



**Sierra Vista City Council**  
Meeting Agenda  
February 24, 2022

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**Call to Order**

5:00 p.m., City Hall Council Chambers, 1011 N. Coronado Drive, Sierra Vista, Arizona

**Roll Call**

**Invocation** – Pastor Jerry Preiss, Hope and Healing Christian Church

**Pledge of Allegiance**

**Item 1** Acceptance of the Agenda

**City Manager’s Report:** Upcoming Meetings, Bid Openings and Bid Awards

**Awards and Presentations:**

Certificate of Achievement for Excellence in Financial Reporting

Government Finance Officers Association Distinguished Budget Presentation

**New Business**

**Item 2** Discussion and Possible Action of the Regular City Council Meeting Minutes of February 10, 2022

**Item 3** Discussion and Possible Action of Resolution 2022-006, Adoption of the revised FY 2022 Classification and Compensation Plan to include a Mid-year Two Percent Market Shift, and Declaring an Emergency

**Call to the Public**

**Comments and Requests of the Council**

**Adjournment**

Sierra Vista City Council  
Meeting Minutes  
[February 10, 2022](#)

Mayor Mueller called the February 10, 2022, City Council Regular Meeting to order at 5:00 p.m., City Hall Council Chambers, 1011 N. Coronado Drive, Sierra Vista, Arizona.

Roll Call:

Mayor Rick Mueller – present  
Mayor Pro Tem Rachel Gray – absent  
Council Member William Benning – present  
Council Member Gregory Johnson - present  
Council Member Angelica Landry – present  
Council Member Mark Rodriguez - present  
Council Member Carolyn Umphrey - present

Others Present:

Chuck Potucek, City Manager  
Victoria Yarbrough, Assistant City Manager  
Jon Kosmider, Deputy Police Chief  
Brian Jones, Fire Chief  
Gabriel Squires, Public Works Internal Operations Manager  
Laura Wilson, Parks, Recreation, and Library Director  
Tony Boone, Economic Development Manager  
Dianna Cameron, Management Analyst  
Nathan J. Williams, City Attorney  
Jill Adams, City Clerk

Mayor Mueller announced that the reason that Mayor Pro Tem Gray is not present, is because her sister passed away; therefore, she is with family in Mississippi. He then asked everyone to keep her and her family in one's prayers and hearts over the next couple of weeks.

Invocation – Pastor Randy Youngblood, Thunder Mountain Church, led everyone present in prayer.

Pledge of Allegiance – Council Member Rodriguez led the Pledge of Allegiance.

[Item 1](#) Acceptance of the Agenda

Council Member Landry moved that the agenda for the Regular City Council Meeting of February 10, 2022, be approved. Council Member Benning seconded the motion. The motion unanimously carried, 6/0. Mayor Mueller, Council Members Benning, Johnson, Landry, Rodriguez, and Umphrey voting in favor.

City Manager's Report: Mr. Potucek stated that the next regularly scheduled work session is scheduled for February 22, 2022, at 3:00 p.m. in the Council Chambers and the highlight of that session will be the mid-year budget review, which will effectively also kick off the fiscal year 22-23 budget process. The next Council Meeting is scheduled for February 24, 2022, at 5:00 p.m., also in the Council Chambers. The City's offices will be closed on Monday, February 21, 2022, in honor of Presidents' Day, which means that refuse pickups on Monday, February 21, 2022, will be on Tuesday, February 22, 2022 and Tuesday's pickup will be on Wednesday, February

23, 2022 with no changes to the regular Thursday and Friday pickups; however, there will be no special pickups that week.

Mr. Potucek reported that he has received December's sales tax reports that ran 9.5 percent over last year's; therefore, the City now has received four months in a row running around nine and a half percent sales tax growth going into December. That is still anticipating that those numbers will settle out a little bit, but the City has had a very strong first half with the budget of \$10.4 million and receipts of \$12.4 million so far for this fiscal year. He also reported that he attended the meeting of the Joint Powers Authority Board for SEACOM, where also in attendance was the Sheriff. He announced that SEACOM is getting some hires in there, hopefully taking some of the burden off the existing staff. The pay increase for staff is also being implemented this week and the National Guard is stepping up and helping and being trained at SEACOM and so, some of the innovative things that they were looking at are starting to pay some dividends as well.

The City received the bids for the Avenida Escuela Extension and Charleston Road Replacement Project. Those were bid together and that is a good/bad news story because both together came in under budget by \$453,000. However, they came in opposite of what was thought, meaning that the Charleston Road Rebuild came in higher than the actual Avenida Escuela Project behind Walmart. As a result, Walmart, which was on the hook for half of the bridge and the south side of the road improvements, but not the north side improvements connecting the road to Paiz Park, will pay \$395,000 versus the budgeted amount of \$1.25 million share for Walmart to pay. This put the City \$401,000 over, but the good news is that a higher cost was anticipated; therefore, an additional \$500,000 was budgeted in HURF to cover this contingency, and not have to dip in any other reserves or monies to carry out the project. The City only received one bid from KE&G, and when they are finished on the West Side of Fry, they will then move over and do those two projects after that.

The Cyr Center parking lot, CDBG project, has bids that are due on February 22, 2022, the Annual Street Maintenance Patching and Seals Project has bids due on March 2, 2022, and the airport sign has been demolished and the new sign is now complete. They must pour the concrete, let that cure, and then they will install the sign that should be done within the next two weeks.

#### Awards and Presentations:

The Mayor and Council presented Mr. Potucek with the John J. DeBolske Professional Excellence Award by the Arizona City/County Management Association. Mr. Potucek thanked everybody and stated that everyone knows that he is not much for personal recognition, but to be recognized by his peers in the State is a special thing. He explained that Jack DeBolske was the League Director for the League of Arizona Cities and Towns for 40 years, from 1957 to 1997, and in that time, he was the father of the Phoenix Freeway System. He is also the father of the water laws in the State Groundwater Laws that protect the water basin in Sierra Vista, the father of the State Shared Revenue System that the City counts on for its budget every year; therefore, he is probably the most influential person in this State/local government, Arizona, and arguably in the State's history. He further stated that he is very pleased to get an award in his name, and he appreciate that. He thanked the community that his wife, Maureen, and he have been able to call home over the last 36 years because it is a great community to deliver in, work in, and raise his kids in. He also thanked Mayor Mueller, the Council, and predecessors, and for allowing him the privilege of serving the community and working for the City over the last 36 years, 26 as manager. Lastly, he thanked the staff and noted that they are tremendous people

to work with through the years, as well as prior staff because without them, he would not be standing before Council receiving the award.

The following Water Wise Youth's Poster Contestant/awardees for 2020 and 2021 were recognized by the Mayor and Council. Ms. Alex Kosmider presented the following students:

First Place for 2020 – Hannah Gibbs, Center for Academic Success, sixth grade; and  
Second place for 2020 – Oliver Sherman, Village Meadows, third grade, and Jazlene Vega, Berean Academy, fifth grade.

First place grand prize winner for 2021 – Zyla Briones, Pueblo Del Sol, fourth grade; and  
Third place for 2021 – Bethany Homrighouse, Pueblo Del Sol, fourth grade.

Ms. Alex Kosmider stated that there is currently a poster contest; therefore, there should be a new batch of students, third through eighth grade in the Sierra Vista area. She voiced her appreciation at everyone for supporting the kids, and thanked the students for their art, engaging in waterwise practices, and for showing compassion for the environment.

#### Public Hearings

[Item 2](#) Discussion and Possible Action of Resolution 2022-004, Series 9 liquor license application for an interim permit, owner transfer, limited liability company-type of ownership for Michael Joseph Basha on behalf of Raley's Arizona LLC dba Food City at 85 S. Highway 92, Sierra Vista, Arizona

Council Member Umphrey moved that Resolution 2022-004, a Series 9 liquor license application for an interim permit, owner transfer, limited liability company-type of ownership for Michael Joseph Basha on behalf of Raley's Arizona LLC dba Food City, be approved. Council Member Benning seconded the motion.

Ms. Adams stated that this is an application for an ownership and interim permit change for the license. It is currently housed at the Food City in town. It is a series nine which is a liquor store license. It is a quota license which entitles the owners to transfer it as opposed to, a restaurant license which is not transferable. The notice of the public hearing was posted on the premise the required amount of time and no comments have been received from the public pro or con. A background has been done on the applicant, Mr. Basha and the Police Department has no objection to this moving forward. If approved, it will be returned to the State for final action.

In response to Council Member Rodriguez, Mr. Habib, representative for Raley's Arizona LLC, stated that Food City is not closing. Raley's Arizona LLC bought the business from Bashas. However, some members of the Basha family are still involved in management, and Mr. Basha will remain the primary contact on the liquor license. The management, name and employees are staying the same as well as the layout.

The motion unanimously carried, 6/0. Mayor Mueller, Council Members Benning, Johnson, Landry, Rodriguez, and Umphrey voting in favor.

[Item 3](#) Discussion and Possible Action of Resolution 2022-005, a location transfer of a Series 6 limited liability-type liquor license for Wacey Austin Barta on behalf of DUB Ventures LLC dba Punchy's Tavern, 1939 Frontage Road, Suite A, Sierra Vista, Arizona

Council Member Benning moved that Resolution 2022-005, a location transfer of a Series 6 limited liability-type liquor license for Wacey Austin Barta on behalf of DUB Ventures LLC dba Punchy's Tavern, be approved. Council Member Umphrey seconded the motion.

Ms. Adams stated that this is a Series 6 license that Mr. Barta is requesting a change of location to 1939 Frontage Road. The notice of the public hearing was posted on the facility and no comments have been received, pro or con from the public. A background check has been performed by the Police Department and they have no objection to this action moving forward, and if approved it will be returned to the State Liquor Board for final action and issuance.

Council Member Rodriguez stated that he has seen pictures on Facebook, but he prefers the updates. He voiced his appreciation at new businesses that do that because they show their progress from where it started to where it is going.

In response to Council Member Rodriguez, Mr. Barta, owner of DUB Ventures LLC dba Punchy's Tavern, stated that the courtyard in the back was previously for general use for the whole building, but it had not been used for several years; therefore, he made this agreement with them to get the courtyard and it has been included on the liquor license.

The motion unanimously carried, 6/0. Mayor Mueller, Council Members Benning, Johnson, Landry, Rodriguez, and Umphrey voting in favor.

New Business

[Item 4](#) Discussion and Possible Action of the Regular City Council Meeting Minutes of January 13, 2022

Council Member Johnson moved that the Regular City Council Meeting Minutes of January 13, 2022, be approved. Council Member Umphrey seconded the motion. The motion unanimously carried, 7/0. Mayor Mueller, Council Members Benning, Johnson, Landry, Rodriguez, and Umphrey voting in favor.

Call to the Public – There was no response.

Comments and Requests of the Council:

Council Member Rodriguez stated that it seems like Council has not had a meeting in a long time, and he has some back log notes from December regarding the little things that he has noticed around the City, i.e., a refuse worker that dressed up as Santa Claus in December while picking up the trash around the City in the morning while the kids were out waiting for the school bus; therefore, he would like to thank him personally. He thanked Mr. Brett, who he has seen at Veterans' Memorial Park while his class from Fort Huachuca does physical training, cleaning up making sure the fields are ready to go, and making sure that the bathrooms are open. He gave a local shoutout to the Sierra Vista Elite Cheer Team - The Queens that competed in Las Vegas

along with his daughter, who are going to go to Atlantic City, New Jersey to represent Sierra Vista. The Cheer Team has a Go Fund Me Page and people may donate to get the team out to New Jersey. In closing, he thanked the Air Force Thunderbirds, who were in Sierra Vista for a few weeks, and for choosing the City's airspace. Lastly, he asked the community to have patience while out on the West End. The Council knows about the problems, and these will be addressed as needed, i.e., adding a stop sign or whatever.

Council Member Landry stated that there is a lot going on during the weekend, especially with Valentine's Day coming up. She announced that on Saturday, February 12, 2022, from 10:00 a.m. until 4:00 p.m., the Nancy Brua Animal Shelter will host a Love-a-bull Open House, with a dog kissing booth, refreshments, and an adoption special. She added that donations are always welcomed. Also on Saturday, February 12, 2022, the Women's Council of Realtors will host their 6th Annual Dessert Auction from 6:00 p.m. until 8:00 p.m., at the Sierra Suites. They have an online bidding that can be found on their Facebook page. Lastly, she noted that a portion of the proceeds will benefit the Legacy Foundation of Southeast Arizona, a great foundation that does a lot of good in the community.

Council Member Umphrey stated that Saturday, February 12, 2022 will be a busy day for all, and announced that the Salvation Army is hosting the Purse Auction along with an afternoon tea, at 1:00 p.m. Tickets are \$20, and the auction will take place at 180 E Wilcox. She congratulated City Manager Potucek on his prestigious award and stated that she is proud, and surprised that it is the first time he has won because he has always impressed her. She also congratulated the Waterwise Poster Contest winners.

Council Member Benning thanked Pastor Randy Youngblood for his blessing and stated that it is always great to hear from him. He congratulated City Manager Potucek and noted that the award is well deserved, and he should have won the last 20 years. He also congratulated Berlynda Schaaf, Parks and Recreation Commission's Vice Chair, and in closing, asked everybody to remember what the month of February is about and to tell somebody that they are loved, and to enjoy Valentine's Day.

Council Member Johnson had nothing to report.

Mayor Mueller thanked Pastor Youngblood and shared that he once helped him open an education forum with the County Education Superintendent, where he gave a very concise, motivating pitch that got him and the educators going. He announced that on February 24, 2022, the VFW is hosting its Veteran of the Year Lunch starting at 11:30 until 1:00 p.m. Tickets are \$30 and are available through Eventbrite.

Council Member Rodriguez stated that the Super Bowl is on Sunday, February 13, 2022, and asked that anyone having a large event to set aside the aluminum cans and pull tabs for the animal shelter to help them raise money. He also announced that the Buena High School Basketball Team is doing amazing, and they are having a State game next week. The girls play on Tuesday and the boys play on Wednesday at 7:00 p.m. at Buena High School. The boys had an amazing streak, but they lost to the Catholic School in Tucson.

Council Member Benning stated that leading that basketball team is Buena Colts Basketball, senior shooting guard Cooper Jones. He also stated that he wants Mayor Pro Tem Gray to know that she is in Council's thoughts, prayers and he hopes that everything is going well.

Adjournment

Mayor Mueller adjourned the January 13, 2022 meeting of the Sierra Vista City Council at 5:33 p.m.

\_\_\_\_\_  
Frederick W. Mueller, Mayor

Minutes prepared by:

Attest:

\_\_\_\_\_  
Maria G. Marsh, Deputy Clerk

\_\_\_\_\_  
Jill Adams, City Clerk

February 15, 2022

MEMORANDUM TO: Honorable Mayor and City Council

THRU: Charles P. Potucek, City Manager  
Victoria Yarbrough, Assistant City Manager

FROM: Barbara L. Fleming, Chief Human Resources Officer

SUBJECT: Request for Agenda Item Placement  
Resolution 2022-006, Adoption of the revised FY 2022  
Classification and Compensation Plan to include a mid-year 2%  
Market Shift , and declaring an emergency

#### Recommendation

The City Manager recommends approval.  
The Assistant City Manager recommends approval.  
The Chief Human Resources Officer recommends approval.

#### Background

Staff recommends adoption of the attached revised FY 2022 Classification and Compensation Plan with a mid-year 2% market shift for both full-time and part-time staff which is necessary to bring compensation closer to market. Preliminary information received while performing annual market comparisons with many positions in preparation of the FY2022-2023 budget shows the City is falling further behind in the market than expected.

Staff anticipates proposing an additional market shift for the FY2022-2023 budget. A small shift now will spread out the impact of the potential shift needed.

#### Financial Impact

The proposed mid-year 2% market shift will increase personnel expenses by approximately \$212,000 for Full-Time staff, and \$9,000 for Part-Time staff, for a total of \$221,000 for the last quarter of FY22.

BLF/sm



RESOLUTION 2022-006

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, COCHISE COUNTY, ARIZONA; ADOPTING THE REVISED FISCAL YEAR 2022 CLASSIFICATION AND COMPENSATION PLAN AND PROVIDING A MID-YEAR 2% MARKET SHIFT; AND AUTHORIZING AND DIRECTING THE CITY MANAGER, CITY CLERK, CITY ATTORNEY, OR THEIR DULY AUTHORIZED OFFICERS AND AGENTS TO TAKE ALL STEPS NECESSARY TO CARRY OUT THE PURPOSES AND INTENT OF THIS RESOLUTION; AND DECLARING AN EMERGENCY

WHEREAS, the City Council adopted the Fiscal Year 2022 Classification and Compensation Plan through Resolution 2021-053 with the Final Budget; and

WHEREAS, staff recommends a mid-year 2% market shift to bring compensation closer to market because preliminary information received while performing annual market comparisons in preparation of the FY2022-2023 budget shows the City is falling further behind in the market than expected; and

WHEREAS, staff anticipates proposing an additional market shift for the FY2022-2023 budget because of the ground lost on market salaries in the past year, and a small shift now will spread out the impact of the potential shift needed; and

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, COCHISE COUNTY, ARIZONA, AS FOLLOWS:

SECTION 1

The established City Council policy supporting a fair compensation and classification plan for City employees, be, and hereby is, reaffirmed.

SECTION 2

That the Fiscal Year 2022 Revised Classification and Compensation Plan attached as Exhibit A is hereby adopted where effective February 28, 2022, employees shall receive a 2% market shift reflected on the March 13, 2022 payroll.

SECTION 3

The City Manager, City Clerk, City Attorney or their duly authorized officers and agents are hereby authorized and directed to take all steps necessary to carry out the purposes and intent of this Resolution.

PASSED AND ADOPTED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SIERRA VISTA, ARIZONA, THIS 24<sup>th</sup> DAY OF FEBRUARY 2022.

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Frederick W. Mueller  
Mayor

Approval as to Form:

Attest:

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Nathan Williams  
City Attorney

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Jill Adams  
City Clerk

Prepared by:  
Shanna Melanson, Human Resources Management Analyst

**CITY OF SIERRA VISTA, AZ  
FY 22 PAY PLANS**

| <b>NON-EXEMPT PAY PLAN</b> |  |
|----------------------------|--|
| <b>Grade</b>               | <b>Job Title</b>   |
| 200                        | Custodian<br>General Laborer<br>Lifeguard  |
| 201                        | Account Clerk<br>Animal Control Assistant<br>Customer Service Representative<br>EMT Transport<br>Facilities Maintenance Worker<br>Library Program & Outreach Leader<br>Recreation Leader   |
| 202                        | Accounting Assistant<br>Administrative Secretary I<br>Airport Maintenance Worker<br>Head Lifeguard<br>Parks Maintenance Worker<br>Police Records Clerk I<br>Refuse Maintenance Worker<br>Streets Maintenance Worker<br>Transit Dispatcher<br>Transit Driver<br>Wastewater Maintenance Worker |

**CITY OF SIERRA VISTA, AZ  
FY 22 PAY PLANS**

| <b>NON-EXEMPT PAY PLAN</b> |  |
|----------------------------|--|
| <b>Grade</b>               | <b>Job Title</b>   |
| 203                        | Administrative Secretary II<br>Police Records Clerk II   |
| 204                        | Library Technician   |
| 205                        | Airport Technician<br>Animal Control Officer I<br>Buyer<br>Compost Technician<br>Evidence Custodian<br>Paramedic Transport<br>Parks Maintenance Technician I<br>Refuse Technician        |
| 206                        | Animal Control Officer II<br>Department Specialist<br>Digital Media Specialist<br>Drafting Technician<br>Junior Accountant<br>Sr Police Records Clerk<br>Street Maintenance Technician I |

**CITY OF SIERRA VISTA, AZ  
FY 22 PAY PLANS**

| <b>NON-EXEMPT PAY PLAN</b> |  |
|----------------------------|--|
| <b>Grade</b>               | <b>Job Title</b>   |
| 207                        | Aquatics Technician<br>Code Enforcement Officer I<br>Facilities Technician I<br>Fleet Technician I<br>Graphics Designer<br>Parks Maintenance Technician II<br>Wastewater Technician I  |
| 208                        | Buyer II<br>Code Enforcement Officer II<br>Construction Inspector<br>Fleet Technician II<br>Marketing Production Designer<br>Museum Curator  |
| 209                        | Customer Service Coordinator<br>Engineering Technician<br>Fleet Service Coordinator<br>Library Circulation Coordinator<br>Public Works Admin Coordinator<br>Recreation Coordinator<br>Recruitment Coordinator<br>Sr Construction Inspector<br>Street Maintenance Technician II |

**CITY OF SIERRA VISTA, AZ  
FY 22 PAY PLANS**

| <b>NON-EXEMPT PAY PLAN</b> |  |
|----------------------------|--|
| <b>Grade</b>               | <b>Job Title</b>   |
| 210                        | Deputy City Clerk<br>Executive Secretary<br>Facilities Technician II<br>Payroll/Benefits Coordinator<br>Wastewater Technician II |
| 211                        | Animal Control Supervisor<br>Building Inspector I<br>Fire Inspector<br>IT Network Administrator I<br>IT Systems Administrator I  |
| 212                        | IT Network Administrator II<br>IT Systems Administrator II   |
| 213                        | Building Inspector II  |

**NONEXEMPT STRUCTURE FY 22**

| <b>Grade</b> |                | <b>200</b> |                | <b>201</b> |                | <b>202</b> |                | <b>203</b> |                | <b>204</b> |
|--------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|
| <b>1</b>     | <b>\$13.86</b> | \$28,823   | <b>\$14.55</b> | \$30,263   | <b>\$15.28</b> | \$31,776   | <b>\$16.04</b> | \$33,366   | <b>\$16.84</b> | \$35,035   |
| <b>2</b>     | <b>\$14.13</b> | \$29,400   | <b>\$14.84</b> | \$30,869   | <b>\$15.58</b> | \$32,412   | <b>\$16.36</b> | \$34,034   | <b>\$17.18</b> | \$35,736   |
| <b>3</b>     | <b>\$14.42</b> | \$29,988   | <b>\$15.14</b> | \$31,486   | <b>\$15.89</b> | \$33,060   | <b>\$16.69</b> | \$34,714   | <b>\$17.52</b> | \$36,450   |
| <b>4</b>     | <b>\$14.71</b> | \$30,587   | <b>\$15.44</b> | \$32,116   | <b>\$16.21</b> | \$33,721   | <b>\$17.02</b> | \$35,409   | <b>\$17.87</b> | \$37,179   |
| <b>5</b>     | <b>\$15.00</b> | \$31,199   | <b>\$15.75</b> | \$32,758   | <b>\$16.54</b> | \$34,395   | <b>\$17.36</b> | \$36,117   | <b>\$18.23</b> | \$37,923   |
| <b>6</b>     | <b>\$15.30</b> | \$31,823   | <b>\$16.06</b> | \$33,413   | <b>\$16.87</b> | \$35,083   | <b>\$17.71</b> | \$36,839   | <b>\$18.60</b> | \$38,681   |
| <b>7</b>     | <b>\$15.61</b> | \$32,460   | <b>\$16.39</b> | \$34,082   | <b>\$17.20</b> | \$35,785   | <b>\$18.07</b> | \$37,576   | <b>\$18.97</b> | \$39,455   |
| <b>8</b>     | <b>\$15.92</b> | \$33,109   | <b>\$16.71</b> | \$34,763   | <b>\$17.55</b> | \$36,501   | <b>\$18.43</b> | \$38,327   | <b>\$19.35</b> | \$40,244   |
| <b>9</b>     | <b>\$16.24</b> | \$33,771   | <b>\$17.05</b> | \$35,458   | <b>\$17.90</b> | \$37,231   | <b>\$18.80</b> | \$39,094   | <b>\$19.74</b> | \$41,049   |
| <b>10</b>    | <b>\$16.56</b> | \$34,446   | <b>\$17.39</b> | \$36,168   | <b>\$18.26</b> | \$37,975   | <b>\$19.17</b> | \$39,876   | <b>\$20.13</b> | \$41,870   |
| <b>11</b>    | <b>\$16.89</b> | \$35,135   | <b>\$17.74</b> | \$36,891   | <b>\$18.62</b> | \$38,735   | <b>\$19.55</b> | \$40,673   | <b>\$20.53</b> | \$42,707   |
| <b>12</b>    | <b>\$17.23</b> | \$35,838   | <b>\$18.09</b> | \$37,629   | <b>\$18.99</b> | \$39,510   | <b>\$19.95</b> | \$41,487   | <b>\$20.94</b> | \$43,562   |
| <b>13</b>    | <b>\$17.57</b> | \$36,555   | <b>\$18.45</b> | \$38,381   | <b>\$19.37</b> | \$40,300   | <b>\$20.34</b> | \$42,316   | <b>\$21.36</b> | \$44,433   |
| <b>14</b>    | <b>\$17.93</b> | \$37,286   | <b>\$18.82</b> | \$39,149   | <b>\$19.76</b> | \$41,106   | <b>\$20.75</b> | \$43,163   | <b>\$21.79</b> | \$45,321   |
| <b>15</b>    | <b>\$18.28</b> | \$38,032   | <b>\$19.20</b> | \$39,932   | <b>\$20.16</b> | \$41,928   | <b>\$21.17</b> | \$44,026   | <b>\$22.22</b> | \$46,228   |
| <b>16</b>    | <b>\$18.65</b> | \$38,792   | <b>\$19.58</b> | \$40,731   | <b>\$20.56</b> | \$42,766   | <b>\$21.59</b> | \$44,907   | <b>\$22.67</b> | \$47,152   |
| <b>17</b>    | <b>\$19.02</b> | \$39,568   | <b>\$19.97</b> | \$41,545   | <b>\$20.97</b> | \$43,622   | <b>\$22.02</b> | \$45,805   | <b>\$23.12</b> | \$48,095   |
| <b>18</b>    | <b>\$19.40</b> | \$40,359   | <b>\$20.37</b> | \$42,376   | <b>\$21.39</b> | \$44,494   | <b>\$22.46</b> | \$46,721   | <b>\$23.59</b> | \$49,057   |
| <b>19</b>    | <b>\$19.79</b> | \$41,167   | <b>\$20.78</b> | \$43,224   | <b>\$21.82</b> | \$45,384   | <b>\$22.91</b> | \$47,655   | <b>\$24.06</b> | \$50,039   |
| <b>20</b>    | <b>\$20.19</b> | \$41,990   | <b>\$21.20</b> | \$44,088   | <b>\$22.26</b> | \$46,292   | <b>\$23.37</b> | \$48,608   | <b>\$24.54</b> | \$51,039   |

**NONEXEMPT STRUCTURE**

| <b>Grade</b> |                | <b>205</b> |                | <b>206</b> |                | <b>207</b> |                | <b>208</b> |                | <b>209</b> |
|--------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|
| <b>1</b>     | <b>\$17.69</b> | \$36,785   | <b>\$18.57</b> | \$38,624   | <b>\$19.50</b> | \$40,556   | <b>\$20.47</b> | \$42,584   | <b>\$21.50</b> | \$44,713   |
| <b>2</b>     | <b>\$18.04</b> | \$37,521   | <b>\$18.94</b> | \$39,397   | <b>\$19.89</b> | \$41,367   | <b>\$20.88</b> | \$43,436   | <b>\$21.93</b> | \$45,607   |
| <b>3</b>     | <b>\$18.40</b> | \$38,271   | <b>\$19.32</b> | \$40,185   | <b>\$20.29</b> | \$42,195   | <b>\$21.30</b> | \$44,304   | <b>\$22.36</b> | \$46,519   |
| <b>4</b>     | <b>\$18.77</b> | \$39,037   | <b>\$19.71</b> | \$40,988   | <b>\$20.69</b> | \$43,039   | <b>\$21.73</b> | \$45,190   | <b>\$22.81</b> | \$47,449   |
| <b>5</b>     | <b>\$19.14</b> | \$39,818   | <b>\$20.10</b> | \$41,808   | <b>\$21.11</b> | \$43,899   | <b>\$22.16</b> | \$46,094   | <b>\$23.27</b> | \$48,398   |
| <b>6</b>     | <b>\$19.53</b> | \$40,614   | <b>\$20.50</b> | \$42,644   | <b>\$21.53</b> | \$44,777   | <b>\$22.60</b> | \$47,016   | <b>\$23.73</b> | \$49,366   |
| <b>7</b>     | <b>\$19.92</b> | \$41,426   | <b>\$20.91</b> | \$43,497   | <b>\$21.96</b> | \$45,673   | <b>\$23.06</b> | \$47,956   | <b>\$24.21</b> | \$50,354   |
| <b>8</b>     | <b>\$20.31</b> | \$42,255   | <b>\$21.33</b> | \$44,367   | <b>\$22.40</b> | \$46,586   | <b>\$23.52</b> | \$48,916   | <b>\$24.69</b> | \$51,361   |
| <b>9</b>     | <b>\$20.72</b> | \$43,100   | <b>\$21.76</b> | \$45,255   | <b>\$22.85</b> | \$47,518   | <b>\$23.99</b> | \$49,894   | <b>\$25.19</b> | \$52,388   |
| <b>10</b>    | <b>\$21.14</b> | \$43,962   | <b>\$22.19</b> | \$46,160   | <b>\$23.30</b> | \$48,468   | <b>\$24.47</b> | \$50,892   | <b>\$25.69</b> | \$53,436   |
| <b>11</b>    | <b>\$21.56</b> | \$44,841   | <b>\$22.64</b> | \$47,083   | <b>\$23.77</b> | \$49,438   | <b>\$24.96</b> | \$51,910   | <b>\$26.20</b> | \$54,505   |
| <b>12</b>    | <b>\$21.99</b> | \$45,738   | <b>\$23.09</b> | \$48,025   | <b>\$24.24</b> | \$50,427   | <b>\$25.46</b> | \$52,948   | <b>\$26.73</b> | \$55,595   |
| <b>13</b>    | <b>\$22.43</b> | \$46,653   | <b>\$23.55</b> | \$48,985   | <b>\$24.73</b> | \$51,435   | <b>\$25.96</b> | \$54,007   | <b>\$27.26</b> | \$56,707   |
| <b>14</b>    | <b>\$22.88</b> | \$47,586   | <b>\$24.02</b> | \$49,965   | <b>\$25.22</b> | \$52,464   | <b>\$26.48</b> | \$55,087   | <b>\$27.81</b> | \$57,841   |
| <b>15</b>    | <b>\$23.34</b> | \$48,537   | <b>\$24.50</b> | \$50,964   | <b>\$25.73</b> | \$53,513   | <b>\$27.01</b> | \$56,189   | <b>\$28.36</b> | \$58,997   |
| <b>16</b>    | <b>\$23.80</b> | \$49,508   | <b>\$24.99</b> | \$51,983   | <b>\$26.24</b> | \$54,583   | <b>\$27.55</b> | \$57,312   | <b>\$28.93</b> | \$60,177   |
| <b>17</b>    | <b>\$24.28</b> | \$50,498   | <b>\$25.49</b> | \$53,023   | <b>\$26.77</b> | \$55,675   | <b>\$28.11</b> | \$58,459   | <b>\$29.51</b> | \$61,381   |
| <b>18</b>    | <b>\$24.76</b> | \$51,508   | <b>\$26.00</b> | \$54,083   | <b>\$27.30</b> | \$56,788   | <b>\$28.67</b> | \$59,628   | <b>\$30.10</b> | \$62,609   |
| <b>19</b>    | <b>\$25.26</b> | \$52,538   | <b>\$26.52</b> | \$55,165   | <b>\$27.85</b> | \$57,924   | <b>\$29.24</b> | \$60,820   | <b>\$30.70</b> | \$63,861   |
| <b>20</b>    | <b>\$25.76</b> | \$53,589   | <b>\$27.05</b> | \$56,268   | <b>\$28.41</b> | \$59,083   | <b>\$29.83</b> | \$62,037   | <b>\$31.32</b> | \$65,138   |



|       | NONEXEMPT STRUCTURE |          |                |          |                |          |                |          |
|-------|---------------------|----------|----------------|----------|----------------|----------|----------------|----------|
| Grade |                     | 210      |                | 211      |                | 212      |                | 213      |
| 1     | <b>\$22.57</b>      | \$46,949 | <b>\$23.70</b> | \$49,297 | <b>\$24.89</b> | \$51,762 | <b>\$26.13</b> | \$54,350 |
| 2     | <b>\$23.02</b>      | \$47,888 | <b>\$24.17</b> | \$50,283 | <b>\$25.38</b> | \$52,797 | <b>\$26.65</b> | \$55,437 |
| 3     | <b>\$23.48</b>      | \$48,845 | <b>\$24.66</b> | \$51,288 | <b>\$25.89</b> | \$53,853 | <b>\$27.19</b> | \$56,545 |
| 4     | <b>\$23.95</b>      | \$49,822 | <b>\$25.15</b> | \$52,314 | <b>\$26.41</b> | \$54,930 | <b>\$27.73</b> | \$57,676 |
| 5     | <b>\$24.43</b>      | \$50,819 | <b>\$25.65</b> | \$53,360 | <b>\$26.94</b> | \$56,029 | <b>\$28.28</b> | \$58,830 |
| 6     | <b>\$24.92</b>      | \$51,835 | <b>\$26.17</b> | \$54,427 | <b>\$27.48</b> | \$57,149 | <b>\$28.85</b> | \$60,006 |
| 7     | <b>\$25.42</b>      | \$52,872 | <b>\$26.69</b> | \$55,516 | <b>\$28.03</b> | \$58,292 | <b>\$29.43</b> | \$61,207 |
| 8     | <b>\$25.93</b>      | \$53,929 | <b>\$27.22</b> | \$56,626 | <b>\$28.59</b> | \$59,458 | <b>\$30.01</b> | \$62,431 |
| 9     | <b>\$26.45</b>      | \$55,008 | <b>\$27.77</b> | \$57,759 | <b>\$29.16</b> | \$60,647 | <b>\$30.62</b> | \$63,679 |
| 10    | <b>\$26.97</b>      | \$56,108 | <b>\$28.32</b> | \$58,914 | <b>\$29.74</b> | \$61,860 | <b>\$31.23</b> | \$64,953 |
| 11    | <b>\$27.51</b>      | \$57,230 | <b>\$28.89</b> | \$60,092 | <b>\$30.34</b> | \$63,098 | <b>\$31.85</b> | \$66,252 |
| 12    | <b>\$28.06</b>      | \$58,375 | <b>\$29.47</b> | \$61,294 | <b>\$30.94</b> | \$64,359 | <b>\$32.49</b> | \$67,577 |
| 13    | <b>\$28.63</b>      | \$59,542 | <b>\$30.06</b> | \$62,520 | <b>\$31.56</b> | \$65,647 | <b>\$33.14</b> | \$68,929 |
| 14    | <b>\$29.20</b>      | \$60,733 | <b>\$30.66</b> | \$63,770 | <b>\$32.19</b> | \$66,960 | <b>\$33.80</b> | \$70,307 |
| 15    | <b>\$29.78</b>      | \$61,948 | <b>\$31.27</b> | \$65,046 | <b>\$32.84</b> | \$68,299 | <b>\$34.48</b> | \$71,713 |
| 16    | <b>\$30.38</b>      | \$63,187 | <b>\$31.90</b> | \$66,347 | <b>\$33.49</b> | \$69,665 | <b>\$35.17</b> | \$73,148 |
| 17    | <b>\$30.99</b>      | \$64,450 | <b>\$32.54</b> | \$67,674 | <b>\$34.16</b> | \$71,058 | <b>\$35.87</b> | \$74,610 |
| 18    | <b>\$31.61</b>      | \$65,739 | <b>\$33.19</b> | \$69,027 | <b>\$34.85</b> | \$72,479 | <b>\$36.59</b> | \$76,103 |
| 19    | <b>\$32.24</b>      | \$67,054 | <b>\$33.85</b> | \$70,408 | <b>\$35.54</b> | \$73,929 | <b>\$37.32</b> | \$77,625 |
| 20    | <b>\$32.88</b>      | \$68,395 | <b>\$34.53</b> | \$71,816 | <b>\$36.25</b> | \$75,407 | <b>\$38.07</b> | \$79,177 |

**CITY OF SIERRA VISTA, AZ  
FY 22 PAY PLANS**

| EXEMPT PAY PLAN |               |            |            |            |   |
|-----------------|---------------|------------|------------|------------|---|
| Grade           | Pay Frequency | Minimum    | Midpoint   | Maximum    | Job Title   |
| 100             | Annual        | \$55,665   | \$71,251   | \$86,837   | Accountant  |
|                 | Monthly       | \$4,638.79 | \$5,937.59 | \$7,236.39 | Facilities Supervisor   |
|                 | Hourly        |            |            |            | IT GIS Analyst<br>Librarian<br>Parks Supervisor<br>Planner<br>Police Records Supervisor<br>Recreation Program Supervisor<br>Refuse Supervisor<br>Streets Supervisor |
| 101             | Annual        | \$59,562   | \$74,452   | \$89,342   | Wastewater Supervisor   |
|                 | Monthly       | \$4,963.49 | \$6,204.32 | \$7,445.15 | Fleet Supervisor  |
|                 | Hourly        |            |            |            |   |
| 102             | Annual        | \$61,978   | \$77,958   | \$93,937   | Management Analyst I  |
|                 | Monthly       | \$5,164.86 | \$6,496.47 | \$7,828.08 | Sr Planner  |
|                 | Hourly        |            |            |            |   |
| 103             | Annual        | \$64,327   | \$80,409   | \$96,490   | Civil Engineer  |
|                 | Monthly       | \$5,360.61 | \$6,700.72 | \$8,040.83 | Management Analyst II   |
|                 | Hourly        |            |            |            | Sr Accountant<br>Sr. Accountant/Grant Administrator   |
| 104             | Annual        | \$69,473   | \$86,841   | \$104,208  | Building Administrator  |
|                 | Monthly       | \$5,789.44 | \$7,236.73 | \$8,684.03 | IT Database Administrator   |
|                 | Hourly        |            |            |            | IT Sr. Network Administrator<br>IT Sr. Systems Administrator<br>MPO Administrator<br>Public Works Administrator   |
| 105             | Annual        | \$75,030   | \$93,788   | \$112,546  | Sr Civil Engineer   |
|                 | Monthly       | \$6,252.52 | \$7,815.67 | \$9,378.82 |   |
|                 | Hourly        |            |            |            |   |

**CITY OF SIERRA VISTA, AZ  
PAY PLANS**

| <b>EXEMPT PAY PLAN</b>               |                      |                |                 |                |   |
|--------------------------------------|----------------------|----------------|-----------------|----------------|---|
| <b>Grade</b>                         | <b>Pay Frequency</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Job Title</b>  |
| 106                                  | Annual               | \$81,784       | \$102,230       | \$122,675      | City Clerk<br>Leisure Services Manager<br>Library Manager   |
|                                      | Monthly              | \$6,815.30     | \$8,519.13      | \$10,222.95    |   |
|                                      | Hourly               |                |                 |                |   |
| 107                                  | Annual               | \$89,144       | \$111,430       | \$133,716      | Capital Improvement & Development Manager<br>Public Works Internal Operations Manager<br>Public Works External Operations Manager                                   |
|                                      | Monthly              | \$7,428.66     | \$9,285.83      | \$11,142.99    |   |
|                                      | Hourly               |                |                 |                |   |
| <b>EXECUTIVE MANAGEMENT PAY PLAN</b> |                      |                |                 |                |   |
| <b>Grade</b>                         | <b>Pay Frequency</b> | <b>Minimum</b> | <b>Midpoint</b> | <b>Maximum</b> | <b>Job Title</b>  |
| I                                    | Annual               | \$97,176       | \$121,470       | \$145,764      | Chief Information Officer<br>Chief Procurement Officer<br>Economic Development Manager<br>Marketing & Public Affairs Mgr/Public Information Officer                 |
|                                      | Monthly              | \$8,098        | \$10,123        | \$12,147       |   |
|                                      | Hourly               |                |                 |                |   |
| II                                   | Annual               | \$105,209      | \$131,511       | \$157,813      | Chief Financial Officer<br>Chief Human Resources Officer<br>Director of Community Development<br>Director of Leisure & Library Services<br>Director of Public Works |
|                                      | Monthly              | \$8,767.41     | \$10,959.26     | \$13,151.12    |   |
|                                      | Hourly               |                |                 |                |   |
| III                                  | Annual               | \$111,553      | \$139,384       | \$167,214      | Fire Chief<br>Police Chief  |
|                                      | Monthly              | \$9,296.11     | \$11,615.29     | \$13,934.48    |   |

| EXEMPT FIRE PAY PLAN |               |            |            |             |                   |
|----------------------|---------------|------------|------------|-------------|-------------------|
| Grade                | Pay Frequency | Minimum    | Midpoint   | Maximum     | Job Title         |
| F5                   | Annual        | \$72,155   | \$84,632   | \$97,110    | Fire Marshal      |
|                      | Monthly       | \$6,012.90 | \$7,052.71 | \$8,092.51  |                   |
| F6                   | Annual        | \$94,606   | \$114,551  | \$134,495   | Deputy Fire Chief |
|                      | Monthly       | \$7,883.84 | \$9,545.88 | \$11,207.93 |                   |

| EXEMPT POLICE PAY PLAN |               |            |             |             |                     |
|------------------------|---------------|------------|-------------|-------------|---------------------|
| Grade                  | Pay Frequency | Minimum    | Midpoint    | Maximum     | Job Title           |
| P4                     | Annual        | \$86,171   | \$100,453   | \$114,735   | Police Lieutenant   |
|                        | Monthly       | \$7,180.89 | \$8,371.06  | \$9,561.23  |                     |
| P5                     | Annual        | \$95,744   | \$115,711   | \$135,677   | Police Commander    |
|                        | Monthly       | \$7,978.70 | \$9,642.57  | \$11,306.45 |                     |
| P6                     | Annual        | \$103,001  | \$125,236   | \$147,471   | Deputy Police Chief |
|                        | Monthly       | \$8,583.39 | \$10,436.30 | \$12,289.22 |                     |

| SEACOM FY22 PAY STRUCTURE |                |                               |                |                                       |                |   |                |                                  |                |                                   |
|---------------------------|----------------|-------------------------------|----------------|---------------------------------------|----------------|---|----------------|----------------------------------|----------------|-----------------------------------|
| Grade                     |                | S1                            |                | S2                                    |                | S3                                      |                | S4                               |                | S5                                |
| Rank                      |                | Records Clerk<br>(Non-Exempt) |                | SEACOM<br>Technician (Non-<br>Exempt) |                | Dispatch<br>Trainee<br>(Non-<br>Exempt) |                | Dispatcher I<br>(Non-<br>Exempt) |                | Dispatcher II<br>(Non-<br>Exempt) |
| <b>2% Steps</b>           |                |                               |                |                                       |                |   |                |                                  |                |                                   |
| 1                         | <b>\$15.28</b> | \$31,776                      | <b>\$16.20</b> | \$33,688                              | <b>\$19.68</b> | \$40,930                                | <b>\$20.29</b> | \$42,199                         | <b>\$21.30</b> | \$44,308                          |
| 2                         | <b>\$15.58</b> | \$32,412                      | <b>\$16.52</b> | \$34,361                              |                |   | <b>\$20.69</b> | \$43,043                         | <b>\$21.73</b> | \$45,194                          |
| 3                         | <b>\$15.89</b> | \$33,060                      | <b>\$16.85</b> | \$35,049                              |                |   | <b>\$21.11</b> | \$43,903                         | <b>\$22.16</b> | \$46,098                          |
| 4                         | <b>\$16.21</b> | \$33,721                      | <b>\$17.19</b> | \$35,749                              |                |   | <b>\$21.53</b> | \$44,781                         | <b>\$22.61</b> | \$47,020                          |
| 5                         | <b>\$16.54</b> | \$34,395                      | <b>\$17.53</b> | \$36,464                              |                |   | <b>\$21.96</b> | \$45,677                         | <b>\$23.06</b> | \$47,960                          |
| 6                         | <b>\$16.87</b> | \$35,083                      | <b>\$17.88</b> | \$37,194                              |                |   | <b>\$22.40</b> | \$46,591                         | <b>\$23.52</b> | \$48,920                          |
| 7                         | <b>\$17.20</b> | \$35,785                      | <b>\$18.24</b> | \$37,938                              |                |   | <b>\$22.85</b> | \$47,522                         | <b>\$23.99</b> | \$49,898                          |
| 8                         | <b>\$17.55</b> | \$36,501                      | <b>\$18.60</b> | \$38,696                              |                |   | <b>\$23.30</b> | \$48,473                         | <b>\$24.47</b> | \$50,896                          |
| 9                         | <b>\$17.90</b> | \$37,231                      | <b>\$18.98</b> | \$39,470                              |                |   | <b>\$23.77</b> | \$49,442                         | <b>\$24.96</b> | \$51,914                          |
| 10                        | <b>\$18.26</b> | \$37,975                      | <b>\$19.36</b> | \$40,260                              |                |   | <b>\$24.25</b> | \$50,431                         | <b>\$25.46</b> | \$52,952                          |
| 11                        | <b>\$18.62</b> | \$38,735                      | <b>\$19.74</b> | \$41,065                              |                |   | <b>\$24.73</b> | \$51,440                         | <b>\$25.97</b> | \$54,011                          |
| 12                        | <b>\$18.99</b> | \$39,510                      | <b>\$20.14</b> | \$41,886                              |                |   | <b>\$25.23</b> | \$52,469                         | <b>\$26.49</b> | \$55,091                          |
| 13                        | <b>\$19.37</b> | \$40,300                      | <b>\$20.54</b> | \$42,724                              |                |   | <b>\$25.73</b> | \$53,518                         | <b>\$27.02</b> | \$56,193                          |
| 14                        | <b>\$19.76</b> | \$41,106                      | <b>\$20.95</b> | \$43,578                              |                |   | <b>\$26.24</b> | \$54,588                         | <b>\$27.56</b> | \$57,317                          |
| 15                        | <b>\$20.16</b> | \$41,928                      | <b>\$21.37</b> | \$44,450                              |                |   | <b>\$26.77</b> | \$55,680                         | <b>\$28.11</b> | \$58,463                          |
| 16                        | <b>\$20.56</b> | \$42,766                      | <b>\$21.80</b> | \$45,339                              |                |   | <b>\$27.30</b> | \$56,794                         | <b>\$28.67</b> | \$59,633                          |
| 17                        | <b>\$20.97</b> | \$43,622                      | <b>\$22.23</b> | \$46,246                              |                |   | <b>\$27.85</b> | \$57,930                         | <b>\$29.24</b> | \$60,825                          |
| 18                        | <b>\$21.39</b> | \$44,494                      | <b>\$22.68</b> | \$47,171                              |                |   | <b>\$28.41</b> | \$59,088                         | <b>\$29.83</b> | \$62,042                          |
| 19                        | <b>\$21.82</b> | \$45,384                      | <b>\$23.13</b> | \$48,114                              |                |   | <b>\$28.98</b> | \$60,270                         | <b>\$30.42</b> | \$63,283                          |
| 20                        | <b>\$22.26</b> | \$46,292                      | <b>\$23.59</b> | \$49,076                              |                |   | <b>\$29.56</b> | \$61,475                         | <b>\$31.03</b> | \$64,548                          |



**POLICE NONEXEMPT STEP STRUCTURE FY22**

| <b>Grade</b>    |                | <b>P1</b>      |                | <b>P2</b>      |                | <b>P3</b>       |                | <b>P4</b>       |
|-----------------|----------------|----------------|----------------|----------------|----------------|-----------------|----------------|-----------------|
| <b>Rank</b>     |                | <b>Recruit</b> |                | <b>Officer</b> |                | <b>Corporal</b> |                | <b>Sergeant</b> |
| <b>2% Steps</b> |                |                |                |                |                |                 |                |                 |
| <b>1</b>        | <b>\$24.49</b> | \$50,937       | <b>\$25.53</b> | \$53,100       | <b>\$27.98</b> | \$58,193        | <b>\$33.85</b> | \$70,417        |
| <b>2</b>        |                |                | <b>\$26.04</b> | \$54,162       | <b>\$28.54</b> | \$59,357        | <b>\$34.53</b> | \$71,825        |
| <b>3</b>        |                |                | <b>\$26.56</b> | \$55,245       | <b>\$29.11</b> | \$60,544        | <b>\$35.22</b> | \$73,262        |
| <b>4</b>        |                |                | <b>\$27.09</b> | \$56,350       | <b>\$29.69</b> | \$61,755        | <b>\$35.93</b> | \$74,727        |
| <b>5</b>        |                |                | <b>\$27.63</b> | \$57,477       | <b>\$30.28</b> | \$62,990        | <b>\$36.64</b> | \$76,221        |
| <b>6</b>        |                |                | <b>\$28.19</b> | \$58,627       | <b>\$30.89</b> | \$64,250        | <b>\$37.38</b> | \$77,746        |
| <b>7</b>        |                |                | <b>\$28.75</b> | \$59,799       | <b>\$31.51</b> | \$65,535        | <b>\$38.13</b> | \$79,301        |
| <b>8</b>        |                |                | <b>\$29.32</b> | \$60,995       | <b>\$32.14</b> | \$66,846        | <b>\$38.89</b> | \$80,887        |
| <b>9</b>        |                |                | <b>\$29.91</b> | \$62,215       | <b>\$32.78</b> | \$68,182        | <b>\$39.67</b> | \$82,504        |
| <b>10</b>       |                |                | <b>\$30.51</b> | \$63,460       | <b>\$33.44</b> | \$69,546        | <b>\$40.46</b> | \$84,154        |
| <b>11</b>       |                |                | <b>\$31.12</b> | \$64,729       | <b>\$34.10</b> | \$70,937        | <b>\$41.27</b> | \$85,838        |
| <b>12</b>       |                |                | <b>\$31.74</b> | \$66,023       | <b>\$34.79</b> | \$72,356        | <b>\$42.09</b> | \$87,554        |
| <b>13</b>       |                |                | <b>\$32.38</b> | \$67,344       | <b>\$35.48</b> | \$73,803        | <b>\$42.94</b> | \$89,305        |
| <b>14</b>       |                |                | <b>\$33.02</b> | \$68,691       | <b>\$36.19</b> | \$75,279        | <b>\$43.79</b> | \$91,092        |
| <b>15</b>       |                |                | <b>\$33.68</b> | \$70,065       | <b>\$36.92</b> | \$76,784        | <b>\$44.67</b> | \$92,913        |
| <b>16</b>       |                |                | <b>\$34.36</b> | \$71,466       | <b>\$37.65</b> | \$78,320        | <b>\$45.56</b> | \$94,772        |
| <b>17</b>       |                |                | <b>\$35.05</b> | \$72,895       | <b>\$38.41</b> | \$79,887        | <b>\$46.47</b> | \$96,667        |
| <b>18</b>       |                |                | <b>\$35.75</b> | \$74,353       | <b>\$39.18</b> | \$81,484        | <b>\$47.40</b> | \$98,600        |
| <b>19</b>       |                |                | <b>\$36.46</b> | \$75,840       |                |                 |                |                 |

| FIRE NONEXEMPT STRUCTURE FY22 |         |             |         |               |         |              |         |                 |
|-------------------------------|---------|-------------|---------|---------------|---------|--------------|---------|-----------------|
| Grade                         |         | F1          |         | F2            |         | F3           |         | F4              |
| Rank                          |         | Firefighter |         | Fire Engineer |         | Fire Captain |         | Fire Batt Chief |
| 2% Steps                      |         |             |         |               |         |              |         |                 |
| 1                             | \$15.68 | \$45,652    | \$19.04 | \$55,449      | \$22.00 | \$64,066     | \$24.78 | \$72,155        |
| 2                             | \$15.99 | \$46,565    | \$19.42 | \$56,558      | \$22.44 | \$65,348     | \$25.27 | \$73,598        |
| 3                             | \$16.31 | \$47,496    | \$19.81 | \$57,689      | \$22.89 | \$66,654     | \$25.78 | \$75,070        |
| 4                             | \$16.64 | \$48,446    | \$20.21 | \$58,843      | \$23.35 | \$67,988     | \$26.30 | \$76,571        |
| 5                             | \$16.97 | \$49,415    | \$20.61 | \$60,020      | \$23.81 | \$69,347     | \$26.82 | \$78,103        |
| 6                             | \$17.31 | \$50,404    | \$21.02 | \$61,220      | \$24.29 | \$70,734     | \$27.36 | \$79,665        |
| 7                             | \$17.66 | \$51,412    | \$21.44 | \$62,445      | \$24.78 | \$72,149     | \$27.90 | \$81,258        |
| 8                             | \$18.01 | \$52,440    | \$21.87 | \$63,694      | \$25.27 | \$73,592     | \$28.46 | \$82,883        |
| 9                             | \$18.37 | \$53,489    | \$22.31 | \$64,968      | \$25.78 | \$75,064     | \$29.03 | \$84,541        |
| 10                            | \$18.74 | \$54,559    | \$22.76 | \$66,267      | \$26.29 | \$76,565     | \$29.61 | \$86,232        |
| 11                            | \$19.11 | \$55,650    | \$23.21 | \$67,592      | \$26.82 | \$78,096     | \$30.20 | \$87,956        |
| 12                            | \$19.49 | \$56,763    | \$23.68 | \$68,944      | \$27.36 | \$79,658     | \$30.81 | \$89,715        |
| 13                            | \$19.88 | \$57,898    | \$24.15 | \$70,323      | \$27.90 | \$81,251     | \$31.43 | \$91,510        |
| 14                            | \$20.28 | \$59,056    | \$24.63 | \$71,730      | \$28.46 | \$82,876     | \$32.05 | \$93,340        |
| 15                            | \$20.69 | \$60,237    | \$25.13 | \$73,164      | \$29.03 | \$84,534     | \$32.69 | \$95,207        |
| 16                            | \$21.10 | \$61,442    | \$25.63 | \$74,627      | \$29.61 | \$86,225     | \$33.35 | \$97,111        |
| 17                            | \$21.52 | \$62,671    |         |               |         |              |         |                 |
| 18                            | \$21.95 | \$63,924    |         |               |         |              |         |                 |
| 19                            | \$22.39 | \$65,202    |         |               |         |              |         |                 |
| 20                            | \$22.84 | \$66,507    |         |               |         |              |         |                 |