

City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Accountant	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Accountant Privilege Tax Auditor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Accounting Clerk	7				\$18.36	\$22.50	\$26.63	Nonexempt
Accounts Payable & Payroll Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Accounts Payable Clerk	7				\$18.36	\$22.50	\$26.63	Nonexempt
Administrative Assistant	7				\$18.36	\$22.50	\$26.63	Nonexempt
Animal Control Officer	8				\$19.89	\$24.36	\$28.84	Nonexempt
Assistant Chief Information Officer	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant City Attorney	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Assistant City Manager	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
Assistant Director, Intergovernmental Affairs	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Fire Chief	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Police Chief	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Traffic Engineer	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Automotive Equipment Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
AZCFSE Program Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Benefits Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Budget Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Building Permit Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
CAD-RMS Systems Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Chief Building Official	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Chief Information Officer	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
City Attorney	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
City Clerk	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
City Clerk Specialist	7				\$18.36	\$22.50	\$26.63	Nonexempt
City Engineer	19	\$100,564.69	\$123,192.17	\$145,819.64				Exempt
Code Compliance Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Code Compliance Officer	10				\$23.36	\$28.62	\$33.88	Nonexempt
Communications and Marketing Program Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Community Development Coordinator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Community Engagement Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Community Engagement Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Community Outreach Coordinator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Community Outreach Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Community Relations Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Community Risk Reduction/Fire Investigator	12				\$27.44	\$33.61	\$39.79	Nonexempt
Community Service Advocate	8				\$19.89	\$24.36	\$28.84	Nonexempt
Community Service Officer	7				\$18.36	\$22.50	\$26.63	Nonexempt
Construction Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Cook	4				\$14.45	\$17.70	\$20.94	Nonexempt
Court Administrator	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Court Clerk I	6				\$16.96	\$20.76	\$24.57	Nonexempt
Court Clerk II	7				\$18.36	\$22.50	\$26.63	Nonexempt
Court Clerk III	8				\$19.89	\$24.36	\$28.84	Nonexempt
Court Security Officer	6				\$16.96	\$20.76	\$24.57	Nonexempt
Court Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Customer Service Field Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Customer Service Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt

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Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Customer Service Representative	7				\$18.36	\$22.50	\$26.63	Nonexempt
Deputy City Attorney	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Deputy City Clerk	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Deputy City Manager	22.5	\$148,330.91	\$181,705.36	\$215,079.81				Exempt
Detention Officer	8				\$19.89	\$24.36	\$28.84	Nonexempt
Detention Supervisor	11				\$25.33	\$31.02	\$36.72	Nonexempt
Detention Support Services Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Development and Engineering Services Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Development Services Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Digital Media Program Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Division Lead Planner	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Economic Development Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Economic Development Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Electrician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Employment & Business Development Professional	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Engineering Inspector	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Engineering Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Engineering Project Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Environmental and Public Programs Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Environmental and Sustainability Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Environmental Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Environmental Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
Equipment Operator	7				\$18.36	\$22.50	\$26.63	Nonexempt
Equipment Parts Specialist	7				\$18.36	\$22.50	\$26.63	Nonexempt
Executive Administrative Assistant	9				\$21.57	\$26.41	\$31.26	Nonexempt
Executive Management Assistant	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Facilities Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Family Advocacy Center Manager	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Family Advocacy Center Prevention Specialist	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Family Advocacy Center Victim Advocate	8				\$19.89	\$24.36	\$28.84	Nonexempt
Family Education Assistant	8				\$19.89	\$24.36	\$28.84	Nonexempt
Family Education Specialist	10				\$23.36	\$28.62	\$33.88	Nonexempt
Family Services Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Finance and Budget Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Finance and Budget Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Fire Battalion Chief	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fire Chief	22	\$139,277.85	\$170,615.36	\$201,952.87				Exempt
Fire Deputy Chief	19	\$100,564.69	\$123,192.17	\$145,819.64				Exempt
Fire Division Chief	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fire Marshal	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fleet Services Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Fleet Services Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
GIS Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
Graphic Designer	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Housing and Community Development Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Human Resources Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Human Resources Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Human Resources Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt

Effective Date: 7/1/2019

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Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Human Services Specialist	6				\$16.96	\$20.76	\$24.57	Nonexempt
Identification Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
IT Applications Architect	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
IT Desktop Technician	12				\$27.44	\$33.61	\$39.79	Nonexempt
IT GIS Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
IT GIS Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
IT Systems Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
IT Systems Analyst, Library	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Lead Building Maintenance Worker	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Customer Service Representative	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Equipment Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Traffic Signal Technician	11				\$25.33	\$31.02	\$36.72	Nonexempt
Lead Wastewater Collections Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Lead Water Distribution Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Lead Water Production & Treatment Operator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Lead Water Reclamation Operator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Legal Assistant	9				\$21.57	\$26.41	\$31.26	Nonexempt
Librarian	10				\$23.36	\$28.62	\$33.88	Nonexempt
Library Assistant	3				\$13.34	\$16.34	\$19.33	Nonexempt
Library Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Library Operations Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Library Page	2				\$12.31	\$15.08	\$17.85	Nonexempt
Library Programs Specialist	5				\$15.65	\$19.16	\$22.67	Nonexempt
Management Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Mechanic	8				\$19.89	\$24.36	\$28.84	Nonexempt
Mental Health Therapist	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Municipal Judge	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
Neighborhood & Family Services Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Neighborhood Specialist	11				\$25.33	\$31.02	\$36.72	Nonexempt
Park Assistant	6				\$16.96	\$20.76	\$24.57	Nonexempt
Park Ranger	8				\$19.89	\$24.36	\$28.84	Nonexempt
Parks Maintenance Lead	8				\$19.89	\$24.36	\$28.84	Nonexempt
Parks Maintenance Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Parks Maintenance Worker	6				\$16.96	\$20.76	\$24.57	Nonexempt
Parks Technician	7				\$18.36	\$22.50	\$26.63	Nonexempt
Parks, Recreation & Libraries Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Parks, Recreation & Libraries Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Pavement Management Coordinator	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Payroll Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Planner	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Planning Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Police Administration Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Police Chief	22	\$139,277.85	\$170,615.36	\$201,952.87				Exempt
Police Communications Dispatcher	9				\$21.57	\$26.41	\$31.26	Nonexempt
Police Communications Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Police Communications Supervisor	12				\$27.44	\$33.61	\$39.79	Nonexempt
Police Community Service Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Police Crime Analyst	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt

City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Police Forensic Interviewer	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Police Lieutenant	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Police Records Clerk	6				\$16.96	\$20.76	\$24.57	Nonexempt
Police Support Services Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Policy and Procedures Analyst	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Privilege Tax Auditor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Procurement Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Property and Evidence Custodian	8				\$19.89	\$24.36	\$28.84	Nonexempt
Property and Evidence Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Public Education Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Public Works Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Public Works Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Public Works Project Inspector	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Public Works Superintendent	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Records and Vehicle Impound Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Recreation Assistant	3				\$13.34	\$16.34	\$19.33	Nonexempt
Recreation Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Recreation Specialist	4				\$14.45	\$17.70	\$20.94	Nonexempt
Recreation Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Resource Center Coordinator	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Revenue Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Revitalization Project Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Risk Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Safety Officer	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Sanitation Inspector	8				\$19.89	\$24.36	\$28.84	Nonexempt
Sanitation Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
SCADA Instrumentation Control Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
SCADA Technician	11				\$25.33	\$31.02	\$36.72	Nonexempt
Senior Accountant	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Administrative Clerk	5				\$15.65	\$19.16	\$22.67	Nonexempt
Senior Advisor for Emergency Preparedness	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Senior Budget Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Building /Fire Inspector**	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Senior Building Maintenance Worker	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Buyer	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Code Compliance Officer	12				\$27.44	\$33.61	\$39.79	Nonexempt
Senior Court Clerk	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Customer Service Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Engineering Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Equipment Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Human Resources Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Senior IT Applications Administrator	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Applications Developer	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Desktop Technician	13				\$29.75	\$36.44	\$43.14	Nonexempt
Senior IT GIS Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior IT Network Engineer	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Systems Administrator	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior Management Analyst	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt

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Senior Planner	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Plans Examiner	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Programs Assistant	4				\$14.45	\$17.70	\$20.94	Nonexempt
Senior Programs Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Senior Programs Driver	4				\$14.45	\$17.70	\$20.94	Nonexempt
Senior Programs Specialist	5				\$15.65	\$19.16	\$22.67	Nonexempt
Senior Traffic Signal Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Wastewater Collections Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Distribution Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Production & Treatment Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Production Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Recharge & Wetlands Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Reclamation Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Reclamation Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Streets Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Traffic Engineer	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Traffic Operations Supervisor	13				\$29.75	\$36.44	\$43.14	Nonexempt
Traffic Operations Technician	8				\$19.89	\$24.36	\$28.84	Nonexempt
Traffic Signal Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
UCR Alarm Coordinator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Utility Location Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Vehicle Impound Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Volunteer Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Wastewater Collections Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Wastewater Collections Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Conservation Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Water Distribution Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Distribution Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Meter Technician	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Production & Treatment Lead	11				\$25.33	\$31.02	\$36.72	Nonexempt
Water Production & Treatment Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Production & Treatment Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Quality & Compliance Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Reclamation Facility Mechanic	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Reclamation Facility Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Reclamation Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Resources Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt

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Accounting Clerk	7				\$18.36	\$22.50	\$26.63	Nonexempt
Accounts Payable & Payroll Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Accounts Payable Clerk	7				\$18.36	\$22.50	\$26.63	Nonexempt
Administrative Assistant	7				\$18.36	\$22.50	\$26.63	Nonexempt
Animal Control Officer	8				\$19.89	\$24.36	\$28.84	Nonexempt
Assistant Chief Information Officer	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant City Attorney	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Assistant City Manager	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
Assistant Director, Intergovernmental Affairs	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Fire Chief	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Police Chief	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Traffic Engineer	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Automotive Equipment Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
AZCFSE Program Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Benefits Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Budget Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Building Permit Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
CAD-RMS Systems Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Chief Building Official	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Chief Information Officer	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
City Attorney	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
City Clerk	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
City Clerk Specialist	7				\$18.36	\$22.50	\$26.63	Nonexempt
City Engineer	19	\$100,564.69	\$123,192.17	\$145,819.64				Exempt
Code Compliance Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Code Compliance Officer	10				\$23.36	\$28.62	\$33.88	Nonexempt
Communications and Marketing Program Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Community Development Coordinator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Community Engagement Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Community Engagement Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Community Outreach Coordinator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Community Outreach Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Community Relations Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Community Risk Reduction/Fire Investigator	12				\$27.44	\$33.61	\$39.79	Nonexempt
Community Service Advocate	8				\$19.89	\$24.36	\$28.84	Nonexempt
Community Service Officer	7				\$18.36	\$22.50	\$26.63	Nonexempt
Construction Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Cook	4				\$14.45	\$17.70	\$20.94	Nonexempt
Court Administrator	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Court Clerk I	6				\$16.96	\$20.76	\$24.57	Nonexempt
Court Clerk II	7				\$18.36	\$22.50	\$26.63	Nonexempt
Court Clerk III	8				\$19.89	\$24.36	\$28.84	Nonexempt
Court Security Officer	6				\$16.96	\$20.76	\$24.57	Nonexempt
Court Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Customer Service Field Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Customer Service Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt

City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Customer Service Representative	7				\$18.36	\$22.50	\$26.63	Nonexempt
Deputy City Attorney	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Deputy City Clerk	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Deputy City Manager	22.5	\$148,330.91	\$181,705.36	\$215,079.81				Exempt
Detention Officer	8				\$19.89	\$24.36	\$28.84	Nonexempt
Detention Supervisor	11				\$25.33	\$31.02	\$36.72	Nonexempt
Detention Support Services Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Development and Engineering Services Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Development Services Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Digital Media Program Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Division Lead Planner	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Economic Development Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Economic Development Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Electrician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Employment & Business Development Professional	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Engineering Inspector	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Engineering Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Engineering Project Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Environmental and Public Programs Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Environmental and Sustainability Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Environmental Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Environmental Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
Equipment Operator	7				\$18.36	\$22.50	\$26.63	Nonexempt
Equipment Parts Specialist	7				\$18.36	\$22.50	\$26.63	Nonexempt
Executive Administrative Assistant	9				\$21.57	\$26.41	\$31.26	Nonexempt
Executive Management Assistant	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Facilities Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Family Advocacy Center Manager	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Family Advocacy Center Prevention Specialist	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Family Advocacy Center Victim Advocate	8				\$19.89	\$24.36	\$28.84	Nonexempt
Family Education Assistant	8				\$19.89	\$24.36	\$28.84	Nonexempt
Family Education Specialist	10				\$23.36	\$28.62	\$33.88	Nonexempt
Family Services Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Finance and Budget Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Finance and Budget Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Fire Battalion Chief	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fire Chief	22	\$139,277.85	\$170,615.36	\$201,952.87				Exempt
Fire Deputy Chief	19	\$100,564.69	\$123,192.17	\$145,819.64				Exempt
Fire Division Chief	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fire Marshal	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fleet Services Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Fleet Services Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
GIS Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
Graphic Designer	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Housing and Community Development Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Human Resources Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Human Resources Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Human Resources Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt

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City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Human Services Specialist	6				\$16.96	\$20.76	\$24.57	Nonexempt
Identification Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
IT Applications Architect	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
IT Desktop Technician	12				\$27.44	\$33.61	\$39.79	Nonexempt
IT GIS Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
IT GIS Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
IT Systems Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
IT Systems Analyst, Library	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Lead Building Maintenance Worker	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Customer Service Representative	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Equipment Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Traffic Signal Technician	11				\$25.33	\$31.02	\$36.72	Nonexempt
Lead Wastewater Collections Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Lead Water Distribution Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Lead Water Production & Treatment Operator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Lead Water Reclamation Operator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Legal Assistant	9				\$21.57	\$26.41	\$31.26	Nonexempt
Librarian	10				\$23.36	\$28.62	\$33.88	Nonexempt
Library Assistant	3				\$13.34	\$16.34	\$19.33	Nonexempt
Library Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Library Operations Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Library Page	2				\$12.31	\$15.08	\$17.85	Nonexempt
Library Programs Specialist	5				\$15.65	\$19.16	\$22.67	Nonexempt
Management Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Mechanic	8				\$19.89	\$24.36	\$28.84	Nonexempt
Mental Health Therapist	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Municipal Judge	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
Neighborhood & Family Services Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Neighborhood Specialist	11				\$25.33	\$31.02	\$36.72	Nonexempt
Park Assistant	6				\$16.96	\$20.76	\$24.57	Nonexempt
Park Ranger	8				\$19.89	\$24.36	\$28.84	Nonexempt
Parks Maintenance Lead	8				\$19.89	\$24.36	\$28.84	Nonexempt
Parks Maintenance Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Parks Maintenance Worker	6				\$16.96	\$20.76	\$24.57	Nonexempt
Parks Technician	7				\$18.36	\$22.50	\$26.63	Nonexempt
Parks, Recreation & Libraries Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Parks, Recreation & Libraries Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Pavement Management Coordinator	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Payroll Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Planner	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Planning Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Police Administration Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Police Chief	22	\$139,277.85	\$170,615.36	\$201,952.87				Exempt
Police Communications Dispatcher	9				\$21.57	\$26.41	\$31.26	Nonexempt
Police Communications Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Police Communications Supervisor	12				\$27.44	\$33.61	\$39.79	Nonexempt
Police Community Service Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Police Crime Analyst	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt

City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Police Forensic Interviewer	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Police Lieutenant	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Police Records Clerk	6				\$16.96	\$20.76	\$24.57	Nonexempt
Police Support Services Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Policy and Procedures Analyst	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Privilege Tax Auditor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Procurement Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Property and Evidence Custodian	8				\$19.89	\$24.36	\$28.84	Nonexempt
Property and Evidence Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Public Education Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Public Works Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Public Works Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Public Works Project Inspector	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Public Works Superintendent	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Records and Vehicle Impound Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Recreation Assistant	3				\$13.34	\$16.34	\$19.33	Nonexempt
Recreation Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Recreation Specialist	4				\$14.45	\$17.70	\$20.94	Nonexempt
Recreation Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Resource Center Coordinator	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Revenue Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Revitalization Project Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Risk Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Safety Officer	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Sanitation Inspector	8				\$19.89	\$24.36	\$28.84	Nonexempt
Sanitation Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
SCADA Instrumentation Control Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
SCADA Technician	11				\$25.33	\$31.02	\$36.72	Nonexempt
Senior Accountant	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Administrative Clerk	5				\$15.65	\$19.16	\$22.67	Nonexempt
Senior Advisor for Emergency Preparedness	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Senior Budget Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Building /Fire Inspector**	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Senior Building Maintenance Worker	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Buyer	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Code Compliance Officer	12				\$27.44	\$33.61	\$39.79	Nonexempt
Senior Court Clerk	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Customer Service Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Engineering Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Equipment Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Human Resources Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Senior IT Applications Administrator	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Applications Developer	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Desktop Technician	13				\$29.75	\$36.44	\$43.14	Nonexempt
Senior IT GIS Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior IT Network Engineer	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Systems Administrator	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior Management Analyst	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt

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City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Senior Planner	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Plans Examiner	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Programs Assistant	4				\$14.45	\$17.70	\$20.94	Nonexempt
Senior Programs Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Senior Programs Driver	4				\$14.45	\$17.70	\$20.94	Nonexempt
Senior Programs Specialist	5				\$15.65	\$19.16	\$22.67	Nonexempt
Senior Traffic Signal Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Wastewater Collections Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Distribution Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Production & Treatment Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Production Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Recharge & Wetlands Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Reclamation Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Reclamation Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Streets Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Traffic Engineer	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Traffic Operations Supervisor	13				\$29.75	\$36.44	\$43.14	Nonexempt
Traffic Operations Technician	8				\$19.89	\$24.36	\$28.84	Nonexempt
Traffic Signal Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
UCR Alarm Coordinator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Utility Location Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Vehicle Impound Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Volunteer Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Wastewater Collections Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Wastewater Collections Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Conservation Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Water Distribution Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Distribution Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Meter Technician	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Production & Treatment Lead	11				\$25.33	\$31.02	\$36.72	Nonexempt
Water Production & Treatment Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Production & Treatment Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Quality & Compliance Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Reclamation Facility Mechanic	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Reclamation Facility Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Reclamation Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Resources Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt

City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Accountant	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Accountant Privilege Tax Auditor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Accounting Clerk	7				\$18.36	\$22.50	\$26.63	Nonexempt
Accounts Payable & Payroll Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Accounts Payable Clerk	7				\$18.36	\$22.50	\$26.63	Nonexempt
Administrative Assistant	7				\$18.36	\$22.50	\$26.63	Nonexempt
Animal Control Officer	8				\$19.89	\$24.36	\$28.84	Nonexempt
Assistant Chief Information Officer	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant City Attorney	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Assistant City Manager	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
Assistant Director, Intergovernmental Affairs	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Fire Chief	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Police Chief	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Assistant Traffic Engineer	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Automotive Equipment Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
AZCFSE Program Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Benefits Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Budget Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Building Permit Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
CAD-RMS Systems Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Chief Building Official	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Chief Information Officer	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
City Attorney	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
City Clerk	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
City Clerk Specialist	7				\$18.36	\$22.50	\$26.63	Nonexempt
City Engineer	19	\$100,564.69	\$123,192.17	\$145,819.64				Exempt
Code Compliance Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Code Compliance Officer	10				\$23.36	\$28.62	\$33.88	Nonexempt
Communications and Marketing Program Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Community Development Coordinator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Community Engagement Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Community Engagement Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Community Outreach Coordinator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Community Outreach Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Community Relations Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Community Risk Reduction/Fire Investigator	12				\$27.44	\$33.61	\$39.79	Nonexempt
Community Service Advocate	8				\$19.89	\$24.36	\$28.84	Nonexempt
Community Service Officer	7				\$18.36	\$22.50	\$26.63	Nonexempt
Construction Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Cook	4				\$14.45	\$17.70	\$20.94	Nonexempt
Court Administrator	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Court Clerk I	6				\$16.96	\$20.76	\$24.57	Nonexempt
Court Clerk II	7				\$18.36	\$22.50	\$26.63	Nonexempt
Court Clerk III	8				\$19.89	\$24.36	\$28.84	Nonexempt
Court Security Officer	6				\$16.96	\$20.76	\$24.57	Nonexempt
Court Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Customer Service Field Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Customer Service Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt

City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Customer Service Representative	7				\$18.36	\$22.50	\$26.63	Nonexempt
Deputy City Attorney	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Deputy City Clerk	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Deputy City Manager	22.5	\$148,330.91	\$181,705.36	\$215,079.81				Exempt
Detention Officer	8				\$19.89	\$24.36	\$28.84	Nonexempt
Detention Supervisor	11				\$25.33	\$31.02	\$36.72	Nonexempt
Detention Support Services Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Development and Engineering Services Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Development Services Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Digital Media Program Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Division Lead Planner	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Economic Development Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Economic Development Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Electrician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Employment & Business Development Professional	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Engineering Inspector	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Engineering Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Engineering Project Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Environmental and Public Programs Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Environmental and Sustainability Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Environmental Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Environmental Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
Equipment Operator	7				\$18.36	\$22.50	\$26.63	Nonexempt
Equipment Parts Specialist	7				\$18.36	\$22.50	\$26.63	Nonexempt
Executive Administrative Assistant	9				\$21.57	\$26.41	\$31.26	Nonexempt
Executive Management Assistant	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Facilities Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Family Advocacy Center Manager	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Family Advocacy Center Prevention Specialist	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Family Advocacy Center Victim Advocate	8				\$19.89	\$24.36	\$28.84	Nonexempt
Family Education Assistant	8				\$19.89	\$24.36	\$28.84	Nonexempt
Family Education Specialist	10				\$23.36	\$28.62	\$33.88	Nonexempt
Family Services Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Finance and Budget Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Finance and Budget Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Fire Battalion Chief	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fire Chief	22	\$139,277.85	\$170,615.36	\$201,952.87				Exempt
Fire Deputy Chief	19	\$100,564.69	\$123,192.17	\$145,819.64				Exempt
Fire Division Chief	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fire Marshal	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Fleet Services Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Fleet Services Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
GIS Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
Graphic Designer	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Housing and Community Development Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Human Resources Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Human Resources Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Human Resources Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt

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Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Human Services Specialist	6				\$16.96	\$20.76	\$24.57	Nonexempt
Identification Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
IT Applications Architect	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
IT Desktop Technician	12				\$27.44	\$33.61	\$39.79	Nonexempt
IT GIS Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
IT GIS Program Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
IT Systems Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
IT Systems Analyst, Library	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Lead Building Maintenance Worker	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Customer Service Representative	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Equipment Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Lead Traffic Signal Technician	11				\$25.33	\$31.02	\$36.72	Nonexempt
Lead Wastewater Collections Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Lead Water Distribution Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Lead Water Production & Treatment Operator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Lead Water Reclamation Operator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Legal Assistant	9				\$21.57	\$26.41	\$31.26	Nonexempt
Librarian	10				\$23.36	\$28.62	\$33.88	Nonexempt
Library Assistant	3				\$13.34	\$16.34	\$19.33	Nonexempt
Library Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Library Operations Manager	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Library Page	2				\$12.31	\$15.08	\$17.85	Nonexempt
Library Programs Specialist	5				\$15.65	\$19.16	\$22.67	Nonexempt
Management Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Mechanic	8				\$19.89	\$24.36	\$28.84	Nonexempt
Mental Health Therapist	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Municipal Judge	23	\$157,383.97	\$192,795.36	\$228,206.75				Exempt
Neighborhood & Family Services Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Neighborhood Specialist	11				\$25.33	\$31.02	\$36.72	Nonexempt
Park Assistant	6				\$16.96	\$20.76	\$24.57	Nonexempt
Park Ranger	8				\$19.89	\$24.36	\$28.84	Nonexempt
Parks Maintenance Lead	8				\$19.89	\$24.36	\$28.84	Nonexempt
Parks Maintenance Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Parks Maintenance Worker	6				\$16.96	\$20.76	\$24.57	Nonexempt
Parks Technician	7				\$18.36	\$22.50	\$26.63	Nonexempt
Parks, Recreation & Libraries Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Parks, Recreation & Libraries Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Pavement Management Coordinator	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Payroll Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Planner	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Planning Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Police Administration Manager	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Police Chief	22	\$139,277.85	\$170,615.36	\$201,952.87				Exempt
Police Communications Dispatcher	9				\$21.57	\$26.41	\$31.26	Nonexempt
Police Communications Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Police Communications Supervisor	12				\$27.44	\$33.61	\$39.79	Nonexempt
Police Community Service Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Police Crime Analyst	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt

City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Police Forensic Interviewer	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Police Lieutenant	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Police Records Clerk	6				\$16.96	\$20.76	\$24.57	Nonexempt
Police Support Services Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Policy and Procedures Analyst	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Privilege Tax Auditor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Procurement Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Property and Evidence Custodian	8				\$19.89	\$24.36	\$28.84	Nonexempt
Property and Evidence Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Public Education Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Public Works Assistant Director	20	\$109,074.84	\$133,616.84	\$158,158.85				Exempt
Public Works Director	21	\$123,254.73	\$150,897.05	\$178,719.36				Exempt
Public Works Project Inspector	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Public Works Superintendent	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Records and Vehicle Impound Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Recreation Assistant	3				\$13.34	\$16.34	\$19.33	Nonexempt
Recreation Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Recreation Specialist	4				\$14.45	\$17.70	\$20.94	Nonexempt
Recreation Supervisor	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Resource Center Coordinator	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Revenue Manager	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Revitalization Project Manager	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Risk Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt
Safety Officer	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Sanitation Inspector	8				\$19.89	\$24.36	\$28.84	Nonexempt
Sanitation Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
SCADA Instrumentation Control Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
SCADA Technician	11				\$25.33	\$31.02	\$36.72	Nonexempt
Senior Accountant	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Administrative Clerk	5				\$15.65	\$19.16	\$22.67	Nonexempt
Senior Advisor for Emergency Preparedness	18	\$92,727.32	\$113,590.70	\$134,454.09				Exempt
Senior Budget Analyst	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Building /Fire Inspector**	12	\$57,083.25	\$69,927.34	\$82,771.43				Exempt
Senior Building Maintenance Worker	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Buyer	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Code Compliance Officer	12				\$27.44	\$33.61	\$39.79	Nonexempt
Senior Court Clerk	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Customer Service Representative	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Engineering Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Equipment Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Senior Human Resources Analyst	13	\$61,877.96	\$75,800.69	\$89,723.42				Exempt
Senior IT Applications Administrator	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Applications Developer	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Desktop Technician	13				\$29.75	\$36.44	\$43.14	Nonexempt
Senior IT GIS Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior IT Network Engineer	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior IT Systems Administrator	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt
Senior Management Analyst	15	\$72,727.26	\$89,090.83	\$105,454.40				Exempt

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City of Avondale General Salary Plan 2019-2020

Job Title	Grade	Annual Minimum	Annual Midpoint	Annual Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	FLSA Status
Senior Planner	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Plans Examiner	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Senior Programs Assistant	4				\$14.45	\$17.70	\$20.94	Nonexempt
Senior Programs Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Senior Programs Driver	4				\$14.45	\$17.70	\$20.94	Nonexempt
Senior Programs Specialist	5				\$15.65	\$19.16	\$22.67	Nonexempt
Senior Traffic Signal Technician	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Wastewater Collections Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Distribution Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Production & Treatment Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Production Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Recharge & Wetlands Operator	9				\$21.57	\$26.41	\$31.26	Nonexempt
Senior Water Reclamation Mechanic	10				\$23.36	\$28.62	\$33.88	Nonexempt
Senior Water Reclamation Operator	10				\$23.36	\$28.62	\$33.88	Nonexempt
Streets Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Traffic Engineer	17	\$85,506.49	\$104,745.55	\$123,984.61				Exempt
Traffic Operations Supervisor	13				\$29.75	\$36.44	\$43.14	Nonexempt
Traffic Operations Technician	8				\$19.89	\$24.36	\$28.84	Nonexempt
Traffic Signal Technician	9				\$21.57	\$26.41	\$31.26	Nonexempt
UCR Alarm Coordinator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Utility Location Specialist	8				\$19.89	\$24.36	\$28.84	Nonexempt
Vehicle Impound Coordinator	11				\$25.33	\$31.02	\$36.72	Nonexempt
Volunteer Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Wastewater Collections Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Wastewater Collections Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Conservation Coordinator	11	\$52,681.62	\$64,529.09	\$76,376.56				Exempt
Water Distribution Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Distribution Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Meter Technician	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Production & Treatment Lead	11				\$25.33	\$31.02	\$36.72	Nonexempt
Water Production & Treatment Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Production & Treatment Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Quality & Compliance Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Reclamation Facility Mechanic	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Reclamation Facility Supervisor	14	\$67,080.58	\$82,174.24	\$97,267.91				Exempt
Water Reclamation Operator	8				\$19.89	\$24.36	\$28.84	Nonexempt
Water Resources Manager	16	\$78,855.40	\$96,597.87	\$114,340.34				Exempt