

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:

SECTION 1. 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S-49802, which adopted a "Gross Pay Schedule" of all employees of the City of Phoenix, and all amendments thereto, are repealed as of the effective date of this Ordinance.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 Ordinance No. S-5815, which adopted a "Classification Plan," is repealed as of the effective date of this Ordinance.

SECTION 3. A Classification Plan providing specifications for each position in the classified and unclassified service of the City is attached as Exhibit A, which is incorporated herein by this reference.

SECTION 4. 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.

SECTION 5. The City Manager is authorized to provide a benefits program

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

SECTION 6. 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.
- (l) 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.

SECTION 8. 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.

SECTION 9. 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 was not due during the continuous industrial leave, the salary review date will remain unadjusted. This provision does not apply when the leave involved is military leave unless the employee is probationary and has been on probation for less than nine months.
- (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.
 - 2. 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

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.
- (c) Sworn employees at the rank of Police Officer who are Field Training Officers or who the department selects to conduct department approved officer field training will receive an additional 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

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.
- (l) 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.

2. As provided in the Unit 3 Memorandum of Understanding, Unit 3 employees shall be compensated the greater of either \$100 per day or in accordance with the current provisions of the Fair Labor Standards Act.
- (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 ¼ 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.
- (l) Employees who have received advanced tuition reimbursement for tuition related expenses shall agree in writing to repay the City for any failure to meet the criteria set forth in the administrative regulations concerning reimbursement. Any unpaid balances may be deducted from the employee's pay.
- (m) The City Manager is authorized to provide:
 - 1. At the City Manager's discretion, reimbursement of individual development expenses up to an annual maximum equal to two thousand six dollars (\$2,006) for Executives and Middle Managers. Any reimbursement to an employee under the provisions of this paragraph shall be deducted from the total amount of tuition funds available for the individual employee pursuant to Section 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

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

SECTION 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

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.

- (l) Police Sergeant and Police Lieutenant employees may be paid for up to a maximum of forty (40) hours of accumulated vacation time contingent upon their use of forty (40) hours of vacation/compensatory time during the same calendar year. The requirement to use time may be waived in the calendar year prior to retirement provided the employee submits a written notice of intent to retire on a specific date the following year. Payment shall be made effective on the first pay day in December.
- (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 contribution limits, including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (g) The City will contribute 1.92% of base annual salary to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as Confidential Office/Clerical for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits, including catch-up

provisions, the balance of the City contributions converts to ordinary wages.

- (h) The City will contribute 6.5% of base annual salary to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as Supervisory/Professional for each fiscal year. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (i) The City will contribute 9.0% of gross annual salary to the 401(a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for anyone authorized to have an Executive or Middle Manager benefit package. If the 9.0% of gross annual salary does not equal at least \$9,500.00, the City will contribute the remaining amount not to exceed a combined maximum of \$9,500.00. If contributions from all sources exceed the federal maximum allowed for 401(a) defined contribution plans, excess City contributions will be contributed to the 457(b) Deferred Compensation Plan under the Phoenix Employees' Deferred Compensation Program up to the annual Internal Revenue Service defined maximum. If the full amount of the excess City contributions cannot be contributed to the 457(b) Deferred Compensation Plan due to federal 457(b) deferred compensation plan contribution limits including catch-up provisions, the balance of the City contributions converts to ordinary wages.
- (j) The City will contribute one hundred fifty dollars (\$150) per month to a post-employment health plan (PEHP) for eligible employees. The eligibility of employees will be determined by the City Manager, or his designee. The City will contribute one hundred fifty dollars (\$150) each month the employee is eligible.

SECTION 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-of-duty death or death resulting from an in-line-of-duty injury of any City employee, the City will pay the full cash value of the accrued sick leave existing at the time of the employee's death.
- (j) The City Manager is authorized to provide that, upon the death of a Unit 2 employee while on active work status or on an approved leave status, the City will pay the full cash value of the accrued sick leave existing at the time of the employee's death. Paid leave status, as the term is used in this paragraph, excludes retired employees, employees on suspension, and employees on long-term disability or unpaid leave.
- (k) The City Manager is authorized to provide that, upon the death of a Unit 3 employee while on active work status or on an approved leave status, the City will pay the full cash value of the accrued sick leave existing at the time of the employee's death. Paid leave status, as the term is used in this paragraph, excludes retired employees, employees on suspension, and employees on long-term disability or unpaid leave.
- (l) The City Manager is authorized to provide that, upon the death of a sworn Police employee while on active work status or on an approved leave status, the City will pay the full cash value of the accrued sick leave existing at the time of the employee's death. Paid leave status, as the term is used in this paragraph, excludes retired employees, employees on suspension, and employees on long-term disability or unpaid leave.

SECTION 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.
- (i) In cases of promotions from Police Sergeant to Police Lieutenant, employees receiving a pay increase of less than 3% shall have their merit increase date set six (6) months from the date of promotion.
- (k) In cases of promotions into the sworn classifications of Police Sergeant and Police Lieutenant, employees who at the time of promotion have already completed a minimum of twenty (20) years of continuous service with the Phoenix Police Department shall receive one additional pay step above regular promotional calculations, but not higher than the maximum pay rate of the new pay grade.
- (l) Employees who receive a promotion to a higher classification and receive a pay increase of less than 3% shall have their merit increase date set six (6) months from the date of promotion.
- (m) 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.

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 non-supervisory to supervisory, and the incumbent will be responsible for supervising higher paid subordinates, the employee shall be moved up one additional step in the new grade. Any applicable circumstances as described in Section 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.

% Change	Calendar Days from date of implementation to next salary review date (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

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.

SECTION 26. 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

DRAFT



EXHIBIT A

CLASSIFICATION PLAN OF THE CITY OF PHOENIX, ARIZONA

I. Classification of Positions

The Human Resources Director is responsible for the establishment and maintenance of job classifications. Departments will work with Human Resources to identify new and emerging business needs that may warrant a new classification or new assignment, or to identify changes to the business environment that necessitate changes to the title, minimum qualifications, or responsibilities of a job or job family.

All positions which have similar closely-related essential functions (e.g., duties, tasks, and responsibilities bearing the same relationships to other classes and levels and calling for substantially the same test of knowledge, skills, and abilities) shall be included in the same classification. Classifications may also be grouped into job families or functions.

II. Uses of a Classification Plan

A classification plan provides the basic structure for personnel matters. It permits the consideration of pay policy to be made in relation to duties, responsibilities, and work requirements rather than in relation to personalities. It also provides a uniform and meaningful terminology for position titles. It assures the individual employee that the requirements of their job have been analyzed properly, and that they will receive the same treatment in salary and other matters as other employees with similar duties.

When work requirements indicate the need for new positions, City officials may use the classification plan to place the new positions within established classes or determine whether a new classification needs to be established. If positions are placed within established classes, questions as to the type of employee to be recruited and the proper pay level for the position are immediately answered. If the work requires a new class to be established, the plan provides a framework for where to insert the new class. The proper pay level can then be determined by an evaluation of the new class in accordance with the City's pay philosophy. The classification plan indicates to department heads and employees the lines of promotion within general types of work, and the employee is able to determine their chances for advancement within the municipal service.

A classification plan deals only with the types of work existing at the time the plan is prepared. It evaluates the duties that have been assigned to employees

and are performed by them. A classification plan does not reflect the way an individual performs their duties or their competence, efficiency, capability, length of service, or experience. Classification deals with positions, not with individuals.

The Classification Plan is not static and is not intended to fix positions permanently into classes. The plan is administered continually to adapt to changing conditions, including the provision of new services, the expansion or contraction of certain activities, changes in organization or methods, etc. The plan is reviewed periodically to determine the adequacy of class descriptions and the allocation of positions to classes.

III. The Classification Process

The Classification Plan for positions in the City of Phoenix has been developed over the course of many years. It does not include elected officials and members of boards and commissions.

The following steps were taken in developing the City's Classification Plan:

1. The work requirements of positions in the classified service were analyzed.
2. Classes of positions were established, appropriate and descriptive class titles were selected, and written descriptions of work were prepared.
3. Positions were allocated to the classes established.

Over time, as the duties and responsibilities involved in positions change, the City may choose to gather and review information to ensure that positions are properly classified. This process may include some or all of the following:

- Gathering information from employees and supervisors through questionnaires and/or in person interviews and task assessments.
- Assessing comparable jobs in the industry and market at the time of the review.
- Other appropriate methods of analysis.
- Writing and/or updating job descriptions to establish or more accurately describe the classification.

The City attempts to develop uniform and descriptive class titles that conform as much as possible to existing working titles. Because the Classification

Plan standardizes all the jobs in the municipal service, some position titles are somewhat generalized. The class titles are used in payrolls, budgets and for other clerical records and for internal and administrative uses. However, approved working and legal titles may be used for public contact and legal purposes.

IV. Class Titles

A list of the class titles currently in use at the City is set forth in 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: [City of Phoenix Job Descriptions and Pay Ranges](#). Class titles are organized alphabetically under "Job Title." Job descriptions are available by clicking on the job titles. The pay grades, pay ranges and benefit categories for each class are also included on this site.

Job descriptions include a general description of the class, with emphasis on the basic factors that distinguish the class from other classes above and below it in the same series or in closely-related series. Included are factors such as supervision received and exercised, responsibility and difficulty, hazards, the way in which work is assigned and results are reviewed, etc. The distinguishing features of the class establish the level of the class by evaluating it in terms of relative difficulty and responsibility.

Job descriptions also include a list of the essential functions of each classification. These are the fundamental job duties of the class, and do not include marginal functions. In addition, they list the knowledge, skills and abilities that must be possessed by applicants for a position allocated to the class. These are considered as prerequisites to successful performance of the work of the class. "Knowledge" generally means familiarity with and comprehension of the listed tasks or subjects. "Skills" generally refer to the physical, mental, and social processes employed in performing the job. "Abilities" means the present state of development of innate capacities making it possible to apply the knowledge and skills to work situations. In some classes, physical capacities required for adequate performance in the class are listed.

Some classes have requirements limiting the practice of a profession or occupation to persons who possess a specific license or certificate issued by a licensing agency. Generally, the job description lists specific prerequisites which must be met by applicants for positions in the class before otherwise qualifying. It also lists critical physical or other practical requirements for specific classes.

Lastly, job descriptions include a statement of the training and experience that ordinarily would provide a person with the knowledge, skills, and abilities

necessary for successful performance of the work of the class.

VI. Assignments

Because of unusual conditions of employment, certain positions are placed in an assignment which may have a pay range different than that of other positions in the same job class. This pay is granted only when an employee is usually performing the duties that clearly differentiate the position from others in the classification and warrant the assignment pay. Assignments also have Job Descriptions as described in Section V of this exhibit.

Selection to and removal of employees from authorized assignment positions is solely within the discretion of department management. The assignment pay rate and related benefits shall apply only when the employee is performing the duties identified as requiring the assignment status and shall be determined in accordance with Section 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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary 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	N	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	N	007	001	036
00331	Secretary III*Council Reporter	N	007	001	041
00450	Police Automated System Sec	N	003	006	341
00451	Police Automated System Sec*Ld	N	007	001	045
00460	Council Reporter	N	007	001	056
00480	Courier	N	002	004	225
00510	Court/Legal Clerk I	N	003	006	335
00520	Court/Legal Clerk II	N	003	006	341
00530	Court/Legal Clerk III	N	007	001	045
00531	Court/Legal Clerk III*Pros	N	007	001	045
00600	Municipal Court Administrator	E	009	013	836
00610	Asst Court Administrator	E	007	001	065
00620	Court Supervisor	N	007	001	053
00621	Court Supervisor*Interpreter	E	007	001	056
00640	Court Interpreter	N	003	006	340
00642	Court Interpreter*Credentialed	N	007	001	051
01010	Secretary to City Manager(NC)	E	007	001	062
01020	Legal Secretary	N	003	006	343
01022	Legal Secretary*U8	N	008	012	743
01023	Legal Secretary*Lead	N	007	001	047
01024	Legal Secretary*PERB (NC)	N	007	001	047
01030	Admin Secretary	N	007	001	041
01031	Admin Secretary*Council Agenda	N	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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary 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	N	007	001	035
01140	Records Supervisor	N	007	001	047
01150	Airport Access Agent	N	003	006	337
01210	Police Records Clk	N	003	006	341
01212	Police Records Clk*Lead	N	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	N	008	012	736
01350	Account Clerk Supervisor	N	007	001	042
01360	Utilities Service Trainee (NC)	N	003	006	331
01370	Utilities Service Spec	N	003	006	337
01371	Utilities Service Spec*Lead	N	003	006	341
01372	Utilities Service Spec*Water	N	003	006	339
01410	Human Resources Clerk	N	008	012	733
01420	Senior Human Resources Clerk	N	008	012	733
01450	Auto Parts Clerk I	N	002	004	235
01460	Auto Parts Clerk II	N	002	004	241
01470	Auto Parts Clerk III	N	002	004	245
01510	Library Clerk I	N	003	006	323
01512	Library Clerk I*Extension Svcs	N	003	006	325
01520	Library Clerk II	N	003	006	327
01540	Library Support Services Supv	N	007	001	049
01550	Library Circulation Attnd I	N	003	006	327
01560	Library Circulation Attnd II	N	003	006	331
01570	Library Circulation Attnd III	N	007	001	049
01580	Library Page	N	999	006	323
01590	Inventory Control Specialist	N	007	001	043
01600	Supplies Clerk II	N	001	002	135
01601	Supplies Clerk II*U2	N	002	004	235
01602	Supplies Clerk II*U3	N	003	006	335
01620	Supplies Clerk III	N	001	002	139
01621	Supplies Clerk III*U2	N	002	004	239
01623	Supplies Clerk III*U7	N	007	001	043

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary 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	N	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	N	003	006	330
01850	Fire Communications Supervisor	N	007	001	055
01870	Police Communications Supv	N	007	001	055
01880	Desktop Publisher	N	003	006	339
01890	Asst Housing Supervisor	E	007	001	051
01910	Housing Program Representative	N	003	006	340
02010	Repro & Bindery Equip Operator	N	003	006	333
02040	Offset Press Operator	N	003	006	339
02042	Offset Press Op*Special Press	N	003	006	341
02050	Printing Services Foreman	N	007	001	045
02060	Printing Services Supervisor	E	007	001	053
02070	Rehabilitation Loan Processor	N	003	006	339
03190	Payroll Supervisor	E	007	001	065
03200	Investment Manager	E	007	001	069
03210	Accountant I	N	007	001	049
03220	Accountant II	E	007	001	056
03240	Accountant III	E	007	001	060
03260	Accountant IV	E	007	001	066
03270	Tax Hearing Officer	E	007	001	067
03280	Accounting Supervisor	E	007	001	069
03300	Auditor Intern (NC)	N	003	006	343
03310	Associate Auditor	N	007	001	053
03330	Internal Auditor	E	007	001	059
03340	Tax Auditor	N	007	001	054
03350	Senior Tax Auditor	E	007	001	058
03370	Senior Internal Auditor	E	007	001	063
03371	Senior Internal Auditor*IT	E	007	001	065

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary 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	N	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	E	007	001	066
04351	Procurement Manager*Finance	E	007	001	068
04990	Industrial Hygienist	E	007	001	063
05000	Benefits Aide	N	008	012	739
05010	Training Specialist	N	007	001	052
05020	Human Resources Aide	N	008	012	745
05021	Human Resources Aide*U7	N	007	001	045
05022	Human Resources Aide*Court	N	008	012	745
05030	Curriculum/Training Coord	E	007	001	061
05031	Curriculum/Trng Coord*Supv Dev	E	007	001	063
05050	Safety Analyst I	N	007	001	055
05060	Safety Analyst II	E	007	001	059
05110	Human Resources Analyst	N	007	001	049
05111	Human Resources Analyst*Court	N	007	001	049
05120	Senior Human Resources Analyst	E	007	001	055
05130	Human Resources Supervisor	E	007	001	069
05180	Asst Human Resources Director	E	010	018	916
05190	Human Resources Director (NC)	E	010	018	926
05200	Labor Relations Adm (NC)	E	010	018	914
05220	Human Resources Officer	E	007	001	066
05221	Human Resources Officer*Court	E	007	001	066
05260	Operations Analyst	E	007	001	059
05300	Management Intern (NC)	N	007	001	047

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	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)	N	007	001	038
06020	Admin Aide	N	003	006	343
06021	Admin Aide*U7	N	007	001	043
06022	Admin Aide*U8	N	008	012	743
06023	Admin Aide*Empl Parking Coord	N	003	006	343
06030	Admin Asst I	N	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)	E	010	018	908
06140	Senior Exec Asst/City Mgr (NC)	E	010	018	918
06150	Special Asst / City Council	E	009	013	830
06160	Asst to the Mayor (a) (NC)	E	010	018	904

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

EXHIBIT B

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	018	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	007	001	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	001	060
06380	Senior Public Info Officer	E	007	001	064
06410	Deputy Public Info Director	E	009	013	842
06420	Public Information Specialist	E	007	001	054
06430	Public Information Dir (NC)	E	010	018	922
06480	Video Station Manager	E	009	013	832
06490	Video Productions Coordinator	E	007	001	059
06600	Labor Compliance Supervisor	E	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	N	007	001	055

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
07120	Youth Services Coordinator	E	007	001	061
07130	Human Services Center Supv	E	007	001	058
07180	Dietitian	E	007	001	049
07220	Youth Counselor	N	003	006	343
07260	Casework Aide	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	E	007	001	057
08470	Housing Investigator	N	007	001	046
08500	Landlord/Tenant Counselor	N	003	006	345
08520	Housing Program Assistant	N	007	001	044
08521	Housing Prog Asst*Property Mgr	N	007	001	048
08530	Housing Supervisor	E	007	001	057
08590	Asst Housing Director	E	010	018	912
08600	Program Manager	E	007	001	068
08610	Special Projects Administrator	E	009	013	832
08630	Project Management Assistant	E	007	001	055
08640	Project Manager	E	007	001	067
08680	Housing Development Manager	E	007	001	069
08710	Housing Rehabilitation Spec	N	003	006	351
08730	Housing Development Specialist	E	007	001	057
08740	Housing Manager	E	007	001	069
08750	Economic Development Prog Mgr	E	007	001	069
08760	Housing Director (NC)	E	010	018	922
08770	Deputy Housing Director	E	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

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
09260	Data Control Specialist	N	003	006	334
09320	Info Tech Supervisor	E	007	001	057
09321	Info Tech Supv*1st Shift	E	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	E	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	N	007	001	056
09801	User Technology Specialist*U3	N	003	006	356
09802	User Technology Specialist*U2	N	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	E	007	001	065
09840	Info Tech Service Specialist	E	007	001	054
09850	GIS Technician	N	003	006	353
09860	Senior GIS Technician	N	007	001	055
09880	GIS Coordinator	E	007	001	057
09890	Enterprise Technology Manager	E	009	013	834
09920	Chief Information Officer(NC)	E	010	018	928
09950	Asst Chief Information Officer	E	010	018	918
09960	Deputy Chief Information Off	E	009	013	848
09970	Regional Wireless Coop Dir	E	010	018	914
10030	Legal Assistant	N	003	006	347
10040	Legal Assistant Supervisor	E	007	001	055
10050	Municipal Court Hrng Off (NC)	E	009	013	860
10060	Presiding Court Hrng Off (NC)	E	009	013	870
10120	Asst City Atty II (NC)	E	007	001	068
10121	Asst City Atty II*Pros (NC)	E	007	001	068
10130	Asst City Atty III (NC)	E	009	013	824
10131	Asst City Atty III*Pros (NC)	E	009	013	824
10140	Asst City Atty IV (NC)	E	009	013	826
10141	Asst City Atty IV*Pros (NC)	E	009	013	826

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
10170	City Prosecutor (NC)	E	010	018	922
10180	Chief Asst City Attorney (NC)	E	010	018	918
10190	City Attorney (NC)	E	010	018	929
10200	Chief Counsel (NC)	E	010	018	914
10210	Asst Chief Counsel (NC)	E	009	013	848
10220	Deputy City Prosecutor (NC)	E	009	013	848
10221	Deputy City Pros (NC)*Chf Asst	E	010	018	912
10230	Public Defender (NC)	E	010	018	922
10240	Forensic Toxicology Expert(NC)	E	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)	E	010	018	980
10620	Municipal Court Exec Officer	E	010	018	908
10640	Municipal Court Info Sys Off	E	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	E	007	001	067
12030	Property Specialist	E	007	001	057
12130	Review Appraiser	E	007	001	061
12170	Asst Tax & License Adm	E	007	001	067
12190	Real Estate Program Manager	E	007	001	069
12230	Deputy City Clerk	E	009	013	842
12240	City Clerk (NC)	E	010	018	922
12250	Asst City Clerk	E	010	018	912
12270	Deputy Finance Director	E	009	013	848
12280	Asst Finance Director	E	010	018	918
12300	Chief Financial Officer (NC)	E	010	018	928
12320	Risk Management Coordinator	E	007	001	065
12330	Claims Adjuster II	E	007	001	063
12360	Risk Management Program Mgr	E	007	001	069
12400	Finance Supervisor	E	007	001	065
16340	Relocation Specialist	E	007	001	049
17810	Transit Ops Contract Supv	E	007	001	053
17820	Transit Superintendent	E	007	001	070
17830	Transit Field Operations Mgr	E	007	001	064
17870	Asst Public Transit Director	E	010	018	912
17880	Deputy Public Transit Director	E	009	013	842

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary 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	N	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	N	001	002	155
19025	Chief Construction Insp*U7	N	007	001	055
19030	Construction Insp Supv	E	007	001	061
19050	Survey Aide	N	002	004	234
19060	Instrument Technician	N	002	004	246
19070	Party Chief	N	002	004	252
19080	Senior Party Chief	N	002	004	256
19090	Survey Supervisor	E	007	001	062
19100	Construction Drafting Tech	N	002	004	250
19130	Senior Drafting Technician	N	003	006	350
19140	Chief Drafting Technician	N	007	001	054
19160	Materials Technician	N	002	004	232
19170	Senior Materials Technician	N	002	004	238
19180	Chief Materials Technician	N	002	004	242
19190	Chief Materials Plant Insp	N	002	004	246
19200	Materials Supervisor	E	007	001	053
19230	Engineering Tech	N	003	006	340
19232	Engineering Tech*Traffic Count	N	003	006	340
19240	Senior Engineering Tech	N	003	006	350
19241	Senior Engineering Tech*U1	N	001	002	150
19250	Chief Engineering Tech	N	003	006	354
19251	Chief Engineering Tech*U7	N	007	001	054
19260	Principal Engineering Tech	E	007	001	060

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary 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)	E	010	018	924
21260	Deputy Street Transp Director	E	009	013	844
22050	Water Services Proc Cont Spec	E	007	001	064
22130	Communications Engineer	E	007	001	061
23030	Environmental Program Mgr	E	007	001	069
23040	Architect	E	007	001	067
23210	Landscape Architect I	E	007	001	059
23220	Landscape Architect II	E	007	001	065
23250	Principal Landscape Architect	E	007	001	069
23310	Laboratory Technician	N	003	006	342
23410	Chemist I	N	007	001	047
23411	Chemist I*Quality Assurance	E	007	001	051
23412	Chemist I*Specialty	N	007	001	049
23420	Chemist II	E	007	001	054
23421	Chemist II*Specialty	E	007	001	056
23430	Chemist III	E	007	001	058
23431	Chemist III*Specialty	E	007	001	060
23510	Planning & Dev Team Ldr	E	007	001	071
23520	Electrical Plans Engineer	E	007	001	067
23530	Mechanical Plans Engineer	E	007	001	067

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
23540	Structural Plans Engineer	E	007	001	067
23630	Fire Protection Engineer	E	007	001	066
23633	Fire Protection Engineer*Lead	E	007	001	068
24000	Airport Security Guard	N	002	004	240
24010	Airport Operations Assistant	N	003	006	344
24100	Aviation Dispatcher	N	003	006	344
24110	Aviation Dispatch Supv I	N	007	001	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	N	007	001	051
25242	Aviation Supv I*Special Maint	N	007	001	053
25250	Aviation Marketing Supervisor	E	007	001	063
26010	Airport Operations Technician	N	002	004	245
27120	Sales Manager	E	007	001	053
27150	Sales Supervisor	E	007	001	059
27190	Production Assistant	N	007	001	045
27250	Senior Sales/Marketing Supv	E	007	001	063
27340	Convention Center Maint Supt	E	007	001	068
27350	Production Coordinator	N	007	001	051
27360	Asst Production Services Mgr	E	007	001	055
27370	Production Services Manager	E	007	001	059
27400	Ticket Seller	N	999	006	322
27410	Asst Ticket Services Supv	N	007	001	037
27420	Ticket Services Supervisor	N	007	001	043
27450	Events Representative	N	999	006	343
27460	Events Coordinator	N	007	001	051
27480	Deputy Economic Dev Director	E	009	013	844
27490	<i>Community & Econ Dev Dir (NC)</i>	<i>E</i>	<i>010</i>	018	924
27500	Asst Com/Econ Dev Dir	E	010	018	914
27530	Facility Coordinator	E	007	001	061
27600	Deputy Convention Center Dir	E	009	013	844
27610	Convention Center Dir (NC)	E	010	018	924
27620	Asst Convention Center Dir	E	010	018	914
30120	Library Technical Assistant	N	003	006	335

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
30190	Volunteer Coordinator	E	007	001	055
30200	Library Assistant	N	007	001	039
30210	Librarian I	N	007	001	049
30220	Librarian II	E	007	001	053
30230	Librarian III	E	007	001	065
30260	Deputy Library Director	E	009	013	842
30280	Asst City Librarian	E	010	018	912
30290	Library Services Director (NC)	E	010	018	922
30300	Librarian IV	E	007	001	069
40020	Urban Forestry Tech Trnee (NC)	N	001	002	126
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	N	999	017	S29
41090	Recreation Programmer	N	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

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
41210	Arts Specialist	E	007	001	049
41220	Senior Arts Specialist	E	007	001	058
41660	Deputy Parks & Rec Director	E	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	N	003	006	343
50200	Water Services Technician	N	002	004	243
50220	Water Services Specialist	N	002	004	249
50260	Water Customer Services Spv I	N	007	001	050
50270	Water Customer Services Spv II	E	007	001	056
50271	Water Customer Svc Spvr II*Fld	E	007	001	056
50330	Environ Health & Safety Spec	N	002	004	253
50340	Senior Utility Operator	N	002	004	253
50341	Senior Utility Operator*SCBA	N	002	004	255
50360	Ops & Maint Tech Trnee (NC)	N	002	004	237
50370	Ops & Maintenance Tech	N	002	004	245
50371	Ops & Maintenance Tech*SCBA	N	002	004	246
50380	Ops & Maintenance Supervisor	N	007	001	060
50390	Water Facilities Supervisor	E	007	001	068
50400	Utility Helper	N	002	004	237
50420	Utility Mechanic	N	002	004	243
50421	Utility Mechanic*SCBA	N	002	004	245
50430	Industrial Maintenance Mech	N	002	004	250
50440	Maintenance Planner/Scheduler	N	002	004	252
50720	Laboratory Superintendent	E	007	001	067
50790	Water Systems Operator	N	003	006	355
50791	Water Systems Operator*Lead	N	007	001	059
50830	Water Services Project Coord	E	007	001	063
51120	Instrumentation & Cont Supv	N	007	001	061
51130	Instrumentation & Cont Spec	N	002	004	251
51131	Instrumentation & Cont Spec*Ld	N	002	004	253

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
51210	Senior Water Quality Inspector	N	002	004	246
51220	Chief Water Quality Inspector	E	007	001	053
51260	Water Quality Inspector	N	002	004	240
51280	Asst Customer Svcs Adm	E	007	001	064
51300	Environmental Programs Admr	E	010	018	912
51330	Water Resources Mgt Advsr (NC)	E	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)	N	002	004	228
53010	Utility Technician	N	002	004	237
53020	Utility Specialty Technician	N	002	004	243
53030	Senior Utility Technician	N	002	004	251
53040	Utility TV Technician	N	002	004	247
53050	Utility Crew Chief	N	007	001	053
53060	Utility Supervisor	N	007	001	059
60010	Structural Inspector I	N	003	006	347
60020	Structural Insp Field Supv	E	007	001	063
60030	General Inspector I	N	003	006	349
60040	General Insp Field Supv	E	007	001	063
60050	Annual Facilities Program Supv	E	007	001	058
60060	Const Permit Supv	E	007	001	063
60070	Const Permit Spec I	N	003	006	355
60080	Mechanical Plans Examiner I	N	003	006	355
60090	Mechanical Plans Examiner II	N	003	006	359
60100	Electrical Plans Examiner I	N	003	006	355
60110	Electrical Plans Examiner II	N	003	006	359
60120	Structural Inspector II	N	003	006	353
60121	Structural Inspector II*Ind/PR	N	003	006	357
60140	Structural Plans Examiner I	N	003	006	355
60150	Structural Plans Examiner II	N	003	006	359
60160	General Inspector II	N	003	006	353
60170	Const Permit Spec II	N	003	006	357
60200	Building Code Examiner	N	003	006	359
60201	Building Code Examiner*Lead	N	003	006	361
60210	Electrical Inspector I	N	003	006	347
60220	Electrical Insp Field Supv	E	007	001	063

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
60230	Electrical Inspector II	N	003	006	353
60231	Electrical Insp II*Ind/PR	N	003	006	357
60260	Civil Inspector I	N	003	006	347
60270	Civil Inspector II	N	003	006	353
60280	Civil Inspector III	N	003	006	357
60320	Elevator Inspector II	N	003	006	353
60330	Elevator Inspector I	N	003	006	347
60340	Elevator Insp Field Supv	E	007	001	063
60360	Civil Inspections Field Supv	E	007	001	063
60420	Plumbing/Mech Insp II	N	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)	N	003	006	321
61010	Firefighter 56hr	N	005	008	545
6101A	Firefighter 56hr*SO	N	005	008	547
6101B	Firefighter 56hr*HMT&TRT	N	005	008	549
6101C	Firefighter 56hr*Para	N	005	008	549
6101D	Firefighter 56hr*SO/Para	N	005	008	551
6101E	Firefighter 56 hr*HMT&TRT/Para	N	005	008	553
6101F	Firefighter*40hr	N	005	009	549
6101G	Firefighter*40hr SO	N	005	009	551
6101H	Firefighter*40hr HMT&TRT	N	005	009	553
6101I	Firefighter*40hr Para	N	005	009	553
6101J	Firefighter*40hr SO/Para	N	005	009	555
6101K	Firefighter*40hr HMT&TRT/Para	N	005	009	557
6101L	Firefighter*Recruit (NC)	N	005	009	528
61020	Fire Engineer 56hr	N	005	008	555
6102A	Fire Engineer 56hr*SO	N	005	008	557
6102B	Fire Engineer 56hr*HMT&TRT	N	005	008	559
6102C	Fire Engineer 56hr*Para	N	005	008	559

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

EXHIBIT B

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

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary 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	N	003	006	343
62163	Police Asst*Detention Off Trne	N	003	006	338
62180	Police Aide	N	003	006	324
62200	Police Recruit (NC)	N	004	007	450
62210	Police Officer	N	004	007	451
62211	Police Officer*Pilot	N	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	N	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	N	003	006	347
62321	Forensic Photo Spec*Ld	N	003	006	349
62340	Police Administrator	E	009	013	846
62350	Police R & I Bureau Shift Supv	N	007	001	051
62370	Police R & I Operations Supv	E	007	001	057
62380	Polygraph Examiner	E	007	001	057
62460	Asst Crime Lab Administrator	E	007	001	069
62550	Criminal Intelligence Analyst	E	007	001	053
62560	Police Civilian Investigator	N	007	001	055
62610	Police Research Analyst	E	007	001	055
62620	Police Research Supervisor	E	007	001	061
62690	Police Chief (NC)	E	018	027	976
62800	Crime Scene Specialist I	N	003	006	340
62810	Crime Scene Specialist II	N	003	006	346
62820	Crime Scene Specialist III	N	003	006	350
62830	Crime Scene Shift Supervisor	E	007	001	056
62840	Crime Scene Section Supervisor	E	007	001	064
62910	Forensic Scientist I (NC)	N	003	006	347
62920	Forensic Scientist II	N	007	001	051
62930	Forensic Scientist III	N	007	001	057
62940	Forensic Scientist IV	E	007	001	065
62950	Forensic Science Section Supv	E	007	001	067
69990	Laborer	N	001	002	130
69991	Laborer*U2	N	002	004	230

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
70030	Solid Waste Worker	N	001	002	134
70060	Trades Helper	N	001	002	137
70061	Trades Helper*U2	N	002	004	237
70100	Weigh Station Clerk	N	003	006	330
70120	Street Maint Worker	N	001	002	147
70121	Street Maint Worker*Rapid	N	001	002	147
70122	Street Maint Wkr*Crew Ldr	N	001	002	149
71040	Solid Waste Landfill Foreman	N	007	001	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	057
71250	Street Maint Superintendent	E	007	001	065
71280	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 Supv*Inspections	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	N	001	002	135
72012	Equipment Op I*U2	N	002	004	235
72020	Equipment Op II	N	001	002	139
72021	Equipment Op II*U2	N	002	004	239
72022	Equipment Op II*Gangmower Op	N	001	002	141
72030	Equipment Op III	N	001	002	143
72031	Equipment Op III*Asphalt	N	001	002	145
72032	Equipment Op III*Lead Striper	N	001	002	145
72033	Equipment Op III*U2	N	002	004	243
72034	Equipment Op III*Appt Striper	N	002	004	245
72036	Equipment Op III*Concrete	N	001	002	145
72080	Solid Waste Equipment Operator	N	001	002	143
72090	Landfill Equipment Operator	N	001	002	145

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary 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	N	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	N	002	004	253
73120	Equipment Repair Spec	N	002	004	253
73140	Body Repair Specialist	N	002	004	245
73150	Methods & Standards Analyst	N	002	004	253
73170	Equipment Control Specialist	N	003	006	347
73190	Equipment Analyst	E	007	001	059
73200	Equipment Shop Foreman	N	007	001	057
73230	Equipment Fabrication Foreman	N	007	001	057
73260	Fuel Management Specialist	N	007	001	049
73270	Equipment Maintenance Supv	E	007	001	063
73280	Tire Program Supervisor	N	007	001	057
73360	Equipment Maintenance Supt	E	007	001	064
73420	Fuel System Support Technician	N	002	004	239
73450	Public Works Operations Mgr	E	007	001	069
74010	Cement Finisher	N	001	002	139
74011	Cement Finisher*U2	N	002	004	239
74060	Traffic Services Supt	E	007	001	061
74070	Traffic Signal Supervisor	E	007	001	057
74090	Electrician Helper	N	002	004	232
74120	Electrician	N	002	004	249
74121	Electrician*Lead	N	002	004	253
74130	Traffic Signal Technician Frmn	N	007	001	055
74140	Electrical Maint Crew Chief	N	007	001	055
74160	Electrical Facilities Supv	E	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

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
74250	Machinist	N	002	004	251
74270	Telecommunications Aide	N	003	006	334
74370	Security Systems Supervisor	E	007	001	059
74380	Parking Meter Specialist	N	001	002	135
74390	Parking Meter Repair Supv	N	007	001	041
74400	Welder	N	001	002	149
74401	Welder*U2	N	002	004	249
74470	Asst Security Systems Supv	E	007	001	053
74650	Building Equip Op I	N	002	004	249
74680	Building Equip Op II	N	002	004	251
74700	Building Equipment Supervisor	N	007	001	055
74720	Senior Building Equipment Supv	E	007	001	059
74740	Building Maint Foreman	N	007	001	053
74770	Building Facilities Supt	E	007	001	068
74780	Energy Management Supt	E	007	001	067
74800	Public Works Director (NC)	E	010	018	924
74810	Deputy Public Works Director	E	009	013	844
74820	Asst Public Works Director	E	010	018	914
74830	Building Maint Worker	N	001	002	147
74831	Building Maint Worker*U2	N	002	004	247
74833	Building Maint Wrkr*Plumber-U1	N	001	002	149
74834	Building Maint Wrkr*Plumber-U2	N	002	004	249
74850	Building Maintenance Supv	E	007	001	057
74880	Property Manager	E	007	001	067
74900	Locksmith	N	002	004	243
75010	Aircraft Technician	N	002	004	249
75011	Aircraft Technician*QA	N	002	004	253
75020	Aircraft Maintenance Supv	E	007	001	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	322
80050	Municipal Security Guard	N	003	006	340
80070	Senior Municipal Security Grd	N	007	001	042
80090	Custodial Worker I	N	001	002	127
80091	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	N	007	001	054

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

EXHIBIT B

Job Code	Job Title	FLSA Status	Ben Cat Code	Salary Plan	Grade
80150	Facilities Service Coordinator	E	007	001	055
80160	Event Services Worker	N	002	004	237
80170	Event Services Lead	N	007	001	041
80180	Event Services Supervisor	N	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	N	007	001	041
90010	Mayor	E	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

EXHIBIT B

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
080	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
	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
079	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	\$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
078	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	\$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
	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
	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
	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
	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
	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
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
	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
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
	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
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
	ANNUAL	\$64,605	\$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
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	\$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
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	\$64,605	\$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
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	\$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	\$118,872	\$124,800	\$131,040
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	\$64,605	\$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
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	\$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	\$118,872	\$124,800
064	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	\$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	\$116,022	\$121,826
063	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
	ANNUAL	\$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	\$118,872
062	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
	ANNUAL	\$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	\$116,022
061	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
	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
060	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
059	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

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

EXHIBIT B

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
058	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
	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	\$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
	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
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
	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	\$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
	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	\$84,469	\$88,691	\$93,122	\$97,781
054	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	\$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	\$95,451
053	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	\$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
052	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
051	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
	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	\$88,691
050	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
	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	\$82,451	\$86,590
049	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
	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	\$80,454	\$84,469
048	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
	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
	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	\$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
	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
	ANNUAL	\$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	\$76,627
044	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
	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	\$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
	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
042	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
	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
041	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
	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
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
	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
039	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
	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
038	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
	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
037	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
	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 001 Supervisory & Professional
Effective: 7/8/2024

EXHIBIT B

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				\$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
035	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
034	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
033	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
032	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
031	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
030	HRLY							\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56
	ANNUAL							\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165
029	HRLY							\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93
	ANNUAL							\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854
028	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
027	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
026	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
025	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
024	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
023	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
022	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
021	HRLY												\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54
	ANNUAL												\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643

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

EXHIBIT B

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
	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
	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	\$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	\$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
177	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
	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
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
	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
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
	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
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
	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
173	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
	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
172	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
	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
171	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	\$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
170	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
	ANNUAL	\$64,605	\$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
169	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	\$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
168	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	\$64,605	\$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
167	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	\$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
166	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	\$64,605	\$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
165	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	\$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	\$118,872	\$124,800
164	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	\$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	\$116,022	\$121,826
163	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
	ANNUAL	\$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	\$118,872
162	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
	ANNUAL	\$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	\$116,022
161	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
	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
160	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
159	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

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

EXHIBIT B

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
158	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
	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
	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	\$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	\$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
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
	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	\$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
	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	\$90,917	\$95,451
153	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	\$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	\$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
	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	\$88,691
150	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
	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	\$82,451	\$86,590
149	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
	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	\$80,454	\$84,469
148	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
	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
147	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
	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
146	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
	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
145	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
	ANNUAL	\$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	\$76,627
144	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
	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	\$74,797
143	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
	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
142	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
	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
	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
	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
	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
	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
	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

EXHIBIT B

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
	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
	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
	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
	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	
	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
	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
	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
	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
	ANNUAL												\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643

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

EXHIBIT B

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
	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
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	\$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
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	\$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
277	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
	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
276	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
	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
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
	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
274	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
	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
273	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
	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
272	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
	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
	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
	ANNUAL	\$64,605	\$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
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
	ANNUAL	\$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	\$118,872	\$124,800	\$131,040	\$137,592
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	\$64,605	\$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
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	\$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	\$118,872	\$124,800	\$131,040
266	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	\$64,605	\$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
265	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	\$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	\$118,872	\$124,800
264	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	\$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	\$116,022	\$121,826
263	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
	ANNUAL	\$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	\$118,872
262	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
	ANNUAL	\$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	\$116,022
261	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
	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
260	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
259	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

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

EXHIBIT B

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
	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	\$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
	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
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
	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	\$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
	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	\$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
	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	\$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	\$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	\$93,122
252	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
251	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
	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	\$88,691
250	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
	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	\$82,451	\$86,590
249	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
	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	\$80,454	\$84,469
248	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
	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
247	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
	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
246	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
	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
245	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
	ANNUAL	\$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	\$76,627
244	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
	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	\$74,797
243	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
	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
242	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
	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
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
	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
	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
239	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
	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
	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
	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 004 Field Unit II
Effective: 7/8/2024

EXHIBIT B

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
236	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
235	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
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	\$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
233	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
232	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
231	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
230	HRLY							\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56
	ANNUAL							\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165
229	HRLY							\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93
	ANNUAL							\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854
228	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
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
226	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
225	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
224	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
223	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
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
	ANNUAL												\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643

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

EXHIBIT B

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
380	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
	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
379	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	\$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
378	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	\$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
377	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
	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
376	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
	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
375	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
	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
	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
	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
	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
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
	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
370	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
	ANNUAL	\$64,605	\$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
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
	ANNUAL	\$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	\$118,872	\$124,800	\$131,040	\$137,592
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	\$64,605	\$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
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	\$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	\$118,872	\$124,800	\$131,040
366	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	\$64,605	\$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
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	\$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	\$118,872	\$124,800
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	\$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	\$116,022	\$121,826
363	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
	ANNUAL	\$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	\$118,872
362	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
	ANNUAL	\$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	\$116,022
361	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
	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
360	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
359	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

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

EXHIBIT B

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
	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
	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
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	\$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
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	\$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	\$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	\$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	\$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	\$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
352	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
351	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
	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	\$88,691
350	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
	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	\$82,451	\$86,590
349	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
	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	\$80,454	\$84,469
348	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
	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
347	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
	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
346	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
	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
345	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
	ANNUAL	\$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	\$76,627
344	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
	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	\$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
	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
	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
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
	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
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
	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
	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
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
	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
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
	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

EXHIBIT B

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
	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
	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
	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
	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
	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
	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
	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
	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
	ANNUAL												\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643

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

EXHIBIT B

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														
	ANNUAL		\$119,142	\$124,821														
454	HRLY	\$52.76	\$55.26	\$57.88														
	ANNUAL	\$109,741	\$114,941	\$120,390														
453	HRLY	\$50.83	\$53.26	\$55.79														
	ANNUAL	\$105,726	\$110,781	\$116,043														
452	HRLY	\$49.02	\$51.35	\$53.79														
	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								
	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															
	ANNUAL	\$70,138	\$73,653															

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

EXHIBIT B

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	\$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
	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
579	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
	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
578	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
	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
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
	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
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
	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
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
	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
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
	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
573	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
	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
572	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	\$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
571	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	\$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
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	\$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
569	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
	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
568	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
	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
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
	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
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
	ANNUAL	\$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	\$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	\$82,450	\$86,591	\$90,916	\$95,452	\$100,234	\$105,248	\$110,510	\$116,023	\$121,826
563	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	\$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
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	\$33.579	\$35.257	\$37.021	\$38.871
	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

EXHIBIT B

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
	ANNUAL	\$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	\$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
	ANNUAL	\$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	\$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
	ANNUAL	\$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	\$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
	ANNUAL	\$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	\$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
	ANNUAL	\$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	\$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
	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
	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
	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
	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
551	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
	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
	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
	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
	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
	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
	ANNUAL	\$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	\$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
	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	\$63,045	\$66,187	\$69,492	\$72,966	\$76,626
544	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
	ANNUAL	\$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	\$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
	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
	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
541	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
	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

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

EXHIBIT B

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
	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
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
	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
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
	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
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
	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
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	\$50,628	\$53,164	\$55,806	\$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
	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
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
	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
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
	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
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
	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
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
	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
530	HRLY							\$11,207	\$11,764	\$12,357	\$12,971	\$13,621	\$14,300	\$15,014	\$15,771	\$16,557	\$17,386	\$18,257
	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
	ANNUAL								\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029	\$49,379
528	HRLY									\$11,207	\$11,764	\$12,357	\$12,971	\$13,621	\$14,300	\$15,014	\$15,771	\$16,557
	ANNUAL									\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925	\$48,214
527	HRLY									\$10,936	\$11,479	\$12,057	\$12,657	\$13,286	\$13,957	\$14,650	\$15,386	\$16,150
	ANNUAL									\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804	\$47,029
526	HRLY										\$11,207	\$11,764	\$12,357	\$12,971	\$13,621	\$14,300	\$15,014	\$15,771
	ANNUAL										\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642	\$43,721	\$45,925
525	HRLY										\$10,936	\$11,479	\$12,057	\$12,657	\$13,286	\$13,957	\$14,650	\$15,386
	ANNUAL										\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661	\$44,804
524	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
523	HRLY											\$10,936	\$11,479	\$12,057	\$12,657	\$13,286	\$13,957	\$14,650
	ANNUAL											\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643	\$42,661
522	HRLY												\$11,207	\$11,764	\$12,357	\$12,971	\$13,621	\$14,300
	ANNUAL												\$32,635	\$34,257	\$35,984	\$37,772	\$39,664	\$41,642
521	HRLY												\$10,936	\$11,479	\$12,057	\$12,657	\$13,286	\$13,957
	ANNUAL												\$31,846	\$33,427	\$35,110	\$36,857	\$38,689	\$40,643

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

EXHIBIT B

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
	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
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
	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
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
	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
577	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
	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
576	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
	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
575	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
	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
574	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
	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
573	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
	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
572	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
	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
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
	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
	ANNUAL	\$64,605	\$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
569	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	\$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
568	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	\$64,605	\$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
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	\$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
566	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	\$64,605	\$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
565	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	\$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	\$118,872	\$124,800
564	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	\$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	\$116,022	\$121,826
563	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
	ANNUAL	\$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	\$118,872
562	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
	ANNUAL	\$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	\$116,022
561	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
	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

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

EXHIBIT B

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
558	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
	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
	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
	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	\$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
	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	\$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
	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	\$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	\$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	\$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
	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	\$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
	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	\$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
	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	\$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
	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
547	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
	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
546	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
	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
545	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
	ANNUAL	\$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	\$76,627
544	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
	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	\$74,797
543	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
	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
542	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
	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
541	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
	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
540	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
	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
539	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
	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
538	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
	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
537	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
	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 Fire - 40 Hour Staff 009
Effective: 7/8/2024

EXHIBIT B

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				\$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
535	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
534	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
533	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
532	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
531	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
530	HRLY							\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56
	ANNUAL							\$32,635	\$34,258	\$35,984	\$37,773	\$39,666	\$41,642	\$43,722	\$45,926	\$48,214	\$50,627	\$53,165
529	HRLY							\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93
	ANNUAL							\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643	\$42,661	\$44,803	\$47,029	\$49,379	\$51,854
528	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
527	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
526	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
525	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
524	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
523	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
522	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
521	HRLY												\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54
	ANNUAL												\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643

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

EXHIBIT B

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												
	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										
	ANNUAL	\$108,576	\$113,547	\$118,706	\$124,134	\$129,792	\$135,720	\$141,918										

DRAFT

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

EXHIBIT B

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
780	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
	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
779	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	\$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
778	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	\$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
777	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
	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
776	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
	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
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
	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
	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
	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
	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
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	\$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
770	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
	ANNUAL	\$64,605	\$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
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
	ANNUAL	\$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	\$118,872	\$124,800	\$131,040	\$137,592
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
	ANNUAL	\$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	\$116,022	\$121,826	\$127,920	\$134,326
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	\$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	\$118,872	\$124,800	\$131,040
766	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	\$64,605	\$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
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	\$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	\$118,872	\$124,800
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	\$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	\$116,022	\$121,826
763	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
	ANNUAL	\$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	\$118,872
762	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
	ANNUAL	\$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	\$116,022
761	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
	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
760	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
759	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

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

EXHIBIT B

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
	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
	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
	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
	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	
	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
	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
	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
	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
	ANNUAL												\$31,845	\$33,426	\$35,110	\$36,858	\$38,688	\$40,643

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

EXHIBIT B

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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
	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

EXHIBIT B

Grade	Hourly Min	Hourly Max	Annual Min	Annual Max
980	<i>As approved by City Council</i>			
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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT

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

EXHIBIT B

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

DRAFT