

**City of Avondale General Salary Plan 2020-2021**

<b>Job Title</b>	<b>Grade</b>	<b>Annual Minimum</b>	<b>Annual Midpoint</b>	<b>Annual Maximum</b>	<b>Hourly Minimum</b>	<b>New Hourly Midpoint</b>	<b>New Hourly Maximum</b>	<b>FLSA Status</b>
Accountant	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Accountant Privilege Tax Auditor	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Accounting Clerk	7				\$18.82	\$23.06	\$27.30	Nonexempt
Accounting Manager	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Accounting Specialist	8				\$20.39	\$24.97	\$29.56	Nonexempt
Accounts Payable Clerk	7				\$18.82	\$23.06	\$27.30	Nonexempt
Administrative Assistant	7				\$18.82	\$23.06	\$27.30	Nonexempt
Administrative Clerk	5				\$16.04	\$19.64	\$23.24	Nonexempt
Animal Control Officer	8				\$20.39	\$24.97	\$29.56	Nonexempt
AP and Payroll Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Assistant Chief Information Officer	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Assistant City Attorney	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Assistant City Manager	23	\$161,318.57	\$197,615.24	\$233,911.92				Exempt
Assistant Fire Chief	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Assistant Police Chief	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Assistant Traffic Engineer	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Automotive Equipment Mechanic	10				\$23.94	\$29.34	\$34.73	Nonexempt
AZCFSE Program Coordinator	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Benefits Program Manager	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Budget Manager	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Building Maintenance Worker	6				\$17.38	\$21.28	\$25.18	Nonexempt
Building Permit Technician	9				\$22.11	\$27.07	\$32.04	Nonexempt
Business Development Manager	18	\$95,045.50	\$116,430.47	\$137,815.44				Exempt
CAD-RMS Systems Analyst	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Chief Building Official	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Chief Information Officer	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
CIP Manager	18	\$95,045.50	\$116,430.47	\$137,815.44				Exempt
City Attorney	23	\$161,318.57	\$197,615.24	\$233,911.92				Exempt
City Clerk	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
City Clerk Specialist	7				\$18.82	\$23.06	\$27.30	Nonexempt
City Engineer	19	\$103,078.81	\$126,271.97	\$149,465.13				Exempt
Code Compliance Manager	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Code Compliance Officer	10				\$23.94	\$29.34	\$34.73	Nonexempt
Communications and Marketing Program Manager	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Community Outreach Coordinator	10				\$23.94	\$29.34	\$34.73	Nonexempt
Community Outreach Manager	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
Community Risk Reduction/Fire Investigator	12				\$28.13	\$34.45	\$40.78	Nonexempt
Community Service Advocate	8				\$20.39	\$24.97	\$29.56	Nonexempt
Community Services Officer	7				\$18.82	\$23.06	\$27.30	Nonexempt
Construction Manager	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Contracts Administrator	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Cook	4				\$14.81	\$18.14	\$21.46	Nonexempt
Court Administrator	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Court Clerk I	6				\$17.38	\$21.28	\$25.18	Nonexempt
Court Clerk II	7				\$18.82	\$23.06	\$27.30	Nonexempt
Court Clerk III	8				\$20.39	\$24.97	\$29.56	Nonexempt
Court Supervisor	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Customer Service Field Representative	8				\$20.39	\$24.97	\$29.56	Nonexempt
Customer Service Manager	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Customer Service Representative	7				\$18.82	\$23.06	\$27.30	Nonexempt
Customer Service Specialist	4				\$14.81	\$18.14	\$21.46	Nonexempt
Deputy City Attorney	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Deputy City Clerk	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Deputy City Manager	22.5	\$152,039.18	\$186,247.99	\$220,456.81				Exempt
Deputy Fire Chief	19	\$103,078.81	\$126,271.97	\$149,465.13				Exempt
Detention Officer	8				\$20.39	\$24.97	\$29.56	Nonexempt
Detention Supervisor	11				\$25.96	\$31.80	\$37.64	Nonexempt
Detention Support Services Manager	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Development and Engineering Services Assistant Director	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt

**City of Avondale General Salary Plan 2020-2021**

<b>Job Title</b>	<b>Grade</b>	<b>Annual Minimum</b>	<b>Annual Midpoint</b>	<b>Annual Maximum</b>	<b>Hourly Minimum</b>	<b>New Hourly Midpoint</b>	<b>New Hourly Maximum</b>	<b>FLSA Status</b>
Development and Engineering Services Director	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
Development Services Representative	8				\$20.39	\$24.97	\$29.56	Nonexempt
Digital and Communications Specialist	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Digital Media Program Manager	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
Division Lead Planner	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Economic Development Analyst	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Economic Development Assistant Director	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Economic Development Director	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
Electrician	10				\$23.94	\$29.34	\$34.73	Nonexempt
Engineering Inspector	12				\$28.13	\$34.45	\$40.78	Nonexempt
Engineering Permit Technician	9				\$22.11	\$27.07	\$32.04	Nonexempt
Engineering Project Manager	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Environmental and Public Programs Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Environmental Coordinator	11				\$25.96	\$31.80	\$37.64	Nonexempt
Environmental Technician	9				\$22.11	\$27.07	\$32.04	Nonexempt
Equipment Operator	7				\$18.82	\$23.06	\$27.30	Nonexempt
Equipment Parts Specialist	9				\$22.11	\$27.07	\$32.04	Nonexempt
Executive Administrative Assistant	9				\$22.11	\$27.07	\$32.04	Nonexempt
Executive Management Assistant	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Facilities Manager	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Family Advocacy Center Manager	18	\$95,045.50	\$116,430.47	\$137,815.44				Exempt
Family Advocacy Center Prevention Specialist	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Family Advocacy Center Victim Advocate	8				\$20.39	\$24.97	\$29.56	Nonexempt
Family Education Assistant	8				\$20.39	\$24.97	\$29.56	Nonexempt
Family Education Specialist	10				\$23.94	\$29.34	\$34.73	Nonexempt
Family Services Manager	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Finance & Budget Assistant Director	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Finance and Budget Director	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
Fire Battalion Chief	18	\$95,045.50	\$116,430.47	\$137,815.44				Exempt
Fire Chief	22	\$142,759.80	\$174,880.74	\$207,001.69				Exempt
Fire Division Chief	18	\$95,045.50	\$116,430.47	\$137,815.44				Exempt
Fire Marshal	18	\$95,045.50	\$116,430.47	\$137,815.44				Exempt
Fleet Services Coordinator	11				\$25.96	\$31.80	\$37.64	Nonexempt
Fleet Services Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
GIS Analyst	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
GIS Technician	9				\$22.11	\$27.07	\$32.04	Nonexempt
Graphic Designer	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Homeless Services Specialist	8				\$20.39	\$24.97	\$29.56	Nonexempt
Housing and Community Development Manager	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Housing Rehabilitation Coordinator	10				\$23.94	\$29.34	\$34.73	Nonexempt
Human Resources Assistant Director	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Human Resources Director	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
Human Resources Specialist	8				\$20.39	\$24.97	\$29.56	Nonexempt
Human Services Specialist	6				\$17.38	\$21.28	\$25.18	Nonexempt
Identification Technician	10				\$23.94	\$29.34	\$34.73	Nonexempt
Intergovernmental Affairs Administrator	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
IT Applications Architect	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
IT Desktop Technician	12				\$28.13	\$34.45	\$40.78	Nonexempt
IT Systems Analyst	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
IT Systems Analyst - Library	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Lead Building Maintenance Worker	9				\$22.11	\$27.07	\$32.04	Nonexempt
Lead Court Security Officer	8				\$20.39	\$24.97	\$29.56	Nonexempt
Lead Customer Service Representative	9				\$22.11	\$27.07	\$32.04	Nonexempt
Lead Equipment Operator	9				\$22.11	\$27.07	\$32.04	Nonexempt
Lead Traffic Signal Technician	11				\$25.96	\$31.80	\$37.64	Nonexempt
Lead Wastewater Collections Operator	10				\$23.94	\$29.34	\$34.73	Nonexempt
Lead Water Distribution Operator	10				\$23.94	\$29.34	\$34.73	Nonexempt
Lead Water Production & Treatment Operator	11				\$25.96	\$31.80	\$37.64	Nonexempt
Lead Water Reclamation Operator	11				\$25.96	\$31.80	\$37.64	Nonexempt

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Legal Assistant	9				\$22.11	\$27.07	\$32.04	Nonexempt
Library Assistant	3				\$13.67	\$16.75	\$19.81	Nonexempt
Library Branch Supervisor	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Library Manager	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Library Operations Manager	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
Library Programs Specialist	5				\$16.04	\$19.64	\$23.24	Nonexempt
Logistics & Physical Resources Coordinator	9				\$22.11	\$27.07	\$32.04	Nonexempt
Management Analyst	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
Marketing and Public Relations Director	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
Mechanic	8				\$20.39	\$24.97	\$29.56	Nonexempt
Mental Health Therapist	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Municipal Judge	23	\$161,318.57	\$197,615.24	\$233,911.92				Exempt
Neighborhood & Family Services Assistant Director	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Neighborhood & Family Services Director	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
Neighborhood Revitalization Manager	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Neighborhood Specialist	11				\$25.96	\$31.80	\$37.64	Nonexempt
Park Ranger	8				\$20.39	\$24.97	\$29.56	Nonexempt
Parks & Recreation Assistant Director	20	\$111,801.71	\$136,957.26	\$162,112.82				Exempt
Parks & Recreation Director	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
Parks Maintenance Lead	8				\$20.39	\$24.97	\$29.56	Nonexempt
Parks Maintenance Supervisor	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Parks Maintenance Worker	6				\$17.38	\$21.28	\$25.18	Nonexempt
Parks Technician	7				\$18.82	\$23.06	\$27.30	Nonexempt
Pavement Management Coordinator	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Planner	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Planning Manager	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Police Administration Manager	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Police Chief	22	\$142,759.80	\$174,880.74	\$207,001.69				Exempt
Police Communications Dispatcher	9				\$22.11	\$27.07	\$32.04	Nonexempt
Police Communications Manager	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Police Communications Supervisor	12				\$28.13	\$34.45	\$40.78	Nonexempt
Police Community Services Supervisor	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Police Crime Analyst	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Police Forensic Interviewer	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
Police Lieutenant	18	\$95,045.50	\$116,430.47	\$137,815.44				Exempt
Police Records Clerk	6				\$17.38	\$21.28	\$25.18	Nonexempt
Police Support Services Supervisor	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Policy and Procedures Analyst	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Procurement Manager	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Property & Evidence Supervisor	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Property & Evidence Custodian	8				\$20.39	\$24.97	\$29.56	Nonexempt
Public Education Specialist	8				\$20.39	\$24.97	\$29.56	Nonexempt
Public Works Director	21	\$126,336.10	\$154,761.72	\$183,187.34				Exempt
Public Works Project Inspector	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Public Works Superintendent	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Records and Vehicle Impound Supervisor	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Recreation Coordinator	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Recreation Programmer	8				\$20.39	\$24.97	\$29.56	Nonexempt
Recreation Supervisor	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Recycling Coordinator/Inspector	11				\$25.96	\$31.80	\$37.64	Nonexempt
Resource Center Coordinator	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Revenue Manager	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Risk Manager	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Safety Officer	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
Sanitation Inspector	8				\$20.39	\$24.97	\$29.56	Nonexempt
Sanitation Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
SCADA Instrumentation Control Analyst	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
SCADA Technician	11				\$25.96	\$31.80	\$37.64	Nonexempt
Senior Accountant	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt

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Senior Budget Analyst	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Senior Building Inspector	12				\$28.13	\$34.45	\$40.78	Nonexempt
Senior Building Maintenance Worker	8				\$20.39	\$24.97	\$29.56	Nonexempt
Senior Buyer	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Senior Code Compliance Officer	12				\$28.13	\$34.45	\$40.78	Nonexempt
Senior Court Clerk	9				\$22.11	\$27.07	\$32.04	Nonexempt
Senior Customer Service Representative	8				\$20.39	\$24.97	\$29.56	Nonexempt
Senior Engineering Technician	10				\$23.94	\$29.34	\$34.73	Nonexempt
Senior Engineering Technician	11				\$25.96	\$31.80	\$37.64	Nonexempt
Senior Equipment Operator	8				\$20.39	\$24.97	\$29.56	Nonexempt
Senior Human Resources Analyst	13	\$63,424.91	\$77,695.71	\$91,966.51				Exempt
Senior Internal Auditor	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Senior IT Applications Administrator	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Senior IT Applications Developer	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Senior IT Desktop Technician	13				\$30.49	\$37.35	\$44.22	Nonexempt
Senior IT Network Engineer	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Senior IT Systems Administrator	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Senior Management Analyst	15	\$74,545.44	\$91,318.10	\$108,090.76				Exempt
Senior Paralegal	12	\$58,510.33	\$71,675.52	\$84,840.72				Exempt
Senior Planner	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Senior Plans Examiner	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Senior Programs Assistant	4				\$14.81	\$18.14	\$21.46	Nonexempt
Senior Programs Coordinator	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Senior Programs Driver	4				\$14.81	\$18.14	\$21.46	Nonexempt
Senior Programs Specialist	5				\$16.04	\$19.64	\$23.24	Nonexempt
Senior Traffic Signal Technician	10				\$23.94	\$29.34	\$34.73	Nonexempt
Senior Wastewater Collections Operator	9				\$22.11	\$27.07	\$32.04	Nonexempt
Senior Water Distribution Operator	9				\$22.11	\$27.07	\$32.04	Nonexempt
Senior Water Production & Treatment Operator	10				\$23.94	\$29.34	\$34.73	Nonexempt
Senior Water Production Mechanic	10				\$23.94	\$29.34	\$34.73	Nonexempt
Senior Water Recharge & Wetlands Operator	9				\$22.11	\$27.07	\$32.04	Nonexempt
Senior Water Reclamation Mechanic	10				\$23.94	\$29.34	\$34.73	Nonexempt
Senior Water Reclamation Operator	10				\$23.94	\$29.34	\$34.73	Nonexempt
Streets Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Sustainability Officer	16	\$80,826.79	\$99,012.82	\$117,198.85				Exempt
Traffic Engineer	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Traffic Operations Supervisor	13				\$30.49	\$37.35	\$44.22	Nonexempt
Traffic Operations Technician	8				\$20.39	\$24.97	\$29.56	Nonexempt
Traffic Signal Technician	9				\$22.11	\$27.07	\$32.04	Nonexempt
UCR and Alarm Coordinator	8				\$20.39	\$24.97	\$29.56	Nonexempt
Utility Location Specialist	8				\$20.39	\$24.97	\$29.56	Nonexempt
Vehicle Impound Coordinator	11				\$25.96	\$31.80	\$37.64	Nonexempt
Volunteer Coordinator	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Wastewater Collections Operator	8				\$20.39	\$24.97	\$29.56	Nonexempt
Wastewater Collections Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Water Conservation Coordinator	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Water Distribution Operator	8				\$20.39	\$24.97	\$29.56	Nonexempt
Water Distribution Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Water Meter Technician	8				\$20.39	\$24.97	\$29.56	Nonexempt
Water Production & Treatment Lead	11				\$25.96	\$31.80	\$37.64	Nonexempt
Water Production & Treatment Operator	8				\$20.39	\$24.97	\$29.56	Nonexempt
Water Production & Treatment Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Water Quality & Compliance Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Water Reclamation Facility Mechanic	8				\$20.39	\$24.97	\$29.56	Nonexempt
Water Reclamation Facility Supervisor	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt
Water Reclamation Operator	8				\$20.39	\$24.97	\$29.56	Nonexempt
Water Resources Manager	17	\$87,644.15	\$107,364.19	\$127,084.23				Exempt
Youth & Community Engagement Coordinator	11	\$53,998.66	\$66,142.32	\$78,285.97				Exempt
Youth & Community Engagement Manager	14	\$68,757.59	\$84,228.60	\$99,699.61				Exempt