*	Fire	Fire Chief	Fire Chief	Fire Department	59	\$120,185	\$156,246	\$192,308
	Fire	Assistant Fire Chief	Assistant Fire Chief	Fire Department	50	\$100,089	\$125,111	\$150,133
*	Fire	Fire Battalion Chief	Fire Battalion Chief	Fire Department	41	\$80,144	\$100,180	\$120,216
*	Fire	Fire Captain	Fire Captain	Fire Department	34	\$67,422	\$84,278	\$101,133
	Fire	Fire Inspector	Fire Inspector	Fire Department	30	\$61,081	\$76,351	\$91,622
*	Fire	Fire Engineer	Fire Engineer	Fire Department	26	\$55,337	\$69,171	\$83,005
*	Fire	Fire Fighter	Fire Fighter	Fire Department	20	\$47,717	\$59,646	\$71,575
	Fire	Fire Fighter Recruit	Fire Fighter Recruit	Fire Department	3	\$32,535	\$39,199	\$43,746
*	Human Resources	Director II	Director of Human Resources	Human Resources	55	\$113,241	\$141,551	\$169,862
*	Human Resources	Manager III	Manager, Human Resources	Human Resources	38	\$74,421	\$93,027	\$111,632
	Human Resources	Manager III	Manager, Risk Management	Human Resources	38	\$74,421	\$93,027	\$111,632
	Human Resources	Human Resources Senior Analyst	Human Resources Analyst - Senior	Human Resources	30	\$61,081	\$76,351	\$91,622
	Human Resources	Risk Property Analyst	Risk Property Analyst	Risk Management	30	\$61,081	\$76,351	\$91,622
*	Human Resources	Safety Officer	Safety Officer	Risk Management	30	\$61,081	\$76,351	\$91,622
*	Human Resources	Human Resources Analyst	Human Resources Analyst	Human Resources	26	\$55,337	\$69,171	\$83,005
*	Human Resources	Coordinator II	Human Resources Coordinator	Human Resources	15	\$43,756	\$52,718	\$58,833
*	Human Resources	Human Resources Technician	Human Resources Technician	Human Resources	9	\$37,731	\$45,459	\$50,732

**City of San Luis
FY 2025 Pay Plan**

Table 2 - Recommended Salary Ranges per Classification - Job Family Order

survey	Job Family	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
					Range	Min	Calc'd MP	Max
*	IT Family	Manager IV	Manager, Info Technology	Info. Technology	42	\$82,147	\$102,684	\$123,221
*	IT Family	Systems Administrator	Network & II Security Admin	Info. Technology	32	\$64,173	\$80,217	\$96,260
*	IT Family	Systems Administrator	Systems Administrator	Info. Technology	32	\$64,173	\$80,217	\$96,260
*	IT Family	Video Prod. and Operation Spec.	Video Prod. and Operation Spec.	Administration - Communications	29	\$59,591	\$74,489	\$89,387
*	IT Family	GIS Analyst	GIS Analyst	Development Services	27	\$56,720	\$70,900	\$85,080
	IT Family	IT Specialist - Public Safety	IT Specialist - Public Safety	Info. Technology	27	\$56,720	\$70,900	\$85,080
	IT Family	IT Technician II	IT Technician - Senior	Info. Technology	23	\$51,385	\$64,232	\$77,078
*	IT Family	Graphics & Media Specialist	Graphics & Media Specialist	Administration - Communications	23	\$51,385	\$64,232	\$77,078
*	IT Family	IT Technician I	IT Technician	Info. Technology	18	\$45,417	\$56,772	\$68,126
*	IT Family	IT Help Desk Technician	IT Help Desk Technician	Info. Technology	12	\$40,632	\$48,954	\$54,633
* Legal		City Attorney	City Attorney	City Attorney	58	\$117,253	\$152,435	\$187,617
* Legal		Assistant City Attorney	Assistant City Attorney	City Attorney	51	\$102,591	\$128,239	\$153,886
* Legal		City Prosecutor	City Prosecutor	City Attorney	49	\$97,647	\$122,059	\$146,471
* Legal		Paralegal	Paralegal	City Attorney	19	\$46,553	\$58,191	\$69,829
* Legal		Legal Secretary	Legal Secretary	City Attorney	10	\$38,674	\$46,595	\$52,000
* PARD		Director I	Director of Parks & Rec	Parks And Recreation	51	\$102,591	\$128,239	\$153,886
PARD		Assistant Director I	Assistant Director - PARD	Parks And Recreation	35	\$69,108	\$86,385	\$103,662
	Parks - Grounds	Supervisor II	Supervisor, Parks	Parks Grounds	23	\$51,385	\$64,232	\$77,078
	Parks - Grounds	Maintenance Specialist I	Maintenance Specialist (Parks)	Parks Grounds	11	\$39,641	\$47,760	\$53,300
*	Parks - Grounds	Maintenance Technician I	Maintenance Technician (Parks)	Parks Grounds	2	\$31,741	\$38,243	\$42,679
	PARD - Rec	Supervisor II	Supervisor, Recreation	Parks And Recreation	23	\$51,385	\$64,232	\$77,078
* PARD - Rec		Coordinator II	Recreation Coordinator	Parks And Recreation	15	\$43,756	\$52,718	\$58,833
	PARD - Rec	Recreation Specialist	Recreation Specialist	Parks And Recreation	11	\$39,641	\$47,760	\$53,300
	PARD - Rec	Head Life Guard	Head Life Guard	Aquatic Center	3	\$32,535	\$39,199	\$43,746
* PARD - Rec		Life Guard	Life Guard	Aquatic Center	1	\$31,200	\$37,310	\$41,638
* PARD - Rec		Recreation Assistant	Recreation Assistant	Parks And Recreation	1	\$31,200	\$37,310	\$41,638
	PARD - Senior Center	Manager I	Manager, Senior Services	Senior Center	31	\$62,608	\$78,260	\$93,912
	PARD - Senior Center	Coordinator II	Senior Services Coordinator	Senior Center	15	\$43,756	\$52,718	\$58,833
* PARD - Senior Center		Senior Services Assistant I	Senior Services Assistant	Senior Center	6	\$35,037	\$42,213	\$47,110
* PARD - Senior Center		Driver	Driver	Senior Center	5	\$34,182	\$41,183	\$45,961
* PARD - Senior Center		Cook	Cook	Senior Center	1	\$31,200	\$37,310	\$41,638
* Police Support		Chief of Police	Chief of Police	Police Department	59	\$120,185	\$156,246	\$192,308
* Police Support		Police Administrator	Police Administrator	Police Department	37	\$72,606	\$90,758	\$108,909
	Police Support	Supervisor III	Supervisor, Police Records	Police Department	27	\$56,720	\$70,900	\$85,080
	Police Support	Supervisor III	Supervisor, Police Communications	Police Department	27	\$56,720	\$70,900	\$85,080
* Police Support		Police Communications Officer	Police Communications Officer	Police Department	16	\$44,850	\$54,036	\$60,304
	Police Support	Police Officer Recruit	Police Officer Recruit	Police Department	14	\$42,689	\$51,432	\$57,398
* Police Support		Animal Control Officer	Animal Control Officer	Police Department	13	\$41,648	\$50,178	\$55,998
* Police Support		Property & Evidence Technician	Property & Evidence Technician	Police Department	12	\$40,632	\$48,954	\$54,633
	Police Support	Transit Enforcement Officer	Transit Enforcement Officer	Police Department	9	\$37,731	\$45,459	\$50,732
* Police Support		Police Records Specialist	Police Records Specialist	Police Department	8	\$36,810	\$44,350	\$49,494

**City of San Luis
FY 2025 Pay Plan**

Table 2 - Recommended Salary Ranges per Classification - Job Family Order

survey	Job Family	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
					Range	Min	Calc'd MP	Max
	Police - sworn	Police Commander	Police Commander	Police Department	49	\$97,647	\$122,059	\$146,471
*	Police - sworn	Police Lieutenant	Police Lieutenant	Police Department	45	\$88,464	\$110,580	\$132,696
*	Police - sworn	Police Sergeant	Police Sergeant	Police Department	37	\$72,606	\$90,758	\$108,909
	Police - sworn	Police Corporal	Police Corporal	Police Department	29	\$59,591	\$74,489	\$89,387
*	Police - sworn	Police Officer	Police Officer	Police Department	25	\$53,987	\$67,484	\$80,980
*	Public Works	Director III	Director of Public Works	Public Works	58	\$117,253	\$152,435	\$187,617
	Public Works	Assistant Director II	Assistant Director - PW	Public Works	47	\$92,942	\$116,178	\$139,413
*	Public Works	Manager III	Manager, Public Works	Public Works	38	\$74,421	\$93,027	\$111,632
	Public Works	Project Manager	Project Manager	Public Works	32	\$64,173	\$80,217	\$96,260
*	Public Works	Electrician	Electrician	Public Works	22	\$50,132	\$62,665	\$75,198
	Public Works	Code Compliance Specialist	Code Compliance Specialist	Public Works	16	\$44,850	\$54,036	\$60,304
*	Public Works - Fleet	Supervisor IV	Supervisor, Fleet Services	Fleet Services	31	\$62,608	\$78,260	\$93,912
*	Public Works - Fleet	Lead Mechanic	Lead Mechanic	Fleet Services	16	\$44,850	\$54,036	\$60,304
*	Public Works - Fleet	Mechanic	Mechanic	Fleet Services	10	\$38,674	\$46,595	\$52,000
*	Public Works - Fleet	Mechanic Assistant	Mechanic Assistant	Fleet Services	1	\$31,200	\$37,310	\$41,638
*	Public Works - Fleet	Maintenance Worker	Maintenance Worker/Parts Runner	Fleet Services	1	\$31,200	\$37,310	\$41,638
	Public Works - Streets	Supervisor III	Supervisor, Maintenance	Public Works	27	\$56,720	\$70,900	\$85,080
	Public Works - Streets	Supervisor I	Supervisor, Crew Leader	Public Works And Parks & Rec	19	\$46,553	\$58,191	\$69,829
	Public Works - Streets	Heavy Equipment Operator	Heavy Equipment Operator, Senior	Highway Users	17	\$44,310	\$55,387	\$66,464
*	Public Works - Streets	Heavy Equipment Operator	Heavy Equipment Operator	Solid Waste & Highway Users	13	\$41,648	\$50,178	\$55,998
	Public Works - Streets	Maintenance Specialist II	Maintenance Specialist (Streets)	Highway Users	13	\$41,648	\$50,178	\$55,998
*	Public Works - Streets	Equipment Operator	Equipment Operator	Highway Users	10	\$38,674	\$46,595	\$52,000
*	Public Works - Streets	Maintenance Technician II	Maintenance Technician (Streets)	Highway Users	5	\$34,182	\$41,183	\$45,961
*	Public Works - Utilities	Manager IV	Manager, Water/Wastewater	Water / Wastewater	42	\$82,147	\$102,684	\$123,221
	Public Works - Utilities	Supervisor III	Supervisor, Water/WW	Water / Wastewater	27	\$56,720	\$70,900	\$85,080
*	Public Works - Utilities	Water/WW Operator 3	Water/Wastewater Plant Operator 3	Water / Wastewater	23	\$51,385	\$64,232	\$77,078
*	Public Works - Utilities	Water/WW Operator 2	Water/Wastewater Plant Operator 2	Water / Wastewater	18	\$45,417	\$56,772	\$68,126
*	Public Works - Utilities	Water/WW Operator 1	Water/Wastewater Plant Operator 1	Water / Wastewater	13	\$41,648	\$50,178	\$55,998
	Public Works - Utilities	Water/WW Apprentice	Water/Wastewater Apprentice	Water / Wastewater	10	\$38,674	\$46,595	\$52,000
	Public Works - Utilities	Meter Reader Technician	Meter Reader Technician	Finance - Billing & Collections	8	\$36,810	\$44,350	\$49,494
*	Public Works - Utilities	Meter Reader	Meter Reader	Finance - Billing & Collections	6	\$35,037	\$42,213	\$47,110

**City of San Luis
FY 2025 Pay Plan**

Table 3 - Recommended Salary Ranges per Classification - Salary Range Order

survey	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
				Range	Min	Calc'd MP	Max
				92.5%			
*	City Manager	City Manager	Administration	68	\$150,094	\$195,130	\$240,166
*	Assistant City Manager	Assistant City Manager	Administration	62	\$129,426	\$168,260	\$207,094
*	Chief of Police	Chief of Police	Police Department	59	\$120,185	\$156,246	\$192,308
*	Fire Chief	Fire Chief	Fire Department	59	\$120,185	\$156,246	\$192,308
*	City Attorney	City Attorney	City Attorney	58	\$117,253	\$152,435	\$187,617
*	Director III	Director of Finance	Finance	58	\$117,253	\$152,435	\$187,617
*	Director III	Director of Public Works	Public Works	58	\$117,253	\$152,435	\$187,617
*	Director II	Director of Development Services	Development Services	55	\$113,241	\$141,551	\$169,862
*	Director II	Director of Human Resources	Human Resources	55	\$113,241	\$141,551	\$169,862
	City Engineer	City Engineer	Engineering Division	52	\$105,156	\$131,444	\$157,733
*	Assistant City Attorney	Assistant City Attorney	City Attorney	51	\$102,591	\$128,239	\$153,886
*	City Clerk	City Clerk	City Clerk	51	\$102,591	\$128,239	\$153,886
*	Director I	Director of Parks & Rec	Parks And Recreation	51	\$102,591	\$128,239	\$153,886
*	Director I	Director, Economic Development	Economic Development	51	\$102,591	\$128,239	\$153,886
*	Magistrate	Magistrate	Municipal Court	51	\$102,591	\$128,239	\$153,886
	Assistant Fire Chief	Assistant Fire Chief	Fire Department	50	\$100,089	\$125,111	\$150,133
*	City Prosecutor	City Prosecutor	City Attorney	49	\$97,647	\$122,059	\$146,471
	Police Commander	Police Commander	Police Department	49	\$97,647	\$122,059	\$146,471
	Assistant Director II	Assistant Director - Development Svcs	Development Services	47	\$92,942	\$116,178	\$139,413
	Assistant Director II	Assistant Director - Finance	Finance	47	\$92,942	\$116,178	\$139,413
	Assistant Director II	Assistant Director - PW	Public Works	47	\$92,942	\$116,178	\$139,413
*	Police Lieutenant	Police Lieutenant	Police Department	45	\$88,464	\$110,580	\$132,696
*	Building Official	Building Official	Development Services	42	\$82,147	\$102,684	\$123,221
*	Manager IV	Manager, Finance	Finance Department	42	\$82,147	\$102,684	\$123,221
*	Manager IV	Manager, Info Technology	Info. Technology	42	\$82,147	\$102,684	\$123,221
*	Manager IV	Manager, Water/Wastewater	Water / Wastewater	42	\$82,147	\$102,684	\$123,221
*	Fire Battalion Chief	Fire Battalion Chief	Fire Department	41	\$80,144	\$100,180	\$120,216
*	Civil Engineer	Civil Engineer	Engineering Division	39	\$76,282	\$95,353	\$114,423
*	Manager III	Manager, Facilities	Facilities	38	\$74,421	\$93,027	\$111,632
*	Manager III	Manager, Human Resources	Human Resources	38	\$74,421	\$93,027	\$111,632
*	Manager III	Manager, Public Works	Public Works	38	\$74,421	\$93,027	\$111,632
	Manager III	Manager, Risk Management	Human Resources	38	\$74,421	\$93,027	\$111,632
	Court Administrator	Court Administrator	Municipal Court	37	\$72,606	\$90,758	\$108,909
*	Police Administrator	Police Administrator	Police Department	37	\$72,606	\$90,758	\$108,909
*	Police Sergeant	Police Sergeant	Police Department	37	\$72,606	\$90,758	\$108,909
	Engineer in Training (EIT)	Engineer in Training (EIT)	Engineering Division	36	\$70,835	\$88,544	\$106,253
	Assistant Director I	Assistant Director - PARD	Parks And Recreation	35	\$69,108	\$86,385	\$103,662
	Manager II	Manager, Billing & Collections	Finance - Billing & Collections	35	\$69,108	\$86,385	\$103,662
*	Principal Planner	Principal Planner	Development Services	35	\$69,108	\$86,385	\$103,662
*	Fire Captain	Fire Captain	Fire Department	34	\$67,422	\$84,278	\$101,133
*	Systems Administrator	Network & IT Security Admin	Info. Technology	32	\$64,173	\$80,217	\$96,260
	Project Manager	Project Manager	Public Works	32	\$64,173	\$80,217	\$96,260
*	Systems Administrator	Systems Administrator	Info. Technology	32	\$64,173	\$80,217	\$96,260
	Associate Planner	Associate Planner	Development Services	31	\$62,608	\$78,260	\$93,912
*	Deputy City Clerk	Deputy City Clerk	City Clerk	31	\$62,608	\$78,260	\$93,912
	Manager I	Manager, Senior Services	Senior Center	31	\$62,608	\$78,260	\$93,912
*	Supervisor IV	Supervisor, Fleet Services	Fleet Services	31	\$62,608	\$78,260	\$93,912
	Fire Inspector	Fire Inspector	Fire Department	30	\$61,081	\$76,351	\$91,622
	Human Resources Senior Analyst	Human Resources Analyst - Senior	Human Resources	30	\$61,081	\$76,351	\$91,622
	Risk Property Analyst	Risk Property Analyst	Risk Management	30	\$61,081	\$76,351	\$91,622
*	Safety Officer	Safety Officer	Risk Management	30	\$61,081	\$76,351	\$91,622
	Police Corporal	Police Corporal	Police Department	29	\$59,591	\$74,489	\$89,387
*	Public Information Officer	Public Information Officer	Administration - Communications	29	\$59,591	\$74,489	\$89,387
*	Video Prod. and Operation Spec.	Video Prod. and Operation Spec.	Administration - Communications	29	\$59,591	\$74,489	\$89,387
	Management Analyst	Management Analyst	Administration	28	\$58,138	\$72,672	\$87,207
	Accountant II	Accountant II	Finance	27	\$56,720	\$70,900	\$85,080
	Assistant Planner	Assistant Planner	Development Services	27	\$56,720	\$70,900	\$85,080
*	GIS Analyst	GIS Analyst	Development Services	27	\$56,720	\$70,900	\$85,080
	IT Specialist - Public Safety	IT Specialist - Public Safety	Info. Technology	27	\$56,720	\$70,900	\$85,080
	Coordinator V (reclass eff 7/1/24)	Operations Coordinator (eff. 7/1/24 will reclassified to a manager level)	Administration	27	\$56,720	\$70,900	\$85,080
	Supervisor III	Supervisor, Maintenance	Public Works	27	\$56,720	\$70,900	\$85,080
	Supervisor III	Supervisor, Police Communications	Police Department	27	\$56,720	\$70,900	\$85,080

**City of San Luis
FY 2025 Pay Plan**

Table 3 - Recommended Salary Ranges per Classification - Salary Range Order

survey	Classification	Job (Functional) Title	Department	Range	Min	Calc'd MP	Max
	Supervisor III	Supervisor, Police Records	Police Department	27	\$56,720	\$70,900	\$85,080
	Supervisor III	Supervisor, Water/WW	Water / Wastewater	27	\$56,720	\$70,900	\$85,080
*	Fire Engineer	Fire Engineer	Fire Department	26	\$55,337	\$69,171	\$83,005
*	Human Resources Analyst	Human Resources Analyst	Human Resources	26	\$55,337	\$69,171	\$83,005
*	Police Officer	Police Officer	Police Department	25	\$53,987	\$67,484	\$80,980
*	Accountant I	Accountant I	Finance	23	\$51,385	\$64,232	\$77,078
*	Building Plans Examiner	Building Plans Examiner	Development Services	23	\$51,385	\$64,232	\$77,078
	Economic Development Assistant	Economic Development Assistant	Economic Development	23	\$51,385	\$64,232	\$77,078
*	Coordinator IV	Grant Coordinator	Economic Development	23	\$51,385	\$64,232	\$77,078
*	Graphics & Media Specialist	Graphics & Media Specialist	Administration - Communications	23	\$51,385	\$64,232	\$77,078
	IT Technician II	IT Technician - Senior	Info. Technology	23	\$51,385	\$64,232	\$77,078
	Coordinator IV	Planning Coordinator	Development Services	23	\$51,385	\$64,232	\$77,078
	Coordinator IV	Purchasing Coordinator	Finance	23	\$51,385	\$64,232	\$77,078
*	Supervisor II	Supervisor, Facilities	Facilities	23	\$51,385	\$64,232	\$77,078
	Supervisor II	Supervisor, Parks	Parks Grounds	23	\$51,385	\$64,232	\$77,078
	Supervisor II	Supervisor, Recreation	Parks And Recreation	23	\$51,385	\$64,232	\$77,078
*	Water/WW Operator 3	Water/Wastewater Plant Operator 3	Water / Wastewater	23	\$51,385	\$64,232	\$77,078
*	Electrician	Electrician	Public Works	22	\$50,132	\$62,665	\$75,198
	Building Inspector II	Building Inspector II	Development Services	21	\$48,909	\$61,137	\$73,364
*	Executive Assistant	Executive Assistant	Administration	20	\$47,717	\$59,646	\$71,575
*	Fire Fighter	Fire Fighter	Fire Department	20	\$47,717	\$59,646	\$71,575
	Coordinator III	Ambulance Billing Coordinator	Finance - Ambulance	19	\$46,553	\$58,191	\$69,829
	Engineering Technician, Senior	Engineering Technician, Senior	Engineering Division	19	\$46,553	\$58,191	\$69,829
	Coordinator III	Operations Coordinator	Fire Department	19	\$46,553	\$58,191	\$69,829
*	Paralegal	Paralegal	City Attorney	19	\$46,553	\$58,191	\$69,829
	Coordinator III	Permit Service Coordinator	Development Services	19	\$46,553	\$58,191	\$69,829
	Supervisor I	Supervisor, Crew Leader	Public Works And Parks & Rec	19	\$46,553	\$58,191	\$69,829
	IT Technician I	IT Technician	Info. Technology	18	\$45,417	\$56,772	\$68,126
*	Water/WW Operator 2	Water/Wastewater Plant Operator 2	Water / Wastewater	18	\$45,417	\$56,772	\$68,126
	Heavy Equipment Operator	Heavy Equipment Operator, Senior	Highway Users	17	\$44,310	\$55,387	\$66,464
*	Building Inspector I	Building Inspector I	Development Services	16	\$44,850	\$54,036	\$60,304
	Code Compliance Specialist	Code Compliance Specialist	Public Works	16	\$44,850	\$54,036	\$60,304
*	Code Enforcement Officer	Code Enforcement Officer	Development Services	16	\$44,850	\$54,036	\$60,304
	GIS Specialist	GIS Specialist	Development Services	16	\$44,850	\$54,036	\$60,304
*	Lead Mechanic	Lead Mechanic	Fleet Services	16	\$44,850	\$54,036	\$60,304
*	Planning Technician	Planning Technician	Development Services	16	\$44,850	\$54,036	\$60,304
*	Police Communications Officer	Police Communications Officer	Police Department	16	\$44,850	\$54,036	\$60,304
	Chief Court Clerk	Court Chief Clerk	Municipal Court	15	\$43,756	\$52,718	\$58,833
	Engineering Technician	Engineering Technician	Engineering Division	15	\$43,756	\$52,718	\$58,833
*	Coordinator II	Human Resources Coordinator	Human Resources	15	\$43,756	\$52,718	\$58,833
*	Coordinator II	Project Coordinator	Facilities	15	\$43,756	\$52,718	\$58,833
	Records Management Specialist	Records Management Specialist	City Clerk	15	\$43,756	\$52,718	\$58,833
*	Coordinator II	Recreation Coordinator	Parks And Recreation	15	\$43,756	\$52,718	\$58,833
	Coordinator II	Senior Services Coordinator	Senior Center	15	\$43,756	\$52,718	\$58,833
	Police Officer Recruit	Police Officer Recruit	Police Department	14	\$42,689	\$51,432	\$57,398
*	Animal Control Officer	Animal Control Officer	Police Department	13	\$41,648	\$50,178	\$55,998
*	Court Interpreter	Court Interpreter	Municipal Court	13	\$41,648	\$50,178	\$55,998
*	Heavy Equipment Operator	Heavy Equipment Operator	Solid Waste & Highway Users	13	\$41,648	\$50,178	\$55,998
	Maintenance Specialist II	Maintenance Specialist (Streets)	Highway Users	13	\$41,648	\$50,178	\$55,998
*	Water/WW Operator 1	Water/Wastewater Plant Operator 1	Water / Wastewater	13	\$41,648	\$50,178	\$55,998
*	IT Help Desk Technician	IT Help Desk Technician	Info. Technology	12	\$40,632	\$48,954	\$54,633
*	Property & Evidence Technician	Property & Evidence Technician	Police Department	12	\$40,632	\$48,954	\$54,633
*	Accounting Specialist	Accounting Specialist	Finance	11	\$39,641	\$47,760	\$53,300
	Coordinator I	Administrative Coordinator	Various	11	\$39,641	\$47,760	\$53,300
	Bailiff	Bailiff	Municipal Court	11	\$39,641	\$47,760	\$53,300
	Court Clerk II	Court Clerk II	Municipal Court	11	\$39,641	\$47,760	\$53,300
*	Court Security Officer	Court Security Officer	Municipal Court	11	\$39,641	\$47,760	\$53,300
	Maintenance Specialist I	Maintenance Specialist (Parks)	Parks Grounds	11	\$39,641	\$47,760	\$53,300
	Recreation Specialist	Recreation Specialist	Parks And Recreation	11	\$39,641	\$47,760	\$53,300
*	Building Permit Technician	Building Permit Technician	Development Services	10	\$38,674	\$46,595	\$52,000
*	Equipment Operator	Equipment Operator	Highway Users	10	\$38,674	\$46,595	\$52,000
*	Legal Secretary	Legal Secretary	City Attorney	10	\$38,674	\$46,595	\$52,000
*	Mechanic	Mechanic	Fleet Services	10	\$38,674	\$46,595	\$52,000
	Water/WW Apprentice	Water/Wastewater Apprentice	Water / Wastewater	10	\$38,674	\$46,595	\$52,000
*	Human Resources Technician	Human Resources Technician	Human Resources	9	\$37,731	\$45,459	\$50,732
	Transit Enforcement Officer	Transit Enforcement Officer	Police Department	9	\$37,731	\$45,459	\$50,732

**City of San Luis
FY 2025 Pay Plan**

Table 3 - Recommended Salary Ranges per Classification - Salary Range Order

survey	Classification	Job (Functional) Title	Department	Range	Min	Calc'd MP	Max
*	Court Clerk I	Court Clerk I	Municipal Court	8	\$36,810	\$44,350	\$49,494
*	Lead Custodian	Lead Custodian	Facilities	8	\$36,810	\$44,350	\$49,494
	Meter Reader Technician	Meter Reader Technician	Finance - Billing & Collections	8	\$36,810	\$44,350	\$49,494
*	Police Records Specialist	Police Records Specialist	Police Department	8	\$36,810	\$44,350	\$49,494
*	Administrative Assistant	Administrative Assistant	Various	7	\$35,913	\$43,268	\$48,287
*	Meter Reader	Meter Reader	Finance - Billing & Collections	6	\$35,037	\$42,213	\$47,110
*	Senior Services Assistant I	Senior Services Assistant	Senior Center	6	\$35,037	\$42,213	\$47,110
*	Building Maintenance Technician	Building Maintenance Technician	Facilities	5	\$34,182	\$41,183	\$45,961
*	Driver	Driver	Senior Center	5	\$34,182	\$41,183	\$45,961
*	Maintenance Technician II	Maintenance Technician (Streets)	Highway Users	5	\$34,182	\$41,183	\$45,961
	Fire Fighter Recruit	Fire Fighter Recruit	Fire Department	3	\$32,535	\$39,199	\$43,746
	Head Life Guard	Head Life Guard	Aquatic Center	3	\$32,535	\$39,199	\$43,746
*	Maintenance Technician I	Maintenance Technician (Parks)	Parks Grounds	2	\$31,741	\$38,243	\$42,679
*	Cook	Cook	Senior Center	1	\$31,200	\$37,310	\$41,638
*	Custodian	Custodian	Facilities	1	\$31,200	\$37,310	\$41,638
*	Customer Service Representative	Customer Service Representative	Finance - Billing & Collections	1	\$31,200	\$37,310	\$41,638
	Intern	Intern	Agency-wide	1	\$31,200	\$37,310	\$41,638
*	Life Guard	Life Guard	Aquatic Center	1	\$31,200	\$37,310	\$41,638
*	Maintenance Worker	Maintenance Worker/Parts Runner	Fleet Services	1	\$31,200	\$37,310	\$41,638
*	Mechanic Assistant	Mechanic Assistant	Fleet Services	1	\$31,200	\$37,310	\$41,638
*	Office Assistant	Office Assistant	Various	1	\$31,200	\$37,310	\$41,638
*	Recreation Assistant	Recreation Assistant	Parks And Recreation	1	\$31,200	\$37,310	\$41,638

**City of San Luis
FY 2025 Salary Plan**

Table 4 - Non-Benchmark to Benchmark Linkage Table

This table is to be utilized as a guide during annual salary plan updates, permitting non-benchmark job classes to be adjusted by the same number of salary ranges as the salary survey benchmark job class to which they have been linked.

Non-Benchmark Job Class	Benchmark Job Class
Accountant II	Accountant I
Administrative Coordinator	Administrative Assistant
Ambulance Billing Coordinator	Accounting Specialist
Assistant Director - Development Svcs	Director of Development Services
Assistant Director - Finance	Director of Finance
Assistant Director - PARD	Director of Parks & Rec
Assistant Director - PW	Director of Public Works
Assistant Fire Chief	Fire Battalion Chief
Assistant Planner	Principal Planner
Associate Planner	Principal Planner
Bailiff	Court Clerk I
Building Inspector II	Building Inspector I
City Engineer	Civil Engineer
Code Compliance Specialist	Code Enforcement Officer
Court Administrator	Manager, Finance
Court Chief Clerk	Court Clerk I
Court Clerk II	Court Clerk I
Economic Development Assistant	Building Permit Technician
Engineer in Training (EIT)	Civil Engineer
Engineering Technician, Senior	Engineering Technician
Fire Fighter Recruit	Fire Fighter
Fire Inspector	Fire Fighter
GIS Specialist	GIS Analyst
Head Life Guard	Life Guard
Heavy Equipment Operator, Senior	Heavy Equipment Operator
Human Resources Analyst - Senior	Human Resources Analyst
Intern	Administrative Assistant
IT Specialist - Public Safety	IT Technician
IT Technician - Senior	IT Technician
Maintenance Specialist (Parks)	Maintenance Technician (Parks)
Maintenance Specialist (Streets)	Maintenance Technician (Streets)
Management Analyst	Administrative Assistant
Manager, Billing & Collections	Manager, Finance
Manager, Risk Management	Human Resources Analyst
Manager, Senior Services	Senior Services Assistant
Meter Reader Technician	Meter Reader
Operations Coordinator	Administrative Assistant
Permit Service Coordinator	Building Permit Technician
Planning Coordinator	Building Permit Technician
Police Commander	Police Lieutenant
Police Corporal	Police Officer
Police Officer Recruit	Police Officer

**City of San Luis
FY 2025 Salary Plan**

Table 4 - Non-Benchmark to Benchmark Linkage Table

This table is to be utilized as a guide during annual salary plan updates, permitting non-benchmark job classes to be adjusted by the same number of salary ranges as the salary survey benchmark job class to which they have been linked.

Non-Benchmark Job Class	Benchmark Job Class
Project Manager Purchasing Coordinator	Manager, Finance Accountant I
Records Management Specialist Recreation Specialist Risk Property Analyst	Deputy City Clerk Recreation Coordinator Human Resources Analyst
Senior Services Assistant/Driver Supervisor, Crew Leader Supervisor, Maintenance Supervisor, Parks Supervisor, Police Communications Supervisor, Police Records Supervisor, Recreation Supervisor, Water/WW	Senior Services Assistant Heavy Equipment Operator Heavy Equipment Operator Maintenance Technician (Parks) Police Communications Officer Police Records Specialist Recreation Coordinator Manager, Water/Wastewater
Transit Enforcement Officer	Police Officer

City of San Luis
Table 5 - Estimated Fiscal Impact of FY 2025 Salary Plan
Various Salary Competitiveness Policies
Proposed New 2.5% Salary Structure

	100%	97.5%	95.0%	92.5%
Number of Employees	326	326	326	326
Total Payroll	\$16,214,215	\$16,214,215	\$16,214,215	\$16,214,215
Number of Employees Below Minimum	257	235	206	181
As % of total employees	78.83%	72.09%	63.19%	55.52%
Total \$ below Minimum	\$1,504,542	\$1,201,055	\$940,271	\$713,438
As % of total payroll	9.28%	7.41%	5.80%	4.40%
Average amount below Minimum	\$5,854	\$5,111	\$4,564	\$3,942
Number of Employees Below Midpoint	321	317	312	309
As % of total employees	98.47%	97.24%	95.71%	94.79%
\$ to Bring to Midpoint	\$5,365,747	\$4,859,958	\$4,374,086	\$3,902,863
As % of total payroll	33.09%	29.97%	26.98%	24.07%
Number of Employees Above Maximum	0	0	1	3
As % of total employees	0.00%	0.00%	0.31%	0.92%
Total \$ over Maximum	\$0	\$0	\$196	\$3,087
As % of total payroll	0.00%	0.00%	0.00%	0.02%
Average amount over Maximum	\$0	\$0	\$196	\$1,029

**City of San Luis
2024 Salary Survey**

Accountant I	Accountant I
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Accountant	Prescott Valley	\$81,297
Accountant	Buckeye, City of	\$81,214
Accountant	Apache Junction	\$77,489
Accountant	Sierra Vista	\$77,066
Senior Accountant	Oro Valley	\$74,911
Accountant	Lake Havasu City	\$73,965
Accountant	Yuma, City of	\$72,509
Senior Accountant	Marana, Town of	\$70,925
Accountant	Casa Grande	\$70,401
Accountant	Florence	\$67,942
Accountant	Maricopa	\$66,193
	Individual Employer Rate:	<u><u>\$73,992</u></u>

Accountant - Level 1	ERI Private Sector Data - San Luis Area	\$63,968
	Published Survey Rate:	<u><u>\$63,968</u></u>
	Prevailing Rate:	<u><u>\$68,980</u></u>
	San Luis Midpoint:	\$62,972
	\$ Variance	-\$6,008
	% Variance	-9.54%

**City of San Luis
2024 Salary Survey**

Accounting Specialist	Accounting Specialist
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Accounting Specialist Accounting Technician Accounting Clerk Accounting Specialist Accounting Technician Financial Services Technician Accounting Specialist Account Clerk Accounting Associate Account Clerk Account Clerk	Lake Havasu City Florence Buckeye, City of Oro Valley Prescott Valley Apache Junction Yuma, City of Casa Grande Marana, Town of Sierra Vista Maricopa	\$57,938 \$55,763 \$55,411 \$54,877 \$54,163 \$52,447 \$47,653 \$47,597 \$42,562 \$40,217 \$34,434	Individual Employer Rate: <u><u>\$49,369</u></u>
Accounting Clerk	ERI Private Sector Data - San Luis Area	\$45,832	Published Survey Rate: <u><u>\$45,832</u></u>
			Prevailing Rate: <u><u>\$47,601</u></u>
			San Luis Midpoint: \$47,476 \$ Variance: -\$125 % Variance: -0.26%

**City of San Luis
2024 Salary Survey**

Administrative Assistant	Administrative Assistant
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Administrative Assistant Administrative Specialist I Administrative Assistant Administrative Assistant Administrative Specialist Administration Assistant Administrative Specialist I Senior Office Asisstant Administrative Secretary II Administrative Assistant Administrative Assistant	Apache Junction Prescott Valley Casa Grande Buckeye, City of Yuma, City of Florence Lake Havasu City Oro Valley Sierra Vista Marana, Town of Maricopa	\$55,070 \$54,163 \$51,056 \$50,440 \$50,065 \$50,026 \$47,674 \$45,147 \$44,332 \$39,777 \$51,838	
			Individual Employer Rate: <u>\$49,053</u>

Secretary	ERI Private Sector Data - San Luis Area	\$46,091	
			Published Survey Rate: <u>\$46,091</u>
			Prevailing Rate: <u>\$47,572</u>
			San Luis Midpoint: \$44,356 \$ Variance -\$3,216 % Variance -7.25%

**City of San Luis
2024 Salary Survey**

Animal Control Officer	Animal Control Officer
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Animal Control	Maricopa	\$66,193
Animal Compliance Officer	Prescott Valley	\$57,959
Animal Control Officer	Apache Junction	\$55,070
Animal Control Officer	Marana, Town of	\$52,627
Animal Control Officer	Lake Havasu City	\$52,062
Animal Control Officer	Yuma, City of	\$51,317
Animal Control Officer	Casa Grande	\$51,056
Animal Control Officer I	Sierra Vista	\$48,876
No Match	Buckeye, City of	-
No Match	Florence	-
No Match	Oro Valley	-
	Individual Employer Rate:	\$54,395

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$54,395
	San Luis Midpoint:	\$44,356
	\$ Variance	-\$10,039
	% Variance	-22.63%

**City of San Luis
2024 Salary Survey**

Assistant City Attorney	Assistant City Attorney
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Assistant City Attorney	Yuma, City of	\$152,092
Deputy Town Attorney	Prescott Valley	\$149,479
Chief Civil Deputy Attorney	Oro Valley	\$141,256
Assistant City Attorney/Prosecutor	Apache Junction	\$126,221
Assistant City Attorney	Casa Grande	\$125,165
Assistant City Attorney	Buckeye, City of	\$118,789
Senior Assistant Town Attorney	Marana, Town of	\$112,589
No Match	Florence	-
No Match - prosecutors only	Lake Havasu City	-
No Match	Maricopa	-
No Match	Sierra Vista	-

Individual Employer Rate: \$132,227

Attorney (General) - level 2	ERI Private Sector Data - San Luis Area	\$145,492
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Published Survey Rate: \$145,492

Prevailing Rate: \$138,860

San Luis Midpoint: \$125,861

\$ Variance -\$12,999

% Variance -10.33%

**City of San Luis
2024 Salary Survey**

Assistant City Manager	Assistant City Manager
------------------------	------------------------

Deputy City Manager	Buckeye, City of	\$228,795
Assistant City Manager	Apache Junction	\$195,809
Deputy Town Manager	Prescott Valley	\$180,887
Deputy City Administrator	Yuma, City of	\$176,381
Assistant City Manager	Maricopa	\$175,970
Deputy Town Manager	Florence	\$169,402
Deputy City Manager	Casa Grande	\$168,518
Deputy Town Manager	Marana, Town of	\$167,066
Deputy Town Manager	Oro Valley	\$163,428
No Match	Lake Havasu City	-
No Match	Sierra Vista	-
	Individual Employer Rate:	<u><u>\$180,695</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$180,695</u></u>
	San Luis Midpoint:	\$152,287
	\$ Variance	-\$28,408
	% Variance	-18.65%

**City of San Luis
2024 Salary Survey**

Building Inspector I	Building Inspector I
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Plans Examiner/Building Inspector Building Inspector I Building Inspector Building Inspector Building Inspector Building Inspector I Building Inspector I Building Inspector Building Inspector Building Inspector I Building Inspector	Maricopa Buckeye, City of Prescott Valley Lake Havasu City Apache Junction Sierra Vista Oro Valley Casa Grande Yuma, City of Marana, Town of Florence	\$74,799 \$73,767 \$70,990 \$67,070 \$66,937 \$65,498 \$63,527 \$62,741 \$62,525 \$61,952 \$58,586	
		Individual Employer Rate:	<u><u>\$66,217</u></u>

No Match	ERI Private Sector Data - San Luis Area		
			-
		Published Survey Rate:	<u><u>No Data</u></u>
		Prevailing Rate:	<u><u>\$66,217</u></u>
		San Luis Midpoint:	\$50,794
		\$ Variance	-\$15,424
		% Variance	-30.37%

**City of San Luis
2024 Salary Survey**

Building Official	Building Official
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Chief Building Official	Prescott Valley	\$128,898
Inspect&CompDivMgr-BldfOff	Oro Valley	\$122,022
Building and Safety Manager	Apache Junction	\$120,210
Building Official	Lake Havasu City	\$114,742
Chief Building Official	Marana, Town of	\$112,589
Building Inspector Supervisor	Buckeye, City of	\$108,046
Chief Building Official	Casa Grande	\$104,095
Chief Building Official	Maricopa	\$95,510
Building Administrator	Sierra Vista	\$93,927
Building Official	Florence	\$93,658
No Match - duties by Dir	Yuma, City of	-
	Individual Employer Rate:	<u><u>\$109,369</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$109,369</u></u>
	San Luis Midpoint:	\$83,803
	\$ Variance	-\$25,566
	% Variance	-30.51%

**City of San Luis
2024 Salary Survey**

Building Permit Technician	Building Permit Technician
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Permit Technician	Prescott Valley	\$62,005
Permit Technician	Lake Havasu City	\$52,572
Permit Technician	Apache Junction	\$52,447
Building Permit Technician	Oro Valley	\$52,264
Permit Technician	Yuma, City of	\$51,317
Permit Assistant	Buckeye, City of	\$50,440
Permit Technician	Casa Grande	\$49,868
Permit Technician	Marana, Town of	\$48,763
Permit Specialist I	Florence	\$48,084
Permit Tech I	Maricopa	\$43,274
No Match	Sierra Vista	-
	Individual Employer Rate:	\$51,103

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$51,103
	San Luis Midpoint:	\$38,750
	\$ Variance	-\$12,353
	% Variance	-31.88%

**City of San Luis
2024 Salary Survey**

Building Plans Examiner	Building Plans Examiner
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Plans Examiner	Prescott Valley	\$81,297
Plans Examiner/Building Inspector	Maricopa	\$74,798
Plans Examiner	Florence	\$71,381
Plans Examiner I	Buckeye, City of	\$70,252
Plans Examiner I	Oro Valley	\$67,947
Plans Examiner I	Lake Havasu City	\$67,070
Plans Examiner	Casa Grande	\$65,716
Building Plans Examiner	Yuma, City of	\$65,690
Plans Examiner	Marana, Town of	\$61,952
Plans Examiner	Apache Junction	\$61,284
No Match	Sierra Vista	-
	Individual Employer Rate:	\$68,739

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$68,739
	San Luis Midpoint:	\$62,972
	\$ Variance	-\$5,767
	% Variance	-9.16%

**City of San Luis
2024 Salary Survey**

Chief of Police	Chief of Police
-----------------	-----------------

Police Chief	Buckeye, City of	\$198,952
Police Chief	Prescott Valley	\$180,887
Director of Public Safety/Chief of Police	Apache Junction	\$177,605
Chief of Police	Yuma, City of	\$172,079
Chief of Police	Marana, Town of	\$167,066
Police Chief	Lake Havasu City	\$161,447
Police Chief	Casa Grande	\$160,943
Chief of Police	Maricopa	\$155,726
Police Chief	Oro Valley	\$155,335
Police Chief	Sierra Vista	\$150,759
Police Chief	Florence	\$149,726
	Individual Employer Rate:	<u><u>\$166,411</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$166,411</u></u>
	San Luis Midpoint:	\$138,434
	\$ Variance	-\$27,977
	% Variance	-20.21%

**City of San Luis
2024 Salary Survey**

City Attorney	City Attorney
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City Attorney	Buckeye, City of	\$195,000
City Attorney	Yuma, City of	\$189,943
City Attorney	Apache Junction	\$186,485
City Attorney	Casa Grande	\$176,404
Legal Services Director/Town Prosecutor	Oro Valley	\$171,600
Town Attorney	Prescott Valley	\$167,066
Town Attorney	Florence	\$163,434
Town Attorney	Marana, Town of	\$146,241
No Match	Lake Havasu City	-
No Match	Maricopa	-
No Match	Sierra Vista	-

Individual Employer Rate: \$174,522

Attorney (General)	ERI Private Sector Data - San Luis Area	\$153,528
		Published Survey Rate: <u>\$153,528</u>

Prevailing Rate: \$164,025

San Luis Midpoint:	\$152,287
\$ Variance	-\$11,737
% Variance	-7.71%

**City of San Luis
2024 Salary Survey**

City Clerk	City Clerk
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City Clerk	Maricopa	\$155,726
City Clerk	Apache Junction	\$153,421
Town Clerk	Prescott Valley	\$149,479
Town Clerk	Marana, Town of	\$149,166
City Clerk	Lake Havasu City	\$146,423
City Clerk	Yuma, City of	\$141,233
Clerk	Buckeye, City of	\$136,531
City Clerk	Casa Grande	\$131,016
Town Clerk	Oro Valley	\$128,050
Town Clerk	Florence	\$122,888
City Clerk	Sierra Vista	\$110,571
	Individual Employer Rate:	<u><u>\$138,591</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$138,591</u></u>
	San Luis Midpoint:	\$111,550
	\$ Variance	-\$27,041
	% Variance	-24.24%

**City of San Luis
2024 Salary Survey**

Deputy City Clerk	Deputy City Clerk
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Deputy City Clerk	Buckeye, City of	\$108,046
Deputy City Clerk	Apache Junction	\$89,702
Deputy City Clerk	Yuma, City of	\$84,088
Deputy Town Clerk	Prescott Valley	\$81,297
Deputy Town Clerk	Marana, Town of	\$78,726
Deputy Town Clerk	Oro Valley	\$78,657
Deputy City Clerk	Maricopa	\$74,798
Deputy City Clerk	Casa Grande	\$72,005
Deputy Town Clerk	Florence	\$64,668
Deputy City Clerk	Sierra Vista	\$62,379
City Clerk Assistant	Lake Havasu City	\$57,907
	Individual Employer Rate:	<u><u>\$77,479</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$77,479</u></u>
	San Luis Midpoint:	\$83,803
	\$ Variance	\$6,324
	% Variance	7.55%

**City of San Luis
2024 Salary Survey**

City Manager	City Manager
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City Manager	Buckeye, City of	\$250,000
Town Manager	Prescott Valley	\$235,144
City Manager	Maricopa	\$231,989
City Manager	Apache Junction	\$226,673
City Administrator	Yuma, City of	\$225,782
City Manager	Casa Grande	\$216,659
Town Manager (Actual)	Marana, Town of	\$200,000
Town Manager	Florence	\$194,763
Manager (Actual)	Sierra Vista	\$174,824
Town Manager	Oro Valley	\$134,184
<i>not provided</i>	Lake Havasu City	-
	Individual Employer Rate:	<u><u>\$209,002</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$209,002</u></u>
	San Luis Midpoint:	\$184,267
	\$ Variance	-\$24,735
	% Variance	-13.42%

**City of San Luis
2024 Salary Survey**

City Prosecutor

City Prosecutor

Legal Services Director/Town Prosecutor	Oro Valley	\$171,600
City Prosecutor	Yuma, City of	\$152,092
City Prosecutor	Buckeye, City of	\$150,322
Prosecutor	Prescott Valley	\$141,793
City Prosecutor	Lake Havasu City	\$126,501
Assistant City Attorney/Prosecutor	Apache Junction	\$126,221
City Prosecutor	Casa Grande	\$108,961
Town Prosecutor	Marana, Town of	\$77,183
No Match	Florence	-
No Match	Maricopa	-
No Match	Sierra Vista	-

Individual Employer Rate: \$131,834

No Match	ERI Private Sector Data - San Luis Area	-
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Published Survey Rate: No Data

Prevailing Rate: \$131,834

San Luis Midpoint: \$111,550

\$ Variance -\$20,284

% Variance **-18.18%**

**City of San Luis
2024 Salary Survey**

Civil Engineer	Civil Engineer
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Engineer (PE)	Prescott Valley	\$117,187
Civil Engineer	Lake Havasu City	\$104,062
Civil Engineer	Marana, Town of	\$99,636
Project Engineer	Apache Junction	\$98,897
Civil Engineer	Florence	\$95,999
Civil Engineer	Casa Grande	\$94,953
Civil Engineer	Oro Valley	\$91,055
Civil Engineer	Sierra Vista	\$86,970
Civil Engineer	Maricopa	\$84,522
No Match	Buckeye, City of	-
No Match	Yuma, City of	-
	Individual Employer Rate:	<u><u>\$97,031</u></u>

Civil Engineer - Level 3	ERI Private Sector Data - San Luis Area	\$109,655
	Published Survey Rate:	<u><u>\$109,655</u></u>
	Prevailing Rate:	<u><u>\$103,343</u></u>
	San Luis Midpoint:	\$101,410
	\$ Variance	-\$1,933
	% Variance	-1.91%

**City of San Luis
2024 Salary Survey**

Code Enforcement Officer	Code Enforcement Officer
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Code Enforcement Officer	Buckeye, City of	\$66,699
Code Compliance Specialist	Prescott Valley	\$66,342
Code Compliance Officer	Apache Junction	\$60,714
Code Compliance Specialist	Oro Valley	\$60,502
Code Compliance Specialist	Casa Grande	\$58,489
Code Enforcement Specialist	Yuma, City of	\$58,060
Code Enforcement Officer	Lake Havasu City	\$57,938
Code Enforcement Officer I	Marana, Town of	\$56,837
Code Compliance Officer	Maricopa	\$55,208
Code Compliance Officer	Florence	\$54,403
Code Enforcement Officer I	Sierra Vista	\$53,885
	Individual Employer Rate:	<u><u>\$59,007</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$59,007</u></u>
	San Luis Midpoint:	\$57,252
	\$ Variance	-\$1,755
	% Variance	-3.07%

**City of San Luis
2024 Salary Survey**

Coordinator III	Contracts and Grants Coordinator
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Procurement Officer	Florence	\$82,780
Grant Manager	Marana, Town of	\$78,726
Procurement and Contract Coordinator	Maricopa	\$74,798
Grant Specialist	Buckeye, City of	\$73,767
Procurement Specialist (contract duties)	Prescott Valley	\$70,990
Grants Coordinator	Casa Grande	\$68,789
Contract Specialist	Lake Havasu City	\$67,070
Contract Specialist	Oro Valley	\$64,711
IT Procurement and Contracts Administrator	Yuma, City of	\$64,088
No Match	Apache Junction	-
No Match	Sierra Vista	-
	Individual Employer Rate:	<u><u>\$71,747</u></u>

Grant Coordinator - Level 3	ERI Private Sector Data - San Luis Area	\$67,617
	Published Survey Rate:	<u><u>\$67,617</u></u>
	Prevailing Rate:	<u><u>\$69,682</u></u>
	San Luis Midpoint:	\$69,264
	\$ Variance	-\$418
	% Variance	-0.60%

**City of San Luis
2024 Salary Survey**

Grants Coordinator	Grant Coordinator
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Grant Program Administrator - Finance; Grant Program	Buckeye, City of	\$98,280
Grants Coordinator	Prescott Valley	\$93,049
Grants Administrator	Apache Junction	\$73,799
Grant Writer	Yuma, City of	\$72,509
Grant Coodinator	Casa Grande	\$68,789
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Sierra Vista	-

Individual Employer Rate: \$81,285

Grant Writer	ERI Private Sector Data - San Luis Area	\$62,903
		Published Survey Rate: <u><u>\$62,903</u></u>

Prevailing Rate: \$72,094

San Luis Midpoint:	\$62,972
\$ Variance	-\$9,122
% Variance	-14.49%

**City of San Luis
2024 Salary Survey**

Cook	Cook
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Line Cook	Yuma, City of	\$40,088
Lead Cook	Casa Grande	\$35,359
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
	Individual Employer Rate:	<u><u>\$37,723</u></u>
Cook	ERI Private Sector Data - San Luis Area	\$37,779
	Published Survey Rate:	<u><u>\$37,779</u></u>
	Prevailing Rate:	<u><u>\$37,751</u></u>
	San Luis Midpoint:	\$34,726
	\$ Variance	-\$3,026
	% Variance	-8.71%

**City of San Luis
2024 Salary Survey**

Court Administrator	Court Administrator
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Municipal Court Administrator Court Administrator Court Administrator Court Administrator Court Administrator Court Administrator Court Administrator Court Administrator Court Administrator Court Manager Court Administrator No Match	Yuma, City of Maricopa Buckeye, City of Lake Havasu City Oro Valley Marana, Town of Casa Grande Apache Junction Prescott Valley Florence Sierra Vista ERI Private Sector Data - San Luis Area	\$152,092 \$137,810 \$130,811 \$109,263 \$105,408 \$99,636 \$92,848 \$89,702 \$86,965 \$78,791 - <hr style="border-top: 1px solid black;"/> Individual Employer Rate: <u>\$108,333</u> - <hr style="border-top: 1px solid black;"/> Published Survey Rate: <u>No Data</u> <hr style="border-top: 1px solid black;"/> Prevailing Rate: <u>\$108,333</u> <hr style="border-top: 1px solid black;"/> San Luis Midpoint: \$69,264 \$ Variance -\$39,069 % Variance -56.41%
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**City of San Luis
2024 Salary Survey**

Court Clerk I	Court Clerk I
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Deputy Court Clerk	Prescott Valley	\$56,378
Court Clerk	Maricopa	\$51,839
Court Clerk I	Yuma, City of	\$48,844
Court Clerk	Apache Junction	\$47,571
Counter Clerk (Court)	Lake Havasu City	\$47,181
Court Clerk	Casa Grande	\$46,538
Court Clerk	Florence	\$45,767
Court Clerk I	Buckeye, City of	\$45,760
Court Clerk I	Oro Valley	\$42,998
Court Clerk	Marana, Town of	\$42,562
No Match	Sierra Vista	-

Individual Employer Rate: \$47,544

No Match	ERI Private Sector Data - San Luis Area	-
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Published Survey Rate: No Data

Prevailing Rate: \$47,544

San Luis Midpoint: \$36,296
\$ Variance -\$11,248
% Variance **-30.99%**

**City of San Luis
2024 Salary Survey**

Court Interpreter	Court Interpreter
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<p>Court Interpreter</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p>	<p>Yuma, City of \$53,915</p> <p>Apache Junction -</p> <p>Buckeye, City of -</p> <p>Casa Grande -</p> <p>Florence -</p> <p>Lake Havasu City -</p> <p>Marana, Town of -</p> <p>Maricopa -</p> <p>Oro Valley -</p> <p>Prescott Valley -</p> <p>Sierra Vista -</p> <p>ERI Private Sector Data - San Luis Area -</p>
	<p>Individual Employer Rate: <u><u>\$53,915</u></u></p>
	<p>Published Survey Rate: <u><u>No Data</u></u></p>
	<p>Prevailing Rate: <u><u>\$53,915</u></u></p>
	<p>San Luis Midpoint: \$47,476</p> <p>\$ Variance -\$6,439</p> <p>% Variance -13.56%</p>

**City of San Luis
2024 Salary Survey**

Court Security Officer	Court Security Officer
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<p>Court Officer</p> <p>Court Security Officer</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p> <p>No Match</p>	<p>Yuma, City of</p> <p>Marana, Town of</p> <p>Apache Junction</p> <p>Buckeye, City of</p> <p>Casa Grande</p> <p>Florence</p> <p>Lake Havasu City</p> <p>Maricopa</p> <p>Oro Valley</p> <p>Prescott Valley</p> <p>Sierra Vista</p> <p>ERI Private Sector Data - San Luis Area</p>	<p>\$53,915</p> <p>\$48,729</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>Individual Employer Rate: <u><u>\$51,322</u></u></p> <p>-</p> <p>Published Survey Rate: <u><u>No Data</u></u></p> <p>Prevailing Rate: <u><u>\$51,322</u></u></p> <p>San Luis Midpoint: \$44,356</p> <p>\$ Variance -\$6,966</p> <p>% Variance -15.70%</p>
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**City of San Luis
2024 Salary Survey**

Custodian	Custodian
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Custodian	Maricopa	\$51,839
Custodial Technician	Prescott Valley	\$48,194
Custodian	Lake Havasu City	\$42,827
Custodian	Marana, Town of	\$39,777
Custodian	Oro Valley	\$39,000
Custodian	Florence	\$38,503
Custodian	Sierra Vista	\$38,324
Custodian	Yuma, City of	\$37,226
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Casa Grande	-
	Individual Employer Rate:	<u><u>\$41,961</u></u>
Custodian	ERI Private Sector Data - San Luis Area	\$37,390
	Published Survey Rate:	<u><u>\$37,390</u></u>
	Prevailing Rate:	<u><u>\$39,676</u></u>
	San Luis Midpoint:	\$34,726
	\$ Variance	-\$4,950
	% Variance	-14.25%

**City of San Luis
2024 Salary Survey**

Lead Custodian	Lead Custodian
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Custodial Specialsit	Prescott Valley	\$50,617
Lead Custodian	Marana, Town of	\$45,541
Lead Custodian	Yuma, City of	\$39,111
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Sierra Vista	-

Individual Employer Rate: \$45,089

ERI Private Sector Data - San Luis Area \$37,390
Published Survey Rate: \$37,390

Prevailing Rate: \$41,240

San Luis Midpoint: \$47,476
\$ Variance \$6,236
% Variance 13.14%

**City of San Luis
2024 Salary Survey**

Project Coordinator

Project Coordinator

Administrative Project Manager	Florence	\$80,761
Project Coordinator-CIP	Marana, Town of	\$48,729
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Casa Grande	-
No Match	Lake Havasu City	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-

Individual Employer Rate: \$64,745

ERI Private Sector Data - San Luis Area \$37,390
Published Survey Rate: \$37,390

Prevailing Rate: \$51,067

San Luis Midpoint: \$50,794
\$ Variance -\$274
% Variance -0.54%

**City of San Luis
2024 Salary Survey**

Building Maintenance Technician Building Maintenance Technician

Facilities Maintenance Technician	Maricopa	\$55,208
Maintenance Specialist (buildings)	Lake Havasu City	\$55,203
Facilities Maintenance Technician I	Oro Valley	\$54,877
Facilities Maintenance Technician	Prescott Valley	\$54,163
Facilities Technician I	Sierra Vista	\$53,882
Facilities Maintenance Specialist	Florence	\$49,286
Maintenance Worker	Casa Grande	\$46,538
Facilities Maintenance Worker	Yuma, City of	\$46,490
Maintenance Worker I - Facilities/Landscape	Buckeye, City of	\$45,760
Facilities Technician I	Marana, Town of	\$45,541
No Match	Apache Junction	-

Individual Employer Rate: \$50,695

ERI Private Sector Data - San Luis Area \$37,390
Published Survey Rate: \$37,390

Prevailing Rate: \$44,042

San Luis Midpoint: \$36,296
\$ Variance -\$7,746
% Variance **-21.34%**

**City of San Luis
2024 Salary Survey**

Customer Service Representati Customer Service Representative

Customer Accounts Representative	Prescott Valley	\$54,163
Customer Service Representative	Buckeye, City of	\$50,440
Customer Service Specialist	Lake Havasu City	\$47,674
Customer Service Rep (Water)	Oro Valley	\$45,147
Customer Service Representative	Florence	\$43,562
Customer Service Specialist	Yuma, City of	\$43,171
Customer Accounts Representative	Sierra Vista	\$40,217
Customer Service Representative	Marana, Town of	\$39,777
Customer Service Representative	Maricopa	\$32,625
No Match	Apache Junction	-
No Match	Casa Grande	-
	Individual Employer Rate:	<u><u>\$44,086</u></u>

Customer Service Clerk	ERI Private Sector Data - San Luis Area	\$37,417
	Published Survey Rate:	<u><u>\$37,417</u></u>
	Prevailing Rate:	<u><u>\$40,752</u></u>
	San Luis Midpoint:	\$36,296
	\$ Variance	-\$4,456
	% Variance	-12.28%

**City of San Luis
2024 Salary Survey**

Director III	Director of Finance
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Chief Financial Officer	Buckeye, City of	\$172,983
Director of Financial Services	Yuma, City of	\$172,079
Deputy City Manager (CFO)	Maricopa	\$165,848
Finance Director	Prescott Valley	\$164,424
Finance Director	Apache Junction	\$161,092
Chief Financial Officer	Oro Valley	\$155,645
Director of Administrative Services	Lake Havasu City	\$153,755
Finance Director	Marana, Town of	\$149,166
Finance Director	Casa Grande	\$146,862
Chief Financial Officer	Sierra Vista	\$142,243
Finance Director	Florence	\$139,036
	Individual Employer Rate:	<u><u>\$156,648</u></u>

Finance Director	ERI Private Sector Data - San Luis Area	\$173,298
	Published Survey Rate:	<u><u>\$173,298</u></u>
	Prevailing Rate:	<u><u>\$164,973</u></u>
	San Luis Midpoint:	\$138,434
	\$ Variance	-\$26,538
	% Variance	-19.17%

**City of San Luis
2024 Salary Survey**

Director II	Director of Human Resources
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Human Resources Director	Prescott Valley	\$164,424
Human Resources Director	Apache Junction	\$161,092
Director of Human Resources	Yuma, City of	\$152,092
Human Resources Director	Marana, Town of	\$149,166
Director of Human Resources	Lake Havasu City	\$146,423
Chief Human Resources Officer	Sierra Vista	\$142,243
Human Resources Director	Oro Valley	\$141,175
Human Resources Director	Casa Grande	\$140,310
Human Resources Director	Florence	\$129,109
No Match	Buckeye, City of	-
No Match	Maricopa	-
	Individual Employer Rate:	<u><u>\$147,337</u></u>
Human Resources Director	ERI Private Sector Data - San Luis Area	\$137,697
	Published Survey Rate:	<u><u>\$137,697</u></u>
	Prevailing Rate:	<u><u>\$142,517</u></u>
	San Luis Midpoint:	\$125,861
	\$ Variance	-\$16,656
	% Variance	-13.23%

**City of San Luis
2024 Salary Survey**

Director I	Director of Parks & Rec
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Community Services Director	Buckeye, City of	\$172,983
Community Services Director	Prescott Valley	\$164,424
Parks and Recreation Director	Apache Junction	\$161,092
Director, Community Enrichment	Maricopa	\$155,726
Parks and Recreation Director	Oro Valley	\$155,646
Director of Parks and Recreation	Yuma, City of	\$152,092
Parks and Recreation Director	Marana, Town of	\$149,166
Director of Parks & Recreation	Lake Havasu City	\$146,423
Director of Parks, Recreation, & Library	Sierra Vista	\$142,243
Community Services Director	Casa Grande	\$140,310
Community Services Director	Florence	\$119,890
	Individual Employer Rate:	\$150,908

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$150,908
	San Luis Midpoint:	\$111,550
	\$ Variance	-\$39,358
	% Variance	-35.28%

**City of San Luis
2024 Salary Survey**

Director II	Director of Development Services
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Development Services Director	Buckeye, City of	\$172,983
Development Services Director	Prescott Valley	\$164,424
Development Services Director	Apache Junction	\$161,092
Director, Development Services	Maricopa	\$155,726
Comm & Econ Dev Director	Oro Valley	\$155,646
Director of Planning and Neighborhood Services	Yuma, City of	\$152,092
Development Services Director	Marana, Town of	\$149,166
Director of Development Services	Lake Havasu City	\$146,423
Planning & Development Director	Casa Grande	\$143,530
Director of Community Development	Sierra Vista	\$142,243
Community Development Director	Florence	\$135,645
	Individual Employer Rate:	<u><u>\$152,633</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$152,633</u></u>
	San Luis Midpoint:	\$125,861
	\$ Variance	-\$26,773
	% Variance	-21.27%

**City of San Luis
2024 Salary Survey**

Director III	Director of Public Works
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Public Works Director	Buckeye, City of	\$172,983
Public Works Director	Prescott Valley	\$164,424
Public Works Director	Apache Junction	\$161,092
Director, Public Works	Maricopa	\$155,726
Director of Public Works	Oro Valley	\$155,646
Director of Public Works	Lake Havasu City	\$153,755
Director of Public Works	Yuma, City of	\$152,092
Public Works Director	Casa Grande	\$150,229
Public Works Director	Marana, Town of	\$149,166
Public Works Director/Engineer	Florence	\$142,512
Director of Public Works	Sierra Vista	\$142,243
	Individual Employer Rate:	\$154,533

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$154,533
	San Luis Midpoint:	\$138,434
	\$ Variance	-\$16,099
	% Variance	-11.63%

**City of San Luis
2024 Salary Survey**

Director II	Director, Economic Development
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Economic Development Director	Buckeye, City of	\$172,983
Economic Development Director	Apache Junction	\$161,092
Director of Economic Development and Tourism	Marana, Town of	\$149,166
Tourism & Economic Development Director	Sierra Vista	\$142,243
Economic Development Administrator	Prescott Valley	\$141,793
Economic Development Director	Casa Grande	\$131,016
Economic Development Director	Florence	\$129,109
Economic Development Administrator	Yuma, City of	\$113,089
Chief Executive Officer (Go Lake Havasu)	Lake Havasu City	\$109,500
No Match	Maricopa	-
No Match	Oro Valley	-
	Individual Employer Rate:	<u><u>\$138,888</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$138,888</u></u>
	San Luis Midpoint:	\$125,861
	\$ Variance	-\$13,027
	% Variance	-10.35%

**City of San Luis
2024 Salary Survey**

Driver	Driver
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Transit Driver Duties by Senior Center Assistant Transit Driver Transit Driver No Match Transportation Driver (part-time) No Match No Match No Match No Match No Match	Maricopa Buckeye, City of Sierra Vista Oro Valley Apache Junction Casa Grande Florence Lake Havasu City Marana, Town of Prescott Valley Yuma, City of Shuttle Driver ERI Private Sector Data - San Luis Area	\$55,208 \$45,760 \$42,214 \$40,950 - - - - - - - - - \$40,112	Individual Employer Rate: <u>\$46,033</u> Published Survey Rate: <u>\$40,112</u> Prevailing Rate: <u>\$43,072</u> San Luis Midpoint: \$44,356 \$ Variance \$1,284 % Variance 2.89%
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**City of San Luis
2024 Salary Survey**

Electrician	Electrician
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Electrician	Yuma, City of	\$65,690
Duties by Maintenananc Worker, Skilled (Facilities)	Buckeye, City of	\$60,913
No Match	Apache Junction	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
	Individual Employer Rate:	<u><u>\$63,301</u></u>
Industrial Electrician	ERI Private Sector Data - San Luis Area	\$62,355
	Published Survey Rate:	<u><u>\$62,355</u></u>
	Prevailing Rate:	<u><u>\$62,828</u></u>
	San Luis Midpoint:	\$57,252
	\$ Variance	-\$5,576
	% Variance	-9.74%

**City of San Luis
2024 Salary Survey**

Engineering Technician	Engineering Technician
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Engineering Technician	Prescott Valley	\$62,005
Engineering Technician	Apache Junction	\$60,714
Engineering Technician	Casa Grande	\$59,956
Engineering Technician	Sierra Vista	\$59,405
Engineer Technician	Florence	\$57,157
Engineering Technician	Yuma, City of	\$56,644
Civil Engineering Technician	Oro Valley	\$54,877
Engineering Aide	Marana, Town of	\$48,729
Engineering Aide	Lake Havasu City	\$39,676
No Match	Buckeye, City of	-
No Match	Maricopa	-
	Individual Employer Rate:	<u><u>\$55,462</u></u>

Engineering Technician - Level 1	ERI Private Sector Data - San Luis Area	\$56,992
	Published Survey Rate:	<u><u>\$56,992</u></u>
	Prevailing Rate:	<u><u>\$56,227</u></u>
	San Luis Midpoint:	\$57,252
	\$ Variance	\$1,025
	% Variance	1.79%

**City of San Luis
2024 Salary Survey**

Engineering Technician, Senior Engineering Technician, Senior

Engineering Technician Senior	Yuma, City of	\$62,525
Engineering Specialist	Marana, Town of	\$61,952
Engineering Tech Coordinator	Lake Havasu City	\$60,840
Senior Civil Engineering Tech	Oro Valley	\$60,502
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Maricopa	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
	Individual Employer Rate:	<u><u>\$61,455</u></u>

Engineering Technician - Level 2	ERI Private Sector Data - San Luis Area	\$65,660
	Published Survey Rate:	<u><u>\$65,660</u></u>
	Prevailing Rate:	<u><u>\$61,455</u></u>
	San Luis Midpoint:	New
	\$ Variance	--
	% Variance	--

**City of San Luis
2024 Salary Survey**

Equipment Operator	Equipment Operator (light to med)
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Equipment Operator	Buckeye, City of	\$60,913
Street Maintenance Technician II-ROW	Sierra Vista	\$59,405
Streets & Stormwater Specialist	Prescott Valley	\$57,959
Equipment Operator/Technician	Maricopa	\$55,208
duties by Public Works Maintenance Worker	Apache Junction	\$52,447
Equipment Operator	Casa Grande	\$51,056
Equipment Operator	Yuma, City of	\$48,844
Equipment Operator I	Marana, Town of	\$48,747
Heavy Equipment Operator I	Oro Valley	\$47,405
Street Maintenance Worker I	Florence	\$45,767
Duties by Maintenance Technician	Lake Havasu City	\$44,970
	Individual Employer Rate:	<u><u>\$52,065</u></u>

Truck Driver Dump	ERI Private Sector Data - San Luis Area	\$50,000
	Published Survey Rate:	<u><u>\$50,000</u></u>
	Prevailing Rate:	<u><u>\$51,033</u></u>
	San Luis Midpoint:	\$44,356
	\$ Variance	-\$6,677
	% Variance	-15.05%

**City of San Luis
2024 Salary Survey**

Heavy Equipment Operator	Heavy Equipment Operator
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Heavy Equipment Operator	Maricopa	\$58,578
Heavy Equipment Operator (Streets)	Buckeye, City of	\$58,011
Heavy Equipment Operator	Casa Grande	\$54,727
Heavy Equipment Operator	Yuma, City of	\$53,915
Equipment Operator II	Marana, Town of	\$52,627
Heavy Equipment Operator II	Oro Valley	\$52,264
No Match	Apache Junction	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-

Individual Employer Rate: \$55,020

Equipment Operator Heavy - Level 2	ERI Private Sector Data - San Luis Area	\$52,809
		Published Survey Rate: <u><u>\$52,809</u></u>

Prevailing Rate: \$53,914

San Luis Midpoint:	\$47,476
\$ Variance	-\$6,438
% Variance	-13.56%

**City of San Luis
2024 Salary Survey**

Heavy Equipment Operator, Se Heavy Equipment Operator, Senior

Equipment Operator I, Lead (Streets)	Buckeye, City of	\$63,554
Heavy Equipment Operator III	Oro Valley	\$57,621
Senior Parks Maintenance Worker	Apache Junction	\$49,982
No Match	Casa Grande	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-

Individual Employer Rate: \$57,052

Equipment Operator Heavy - Level 3	ERI Private Sector Data - San Luis Area	\$60,599
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Published Survey Rate: \$60,599

Prevailing Rate: \$58,826

San Luis Midpoint: New
\$ Variance --
% Variance --

**City of San Luis
2024 Salary Survey**

Heavy Equipment Operator, Water/Wastewater

Water Utility Maintenance Worker	Apache Junction	\$47,601
No Match	Buckeye, City of	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-
	Individual Employer Rate:	<u><u>\$47,601</u></u>
No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$47,601</u></u>
	San Luis Midpoint:	New
	\$ Variance	--
	% Variance	--

**City of San Luis
2024 Salary Survey**

Executive Assistant	Executive Assistant
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Executive Assistant to Town Manager Executive Assistant Executive Assistant Executive Assistant to the Chief (PD) Executive Assistant Exec Assistant to Manager & Council Executive Secretary Executive Assistant Senior Administrative Assistant Executive Secretary Executive Assistant	Prescott Valley Buckeye, City of Lake Havasu City Apache Junction Maricopa Oro Valley Sierra Vista Yuma, City of Florence Casa Grande Marana, Town of	\$86,965 \$73,767 \$70,445 \$66,937 \$66,193 \$64,711 \$62,379 \$61,000 \$60,050 \$57,285 \$52,627	Individual Employer Rate: <u>\$65,669</u>
Executive Secretary	ERI Private Sector Data - San Luis Area	\$61,766	Published Survey Rate: <u>\$61,766</u>
			Prevailing Rate: <u>\$63,717</u>
			San Luis Midpoint: \$57,252 \$ Variance -\$6,465 % Variance -11.29%

**City of San Luis
2024 Salary Survey**

Fire Chief	Fire Chief
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Fire Chief	Buckeye, City of	\$198,952
Fire Chief	Yuma, City of	\$172,079
Fire Chief	Lake Havasu City	\$161,447
Fire Chief	Casa Grande	\$160,943
Chief of Fire	Maricopa	\$155,726
Fire Chief	Sierra Vista	\$150,758
Fire Chief	Florence	\$149,726
No Match	Apache Junction	-
No Match	Marana, Town of	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$164,233</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$164,233</u></u>
	San Luis Midpoint:	\$138,434
	\$ Variance	-\$25,798
	% Variance	-18.64%

**City of San Luis
2024 Salary Survey**

Fire Battalion Chief	Fire Battalion Chief
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Fire Battalion Chief	Buckeye, City of	\$136,302
Fire Battalion Chief	Casa Grande	\$113,034
Fire Battalion Chief	Yuma, City of	\$110,331
Fire Battalion Chief	Maricopa	\$107,926
Fire Battalion Chief	Florence	\$105,965
Battalion Chief	Lake Havasu City	\$109,140
Fire Battalion Chief	Sierra Vista	\$91,539
No Match	Apache Junction	-
No Match	Marana, Town of	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$110,605</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$110,605</u></u>
	San Luis Midpoint:	\$92,192
	\$ Variance	-\$18,413
	% Variance	-19.97%

**City of San Luis
2024 Salary Survey**

Fire Captain	Fire Captain
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Fire Captain	Buckeye, City of	\$105,974
Fire Captain	Yuma, City of	\$93,467
Fire Captain	Casa Grande	\$92,848
Fire Captain	Maricopa	\$88,486
Fire Captain	Florence	\$86,971
Fire Captain	Lake Havasu City	\$87,357
Fire Captain	Sierra Vista	\$81,288
No Match	Apache Junction	-
No Match	Marana, Town of	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$90,913</u></u>
No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$90,913</u></u>
	San Luis Midpoint:	\$76,192
	\$ Variance	-\$14,721
	% Variance	-19.32%

**City of San Luis
2024 Salary Survey**

Fire Engineer	Fire Engineer
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Fire Driver-Engineer	Buckeye, City of	\$90,201
Fire Engineer	Yuma, City of	\$77,902
Fire Engineer	Casa Grande	\$77,190
Fire Engineer	Maricopa	\$75,009
Fire Engineer	Sierra Vista	\$70,354
Fire Engineer	Lake Havasu City	\$74,254
Fire Engineer	Florence	\$67,942
No Match	Apache Junction	-
No Match	Marana, Town of	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$76,122</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$76,122</u></u>
	San Luis Midpoint:	\$62,968
	\$ Variance	-\$13,153
	% Variance	-20.89%

**City of San Luis
2024 Salary Survey**

Fire Fighter	Fire Fighter
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Firefighter	Buckeye, City of	\$77,949
Firefighter	Casa Grande	\$65,716
Firefighter	Maricopa	\$62,906
Firefighter/EMT	Yuma, City of	\$61,820
Firefighter	Florence	\$61,552
Firefighter	Lake Havasu City	\$62,513
Firefighter/EMT	Sierra Vista	\$60,657
No Match	Apache Junction	-
No Match	Marana, Town of	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$64,730</u></u>
No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$64,730</u></u>
	San Luis Midpoint:	\$57,244
	\$ Variance	-\$7,486
	% Variance	-13.08%

**City of San Luis
2024 Salary Survey**

GIS Analyst	GIS Analyst
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GIS Analyst	Buckeye, City of	\$98,280
GIS Coordinator	Lake Havasu City	\$94,378
GIS Specialist	Maricopa	\$84,522
GIS Analyst	Yuma, City of	\$84,088
GIS Specialist	Prescott Valley	\$81,297
IT GIS Analyst	Sierra Vista	\$77,066
GIS Analyst	Casa Grande	\$72,005
GIS Analyst	Oro Valley	\$71,344
GIS Analyst	Marana, Town of	\$70,925
GIS Specialist	Apache Junction	\$66,937
GIS Coordinator	Florence	\$66,284
	Individual Employer Rate:	<u><u>\$78,829</u></u>

GIS Analyst	ERI Private Sector Data - San Luis Area	\$74,215
	Published Survey Rate:	<u><u>\$74,215</u></u>
	Prevailing Rate:	<u><u>\$76,522</u></u>
	San Luis Midpoint:	\$69,264
	\$ Variance	-\$7,258
	% Variance	-10.48%

**City of San Luis
2024 Salary Survey**

Graphics & Media Specialist Graphics & Media Specialist

Digital Communications Specialist	Apache Junction	\$81,363
Duties part of Marketing & Comm Specialist	Buckeye, City of	\$73,767
Marketing & Comm Coordinator	Florence	\$73,165
Digital Content Specialist	Oro Valley	\$71,344
Graphic Designer	Yuma, City of	\$67,332
Digital & Design Production Coordinantor	Maricopa	\$66,193
Visual Communications Designer	Marana, Town of	\$64,477
Multimedia Specialist	Casa Grande	\$61,356
No Match	Lake Havasu City	-
No Match	Sierra Vista	-
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$69,875</u></u>

Graphic Design Specialist	ERI Private Sector Data - San Luis Area	\$67,388
	Published Survey Rate:	<u><u>\$67,388</u></u>
	Prevailing Rate:	<u><u>\$68,631</u></u>
	San Luis Midpoint:	\$57,252
	\$ Variance	-\$11,379
	% Variance	-19.88%

For Information Only, not included in prevailing rate calculation:

Publishing Aide	Lake Havasu City	\$41,600
Part-time Graphic Designer	Sierra Vista	\$36,712

**City of San Luis
2024 Salary Survey**

Human Resources Analyst	Human Resources Analyst
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Human Resources Generalist	Buckeye, City of	\$89,305
Management Analyst I - Human Resources	Sierra Vista	\$84,319
Human Resources Analyst	Apache Junction	\$73,799
Human Resources Analyst	Yuma, City of	\$72,509
Human Resources Analyst	Casa Grande	\$70,401
Human Resources Administrator	Lake Havasu City	\$67,069
Human Resources Advisor	Prescott Valley	\$66,342
Human Resources Business Partner	Maricopa	\$66,193
Human Resources Analyst	Oro Valley	\$64,711
Human Resources Generalist	Marana, Town of	\$64,477
No Match	Florence	-
	Individual Employer Rate:	\$71,912

Human Resources Analyst	ERI Private Sector Data - San Luis Area	\$75,362
	Published Survey Rate:	\$75,362
	Prevailing Rate:	\$73,637
	San Luis Midpoint:	\$62,972
	\$ Variance	-\$10,665
	% Variance	-16.94%

**City of San Luis
2024 Salary Survey**

Coordinator I	Human Resources Coordinator
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Talent Acquisition Specialist	Maricopa	\$66,193
Human Resources Coordinator	Florence	\$63,090
Human Resources Specialist	Buckeye, City of	\$60,913
Human Resources Generalist	Apache Junction	\$60,714
Recruitment Coordinator	Sierra Vista	\$59,405
Human Capital Management (HCM) Generalist	Lake Havasu City	\$57,938
Human Resources Specialist	Marana, Town of	\$56,837
Human Resources Specialist	Yuma, City of	\$55,262
Human Resources Assistant	Oro Valley	\$54,877
No Match	Casa Grande	-
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$59,470</u></u>

Human Resources Coordinator	ERI Private Sector Data - San Luis Area	\$44,836
	Published Survey Rate:	<u><u>\$44,836</u></u>
	Prevailing Rate:	<u><u>\$52,153</u></u>
	San Luis Midpoint:	\$50,794
	\$ Variance	-\$1,359
	% Variance	-2.68%

**City of San Luis
2024 Salary Survey**

Human Resources Assistant Human Resources Assistant (title change requested 3/6/24)

Human Resources Specialist	Maricopa	\$55,203
Human Resources Assistant	Oro Valley	\$54,877
Human Resources Specialist	Lake Havasu City	\$53,581
Office Assistant - Human Resources	Buckeye, City of	\$45,760
No Match	Apache Junction	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Marana, Town of	-
No Match	Prescott Valley	-
No Match - duties by Admin Asst HR	Sierra Vista	-
No Match	Yuma, City of	-

Individual Employer Rate: \$52,355

Human Resources Assistant	ERI Private Sector Data - San Luis Area	\$45,824
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Published Survey Rate: \$45,824

Prevailing Rate: \$49,089

San Luis Midpoint: \$44,356

\$ Variance -\$4,733

% Variance **-10.67%**

**City of San Luis
2024 Salary Survey**

IT Help Desk Technician	IT Help Desk Technician
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IT Desktop Support Technician Technology Support Specialist I No Match No Match No Match No Match No Match No Match No Match No Match	Maricopa Marana, Town of Apache Junction Buckeye, City of Casa Grande Florence Lake Havasu City Oro Valley Prescott Valley Sierra Vista Yuma, City of	\$58,578 \$52,627 - - - - - - - -	
		Individual Employer Rate:	<u><u>\$55,602</u></u>
Help Desk Specialist	ERI Private Sector Data - San Luis Area	\$51,183 Published Survey Rate: <u><u>\$51,183</u></u> Prevailing Rate: <u><u>\$53,393</u></u> San Luis Midpoint: \$41,465 \$ Variance -\$11,928 % Variance -28.77%	

**City of San Luis
2024 Salary Survey**

IT Technician I	IT Technician
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IT Systems Specialist	Maricopa	\$84,522
IT Support Technician	Buckeye, City of	\$66,986
IT Technician	Prescott Valley	\$66,342
IT Support Technician	Apache Junction	\$63,750
Information Technology Technician	Florence	\$61,552
Information Technology Technician	Casa Grande	\$58,624
Computer Operations Specialist	Lake Havasu City	\$57,938
IT Technician	Yuma, City of	\$56,644
IT Support Technician	Sierra Vista	\$56,576
IT Software Specialist	Marana, Town of	\$55,208
IT Technician	Oro Valley	\$54,877
	Individual Employer Rate:	<u><u>\$62,093</u></u>

IT User Support Analyst	ERI Private Sector Data - San Luis Area	\$59,867
	Published Survey Rate:	<u><u>\$59,867</u></u>
	Prevailing Rate:	<u><u>\$60,980</u></u>
	San Luis Midpoint:	\$50,794
	\$ Variance	-\$10,186
	% Variance	-20.05%

**City of San Luis
2024 Salary Survey**

Legal Secretary	Legal Secretary
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Legal Assistant	Apache Junction	\$57,823
Legal Assistant	Prescott Valley	\$54,163
Legal Assistant	Yuma, City of	\$53,915
Legal Assistant	Marana, Town of	\$52,627
Administrtrive Assistant - City Attorney's Office	Buckeye, City of	\$50,440
Legal Secretary	Oro Valley	\$49,775
Legal Technician	Lake Havasu City	\$47,226
Legal Assistant	Casa Grande	\$41,557
No Match	Florence	-
No Match	Maricopa	-
No Match	Sierra Vista	-

Individual Employer Rate: \$50,941

Legal Secretary - Level 1	ERI Private Sector Data - San Luis Area	\$50,458
		Published Survey Rate: <u><u>\$50,458</u></u>

Prevailing Rate: \$50,699

San Luis Midpoint:	\$50,794
\$ Variance	\$95
% Variance	0.19%

**City of San Luis
2024 Salary Survey**

Life Guard	Life Guard
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Lifeguard	Oro Valley	\$42,998
Lifeguard	Yuma, City of	\$34,694
Lifeguard	Marana, Town of	\$34,320
Lifeguard	Maricopa	\$33,758
Seasonal - Lifeguard	Prescott Valley	\$33,582
Lifeguard	Lake Havasu City	\$33,332
Lifeguard I (Seasonal)	Buckeye, City of	\$30,139
Lifeguard I (seasonal, part-time)	Florence	\$29,484
Part-time Lifeguard I	Sierra Vista	\$29,370
No Match	Apache Junction	-
Lifeguard	Casa Grande	-
	Individual Employer Rate:	<u><u>\$33,520</u></u>
Lifeguard	ERI Private Sector Data - San Luis Area	\$36,356
	Published Survey Rate:	<u><u>\$36,356</u></u>
	Prevailing Rate:	<u><u>\$34,938</u></u>
	San Luis Midpoint:	\$34,726
	\$ Variance	-\$212
	% Variance	-0.61%

**City of San Luis
2024 Salary Survey**

Magistrate	Magistrate
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Magistrate (JD required)	Prescott Valley	\$180,887
Associate Magistrate II	Lake Havasu City	\$128,846
Town Magistrate	Florence	\$105,495
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Casa Grande	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-
	Individual Employer Rate:	<u><u>\$138,409</u></u>
No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$138,409</u></u>
	San Luis Midpoint:	\$138,434
	\$ Variance	\$25
	% Variance	0.02%

For Information Only, not included in prevailing rate calculation:

Associate Magistrate I	Lake Havasu City	\$101,421
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**City of San Luis
2024 Salary Survey**

Maintenance Technician I (Park Maintenance Technician (Parks))

Parks Maintenance Technician	Prescott Valley	\$50,617
Maintenance Worker, Parks	Buckeye, City of	\$50,440
Parks Maintenance Technician I	Sierra Vista	\$48,875
Duties performed by Parks Maint Mechanic	Apache Junction	\$47,571
Maintenance Technician	Lake Havasu City	\$44,970
Park Maintenance Worker I	Florence	\$43,562
Parks Maintenance Worker	Maricopa	\$43,274
Parks Maintenance Worker I	Oro Valley	\$42,998
Parks and Recreation Maint Associate I	Marana, Town of	\$39,777
Groundskeeper	Casa Grande	\$37,872
Groundskeeper	Yuma, City of	\$37,226
	Individual Employer Rate:	<u>\$44,289</u>

Groundskeeper	ERI Private Sector Data - San Luis Area	\$37,813
	Published Survey Rate:	<u>\$37,813</u>
	Prevailing Rate:	<u>\$41,051</u>
	San Luis Midpoint:	\$36,296
	\$ Variance	-\$4,755
	% Variance	-13.10%

**City of San Luis
2024 Salary Survey**

Maintenance Technician	Maintenance Technician (Streets)
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Public Works Maintenance Worker	Apache Junction	\$52,447
Street Maintenance Technician I	Sierra Vista	\$51,318
Streets & Stormwater Technician	Prescott Valley	\$50,626
Maintenance Worker	Casa Grande	\$46,538
Maintenance Worker I (Streets)	Buckeye, City of	\$45,760
Maintenance Technician	Lake Havasu City	\$44,970
Street Maintenance Worker I	Florence	\$43,562
Streets Maintenance Worker	Maricopa	\$43,274
Street Maintenance Worker	Yuma, City of	\$43,171
Public Works Maintenance Associate I	Marana, Town of	\$41,425
No Match - duties by HEO I	Oro Valley	-
	Individual Employer Rate:	<u><u>\$46,309</u></u>
Construction Worker	ERI Private Sector Data - San Luis Area	\$45,068
	Published Survey Rate:	<u><u>\$45,068</u></u>
	Prevailing Rate:	<u><u>\$45,689</u></u>
	San Luis Midpoint:	\$36,296
	\$ Variance	-\$9,393
	% Variance	-25.88%

For Information Only, not included in prevailing rate calculation:

Signs & Marking Tech I	Oro Valley	\$47,405
Heavy Equipment Operator II	Oro Valley	\$52,264

**City of San Luis
2024 Salary Survey**

Manager III	Manager, Facilities
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Operations Manager (facilities)	Buckeye, City of	\$130,811
Transportation & Maintenance Supert	Lake Havasu City	\$109,264
Fleet and Facility Division Manager	Oro Valley	\$100,388
Facilities Manager	Prescott Valley	\$93,049
Facilities Manager	Maricopa	\$90,016
Facilities Manager	Florence	\$84,849
No Match	Apache Junction	-
No Match	Casa Grande	-
No Match	Marana, Town of	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-
	Individual Employer Rate:	<u><u>\$101,396</u></u>

Facilities & Building Manager	ERI Private Sector Data - San Luis Area	\$98,513
	Published Survey Rate:	<u><u>\$98,513</u></u>
	Prevailing Rate:	<u><u>\$99,955</u></u>
	San Luis Midpoint:	\$92,196
	\$ Variance	-\$7,759
	% Variance	-8.42%

**City of San Luis
2024 Salary Survey**

Supervisor III	Supervisor, Facilities
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Facilities Maintenance Supervisor	Apache Junction	\$81,363
Facilities Supervisor	Prescott Valley	\$81,297
Facilities Maintenance Foreman; Facilities Landscape F	Buckeye, City of	\$81,214
Maintenance Supervisor (incl. facilities)	Lake Havasu City	\$77,666
Facilities Supervisor	Sierra Vista	\$77,066
Facilities Maintenance Supervisor	Yuma, City of	\$76,180
Facilities Maintenance Supervisor	Casa Grande	\$65,716
No Match	Oro Valley	-
No Match	Florence	-
No Match	Marana, Town of	-
No Match	Maricopa	-
		Individual Employer Rate: <u><u>\$77,214</u></u>

Facilities & Building Supervisor	ERI Private Sector Data - San Luis Area	\$79,630
		Published Survey Rate: <u><u>\$79,630</u></u>
		Prevailing Rate: <u><u>\$78,422</u></u>
		San Luis Midpoint: \$69,264
		\$ Variance -\$9,158
		% Variance -13.22%

**City of San Luis
2024 Salary Survey**

Manager IV	Manager, Finance
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Finance Division Manager	Lake Havasu City	\$114,742
Finance Manager	Maricopa	\$107,926
Accounting Manager	Casa Grande	\$106,532
Finance Manager	Marana, Town of	\$99,636
Accounting Manager	Prescott Valley	\$93,049
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Florence	-
No Match	Oro Valley	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-

Individual Employer Rate: \$104,377

Finance Manager	ERI Private Sector Data - San Luis Area	\$115,094
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Published Survey Rate: \$115,094

Prevailing Rate: \$109,735

San Luis Midpoint:	\$101,410
\$ Variance	-\$8,325
% Variance	-8.21%

**City of San Luis
2024 Salary Survey**

Manager II	Manager, Human Resources
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Human Resources Manager	Maricopa	\$107,926
Human Resources Manager	Yuma, City of	\$105,015
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-

Individual Employer Rate: \$106,470

Human Resources Manager - Level 1	ERI Private Sector Data - San Luis Area	\$95,535
		Published Survey Rate: <u><u>\$95,535</u></u>

Prevailing Rate: \$101,003

San Luis Midpoint:	\$83,803
\$ Variance	-\$17,199
% Variance	-20.52%

**City of San Luis
2024 Salary Survey**

Manager III	Manager, Info Technology
-------------	--------------------------

Chief Information Officer	Maricopa	\$137,810
IT Ops Manager; IT Apps Mgr; IT Infrastructure Mgr	Buckeye, City of	\$118,789
IT Division Manager	Lake Havasu City	\$114,742
Applications Manager	Oro Valley	\$110,678
IT Technical Services Manager	Yuma, City of	\$102,454
Technology Manager	Marana, Town of	\$99,636
Information Technology Manager	Casa Grande	\$99,402
No Match	Apache Junction	-
No Match	Florence	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
	Individual Employer Rate:	\$111,930

Information Technology Manager	ERI Private Sector Data - San Luis Area	\$107,091
	Published Survey Rate:	\$107,091
	Prevailing Rate:	\$109,510
	San Luis Midpoint:	\$92,196
	\$ Variance	-\$17,314
	% Variance	-18.78%

**City of San Luis
2024 Salary Survey**

Manager II	Manager, Public Works
------------	-----------------------

Operations Manager - Streets	Buckeye, City of	\$130,811
Public Works Internal (or External) Ops Manager	Sierra Vista	\$120,344
Public Works Manager	Apache Junction	\$120,210
Public Works Manager	Lake Havasu City	\$116,958
Street/Drainage Superintendent	Oro Valley	\$105,408
Public Works Manager	Yuma, City of	\$99,955
Traffic Manager	Marana, Town of	\$99,636
Public Works Superintendent - Streets	Florence	\$93,658
Streets & Stormwater Manager	Prescott Valley	\$93,049
Streets Superintendent	Casa Grande	\$92,848
Street Maintenance Manager	Maricopa	\$84,522
	Individual Employer Rate:	\$105,218

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$105,218
	San Luis Midpoint:	\$83,803
	\$ Variance	-\$21,415
	% Variance	-25.55%

**City of San Luis
2024 Salary Survey**

Manager II	Manager, Water/Wastewater
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Water Resources Operations Manager	Buckeye, City of	\$130,811
Water Supert; Wastewater Supert	Lake Havasu City	\$126,501
Water Ops Manager; Water Reclamation Ops Manager	Oro Valley	\$116,212
Water/Wastewater Systems Manager	Yuma, City of	\$102,454
Water Operations Manager	Marana, Town of	\$99,636
Wastewater Superintendent	Casa Grande	\$99,402
Public Works Superintendent - Utilities	Florence	\$95,999
No Match	Apache Junction	-
No Match	Maricopa	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
		Individual Employer Rate: <u><u>\$110,145</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
		Published Survey Rate: <u><u>No Data</u></u>
		Prevailing Rate: <u><u>\$110,145</u></u>
		San Luis Midpoint: \$83,803
		\$ Variance -\$26,342
		% Variance -31.43%

**City of San Luis
2024 Salary Survey**

Supervisor III	Supervisor, Fleet Services
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Fleet Maintenance Manager Fleet and Facility Division Manager Fleet Services Manager Fleet Services Superintendent Fleet and Transit Manager No Match No Match No Match No Match No Match No Match	Buckeye, City of Oro Valley Prescott Valley Yuma, City of Maricopa Apache Junction Casa Grande Florence Lake Havasu City Marana, Town of Sierra Vista	\$108,046 \$100,388 \$93,049 \$92,818 \$90,016 - - - - - -
		Individual Employer Rate: <u><u>\$96,863</u></u>
Fleet Maintenance Manager	ERI Private Sector Data - San Luis Area	\$83,869 Published Survey Rate: <u><u>\$83,869</u></u> Prevailing Rate: <u><u>\$90,366</u></u> San Luis Midpoint: \$69,264 \$ Variance -\$21,102 % Variance -30.47%

**City of San Luis
2024 Salary Survey**

Supervisor III	Supervisor, Fleet Services
----------------	----------------------------

Fleet Services Supervisor	Apache Junction	\$81,363
Fleet Supervisor	Prescott Valley	\$81,297
Fleet Supervisor	Sierra Vista	\$80,528
Fleet Maintenance Supervisor	Lake Havasu City	\$77,666
Fleet Supervisor	Florence	\$74,995
Fleet Maintenance Supervisor	Oro Valley	\$71,344
Fleet Services Supervisor	Casa Grande	\$70,401
No Match	Buckeye, City of	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Yuma, City of	-
	Individual Employer Rate:	<u><u>\$76,799</u></u>
Fleet Supervisor - Level 1	ERI Private Sector Data - San Luis Area	\$73,261
	Published Survey Rate:	<u><u>\$73,261</u></u>
	Prevailing Rate:	<u><u>\$75,030</u></u>
	San Luis Midpoint:	\$69,264
	\$ Variance	-\$5,766
	% Variance	-8.32%

**City of San Luis
2024 Salary Survey**

Lead Mechanic	Lead Mechanic
---------------	---------------

Fleet Specialist	Prescott Valley	\$66,342
Lead Mechanic	Maricopa	\$66,193
Lead Equipment Mechanic	Casa Grande	\$64,233
Equipment Mechanic II	Lake Havasu City	\$63,887
Fleet Maintenance Technician II	Buckeye, City of	\$61,986
Senior Mechanic	Apache Junction	\$60,726
Equipment Mechanic Senior	Yuma, City of	\$59,512
Fleet Maintenance Mechanic III	Oro Valley	\$57,621
Lead Fleet Technician	Marana, Town of	\$56,838
Fleet Technician II	Sierra Vista	\$56,576
No Match	Florence	-
	Individual Employer Rate:	<u><u>\$61,391</u></u>
Mechanic - Level 3	ERI Private Sector Data - San Luis Area	\$55,708
	Published Survey Rate:	<u><u>\$55,708</u></u>
	Prevailing Rate:	<u><u>\$58,549</u></u>
	San Luis Midpoint:	\$57,252
	\$ Variance	-\$1,297
	% Variance	-2.27%

**City of San Luis
2024 Salary Survey**

Mechanic	Mechanic
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Fleet Technician	Prescott Valley	\$62,005
Fleet Maintenance Technician I	Buckeye, City of	\$60,913
Mechanic	Apache Junction	\$60,714
Fleet Mechanic	Maricopa	\$58,578
Equipment Mechanic I	Lake Havasu City	\$57,907
Equipment Mechanic	Casa Grande	\$56,013
Mechanic	Florence	\$55,763
Equipment Mechanic	Yuma, City of	\$53,915
Fleet Technician I	Sierra Vista	\$53,884
Fleet Technician II	Marana, Town of	\$48,729
Fleet Maintenance Mechanic I	Oro Valley	\$47,405
	Individual Employer Rate:	<u><u>\$55,984</u></u>
Mechanic - Level 1	ERI Private Sector Data - San Luis Area	\$43,908
	Published Survey Rate:	<u><u>\$43,908</u></u>
	Prevailing Rate:	<u><u>\$49,946</u></u>
	San Luis Midpoint:	\$47,476
	\$ Variance	-\$2,470
	% Variance	-5.20%

**City of San Luis
2024 Salary Survey**

Mechanic Assistant	Mechanic Assistant
--------------------	--------------------

Fleet Technician I	Marana, Town of	\$45,541
Assistant Equipment Mechanic	Casa Grande	\$44,471
Fleet Attendant	Oro Valley	\$40,950
Mechanic Assistant	Yuma, City of	\$37,226
Heavy Equipment Technician	Lake Havasu City	\$36,650
Parks Maintenance Mechanic Assistant	Apache Junction	\$35,526
No Match	Buckeye, City of	-
No Match	Florence	-
No Match	Maricopa	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
		Individual Employer Rate: <u><u>\$40,061</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
		Published Survey Rate: <u><u>No Data</u></u>
		Prevailing Rate: <u><u>\$40,061</u></u>
		San Luis Midpoint: \$38,750
		\$ Variance -\$1,310
		% Variance -3.38%

**City of San Luis
2024 Salary Survey**

Maintenance Worker

Maintenance Worker/Parts Runner

Parts Inventory Specialist	Casa Grande	\$44,471
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-

Individual Employer Rate: \$44,471

Parts Coordinator	ERI Private Sector Data - San Luis Area	\$45,782
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Published Survey Rate: \$45,782

Prevailing Rate: \$45,126

San Luis Midpoint: \$36,296

\$ Variance -\$8,830

% Variance **-24.33%**

**City of San Luis
2024 Salary Survey**

Meter Reader	Meter Reader
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Duties by Water Utility Maintenance Worker	Apache Junction	\$49,950
Meter Reader	Yuma, City of	\$48,844
Meter Reader	Lake Havasu City	\$45,406
No Match - duties by Meter Service Rep	Buckeye, City of	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
	Individual Employer Rate:	<u><u>\$48,067</u></u>
Meter Reader	ERI Private Sector Data - San Luis Area	\$42,477
	Published Survey Rate:	<u><u>\$42,477</u></u>
	Prevailing Rate:	<u><u>\$45,272</u></u>
	San Luis Midpoint:	\$34,726
	\$ Variance	-\$10,546
	% Variance	-30.37%

**City of San Luis
2024 Salary Survey**

Office Assistant	Office Assistant
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Administrative Technician	Prescott Valley	\$50,617
Secretary	Casa Grande	\$46,538
Office Assistant - various areas	Buckeye, City of	\$45,760
Administrative Assistant (lowest)	Yuma, City of	\$45,356
Office Support Specialist	Apache Junction	\$43,149
Administrative Assistant	Lake Havasu City	\$42,827
Administrative Secretary I	Sierra Vista	\$42,215
Office Assistant	Oro Valley	\$40,950
No Match	Florence	-
No Match	Marana, Town of	-
No Match	Maricopa	-
	Individual Employer Rate:	<u><u>\$44,676</u></u>

Front Office Clerk	ERI Private Sector Data - San Luis Area	\$34,876
	Published Survey Rate:	<u><u>\$34,876</u></u>
	Prevailing Rate:	<u><u>\$39,776</u></u>
	San Luis Midpoint:	\$34,726
	\$ Variance	-\$5,051
	% Variance	-14.54%

**City of San Luis
2024 Salary Survey**

Paralegal	Paralegal
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Paralegal	Prescott Valley	\$66,342
Paralegal I	Oro Valley	\$57,621
Paralegal	Casa Grande	\$56,013
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-
	Individual Employer Rate:	<u><u>\$59,992</u></u>
Paralegal	ERI Private Sector Data - San Luis Area	\$65,077
	Published Survey Rate:	<u><u>\$65,077</u></u>
	Prevailing Rate:	<u><u>\$62,534</u></u>
	San Luis Midpoint:	\$57,252
	\$ Variance	-\$5,282
	% Variance	-9.23%

**City of San Luis
2024 Salary Survey**

Planning Technician	Planning Technician
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Planning Technician	Buckeye, City of	\$66,986
Planning Technician	Prescott Valley	\$62,005
Plan Review Coordinator	Yuma, City of	\$61,000
Planning Technician	Apache Junction	\$49,950
No Match	Casa Grande	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Sierra Vista	-

Individual Employer Rate: \$59,985

Planning Technician	ERI Private Sector Data - San Luis Area	\$55,299
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Published Survey Rate: \$55,299

Prevailing Rate: \$57,642

San Luis Midpoint: \$57,252
\$ Variance - \$390
% Variance -0.68%

**City of San Luis
2024 Salary Survey**

Police Administrator	Police Administrator
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Police Executive Administrator	Maricopa	\$121,956
Police Support Services Manager	Lake Havasu City	\$104,061
Public Safety Communications Manager	Casa Grande	\$101,749
Police Support Manager	Florence	\$89,145
Police Admin Serv Manager	Oro Valley	\$82,590
Administrative Services Manager (various)	Prescott Valley	\$81,297
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Marana, Town of	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-
	Individual Employer Rate:	\$96,800

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$96,800
	San Luis Midpoint:	\$83,803
	\$ Variance	-\$12,996
	% Variance	-15.51%

**City of San Luis
2024 Salary Survey**

Police Communications Officer Police Communications Officer

Public Safety Dispatcher	Buckeye, City of	\$66,986
Dispatcher	Apache Junction	\$63,762
Public Safety Dispatcher	Lake Havasu City	\$60,840
Dispatcher	Maricopa	\$59,806
911 Emergency Dispatcher	Yuma, City of	\$55,262
Public Safety Dispatcher I	Sierra Vista	\$54,988
Public Safety Telecomm	Oro Valley	\$54,877
Public Safety Dispatcher (Telecommunicator)	Casa Grande	\$54,727
Public Safety Communications - Dispatcher	Florence	\$53,076
Dispatcher	Marana, Town of	\$52,627
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$57,695</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$57,695</u></u>
	San Luis Midpoint:	\$44,356
	\$ Variance	-\$13,339
	% Variance	-30.07%

**City of San Luis
2024 Salary Survey**

Police Lieutenant	Police Lieutenant
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Police Lieutenant	Buckeye, City of	\$142,823
Police Lieutenant	Prescott Valley	\$128,898
Police Lieutenant	Apache Junction	\$120,524
Police Lieutenant	Yuma, City of	\$118,815
Police Lieutenant	Casa Grande	\$116,802
Police Lieutenant	Marana, Town of	\$116,440
Police Lieutenant	Lake Havasu City	\$114,473
Police Lieutenant	Sierra Vista	\$108,649
Police Lieutenant	Maricopa	\$107,926
No Match	Florence	-
No Match	Oro Valley	-
	Individual Employer Rate:	\$119,483

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$119,483
	San Luis Midpoint:	\$101,410
	\$ Variance	-\$18,073
	% Variance	-17.82%

For Information Only, not included in prevailing rate calculation:

Police Commander	Florence	\$116,966
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**City of San Luis
2024 Salary Survey**

Police Officer	Police Officer
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Police Officer	Apache Junction	\$84,023
Police Officer	Buckeye, City of	\$81,588
Police Officer	Florence	\$76,869
Police Officer	Lake Havasu City	\$73,819
Police Officer	Maricopa	\$73,472
Police Officer	Marana, Town of	\$71,726
Police Officer	Yuma, City of	\$70,694
Police Officer	Casa Grande	\$70,401
Police Officer	Oro Valley	\$70,273
Policer Officer	Sierra Vista	\$69,732
Police Officer	Prescott Valley	\$59,550
	Individual Employer Rate:	<u><u>\$72,922</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$72,922</u></u>
	San Luis Midpoint:	\$62,972
	\$ Variance	-\$9,950
	% Variance	-15.80%

**City of San Luis
2024 Salary Survey**

Police Records Specialist	Police Records Specialist
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Police Records Specialist	Prescott Valley	\$54,163
Records Clerk (PD)	Maricopa	\$51,839
Police Records Clerk	Buckeye, City of	\$50,440
Police Records Clerk	Apache Junction	\$49,950
Police Records Specialist I	Oro Valley	\$49,775
Police Records Specialist	Yuma, City of	\$47,653
Public Safety Records Clerk	Casa Grande	\$47,597
Records Clerk (PD)	Lake Havasu City	\$47,226
Police Records Clerk	Florence	\$43,562
Police Records Clerk	Marana, Town of	\$42,562
Police Records Clerk I	Sierra Vista	\$42,219
	Individual Employer Rate:	\$47,908

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$47,908
	San Luis Midpoint:	\$44,356
	\$ Variance	-\$3,552
	% Variance	-8.01%

**City of San Luis
2024 Salary Survey**

Police Sergeant	Police Sergeant
-----------------	-----------------

Police Sergeant	Buckeye, City of	\$116,813
Police Sergeant	Maricopa	\$103,002
Police Sergeant	Apache Junction	\$101,224
Police Sergeant	Prescott Valley	\$98,051
Police Sergeant	Florence	\$95,999
Police Sergeant	Yuma, City of	\$95,472
Police Sergeant	Marana, Town of	\$93,530
Police Sergeant	Casa Grande	\$92,848
Police Sergeant	Lake Havasu City	\$92,258
Sergeant	Oro Valley	\$91,728
Police Sergeant	Sierra Vista	\$91,404
	Individual Employer Rate:	\$97,484

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$97,484
	San Luis Midpoint:	\$83,803
	\$ Variance	-\$13,681
	% Variance	-16.33%

**City of San Luis
2024 Salary Survey**

Principal Planner	Principal Planner
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Planning Division Manager	Lake Havasu City	\$114,742
Planning Manager	Marana, Town of	\$112,589
Principal Planner	Buckeye, City of	\$108,046
Planning and Zoning Manager	Maricopa	\$107,926
Principal Planner	Prescott Valley	\$99,570
Principal Planner	Apache Junction	\$98,897
Planner, Principal	Yuma, City of	\$88,345
Principal Planner	Oro Valley	\$82,590
No Match	Casa Grande	-
No Match	Florence	-
No Match	Sierra Vista	-
Individual Employer Rate:		\$101,588

Urban Planner - Level 3	ERI Private Sector Data - San Luis Area	\$85,067
Published Survey Rate:		\$85,067
Prevailing Rate:		\$93,327
San Luis Midpoint:		\$76,190
\$ Variance		-\$17,137
% Variance		-22.49%

For Information Only, not included in prevailing rate calculation:

Senior Planner	Florence	\$86,971
Senior Planner	Oro Valley	\$74,911
Senior Planner	Oro Valley	\$67,947

**City of San Luis
2024 Salary Survey**

Property & Evidence Technician Property & Evidence Technician

Evidence & Crime Scene Technician	Prescott Valley	\$62,005
Property & Evidence Custodian	Buckeye, City of	\$55,286
Property Evidence Technician	Maricopa	\$55,208
Property & Evidence Custodian	Apache Junction	\$55,070
Property/Evidence Technician	Lake Havasu City	\$52,572
Police Crime Scene Technician	Oro Valley	\$52,264
Police Property Technician	Casa Grande	\$52,229
Evidence Technician	Yuma, City of	\$50,065
Evidence Custodian	Sierra Vista	\$48,880
Police Evidence Technician	Florence	\$48,084
Property & Evidence Records Clerk	Marana, Town of	\$42,562
	Individual Employer Rate:	<u><u>\$52,202</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$52,202</u></u>
	San Luis Midpoint:	\$44,356
	\$ Variance	-\$7,846
	% Variance	-17.69%

**City of San Luis
2024 Salary Survey**

Public Information Officer	Public Information Officer
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Public Information Officer; Public Safety PIO	Apache Junction	\$89,702
Public Information Officer	Casa Grande	\$86,567
Management Analyst I/II - PIO	Sierra Vista	\$85,700
Public Affairs Coordinator	Yuma, City of	\$84,088
Public Information & Communications Project Manager	Buckeye, City of	\$81,442
Marketing & Comm. Coordinator	Florence	\$73,165
Public Information Officer; Police PIO	Oro Valley	\$71,344
Public Information Officer	Maricopa	\$66,193
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Prescott Valley	-
Individual Employer Rate:		\$79,775

No Match	ERI Private Sector Data - San Luis Area	-
Published Survey Rate:		No Data
Prevailing Rate:		\$79,775
San Luis Midpoint:		\$69,264
\$ Variance		-\$10,511
% Variance		-15.18%

**City of San Luis
2024 Salary Survey**

Recreation Assistant	Recreation Assistant
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Recreation Program Assistant	Buckeye, City of	\$55,411
Recreation Assistant	Apache Junction	\$49,950
Recreation Aide	Oro Valley	\$40,950
Recreation Aide	Lake Havasu City	\$37,742
Recreation Program Aide	Casa Grande	\$35,359
Recreation Assistant I	Yuma, City of	\$34,694
Seasonal - Recreation Assistant	Prescott Valley	\$31,980
Recreation Aide	Maricopa	\$31,398
Recreation Aide	Marana, Town of	\$30,160
Recreation Leader I	Florence	\$29,484
Part-time Recreation Aide - Sports or Therapeutic	Sierra Vista	\$29,370
	Individual Employer Rate:	\$36,954

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$36,954
	San Luis Midpoint:	\$34,726
	\$ Variance	-\$2,229
	% Variance	-6.42%

**City of San Luis
2024 Salary Survey**

Coordinator I	Recreation Coordinator
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Recreation Coordinator	Apache Junction	\$77,489
Arts & Culture Coordinator	Prescott Valley	\$75,951
Recreation Coordinator	Buckeye, City of	\$73,767
Recreation Coordinator	Maricopa	\$66,193
Recreation Program Coordinator	Yuma, City of	\$61,000
Program Coordinator (Rec)	Lake Havasu City	\$60,840
Recreation Coordinator	Florence	\$60,050
Recreation Coordinator - various areas	Sierra Vista	\$59,405
Recreation Programmer	Marana, Town of	\$52,607
Recreation Programmer	Casa Grande	\$52,229
Recreation Leader	Oro Valley	\$45,147
	Individual Employer Rate:	<u><u>\$62,243</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$62,243</u></u>
	San Luis Midpoint:	\$50,794
	\$ Variance	-\$11,450
	% Variance	-22.54%

**City of San Luis
2024 Salary Survey**

Safety Officer	Safety Officer
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Risk and Safety Manager	Buckeye, City of	\$118,789
Safety Manager	Lake Havasu City	\$109,264
Risk/Safety Coordinator	Prescott Valley	\$93,049
Environmental & Safety Program Manager	Yuma, City of	\$76,180
Risk & Policy Coordinator	Maricopa	\$74,798
Safety/Risk Management Coord.	Casa Grande	\$72,005
Emergency Mgmt & Safety Coordinator	Oro Valley	\$71,344
Safety and Healty Specialist	Marana, Town of	\$64,477
No Match	Apache Junction	-
No Match	Florence	-
No Match	Sierra Vista	-
		Individual Employer Rate: <u>\$84,988</u>

Health & Safety Officer	ERI Private Sector Data - San Luis Area	\$80,525
		Published Survey Rate: <u>\$80,525</u>
		Prevailing Rate: <u>\$82,757</u>
		San Luis Midpoint: \$69,264
		\$ Variance -\$13,493
		% Variance -19.48%

For Information Only, not included in prevailing rate calculation:

Risk Management Specialist	Lake Havasu City	\$53,581
Risk and Safety Manager	Buckeye, City of	\$118,789
Risk and Safety Analyst	Buckeye, City of	\$44,652

**City of San Luis
2024 Salary Survey**

Senior Services Assistant I	Senior Services Assistant
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Senior Center Assistant	Buckeye, City of	\$45,760
No Match	Apache Junction	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Maricopa	-
No Match	Oro Valley	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
No Match	Yuma, City of	-
	Individual Employer Rate:	<u><u>\$45,760</u></u>
No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$45,760</u></u>
	San Luis Midpoint:	\$34,726
	\$ Variance	-\$11,034
	% Variance	-31.78%

**City of San Luis
2024 Salary Survey**

Network & II Security Admin	Network & II Security Admin
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Network Analyst Network Administrator Network Administrator Information Technology Systems Analyst duties by IT Systems Specialist Communications Network Systems Administrator Network Administrator; IT Security Analyst Network Administrator IT Network Administrator I No Match No Match	Prescott Valley Oro Valley Lake Havasu City Florence Maricopa Yuma, City of Casa Grande Marana, Town of Sierra Vista Apache Junction Buckeye, City of	\$99,570 \$91,055 \$89,896 \$84,849 \$84,522 \$82,038 \$80,814 \$78,726 \$65,498 - -	
		Individual Employer Rate:	<u><u>\$84,107</u></u>
Systems Administrator	ERI Private Sector Data - San Luis Area	\$89,496 Published Survey Rate:	<u><u>\$89,496</u></u> Prevailing Rate:
		San Luis Midpoint:	\$83,803
		\$ Variance	-\$2,998
		% Variance	-3.58%

**City of San Luis
2024 Salary Survey**

Systems Administrator	Systems Administrator
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Systems Analyst	Prescott Valley	\$99,570
IT Systems Administrator	Buckeye, City of	\$98,280
Systems Administrator (Public Safety) duties by IT Systems Specialist	Apache Junction	\$85,431
Systems Administrator	Maricopa	\$84,522
No Match	Yuma, City of	\$82,038
No Match	Sierra Vista	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Lake Havasu City	-
No Match	Marana, Town of	-
No Match	Oro Valley	-
		Individual Employer Rate:
		<u><u>\$89,968</u></u>

Systems Administrator	ERI Private Sector Data - San Luis Area	\$89,496
		Published Survey Rate:
		<u><u>\$89,496</u></u>
		Prevailing Rate:
		<u><u>\$89,732</u></u>
		San Luis Midpoint:
		\$83,803
		\$ Variance
		-\$5,929
		% Variance
		-7.07%

For Information Only, not included in prevailing rate calculation:

	IT Systems Administrator I/II	Sierra Vista	\$67,434
both same rates	IT Systems Administrator II or Net Admin II	Sierra Vista	\$68,774
	IT Systems Administrator I	Sierra Vista	\$65,498

**City of San Luis
2024 Salary Survey**

Video Prod. and Operation Spe Video Prod. and Operation Spec.

Media Production Specialist	Prescott Valley	\$75,951
Duties by Digital & Design Production Coordinator	Maricopa	\$66,193
Video Production and Operations Specialist	Yuma, City of	\$65,690
Marketing Production Designer	Sierra Vista	\$56,576
No Match	Lake Havasu City	-
No Match	Apache Junction	-
No Match	Buckeye, City of	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Marana, Town of	-
No Match	Oro Valley	-
	Individual Employer Rate:	<u><u>\$66,102</u></u>
Videogrpher	ERI Private Sector Data - San Luis Area	\$64,568
	Published Survey Rate:	<u><u>\$64,568</u></u>
	Prevailing Rate:	<u><u>\$65,335</u></u>
	San Luis Midpoint:	\$50,794
	\$ Variance	-\$14,542
	% Variance	-28.63%

**City of San Luis
2024 Salary Survey**

Water/WW Operator 2	Water/Wastewater Plant Operator 2
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Plant Operator II	Lake Havasu City	\$63,887
Wastewater Technician II	Sierra Vista	\$62,378
Water Reclamation Operator II	Marana, Town of	\$61,952
Water/Wastewater Treatment Plant Operator II	Yuma, City of	\$61,000
Water Resources Operator II	Buckeye, City of	\$60,913
Wastewater Treatment Plant Op II	Florence	\$58,586
Water Utility Operator II	Oro Valley	\$54,877
No Match	Apache Junction	-
No Match	Casa Grande	-
No Match	Maricopa	-
No Match	Prescott Valley	-
	Individual Employer Rate:	<u><u>\$60,513</u></u>
No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$60,513</u></u>
	San Luis Midpoint:	\$47,476
	\$ Variance	-\$13,037
	% Variance	-27.46%

**City of San Luis
2024 Salary Survey**

Water/WW Operator 3 Water/Wastewater Plant Operator 3

Water Resources Operator III	Buckeye, City of	\$81,214
Water/Wastewater Treatment Plant Operator III	Yuma, City of	\$74,322
Plant Operator III	Lake Havasu City	\$67,070
Water Operator III; Water Reclaim Op II	Marana, Town of	\$61,952
Water Utility Operator III	Oro Valley	\$60,502
No Match	Apache Junction	-
No Match	Casa Grande	-
No Match	Florence	-
No Match	Maricopa	-
No Match	Prescott Valley	-
No Match	Sierra Vista	-
	Individual Employer Rate:	<u><u>\$69,012</u></u>

No Match	ERI Private Sector Data - San Luis Area	-
	Published Survey Rate:	<u><u>No Data</u></u>
	Prevailing Rate:	<u><u>\$69,012</u></u>
	San Luis Midpoint:	\$50,794
	\$ Variance	-\$18,218
	% Variance	-35.87%

For Information Only, not included in prevailing rate calculation:

Chief Water Quality Operator	Marana, Town of	\$70,925
Chief Water Reclamation Operator	Marana, Town of	\$78,726

Classification Structure - FY: 2024-25
Based on 97.5% Competitiveness Policy

Job (Functional) Title	Department	Pay			Min	Mid	Max	FLSA	EEOC Cat	WC Code	
		Grade	Min	Mid							
Accountant I	Finance	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	Exempt	2	8810
Accountant II	Finance	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	Exempt	2	8810
Accounting Specialist	Finance	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	8810
Accreditation & Compliance Coordinator	Police Department	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	4	8831
Administrative Assistant	Agency-wide	9	\$18.14	\$21.86	\$24.39	\$37,730	\$45,459	\$50,731	NE	6	8810
Administrative Coordinator	Agency-wide	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	6	8810
Ambulance Billing Coordinator	Finance - Ambulance	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	6	8810
Animal Control Officer	Police Department	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	4	8831
Assistant City Attorney	City Attorney	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	1	8820
Assistant City Manager	Administration	64	\$65.37	\$84.99	\$104.61	\$135,978	\$176,779	\$217,579	Exempt	1	8820
Assistant Director	Development Services	49	\$46.95	\$58.68	\$70.42	\$97,648	\$122,059	\$146,471	Exempt	1	5506
Assistant Director	Finance	49	\$46.95	\$58.68	\$70.42	\$97,648	\$122,059	\$146,471	Exempt	1	8810
Assistant Director	P&R - Administration	39	\$36.67	\$45.84	\$55.01	\$76,282	\$95,353	\$114,423	Exempt	1	9063
Assistant Director	PW - Administration	49	\$46.95	\$58.68	\$70.42	\$97,648	\$122,059	\$146,471	Exempt	1	5506
Assistant Fire Chief	Fire Department	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,445	\$157,733	Exempt	1	7710
Assistant Planner	Development Services - Planning	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	Exempt	2	8810
Associate Planner	Development Services - Planning	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt	2	8810
Bailiff	Municipal Court	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	4	8820
Building Inspector I	Development Services - Bldg	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	3	8810
Building Inspector II	Development Services - Bldg	23	\$24.70	\$30.88	\$37.06	\$51,385	\$64,232	\$77,078	NE	3	8810
Building Maintenance Lead	PW - Facilities	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	8	9015
Building Maintenance Technician	PW - Facilities	7	\$17.27	\$20.80	\$23.22	\$35,913	\$43,268	\$48,288	NE	8	9015
Building Official	Development Services - Bldg	44	\$41.49	\$51.87	\$62.24	\$86,306	\$107,882	\$129,460	Exempt	1	8810
Building Permit Technician	Development Services - Bldg	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	3	8810
Building Plans Examiner	Development Services - Bldg	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	2	8810
Chief of Police	Police Department	61	\$60.71	\$78.92	\$97.14	\$126,269	\$164,156	\$202,044	Exempt	4	7720
City Attorney	City Attorney	60	\$59.23	\$77.00	\$94.77	\$123,190	\$160,152	\$197,116	Exempt	1	8820
City Clerk	City Clerk	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	1	8810
City Engineer	Engineering	54	\$53.11	\$66.39	\$79.67	\$110,479	\$138,099	\$165,719	Exempt	1	5506
City Manager	Administration	70	\$75.81	\$98.56	\$121.31	\$157,692	\$205,008	\$252,324	Exempt	1	8810
City Prosecutor	City Attorney	51	\$49.32	\$61.65	\$73.98	\$102,591	\$128,239	\$153,886	Exempt	2	8820
Civil Engineer	Engineering	41	\$38.53	\$48.16	\$57.80	\$80,144	\$100,179	\$120,216	Exempt	1	5506
Code Compliance Specialist	PW - Administration	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	3	5506
Code Enforcement Officer	Development Services - Bldg	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	3	8810
Contracts & Grants Coordinator	Finance	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	2	8810
Cook	P&R - Senior Center	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	8810
Court Administrator	Municipal Court	35	\$33.22	\$41.53	\$49.84	\$69,108	\$86,385	\$103,661	Exempt	5	8820
Court Chief Clerk	Municipal Court	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	Exempt	5	8820
Court Clerk I	Municipal Court	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	5	8820
Court Clerk II	Municipal Court	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	5	8820
Court Interpreter	Municipal Court	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	5	8820
Court Security Officer	Municipal Court	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	5	8810
Custodian	PW - Facilities	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	9015
Customer Service Representative	Finance - Billing & Collections	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	6	8810

Classification Structure - FY: 2024-25
Based on 97.5% Competitiveness Policy

Job (Functional) Title	Department	Pay			Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
		Grade	Min	Mid									
Deputy City Clerk	City Clerk	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt	2	8810		
Director of Development Services	Development Services	57	\$57.20	\$71.50	\$85.80	\$118,974	\$148,717	\$178,461	Exempt	1	8810		
Director of Finance	Finance	60	\$59.23	\$77.00	\$94.77	\$123,190	\$160,152	\$197,116	Exempt	1	8810		
Director of Human Resources	Human Resources	57	\$57.20	\$71.50	\$85.80	\$118,974	\$148,717	\$178,461	Exempt	1	8810		
Director of Parks & Rec	P&R - Administration	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	1	9063		
Director of Public Works	PW - Administration	60	\$59.23	\$77.00	\$94.77	\$123,190	\$160,152	\$197,116	Exempt	1	5506		
Director, Economic Development	Economic Development	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	1	8810		
Driver	P&R - Senior Center	7	\$17.27	\$20.80	\$23.22	\$35,913	\$43,268	\$48,288	NE	8	7382		
Economic Development Assistant	Economic Development	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	6	8810		
Electrician	PW - Water / Wastewater	23	\$24.70	\$30.88	\$37.06	\$51,385	\$64,232	\$77,078	NE	7	7539		
Engineer in Training (EIT)	Engineering	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	Exempt	3	5506		
Engineering Technician	Engineering	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	3	5506		
Engineering Technician, Senior	Engineering	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	3	5506		
Equipment Operator	PW - Highway Users	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	8	7520		
Executive Assistant	Administration	22	\$24.10	\$30.13	\$36.15	\$50,132	\$62,665	\$75,198	Exempt	6	8810		
Fire Battalion Chief	Fire Department	43	\$30.55	\$38.19	\$45.83	\$84,201	\$105,251	\$126,302	NE	2	7710		
Fire Captain	Fire Department	36	\$25.70	\$32.13	\$38.55	\$70,836	\$88,545	\$106,254	NE	2	7710		
Fire Chief	Fire Department	61	\$60.71	\$78.92	\$97.14	\$126,269	\$164,156	\$202,044	Exempt	1	7710		
Fire Engineer	Fire Department	28	\$21.10	\$26.37	\$31.64	\$58,138	\$72,673	\$87,207	NE	4	7710		
Fire Fighter	Fire Department	22	\$18.19	\$22.74	\$27.29	\$50,132	\$62,665	\$75,198	NE	4	7710		
Fire Fighter Recruit	Fire Department	14	\$15.49	\$18.66	\$20.83	\$42,689	\$51,432	\$57,398	NE	4	7710		
Fire Inspector	Fire Department	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	NE	4	7710		
GIS Analyst	Development Services - GIS	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	3	9015		
GIS Specialist	Development Services - GIS	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	3	8810		
Grant Coordinator	Economic Development	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	Exempt	2	8810		
Graphics & Media Specialist	Administration - Communications	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	3	9015		
Head Life Guard	P&R - Aquatic Center	5	\$16.43	\$19.80	\$22.10	\$34,182	\$41,183	\$45,961	NE	6	9063		
Heavy Equipment Operator	PW - Highway Users & Solid Waste	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	8	5506		
Heavy Equipment Operator, Senior	PW - Highway Users & Solid Waste	19	\$22.38	\$27.98	\$33.57	\$46,552	\$58,191	\$69,829	NE	8	5506		
Human Resources Analyst	Human Resources	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,673	\$87,207	NE	2	8810		
Human Resources Analyst - Senior	Human Resources	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	NE	2	8810		
Human Resources Assistant	Human Resources	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	6	8810		
Human Resources Coordinator	Human Resources	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	8810		
Human Resources Generalist	Human Resources	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,673	\$87,207	NE	2	8810		
Intern	Agency-wide	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	8810		
IT Help Desk Technician	Info. Technology	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	3	9015		
IT Specialist	Info. Technology	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	3	9015		
IT Technician	Info. Technology	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	3	9015		
IT Technician - Senior	Info. Technology	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	3	9015		
Lead Custodian	PW - Facilities	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	8	9015		
Lead Mechanic	PW - Fleet Services	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	8	9015		
Legal Assistant	City Attorney	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	6	8820		
Life Guard	P&R - Aquatic Center	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	6	9063		
Magistrate	Municipal Court	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	5	8820		

Classification Structure - FY: 2024-25
Based on 97.5% Competitiveness Policy

Job (Functional) Title	Department	Pay			Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
		Grade	Min	Mid									
Maintenance Specialist	P&R - Grounds	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	8	8810		
Maintenance Specialist	PW - Highway Users	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	8	8810		
Maintenance Technician	P&R - Grounds	4	\$16.03	\$19.32	\$21.56	\$33,348	\$40,179	\$44,840	NE	8	8810		
Maintenance Technician	PW - Highway Users	7	\$17.27	\$20.80	\$23.22	\$35,913	\$43,268	\$48,288	NE	8	8810		
Maintenance Worker/Parts Runner	PW - Fleet Services	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	8810		
Management Analyst	Administration	30	\$29.37	\$36.71	\$44.05	\$61,081	\$76,351	\$91,622	NE	2	8810		
Manager, Administrative Services	Administration	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	2	8810		
Manager, Billing & Collections	Finance - Billing & Collections	37	\$34.91	\$43.63	\$52.36	\$72,606	\$90,758	\$108,909	Exempt	2	8810		
Manager, Facilities	PW - Facilities	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	2	9015		
Manager, Finance	Finance	44	\$41.49	\$51.87	\$62.24	\$86,306	\$107,882	\$129,460	Exempt	2	9015		
Manager, Human Resources	Human Resources	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	2	8810		
Manager, Info Technology	Info. Technology	44	\$41.49	\$51.87	\$62.24	\$86,306	\$107,882	\$129,460	Exempt	2	9015		
Manager, Public Works	PW - Highway Users	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	7	7520		
Manager, Risk Management	Human Resources - Risk	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	2	8810		
Manager, Senior Services	P&R - Senior Center	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt	2	8810		
Manager, Water/Wastewater	PW - Water / Wastewater	44	\$41.49	\$51.87	\$62.24	\$86,306	\$107,882	\$129,460	Exempt	7	7520		
Mechanic	PW - Fleet Services	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	7	8380		
Mechanic Assistant	PW - Fleet Services	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	7	8380		
Meter Reader	Finance - Billing & Collections	8	\$17.70	\$21.32	\$23.80	\$36,811	\$44,350	\$49,494	NE	7	7520		
Meter Reader Technician	Finance - Billing & Collections	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	7	7520		
Multimedia Prod. & Operations Spec.	Administration - Communications	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	NE	3	9015		
Network & IT Security Admin	Info. Technology	34	\$32.41	\$40.52	\$48.62	\$67,422	\$84,278	\$101,134	Exempt	3	9015		
Office Assistant	Agency-wide	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	6	8810		
Operations Coordinator	Fire Department	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	2	8820		
Paralegal	City Attorney	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	2	8820		
Permit Service Coordinator	Development Services - Bldg	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	3	8810		
Planning Coordinator	Development Services - Planning	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	3	8810		
Planning Technician	Development Services - Planning	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	Exempt	3	8810		
Police Administrator	Police Department	39	\$36.67	\$45.84	\$55.01	\$76,282	\$95,353	\$114,423	Exempt	4	7720		
Police Commander	Police Department	51	\$49.32	\$61.65	\$73.98	\$102,591	\$128,239	\$153,886	NE	4	7720		
Police Communications Officer	Police Department	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	4	7720		
Police Corporal	Police Department	31	\$30.10	\$37.62	\$45.15	\$62,608	\$78,260	\$93,913	NE	4	7720		
Police Lieutenant	Police Department	47	\$44.68	\$55.85	\$67.03	\$92,942	\$116,178	\$139,413	Exempt	4	7720		
Police Officer	Police Department	27	\$27.27	\$34.09	\$40.90	\$56,720	\$70,900	\$85,080	NE	4	7720		
Police Officer Recruit	Police Department	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	4	7720		
Police Records Specialist	Police Department	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	6	8810		
Police Sergeant	Police Department	39	\$36.67	\$45.84	\$55.01	\$76,282	\$95,353	\$114,423	NE	4	7720		
Principal Planner	Development Services - Planning	37	\$34.91	\$43.63	\$52.36	\$72,606	\$90,758	\$108,909	Exempt	2	8810		
Project Coordinator	PW - Facilities	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	8	9015		
Project Manager	Engineering	34	\$32.41	\$40.52	\$48.62	\$67,422	\$84,278	\$101,134	Exempt	2	5506		
Property & Evidence Technician	Police Department	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	3	8810		
Public Information Officer	Administration - Communications	31	\$30.10	\$37.62	\$45.15	\$62,608	\$78,260	\$93,913	NE	2	8810		
Purchasing Coordinator	Finance	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	6	8810		
Records Management Specialist	City Clerk	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	8810		

Classification Structure - FY: 2024-25
Based on 97.5% Competitiveness Policy

Job (Functional) Title	Department	Pay			Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
		Grade	Min	Mid									
Recreation Assistant	P&R - Administration	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	6	9063		
Recreation Coordinator	P&R - Administration	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	9063		
Recreation Specialist	P&R - Recreation	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	6	9063		
Risk Property Analyst	Human Resources - Risk	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810		
Safety Officer	Human Resources - Risk	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810		
Senior Services Assistant	P&R - Senior Center	8	\$17.70	\$21.32	\$23.80	\$36,811	\$44,350	\$49,494	NE	6	8810		
Senior Services Coordinator	P&R - Senior Center	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	7382		
Supervisor, Crew Leader	P&R - Grounds	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	8	5506		
Supervisor, Crew Leader	PW - Highway Users	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	8	5506		
Supervisor, Facilities	PW - Facilities	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	Exempt	8	9015		
Supervisor, Fleet Services	PW - Fleet Services	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt	8	8810		
Supervisor, IT Support	Info. Technology	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt		9015		
Supervisor, Maintenance	PW - Highway Users	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	8	5506		
Supervisor, Parks	P&R - Grounds	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	Exempt	8	9102		
Supervisor, Police Communications	Police Department	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	4	8810		
Supervisor, Police Records	Police Department	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	4	8810		
Supervisor, Recreation	P&R - Recreation	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	8	9063		
Supervisor, Water/Wastewater	PW - Water / Wastewater	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	7	7520		
Systems Administrator	Info. Technology	34	\$32.41	\$40.52	\$48.62	\$67,422	\$84,278	\$101,134	Exempt	3	9015		
Transit Enforcement Officer	Police Department	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	4	7720		
Water/Wastewater Apprentice	PW - Water / Wastewater	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	7	7580		
Water/Wastewater Plant Operator 1	PW - Water / Wastewater	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	7	7580		
Water/Wastewater Plant Operator 2	PW - Water / Wastewater	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	7	7580		
Water/Wastewater Plant Operator 3	PW - Water / Wastewater	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	7	7580		

Classification Structure - FY: 2024-25
Based on 97.5% Competitiveness Policy

Job (Functional) Title	Department	Pay			Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
		Grade	Min	Mid									
City Manager	Administration	70	\$75.81	\$98.56	\$121.31	\$157,692	\$205,008	\$252,324	Exempt	1	8810		
Assistant City Manager	Administration	64	\$65.37	\$84.99	\$104.61	\$135,978	\$176,779	\$217,579	Exempt	1	8820		
Chief of Police	Police Department	61	\$60.71	\$78.92	\$97.14	\$126,269	\$164,156	\$202,044	Exempt	4	7720		
Fire Chief	Fire Department	61	\$60.71	\$78.92	\$97.14	\$126,269	\$164,156	\$202,044	Exempt	1	7710		
City Attorney	City Attorney	60	\$59.23	\$77.00	\$94.77	\$123,190	\$160,152	\$197,116	Exempt	1	8820		
Director of Finance	Finance	60	\$59.23	\$77.00	\$94.77	\$123,190	\$160,152	\$197,116	Exempt	1	8810		
Director of Public Works	PW - Administration	60	\$59.23	\$77.00	\$94.77	\$123,190	\$160,152	\$197,116	Exempt	1	5506		
Director of Development Services	Development Services	57	\$57.20	\$71.50	\$85.80	\$118,974	\$148,717	\$178,461	Exempt	1	8810		
Director of Human Resources	Human Resources	57	\$57.20	\$71.50	\$85.80	\$118,974	\$148,717	\$178,461	Exempt	1	8810		
City Engineer	Engineering	54	\$53.11	\$66.39	\$79.67	\$110,479	\$138,099	\$165,719	Exempt	1	5506		
Assistant City Attorney	City Attorney	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	1	8820		
City Clerk	City Clerk	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	1	8810		
Director of Parks & Rec	P&R - Administration	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	1	9063		
Director, Economic Development	Economic Development	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	1	8810		
Magistrate	Municipal Court	53	\$51.82	\$64.77	\$77.73	\$107,785	\$134,730	\$161,676	Exempt	5	8820		
Assistant Fire Chief	Fire Department	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,445	\$157,733	Exempt	1	7710		
City Prosecutor	City Attorney	51	\$49.32	\$61.65	\$73.98	\$102,591	\$128,239	\$153,886	Exempt	2	8820		
Police Commander	Police Department	51	\$49.32	\$61.65	\$73.98	\$102,591	\$128,239	\$153,886	NE	4	7720		
Assistant Director	Development Services	49	\$46.95	\$58.68	\$70.42	\$97,648	\$122,059	\$146,471	Exempt	1	5506		
Assistant Director	Finance	49	\$46.95	\$58.68	\$70.42	\$97,648	\$122,059	\$146,471	Exempt	1	8810		
Assistant Director	PW - Administration	49	\$46.95	\$58.68	\$70.42	\$97,648	\$122,059	\$146,471	Exempt	1	5506		
Police Lieutenant	Police Department	47	\$44.68	\$55.85	\$67.03	\$92,942	\$116,178	\$139,413	Exempt	4	7720		
Building Official	Development Services - Bldg	44	\$41.49	\$51.87	\$62.24	\$86,306	\$107,882	\$129,460	Exempt	1	8810		
Manager, Finance	Finance	44	\$41.49	\$51.87	\$62.24	\$86,306	\$107,882	\$129,460	Exempt	2	9015		
Manager, Info Technology	Info. Technology	44	\$41.49	\$51.87	\$62.24	\$86,306	\$107,882	\$129,460	Exempt	2	9015		
Manager, Water/Wastewater	PW - Water / Wastewater	44	\$41.49	\$51.87	\$62.24	\$86,306	\$107,882	\$129,460	Exempt	7	7520		
Fire Battalion Chief	Fire Department	43	\$30.55	\$38.19	\$45.83	\$84,201	\$105,251	\$126,302	NE	2	7710		
Civil Engineer	Engineering	41	\$38.53	\$48.16	\$57.80	\$80,144	\$100,179	\$120,216	Exempt	1	5506		
Manager, Administrative Services	Administration	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	2	8810		
Manager, Facilities	PW - Facilities	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	2	9015		
Manager, Human Resources	Human Resources	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	2	8810		
Manager, Public Works	PW - Highway Users	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	7	7520		
Manager, Risk Management	Human Resources - Risk	40	\$37.59	\$46.99	\$56.24	\$78,189	\$97,737	\$116,976	Exempt	2	8810		
Assistant Director	P&R - Administration	39	\$36.67	\$45.84	\$55.01	\$76,282	\$95,353	\$114,423	Exempt	1	9063		
Police Administrator	Police Department	39	\$36.67	\$45.84	\$55.01	\$76,282	\$95,353	\$114,423	Exempt	4	7720		
Police Sergeant	Police Department	39	\$36.67	\$45.84	\$55.01	\$76,282	\$95,353	\$114,423	NE	4	7720		
Engineer in Training (EIT)	Engineering	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	Exempt	3	5506		
Manager, Billing & Collections	Finance - Billing & Collections	37	\$34.91	\$43.63	\$52.36	\$72,606	\$90,758	\$108,909	Exempt	2	8810		
Principal Planner	Development Services - Planning	37	\$34.91	\$43.63	\$52.36	\$72,606	\$90,758	\$108,909	Exempt	2	8810		
Fire Captain	Fire Department	36	\$25.70	\$32.13	\$38.55	\$70,836	\$88,545	\$106,254	NE	2	7710		
Court Administrator	Municipal Court	35	\$33.22	\$41.53	\$49.84	\$69,108	\$86,385	\$103,661	Exempt	5	8820		
Network & IT Security Admin	Info. Technology	34	\$32.41	\$40.52	\$48.62	\$67,422	\$84,278	\$101,134	Exempt	3	9015		
Project Manager	Engineering	34	\$32.41	\$40.52	\$48.62	\$67,422	\$84,278	\$101,134	Exempt	2	5506		
Systems Administrator	Info. Technology	34	\$32.41	\$40.52	\$48.62	\$67,422	\$84,278	\$101,134	Exempt	3	9015		

Classification Structure - FY: 2024-25
Based on 97.5% Competitiveness Policy

Job (Functional) Title	Department	Pay			Min	Mid	Max	FLSA	EEOC Cat	WC Code	
		Grade	Min	Mid							Max
Associate Planner	Development Services - Planning	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt	2	8810
Deputy City Clerk	City Clerk	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt	2	8810
Manager, Senior Services	P&R - Senior Center	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt	2	8810
Supervisor, Fleet Services	PW - Fleet Services	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt	8	8810
Supervisor, IT Support	Info. Technology	33	\$31.62	\$39.53	\$47.44	\$65,777	\$82,222	\$98,667	Exempt		9015
Fire Inspector	Fire Department	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	NE	4	7710
Human Resources Analyst - Senior	Human Resources	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	NE	2	8810
Multimedia Prod. & Operations Spec.	Administration - Communications	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	NE	3	9015
Risk Property Analyst	Human Resources - Risk	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810
Safety Officer	Human Resources - Risk	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810
Police Corporal	Police Department	31	\$30.10	\$37.62	\$45.15	\$62,608	\$78,260	\$93,913	NE	4	7720
Public Information Officer	Administration - Communications	31	\$30.10	\$37.62	\$45.15	\$62,608	\$78,260	\$93,913	NE	2	8810
Management Analyst	Administration	30	\$29.37	\$36.71	\$44.05	\$61,081	\$76,351	\$91,622	NE	2	8810
Accountant II	Finance	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	Exempt	2	8810
Assistant Planner	Development Services - Planning	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	Exempt	2	8810
GIS Analyst	Development Services - GIS	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	3	9015
IT Specialist	Info. Technology	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	3	9015
Supervisor, Maintenance	PW - Highway Users	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	8	5506
Supervisor, Police Communications	Police Department	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	4	8810
Supervisor, Police Records	Police Department	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	4	8810
Supervisor, Water/Wastewater	PW - Water / Wastewater	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	7	7580
Fire Engineer	Fire Department	28	\$21.10	\$26.37	\$31.64	\$58,138	\$72,673	\$87,207	NE	4	7710
Human Resources Analyst	Human Resources	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,673	\$87,207	NE	2	8810
Human Resources Generalist	Human Resources	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,673	\$87,207	NE	2	8810
Police Officer	Police Department	27	\$27.27	\$34.09	\$40.90	\$56,720	\$70,900	\$85,080	NE	4	7720
Accountant I	Finance	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	Exempt	2	8810
Building Plans Examiner	Development Services - Bldg	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	2	8810
Contracts & Grants Coordinator	Finance	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	2	8810
Economic Development Assistant	Economic Development	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	6	8810
Grant Coordinator	Economic Development	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	Exempt	2	8810
Graphics & Media Specialist	Administration - Communications	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	3	9015
IT Technician - Senior	Info. Technology	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	3	9015
Planning Coordinator	Development Services - Planning	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	3	8810
Purchasing Coordinator	Finance	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	6	8810
Supervisor, Facilities	PW - Facilities	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	Exempt	8	9015
Supervisor, Parks	P&R - Grounds	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	Exempt	8	9102
Supervisor, Recreation	P&R - Recreation	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	8	9063
Water/Wastewater Plant Operator 3	PW - Water / Wastewater	25	\$25.96	\$32.44	\$38.93	\$53,987	\$67,484	\$80,980	NE	7	7580
Building Inspector II	Development Services - Bldg	23	\$24.70	\$30.88	\$37.06	\$51,385	\$64,232	\$77,078	NE	3	8810
Electrician	PW - Water / Wastewater	23	\$24.70	\$30.88	\$37.06	\$51,385	\$64,232	\$77,078	NE	7	7539
Executive Assistant	Administration	22	\$24.10	\$30.13	\$36.15	\$50,132	\$62,665	\$75,198	Exempt	6	8810
Fire Fighter	Fire Department	22	\$18.19	\$22.74	\$27.29	\$50,132	\$62,665	\$75,198	NE	4	7710

Classification Structure - FY: 2024-25
Based on 97.5% Competitiveness Policy

Job (Functional) Title	Department	Pay			Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
		Grade	Min	Mid									
Accreditation & Compliance Coordinator	Police Department	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	4	8831		
Ambulance Billing Coordinator	Finance - Ambulance	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	6	8810		
Engineering Technician, Senior	Engineering	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	3	5506		
Lead Mechanic	PW - Fleet Services	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	8	9015		
Operations Coordinator	Fire Department	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	2	8820		
Paralegal	City Attorney	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	2	8820		
Permit Service Coordinator	Development Services - Bldg	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	3	8810		
Supervisor, Crew Leader	P&R - Grounds	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	8	5506		
Supervisor, Crew Leader	PW - Highway Users	21	\$23.51	\$29.39	\$35.27	\$48,910	\$61,137	\$73,364	NE	8	5506		
IT Technician	Info. Technology	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	3	9015		
												7520	
Water/Wastewater Plant Operator 2	PW - Water / Wastewater	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	7	7580		
Heavy Equipment Operator, Senior	PW - Highway Users & Solid Waste	19	\$22.38	\$27.98	\$33.57	\$46,552	\$58,191	\$69,829	NE	8	5506		
Building Inspector I	Development Services - Bldg	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	3	8810		
Code Compliance Specialist	PW - Administration	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	3	5506		
Code Enforcement Officer	Development Services - Bldg	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	3	8810		
GIS Specialist	Development Services - GIS	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	3	8810		
Planning Technician	Development Services - Planning	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	Exempt	3	8810		
Police Communications Officer	Police Department	18	\$21.84	\$27.29	\$32.75	\$45,418	\$56,772	\$68,126	NE	4	7720		
Accounting Specialist	Finance	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	8810		
Court Chief Clerk	Municipal Court	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	Exempt	5	8820		
Engineering Technician	Engineering	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	3	5506		
Human Resources Coordinator	Human Resources	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	8810		
Mechanic	PW - Fleet Services	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	7	8380		
Project Coordinator	PW - Facilities	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	8	9015		
Records Management Specialist	City Clerk	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	8810		
Recreation Coordinator	P&R - Administration	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	9063		
Senior Services Coordinator	P&R - Senior Center	17	\$22.10	\$26.63	\$29.72	\$45,971	\$55,387	\$61,812	NE	6	7382		
Police Officer Recruit	Police Department	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	4	7720		
Animal Control Officer	Police Department	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	4	8831		
Court Interpreter	Municipal Court	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	5	8820		
Heavy Equipment Operator	PW - Highway Users & Solid Waste	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	8	5506		
Maintenance Specialist	PW - Highway Users	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	8	8810		
												7520	
Water/Wastewater Plant Operator 1	PW - Water / Wastewater	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	7	7580		
Fire Fighter Recruit	Fire Department	14	\$15.49	\$18.66	\$20.83	\$42,689	\$51,432	\$57,398	NE	4	7710		
IT Help Desk Technician	Info. Technology	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	3	9015		
Property & Evidence Technician	Police Department	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	3	8810		
Administrative Coordinator	Agency-wide	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	6	8810		
Bailiff	Municipal Court	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	4	8820		
Building Maintenance Lead	PW - Facilities	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	8	9015		
Court Clerk II	Municipal Court	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	5	8820		
Court Security Officer	Municipal Court	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	5	8810		
Maintenance Specialist	P&R - Grounds	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	8	8810		

Classification Structure - FY: 2024-25
Based on 97.5% Competitiveness Policy

Job (Functional) Title	Department	Pay			Min	Mid	Max	FLSA	EEOC Cat	WC Code	
		Grade	Min	Mid							
Recreation Specialist	P&R - Recreation	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,999	NE	6	9063
Building Permit Technician	Development Services - Bldg	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	3	8810
Equipment Operator	PW - Highway Users	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	8	7520
Legal Assistant	City Attorney	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	6	8820
Water/Wastewater Apprentice	PW - Water / Wastewater	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	7	7580
Human Resources Assistant	Human Resources	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	6	8810
Transit Enforcement Officer	Police Department	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	4	7720
Court Clerk I	Municipal Court	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	5	8820
Lead Custodian	PW - Facilities	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	8	9015
Meter Reader Technician	Finance - Billing & Collections	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	7	7520
Police Records Specialist	Police Department	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	6	8810
Administrative Assistant	Agency-wide	9	\$18.14	\$21.86	\$24.39	\$37,730	\$45,459	\$50,731	NE	6	8810
Meter Reader	Finance - Billing & Collections	8	\$17.70	\$21.32	\$23.80	\$36,811	\$44,350	\$49,494	NE	7	7520
Senior Services Assistant	P&R - Senior Center	8	\$17.70	\$21.32	\$23.80	\$36,811	\$44,350	\$49,494	NE	6	8810
Building Maintenance Technician	PW - Facilities	7	\$17.27	\$20.80	\$23.22	\$35,913	\$43,268	\$48,288	NE	8	9015
Driver	P&R - Senior Center	7	\$17.27	\$20.80	\$23.22	\$35,913	\$43,268	\$48,288	NE	8	7382
Maintenance Technician	PW - Highway Users	7	\$17.27	\$20.80	\$23.22	\$35,913	\$43,268	\$48,288	NE	8	8810
Head Life Guard	P&R - Aquatic Center	5	\$16.43	\$19.80	\$22.10	\$34,182	\$41,183	\$45,961	NE	6	9063
Maintenance Technician	P&R - Grounds	4	\$16.03	\$19.32	\$21.56	\$33,348	\$40,179	\$44,840	NE	8	8810
Cook	P&R - Senior Center	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	8810
Custodian	PW - Facilities	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	9015
Customer Service Representative	Finance - Billing & Collections	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	6	8810
Intern	Agency-wide	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	8810
Life Guard	P&R - Aquatic Center	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	6	9063
Maintenance Worker/Parts Runner	PW - Fleet Services	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	8810
Mechanic Assistant	PW - Fleet Services	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	7	8380
Office Assistant	Agency-wide	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	6	8810
Recreation Assistant	P&R - Administration	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	6	9063