

**City of Surprise
FY20 General Pay Plan**

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Assistant City Manager	125	E	\$144,240.98	\$180,301.42	\$216,361.60
Deputy City Manager	124	E	\$135,984.94	\$169,981.24	\$203,977.54
Fire Chief	124	E			
Police Chief	124	E			
Assistant Police Chief	123	E	\$119,514.72	\$149,393.40	\$179,272.08
Chief Information Officer	123	E			
Director - Community Development	123	E			
Director - Parks & Recreation	123	E			
Director - Economic Development	123	E			
Director - Finance	123	E			
Director - Human Resources	123	E			
Director - Human Services & Community Vitality	123	E			
Director - Public Works	123	E			
Director - Sports & Tourism	123	E			
Assistant Fire Chief	122	E	\$101,174.58	\$126,468.42	\$151,762.00
Chief Prosecutor	122	E			
Assistant Director - Building Safety, Development & Code Enforcement	121	E	\$93,254.72	\$116,568.40	\$139,882.08
Assistant Director - Engineering/City Engineer	121	E			
Assistant Director - Finance	121	E			
Assistant Director - Human Resources	121	E			
Assistant Director - Planning, Transportation & Real Estate	121	E			
Assistant Director - Sports & Tourism	121	E			
Assistant Director - Utility Operations	121	E			
Application Services Manager	120	E	\$89,683.36	\$112,104.20	\$134,525.04
Assistant Director - Parks & Recreation	120	E			
Assistant Director - Operations	120	E			
Court Administrator	120	E			
GIS Manager	120	E			
Human Resources Manager	120	E			

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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
IT Security Manager	120	E			
Risk Manager - Senior	120	E			
Technical Services Manager	120	E			
Accounting Manager	119	E	\$86,217.04	\$107,771.30	\$129,325.56
Chief Land Surveyor	119	E			
Community Partnerships Manager	119	E			
Emergency Manager	119	E			
Fire Marshall	119	E			
Human Service & Community Vitality Manager	119	E			
Transportation Planning Manager	119	E			
Business Services Process Manager	118	E	\$82,120.48	\$102,650.60	\$123,180.72
Economic Development Manager	118	E			
Engineering Manager	118	E			
Environmental Manager	118	E			
Facilities Manager	118	E			
Information Technology Network Engineer	118	E			
Procurement Manager	118	E			
Real Property Manager	118	E			
Revenue Manager	118	E			
Solid Waste Manager	118	E			
Sports & Tourism Business Administration Manager	118	E			
Streets Manager	118	E			
Systems Architect	118	E			
Wastewater Manager	118	E			
Water Manager	118	E			
Water Resource Portfolio Manager	118	E			
Business Manager	117	E	\$77,456.60	\$96,820.88	\$116,184.90
Campus and Parks Maintenance Division Manager	117	E			
Customer Service/Utility Billing Manager	117	E			

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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Government Relations Administrator	117	E			
Infrastructure Manager	117	E			
Internal Auditor - Senior	117	E			
Marketing & Communications Manager	117	E			
Project Manager - Senior	117	E			
Public Safety Communications Manager	117	E			
Recreation Division Manager	117	E			
Senior Assistant City Prosecutor	117	E			
Broadcast Administrator	116	E	\$70,439.98	\$88,050.04	\$105,660.10
Deputy City Clerk	116	E			
Economic Development Project Manager	116	E			
Financial Management Analyst - Senior	116	E			
Fleet Manager	116	E			
Information Technology Network Administrator	116	E			
Information Technology Security Analyst - Senior	116	E			
Maintenance & Operations Manager	116	E			
Recreation Manager	116	E			
SCADA Systems Supervisor	116	E			
Sports & Tourism Manager	116	E			
Webmaster	116	E			
Accountant - Principal	115	E	\$68,390.40	\$85,488.00	\$102,585.60
Application Analyst - Senior	115	E			
Civil Analyst - Senior	115	E			
Human Services Supervisor	115	E			
Information Technology Security Analyst	115	E			
Programmer Analyst	115	E			
Recreation Supervisor	115	E			
Solid Waste Supervisor	115	E			
Sports & Tourism Supervisor	115	E			

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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Streets Supervisor	115	E			
Buyer - Senior, Contracts	115	N	\$32.88	\$41.10	\$49.32
Accountant - Senior	114	E	\$66,385.28	\$82,981.60	\$99,577.92
Application Analyst	114	E			
Building Inspection Supervisor	114	E			
Civil Engineer	114	E			
Court Clerk Supervisor	114	E			
Court Clerk Supervisor - Judicial Administrative	114	E			
Court Financial Compliance Coordinator	114	E			
Criminal Analyst - Senior	114	E			
Current Planning Supervisor	114	E			
Department Financial Analyst - Senior	114	E			
Economic Development Coordinator	114	E			
Facilities Supervisor	114	E			
Field Engineering Supervisor	114	E			
Financial Analyst - Senior	114	E			
Fleet Supervisor	114	E			
GIS Analyst - Senior	114	E			
Human Resources Analyst - Senior	114	E			
Intelligent Transportation Systems Supervisor	114	E			
Internal Auditor	114	E			
Management Analyst - Senior	114	E			
Neighborhood Services Supervisor	114	E			
Payroll Supervisor	114	E			
Plan Review Supervisor	114	E			
Process & Policy Analyst	114	E			
Project Manager	114	E			
Public Information Officer	114	E			
Public Works Business Analyst	114	E			

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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Systems Administrator	114	E			
Wastewater Infrastructure Supervisor	114	E			
Wastewater Maintenance Supervisor	114	E			
Water Operations Supervisor	114	E			
Water Reclamation Facility Operations Supervisor	114	E			
Youth Services Administrator	114	E			
Assistant City Prosecutor	113	E	\$63,252.80	\$79,081.60	\$94,889.60
Economic Development Marketing Coordinator	113	E			
Fiscal Support Supervisor	113	E			
HRIS Analyst	113	E			
Maintenance & Operations Supervisor - Parks/Baseball	113	E			
Police Management Analyst - Senior	113	E			
Water Maintenance Supervisor	113	E			
Traffic Signal Specialist	113	N	\$30.41	\$38.02	\$45.62
Civil Engineer - Associate	112	E	\$60,216.00	\$75,275.20	\$90,334.40
Customer Service/Utility Billing Supervisor	112	E			
Development Review Supervisor	112	E			
Environmental Compliance Analyst - Utility	112	E			
Field Customer Service Supervisor	112	E			
Financial Analyst	112	E			
Graphic Designer	112	E			
Management Analyst	112	E			
Planner II	112	E			
Police Property & Evidence Supervisor	112	E			
Police Records Supervisor	112	E			
Stormwater Program Analyst - Utility	112	E			
Transportation Planner - Senior	112	E			
Police Computer Forensic Analyst	112	N	\$28.95	\$36.19	\$43.43
Accountant/Tax Auditor	111	E	\$58,489.60	\$73,112.00	\$87,734.40

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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
GIS Analyst	111	E			
Workers Compensation Senior Claims Adjuster	111	E			
Building Inspector II	111	N	\$28.12	\$35.15	\$42.18
Code Enforcement Inspector II	111	N			
Fleet Technician III	111	N			
Information Technology Technician - Senior	111	N			
Land Survey Party Chief	111	N			
Lead Fleet Technician/Coordinator	111	N			
Public Safety Communications Supervisor	111	N			
Specialist - Pollution Control	111	N			
Specialist - SCADA Instrumentation	111	N			
Traffic Sign and Striping Specialist	111	N			
Utility Electrician - Lead	111	N			
Utility Mechanic - Lead	111	N			
Wastewater Operator - Lead	111	N			
Water Operator - Lead	111	N			
Assistant to the Council	110	E	\$53,185.60	\$66,497.60	\$79,788.80
Police Crime and Traffic Analyst	110	E			
Senior Services Program Coordinator	110	E			
Surprise Stadium Sales and Sponsorship Coordinator	110	E			
Utility Business Systems Analyst	110	E			
Water Conservation Specialist	110	E			
Workers Compensation Claims Adjuster/Safety Analyst	110	E			
Collections Operator - Senior	110	N	\$25.57	\$31.97	\$38.36
Electrician - Facilities Maintenance	110	N			
Fire Inspector	110	N			
GIS Developer	110	N			
HVAC Specialist - Facilities Maintenance	110	N			
Planner I	110	N			

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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Plans Examiner	110	N			
Recreation Coordinator	110	N			
Development Services Project Coordinator	109	E	\$49,670.40	\$62,088.00	\$74,505.60
Building Inspector I	109	N	\$23.88	\$29.85	\$35.82
Buyer - Purchasing	109	N			
Code Enforcement Inspector I	109	N			
Construction Inspector	109	N			
Fleet Technician II	109	N			
Neighborhood Services Program Coordinator	109	N			
Technician - SCADA Instrumentation	109	N			
Utility Rates Specialist	109	N			
Victim Advocate	109	N			
Wastewater Operator - Senior	109	N			
Water Operator III	109	N			
Administrative Services Assistant (Finance)	108	N	\$22.32	\$27.90	\$33.48
Collections Operator	108	N			
Communications Specialist	108	N			
Court Clerk - Senior	108	N			
Development Services Specialist	108	N			
Financial Specialist	108	N			
GIS Technician	108	N			
Information Technology Technician	108	N			
Legal Specialist - Civil	108	N			
Parks and Campus Maintenance Technician - Senior	108	N			
Police Victim Advocate	108	N			
Resource Center Coordinator	108	N			
Right-Of-Way Agent	108	N			
Solid Waste Crew Leader	108	N			
Streets Crew Leader	108	N			

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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Streets Landscape Maintenance Specialist	108	N			
Traffic Sign and Striping Technician - Senior	108	N			
Traffic Signal Technician - Senior	108	N			
Utility Mechanic - Senior	108	N			
Youth Services Coordinator	108	N			
Zoning Specialist	108	N			
Administrative Specialist - Senior	107	N	\$20.66	\$25.83	\$31.00
Field Customer Service Representative - Lead	107	N			
Fleet Technician I	107	N			
Human Resources Specialist	107	N			
Payroll Specialist	107	N			
Police Records Technician - Lead	107	N			
Solid Waste Routing Specialist	107	N			
Traffic Control Coordinator	107	N			
Water Operator II	107	N			
Accounting Specialist - Lead	106	N	\$19.50	\$24.38	\$29.25
Administrative Specialist	106	N			
Customer Service Representative - Lead	106	N			
Customer Service Specialist	106	N			
Field Customer Service Representative	106	N			
Legal Specialist - Criminal	106	N			
Maintenance Technician - Senior	106	N			
Police Crime Scene Specialist	106	N			
Preventative Maintenance Utility Technician	106	N			
Public Safety Communications Call Taker	106	N			
Solid Waste Equipment Operator	106	N			
Streets Equipment Operator	106	N			
Utility Mechanic	106	N			
Wastewater Operator	106	N			

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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Accounting Specialist	105	N	\$18.57	\$23.22	\$27.86
Court Clerk	105	N			
Customer Service Representative - Senior	105	N			
Development Services Assistant	105	N			
Maintenance Technician - Building Maintenance Worker	105	N			
Police Community Services Officer - Park Ranger	105	N			
Police Property & Evidence Technician	105	N			
Traffic Sign and Striping Technician	105	N			
Water Operator I	105	N			
Administrative Technician	104	N	\$17.69	\$22.11	\$26.53
Customer Service Representative	104	N			
Parks and Campus Maintenance Technician	104	N			
Police Community Services Officer - Front Desk	104	N			
Police Records Technician	104	N			
Procurement Technician	104	N			
Recreation Specialist	104	N			
Resource Center Specialist	104	N			
Senior Services Specialist	104	N			
Solid Waste Inspector	104	N			
Utility Locator - Senior	104	N			
Neighborhood Services Program Technician	103	N	\$16.85	\$21.06	\$25.27
Police Community Services Officer - Vehicles and Equipment	103	N			
Program Assistant - Victim Services	103	N			
Administrative Assistant	101	N	\$15.28	\$19.10	\$22.92
Communications Assistant	101	N			
Food Service Assistant	101	N			
Groundskeeper	101	N			
Service Worker - Lead	101	N			
Operator/Intern - Temporary	100	N	\$14.54	\$18.18	\$21.82

**City of Surprise
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Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Service Worker	100	N			
General Services Worker - Temporary	GST	N	\$11.11	N/A	\$14.54

Effective: June 17, 2019

Approved by: Lisa Angelini, Human Resources Director

Signature: _____

Date: _____