

**City of Surprise
FY17 General Pay Plan**

Job Title	Pay Grade	Minimum	Midpoint	Maximum
Assistant City Manager	125	\$140,000.12	\$175,000.02	\$210,000.18
City Attorney	125			
Deputy City Manager	124	\$132,000.18	\$165,000.16	\$198,000.14
Fire Chief	124			
Police Chief	124			
Assistant Police Chief	123	\$116,000.04	\$145,000.18	\$174,000.06
Chief Information Officer	123			
Director - Communications & Marketing	123			
Director - Community Development	123			
Director - CRS	123			
Director - Economic Development	123			
Director - Finance	123			
Director - Government and Community Partnerships	123			
Director - Human Resources	123			
Director - Human Services & Community Vitality	123			
Director - Public Works	123			
Director - Water Resource Management	123			
Assistant Fire Chief	122	\$98,217.08	\$122,773.04	\$147,328.22
Chief Prosecutor	122			
Assistant Director - Building Safety, Development & Code Enforcement	121	\$90,523.16	\$113,155.12	\$135,786.04
Assistant Director - Engineering/City Engineer	121			
Assistant Director - Finance	121			
Assistant Director - Planning, Transportation & Real Estate	121			
Application Services Manager	120	\$87,041.24	\$108,803.24	\$130,563.16
Assistant Director - CRS	120			
Assistant Director - Operations (PW)	120			
Court Administrator	120			
GIS Manager	120			
Human Resources Manager	120			

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Job Title	Pay Grade	Minimum	Midpoint	Maximum
IT Security Manager	120			
Technical Services Manager	120			
Accounting Manager	119	\$83,693.22	\$104,618.02	\$125,541.00
Chief Land Surveyor	119			
Risk Manager	119			
Transportation Planning Manager	119			
Economic Development Manager	118	\$79,708.20	\$99,636.16	\$119,563.08
Engineering Manager	118			
Environmental Manager	118			
Information Technology Network Engineer	118			
Procurement Manager	118			
Real Property Manager	118			
Revenue Manager	118			
Solid Waste Manager	118			
Sports Tourism and Events Division Manager	118			
Streets Manager	118			
Wastewater Manager	118			
Water Manager	118			
Business Manager	117	\$75,196.16	\$93,996.24	\$112,795.02
Business/Field Services Manager	117			
Campus and Parks Maintenance Division Manager	117			
Customer Service/Utility Billing Manager	117			
Facilities Manager	117			
Government & Community Partnerships Manager	117			
Neighborhood Services Program Supervisor	117			
Project Manager - Senior	117			
Public Safety Communications Manager	117			
Recreation Division Manager	117			
Senior Assistant City Prosecutor	117			

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Job Title	Pay Grade	Minimum	Midpoint	Maximum
Senior Services Program Supervisor	117			
Water Resource Portfolio Manager	117			
Deputy City Clerk	116	\$68,360.24	\$85,451.08	\$102,541.14
Financial Management Analyst - Senior	116			
Human Resources Supervisor - HRIS & Projects	116			
Information Technology Network Administrator	116			
Internal Auditor	116			
Maintenance & Operations Manager	116			
Payroll Supervisor	116			
Recreation Manager	116			
Systems Administrator - Senior	116			
Vehicle Maintenance Manager	116			
Wastewater Infrastructure Supervisor	116			
Wastewater Maintenance Supervisor	116			
Water Maintenance Supervisor	116			
Water Operations Supervisor	116			
Water Reclamation Facility Operations Supervisor	116			
Webmaster	116			
Accountant - Principal	115	\$66,372.80	\$82,971.20	\$99,569.60
Application Analyst - Senior	115			
Civil Analyst - Senior (Legal)	115			
Human Resources Analyst - Senior	115			
Information Technology Security Analyst	115			
Programmer Analyst	115			
Recreation Supervisor	115			
Solid Waste Supervisor	115			
Streets Supervisor	115			
Video Production Coordinator	115			
Buyer - Senior, Contracts	115	\$31.91	\$39.89	\$47.87

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Job Title	Pay Grade	Minimum	Midpoint	Maximum
Accountant - Senior	114	\$64,438.40	\$80,558.40	\$96,657.60
Application Analyst	114			
Building Inspection Supervisor	114			
Civil Engineer	114			
Court Clerk Supervisor	114			
Court Clerk Supervisor - (Judicial Administrative)	114			
Criminal Analyst - Senior (Legal)	114			
Department Financial Analyst - Senior	114			
Economic Development Coordinator	114			
Facilities Supervisor	114			
Financial Analyst - Senior	114			
GIS Analyst - Senior	114			
Intelligent Transportation Systems Supervisor	114			
Management Analyst - Senior	114			
Plan Review Supervisor	114			
Process & Policy Analyst	114			
Public Information Officer	114			
Public Works Business Analyst	114			
Systems Administrator	114			
Vehicle Maintenance Supervisor	114			
Youth Services Administrator	114			
Energy Management Supervisor	114	\$30.98	\$38.73	\$46.47
Assistant City Prosecutor	113	\$61,380.80	\$76,710.40	\$92,060.80
Assistant to the Council II	113			
Fiscal Support Supervisor	113			
Maintenance & Operations Supervisor (Parks/Baseball)	113			
Police Management Analyst - Senior	113			
Project Manager (Public Works)	113			
Traffic Signal Specialist	113	\$29.51	\$36.88	\$44.26

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Job Title	Pay Grade	Minimum	Midpoint	Maximum
Civil Engineer - Associate	112	\$58,448.00	\$73,070.40	\$87,672.00
Customer Service/Utility Billing Supervisor	112			
Development Review Supervisor	112			
Economic Development Analyst	112			
Environmental Compliance Analyst - Utility	112			
Field Customer Service Supervisor	112			
Graphic Designer	112			
Human Resources Analyst	112			
Management Analyst	112			
Planner II	112			
Police Records Supervisor	112			
Stormwater Program Analyst - Utility	112			
Transportation Planner - Senior	112			
Utility Infrastructure Supervisor	112			
Police Computer Forensic Analyst	112	\$28.10	\$35.13	\$42.15
Accountant/Tax Auditor	111	\$56,763.20	\$70,928.00	\$85,113.60
Building Inspector II	111	\$27.29	\$34.10	\$40.92
Code Enforcement Inspector II	111			
Fire Apparatus Mechanic - Vehicle Maintenance	111			
Information Technology Technician - Senior	111			
Land Survey Party Chief	111			
Mechanic - Lead, Vehicle Maintenance	111			
Public Safety Communications Supervisor	111			
Specialist - Pollution Control	111			
Specialist - SCADA Instrumentation	111			
Traffic Sign and Striping Specialist	111			
Utility Electrician - Lead	111			
Utility Mechanic - Lead	111			
Wastewater Operator - Lead	111			

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Job Title	Pay Grade	Minimum	Midpoint	Maximum
Water Operator - Lead	111			
Police Crime and Traffic Analyst	110	\$51,604.80	\$64,500.80	\$77,396.80
Risk Analyst	110			
Collections Operator - Senior	110	\$24.81	\$31.01	\$37.21
Electrician - Facilities Maintenance	110			
Fire Inspector	110			
Fire Plans Examiner	110			
GIS Developer	110			
HVAC Specialist - Facilities Maintenance	110			
Planner I	110			
Recreation Coordinator	110			
Senior Services Program Coordinator	110			
Development Services Project Coordinator	109	\$48,214.40	\$60,278.40	\$72,321.60
Resident Services Coordinator	109			
Building Inspector I	109	\$23.18	\$28.98	\$34.77
Buyer - (Purchasing)	109			
Code Enforcement Inspector I	109			
Construction Inspector	109			
Heavy Equipment Mechanic	109			
Plans Examiner	109			
Utility Rates Specialist	109			
Victim Advocate	109			
Wastewater Operator - Senior	109			
Water Operator III	109			
Administrative Services Assistant (Finance)	108	\$21.67	\$27.08	\$32.50
Collections Operator	108			
Communications Specialist	108			
Court Clerk - Senior	108			
Development Services Specialist	108			

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Job Title	Pay Grade	Minimum	Midpoint	Maximum
Financial Specialist	108			
GIS Technician	108			
Information Technology Technician	108			
Legal Specialist - Civil	108			
Neighborhood Services Program Coordinator	108			
Parks and Campus Maintenance Technician - Senior	108			
Police Victim Advocate	108			
Resource Center Coordinator	108			
Right-Of-Way Agent	108			
Solid Waste Crew Leader	108			
Streets - Landscape Maintenance - Senior	108			
Streets Crew Leader	108			
Traffic Sign and Striping Technician - Senior	108			
Traffic Signal Technician - Senior	108			
Utility Business Systems Specialist	108			
Utility Mechanic - Senior	108			
Zoning Specialist	108			
Administrative Specialist - Senior	107	\$20.06	\$25.07	\$30.09
Field Customer Service Representative - Lead	107			
Mechanic	107			
Solid Waste Routing Specialist	107			
Traffic Control Coordinator	107			
Water Operator II	107			
Accounting Technician - Lead	106	\$18.93	\$23.65	\$28.38
Administrative Specialist	106			
Field Customer Service Representative	106			
Customer Service Specialist	106			
Human Resources Specialist	106			
Legal Specialist - Criminal	106			

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Job Title	Pay Grade	Minimum	Midpoint	Maximum
Maintenance Technician - Senior	106			
Payroll Specialist	106			
Police Crime Scene Specialist	106			
Preventative Maintenance Utility Technician	106			
Solid Waste Equipment Operator	106			
Streets Equipment Operator	106			
Utility Mechanic	106			
Wastewater Operator	106			
Accounting Technician	105	\$18.03	\$22.53	\$27.03
Court Clerk	105			
Customer Service/Utility Billing - Lead	105			
Police Community Services Officer - Park Ranger	105			
Police Property and Evidence Custodian	105			
Police Transportation Officer	105			
Traffic Sign and Striping Technician	105			
Water Operator I	105			
Administrative Technician	104	\$17.17	\$21.45	\$25.74
Customer Service/Utility Billing Representative	104			
Development Services Assistant	104			
Parks and Campus Maintenance Technician	104			
Police Community Services Officer - Front Desk	104			
Police Records Technician	104			
Recreation Specialist	104			
Senior Services Specialist	104			
Solid Waste Inspector	104			
Utility Locator - Senior	104			
Neighborhood Services Program Technician	103	\$16.35	\$20.43	\$24.52
Police Community Services Officer - Vehicles and Equipment	103			
Program Assistant - Victim Services	103			

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Job Title	Pay Grade	Minimum	Midpoint	Maximum
Cashier - Lead	102	\$15.57	\$19.46	\$23.35
Administrative Assistant	101	\$14.83	\$18.53	\$22.24
Communications Assistant	101			
Food Service Assistant	101			
Groundskeeper	101			
Mailroom/Receiving Clerk	101			
Cashier	100	\$14.12	\$17.65	\$21.18
Economic Development Technician	100			
Service Worker	100			
Temporary Operator/Intern	100			