

City of Phoenix

*Meeting Location:
City Council Chambers
200 W. Jefferson St.
Phoenix, Arizona 85003*



City of Phoenix

Agenda

Wednesday, June 17, 2026

2:30 PM

phoenix.gov

City Council Formal Meeting

If viewing this packet electronically in PDF, open and use bookmarks to navigate easily from one item to another.

OPTIONS TO ACCESS THIS MEETING

Virtual Request to speak at a meeting:

- Register online by visiting the City Council Meetings page on phoenix.gov at least 2 hours prior to the start of this meeting. Then, click on this link at the time of the meeting and join the Webex to speak:

<https://phoenixcitycouncil.webex.com/phoenixcitycouncil/j.php?MTID=me9ee8fc9ec21730afe2a00978722a9c8>

- Register via telephone at 602-262-6001 at least 2 hours prior to the start of this meeting, noting the item number. Then, use the Call-in phone number and Meeting ID listed below at the time of the meeting to call-in and speak.

In-Person Requests to speak at a meeting:

- Register in person at a kiosk located at the City Council Chambers, 200 W. Jefferson St., Phoenix, Arizona, 85003. Arrive 1 hour prior to the start of this meeting. Depending on seating availability, residents will attend and speak from the Upper Chambers, Lower Chambers or City Hall location.
- Individuals should arrive early, 1 hour prior to the start of the meeting to submit an in-person request to speak before the item is called. After the item is called, requests to speak for that item will not be accepted.

At the time of the meeting:

- Watch the meeting live streamed on phoenix.gov or Phoenix Channel 11 on Cox Cable, or using the Webex link provided above.
- Call-in to listen to the meeting. Dial 602-666-0783 and Enter Meeting ID 2553 805 2828# (for English) or 2551 560 2930# (for Spanish). Press # again when prompted for attendee ID.

- Watch the meeting in-person from the Upper Chambers, Lower Chambers or City Hall depending on seating availability.
- Members of the public may attend this meeting in person. Physical access to the meeting location will be available starting 1 hour prior to the meeting.

Para nuestros residentes de habla hispana:

- Para registrarse para hablar en español, llame al 602-262-6001 al menos 2 horas antes del inicio de esta reunión e indique el número del tema. El día de la reunión, llame al 602-666-0783 e ingrese el número de identificación de la reunión 2551 560 2930#. El intérprete le indicará cuando sea su turno de hablar.
- Para solamente escuchar la reunión en español, llame a este mismo número el día de la reunión (602-666-0783; ingrese el número de identificación de la reunión 2551 560 2930#). Se proporciona interpretación simultánea para nuestros residentes durante todas las reuniones.
- Para asistir a la reunión en persona, vaya a las Cámaras del Concejo Municipal de Phoenix ubicadas en 200 W. Jefferson Street, Phoenix, AZ 85003. Llegue 1 hora antes del comienzo de la reunión. Si desea hablar, regístrese electrónicamente en uno de los quioscos, antes de que comience el tema. Una vez que se comience a discutir el tema, no se aceptarán nuevas solicitudes para hablar. Dependiendo de cuantos asientos haya disponibles, usted podría ser sentado en la parte superior de las cámaras, en el piso de abajo de las cámaras, o en el edificio municipal.
- Miembros del público pueden asistir a esta reunión en persona. El acceso físico al lugar de la reunión estará disponible comenzando una hora antes de la reunión.

CALL TO ORDER AND ROLL CALL

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REPORTS FROM CITY MANAGER, COMMITTEES OR CITY OFFICIALS

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Gregg Turner - District 3**

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Attachments

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000 CITIZEN COMMENTS

ADJOURN



Report

Agenda Date: 6/17/2026, Item No. 1

For Approval or Correction, the Minutes of the Formal Meeting on November 5, 2025

Summary

This item transmits the minutes of the Formal Meeting of November 5, 2025, for review, correction and/or approval by the City Council.

The minutes are available for review in the City Clerk Department, 200 W. Washington Street, 15th Floor.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Reappointment of Phoenix Municipal Court Judges - Citywide

This item is for discussion and consideration of reappointment of two Phoenix Municipal Court Judges, for four-year terms.

Summary

The Judicial Selection Advisory Board convened on May 13, 2026, and recommended the following reappointments of Phoenix Municipal Court Judges:

- Judge Laura E. Lowery as a Judge of the Phoenix Municipal Court for a four-year term that would end on September 30, 2030.
- Judge Tina Solomon as a Judge of the Phoenix Municipal Court for a four-year term that would end on June 29, 2030.

On June 3, 2026, the Public Safety and Justice Subcommittee also recommended reappointments of Judge Laura E. Lowery as a Judge of the Phoenix Municipal Court for another four-year term and Judge Tina Solomon as a Judge of the Phoenix Municipal Court for another four-year term.

If approved by the full City Council, Judge Laura E. Lowery and Judge Tina Solomon will be sworn in during the Formal City Council Meeting on July 1, 2026.

Responsible Department

This item is submitted by Deputy City Manager Amber Williamson and the Phoenix Municipal Court.



Liquor License - Gill's Food Mart - District 1

Request for a liquor license. Arizona State License Application 392136.

Summary

Applicant

Gurjot Kaur, Agent

License Type

Series 10 - Beer and Wine Store

Location

8617 N. 27th Avenue

Zoning Classification: C-2

Council District: 1

The request is for an acquisition of control of an existing liquor license for a convenience store that does not sell gas. This location is currently licensed for liquor sales.

The 60-day limit for processing this application is June 26, 2026.

Pursuant to A.R.S. 4-203, consideration may be given only to the applicant's personal qualifications.

Other Active Liquor License Interest in Arizona

This information is not provided due to the multiple ownership interests held by the applicant in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling,

grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because: "We are good operator. We already own (11) gas station / c-store in Arizona I own and have been operating locations for the last 25 yrs. I have training and procedure in place with myself and staff for proper use of license."

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Report

Agenda Date: 6/17/2026, Item No. 4

Liquor License - Toso's Sports Bar & Grill - District 1

Request for a liquor license. Arizona State License Application 391923.

Summary

Applicant

Jeffrey Miller, Agent

License Type

Series 6 - Bar

Location

2401 W. Union Hills Drive

Zoning Classification: C-1

Council District: 1

This request is for an acquisition of control of an existing liquor license for a bar. This location is currently licensed for liquor sales.

The 60-day limit for processing this application is June 20, 2026.

Pursuant to A.R.S. 4-203, consideration may be given only to the applicant's personal qualifications.

Other Active Liquor License Interest in Arizona

This applicant does not hold an interest in any other active liquor license in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the

applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because: "We will implement strict ID verification procedures, provide comprehensive staff training on responsible alcohol service and Arizona liquor laws, and enforce policies for refusing service when appropriate. All incidents will be properly documented, and management will maintain active oversight to ensure ongoing compliance, We will also conduct regular staff meetings and updates as needed, and require ID checks for any patron who appears under the age of 40."

Staff Recommendation

Staff recommends approval of this application.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Liquor License - Churrasco De Brasil - District 1

Request for a liquor license. Arizona State License Application 397977.

Summary

Applicant

Jesus Altamirano, Agent

License Type

Series 12 - Restaurant

Location

2460 W. Happy Valley Road, Ste. 1169

Zoning Classification: C-2

Council District: 1

This request is for a new liquor license for a restaurant. This location was previously licensed for liquor and may currently operate with an interim permit.

The 60-day limit for processing this application is June 27, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

The ownership of this business has an interest in other active liquor license(s) in the State of Arizona. This information is listed below and includes liquor license violations

on file with the AZ Department of Liquor Licenses and Control and, for locations within the boundaries of Phoenix, the number of aggregate calls for police service within the last 12 months for the address listed.

Churrasco De Brasil (Series 12)
150 W. Wetmore Road, Tucson
Calls for police service: N/A - not in Phoenix
Liquor license violations: None

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
"We the owners of this restaurant have approximately 15 years in the restaurant industry selling alcohol. We currently are operating Churrasco De Brasil in Tucson AZ and have had no liquor or criminal violations. I recently attending the Arizona Basic and Management liquor law training and will ensure my staff will comply with all city, state and health laws. We are excited to have a new location in the City of Phoenix. It is a high end Brazilian Steakhouse."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:
"The community does not have a high end restaurant in the area with owners who are as experienced as us. I believe this type of restaurant will elevate the housing cost and businesses in the area. The alcohol sold with meals merely to complement the sales of food we serve. There is no package to go with service from the restaurant."

Staff Recommendation

Staff recommends approval of this application.

Attachments

Attachment A - Churrasco De Brasil - Data
Attachment B - Churrasco De Brasil - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: CHURRASCO DE BRASIL

Liquor License

Description	Series	1 Mile	1/2 Mile
Wholesaler	4	1	0
Bar	6	1	1
Beer and Wine Bar	7	3	1
Liquor Store	9	4	2
Beer and Wine Store	10	3	2
Hotel	11	2	1
Restaurant	12	19	17

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	60.27	154.45
Violent Crimes	12.31	3.26	7

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

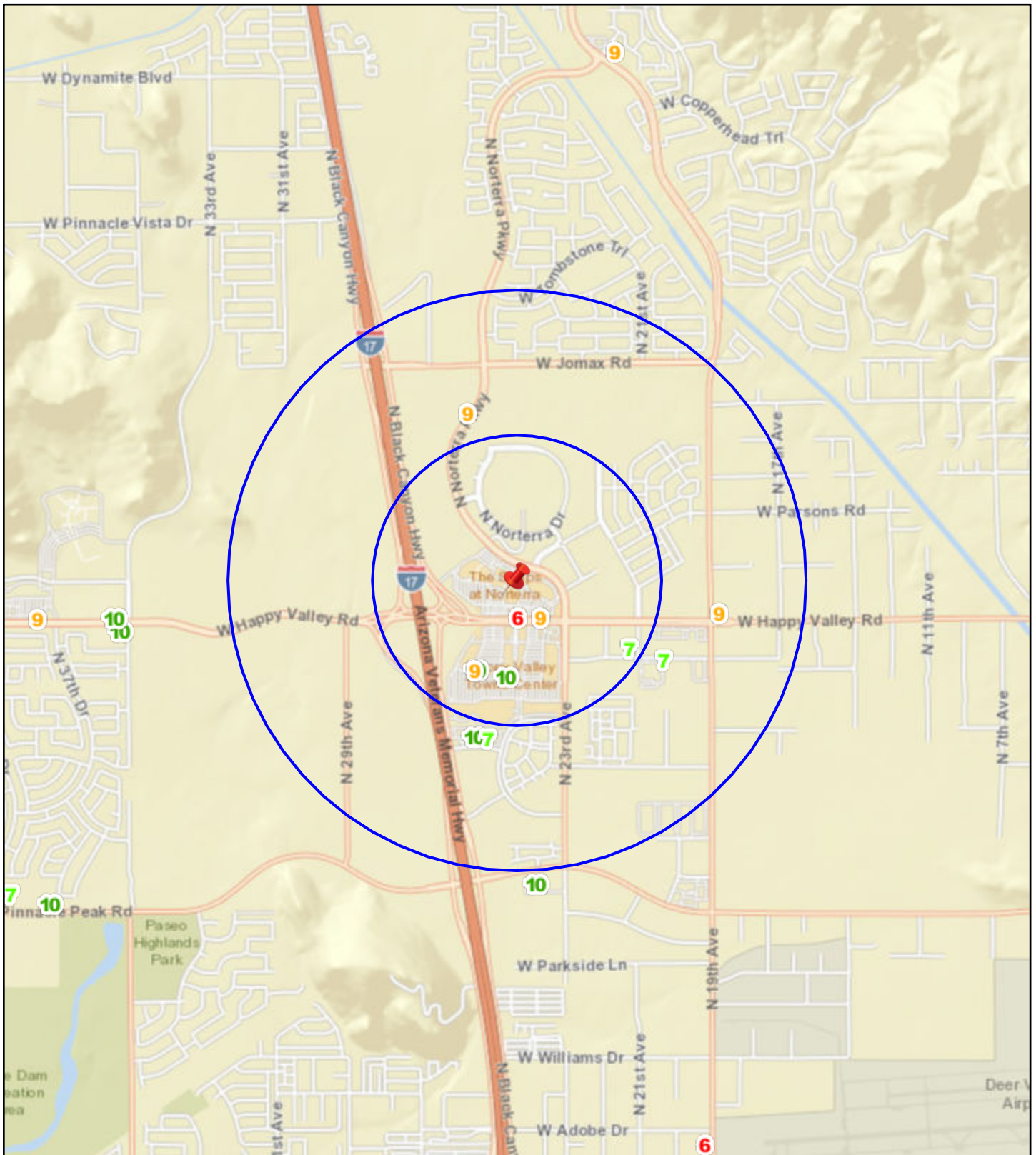
Description	Average	1/2 Mile Average
Parcels w/Violations	41	3
Total Violations	74	7

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
6119001	1987	449	11	33
6123012	3501	661	276	286
Average	1601	393	60	177

Liquor License Map: CHURRASCO DE BRASIL

2460 W HAPPY VALLEY RD



Date: 5/13/2026

0 0.170.35 0.7 1.05 1.4 mi



Liquor License - Firebird Wood Fired Grill - District 1

Request for a liquor license. Arizona State License Application 397891.

Summary

Applicant

Lauren Merrett, Agent

License Type

Series 12 - Restaurant

Location

2250 W. Happy Valley Road

Zoning Classification: PUD

Council District: 1

This request is for a new liquor license for a restaurant. This location was not previously licensed for liquor sales and does not have an interim permit. This business is currently under construction with plans to open in July 2026.

The 60-day limit for processing this application is June 27, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

This information is not provided due to the multiple ownership interests held by the applicant in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because: "Firebirds Wood Fired Grill is confident in their ability to responsibly manage and operate a business with a liquor license, supported by a track record of reliability and qualifications. Firebird's experience, commitment to compliance, and understanding of regulatory requirements make them a suitable candidate for holding a liquor license in the city of Phoenix."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:

"The issuance of the liquor license is deemed necessary for public convenience and is in the best interest of the community. This decision is grounded in careful consideration of factors that contribute to the overall well-being of our community, fostering responsible and regulated access to alcoholic beverages."

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Attachments

Attachment A - Firebird Wood Fired Grill - Data

Attachment B - Firebird Wood Fired Grill - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: FIREBIRD WOOD FIRED GRILL

Liquor License

Description	Series	1 Mile	1/2 Mile
Microbrewery	3	1	0
Wholesaler	4	1	0
Bar	6	1	1
Beer and Wine Bar	7	3	2
Liquor Store	9	4	3
Beer and Wine Store	10	4	2
Hotel	11	4	2
Restaurant	12	19	18

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	62.76	166.87
Violent Crimes	12.31	3.26	7.53

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

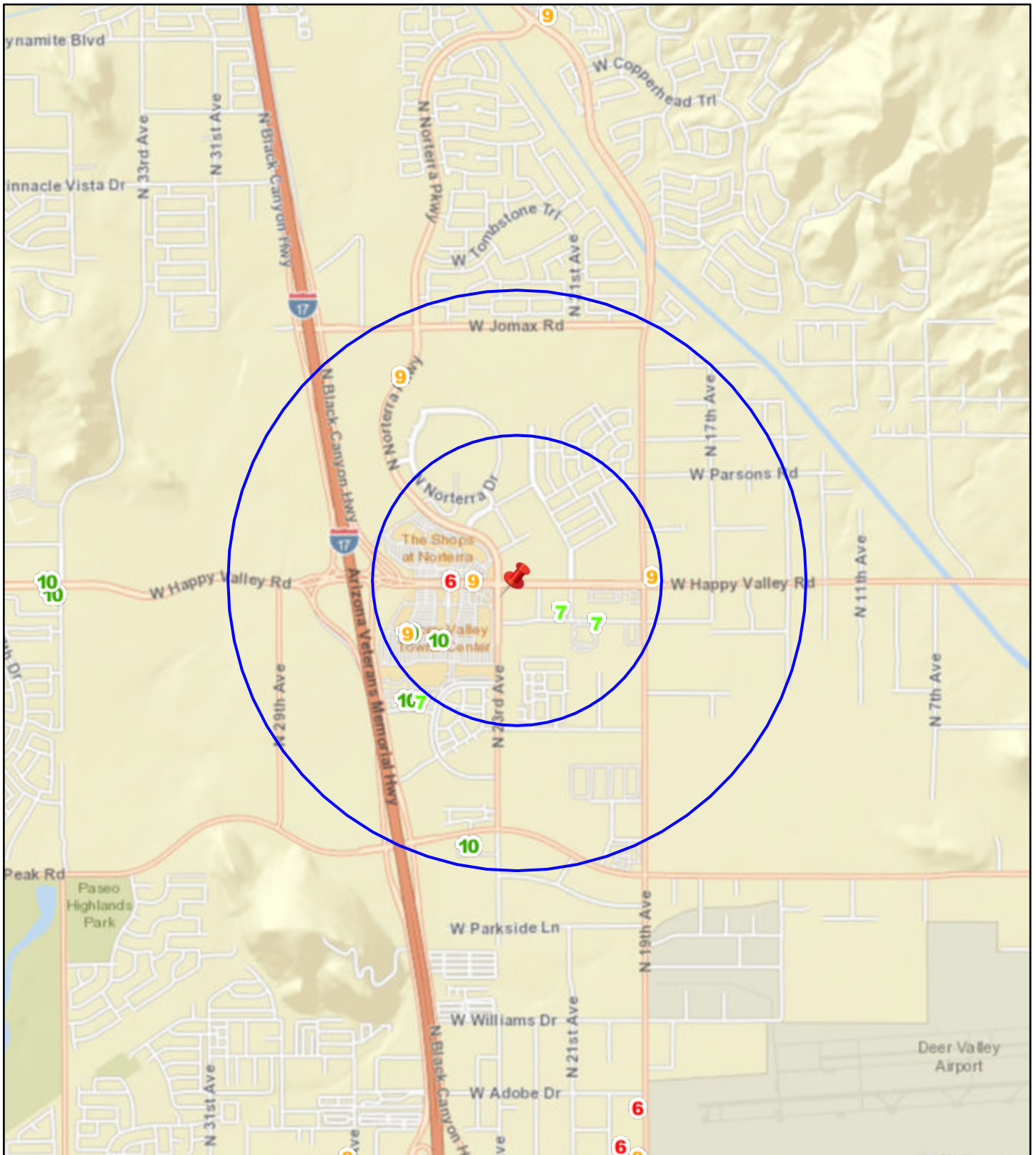
Description	Average	1/2 Mile Average
Parcels w/Violations	41	5
Total Violations	74	9

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
6123011	1283	239	38	24
6123012	3501	661	276	286
Average	1601	393	60	177

Liquor License Map: FIREBIRD WOOD FIRED GRILL

2250 W HAPPY VALLEY RD



Date: 5/19/2026

0 0.170.35 0.7 1.05 1.4 mi



Liquor License - Tofu King - District 1

Request for a liquor license. Arizona State License Application 397284.

Summary

Applicant

Keith Turner, Agent

License Type

Series 12 - Restaurant

Location

2855 W. Cactus Road, Ste. 2

Zoning Classification: C-1

Council District: 1

This request is for a new liquor license for a restaurant. This location was previously licensed for liquor sales and does not have an interim permit.

The 60-day limit for processing this application is June 29, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

This applicant does not hold an interest in any other active liquor license in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
“Not only do the other owners and I have prior restaurant experience but our manager has extensive experience and our hired liquor agent Keith Turner, is a retired detective from the AZ Department of Liquor and will be assisting us to move forward, training us in the proper techniques for checking ID's and to implement ways to avoid over serving.”

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:
“We provide authentic Taiwanese food. This will be very welcoming to the entire Asian community, however especially to the Taiwanese community that has been coming to the Phoenix Metro area over the past several years.”

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Attachments

Attachment A - Tofu King - Data

Attachment B - Tofu King - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: TOFU KING

Liquor License

Description	Series	1 Mile	1/2 Mile
Liquor Store	9	3	1
Beer and Wine Store	10	4	2
Restaurant	12	3	1

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	162.97	215.6
Violent Crimes	12.31	31.1	47.45

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

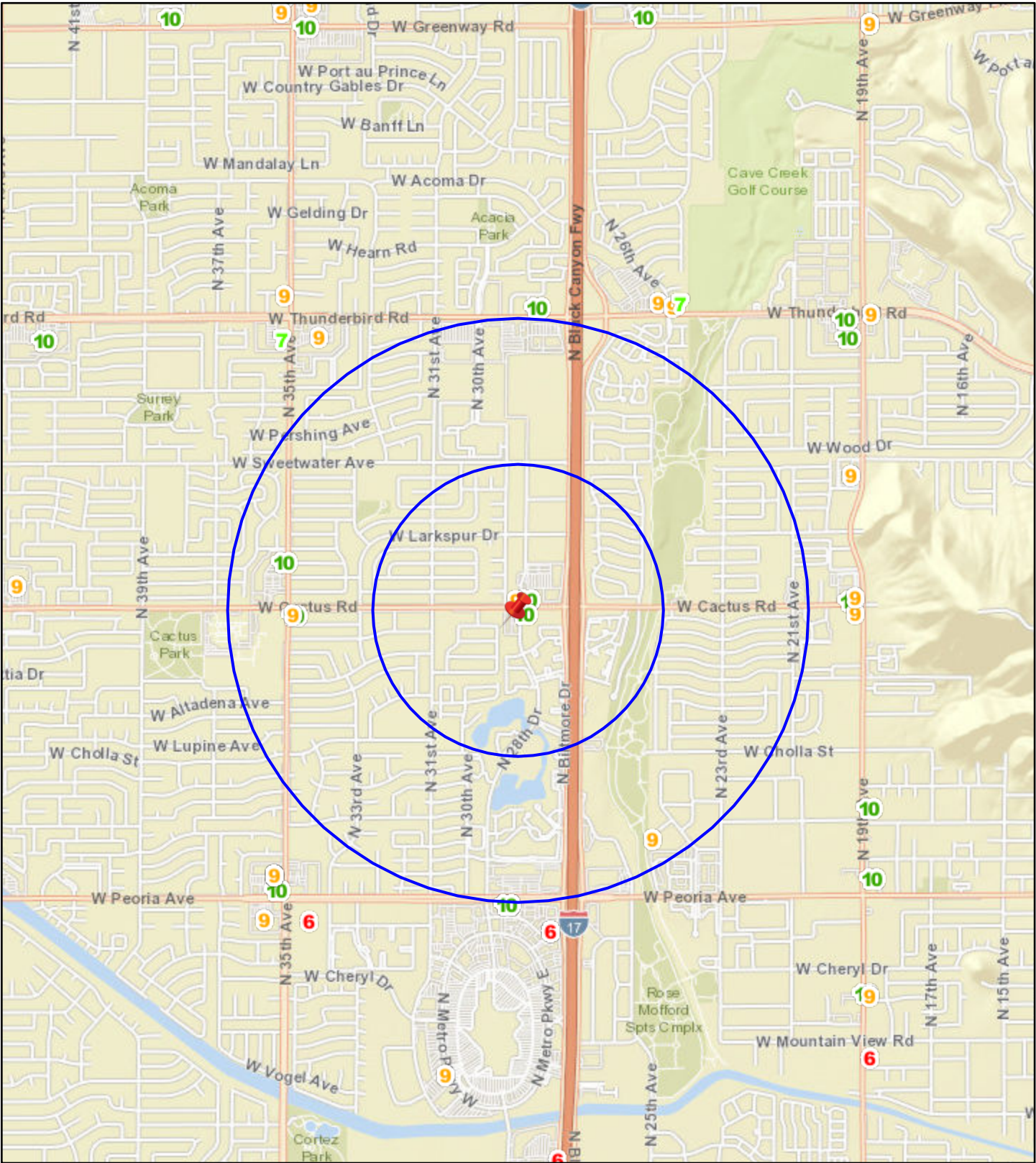
Description	Average	1/2 Mile Average
Parcels w/Violations	41	132
Total Violations	74	225

Census 2020 Data 1/2 Mile Radius

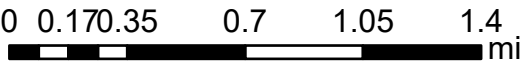
BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
1039002	1253	114	23	54
1039004	1998	562	11	255
1040001	1681	268	62	545
1040003	2504	495	26	766
1043011	2056	504	30	57
1043021	1378	183	36	402
1043022	2468	355	166	423
1044011	2849	510	78	706
1044012	1461	17	28	88
Average	1601	393	60	177

Liquor License Map: TOFU KING

2855 W CACTUS RD



Date: 5/13/2026





Liquor License - Barro's Pizza - District 2

Request for a liquor license. Arizona State License Application 389278.

Summary

Applicant

Michael Barro, Agent

License Type

Series 7 - Beer and Wine Bar

Location

29455 N. Cave Creek Road, Ste. 132

Zoning Classification: C-2 PCD

Council District: 2

This request is for a location transfer of a liquor license for a beer and wine bar. This location was not previously licensed for liquor sales and does not have an interim permit.

The 60-day limit for processing this application is June 28, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

This information is not provided due to the multiple ownership interests held by the applicant in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
“Our experience in managing licensed establishments - including holding additional liquor licenses - has equipped us with a commitment to compliance with state and local requirements.”

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:
“The license will contribute to economic growth by generating tax revenue, while ensuring compliance with safety and legal standards.”

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Attachments

Attachment A - Barro's Pizza - Data

Attachment B - Barro's Pizza - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: BARRO'S PIZZA

Liquor License

Description	Series	1 Mile	1/2 Mile
Bar	6	1	0
Beer and Wine Bar	7	2	2
Liquor Store	9	4	4
Beer and Wine Store	10	2	2
Restaurant	12	3	3

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	7.77	18.15
Violent Crimes	12.31	0.47	0.84

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

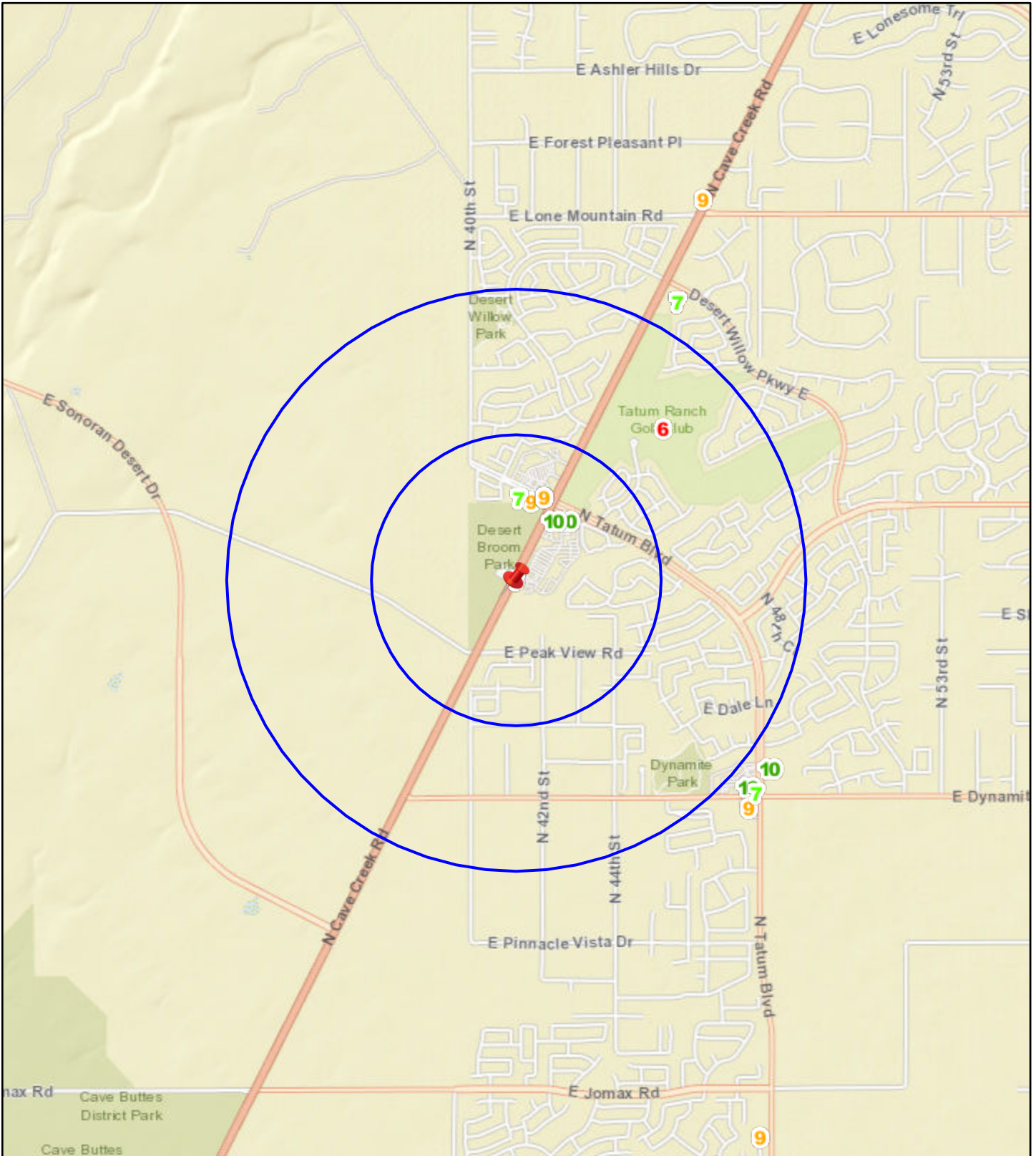
Description	Average	1/2 Mile Average
Parcels w/Violations	41	2
Total Violations	74	2

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
6124022	1806	518	44	148
6126001	1116	435	11	15
6126002	1035	440	16	24
6127001	1065	447	32	41
6127002	1158	422	19	71
6128001	2413	846	69	178
Average	1601	393	60	177

Liquor License Map: BARRO'S PIZZA

29455 N CAVE CREEK RD



Date: 5/19/2026

0 0.170.35 0.7 1.05 1.4 mi



Liquor License - Fire N Ice Arena - District 2

Request for a liquor license. Arizona State License Application 394694.

Summary

Applicant

Andrea Lewkowitz, Agent

License Type

Series 6 - Bar

Location

2727 W. Bronco Butte Trail

Zoning Classification: C-2 M-R NBCOD

Council District: 2

This request is for an ownership and location transfer of a liquor license for a bar. This location was not previously licensed for liquor sales and does not have an interim permit. This business is currently under construction with plans to open in August 2026.

The 60-day limit for processing this application is June 27, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

This applicant does not hold an interest in any other active liquor license in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
"Applicant is committed to upholding the highest standards to maintain compliance with applicable laws. Managers and staff will be trained in the techniques of legal and responsible alcohol sales and service."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:
"Fire N Ice Arena is Phoenix's premier multi-sport destination featuring world-class ice rinks, elite training, gourmet dining, and entertainment for the whole family. Applicant would like to offer alcoholic beverages to its guests 21 and over."

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Attachments

Attachment A - Fire N Ice Arena - Data

Attachment B - Fire N Ice Arena - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: FIRE N ICE ARENA

Liquor License

Description	Series	1 Mile	1/2 Mile
Beer and Wine Bar	7	1	0
Liquor Store	9	2	0
Restaurant	12	2	2

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	11.54	6.58
Violent Crimes	12.31	1.3	0.84

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

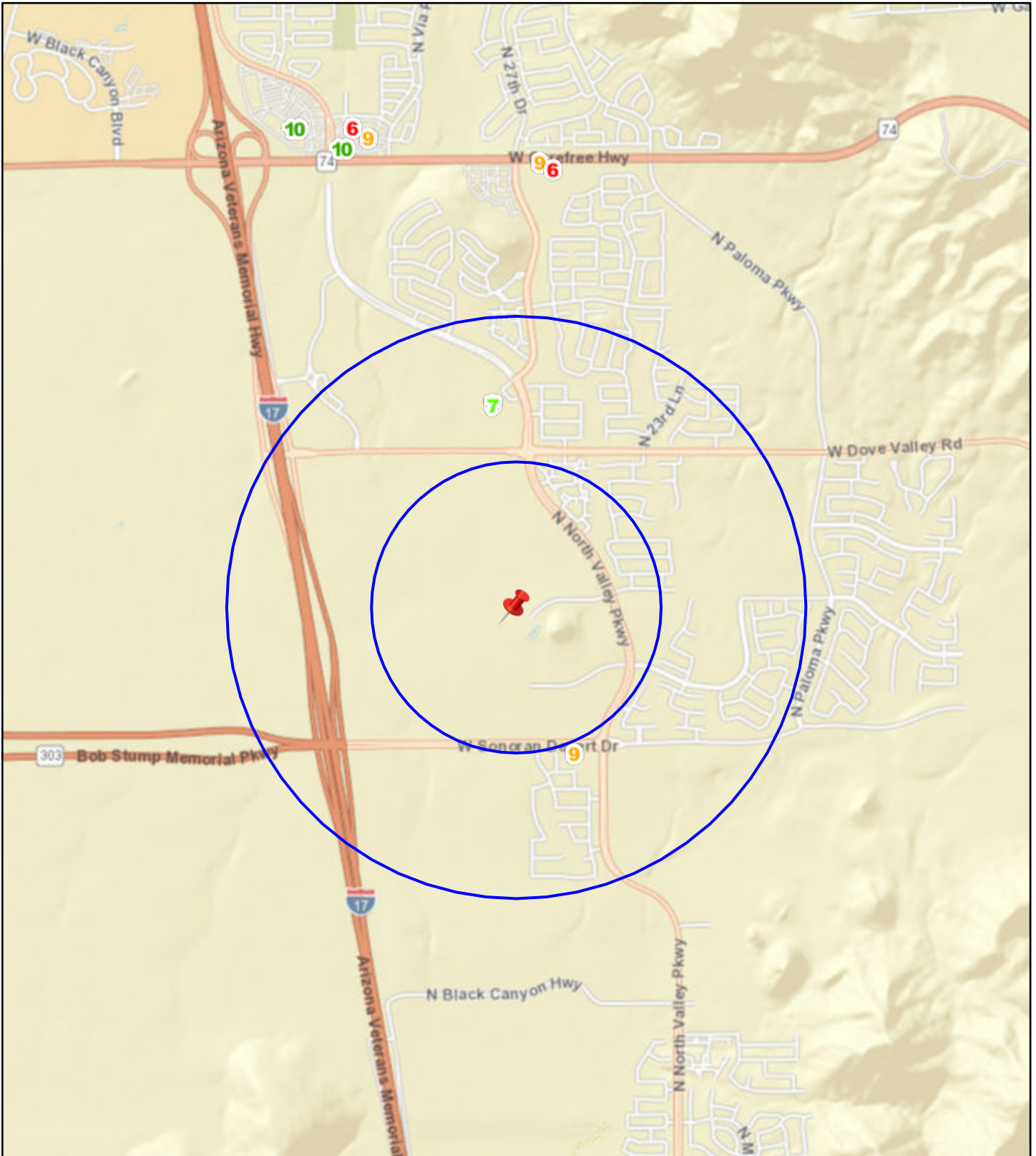
Description	Average	1/2 Mile Average
Parcels w/Violations	41	1
Total Violations	74	1

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
6113003	2126	302	98	169
6113005	2501	532	70	0
6120003	1223	469	32	18
Average	1601	393	60	177

Liquor License Map: FIRE N ICE ARENA

2727 W BRONCO BUTTE TRL



Date: 5/13/2026



0 0.170.35 0.7 1.05 1.4 mi

City Clerk Department



Liquor License - Fire N Ice Hotel - District 2

Request for a liquor license. Arizona State License Application 394696.

Summary

Applicant

Andrea Lewkowitz, Agent

License Type

Series 6 - Bar

Location

2775 W. Bronco Butte Trail

Zoning Classification: C-2 M-R NBCOD

Council District: 2

This request is for an ownership and location transfer of a liquor license for a bar. This location was not previously licensed for liquor sales and does not have an interim permit. This location requires a Use Permit to allow a bar, outdoor dining and outdoor alcohol service. This business is currently under construction with plans to open in August 2026.

The 60-day limit for processing this application is June 23, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

This applicant does not hold an interest in any other active liquor license in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
"Applicant is committed to upholding the highest standards to maintain compliance with applicable laws. Managers and staff will be trained in the techniques of legal and responsible alcohol sales and service."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:
"As part of the Fire N Ice experience, Fire N Ice Resort offers the ultimate convenience for event guests and tournament teams with a 150-room Hilton hotel, adult and recreation pools, dining experiences, and event lawn within walking distance to Fire N Ice Arena. Applicant would like to offer alcoholic beverages to its guests 21 and over."

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Attachments

Attachment A - Fire N Ice Hotel - Data

Attachment B - Fire N Ice Hotel - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: FIRE N ICE HOTEL

Liquor License

Description	Series	1 Mile	1/2 Mile
Beer and Wine Bar	7	1	0
Liquor Store	9	2	0
Restaurant	12	2	2

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	11.41	6.36
Violent Crimes	12.31	1.22	0.74

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

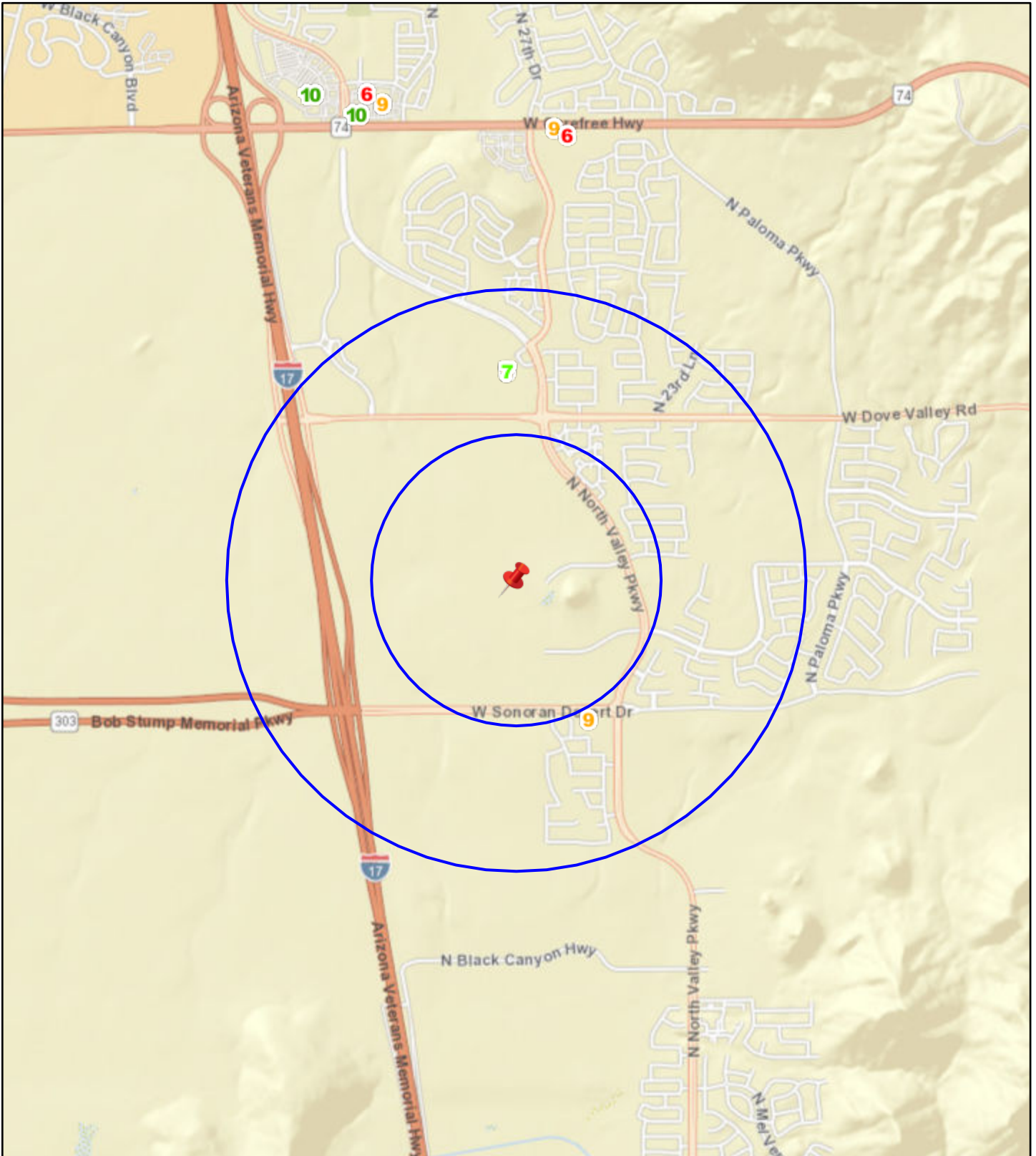
Description	Average	1/2 Mile Average
Parcels w/Violations	41	1
Total Violations	74	1

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
6113003	2126	302	98	169
6113005	2501	532	70	0
6120003	1223	469	32	18
Average	1601	393	60	177

Liquor License Map: FIRE N ICE HOTEL

2775 W BRONCO BUTTE TRL



Date: 5/13/2026



0 0.170.35 0.7 1.05 1.4 mi



Liquor License - 7-Eleven #47406H - District 2

Request for a liquor license. Arizona State License Application 398341.

Summary

Applicant

Andrea Lewkowitz, Agent

License Type

Series 10 - Beer and Wine Store

Location

3152 E. Bell Road

Zoning Classification: C-3

Council District: 2

This request is for a new liquor license for a convenience store that does not sell gas. This location was previously licensed for liquor sales and does not have an interim permit.

The 60-day limit for processing this application is June 22, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
"Applicant is committed to upholding the highest standards for business and maintaining compliance with applicable laws. Managers and staff will be trained in the techniques of legal and responsible alcohol sales and service."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:

"7-Eleven is an on-stop shop for convenience items. The stores offer a variety of goods, including fresh and ready-to eat foods, home and personal care products, snacks, and drinks. Applicant would like to offer beer and wine to customers 21 and over."

Staff Recommendation

Staff recommends approval of this application.

Attachments

Attachment A - 7-Eleven #47406H - Data

Attachment B - 7-Eleven #47406H - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: 7-ELEVEN #47406H

Liquor License

Description	Series	1 Mile	1/2 Mile
Bar	6	1	1
Beer and Wine Bar	7	2	0
Liquor Store	9	5	4
Beer and Wine Store	10	7	1
Restaurant	12	7	5

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	83.75	119
Violent Crimes	12.31	20.32	23.99

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

Description	Average	1/2 Mile Average
Parcels w/Violations	41	64
Total Violations	74	133

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
1033032	1423	526	48	249
1033041	2061	216	78	671
1033042	1200	27	48	284
1033052	2177	371	29	554
6195002	2117	605	14	19
6195003	2528	759	86	475
6196021	1901	596	29	269
Average	1601	393	60	177



Liquor License - Vig PV - District 3

Request for a liquor license. Arizona State License Application 394693.

Summary

Applicant

Andrea Lewkowitz, Agent

License Type

Series 12 - Restaurant

Location

12780 N. Tatum Boulevard, Ste. 102

Zoning Classification: PUD

Council District: 3

This request is for a new liquor license for a restaurant. This location was not previously licensed for liquor sales and does not have an interim permit. This business has plans to open in August 2026.

The 60-day limit for processing this application is June 22, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

This information is not provided due to the multiple ownership interests held by the applicant in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
"Applicant is committed to upholding the highest standards to maintain compliance with applicable laws. Managers and staff will be trained in the techniques of legal and responsible alcohol sales and service."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:
"The Vig Paradise Valley will provide a friendly, casual neighborhood restaurant with a unique experience. Applicant would like to offer alcoholic beverages to guests 21 and over as an incident to the meals they enjoy."

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Attachments

Attachment A - Vig PV - Data

Attachment B - Vig PV - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: VIG PV

Liquor License

Description	Series	1 Mile	1/2 Mile
Bar	6	3	2
Beer and Wine Bar	7	3	3
Liquor Store	9	5	4
Beer and Wine Store	10	7	4
Hotel	11	1	0
Restaurant	12	23	21

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	100.26	127.91
Violent Crimes	12.31	7.37	10.08

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

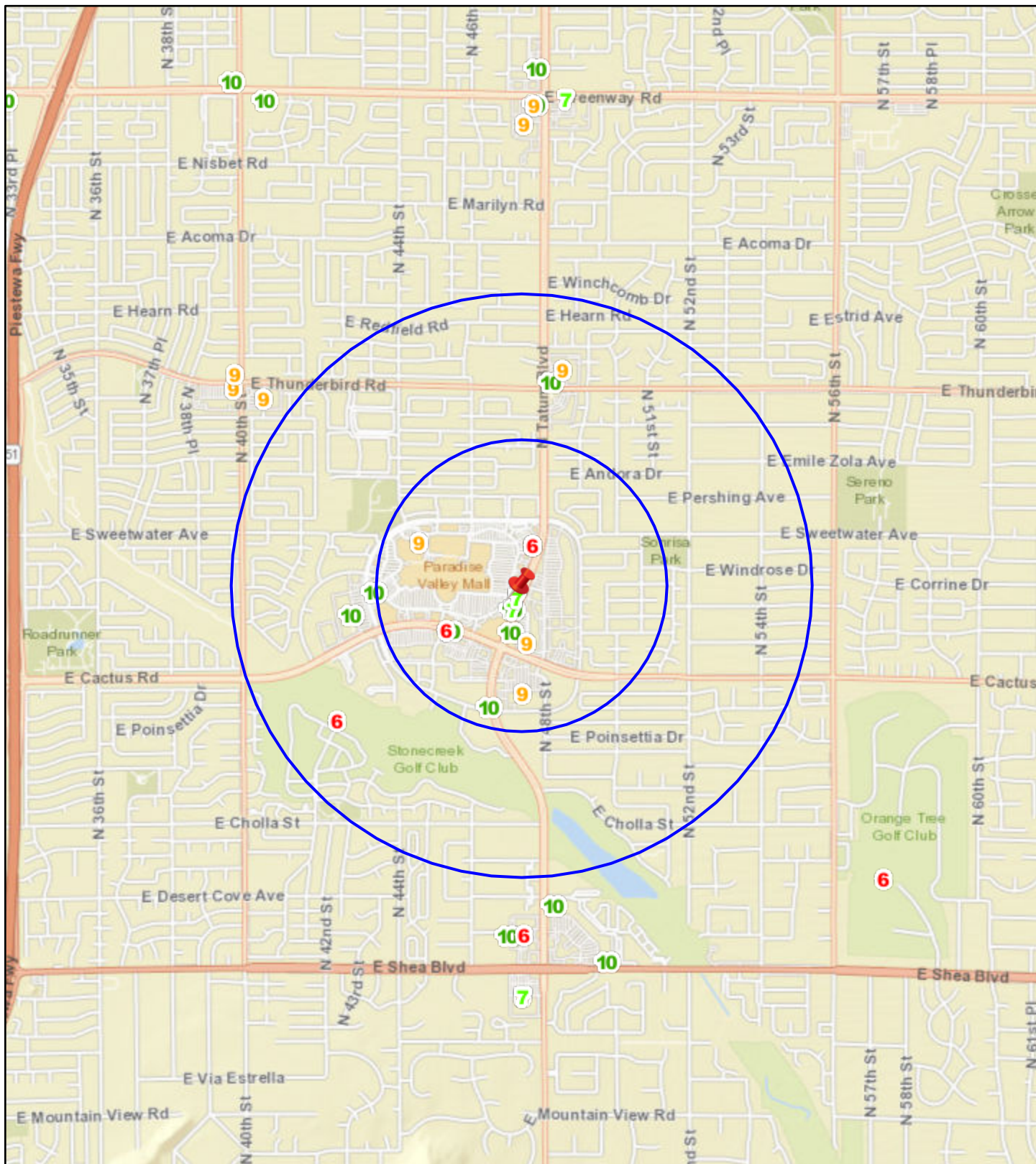
Description	Average	1/2 Mile Average
Parcels w/Violations	41	25
Total Violations	74	42

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
1032051	1081	423	12	54
1032052	1366	422	27	80
1032082	1476	446	407	164
1032091	1078	337	13	65
1032101	1356	384	113	128
1032102	2162	377	102	139
1032104	969	134	63	49
1032105	2200	17	84	175
Average	1601	393	60	177

Liquor License Map: VIG PV

12780 N TATUM BLVD



Date: 5/19/2026



City Clerk Department



Liquor License - Stop & Shop - District 4

Request for a liquor license. Arizona State License Application 397325.

Summary

Applicant

Lauren Merrett, Agent

License Type

Series 10 - Beer and Wine Store

Location

3345 N. 16th Street

Zoning Classification: C-2

Council District: 4

This request is for an acquisition of control of an existing liquor license for a convenience store that sells gas. This location is currently licensed for liquor sales.

The 60-day limit for processing this application is June 27, 2026.

Pursuant to A.R.S. 4-203, consideration may be given only to the applicant's personal qualifications.

Other Active Liquor License Interest in Arizona

This applicant does not hold an interest in any other active liquor license in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because: "Archana Chopra is confident in her ability to responsibly manage and operate a business with liquor license, supported by a track record of reliability and qualifications. Ms. Chopra's experience, commitment to compliance, and understanding of regulatory requirements make her a suitable candidate for holding a liquor license in the city of Phoenix."

Staff Recommendation

Staff recommends approval of this application.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Liquor License - Terrible Herbst - District 5

Request for a liquor license. Arizona State License Application 391031.

Summary

Applicant

Lauren Merrett, Agent

License Type

Series 10 - Beer and Wine Store

Location

2302 W. Northern Avenue

Zoning Classification: C-2

Council District: 5

This request is for a new liquor license for a convenience store that sells gas. This location was not previously licensed for sales and does not have an interim permit.

The 60-day limit for processing this application is June 20, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

This information is not provided due to the multiple ownership interests held by the applicant in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because: "Terrible Herbst is confident in their ability to responsibly manage and operate a business with a liquor license, supported by a track record of reliability and qualifications. Terrible Herbst's experience, commitment to compliance, and understanding of regulatory requirements make them a suitable candidate for holding a liquor license in the city of Phoenix."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:

"The issuance of the liquor license is deemed necessary for public convenience and is in the best interest of the community. This decision is grounded in careful consideration of factors that contribute to the overall well-being of our community, fostering responsible and regulated access to alcoholic beverages."

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Attachments

Attachment A - Terrible Herbst - Data

Attachment B - Terrible Herbst - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: TERRIBLE HERBST

Liquor License

Description	Series	1 Mile	1/2 Mile
Bar	6	1	1
Liquor Store	9	2	1
Beer and Wine Store	10	9	2
Restaurant	12	8	1

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	221.44	278.13
Violent Crimes	12.31	52.7	78.23

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

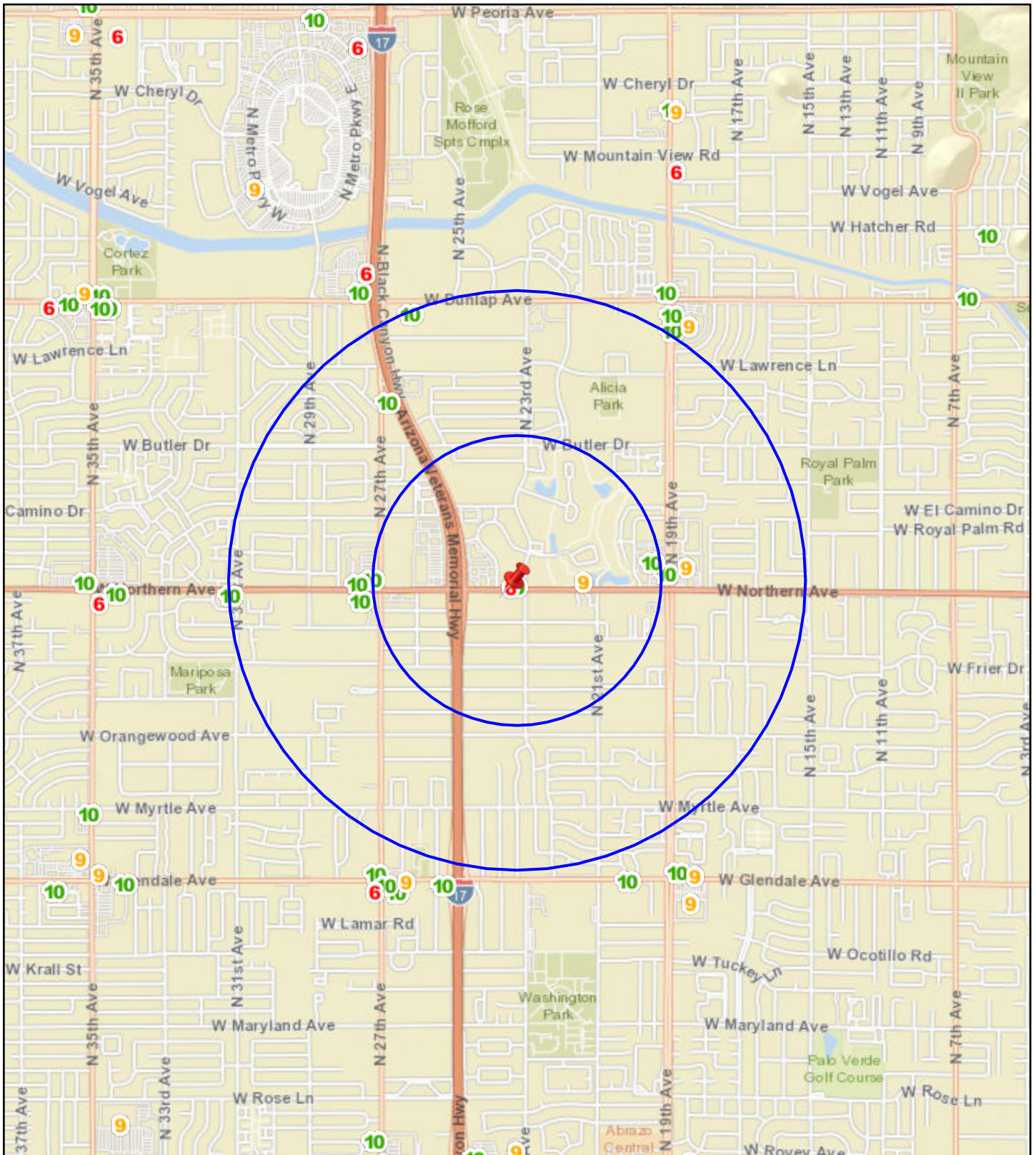
Property Violation Data

Description	Average	1/2 Mile Average
Parcels w/Violations	41	99
Total Violations	74	270

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
1055011	1453	223	37	241
1055012	866	0	20	175
1055021	817	6	37	208
1055031	515	0	19	63
1055032	3678	260	205	969
1056012	1352	448	5	343
1059001	2020	490	47	0
1060011	1853	159	34	635
1060021	1826	129	76	413
1060022	1038	145	43	199
Average	1601	393	60	177

2302 W NORTHERN AVE



Date: 5/13/2026

0 0.17 0.35 0.7 1.05 1.4 mi

City Clerk Department



Report

Agenda Date: 6/17/2026, Item No. 15

Liquor License - Special Event - Almost There: A Mom + Pups Rescue (July 11, 2026) - District 6

Request for a Series 15 - Special Event liquor license for the temporary sale of all liquors.

Summary

Applicant

Molly Gaudreau

Location

5601 N. 16th Street

Council District: 6

Function

Concert

Date(s) - Time(s) / Expected Attendance

July 11, 2026 - 4 p.m. to 10 p.m. / 904 attendees

Staff Recommendation

Staff recommends approval of this application.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Report

Agenda Date: 6/17/2026, Item No. 16

Liquor License - Special Event - Almost There: A Mom + Pups Rescue (July 25, 2026) - District 6

Request for a Series 15 - Special Event liquor license for the temporary sale of all liquors.

Summary

Applicant

Molly Gaudreau

Location

5601 N. 16th Street

Council District: 6

Function

Concert

Date(s) - Time(s) / Expected Attendance

July 25, 2026 - 4 p.m. to 10 p.m. / 904 attendees

Staff Recommendation

Staff recommends approval of this application.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Liquor License - Special Event - The Walter Hive - District 7

Request for a Series 15 - Special Event liquor license for the temporary sale of all liquors.

Summary

Applicant

Dianne Haws, Agent

Location

200 W. Monroe Street
Council District: 7

Function

Concert

Date(s) - Time(s) / Expected Attendance

July 5, 2026 - 3 p.m. to 10 p.m. / 750 attendees

Staff Recommendation

Staff recommends approval of this application.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Liquor License - Buffalo Wild Wings - District 7

Request for a liquor license. Arizona State License Application 388993.

Summary

Applicant

Chad Lahaise, Agent

License Type

Series 12 - Restaurant

Location

7780 S. 59th Avenue

Zoning Classification: S-1 (Approved C-2)

Council District: 7

This request is for a new liquor license for a restaurant. This location was not previously licensed for liquor sales and does not have an interim permit. This business is currently under construction with plans to open in August 2026.

The 60-day limit for processing this application was June 16, 2026. However, the applicant submitted a written request for more time.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

This applicant does not hold an interest in any other active liquor license in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
"I have held multiple liquor licenses in North Dakota, South Dakota and Minnesota for Buffalo Wild Wings and other establishments for over 25 years. I take ownership of these licenses seriously and ensure responsible alcohol service throughout my entire organization."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:
"We will operate a Buffalo Wild Wings which will benefit the community by adding an additional full-service restaurant dining choice that is lacking in the area. We will create new jobs and generate tax revenue to support local services and we have a proven history of supporting schools and organizations through donations and fund-raising events in all other communities we are located. We are committed to the safety and security of our guests through our training and ensuring responsible alcohol service."

Staff Recommendation

Staff recommends approval of this application noting the applicant must resolve any pending City of Phoenix building and zoning requirements, and be in compliance with the City of Phoenix Code and Ordinances.

Attachments

Attachment A - Buffalo Wild Wings - Data

Attachment B - Buffalo Wild Wings - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: BUFFALO WILD WINGS

Liquor License

Description	Series	1 Mile	1/2 Mile
Beer and Wine Bar	7	1	0
Liquor Store	9	1	0
Beer and Wine Store	10	4	2
Restaurant	12	7	2

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	51.56	20.8
Violent Crimes	12.31	11.06	5.83

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within ½ mile radius

Property Violation Data

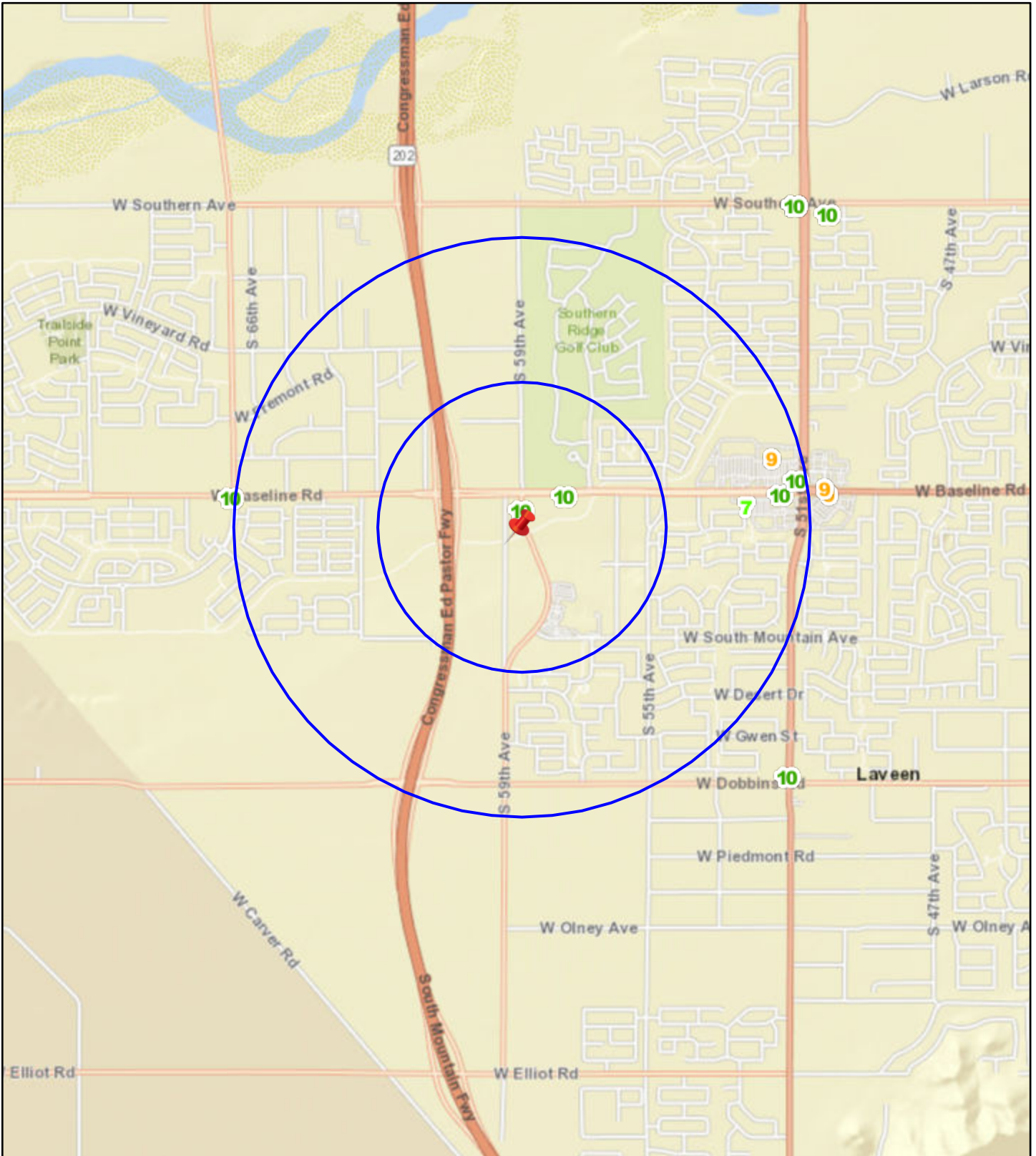
Description	Average	1/2 Mile Average
Parcels w/Violations	41	5
Total Violations	74	9

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
1166182	2889	591	3	231
1166191	1961	404	7	59
1166192	3614	1044	20	309
1166201	888	249	0	40
1166212	3270	664	29	520
Average	1601	393	60	177

Liquor License Map: BUFFALO WILD WINGS

7780 S 59TH AVE



Date: 5/15/2026

0 0.170.35 0.7 1.05 1.4 mi



Liquor License - Aloft Hotel Phoenix Airport - District 8

Request for a liquor license. Arizona State License Application 394624.

Summary

Applicant

Kekoa Morton, Agent

License Type

Series 11 - Hotel

Location

4450 E. Washington Street

Zoning Classification: C-2 M-R TOD-1

Council District: 8

This request is for an acquisition of control of an existing license for a hotel. This location is currently licensed for liquor sales.

The 60-day limit for processing this application is June 20, 2026.

Pursuant to A.R.S. 4-203, consideration may be given only to the applicant's personal qualifications.

Other Active Liquor License Interest in Arizona

This applicant does not hold an interest in any other active liquor license in the State of Arizona.

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because: "InnVentures F&B Services, LLC holds a number of retail liquor licenses in other States and has an unblemished compliance track record in connection with such liquor licenses. InnVentures F&B Services LLC has implemented its internal compliance policies at the Aloft Hotel Phoenix Airport and will comply with all state and local training and responsible beverage service requirements to ensure that the sale of alcoholic beverages is done in a safe and responsible manner."

Staff Recommendation

Staff recommends approval of this application.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Liquor License - Calitacos - District 8

Request for a liquor license. Arizona State License Application 397713.

Summary

Applicant

Andrea Lewkowitz, Agent

License Type

Series 12 - Restaurant

Location

119 E. Baseline Road

Zoning Classification: C-2 HGT/WVR BOAD

Council District: 8

This request is for a new liquor license for a restaurant. This location was not previously licensed for liquor sales and does not have an interim permit.

The 60-day limit for processing this application is June 27, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

The ownership of this business has an interest in other active liquor license(s) in the State of Arizona. This information is listed below and includes information about any

liquor license violations on file with the AZ Department of Liquor Licenses and Control and, for locations within the boundaries of Phoenix, the number of aggregate calls for police service within the last 12 months for the address listed.

Calitacos (Series 12)
245 E. Bell Road, Ste. A-2, Phoenix
Calls for police service: 83
Liquor license violations: None

Calitacos (Series 12)
2757 E. Main Street, Mesa
Calls for police service: N/A - not in Phoenix
Liquor license violations: None

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:
“Applicant is committed to upholding the highest standards for business and maintaining compliance with applicable laws. Managers and staff will be trained in the techniques of legal and responsible alcohol sales and service.”

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:
“Calitacos is a neighborhood restaurant featuring a variety of street tacos, burritos, tortas, and desserts in a family-friendly environment. Applicant would like to continue to offer guests 21 and over the opportunity to enjoy alcoholic beverages as an incident to the meals they enjoy.”

Staff Recommendation

Staff recommends approval of this application.

Attachments

Attachment A - Calitacos - Data
Attachment B - Calitacos - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: CALITACOS

Liquor License

Description	Series	1 Mile	1/2 Mile
Wholesaler	4	1	0
Beer and Wine Bar	7	1	1
Liquor Store	9	5	3
Beer and Wine Store	10	6	1
Restaurant	12	5	1

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	116.1	213.58
Violent Crimes	12.31	23.46	37.68

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

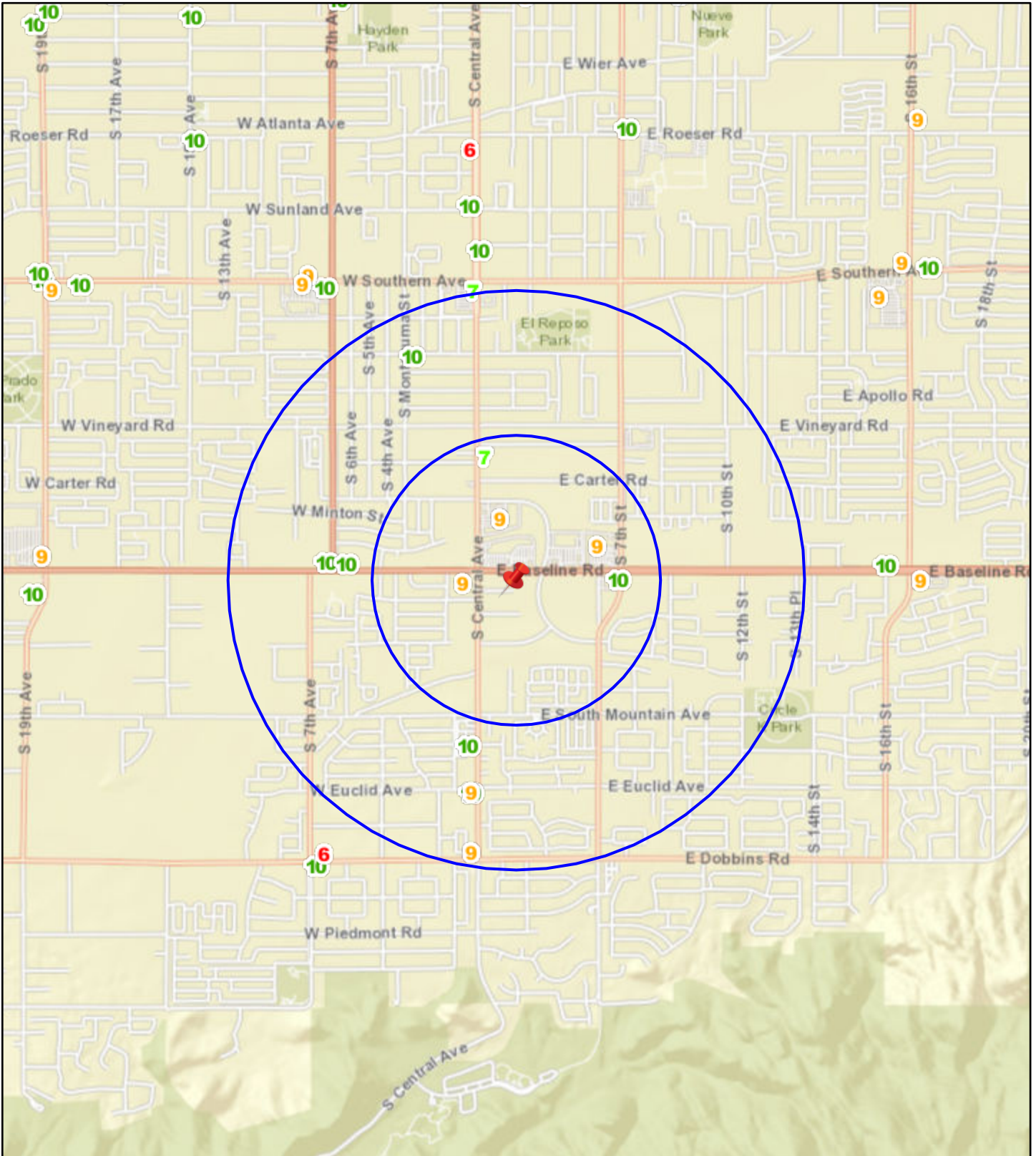
Description	Average	1/2 Mile Average
Parcels w/Violations	41	37
Total Violations	74	75

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
1164004	1042	201	13	71
1165002	1667	315	21	256
1165003	1310	183	39	552
1167033	979	263	13	41
1167351	1566	364	15	265
1167352	1422	260	62	315
1167361	1231	107	15	473
1167362	2156	475	19	241
Average	1601	393	60	177

Liquor License Map: CALITACOS

119 E BASELINE RD



Date: 5/13/2026

0 0.170.35 0.7 1.05 1.4 mi



Liquor License - Culinary Gangster - District 8

Request for a liquor license. Arizona State License Application 392467.

Summary

Applicant

Rocco Raschillo, Agent

License Type

Series 12 - Restaurant

Location

513 E. Roosevelt Street

Zoning Classification: DTC - Evans Churchill East

Council District: 8

This request is for a new liquor license for a restaurant. This location was previously licensed for liquor sales and may currently operate with an interim permit.

The 60-day limit for processing this application is June 26, 2026.

Pursuant to A.R.S. 4-203, a spirituous liquor license shall be issued only after satisfactory showing of the capability, qualifications and reliability of the applicant and that the public convenience and the best interest of the community will be substantially served by the issuance. If an application is filed for the issuance of a license for a location, that on the date the application is filed has a valid license of the same series issued at that location, there shall be a rebuttable presumption that the public convenience and best interest of the community at that location was established at the time the location was previously licensed. The presumption shall not apply once the licensed location has not been in use for more than 180 days.

Other Active Liquor License Interest in Arizona

The ownership of this business has an interest in other active liquor license(s) in the State of Arizona. This information is listed below and includes information about any

liquor license violations on file with the AZ Department of Liquor Licenses and Control and, for locations within the boundaries of Phoenix, the number of aggregate calls for police service within the last 12 months for the address listed.

Culinary Gangster (Series 12)

501 S. Mill Avenue, Tempe

Calls for police service: N/A - not in Phoenix

Liquor license violations: None

Public Opinion

No protest or support letters were received within the 20-day public comment period.

Applicant's Statement

The applicant submitted the following statement in support of this application. Spelling, grammar and punctuation in the statement are shown exactly as written by the applicant on the City Questionnaire.

I have the capability, reliability and qualifications to hold a liquor license because:

"I have had a license at this same location. I have 17 years experience in restaurant and bar management."

The public convenience requires and the best interest of the community will be substantially served by the issuance of the liquor license because:

"Will give the Roosevelt row art district a clean and safe environment to enjoy food and drinks."

Staff Recommendation

Staff recommends approval of this application.

Attachments

Attachment A - Culinary Gangster - Data

Attachment B - Culinary Gangster - Map

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.

Liquor License Data: CULINARY GANGSTER

Liquor License

Description	Series	1 Mile	1/2 Mile
Microbrewery	3	2	2
Wholesaler	4	1	0
Government	5	7	4
Bar	6	38	14
Beer and Wine Bar	7	10	3
Liquor Store	9	5	2
Beer and Wine Store	10	11	4
Hotel	11	6	2
Restaurant	12	64	21

Crime Data

Description	Average *	1 Mile Average **	1/2 Mile Average***
Property Crimes	64.2	263.11	303.07
Violent Crimes	12.31	56.31	63.48

*Citywide average per square mile **Average per square mile within 1 mile radius ***Average per square mile within 1/2 mile radius

Property Violation Data

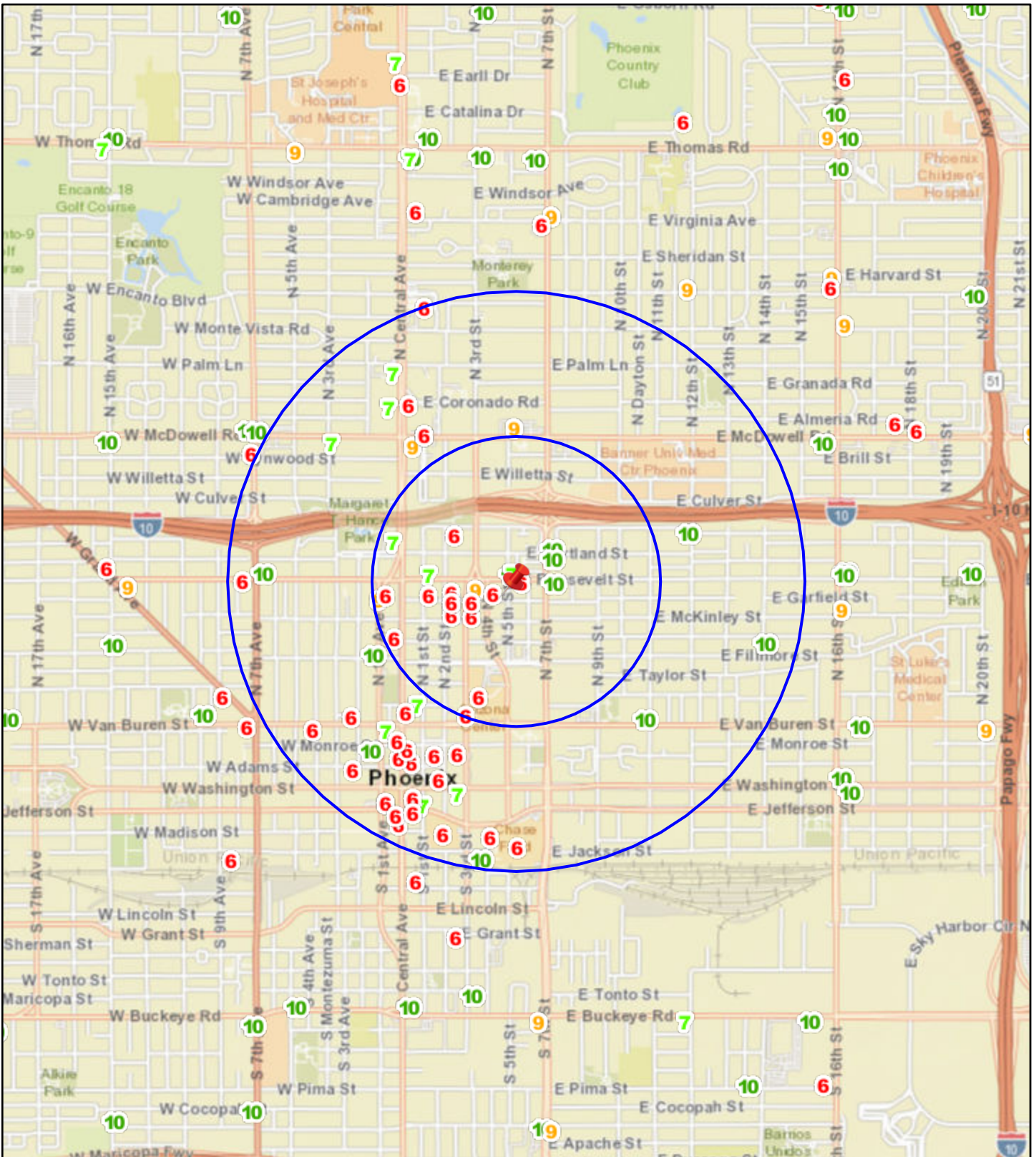
Description	Average	1/2 Mile Average
Parcels w/Violations	41	97
Total Violations	74	162

Census 2020 Data 1/2 Mile Radius

BlockGroup	2020 Population	Owner Occupied	Residential Vacancy	Persons in Poverty
1118004	1423	507	117	200
1130001	2898	331	199	515
1130002	1364	179	221	139
1131002	2026	50	492	845
1131003	2654	2	355	297
1132021	740	87	52	190
1132022	1347	118	99	594
1132041	1507	221	53	310
1132042	506	63	11	131
1141001	2605	227	111	276
Average	1601	393	60	177

Liquor License Map: CULINARY GANGSTER

513 E ROOSEVELT ST



Date: 5/12/2026



0 0.170.35 0.7 1.05 1.4 mi



Agenda Date: 6/17/2026, Item No. 22

Bingo License - Monfort Post No. 9400, Veterans of Foreign Wars of the United - District 3

Request for a Class B Bingo License.

Summary

State law requires City Council approval before a State Bingo License can be issued.

Bingo License Types

Class A - gross receipts shall not exceed \$75,000 per year

Class B - gross receipts shall not exceed \$500,000 per year

Class C - anticipated gross receipts may exceed \$500,000 per year

Applicant

Michael Parker

Location

804 E. Purdue Avenue

Zoning Classification: R-4

Council District: 3

Staff Recommendation

Staff recommends approval of this application.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Report

Agenda Date: 6/17/2026, **Item No.** 23

Federal Aviation Administration

For \$130,030 in additional payment authority for Contract 156964, for a term not to exceed five years from the execution of the reimbursable agreement with the Federal Aviation Administration (FAA) for the Aviation Department. This amendment is necessary to allow the FAA to provide required oversight services for the design and construction of the New Apron and Taxiway Connector project at Phoenix Goodyear Airport. The scope of work supports the development of a new aircraft parking apron and includes FAA-provided materials, supplies, equipment, and related services necessary for the relocation of the FAA's Surface Weather System.



Report

Agenda Date: 6/17/2026, Item No. 24

Info-Teach Research Group, Inc., dba McLean and Company

For \$31,850 in payment authority to purchase the McLean Advisory Membership and the McLean Team Seat for the Human Resources Department. Further request an exception to the indemnity and assumption of liability provisions of the Phoenix City Code Section 42-18. This membership will provide the Talent Development Division with advisory-level access to diagnostic tools, research, and expert guidance to support citywide workforce development efforts. McLean & Company will supply competency frameworks, implementation tools, workshops, templates, assessments, and surveys to aid in developing a comprehensive, citywide competency model aligned with organizational culture and strategic goals.



Report

Agenda Date: 6/17/2026, Item No. 25

United States Postal Service - Annual Payment Authority

For \$3,891,921 in payment authority for the United States Postal Service for metered and non-metered mail charges of City departments for the period of July 1, 2026, through June 30, 2027, as provided in the proposed annual operating budget.



Report

Agenda Date: 6/17/2026, Item No. 26

Various Vendors - Annual Utility Charges

For \$114,606,908 in payment authority for Arizona Public Service, Salt River Project, and Southwest Gas for electricity and gas charges of City Departments for the period of July 1, 2026, through June 30, 2027, as provided in the proposed annual operating budget.



Report

Agenda Date: 6/17/2026, Item No. 27

Fiberquant, Inc. dba Fiberquant Analytical Services and SGS North America, Inc.

For \$236,500 in payment authority for a new contract, entered on or about September 1, 2026, for a term of five years to provide laboratory testing services for the Parks and Recreation and Human Resources departments. The laboratory services will provide analysis and reporting of bulk and air samples for asbestos, lead-based paint and coatings, mold, crystalline silica, volatile organic compounds, and other airborne particulates throughout City of Phoenix facilities. The services are essential to ensure safe work site operations and to maintain compliance with federal, state, and local safety and environmental standards.



Report

Agenda Date: 6/17/2026, Item No. 28

United Phoenix Firefighters Association

For \$300,000 in payment authority for the Employee Wellness and Assistance program for Fiscal Year 2026-27 for the Fire Department. The program provides employee assistance and professional services to Fire employees and their family members.



Report

Agenda Date: 6/17/2026, Item No. 29

Public Safety Personnel Retirement System

For \$102,950 in annual payment authority to purchase the Fiscal Year 2026-27 employer cost of the Firefighter and Peace Officer Cancer Insurance Policy program for the Fire Department.



Report

Agenda Date: 6/17/2026, Item No. 30

030530 Uniforms LLC, dba Ace Uniforms of Phoenix and Debra Lynn Ludlow, dba CODB Solutions LLC

For \$100,000 in payment authority for new contracts entered on or about June 17, 2026, for a term of five years for the Fire Department. The contracts will provide required uniforms and related clothing needed to maintain the standardized equipment and apparel necessary for operational readiness. As part of its responsibilities under the FEMA/US&R Program, the City must ensure that Urban Search and Rescue personnel are equipped with consistent, compliant uniforms for deployment to national incidents when requested by the Federal Emergency Management Agency.



Report

Agenda Date: 6/17/2026, Item No. 31

Salt River Project

For \$54,490 in payment authority for installation of equipment services for the Office of Homeless Solutions. These services are associated with establishing electricity at the Phoenix Navigation Center shelter.



Report

Agenda Date: 6/17/2026, Item No. 32

Arizona Courtlines Inc.

For \$80,000 in payment authority to purchase basketball backboard systems preventive maintenance and repair services beginning on July 1, 2026, through September 30, 2026, for the Parks and Recreation Department. The expenditures are necessary to provide preventive maintenance, inspection, and repair services on motorized basketball backboard systems. The basketball backboard systems and related equipment are regularly used by youth and adult sports leagues and require regular maintenance and repair to ensure safety.



Report

Agenda Date: 6/17/2026, **Item No.** 33

Code Studio, Inc.

For \$83,384 in payment authority for a new contract, beginning on or about July 1, 2026, with an urban planning firm specializing in form-based code for the Public Transit Department. This contract will allow for the refining and calibration of the Walkable Urban (WU) Code to support updates in Transit Oriented Community (TOC) areas adjacent to future High-Capacity Transit (HCT) projects, using remaining federal Transit Oriented Development grant funds.



Report

Agenda Date: 6/17/2026, **Item No.** 34

Salt River Project

For \$48,560 in payment authority for design and construction services for the Street Transportation Department. The project includes installing 15 streetlights along the east side of 27th Avenue and minor intersecting streets from Bethany Home Road to Maryland Avenue.



Report

Agenda Date: 6/17/2026, **Item No.** 35

Salt River Project

For \$40,560 in payment authority for a one-time payment to Salt River Project, effective July 1, 2026, to cover distribution design and construction costs associated with the City's Project PA75200679-1 - Farmland Park, for the Parks and Recreation Department.



Report

Agenda Date: 6/17/2026, Item No. 36

Maricopa County Environmental Services Department

For \$75,000 in payment authority for Fiscal Year 2026-2027 permit fees for the Water Services Department. This expense covers the Phoenix Municipal Water System annual operating permit and 17 septage hauler license permits.



Report

Agenda Date: 6/17/2026, Item No. 37

Maricopa County Air Quality Department

For \$40,000 in payment authority for Fiscal Year 2026-2027 for annual operating air permits for the Water Services Department. The air permits are required for any source, including boilers, incinerators, chemical processing, and abrasive, that releases contaminants, such as dust particles, smoke, carbon monoxide, or volatile organic compounds, into the air.



Report

Agenda Date: 6/17/2026, Item No. 38

City Treasurer - Annual Payment Authority

For \$26,663,418 in payment authority on behalf of the Water Services Department for water charges of City departments for the period of July 1, 2026, through June 30, 2027, as provided in the proposed annual operating budget.



Report

Agenda Date: 6/17/2026, Item No. 39

Settlement of Claim(s) Arispe v. City of Phoenix

For an additional payment of a judgment in the amount of \$3,085.64, plus statutory interest as applicable, rendered against the City in *Arispe v. City of Phoenix*, CV2023-007689, 22-0466-001, AU, BI, for the Finance Department, pursuant to Phoenix City Code Chapter 42. This is a judgment on a claim involving the Police Department on May 20, 2022.



Report

Agenda Date: 6/17/2026, Item No. 40

Settlement of Claim(s) Carbajal v. City of Phoenix

To make payment of up to \$80,000, in settlement of claim(s) in *Carbajal v. City of Phoenix*, 26-0213-001, AU, BI, for the Finance Department pursuant to Phoenix City Code Chapter 42. This is a settlement of a claim involving the Police Department on March 31, 2025.



Report

Agenda Date: 6/17/2026, Item No. 41

Settlement of Claim(s) East Valley Disaster Services v. City of Phoenix

To make payment of up to \$49,880, in settlement of claim(s) in *East Valley Disaster Services v. City of Phoenix*, 22-0940-002, GL, PD, for the Finance Department pursuant to Phoenix City Code Chapter 42. This is a settlement of a claim involving the Water Department on January 31, 2023.



Report

Agenda Date: 6/17/2026, Item No. 42

Settlement of Claim(s) Largo v. City of Phoenix

To make payment of up to \$40,580, in settlement of claim(s) in *Largo v. City of Phoenix*, 23-1103-001, GL, PD, for the Finance Department pursuant to Phoenix City Code Chapter 42. This is a settlement of a claim involving the Water Services Department on May 24, 2024.



Report

Agenda Date: 6/17/2026, Item No. 43

Settlement of Claim(s) Reischl v. City of Phoenix

To make payment of up to \$95,000, in settlement of claim(s) in *Reischl v. City of Phoenix*, 26-0623-001, GL, PD, for the Finance Department pursuant to Phoenix City Code Chapter 42. This is a settlement of a claim involving the Water Services Department on January 27, 2026.



Public Hearing on Proposed Property Tax Levy, Truth in Taxation and Adoption of the Final 2026-27 Annual Budget - Citywide

As required by City Charter, Chapter XVIII, Section 6(B)(1) and Arizona Revised Statutes 14-17104(A), this item requests the City Council hold a public hearing on the City's proposed Property Tax Levy and Truth in Taxation and the adoption of the final 2026-27 City of Phoenix Annual Budget (see **Attachment A** for State Budget Forms and Truth in Taxation Notice).

Responsible Department

This item is submitted by City Manager Ed Zuercher, Deputy City Manager Amber Williamson and the Budget and Research Department.

**State Forms A through G and
Truth in Taxation Notice & Explanation**

CITY OF PHOENIX, ARIZONA
Summary Schedule of Estimated Revenues and Expenditures/Expenses
Fiscal Year 2026-27
(In Thousands)

Fiscal Year	S c h	FUNDS						Enterprise Funds Available	Reappropriation Funds	Total All Funds
		General Fund	Special Revenue Fund	Debt Service Fund	Capital Projects Fund					
2026	Adopted/adjusted budgeted expenditures/expenses*	2,194,555	2,550,082	150,863	2,269,460		2,965,389	4,315,419		14,445,768
2026	Actual expenditures/expenses**	1,931,450	1,795,378	150,165	961,092		2,074,651	2,690,013		9,602,749
2027	Beginning fund balance/(deficit) or net position/(deficit) at July 1***	259,248	1,264,160		693,925		1,368,298	4,430,943		8,016,574
2027	Primary property tax levy	233,412								233,412
2027	Secondary property tax levy			142,884						142,884
2027	Estimated revenues other than property taxes	303,530	3,434,873	2,934	928,550		2,049,349			6,719,237
2027	Other financing sources	5,500	3,920		253,400		7,806			270,626
2027	Other financing (uses)									
2027	Interfund transfers in	1,671,996	909,421	6,805	260,727		117,952			2,966,900
2027	Interfund Transfers (out)	172,774	2,418,105		279,976		104,026			2,974,880
2027	Reduction for fund balance reserved for future budget year expenditures									
LESS:	Maintained for future debt retirement									
	Maintained for future capital projects									
	Maintained for future financial stability									
	Maintained for future retirement contributions									
2027	Total Financial Resources Available ****	2,300,911	3,194,269	152,624	1,856,625		3,439,380	4,430,943		15,374,752
2027	Budgeted Expenditures/Expenses ****	2,300,911	2,261,253	152,624	2,099,308		3,038,482	4,430,943		14,283,521

EXPENDITURE LIMITATION COMPARISON

	2026	2027
1. Budgeted expenditures/expenses	\$ 10,130,349	\$ 9,852,578
2. Add/subtract: estimated net reconciling items	296,821	220,936
3. Budgeted expenditures/expenses adjusted for reconciling items	10,427,170	10,073,514
4. Less: estimated exclusions		
5. Amount subject to the expenditure limitation	\$ 10,427,170	\$ 10,073,514
6. EEC expenditure limitation or voter-approved alternative expenditure limitation	\$ 14,445,768	\$ 14,283,521

* Includes Expenditure/Expense Adjustments Approved in the current year from Schedule E.

** Includes actual amounts as of the date the proposed budget was prepared, adjusted for estimated activity for the remainder of the fiscal year.

*** Amounts on this line represent Fund Balance/Net Position amounts except for amounts not in spendable form (e.g., prepaids and inventories) or legally or contractually required to be maintained intact (e.g., principal of a permanent fund).

**** The total available financial resources of Capital Projects Fund are lower than budgeted expenditures due to bonds authorized for sale but not yet sold. Bond sales are based on cash flow needs rather than budgetary fund balance.

CITY OF PHOENIX, ARIZONA
Tax Levy and Tax Rate Information
Fiscal Year 2026-27
(In Thousands)

	<u>2025-26</u>	<u>2026-27</u>
1. Maximum allowable primary property tax levy. A.R.S. §42-17051(A)	\$ <u>226,692</u>	\$ <u>235,769</u>
2. Amount received from primary property taxation in the current year in excess of the sum of that year's maximum allowable primary property tax levy. A.R.S. §42-17102(A)(18)	\$ <u></u>	
3. Property tax levy amounts		
A. Primary property taxes	\$ <u>224,968</u>	\$ <u>235,769</u>
B. Secondary property taxes	<u>144,688</u>	<u>144,327</u>
C. Total property tax levy amounts	\$ <u>369,656</u>	\$ <u>380,096</u>
4. Property taxes collected*		
A. Primary property taxes		
(1) Current year's levy	\$ <u>222,719</u>	
(2) Prior years' levies	<u>527</u>	
(3) Total primary property taxes	\$ <u>223,246</u>	
B. Secondary property taxes		
(1) Current year's levy	\$ <u>143,241</u>	
(2) Prior years' levies	<u>260</u>	
(3) Total secondary property taxes	\$ <u>143,501</u>	
C. Total property taxes collected	\$ <u>366,747</u>	
5. Property tax rates		
A. City/Town tax rate		
(1) Primary property tax rate	<u>1.2658</u>	<u>1.2652</u>
(2) Secondary property tax rate	<u>0.8141</u>	<u>0.7745</u>
(3) Total city/town tax rate	<u>2.0799</u>	<u>2.0397</u>
B. Special assessment district tax rates		
Secondary property tax rates - As of the date the proposed budget was prepared, the city/town was operating <u>one</u> special assessment districts for which secondary property taxes are levied. For information pertaining to these special assessment districts and their tax rates, please contact the city/town.		

* The 2026-27 planned primary and secondary levies are \$235,768,973 and \$144,327,434, respectively. Historically, actual property tax collections have been slightly lower than the amount levied. For 2026-27, actual collections for primary and secondary property taxes are estimated to be \$233,412,000 and \$142,884,434, or 99% of the levy amount.

** Includes actual property taxes collected as of the date the proposed budget was prepared, plus estimated property tax collections for the remainder of the fiscal year.

CITY OF PHOENIX, ARIZONA
Revenues Other Than Property Taxes
Fiscal Year 2026-27
(In Thousands)

SOURCE OF REVENUES	ESTIMATED REVENUES 2025-26	ACTUAL REVENUES* 2025-26	ESTIMATED REVENUES 2026-27
GENERAL FUND			
Intergovernmental			
County Vehicle License Tax	\$ 90,871	\$ 90,376	\$ 93,423
Charges for services			
Fire Emergency Transportation Services	\$ 66,974	\$ 74,726	\$ 79,269
Hazardous Materials Inspection Fee	1,500	2,080	2,798
Planning	1,836	2,228	2,012
Police	17,177	18,626	19,007
Street Transportation	8,343	9,220	9,381
Other Service Charges	32,111	32,105	33,581
Fines and forfeits			
Moving Violations	\$ 4,338	\$ 4,385	\$ 4,385
Parking Violations	489	544	544
Driving While Intoxicated	525	480	480
Defensive Driving Program	2,195	2,230	2,500
Other Receipts	1,982	1,827	1,867
Interest on investments			
Interest on investments	\$ 25,785	\$ 32,094	\$ 29,933
Contributions			
SRP In-Lieu Taxes	\$ 1,892	\$ 2,074	\$ 2,074
Miscellaneous			
Miscellaneous	\$ 8,671	\$ 8,037	\$ 7,858
Parks and Recreation	8,653	8,622	9,009
Libraries	425	408	410
Cable Communications	5,472	5,600	5,000
Total General Fund	\$ 279,239	\$ 295,662	\$ 303,530
SPECIAL REVENUE FUNDS			
Highway User Revenue Fund			
Incorporated Cities Share	\$ 133,236	\$ 128,879	\$ 129,883
300,000 Population Share	34,497	33,835	34,504
Interest/Other	5,543	8,875	7,378
	\$ 173,276	\$ 171,589	\$ 171,765

CITY OF PHOENIX, ARIZONA
Revenues Other Than Property Taxes
Fiscal Year 2026-27
(In Thousands)

SOURCE OF REVENUES	ESTIMATED REVENUES 2025-26	ACTUAL REVENUES* 2025-26	ESTIMATED REVENUES 2026-27
Excise Tax Fund			
Local Taxes	\$ 839,048	\$ 817,472	\$ 831,870
Stormwater	7,131	7,174	7,246
Jet Fuel	886	858	874
Marijuana Sales Tax Earmarked for Public Safety Pension	12,875	11,685	12,152
License & Permits	4,775	5,205	5,442
State Sales Tax	262,745	256,383	265,158
State Income Tax	328,334	326,128	351,978
Neighborhood Protection	64,003	62,371	63,545
2007 Public Safety Expansion	128,006	124,744	127,089
Public Safety Enhancement	35,310	34,232	34,887
Parks and Preserves	64,003	62,373	63,544
Transportation 2050	439,091	426,167	434,840
Capital Construction	6,920	5,850	5,659
Sports Facilities, Bioscience & Tourism	32,810	29,944	30,579
Convention Center	103,475	94,192	96,761
	\$ 2,329,412	\$ 2,264,777	\$ 2,331,624
Other Special Revenue Funds			
Neighborhood Protection	\$ 714	\$ 1,489	\$ 856
2007 Public Safety Expansion	800	881	819
Parks and Preserves	4,414	4,488	4,049
Transportation 2050	53,520	54,010	55,009
Capital Construction	894	1,059	985
Sports Facilities, Bioscience & Tourism	6,656	8,026	7,700
Development Services	84,032	98,821	112,221
Regional Transit	67,217	85,555	120,931
Community Reinvestment	11,504	12,767	7,811
Impact Fee Administration	790	733	728
Regional Wireless Cooperative	7,494	13,038	19,410
Golf	14,070	13,943	14,357
Court Awards	5,075	3,511	3,170
	\$ 257,177	\$ 298,320	\$ 348,046
Other Restricted Funds			
Court Special Fees	\$ 867	\$ 971	\$ 962
Vehicle Impound Program	1,895	1,826	1,826
Other Restricted Funds	28,185	31,439	29,247
Affordable Housing Program	22,718	18,834	9,460
	\$ 53,665	\$ 53,070	\$ 41,495
Federal Funds			
Public Housing	\$ 239,048	\$ 219,508	\$ 214,083
Human Services	101,901	74,163	85,864
Federal Transit Administration	122,688	95,745	98,319
Community Development	37,897	25,032	25,149
Criminal Justice/Public Safety	10,553	10,793	23,594
Other Federal & State Grants	187,059	134,927	94,934
	\$ 699,145	\$ 560,168	\$ 541,944
Total Special Revenue Funds	\$ 3,512,676	\$ 3,347,925	\$ 3,434,873

CITY OF PHOENIX, ARIZONA
Revenues Other Than Property Taxes
Fiscal Year 2026-27
(In Thousands)

SOURCE OF REVENUES	ESTIMATED REVENUES 2025-26	ACTUAL REVENUES* 2025-26	ESTIMATED REVENUES 2026-27
DEBT SERVICE FUNDS			
Secondary Property Tax Interest	\$ -	\$ 5,458	\$ 2,934
Total Debt Service Funds	\$ -	\$ 5,458	\$ 2,934
CAPITAL PROJECTS FUNDS			
Bond Funds	\$ -	\$ 14,712	\$ -
Capital Grants	484,338	326,089	406,058
Capital Reserves	-	14,888	-
Customer Facility Charges	62,100	56,369	57,496
Federal, State and Other Participation	175,871	83,494	301,579
Impact Fees	-	55,507	-
Other Capital Funds	-	535	-
Other Cities' Share in Joint Ventures	85,632	85,090	63,377
Passenger Facility Charges	105,717	98,078	100,040
Solid Waste Remediation	-	152	-
Total Capital Projects Funds	\$ 913,658	\$ 734,914	\$ 928,550
ENTERPRISE FUNDS			
Convention Center	\$ 40,013	\$ 42,668	\$ 42,242
Solid Waste	216,352	220,005	247,131
Aviation	663,361	679,079	688,740
Water System	782,974	692,748	726,112
Wastewater System	338,782	341,331	345,123
Total Enterprise Funds	\$ 2,041,482	\$ 1,975,830	\$ 2,049,349
TOTAL ALL FUNDS	\$ 6,747,055	\$ 6,359,789	\$ 6,719,237

* Includes actual revenues recognized on the modified accrual or accrual basis as of the date the proposed budget was prepared, plus estimated revenues for the remainder of the fiscal year.

CITY OF PHOENIX, ARIZONA
Other Financing Sources/<Uses> and Interfund Transfers
Fiscal Year 2026-27
(In Thousands)

FUND	OTHER FINANCING 2026-27		INTERFUND TRANSFERS 2026-27	
	SOURCES	<USES>	IN	<OUT>
GENERAL FUND				
General Fund	\$ 5,500	\$	\$ 1,546,158	\$ 168,533
Library			11,647	4,241
Parks			113,392	
Cable Communications			799	
Total General Fund	\$ 5,500	\$	\$ 1,671,996	\$ 172,774
SPECIAL REVENUE FUNDS				
Excise	\$	\$	\$	\$ 2,331,623
Arizona Highway User Revenue	1,877			4,248
Capital Construction	27		5,659	
City Improvement			91,591	
Community Reinvestment	21			2,932
Court Awards	34			
Development Services	30			6,848
Golf	5			
Neighborhood Protection	31		63,545	7,884
Parks and Preserves			63,544	154
Public Safety Enhancement			34,887	617
Public Safety Expansion			127,089	2,025
Sports Facilities, Bioscience & Tourism			30,579	36,661
Transportation 2050	1,530		434,840	23,622
Other Restricted	102		57,686	1,371
Grant Funds	263			120
Total Special Revenue Funds	\$ 3,920	\$	\$ 909,421	\$ 2,418,105
DEBT SERVICE FUNDS				
Secondary Property Tax	\$	\$	\$ 6,805	\$
Total Debt Service Funds	\$	\$	\$ 6,805	\$
CAPITAL PROJECTS FUNDS				
2023 General Obligation Bonds	\$ 250,000	\$	\$ 250,979	\$ 250,979
Aviation Bonds	1,600			
Other Bonds				8,498
Wastewater Bonds	900			
Capital Reserves			9,748	
Customer Facility Charges				15,499
Other Capital				5,000
Water Bonds	900			
Total Capital Projects Funds	\$ 253,400	\$	\$ 260,727	\$ 279,976

CITY OF PHOENIX, ARIZONA
Other Financing Sources/<Uses> and Interfund Transfers
Fiscal Year 2026-27
(In Thousands)

FUND	OTHER FINANCING 2026-27		INTERFUND TRANSFERS 2026-27	
	SOURCES	<USES>	IN	<OUT>
ENTERPRISE FUNDS				
Aviation	\$ 2,768	\$	\$ 16,191	\$ 18,017
Convention Center	669		96,761	15,424
Solid Waste	491			14,725
Wastewater	912			21,689
Water	2,966		5,000	34,171
Total Enterprise Funds	\$ 7,806	\$	\$ 117,952	\$ 104,026
TOTAL ALL FUNDS	\$ 270,626	\$	\$ 2,966,900	\$ 2,974,880

CITY OF PHOENIX, ARIZONA
Expenditures/Expenses by Fund
Fiscal Year 2026-27
(In Thousands)

FUND/DEPARTMENT	ADOPTED BUDGETED EXPENDITURES/ EXPENSES 2025-26	EXPENDITURE/ EXPENSE ADJUSTMENTS APPROVED 2025-26	ACTUAL EXPENDITURES/ EXPENSES* 2025-26	BUDGETED EXPENDITURES/ EXPENSES 2026-27
GENERAL FUND				
<i>General:</i>	\$	\$	\$	\$
General Government	241,080		236,495	258,810
Criminal Justice	46,847		46,155	49,805
Public Safety	1,321,130		1,296,466	1,400,293
Transportation	1,902		1,902	3,167
Community Development	39,949	1,000	40,342	43,464
Community Enrichment	55,729		51,535	80,187
Environmental Services	40,435		36,707	41,997
Contingencies/Non-Departmental**	180,561		(14,006)	163,500
Capital Budget	70,027		43,024	59,989
Parks and Recreation				
Operating	134,775	(100)	132,991	137,160
Capital	3,119	100	3,119	
Library				
Operating	51,366		51,045	55,831
Capital	1,020		110	910
Cable Communications	5,614		5,564	5,799
Total General Fund	\$ 2,193,555	\$ 1,000	\$ 1,931,450	\$ 2,300,911
SPECIAL REVENUE FUNDS				
	\$	\$	\$	\$
Arizona Highway User Revenue				
Operating	97,066		94,649	103,259
Capital	131,352		72,280	126,054
Capital Construction				
Operating	140		140	140
Capital	25,960		9,333	21,124
City Improvement	106,500		93,208	91,591
Community Reinvestment				
Operating	2,771		2,647	2,548
Capital	5,315		2,996	4,415
Court Awards	3,154		3,154	3,170
Development Services				
Operating	93,015		92,121	102,427
Contingencies	1,000			10,000
Capital	7,080		2,581	4,650
Federal Community Development				
Operating	29,806		18,434	21,018
Capital	8,091		5,979	4,134
Federal & State Grants				
Operating	126,896		66,523	95,621
Capital	35,351		28,998	12,673
Federal Transit				
Operating	25,843		23,216	25,595
Capital	96,845		37,460	72,723
Golf Course				
Operating	12,571	950	12,747	12,910

CITY OF PHOENIX, ARIZONA
Expenditures/Expenses by Fund
Fiscal Year 2026-27
(In Thousands)

FUND/DEPARTMENT	ADOPTED BUDGETED EXPENDITURES/ EXPENSES 2025-26	EXPENDITURE/ EXPENSE ADJUSTMENTS APPROVED 2025-26	ACTUAL EXPENDITURES/ EXPENSES* 2025-26	BUDGETED EXPENDITURES/ EXPENSES 2026-27
Capital	2,000		1,081	2,919
HOPE VI Grant				
Operating	13,478		1,462	1,461
Capital	21,984		19,834	8,957
Human Services Grants				
Operating	92,963		69,046	85,893
Capital	9,000		3,000	
Neighborhood Protection	69,619		61,212	64,122
Other Restricted Funds				
Operating***	109,064		104,444	115,107
Capital	74,493		22,609	40,283
Parks and Preserves				
Operating	8,030		7,419	7,832
Capital	102,054		77,768	85,590
Public Housing				
Operating	203,441		191,519	191,668
Capital	47,461		16,770	71,439
Public Safety Enhancement	32,776		32,502	35,954
Public Safety Expansion	130,925		127,418	137,058
Public Transit (RPTA)				
Operating	54,241		52,788	107,947
Capital	15,066		5,931	11,833
Regional Wireless Cooperative				
Operating	5,696	7,630	13,060	12,568
Capital	2,192		1,176	7,482
Sports Facilities, Bioscience & Tourism				
Operating	9,706	(4,420)	4,810	7,003
Contingencies	2,500			2,500
Capital	8,531	4,420	12,325	7,963
Transportation 2050				
Operating	338,492		334,248	302,698
Contingencies	21,000			21,000
Capital	395,422	(37,390)	68,490	217,924
Total Special Revenue Funds	\$ 2,578,892	\$ (28,810)	\$ 1,795,378	\$ 2,261,253
DEBT SERVICE FUNDS				
Secondary Property Tax and G.O.	144,863	6,000	150,165	152,624
Total Debt Service Funds	\$ 144,863	\$ 6,000	\$ 150,165	\$ 152,624
CAPITAL PROJECTS FUNDS				
Arts and Cultural Facilities	25,667		4,871	26,009
Aviation Capital	894,982		407,830	628,919
Economic Development	25,500		21,621	16,301
Environmental Programs	1,081		800	1,454
Facilities Management	45,381		20,379	33,856
Fire Protection	53,748	3,000	50,165	116,560
Historic Preservation and Planning	11,422		897	11,486

Arizona Auditor General's Office

SCHEDULE E

Official City/Town Budget Forms

CITY OF PHOENIX, ARIZONA
Expenditures/Expenses by Fund
Fiscal Year 2026-27
(In Thousands)

FUND/DEPARTMENT	ADOPTED BUDGETED EXPENDITURES/ EXPENSES 2025-26	EXPENDITURE/ EXPENSE ADJUSTMENTS APPROVED 2025-26	ACTUAL EXPENDITURES/ EXPENSES* 2025-26	BUDGETED EXPENDITURES/ EXPENSES 2026-27
Housing	48,186		23,524	44,914
Human Services	1,975		620	8,354
Information Technology	11,665	1,000	12,228	36,021
Libraries	6,666		4,021	22,031
Non-Departmental Capital	224,561	(4,000)	109,734	224,502
Parks, Recreation and Mtn Preserves	47,524		10,214	68,733
Phoenix Convention Center	11,981		11,668	1,403
Police Protection	19,079		1,350	51,175
Public Art Program	6,320		1,230	8,684
Regional Wireless Cooperative	6,000			6,000
Solid Waste Disposal	55,023		25,472	14,992
Street Transportation and Drainage	231,592		64,018	356,922
Wastewater	190,407		70,678	133,841
Water	350,700		119,772	287,149
Total Capital Projects Funds	\$ 2,269,460	\$	\$ 961,092	\$ 2,099,308
ENTERPRISE FUNDS				
	\$	\$	\$	\$
Aviation				
Operating	523,542		516,420	608,429
Contingencies	30,000			35,000
Capital	638,870		194,225	790,471
Convention Center				
Operating	107,043		101,608	104,709
Contingencies	4,500			4,500
Capital	10,285		7,762	11,718
Solid Waste				
Operating	209,407	21,810	225,897	245,228
Contingencies	1,000			1,000
Capital	10,877		5,619	6,599
Wastewater				
Operating	229,667		227,169	239,700
Contingencies	10,500			10,500
Capital	277,088		119,104	250,179
Water				
Operating	534,119		501,272	519,931
Contingencies	22,500			22,500
Capital	334,181		175,575	188,019
Total Enterprise Funds	\$ 2,943,579	\$ 21,810	\$ 2,074,651	\$ 3,038,482
REAPPROPRIATION FUNDS				
	\$	\$	\$	\$
General				
General Government	39,962		35,051	64,346
Criminal Justice	2,403		1,201	4,336
Public Safety	72,853		52,772	131,151
Transportation	2,379		885	1,484
Environmental Services	35,285		25,354	56,364
Community Development	5,994		3,846	7,361
Community Enrichment	12,018		7,119	19,123
Capital Improvements	34,369		30,795	56,895
Library				
Community Enrichment	4,716		3,452	5,677

CITY OF PHOENIX, ARIZONA
Expenditures/Expenses by Fund
Fiscal Year 2026-27
(In Thousands)

FUND/DEPARTMENT	ADOPTED BUDGETED EXPENDITURES/ EXPENSES 2025-26	EXPENDITURE/ EXPENSE ADJUSTMENTS APPROVED 2025-26	ACTUAL EXPENDITURES/ EXPENSES* 2025-26	BUDGETED EXPENDITURES/ EXPENSES 2026-27
<i>Parks and Recreation</i>				
Community Enrichment	21,370		13,255	27,377
<i>Cable Communications</i>				
General Government	1,057		443	887
<i>Arizona Highway User Revenue</i>				
Street and Highway purposes	96,882		71,493	95,101
<i>Aviation</i>				
Transportation	298,841		190,619	376,478
<i>Capital Construction</i>				
Capital Improvements	5,310	80	5,387	10,243
<i>City Improvement Operating</i>				
Debt Service	250			18
<i>Community Reinvestment</i>				
Community Development	2,891		597	4,255
<i>Court Awards</i>				
Criminal Justice	2,383		431	1,719
<i>Development Services</i>				
Community Development	21,596		15,231	19,000
<i>Federal and State Grants</i>				
Operating grants	68,448		34,011	48,447
<i>Federal Community Development</i>				
Community Development	4,653		2,380	10,527
<i>Federal Transit</i>				
Transportation	48,799		42,069	73,224
<i>Golf</i>				
Community Enrichment	2,741		891	2,693
<i>HOPE VI Grant</i>				
Community Development	2,122		107	17,657
<i>Human Services</i>				
Community Enrichment	13,995		5,680	17,570
<i>Neighborhood Protection</i>				
Public Safety	2,010	1,700	3,689	7,993
<i>Other Restricted</i>				
Community Development	45,284		15,045	57,272
<i>Parks and Preserves</i>				
Capital Improvements	74,285		43,075	75,290
<i>Phoenix Convention Center</i>				
Community Enrichment	27,272		15,776	29,834
<i>Public Housing</i>				
Community Development	58,507		1,893	63,491
<i>Public Safety Enhancement Funds</i>				
Public Safety	14	650	658	2,639
<i>Public Safety Expansion Funds</i>				
Public Safety	199	2,650	2,830	10,481
<i>Regional Transit Authority</i>				
Transportation	17,914		1,904	9,181
<i>Regional Wireless Cooperative</i>				
General Government	2,571		586	4,071
<i>Solid Waste</i>				
Environmental Services	36,791		9,550	59,366
<i>Sports Facilities, Bioscience & Tourism</i>				
Community Enrichment	1,757		1,264	13,654
<i>Transportation 2050</i>				
Transportation	225,752	(5,080)	101,222	158,331
<i>Wastewater</i>				
Environmental Services	134,277		84,680	169,789
<i>Water</i>				
Environmental Services	256,043		188,248	266,536
<i>Capital</i>				
1988 Parks, Recreation, Facilities, Library Bonds	4,763			133
2006 Library, Senior & Cultural Center Bonds	122		76	176

Arizona Auditor General's Office

SCHEDULE E

Official City/Town Budget Forms

CITY OF PHOENIX, ARIZONA
Expenditures/Expenses by Fund
Fiscal Year 2026-27
(In Thousands)

FUND/DEPARTMENT	ADOPTED BUDGETED EXPENDITURES/ EXPENSES 2025-26	EXPENDITURE/ EXPENSE ADJUSTMENTS APPROVED 2025-26	ACTUAL EXPENDITURES/ EXPENSES* 2025-26	BUDGETED EXPENDITURES/ EXPENSES 2026-27
2023 Prop 1 Public Safety and Streets	25,290		16,313	29,292
2023 Prop 2 Neighborhood and Parks	1,953		1,718	7,021
2023 Prop 3 Arts, Econ Dev, Environment	10,001		5,851	14,708
2023 Prop 4 Housing and Human Services	1,089		221	18,095
Aviation Capital	1,260,702		778,679	1,225,959
Capital Projects - Facilities Management	1,852		1,767	489
City Improvement Capital	127,783		89,461	81,576
CPBC - Senior Lien Excise Tax	4,333			4,416
Development Impact Fees	52,088		29,462	37,229
Multi-City Wastewater Capital	150,216		94,158	102,769
Public Housing Capital	4,021		896	202
Solid Waste Capital	22,685		10,637	34,110
Streets Capital	57,982		36,188	82,941
Wastewater Capital	603,739		406,622	535,046
Water Capital	302,807		204,475	276,920
Total Reappropriation Funds	\$ 4,315,419	\$	\$ 2,690,013	\$ 4,430,943
TOTAL ALL FUNDS	\$ 14,445,768	\$	\$ 9,602,749	\$ 14,283,521

* Includes actual expenditures/expenses recognized on the modified accrual or accrual basis as of the date the proposed budget was prepared, plus estimated expenditures/expenses for the remainder of the fiscal year.

** Non-Departmental includes Unassigned Vacancy Savings.

***It was shown as Fees and Contributions in prior years.

CITY OF PHOENIX, ARIZONA
Expenditures/Expenses by Department
Fiscal Year 2026-27
(In Thousands)

DEPARTMENT/FUND	ADOPTED BUDGETED EXPENDITURES/ EXPENSES 2025-26	EXPENDITURE/ EXPENSE ADJUSTMENTS APPROVED 2025-26	ACTUAL EXPENDITURES/ EXPENSES* 2025-26	BUDGETED EXPENDITURES/ EXPENSES 2026-27
<i>Community Development:</i>	\$	\$	\$	\$
Aviation	74		74	73
Community Development	28,326	(2,150)	14,858	19,436
Community Reinvestment	2,771		2,647	2,548
Convention Center	648	20	666	686
Development Services	93,015		92,121	102,427
Federal and State Grants	27,170	(950)	18,049	23,106
General	39,949	1,000	40,342	43,464
HOPE VI	13,478		1,462	1,461
Neighborhood Protection	2,250	5	2,250	2,250
Other Restricted	24,027	(1,290)	20,176	21,847
Public Housing	200,536	(15)	191,121	189,160
Sports Facilities, Bioscience & Tourism	195	10	200	205
Water	30	5	30	30
Department Total	\$ 432,470	\$ (3,365)	\$ 383,994	\$ 406,692
<i>Community Enrichment:</i>	\$	\$	\$	\$
Community Development	1,137	2,150	3,265	1,258
Convention Center	82,711	(25)	77,258	80,339
Federal and State Grants	22,672		17,937	1,543
General	55,729	(5)	51,535	80,187
Golf Course	12,571	950	12,747	12,910
Human Services Grants	67,963	1,100	69,046	60,893
Library	51,366		51,045	55,831
Neighborhood Protection		550	500	500
Other Restricted	20,546	40	20,581	10,764
Parks and Preserves	8,030		7,419	7,832
Parks and Recreation	134,775	(100)	132,991	137,160
Public Housing	2,915		398	2,515
Sports Facilities, Bioscience & Tourism	765	5	765	850
Wastewater	318		305	305
Water	462		375	375
Department Total	\$ 461,960	\$ 4,665	\$ 446,167	\$ 453,261
<i>Contingencies/Non-Departmental:</i>	\$	\$	\$	\$
Aviation	30,000			35,000
Convention Center	4,500			4,500
Development Services	1,000			10,000
Federal and State Grants	40,000			25,000
General **	180,561		(14,006)	163,500
Human Services Grants	25,000			25,000
Solid Waste	1,000			1,000
Sports Facilities, Bioscience & Tourism	2,500			2,500
Transportation 2050	21,000			21,000
Wastewater	10,500			10,500
Water	22,500			22,500
Department Total	\$ 338,561	\$	\$ (14,006)	\$ 320,500
<i>Criminal Justice:</i>	\$	\$	\$	\$
General	46,847		46,155	49,805
Other Restricted	3,290		2,580	3,091
Department Total	\$ 50,137	\$	\$ 48,735	\$ 52,896
<i>Environmental Services:</i>	\$	\$	\$	\$
Capital Construction	70	5	70	70
Federal and State Grants	405	950	1,325	400
General	40,435		36,707	41,997
Other Restricted	3,107		2,959	3,135
Solid Waste	194,487	21,800	216,275	230,722

CITY OF PHOENIX, ARIZONA
Expenditures/Expenses by Department
Fiscal Year 2026-27
(In Thousands)

DEPARTMENT/FUND	ADOPTED BUDGETED EXPENDITURES/ EXPENSES 2025-26	EXPENDITURE/ ADJUSTMENTS APPROVED 2025-26	ACTUAL EXPENDITURES/ EXPENSES* 2025-26	BUDGETED EXPENDITURES/ EXPENSES 2026-27
Wastewater	165,629	(5)	163,146	175,621
Water	344,150		341,048	359,444
Department Total	\$ 748,283	\$ 22,750	\$ 761,530	\$ 811,390
General Government:	\$	\$	\$	\$
Aviation	543	60	594	651
Cable	5,614		5,564	5,799
Community Development	342		311	324
Court Awards	54		54	70
Federal and State Grants	11,697		5,176	8,512
General	241,080		236,495	258,810
Other Restricted	2,660		2,520	2,671
Public Housing	(10)	15		(6)
Regional Wireless Cooperative	5,696	7,630	13,060	12,568
Solid Waste	230	10	231	237
Sports Facilities, Bioscience & Tourism	6,698	(4,440)	1,798	3,798
Wastewater	506	5	506	506
Water	1,770	350	2,111	2,330
Department Total	\$ 276,880	\$ 3,630	\$ 268,421	\$ 296,268
Public Safety:	\$	\$	\$	\$
Court Awards	3,100		3,100	3,100
Federal and State Grants	24,930		24,036	37,039
General	1,321,130		1,296,466	1,400,293
Neighborhood Protection	66,584	(555)	57,763	61,372
Other Restricted	49,445		48,395	64,725
Public Safety Enhancement	32,776		32,502	35,954
Public Safety Expansion	130,925		127,418	137,058
Sports Facilities, Bioscience & Tourism	2,048	5	2,048	2,150
Department Total	\$ 1,630,938	\$ (550)	\$ 1,591,727	\$ 1,741,692
Transportation:	\$	\$	\$	\$
Arizona Highway Users Revenue	97,066		94,649	103,259
Aviation	431,460	(60)	427,616	450,917
Capital Construction	70	5	70	70
Federal and State Grants	22			22
Federal Transit Authority	25,843		23,216	25,595
General	1,902	5	1,902	3,167
Neighborhood Protection	785		699	
Other Restricted	5,988	1,250	7,234	8,874
Transit - RPTA	54,241		52,788	107,947
Transportation 2050	338,492		334,248	302,698
Department Total	\$ 955,870	\$ 1,200	\$ 942,423	\$ 1,002,549
Debt:	\$	\$	\$	\$
Aviation	91,464		88,136	156,789
City Improvement	106,500		93,208	91,591
Convention Center	23,683	5	23,684	23,684
Secondary Property Tax	144,863	6,000	150,165	152,624
Solid Waste	14,690		9,391	14,270
Wastewater	63,214		63,211	63,268
Water	187,708		157,708	157,751
Department Total	\$ 632,122	\$ 6,005	\$ 585,504	\$ 659,976

CITY OF PHOENIX, ARIZONA
Expenditures/Expenses by Department
Fiscal Year 2026-27
(In Thousands)

DEPARTMENT/FUND	ADOPTED BUDGETED EXPENDITURES/ EXPENSES 2025-26	EXPENDITURE/ EXPENSE ADJUSTMENTS APPROVED 2025-26	ACTUAL EXPENDITURES/ EXPENSES* 2025-26	BUDGETED EXPENDITURES/ EXPENSES 2026-27
<i>Pay As You Go</i>				
Arizona Highway Users Revenue	131,352		72,280	126,054
Aviation	638,870		194,225	790,471
Capital Construction	25,960	(10)	9,333	21,124
Community Development	8,091		5,979	4,134
Community Reinvestment	5,315		2,996	4,415
Convention Center	10,285		7,762	11,718
Development Services	7,080		2,581	4,650
Federal and State Grants	35,351		28,998	12,673
Federal Transit Authority	96,845		37,460	72,723
General	70,027		43,024	59,989
Golf Course	2,000		1,081	2,919
HOPE VI	21,984		19,834	8,957
Human Services Grants	9,000	(1,100)	3,000	
Library	1,020		110	910
Other Restricted	74,493		22,609	40,283
Parks and Preserves	102,054		77,768	85,590
Parks and Recreation	3,119	100	3,119	
Public Housing	47,461		16,770	71,439
Transit - RPTA	15,066		5,931	11,833
Regional Wireless Cooperative	2,192		1,176	7,482
Solid Waste	10,877		5,619	6,599
Sports Facilities, Bioscience & Tourism	8,531	4,420	12,325	7,963
Transportation 2050	395,422	(37,390)	68,490	217,924
Wastewater	277,088		119,104	250,179
Water	334,181	(355)	175,575	188,019
Department Total	\$ 2,333,667	\$ (34,335)	\$ 937,151	\$ 2,008,046
	\$	\$	\$	\$
<i>Capital</i>				
Bond Funds	1,087,977	3,000	575,251	814,218
Other Capital	1,181,482	(3,000)	385,841	1,285,090
Department Total	\$ 2,269,460	\$	\$ 961,092	\$ 2,099,308
	\$	\$	\$	\$
<i>Reappropriation:</i>	4,315,419		2,690,013	4,430,943
Department Total	\$ 4,315,419	\$	\$ 2,690,013	\$ 4,430,943
Total All Departments	\$ 14,445,768	\$	\$ 9,602,749	\$ 14,283,521

* Includes actual expenditures/expenses recognized on the modified accrual or accrual basis as of the date the proposed budget was prepared, plus estimated expenditures/expenses for the remainder of the fiscal year.

** Includes Unassigned Vacancy Savings.

CITY OF PHOENIX, ARIZONA
Full-Time Employees and Personnel Compensation
Fiscal Year 2026-27
(In Thousands)

FUND	Full-Time Equivalent (FTE) 2026-27	Employee Salaries and Hourly Costs 2026-27	Retirement Costs 2026-27	Healthcare Costs 2026-27	Other Benefit Costs 2026-27	Total Estimated Personnel Compensation 2026-27
GENERAL FUND						
General	8,392	\$ 853,020	\$ 480,927	\$ 142,986	\$ 126,691	= 1,603,624
Library	393	24,505	5,445	3,829	4,368	38,146
Parks and Recreation	960	52,445	11,363	9,020	8,484	81,312
Cable Communications	24	2,931	764	402	561	4,657
Total General Fund	9,768	\$ 932,901	\$ 498,498	\$ 156,237	\$ 140,103	= 1,727,739
SPECIAL REVENUE FUNDS						
Arizona Highway User Revenue	703	\$ 42,503	\$ 15,576	\$ 11,742	\$ 9,822	= 79,644
Community Reinvestment	3	381	101	42	65	588
Development Services	507	47,072	13,068	8,677	8,309	77,126
Federal Community Development	76	6,581	1,710	1,160	1,042	10,493
Federal and State Grants	148	11,130	5,221	2,102	1,705	20,158
Federal Transit	1	80	25	23	15	143
Golf Course	32	1,763	255	157	242	2,417
HOPE VI	19	281	375	269	25	950
Human Services	176	11,578	2,855	2,483	1,928	18,845
Neighborhood Protection	277	23,046	24,821	4,550	3,154	55,570
Other Restricted	118	11,791	17,988	1,960	2,344	34,082
Parks and Preserves	77	4,284	856	799	751	6,690
Public Safety Enhancement	254	18,675	12,239	3,445	3,100	37,459
Public Safety Expansion	676	66,233	63,363	12,249	8,560	150,405
Public Housing	66	4,729	1,535	1,128	1,012	8,404
Regional Wireless Cooperative	5	559	127	62	113	861
Transportation 2050	131	12,444	3,715	2,047	2,519	20,726
Total Special Revenue Funds	3,269	\$ 263,129	\$ 163,830	\$ 52,895	\$ 44,706	= 524,559
ENTERPRISE FUNDS						
Aviation	934	\$ 78,065	\$ 5,836	\$ 15,059	\$ 14,553	= 113,514
Convention Center	224	17,455	4,599	3,319	3,187	28,560
Solid Waste	628	51,260	14,014	10,415	7,859	83,548
Wastewater	365	31,705	2,191	6,127	5,471	45,494
Water	1,203	96,118	28,239	19,579	18,271	162,207
Total Enterprise Funds	3,354	\$ 274,603	\$ 54,880	\$ 54,499	\$ 49,341	= 433,324
TOTAL ALL FUNDS	16,391	\$ 1,470,634	\$ 717,208	\$ 263,631	\$ 234,150	= 2,685,622

Tax Notice Explained

The accompanying Truth in Taxation notice is required by state law. The required notice addresses the city's primary property tax, which supports the General Fund services such as police and fire, parks and recreation, libraries and senior and community centers.

The city of Phoenix's proposed primary property tax rate for 2026-27 of \$1.2652 per \$100 of assessed valuation will be decreased from its 2025-26 rate of \$1.2658 per \$100 of assessed valuation. However, overall increases in assessed valuation result in a 2.79% increase in primary property taxes for the average city of Phoenix property owner. Individual experiences may differ based on unique property variances.

State law requires the notice below any time the average primary property tax bill increases, even if the primary property tax rate is reduced.

The Truth in Taxation notice prescribed by state law does not address the city's secondary property tax. The city's secondary property tax rate for 2026-27 of \$0.7745 per \$100 of assessed valuation will be decreased from its 2025-26 rate of \$0.8141 per \$100 of assessed valuation. Secondary property taxes pay the bonded debt service for facilities like libraries, police and fire stations, storm drains and parks.

For more information, call 602-262-4800, or visit phoenix.gov/budget.

Truth in Taxation notice publication dates and locations:
The Record Reporter – May 29, 2026 and June 8, 2026.

Additionally included in published estimates of revenues and expenses:
The Record Reporter – June 15, 2026.

TRUTH IN TAXATION HEARING NOTICE OF TAX INCREASE

In compliance with section 42-17107, Arizona Revised Statutes, the city of Phoenix is notifying its property taxpayers of the city of Phoenix's intention to raise its primary property taxes over last year's level. The city of Phoenix is proposing an increase in primary property taxes of \$6,268,660 or 2.79%.

For example, the proposed tax increase will cause the city of Phoenix's primary property taxes on a \$100,000 home to be \$126.52 (total proposed taxes including the tax increase). Without the proposed tax increase, the total taxes that would be owed on a \$100,000 home would have been \$123.09.

This proposed increase is exclusive of increased primary property taxes received from new construction. The increase is also exclusive of any changes that may occur from property tax levies for voter approved bonded indebtedness or budget and tax overrides.

All interested citizens are invited to attend the public hearing on the tax increase that is scheduled to be held June 17, 2026 at 2:30 p.m. at the city of Phoenix Council Chambers, 200 W. Jefferson St.



Convening of Special Meeting of the City Council - Citywide

In accordance with Arizona Revised Statute 42-17105, this item requests the City Council formally convene a special meeting for the purpose of considering adoption of the final 2026-27 budget.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Deputy City Manager Amber Williamson and the Budget and Research Department.



Adoption of the Final 2026-27 Operating Funds Budget (Ordinance S-52969) - Citywide

In compliance with requirements of City Charter, Chapter XVIII, Section 6(B)(3) and City Code Chapter 2, Section 2-18(B) and Arizona Revised Statutes 42-17101, 42-17102, and 42-17105, this item requests to adopt an ordinance (**Attachment A**) determining and adopting final estimates of proposed expenditures by the City of Phoenix for the fiscal year beginning July 1, 2026 and ending June 30, 2027 declaring that such shall constitute a budget of the City of Phoenix for such fiscal year.

Summary

The final operating funds budget ordinance reflects extensive public review through phone, email, information posted on the City website and actions taken by the Council on the budget at the May 19, 2026, Policy meeting and at the June 3, 2026, Formal meeting to adopt the tentative Fiscal Year 2026-27 operating budget ordinance.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Deputy City Manager Amber Williamson and the Budget and Research Department.

Attachment A

**THIS IS A DRAFT COPY ONLY AND IS NOT AN OFFICIAL COPY OF THE FINAL,
ADOPTED ORDINANCE**

ORDINANCE S-

AN ORDINANCE DETERMINING AND ADOPTING FINAL ESTIMATES OF PROPOSED EXPENDITURES BY THE CITY OF PHOENIX FOR THE FISCAL YEAR BEGINNING JULY 1, 2026, AND ENDING JUNE 30, 2027; DECLARING THAT SUCH SHALL CONSTITUTE A BUDGET FOR THE CITY OF PHOENIX FOR SUCH FISCAL YEAR.

WHEREAS, pursuant to the provisions of the laws of Arizona, the Charter and Ordinances of the City of Phoenix, the City Council is required to adopt a budget for the fiscal year beginning July 1, 2026, and ending June 30, 2027; and

WHEREAS, by the provisions of the City Charter and in compliance with the provisions of A.R.S. §§ 42-17101, 17102, 17103, 17104, 17105, 17106, 17107, and 17108, the City Council did on the 3rd day of June, 2026, adopt and file with the City Clerk its tentative budget including an estimate of the different amounts required to meet the public expense for the ensuing year, also an estimate of revenues from sources other than direct taxation, and the amount to be raised by taxation upon real and personal property within the City of Phoenix; and

WHEREAS, due notice has been given by the City Clerk as required by law, the said tentative budget is on file and open to inspection by anyone interested; and

WHEREAS, in accordance with law and following due public notice the Council met on the 17th day of June, 2026, at which meeting any taxpayer was privileged to appear and be heard in favor of or against any of the proposed expenditures or tax levies; and

WHEREAS, publication has been duly made as required by law, of said estimates together with a notice that the City Council will meet on the 1st day of July, 2026, at the hour of 10:00 a.m. in the City Council Chambers of the City of Phoenix, 200 West Jefferson St., Phoenix, Arizona for the purpose of making tax levies as set forth in said estimates; and

WHEREAS, the sums to be raised by primary taxation, as specified herein, do not in the aggregate amount exceed that amount as computed pursuant to A.R.S. § 42-17102;

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX as follows:

SECTION 1. The City Council has determined and adopted the following estimates of the proposed expenditures in “ATTACHMENT 1 – CITY OF PHOENIX, ARIZONA 2026-27 OPERATING FUNDS APPROPRIATIONS” therein named and set forth for the conduct of the business of the City government of the City of Phoenix for the fiscal year beginning July 1, 2026, and ending June 30, 2027, and that the same

shall constitute the official annual budget of the City for said fiscal year.

SECTION 2. Upon the approval of the City Manager, funds may be transferred within purposes set forth in Attachment 1, or within the purposes of separately adopted portions of this budget.

SECTION 3. Upon recommendation by the City Manager and with the approval of the City Council, expenditures may be made from the appropriation for contingencies.

SECTION 4. In the case of an emergency, the City Council may authorize the transfer of funds between purposes set forth in Attachment 1, if funds are available and the transfer does not conflict with the limitations provided by law (A.R.S. § 42-17106).

SECTION 5. The City Council may authorize appropriation increases, if funds are available, for purpose of expenditures that are exempt from the limitation provided in Article IX, Section 20, Constitution of Arizona.

SECTION 6. Money from any fund may be used for any of these purposes set forth in Attachment 1, except money specifically restricted by State law or by City Charter or City ordinances and resolutions.

PASSED by the Council of the City of Phoenix on this 17th day of
June, 2026.

M A Y O R

ATTEST:

_____, City Clerk

APPROVED AS TO FORM:

_____, Acting City Attorney

REVIEWED BY:

_____, City Manager

ATTACHMENT 1 - CITY OF PHOENIX, ARIZONA
2026-27 OPERATING FUNDS APPROPRIATIONS

<u>Purpose</u>	<u>Appropriation Amount</u> <u>2026-2027</u>
<u>GENERAL FUNDS</u>	
General Government	\$258,809,527
Public Safety	1,400,293,429
Criminal Justice	49,804,790
Transportation	3,166,744
Community Development	43,464,047
Community Enrichment	80,186,888
Environmental Services	41,997,261
Contingencies/Non-Departmental	163,500,000
Capital Improvements	59,988,605
TOTAL GENERAL FUNDS	<u>\$2,101,211,291</u>
<u>PARKS AND RECREATION FUNDS</u>	
Parks and Recreation Operations and Maintenance	<u>\$137,159,564</u>
<u>LIBRARY FUNDS</u>	
Library Operations and Maintenance, and Capital Improvements	<u>\$56,740,991</u>
<u>CABLE COMMUNICATION FUNDS</u>	
Cable Communication Operations and Maintenance	<u>\$5,799,142</u>
<u>ARIZONA HIGHWAY USER REVENUE FUNDS</u>	
Street Maintenance and Modernization, Major Street Improvements, Traffic Improvements and Other Street Improvements	<u>\$229,312,483</u>
<u>AVIATION FUNDS</u>	
Aviation Operations and Maintenance, Debt Service and Capital Improvements	\$1,398,899,668
Contingencies	35,000,000
TOTAL AVIATION FUNDS	<u>\$1,433,899,668</u>
<u>CAPITAL CONSTRUCTION FUNDS</u>	
Capital Improvements in the Street Transportation, Public Art, Facilities Management, and Environmental Programs, and related Operations and Maintenance	<u>\$21,264,364</u>
<u>CITY IMPROVEMENT FUND</u>	
Debt Service Payments for Excise Tax Bond-Funded Projects Including Information Technology Improvements, Vehicle and Equipment Replacements, Facility Construction and Improvements, Street Improvements, and Other Capital Projects	<u>\$91,590,731</u>

<u>Purpose</u>	<u>Appropriation Amount</u> <u>2026-2027</u>
<u>COMMUNITY REINVESTMENT FUNDS</u>	
Community Reinvestment Operations and Maintenance, and Capital Improvements	<u>\$6,963,303</u>
<u>COURT AWARD FUNDS</u>	
Criminal Justice Programs	<u>\$3,169,510</u>
<u>DEVELOPMENT SERVICES FUNDS</u>	
Development Services Operations and Maintenance, and Capital Improvements	\$107,076,218
Contingencies	10,000,000
TOTAL DEVELOPMENT SERVICES FUNDS	<u>\$117,076,218</u>
<u>FEDERAL COMMUNITY DEVELOPMENT FUNDS</u>	
Community Development Program	<u>\$25,151,797</u>
<u>FEDERAL OPERATING TRUST FUNDS</u>	
Federal and State Grants	<u>\$108,293,992</u>
<u>FEDERAL TRANSIT FUNDS</u>	
Transit Operations and Maintenance, and Capital Improvements	<u>\$98,318,882</u>
<u>GOLF COURSE FUNDS</u>	
Golf Course Operations and Maintenance, and Capital Improvements	<u>\$15,829,279</u>
<u>HOPE VI FEDERAL GRANT FUNDS</u>	
HOPE VI Program	<u>\$10,417,577</u>
<u>HUMAN SERVICES FEDERAL TRUST FUNDS</u>	
Human Services Program	<u>\$85,893,327</u>
<u>NEIGHBORHOOD PROTECTION FUNDS</u>	
Eligible Police, Fire and Block Watch Operations and Maintenance Expenditures Funded with Privilege License and Excise Taxes in accordance with Ordinance G-3696	<u>\$64,121,787</u>
<u>OTHER RESTRICTED FUNDS</u>	
Other Restricted Funds Operations and Maintenance, and Capital Improvements	<u>\$155,390,346</u>

<u>Purpose</u>	<u>Appropriation Amount 2026-2027</u>
<u>PARKS AND PRESERVES FUNDS</u>	
Parks and Preserves Operations and Maintenance, and Capital Improvement Expenditures Funded with Privilege License and Excise Taxes in accordance with the Phoenix Parks and Preserves initiative approved by the Phoenix voters in a ballot measure on May 20, 2008	<u>\$93,422,228</u>
<u>PHOENIX CONVENTION CENTER FUNDS</u>	
Phoenix Convention Center Operations and Maintenance, Debt Service, and Capital Improvements	\$116,426,747
Contingencies	4,500,000
TOTAL CONVENTION CENTER FUNDS	<u>\$120,926,747</u>
<u>PUBLIC HOUSING FUNDS</u>	
Public Housing Operations and Maintenance, and Capital Improvements	<u>\$263,107,538</u>
<u>PUBLIC SAFETY ENHANCEMENT FUNDS</u>	
Police, Fire, and Emergency Management Operations and Maintenance Expenditures Funded with Privilege License and Excise Taxes in accordance with Ordinance S-31877	<u>\$35,954,378</u>
<u>PUBLIC SAFETY EXPANSION FUNDS</u>	
Police and Fire Personnel and Service Expansion Funded with Privilege License and Excise Taxes in accordance with Ordinance G-4987	<u>\$137,057,884</u>
<u>REGIONAL TRANSIT FUNDS</u>	
Regional Transit Operations and Maintenance, and Capital Improvements	<u>\$119,780,480</u>
<u>REGIONAL WIRELESS COOPERATIVE FUNDS</u>	
Regional Wireless Cooperative Operations and Maintenance, and Capital Improvements	<u>\$20,049,859</u>
<u>SECONDARY PROPERTY TAX FUNDS</u>	
Debt Service on and Early Redemption of Outstanding Bonds and Long-Term Obligations	<u>\$152,623,976</u>
<u>SOLID WASTE FUNDS</u>	
Solid Waste Operations and Maintenance, Debt Service and Capital Improvements	\$251,827,045
Contingencies	1,000,000
TOTAL SOLID WASTE FUNDS	<u>\$252,827,045</u>

<u>Purpose</u>	<u>Appropriation Amount 2026-2027</u>
<u>SPORTS FACILITIES, BIOSCIENCE & TOURISM FUNDS</u>	
Sports Facilities, Bioscience & Tourism Operations and Maintenance, and Capital Improvements	\$14,965,264
Contingencies	2,500,000
TOTAL SPORTS FACILITIES, BIOSCIENCE & TOURISM FUNDS	<u>\$17,465,264</u>
<u>TRANSPORTATION 2050 FUNDS</u>	
Transit and Streets Operations and Maintenance, and Capital Improvement Expenditures Funded with Privilege License and Excise Taxes in accordance with Ordinance G-6051	\$520,621,564
Contingencies	21,000,000
TOTAL TRANSPORTATION 2050 FUNDS	<u>\$541,621,564</u>
<u>WASTEWATER FUNDS</u>	
Wastewater Operations and Maintenance, Debt Service and Capital Improvements	\$489,878,862
Contingencies	10,500,000
TOTAL WASTEWATER FUNDS	<u>\$500,378,862</u>
<u>WATER FUNDS</u>	
Water Operations and Maintenance, Debt Service and Capital Improvements	\$707,949,900
Contingencies	22,500,000
TOTAL WATER FUNDS	<u>\$730,449,900</u>
<u>TOTAL OPERATING FUNDS APPROPRIATIONS 2026-2027</u>	<u>\$7,753,269,977</u>



Adoption of the Final 2026-27 Capital Funds Budget (Ordinance S-53015) - Citywide

An ordinance (**Attachment A**) adopting the final Capital Funds Budget for the City of Phoenix for the Fiscal Year 2026-27, in compliance with Arizona Revised Statute Title 42, Chapter 17, Article 3, and Phoenix City Charter Chapter XVIII, Section 6.

Summary

This adopts the final 2026-27 Capital Funds Budget for the fiscal year beginning July 1, 2026, and ending June 30, 2027. This capital funds appropriation will be funded by property tax and revenue supported bond proceeds, federal, state and other participation funds, passenger facility charges, customer facility charges, participation by other governmental entities in certain projects, development impact fees, capital grants, capital reserves, solid waste remediation funds and other capital funding sources.

Concurrence/Previous Council Action

The final Capital Funds Budget ordinance reflects actions taken by Council at the June 3, 2026, Formal meeting to adopt the tentative budget ordinances and is consistent with the Five-Year Capital Improvement Program resolution approved by Council at the June 3, 2026, Formal meeting.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Deputy City Manager Amber Williamson and the Budget and Research Department.

ATTACHMENT A

**THIS IS A DRAFT COPY ONLY AND IS NOT AN OFFICIAL COPY OF
THE FINAL, ADOPTED ORDINANCE**

ORDINANCE S-#####

AN ORDINANCE ADOPTING THE FINAL CAPITAL FUNDS BUDGET FOR THE CITY OF PHOENIX FOR THE FISCAL YEAR BEGINNING JULY 1, 2026, AND ENDING JUNE 30, 2027; DECLARING THAT SUCH SHALL CONSTITUTE THE CAPITAL FUNDS BUDGET FOR THE CITY OF PHOENIX FOR SUCH FISCAL YEAR.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX as follows:

SECTION 1. The attached schedule, "ATTACHMENT 1 – CITY OF PHOENIX, ARIZONA 2026-2027 CAPITAL FUNDS APPROPRIATIONS" is hereby adopted as the final 2026-27 Capital Funds Budget for capital improvements to be made from authorized property tax and revenue supported bond proceeds, nonprofit corporation bond financing, federal and state participation funds, passenger facility charges, customer facility charges, participation by other governmental entities in certain projects, development impact fees, capital grants, capital reserves, solid waste remediation funds and other capital funding sources, for the year beginning July 1, 2026, and ending June 30, 2027.

SECTION 2. This Council has determined and adopted the estimates in Attachment 1 for the various purposes therein named for the fiscal year beginning July 1, 2026, and ending June 30, 2027.

SECTION 3. Upon the approval of the City Manager, funds may be

transferred within purposes set forth in Attachment 1.

SECTION 4. The City Council may authorize appropriation increases, if funds are available, for purpose of expenditures that are exempt from the limitation provided in Article IX, Section 20, Constitution of Arizona.

PASSED by the Council of the City of Phoenix this 17th day of June, 2026.

MAYOR

ATTEST:

City Clerk

APPROVED AS TO FORM:

City Attorney

REVIEWED BY:

City Manager

ATTACHMENT 1 - CITY OF PHOENIX, ARIZONA
2026-2027 CAPITAL FUNDS APPROPRIATIONS

<u>Purpose</u>	<u>Appropriation Amount</u> <u>2026-2027</u>
<u>ARTS AND CULTURAL FACILITIES</u>	
2001 General Obligation Bonds, 2023 General Obligation Bonds	<u>\$26,009,413</u>
<u>AVIATION</u>	
Aviation Bonds, Capital Grants, Customer Facility Charges, Passenger Facility Charges	<u>\$628,919,462</u>
<u>ECONOMIC DEVELOPMENT</u>	
2023 General Obligation Bonds, Other Bonds	<u>\$16,301,398</u>
<u>ENVIRONMENTAL PROGRAMS</u>	
2023 General Obligation Bonds	<u>\$1,454,013</u>
<u>FACILITIES MANAGEMENT</u>	
2023 General Obligation Bonds, Other Bonds, Other Capital	<u>\$33,855,768</u>
<u>FIRE PROTECTION</u>	
2023 General Obligation Bonds, Capital Grants, Impact Fees, Other Bonds	<u>\$116,559,948</u>
<u>HISTORIC PRESERVATION & PLANNING</u>	
2023 General Obligation Bonds, Other Bonds	<u>\$11,486,238</u>
<u>HOUSING</u>	
2023 General Obligation Bonds, Capital Grants	<u>\$44,914,143</u>
<u>HUMAN SERVICES</u>	
2006 General Obligation Bonds, 2023 General Obligation Bonds	<u>\$8,353,563</u>
<u>INFORMATION TECHNOLOGY</u>	
Impact Fees, Other Bonds, Solid Waste Bonds, Wastewater Bonds, Water Bonds	<u>\$36,020,555</u>
<u>LIBRARIES</u>	
2023 General Obligation Bonds, Impact Fees	<u>\$22,030,963</u>
<u>NON-DEPARTMENTAL CAPITAL</u>	
Aviation Bonds, Capital Grants, Capital Reserves, Customer Facility Charges, Federal, State and Other Participation, Other Bonds, Passenger Facility Charges, Wastewater Bonds, Water Bonds	<u>\$224,502,383</u>
<u>PARKS, RECREATION & MOUNTAIN PRESERVES</u>	
2023 General Obligation Bonds, Capital Gifts, Capital Reserves, Impact Fees	<u>\$68,733,324</u>

<u>Purpose</u>	<u>Appropriation Amount 2026-2027</u>
<u>PHOENIX CONVENTION CENTER</u>	
Other Bonds	<u>\$1,403,397</u>
<u>POLICE PROTECTION</u>	
2023 General Obligation Bonds, Capital Reserves, Impact Fees	<u>\$51,175,171</u>
<u>PUBLIC ART PROGRAM</u>	
2023 General Obligation Bonds, Aviation Bonds	<u>\$8,684,001</u>
<u>REGIONAL WIRELESS COOPERATIVE</u>	
Other Cities' Share in Joint Ventures	<u>\$6,000,000</u>
<u>SOLID WASTE DISPOSAL</u>	
Capital Reserves, Solid Waste Bonds, Solid Waste Remediation	<u>\$14,991,898</u>
<u>STREET TRANSPORTATION & DRAINAGE</u>	
2023 General Obligation Bonds, Capital Reserves, Federal, State and Other Participation, Impact Fees	<u>\$356,921,988</u>
<u>WASTEWATER</u>	
Impact Fees, Other Cities' Share in Joint Ventures, Wastewater Bonds	<u>\$133,840,657</u>
<u>WATER</u>	
Capital Grants, Impact Fees, Other Cities' Share in Joint Ventures, Water Bonds	<u>\$287,149,332</u>
<u>TOTAL CAPITAL FUNDS APPROPRIATIONS 2026-2027</u>	<u>\$2,099,307,615</u>



Adoption of the Final 2026-27 Reappropriated Funds Budget (Ordinance S-52970) - Citywide

In compliance with requirements of City Charter, Chapter XVIII, Section 6 and City Code Chapter 2, Section 2-18 and Arizona Revised Statutes 42-17102 and 42-17106 (A), this item requests to adopt an ordinance (**Attachment A**) adopting the final reappropriation budget for items of expenditure previously adopted as part of the Fiscal Year 2025-26 Operating and Capital Fund budgets of the City of Phoenix but remaining as unexpended funds as of June 30, 2026.

Concurrence/Previous Council Action

The reappropriated funds budget ordinance reflects the action taken at the June 3, 2026, Formal meeting to adopt the tentative 2026-27 reappropriated funds budget ordinance.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Deputy City Manager Amber Williamson and the Budget and Research Department.

Attachment A

**THIS IS A DRAFT COPY ONLY AND IS NOT AN OFFICIAL COPY OF THE FINAL,
ADOPTED ORDINANCE**

ORDINANCE S-

AN ORDINANCE ADOPTING THE FINAL REAPPROPRIATION BUDGET FOR ITEMS OF EXPENDITURE PREVIOUSLY ADOPTED AS PART OF THE 2025-2026 FISCAL YEAR OPERATING AND CAPITAL FUND BUDGETS OF THE CITY OF PHOENIX BUT REMAINING AS UNEXPENDED FUNDS AS OF JUNE 30, 2026.

WHEREAS, the City of Phoenix adopts, pursuant to state law, an annual budget consisting of operating funds and capital funds for expenditure in each fiscal year, and did so for the fiscal year 2025-2026; and

WHEREAS, the requirements of planning and contracting for the acquisition of goods and services requires in many instances that the contracts for such goods and services cannot be immediately executed; and

WHEREAS, there remains from said items budgeted for the fiscal year 2025-2026 substantial amounts represented by executed but unfulfilled contracts; and

WHEREAS, the City Charter directs that amounts may be expended by the City only for goods and services actually received, and may not be expended in advance of the acquisition of such goods and services; and

WHEREAS, State Budget Law, A.R.S. § 42-17106, and as interpreted by the Attorney General, demands that no expenditures be made for a purpose not included in the budget, and no expenditure be made for any debt, obligation or liability incurred or created in any fiscal year in excess of the amount specified for each purpose in the budget for such fiscal year as finally adopted; and

WHEREAS, it has become necessary to adopt a reappropriation and supplemental budget for sums to be expended in the fiscal year 2026-2027 from funds budgeted for the fiscal year 2025-2026 but remaining unexpended as of the close of the fiscal year on June 30, 2026.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX as follows:

SECTION 1. This Council has determined and adopted the following estimates of proposed capital and operating fund expenditures set forth in “ATTACHMENT 1 –CITY OF PHOENIX, ARIZONA 2026-27 REAPPROPRIATED FUNDS APPROPRIATIONS” as hereinafter set forth presenting a reappropriation of items previously budgeted for the fiscal year 2025-2026 but remaining unexpended at the close of said fiscal year, and representing amounts encumbered by means of

outstanding contracts as of the close of said fiscal year. That said amounts and the purposes therefore are set forth in the schedule below as follows:

SECTION 2. In case of an emergency, the City Council may authorize the transfer of funds between the purposes set forth in Attachment 1 if the funds are available and the transfer does not conflict with the limitations provided by law under A.R.S. § 42-17106.

SECTION 3. Money from any fund may be used for any of these purposes set forth in Attachment 1, except money specifically restricted by state law or by City Charter or City ordinances and resolutions.

PASSED by the Council of the City of Phoenix this 17th day of June 2026.

MAYOR

ATTEST:

_____, City Clerk

APPROVED AS TO FORM:

_____, Acting City Attorney

REVIEWED BY:

_____ City Manager

DRAFT

ATTACHMENT 1 - CITY OF PHOENIX, ARIZONA
2026-27 REAPPROPRIATED FUNDS APPROPRIATIONS

<u>Purpose</u>	<u>Appropriation Amount</u> <u>2026-2027</u>
<u>OPERATING FUNDS:</u>	
<u>General Funds</u>	
General Government	\$64,346,000
Public Safety	131,151,000
Criminal Justice	4,336,000
Transportation	1,484,000
Community Development	7,361,000
Community Enrichment	19,123,000
Environmental Services	56,364,000
Capital Improvements	<u>56,895,000</u>
Total General Funds	<u>\$341,060,000</u>
<u>Parks and Recreation Funds</u>	
Parks and Recreation Operations and Maintenance, and Capital Improvements	<u>\$27,377,000</u>
<u>Library Funds</u>	
Library Operations and Maintenance, and Capital Improvements	<u>\$5,677,000</u>
<u>Cable Communication Funds</u>	
Cable Communication Operations and Maintenance	<u>\$887,000</u>
<u>Arizona Highway User Revenue Funds</u>	
Street Maintenance, Major Street Improvements, Traffic Improvements and Other Street Improvements	<u>\$95,101,000</u>
<u>Aviation Funds</u>	
Aviation Operations and Maintenance, and Capital Improvements	<u>\$376,478,000</u>
<u>Capital Construction Funds</u>	
Capital Improvements in Street Transportation and Drainage	<u>\$10,243,000</u>
<u>City Improvement Operating Funds</u>	
Debt Service Related Costs associated with City Improvement	<u>\$18,000</u>
<u>Community Reinvestment Funds</u>	
Community Reinvestment Program	<u>\$4,255,000</u>
<u>Court Award Funds</u>	
Criminal Justice Program	<u>\$1,719,000</u>

<u>Purpose</u>	<u>Appropriation Amount</u> <u>2026-2027</u>
<u>Development Services Funds</u> Development Services Operations and Maintenance, and Capital Improvements	<u>\$19,000,000</u>
<u>Federal Community Development Funds</u> Community Development Program	<u>\$10,527,000</u>
<u>Federal Operating Trust Funds</u> Federal and State Grants	<u>\$48,447,000</u>
<u>Federal Transit Funds</u> Federal Transit Grant Program	<u>\$73,224,000</u>
<u>Golf Course Funds</u> Golf Course Operations and Maintenance, and Capital Improvements	<u>\$2,693,000</u>
<u>HOPE VI Federal Grant Funds</u> HOPE VI Program	<u>\$17,657,000</u>
<u>Human Services Federal Trust Funds</u> Human Services Program	<u>\$17,570,000</u>
<u>Neighborhood Protection Funds</u> Eligible Police, Fire and Block Watch Operations and Maintenance Expenditures Funded with Privilege License and Excise Taxes in accordance with Ordinance G-3696	<u>\$7,993,000</u>
<u>Other Restricted Funds</u> Other Restricted Funds Operations and Maintenance, and Capital Improvements	<u>\$57,272,000</u>
<u>Parks and Preserves Funds</u> Parks and Preserves Operations and Maintenance, and Capital Improvement Expenditures Funded with Privilege License and Excise Taxes in accordance with the Phoenix Parks and Preserves initiative approved by the Phoenix voters in a ballot measure on May 20, 2008	<u>\$75,290,000</u>
<u>Phoenix Convention Center Funds</u> Phoenix Convention Center Operations and Maintenance, and Capital Improvements	<u>\$29,834,000</u>
<u>Public Housing Funds</u> Public Housing Operations and Maintenance, and Capital Improvements	<u>\$63,491,000</u>

<u>Purpose</u>	<u>Appropriation Amount</u> <u>2026-2027</u>
<u>Public Safety Enhancement Funds</u>	
Police, Fire, and Emergency Management Operations and Maintenance Expenditures Funded with Privilege License and Excise Taxes in accordance with Ordinance S-31877	<u>\$2,639,000</u>
<u>Public Safety Expansion Funds</u>	
Police and Fire Personnel and Service Expansion Funded with Privilege License and Excise Taxes in accordance with Ordinance G-4987	<u>\$10,481,000</u>
<u>Regional Transit Funds</u>	
Regional Transit Operations and Maintenance, and Capital Improvements	<u>\$9,181,000</u>
<u>Regional Wireless Cooperative Funds</u>	
Regional Wireless Cooperative Operations and Maintenance, and Capital Improvements	<u>\$4,071,000</u>
<u>Solid Waste Funds</u>	
Solid Waste Operations and Maintenance, and Capital Improvements	<u>\$59,366,000</u>
<u>Sports Facilities, Bioscience & Tourism Funds</u>	
Sports Facilities, Bioscience & Tourism Operations and Maintenance, and Capital Improvements	<u>\$13,654,000</u>
<u>Transportation 2050 Funds</u>	
Transit and Streets Operations and Maintenance, and Capital Improvement Expenditures Funded with Privilege License and Excise Taxes in accordance with Ordinance G-6051	<u>\$158,331,000</u>
<u>Wastewater Funds</u>	
Wastewater Operations and Maintenance, and Capital Improvements	<u>\$169,789,000</u>
<u>Water Funds</u>	
Water Operations and Maintenance, and Capital Improvements	<u>\$266,536,000</u>
<u>CAPITAL PROJECTS FUNDS:</u>	
<u>1988 Parks, Recreation, Facilities, Library Bonds</u>	<u>\$133,000</u>
<u>2006 Library, Senior & Cultural Center Bonds</u>	<u>\$176,000</u>
<u>2023 Prop 1 Public Safety and Streets Bond Funds</u>	<u>\$29,292,000</u>
<u>2023 Prop 2 Neighborhood and Parks Bond Funds</u>	<u>\$7,021,000</u>
<u>2023 Prop 3 Arts, Economic Development, and Environment Bond Funds</u>	<u>\$14,708,000</u>
<u>2023 Prop 4 Housing and Human Services Bond Funds</u>	<u>\$18,095,000</u>

<u>Purpose</u>	<u>Appropriation Amount 2026-2027</u>
<u>Aviation Capital Funds</u>	<u>\$1,225,959,000</u>
<u>Capital Projects - Facilities Management</u>	<u>\$489,000</u>
<u>City Improvement Capital Funds</u>	<u>\$81,576,000</u>
<u>Civic Plaza Building Corporation Funds</u>	<u>\$4,416,000</u>
<u>Development Impact Fee Funds</u>	<u>\$37,229,000</u>
<u>Multi-City Wastewater Capital Funds</u>	<u>\$102,769,000</u>
<u>Public Housing Capital Funds</u>	<u>\$202,000</u>
<u>Solid Waste Capital Funds</u>	<u>\$34,110,000</u>
<u>Streets Capital Funds</u>	<u>\$82,941,000</u>
<u>Wastewater Capital Funds</u>	<u>\$535,046,000</u>
<u>Water Capital Funds</u>	<u>\$276,920,000</u>
<u>TOTAL REAPPROPRIATED FUNDS APPROPRIATIONS 2026-2027</u>	<u>\$4,430,943,000</u>



Amend Ordinance S-52048 Adopting the 2025-26 Annual Budget for Operating Funds (Ordinance S-52967) - Citywide

An ordinance (**Attachment A**) amending Ordinance S-52048 adopting the 2025-26 Annual Budget to authorize reallocating appropriations among lawfully available appropriations to ensure the continued operation of the City of Phoenix in the payment of necessary expenses.

Summary

This legally required amendment to the 2025-26 Operating Budget will allow the City to close out the current fiscal year's budgetary accounts and proceed with the annual independent audit per City Code Chapter 2, Section 2-16(A)(2). This is a standard end-of-year process required to close the books.

Arizona Revised Statute 42-17106 precludes any expenditure not included in the budget even if additional funds become available. This means all expenditures require an appropriation. An appropriation is the formal recognition in the City's official accounting records that the City Council has approved spending authority. Arizona Revised Statute 42-17106(B) allows the City Council to transfer spending authority between line items in the adopted budget. This does not represent an actual transfer of funds, but rather, only transfers of spending authority between specific areas. As a result, the total bottom line budget amount for 2025-26 does not change.

To make sure all planned expenditures have appropriate spending authority, each year Budget and Research staff brings to the City Council a request to amend the original budget amounts between specific areas at the end of each fiscal year. This is a normal part of the annual budget close-out process. Variances between estimated and actual expenditures that trigger the need to do these reallocated appropriations are usually caused by timing differences, such as expenditures originally planned for the early part of Fiscal Year (FY) 2026-27 that actually occurred during FY 2025-26. These timing variances can be quite large, especially when dealing with construction contracts. Allowing for these timing differences in the request for year-end budget amendments allows for bid awards and payments to vendors to proceed.

The amendments to the 2025-26 Operating Budget require City Council approval to

move spending authority from areas where excess authority is available to other areas where insufficient authority was originally provided due to normal changes during the year.

Decreases in 2025-26 appropriation authority are requested in the following:

- Transportation 2050 Funds due primarily to estimated 2025-26 costs being lower than budgeted costs for light rail extension projects.

Increases in 2025-26 appropriation authority are requested in the following:

- General Fund Community Development Program due to the transition of fiscal oversight responsibility for the Workforce Innovation and Opportunity Act grant from Human Services to Community and Economic Development.
- Golf Course Funds as a result of unplanned repairs and operational needs.
- Regional Wireless Cooperative Funds due to the change in accounting of City of Phoenix RWC costs from an expenditure credit to a recorded revenue.
- Secondary Property Tax Funds to support defeasance of outstanding General Obligation Bond debt.
- Solid Waste Funds as a result of vehicle replacement expenditures moving from CIP to Operating funds.

These are balancing measures with a net impact of \$0. The total appropriation remains unchanged.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Deputy City Manager Amber Williamson and the Budget and Research Department.

ATTACHMENT A

**THIS IS A DRAFT COPY ONLY AND IS NOT AN OFFICIAL COPY OF THE FINAL,
ADOPTED ORDINANCE**

ORDINANCE S-

AN ORDINANCE AMENDING ORDINANCE NO. S-52048 DETERMINING AND ADOPTING ESTIMATES AND PROPOSED EXPENDITURES BY THE CITY OF PHOENIX FOR THE FISCAL YEAR BEGINNING JULY 1, 2025 AND ENDING JUNE 30, 2026, BY REALLOCATING CERTAIN EXPENDITURES AND APPROPRIATIONS.

WHEREAS, during the fiscal year 2025-2026, the resources in certain funds will be more than originally anticipated in the 2025-2026 budget, and

WHEREAS, further reallocations of certain expenditures from available funds are required to ensure the continuing operation of the City of Phoenix and the payment of necessary expenses;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX as follows:

SECTION 1: That pursuant to the provisions of Section 4 and Section 6 of Ordinance No. S-52048 the City Manager is hereby authorized and empowered to allocate, and there is hereby appropriated and authorized to be expended, from other lawfully available funds of the City of Phoenix, the following sums to be included in the appropriations of the following listed funds by increasing or decreasing the amount

previously appropriated from said funds as follows:

- (a) Reallocating and increasing the appropriation for General Fund Community Development Program from \$39,948,859 to \$40,948,859;
- (b) Reallocating and increasing the appropriation for Golf Course Funds from \$14,571,098 to \$15,521,098;
- (c) Reallocating and increasing the appropriation for Regional Wireless Cooperative Funds from \$7,887,903 to \$15,517,903;
- (d) Reallocating and increasing the appropriation for Secondary Property Tax Funds from \$144,863,383 to \$150,863,383;
- (e) Reallocating and increasing the appropriation for Solid Waste Funds from \$221,283,302 to \$243,093,302;
- (f) Reallocating and decreasing the appropriation for Transportation 2050 Funds from \$754,914,197 to \$717,524,197;
- (g) Leaving the total appropriation adopted for 2025-2026 unchanged at \$7,860,888,818.

PASSED by the Council of the City of Phoenix this 17th day of June 2026.

M A Y O R

ATTEST:

, City Clerk

APPROVED AS TO FORM:

_____, Acting City Attorney

REVIEWED BY:

_____, City Manager

DRAFT



Amend Ordinance S-52074 Adopting the 2025-26 Capital Funds Budget (Ordinance S-53016) - Citywide

An ordinance (**Attachment A**) amending Ordinance S-52074 adopting the 2025-26 Capital Funds Budget to authorize reallocating appropriations among lawfully available appropriations to ensure the continued operation of the City of Phoenix in the payment of necessary expenses.

Summary

This legally required amendment to the 2025-26 Capital Funds Budget will allow the City to close out the current fiscal year's budgetary accounts and proceed with the annual independent audit. This is a standard end-of-year process required to close the books.

Arizona Revised Statutes (A.R.S.) Section 42-17106.A precludes any expenditure not included in the budget even if additional funds become available. This means all expenditures require an appropriation. An appropriation is the formal recognition in the City's official accounting records that the City Council has approved spending authority. A.R.S. Section 42-17106.B allows the City Council to transfer spending authority between line items in the adopted budget. This does not represent an actual transfer of funds, but rather, only transfers of spending authority between specific areas. As a result, the total bottom line budget amount for 2025-26 does not change.

To make sure all planned expenditures have appropriate spending authority, each year the Budget and Research Department brings to the City Council a request to amend the original budget amounts between specific areas at the end of each fiscal year. This is a normal part of the annual budget close-out process. Variances between estimated and actual expenditures that trigger the need to do these reallocated appropriations are usually caused by timing differences, such as expenditures originally planned for the later part of the 2024-25 fiscal year that actually occurred during the 2025-26 fiscal year. These timing variances can be quite large, especially when dealing with construction contracts. Allowing for these timing differences in our request for year-end budget amendments allows for bid awards and payments to vendors to proceed.

The amendments to the 2025-26 Capital Funds Budget require City Council approval

to move spending authority from areas where excess authority is available to other areas where insufficient authority was originally provided due to normal changes during the year.

A \$4,000,000 decrease in 2025-26 appropriation authority is requested in the Non-Departmental Capital Funds Budget due to contingency funds budgeted in 2025-26 that were not required.

A \$1,000,000 increase in 2025-26 appropriation authority is requested in the Information Technology Program's Capital Funds Budget for the design of the Laveen Public Safety Radio Tower project.

A \$3,000,000 increase in 2025-26 appropriation authority is requested in the Fire Protection Program's Capital Funds Budget for potential unforeseen costs or timing adjustments in fire station construction.

These are balancing measures with a net impact of \$0. The total appropriation remains unchanged.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Deputy City Manager Amber Williamson and the Budget and Research Department.

ATTACHMENT A

**THIS IS A DRAFT COPY ONLY AND IS NOT AN OFFICIAL COPY OF THE
FINAL, ADOPTED ORDINANCE**

ORDINANCE S-#####

AN ORDINANCE AMENDING ORDINANCE S-52074 ADOPTING THE FINAL CAPITAL FUNDS BUDGET, DETERMINING AND ADOPTING ESTIMATES OF PROPOSED EXPENDITURES BY THE CITY OF PHOENIX FOR THE FISCAL YEAR BEGINNING JULY 1, 2025, AND ENDING JUNE 30, 2026, BY REALLOCATING THE APPROPRIATION IN CERTAIN CAPITAL FUNDS PROGRAMS.

WHEREAS, during the 2025-26 fiscal year the resources in certain funds will be more than originally anticipated in the 2025-26 capital funds budget, and

WHEREAS, further reallocation of certain expenditures from available funds are required to ensure the continuing operation of the City of Phoenix and the payment of necessary expenses;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX as follows:

SECTION 1. That Ordinance S-52074 be, and the same is hereby, amended as follows:

- (a) Reallocating and increasing the allocation for Information Technology from \$11,664,503 to \$12,664,503.

- (b) Reallocating and increasing the allocation for Fire Protection from \$53,747,875 to \$56,747,875.
- (c) Reallocating and decreasing the allocation for Non-Departmental Capital from \$224,560,643 to \$220,560,643.
- (d) Leaving the total appropriation adopted for 2025-26 unchanged at \$2,269,459,778.

PASSED by the Council of the City of Phoenix this 17th day of June, 2026.

MAYOR

ATTEST:

City Clerk

APPROVED AS TO FORM:

City Attorney

REVIEWED BY:

City Manager



Amend Ordinance S-52049 Adopting the 2025-26 Final Reappropriation Budget (Ordinance S-52968) - Citywide

An ordinance (**Attachment A**) amending Ordinance S-52049 adopting the 2025-26 Final Reappropriation Budget to authorize reallocating appropriations among lawfully available appropriations to ensure the continued operation of the City of Phoenix in the payment of necessary expenses.

Summary

This amendment to the 2025-26 Final Reappropriation Budget will allow the City to close out the current fiscal year's budgetary accounts and proceed with the annual independent audit per City Code Chapter 2, Section 2-16(A)(2). This is part of the standard end-of-year process required to close the books.

Requested changes to the 2025-26 Reappropriated Funds Budget allow for year-end timing differences and allow for updated contract payment schedules. The 2025-26 Reappropriated Funds Budget ordinance was required to rebudget funds that were contractually committed in the prior fiscal year (2024-25) but not yet fully expended in that fiscal year. Since budget appropriations expire on June 30 of each fiscal year, the 2025-26 Reappropriated Funds Budget ordinance reestablished the appropriations for payment of vendors as goods and services were received.

These requested reallocations do not represent an actual transfer of funds, but rather, only a transfer of spending authority per Arizona Revised Statute 42-17106(B). Also, these reallocations do not increase or decrease the total budget.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Deputy City Manager Amber Williamson and the Budget and Research Department.

Attachment A

**THIS IS A DRAFT COPY ONLY AND IS NOT AN OFFICIAL COPY OF THE FINAL,
ADOPTED ORDINANCE**

ORDINANCE S-

AN ORDINANCE AMENDING ORDINANCE NO. S-52049
ADOPTING THE FINAL 2025-2026 REAPPROPRIATION
BUDGET FOR ITEMS OF EXPENDITURE PREVIOUSLY
ADOPTED AS PART OF THE OPERATING AND CAPITAL
FUND BUDGETS OF THE CITY OF PHOENIX BUT
REMAINING AS UNEXPENDED AS OF JUNE 30, 2026, BY
REALLOCATING CERTAIN EXPENDITURES AND
REAPPROPRIATIONS.

WHEREAS, during the fiscal year 2025-2026, the resources in certain
funds will be more than originally anticipated in the 2025-2026 budget; and

WHEREAS, further reallocations of certain expenditures from available
funds are required to ensure the continuing operation of the City of Phoenix and the
payment of necessary expenses;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY
OF PHOENIX as follows:

SECTION 1. That pursuant to the provisions of Ordinance No. S-52049,
the City Manager is hereby authorized and empowered to allocate, and there is hereby
appropriated and authorized to be expended, from other lawfully available funds of the

City of Phoenix, the following sums to be included in the reappropriations of the following listed funds by increasing or decreasing the amount previously reappropriated from said funds as follows:

- (a) Reallocating and increasing the reappropriation for Capital Construction Funds from \$5,310,000 to \$5,390,000;
- (b) Reallocating and increasing the reappropriation for Neighborhood Protection Funds from \$2,010,000 to \$3,710,000;
- (c) Reallocating and increasing the reappropriation for Public Safety Enhancement Funds from \$14,000 to \$664,000;
- (d) Reallocating and increasing the reappropriation for Public Safety Expansion Funds from \$199,000 to \$2,849,000;
- (e) Reallocating and decreasing the reappropriation for Transportation 2050 Funds from \$225,752,000 to \$220,672,000;
- (f) Leaving the total for the 2025-2026 reappropriation budget unchanged at \$4,315,419,000.

PASSED by the Council of the City of Phoenix this 17th day of June 2026.

MAYOR

ATTEST:

, City Clerk

APPROVED AS TO FORM:

_____, Acting City Attorney

REVIEWED BY:

_____, City Manager

DRAFT



Payment Ordinance for Summer Recess (Ordinance S-53052) - Citywide

The request is prepared each fiscal year end to allow for continuance of operations during the annual Council summer recess.

Summary

Request to authorize the City Controller to disburse funds, not to exceed \$100,000 per vendor, per occurrence, arising or otherwise due and payable during the period commencing on July 1, 2026, through August 25, 2026, for the purpose of continuing payment authority for expenditure of public money for payment of claims against the City of Phoenix for normal, recurring, business operating expenditures.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.



Request to Correct the Name of One Election Voting Precinct (Ordinance S-53063) - Citywide

Request City Council approval to correct the name of one election voting precinct on recently approved Ordinance S-52863.

Summary

This request is for City Council approval to correct the name of voting precinct number 1992 on recently approved Ordinance S-52963. On May 20, 2026, the City Council approved Ordinance S-52963 relating to election precinct legal descriptions. That ordinance listed the name of precinct number 1992 as "Cave Buttes-Cielo Grande-Deer Valley 2-Mountain Gate (1992)". However, the correct name is "Cave Buttes-Cielo Grande-Mountain Gate (1992)." This correction removes the name "Deer Valley 2" from the title of precinct number 1992.

The City's voting precincts are based on combinations of County voting precincts. The correction requested aligns with the County precincts and does not change any existing City Council District boundaries.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the City Clerk Department.



Request to Amend City Code - Chapter 8 Animals - Section 8-3.08 (Ordinance G-7524) - Citywide

Request to amend Phoenix City Code, Chapter 8 Animals, Section 8-3.08.

Summary

Staff have completed a review of the City's Animal Cruelty Ordinance. Based on this review, staff recommend several updates designed to modernize and strengthen the City's regulations on dog tethering. The proposed changes clarify key definitions, limit when tethering is permissible, and enhance protections for animal welfare. The full recommended revision is provided in **Attachment A**.

Key proposed updates include:

- A new definition establishing "direct supervision or control," requiring that a dog remain within the owner's or handler's visual range at all times when outside.
- Expansion of unlawful restraint provisions, prohibiting tethering or use of a trolley system unless the dog is under direct supervision or control, and at any time during extreme weather.
- Clarification and strengthening of standards for allowable restraints while under direct supervision or control, including a requirement that restraints must not cause distress or unreasonably limit a dog's movement.

Concurrence/Previous Council Action

On June 3, 2026, the Public Safety and Justice Subcommittee recommended approval of this item.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays, the City Manager's Office and the Police Department.

ATTACHMENT A

**THIS IS A DRAFT COPY ONLY AND IS NOT AN OFFICIAL
COPY OF THE FINAL ADOPTED ORDINANCE**

ORDINANCE G-XXXX

ORDINANCE G-

AN ORDINANCE AMENDING CHAPTER 8, ARTICLE I,
PHOENIX CITY CODE, SECTION 8-3.08 RELATING TO THE
UNLAWFUL RESTRAINT OF A DOG.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX, as
follows:

SECTION 1. That Chapter 8, Article I, Section 8-3.08 is hereby amended
and revised to modernize and strengthen the City's regulations on dog tethering as
follows:

Sec. 8-3.08. Unlawful restraint of dog.

A. For purposes of this section:

"*Collar*" means any collar constructed of nylon, leather, metal, or similar material,
specifically designed to be used on a dog.

"*DIRECT SUPERVISION OR CONTROL*" MEANS WHEN A DOG IS KEPT WITHIN
THE VISUAL RANGE OF THE OWNER OR HANDLER AT ALL TIMES WHILE
OUTSIDE.

"*Extreme weather conditions*" means:

- a. The actual or effective outdoor temperature is below 32 degrees Fahrenheit
or above 100 degrees Fahrenheit;

b. A heat advisory has been issued by a local, State, or national authority for the area; or

c. A monsoon, hurricane, tropical storm, dust storm or tornado warning has been issued for the area by a local, State, or national authority.

"*Owner*" means a person who owns or has custody or control of a dog.

"*Properly fitted*" means a collar that measures the circumference of a dog's neck plus one inch.

"*Restraint*" means a rope, tether, leash, cable, or other device ~~other than a chain~~ that attaches a dog to a stationary object or trolley system. IT IS NOT PERMISSIBLE TO USE A CHAIN AS A RESTRAINT.

B. IT IS UNLAWFUL TO CONFINE A DOG ON PRIVATE PROPERTY BY USE OF A TETHER, TROLLEY, OR SIMILAR RESTRAINT UNLESS THE DOG IS UNDER DIRECT SUPERVISION OR CONTROL BY THE OWNER OR HANDLER. An owner shall not restrain a dog outside by use of a choke collar or pinch collar, ~~or a restraint that unreasonably limits the dog's movement, or during extreme weather conditions~~ OR ANY TIME DURING EXTREME WEATHER CONDITIONS.

ANY RESTRAINT USED IN ACCORDANCE WITH THIS CHAPTER MUST NOT UNREASONABLY LIMIT A DOG'S MOVEMENT OR CAUSE DISTRESS TO THE DOG. A restraint unreasonably limits a dog's movement if the restraint:

1. Uses a collar that is not properly fitted to the dog;
2. Is in length shorter than ~~ten~~ SIX feet;
3. Places the dog in unsafe or unsanitary conditions;
4. Causes injury to the dog; or
5. Does not permit the dog access to food, water, shade, dry ground, or adequate shelter ~~at all times~~.

C. *Penalty.*

1. A person found responsible for violating subsection B of this section must be assessed a fine not less than \$250.00.

2. Upon a second conviction under subsection B of this section, a person is guilty of a Class 1 misdemeanor punishable by jail for a term of not less than 48 hours and a fine of not less than \$1,000.00.

3. Upon a third conviction under subsection (B)(2) of this section, a person is guilty of a Class 1 misdemeanor punishable by jail for a term of not less than 15 consecutive days and a fine of not less than \$2,000.00.

D. A person who has restrained a dog in compliance with subsection (B)(2) of this section is not in violation of Section 8-14(A).

SECTION 2. If any section, subsection, sentence, clause, phrase or portion of this Ordinance is for any reason held to be invalid or unconstitutional by the decision of any court, such decision shall not affect the validity of remaining sections.

PASSED by the City Council of the City of Phoenix this 17th day of June 2026.

MAYOR

Date

ATTEST:

Denise Archibald, City Clerk

APPROVED AS TO FORM:
Julie M. Kriegh, City Attorney

BY: _____

REVIEWED BY:

Ed Zuercher, City Manager

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Audio Visual (A/V) Services and Live Switching Operator - IFB-24-0206 - Amendment (Ordinance S-52972) - Citywide

Request to authorize the City Manager, or the City Manager's designee, to execute an amendment to Contract 161626 with Skyline Productions, Inc. to modify the scope of work to add the Planning and Development Department to the contract. Further request to authorize the City Controller to disburse all funds related to this item. The additional expenditures will not exceed \$22,000.

Summary

This contract provides audio-visual (A/V) and live switching operator services on an as-needed basis. This amendment adds the Planning and Development Department to the contract to ensure professional and consistent A/V support for Village Planning Committee meetings when needed.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

The contract term remains unchanged, ending on September 30, 2029.

Financial Impact

Upon approval of \$22,000 in additional funds, the revised aggregate value of the contract will not exceed \$422,000. Funds are available in the Planning and Development Department's budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Audio Visual (A/V) Services and Live Switching Operator Contract 161626 (Ordinance S-51179) on August 26, 2025.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Planning and Development Department.



**Title Record Search Services Contract - RFQ-26-0186 - Request for Award
(Ordinance S-52977) - Citywide**

Request to authorize the City Manager, or his designee, to enter into a contract with DataTrace Information Services LLC to provide Title Record Search Services for the Finance Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$200,000.

Summary

This contract will provide the City with direct electronic access to a comprehensive and continuously updated Maricopa County title plant database, enabling accurate and efficient research of property records to support key municipal functions such as property verification, tax assessment and legal documentation. By partnering with a qualified supplier experienced in maintaining reliable title plant systems, the City will ensure timely access to essential data, improve operational efficiency and enhance the accuracy of property-related processes across departments.

Procurement Information

A Request For Quote procurement was processed in accordance with City of Phoenix Administrative Regulation 3.10.

One vendor submitted a quote deemed to be responsive to the posted specifications and responsible to provide the required goods and services. Following an evaluation based on price, the procurement officer recommends award to the following vendor:

Selected Bidder

DataTrace Information Services LLC

Contract Term

The contract will begin on or about July 1, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate contract value will not exceed \$200,000. Funding is available in the Finance Department's budget.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.



Purchase of Property and Casualty Insurance Policies for the City of Phoenix (Ordinance S-52990) - Citywide

Request to authorize the City Manager, or his designee, to purchase various property and casualty insurance policies on behalf of the City from July 2026 through June 2027. Further request authorization for the City Controller to disburse funds, not to exceed \$23,000,000.

Summary

Competitive quotes are sought from all viable commercial insurance markets to assure the best coverage and cost available. The total estimated cost for all insurance is approximately \$23,000,000 for Fiscal Year (FY) 2026-27, down from \$23,855,820 in the current year. Nationwide demand for high-limit liability coverage continues to grow while fewer insurers are willing to provide it, especially for public entities with complex, high exposure operations. Rising claim frequency and severity, both nationally and in Phoenix, continue to add pressure to premiums rates. Despite this challenging environment, meaningful reductions were achieved all while maintaining or increasing coverage.

Citywide insurance policies are purchased from the Risk Management Self-Insurance Fund or the Workers' Compensation Self-Insurance Fund and are then allocated to each department's budget. Funds for special policies purchased are available from those department's budgets. The amount requested is based on estimated rate increases as advised by the City's contracted insurance broker. Depending on final quotes, staff may need to return to Council for a retroactive increase in spending authority.

Insurance Policy Overview

Blanket Property and Boiler and Machinery

- Department: Citywide
- Estimated Cost: \$7,400,000

Excess Liability (Multiple Layers)

- Department: Citywide
- Estimated Cost: \$10,979,982

Excess Workers' Compensation

- Department: Citywide
- Estimated Cost: \$441,651

Network Security and Cyber

- Department: Citywide
- Estimated Cost: \$1,658,184

Police Aircraft Liability and Hull

- Department: Police
- Estimated Cost: \$541,540

Aviation Airport Liability

- Department: Aviation
- Estimated Cost: \$745,525

Miscellaneous Property and Casualty

- Department: Citywide
- Estimated Cost: \$1,233,118

Financial Impact

The amount will not exceed \$23,000,000, comprised of funds from the Risk Management or the Workers' Compensation self-insurance funds, and are included in the FY 2026-27 budget.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.



Agenda Date: 6/17/2026, Item No. 58

Authorization to Grant an Easement to the Arizona Department of Transportation Across City-Owned Property Located at 320 W. Watkins Street (Ordinance S-52991) - District 8

Request to authorize the City Manager, or his designee, to grant an easement to the Arizona Department of Transportation (ADOT) across City-owned property located at 320 W. Watkins Street for consideration in the amount of the appraised value. Further request authorization for the City Treasurer to accept all funds related to this item.

Summary

The development of Palo Verde at Riverview Logistics Center resulted in obstruction of access to one of ADOT's highway service yards. ADOT requires an ingress-egress easement for access to their service yard located west of S. Central Avenue, south of W. Watkins Road. The ingress-egress easement is approximately 2,456 square feet.

The developer will compensate the City for all costs related to the easement.

The property to be encumbered by the easement is identified by Maricopa County Assessor's parcel number (APN) 112-46-014C.

Financial Impact

Revenue will be reflective of the market value of the easement.

Location

320 W. Watkins Street
Council District: 8

Responsible Department

This item is submitted by Deputy City Manager Cynthia Aguilar and the Parks and Recreation and Finance departments.



Authorization to Adopt Public Safety Personnel Retirement System Pension Funding Policy (Ordinance S-52997) - Citywide

Request to adopt a Pension Funding Policy applicable to Public Safety Personnel Retirement System (PSPRS). A Pension Funding Policy to clearly communicate the City's funding objectives is a requirement adopted by the State Legislature in 2018 as Arizona Revised Statutes Section 38-863.01 (**Attachment A**) to be implemented on an annual basis by June 30.

Summary

The State law requires the City to:

1. Annually adopt a Pension Funding Policy.
2. Formally accept the Employer's share of the assets and liabilities under each pension system.
3. Post the Policy on the City's website.

For review and discussion purposes, a proposed Pension Funding Policy for PSPRS can be found in **Attachment B**. A final City Pension Funding Policy must be adopted and posted on the City's website by July 1 each year.

Over the last several years the Phoenix City Council and voters have taken responsible actions to ensure the pension systems are financially stable while maintaining services to the public. Fluctuations in unfunded pension liabilities (**Attachment C**) and annual costs (**Attachment D**) have placed significant budgetary constraints on the City's ability to provide employee wage and non-pension benefit increases, public services and infrastructure maintenance. While currently manageable, this pressure will continue into the foreseeable future. Further, credit rating agencies and lenders place strong consideration on the funding plan and funding levels of the City's pension systems when determining their view of the overall financial health of the City.

The Phoenix City Council has requested staff provide various pension funding options, which has resulted in the following actions:

1. Adopted a balanced budget based on a 25-year amortization schedule for PSPRS,

which is more aggressive than the 30-year amortization adopted through State law. However, the 25-year amortization schedule still allows budgetary capacity to continue providing quality services and fair compensation for employees.

2. Established a Pension Reserve Fund to stabilize annual PSPRS payments.
3. Authorized a portion of recreational (non-medical) marijuana tax revenue to directly pay down the PSPRS pension liability.

These actions are in addition to the statewide PSPRS pension reform passed by the voters in 2016.

Results to Date

The funded ratio for PSPRS was 47.46 and 51.45 percent for Police and Fire, respectively, for fiscal year ending 2025 and was 44.75 and 48.41 percent for Police and Fire, respectively, for fiscal year ending 2024 (**Attachment E**). This is an indication that ongoing attention to the funded position of PSPRS and strategies to increase payments over a sustained period is necessary in conjunction with balancing the current needs of the community and employees.

In November 2020, voters approved Proposition 207 legalizing the sale of recreational marijuana in the State of Arizona beginning in January 2021. Towards the end of Fiscal Year (FY) 2020-21, the City of Phoenix started receiving recreational marijuana revenues from four sources, including:

1. City of Phoenix regular general fund sales tax.
2. Public Safety proportional allocation based on PSPRS membership.
3. Highway User Revenue Fund (HURF) proportional allocation.
4. State-shared sales tax revenue.

As part of the PSPRS Pension Funding Policy for FY 2021-22, City Council adopted a policy to annually direct revenues from 1 and 2 above (the general fund portion of the City's sales tax of recreational marijuana and the City's Public Safety allocation) to paying down PSPRS pension liability. Since FY 2020-21, \$61.9 million has been collected and remitted to PSPRS, above the Actuarially Determined Contribution (ADC). The City is anticipating approximately \$14 million in collections by FY-End 2025-26.

City Council Considerations

In accordance with State law, the City Council must formally accept the assets and liabilities of the City's pension funds for the City of Phoenix (**Attachment F**) and must approve Pension Funding Policy (**Attachment B**) by July 1, 2026.

Pension Obligation Bonds (POBs) are bonds issued to pay pension plan liabilities. This type of bond issuance is very complex and as such, has many critical considerations. As part of the PSPRS Pension Funding Policy for FY 2026, City Council adopted a framework establishing parameters around issuing POBs to mitigate risks. This framework is included as part of the proposed PSPRS Pension Funding Policy for FY 2026-27. The policy establishes a framework only; this is not a request for authorization. Specific City Council authorization would be required for issuance of POBs.

The City has allowed the Deferred Retirement Option Plan (DROP) Tier 1 members (who entered prior to July 6, 2022) to be eligible to extend their DROP service from five to seven years in accordance with the statutory guidelines when in the best interest of the City; this will be evaluated annually and on a case-by-case basis.

While the pension system is not currently fully funded, the strategy to pay the ADC and pay down the liability over a set period (15 years remaining for PSPRS) allows flexibility in improving services to the public while spreading the liability over a period of time.

Under current actuarial calculations and amortization periods, PSPRS will be 100 percent funded by June 30, 2042 (**Attachment G**). This means pension costs will significantly decrease in FY 2041-42 as only normal current year costs remain. Under the leadership of the City Council, the City continues to take steps to ensure current funding expectations are achieved on this schedule.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.

ATTACHMENT A

VIEW DOCUMENT

The Arizona Revised Statutes have been updated to include the revised sections from the 57th Legislature, 1st Regular Session. Please note that the next update of this compilation will not take place until after the conclusion of the 57th Legislature, 2nd Regular Session, which convenes in January 2026.

DISCLAIMER

This online version of the Arizona Revised Statutes is primarily maintained for legislative drafting purposes and reflects the version of law that is effective on January 1st of the year following the most recent legislative session. The official version of the Arizona Revised Statutes is published by Thomson Reuters.

38-863.01. Pension funding policies; employers

A. Each governing body of an employer shall annually:

1. Adopt a pension funding policy for the system for employees who were hired before July 1, 2017. The pension funding policy shall include funding objectives that address at least the following:

(a) How to maintain stability of the governing body's contributions to the system.

(b) How and when the governing body's funding requirements of the system will be met.

(c) Defining the governing body's funded ratio target under the system and the timeline for reaching the targeted funded ratio.

2. Formally accept the employer's share of the assets and liabilities under the system based on the system's actuarial valuation report.

B. The governing body shall post the pension funding policy on the governing body's public website and transmit the pension funding policy to the board.

ATTACHMENT B

City of Phoenix

Public Safety Personnel Retirement System

Pension Funding Policy

The intent of this policy is to clearly communicate the Council's pension funding objectives and its commitment to our employees and the sound financial management of the City and to comply with statutory requirements of Arizona Revised Statute §38-863.01.

Several terms are used throughout this policy:

Unfunded Actuarial Accrued Liability (UAAL) – Is the difference between trust assets and the estimated future cost of pensions earned by employees. This UAAL results from actual results (interest earnings, member mortality, disability rates, etc.) being different from the assumptions used in previous actuarial valuations.

Actuarially Determined Contribution (ADC) – Is the annual amount determined to pay into the pension funds, as calculated through annual actuarial valuations. It is comprised of two primary components: normal pension cost – which is the estimated cost of pension benefits earned by employees in the current year; and, amortization of UAAL – which is the cost needed to cover the unfunded portion of pensions earned by employees in previous years. The UAAL is collected over a period of time referred to as the amortization period. The ADC is a percentage of the current payroll.

Funded Ratio – Is a ratio of fund assets to actuarial accrued liability. The higher the ratio the better funded the pension is with 100% being fully funded.

The City's police and fire employees who are regularly assigned hazardous duty participate in the Public Safety Personnel Retirement System (PSPRS).

Public Safety Personnel Retirement System (PSPRS)

PSPRS is administered as an agent multiple-employer pension plan. An agent multiple-employer plan has two main functions: 1) to comingle assets of all plans under its administration, thus achieving economy of scale for more cost-efficient investments and invest those assets for the benefit of all members under its administration and 2) serve as the statewide uniform administrator for the distribution of benefits.

Under an agent multiple-employer plan each agency participating in the plan has an individual trust fund reflecting that agencies' assets and liabilities. Under this plan all contributions are deposited to and distributions are made from that fund's assets, each fund has its own funded ratio and contribution rate, and each fund has a unique annual actuarial valuation. The City of Phoenix has two trust funds, one for police employees and one for fire employees.

Council formally accepts the assets and liabilities of the City's PSPRS trust funds from the June 30, 2025, actuarial valuation report, which are detailed below:

Trust Fund	Assets¹	Liabilities¹	Unfunded Liability¹	Funded Ratio¹
Phoenix Police	\$2,237,236,048	\$4,713,839,846	\$2,476,603,798	47.46%
Phoenix Fire	1,319,690,734	2,565,136,234	1,245,445,500	51.45%
City of Phoenix Totals	\$3,556,926,782	\$7,278,976,080	\$3,722,049,298	48.87%

For comparative purposes, the City of Phoenix total Unfunded Liability for the prior fiscal year ending June 30, 2024, was \$3.78 billion and the funded ratio was 46.03%.

¹ Amounts differ from Annual Comprehensive Financial Report due to legislation reporting requirements.

PSPRS Funding Goal

Fully funded pension plans are the best way to achieve taxpayer equity. However, most funds in PSPRS are significantly underfunded due to historical low returns on plan assets, people in general living longer and decreases in governmental workforces. As shown above, the UAAL for the City is \$3.7 billion which should be paid over time to avoid a huge burden to current taxpayers by either significantly decreasing services or an increase in taxes. This taxpayer burden must be balanced with being fiscally responsible and committed in providing pensions to retirees.

The Council's PSPRS funding ratio goal is 100% (fully funded) by June 30, 2042.

Council has taken the following actions to achieve the June 30, 2042 goal:

- Maintain ADC payment from operating revenues – Council is committed to maintaining the full ADC payment (normal cost and UAAL amortization) from operating funds.
- Additional payments above the ADC
 - City Council has approved paying the ADC based on a 16-year remaining amortization schedule. The budget for the ADC for FY 26 is \$450.9 million, which is \$92.6 million more than the actuarial amount.
 - Council adopted a policy to annually direct revenues from the general fund portion of the City's sales tax of recreational marijuana and a portion of the City's Public Safety allocation from the State of Arizona related to marijuana revenue collections and use these revenues to pay down the PSPRS pension liability. Since fiscal year 2020-21, \$61.9 million has been collected and remitted to PSPRS, above the ADC. The City is anticipating approximately \$14.0 million in collections by Fiscal Year-End 2025-26.
 - Established the Pension Stabilization Reserve Fund to ensure annual payment during downturns in the economy. As of fiscal year ended June 30, 2025, there was \$50.2 million in the reserve fund.

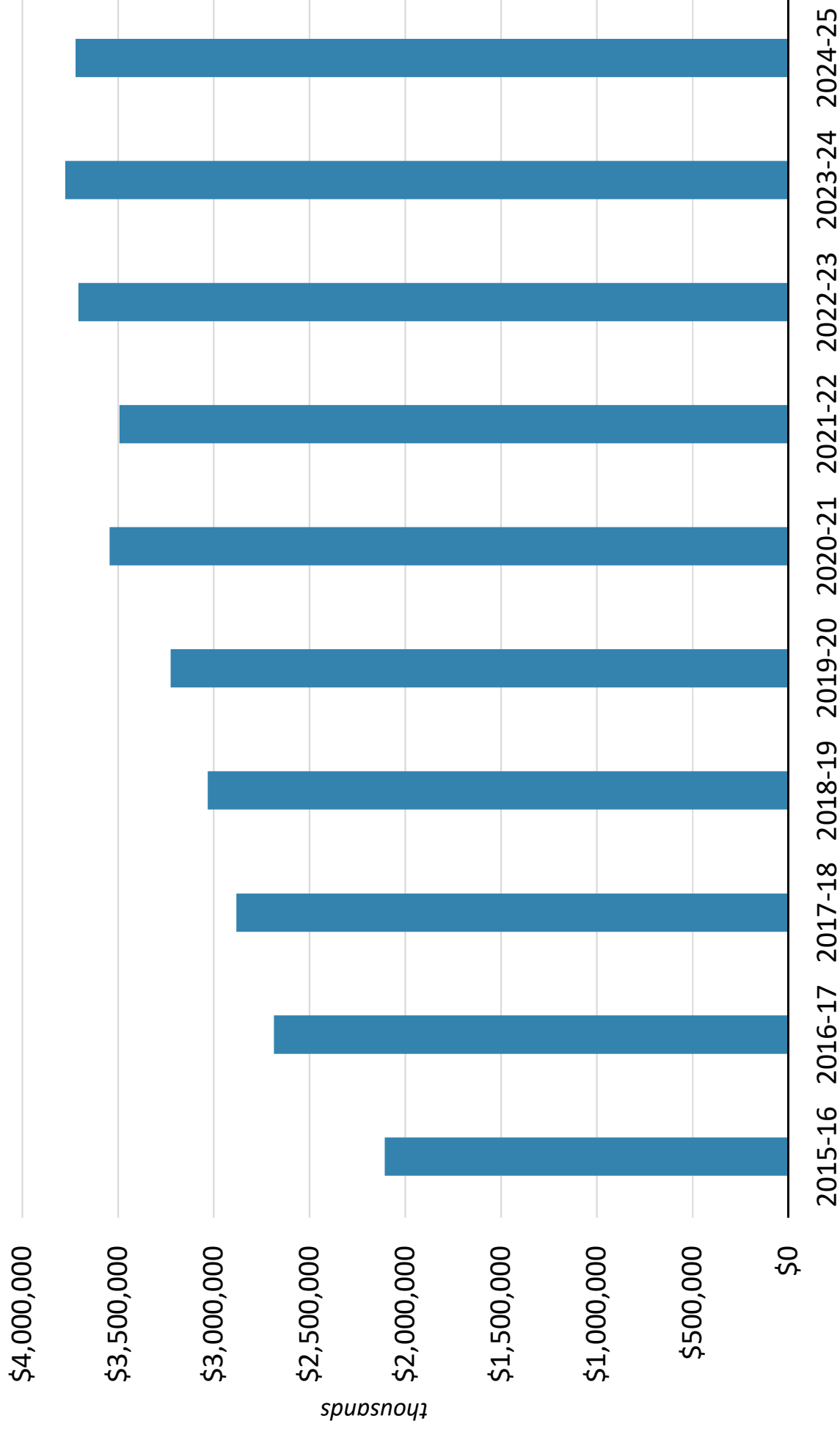
To achieve this goal, the City's funding policy is as follows:

1. Maintain the City's legal commitment to employees and retirees by paying 100% of the ADC
2. Evaluate Police and Fire current year total actual expenditures, if less than the total budget, make an additional payment either directly to PSPRS or to the Pension Stabilization Reserve
3. Use recreational (non-medical) marijuana tax revenue (general fund portion of City's direct sales tax and public safety allocation only) to directly pay down the pension liability
4. Monitor market conditions for feasibility of issuing Pension Obligation Bonds (POBs). Seek bond ordinance approval if market conditions are favorable and the following conditions are met:
 - a) Interest rate is under 3.5%
 - b) Sufficient assets are available to sell (if applicable)
 - c) Apply all savings from issuing POBs to PSPRS pension liability
 - d) Rating indications are neutral
5. Review investment rate of returns on pension assets, monitor actuarial assumption changes and analyze the impact on future actuarially determined contributions
6. Form sensitivity and scenario analyses for proposed PSPRS Board changes to the pension plan
7. Allow the Deferred Retirement Option Plan (DROP) Tier 1 members (who entered prior to July 6, 2022) to be eligible to extend their DROP service from 5 to 7 years in accordance with the statutory guidelines when in the best interest of the City; this will be evaluated annually and, on a case-by-case basis
8. 100% funded by 2042



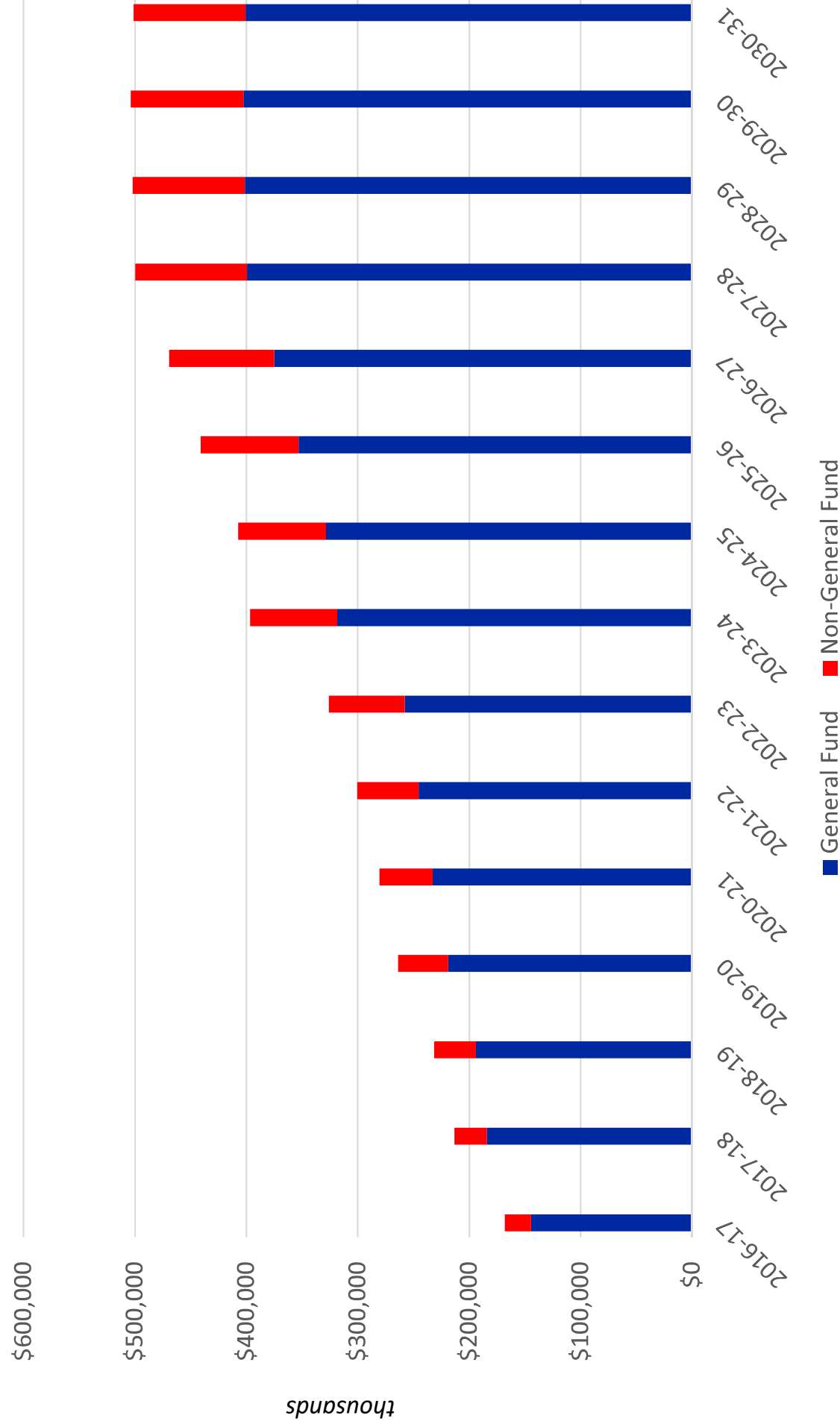
Attachment C: PSPRS

Total Unfunded Pension Liability



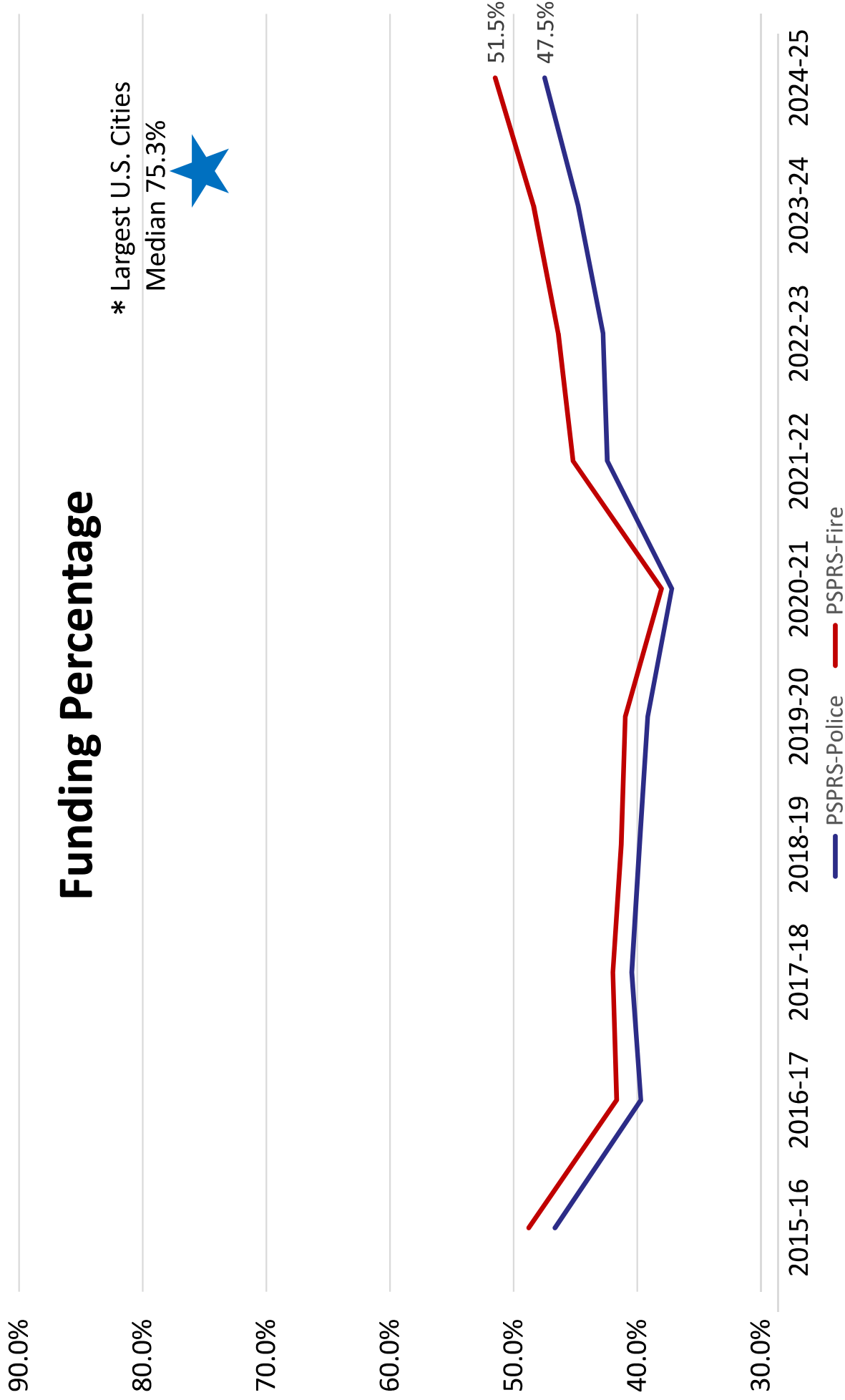


Attachment D: Total PSPRS Pension Costs by Payment Source





Attachment E: PSPRS Historical Total Funding Percentage





Arizona Public Safety Personnel Retirement System

PHOENIX POLICE DEPT. (022)

Actuarial Valuation

As of June 30, 2025

Contributions Applicable to the Plan/

Fiscal Year Ending June 30, 2027

LIABILITY SUPPORT

LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIERS 1 & 2

	June 30, 2025	June 30, 2024
PENSION		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 2,850,687,974	\$ 2,741,435,105
DROP Members	613,252,590	565,506,976
Vested Members	10,856,842	9,557,975
Active Members	<u>1,450,699,852</u>	<u>1,485,515,217</u>
Total Actuarial Present Value of Benefits	4,925,497,258	4,802,015,273
Actuarial Accrued Liability (AAL)		
All Inactive Members	3,474,797,406	3,316,500,056
Active Members	<u>1,168,884,821</u>	<u>1,181,604,134</u>
Total Actuarial Accrued Liability	4,643,682,227	4,498,104,190
Actuarial Value of Assets (AVA)	<u>2,167,068,433</u>	1,982,168,312
Unfunded Actuarial Accrued Liability	2,476,613,794	2,515,935,878
PVB Funded Ratio (AVA / PVB)	44.0%	41.3%
AAL Funded Ratio (AVA / AAL)	46.7%	44.1%
HEALTH		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 25,917,745	\$ 24,781,147
DROP Members	7,517,684	7,369,792
Active Members	<u>18,359,117</u>	<u>19,533,012</u>
Total Present Value of Benefits	51,794,546	51,683,951
Actuarial Accrued Liability (AAL)		
All Inactive Members	33,435,429	32,150,939
Active Members	<u>14,850,850</u>	<u>15,573,089</u>
Total Actuarial Accrued Liability	48,286,279	47,724,028
Actuarial Value of Assets (AVA)	77,046,895	75,041,750
Unfunded Actuarial Accrued Liability	(28,760,616)	(27,317,722)
PVB Funded Ratio (AVA / PVB)	148.8%	145.2%
AAL Funded Ratio (AVA / AAL)	159.6%	157.2%

Health liabilities were increased by \$17,839 under the lateral transfer methodology. Pension liabilities were not impacted.

LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIER 3

	June 30, 2025	June 30, 2024
PENSION		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 5,067,691	\$ 3,097,652
Vested Members	2,545,628	2,270,546
Active Members	<u>243,644,079</u>	<u>176,357,156</u>
Total Actuarial Present Value of Benefits	251,257,398	181,725,354
Actuarial Accrued Liability (AAL)		
All Inactive Members	7,613,319	5,368,198
Active Members	<u>62,544,300</u>	<u>43,734,129</u>
Total Actuarial Accrued Liability	<u>70,157,619</u>	49,102,327
Actuarial Value of Assets (AVA)	<u>70,167,615</u>	52,532,349
Unfunded Actuarial Accrued Liability	(9,996)	(3,430,022)
PVB Funded Ratio (AVA / PVB)	27.9%	28.9%
AAL Funded Ratio (AVA / AAL)	<u>100.0%</u>	107.0%
HEALTH		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 50,223	\$ 25,206
Active Members	<u>2,493,875</u>	<u>2,021,240</u>
Total Present Value of Benefits	2,544,098	2,046,446
Actuarial Accrued Liability (AAL)		
All Inactive Members	50,223	25,206
Active Members	<u>752,639</u>	<u>562,825</u>
Total Actuarial Accrued Liability	802,862	588,031
Actuarial Value of Assets (AVA)	1,557,876	1,289,118
Unfunded Actuarial Accrued Liability	(755,014)	(701,087)
PVB Funded Ratio (AVA / PVB)	61.2%	63.0%
AAL Funded Ratio (AVA / AAL)	194.0%	219.2%

The liabilities shown on this page are the liabilities for Phoenix Police Dept. Tier 3 members.

	Police		
	T1+2	T3	Total
AVA	\$2,167,068,433	\$70,167,615	\$2,237,236,048
AAL	\$4,643,682,227	\$70,157,619	\$4,713,839,846
Ratio	46.67%	100.01%	47.46%
Unfunded Liability	\$(2,476,613,794)	\$9,996	\$(2,476,603,798)



Arizona Public Safety Personnel Retirement System

PHOENIX FIRE DEPT. (021)

Actuarial Valuation

As of June 30, 2025

*Contributions Applicable to the Plan/
Fiscal Year Ending June 30, 2027*

LIABILITY SUPPORT

LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIERS 1 & 2

	June 30, 2025	June 30, 2024
PENSION		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 1,327,131,880	\$ 1,257,655,921
DROP Members	445,000,435	401,800,394
Vested Members	3,682,145	2,634,585
Active Members	<u>1,018,102,104</u>	<u>1,051,762,497</u>
Total Actuarial Present Value of Benefits	2,793,916,564	2,713,853,397
Actuarial Accrued Liability (AAL)		
All Inactive Members	1,775,814,460	1,662,090,900
Active Members	<u>751,070,957</u>	<u>762,834,433</u>
Total Actuarial Accrued Liability	2,526,885,417	2,424,925,333
Actuarial Value of Assets (AVA)	<u>1,281,104,113</u>	1,159,513,746
Unfunded Actuarial Accrued Liability	1,245,781,304	1,265,411,587
PVB Funded Ratio (AVA / PVB)	45.9%	42.7%
AAL Funded Ratio (AVA / AAL)	50.7%	47.8%
HEALTH		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 12,758,215	\$ 11,775,846
DROP Members	4,709,836	4,406,124
Active Members	<u>11,464,556</u>	<u>12,286,653</u>
Total Present Value of Benefits	28,932,607	28,468,623
Actuarial Accrued Liability (AAL)		
All Inactive Members	17,468,051	16,181,970
Active Members	<u>8,546,471</u>	<u>8,995,653</u>
Total Actuarial Accrued Liability	26,014,522	25,177,623
Actuarial Value of Assets (AVA)	44,789,515	43,367,233
Unfunded Actuarial Accrued Liability	(18,774,993)	(18,189,610)
PVB Funded Ratio (AVA / PVB)	154.8%	152.3%
AAL Funded Ratio (AVA / AAL)	172.2%	172.2%

Health liabilities were increased by \$28,868 under the lateral transfer methodology. Pension liabilities were not impacted.

See
combined
totals on
next page
with Tier 3
included

LIABILITIES AND FUNDED RATIOS BY BENEFIT - TIER 3

	June 30, 2025	June 30, 2024
PENSION		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 172,862	\$ 171,403
Vested Members	400,581	264,909
Active Members	<u>208,915,407</u>	<u>137,041,783</u>
Total Actuarial Present Value of Benefits	209,488,850	137,478,095
Actuarial Accrued Liability (AAL)		
All Inactive Members	573,443	436,312
Active Members	<u>37,677,374</u>	<u>24,149,001</u>
Total Actuarial Accrued Liability	<u>38,250,817</u>	24,585,313
Actuarial Value of Assets (AVA)	<u>38,586,621</u>	26,370,281
Unfunded Actuarial Accrued Liability	(335,804)	(1,784,968)
PVB Funded Ratio (AVA / PVB)	18.4%	19.2%
AAL Funded Ratio (AVA / AAL)	<u>100.9%</u>	107.3%
HEALTH		
Actuarial Present Value of Benefits (PVB)		
Retirees and Beneficiaries	\$ 0	\$ 0
Active Members	<u>2,323,375</u>	<u>1,811,309</u>
Total Present Value of Benefits	2,323,375	1,811,309
Actuarial Accrued Liability (AAL)		
All Inactive Members	0	0
Active Members	<u>469,830</u>	<u>347,068</u>
Total Actuarial Accrued Liability	469,830	347,068
Actuarial Value of Assets (AVA)	646,329	475,767
Unfunded Actuarial Accrued Liability	(176,499)	(128,699)
PVB Funded Ratio (AVA / PVB)	27.8%	26.3%
AAL Funded Ratio (AVA / AAL)	137.6%	137.1%

The liabilities shown on this page are the liabilities for Phoenix Fire Dept. Tier 3 members.

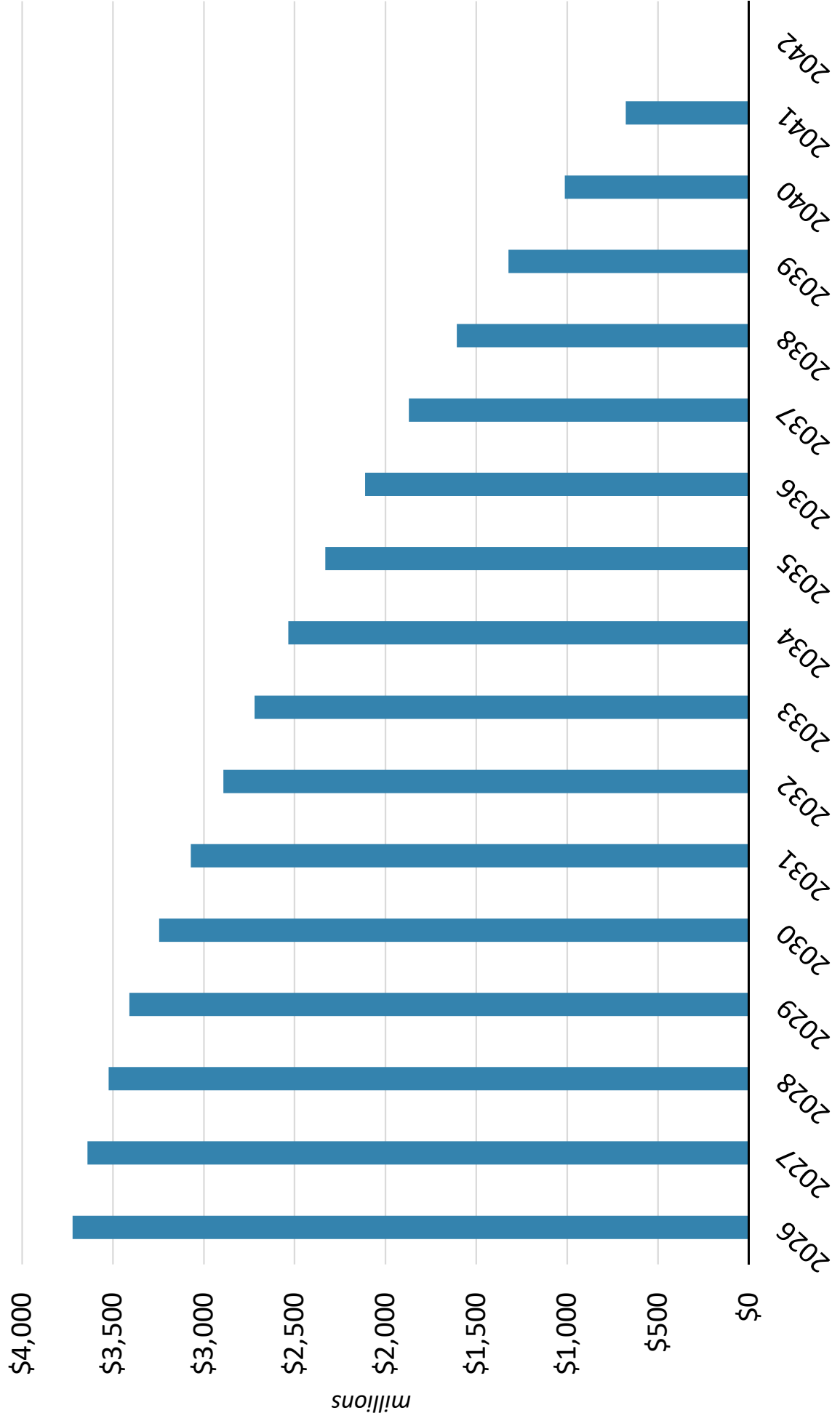
Fire

	T1+2	T3	Total
AVA	\$1,281,104,113	\$38,586,621	\$1,319,690,734
AAL	\$2,526,885,417	\$38,250,817	\$2,565,136,234
Ratio	50.70%	100.88%	51.45%
Unfunded Liab	\$(1,245,781,304)	\$335,804	\$(1,245,445,500)



Attachment G: PSPRS

Total Unfunded Pension Liability





Authorization to Adopt City of Phoenix Employee Retirement System Pension Funding Policy (Ordinance S-52999) - Citywide

Request to adopt a Pension Funding Policy applicable to City of Phoenix Employee Retirement System (COPERS). A Pension Funding Policy to clearly communicate the City's funding objectives is a requirement adopted by the State Legislature in 2018 as Arizona Revised Statutes Section 38-863.01 (**Attachment A**) to be implemented on an annual basis by June 30. While the State law only applies to Public Safety Personnel Retirement System, for the eighth year in a row, City staff recommends also adopting a Pension Funding Policy for COPERS as a transparent, sound financial practice.

Summary

The State law requires the City to:

1. Annually adopt a Pension Funding Policy.
2. Formally accept the Employer's share of the assets and liabilities under each pension system.
3. Post the Policy on the City's website.

For review and discussion purposes, a proposed Pension Funding Policy for COPERS can be found in **Attachment B**. A final City Pension Funding Policy must be adopted and posted on the City's website by July 1 each year.

Over the last several years, the Phoenix City Council and voters have taken responsible actions to ensure the pension system is financially stable while maintaining services to the public. Fluctuations in unfunded pension liabilities (**Attachment C**) and annual costs (**Attachment D**) have placed significant budgetary constraints on the City's ability to provide employee wage and non-pension benefit increases, public services and infrastructure maintenance. While currently manageable, this pressure will continue into the foreseeable future. Further, credit rating agencies and lenders place strong consideration on the funding plan and funding level of the City's pension system when determining their view of the overall financial health of the City.

The Phoenix City Council has requested staff provide various pension funding options, which has resulted in the following action:

1. Advanced \$70 million in Wastewater enterprise funds to pay down the COPERS liability in Fiscal Year (FY) 2017-18. Advanced \$170 million in Aviation enterprise funds to pay down the COPERS liability in FY 2020-21.

This action is in addition to the COPERS pension reform that the City Council and voters have implemented since 2013.

Results to Date

Implementation of the City Council's direction has resulted in improvements to the funded position and stabilization of COPERS, including the current funded ratio for COPERS to 74.65 percent for fiscal year ending 2025, up from 72.62 percent in fiscal year ending 2024 (**Attachment E**).

City Council Considerations

In accordance with State law, the City Council must formally accept the assets and liabilities of the City's pension funds for the City of Phoenix (**Attachment F**) and must approve Pension Funding Policy (**Attachment B**) by July 1, 2026.

While the pension system is not currently fully funded, the strategy to pay the Actuarially Determined Contribution and pay down the liability over a set period (12 years remaining for COPERS) allows flexibility in improving services to the public while spreading the liability over a period of time.

Under current actuarial calculations and amortization periods, COPERS will be 100 percent funded by June 30, 2039 (**Attachment G**). This means pension costs will significantly decrease in FY 2038-39 as only normal current year costs remain. Under the leadership of the City Council, the City continues to take steps to ensure current funding expectations are achieved on this schedule.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.

ATTACHMENT A

VIEW DOCUMENT

The Arizona Revised Statutes have been updated to include the revised sections from the 57th Legislature, 1st Regular Session. Please note that the next update of this compilation will not take place until after the conclusion of the 57th Legislature, 2nd Regular Session, which convenes in January 2026.

DISCLAIMER

This online version of the Arizona Revised Statutes is primarily maintained for legislative drafting purposes and reflects the version of law that is effective on January 1st of the year following the most recent legislative session. The official version of the Arizona Revised Statutes is published by Thomson Reuters.

38-863.01. Pension funding policies; employers

A. Each governing body of an employer shall annually:

1. Adopt a pension funding policy for the system for employees who were hired before July 1, 2017. The pension funding policy shall include funding objectives that address at least the following:

(a) How to maintain stability of the governing body's contributions to the system.

(b) How and when the governing body's funding requirements of the system will be met.

(c) Defining the governing body's funded ratio target under the system and the timeline for reaching the targeted funded ratio.

2. Formally accept the employer's share of the assets and liabilities under the system based on the system's actuarial valuation report.

B. The governing body shall post the pension funding policy on the governing body's public website and transmit the pension funding policy to the board.

ATTACHMENT B

City of Phoenix

City of Phoenix Employee Retirement System

Pension Funding Policy

The intent of this policy is to clearly communicate the Council's pension funding objectives and its commitment to our employees and the sound financial management of the City and to comply with statutory requirements of Arizona Revised Statute §38-863.01.

Several terms are used throughout this policy:

Unfunded Actuarial Accrued Liability (UAAL) – Is the difference between trust assets and the estimated future cost of pensions earned by employees. This UAAL results from actual results (interest earnings, member mortality, disability rates, etc.) being different from the assumptions used in previous actuarial valuations.

Actuarially Determined Contribution (ADC) – Is the annual amount determined to pay into the pension funds, as calculated through annual actuarial valuations. It is comprised of two primary components: normal pension cost – which is the estimated cost of pension benefits earned by employees in the current year; and, amortization of UAAL – which is the cost needed to cover the unfunded portion of pensions earned by employees in previous years. The UAAL is collected over a period of time referred to as the amortization period. The ADC is a percentage of the current payroll.

Funded Ratio – Is a ratio of fund assets to actuarial accrued liability. The higher the ratio the better funded the pension is with 100% being fully funded.

CITY OF PHOENIX EMPLOYEE RETIREMENT SYSTEM (COPERS)

COPERS is a single-employer defined benefit pension plan, covering all full-time general employees of the City except sworn police and fire employees. COPERS is governed by a separate Board, established in the City Charter.

Council formally accepts the assets and liabilities of the City's COPERS trust funds from the June 30, 2025, actuarial valuation report, which are detailed below:

Trust Fund	Assets¹	Liabilities¹	Unfunded Liability¹	Funded Ratio¹
Phoenix	<u>\$3,889,052,726</u>	<u>\$5,209,416,156</u>	<u>\$1,320,363,430</u>	<u>74.65%</u>

For comparative purposes, the City of Phoenix total Unfunded Liability for the prior fiscal year ending June 30, 2024, was \$1.41 billion and the funded ratio was 72.62%.

¹ Amounts differ from Annual Comprehensive Financial Report due to legislation reporting requirements.

COPERS Funding Goal

Fully funded pension plans are the best way to achieve taxpayer equity. However, COPERS is currently underfunded due to historical low returns on plan assets, people in general living longer, and decreases in governmental workforces. As shown above, the UAAL for the City is \$1.3 billion which should be paid over time to avoid a huge burden to current taxpayers by either significantly decreasing services or an increase in taxes. This taxpayer burden must be balanced with being fiscally responsible and committed in providing pensions to retirees.

The Council's COPERS funding ratio goal is 100% (fully funded) by June 30, 2039.

Council has taken the following actions to achieve the June 30, 2039 goal:

- Maintain ADC payment from operating revenues – Council is committed to maintaining the full ADC payment (normal cost and UAAL amortization) from operating funds. The budget for the ADC for FY 26 is \$221.2 million.

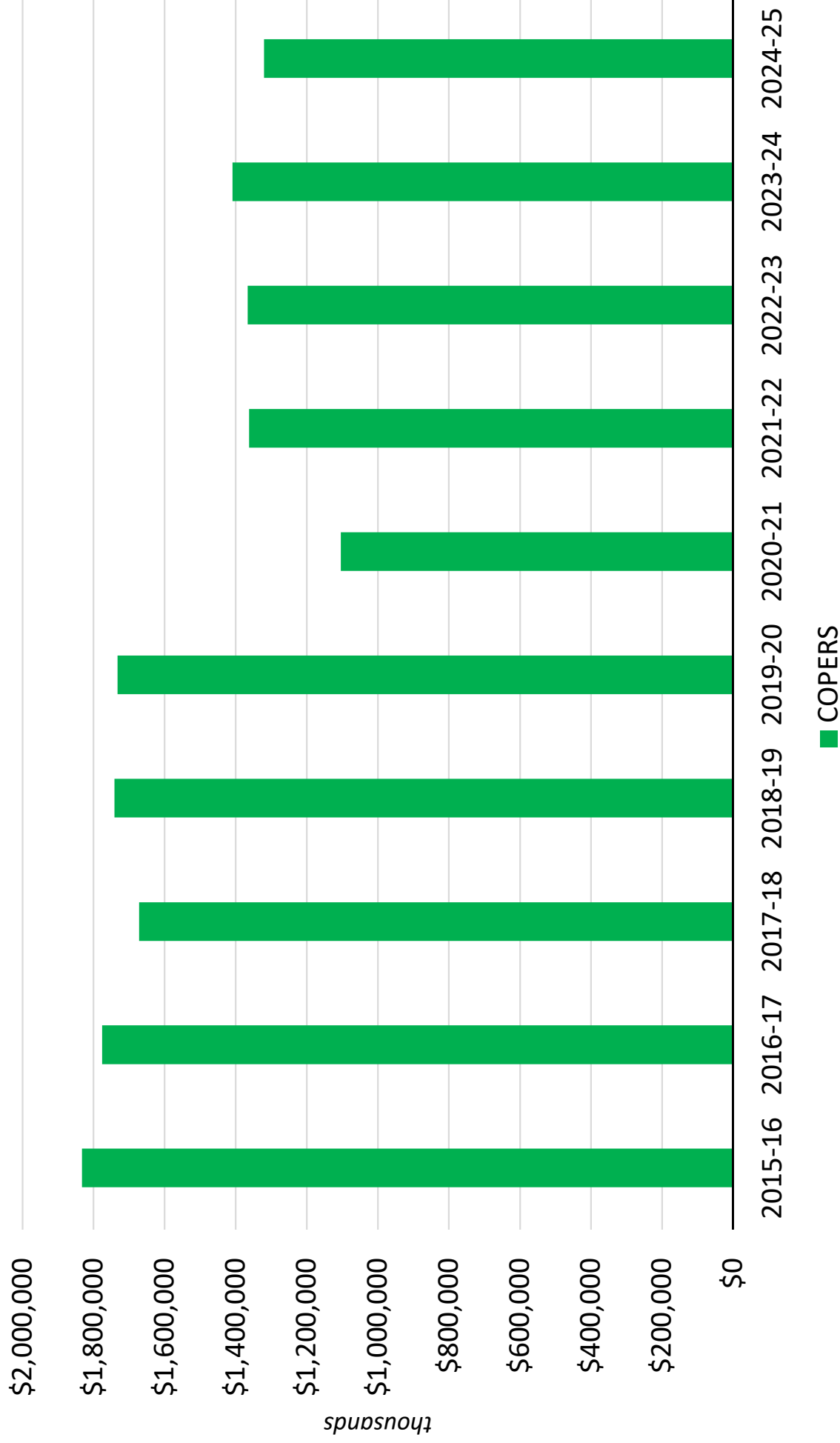
To achieve this goal, the City's funding policy is as follows:

1. Maintain the City's legal commitment to employees and retirees by paying 100% of the ADC
2. Continue to seek opportunities to advance payments from enterprise and/or specialty funds
3. Evaluate COPERS current year total actual expenditures, if less than the total budget, make an additional payment directly to COPERS
4. Review investment rate of returns on pension assets, monitor actuarial assumption changes and analyze the impact on future actuarially determined contributions
5. Compile sensitivity and scenario analyses on proposed COPERS Board changes to the pension plan
6. 100% funded by 2039



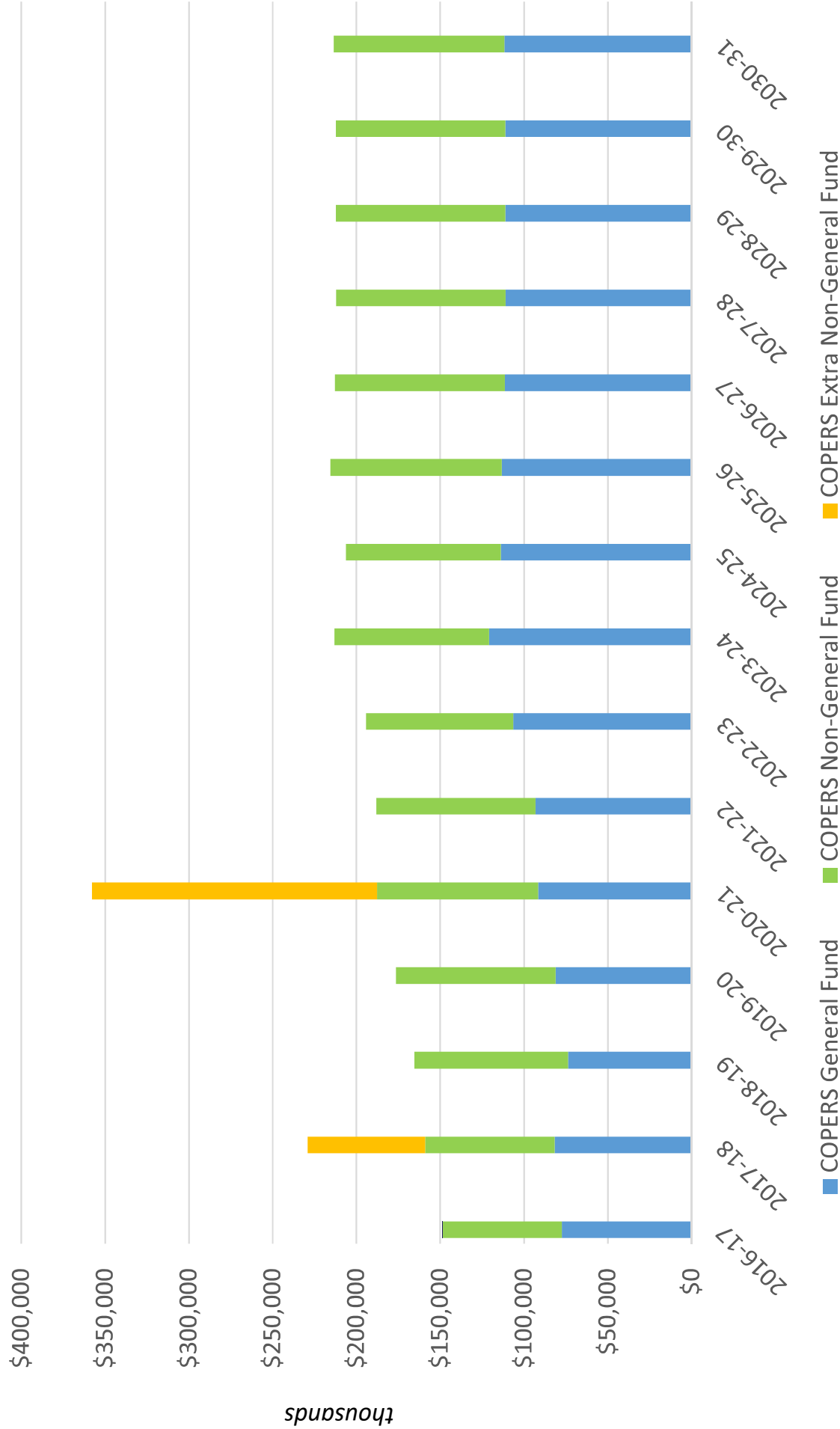
Attachment C: COPERS

Total Unfunded Pension Liability





Attachment D: Total COPERs Pension Costs by Payment Source





Attachment E: COPERS Historical Total Funding Percentage



City of Phoenix Employees' Retirement System

ACTUARIAL VALUATION REPORT AS OF
June 30, 2025



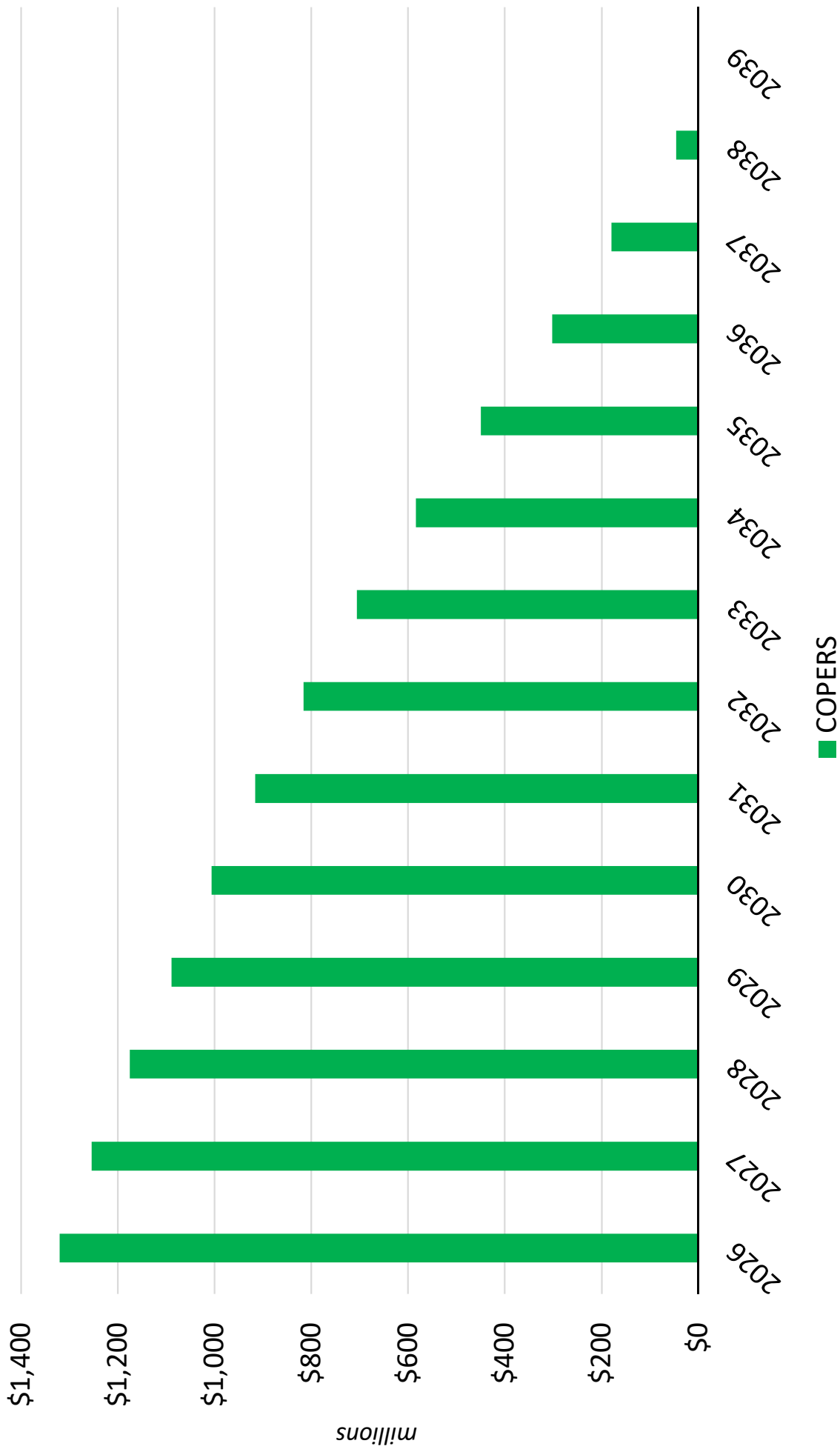
Exhibit A.1
City of Phoenix Employees' Retirement System
Executive Summary

	June 30, 2025	June 30, 2024
1. Total Actuarially Determined Contribution		
a. Dollar Amount	\$ 263,980,478	\$ 253,860,541
b. As a % of Payroll	31.64%	33.02%
2. Funded Status		
a. Actuarial Accrued Liability	\$ 5,209,416,156	\$ 5,147,293,773
b. Actuarial Value of Assets (AVA)	3,889,052,726	3,738,075,318
c. Unfunded Liability (AVA-basis)	1,320,363,430	1,409,218,455
d. Funded Ratio (AVA-basis)	74.65%	72.62%
e. Market Value of Assets (MVA)	\$ 3,913,123,278	\$ 3,615,814,139
f. Unfunded Liability (MVA-basis)	1,296,292,878	1,531,479,634
g. Funded Ratio (MVA-basis)	75.12%	70.25%
3. Summary of Census Data		
a. Actives		
i.(a) Tier 1 Count	3,272	3,545
i.(b) Tier 2 Count	482	509
i.(c) Tier 3 Count	5,283	4,712
i.(d) Total Active Count	9,037	8,766
ii. Total Annual Compensation	\$ 815,607,338	\$ 751,455,022
iii. Average Projected Compensation	90,252	85,724
iv. Average Age	45.9	46.0
v. Average Service	10.6	10.9
b. Deferred Vested Member Counts	1,143	1,144
c. Retiree Counts	6,780	6,620
d. Beneficiary and Alternate Payee Counts	1,248	1,222
e. Disability Counts	219	223
f. Refunds Due Counts	3,185	3,013
g. Total Members Included in Valuation	21,612	20,988



Attachment G: COPERS

Total Unfunded Pension Liability





Plants, Cacti, Succulents, and Trees - RFQu 23-026 - Amendment (Ordinance S-53001) - Citywide

Request to authorize the City Manager, or his designee, to allow additional expenditures under Contract 157595 with Western Tree Co. and Contract 157596 with Dream with Colors, Inc. for the purchase of plants, cacti, succulents and trees for Citywide use. Further request to authorize the City Controller to disburse all funds related to this item. The additional expenditures will not exceed \$260,000.

Summary

These contracts provide plants, cacti, succulents and trees in various facilities, parks and landscapes across the City. Plants and trees improve the quality of life for Phoenix residents by improving air quality, storm water management, shade and aesthetics. The additional funds will support continued purchasing of these products for the remainder of the contract term.

Contract Term

The terms of the contracts remain unchanged, ending on December 31, 2027.

Financial Impact

Upon approval of \$260,000 in additional funds, the revised aggregate value of the contracts will not exceed \$960,000. Funds are available in various department budgets.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Plants, Cacti, Succulents, and Trees Contract 157595 and 157596 (Ordinance S-49257) on December 14, 2022.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.



Agenda Date: 6/17/2026, Item No. 62

Acceptance and Dedication of a Deed and an Easement for Roadway and Sidewalk Purposes (Ordinance S-53008) - Districts 2 & 4

Request for the City Council to accept and dedicate a deed and an easement for roadway and sidewalk purposes; further ordering the ordinance recorded. Legal descriptions are recorded via separate recording instrument.

Summary

Accepting and dedicating the property interests below will meet the Planning and Development Department's Single Instrument Dedication Process requirement prior to releasing any permits to applicants.

Deed (a)

Maricopa County Recording: 20260252754

Date: April 28, 2026

Applicant and Grantor: H & H Developers LLC; its successor and assigns

Purpose: Roadway

Location: 18830 N. 29th Place

APN: 213-16-012C

File: FN 260021

Council District: 2

Easement (b)

Maricopa County Recording: 20260256071

Date: April 29, 2026

Applicant and Grantor: Amerco Real Estate Company, its successor and assigns

Purpose: Sidewalk

Location: 20 E. Thomas Road

APN: 118-35-107A

File: 260026

Council District: 4

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Planning and Development and Finance departments.



Agenda Date: 6/17/2026, Item No. 63

Acceptance and Dedication of a Deed and an Easement for Roadway and Public Utility Purposes (Ordinance S-53041) - Districts 4 & 8

Request for the City Council to accept and dedicate a deed and easement for roadway and public utility purposes; further ordering the ordinance recorded. Legal descriptions are recorded via separate recording instrument.

Summary

Accepting and dedicating the property interests below will meet the Planning and Development Department's Single Instrument Dedication Process requirement prior to releasing any permits to applicants.

Deed (a)

Maricopa County Recording: 20260299472

Date: May 18, 2026

Applicant and Grantor: 2722 E. McDowell Road, LLC; its successor and assigns

Purpose: Roadway

Location: 2722 E. McDowell Road

APN: 120-29-060A

File: FN 250103

Council District: 4

Easement (b)

Maricopa County Recording: 20260304725

Date: May 20, 2026

Applicant and Grantor: Saguaro Cactus Properties, LLC; its successor and assigns

Purpose: Public Utility

Location: 1240 S. 14th Avenue

APN: 105-02-135B

File: FN 260016

Council District: 8

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Planning and Development and Finance departments.



Report

Agenda Date: 6/17/2026, Item No. 64

Acceptance of an Easement for Sewer Purposes (Ordinance S-53009) - District 3

Request for the City Council to accept an easement for sewer purposes; further ordering the ordinance recorded. Legal descriptions are recorded via separate recording instrument.

Summary

Accepting the property interests below will meet the Planning and Development Department's Single Instrument Dedication Process requirement prior to releasing any permits to applicants.

Easement

Maricopa County Recording: 20260256209

Date: April 29, 2026

Applicant: PV Owners Association, Inc.; its successor and assigns

Purpose: Sewer

Location: Northwest of N. Tatum Boulevard and E. Cactus Road

APN: 167-25-163

File: FN 260024

Council District: 3

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Planning and Development and Finance departments.



Acceptance of Easements for Water and Sewer Purposes (Ordinance S-53028) - Districts 3 & 8

Request for the City Council to accept easements for water and sewer purposes; further ordering the ordinance recorded. Legal descriptions are recorded via separate recording instrument.

Summary

Accepting the property interests below will meet the Planning and Development Department's Single Instrument Dedication Process requirement prior to releasing any permits to applicants.

Easement (a)

Maricopa County Recording: 20260281338
Date: May 11, 2026
Applicant: PV JCP, LLC; its successor and assigns
Purpose: Water and Sewer
Location: 4510 E. Cactus Road
APN: 167-25-001C
File: FN 260010
Council District: 3

Easement (b)

Maricopa County Recording: 20260302879
Date: May 19, 2026
Applicant: Duarte Realty Sales, LLC; its successor and assigns
Purpose: Sewer
Location: 9013 S. 2nd Avenue
APN: 300-44-003
File: FN 260029
Council District: 8

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Planning and Development and Finance departments.



Dedication of an Easement for Sidewalk Purposes Within City-Owned Property Located at 2526 W. Northern Avenue - (Ordinance S-52987) - District 5

Request for the City Council to dedicate an easement to public use for sidewalk purposes within City-owned property located at 2526 W. Northern Avenue; further ordering the ordinance be recorded.

Summary

The easement dedication is required by the Planning and Development Department under Project 24-1197, DEDI: 260023, for the Innovation 27 Workforce Training and Education Collaborative Project.

This project involves the renovation of a former big-box department store into a new vocational and trade school featuring classrooms, workforce training areas, conference rooms, office space and back-of-house support areas.

The easement dedication for sidewalk purposes is more fully described in the attached Exhibit A, which is to be recorded with the Ordinance.

Concurrence/Previous Council Action

Construction Manager at Risk Services Agreement 161777--0, authorized by Ordinance S-51327, adopted on October 16, 2024; and Ordinance S-52293, to provide additional construction manager at risk construction services adopted on September 17, 2025.

Location

2526 W. Northern Avenue

Maricopa County Assessor's parcel number 158-04-004D

Council District: 5

Responsible Department

This item is submitted by Assistant City Managers Lori Bays and Ginger Spencer and the Planning and Development, Community and Economic Development and Finance departments.



Playgrounds, Splash Pads, Outdoor Fitness, and Related Equipment - Contract - COOP 26-0072 Request for Award (Ordinance S-53014) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with Lonesome Valley Contracting, LLC dba Competitive Surfacing Solutions to provide Playgrounds, Splash Pads, Outdoor Fitness, and Related Equipment, specifically including products and repair of safety surfacing such as pour-in-place surfacing and synthetic turf for Citywide use. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$3,860,000.

Summary

This contract is titled Playgrounds, Splash Pads, Outdoor Fitness, and Related Fitness Equipment and will be specifically utilized for safety surfacing such as pour-in-place surfacing and synthetic turf to enhance and support the quality of recreational programs and services for Phoenix residents. The contract will also provide maintenance and repair of the surfacing and turf. This contract is for Citywide use and will be primarily used by the Human Services and the Parks and Recreation departments. The Parks and Recreation Department is anticipated to be the largest user of this contract.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Alternative Competition. The City is a member of Mohave Educational Services Cooperative (MESC) and this contract was awarded through a competitive process, consistent with the City's processes, as set forth in Phoenix City Code Chapter 43. Utilization of this agreement allows the City to benefit from MESC government pricing and volume discounts.

Contract Term

The contract will begin on or about July 22, 2026, for a three-year and seven-month term with a one-year option to extend.

Financial Impact

The total contract value will not exceed \$3,860,000 for the aggregate term. Funding is available in various departments' operating and Capital Improvement Program budgets.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.



Armored Car Services (Citywide) - RFP 21-097 - Amendment (Ordinance S-53020) - Citywide

Request to authorize the City Manager, or the City Manager's designee, to execute an amendment to Contract 154573 with Brink's, Incorporated to extend the contract term. Further request to authorize the City Controller to disburse all funds related to this item. No additional funds are needed; request to continue using Ordinance S-47688.

Summary

This contract provides armored car services for the secure transport and handling of City assets. Services include scheduled pick-ups and deliveries of sealed bank deposits from various City departments to designated financial institutions, as well as the secure movement of funds and related materials. These services are essential to maintaining the integrity of the City's cash-handling and deposit work flows by safeguarding assets in transit and reducing risk to City staff and operations.

Contract Term

Upon approval, the contract will be extended through June 30, 2027, with no options to extend.

Financial Impact

The aggregate value of the contract will not exceed \$2,000,000, and no additional funds are needed.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Armored Car Services (Citywide) - RFP 21-097, Contract 154573 (Ordinance S-47688) on June 16, 2021.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.



Emergency Response Services and Disaster Recovery - COOP-26-0084 - Request for Award (Ordinance S-53021) - Citywide

Request to authorize the City Manager, or his designee, to enter into contracts with Tidal Basin Government Consulting, LLC; LongView International Technology Solutions, Inc.; IEM International, Inc.; and Garner Environmental Services, Inc. to provide emergency response services and disaster recovery for citywide use. Further request an exception to the indemnity and assumption of liability provisions of Phoenix City Code 42-18. There is no immediate financial impact. The Fire Department will request required specific funding authorization as emergency response and disaster recovery services are needed.

Summary

These contracts provide the City of Phoenix with additional emergency management resources that enhance the City's existing capabilities to prepare for, respond to, mitigate against and recover from disasters, declared emergencies and other critical incidents. By securing pre-qualified vendors and specialized services in advance, the City strengthens its surge capacity and ensures that critical operations, logistics and recovery functions can be sustained without interruption when demand exceeds internal resources.

In accordance with Phoenix City Code, Chapter 11, Federal Acquisition Regulation (FAR) Part 18, for Emergency Acquisitions, and the Robert T. Stafford Disaster Relief and Emergency Assistance Act, these contracts establish the mechanisms needed to rapidly procure services, equipment and commodities that protect residents, support coordinated emergency management efforts and maintain continuity of government operations.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Alternative Competition. The State of Arizona's Emergency Response Services and Disaster Recovery contracts were awarded through a competitive process consistent with the City's procurement processes outlined in Phoenix City Code, Chapter 43. Utilization of cooperative contracts allows the City to

benefit from national government pricing and volume discounts.

Contract Term

The contracts will begin on or about July 1, 2026, for an initial one-year term with authorization to include four one-year options to extend the aggregate term up to five years.

Financial Impact

There is no immediate financial impact. The Fire Department will request specific funding authorization as emergency response and disaster recovery services are needed.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



Hazardous Detection Equipment, Accessories and Preventive Maintenance Services Contract - IFB-26-0111 - Request for Award (Ordinance S-53025) - Citywide

Request to authorize the City Manager, or his designee, to enter into contracts with FarrWest Environmental Supply, Inc.; Ludlum Measurements, Inc.; Proengin Inc.; and Rigaku Analytical Devices, Inc. to provide Hazardous Detection Equipment, Accessories and Preventive Maintenance Services for the Fire Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contracts will not exceed \$2,558,565.

Summary

The four contracts will provide the Phoenix Fire Department's Special Operations Section and Arizona Task Force 1 (AZ-TF1) with the hazardous materials detection meters, related accessories and preventive maintenance services required to safely and effectively support their emergency response missions. These advanced detection devices, sourced from multiple manufacturers, enable responders to monitor a wide range of atmospheric conditions and identify chemical, biological, radiological and nuclear threats encountered during hazardous materials incidents. The contracts will also include essential parts, warranty coverage, annual calibration and optimization, training, technical support and scheduled preventive maintenance to ensure the equipment remains reliable and fully operational. Together, these resources ensure that response teams are equipped with dependable, mission-ready tools to protect personnel and the community during complex environmental and hazardous materials events.

Procurement Information

An Invitation for Bid was processed in accordance with City of Phoenix Administrative Regulation 3.10.

Six vendors submitted bids deemed to be responsive to posted specifications and responsible to provide the required goods and services. Following an evaluation based on price, the procurement officer recommends award to the following vendors:

Selected Bidders

FarrWest Environmental Supply, Inc.

Ludlum Measurements Inc.

Proengin Inc.

Rigaku Analytical Devices, Inc.

Contract Term

The contracts will begin on or about June 17, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate value of the contracts will not exceed \$2,558,565.

Funding is available in the Fire Department's budget.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



Decorative Pavement Maintenance Contract - RFA-26-0307 - Request for Award (Ordinance S-53035) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with Creative Paving Solutions, L.L.C. dba Creative Paving Coating Solutions to provide decorative pavement maintenance for the Street Transportation Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$4,455,000.

Summary

This contract will provide labor and materials for the installation, maintenance and repair of decorative asphalt paving systems, including crosswalks, medians and resurfacing projects throughout the City. Durashield SR, a proprietary solar-reflective pavement coating, is distributed exclusively through its Road Performance System Certified Installer Program and Creative Paving Coating Solutions is the sole certified installer authorized to perform Durashield SR installations within the City of Phoenix. The services provided under this agreement will include the installation of new decorative surfaces using imprinting techniques, such as grid style or free style depressions, to simulate the appearance of hand-laid brick or cobblestone on existing asphalt. In addition, the agreement will cover the cleaning, repair and re-coating of existing decorative surfaces. These services are essential for maintaining and enhancing the City's aesthetic and functional infrastructure while ensuring that decorative paving remains in good condition while contributing to the overall safety and appearance of the municipal streets and transportation systems. These services will also specifically support the City of Phoenix Cool Pavement Program.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Without Competition. The City of Phoenix requires specialized pavement maintenance materials and installation services to support the construction, repair and maintenance of decorative asphalt paving systems. General Aniline & Film, North America's largest roofing and waterproofing manufacturer, produces Durashield SR, a proprietary solar-reflective pavement coating that is distributed exclusively through its Road Performance System Certified Installer Program and Creative Paving

Coating Solutions is the sole certified installer within the City of Phoenix. No other manufacturer produces a comparable epoxy-fortified acrylic based solar-reflective coating. Durashield SR was selected for its proven performance and compatibility with the City's existing pavement preservation and sustainability. The product is being evaluated as a potential alternative to asphalt-based cool pavement. This evaluation aligns with the City's commitment to innovation, urban heat mitigation and sustainable infrastructure development.

Contract Term

The contract will begin on or about July 1, 2026, for a five-year term with no option to extend.

Financial Impact

The aggregate contract value will not exceed \$4,455,000 for the five-year aggregate term. Funding is available in the Street Transportation Department's Capital Improvement Program budget.

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Street Transportation Department.



Legal Processing, Notary, and Related Services Contract - COOP 26-0051 - Request for Award (Ordinance S-53039) - Citywide

Request to authorize the City Manager, or the City Manager's designee, to enter into contracts with Cam Montrose, LLC dba Fast Track Legal, and Nationwide Legal Services, LLC, to provide legal processing, notary, and related services for citywide use. Further request to authorize the City Controller to disburse all funds related to this item. The total combined value of both contracts will not exceed \$270,000.

Summary

These contracts provide legal processing, notary, and related services to support citywide departments. These services are used primarily by the Neighborhood Services Department and the Law Department to deliver a wide array of legal notices to residents and businesses, including construction violations, investigative actions, court proceedings, public notifications, and other related matters.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Alternative Competition. The State of Arizona's Legal Processing, Notary, and Related Services contracts were awarded through a competitive process, consistent with the City's procurement process, as set forth in the Phoenix City Code, Chapter 43. Utilization of these cooperative agreements allows the City to benefit from the State of Arizona's pricing and ensures uninterrupted service.

Contract Term

The contracts will begin on or about August 1, 2026, for a four-year term, with a one-year option to extend.

Financial Impact

The aggregate combined contract value of both contracts will not exceed \$270,000 for the five-year aggregate term.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.



Communication Tower Inspection, Maintenance, and Repair - IFB 18-112 - Amendment (Ordinance S-53051) - Citywide

Request to authorize the City Manager, or his designee, to execute an amendment to Contract 148450 with Arizona West Builders and Communications, Inc. to extend the contract term and allow additional expenditures. The additional expenditures will not exceed \$484,000. Further request to authorize the City Controller to disburse all funds related to this item.

Summary

This contract provides as-needed communication tower inspection, maintenance and repair services at communication sites operated by the Information Technology Services Department in support of the Regional Wireless Cooperative (RWC). Services include tower inspections, preventative maintenance and repair services supporting the radio infrastructure and communications equipment used by public safety. The communications sites are located in and around the City of Phoenix and surrounding areas with a distance of up to 3.5 hours from Central Phoenix. Additional services include supervision, labor, tools, materials and equipment necessary to perform inspection, maintenance, repair, installation or removal of equipment and cabling, tower remediation or modification, testing and structural engineering analysis. These services are vital to the safety, integrity and successful operation of regional public safety communications. Approval of the additional funds and time will allow the City to complete the solicitation process and ensure sufficient time to establish the new contracts without lapse in services and maintaining uninterrupted operations.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

Upon approval the contract will be extended through February 28, 2027, with a six-month option to extend through August 31, 2027.

Financial Impact

Upon approval of \$484,000 in additional funds, the revised aggregate value of the contract will not exceed \$2,309,000. Funds are available in the Information Technology

Services Department's budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Communication Tower Inspection, Maintenance, and Repair - Requirements Contract 148450 (Ordinance S-44996) on September 19, 2018.
- Communication Tower Inspection, Maintenance, and Repair Contract 148450 (Ordinance S-47660) on June 16, 2021.
- Communication Tower Inspection, Maintenance, and Repair Contract 148450 (Ordinance S-49954) on June 28, 2023.
- Communication Tower Inspection, Maintenance, and Repair Contract 148450 (Ordinance S-52228) on August 27, 2025.

Responsible Department

This item is submitted by Deputy City Manager David Mathews and the Information Technology Services Department.



Amend Ordinance S-46390 for Issuance of Excise Tax-Funded Obligations to Include Short-Term and Long-Term Financing and Refunding of Short-Term and Long-Term Obligations (Ordinance S-53054) - Citywide

Request the City Council amend Ordinance S-46390 to include short-term and/or long-term financing through a bank or financial institution; refund short-term obligations and/or long-term obligations; and grant an exemption to Phoenix City Code Section 42-18 (A) and (B) to include indemnification and limitations on liability for those financial transactions which include such language in standard documents. Further authorize the City Treasurer to accept all funds related to this item.

Summary

Ordinance S-46390 provides authorization to fund the replacement of Solid Waste vehicles and other improvements, acquisitions, and replacement of Solid Waste facilities and equipment through the issuance of obligation bonds. This amendment enables the City to obtain a loan from a bank or financial institution and to refund short-term and long-term obligations. This amendment is solely to provide staff with greater flexibility in meeting the capital needs for Solid Waste with no additional funding required and no impact on Solid Waste rates. Ordinance S-46390 authorizes the City Controller to expend funds, and this amendment will further provide authorization for the City Treasurer to accept funds.

All other conditions and stipulations in Ordinance S-46390 remain the same.

Financial Impact

This amendment has no additional financial impact and no impact on Solid Waste rates.

Concurrence/Previous Council Action

Ordinance S-46390 was adopted on February 19, 2020.

Responsible Department

This item is submitted by City Manager Ed Zuercher and the Finance Department.



Buy-Up Voluntary Vision Plan - RFP HR 20-108 - Amendment (Ordinance S-52965) - Citywide

Request to authorize the City Manager, or his designee, to execute an amendment to Contract 152983 with Metropolitan Life Insurance Company dba MetLife to extend the contract term for one year. Further request to authorize the City Controller to disburse all funds related to this item. No additional funds are needed; request to continue using Ordinance S-46807.

Summary

This contract provides optional vision insurance that employees may elect. The premiums are fully paid by the employee through payroll deduction. It may be desired by employees who do not enroll in the medical plans that include vision coverage, or it can be used as a supplemental benefit by employees enrolled in the medical plans. Approval of the extension will allow the City additional time to complete a solicitation process and finalize implementation services before the contract effective date of January 1, 2028.

This contract was originally with Davis Vision, Inc. Metropolitan Life Insurance Company dba MetLife acquired Davis Vision, Inc. and MetLife assumed all rights, duties and obligations under the contract.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

Upon approval, the contract will be extended through December 31, 2027.

Financial Impact

The aggregate value of the contract will not exceed \$15,000,000, and no additional funds are needed.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Buy-Up Voluntary Vision Plan - Contract 152983 (Ordinance S-46807) on June 24,

2020.

- Buy-Up Voluntary Vision Plan - Contract 152983 (Ordinance S-52235) on September 3, 2025.

Responsible Department

This item is submitted by Deputy City Manager David Mathews and the Human Resources Department.



Online Training Authoring Licenses - EXC-HR-21-026 - Amendment (Ordinance S-53004) - Citywide

Request to authorize the City Manager, or his designee, to execute an amendment to Contract 156822 with Articulate Global, LLC. Further request an exception to the indemnity and assumption of liability provisions of section Phoenix City Code Section 42-18. Further request to authorize the City Controller to disburse all funds related to this item. No additional funds are needed; request to continue using Ordinance S-48614.

Summary

This contract provides Citywide trainers with the ability to develop custom, interactive courses to be uploaded into the learning management system. The renewal licenses will allow City staff continued use and the ability to create fully responsive and interactive courses which can be used on every type of device. Some key features include a continually updated content library with more than six million images, customizable slide templates and live and on-demand online training. The amendment for the licenses renewal includes negotiated Artificial Intelligence (AI) features and terms, including indemnity and assumption of liability provisions that require an exception to Phoenix City Code Section 42-18.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

The contract term remains unchanged, ending on June 28, 2027.

Financial Impact

The aggregate value of the contract will not exceed \$332,000, and no additional funds are needed.

Concurrence/Previous Council Action

The City Council previously reviewed this request: Articulate Global, LLC Online Training Authorizing Licenses, Contract 156822, Ordinance S-48614 on May 11, 2022.

Responsible Department

This item is submitted by Deputy City Manager David Mathews and the Human Resources Department.



FMLA and PPL Administration Service Contract - RFP PS-26-0173 - Request for Award (Ordinance S-53005) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with ComPsych Employee Assistance Programs, Inc dba ComPsych Corporation to provide Family Medical Leave Act (FMLA) and Paid Parental Leave (PPL) Administration Services for the Human Resources Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$1,300,000.

Summary

This contract will provide FMLA administration services including claims management, documentation, reporting and compliance with FMLA and PPL regulations.

Deliverables include reviewing applications, determining eligibility, verifying medical certification, case management, tracking absences, transmitting leave records to the City and ensuring fair and consistent application of FMLA and PPL requirements. The Contractor will be responsible for ensuring the City maintains compliance with State and federal FMLA laws and HIPAA privacy requirements.

This item has been reviewed and approved by the Information Technology Services Department.

Procurement Information

A Request for Proposal procurement was processed in accordance with City of Phoenix Administrative Regulation 3.10.

One vendor submitted a proposal deemed responsive and responsible. An evaluation committee of City staff evaluated the offer based on the following criteria with a maximum possible point total of 1,000:

Method of Approach (0-400 points)

Qualifications and Experience (0-300 points)

Pricing (0-300 points)

After reaching consensus, the evaluation committee recommends award to the

following vendor:

ComPsych Employee Assistance Programs, Inc dba ComPsych Corporation 785 Points

Contract Term

The contract will begin on or about January 1, 2027, for a five-year term with no options to extend.

Financial Impact

The aggregate contract value will not exceed \$1,300,000.

Funding is available in the Human Resources Department's operating budget.

Responsible Department

This item is submitted by Deputy City Manager David Mathews and the Human Resources Department.



Repeal Existing Combined Ordinance for Classification Plan and Pay Plan with Pay Rates and Compensation S-51144 and Adopt a New Combined Ordinance for a Classification Plan and Pay Plan with Pay Rates and Compensation (Ordinance S-53059) - Citywide

Request City Council to repeal Ordinance S-51144, and all amendments thereto, and to adopt a new combined Ordinance for a City Council-approved Classification Plan and Pay Plan with gross pay rates and other compensation for a two-year period covered by the 2026-28 Memoranda of Understanding, as defined under the Meet and Confer Ordinance. The combined Ordinance also includes gross rates of pay and other compensation for employees covered by the Meet and Discuss Ordinance, and gross pay rates and other compensation for all unrepresented employees. The combined Ordinance will become effective on July 6, 2026 (the first day of the first full pay period of the new fiscal year). The City Controller shall disburse all necessary funds for the purposes of the Ordinance.

Summary

Changes Effective July 6, 2026

The combined Ordinance for a Classification Plan and Pay Plan provides specifications for each position in the classified and unclassified service of the City. The combined Ordinance also outlines changes to pay rates and other compensation for employees covered by the Meet and Confer Ordinance, employees covered by the Meet and Discuss Ordinance, and employees represented by the City Manager, such as confidential office and clerical, middle managers, and executives. This is consistent with the City Council's formal Resolution on May 6, 2026, adopting the 2026-28 Memorandum of Understanding (MOUs) with the five Meet and Confer employee groups. This is also consistent with the City Manager's authority to approve the 2026-28 Memorandum of Agreement (MOAs) for employee associations, and to approve pay rates and other compensation for employees represented by the City Manager. The proposed language for the new combined Ordinance is included in **Attachment A**.

Administrative Regulations and other policy documents will be amended to address those items agreed to with the employee groups that are not part of the combined Ordinance.

Concurrence/Previous Council Action

City Council approved, by formal Resolution, the MOUs with the five Meet and Confer groups on May 6, 2026.

Responsible Department

This item is submitted by Deputy City Manager David Mathews and the Human Resources Department.

ATTACHMENT A

THIS IS A DRAFT COPY ONLY AND IS NOT AN OFFICIAL COPY OF THE FINAL,

ADOPTED ORDINANCE

ORDINANCE S-_____

AN ORDINANCE REPEALING ORDINANCE S-51144; AND ADOPTING A COMBINED ORDINANCE FOR A CLASSIFICATION PLAN, PAY RATES AND COMPENSATION; AND FURTHER AUTHORIZING THE CITY CONTROLLER TO DISBURSE ALL FUNDS FOR THE PURPOSES OF THIS ORDINANCE.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX as follows:

SECTION 1. Ordinance No. S-51144, which adopted a combined ordinance for a classification plan (Exhibit A), and pay rates and compensation (Exhibit B) of all employees of the City of Phoenix, is repealed as of the effective date of this Ordinance.

SECTION 2. A Classification Plan providing specifications for each position in the classified and unclassified service of the City is attached as Exhibit A, which is incorporated herein by this reference.

SECTION 3. On July 6, 2026, the effective date of this Ordinance, all compensation to be paid to employees of the City of Phoenix shall be computed from Exhibit B, which is incorporated herein by this reference. Exhibit B includes those compensation changes set forth in Section 6 hereof.

SECTION 4. The City Manager is authorized to provide a benefits program for City employees as described by various administrative regulations and the benefits reference guides.

SECTION 5. On and after the effective date of this Ordinance, employees of the City of Phoenix shall be compensated on a biweekly schedule in accordance with the attached Exhibit B and in accordance with those certain Memoranda of Understanding, to wit:

Memorandum of Understanding 2026-2028 by and between the City of Phoenix and the Laborers International Union of North America, Local 777, AFL-CIO, covering Field Unit 1.

Memorandum of Understanding 2026-2028 by and between the City of Phoenix and the American Federation of State, County and Municipal Employees, Local 2384, AFL-CIO, covering Field Unit 2.

Memorandum of Understanding 2026-2028 by and between the City of Phoenix and the American Federation of State, County and Municipal Employees, Local 2960, AFL-CIO, covering Office and Clerical Unit 3.

Memorandum of Understanding 2026-2028 between the City of Phoenix and Phoenix Law Enforcement Association, covering Police Officers Unit 4.

Memorandum of Understanding 2026-2028 by and between the City of Phoenix and Phoenix Firefighters Association, Local 493, IAFF, covering Unit 5.

and shall work a schedule of hours in accordance with applicable administrative regulations and ordinances and consistent with the determination of work hours by the City, based on the needs of the City.

SECTION 6. Compensation

The compensation schedules set forth in Exhibit B shall be effective and/or modified in accordance with the following:

- (a) Effective July 6, 2026, a 2.0% base wage increase will be applied to all Unit 1 pay steps. In addition, full-time Unit 1 employees will receive a non-continuous payment of \$500.00 and part-time Unit 1 employees will receive a non-continuous payment of \$250.00, to be

paid on the first full pay period in July 2026; and full-time Unit 1 employees will receive a non-continuous payment of \$599.00 and part-time Unit 1 employees will receive a non-continuous payment of \$100.00, to be paid on the first full pay period in August 2026.

- (b) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 1 pay steps. In addition, full-time Unit 1 employees will receive a non-continuous payment of \$934.00 and part-time Unit 1 employees will receive a non-continuous payment of \$100.00, to be paid on the first full pay period in August 2027.
- (c) Effective July 6, 2026, a 2.0% base wage increase will be applied to all Unit 2 pay steps. In addition, full-time Unit 2 employees will receive a non-continuous payment of \$500.00 and part-time Unit 2 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and Unit 2 employees will receive a non-continuous payment equal to 1.0% of their base wage, to be paid on the first full pay period in August 2026.
- (d) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 2 pay steps. In addition, Unit 2 employees will receive a non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027.
- (e) Effective July 6, 2026, a 2.0% base wage increase will be applied to all Unit 3 pay steps. In addition, full-time Unit 3 employees will receive a non-continuous payment of \$500.00 and part-time Unit 3 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and full-time Unit 3 employees will receive a non-continuous payment of \$630.00 and part-time Unit 3 employees will receive a non-continuous payment of \$251.00, to be paid on the first full pay period in August 2026.
- (f) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 3 pay steps. In addition, full-time Unit 3 employees will receive a non-continuous payment of \$980.00 and part-time Unit 3 employees will receive a non-continuous payment of \$390.00, to be paid on the first full pay period in August 2027.
- (g) Effective July 6, 2026, a 2.0% base wage increase will be applied to all Unit 4 pay steps. In addition, full-time Unit 4 employees will receive a non-continuous payment of \$500.00 and part-time Unit 4 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and full-time Unit 4 employees will receive a non-continuous payment equal to 1.0% of

their base wage, to be paid on the first full pay period in August 2026.

- (h) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 4 pay steps. In addition, full-time Unit 4 employees will receive a non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027.
- (i) Effective July 6, 2026, a 2.0% base wage increase will be applied to all Unit 5 pay steps. In addition, full-time Unit 5 employees will receive a non-continuous payment of \$500.00 and part-time Unit 5 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and full-time Unit 5 employees will receive a non-continuous payment of \$896.00, to be paid on the first full pay period in August 2026.
- (j) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 5 pay steps. In addition, full-time Unit 5 employees will receive a non-continuous payment of \$1,394.00, to be paid on the first full pay period in August 2027.
- (k) Effective July 6, 2026, a 2.0% base wage increase will be applied to all Unit 6 pay steps. In addition, full-time Unit 6 employees will receive a non-continuous payment of \$500.00 and part-time Unit 6 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and full-time Unit 6 employees will receive a non-continuous payment equal to 1.0% of their base wage, to be paid on the first full pay period in August 2026.
- (l) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 6 pay steps. In addition, full-time Unit 6 employees will receive a non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027.
- (m) Effective July 6, 2026, a 2.0% base wage increase will be applied to all Unit 7 pay steps. In addition, full-time Unit 7 employees will receive a non-continuous payment of \$500.00 and part-time Unit 7 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and Unit 7 employees will receive a non-continuous payment equal to 1.0% of their base wage, to be paid on the first full pay period in August 2026.
- (n) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 7 pay steps. In addition, Unit 7 employees will receive a

non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027.

- (o) Effective July 6, 2026, a 2.0% base wage increase will be applied to all Unit 8 pay steps. In addition, full-time Unit 8 employees will receive a non-continuous payment of \$500.00 and part-time Unit 8 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and Unit 8 employees will receive a non-continuous payment equal to 1.0% of their base wage, to be paid on the first full pay period in August 2026.
- (p) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 8 pay steps. In addition, Unit 8 employees will receive a non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027.
- (q) Effective July 6, 2026, a 2.0% base wage increase will be applied to Unit 9 and 10 pay grades and employees (excluding Lifeguards and the Chief Presiding Judge). In addition, all full-time Unit 9 and 10 employees will receive a non-continuous payment of \$500.00 and part-time Unit 9 and 10 employees (except for Lifeguards and part-time judges) will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and Unit 9 and 10 employees (except for Lifeguards and part-time judges) will receive a non-continuous payment equal to 1.0% of their base wage, to be paid on the first full pay period in August 2026, after completing requirements set forth by the City Manager relative to their performance evaluations.
- (r) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 9 and 10 pay grades and employees (excluding Lifeguards and the Chief Presiding Judge). In addition, Unit 9 and 10 employees (except for Lifeguards and part-time judges) will receive a non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027, after completing requirements set forth by the City Manager relative to their performance evaluations.
- (s) Effective July 6, 2026, a 2.0% base wage increase will be applied to Unit 17 and 19 pay grades and employees. In addition, all full-time Unit 17 and 19 employees will receive a non-continuous payment of \$500.00 and part-time Unit 17 and 19 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and Unit 17 and 19 employees will receive a non-continuous payment equal to 1.0% of their base wage, to be paid on the first full pay period in August 2026, after

completing requirements set forth by the City Manager relative to their performance evaluations.

- (t) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 17 and 19 pay grades and employees. In addition, Unit 17 and 19 employees will receive a non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027, after completing requirements set forth by the City Manager relative to their performance evaluations.
- (u) Effective July 6, 2026, a 2.0% base wage increase will be applied to Unit 16 and 18 pay grades and employees. In addition, all full-time Unit 16 and 18 employees will receive a non-continuous payment of \$500.00 and part-time Unit 16 and 18 employees will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and Unit 16 and 18 employees will receive a non-continuous payment equal to 1.0% of their base wage, to be paid on the first full pay period in August 2026, after completing requirements set forth by the City Manager relative to their performance evaluations.
- (v) Effective July 5, 2027, a 0.5% base wage increase will be applied to all Unit 16 and 18 pay grades and employees. In addition, Unit 16 and 18 employees will receive a non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027, after completing requirements set forth by the City Manager relative to their performance evaluations.
- (w) Effective July 6, 2026, a 2.0% base wage increase will be applied to Council Office Salary Plan 023 pay grades and employees. In addition, all full-time employees in Salary Plan 023 will receive a non-continuous payment of \$500.00 and part-time employees in Salary Plan 023 will receive a non-continuous payment of \$250.00, to be paid on the first full pay period in July 2026; and employees in Salary Plan 023 will receive a non-continuous payment equal to 1.0% of their base wage, to be paid on the first full pay period in August 2026.
- (x) Effective July 5, 2027, a 0.5% base wage increase will be applied to Council Office Salary Plan 023 pay grades and employees. In addition, employees in Salary Plan 023 will receive a non-continuous payment equal to 1.5% of their base wage, to be paid on the first full pay period in August 2027.

SECTION 7. On July 6, 2026, the effective date of this Ordinance, the pay rates for employees of the City of Phoenix shall be that shown in Exhibit B, except that employees designated as Election Workers, Council Office Staff, Executives, or Middle Managers or enrolled in an apprenticeship program and assigned to apprentice compensation grades shall have a salary set by the City Manager which shall be at or between the minimum and maximum rates assigned to that classification.

SECTION 8. On and after the effective date of this Ordinance, no overtime work shall be authorized, unless it shall have first been approved as provided by administrative regulation.

SECTION 9. **New Hire Salary**

New employees shall be hired at the minimum entry rate of the established grade for each classification. Full-time, part-time, and non-seasonal employees will be hired at a rate no lower than the City's established minimum entry rate of \$15.15 per hour. An employee hired into a position responsible for regularly supervising employees shall receive one additional step increase above the minimum hiring rate in accordance with the provisions of Section 19 (f) of this Ordinance if they regularly supervise a higher paid subordinate. For new hires into classifications with a top step of 17, a department head may authorize a beginning rate up to step 14 of the pay grade after conducting an analysis with Human Resources. The City Manager and Human Resources Director may authorize a beginning rate above step 14 of the pay grade in the event of labor market requirements or due to the unusual qualifications of a candidate. Certified Police Officer candidates from other jurisdictions may be brought in at a higher step based upon the

number of years of experience they have after receiving certification as a law enforcement officer.

SECTION 10. Salary Review Date

The salary review date of employees shall be the date on which they were hired.

- (a) An employee on a continuous leave of absence of one hundred eighty (180) calendar days or longer, whether such leave is paid or unpaid, shall have the salary review date adjusted to account for the period of absence from the one hundred and eightieth day until the employee's return-to-work effective date. An employee who returns to work following a continuous industrial leave of one hundred eighty (180) calendar days or longer shall have the salary review date adjusted to the return-to-work effective date only if the salary review was due during the continuous industrial leave; if the salary review was not due during the continuous industrial leave, the salary review date will remain unadjusted. This provision does not apply when the leave involved is military leave unless the employee is probationary and has been on probation for less than nine months.
- (b) Salary review dates for incumbents of positions which are reclassified and/or regraded shall be handled in accordance with Section 20(b) of this Ordinance.

SECTION 11. Merit Increases

In recognition of continued meritorious service, full-time employees become eligible to be considered for a merit pay increase on each salary review date until they have advanced to the maximum step in their pay grade. Employees eligible for merit increases shall be advanced one step in the pay grade in accordance with this section only upon approval of the department head or the City Manager, except that:

- (a) Employees designated as Executive and Middle Manager and assigned to executive and middle manager compensation grades may be advanced within their assigned pay grade by the City Manager based upon periodic review of the individual employee's work performance.

- (b) Employees designated as Council Office Staff and assigned to council office staff compensation grades may be advanced within their assigned pay grade by the Executive Assistant to City Council based upon periodic review of the individual employee's work performance.
- (c) Sworn employees in the classifications of Police Sergeant and Police Lieutenant, who meet performance expectations and have not already reached the top step of the pay range, will receive a one-step merit increase when they have completed twenty (20) years of continuous service with the Phoenix Police Department. The effective date of the one-step merit pay increase shall become the salary review date for future merit pay increases.
- (d) Sworn employees in the ranks of Firefighter, Fire Engineer and Fire Captain shall be considered for merit pay increases on each salary review date until they have advanced to the maximum step in their pay grade. Employees eligible for merit increases shall be advanced one step in the pay grade in accordance with this section only upon approval of the department head or the City Manager in accordance with the structure outlined in the compensation schedule and structure set forth in Exhibit B.
- (e) Part-time employees, excluding seasonal employees, may be considered for advancement to the next step and each subsequent step in a grade after working two thousand eighty (2,080) hours at each step. Part-time employees, upon returning from military leave, will be given credit for working the average number of hours they would normally have worked during the time of leave.
- (f) It is further provided that a special merit pay increase for superior performance or a step adjustment for unusual circumstances may be granted at lesser intervals for any employee, upon recommendation of the employee's department head and approval by the Human Resources Director.
- (g) Employees enrolled in an apprenticeship program and assigned to apprentice compensation grades may be advanced within their assigned pay grade by the City Manager based upon periodic review of the individual employee's work performance.
- (h) Employees designated as Election Workers may be advanced within their assigned pay grade by the City Manager based upon periodic review of the individual employee's work performance.

SECTION 12. Assignment Pay, Differential, Standby and Other Additional Compensation

- (a) Rules for designated holidays and premium pay shall be established by administrative regulations, applicable Memoranda of Understanding and applicable Memoranda of Agreement.
- (b) Employees shall receive the assignment pay provided for certain classifications only during the period they are working on these assignments.
 - 1. Employees shall receive an immediate increase upon entering an assignment, provided the assignment is allocated to a higher grade than the base classification, or to the minimum entry rate of the new assignment, whichever is greater. If no such rate exists, the employee shall be placed in the closest step which is not less than that amount, regardless of the number of grades in the differential above the base classification.
 - 2. In cases of assignments in Public Safety Middle Manager or Executive category classifications, employees shall receive a pay rate that is a minimum of 5% higher than their current rate, but not higher than the maximum pay rate of the new pay grade, using a formula established by the Human Resources Director.
 - 3. When an employee is no longer working in the assignment, the employee shall be returned to the base class at the step at which they would be had they never been placed in the assignment.
- (c) Sworn employees at the rank of Police Officer who are Field Training Officers or who the department selects to conduct department approved officer field training will receive an additional 6% of their regular pay rate for each day they are assigned to an officially authorized field training position. Employees assigned to train an officer-in-training in traffic/DUI enforcement will receive 6% training pay for each day the employee actually trains. Employees assigned as Canine Unit Training Officers will receive 5% training pay for each day they are assigned to an officially authorized Canine Unit Trainer position. Employees assigned as Team Leaders on SAU squads will receive an additional 5% base hourly rate of pay while assigned to this position. Detectives selected by the department to conduct department-approved Detective or Civilian Investigator training will receive an additional 5% of their

base rate of pay for every day they perform such training. Officers selected by the department to mentor and evaluate newly assigned special assignment bureau members will receive an additional 5% of their base rate of pay for every day the new member is under their mentorship.

- (d) Sworn employees at the rank of Police Sergeant who supervise a designated Field Training Officer (FTO) squad will receive 10% additional pay while assigned. Sergeants who supervise a Field Training Officer (FTO) training in place will receive 5% additional pay while an Officer In Training (OIT) is assigned to the squad.
- (e) Employees working in positions which, because of unusual hours, should receive extra compensation may receive a shift differential as provided by administrative regulation.
- (f) Certain Unit 2 employees required by the City to maintain a Commercial Driver License (CDL) as a secondary part of their regular position duties shall receive an additional twenty cents (\$0.20) per hour.
- (g) Employees in the following circumstances shall receive bilingual pay as provided by administrative regulation.
 - 1. Unit 3 and Confidential Office and Clerical employees who are authorized, certified, and required by management to use a language other than English to conduct official City business may receive bilingual pay as provided by administrative regulation.
 - 2. Phoenix Firefighters Association Unit 5 employees who speak Spanish to conduct official City business may receive bilingual pay as provided by administrative regulation.
 - 3. Municipal Court employees performing legal, verbatim, and formal translation duties may receive bilingual pay as provided by administrative regulation.
 - 4. Qualified sworn personnel in the Police Department who are requested to perform verbal interpretation or written translation in a language other than English, or signing activities, while conducting police-related investigations may receive bilingual pay of ten dollars (\$10.00) per hour as provided by the Unit 4 Memorandum of Understanding.

- (h) Certified/registered Unit 1 employees who are assigned to continuous, non-incidental application of herbicides or pesticides may receive premium pay of one dollar (\$1.00) per hour as provided in the Unit 1 Memorandum of Understanding.
- (i) Certified/registered Unit 2 employees who are assigned to continuous, non-incidental application of herbicides or pesticides may receive premium pay of fifty cents (\$0.50) per hour as provided in the Unit 2 Memorandum of Understanding.
- (j) Any Aviation Dispatcher, Fire Emergency Dispatcher, Police Communications Operator, Police Communications Operator*Radio/911, or Crime Scene Specialist who is selected by their Department to conduct department approved field training will be paid a one-step differential or a minimum of three percent (3%) of base wages, whichever is higher, for those hours actually spent training other staff members.
- (k) Trained and certified employees in the classifications of User Technology Specialist, Senior User Technology Specialist, and Lead User Technology Specialist may receive a per diem of fifty dollars (\$50.00) when required to climb wireless communication towers in the performance of their assigned duties.
- (l) Fire Management Command Officers who are assigned to and work in the Constant Staffing Program may receive monthly premium pay as provided by administrative regulation.
- (m) Upon recommendation of the employee's department head and approval of the Human Resources Director, a premium payment of up to two hundred fifty dollars (\$250) per week may be authorized to be paid to exempt employees for taking on substantial special projects, projects or events requiring significant extended hours or weekends, or considerable additional duties due to staffing shortages, as provided by administrative regulation.
- (n) Exempt personnel may receive additional pay, as provided by administrative regulation, for performance of their usual City duties in catastrophic field conditions in extreme and protracted emergency events involving a state or federal non-military deployment in which circumstances do not permit normal work and rest cycles. For an employee to be eligible for the additional payment, the deployment must be approved by the department head and City Manager. The deployment must exceed forty (40) continuous hours and the payment amount will be determined based on a formula determined by the Human Resources Director

and shall be consistent for all personnel deployed. Such payment may be approved only if it meets all reimbursement guidelines specified by the state or federal agency.

- (o) Specific employees recruited or trained in specific advanced information technology fields, as such employees and job fields are approved by the Chief Information Officer, Human Resources Director, and City Manager, may receive specialty skills premium pay not to exceed 10% of base salary as provided by administrative regulation.
- (p) Compensation for employees who are assigned to standby duty shall be calculated at a rate which, over a twenty-four (24) hour period, shall not exceed the prevailing federal or state minimum hourly wage, whichever is higher.
- (q) Sworn Police Officers below the rank of Sergeant and Unit 3 employees assigned to court standby shall receive the following:
 - 1. Sworn Police Officers below the rank of Sergeant may receive two (2) hours of pay at one and one-half (1-1/2) times the base hourly rate for court dockets scheduled before 12:00 p.m. (noon), and an additional two (2) hours of pay at one and one-half (1-1/2) times the base hourly rate for court dockets scheduled after 12:00 p.m. (noon). If an employee is required to remain on standby after 12:00 p.m. (noon), the employee may receive an additional one (1) hour of pay at one and one-half (1-1/2) times the base hourly rate of pay. For each day a court proceeding continues in session and the officer remains subject to call, the employee may be entitled to court standby compensation as provided in this paragraph and in the Unit 4 Memorandum of Understanding.
 - 2. As provided in the Unit 3 Memorandum of Understanding, Unit 3 employees shall be compensated the greater of either \$100 per day or in accordance with the current provisions of the Fair Labor Standards Act.
- (r) Sworn Police Supervisory and Professional employees assigned to court standby may receive two (2) hours of pay at one and one half (1½) times the base hourly rate per day for court standby. An additional hour of pay at one and one half (1½) times the base pay rate shall be paid if the employee is required to remain on standby after noon.

- (s) The City Manager is authorized to provide call-out pay to hourly employees, as provided by administrative regulation. Where appropriate, these payments shall be made in accordance with the applicable Memoranda of Understanding or applicable Memoranda of Agreement.
- (t) The City Manager is authorized to provide out of class pay differential to employees, as provided by administrative regulation.
- (u) The City Manager is authorized to award additional vacation leave to an employee, when it is in the best interest of the City as determined by the City Manager.
- (v) Sworn employees at the rank of Police Officer who are department qualified/certified Drug Recognition Experts (DRE) who are current in all training and requirements set forth in Police, and have completed all necessary training, shall be paid a premium of \$15.00 per hour, calculated to the nearest ¼ hour, in addition to their base hourly rate for each hour they are engaged in DRE activities.
- (w) Sworn employees at the rank of Police Officer who are department qualified/certified phlebotomists who are current in all training and requirements set forth in Police, and have completed all necessary training, shall be paid a premium of \$15.00 per hour, calculated to the nearest ¼ hour, in addition to their base hourly rate for each hour they are engaged in phlebotomy activities.

SECTION 13. Awards Programs

- (a) An employee suggestion program shall be established by administrative regulation. Employees may be eligible for a cash award or for other awards for making suggestions which qualify under the program. The cash award to employees, per suggestion, shall not exceed sixteen thousand six hundred sixty-seven dollars (\$16,667).
- (b) An employee safety awards program may be established by administrative regulation. Employees may be eligible for a one-time cash award or other awards as part of the City safety program. Any single cash award shall not exceed one hundred dollars (\$100).
- (c) A program to recognize employee excellence may be established by administrative regulation. The total allocation per department shall not exceed one dollar (\$1.00) per full-time equivalent employee or three hundred dollars (\$300) per year or one shift (not

to exceed 10 hours) of performance recognition leave per recognition award.

- (d) The City Manager is authorized to establish a performance-based cash award program for employees.
- (e) The City Manager is authorized to implement incentive programs to reward employees for exceptional performance and/or substantial savings to the City.
- (f) The City Manager is authorized to establish a hiring incentive cash award not to exceed seven thousand five hundred dollars (\$7,500) for employees hired into critical positions, positions that are hard to fill, or positions that require a rare skill set, when it is in the best interest of the City as determined by the Human Resources Director and the City Manager. This award is not applicable to rehires within 3 years. The provisions of this paragraph do not apply to retirees.
- (g) The City Manager is authorized to establish a cash award program for employees who refer successful candidates for City employment, when it is in the best interest of the City. The cash award to employees, per successful candidate, shall not exceed two thousand five hundred dollars (\$2,500).
- (h) The City Manager is authorized to establish a retention incentive cash award not to exceed seven thousand five hundred dollars (\$7,500) to retain employees in critical positions, positions that are hard to fill, or positions that require a rare skill set, when it is in the best interest of the city as determined by the Human Resources Director and the City Manager. Employees receiving this award must meet performance standards as determined by the City Manager. Retention incentives may not be awarded to an employee more than once every two years and employees may be required to repay awards if they leave the city sooner than two years after receiving an award.

SECTION 14. Allowances and Reimbursements

- (a) The City Manager is authorized to provide for a transportation allowance for employees designated as Executive and Middle Managers and certain professional staff in the Offices of the Mayor and City Council who are not assigned a City vehicle on a regular basis.
- (b) Elected City officials shall receive the benefits package of their choice as provided for in the Charter.

- (c) The City Manager is authorized to provide to elected officials either (1) a transportation allowance as provided in the chosen benefits package, or (2) a mileage expense reimbursement when using a personal vehicle for travel in carrying out official duties. Such reimbursement shall include mileage expenses of elected officials traveling from their places of residence to their City offices or City functions/events. These expenses are determined to be necessary expenses in the conduct of an elected official's office. Reimbursement will be provided at the prevailing mileage rate set by the Finance Department for all City employees.
- (d) The City Manager is authorized to establish a program to provide payment of moving expenses, relocation expenses, and housing allowance. The reimbursement amount per employee shall not exceed \$20,000.
- (e) The City Manager is authorized to establish a program for payment of a communications allowance paid monthly for eligible Middle Managers, Executives, and certain professional staff in the Offices of the Mayor and City Council. To be eligible for the communication allowance, employees are required to provide a cellular phone and be responsible for all related expenses.
- (f) Clothing allowances shall be established by administrative regulation and in accordance with applicable Memoranda of Understanding or applicable Memoranda of Agreement.
- (g) The City Manager is authorized to establish a program for distributing public safety uniform allowance funds for sworn public safety employees.
- (h) Employees in certain classifications covered by the Unit 2 Memorandum of Understanding shall receive a tool maintenance allowance of up to six hundred dollars (\$600) per year, as provided in the Unit 2 Memorandum of Understanding, and as specified by administrative regulation.
- (i) The City Manager is authorized to provide reimbursement to employees for actual and necessary expenses incurred while engaged in City business. The requirements for such reimbursement shall be set forth in administrative regulation.
- (j) The City Manager is authorized to provide a stipend for volunteers in the Police Department for certain expenses incurred as a result of their volunteer duties. This may include expenses incurred as a

result of court appearances and for maintaining a uniform and equipment.

- (k) The City Manager is authorized to provide reimbursement to employees or make payments in advance for tuition-related expenses incurred for training in employment-related courses, memberships, and seminars only for employment-related courses that have been approved in advance and are consistent with administrative regulations, applicable Memoranda of Understanding, and applicable Memoranda of Agreement.
- (l) Employees who have received advanced tuition reimbursement for tuition related expenses shall agree in writing to repay the City for any failure to meet the criteria set forth in the administrative regulations concerning reimbursement. Any unpaid balances may be deducted from the employee's pay.
- (m) The City Manager is authorized to provide:
 - 1. At the City Manager's discretion, reimbursement of individual development expenses up to an annual maximum equal to two thousand six dollars (\$2,006) for Executives and Middle Managers. Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee pursuant to Section 14(k).
 - 2. Reimbursement for professional memberships and seminars of up to one thousand dollars (\$1,000) for employees designated as Supervisory or Professional. Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee, pursuant to Section 14(k).
 - 3. Reimbursement for sworn employees in the classifications of Police Sergeant and Police Lieutenant for professional memberships and seminars of up to eight hundred dollars (\$800). An employee may carry over the unused balance from the previous fiscal year such that the maximum total reimbursement does not exceed \$1,600 across any two-year period. Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee, pursuant to Section 14(k).

4. Reimbursement for Police Officers below the rank of Sergeant for professional memberships and seminars of up to five hundred dollars (\$500). Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee, pursuant to Section 14(k).
5. Reimbursement for professional memberships, job-related seminars, and workshops of up to two thousand dollars (\$2,000) for sworn employees in the ranks of Firefighter, Fire Engineer, and Fire Captain. Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee, pursuant to Section 14(k).
6. Reimbursement for Confidential Office and Clerical employees for professional memberships and seminars of up to four hundred fifty dollars (\$450). Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee, pursuant to Section 14(k).
7. Reimbursement for Office and Clerical employees in classifications specified in the Unit 3 Memorandum of Understanding of up to five hundred dollars (\$500) to attend one-day, in-state, City-related seminars/training, and professional memberships. Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee, pursuant to Section 14(k).
8. Reimbursement for all Unit 1 employees up to one hundred fifty dollars (\$150) to attend one-day, in-state, City-related seminars/training. Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee, pursuant to Section 14(k).
9. Certain employees specified in the Unit 3 Memorandum of Understanding shall be reimbursed on a one-time basis only for expenses incurred as a result of passing a required certification test as provided in the Unit 3 Memorandum of Understanding and as specified by administrative regulation.

10. Reimbursement for certain Unit 2 employees for CDL endorsements as provided in the Unit 2 Memorandum of Understanding and as specified by administrative regulation.
 11. Certain employees specified in the Unit 1 Memorandum of Understanding, Unit 2 Memorandum of Understanding, and the Unit 7 Memorandum of Agreement shall be reimbursed for expenses incurred as a result of renewing commercial driver licenses and endorsements, including HazMat background screening fees, as provided in the aforementioned memoranda, and as specified by administrative regulation.
- (n) Employees who are called to military service with presidential call-up orders may receive "gap pay" as defined in the applicable administrative regulations. They must first exhaust their paid military leave benefit.

SECTION 15. Vacation/Compensatory Time Sell-Back

- (a) At the City Manager's discretion, employees designated as either General Executive or General Middle Manager for each fiscal year may be paid for up to a maximum of eighty (80) hours of accumulated vacation time payable in November. The payment is contingent upon the use of two (2) regular weeks of vacation time during the same calendar year.
- (b) At the City Manager's discretion, employees designated as either Police Executive or Police Middle Manager for each fiscal year may be paid for up to a maximum of eighty (80) hours of accumulated vacation time payable in November. The payment is contingent upon the use of two (2) regular weeks of vacation time during the same calendar year.
- (c) At the City Manager's discretion, employees designated as either Fire Executive or Middle Managers who work a 40-hour shift for each fiscal year may be paid for up to a maximum of eighty (80) hours of accumulated vacation time payable in November. Employees who work a 56-hour shift may be paid for up to a maximum of one hundred and twelve (112) hours of accumulated vacation time payable in November. The payments are contingent upon the use of two (2) regular weeks of vacation time during the same calendar year.
- (d) Employees designated as Unit 1 for each fiscal year may be paid up to a maximum of forty (40) hours of accumulated vacation hours,

twice per year, for an annual maximum of eighty (80) hours, after accumulating a minimum of one hundred seventy-five (175) hours of vacation leave, contingent upon the use of forty (40) hours of vacation/compensatory time during the same calendar year.

- (e) Employees designated as Unit 2 for each fiscal year may be paid up to a maximum of forty (40) hours of accumulated vacation time twice per calendar year, after accumulating a minimum of one hundred twenty (120) hours of vacation leave, contingent upon the use of forty (40) hours of vacation/compensatory time during the same calendar year.
- (f) Employees designated as Unit 3 for each fiscal year may be paid up to a maximum of forty (40) hours of accumulated vacation time twice per calendar year, after accumulating a minimum of one hundred twenty (120) hours of vacation leave, contingent upon the use of forty (40) hours of vacation/compensatory time during the same calendar year. Employees may be paid up to a maximum of one hundred twenty (120) hours of accumulated compensatory time as specified by administrative regulation. Payments of up to sixty (60) hours each will be made effective the last pay day in August and the first pay day in December.
- (g) Employees designated as Unit 8 (Confidential Office/Clerical) for each fiscal year may be paid up to a maximum of forty (40) hours of accumulated vacation time, one time per calendar year, contingent upon the use of forty (40) hours of vacation/compensatory time during the same calendar year. Employees may be paid up to a maximum of one hundred twenty (120) hours of accumulated compensatory time as specified by administrative regulation. Payments of up to sixty (60) hours each will be made effective the last pay day in August and the first pay day in December.
- (h) Employees designated as Unit 4 and Unit 5 for each fiscal year may be paid for accumulated compensatory time as specified by the applicable Memorandum of Understanding.
- (i) Police Officer employees may be paid for up to a maximum of eighty (80) hours of accumulated vacation time contingent upon their use of forty (40) hours of vacation/compensatory time during the same calendar year. Payment shall be made effective on the first pay day in December.
- (j) Employees designated as Unit 5 may be paid up to a maximum of eighty (80) hours of accumulated vacation time if it will not cause

their total bank of hours to drop below 150 or 210 hours, depending upon the work schedule. This benefit shall not exceed a total of 80 hours and may be used as follows: 40 hours on the last pay period in November and/or May of each M.O.U. year.

- (k) Employees designated as Unit 6 (Police Sergeant and Police Lieutenant) may be paid for up to a maximum of eighty (80) hours of accumulated vacation time contingent upon their use of forty (40) hours of vacation/compensatory time during the same calendar year. The requirement to use time may be waived in the calendar year prior to retirement provided the employee submits a written notice of intent to retire on a specific date the following year. Payment shall be made effective on the first pay day in December.
- (l) Eligible sworn Public Safety personnel may receive a lump sum payment for accrued vacation time.
- (m) Employees designated as Supervisory/Professional for each fiscal year may be paid twice per year up to a combined maximum of eighty (80) hours of accumulated vacation time each year contingent upon their use of eighty (80) hours of vacation time during the same calendar year.
- (n) Hourly (non-exempt) employees designated as Supervisory and Professional for each fiscal year may be paid for accumulated compensatory time as specified by administrative regulation.

SECTION 16. Productivity Enhancement/Performance-Based Cash Award Program

- (a) The City Manager is authorized to establish a productivity enhancement program, as specified by administrative regulation, to pay qualifying employees up to two hundred fifty dollars (\$250) per year of service up to a maximum of six thousand one hundred twelve dollars (\$6,112).
- (b) The City Manager is authorized to establish a performance-based cash award program for those Middle Managers and Executives who are at the equivalent of the top step of their salary ranges.

SECTION 17. Deferred Compensation Program and Post Employment Retirement Accounts

- (a) The City will contribute 0.45% of base annual salary to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as

represented by Unit 1 for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits, including catch-up provisions, the balance of the City contributions converts to ordinary wages.

- (b) The City will contribute 3.62% of base wages to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as represented by Unit 2 for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits, including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (c) The City will contribute 2.36% of monthly base wages to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as represented by Unit 3. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits, including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (d) The City will contribute 2.56% of monthly gross wages to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as represented by Unit 4 for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of

the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits, including catch-up provisions, the balance of the City contributions converts to ordinary wages.

- (e) The City will contribute 4.42% of each employee's biweekly gross pay to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as represented by Unit 5 for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits, including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (f) The City will contribute 1.5% of base annual salary to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as sworn Police Supervisory and Professional for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits, including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (g) The City will contribute 1.92% of base annual salary to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as Confidential Office/Clerical for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits, including catch-up

provisions, the balance of the City contributions converts to ordinary wages.

- (h) The City will contribute 6.5% of base annual salary to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as Supervisory/Professional for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (i) The City will contribute 9.0% of gross annual salary to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for anyone authorized to have an Executive or Middle Manager benefit package. If the 9.0% of gross annual salary does not equal at least \$9,500.00, the City will contribute the remaining amount not to exceed a combined maximum of \$9,500.00. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program up to the annual Internal Revenue Service defined maximum. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (j) The City will contribute one hundred fifty dollars (\$150) per month to a post-employment health plan (PEHP) for eligible employees. The eligibility of employees will be determined by the City Manager, or his designee. The City will contribute one hundred fifty dollars (\$150) each month the employee is eligible.

SECTION 18. Retirement, Pensions, Termination, Death Benefits

- (a) Sworn Public Safety personnel may receive a cash lump sum payment for accrued sick leave as provided by administrative regulation.

- (b) The City Manager is authorized to establish guidelines to have a portion of accumulated sick leave hours at retirement converted to service credit under the City of Phoenix Employees' Retirement Plan or converted to an employer contribution to the 401(a) Defined Contribution Plan.
- (c) The City Manager is authorized to provide a retirement incentive for retirement eligible employees who occupy positions affected by a City Council approved reduction in force and who meet the requirements of a City Council approved incentive plan, as established in administrative regulation.
- (d) The City Manager is authorized to provide for the payment of severance pay to certain employees as established in administrative regulation.
- (e) The City Manager is authorized to grant a partial benefit package to employees who occupy full-time regular positions at the time their positions are reduced by the City to less than full-time because of funding limitations.
- (f) The City Manager is authorized to pay all or a portion of accrued sick leave to an Executive or Middle Manager employee when it is in the best interest of the City for the separation of the employee from City employment.
- (g) The City Manager is authorized to grant the following:
1. Police Officers, upon approval of the Police Chief, may purchase, at the time of retirement or medical retirement, their breast badge mounted on a plaque, their retired flat badge and holder, and a specified duty weapon for one dollar (\$1.00); and
 2. Within thirty (30) days of death, the spouse or adult survivor of a Police Officer who has died in the line of duty may elect to receive the deceased officer's breast badge mounted on a plaque, and the department issued service weapon for one dollar (\$1.00).
- (h) The City Manager is authorized to grant the continuation of health insurance coverage for eligible surviving dependents of a City employee who has died in the line of duty with the City as specified by administrative regulation and in accordance with applicable Memoranda of Understanding or applicable Memoranda of Agreement.

- (i) The City Manager is authorized to provide that, upon the in-line-of-duty death or death resulting from an in-line-of-duty injury of any City employee, the City will pay the full cash value of the accrued sick leave existing at the time of the employee's death.
- (j) The City Manager is authorized to provide that, upon the death of a Unit 2 employee while on active work status or on an approved leave status, the City will pay the full cash value of the accrued sick leave existing at the time of the employee's death. Paid leave status, as the term is used in this paragraph, excludes retired employees, employees on suspension, and employees on long-term disability or unpaid leave.
- (k) The City Manager is authorized to provide that, upon the death of a Unit 3 employee while on active work status or on an approved leave status, the City will pay the full cash value of the accrued sick leave existing at the time of the employee's death. Paid leave status, as the term is used in this paragraph, excludes retired employees, employees on suspension, and employees on long-term disability or unpaid leave.
- (l) The City Manager is authorized to provide that, upon the death of a sworn Police employee while on active work status or on an approved leave status, the City will pay the full cash value of the accrued sick leave existing at the time of the employee's death. Paid leave status, as the term is used in this paragraph, excludes retired employees, employees on suspension, and employees on long-term disability or unpaid leave.

SECTION 19. Promotion

The following rules concerning promotions shall apply to employees:

- (a) Upon promotion to another classification as a result of competitive appointment, an employee shall receive a rate of pay that corresponds to the next step in the employee's present pay grade except that if no such rate exists, the employee shall be placed in the closest step which is not less than that amount. If the employee is currently at the top of their pay grade, but not yet receiving productivity enhancement pay, the employee shall be placed in the closest step which is not less than 4.9% above their current rate of pay.
- (b) Upon promotion, employees who are receiving productivity enhancement pay shall be moved to at least that step of the new

grade which is not less than 4.9% above their combined base pay and previous productivity enhancement amount. Placement in the new grade will be limited to the maximum step in the grade.

- (c) Employees eligible to be considered for a merit pay increase within ninety (90) calendar days of the effective date of a promotion shall be entitled to receive the promotional increase based upon the amount they would have received at the next merit increase pursuant to paragraph (a) of this section.
- (d) In cases of promotions into General or Public Safety Middle Manager or Executive category classifications, employees shall receive a pay rate which is a minimum of 5% higher than their current rate, but not higher than the maximum pay rate of the new pay grade.
- (e) Part-time or job share employees who have worked at least one thousand forty (1,040) hours since their last merit increase and are promoted into a full-time position shall be entitled to receive the promotional increase based upon the amount they would have received at the next merit increase pursuant to paragraph (a) of this section.
- (f) An employee hired or promoted into a position responsible for regularly supervising employees shall receive one additional step increase above the minimum hiring rate or normal promotional increase if they regularly supervise a higher paid subordinate. The additional step increase shall not apply in the following cases: the supervisor laterally transfers into a situation where a subordinate is higher paid; a higher paid subordinate rotates into the supervisor's work group; a higher paid subordinate is hired after the supervisor is hired or promoted; the subordinate is being paid higher than the salary range [Y-rated pursuant to the provisions of Section 20(a)]; the subordinate is higher paid due to receiving special assignment pay; or the subordinate is higher paid due to specialized technical skills as determined by the Human Resources Director. The applicability of this provision shall be determined by the Human Resources Director. This section does not apply to Middle Manager or Executive employees.
- (g) In Public Safety promotions, employees promoted to a supervisory position shall receive a rate of pay that is at least one step higher than the maximum base rate of pay of the highest paid sworn rank they may supervise, excluding any special assignment pay in the lower rank and excluding any employees paid higher than the salary range [Y-rated pursuant to the provisions of Section 20(a)].

- (h) In cases of promotion from Police Officer to Police Sergeant, employees who have been receiving Productivity Enhancement Pay shall have that amount factored along with their base pay when calculating the promotional rate.
- (i) In cases of promotions from Police Sergeant to Police Lieutenant, employees receiving a pay increase of less than 3% shall have their merit increase date set six (6) months from the date of promotion.
- (k) In cases of promotions into the sworn classifications of Police Sergeant and Police Lieutenant, employees who at the time of promotion have already completed a minimum of twenty (20) years of continuous service with the Phoenix Police Department shall receive one additional pay step above regular promotional calculations, but not higher than the maximum pay rate of the new pay grade.
- (l) Employees who receive a promotion to a higher classification and receive a pay increase of less than 3% shall have their merit increase date set six (6) months from the date of promotion.
- (m) For promotions into classifications with a top step of 17, a department head may authorize a promotional increase up to step 14 of the pay grade after conducting an analysis with Human Resources. The City Manager and Human Resources Director may authorize a promotional increase above step 14 of the pay grade in the event of labor market requirements or due to the unusual qualifications of a candidate. The provisions of this paragraph shall not apply to individuals entering the classifications of Police Recruit and Firefighter, Assign: Recruit.

SECTION 20. Reclassification or Grade Change

When a position is reclassified to a classification at a different pay grade, or when the classification is assigned to a different pay grade, the following rules shall apply to employees in impacted positions:

- (a) The affected employee shall be assigned to that step of the new grade which corresponds to the employee's present pay rate except that if no such rate exists, the employee shall be placed in the closest step which does not result in a pay decrease.

1. Placement in the new grade will be limited to the maximum step in that grade. However, in unusual circumstances, the City Manager may permit an employee in a reclassified position to remain at a pay rate which is above the maximum rate of the lower classification for a period not to exceed two (2) years for each pay grade the classification is reduced. (This practice is known as "Y rating.") This practice may also be followed in determining pay rates of employees in classifications with pay grades that have been reduced. Employees paid above the maximum step rate for their classification will be moved to the maximum step of the appropriate grade, and the salary difference required to maintain the present rate will be entered as a payroll adjustment for a period not to exceed two (2) years for each pay grade the classification is reduced.
 2. Employees who are receiving productivity enhancement pay shall be moved to that step of the new grade which corresponds the closest to their combined current base pay and previous productivity enhancement amount, and which does not result in a decrease from that combined amount. Employees that were previously at top step and receiving productivity enhancement pay and subsequently are placed at the top step after the reclassification or pay grade change shall continue to receive productivity enhancement pay.
 3. Employees who have been at the top step of their grade for one year or more and NOT receiving productivity enhancement pay shall be moved up one additional step in the new grade if the increase in grade is an even number (e.g., 2, 4, 6, etc.).
 4. When the reclassified position is changed from non-supervisory to supervisory, and the incumbent will be responsible for supervising higher paid subordinates, the employee shall be moved up one additional step in the new grade. Any applicable circumstances as described in Section 19(f) are not affected by this paragraph.
- (b) Employees who are placed at less than top step for their pay grade shall have their next salary review date (i.e., merit date) determined by the following rules:
1. Employees who were at less than the top step of their grade prior to the reclassification or grade change shall have no change to their next salary review date.

2. Employees who were at the top step of their grade for less than one year prior to the reclassification or pay grade change shall have their next salary review date established at one year from their step date prior to the reclassification or grade change if the increase in grade is an even number (e.g., 2, 4, 6, etc.).
3. Employees who were at the top step of their grade, other than those identified in #2 above, shall have their next salary review date established based on the percentage of increase in pay the employee received at the time of implementation as shown in the following table.

% Change	Calendar Days from date of implementation to next salary review date (NSRD)
Less than 1%	30
1% to less than 2%	90
2% to less than 3%	150
3% to less than 4%	210
4% to less than 4.5%	270
4.5% or more	365

- (c) It is further provided that an adjustment to an employee's NSRD for unusual circumstances may be granted upon recommendation of the employee's department head and approval by the Human Resources Director.

SECTION 21. Demotion

Employees who are demoted shall have their pay reduced, unless otherwise provided for in this section.

- (a) Under certain circumstances, employees who voluntarily demote to a lower paid classification may be retained at their present rates of pay with the approval of the City Manager, if their rate of pay is within the pay grade of the new classification in which they are placed.
- (b) Employees who are involuntarily demoted for the purpose of discipline or failure to meet the requirements of their classification of work shall have their pay reduced at a rate determined by the Human Resources Director, but which shall not exceed the maximum rate of the lower classification.

SECTION 22. Re-employment

Employees reemployed or recalled to a full-time position in the same classification or a related classification within five (5) years of separation from city service shall be placed at a pay rate that is not less than the rate of pay the employee was receiving at the time of layoff, demotion, or separation, except where concessions remain in effect thereby reducing the previous rate of pay by a percentage respective to the employee Unit. Under no circumstances will an employee be placed above the maximum rate of the grade into which they are being re-employed or recalled. The applicability of this provision shall be determined by the Human Resources Director. The provisions of this paragraph do not apply to promotions after reemployment.

SECTION 23. Transfer

If an employee transfers within the same classification, but in a different meet and confer unit, the Human Resources Director is authorized to designate the pay step to which the employee shall be assigned.

SECTION 24. Underpayments and Overpayments

- (a) Retroactive calculations to underpayments or overpayments will not exceed 3 years earlier than the date the employee notifies the Human Resources Department in writing of a payment dispute, or a payment error is discovered and brought to the attention of the Human Resources Director.
- (b) Corrections of underpayments shall be processed through the City's payroll system within a reasonable period following identification and verification of the underpayment, subject to administrative review and payroll processing timelines.
- (c) In the event of an overpayment, the City shall provide a written notice to the employee identifying the amount of the overpayment and the applicable period during which the overpayment occurred.

Repayment arrangements shall generally extend over a period of time comparable to the duration in which the overpayment was made. However, if the total overpayment amount is less than \$250, the City may recover the full amount in a single lump-sum deduction unless alternative repayment arrangements are agreed upon by the City and the employee. All overpayment recoveries shall be processed through the City's payroll system. Any outstanding overpayment balance remaining at the time of the employee's separation from employment shall become immediately due and payable. The City reserves the right to recover any unpaid balance from final salary payments, accrued leave payouts, or any other benefit amounts payable to the employee.

- (d) Final authority regarding any corrections to be made under this section rests with the Human Resources Director.

SECTION 25. The City Controller is authorized to disburse the necessary funds for the purposes of this ordinance. Unless otherwise specified, the provisions of this Ordinance shall be effective as of the 6th day of July, 2026.

PASSED by the City Council of the City of Phoenix this 17th day of June, 2026.

ATTEST:

MAYOR

Denise Archibald, City Clerk

APPROVED AS TO FORM:
Julie M. Kriegh, City Attorney

BY: _____

REVIEWED BY:

Ed Zuercher, City Manager

DRAFT



EXHIBIT A

CLASSIFICATION PLAN OF THE CITY OF PHOENIX, ARIZONA

I. Classification of Positions

The Human Resources Director is responsible for the establishment and maintenance of job classifications. Departments will work with Human Resources to identify new and emerging business needs that may warrant a new classification or new assignment, or to identify changes to the business environment that necessitate changes to the title, minimum qualifications, or responsibilities of a job or job family.

All positions which have similar closely-related essential functions (e.g., duties, tasks, and responsibilities bearing the same relationships to other classes and levels and calling for substantially the same test of knowledge, skills, and abilities) shall be included in the same classification. Classifications may also be grouped into job families or functions.

II. Uses of a Classification Plan

A classification plan provides the basic structure for personnel matters. It permits the consideration of pay policy to be made in relation to duties, responsibilities, and work requirements rather than in relation to personalities. It also provides a uniform and meaningful terminology for position titles. It assures the individual employee that the requirements of their job have been analyzed properly, and that they will receive the same treatment in salary and other matters as other employees with similar duties.

When work requirements indicate the need for new positions, City officials may use the classification plan to place the new positions within established classes or determine whether a new classification needs to be established. If positions are placed within established classes, questions as to the type of employee to be recruited and the proper pay level for the position are immediately answered. If the work requires a new class to be established, the plan provides a framework for where to insert the new class. The proper pay level can then be determined by an evaluation of the new class in accordance with the City's pay philosophy. The classification plan indicates to department heads and employees the lines of promotion within general types of work, and the employee is able to determine their chances for advancement within the municipal service.

A classification plan deals only with the types of work existing at the time the plan is prepared. It evaluates the duties that have been assigned to employees and are performed by them. A classification plan does not reflect the way an individual performs

their duties or their competence, efficiency, capability, length of service, or experience. Classification deals with positions, not with individuals.

The Classification Plan is not static and is not intended to fix positions permanently into classes. The plan is administered continually to adapt to changing conditions, including the provision of new services, the expansion or contraction of certain activities, changes in organization or methods, etc. The plan is reviewed periodically to determine the adequacy of class descriptions and the allocation of positions to classes.

III. The Classification Process

The Classification Plan for positions in the City of Phoenix has been developed over the course of many years. It does not include elected officials and members of boards and commissions.

The following steps were taken in developing the City's Classification Plan:

1. The work requirements of positions in the classified service were analyzed.
2. Classes of positions were established, appropriate and descriptive class titles were selected, and written descriptions of work were prepared.
3. Positions were allocated to the classes established.

Over time, as the duties and responsibilities involved in positions change, the City may choose to gather and review information to ensure that positions are properly classified. This process may include some or all of the following:

- Gathering information from employees and supervisors through questionnaires and/or in person interviews and task assessments.
- Assessing comparable jobs in the industry and market at the time of the review.
- Other appropriate methods of analysis.
- Writing and/or updating job descriptions to establish or more accurately describe the classification.

The City attempts to develop uniform and descriptive class titles that conform as much as possible to existing working titles. Because the Classification Plan standardizes all the jobs in the municipal service, some position titles are somewhat generalized. The class titles are used in payrolls, budgets and for other clerical records

and for internal and administrative uses. However, approved working and legal titles may be used for public contact and legal purposes.

IV. Class Titles

A list of the class titles currently in use at the City is set forth in Exhibit B. A class title is a brief and descriptive designation of the type of work performed.

V. Job Descriptions

The job descriptions for all classes and assignments in the City are available online at: [City of Phoenix Job Descriptions and Pay Ranges](#). Class titles are organized alphabetically under "Job Title." Job descriptions are available by clicking on the job titles. The pay grades, pay ranges and benefit categories for each class are also included on this site.

Job descriptions include a general description of the class, with emphasis on the basic factors that distinguish the class from other classes above and below it in the same series or in closely-related series. Included are factors such as supervision received and exercised, responsibility and difficulty, hazards, the way in which work is assigned and results are reviewed, etc. The distinguishing features of the class establish the level of the class by evaluating it in terms of relative difficulty and responsibility.

Job descriptions also include a list of the essential functions of each classification. These are the fundamental job duties of the class, and do not include marginal functions. In addition, they list the knowledge, skills and abilities that must be possessed by applicants for a position allocated to the class. These are considered as prerequisites to successful performance of the work of the class. "Knowledge" generally means familiarity with and comprehension of the listed tasks or subjects. "Skills" generally refer to the physical, mental, and social processes employed in performing the job. "Abilities" means the present state of development of innate capacities making it possible to apply the knowledge and skills to work situations. In some classes, physical capacities required for adequate performance in the class are listed.

Some classes have requirements limiting the practice of a profession or occupation to persons who possess a specific license or certificate issued by a licensing agency. Generally, the job description lists specific prerequisites which must be met by applicants for positions in the class before otherwise qualifying. It also lists critical physical or other practical requirements for specific classes.

Lastly, job descriptions include a statement of the training and experience that ordinarily would provide a person with the knowledge, skills, and abilities necessary for successful performance of the work of the class.

VI. Assignments

Because of unusual conditions of employment, certain positions are placed in an assignment which may have a pay range different than that of other positions in the same job class. This pay is granted only when an employee is usually performing the duties that clearly differentiate the position from others in the classification and warrant the assignment pay. Assignments also have Job Descriptions as described in Section V of this exhibit.

Selection to and removal of employees from authorized assignment positions is solely within the discretion of department management. The assignment pay rate and related benefits shall apply only when the employee is performing the duties identified as requiring the assignment status and shall be determined in accordance with Section 12 (b) of the Pay Ordinance. The employee shall also continue to receive the higher pay when on paid leave of absence and when eligible for make-up pay under the Industrial Insurance program. Placement within an assignment range is not a "promotion" and the removal of an individual from an assignment position is not a "demotion."

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Job Title	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
01320	Account Clerk II		006	\$16,000	\$26,070	\$33,280.00	\$54,225.60	003	003				\$16,000	\$17,650	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680
01330	Account Clerk III		006	\$16,000	\$31,680	\$33,280.00	\$65,894.40	003	003				\$16,000	\$17,650	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680
01331	Account Clerk III*U8		012	\$16,000	\$31,680	\$33,280.00	\$65,894.40	008	008				\$16,000	\$17,650	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680
01350	Account Clerk Supervisor		001	\$16,000	\$34,940	\$33,280.00	\$72,675.20	007	007	\$16,000	\$16,800	\$17,650	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940
03210	Accountant I		001	\$18,970	\$41,420	\$39,457.60	\$86,153.60	007	007	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420
03220	Accountant II		001	\$22,520	\$49,150	\$46,841.60	\$102,232.00	007	007	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150
03240	Accountant III		001	\$24,830	\$54,190	\$51,646.40	\$112,715.20	007	007	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190
03260	Accountant IV		001	\$28,730	\$67,470	\$59,758.40	\$130,478.40	007	007	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740	\$62,730
03280	Accounting Supervisor		001	\$30,920	\$67,470	\$64,313.60	\$140,337.60	007	007	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	\$64,260	\$67,470
06020	Admin Aide		006	\$16,390	\$35,780	\$34,091.20	\$74,422.40	003	003	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
06023	Admin Aide* Empl Parking Coord		006	\$16,390	\$35,780	\$34,091.20	\$74,422.40	007	007	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
06021	Admin Aide* U7		001	\$16,390	\$35,780	\$34,091.20	\$74,422.40	007	007	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
06022	Admin Aide* U8		012	\$16,390	\$35,780	\$34,091.20	\$74,422.40	008	008	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
06030	Admin Asst I		001	\$20,920	\$45,670	\$43,513.60	\$94,993.60	007	007	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
06040	Admin Asst II		001	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870
06050	Admin Asst III		001	\$25,430	\$55,510	\$52,894.40	\$115,460.80	007	007	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510
06000	Admin Intern (NC)		001	\$16,000	\$31,680	\$33,280.00	\$65,894.40	007	007																	
01030	Admin Secretary		001	\$15,620	\$34,080	\$32,489.60	\$70,886.40	007	007	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080
01031	Admin Secretary* Council Agenda		001	\$16,390	\$35,780	\$34,091.20	\$74,422.40	007	007	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
75020	Aircraft Maintenance Supv		001	\$26,700	\$58,290	\$55,536.00	\$121,243.20	007	007	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290
75011	Aircraft Technician		004	\$20,920	\$45,670	\$43,513.60	\$94,993.60	002	002	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
75010	Aircraft Technician* QA		004	\$23,060	\$50,350	\$47,964.80	\$104,728.00	002	002	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350
24950	Airfield Maint Worker I		004	\$16,000	\$28,730	\$33,280.00	\$59,758.40	002	002																	
24960	Airfield Maint Worker II		004	\$16,000	\$31,680	\$33,280.00	\$65,894.40	002	002																	
01150	Airport Access Agent		006	\$15,620	\$30,920	\$32,489.60	\$64,313.60	003	003																	
26010	Airport Operations Technician		004	\$17,220	\$37,580	\$35,817.60	\$78,166.40	002	002	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580
24000	Airport Security Guard		004	\$16,000	\$33,270	\$33,280.00	\$69,201.60	002	002																	
60050	Annual Facilities Program Supv		001	\$23,640	\$51,610	\$49,171.20	\$107,348.80	007	007	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610
10100	Apprentice Attorney (NC)		001	\$27,370	\$59,740	\$56,929.60	\$124,259.20	007	008	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740
23040	Architect		001	\$30,920	\$67,470	\$64,313.60	\$140,337.60	007	007	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	\$64,260	\$67,470
41200	Arts & Culture Director (NC)		018	\$78,450	\$101,990	\$163,176.00	\$212,139.20	010	008																	
41210	Arts Specialist		001	\$18,970	\$41,420	\$39,457.60	\$86,153.60	007	007	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420
03310	Associate Auditor		001	\$20,920	\$45,670	\$43,513.60	\$94,993.60	007	007	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
25180	Asst Aviation Director		018	\$87,020	\$113,120	\$181,001.60	\$235,289.60	010	008																	
10210	Asst City Counsel (NC)		013	\$66,930	\$94,270	\$139,214.40	\$196,081.60	009	008																	
09950	Asst Chief Information Officer		018	\$87,020	\$113,120	\$181,001.60	\$235,289.60	010	008																	
10580	Asst Chief Presiding Judge (NC)		018	\$106,550	\$164,550	\$221,624.00	\$221,624.00	010	008																	
10120	Asst City Atty II (NC)		001	\$30,170	\$65,870	\$62,753.60	\$137,009.60	007	008	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740	\$62,730	
10130	Asst City Atty III (NC)		013	\$54,050	\$75,660	\$112,424.00	\$157,372.80	009	008																	
10131	Asst City Atty III*Pros (NC)		013	\$54,050	\$75,660	\$112,424.00	\$157,372.80	009	008																	
10140	Asst City Atty IV (NC)		013	\$62,150	\$87,020	\$129,272.00	\$181,001.60	009	008																	
10141	Asst City Atty IV*Pros (NC)		013	\$62,150	\$87,020	\$129,272.00	\$181,001.60	009	008																	
03730	Asst City Auditor		018	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																	
12250	Asst City Clerk		018	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																	
20260	Asst City Engineer		018	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																	
30280	Asst City Librarian		018	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																	
06100	Asst City Manager (NC)		018	\$144,450	\$201,820	\$300,456.00	\$419,785.60	010	008																	
27500	Asst Com/Econ Dev Dir		018	\$71,910	\$93,480	\$149,572.80	\$194,438.40	010	008																	
27620	Asst Convention Center Dir		018	\$71,910	\$93,480	\$149,572.80	\$194,438.40	010	008																	
00610	Asst Court Administrator		001	\$28,040	\$61,200	\$58,323.20	\$127,296.00	007	007	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	
62460	Asst Crime Lab Administrator		001	\$34,080	\$74,390	\$70,886.40	\$154,731.20	007	007	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$4									

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
08590	Asst Housing Director	018	912	\$65,370	\$83,490	\$135,969.60	\$176,779.20	010	008																	
01890	Asst Housing Supervisor	001	051	\$19,930	\$43,490	\$41,454.40	\$90,459.20	007	007	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490
05180	Asst Human Resources Director	018	916	\$79,100	\$102,840	\$164,528.00	\$213,907.20	010	008																	
07960	Asst Human Services Director	018	912	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																	
18560	Asst Neighborhood Services Dir	018	912	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																	
41670	Asst Parks & Rec Director	018	914	\$71,910	\$93,480	\$149,572.80	\$194,438.40	010	008																	
60910	Asst Planning & Dev Dir	018	914	\$71,910	\$93,480	\$149,572.80	\$194,438.40	010	008																	
43050	Asst Pool Manager	006	331	\$15,620	\$26,700	\$32,489.60	\$55,536.00	999	003																	
77470	Asst Production Services Mgr	001	055	\$21,970	\$47,950	\$45,697.60	\$99,736.00	007	007	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950
06270	Asst Protocol Program Adm (NC)	001	064	\$27,370	\$59,740	\$56,929.60	\$124,259.20	007	008	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740
17870	Asst Public Transit Director	018	912	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																	
74820	Asst Public Works Director	018	914	\$71,910	\$93,480	\$149,572.80	\$194,438.40	010	008																	
74470	Asst Security Systems Supv	001	053	\$20,920	\$45,670	\$43,513.60	\$94,993.60	007	007	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
21240	Asst Street Transportation Dir	018	914	\$71,910	\$93,480	\$149,572.80	\$194,438.40	010	008																	
12170	Asst Tax & License Adm	001	067	\$29,440	\$64,260	\$61,235.20	\$133,660.80	007	007	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	\$64,260
27410	Asst Ticket Services Supv	001	037	\$15,620	\$30,920	\$32,489.60	\$64,313.60	007	007																	
06110	Asst to the City Manager (NC)	018	904	\$55,180	\$77,270	\$114,774.40	\$160,721.60	010	008																	
61501	Asst to the Fire Chief* P & R	013	834	\$52,680	\$68,490	\$109,574.40	\$142,459.20	009	008																	
06160	Asst to the Mayor (a) (NC)	018	904	\$55,180	\$77,270	\$114,774.40	\$160,721.60	010	008																	
06161	Asst to the Mayor (b) (NC)	018	902	\$50,170	\$70,240	\$104,353.60	\$146,099.20	010	008																	
51430	Asst Water Services Dir	018	918	\$87,020	\$113,120	\$181,001.60	\$235,289.60	010	008																	
03300	Auditor Intern (NC)	006	343	\$16,390	\$35,780	\$34,091.20	\$74,422.40	003	003	\$16,390	\$17,220	\$18,070	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580
01450	Auto Parts Clerk I	004	235	\$15,620	\$29,440	\$32,489.60	\$61,235.20	002	002																	
01460	Auto Parts Clerk II	004	241	\$15,620	\$34,080	\$32,489.60	\$70,886.40	002	002	\$15,620	\$16,390	\$17,220	\$18,070	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
01470	Auto Parts Clerk III	004	245	\$17,220	\$37,580	\$35,817.60	\$78,166.40	002	002	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580
73100	Auto Technician	004	245	\$17,220	\$37,580	\$35,817.60	\$78,166.40	002	002	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580
73102	Auto Technician*Master Tech	004	249	\$18,970	\$41,420	\$39,457.60	\$86,153.60	002	002	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420
25190	Aviation Director (NC)	018	AVD	\$139,930	\$195,580	\$291,054.40	\$406,806.40	010	008																	
24110	Aviation Dispatch Supvl	001	049	\$18,970	\$41,420	\$39,457.60	\$86,153.60	007	007	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420
24120	Aviation Dispatch Supv II	001	055	\$21,970	\$47,950	\$45,697.60	\$99,736.00	007	007	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950
24100	Aviation Dispatcher	006	344	\$16,800	\$36,680	\$34,944.00	\$76,294.40	003	003	\$16,800	\$17,650	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680
25250	Aviation Marketing Supervisor	001	063	\$26,700	\$58,290	\$55,536.00	\$121,243.20	007	007	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290
25210	Aviation Superintendent	001	069	\$30,920	\$67,470	\$64,313.60	\$140,337.60	007	007	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	\$64,260	\$67,470
25240	Aviation Supvl	001	051	\$19,930	\$43,490	\$41,454.40	\$90,459.20	007	007	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490
25242	Aviation Supvl *Special Maint	001	053	\$20,920	\$45,670	\$43,513.60	\$94,993.60	007	007	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
25230	Aviation Supv II	001	055	\$21,970	\$47,950	\$45,697.60	\$99,736.00	007	007	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950
25220	Aviation Supv III	001	061	\$25,430	\$55,510	\$52,894.40	\$115,460.80	007	007	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510
74500	Baggage Handling Systems Frmn	001	056	\$22,520	\$49,150	\$46,841.60	\$102,232.00	007	007	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150
74500	Baggage Handling Systems Spec	004	254	\$21,440	\$46,810	\$44,595.20	\$97,364.80	002	002	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810
74520	Baggage Handling Systems Supv	001	064	\$27,370	\$59,740	\$56,929.60	\$124,259.20	007	007	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740
10510	Balliff	006	345	\$17,220	\$37,580	\$35,817.60	\$78,166.40	003	003	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580
10511	Balliff* Lead	006	349	\$18,970	\$41,420	\$39,457.60	\$86,153.60	003	003	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420
05000	Benefits Aide	012	748	\$18,520	\$40,430	\$38,521.60	\$84,094.40	008	008	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430
05390	Benefits Analyst I	001	052	\$20,420	\$44,580	\$42,473.60	\$92,736.40	007	008	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580
05380	Benefits Analyst II	001	058	\$23,640	\$51,610	\$49,171.20	\$107,348.80	007	008	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610
05381	Benefits Analyst II*IT	001	062	\$26,070	\$56,900	\$54,225.60	\$118,352.00	007	008	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900
73140	Body Repair Specialist	004	245	\$17,220	\$37,580	\$35,817.60	\$78,166.40	002	002	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580
05600	Budget & Research Analyst	001	067	\$29,440	\$64,260	\$61,235.20	\$133,660.80	007	008	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	\$64,260
05510	Budget & Research Director(NC)	018	926	\$94,920	\$123,440	\$197,433.60	\$266,672.00	010	008																	

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Job Title	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
74770	001	Building Facilities Supt	068	\$30.170	\$65.870	\$62,753.60	\$94,009.60	007	007	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740	\$62.730	\$65.870
74740	001	Building Maint Foreman	053	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670
74830	001	Building Maint Worker	047	\$18.070	\$39.450	\$37,585.60	\$82,056.00	001	001	\$18.070	\$18.930	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
74831	004	Building Maint Worker*U2	247	\$18.070	\$39.450	\$37,585.60	\$82,056.00	002	002	\$18.070	\$18.930	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
74833	002	Building Maint Wrkr*Plumber-U1	149	\$18.970	\$41.420	\$39,457.60	\$86,153.60	001	001	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
74834	004	Building Maint Wrkr*Plumber-U2	249	\$18.970	\$41.420	\$39,457.60	\$86,153.60	002	002	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
74850	001	Building Maintenance Supv	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
05560	001	Business Assistance Coord	061	\$25.430	\$55.510	\$52,894.40	\$115,442.40	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
03670	006	Business License Service Clerk	343	\$16.390	\$35.780	\$34,091.20	\$75,462.40	003	003	\$16.390	\$17.220	\$18.070	\$19.970	\$21.930	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
09810	001	Business Systems Analyst	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
04310	001	Buyer	049	\$18.970	\$41.420	\$39,457.60	\$86,153.60	007	007	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
04300	006	Buyer Aide	334	\$16.000	\$28.730	\$33,280.00	\$59,758.40	003	003	\$16.000	\$16.830	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940
07260	006	Casework Aide	333	\$15.620	\$28.040	\$32,489.60	\$58,323.20	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
07690	001	Casework Services Coordinator	065	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
07100	006	Caseworker I	345	\$17.220	\$37.580	\$35,817.60	\$78,166.40	003	003	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
07110	001	Caseworker II	051	\$19.930	\$43.490	\$41,454.40	\$90,459.20	007	007	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
07112	001	Caseworker II*MentalHealthSpec	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
07090	001	Caseworker III	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
07091	001	Caseworker II*Workforce Dev	060	\$24.830	\$54.190	\$51,646.40	\$112,715.20	007	007	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190
74010	002	Cement Finisher	147	\$18.070	\$39.450	\$37,585.60	\$82,056.00	001	001	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
74011	004	Cement Finisher*U2	247	\$18.070	\$39.450	\$37,585.60	\$82,056.00	002	002	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
23410	001	Chemist I	053	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670
23411	001	Chemist I*Quality Assurance	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
23412	001	Chemist I*Specialty	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
23420	001	Chemist II	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
23421	001	Chemist II*Specialty	061	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
23430	001	Chemist III	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
23431	001	Chemist III*Specialty	065	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
10180	018	Chief Asst City Attorney (NC)	918	\$87.020	\$131.120	\$181,001.60	\$235,289.60	010	008																	
19020	004	Chief Construction Insp	255	\$21.970	\$47.950	\$45,697.60	\$99,736.00	002	002	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
19021	002	Chief Construction Insp*U1	155	\$21.970	\$47.950	\$45,697.60	\$99,736.00	001	001	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
19025	001	Chief Construction Insp*U7	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
10200	018	Chief Counsel (NC)	916	\$79.100	\$102.840	\$164,528.00	\$213,907.20	010	008																	
19140	001	Chief Drafting Technician	054	\$21.440	\$46.810	\$44,595.20	\$97,364.80	007	007	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810
19250	006	Chief Engineering Tech	354	\$21.440	\$46.810	\$44,595.20	\$97,364.80	003	003	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810
19251	001	Chief Engineering Tech*U7	054	\$21.440	\$46.810	\$44,595.20	\$97,364.80	007	007	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810
12300	018	Chief Financial Officer (NC)	928	\$104.420	\$135.740	\$217,193.60	\$282,339.20	010	008																	
09920	018	Chief Information Officer(NC)	928	\$104.420	\$135.740	\$217,193.60	\$282,339.20	010	008																	
19190	004	Chief Materials Plant Insp	246	\$17.650	\$38.520	\$36,712.00	\$80,121.60	002	002	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520
19180	004	Chief Materials Technician	242	\$16.000	\$34.940	\$33,280.00	\$72,675.20	002	002	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940
10590	018	Chief Presiding Judge (NC)	980	\$122.760	\$122.760	\$255,340.00	\$255,340.00	010	008																	
06220	006	Chief Sustainability Off (NC)	914	\$71.910	\$93.480	\$149,572.80	\$194,438.40	010	008																	
51220	001	Chief Water Quality Inspector	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
42100	001	City Archaeologist	067	\$29.440	\$64.260	\$61,235.20	\$133,660.80	007	007	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450										

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
60270	Civil Inspector II	006	\$21.970	\$47.950	\$45,697.60	\$99,736.00	003	003	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
60280	Civil Inspector III	006	\$24.210	\$52.870	\$50,356.80	\$109,969.60	003	003	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
12330	Claims Adjuster III	001	\$63	\$26.700	\$58,290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
00240	Clerical Supervisor	001	\$44	\$16.800	\$36.680	\$34,944.00	\$76,294.40	007	007	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940
00100	Clerical Trainee (NC)	006	\$21	\$15.620	\$20.920	\$32,489.60	\$43,513.60	003	003											\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930
00110	Clerk I	006	\$24	\$16.000	\$22.520	\$33,280.00	\$46,841.60	003	003											\$16.000	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440
00120	Clerk II	006	\$30	\$16.000	\$26.070	\$33,280.00	\$54,225.60	003	003											\$16.000	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440
00160	Clerk III	006	\$34	\$16.000	\$28.740	\$33,280.00	\$69,758.40	003	003											\$16.000	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440
01810	Communications Dispatcher	006	\$35	\$15.620	\$29.440	\$32,489.60	\$61,235.20	003	003											\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930
22130	Communications Engineer	001	\$61	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
27490	Community & Econ Dev Dir (NC)	018	\$24	\$86.290	\$179,483.20	\$233,334.40	010	008																	
07780	Community Assistance Prog Adm	013	\$42	\$57.380	\$78.560	\$119,350.40	\$163,404.80	009	008																
07360	Community Outreach Supervisor	001	\$54	\$21.440	\$46.810	\$44,595.20	\$97,364.80	007	007	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	
07320	Community Worker II	006	\$32	\$15.900	\$27.370	\$33,072.00	\$56,929.60	003	003																
07330	Community Worker III	001	\$38	\$16.000	\$31.680	\$33,280.00	\$65,894.40	007	007																
18550	Compliance Manager	001	\$69	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.240	
09510	Computer Operator	006	\$38	\$16.000	\$31.680	\$33,280.00	\$65,894.40	003	003																
09330	Computer Production Scheduler	001	\$48	\$18.520	\$40.430	\$38,521.60	\$94,094.40	007	007	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	
60070	Const Permit Spec I	006	\$55	\$21.970	\$47.950	\$45,697.60	\$99,736.00	003	003	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	
60170	Const Permit Spec II	006	\$57	\$23.060	\$50.350	\$47,964.80	\$104,728.00	003	003	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	
60060	Const Permit Supv	001	\$63	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	
19100	Construction Drafting Tech	004	\$50	\$19.450	\$42.460	\$40,456.00	\$98,316.80	002	002	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	
19030	Construction Insp Supv	001	\$61	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	
06620	Contracts Specialist I	001	\$55	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	
06630	Contracts Specialist II	001	\$61	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	
06631	Contracts Specialist II* Lead	001	\$64	\$27.370	\$59.740	\$56,929.60	\$124,259.20	007	007	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	
27610	Convention Center Dir (NC)	018	\$24	\$86.290	\$179,483.20	\$233,334.40	010	008																	
27340	Convention Center Maint Supt	001	\$68	\$30.170	\$65.870	\$62,753.60	\$137,009.60	007	007	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740	
01070	Council Aide (NC)	023	\$10	\$28.760	\$32.720	\$59,820.80	\$68,057.60	007	008																
06330	Council Assistant (NC)	023	\$22	\$40.560	\$65.370	\$84,364.80	\$135,969.60	007	008																
90020	Council Member	016	\$97	\$37.019	\$77,000.00	\$77,000.00	\$171,000.00	011	008																
00460	Council Reporter	001	\$56	\$22.520	\$49.150	\$46,841.60	\$102,232.00	007	007	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	
06320	Council Research Analyst (NC)	023	\$17	\$31.380	\$50.350	\$65,270.40	\$104,728.00	007	008																
06300	Council Secretary (NC)	023	\$11	\$24.540	\$34.350	\$51,043.20	\$71,448.00	007	008																
00480	Courier	004	\$25	\$15.620	\$23.060	\$32,489.60	\$47,964.80	002	002																
00640	Court Interpreter	006	\$40	\$16.000	\$33.270	\$33,280.00	\$69,201.60	003	003																
00642	Court Interpreter*Credentialed	001	\$51	\$19.930	\$43.490	\$41,454.40	\$90,459.20	007	007	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	
80010	Court Security Officer	006	\$42	\$16.000	\$34.940	\$33,280.00	\$72,675.20	003	003	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	
80020	Court Security Supervisor	001	\$53	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	
80030	Court Security Systems Manager	001	\$59	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	
00620	Court Supervisor	001	\$53	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	
00621	Court Supervisor*Interpreter	001	\$56	\$22.520	\$49.150	\$46,841.60	\$102,232.00	007	007	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	
00510	Court/Legal Clerk I	006	\$35	\$15.620	\$29.440	\$32,489.60	\$61,235.20	003	003																
00520	Court/Legal Clerk II	006	\$41	\$15.620	\$34.080	\$32,489.60	\$70,886.40	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	
00530	Court/Legal Clerk III	001	\$45	\$17.220	\$37.580	\$35,817.60	\$78,166.40	007	007	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	
00531	Court/Legal Clerk III*Pros	001	\$49	\$18.970	\$42.460	\$39,457.60	\$86,153.60	007	007	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	
62840	Crime Scene Section Supervisor	001	\$64	\$27.370	\$59.740	\$56,929.60	\$124,259.20	007	007	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	
62800	Crime Scene Shift Supervisor	001	\$56	\$22.520	\$49.150	\$46,841.60	\$102,232.00	007	007	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	
62830	Crime Scene Specialist I	006	\$40	\$16.000	\$33.270	\$33,280.00	\$69,201.60	003	003																
62810	Crime Scene Specialist II	006	\$46	\$17.650	\$38.520	\$36,712.00	\$80,121.60	003	003	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	
62820	Crime Scene Specialist III	006	\$50	\$19.450	\$42.460	\$40,456.00	\$98,316.80	003	003	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	
62550	Criminal Intelligence Analyst	001	\$53	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$														

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Job Title	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
80020	Custodial Supervisor II		001	\$15.620	\$34.080	\$32,489.60	\$70,886.40	007	007	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
80290	Custodial Worker I		002	\$15.620	\$24.210	\$32,489.60	\$50,356.80	001	001								\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
80091	Custodial Worker I* U2		004	\$15.620	\$24.210	\$32,489.60	\$50,356.80	002	002								\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
80120	Custodial Worker II		004	\$15.620	\$26.700	\$32,489.60	\$55,536.00	002	002								\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
80121	Custodial Worker II*Window		004	\$15.620	\$28.040	\$32,489.60	\$58,323.20	002	002								\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01080	Customer Service Clerk		006	\$15.620	\$26.700	\$32,489.60	\$55,536.00	003	003								\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01083	Customer Service Clerk* Lead-U7		001	\$15.620	\$34.080	\$32,489.60	\$70,886.40	007	007	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01085	Customer Service Clerk* Plans		006	\$15.620	\$30.920	\$32,489.60	\$64,313.60	003	003								\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
09260	Data Control Specialist		006	\$16.000	\$28.730	\$33,280.00	\$59,758.40	003	003								\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830
05490	Department Budget Supervisor		001	\$28.730	\$62.730	\$59,758.40	\$130,478.40	007	007	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740	\$62.730
25200	Deputy Aviation Dir		013	\$66.930	\$94.270	\$139,214.40	\$196,081.60	009	008																	
05350	Deputy Budget & Research Dir		013	\$64.860	\$85.700	\$134,908.80	\$178,256.00	009	008																	
09960	Deputy Chief Information Off		013	\$66.930	\$94.270	\$139,214.40	\$196,081.60	009	008																	
03720	Deputy City Auditor		013	\$57.380	\$78.560	\$119,350.40	\$163,404.80	009	008																	
12230	Deputy City Clerk		013	\$57.380	\$78.560	\$119,350.40	\$163,404.80	009	008																	
06080	Deputy City Manager (NC)		018	\$123.460	\$172.500	\$256,796.80	\$358,800.00	010	008																	
10221	Deputy City Pros (NC)* Chf Asst		018	\$91.4	\$93.480	\$149,572.80	\$194,438.40	010	008																	
20720	Deputy City Prosecutor (NC)		013	\$66.930	\$94.270	\$139,214.40	\$196,081.60	009	008																	
17600	Deputy Convention Center Dir		013	\$60.710	\$82.490	\$126,276.80	\$171,579.20	009	008																	
27480	Deputy Economic Dev Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
06770	Deputy Equal Opportunity Dir		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
12270	Deputy Finance Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
08770	Deputy Housing Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
05400	Deputy Human Resources Dir		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
07790	Deputy Human Services Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
30260	Deputy Library Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
18510	Deputy Neighborhood Svcs Dir		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
41660	Deputy Parks & Rec Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
60390	Deputy Planning & Dev Dir		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
06410	Deputy Public Info Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
17880	Deputy Public Transit Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
74810	Deputy Public Works Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
21260	Deputy Street Transp Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
51440	Deputy Water Services Director		013	\$84.4	\$82.490	\$126,276.80	\$171,579.20	009	008																	
01880	Desktop Publisher		006	\$39	\$32.460	\$32,489.60	\$67,516.80	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	
62130	Detention Officer		006	\$347	\$18,070	\$39,450	\$82,056.00	003	003	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
62120	Detention Officer Trainee (NC)		006	\$38	\$16,000	\$31,680	\$65,894.40	003	003	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	
62150	Detention Supervisor		001	\$57	\$23,060	\$41,420	\$86,153.60	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
07180	Dietitian		001	\$49	\$18,970	\$41,420	\$86,153.60	007	007	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
08810	Economic Dev Executive Officer		018	\$98	\$72,510	\$94,270	\$150,820.80	010	008	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	
08750	Economic Development Prog Mgr		001	\$69	\$30,920	\$67,470	\$140,337.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
08830	Economic Development Spec		001	\$59	\$24,210	\$52,870	\$109,969.60	007	007	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	
12011	Electrons Coord*Citizen Supprt		001	\$67	\$29,440	\$64,260	\$133,660.80	007	007	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	
12010	Electrons Coordinator		001	\$63	\$26,700	\$58,290	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
12000	Electrons/Annexation Aide		006	\$39	\$15,620	\$32,460	\$67,516.80	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	
11990	Electrons/Annexation Spec I		006	\$51	\$19,930	\$34,460	\$90,459.20	003	003	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	
11980	Electrons/Annexation Spec II		001	\$57	\$23,060	\$50,350	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
74160	Electrical Facilities Supv		001	\$65	\$28,040	\$58,323.20	\$121,243.20	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	
60220	Electrical Insp Field Supv		001	\$63	\$26,700	\$58,290	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
60231	Electrical Insp II*Ind/PR		006	\$59	\$24,210	\$52,870	\$109,969.60	003	003	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
60210	Electrical Inspector I		006	\$49	\$18,970	\$41,420	\$86,153.60	003	003	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
60230	Electrical Inspector II		006	\$55	\$21,970	\$47,950	\$99,736.00	003	003	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
74140	Electrical Maint Crew Chief		001	\$61	\$25,430	\$55,510	\$125,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
23520	Electrical Plans Engineer		001	\$69	\$30,920	\$67,470	\$140,337.60	007	007	\$30.920	\$32.460	\$34.080	\$35.780	\$37.5												

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
74090	Electrician Helper	238	\$16,000	\$33,280.00	\$65,894.40	002	002		\$16,000	\$16,800	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,520	\$39,340	\$41,240	\$43,200	\$45,200	\$47,240	\$49,320	\$51,440
74121	Electrician*Lead	259	\$24,210	\$52,870	\$99,969.60	002	002		\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,520	\$39,340	\$41,240	\$43,200	\$45,200	\$47,240	\$49,320	\$51,440
74200	Electronic Systems Specialist	254	\$21,440	\$46,810	\$97,364.80	002	002		\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810
60340	Elevator Insp Field Supv	063	\$26,700	\$58,290	\$55,536.00	011,213.430	007	007	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290
60330	Elevator Inspector I	349	\$18,970	\$41,420	\$86,153.60	003	003		\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420
60320	Elevator Inspector II	355	\$21,970	\$47,950	\$94,697.60	\$99,736.00	003	003	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950
06190	Emergency Management Coord	832	\$50,290	\$65,370	\$104,603.20	\$135,969.60	009	008																	
61520	Emergency Management Director	018	\$72,510	\$94,270	\$150,820.80	\$196,081.60	010	008																	
20170	Energy Management Engineer	068	\$24,830	\$54,190	\$51,646.40	\$112,715.20	007	007	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190
20320	Energy Management Specialist	060	\$24,830	\$54,190	\$51,646.40	\$112,715.20	007	007	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190
74780	Energy Management Supt	067	\$29,440	\$64,260	\$61,235.20	\$133,660.80	007	007	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	\$64,260
21150	Engineering Manager	834	\$52,680	\$68,490	\$109,574.40	\$142,459.20	009	008																	
20240	Engineering Supervisor	001	\$71	\$32,460	\$67,516.80	\$147,368.00	007	007	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	\$64,260	\$67,470	\$70,850
19230	Engineering Tech	066	\$40	\$16,000	\$33,270	\$33,280.00	\$69,201.60	003	003	\$16,000	\$16,800	\$17,650	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270
19232	Engineering Tech*Traffic Count	340	\$16,000	\$33,270	\$33,280.00	\$69,201.60	003	003																	
09890	Enterprise Technology Manager	834	\$52,680	\$68,490	\$109,574.40	\$142,459.20	009	008																	
50330	Environ Health & Safety Spec	253	\$20,920	\$45,670	\$43,513.60	\$94,993.60	002	002	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
20300	Environmental Program Mgr	069	\$30,920	\$67,470	\$64,313.60	\$140,337.60	007	007	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	\$64,260	\$67,470
51300	Environmental Programs Admr	018	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																	
51520	Environmental Quality Spec	001	\$59	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350
06790	Equal Opportunity Dir (NC)	922	\$78,450	\$101,990	\$163,176.00	\$212,139.20	010	008																	
07050	Equal Opportunity Progrms Asst	001	\$55	\$21,970	\$47,950	\$45,697.60	\$99,736.00	007	007	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
07042	Equal Opportunity Spec*Lead	062	\$26,070	\$56,900	\$54,225.60	\$118,352.00	007	007	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900
07040	Equal Opportunity Specialist	001	\$57	\$23,060	\$50,350	\$47,964.80	\$104,728.00	007	007	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950
73190	Equipment Analyst	001	\$59	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350
73170	Equipment Control Specialist	347	\$18,070	\$39,450	\$37,585.60	\$82,056.00	003	003	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450
73230	Equipment Fabrication Foreman	001	\$57	\$23,060	\$50,350	\$47,964.80	\$104,728.00	007	007	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950
73360	Equipment Maintenance Supt	001	\$64	\$27,370	\$59,740	\$56,929.60	\$124,259.20	007	007	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900
73270	Equipment Maintenance Supv	061	\$26,700	\$58,290	\$55,536.00	\$121,243.20	007	007	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290
72010	Equipment Op I	002	\$15,620	\$29,440	\$32,489.60	\$61,235.20	001	001																	
72012	Equipment Op I*U2	235	\$15,620	\$29,440	\$32,489.60	\$61,235.20	002	002																	
72020	Equipment Op II	002	\$139	\$15,620	\$32,460	\$32,489.60	\$67,516.80	001	001	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	
72022	Equipment Op II* Gangmower Op	002	\$141	\$15,620	\$32,460	\$32,489.60	\$67,516.80	001	001	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	
72021	Equipment Op II*U2	004	\$239	\$15,620	\$32,460	\$32,489.60	\$67,516.80	002	002	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	
72030	Equipment Op III	002	\$143	\$16,390	\$35,780	\$34,091.20	\$74,422.40	001	001	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080
72031	Equipment Op III* Asphalt	004	\$245	\$17,220	\$37,580	\$35,817.60	\$78,166.40	001	001	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
72036	Equipment Op III* Concrete	002	\$145	\$17,220	\$37,580	\$35,817.60	\$78,166.40	001	001	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
72032	Equipment Op III* Lead Striper	002	\$145	\$17,220	\$37,580	\$35,817.60	\$78,166.40	001	001	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
72033	Equipment Op III*U2	004	\$243	\$16,390	\$35,780	\$34,091.20	\$74,422.40	002	002	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080
72110	Equipment Op IV	002	\$149	\$18,970	\$41,420	\$39,457.60	\$86,153.60	001	001	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450
72112	Equipment Op IV* Fuel Distrib	004	\$251	\$19,930	\$43,490	\$41,454.40	\$90,459.20	002	002	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420
72111	Equipment Op IV*U2	004	\$249	\$18,970	\$41,420	\$39,457.60	\$86,153.60	002	002	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450
73120	Equipment Repair Spec	004	\$253	\$20,920	\$45,670	\$43,513.60	\$94,993.60	002	002	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490
73060	Equipment Service Wkr I	004	\$233	\$15,620	\$28,040	\$32,489.60	\$68,323.20	002	002																
73070	Equipment Service Wkr II	004	\$241	\$15,620	\$34,080	\$32,489.60	\$70,886.40	002	002																
73030	Equipment Services Aide	006	\$34	\$16,000	\$28,730	\$33,280.00	\$59,758.40	003	003																
73200	Equipment Shop Foreman	001	\$57	\$23,060	\$50,350	\$47,964.80	\$104,728.00	007	007	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	
80170	Event Services Lead	001	\$41	\$15,620	\$34,080	\$32,489.60	\$70,886.40	007	007	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	
80190																									

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Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		
23630	Fire Protection Engineer	001	066	\$28.730	\$62.730	\$59,758.40	\$130,478.40	007	007	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740	\$62.730	
23633	Fire Protection Engineer*Lead	001	068	\$30.170	\$65.870	\$62,753.60	\$137,009.60	007	007	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740	\$62.730	\$65.870	
6101E	Firefighter 56 hr*HMT&TRT/Para	008	553	\$14.943	\$32.619	\$43,514.02	\$94,986.53	005	005	\$14.943	\$15.694	\$16.473	\$17.296	\$18.163	\$19.074	\$19.974	\$20.929	\$21.026	\$21.083	\$21.184	\$22.184	\$23.184	\$24.341	\$25.558	\$26.840	\$32.619	
61010	Firefighter 56hr	008	545	\$12.298	\$26.840	\$35,811.78	\$78,158.08	005	005	\$12.298	\$12.910	\$13.552	\$14.236	\$14.943	\$15.694	\$16.473	\$17.296	\$18.163	\$19.074	\$20.029	\$21.026	\$22.083	\$23.184	\$24.341	\$25.558	\$26.840	
6101B	Firefighter 56hr*HMT&TRT	008	549	\$13.552	\$29.587	\$39,463.42	\$86,157.34	005	005	\$13.552	\$14.236	\$14.943	\$15.694	\$16.473	\$17.296	\$18.163	\$19.074	\$20.029	\$21.026	\$22.083	\$23.184	\$24.341	\$25.558	\$26.840	\$28.182	\$29.587	
6101C	Firefighter 56hr*Para	008	549	\$13.552	\$29.587	\$39,463.42	\$86,157.34	005	005	\$13.552	\$14.236	\$14.943	\$15.694	\$16.473	\$17.296	\$18.163	\$19.074	\$20.029	\$21.026	\$22.083	\$23.184	\$24.341	\$25.558	\$26.840	\$28.182	\$29.587	
6101A	Firefighter 56hr*SO	008	547	\$12.910	\$28.182	\$37,593.92	\$82,065.98	005	005	\$12.910	\$13.552	\$14.236	\$14.943	\$15.694	\$16.473	\$17.296	\$18.163	\$19.074	\$20.029	\$21.026	\$22.083	\$23.184	\$24.341	\$25.558	\$26.840	\$28.182	
6101D	Firefighter 56hr*SO/Para	008	551	\$14.236	\$31.066	\$41,455.23	\$90,464.19	005	005	\$14.236	\$14.943	\$15.694	\$16.473	\$17.296	\$18.163	\$19.074	\$20.029	\$21.026	\$22.083	\$23.184	\$24.341	\$25.558	\$26.840	\$28.182	\$29.587	\$31.066	
61000	Firefighter Trainee (NC)	006	321	\$15.620	\$20.920	\$32,489.60	\$43,513.60	003	003										\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920		
6101F	Firefighter*40hr	009	549	\$18.970	\$41.422	\$39,457.60	\$86,157.76	005	005	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.916	\$32.456	\$34.078	\$35.782	\$37.577	\$39.454	\$41.422	
6101H	Firefighter*40hr HMT&TRT	009	553	\$20.920	\$45.665	\$43,513.60	\$94,983.20	005	005	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.078	\$35.782	\$37.577	\$39.454	\$41.422	\$43.493	\$45.665	
6101K	Firefighter*40hr HMT&TRT/Para	009	557	\$23.060	\$50.347	\$47,964.80	\$104,721.76	005	005	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.577	\$39.454	\$41.422	\$43.493	\$45.665	\$47.950	\$50.347	
6101I	Firefighter*40hr Para	009	553	\$20.920	\$45.665	\$43,513.60	\$94,983.20	005	005	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.078	\$35.782	\$37.577	\$39.454	\$41.422	\$43.493	\$45.665	
6101G	Firefighter*40hr SO	009	551	\$19.930	\$43.493	\$41,454.40	\$90,465.44	005	005	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.078	\$35.782	\$37.577	\$39.454	\$41.422	\$43.493	
6101J	Firefighter*40hr SO/Para	009	555	\$21.970	\$47.950	\$45,697.60	\$99,736.00	005	005	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.782	\$37.577	\$39.454	\$41.422	\$43.493	\$45.665	\$47.950	
6101L	Firefighter*Recruit (NC)	009	528	\$16.000	\$24.830	\$33,280.00	\$51,646.40	005	005										\$16.000	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830
05500	Fiscal Manager	001	071	\$32.460	\$70.850	\$67,516.80	\$147,368.00	007	007	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850	
62320	Forensic Photo Spec	006	347	\$18.070	\$39.450	\$37,585.60	\$82,056.00	003	003	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	
62321	Forensic Photo Spec*Id	006	349	\$18.970	\$41.420	\$39,457.60	\$86,153.60	003	003	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	
62950	Forensic Science Section Supv	001	071	\$32.460	\$70.850	\$67,516.80	\$147,368.00	007	007	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850	
62910	Forensic Scientist I (NC)	006	353	\$20.920	\$45.670	\$43,513.60	\$94,993.60	003	003	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	
62920	Forensic Scientist II	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	
62930	Forensic Scientist III	001	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	
62940	Forensic Scientist IV	001	069	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	
62941	Forensic Scientist IV*TechLead	001	071	\$32.460	\$70.850	\$67,516.80	\$147,368.00	007	007	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850	
10240	Forensic Toxicology Expert(NC)	013	834	\$52.680	\$68.490	\$109,574.40	\$142,459.20	009	008																		
73260	Fuel Management Specialist	001	049	\$18.970	\$41.420	\$39,457.60	\$86,153.60	007	007	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	
73420	Fuel System Support Technician	004	245	\$17.220	\$31.580	\$35,812.00	\$78,166.40	002	002	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	
40080	Gardener	002	138	\$16.000	\$31.680	\$35,816.00	\$65,894.40	001	001																		
40082	Gardener*Sprinkler System	002	139	\$15.620	\$32.460	\$32,489.60	\$67,516.80	001	001																		
40083	Gardener*U2	004	238	\$16.000	\$33.680	\$33,280.00	\$65,894.40	002	002																		
00010	General Apprentice-U1 (NC)	100	190	\$16.460	\$38.390	\$34,236.80	\$79,851.20	001	001																		
00020	General Apprentice-U2 (NC)	200	290	\$16.440	\$38.350	\$34,195.20	\$79,768.00	002	002																		
00030	General Apprentice-U3 (NC)	300	390	\$16.380	\$38.230	\$34,070.40	\$79,518.40	003	003																		
00070	General Apprentice-U7 (NC)	700	090	\$16.380	\$38.230	\$34,070.40	\$79,518.40	007	007																		
60040	General Insp Field Supv	001	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	
60030	General Inspector I	006	349	\$18.970	\$41.420	\$39,457.60	\$86,153.60	003	003	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	
00630	General Inspector II	006	355	\$21.970	\$47.950	\$45,697.60	\$99,736.00	003	003	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	
09880	GIS Coordinator	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	
09850	GIS Technician	006	353	\$20.920	\$45.670	\$43,513.60	\$94,993.60	003	003	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	
40550	Golf Course Supervisor	001	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	
40551	Golf Course Supervisor*Lead	001	065	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	
40060	Groundskeeper	002	132	\$15.900	\$27.370	\$33,072.00	\$56,929.60	001	001																		
40570	Head Golf Professional	001	065	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	
40571	Head Golf Professional*Lead	001	067	\$29.440	\$64.260	\$61,235.20	\$133,660.80	007	007	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	
07630	Head Start Area Supervisor	001	061	\$25.430																							

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
08680	Housing Development Manager	001	069	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470
08730	Housing Development Specialist	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
08760	Housing Director (NC)	018	922	\$78.450	\$101.990	\$163,176.00	\$212,139.20	010	008																	
08470	Housing Investigator	001	046	\$17.650	\$38.520	\$36,712.00	\$80,121.60	007	007	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	
08740	Housing Manager	001	069	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470
08521	Housing Prog Asst*Property Mgr	001	048	\$18.520	\$40.430	\$38,521.60	\$84,094.40	007	007	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430
08520	Housing Program Assistant	001	044	\$16.800	\$36.680	\$34,944.00	\$76,294.40	007	007	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680
01910	Housing Program Representative	006	340	\$16.000	\$33.470	\$33,280.00	\$69,201.60	003	003	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940
08710	Housing Rehabilitation Spec	006	351	\$19.930	\$43.490	\$41,454.40	\$90,459.20	003	003	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
08420	Housing Rehabilitation Supv	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
08530	Housing Supervisor	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
05020	Human Resources Aide	012	745	\$17.220	\$37.580	\$35,817.60	\$78,166.40	008	008	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
05022	Human Resources Aide*Court	012	745	\$17.220	\$37.580	\$35,817.60	\$78,166.40	008	008	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
05021	Human Resources Aide*U7	001	045	\$17.220	\$37.580	\$35,817.60	\$78,166.40	007	008	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
05110	Human Resources Analyst	001	049	\$18.970	\$41.420	\$39,457.60	\$86,153.60	007	008	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
05111	Human Resources Analyst*Court	001	049	\$18.970	\$41.420	\$39,457.60	\$86,153.60	007	008	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
01410	Human Resources Clerk	012	733	\$15.620	\$28.040	\$32,489.60	\$58,323.20	008	008																	
05190	Human Resources Director (NC)	018	926	\$94.920	\$123.400	\$197,433.60	\$256,672.00	010	008																	
05220	Human Resources Officer	001	066	\$28.730	\$62.730	\$59,758.40	\$130,478.40	007	008	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740	\$62.730
05221	Human Resources Officer*Court	001	066	\$28.730	\$62.730	\$59,758.40	\$130,478.40	007	008	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740	\$62.730
05130	Human Resources Supervisor	001	069	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	008	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470
07130	Human Services Center Supv	001	062	\$26.070	\$56.900	\$54,225.60	\$118,352.00	007	007	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900
07990	Human Services Director (NC)	018	922	\$78.450	\$101.990	\$163,176.00	\$212,139.20	010	008																	
07900	Human Services Program Coord	001	067	\$29.440	\$64.260	\$61,235.20	\$133,660.80	007	007	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260
20200	Hydrologist	001	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
04990	Industrial Hygienist	001	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
50430	Industrial Maintenance Mech	004	256	\$22.520	\$49.150	\$46,841.60	\$102,232.00	002	002	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150
09650	Info Tech Analyst/Prg I	001	054	\$21.440	\$46.810	\$44,595.20	\$97,364.80	007	007	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810
09660	Info Tech Analyst/Prg II	001	060	\$24.830	\$54.190	\$51,646.40	\$117,715.20	007	007	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190
09670	Info Tech Analyst/Prg III	001	064	\$27.370	\$59.740	\$56,929.60	\$124,259.20	007	007	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740
09440	Info Tech Project Manager	001	071	\$32.460	\$70.850	\$67,516.80	\$147,368.00	007	007	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850
09840	Info Tech Service Specialist	001	054	\$21.440	\$46.810	\$44,595.20	\$97,364.80	007	007	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810
09320	Info Tech Supervisor	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
09321	Info Tech Supv*1st Shift	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
09560	Information Tech Systems Spec	001	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
19060	Instrument Technician	004	246	\$17.650	\$38.520	\$36,712.00	\$80,121.60	002	002	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520
51130	Instrumentation & Cont Spec	004	255	\$21.970	\$47.950	\$45,697.60	\$99,736.00	002	002	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
51120	Instrumentation & Cont Supv	004	259	\$24.210	\$45.870	\$43,513.60	\$94,993.60	002	002	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
06230	Intergovern Affairs Coord (NC)	018	922	\$78.450	\$101.990	\$163,176.00	\$212,139.20	010	008																	
03330	Internal Auditor	001	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
01590	Inventory Control of Specialist	001	043	\$16.390	\$35.780	\$34,091.20	\$74,422.40	007	007	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.000	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
01680	Inventory Management Coord	001	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
03390	Investment and Debt Manager	001	073	\$34.080	\$74.390	\$70,886.40	\$154,731.20	007	007	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850	\$74.390
03200	Investment Manager	001	069	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$30.920	\$32															

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
09830	Lead Business Systems Analyst	001	065	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
09580	Lead Info Tech Systems Spec	001	073	\$34.080	\$74.390	\$70,886.40	\$154,731.20	007	007	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850	\$74.390
09780	Lead Info Technology Spec	001	064	\$27.370	\$59.740	\$56,929.60	\$124,259.20	007	007	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740
10030	Legal Assistant	006	347	\$18.070	\$39.450	\$37,585.60	\$82,056.00	003	003	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
10040	Legal Assistant Supervisor	001	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
101020	Legal Secretary	006	343	\$16.390	\$35.780	\$34,091.20	\$79,472.40	003	003	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
101023	Legal Secretary*Lead	001	047	\$18.070	\$39.450	\$37,585.60	\$82,056.00	007	007	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
101024	Legal Secretary*PERB (NC)	001	047	\$18.070	\$39.450	\$37,585.60	\$82,056.00	007	008	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
10122	Legal Secretary*U8	012	743	\$16.390	\$35.780	\$34,091.20	\$79,472.40	008	008	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
30210	Librarian I	001	053	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670
30220	Librarian II	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
30230	Librarian III	001	065	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
30300	Librarian IV	001	069	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470
30200	Library Assistant	001	039	\$15.620	\$32.460	\$32,489.60	\$67,516.80	007	007	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01550	Library Circulation Attnd I	006	327	\$15.620	\$24.210	\$32,489.60	\$50,356.80	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01560	Library Circulation Attnd II	006	331	\$15.620	\$24.210	\$32,489.60	\$50,356.80	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01570	Library Circulation Attnd III	001	049	\$18.970	\$41.420	\$39,457.60	\$86,153.60	007	007	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
01510	Library Clerk I	006	323	\$15.620	\$21.970	\$32,489.60	\$45,697.60	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01512	Library Clerk I*Extension Svcs	006	325	\$15.620	\$23.060	\$32,489.60	\$47,964.80	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01520	Library Clerk II	006	327	\$15.620	\$24.210	\$32,489.60	\$50,356.80	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01580	Library Page	006	323	\$15.620	\$21.970	\$32,489.60	\$45,697.60	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
30290	Library Services Director (NC)	018	922	\$78.450	\$101.990	\$163,176.00	\$212,139.20	010	008	\$78.450	\$84.990	\$91.530	\$98.070	\$104.610	\$111.150	\$117.690	\$124.230	\$130.770	\$137.310	\$143.850	\$150.390	\$156.930	\$163.470	\$169.990	\$176.530	\$183.070
01540	Library Support Services Supv	001	051	\$19.930	\$43.490	\$41,454.40	\$90,459.20	007	007	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
30120	Library Technical Assistant	006	335	\$15.620	\$29.440	\$32,489.60	\$61,235.20	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
30600	License Inspector	006	343	\$16.390	\$35.780	\$34,091.20	\$74,422.40	003	003	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
41010	Lifeguard	017	529	\$15.310	\$31.840	\$31,844.80	\$51,854.40	999	003	\$15.310	\$16.070	\$16.830	\$17.590	\$18.350	\$19.110	\$19.870	\$20.630	\$21.390	\$22.150	\$22.910	\$23.670	\$24.430	\$25.190	\$25.950	\$26.710	\$27.470
17860	Light Rail Administrator (NC)	018	912	\$65.370	\$84.990	\$135,969.60	\$176,779.20	010	008	\$65.370	\$70.420	\$75.470	\$80.520	\$85.570	\$90.620	\$95.670	\$100.720	\$105.770	\$110.820	\$115.870	\$120.920	\$125.970	\$131.020	\$136.070	\$141.120	\$146.170
74900	Locksmith	004	243	\$16.390	\$35.780	\$34,091.20	\$74,422.40	002	002	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
74250	Machinist	004	251	\$19.930	\$43.490	\$41,454.40	\$90,459.20	002	002	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
00190	Mail Service Supervisor	001	041	\$15.620	\$34.080	\$32,489.60	\$70,886.40	007	007	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
00180	Mail Service Worker	002	135	\$15.620	\$29.440	\$32,489.60	\$61,235.20	001	001	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
50440	Maintenance Planner/Scheduler	004	256	\$22.520	\$49.150	\$46,841.60	\$102,232.00	002	002	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150
05310	Management Asst I	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
05320	Management Asst II	001	062	\$26.070	\$56.900	\$54,225.60	\$118,352.00	007	007	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900
05330	Management Asst II*CMO	001	065	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	008	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
05320	Management Asst III	013	830	\$48.100	\$62.540	\$100,048.00	\$130,083.20	009	008	\$48.100	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850	\$74.390	\$78.450	\$82.050	\$85.570	\$89.620	\$93.670	\$97.720	\$101.770
05332	Management Asst III*PBS	013	832	\$50.290	\$65.370	\$104,603.20	\$135,969.60	009	008	\$50.290	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850	\$74.390	\$78.450	\$82.050	\$85.570	\$89.620	\$93.670	\$97.720	\$101.770	\$105.820
05300	Management Intern (NC)	001	047	\$18.070	\$39.450	\$37,585.60	\$82,056.00	007	007	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
05360	Management Services Adm	013	836	\$57.380	\$78.560	\$119,350.40	\$163,404.80	009	008	\$57.380	\$60.400	\$63.420	\$66.440	\$69.460	\$72.480	\$75.500	\$78.520	\$81.540	\$84.560	\$87.580	\$90.600	\$93.620	\$96.640	\$99.660	\$102.680	\$105.700
19200	Materials Supervisor	001	053	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670
19160	Materials Technician	004	232	\$15.900	\$27.370	\$33,072.00	\$56,929.60	002	002	\$15.900	\$16.390	\$16.880	\$17.370	\$17.860	\$18.350	\$18.840	\$19.330	\$19.820	\$20.310	\$20.800	\$21.290	\$21.780	\$22.270	\$22.760	\$23.250	\$23.740
90010	Mayor	016	998	\$49.923	\$49.923	\$103,840.00	\$103																			

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
10050	Municipal Court Hrng Off (NC)	013	860	\$67.800	\$67.800	\$141,024.00	\$141,024.00	009	008																
10640	Municipal Court Info Sys Off	018	908	\$72.510	\$94.270	\$150,820.80	\$196,081.60	010	008																
80050	Municipal Security Guard	006	340	\$16.000	\$33.270	\$33,280.00	\$69,201.60	001	003																
42020	Museum Administrator	001	069	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270
42010	Museum Aide	006	341	\$15.620	\$34.080	\$32,489.60	\$70,886.40	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460
42060	Museum Assistant	001	051	\$19.930	\$43.490	\$41,454.40	\$90,459.20	007	007	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
42050	Museum Curator	001	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
60630	Neighborhood Maint Tech I	006	337	\$15.620	\$30.920	\$32,489.60	\$64,313.60	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460
60640	Neighborhood Maint Tech II	006	343	\$16.390	\$35.780	\$34,091.20	\$74,422.40	003	003	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
60671	Neighborhood Preserv Insp*Lead	006	355	\$21.970	\$47.950	\$45,697.60	\$99,736.00	003	003	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670
60670	Neighborhood Preserv Inspector	006	353	\$20.920	\$45.670	\$43,513.60	\$94,993.60	003	003	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
60680	Neighborhood Preservation Supv	001	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
18500	Neighborhood Services Dir (NC)	018	922	\$78.450	\$101.990	\$163,176.00	\$212,139.20	010	008																
18530	Neighborhood Specialist	001	061	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
06810	OAT Attorney (NC)	013	826	\$62.150	\$87.020	\$129,272.00	\$181,001.60	009	008																
06820	OAT Deputy Director	013	842	\$57.380	\$78.560	\$119,350.40	\$163,404.80	009	008																
06800	OAT Director (NC)	018	922	\$78.450	\$101.990	\$163,176.00	\$212,139.20	010	008																
06850	OAT Executive Admin Asst	001	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	008	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
06860	OAT Reviewer	001	061	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	008	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
06880	OAT Reviewer Supervisor	001	067	\$29.440	\$64.260	\$61,235.20	\$133,660.80	007	008	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
06870	OAT Senior Reviewer	001	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	008	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
06280	Office of Innovation Admr (NC)	018	912	\$65.370	\$84.990	\$135,969.60	\$176,779.20	010	008																
02042	Offset Press Op*Special Press	006	341	\$15.620	\$34.080	\$32,489.60	\$70,886.40	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460
02040	Offset Press Operator	006	339	\$15.620	\$32.460	\$32,489.60	\$67,516.80	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460
05260	Operations Analyst	001	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
50360	Ops & Maint Tech Trnee (NC)	004	237	\$15.620	\$30.920	\$32,489.60	\$64,313.60	002	002	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460
50380	Ops & Maintenance Supervisor	001	060	\$24.830	\$54.190	\$51,646.40	\$112,715.20	007	007	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610
50371	Ops & Maintenance Tech	004	246	\$18.520	\$38.520	\$36,712.00	\$80,121.60	002	002	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520
62030	Paramedic Training Coordinator	001	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
40420	Park Manager	001	058	\$23.640	\$51.610	\$49,171.20	\$107,348.80	007	007	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150
40130	Park Ranger	001	040	\$16.000	\$33.270	\$33,280.00	\$69,201.60	007	007	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270
40120	Park Ranger Supervisor	001	046	\$17.650	\$38.520	\$36,712.00	\$80,121.60	007	007	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680
40122	Park Ranger Supervisor*Urban	001	046	\$17.650	\$38.520	\$36,712.00	\$80,121.60	007	007	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680
40121	Park Ranger Supv*Preserve	001	046	\$17.650	\$38.520	\$36,712.00	\$80,121.60	007	007	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680
40132	Park Ranger*Preserve	001	040	\$16.000	\$33.270	\$33,280.00	\$69,201.60	007	007	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270
40133	Park Ranger*Urban	001	040	\$16.000	\$33.270	\$33,280.00	\$69,201.60	007	007	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270
74390	Parking Meter Repair Supv	001	041	\$15.620	\$34.080	\$32,489.60	\$70,886.40	007	007	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460
74380	Parking Meter Specialist	002	135	\$15.620	\$29.440	\$32,489.60	\$61,235.20	001	001																
40450	Parks & Recreation Aide	006	328	\$16.000	\$24.830	\$33,280.00	\$51,646.40	999	003																
40452	Parks & Recreation Aide*Cash	006	328	\$16.000	\$24.830	\$33,280.00	\$51,646.40	999	003																
41700	Parks & Recreation Dir (NC)	018	924	\$86.290	\$112.180	\$179,483.20	\$233,334.40	010	008																
40190	Parks Equipment Mechanic	002	142	\$16.000	\$34.940	\$33,280.00	\$72,675.20	001	001	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270
40100	Parks Foreman I	001	047	\$18.070	\$39.450	\$37,585.60	\$82,056.00	007	007	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
40110	Parks Foreman II	001	053	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
40162	Parks Maint Mech*Plumb Install	002	149	\$18.970	\$41.420	\$39,457.60	\$86,153.60	001	001	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
40160	Parks Maint Mechanic	002	149	\$18.970	\$41.420	\$39,457.60	\$86,153.60	001	001	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
40460	Parks Special Operations Supv	001	067	\$29.440	\$64.260	\$61,235.20	\$133,660.80	007	007	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
40430	Parks Supervisor	001	060	\$24.830	\$54.190	\$51,646.40	\$112,715.20	007	007	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680</										

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
60870	Planning & Dev Dir (NC)	018	\$86.290	\$112.180	\$179,483.20	\$233,334.40	010	008																		
23510	Planning & Dev Team Ldr	001	\$71	\$32.460	\$70.850	\$67,516.80	\$147,368.00	007	007	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$70.850
18040	Planning Graphic Designer	006	353	\$20.920	\$40.870	\$43,513.60	\$94,993.60	003	003	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670
18020	Planning Technician	006	341	\$15.620	\$34.080	\$32,489.60	\$70,886.40	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
60440	Plumbing/Mech Insp Field Supv	001	360	\$27.370	\$59.740	\$56,929.60	\$124,259.20	007	007	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740
60430	Plumbing/Mech Insp I	006	350	\$19.450	\$42.460	\$40,456.00	\$88,316.80	003	003	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460
60420	Plumbing/Mech Insp II	006	356	\$22.520	\$49.150	\$46,841.60	\$102,232.00	003	003	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150
60421	Plumbing/Mech Insp II*nd/Pr	006	360	\$24.830	\$54.190	\$51,646.40	\$112,715.20	003	003	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190
62440	Police Administrator	013	846	\$64.860	\$85.700	\$134,908.80	\$178,256.00	009	008																	
62180	Police Aide	006	324	\$16.000	\$22.520	\$33,280.00	\$46,841.60	003	003																	
62160	Police Assistant	006	343	\$16.390	\$35.780	\$34,091.20	\$74,422.40	003	003	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
62163	Police Asst/Detention Off Trne	006	338	\$16.000	\$31.680	\$33,280.00	\$65,894.40	003	003	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940
00450	Police Automated System Sec	006	341	\$15.620	\$34.080	\$32,489.60	\$70,886.40	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
00451	Police Automated System Sec*Id	001	045	\$17.220	\$37.580	\$35,817.60	\$78,166.40	007	007	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
62690	Police Chief (NC)	027	976	\$114.410	\$148.740	\$237,972.80	\$309,379.20	018	008																	
62670	Police Chief of Staff	018	908	\$72.510	\$94.270	\$150,820.80	\$196,081.60	010	008																	
62560	Police Civilian Investigator	001	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
01260	Police Coding Clerk	006	341	\$15.620	\$34.080	\$32,489.60	\$70,886.40	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01833	Police Comm Op*Lead Radio/911	006	351	\$19.930	\$43.490	\$41,454.40	\$90,459.20	003	003	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
01832	Police Comm Op*Radio/911	006	349	\$18.970	\$41.420	\$39,457.60	\$86,153.60	003	003	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
01834	Police Comm Op*Trainer Rad/911	006	351	\$19.930	\$43.490	\$41,454.40	\$90,459.20	003	003	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
01830	Police Comm Operator	006	347	\$18.070	\$39.450	\$37,585.60	\$82,056.00	003	003	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
01800	Police Comm Shift Supervisor	001	061	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
01801	Police Comm Shift Supv*Lead	001	061	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
01740	Police Comm Trainee (NC)	006	345	\$17.220	\$37.580	\$35,817.60	\$78,166.40	003	003	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
62440	Police Commander	026	865	\$85.990	\$107.500	\$178,859.20	\$223,600.00	016	008																	
62242	Police Commander*Asst Chief	027	970	\$96.750	\$116.100	\$201,240.00	\$241,488.00	018	008																	
62243	Police Commander*Exec Asst Chf	027	972	\$106.430	\$122.390	\$221,374.40	\$254,571.20	018	008																	
01870	Police Communications Supv	001	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
62230	Police Lieutenant	011	651	\$69.760	\$84.040	\$145,100.80	\$174,803.20	006	006	\$69.760	\$73.070	\$76.550	\$80.200	\$84.040												
62210	Police Officer	007	451	\$36.465	\$75.877	\$109,984.16	\$144,747.20	004	004	\$36.465	\$38.189	\$40.004	\$41.912	\$43.901	\$45.982	\$48.175	\$50.470	\$52.877								
62214	Police Officer*Chief Pilot	007	455	\$55.784	\$61.210	\$116,030.72	\$127,316.80	004	004	\$55.784	\$58.426	\$61.210														
62213	Police Officer*Flight Instr	007	454	\$53.815	\$59.038	\$111,935.20	\$122,799.04	004	004	\$53.815	\$56.365	\$59.038														
62211	Police Officer*Pilot	007	452	\$50.000	\$54.866	\$104,000.00	\$114,121.28	004	004	\$50.000	\$52.377	\$54.866														
62212	Police Officer*Rescue Pilot	007	453	\$51.847	\$56.906	\$107,841.76	\$118,364.48	004	004	\$51.847	\$54.325	\$56.906														
01690	Police Property Supervisor	001	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
01700	Police Property Technician	006	345	\$17.220	\$37.580	\$35,817.60	\$78,166.40	003	003	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
62350	Police R & I Bureau Shift Supv	001	051	\$19.930	\$43.490	\$41,454.40	\$90,459.20	007	007	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
62370	Police R & I Operations Supv	001	057	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
01770	Police Real Time Ops Spec	006	349	\$18.970	\$41.420	\$39,457.60	\$86,153.60	003	003	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
01210	Police Records Clk	006	341	\$15.620	\$34.080	\$32,489.60	\$70,886.40	003	003	\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
01212	Police Records Clk*Lead	006	345	\$17.220	\$37.580	\$35,817.60	\$78,166.40	003	003	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580
62200	Police Recruit (NC)	007	450	\$34.390	\$36.120	\$71,531.20	\$75,129.60	004	004	\$34.390	\$36.120															
62610	Police Research Analyst	001	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
62620	Police Research Supervisor	001	061	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
62220	Police Sergeant	011	650	\$53.240	\$69.590	\$110,739.20	\$144,747.20	006	006	\$53.240	\$55.680	\$58.210	\$60.870	\$63.650	\$66.560	\$69.590										
62222	Police Sergeant*Pilot	011	65P	\$68.360	\$74.750	\$142,188.80	\$155,480.00	006	006	\$68.360	\$71.480	\$74.750														
01280	Police Statistical Rsrch Aide	006																								

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
04351	Procurement Manager	001	066	\$28,730	\$62,730	\$59,758.40	\$130,478.40	007	007	\$28,730	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740	\$62,730
04351	Procurement Manager*Finance	001	068	\$30,170	\$65,870	\$62,753.60	\$137,009.60	007	007	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740	\$62,730
27190	Production Assistant	001	045	\$17,220	\$37,580	\$35,817.60	\$78,166.40	007	007	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
27350	Production Coordinator	001	051	\$19,930	\$43,490	\$41,454.40	\$90,459.20	007	007	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420
27370	Production Services Manager	001	059	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350
08600	Program Manager	001	068	\$30,170	\$65,870	\$62,753.60	\$137,009.60	007	007	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740	\$62,730
08690	Project Coordinator	001	063	\$26,700	\$58,290	\$55,536.00	\$121,243.20	007	007	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510
08630	Project Management Assistant	001	055	\$21,970	\$47,950	\$45,697.60	\$99,736.00	007	007	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
08640	Project Manager	001	067	\$29,440	\$64,260	\$61,235.20	\$133,660.80	007	007	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,260
74880	Property Manager	001	067	\$29,440	\$64,260	\$61,235.20	\$133,660.80	007	007	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,260
12030	Property Specialist	001	057	\$23,060	\$50,350	\$47,964.80	\$110,728.00	007	007	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950
06250	Protocol Program Adm (NC)	013	830	\$48,100	\$62,540	\$100,048.00	\$130,083.20	009	008																
10230	Public Defender (NC)	018	922	\$78,450	\$101,990	\$163,176.00	\$212,139.20	010	008																
06290	Public Health Admr (NC)	018	912	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008																
06430	Public Information Dir (NC)	018	922	\$78,450	\$101,990	\$163,176.00	\$212,139.20	010	008																
06370	Public Information Officer	001	060	\$24,830	\$54,190	\$51,646.40	\$112,715.20	007	007	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	
06420	Public Information Specialist	001	054	\$21,440	\$46,810	\$44,595.20	\$97,364.80	007	007	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	
80040	Public Service Trainee (NC)	006	322	\$16,000	\$21,440	\$33,280.00	\$44,595.20	999	003																
17890	Public Transit Director (NC)	018	922	\$78,450	\$101,990	\$163,176.00	\$212,139.20	010	008																
74800	Public Works Director (NC)	018	924	\$86,290	\$112,180	\$179,483.20	\$233,334.40	010	008																
73450	Public Works Operations Mgr	001	069	\$30,920	\$67,470	\$64,313.60	\$140,337.60	007	007	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,260	
04210	Quality Assurance Engineer	001	053	\$20,920	\$45,670	\$43,513.60	\$94,993.60	007	007	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	
03850	Rate Analyst	001	060	\$24,830	\$54,190	\$51,646.40	\$112,715.20	007	007	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	
12190	Real Estate Program Manager	001	069	\$30,920	\$67,470	\$64,313.60	\$140,337.60	007	007	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,260	
01120	Records Clerk	006	333	\$15,620	\$28,040	\$32,489.60	\$58,323.20	003	003																
01121	Records Clerk* Lead	006	337	\$15,620	\$30,920	\$32,489.60	\$64,313.60	003	003																
01140	Records Supervisor	001	047	\$18,070	\$39,450	\$37,585.60	\$82,056.00	007	007	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	
41161	Recreation Coord III*Aquatics	001	059	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	
41140	Recreation Coordinator II	001	052	\$20,420	\$44,580	\$42,473.60	\$92,726.40	007	007	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	
41160	Recreation Coordinator III	001	058	\$23,640	\$51,610	\$49,171.20	\$107,348.80	007	007	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	
43010	Recreation Instructor	006	332	\$15,900	\$27,370	\$33,072.00	\$56,929.60	999	003																
43030	Recreation Leader	006	340	\$16,000	\$33,270	\$33,280.00	\$69,201.60	999	003																
41090	Recreation Programmer	006	342	\$16,000	\$34,940	\$33,280.00	\$72,675.20	999	003																
41170	Recreation Supervisor	001	060	\$24,830	\$54,190	\$51,646.40	\$112,715.20	007	007	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	
41172	Recreation Supv*Aquatics	001	061	\$25,430	\$55,510	\$52,894.40	\$115,460.80	007	007	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	
09970	Regional Wireless Coop Dir	018	914	\$71,910	\$93,480	\$149,572.80	\$194,438.40	010	008																
02070	Rehabilitation Loan Processor	006	339	\$15,620	\$32,460	\$32,489.60	\$67,516.80	003	003																
16340	Relocation Specialist	001	049	\$18,970	\$41,420	\$39,457.60	\$86,153.60	007	007	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	
02010	Repro & Bindery Equip Operator	006	333	\$15,620	\$28,040	\$32,489.60	\$58,323.20	003	003																
6221R	Retired AZ Police SRO(NC)	007	45R	\$48,170	\$52,880	\$100,193.60	\$109,990.40	004	004	\$48,170	\$50,530	\$52,880													
05370	Retirement Assistant	001	045	\$17,220	\$37,580	\$35,817.60	\$78,166.40	007	007	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	
05530	Retirement Program Adm	018	922	\$78,450	\$101,990	\$163,176.00	\$212,139.20	010	008																
12130	Review Appraiser	001	061	\$25,430	\$55,510	\$52,894.40	\$115,460.80	007	007	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	
12360	Risk Management Coordinator	001	065	\$28,040	\$61,200	\$58,323.20	\$127,296.00	007	007	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	
12360	Risk Management Program Mgr	001	069	\$30,920	\$67,470	\$64,313.60	\$140,337.60	007	007	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,510	\$58,290	\$61,200	
05050	Safety Analyst I	001	055	\$21,970	\$47,950	\$45,697.60	\$99,736.00	007	008	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	
05060	Safety Analyst II	001	059	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	008	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	
27120	Sales Manager	001	053	\$20,920	\$45,670	\$43,513.60	\$94,993.60	007	007	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	
27150	Sales Supervisor	001	059	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	
00320	Secretary II	006	330	\$16,000	\$26,070	\$33,280.00	\$54,225.60	003	003																
00323	Secretary II*Office Automation	006	334	\$16,000	\$28,730	\$33,280.00	\$59,758.40	003	003																
00325	Secretary II*Precinct	006	332	\$15,900	\$27,370	\$33,072.00																			

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Job Title	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
41220	001	Senior Arts Specialist	058	\$23.640	\$51.610	\$49,171.20	\$107,348.80	007	007	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610
05610	001	Senior Budget/Research Analyst	069	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	008	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470
74720	001	Senior Building Equipment Supv	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950	\$50.350	\$52.870
09820	001	Senior Business Systems Analyst	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
04330	001	Senior Buyer	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950
07400	006	Senior Computer Assistant	342	\$16.000	\$34.940	\$33,280.00	\$72,675.20	003	003	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940
09520	006	Senior Computer Operator	342	\$16.000	\$34.940	\$33,280.00	\$72,675.20	003	003	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940
19010	001	Senior Construction Insp	251	\$19.930	\$43.490	\$41,454.40	\$90,459.20	002	002	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
19130	006	Senior Drafting Technician	350	\$19.450	\$42.460	\$40,456.00	\$88,316.80	003	003	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460
08840	001	Senior Economic Dev Spec	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
19240	006	Senior Engineering Tech	350	\$19.450	\$42.460	\$40,456.00	\$88,316.80	003	003	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460
19241	001	Senior Engineering Tech*U1	002	\$15	\$19.450	\$42.460	\$40,456.00	001	001	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460
06140	018	Senior Exec Asst/City Mgr (NC)	918	\$87.020	\$113.120	\$181,001.60	\$235,289.60	010	008																	
09860	001	Senior GIS Technician	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
05120	001	Senior Human Resources Analyst	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	008	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
01420	001	Senior Human Resources Clerk	733	\$15.620	\$28.040	\$32,489.60	\$58,323.20	008	008					\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040
09570	001	Senior Info Tech Systems Spec	067	\$29.440	\$64.260	\$55,536.00	\$121,243.20	007	007	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260
03371	001	Senior Internal Auditor*IT	065	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
19170	004	Senior Materials Technician	238	\$16.000	\$33.680	\$33,280.00	\$65,894.40	002	002				\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170
80070	001	Senior Municipal Security Grd	042	\$16.000	\$34.940	\$33,280.00	\$72,675.20	002	007	\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940
19080	004	Senior Party Chief	256	\$22.520	\$49.150	\$46,841.60	\$102,232.00	002	002	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150
18030	006	Senior Planning Technician	347	\$18.070	\$39.450	\$37,585.60	\$82,056.00	003	003	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
07350	001	Senior Programs Supervisor I	052	\$20.420	\$44.580	\$42,473.60	\$92,726.40	007	007	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580
07340	001	Senior Programs Supervisor II	061	\$25.430	\$55.510	\$52,894.40	\$115,460.80	007	007	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
06380	001	Senior Public Info Officer	064	\$27.370	\$59.740	\$56,929.60	\$124,259.20	007	008	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740
01130	001	Senior Records Clerk	035	\$15.620	\$29.440	\$32,489.60	\$61,235.20	007	007				\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440
27250	001	Senior Sales/Marketing Supv	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
03350	001	Senior Tax Auditor	058	\$23.640	\$51.610	\$49,171.20	\$107,348.80	007	007	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610
09790	001	Senior User Technology Spec	060	\$24.830	\$54.190	\$51,646.40	\$112,715.20	007	007	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190
50160	006	Senior Utilities Svc Spec	343	\$16.390	\$35.780	\$34,091.20	\$74,422.40	003	003	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
50340	001	Senior Utility Operator	253	\$20.920	\$45.670	\$43,513.60	\$94,993.60	002	002	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.480	\$45.670
50341	001	Senior Utility Operator*SCBA	255	\$21.970	\$47.950	\$45,697.60	\$99,736.00	002	002	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
50300	001	Senior Utility Technician	251	\$19.930	\$43.490	\$41,454.40	\$90,459.20	002	002	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
51210	004	Senior Water Quality Inspector	250	\$19.450	\$42.460	\$40,456.00	\$88,316.80	002	002	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460
06940	001	Senior Workforce Dev Spec	058	\$23.640	\$51.610	\$49,171.20	\$107,348.80	007	007	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610
60700	006	Sign Inspector	353	\$20.920	\$29.440	\$32,489.60	\$61,235.20	001	001				\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440
71570	002	Sign Specialist I	135	\$15.620	\$29.440	\$32,489.60	\$61,235.20	001	001				\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440
71580	002	Sign Specialist II	143	\$16.390	\$35.780	\$34,091.20	\$74,422.40	001	001	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
71581	004	Sign Specialist III*U2	243	\$16.390	\$35.780	\$34,091.20	\$74,422.40	002	002	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780
21000	001	Signal Systems Specialist I	055	\$21.970	\$47.950	\$45,697.60	\$99,736.00	007	007	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
21010	001	Signal Systems Specialist II	059	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870
60730	001	Site Development Supervisor	063	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
71310	001	Solid Waste Admin Analyst	064	\$2																						

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
08610	Special Projects Administrator	013	\$50.290	\$65.370	\$104,603.20	\$135,969.60	009	008																	
71110	Street Maint Foreman I	001	\$18.970	\$41.420	\$29,457.60	\$96,153.60	007	007	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
71120	Street Maint Foreman II	001	\$19.930	\$43.490	\$31,454.40	\$99,459.60	007	007	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490
71130	Street Maint Foreman III	001	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.940	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
71250	Street Maint Superintendent	001	\$28.040	\$61.200	\$58,323.20	\$127,296.00	007	007	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
71210	Street Maint Supervisor	001	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
70122	Street Maint Wkr* Crew Ldr	002	\$18.970	\$41.420	\$29,457.60	\$96,153.60	001	001	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420
70120	Street Maint Worker	002	\$18.070	\$40.430	\$37,585.60	\$82,056.00	001	001	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
70121	Street Maint Worker* Rapid	002	\$18.520	\$49.430	\$38,521.60	\$84,094.40	001	001	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430
21250	Street Transportation Dir (NC)	018	\$86.290	\$112.180	\$179,483.20	\$233,334.40	010	008																	
60020	Structural Insp Field Supv	001	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290
60010	Structural Inspector I	006	\$349	\$18.970	\$41.420	\$29,457.60	\$96,153.60	003	003	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450
60120	Structural Inspector II	006	\$355	\$21.970	\$47.950	\$45,697.60	\$99,736.00	003	003	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670
60121	Structural Inspector II* Ind/PR	006	\$359	\$24.210	\$52.870	\$50,356.80	\$109,969.60	003	003	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
23540	Structural Plans Engineer	001	\$69	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$67.470
60140	Structural Plans Examiner I	006	\$355	\$21.970	\$47.950	\$45,697.60	\$99,736.00	003	003	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670
60150	Structural Plans Examiner II	006	\$359	\$24.210	\$52.870	\$50,356.80	\$109,969.60	003	003	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
01670	Supplies Clerk I	002	\$129	\$15.620	\$25.430	\$32,489.60	\$52,894.40	001	001							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01671	Supplies Clerk I* U2	004	\$229	\$15.620	\$25.430	\$32,489.60	\$52,894.40	002	002							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01672	Supplies Clerk I* U3	006	\$329	\$15.620	\$25.430	\$32,489.60	\$52,894.40	003	003							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01600	Supplies Clerk II	002	\$135	\$15.620	\$29.440	\$32,489.60	\$61,235.20	001	001							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01601	Supplies Clerk II* U2	004	\$235	\$15.620	\$29.440	\$32,489.60	\$61,235.20	002	002							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01620	Supplies Clerk III	002	\$139	\$15.620	\$29.440	\$32,489.60	\$67,516.80	001	001							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01621	Supplies Clerk III* U2	004	\$239	\$15.620	\$32.460	\$32,489.60	\$67,516.80	002	002							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
01623	Supplies Clerk III* U7	001	\$43	\$16.390	\$35.780	\$34,091.20	\$74,422.40	007	007	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	
04150	Supplies Supervisor	001	\$53	\$20.920	\$45.670	\$43,513.60	\$94,993.60	007	007	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	
71320	Support Services Aide	006	\$43	\$16.390	\$35.780	\$34,091.20	\$74,422.40	003	003	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
19050	Survey Aide	004	\$234	\$16.000	\$28.730	\$33,280.00	\$59,758.40	002	002							\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830
20190	Survey Engineer	001	\$70	\$31.680	\$69.170	\$65,894.40	\$143,873.60	007	007	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190	\$56.900	\$59.740	\$62.730	\$65.870
19090	Survey Supervisor	001	\$62	\$26.070	\$56.900	\$54,225.60	\$118,352.00	007	007	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810	\$49.150	\$51.610	\$54.190
03340	Tax Auditor	001	\$54	\$21.440	\$46.810	\$44,595.20	\$97,364.80	007	007	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580
03270	Tax Hearing Officer	001	\$67	\$29.440	\$64.260	\$61,235.20	\$133,660.80	007	007	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200
74270	Telecom Account Aide	006	\$38	\$16.000	\$31.680	\$33,280.00	\$65,894.40	003	003							\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830
74230	Telecom Account Coordinator	001	\$56	\$22.520	\$49.150	\$46,841.60	\$102,232.00	007	007	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430	\$42.460	\$44.580	\$46.810
27400	Ticket Seller	006	\$32	\$16.000	\$21.440	\$33,280.00	\$44,595.20	999	003											\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.420
27420	Ticket Services Supervisor	001	\$43	\$16.390	\$35.780	\$34,091.20	\$74,422.40	007	007	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080
73280	Tire Program Supervisor	001	\$57	\$23.060	\$50.350	\$47,964.80	\$104,728.00	007	007	\$23.060	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950
70060	Trades Helper	002	\$137	\$15.620	\$30.920	\$32,489.60	\$64,313.60	001	001							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
70061	Trades Helper* U2	004	\$237	\$15.620	\$30.920	\$32,489.60	\$64,313.60	002	002							\$15.620	\$16.390	\$17.220	\$18.070	\$18.970	\$19.930	\$20.920	\$21.970	\$23.060	\$24.210
21110	Traffic Engineer I	001	\$59	\$24.210	\$52.870	\$50,356.80	\$109,969.60	007	007	\$24.210	\$25.430	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350
21120	Traffic Engineer II	001	\$63	\$26.700	\$58.290	\$55,536.00	\$121,243.20	007	007	\$26.700	\$28.040	\$29.440	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510
21130	Traffic Engineer III	001	\$69	\$30.920	\$67.470	\$64,313.60	\$140,337.60	007	007	\$30.920	\$32.460	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$67.470
21140	Traffic Engineering Supervisor	001	\$73	\$34.080	\$74.390	\$70,886.40	\$154,731.20	007	007	\$34.080	\$35.780	\$37.580	\$39.450	\$41.420	\$43.490	\$45.670	\$47.950	\$50.350	\$52.870	\$55.510	\$58.290	\$61.200	\$64.260	\$67.470	\$74.390
71520	Traffic Maintenance Frmn I	001	\$46	\$17.650	\$38.520	\$36,712.00	\$80,121.60	007	007	\$17.650	\$18.520	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680
71530	Traffic Maintenance Frmn II	001	\$50	\$19.450	\$42.460	\$40,456.00	\$88,316.80	007	007	\$19.450	\$20.420	\$21.440	\$22.520	\$23.640	\$24.830	\$26.070	\$27.370	\$28.730	\$30.170	\$31.680	\$33.270	\$34.940	\$36.680	\$38.520	\$40.430
71510	Traffic Maintenance Worker	002	\$40	\$16.000	\$33.270	\$33,280.00	\$69,201.60	001	001							\$16.000	\$16.800	\$17.650	\$18.520	\$19.450	\$20.42				

Exhibit B-1: Pay Plan
Effective July 6, 2026

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
03570	Treasury Collections Supv	001	\$19,930	\$43,490	\$41,454.40	\$90,459.20	007	007	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490
40020	Urban Forestry Tech Trnee (NC)	002	\$16,000	\$23,640	\$33,280.00	\$49,172.20	001	001	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
40030	Urban Forestry Technician	002	\$16,390	\$35,780	\$34,091.20	\$74,472.40	001	003	\$17,650	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520
09770	User Support Specialist	006	\$17,650	\$38,520	\$36,712.00	\$80,121.60	003	003	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150
09800	User Technology Specialist	001	\$22,520	\$49,150	\$46,841.60	\$102,232.00	007	007	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150
09802	User Technology Specialist*U2	004	\$56	\$22,520	\$46,841.60	\$102,232.00	007	002	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150
09801	User Technology Specialist*U3	006	\$56	\$22,520	\$46,841.60	\$102,232.00	003	003	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150
01370	Utilities Service Spec	006	\$37	\$15,620	\$32,489.60	\$64,313.60	003	003	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080
01371	Utilities Service Spec*Lead	006	\$41	\$15,620	\$32,489.60	\$74,886.40	003	003	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080
01372	Utilities Service Spec*Water	006	\$39	\$15,620	\$32,489.60	\$67,516.80	003	003	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080
01360	Utilities Service Trainee (NC)	006	\$31	\$15,620	\$32,489.60	\$55,536.00	003	003	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080
53050	Utility Crew Chief	001	\$53	\$20,920	\$43,513.60	\$94,993.60	007	007	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
50400	Utility Helper	004	\$27	\$15,620	\$32,489.60	\$64,313.60	002	002	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
50420	Utility Mechanic	004	\$243	\$16,390	\$35,780	\$34,091.20	002	002	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
50421	Utility Mechanic*SCBA	004	\$245	\$17,220	\$37,580	\$35,817.60	002	002	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580
53020	Utility Specialty Technician	004	\$243	\$16,390	\$35,780	\$34,091.20	002	002	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780
53060	Utility Supervisor	001	\$59	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350
53010	Utility Technician	004	\$27	\$15,620	\$32,489.60	\$64,313.60	002	002	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080
53000	Utility Technician Trainee(NC)	004	\$24	\$16,000	\$30,920	\$32,489.60	\$59,758.40	002	002	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460
53040	Utility TV Technician	004	\$247	\$18,070	\$39,450	\$37,585.60	\$82,056.00	002	002	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580
06490	Video Productions Coordinator	001	\$59	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350
06480	Video Station Manager	013	\$82	\$50,290	\$65,370	\$104,603.20	\$135,969.60	009	008	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
30190	Volunteer Coordinator	001	\$55	\$21,970	\$45,697.60	\$99,736.00	007	007	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950
51530	Water & Wastewr Econ Anlist	001	\$60	\$24,830	\$54,190	\$51,646.40	\$112,715.20	007	007	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610
50260	Water Customer Services Spv I	001	\$50	\$19,450	\$40,456.00	\$88,316.80	\$99,736.00	007	007	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430
50270	Water Customer Services Spv II	001	\$56	\$22,520	\$49,150	\$46,841.60	\$102,232.00	007	007	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810
50271	Water Customer Svc Spvr II*Fld	001	\$56	\$22,520	\$49,150	\$46,841.60	\$102,232.00	007	007	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810
50390	Water Facilities Supervisor	001	\$68	\$30,170	\$65,870	\$62,753.60	\$137,009.60	007	007	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900	\$59,740	\$62,730
50010	Water Meter Reader	004	\$237	\$15,620	\$30,920	\$32,489.60	\$64,313.60	002	002	\$15,620	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460
51260	Water Quality Inspector	004	\$244	\$16,800	\$36,680	\$34,944.00	\$76,294.40	002	002	\$16,800	\$17,650	\$18,520	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940
51380	Water Resource Specialist	001	\$63	\$26,700	\$58,290	\$55,536.00	\$121,243.20	007	007	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,290
51330	Water Resources Mgt Advsr (NC)	018	\$12	\$65,370	\$84,990	\$135,969.60	\$176,779.20	010	008	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
51390	Water Services Director (NC)	018	\$28	\$104,420	\$135,740	\$217,193.60	\$282,339.20	010	008	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
22050	Water Services Proc Cont Spec	001	\$64	\$27,370	\$59,740	\$56,929.60	\$124,259.20	007	007	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430	\$42,460	\$44,580	\$46,810	\$49,150	\$51,610	\$54,190	\$56,900
50830	Water Services Project Coord	001	\$63	\$26,700	\$58,290	\$55,536.00	\$121,243.20	007	007	\$26,700	\$28,040	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,290
50220	Water Services Specialist	004	\$249	\$18,970	\$41,420	\$39,457.60	\$86,153.60	002	002	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450
51460	Water Services Superintendent	001	\$69	\$30,920	\$67,470	\$64,313.60	\$140,337.60	007	007	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,290	\$58,290	\$61,200	\$64,260
19270	Water Services Tech Sup Coord	001	\$71	\$32,460	\$70,850	\$67,516.80	\$147,368.00	007	007	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350	\$52,870	\$55,290	\$58,290	\$61,200	\$64,260	\$67,470
50200	Water Services Technician	004	\$243	\$16,390	\$35,780	\$34,091.20	\$74,472.40	002	002	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080
50780	Water Systems Operator	006	\$50	\$19,450	\$40,456.00	\$88,316.80	\$99,736.00	003	003	\$19,450	\$20,420	\$21,440	\$22,520	\$23,640	\$24,830	\$26,070	\$27,370	\$28,730	\$30,170	\$31,680	\$33,270	\$34,940	\$36,680	\$38,520	\$40,430
50790	Water Systems Operator Senior	006	\$55	\$21,970	\$47,950	\$45,697.60	\$99,736.00	003	003	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670
50791	Water Systems Operator Sr*Lead	001	\$59	\$24,210	\$52,870	\$50,356.80	\$109,969.60	007	007	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,460	\$34,080	\$35,780	\$37,580	\$39,450	\$41,420	\$43,490	\$45,670	\$47,950	\$50,350
70100	Weigh Station Clerk	006	\$30	\$16,000	\$26,070	\$33,280.00	\$54,225.60	003	003	\$16,000	\$16,390	\$17,220	\$18,070	\$18,970	\$19,930	\$20,920	\$21,970	\$23,060	\$24,210	\$25,430	\$26,700	\$28,000	\$29,440	\$30,920	\$32,

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
01320 Account Clerk II	006	330	\$16,080	\$25,200	\$33,446.40	\$54,496.00	003	003			\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840
01330 Account Clerk III	006	338	\$16,080	\$31,840	\$33,446.40	\$66,227.20	003	003			\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840
01331 Account Clerk III*U8	012	738	\$16,080	\$31,840	\$33,446.40	\$66,227.20	008	008			\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840
01350 Account Clerk Supervisor	001	042	\$16,080	\$35,110	\$33,446.40	\$73,028.80	007	007	\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110
03210 Accountant I	001	049	\$19,060	\$41,630	\$39,644.80	\$86,590.40	007	007	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,640	\$41,630
03220 Accountant II	001	056	\$22,630	\$45,900	\$47,070.40	\$102,752.00	007	007	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400
03240 Accountant III	001	060	\$24,950	\$54,460	\$51,896.00	\$113,276.80	007	007	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460
03260 Accountant IV	001	066	\$28,870	\$63,400	\$60,049.60	\$131,123.20	007	007	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180	\$60,040	\$63,400
03280 Accounting Supervisor	001	069	\$31,070	\$67,810	\$64,625.60	\$141,044.80	007	007	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,460	\$61,150	\$64,580	\$67,810
06020 Admin Aide	006	343	\$16,470	\$35,960	\$34,257.60	\$74,796.80	003	003	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
06023 Admin Aide* Empl Parking Coord	006	343	\$16,470	\$35,960	\$34,257.60	\$74,796.80	003	003	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
06021 Admin Aide* U7	001	043	\$16,470	\$35,960	\$34,257.60	\$74,796.80	007	007	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
06022 Admin Aide* U8	012	743	\$16,470	\$35,960	\$34,257.60	\$74,796.80	008	008	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
06030 Admin Asst I	001	053	\$21,020	\$45,900	\$43,721.60	\$95,472.00	007	007	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900
06040 Admin Asst II	001	059	\$24,330	\$53,130	\$50,606.40	\$110,510.40	007	007	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130
06050 Admin Asst III	001	061	\$25,560	\$55,790	\$53,164.80	\$116,043.20	007	007	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790
06000 Admin Intern (NC)	001	038	\$16,080	\$31,840	\$33,446.40	\$66,227.20	007	007			\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840
01030 Admin Secretary	001	041	\$15,700	\$34,250	\$32,656.00	\$71,240.00	007	007	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
101031 Admin Secretary* Council Agenda	001	043	\$16,470	\$35,960	\$34,257.60	\$74,796.80	007	007	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
75020 Aircraft Maintenance Supv	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580
75011 Aircraft Technician	004	253	\$21,020	\$45,900	\$43,721.60	\$95,472.00	002	002	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900
75011 Aircraft Technician* QA	004	257	\$23,180	\$50,600	\$48,214.40	\$105,248.00	002	002	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600
24950 Airfield Maint Worker I	004	234	\$16,080	\$28,870	\$33,446.40	\$60,049.60	002	002					\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870
24960 Airfield Maint Worker II	004	238	\$16,080	\$31,840	\$33,446.40	\$66,227.20	002	002					\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870
01150 Airport Access Agent	006	337	\$15,700	\$31,070	\$32,656.00	\$64,625.60	003	003			\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070
26010 Airport Operations Assistant	006	344	\$16,880	\$36,860	\$35,110.40	\$76,668.80	003	003	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860
26010 Airport Operations Technician	004	245	\$17,310	\$37,770	\$36,004.80	\$78,561.60	002	002	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770
24000 Airport Security Guard	004	240	\$16,080	\$33,440	\$33,446.40	\$69,555.20	002	002					\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870
60050 Annual Facilities Program Supv	001	058	\$23,760	\$51,870	\$49,420.80	\$107,889.60	007	007	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870
10100 Apprentice Attorney (NC)	001	064	\$27,510	\$60,040	\$57,220.80	\$124,883.20	007	008	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180	\$60,040
23040 Architect	001	069	\$31,070	\$67,810	\$64,625.60	\$141,044.80	007	007	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,460	\$61,150	\$64,580	\$67,810
41200 Arts & Culture Director (NC)	018	922	\$78,840	\$102,500	\$163,987.20	\$213,200.00	010	008																	
41210 Arts Specialist	001	049	\$19,060	\$41,630	\$39,644.80	\$86,590.40	007	007	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
03310 Associate Auditor	001	053	\$21,020	\$45,900	\$43,721.60	\$95,472.00	007	007	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900
25180 Asst Aviation Director	018	918	\$87,460	\$113,690	\$181,916.80	\$236,475.20	010	008																	
10210 Asst City Counsel (NC)	013	848	\$67,260	\$94,740	\$139,900.80	\$197,059.20	009	008																	
09950 Asst Chief Information Officer	018	918	\$87,460	\$113,690	\$181,916.80	\$236,475.20	010	008																	
10580 Asst Chief Presiding Judge (NC)	018	970	\$107,080	\$107,080	\$222,726.40	\$222,726.40	010	008																	
10120 Asst City Atty II (NC)	001	068	\$30,320	\$66,200	\$63,065.60	\$137,696.00	007	008	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180	\$60,040	\$62,200	
10130 Asst City Atty III (NC)	013	824	\$54,320	\$76,040	\$112,985.60	\$158,163.20	009	008																	
10131 Asst City Atty III*Pros (NC)	013	824	\$54,320	\$76,040	\$112,985.60	\$158,163.20	009	008																	
10140 Asst City Atty IV (NC)	013	826	\$62,460	\$87,460	\$129,916.80	\$181,916.80	009	008																	
10141 Asst City Atty IV*Pros (NC)	013	826	\$62,460	\$87,460	\$129,916.80	\$181,916.80	009	008																	
03730 Asst City Auditor	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																	
12250 Asst City Clerk	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																	
20260 Asst City Engineer	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																	
30280 Asst City Librarian	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																	
06100 Asst City Manager (NC)	018	935	\$154,170	\$202,830	\$301,953.60	\$421,886.40	010	008																	
27500 Asst Com/Econ Dev Dir	018	914	\$72,270	\$93,950	\$150,321.60	\$1																			

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Ben Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
08590	Asst Housing Director	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																	
01890	Asst Housing Supervisor	001	051	\$20,030	\$43,710	\$41,662.40	\$90,916.80	007	007	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710
05180	Asst Human Resources Director	018	916	\$79,500	\$103,350	\$165,360.00	\$214,968.00	010	008																	
07960	Asst Human Services Director	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																	
18560	Asst Neighborhood Services Dir	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																	
41670	Asst Parks & Rec Director	018	914	\$72,270	\$93,950	\$150,321.60	\$195,416.00	010	008																	
60910	Asst Planning & Dev Dir	018	914	\$72,270	\$93,950	\$150,321.60	\$195,416.00	010	008																	
43050	Asst Pool Manager	006	331	\$15,700	\$26,830	\$32,656.00	\$55,806.40	999	003																	
27360	Asst Production Services Mgr	001	055	\$22,080	\$48,190	\$45,926.40	\$100,235.20	007	007	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	
06270	Asst Protocol Program Adm (NC)	001	064	\$27,510	\$60,040	\$57,220.80	\$124,883.20	007	008	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180	
17870	Asst Public Transit Director	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																	
74820	Asst Public Works Director	018	914	\$72,270	\$93,950	\$150,321.60	\$195,416.00	010	008																	
74470	Asst Security Systems Supv	001	053	\$21,020	\$45,900	\$43,721.60	\$95,472.00	007	007	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	
21240	Asst Street Transportation Dir	018	914	\$72,270	\$93,950	\$150,321.60	\$195,416.00	010	008																	
12170	Asst Tax & License Adm	001	067	\$29,590	\$64,580	\$61,547.20	\$134,326.40	007	007	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510		
27410	Asst Ticket Services Supv	001	037	\$15,700	\$31,070	\$32,656.00	\$64,625.60	007	007																	
06110	Asst to the City Manager (NC)	018	904	\$55,460	\$77,660	\$115,356.80	\$161,532.80	010	008																	
61501	Asst to the Fire Chief* P & R	013	834	\$52,940	\$68,830	\$110,115.20	\$143,166.40	009	008																	
06160	Asst to the Mayor (a) (NC)	018	904	\$55,460	\$77,660	\$115,356.80	\$161,532.80	010	008																	
06161	Asst to the Mayor (b) (NC)	018	902	\$50,420	\$70,590	\$104,873.60	\$146,827.20	010	008																	
51430	Asst Water Services Dir	018	918	\$87,460	\$113,690	\$181,916.80	\$236,475.20	010	008																	
03300	Auditor Intern (NC)	006	343	\$16,470	\$35,960	\$34,257.60	\$74,796.80	003	003	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	
01450	Auto Parts Clerk I	004	235	\$15,700	\$29,590	\$32,656.00	\$61,547.20	002	002																	
01460	Auto Parts Clerk II	004	241	\$15,700	\$34,250	\$32,656.00	\$71,240.00	002	002	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	
01470	Auto Parts Clerk III	004	245	\$17,310	\$37,770	\$36,004.80	\$78,561.60	002	002	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	
73100	Auto Technician	004	245	\$17,310	\$37,770	\$36,004.80	\$78,561.60	002	002	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	
73102	Auto Technician*Master Tech	004	249	\$19,060	\$41,630	\$39,644.80	\$86,590.40	002	002	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	
25190	Aviation Director (NC)	018	AVD	\$140,630	\$196,560	\$292,510.40	\$408,844.80	010	008																	
24110	Aviation Dispatch Supv I	001	049	\$19,060	\$41,630	\$39,644.80	\$86,590.40	007	007	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	
24120	Aviation Dispatch Supv II	001	055	\$22,080	\$48,190	\$45,926.40	\$100,235.20	007	007	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	
24100	Aviation Dispatcher	006	344	\$16,880	\$36,860	\$35,110.40	\$76,668.80	003	003	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	
25250	Aviation Marketing Supervisor	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$27,740	\$28,590	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$50,600	\$53,130	\$55,790	
25210	Aviation Superintendent	001	069	\$31,070	\$67,810	\$64,625.60	\$141,044.80	007	007	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580	\$67,810	
25240	Aviation Supv I	001	051	\$20,030	\$43,710	\$41,662.40	\$90,916.80	007	007	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	
25242	Aviation Supv I*Special Maint	001	053	\$21,020	\$45,900	\$43,721.60	\$95,472.00	007	007	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	
25230	Aviation Supv II	001	055	\$22,080	\$48,190	\$45,926.40	\$100,235.20	007	007	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	
25220	Aviation Supv III	001	061	\$25,560	\$55,790	\$53,164.80	\$116,043.20	007	007	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$50,600	\$53,130	\$55,790	
74510	Baggage Handling Systems Frmn	001	056	\$22,630	\$49,400	\$47,070.40	\$102,752.00	007	007	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	
74500	Baggage Handling Systems Spec	004	254	\$21,550	\$47,040	\$44,824.00	\$97,843.20	002	002	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	
74520	Baggage Handling Systems Supv	001	064	\$27,510	\$60,040	\$57,220.80	\$124,883.20	007	007	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180	
10510	Bailiff	006	345	\$17,310	\$37,770	\$36,004.80	\$78,561.60	003	003	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	
10511	Bailiff*Lead	006	349	\$19,060	\$41,630	\$39,644.80	\$86,590.40	003	003	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	
05000	Benefits Aide	012	748	\$18,610	\$40,630	\$38,708.80	\$84,510.40	008	008	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	
05390	Benefits Analyst I	001	052	\$20,520	\$44,800	\$42,681.60	\$93,184.00	007	008	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	
05380	Benefits Analyst II	001	058	\$23,760	\$51,870	\$49,420.80	\$107,889.60	007	008	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	
05381	Benefits Analyst II*IT	001	062	\$26,200	\$54,180	\$54,496.00	\$118,934.40	007	008	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	
73140	Body Repair Specialist	004	245	\$17,310	\$37,770	\$36,004.80	\$78,561.60	002	002	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	
05600	Budget & Research Analyst	001	067	\$29,590	\$64,580	\$61,547.20	\$134,326.40	007	008	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510		
05510	Budget & Research Director(NC)	018	926	\$95,390	\$124,020	\$198,411.20	\$257,961.60	010	008																	
05460	Budget Analyst I	001	052	\$20,520	\$44,800	\$42,681.60	\$93,184.00	007	007	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	
05440	Budget Analyst II	001	058	\$23,760	\$51,870	\$49,4																				

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
74770	Building Facilities Supt	001	068	\$30.320	\$66.200	\$63,065.60	\$137,696.00	007	007	\$20.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$44.800	\$47.040	\$51.870	\$54.460	\$57.180	\$60.040	\$63.040	\$66.200
74740	Building Maint Foreman	001	053	\$21.020	\$45.900	\$43,721.60	\$95,472.00	007	007	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
74830	Building Maint Worker	002	147	\$18.160	\$38.650	\$37,772.80	\$82,472.00	001	001	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
74831	Building Maint Worker*U2	004	247	\$18.160	\$39.650	\$37,772.80	\$82,472.00	002	002	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
74833	Building Maint Wrkr*Plumber-U1	002	149	\$19.060	\$41.630	\$39,644.80	\$86,590.40	001	001	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
74834	Building Maint Wrkr*Plumber-U2	004	249	\$19.060	\$41.630	\$39,644.80	\$86,590.40	002	002	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
74850	Building Maintenance Supv	001	057	\$23.180	\$50.600	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
05560	Business Assistance Coord	001	061	\$25.560	\$55.790	\$53,164.80	\$116,043.20	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
03670	Business License Service Clerk	006	343	\$16.470	\$35.960	\$34,257.60	\$74,796.80	003	003	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
09810	Business Systems Analyst	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
04310	Buyer	001	049	\$19.060	\$41.630	\$39,644.80	\$86,590.40	007	007	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
04300	Buyer Aide	006	334	\$16.080	\$28.870	\$33,446.40	\$60,049.60	003	003																
07260	Casework Aide	006	333	\$15.700	\$28.180	\$32,656.00	\$58,614.40	003	003																
07690	Casework Services Coordinator	001	065	\$28.180	\$61.510	\$58,614.40	\$127,940.80	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	
07100	Caseworker I	006	345	\$17.310	\$37.770	\$36,004.80	\$78,561.60	003	003	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
07110	Caseworker II	001	051	\$20.030	\$43.710	\$41,662.40	\$90,916.80	007	007	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630
07112	Caseworker II* MentalHealthSpec	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
07090	Caseworker III	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
07091	Caseworker III*Workforce Dev	001	060	\$24.950	\$54.460	\$51,896.00	\$113,276.80	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870
74010	Cement Finisher	002	147	\$18.160	\$39.650	\$37,772.80	\$82,472.00	001	001	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
74011	Cement Finisher* U2	004	247	\$18.160	\$39.650	\$37,772.80	\$82,472.00	002	002	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
23410	Chemist I	001	053	\$21.020	\$45.900	\$43,721.60	\$95,472.00	007	007	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
23411	Chemist I*Quality Assurance	001	057	\$23.180	\$50.600	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
23412	Chemist I*Specialty	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
23420	Chemist II	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
23421	Chemist II*Specialty	001	061	\$25.560	\$55.790	\$53,164.80	\$116,043.20	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
23430	Chemist III	001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
23431	Chemist III*Specialty	001	065	\$28.180	\$61.510	\$58,614.40	\$127,940.80	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
10180	Chief Asst. City Attorney (NC)	018	918	\$87.460	\$113.690	\$181,916.80	\$236,475.20	010	008																
19020	Chief Construction Insp	004	255	\$22.080	\$48.190	\$45,926.40	\$100,235.20	002	002	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
19021	Chief Construction Insp*U1	002	155	\$22.080	\$48.190	\$45,926.40	\$100,235.20	001	001	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
19025	Chief Construction Insp*U7	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
10200	Chief Counsel (NC)	018	916	\$79.500	\$103.350	\$165,360.00	\$214,968.00	010	008																
19140	Chief Drafting Technician	001	054	\$21.550	\$47.040	\$44,824.00	\$97,843.20	007	007	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800
19250	Chief Engineering Tech	006	354	\$21.550	\$47.040	\$44,824.00	\$97,843.20	003	003	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800
19251	Chief Engineering Tech*U7	001	054	\$21.550	\$47.040	\$44,824.00	\$97,843.20	007	007	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800
12300	Chief Financial Officer (NC)	018	928	\$104.940	\$136.420	\$218,275.20	\$283,753.60	010	008																
09920	Chief Information Officer(NC)	018	928	\$104.940	\$136.420	\$218,275.20	\$283,753.60	010	008																
19190	Chief Materials Plant Insp	004	246	\$17.740	\$38.710	\$36,899.20	\$80,516.80	002	002	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860
19180	Chief Materials Technician	004	242	\$16.080	\$35.110	\$33,446.40	\$73,028.80	002	002	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440
10590	Chief Presiding Judge (NC)	018	980	\$122.760	\$122.760	\$255,340.00	\$255,340.00	010	008																
06220	Chief Sustainability Off (NC)	018	914	\$72.270	\$93.950	\$150,321.60	\$195,416.00	010	008																
51220	Chief Water Quality Inspector	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
42100	City Archaeologist	001	067	\$29.590	\$64.580	\$61,547.20	\$134,326.40	007	007	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	
10190	City Attorney (NC)	018	929	\$102.080	\$142.920	\$212,326.40	\$297,273.60	010	008																
03740	City Auditor (NC)	018	922	\$78.840	\$103.350	\$163,987.20	\$213,200.00	010	008																
12240	City Clerk (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																
20280	City Engineer (NC)	018	916	\$79.500	\$103.350																				

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Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
80220	Custodial Supervisor II	001	041	\$15,700	\$34,250	\$32,656.00	\$71,240.00	007	007	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
80090	Custodial Worker I	002	127	\$15,700	\$24,330	\$32,656.00	\$50,606.40	001	001								\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330
80091	Custodial Worker I* U2	004	227	\$15,700	\$24,330	\$32,656.00	\$50,606.40	002	002								\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330
80120	Custodial Worker II	004	231	\$15,700	\$26,830	\$32,656.00	\$55,806.40	002	002								\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330
80121	Custodial Worker II*Window	004	233	\$15,700	\$28,180	\$32,656.00	\$58,614.40	002	002								\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330
01080	Customer Service Clerk	006	331	\$15,700	\$26,830	\$32,656.00	\$55,806.40	003	003								\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330
01083	Customer Service Clerk* Lead-U7	001	041	\$15,700	\$34,250	\$32,656.00	\$71,240.00	007	007	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
01085	Customer Service Clerk* Plans	006	337	\$15,700	\$31,070	\$32,656.00	\$64,625.60	003	003								\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950
09260	Data Control Specialist	003	334	\$16,080	\$28,870	\$33,446.40	\$60,049.60	003	003								\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950
05490	Department Budget Supervisor	001	066	\$28,870	\$63,040	\$60,049.60	\$131,123.20	007	007	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180	\$60,040	\$63,040
25200	Deputy Aviation Dir	013	848	\$67,260	\$94,740	\$139,900.80	\$197,059.20	009	008																	
05350	Deputy Budget & Research Dir	013	846	\$65,180	\$86,130	\$135,574.40	\$179,150.40	009	008																	
09960	Deputy Chief Information Off	013	848	\$67,260	\$94,740	\$139,900.80	\$197,059.20	009	008																	
03720	Deputy City Auditor	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
12230	Deputy City Clerk	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
06080	Deputy City Manager (NC)	018	933	\$124,080	\$173,360	\$258,086.40	\$360,588.80	010	008																	
10221	Deputy City Pros (NC)* Cnf Asst	018	914	\$72,270	\$93,950	\$150,321.60	\$195,416.00	010	008																	
10220	Deputy City Prosecutor (NC)	013	848	\$67,260	\$94,740	\$139,900.80	\$197,059.20	009	008																	
27600	Deputy Convention Center Dir	013	844	\$61,010	\$82,900	\$126,900.80	\$172,432.00	009	008																	
27480	Deputy Economic Dev Director	013	844	\$61,010	\$82,900	\$126,900.80	\$172,432.00	009	008																	
06770	Deputy Equal Opportunity Dir	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
12270	Deputy Finance Director	013	848	\$67,260	\$94,740	\$139,900.80	\$197,059.20	009	008																	
12770	Deputy Housing Director	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
05400	Deputy Human Resources Dir	013	846	\$65,180	\$86,130	\$135,574.40	\$179,150.40	009	008																	
07790	Deputy Human Services Director	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
30260	Deputy Library Director	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
18510	Deputy Neighborhood Svcs Dir	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
41660	Deputy Parks & Rec Director	013	844	\$61,010	\$82,900	\$126,900.80	\$172,432.00	009	008																	
60390	Deputy Planning & Dev Dir	013	844	\$61,010	\$82,900	\$126,900.80	\$172,432.00	009	008																	
06410	Deputy Public Info Director	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
17880	Deputy Public Transit Director	013	842	\$57,670	\$78,950	\$119,953.60	\$164,216.00	009	008																	
74810	Deputy Public Works Director	013	844	\$61,010	\$82,900	\$126,900.80	\$172,432.00	009	008																	
21260	Deputy Street Transp Director	013	844	\$61,010	\$82,900	\$126,900.80	\$172,432.00	009	008																	
51440	Deputy Water Services Director	013	848	\$67,260	\$94,740	\$139,900.80	\$197,059.20	009	008																	
01880	Desktop Publisher	006	339	\$15,700	\$32,620	\$32,656.00	\$67,849.60	003	003																	
62130	Detention Officer	006	347	\$18,160	\$39,650	\$37,772.80	\$82,472.00	003	003	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	
62120	Detention Officer Trainee (NC)	006	338	\$16,080	\$31,840	\$33,446.40	\$66,227.20	003	003																	
62150	Detention Supervisor	001	057	\$23,180	\$50,600	\$48,214.40	\$105,248.00	007	007	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	
07180	Dietitian	001	049	\$19,060	\$41,630	\$39,644.80	\$86,590.40	007	007	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
08810	Economic Dev Executive Officer	018	908	\$72,870	\$94,740	\$151,569.60	\$197,059.20	010	008																	
08750	Economic Development Prog Mgr	001	069	\$31,070	\$67,810	\$64,625.60	\$141,044.80	007	007	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	
08830	Economic Development Spec	001	059	\$24,330	\$53,130	\$50,606.40	\$110,510.40	007	007	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	
12011	Electrons Coord* Citizen Supprt	001	067	\$29,590	\$64,580	\$61,547.20	\$134,326.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	
12010	Electrons Coordinator	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	
12000	Electrons/Annexation Aide	006	359	\$15,700	\$32,620	\$32,656.00	\$67,849.60	003	003																	
11990	Electrons/Annexation Spec I	006	351	\$20,030	\$43,710	\$41,662.40	\$90,916.80	003	003	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	
11980	Electrons/Annexation Spec II	001	057	\$23,180	\$50,600	\$48,214.40	\$105,248.00	007	007	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	
74160	Electrical Facilities Supv	001	065	\$28,180	\$61,510	\$58,614.40	\$127,946.80	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	
60220	Electrical Insp Field Supv	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	
60231	Electrical Insp II* Ind/PR	006	359	\$24,330	\$53,130	\$50,606.40	\$110,510.40	003	003	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	
60210	Electrical Inspector I	006	349	\$19,060	\$41,630	\$39,644.80	\$86,590.40	003	003	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	
60230	Electrical Inspector II	006	355	\$22,080	\$48,190	\$45,926.40	\$100,235.20	003	003	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	
74140	Electrical Maint Crew Chief	001	061	\$25,560	\$55,790	\$53,164.80	\$116,043.20	007	007	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	
23520	Electrical Plans Engineer	001	069	\$31,070	\$67,810	\$64,625.60	\$141,044.80	007	007	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580	
60100	Electrical Plans Examiner I	006	355																							

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
74090	Electrician Helper	004	238	\$16,080	\$33,840	\$33,446.40	\$66,227.20	002	002		\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840
74121	Electrician* Lead	004	259	\$24,330	\$53,130	\$50,606.40	\$110,510.40	002	002	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600
74200	Electronic Systems Specialist	004	254	\$21,550	\$47,040	\$44,824.00	\$97,843.20	002	002	\$21,550	\$22,630	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,460	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040
60340	Elevator Insp Field Supv	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790
60330	Elevator Inspector I	006	349	\$19,060	\$41,630	\$39,644.80	\$86,590.40	003	003	\$19,060	\$20,030	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
60320	Elevator Inspector II	006	355	\$22,080	\$48,190	\$45,926.40	\$100,235.20	003	003	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900
06190	Emergency Management Coord	013	832	\$50,540	\$65,700	\$105,123.20	\$136,656.00	009	008																
61520	Emergency Management Director	018	908	\$72,870	\$94,740	\$151,569.60	\$197,059.20	010	008	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870
20320	Energy Management Engineer	001	060	\$24,950	\$54,460	\$51,896.00	\$113,276.80	007	007	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870
74780	Energy Management Specialist	001	060	\$24,950	\$54,460	\$51,896.00	\$113,276.80	007	007	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870
74780	Energy Management Supt	001	067	\$29,590	\$64,580	\$61,547.20	\$134,326.40	009	007	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510
21150	Engineering Manager	013	834	\$52,940	\$68,830	\$110,115.20	\$143,166.40	009	008																
20240	Engineering Supervisor	001	071	\$32,620	\$71,200	\$67,849.60	\$148,096.00	007	007	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580	\$67,810
70750	Equal Opportunity Progrms Asst	006	340	\$16,080	\$33,440	\$45,926.40	\$100,235.20	003	003	\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440
19230	Engineering Tech**Traffic Count	006	340	\$16,080	\$33,440	\$45,926.40	\$100,235.20	003	003	\$16,080	\$16,880	\$17,740	\$18,610	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440
09890	Enterprise Technology Manager	013	834	\$52,940	\$68,830	\$110,115.20	\$143,166.40	009	008																
50330	Environ Health & Safety Spec	004	253	\$21,020	\$45,900	\$43,721.60	\$95,472.00	002	002	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710
23030	Environmental Program Mgr	001	069	\$31,070	\$67,810	\$64,625.60	\$141,044.80	007	007	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580
51300	Environmental Programs Admr	018	912	\$65,700	\$85,410	\$136,656.00	\$177,652.80	010	008																
51520	Environmental Quality Spec	001	059	\$24,330	\$53,130	\$50,606.40	\$110,510.40	007	007	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600
06790	Equal Opportunity Dir (NC)	018	922	\$78,840	\$102,500	\$163,987.20	\$213,200.00	010	008																
70750	Equal Opportunity Progrms Asst	001	055	\$22,080	\$48,190	\$45,926.40	\$100,235.20	007	007	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900
07042	Equal Opportunity Spec**Lead	001	062	\$26,200	\$57,180	\$54,496.00	\$118,934.40	007	007	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460
07040	Equal Opportunity Specialist	001	057	\$23,180	\$50,600	\$48,214.40	\$105,248.00	007	007	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190
73190	Equipment Analyst	001	059	\$24,330	\$53,130	\$50,606.40	\$110,510.40	007	007	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600
73170	Equipment Control Specialist	006	347	\$18,160	\$39,650	\$37,772.80	\$82,472.00	003	003	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770
73230	Equipment Fabrication Foreman	001	057	\$23,180	\$50,600	\$48,214.40	\$105,248.00	007	007	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190
73360	Equipment Maintenance Supt	001	064	\$27,510	\$60,040	\$57,220.80	\$124,883.20	007	007	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180
73270	Equipment Maintenance Supv	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790
72010	Equipment Op I	002	135	\$15,700	\$29,590	\$32,656.00	\$61,547.20	001	001																
72012	Equipment Op I*U2	004	235	\$15,700	\$29,590	\$32,656.00	\$61,547.20	002	002																
72020	Equipment Op II	002	139	\$15,700	\$32,620	\$32,656.00	\$67,849.60	001	001	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620
72022	Equipment Op II* Gangmower Op	002	141	\$15,700	\$34,250	\$32,656.00	\$71,240.00	001	001	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620
72021	Equipment Op II*U2	004	239	\$15,700	\$32,620	\$32,656.00	\$67,849.60	002	002																
72030	Equipment Op III	002	143	\$16,470	\$35,960	\$34,257.60	\$74,796.80	001	001	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
72034	Equipment Op III*Appt Striper	004	245	\$17,310	\$37,770	\$36,004.80	\$78,561.60	001	001	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
72031	Equipment Op III*Asphalt	002	145	\$17,310	\$37,770	\$36,004.80	\$78,561.60	001	001	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
72036	Equipment Op III*Concrete	002	145	\$17,310	\$37,770	\$36,004.80	\$78,561.60	001	001	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
72032	Equipment Op III*Lead Striper	002	145	\$17,310	\$37,770	\$36,004.80	\$78,561.60	001	001	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
72033	Equipment Op III*U2	004	243	\$16,470	\$35,960	\$34,257.60	\$74,796.80	002	002	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
72110	Equipment Op IV	002	149	\$19,060	\$41,630	\$39,644.80	\$86,590.40	001	001	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650
72112	Equipment Op IV*Fuel Distrib	004	251	\$20,030	\$43,710	\$41,662.40	\$90,916.80	002	002	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
72111	Equipment Op IV*U2	004	249	\$19,060	\$41,630	\$39,644.80	\$86,590.40	002	002	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650
73120	Equipment Repair Spec	004	253	\$21,020	\$45,900	\$43,721.60	\$95,472.00	002	002	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710
73060	Equipment Service Wkr I	004	233	\$15,700	\$28,180	\$32,656.00	\$61,547.20	002	002																
73070	Equipment Service Wkr II	004	241	\$15,700	\$34,250	\$32,656.00	\$71,240.00	002	002																
73030	Equipment Services Aide	006	334	\$16,080	\$28,870	\$33,446.40	\$60,049.60	003	003																
73200	Equipment Shop Foreman	001	057	\$23,180	\$50,600	\$48,214.40	\$																		

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Ben Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
80130	Facilities Projects Planner	004	259	\$24.330	\$53.130	\$50,606.40	\$110,510.40	002	002	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	
80150	Facilities Service Coordinator	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
80141	Facility Contr Compl Spec*Ld	001	054	\$21.550	\$47.040	\$44,824.00	\$97,843.20	007	007	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040
80140	Facility Contract Compl Spec	006	350	\$19.550	\$42.670	\$40,664.00	\$88,753.60	003	003	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670
27530	Facility Coordinator	001	061	\$25.560	\$55.790	\$53,164.80	\$116,043.20	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
12370	Finance Director	018	926	\$95.390	\$124.020	\$198,411.20	\$257,961.60	010	008																	
04341	Finance Procurement Ofcr*Lead	001	066	\$28.870	\$63.040	\$60,049.60	\$131,123.20	007	007	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040	\$63.040
04340	Finance Procurement Officer	001	064	\$27.510	\$60.040	\$57,220.80	\$124,883.20	007	007	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040
12400	Finance Supervisor	001	065	\$28.180	\$61.510	\$58,614.40	\$127,940.80	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
01220	Fingerprint Technician	006	339	\$15.700	\$32.620	\$32,656.00	\$67,849.60	003	003																	
01221	Fingerprint Technician*Lead	006	343	\$16.470	\$33.960	\$34,257.60	\$74,796.80	003	003	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
61000	Fire 911 Administrator	001	836	\$67.670	\$78.990	\$119,953.60	\$164,216.00	009	008																	
61510	Fire Administrator	013	846	\$65.180	\$86.130	\$135,574.40	\$179,150.40	009	008																	
61374	Fire Batt Chf* Asst Chief	025	950	\$77.840	\$101.180	\$161,907.20	\$210,454.40	019	008																	
61373	Fire Batt Chf*Deputy	024	854	\$75.890	\$98.640	\$157,851.20	\$205,171.20	017	008																	
61371	Fire Batt Chf*Division	024	852	\$67.680	\$87.970	\$140,774.40	\$182,977.60	017	008																	
61375	Fire Batt Chf*Exec Asst Chief	025	952	\$82.050	\$106.660	\$170,664.00	\$221,852.80	019	008																	
61376	Fire Batt Chief*DepChfShftCmndr	014	854	\$46.197	\$70.466	\$157,821.66	\$205,196.99	017	008																	
61370	Fire Battalion Chief 56hr	014	851	\$46.928	\$61.004	\$136,654.34	\$177,643.65	017	008																	
61040	Fire Captain 56hr	008	559	\$17.382	\$37.950	\$50,616.38	\$110,510.40	005	005	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950
6104B	Fire Captain 56hr*HMT&TRT	008	563	\$19.169	\$41.846	\$55,820.13	\$121,855.55	005	005	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950	\$39.847	\$41.846
6104E	Fire Captain 56hr*HMT&TRT/Para	008	567	\$21.131	\$46.130	\$51,533.47	\$134,330.56	005	005	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950	\$39.847	\$41.846	\$43.933	\$46.130
6104C	Fire Captain 56hr*Para	008	563	\$19.169	\$41.846	\$55,820.13	\$121,855.55	005	005	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950	\$39.847	\$41.846
6104A	Fire Captain 56hr*SO	008	561	\$18.254	\$39.847	\$53,155.65	\$116,034.46	005	005	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950	\$39.847
6104D	Fire Captain 56hr*SO/Para	008	565	\$20.129	\$43.933	\$58,615.65	\$127,932.90	005	005	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950	\$39.847	\$41.846	\$43.933
6104F	Fire Captain 40hr	009	563	\$26.830	\$58.584	\$55,806.40	\$121,854.72	005	005	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.599	\$53.131	\$55.786	\$58.584
6104H	Fire Captain*40hr HMT&TRT	009	567	\$29.590	\$64.581	\$61,547.20	\$134,328.48	005	005	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.599	\$53.131	\$55.786	\$58.584	\$61.506	\$64.581
6104I	Fire Captain*40hr Para	009	567	\$29.590	\$64.581	\$61,547.20	\$134,328.48	005	005	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.599	\$53.131	\$55.786	\$58.584	\$61.506	\$64.581
6104G	Fire Captain*40hr SO	009	565	\$28.180	\$61.506	\$58,614.40	\$127,932.48	005	005	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.599	\$53.131	\$55.786	\$58.584	\$61.506
6104J	Fire Captain*40hr SO/Para	009	569	\$31.070	\$64.625	\$61,044.80	\$141,044.80	005	005	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.599	\$53.131	\$55.786	\$58.584	\$61.506	\$64.581	\$67.810
61590	Fire Chief (NC)	025	956	\$104.470	\$135.810	\$217,297.60	\$282,484.80	019	008																	
61500	Fire Chief of Staff	018	908	\$72.870	\$94.740	\$151,569.60	\$197,059.20	010	008																	
01900	Fire Comm Shift Supervisor	001	061	\$25.560	\$55.790	\$53,164.80	\$116,043.20	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
01850	Fire Communications Supervisor	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
01820	Fire Emergency Dispatcher	006	349	\$19.060	\$41.630	\$39,644.80	\$86,590.40	003	003	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630
01822	Fire Emergency Dispatcher*Lead	006	351	\$20.030	\$43.710	\$41,662.40	\$90,916.80	003	003	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
61020	Fire Engineer 56hr	008	555	\$15.772	\$34.422	\$45,928.06	\$101,236.86	005	005	\$15.772	\$16.555	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422
6102E	Fire Engineer 56hr HMT&TRT/Par	008	563	\$19.169	\$41.846	\$55,820.13	\$121,855.55	005	005	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950	\$39.847	\$41.846
6102B	Fire Engineer 56hr*HMT&TRT	008	559	\$17.382	\$37.950	\$50,616.38	\$110,510.40	005	005	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950
6102C	Fire Engineer 56hr*Para	008	559	\$17.382	\$37.950	\$50,616.38	\$110,510.40	005	005	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950
6102A	Fire Engineer 56hr*SO	008	557	\$16.555	\$36.142	\$48,208.16	\$105,245.50	005	005	\$16.555	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142
6102D	Fire Engineer 56hr*SO/Para	008	561	\$18.254	\$39.847	\$53,155.65	\$116,034.46	005	005	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.323	\$29.735	\$31.221	\$32.782	\$34.422	\$36.142	\$37.950	\$39.847
6102F	Fire Engineer*40hr	009	559	\$24.330	\$53.131	\$50,606.40	\$110,512.48	005	005	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.651	\$41.629	\$43.710	\$45.894	\$48.190	\$50.599	\$53.131
6102H	Fire Engineer*40hr HMT&TRT	009	563	\$26.830	\$58.584	\$55,806.40	\$121,854.72	005	005	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.894	\$48.190	\$50.599	\$53.131	\$55.786	\$58.584
6102G	Fire Engineer*40hr SO	009	561	\$25.560	\$55.786	\$53,164.80	\$116,034.88	005	005	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.629	\$43.710	\$45.894	\$48.190	\$50.599	\$53.131	\$55.786
6102J	Fire Engineer*40hr SO/Para	009	565	\$28.180	\$61.506	\$58,614.40	\$127,932.48	005	005	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630								

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Job Title	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
23630	Fire Protection Engineer		007	007	\$28.870	\$60,049.60	\$131,123.20	007	007	\$28.870	\$31.840	\$33.440	\$35.110	\$36.880	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040	\$63.040
23633	Fire Protection Engineer*Lead		001	066	\$28.870	\$63.040		007	007	\$30.320	\$31.840	\$33.440	\$35.110	\$36.880	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040	\$66.200
6101E	Firefighter 56 hr*HMT&TRT/Para		008	553	\$15.018	\$32.782	\$43,732.42	005	005	\$15.018	\$15.772	\$16.555	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.300	\$24.463	\$25.686	\$26.974	\$28.322	\$29.735	\$31.221
61010	Firefighter 56hr		008	545	\$12.359	\$26.974	\$35,989.41	005	005	\$12.359	\$12.975	\$13.620	\$14.307	\$15.018	\$15.772	\$16.555	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.299	\$24.463	\$25.686
6101B	Firefighter 56hr*HMT&TRT		008	549	\$13.620	\$29.735	\$39,661.44	005	005	\$13.620	\$14.307	\$15.018	\$15.772	\$16.555	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.299	\$24.463	\$25.686	\$26.974	\$28.322
6101C	Firefighter 56hr*Para		008	549	\$13.620	\$29.735	\$39,661.44	005	005	\$13.620	\$14.307	\$15.018	\$15.772	\$16.555	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.299	\$24.463	\$25.686	\$26.974	\$28.322
6101A	Firefighter 56hr*SO		008	547	\$12.975	\$28.322	\$37,783.20	005	005	\$12.975	\$13.620	\$14.307	\$15.018	\$15.772	\$16.555	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.299	\$24.463	\$25.686	\$26.974
6101D	Firefighter 56hr*SO/Para		008	551	\$14.307	\$31.221	\$41,661.98	005	005	\$14.307	\$15.018	\$15.772	\$16.555	\$17.382	\$18.254	\$19.169	\$20.129	\$21.131	\$22.193	\$23.299	\$24.463	\$25.686	\$26.974	\$28.322	\$29.735
61000	Firefighter Trainee (NC)		006	321	\$15.700	\$21.020	\$32,656.00	003	003									\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.000
6101F	Firefighter*40hr		009	549	\$19.060	\$41.629	\$39,644.80	005	005	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.619	\$34.249	\$35.961	\$37.765	\$39.651
6101H	Firefighter*40hr HMT&TRT		009	553	\$21.020	\$45.894	\$43,712.40	005	005	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.249	\$35.961	\$37.765	\$39.651	\$41.629	\$43.710
6101K	Firefighter*40hr HMT&TRT/Para		009	557	\$23.180	\$50.599	\$48,214.40	005	005	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.765	\$39.651	\$41.629	\$43.710	\$45.894	\$48.190
6101I	Firefighter*40hr Para		009	553	\$21.020	\$45.894	\$43,712.40	005	005	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.249	\$35.961	\$37.765	\$39.651	\$41.629	\$43.710
6101G	Firefighter*40hr SO		009	551	\$20.030	\$43.710	\$41,662.40	005	005	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.619	\$34.249	\$35.961	\$37.765	\$39.651	\$41.629
6101J	Firefighter*40hr SO/Para		009	555	\$22.080	\$48.190	\$45,926.40	005	005	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.961	\$37.765	\$39.651	\$41.629	\$43.710	\$45.894
6101L	Firefighter*Recruit (NC)		009	528	\$16.080	\$24.950	\$33,446.40	005	005									\$16.080	\$17.740	\$19.550	\$21.550	\$23.620	\$25.760	\$27.930	\$30.120
05500	Fiscal Manager		001	071	\$32.620	\$71.200	\$67,849.60	007	007	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
62320	Forensic Photo Spec		006	347	\$18.160	\$39.650	\$37,772.80	003	003	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
62321	Forensic Photo Spec*Id		006	349	\$18.160	\$39.650	\$39,644.80	003	003	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
62950	Forensic Science Section Supv		001	071	\$32.620	\$71.200	\$67,849.60	007	007	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
62910	Forensic Scientist I (NC)		006	353	\$21.020	\$45.900	\$43,721.60	003	003	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
62920	Forensic Scientist II		001	057	\$23.180	\$50.600	\$48,214.40	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
62930	Forensic Scientist III		001	063	\$26.830	\$58.580	\$55,806.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
62940	Forensic Scientist IV		001	069	\$31.070	\$67.810	\$64,625.60	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580
62941	Forensic Scientist IV**TechLead		001	071	\$32.620	\$71.200	\$67,849.60	007	007	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
10240	Forensic Toxicology Expert(NC)		013	834	\$52.940	\$68.830	\$110,115.20	009	008																
73260	Fuel Management Specialist		001	049	\$19.060	\$41.630	\$39,644.80	007	007	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
73420	Fuel System Support Technician		004	245	\$17.310	\$37.770	\$36,004.80	002	002	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
40080	Gardener		002	138	\$16.080	\$31.840	\$33,446.40	001	001																
40082	Gardener**Sprinkler System		002	139	\$15.700	\$32.620	\$32,656.00	001	001																
40083	Gardener*U2		004	238	\$16.080	\$31.840	\$33,446.40	001	001																
00010	General Apprentice-U1 (NC)		100	190	\$16.540	\$38.580	\$34,403.20	001	001																
00020	General Apprentice-U2 (NC)		200	290	\$16.520	\$38.540	\$34,361.60	002	002																
00030	General Apprentice-U3 (NC)		300	390	\$16.460	\$38.420	\$34,236.80	003	003																
00070	General Apprentice-U7 (NC)		700	090	\$16.460	\$38.420	\$34,236.80	007	007																
60040	General Insp Field Supv		001	063	\$26.830	\$58.580	\$55,806.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
60030	General Inspector I		006	349	\$19.060	\$41.630	\$39,644.80	003	003	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
60160	General Inspector II		006	355	\$22.080	\$48.190	\$45,926.40	003	003	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
09880	GIS Coordinator		001	057	\$23.180	\$50.600	\$48,214.40	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
09850	GIS Technician		006	353	\$21.020	\$45.900	\$43,721.60	003	003	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
40550	Golf Course Supervisor		001	063	\$26.830	\$58.580	\$55,806.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
40551	Golf Course Supervisor*Lead		001	065	\$28.180	\$61.510	\$58,614.40	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
40060	Groundskeeper		002	132	\$15.980	\$27.510	\$33,238.40	001	001																
40570	Head Golf Professional		001	065	\$28.180	\$61.510	\$58,614.40	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
40571	Head Golf Professional*Lead		001	067	\$29.590	\$64.580	\$61,547.20	007	007	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
07630	Head Start Area Supervisor		001	061	\$25.560	\$55.790	\$53,164.80	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
07670	Head Start Education Spec		001	055	\$22.080	\$48.190	\$45,926.40	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
07640	Head Start Educator		001	043	\$16.470	\$35.960	\$34,257.60	007	007	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
07642	Head Start Educator*Prog Asst		001	047	\$18.160	\$39.650	\$37,772.80	007	007	\$18.160	\$19.060	\$2													

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
08680	Housing Development Manager	001	069	\$57,810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810	
08730	Housing Development Specialist	001	057	\$23.180	\$50.610	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
08760	Housing Director (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																	
08470	Housing Investigator	001	046	\$17.740	\$38.710	\$36,899.20	\$80,516.80	007	007	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710
08740	Housing Manager	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
08520	Housing Program Assistant	001	048	\$18.610	\$40.630	\$38,708.80	\$84,510.40	007	007	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630
08520	Housing Program Assistant	001	044	\$16.880	\$36.860	\$35,110.40	\$76,668.80	007	007	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860
01910	Housing Program Representative	006	340	\$16.080	\$33.440	\$33,446.40	\$69,555.20	003	003	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	
08170	Housing Rehabilitation Spec	006	351	\$20.030	\$43.710	\$41,662.40	\$90,916.80	003	003	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
08420	Housing Rehabilitation Supv	001	057	\$23.180	\$50.600	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
08530	Housing Supervisor	001	057	\$23.180	\$50.600	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
05020	Human Resources Aide	012	745	\$17.310	\$37.770	\$36,004.80	\$78,561.60	008	008	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
05022	Human Resources Aide* Court	012	745	\$17.310	\$37.770	\$36,004.80	\$78,561.60	008	008	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
05021	Human Resources Aide* U7	001	045	\$17.310	\$37.770	\$36,004.80	\$78,561.60	007	008	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
05110	Human Resources Analyst	001	049	\$19.060	\$41.630	\$39,644.80	\$86,590.40	007	008	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630
05111	Human Resources Analyst* Court	001	049	\$19.060	\$41.630	\$39,644.80	\$86,590.40	007	008	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630
01410	Human Resources Clerk	012	733	\$15.700	\$28.180	\$32,656.00	\$58,614.40	008	008																	
05190	Human Resources Director (NC)	018	926	\$95.390	\$124.020	\$198,411.20	\$257,961.60	010	008																	
05220	Human Resources Officer	001	066	\$28.870	\$63.040	\$60,049.60	\$131,123.20	007	008	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040	\$63.040
05221	Human Resources Officer* Court	001	066	\$28.870	\$63.040	\$60,049.60	\$131,123.20	007	008	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040	\$63.040
07130	Human Resources Supervisor	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	008	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
07130	Human Resources Supervisor	001	062	\$26.200	\$57.180	\$54,496.00	\$118,934.40	007	007	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180
07990	Human Services Director (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																	
07900	Human Services Program Coord	001	067	\$29.590	\$64.580	\$61,547.20	\$134,326.40	007	007	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580
20200	Hydrologist	001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
04990	Industrial Hygienist	001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
50430	Industrial Maintenance Mech	004	256	\$22.630	\$49.400	\$47,070.40	\$102,752.00	002	002	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
09650	Info Tech Analyst/Prg I	001	054	\$21.550	\$47.040	\$44,824.00	\$97,843.20	007	007	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040
09660	Info Tech Analyst/Prg II	001	060	\$24.950	\$54.460	\$51,896.00	\$113,276.80	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460
09670	Info Tech Analyst/Prg III	001	064	\$27.510	\$60.040	\$57,220.80	\$124,883.20	007	007	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040
09440	Info Tech Project Manager	001	071	\$32.620	\$71.200	\$67,849.60	\$148,096.00	007	007	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810	\$71.200
09840	Info Tech Service Specialist	001	054	\$21.550	\$47.040	\$44,824.00	\$97,843.20	007	007	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040
09320	Info Tech Supervisor	001	057	\$23.180	\$50.600	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
09560	Information Tech Systems Spec	001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
19060	Instrument Technician	004	246	\$17.740	\$38.710	\$36,899.20	\$80,516.80	002	002	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710
51130	Instrumentation & Cont Spec	004	255	\$22.080	\$48.190	\$45,926.40	\$100,235.20	002	002	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
51131	Instrumentation & Cont Spec* Id	004	259	\$24.330	\$45.900	\$50,606.40	\$110,510.40	002	002	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
06230	Intergovern Affairs Coord (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																	
03330	Internal Auditor	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
01590	Inventory Control Specialist	001	043	\$16.470	\$35.960	\$34,257.60	\$74,796.80	007	007	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
01680	Inventory Management Coord	001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
03390	Investment and Debt Manager	001	073	\$34.250	\$74.760	\$71,240.00	\$155,500.80	007	007	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810	\$71.200	\$74.760
03200	Investment Manager	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
06610	Labor Compliance Specialist	012	753	\$21.020	\$43.710	\$43,721.60	\$95,472.00	008	008	\$21.020	\$22.080															

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Job Title	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
09830	Lead Business Systems Analyst	001	065	\$28.180	\$64.510	\$58,614.40	\$127,940.80	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
09580	Lead Info Tech Systems Spec	001	073	\$34.250	\$74.760	\$71,240.00	\$155,500.80	007	007	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810	\$71.200	\$74.760
09780	Lead User Technology Spec	001	064	\$27.510	\$60.040	\$57,220.80	\$124,883.20	007	007	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040
10030	Legal Assistant	006	347	\$18.160	\$39.650	\$37,772.80	\$82,472.00	003	003	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
10040	Legal Assistant Supervisor	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
01020	Legal Secretary	006	343	\$16.470	\$35.960	\$34,250.40	\$74,796.80	003	003	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
01023	Legal Secretary*Lead	001	047	\$18.160	\$39.650	\$37,772.80	\$82,472.00	007	007	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
01024	Legal Secretary*PERB (NC)	001	047	\$18.160	\$39.650	\$37,772.80	\$82,472.00	007	008	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
01022	Legal Secretary*U8	012	743	\$16.470	\$35.960	\$34,250.40	\$74,796.80	008	008	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
30210	Librarian I	001	053	\$21.020	\$45.900	\$43,721.60	\$95,472.00	007	007	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
30220	Librarian II	001	057	\$23.180	\$50.610	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
30230	Librarian III	001	065	\$28.180	\$61.510	\$58,614.40	\$127,940.80	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
30300	Librarian IV	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
30200	Library Assistant	001	039	\$15.700	\$32.620	\$32,656.00	\$67,849.60	007	007	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
01550	Library Circulation Attnd I	006	327	\$15.700	\$24.330	\$32,656.00	\$50,606.40	003	003						\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830
01560	Library Circulation Attnd II	006	331	\$15.700	\$28.830	\$32,656.00	\$55,806.40	003	003						\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830
01570	Library Circulation Attnd III	001	049	\$19.060	\$41.630	\$39,644.80	\$86,590.40	007	007	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630
01510	Library Clerk I	006	323	\$15.700	\$22.080	\$32,656.00	\$45,926.40	003	003									\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180
01512	Library Clerk I*Extension Svcs	006	325	\$15.700	\$23.180	\$32,656.00	\$48,214.40	003	003									\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180
01520	Library Clerk II	006	327	\$15.700	\$24.330	\$32,656.00	\$50,606.40	003	003									\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180
01580	Library Page	006	323	\$15.700	\$22.080	\$32,656.00	\$45,926.40	003	003									\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180
018	Library Services Director (NC)	018	922	\$78.840	\$102.580	\$163,987.20	\$213,200.00	010	008																	
01540	Library Support Services Supv	001	051	\$20.030	\$43.710	\$41,662.40	\$90,916.80	007	007	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
30120	Library Technical Assistant	006	335	\$15.700	\$29.590	\$32,656.00	\$61,547.20	003	003				\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590
03600	License Inspector	006	343	\$16.470	\$35.960	\$34,257.60	\$74,796.80	003	003	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
41010	Lifeguard	017	529	\$15.310	\$28.930	\$31,844.80	\$51,854.40	999	003						\$15.310	\$16.070	\$16.880	\$17.720	\$18.560	\$19.400	\$20.240	\$21.080	\$21.920	\$22.760	\$23.600	\$24.440
17860	Light Rail Administrator (NC)	018	912	\$65.700	\$85.410	\$136,656.00	\$177,652.80	010	008																	
74900	Locksmith	004	243	\$16.470	\$35.960	\$34,257.60	\$74,796.80	002	002	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
74250	Machinist	004	251	\$20.030	\$43.710	\$41,662.40	\$90,916.80	002	002	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
00190	Mail Service Supervisor	001	041	\$15.700	\$34.250	\$32,656.00	\$71,240.00	007	007	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
00180	Mail Service Worker	002	135	\$15.700	\$29.590	\$32,656.00	\$61,547.20	001	001				\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590
50440	Maintenance Planner/Scheduler	004	256	\$22.630	\$49.400	\$47,070.40	\$102,752.00	002	002	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
05310	Management Asst I	001	057	\$23.180	\$50.600	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
05320	Management Asst II	001	062	\$26.200	\$57.180	\$54,496.00	\$119,934.40	007	007	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180
05323	Management Asst II*CMO	001	065	\$28.180	\$61.510	\$58,614.40	\$127,940.80	007	008	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
05330	Management Asst III	013	830	\$48.340	\$62.850	\$100,547.20	\$130,728.00	009	008																	
05332	Management Asst III*PBS	013	832	\$50.540	\$65.700	\$105,123.20	\$136,656.00	009	008																	
05300	Management Intern (NC)	001	047	\$18.160	\$39.650	\$37,772.80	\$82,472.00	007	007	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
05360	Management Services Adm	013	836	\$57.670	\$78.950	\$119,953.60	\$164,216.00	009	008																	
19200	Materials Supervisor	001	053	\$21.020	\$45.900	\$43,721.60	\$95,472.00	007	007	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
19160	Materials Technician	004	232	\$15.980	\$27.510	\$33,238.40	\$57,220.80	002	002						\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510
90010	Mayor	016	998	\$49.923	\$49.923	\$103,840.00	\$103,840.00	011	008																	
06350	Mayor's Assistant (NC)	023	C22	\$40.760	\$65.700	\$84,780.80	\$136,656.00	007	008																	
20150	Mechanical Engineer	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
23530	Mechanical Plans Engineer	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
60080	Mechanical Plans Examiner I	006	355	\$22.080	\$48.190	\$45,926.40	\$100,235.20	003	003	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180</											

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
10050	Municipal Court Hrng Off (NC)	013	860	\$68.140	\$68.140	\$141,731.20	\$141,731.20	009	008																
10640	Municipal Court Info Sys Off	018	908	\$72.870	\$94.740	\$151,569.60	\$197,059.20	010	008																
80050	Municipal Security Guard	006	340	\$16.080	\$33.440	\$33,446.40	\$69,555.20	003	003																
42020	Museum Administrator	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440
42010	Museum Aide	006	341	\$15.700	\$34.250	\$32,656.00	\$71,240.00	003	003	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620
42060	Museum Assistant	001	051	\$20.030	\$40.720	\$41,662.40	\$90,916.80	007	007	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630
42050	Museum Curator	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
60630	Neighborhood Maint Tech I	006	337	\$15.700	\$31.070	\$32,656.00	\$64,625.60	003	003	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620
60640	Neighborhood Maint Tech II	006	343	\$16.470	\$33.960	\$34,257.60	\$74,796.80	003	003	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
60671	Neighborhood Preserv Insp*Lead	006	355	\$22.080	\$48.190	\$45,926.40	\$100,235.20	003	003	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
60670	Neighborhood Preserv Inspector	006	353	\$21.020	\$45.900	\$43,721.60	\$95,472.00	003	003	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
60680	Neighborhood Preservation Supv	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
18500	Neighborhood Services Dir (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																
18530	Neighborhood Specialist	001	061	\$25.560	\$55.790	\$53,164.80	\$116,043.20	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
06810	OAT Attorney (NC)	013	826	\$62.460	\$87.460	\$129,916.80	\$181,916.80	009	008																
06820	OAT Deputy Director	013	842	\$57.670	\$78.950	\$119,953.60	\$164,216.00	009	008																
06800	OAT Director (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																
06850	OAT Executive Admin Asst	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	008	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
06860	OAT Reviewer	001	061	\$25.560	\$55.790	\$53,164.80	\$116,043.20	007	008	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
06880	OAT Reviewer Supervisor	001	067	\$29.590	\$64.580	\$61,547.20	\$134,326.40	007	008	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
06870	OAT Senior Reviewer	001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	008	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
06280	Office of Innovation Admr (NC)	018	912	\$65.700	\$85.410	\$136,656.00	\$177,652.80	010	008																
02042	Offset Press Op*Special Press	006	341	\$15.700	\$34.250	\$32,656.00	\$71,240.00	007	008	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620
02040	Offset Press Operator	006	339	\$15.700	\$32.620	\$32,656.00	\$67,849.60	003	003	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620
05260	Operations Analyst	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
50360	Ops & Maint Tech Trnee (NC)	004	237	\$15.700	\$31.070	\$32,656.00	\$64,625.60	002	002																
50380	Ops & Maintenance Supervisor	001	060	\$24.950	\$54.460	\$51,896.00	\$113,276.80	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870
50370	Ops & Maintenance Tech	004	246	\$17.740	\$38.710	\$36,899.20	\$80,516.80	002	002	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860
62030	Paramedic Training Coordinator	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
40420	Park Manager	001	058	\$23.760	\$51.870	\$49,420.80	\$107,889.60	007	007	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
40130	Park Ranger	001	040	\$16.080	\$33.440	\$33,446.40	\$69,555.20	007	007	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440
40120	Park Ranger Supervisor	001	046	\$17.740	\$38.710	\$36,899.20	\$80,516.80	007	007	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860
40122	Park Ranger Supervisor*Urban	001	046	\$17.740	\$38.710	\$36,899.20	\$80,516.80	007	007	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860
40121	Park Ranger Supv*Preserve	001	046	\$17.740	\$38.710	\$36,899.20	\$80,516.80	007	007	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860
40132	Park Ranger*Preserve	001	040	\$16.080	\$33.440	\$33,446.40	\$69,555.20	007	007	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440
40133	Park Ranger*Urban	001	040	\$16.080	\$33.440	\$33,446.40	\$69,555.20	007	007	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440
74390	Parking Meter Repair Supv	001	041	\$15.700	\$34.250	\$32,656.00	\$71,240.00	007	007	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620
74380	Parking Meter Specialist	002	135	\$15.700	\$29.590	\$32,656.00	\$61,547.20	001	001																
40450	Parks & Recreation Aide	006	328	\$16.080	\$24.950	\$33,446.40	\$51,896.00	999	003																
40452	Parks & Recreation Aide*Cash	006	328	\$16.080	\$24.950	\$33,446.40	\$51,896.00	999	003																
41700	Parks & Recreation Dir (NC)	018	924	\$86.720	\$112.740	\$180,377.60	\$234,499.20	010	008																
40190	Parks Equipment Mechanic	002	142	\$16.080	\$35.110	\$33,446.40	\$73,028.80	001	001	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440
40100	Parks Foreman I	001	047	\$18.160	\$39.650	\$37,772.80	\$82,472.00	007	007	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
40110	Parks Foreman II	001	053	\$21.020	\$45.900	\$43,721.60	\$95,472.00	007	007	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
40162	Parks Maint Mech*Plumb Install	002	149	\$19.060	\$41.630	\$39,644.80	\$86,590.40	001	001	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
40160	Parks Maint Mechanic	002	149	\$19.060	\$41.630	\$39,644.80	\$86,590.40	001	001	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
40460	Parks Special Operations Supv	001	067	\$29.590	\$64.580	\$61,547.20	\$134,326.40	007	007	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
40430	Parks Supervisor	001	060	\$24.950	\$54.460	\$51,896.00	\$113,276.80	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		
60870	Planning & Dev Dir (NC)	018	924	\$86,720	\$112,740	\$180,377.60	\$234,499.20	010	008	007	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580	\$67,810	\$71,200
23510	Planning & Dev Team Ldr	001	071	\$32,620	\$71,200	\$67,849.60	\$148,096.00	007	007	007	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580	\$67,810	\$71,200
18040	Planning Graphic Designer	006	353	\$21,020	\$45,900	\$43,721.60	\$95,472.00	003	003	003	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900
18020	Planning Technician	006	341	\$15,700	\$34,250	\$32,656.00	\$71,240.00	003	003	003	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
60440	Plumbing/Mech Insp Field Supv	001	064	\$27,510	\$60,040	\$57,220.80	\$124,883.20	007	007	007	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180	\$60,040
60430	Plumbing/Mech Insp I	006	350	\$19,550	\$42,670	\$40,664.00	\$88,753.60	003	003	003	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670
60420	Plumbing/Mech Insp II	006	356	\$22,630	\$49,400	\$47,070.40	\$102,752.00	003	003	003	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400
60421	Plumbing/Mech Insp II*Ind/PR	006	360	\$24,950	\$54,460	\$51,896.00	\$113,276.80	003	003	003	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460
62400	Police Administrator	013	846	\$65,180	\$86,130	\$135,574.40	\$179,150.40	009	008	008																	
62180	Police Aide	006	324	\$16,080	\$22,630	\$33,446.40	\$47,070.40	003	003	003																	
62160	Police Assistant	006	343	\$16,470	\$35,960	\$34,257.60	\$74,796.80	003	003	003	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	
62163	Police Asst*Detention Off Trne	006	338	\$16,080	\$31,840	\$33,446.40	\$66,227.20	003	003	003																	
00450	Police Automated System Sec	006	341	\$15,700	\$34,250	\$32,656.00	\$71,240.00	003	003	003	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
00451	Police Automated System Sec*Ld	001	045	\$17,310	\$37,770	\$36,004.80	\$78,561.60	007	007	007	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770
62690	Police Chief (NC)	027	976	\$114,980	\$149,480	\$239,158.40	\$310,918.40	018	008	008																	
62670	Police Chief of Staff	018	908	\$72,870	\$94,740	\$151,569.60	\$197,059.20	010	008	008																	
62560	Police Civilian Investigator	001	055	\$22,080	\$48,190	\$45,926.40	\$100,235.20	007	007	007	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190
01260	Police Coding Clerk	006	341	\$15,700	\$34,250	\$32,656.00	\$71,240.00	003	003	003	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
01833	Police Comm Op*Lead Radio/911	006	351	\$20,030	\$43,710	\$41,662.40	\$90,916.80	003	003	003	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710
01832	Police Comm Op*Radio/911	006	349	\$19,060	\$41,630	\$39,644.80	\$86,590.40	003	003	003	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
01834	Police Comm Op*Trainer Rad/911	006	351	\$20,030	\$43,710	\$41,662.40	\$90,916.80	003	003	003	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710
01830	Police Comm Operator	006	347	\$18,160	\$39,650	\$37,772.80	\$82,472.00	003	003	003	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650
01800	Police Comm Shift Supervisor	001	061	\$25,560	\$55,790	\$53,164.80	\$116,043.20	007	007	007	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790
01801	Police Comm Shift Supv*Lead	001	061	\$25,560	\$55,790	\$53,164.80	\$116,043.20	007	007	007	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790
01740	Police Comm Trainee (NC)	006	345	\$17,310	\$37,770	\$36,004.80	\$78,561.60	003	003	003	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770
62440	Police Commander	026	865	\$86,420	\$108,040	\$179,753.60	\$224,723.20	016	008	008																	
62242	Police Commander*Asst Chief	027	970	\$97,230	\$116,680	\$202,238.40	\$242,694.40	018	008	008																	
62243	Police Commander*Exec Asst Chf	027	972	\$106,960	\$123,000	\$222,476.80	\$255,840.00	017	008	008																	
01870	Police Communications Supv	001	055	\$22,080	\$48,190	\$45,926.40	\$100,235.20	007	007	007	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190
62230	Police Lieutenant	011	651	\$70,110	\$84,460	\$145,828.80	\$175,676.80	006	006	006	\$70,110	\$73,440	\$76,930	\$80,600	\$84,460												
62210	Police Officer	007	451	\$36,647	\$53,141	\$76,225.76	\$110,533.28	004	004	004	\$36,647	\$38,380	\$40,204	\$42,121	\$44,120	\$46,212	\$48,451	\$50,722	\$53,141								
62214	Police Officer*Chief Pilot	007	455	\$56,063	\$61,516	\$116,611.04	\$127,953.28	004	004	004	\$56,063	\$58,718	\$61,516														
62213	Police Officer*Flight Instr	007	454	\$54,084	\$59,333	\$112,494.72	\$123,412.64	004	004	004	\$54,084	\$56,647	\$59,333														
62211	Police Officer*Pilot	007	452	\$50,250	\$55,140	\$104,520.00	\$114,691.20	004	004	004	\$50,250	\$52,639	\$55,140														
62212	Police Officer*Rescue Pilot	007	453	\$52,106	\$57,190	\$108,380.48	\$118,955.20	004	004	004	\$52,106	\$54,597	\$57,190														
01690	Police Property Supervisor	001	055	\$22,080	\$48,190	\$45,926.40	\$100,235.20	007	007	007	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190
01700	Police Property Technician	006	345	\$17,310	\$37,770	\$36,004.80	\$78,561.60	003	003	003	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770
62350	Police R & I Bureau Shift Supv	001	051	\$23,180	\$50,600	\$48,214.40	\$105,248.00	007	007	007	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600
01770	Police Real Time Ops Spec	006	349	\$19,060	\$41,630	\$39,644.80	\$86,590.40	003	003	003	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
01210	Police Records Clk	006	341	\$15,700	\$34,250	\$32,656.00	\$71,240.00	003	003	003	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
01212	Police Records Clk*Lead	006	345	\$17,310	\$37,770	\$36,004.80	\$78,561.60	003	003	003	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770
62200	Police Recruit (NC)	007	450	\$34,560	\$36,300	\$71,884.80	\$75,504.00	004	004	004	\$34,560	\$36,300															
62610	Police Research Analyst	001	055	\$22,080	\$48,190	\$45,926.40	\$100,235.20	007	007	007	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190
62620	Police Research Supervisor	001	061	\$25,560	\$55,790	\$53,164.80	\$116,043.20	007	007	007	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790
62220	Police Sergeant	011	650	\$53,510	\$69,990	\$111,300.80	\$145,475.20	006	006	006	\$53,510	\$55,960	\$58,500	\$61,170	\$63,970	\$66,890	\$69,940										
62222	Police Sergeant*Pilot	011	65P	\$68,700	\$75,120	\$142,896.00	\$156,249.60	006	006	006	\$68,700	\$71,840	\$75,120														
01280	Police Statistical Rsrch Aide	00																									

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
04350	Procurement Manager	001	066	\$28.870	\$63.040	\$60,049.60	\$131,123.20	007	007	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040	\$63.040
04351	Procurement Manager*Finance	001	068	\$30.320	\$66.200	\$63,065.60	\$137,696.00	007	007	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040	\$63.040	\$66.200
27190	Production Assistant	001	045	\$17.310	\$37.770	\$36,004.80	\$78,561.60	007	007	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
27350	Production Coordinator	001	051	\$20.030	\$43.710	\$41,662.40	\$90,916.80	007	007	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
27370	Production Services Manager	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
08600	Program Manager	001	068	\$30.320	\$66.200	\$63,065.60	\$137,696.00	007	007	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040	\$63.040	\$66.200
08690	Project Coordinator	001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
08630	Project Management Assistant	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
08640	Project Manager	001	067	\$29.590	\$64.580	\$61,547.20	\$134,326.40	007	007	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580
74880	Property Manager	001	067	\$29.590	\$64.580	\$61,547.20	\$134,326.40	007	007	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580
12030	Property Specialist	001	057	\$23.180	\$50.600	\$48,214.40	\$105,248.00	007	007	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600
06250	Protocol Program Adm (NC)	013	830	\$48.340	\$62.850	\$100,547.20	\$130,728.00	009	008																	
10230	Public Defender (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																	
06290	Public Health Admr (NC)	018	912	\$65.700	\$85.410	\$136,656.00	\$177,652.80	010	008																	
06430	Public Information Dir (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																	
06370	Public Information Officer	001	060	\$24.950	\$54.460	\$51,896.00	\$113,276.80	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460
06420	Public Information Specialist	001	054	\$21.550	\$47.040	\$44,824.00	\$97,843.20	007	007	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040
80040	Public Service Trainee (NC)	006	322	\$16.080	\$21.550	\$33,446.40	\$44,824.00	999	003																	
17890	Public Transit Director (NC)	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																	
74800	Public Works Director (NC)	018	924	\$86.720	\$112.740	\$180,377.60	\$234,499.20	010	008																	
73450	Public Works Operations Mgr	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	
04210	Quality Assurance Engineer	001	053	\$21.020	\$45.900	\$43,721.60	\$95,472.00	007	007	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
03850	Rate Analyst	001	060	\$24.950	\$54.460	\$51,896.00	\$113,276.80	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460
12190	Real Estate Program Manager	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
006	Records Clerk	006	333	\$15.700	\$28.180	\$32,656.00	\$64,625.60	003	003																	
01120	Records Clerk* Lead	006	337	\$15.700	\$31.070	\$32,656.00	\$64,625.60	003	003																	
01140	Records Supervisor	001	047	\$18.160	\$39.650	\$37,772.80	\$82,472.00	007	007	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
41160	Recreation Coordinator II	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
41160	Recreation Coordinator III	001	058	\$23.760	\$51.870	\$49,420.80	\$107,889.60	007	007	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870
43010	Recreation Instructor	006	332	\$15.980	\$27.510	\$33,238.40	\$57,220.80	999	003																	
43030	Recreation Leader	006	340	\$16.080	\$23.540	\$33,446.40	\$59,555.20	999	003																	
41090	Recreation Programmer	006	342	\$16.080	\$35.110	\$33,446.40	\$73,028.80	003	003																	
41170	Recreation Supervisor	001	060	\$24.950	\$54.460	\$51,896.00	\$113,276.80	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460
41172	Recreation Supv* Aquatics	001	061	\$25.560	\$55.790	\$53,164.80	\$116,043.20	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
09970	Regional Wireless Coop Dir	018	914	\$72.270	\$93.950	\$150,321.60	\$195,416.00	010	008																	
02070	Rehabilitation Loan Processor	006	339	\$15.700	\$32.620	\$32,656.00	\$67,849.60	003	003																	
16340	Relocation Specialist	001	049	\$19.060	\$41.630	\$39,644.80	\$86,590.40	007	007	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630
02010	Repro & Bindery Equip Operator	006	333	\$15.700	\$28.180	\$32,656.00	\$58,614.40	003	003																	
6221R	Retired AZ Police SRO(NC)	007	45R	\$48.410	\$53.140	\$100,692.80	\$110,531.20	004	004	\$48.410	\$50.780	\$53.140														
05370	Retirement Assistant	001	045	\$17.310	\$37.770	\$36,004.80	\$78,561.60	007	008	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
05530	Retirement Program Adm	018	922	\$78.840	\$102.500	\$163,987.20	\$213,200.00	010	008																	
12130	Review Appraiser	001	061	\$25.560	\$55.790	\$53,164.80	\$116,043.20	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
12360	Risk Management Coordinator	001	065	\$28.180	\$61.510	\$58,614.40	\$127,940.80	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
12360	Risk Management Program Mgr	001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
05050	Safety Analyst I	001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	008	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
05060	Safety Analyst II	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	008	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
27120	Sales Manager	001	053	\$21.020	\$45.900	\$43,721.60	\$95,472.00	007	007	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
27150	Sales Supervisor	001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
00320	Secretary II	006	330	\$16.080	\$26.200																					

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
41220	Senior Arts Specialist	001	\$23.760	\$51.870	\$49,425.60	\$107,889.60	007	007	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.770	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870
05610	Senior Budget/Research Analyst	001	\$69	\$73.10	\$64,625.60	\$141,044.80	007	008	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
74720	Senior Building/Equipment Supv	001	\$59	\$63.10	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
09820	Senior Business Systems Analyst	001	\$63	\$66.80	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
04330	Senior Buyer	001	\$55	\$58.10	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190
07400	Senior Center Assistant	003	\$42	\$46.10	\$33,446.40	\$73,028.80	003	003	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110
09520	Senior Computer Operator	003	\$42	\$46.10	\$33,446.40	\$73,028.80	003	003	\$16.080	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110
19010	Senior Construction Insp	004	\$51	\$55.10	\$41,662.40	\$90,916.80	002	001	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710
19130	Senior Drafting Technician	006	\$50	\$54.10	\$40,664.00	\$88,753.60	003	003	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670
08840	Senior Economic Dev Spec	001	\$63	\$66.80	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
19240	Senior Engineering Tech	006	\$30	\$34.10	\$40,664.00	\$88,753.60	003	003	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670
19241	Senior Engineering Tech*U1	002	\$150	\$155.00	\$42,670	\$40,664.00	001	001	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670
06140	Senior Exec Asst/City Mgr (NC)	018	\$18	\$19.80	\$181,916.80	\$236,475.20	010	008																	
09860	Senior GIS Technician	001	\$55	\$58.10	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190
05120	Senior Human Resources Analyst	001	\$55	\$58.10	\$45,926.40	\$100,235.20	007	008	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190
01420	Senior Human Resources Clerk	012	\$73	\$75.700	\$32,656.00	\$58,614.40	008	008																	
09570	Senior Info Tech Systems Spec	001	\$67	\$70.90	\$55,806.40	\$121,846.40	007	007	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580
03371	Senior Internal Auditor*IT	001	\$65	\$68.10	\$58,614.40	\$127,940.80	007	007	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510
19170	Senior Materials Technician	004	\$28	\$31.80	\$33,446.40	\$66,227.20	002	002																	
80070	Senior Municipal Security Grd	001	\$42	\$46.10	\$33,446.40	\$73,028.80	007	007	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
18030	Senior Party Chief	006	\$47	\$51.10	\$37,728.00	\$82,472.00	003	003	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630
07350	Senior Programs Supervisor I	001	\$52	\$56.10	\$42,681.60	\$93,184.00	007	007	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800
07340	Senior Programs Supervisor II	001	\$61	\$65.10	\$53,164.80	\$116,043.20	007	007	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790
06380	Senior Public Info Officer	001	\$64	\$67.10	\$57,220.80	\$124,883.20	007	008	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040
01130	Senior Records Clerk	001	\$35	\$39.10	\$32,656.00	\$61,547.20	007	007																	
07250	Senior Sales/Marketing Supv	001	\$63	\$66.80	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
03350	Senior Tax Auditor	001	\$58	\$62.10	\$49,420.80	\$107,889.60	007	007	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870
09790	Senior User Technology Spec	001	\$60	\$64.10	\$51,896.00	\$113,276.80	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460
50160	Senior Utilities Svc Spec	006	\$43	\$47.10	\$34,257.60	\$74,796.80	003	003	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
50340	Senior Utility Operator	004	\$53	\$57.10	\$43,721.60	\$95,472.00	002	002	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900
50341	Senior Utility Operator*SCBA	004	\$55	\$59.10	\$45,926.40	\$100,235.20	002	002	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190
53030	Senior Utility Technician	004	\$51	\$55.10	\$41,662.40	\$90,916.80	002	002	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710
51210	Senior Water Quality Inspector	004	\$50	\$54.10	\$40,664.00	\$88,753.60	002	002	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670
06940	Senior Workforce Dev Spec	001	\$58	\$62.10	\$49,420.80	\$107,889.60	007	007	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870
60700	Sign Inspector	006	\$53	\$57.10	\$43,721.60	\$95,472.00	003	003	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900
71570	Sign Specialist I	002	\$135	\$141.00	\$32,656.00	\$61,547.20	001	001																	
71580	Sign Specialist II	002	\$143	\$150.10	\$34,257.60	\$74,796.80	001	001	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
71581	Sign Specialist II*U2	004	\$243	\$254.10	\$34,257.60	\$74,796.80	002	002	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
21000	Signal Systems Specialist I	001	\$55	\$58.10	\$45,926.40	\$100,235.20	007	007	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190
21010	Signal Systems Specialist II	001	\$59	\$63.10	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
60730	Site Development Supervisor	001	\$63	\$66.80	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
71310	Solid Waste Admin Analyst	001	\$64	\$67.10	\$57,220.80	\$124,883.20	007	007	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.870	\$54.460	\$57.180	\$60.040
71430	Solid Waste Administrator	013	\$834	\$872.90	\$110,115.20	\$143,166.40	009	008																	
71410	Solid Waste Environ Spec	006	\$53	\$57.10	\$43,721.60	\$95,472.00	003	003	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900
71411	Solid Waste Environ Spec*Id	006	\$55	\$59.10	\$45,926.40	\$100,235.20	003	003	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.630	\$41.630	\$43.710	\$45.900	\$48.190
72080	Solid Waste Equipment Operator	002	\$143	\$150.10	\$34,257.60	\$74,796.80	001	001	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.						

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
08610	Special Projects Administrator	013	832	\$50,540	\$65,700	\$105,123.20	\$136,656.00	009	008																	
71110	Street Maint Foreman I	001	049	\$19,060	\$41,630	\$39,644.80	\$86,590.40	007	007	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
71120	Street Maint Foreman I	001	051	\$20,030	\$43,710	\$41,662.40	\$90,916.80	007	007	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710
71130	Street Maint Foreman III	001	053	\$21,020	\$45,900	\$43,721.60	\$95,472.00	007	007	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900
71250	Street Maint Superintendent	001	065	\$28,180	\$61,510	\$58,614.40	\$127,940.80	007	007	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510
71210	Street Maint Supervisor	001	067	\$23,180	\$50,600	\$48,214.40	\$105,248.00	007	007	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600
70122	Street Maint Wkr*Crew Ldr	002	149	\$19,060	\$41,630	\$39,644.80	\$86,590.40	001	001	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
70121	Street Maint Worker* Rapid	002	147	\$18,160	\$39,650	\$37,772.80	\$82,472.00	001	001	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650
21250	Street Transportation Dir (NC)	018	924	\$86,720	\$112,740	\$180,377.60	\$234,499.20	010	008																	
60020	Structural Insp Field Supv	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580
60010	Structural Inspector I	006	349	\$19,060	\$41,630	\$39,644.80	\$86,590.40	003	003	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630
60120	Structural Inspector I	006	355	\$22,080	\$48,190	\$45,926.40	\$100,235.20	003	003	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190
60121	Structural Inspector II*Ind/PR	006	359	\$24,330	\$53,130	\$50,606.40	\$110,510.40	003	003	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130
23540	Structural Plans Engineer	001	069	\$31,070	\$67,810	\$64,625.60	\$141,044.80	007	007	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580	\$67,810
60140	Structural Plans Examiner I	006	355	\$22,080	\$48,190	\$45,926.40	\$100,235.20	003	003	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190
60150	Structural Plans Examiner II	006	359	\$24,330	\$53,130	\$50,606.40	\$110,510.40	003	003	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130
01670	Supplies Clerk I	002	129	\$15,700	\$25,560	\$23,656.00	\$53,164.80	001	001																	
01671	Supplies Clerk I*U2	004	229	\$15,700	\$25,560	\$32,656.00	\$53,164.80	002	002																	
01672	Supplies Clerk I*U3	006	329	\$15,700	\$25,560	\$32,656.00	\$53,164.80	003	003																	
01600	Supplies Clerk II	002	135	\$15,700	\$29,590	\$32,656.00	\$61,547.20	001	001	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
01601	Supplies Clerk II*U2	004	235	\$15,700	\$29,590	\$32,656.00	\$61,547.20	002	002																	
01602	Supplies Clerk II*U3	006	335	\$15,700	\$29,590	\$32,656.00	\$61,547.20	003	003																	
01620	Supplies Clerk III	002	139	\$15,700	\$32,620	\$32,656.00	\$67,849.60	001	001	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
01621	Supplies Clerk III*U2	004	239	\$15,700	\$32,620	\$32,656.00	\$67,849.60	002	002	\$15,700	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250
01623	Supplies Clerk III*U7	001	043	\$16,470	\$35,960	\$34,257.60	\$74,796.80	007	007	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
04150	Supplies Supervisor	001	053	\$21,020	\$45,900	\$43,721.60	\$95,472.00	007	007	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900
71320	Support Services Aide	006	343	\$16,470	\$35,960	\$34,257.60	\$74,796.80	003	003	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
19050	Survey Aide	004	234	\$16,080	\$28,870	\$33,446.40	\$60,049.60	002	002																	
20190	Survey Engineer	001	070	\$31,840	\$69,520	\$66,227.20	\$144,601.60	007	007	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180	\$60,040	\$63,040	\$66,200	\$69,520
19090	Survey Supervisor	001	062	\$26,200	\$57,180	\$54,496.00	\$118,934.40	007	007	\$26,200	\$27,610	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400	\$51,870	\$54,460	\$57,180
03340	Tax Auditor	001	054	\$21,550	\$47,040	\$44,824.00	\$97,843.20	007	007	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040
03270	Tax Hearing Officer	001	067	\$29,590	\$64,580	\$61,547.20	\$134,326.40	007	007	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580
74270	Telecom Account Aide	006	338	\$16,080	\$31,840	\$33,446.40	\$66,227.20	003	003																	
74230	Telecom Account Coordinator	001	056	\$22,630	\$49,400	\$47,070.40	\$102,752.00	007	007	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670	\$44,800	\$47,040	\$49,400
27400	Ticket Seller	006	322	\$16,080	\$21,550	\$33,446.40	\$44,824.00	999	003																	
27420	Ticket Services Supervisor	001	043	\$16,470	\$35,960	\$34,257.60	\$74,796.80	007	007	\$16,470	\$17,310	\$18,160	\$19,060	\$20,030	\$21,020	\$22,080	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960
73280	Tire Program Supervisor	001	057	\$23,180	\$52,610	\$48,214.40	\$105,248.00	007	007	\$23,180	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600
70060	Trades Helper	002	137	\$15,700	\$31,070	\$32,656.00	\$64,625.60	001	001																	
70061	Trades Helper*U2	004	237	\$15,700	\$31,070	\$32,656.00	\$64,625.60	002	002																	
21110	Traffic Engineer I	001	059	\$24,330	\$53,130	\$50,606.40	\$110,510.40	007	007	\$24,330	\$25,560	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130
21120	Traffic Engineer II	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580
21130	Traffic Engineer III	001	069	\$31,070	\$67,810	\$64,625.60	\$141,044.80	007	007	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580	\$67,810
71520	Traffic Engineering Supervisor	001	073	\$34,250	\$74,760	\$71,240.00	\$155,500.80	007	007	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580	\$67,810	\$71,200	\$74,760
71530	Traffic Maintenance Firm III	001	050	\$19,550	\$42,670	\$40,664.00	\$88,753.60	007	007	\$19,550	\$20,520	\$21,550	\$22,630	\$23,760	\$24,950	\$26,200	\$27,510	\$28,870	\$30,320	\$31,840	\$33,440	\$35,110	\$36,860	\$38,710	\$40,630	\$42,670
71510	Traffic Maintenance Worker	002	140	\$16,080	\$33,440	\$33,446.40	\$69,555.20	001	001																	
74060	Traffic Services Supt	001	067	\$29,590	\$64,580	\$61,547.20	\$134,326.40	007	007	\$29,590	\$31,070	\$32,620	\$34,250	\$35,960	\$37,770	\$39,650	\$41,630	\$43,710	\$45,900	\$48,190	\$50,600	\$53,130	\$55,790	\$58,580	\$61,510	\$64,580
74070	Traffic Signal Supervisor	001	063	\$26,830	\$58,580	\$55,806.40	\$121,846.40	007	007	\$26,830	\$28,180	\$29,590	\$31,070	\$32,620	\$34,250											

Exhibit B-2: Pay Plan
Effective July 5, 2027

Job Code	Salary Plan	Job Title	Grade	Min/ Hour	Max/ Hour	Min/ Annual	Max/ Annual	Ben Cat	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
03570	Treasury Collections Supv		001	051	\$20.030	\$43.710	\$41,662.40	\$90,916.80	007	007	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710
40020	Urban Forestry Tech Trnee (NC)		002	126	\$16.080	\$23.760	\$33,446.40	\$49,942.80	001	001	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
40030	Urban Forestry Technician		003	143	\$16.470	\$35.960	\$34,256.40	\$74,796.80	001	001	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710
09770	User Support Specialist		006	346	\$17.740	\$38.710	\$36,899.20	\$80,516.80	003	003	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
09800	User Technology Specialist		001	056	\$22.630	\$49.400	\$47,070.40	\$102,752.00	007	007	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
09802	User Technology Specialist*U2		004	256	\$22.630	\$49.400	\$47,070.40	\$102,752.00	002	002	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
09801	User Technology Specialist*U3		003	356	\$22.630	\$49.400	\$47,070.40	\$102,752.00	003	003	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
01370	Utilities Service Spec		006	337	\$15.700	\$31.070	\$32,656.00	\$64,625.60	003	003	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
01371	Utilities Service Spec*Lead		006	341	\$15.700	\$34.250	\$32,656.00	\$71,240.00	003	003	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
01372	Utilities Service Spec*Water		006	339	\$15.700	\$32.620	\$32,656.00	\$67,849.60	003	003	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
01360	Utilities Service Trainee (NC)		006	331	\$15.700	\$28.830	\$32,656.00	\$55,806.40	003	003	\$15.700	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250
53050	Utility Crew Chief		001	053	\$21.020	\$45.900	\$43,721.60	\$95,472.00	007	007	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900
50400	Utility Helper		004	237	\$15.700	\$31.070	\$32,656.00	\$64,625.60	002	002	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
50420	Utility Mechanic		004	243	\$16.470	\$35.960	\$34,257.60	\$74,796.80	002	002	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
50421	Utility Mechanic*SCBA		004	245	\$17.310	\$37.770	\$36,004.80	\$78,561.60	002	002	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770
53020	Utility Specialty Technician		004	243	\$16.470	\$35.960	\$34,257.60	\$74,796.80	002	002	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
53060	Utility Supervisor		001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
53010	Utility Technician		004	237	\$15.700	\$31.070	\$32,656.00	\$64,625.60	002	002	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
53040	Utility TV Technician		004	247	\$18.160	\$39.650	\$37,772.80	\$82,472.00	002	002	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650
06490	Video Productions Coordinator		001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130
06480	Video Station Manager		013	832	\$50.540	\$65.700	\$105,123.20	\$136,656.00	009	008	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
30190	Volunteer Coordinator		001	055	\$22.080	\$48.190	\$45,926.40	\$100,235.20	007	007	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.800	\$54.460
51530	Water & Wastewr Econ Anlst		001	060	\$24.950	\$54.460	\$51,896.00	\$113,276.80	007	007	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670
50260	Water Customer Services Spv I		001	050	\$19.550	\$42.670	\$40,664.00	\$88,753.60	007	007	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
50270	Water Customer Services Spv II		001	056	\$22.630	\$49.400	\$47,070.40	\$102,752.00	007	007	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
50271	Water Customer Svc Spvr II*Fld		001	056	\$22.630	\$49.400	\$47,070.40	\$102,752.00	007	007	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400
50390	Water Facilities Supervisor		001	068	\$30.320	\$66.200	\$63,065.60	\$137,696.00	007	007	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.800	\$54.460	\$57.180	\$60.040	\$63.000	\$66.200
50010	Water Meter Reader		004	237	\$15.700	\$31.070	\$32,656.00	\$64,625.60	002	002	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860
51260	Water Quality Inspector		004	244	\$16.880	\$36.860	\$35,110.40	\$76,668.80	002	002	\$16.880	\$17.740	\$18.610	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860
51380	Water Resource Specialist		001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
51330	Water Resources Mgt Advser (NC)		018	912	\$65.700	\$85.410	\$136,656.00	\$177,652.80	010	008	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.800	\$54.460	\$57.180	\$60.040
51390	Water Services Director (NC)		018	928	\$104.940	\$136.420	\$218,275.20	\$283,753.60	010	008	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.800	\$54.460	\$57.180	\$60.040
22050	Water Services Proc Cont Spec		001	064	\$27.510	\$60.040	\$57,220.80	\$124,883.20	007	007	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670	\$44.800	\$47.040	\$49.400	\$51.800	\$54.460	\$57.180	\$60.040
50830	Water Services Project Coord		001	063	\$26.830	\$58.580	\$55,806.40	\$121,846.40	007	007	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580
50220	Water Services Specialist		004	249	\$19.060	\$41.630	\$39,644.80	\$86,590.40	002	002	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630
51460	Water Services Superintendent		001	069	\$31.070	\$67.810	\$64,625.60	\$141,044.80	007	007	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810
19270	Water Services Tech Sup Coord		001	071	\$32.620	\$71.200	\$67,849.60	\$148,096.00	007	007	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190	\$50.600	\$53.130	\$55.790	\$58.580	\$61.510	\$64.580	\$67.810	\$71.200
50200	Water Services Technician		004	243	\$16.470	\$35.960	\$34,257.60	\$74,796.80	002	002	\$16.470	\$17.310	\$18.160	\$19.060	\$20.030	\$21.020	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960
50780	Water Systems Operator		006	350	\$19.550	\$42.670	\$40,664.00	\$88,753.60	003	003	\$19.550	\$20.520	\$21.550	\$22.630	\$23.760	\$24.950	\$26.200	\$27.510	\$28.870	\$30.320	\$31.840	\$33.440	\$35.110	\$36.860	\$38.710	\$40.630	\$42.670
50790	Water Systems Operator Senior		006	355	\$22.080	\$48.190	\$45,926.40	\$100,235.20	003	003	\$22.080	\$23.180	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960	\$37.770	\$39.650	\$41.630	\$43.710	\$45.900	\$48.190
50791	Water Systems Operator Sr*Lead		001	059	\$24.330	\$53.130	\$50,606.40	\$110,510.40	007	007	\$24.330	\$25.560	\$26.830	\$28.180	\$29.590	\$31.070	\$32.620	\$34.250	\$35.960								



Amendments to the City's Combined Classification and Pay Ordinance (S-51144) in Accordance with Human Resources Committee (HRC) 2026-013 Recommendations (Ordinance S-53061) - Citywide

HRC 2026-013 recommends the following:

Establishing the assignment to the classification of Architect*HTI, Job Code: 23042, Salary Plan: 001, Grade/Range: 073 (\$69,492.80 - \$151,694.40), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Civil Engineer II*HTI, Job Code: 20221, Salary Plan: 001, Grade/Range: 067 (\$60,028.80 - \$131,040.00), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Chief Engineering Tech*U7&HTI, Job Code: 19254, Salary Plan: 001, Grade/Range: 058 (\$48,214.40 - \$105,248.00), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Civil Inspector II*HTI, Job Code: 60271, Salary Plan: 006, Grade/Range: 359 (\$49,379.20 - \$107,806.40), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Civil Inspector III*HTI, Job Code: 60281, Salary Plan: 006, Grade/Range: 363 (\$54,454.40 - \$118,872.00), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Electrical Inspector II*HTI, Job Code: 60232, Salary Plan: 006, Grade/Range: 359 (\$49,379.20 - \$107,806.40), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status:

Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Electrical Plans Engineer*HTI, Job Code: 23522, Salary Plan: 001, Grade/Range: 073 (\$69,492.80 - \$151,694.40), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Electrical Plans Examiner II*HTI, Job Code: 60111, Salary Plan: 006, Grade/Range: 363 (\$54,454.40 - \$118,872.00), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Engineering Technician*HTI, Job Code: 19233, Salary Plan: 006, Grade/Range: 344 (\$34,257.60 - \$74,796.80), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Fire Prevention Specialist II*HTI, Job Code: 61102, Salary Plan: 006, Grade/Range: 359 (\$49,379.20 - \$107,806.40), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Fire Prevention Specialist II*Ind/PR&HTI, Job Code: 61103, Salary Plan: 006, Grade/Range: 363 (\$54,454.40 - \$118,872.00), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Fire Protection Engineer*HTI, Job Code: 23634, Salary Plan: 001, Grade/Range: 070 (\$64,604.80 - \$141,044.80), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Fire Protection Engineer*Lead&HTI, Job Code: 23635, Salary Plan: 001, Grade/Range: 072 (\$67,849.60 - \$148,096.00), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Fire Prevention Supervisor*HTI, Job Code: 61121, Salary Plan: 001, Grade/Range: 067 (\$60,028.80 - \$131,040.00), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Mechanical Plans Engineer*HTI, Job Code: 23532, Salary Plan: 001, Grade/Range: 073 (\$69,492.80 - \$151,694.40), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Mechanical Plans Examiner II*HTI, Job Code: 60091, Salary Plan: 006, Grade/Range: 363 (\$54,454.40 - \$118,872.00), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Plan Review Coordinator*HTI, Job Code: 60961, Salary Plan: 001, Grade/Range: 068 (\$61,526.40 - \$134,326.40), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Planner II*HTI, Job Code: 18222, Salary Plan: 001, Grade/Range: 067 (\$60,028.80 - \$131,040.00), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Planning & Dev Team Ldr*HTI, Job Code: 23511, Salary Plan: 001, Grade/Range: 075 (\$72,966.40 - \$159,286.40), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Plumbing/Mech Insp II*HTI, Job Code: 60422, Salary Plan: 006, Grade/Range: 360 (\$50,627.20 - \$110,510.40), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Plumbing/Mech Insp II*Ind/PR&HTI, Job Code: 60423, Salary Plan: 006, Grade/Range: 364 (\$55,806.40 - \$121,826.60), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date

following Council approval.

Establishing the assignment to the classification of Principal Engineering Tech*HTI, Job Code: 19261, Salary Plan: 001, Grade/Range: 064 (\$55,806.40 - \$121,825.60), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Technicians, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Senior Engineering Technician*HTI, Job Code: 19243, Salary Plan: 006, Grade/Range: 354 (\$43,721.60 - \$95,451.20), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Structural Inspector II*Ind/PR&HTI, Job Code: 60122, Salary Plan: 006, Grade/Range: 363 (\$54,454.40 - \$118,872.00), Labor Unit Code: 003, Benefit Category: 003, EEO-4 Category: Technicians, FLSA Status: Non-Exempt effective the first pay period beginning date following Council approval.

Establishing the assignment to the classification of Structural Plans Engineer*HTI, Job Code: 23542, Salary Plan: 001, Grade/Range: 073 (\$69,492.80 - \$151,694.40), Labor Unit Code: 007, Benefit Category: 007, EEO-4 Category: Professionals, FLSA Status: Exempt effective the first pay period beginning date following Council approval.

Summary

The job classification adjustments listed above were identified to address internal alignment and operational needs. These recommendations were developed in consultation with the affected departments, Budget and Research, and applicable labor groups. Staff request approval of the proposed adjustments.

Financial Impact

There is no estimated initial cost for this action.

Concurrence/Previous Council Action

On June 3 2026, Human Resources Committee 2026-013 reviewed and recommended establishing these assignments to the classifications for approval effective the first pay period beginning date following Council Approval.

Responsible Department

This item is submitted by Deputy City Manager David Mathews and the Human Resources Department.



Request Seeking Council Authorization to Exceed the 8-Hour Rule to Research and Develop Options for Minimum Wage - Citywide

Per Rule 15 of the Rules of Council Proceedings request City Council approval for City staff to spend in excess of eight hours of time to research, evaluate, and present options to the Mayor and City Council for increasing the minimum wage for City employees, contractors and contracted workers performing services on City properties, while ensuring any proposed adjustments remain fiscally responsible and align with what the City can sustainably afford.

Summary

On June 5, 2026, Mayor Kate Gallego, Vice Mayor Keisha Hodge Washington, and Councilwoman Betty Guardado submitted a request (**Attachment A**) to the City Manager to request staff research the following in connection with a potential minimum wage increase:

- Analysis of current City compensation levels compared to recognized minimum wage standards for the Phoenix metropolitan area.
- Options for implementing a minimum wage policy for City employees.
- Fiscal impacts and potential funding strategies.
- Consideration of how such a policy could support workforce stability, recruitment and retention.
- Assessment of part-time and/or seasonal positions to determine whether partial extension of benefits may assist with retention.

This research requires more than eight hours of staff time to complete. If approved, staff will conduct research and return to the City Council with information in the fall.

Responsible Department

This item is submitted by City Manager Ed Zuercher, the City Manager's Office and the Law Department.

ATTACHMENT A



City of Phoenix
Office of Mayor Kate Gallego

To: City Manager Ed Zuercher

From: Mayor Kate Gallego
Vice Mayor Kesha Hodge Washington
Councilmember Betty Guardado

Subject City of Phoenix Employee Minimum Wage and Potential Worker Retention Policy

Date: June 8, 2026

Over the past several years, the City of Phoenix has made meaningful progress to ensure its workforce is compensated in a way that is both competitive and reflective of the value our employees bring to public service. These efforts have helped strengthen recruitment and retention, while reinforcing our commitment to fairness and respect for the people who keep our city running every day.

At the same time, rising costs of living continue to place financial pressure on many working families, including members of our municipal workforce. As a city, we must continue to evaluate whether our compensation structure keeps pace with these realities and aligns with our values of equity and economic dignity.

Increasing the City's internal minimum wage could help improve employee retention, strengthen service quality, and reinforce our commitment to economic sustainability for those who carry out City functions.

We respectfully request that staff explore, evaluate, and present options for increasing the minimum wage for City employees, city contractors, and contracted workers performing services on City properties, while ensuring that any proposed adjustments remain fiscally responsible and aligned with what the city can sustainably afford.

Staff's research should include:

- An analysis of current City compensation levels compared to recognized minimum wage standards for the Phoenix metropolitan area.
- Options for implementing a minimum wage policy for City employees.
- Fiscal impacts and potential funding strategies.
- Consideration of how such a policy could support workforce stability, recruitment and retention.
- Assessment of part-time and/or seasonal positions to determine whether partial extension of benefits may assist with retention.

We further request that staff examine options available to the City to assist workers employed by third parties at City facilities maintain employment when contracts shift from one vendor to another.

We ask that you place these items on the earliest convenient Executive Session agenda to review the legal implications of this request, and for you to advance the issue to discussion at a future Formal Council Meeting.

Ensuring that workers who serve the City earn wages that reflect the true cost of living and have the opportunity to maintain employment when contracts change is not only an economic issue—it is a matter of dignity, fairness, and respect for work. The strength of our city depends on the strength of the workforce that keeps Phoenix operating every day. We look forward to a thoughtful discussion about how Phoenix can continue to lead by supporting workers and families and building a more stable and resilient workforce for the future.

cc: Lori Bays
 Ginger Spencer



Request Seeking Council Authorization to Exceed the 8-Hour Rule to Research and Develop a Potential Worker Retention Policy - Citywide

Per Rule 15 of the Rules of Council Proceedings request City Council approval for City staff to spend in excess of eight hours of time to research and examine options available to the City to assist workers employed by third parties at City facilities in maintaining employment when contracts shift from one vendor to another.

Summary

On June 5, 2026, Mayor Kate Gallego, Vice Mayor Kesha Hodge Washington, and Councilwoman Betty Guardado submitted a memo (**Attachment A**) to the City Manager requesting research of options available to the City to develop a potential worker retention policy to assist those workers employed by third parties at City facilities when the contract moves from one vendor to another. The requested research requires more than eight hours of staff time to complete. If approved, staff will conduct the necessary research and report to the City Council on progress in the fall of 2026.

Responsible Department

This item is submitted by City Manager Ed Zuercher, the City Manager's Office and the Law Department.

ATTACHMENT A



To: City Manager Ed Zuercher

From: Mayor Kate Gallego
Vice Mayor Kesha Hodge Washington
Councilmember Betty Guardado

Subject City of Phoenix Employee Minimum Wage and Potential Worker Retention Policy

Date: June 8, 2026

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cc: Lori Bays
 Ginger Spencer



Technology Agreement for the Regional Wireless Cooperative Network Contract - EXC 23-122 - Amendment (Ordinance S-52986) - Citywide

Request to authorize the City Manager, or his designee, to amend Contract 160343 with Motorola Solutions, Inc. to extend the term and allow additional expenditures for the purchase of equipment and services needed to support various Regional Wireless Cooperative (RWC) radio communication system projects, including Dynamic System Resilience, Migration Assurance Program and other critical network upgrade, maintenance and support services. The additional expenditures will not exceed \$130,000,000. Further request to authorize the City Controller to disburse funds related to this item.

Summary

The RWC radio system consists of an APCO Project 25-standards-based system. The 21 RWC Members' public safety personnel rely on it to respond to calls for service and critical incidents in a coordinated, safe and timely manner. This critical radio communication system requires regular, consistent maintenance, enhancements and upgrades, and the Board of Director's approved projects are necessary to keep the system operating at its highest potential.

The Dynamic System Resilience (DSR) project will ensure the network is fully redundant and will address the most significant network vulnerability, which only now been made possible through the Ethernet Upgrade Project. The Migration Assurance Program (MAP) will update the back-end infrastructure of the communications network, which has been in production for almost three decades and are soon to be end-of-life and no longer supported. The new generation of equipment will ensure the network will continue to function and be supported far into the future. Additionally, two important agreements, the System Upgrade Agreement (SUA) and Service Agreement (SA), will both expire in 2028 and will need to be updated to provide the necessary support and upgrades ensuring the network's operations are reliable and up to date.

The system architecture, network equipment and software are proprietary to Motorola Solutions, Inc. Maintenance and upgrade projects (including DSR and MAP) and related services under both the SUA and SA are performed by Motorola as the sole contractor because they are the designer, manufacturer and maintainer of the system.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

Upon approval, the contract term will be extended and expire on June 30, 2036, with no options to extend.

Financial Impact

Upon approval of \$130,000,000 in additional funds, the revised aggregate value of the contract will not exceed \$130,891,624. Funds will be allocated through the Regional Wireless Cooperative annual budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Technology Services for the Regional Wireless Cooperative Network Contract - EXC 23-122 - Request for Award (Ordinance S-50056) on July 3, 2023.

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Office of Government Relations.



Gila River Indian Community 2026 Gaming Grants (Ordinance S-53000) - Citywide

Request to authorize the City Manager, or his designee, to apply, accept, and if awarded, enter into related agreements up to \$9,372,510.02 in funding from the Gila River Indian Community (GRIC) under the 2026 funding cycle. Further request authorization for the City Treasurer to accept and the City Controller to disburse funds as directed by GRIC in connection with these grants, including sub-recipients and/or vendors associated with a project.

Summary

Grants for programs and projects can range in total from \$1,000 to \$300,000 and can be paid out in installments to support the program for at least one but no more than three years. Detailed and justified budgets are essential for tribal gaming grants submitted to the tribe. GRIC will determine the final amount and length of all grant awards, which may vary from the requested amount.

GRIC will also consider capital funding requests up to \$500,000 to be paid out in installments for at least one but no more than five years. The ultimate level of capital contribution will be at the discretion of the GRIC Tribal Council based on interest in the project and available funding.

If awarded, these monies would be applied as directed by the GRIC Tribal Council towards the following:

City Applications

- Fire Department: \$48,772 for the Forcible Door Entry Training Props, which will provide specialized equipment for forcible door entry training.
- Fire Department: \$16,030 for the Peer Fitness Trainer and Nutrition Certification Program, which will train Phoenix Firefighters as Peer Fitness Trainers and Nutritionists to support the health of Phoenix Firefighters.
- Fire Department: \$136,375 (over one and a half years) for the Phoenix Fire Regional Training Academy Flashover Training Simulator, which will provide fire recruits with training for observation, recognition of fire behavior and experience in a fire response flashover situation.

- Human Services Department: \$150,000 (over three years) for the Bridging the Benefits Cliff: Workforce Support and Retention Initiative, a pilot program that helps individuals maintain employment as they transition from public benefits to full-time work. Many participants in the Dislocated Worker programs experience the 'benefits cliff' where increased earnings result in the loss of essential support such as childcare subsidies, housing assistance, Medicaid, Supplemental Nutrition Assistance Program, and Temporary Assistance for Needy Families. This sudden loss often creates financial instability that threatens job retention.
- Information Technology Services: \$300,000 (over three years) for the AI-Based Data Protection (AI Data Leak Prevention, Prompt Protection), which prevents misuse or theft of sensitive public-safety, criminal-justice, and citizen service data, which is a Citywide initiative to strengthen protection of the systems that support police, fire, emergency response, water delivery, aviation operations, and other essential public services.
- Information Technology Services: \$500,000 (over three years, Capital Funding Request) for the AI-Enhanced Public Safety Cyber Defense, AI-Driven Threat Detection (SIEM), which enhances real-time monitoring for cyber threats targeting public-safety and operational technology environments, this Citywide initiative will strengthen protection of the systems that support police, fire, emergency response, water delivery, aviation operations, and other essential services.
- Information Technology Services: \$300,000 (over three years) for the Cloud Security and Rogue Service Prevention, which will automatically detect and govern unauthorized cloud services that may expose City systems to risk.
- Office of Sustainability: \$238,000 (over two years) for the Phoenix Energy Concierge Program, which will provide an equitable, accessible and bilingual navigation service that connects low-income and energy burdened households with the energy assistance, weatherization support, and heat resilience programs they qualify for.
- Office of Heat Response and Mitigation: \$300,000 for the Urban Tree Risk Reduction and Replacement Projects, which will select grantees with dangerous dead trees to remove, selected removed trees will be replaced at a 1:2 ratio.
- Office of Homeless Solutions: \$232,050 (over three years) for the Short-Term Emergency Hotel Program, which will allow for the City to process and pay for internal referrals for emergency hotel stays as a short-term, interim solution for individuals who are awaiting placement in shelter, availability of other housing, or diversion to avoid an individual spending the night unsheltered.
- Office of Homeless Solutions: \$300,000 (over three years) for the Flexible Prevention Funding for Individuals At-Risk of or Experiencing Homelessness, which will provide funding to expand the assistance it can provide to individuals experiencing or on the verge of experiencing homelessness, to remove expenses

(barriers) that may stand in the way of becoming or staying housed and/or employed.

- Office of Homeless Solutions: \$300,000 (over three years) for the Homeless Workforce Program Supportive Needs, which will fund supportive needs related to workforce programming currently offered at City of Phoenix homeless shelters to give program participants tools for success and remove barriers such as employment-related costs and program needs for each site (desktop computers, associated software, headphones).
- Parks and Recreation Department: \$423,084.11 (Capital Funding Request) for the Playground Renovation at 35th Avenue and Baseline Road, which will fund the purchase and installation of a new playground at the park located at 35th Avenue and Baseline Road.
- Parks and Recreation Department: \$300,000 for the Adobe Mountain ADA Compliant Park Playground and Shade Structure Replacement, which will replace Adobe Mountain Playground and Shade Structure for children ages 2 -12.
- Parks and Recreation Department: \$500,000 (Capital Funding Request) for the Urban Farm Project, which will fund the installation of irrigation and water delivery infrastructure necessary to operate the urban farm.
- Planning and Development Department: \$300,000 (over two years) for the Rio Reimagined Community Plan Phase 2 - People, Nature, and the Built Environment, which will continue to create a community development plan that will positively transform Phoenix's western reach of the Salt River (Rio Salado) Corridor into a local and regional destination, while growing the local economy through eco-tourism, housing, and recreation. The plan also aims to improve the quality of life for residents and support continued river restoration efforts to reconnect residents to the natural beauty of the Salt River (Rio Salado).
- Office of Arts and Culture: \$299,600 (over two years) for the ArtCorps, which will fund a job readiness program for college students interested in arts and administrative training, opportunities, and career development. The grant would be used as sub grants to local arts and culture nonprofit organizations to hire a college student for a 1-2 year placement.
- Office of Arts and Culture: \$96,000 (over two years) for the Creative Arts Curriculum, which will a program that places experienced teaching artists in Phoenix schools that face significant education and access barriers. Teaching artists develop and teach curriculum to help students get engaged and excited about the arts in accordance with district standards and goals.
- Office of Arts and Culture: \$156,846 for the Creating New STEM Gallery at S'edav Va'aki Museum, which will renovate office space into new gallery space to increase the public access area of the museum.
- Police Department: \$291,000 for the APX Radios, which will provide updated

portable radios to reserve police officers.

- Police Department: \$270,000 for the Faro Focus Premium Scanner, which will fund the purchase of four Faro Focus Premium Scanners to replace two systems that are at the end of their operational life span and purchase two systems to increase the ability to provide precise measurements of evidence and detailed descriptions of crime scenes.
- Police Department: \$215,994 for the Grappler Systems, which will provide each precinct Neighborhood Enforcement Team with a proven tool to safely and effectively immobilize fleeing vehicles. By enabling controlled engagement, the Grappler system significantly reduces the risks associated with vehicle pursuits, protecting the public, officers, and suspects alike.
- Public Defender's Office: \$122,400 (over three years) for Community Court Improvements, which will help homeless Community Court clients get off the streets and stay out of jail.

Nonprofit Applications

- 3rd Decade Inc.: \$30,000 for the 3rd Decade Financial Education and Mentoring Program, which will promote and educate financial literacy to young adults.
- 100 Club of Arizona: \$50,000 (over two years) for the 100 Club Program Support, which will support the 100 Club of Arizona's public safety assistance programs providing mental health support, financial assistance, and wellness resources to first responders and their families in the City of Phoenix.
- ACCEL: \$28,649.91 for the Preparing Students For Post-Graduation Jobs program, which will fund career exploration and job skills development.
- AllThrive 365 (formerly Foundation for Senior Living): \$20,000 for the AllThrive 365's Adult Day Health Services (ADHS) Program, which will support older adults with complex health and social needs and adults of all ages living with a disability through the ADHS program. This unique program helps vulnerable adults achieve optimal health outcomes and remain safely engaged in their communities and provide support, resources, and respite to family caregivers.
- Arizona Burn Foundation: \$75,000 for Continuum of Care for Burn Survivors, which will provide bedside support, case management, peer mentorship, and therapeutic camp programming to burn survivors and their families at no cost.
- Arizona Cancer Foundation for Children: \$25,000 for the Improving the Lives of Children Facing Cancer program, which will provide comprehensive support to children with cancer and their families across Arizona, addressing the emotional, social, and financial challenges they face during diagnosis and treatment. They offer financial assistance for critical expenses such as medical bills, transportation, and housing, alongside emotional support through individual and group therapy, therapy dog visits, and wellness activities like yoga and meditation. Families also

have access to comforting spaces and essential resources at their facility, including a Toy Store, Paint Splatter Room, Family Pantry, and Clothing Market. This integrated approach reduces stress and hardship, enabling families to focus on their child's care. Funding will sustain and expand these vital services, directly fulfilling our mission to improve the quality of life for pediatric cancer patients and their families by providing compassionate, holistic support.

- Arizona Caregiver Coalition: \$15,000 for the Phoenix Caregiver Respite Access & Awareness Initiative, which will expand access to respite support for unpaid family caregivers by increasing utilization of Arizona Caregiver Coalition Lifespan Respite Voucher and strengthening community awareness across Phoenix.
- Arizona Educational Foundation: \$14,750 for the Story Sprouts program, which is a volunteer driven literacy initiative that places trainer community members inside Title I elementary schools to provide one-on-one reading support, small group read aloud engagement, and assistance in school library spaces for students developing foundational literacy skills. Grant funds will support volunteer recruitment, training, program coordination, evaluation, and materials needed to implement the program in six Kyrene School District elementary schools serving more than 1,600 students.
- Arizona Science Center: \$50,000 for the STEM Learning Programs for Children in Need program, which will provide free Focused Field Trips and Science on Wheels STEM learning programs for 3,250 low-income children from Title I schools in the 2026-2027 school year.
- Arizona Jewish Historical Society (AZJHS): \$20,000 for the Museum Without Walls: Holocaust Education in the Classroom, which will transform AZJHS' traveling Holocaust education exhibit, Triumph in Tragedy, into a mobile, classroom-based 'museum-without-walls' experience for grades 6-12. It will meet all AZ Department of Education Holocaust education mandate requirements.
- Camp Catanese: \$75,000 for The Road Forward - College and Career Pathways for Low-Income Youth, which will prepare low-income, first-generation students across Greater Phoenix for college and careers in engineering, medicine, and education through immersive summer camps and a year-around ecosystem of tutoring, mentorship, and college counseling.
- Community Alliance of Seventh Avenue: \$43,450 for the Woodlea Melrose Community Resource and Neighborhood Improvement Initiative, which will improve neighborhood infrastructure, enhance public safety, and implement humane, science-based animal population management to address environmental and public health concerns in central Phoenix.
- Copa Health: \$300,000 for the Access to Core Copa Essential Support Services, which will fund support for individuals/families transitioning from homelessness to housing by providing food, hygiene items, clothing and move-in kits.
- Delivering Dreams of Arizona: \$50,000 for the Delivering Dreams Bus Program,

which will help to provide new clothes, shoes, and hygiene items to impoverished K-8 children in the Greater Phoenix Area. The program aims to increase self-esteem, fulfill a high-priority need, and ease financial stress for families.

- Desert Botanical Garden, Inc.: \$143,820 (over three years) for the Community-Building in the Edison-Eastlake Housing Initiative, which will improve community and environmental health and education.
- Fresh Start Women's Foundation: \$75,000 for the Impact Program: Career Builders - Hands-On Pathways, which will empower women to achieve self-sufficiency through an evidence-informed, holistic wrap around approach that focuses on job readiness, career training, and employment in well-paying careers.
- Friends of Public Radio Arizona: \$50,000 for the SPOT 127 Youth Media Center Recording Studio Build-Out, which will build out a recording studio in an existing space.
- Gabriel's Angels (Paws for Youth): \$15,000 for the Pet Therapy Program, which will expand its program to serve additional youth.
- Hacienda, Inc.: \$8,176 for the Courtyard Canopy Replacement, which will replace a torn shade canopy.
- Human Services Campus, Inc., doing business as (dba) Keys to Change: \$150,000 for the Respiro Shelter, which will support Respiro Shelter at Keys to Change, a low-barrier, 95-bed facility operated by Keys to Change that provides safe, dignified shelter for people experiencing homelessness in downtown Phoenix.
- Hunkapi Programs, Inc.: \$30,000 for the Equine Therapy for First Responders Program, which will provide intensive therapeutic sessions to first responders.
- Jewish Family and Children's Services, Inc.: \$25,000 for the Behavioral Health Program, which will provide program support at three health care centers.
- Lights Camera Discover: \$50,000 for the Lights, Camera, Discover After School Digital Arts Program, which will provide a no-cost after school digital arts program, providing Phoenix area youth ages 8 to 18 with structured, supervised programming during the critical 3 p.m. - 6 p.m. hours while building the technical skills, confidence, and workforce readiness that prepare them for lifelong success.
- Live and Learn: \$15,000 for the Workforce Pathways for Phoenix Women, which will fund a structured, two-year, cohort-based economic mobility program that helps low-income women in Phoenix transition from low-wage employment into credentialed, career-path occupations through individualized coaching, education navigation, and financial capability training.
- Local First Arizona: \$300,000 (over three years) for the Phoenix Agriculture Business Incubator and Local Market Integration Initiative, which will help urban and small-scale farmers in the City of Phoenix increase their capacity and business acumen by connecting them to reliable local markets and supporting institutions and food entrepreneurs to purchase more locally grown food.

- Maggie's Place: \$40,000 for the Long-Term Recovery at Maggie's Place, which will support the Family Success Center at Maggie's Place that enables women to have the opportunity to thrive, while providing supportive and wraparound services for current and Alumni mothers.
- Native American Connections, Inc.: \$150,000 for the Pendleton Court-Recovery Housing Continuum, which will support a sober living program that strengthens long-term recovery, behavioral health stability, and access to culturally responsive care for Phoenix residents.
- Neighborhood Ministries: \$20,000 for the Neighbors at Work program, which will support a program which helps low-income residents of Phoenix and surrounding communities obtain employment that increases economic security and creates sustainable careers.
- New Pathways for Youth, Inc.: \$50,000 for the Level Up Program, which will serve youth impacted by generational poverty and severe childhood trauma, the Level Up Program integrates eight key elements shown to change the trajectory of young lives, including one-on-one mentoring, case management, and college/career readiness workshops.
- Phoenix Rescue Mission: \$40,000 for the Changing Lives Center for Women and Children, which will support the Changing Lives Center for Women and Children, providing housing, childcare, recovery, counseling and vocational training for women.
- Planned Parenthood Arizona: \$15,000 for the Bridging the Health Care Equity Gap, which will provide access to sexual and reproductive health care for financially vulnerable community members who rely upon the Desert Sky Health Center for medical care. Funding will support the Patient Access Program and help bridge the equity gap in health care.
- Phoenix Coding Academy, Phoenix Union High School District: \$298,800 for the Phoenix Coding Academy Educational Infrastructure and Program Sustainability Initiative, which will provide essential educational infrastructure through three integrated components, transportation, maker space and organization.
- Southwest Autism Research and Resource Center: \$150,000 (over two years) for the Early Intervention Parent Training and Community Partnerships Programs, which will deliver parent education and training statewide to families of infants at risk for Autism Spectrum Disorder, including those in rural and remote areas, and partner with community organizations to provide autism education, training, and resources across Arizona.
- Southwest Human Development: \$100,000 for the Southwest Human Development Financial Opportunity Center, which will support the implementation of the Financial Opportunity Center, helping childcare providers, educators, and families increase income, strengthen financial stability, and advance economic mobility.

- St. Joseph the Worker: \$15,000 for the Workforce Development, which will help individuals address barriers to employment by offering supportive services that help participants obtain and maintain stable jobs.
- Stand for Children Leadership Center - Arizona: \$10,000 for the Stand for Children Renaissance Scholarship - Scholar Roundtable Forum, which is a youth and community engagement event.
- The Joy Bus: \$25,000 for the More Than a Meal program, which will provide delicious, medically tailored meals for residents of the greater Phoenix area undergoing cancer diagnosis and treatment.
- The Phoenix Symphony: \$108,713 for the In-School Assembly Program, which will promote music education to Title I students.
- Tonatierra Community Development Institute: \$100,000 for the Cualnemiliztli "Good Life", which will financially support preexisting health care projects.
- UMOM New Day Centers, Inc.: \$300,000 (over three years) for the Emergency Shelter For Families Experiencing Homelessness in Maricopa County, which will ensure families experiencing homelessness have the stability, resources, and guidance needed to move from crisis into safe, permanent housing.
- Valleylife: \$20,000 for the Sun & Heat Protection for Individuals with Disabilities, which will install awnings and misters to allow members to utilize the outdoors for mental health during the hot spring and summer months.
- Wesley Community & Health Centers: \$300,000 (over three years) for the Mary Rose Wilcox Center for Health Care and Innovation, which will build a 40,000 square-foot health care center to provide underserved communities with affordable, accessible, high-quality health care. The Center will also provide health care training to medical, nursing, physician assistant and allied health care students and residents.
- Wildlife in Motion: \$175,000 for the Rio Salado Pollinator Pathways and Community Restoration Initiative, which will restore approximately 11 acres of native pollinator habitat, creating a connected pollinator pathway within the Rio Salado Habitat Restoration Area (~600 -acre urban restoration corridor), while providing hands-on environment education, community engagement, and stewardship opportunities for Phoenix residents.

The gaming compact entered into by the State of Arizona and various tribes calls for 12 percent of gaming revenue to be contributed to cities, towns and counties for government services that benefit the public including public safety, mitigation of impacts of gaming and promotion of commerce, and economic development. GRIC will notify the City, by resolution of the Tribal Council, if it desires to convey to the City a portion of its annual 12 percent local revenue-sharing contribution.

Financial Impact

There is no budgetary impact to the City and no general-purpose funds are required. Entities that receive gaming grants are responsible for the management of those funds.

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Office of Government Relations.



Fort McDowell Yavapai Nation 2026 Gaming Grants (Ordinance S-53006) - Citywide

Request to authorize the City Manager, or his designee, to apply, accept, and if awarded, enter into related agreements up to \$1,191,133.74 in new funding from Fort McDowell Yavapai Nation under the 2026 funding cycle. Further request authorization for the City Treasurer to accept, and the City Controller to disburse funds, by Fort McDowell Yavapai Nation in connection with these grants.

Summary

If awarded, these monies would be applied, as directed by the Fort McDowell Yavapai Nation, towards the following:

City Applications

- Community and Economic Development Department - Business and Workforce Division: \$200,000 for the Phoenix Youth R.I.S.E. (Reach and Invest in Summer Employment) Program, which provides youth ages 16 to 24 in Phoenix with a paid, four-week summer work experience by connecting them to local community business. The program equips youth with foundational workplace skills, hands-on training, and exposure to career pathways that strengthen their long-term economic prospects.
- Human Services Department - Workforce Development Division: \$50,000 for the Bridging the Benefits Cliff: Workforce Support & Retention Initiative, which supports individuals facing financial hardship as they move from public benefits, into full-time employment. The initiative serves marginalized community members who often lose critical support like childcare, housing assistance, Medicaid, SNAP, and TANF when their income increases.
- Office of Heat Response and Mitigation: \$66,000 for the Switch a Tree Campaign, which provides single-family households access to a service-only grant which will remove at least 30 large, dangerous, dead trees and replace with climate appropriate trees at a 1:1 ratio.
- Office of Homelessness Solutions: \$60,000 for the Emergency Hotel/Motel Shelter Program, which provides temporary emergency shelter and wraparound services for individuals experiencing homelessness, specifically through the use of hotel and motel stays to ensure immediate safety and stability.

- Office of Public Health: \$45,000 for the Free Period Packs Program, which will provide free and accessible menstrual hygiene supplies.
- Parks and Recreation Department: \$10,655.43 for the Desert West Community Center Volleyball Program, which will help upgrade and replace volleyball equipment that has exceeded its lifespan to ensure the sustainability of growing youth program for ages 9-17.
- Phoenix Fire Department: \$48,228.31 for the Special Events Medical Response Bike Team Project, which will help enhance emergency medical response capabilities in high-density, limited-access environments by deploying medical response teams equipped with e-bikes to high-attendance special events across the City.
- Streets Transportation Department: \$50,000 for the Comprehensive Active Transportation Safety Education Program, which combines bicycle, e-bike, scooter, and pedestrian safety into a single, coordinated public education campaign aimed at reducing injuries and increasing safe behaviors across the community.

Nonprofit Applications

- 100 Club of Arizona: \$25,000 for the Public Safety Assistance Programs, which will provide financial assistance, mental health services, and safety resources to first responders and their families across Arizona.
- Arizona Burn Foundation: \$15,000 for the Community Smoke Alarm Walk Initiative, which will provide and install working smoke alarms in Phoenix homes at the greatest risk that need the most support.
- Arizona Cancer Foundation for Children: \$30,000 for the Improving the Lives of Children with Cancer and their Families Program, which supports Arizona Families whose children have been diagnosed with pediatric cancer by providing social, emotional, and financial services in their most crucial days.
- Arizona Science Center: \$10,000 for the Focused Field Trips Program, which provides free field trips to the Center for the 833 disadvantaged students from Title I schools in the 2026-27 school year.
- Arizona Children Association: \$25,000 for the Kinship Navigation Program, which connects kinship caregivers to a wide range of supportive services to strengthen each family's ability to navigate the challenges they encounter while raising their relative's children.
- Camp Catanese Foundation: \$15,000 for the Year-Round College and Career Readiness Program, which prepares low-income, first-generation students across Greater Phoenix for college and careers in engineering, medicine, and education through immersive summer camps and a year-round ecosystem of tutoring, mentorship, and college counseling.
- Chicanos Por La Causa, Inc.: \$50,000 for the De Colores Family Safety and

Healing Program, which supports ongoing domestic violence service for survivors and their children, including the expansion of youth-centered programming through its new youth center.

- Creighton Community Foundation: \$25,000 for the FrescaZona Medical Food Box Program, which improves outcomes for low-income households managing diet-related chronic diseases, such as Type 2 diabetes or hypertension, by combining nutritious food boxes with nutrition education, health coaching, and care coordination.
- Encircle Families: \$25,000 for the Residency Training Program, which improves health care outcomes for children with disabilities by training medical residents in family-centered, culturally responsive care.
- Foundation for the Blind Children: \$25,000 for the Preschool for Visually Impaired and Blind Children Program, which provides specialized early education, therapy, and medical support for young children who are blind or visually impaired, many with additional disabilities.
- Fresh Start Women's Foundation: \$25,000 for the Justice-Involved Women's Initiative, which supports women ages 18 and plus impacted by the criminal justice system, reentering from incarceration or navigating a record while facing new barriers to employment.
- Gabriel's Angels (Paws for Youth): \$10,000 for the Animals, Books and Children Program, which ensures children receive critical assistance in developing reading skills that ensure success in school but also develop core strengths needed to develop socially.
- Habitat for Humanity Central Arizona: \$15,000 for the New Homeownership Program, which provides affordable homeownership opportunities for low-to-moderate-income families.
- Heard Museum: \$25,000 for the Youth and Family Programming, which provides accessible arts education for families, particularly those from underserved communities.
- Jazz In Arizona, Inc. (The Nash): \$25,000 for the Building Futures Through Jazz Education, which provides access to high-quality music education that promotes confidence, connections, and self-expression, while also helping young people develop skills and stability associated with better academic results and more positive long-term life prospects.
- Jewish Family and Children's Services: \$25,000 for the Behavioral Health Program, which provides compassionate behavioral health care designed to improve the lives of older individuals in Maricopa County.
- Keys to Change: \$50,000 for the Human Services Campus, Inc. dba Keys to Change: Lodestar Day Resource Center (LDRC), which will help renovate the LDRC central service hub at Key Campus for individuals experiencing

homelessness. Serving more than 300 individuals daily, the LDRC connects clients to essential services, including health care, benefits, and housing navigation, in a safe, centralized, and reliable environment.

- MentorKids USA: \$17,000 for the Tempe Promise Neighborhood: No-Cost Academic and Leadership Pathway for K-8 Youth, which support no-cost, year-round academic support, mentorship, and life-skills development to address educational disparities and reduce risk factors for youth disconnection.
- Native American Connections, Inc.: \$50,000 for the Resident Services Program, which provides on-site youth enrichment, basic-needs assistance, workforce development, senior services and resource navigation to support families and individuals living in affordable housing.
- National Council of Jewish Women, Arizona: \$25,000 for the Ruth Place: A Healing Center for Survivors of Sexual Violence Program, which provides a safe, trauma-informed environment where survivors of sexual violence can heal, rebuild their lives and regain independence.
- Phoenix Gospel Mission: \$10,000 for the Changing Lives Center, which provides family-centered continuum of care for mothers recovering from addiction and trauma.
- Rosie's House: A Music Academy for Children: \$5,000 for the Mental Health & Wellness Initiative, Afterschool Music Program, which provides critical mental health resources to 615 low-income youth and their families through trauma-informed music education, direct services via a partnership with Terros Health, and social engagement activities that foster community connection.
- The Arizona Pet Project: \$10,000 for the Removing Barriers to Housing and Shelter Project, which will expand services that remove pet-related barriers to housing, shelter, health care, and other critical human services for low-income households, including those experiencing homelessness or at risk of eviction.
- Tonatierra Community Development Institute: \$99,250 for the Pochteca Project, which will help complement current initiatives regarding economic and community development.
- Vista College Prep: \$25,000 for the High School Admissions Tutoring and Prep Program, which helps students build confidence, develop essential study skills and navigate the competitive admissions process.

The gaming compact entered into by the State of Arizona and various tribes calls for 12 percent of gaming revenue to be contributed to cities, towns, and counties for the government service that benefit the public, including education, public safety, mitigation of impacts of gaming, health, environmental, and economic and community development. The Fort McDowell Yavapai Nation will notify the City, by intergovernmental agreement of the Tribal Council, if it desires to convey to the City or

local nonprofits a portion of its annual 12 percent local revenue sharing contribution.

Financial Impact

There is no budgetary impact to the City and no General Fund dollars are required. Entities that receive gaming grants are responsible for the management of those funds.

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Office of Government Relations.



Ak-Chin Indian Community 2026 Gaming Grants (Ordinance S-53007) - Citywide

Request to authorize the City Manager, or his designee, to apply, accept, and if awarded, enter into related agreements for up to \$1,698,443.17 in new funding from the Ak-Chin Indian Community under the 2026 funding cycle. Further request authorization for the City Treasurer to accept and the City Controller to disburse funds as directed by the Ak-Chin Indian Community in connection with these grants.

Summary

If awarded, these monies would be applied as directed by the Ak-Chin Indian Community towards the following:

City Applications

- Housing Department: \$30,000 for the Aeroterra Community Center Computer Lab Refresh, which will replace 16 aged workstations in the community center's public computer lab. The lab serves 374 users monthly across after-school, GED classes, job services, and benefits access in the Edison-Eastlake Community.
- Housing Department: \$25,150 for the Senior Digital Skills Building Program, which provides affordable housing seniors with hands-on training to learn essential computer and internet skills so they can confidently and safely use their digital devices in daily life.
- Housing Department: \$54,120 for the Housing Storytelling Fellowships, which will fund 10 fellowship stipends for residents of affordable and mixed-income households to attend a 10-credit two-semester storytelling course at the South Mountain Community College.
- Human Services Department: \$150,000 for the Childcare Supportive Service Pilot, which will reduce gap-filling childcare assistance to individuals currently enrolled in City of Phoenix Adult and Dislocated Worker Workforce programs who are unable to fully access or utilize existing childcare support due to program limitations.
- Office of Homeless Solutions: \$60,000 for the Homeless Diversion and Housing Stabilization Project, which establishes a rapid-response diversion fund to provide targeted financial stabilization for individuals transitioning out of emergency shelters and into permanent housing.
- Office of Public Health: \$45,000 for the Free Period Packs Program, which makes

free menstrual hygiene supplies easily accessible and available, especially to adolescents and people in need, through distributing period packs at Phoenix Public Libraries.

- Phoenix Police Department: \$76,321 for 4K Axis Cameras, Protective Gear, and Defensive Tactics Equipment, which these investments will help equip personnel with tools, technology, and environment needed to protect both the community and the officers who serve it.
- Phoenix Police Department: \$92,969 for the Covert Cameras and Less Lethal Ammunition, which will help equip Crime Impact Unit officers with eight less lethal launchers with an essential tool for safely and effectively managing high-risk incidents, while five covert cameras will enhance the department's capability to conduct physical surveillance without alerting suspects, resulting in more authentic behavioral observations and improved investigative outcomes.
- Phoenix Police Department: \$97,240 for the Digital Fingerprint Scanners, which will allow police officers utilize hand-held fingerprint devices to identify subjects based on biometric technology accurately in the field rather than transporting them to a precinct for identification purposes.
- Prosecutor's Office: \$25,250 for Essential Support Items for Specialty Court Participants, which will help alleviate practical barriers that prevent Specialty Court participants from meeting program requirements. The project provides participants with essential support items to address immediate needs and improve their ability to attend court, participate in treatment, maintain communication, and manage daily responsibilities.
- Street Transportation Department: \$185,000 for the Safe Routes to School Project, which will complete four Safe Route to School studies in neighborhoods with concentrated poverty, limited transportation access, and elevated pedestrian safety risks. The goal is to identify actionable recommendations to improve safety for students in these areas.

Nonprofit Applications

- 1N10 dba one-n-ten: \$50,000 for the Health and Wellness Program, which will expand mental and behavioral health services to undeserved communities.
- 3rd Decade: \$25,000 for the Financial Education and Mentoring Program, which dedicate to transforming financial outcomes for young adults in their "3rd decade of life" as they face every day financial challenges and barriers to economic stability by empowering participants with strategies needed for long-term success.
- 100 Club: \$20,000 for the Safety Enhancement Stipend Program, which will help reduce injuries and deaths among public safety members.
- Arizona Association for Foster and Adoptive Parents: \$10,000 for the Family Camp, which provides foster, kinship, and adoptive families with a restorative, supportive

weekend experience designed to strengthen family bonds, reduce isolation, and promote caregiver resilience. Funding will help cover direct program costs to ensure families can attend at little to no cost while participating in a structured environment that includes educational sessions for caregivers, trauma-informed support, and recreational activities for children and families.

- Arizona Cancer Foundation of Children: \$30,000 for the Family Stability & Basic Needs Support Program, which will support access to food, hygiene supplies, clothing, and basic household necessities to reduce financial strain and ensure families have consistent access to daily essentials.
- Arizona Humanities Council: \$10,000 for the Blue Corn Festival, which will support funding for the annual Blue Corn Festival, a community celebration of Indigenous American culture, literature, and youth literacy. The festival features traditional blue corn-inspired dishes and local cuisine, art by Indigenous and local artist, poetry readings, storytelling, a Kid Zone with games, crafts, and free books for children and families, cooking demonstrations, and pop-up bookshop.
- Arizona Science Center: \$10,000 for the Focused Field Trips, which help provide 833 Title I students with free Focused Field trips at Arizona Science Center in 2027.
- Arizona's Children Association: \$30,000 for the Kinship Care Continuum Program, which supports kinship families across both formal and informal child welfare settings.
- AZ Bluebirds Baseball: \$20,000 for the AZ Bluebirds Baseball program, which is a dedicated organization enriching the lives of Native American youth through baseball.
- Creighton Community Foundation: \$25,000 for the FrescaZona Medical Food Box Program, which improves health outcomes for low-income households managing diet-related chronic diseases, such as Type 2 diabetes or hypertension, by combining nutritious food boxes with nutrition education, health coaching, and care coordination.
- Cultural Coalition, Inc.: \$5,000 for the 8th Annual Portal to the Past Festival, which will support funding the festival at the Se'dav Va'aki Museum and highlight the water legacy of the Ancestral Sonoran Desert People with O'odham artistic traditions of song and dance performances and demonstrations, a TOKA match, and free museum entry with activities that focus on the prehistoric canal system and the water sustainability in the desert.
- Everybody Matters: \$25,000 for the K-12 School Program, which will support the K-12 School program, which aims to train and place approximately 40 social work interns in Arizona schools. This initiative will provide 10,700 sessions of personalized mental health care for students, helping to address the states youth mental health challenges.
- Family Promise of Greater Phoenix: \$30,000 for the Step-Up Housing for Phoenix

Residents Program, which provides transitional stability for families as they exit emergency shelter, rebuild income, grow savings, and prepare for independent living. Operating year-round Step-Up Housing delivers immediate housing-focused intervention and short-term support that helps families move from crisis to long-term stability.

- Franciscan Friars of the Holy Spirit: \$100,000 for the Restoration of Our Lady of Lourdes Grotto, which will help restore a 100-year-old grotto that fell into disarray. Funding will provide a place of hope and prayer to a community and a place of respite for those who struggle mentally or emotionally.
- Fresh Start Women's Foundation: \$10,000 for The Impact Program: A Holistic Approach to Economic Stability, which is design to prepare individuals for sustainable employment through job readiness training, skills development, and supportive services.
- Gabriel's Angels (Paws for Youth): \$10,000 for the Pet Therapy Program, which provides pet therapy programming to children and youth ages six to 18 through partnerships with Title I schools and child-serving agencies.
- Habitat for Humanity Central Arizona: \$20,000 for the Safety Enhancement Stipend Program, which will support the purchase of construction materials and contracted repair services for HVAC replacements and repairs, plumbing repairs, electrical work, flooring replacements, accessibility modifications, exterior safety improvements, and other critical health and safety interventions.
- Human Services Campus, Inc.: \$50,000 for the Lodestar Day Resource Center Renovation, which will help renovate the Lodestar Day Resource Center (LDRC), the central service hub at Key Campus for individuals experiencing homelessness. Serving more than 300 individuals daily, the LDRC connects clients to essential services, including health care, benefits, and housing navigation, in a safe, centralized, and reliable environment.
- Jazz in Arizona, Inc. - The Nash: \$25,000 for The Nash Music Lab, which expands access to high-quality music education to undeserved youth by providing hands-on experience in digital music production, recording, and composition.
- Jewish Family & Children's Service: \$25,000 for the Behavioral Health for Older Adults Program, which provides compassionate behavioral health care designed to improve the lives of older individuals in Maricopa County.
- Maricopa County Community College District Foundation: \$75,000 for the 2027 Empowering Students with Basic Needs and Emergency Assistance Project, which supports students struggling with food and housing insecurity and allows them to have access to basic needs through the project.
- National Council of Jewish Women. Arizona: \$20,000 for the Ruth Place: A Healing Center for Survivors of Sexual Violence Program, which provides scholarships to 10 low-income Maricopa County survivors of sexual violence so that they can

participate in Ruth Place's 6-month, trauma-informed healing program.

- Rosie's House: \$5,000 for the Afterschool Music Program, which supports 150 under-resourced youth grades one to 12 with access to a free, high-quality music education summer program providing music lessons, free loaned instruments, healthy meals, performance opportunities, a field trip to the Musical Instrument Museum, and more.
- Southwest Autism Research & Resource Center (SARRC): \$20,000 for the SARRC Community School Phoenix, which helps provide SARRC's Community School in Phoenix to a projected 50 children in 2027.
- SS. Simon & Jude Cathedral School: \$20,553.17 for the SSJ Sacred Space Project, which supports phase 3 of SS. Simon and Jude's outdoor learning area project through the purchase and installation of 16 concrete benches to create a welcoming sacred gathering space for students, families and parishioners.
- The Diamond Child Foundation, Inc.: \$25,000 for the Diamond Child Healing & Restoration Initiative, which supports individuals and families impacted by addiction, trauma, grief, and hardship through educational panels, testimony sessions, counseling resources, wellness activities, meals, and restorative care packages.
- The Heard Museum: \$25,000 for the Creative Aging Program, which is designed to help participants (55+) develop their artistic abilities through intentional, step-by-step instruction.
- The Joy Bus: \$25,000 for the More than a Meal Program, which supports the nourishing of people facing cancer through home-delivered, medically tailored meals with compassionate connection.
- Tonatierra Community Development Institute: \$81,840 for the Cualnemilizli ("Good Life") program, which helps areas of health and the environment via growing native crops using traditional and environmentally-friendly agricultural techniques, native seed preservation and exchange, and food distribution and critical health services to families in need.
- Vista College Prep: \$30,000 for the Social-Emotional Learning Program, a curriculum which will strengthen student wellness and school culture across three campuses by promoting growth in mind, body, heart, and spirit, while equipping them with academic success and long-term well-being.

The gaming compact entered into by the State of Arizona and various tribes calls for 12 percent of gaming revenues to be contributed to cities, towns, and counties for government services that benefit the general public including public safety, mitigation of impacts of gaming, and promotion of commerce and economic development. The Ak-Chin Indian Community will notify the City, by resolution of the Tribal Council, if it desires to convey to the nonprofit a portion of its annual 12 percent local revenue-sharing contribution.

Financial Impact

There is no budgeted impact to the City and no general-purpose funds are required. Entities that receive gaming grants are responsible for the management of those funds.

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Office of Government Relations.



Fiscal Year 2026-27 Legal Representation Services Contracts (Ordinance S-53062) - Citywide

Request to authorize the City Manager, or his designee, to enter into agreements with legal services providers to provide representation services to indigent defendants in Phoenix Municipal Court for Fiscal Year 2026-27. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the agreements will not exceed \$4,151,980.

Summary

The Public Defender's Office, through its contract holders, provides legal representation services to indigent individuals charged with criminal offenses in Phoenix Municipal Court. These services are provided in Phoenix Municipal Court courtrooms, and 365 days a year at Maricopa County's Intake, Transfer and Release facility.

Procurement Information

On May 27, 2026, the City of Phoenix Public Defender Review Committee met to review resumes and applications of attorneys and legal support service providers for provision of legal defense services in Phoenix Municipal Court. The review process included applications from current contract holders as well as individuals seeking to obtain a contract for the first time. The Committee approved a list of those who meet the minimum qualification requirements and who would be eligible for consideration for a contract. The approved list in **Attachment A** contains more names than available contracts due to the necessity of having attorneys available should an unexpected opening occur during the contract year. The procedure facilitates continuity in providing legal services and minimizes delay in processing and resolution of cases.

Contract Term

The contract will begin on or about July 1, 2026, for a one-year contract term.

Financial Impact

These assignments will have a financial impact of up to \$4,151,980. Funding is available in the Public Defender's Office operating budget.

Responsible Department

This item is submitted by Deputy City Manager David Mathews and the Public Defender's Office.

**CITY OF PHOENIX OFFICE OF THE PUBLIC DEFENDER
APPROVED LEGAL REPRESENTATION SERVICES LIST
FISCAL YEAR 2026 – 2027**

Updated 6/4/2026 tjc

Bold - indicates current contract holders with the City of Phoenix

Italics – indicates non-attorney services

Underline - indicates new addition to list

Available to Contract

Appellate Attorneys

Lauritano, Sheri (Appeals)

Attorneys

Aranda, Ruben

Burroughs, Aaron

Bustamante, Nicholas

Dworman, Howard

Faussette, Jacob

Kautenburger, Sean

Lambert, Emilie

Patel, Kunal

Spargo, Jessica

Tamou, Michael

Williams, Jamaar

Investigators

None

Contracted Attorneys

Aeed, Caroline (On-Call)

Allen, Jared

Anderson, David

Anderson, Taylor

Bala, Adithya

Ballecer, Dan

Bernard, Gillmore B.

Blumenreich, Josh

Booth, Jennifer (Appeals)

Braaten, Diana

Bradley, Percival

Butler, Robert

Califano, Kristopher

Carter, Christina

Casey, Robert

Collins, Courtney

Cooke, Reginald

Cummings, Ryan

Dale, Giancarlo

Dalton, Jennifer

Davis, James

Dove, Shawn Haven

Ellison, Keilembo D.

Faussette, Nicholas

Gosselin, Carmen

Gross, Adam

Gurion, Omer

Hassen, Gabe

Herman, Laurie

Hernandez, Jessica

Iacob, Anca

Lawson, Slade

Leal, Michael

Leathers, Matthew

Lelli, Debora

Litwak, Jack
Lopez-Ortiz, Amy
Marner, Matthew
McWhirter, Robert (On-Call)
Mendelson, Wendy
Mendoza, Jose
Miller, Katelyn
Molina III, Edwin
Mussman, Logan
Nermyr, Mark
Neufeld, Michael
Niven, Chad
Palestini, James
Parascandola, Tara Egita
Parzych, Greg
Peters, Shannon
Phillips, Delano
Rascon, Noel
Ricard, Michael
Richard II, Gerald
Schreck, Jerald
Sellers, Eric
Shell, Chad
Silva, Margarita
Slugocki, Michael
Sparling, Timothy
Stewart, Kristin
Sullivan, Eileen
Traher, Ashley
Traher, Michael
Whittenton, Justin
Wilhite, Monique
Wilson, Dan

Zimmerman, Alan

Contracted Investigators

Hergert, Ron (investigator)

Jarrett, Damian (investigator)

Contracted Toxicologist

Grommes, Michael



Agenda Date: 6/17/2026, Item No. 87

Transfer of Retirement Funds to Arizona State Retirement System (Ordinance S-53019) - Citywide

Request to authorize the City Manager, or his designee, to transfer retirement funds for Vincent J Onorato in the amount of \$51,863.09 to the Arizona State Retirement System. Further request to authorize the City Controller to disburse the funds.

Summary

Pursuant to Arizona Revised Statutes, Sections 38-922 and 38-730, retirement service credits for former members of the City of Phoenix Employees' Retirement System (COPERS) may be transferred to the Arizona State Retirement System upon approval by the City Council. The following former City of Phoenix employee has requested transfer of the balance of his credited service:

- Onorato, Vincent J: \$51,863.09

Concurrence/Previous Council Action

This item was approved by the COPERS Board at the June 4, 2026 meeting.

Responsible Department

This item is submitted by Deputy City Manager David Mathews and the Retirement Office.



Authorization to Apply for, Accept, and Implement a U.S. Department of Housing and Urban Development Resident Opportunities and Self Sufficiency Family Self Sufficiency Service Coordinator Grant (Ordinance S-52973) - Citywide

Request to authorize the City Manager, or his designee, to submit a grant application to the U.S. Department of Housing and Urban Development (HUD) for up to \$1 million per year or the maximum award for a renewal of the Resident Opportunities and Self Sufficiency (ROSS) Family Self Sufficiency (FSS) Service Coordinator grant. If awarded, request approval to execute all contracts necessary to accept and disburse grant funds. Further request to authorize the City Treasurer to accept, and the City Controller to disburse, all funds for the life of the grant.

Summary

The Housing Department is seeking to apply for a renewal ROSS FSS Service Coordinator grant from HUD. If awarded, the ROSS FSS Service Coordinator grant is anticipated to provide up to \$1 million per year or the maximum funding amount allotted through the Notice of Funding Availability (NOFA) for calendar years 2027 and 2028, or the maximum number of years the NOFA allows, to fund up to five service coordinator/caseworker positions each year. This ongoing program helps Public Housing and Housing Choice Voucher residents transition from dependence on government benefits to an improved level of financial self-sufficiency.

Service coordinators/caseworkers coordinate supportive services offered by non-profit, governmental, and educational community partners; provide case planning and coordination, supportive counseling, referral and advocacy; facilitate access to educational resources, vocational training and employment opportunities; and assist with budgeting, homeownership preparation, and transportation. Successful participants engage in training, improve employment outcomes, save money, and may purchase a home.

The NOFA is anticipated to be issued summer 2026. Due to the timing of the NOFA and quick turnaround for grant submittal, the Housing Department is requesting authority to apply prior to issuance of the NOFA.

Contract Term

If awarded, the Housing Department will execute the appropriate contract agreements with HUD.

Financial Impact

There is no impact to the General Fund. This grant does not require matching funds.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Housing Department.



Funding for The Moreland Phase II Affordable Housing Development (Ordinance S-53026) - District 8

Request to authorize the City Manager, or his designee, to allocate up to \$10 million from Housing Department funding sources including HOME Investment Partnerships (HOME) Program, Neighborhood Stabilization Program (NSP) and other affordable housing funds. Additionally, request to allocate up to 54 Section 8 Project Based Vouchers, and take all necessary actions and execute all documents for The Moreland, Phase II, an affordable housing development. Further request authorization for the City Treasurer to accept and the City Controller to disburse all funds related to this item for the life of the agreement(s). There is no impact on the General Fund.

Summary

To address a critical need for affordable housing in downtown Phoenix, the Housing Department issued a Request for Proposals seeking a co-developer partner to redevelop the former Deck Park Vista Apartments site into The Moreland, a new affordable multifamily rental housing project. Brinshore Development, LLC was selected to serve as co-development partner for the project with the Housing Department. The Moreland will consist of two phases with Phase II featuring 105 studio and one-bedroom units, a community room, a fitness center and other amenities. Phase I consists of 132 studio, one-, two- and three-bedroom units and is currently under construction with a completion date of February 2028.

The Moreland Phase II is located at 475 E. Moreland Street, and anticipated to serve seniors age 55 and over in at least 80 percent of its units, as well as include a workforce housing component of approximately 27 units. Total development costs for Phase II are estimated at \$45,858,000 with other anticipated sources consisting of Low Income Housing Tax Credit equity, private mortgage, National and/or State Housing Trust Funds (applied), deferred developer fee and funding from the Phoenix Community Development and Investment Corporation. The allocated Project Based Vouchers are expected to serve low-income seniors.

Financial Impact

There is no impact on the General Fund. Funding is available from the federal HOME and NSP Programs, and other affordable housing gap funds budgeted in the Housing

Department's Capital Improvement Plan budget.

Concurrence/Previous Council Action

On June 18, 2025, through Ordinance S-52107, City Council approved entering into a contract with Brinshore Development, LLC to serve as co-development partner with the Housing Department, and to take other actions to complete the development of all phases of The Moreland affordable housing project.

Location

475 E. Moreland Street
Council District: 8

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Housing Department.



Additional Funding for Choice Neighborhoods Housing Developments (Ordinance S-53034) - District 8

Request to authorize the City Manager, or his designee, to allocate up to \$12.5 million from the Housing Department funding sources including federal HOME Investment Partnerships (HOME) Program, Neighborhood Stabilization Program (NSP), Public Housing funds, Choice Neighborhoods Program Income and other affordable housing funds. Additionally, to take all necessary actions and execute all documents for the Edison-Eastlake Choice Neighborhoods mixed-income housing developments. Further request authorization for the City Treasurer to accept and the City Controller to disburse all funds related to this item for the life of the agreement(s). There is no impact on the General Fund.

Summary

Choice Neighborhoods (CN) is a federal initiative through the U.S. Department of Housing and Urban Development (HUD) that is designed to transform distressed neighborhoods and public housing into mixed-income neighborhoods linking housing and neighborhood improvements with appropriate services, transportation and access to jobs. In July 2018, the City of Phoenix was awarded a \$30 million Choice Neighborhoods Implementation Grant to revitalize the Edison-Eastlake Community (EEC) bounded by the I-10 Freeway on the north and east, 16th Street on the west, and the Union Pacific Railroad on the south. In 2023 and 2024, the Housing Department applied for and was awarded \$12.5 million in CN Supplemental Grants to further support the development of replacement housing in conjunction with the Transformation Plan for the EEC. These additional funds will be used for the redevelopment of the City's former A.L. Krohn Homes and Sidney P. Osborn public housing sites that will result in approximately 475 brand new units of mixed-income housing within the EEC. Funding may also be used to support the CN homeownership project which will provide approximately 44 additional units. In total, more than 1,000 units of mixed-income housing will be built as part of the Housing Department's CN redevelopment efforts, in addition to the neighborhood beautification and improvement projects.

Financial Impact

There is no impact on the General Fund. Funding is available from the federal HOME, NSP, and Public Housing Programs, and other affordable housing gap funds budgeted in the Housing Department's Capital Improvement Plan budget.

Concurrence/Previous Council Action

On January 24, 2024, City Council authorized an application to HUD for a \$2.5 million Choice Neighborhoods Supplemental Grant for the EEC (Ordinance S-50501).

City Council authorized implementing additional Choice Neighborhoods Program resources, initiatives and program amendments through Ordinance S-49244 including the \$10 million Supplemental Grant on December 14, 2022.

On October 4, 2017, through Ordinance S-43959, City Council authorized applying for and implementing a \$30 million HUD Choice Neighborhoods Implementation Grant for the EEC, that also included approval to apply for and accept grants and to expend matching funds, in-kind and other funding sources to support and implement the grant.

Location

Edison-Eastlake Choice Neighborhoods Community (bounded by the I-10 Freeway on the north and east, 16th Street on the west, and the Union Pacific Railroad on the south)

Council District: 8

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Housing Department.



Approval to Submit Housing and Urban Development, Section 18 Disposition Application (Ordinance S-53036) - Citywide

Request to authorize the sale of 57 Scattered Sites single-family homes pursuant to a U.S. Department of Housing and Urban Development (HUD) Section 18 program. This report further requests to authorize the City Manager, or his designee, to submit a HUD Section 18 Disposition Application, and if approved, proceed with the disposition. There is no impact to the General Fund.

Summary

The Scattered Sites Program began in 1990 to encourage qualified Public Housing residents to become homeowners. Over the years, these properties have become increasingly challenging to operate due to the distance between homes, the lack of uniform systems, and the loss of federal subsidies for capital improvements and operating expenses. The Section 18 Disposition Program allows homes designated as public housing to be sold “as is.” With approval, the Housing Department will submit a Section 18 application and applicable Tenant Protection Vouchers to HUD. The 57 homes are listed in **Attachment A**.

Residents will have the opportunity to purchase their home or receive a tenant protection voucher. Approximately half of the homes will be sold to owner-occupants at no less than 90 percent of the property's appraised value. Homes will be appraised within six months of the sale date. The Housing Department will use the proceeds from the single-family home sales to support Housing Programs, as required by federal regulations, furthering the goal of the Council-approved Fiscal Year (FY) 2026-27 Annual Agency Plan to provide more affordable housing in the City of Phoenix.

Financial Impact

There is no impact to the General Fund. The Scattered Sites Program is federally funded. Proceeds from the sale of the single-family homes will be used to support the HUD Housing Program as required by federal regulations.

Concurrence/Previous Council Action

- On December 4, 2019, Formal Meeting, the City Council approved the adoption of the sale of 130 scattered sites single-family homes and the submission of HUD

Section 18 disposition application for 40 vacant scattered sites single-family homes through Ordinance S-46222.

- On March 23, 2022, the Assisted Housing Governing Board (AHGB) approved the submission of HUD Section 18 disposition application for 90 scattered sites single-family homes through Resolution No. 211.
- On March 4, 2026, the AHGB approved the FY 2026-27 Annual Agency Plan, Section 8 Housing Choice Voucher Administrative Plan, the Public Housing Admissions and Continued Occupancy Policy, the Capital Fund Program and the Capital Fund Five-Year Action Plan through Resolution 232.

Public Outreach

The approved 2026-27 Annual Agency Plan includes the Housing Department's plan to dispose of the scattered-site single-family homes through HUD's Section 18 Disposition Program. The seven-member Resident Advisory Board met on February 12, 2026, and it was approved. As required by federal regulations, a 45-day public comment period was provided, and a public hearing was held on February 17, 2026, to receive comments. No comments were received. Additionally, on February 5, 2026, and April 6, 2026, notices were sent to residents within the Scattered Sites Portfolio, and individual outreach was also conducted.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Housing Department.

List of 57 Scattered Sites Homes

Address	City	State	Zip
1133 N. 59th Dr.	Phoenix	AZ	85043
223 E. Vogel Ave.	Phoenix	AZ	85020
309 W. Desert Dr.	Phoenix	AZ	85041
322 E. Oraibi Dr.	Phoenix	AZ	85024
510 E. Oraibi Dr.	Phoenix	AZ	85024
808 N. 59th Dr.	Phoenix	AZ	85043
901 W. Angela Dr.	Phoenix	AZ	85023
932 E. Fremont Rd.	Phoenix	AZ	85042
1301 E. Sahuaro Dr.	Phoenix	AZ	85020
1329 W. Montoya Ln.	Phoenix	AZ	85027
1401 W. Medlock Dr.	Phoenix	AZ	85013
1430 E. Ardmore Rd.	Phoenix	AZ	85042
1501 E. Pinchot Ave.	Phoenix	AZ	85014
1644 E. Solano Dr.	Phoenix	AZ	85016
1708 W. Michelle Dr.	Phoenix	AZ	85023
1910 N. 42nd Dr.	Phoenix	AZ	85009
2211 W. Hartford Ave.	Phoenix	AZ	85023
2239 W. Pinchot Ave.	Phoenix	AZ	85015
2244 E. Claire Dr.	Phoenix	AZ	85022
2294 W. Pecan Rd.	Phoenix	AZ	85041
2821 E. Pershing Ave.	Phoenix	AZ	85032
2945 W. Villa Maria Dr.	Phoenix	AZ	85053
3038 W. Coronado Rd.	Phoenix	AZ	85009
3201 N. 20th St.	Phoenix	AZ	85016
3231 W. Acapulco Ln.	Phoenix	AZ	85053
3320 W. Wahalla Ln.	Phoenix	AZ	85027
3321 W. Grovers Ave.	Phoenix	AZ	85053
3402 W. Dahlia Dr.	Phoenix	AZ	85029
3415 E. Helena Dr.	Phoenix	AZ	85032
3415 E. Poinsettia Dr.	Phoenix	AZ	85028
3529 E. Hartford Ave.	Phoenix	AZ	85032
3725 E. Presidio Rd.	Phoenix	AZ	85032
3740 W. Redfield Rd.	Phoenix	AZ	85053
3855 W. Greenway Rd.	Phoenix	AZ	85053
3901 N. 21st Pl.	Phoenix	AZ	85016
3913 W. Osborn Rd.	Phoenix	AZ	85019
4118 W. Pasadena Ave.	Phoenix	AZ	85019
4141 E. Apollo Rd.	Phoenix	AZ	85042
4180 W. Camino Acequia	Phoenix	AZ	85051
4335 E. Union Hills Dr.	Phoenix	AZ	85050
5014 W. Sheridan St.	Phoenix	AZ	85035
5049 W. Columbine Dr.	Glendale	AZ	85304
5210 W. Windsor Ave.	Phoenix	AZ	85035

5526 W. Lewis Ave.	Phoenix	AZ	85035
6226 W. Britton Ave.	Phoenix	AZ	85033
9630 N. 13th Ave.	Phoenix	AZ	85021
12631 N. 34th St.	Phoenix	AZ	85032
14049 N. 38th St.	Phoenix	AZ	85032
15027 N. 38th Dr.	Phoenix	AZ	85053
15818 N. 22nd Way.	Phoenix	AZ	85022
17417 N. 8th Ave.	Phoenix	AZ	85023
17446 N. 8th Ave.	Phoenix	AZ	85023
17601 N. 16th Dr.	Phoenix	AZ	85023
17838 N. 26th St.	Phoenix	AZ	85032
18222 N. 33rd Dr.	Phoenix	AZ	85053
18242 N. 34th Lane	Phoenix	AZ	85053
18801 N. 13th Dr.	Phoenix	AZ	85027



Administrative Services for Housing Preservation Projects- Contract RFA FY26-086-14 - Request for Award (Ordinance S-53056) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with MRT Design LLC. ("MRT"), to provide Administrative Services for the Housing Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$250,000.

Summary

This contract provides administrative oversight and inspection services for future preservation projects within the City of Phoenix Housing Department's Asset & Property Management Multi-Family portfolios. The contractor's responsibilities include day-to-day administration, project oversight, operational support, vendor coordination, safety monitoring, and support related to surveys, plans, and permits. Occupied unit coordination will continue to be performed by Housing Department staff.

The Street Transportation Department utilized MRT for Phase 1 under the Architectural On-Call Services for Calendar Years 2024-2025 contract 159513. The firm prepared scopes and technical requirements, and coordinated with the Historic Preservation Office. Because MRT is already familiar with the properties, historic preservation needs, and regulatory requirements, the firm is well-positioned to provide efficient, effective oversight for Phase 2 and upcoming rehabilitation projects.

MRT Design, LLC., has demonstrated the staffing capacity and technical expertise necessary to support these rehabilitation efforts through completion or until available funding is exhausted. Engaging a new vendor at this stage would delay the project schedule and incur additional costs, negatively impacting these critical preservation projects.

Procurement Information

In accordance with City of Phoenix Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason:

Special Circumstances Without Competition.

Contract Term

The contract's term will extend through the completion of the projects, which is anticipated to occur by May 31, 2028.

Financial Impact

The aggregate contract value will not exceed \$250,000. These projects are being funded through GO Bond funding or U.S. Department of Housing and Urban Development grant funds.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Housing Department.



Authorization to Amend Lease Agreement 129426 Located at 1220 and 1224 S. 7th Avenue With Buckeye and 7th Avenue, LLC to Extend Term - (Ordinance S-53017) - District 8

Request to authorize the City Manager, or his designee, to amend Lease Agreement 129426 with Buckeye and 7th Avenue, LLC to extend the term for a two-year period and provide for one additional one-year option. Further request authorization for the City Controller to disburse all funds related to this item.

Summary

The Human Services Department currently leases approximately 7,700 square feet of interior floor space at 1220-1224 S. 7th Avenue for the operation of the Senior Opportunities West Senior Center. The center provides fitness and health programs, education programs, social activities, lunch, transportation and other services. The lease amendment will begin September 20, 2026, through September 19, 2028, with one additional one-year option to extend. Total rent during the initial year of the lease agreement is \$9,355.50 per month, which includes \$6,256.25 base rent and \$3,099.25 Common Area Maintenance fees, plus applicable taxes. Rent is within the range of market rents as determined by the Real Estate Division. Base rent will increase by three percent annually.

Contract Term

The lease term will be extended two years beginning September 20, 2026, through September 19, 2028, with one additional one-year option to extend.

Financial Impact

Rent during the initial year of the lease amendment is \$112,266, plus applicable taxes. Base Rent will increase by three percent annually.

Concurrence/Previous Council Action

Agreement 129426-0, 01 and 02, Ordinance S-37173, adopted June 16, 2010.

Agreement 129426-03, Ordinance S-41821, adopted June 17, 2015.

Agreement 129426-04, 05, 06, and 07, Ordinance S-44927, adopted August 29, 2018.

Location

1220 and 1224 S. 7th Avenue

Assessor's Parcel Number: 105-01-062B

Council District: 8

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Human Services and Finance departments.



Request Retroactive Authorization to Apply for, Accept and Enter Into an Agreement for 2026 Child and Family Advocacy Center Grant Funds (Ordinance S-53022) - Citywide

Request retroactive authorization for the City Manager, or his designee, to apply for and if awarded, accept Child and Family Advocacy Center grant funds and enter into an agreement with the State of Arizona Attorney General's Office (AGO). Funds will be allocated statewide to child and family advocacy centers based on the number of clients served in calendar year 2024. Further request authorization to take all other action necessary or appropriate to carry out the grant terms. Request authorization for the City Treasurer to accept and City Controller to disburse all funds related to this item for the grant life.

Summary

On March 27, 2026, the AGO announced availability of Child and Family Advocacy Center grant funds with an application due date of May 12, 2026. The AGO worked with the Arizona Legislature to re-appropriate monies from civil settlements to establish a fund providing grant support to statewide Child and Family Advocacy Centers. To address ongoing need, the AGO is providing up to \$100,000 for multiple, one-time grants.

If awarded, this funding will provide essential support to victims of crime who are in dangerous, emergency situations. Support may include clothing, hygiene items, and gift cards for basic needs, food and/or fuel.

Contract Term

The grant period shall commence upon award and shall remain in effect until December 31, 2027.

Financial Impact

There is no impact to the General Fund. Funding is provided by the AGO and does not have a match requirement.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Human Services Department.



Authorization to Enter Into Contract with The Arizona Community Action Association dba Wildfire (Ordinance S-53023) - Citywide

Request to authorize the City Manager, or his designee, to enter into an agreement with the Arizona Community Action Association, Inc. dba Wildfire to accept utility assistance funds in an amount not to exceed \$1,033,032 for fiscal year 2026-2027. Further request to authorize the City Treasurer to accept, and the City Controller to disburse, all funds related to this item.

Summary

Funding provided to the City of Phoenix through this agreement will be used to assist low-income individuals and families with low-incomes with utility bills. The funding will allow the Human Services Department to provide emergency financial assistance to approximately 2,000 households.

Funding consists of both federal and local funds including: Utility, Repair, Replace, and Deposit Funds, funding from Arizona Public Service, Salt River Project and Southwest Gas, and funding from the Low Income Energy Assistance Program.

Contract Term

The Contract will begin on or about July 1, 2026 and run through June 30, 2027.

Financial Impact

The total amount of the contract will not exceed \$1,033,032. There is no impact to the General Fund.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Human Services Department.



**Acquisition of Improved Real Property Located at 1746 W. Fillmore Street
(Ordinance S-53032) - District 7**

Request to authorize the City Manager, or his designee, to acquire all rights, title and interest to improved real property located at 1746 W. Fillmore Street within the City's appraised value plus usual, and customary, closing costs. Acquisition is to be by voluntary purchase from Stos Partners 81 Fillmore, LLC, or other owner of the property. Further request authorization for the City Controller to disburse all funds related to this item.

Summary

The improved property site, located at 1746 W. Fillmore Street, is zoned A-1 and consists of approximately 1.152 acres, improved with a 21,009 square-foot vacant industrial building. The property's intended use will be a 24-hour heat relief site that will be open seven days a week from May 1 through September 30 of each year.

The parcel to be acquired is identified by Maricopa County Assessor's parcel number (APN) 111-23-007A.

Financial Impact

Funding is available in the Human Services Capital Improvement Program budget.

Location

West of N. 17th Avenue and north of W. Fillmore Street
Council District: 7

Responsible Department

This item is submitted by Deputy City Manager Gina Montes, the Office of Homeless Solutions and the Finance Department.



Request for Proposals for Head Start Birth to Five Classroom Behavior and Education Coaching Services (Ordinance S-53053) - Council Districts 1, 3, 4, 5, 7 & 8

Request to authorize the City Manager, or his designee, to enter into a contract with Southwest Human Development, Inc., to provide Head Start Birth to Five Classroom Behavior and Education Coaching Services to the Human Services Department. Further request to authorize the City Controller to disburse all funds related to this item. The contract value will not exceed \$500,000 over the life of the contract.

Summary

Classroom behavior and education coaches assist Head Start Birth to Five teachers with classroom management and support. The Head Start early childhood education service providers, family advocates, childcare partners and the behavioral support team have observed an increasing number of behavioral concerns in the classroom. Although the behavior support staff are responsive, there is a need for additional one-on-one help with children. Behavior coaches will support children and teachers by implementing age-appropriate interventions in the classroom, and childcare centers to maintain a safe environment. They will provide various services and strategies to de-escalate disruptive behaviors and teach new skills to foster a positive learning atmosphere. The interventions provided must align with the child's developmental level, teacher learning style, Conscious Discipline practices, trauma-informed care practices and Head Start performance standards. The goal of a coach in the classroom is to reduce behavior referrals and teach new skills to the child, caregiver, childcare staff and teachers.

Procurement Information

A Request for Proposals, RFP-EED-26-0244, was processed in accordance with City of Phoenix Administrative Regulation 3.10.

The Human Services Department received 8 offers on April 10, 2026. Seven offers were deemed to be responsive and responsible. One offer was deemed non-responsive. An evaluation committee of internal staff evaluated those offers based on the following criteria, with a maximum possible point total of 1,000:

- General Information (1 maximum point).
- Method of Approach (400 maximum points).
- Experience and Expertise of Key Personnel (300 maximum points).
- Cost/Budget (299 maximum points).

The Evaluation Committee scores are as follows:

- Southwest Human Development, Inc.: 845 points.
- Elevate Education Coaching & Consulting, Inc.: 613 points.
- Positive Behavior Supports Corps: 550 points.

After reaching a consensus, the evaluation committee recommends award to the following offeror:

- Southwest Human Development, Inc.

Contract Term

The contract will begin on or about July 1, 2026, for a five-year term with no options to extend.

Financial Impact

The contract value will not exceed \$500,000. Funding is available from the United States Department of Health and Human Services, Administration of Children, Youth, and Families.

Concurrence/Previous Council Action

This item was approved by the Head Start Policy Council on February 9, 2026, by a vote of 11-0.

Location

- Alhambra Elementary School District No. 68, 4510 N. 37th Avenue.
- Cartwright Elementary School District No. 83, 5220 W. Indian School Road.
- Deer Valley Unified School District No. 97, 20402 N. 15th Avenue.
- Fowler Elementary School District No. 45, 1617 S. 67th Avenue.
- Isaac Elementary School District No. 5, 3348 W. McDowell Road.
- Laveen Elementary School District No. 59, 5001 W. Dobbins Road.
- Murphy Elementary School District No. 21, 3140 W. Buckeye Road.
- Pendergast Elementary School District No. 92, 3802 N. 91st Avenue.
- Phoenix Elementary School District No. 1, 1817 N. 7th Street.

- Roosevelt Elementary School District No. 66, 6000 S. 7th Street.
- Washington Elementary School District No. 6, 4650 W. Sweetwater Avenue.
- Wilson Elementary School District No. 7, 3025 E. Fillmore Street.

Council District(s): 1, 3, 4, 5, 7, and 8.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Human Services Department.



Thomas Klise/Crimson Multimedia Contract - RFA-26-0150 - Request for Award (Ordinance S-52971) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with Thomas S. Klise Company dba Thomas Klise/Crimson Multimedia to provide physical video games and processing services for the Library Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$375,000.

Summary

This contract will provide for the purchase of physical video games and related processing services including cases, labels and barcoding materials necessary for circulation. These materials will support the Phoenix Public Library, which consists of 17 branch locations and one bookmobile. Video games are offered for checkout to library cardholders residing in Maricopa County. This contract will maintain a high-demand collection and ensure materials are properly processed and available for public use.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Sole Source. Thomas S. Klise Company dba Thomas Klise/Crimson Multimedia is the only known vendor that provides both physical video games and specialized processing services tailored for library circulation. These services include cases, labeling and barcoding materials, which allows items to be delivered in a shelf-ready condition. Utilizing vendor processing eliminates the need for library staff to perform these tasks, which results in increased efficiency and cost savings.

Contract Term

The contract will begin on or about August 1, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate contract value will not exceed \$375,000 for the five-year aggregate term.

Funding is available in the Library Department's operating budget.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Library Department.



**Chinese Language Materials Contract - RFA 26-0301 Request for Award
(Ordinance S-52993) - Citywide**

Request to authorize the City Manager, or his designee, to enter into a contract with Actrace, LLC to provide Chinese Language Materials for the Library Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$250,000.

Summary

This contract will provide Phoenix Public Libraries with a U.S.-based vendor specializing in Chinese language books that highlight Chinese heritage, culture and contemporary interests to support the Library's multilingual collection and meet community demand. This procurement ensures ongoing access to quality Chinese language materials for residents across 17 locations of the City of Phoenix Library.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Without Competition. The vendor will provide support and deliver complete MARC (Machine-Readable Cataloging) records for all titles supplied. The Library does not have an in-house selector who reads Chinese, nor staff capable of creating catalog records for Chinese language materials. Actrace, LLC is able to provide curated order lists and is also the only supplier of Chinese language books that provides full MARC records for all purchased titles.

Contract Term

The contract will begin on or about October 8, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate contract value will not exceed \$250,000 for the five-year aggregate term.

Funding is available in the Library Department's budget.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Library Department.



**Spanish Language Materials Contract - RFA 26-0296 Request for Award
(Ordinance S-52994) - Citywide**

Request to authorize the City Manager, or his designee, to enter into a contract with Cinco Books Corp to provide Spanish Language Materials for the Library Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$250,000.

Summary

This contract will provide Phoenix Public Libraries with a U.S.-based vendor to supply Curated Library Selection (CLS) materials in Spanish, featuring authentic and culturally relevant content. The purpose of this procurement is to support the Library's multilingual collection and meet growing community demand. This procurement ensures ongoing access to high-quality, curated Spanish language books aligned with demographic and social cultural characteristics of the communities served. Materials acquired through this contract will serve residents across 17 locations of the City of Phoenix Library.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Without Competition. The vendor will provide support and deliver complete MARC (Machine-Readable Cataloging) records for all titles supplied. The Library does not have an in-house Spanish selector nor staff capable of creating curated materials in Spanish. Cinco Books Corp holds the copyright for the Curated Libraries Selection (CLS), which is beneficial to the Library Department for the said purpose.

Contract Term

The contract will begin on or about September 3, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate contract value will not exceed \$250,000 for the five-year aggregate term.

Funding is available in the Library Department's budget.

Responsible Department

This item is submitted by Deputy City Manager Gina Montes and the Library Department.



Annual Review and Updates to the Neighborhood Services Department's Code Enforcement Policy - Citywide

Request City Council approval of changes to the Neighborhood Services Department's (NSD) Code Enforcement Policy (CEP), based on the annual review.

Summary

The CEP provides guidelines for enforcement of the Neighborhood Preservation Ordinance, Zoning Ordinance and portions of other City codes/ordinances enforced by NSD (**Attachment A**). Each year, NSD staff presents a review of the policy with any recommended updates to the City Council, as stated in the policy, which was last updated June 12, 2025. The information in this report is intended to initiate the review process and recommend updates for consideration.

The CEP is comprised of five sections. Section I of the CEP establishes the purpose of standard code enforcement, and the notification and enforcement options available to inspection staff. Section II defines recidivist person/properties and the possible consequences for repeat offenders. Section III describes the inspection and enforcement protocols for resident complaints with exceptions for proactive code enforcement in the immediate area of a complaint and in strategic action areas. Section IV includes information encouraging the use of hardship assistance programs for low- and moderate-income households where funding is available and support for owners/responsible parties who are impacted by homelessness. This includes increased communication, assistance and support in the form of information, referral counseling, outreach and the provision of volunteer labor and/or direct financial assistance. Section V provides guidance for NSD to work cooperatively with other departments and agencies to resolve complex and hazardous cases.

Based on NSD's annual review of the CEP, NSD staff is proposing the following updates:

- Specify egregious violations may result in an immediate citation upon inspection.
- Add Shopping Cart Certification cases to the list of violations that may be inspected proactively.
- Allow staff to address similar violations when addressing common blight violations at a property.

- Replace "Immediate Inspection" with "Hazard Inspection."
- Allow 11 days to conduct an inspection after issuance of a Pre-Notification Letter.
- Differentiate timelines for Notice of Ordinance Violation compliance from inspection timelines.
- Add timelines for inspection when not already referenced in the CEP.
- Add language regarding when consecutive citations will be considered and require approvals.
- Add language to clarify immediate area for purposes of proactive inspections when responding to a complaint.
- Replace Neighborhood Fight Back and Neighborhood Initiative Areas with Neighborhood Action Plans and Strategic Code Enforcement Areas.
- Fix incorrect references and unnecessary duplications.

The staff recommended updates to the CEP are highlighted on pages three through eight of **Attachment B**, with the current CEP provided for reference.

Concurrence/Previous Council Action

On May 27, 2026, the Community Services and Education Subcommittee unanimously recommended City Council approval of all CEP updates, by a vote of 4-0.

Responsible Department

This item is submitted by Deputy City Manager Cynthia Aguilar and the Neighborhood Services Department.



NEIGHBORHOOD SERVICES DEPARTMENT

CODE ENFORCEMENT POLICY

The Code Enforcement Policy, adopted by the Phoenix City Council, provides guidelines for enforcement of the Neighborhood Preservation Ordinance, Zoning Ordinance and portions of other codes and ordinances.



Neighborhood Services Department Mission

To Preserve, Enhance and Engage Phoenix Neighborhoods

Contact Us

Report a code violation:

phoenix.gov/myPHX311

(602) 534-4444

Check the status of a code enforcement case:

nsdonline.phoenix.gov/CodeEnforcement

(602) 534-4444

For information about the Neighborhood
Preservation Code Compliance program:

phoenix.gov/nsd/programs/compliance

For a copy of this publication in an alternate format or for reasonable accommodations contact:

**Neighborhood Services Department ADA Liaison,
200 W. Washington St., Phoenix, AZ 85003. Voice (602) 534-4444. TTY 711.**

Esta información está disponible en español.

Code Enforcement Policy

Statement of Intent

The Code Enforcement Policy is to be used to guide the efforts of the Neighborhood Services Department to address violations of the City Code. To achieve compliance, it is the intent of the department to lead with education, provide resources when hardships exist, and enforce when necessary. Code enforcement is intended to be used to foster partnership with residents to support the overall health, safety, and welfare of the City, and to protect neighborhoods against hazardous, blighting, and deteriorating influences or conditions. Neighborhood Preservation Inspectors provide excellent customer service and will operate with fairness, integrity, transparency, and consistent professionalism while working to meet the department's intent.

I. Standard Code Enforcement

A. Purpose

It is the intent of the city of Phoenix to promote the health, safety, and welfare of the residents of Phoenix, Arizona. Part of this responsibility includes protecting neighborhoods from blighting and deteriorating conditions that have a negative impact on area property values and encourage social disorder and crime. This is achieved through ordinances and by establishing a policy to guide enforcement of the ordinances.

B. Standard Enforcement Policy

City of Phoenix residents are encouraged and supported in their efforts to maintain the physical environment of their neighborhoods through standards set in local ordinances. To assist in this endeavor, the following code enforcement policy has been established to guide the city in addressing properties with code violations.

The following actions will be taken on properties where there has been no case history or history of violations and/or previous enforcement action:

1. Inspection/Pre-notification

When a property complaint is received, the city will respond in the following manner:

a. Immediate Inspections

If the alleged violation concerns a potential health or safety hazard to the neighborhood or neighbors, inclusive of open/vacant buildings, fire and/or health hazards, unsecured pools or other health and safety hazards, the city will respond with an immediate inspection.

b. Pre-Notification Letter

If the alleged violation is not a potential health or safety hazard, if the property is occupied and if a mailing address is available, the city will issue a pre-notification letter to the owner/responsible parties notifying them that specific complaints have been received and that an inspection will be conducted within ten days. Information on the most common blighting violations will also be included with the pre-notification letter.

Code Enforcement Policy

2. Formal Notice of Ordinance Violation (NOV)

Except in cases involving health and safety violations, cases with previous history of code violations, violations of a transient nature such as home occupation standards and violations involving vendors, the responsible party or parties will be officially notified that a violation has been discovered through an inspection and will be advised of specific corrective action required. They will also be advised through this process of what further action will be taken by the city if they do not comply. In addition, owners/responsible parties will be advised of available appropriate assistance as enumerated in Section IV.B. of this policy.

a. Timelines for NOV Reinspection

- I. Standard – 15 days (minor violations)
- II. Standard – 35 days (significant cost to correct)
- III. Abatement – 35 days
- IV. Hazard – 0 to 24 hours
- V. Graffiti – 10 days
- VI. Rental Registration – 10 days
- VII. Illegal Signs - 5 days
- VIII. Mobile Vending – 0 to 15 days

The NOV will include an explanation that recidivists will receive only one official notice for a violation and that future offenses of city ordinances may result in legal action without issuance of further notices of ordinance violation. Information on the most common blighting violations will also be included with the NOV.

3. Civil Citation

Owners/responsible parties who fail to comply will be subject to the issuance of a civil citation that will be adjudicated by a hearing officer/judge. In the case of properties that are not owner occupied the following general guidelines will apply:

- In general, tenants/occupants will be held responsible for items concerning routine maintenance and for personal property items.
- In situations where tenants/occupants have failed to fulfill their responsibility for compliance with city ordinances, owners/responsible parties may also be held accountable.
- In cases involving unoccupied properties, owners/ responsible parties will be held accountable for all property conditions.

4. Criminal Complaint

Failure to comply with any of the preceding actions will be cause to proceed with a criminal complaint.

5. City Abatement

The city, at its own discretion, may choose to directly abate and assess (lien) for any and all violations that remain in non-compliance with city ordinances or regulations.

Code Enforcement Policy

6. Exceptions

Exceptions to the standard code enforcement policy are as follows:

Episodic Violations

- a. An episodic violation is one that occurs intermittently. To effectively address episodic violations in an expediated manner, the Neighborhood Services Department will deviate from the standard enforcement process and proceed to an immediate citation.

Violations include, but are not limited to, non-permitted events where the owner has been notified but activity continues, such as unauthorized parties that occur on commercial properties and events with outdoor entertainment without the appropriate use permit.

II. Recidivists Persons/Properties and Egregious Violations

A. Purpose

The recidivist process is designed to provide relief via an expedited enforcement process for neighborhoods experiencing problems with residents who repeatedly violate city ordinances and who have demonstrated an inability or unwillingness to remain a good neighbor by maintaining their property.

B. Definition

A recidivist case is a newly opened case on a property involving the same responsible party for the same violation or any of the common blight violations as specified in Section III (B) (4) (a), where within the last 12 months, the responsible party has been issued a Notice of Ordinance Violation and/or civil citation, and/or had criminal charges filed for, and/or contractual abatement initiated.

An egregious violation is when the condition or state of a property is in an extreme state of violation, which could present health and safety issues, or is beyond the reasonable scenario where the owner may not be aware there is a violation.

If unusual or mitigating circumstances warrant, the City Manager or designee exempt a responsible party from the recidivist designation. In such cases, the City Manager or designee will seek input from the complainant, neighborhood associations or block watches in the area, area residents or other staff, as appropriate, to assist in making a determination.

C. Notification Policy

Cases with a violation, which have been determined to be recidivist or chronic recidivist, will not be issued a pre-notification letter or standard NOV, and will proceed immediately to one of the following code enforcement actions based on the unique facts of the case:

- issue a NOV requiring the abatement of the violations
- issue a civil citation
- request a criminal summons

Code Enforcement Policy

III. Inspection/Enforcement

A. Purpose

The Neighborhood Preservation Ordinance, Zoning Ordinance and other ordinances and codes enforced by the Neighborhood Services Department are enforced on a complaint basis. This is designed to encourage resident, neighborhood association, block watch or other city department participation in the enforcement process. The graffiti supplies non-access regulations (Section 39-10 D) of the Neighborhood Preservation Ordinance, mobile vending regulations, Vacant Property Registry, and common blight violations identified along arterial streets may be enforced proactively.

B. Confidentiality of Complaints

The Neighborhood Services Department's policy is to not publicly disclose complainant information, unless required by law. Once a violation is substantiated, the City of Phoenix serves as the official complainant for the duration of the case.

A property may be reported anonymously, or residents may choose to leave their contact information as part of the process for any additional inquiries for the inspector. Anonymous complaints will be accepted with the following exceptions: home occupation complaints; portions of the animal ordinance (Chapter 8); when past complaints for the same alleged violation on the same property have been found to be invalid on three or more occasions; and in situations when a street address is not provided. Complaints in these categories will require that the complainant provides a name and contact phone number.

C. Exceptions

Exceptions to the complaint-based enforcement policy are as follows:

1. Active Neighborhood Fight Back Areas

The Neighborhood Fight Back Program is a resident mobilization effort that provides a temporary increase in city services to assist in community revitalization efforts. The increased services are targeted to reduce crime, eliminate, or prevent blight and help restore or stabilize neighborhoods.

Deviation from the complaint-based enforcement process will take place at the request of, and with the active support and cooperation of, area residents.

2. Neighborhood Initiative Areas

Combined with the city's long-standing commitment to improve distressed areas, the Neighborhood Services Department is focusing resources for concentrated and comprehensive revitalization in five Neighborhood Initiative Areas. The concept is to concentrate resources, complete revitalization, then move to other areas of need. The neighborhoods identified and selected require a comprehensive approach for restoration and revitalization. Staff works with residents so that success can be defined, and a strategy developed to achieve it.

These and future designated NIAs will allow for non-complaint-based inspections and enforcement.

3. Redevelopment Areas, Neighborhood Revitalization Areas, or other Target Areas

Code Enforcement Policy

The Neighborhood Services Department works with resident advisory committees and neighborhood organizations in the city's designated Redevelopment Areas and other Target Areas to eliminate blight and to promote residential and commercial redevelopment and revitalization. In order to support and complement redevelopment and revitalization efforts within the designated redevelopment and Target Areas, systematic and non-complaint- based code enforcement may be required.

At the request of Phoenix City Council members, certain Neighborhood Revitalization Areas are designated by the Neighborhood Services Department for neighborhood organization and revitalization activities. Based upon the request of, and in partnership with, the neighborhood organization, non- complaint-based code enforcement may be implemented in these areas.

4. Properties in the Immediate Area which are an Obvious Detriment or Blight

When an initial inspection is conducted, based on a complaint, the inspector may:

- a. Expand upon the initial complaint on the same property and determine whether violations exist on the following items identified by City Council:
 - High weeds/grass or dead/dry bushes, trees, weeds and/or other vegetation
 - Inoperable vehicles
 - Junk, litter and/or debris
 - Open/vacant buildings and structures
 - Outside storage
 - Fences in disrepair
 - Vehicles parked on a non-dust proofed surface or in non-permitted areas of residential front or side yards
 - Graffiti
 - Properties not listed on the Vacant Property Registry
- b. Inspect additional properties in the immediate area of the initial reported violation
- c. Limit the inspection to those items, which appeared as violations on the initial property on which the complaint was received; and the items listed in III (B)(4)(a).
- d. Initiate appropriate enforcement action

5. Environmental, Imminent Hazard and/or Fire Safety Conditions

In order to maintain and protect neighborhoods from imminent hazards, environmental hazards, fire hazards and other types of similar conditions that may immediately endanger or place residents in peril, the city will summarily inspect/abate any and all conditions which are discovered without benefit of complaint.

6. Seamless Service Efforts

The Neighborhood Services Department may be called upon by other departments or governmental agencies to partner on issues of community concern in areas outside of the city's designated Target Areas. It is the department's goal to provide seamless and coordinated service in such circumstances to facilitate the resolution of an identified community problem. In order to support and

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complement these interagency/interdepartmental efforts, systematic and non-complaint-based code enforcement may be implemented with the approval of the City Manager or designee.

7. City-designated Slum Properties

In an effort to comprehensively and effectively address multiple violations at city- designated slum properties, the Neighborhood Services Department may implement non-complaint-based code enforcement.

8. Recidivist/Chronic Recidivist Properties

To address frequently recurring violations on recidivist properties, the Neighborhood Services Department may initiate non-complaint-based inspections/ code enforcement on recidivist properties after case resolution to check for a recurrence of the same violation(s) and/or any of the common blight violations as identified in Section III. (B) (4) (a).

To assure lasting compliance on chronic recidivist properties, the Neighborhood Services Department shall initiate non-complaint based exterior inspections/ code enforcement on designated chronic recidivist properties after case resolution, to check for a recurrence of the same violation(s) and/or any of the common blight violations as identified in Section III. B. (4) (a).

9. Private Communities

Enforcement of violations within private communities with private roads and/or limited public access are generally the responsibility of the owner(s), responsible party, property manager, and/or park managers. NSD will enforce violations visible from the property boundaries and health and safety violations reported by residents within the community.

10. Short Term Rental Properties

To ensure the appropriate permitting requirements are met, the Neighborhood Services Department may proactively enforce non-permitted Short-Term Rentals. Additionally, the Director may adopt a policy to regularly inspect properties for compliance with Section 10-205.

IV. Hardship Assistance

A. Purpose

It is the intent of the city to provide assistance to all low- and moderate- income households that are eligible for financial assistance, and support for owners/responsible parties who are impacted by homelessness. Assistance and support will be provided in the form of information, referral, counseling, outreach, the provision of volunteer labor and/or the provision of direct financial assistance. Additional time to achieve compliance may also be necessary due to the resources offered.

B. Available Resources

Based upon funding availability and in some cases participant eligibility the Neighborhood Services Department will provide or coordinate the following types of assistance:

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- Information
- Housing, financial, landlord/tenant counseling
- Referral to public, private, or nonprofit sources of assistance
- Tool lending
- Volunteer labor assistance
- Graffiti abatement supplies and assistance
- Financial assistance to bring violations into compliance
- Housing rehabilitation/reconstruction (limited geographic areas only)

V. Interdepartmental/Interagency Cooperation

A. Purpose

The Neighborhood Services Department will cooperate with other departments and agencies when appropriate to further the mutual goals of nuisance abatement and neighborhood maintenance for the benefit of the entire community.

B. Cooperation From Other Departments

Upon the request of the director or designee, the Police Department and any other department of the city will assist and cooperate with the director in the performance of duties related to the enforcement of ordinances. This cooperation may include assistance in enforcement or abatement actions, including removal of persons from buildings or structures to be demolished.

C. Hazardous Conditions

The city manager or designee may order immediate abatement of a hazard without notice. The Neighborhood Services Department may also request official concurrence from other departments as to whether immediate abatement action is necessary. These departments or agencies include, but are not limited to, Police, Fire, Public Works, Development Services, and the Maricopa County Environmental Services departments.

VI. Annual Review by City Council

This Code Enforcement Policy will be reviewed and evaluated annually by the City Council.



City of Phoenix

NEIGHBORHOOD SERVICES DEPARTMENT

Neighborhood Preservation Division

CODE ENFORCEMENT POLICY

The Code Enforcement Policy, adopted by the Phoenix City Council, provides guidelines for enforcement of the Neighborhood Preservation Ordinance, Zoning Ordinance and portions of other codes and ordinances.

Neighborhood Services Department Mission

To Preserve, Enhance and Engage Phoenix Neighborhoods

Contact Us

Report a code violation:

phoenix.gov/myPHX311

(602) 534-4444

Check the status of a code enforcement case:

nsdonline.phoenix.gov/CodeEnforcement

(602) 534-4444

For information about the Neighborhood
Preservation Code Compliance program:

phoenix.gov/nsd/programs/compliance

For a copy of this publication in an alternate format or for reasonable accommodations, contact:

**Neighborhood Services Department ADA Liaison,
200 W. Washington St., Phoenix, AZ 85003. Voice (602) 534-4444. TTY 711.**

Esta información está disponible en español.

Code Enforcement Policy

Statement of Intent

The Code Enforcement Policy is to be used to guide the efforts of the Neighborhood Services Department to address violations of the City Code. To achieve compliance, it is the intent of the department to lead with education, provide resources when hardships exist, and enforce when necessary. Code enforcement is intended to be used to foster partnership with residents to support the overall health, safety, and welfare of the City, and to protect neighborhoods against hazardous, blighting, and deteriorating influences or conditions. Neighborhood Preservation Inspectors provide excellent customer service and will operate with fairness, integrity, transparency, and consistent professionalism while working to meet the department's intent.

I. Standard Code Enforcement

A. Purpose

It is the intent of the city of Phoenix to promote the health, safety, and welfare of the residents of Phoenix, Arizona. Part of this responsibility includes protecting neighborhoods from blighting and deteriorating conditions that have a negative impact on area property values and encourage social disorder and crime. This is achieved through ordinances and by establishing a policy to guide enforcement of the ordinances.

B. Standard Enforcement Policy

City of Phoenix residents are encouraged and supported in their efforts to maintain the physical environment of their neighborhoods through standards set in local ordinances. To assist in this endeavor, the following code enforcement policy has been established to guide the city in addressing properties with code violations.

The following actions will be taken on properties where there has been no case history or history of violations and/or previous enforcement action:

1. Inspection/Pre-notification

When a property complaint is received, the city will respond in the following manner:

a. Hazard Inspections

If the alleged violation concerns a potential health or safety hazard to the neighborhood or neighbors, inclusive of open/vacant buildings, fire and/or health hazards, unsecured pools or other health and safety hazards, the city will respond within 24 hours or one business day to attempt an inspection.

b. Pre-Notification Letter

If the alleged violation is not a potential health or safety hazard, if the property is occupied and if a mailing address is available, the city will issue a pre-notification letter to the owner/responsible parties notifying them that specific complaints have been received and that an inspection will be conducted within 11 days. Information on the most common blighting violations will also be included with the pre-notification letter.

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2. Formal Notice of Ordinance Violation (NOV)

Except in cases involving health and safety violations, cases with previous history of code violations, violations of a transient nature such as home occupation standards and violations involving vendors, the responsible party or parties will be officially notified that a violation has been discovered through an inspection and will be advised of specific corrective action required. They will also be advised through this process of what further action will be taken by the city if they do not comply. In addition, owners/responsible parties will be advised of available appropriate assistance as enumerated in Section IV.B. of this policy.

a. Timelines for NOV Compliance

- I. Standard – 15 days (minor violations)
- II. Standard – 35 days (significant cost to correct)
- III. Abatement – 35 days
- IV. Hazard – 0 to 24 hours
- V. Graffiti – 10 days
- ~~VI. Rental Registration – 10 days~~
- VII. Illegal Signs – 5 days
- VIII. Mobile Vending – 0 to 15 days

The NOV will include an explanation that recidivists will receive only one official notice for a violation and that future offenses of city ordinances may result in legal action without issuance of further **NOVs**. Information on the most common **blight** violations will also be included with the NOV.

Cases involving inspections post issuance of an NOV will be conducted within four days of the scheduled compliance date.

3. Civil Citation

Owners/responsible parties who fail to comply will be subject to the issuance of a civil citation that will be adjudicated by a hearing officer/judge. In the case of properties that are not owner occupied the following general guidelines will apply:

- In general, tenants/occupants will be held responsible for items concerning routine maintenance and for personal property items.
- In situations where tenants/occupants have failed to fulfill their responsibility for compliance with city ordinances, owners/responsible parties may also be held accountable.
- In cases involving unoccupied properties, owners/responsible parties will be held accountable for all property conditions.

4. Criminal Complaint

Failure to comply with any of the preceding actions will be cause to proceed with a criminal complaint.

5. City Abatement

The city, at its own discretion, may choose to directly abate and assess (lien) for any and all violations that remain in non-compliance with city ordinances or regulations.

Code Enforcement Policy

6. Exceptions

Exceptions to the standard code enforcement policy are as follows:

Episodic Violations

- a. An episodic violation is one that occurs intermittently. To effectively address episodic violations in an expediated manner, the Neighborhood Services Department will deviate from the standard enforcement process and proceed to an immediate citation.

Violations include, but are not limited to, non-permitted events where the owner has been notified but activity continues, such as unauthorized parties that occur on commercial properties and events with outdoor entertainment without the appropriate use permit.

II. Recidivists Persons/Properties and Egregious Violations

A. Purpose

The recidivist process is designed to provide relief via an expedited enforcement process for neighborhoods experiencing problems with residents who repeatedly violate city ordinances and who have demonstrated an inability or unwillingness to remain a good neighbor by maintaining their property.

B. Definition

A recidivist case is a newly opened case on a property involving the same responsible party for the same violation or any of the common blight violations as specified in Section III (C)(4)(a), where within the last 12 months, the responsible party has been issued a NOV and/or civil citation, and/or had criminal charges filed for, and/or contractual abatement initiated.

An egregious violation is when the condition or state of a property is in an extreme state of violation, which could present health and safety issues, or is beyond the reasonable scenario where the owner may not be aware there is a violation.

If unusual or mitigating circumstances warrant, the City Manager or designee exempt a responsible party from the recidivist designation. In such cases, the City Manager or designee will seek input from the complainant, neighborhood associations or block watches in the area, area residents or other staff, as appropriate, to assist in making a determination.

C. Notification Policy

Cases with a violation **observed at the initial inspection**, which have been determined to be recidivist, chronic recidivist, **or are categorized as an egregious violation**, will not be issued a pre-notification letter or standard NOV, **and an inspection will be conducted within three days**. Cases will proceed immediately to one of the following code enforcement actions based on the unique facts of the case:

- issue a NOV requiring the abatement of the violations
- issue a civil citation
- request a criminal summons

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D. Consecutive Citations

If a violation remains uncorrected, a case involves imminent hazards, or a case remains open for an extended period of time, the inspector may issue a citation for each day the violation is observed. Issuing daily citations requires Code Compliance Manager approval.

III. Inspection/Enforcement

A. Purpose

The Neighborhood Preservation Ordinance, Zoning Ordinance and other ordinances and codes enforced by the Neighborhood Services Department are enforced on a complaint basis. This is designed to encourage resident, neighborhood association, block watch or other city department participation in the enforcement process. The graffiti supplies non-access regulations (Section 39-10 D) of the Neighborhood Preservation Ordinance, mobile vending regulations, Vacant Property Registry, Shopping Cart Certification, and common blight violations may be enforced proactively.

B. Confidentiality of Complaints

The Neighborhood Services Department's policy is to not publicly disclose complainant information, unless required by law. Once a violation is substantiated, the City of Phoenix serves as the official complainant for the duration of the case.

A property may be reported anonymously, or residents may choose to leave their contact information as part of the process for any additional inquiries for the inspector. Anonymous complaints will be accepted with the following exceptions: home occupation complaints; portions of the animal ordinance (Chapter 8); when past complaints for the same alleged violation on the same property have been found to be invalid on three or more occasions; and in situations when a street address is not provided. Complaints in these categories will require that the complainant provides a name and contact phone number.

C. Exceptions

Exceptions to the complaint-based enforcement policy are as follows:

1. Neighborhood Action Plans

A Neighborhood Action Plan is a resident mobilization effort that provides a temporary increase in city services to assist in community revitalization efforts. The increased services are targeted to reduce crime, eliminate or prevent blight, and help restore or stabilize neighborhoods.

Deviation from the complaint-based enforcement process will take place at the request of, and with the active support and cooperation of, area residents.

2. Strategic Code Enforcement Areas (Community Development Block Grant funded)

Strategic code enforcement activities are targeted to specific eligible regions determined to be deteriorating or deteriorated, to protect public health, safety, and welfare, and to encourage residents to maintain the appearance and value of their housing units, reduce crime in their neighborhood, and to protect the health and safety of residents using public facilities, in accordance with federal Department of Housing and Urban Development requirements. In order to be eligible,

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areas must be in low- and moderate-income census tracts and meet the requirements of being a slum and blight area, with a significant portion of the slum and blighted properties meeting that definition based on the built environment.

In addition to enforcement, other efforts may include, but are not limited to, conducting educational outreach on code compliance issues, initiating area property condition surveys, and providing technical and referral assistance to resolve city code violations.

3. Properties in the Immediate Area which are an Obvious Detriment or Blight

When an initial inspection is conducted, based on a complaint, the inspector may:

- a. Expand upon a complaint on the same property and determine whether violations exist on the following items identified by City Council or **similar/related violations**:
 - High weeds/grass or dead/dry bushes, trees, weeds and/or other vegetation
 - Inoperable vehicles
 - Junk, litter and/or debris
 - Open/vacant buildings and structures
 - Outside storage
 - Fences **or walls** in disrepair
 - Vehicles parked on a non-dust proofed surface or in non-permitted areas of residential front or side yards
 - Graffiti
- b. Inspect additional properties in the immediate area of the initial reported violation. **The immediate area is defined as the two adjacent properties plus the three across the street; may expand to the entire street at the inspector's discretion. A supervisor may approve to expand beyond the street if deemed appropriate.**
- c. Limit the inspection to those items, which appeared as violations on the initial property on which the complaint was received; and the items listed in III **(C)**(4)(a).
- d. Initiate appropriate enforcement action.

4. Environmental, Imminent Hazard and/or Fire Safety Conditions

In order to maintain and protect neighborhoods from imminent hazards, environmental hazards, fire hazards and other types of similar conditions that may immediately endanger or place residents in peril, the city will summarily inspect/abate any and all conditions which are discovered without benefit of complaint.

5. Seamless Service Efforts

The Neighborhood Services Department may be called upon by other departments or governmental agencies to partner on issues of community concern in areas outside of the city's designated Target Areas. It is the department's goal to provide seamless and coordinated service in such circumstances to facilitate the resolution of an identified community problem. In order to support and complement these interagency/interdepartmental efforts, systematic and non-complaint-based code enforcement may be implemented with the approval of the City Manager or designee.

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6. City-designated Slum Properties

In an effort to comprehensively and effectively address multiple violations at city- designated slum properties, the Neighborhood Services Department may implement non-complaint-based code enforcement.

7. Recidivist/Chronic Recidivist Properties

To address frequently recurring violations on recidivist properties, the Neighborhood Services Department may initiate non-complaint-based inspections/code enforcement on recidivist properties after case resolution to check for a recurrence of the same violation(s) and/or any of the common blight violations as identified in Section III (C)(4)(a).

To assure lasting compliance on chronic recidivist properties, the Neighborhood Services Department shall initiate non-complaint based exterior inspections/code enforcement on designated chronic recidivist properties after case resolution, to check for a recurrence of the same violation(s) and/or any of the common blight violations as identified in Section III (C)(4)(a).

8. Private Communities

Enforcement of violations within private communities with private roads and/or limited public access are generally the responsibility of the owner(s), responsible party, property manager, and/or park managers. NSD will enforce violations visible from the property boundaries and health and safety violations reported by residents within the community.

9. Short Term Rental Properties

To ensure the appropriate permitting requirements are met, the Neighborhood Services Department may proactively enforce non-permitted Short-Term Rentals. Additionally, the Director may adopt a policy to regularly inspect properties for compliance with Section 10-205.

IV. Hardship Assistance

A. Purpose

It is the intent of the city to provide assistance to all low- and moderate- income households that are eligible for financial assistance, and support for owners/responsible parties who are impacted by homelessness. Assistance and support will be provided in the form of information, referral, counseling, outreach, the provision of volunteer labor and/or the provision of direct financial assistance. Additional time to achieve compliance may also be necessary due to the resources offered.

B. Available Resources

Based upon funding availability and in some cases participant eligibility the Neighborhood Services Department will provide or coordinate the following types of assistance:

- Information
- Housing, financial, landlord/tenant counseling

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- Referral to public, private, or nonprofit sources of assistance
- Tool lending
- Volunteer labor assistance
- Graffiti abatement supplies and assistance
- Financial assistance to bring violations into compliance
- Housing rehabilitation/reconstruction (limited geographic areas only)

V. Interdepartmental/Interagency Cooperation

A. Purpose

The Neighborhood Services Department will cooperate with other departments and agencies when appropriate to further the mutual goals of nuisance abatement and neighborhood maintenance for the benefit of the entire community.

B. Cooperation From Other Departments

Upon the request of the director or designee, the Police Department and any other department of the city will assist and cooperate with the director in the performance of duties related to the enforcement of ordinances. This cooperation may include assistance in enforcement or abatement actions, including removal of persons from buildings or structures to be demolished.

C. Hazardous Conditions

The city manager or designee may order immediate abatement of a hazard without notice. The Neighborhood Services Department may also request official concurrence from other departments as to whether immediate abatement action is necessary. These departments or agencies include, but are not limited to, Police, Fire, Public Works, Development Services, and the Maricopa County Environmental Services departments.

VI. Annual Review by City Council

This Code Enforcement Policy will be reviewed and evaluated annually by the City Council.



Environmental Review Consulting Services - RFQu-24-003 - Amendment (Ordinance S-53024) - Citywide

Request to authorize the City Manager, or his designee, to allow additional expenditures under Contract 160774 with Paleowest, LLC dba Headway Environmental, Contract 160781 with SWCA Incorporated, and Contract 161132 with Pinyon Environmental, Inc. to provide on-call environmental assessment and review services for the Neighborhood Services and Housing departments. Further request to authorize the City Controller to disburse all funds related to this item. There is no impact to the General Fund. The additional expenditures will not exceed \$950,000.

Summary

This contract provides environmental review services mandated under a variety of environmental statutes, executive orders and regulations under the U.S. Department of Housing and Urban Development (HUD) National Environmental Policy Act review guidelines. Duties include completing environmental assessments and/or site-specific reviews of City-administered, HUD-funded projects to determine their impact on the environment and to document compliance with applicable authorities.

Contract Term

The contract term remains unchanged, ending on April 30, 2027, with two one-year options to extend through April 30, 2029.

Financial Impact

Upon approval of \$950,000 in additional funds, the revised aggregate value of the contracts will not exceed \$1,950,000. The Neighborhood Services and Housing departments utilize federal funds for these contracts, therefore there is no impact to the General Fund.

Concurrence/Previous Council Action

The City Council previously approved this request:

- Environmental Review Consulting Services - Contract 160774, Contract 160781, Contract 161132 (Ordinance S-50756) on April 17, 2024.

Responsible Department

This item is submitted by Deputy City Managers Cynthia Aguilar and Gina Montes and the Neighborhood Services and Housing departments.



Event Equipment Rental Services - PKS-IFB-26-0175 Amendment (Ordinance S-52974) - Citywide

Request to authorize the City Manager, or his designee, to execute an amendment to consent to the assignment of Event Equipment Rental Services Contract 165161 with Luna Brinca Rentals LLC to Top Event Rentals LLC. No additional funds are needed; request to continue using Ordinance S-52735.

Summary

The Parks and Recreation Department was notified after contract award and prior to contract execution that the awarded vendor had an entity change. The purpose of this amendment is to consent to the assignment of the contract with Luna Brinca Rentals LLC to Top Event Rentals LLC. Top Event Rentals LLC has acquired Luna Brinca Rentals LLC. This amendment will allow for the contract and contract duties to move forward unhindered.

The contract will provide event equipment and rental services for large-scale City-sponsored events and numerous community and special events hosted by the Parks and Recreation and Aviation departments. Equipment rentals may include canopies, chairs, tables, lighting, generators, temporary barricades, and Americans with Disabilities Act required platforms and ramps. Services may include transportation, set-up, and tear-down of equipment. The contracts are critical to the City as they ensure the safe, efficient, and professional execution of event equipment rental services that enhance community engagement, cultural programming, and public enjoyment.

Contract Term

The contract term remains unchanged, ending on April 30, 2031.

Financial Impact

The aggregate value of the contract will not exceed \$755,000, and no additional funds are needed.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Event Equipment Rental Services 165161 (Ordinance S-52735) on April 8, 2026.

Responsible Department

This item is submitted by Deputy City Managers Cynthia Aguilar and Frank McCune and the Parks and Recreation and Aviation departments.



Parks and Recreation Event-Related Services - PKS-RFQu-26-0119 - Amendment (Ordinance S-53028) - Citywide

Request to authorize the City Manager, or his designee, to execute an amendment to consent to the assignment of Parks and Recreation Event-Related Services Contract 165063 with Luna Brinca Rentals LLC to Top Event Rentals LLC. No additional funds are needed; request to continue using Ordinance S-52652.

Summary

The Parks and Recreation Department was notified after contract award and prior to contract execution that the awarded vendor had an entity change. The purpose of this amendment is to consent to the assignment of the contract with Luna Brinca Rentals LLC to Top Event Rentals LLC. Top Event Rentals LLC has acquired Luna Brinca Rentals LLC. This amendment would allow for the contract and contract duties to move forward unhindered.

This contract will provide Parks and Recreation Event-Related Services for events scheduled throughout the city. These services support seasonal public events across multiple City parks and facilities, which include, but are not limited to, the rental of rides, games, bounce houses, face painting, staging, live entertainment, and other various related services. These events are designed to provide safe, family-friendly recreation opportunities that promote community engagement and cultural enrichment for residents of all ages. This contract is critical to the City as it ensures the safe, efficient, and professional execution of events that enhance community engagement, cultural programming, and public enjoyment.

Contract Term

The contract term remains unchanged, ending on March 31, 2031.

Financial Impact

The aggregate value of the contract will not exceed \$925,000, and no additional funds are needed.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Parks and Recreation Event-Related Services Contract 165063 (Ordinance S-52652) on March 4, 2026.

Responsible Department

This item is submitted by Deputy City Manager Cynthia Aguilar and the Parks and Recreation Department.



Recreation Management Equipment Upgrades - Amendment (Ordinance S-53048) - Citywide

Request to authorize the City Manager, or his designee, to amend Contract 148327 with Active Network, LLC to include equipment upgrades to the Parks and Recreation Department's recreation management software. Further request the City Council to amend Ordinance S-49023 to reflect authorization of expenditures of \$15,000 per year beginning September 21, 2022. Further request to authorize the City Controller to disburse all funds related to this item. The additional funding will not exceed \$150,000.

Summary

The Parks and Recreation Department currently utilizes the ActiveNet recreation management software application for facility rentals, activity registration, membership management, league management, point of sale, reports and credit card processing.

The credit card readers for the software application recently became technologically outdated and did not meet current payment card standards for tap, insert, and swipe functionality and posed compliance and security risks. Further, the credit card readers were no longer supported by Active Network, LLC, the authorized merchant services provider. Due to the proprietary system integration and security controls, the only devices identified to be compatible and eligible for purchase were from Active Network, LLC; however, since the existing contract with Active Network, LLC is revenue-based, payment authority is needed for the purchase.

Additionally, the City Council report for item 55 of the September 21, 2022, City Council Formal Meeting included authorization for aggregate expenditures of the contract not to exceed \$106,400, including an initial expenditure of \$31,400 and annual expenditures of \$15,000 thereafter until the expiration of the contract. Due to a clerical error, Ordinance S-49023 reflected only authorization for the initial expenditure which did not align with the City Council report, so an amendment to the ordinance is needed.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

The contract term remains unchanged and expires August 31, 2028.

Financial Impact

The aggregate value of the contract will not exceed \$256,400. Funds are available in the Parks and Recreation Department's budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- City Council approved Recreation Management Software Contract 148327 with Active Network, LLC on October 16, 2019.
- City Council approved one-time emergency online system improvements (Ordinance S-47497) on April 21, 2021.
- City Council approved ongoing enhanced software features not to exceed \$106,400 (Ordinance S-49023) on September 21, 2022.

Responsible Department

This item is submitted by Deputy City Manager Cynthia Aguilar and the Parks and Recreation Department.



Authorization to Accept 10 Acres of Vacant Land From CACH Holdings, LLC, and to Designate as Mountain Preserve (Ordinance S-53064) - District 6

Request authorization for the City Manager, or his designee, to accept approximately 10 acres of vacant, undeveloped land located north of W. Mountain View Drive and east of SR 202, via a separate recording instrument from CACH Holdings, LLC, its successors, and assigns, and to designate as "Mountain Preserve" in accordance with the provisions of Chapter XXVI of the City Charter.

Summary

In May 2026, the Parks and Recreation Board approved to accept a land donation into the City of Phoenix South Mountain Park/Preserve. The donation is approximately 10 acres of undisturbed, desert land and consists of intact habitat, native vegetation and wildlife movement corridors that will hold meaningful conservation value and strengthen the ecological continuity for the Preserve. The property will be conveyed via a separate recording instrument at no cost to the City.

The real property to be accepted is identified by Maricopa County Assessor parcel number of 300-04-015W.

Concurrence/Previous Council Action

The Parks and Recreation Board approved to accept the land donation on May 28, 2026.

Location

North of W. Mountain View Drive and east of SR 202
Council District: 6

Responsible Department

This item is submitted by Deputy City Manager Cynthia Aguilar and the Parks and Recreation and Finance departments.



19th Avenue and Montebello Avenue - Authorization to Issue Disposition and Redevelopment Solicitation - District 4

Request to authorize the City Manager, or his designee, to issue a Request for Proposals (RFP) for the disposition and redevelopment of the approximately 10.2-acre City-owned property located at the southeast corner of 19th Avenue and Montebello Avenue.

Summary

The City owns approximately 10.2 acres of land located at the southeast corner of 19th Avenue and Montebello Avenue (Site), currently improved with a 794-space park-and-ride facility and transit center serving the 19th Avenue and Montebello Avenue light rail station. The Site is owned by the City of Phoenix Public Transit Department and includes multiple parcels zoned Walkable Urban Code, Transect 5:6 District, Transit Solano Character Area (WU CODE T5:6 SL). In 2025, in anticipation of issuing a RFP, the Community and Economic Development Department (CEDD) processed a rezoning application requesting a change to the Walkable Urban Code to allow mixed-use, commercial, and residential uses consistent with the long-term vision for the area outlined in the Solano Transit-Oriented Development Policy Plan. The Site was developed as the initial end of line park and ride location and opened in 2008; however, subsequent extensions have moved the end of line further north and this park and ride is now underutilized. Some parking may need to be maintained on Site, which will be determined by the Public Transit Department before the RFP is issued.

With approval, CEDD will issue an RFP seeking high-quality, transit-oriented, mixed-use redevelopment concepts. CEDD is assessing the feasibility for a portion of any proposed residential use to be affordable to households that qualify as Affordable (at or below 60 percent of Area Median Income) or the Workforce range (at or below 120 percent Area Median Income). CEDD is currently working with stakeholders to determine if an additional reservation of space for a City purpose may be needed and will include any identified needs in the desired project.

Proposers will be required to retain key transit functions, including park-and-ride spaces and the bus loop, as determined necessary by the Public Transit Department, and to have experience successfully completing at least one vertical development of at

least three stories in the last seven years. Proposers will be required to comply with all applicable Federal Transit Administration (FTA) regulations regarding the disposition or use of the site. The RFP will seek proposals that:

- Provide mixed-use commercial and residential redevelopment supporting transit-oriented land use.
- Capitalize on the Site's strategic location adjacent to the 19th Avenue and Montebello Avenue light rail station.
- Support the long-term vision established in the Solano Transit-Oriented Development Policy Plan.
- Incorporate pedestrian-oriented design, public access, and Site activation consistent with the Walkable Urban Code.

Procurement Information

Responsive proposals will be evaluated by a panel including City staff and community representatives. The evaluation criteria will be:

- Concept to Redevelop the Site (0-375 points)
- Return to the City (0-350 points)
- Proposer's Qualifications and Experience (0-275 points)

Following negotiations with the recommended proposer, staff will present business terms to the Economic Development and the Arts Subcommittee for review and recommendation, and subsequently to the full City Council for approval. Due to the use of federal funds disbursed by the FTA for the original property acquisition, all resulting Agreements are subject to the review and approval of the FTA.

Financial Impact

This action will have no financial impact to the General Fund. Any revenues gained resulting from this RFP will be directed to the City's Public Transit fund for transit uses per FTA guidelines.

Concurrence/Previous Council Action

This item was recommended for approval by a vote of 4-0 at the June 10, 2026, Economic Development and the Arts Subcommittee.

Public Outreach

Public outreach regarding proposed redevelopment was conducted through the rezoning process. Additional public outreach will be completed prior to releasing the RFP.

Location

Southeast corner of 19th Avenue and Montebello Avenue

Council District: 4

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer, Deputy City Manager Amber Williamson and the Community and Economic Development and Public Transit departments.



Greater Phoenix Economic Council - Authorization to Add Funding (Ordinance S-53013) - Citywide

Request to authorize the City Manager, or his designee, to approve funding for the fourth year of the City's contract with the Greater Phoenix Economic Council (GPEC) for business attraction and development services (Contract 158892). The cost for year four of the contract will not exceed \$837,137. Further request to authorize the City Controller to disburse all funds related to this item. Funding is available in the budgets of the Aviation, Community and Economic Development (CED), Public Works and Water Services departments.

Summary

GPEC's mission is to attract and grow quality businesses in the region and advocate for Greater Phoenix's economic competitiveness. Its efforts include marketing the region, including coordinating regional prospect proposals, real estate tours, domestic and international sales missions and other strategic activities resulting in business investment in Greater Phoenix.

The City has been a member of GPEC since the organization's inception in 1989. Since 2020, the fee for each GPEC member in Maricopa County is calculated using a rate of \$0.4897 per resident, based on the most current population estimates from the Arizona Office of Economic Opportunity. The 2025 population estimate for Phoenix is 1,709,489. Based on this formula, the Fiscal Year (FY) 2026-27 contract amount is \$837,137, which will be shared equally by the Aviation, Community and Economic Development, Public Works and Water Services departments

GPEC regularly collaborates with CED to generate prospects and attract new business investment from outside the region. As of April 30, 2026, GPEC's efforts this fiscal year have helped locate 32 companies to the region, with the expectation of creating nearly 5,507 jobs and capital investments exceeding \$1.9 billion. To date, 11 of those companies have chosen to locate in Phoenix. Over the past five years, Phoenix's return on investment from its partnership with GPEC has been \$111 of direct revenue for every \$1 invested.

GPEC represents 22 municipalities in the region, as well as Maricopa and Pinal

Counties, and conducts a variety of diverse and value-added services and activities on behalf of its members. In addition to the public sector members, more than 220 private investors contribute resources to support GPEC's efforts.

Procurement Information

In accordance with Administrative Regulation 3.10, an exception to the procurement process was approved to select this vendor as a Sole Source given its unique role in performing business attraction and development services for the Greater Phoenix region.

Contract Term

On June 28, 2023, City Council authorized a one-year contract with four one-year renewal options. If funding for FY 2026-27 is approved in the amount of \$837,137, the third contract option will be exercised, and the final one-year renewal option will remain.

Financial Impact

The FY 2026-27 contract amount is \$837,137, which will be shared equally by the Aviation, Community and Economic Development, Public Works and Water Services departments.

Concurrence/Previous Council Action

- On June 28, 2023, City Council authorized this contract and funding for the first year of the contract in an amount not to exceed \$811,450 through Ordinance S-49920.
- On May 29, 2024, City Council authorized the FY 2024-25 budget in an amount not to exceed \$823,701 for the first one-year renewal option through Ordinance S-50895.
- On June 4, 2025, City Council authorized the FY 2025-26 budget in an amount not to exceed \$831,362 for the second one-year renewal option through Ordinance S-51966.

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer, Deputy City Managers Alan Stephenson and Frank McCune and the Water Services, Community and Economic Development, Public Works and Aviation departments.



Western Maricopa Coalition Dues for Fiscal Years 2026-2029 (Ordinance S-53027) - Districts 1, 4, 5, 7 & 8

Request to authorize the City Manager, or his designee, to pay membership dues to Western Maricopa Coalition (WESTMARC) for Fiscal Years (FY) 2026-29 in the amount of \$25,000 annually, plus a consumer price index escalator each year after the first year, for a total cost not to exceed \$80,000 for the three years. Further request authorization for the City Controller to disburse funds related to this item.

Summary

WESTMARC was formed in 1990 to address important issues facing the West Valley's economic prosperity. WESTMARC, a public-private partnership, actively promotes the West Valley region of Greater Phoenix (area west of I-17) and represents 15 cities, the West Valley business community and education sectors. In partnership with the Community and Economic Development Department (CEDD), WESTMARC gives specific focus to the Villages of Rio Vista, North Gateway, Deer Valley, North Mountain, Alhambra, Maryvale, Estrella, and Laveen.

CEDD participates in several WESTMARC's committees, including the Economic Development, Quality of Life, Workforce and Marketing committees. Participation in these committees promotes collaboration with other west valley cities, businesses, investors and stakeholders. WESTMARC provides statistical information regarding workforce and West Valley demographics, which are utilized in strategies for retail and business attraction to West Phoenix. CEDD has also had the opportunity to promote West Phoenix Opportunity Zones and featured sites for restaurant and retail development at WESTMARC pitch events. The membership also provides a table at each of WESTMARC's Signature Events including its annual meeting, Governor's State of the State Luncheon, Economic Development Summit, and Best of the West Awards.

Financial Impact

Membership dues are based on population and communities with more than 100,000 residents are asked to contribute \$25,000 annually for FY 2026-27. After the first year, a consumer price index escalator will be applied to subsequent years. The three-year, cumulative amount for FY 2026-29 will not exceed \$80,000. Funding is available in

CEDD's General Fund.

Concurrence/Previous Council Action

This item was approved by the City Council at the June 28, 2023, Formal Meeting for Fiscal Years 2023-26.

Location

Council Districts: 1, 4, 5, 7 and 8

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer and the Community and Economic Development Department.



Amend Ordinance S-47581 and Development Agreement (City Contract 157059) with Laveen Baseline LLC (Ordinance S-53031) - Districts 7 & 8

Request to authorize the City Manager, or his designee, to amend Development Agreement (City Contract 157059) with Laveen Baseline LLC to allow for alternative retail uses at Laveen Park Place shopping center located at the southeast corner of Loop 202 South Mountain Freeway and Baseline Road.

Summary

Laveen Baseline LLC (Developer) is the owner of an approximate 65-acre site located at the southeast corner of the Loop 202 and South Mountain Freeway and Baseline Road known as Laveen Park Place (LVPP). In 2019, as part of the first phase of development of LVPP, the Developer constructed a 150,000 square foot shopping center consisting of major anchor retailers, restaurants, and accompanying shops. As the Developer planned the second phase of LVPP, it was identified that additional public infrastructure was required to support the growth of the project and the area at large.

On May 19, 2021, City Council approved Ordinance S-47581 (Ordinance) authorizing staff to negotiate and enter into a Development Agreement (DA) with the Developer for the installation of public infrastructure improvements to include the half street construction of 59th Avenue from Baseline to north of the South Mountain Avenue alignment (Improvements) as well as construction of an, at least, 50,000 square foot lifestyle center with a movie theater (Theater Phase), herein, comprehensively, noted as LVPP Phase 2. The DA was executed on September 13, 2022. Pursuant to the DA, the Developer was to construct the required Improvements and the City will reimburse the Developer a maximum of \$2.5 million (paid at \$250,000 annually) upon completion of construction of LVPP Phase 2, including the City's acceptance, and dedication of the Improvements to the City. The following item under the current terms of the Ordinance and DA is the subject of this request:

- Developer is required to construct at least a 50,000 square foot lifestyle center, with a movie theater, and the required public infrastructure improvements within 10 years of entering into the DA with the City.

The Developer began construction of the Improvements in 2022 and transferred ownership of certain parcels of LVPP to Harkins Laveen, L.L.C., for the construction of a new movie theater/entertainment complex. The Developer completed construction of the Improvements, as noted in the DA in 2024, and construction of the theater remains outstanding.

During this time, the Motion Picture Exhibition Industry (Theaters) was recovering from the effects of the COVID-19 Pandemic but also faced other unforeseen market disruptions such as the Writers Guild of America (WGA) and Screen Actors Guild (SAG) strikes of 2023. To date, these disruptions have placed a significant strain on the production of movies which are a large source of revenue for Theaters. This has caused Harkins to reposition its growth strategy, which has led to the decision to dispose of its portion of the LVPP site, as it is no longer feasible for development as a theater by Harkins. Harkins has engaged with an entity that is seeking to locate a general retail/mass retailer to the site that will fulfill a long-term need and a long-standing community request for increased amenities in the trade area. To move forward with the proposed project and fulfill the obligations under the DA, an amendment is required to the Ordinance and DA. The proposed amendment will remove and replace Section D of the Ordinance to state:

- Developer will construct a shopping center of at least 50,000 square feet consisting of general retail/general mass merchandise retailer, providing not less than a diversified inventory of grocery, soft goods, household commodities and other goods and services, subject to review and approval of the Community and Economic Development Director, by December 31, 2030. If construction is completed by this date, then the agreement will stay in place for a period of 10 years from the construction completion date. If construction is not completed by December 31, 2030, then, upon Community and Economic Development Director review and approval of an alternative development schedule and plan from the Developer, which must be provided to the City prior to July 1, 2030; City may extend the LVPP Phase 2 completion date to December 31, 2032.

No other modifications are proposed.

This area of Phoenix continues to be a high-demand and high-growth area for both new residential and employment uses. Although the area continues to expand, retail amenities continue to be in short supply and more options are needed to meet demand. LVPP Phase 2 will not only serve residents and employees living and working in and around the South Mountain Technology Corridor and the community at large, it will also assist to alleviate the sales tax leakage Phoenix experiences as a result of the lack of retail amenities in the area.

Contract Term

The original term of 10 years from the proposed Construction Completion date will remain unchanged.

Financial Impact

There is no change in the financial terms. The maximum reimbursement amount of \$2.5 million, with annual reimbursements not to exceed \$250,000, will remain unchanged as stated in the original DA. Funding is programmed in the Strategic Economic Development Fund.

Concurrence/Previous Council Action

- The DA was recommended for approval by the Economic Development and Housing Subcommittee at the April 28, 2021, meeting by a vote of 3-0.
- The DA was approved by the City Council at the May 19, 2021, Formal City Council meeting.

Location

Southeast corner of Loop 202 South Mountain Freeway and Baseline Road
Council Districts: 7 and 8

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer and the Community and Economic Development Department.



An Ordinance Amending Phoenix City Code Chapter 10A Regarding Mutual Indemnification Provisions for Certain Facility Use Agreements - Phoenix Convention Center (Ordinance G-7523) - Citywide

This item requests an amendment to Phoenix City Code (PCC) Chapter 10A, Phoenix Convention Center, to add a definition related to Convention Center Major Events and to authorize the Convention Center Director to include mutual indemnification provisions in certain facility use agreements.

Summary

On November 18, 1987, the City Council adopted Ordinance G-3066, which added a new Chapter 10A to the City Code regarding the operational policies and facilities rental schedules for all events at the Phoenix Civic Plaza and repealed prior inconsistent ordinances. On July 13, 1988, the City Council adopted Ordinance G-3161, which amended Ordinance G-3066 and Chapter 10A. On February 16, 2005, the City Council adopted Ordinance G-4675, which repealed Chapter 10A in its entirety, with the exception of Section 10A-5, and adopted a new Chapter 10A. On March 7, 2007, the City Council adopted Ordinance G-4872, which amended Chapter 10A in its entirety. On April 21, 2023, the City Council adopted Ordinance G-7102, which amended Chapter 10A by removing Sections 10A-4, 10A-7, 10A-8 and 10A-9, renumbering the remaining sections, and establishing a rental rate and policy schedule.

This item requests an amendment to Chapter 10A by adding a definition for “Convention Center Major Events” and by granting the Director authority to include mutual indemnification provisions in facility use agreements with public entities and for Convention Center Major Events. Under the proposed amendment, before including these mutual indemnification provisions in these facility use agreements, the Director will be required to consult directly with the Law Department and Risk Management Division of the Finance Department. Inclusion of mutual indemnification provisions in any other facility use agreements will still require a Council-approved waiver of PCC Section 42-18.

A draft of the proposed amended ordinance is attached as **Attachment A**.

Concurrence/Previous Council Action

The City Council previously approved:

- Ordinance G-3066 on November 18, 1987.
- Ordinance G-3161 on July 13, 1988.
- Ordinance G-4675 on February 16, 2005.
- Ordinance G-4872 on March 7, 2007.
- Ordinance G-7102 on April 21, 2023.

Responsible Department

This item is submitted by Deputy City Manager Cynthia Aguilar and the Phoenix Convention Center Department.

Attachment A

ORDINANCE G-XXXX

AN ORDINANCE AMENDING PHOENIX CITY CODE
CHAPTER 10A, SECTIONS 10A-1 AND 10A-2, RELATED
TO INDEMNIFICATION PROVISIONS IN FACILITY USE
AGREEMENTS.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX as
follows:

SECTION 1. That Chapter 10A, Sections 10A-1 and 10A-2, are hereby
amended and revised to grant the Convention Center Director the authority to include
mutual indemnification provisions in certain facility use agreements as follows:

CHAPTER 10A PHOENIX CONVENTION CENTER.

* * * * *

* * * * *

Sec. 10A-1. Definitions.

Booking guidelines: The guidelines established and agreed upon by the Phoenix Convention Center Department (PCCD) and the destination marketing organization (DMO) to determine whether an event qualifies as a convention event and establish when and how much space may be reserved or contracted for the event.

City: The City of Phoenix, Arizona, owner and operator of the Phoenix Convention Center, theatrical venues and parking facilities.

Convention Center: The Phoenix Convention Center West, North and South Buildings and their grounds up to the property lines.

CONVENTION CENTER MAJOR EVENT: AN EVENT OR SERIES OF EVENTS HELD WITHIN THE PHOENIX METROPOLITAN AREA THAT: (1) ATTRACTS SIGNIFICANT NATIONAL OR INTERNATIONAL MEDIA COVERAGE; (2) IS AWARDED TO THE CITY THROUGH A BIDDING PROCESS; AND (3) EITHER HAS GENERATED OR IS PROJECTED TO GENERATE A SIGNIFICANT OVERALL ECONOMIC IMPACT, SUCH AS THROUGH TOURISM ACTIVITIES AND VISITOR SPENDING DIRECTLY

ATTRIBUTABLE TO THE EVENT.

Convention event: An event where attendance is generally limited by invitation or registration and the number of room nights is sufficient to qualify the event as a convention under the prevailing booking guidelines.

Dark day: A day for which a client has leased the space, but there is no client activity scheduled.

Destination marketing organization (DMO): A contractor hired by the City that provides marketing, solicitation and booking of regional, national and international conventions and tradeshows, and promotes tourism business for PCCD.

Director: The Director, or authorized delegate, of PCCD.

Event day or date of event: Part or all of a calendar day identified in a use agreement when the Convention Center, or theatrical venues, are occupied by the licensee, licensee's exhibitors, contractors, delegates, paid attendees, or invited guests.

Facility guide: A document that governs the use of the Convention Center, theatrical venues and parking facilities, authorized by the Director.

Licensee: Any person, firm, association, organization, partnership, company, civic or corporate entity that enters into a use agreement with the licensor for use of space in the Phoenix Convention Center, theatrical venues or parking facilities.

Licensor: The City, in its capacity as owner and operator of the Phoenix Convention Center, theatrical venues and parking facilities.

Merchandise sales: The sale of any items including, but not limited to, t-shirts, CDs, DVDs, photos, books and other merchandise in conjunction with an event at the Convention Center, or theatrical venues.

Net square footage: The estimated usable space, which is calculated by multiplying the gross square footage by 50 percent.

Non-convention event: Any event that does not meet the definition of a convention event.

Non-event day: Part or all of a calendar day that is utilized by a licensee for move-in or move-out, dark day or other activities related to an event that are normally closed to the licensee's delegates, paid attendees or invited guests.

Parking facilities: The parking lots, garages and other parking areas under the management of PCCD.

Performance: The presentation of an entertainment or artistic event, competition or ceremony before an audience. Examples include, but are not limited to, musicals, plays, concerts and graduations.

Phoenix Convention Center Department (PCCD): The Department of the City of Phoenix responsible for the management of the Phoenix Convention Center, theatrical venues and parking facilities.

Rental rates and policy schedule: A published document that includes rates and policy for rental of facilities.

Seasonal rate: The rate provided when any of the contracted dates fall within the period of Memorial Day to Labor Day.

Space rental charges: The charges listed in Exhibit A of the contract without accounting for any discounts or adjustments listed in the adjustments and waivers section of Exhibit A. For example, if the contract between licensee and licensor includes an adjustment or discount based on food and beverage sales/expenditures or Director waiver, the total space rental charges will not be reduced by any such adjustment/discount when calculating the total space rental charges.

Support space: Loading docks, pre-function and registration areas, show offices and REHEARSAL, first-aid, dressing, storage and green rooms may be provided subject to availability.

Theatrical venues (also referred to as *theaters*): The Orpheum Theatre and Symphony Hall.

Use agreement: A written contract between the licensor and a licensee for the use of space in the Convention Center or theatrical venues.

* * * * *

Sec. 10A-2. Director's authority.

A. The Director is delegated the responsibility and authority to manage and operate the Convention Center, theatrical venues and parking facilities. The Director's authority includes the authority to develop, amend, substitute, supplement and institute operating policies and procedures, facility guide, and rental rates and policy schedule, as the Director deems necessary, for the Convention Center, theatrical venues and parking facilities. The operating policies and procedures include policies and procedures regarding: (1) the operation of the Convention Center structures and surrounding property; (2) the type of labor, equipment and services that the licensor offers in support of an event and the fee charged for such support; (3) a description of the services and equipment included in the basic use agreement rates; and (4) security requirements.

B. The Director is authorized to enter into use agreements with licensees for the staging and presentation of events and performances in the Convention Center that, in the Director's judgment, will best serve the economic interests of the licensor and the State.

C. As may be required to meet competitive conditions, maximize revenues and economic benefit generated, and best serve the interests of the licensor and community, the Director is delegated authority to provide discounts up to 80 percent of the prevailing rental rates and provide other incentives determined necessary to compete effectively for local, regional, national and international events. Discounts exceeding 80 percent of the prevailing rental rates require the approval of the City Manager or authorized delegate.

D. The Director is authorized to establish rental rate goals and develop rental rates for the licensor. The Director must maintain competitive rental rates to ensure the licensor's facilities compete effectively for the convention, tradeshow, corporate, civic, performing arts and other non-convention business. The rates for use of the Convention Center, theatrical venues and parking facilities are intended to be competitive and set within the range of rates of similar competing convention centers, theatrical venues and parking facilities. To ensure the rental rates are maintained at competitive levels, the Director must conduct a biennial Convention Center survey.

E. The Director may discount the rental rates for use of space in the Convention Center, theatrical venues and parking facilities if banquets or other catered food and beverage functions are held on premises and the commission received for the food and beverage service exceeds the prevailing rental rates.

F. THE DIRECTOR IS AUTHORIZED, AFTER CONSULTING DIRECTLY WITH THE LAW DEPARTMENT AND THE RISK MANAGEMENT DIVISION, TO INCLUDE MUTUAL INDEMNIFICATION PROVISIONS IN ANY FACILITY USE AGREEMENT WITH A PUBLIC ENTITY OR IN FACILITY USE AGREEMENTS WITH PRIVATE ENTITIES FOR CONVENTION CENTER MAJOR EVENTS ONLY, AS DEFINED IN § 10A-1. THE REQUIREMENTS AND PROHIBITIONS IN § 42-18 APPLY TO ALL OTHER FACILITY USE AGREEMENTS NOT SPECIFICALLY IDENTIFIED HEREIN.

* * * * *

PASSED by the City Council of the City of Phoenix this __ day of _____, 2026.

MAYOR

Date

ATTEST:

Denise Archibald, City Clerk

APPROVED AS TO FORM:
Julie M. Kriegh, City Attorney

By: _____
Assistant Chief Counsel

REVIEWED BY:

Ed Zuercher, City Manager



**Test, Inspection and Repair of Fire Suppression and Pre-Action Systems
Contract - IFB-24-0285 - Amendment (Ordinance S-52998) - District 7 & 8**

Request to authorize the City Manager, or his designee to allow additional expenditures under Contract 161577 with Hiller Companies, LLC for fire suppression and pre-action systems testing, inspections, and repair services for the Phoenix Convention Center Department (PCCD). Further request to authorize the City Controller to disburse all funds related to this item. The additional expenditures will not exceed \$175,000.

Summary

This contract will provide the testing, inspection, and repair of fire suppression and pre-action systems, including three information technology data room suppression systems located in the Phoenix Convention Center. The Phoenix Fire Code requires semi-annual testing and inspection of these systems. During this contract period, the 2A data room suppression system discharged its tank after detecting smoke from an adjacent heating coil, the first time this suppression system discharged at PCCD. The contractor informed PCCD that the refill and certification can no longer be completed in-state and costs have increased significantly, requiring additional funding to ensure compliance with The Phoenix Fire Code, provide continued safety of PCCD staff and visitors, and data room operations.

Contract Term

The contract term remains unchanged, ending on October 31, 2029.

Financial Impact

Upon approval of \$175,000.00 in additional funds, the revised aggregate value of the contract will not exceed \$365,000.00. Funds are available in the Phoenix Convention Center Department's budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Test, Inspection and Repair of Fire Suppression and Pre-Action Systems Contract 161577 (Ordinance S-51211-0025) on September 4, 2024.

Location

Phoenix Convention Center, 100 N. 3rd Street
Council Districts: 7 and 8

Responsible Department

This item is submitted by Deputy City Manager Cynthia Aguilar and the Phoenix Convention Center Department.



Acquisition of Real Property for Fire Station 51 Located Southeast of W. Dove Valley Road and N. 43rd Avenue (Ordinance S-52984) - District 1

Request to authorize the City Manager, or his designee, to acquire all real property and related property interests required by donation; purchase within the City's appraised value; purchase at a settlement amount arrived at through mediation and determined by the City Manager, or designee, to be reasonable under the circumstances; or by the power of eminent domain for Fire Station 51. Additionally, request authorization for the City Controller to disburse all funds related to this item.

Summary

This approximate 10.6 acre site of vacant land has been identified as the necessary location for construction of Fire Station 51 to meet the demands of future surrounding area developments and best serve the public's safety needs. The parcel affected by this acquisition and included in this request is identified as a portion of Maricopa County Assessor Parcel Number 204-09-008A.

Financial Impact

Funding is available in the Fire Department's Capital Improvement Program budget.

Location

Southeast of W. Dove Valley Road and N. 43rd Avenue
Council District: 1

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire and Finance departments.



Occupational Medicine Health Staffing and Electronic Health Records Management RFP PS-26-0128 - Request for Award (Ordinance S-53003) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with Banner Occupational Health-Arizona, LLC to provide occupational medicine health staffing and electronic health records management for the Fire Department. Further request to authorize the City Treasurer to accept, and the City Controller to disburse, all funds related to this item. The total value of the contract will not exceed \$23,603,544.

Summary

This contract will provide occupational medicine health staffing and electronic health records management for the Fire Department's Health and Wellness Center (HWC), including annual National Fire Protection Association (NFPA) 1580 physicals, recruit physicals, health assessments, infectious control occurrences, injury prevention programs and rehabilitation needs to include physical therapy assessments, evaluations and treatment. This contract will also support local and national research related to health and safety concerns of professional Firefighters and work together with both local and national entities to continue advancements in Firefighter health and fitness. Additionally, this contract supports the Phoenix Police Department with various specialty physicals, Federal Emergency Management Agency (FEMA) operations clearance and outside fire agencies in completion of their required NFPA 1580 annual physicals. The Fire Department will be reimbursed by participating agencies for all associated costs provided to the participating agency.

This item has been reviewed and approved by the Information Technology Services Department.

Procurement Information

A Request for Proposal was processed in accordance with City of Phoenix Administrative Regulation 3.10.

Two vendors submitted proposals deemed responsive and responsible. An evaluation committee consisting of City staff evaluated those offers based on the following criteria

with a maximum possible point total of 1,000 points:

Qualifications, Experience, and References (0-400 points)

Method of Approach (0-400 points)

Fee Schedule (0-200 points)

After reaching consensus, the evaluation committee recommends award to the following vendor:

Banner Occupational Health-Arizona, LLC, 927.50 points

Contract Term

The contract will begin on or about October 1, 2026, and the initial term will be three years with two one-year options to extend.

Financial Impact

The aggregate contract value will not exceed \$23,603,544.

Funds are available in the Fire Department's operating budget.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



**Fitness Equipment with Related Accessories and Services - COOP 26-0254
(Ordinance S-53010) - Citywide**

Request to authorize the City Manager, or his designee, to enter into contracts with Team Marathon Fitness, Inc.; Fitness 4 Home Superstore, Inc.; and Johnson Health Tech Retail, Inc to provide fitness equipment with related accessories and services for the Phoenix Fire Department. Further request authorization for the City Controller to disburse all funds related to this item. The total value of the contracts will not exceed \$722,876.

Summary

These contracts will allow the Fire Department to continue to provide exercise and conditioning equipment in the fire stations and facility gym settings throughout the City in support of the health and wellness of the firefighters. Exercise and conditioning equipment are utilized by the firefighters to meet and maintain National Fire Protection Association (NFPA) standards and Occupational Safety and Health Administration (OSHA) requirements as part of the medical and physical fitness conditioning levels needed to perform essential job tasks. These contracts will provide fitness/conditioning equipment of various makes, sizes, models and uses on an as-needed basis. Replacement equipment will be consistent in model and specifications with existing aerobic/fitness conditioning equipment.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Alternative Competition. The City of Tempe Fitness Request for Proposal #25-027 Equipment for Fire Station #2 contracts were awarded through a competitive process consistent with the City's procurement requirements. The contracts will be utilized to purchase various types of fitness equipment such as stair climbers, treadmills, kettle balls, and assorted weights for the Phoenix Fire Departments. Utilization of these cooperative contracts allows the City to benefit from national government pricing and volume discounts.

Contract Term

The contract will begin on or about September 1, 2026, for a one-year term with three

one-year options to extend.

Financial Impact

The aggregate contract value will not exceed \$722,876 for the four-year aggregate term.

Funding is available in the Fire Department's budget.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



Back-Up Ambulance Services Agreements (Ordinance S-53033) - Out of City

Request authorization for the City Manager, or his designee, to enter into agreements with Arizona Fire and Medical Authority, Daisy Mountain Fire District, Peoria Fire-Medical Department, Scottsdale Fire Department, and Tempe Fire Medical Rescue Department for reciprocal back-up ambulance services. Further request an exception to the indemnity and assumption of liability provisions of Phoenix City Code (PCC) Section 42-18 and allow for mutual indemnification pursuant to PCC Section 42-20 for public entities.

Summary

These agreements aim to clearly identify the responsibilities and actions for the provision of emergency transportation services in each other's service areas to cover responses during times of peak overload, simultaneous emergencies, major emergencies and when resources are otherwise overtaxed.

Contract Term

The agreement will be for five years from the date executed, at which time it may be renewed for an additional period of five years.

Financial Impact

There is no financial impact to the City.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



Fire Department Health Services Agreements (Ordinance S-53043) - District 8

Request authorization for the City Manager, or his designee, to enter into agreements with Arizona Department of Emergency and Military Affairs, Arizona Fire and Medical Authority, and City of Tolleson for the Phoenix Fire Department Health Center to provide health services to firefighters and police officers. These services include physical examinations, immunizations, return to work evaluations, and exposure management. Further request authorization for the City Treasurer to accept all funds related to this item. Further request an exception to the indemnity and assumption of liability provisions of Phoenix City Code (PCC) Section 42-18 and allow for mutual indemnification pursuant to PCC Section 42-20 for public entities.

Summary

The health services offered by the Phoenix Fire Department Health Center to sworn firefighters and police officers are available in a single location, reducing the amount of time public safety personnel are off-duty to seek multiple health services. In addition, the provision of services to other jurisdictions will not negatively impact City of Phoenix public safety personnel.

Contract Term

The term of the agreements shall commence upon execution and continue for a term of five years.

Financial Impact

The jurisdictions utilizing these services will reimburse the City of Phoenix for all services performed.

Location

The Phoenix Fire Department Health Center is located at 150 S. 12th Street.
Council District: 8

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



Fire Service Training Agreements (Ordinance S-53044) - Citywide

Request authorization for the City Manager, or his designee, to enter into agreements with Arizona Fire and Medical Authority, Avondale Fire and Medical, Buckeye Fire-Medical-Rescue, Buckeye Valley Fire District, Chandler Fire Department, Daisy Mountain Fire and Medical, El Mirage Fire Department, Gila River Fire Department, Gilbert Fire and Rescue, Glendale Fire Department, Goodyear Fire Department, Guadalupe Fire Department, Harquahala Fire District, Hellsgate Fire District, Maricopa Fire Department, Mesa Fire and Medical, Peoria Fire Medical Department, Queen Creek Fire and Medical, Rio Verde Fire District, Salt River Pima-Maricopa Fire Department, Scottsdale Fire Department, Sun City Fire and Medical Department, Superstition Fire and Medical District, Surprise Fire-Medical Department, Tempe Fire Medical Rescue Department, and Tolleson Fire Department for fire service training. Further request authorization for the City Treasurer to accept all funds related to this item. Further request an exception to the indemnity and assumption of liability provisions of Phoenix City Code (PCC) Section 42-18 and allow for mutual indemnification pursuant to PCC Section 42-20 for public entities.

Summary

The purpose of these agreements is to conduct joint training and allow firefighters and firefighter recruits from other regional jurisdictions to attend training hosted by the Phoenix Fire Department. Training opportunities include, but are not limited to, Aircraft Rescue Firefighter Certification Training, Firefighter Recruit Training, Fire Inspector Training, Hazardous Material Technical Certification Training, EMT/Paramedic Recertification Training, Technical Rescue Technician Certification Training, Driver Training, and follow-on required continuing education. The provision of these training services to other jurisdictions will not negatively impact City of Phoenix public safety personnel.

Contract Term

The agreements shall be effective upon approval and execution and shall remain in effect for a term of five years.

Financial Impact

The jurisdictions will reimburse the City of Phoenix per employee for all training services performed.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



Adopt Fire Department Computer Aided Dispatch Service Fees and Charges for Fiscal Year 2026-27 (Ordinance S-53047) - Citywide

Request authorization for the City Manager to adopt the Fire Department's Fiscal Year 2026-27 Computer Aided Dispatch (CAD) payments to be charged to: (1) the cities of Avondale, Buckeye, Chandler, El Mirage, Glendale, Goodyear, Maricopa, Peoria, Scottsdale, Surprise, Tempe, and Tolleson; (2) the fire districts of Buckeye Valley, Daisy Mountain, Harquahala, and Sun City; (3) the Towns of Guadalupe and Paradise Valley; (4) Arizona Fire and Medical Authority; and (5) Dignity Health. Further request to authorize the City Treasurer to accept and for the City Controller to disburse these funds.

Summary

The City Council approved agreements with each of the above jurisdictions, which included CAD fees and charges to be updated regularly. **Attachment A** outlines Fiscal Year 2026-27 CAD fees and charges. The City of Phoenix has Automatic and/or Mutual Aid Agreements with these jurisdictions and provides dispatching for their fire and emergency medical units. Each CAD member pays a dispatching fee for each call dispatched, as well as charges for equipment and network maintenance.

Financial Impact

The General Fund revenue to be generated from these Intergovernmental Agreements for Fiscal Year 2026-27 is estimated at \$11,354,652.40 and is intended to offset a portion of the operating costs of the City's Regional Dispatch Center, including salaries of Dispatch Center staff. The \$5,687,782 balance of the funds collected pays for communications system and equipment maintenance and modernization.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.

ATTACHMENT A

**Phoenix Fire Department
Fiscal Year 26-27 Projected Total CAD
Revenues Exhibit A Fees for Technical Services**

CAD Partner	Revenue
Arizona Fire & Medical Authority	\$1,171,486.72
City of Avondale	\$812,041.60
City of Buckeye	\$623,019.92
Buckeye Valley Fire District	\$434,409.04
City of Chandler	\$1,746,452.64
Daisy Mountain Fire District	\$573,948.24
City of El Mirage	\$244,232.08
City of Glendale	\$2,388,137.52
City of Goodyear	\$1,013,300.72
Town of Guadalupe	\$64,092.56
Harquahala Fire District	\$27,689.36
City of Maricopa	\$498,368.24
Town of Paradise Valley	\$111,194.24
City of Peoria	\$1,332,662.40
City of Scottsdale	\$2,615,913.92
Sun City Fire District	\$691,985.84
City of Surprise	\$1,109,985.12
City of Tempe	\$1,345,083.68
City of Tolleson	\$197,592.24
Dignity Health	\$40,838.32
Total FY2026/2027	\$17,042,434.40



Enter Into an Agreement with Maricopa County Department of Public Health to Provide Seasonal Influenza Vaccines (Ordinance S-53049) - Citywide

Request to authorize the City Manager, or his designee, to enter into an agreement with Maricopa County Department of Public Health (MCDPH) to provide seasonal influenza vaccines. Further request authorization for the City Treasurer to accept, and the City Controller to disburse, all funds related to this item. The aggregate contract value will not exceed \$20,000 in revenue. Further request an exception to the indemnity and assumption of liability provisions of Phoenix City Code (PCC) section 42-18 and allow for mutual indemnification pursuant to PCC section 42-20 for public entities.

Summary

During a regular influenza season, hospitals and healthcare systems are often overwhelmed and near or over capacity to care for patients. Local transmissions, emerging outbreaks, or pandemic conditions can significantly exacerbate these challenges.

The Phoenix Fire Department (PFD) has a long history of providing immunizations at community locations, schools, community centers and other non-medical facilities, to children and adults. The PFD has successfully immunized many Maricopa County residents in partnership with MCDPH through previous agreements.

The City will partner with MCDPH, to provide seasonal influenza vaccines (as well as other types of vaccines if needed) to individuals six months of age and older. The intent of this agreement is to increase access to the seasonal influenza vaccine thereby decreasing the overall spread of the virus.

Contract Term

The agreement shall be effective July 1, 2026, through June 30, 2027 with the option to extend for additional one-year periods, not to exceed a total extended term of five (5) years.

Financial Impact

MCDPH will reimburse the PFD for the vaccinations on a per unit cost basis up to

\$20,000 over a five-year period.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Phoenix Fire Department.



Request to Apply for and Accept Federal Fiscal Year 2025 Assistance to Firefighters Grant Program Funds (Ordinance S-53055) - Citywide

Request to authorize the City Manager, or his designee, to apply for, and accept, if awarded, up to \$1,093,559.27 from the Federal Fiscal Year 2025 Assistance to Firefighters Grant (AFG) Program to fund Automatic Chest Compression devices. Further request authorization for the City Treasurer to accept, and for the City Controller to disburse, all funds related to this item.

Summary

The AFG Program, administered by the Federal Emergency Management Agency, is intended to support the nation's fire service by providing vital funding to local fire departments nationwide. The primary goal of the program is to meet the firefighting and emergency response needs of fire departments, nonaffiliated emergency medical service organizations, and State Fire Training Academies. Since 2001, AFG has helped firefighters and other first responders obtain critically needed equipment, protective gear, emergency vehicles, training, and other resources necessary to protect the public and emergency personnel from fire and related hazards.

Automatic Chest Compression Device Project

This project will procure 55 Automatic Chest Compression (ACC) devices for use on Advanced Life Support response calls involving CPR. An automatic chest compression device is a portable, battery-powered medical device that delivers continuous, mechanical CPR to cardiac arrest patients. By replacing human fatigue, it ensures guideline-compliant compressions at a precise rate and depth, freeing up first responders to focus on other life-saving tasks. Additionally, and more importantly, utilizing the ACC during patient transport allows firefighters to remain safety belted in the back of the ambulance.

Peer Fitness Trainer (PFT) Program Certification

The PFT Certification Training project will train and certify PFD members as Peer Fitness Trainers. The goal of this project will be to certify PFD Peer Fitness Trainers who can then deliver health and wellness training within the department. The funds will be used to train and certify 10 members as Peer Fitness Trainers and Certified Nutrition Specialists.

Since 2008, the Fire Department has received more than \$7 million in AFG funding. These grants were used to purchase portable radios, thermal imaging cameras, Incident Safety Officer System training, Automatic Chest Compression devices, Peer Support Team Training, Physical Therapy Equipment upgrades, Peer Fitness Instructor Training, and Fire Ground Survival Training and Equipment.

Procurement Information

The Fire Department will administer the grant in accordance with Administrative Regulation 3.10.

Contract Term

The grant Period of Performance is twenty-four months and projected to begin on or around September 1, 2026.

Financial Impact

The grant is anticipated to have a 15 percent required cost match of approximately \$142,638.17; funds are available in the Fire Department's operating budget.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



Fire Department Mutual Aid Agreement (Ordinance S-53057) - Out Of City

Request City Council authorization for the City Manager, or his designee, to enter into a mutual aid agreement with Harquahala Fire District. Further request an exception to the indemnity and assumption of liability provisions of Phoenix City Code (PCC) section 42-18 and allow for mutual indemnification pursuant to PCC section 42-20 for public entities.

Summary

The purpose of this agreement is to define procedures for participating jurisdictions who are not a part of the automatic aid system to request mutual assistance to fires, medical emergencies, hazardous materials incidents, technical rescues and other types of emergency incidents that are within the scope of services provided by fire departments.

Contract Term

The agreement shall be effective upon approval and execution and shall remain in effect for a period of five years.

Financial Impact

There is no financial impact to the City.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



Alco-Sensor Equipment, Parts, and Supplies Contract - IFB-26-0123 Request for Award (Ordinance S-52979) - Citywide

Request to authorize the City Manager, or his designee, to enter into contracts with Intoximeters, Inc. and Lifeloc Technologies, Inc. to provide Alco-Sensor evidential breath testing device (Breathalyzer) equipment, parts, and supplies for the Police Department. Further request to authorize the City Controller to disburse all funds related to this item. The combined value of both contracts will not exceed \$110,000.

Summary

The contracts will provide Alco-Sensor evidential breath testing device (Breathalyzer) equipment, parts, and supplies that are used to produce precise, accurate, and repeatable results on direct sample testing. The Breathalyzer equipment has been used by the Police Department for several years and has proven to be effective.

Procurement Information

An Invitation for Bid was processed in accordance with City of Phoenix Administrative Regulation 3.10.

Two vendors submitted bids deemed to be responsive to posted specifications and responsible to provide the required goods and services. Following an evaluation based on price, the procurement officer recommends award to the following vendors:

Selected Bidders

- Intoximeters, Inc.
- Lifeloc Technologies, Inc.

Contract Term

The contracts will begin on or about November 1, 2026, for a five-year term with no options to extend.

Financial Impact

The combined value of both contracts will not exceed \$110,000. Funding is available in the Police Department's operating budget.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



NVLS (LEARN) Database Subscription Services - RFA 18-011 - Amendment (Ordinance S-52981) - Citywide

Request to authorize the City Manager, or his designee, to allow additional expenditures under contract 150498 with Motorola Solutions, Inc. for the purchase of NVLS (LEARN) Database Subscription Services for the Police Department. Further request to authorize the City Controller to disburse all funds related to this item. The additional expenditures will not exceed \$1,800,000.

Summary

This contract provides Phoenix Police Department (PPD) with automatic license plate reader equipment and subscription services to the National Vehicle Location Service (NVLS) database. The service also includes the Law Enforcement Archival and Reporting Network (LEARN) database, an online analytic platform that allows license plate data and images to be aggregated and analyzed for law enforcement. LEARN is a hosted solution that allows data sharing interoperability with other law enforcement agencies nationwide. Together, the NVLS-LEARN subscription service helps reduce auto thefts and related crimes involving vehicles, increases auto theft vehicle recovery rates, and increases investigative leads to identify and recover vehicles used in the commission of both property and violent crimes. This request will allow the City to continue the uninterrupted use of NVLS-LEARN subscription services and as-needed purchases of automatic License Plate Reader equipment for PPD's continuation of services.

Motorola's database platform is designed to give each agency full control over its data-sharing preferences. Agencies may choose to share data with local, county, state, federal, and tribal partners. PPD will allow automated data sharing with Arizona law enforcement agencies for use in local law enforcement activities only. The data collected by each City of Phoenix License Plate Reader (LPR) is retained by Motorola in a Criminal Justice Information System (CJIS). All data collected is owned by the PPD and Motorola does not sell any law enforcement data to any third party vendors. This requirement ensures transparency and accountability in accordance with current industry standards for secure data-sharing environments. Failure to provide audit access will result in the termination of data-sharing between the PPD and the non-compliant agency.

Contract Term

The contract term remains unchanged, ending on June 18, 2029.

Financial Impact

Upon approval of \$1,800,000 in additional funds, the revised aggregate value of the contract will not exceed \$4,227,000. Funds are available in the Police Department's budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- National Vehicle Location Service Database - Requirements Contract 150498 (Ordinance S-45846) on June 26, 2019.
- National Vehicle Location Service Database Contract 150498 (Ordinance S-46372) on February 19, 2020.
- (CONTINUED FROM FEBRUARY 19, 2020) National Vehicle Location Service Database Contract 150498 (Ordinance S-46372) on March 4, 2020.
- National Vehicle Location Service Database Subscription and Service Contract 150498 (Ordinance S-50944) on May 29, 2024.
- NVLS (LEARN) Database Subscription Services Contract 150498 (Ordinance S-52035) on June 4, 2025.
- (CONTINUED FROM JUNE 4, 2025) NVLS (LEARN) Database Subscription Services Contract 150498 (Ordinance S-52035) on June 18, 2025; Ordinance S-52035 withdrawn on July 2, 2025.
- NVLS (LEARN) Database Subscription Services Contract 150498 (Ordinance S-52433) on November 19, 2025.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



Versadex Maintenance and Support - Police CAD/911 System - RFP08-0603 - Amendment (Ordinance S-52982) - Citywide

Request to authorize the City Manager, or the City Manager's designee, to allow additional funds under Contract 125890 with Versaterm Public Safety Inc. for the purchase of additional Computer-Aided Dispatch (CAD)/Mobile Data Terminal (MDT) licenses and the implementation of a bi-directional interface between the Versaterm CAD system and the newly acquired 365Lab False Alarm Management System for the Police Department. Further request authorization for the City Controller to disburse all funds related to this item. The additional expenditures will not exceed \$591,000.

Summary

This contract provides software used in public safety and emergency services to manage dispatching and field data. CAD allows dispatchers to manage incidents while MDT licenses enable field units to receive this data in vehicles. The Police Department requires additional CAD and MDT licenses to support its transition to a new model in which each officer is assigned an individual laptop rather than sharing devices per patrol vehicle. Additionally, implementation of the False Alarm Permit interface will facilitate automated transmission of permit status information directly into the Versaterm CAD system, which enhances operational efficiency, strengthens data accuracy, and enables the Police Department to further streamline its false alarm response processes.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

The contract term remains unchanged, ending on **June 30, 2028**.

Financial Impact

Upon approval of \$591,000 in additional funds, the revised aggregate value of the contract will not exceed \$18,921,579. Funds are available in the Police Department's budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-36018) on April 8, 2009.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-38805) on May 16, 2012.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-39735) on April 3, 2013.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-40717) on April 2, 2014.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-40837-AU) on May 28, 2014.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-41972-F) on August 26, 2015.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-42565-F) on June 1, 2016.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-42892-J) on October 5, 2016.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-43732) on June 28, 2017.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-49049) on October 12, 2022.
- Versadex Maintenance and Support - Police CAD/911 System, Contract 125890 (Ordinance S-49541) on April 5, 2023.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



TLOxp Online Investigative Services Contract - EXC 23-120 - Amendment (Ordinance S-52989) - Citywide

Request to authorize the City Manager, or his designee, to allow additional expenditures under contract 158563 with TransUnion Risk and Alternative Data Solutions Inc. for the continued purchase of TLOxp Online Investigative Services for the Police Department. Further request to authorize the City Controller to disburse all funds related to this item. The additional expenditures will not exceed \$250,000.

Summary

This contract provides Police Department staff with subscription services to the TLOxp Online Investigative Service Database. These services include access to an online investigative database of public and proprietary information. The TLOxp database is a powerful analytic tool used to research people, locations, and companies that helps streamline processes and delivers quick turnaround of information and completion times for rapid identification and apprehension of criminal violators. This service has provided officers with relevant, actionable, and timely information since 2012 to locate suspects, persons of interest, and potential witnesses to crimes. The information available in this database is vital to the role and mission of the Police Department.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

The contract term remains unchanged, ending on June 14, 2027, with three one-year options to extend.

Financial Impact

Upon approval of \$250,000 in additional funds, the revised aggregate value of the contract will not exceed \$388,600. Funds are available in the Police Department's budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- TLOxp Online Investigative Services Database, Contract 158563 (Ordinance S-

49827) on June 14, 2023.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



**State Fair Towing Services Contract - IFB-26-0294 - Request for Award
(Ordinance S-53011) - Citywide**

Request to authorize the City Manager, or his designee, to enter into a contract with Professional Towing and Recovery LLC to provide Arizona State Fair towing services for the Police Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$63,000.

Summary

This contract will provide towing services at the Arizona State Fair for the Police Department's Traffic Bureau. The Arizona State Fair is held annually during the months of September and October. During these months, towing services will be used on an as-needed basis to remove or relocate illegally parked vehicles. This tow vehicle service is essential for the Police Department to comply with the Arizona Revised Statutes, Phoenix City Codes, and Police Department policies.

Procurement Information

An Invitation for Bid was processed in accordance with City of Phoenix Administrative Regulation 3.10.

Five vendors submitted bids deemed to be responsive to posted specifications and responsible to provide the required goods and services. Following an evaluation based on price, the procurement officer recommends award to the following vendor:

Selected Bidder

Professional Towing and Recovery LLC

Contract Term

The contract will begin on or about July 1, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate contract value will not exceed \$63,000. Funding is available in the Police Department's operating budget.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



Youth Engagement Training Service - RFA-26-0226 Request for Award (Ordinance S-53012) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with Strategies for Youth, Inc. to provide a youth engagement training curriculum for the Police Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$120,000.

Summary

On September 24, 2024, the City Council approved a series of action items aimed at enhancing public safety services. One of these items focuses specifically on improving interactions with youth and other vulnerable populations. In alignment with this priority, the Police Department has emphasized policy development and the identification of training needs to ensure personnel have the knowledge, skills and abilities required to effectively engage with young people.

This contract supports that effort by providing a dedicated youth engagement curriculum. Strategies for Youth, Inc. will develop and deliver a comprehensive program known as *Policing the Teen Brain (PTB)*. Using this framework, the Department will create a youth-specific training curriculum tailored to its personnel. Once finalized, the curriculum will be delivered to all sworn and public-facing staff to strengthen and standardize youth engagement practices across the organization.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Without Competition: A professional services agreement with Strategies for Youth, Inc will be established. This initiative is designed to strengthen the Police Department's capacity to effectively interact with youth by improving officers' understanding of adolescent development, trauma, mental health and juvenile law. Strategies for Youth Inc, the only national organization exclusively focused on improving police youth interactions through a structured three-phase training model, is uniquely qualified to lead this work.

Contract Term

The contract will begin on or about September 1, 2026, for a one-year term with two one-year options to extend.

Financial Impact

The aggregate contract value will not exceed \$120,000 for the three-year aggregate term. Funding is available in the Police Department's budget.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



Approval to Enter into Agreements with Various Schools and School Districts for School Resource Officer Services (Ordinance S-53058) - Citywide

Request to authorize the City Manager, or his designee, to allow the Police Department to enter into Intergovernmental Agreements or contracts with various school districts and charter schools at the school district's or charter school's request for placement of School Resource Officers (SROs) and Retired School Resource Officers (RSROs). These agreements are for the 2026-2027 school year. Further request authorization for the City Treasurer to accept and for the City Controller to disburse all funds related to this item. Cost to the City is the 25 percent match for the SRO/RSRO salary and fringe benefits.

Summary

At the request of school districts, the Police Department enters into Intergovernmental Agreements with various school districts to assist with the cost of SROs/RSROs deployed in schools. Funding for these positions is provided through partnerships with the Arizona Department of Education (ADE) and individual school districts. Through this partnership, school district funds reimburse the City for 75 percent of the SRO's and RSRO's salary and fringe benefits, while the remaining 25 percent is paid by the City.

In addition to the traditional SRO program, the City has implemented a significant enhancement through RSRO program, established under Arizona Revised Statue §15-154 and launched in the fall of 2025. This initiative was designed to address school safety needs and department staffing challenges by enabling retired officers from the Arizona Public Safety Personnel Retirement System to serve as RSROs. Recruitment for these positions began in October 2025, with the hiring of two retired employees in March 2026 and additional hiring underway. These positions are similar to traditional SROs in their job duties.

The 2026-2027 school year includes agreements for SRO/RSRO services within 19 schools/districts for a total deployment of 69 SROs/RSROs, with three of these positions being funded directly by school districts. This reflects the removal of Tolleson Elementary School District, at the district's request, from the previously anticipated list of 20 schools/districts. Due to the ongoing process to review and approve additional

grant requests by ADE for the upcoming school year, any additional identified districts or schools will be discussed with Council members and education partners at a future date, and any additional agreements will be brought to the Council for approval.

2026-2027 SRO/RSRO Schools/Districts

ASU Preparatory Academy
Cartwright Elementary District
Cave Creek Unified District
Deer Valley Unified District
Empower College Prep.
Glendale Union High School District
Horizon Community Learning Center
Kaizen Education Foundation
Kyrene Elementary School District
Laveen Elementary District
Murphy Elementary District
Paradise Valley Unified District
Phoenix Union High School District
Premier Charter High School
Scottsdale Unified School District
Tempe Union High School District
Tolleson Union High School District
Washington Elementary School District
Wilson Elementary School District

Contract Term

The terms of these agreements are for one year with varying start and end dates to coincide with each school's 2026-2027 school year.

Financial Impact

Cost to the City is the 25 percent match for the SRO/RSRO salary and fringe benefits.

Concurrence/Previous Council Action

This item was approved 3-0 by the Public Safety and Justice Subcommittee on June 3, 2026.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



Amend Facility Lease Agreement 164739 with AGI Ground, Inc., at Phoenix Sky Harbor International Airport (Ordinance S-53037) - District 8

Request to authorize the City Manager, or his designee, to amend Facility Lease Agreement 164739 (Lease) with AGI Ground, Inc. (AGI) to add approximately 1,920 square feet of cargo space in Building B of the West Air Cargo complex at Phoenix Sky Harbor International Airport (PHX). Further request authorization for the Aviation Director to make future additions, subtractions, and changes to the AGI's cargo leased space not to exceed a total of 11,520 square feet as the Aviation Director deems necessary or appropriate to attain the highest and best use of Aviation Department resources, as well as to accommodate future AGI cargo-handling business needs for the duration of the Lease.

Summary

AGI currently leases approximately 5,760 square feet of cargo space in Building A of the West Air Cargo complex to provide cargo handling services to Alaska, Delta, and Hawaiian Airlines. AGI recently secured an additional contract with United Airlines that requires more space to provide adequate cargo-handling services to United. This amendment would bring AGI's total cargo leased space to approximately 7,680 square feet.

Contract Term

The amendment does not change the term of Lease. The Lease commenced February 2, 2026, and has a term of three years with three one-year options to extend the term at the sole discretion of the Aviation Director.

Financial Impact

AGI will pay the rental rate per square foot per year for the West Air Cargo facilities according to the Airport Rates and Charges program under Phoenix City Code section 4-173(B). For the first year, additional rent for the 1,920 square feet space will be approximately \$34,560. The cargo facilities rental rate will be adjusted annually according to the Airport Rates and Charges provision of Article IX, Chapter 4, of the Phoenix City Code.

Location

2485 E. Buckeye Road
Council District: 8

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Aviation Department.



Amend Unsubordinated Ground Lease 153414-Lease-001 with United Parcel Service, Inc. at Phoenix Sky Harbor International Airport (Ordinance S-53038) - District 8

Request to authorize the City Manager, or his designee, to amend Unsubordinated Ground Lease 153414-Lease-001 (Lease) with United Parcel Service, Inc. (UPS) to retroactively extend the term of the Lease from May 22, 2026, through November 22, 2027, and to extend the milestone date for UPS to complete the parking lot improvements required by the Lease to November 22, 2027, and to amend the first five-year option to extend the term from five years to 3.5 years.

Summary

The Aviation Department entered into the Lease with UPS to use the unimproved premises to park its air cargo trailers. The Lease has a primary term of five years with two five-year options to extend the term at the sole discretion of the Aviation Director. The Lease requires UPS to construct a parking lot on the premises. Because of construction permit timing issues, UPS was unable to complete construction of the parking lot prior to the expiration of the Lease on May 22, 2026. UPS has requested to retroactively extend the term of the Lease by 18 months to November 22, 2027, and change the milestone completion date for the parking lot improvements to November 22, 2027, and to change the first five-year option to extend the term to 3.5 years. Provided UPS completes the parking lot improvements prior to November 22, 2027, the Aviation Director may exercise the 3.5-year option to extend the term. However, if UPS fails to complete the parking lot improvements by November 22, 2027, the Lease will terminate on that date.

Contract Term

The Lease expired on May 22, 2026, and included two five-year options to extend the term at the sole discretion of the Aviation Director. The amendment will retroactively extend the term to November 22, 2027 to allow UPS to complete the parking lot. Upon completion of the parking lot, the Aviation Director may exercise the new 3.5-year option to extend, resulting in a cumulative extension ending on May 21, 2031.

Financial Impact

UPS currently pays annual rent in the amount of \$51,845.57. The lease amendment

will not alter the rental obligations of UPS because it only provides an administrative adjustment to extend the construction milestone completion date.

Location

2485 E. Buckeye Road
Council District: 8

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Aviation Department.



**Automated Vehicle Identification System - Hardware Maintenance - RFA 24-0321
- Amendment (Ordinance S-53040) - District 8**

Request to authorize the City Manager, or his designee, to execute an amendment to Agreement 161789 with TransCore, LP for assignment of the Agreement to STE TransCore Holdings, Inc. dba TransCore LP, a disregarded entity of STE TransCore Holdings, Inc. Further request to authorize the City Controller to disburse all funds related to this item. No additional funds are needed. Further request authorization to continue using Ordinance S-51248.

Summary

The Agreement provides ongoing maintenance and support of automatic vehicle identification (AVI) hardware, which includes 100 vehicle readers and driver display monitors and is part of the Ground Transportation Management System at Phoenix Sky Harbor International Airport (PHX). The AVI system manages companies, drivers, and the movement of vehicles permitted for commercial ground transportation activity at PHX. TransCore, LP is the only manufacturer of the Amtech technology Radio Frequency Identification equipment used in PHX's AVI system.

Contract Term

The term of the Agreement remains unchanged and will expire on September 30, 2029.

Financial Impact

The total cost of the agreement will not exceed \$4,071,152 and no additional monies are requested.

Concurrence/Previous Council Action

The City Council previously reviewed this request:
Automated Vehicle Identification System - Hardware Maintenance - Contract 161789 (Ordinance S-51248) on September 18, 2024.

Location

2485 E. Buckeye Road
Council District: 8

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Aviation Department.



Annual Operations Funding Agreement with Valley Metro Rail for Operational Costs for Light Rail Services for Fiscal Year 2026-27 (Ordinance S-52983) - Citywide

Request to authorize the City Manager, or his designee, to execute an annual operations funding agreement with Valley Metro Rail, Inc., as required each year by the City and Valley Metro's Operations Master Cooperative Funding Agreement 125068, to pay the City of Phoenix's share of light rail service and agency operating costs for Fiscal Year (FY) 2026-27. Further request to authorize the City Controller to disburse all funds related to this item. The annual agreement's value will not exceed \$86,835,000.

Summary

The operations and maintenance budget of Valley Metro Rail, Inc. (VMR) includes costs for: transportation contractors, propulsion power, vehicle maintenance, systems/facilities maintenance, materials and supplies, VMR staff, security, consultants, regional customer services, utilities, liability insurance, and general and administrative expenses.

Financial Impact

For FY 2026-27, the City's total estimated share of VMR's cost is \$86,835,000, divided as follows:

Agency costs: \$1,746,000; and

Operating costs for light rail service: \$85,089,000.

Funding is available in the Public Transit Department's budget.

Responsible Department

This item is submitted by Deputy City Manager Amber Williamson and the Public Transit Department.



Transit Scheduling and Dispatch Software Upgrade and Maintenance Agreement Extension (Ordinance S-52988) - Citywide

Request to authorize the City Manager, or their designee, to enter into a technology consulting professional services agreement with GIRO, Inc. to upgrade HASTUS, the region's transit scheduling and vehicle dispatch software, and to extend the associated software maintenance agreement (Contract 155092) for two years to correspond to the life of the upgraded software. Further recommend the City Council to grant an exception pursuant to Phoenix City Code 42-20 to authorize inclusion of indemnification and assumption of liability provisions that would otherwise be prohibited by Phoenix City Code 42-18. Further request to authorize the City Controller to disburse all funds related to this item. The cost of the upgrade and extended maintenance agreement will not exceed \$2,790,000.

Summary

HASTUS is the transit scheduling and dispatch software used by the City and its regional transit partners, including Valley Metro. This software enables transit planners and schedulers to create bus and light rail schedules and plan transit services. Upgrading the HASTUS environment to version 2026 ensures our regional scheduling system remains aligned with current technology standards. City transit staff, regional transit partners, and contractors rely on this information to ensure efficient service planning and delivery to transit passengers.

The Public Transit Department (PTD) requests additional approval to extend the current HASTUS software maintenance agreement by two years to ensure full coverage throughout the useful life of the upgraded system. The upgrade to the HASTUS software provides an expected system life of approximately seven years, while the current maintenance and support contract covers only five. To ensure the City receives the full operational benefit and useful life of the upgraded system, PTD must extend the existing maintenance and support agreement by an additional two years.

This item has been reviewed and approved by the Information Technology Services Department.

Procurement Information

Under City Code and Administrative Regulation 3.10, the competitive procurement process was waived as a result of a Determination Memo citing GIRO, Inc. as the sole source for its services. GIRO, Inc. does not certify other vendors to provide services for its proprietary HASTUS software.

Contract Term

The professional services agreement will have a two-year term, beginning on or about July 1, 2026. The new end date of the software maintenance agreement will be February 9, 2033.

Financial Impact

The cost of the license upgrade and software maintenance extension will not exceed \$2,790,000 (including taxes), with the cost of the software upgrade not to exceed \$970,000 and the cost for additional years of the maintenance agreement not to exceed \$1,820,000. Funds are available in the Public Transit Department's budget. PTD will also recover a portion of the costs for supporting this software on behalf of the region through its intergovernmental agreements with other regional transit providers.

Concurrence/Previous Council Action

- This item was recommended for approval at the Transportation, Infrastructure and Planning Subcommittee meeting on May 20, 2026, by a vote of 3-0.

Responsible Department

This item is submitted by Deputy City Manager Amber Williamson and the Public Transit Department.



Request to Submit Annual Federal Transit Administration Grant Applications and Enter into Grant Agreements (Ordinance S-53030) - Citywide

Request to authorize the City Manager, or his designee, to submit applications to the Federal Transit Administration (FTA) for grant assistance; enter into agreements with the FTA for the purpose of accepting any grants awarded; and enter into agreements with any local governments and agencies receiving a pass-through share of the awarded grant funds. Further request to authorize the City Treasurer to accept, and the City Controller to disburse, all funds related to this item. The total of all grant funds to be received is estimated to be \$166,493,682.

Summary

The City of Phoenix is the designated recipient of FTA grant funds for the Phoenix-Mesa-Scottsdale Urbanized Area (UA) and the direct recipient of FTA grant funds for the Phoenix West-Goodyear-Avondale UA. Phoenix submits FTA grant applications on behalf of all local governments and agencies in the region. All projects will be in the Maricopa Association of Government's approved Transportation Improvement Plan and the Arizona Department of Transportation's approved State Transportation Improvement Plan. The use of grant funds includes, but is not limited to, the purchase of new and replacement transit fleet vehicles; preventative maintenance funding for vehicles and transit assets and systems; and program administration.

Financial Impact

Grant funds sought in the applications total \$166,493,682. Within this total, the funding directly sought for Phoenix programs amounts to approximately \$50,000,000, for which the matching funds of approximately \$12,500,000 are available in the Public Transit Department's budget.

Responsible Department

This item is submitted by Deputy City Manager Amber Williamson and the Public Transit Department.



Parking Services for Public Transit Department Building (Ordinance S-53045) - District 7

Request to authorize the City Manager, or his designee, to enter into an agreement with ACE Parking III, LLC to provide parking management services for the Public Transit Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of this agreement will not exceed \$400,000 over two years.

Summary

The Public Transit Department (PTD) building, located at 302 North 1st Avenue in downtown Phoenix, includes underground parking that serves employees, tenants, and the general public. ACE Parking III, LLC, currently provides parking services through the building's property management company. This request is for PTD to contract directly with ACE Parking to continue parking services, including on-site parking operations, customer service and tenant support, validations processing, revenue collection and reconciliation, equipment oversight, access control monitoring, and coordination with City staff regarding all parking activities.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Without Competition. This contract will allow current revenue-generating parking operations to continue in the event the department's third-party property management company no longer provides services and allows time for the department to issue a new procurement as necessary.

Contract Term

The agreement will begin on or about July 1, 2026, for a period of two years.

Financial Impact

The contract value will not exceed \$400,000. Funding is available in the Public Transit Department's budget.

Responsible Department

This item is submitted by Deputy City Manager Amber Williamson and the Public Transit Department.



**Accessible Mobility Vehicles and Vehicle Conversion Services CO-OP
BPM007074 - Request for Award (Ordinance S-53050) - Citywide**

Request to authorize the City Manager, or his designee, to enter into contracts with Canyon State Bus Sales, Inc., Model 1 Commercial Vehicles, Inc., RWC International LLC DBA RWC Group, and Schetky Northwest Sales, Inc. using a competitively procured State of Arizona cooperative purchasing contract (RFP No. BPM007074) for accessible mobility vehicles and vehicle conversion services. Further request to authorize the City Controller to disburse all funds related to this item. The total cost of the contract will not exceed \$40,000,000 over five years.

Summary

This contract will provide the Public Transit Department (PTD) and over sixty (60) non-profit agencies across the region with new vehicles and vehicle conversion services on behalf of regional grant subrecipients of the Federal Transit Administration's (FTA) Section 5310 - Enhanced Mobility of Seniors and Individuals with Disabilities Program. The program awards FTA funding to regional non-profits and other organizations for the purchase and maintenance of vehicles to improve the mobility of seniors and individuals with disabilities. PTD purchases the vehicles on behalf of the region's subrecipients and assists with vehicle specifications, vehicle ordering and acceptance, maintenance schedules, and other regional oversight duties. PTD will also utilize the contract for the purchase of replacement vehicles for Phoenix's Dial-A-Ride program and neighborhood circulators.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition is waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Alternative Competition. PTD will utilize the State of Arizona's cooperative purchasing contract which complies with FTA requirements and allows the City to benefit from national government pricing and volume discounts.

Contract Term

The contract is for one year, ending March 31, 2027, with four additional one year options to extend in alignment with the State's contract.

Financial Impact

There is no financial impact to the City for vehicles purchased for the FTA 5310 Program grant subrecipients. Funding is available in the Public Transit Department's Capital Improvement Program budget for vehicles purchased for Phoenix programs utilizing local, regional, and federal funds.

Responsible Department

This item is submitted by Deputy City Manager Amber Williamson and the Public Transit Department.



Custodial Services Contract - RFP 25-FMD-007 - Amendment (Ordinance S-52992) - Citywide

Request to authorize the City Manager, or the City Manager's designee, to execute an amendment to Contract 162127 with ABM Industry Groups, LLC to modify service locations by adding Public Transit Department facilities and to authorize additional expenditures under the contract to support custodial services at the new locations. Further request to authorize the City Controller to disburse all funds related to this item. The additional expenditures will not exceed \$875,000.

Summary

This contract provides custodial services for various City of Phoenix facilities managed by the Public Works Department. An amendment to the contract is necessary to add Public Transit Department facilities, including the office building located at 302 N. 1st Avenue, to the list of serviced locations.

The additional locations will require daily custodial services consistent with the existing contract scope of work, including cleaning and maintenance of restrooms, public areas, conference rooms, offices, floors and other designated spaces. The requested additional expenditures will support these expanded services for the remaining term of the contract.

Contract Term

The contract term remains unchanged and will end on December 31, 2027, with two one-year extension options remaining.

Financial Impact

Upon approval of an additional \$875,000, the revised aggregate contract value will not exceed \$17,165,000.

Funds are available in the Public Transit Department budget.

Concurrence/ Previous Council Action

City Council previously approved Contract 162127 through Ordinance S-51427 on November 20, 2024.

Responsible Department

This item is submitted by Deputy City Managers Alan Stephenson and Amber Williamson and the Public Works and Public Transit departments.



Energy Management Control Systems (EMCS) New Installations and Upgrades, RFA 27-FMD-012 - Request for Award (Ordinance S-53002) - Citywide

Request to authorize the City Manager, or the City Manager's designee, to enter into agreements with Trane U.S. Inc. and Arizona Control Specialists, Inc. for Energy Management Control Systems (EMCS) new installations and upgrades in City-owned facilities on an as-needed basis. Further request authorization for the City Controller to disburse all funds related to this item. The total aggregate amount of the agreements will not exceed \$10 million.

The Public Works Department is responsible for installing, replacing, and upgrading Energy Management Control Systems (EMCS) throughout City-owned facilities. These systems monitor and control energy-consuming equipment, including heating and cooling systems, fans, and pumps, to support efficient building operations and maintain appropriate indoor environmental conditions.

The City maintains numerous facilities with aging EMCS infrastructure that require new installations, upgrades, and system replacements to ensure continued reliability, operational efficiency, and occupant comfort. These agreements will provide the City with qualified contractors to perform EMCS-related services on an as-needed basis.

Procurement Information

In accordance with Administrative Regulation 3.10, normal competition was waived based on a determination memo citing the unusual nature of the procurement. Trane U.S. Inc. and Arizona Control Specialists, Inc. possess specialized knowledge of the City's existing EMCS infrastructure and have demonstrated the skills, experience, quality, and workmanship necessary to perform system installations and upgrades at City-owned facilities.

Contract Term

The agreements will begin on or about August 1, 2026, for a three-year term with two one-year options to extend.

Financial Impact

The total aggregate value of the agreements will not exceed \$10 million. Funds are

available in the Public Works Department's operating and CIP budgets.

Responsible Department

This item is submitted by Deputy City Manager Alan Stephenson and the Public Works Department.



Intergovernmental Agreement with the City of Glendale for Streetlights on Camelback Road between 73rd and 75th Avenue (Ordinance S-52978) - District 5

Request to authorize the City Manager, or his designee, to enter into an Intergovernmental Agreement with the City of Glendale to design and install streetlights along the south side of Camelback Road between 73rd and 75th Avenue. Additionally, request to grant an exception pursuant to Phoenix City Code 42-20 to authorize inclusion in the documents pertaining to this transaction of indemnification and assumption of liability provisions that otherwise should be prohibited by Phoenix City Code 42-18.

Summary

The City of Glendale will be installing three streetlights on the south side of Camelback Road between 73rd and 75th Avenue. The City of Glendale will fully fund and construct the project following City of Phoenix streetlight standards. The roadway right-of-way for Camelback Road is in the City of Glendale but the physical streetlight locations fall behind the sidewalk within the City of Phoenix. This agreement will authorize the City of Glendale to design and install the new streetlights within the City of Phoenix right of way and Phoenix will own, operate, and maintain the streetlights once construction is completed and the project is accepted.

Contract Term

This agreement will become effective on the date it is executed and approved by all parties and shall remain in effect for 30 years.

Financial Impact

There is no financial impact associated with this item.

Location

Camelback Road: 73rd to 75th Avenue
Council District: 5

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Street Transportation Department.



**Salt River Project Distribution Design and Construction Contract - ST87500061
(Ordinance S-53029) - District 8**

Request to authorize the City Manager, or his designee, to enter into a Distribution Design and Construction Contract with Salt River Project for Project ST87500061, Pecan Road from 9th to 10th Street. Further request to grant an exception pursuant to Phoenix City Code 42-20 to authorize inclusion in the documents pertaining to this transaction of indemnification and assumption of liability provisions that otherwise would be prohibited by Phoenix City Code 42-18. Further request authorization for the City Controller to disburse all funds related to this item in an amount not to exceed \$16,543.64.

Summary

The City is constructing new sidewalks, streetlights, Americans with Disabilities Act ramps and curbs and other necessary work. This Distribution Design and Construction contract represents the cost for Salt River Project's design and construction of electrical facilities associated with the streetlights for the project.

Contract Term

The term of the agreement will begin on or about June 17, 2026, and will expire when the project is completed and accepted.

Financial Impact

The contract will not exceed \$16,543.64. Funding is available in the Street Transportation Department's Capital Improvement Program budget.

Location

Pecan Road; 9th to 10th Street
Council Districts: 8

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Street Transportation Department.



Intergovernmental Agreement between Maricopa County and the City of Phoenix for a Traffic Signal at 91st Avenue and Broadway Road (Ordinance S-53046) - District 7

Request authorization for the City Manager, or his designee, to enter into an Intergovernmental Agreement with the Maricopa County Department of Transportation (MCDOT) to design, construct and maintain a new traffic signal at the intersection of 91st Avenue and Broadway Road. Further request the City Council to grant an exception pursuant to Phoenix City Code Section 42-20 to authorize indemnification and assumption-of-liability provisions that otherwise would be prohibited by Phoenix City Code Section 42-18.

Summary

The City of Phoenix Street Transportation Department seeks to collaborate with MCDOT on the design and installation of a new traffic signal at the intersection of 91st Avenue and Broadway Road. The intersection sits on a jurisdictional boundary, with the south and east approaches located in Maricopa County and the north and west approaches located in the City of Phoenix. A new multifamily development will be constructed at the northeast corner of 91st Avenue and Broadway Road and requires the installation of a traffic signal at the intersection. The traffic signal will be fully funded by the developer.

The City of Phoenix will be responsible for the project's design, construction and maintenance. Maricopa County will issue no-cost permits for project-related work performed within the jurisdiction of the County, including design, construction and traffic control.

Contract Term

The agreement will be effective on the date it is executed by all the Parties and shall remain in effect for 10 years or until all stipulations have been satisfied.

Financial Impact

There is no financial impact associated with this agreement.

Location

91st Avenue and Broadway Road
Council District: 7

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Street Transportation Department.



Name Change Amendment on Citywide General Construction Job Order Contracting Services - 4108JOC209 (Ordinance S-53060) - Citywide

Request to authorize the City Manager, or his designee, to execute an amendment to Agreement 156749 with BRYCON Corporation for a name change to HITT Contracting, Inc., to provide continued Citywide Job Order Contracting Services on an as-needed basis. Further request to authorize execution of amendments to the agreement as necessary within the Council-approved expenditure authority as provided below, and for the City Controller to disburse all funds related to this item.

Summary

The City and BRYCON Corporation entered into Agreement 156749 on August 1, 2022, to provide Citywide General Construction Job Order Contracting Services for various departments in support of the City's Capital Improvement Program.

This amendment is necessary because on February 2, 2026, HITT Contracting, Inc. acquired 100% of the equity interests of BRYCON Corporation. The City was notified of the acquisition and name change via letter dated April 14, 2026. City staff and the firm request that Agreement 156749 be reassigned to HITT Contracting, Inc.

Contract Term

The term of the master agreement remains unchanged. Work scope identified and incorporated into the agreement prior to the end of the term may be agreed to by the parties, and work may extend past the termination of the agreement. No additional changes may be executed after the end of the term.

Financial Impact

The initial agreement for Citywide General Construction Job Order Contracting Services was approved for an amount not to exceed \$15 million, including all subcontractor and reimbursable costs. An amendment was approved for an amount not to exceed \$20 million, for a new total amount not to exceed \$35 million, including all subcontractor and reimbursable costs.

Concurrence/Previous Council Action

The City Council approved:

- Job Order Contracting Services Master Agreement 156749 on July 1, 2022.
- Job Order Contracting Services Master Agreement 156749 Amendment on December 14, 2022.
- Job Order Contracting Services Master Agreement 156749 Amendment on January 24, 2024.
- Job Order Contracting Services Master Agreement 156749 Amendment on June 4, 2025.

Responsible Department

This item is submitted by Deputy City Manager Amber Williamson and the City Engineer.



Industrial Automation Training Contract - RFA-26-0108 Request for Award (Ordinance S-52966) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with the International Society of Automation to provide industrial automation, operations, and security training, as well as certification for the Water Services Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$700,000.

Summary

This contract will provide comprehensive industrial automation, training, development, and certification programs. The Water Services Department (WSD) staff must remain current with emerging technologies in the industrial automation industry. These programs will advance the knowledge and skills of staff to ensure continued compliance, operational efficiency, security readiness, and reliable management of critical infrastructure.

This item has been reviewed and approved by the Information Technology Services Department.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances without Competition. Due to the proprietary nature of the product and services, International Society of Automation (ISA) is the exclusive provider of ISA standards-based training, ISA certificates, and ISA certification programs.

Contract Term

The contract will begin on or about July 1, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate contract value for will not exceed \$700,000 for the five-year aggregate term.

Funding is available in the Water Services Department's Operating budget.

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer and the Water Services Department.



**Sweetwater Avenue Sewer Relief - Design-Bid-Build Services - WS90500317
(Ordinance S-52975) - District 3**

Request to authorize the City Manager, or his designee, to accept Kinkaid Civil Construction LLC as the lowest-priced, responsive and responsible bidder and to enter into an agreement with Kinkaid Civil Construction LLC for Design-Bid-Build Services for the Sweetwater Avenue Sewer Relief project. Further request to authorize the City Controller to disburse all funds related to this item. The fee for services will not exceed \$3,967,674.

Summary

The purpose of this project is to replace existing sanitary sewer lines with new sanitary sewer lines.

Kinkaid Civil Construction LLC's services include, but are not limited to: replacement of approximately 5,000 linear feet of existing 12-inch sanitary sewer with new 15-inch and 18-inch in the Sweetwater Avenue alignment from 23rd Avenue to 15th Avenue.

Procurement Information

The selection was made using an Invitation for Bids procurement process set forth in Section 34-201 of the Arizona Revised Statutes. Seven bids were received on April 7, 2026, and were sent to the Equal Opportunity Department for review to determine subcontractor eligibility and contractor responsiveness in demonstrating responsiveness to Small Business Enterprise program requirements.

The Opinion of Probable Cost and the three lowest responsive, responsible bidders are listed below:

Opinion of Probable Cost: \$5,696,943
Kinkaid Civil Construction LLC: \$3,606,976
B&F Contracting, Inc.: \$4,220,650
Hudick Excavating, Inc. dba HEI Civil: \$4,826,229

The bid award amount is within the total budget for this project.

The reason for the variance from the Opinion of Probable Cost (OPC) to the lowest, responsive, responsible bid is over the costs of labor, materials, equipment; the contractor's methods of determining prices; contractor's access to tools, machinery and materials, and competitive bidding or market conditions. Consor evaluated the contractor bids received by the City and compared them to the OPC unit prices for the Sweetwater Avenue Sewer Relief project. Of the seven (7) bids, there was a group lower than the OPC, a group near the OPC, and a group higher than the OPC, with the average bid slightly higher than the OPC. Given the range in bids, we cannot point out a single bid item or multiple bid items to provide justification for the wide range in bids. Given our review of the bids, Consor recommends awarding the contract to the apparent low bidder, Kinkaid Civil Construction, LLC.

Due to volatile material costs and increased labor prices in the construction industry, a 10 percent contingency is being requested to allow for project uncertainties. The initial contract will be executed at the bid amount of \$3,606,976. Use of the 10 percent contingency above the amount will not be allowed without the prior written approval of the Water Services Department Director and the City Engineer.

Contract Term

The term of the agreement is 310 calendar days from issuance of the Notice to Proceed. Work scope identified and incorporated into the agreement prior to the end of the term may be agreed to by the parties, and work may extend past the termination of the agreement. No additional changes may be executed after the end of the term.

Financial Impact

The agreement value for Kinkaid Civil Construction LLC will not exceed \$3,967,674, including all subcontractor and reimbursable costs.

Funding is available in the Water Services Department's Capital Improvement Program budget. The Budget and Research Department will separately review and approve funding availability prior to execution of any amendments. Payments may be made up to agreement limits for all rendered agreement services, which may extend past the agreement termination.

Location

General Location: 19th Avenue and Sweetwater Avenue
Council District: 3

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer, Deputy City Manager Amber Williamson, the Water Services Department and the City Engineer.



Water Services Department Wastewater Infrastructure Improvements Engineering On-Call Services (Ordinance S-52976) - Citywide

Request to authorize the City Manager, or his designee, to enter into separate agreements with the ten consultants listed in **Attachment A**, to provide Wastewater Infrastructure Improvements Engineering On-Call services for the Water Services Department Citywide. Further request to authorize execution of amendments to the agreements as necessary within the Council-approved expenditure authority as provided below, and for the City Controller to disburse all funds related to this item. The total fee for all services will not exceed \$100 million.

Additionally, request to authorize the City Manager, or his designee, to take all action as may be necessary or appropriate and to execute all design and construction agreements, licenses, permits, and requests for utility services relating to the development, design, and construction of the project. Such utility services include, but are not limited to: electrical, water, sewer, natural gas, telecommunications, cable television, railroads and other modes of transportation. Further request the City Council to grant an exception pursuant to Phoenix City Code 42-20 to authorize inclusion in the documents pertaining to this transaction of indemnification and assumption of liability provisions that otherwise would be prohibited by Phoenix City Code 42-18. This authorization excludes any transaction involving an interest in real property.

Summary

The consultants will be responsible for providing On-Call Wastewater Infrastructure Improvements Engineering services that include, but are not limited to: plan review; programming; project or program management and/or oversight; master plans; studies, including corridor and alignment studies; perform condition assessments; perform data collection and field survey; perform sewer capacity analysis; prepare design concept reports; construction document development; prepare preliminary and final construction cost estimates; determination of and assistance in obtaining required easements and licenses; coordinate with the City of Phoenix Street Transportation Department; coordinate with outside agencies as necessary; perform utility investigations and utility coordination to prevent and/or mitigate conflicts; perform detailed geotechnical investigations; provide public information services; assist in

required environmental and/or cultural surveys; assist in obtaining any required local, county, state, or national permits and approvals; provide bid phase assistance; conduct bid evaluation and make recommendations to the City on acceptance of the lowest responsive and responsible bidder; construction administration and inspection, and special inspections.

Procurement Information

The selections were made using a qualifications-based selection process set forth in section 34-604 of the Arizona Revised Statutes (A.R.S.). In accordance with A.R.S. Section 34-604(H), the City may not publicly release information on proposals received, including the scoring results, until an agreement is awarded. Twenty-five firms submitted proposals and are listed in **Attachment A**.

Contract Term

The term of each agreement is up to five years, or up to \$10 million, whichever occurs first. Work scope identified and incorporated into the agreement prior to the end of the term may be agreed to by the parties, and work may extend past the termination of the agreement. No additional changes may be executed after the end of the term.

Financial Impact

The agreement value for each of the On-Call consultants will not exceed \$10 million, including all subconsultant and reimbursable costs. The total fee for all services will not exceed \$100 million.

Funding is available in the Water Services Department's Capital Improvement Program budget. The Budget and Research Department will review and approve funding availability prior to issuance of any On-Call task order of \$100,000 or more. Payments may be made up to agreement limits for all rendered agreement services, which may extend past the agreement termination.

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer, Deputy City Manager Amber Williamson, the Water Services Department and the City Engineer.

ATTACHMENT A

Selected Firms

- Rank 1: Entellus, Inc.
- Rank 2: Wilson Engineers, LLC
- Rank 3: GHD, Inc.
- Rank 4: Consor North America, Inc.
- Rank 5: Brown and Caldwell, Inc.
- Rank 6: HDR Engineering, Inc.
- Rank 7: Hazen and Sawyer, P.C.
- Rank 8: Stanley Consultants, Inc.
- Rank 9: Arcadis U.S., Inc.
- Rank 10: Garver LLC

Additional Proposers

- Rank 11: Dibble Associates Consulting Engineers, Inc.
- Rank 12: Sunrise Engineering, LLC
- Rank 13: Stantec Consulting Services, Inc.
- Rank 14: Kimley-Horn and Associates, Inc.
- Rank 15: Carollo Engineers, Inc.
- Rank 16: Civil & Environmental Consultants, Inc.
- Rank 17: Burgess & Niple, Inc.
- Rank 18: MWH Constructors, Inc.
- Rank 19: Black & Veatch Corporation
- Rank 20: Halff Associates, Inc.
- Rank 21: T.Y. Lin International, Inc.
- Rank 22: Strand Associates, Inc.
- Rank 23: Ardurra Group, Inc.
- Rank 24: GFT Infrastructure, Inc.
- Rank 25: Dudek, Inc. dba Dudek



Lift Station 43 Force Main Rehabilitation - Construction Manager at Risk Services Amendment - WS90501000 (Ordinance S-52980) - District 7

Request to authorize the City Manager, or his designee, to execute an amendment to Agreement 162146 with Achen-Gardner Construction, L.L.C. to provide additional Construction Manager at Risk Services for the Lift Station 43 Force Main Rehabilitation project. Further request to authorize execution of amendments to the agreement as necessary within the Council-approved expenditure authority as provided below, and for the City Controller to disburse all funds related to this item. The additional fee for services included in this amendment will not exceed \$1.6 million.

Summary

The purpose of this project is to rehabilitate the two existing force mains associated with Lift Station 43 and add a third force main for redundancy. The project will include replacement of two existing ductile iron pipe force mains with new high-density polyethylene (HDPE) force mains, adding a new third HDPE force main with a new discharge structure on the Southern Avenue Interceptor. Work will include installation of three new air release valves and valve vaults, and rehabilitation of existing valve vault #3 including new piping, valves, and sealing the vault from groundwater infiltration. These improvements will enhance system reliability, increase capacity, and provide redundancy for critical wastewater conveyance infrastructure.

This amendment is necessary because the condition assessment identified deteriorating pipe conditions due to corrosive soils, particularly north of valve vault #3, as well as the need to increase system reliability and redundancy through the addition of a third force main. Additionally, the complexity of construction near existing Salt River Outfall and Southern Avenue Interceptor gravity sewers, including required jack and bore operations and expanded scope for valve vault and air release valve improvements, necessitates additional resources. This amendment will provide additional funds to the agreement to complete the required improvements and ensure the long-term performance and resilience of the force main system.

Contract Term

The term of the agreement remains unchanged. Work scope identified and incorporated into the agreement prior to the end of the term may be agreed to by the

parties, and work may extend past the termination of the agreement. No additional changes may be executed after the end of the term.

Financial Impact

The initial agreement for Construction Manager at Risk Preconstruction and Construction Services was approved for an amount not to exceed \$7.6 million, including all subcontractor and reimbursable costs. This amendment will increase the agreement by an additional \$1.6 million for a new total amount not to exceed \$9.2 million, including all subcontractor and reimbursable costs.

Funding for this amendment is available in the Water Services Department's Capital Improvement Program budget. Payments may be made up to agreement limits for all rendered agreement services, which may extend past the agreement termination.

Concurrence/Previous Council Action

The City Council approved Construction Manager at Risk Services Agreement 162146 (Ordinance S-51460) on December 4, 2024.

Location

General Location: S. 75th Avenue and W. Broadway Road
Council District: 7

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer, Deputy City Manager Amber Williamson, the Water Services Department and the City Engineer.



Flow Meters - New, Replacement Parts, and Services - IFB-2122-WWT-355 - Amendment (Ordinance S-52985) - Citywide

Request to authorize the City Manager, or his designee to amend Contracts 156303 and 156304 with Western Environmental Equipment Co. and Instrumentation and Controls LLC to allow additional expenditures for the purchase of flow meters for the Water Services Department. Further request to authorize the City Controller to disburse all funds related to this item. The additional expenditures under the amended contracts will not exceed \$450,000.

Summary

The purpose of these agreements is to provide a variety of new flow meters, level meters, and associated parts from specific manufacturers that are integral to the City's water distribution and wastewater collection systems. Instrumentation and Controls' and Western Environmental Equipment Co.'s services include, but are not limited to: new meters, replacement parts, and maintenance and repair services.

Contract Term

The term for the contracts remains unchanged, ending on June 30, 2027.

Financial Impact

Upon approval of \$450,000 in additional funds, the revised aggregate value of the amended contracts will not exceed \$1,360,000. Funds are available in the Water Services Department's budget.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- Flow Meters - New, Replacement Parts, and Services Contracts 156303 and 156304 (Ordinance S-48573) on May 11, 2022.

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer and the Water Services Department.



SmartCover Systems - Amendment (Ordinance S-52995) - Citywide

Request to authorize the City Manager, or his designee, to execute an amendment to consent to assignment of SmartCover Systems Contract 160907 with Hadronex, Inc. dba SmartCover Systems to Badger Meter, Inc. No additional funds are needed, request to continue using Ordinance S-50919.

Summary

The purpose of this amendment is to consent to assignment of the agreement with Hadronex, Inc. dba SmartCover Systems to Badger Meter, Inc. This amendment will allow the project and project duties to move forward unhindered.

This contract provides continuous sewer flow, level, and odor monitoring using SmartCover equipment and software. These services are essential in the Water Services Department, supplying real-time operational data, automated alerts, and online access to system performance. This information supports effective management of wastewater system conditions and enhances odor mitigation efforts.

This item has been reviewed and approved by the Information Technology Services Department.

Contract Term

The contract term remains unchanged by the amendment and will run through June 11, 2029.

Financial Impact

There is no requested change to the existing spending authorization for this contract as part of this amendment.

Concurrence/Previous Council Action

The City Council previously reviewed this request:

- SmartCover Services Agreement 160907 (Ordinance S-50919) on May 29, 2024.

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer and the Water Services Department.



Repair and Replacement of Meter Vaults Contract - IFB-26-0283 Request for Award (Ordinance S-53042) - Citywide

Request to authorize the City Manager, or his designee, to enter into contracts with AC And Plumbing Pro LLC and Talis Construction Corporation, to provide repair and replacement of meter vaults for the Water Services Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contracts will not exceed \$860,000.

Summary

The Water Meters Division distributes and monitors the supply of tap water to 1.5 million customers daily across over 455,000 meter accounts. More than 1,400 accounts are served by meters in size three inches or larger, the majority of which reside inside underground meter vaults. This contract will provide the Water Meters Division the ability to provide repair and replacement services for damaged meter vaults, providing minimal disruption of water flow for Phoenix residents.

Procurement Information

An Invitation for Bid procurement was processed in accordance with City of Phoenix Administrative Regulation 3.10.

Three vendors submitted bids deemed to be responsive to posted specifications and responsible to provide the required goods and services. Following an evaluation based on price, the procurement officer recommends award to the following vendors:

Selected Bidders

AC And Plumbing Pro LLC: \$89,000 (per year)

Talis Construction Corporation: \$175,000 (per year)

Other bidder

Loenbro Revolution Industrial, LLC

Contract Term

The contracts will begin on or about July 1, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate contracts value will not exceed \$860,000.

Funding is available in the Water Services Department's Operating budget.

Responsible Department

This item is submitted by Assistant City Manager Ginger Spencer and the Water Services Department.



Customer Flow Management System Contract - RFA-26-0147 Request for Award (Ordinance S-52996) - Citywide

Request to authorize the City Manager, or his designee, to enter into a contract with CXM Solutions to provide a customer flow management system for the Planning and Development Department. Further request to authorize the City Controller to disburse all funds related to this item. The total value of the contract will not exceed \$203,000.

Summary

This contract will provide continuing operations and ensure required updates from CXM Solutions to provide a customer flow management system. The Planning and Development Department (PDD) uses the QMatic ticket queuing system, provided by CXM Solutions, to serve customers at their public service counters in the Phoenix City Hall. PDD is interested in an agreement with CXM Solutions for goods or services related to ticketing equipment, training, maintenance of software and any necessary upgrades to or configurations of the existing QMatic equipment.

This item has been reviewed and approved by the Information Technology Services Department.

Procurement Information

In accordance with Administrative Regulation 3.10, standard competition was waived as a result of an approved Determination Memo based on the following reason: Special Circumstances Without Competition. The Planning and Development Department currently uses CXM solutions and would like to establish a contract with CXM Solutions. This will allow for continued use of QMatic queuing systems to ensure continuity of operations and have access to required updates from CXM Solutions. An agreement with CXM Solutions will provide timely access to the equipment, maintenance and support services.

Contract Term

The contract will begin on or about July 1, 2026, for a five-year term with no options to extend.

Financial Impact

The aggregate contract value will not exceed \$203,000 for the five-year aggregate term.

Funding is available in the Planning and Development Department's budget.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Planning and Development Department.



Public Hearing - Abandonment Appeal of Hearing Officer Decision - ABND 250049 - 5440 E. Calle Camelia - District 6

Abandonment: 250049

Project: 99-5013

Abandonment Applicant: Greenman Law Firm, Jordan Greenman

Date of Abandonment Hearing Officer's Decision: March 11, 2026

Appellant: Kate Melendres

Summary

Rationale: Appellant is the neighbor, located at 5507 E. Calle Del Paisano. Mrs. Melendres is appealing the conditional approval of Abandonment ABND 250049, including Stipulation 1 - utility relocation or retention of right-of way as a public utility easement with 24-hour access, Stipulation 4 - requirement to retain a 16-foot easement for public utility easement, refuse collection, and pedestrian and emergency access, and Stipulation 5 - sewer easement requirements and restrictions on structures, and all stipulations related to long-term enforceability and access.

Location

Generally located at 5440 E. Calle Camelia

Council District: 6

Responsible Department

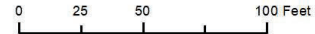
This item is submitted by Assistant City Manager Lori Bays and the Planning and Development Department.

ABND 250049



Disclaimer: The information provided on this map is based on record drawings submitted by others. Users of this information are cautioned that independent verification of actual conditions may be necessary. Printing Water Data is for Internal Staff Only

1 inch = 60 feet



Date: 1/21/2026



ATTACHMENT B



City of Phoenix

Planning and Development Department

CONDITIONAL APPROVAL – ABND 250049

Your abandonment request was granted **CONDITIONAL APPROVAL** by **David Neal, Abandonment Hearing Officer**.

This request will NOT be completed until all the stipulations have been met and this request is formally adopted by City Council. It is the **APPLICANT'S RESPONSIBILITY** to ensure that all stipulations are satisfied. **Please contact Dru Maynus at 602-262-7403** for questions and notification of your completion of the stipulations.

Upon completion of the stipulations your request will be scheduled for City Council action.

If the stipulations of abandonment are not completed within **two years** from the date of your conditional approval (**your expiration date is March 11, 2028**), this request will then expire. At that time a new submittal will be required along with the required payment for the abandonment process. A one time, **one year** extension can be requested prior to the expiration date, with applicable extension fee due.



City of Phoenix

Planning and Development Department

February 12, 2026

Preliminary Abandonment Staff Report: **ABND 250049**

Project# **99-5013**

Quarter Section: **16-40**

District#: **6**

Location:

Alley right-of-way (ROW) located between
5440 East Calle Camelia and 4001 North
54th Place

Applicant:

Greenman Law Firm

Request:

To abandon a portion of alley measuring
approximately 28 feet wide by 133 feet in
length, totaling approximately 3,724 square
feet.

Purpose of request:

The applicant asserts that the alley segment
is no longer necessary for public use as a
roadway.

Hearing date:

February 12, 2026
TAKEN OUT FROM UNDER
ADVISEMENT AND CONDITIONALLY
APPROVED ON MARCH 11, 2026

City Staff research shows that the northern 18-feet of the 28-foot alley abandonment area was dedicated on September 5, 1957, by the Mary Manor subdivision plat, under Book 74, Page 5 of the Maricopa County Recorder. The southern 10-feet of the 28-foot alley abandonment area was dedicated on October 11, 1955, by the Casa Linda subdivision plat, under Book 65, Page 8 of the Maricopa County Recorder. If the alley is abandoned, the northern 18-foot-wide segment will convey to the property located at 4001 North 54th Place and the southern 10-feet will convey to the property located at 5440 East Calle Camelia.

This request was routed to various City departments for their recommendations. Listed below are the responses from each department.

The Street Transportation Department has reviewed the attached abandonment application and has the following:

1. No right-of-way shall be abandoned that results in the remaining alley, located at the southeast boundary of the proposed abandonment area, to be reduced to a

width of less than 16-feet or the required turning area at the adjacent alley intersection to be reduced below minimum standards established in the City of Phoenix Street Planning and Design Guidelines.

Street Transportation Utility Coordination Department– Andrea Diaz

The Street Transportation Department Utility Coordination section has no comments.

PDD Traffic Department – Derek Fancon

Recommend approval

PDD Planning Department – Dru Maynus

Based upon correspondence received prior to the public hearing scheduled for February 12, 2026, including four (4) letters of opposition submitted by neighboring residents, concerns were raised regarding the continued use of the subject alley for vehicular access, pedestrian circulation, and neighborhood connectivity.

Pursuant to Phoenix City Code, Chapter 31, Article V, a public right-of-way, including an alley, may only be abandoned when it is determined to be no longer necessary for public use. The intent of the abandonment process is to dispose of public right-of-way that no longer serves a public access, circulation, or connectivity function.

In response to the concerns raised by neighboring residents, the applicant was recommended to coordinated with City staff to develop a stipulation that preserves continued access and service functions within the alley area. Under this stipulation, the alley will be abandoned; however, the applicant shall retain a 16-foot-wide portion of the alley as a Public Utility Easement (PUE), Refuse Collection Easement (RCE), Pedestrian Access Easement (PAE), and Emergency Vehicle Access Easement (EVAE). These easements will maintain necessary access for utilities, refuse collection, pedestrian circulation, and emergency services.

With the retention of this easement area, the abandonment will allow the disposal of excess right-of-way while maintaining essential public access and service functions for the surrounding properties.

Therefore, the City of Phoenix Site Planning Division recommends approval of the abandonment request, subject to the stipulations outlined in the staff report.

Streetlights – Jason Fernandez

Recommend approval

Solid Waste – Megan Sheets

Our team has evaluated the alley, and Solid Waste approves the request, with the stipulation that six homes have solid waste services relocated from the alley to curbside to minimize collection route adjustments and ensure the safest possible collection process.

The following addresses will need to go to curbside collection: 4019, 1044, 4001, 5440 N 54th Pl and 5502, 5501 E Calle Del Paisano.

The applicant must contact the Solid Waste Environmental Specialist*Lead from our MET East Region. Only the applicant would need to contact us to initiate the process for all affected properties, then our Lead would take it from there.

Water Services – Leticia Saenz

WSD has concerns/issues for this alley abandonment. The entire alley way shall be retained as a sewer easement or as may be modified by the affected utilities with 24-hour maintenance access subject to the following standard stipulations:

1. No structure of any kind and/or block wall shall be constructed or placed within the easement except removable type fencing and/or paving. No planting except grass and/or approved ground cover shall be placed within the easement. It shall be further understood that the City of Phoenix shall not be required to replace any obstructions, paving or planting that must be removed during the course of required maintenance, reconstruction and/or construction.

Long Range Planning

No comment received.

PDD Civil Department – John Lanoue

Approved without stipulations.

Public Transit Department – Skitch Kitchen

The Public Transit Department has no comment on this project.

Utility Comments

The request was also routed to outside utility companies for their input. Listed below are the responses from each utility.

Cox – Dustin Engleke

Recommend approval with the following stipulations or improvements. That must be satisfied to complete this application for abandonment:

1. Cox will have access via PUE for existing infrastructure maintenance and future upgrades.

Southwest Gas – Susan R. Mulanax

After reviewing the plans for the above-referenced project, it has been determined that there are no apparent conflicts between the Southwest Gas system and your proposed abandonment as shown on the letter you sent. Permission is granted to abandon the right-of-way located at the above referenced location.

Thank you for your cooperation on this project. Please contact me at 725-502-3576 if you have any question or require additional information.

Arizona Public Service

This is not in APS territory.

CenturyLink – Kenley Kohutek

Aries Network Construction Services, on behalf of Lumen/Centurylink, is in receipt of your request for Abandonment or Encroachment of the abandonment request area.

Inventory of Local Lumen Facilities: Existing facilities including structure (poles) exist within abandonment area. Lumen must maintain existing 8' PUE and must maintain access to all facilities.

Abandonment/Encroachment Request Overview: Request is to abandon existing alley easement adjacent to APN. 128-13-050 - 4001 N. 54th Pl. Phoenix, AZ 85018..

Recommendation: In the event Lumen facilities need to be removed or relocated, all associated costs will be at the expense of the requestor/agency/owner. Blue staking is required prior to all excavation activities. Access for Lumen, or its agents, must be maintained. All facilities are to be avoided or protected while also maintaining a minimum 12" horizontal and vertical separation. Lumen reserves the right to mandate modifications or removal of encroachments if it is deemed there is an impediment. Any damage to Lumen facilities and those costs associated with repair/replace facilities will be at the cost of the requestor/agency/owner. Lumen will not be held responsible for any damage or cost to repair, move, or remove any encroached items (ie fence, sign, landscape, pool, etc.) for the purpose of facility management.

Salt River Project – Michael Laguna

Salt River Project has an objection to the abandonment of the 28-foot alleyway located between 5440 E. Calle Camelia and 4001 N. 54th Place and as shown within the abandonment package. The Salt River Project's Design Maintenance Department has denied the request. The Design department rejected the proposed project because abandoning the alleyway would impede Salt River Project's maintenance vehicles' access to the overhead utility lines and an underground piped lateral. Salt River Project would not be able to access the utility wires, poles, and piped lateral for maintenance or repairs promptly.

If fencing the 16' alleyway is proposed, Salt River Project requires 24/7 access. If the gates are locked, they will need to be opened with a Salt River Project lock. Please contact Customer Service at 602-236-8888 to coordinate the delivery or pickup of the locks. The alleyway must remain clear of all obstacles. No trees, plants, extension of the fence or block walls, kid pools, or playhouses, etc., are allowed within the alleyway.

If you have any questions or require additional information, please do not hesitate to contact me at 602-236-3116.

Recommended Stipulations of Approval

The request of abandonment, if approved by the Abandonment Hearing Officer, will be subject to the following stipulations:

1. Either a or b shall be complied with:
 - a. All utilities shall be relocated to locations approved by each affected utility company. All work is to be done by each affected utility company at no expense to the affected utility company. An appropriate performance agreement, in an approved form and cost amount, must be posted with the Planning and Development Department to guarantee the improvements.
 - b. All rights-of-way shall be retained as a public utilities easement with 24-hour vehicle maintenance access.

2. Consideration which provides a public benefit to the City is required in accordance with City Code Art. 5, Sec. 31-64 and Ordinance G-5332. Cost for abandoned Right-of-Way adjacent to property not zoned single family residential will be \$500 OR Fair Market Value whichever is greater. Cost for property zoned single family residential is \$1.00 a square foot for the first 500 square feet, \$0.10 a square foot thereafter: OR Fair Market Value at the option of the Planning and Development Director or designee. The applicant shall submit calculation and fee to Planning and Development Department. The applicant shall request a selection of approved appraisers from the current list maintained by the Real Estate division of the Finance Department.
3. Applicant shall submit and obtain City approval of a legal description of the abandonment area prior to City Council approval of ABND 250049.
4. The applicant/developer shall ensure that a sixteen (16) foot wide easement centered on the existing alley centerline (8-feet on the north and 8-feet on the south) shall be retained for public purposes, including a public utility easement (PUE), refuse collection easement (RCE), emergency vehicle access easement (EVAE), and pedestrian access easement (PAE). The sixteen (16) foot easement area shall remain unobstructed to allow continued access for utilities, refuse collection, emergency services, and pedestrian circulation.

No right-of-way shall be abandoned that results in the remaining alley, located at the southeast boundary of the proposed abandonment area, to be reduced to a width of less than 16-feet or the required turning area at the adjacent alley intersection to be reduced below minimum standards established in the City of Phoenix Street Planning and Design Guidelines.

5. The applicant/developer shall ensure entire alley way shall be retained as a sewer easement or as may be modified by the affected utilities with 24-hour maintenance access subject to the following standard stipulations:

No structure of any kind and/or block wall shall be constructed or placed within the easement except removable type fencing and/or paving. No planting except grass and/or approved ground cover shall be placed within the easement. It shall be further understood that the City of Phoenix shall not be required to replace any obstructions, paving or planting that must be removed during the course of required maintenance, reconstruction and/or construction.

6. All stipulations must be completed within **two years** from the Abandonment Hearing Officer's decision.

This conditional approval has been reviewed and approved by the Abandonment Hearing Officer.

Hearing Officer Signature: David Neal Date: 3/17/26

REPORT SUBMITTED BY: Dru Maynus, Abandonment Coordinator.

cc: Jordan Greenman Law, Applicant/Representative
David Neal, Abandonment Hearing Officer

If the area to be abandoned is within or adjacent to a redevelopment area established pursuant to A.R.S. §36-1471 ET.SEQ., Consideration may be given to the restrictions upon the property and the covenants, conditions and obligations assumed by the redeveloper in the determination of fair market value.


City of Phoenix

PLANNING & DEVELOPMENT DEPARTMENT

Abandonment Decision Appeal

In accordance with Section 31-70, Article V of the City Code, the decision of the Abandonment Hearing Officer regarding the abandonment of public rights-of way may be appealed. Any decision of the Abandonment Hearing Officer shall be considered final unless a person aggrieved thereby, files a written Notice of Abandonment Appeal with the Planning & Development Department within fifteen calendar days after the decision is made. The completed abandonment appeal form and filing fee* must be submitted to the Planning & Development Department, Check-In/Information Counter, located at 200 West Washington Street, 2nd floor, Phoenix, Arizona 85003.

***All fees are pursuant to the current Fee Schedule contained in Appendix A.2. of the Phoenix City Code.**

 Appellant's Name: Kate Melendres

 Address: 5507 E Calle Del Paisano City: Phoenix State: AZ Zip: 85018

 Phone: 608-712-6310 Email: kmelendresesq@gmail.com

Affiliation: _____

Appeal to City Council

Be specific as to what you are appealing. Include the rationale for your appeal. Attachments may be included.

 Abandonment # **ABND** 250049 Date Heard: February 12, 2026

 Located at approximately: City of Phoenix WebEx Virtual Hearing

 Abandonment Hearing Officer: ☒ Approved ☐ Denied

 Appealing Decision: Conditional Approval of Abandonment ABND 250049

 Appealing Stipulation: Stipulation 1 - Utility relocation or retention of rights-of-way as public utility easement with 24-hour access,

 Appealing Stipulation: Stipulation 4 - Requirement to retain a 16-foot easement for public utility, refuse collection, pedestrian, and emergency access.

 Appealing Stipulation: Stipulation 5 - Sewer easement requirements and restrictions on structures, and all stipulations related to long-term enforceability and access.

----- Staff Use Only -----

 Received By: _____ Receipt #: _____ Date: _____
 Reviewed By: _____ Receipt #: _____ Date: _____

Page 1 of 1

An applicant may receive a clarification from the city of its interpretation or application of a statute, ordinance, code or authorized substantive policy statement. To request clarification or to obtain further information on the application process and applicable review time frames, please call 602-262-7811 or visit our website at [Licensing Time Frames | City of Phoenix](#). This publication can be made available in alternate formats (Braille, large print, or digital media) upon request. Contact Planning & Development at (602) 262-7811 voice or (602) 534-5500 TTY.

April 2, 2026

To Whom It May Concern,

I hereby submit this written **Notice of Appeal** regarding the Conditional Approval of Abandonment ABND 250049, issued by the Abandonment Hearing Officer on March 11, 2026 on behalf of myself, as well as several neighboring property owners.

Pursuant to the applicable provisions of the Phoenix City Code, I am formally appealing the decision and request that this matter be reviewed by the appropriate authority.

This appeal is based on concerns related to the stipulated conditions of approval, including their adequacy, clarity, and long-term enforceability, as further outlined in the accompanying Statement of Basis for Appeal.

Please accept this Notice of Appeal along with the completed Abandonment Appeal Application and supporting materials, which are attached.

Thank you for your consideration.

Sincerely,

Kate Melendres
5507 E. Calle Del Paisano
Phoenix, AZ 85018

kmelendresesq@gmail.com
(608) 712-6310

April 2, 2026

Statement of Basis of Appeal: ABND 250049

To Whom It May Concern:

This appeal is submitted on behalf of multiple nearby property owners in response to the conditional approval of Abandonment ABND 250049 and is specifically based on concerns regarding the adequacy, clarity, and long-term enforceability of the stipulated conditions of approval.

As residents whose properties rely on the continued function of this alley for access, service, and connectivity, these concerns reflect the shared impacts experienced by multiple households in the immediate vicinity.

The approval relies heavily on multiple stipulations intended to preserve public access, utility function, and neighborhood connectivity within the proposed abandonment area, including the requirement to retain a sixteen (16) foot-wide easement for public utility, refuse collection, pedestrian access, and emergency vehicle access, as well as requirements to maintain unobstructed access and prohibit structures within the easement area.

While these stipulations are intended to mitigate impacts, several concerns remain:

1. Reliance on ongoing compliance and enforceability

The effectiveness of the approval depends on continuous adherence to stipulations such as maintaining unobstructed access and restricting improvements within easement areas. Once the right-of-way is abandoned and conveyed to private ownership, enforcement of these conditions may become complaint-driven and difficult to ensure over time, creating risk for surrounding properties.

2. Functional dependence on retained easements

The number and scope of required easements—including public utility, refuse collection, pedestrian, and emergency access—indicate that the alley continues to serve essential public and service functions. The need to preserve these functions through stipulations suggests that the underlying right-of-way may still be necessary in practice.

3. Potential conflict with utility access requirements

Comments from utility providers, including objections related to maintenance access and infrastructure constraints, raise questions about whether the stipulated easement configuration will adequately support long-term utility access without conflict or obstruction.

4. Lack of clarity regarding permanence and enforcement mechanisms

It is unclear whether all stipulations will be permanently recorded against the property and binding on future owners, and what specific enforcement mechanisms will be in place to ensure compliance over time.

5. Request for verification of alley dimensions and configuration

Given the importance of maintaining adequate access, circulation, and service functionality, the appellant requests a formal review and verification of the existing and proposed alley dimensions, including width, turning radii, and any impacts to adjacent segments. This is particularly important to ensure that the remaining alley configuration meets applicable City standards and does not create unintended constraints or safety concerns. It is unclear whether the photo and measurements contained in the approval letter are accurate as that segment of the alley may not measure the full width contained in the application.

6. Segmentation of the abandonment request and precedent concerns

The proposed abandonment isolates a portion of the alley. This segmented approach limits the number of abutting property owners required to consent, while still impacting broader neighborhood access, circulation, and functionality.

Allowing abandonment of isolated segments in this manner may establish a precedent for incremental or piecemeal reductions of public right-of-way, potentially undermining the integrity of the overall alley network and limiting future consideration of cumulative impacts.

Conclusion

Given these concerns, the current stipulations may not sufficiently protect long-term public access, utility functionality, and neighborhood connectivity.

The appellant respectfully requests that the decision be reconsidered or, in the alternative, that the stipulations be strengthened to ensure they are clearly defined, permanently recorded, and effectively enforceable for the protection of surrounding properties.

The intent of this appeal is to ensure that any approval fully protects long-term neighborhood access, safety, and infrastructure reliability.

Sincerely,

Kate Melendres

5507 E. Calle Del Paisano Phoenix, AZ 85018

kmelendresesq@gmail.com

(608) 712-6310



Consideration of a Citizen Petition Submitted by Mr. Gregg Turner - District 3

This report provides the City Council with information in response to a citizen petition submitted by Gregg Turner at the June 3, 2026, City Council Formal meeting regarding dedication of a crosswalk or pedestrian-controlled intersection at or near 25th Avenue and Greenway Road, **Attachment A**.

Summary

The petitioner requests the City Council to provide guidance and consideration and direct the appropriate departments to advise on the process, criteria and feasibility of dedicating the crosswalk or pedestrian-controlled intersection at or near 25th Avenue and Greenway Road in memory of a resident.

Options for Council Action

- A. Accept the petition.
- B. Deny the petition.
- C. Refer to the Transportation, Infrastructure, and Planning Subcommittee for further study and consideration.

Staff recommends denying the petition. The Street Transportation Department has not previously dedicated a crosswalk or pedestrian-controlled intersection to memorialize an individual. The City does not have an established process or criteria to take this type of action.

Location

25th Avenue and Greenway Road
Council District: 3

Responsible Department

This item is submitted by Deputy City Manager Frank McCune and the Street Transportation Department.

ATTACHMENT A

2026 JUN -3 PM 4:35
CITY CLERK DEPT.

To the Honorable Mayor and Members of the Phoenix City Council,

My name is Gregg Turner, a native of Phoenix. I respectfully submit this statement as a **Citizen Petition** pursuant to Chapter IV, Section 22 of the Phoenix City Charter.

I am petitioning the City Council to provide guidance and consideration for the **dedication of a crosswalk or pedestrian-controlled intersection at or near 25th Avenue and Greenway Road**, where a pedestrian was fatally struck by an unlicensed and uninsured driver. The individual did not survive, and the driver ultimately faced no meaningful penalty.

This request is not made for financial gain, nor as a substitute for litigation. Rather, it is made in the interest of acknowledgment, accountability, and public safety. The circumstances surrounding this death reflect a preventable failure—one that aligns directly with the principles of the City of Phoenix's **Vision Zero** commitment, which recognizes that traffic fatalities are not inevitable accidents, but outcomes that can and should be prevented through system-level responsibility.

The individual who lost her life was a mother—strong, independent, and deeply loved. Her surviving son was forced to endure both the loss itself and a legal outcome that left him without recognition or remedy. This petition seeks to ensure that her life is not reduced to a statistic or technicality, but instead acknowledged in a way that affirms the City's stated commitment to protecting pedestrians and learning from loss.

I am aware that the City of Phoenix has previously installed or dedicated signaled crosswalks and pedestrian infrastructure in response to loss of life. In that same spirit, I respectfully request that the Council direct the appropriate department(s) to advise on the process, criteria, and feasibility of dedicating the intersection at **25th Avenue and Greenway Road** in her memory.

Such an action would represent good faith, shared values, and a clear statement that while the City must responsibly steward public resources, it also recognizes the human cost of preventable tragedies—and is committed to preventing their recurrence.

Thank you for your time, consideration, and service to the residents of Phoenix.

Respectfully submitted,

Gregg Turner

Phoenix Resident

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