Attachment A

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

ADOPTED ORDINANCE

ORDINANCE S-

AN ORDINANCE REPEALING EXISTING PAY ORDINANCE S-49802 AND CLASSIFICATION ORDINANCE S-5815; AND ADOPTING A NEW 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:

<u>SECTION 1</u>. Ordinance No. S-49802, which adopted a "Gross Pay Schedule" of all employees of the City of Phoenix, and all amendments thereto, are repealed as of the effective date of this Ordinance.

SECTION 2. Ordinance No. S-5815, which adopted a "Classification Plan,"

is repealed as of the effective date of this Ordinance.

<u>SECTION 3</u>. 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.

<u>SECTION 4</u>. On July 8, 2024, 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 7 hereof.

<u>SECTION 5</u>. The City Manager is authorized to provide a benefits program

Ordinance S-____

for City employees as described by various administrative regulations and the benefits

reference guides.

<u>SECTION 6</u>. 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 2024-2026 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 2024-2026 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 2024-2026 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 2024-2026 between the City of Phoenix and Phoenix Law Enforcement Association, covering Police Officers Unit 4.

Memorandum of Understanding 2024-2026 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 7. Compensation

The compensation schedules set forth in Exhibit B shall be effective

and/or modified in accordance with the following:

- (a) Full-time Unit 1 employees will receive a non-continuous payment of \$1,421.00 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 2024.
- (b) Full-time Unit 2 employees will receive a non-continuous payment of 2.5% of their annual base wage and part-time Unit 2 employees will receive a non-continuous payment of 2.5% of base wages paid during the 26 preceding pay periods, to be paid on the first full pay period in August 2024.
- (c) Full-time Unit 3 employees will receive a non-continuous payment of \$1,480.00 and part-time Unit 3 employees will receive a non-continuous payment of \$554.00, to be paid on the first full pay period in August 2024.
- (d) All Unit 4 employees will receive a non-continuous payment of 2.5% of their annual base wage to be paid on the first full pay period in August 2024.
- (e) Each Unit 5 member/employee will receive a non-continuous payment of \$2,135.00, to be paid on the first full pay period in August 2024.
- (f) All Unit 6 employees will receive a non-continuous payment of 2.5% of their annual base wage to be paid on the first full pay period in August 2024.
- (g) Full-time Unit 7 employees will receive a non-continuous payment of 2.5% of their annual base wage and part-time Unit 7 employees will receive a non-continuous payment of 2.5% of their annual base wages paid during the 26 preceding pay periods, to be paid on the first full pay period in August 2024.
- (h) Each full-time Unit 8 employee will receive a non-continuous payment of 2.5% of their base wage and part-time Unit 8 employees will receive a non-continuous payment of 2.5% of base wages paid during the 26 preceding pay periods, to be paid on the first full pay period in August 2024.
- (i) All Unit 9 and 10 employees (except for part-time judges) will receive a non-continuous payment of 2.5% of their annual base wage to be paid on the first full pay period in August 2024, after completing requirements set forth by the City Manager relative to their performance evaluations.

- (j) All Unit 17 and 19 employees will receive a non-continuous payment of 2.5% of their annual base wage to be paid on the first full pay period in August 2024, after completing requirements set forth by the City Manager relative to their performance evaluations.
- (k) All Unit 16 and 18 employees will receive a non-continuous payment of 2.5% of their annual base wage to be paid on the first full pay period in August 2024, after completing requirements set forth by the City Manager relative to their performance evaluations.
- (I) All employees in Council Office Staff Salary Plan 023 will receive a non-continuous payment of 2.5% of their annual base wage to be paid on the first full pay period in August 2024.

<u>SECTION 8</u>. On July 8, 2024, 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.

<u>SECTION 9</u>. 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 10. 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 \$15.00 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 20 (f) of this Ordinance if they regularly supervise a higher paid subordinate. A department head may authorize a beginning rate up to the median step of the pay grade after conducting an analysis with Human Resources. The City Manager and Human Resources Director may authorize a beginning rate above the median step of the pay grade in the event of labor market requirements or due to the unusual qualifications of a candidate. In cases where a pay grade has an even number of steps, the larger value shall be used as the median. If existing steps are not available to be used, they shall not be included in the determination of the median step. 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 11. Salary Review Date

- (a) The salary review date of employees shall be the date on which they were hired.
- (b) 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 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.
- (c) Salary review dates for incumbents of positions which are reclassified and/or regraded shall be handled in accordance with Section 21(c) of this Ordinance.

SECTION 12. 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 13. 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, which corresponds to the next step in the employee's present pay grade, 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 steps in the differential above the base classification.
 - An employee in an assignment will be eligible to receive productivity enhancement pay at the time the employee would have received productivity enhancement pay had the employee stayed in the base classification, even though the employee may not yet be at top step in the assignment.
 - 3. 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

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pay grade, using a formula established by the Human Resources Director.

- 4. 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.
- Sworn employees at the rank of Police Officer who are Field (C) Training Officers or who the department selects to conduct department approved officer field training will receive an additional 5% 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 5% 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 whom the department selects to conduct department-approved new Detective training will receive an additional 5% of their base rate of pay for every day the Detective is training.
- (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) 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.
- (h) Phoenix Firefighters Association Unit 5 employees who speak Spanish to conduct official City business may receive bilingual pay

Ordinance S-____

as provided by administrative regulation.

- (i) Municipal Court employees performing legal, verbatim, and formal translation duties may receive bilingual pay as provided by administrative regulation.
- (j) 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.
- (k) 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.
- (m) Any Aviation Dispatcher, Fire Emergency Dispatcher, Police Communications Operator, or Police Communications Operator*Radio/911 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.
- (n) 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.
- (o) 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.
- (p) 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 (\$250.00) 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.

- (q) 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.
- (r) 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.
- (s) 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.
- (t) 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.

- 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.
- (u) 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.
- (v) 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.
- (w) The City Manager is authorized to provide out of class pay differential to employees, as provided by administrative regulation.
- (x) 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.
- (y) 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.
- (z) 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 1/4 hour, in addition to their base hourly rate for each hour they are engaged in phlebotomy activities.

SECTION 14. 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 15. 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 covered by the Unit 2 Memorandum of Understanding who are required to provide their own tools for work shall receive up to six hundred dollars (\$600) per year to replace and repair such

tools, 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.
- (I) 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 15(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 15(k).

- 3. Reimbursement for Police Officers at the ranks of Sergeant and Lieutenant for professional memberships and seminars of up to eight hundred dollars (\$800). 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 15(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 15(k).
- 5. 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 15(k).
- 6. Reimbursement for Office and Clerical employees in classifications specified in the Unit 3 Memorandum of Understanding of up to two hundred twenty-five dollars (\$225) 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 15(k).
- 7.
 - 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 15(k).
- 8. 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.
- 9. Reimbursement for certain Unit 2 employees for CDL endorsements as provided in the Unit 2 Memorandum of

Ordinance S-____

Understanding and as specified by administrative regulation.

- 10. 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, provided in as the aforementioned memoranda. and specified as bv administrative regulation.
- (n) Employees who are called to military service with presidential callup orders may receive "gap pay" as defined in the applicable administrative regulations. They must first exhaust their paid military leave benefit.

SECTION 16. 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 designated as Confidential Office/Clerical for each fiscal year 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 Confidential Office/Clerical for each fiscal year 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 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.
- (i) 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.
- (j) 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.
- (k) Employees designated as Unit 5 may be paid up to a maximum of

Ordinance S-____

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.

- (I) Police Sergeant and Police Lieutenant employees may be paid for up to a maximum of forty (40) hours of accumulated vacation time their use forty contingent upon of (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.
- (m) Eligible sworn Public Safety personnel may receive a lump sum payment for accrued vacation time.
- (n) 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.
- (o) 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 17. 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 18. 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 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 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 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 due to federal 457(b) deferred compensation plan contribution limits including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- The City will contribute 9.0% of gross annual salary to the 401(a) (i) 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 19. 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-ofduty 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 longterm 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 longterm disability or unpaid leave.
- (I) 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 20. 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 21(c)]; 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 21(c)].

- (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.
- 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.
- 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) A department head may authorize a promotional increase up to the median step of the pay grade after conducting an analysis with Human Resources. The City Manager and Human Resources Director may authorize a promotional increase above the median step of the pay grade in the event of labor market requirements or due to the unusual qualifications of a candidate. In cases where a pay grade has an even number of steps, the larger value shall be used as the median. The provisions of this paragraph shall not apply to individuals entering the classifications of Police Recruit and Firefighter, Assign: Recruit.

SECTION 21. Reclassification or Grade Change

The following rules concerning reclassifications or grade changes shall

apply to employees in impacted positions:

(a) When a position is reclassified to a classification at a different grade, or when the classification is assigned to a different pay grade, 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. The employee's next salary review date shall not be affected by adjustments under this paragraph.

25

Ordinance S-

- 1. Placement in the new grade will be limited to the maximum step in that grade.
- 2. Affected 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.
- 3. When the reclassified position is changed from nonsupervisory 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 20(g) are not affected by this paragraph.
- (b) In unusual circumstances, the City Manager may permit a reclassified employee 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 procedure may also be followed in determining pay rates of employees in a classification for which the pay grade has been reduced. Employees paid above the maximum step rate for their classification will be moved to the maximum step of the appropriate grade, with the salary difference required to maintain the present rate to be entered as a payroll adjustment for a period not to exceed two (2) years for each pay grade the classification is reduced.
- (c) If a position is reclassified to a classification at a different grade, or when the classification is assigned to a different pay grade, and the affected employee does not have a next salary review date or the employee was previously at the top step but will be moving to a step less than the top step; the employee's next salary review date shall be established based on the percentage of increase in pay the employee received at the time of implementation as shown in the following table. If the employee has received a merit increase during the 30 calendar days prior to the effective date of the reclassification or grade change, the percentage of pay change for determining the next salary review date shall be calculated from the employee's pay rate prior to the adjustment.

	Calendar Days from date of implementation to next			
	salary			
	review date			
% Change	(NSRD)			
0	NO CHANGE TO NSRD			
>0 - <.5	30			
.5 - < 1	60			
1 - < 1.5	90			
1.5 - < 2	120			
2 - < 2.5	150			
2.5 - < 3	180			
3 - < 3.5	210			
3.5 - < 4	240			
4 - < 4.5	270			
4.5 - < 5	300			
5 or more	330			

(d) 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 22. 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 23. 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 27

Ordinance S-

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 24. 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 25. Underpayments and Overpayments

Retroactive corrections to underpayments or overpayments will not exceed 3 years from the date the employee notifies the Human Resources Department in writing of a payment dispute, or an overpayment is discovered and brought to the attention of the Human Resources Director. Final authority regarding any corrections to be made under this section rests with the Human Resources Director.

<u>SECTION 26</u>. 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 8th day of July, 2024.

PASSED by the City Council of the City of Phoenix this ____ day of _, 2024.

MAYOR

Ordinance S-

ATTEST:

Denise Archibald, City Clerk

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

BY: _____

REVIEWED BY:

Jeffrey Barton, City Manager

PHXKR

EXHIBIT A

CLASSIFICATION PLAN OF THE CITY OF PHOENIX, ARIZONA

I. <u>Classification of Positions</u>

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 Attachment 1. 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: <u>City of Phoenix Job Descriptions and Pay Ranges.</u> 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 13 (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."

City of Phoenix Pay Plan Draft Pay Ordinance Schedule Effective: 7/8/2024

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
00010	General Apprentice-U1 (NC)	N	001	100	190
00020	General Apprentice-U2 (NC)	N	002	200	290
00030	General Apprentice-U3 (NC)	N	003	300	390
00070	General Apprentice-U7 (NC)	N	007	700	090
00100	Clerical Trainee (NC)	N	003	006	321
00110	Clerk I	N	003	006	324
00120	Clerk II	N	003	006	330
00160	Clerk III	Ν	003	006	334
00180	Mail Service Worker	N	001	002	135
00190	Mail Service Supervisor	N	007	001	041
00240	Clerical Supervisor	N	007	001	044
00320	Secretary II	N	003	006	330
00322	Secretary II*U8	N	008	012	730
00323	Secretary II*Office Automation	N	003	006	334
00325	Secretary II*Precinct	N	003	006	332
00330	Secretary III	Ν	007	001	036
00331	Secretary III*Council Reporter	Ν	007	001	041
00450	Police Automated System Sec	N	003	006	341
00451	Police Automated System Sec*Ld	Ν	007	001	045
00460	Council Reporter	Ν	007	001	056
00480	Courier	Ν	002	004	225
00510	Court/Legal Clerk I	Ν	003	006	335
00520	Court/Legal Clerk II	Ν	003	006	341
00530	Court/Legal Clerk III	Ν	007	001	045
00531	Court/Legal Clerk III*Pros	Ν	007	001	045
00600	Municipal Court Administrator	Е	009	013	836
00610	Asst Court Administrator	Е	007	001	065
00620	Court Supervisor	Ν	007	001	053
00621	Court Supervisor*Interpreter	Е	007	001	056
00640	Court Interpreter	Ν	003	006	340
00642	Court Interpreter*Credentialed	Ν	007	001	051
01010	Secretary to City Manager(NC)	Е	007	001	062
01020	Legal Secretary	Ν	003	006	343
01022	Legal Secretary*U8	Ν	008	012	743
01023	Legal Secretary*Lead	Ν	007	001	047
01024	Legal Secretary*PERB (NC)	Ν	007	001	047
01030	Admin Secretary	Ν	007	001	041
01031	Admin Secretary*Council Agenda	Ν	007	001	043
01070	Council Aide (NC)	E	007	023	C10
01080	Customer Service Clerk	N	003	006	331
01083	Customer Service Clerk*Lead-U7	N	007	001	041

City of Phoenix Pay Plan Draft Pay Ordinance Schedule Effective: 7/8/2024

		FLSA	Ben Cat	Salary	_
Job Code	Job Title	Status	Code	Plan	Grade
01085	Customer Service Clerk*Plans	N	003	006	337
01120	Records Clerk	N	003	006	333
01121	Records Clerk*Lead	N	003	006	337
01130	Senior Records Clerk	Ν	007	001	035
01140	Records Supervisor	Ν	007	001	047
01150	Airport Access Agent	Ν	003	006	337
01210	Police Records Clk	N	003	006	341
01212	Police Records Clk*Lead	Ν	003	006	345
01220	Fingerprint Technician	N	003	006	339
01221	Fingerprint Technician*Lead	N	003	006	343
01260	Police Coding Clerk	N	003	006	341
01280	Police Statistical Rsrch Aide	N	003	006	343
01290	Meter Collection Clerk	N	003	006	324
01320	Account Clerk II	N	003	006	330
01330	Account Clerk III	N	003	006	336
01331	Account Clerk III*U8	Ν	008	012	736
01350	Account Clerk Supervisor	Ν	007	001	042
01360	Utilities Service Trainee (NC)	N	003	006	331
01370	Utilities Service Spec	Ν	003	006	337
01371	Utilities Service Spec*Lead	Ν	003	006	341
01372	Utilities Service Spec*Water	Ν	003	006	339
01410	Human Resources Clerk	Ν	008	012	733
01420	Senior Human Resources Clerk	Ν	008	012	733
01450	Auto Parts Clerk I	Ν	002	004	235
01460	Auto Parts Clerk II	Ν	002	004	241
01470	Auto Parts Clerk III	Ν	002	004	245
01510	Library Clerk I	Ν	003	006	323
01512	Library Clerk I*Extension Svcs	Ν	003	006	325
01520	Library Clerk II	Ν	003	006	327
01540	Library Support Services Supv	Ν	007	001	049
01550	Library Circulation Attnd I	Ν	003	006	327
01560	Library Circulation Attnd II	Ν	003	006	331
01570	Library Circulation Attnd III	Ν	007	001	049
01580	Library Page	Ν	999	006	323
01590	Inventory Control Specialist	Ν	007	001	043
01600	Supplies Clerk II	Ν	001	002	135
01601	Supplies Clerk II*U2	Ν	002	004	235
01602	Supplies Clerk II*U3	Ν	003	006	335
01620	Supplies Clerk III	Ν	001	002	139
01621	Supplies Clerk III*U2	Ν	002	004	239
01623	Supplies Clerk III*U7	Ν	007	001	043
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City of Phoenix Pay Plan Draft Pay Ordinance Schedule Effective: 7/8/2024

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
01670	Supplies Clerk I	N	001	002	129
01671	Supplies Clerk I*U2	N	002	004	229
01672	Supplies Clerk I*U3	N	003	006	329
01680	Inventory Management Coord	E	007	001	063
01690	Police Property Supervisor	N	007	001	045
01700	Police Property Technician	N	003	006	339
01800	Police Comm Shift Supervisor	E	007	001	061
01801	Police Comm Shift Supv*Lead	E	007	001	061
01810	Communications Dispatcher	Ν	003	006	335
01820	Fire Emergency Dispatcher	N	003	006	347
01822	Fire Emergency Dispatcher*Lead	N	003	006	349
01830	Police Comm Operator	N	003	006	345
01832	Police Comm Op*Radio/911	N	003	006	347
01833	Police Comm Op*Lead Radio/911	N	003	006	349
01840	Mobile Dispatcher	Ν	003	006	330
01850	Fire Communications Supervisor	Ν	007	001	055
01870	Police Communications Supv	Ν	007	001	055
01880	Desktop Publisher	N	003	006	339
01890	Asst Housing Supervisor	Е	007	001	051
01910	Housing Program Representative	Ν	003	006	340
02010	Repro & Bindery Equip Operator	Ν	003	006	333
02040	Offset Press Operator	Ν	003	006	339
02042	Offset Press Op*Special Press	Ν	003	006	341
02050	Printing Services Foreman	Ν	007	001	045
02060	Printing Services Supervisor	Е	007	001	053
02070	Rehabilitation Loan Processor	Ν	003	006	339
03190	Payroll Supervisor	Е	007	001	065
03200	Investment Manager	Е	007	001	069
03210	Accountant I	Ν	007	001	049
03220	Accountant II	Е	007	001	056
03240	Accountant III	Е	007	001	060
03260	Accountant IV	Е	007	001	066
03270	Tax Hearing Officer	Е	007	001	067
03280	Accounting Supervisor	Е	007	001	069
03300	Auditor Intern (NC)	Ν	003	006	343
03310	Associate Auditor	Ν	007	001	053
03330	Internal Auditor	Е	007	001	059
03340	Tax Auditor	N	007	001	054
03350	Senior Tax Auditor	E	007	001	058
03370	Senior Internal Auditor	Ē	007	001	063
03371	Senior Internal Auditor*IT	E	007	001	065
00071		-	007	001	000

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
03390	Investment and Debt Manager	E	007	001	073
03570	Treasury Collections Supv	E	007	001	051
03600	License Inspector	N	003	006	343
03610	Treasury Collections Rep	N	003	006	343
03611	Treasury Collections Rep*TAR	N	003	006	343
03670	Business License Service Clerk	N	003	006	343
03720	Deputy City Auditor	E	009	013	842
03730	Asst City Auditor	E	010	018	912
03740	City Auditor (NC)	E	010	018	922
03850	Rate Analyst	E	007	001	060
04150	Supplies Supervisor	E	007	001	051
04160	Petroleum Supplies Supervisor	E	007	001	051
04210	Quality Assurance Engineer	E	007	001	053
04300	Buyer Aide	N	003	006	334
04310	Buyer	Ν	007	001	049
04330	Senior Buyer	E	007	001	055
04340	Finance Procurement Officer	E	007	001	064
04341	Finance Procurement Ofcr*Lead	E	007	001	066
04350	Procurement Manager	Е	007	001	066
04351	Procurement Manager*Finance	Е	007	001	068
04990	Industrial Hygienist	Е	007	001	063
05000	Benefits Aide	Ν	008	012	739
05010	Training Specialist	Ν	007	001	052
05020	Human Resources Aide	Ν	008	012	745
05021	Human Resources Aide*U7	Ν	007	001	045
05022	Human Resources Aide*Court	Ν	008	012	745
05030	Curriculum/Training Coord	Е	007	001	061
05031	Curriculum/Trng Coord*Supv Dev	Е	007	001	063
05050	Safety Analyst I	Ν	007	001	055
05060	Safety Analyst II	Е	007	001	059
05110	Human Resources Analyst	Ν	007	001	049
05111	Human Resources Analyst*Court	Ν	007	001	049
05120	Senior Human Resources Analyst	Е	007	001	055
05130	Human Resources Supervisor	Е	007	001	069
05180	Asst Human Resources Director	Е	010	018	916
05190	Human Resources Director (NC)	Е	010	018	926
05200	Labor Relations Adm (NC)	Е	010	018	914
05220	Human Resources Officer	Е	007	001	066
05221	Human Resources Officer*Court	Е	007	001	066
05260	Operations Analyst	Е	007	001	059
05300	Management Intern (NC)	Ν	007	001	047

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan 001	Grade
05310	Management Asst I	E	007	001	057
05320	Management Asst II	E	007	001	065
05323	Management Asst II*CMO	E	007	001	065
05330	Management Asst III	E	009	013	830
05332	Management Asst III*PBS	E	009	013	832
05350	Deputy Budget & Research Dir	E	009	013	846
05360	Management Services Adm	E	009	013	836
05370	Retirement Assistant	N	007	001	045
05380	Benefits Analyst II	E	007	001	058
05381	Benefits Analyst II*IT	E	007	001	062
05390	Benefits Analyst I	N	007	001	052
05400	Deputy Human Resources Dir	E	009	013	846
05430	Budget Analyst III	E	007	001	062
05440	Budget Analyst II	E	007	001	058
05460	Budget Analyst I	E	007	001	052
05490	Department Budget Supervisor	E	007	001	066
05500	Fiscal Manager	E	007	001	071
05510	Budget & Research Director(NC)	E	010	018	926
05530	Retirement Program Adm	E	010	018	922
05560	Business Assistance Coord	E	007	001	061
05600	Budget & Research Analyst	E	007	001	067
05610	Senior Budget/Research Analyst	E	007	001	069
05620	Principal B&R Analyst	E	007	001	071
06000	Admin Intern (NC)	Ν	007	001	038
06020	Admin Aide	Ν	003	006	343
06021	Admin Aide*U7	Ν	007	001	043
06022	Admin Aide*U8	Ν	008	012	743
06023	Admin Aide*Empl Parking Coord	Ν	003	006	343
06030	Admin Asst I	Ν	007	001	053
06040	Admin Asst II	E	007	001	059
06050	Admin Asst III	E	007	001	061
06060	Special Asst to City Mgr (NC)	E	010	018	922
06070	Exec Asst to Mayor (NC)	E	010	018	918
06080	Deputy City Manager (NC)	E	010	018	930
06090	Exec Asst to the City Mgr (NC)	E	010	018	908
06100	Asst City Manager (NC)	E	010	018	935
06110	Asst to the City Manager (NC)	E	010	018	904
06130	Exec Asst to City Council (NC)	Е	010	018	908
06140	Senior Exec Asst/City Mgr (NC)	Е	010	018	918
06150	Special Asst / City Council	Е	009	013	830
06160	Asst to the Mayor (a) (NC)	E	010	018	904

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
06161	Asst to the Mayor (b) (NC)	E	010	018	902
06190	Emergency Management Coord	E	009	013	832
06220	Chief Sustainability Off (NC)	E	010	013	914
06230	Intergovern Affairs Coord (NC)	E	010	018	922
06250	Protocol Program Adm (NC)	E	009	013	830
06270	Asst Protocol Program Adm (NC)	E	005	013	064
06300	Council Secretary (NC)	N	007	023	C11
06320	Council Research Analyst (NC)	E	007	023	C17
06330	Council Assistant (NC)	E	007	023	C22
06350	Mayor's Assistant (NC)	E	007	023	C22
06370	Public Information Officer	E	007	025	060
06380	Senior Public Info Officer	E	007	001	064
06410	Deputy Public Info Director	E	007	013	842
06410	Public Information Specialist	E	009	013	054
06430		E	010	018	922
06430	Public Information Dir (NC)	E	010	018	832
	Video Station Manager	E			
06490	Video Productions Coordinator	E	007	001	059
06600	Labor Compliance Supervisor		007	001	059
06610	Labor Compliance Specialist	N	008	012	753
06620	Contracts Specialist I	N	007	001	055
06630	Contracts Specialist II	E	007	001	061
06631	Contracts Specialist II*Lead	E	007	001	064
06770	Deputy Equal Opportunity Dir	E	009	013	842
06790	Equal Opportunity Dir (NC)	E	010	018	922
06800	OAT Director (NC)	E	010	018	922
06810	OAT Attorney (NC)	E	009	013	826
06850	OAT Executive Admin Asst	E	007	001	059
06860	OAT Monitor	E	007	001	061
06870	OAT Senior Monitor	E	007	001	063
06880	OAT Monitor Supervisor	E	007	001	067
06920	Workforce Development Supv	E	007	001	064
06930	Workforce Development Spec	N	007	001	052
06940	Senior Workforce Dev Spec	E	007	001	058
07040	Equal Opportunity Specialist	E	007	001	057
07042	Equal Opportunity Spec*Lead	E	007	001	059
07050	Equal Opportunity Progrms Asst	N	007	001	055
07090	Caseworker III	E	007	001	059
07091	Caseworker III*Workforce Dev	E	007	001	060
07100	Caseworker I	N	003	006	345
07110	Caseworker II	N	007	001	051
07112	Caseworker II*MentalHealthSpec	Ν	007	001	055

Job Code		FLSA	Ben Cat	Salary Plan	Crada
07120	Job Title Youth Services Coordinator	Status	Code 007	001	Grade 061
07120		E E	007	001	051
07130	Human Services Center Supv Dietitian	E	007	001	038
07180	Youth Counselor	L N	007	001	
	Casework Aide				343
07260		N	003	006	333
07320	Community Worker II	N	003	006	332
07330	Community Worker III	N	007	001	038
07340	Senior Programs Supervisor II	E	007	001	061
07350	Senior Programs Supervisor I	E	007	001	049
07360	Community Outreach Supervisor	E	007	001	054
07400	Senior Center Assistant	N	003	006	341
07630	Head Start Area Supervisor	E	007	001	061
07640	Head Start Educator	N	007	001	043
07642	Head Start Educator*Prog Asst	N	007	001	047
07670	Head Start Education Spec	E	007	001	055
07690	Casework Services Coordinator	E	007	001	065
07790	Deputy Human Services Director	E	009	013	842
07900	Human Services Program Coord	E	007	001	067
07960	Asst Human Services Director	E	010	018	912
07990	Human Services Director (NC)	E	010	018	922
08420	Housing Rehabilitation Supv	Е	007	001	057
08470	Housing Investigator	Ν	007	001	046
08500	Landlord/Tenant Counselor	Ν	003	006	345
08520	Housing Program Assistant	Ν	007	001	044
08521	Housing Prog Asst*Property Mgr	Ν	007	001	048
08530	Housing Supervisor	Е	007	001	057
08590	Asst Housing Director	Е	010	018	912
08600	Program Manager	Е	007	001	068
08610	Special Projects Administrator	Е	009	013	832
08630	Project Management Assistant	Е	007	001	055
08640	Project Manager	Е	007	001	067
08680	Housing Development Manager	Е	007	001	069
08710	Housing Rehabilitation Spec	Ν	003	006	351
08730	Housing Development Specialist	Е	007	001	057
08740	Housing Manager	Е	007	001	069
08750	Economic Development Prog Mgr	Е	007	001	069
08760	Housing Director (NC)	Е	010	018	922
08770	Deputy Housing Director	Е	009	013	842
08780	Modernization Manager	E	007	001	059
08810	Economic Dev Executive Officer	E	010	018	908
08830	Economic Development Spec	E	007	001	055
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		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
09260	Data Control Specialist	N	003	006	334
09320	Info Tech Supervisor	E E	007	001	057
09321	Info Tech Supv*1st Shift		007	001	057
09330	Computer Production Scheduler	N	007	001	048
09440	Info Tech Project Manager	E	007	001	071
09510	Computer Operator	N	003	006	338
09520	Senior Computer Operator	N	003	006	342
09560	Information Tech Systems Spec	E	007	001	063
09570	Senior Info Tech Systems Spec	É	007	001	067
09580	Lead Info Tech Systems Spec	E	007	001	073
09650	Info Tech Analyst/Prg I	E	007	001	054
09660	Info Tech Analyst/Prg II	E	007	001	060
09670	Info Tech Analyst/Prg III	E	007	001	064
09770	User Support Specialist	N	003	006	346
09780	Lead User Technology Spec	E	007	001	064
09790	Senior User Technology Spec	E	007	001	060
09800	User Technology Specialist	Ν	007	001	056
09801	User Technology Specialist*U3	N	003	006	356
09802	User Technology Specialist*U2	Ν	002	004	256
09810	Business Systems Analyst	E	007	001	055
09820	Senior Business Systems Anlyst	E	007	001	063
09830	Lead Business Systems Analyst	Е	007	001	065
09840	Info Tech Service Specialist	Е	007	001	054
09850	GIS Technician	Ν	003	006	353
09860	Senior GIS Technician	Ν	007	001	055
09880	GIS Coordinator	E	007	001	057
09890	Enterprise Technology Manager	Е	009	013	834
09920	Chief Information Officer(NC)	Е	010	018	928
09950	Asst Chief Information Officer	Е	010	018	918
09960	Deputy Chief Information Off	Е	009	013	848
09970	Regional Wireless Coop Dir	Е	010	018	914
10030	Legal Assistant	Ν	003	006	347
10040	Legal Assistant Supervisor	Е	007	001	055
10050	Municipal Court Hrng Off (NC)	Е	009	013	860
10060	Presiding Court Hrng Off (NC)	Е	009	013	870
10120	Asst City Atty II (NC)	Е	007	001	068
10121	Asst City Atty II*Pros (NC)	Е	007	001	068
10130	Asst City Atty III (NC)	Е	009	013	824
10131	Asst City Atty III*Pros (NC)	Е	009	013	824
10140	Asst City Atty IV (NC)	Е	009	013	826
10141	Asst City Atty IV*Pros (NC)	Е	009	013	826

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
10170	City Prosecutor (NC)	E	010	018	922
10170	Chief Asst City Attorney (NC)	E	010	018	918
10100	City Attorney (NC)	E	010	018	929
10200	Chief Counsel (NC)	E	010	018	914
10210	Asst Chief Counsel (NC)	E	009	013	848
10210	Deputy City Prosecutor (NC)	E	009	013	848
10220	Deputy City Pros (NC)*Chf Asst	E	010	015	912
10230	Public Defender (NC)	E	010	018	922
10240	Forensic Toxicology Expert(NC)	Ē	009	013	834
10510	Bailiff	N	003	006	345
10511	Bailiff*Lead	N	003	006	349
10570	City Judge (NC)	E	009	013	880
10580	Asst Chief Presiding Judge(NC)	E	010	018	970
10590	Chief Presiding Judge (NC)	Ē	010	018	980
10620	Municipal Court Exec Officer	E	010	018	908
10640	Municipal Court Info Sys Off	Ē	010	018	908
11980	Elections/Annexation Spec II	E	007	001	057
11990	Elections/Annexation Spec I	N	003	006	351
12000	Elections/Annexation Aide	N	003	006	339
12010	Elections Coordinator	E	007	001	063
12011	Elections Coord*Citizen Supprt	Е	007	001	067
12030	Property Specialist	Е	007	001	057
12130	Review Appraiser	Е	007	001	061
12170	Asst Tax & License Adm	Е	007	001	067
12190	Real Estate Program Manager	Е	007	001	069
12230	Deputy City Clerk	Е	009	013	842
12240	City Clerk (NC)	Е	010	018	922
12250	Asst City Clerk	Е	010	018	912
12270	Deputy Finance Director	Е	009	013	848
12280	Asst Finance Director	Е	010	018	918
12300	Chief Financial Officer (NC)	Е	010	018	928
12320	Risk Management Coordinator	Е	007	001	065
12330	Claims Adjuster II	Е	007	001	063
12360	Risk Management Program Mgr	Е	007	001	069
12400	Finance Supervisor	Е	007	001	065
16340	Relocation Specialist	Е	007	001	049
17810	Transit Ops Contract Supv	Е	007	001	053
17820	Transit Superintendent	Е	007	001	070
17830	Transit Field Operations Mgr	Е	007	001	064
17870	Asst Public Transit Director	Е	010	018	912
17880	Deputy Public Transit Director	E	009	013	842

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
17890	Public Transit Director (NC)	E	010	018	922
18020	Planning Technician	N	003	006	341
18030	Senior Planning Technician	N	003	006	347
18040	Planning Graphic Designer	N	003	006	353
18200	Historic Preservation Officer	E	009	013	832
18210	Planner I	E	007	001	049
18220	Planner II	E	007	001	055
18221	Planner II*Village	E	007	001	059
18230	Planner III	E	007	001	063
18240	Principal Planner	E	007	001	068
18500	Neighborhood Services Dir (NC)	E	010	018	922
18510	Deputy Neighborhood Svcs Dir	E	009	013	842
18530	Neighborhood Specialist	E	007	001	061
18550	Compliance Supervisor	E	007	001	069
18560	Asst Neighborhood Services Dir	E	010	018	912
19010	Senior Construction Insp	Ν	002	004	251
19011	Senior Construction Insp*U1	N	001	002	151
19020	Chief Construction Insp	N	002	004	255
19021	Chief Construction Insp*U1	Ν	001	002	155
19025	Chief Construction Insp*U7	Ν	007	001	055
19030	Construction Insp Supv	E	007	001	061
19050	Survey Aide	Ν	002	004	234
19060	Instrument Technician	Ν	002	004	246
19070	Party Chief	Ν	002	004	252
19080	Senior Party Chief	Ν	002	004	256
19090	Survey Supervisor	Е	007	001	062
19100	Construction Drafting Tech	Ν	002	004	250
19130	Senior Drafting Technician	Ν	003	006	350
19140	Chief Drafting Technician	Ν	007	001	054
19160	Materials Technician	Ν	002	004	232
19170	Senior Materials Technician	Ν	002	004	238
19180	Chief Materials Technician	Ν	002	004	242
19190	Chief Materials Plant Insp	Ν	002	004	246
19200	Materials Supervisor	Е	007	001	053
19230	Engineering Tech	Ν	003	006	340
19232	Engineering Tech*Traffic Count	Ν	003	006	340
19240	Senior Engineering Tech	N	003	006	350
19241	Senior Engineering Tech*U1	Ν	001	002	150
19250	Chief Engineering Tech	Ν	003	006	354
19251	Chief Engineering Tech*U7	Ν	007	001	054
19260	Principal Engineering Tech	E	007	001	060

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
19270	Water Services Tech Sup Coord	E	007	001	071
20150	Mechanical Engineer	E	007	001	067
20170	Energy Management Engineer	E	007	001	060
20190	Survey Engineer	E	007	001	070
20200	Hydrologist	E	007	001	063
20210	Civil Engineer I	N	007	001	057
20220	Civil Engineer II	E	007	001	063
20230	Civil Engineer III	E	007	001	067
20235	Civil Engineer III*Team Ldr	E	007	001	071
20240	Engineering Supervisor	E	007	001	071
20260	Asst City Engineer	E	010	018	912
20280	City Engineer (NC)	E	010	018	916
20320	Energy Management Specialist	E	007	001	060
21000	Signal Systems Specialist I	N	007	001	055
21010	Signal Systems Specialist II	E	007	001	059
21110	Traffic Engineer I	N	007	001	059
21120	Traffic Engineer II	E	007	001	063
21130	Traffic Engineer III	E	007	001	067
21140	Traffic Engineering Supervisor	E	007	001	073
21150	Engineering Manager	E	009	013	834
21240	Asst Street Transportation Dir	E	010	018	914
21250	Street Transportation Dir (NC)	Е	010	018	924
21260	Deputy Street Transp Director	Е	009	013	844
22050	Water Services Proc Cont Spec	Е	007	001	064
22130	Communications Engineer	Е	007	001	061
23030	Environmental Program Mgr	Е	007	001	069
23040	Architect	Е	007	001	067
23210	Landscape Architect I	Е	007	001	059
23220	Landscape Architect II	E	007	001	065
23250	Principal Landscape Architect	Е	007	001	069
23310	Laboratory Technician	Ν	003	006	342
23410	Chemist I	Ν	007	001	047
23411	Chemist I*Quality Assurance	Е	007	001	051
23412	Chemist I*Specialty	Ν	007	001	049
23420	Chemist II	Е	007	001	054
23421	Chemist II*Specialty	Е	007	001	056
23430	Chemist III	Е	007	001	058
23431	Chemist III*Specialty	Е	007	001	060
23510	Planning & Dev Team Ldr	Е	007	001	071
23520	Electrical Plans Engineer	Е	007	001	067
23530	Mechanical Plans Engineer	Е	007	001	067

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
23540	Structural Plans Engineer	E	007	001	067
23540	Fire Protection Engineer	E	007	001	066
23630	0	E	007	001	068
23033	Fire Protection Engineer*Lead	N	007	001	240
24000	Airport Security Guard	N	002	004	240 344
24010	Airport Operations Assistant		003	006	
24100 24110	Aviation Dispatcher	N	003	008	344
	Aviation Dispatch Supy I	N			049
24120	Aviation Dispatch Supv II	E	007	001	055
24950	Airfield Maint Worker I	N	002	004	234
24960	Airfield Maint Worker II	N	002	004	238
25180	Asst Aviation Director	E	010	018	918
25190	Aviation Director (NC)	E	010	018	929
25200	Deputy Aviation Dir	E	009	013	848
25210	Aviation Superintendent	E	007	001	069
25220	Aviation Supv III	E	007	001	061
25230	Aviation Supv II	N	007	001	055
25240	Aviation Supv I	Ν	007	001	051
25242	Aviation Supv I*Special Maint	Ν	007	001	053
25250	Aviation Marketing Supervisor	E	007	001	063
26010	Airport Operations Technician	Ν	002	004	245
27120	Sales Manager	E	007	001	053
27150	Sales Supervisor	E	007	001	059
27190	Production Assistant	Ν	007	001	045
27250	Senior Sales/Marketing Supv	Е	007	001	063
27340	Convention Center Maint Supt	E	007	001	068
27350	Production Coordinator	Ν	007	001	051
27360	Asst Production Services Mgr	E	007	001	055
27370	Production Services Manager	Е	007	001	059
27400	Ticket Seller	Ν	999	006	322
27410	Asst Ticket Services Supv	Ν	007	001	037
27420	Ticket Services Supervisor	Ν	007	001	043
27450	Events Representative	Ν	999	006	343
27460	Events Coordinator	Ν	007	001	051
27480	Deputy Economic Dev Director	Е	009	013	844
27490	Community & Econ Dev Dir (NC)	Ε	010	018	924
27500	Asst Com/Econ Dev Dir	E	010	018	914
27530	Facility Coordinator	Е	007	001	061
27600	Deputy Convention Center Dir	Е	009	013	844
27610	Convention Center Dir (NC)	Е	010	018	924
27620	Asst Convention Center Dir	Е	010	018	914
30120	Library Technical Assistant	Ν	003	006	335

Joh Codo		FLSA	Ben Cat	Salary Plan	Crada
Job Code 30190	Job Title Volunteer Coordinator	Status E	Code 007	001	Grade 055
30190	Library Assistant	N	007	001	033
30200	Librarian I	N	007	001	039
30210	Librarian II	E	007	001	049
30220	Librarian III	E	007	001	055
30250	Deputy Library Director	E	007	013	842
30280	Asst City Librarian	E	009	013	842 912
30280	-	E	010	018	922
30290	Library Services Director (NC) Librarian IV		010	018	922 069
		E N	007	001	126
40020	Urban Forestry Tech Trnee (NC)				
40030	Urban Forestry Technician	N	001	002	143
40060	Groundskeeper	N	001	002	132
40080	Gardener	N	001	002	138
40082	Gardener*Sprinkler System	N	001	002	139
40083	Gardener*U2	N	002	004	238
40100	Parks Foreman I	N	007	001	047
40110	Parks Foreman II	N	007	001	053
40120	Park Ranger III	N	007	001	046
40130	Park Ranger II	N	007	001	040
40160	Parks Maint Mechanic	N	001	002	149
40162	Parks Maint Mech*Plumb Install	N	001	002	149
40190	Parks Equipment Mechanic	N	001	002	142
40350	Horticulturist	E	007	001	057
40420	Park Manager	E	007	001	058
40430	Parks Supervisor	E	007	001	060
40450	Parks & Recreation Aide	N	999	006	328
40452	Parks & Recreation Aide*Cash	N	999	006	328
40460	Parks Special Operations Supv	E	007	001	067
40550	Golf Course Supervisor	E	007	001	063
40551	Golf Course Supervisor*Lead	E	007	001	065
40570	Head Golf Professional	E	007	001	065
40571	Head Golf Professional*Lead	E	007	001	067
40580	Asst Golf Professional	E	007	001	061
41010	Lifeguard	Ν	999	017	S29
41090	Recreation Programmer	Ν	003	006	342
41140	Recreation Coordinator II	E	007	001	065
41160	Recreation Coordinator III	E	007	001	058
41161	Recreation Coord III*Aquatics	E	007	001	059
41170	Recreation Supervisor	E	007	001	060
41172	Recreation Supv*Aquatics	E	007	001	061
41200	Arts & Culture Administrator	E	010	018	912

Joh Cada		FLSA	Ben Cat	Salary	Cuada
Job Code	Job Title	Status E	Code 007	Plan 001	Grade 049
41210	Arts Specialist				
41220	Senior Arts Specialist	E E	007	001	058
41660	Deputy Parks & Rec Director		009	013	844
41670	Asst Parks & Rec Director	E	010	018	914
41700	Parks & Recreation Dir (NC)	E	010	018	924
42010	Museum Aide	N	003	006	341
42020	Pueblo Grande Administrator	E	007	001	059
42050	Museum Curator	E	007	001	053
42060	Museum Assistant	N	007	001	051
42100	City Archaeologist	E	007	001	057
43010	Recreation Instructor	N	999	006	332
43030	Recreation Leader	N	999	006	340
43050	Asst Pool Manager	N	999	006	331
43070	Pool Manager	N	999	006	339
50010	Water Meter Reader	N	002	004	237
50160	Senior Utilities Svc Spec	Ν	003	006	343
50200	Water Services Technician	Ν	002	004	243
50220	Water Services Specialist	N	002	004	249
50260	Water Customer Services Spv I	Ν	007	001	050
50270	Water Customer Services Spv II	Е	007	001	056
50271	Water Customer Svc Spvr II*Fld	Е	007	001	056
50330	Environ Health & Safety Spec	Ν	002	004	253
50340	Senior Utility Operator	Ν	002	004	253
50341	Senior Utility Operator*SCBA	Ν	002	004	255
50360	Ops & Maint Tech Trnee (NC)	Ν	002	004	237
50370	Ops & Maintenance Tech	Ν	002	004	245
50371	Ops & Maintenance Tech*SCBA	Ν	002	004	246
50380	Ops & Maintenance Supervisor	Ν	007	001	060
50390	Water Facilities Supervisor	Е	007	001	068
50400	Utility Helper	Ν	002	004	237
50420	Utility Mechanic	Ν	002	004	243
50421	Utility Mechanic*SCBA	Ν	002	004	245
50430	Industrial Maintenance Mech	Ν	002	004	250
50440	Maintenance Planner/Scheduler	Ν	002	004	252
50720	Laboratory Superintendent	Е	007	001	067
50790	Water Systems Operator	Ν	003	006	355
50791	Water Systems Operator*Lead	Ν	007	001	059
50830	Water Services Project Coord	Е	007	001	063
51120	Instrumentation & Cont Supv	Ν	007	001	061
51130	Instrumentation & Cont Spec	N	002	004	251
51131	Instrumentation & Cont Spec*Ld	N	002	004	253

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
51210	Senior Water Quality Inspector	Ν	002	004	246
51220	Chief Water Quality Inspector	Е	007	001	053
51260	Water Quality Inspector	Ν	002	004	240
51280	Asst Customer Svcs Adm	Е	007	001	064
51300	Environmental Programs Admr	Е	010	018	912
51330	Water Resources Mgt Advsr (NC)	Е	010	018	912
51380	Water Resource Specialist	E	007	001	063
51390	Water Services Director (NC)	E	010	018	928
51430	Asst Water Services Dir	E	010	018	918
51440	Deputy Water Services Director	E	009	013	848
51460	Water Services Superintendent	E	007	001	069
51520	Environmental Quality Spec	E	007	001	055
51530	Water & Wastewtr Econ Anlst	E	007	001	060
53000	Utility Technician Trainee(NC)	Ν	002	004	228
53010	Utility Technician	Ν	002	004	237
53020	Utility Specialty Technician	Ν	002	004	243
53030	Senior Utility Technician	Ν	002	004	251
53040	Utility TV Technician	Ν	002	004	247
53050	Utility Crew Chief	Ν	007	001	053
53060	Utility Supervisor	Ν	007	001	059
60010	Structural Inspector I	Ν	003	006	347
60020	Structural Insp Field Supv	Е	007	001	063
60030	General Inspector I	Ν	003	006	349
60040	General Insp Field Supv	Е	007	001	063
60050	Annual Facilities Program Supv	Е	007	001	058
60060	Const Permit Supv	Е	007	001	063
60070	Const Permit Spec I	Ν	003	006	355
60080	Mechanical Plans Examiner I	Ν	003	006	355
60090	Mechanical Plans Examiner II	Ν	003	006	359
60100	Electrical Plans Examiner I	Ν	003	006	355
60110	Electrical Plans Examiner II	Ν	003	006	359
60120	Structural Inspector II	Ν	003	006	353
60121	Structural Inspector II*Ind/PR	Ν	003	006	357
60140	Structural Plans Examiner I	Ν	003	006	355
60150	Structural Plans Examiner II	Ν	003	006	359
60160	General Inspector II	Ν	003	006	353
60170	Const Permit Spec II	Ν	003	006	357
60200	Building Code Examiner	Ν	003	006	359
60201	Building Code Examiner*Lead	Ν	003	006	361
60210	Electrical Inspector I	Ν	003	006	347
60220	Electrical Insp Field Supv	Е	007	001	063

Joh Codo		FLSA	Ben Cat	Salary Plan	Crada
Job Code 60230	Job Title	Status N	Code 003	006	Grade 353
60230	Electrical Inspector II Electrical Insp II*Ind/PR	N	003	006	355 357
60251	•	N	003	006	337 347
60270	Civil Inspector I	N	003	006	353
60280	Civil Inspector II Civil Inspector III	N	003	006	353
60280	Elevator Inspector II	N	003	006	
60320	-	N	003	006	353 347
60340	Elevator Inspector I		003		063
	Elevator Insp Field Supv	E		001	
60360	Civil Inspections Field Supv	É N	007	001	063
60420	Plumbing/Mech Insp II		003	006	354
60421	Plumbing/Mech Insp II*Ind/PR	N	003	006	358
60430	Plumbing/Mech Insp I	N	003	006	348
60440	Plumbing/Mech Insp Field Supv	E	007	001	064
60630	Neighborhood Maint Tech I	N	003	006	337
60640	Neighborhood Maint Tech II	N	003	006	343
60670	Neighborhood Preserv Insp I	N	003	006	349
60680	Neighborhood Preserv Insp II	E	007	001	055
60700	Sign Inspector	N	003	006	353
60730	Site Development Supervisor	E	007	001	063
60870	Planning & Dev Dir (NC)	E	010	018	924
60910	Asst Planning & Dev Dir	E	010	018	914
60930	Deputy Planning & Dev Dir	E	009	013	844
60960	Plan Review Coordinator	E	007	001	064
61000	Firefighter Trainee (NC)	Ν	003	006	321
61010	Firefighter 56hr	Ν	005	008	545
6101A	Firefighter 56hr*SO	Ν	005	008	547
6101B	Firefighter 56hr*HMT&TRT	Ν	005	008	549
6101C	Firefighter 56hr*Para	Ν	005	008	549
6101D	Firefighter 56hr*SO/Para	Ν	005	008	551
6101E	Firefighter 56 hr*HMT&TRT/Para	Ν	005	008	553
6101F	Firefighter*40hr	Ν	005	009	549
6101G	Firefighter*40hr SO	Ν	005	009	551
6101H	Firefighter*40hr HMT&TRT	Ν	005	009	553
61011	Firefighter*40hr Para	Ν	005	009	553
6101J	Firefighter*40hr SO/Para	Ν	005	009	555
6101K	Firefighter*40hr HMT&TRT/Para	Ν	005	009	557
6101L	Firefighter*Recruit (NC)	Ν	005	009	528
61020	Fire Engineer 56hr	Ν	005	008	555
6102A	Fire Engineer 56hr*SO	Ν	005	008	557
6102B	Fire Engineer 56hr*HMT&TRT	Ν	005	008	559
6102C	Fire Engineer 56hr*Para	Ν	005	008	559

Joh Codo		FLSA	Ben Cat	Salary	Cuede
Job Code	Job Title	Status	Code	Plan	Grade
6102D	Fire Engineer 56hr*SO/Para	N	005	008	561
6102E	Fire Engineer 56hr HMT&TRT/Par	N	005	008	563
6102F	Fire Engineer*40hr	N	005	009	559
6102G	Fire Engineer*40hr SO	N	005	009	561
6102H	Fire Engineer*40hr HMT&TRT	N	005	009	563
61021	Fire Engineer*40hr Para	N	005	009	563
6102J	Fire Engineer*40hr SO/Para	N	005	009	565
6102K	Fire Engineer*40hrHMT&TRT/Para	N	005	009	567
61040	Fire Captain 56hr	N	005	008	559
6104A	Fire Captain 56hr*SO	N	005	008	561
6104B	Fire Captain 56hr*HMT&TRT	N	005	800	563
6104C	Fire Captain 56hr*Para	N	005	008	563
6104D	Fire Captain 56hr*SO/Para	N	005	008	565
6104E	Fire Captain 56hr*HMT&TRT/Para	N	005	008	567
6104F	Fire Captain*40hr	N	005	009	563
6104G	Fire Captain*40hr SO	N	005	009	565
6104H	Fire Captain*40hr HMT&TRT	N	005	009	567
61041	Fire Captain*40hr Para	N	005	009	567
6104J	Fire Captain*40hr SO/Para	Ν	005	009	569
6104K	Fire Captain*40hr HMT&TRT/Para	Ν	005	009	571
61080	Fire Equipment Service Worker	Ν	002	004	239
61090	Fire Prevention Spec Trnee(NC)	Ν	003	006	337
61100	Fire Prevention Spec II	Ν	003	006	353
61101	Fire Prevention Spec II*Ind/PR	Ν	003	006	357
61110	Fire Prevention Spec I	Ν	003	006	347
61120	Fire Prevention Supervisor	Ν	007	001	063
61200	Fire Performance Auditor	Е	007	001	067
61370	Fire Battalion Chief 56hr	E	017	014	851
61371	Fire Batt Chf*Division	Е	017	024	852
61373	Fire Batt Chf*Deputy	Е	017	024	854
61374	Fire Batt Chf*Asst Chief	Е	019	025	950
61375	Fire Batt Chf*Exec Asst Chief	Е	019	025	952
61376	Fire Batt Chief*DepChfShftCmdr	Е	017	014	854
61500	Asst to the Fire Chief	Е	010	018	904
61501	Asst to the Fire Chief*P & R	Е	009	013	834
61590	Fire Chief (NC)	Е	019	025	956
61600	Fire Marshal	Е	009	013	844
62000	Fire 911 Administrator	Е	009	013	834
62020	Medical Billing Supervisor	Е	007	001	065
62030	Paramedic Training Coordinator	Е	007	001	059
62080	Multimedia Specialist	Ν	007	001	055

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
62120	Detention Officer Trainee (NC)	N	003	006	338
62130	Detention Officer	N	003	006	343
62150	Detention Supervisor	N	007	001	047
62160	Police Assistant	Ν	003	006	343
62163	Police Asst*Detention Off Trne	Ν	003	006	338
62180	Police Aide	Ν	003	006	324
62200	Police Recruit (NC)	N	004	007	450
62210	Police Officer	Ν	004	007	451
62211	Police Officer*Pilot	Ν	004	007	452
62212	Police Officer*Rescue Pilot	N	004	007	453
62213	Police Officer*Flight Instr	N	004	007	454
62214	Police Officer*Chief Pilot	N	004	007	455
62220	Police Sergeant	N	006	011	650
62230	Police Lieutenant	Ν	006	011	651
62240	Police Commander	E	016	026	865
62242	Police Commander*Asst Chief	E	018	027	970
62243	Police Commander*Exec Asst Chf	E	018	027	972
62320	Forensic Photo Spec	Ν	003	006	347
62321	Forensic Photo Spec*Ld	Ν	003	006	349
62340	Police Administrator	Е	009	013	846
62350	Police R & I Bureau Shift Supv	Ν	007	001	051
62370	Police R & I Operations Supv	Е	007	001	057
62380	Polygraph Examiner	Е	007	001	057
62460	Asst Crime Lab Administrator	Е	007	001	069
62550	Criminal Intelligence Analyst	Е	007	001	053
62560	Police Civilian Investigator	Ν	007	001	055
62610	Police Research Analyst	Е	007	001	055
62620	Police Research Supervisor	Е	007	001	061
62690	Police Chief (NC)	Е	018	027	976
62800	Crime Scene Specialist I	Ν	003	006	340
62810	Crime Scene Specialist II	Ν	003	006	346
62820	Crime Scene Specialist III	Ν	003	006	350
62830	Crime Scene Shift Supervisor	Е	007	001	056
62840	Crime Scene Section Supervisor	Е	007	001	064
62910	Forensic Scientist I (NC)	Ν	003	006	347
62920	Forensic Scientist II	Ν	007	001	051
62930	Forensic Scientist III	Ν	007	001	057
62940	Forensic Scientist IV	Е	007	001	065
62950	Forensic Science Section Supv	Е	007	001	067
69990	Laborer	Ν	001	002	130
69991	Laborer*U2	Ν	002	004	230

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
70030	Solid Waste Worker	N	001	002	134
70050	Trades Helper	N	001	002	134
70061	Trades Helper*U2	N	001	002	237
70100	Weigh Station Clerk	N	002	004	330
70100	Street Maint Worker	N	001	002	147
70120	Street Maint Worker*Rapid	N	001	002	147
70122	Street Maint Worker Napid	N	001	002	149
71040	Solid Waste Landfill Foreman	N	001	002	054
71110	Street Maint Foreman I	N	007	001	049
71120	Street Maint Foreman II	N	007	001	051
71130	Street Maint Foreman III	N	007	001	053
71210	Street Maint Supervisor	E	007	001	055
71250	Street Maint Superintendent	E	007	001	065
71230	Solid Waste Foreman	N	007	001	054
71310	Solid Waste Admin Analyst	E	007	001	064
71320	Support Services Aide	N	003	006	343
71400	Solid Waste Superintendent	E	007	001	068
71410	Solid Waste Environ Spec	N	003	006	353
71411	Solid Waste Environ Spec*Ld	N	003	006	355
71420	Solid Waste Supervisor	N	007	001	060
71422	Solid Waste Superviser	N	007	001	062
71430	Solid Waste Administrator	E	009	013	834
71510	Traffic Maintenance Worker	N	001	002	140
71520	Traffic Maintenance Frmn II	N	007	001	046
71530	Traffic Maintenance Frmn III	N	007	001	050
71570	Sign Specialist I	N	001	002	135
71580	Sign Specialist II	N	001	002	143
71581	Sign Specialist II*U2	N	002	004	243
72010	Equipment Op I	Ν	001	002	135
72012	Equipment Op I*U2	Ν	002	004	235
72020	Equipment Op II	Ν	001	002	139
72021	Equipment Op II*U2	Ν	002	004	239
72022	Equipment Op II*Gangmower Op	Ν	001	002	141
72030	Equipment Op III	Ν	001	002	143
72031	Equipment Op III*Asphalt	Ν	001	002	145
72032	Equipment Op III*Lead Striper	Ν	001	002	145
72033	Equipment Op III*U2	Ν	002	004	243
72034	Equipment Op III*Aprt Striper	Ν	002	004	245
72036	Equipment Op III*Concrete	Ν	001	002	145
72080	Solid Waste Equipment Operator	Ν	001	002	143
72090	Landfill Equipment Operator	Ν	001	002	145

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
72110	Equipment Op IV	N	001	002	149
72111	Equipment Op IV*U2	N	002	004	249
72112	Equipment Op IV*Fuel Distrib	N	002	004	251
72160	Motor Broom Operator	N	001	002	141
72161	Motor Broom Operator*U2	N	002	004	241
72200	Landscape Equipment Operator	N	001	002	137
73030	Equipment Services Aide	N	003	006	334
73060	Equipment Service Wkr I	Ν	002	004	233
73070	Equipment Service Wkr II	N	002	004	237
73100	Auto Technician	N	002	004	245
73102	Auto Technician*Master Tech	N	002	004	249
73110	Heavy Equip Mech	N	002	004	251
73112	Heavy Equip Mech*Mobile Repair	N	002	004	253
73113	Heavy Equip Mech*Emer Repair	N	002	004	253
73114	Heavy Equip Mech*Landfill Mech	Ν	002	004	253
73120	Equipment Repair Spec	Ν	002	004	253
73140	Body Repair Specialist	Ν	002	004	245
73150	Methods & Standards Analyst	Ν	002	004	253
73170	Equipment Control Specialist	Ν	003	006	347
73190	Equipment Analyst	Е	007	001	059
73200	Equipment Shop Foreman	Ν	007	001	057
73230	Equipment Fabrication Foreman	Ν	007	001	057
73260	Fuel Management Specialist	Ν	007	001	049
73270	Equipment Maintenance Supv	Е	007	001	063
73280	Tire Program Supervisor	Ν	007	001	057
73360	Equipment Maintenance Supt	Е	007	001	064
73420	Fuel System Support Technician	Ν	002	004	239
73450	Public Works Operations Mgr	Е	007	001	069
74010	Cement Finisher	Ν	001	002	139
74011	Cement Finisher*U2	Ν	002	004	239
74060	Traffic Services Supt	Е	007	001	061
74070	Traffic Signal Supervisor	Е	007	001	057
74090	Electrician Helper	Ν	002	004	232
74120	Electrician	Ν	002	004	249
74121	Electrician*Lead	Ν	002	004	253
74130	Traffic Signal Technician Frmn	Ν	007	001	055
74140	Electrical Maint Crew Chief	Ν	007	001	055
74160	Electrical Facilities Supv	Е	007	001	059
74190	Traffic Signal Technician	N	002	004	248
74200	Electronic Systems Specialist	N	002	004	248
74230	Telecommunications Svcs Asst	E	007	001	049
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Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
74250	Machinist	N	002	004	251
74270	Telecommunications Aide	N	002	004 006	334
74370	Security Systems Supervisor	E	003	001	059
74380	Parking Meter Specialist	N	001	001	135
74390	Parking Meter Repair Supv	N	001	002	041
74400	Welder	N	001	001	149
74401	Welder*U2	N	001	002	249
74470	Asst Security Systems Supv	E	002	004	053
74650	Building Equip Op I	N	002	004	249
74680	Building Equip Op II	N	002	004 004	245
74700	Building Equipment Supervisor	N	002	001	055
74720	Senior Building Equipment Supv	E	007	001	059
74720	Building Maint Foreman	N	007	001	053
74770	Building Facilities Supt	E	007	001	053
74780	Energy Management Supt	E	007	001	067
74800	Public Works Director (NC)	E	010	018	924
74800	Deputy Public Works Director	E	010	018	924 844
74810	Asst Public Works Director	E	010	013	844 914
74820		N	010	018	914 147
74830	Building Maint Worker	N	001	002	247
74831	Building Maint Worker*U2 Building Maint Wrkr*Plumber-U1	N	002	004	247 149
74833	Building Maint Wrkt Plumber-01 Building Maint Wrkt*Plumber-U2	N	001	002	249
74854	-		002	004 001	249 057
	Building Maintenance Supv	E			
74880	Property Manager Locksmith	E	007 002	001 004	067
74900		N			243
75010	Aircraft Technician Aircraft Technician*QA	N	002	004	249
75011 75020	Aircraft Maintenance Supv	N E	002 007	004 001	253 059
	·				
80010	Court Security Officer	N	003	006	342
80020	Court Security Supervisor	N	007	001	053
80030	Court Security Systems Manager	E	007	001	059
80040	Public Service Trainee (NC)	N	999	006 006	322
80050	Municipal Security Guard	N	003		340
80070 80000	Senior Municipal Security Grd Custodial Worker I	N	007	001	042
80090 80001		N	001	002	127
80091 80120	Custodial Worker I*U2	N	002	004	227
80120	Custodial Worker II	N	002	004	231
80121	Custodial Worker II*Window	N	002	004	233
80130	Facilities Projects Planner	N	002	004	259
80140	Facility Contract Compl Spec	N	003	006	350
80141	Facility Contr Compl Spec*Ld	Ν	007	001	054

		FLSA	Ben Cat	Salary	
Job Code	Job Title	Status	Code	Plan	Grade
80150	Facilities Service Coordinator	E	007	001	055
80160	Event Services Worker	Ν	002	004	237
80170	Event Services Lead	Ν	007	001	041
80180	Event Services Supervisor	Ν	007	001	047
80190	Event Services Manager	E	007	001	059
80200	Asst Event Services Manager	E	007	001	053
80210	Custodial Supervisor I	N	007	001	037
80220	Custodial Supervisor II	Ν	007	001	041
90010	Mayor	Е	011	016	998
90020	Council Member	E	011	016	997
90030	City Manager (NC)	E	012	018	940

City of Phoenix Pay Plan 001 Supervisory & Professional Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
	HRLY	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42	\$86.54
080	ANNUAL	<i>\\</i>		\$90,917			\$105,248	1	1	1		\$134,326		· ·	· ·	· · ·	1 -	\$180,003
070	HRLY	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41	\$84.43
079	ANNUAL	\$80,454	\$84,469		\$93,122	\$97,781						\$131,040			\$151,694	\$159,286		\$175,614
070	HRLY	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42
078	ANNUAL	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096	\$155,501	\$163,259	\$171,434
077	HRLY	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41
077	ANNUAL	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477	\$151,694	\$159,286	\$167,253
076	HRLY	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49
0/0	ANNUAL	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096	\$155,501	\$163,259
075	HRLY	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58
075	ANNUAL	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477	\$151,694	\$159,286
074	HRLY	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76
0/4	ANNUAL	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096	\$155,501
073	HRLY	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93
0/5	ANNUAL	. ,	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	. ,	. ,	\$113,194	. ,	, ,	\$131,040	\$137,592	\$144,477	\$151,694
072	HRLY	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20
072	ANNUAL		\$71,240		\$78,541	\$82,451	\$86,590	\$90,917	\$95,451			\$110,510		-	. ,	\$134,326	\$141,045	. ,
071	HRLY	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46
0/1	ANNUAL	\$66,186	\$69,493		\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	. ,	. ,	. ,	\$124,800	\$131,040	\$137,592	\$144,477
070	HRLY	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81
010	ANNUAL	\$64,605	\$67,850		\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	. ,	\$105,248	, ,	, ,	\$121,826	\$127,920	\$134,326	, ,
069	HRLY	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15
	ANNUAL	\$63,045	\$66,186	. ,	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781		\$107,806			\$124,800	\$131,040	. ,
068	HRLY	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
	ANNUAL	\$61,526			\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451		\$105,248			\$121,826	\$127,920	. ,
067	HRLY	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00
	ANNUAL	. ,	; ;	\$66,186		\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	, ,	\$107,806	. ,	\$118,872	\$124,800	. ,
066	HRLY	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50
	ANNUAL	\$58,594	\$61,526		\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	. ,	. ,	\$116,022	\$121,826	, ,
065	HRLY	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00
	ANNUAL	\$57,179	1)		\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	. ,	\$113,194	\$118,872	. ,
064	ANNUAL	\$26.83	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62 \$67,850	\$34.25 \$71,240	\$35.96 \$74,797	\$37.76 \$78,541	\$39.64 \$82,451	\$41.63 \$86,590	\$43.71 \$90,917	\$45.89 \$95,451	\$48.19 \$100,235	\$50.60 \$105,248	\$53.13 \$110,510	\$55.78	\$58.57
	HRLY	. ,	. ,			. ,	, ,	. ,	, ,	. ,	. ,	. ,	. ,	, ,				
063		\$26.18 \$54,454	\$27.49 \$57,179	\$28.86	\$30.31 \$63,045	\$31.82 \$66,186	\$33.41 \$69,493	\$35.08 \$72,966	\$36.84 \$76,627	\$38.68 \$80,454	\$40.61 \$84,469	\$42.64 \$88,691	\$44.77 \$93,122	\$47.01 \$97,781	\$49.36 \$102.669	\$51.83 \$107,806	\$54.42	\$57.15 \$118.872
	-	\$25.56	\$26.83	\$28.17	\$03,045		\$09,493	. ,	\$70,027	\$37.76	\$39.64	. ,		\$45.89	1 -)	· · · · · ·	. ,	
062	HRLY	1		7 -		\$31.06		\$34.25	1	· ·	1	\$41.63	\$43.71	1	\$48.19	\$50.60	\$53.13	\$55.78
		\$53,165 \$24.93	\$55,806 \$26.18	\$58,594 \$27.49	\$61,526 \$28.86	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	. ,
061	ANNUAL			\$27.49	\$28.86	\$30.31 \$63.045	\$31.82 \$66,186	\$33.41 \$69,493	\$35.08 \$72,966	\$36.84 \$76,627	\$38.68 \$80,454	\$40.61 \$84,469	\$42.64 \$88,691	\$44.77 \$93,122	\$47.01 \$97,781	\$49.36 \$102,669	\$51.83 \$107,806	\$54.42 \$113,194
	HRLY	\$24.34	\$25.56	\$26.83	\$28.17	\$05,045 \$29.58	\$31.06	\$09,493 \$32.62	\$72,900	\$35.96	\$37.76	\$39.64	\$41.63	\$93,122	\$45.89	\$48.19	\$50.60	\$53.13
060		\$24.34	\$25.50		\$58,594	\$29.58 \$61,526	\$64,605	\$32.62 \$67,850	\$71,240	\$74,797	\$78,541	\$39.64	\$86,590	\$90,917	\$95,451	\$48.19	\$105,248	· ·
	HRLY	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83
059		\$23.74			\$27.49	\$28.86	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$38.68	\$84,469	\$88,691	\$93,122	\$47.01	\$49.36	
	ANNOAL	ψ49,379	ψ01,004	ψ04,404	ψ57,179	ψ00,029	ψ05,045	ψ00,100	ψυ9,493	ψι 2,900	ψ10,021	μου,434	ψ04,409	ψου,υθΙ	ψ93,122	ψ91,101	ψ102,009	φ107,000

City of Phoenix Pay Plan 001 Supervisory & Professional Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
050	HRLY	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60
058	ANNUAL	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248
057	HRLY	\$22.61	\$23.74		\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36
007		\$47,029		\$51,854		\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669
056	HRLY	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
		\$45,926	. ,	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235
055	HRLY	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01
		\$44,803	. ,	\$49,379	. ,	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781
054	HRLY ANNUAL	\$21.02 \$43,722	\$22.08	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62 \$67,850	\$34.25 \$71,240	\$35.96 \$74,797	\$37.76 \$78,541	\$39.64 \$82,451	\$41.63 \$86,590	\$43.71 \$90,917	\$45.89 \$95,451
	HRLY	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$36,394 \$27.49	\$01,520 \$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$95,451
053				\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$20.00	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$30.00	\$84,469	\$88,691	\$93,122
	HRLY	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71
052	ANNUAL	\$41,642	\$43,722		\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917
	HRLY	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64
051		\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691
	HRLY	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63
050		\$39,666	1	\$43,722		\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590
	HRLY	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
049		\$38,688	\$40,643		\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469
0.40	HRLY	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64
048	ANNUAL	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451
047	HRLY	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68
047	ANNUAL	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454
046	HRLY	\$17.30	\$18.16		\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76
040	ANNUAL	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541
045	HRLY	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
040				\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627
044	HRLY	\$16.47	\$17.30		\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96
••••				\$37,773		\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797
043	HRLY	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
				\$36,858		\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966
042	HRLY	\$15.69	\$16.47		\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25
		\$32,635		\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240
041	HRLY ANNUAL	\$15.31 \$31,845	\$16.07	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854	\$26.18 \$54,454	\$27.49 \$57,179	\$28.86 \$60.029	\$30.31 \$63,045	\$31.82 \$66,186	\$33.41 \$69,493
	HRLY	\$31,845									\$49,379 \$23.18				+)	\$63,045 \$29.58	\$00,180	\$69,493
040			\$15.69	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39.666	\$20.02 \$41.642	\$21.02 \$43.722	\$22.08 \$45,926	\$48,214	\$24.34 \$50,627	\$25.56 \$53.165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58	\$64,605	\$67,850
	HRLY		\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82
039	ANNUAL		\$31,845		\$35,110	\$36,858	\$18.60	\$40,643	\$20.51	\$44,803	\$47,029	\$49,379	\$24.93	\$20.10	\$27.49	\$20.00	\$63,045	\$66,186
	HRLY		φυ1,0 1 0	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06
038	ANNUAL			\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605
	HRLY			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
037	ANNUAL			\$31,845	· ·	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045
				L #01,0- 1 0	<u>↓</u> ₩00,∓20	<i>400,110</i>	Ψ00,000	<i>400,000</i>	ψ 1 0,040	Ψ72,001	ψ,000	ψ-1,020	u,010	φ01,00 1	Ψ 0 7 , 707	ψ01,110	<i>\$00,023</i>	φ00,0 4 0

City of Phoenix Pay Plan 001 Supervisory & Professional Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
036	HRLY ANNUAL				\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58 \$61,526
035	HRLY				\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854	\$26.18 \$54,454	\$27.49 \$57,179	\$28.86 \$60,029
034	HRLY				φ31,045	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17
033	ANNUAL HRLY					\$32,635 \$15.31	\$34,258 \$16.07	\$35,984 \$16.88	\$37,773 \$17.72	\$39,666 \$18.60	\$41,642 \$19.54	\$43,722 \$20.51	\$45,926 \$21.54	\$48,214 \$22.61	\$50,627 \$23.74	\$53,165 \$24.93	\$55,806 \$26.18	\$58,594 \$27.49
	ANNUAL HRLY					\$31,845	\$33,426 \$15.69	\$35,110 \$16.47	\$36,858 \$17.30	\$38,688 \$18.16	\$40,643 \$19.07	\$42,661 \$20.02	\$44,803 \$21.02	\$47,029 \$22.08	\$49,379 \$23.18	\$51,854 \$24.34	\$54,454 \$25.56	\$57,179 \$26.83
032	ANNUAL HRLY						\$32,635 \$15.31	\$34,258 \$16.07	\$35,984 \$16.88	\$37,773 \$17.72	\$39,666 \$18.60	\$41,642 \$19.54	\$43,722 \$20.51	\$45,926 \$21.54	\$48,214 \$22.61	\$50,627 \$23.74	\$53,165 \$24,93	\$55,806 \$26,18
031	ANNUAL						\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454
030	HRLY ANNUAL							\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165
029	HRLY ANNUAL							\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854
028	HRLY ANNUAL								\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627
027	HRLY								\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74
026	ANNUAL HRLY								\$31,845	\$33,426 \$15.69	\$35,110 \$16.47	\$36,858 \$17.30	\$38,688 \$18.16	\$40,643 \$19.07	\$42,661 \$20.02	\$44,803 \$21.02	\$47,029 \$22.08	\$49,379 \$23.18
025	ANNUAL HRLY									\$32,635 \$15.31	\$34,258 \$16.07	\$35,984 \$16.88	\$37,773 \$17.72	\$39,666 \$18.60	\$41,642 \$19.54	\$43,722 \$20.51	\$45,926 \$21.54	\$48,214 \$22.61
	ANNUAL HRLY									\$31,845	\$33,426 \$15.69	\$35,110 \$16.47	\$36,858 \$17.30	\$38,688 \$18.16	\$40,643 \$19.07	\$42,661 \$20.02	\$44,803 \$21.02	\$47,029 \$22.08
024	ANNUAL										\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926
023	HRLY ANNUAL							V			\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803
022	HRLY ANNUAL											\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722
021	HRLY ANNUAL											\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661

City of Phoenix Pay Plan 002 Field Unit I Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
180	HRLY	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42	\$86.54
100	ANNUAL		\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096	\$155,501	\$163,259	\$171,434	\$180,003
179	HRLY	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41	\$84.43
175	ANNUAL	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477	\$151,694	\$159,286	\$167,253	\$175,614
178	HRLY	\$37.76	\$39.64	,	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42
		\$78,541	. ,	\$86,590	\$90,917	\$95,451	\$100,235	, ,	. ,	\$116,022		, ,		. ,	. ,	, ,	\$163,259	, ,
177	HRLY	\$36.84	\$38.68		\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41
	ANNUAL	\$76,627	\$80,454	, ,	\$88,691	\$93,122	\$97,781	\$102,669	. ,			. ,	\$131,040		\$144,477	\$151,694	\$159,286	. ,
176	HRLY	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49
		\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235			A	\$121,826		\$134,326			. ,	\$163,259
175	HRLY	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58
	_	\$72,966	1 -) -	, ,	\$84,469	1)	\$93,122	\$97,781	. ,	\$107,806	,	. ,	, ,	. ,	. ,	. ,	. ,	
174	HRLY	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76
		\$71,240	. ,	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451		\$105,248	,	. ,	. ,	\$127,920	, ,	. ,	\$148,096	. ,
173	HRLY	\$33.41	\$35.08		\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93
	ANNUAL	\$69,493	. ,	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781					\$124,800		, ,	. ,	, ,
172	HRLY	\$32.62	\$34.25		\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20
		\$67,850		\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451			\$110,510			. ,		. ,	\$148,096
171	HRLY ANNUAL	\$31.82 \$66,186	\$33.41	\$35.08 \$72,966	\$36.84	\$38.68 \$80.454	\$40.61	\$42.64 \$88,691	\$44.77 \$93.122	\$47.01 \$97,781	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00 \$131,040	\$66.15	\$69.46 \$144.477
			\$69,493		\$76,627 \$35.96	,,.	\$84,469		1 1					\$118,872	\$124,800 \$58.57			
170	HRLY ANNUAL	\$31.06 \$64,605	1	\$71,240	\$35.96	\$37.76 \$78,541	\$39.64 \$82,451	\$41.63 \$86,590	\$43.71 \$90,917	\$45.89 \$95,451	\$48.19 \$100,235	\$50.60	\$53.13	\$55.78 \$116,022	\$121,826	\$61.50 \$127,920	\$64.58 \$134,326	\$67.81 \$141.045
	HRLY	\$30.31	\$31.82	. ,	\$35.08	\$76,541	\$38.68	\$80,590 \$40.61	\$90,917	\$95,451	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15
169	ANNUAL	\$63,045		\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$42.04	\$93,122	\$97,781			\$113,194		\$00.00		1.1.1
	HRLY	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
168	ANNUAL	\$61,526		\$67,850			\$78,541	\$39.04	\$86,590	\$90,917	\$95,451			\$110,510				
	HRLY	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00
167	ANNUAL	\$60,029		\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781		\$107,806			\$124,800	· ·
	HRLY	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50
166		\$58,594		7		\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	1	\$105,248	· · · ·	· · · ·	1	\$127,920
	HRLY	\$27.49	\$28.86		\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00
165		\$57,179		\$63,045	\$66,186		\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	· ·	\$107,806			1
	HRLY	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57
164		\$55,806		\$61,526	\$64,605		\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	+	\$105,248		+	1
	HRLY	\$26.18	\$27.49		\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15
163	ANNUAL	\$54,454		\$60,029	\$63,045		\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669		\$113,194	
	HRLY	\$25.56	\$26.83		\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78
162		\$53,165			\$61.526		\$67.850	\$71.240	\$74.797	\$78.541	\$82.451	\$86.590	\$90.917	\$95.451		\$105,248		
101	HRLY	\$24.93	\$26.18	, ,	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42
161		\$51,854		\$57,179	\$60,029		\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781			\$113,194
400	HRLY	\$24.34	\$25.56	, ,	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13
160	ANNUAL	\$50,627		\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	· ·
450	HRLY	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83
159		\$49,379		\$54,454	\$57,179		\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781		\$107,806
		,	,	,	,	,	,	,	,	. ,			,	,	,	,	,	,

City of Phoenix Pay Plan 002 Field Unit I Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
450	HRLY	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60
158	ANNUAL	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248
157	HRLY	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36
157	ANNUAL	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669
156	HRLY	\$22.08	\$23.18		\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
100		\$45,926	\$48,214	. ,	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235
155	HRLY	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01
		\$44,803		\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781
154	HRLY	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89
-		\$43,722	\$45,926		\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451
153	HRLY	\$20.51	\$21.54		\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
		\$42,661	. ,	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122
152	HRLY	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71
	ANNUAL	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917
151	HRLY ANNUAL	\$19.54	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854	\$26.18 \$54,454	\$27.49 \$57,179	\$28.86 \$60,029	\$30.31 \$63,045	\$31.82 \$66,186	\$33.41 \$69,493	\$35.08 \$72,966	\$36.84 \$76,627	\$38.68 \$80,454	\$40.61 \$84,469	\$42.64 \$88,691
	-	\$40,643	. ,	. ,	. ,	. ,	. ,	. ,		. ,		. ,	, ,	, ,	. ,	. ,	. ,	. ,
150	HRLY ANNUAL	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62 \$67,850	\$34.25 \$71,240	\$35.96 \$74,797	\$37.76 \$78,541	\$39.64 \$82,451	\$41.63 \$86,590
	HRLY	\$18.60	\$19.54		\$21.54	\$40,214 \$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
149		\$38,688	\$40,643		\$44,803	\$47,029	\$49,379	\$24.93 \$51,854	\$54,454	\$27.49	\$20.00	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469
	HRLY	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64
148		\$37,773		\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451
	HRLY	\$17.72	\$18.60		\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68
147		\$36,858		\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454
	HRLY	\$17.30	\$18.16		\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76
146		\$35,984		\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541
	HRLY	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
145		\$35,110		\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63.045	\$66.186	\$69,493	\$72,966	\$76.627
	HRLY	\$16.47	\$17.30	. ,	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96
144		\$34,258		\$37,773		\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797
4.40	HRLY	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
143	ANNUAL	\$33,426	\$35,110		\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966
440	HRLY	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25
142	ANNUAL	\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240
141	HRLY	\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41
141	ANNUAL	\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493
140	HRLY		\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62
140	ANNUAL		\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850
139	HRLY		\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82
139	ANNUAL		\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186
138	HRLY			\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06
150	ANNUAL			\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605
137	HRLY			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
107	ANNUAL			\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045

City of Phoenix Pay Plan 002 Field Unit I Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
136	HRLY				\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58
130	ANNUAL				\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526
135	HRLY				\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86
155	ANNUAL				\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029
134	HRLY					\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17
104	ANNUAL					\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594
133	HRLY					\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49
100	ANNUAL					\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179
132	HRLY						\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83
102	ANNUAL						\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806
131	HRLY						\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18
101	ANNUAL						\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454
130	HRLY							\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56
100	ANNUAL							\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165
129	HRLY							\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93
0	ANNUAL							\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854
128	HRLY								\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34
	ANNUAL								\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627
127	HRLY								\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74
	ANNUAL								\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379
126	HRLY									\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
	ANNUAL									\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214
125	HRLY									\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61
	ANNUAL									\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029
124	HRLY										\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08
	ANNUAL										\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926
123	HRLY										\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54
	ANNUAL										\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803
122	HRLY											\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02
	ANNUAL											\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722
121	HRLY											\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51
	ANNUAL											\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661

City of Phoenix Pay Plan 004 Field Unit II Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
280	HRLY	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42	\$86.54
200	ANNUAL		\$86,590	\$90,917	\$95,451	\$100,235				\$121,826	\$127,920	\$134,326	\$141,045	\$148,096		\$163,259	\$171,434	\$180,003
279	HRLY	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41	\$84.43
	ANNUAL	\$80,454	. ,	. ,	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	. ,	\$131,040		. ,	\$151,694	. ,	\$167,253	, ,
278	HRLY	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42
	ANNUAL	\$78,541	. ,	\$86,590	. ,	\$95,451	\$100,235	. ,	. ,	\$116,022		, ,		\$141,045	. ,	. ,	\$163,259	, ,
277	HRLY ANNUAL	\$36.84 \$76,627	\$38.68 \$80,454	\$40.61 \$84,469	\$42.64 \$88,691	\$44.77 \$93,122	\$47.01 \$97,781	\$49.36 \$102,669	\$51.83 \$107,806	\$54.42 \$113,194	\$57.15 \$118,872	\$60.00 \$124,800	\$63.00 \$131,040	\$66.15 \$137,592	\$69.46 \$144,477	\$72.93 \$151,694	\$76.58 \$159,286	\$80.41 \$167,253
	HRLY	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49
276		\$74,797	\$78,541		\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510						· ·	\$155,501	\$163,259
	HRLY	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58
275	ANNUAL	\$72,966		\$80,454	\$84.469	\$88.691	\$93.122	\$97,781	\$102.669					\$131,040			\$151.694	
	HRLY	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76
274	ANNUAL	\$71,240		\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235			\$116,022			1			
070	HRLY	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93
273	ANNUAL		\$72,966		\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669		\$113,194				\$137,592	\$144,477	\$151,694
070	HRLY	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20
272	ANNUAL	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096
271	HRLY	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46
271	ANNUAL	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477
270	HRLY	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81
210	ANNUAL	\$64,605	\$67,850	. ,	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235		, ,	, ,	\$121,826	\$127,920	\$134,326	. ,
269	HRLY	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15
200	ANNUAL	\$63,045		. ,		\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	. ,	, ,	\$113,194	. ,	\$124,800	\$131,040	. ,
268	HRLY	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
	ANNUAL	\$61,526		\$67,850			\$78,541	\$82,451	\$86,590	\$90,917	\$95,451			\$110,510				
267	HRLY	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00
	ANNUAL	\$60,029	. ,		\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781		\$107,806			\$124,800	. ,
266	HRLY	\$28.17 \$58,594	\$29.58	\$31.06 \$64,605	\$32.62	\$34.25 \$71,240	\$35.96 \$74,797	\$37.76 \$78,541	\$39.64 \$82,451	\$41.63 \$86,590	\$43.71 \$90,917	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50
	ANNUAL HRLY	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$90,917	\$95,451 \$44.77	\$47.01	\$105,248 \$49.36	\$51.83	\$110,022	\$121,826 \$57.15	\$127,920 \$60.00
265	ANNUAL	\$57,179			\$66,186	\$69,493	\$72,966	\$76,627	\$30.00	\$84,469	\$88,691	\$93,122	\$97,781					
	HRLY	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57
264	ANNUAL	\$55,806			\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	1	\$110,510	1	\$121,826
	HRLY	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15
263	ANNUAL	\$54,454	\$57,179		\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669		\$113,194	\$118,872
	HRLY	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78
262	ANNUAL			\$58.594	\$61,526	\$64,605	\$67.850	\$71.240	\$74.797	\$78.541	\$82.451	\$86.590	\$90.917	\$95.451	\$100.235			
06.1	HRLY	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42
261	ANNUAL				· · · · · · · · · · · · · · · · · · ·	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781		\$107,806	1 -
200	HRLY	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13
260	ANNUAL	\$50,627		\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451		\$105,248	
250	HRLY	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83
259	ANNUAL	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806
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City of Phoenix Pay Plan 004 Field Unit II Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
258	HRLY	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60
208	ANNUAL	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248
257	HRLY	\$22.61	\$23.74		\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36
201				\$51,854		\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669
256	HRLY	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
		\$45,926	\$48,214	, ,	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235
255	HRLY	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01
		\$44,803	. ,	\$49,379	. ,	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781
254	HRLY	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89
				\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451
253	HRLY	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
	ANNUAL	. ,	. ,	\$47,029	. ,	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122
252	HRLY	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34 \$50,627	\$25.56 \$53,165	\$26.83	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62 \$67,850	\$34.25 \$71,240	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71
	ANNUAL	\$41,642	\$43,722	\$45,926	\$48,214	. ,	. ,	\$55,806		. ,		. ,	. ,	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917
251	HRLY ANNUAL	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854	\$26.18 \$54,454	\$27.49 \$57,179	\$28.86 \$60,029	\$30.31 \$63,045	\$31.82 \$66,186	\$33.41 \$69,493	\$35.08 \$72,966	\$36.84 \$76,627	\$38.68 \$80,454	\$40.61 \$84,469	\$42.64 \$88,691
	HRLY	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63
250		\$19.07		\$43,722		\$48,214	\$24.34 \$50,627	\$23.30 \$53,165	\$20.83 \$55,806	\$28,594	\$29.58	\$64,605	\$67,850	\$71,240	\$35.96	\$78,541	\$39.64	\$41.03
	HRLY	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
249		\$38,688	\$40,643		\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469
	HRLY	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64
248				\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451
	HRLY	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68
247				\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454
	HRLY	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76
246	ANNUAL			\$39,666	\$41.642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541
	HRLY	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
245			'	\$38,688	\$40,643	\$42,661	\$44,803	\$47.029	\$49,379	\$51,854	\$54,454	\$57,179	\$60.029	\$63,045	\$66,186	\$69,493	\$72,966	\$76.627
	HRLY	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96
244	ANNUAL			\$37,773		\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797
0.40	HRLY	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
243	ANNUAL	\$33,426	\$35,110	\$36,858		\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966
040	HRLY	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25
242	ANNUAL		\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240
241	HRLY	\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41
241	ANNUAL	\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493
240	HRLY		\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62
240	ANNUAL		\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850
220	HRLY		\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82
239	ANNUAL		\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186
238	HRLY			\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06
230	ANNUAL			\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605
237	HRLY			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
231	ANNUAL			\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045
237					· ·													ł

City of Phoenix Pay Plan 004 Field Unit II Effective: 7/8/2024

Grade Step 1 Step 1 Step 1 Step 1 Step 14 Step 15 Step 14 Step 14 Step 15 Step 14 Step 14 Step 15 Step 14 Step 15 Step 15 Step																			
236 ANNUAL \$\$24,263 \$34,258 \$33,773 \$39,666 \$41,642 \$43,722 \$45,926 \$42,414 \$50,627 \$53,165 \$55,806 \$58,944 \$51,524 235 ANNUAL \$16,07 \$16,88 \$17,72 \$18,606 \$19,54 \$22,154 \$22,374 \$24,93 \$26,618 \$27,49 \$28,886 234 ANNUAL \$31,845 \$33,426 \$35,110 \$36,868 \$40,6043 \$47,029 \$43,379 \$51,854 \$55,806 \$58,598 \$58,848 \$50,627 \$53,185 \$55,806 \$58,598 \$23,88 \$51,894 \$50,777 \$59,606 \$41,642 \$43,722 \$42,928 \$53,185 \$55,806 \$58,598 \$53,886 \$40,643 \$42,661 \$44,803 \$47,029 \$49,379 \$51,854 \$56,186 \$57,779 \$30,866 \$41,642 \$43,722 \$45,926 \$48,214 \$50,627 \$55,165 \$55,806 233 HRLY \$15,56 \$16,81 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 \$48,214	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
ANNUAL \$32,655 \$34,268 \$35,969 \$31,773 \$33,060 \$41,642 \$43,722 \$43,224 \$30,167 \$55,806 \$56,707 \$50,807 \$53,185 \$56,806 \$56,707 \$50,807 \$51,816 \$51,917 \$50,806 \$41,042 \$41,032 \$47,029 \$49,379 \$51,846 \$57,779 \$50,806 \$41,042 \$42,217 \$22,208 \$22,18 \$22,318 \$24,34 \$25,656 \$26,687 \$53,186 \$56,806 \$40,643 \$	236					1	7 -		1	1	1					1	1		
235 ANNUAL \$31,845 \$33,265 \$35,110 \$36,858 \$38,688 \$42,261 \$44,003 \$47,029 \$49,379 \$51,854 \$\$4,544 \$57,179 \$\$0,029 234 HRLY \$15,69 \$16,47 \$17,30 \$18,68 \$10,773 \$39,666 \$41,642 \$43,722 \$42,926 \$42,414 \$50,657 \$58,659 233 HRLY \$15,31 \$16,07 \$16,88 \$17,72 \$18,608 \$40,712 \$44,803 \$47,029 \$49,379 \$51,854 \$52,74 \$24,931 \$51,854 \$58,659 233 HRLY \$15,50 \$16,47 \$17,30 \$38,688 \$40,601 \$44,031 \$47,029 \$49,379 \$51,854 \$55,865 \$26,83 234 HRLY \$15,60 \$16,47 \$17,30 \$39,666 \$41,642 \$43,212 \$45,2261 \$23,18 \$24,34 \$25,56 \$26,83 \$26,18 231 HRLY \$15,60 \$16,47 \$17,30 \$30,666 \$41,642 \$43,212		_					; ;	. ,	. ,	. ,	. ,	. ,			. ,	. ,	. ,	. ,	· · · · ·
HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$22.02 \$23.18 \$24.34 \$25.55 \$26.83 \$28.19 233 HRLY \$31.635 \$34.266 \$35.994 \$37.77 \$39.666 \$41.642 \$43.722 \$45.926 \$44.214 \$50.67 \$53.165 \$58.694 233 HRLY \$31.645 \$33.426 \$35.110 \$36.868 \$40.643 \$42.661 \$44.803 \$47.029 \$49.379 \$51.854 \$54.454 \$55.406 234 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 \$22.08 \$23.18 \$24.34 \$25.56 \$26.83 234 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 \$22.08 \$23.14 \$24.34 \$22.56 \$25.68 340.041 \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$41.642 \$43.021 \$23.74 \$24.34 \$25.65 204	235					1	1	1		1	1						· · · ·	· ·	1
234 ANNUAL \$32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 \$48,214 \$50,627 \$53,165 \$55,806 \$58,594 233 HRLY \$15,51 \$16,07 \$16,88 \$17,72 \$18,60 \$19,54 \$22,51 \$22,61 \$23,74 \$24,93 \$26,18 \$27,49 300 HRLY \$13,845 \$53,426 \$53,110 \$36,868 \$40,643 \$42,661 \$44,803 \$47,029 \$49,378 \$51,645 \$55,806 \$56,804 231 HRLY \$15,69 \$16,47 \$17,30 \$18,16 \$19,07 \$20,02 \$21,02 \$22,08 \$23,14 \$24,34 \$25,56 \$26,833 231 HRLY \$15,51 \$16,07 \$16,88 \$17,72 \$18,00 \$19,54 \$20,51 \$21,54 \$22,06 \$23,14 \$24,93 \$26,18 \$24,34 \$25,56 \$26,833 230 HRLY \$15,31 \$16,07 \$16,88 \$17,72 \$18,666 \$44,803 </td <td></td> <td>_</td> <td></td> <td></td> <td></td> <td>\$31,845</td> <td>; ;</td> <td></td> <td>. ,</td> <td>. ,</td> <td>. ,</td> <td></td> <td></td> <td></td> <td>. ,</td> <td>. ,</td> <td>. ,</td> <td></td> <td>4)</td>		_				\$31,845	; ;		. ,	. ,	. ,				. ,	. ,	. ,		4)
233 HRLY \$16.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$22.61 \$22.74 \$24.93 \$26.18 \$27.49 233 ANNUAL \$31.645 \$33.426 \$35.100 \$36.868 \$30.686 \$40.643 \$42.661 \$44.803 \$47.029 \$49.372 \$51.854 \$56.445 \$57.79 232 HRLY \$32.635 \$34.268 \$35.984 \$37.773 \$39.666 \$41.642 \$43.722 \$45.926 \$48.214 \$50.627 \$53.165 \$55.806 231 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$44.803 \$47.028 \$49.379 \$51.845 \$24.93 \$26.18 \$24.93 \$24.93 \$24.93 \$22.61 \$23.18 \$24.93 \$22.61 \$23.165 \$25.806 \$40.643 \$42.661 \$44.803 \$47.028 \$49.379 \$51.845 \$55.806 233 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 \$22.18	234						1		1	1								1	
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229 ANNUAL S31,845 \$33,426 \$35,110 \$36,858 \$40,643 \$42,661 \$44,803 \$47,029 \$49,379 \$51,854 228 HRLY S15,69 \$16,47 \$17,30 \$18,16 \$19,07 \$20,02 \$21,02 \$22,08 \$23,18 \$24,34 ANNUAL S32,635 \$34,258 \$35,964 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 \$48,214 \$50,627 227 HRLY S15,31 \$16,07 \$16,88 \$17,72 \$18,60 \$19,42,661 \$44,803 \$47,029 \$49,379 \$23,74 226 HRLY S15,31 \$16,07 \$16,88 \$17,72 \$18,60 \$19,42,661 \$44,803 \$47,029 \$49,379 226 HRLY S15,31 \$16,07 \$16,88 \$17,72 \$18,60 \$19,54 \$20,01 \$21,02 \$22,08 \$23,18 4NNUAL S47,029 S49,379 \$31,845 \$33,426 \$35,110 \$36,858 \$40,643 \$42,661	200	-													. ,		. ,	. ,	, ,
ANNUAL MRLY S33,845 \$33,845 \$33,845 \$34,265 \$34,685 \$34,685 \$42,661 \$44,803 \$47,029 \$49,379 \$51,854 228 HRLY \$15,69 \$16,47 \$17,30 \$18,16 \$19,07 \$20,02 \$22,08 \$23,18 \$24,34 227 HRLY \$32,635 \$34,268 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 \$48,214 \$50,627 227 HRLY \$15,31 \$16,07 \$16,88 \$17,72 \$18,60 \$19,54 \$20,51 \$21,54 \$22,61 \$23,74 ANNUAL \$31,845 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 \$47,029 \$49,379 \$45,372 226 HRLY \$31,845 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 \$47,029 \$49,379 \$22,028 \$23,18	229																		
228 ANNUAL annual signed signed <td>220</td> <td>_</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>\$31,845</td> <td></td> <td>. ,</td> <td></td> <td></td> <td>. ,</td> <td>. ,</td> <td>, ,</td> <td>. ,</td> <td>. ,</td> <td>, ,</td>	220	_							\$31,845		. ,			. ,	. ,	, ,	. ,	. ,	, ,
ANNUAL ANNUAL S32,635 \$34,258 \$35,964 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 \$48,214 \$50,627 227 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51 \$21.54 \$22.61 \$23.74 ANNUAL \$31,845 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,020 \$44,803 \$47,029 \$49,379 226 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 \$22.08 \$23.18 225 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51 \$21.54 \$22.61 225 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51 \$21.54 \$22.61 224 HRLY \$15.69 \$16.47 \$17.30	228										1								
227 ANNUAL S31,845 \$33,426 \$35,110 \$36,858 \$40,643 \$42,661 \$44,803 \$47,029 \$49,379 226 HRLY S15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 \$22.08 \$23.18 226 HRLY S32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 \$48,214 225 HRLY S31,845 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 \$47,029 \$44,214 225 HRLY S15.31 \$16.07 \$18.88 \$17.72 \$18.60 \$19.54 \$20.51 \$21.54 \$22.61 ANNUAL S15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.02 \$21.02 \$22.08 224 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02<	220	-								\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	, ,
ANNUAL ANNUAL S31,845 \$33,845 \$33,845 \$33,845 \$33,845 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 \$47,029 \$49,379 226 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 \$22.08 \$23.18 226 HRLY \$32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 \$48,214 225 HRLY \$115.31 \$16.07 \$18.88 \$17.72 \$18.60 \$19.54 \$20.51 \$21.54 \$22.61 ANNUAL \$31,845 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 \$47,029 224 HRLY \$31,845 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 \$47,029 224 HRLY \$31,845 \$33,426 </td <td>227</td> <td>HRLY</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>\$15.31</td> <td>\$16.07</td> <td>\$16.88</td> <td>\$17.72</td> <td>\$18.60</td> <td>\$19.54</td> <td>\$20.51</td> <td>\$21.54</td> <td>\$22.61</td> <td>\$23.74</td>	227	HRLY								\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74
226 ANNUAL Image: constraint of the state of the sta	221	ANNUAL								\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379
ANNUAL ANNUAL \$32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 \$48,214 225 HRLY \$17,72 \$16,07 \$16,88 \$17,72 \$18,60 \$19,54 \$20,51 \$21,54 \$22,61 ANNUAL \$31,845 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 \$47,029 224 HRLY \$15,69 \$16,47 \$17,30 \$18,16 \$19,07 \$20,02 \$21,02 \$22,08 ANNUAL \$15,69 \$16,47 \$17,30 \$18,16 \$19,07 \$20,02 \$21,02 \$22,08 ANNUAL \$15,31 \$16,07 \$16,88 \$17,72 \$18,60 \$19,54 \$20,51 \$21,54 223 HRLY \$15,31 \$16,07 \$16,88 \$17,72 \$18,60 \$19,54 \$20,51 \$21,54 224 HRLY \$17,10 \$16,87 \$33,426 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 222 HRLY \$17,10	226	HRLY										\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
225 ANNUAL Image: Constraint of the state of the sta	220	ANNUAL									\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214
ANNUAL ANNUAL \$31,845 \$33,426 \$35,110 \$36,858 \$36,643 \$42,661 \$44,803 \$47,029 224 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 \$22.08 ANNUAL \$33,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 223 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51 \$21.54 223 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 \$21.54 223 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51 \$21.54 224 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 222 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 224 HRLY \$17.40 \$16.88 \$37,773 \$39,666 \$41,642 \$43,722	225	HRLY									\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61
224 ANNUAL Image: Constraint of the system	225	ANNUAL									\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029
ANNUAL \$32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 \$45,926 223 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51 \$21.54 ANNUAL \$33,845 \$33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 222 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 ANNUAL \$15.31 \$16.07 \$16.88 \$37,773 \$39,666 \$41,642 \$43,722 221 HRLY \$17.20 \$18.60 \$19.54 \$20.51	224	HRLY										\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08
223 ANNUAL S33,426 \$35,110 \$36,858 \$38,688 \$40,643 \$42,661 \$44,803 222 HRLY S15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 ANNUAL S32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 221 HRLY HRLY S15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51	224	ANNUAL										\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926
ANNUAL \$31,845 \$33,426 \$35,110 \$36,858 \$40,643 \$42,661 \$44,803 222 HRLY \$15.69 \$16.47 \$17.30 \$18.16 \$19.07 \$20.02 \$21.02 ANNUAL \$32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 221 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51	222	HRLY										\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54
222 ANNUAL \$32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 221 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51	223	ANNUAL										\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803
ANNUAL \$32,635 \$34,258 \$35,984 \$37,773 \$39,666 \$41,642 \$43,722 221 HRLY \$15.31 \$16.07 \$16.88 \$17.72 \$18.60 \$19.54 \$20.51	222	HRLY											\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02
γ_{21}	222	ANNUAL											\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722
	004	HRLY											\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51
	221	ANNUAL											\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661

City of Phoenix Pay Plan 006 Office & Clerical Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
	HRLY	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42	\$86.54
380	ANNUAL	φ00.04	\$86,590	7 -	\$95,451	\$100,235		\$110,510	1	1	· · · ·	\$134,326				\$163,259	\$171,434	
	HRLY	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41	\$84.43
379	ANNUAL	\$80,454	\$84,469		\$93,122	\$97,781	\$102,669	\$107,806				\$131,040		\$144,477	\$151,694	\$159,286	\$167,253	
	HRLY	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42
378	ANNUAL	\$78,541	1	\$86,590	\$90,917	\$95,451	\$100,235		\$110,510			\$127,920				· ·	\$163,259	
077	HRLY	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41
377	ANNUAL	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477	\$151,694	\$159,286	\$167,253
070	HRLY	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49
376	ANNUAL	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826		\$134,326	\$141,045	\$148,096	\$155,501	\$163,259
275	HRLY	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58
375	ANNUAL	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477	\$151,694	\$159,286
374	HRLY	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76
3/4	ANNUAL	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096	\$155,501
373	HRLY	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93
373	ANNUAL	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477	\$151,694
372	HRLY	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20
572	ANNUAL		\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096
371	HRLY	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46
5/1	ANNUAL	\$66,186	. ,	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806		\$118,872	\$124,800	\$131,040	\$137,592	\$144,477
370	HRLY	\$31.06	\$32.62		\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81
570	ANNUAL	\$64,605		\$71,240		\$78,541	\$82,451	\$86,590	\$90,917	\$95,451		\$105,248			\$121,826	. ,	\$134,326	, ,
369	HRLY	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15
000	ANNUAL	\$63,045	. ,	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781		\$107,806		. ,	\$124,800	\$131,040	, ,
368	HRLY	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
	ANNUAL	\$61,526		\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	. ,	\$105,248		\$116,022	\$121,826	\$127,920	. ,
367	HRLY	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00
	ANNUAL	\$60,029	. ,	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	, ,	, ,	\$113,194	. ,	\$124,800	
366	HRLY	\$28.17	\$29.58		\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50
		\$58,594		\$64,605		\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451			\$110,510		\$121,826	. ,
365	HRLY	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00
	ANNUAL	\$57,179	. ,	\$63,045	. ,	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	. ,	\$107,806	. ,	\$118,872	. ,
364	HRLY	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57
	ANNUAL	\$55,806			\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235			\$116,022	\$121,826
363	HRLY ANNUAL	\$26.18 \$54,454	\$27.49	\$28.86 \$60,029	\$30.31 \$63,045	\$31.82	\$33.41	\$35.08 \$72,966	\$36.84	\$38.68	\$40.61	\$42.64 \$88,691	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15 \$118.872
	-		. ,	, ,	\$03,045 \$29.58	\$66,186	\$69,493 \$32.62	\$72,966	\$76,627	\$80,454	\$84,469	. ,	\$93,122	\$97,781	. ,	\$107,806	\$113,194	, ,
362	HRLY	\$25.56	\$26.83	\$28.17	1	\$31.06		1	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78
		\$53,165		\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	, ,
361	HRLY ANNUAL	\$24.93 \$51,854	\$26.18 \$54.454	\$27.49 \$57,179	\$28.86 \$60,029	\$30.31 \$63.045	\$31.82 \$66.186	\$33.41 \$69.493	\$35.08 \$72,966	\$36.84 \$76,627	\$38.68 \$80.454	\$40.61 \$84.469	\$42.64 \$88,691	\$44.77 \$93.122	\$47.01 \$97,781	\$49.36 \$102,669	\$51.83 \$107,806	\$54.42 \$113,194
	-		, ,	, ,	. ,	\$03,045 \$29.58	1)	\$69,493	, ,	. ,	1) -	1-1	, ,	\$93,122	. ,			
360	HRLY ANNUAL	\$24.34 \$50,627	\$25.56 \$53.165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62	\$34.25 \$71,240	\$35.96 \$74,797	\$37.76 \$78,541	\$39.64 \$82,451	\$41.63 \$86,590	\$43.71	\$45.89 \$95,451	\$48.19 \$100,235	\$50.60 \$105,248	\$53.13 \$110,510
	HRLY	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$95,451	\$47.01	\$49.36	\$51.83
359				\$20.18		\$28.80 \$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$38.68	\$84,469	\$88,691	\$93,122	\$47.01		\$107,806
	ANNOAL	ψ49,579	ψυ1,004	ψ04,404	ψ57,179	ψ00,029	ψ03,045	ψ00,100	ψ09,493	ψ12,900	ψ10,021	ψ00,404	ψ04,409	ψ00,091	ψ93,122	ψ91,101	ψ102,009	ψ107,000

City of Phoenix Pay Plan 006 Office & Clerical Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
358	HRLY	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60
300	ANNUAL	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248
357	HRLY	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36
001	ANNUAL	. ,	. ,	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669
356	HRLY	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
	ANNUAL	\$45,926	, ,	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235
355	HRLY	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01
	ANNUAL			\$49,379		\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781
354	HRLY	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89
	ANNUAL		\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451
353	HRLY	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
	ANNUAL	\$42,661	\$44,803 \$21.02	\$47,029	. ,	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122
352	HRLY ANNUAL	\$20.02 \$41,642	\$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53.165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62 \$67,850	\$34.25 \$71,240	\$35.96 \$74,797	\$37.76 \$78,541	\$39.64 \$82.451	\$41.63 \$86.590	\$43.71 \$90.917
	HRLY	\$19.54	\$20.51	\$45,920	\$40,214	\$23.74	\$24.93	\$35,800 \$26.18	\$27.49	\$28.86	\$04,005	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$60,590	\$90,917
351	ANNUAL		\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$20.10	\$57,179	\$20.00	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$30.00	\$40.01	\$88,691
	HRLY	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63
350	ANNUAL		\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$25.50	\$55,806	\$58,594	\$29.58	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590
	HRLY	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
349	ANNUAL		\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469
	HRLY	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64
348	ANNUAL			\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451
	HRLY	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68
347	ANNUAL			· ·		\$44.803	\$47.029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66.186	\$69,493	\$72,966	\$76.627	\$80,454
	HRLY	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76
346	ANNUAL	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541
	HRLY	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
345	ANNUAL			\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627
0.4.4	HRLY	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96
344	ANNUAL			\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797
343	HRLY	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
343	ANNUAL	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966
342	HRLY	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25
342	ANNUAL	\$32,635	\$34,258	\$35,984		\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240
341	HRLY	\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41
541	ANNUAL	\$31,845	\$33,426	\$35,110		\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493
340	HRLY		\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62
340	ANNUAL		\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850
339	HRLY		\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82
559	ANNUAL		\$31,845	\$33,426	, ,	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186
338	HRLY			\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06
000	ANNUAL			\$32,635	, ,	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605
337	HRLY			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
001	ANNUAL			\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045

City of Phoenix Pay Plan 006 Office & Clerical Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
336	HRLY				\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58
	ANNUAL				\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526
335	HRLY				\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86
	ANNUAL				\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029
334	HRLY					\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17
	ANNUAL					\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594
333	HRLY					\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49
	ANNUAL					\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179
332	HRLY						\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83
	ANNUAL						\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806
331	HRLY						\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18
	ANNUAL						\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454
330	HRLY							\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56
000	ANNUAL							\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165
329	HRLY							\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93
020	ANNUAL							\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854
328	HRLY								\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34
020	ANNUAL								\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627
327	HRLY								\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74
021	ANNUAL								\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379
326	HRLY									\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
020	ANNUAL									\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214
325	HRLY									\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61
020	ANNUAL									\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029
324	HRLY										\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08
027	ANNUAL										\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926
323	HRLY										\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54
525	ANNUAL										\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803
322	HRLY											\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02
	ANNUAL											\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722
321	HRLY											\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51
JZ1	ANNUAL											\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661

City of Phoenix Pay Plan 007 Police Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
455	HRLY	\$54.69	\$57.28	\$60.01														
400	ANNUAL		\$119,142	\$124,821														
454	HRLY	\$52.76	\$55.26	\$57.88														
404	ANNUAL	\$109,741	\$114,941	\$120,390														
453	HRLY	\$50.83	\$53.26	\$55.79														
400	ANNUAL	\$105,726	\$110,781	\$116,043														
452	HRLY	\$49.02	\$51.35	\$53.79														
402	ANNUAL	\$101,962	\$106,808	\$111,883														
451	HRLY	\$35.75	\$37.44	\$39.22	\$41.09	\$43.04	\$45.08	\$47.23	\$49.48	\$51.84								
401	ANNUAL	\$74,360	\$77,875	\$81,578	\$85,467	\$89,523	\$93,766	\$98,238	\$102,918	\$107,827								
450	HRLY	\$33.72	\$35.41															
+30	ANNUAL	\$70,138	\$73,653															

EXHIBIT B

City of Phoenix Pay Plan Fire - 56 Hour 008 Effective: 7/8/2024

Officie Shop (
980 ANNUAL 986,591 990,316 995,452 \$100,234 \$101,234 \$121,865 \$122,327 \$134,208 \$114,046 \$148,096 \$155,501 \$151,358 \$174,328 \$114,045 \$180,976 \$122,327 \$134,328 \$114,046 \$124,096 \$151,505 \$151,305 \$151,	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
ANNUAL S86.591 S99.16 S95.42 S10.202 S12.126 /S S12.126 /S <ths12.126 s<="" th=""> <ths12.126 s<="" th=""> <th< td=""><td>500</td><td>HRLY</td><td>\$28.314</td><td>\$29.736</td><td>\$31.221</td><td>\$32.779</td><td>\$34.421</td><td>\$36.143</td><td>\$37.950</td><td>\$39.843</td><td>\$41.836</td><td>\$43.929</td><td>\$46.129</td><td>\$48.436</td><td>\$50.857</td><td>\$53.400</td><td>\$56.064</td><td>\$58.871</td><td>\$61.814</td></th<></ths12.126></ths12.126>	500	HRLY	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836	\$43.929	\$46.129	\$48.436	\$50.857	\$53.400	\$56.064	\$58.871	\$61.814
9/19 NNNLX \$80.466 \$88.671 \$91.122 \$97.782 \$110.807 \$113.872 \$113.871 \$113.8	580	ANNUAL		\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826	\$127,921	\$134,328	\$141,046	\$148,096	\$155,501	\$163,258	\$171,432	\$180,002
ANNUAL S0A.665 S0A.466 S0A.207 S1A.206 S11.3102 S118.207 S13.400 S13.207 S14.405 S13.400 S13.207 S14.405 S13.400 S13.207 S14.405 S13.400 S13.207 S14.405 S54.400 S56.340 S56.340 S56.340 S56.340 S56.340 S56.340 S56.340 S56.340 S56.340 S57.340 S56.340 S57.340 S56.340 S57.340 <	570	HRLY	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821	\$42.857	\$45.000	\$47.250	\$49.614	\$52.093	\$54.700	\$57.436	\$60.307
578 ANNUAL 678,400 82,450 856,591 909,96 894,52 100,248 101,500 101,020 102,248 127,271 131,428 141,44 161,400 153,203 154,230 543,007 543,277 537,217 538,271 537,201 538,271 547,200 557,200	579	ANNUAL	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871	\$124,800	\$131,040	\$137,592	\$144,476	\$151,695	\$159,286	\$167,254	\$175,614
ANNUAL Sys.40 Ses.40 Ses.51 Sys.21 Sys.212.86 Siz.22.87 Siz.2.87 Siz.2.88 Siz.2.87 Siz.2.87 Siz	570	HRLY	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836	\$43.929	\$46.129	\$48.436	\$50.857	\$53.400	\$56.064	\$58.871
677 ANNLAL Schools Selection Selection Status Selection Status Status <th< td=""><td>576</td><td>ANNUAL</td><td>\$78,540</td><td>\$82,450</td><td>\$86,591</td><td>\$90,916</td><td>\$95,452</td><td>\$100,234</td><td>\$105,248</td><td>\$110,510</td><td>\$116,023</td><td>\$121,826</td><td>\$127,921</td><td>\$134,328</td><td>\$141,046</td><td>\$148,096</td><td>\$155,501</td><td>\$163,258</td><td>\$171,432</td></th<>	576	ANNUAL	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826	\$127,921	\$134,328	\$141,046	\$148,096	\$155,501	\$163,258	\$171,432
ANNUAL SP6.626 SB0.456 SB0.458 SB0.312 S07.827 S10.2468 S10.780 S11.8871 S11.8971 S11.8971 S11.997 S11.997 S11.997 S11.997 S11.997 S11.8171 S11.800 S11.997 S11.9725 S11.9725 </td <td>577</td> <td>HRLY</td> <td>\$26.314</td> <td>\$27.629</td> <td>\$29.007</td> <td>\$30.457</td> <td>\$31.979</td> <td>\$33.579</td> <td>\$35.257</td> <td>\$37.021</td> <td>\$38.871</td> <td>\$40.821</td> <td>\$42.857</td> <td>\$45.000</td> <td>\$47.250</td> <td>\$49.614</td> <td>\$52.093</td> <td>\$54.700</td> <td>\$57.436</td>	577	HRLY	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821	\$42.857	\$45.000	\$47.250	\$49.614	\$52.093	\$54.700	\$57.436
576 ANNUAL 574,798 578,540 582,501 590,916 595,52 5100,234 5105,201 511,602 512,826 512,721 513,4328 514,046 5148,096 515,501 511,602 512,405 512,404 525,501 534,521 531,021 511,023 512,403 513,000 511,003 511,003 511,003 511,003 511,003 511,003 511,003 511,003 511,003 511,003 511,003	5/7	ANNUAL	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871	\$124,800	\$131,040	\$137,592	\$144,476	\$151,695	\$159,286	\$167,254
ANNUAL SYR,340 SYR,340 SSR,340 SSR,340 <th< td=""><td>576</td><td>HRLY</td><td>\$25.686</td><td>\$26.971</td><td>\$28.314</td><td>\$29.736</td><td>\$31.221</td><td>\$32.779</td><td>\$34.421</td><td>\$36.143</td><td>\$37.950</td><td>\$39.843</td><td>\$41.836</td><td>\$43.929</td><td>\$46.129</td><td>\$48.436</td><td>\$50.857</td><td>\$53.400</td><td>\$56.064</td></th<>	576	HRLY	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836	\$43.929	\$46.129	\$48.436	\$50.857	\$53.400	\$56.064
675 ANNUAL \$57,966 \$76,626 \$80,456 \$84,468 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 \$124,800 \$131,040 \$137,592 \$144,476 \$151,665 \$159,286 ANUAL \$57.38 \$77.788 \$77.985 \$57.400 \$58.591 \$90,116 \$57.525 \$100,203 \$111,602 \$111,826 \$137.928 \$46.128 \$48.392 \$46.128 \$48.392 \$46.128 \$48.406 \$153,050 \$153,205 \$157.921 \$143.428 \$141.406 \$143.968 \$141.406 \$143.968 \$141.406 \$143.968 \$153,205 \$157.911 \$154.388 \$141.806 \$131,402 \$154.388 \$143.885 \$143.928 \$141.806 \$131,402 \$154.388 \$131.400 \$131,402 \$154.388 \$131.400 \$131,402 \$134.328 \$141.406 \$144.406 \$144.906 \$150,501 \$100,238 \$113,192 \$118,871 \$124.287 \$45.085 \$100,281 \$131,92 \$114,871 \$124.287 \$45.085 \$45.985 <td>570</td> <td>ANNUAL</td> <td>\$74,798</td> <td>\$78,540</td> <td>\$82,450</td> <td>\$86,591</td> <td>\$90,916</td> <td>\$95,452</td> <td>\$100,234</td> <td>\$105,248</td> <td>\$110,510</td> <td>\$116,023</td> <td>\$121,826</td> <td>\$127,921</td> <td>\$134,328</td> <td>\$141,046</td> <td>\$148,096</td> <td>\$155,501</td> <td>\$163,258</td>	570	ANNUAL	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826	\$127,921	\$134,328	\$141,046	\$148,096	\$155,501	\$163,258
ANNUAL S72,966 \$76,806 \$84,468 \$84,861 \$97,728 \$107,805 \$113,122 \$118,871 \$124,800 \$113,000 \$137,529 \$144,476 \$151,695 \$151,695 \$153,266 774 HRLY \$244,481 \$521,585 \$130,201 \$33,893 \$41,835 \$39,383 \$41,835 \$43,225 \$53,400 \$53,501 773 HRLY \$23,864 \$52,507 \$23,317 \$53,407 \$33,275	575	HRLY	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821	\$42.857	\$45.000	\$47.250	\$49.614	\$52.093	\$54.700
5/4 ANNUAL \$17,239 \$74,798 \$78,540 \$82,450 \$86,591 \$90,916 \$95,452 \$100,234 \$10,510 \$116,023 \$121,826 \$127,921 \$134,328 \$141,046 \$148,096 \$155,501 ANNUAL \$69,420 \$72,665 \$66,265 \$80,408 \$88,691 \$93,123 \$97,785 \$113,092 \$113,092 \$114,871 \$124,800 \$131,092 \$134,475 \$50,605 \$131,992 \$134,871 \$124,800 \$131,092 \$131,992 \$134,328 \$113,192 \$114,474 \$151,602 671 HRLY \$23,300 \$24,446 \$27,650 \$76,214 \$27,900 \$30,427 \$31,797 \$38,413 \$31,920 \$144,766 \$151,902 771 HRLY \$22,186 \$23,300 \$24,446 \$26,697 \$28,404 \$28,450 \$86,513 \$31,221 \$31,792 \$34,417 \$36,143 \$37,902 \$39,843 \$41,836 \$43,929 \$46,129 \$44,476 \$151,692 771 MIAL \$66,780 <t< td=""><td>575</td><td>ANNUAL</td><td>\$72,966</td><td>\$76,626</td><td>\$80,456</td><td>\$84,468</td><td>\$88,691</td><td>\$93,123</td><td>\$97,782</td><td>\$102,668</td><td>\$107,805</td><td>\$113,192</td><td>\$118,871</td><td>\$124,800</td><td>\$131,040</td><td>\$137,592</td><td>\$144,476</td><td>\$151,695</td><td>\$159,286</td></t<>	575	ANNUAL	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871	\$124,800	\$131,040	\$137,592	\$144,476	\$151,695	\$159,286
ANNUAL S71,239 S78,540 S82,450 S80,510 S90,916 S95,422 S10,230 S11,0510 S12,826 S12,826 <t< td=""><td>574</td><td>HRLY</td><td>\$24.464</td><td>\$25.686</td><td>\$26.971</td><td>\$28.314</td><td>\$29.736</td><td>\$31.221</td><td>\$32.779</td><td>\$34.421</td><td>\$36.143</td><td>\$37.950</td><td>\$39.843</td><td>\$41.836</td><td>\$43.929</td><td>\$46.129</td><td>\$48.436</td><td>\$50.857</td><td>\$53.400</td></t<>	574	HRLY	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836	\$43.929	\$46.129	\$48.436	\$50.857	\$53.400
573 ANNUAL 569,492 S72,966 S76,266 S80,456 S84,468 S88,691 S93,123 S97,782 S10,266 S10,7805 S113,192 S118,871 S124,800 S131,040 S137,592 S144,476 S15,1695 772 ANNUAL S67,800 S74,278 S74,798 S76,205 S65,61 S90,916 S55,257 S30,217 S34,811 S40,821 S42,800 S41,406 S47,520 S44,44 S48,641 S31,797 S34,217 S34,217 S34,811 S37,90 S39,843 S41,836 S43,929 S44,440 S54,851 S42,450 S65,911 S91,121 S31,121 S37,90 S39,843 S41,836 S43,929 S44,461 S44,461 S44,461 S44,461 S44,461 S44,461 S44,461 S45,451 S40,121 S31,141 S37,50 S33,791 <td>574</td> <td>ANNUAL</td> <td>\$71,239</td> <td>\$74,798</td> <td>\$78,540</td> <td>\$82,450</td> <td>\$86,591</td> <td>\$90,916</td> <td>\$95,452</td> <td>\$100,234</td> <td>\$105,248</td> <td>\$110,510</td> <td>\$116,023</td> <td>\$121,826</td> <td>\$127,921</td> <td>\$134,328</td> <td>\$141,046</td> <td>\$148,096</td> <td>\$155,501</td>	574	ANNUAL	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826	\$127,921	\$134,328	\$141,046	\$148,096	\$155,501
ANNUAL S69,492 S72,696 S76,250 S84,468 S88,01 S93,123 S10,266 S10,200 S11,817 S12,800 S11,040 S13,200 S11,447 S12,447 S15,585 S03,837 ANNUAL S67,800 S74,243 S74,790 S78,540 S28,540 S66,591 S93,421 S43,421 S10,500 S11,817 S12,826 S12,920 S13,430 S14,830 S43,831 S40,832 S41,830 S43,831 S40,831 S41,830 S43,830 S41,830 S43,801 S43,831 S40,831 S47,850 S11,940	570	HRLY	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821	\$42.857	\$45.000	\$47.250	\$49.614	\$52.093
572 ANNUAL \$67,850 \$71,239 \$74,798 \$78,50 \$82,450 \$86,591 \$90,916 \$95,452 \$100,234 \$110,510 \$116,023 \$121,826 \$127,921 \$134,328 \$141,046 \$148,096 571 HRLY \$22.729 \$23.846 \$25.577 \$26.314 \$27.529 \$83.579 \$33.579 \$35.275 \$37.021 \$38.871 \$40.821 \$42.857 \$45.000 \$47.250 \$49.614 ANNUAL \$66.187 \$72.966 \$76.626 \$80,468 \$88,691 \$93,123 \$97.782 \$100,248 \$110,010 \$116,023 \$21.826 \$43.929 \$46.129 \$48.476 ANNUAL \$564,066 \$67.850 \$71,239 \$74,798 \$78.50 \$86.591 \$90,16 \$95,452 \$100,248 \$10,510 \$116,023 \$12.826 \$127,921 \$13.430 \$13.792 \$13.871 \$40.81 \$43.929 \$45.109 \$41.836 \$43.929 \$45.109 \$41.836 \$43.929 \$45.109 \$41.836 \$43.929 \$41.285	5/3	ANNUAL	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871	\$124,800	\$131,040	\$137,592	\$144,476	\$151,695
ANNUAL S67,80 S17,290 S78,540 S88,591 S90,321 S10,234 S10,234 S110,520 S127,221 S13,232 S144,066 S44,069 371 ANNUAL S66,187 S20,327 S23,357 S31,379 S33,579 S37,221 S37,821 S40,821 S40,821 S40,821 S40,821 S40,821 S41,806 S44,406 S44,446 S48,461 S31,121 S31,379 S31,279 S31,412 S11,812 S11,827 S12,826 S43,929 S46,129 S44,447 ANNUAL S66,187 S72,806 S74,798	570	HRLY	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836	\$43.929	\$46.129	\$48.436	\$50.857
ANNUAL \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$10,266 \$113,192 \$118,871 \$12,400 \$131,040 \$137,592 \$144,476 770 HRLY \$22,186 \$53,300 \$24,464 \$25,686 \$26,971 \$28,314 \$29,736 \$31,221 \$32,779 \$36,413 \$37,950 \$39,843 \$41,836 \$43,929 \$46,129 \$48,436 ANNUAL \$64,050 \$27,799 \$23,864 \$50,575 \$52,614 \$27,629 \$29,007 \$30,427 \$31,979 \$38,715 \$38,871 \$40,821 \$42,480 \$41,446 ANNUAL \$66,045 \$66,497 \$69,492 \$72,966 \$76,626 \$80,456 \$84,681 \$93,123 \$97,782 \$10,268 \$10,7805 \$113,192 \$118,871 \$124,800 \$131,040 \$137,929 \$44,476 ANNUAL \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$84,691 \$93,123 \$97,782 \$10,268 \$10,528 <	572	ANNUAL	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826	\$127,921	\$134,328	\$141,046	\$148,096
ANNUAL \$66,487 \$69,492 \$72,966 \$73,626 \$107,805 \$101,801 \$101,802 \$104,805 \$107,805 \$101,805 \$	574	HRLY	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821	\$42.857	\$45.000	\$47.250	\$49.614
ANNUAL \$64,600 \$67,850 \$71,239 \$74,798 \$78,540 \$82,450 \$80,591 \$90,916 \$95,452 \$100,234 \$110,501 \$116,023 \$12,826 \$12,921 \$134,328 \$141,046 569 HRLY \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.926 \$76,626 \$80,456 \$84,468 \$88,691 \$93,123 \$97,722 \$102,668 \$107,805 \$113,192 \$118,871 \$124,800 \$13,292 \$46.129 600 \$47.290 \$23.300 \$24.464 \$25.666 \$26.971 \$28.314 \$29.765 \$31.279 \$33.471 \$30.423 \$39.843 \$10,503 \$118,703 \$118,703 \$117,903 \$114,903 \$117,923 \$114,803 \$117,923 \$114,803 \$117,923 \$118,871 \$124.800 \$117,923 \$114,813 \$147,923 \$46.129 611 \$40,102 \$21.050 \$22.102 \$23.300 \$24.464 \$25.657 \$26.917 \$28.41 \$29.736 \$31.21 \$32.779 \$34.41 <td>5/1</td> <td>ANNUAL</td> <td>\$66,187</td> <td>\$69,492</td> <td>\$72,966</td> <td>\$76,626</td> <td>\$80,456</td> <td>\$84,468</td> <td>\$88,691</td> <td>\$93,123</td> <td>\$97,782</td> <td>\$102,668</td> <td>\$107,805</td> <td>\$113,192</td> <td>\$118,871</td> <td>\$124,800</td> <td>\$131,040</td> <td>\$137,592</td> <td>\$144,476</td>	5/1	ANNUAL	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871	\$124,800	\$131,040	\$137,592	\$144,476
ANNUAL \$64,600 \$67,280 \$71,280 \$71,280 \$72,780 \$78,540 \$82,500 \$80,510 \$90,916 \$90,915 \$90,916 \$90,915 \$90,916 \$90,915 \$90,916 \$90,915 \$90,916 \$90,915 \$90,916 \$90,915 \$90,916 \$90,915 \$90,916 \$90,915 \$90,916 \$90,915 \$90,916 \$90,916 \$90,916 \$90,916 \$90,916 \$90,916 \$90,916 \$90,916 \$90,916 \$90,916 <th< td=""><td>570</td><td>HRLY</td><td>\$22.186</td><td>\$23.300</td><td>\$24.464</td><td>\$25.686</td><td>\$26.971</td><td>\$28.314</td><td>\$29.736</td><td>\$31.221</td><td>\$32.779</td><td>\$34.421</td><td>\$36.143</td><td>\$37.950</td><td>\$39.843</td><td>\$41.836</td><td>\$43.929</td><td>\$46.129</td><td>\$48.436</td></th<>	570	HRLY	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836	\$43.929	\$46.129	\$48.436
ANNUAL \$63,045 \$66,187 \$69,492 \$72,965 \$76,626 \$80,456 \$84,685 \$93,123 \$97,782 \$102,668 \$107,805 \$113,120 \$118,871 \$124,800 \$131,040 \$137,920 568 HRLY \$21.129 \$22.186 \$23.300 \$24.44 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.950 \$39.843 \$41.836 \$43.929 \$46.129 ANNUAL \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$87,500 \$30.457 \$31.979 \$33.579 \$35.257 \$37.01 \$38.871 \$40.821 \$42.857 \$45.000 ANNUAL \$60,028 \$60,045 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$84,681 \$93,123 \$97,82 \$102,668 \$107,805 \$118,871 \$124,800 \$131,400 \$131,400 \$131,400 \$116,023 \$118,871 \$142,800 \$131,400 \$131,400 \$131,400 \$116,023 \$116,813 \$143,00	570	ANNUAL	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826	\$127,921	\$134,328	\$141,046
ANNUAL \$63,045 \$66,187 \$69,492 \$72,966 \$76,626 \$80,656 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 \$124,800 \$131,000 \$137,592 B68 HRLY \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.310 \$31.201 \$31.201 \$31.421 \$36.43 \$37.500 \$39.833 \$41.885 \$43.929 \$46.129 ANNUAL \$61.528 \$64,606 \$67,850 \$74,798 \$78,540 \$86,591 \$90,916 \$95,452 \$100,234 \$10,503 \$14.023 \$12.88 \$12,887 \$124,800 \$131,902 \$113,492 \$11,871 \$124,800 \$131,492 \$113,492 \$11,871 \$124,800 \$131,492 ANNUAL \$60,287 \$66,187 \$69,492 \$72,966 \$76,626 \$80,455 \$84,681 \$93,123 \$97,782 \$102,68 \$103,102 \$113,192 \$113,192 \$113,192 \$113,192 \$113,192 \$113,192 \$113,192 \$113	560	HRLY	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821	\$42.857	\$45.000	\$47.250
668 ANNUAL \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$82,500 \$80,591 \$90,916 \$95,452 \$100,234 \$105,248 \$110,501 \$116,023 \$12,826 \$127,921 \$134,328 567 HRLY \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979 \$33.579 \$35.257 \$37.021 \$38.871 \$40.821 \$42.857 \$45.000 ANNUAL \$60,028 \$63,045 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$84,468 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 \$124,800 \$131,040 566 HRLY \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.950 \$39.843 \$41.836 \$43.929 566 HRLY \$19.636 \$20.614	209	ANNUAL	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871	\$124,800	\$131,040	\$137,592
ANNUAL \$64,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$82,450 \$80,916 \$99,452 \$100,234 \$105,248 \$110,502 \$121,826 \$127,921 \$134,328 767 HRLY \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$30.457 \$31.979 \$33.579 \$37.221 \$38.871 \$40.81 \$42.857 \$45.000 ANNUAL \$60,028 \$63,045 \$66,187 \$69,929 \$72,666 \$62.677 \$28.314 \$29.736 \$31.21 \$32.779 \$34.421 \$31.930 \$118,023 \$121,826 \$121,826 \$121,926 \$113,040 ANNUAL \$50,928 \$61,528 \$64,666 \$67,850 \$71,239 \$74,788 \$82,450 \$86,591 \$90,916 \$95,452 \$100,23 \$105,248 \$101,503 \$121,826 \$21,792 \$31,400 ANNUAL \$55,850 \$61,508 \$64,606 \$67,850 \$71,239 \$74,788 \$82,450 \$84,681 \$89,912	569	HRLY	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836	\$43.929	\$46.129
667 ANNUAL 560,028 563,045 566,187 597,926 576,626 \$80,456 \$84,468 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 \$124,800 \$131,040 666 HRLY \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.41 \$36.143 \$37.950 \$39.843 \$41.860 \$43.929 666 ¥10,503 \$21.229 \$22.186 \$20.577 \$26.314 \$27.629 \$30.457 \$31.979 \$33.579 \$37.201 \$38.871 \$40.821 \$42.857 66167 \$20.121 \$21.29 \$22.186 \$20.577 \$26.314 \$27.629 \$30.457 \$31.979 \$33.579 \$37.21 \$38.871 \$40.821 \$42.857 67.66 \$60,928 \$61,875 \$67,929 \$72,966 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 <td>500</td> <td>ANNUAL</td> <td>\$61,528</td> <td>\$64,606</td> <td>\$67,850</td> <td>\$71,239</td> <td>\$74,798</td> <td>\$78,540</td> <td>\$82,450</td> <td>\$86,591</td> <td>\$90,916</td> <td>\$95,452</td> <td>\$100,234</td> <td>\$105,248</td> <td>\$110,510</td> <td>\$116,023</td> <td>\$121,826</td> <td>\$127,921</td> <td>\$134,328</td>	500	ANNUAL	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826	\$127,921	\$134,328
ANNUAL \$60,028 \$63,045 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$84,468 \$88,691 \$93,123 \$97,782 \$102,668 \$10,7805 \$11,192 \$11,871 \$124,800 \$131,400 566 HRLY \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.950 \$39.843 \$41.836 \$43.929 660 \$67,850 \$71,239 \$74,788 \$78,540 \$86,591 \$90,916 \$95,452 \$100,234 \$10,503 \$11,003 \$11,023 \$11,807 \$12,800 \$11,919 \$11,871 \$12,800 \$11,919 \$31.779 \$34.421 \$36.143 \$37.950 \$39.843 \$41.836 \$43.929 660 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$31.21 \$31.21 \$32.779 \$34.21 \$36.43 \$61,837 \$40.821 \$42.857 660 \$60,187 \$69,492 \$72,966 \$76,626 \$80,456 \$84	567	HRLY	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821	\$42.857	\$45.000
566 ANNUAL \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$82,450 \$80,916 \$95,452 \$100,234 \$105,248 \$110,510 \$116,023 \$121,826 \$127,921 565 HRLY \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979 \$35.57 \$37.021 \$38.871 \$40.821 \$42.857 ANNUAL \$57,180 \$60,028 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$84,468 \$88,691 \$93,123 \$97,782 \$100,238 \$113,192 \$118,871 \$124,800 564 HRLY \$19.164 \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.900 \$39.843 \$41.836 561 HRLY \$18.700 \$19.636 \$20.614 \$21.650 \$71,239 \$74,798	507	ANNUAL	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871	\$124,800	\$131,040
ANNUAL \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,738 \$78,540 \$82,450 \$90,916 \$95,452 \$100,234 \$105,248 \$110,501 \$116,023 \$121,826 \$127,921 567 HRLY \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$30.457 \$31.979 \$33.579 \$35.257 \$37.021 \$38.871 \$40.821 \$42.857 ANNUAL \$57,180 \$60,028 \$63,045 \$66,187 \$69,492 \$77.696 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$102,688 \$107,805 \$113,929 \$118,871 \$124,800 660 \$67,850 \$61,878 \$60,492 \$72,966 \$76,626 \$80,450 \$88,691 \$93,123 \$97,782 \$100,234 \$10,503 \$113,929 \$118,873 676 \$71,239 \$71,239 \$74,798 \$78,540 \$88,691 \$93,123 \$97,782 \$102,638 \$110,503 \$116,023 \$114,023	566	HRLY	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836	\$43.929
565 ANNUAL \$57,180 \$60,028 \$63,045 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 \$124,800 564 HRLY \$19.164 \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.950 \$39.843 \$41.836 ANNUAL \$55,806 \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$86,591 \$90,916 \$95,452 \$100,234 \$105,248 \$110,501 \$116,023 \$121,826 3630 \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979 \$33.579 \$37.201 \$38.871 \$40.821 563 HRLY \$18.757 \$19.164 \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 <td>500</td> <td>ANNUAL</td> <td>\$58,592</td> <td>\$61,528</td> <td>\$64,606</td> <td>\$67,850</td> <td>\$71,239</td> <td>\$74,798</td> <td>\$78,540</td> <td>\$82,450</td> <td>\$86,591</td> <td>\$90,916</td> <td>\$95,452</td> <td>\$100,234</td> <td>\$105,248</td> <td>\$110,510</td> <td>\$116,023</td> <td>\$121,826</td> <td>\$127,921</td>	500	ANNUAL	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826	\$127,921
ANNUAL \$57,180 \$60,028 \$63,045 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 \$124,800 564 HRLY \$19.164 \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.500 \$39.843 \$41.836 564 \$55,806 \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$82,450 \$80,451 \$90,916 \$95,452 \$100,234 \$10,501 \$116,023 \$121,826 563 HRLY \$18.700 \$19.636 \$20.014 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.077 \$31.979 \$33.579 \$35.257 \$37.01 \$38.871 \$40.811 660 \$67,850 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$84,468	565	HRLY	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821	\$42.857
564 ANNUAL \$55,806 \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$82,450 \$86,591 \$90,916 \$95,452 \$100,234 \$105,248 \$110,510 \$116,023 \$121,826 363 HRLY \$18.700 \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979 \$33.579 \$35.257 \$37.021 \$38.871 \$40.821 ANNUAL \$54,454 \$57,180 \$60,028 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 562 HRLY \$18.257 \$19.164 \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.950 \$39.843 562 MRLY \$18.257 \$19.164 \$20.121 \$21.129	505	ANNUAL	\$57,180	\$60,028	\$63,045	\$66,187	\$69 <i>,</i> 492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871	\$124,800
ANNUAL \$55,806 \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$86,591 \$90,916 \$95,452 \$100,234 \$105,248 \$110,503 \$116,023 \$121,826 BRLY \$18.700 \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979 \$33.579 \$35.257 \$37.021 \$38.871 \$40.821 ANNUAL \$54,454 \$57,180 \$60,028 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$10,608 \$113,192 \$118,871 562 HRLY \$18.257 \$19.164 \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.950 \$39.843 562 HRLY \$18.257 \$19.164 \$20.121 \$21.828 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$86,591 \$90,916 \$95,452 \$100,234 \$105,248	564	HRLY	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843	\$41.836
563 ANNUAL \$54,454 \$57,180 \$60,028 \$63,045 \$69,492 \$72,966 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 562 HRLY \$18.257 \$19.164 \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.950 \$39.843 ANNUAL \$53,164 \$55,806 \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$82,450 \$80,591 \$90,916 \$95,452 \$100,234 \$105,248 \$110,510 \$116,023 561 HRLY \$17.807 \$18.700 \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979 \$33.579 \$37.021 \$38.871	504	ANNUAL	\$55 <i>,</i> 806	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826
ANNUAL \$54,454 \$57,180 \$60,028 \$63,045 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192 \$118,871 562 HRLY \$18.257 \$19.164 \$20.121 \$21.129 \$22.186 \$23.300 \$24.464 \$25.686 \$26.971 \$28.314 \$29.736 \$31.221 \$32.779 \$34.421 \$36.143 \$37.950 \$39.843 ANNUAL \$53,164 \$55,806 \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$82,450 \$86,591 \$90,916 \$95,452 \$100,234 \$105,248 \$110,510 \$116,023 561 HRLY \$17.807 \$18.700 \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979 \$35.57 \$37.021 \$38.871 561 HRLY \$17.807 \$18.700 \$19.636 \$20.614 \$21.505 \$22.379 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979	562	HRLY	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871	\$40.821
562 ANNUAL \$53,164 \$55,806 \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$86,591 \$90,916 \$95,452 \$100,234 \$105,248 \$110,510 \$116,023 561 HRLY \$17.807 \$18.700 \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$29.007 \$30.457 \$31.979 \$35.257 \$37.021 \$38.871	505	ANNUAL	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192	\$118,871
ANNUAL \$53,164 \$55,806 \$58,592 \$61,528 \$64,606 \$67,850 \$71,239 \$74,798 \$78,540 \$82,450 \$86,591 \$90,916 \$95,452 \$100,234 \$105,248 \$110,510 \$116,023 561 HRLY \$17.807 \$18.700 \$19.636 \$20.614 \$21.650 \$22.729 \$23.864 \$25.057 \$26.314 \$27.629 \$30.457 \$31.979 \$33.579 \$35.257 \$37.021 \$38.871	560	HRLY	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950	\$39.843
	502	ANNUAL	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606	\$67 <i>,</i> 850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023
ANNUAL \$51,854 \$54,454 \$57,180 \$60,028 \$63,045 \$66,187 \$69,492 \$72,966 \$76,626 \$80,456 \$84,468 \$88,691 \$93,123 \$97,782 \$102,668 \$107,805 \$113,192	564	HRLY	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021	\$38.871
	1 00	ANNUAL	\$51,854	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805	\$113,192

City of Phoenix Pay Plan Fire - 56 Hour 008 Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
560	HRLY	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143	\$37.950
500	ANNUAL	\$50,628	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606	\$67 <i>,</i> 850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510
559	HRLY	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257	\$37.021
009	ANNUAL	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63 <i>,</i> 045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668	\$107,805
558	HRLY	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421	\$36.143
556	ANNUAL	\$48,214	\$50,628	\$53,164	\$55 <i>,</i> 806	\$58,592	\$61,528	\$64,606	\$67 <i>,</i> 850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248
557	HRLY	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579	\$35.257
557	ANNUAL	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63 <i>,</i> 045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782	\$102,668
556	HRLY	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779	\$34.421
550	ANNUAL	\$45 <i>,</i> 925	\$48,214	\$50 <i>,</i> 628	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234
555	HRLY	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979	\$33.579
555	ANNUAL	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123	\$97,782
554	HRLY	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221	\$32.779
554	ANNUAL	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916	\$95,452
553	HRLY	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457	\$31.979
555	ANNUAL	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691	\$93,123
552	HRLY	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736	\$31.221
552	ANNUAL	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591	\$90,916
EE 1	HRLY	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007	\$30.457
551	ANNUAL	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468	\$88,691
550	HRLY	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314	\$29.736
550	ANNUAL	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450	\$86,591
549	HRLY	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629	\$29.007
549	ANNUAL	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456	\$84,468
548	HRLY	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971	\$28.314
040	ANNUAL	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540	\$82,450
547	HRLY	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314	\$27.629
547	ANNUAL	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626	\$80,456
546	HRLY	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686	\$26.971
540	ANNUAL	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55,806	\$58 <i>,</i> 592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798	\$78,540
545	HRLY	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057	\$26.314
040	ANNUAL	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63 <i>,</i> 045	\$66,187	\$69,492	\$72,966	\$76,626
E A A	HRLY	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464	\$25.686
544	ANNUAL	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55 <i>,</i> 806	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239	\$74,798
543	HRLY	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864	\$25.057
543	ANNUAL	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492	\$72,966
542	HRLY	\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300	\$24.464
542	ANNUAL	\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606	\$67,850	\$71,239
544	HRLY	\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729	\$23.864
541	ANNUAL	\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63,045	\$66,187	\$69,492
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City of Phoenix Pay Plan Fire - 56 Hour 008 Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
540	HRLY		\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186	\$23.300
540	ANNUAL		\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55 <i>,</i> 806	\$58,592	\$61,528	\$64,606	\$67,850
539	HRLY		\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650	\$22.729
555	ANNUAL		\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60,028	\$63 <i>,</i> 045	\$66,187
538	HRLY			\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129	\$22.186
000	ANNUAL			\$32,635	\$34,257	\$35,984	\$37,772	\$39 <i>,</i> 664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55,806	\$58,592	\$61,528	\$64,606
537	HRLY			\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614	\$21.650
007	ANNUAL			\$31,846	\$33,427	\$35,110	\$36 <i>,</i> 857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57,180	\$60 <i>,</i> 028	\$63 <i>,</i> 045
536	HRLY				\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121	\$21.129
	ANNUAL				\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50 <i>,</i> 628	\$53,164	\$55 <i>,</i> 806	\$58,592	\$61,528
535	HRLY				\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636	\$20.614
000	ANNUAL				\$31,846	\$33,427	\$35,110	\$36 <i>,</i> 857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49 <i>,</i> 379	\$51,854	\$54,454	\$57,180	\$60,028
534	HRLY					\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164	\$20.121
001	ANNUAL					\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55 <i>,</i> 806	\$58,592
533	HRLY					\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700	\$19.636
000	ANNUAL					\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379	\$51,854	\$54,454	\$57 <i>,</i> 180
532	HRLY						\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257	\$19.164
002	ANNUAL						\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164	\$55 <i>,</i> 806
531	HRLY						\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807	\$18.700
001	ANNUAL						\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47 <i>,</i> 029	\$49,379	\$51,854	\$54,454
530	HRLY							\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386	\$18.257
000	ANNUAL							\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628	\$53,164
529	HRLY							\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957	\$17.807
020	ANNUAL							\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49 <i>,</i> 379	\$51 <i>,</i> 854
528	HRLY								\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557	\$17.386
020	ANNUAL								\$32,635	\$34,257	\$35 <i>,</i> 984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214	\$50,628
527	HRLY								\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150	\$16.957
021	ANNUAL								\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379
526	HRLY									\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771	\$16.557
020	ANNUAL									\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214
525	HRLY									\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386	\$16.150
020	ANNUAL									\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029
524	HRLY										\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014	\$15.771
021	ANNUAL										\$32,635	\$34,257	\$35 <i>,</i> 984	\$37,772	\$39,664	\$41,642	\$43,721	\$45 <i>,</i> 925
523	HRLY										\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650	\$15.386
020	ANNUAL				-						\$31,846	\$33,427	\$35,110	\$36 <i>,</i> 857	\$38,689	\$40,643	\$42,661	\$44,804
522	HRLY											\$11.207	\$11.764	\$12.357	\$12.971	\$13.621	\$14.300	\$15.014
	ANNUAL											\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721
521	HRLY											\$10.936	\$11.479	\$12.057	\$12.657	\$13.286	\$13.957	\$14.650
<u>'</u>	ANNUAL											\$31,846	\$33,427	\$35,110	\$36 <i>,</i> 857	\$38,689	\$40,643	\$42,661

City of Phoenix Pay Plan Fire - 40 Hour Staff 009 Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
580	HRLY	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42	\$86.54
500	ANNUAL		\$86,590		\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096	\$155,501	\$163,259	\$171,434	\$180,003
579	HRLY	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41	\$84.43
		\$80,454	\$84,469	. ,	\$93,122	\$97,781	. ,	\$107,806	. ,	. ,		\$131,040		\$144,477	\$151,694	\$159,286	. ,	\$175,614
578	HRLY	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42
		\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	. ,	\$105,248	, ,	. ,	\$121,826	. ,		\$141,045	\$148,096	\$155,501	. ,	\$171,434
577	HRLY ANNUAL	\$36.84 \$76,627	\$38.68 \$80,454	\$40.61 \$84,469	\$42.64 \$88,691	\$44.77 \$93,122	\$47.01 \$97,781	\$49.36 \$102,669	\$51.83 \$107,806	\$54.42 \$113,194	\$57.15 \$118,872	\$60.00 \$124,800	\$63.00 \$131,040	\$66.15 \$137,592	\$69.46 \$144,477	\$72.93 \$151,694	\$76.58 \$159,286	\$80.41 \$167,253
	HRLY	\$35.96	\$37.76	\$39.64	\$41.63	\$93,122	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49
576		\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451		\$105,248		\$116,022			\$134,326	\$141.045	\$148.096	\$155,501	\$163.259
	HRLY	\$35.08	\$36.84		\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58
575		\$72,966	\$76,627		\$84,469		\$93,122	\$97,781		\$107,806			\$124,800	\$131,040	\$137,592	\$144,477		\$159,286
	HRLY	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76
574		\$71,240	\$74,797	· ·	\$82,451	\$86,590	\$90,917	\$95,451		\$105,248				\$127,920	\$134,326	\$141,045		
570	HRLY	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93
573	ANNUAL	\$69,493	\$72,966		\$80,454	\$84,469	\$88,691	\$93,122	\$97,781			\$113,194		\$124,800	\$131,040	\$137,592	\$144,477	\$151,694
570	HRLY	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20
572	ANNUAL	\$67,850			\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248		\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096
571	HRLY	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46
5/1	ANNUAL	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477
570	HRLY	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81
5/0	ANNUAL	\$64,605	\$67,850		\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	. ,	. ,	\$116,022	\$121,826	\$127,920	\$134,326	, ,
569	HRLY	\$30.31	\$31.82		\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15
		\$63,045	. ,	\$69,493	\$72,966	· · · · · ·	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	, . ,	Ţ <u>-</u> , -	\$118,872	\$124,800	1 - 1	\$137,592
568	HRLY	\$29.58	\$31.06	· ·	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
	ANNUAL	\$61,526	. ,	\$67,850	\$71,240		\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	. ,	\$110,510	\$116,022	\$121,826	\$127,920	, ,
567	HRLY	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00
	ANNUAL	\$60,029	\$63,045	, ,	\$69,493	. ,	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	. ,
566	HRLY ANNUAL	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62 \$67,850	\$34.25 \$71,240	\$35.96 \$74,797	\$37.76 \$78,541	\$39.64 \$82,451	\$41.63 \$86,590	\$43.71 \$90,917	\$45.89 \$95,451	\$48.19 \$100,235	\$50.60 \$105,248	\$53.13 \$110,510	\$55.78 \$116,022	\$58.57 \$121,826	\$61.50 \$127,920
	HRLY	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00
565		\$57,179			\$66.186		\$72.966	\$76.627	\$80.454	\$84.469	\$88.691	\$93.122	\$97,781	\$102,669	\$107,806		\$118,872	
		\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57
564	ANNUAL	\$55,806	\$58,594		\$64,605		\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	1	1
	HRLY	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15
563		\$54,454	\$57,179		\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	1.
	HRLY	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78
562		\$53,165		\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248		
504	HRLY	\$24.93	\$26.18		\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42
561	ANNUAL	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194
560	HRLY	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13
	ANNUAL	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510
559	HRLY	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83
	ANNUAL	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806
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City of Phoenix Pay Plan Fire - 40 Hour Staff 009 Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
EE 0	HRLY	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60
558	ANNUAL	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248
557	HRLY	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36
557	ANNUAL	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669
556	HRLY	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
550	ANNUAL	\$45,926	\$48,214	, ,	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235
555	HRLY	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01
000	ANNUAL	\$44,803	. ,	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781
554	HRLY	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89
004				\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451
553	HRLY	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
	ANNUAL	\$42,661	. ,	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122
552	HRLY	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71
	ANNUAL	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917
551	HRLY	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64
		\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691
550	HRLY	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63
		\$39,666	. ,	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590
549	HRLY	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
		\$38,688	\$40,643	. ,	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469
548	HRLY	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64
				\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451
547	HRLY ANNUAL	\$17.72 \$36,858	\$18.60	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49.379	\$24.93 \$51,854	\$26.18 \$54,454	\$27.49 \$57,179	\$28.86 \$60,029	\$30.31 \$63,045	\$31.82 \$66,186	\$33.41 \$69,493	\$35.08 \$72,966	\$36.84 \$76,627	\$38.68 \$80,454
	HRLY	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$49,379 \$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$09,493	\$72,900	\$35.96	\$37.76
546				\$39,666	\$20.02	\$43.722	\$45,926	\$48.214	\$50,627	\$53,165	\$20.03	\$58,594	\$29.56	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541
	HRLY	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$43,920	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
545		\$35,110		\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60.029	\$63.045	\$66.186	\$69,493	\$72,966	\$76,627
	HRLY	\$16.47	\$17.30	. ,	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96
544						\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797
	HRLY	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
543					\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966
	HRLY	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25
542		\$32,635		\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240
	HRLY	\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41
541					\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60.029	\$63,045	\$66,186	\$69,493
	HRLY	<i>v - </i>	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62
540	ANNUAL			\$34,258	\$35,984	\$37,773	\$39.666	\$41.642	\$43.722	\$45,926	\$48,214	\$50,627	\$53.165	\$55,806	\$58.594	\$61,526	\$64,605	\$67,850
	HRLY		\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82
539	ANNUAL		\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186
500	HRLY			\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06
538	ANNUAL			\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605
507	HRLY			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
537	ANNUAL			\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045
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City of Phoenix Pay Plan Fire - 40 Hour Staff 009 Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
536	HRLY ANNUAL				\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58 \$61,526
535	HRLY ANNUAL				\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854	\$26.18 \$54,454	\$27.49 \$57,179	\$28.86 \$60,029
534	HRLY ANNUAL					\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165	\$26.83 \$55,806	\$28.17 \$58,594
533	HRLY					\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854	\$26.18 \$54,454	\$27.49 \$57,179
532	HRLY ANNUAL						\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165	\$26.83 \$55,806
531	HRLY ANNUAL						\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854	\$26.18 \$54,454
530	HRLY ANNUAL							\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165
529	HRLY ANNUAL							\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379	\$24.93 \$51,854
528	HRLY ANNUAL								\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627
527	HRLY ANNUAL								\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029	\$23.74 \$49,379
526	HRLY ANNUAL									\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214
525	HRLY ANNUAL									\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803	\$22.61 \$47,029
524	HRLY ANNUAL										\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926
523	HRLY ANNUAL										\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661	\$21.54 \$44,803
522	HRLY ANNUAL											\$15.69 \$32,635	\$16.47 \$34,258	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722
521	HRLY ANNUAL											\$15.31 \$31,845	\$16.07 \$33,426	\$16.88 \$35,110	\$17.72 \$36,858	\$18.60 \$38,688	\$19.54 \$40,643	\$20.51 \$42,661

City of Phoenix Pay Plan 011 Police Supv & Professional Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
651	HRLY	\$68.39	\$71.64	\$75.05	\$78.63	\$82.39												
051	ANNUAL		\$149,011	\$156,104	\$163,550	\$171,371												
650	HRLY	\$52.20	\$54.59	\$57.07	\$59.68	\$62.40	\$65.25	\$68.23										$ \square $
050	ANNUAL	\$108,576	\$113,547	\$118,706	\$124,134	\$129,792	\$135,720	\$141,918										

City of Phoenix Pay Plan 012 Confidential Ofc & Clerical Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
	HRLY	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42	\$86.54
780	ANNUAL	φ00.04		\$90,917	\$95,451	\$100,235		\$110,510	1	1		\$134,326				\$163,259	\$171,434	1
	HRLY	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41	\$84.43
779	ANNUAL	\$80,454	\$84,469		\$93,122	\$97,781	\$102,669	\$107,806				\$131,040		\$144,477	\$151,694		\$167,253	
	HRLY	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49	\$82.42
778	ANNUAL	\$78.541	\$82.451	\$86.590	\$90.917	\$95.451	\$100.235		\$110,510			\$127,920			· ·	· ·	\$163.259	
	HRLY	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58	\$80.41
777	ANNUAL	\$76,627		\$84,469	\$88,691	\$93,122	\$97,781	\$102,669		\$113,194		\$124,800			\$144,477	\$151,694	\$159,286	\$167,253
770	HRLY	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76	\$78.49
776	ANNUAL	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826		\$134,326	\$141,045	\$148,096	\$155,501	\$163,259
775	HRLY	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93	\$76.58
775	ANNUAL	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477	\$151,694	\$159,286
774	HRLY	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20	\$74.76
//4	ANNUAL	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096	\$155,501
773	HRLY	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46	\$72.93
113	ANNUAL	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806	\$113,194	\$118,872	\$124,800	\$131,040	\$137,592	\$144,477	\$151,694
772	HRLY	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81	\$71.20
112	ANNUAL		\$71,240		\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	\$105,248	\$110,510	\$116,022	\$121,826	\$127,920	\$134,326	\$141,045	\$148,096
771	HRLY	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46
	ANNUAL	\$66,186	. ,	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669	\$107,806		\$118,872	\$124,800	\$131,040	\$137,592	\$144,477
770	HRLY	\$31.06	\$32.62		\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58	\$67.81
110	ANNUAL	\$64,605		\$71,240		\$78,541	\$82,451	\$86,590	\$90,917	\$95,451		\$105,248		1	\$121,826	. ,	\$134,326	, ,
769	HRLY	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15
100	ANNUAL	\$63,045	. ,	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781		\$107,806		. ,	. ,	\$131,040	, ,
768	HRLY	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
100	ANNUAL	\$61,526		\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	. ,	\$105,248		\$116,022	\$121,826	\$127,920	. ,
767	HRLY	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00
	ANNUAL	\$60,029	. ,	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	, ,	, ,	\$113,194	. ,	\$124,800	
766	HRLY	\$28.17	\$29.58		\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50
	ANNUAL	\$58,594		\$64,605		\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451			\$110,510		\$121,826	. ,
765	HRLY	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00
	ANNUAL	\$57,179	. ,	\$63,045	. ,	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	. ,	. ,	. ,	\$118,872	. ,
764	HRLY	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57
	ANNUAL	\$55,806			\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235			\$116,022	\$121,826
763	ANNUAL	\$26.18 \$54,454	\$27.49	\$28.86 \$60,029	\$30.31 \$63,045	\$31.82	\$33.41	\$35.08 \$72,966	\$36.84	\$38.68	\$40.61	\$42.64 \$88,691	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15 \$118.872
	-	. ,	. ,	, ,	\$03,045 \$29.58	\$66,186	\$69,493 \$32.62	\$72,966	\$76,627	\$80,454	\$84,469	. ,	\$93,122	\$97,781	. ,	\$107,806	\$113,194	, ,
762	HRLY	\$25.56	\$26.83	\$28.17	1	\$31.06			\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78
		\$53,165 \$24.93	\$26.18	\$58,594 \$27.49	\$61,526 \$28.86	\$64,605 \$30.31	\$67,850 \$31.82	\$71,240 \$33.41	\$74,797 \$35.08	\$78,541 \$36.84	\$82,451 \$38.68	\$86,590 \$40.61	\$90,917 \$42.64	\$95,451 \$44.77	\$100,235	\$105,248 \$49.36	\$110,510 \$51.83	\$116,022
761	ANNUAL	\$24.93 \$51,854		\$27.49		\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01 \$97,781		\$107,806	
	-		. ,	, ,	. ,	\$03,045 \$29.58	1)	\$69,493	, ,	. ,	· · · · · · ·	1- 1	, ,	\$93,122	. ,			
760	ANNUAL	\$24.34 \$50,627	\$25.56 \$53.165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62	\$34.25 \$71,240	\$35.96 \$74,797	\$37.76 \$78,541	\$39.64 \$82,451	\$41.63 \$86,590	\$43.71	\$45.89 \$95,451	\$48.19 \$100,235	\$50.60 \$105,248	\$53.13 \$110,510
	HRLY	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$95,451	\$47.01	\$49.36	\$51.83
759				\$20.18		\$28.86	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$38.68	\$84,469	\$88,691	\$93,122	\$47.01		\$107,806
	ANNOAL	ψ49,579	ψ01,004	ψ04,404	ψ57,179	ψ00,029	ψ03,045	ψ00,100	ψ09,493	ψ12,900	ψ10,021	ψ00,434	ψ04,409	ψ00,091	ψ93,122	ψ91,101	ψ102,009	

City of Phoenix Pay Plan 012 Confidential Ofc & Clerical Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
758	HRLY	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60
/30	ANNUAL	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235	
757	HRLY	\$22.61	\$23.74		\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36
101		\$47,029		\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122	\$97,781	\$102,669
756	HRLY	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
		\$45,926	\$48,214	. ,	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917	\$95,451	\$100,235
755	HRLY ANNUAL	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01
	HRLY	\$44,803 \$21.02	\$22.08	\$49,379 \$23.18	\$51,854 \$24.34	\$54,454 \$25.56	\$57,179 \$26.83	\$60,029 \$28.17	\$63,045 \$29.58	\$66,186 \$31.06	\$69,493 \$32.62	\$72,966 \$34.25	\$76,627	\$80,454 \$37.76	\$84,469 \$39.64	\$88,691 \$41.63	\$93,122 \$43.71	\$97,781 \$45.89
754				\$48,214	\$50,627	\$53,165	\$20.03 \$55,806	\$28,594	\$29.56	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$39.04 \$82,451	\$86,590	\$90,917	\$95,451
	HRLY	\$20.51	\$21.54		\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
753	ANNUAL			\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691	\$93,122
	HRLY	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71
752	ANNUAL	\$41,642	\$43,722		\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590	\$90,917
<u> </u>	HRLY	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64
751		\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469	\$88,691
750	HRLY	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63
750	ANNUAL			\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451	\$86,590
740	HRLY	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
749	ANNUAL		\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454	\$84,469
748	HRLY	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64
/40	ANNUAL	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541	\$82,451
747	HRLY	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68
/4/		. ,	. ,	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627	\$80,454
746	HRLY	\$17.30	\$18.16		\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76
/+0	ANNUAL	\$35,984		\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797	\$78,541
745	HRLY	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
				\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966	\$76,627
744	HRLY	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96
		. ,		\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605	\$67,850	\$71,240	\$74,797
743	HRLY	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
		\$33,426		\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493	\$72,966
742	HRLY ANNUAL	\$15.69 \$32,635	\$16.47	\$17.30 \$35,984	\$18.16 \$37,773	\$19.07 \$39,666	\$20.02 \$41,642	\$21.02 \$43,722	\$22.08 \$45,926	\$23.18 \$48,214	\$24.34 \$50,627	\$25.56 \$53,165	\$26.83 \$55,806	\$28.17 \$58,594	\$29.58 \$61,526	\$31.06 \$64,605	\$32.62 \$67,850	\$34.25 \$71,240
	HRLY	\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$43,920 \$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41
741				\$35,110		\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186	\$69,493
	HRLY	ψJ1,04J	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62
740	ANNUAL			\$34,258	\$35,984	\$37,773	\$39.666	\$41.642	\$43.722	\$45,926	\$48,214	\$50,627	\$53.165	\$55,806	\$58.594	\$61,526	\$64,605	\$67,850
	HRLY		\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82
739	ANNUAL			\$33,426		\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045	\$66,186
	HRLY		, ,	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06
738	ANNUAL			\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526	\$64,605
707	HRLY			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
737	ANNUAL			\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029	\$63,045
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City of Phoenix Pay Plan 012 Confidential Ofc & Clerical Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
736	HRLY				\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58
730	ANNUAL				\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594	\$61,526
735	HRLY				\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86
/ 00	ANNUAL				\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179	\$60,029
734	HRLY					\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17
104	ANNUAL					\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806	\$58,594
733	HRLY					\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49
100	ANNUAL					\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454	\$57,179
732	HRLY						\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83
102	ANNUAL						\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165	\$55,806
731	HRLY						\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18
/01	ANNUAL						\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854	\$54,454
730	HRLY							\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56
100	ANNUAL							\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165
729	HRLY							\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93
0	ANNUAL							\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854
728	HRLY								\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34
	ANNUAL								\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627
727	HRLY								\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74
	ANNUAL								\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379
726	HRLY									\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
	ANNUAL									\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214
725	HRLY									\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61
	ANNUAL									\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029
724	HRLY										\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08
	ANNUAL										\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926
723	HRLY										\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54
	ANNUAL										\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803
722	HRLY											\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02
	ANNUAL											\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722
721	HRLY											\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51
	ANNUAL											\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661

City of Phoenix Pay Plan 013 Middle Management Effective: 7/8/2024

Plan	Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
013	880	\$94.96	\$94.96	\$197,516.80	\$197,516.80
013	870	\$80.72	\$80.72	\$167,897.60	\$167,897.60
013	860	\$66.47	\$66.47	\$138,257.60	\$138,257.60
013	848	\$65.62	\$92.42	\$136,489.60	\$192,234.00
013	846	\$63.59	\$84.02	\$132,267.20	\$174,762.00
013	844	\$59.52	\$80.87	\$123,801.60	\$168,209.60
013	842	\$56.25	\$77.02	\$117,000.00	\$160,201.60
013	836	\$56.25	\$77.02	\$117,000.00	\$160,201.60
013	834	\$51.65	\$67.15	\$107,432.00	\$139,672.00
013	832	\$49.30	\$64.09	\$102,544.00	\$133,307.20
013	830	\$47.16	\$61.31	\$98,092.80	\$127,524.80
013	826	\$60.93	\$85.31	\$126,734.40	\$177,444.80
013	824	\$52.99	\$74.18	\$110,219.20	\$154,294.40

City of Phoenix Pay Plan 014 Middle Management - Fire 56 Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
854	\$50.36	\$65.46	\$146,639.58	\$190,631.17
851	\$39.81	\$51.75	\$115,917.98	\$150,696.00

City of Phoenix Pay Plan 016 Elected Officials Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
998	\$42.31	\$42.31	\$87,999.50	\$87,999.50
997	\$29.62	\$29.62	\$61,600.00	\$61,600.00

City of Phoenix Pay Plan 017 Temporary - Seasonal Effective: 7/8/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
S29	HRLY							\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93
329	ANNUAL							\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854

City of Phoenix Pay Plan 018 Executive Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
980		As approv	ed by City Coun	cil
970	\$104.46	\$104.46	\$217,276.80	\$217,276.80
940	\$152.24	\$228.37	\$316,659.20	\$475,009.60
935	\$125.48	\$175.67	\$260,998.40	\$365,393.60
930	\$104.56	\$146.39	\$217,484.80	\$304,491.20
929	\$99.58	\$139.42	\$207,126.40	\$289,993.60
928	\$102.37	\$133.08	\$212,929.60	\$276,806.40
926	\$93.06	\$120.98	\$193,564.80	\$251,638.40
924	\$84.60	\$109.98	\$175,968.00	\$228,758.40
922	\$76.91	\$99.99	\$159,972.80	\$207,979.20
918	\$85.31	\$110.90	\$177,444.80	\$230,672.00
916	\$77.55	\$100.82	\$161,304.00	\$209,705.60
914	\$70.50	\$91.65	\$146,640.00	\$190,632.00
912	\$64.09	\$83.32	\$133,307.20	\$173,305.60
908	\$71.09	\$92.42	\$147,867.20	\$192,233.60
906	\$64.63	\$84.02	\$134,430.40	\$174,761.60
904	\$54.10	\$75.75	\$112,528.00	\$157,560.00
902	\$49.19	\$68.86	\$102,315.20	\$143,228.80

City of Phoenix Pay Plan 023 Council Office Staff Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
C22	\$39.76	\$55.66	\$82,700.80	\$115,772.80
C17	\$30.76	\$43.07	\$63,980.80	\$89,585.60
C11	\$24.06	\$33.68	\$50,044.80	\$70,054.40
C10	\$22.92	\$32.08	\$47,673.60	\$66,726.40

City of Phoenix Pay Plan 024 Middle Management - Fire 40 Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
854	\$70.50	\$91.65	\$146,640.00	\$190,632.00
852	\$61.30	\$79.70	\$127,504.00	\$165,776.00

City of Phoenix Pay Plan 025 Executive - Fire Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
956	\$101.91	\$132.48	\$211,972.80	\$275,558.40
952	\$80.04	\$104.05	\$166,483.20	\$216,424.00
950	\$75.93	\$98.71	\$157,934.40	\$205,316.80

City of Phoenix Pay Plan 026 Middle Management - Police Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
865	\$84.30	\$105.39	\$175,344.00	\$219,211.20

City of Phoenix Pay Plan 027 Executive - Police Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
976	\$112.17	\$145.82	\$233,313.60	\$303,305.60
972	\$104.34	\$119.99	\$217,027.20	\$249,579.20
970	\$94.85	\$113.82	\$197,288.00	\$236,745.60

City of Phoenix Pay Plan 100 Field Unit I Apprentice Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
190	\$16.14	\$37.64	\$33,571.20	\$78,291.20

City of Phoenix Pay Plan 200 Field Unit II Apprentice Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
290	\$16.12	\$37.60	\$33,529.60	\$78,208.00

City of Phoenix Pay Plan 300 Ofc & Clerical Apprentice Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
390	\$16.06	\$37.48	\$33,404.80	\$77,958.40

City of Phoenix Pay Plan 700 Sup & Prof Apprentice Effective: 7/8/2024

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
090	\$16.06	\$37.48	\$33,404.80	\$77,958.40