

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 4% 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.

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 4% 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.

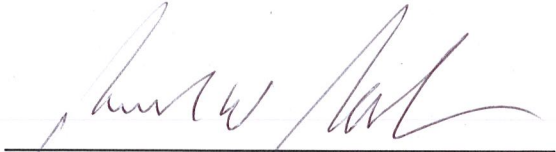
SECTION 2

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 4% market shift reflected on the March 13, 2022 payroll.

SECTION 3

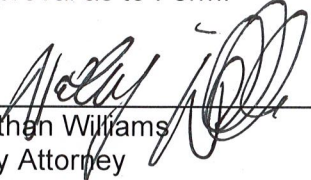
The City Manager, City Clerk, City Attorney or their duly authorized officers and agents are hereby authorized and directed to take all steps necessary to carry out the purposes and intent of this Resolution.

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



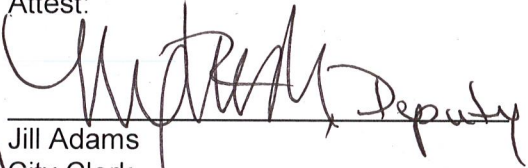
Frederick W. Mueller
Mayor

Approval as to Form:



Nathan Williams
City Attorney

Attest:



Jill Adams
City Clerk

Prepared by: Shanna Melanson, Human Resources Management Analyst

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

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

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

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

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

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

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

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

NONEXEMPT STRUCTURE FY 22 REVISED

Grade	200	201	202	203	204					
1	\$14.13	\$29,388	\$14.84	\$30,857	\$15.58	\$32,399	\$16.36	\$34,020	\$17.17	\$35,722
2	\$14.41	\$29,976	\$15.13	\$31,474	\$15.89	\$33,047	\$16.68	\$34,701	\$17.52	\$36,436
3	\$14.70	\$30,576	\$15.43	\$32,103	\$16.21	\$33,708	\$17.02	\$35,395	\$17.87	\$37,165
4	\$14.99	\$31,187	\$15.74	\$32,745	\$16.53	\$34,382	\$17.36	\$36,103	\$18.23	\$37,908
5	\$15.29	\$31,811	\$16.06	\$33,400	\$16.86	\$35,070	\$17.70	\$36,825	\$18.59	\$38,667
6	\$15.60	\$32,447	\$16.38	\$34,068	\$17.20	\$35,771	\$18.06	\$37,561	\$18.96	\$39,440
7	\$15.91	\$33,096	\$16.71	\$34,750	\$17.54	\$36,487	\$18.42	\$38,313	\$19.34	\$40,229
8	\$16.23	\$33,758	\$17.04	\$35,445	\$17.89	\$37,216	\$18.79	\$39,079	\$19.73	\$41,033
9	\$16.55	\$34,433	\$17.38	\$36,154	\$18.25	\$37,961	\$19.16	\$39,860	\$20.12	\$41,854
10	\$16.89	\$35,122	\$17.73	\$36,877	\$18.62	\$38,720	\$19.55	\$40,658	\$20.52	\$42,691
11	\$17.22	\$35,824	\$18.08	\$37,614	\$18.99	\$39,494	\$19.94	\$41,471	\$20.94	\$43,545
12	\$17.57	\$36,541	\$18.45	\$38,367	\$19.37	\$40,284	\$20.34	\$42,300	\$21.35	\$44,416
13	\$17.92	\$37,271	\$18.81	\$39,134	\$19.75	\$41,090	\$20.74	\$43,146	\$21.78	\$45,304
14	\$18.28	\$38,017	\$19.19	\$39,917	\$20.15	\$41,912	\$21.16	\$44,009	\$22.22	\$46,210
15	\$18.64	\$38,777	\$19.57	\$40,715	\$20.55	\$42,750	\$21.58	\$44,889	\$22.66	\$47,134
16	\$19.02	\$39,553	\$19.97	\$41,529	\$20.96	\$43,605	\$22.01	\$45,787	\$23.11	\$48,077
17	\$19.40	\$40,344	\$20.37	\$42,360	\$21.38	\$44,477	\$22.45	\$46,703	\$23.58	\$49,039
18	\$19.78	\$41,151	\$20.77	\$43,207	\$21.81	\$45,367	\$22.90	\$47,637	\$24.05	\$50,019
19	\$20.18	\$41,974	\$21.19	\$44,071	\$22.25	\$46,274	\$23.36	\$48,590	\$24.53	\$51,020
20	\$20.58	\$42,813	\$21.61	\$44,953	\$22.69	\$47,199	\$23.83	\$49,561	\$25.02	\$52,040

NONEXEMPT STRUCTURE

Grade	205	206	207	208	209					
1	\$18.03	\$37,507	\$18.93	\$39,382	\$19.88	\$41,351	\$20.87	\$43,419	\$21.92	\$45,589
2	\$18.39	\$38,257	\$19.31	\$40,169	\$20.28	\$42,178	\$21.29	\$44,287	\$22.36	\$46,501
3	\$18.76	\$39,022	\$19.70	\$40,973	\$20.68	\$43,022	\$21.72	\$45,173	\$22.80	\$47,431
4	\$19.14	\$39,802	\$20.09	\$41,792	\$21.10	\$43,882	\$22.15	\$46,077	\$23.26	\$48,380
5	\$19.52	\$40,598	\$20.49	\$42,628	\$21.52	\$44,760	\$22.60	\$46,998	\$23.72	\$49,347
6	\$19.91	\$41,410	\$20.90	\$43,481	\$21.95	\$45,655	\$23.05	\$47,938	\$24.20	\$50,334
7	\$20.31	\$42,238	\$21.32	\$44,350	\$22.39	\$46,568	\$23.51	\$48,897	\$24.68	\$51,341
8	\$20.71	\$43,083	\$21.75	\$45,237	\$22.84	\$47,500	\$23.98	\$49,875	\$25.18	\$52,368
9	\$21.13	\$43,945	\$22.18	\$46,142	\$23.29	\$48,450	\$24.46	\$50,872	\$25.68	\$53,415
10	\$21.55	\$44,824	\$22.63	\$47,065	\$23.76	\$49,419	\$24.95	\$51,890	\$26.19	\$54,484
11	\$21.98	\$45,720	\$23.08	\$48,006	\$24.23	\$50,407	\$25.45	\$52,927	\$26.72	\$55,573
12	\$22.42	\$46,635	\$23.54	\$48,966	\$24.72	\$51,415	\$25.95	\$53,986	\$27.25	\$56,685
13	\$22.87	\$47,567	\$24.01	\$49,945	\$25.21	\$52,444	\$26.47	\$55,066	\$27.80	\$57,818
14	\$23.33	\$48,519	\$24.49	\$50,944	\$25.72	\$53,492	\$27.00	\$56,167	\$28.35	\$58,975
15	\$23.79	\$49,489	\$24.98	\$51,963	\$26.23	\$54,562	\$27.54	\$57,290	\$28.92	\$60,154
16	\$24.27	\$50,479	\$25.48	\$53,003	\$26.76	\$55,654	\$28.09	\$58,436	\$29.50	\$61,357
17	\$24.75	\$51,488	\$25.99	\$54,063	\$27.29	\$56,767	\$28.66	\$59,605	\$30.09	\$62,585
18	\$25.25	\$52,518	\$26.51	\$55,144	\$27.84	\$57,902	\$29.23	\$60,797	\$30.69	\$63,836
19	\$25.75	\$53,569	\$27.04	\$56,247	\$28.39	\$59,060	\$29.81	\$62,013	\$31.30	\$65,113
20	\$26.27	\$54,640	\$27.58	\$57,372	\$28.96	\$60,241	\$30.41	\$63,253	\$31.93	\$66,415

NONEXEMPT STRUCTURE									
Grade		210		211		212		213	
1	\$23.01	\$47,869	\$24.17	\$50,263	\$25.37	\$52,777	\$26.64	\$55,415	
2	\$23.47	\$48,827	\$24.65	\$51,268	\$25.88	\$53,832	\$27.17	\$56,524	
3	\$23.94	\$49,803	\$25.14	\$52,294	\$26.40	\$54,909	\$27.72	\$57,654	
4	\$24.42	\$50,799	\$25.64	\$53,340	\$26.93	\$56,007	\$28.27	\$58,807	
5	\$24.91	\$51,815	\$26.16	\$54,407	\$27.47	\$57,127	\$28.84	\$59,983	
6	\$25.41	\$52,851	\$26.68	\$55,495	\$28.01	\$58,270	\$29.41	\$61,183	
7	\$25.92	\$53,908	\$27.21	\$56,605	\$28.57	\$59,435	\$30.00	\$62,407	
8	\$26.44	\$54,987	\$27.76	\$57,737	\$29.15	\$60,624	\$30.60	\$63,655	
9	\$26.96	\$56,086	\$28.31	\$58,891	\$29.73	\$61,837	\$31.22	\$64,928	
10	\$27.50	\$57,208	\$28.88	\$60,069	\$30.32	\$63,073	\$31.84	\$66,226	
11	\$28.05	\$58,352	\$29.46	\$61,271	\$30.93	\$64,335	\$32.48	\$67,551	
12	\$28.62	\$59,519	\$30.05	\$62,496	\$31.55	\$65,621	\$33.13	\$68,902	
13	\$29.19	\$60,710	\$30.65	\$63,746	\$32.18	\$66,934	\$33.79	\$70,280	
14	\$29.77	\$61,924	\$31.26	\$65,021	\$32.82	\$68,273	\$34.46	\$71,686	
15	\$30.37	\$63,162	\$31.89	\$66,321	\$33.48	\$69,638	\$35.15	\$73,119	
16	\$30.97	\$64,426	\$32.52	\$67,648	\$34.15	\$71,031	\$35.86	\$74,582	
17	\$31.59	\$65,714	\$33.17	\$69,001	\$34.83	\$72,451	\$36.57	\$76,073	
18	\$32.23	\$67,028	\$33.84	\$70,381	\$35.53	\$73,900	\$37.31	\$77,595	
19	\$32.87	\$68,369	\$34.51	\$71,788	\$36.24	\$75,378	\$38.05	\$79,147	
20	\$33.53	\$69,736	\$35.20	\$73,224	\$36.96	\$76,886	\$38.81	\$80,730	

CITY OF SIERRA VISTA, AZ
 FY 22 PAY PLANS REVISED

EXEMPT PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
100	Annual	\$66,757	\$72,648	\$88,539	Accountant
	Monthly	\$4,729.75	\$6,054.01	\$7,378.28	Facilities Supervisor
	Hourly				IT GIS Analyst
101	Annual	\$60,730	\$75,912	\$91,094	Librarian
	Monthly	\$5,060.81	\$6,325.97	\$7,591.13	Parks Supervisor
	Hourly				Planner
102	Annual	\$63,194	\$79,486	\$95,779	Police Records Supervisor
	Monthly	\$5,266.13	\$6,623.85	\$7,981.57	Recreation Program Supervisor
	Hourly				Refuse Supervisor
103	Annual	\$65,589	\$81,985	\$98,382	Streets Supervisor
	Monthly	\$5,465.72	\$6,832.11	\$8,198.49	Wastewater Supervisor
	Hourly				Fleet Supervisor
104	Annual	\$70,835	\$88,544	\$106,252	Management Analyst I
	Monthly	\$5,902.95	\$7,378.63	\$8,854.30	Sr Planner
	Hourly				Civil Engineer
105	Annual	\$76,501	\$95,627	\$114,753	Management Analyst II
	Monthly	\$6,375.11	\$7,968.91	\$9,562.71	Sr Accountant
	Hourly				Sr Accountant/Grant Administrator

CITY OF SIERRA VISTA, AZ
 FY 22 PAY PLANS REVISED

EXEMPT PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
106	Annual	\$83,387	\$104,234	\$125,081	City Clerk Leisure Services Manager Library Manager
	Monthly	\$6,948.93	\$8,686.17	\$10,423.40	
	Hourly				
107	Annual	\$90,892	\$113,615	\$136,338	Capital Improvement & Development Manager Public Works Internal Operations Manager Public Works External Operations Manager
	Monthly	\$7,574.32	\$9,467.90	\$11,361.48	
	Hourly				
EXECUTIVE MANAGEMENT PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
I	Annual	\$99,082	\$123,852	\$148,622	Chief Information Officer Chief Procurement Officer Economic Development Manager Marketing & Public Affairs Mgr/Public Information Officer
	Monthly	\$8,257	\$10,321	\$12,385	
	Hourly				
II	Annual	\$107,272	\$134,090	\$160,908	Chief Financial Officer Chief Human Resources Officer Director of Community Development Director of Leisure & Library Services Director of Public Works
	Monthly	\$8,939.32	\$11,174.15	\$13,408.98	
	Hourly				
III	Annual	\$113,741	\$142,117	\$170,492	Fire Chief Police Chief
	Monthly	\$9,478.39	\$11,843.04	\$14,207.70	
	Hourly				

EXEMPT FIRE PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
F5	Annual	\$73,570	\$86,292	\$99,014	Fire Marshal
	Monthly	\$6,130.80	\$7,190.99	\$8,251.19	
F6	Annual	\$96,461	\$116,797	\$137,132	Deputy Fire Chief
	Monthly	\$8,038.42	\$9,733.06	\$11,427.69	

EXEMPT POLICE PAY PLAN					
Grade	Pay Frequency	Minimum	Midpoint	Maximum	Job Title
P4	Annual	\$87,860	\$102,422	\$116,984	Police Lieutenant
	Monthly	\$7,321.69	\$8,535.19	\$9,748.70	
P5	Annual	\$97,622	\$117,980	\$138,338	Police Commander
	Monthly	\$8,135.14	\$9,831.64	\$11,528.14	
P6	Annual	\$105,020	\$127,691	\$150,362	Deputy Police Chief
	Monthly	\$8,751.69	\$10,640.93	\$12,530.18	

SEACOM FY22 PAY STRUCTURE REVISED

Grade	S1	S2	S3	S4	S5
Rank	Records Clerk (Non-Exempt)	SEACOM Technician (Non- Exempt)	Dispatch Trainee (Non- Exempt)	Dispatcher I (Non- Exempt)	Dispatcher II (Non- Exempt)
2% Steps					
1	\$15.58	\$16.51	\$19.68	\$20.29	\$21.30
2	\$15.89	\$16.84	\$34,348	\$42,199	\$44,308
3	\$16.21	\$17.18	\$35,035	\$43,043	\$45,194
4	\$16.53	\$17.52	\$35,736	\$43,903	\$46,098
5	\$16.86	\$17.87	\$36,450	\$44,781	\$47,020
6	\$17.20	\$18.23	\$37,179	\$45,677	\$47,960
7	\$17.54	\$18.60	\$37,923	\$46,591	\$48,920
8	\$17.89	\$18.97	\$38,682	\$47,522	\$49,898
9	\$18.25	\$19.35	\$39,455	\$48,473	\$50,896
10	\$18.62	\$19.74	\$40,244	\$49,442	\$51,914
11	\$18.99	\$20.13	\$41,049	\$50,431	\$52,952
12	\$19.37	\$20.53	\$41,870	\$51,440	\$54,011
13	\$19.75	\$20.94	\$42,708	\$52,469	\$55,091
14	\$20.15	\$21.36	\$43,562	\$53,518	\$56,193
15	\$20.55	\$21.79	\$44,433	\$54,588	\$57,317
16	\$20.96	\$22.22	\$45,322	\$55,680	\$58,463
17	\$21.38	\$22.67	\$46,228	\$56,794	\$59,633
18	\$21.81	\$23.12	\$47,153	\$57,930	\$60,825
19	\$22.25	\$23.59	\$48,096	\$59,088	\$62,042
20	\$22.69	\$24.06	\$49,058	\$60,270	\$63,283
			\$50,039	\$61,475	\$64,548

SEACOM FY22 PAY STRUCTURE

Grade	S6 Communications Supervisor (Non-Exempt)		S7 Communications Administrator (Exempt)		Minimum	Midpoint	Maximum
Rank							
2% Steps							
1	\$24.63	\$51,230	Annual		\$70,835	\$88,544	\$106,252
2	\$25.12	\$52,254	Monthly		\$5,902.95	\$7,378.63	\$8,854.30
3	\$25.62	\$53,299					
4	\$26.14	\$54,365					
5	\$26.66	\$55,453					
6	\$27.19	\$56,562					
7	\$27.74	\$57,693					
8	\$28.29	\$58,847					
9	\$28.86	\$60,024					
10	\$29.43	\$61,224					
11	\$30.02	\$62,449					
12	\$30.62	\$63,698					
13	\$31.24	\$64,972					
14	\$31.86	\$66,271					
15	\$32.50	\$67,597					
16	\$33.15	\$68,949					
17	\$33.81	\$70,328					
18	\$34.49	\$71,734					
19	\$35.18	\$73,169					
20	\$35.88	\$74,632					

POLICE NONEXEMPT STEP STRUCTURE FY22 REVISED

Grade Rank	P1 Recruit	P2 Officer	P3 Corporal	P4 Sergeant
2% Steps				
1	\$24.97	\$51,936	\$26.03	\$54,141
2		\$26.55	\$55,224	\$29.10
3		\$27.08	\$56,329	\$29.68
4		\$27.62	\$57,455	\$30.27
5		\$28.18	\$58,604	\$30.88
6		\$28.74	\$59,776	\$31.50
7		\$29.31	\$60,972	\$32.12
8		\$29.90	\$62,191	\$32.77
9		\$30.50	\$63,435	\$33.42
10		\$31.11	\$64,704	\$34.09
11		\$31.73	\$65,998	\$34.77
12		\$32.36	\$67,318	\$35.47
13		\$33.01	\$68,664	\$36.18
14		\$33.67	\$70,038	\$36.90
15		\$34.35	\$71,438	\$37.64
16		\$35.03	\$72,867	\$38.39
17		\$35.73	\$74,324	\$39.16
18		\$36.45	\$75,811	\$39.94
19		\$37.18	\$77,327	
			\$28.53	\$59,334
			\$29.10	\$60,521
			\$29.68	\$61,731
			\$30.27	\$62,966
			\$30.88	\$64,225
			\$31.50	\$65,510
			\$32.12	\$66,820
			\$32.77	\$68,156
			\$33.42	\$69,519
			\$34.09	\$70,910
			\$34.77	\$72,328
			\$35.47	\$73,774
			\$36.18	\$75,250
			\$36.90	\$76,755
			\$37.64	\$78,290
			\$38.39	\$79,856
			\$39.16	\$81,453
			\$39.94	\$83,082
			\$34.52	\$71,797
			\$35.21	\$73,233
			\$35.91	\$74,698
			\$36.63	\$76,192
			\$37.36	\$77,716
			\$38.11	\$79,270
			\$38.87	\$80,856
			\$39.65	\$82,473
			\$40.44	\$84,122
			\$41.25	\$85,805
			\$42.08	\$87,521
			\$42.92	\$89,271
			\$43.78	\$91,057
			\$44.65	\$92,878
			\$45.55	\$94,735
			\$46.46	\$96,630
			\$47.39	\$98,562
			\$48.33	\$100,534

FIRE NONEXEMPT STRUCTURE FY22 REVISED

Grade	F1	F2	F3	F4
Rank	Firefighter	Fire Engineer	Fire Captain	Fire Batt Chief
	2% Steps			
1	\$15.98	\$19.42	\$22.43	\$25.26
2	\$16.30	\$19.80	\$22.88	\$25.77
3	\$16.63	\$20.20	\$23.34	\$26.28
4	\$16.96	\$20.60	\$23.81	\$26.81
5	\$17.30	\$21.02	\$24.28	\$27.35
6	\$17.65	\$21.44	\$24.77	\$27.89
7	\$18.00	\$21.86	\$25.26	\$28.45
8	\$18.36	\$22.30	\$25.77	\$29.02
9	\$18.73	\$22.75	\$26.28	\$29.60
10	\$19.10	\$23.20	\$26.81	\$30.19
11	\$19.49	\$23.67	\$27.34	\$30.80
12	\$19.87	\$24.14	\$27.89	\$31.41
13	\$20.27	\$24.62	\$28.45	\$32.04
14	\$20.68	\$25.12	\$29.02	\$32.68
15	\$21.09	\$25.62	\$29.60	\$33.34
16	\$21.51	\$26.13	\$30.19	\$34.00
17	\$21.94			
18	\$22.38			
19	\$22.83			
20	\$23.29			