

CITY COUNCIL REPORT



Meeting Date: **April 24, 2018**
 Charter Provision: ***Provide for the orderly government and administration of the affairs of the City***
 Objective: ***Accept the Classification-Compensation Study Recommendations***

ACTION

Citywide Employee Classification and Compensation Study. Accept the results and recommendations of the FY 2018 Classification and Compensation Study.

BACKGROUND

In FY 11-12 internal staff conducted a City Council approved classification and compensation study, which yielded a 2% pay for performance increase, plus additional funding to insure the minimum salary for each city position is at least 105% of the valley average for that upcoming year only. Since then, job classification studies have been conducted by staff as needed. Employees move through the salary ranges based on Council-approved pay for performance merit increases. Due to the increasing number of employees at the top of their assigned salary range (approximately 25%), it was evident that the City must explore competitive compensation strategies and solutions to increase employee morale and enhance job market competitiveness.

In FY 16-17, City Council approved staff to conduct a competitive solicitation process for a citywide classification and compensation study. On November 28, 2017, the City awarded Public Sector Personnel Consultants (PSPC) the contract to conduct a comprehensive survey of employee compensation programs and a citywide job classification study. This study is in support of the City Council strategic priority to “Reinvest in a high-performance organization and work culture”.

ANALYSIS & ASSESSMENT

The City of Scottsdale has approximately 2700 part-time and full-time employees assigned to over 500 unique job classifications. The City provided PSPC over 200 proposed job classifications to benchmark against the local valley area (Chandler, Gilbert, Glendale, Goodyear, Mesa, Peoria, Phoenix, Surprise, and Tempe). Data was also included from private employers for Information Technology and Economic Development positions in the Scottsdale area using Economic Research Institute’s Salary Assessor for the local valley area (Attachment #1).

Using +/- 3% to define competitiveness, comparisons were made at pay range midpoint to the average pay range midpoints among the comparison agencies. Of the 219 benchmarks that were surveyed, 48% of the City’s current pay ranges are more than -3% below the market average. 41% of the benchmarks

are within 3% of the market, and 11% of the benchmarks are above 3%. A summary of the survey findings are as follows:

Market Position	Job Count	Percentage of Sample	Average
More than 3% Below	106	48%	- 7.64%
Within 3% of Market	89	41%	.24%
More than 3% Above	24	11%	+ 7.79%

Overall, 79% of the City's current base pay ranges are competitive. Survey results also revealed that the City's current pay ranges for Police and Fire occupations are competitive. The average range position for sworn Fire personnel is 106% of proposed pay range Midpoint with an average of 7 years in position. The average range position for sworn Police personnel is 105% of proposed range Midpoint with an average of 10 years in position. The average pay range for civilian employees is 98% of proposed range Midpoint with an average of 5 years in position.

CHARTER OFFICIALS COMPARISONS

The City also falls behind the market for most of the Charter Officers' salaries in the areas of executive compensation, such as employer-paid deferred compensation, auto allowance, and cell phone allowance. It is noted that this type of compensation is included in the Charter Officer's base pay. In adding the executive compensation to the base pay, four out of six Charter Officer positions still fall behind the comparators (Attachment #2).

CONSOLIDATED PAY TABLE AND STRUCTURE

The City has three Pay Plans to include the General Workforce, the Fire Department, and Individual Pay Plans (Charter Officers, and the Apprentice pay plan). PSPC proposed a consolidated salary table that encompasses all the pay plans. The consolidated pay table provides a consistent 5% between each pay range and a 45% spread within each salary range from the minimum to the maximum.

EMPLOYEE PAY PROGRAMS COMPARISONS

A limited benefits survey was included in the project scope. The results revealed the City is competitive in areas reviewed such as bilingual pay, fire certification pay, and shift differential. But, the City is below the average in vacation accrual at time of hire, paid holidays, and flexible Paid Time Off packages for newly hired Directors and Executives. Only one comparator provides 9 Holidays Plus 1 Floating Holiday; all others provide 10 or 11 Paid Holidays. Three of the comparators provide flexible/additional leave benefits to attract experience, tenured managers and executives from other public agencies (Attachment #3).

FISCAL IMPACTS

Accepting the pay ranges proposed for FY 2018-2019 "At Market Average" results in an estimated cost of \$6,000,000, plus any associated benefits costs, by moving employees the same percentage as their pay range moves. Employees would be eligible to receive the same adjustment as their pay range moved due to the market. For example, if the pay range increased by 3% at midpoint, an employee would be eligible for up to a 3% increase, depending on how close the employee is to the top of the assigned pay range. Sworn Fire and Police personnel impacts will be less, based on their current placement in the relevant job market.

For the City to stay competitive with the market, it is recommended that the City Council accept the employee compensation philosophy to ultimately be 105% above the market, which will be staggered over a four-year period.

STAFF RECOMMENDATION

Accept an employee compensation philosophy of graduating to a 105% of market average over a four-year period, and associated adjustments to sustain market competitiveness:

- Year 1 (FY 18-19) - Moving employees that fall below their assigned pay range to the minimum of the new pay range, with the associated range adjustments, plus benefits cost = \$6,000,000 (approximately*).
- Year 2 (FY 19-20) – Moving employees within their assigned pay range for market competitiveness, plus any associated benefits cost = \$2,000,000 (approximately*).
- Year 3 (FY 20-21) – Moving employees within their assigned pay range to secure market competitiveness, plus associated benefits cost = \$2,000,000 (approximately*).
- Year 4 (FY 21-22) – Moving employees within their assigned pay range to continue market competitiveness, plus associated benefits cost = \$2,000,000 (approximately*).
- To align the employee compensation program to be competitive, it is recommended to increase the number of paid holidays from 9 to 10 (to include Veteran's Day), which will have a fiscal impact in FY 18-19 of \$244,572.81.

*Associated market adjustments are based on a point-in-time. First year's data was aged for the effective date of July 1, 2018.

STAFF CONTACT

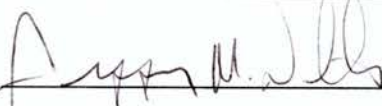
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APPROVED BY



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4-10-18
Date



Jeffery M. Nichols, City Treasurer
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4/10/18
Date



Jim Thompson, City Manager
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4/10/18
Date

ATTACHMENTS

1. Job Classifications and recommended Salary Ranges by Job Family
2. Memo from Public Sector Personnel Consultants (Charter Officer recommended Salary Ranges)
3. Employee Pay Programs Survey Results

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
<u>City Manager Series</u>									
Assistant City Manager	Assistant City Manager	32	\$106,428	\$130,587	\$154,745	\$93,974	\$115,118	\$136,261	GW46
Government Relations Director	Government Relations Director	30	\$96,533	\$118,446	\$140,358	\$93,974	\$115,118	\$136,261	GW46
Emergency Manager	Emergency Manager	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Diversity/Inclusion Program Manager	Diversity/Inclusion Program Manager	25	\$75,636	\$92,805	\$109,974	\$70,117	\$85,894	\$101,670	GW40
<u>City Attorney Series</u>									
<u>Civil Group</u>									
City Attorney, Deputy	City Attorney, Deputy	34	\$117,337	\$143,972	\$170,607	\$108,784	\$133,255	\$157,726	GW49
City Attorney, Assistant, Senior II	City Attorney, Senior	31	\$101,360	\$124,368	\$147,376	\$98,654	\$120,858	\$143,062	GW47
City Attorney, Assistant, Senior I	City Attorney, Assistant II	29	\$91,937	\$112,806	\$133,675	\$89,482	\$109,626	\$129,771	GW45
City Attorney, Assistant	City Attorney, Assistant I	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
<u>Prosecution Group</u>									
City Prosecutor	City Prosecutor	34	\$117,337	\$143,972	\$170,607	\$108,784	\$133,255	\$157,726	GW49
City Prosecutor, Assistant, Senior	City Prosecutor, Assistant, Senior	29	\$91,937	\$112,806	\$133,675	\$85,238	\$104,416	\$123,594	GW44
City Prosecutor, Assistant II	City Prosecutor, Assistant II	27	\$83,389	\$102,318	\$121,247	\$81,162	\$99,434	\$117,707	GW43
City Prosecutor, Assistant I	City Prosecutor, Assistant I	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
<u>Victim Services Group</u>									
Victim Services Manager	Victim Services Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Victim Advocate, Senior	Victim Advocate, Senior	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Victim Advocate	Victim Advocate	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Victim Assistance Notification Specialist	Victim Assistance Notification Specialist	4	\$27,149	\$33,312	\$39,475	\$26,437	\$32,375	\$38,314	GW20
<u>City Auditor Series</u>									
Auditor, Senior	Auditor, Senior	24	\$72,035	\$88,386	\$104,738	\$66,789	\$81,806	\$96,824	GW39
Internal Auditor	Auditor	21	\$62,226	\$76,351	\$90,476	\$52,333	\$64,106	\$75,878	GW34
<u>City Clerk Series</u>									
City Clerk, Deputy	City Clerk, Deputy	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
City Clerk Assistant	City Clerk Assistant	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27

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Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
City Treasurer's Office									
Accounting Director	Accounting Director	30	\$96,533	\$118,446	\$140,358	\$93,974	\$115,118	\$136,261	GW46
Accounting Manager	Accounting Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Accountant, Senior	Accountant, Sr.	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Accountant II	Accountant II	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Accountant I	Accountant I	16	\$48,756	\$59,823	\$70,891	\$43,056	\$52,738	\$62,421	GW30
Account Specialist III	Account Specialist III	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Accounting Technician, Senior	Accounting Technician, Senior	14	\$44,223	\$54,261	\$64,300	\$40,997	\$50,222	\$59,446	GW29
Account Specialist II	Account Specialist II	11	\$38,202	\$46,873	\$55,545	\$33,738	\$41,319	\$48,901	GW25
Account Specialist I	Account Specialist I	9	\$34,650	\$42,515	\$50,381	\$32,115	\$39,343	\$46,571	GW24
Payroll Specialist, Senior	Payroll Specialist, Senior	15	\$46,434	\$56,975	\$67,515	\$43,056	\$52,738	\$62,421	GW30
Payroll Specialist	Payroll Specialist	12	\$40,112	\$49,217	\$58,322	\$35,422	\$43,389	\$51,355	GW26
Budget Group									
Budget Director	Budget Director	30	\$96,533	\$118,446	\$140,358	\$93,974	\$115,118	\$136,261	GW46
Budget Analyst, Senior	Budget Analyst, Senior	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
	Budget Analyst	19	\$56,441	\$69,253	\$82,065				
Business Services Group									
Business Services Director	Business Services Director	29	\$91,937	\$112,806	\$133,675	\$89,482	\$109,626	\$129,771	GW45
Business Services Manager	Business Services Manager	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Tax Auditor, Senior	Tax Auditor, Senior	20	\$59,263	\$72,716	\$86,168	\$52,333	\$64,106	\$75,878	GW34
Tax Auditor	Tax Auditor	17	\$51,194	\$62,814	\$74,435	\$47,486	\$58,146	\$68,806	GW32
Revenue Collector, Senior	Revenue Collector, Senior	15	\$46,434	\$56,975	\$67,515	\$43,056	\$52,738	\$62,421	GW30
License Inspector	License Inspector	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Revenue Collector	Revenue Collector	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Finance Group									
Enterprise and Finance Director - Water	Finance Director	30	\$96,533	\$118,446	\$140,358	\$89,482	\$109,626	\$129,771	GW45
Finance Analyst, Senior	Finance Analyst, Senior	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Financial Specialist - Water	Finance Analyst	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Financial Specialist - Library	Accounting Specialist III	15	\$46,434	\$56,975	\$67,515	\$43,056	\$52,738	\$62,421	GW30

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Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Risk Management Group									
Risk Management Director	Risk Management Director	30	\$96,533	\$118,446	\$140,358	\$89,482	\$109,626	\$129,771	GW45
Safety Program Manager	Safety Program Manager	25	\$75,636	\$92,805	\$109,974	\$70,117	\$85,894	\$101,670	GW40
Worker's Comp Claims Adjuster, Senior	Worker's Comp Claims Adjuster, Senior	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Worker's Comp Claims Adjuster	Worker's Comp Claims Adjuster	22	\$65,338	\$80,169	\$95,000	\$60,570	\$74,204	\$87,838	GW37
Claims Adjuster (<i>prop & cas</i>)	Property and Casualty Claims Adjuster	22	\$65,338	\$80,169	\$95,000	\$60,570	\$74,204	\$87,838	GW37
Safety Fitness Wellness Coordinator	Fire Safety, Fitness, and Wellness Coordinator	22	\$65,338	\$80,169	\$95,000	\$60,570	\$74,204	\$87,838	GW37
Training, Safety, and Security Coordinator	Security, Safety, and Training Coordinator	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Risk Coordinator	Risk Management Assistant	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Safety Coordinator	Safety Coordinator	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Municipal Court Series									
City Court Group									
Pro-Tem Judge	Pro-Tem Judge	33	\$111,750	\$137,116	\$162,482	\$108,784	\$133,255	\$157,726	GW49
Hearing Officer	Hearing Officer	30	\$96,533	\$118,446	\$140,358	\$93,974	\$115,118	\$136,261	GW46
Court Administrator	Court Administrator	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
Court Administrator, Deputy	Court Administrator, Deputy	23	\$68,605	\$84,177	\$99,750	\$66,789	\$81,806	\$96,824	GW39
Court Services Supervisor	Court Services Supervisor	18	\$53,753	\$65,955	\$78,157	\$49,837	\$61,048	\$72,259	GW33
Court Clerk III	Court Clerk III	14	\$44,223	\$54,261	\$64,300	\$40,997	\$50,222	\$59,446	GW29
Court Clerk II	Court Clerk II	12	\$40,112	\$49,217	\$58,322	\$37,190	\$45,552	\$53,914	GW27
Court Clerk I	Court Clerk I	10	\$36,382	\$44,641	\$52,900	\$33,738	\$41,319	\$48,901	GW25
Court Interpreter	Court Interpreter	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Municipal Security Manager	Municipal Security Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Municipal Security Guard, Lead	Municipal Security Supervisor	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Security Guard	Municipal Security Guard	8	\$33,000	\$40,491	\$47,982	\$32,115	\$39,343	\$46,571	GW24

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Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Public Safety Series									
Fire Group									
Fire Chief	Fire Chief	37	\$135,832	\$166,665	\$197,498	\$125,923	\$154,253	\$182,582	GW52
Fire Chief, Executive Assistant	Fire Chief, Executive Assistant	32	\$106,428	\$130,587	\$154,745	\$111,904	\$131,498	\$151,091	F979
Fire Chief, Assistant	Fire Chief, Assistant	31	\$101,360	\$124,368	\$147,376	\$106,579	\$125,237	\$143,894	F978
Fire Chief, Deputy	Fire Chief, Deputy	30	\$96,533	\$118,446	\$140,358	\$101,504	\$119,267	\$137,030	F977
Fire Division Chief	Fire Division Chief (56)	28	\$87,559	\$107,434	\$127,309	\$92,061	\$108,181	\$124,301	F975
Fire Battalion Chief (56)	Fire Battalion Chief (56)	27	\$83,389	\$102,318	\$121,247	\$87,693	\$103,033	\$118,373	F874
Fire Captain (56)	Fire Captain (56)	22	\$65,338	\$80,169	\$95,000	\$68,702	\$80,725	\$92,747	F869
Fire Engineer (56)	Fire Engineer (56)	20	\$59,263	\$72,716	\$86,168	\$62,317	\$73,226	\$84,136	F867
Firefighter (56)	Firefighter (56)	15	\$46,434	\$56,975	\$67,515	\$48,818	\$57,366	\$65,915	F862
Firefighter Recruit	Firefighter Recruit	15	\$46,434	\$56,975	\$67,515	\$48,818	\$57,366	\$65,915	F962
Firefighter, Pipeline	Firefighter, Pipeline (56)	15	\$46,434	\$56,975	\$67,515	\$48,818	\$57,366	\$65,915	GW00
Fire Inspections and Safety									
Fire Marshal, Senior Deputy (56)	Fire Marshal, Senior Deputy (56)	22	\$65,338	\$80,169	\$95,000	\$68,702	\$80,725	\$92,747	F869
Fire Marshal, Deputy (56)	Fire Marshal, Deputy (56)	20	\$59,263	\$72,716	\$86,168	\$62,317	\$73,226	\$84,136	F867
Fire Inspector II		19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Fire Inspector I	Fire Inspector	17	\$51,194	\$62,814	\$74,435				
EMS Performance Improvement Coordinator	EMS Performance Improvement Coordinator	19	\$56,441	\$69,253	\$82,065				
Fire - 40 Hour Assignments									
Fire Division Chief (40)	Fire Division Chief (40)	28	\$87,559	\$107,434	\$127,309				
Fire Battalion Chief (40)	Fire Battalion Chief (40)	27	\$83,389	\$102,318	\$121,247	\$87,693	\$103,033	\$118,373	F974
Fire Captain (40)	Fire Captain (40)	22	\$65,338	\$80,169	\$95,000	\$68,702	\$80,725	\$92,747	F969
Fire Captain Day Assignment	Fire Captain Day Assignment	22	\$65,338	\$80,169	\$95,000	\$68,702	\$80,725	\$92,747	F969
Fire Marshal, Senior Deputy (40)	Fire Marshal, Senior Deputy (40)	22	\$65,338	\$80,169	\$95,000	\$68,702	\$80,725	\$92,747	F969
Fire Marshal, Deputy (40)	Fire Marshal, Deputy (40)	20	\$59,263	\$72,716	\$86,168	\$62,317	\$73,226	\$84,136	F967
Fire Engineer (40)	Fire Engineer (40)	20	\$59,263	\$72,716	\$86,168	\$62,317	\$73,226	\$84,136	F967
Firefighter (40)	Firefighter (40)	15	\$46,434	\$56,975	\$67,515	\$48,818	\$57,366	\$65,915	F962
Firefighter, Pipeline	Firefighter, Pipeline (40)	15	\$46,434	\$56,975	\$67,515	\$48,818	\$57,366	\$65,915	GW00

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Police Group									
Police Chief	Police Chief	38	\$142,624	\$174,999	\$207,373	\$132,226	\$161,970	\$191,714	GW53
Police Chief, Assistant (Sworn)	Police Chief, Assistant (Sworn)	34	\$117,337	\$143,972	\$170,607	\$114,213	\$139,911	\$165,610	GW50
Police Commander	Police Commander	31	\$101,360	\$124,368	\$147,376	\$98,654	\$120,858	\$143,062	GW47
Police Lieutenant	Police Lieutenant	27	\$83,389	\$102,318	\$121,247	\$81,162	\$99,434	\$117,707	GW43
Police Sergeant	Police Sergeant	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Police Officer	Police Officer	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Police Chief, Assistant (Civilian)	Police Chief, Assistant (Civilian)	34	\$117,337	\$143,972	\$170,607	\$114,213	\$139,911	\$165,610	GW50
Police Technology and Records Director	Police Technology and Records Director	29	\$91,937	\$112,806	\$133,675	\$89,482	\$109,626	\$129,771	GW45
Police Planning, Research, and Accreditation Director	Police Planning, Research, and Accreditation Director	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Police Resource Manager	Police Resource Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Police Forensic Services Director	Police Forensic Services Director	29	\$91,937	\$112,806	\$133,675	\$89,482	\$109,626	\$129,771	GW45
Police Forensic Laboratory Manager	Police Forensic Laboratory Manager	27	\$83,389	\$102,318	\$121,247	\$81,162	\$99,434	\$117,707	GW43
Police Crime Analysis Supervisor	Police Crime Analysis Supervisor	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Police Forensic Scientist Supervisor	Police Forensic Scientist Supervisor	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Police Forensic Scientist III	Police Forensic Scientist III	23	\$68,605	\$84,177	\$99,750	\$66,789	\$81,806	\$96,824	GW39
Police Forensic Scientist II	Police Forensic Scientist II	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Police Forensic Scientist I	Police Forensic Scientist I	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Police Forensic Computer Analyst	Police Forensic Computer Analyst	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Police Forensic Accountant	Police Forensic Accountant	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Police Photo Lab Technician, Senior	Police Photo Lab Technician, Senior	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Police Photo Lab Technician	Police Photo Lab Technician	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28
Police Fingerprint Technician	Police Fingerprint Technician	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28

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Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Police Crime Scene Manager	Police Crime Scene Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Police Crime Scene Specialist, Lead	Police Crime Scene Supervisor	18	\$53,753	\$65,955	\$78,157	\$47,486	\$58,146	\$68,806	GW32
Police Crime Scene Specialist	Police Crime Scene Specialist	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	GW29
Police Operations Support Director	Police Operations Support Director	29	\$91,937	\$112,806	\$133,675	\$85,238	\$104,416	\$123,594	GW44
Police Traffic Program Supervisor	Police Traffic Program Supervisor	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Police Communications Operations Manager	Police Communications Operations Manager	24	\$72,035	\$88,386	\$104,738	\$63,606	\$77,917	\$92,227	GW38
Police Communications Supervisor	Police Communications Supervisor	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Police Communications Technician	Police Communications Technician	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Police Communications Dispatch	Police Communications Dispatch	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Police Communication Systems Manager	Police Communication Systems Manager	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Police Budget Manager	Police Budget Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Police Analyst II	Police Analyst, Senior	21	\$62,226	\$76,351	\$90,476	\$57,678	\$70,658	\$83,637	GW36
Police Analyst I	Police Analyst	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Police Aide	Police Aide	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Police Crisis Intervention Supervisor	Police Crisis Intervention Supervisor	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Police Crisis Intervention Specialist	Police Crisis Intervention Specialist	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Police Detention Supervisor	Police Detention Supervisor	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Police Detention Officer	Police Detention Officer	12	\$40,112	\$49,217	\$58,322	\$37,190	\$45,552	\$53,914	GW27
Police Evidence Control Manager	Police Evidence Control Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Police Property/Evidence Technician, Lead	Police Property/Evidence Supervisor	14	\$44,223	\$54,261	\$64,300	\$39,042	\$47,830	\$56,618	GW28
Police Property/Evidence Technician	Police Property/Evidence Technician	11	\$38,202	\$46,873	\$55,545	\$35,422	\$43,389	\$51,355	GW26
Police Personnel Manager	Police Personnel Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Police Polygraph Examiner	Police Polygraph Examiner	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Police Officer Trainee	Police Officer Trainee	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Police Rangemaster	Police Rangemaster	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Police Logistics Technician	Police Logistics Technician	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28
Police Pawn Specialist	Police Pawn Specialist	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Police Parking Control Checker	Police Parking Control Checker	8	\$33,000	\$40,491	\$47,982	\$32,115	\$39,343	\$46,571	GW24
Police Wrangler	Police Wrangler	2	\$24,024	\$30,215	\$35,805	\$23,962	\$29,359	\$34,757	GW18
Police Records Manager	Police Records Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Police Records Supervisor	Police Records Supervisor	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Police Records Specialist, Senior	Police Records Specialist, Senior	12	\$40,112	\$49,217	\$58,322	\$37,190	\$45,552	\$53,914	GW27
Police Records Specialist	Police Records Specialist	10	\$36,382	\$44,641	\$52,900	\$33,738	\$41,319	\$48,901	GW25

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
<u>Administrative Services Series</u>									
Communications									
Communications and Public Affairs Director	Communications and Public Affairs Director	34	\$117,337	\$143,972	\$170,607	\$103,605	\$126,911	\$150,218	GW48
Video Production Supervisor	Video Production Supervisor	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Video Engineer	Video Engineer	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Video Production Specialist	Video Production Specialist	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Public Affairs Manager	Public Affairs Manager	23	\$68,605	\$84,177	\$99,750	\$66,789	\$81,806	\$96,824	GW39
Public Information Officer	Public Information Officer	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Public Education Officer	Public Education Officer	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Human Resources									
Human Resources Director	Human Resources Executive Director	36	\$129,364	\$158,729	\$188,094	\$119,933	\$146,910	\$173,888	GW51
Human Resources Manager	Human Resources Manager	29	\$91,937	\$112,806	\$133,675	\$89,482	\$109,626	\$129,771	GW45
Human Resources Analyst, Lead	Human Resources Supervisor	22	\$65,338	\$80,169	\$95,000	\$60,570	\$74,204	\$87,838	GW37
Human Resources Analyst, Senior	Human Resources Analyst, Senior	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Human Resources Analyst	Human Resources Analyst	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Information Technology Job Family									
Chief Information Officer	Chief Information Officer	36	\$129,364	\$158,729	\$188,094	\$119,933	\$146,910	\$173,888	GW51
Treasury Technology Manager	Treasury Technology Manager	28	\$87,559	\$107,434	\$127,309	\$81,162	\$99,434	\$117,707	GW43
Technology Coordinator	Technology Coordinator	17	\$51,194	\$62,814	\$74,435	\$47,486	\$58,146	\$68,806	GW32
IT Director, Applications/GIS	IT Director, Applications/GIS	30	\$96,533	\$118,446	\$140,358	\$89,482	\$109,626	\$129,771	GW45
Application Development Manager	Application Development Manager	29	\$91,937	\$112,806	\$133,675	\$85,238	\$104,416	\$123,594	GW44
Software Engineer, Senior	Software Engineer, Senior	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Software Engineer	Software Engineer	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
GIS Manager	GIS Manager	28	\$87,559	\$107,434	\$127,309	\$81,162	\$99,434	\$117,707	GW43
GIS Analyst	GIS Analyst	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
GIS Technician	GIS Technician	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Business Intelligence Manager	Business Intelligence Manager	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
Database Administrator	Database Administrator	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Radio Engineering Manager	Radio Engineering Manager	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
Radio Systems Network Integrator	Radio Systems Network Integrator	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Radio Systems Integrator	Radio Systems Integrator	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Chief Info Security Officer	Chief Info Security Officer	30	\$96,533	\$118,446	\$140,358	\$85,238	\$104,416	\$123,594	GW44
Enterprise Security Engineer	Enterprise Security Engineer	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Information Technology Director	Information Technology Director	30	\$96,533	\$118,446	\$140,358	\$89,482	\$109,626	\$129,771	GW45
Web and Design Services Manager	Web and Design Services Manager	28	\$87,559	\$107,434	\$127,309	\$81,162	\$99,434	\$117,707	GW43
IT Project Manager	IT Project Manager	27	\$83,389	\$102,318	\$121,247	\$73,632	\$90,199	\$106,766	GW41
Web Services Engineer	Web Services Engineer	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
Digital Media Designer	Digital Media Designer	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
IT Communications Manager	IT Communications Manager	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
Enterprise Communications Engineer	Enterprise Communications Engineer	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Enterprise Communications Specialist	Enterprise Communications Specialist	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Communications Systems Analyst	Communications Systems Analyst	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
IT Network Technician	IT Network Technician	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Enterprise Systems Engineering Manager	Enterprise Systems Engineering Manager	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
Enterprise Systems Engineer	Enterprise Systems Engineer	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
IT Support Manager	IT Support Manager	28	\$87,559	\$107,434	\$127,309	\$81,162	\$99,434	\$117,707	GW43
Enterprise Systems Integrator, Lead	Enterprise Systems Supervisor	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Enterprise Systems Integrator	Enterprise Systems Integration Supervisor	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
IT Technician, Senior	IT Technician, Senior	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
IT Technician	IT Technician	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Technology Specialist	Technology Specialist	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Systems Integrator, Lead	Systems Integration Supervisor	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Systems Integrator, Senior	Systems Integrator, Senior	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
Systems Integrator	Systems Integrator	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Purchasing									
Purchasing Director	Purchasing Director	29	\$91,937	\$112,806	\$133,675	\$85,238	\$104,416	\$123,594	GW44
Purchasing Operations Manager	Purchasing Manager	23	\$68,605	\$84,177	\$99,750	\$60,570	\$74,204	\$87,838	GW37
Bid and Contract Specialist	Bid and Contract Specialist	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Contracts Coordinator	Contracts Coordinator	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Water Resources HVAC Contracts Coordinator	Merge W Contract Coordinator	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Buyer	Buyer	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Buyer Aide	Buyer Aide	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Bid and Contract Assistant	Bid and Contract Assistant	9	\$34,650	\$42,515	\$50,381	\$33,738	\$41,319	\$48,901	GW25
Stock Clerk, Senior	Stock Clerk	9	\$34,650	\$42,515	\$50,381	\$33,738	\$41,319	\$48,901	GW25
Warehouse Mail Technician	Warehouse Mail Technician	6	\$29,932	\$36,726	\$43,521	\$29,141	\$35,693	\$42,245	GW22
Mail Services Courier	Mail Services Courier	3	\$25,856	\$31,726	\$37,595	\$25,168	\$30,836	\$36,504	GW19
Graphic and Media group									
Graphics Designer	Graphics Designer	17	\$51,194	\$62,814	\$74,435	\$47,486	\$58,146	\$68,806	GW32
Graphics Technician, Senior	Print Shop Assistant	12	\$40,112	\$49,217	\$58,322	\$37,190	\$45,552	\$53,914	GW27

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Community and Economic Development Series									
Aviation Department - Scottsdale Airport									
Aviation Director	Aviation Director	34	\$117,337	\$143,972	\$170,607	\$114,213	\$139,911	\$165,610	GW50
Airport Operations Manager	Airport Operations Manager	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Aviation Planning and Outreach Coordinator	Aviation Planning and Outreach Coordinator	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Airport Operations Supervisor	Airport Operations Supervisor	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Maintenance Tech II - Aviation	Airport Operations Technician III	16	\$48,756	\$59,823	\$70,891	\$45,198	\$55,370	\$65,541	GW31
Airport Operations Technician, Senior	Airport Operations Technician II	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Airport Operations Technician	Airport Operations Technician I	10	\$36,382	\$44,641	\$52,900	\$32,115	\$39,343	\$46,571	GW24
Economic Development									
Economic Development Director	Economic Development Director	34	\$117,337	\$143,972	\$170,607	\$108,784	\$133,255	\$157,726	GW49
Economic Development Program Manager	Economic Development Program Manager	27	\$83,389	\$102,318	\$121,247	\$77,314	\$94,702	\$112,091	GW42
Economic Development Specialist	Economic Development Specialist	21	\$62,226	\$76,351	\$90,476	\$54,933	\$67,298	\$79,664	GW35
Tourism and Events Job Family									
Tourism and Events Director	Tourism and Events Director	30	\$96,533	\$118,446	\$140,358	\$85,238	\$104,416	\$123,594	GW44
Events Program Manager	Events Program Manager	27	\$83,389	\$102,318	\$121,247	\$77,314	\$94,702	\$112,091	GW42
New Job Class	Downtown Specialist	21	\$62,226	\$76,351	\$90,476				
Economic Development Manager	Tourism Development Manager	27	\$83,389	\$102,318	\$121,247				
New Job Class	Marketing Program Manager	22	\$65,338	\$80,169	\$95,000				

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Planning and Development Services Division									
Planning and Development Director	Planning and Development Director	34	\$117,337	\$143,972	\$170,607	\$103,605	\$126,911	\$150,218	GW48
PNT Manager	Planning & Development Area Manager	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Planning Administration Manager	Planning Administration Manager	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
Planner, Principal	Planner, Principal	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Telecom Policy Coordinator	Telecom Policy Coordinator	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Planner, Senior	Planner, Senior	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Planner, Environmental	Planner, Environmental	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Planner	Planner	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Planner, Associate	Planner, Associate	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Planning Specialist	Planning Specialist	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Planning Assistant	Planning Assistant	10	\$36,382	\$44,641	\$52,900	\$35,422	\$43,389	\$51,355	GW26
Project Coordination Liaison	Project Coordination Liaison	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Operation Fix-It Program Manager	Operation Fix-It Program Manager	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Green Building Program Manager	Green Building Program Manager	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
Planning and Development - Neighborhood Services									
Code Enforcement Supervisor	Code Enforcement Supervisor	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Code Inspector, Senior	Code Inspector III	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Code Inspector II	Code Inspector II	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Code Inspector I	Code Inspector I	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Code Enforcement Specialist	Code Enforcement Assistant	10	\$36,382	\$44,641	\$52,900	\$35,422	\$43,389	\$51,355	GW26
Planning and Development Services Division - Development Services Group									
Planning and Development Area Director	Planning and Development Area Director	30	\$96,533	\$118,446	\$140,358	\$89,482	\$109,626	\$129,771	GW45
Development Services Manager	Development Services Manager	27	\$83,389	\$102,318	\$121,247	\$77,314	\$94,702	\$112,091	GW42
Development Services Records Supervisor	Development Services Records Supervisor	19	\$56,441	\$69,253	\$82,065	\$49,837	\$61,048	\$72,259	GW33
Development Services Representative III	Development Services Representative III	16	\$48,756	\$59,823	\$70,891	\$45,198	\$55,370	\$65,541	GW31
Development Services Representative II	Development Services Representative II	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Development Services Representative I	Development Services Representative I	11	\$38,202	\$46,873	\$55,545	\$33,738	\$41,319	\$48,901	GW25

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Development - Inspections Job Family									
Inspections Manager	Inspections Manager	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Building Inspection Supervisor	Building Inspection Supervisor	23	\$68,605	\$84,177	\$99,750	\$66,789	\$81,806	\$96,824	GW39
Building Inspector II	Building Inspector II	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Inspector II	Building Inspector II	18	\$53,753	\$65,955	\$78,157	\$49,837	\$61,048	\$72,259	GW33
Building Inspector I	Building Inspector I	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Inspector I	Building Inspector I	16	\$48,756	\$59,823	\$70,891	\$45,198	\$55,370	\$65,541	GW31
Development Engineering Job Family									
Development Engineering Manager	Development Engineering Manager	27	\$83,389	\$102,318	\$121,247	\$77,314	\$94,702	\$112,091	GW42
Structural Engineer, Senior	Structural Engineer, Senior	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
Fire Plans Review Coordinator	Fire Plans Review Coordinator	23	\$68,605	\$84,177	\$99,750	\$66,789	\$81,806	\$96,824	GW39
Structural Plans Examiner	Structural Engineer	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
New Job Class	CIP Project Estimator	20	\$59,263	\$72,716	\$86,168				
Plans Examiner, Senior	Plans Examiner, Senior	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Plans Examiner	Plans Examiner	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Engineering Associate	Land Surveyor	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Stormwater Management Job Family									
Stormwater Review Manager	Stormwater Engineering Manager	27	\$83,389	\$102,318	\$121,247	\$77,314	\$94,702	\$112,091	GW42
Drainage/Flood Cntrl Prog Mgr	Drainage/Flood Control Program Manager	27	\$83,389	\$102,318	\$121,247	\$77,314	\$94,702	\$112,091	GW42
Stormwater Engineer, Senior	Stormwater Engineer, Senior	25	\$75,636	\$92,805	\$109,974	\$70,117	\$85,894	\$101,670	GW40
Stormwater Engineer	Stormwater Engineer	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Drainage Inspector	Drainage Inspector	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Transportation Job Family									
Transportation Director	Transportation Director	30	\$96,533	\$118,446	\$140,358	\$89,482	\$109,626	\$129,771	GW45
Transportation Planning and Transit Program Manager	Transportation Planning and Transit Program Manager	27	\$83,389	\$102,318	\$121,247	\$81,162	\$99,434	\$117,707	GW43
Transit Planner, Principal	Transit Planner, Principal	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Transit Operations Coordinator	Transit Operations Coordinator	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Transportation Planner, Principal	Transportation Planner, Principal	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Transportation Planner, Senior	Transportation Planner, Senior	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Transportation Planner	Transportation Planner	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Transportation Representative, Senior	Transportation Representative, Senior	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Transportation Representative	Transportation Representative	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Traffic Engineering Job Family									
Traffic Engineering and Operations Manager	Traffic Engineering and Operations Manager	29	\$91,937	\$112,806	\$133,675	\$81,162	\$99,434	\$117,707	GW43
Traffic Engineer, Principal	Traffic Engineer, Principal	27	\$83,389	\$102,318	\$121,247	\$77,314	\$94,702	\$112,091	GW42
Traffic Engineer, Senior	Traffic Engineer, Senior	25	\$75,636	\$92,805	\$109,974	\$70,117	\$85,894	\$101,670	GW40
Traffic Engineer	Traffic Engineer	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Traffic Engineering Technician, Lead	Traffic Engineering Supervisor	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Traffic Engineering Analyst	Traffic Engineering Analyst	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Traffic Engineering Technician, Senior	Traffic Engineering Technician, Senior	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Traffic Engineering Technician	Traffic Engineering Technician	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	GW29
Right-of-Way Supervisor	Right-of-Way Supervisor	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Westworld Job Family									
General Manager WestWorld	General Manager WestWorld	34	\$117,337	\$143,972	\$170,607	\$114,213	\$139,911	\$165,610	GW50
WestWorld Director	WestWorld Director	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
WestWorld Business Manager	WestWorld Business Manager	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Facilities Manager	Westworld Facilities Manager	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Events Contract Coordinator	Westworld Events Contract Coordinator	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Feed and Bedding Store Supervisor	Feed and Bedding Store Supervisor	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Feed and Bedding Worker	Feed and Bedding Worker	9	\$34,650	\$42,515	\$50,381	\$33,738	\$41,319	\$48,901	GW25
Maintenance Helper	Maintenance Helper	5	\$28,507	\$34,977	\$41,448	\$27,747	\$33,987	\$40,227	GW21

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
<u>Community Services Series</u>									
Community Services Director	Community Services Executive Director	36	\$129,364	\$158,729	\$188,094	\$125,923	\$154,253	\$182,582	GW52
<u>Human Services Job Family</u>									
Human Services Director	Human Services Department Director	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
Human Services Manager	Human Services Manager	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Human Services Coordinator	Human Services Center Supervisor	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Human Services Specialist	Human Services Specialist	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Human Services Representative	Human Services Representative	7	\$31,429	\$38,563	\$45,697	\$30,597	\$37,482	\$44,366	GW23
Service Support Worker	Service Support Worker II	4	\$27,149	\$33,312	\$39,475	\$26,437	\$32,375	\$38,314	GW20
Community Assistance Manager	Community Assistance Manager	24	\$72,035	\$88,386	\$104,738	\$66,789	\$81,806	\$96,824	GW39
Housing Coordinator	Housing Supervisor	20	\$59,263	\$72,716	\$86,168	\$54,933	\$67,298	\$79,664	GW35
Housing Rehab Specialist	Housing Rehab Specialist	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Occupancy Specialist	Occupancy Specialist	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
<u>Grants Job Family</u>									
Grants Accountant	Grants Accountant	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Community Grants Specialist	Community Grants Specialist	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Grant Program Specialist, Senior	Grant Program Specialist, Senior	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	GW29
Grant Program Specialist	Grant Program Specialist	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Library Services Job Family									
Library Director	Library Services Department Director	29	\$91,937	\$112,806	\$133,675	\$85,238	\$104,416	\$123,594	GW44
Library Manager, Senior	Library Manager	23	\$68,605	\$84,177	\$99,750	\$66,789	\$81,806	\$96,824	GW39
Librarian IV	Librarian IV	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Librarian III	Librarian III	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Librarian II	Librarian II	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Librarian I	Librarian I	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Early Learning Program Specialist (grant)	Early Learning Program Specialist	12	\$40,112	\$49,217	\$58,322				
Digital Media Specialist (part-time, grant funded)	Digital Media Specialist	13	\$42,117	\$51,678	\$61,238	\$47,840	\$47,840	\$47,840	GW29
Library Supervisor	Library Supervisor	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Library Assistant	Library Assistant	9	\$34,650	\$42,515	\$50,381	\$33,738	\$41,319	\$48,901	GW25
Library Courier	Library Courier	4	\$27,149	\$33,312	\$39,475	\$26,437	\$32,375	\$38,314	GW20
Library Aide	Library Aide	4	\$27,149	\$33,312	\$39,475	\$25,168	\$30,836	\$36,504	GW19
Library Monitor	Library Monitor	4	\$27,149	\$33,312	\$39,475	\$22,838	\$27,966	\$33,093	GW17
Library Page	Library Page	2	\$24,024	\$30,215	\$35,805	\$21,736	\$26,634	\$31,533	GW16
Library Page, Assistant	Library Page, Assistant	2	\$24,024	\$30,215	\$35,805	\$20,800	\$25,480	\$30,160	GW15
Library - Family Resource Center Job Family (grant funded program)									
Family Resource Center Coordinator	Family Resource Center Coordinator	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Family Resource Center Human Services Specialist	Family Resource Center Human Services Specialist	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Family Resource Center Early Learning Specialist	Family Resource Center Early Learning Specialist	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	GW29

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Parks and Recreation Job Family									
Parks and Recreation Director	Parks and Recreation Department Director	30	\$96,533	\$118,446	\$140,358	\$93,974	\$115,118	\$136,261	GW46
Parks and Recreation Manager	Parks and Recreation Manager	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Stadium Supervisor	Stadium Supervisor	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Parks and Recreation Operations Supervisor	Parks and Recreation Operations Supervisor	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Natural Resources Coordinator	Natural Resources Coordinator	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Recreation Coordinator	Recreation Coordinator	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Recreation Leader III	Recreation Leader III	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Recreation Leader II	Recreation Leader II	5	\$28,507	\$34,977	\$41,448	\$27,747	\$33,987	\$40,227	GW21
Recreation Leader I	Recreation Leader I	3	\$25,856	\$31,726	\$37,595	\$20,800	\$25,480	\$30,160	GW15
After School Program Site Supervisor	After School Program Site Supervisor	11	\$38,202	\$46,873	\$55,545	\$27,747	\$27,747	\$27,747	GW21
Pool Manager	Pool Manager	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Pool Manager, Assistant	Pool Manager, Assistant	5	\$28,507	\$34,977	\$41,448	\$27,747	\$33,987	\$40,227	GW21
Lifeguard, Head - Aquatics	Lifeguard, Head - Aquatics	3	\$25,856	\$31,726	\$37,595	\$25,168	\$30,836	\$36,504	GW19
Lifeguard/Instructor/Cashier	Lifeguard/Instructor/Cashier	1	\$21,840	\$28,776	\$34,100	\$22,838	\$27,966	\$33,093	GW17
Maintenance Supervisor, Aquatics	Maintenance Supervisor, Aquatics	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Maintenance Technician, Aquatics	Maintenance Technician, Aquatics	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Maintenance Tech II - Horticulture	Horticulture Specialist	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Irrigation Systems Supervisor	Irrigation Systems Supervisor	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Maintenance Tech II - Irrigation	Irrigation Systems Specialist	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Irrigation Technician	Irrigation Technician	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Public Works Series									
Public Works Division Director	Public Works Executive Director	36	\$129,364	\$158,729	\$188,094	\$125,923	\$154,253	\$182,582	GW52
Public Works Dept Director	Public Works Department Director	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
Capital Projects Job Family									
City Engineer	City Engineer	33	\$111,750	\$137,116	\$162,482	\$108,784	\$133,255	\$157,726	GW49
Civil Engineer, Principal	Civil Engineer, Principal	27	\$83,389	\$102,318	\$121,247	\$77,314	\$94,702	\$112,091	GW42
Civil Engineer, Senior	Civil Engineer, Senior	25	\$75,636	\$92,805	\$109,974	\$70,117	\$85,894	\$101,670	GW40
Civil Engineer	Civil Engineer	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Engineer In Training	Engineer In Training	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Project Manager, Senior	Project Manager, Senior	24	\$72,035	\$88,386	\$104,738	\$66,789	\$81,806	\$96,824	GW39
Project Manager	Project Manager	22	\$65,338	\$80,169	\$95,000	\$60,570	\$74,204	\$87,838	GW37
Construction Admin Supervisor	Construction Admin Supervisor	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Public Works Planner	Public Works Planner	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Public Works Project Coordinator	Public Works Project Coordinator	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Project Management Assistant	Project Management Assistant	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Field Engineering Supervisor	Field Engineering Supervisor	23	\$68,605	\$84,177	\$99,750	\$66,789	\$81,806	\$96,824	GW39
Public Works Inspector II	Public Works Inspector II	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Public Works Inspector I	Public Works Inspector I	17	\$51,194	\$62,814	\$74,435	\$47,486	\$58,146	\$68,806	GW32
Real Estate Manager, Senior	Real Estate Asset Manager	26	\$79,418	\$97,446	\$115,473	\$73,632	\$90,199	\$106,766	GW41
Asset Management Coordinator	Real Estate Asset Supervisor	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
Real Estate Management Specialist	Real Estate Management Specialist	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Right-of-Way Agent, Senior	Right-of-Way Agent, Senior	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Right-of-Way Agent	Right-of-Way Agent	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Facilities Maintenance Job Family									
Service Area Manager	Facilities Service Area Manager	23	\$68,605	\$84,177	\$99,750	\$66,789	\$81,806	\$96,824	GW39
Space Planning Analyst	Space Planning Analyst	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Facilities Supervisor	Facilities Supervisor	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Facilities Management Coordinator (fire)	Facilities Management Coordinator	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Energy Management Control Specialist	Energy Management Control Specialist	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Security Project Coordinator	Security Project Coordinator	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
HVAC Technician	HVAC Technician	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Maintenance Tech II - HVAC	Merge W/HVAC Technician	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Maintenance Tech II - Electric	Electrician	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Maintenance Tech II - Plumber	Plumber	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Maintenance Tech II - Building	Facilities Maintenance Technician	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Maintenance Tech II - Construc	Merge W/ Facilities Maintenance Technician	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Maintenance Tech II - Painter	Painter	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Maintenance Tech II - Security	Locksmith	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Custodial Worker	Custodial Worker	5	\$28,507	\$34,977	\$41,448	\$27,747	\$33,987	\$40,227	GW21
Fleet Services Job Family									
Fleet Systems Coordinator	Fleet Systems Coordinator	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Equipment Parts Supervisor	Equipment Parts Supervisor	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Equipment Coordinator - Fleet	Equipment Coordinator - Fleet	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Equipment Coordinator - Fire	Equipment Coordinator - Fire/Medical	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Equipment Service Writer	Equipment Service Writer	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Equipment Parts Technician	Equipment Parts Technician	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28
Fleet Technician Crew Chief	Fleet Technician Crew Chief	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Fleet Technician IV	Fleet Technician III	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Fleet Technician III	Fleet Technician II	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Fleet Technician II	Fleet Technician II	14	\$44,223	\$54,261	\$64,300	\$39,042	\$47,830	\$56,618	GW28
Fleet Technician I	Fleet Technician I	10	\$36,382	\$44,641	\$52,900	\$35,422	\$43,389	\$51,355	GW26
Railroad and Mechanical Operations Specialist	Railroad and Mechanical Operations Specialist	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Railroad Mechanic	Railroad Mechanic	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Solid Waste Job Family									
Solid Waste Operations Manager	Solid Waste Operations Manager	24	\$72,035	\$88,386	\$104,738	\$63,606	\$77,917	\$92,227	GW38
Solid Waste Systems Manager	Solid Waste Systems Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Solid Waste Services Supervisor	Solid Waste Services Supervisor	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Equipment Operator IV	Solid Waste Equipment Operator IV	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	GW29
Equipment Operator III	Solid Waste Equipment Operator III	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28
Equipment Operator II	Solid Waste Equipment Operator II	11	\$38,202	\$46,873	\$55,545	\$35,422	\$43,389	\$51,355	GW26
Equipment Operator I	Solid Waste Equipment Operator I	9	\$34,650	\$42,515	\$50,381	\$32,115	\$39,343	\$46,571	GW24
Container Repairer	Container Repairer	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Solid Waste Customer Service and Outreach Manager	Solid Waste Customer Service and Outreach Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Solid Waste Program Representative	Solid Waste Program Representative	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	GW29
Street Operations Job Family									
Street Operations Manager	Street Operations Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Street Maintenance Manager	Street Maintenance Manager	21	\$62,226	\$76,351	\$90,476	\$54,933	\$67,298	\$79,664	GW35
Street Maintenance Supervisor	Street Maintenance Supervisor	20	\$59,263	\$72,716	\$86,168	\$52,333	\$64,106	\$75,878	GW34
Sign Fabricator	Sign Fabricator	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Sign Technician	Sign Technician	11	\$38,202	\$46,873	\$55,545	\$35,422	\$43,389	\$51,355	GW26
Traffic Signal Timing Job Family									
ITS Traffic Engineer	ITS Traffic Engineer	24	\$72,035	\$88,386	\$104,738	\$66,789	\$81,806	\$96,824	GW39
ITS Analyst	ITS Analyst	21	\$62,226	\$76,351	\$90,476	\$57,678	\$70,658	\$83,637	GW36
ITS Network Technician	ITS Network Technician	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
ITS Analyst, Assistant	ITS Operator	15	\$46,434	\$56,975	\$67,515	\$49,837	\$61,048	\$72,259	GW33
ITS Engineer in Training	ITS Engineer in Training	18	\$53,753	\$65,955	\$78,157	\$49,837	\$61,048	\$72,259	GW33
ITS Signals Manager	ITS Signals Manager	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
ITS Signals Tech, Lead	ITS Signals Technician, Lead	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
ITS Signals Tech III	ITS Signals Technician III	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
ITS Signals Tech II	ITS Signals Technician II	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
ITS Signals Tech I	ITS Signals Technician I	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
<u>Water/Wastewater Series</u>									
<u>Water Quality Job Family</u>									
Water Quality Director	Water Quality Director	29	\$91,937	\$112,806	\$133,675	\$89,482	\$109,626	\$129,771	GW45
Water Quality Regulatory Manager	Water Quality Regulatory Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Quality Assurance Coordinator	Quality Assurance Coordinator	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Water Quality Laboratory Manager	Water Quality Laboratory Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Water Quality Coordinator	Water Quality Coordinator	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Water Quality Specialist, Senior	Water Quality Specialist, Senior	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Water Quality Specialist	Water Quality Specialist	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Water Quality Technician	Water Quality Technician	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	GW29
Scientist, Principal	Scientist, Principal	24	\$72,035	\$88,386	\$104,738	\$66,789	\$81,806	\$96,824	GW39
Scientist, Senior	Scientist, Senior	21	\$62,226	\$76,351	\$90,476	\$57,678	\$70,658	\$83,637	GW36
Scientist	Scientist	18	\$53,753	\$65,955	\$78,157	\$49,837	\$61,048	\$72,259	GW33
<u>Water Resources Planning and Engineering Job Family</u>									
Water Resources Director	Water Resources Executive Director	36	\$129,364	\$158,729	\$188,094	\$125,923	\$154,253	\$182,582	GW52
Water Resources Administrator	Water Resources Administrator	34	\$117,337	\$143,972	\$170,607	\$114,213	\$139,911	\$165,610	GW50
Water Resources Planning and Engineering Director	Water Resources Planning and Engineering Director	30	\$96,533	\$118,446	\$140,358	\$89,482	\$109,626	\$129,771	GW45
Water Resources Advisor	Water Resources Advisor	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Water Resources Engineer, Principal	Water Resources Engineer, Principal	26	\$79,418	\$97,446	\$115,473	\$77,314	\$94,702	\$112,091	GW42
Water Resources Engineer, Senior	Water Resources Engineer, Senior	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
Water Resources Engineer	Water Resources Engineer	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Water Conservation Coordinator	Water Conservation Coordinator	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Water Conservation Specialist	Water Conservation Specialist	19	\$56,441	\$69,253	\$82,065	\$49,837	\$61,048	\$72,259	GW33
Water Asset Management Technician II	Water Asset Management Technician	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Water Audit Technician	Water Audit Technician	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
<u>Reclamation (WW) Services Job Family</u>									
Water Reclamation Services Director	Water Reclamation Services Director	29	\$91,937	\$112,806	\$133,675	\$89,482	\$109,626	\$129,771	GW45
Wastewater Collections Manager	Wastewater Collections Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Wastewater Collections, Lead	Wastewater Collections Operator, Senior	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
Wastewater Collections Oper	Wastewater Collections Operator	17	\$51,194	\$62,814	\$74,435	\$47,486	\$58,146	\$68,806	GW32

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Utilities Technology and Administration Group									
Water Services Director	Water Services Director	29	\$91,937	\$112,806	\$133,675	\$89,482	\$109,626	\$129,771	GW45
Water Distribution Manager	Water Distribution Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Utility Technology Supervisor	Telemetry and Controls Supervisor	21	\$62,226	\$76,351	\$90,476	\$57,678	\$70,658	\$83,637	GW36
SCADA Systems Specialist, Lead	SCADA Systems Supervisor	24	\$72,035	\$88,386	\$104,738	\$70,117	\$85,894	\$101,670	GW40
SCADA Systems Specialist, Senior	SCADA Systems Specialist, Senior	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
SCADA Systems Specialist	SCADA Systems Specialist	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
SCADA Systems Apprentice	SCADA Systems Apprentice	14	\$44,223	\$54,261		\$50,461	\$53,352	\$56,243	AP36
Instrument and Controls Tech II	Instrument and Controls Technician II	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Instrument and Controls Tech I	Instrument and Controls Technician I	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Instrument/Controls Apprentice	Instrument/Controls Apprentice	10	\$36,382	\$44,641		\$41,538	\$43,919	\$46,301	AP32
Water Meter Coordinator	Water Meter Coordinator	16	\$48,756	\$59,823	\$70,891	\$47,486	\$58,146	\$68,806	GW32
Water Meter Technician III	Water Meter Technician III	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28
Water Meter Technician II	Water Meter Technician II	9	\$34,650	\$42,515	\$50,381	\$0	\$0	\$0	
Water Meter Technician I	Water Meter Technician I	7	\$31,429	\$38,563	\$45,697	\$30,597	\$37,482	\$44,366	GW23
Water Production Manager	Water Production Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Water Systems Advisor	Water Systems and Technology Manager	28	\$87,559	\$107,434	\$127,309	\$77,314	\$94,702	\$112,091	GW42
Water Systems Analyst	Water Systems Analyst	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Water Services Worker V	Water Services Worker V	17	\$51,194	\$62,814	\$74,435	\$47,486	\$58,146	\$68,806	GW32
Water Services Worker IV	Water Services Worker IV	15	\$46,434	\$56,975	\$67,515	\$43,056	\$52,738	\$62,421	GW30
Water Services Worker III	Water Services Worker III	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Water Services Worker II	Water Services Worker II	9	\$34,650	\$42,515	\$50,381	\$33,738	\$41,319	\$48,901	GW25
Water Services Worker I	Water Services Worker I	7	\$31,429	\$38,563	\$45,697	\$30,597	\$37,482	\$44,366	GW23
Water Maintenance Manager	Water Maintenance Manager	25	\$75,636	\$92,805	\$109,974	\$73,632	\$90,199	\$106,766	GW41
Water Systems Supervisor	Water Systems Supervisor	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
W/WW Operations Supervisor	W/WW Operations Supervisor	21	\$62,226	\$76,351	\$90,476	\$57,678	\$70,658	\$83,637	GW36
W/WW Maintenance Technician IV	W/WW Maintenance Technician IV	17	\$51,194	\$62,814	\$74,435	\$47,486	\$58,146	\$68,806	GW32
W/WW Maintenance Technician III	W/WW Maintenance Technician III	15	\$46,434	\$56,975	\$67,515	\$43,056	\$52,738	\$62,421	GW30
W/WW Maintenance Technician II	W/WW Maintenance Technician II	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
W/WW Maintenance Technician I	W/WW Maintenance Technician I	11	\$38,202	\$46,873	\$55,545	\$35,422	\$43,389	\$51,355	GW26
W/WW Treatment Plant Operator IV	W/WW Treatment Plant Operator IV	20	\$59,263	\$72,716	\$86,168	\$54,933	\$67,298	\$79,664	GW35
W/WW Treatment Plant Operator III	W/WW Treatment Plant Operator III	16	\$48,756	\$59,823	\$70,891	\$45,198	\$55,370	\$65,541	GW31
W/WW Treatment Plant Operator II	W/WW Treatment Plant Operator II	14	\$44,223	\$54,261	\$64,300	\$40,997	\$50,222	\$59,446	GW29
W/WW Treatment Plant Operator I	W/WW Treatment Plant Operator I	12	\$40,112	\$49,217	\$58,322	\$37,190	\$45,552	\$53,914	GW27
W/WW Treatment Plant Operator Apprentice	W/WW Treatment Plant Operator Apprentice	6	\$29,932	\$36,726		\$31,616	\$34,112	\$36,608	AP27
W/WW Utility Electrician III	W/WW Utility Electrician III	19	\$56,441	\$69,253	\$82,065	\$52,333	\$64,106	\$75,878	GW34
W/WW Utility Electrician II	W/WW Utility Electrician II	17	\$51,194	\$62,814	\$74,435	\$47,486	\$58,146	\$68,806	GW32
W/WW Utility Electrician I	W/WW Utility Electrician I	15	\$46,434	\$56,975	\$67,515	\$43,056	\$52,738	\$62,421	GW30

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Maintenance Worker Series									
Maintenance Tech II - Streets	Street Maintenance Worker	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Equipment Operator III-Streets	Streets Equipment Operator, Senior	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28
Equipment Operator II-Streets	Streets Equipment Operator	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Maintenance Worker III	Parks Maintenance Foreman	14	\$44,223	\$54,261	\$64,300				
Maintenance Worker III	Maintenance Crew Leader	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	GW29
Maintenance Worker II - CDL	Maintenance Worker II - CDL	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Maintenance Technician I	Aquatics/Fountains Maintenance Technician	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	GW27
Maintenance Technician I	Public Works Maintenance Technician	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	
Maintenance Technician I	Sports Fields Maintenance Technician	11	\$38,202	\$46,873	\$55,545	\$37,190	\$45,552	\$53,914	
Maintenance Worker II - CDL	WestWorld Maintenance Worker, Senior	11	\$38,202	\$46,873	\$55,545				
Maintenance Worker II	Maintenance Worker II	10	\$36,382	\$44,641	\$52,900	\$35,422	\$43,389	\$51,355	GW26
Maintenance Worker I	Maintenance Worker I	6	\$29,932	\$36,726	\$43,521	\$29,141	\$35,693	\$42,245	GW22

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
<u>Administrative Support Series</u>									
Executive Administrative Support Job Family									
Executive Assistant for Special Projects	Strategic Initiatives/Special Projects Administrator	34	\$117,337	\$143,972	\$170,607	\$114,213	\$139,911	\$165,610	GW50
Mayor's Chief of Staff	Mayor's Chief of Staff	27	\$83,389	\$102,318	\$121,247	\$81,162	\$99,434	\$117,707	GW43
Executive Assistant to City Manager	Executive Assistant to City Manager	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Executive Secretary to Charter Officer	Executive Assistant to Charter Officer	20	\$59,263	\$72,716	\$86,168	\$52,333	\$64,106	\$75,878	GW34
Executive Secretary to Mayor	Executive Assistant to Mayor	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Management Analyst, Senior	Management Analyst, Senior	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
Management Analyst	Management Analyst	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Management Assistant	Management Assistant	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	
Management Assistant to City Clerk	Management Assistant	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Management Assistant to City Council	Management Assistant	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Management Assistant to Mayor	Management Assistant	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Intern	Intern	8	\$33,000	\$40,491	\$47,982	\$32,115	\$39,343	\$46,571	GW24
Legal Administrative Support Job Family									
Office Manager - Legal	Office Manager - Legal	21	\$62,226	\$76,351	\$90,476	\$54,933	\$67,298	\$79,664	GW35
Public Records Request Administrator	Public Records Request Administrator	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Paralegal, Senior	Paralegal, Senior	18	\$53,753	\$65,955	\$78,157	\$52,333	\$64,106	\$75,878	GW34
Paralegal	Paralegal	15	\$46,434	\$56,975	\$67,515	\$45,198	\$55,370	\$65,541	GW31
Legal Assistant	Legal Assistant	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Legal Secretary	Legal Secretary	12	\$40,112	\$49,217	\$58,322	\$37,190	\$45,552	\$53,914	GW27
General Administrative Support Job Family									
Community Services Business Operations Manager	Com Svcs Business Ops Manager	23	\$68,605	\$84,177	\$99,750	\$63,606	\$77,917	\$92,227	GW38
Office Manager	Office Manager	17	\$51,194	\$62,814	\$74,435	\$49,837	\$61,048	\$72,259	GW33
Executive Secretary	Executive Secretary	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Office Coordinator	Administrative Assistant, Supervisor	14	\$44,223	\$54,261	\$64,300	\$40,997	\$50,222	\$59,446	GW29
Office Coordinator	Administrative Assistant, Senior	13	\$42,117	\$51,678	\$61,238	\$40,997	\$50,222	\$59,446	
Personnel Specialist	Personnel Specialist	13	\$42,117	\$51,678	\$61,238	\$39,042	\$47,830	\$56,618	GW28
Administrative Assistant	Administrative Assistant	12	\$40,112	\$49,217	\$58,322	\$39,042	\$47,830	\$56,618	GW28
Administrative Secretary	Administrative Secretary	10	\$36,382	\$44,641	\$52,900	\$35,422	\$43,389	\$51,355	GW26
Secretary	Administrative Secretary	10	\$36,382	\$44,641	\$52,900	\$32,115	\$39,343	\$46,571	GW24
Support Assistant	Service Support Worker I	1	\$21,840	\$28,776	\$34,100	\$20,800	\$25,480	\$30,160	GW15

**City of Scottsdale 2018
Proposed Pay Range Placements (Job Group Order)**

Scottsdale Current Job Title	PROPOSED					Current			
	Proposed Job Title	Range	MIN	MID	MAX	Current Min	Current Mid	Current Max	Current Range
Customer Service and Support Job Family									
Citizen Service Supervisor	Citizen Service Supervisor	21	\$62,226	\$76,351	\$90,476	\$60,570	\$74,204	\$87,838	GW37
Customer Service Representative, Senior	Customer Service Representative, Senior	14	\$44,223	\$54,261	\$64,300	\$43,056	\$52,738	\$62,421	GW30
Customer Support Representative, Senior	Merge W/Customer Service Representative, Senior	14	\$44,223	\$54,261	\$64,300	\$39,042	\$47,830	\$56,618	GW28
Customer Service Representative	Customer Service Representative	9	\$34,650	\$42,515	\$50,381	\$32,115	\$39,343	\$46,571	GW24
Citizen Services Representative	Citizen Services Representative	9	\$34,650	\$42,515	\$50,381	\$32,115	\$39,343	\$46,571	GW24
Office Assistant	Merge W/Customer Service Representative	9	\$34,650	\$42,515	\$50,381	\$32,115	\$39,343	\$46,571	GW24
Citizens Group									
Citizen Service Director	Citizen Service Director	28	\$87,559	\$107,434	\$127,309	\$85,238	\$104,416	\$123,594	GW44
Citizen Liaison	Citizen Liaison	22	\$65,338	\$80,169	\$95,000	\$63,606	\$77,917	\$92,227	GW38
City Volunteer Program Manager	City Volunteer Program Manager	20	\$59,263	\$72,716	\$86,168	\$57,678	\$70,658	\$83,637	GW36
Citizen Advisor	Citizen Advisor	19	\$56,441	\$69,253	\$82,065	\$54,933	\$67,298	\$79,664	GW35
Citizen Service Specialist	Citizen Service Specialist	9	\$34,650	\$42,515	\$50,381	\$32,115	\$39,343	\$46,571	GW24

Attachment #2



**PUBLIC
SECTOR**
PERSONNEL
CONSULTANTS

Date: April 24, 2018

To: Jim Thompson, City Manager and Donna Brown, Human Resources Director

From: Matt Weatherly, President, Public Sector Personnel Consultants ("PSPC")

Re: Compensation Study – Charter Officers

Background

As part of the City-wide compensation study, PSPC was asked to conduct a survey of Charter Officer positions; we have collected data on base salaries, deferred compensation, auto allowance, and cell phone allowances, elements that could be considered "total compensation" that the City of Scottsdale has traditionally included in base salary, rather than providing separately as is common in other cities.

Raw data can be found in the pages following this cover memo; based on the data provided by the comparison cities, and in light of the fact that the City of Scottsdale opts to include additional total compensation elements as part of base pay, we recommend the following pay ranges for Chart Officer positions as shown below:

	<u>Range</u>	<u>MIN</u>	<u>MID</u>	<u>MAX</u>	<u>Current Pay</u>
City Manager	46	\$210,720	\$258,553	\$306,385	\$218,005
City Attorney	42	\$173,360	\$212,712	\$252,064	\$213,886
Presiding Judge	41	\$165,105	\$202,583	\$240,061	\$190,008
City Treasurer	40	\$157,243	\$192,936	\$228,629	\$167,398
City Auditor	37	\$135,832	\$166,665	\$197,498	\$156,874
City Clerk	36	\$129,364	\$158,729	\$188,094	\$154,794

Attachment #2



**PUBLIC
SECTOR
PERSONNEL
CONSULTANTS**

Comparator	Base Salary	Auto Allowance	Deferred Comp	Subtotal - Total Comp
City Manager				
City of Chandler	\$224,175		\$15,692	Cell phone \$480/yr; up to 10% merit
City of Glendale	\$215,250		\$5,000	Cell phone \$1,200/yr
City of Goodyear	\$205,108	\$4,800	\$20,511	
City of Mesa	\$250,640	\$7,200	\$49,500	Cell phone \$1,320/yr
City of Peoria	\$212,000	\$7,200	\$16,222	Cell phone \$1,200/yr; add'l 40 hours vacation
City of Phoenix	\$315,000	\$5,220	\$26,775	Cell phone \$1,200/yr
City of Surprise	\$188,583			Cell phone \$1,440/yr
City of Tempe	\$196,103	\$6,000	\$15,688	add'l 40 hours vacation
Town of Gilbert	\$248,519			
Average:	\$228,375	\$6,084	\$21,341	\$256,940
City of Scottsdale	\$218,005	\$0	\$0	\$218,005
				-17.86%

Comparator	Base Salary	Auto Allowance	Deferred Comp	Subtotal - Total Comp
City Clerk				
City of Chandler	\$110,000		\$7,700	
City of Glendale	\$124,025		2500	Cell phone \$1,200/yr
City of Goodyear	\$125,685			range midpoint shown
City of Mesa	\$144,227		\$5,000	Cell phone \$960/yr
City of Peoria	\$141,108		5401	Cell phone \$1,200/yr;
City of Phoenix	\$159,057	\$5,220	\$12,876	Cell phone \$1,200/yr; range midpoint 128K
City of Surprise	\$136,694			
City of Tempe	\$137,644		\$6,000	cell phone provided
Town of Gilbert	\$134,054			
Average:	\$134,722	\$5,220	\$6,580	\$144,700
City of Scottsdale	\$154,794	\$0	\$0	\$154,794
				6.98%

Attachment #2



**PUBLIC
SECTOR**
PERSONNEL
CONSULTANTS

Comparator	Base Salary	Auto Allowance	Deferred Comp	Subtotal - Total Comp
City Attorney				
City of Chandler	\$178,500	\$11,900	\$12,495	Cell phone \$480/yr; up to 10% merit
City of Glendale	\$178,606		\$5,000	Cell phone \$1,200/yr
City of Goodyear	\$184,494		\$18,449	
City of Mesa	\$190,549	\$4,800	\$10,000	Cell phone \$960/yr
City of Peoria	\$180,000	\$4,800	\$9,000	Cell phone \$1,200/yr
City of Phoenix	\$224,370	\$5,220	\$19,071	Cell phone \$1,200/yr; range midpoint 181k
City of Surprise	\$175,000			range midpoint shown
City of Tempe	\$174,125		\$23,413	cell phone provided; range midpoint 182k
Town of Gilbert	\$200,760			
Average:	\$187,378	\$6,680	\$13,918	\$208,984
City of Scottsdale	\$213,886	\$0	\$0	\$213,886
				2.35%

Comparator	Base Salary	Auto Allowance	Deferred Comp	Subtotal - Total Comp
City Treasurer				
City of Chandler	\$169,773		\$16,977	Cell phone \$480/yr; up to 10% merit
City of Glendale	\$141,667			Cell phone \$1,200/yr
City of Goodyear	\$141,767			
City of Mesa	\$174,637			Cell phone \$960/yr
City of Peoria	\$135,443	\$4,200	\$5,418	Cell phone \$1,200/yr
City of Phoenix	\$164,320	\$5,220	\$13,967	Cell phone \$1,200/yr
City of Surprise	\$150,093			
City of Tempe	\$183,829		\$18,383	cell phone provided
Town of Gilbert	\$142,850			
Average:	\$156,042	\$4,710	\$13,686	\$175,446
City of Scottsdale	\$167,398	\$0	\$0	\$167,398
				-4.81%

Comparator	Base Salary	Auto Allowance	Deferred Comp	Subtotal - Total Comp
City Auditor				

Attachment #2



**PUBLIC
SECTOR
PERSONNEL
CONSULTANTS**

City of Chandler				
City of Glendale	\$143,825			Cell phone \$1,200/yr; range midpoint 135k
City of Goodyear				
City of Mesa	\$158,850	\$4,800	\$7,943	Cell phone \$960/yr
City of Peoria				
City of Phoenix	\$151,653	\$5,220	\$12,891	Cell phone \$1,200/yr; range midpoint 135k
City of Surprise				
City of Tempe	\$127,720		\$6,000	cell phone provided; range midpoint 124k
Town of Gilbert				
Average:	\$145,512	\$5,010	\$8,945	\$158,896
City of Scottsdale	\$156,874	\$0	\$0	\$156,874
				-1.29%

Comparator	Base Salary	Auto Allowance	Deferred Comp	Subtotal - Total Comp
Presiding Judge				
City of Chandler	\$190,576		\$7,700	
Town of Gilbert	\$187,280			
City of Glendale	\$197,765		\$19,777	Cell phone \$1,200/yr
City of Goodyear	\$155,952		\$15,595	
City of Mesa	\$165,000	\$3,600		
City of Peoria	\$177,225	\$3,600		Cell phone \$1,200/yr
City of Phoenix	\$159,500	\$5,220	\$13,558	Cell phone \$1,200/yr
City of Surprise	\$174,850			
City of Tempe	\$157,744		\$21,774	cell phone provided
Average:	\$173,988	\$4,140	\$15,681	\$195,009
City of Scottsdale	\$190,008	\$0	\$0	\$190,008
				-2.63%

City of Scottsdale
Employee Pay Programs Survey

Comparator	Vacation Accrual - Hire	Sick Accrual - Hire	Paid Holidays
City of Chandler	15 days until year 5; cash out up to 30 hours	12 days	10+1 Floating
City of Glendale	12 days (no waiting)		
City of Goodyear	12 days (1 month wait)	12 days	10+1 Floating
City of Mesa	12 days (no waiting)	12 days	10 days
City of Peoria	12 days	12 days	10 days
City of Phoenix	12 days (6 month wait)	15 days	11 days
City of Surprise	Combined Pool - 22 Days (6 Month Wait)		11 days
City of Tempe	12 days (1 month wait)	12 days	11 days
Town of Gilbert	12 days (no waiting)	12 days	9+1 Floating
City of Scottsdale	11 days (6 month wait)	12 days	9+1 Floating

City of Scottsdale
Employee Pay Programs Survey

Comparator	Management Leave	Deferred Comp	Other
City of Chandler			Up to 10% Exceptional Merit
City of Glendale			
City of Goodyear			
City of Mesa		.5% deferred comp all ee's	
City of Peoria	Add'l 40 hours vacation and sick		\$350/mo auto for directors; \$78-\$100/mo cell phone
City of Phoenix			\$435/mo auto; \$100/mo cell phone
City of Surprise			
City of Tempe	Add'l 40 hours vacation	10% def comp for directors	\$500/mo auto directors
Town of Gilbert	Flex/negotiation on leave hours		\$50/mo cell phone
City of Scottsdale			

City of Scottsdale
Employee Pay Programs Survey

	Sworn Shift Differential			Civilian Shift Differential		
Comparator	Mid	Swing	Graveyard	Mid	Swing	Graveyard
City of Chandler				.3/hr	.5/hr	.7/hr
City of Glendale						
City of Goodyear		.5/hr	\$1/hr		.5/hr	\$1/hr
City of Mesa						
City of Peoria		.5/hr	.65/hr	.5/hr	.5/hr	\$1/hr
City of Phoenix			.60/hr		.6/hr	.8/hr
City of Surprise		.25/hr	.50/hr		.50/hr	.50/hr
City of Tempe						
Town of Gilbert	.35/hr	.45/hr	.55/hr	.35/hr	.45/hr	.55/hr
City of Scottsdale	.55/hr	.6/hr	.65/hr	5%	5%	5%

City of Scottsdale
Employee Pay Programs Survey

Comparator	Certification Pay	Assignment Pay
City of Chandler	Medic 15% (\$600-\$800/mo)	PD FTO 5% (\$450-\$600/mo)
City of Glendale		
City of Goodyear	Medic \$550/mo, HazMat \$240/mo	PD - multiple 5% assignment pays (\$450-\$600/mo)
City of Mesa		
City of Peoria	Medic \$575/mo, Haz \$255/mo; add'l also for Building Inspectors and Mechanics	
City of Phoenix	Longevity in PD up to 4k/yr PD up to \$7,613/yr add pays General Longevity pay up to 6k/yr	
City of Surprise	Medic \$500/mo	
City of Tempe	10% medic (\$400-\$550/mo)	
Town of Gilbert	Medic \$550/mo	FD - 5% assignment pay
City of Scottsdale	Medic \$566/mo; ARFF, HAZ \$270/mo	

City of Scottsdale
Employee Pay Programs Survey

Comparator	COLA Practices	Market Adjustment Practices	Translator/Bilingual Pay
City of Chandler	0.75% in 17, 18	Merit 3.5%	\$50-\$100/mo
City of Glendale	Steps for PD, FD	2%	
City of Goodyear	Recent study implemented; \$2.4m (~5%)		\$60-\$130/mo
City of Mesa	3%		\$54-\$108/mo
City of Peoria			PD - \$100-\$300/mo Civilian - \$30-\$60/mo
City of Phoenix		Fire 1.5% in 18; others 0%	PD - \$10/hr additional while using General \$50/month Fire \$75/mo
City of Surprise	merit		\$50-\$120/mo
City of Tempe	2.5%-2.8%	Sworn - 75th Percentile	Fire \$150/mo
Town of Gilbert	Steps for PD, FD, merit	CPI	\$50-\$100/mo
City of Scottsdale	\$156/mo		

RESULTS OF THE CLASSIFICATION AND COMPENSATION STUDY

FOR THE CITY OF SCOTTSDALE

CITY COUNCIL PRESENTATION

APRIL 24, 2018

The logo for Public Sector Personnel Consultants. It features a dark, textured rectangular area on the left. To its right, the words "PUBLIC" and "SECTOR" are stacked vertically in a bold, sans-serif font, separated by a horizontal line. Below this line, the words "PERSONNEL" and "CONSULTANTS" are stacked vertically in a smaller, all-caps, sans-serif font.

**PUBLIC
SECTOR**
PERSONNEL
CONSULTANTS

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COMPENSATION SURVEY EXAMPLES

Current Job Class Title	Survey Job Class	Survey Organization	Scottsdale Current Midpoint	Market Midpoint	Variance	
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Customer Service Representative		Chandler, City of		\$41,499		
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No Match		Gilbert, City of				
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3	\$25,856	\$31,726	\$37,595		26	\$79,418	\$97,446	\$115,473
4	\$27,149	\$33,312	\$39,475		27	\$83,389	\$102,318	\$121,247
5	\$28,507	\$34,977	\$41,448		28	\$87,559	\$107,434	\$127,309
6	\$29,932	\$36,726	\$43,521		29	\$91,937	\$112,806	\$133,675
7	\$31,429	\$38,563	\$45,697		30	\$96,533	\$118,446	\$140,358
8	\$33,000	\$40,491	\$47,982		31	\$101,360	\$124,368	\$147,376
9	\$34,650	\$42,515	\$50,381		32	\$106,428	\$130,587	\$154,745
10	\$36,382	\$44,641	\$52,900		33	\$111,750	\$137,116	\$162,482
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16	\$48,756	\$59,823	\$70,891		39	\$149,755	\$183,748	\$217,742
17	\$51,194	\$62,814	\$74,435		40	\$157,243	\$192,936	\$228,629
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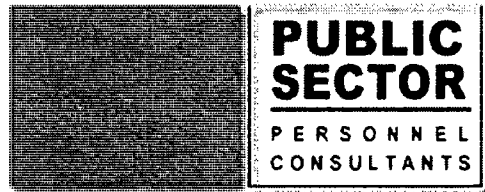
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4/24/2018



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Smith, Erica

From: Webmaster
Sent: Tuesday, April 24, 2018 3:39 PM
To: Smith, Erica
Subject: Comment on 04-24-2018 Agenda Item (response #8)

Comment on 04-24-2018 Agenda Item (response #8)

Survey Information

Site:	ScottsdaleAZ.gov
Page Title:	Comment on 04-24-2018 Agenda Item
URL:	http://www.scottsdaleaz.gov/council/meeting-information/agenda-comments/04-24-2018
Submission Time/Date:	4/24/2018 3:38:11 PM

Survey Response

AGENDA ITEM	
Which agenda item are you commenting on?	#20 Specifically Westworld "General Manager" salary
COMMENT	
Comment:	<p>City Council, The City recommendation is take the Westworld General Manager salary up to \$170,607/year. Is that a joke? A General Manager in the private sector is responsible for: 1) at least \$150M/year annual revenues and 400 employees minimum. Westworld doesn't do a fraction of that. I doubt there is \$25M in annual revenue at Westworld. GM title is completely inappropriate. 2) making money. Thought the Westworld Subcommittee seldom publishes financials, it is commonly known the city subsidizes Westworld \$2M-\$3m ANNUALLY with taxpayer money. No General Manager in the private sector would last 3 years losing that much money. I would have fired Dygert years ago. 3) Taxpayers are subsidizing Westworld to a large amount. There is NO HOPE of Westworld ever breaking even. The Westworld GM admitted in March 2017 no matter how much money the city spends, events will require taxpayer paid subsidies. Here is a quote by Mayor Lane on 9/15/2017 "Mayor Lane addressed the availability of new events.... Once this work is done and the venue advertised as having met the top</p>

criteria, he wondered whether there would still be a requirement to offer such subsidies. Mr. Dygert said the improvements will not overcome the need to offer such subsidies" 4) Westworld Plan....there has not been one since 1998 and even that plan was removed from the Westworld website. If that Fred Unger failure Etzel did anything, they hid the evidence that Westworld has not had a plan since 1998. And now, Craig Jackson IS GOING TO WRITE THE WESTWORLD PLAN???? Make Craig Jackson the GM of Westworld....might as well!! Here is a quote from Jan 12, 2017 Westworld Subcommittee. "Craig Jackson presented a three-year plan for WestWorld capital improvements he felt would enhance the facility" Bottom Line, Westworld does not have a General Manager. Westworld has a clown in charge that should be replaced, along with his staff. But the City Staff is recommending a pay raise to \$170,607??? Michael Mayer

Comments are limited to 8,000 characters and may be cut and pasted from another source.

NAME

Name:

CONTACT INFORMATION

Please provide the following information so someone may follow up with you if they have questions about your comment (optional).

Email: nicestang20@gmail.com

Phone: (480) 368-1595

Address: 11157 E Greenway Road

Example: 3939 N. Drinkwater Blvd, Scottsdale 85251