FY2013 City of Surprise
General Salary Plan

Class Title	FLSA	Band	Grade	Subgrade	Classification Status	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum
Accountant/Tax Auditor	E	C	4	1	C	$56,822.02	$71,016.77	$85,211.53	$27.32	$34.14	$40.97
Accountant/Tax Auditor (PCN 0751 only)	N	C	4	1	C	$56,822.02	$71,016.77	$85,211.53	$27.32	$34.14	$40.97
Administrative Assistant	N	A	1	2	C	$31,637.09	$35,594.42	$39,551.74	$15.21	$17.11	$19.02
Administrative Specialist	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Administrative Support Supervisor	E	B	3	1	N	$51,490.03	$59,213.97	$66,937.57	$24.75	$28.47	$32.18
Administrative Technician	N	A	1	3	C	$35,615.92	$40,089.42	$44,541.41	$17.12	$19.27	$21.41
Analyst	E	C	4	1	C	$56,819.88	$71,025.12	$85,230.36	$27.32	$34.15	$40.98
Animal Control Officer	N	A	1	3	C	$35,615.92	$40,089.42	$44,541.41	$17.12	$19.27	$21.41
Assistant Analyst	N	B	2	3	C	$46,584.60	$53,595.94	$60,564.28	$22.40	$25.77	$29.12
Assistant City Attorney I & II	E	C	5	2	N	$74,369.25	$92,962.38	$111,554.42	$35.75	$44.69	$53.63
Assistant City Attorney III	E	D	6	2	N	$79,297.13	$103,086.36	$126,875.83	$38.12	$49.56	$61.00
Assistant City Manager	E	E	9	1	N	$103,858.97	$140,210.16	$176,560.25	$49.93	$67.41	$84.88
Assistant Department Director	E	D	7	1	N	$87,085.62	$113,210.56	$139,336.57	$41.87	$54.43	$66.99
Assistant Planner	N	C	4	1	C	$56,822.02	$71,016.77	$85,211.53	$27.32	$34.14	$40.97
Assistant to the City Manager	E	C	4	3	N	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Assistant to the City Manager	**E**	**C**	**4**	**3(m2)**	**N**	**$63,557.25**	**$84,743.00**	**$105,939.09**	**$30.56**	**$40.74**	**$50.93**
Assistant to the Council I	E	C	4	2	N	$52,843.20	$66,054.00	$79,264.80	$25.41	$31.76	$38.11
Assistant to the Council II	**E**	**C**	**4**	**3(m2)**	**N**	**$63,557.25**	**$84,743.00**	**$105,939.09**	**$30.56**	**$40.74**	**$50.93**
Associate Civil Engineer	N	C	4	1	C	$56,819.88	$71,025.12	$85,230.36	$27.32	$34.15	$40.98
Associate Judge	E	E	8	1	N	$93,029.23	$125,590.35	$158,150.13	$44.73	$60.38	$76.03
Associate Plans Examiner	N	B	2	1	C	$38,777.48	$44,584.43	$50,412.88	$18.64	$21.43	$24.24
Budget/Accounting Manager	E	C	5	2	N	$74,369.25	$92,962.38	$111,554.42	$35.75	$44.69	$53.63
Buyer	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Cashier	N	A	1	2	C	$31,637.09	$35,594.42	$39,551.74	$15.21	$17.11	$19.02
Chief Land Surveyor	E	C	4	2	N	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Civil Engineer	E	C	4	2	C	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Civil Engineering Supervisor	E	C	5	2	N	$74,369.25	$92,962.38	$111,554.42	$35.75	$44.69	$53.63
Code Compliance Supervisor	E	B	3	2	N	$57,359.70	$65,963.08	$74,567.61	$27.58	$31.71	$35.85
Code Compliance Supervisor	**E**	**B**	**3**	**2 (m2)**	**N**	**$62,037.04**	**$72,984.76**	**$83,932.47**	**$29.83**	**$35.09**	**$40.35**
Communications Assistant	N	A	1	2	C	$31,637.09	$35,594.42	$39,551.74	$15.21	$17.11	$19.02
Communications Specialist	N	B	2	3	C	$46,584.60	$53,595.94	$60,564.28	$22.40	$25.77	$29.12
Community Services Officer	N	B	2	1	C	$38,777.48	$44,584.43	$50,412.88	$18.64	$21.43	$24.24
Department Director	E	E	8	2	N	$96,359.81	$130,085.09	$163,810.49	$46.33	$62.54	$78.76
Deputy City Attorney	E	D	7	1	N	$87,085.62	$113,210.56	$139,336.57	$41.87	$54.43	$66.99
Division Manager	E	D	6	2	N	$79,297.13	$103,086.36	$126,875.83	$38.12	$49.56	$61.00
Economic Development Coordinator	E	C	4	2	C	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Economic Development Supervisor	E	C	5	1	N	$68,969.72	$86,212.70	$103,454.58	$33.16	$41.45	$49.74

*FLSA
Exempt-E
Non-Exempt-N
Annual Market Adjustment-M

Classified-C / Non-Classified-N
All employees in Human Resources, City Attorney, City Manager, and Mayor/Council offices are Non-Classified

06.20.13

FY2013 City of Surprise
General Salary Plan

Class Title	FLSA	Band	Grade	Subgrade	Classification Status	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum
Executive Administrative Specialist	E	B	2	3	N	$46,584.60	$53,595.94	$60,564.28	$22.40	$25.77	$29.12
Fiscal Support Assistant	N	A	1	2	C	$31,637.09	$35,594.42	$39,551.74	$15.21	$17.11	$19.02
Fiscal Support Assistant	**N**	**A**	**1**	**2(m2)**	**C**	**$35,938.53**	**$41,057.24**	**$46,197.47**	**$17.28**	**$19.74**	**$22.21**
Fiscal Support Specialist	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Fiscal Support Supervisor	E	B	3	1	N	$51,490.03	$59,213.97	$66,937.57	$24.75	$28.47	$32.18
Fiscal Support Supervisor (PCN 0317 only)	N	B	3	1	N	$51,490.03	$59,213.97	$66,937.57	$24.75	$28.47	$32.18
Forensic Technician	N	C	4	3	C	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Human Resources Analyst	E	C	4	2	N	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Human Resources Specialist	N	B	2	2	N	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Information Technology Administrator	E	C	4	2	C	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Information Technology Administrator (PCN 0774 only)	N	C	4	2	C	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Information Technology Security Analyst	E	C	4	3	N	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Information Technology Supervisor	E	C	5	1	N	$68,969.72	$86,212.70	$103,454.58	$33.16	$41.45	$49.74
Information Technology Technician	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Information Technology Technician	**N**	**B**	**2**	**2(m2)**	**C**	**$47,853.52**	**$56,284.34**	**$64,736.67**	**$23.01**	**$27.06**	**$31.12**
Inspector	N	B	2	3	C	$49,229.98	$57,983.41	$66,672.32	$23.67	$27.88	$32.05
Lead Utility Technician	N	B	2	3	C	$46,584.60	$53,595.94	$60,564.28	$22.40	$25.77	$29.12
Maintenance & Operations Specialist	N	B	2	3	C	$46,584.60	$53,595.94	$60,564.28	$22.40	$25.77	$29.12
Maintenance & Operations Supervisor	E	B	3	2	N	$57,359.70	$65,963.08	$74,567.61	$27.58	$31.71	$35.85
Maintenance & Operations Technician	N	B	2	1	C	$38,777.48	$44,584.43	$50,412.88	$18.64	$21.43	$24.24
Manager	E	C	5	2	N	$74,369.25	$92,962.38	$111,554.42	$35.75	$44.69	$53.63
Planner	E	C	4	2	C	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Plans Examiner	N	B	2	2	C	$52,370.03	$61,596.62	$70,866.22	$25.18	$29.61	$34.07
Plans Examiner Supervisor	E	C	4	2	N	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Program Assistant	N	A	1	2	C	$31,637.09	$35,594.42	$39,551.74	$15.21	$17.11	$19.02
Program Coordinator	N	B	2	3	C	$46,584.60	$53,595.94	$60,564.28	$22.40	$25.77	$29.12
Program Coordinator	**N**	**B**	**2**	**3(m1)**	**C**	**$49,801.60**	**$57,243.51**	**$64,685.17**	**$23.94**	**$27.52**	**$31.10**
Program Manager	E	C	5	1	N	$68,969.72	$86,212.70	$103,454.58	$33.16	$41.45	$49.74
Program Manager	**E**	**C**	**5**	**1(m1)**	**N**	**$72,368.68**	**$90,460.85**	**$108,553.02**	**$34.79**	**$43.49**	**$52.19**
Program Specialist	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Program Supervisor	E	C	4	2	N	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Program Supervisor	**E**	**C**	**4**	**2(m1)**	**N**	**$60,007.20**	**$75,009.00**	**$90,010.80**	**$28.85**	**$36.06**	**$43.27**
Program Supervisor (PCN 0110 only)	**N**	**C**	**4**	**2(m1)**	**N**	**$60,007.20**	**$75,009.00**	**$90,010.80**	**$28.85**	**$36.06**	**$43.27**
Program Technician	N	B	2	1	C	$38,777.48	$44,584.43	$50,412.88	$18.64	$21.43	$24.24
Project Associate	N	B	2	3	C	$46,584.60	$53,595.94	$60,564.28	$22.40	$25.77	$29.12
Project Manager	E	C	4	2	C	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Public Safety Communications Officer	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68

*FLSA
Exempt-E
Non-Exempt-N
Annual Market Adjustment-M

Classified-C / Non-Classified-N
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06.20.13

FY2013 City of Surprise
General Salary Plan

Class Title	FLSA	Band	Grade	Subgrade	Classification Status	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum
Public Safety Communications Supervisor	N	C	4	1	N	$56,819.88	$71,025.12	$85,230.36	$27.32	$34.15	$40.98
Purchasing Supervisor	E	C	5	1	N	$68,969.72	$86,212.70	$103,454.58	$33.16	$41.45	$49.74
Purchasing Technician	N	A	1	2	C	$31,637.09	$35,594.42	$39,551.74	$15.21	$17.11	$19.02
Recreation Aide	N	A	1	2	C	$31,637.09	$35,594.42	$39,551.74	$15.21	$17.11	$19.02
Recreation Coordinator	N	C	4	2	N	$49,608.00	$62,004.80	$74,401.60	$23.85	$29.81	$35.77
Recreation Specialist	N	A	1	3	C	$35,615.92	$40,089.42	$44,541.41	$17.12	$19.27	$21.41
Recreation Supervisor	E	C	5	1	N	$68,969.72	$86,212.70	$103,454.58	$33.16	$41.45	$49.74
Senior Accountant/Senior Tax Auditor	E	C	4	3	C	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Senior Analyst	E	C	4	3	N	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Senior Buyer/Contract Officer	E	C	4	2	C	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Senior Civil Engineer	E	C	4	3	N	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Senior Communications Specialist	E	C	4	3	C	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Senior Financial Analyst	E	C	4	3	N	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Senior Human Resources Analyst	E	C	4	3	N	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Senior Inspector	N	B	2	4	C	$51,488.24	$59,209.32	$66,951.91	$24.75	$28.47	$32.19
Senior Inspector	**N**	**B**	**2**	**4(m1)**	**C**	**$55,489.69**	**$63,781.26**	**$72,072.82**	**$26.68**	**$30.66**	**$34.65**
Senior IT Administrator	E	C	4	3	C	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Senior IT Technician	N	B	2	3	C	$46,584.60	$53,595.94	$60,564.28	$22.40	$25.77	$29.12
Senior IT Technician	**N**	**B**	**2**	**3(m2)**	**C**	**$52,262.50**	**$61,467.58**	**$70,694.17**	**$25.13**	**$29.55**	**$33.99**
Senior Maintenance & Operations Technician	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Senior Planner	E	C	5	1	N	$68,969.72	$86,212.70	$103,454.58	$33.16	$41.45	$49.74
Senior Plans Examiner	N	B	2	3	C	$59,531.93	$70,027.44	$80,522.96	$28.62	$33.67	$38.71
Senior Project Manager	E	C	4	3	C	$62,220.60	$77,775.32	$93,329.83	$29.91	$37.39	$44.87
Senior Utilities Technician	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Service Worker/Groundskeeper	N	A	1	2	C	$31,637.09	$35,594.42	$39,551.74	$15.21	$17.11	$19.02
Survey Specialist	N	B	2	4	C	$51,488.24	$59,209.32	$66,951.91	$24.75	$28.47	$32.19
Survey Technician	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Training Coordinator	E	C	4	2	C	$59,520.77	$74,399.93	$89,280.14	$28.62	$35.77	$42.92
Transportation Officer	N	B	2	2	C	$42,691.79	$49,079.43	$55,488.58	$20.52	$23.60	$26.68
Utilities Analyst	E	C	4	1	C	$56,819.88	$71,025.12	$85,230.36	$27.32	$34.15	$40.98
Utilities Analyst (PCN 0730 only)	N	C	4	1	C	$56,819.88	$71,025.12	$85,230.36	$27.32	$34.15	$40.98
Utilities Supervisor	E	B	3	2	N	$57,359.70	$65,963.08	$74,567.61	$27.58	$31.71	$35.85
Utilities Supervisor (PCN 0706 only)	N	B	3	2	N	$57,359.70	$65,963.08	$74,567.61	$27.58	$31.71	$35.85
Utilities Technician	N	B	2	1	C	$38,777.48	$44,584.43	$50,412.88	$18.64	$21.43	$24.24
Utilities Technician	**N**	**B**	**2**	**1(m2)**	**C**	**$39,895.86**	**$46,950.22**	**$53,875.54**	**$19.18**	**$22.57**	**$25.90**

*FLSA
Exempt-E
Non-Exempt-N
Annual Market Adjustment-M

Classified-C / Non-Classified-N
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06.20.13