

**City of Surprise
FY19 General Pay Plan**

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Assistant City Manager	125	E	\$142,812.80	\$178,505.60	\$214,198.40
Fire Chief	124	E	\$134,638.40	\$168,292.80	\$201,947.20
Police Chief	124	E			
Assistant Police Chief	123	E	\$118,331.20	\$147,908.80	\$177,465.60
Chief Information Officer	123	E			
Director - Communications & Marketing	123	E			
Director - Community Development	123	E			
Director - Community & Recreation Services	123	E			
Director - Economic Development	123	E			
Director - Finance	123	E			
Director - Government and Community Partnerships	123	E			
Director - Human Resources	123	E			
Director - Human Services & Community Vitality	123	E			
Director - Public Works	123	E			
Director - Sports & Tourism	123	E			
Director - Water Resource Management	123	E			
Assistant Fire Chief	122	E	\$100,172.80	\$125,236.80	\$150,280.00
Chief Prosecutor	122	E			
Assistant Director - Building Safety, Development & Code Enforcement	121	E	\$92,331.20	\$115,419.20	\$138,507.20
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			
Application Services Manager	120	E	\$88,795.20	\$110,988.80	\$133,182.40
Assistant Director - Community & Recreation Services	120	E			
Assistant Director - Operations	120	E			
Court Administrator	120	E			
GIS Manager	120	E			
Human Resources Manager	120	E			

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FY19 General Pay Plan**

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	\$85,363.20	\$106,724.80	\$128,065.60
Chief Land Surveyor	119	E			
Emergency Manager	119	E			
Fire Marshall	119	E			
Transportation Planning Manager	119	E			
Engineering Manager	118	E	\$81,307.20	\$101,628.80	\$121,950.40
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 and Events Division Manager	118	E			
Strategic Partnerships Liaison	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	\$76,689.60	\$95,867.20	\$115,044.80
Business/Field Services Manager	117	E			
Campus and Parks Maintenance Division Manager	117	E			
Customer Service/Utility Billing Manager	117	E			
Neighborhood Services Program Supervisor	117	E			
Project Manager - Senior	117	E			
Public Safety Communications Manager	117	E			

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FY19 General Pay Plan**

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Recreation Division Manager	117	E			
Senior Assistant City Prosecutor	117	E			
Senior Services Program Supervisor	117	E			
Systems Administrator - Senior	117	E			
Deputy City Clerk	116	E	\$69,742.40	\$87,172.80	\$104,603.20
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			
Internal Auditor	116	E			
Maintenance & Operations Manager	116	E			
Payroll Supervisor	116	E			
Recreation Manager	116	E			
SCADA Systems Supervisor	116	E			
Wastewater Infrastructure Supervisor	116	E			
Wastewater Maintenance Supervisor	116	E			
Water Maintenance Supervisor	116	E			
Water Operations Supervisor	116	E			
Water Reclamation Facility Operations Supervisor	116	E			
Webmaster	116	E			
Accountant - Principal	115	E	\$67,704.00	\$84,635.20	\$101,566.40
Application Analyst - Senior	115	E			
Civil Analyst - Senior	115	E			
Executive Management Analyst	115	E			
Financial Analyst - Principal	115	E			
Human Resources Analyst - Senior	115	E			
Information Technology Security Analyst	115	E			
Programmer Analyst	115	E			
Recreation Supervisor	115	E			

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FY19 General Pay Plan**

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Solid Waste Supervisor	115	E			
Streets Supervisor	115	E			
Video Production Coordinator	115	E			
Buyer - Senior, Contracts	115	N	\$32.55	\$40.69	\$48.83
Accountant - Senior	114	E	\$65,728.00	\$82,160.00	\$98,592.00
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			
Financial Analyst - Senior	114	E			
Fleet Supervisor	114	E			
GIS Analyst - Senior	114	E			
Intelligent Transportation Systems Supervisor	114	E			
Management Analyst - Senior	114	E			
Plan Review Supervisor	114	E			
Process & Policy Analyst	114	E			
Public Information Officer	114	E			
Public Works Business Analyst	114	E			
Systems Administrator	114	E			
Youth Services Administrator	114	E			
Assistant City Prosecutor	113	E	\$62,608.00	\$78,270.40	\$93,912.00
Economic Development Marketing Coordinator	113	E			
Fiscal Support Supervisor	113	E			

**City of Surprise
FY19 General Pay Plan**

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Maintenance & Operations Supervisor - Parks/Baseball	113	E			
Police Management Analyst - Senior	113	E			
Project Manager	113	E			
Traffic Signal Specialist	113	N	\$30.10	\$37.63	\$45.15
Civil Engineer - Associate	112	E	\$59,612.80	\$74,526.40	\$89,419.20
Customer Service/Utility Billing Supervisor	112	E			
Development Review Supervisor	112	E			
Environmental Compliance Analyst - Utility	112	E			
Field Customer Service Supervisor	112	E			
Graphic Designer	112	E			
Human Resources Analyst	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			
Utility Infrastructure Supervisor	112	E			
Financial Analyst	112	N	\$28.66	\$35.83	\$42.99
Police Computer Forensic Analyst	112	N			
Accountant/Tax Auditor	111	E	\$57,907.20	\$72,363.20	\$86,819.20
Workers Compensation Senior Claims Adjuster	111	E			
Building Inspector II	111	N	\$27.84	\$34.79	\$41.74
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			

**City of Surprise
FY19 General Pay Plan**

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
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			
Police Crime and Traffic Analyst	110	E	\$52,644.80	\$65,790.40	\$78,936.00
Senior Services Program Coordinator	110	E			
Workers Compensation Claims Adjuster/Safety Analyst	110	E			
Collections Operator - Senior	110	N	\$25.31	\$31.63	\$37.95
Electrician - Facilities Maintenance	110	N			
Fire Inspector	110	N			
GIS Developer	110	N			
HVAC Specialist - Facilities Maintenance	110	N			
Planner I	110	N			
Plans Examiner	110	N			
Recreation Coordinator	110	N			
Development Services Project Coordinator	109	E	\$49,171.20	\$61,484.80	\$73,777.60
Building Inspector I	109	N	\$23.64	\$29.56	\$35.47
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			
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	\$22.10	\$27.63	\$33.15
Collections Operator	108	N			

**City of Surprise
FY19 General Pay Plan**

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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			
Streets Landscape Maintenance Specialist	108	N			
Traffic Sign and Striping Technician - Senior	108	N			
Traffic Signal Technician - Senior	108	N			
Utility Business Systems Specialist	108	N			
Utility Mechanic - Senior	108	N			
Youth Services Coordinator	108	N			
Zoning Specialist	108	N			
Administrative Specialist - Senior	107	N	\$20.46	\$25.58	\$30.69
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	\$19.31	\$24.13	\$28.95

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FY19 General Pay Plan**

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Administrative Specialist	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			
Accounting Specialist	105	N	\$18.39	\$22.98	\$27.57
Court Clerk	105	N			
Customer Service/Utility Billing - Lead	105	N			
Development Services Assistant	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	\$17.51	\$21.88	\$26.25
Customer Service/Utility Billing 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			

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FY19 General Pay Plan**

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum
Utility Locator - Senior	104	N			
Neighborhood Services Program Technician	103	N	\$16.68	\$20.85	\$25.01
Police Community Services Officer - Vehicles and Equipment	103	N			
Program Assistant - Victim Services	103	N			
Cashier - Lead	102	N	\$15.88	\$19.85	\$23.82
Administrative Assistant	101	N	\$15.13	\$18.91	\$22.68
Communications Assistant	101	N			
Food Service Assistant	101	N			
Groundskeeper	101	N			
Service Worker - Lead	101	N			
Cashier	100	N	\$14.40	\$18.00	\$21.60
Operator/Intern - Temporary	100	N			
Service Worker	100	N			
General Services Worker - Temporary	GST	N	\$10.50	N/A	\$14.40