



Salary Schedules Fiscal Year 2015-2016

Classified Positions

Exempt Positions

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
GRADE 108			\$44,159.78	\$55,199.46	\$66,240.19 Annual
208	Human Resources Analyst	Exempt			
476	Recreation Coordinator	Exempt			
210	Senior Accountant	Exempt			
440	Special Events Coordinator	Exempt			
GRADE 109			\$48,134.11	\$60,168.41	\$72,201.68 Annual
840	Graphic Designer	Exempt			
276	Management Assistant	Exempt			
752	Parks Maintenance Supervisor	Exempt			
246	Planner II	Exempt			
322	Real Property Acquisition Agent	Exempt			
632	Senior Executive Assistant	Exempt			
GRADE 110			\$52,948.04	\$66,185.05	\$79,422.06 Annual
473	Business Services Coordinator	Exempt			
719	Chief Water Reclamation Operator	Exempt			
211	Procurement Officer	Exempt			
236	Project Control Specialist	Exempt			
325	Safety & Emergency Management Coordinator	Exempt			
206	Senior Human Resources Analyst	Exempt			
722	Water Distribution Supervisor	Exempt			
723	Water Production Supervisor	Exempt			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
GRADE 111			\$58,772.20	\$73,464.72	\$88,158.29 Annual
222	Associate Town Attorney	Exempt			
176	Chief Building Inspector	Exempt			
220	Community Relations/PIO	Exempt			
814	Crime Scene/Property & Evidence Supervisor	Exempt			
163	Environmental Project Manager	Exempt			
258	Senior GIS Analyst	Exempt			
340	Senior Network Administrator	Exempt			
332	Software Engineer	Exempt			
502	Superintendent	Exempt			
201	Tourism & Marketing Manager	Exempt			
266	Traffic Engineer	Exempt			
483	Utilities Business Services Coordinator	Exempt			
481	Utilities Resources Coordinator	Exempt			
321	Website Administrator	Exempt			
GRADE 112			\$65,825.07	\$82,281.07	\$98,737.08 Annual
250	Assistant Human Resources Director	Exempt			
261	Assistant Town Attorney	Exempt			
230	Civil Engineer	Exempt			
238	Construction Manager	Exempt			
274	Finance Manager	Exempt			
161	Project Manager	Exempt			
333	Senior Software Engineer	Exempt			
240	Technology Manager	Exempt			
GRADE 113			\$74,382.36	\$92,977.43	\$111,572.50 Annual
151	CIP Engineering Division Manager	Exempt			
170	Court Administrator	Exempt			
147	Development Engineering Division Manager	Exempt			
174	Traffic Division Manager	Exempt			
265	Traffic Operations Engineering Manager	Exempt			
159	Water Operations Manager	Exempt			
153	Water Reclamation Operations Manager	Exempt			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
			\$ 84,051.84	\$105,064.79	\$126,077.75 Annual
GRADE 114					
157	Assistant Director of Engineering	Exempt			
155	Assistant Parks & Recreation Director	Exempt			
158	Assistant Public Works Director	Exempt			
148	Assistant Utilities Director	Exempt			
262	Senior Assistant Town Attorney	Exempt			
			\$94,978.12	\$118,723.17	\$142,467.17 Annual
GRADE 115					
154	Deputy Town Attorney	Exempt			

Non-Exempt Positions					
Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
			\$24,734.84	\$30,299.62	\$35,865.96 Annual
GRADE 205					
			\$11.8917	\$14.5671	\$17.2432 Hourly
422	Office Support Assistant	Non-exempt			
822	Recreation Assistant	Non-exempt			
			\$26,465.92	\$32,420.96	\$38,376.52 Annual
GRADE 206					
			\$12.7240	\$15.5870	\$18.4502 Hourly
700	Laborer	Non-exempt			
			\$28,318.68	\$34,690.24	\$41,062.58 Annual
GRADE 207					
			\$13.6148	\$16.6780	\$19.7416 Hourly
417	Accounting Clerk	Non-exempt			
436	Customer Service Clerk	Non-exempt			
			\$30,300.66	\$37,118.64	\$43,936.36 Annual
GRADE 208					
			\$14.5676	\$17.8455	\$21.1233 Hourly
406	Administrative Assistant	Non-exempt			
456	Court Clerk	Non-exempt			
425	Legal Document Clerk	Non-exempt			
600	Maintenance Worker	Non-exempt			
423	Records Clerk	Non-exempt			
825	Parks and Recreation Services Clerk	Non-exempt			
430	Permit Clerk	Non-exempt			
444	Police Records Clerk	Non-exempt			
680	Utilities Customer Service Clerk	Non-exempt			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
GRADE 209			\$32,422.00	\$39,717.34	\$47,012.68 Annual
			\$15.5875	\$19.0949	\$22.6023 Hourly
812	Court Security Guard	Non-exempt			
748	Facilities Technician I	Non-exempt			
418	Senior Accounting Clerk	Non-exempt			
442	Utility Billing Specialist	Non-exempt			
GRADE 210			\$ 34,691.80	\$ 42,497.26	\$ 50,303.24 Annual
			\$16.6788	\$20.4314	\$24.1843 Hourly
660	Assets Coordinator	Non-exempt			
651	Assistant to the Town Clerk	Non-exempt			
450	Court Collections Specialist	Non-exempt			
620	Courtroom Specialist I	Non-exempt			
434	Development Coordinator	Non-exempt			
336	Engineering Aide	Non-exempt			
749	Facilities Technician II	Non-exempt			
614	Fleet Technician I	Non-exempt			
304	Plans Review Technician	Non-exempt			
458	Project Coordinator	Non-exempt			
547	Project Coordinator-CIP	Non-exempt			
604	Senior Maintenance Worker	Non-exempt			
428	Senior Permit Clerk	Non-exempt			
GRADE 211			\$37,120.46	\$45,471.92	\$53,823.90 Annual
			\$17.8464	\$21.8615	\$25.8769 Hourly
242	Court Probation Monitor	Non-exempt			
621	Courtroom Specialist II	Non-exempt			
810	Crime Scene Specialist	Non-exempt			
448	Dispatcher	Non-exempt			
741	Equipment Operator	Non-exempt			
438	Executive Assistant	Non-exempt			
508	Fleet Technician II	Non-exempt			
312	GIS Technician	Non-exempt			
702	Inmate Services Coordinator	Non-exempt			
744	Irrigation Control Technician	Non-exempt			
466	Recreation Programmer	Non-exempt			
750	Facilities Technician III	Non-exempt			
704	Signs and Markings Technician	Non-exempt			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
616	Small Engine Mechanic	Non-exempt			
GRADE 212			\$40,089.66	\$49,110.10	\$58,130.28 Annual
			\$19,273.9	\$23,610.6	\$27,947.3 Hourly
209	Accountant	Non-exempt			
453	Court Operations Specialist	Non-exempt			
461	Community Development Coordinator	Non-exempt			
414	Human Resources Technician	Non-exempt			
426	Legal Assistant	Non-exempt			
309	Technology Support Specialist	Non-exempt			
371	Traffic Signal Technician I	Non-exempt			
736	Water Utilities Operator I	Non-exempt			
			\$43,297.54	\$53,038.70	\$62,780.90 Annual
GRADE 213			\$20,816.1	\$25,499.4	\$30,183.1 Hourly
539	Airport Operations Coordinator	Non-exempt			
518	Building Inspector I	Non-exempt			
315	Business Process Analyst	Non-exempt			
522	Code Enforcement Officer	Non-exempt			
525	Construction Inspector	Non-exempt			
248	Crime Analyst	Non-exempt			
534	Electric Pump and Well Technician	Non-exempt			
253	GIS Database Analyst	Non-exempt			
514	Housing Rehabilitation Specialist	Non-exempt			
520	Planner I	Non-exempt			
302	Plans Examiner	Non-exempt			
303	Plans Examiner/Permitting Coordinator	Non-exempt			
526	Right of Way Inspector	Non-exempt			
372	Traffic Signal Technician II	Non-exempt			
532	Water Quality Inspector	Non-exempt			
728	Water Reclamation Facility Mechanic	Non-exempt			
730	Water Reclamation Utilities Operator I	Non-exempt			
737	Water Utilities Operator II	Non-exempt			
			\$47,193.64	\$57,812.04	\$68,431.22 Annual
GRADE 214			\$22,689.3	\$27,794.3	\$32,899.6 Hourly
516	Building Inspector II	Non-exempt			
540	Community Response Manager	Non-exempt			
213	Contracts Administrator	Non-exempt			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
560	Engineering Specialist	Non-exempt			
710	Foreman	Non-exempt			
252	Geographic Information Systems (GIS) Analyst	Non-exempt			
212	Management & Budget Analyst	Non-exempt			
214	Payroll Administrator	Non-exempt			
470	Police Records Supervisor	Non-exempt			
464	Police Telecommunications Supervisor	Non-exempt			
401	Records Administrator	Non-exempt			
313	Senior Technology Support Specialist	Non-exempt			
731	Water Reclamation Utilities Operator II	Non-exempt			
GRADE 215			\$51,913.16	\$63,593.40	\$75,274.16 Annual
			\$24.9582	\$30.5738	\$36.1895 Hourly
519	Building Safety Coordinator	Non-exempt			
452	Court Supervisor	Non-exempt			
330	Database Administrator	Non-exempt			
341	Network Administrator	Non-exempt			
300	Senior Plans Examiner	Non-exempt			
268	Technology Analyst	Non-exempt			
373	Traffic Signal Technician III	Non-exempt			
468	Utilities Technology Coordinator	Non-exempt			

Additional Pay (Applies only to Non Exempt Positions)

Shift Differential Pay	\$0.90 per hour	Pay for employees who work between 6:00 p.m. and 6:00 a.m.
On-Call/Stand-By Pay	\$1.00 per hour	Pay for employees who stand ready to work during non-work hours when assigned.

Classified Sworn Positions

Non-Exempt Positions

Job Code	Grade	Job Title	FLSA** Status								
807	P	*Police Recruit	Non-Exempt	Flat Rate							
			Annual	\$43,334.72							
			Hourly	\$20.8340							
806	P1	Police Officer	Non-Exempt	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
			Annual	\$48,149.66	\$50,557.26	\$53,085.50	\$55,739.32	\$58,525.74	\$61,452.04	\$64,524.72	\$67,751.32
			Hourly	\$23.1489	\$24.3064	\$25.5219	\$26.7977	\$28.1374	\$29.5443	\$31.0215	\$32.5727
802	P3	Police Sergeant	Non-Exempt	Step 1	Step 2	Step 3	Step 4	Step 5			
			Annual	\$69,541.42	\$73,018.40	\$76,669.32	\$80,501.98	\$84,527.30			
			Hourly	\$33.4334	\$35.1050	\$36.8603	\$38.7029	\$40.6381			

Exempt Positions

800	P4	Police Lieutenant	Exempt	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
			Annual	\$82,769.02	\$86,907.73	\$91,252.44	\$95,815.64	\$100,606.68	\$105,635.97	\$110,918.08	
801	P5	Police Captain	Exempt	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
			Annual	\$91,045.40	\$95,598.19	\$100,377.79	\$105,396.68	\$110,666.31	\$116,200.20	\$122,009.79	\$128,110.69

Police Officer Special Assignments

7.5% added to base pay	Lead Detective
5% added to base pay	Investigator
	Lead Police Officer
	Auto Theft Task Force
	Counter Narcotics Alliance
	DART
	DEA Task Force
	EOD (Explosives)
	K9
	Motorcycles
	School Resource Officer (SRO)
	SWAT
	Volunteer Coordinator
One additional hour of pay per shift paid at time and one-half rate when serving as FTO	Field Training Officer

Additional Pay for Sworn Positions (Applies only to Non-Exempt Sworn)

Shift Differential	\$0.90 per hour	Pay for employees who work between 6:00 p.m. and 6:00 a.m.
On-Call/Stand-By Pay	\$1.00 per hour	Pay for employees who stand ready to work during non-work hours as assigned.

Unclassified Positions

Exempt Positions

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
GRADE 112			\$65,825.07	\$82,281.07	\$98,737.08 Annual
260	Assistant to the Town Manager	Exempt			
GRADE 115			\$94,978.12	\$118,723.17	\$142,467.17 Annual
182	Deputy Chief of Police	Exempt			
Town Officers Grade I			\$91,382.49	\$116,513.36	\$141,643.18 Annual
144	Airport Director	Exempt			
125	Building Safety Director	Exempt			
114	Community Development Director	Exempt			
115	*Director of Economic Development and Tourism	Exempt			
116	Human Resources Director	Exempt			
136	Parks and Recreation Director	Exempt			
126	Planning Director	Exempt			
180	Public Works Director	Exempt			
134	Technology Services Director	Exempt			
106	Town Clerk	Exempt			
146	Utilities Director	Exempt			
Town Officers Grade II			\$109,175.41	\$139,198.24	\$169,221.06 Annual
112	Assistant Town Manager	Exempt			
110	Deputy Town Manager	Exempt			
118	Finance Director	Exempt			
138	Police Chief	Exempt			
120	Town Attorney	Exempt			
132	Town Engineer	Exempt			

* Per Marana Town Code Section 3-1-1, this position is not defined as a Town Officer, however, pay falls within the same grade as Town Officers Grade I

Temporary Positions

Job Code	Job Title	FLSA* Status	Minimum	Maximum	
480	Intern	Non-exempt		\$8.05	Flat Rate Hourly
169	Judge Pro Tempore	Exempt	\$150.00 (half day session)	\$300.00 (full day session)	Flat Rate
826	Lifeguard	Non-exempt		\$10.20	Flat Rate Hourly
828	Lifeguard/WSI	Non-exempt	\$10.71	\$16.57	Hourly
271	Management Intern	Non-exempt		\$13.50	Flat Rate Hourly
832	Pool Manager	Non-exempt		\$12.85	Flat Rate Hourly
824	Recreation Aide	Non-exempt		\$10.20	Flat Rate Hourly
831	Sports Official	Non-exempt		\$10.20	Flat Rate Hourly

Additional Pay (Applies only to Non-Exempt position)

Shift differential	\$0.90 per hour	<i>Pay for employees who work between 6:00 p.m. and 6:00 a.m.</i>
On-Call/ Stand-by	\$1.00 per hour	<i>Pay for employees who stand ready to work as assigned during non-work hours when assigned.</i>