



Salary Schedules Fiscal Year 2016-2017

Classified Positions

Exempt Positions

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
GRADE 108 (11/1/2016 Fair Labor Standard Act salary regulations requires a move to Grade 109)			\$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
655	Assets Systems Administrator	Exempt			
439	Executive Assistant to the Town Manager	Exempt			
252	Geographic Information Systems (GIS) Analyst	Exempt			
840	Graphic Designer	Exempt			
276	Management Assistant	Exempt			
212	Management & Budget Analyst	Exempt			
752	Parks Maintenance Supervisor	Exempt			
712	Public Works Supervisor	Exempt			
246	Senior Planner	Exempt			
322	Real Property Acquisition Agent	Exempt			
GRADE 110			\$52,948.04	\$66,185.05	\$79,422.06 Annual
473	Business Services Coordinator	Exempt			
719	Chief Water Reclamation Operator	Exempt			
330	Database Administrator	Exempt			
341	Network Administrator	Exempt			
268	Technology Analyst	Exempt			
211	Procurement Officer	Exempt			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
236	Project Control Specialist	Exempt			
325	Safety & Emergency Management Coordinator	Exempt			
206	Senior Human Resources Analyst	Exempt			
468	Water Technology Coordinator	Exempt			
722	Water Distribution Supervisor	Exempt			
723	Water Production Supervisor	Exempt			
GRADE 111			\$58,772.20	\$73,464.72	\$88,158.29 Annual
176	Chief Building Inspector	Exempt			
523	Code Enforcement Official	Exempt			
814	Crime Scene Property & Evidence Supervisor	Exempt			
163	Environmental Project Manager	Exempt			
258	Senior GIS Analyst	Exempt			
340	Senior Network Administrator	Exempt			
502	Superintendent	Exempt			
201	Tourism & Marketing Manager	Exempt			
400	Deputy Town Clerk	Exempt			
483	Water Business Services Coordinator	Exempt			
481	Water Resources Coordinator	Exempt			
321	Website Administrator	Exempt			
GRADE 112			\$65,825.07	\$82,281.07	\$98,737.08 Annual
261	Assistant Town Attorney	Exempt			
230	Civil Engineer	Exempt			
238	Construction Manager	Exempt			
274	Finance Manager	Exempt			
244	Principal Planner	Exempt			
161	Project Manager	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			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
265	Traffic Operations Engineering Manager	Exempt			
153	Water Reclamation Operations Manager	Exempt			

GRADE 114			\$84,051.84	\$105,064.79	\$126,077.75 Annual
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157	Engineering Deputy Director	Exempt			
250	Human Resources Deputy Director	Exempt			
155	Parks & Recreation Deputy Director	Exempt			
148	Water Deputy Director	Exempt			
262	Senior Assistant Town Attorney	Exempt			

GRADE 115			\$94,978.12	\$118,723.17	\$142,467.17 Annual
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154	Deputy Town Attorney	Exempt			
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Non-Exempt Positions					
Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum

GRADE 205			\$24,734.84	\$30,299.62	\$35,865.96 Annual
			\$11.8917	\$14.5671	\$17.2432 Hourly

422	Office Support Assistant	Non-exempt			
822	Recreation Assistant	Non-exempt			

GRADE 206			\$26,465.92	\$32,420.96	\$38,376.52 Annual
			\$12.7240	\$15.5870	\$18.4502 Hourly

700	Attendant	Non-exempt			
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GRADE 207			\$28,318.68	\$34,690.24	\$41,062.58 Annual
			\$13.6148	\$16.6780	\$19.7416 Hourly

417	Accounting Clerk	Non-exempt			
436	Customer Service Clerk	Non-exempt			

GRADE 208			\$30,300.66	\$37,118.64	\$43,936.36 Annual
			\$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 Associate	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	Customer Service Representative	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	Water 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			
450	Court Collections Specialist	Non-exempt			
620	Courtroom Specialist	Non-exempt			
434	Development Coordinator	Non-exempt			
336	Engineering Aide	Non-exempt			
749	Facilities Technician II	Non-exempt			
458	Project Coordinator	Non-exempt			
547	Project Coordinator-CIP	Non-exempt			
604	Senior Maintenance Associate	Non-exempt			
GRADE 211			\$37,120.46	\$45,471.92	\$53,823.90 Annual
			\$17.8464	\$21.8615	\$25.8769 Hourly
453	Court Operations Specialist	Non-exempt			
242	Court Probation Monitor	Non-exempt			
621	Senior Courtroom Specialist	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			
744	Irrigation Control Technician	Non-exempt			
445	Police Records Specialist	Non-exempt			
466	Recreation Programmer	Non-exempt			
750	Facilities Technician III	Non-exempt			
704	Signs and Markings Technician	Non-exempt			
GRADE 212			\$40,089.66	\$49,110.10	\$58,130.28 Annual
			\$19.2739	\$23.6106	\$27.9473 Hourly
209	Accountant	Non-exempt			
461	Community Development Coordinator	Non-exempt			
616	Equipment Mechanic	Non-exempt			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
426	Legal Assistant	Non-exempt			
743	Senior Equipment Operator	Non-exempt			
309	Technology Support Specialist I	Non-exempt			
736	Water Operator I	Non-exempt			
GRADE 213			\$43,297.54	\$53,038.70	\$62,780.90 Annual
			\$20.8161	\$25.4994	\$30.1831 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			
514	Housing Rehabilitation Specialist	Non-exempt			
510	Lead Fleet Technician	Non-exempt			
520	Planner	Non-exempt			
302	Plans Examiner	Non-exempt			
526	Right of Way Inspector	Non-exempt			
632	Senior Executive Assistant	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 Operator I	Non-exempt			
737	Water Operator II	Non-exempt			
GRADE 214			\$47,193.64	\$57,812.04	\$68,431.22 Annual
			\$22.6893	\$27.7943	\$32.8996 Hourly
516	Building Inspector II	Non-exempt			
540	Community Response Manager	Non-exempt			
215	Procurement Agent	Non-exempt			
560	Engineering Specialist	Non-exempt			
214	Payroll Administrator	Non-exempt			
470	Police Records Supervisor	Non-exempt			
464	Police Telecommunications Supervisor	Non-exempt			
313	Technology Support Specialist II	Non-exempt			
731	Water Reclamation Operator II	Non-exempt			

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
GRADE 215			\$51,913.16	\$63,593.40	\$75,274.16 Annual
			\$24,958.2	\$30,573.8	\$36,189.5 Hourly
519	Building Safety Coordinator	Non-exempt			
452	Court Supervisor	Non-exempt			
300	Senior Plans Examiner	Non-exempt			
373	Traffic Signal Technician III	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	POR	*Police Recruit	Non-Exempt	Flat Rate		
			Annual	\$43,334.72		
			Hourly	\$20.8340		
806	PO	Police Officer	Non-Exempt	Minimum	Midpoint	Maximum
			Annual	\$48,149.66	\$57,950.46	\$67,751.22
			Hourly	\$23.1489	\$27.8608	\$32.5727
802	SGT	Police Sergeant	Non-Exempt	Minimum	Midpoint	Maximum
			Annual	\$69,541.42	\$77,034.36	\$84,527.30
			Hourly	\$33.4334	\$37.0358	\$40.6381

Exempt Positions

800	LT	Police Lieutenant	Exempt	Minimum	Midpoint	Maximum
			Annual	\$82,769.02	\$96,843.55	\$110,918.08
801	CAPT	Police Captain	Exempt	Minimum	Midpoint	Maximum
			Annual	\$91,045.40	\$109,578.05	\$128,110.69

Police Officer Special Assignments Pays

10% added to base pay	Detective
7.5% added to base pay	Lead Detective
5% added to base pay	Investigator
5% added to base pay	Lead Police Officer
5% added to base pay	Auto Theft Task Force
5% added to base pay	Counter Narcotics Alliance
5% added to base pay	DART
5% added to base pay	DEA Task Force
5% added to base pay	EOD (Explosives)
5% added to base pay	K9
5% added to base pay	Motorcycles
5% added to base pay	School Resource Officer (SRO)
5% added to base pay	SWAT
5% added to base pay	Volunteer Coordinator
One additional hour of pay per shift paid at time and one-half rate when serving as FTO	Field Training Officer
31	Approved Assignments

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.

**Fair Labor Standards Act
*Position is Non-Sworn

Unclassified Positions

Exempt Positions

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum
Grade A			\$65,825.07	\$82,281.07	\$98,737.08 Annual
141	Communications Manager	Exempt			
260	Assistant to the Town Manager	Exempt			
Grade D			\$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	Water 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	\$13.50	
169	Judge Pro Tempore	Exempt	\$150.00 (half day session)	\$300.00 (full day session)	Flat Rate
*if less than half day session rate is \$50 per hour					
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
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>