

City of Maricopa, Arizona

2017 COMPENSATION STUDY

Final Report

November 6, 2017

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City of Maricopa, Arizona

2017 Market Study Final Report

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Executive Summary

Background

The City of Maricopa engaged Segal Waters Consulting to conduct a review of the market competitiveness of its current base pay practices for 60 classifications. To gather market data on actual base pay and salary ranges for all positions, Segal Waters, in consultation with the City of Maricopa Human Resources Department, designed a customized survey to distribute to the peer organizations.

TABLE 1
BENCHMARK JOBS BY DEPARTMENT

City Clerk	
City Clerk Director	Deputy City Clerk
City Manager	
Assistant to the City Manager	Intergovernmental Affairs Director
Executive Assistant to City Manager and Elected Officials	Multi-Media and Web Services Coordinator
Community Services	
Director of Community Services	Parks Manager
Facilities Maintenance Coordinator	Recreation Coordinator
Library Assistant	Recreation Manager
Management Analyst	Senior Library Coordinator
Park Crew Leader	Special Events and Marketing Manager
Parks Maintenance Worker	
Development Services	
Development Manager	Senior Building Inspector
Director of Development Services	Senior Planner
Permit Technician	Systems Analyst*
Plans Examiner - Building Inspector	Transportation/ Transit Planner
Economic Development	
Director of Economic Development	Economic Development Specialist
Financial Services	
Accountant	Payroll Specialist
Director of Finance	Purchasing Coordinator
Grants Coordinator	
Fire	
Assistant Fire Chief	Fire Engineer
Fire Battalion Chief	Firefighter
Fire Captain	Master Mechanic
Fire Chief	
Human Resources	
Director of Human Resources	Senior Human Resources Analyst

Information Technology	
Application Support Specialist	Network Engineer
Desktop Support	Systems Analyst /Database Administrator
Police	
Chief of Police	Police Records Supervisor
Police Commander	Police Sergeant
Police Lieutenant	Public Safety Communications Dispatcher
Police Officer	Records Clerk
Police Property Evidence Manager	
Public Works	
Custodian	Fleet Manager
Engineering Flood Plain Manager	Public Works Construction Inspector
Equipment Operator	Traffic Signal Technician

* Removed as benchmark job

Appendix A details the benchmark job summaries included in the custom market survey to support job matching.

Of the eleven (11) public sector entities surveyed, six (6) participated in the study as indicated by a √ and Segal Waters compiled data for the others in **Table 2** below.

TABLE 2
PEER EMPLOYER MARKET DATA SOURCES

Peer Employers	Responded to Survey
City of Apache Junction, AZ	√
City of Avondale, AZ	Segal Compiled Data
City of Buckeye, AZ	√
City of Casa Grande, AZ	Segal Compiled Data
City of Chandler, AZ	√
City of Goodyear, AZ	Segal Compiled Data
Pinal County, AZ	√
Town of Gilbert, AZ	
Town of Marana, AZ	
Town of Oro Valley, AZ	√
Town of Queen Creek, AZ	√

Summary of Findings

Pay Ranges Summary

Overall, we found that City's pay ranges are market competitive at the pay range minimum and midpoint but lag at the pay range maximum, as shown in **Table 3**.

TABLE 3
CITY OF MARICOPA
OVERALL MARKET POSITION
BASE PAY RANGE ONLY

	City Pay Ranges as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Market Average	98%	95%	93%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

However, the City's overall market position does vary by department, as shown in **Table 4**.

TABLE 4
MARICOPA'S OVERALL MARKET POSITION BY DEPARTMENT
BASE PAY RANGE ONLY

Department	Count of Job Titles	City Pay Ranges as a Percent of the Market Average		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City Clerk	2	101%	97%	94%
City Manager	4	94%	90%	88%
Community Services	11	96%	94%	92%
Development Services	8	94%	91%	89%
Economic Development	2	90%	86%	84%
Financial Services	5	104%	99%	97%
Fire	7	99%	95%	93%
Human Resources	2	99%	94%	92%
Information Technology	4	102%	99%	97%
Police	9	96%	94%	93%
Public Works	6	105%	102%	101%
Overall Market Average		98%	95%	93%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

Further details regarding the competitiveness of base pay is provided in **Appendix B**, which contains detailed data associated with each benchmark job and peer employer.

Methodology

Data Sources

This report includes data collected from the nine (9) peer employers listed in Table 2.

As shown in **Table 5**, In terms of population, the City of Maricopa is smaller than four (4) peer employers, is larger than three (3) peer employers and approximately equal to two (2) peer employers.

TABLE 5
PEER EMPLOYER INFORMATION

Peer Employer	Population*	Number of Full-Time Employees	Year of Current Pay Plan(s) Effective
Pinal County, AZ	418,540	2,005	2017
City of Chandler, AZ	236,326	1,603	2016
City of Goodyear, AZ	77,776	548	2015
City of Avondale, AZ	76,238	520	2016
City of Buckeye, AZ	50,876	447	2015
City of Maricopa, AZ	48,374	247	2016
City of Casa Grande, AZ	48,571	459	2015
Town of Oro Valley, AZ	41,011	377	2014
City of Apache Junction, AZ	35,840	219	2015
Town of Queen Creek, AZ	33,649	225	2016

*Population Data obtained from the Arizona Municipal League

Data Adjustments

Geographic Adjustments

To adjust for geographic differences in the cost-of-labor between the peer locations and Maricopa, Arizona, Segal used the cost-of-labor differentials reported by the Economic Research Institute (ERI) as of April 2017 for the 25-mile radius around each city.

It is important to note that the cost-of-labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in Maricopa may differ from the cost of housing in another city by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the cost-of-labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area.

The geographic adjustments we applied are in **Table 6**. A **negative** adjustment means that the cost-of-labor in a city where a comparator is located is higher than in Maricopa, Arizona. For example, the cost-of-labor Avondale, Arizona is 0.83% higher than in Maricopa. Conversely, a **positive** adjustment would mean that the cost-of-labor in a comparator city is lower than in Maricopa. For example, the cost-of-labor in Oro Valley, Arizona is 5.14% lower than in Maricopa.

TABLE 6
COST OF LABOR GEOGRAPHIC ADJUSTMENTS

Peer Employer	Location (25 mile radius)	Geographic Adjustment
City of Apache Junction, AZ	City of Apache Junction, AZ	0.42%
City of Avondale, AZ	City of Avondale, AZ	-0.83%
City of Buckeye, AZ	Town of Buckeye, AZ	-0.52%
City of Casa Grande, AZ	City of Casa Grande, AZ	0.84%
City of Chandler, AZ	City of Chandler, AZ	-0.72%
City of Goodyear, AZ	City of Goodyear, AZ	-0.52%
Pinal County, AZ	Pinal County, AZ	-0.83%
Town of Oro Valley, AZ	City of Oro Valley, AZ	5.14%
Town of Queen Creek, AZ	City of Queen Creek, AZ	-0.21%

Workweek Adjustments

No workweek adjustments were required for non-exempt jobs, as all peer cities have the same regular hours per week for both general and Fire positions, as the City of Maricopa.

Study Findings

Pay Ranges

Overall, we found the City's pay ranges are market competitive at the pay range minimum and pay range midpoint, but lag at the pay range maximum. However, the City's market position varies by benchmark job, as shown in **Table 7**.

TABLE 7
OVERALL MARKET POSITION BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	City Pay Ranges as a Percent of the Market Average			
	# of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City Clerk				
City Clerk Director	8	98%	93%	90%
Deputy City Clerk	6	106%	102%	100%
City Clerk Average		101%	97%	94%
City Manager				
Assistant City Manager	9	76%	72%	69%
Executive Assistant to City Manager and Elected Officials	6	110%	108%	107%
Intergovernmental Affairs Director	4	97%	95%	93%
Multi-Media and Web Services Coordinator	6	113%	110%	107%
City Manager Average		94%	90%	88%
Community Services				
Director of Community Services	9	97%	92%	89%
Facilities Maintenance Coordinator	4	102%	99%	96%
Library Assistant	6	97%	95%	94%
Management Analyst	4	100%	99%	98%
Park Crew Leader	6	113%	111%	110%
Parks Maintenance Worker	7	93%	91%	89%

Benchmark Job	City Pay Ranges as a Percent of the Market Average			
	# of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Community Services <i>Continued</i>				
Parks Manager	3	93%	91%	89%
Recreation Coordinator	7	98%	96%	94%
Recreation Manager	7	93%	92%	91%
Senior Library Coordinator	3	83%	82%	82%
Special Events and Marketing Manager	4	95%	92%	90%
Community Services Average		96%	94%	92%
Development Services				
Development Manager	6	98%	95%	93%
Director of Development Services	5	95%	91%	88%
Permit Technician	7	99%	97%	95%
Plans Examiner - Building Inspector	9	102%	99%	97%
Senior Building Inspector	5	97%	94%	91%
Senior Planner	9	96%	93%	91%
Systems Analyst*	3	80%	78%	76%
Transportation/ Transit Planner	3	89%	86%	84%
Development Services Average		94%	91%	89%
Economic Development				
Director of Economic Development	7	87%	83%	81%
Economic Development Specialist	6	103%	100%	98%
Economic Development Average		93%	89%	87%
Financial Services				
Accountant	7	108%	104%	102%
Director of Finance	8	94%	90%	87%
Grants Coordinator	6	114%	109%	105%
Payroll Specialist	6	112%	110%	109%
Purchasing Coordinator	4	98%	95%	93%
Financial Services Average		104%	99%	97%

Benchmark Job	City Pay Ranges as a Percent of the Market Average			
	# of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Fire				
Assistant Fire Chief	6	94%	91%	90%
Fire Battalion Chief	6	95%	95%	95%
Fire Captain	6	110%	103%	97%
Fire Chief	6	86%	82%	79%
Fire Engineer	6	108%	103%	99%
Firefighter	6	110%	102%	96%
Master Mechanic	3	110%	110%	110%
Fire Average		99%	95%	92%
Human Resources				
Director of Human Resources	9	96%	92%	89%
Senior Human Resources Analyst	6	101%	98%	96%
Human Resources Average		98%	94%	91%
Information Technology				
Application Support Specialist	5	92%	89%	88%
Desktop Support	7	98%	96%	93%
Network Engineer	4	126%	124%	122%
Systems Analyst /Database Administrator	5	93%	90%	87%
Information Technology Average		103%	98%	98%
Police				
Chief of Police	8	88%	86%	85%
Police Commander	6	92%	93%	93%
Police Lieutenant	8	92%	91%	91%
Police Officer	8	101%	98%	96%
Police Property Evidence Manager		Insufficient Data		
Police Records Supervisor	4	101%	98%	96%
Police Sergeant	8	102%	101%	100%
Public Safety Communications Dispatcher	8	111%	108%	107%

Benchmark Job	City Pay Ranges as a Percent of the Market Average			
	# of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Police Continued				
Records Clerk		Insufficient Data		
Police Average		96%	95%	94%
Public Works				
Custodian	6	103%	103%	103%
Engineering Flood Plain Manager	3	114%	108%	105%
Equipment Operator	6	104%	100%	98%
Fleet Manager	3	96%	94%	93%
Public Works Construction Inspector	5	108%	106%	104%
Traffic Signal Technician	8	104%	102%	100%
Public Works Average		105%	102%	101%
Overall as a Percent of Market		99%	96%	93%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

* Removed as benchmark job.

Table 8 shows the percentage adjustments needed for the City's pay ranges to match market average pay ranges.

TABLE 8
OVERALL MARKET ADJUSTMENT BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	City Pay Ranges as a Percent Adjustment to Match Market Average Ranges		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City Clerk			
City Clerk Director	2%	7%	11%
Deputy City Clerk	-6%	-2%	0%
City Clerk Average	-1%	3%	7%
City Manager			
Assistant City Manager	32%	40%	45%

TABLE 8
OVERALL MARKET ADJUSTMENT BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	City Pay Ranges as a Percent Adjustment to Match Market Average Ranges		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City Manager Continued			
Executive Assistant to City Manager and Elected Officials	-9%	-8%	-6%
Intergovernmental Affairs Director	3%	5%	8%
Multi-Media and Web Services Coordinator	-12%	-9%	-7%
City Manager Average	7%	11%	14%
Community Services			
Director of Community Services	4%	9%	12%
Facilities Maintenance Coordinator	-2%	1%	4%
Library Assistant	4%	5%	7%
Management Analyst	0%	1%	2%
Park Crew Leader	-11%	-10%	-9%
Parks Maintenance Worker	7%	10%	12%
Parks Manager	7%	10%	12%
Recreation Coordinator	2%	4%	6%
Recreation Manager	7%	9%	9%
Senior Library Coordinator	20%	21%	22%
Special Events and Marketing Manager	6%	9%	11%
Community Services Average	4%	6%	8%
Development Services			
Development Manager	2%	5%	7%
Director of Development Services	5%	10%	14%
Permit Technician	1%	3%	5%
Plans Examiner - Building Inspector	-2%	1%	3%
Senior Building Inspector	3%	7%	9%
Senior Planner	4%	8%	10%

TABLE 8
OVERALL MARKET ADJUSTMENT BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	City Pay Ranges as a Percent Adjustment to Match Market Average Ranges		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Development Services Continued			
Systems Analyst*	25%	28%	31%
Transportation/ Transit Planner	12%	16%	19%
Development Services Average	6%	10%	12%
Economic Development			
Director of Economic Development	15%	20%	24%
Economic Development Specialist	-3%	0%	2%
Economic Development Average	8%	12%	15%
Financial Services			
Accountant	-8%	-4%	-2%
Director of Finance	6%	12%	16%
Grants Coordinator	-12%	-8%	-5%
Payroll Specialist	-11%	-9%	-8%
Purchasing Coordinator	2%	5%	7%
Financial Services Average	-3%	1%	3%
Fire			
Assistant Fire Chief	7%	9%	11%
Fire Battalion Chief	6%	5%	5%
Fire Captain	-9%	-3%	3%
Fire Chief	17%	22%	26%
Fire Engineer	-8%	-3%	1%
Firefighter	-9%	-2%	4%
Master Mechanic	-9%	-9%	-9%
Fire Average	1%	5%	8%
Human Resources			
Director of Human Resources	4%	9%	13%

TABLE 8
OVERALL MARKET ADJUSTMENT BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	City Pay Ranges as a Percent Adjustment to Match Market Average Ranges		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Human Resources <i>Continued</i>			
Senior Human Resources Analyst	-1%	2%	4%
Human Resources Average	2%	6%	10%
Information Technology			
Application Support Specialist	9%	12%	13%
Desktop Support	2%	5%	7%
Network Engineer	-21%	-19%	-18%
Systems Analyst /Database Administrator	8%	12%	14%
Information Technology Average	-3%	0%	2%
Police			
Chief of Police	14%	16%	17%
Police Commander	8%	8%	7%
Police Lieutenant	9%	10%	10%
Police Officer	-1%	2%	4%
Police Property Evidence Manager	Insufficient Data		
Police Records Supervisor	-1%	2%	4%
Police Sergeant	-2%	-1%	0%
Public Safety Communications Dispatcher	-10%	-8%	-6%
Records Clerk	Insufficient Data		
Police Average	4%	6%	7%
Public Works			
Custodian	-3%	-3%	-3%
Engineering Flood Plain Manager	12%	-8%	-5%
Equipment Operator	-3%	0%	2%
Fleet Manager	4%	6%	8%

TABLE 8
OVERALL MARKET ADJUSTMENT BY BENCHMARK JOB
BASE PAY RANGE ONLY

Benchmark Job	City Pay Ranges as a Percent Adjustment to Match Market Average Ranges		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Works Continued			
Public Works Construction Inspector	-7%	-5%	-4%
Traffic Signal Technician	-4%	-2%	0%
Public Works Average	-5%	-2%	-1%
Overall Adjustment to Match Market Average	1%	5%	7%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

* Removed as benchmark job

As shown in **Table 9**, the City's average range midpoints are below market for five (5) peer employers and at market for four (4) peer employers.

TABLE 9
MARKET POSITION BY PEER - ALL BENCHMARKS BASE PAY RANGE ONLY

Peer Employer	# of Job Matches	City Pay Ranges as a Percent of Peer Pay Ranges		
		Range Minimum	Range Midpoint	Range Maximum
City of Apache Junction	36	100%	98%	97%
City of Avondale	39	97%	94%	92%
City of Buckeye	41	98%	93%	89%
City of Casa Grande	51	105%	104%	104%
City of Chandler	46	85%	85%	86%
City of Goodyear	36	94%	90%	88%
Pinal County	34	106%	99%	94%
Town of Oro Valley	34	109%	104%	101%
Town of Queen Creek	34	93%	89%	86%

Figures shown in **red** are below market (less than 95% of the market average).

Figures shown in **black** are within the market range (95% to 105% of the market average).

Figures shown in **blue** are above market (more than 105% of the market average)

Pay Practices

Pay Schedule Design & Increases

Tables 10 through **29** detail characteristics of peer employer pay plans including:

- Pay Schedule Design
- Pay Progression
- Pay Increase Amounts
- Type of Base Pay Increases
- Pay Progression and Pay Increase Policies

Unless otherwise footnoted, dashes (--) indicate that an employer does not offer the pay practice.
NR = No Response NA = Not Applicable

Survey Question: What type of pay schedule design(s) covers employees?

TABLE 10
PAY SCHEDULE DESIGN

Peer Employer	Grade and Step	Open Ranges	Flat Rates	Other
City of Apache Junction	All employees	< 19 hr. employees		Flat rates for contract employees
City of Avondale	Sworn	General employees	PRL Department part-time staff	NA
City of Buckeye	Sworn	General employees	Seasonal, Temps, reserves and PT	Increases are determined based on financial constraints and designated competitive position
City of Chandler	No	All employees	No	NA
City of Goodyear	No	All employees	No	NA
Town of Oro Valley	Police officer, Lifeguards, Fitness instructors, Recreation Aides, Facility Attendants	All other employees	NA	NA
Town of Queen Creek	Fire Sworn	All other employees	NA	Contracts for Town Manager and Town Clerk
City of Maricopa	Police Officer, Sergeant, Firefighter, Fire Engineer	All other classifications	No	NA

NA = Not Applicable

Survey Question: What determines how employees progress through the pay range?

TABLE 11
PAY PROGRESSION

Peer Employer	Longevity	Performance	Across-the-Board
City of Apache Junction	Yes	NA	NA
City of Avondale	Sworn	General Employees	Sworn and general employees
City of Buckeye	Sworn	General Employees	All
City of Chandler	No	All employees	No
City of Goodyear	Sworn Fire/Police	No	Non-sworn
Town of Oro Valley	No	Yes – All employees	No
Town of Queen Creek	Fire sworn	All General employees	Yes – All employees
City of Maricopa	Police and Fire per MOU	All other employees	No

NA = Not Applicable

Survey Question: What were your recent increases for employees in 2017?

TABLE 12
FY 2017 PAY INCREASE

Peer Employer	Pay Schedule Adjustments	Avg. Base Pay Increase	Avg. Bonus Amount
City of Apache Junction	NA	NA	NA
City of Avondale	NA	NA	NA
City of Buckeye	0.00%	4.34%	NA
City of Chandler	Varies by employee group	Varies by employee group	NA
City of Goodyear	NA	3.50% non-sworn and 5.50% sworn	NA
Town of Oro Valley	To the minimum or 5.00%	3.75%	3.50% or 4.00% of base
Town of Queen Creek	1.80%	1.80%	NA
City of Maricopa	0.00%	4.00%	0.00%

NA = Not Applicable

Survey Question: What are your budgeted increases for employees in 2018?

TABLE 13
FY 2018 PAY INCREASE

Peer Employer	Pay Schedule Adjustments	Avg. Base Pay Increase	Avg. Bonus amount
City of Apache Junction	NA	NA	NA
City of Avondale	NA	NA	NA
City of Buckeye	NA	3.00%	NA
City of Chandler	NA	NA	NA
City of Goodyear	NA	NA	NA
Town of Oro Valley	To the minimum or 5.00%	3.75%	3.50% or 4.00% of base
Town of Queen Creek	2.10%	2.10%	NA
City of Maricopa	0.00%	4.00%	NA

NA = Not Applicable

Survey Question: What were the amounts of base pay increases for employees in 2017?

TABLE 14
FY 2017 BASE PAY INCREASE AMOUNTS

Peer Employer	COLA	Merit/Performance	Equity
City of Apache Junction	NA	NA	NA
City of Avondale	NA	NA	NA
City of Buckeye	NA	4.00%	NA
City of Chandler	Varies by employee group	Varies by employee group	NA
City of Goodyear	NA	NA	NA
Town of Oro Valley	NA	3.50% or 4.00%	NA
Town of Queen Creek	NA	NA	NA
City of Maricopa	NA	4.00%	NA

NA = Not Applicable

Survey Question: What were the amounts of base pay increases for employees in 2018?

TABLE 15
FY 2018 BASE PAY INCREASE AMOUNTS

Peer Employer	COLA	Merit/Performance	Equity
City of Apache Junction	NA	NA	NA
City of Avondale	NA	NA	NA
City of Buckeye	NA	3.00%	NA
City of Chandler	Not budgeted	Not budgeted	NA
City of Goodyear	NA	NA	NA
Town of Oro Valley	NA	3.50% or 4.00%	NA
Town of Queen Creek	NA	1.50%- 3.00% for general employees. 5.00% for Fire sworn	NA
City of Maricopa	NA	4.00%	NA

NA = Not Applicable

Survey Questions:

- (A) Do adjustments to the pay schedule automatically result in increases to employees' base pay?
- (B) Do you provide pay increases for promotions?
- (C) Do you provide pay increases for reclassifications to a higher grade?
- (D) What is the minimum guaranteed increase for promotions?
- (E) What is the minimum guaranteed pay increases for reclassification to a higher grade?

TABLE 16
PAY PROGRESSION AND PAY INCREASE POLICIES

Peer Employer	Question A	Question B	Question C	Question D	Question E
City of Apache Junction	No	Yes	Yes	7.50%	No
City of Avondale	Yes	Yes	Yes	5.00%	5.00%
City of Buckeye	No	Yes	Yes	5.00%	0-5% for 1-2 paygrades 6-10% for 3-4 paygrades 11-20% for 5-8 paygrades 21% and up for 9+ paygrades
City of Chandler	Yes	Yes	Yes	5.00%	5.00%
City of Goodyear	Yes	Yes	Yes	5.00%	5.00%
Town of Oro Valley	No	Yes	Yes	5.00%	Driven by equity
Town of Queen Creek	Yes	Yes	Yes	5.00%	5.00%
City of Maricopa	No	Yes	No	5.00%	None, unless incumbents pay needs to increase to fall into the new paygrade.

Survey Question: Can new employees be offered a starting salary above the pay range minimum?

TABLE 17
STARTING SALARY ABOVE MINIMUMS

Peer Employer	Yes/No	Notes
City of Apache Junction	Yes	With Approval from HR and department Director
City of Avondale	Yes	Departmental Director makes a request for higher salary or pay rate, HR director approves
City of Buckeye	Yes	With Approval from HR and department Director
City of Chandler	Yes	Based on position and their previous experience, internal equity is reviewed
City of Goodyear	Yes	Based on qualifications and experience. Internal equity is reviewed
Town of Oro Valley	Yes	Within the first quartile of the range providing consideration for equity with others in the range
Town of Queen Creek	Yes	Department Director has approval to hire up to 7% above than the min. Requests above 7% require Town Manager approval
City of Maricopa	Yes	Hiring authority can seek approval from the City Manager to hire above the minimum

Survey Question: What types of pay supplements are offered to any employees (e.g. \$0.10/hour for trades workers)?

TABLE 18
PAY SUPPLEMENTS

Peer Employer	Evening Shift	Overnight Shift	Weekend	Holiday Pay	On-Call or Standby
City of Apache Junction	Sworn - \$0.50/hr.	Sworn - \$0.50/hr.	No	All – Straight time	All - \$2.00/hr.
City of Avondale	All FT regular non-exempt - \$0.35/hr.	All FT regular non-exempt - \$0.50/hr.	No	All FT regular – 88 hours/year	All regular non-exempt
City of Buckeye	Sworn and non-sworn Police - \$1.25/hr.	Sworn and non-sworn Police - \$1.25/hr.	NA	NA	Classified positions - \$2.00/hour
City of Chandler	Non-exempt - \$0.50/hr.	Non-exempt - \$0.70/hr.	No	1.5X the normal hourly rate	
City of Goodyear	Sworn Police - \$0.50/hr.	Sworn Police - \$1.00/hr.	No	1.5X the normal hourly rate	Public Works positions - \$2.00/hr.
Town of Oro Valley	Police - \$1.50/hr.	Police - \$1.50/hr.	No	NA	Police, Public Works, Water – \$1.25/hr.
Town of Queen Creek	Non-exempt employees - \$0.50/hr.	Non-exempt employees - \$0.50/hr.	No	Non-exempt employees – 1.5X the hourly rate	Non-exempt employees - \$2.00/hr.
City of Maricopa	Police-all ranks and Dispatchers - \$0.60/hr.	Police-all ranks and Dispatchers - \$0.60/hr.	Police-all ranks and Dispatchers - \$0.25/hr.	56 hour Fire - hourly rate x 11.2. Police MOU eligible - time and a half if worked for 3 holidays	As assigned by Dept. director – 1.5 hrs. X hourly rate per shift

NA = Not Applicable

TABLE 18
PAY SUPPLEMENTS (CONTINUED)

Peer Employer	Acting Pay	Call-Back or Emergency Pay	Bi-Lingual Pay	Assignment Pay/Out of Class pay	Other Pay Supplements
City of Apache Junction	Yes, same as promotion	All – minimum 2 hours at hourly rate	Sworn - \$50.00/month	Sworn – 5% of base pay per month	NA
City of Avondale	Regular status – 5% of base pay/month	Regular status – minimum of 2 hours at hourly rate	NA	Regular status – 5% added to base pay	NA
City of Buckeye	NA	Classified positions – 2hrs. minimum at hourly rate	NA	Classified positions – 5%-10% added to base pay depending on specialty	NA
City of Chandler	All - 5% or minimum of pay range	Non-exempt – min. of 2hrs at 1.5X hourly rate or hours worked	All - level 1 receives \$23.07/ pay period. Level 2 receives \$46.15/ pay period.	All - 5% or minimum of pay range	NA
City of Goodyear	All - 5% or minimum of pay range	Non-exempt – 1.5X hourly rate with a 2hr. minimum	All - 5% or minimum of pay range	All - 5% or minimum of pay range	NA
Town of Oro Valley	All – 10% or minimum of range	Police – minimum of 2 hours at hourly rate or actual hours worked	NA	Special Assignment Pay – 10% increase to base pay for duration of assignment	NA
Town of Queen Creek	All - 5% or minimum of pay range	Non-exempt employees – min. of 2 hours overtime	NA	All - 5% or minimum of pay range	NA
City of Maricopa	All - 5% or minimum of pay range	Police and Dispatchers – Overtime rate, 3hr. minimum	Police and Fire as per MOU - \$50.00/month	Master Mechanic and Dispatchers – 5% increase in base pay	Special Ops - \$100/month

Survey Questions: Do you offer tuition reimbursement?

TABLE 19
TUITION REIMBURSEMENT

Peer Employer	Notes
City of Apache Junction	Yes, \$3500 per fiscal year for FT employee and \$1750 per fiscal year for PT career status employee.
City of Avondale	No
City of Buckeye	Yes, \$5250 maximum plan year (Jan-Dec) for cost of registration/tuition fees, books and other materials. Employee must have completed one year of service as a City employee to be eligible
City of Chandler	Yes, \$5000 per year includes classes and fees.
City of Goodyear	Yes, \$1500 per year includes classes and fees.
Town of Oro Valley	Yes, \$3000 per year for classes and certifications
Town of Queen Creek	Yes, up to \$4000 per year for tuition and books
City of Maricopa	No

Survey Questions: Do you offer an educational premium for education already received? Is it a one-time bonus or annually?

TABLE 20
EDUCATIONAL PREMIUM

Peer Employer	Notes
City of Apache Junction	No
City of Avondale	No
City of Buckeye	No
City of Chandler	No
City of Goodyear	No
Town of Oro Valley	No
Town of Queen Creek	No
City of Maricopa	No

Survey Questions: Do you have mandatory overtime for Fire Department personnel?

TABLE 21
OVERTIME FOR FIRE DEPARTMENT PERSONNEL

Peer Employer	Notes
City of Apache Junction	N/A – No Fire Department
City of Avondale	No
City of Buckeye	No
City of Chandler	No
City of Goodyear	No
Town of Oro Valley	N/A – No Fire Department
Town of Queen Creek	No
City of Maricopa	Yes, Six hours of OT is factored into their base pay

NA = Not Applicable

Survey Questions:

(A) How does your organization pay the “acting supervisor” role?

(B) How does your organization use longevity pay?

(C) Does your organization offer “top out” pay?

(D) What system does your organization use for those at the top of the salary range?

TABLE 22
PAY PROGRESSION AND PAY INCREASE POLICIES

Peer Employer	Question A	Question B	Question C	Question D
City of Apache Junction	Case by case	No	No	No
City of Avondale	NA	No	Yes	Lump sum at beginning of the fiscal year
City of Buckeye	Case by Case	No	Top out is an option but not always utilized	NR
City of Chandler	5% increase or minimum of new range	Only for sworn public safety employees	NA	NA
City of Goodyear	5% increase or minimum of new grade	All employees - Maximum annual total is \$1000.00	Yes	2 equal payments paid in July and November.
Town of Oro Valley	Up to a 10% increase in pay while serving	No	Yes	Receive the merit increase as a lump sum
Town of Queen Creek	5% increase or minimum of new range	No	Yes	Merit pay as a form of bonus
City of Maricopa	5% increase or minimum of new range	No	Yes	\$1500 annual payment

NA = Not Applicable

Survey Questions:

(A) Does your municipality use different rates of sick leave accrual for different schedules?

(B) Rate of Accrual

TABLE 23
SICK LEAVE ACCRUAL BY SCHEDULE

Peer Employer	Question A (Yes/No)	Question B			
		4 – 10 hour days	5 - 8 hour days	24 hour schedule	Part-Time
City of Apache Junction	No	96 hours/year			
City of Avondale	No	96 hours/year			
City of Buckeye	Yes	32 hours/year	32 hours/year	40 hours/year	32 hours/year
City of Chandler	Yes	96 hours/year	96 hours/year	135 hours per year	96 hours/year
City of Goodyear	No	96 hours/year			
Town of Oro Valley	No	NA			
Town of Queen Creek	Yes	96 hours/year	96 hours/year	135 hours per year	NA
City of Maricopa	Yes	96 hours/year	96 hours/year	135 hours per year	96 hours/year

NA= Not Applicable

Survey Question: Do Police and firefighters have different sick leave accrual rates?

TABLE 24
POLICE AND FIREFIGHTER SICK LEAVE ACCRUAL RATES

Peer Employer	Yes/No	Notes
City of Apache Junction	No	NA
City of Avondale	No	NA
City of Buckeye	Yes	Fire - 56 hour work week accrues at 5.18 hours per pay period
City of Chandler	No	NA
City of Goodyear	No	NA
Town of Oro Valley	No	NA
Town of Queen Creek	No	NA
City of Maricopa	No	NA

NA = Not Applicable

Survey Question: Does your organization use salary steps or flat rates for part-time employees?

TABLE 25
SALARY STEPS OR FLAT RATES

Peer Employer	Steps	Flat Rates
City of Apache Junction	Yes	No
City of Avondale	No	Yes
City of Buckeye	No	Yes
City of Chandler	No	No
City of Goodyear	No	Yes
Town of Oro Valley	Yes	No
Town of Queen Creek	No	No
City of Maricopa	Yes	No

Survey Question:

(A) Do you have a policy or guidelines providing pay increase or other types of salary adjustments for part-time employees?

(B) Are part-time employees eligible for the same increases (merit and general wage increases) as full-time employees?

TABLE 26
PART-TIME PAY INCREASES

Peer Employer	Question A	Question B	Notes
City of Apache Junction	Yes	No	Employees, with the exception of temporary, seasonal, intermittent and employees in their initial probationary period, are eligible for the annual salary adjustment.
City of Avondale	NA	NA	Part-time employees not eligible.
City of Buckeye	No	Yes	Some Part-time positions are eligible
City of Chandler	Yes	Yes	Part-time regular staff treated the same as full-time staff. Wages and leave accrual rates are based on hours worked.
City of Goodyear	Yes	No	Part-time employees not eligible
Town of Oro Valley	Yes	Yes	Part-time employees can receive salary adjustments following the step pay plan.
Town of Queen Creek	NA	NA	Part-time employees are reviewed after 2080 hours are reached
City of Maricopa	Yes	Yes	Eligible for a step increase on their anniversary date

NA = Not Applicable

Survey Question: What is your policy for returning seasonal employees?

TABLE 27
RETURNING SEASONAL EMPLOYEES

Peer Employer	Notes
City of Apache Junction	One step higher
City of Avondale	Same step as before
City of Buckeye	No step system for seasonal employees. Return at same flat rate.
City of Chandler	Return at same rate
City of Goodyear	Return at same rate
Town of Oro Valley	Return at the same rate until their annual evaluation when they may receive a step increase
Town of Queen Creek	NA
City of Maricopa	Seasonal employees return at the same pay rate

NA = Not Applicable

Survey Question: What types of pay supplements are offered to emergency services personnel?

TABLE 28
PAY SUPPLEMENTS OR DIFFERENTIALS FOR EMERGENCY SERVICES

Peer Employer	Paramedic Pay	SWAT	School Resource Officer	Field Training Officer	Other
City of Apache Junction	NA – No Fire Department	No	No	\$1.33/hr. while training	Detective & Motors – 5% added to base pay monthly
City of Avondale	No	No	5% added to base pay while serving as a SRO	5% added to base pay while training	Police K9 - \$175.00/month
City of Buckeye	Certification - \$2.00/hr.	No	No	3% added to base pay while training	Hazmat - \$0.75/hr. when performing duties.
City of Chandler	Certification in designated positions	No	No	5% added to base pay while training	
City of Goodyear	Certifications in designated positions	No	No	5% added to base pay while training	
Town of Oro Valley	NA – No Fire Department	10% of base pay	10% of base pay while assigned	10% of base pay while training	
Town of Queen Creek	Paramedic - \$2.20/hr.	NA – No Police Department	NA – No Police Department	NA – No Police Department	
City of Maricopa	Certification – 10% increase to base pay	No	No	5% added to base pay while training	Special Event Pay (Fire) – 2X the hourly rate

NA = Not Applicable

Survey Question: What types of schedules does your organization's staff work?

**TABLE 29
WORK SCHEDULES**

Peer Employer	Fire	Police	Dispatchers	City Staff
City of Apache Junction	NA – No Fire Department	4 - 10 hour days	4 – 10 hour days	Varies by department; 4 – 10 hour days and 5 – 8 hour days
City of Avondale	56 hour work week	4 - 10 hour days	4 – 10 hour days	4 – 10 hour days
City of Buckeye	56 hour work week	40 hour work week	40 hour work week	40 hour work week
City of Chandler	56 hour work week	4 – 10 hour days and 5 – 8 hour days	4 – 10 hour days	5 – 8 hour days, some department offer 9 – 80 hour or 4 – 10 hour days
City of Goodyear	56 hour work week	40 hour work week	40 hour work week	4 – 10 hour days and 5 – 8 hour days
Town of Oro Valley	NA – No Fire Department	40 hour work week	40 hour work week	5 – 8 hour workdays
Town of Queen Creek	56 hour work week	NA – No Police Department	NA – No Police Department	4 – 10 hour days or 5 – 8 hour days
City of Maricopa	56 hour work week	4-10 hour days, 3 shifts	3 – 12 hours day one week and 4 – 12 days the next week	4 – 10 hour days

NA = Not Applicable

Conclusions and Recommendations

Conclusions

Base Pay Ranges

The market study included sixty (60) benchmark jobs that covered 69% of the City's positions.

This study found that across the majority of benchmark jobs, City of Maricopa's pay structure is competitive with market average at the pay range minimum and midpoint, but lags at the pay range maximum.

Overall, at the midpoint of the pay range:

- 24 benchmark job titles are below market (less than 95% at the midpoint)
- 23 benchmark job titles are at market (between 95% and 105% at the midpoint)
- 11 benchmark job titles are above market (above 105% at the midpoint)
- 2 benchmark job titles had insufficient data for analysis.

Appendix A- Job Summaries

City Clerk

City Clerk Director

Job Summary: Administers city elections by conducting legal and impartial elections, securing polling places and writing ballot language, encouraging voter registration and voter turnout and ensuring compliance with state statutes and federal election regulations. Provides administrative support by preparing agendas and agenda packets for council meetings, posting minutes, updating the city code. Attends City Council meetings and work sessions; record all official proceedings; supervise the preparation of minutes and other documents; direct the publication, filing, indexing and storage of all proceedings of the City Council.

Minimum Requirements: Bachelor's degree Business or Public Administration or related field. Five (5) years of administrative support experience in city government, including two (2) years of administrative and supervisory responsibility. Must have Certified Municipal Clerk designation, Certified Municipal Elections Official and Certified Records Administrator.

Deputy City Clerk

Job Summary: Supervises and monitors performance for customer service representatives including providing input on hiring/disciplinary actions and work objectives/effectiveness, performance evaluations and realigning work as needed. Provides technical assistance and training regarding procedures, specialized applications of computer programs, resources, and use of forms and information for the records management program to meet the goals of the City. Assists the City Clerk in preparing for and conducting municipal elections in accordance with City code, State statutes and Federal regulations. Oversee preparation and distribution of candidate petitions. Assists in preparing Candidate packets.

Minimum Requirements: Bachelor's Degree and three (3) years' experience in a responsible administrative capacity with a City Clerk's Office, records management, municipal elections, campaign finance, or closely related area. At least one (1) year of management experience in an office setting.

Records Clerk

Job Summary: Provides technical assistance and training regarding procedures, specialized applications of computer programs, resources, and use of forms and information for the records management program to meet the goals of the City. Processes contracts and agreements by receiving contracts, obtaining signatures, distributing materials, and archiving agreements and contracts. Assists the public with information retrieval by copying and distributing requested documentation and providing general information regarding departmental policies, procedures and regulations.

Minimum Requirements: High school diploma or GED equivalency, a minimum of two (2) years' experience in work with public contact, related to maintaining records and working with computers and customers.

City Manager

Assistant to the City Manager

Job Summary: Develop, implement, and maintain a strategic public information program for Citywide operations; coordinate public relations activities for City Council and City departments. Develop and execute communication plans to all stakeholders for various City efforts. Serve as the City's Public Information Officer, respond to inquiries and requests for information, prepare press releases and create and maintain lists of media contacts. Provides highly complex administrative management support to the City Manager including active participation in the City's strategic planning process.

Minimum Requirements: Bachelor's degree in Public Administration, Business Administration, Communications, Public Relations, Journalism or closely related field and three(3) years' experience working in the public sector;

Executive Assistant to City Manager and Elected Officials

Job Summary: Provides paraprofessional support for either the City Manager or the elected officials. Proofreads reports and written correspondence on behalf of the City Manager or elected officials. Provides administrative support for risk management, and budgeting functions within the City Manager's Office. Provides staff support, prepares documents, coordinates speaker schedules, etc. for the quarterly Maricopa Citizens Leadership Academy. Assists in setting schedules and travel arrangements. Meets with citizens or constituent groups on behalf of the elected officials. Provides information to constituent groups on behalf of the elected officials.

Minimum Requirements: Bachelor's Degree in Public Administration, Business or related field; One (1) year of experience in research, document editing, and finance administration or experience aiding an elected official and/or executive staff in technical and administrative problems and affairs.

Intergovernmental Affairs Director

Job Summary: Performs lobbyist activities and represents the City's interest with local, county, state and federal elected officials; coordinates activities with their respective staff. Performs lobbying activities for the City by making appearances at hearings and meetings in Arizona and Washington, DC, persuading policy makers to accept the City's legislative position, maintaining contact and influence with regional players, and representing the City's initiative views.

Minimum Requirements: Bachelor's Degree in Public Administration, Political Science or related field and five (5) years of experience working with state legislators, political and local officials.

Multi-Media and Web Services Coordinator

Job Summary: Serves as primary liaison for media services to internal customers, external stakeholders and citizens. Oversees City website, video production, cable channel, audiovisual services, graphic design and presentation services.

Minimum Requirements: Bachelor's degree or comparable experience in a field related to information or communications, communications technology management, videography or graphic design and three (3) years of experience in design, development, and management of web services technology and audio-visual productions, photography or a related field.

Community Services

Director of Community Services

Job Summary: Plans, organizes and directs the activities and staff of the City's Department of Community Services which includes Parks, Recreation, Libraries, and special events. Monitors, evaluates, assists, directs studies and makes recommendations in order to promote maximum efficiency and effectiveness of service delivery and allocations of resources.

Minimum Requirements: Bachelor's degree in Public Administration, Business Administration or related field and seven (7) years' related experience with the majority in the public sector.

Facilities Maintenance Coordinator

Job Summary: Plans, organizes, directs, and inspects the work of building maintenance contractors. Estimates labor and material costs. Inspects remodeling and repair work in progress for quality of workmanship and compliance with specifications.

Minimum Requirements: Associate's degree or equivalent from a college, technical, business, vocational, or correspondence school and two (2) years' experience in a the facilities maintenance field. Appropriate certification in one or more of the following fields: HVAC, Plumbing, Mechanical, Electrical, Carpentry, Pool Equipment Maintenance.

Library Assistant

Job Summary: Handles library material (checking out, checking in, repairing, sorting, and shelving). Assists the public in basic circulation functions such as registering new accounts, lending material, collection of fines, and processing inter library loans. Answers in-person inquiries, helps library users locate needed materials and refers users to other appropriate assistance.

Minimum Requirements: High School Diploma or equivalency and two (2) years of customer service experience involving direct contact with the public.

Management Analyst

Job Summary: Prepares and tracks purchase requisitions, and other disbursements. Produces, processes, and/or analyzes a variety of information and/or data in assigned area of responsibility. Reconciles financial transactions and reports; monitors and assures proper allocation of funds collected. Prepares a variety of reports summarizing project, study, and/or program data; analyzes related data and makes recommendations based on findings.

Minimum Requirements: Bachelor's Degree and four (4) years related experience.

Park Crew Leader

Job Summary: This position is a working supervisor who uses parks equipment, mows, trims, lays hardscape, alongside the maintenance workers. Supervises parks maintenance crews engaged in the care and maintenance of parks, park buildings and surrounding grounds and other public facilities. Supervises equipment operators in the performance of trenching, grading, mowing, ball field prep, and finish landscaping at park facilities. Instructs employees in the proper care and maintenance of park equipment, machinery, and tools

Minimum Requirements: High School Diploma or equivalency and three (3) years' of experience in parks maintenance and facilities, including two (2) years of supervisory experience.

Community Services Continued

Parks Maintenance Worker

Job Summary: Maintains irrigation systems, including timers, sprinkler heads, main lines, audits, clock programming and general maintenance repairs. Turf management such as mowing, aerating, fertilizing, top dressing, edging, line trimming and weed spraying. Maintains athletic activity areas (dragging, nail dragging, prepping), maintain fences, benches, drinking fountains, sidewalks, restrooms and general repairs.

Minimum Requirements: High School diploma or equivalency and one (1) year experience in park and landscape maintenance.

Parks Manager

Job Summary: Manages the division by organizing and assigning tasks and projects, directing daily activities, managing open spaces, planning and designing parks and construction projects, working with citizens and elected officials, developing and overseeing budgets, developing ordinances and policies, analyzing data and implementing customer service programs.

Minimum Requirements: Bachelor's Degree in Parks & Recreation, Leisure Studies, or a related field and seven (7) years of experience in Parks Maintenance or a related field, including three (3) years of supervisory experience.

Recreation Coordinator

Job Summary: Supervises and coordinates the programming and activities of recreation support staff in the areas of aquatics, fitness, sports, child watch, enrichment, and general recreation programming such as youth camps, etc.

Minimum Requirements: Bachelor's Degree in a related field, and three (3) years' experience in professional recreation work and recreational planning including one (1) year of supervisory experience.

Recreation Manager

Job Summary: Manages the planning, development, implementation, evaluation, and promotion of comprehensive recreational programs and services. Supervises operation and maintenance of recreation and related facilities. Supervises program and facility staff members, including scheduling, training, evaluations, and hiring. Motivates and promotes an excellent customer service attitude in all division employees.

Minimum Requirements: Bachelor's Degree in Recreation, Leisure Studies, Parks and Recreation Administration, Public or Business Administration or a related field and five (5) years of experience in a recreation management or related field, including three (3) years of supervisory experience.

Senior Library Coordinator

Job Summary: Supervises library personnel; hires and trains employees; assigns and monitors work; evaluates personnel; disciplines employees as necessary. Administers maintenance of library facilities and equipment. Proactively engages the community regarding library services.

Minimum Requirements: Bachelor's degree in Library Science or a related field and three (3) years library experience in a paraprofessional or professional capacity involving reference and reader advisory services; and/or collection development and maintenance; and/or special program development, or other technical library work.

Community Services Continued

Special Events and Marketing Manager

Job Summary: Manages the production of major indoor/outdoor special events and festivals including negotiating, administering and approving expenditures and contracts. Recommends, develops and implements short- and long-term goals and objectives for the City's special event and festival program; researches and develops new funding and revenue sources. Manages the marketing/promotion of major special events and festivals that may include public relations, advertising and direct marketing.

Minimum Requirements: Bachelor's Degree in recreation administration, tourism management, business, marketing, hospitality or related field and three (3) to five (5) years' experience in the recreation, tourism, or hospitality management field dealing with public assembly events and activities

Development Services

Development Manager

Job Summary: Supervises and coordinates the activities and training of all building safety personnel assigned to the division. Develops standards and procedures for the conduct of the division. Provides general guidance to the work program of the division and aids in interpreting policy. Participates in formulation of department policies, goals, and objectives as a member of the Development Services Department management team.

Minimum Requirements: Bachelor's Degree in Architecture, Engineering, Urban Planning, Construction Management, or a related field and four (4) years of experience with commercial, industrial, governmental, or large-scale residential development project management with two (2) years of supervisory experience.

Director of Development Services

Job Summary: Translates administrative and planning objectives into specific programs and projects. Builds and maintains strong professional working relationships with the business and development communities. Actively promote collaboration on multiple levels between Development Services, Economic Development, and the Public Works Department. Develops, plans, implements and manages department goals and objectives consistent with approved development plans; recommends and reviews department issues relating to capital improvement plan, reviews the General Plan.

Minimum Requirements: Bachelor's degree in urban planning or closely related field required and eight (8) to ten (10) years of experience in management of a multi-functional regulatory agency servicing the development and construction community, including five (5) to seven (7) years at a supervisory level.

Permit Technician

Job Summary: Provides technical office support related to the processing and issuance of various permit types for Building Safety Fire, Planning & Zoning, and Engineering. Processes building permits by logging permits in the database, routing them to proper departments for review, and issuing permits to customer. Receives and reviews applications, plans, and other construction documents; determines sufficiency of submittals; advises applicants on requirements for complete submittals; participates in post submittal project review.

Minimum Requirements: High school diploma or equivalency and two (2) years' experience in the private development or municipal permitting process, including utilization of permitting software and geographic information system (GIS).

Development Services Continued

Plans Examiner – Building Inspector

Job Summary: Examines plans and specifications for single and multi-family dwellings to determine compliance with the provisions of the City's building, mechanical, electrical, energy and plumbing codes, and zoning ordinance. Identifies defects or inadequacies; prepares plan check correction reports and require that corrections be made to meet the requirements of pertinent City codes. Approves plans that comply; approves permits for construction.

Minimum Requirements: Associate's degree or technical certification in a building or construction related field and five (5) years' experience in related field plus two (2) years' experience as a Plans Examiner to include one (1) year in commercial plans examination or two (2) years' experience as a permit technician or a similar position in a plan review and permitting environment.

Senior Planner

Job Summary: Works under the general direction of the Planning & Zoning Administrator. Communicate orally with customers, clients, or the public in face-to-face one-on-one settings at a service counter or at public meetings. Performs plan review and analysis, and creates staff reports and recommendations based on findings.

Minimum Requirements: Bachelor's degree in Planning, Urban Management, Landscape Architecture or related field and two (2) years of experience in reviewing and critiquing site plans.

Systems Analyst

Job Summary: Evaluates, develops and implements systems or improvement/ modification to systems to enhance customer service and processes. Conducts research by gathering data from various sources and preparing various reports and compilations; resolves discrepancies in records and reports and follows up as necessary. Creates data queries, workflow and reports using computer systems and tools.

Minimum Requirements: Bachelor's Degree and three (3) years' experience in work with public contact, related to maintaining and producing permits and working with computer systems and customers.

Transportation/Transit Planner

Job Summary: Handles long-range transportation issues. Develops and/or coordinates elements of Maricopa's Regional Transportation Plan (RTP) including research and analysis of component areas such as roads, public transportation, and non-motorized transportation. Develops population projections, maps and financial forecasts for the RTP and analyzes environmental and societal impacts. For particular projects and developments, presents plan aspects to citizens and governmental officials at the local and regional levels. Handles multimodal transportation issues on a daily basis. Meets with local governments concerning pedestrian and bicycle facilities, reviews grant requests and assists local agencies in leveraging project grant funding.

Minimum Requirements: Bachelor's Degree in Public or Business Administration, Transportation Planning, Urban Planning, Engineering, or related field and one (1) to three (3) years of experience in public transportation field, public transit administration, planning, management, engineering.

Economic Development

Director of Economic Development

Job Summary: Recommends and executes the implementation of goals and objectives for special programs and projects for effective recruitment of new industry, new business, and new investments in the City; develops policies to stimulate expansion of existing industry, existing business, and existing investments in the area. Plans and directs the Economic Development Department by designing and administering the department's budget; developing marketing plans and procedures; evaluating, hiring, counseling, and disciplining staff. Makes presentations to businesses seeking to relocate or expand in the City, traveling as necessary to attend trade shows, industry conferences and/or prospect meetings.

Minimum Requirements: Bachelor's degree public or business administration, real estate, economics, planning, economic development or related field and five (5) years of experience in sales/marketing, program management, economic and real estate development, business finance or related field, including five (5) to seven (7) years at a supervisory level.

Economic Development Specialist

Job Summary: Performs economic development and support work to broaden the City's retail, commercial, and industrial base. Works closely with the Arizona Department of Commerce, Greater Phoenix Economic Council (GPEC), Maricopa Chamber of Commerce, and other strategic alliance partners to support and promote the City to various business clients. Assists the Department Director of Economic Development in representing the City on economic development boards and committees; prepares reports on economic development and redevelopment activities for administration, advisory boards, and City Council; serves as City liaison to citizen committees, non-profit organizations, special interest groups, and neighborhood groups concerning economic development issues and problems; makes presentations to these groups as assigned.

Minimum Requirements: Bachelor's Degree urban planning, economic development, marketing, public or business administration, or a related field and three (3) years of experience in an economic development, marketing, business attraction and/or development research, community development planning, or a related field.

Financial Services

Accountant

Job Summary: Reviews accounting activities, transactions, and reconciliations; prepares adjusting journal entries to correct financial records; ensures accuracy and compliance with state, federal and local regulations and with generally accepted accounting principles. Approves final documents and transactions; identifies discrepancies; initiates and/or implements corrective actions to resolve discrepancies and correct errors; and knowledgeable of grants and grant accounting.

Minimum Requirements: Bachelor's Degree in Accounting, Finance, Public or Business Administration or related field and two (2) years of experience in performing citywide governmental accounting, research and/or budgeting activities.

Director of Finance

Job Summary: Performs and directs the operations, services, and programs of the Finance Department, which includes the following divisions and functions: accounting, budget, payroll, grants, purchasing, and financial reporting. Prepare and monitor the City's annual operating and capital improvement budget, and long-range financial and debt management programs. Evaluates and advises City management on long-range financial planning needs, costs of proposed programs/strategies and regulatory actions. Provides clear, succinct and accurate data for management decision making.

Minimum Requirements: Bachelor's degree in accounting, finance, or related field and five (5) years of managerial experience in governmental finance, accounting or auditing.

Financial Services Continued

Grants Coordinator

Job Summary: Serves as a grant coordinator for all municipal grant proposals, applications, and compliance, which may include internal and external audits. Assists in analysis and problem solving by reconciling the general ledger, reviewing and developing accounting and internal control policies, assisting in special projects, performing budget analysis and providing recommendations.

Minimum Requirements: Bachelor's degree in Public Administration, Accounting or related field and four (4) years' experience performing grant accounting and administration.

Payroll Specialist

Job Summary: Reviews timesheets, conducts preliminary edit of time entered, processes payroll calculations, and conducts post-run review of reports and pay checks; ensures accuracy, completeness, authorization, and adherence to City administrative regulations and guidelines. Processes and prepares bi-weekly payroll, monthly payroll, payroll deposits, and direct deposits. Computes, prepares and submits Federal and State tax, wage, labor distribution, benefit and W-2 reports and forms.

Minimum Requirements: Associate's Degree accounting, finance or related field and three (3) years' experience in payroll processing for a large organization.

Purchasing Coordinator

Job Summary: Process purchase requests by placing orders for a wide variety of goods and services and reviewing orders for quantity, specifications, delivery requirements, and compliance with established policies and procedures. Processes merchandise receipts, returns, credits, and interact extensively with staff, and vendors. Ability to successfully complete a wide variety of daily administrative purchasing duties (i.e. following up on orders; confirming delivery of PO's; filing of documents; delivery of receipts; assisting with Munis issues; entry of receipts; resolution of order discrepancies, etc.)

Minimum Requirements: Associate's Degree and two (2) to four (4) years purchasing experience.

Fire

Assistant Fire Chief

Job Summary: Establishes and maintains effective working relationships with staff, City officials, other fire departments, outside agencies, and the general public. Explains and interprets rules, policies, regulations, practices, and actions of assigned division for the general public and City employees. Advises the Fire Chief and appropriate staff officers of issues in designated areas of staff authority and of the progress made in areas of responsibility.

Minimum Requirements: Bachelor's degree in Fire Science, Public Administration or related field and eight (8) years of fire service experience plus five (5) years were in a supervisory position equivalent to a Battalion Chief or above.

Fire Battalion Chief

Job Summary: Serves as shift commander in directing the response and activities of multiple fire companies. Commands and directs emergency scenes, assists in determining long- range goals and objectives, assists in preparing and monitoring a budget and conducts special studies relating to the operation and evaluation of program areas.

Minimum Requirements: Bachelor's Degree in Fire Science, Business Administration or a related field and eight (8) years' experience providing emergency fire and medical services and two (2) years' experience as a Fire Captain in a fully paid Fire Department.

Fire Continued

Fire Captain

Job Summary: Coordinates the laying of hose lines and the placement of ladders; directs pressure and use of water streams and directs ventilation procedures, salvage operations and overhaul activities. Responds to emergency medical scenes, fire incidents and other related emergency requests and may be required to perform all fire suppression activities and operate all equipment as required of a Firefighter. Directs and coordinates emergency scene activity unless and until relieved of command by a supervisor.

Minimum Requirements: Associate's Degree in Fire Science, Business Administration or a related field and three (3) years consecutive full time paid (non-volunteer) experience in the Fire Service at the rank of Firefighter or above.

Fire Chief

Job Summary: Develops plans, and implements goals and objections; recommends and administers policies and procedures. Plans, organizes, and directs the departmental operations of fire suppression, prevention, and emergency medical services. Coordinates and directs the provision of department support services including station, hydrant, and equipment maintenance, in service training, and fire inspection; maintains departmental efficiency and effectiveness.

Minimum Requirements: Bachelor's degree in Fire Management, Public Administration or related field and ten (10) years' experience in a municipal fire department with at least five (5) years directly supervising firefighters. Must have a National Fire Academy's Executive Fire Officer certification.

Fire Engineer

Job Summary: Drives fire pumping and aerial ladder apparatus to alarms and operates pump and ladders at the fire; regulates water pressure through hose lines. Operates and oversees the use of numerous types of vehicles, equipment, tools and apparatus. Inspects vehicles, equipment and apparatus including aerial ladder and pumping equipment; performs maintenance and minor repair work; identifies the need for major repairs; maintains records of maintenance and overhauls.

Minimum Requirements: High school diploma equivalency and three (3) years' experience as a sworn member of the Maricopa Fire Department.

Firefighter

Job Summary: Performs fire-fighting tasks (e.g., hose line operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry), rescue operations, and other emergency response actions under stressful conditions while wearing personal protective ensembles and self-contained breathing apparatus (SCBA), including working in extremely hot or cold environments for prolonged time periods.

Minimum Requirements: High school diploma or equivalency and successful completion of a Fire recruit academy.

Master Mechanic

Job Summary: Services all Fire Department vehicles, standby power supplies such as auxiliary generators, fire pumps and their components as well as other complex fire apparatus on a regularly scheduled basis. Performs major and minor repairs on all Fire Department apparatus and equipment, such as engine overhauls, major pump repairs, and hydraulic equipment repairs to ensure they will perform under emergency conditions.

Minimum Requirements: Must meet the qualifications as defined in NFPA 1071 Standard for Emergency Vehicle Technician Professional Qualifications for EVT I, II, and III.

Human Resources

Director of Human Resources

Job Summary: Advises, consults with, and assists employees and City management in a wide range of human resources matters and employee relations issues including the interpretation and application of policies and guidelines; the processing of employee grievances; investigating complaints of discrimination, harassment, and other sensitive employee relations issues; negotiating and resolving controversial issues; and representing the City in human resources related hearings and investigations. Recommends compensation policy and salary adjustments. Oversees development, maintenance, and application of the City policies and guidelines. Consults and advises City staff on the policies and practices.

Minimum Requirements: Bachelor's degree in a related field and seven (7) to ten (10) years of management experience.

Senior Human Resources Analyst

Job Summary: Supervises, advises, plans, and directs staff and activities in recruitment, selection, retention, classification, employee-labor relations, benefits, and compensation. Reviews and evaluates recruitment and retention strategies and processes. Develops and implements new strategies, processes and/or procedures, and ensures processes and procedures comply with personnel rules. Advises and consults with City management on personnel rules, policies, and procedures; advises on state and federal employment laws. Oversees budget preparation, presents justification for budget requests, and monitors budget expenditures for operational efficiency. Researches and responds to questions or problems raised by City Manager staff, other City departments, outside agencies, and the public.

Minimum Requirements: Bachelor's Degree in Human Resources, Business Administration, Organizational Development, Public Administration, or closely related field and five (5) years human resources or organizational development experience and at least one (1) year of lead or management experience.

Information Technology

Application Support Specialist

Job Summary: Primarily responsible for workstation support and support of City ERP and database applications. Provides administrative support for City applications (e.g. MUNIS, Badging, ESRI, MS Exchange Server, Right Fax, etc.). Facilitates setup and ongoing support of City workstations, printers, scanners and other related devices. Responsible for inventory of all IT related equipment.

Minimum Requirements: Associates Degree in Computer Science, Qualitative Systems, or a related field and five (5) years' experience in the installation and support of PC, laptop and general workstation environments also two (2) years' experience with Database, Application, and Networking architectures, system security, backup technologies.

Desktop Support

Job Summary: Provides software support, which includes including installing, maintaining and troubleshooting all client operating systems in use, Windows XP, Windows 7 and successive releases. Provides hardware support, which includes installing, configuring, upgrading, maintaining and troubleshooting numerous hardware, desktops, laptops, servers, printers, iPads, tablets, MDCs, smartphones, mobile phones, digital phone systems, projectors, etc. Troubleshoots network printers and copiers.

Minimum Requirements: High School Diploma or equivalency and two (2) years of experience in a computer help desk environment solving user problems.

Information Technology Continued

Network Engineer

Job Summary: Recommends technical solutions based on internal capabilities, business needs, financial limitations and other strategic factors. Designs infrastructure by determining the most appropriate selection of network technology and/or services to serve City staff. Plans for future City needs by providing strategic planning and proposing long-term technical directions.

Minimum Requirements: Bachelor's Degree in Computer Science, Quantitative Systems, or a related field and three (3) to five (5) years' experience with LAN/WAN systems (Cisco or HP firewall, VPN, router and switch technologies), network security, SAN, clustering technologies.

Systems Analyst/Database Administrator

Job Summary: Supports City, Fire, and Police RMS, ERP and database applications. Manages server back-ups. Configures and maintains user security tables, modules, and workflows for application accessibility. Creates, configures, and/or integrates custom reports.

Minimum Requirements: Bachelor's Degree in Computer Science, Quantitative Systems, or a related field and two (2) years of experience with Database, Application, and Networking architectures, system security, backup technologies.

Police

Chief of Police

Job Summary: Plans, with appropriate modifications based on population growth, workload and safety/security needs. Works closely with stakeholders in developing and maintaining Neighborhood Watch, Block Watch, Crime Prevention through Environmental Design and other crime prevention programs. Provides administrative direction and supervises professional and support staff; assign, schedule, guide and monitor work; identify and resolve staff deficiencies. Delegates authority commensurate with responsibility to appropriate levels within the ranks. Performs strategic planning, developing and reviewing policies and procedures for approval, enforcing laws, codes and ordinances to preserve public order.

Minimum Requirements: Bachelor's degree in Criminal Justice, Business Administration, Public Administration or a closely related field and fifteen (15) years of experience in a municipal law enforcement agency or equivalent and a minimum of ten (10) years of supervisory experience.

Police Commander

Job Summary: Oversees management of sworn and non-sworn personnel positions in the Police department. Plans and directs operations and administrative resources to accomplish department goals and objectives. Supervises patrol operations; special event planning; and emergency management investigations. Leads department recruitment and selection of sworn and non-sworn department staff, ensures (new hire) field training & evaluation is consistently completed.

Minimum Requirements: Bachelor's degree in criminal justice, public administration or related field and fifteen (15) years of progressively responsible law enforcement experience with at least five (5) years' experience in a management capacity in a mid to large law enforcement agency.

Police Continued

Police Lieutenant

Job Summary: Supervises the activities of an assigned area or within a section of the Police Department; or perform responsible staff and administrative functions. Selects, trains, supervises and evaluates staff. Plans, organizes and directs the work of management, professional, clerical/technical and other personnel in administrative/support services. Investigates, analyzes and reports upon employee performance and misconduct; recommends specialized training, professional development, disciplinary and corrective actions. Manages criminal and non-criminal caseloads employing proper investigative and interview techniques, including processing of crime scenes, rules of evidence, court system and proper courtroom procedures, search and seizure laws, and federal and state asset forfeiture procedures.

Minimum Requirements: High School diploma or equivalency and four (4) years' experience as a Police Sergeant in a medium to large municipality and successful completion of IACP/AZ Post leadership in police organizations course

Police Officer

Job Summary: Interacts with a culturally and socially diverse population. Employs discretion in solving problems; maintains public order. Prevents crime. Enforces laws and ordinances. Conducts investigations. Makes arrests. Issues summonses/citations, and warnings. Assists the public.

Minimum Requirements: Meet all minimum qualifications of Arizona Peace Officer Standards and Training Board (AZ POST) for a certified Peace Officer.

Police Property and Evidence Manager

Job Summary: Responsible for the implementation of the Police property/evidence facility; when operational, will receive, issue receipts for, classify, transport, store and issue all types of property, materials, equipment and supplies received or confiscated by the police department. Disposes of property as required and directed. Maintains a variety of detailed records.

Minimum Requirements: Associate's degree in management, criminal justice or other related field and five (5) years' experience in property/evidence work in a police environment.

Police Records Supervisor

Job Summary: Assigns, schedules, and evaluates the work of police records clerks; works with employees to correct deficiencies and implement corrective actions. Trains personnel in the primary functions of the Records Unit, plus policies and procedures of the unit. Evaluates, develops and implements systems or improvement/modification to systems to support complex, and sensitive police data administration.

Minimum Requirements: Associate's Degree or equivalent and three (3) years' of clerical experience in a law enforcement environment.

Police Continued

Police Sergeant

Job Summary: Supervises sworn and professional police staff. Calls roll at the beginning of a shift, inspects Police Officers for appearance, readiness and preparation for duty and briefs employees on special tasks or assignments, conducts or provides for training. Serves as a witness in court in connection with arrests and investigations. Investigates complaints or allegations of misconduct against employees of the Police Department. Keeps informed and aware of persons and places suspected of illegal activity and/or potential for problems within an assigned area.

Minimum Requirements: High school graduate or equivalency and three (3) years' experience as a Police Officer.

Public Safety Communications Dispatcher

Job Summary: Questions callers to quickly and accurately determine their location and nature of their problem to determine the type of response needed. Appeases and effectively extracts information from citizens under stress. Interprets telephone or radio call and whether a police officer should be dispatched to the scene within the first few seconds of conversation to determine as to whether or not it is an emergency or non-emergency. Provides location information from maps, applying knowledge of streets, highway systems, and geography to provide appropriate and timely assistance. Detects unclear or unusual sounds on the phone or over the radio that may indicate a request for help.

Minimum Requirements: High school diploma or equivalency and one to three (1-3 years) experience in public contact or customer service experience.

Public Works

Custodian

Job Summary: Sweeps and mops floors daily, including public hallways and department offices, meeting rooms, and restrooms. Vacuums carpeted floors daily. Strips and waxes floors and shampoos carpets on regular maintenance schedule. Dusts and wipes off surfaces daily.

Minimum Requirements: High School diploma or equivalency and one (1) year custodial experience.

Engineering Flood Plain Manager

Job Summary: Performs complex engineering work of an administrative, technical and managerial nature in managing the Engineering Division of the City of Maricopa Development Services Department. Plans and directs a diverse program of engineering design, new development coordination, floodplain management, construction, and administration. Reviews the design and the construction of improvements in public rights-of-way, the acquisition or abandonment of rights-of-way and the review and approval of improvement plans on city owned property. Supervises and coordinates the work products of professional and technical employees in the Engineering Division.

Minimum Requirements: Bachelor's degree in civil engineering, civil engineering technology or construction management and five (5) years of experience in civil engineering; engineering experience in a public-sector setting and two (2) years at a supervisory level required. Must be a registered Civil Engineer in the State of Arizona.

Public Works Continued

Equipment Operator

Job Summary: Operates a variety of trucks and equipment in accordance with all safety regulations and procedures. Inspects, cleans and performs routine maintenance work on trucks and equipment. Identifies and reports mechanical problems requiring additional repair. Completes required daily logs and reports. Hauls materials, and transports vehicles and equipment to job sites using various trucks.

Minimum Requirements: High School diploma or GED equivalent, and one (1) year experience driving trucks and operating equipment. Must possess a valid Arizona Commercial Driver's License.

Fleet Manager

Job Summary: Manages the fleet maintenance shop and parts sections, while providing assistance to department leadership on a variety of special projects, including management and coordination of operational programs. Manages the daily assigning of work and ensures the completion of tasks; reviews work for completeness and accuracy; provides on-the-job training; evaluates job performance; recommends selection of new staff members, promotions, status changes, and discipline; and plans, schedules, and coordinates work operations. Schedules vehicles for repairs and service; prepares both written and oral reports upon request.

Minimum Requirements: Associate's degree and five (5) years' experience in a supervisory capacity over mechanics and staff servicing a moderate to large-scale fleet. Must possess a valid Arizona Commercial driver's license

Public Works Construction Inspector

Job Summary: Performs inspection and documentation of construction activities for roadway pavement, water, sewer, storm water, streetlights, sidewalks, structures, private utilities, and grading and drainage to ensure compliance with approved plans and specifications. Interprets, applies, and enforces the provisions of the City's Engineering Design Standards and Policies and other applicable federal, state, and local codes, laws, regulations, specifications, standards, policies, and procedures. Maintains and tracks project construction schedules and payments through project progress meetings with contractors, engineers, project owners, and others.

Minimum Requirements: High school diploma or equivalency and five (5) years of experience in construction project coordination or inspection or related field.

Senior Building Inspector

Job Summary: Receives and investigates complaints concerning building issues throughout the City. Assists other building inspectors and the general public with building code questions. Performs onsite inspections for new construction and building complaints.

Minimum Requirements: Associate's Degree and one to three years of experience in building inspection and construction methods. Must have one of the following certifications: Residential Combination Inspector Certification, Building Inspector Certification, Building Plans Examiner Certification, and Building Code Official Certification.

Public Works Continued

Traffic Signal Technician

Job Summary: Installs, inspects, maintains, and repairs traffic signal devices, including traffic lights, actuators and walk/wait signals. Diagnoses malfunctions and repairs to city-owned traffic signals, install, maintain or repair programmable controllers, signal heads, pedestrian actuators and signals, magnetic loop detectors, radar detectors, intertie cabling and similar devices. Repairs, replaces, and troubleshoots damaged or malfunctioning traffic signal equipment in the field; tests devices and makes necessary repairs; tests and programs controllers and conflict monitors.

Minimum Requirements: High school diploma or equivalency and two (2) years of experience in traffic signal installation and repair. Must have valid Arizona Commercial Driver's License and International Municipal Signal Association (IMSA) Level I Traffic Signal Technician Certification.

Appendix B- Detailed Market Data

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APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Accountant
Financial Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Accountant	40.0	\$49,086	\$60,090	\$71,093
City of Avondale	Accountant	40.0	\$49,562	\$60,707	\$71,853
City of Casa Grande	Accountant	40.0	\$50,294	\$59,850	\$69,406
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Accountant	40.0	\$55,810	\$69,330	\$82,850
City of Oro Valley	Senior Accountant	40.0	\$48,575	\$60,718	\$72,861
City of Queen Creek	Accountant	40.0	\$58,864	\$72,108	\$85,353
Pinal County	Accountant	40.0	\$41,245	\$52,587	\$63,929
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$54,588	\$64,919	\$75,250
Public Market Average			\$50,491	\$62,199	\$73,906
City of Maricopa as a % of Public Market Average			108%	104%	102%
City of Maricopa			\$54,588	\$64,919	\$75,250
Overall Comparator Market Average			\$50,491	\$62,199	\$73,906
City of Maricopa as a % of Overall Market Average			108%	104%	102%
Adjustment To Reach Market Average			-8%	-4%	-2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Reviews accounting activities, transactions, and reconciliations; prepares adjusting journal entries to correct financial records; ensures accuracy and compliance with state, federal and local regulations and with generally accepted accounting principles. Approves final documents and transactions; identifies discrepancies; initiates and/or implements corrective actions to resolve discrepancies and correct errors; and knowledgeable of grants and grant accounting.

Minimum Requirements: Bachelor's Degree in Accounting, Finance, Public or Business Administration or related field and two (2) years of experience in performing citywide governmental accounting, research and/or budgeting activities.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Application Support Specialist
Information Technology**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Senior Information Technology Technician	40.0	\$45,889	\$54,597	\$63,305
City of Chandler	IT Programmer/Analyst	40.0	\$68,361	\$82,034	\$95,706
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Applications & Desktop Support Analyst	40.0	\$61,887	\$75,812	\$89,736
Pinal County	ERP Analyst	40.0	\$56,114	\$71,545	\$86,976
Town of Buckeye	Technical Services Coordinator	40.0	\$37,774	\$45,329	\$52,884
City of Maricopa		40.0	\$49,513	\$58,884	\$68,254
Public Market Average			\$54,005	\$65,863	\$77,722
City of Maricopa as a % of Public Market Average			92%	89%	88%
City of Maricopa			\$49,513	\$58,884	\$68,254
Overall Comparator Market Average			\$54,005	\$65,863	\$77,722
City of Maricopa as a % of Overall Market Average			92%	89%	88%
Adjustment To Reach Market Average			9%	12%	14%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Primarily responsible for workstation support and support of City ERP and database applications. Provides administrative support for City applications (e.g. MUNIS, Badging, ESRI, MS Exchange Server, Right Fax, etc.). Facilitates setup and ongoing support of City workstations, printers, scanners and other related devices. Responsible for inventory of all IT related equipment.

Minimum Requirements: Associates Degree in Computer Science, Qualitative Systems, or a related field and five (5) years' experience in the installation and support of PC, laptop and general workstation environments also two (2) years' experience with Database, Application, and Networking architectures, system security, backup technologies.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Assistant City Manager City Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Assistant City Manager	40.0	\$112,508	\$137,727	\$162,946
City of Avondale	Assistant City Manager	40.0	\$111,888	\$137,062	\$162,237
City of Casa Grande	Deputy City Manager	40.0	\$112,506	\$133,678	\$154,849
City of Chandler	Assistant City Manager	40.0	\$132,894	\$162,795	\$192,697
City of Goodyear	Deputy City Manager	40.0	\$122,215	\$151,822	\$181,429
City of Oro Valley	Assistant Town Manager	40.0	\$83,160	\$103,889	\$124,618
City of Queen Creek	Assistant Town Manager	40.0	\$117,527	\$152,785	\$188,043
Pinal County	Deputy County Manager	40.0	\$105,285	\$142,134	\$178,984
Town of Buckeye	Assistant City Manager	40.0	\$110,470	\$145,261	\$180,052
City of Maricopa		40.0	\$84,684	\$100,711	\$116,738
Public Market Average			\$112,050	\$140,795	\$169,539
City of Maricopa as a % of Public Market Average			76%	72%	69%
City of Maricopa			\$84,684	\$100,711	\$116,738
Overall Comparator Market Average			\$112,050	\$140,795	\$169,539
City of Maricopa as a % of Overall Market Average			76%	72%	69%
Adjustment To Reach Market Average			32%	40%	45%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Develop, implement, and maintain a strategic public information program for Citywide operations; coordinate public relations activities for City Council and City departments. Develop and execute communication plans to all stakeholders for various City efforts. Serve as the City's Public Information Officer, respond to inquiries and requests for information, prepare press releases and create and maintain lists of media contacts. Provides highly complex administrative management support to the City Manager including active participation in the City's strategic planning process. ;

Minimum Requirements: Bachelor's degree in Public Administration, Business Administration, Communications, Public Relations, Journalism or closely related field and three(3) years' experience working in the public sector.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Assistant Fire Chief
Fire**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Assistant Fire Chief	40.0	\$96,187	\$116,327	\$136,468
City of Casa Grande	Assistant Fire Chief	40.0	\$81,406	\$96,956	\$112,506
City of Chandler	Assistant Fire Chief	40.0	\$102,046	\$122,450	\$142,854
City of Goodyear	Deputy Fire Chief	40.0	\$88,819	\$107,158	\$125,496
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Deputy Fire Chief	40.0	\$89,778	\$112,222	\$134,666
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Fire Assistant Chief	40.0	\$84,993	\$106,241	\$127,489
City of Maricopa		40.0	\$84,684	\$100,711	\$116,738
Public Market Average			\$90,538	\$110,226	\$129,913
City of Maricopa as a % of Public Market Average			94%	91%	90%
City of Maricopa			\$84,684	\$100,711	\$116,738
Overall Comparator Market Average			\$90,538	\$110,226	\$129,913
City of Maricopa as a % of Overall Market Average			94%	91%	90%
Adjustment To Reach Market Average			7%	9%	11%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Establishes and maintains effective working relationships with staff, City officials, other fire departments, outside agencies, and the general public. Explains and interprets rules, policies, regulations, practices, and actions of assigned division for the general public and City employees. Advises the Fire Chief and appropriate staff officers of issues in designated areas of staff authority and of the progress made in areas of responsibility.

Minimum Requirements: Bachelor's degree in Fire Science, Public Administration or related field and eight (8) years of fire service experience plus five (5) years were in a supervisory position equivalent to a Battalion Chief or above.

The cities of Apache Junction and Oro Valley do not have independent Fire Departments. Pinal County does not have an independent Fire Department

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Chief of Police
Police

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Director of Public Safety/Chief of Police	40.0	\$102,048	\$124,922	\$147,796
City of Avondale	Police Chief	40.0	\$102,615	\$125,704	\$148,792
City of Casa Grande	Police Chief	40.0	\$105,044	\$124,851	\$144,657
City of Chandler	Police Chief	40.0	\$124,200	\$152,145	\$180,091
City of Goodyear	Chief of Police	40.0	\$106,275	\$132,020	\$157,765
City of Oro Valley	Chief of Police	40.0	\$106,031	\$132,539	\$159,047
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Sheriff - Elected	40.0	\$97,700	\$97,700	\$97,700
Town of Buckeye	Police Chief	40.0	\$105,206	\$138,349	\$171,492
City of Maricopa		40.0	\$93,364	\$111,034	\$128,703
Public Market Average			\$106,140	\$128,529	\$150,918
City of Maricopa as a % of Public Market Average			88%	86%	85%
City of Maricopa			\$93,364	\$111,034	\$128,703
Overall Comparator Market Average			\$106,140	\$128,529	\$150,918
City of Maricopa as a % of Overall Market Average			88%	86%	85%
Adjustment To Reach Market Average			14%	16%	17%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Plans, with appropriate modifications based on population growth, workload and safety/security needs. Works closely with stakeholders in developing and maintaining Neighborhood Watch, Block Watch, Crime Prevention through Environmental Design and other crime prevention programs. Provide administrative direction and supervise professional and support staff; assign, schedule, guide and monitor work; identify and resolve staff deficiencies. Delegates authority commensurate with responsibility to appropriate levels within the ranks. Performs strategic planning, developing and reviewing policies and procedures for approval, enforcing laws, codes and ordinances to preserve public order.

Minimum Requirements: Bachelor's degree in Criminal Justice, Business Administration, Public Administration or a closely related field and fifteen (15) years of experience in a municipal law enforcement agency or equivalent and a minimum of ten (10) years of supervisory experience.

The City of Queen Creek does not have an independent Police Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**City Clerk Director
City Clerk**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	City Clerk	40.0	\$97,189	\$118,974	\$140,758
City of Avondale	City Clerk	40.0	\$94,609	\$115,896	\$137,184
City of Casa Grande	City Clerk	40.0	\$79,602	\$94,795	\$109,988
City of Chandler	No Match		NA	NA	NA
City of Goodyear	City Clerk	40.0	\$94,888	\$117,875	\$140,862
City of Oro Valley	Town Clerk	40.0	\$83,160	\$103,889	\$124,618
City of Queen Creek	Town Clerk	40.0	\$85,830	\$107,288	\$128,746
Pinal County	Clerk of the Board	40.0	\$64,845	\$84,299	\$103,753
Town of Buckeye	City Clerk	40.0	\$90,880	\$119,502	\$148,124
City of Maricopa		40.0	\$84,684	\$100,711	\$116,738
Public Market Average			\$86,376	\$107,815	\$129,254
City of Maricopa as a % of Public Market Average			98%	93%	90%
City of Maricopa			\$84,684	\$100,711	\$116,738
Overall Comparator Market Average			\$86,376	\$107,815	\$129,254
City of Maricopa as a % of Overall Market Average			98%	93%	90%
Adjustment To Reach Market Average			2%	7%	11%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Administers city elections by conducting legal and impartial elections, securing polling places and writing ballot language, encouraging voter registration and voter turnout and ensuring compliance with state statutes and federal election regulations. Provides administrative support by preparing agendas and agenda packets for council meetings, posting minutes, updating the city code. Attends City Council meetings and work sessions; record all official proceedings; supervise the preparation of minutes and other documents; direct the publication, filing, indexing and storage of all proceedings of the City Council.

Minimum Requirements: Bachelor's degree Business or Public Administration or related field. Five (5) years of administrative support experience in city government, including two (2) years of administrative and supervisory responsibility. Must have Certified Municipal Clerk designation, Certified Municipal Elections Official and Certified Records Administrator.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Custodian Public Works					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Custodian	40.0	\$24,085	\$29,507	\$34,929
City of Casa Grande	Custodian	40.0	\$25,354	\$30,127	\$34,901
City of Chandler	Custodian	40.0	\$26,939	\$31,923	\$36,906
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Custodian	40.0	\$23,365	\$29,206	\$35,047
City of Queen Creek	Day Porter	40.0	\$22,775	\$24,026	\$25,278
Pinal County	Custodian	40.0	\$22,772	\$28,464	\$34,157
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$25,007	\$29,740	\$34,473
Public Market Average			\$24,215	\$28,876	\$33,536
City of Maricopa as a % of Public Market Average			103%	103%	103%
City of Maricopa			\$25,007	\$29,740	\$34,473
Overall Comparator Market Average			\$24,215	\$28,876	\$33,536
City of Maricopa as a % of Overall Market Average			103%	103%	103%
Adjustment To Reach Market Average			-3%	-3%	-3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Sweeps and mops floors daily, including public hallways and department offices, meeting rooms, and restrooms. Vacuums carpeted floors daily. Strips and waxes floors and shampoos carpets on regular maintenance schedule. Dusts and wipes off surfaces daily.

Minimum Requirements: High School diploma or equivalency and one (1) year custodial experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Deputy City Clerk
City Clerk

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Deputy City Clerk	40.0	\$44,523	\$54,503	\$64,483
City of Avondale	Deputy City Clerk	40.0	\$53,703	\$65,786	\$77,869
City of Casa Grande	Deputy City Clerk	40.0	\$46,912	\$55,829	\$64,745
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Deputy City Clerk	40.0	\$64,607	\$80,258	\$95,909
City of Oro Valley	Deputy Town Clerk	40.0	\$46,261	\$57,826	\$69,392
City of Queen Creek	No Match		NA	NA	NA
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Deputy City Clerk	40.0	\$53,186	\$66,477	\$79,768
City of Maricopa		40.0	\$54,588	\$64,919	\$75,250
Public Market Average			\$51,532	\$63,446	\$75,361
City of Maricopa as a % of Public Market Average			106%	102%	100%
City of Maricopa			\$54,588	\$64,919	\$75,250
Overall Comparator Market Average			\$51,532	\$63,446	\$75,361
City of Maricopa as a % of Overall Market Average			106%	102%	100%
Adjustment To Reach Market Average			-6%	-2%	0%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Supervises and monitors performance for customer service representatives including providing input on hiring/disciplinary actions and work objectives/effectiveness, performance evaluations and realigning work as needed. Provides technical assistance and training regarding procedures, specialized applications of computer programs, resources, and use of forms and information for the records management program to meet the goals of the City. Assists the City Clerk in preparing for and conducting municipal elections in accordance with City code, State statutes and Federal regulations. Oversee preparation and distribution of candidate petitions. Assists in preparing Candidate packets.

Minimum Requirements: Bachelor's Degree and three (3) years' experience in a responsible administrative capacity with a City Clerk's Office, records management, municipal elections, campaign finance, or closely related area. At least one (1) year of management experience in an office setting.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Desktop Support Information Technology					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	IT Support Specialist	40.0	\$40,383	\$49,436	\$58,488
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Information Technology Technician	40.0	\$42,858	\$50,974	\$59,089
City of Chandler	IT Service Desk Technician	40.0	\$49,357	\$59,189	\$69,020
City of Goodyear	Information Technology Technician I	40.0	\$36,243	\$45,023	\$53,803
City of Oro Valley	Information Technology Analyst	40.0	\$44,058	\$55,073	\$66,087
City of Queen Creek	No Match		NA	NA	NA
Pinal County	PC Analyst	40.0	\$48,108	\$61,338	\$74,567
Town of Buckeye	Desktop Support Technician	40.0	\$43,159	\$51,789	\$60,419
City of Maricopa		40.0	\$42,771	\$50,866	\$58,961
Public Market Average			\$43,453	\$53,260	\$63,068
City of Maricopa as a % of Public Market Average			98%	96%	93%
City of Maricopa			\$42,771	\$50,866	\$58,961
Overall Comparator Market Average			\$43,453	\$53,260	\$63,068
City of Maricopa as a % of Overall Market Average			98%	96%	93%
Adjustment To Reach Market Average			2%	5%	7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Provides software support, which includes including installing, maintaining and troubleshooting all client operating systems in use, Windows XP, Windows 7 and successive releases. Provides hardware support, which includes installing, configuring, upgrading, maintaining and troubleshooting numerous hardware, desktops, laptops, servers, printers, iPads, tablets, MDCs, smartphones, mobile phones, digital phone systems, projectors, etc. Troubleshoots network printers and copiers.

Minimum Requirements: High School Diploma or equivalency and two (2) years of experience in a computer help desk environment solving user problems.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Development Manager Development Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Building & Safety Manager	40.0	\$72,523	\$88,779	\$105,036
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Chief Building Official	40.0	\$67,843	\$80,733	\$93,623
City of Chandler	Building Official	40.0	\$93,005	\$111,607	\$130,208
City of Goodyear	Development Services Administrator	40.0	\$64,607	\$80,258	\$95,909
City of Oro Valley	Building Official	40.0	\$68,349	\$85,436	\$102,523
City of Queen Creek	Building Official	40.0	\$81,885	\$102,356	\$122,827
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$73,153	\$86,998	\$100,842
Public Market Average			\$74,702	\$91,528	\$108,354
City of Maricopa as a % of Public Market Average			98%	95%	93%
City of Maricopa			\$73,153	\$86,998	\$100,842
Overall Comparator Market Average			\$74,702	\$91,528	\$108,354
City of Maricopa as a % of Overall Market Average			98%	95%	93%
Adjustment To Reach Market Average			2%	5%	7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Supervises and coordinates the activities and training of all building safety personnel assigned to the division. Develops standards and procedures for the conduct of the division. Provides general guidance to the work program of the division and aids in interpreting policy. Participates in formulation of department policies, goals, and objectives as a member of the Development Services Department management team.

Minimum Requirements: Bachelor's Degree in Architecture, Engineering, Urban Planning, Construction Management, or a related field and four (4) years of experience with commercial, industrial, governmental, or large-scale residential development project management with two (2) years of supervisory experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Director of Community Services Community Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Parks and Recreation Director	40.0	\$97,189	\$118,974	\$140,758
City of Avondale	Parks, Recreation and Library Director	40.0	\$94,609	\$115,896	\$137,184
City of Casa Grande	Community Services Director	40.0	\$89,313	\$106,358	\$123,403
City of Chandler	Community Services Director	40.0	\$116,075	\$142,191	\$168,308
City of Goodyear	Parks & Recreation Director	40.0	\$106,275	\$132,020	\$157,765
City of Oro Valley	Parks & Recreation Director	40.0	\$87,232	\$109,040	\$130,848
City of Queen Creek	Communications, Marketing and Recreation Servic	40.0	\$103,515	\$131,982	\$160,448
Pinal County	Director, Community Development	40.0	\$84,999	\$110,498	\$135,998
Town of Buckeye	Community Services Director	40.0	\$90,880	\$119,502	\$148,124
City of Maricopa		40.0	\$93,364	\$111,034	\$128,703
Public Market Average			\$96,676	\$120,718	\$144,760
City of Maricopa as a % of Public Market Average			97%	92%	89%
City of Maricopa			\$93,364	\$111,034	\$128,703
Overall Comparator Market Average			\$96,676	\$120,718	\$144,760
City of Maricopa as a % of Overall Market Average			97%	92%	89%
Adjustment To Reach Market Average			4%	9%	12%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Plans, organizes and directs the activities and staff of the City's Department of Community Services which includes Parks, Recreation, Libraries, and special events. Monitors, evaluates, assists, directs studies and makes recommendations in order to promote maximum efficiency and effectiveness of service delivery and allocations of resources.

Minimum Requirements: Bachelor's degree in Public Administration, Business Administration or related field and seven (7) years' related experience with the majority in the public sector.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Director of Development Services Development Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Development Service Director	40.0	\$97,189	\$118,974	\$140,758
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Planning and Development Director	40.0	\$91,468	\$108,850	\$126,232
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Development Services Director	40.0	\$106,275	\$132,020	\$157,765
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Development Services Director	40.0	\$103,515	\$131,982	\$160,448
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Development Services Director	40.0	\$90,880	\$119,502	\$148,124
City of Maricopa		40.0	\$93,364	\$111,034	\$128,703
Public Market Average			\$97,865	\$122,265	\$146,666
City of Maricopa as a % of Public Market Average			95%	91%	88%
City of Maricopa			\$93,364	\$111,034	\$128,703
Overall Comparator Market Average			\$97,865	\$122,265	\$146,666
City of Maricopa as a % of Overall Market Average			95%	91%	88%
Adjustment To Reach Market Average			5%	10%	14%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Translates administrative and planning objectives into specific programs and projects. Builds and maintains strong professional working relationships with the business and development communities. Actively promote collaboration on multiple levels between Development Services, Economic Development, and the Public Works Department. Develops, plans, implements and manages department goals and objectives consistent with approved development plans; recommends and reviews department issues relating to capital improvement plan, reviews the General Plan.

Minimum Requirements: Bachelor's degree in urban planning or closely related field required and eight (8) to ten (10) years of experience in management of a multi-functional regulatory agency servicing the development and construction community, including five (5) to seven (7) years at a supervisory level.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Director of Economic Development Economic Development					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Economic Development Director	40.0	\$97,189	\$118,974	\$140,758
City of Avondale	Economic Development Director	40.0	\$94,609	\$115,896	\$137,184
City of Casa Grande	Economic Development Manager	40.0	\$64,745	\$77,029	\$89,313
City of Chandler	Director Economic Development	40.0	\$108,481	\$132,889	\$157,298
City of Goodyear	Economic Development Director	40.0	\$106,275	\$132,020	\$157,765
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Economic Development Director	40.0	\$103,515	\$131,982	\$160,448
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Economic Development Director	40.0	\$105,206	\$138,349	\$171,492
City of Maricopa		40.0	\$84,684	\$100,711	\$116,738
Public Market Average			\$97,146	\$121,020	\$144,894
City of Maricopa as a % of Public Market Average			87%	83%	81%
City of Maricopa			\$84,684	\$100,711	\$116,738
Overall Comparator Market Average			\$97,146	\$121,020	\$144,894
City of Maricopa as a % of Overall Market Average			87%	83%	81%
Adjustment To Reach Market Average			15%	20%	24%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Recommends and executes the implementation of goals and objectives for special programs and projects for effective recruitment of new industry, new business, and new investments in the City; develops policies to stimulate expansion of existing industry, existing business, and existing investments in the area. Plans and directs the Economic Development Department by designing and administering the department's budget; developing marketing plans and procedures; evaluating, hiring, counseling, and disciplining staff. Makes presentations to businesses seeking to relocate or expand in the City, traveling as necessary to attend trade shows, industry conferences and/or prospect meetings

Minimum Requirements: Bachelor's degree public or business administration, real estate, economics, planning, economic development or related field and five (5) years of experience in sales/marketing, program management, economic and real estate development, business finance or related field, including five (5) to seven (7) years at a supervisory level.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Director of Finance
Financial Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Finance Director	40.0	\$97,189	\$118,974	\$140,758
City of Avondale	Finance & Budget Director	40.0	\$102,615	\$125,704	\$148,792
City of Casa Grande	Finance Director	40.0	\$100,330	\$119,281	\$138,233
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Finance Director	40.0	\$106,275	\$132,020	\$157,765
City of Oro Valley	Finance Director	40.0	\$96,174	\$120,217	\$144,260
City of Queen Creek	Finance Director/CFO	40.0	\$103,515	\$131,982	\$160,448
Pinal County	Director, Finance	40.0	\$84,999	\$110,498	\$135,998
Town of Buckeye	Finance Director	40.0	\$100,203	\$131,759	\$163,314
City of Maricopa		40.0	\$93,364	\$111,034	\$128,703
Public Market Average			\$98,912	\$123,804	\$148,696
City of Maricopa as a % of Public Market Average			94%	90%	87%
City of Maricopa			\$93,364	\$111,034	\$128,703
Overall Comparator Market Average			\$98,912	\$123,804	\$148,696
City of Maricopa as a % of Overall Market Average			94%	90%	87%
Adjustment To Reach Market Average			6%	12%	16%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Performs and directs the operations, services, and programs of the Finance Department, which includes the following divisions and functions: accounting, budget, payroll, grants, purchasing, and financial reporting. Prepare and monitor the City's annual operating and capital improvement budget, and long-range financial and debt management programs. Evaluates and advises City management on long range financial planning needs, costs of proposed programs/strategies and regulatory actions. Provides clear, succinct and accurate data for management decision making.

Minimum Requirements: Bachelor's degree in accounting, finance, or related field and five (5) years of managerial experience in governmental finance, accounting or auditing.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Director of Human Resources Human Resources					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Human Resources Director	40.0	\$97,189	\$118,974	\$140,758
City of Avondale	Human Resources Director	40.0	\$94,609	\$115,896	\$137,184
City of Casa Grande	Human Resources Director	40.0	\$93,623	\$111,375	\$129,128
City of Chandler	Director Human Resources	40.0	\$108,481	\$132,889	\$157,298
City of Goodyear	Human Resources Director	40.0	\$106,275	\$132,020	\$157,765
City of Oro Valley	Human Resources Director	40.0	\$91,594	\$114,492	\$137,391
City of Queen Creek	Vacant	40.0	\$103,515	\$131,982	\$160,448
Pinal County	Director of Human Resources	40.0	\$84,999	\$110,498	\$135,998
Town of Buckeye	Human Resources Director	40.0	\$90,880	\$119,502	\$148,124
City of Maricopa		40.0	\$93,364	\$111,034	\$128,703
Public Market Average			\$96,796	\$120,848	\$144,899
City of Maricopa as a % of Public Market Average			96%	92%	89%
City of Maricopa			\$93,364	\$111,034	\$128,703
Overall Comparator Market Average			\$96,796	\$120,848	\$144,899
City of Maricopa as a % of Overall Market Average			96%	92%	89%
Adjustment To Reach Market Average			4%	9%	13%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Advises, consults with, and assists employees and City management in a wide range of human resources matters and employee relations issues including the interpretation and application of policies and guidelines; the processing of employee grievances; investigating complaints of discrimination, harassment, and other sensitive employee relations issues; negotiating and resolving controversial issues; and representing the City in human resources related hearings and investigations. Recommends compensation policy and salary adjustments. Oversees development, maintenance, and application of the City policies and guidelines. Consults and advises City staff on the policies and practices.

Minimum Requirements: Bachelor's degree in a related field and seven (7) to ten (10) years of management experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Economic Development Specialist Economic Development					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Economic Development Specialist	40.0	\$51,541	\$63,094	\$74,647
City of Avondale	Economic Development Specialist	40.0	\$63,108	\$77,308	\$91,507
City of Casa Grande	Economic Development Specialist	40.0	\$48,017	\$57,199	\$66,380
City of Chandler	Economic Development Specialist	40.0	\$63,298	\$75,957	\$88,617
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Economic Development Specialist	40.0	\$44,058	\$55,073	\$66,087
City of Queen Creek	Economic Development Coordinator	40.0	\$64,910	\$79,515	\$94,120
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$57,317	\$68,165	\$79,013
Public Market Average			\$55,822	\$68,024	\$80,226
City of Maricopa as a % of Public Market Average			103%	100%	98%
City of Maricopa			\$57,317	\$68,165	\$79,013
Overall Comparator Market Average			\$55,822	\$68,024	\$80,226
City of Maricopa as a % of Overall Market Average			103%	100%	98%
Adjustment To Reach Market Average			-3%	0%	2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Performs economic development and support work to broaden the City's retail, commercial, and industrial base. Works closely with the Arizona Department of Commerce, Greater Phoenix Economic Council (GPEC), Maricopa Chamber of Commerce, and other strategic alliance partners to support and promote the City to various business clients. Assists the Department Director of Economic Development in representing the City on economic development boards and committees; prepares reports on economic development and redevelopment activities for administration, advisory boards, and City Council; serves as City liaison to citizen committees, non-profit organizations, special interest groups, and neighborhood groups concerning economic development, marketing, business attraction and/or development research, community development planning, or a related field.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Engineering Flood Plain Manager
Public Works**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Civil Engineer	40.0	\$63,304	\$75,305	\$87,306
City of Chandler	No Match		NA	NA	NA
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Stormwater Engineer	40.0	\$65,094	\$81,367	\$97,641
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Engineer, Senior	40.0	\$64,845	\$84,299	\$103,753
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$73,153	\$86,998	\$100,842
Public Market Average			\$64,415	\$80,324	\$96,233
City of Maricopa as a % of Public Market Average			114%	108%	105%
City of Maricopa			\$73,153	\$86,998	\$100,842
Overall Comparator Market Average			\$64,415	\$80,324	\$96,233
City of Maricopa as a % of Overall Market Average			114%	108%	105%
Adjustment To Reach Market Average			-12%	-8%	-5%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Performs complex engineering work of an administrative, technical and managerial nature in managing the Engineering Division of the City of Maricopa Development Services Department. Plans and directs a diverse program of engineering design, new development coordination, floodplain management, construction, and administration. Reviews the design and the construction of improvements in public rights-of-way, the acquisition or abandonment of rights-of-way and the review and approval of improvement plans on city owned property. Supervises and coordinates the work products of professional and technical employees in the Engineering Division.

Minimum Requirements: Bachelor's degree in civil engineering, civil engineering technology or construction management and five (5) years of experience in civil engineering; engineering experience in a public-sector setting and two (2) years at a supervisory level required. Must be a registered Civil Engineer in the State of Arizona.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Equipment Operator
Public Works**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Equipment Operator	40.0	\$35,937	\$44,019	\$52,101
City of Casa Grande	Equipment Operator	40.0	\$34,804	\$41,410	\$48,017
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Equipment Operator	40.0	\$34,518	\$42,880	\$51,241
City of Oro Valley	Heavy Equipment Operator I	40.0	\$27,048	\$33,810	\$40,572
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Operator, Certified	40.0	\$38,189	\$47,737	\$57,284
Town of Buckeye	Equipment Operator I	40.0	\$33,314	\$39,985	\$46,655
City of Maricopa		40.0	\$35,188	\$41,848	\$48,507
Public Market Average			\$33,968	\$41,640	\$49,312
City of Maricopa as a % of Public Market Average			104%	100%	98%
City of Maricopa			\$35,188	\$41,848	\$48,507
Overall Comparator Market Average			\$33,968	\$41,640	\$49,312
City of Maricopa as a % of Overall Market Average			104%	100%	98%
Adjustment To Reach Market Average			-3%	0%	2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Operates a variety of trucks and equipment in accordance with all safety regulations and procedures. Inspects, cleans and performs routine maintenance work on trucks and equipment. Identifies and reports mechanical problems requiring additional repair. Completes required daily logs and reports. Hauls materials, and transports vehicles and equipment to job sites using various trucks.

Minimum Requirements: High School diploma or GED equivalent, and one (1) year experience driving trucks and operating equipment. Must possess a valid Arizona Commercial Driver's License.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Executive Assistant to City Manager and Elected Officials City Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Administrative Assistant, Executive	40.0	\$42,205	\$51,688	\$61,171
City of Casa Grande	Executive Assistant	40.0	\$40,016	\$46,157	\$52,297
City of Chandler	Executive Management Assistant	40.0	\$51,670	\$60,970	\$70,271
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Executive Assistant to the Town Manager & Council	40.0	\$41,960	\$52,450	\$62,940
City of Queen Creek	Management Specialist	40.0	\$44,969	\$53,963	\$62,956
Pinal County	Assistant to the Board of Supervisors	40.0	\$48,108	\$61,338	\$74,567
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$49,513	\$58,884	\$68,254
Public Market Average			\$44,821	\$54,428	\$64,034
City of Maricopa as a % of Public Market Average			110%	108%	107%
City of Maricopa			\$49,513	\$58,884	\$68,254
Overall Comparator Market Average			\$44,821	\$54,428	\$64,034
City of Maricopa as a % of Overall Market Average			110%	108%	107%
Adjustment To Reach Market Average			-9%	-8%	-6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Provides paraprofessional support for either the City Manager or the elected officials. Proofreads reports and written correspondence on behalf of the City Manager or elected officials. Provides administrative support for risk management, and budgeting functions within the City Manager's Office. Provides staff support, prepares documents, coordinates speaker schedules, etc for the quarterly Maricopa Citizens Leadership Academy. Assists in setting schedules and travel arrangements. Meets with citizens or constituent groups on behalf of the elected officials. Provides information to constituent groups on behalf of the elected officials.

Minimum Requirements: Bachelor's Degree in Public Administration, Business or related field; One (1) year of experience in research, document editing, and finance administration or experience aiding an elected official and/or executive staff in technical and administrative problems and affairs.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Facilities Maintenance Coordinator Community Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Facilities Maintenance Supervisor	40.0	\$51,541	\$63,094	\$74,647
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Facility Maintenance Supervisor	40.0	\$40,016	\$47,586	\$55,156
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Facilities Maintenance Foreman	40.0	\$48,044	\$59,683	\$71,322
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Facilities Superintendent	40.0	\$44,544	\$56,794	\$69,043
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$47,155	\$56,080	\$65,004
Public Market Average			\$46,036	\$56,789	\$67,542
City of Maricopa as a % of Public Market Average			102%	99%	96%
City of Maricopa			\$47,155	\$56,080	\$65,004
Overall Comparator Market Average			\$46,036	\$56,789	\$67,542
City of Maricopa as a % of Overall Market Average			102%	99%	96%
Adjustment To Reach Market Average			-2%	1%	4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Plans, organizes, directs, and inspects the work of building maintenance contractors. Estimates labor and material costs. Inspects remodeling and repair work in progress for quality of workmanship and compliance with specifications;

Minimum Requirements: Associate's degree or equivalent from a college, technical, business, vocational, or correspondence school and two (2) years' experience in a the facilities maintenance field. Appropriate certification in one or more of the following fields: HVAC, Plumbing, Mechanical, Electrical, Carpentry, Pool Equipment Maintenance.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Fire Battalion Chief
Fire

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Battalion Chief	56.0	\$82,653	\$101,179	\$119,704
City of Casa Grande	Fire Battalion Chief	56.0	\$74,268	\$88,451	\$102,633
City of Chandler	Fire Battalion Chief	56.0	\$97,706	\$105,341	\$112,976
City of Goodyear	Fire Battalion Chief	56.0	\$76,588	\$89,796	\$103,003
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Fire Battalion Chief	56.0	\$82,830	\$100,638	\$118,446
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Fire Battalion Chief	56.0	\$72,455	\$90,578	\$108,702
City of Maricopa		56.0	\$76,811	\$91,348	\$105,885
Public Market Average			\$81,083	\$95,997	\$110,911
City of Maricopa as a % of Public Market Average			95%	95%	95%
City of Maricopa			\$76,811	\$91,348	\$105,885
Overall Comparator Market Average			\$81,083	\$95,997	\$110,911
City of Maricopa as a % of Overall Market Average			95%	95%	95%
Adjustment To Reach Market Average			6%	5%	5%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Serves as shift commander in directing the response and activities of multiple fire companies. Commands and directs emergency scenes, assists in determining long- range goals and objectives, assists in preparing and monitoring a budget and conducts special studies relating to the operation and evaluation of program areas.

Minimum Requirements: Bachelor's Degree in Fire Science, Business Administration or a related field and eight (8) years experience providing emergency fire and medical services and two (2) years experience as a Fire Captain in a fully paid Fire Department.

The cities of Apache Junction and Oro Valley do not have independent Fire Departments. Pinal County does not have an independent Fire Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Fire Captain
Fire

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Fire Captain	56.0	\$62,586	\$75,834	\$89,082
City of Casa Grande	Fire Captain	56.0	\$61,850	\$73,568	\$85,286
City of Chandler	Fire Captain	56.0	\$71,134	\$75,806	\$80,478
City of Goodyear	Fire Captain	56.0	\$66,418	\$73,671	\$80,924
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Fire Captain	56.0	\$72,467	\$80,442	\$88,418
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Fire Captain	56.0	\$69,609	\$81,451	\$93,293
City of Maricopa		56.0	\$74,187	\$78,843	\$83,498
Public Market Average			\$67,344	\$76,795	\$86,247
City of Maricopa as a % of Public Market Average			110%	103%	97%
City of Maricopa			\$74,187	\$78,843	\$83,498
Overall Comparator Market Average			\$67,344	\$76,795	\$86,247
City of Maricopa as a % of Overall Market Average			110%	103%	97%
Adjustment To Reach Market Average			-9%	-3%	3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Coordinates the laying of hose lines and the placement of ladders; directs pressure and use of water streams and directs ventilation procedures, salvage operations and overhaul activities. Responds to emergency medical scenes, fire incidents and other related emergency requests and may be required to perform all fire suppression activities and operate all equipment as required of a Firefighter. Directs and coordinates emergency scene activity unless and until relieved of command by a supervisor.

Minimum Requirements: Associate's Degree in Fire Science, Business Administration or a related field and three (3) years consecutive full time paid (non-volunteer) experience in the Fire Service at the rank of Firefighter or above.

The cities of Apache Junction and Oro Valley do not have independent Fire Departments. Pinal County does not have an independent Fire Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Fire Chief Fire					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Fire Chief	40.0	\$102,615	\$125,704	\$148,792
City of Casa Grande	Fire Chief	40.0	\$102,633	\$122,022	\$141,411
City of Chandler	Fire Chief	40.0	\$124,200	\$152,145	\$180,091
City of Goodyear	Fire Chief	40.0	\$106,275	\$132,020	\$157,765
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Fire Chief	40.0	\$114,125	\$145,510	\$176,894
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Fire Chief	40.0	\$105,206	\$138,349	\$171,492
City of Maricopa		40.0	\$93,364	\$111,034	\$128,703
Public Market Average			\$109,176	\$135,958	\$162,741
City of Maricopa as a % of Public Market Average			86%	82%	79%
City of Maricopa			\$93,364	\$111,034	\$128,703
Overall Comparator Market Average			\$109,176	\$135,958	\$162,741
City of Maricopa as a % of Overall Market Average			86%	82%	79%
Adjustment To Reach Market Average			17%	22%	26%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Develops, plans, and implements goals and objections; recommends and administers policies and procedures. Plans, organizes, and directs the departmental operations of fire suppression, prevention, and emergency medical services. Coordinates and directs the provision of department support services including station, hydrant, and equipment maintenance, in service training, and fire inspection; maintains departmental efficiency and effectiveness.

Minimum Requirements: Bachelor's degree in Fire Management, Public Administration or related field and ten (10) years' experience in a municipal fire department with at least five (5) years directly supervising firefighters. Must have a National Fire Academy's Executive Fire Officer certification.

The cities of Apache Junction and Oro Valley do not have independent Fire Departments. Pinal County does not have an independent Fire Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Fire Engineer
Fire

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Fire Engineer	56.0	\$52,992	\$64,194	\$75,397
City of Casa Grande	Fire Engineer	56.0	\$52,677	\$62,644	\$72,611
City of Chandler	Fire Engineer	56.0	\$66,705	\$67,218	\$67,732
City of Goodyear	Fire Engineer	56.0	\$57,272	\$61,845	\$66,418
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Fire Engineer	56.0	\$64,415	\$71,495	\$78,575
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Fire Engineer	56.0	\$59,991	\$68,280	\$76,570
City of Maricopa		56.0	\$63,971	\$67,986	\$72,000
Public Market Average			\$59,009	\$65,946	\$72,884
City of Maricopa as a % of Public Market Average			108%	103%	99%
City of Maricopa			\$63,971	\$67,986	\$72,000
Overall Comparator Market Average			\$59,009	\$65,946	\$72,884
City of Maricopa as a % of Overall Market Average			108%	103%	99%
Adjustment To Reach Market Average			-8%	-3%	1%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Drives fire-pumping and aerial ladder apparatus to alarms and operates pump and ladders at the fire; regulates water pressure through hose lines. Operates and oversees the use of numerous types of vehicles, equipment, tools and apparatus. Inspects vehicles, equipment and apparatus including aerial ladder and pumping equipment; performs maintenance and minor repair work; identifies the need for major repairs; maintains records of maintenance and overhauls.

Minimum Requirements: High school diploma equivalency and three (3) years' experience as a sworn member of the Maricopa Fire Department.

The cities of Apache Junction and Oro Valley do not have independent Fire Departments. Pinal County does not have an independent Fire Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Firefighter Fire					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Firefighter	56.0	\$43,088	\$52,244	\$61,401
City of Casa Grande	Firefighter	56.0	\$45,889	\$54,597	\$63,305
City of Chandler	Firefighter	56.0	\$45,423	\$54,474	\$63,524
City of Goodyear	Firefighter	56.0	\$42,759	\$53,118	\$63,477
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Firefighter	56.0	\$46,226	\$55,867	\$65,507
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Firefighter	56.0	\$44,740	\$57,074	\$69,407
City of Maricopa		56.0	\$49,011	\$55,549	\$62,086
Public Market Average			\$44,688	\$54,562	\$64,437
City of Maricopa as a % of Public Market Average			110%	102%	96%
City of Maricopa			\$49,011	\$55,549	\$62,086
Overall Comparator Market Average			\$44,688	\$54,562	\$64,437
City of Maricopa as a % of Overall Market Average			110%	102%	96%
Adjustment To Reach Market Average			-9%	-2%	4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Performs fire-fighting tasks (e.g., hose line operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry), rescue operations, and other emergency response actions under stressful conditions while wearing personal protective ensembles and self-contained breathing apparatus (SCBA), including working in extremely hot or cold environments for prolonged time periods.

Minimum Requirements: High school diploma or equivalency and successful completion of a Fire recruit academy.

The cities of Apache Junction and Oro Valley do not have independent Fire Departments. Pinal County does not have an independent Fire Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Fleet Manager
Public Works

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Fleet Services Supervisor	40.0	\$56,824	\$69,561	\$82,298
City of Avondale	Fleet Services Supervisor	40.0	\$58,213	\$71,312	\$84,410
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	Fleet Services Superintendent	40.0	\$55,289	\$65,658	\$76,028
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$54,588	\$64,919	\$75,250
Public Market Average			\$56,775	\$68,844	\$80,912
City of Maricopa as a % of Public Market Average			96%	94%	93%
City of Maricopa			\$54,588	\$64,919	\$75,250
Overall Comparator Market Average			\$56,775	\$68,844	\$80,912
City of Maricopa as a % of Overall Market Average			96%	94%	93%
Adjustment To Reach Market Average			4%	6%	8%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Manages the fleet maintenance shop and parts sections, while providing assistance to department leadership on a variety of special projects, including management and coordination of operational programs. Manages the daily assigning of work and ensures the completion of tasks; reviews work for completeness and accuracy; provides on-the-job training; evaluates job performance; recommends selection of new staff members, promotions, status changes, and discipline; and plans, schedules, and coordinates work operations. Schedules vehicles for repairs and service; prepares both written and oral reports upon request.

Minimum Requirements: Associate's degree and five (5) years' experience in a supervisory capacity over mechanics and staff servicing a moderate to large scale fleet. Must possess a valid Arizona Commercial driver's license.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Grants Coordinator
Financial Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Grants Administrator	40.0	\$46,749	\$57,228	\$67,707
City of Avondale	Grants Administrator	40.0	\$74,185	\$90,877	\$107,569
City of Casa Grande	Grants Coordinator	40.0	\$45,889	\$54,597	\$63,305
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Grants Programs Coordinator	40.0	\$58,600	\$72,797	\$86,993
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Grants Coordinator	40.0	\$48,108	\$61,338	\$74,567
Town of Buckeye	Grants Program Administrator	40.0	\$58,422	\$76,792	\$95,163
City of Maricopa		40.0	\$63,049	\$74,982	\$86,914
Public Market Average			\$55,326	\$68,938	\$82,551
City of Maricopa as a % of Public Market Average			114%	109%	105%
City of Maricopa			\$63,049	\$74,982	\$86,914
Overall Comparator Market Average			\$55,326	\$68,938	\$82,551
City of Maricopa as a % of Overall Market Average			114%	109%	105%
Adjustment To Reach Market Average			-12%	-8%	-5%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Serves as a grant coordinator for all municipal grant proposals, applications, and compliance which may include internal and external audits. Assists in analysis and problem solving by reconciling the general ledger, reviewing and developing accounting and internal control policies, assisting in special projects, performing budget analysis and providing recommendations.

Minimum Requirements: Bachelor's degree in Public Administration, Accounting or related field and four (4) years experience performing grant accounting and administration.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Intergovernmental Affairs Director City Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Assistant Director/Intergovernmental Affairs	40.0	\$87,236	\$106,863	\$126,491
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	Intergovernmental Affairs Dir	40.0	\$100,445	\$120,534	\$140,623
City of Goodyear	Governmental Relations Manager	40.0	\$94,888	\$117,875	\$140,862
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Senior Mgmt. Asst. - Intergovernment Relations	40.0	\$64,910	\$79,515	\$94,120
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$84,684	\$100,711	\$116,738
Public Market Average			\$86,870	\$106,197	\$125,524
City of Maricopa as a % of Public Market Average			97%	95%	93%
City of Maricopa			\$84,684	\$100,711	\$116,738
Overall Comparator Market Average			\$86,870	\$106,197	\$125,524
City of Maricopa as a % of Overall Market Average			97%	95%	93%
Adjustment To Reach Market Average			3%	5%	8%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Performs lobbyist activities and represents the City's interest with local, county, state and federal elected officials; coordinates activities with their respective staff. Performs lobbying activities for the City by making appearances at hearings and meetings in Arizona and Washington, DC, persuading policy makers to accept the City's legislative position, maintaining contact and influence with regional players, and representing the City's initiative views.

Minimum Requirements: Bachelor's Degree in Public Administration, Political Science or related field and five (5) years of experience working with state legislators, political and local officials.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Library Assistant
Community Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Library Assistant	40.0	\$27,333	\$33,460	\$39,586
City of Avondale	Library Assistant	40.0	\$26,101	\$31,966	\$37,831
City of Casa Grande	Library Assistant	40.0	\$28,325	\$33,700	\$39,074
City of Chandler	Library Assistant	40.0	\$34,792	\$40,873	\$46,954
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Library Assistant	40.0	\$32,144	\$40,180	\$48,216
Town of Buckeye	Library Assistant I	40.0	\$31,284	\$37,543	\$43,802
City of Maricopa		40.0	\$28,949	\$34,428	\$39,907
Public Market Average			\$29,996	\$36,287	\$42,577
City of Maricopa as a % of Public Market Average			97%	95%	94%
City of Maricopa			\$28,949	\$34,428	\$39,907
Overall Comparator Market Average			\$29,996	\$36,287	\$42,577
City of Maricopa as a % of Overall Market Average			97%	95%	94%
Adjustment To Reach Market Average			4%	5%	7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Handles library material (checking out, checking in, repairing, sorting, and shelving). Assists the public in basic circulation functions such as registering new accounts, lending material, collection of fines, and processing inter library loans. Answers in-person inquiries, helps library users locate needed materials and refers users to other appropriate assistance.

Minimum Requirements: High School Diploma or equivalency and two (2) years of customer service experience involving direct contact with the public.

The cities of Goodyear, Oro Valley and Queen Creek do not have independent libraries.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Management Analyst
Community Services

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
<i>Public Data Sources</i>					
City of Apache Junction	Management Analyst	40.0	\$44,523	\$54,503	\$64,483
City of Avondale	Management Analyst	40.0	\$58,213	\$71,312	\$84,410
City of Casa Grande	Management Analyst	40.0	\$43,855	\$52,165	\$60,475
City of Chandler	Management Analyst	40.0	\$51,670	\$60,970	\$70,271
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$49,513	\$58,884	\$68,254
<i>Public Market Average</i>			\$49,565	\$59,737	\$69,910
<i>City of Maricopa as a % of Public Market Average</i>			100%	99%	98%
City of Maricopa			\$49,513	\$58,884	\$68,254
<i>Overall Comparator Market Average</i>			\$49,565	\$59,737	\$69,910
<i>City of Maricopa as a % of Overall Market Average</i>			100%	99%	98%
<i>Adjustment To Reach Market Average</i>			0%	1%	2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Prepares and tracks purchase requisitions, and other disbursements. Produces, processes, and/or analyzes a variety of information and/or data in assigned area of responsibility. Reconciles financial transactions and reports; monitors and assures proper allocation of funds collected. Prepares a variety of reports summarizing project, study, and/or program data; analyzes related data and makes recommendations based on findings.

Minimum Requirements: Bachelor's Degree and four (4) years related experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Master Mechanic
Fire

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Equipment Mechanic Emer.Vehicle Focus	40.0	\$41,916	\$49,842	\$57,768
City of Chandler	Fire Mechanic - CDL	40.0	\$46,792	\$54,967	\$63,142
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Master Technician	40.0	\$46,354	\$55,627	\$64,900
City of Maricopa		40.0	\$49,513	\$58,884	\$68,254
Public Market Average			\$45,021	\$53,479	\$61,936
City of Maricopa as a % of Public Market Average			110%	110%	110%
City of Maricopa			\$49,513	\$58,884	\$68,254
Overall Comparator Market Average			\$45,021	\$53,479	\$61,936
City of Maricopa as a % of Overall Market Average			110%	110%	110%
Adjustment To Reach Market Average			-9%	-9%	-9%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Services all Fire Department vehicles, standby power supplies such as auxiliary generators, fire pumps and their components as well as other complex fire apparatus on a regularly scheduled basis. Performs major and minor repairs on all Fire Department apparatus and equipment, such as engine overhauls, major pump repairs, and hydraulic equipment repairs to ensure they will perform under emergency conditions.

Minimum Requirements: Must meet the qualifications as defined in NFPA 1071 Standard for Emergency Vehicle Technician Professional Qualifications for EVT I, II, and III.

The cities of Apache Junction and Oro Valley do not have independent Fire Departments. Pinal County does not have an independent Fire Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Multi-Media and Web Services Coordinator City Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Web Services and Media Coordinator	40.0	\$49,562	\$60,707	\$71,853
City of Casa Grande	Web Services & Media Coordinator	40.0	\$50,294	\$59,850	\$69,406
City of Chandler	No Match		NA	NA	NA
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	New Media Developer	40.0	\$46,261	\$57,826	\$69,392
City of Queen Creek	Digital Media Specialist	40.0	\$58,864	\$72,108	\$85,353
Pinal County	Web Specialist	40.0	\$51,957	\$66,245	\$80,533
Town of Buckeye	Web & Graphics Coordinator	40.0	\$46,354	\$55,627	\$64,900
City of Maricopa		40.0	\$57,317	\$68,165	\$79,013
Public Market Average			\$50,549	\$62,061	\$73,573
City of Maricopa as a % of Public Market Average			113%	110%	107%
City of Maricopa			\$57,317	\$68,165	\$79,013
Overall Comparator Market Average			\$50,549	\$62,061	\$73,573
City of Maricopa as a % of Overall Market Average			113%	110%	107%
Adjustment To Reach Market Average			-12%	-9%	-7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Serves as primary liaison for media services to internal customers, external stakeholders and citizens. Oversees City website, video production, cable channel, audiovisual services, graphic design and presentation services.

Minimum Requirements: Bachelor's degree or comparable experience in a field related to information or communications, communications technology management, videography or graphic design and three (3) years of experience in design, development, and management of web services technology and audio-visual productions, photography or a related field.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Network Engineer Information Technology					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Network Administrator	40.0	\$54,118	\$66,249	\$78,379
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Network Administrator	40.0	\$55,156	\$65,594	\$76,032
City of Chandler	IT Network Analyst	40.0	\$63,298	\$75,957	\$88,617
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Network Administrator	40.0	\$59,043	\$73,803	\$88,563
City of Queen Creek	No Match		NA	NA	NA
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$73,153	\$86,998	\$100,842
Public Market Average			\$57,904	\$70,401	\$82,898
City of Maricopa as a % of Public Market Average			126%	124%	122%
City of Maricopa			\$73,153	\$86,998	\$100,842
Overall Comparator Market Average			\$57,904	\$70,401	\$82,898
City of Maricopa as a % of Overall Market Average			126%	124%	122%
Adjustment To Reach Market Average			-21%	-19%	-18%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Recommends technical solutions based on internal capabilities, business needs, financial limitations and other strategic factors. Designs infrastructure by determining the most appropriate selection of network technology and/or services to serve City staff. Plans for future City needs by providing strategic planning and proposing long-term technical directions.

Minimum Requirements: Bachelor's Degree in Computer Science, Quantitative Systems, or a related field and three (3) to five (5) years' experience with LAN/WAN systems (Cisco or HP firewall, VPN, router and switch technologies), network security, SAN, clustering technologies.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Park Crew Leader
Community Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Parks Maintenance Crew Leader	40.0	\$40,383	\$49,436	\$58,488
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Crew Leader	40.0	\$42,858	\$50,974	\$59,089
City of Chandler	Parks Maint Supv	40.0	\$55,289	\$65,658	\$76,028
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Parks Maintenance Crew Leader	40.0	\$36,246	\$45,308	\$54,370
City of Queen Creek	Maintenance & Operations Crew Leader	40.0	\$42,500	\$51,000	\$59,500
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Maintenance Worker, Lead	40.0	\$46,354	\$55,627	\$64,900
City of Maricopa		40.0	\$49,513	\$58,884	\$68,254
Public Market Average			\$43,939	\$53,001	\$62,062
City of Maricopa as a % of Public Market Average			113%	111%	110%
City of Maricopa			\$49,513	\$58,884	\$68,254
Overall Comparator Market Average			\$43,939	\$53,001	\$62,062
City of Maricopa as a % of Overall Market Average			113%	111%	110%
Adjustment To Reach Market Average			-11%	-10%	-9%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: This position is a working supervisor who uses parks equipment, mows, trims, lays hardscape, alongside the maintenance workers. Supervises parks maintenance crews engaged in the care and maintenance of parks, park buildings and surrounding grounds and other public facilities. Supervises equipment operators in the performance of trenching, grading, mowing, ball field prep, and finish landscaping at park facilities. Instructs employees in the proper care and maintenance of park equipment, machinery, and tools.

Minimum Requirements: High School Diploma or equivalency and three (3) years' of experience in parks maintenance and facilities, including two (2) years of supervisory experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Parks Maintenance Worker Community Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Maintenance Worker	40.0	\$26,031	\$31,867	\$37,702
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Maintenance Worker	40.0	\$31,801	\$37,828	\$43,855
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Parks Worker I	40.0	\$29,817	\$37,041	\$44,264
City of Oro Valley	Parks Maintenance Worker I	40.0	\$25,760	\$32,200	\$38,640
City of Queen Creek	Maintenance & Operations Tech	40.0	\$35,094	\$42,112	\$49,131
Pinal County	Facilities Maintenance Technician	40.0	\$35,036	\$43,795	\$52,555
Town of Buckeye	Maintenance Worker - Parks	40.0	\$33,314	\$39,985	\$46,655
City of Maricopa		40.0	\$28,949	\$34,428	\$39,907
Public Market Average			\$30,979	\$37,833	\$44,686
City of Maricopa as a % of Public Market Average			93%	91%	89%
City of Maricopa			\$28,949	\$34,428	\$39,907
Overall Comparator Market Average			\$30,979	\$37,833	\$44,686
City of Maricopa as a % of Overall Market Average			93%	91%	89%
Adjustment To Reach Market Average			7%	10%	12%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Maintains irrigation systems, including timers, sprinkler heads, main lines, audits, clock programing and general maintenance repairs. Turf management such as mowing, aerating, fertilizing, top dressing, edging, line trimming and weed spraying. Maintains athletic activity areas (dragging, nail dragging, prepping), maintain fences, benches, drinking fountains, sidewalks, restrooms and general repairs.

Minimum Requirements: High School diploma or equivalency and one (1) year experience in park and landscape maintenance.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Parks Manager
Community Services

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	Parks Maintenance Manager	40.0	\$79,737	\$95,696	\$111,654
City of Goodyear	Parks Superintendent	40.0	\$73,277	\$91,029	\$108,780
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Parks Supervisor	40.0	\$49,328	\$61,654	\$73,981
City of Maricopa		40.0	\$63,049	\$74,982	\$86,914
Public Market Average			\$67,447	\$82,793	\$98,138
City of Maricopa as a % of Public Market Average			93%	91%	89%
City of Maricopa			\$63,049	\$74,982	\$86,914
Overall Comparator Market Average			\$67,447	\$82,793	\$98,138
City of Maricopa as a % of Overall Market Average			93%	91%	89%
Adjustment To Reach Market Average			7%	10%	13%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Manages the division by organizing and assigning tasks and projects, directing daily activities, managing open spaces, planning and designing parks and construction projects, working with citizens and elected officials, developing and overseeing budgets, developing ordinances and policies, analyzing data and implementing customer service programs.

Minimum Requirements: Bachelor's Degree in Parks & Recreation, Leisure Studies, or a related field and seven (7) years of experience in Parks Maintenance or a related field, including three (3) years of supervisory experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Payroll Specialist Financial Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Payroll Coordinator	40.0	\$33,223	\$40,671	\$48,118
City of Avondale	Payroll Specialist	40.0	\$38,920	\$47,677	\$56,435
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	Payroll Specialist	40.0	\$42,967	\$50,497	\$58,028
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Payroll Specialist	40.0	\$32,877	\$41,096	\$49,315
City of Queen Creek	Payroll Specialist	40.0	\$44,969	\$53,963	\$62,956
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Payroll Specialist	40.0	\$35,303	\$42,366	\$49,428
City of Maricopa		40.0	\$42,771	\$50,866	\$58,961
Public Market Average			\$38,043	\$46,045	\$54,047
City of Maricopa as a % of Public Market Average			112%	110%	109%
City of Maricopa			\$42,771	\$50,866	\$58,961
Overall Comparator Market Average			\$38,043	\$46,045	\$54,047
City of Maricopa as a % of Overall Market Average			112%	110%	109%
Adjustment To Reach Market Average			-11%	-9%	-8%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Reviews timesheets, conducts preliminary edit of time entered, processes payroll calculations, and conducts post-run review of reports and pay checks; ensures accuracy, completeness, authorization, and adherence to City administrative regulations and guidelines. Processes and prepares bi-weekly payroll, monthly payroll, payroll deposits, and direct deposits. Computes, prepares and submits Federal and State tax, wage, labor distribution, benefit and W-2 reports and forms.

Minimum Requirements: Associate's Degree accounting, finance or related field and three (3) years' experience in payroll processing for a large organization.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Permit Technician
Development Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Permit Technician	40.0	\$34,804	\$41,410	\$48,017
City of Chandler	Construction Permit Representative	40.0	\$36,564	\$42,926	\$49,289
City of Goodyear	Development Services Technician II	40.0	\$36,243	\$45,023	\$53,803
City of Oro Valley	Building Permit Technician	40.0	\$34,521	\$43,151	\$51,781
City of Queen Creek	Permit Technician	40.0	\$37,563	\$45,075	\$52,588
Pinal County	Permit Technician	40.0	\$32,144	\$40,180	\$48,216
Town of Buckeye	Permit Technician I	40.0	\$37,774	\$45,329	\$52,884
City of Maricopa		40.0	\$35,188	\$41,848	\$48,507
Public Market Average			\$35,659	\$43,299	\$50,940
City of Maricopa as a % of Public Market Average			99%	97%	95%
City of Maricopa			\$35,188	\$41,848	\$48,507
Overall Comparator Market Average			\$35,659	\$43,299	\$50,940
City of Maricopa as a % of Overall Market Average			99%	97%	95%
Adjustment To Reach Market Average			1%	3%	5%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Provides technical office support related to the processing and issuance of various permit types for Building Safety Fire, Planning & Zoning, and Engineering. Processes building permits by logging permits in the database, routing them to proper departments for review, and issuing permits to customer. Receives and reviews applications, plans, and other construction documents; determines sufficiency of submittals; advises applicants on requirements for complete submittals; participates in post submittal project review.

Minimum Requirements: High school diploma or equivalency and two (2) years' experience in the private development or municipal permitting process, including utilization of permitting software and geographic information system (GIS).

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Plans Examiner - Building Inspector Development Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Building Inspector/Plans Examiner	40.0	\$42,403	\$51,907	\$61,412
City of Avondale	Plans Examiner	40.0	\$58,213	\$71,312	\$84,410
City of Casa Grande	Plans Examiner	40.0	\$48,017	\$57,156	\$66,294
City of Chandler	Plans Examiner	40.0	\$53,255	\$63,876	\$74,497
City of Goodyear	Building Inspector III	40.0	\$45,325	\$56,305	\$67,285
City of Oro Valley	Plans Examiner I	40.0	\$41,960	\$52,450	\$62,940
City of Queen Creek	Plans Examiner	40.0	\$58,864	\$72,108	\$85,353
Pinal County	Plans Examiner, Senior	40.0	\$44,544	\$56,794	\$69,043
Town of Buckeye	Building Inspector	40.0	\$43,159	\$51,789	\$60,419
City of Maricopa		40.0	\$49,513	\$58,884	\$68,254
Public Market Average			\$48,416	\$59,300	\$70,184
City of Maricopa as a % of Public Market Average			102%	99%	97%
City of Maricopa			\$49,513	\$58,884	\$68,254
Overall Comparator Market Average			\$48,416	\$59,300	\$70,184
City of Maricopa as a % of Overall Market Average			102%	99%	97%
Adjustment To Reach Market Average			-2%	1%	3%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Examines plans and specifications for single and multi-family dwellings to determine compliance with the provisions of the City's building, mechanical, electrical, energy and plumbing codes, and zoning ordinance. Identifies defects or inadequacies; prepares plan check correction reports and require that corrections be made to meet the requirements of pertinent City codes. Approves plans that comply; approves permits for construction.

Minimum Requirements: Associate's degree or technical certification in a building or construction related field and five (5) years' experience in related field plus two (2) years' experience as a Plans Examiner to include one (1) year in commercial plans examination or two (2) years' experience as a permit technician or a similar position in a plan review and permitting environment.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Police Commander
Police**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Captain	40.0	\$94,988	\$108,290	\$121,593
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Deputy Police Chief	40.0	\$83,346	\$99,246	\$115,146
City of Chandler	Police Commander	40.0	\$125,393	\$131,819	\$138,246
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Police Commander	40.0	\$91,594	\$114,492	\$137,391
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Captain	40.0	\$74,241	\$96,513	\$118,786
Town of Buckeye	Police Commander	40.0	\$80,170	\$100,213	\$120,255
City of Maricopa		40.0	\$84,684	\$100,711	\$116,738
Public Market Average			\$91,622	\$108,429	\$125,236
City of Maricopa as a % of Public Market Average			92%	93%	93%
City of Maricopa			\$84,684	\$100,711	\$116,738
Overall Comparator Market Average			\$91,622	\$108,429	\$125,236
City of Maricopa as a % of Overall Market Average			92%	93%	93%
Adjustment To Reach Market Average			8%	8%	7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Oversees management of sworn and non-sworn personnel positions in the Police department. Plans and directs operations and administrative resources to accomplish department goals and objectives. Supervises patrol operations; special event planning; and emergency management investigations. Leads department recruitment and selection of sworn and non-sworn department staff, ensures (new hire) field training & evaluation is consistently completed.

Minimum Requirements: Bachelor's degree in criminal justice, public administration or related field and fifteen (15) years of progressively responsible law enforcement experience with at least five (5) years' experience in a management capacity in a mid to large law enforcement agency.

The City of Queen Creek does not have an independent Police Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Police Lieutenant Police					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Lieutenant	40.0	\$78,147	\$89,090	\$100,034
City of Avondale	Police Lieutenant	40.0	\$85,165	\$104,243	\$123,321
City of Casa Grande	Police Lieutenant	40.0	\$74,268	\$88,451	\$102,633
City of Chandler	Police Lieutenant	40.0	\$108,319	\$113,871	\$119,422
City of Goodyear	Police Lieutenant	40.0	\$85,112	\$99,789	\$114,466
City of Oro Valley	Police Lieutenant	40.0	\$79,122	\$98,903	\$118,683
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Lieutenant	40.0	\$69,384	\$104,734	\$140,084
Town of Buckeye	Police Lieutenant	40.0	\$90,498	\$101,810	\$113,122
City of Maricopa		40.0	\$76,811	\$91,348	\$105,885
Public Market Average			\$83,752	\$100,111	\$116,471
City of Maricopa as a % of Public Market Average			92%	91%	91%
City of Maricopa			\$76,811	\$91,348	\$105,885
Overall Comparator Market Average			\$83,752	\$100,111	\$116,471
City of Maricopa as a % of Overall Market Average			92%	91%	91%
Adjustment To Reach Market Average			9%	10%	10%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Supervises the activities of an assigned area or within a section of the Police Department; or perform responsible staff and administrative functions. Selects, trains, supervises and evaluates staff. Investigates, analyzes and reports upon employee performance and misconduct; recommends specialized training, professional development, disciplinary and corrective actions. Manages criminal and non-criminal case loads employing proper investigative and interview techniques, including processing of crime scenes, rules of evidence, court system and proper courtroom procedures, search and seizure laws, and federal and state asset forfeiture procedures.

Minimum Requirements: High School diploma or equivalency and four (4) years' experience as a Police Sergeant in a medium to large municipality and successful completion of IACP/AZ Post leadership in police organizations course

The City of Queen Creek does not have an independent Police Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Police Officer
Police

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Police Officer	40.0	\$49,087	\$58,377	\$67,668
City of Avondale	Police Officer	40.0	\$52,967	\$64,819	\$76,670
City of Casa Grande	Police Officer	40.0	\$49,108	\$58,476	\$67,843
City of Chandler	Police Officer	40.0	\$51,705	\$62,557	\$73,410
City of Goodyear	Police Officer	40.0	\$49,438	\$59,647	\$69,855
City of Oro Valley	Police Officer	40.0	\$44,865	\$55,796	\$66,727
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Deputy Sheriff	40.0	\$44,544	\$56,794	\$69,043
Town of Buckeye	Police Officer	40.0	\$52,362	\$63,353	\$74,343
City of Maricopa		40.0	\$49,708	\$58,869	\$68,029
Public Market Average			\$49,260	\$59,977	\$70,695
City of Maricopa as a % of Public Market Average			101%	98%	96%
City of Maricopa			\$49,708	\$58,869	\$68,029
Overall Comparator Market Average			\$49,260	\$59,977	\$70,695
City of Maricopa as a % of Overall Market Average			101%	98%	96%
Adjustment To Reach Market Average			-1%	2%	4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Interacts with a culturally and socially diverse population. Employs discretion in solving problems; maintains public order. Prevents crime. Enforces laws and ordinances. Conducts investigations. Makes arrests. Issues summonses/citations, and warnings. Assists the public.

Minimum Requirements: Meet all minimum qualifications of Arizona Peace Officer Standards and Training Board (AZ POST) for a certified Peace Officer.

The City of Queen Creek does not have an independent Police Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Police Property Evidence Manager Police					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	Property & Evidence Supervisor	40.0	\$51,665	\$60,967	\$70,269
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Evidence Unit Supervisor	40.0	\$38,189	\$47,737	\$57,284
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$54,588	\$64,919	\$75,250
Public Market Average			\$44,927	\$54,352	\$63,777
City of Maricopa as a % of Public Market Average			122%	119%	118%
City of Maricopa			\$54,588	\$64,919	\$75,250
Overall Comparator Market Average			\$44,927	\$54,352	\$63,777
City of Maricopa as a % of Overall Market Average			122%	119%	118%
Adjustment To Reach Market Average			-18%	-16%	-15%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Responsible for the implementation of the Police property/evidence facility; when operational, will receive, issue receipts for, classify, transport, store and issue all types of property, materials, equipment and supplies received or confiscated by the police department. Disposes of property as required and directed. Maintains a variety of detailed records.

Minimum Requirements: Associate's degree in management, criminal justice or other related field and five (5) years' experience in property/evidence work in a police environment.

The City of Queen Creek does not have an independent Police Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Police Records Supervisor Police					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Public Safety Records Supervisor	40.0	\$44,852	\$53,351	\$61,850
City of Chandler	Police Records Supervisor	40.0	\$51,665	\$60,967	\$70,269
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Police Records Supervisor	40.0	\$41,960	\$52,450	\$62,940
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Administrative Supervisor	40.0	\$48,108	\$61,338	\$74,567
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$47,155	\$56,080	\$65,004
Public Market Average			\$46,646	\$57,026	\$67,407
City of Maricopa as a % of Public Market Average			101%	98%	96%
City of Maricopa			\$47,155	\$56,080	\$65,004
Overall Comparator Market Average			\$46,646	\$57,026	\$67,407
City of Maricopa as a % of Overall Market Average			101%	98%	96%
Adjustment To Reach Market Average			-1%	2%	4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Assigns, schedules, and evaluates the work of police records clerks; works with employees to correct deficiencies and implement corrective actions. Trains personnel in the primary functions of the Records Unit, plus policies and procedures of the unit. Evaluates, develops and implements systems or improvement/ modification to systems to support complex, and sensitive police data administration.

Minimum Requirements: Associate's Degree or equivalent and three (3) years' of clerical experience in a law enforcement environment.

The City of Queen Creek does not have an independent Police Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Police Sergeant Police					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Sergeant	40.0	\$67,506	\$76,960	\$86,413
City of Avondale	Police Sergeant	40.0	\$79,089	\$88,945	\$98,800
City of Casa Grande	Police Sergeant	40.0	\$63,304	\$75,305	\$87,306
City of Chandler	Police Sergeant	40.0	\$77,055	\$86,045	\$95,034
City of Goodyear	Police Sergeant	40.0	\$69,855	\$79,638	\$89,420
City of Oro Valley	Police Sergeant	40.0	\$67,463	\$73,843	\$80,222
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Sergeant	40.0	\$56,114	\$71,545	\$86,976
Town of Buckeye	Police Sergeant	40.0	\$71,410	\$82,129	\$92,849
City of Maricopa		40.0	\$70,575	\$79,938	\$89,300
Public Market Average			\$68,974	\$79,301	\$89,628
City of Maricopa as a % of Public Market Average			102%	101%	100%
City of Maricopa			\$70,575	\$79,938	\$89,300
Overall Comparator Market Average			\$68,974	\$79,301	\$89,628
City of Maricopa as a % of Overall Market Average			102%	101%	100%
Adjustment To Reach Market Average			-2%	-1%	0%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Supervises sworn and professional police staff. Calls roll at the beginning of a shift, inspects Police Officers for appearance, readiness and preparation for duty and briefs employees on special tasks or assignments, conducts or provides for training. Serves as a witness in court in connection with arrests and investigations. Investigates complaints or allegations of misconduct against employees of the Police Department. Keeps informed and aware of persons and places suspected of illegal activity and/or potential for problems within an assigned area.

Minimum Requirements: High school graduate or equivalency and three (3) years' experience as a Police Officer.

The City of Queen Creek does not have an independent Police Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Public Safety Communications Dispatcher Police					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Police Telecommunications Officer	40.0	\$36,629	\$44,840	\$53,050
City of Avondale	Public Safety Dispatcher	40.0	\$38,920	\$47,677	\$56,435
City of Casa Grande	Public Safety Dispatcher	40.0	\$40,016	\$47,586	\$55,156
City of Chandler	Dispatcher	40.0	\$42,262	\$49,692	\$57,122
City of Goodyear	Telecommunications Operator	40.0	\$40,339	\$50,111	\$59,883
City of Oro Valley	Police Dispatcher	40.0	\$34,521	\$43,151	\$51,781
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Emergency Dispatcher	40.0	\$35,036	\$43,795	\$52,555
Town of Buckeye	Public Safety Dispatcher	40.0	\$40,326	\$48,394	\$56,461
City of Maricopa		40.0	\$42,771	\$50,866	\$58,961
Public Market Average			\$38,506	\$46,906	\$55,305
City of Maricopa as a % of Public Market Average			111%	108%	107%
City of Maricopa			\$42,771	\$50,866	\$58,961
Overall Comparator Market Average			\$38,506	\$46,906	\$55,305
City of Maricopa as a % of Overall Market Average			111%	108%	107%
Adjustment To Reach Market Average			-10%	-8%	-6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Questions callers to quickly and accurately determine their location and nature of their problem to determine the type of response needed. Appeases and effectively extracts information from citizens under stress. Interprets telephone or radio call and whether a police officer should be dispatched to the scene within the first few seconds of conversation to determine as to whether or not it is an emergency or non-emergency. Provides location information from maps, applying knowledge of streets, highway systems, and geography to provide appropriate and timely assistance. Detects unclear or unusual sounds on the phone or over the radio which may indicate a request for help.

Minimum Requirements: High school diploma or equivalency and one to three (1-3 years) experience in public contact or customer service experience.

The City of Queen Creek does not have an independent Police Department.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Public Works Construction Inspector Public Works					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	PW Engineering Inspector	40.0	\$38,461	\$47,082	\$55,702
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Construction Inspector	40.0	\$43,855	\$52,165	\$60,475
City of Chandler	Public Works Inspector	40.0	\$53,255	\$63,876	\$74,497
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Construction Inspector	40.0	\$38,351	\$47,939	\$57,527
City of Queen Creek	Senior Inspector - Public Works	40.0	\$44,969	\$53,963	\$62,956
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$47,155	\$56,080	\$65,004
Public Market Average			\$43,778	\$53,005	\$62,232
City of Maricopa as a % of Public Market Average			108%	106%	104%
City of Maricopa			\$47,155	\$56,080	\$65,004
Overall Comparator Market Average			\$43,778	\$53,005	\$62,232
City of Maricopa as a % of Overall Market Average			108%	106%	104%
Adjustment To Reach Market Average			-7%	-5%	-4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Performs inspection and documentation of construction activities for roadway pavement, water, sewer, storm water, street lights, sidewalks, structures, private utilities, and grading and drainage to ensure compliance with approved plans and specifications. Interprets, applies, and enforces the provisions of the City's Engineering Design Standards and Policies and other applicable federal, state, and local codes, laws, regulations, specifications, standards, policies, and procedures. Maintains and tracks project construction schedules and payments through project progress meetings with contractors, engineers, project owners, and others.

Minimum Requirements: High school diploma or equivalency and five (5) years of experience in construction project coordination or inspection or related field.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Purchasing Coordinator Financial Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Procurement Specialist	40.0	\$47,011	\$53,802	\$60,593
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	No Match		NA	NA	NA
City of Goodyear	Procurement Specialist	40.0	\$50,620	\$62,884	\$75,147
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Procurement Coordinator	40.0	\$44,544	\$56,794	\$69,043
Town of Buckeye	Purchasing Agent	40.0	\$49,328	\$61,655	\$73,982
City of Maricopa		40.0	\$47,155	\$56,080	\$65,004
Public Market Average			\$47,876	\$58,783	\$69,691
City of Maricopa as a % of Public Market Average			98%	95%	93%
City of Maricopa			\$47,155	\$56,080	\$65,004
Overall Comparator Market Average			\$47,876	\$58,783	\$69,691
City of Maricopa as a % of Overall Market Average			98%	95%	93%
Adjustment To Reach Market Average			2%	5%	7%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Process purchase requests by placing orders for a wide variety of goods and services and reviewing orders for quantity, specifications, delivery requirements, and compliance with established policies and procedures. Processes merchandise receipts, returns, credits, and interact extensively with staff, and vendors. Ability to successfully complete a wide variety of daily administrative purchasing duties (i.e. following up on orders; confirming delivery of PO's; filing of documents; delivery of receipts; assisting with Munis issues; entry of receipts; resolution of order discrepancies, etc.)

Minimum Requirements: Associate's Degree and two (2) to four (4) years purchasing experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Records Clerk
City Clerk

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Records Management Clerk	40.0	\$33,196	\$40,633	\$48,070
City of Casa Grande	Public Safety Clerk	40.0	\$31,801	\$37,828	\$43,855
City of Chandler	No Match		NA	NA	NA
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$35,188	\$41,848	\$48,507
Public Market Average			\$32,498	\$39,230	\$45,963
City of Maricopa as a % of Public Market Average			108%	107%	106%
City of Maricopa			\$35,188	\$41,848	\$48,507
Overall Comparator Market Average			\$32,498	\$39,230	\$45,963
City of Maricopa as a % of Overall Market Average			108%	107%	106%
Adjustment To Reach Market Average			-8%	-6%	-5%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Provides technical assistance and training regarding procedures, specialized applications of computer programs, resources, and use of forms and information for the records management program to meet the goals of the City. Processes contracts and agreements by receiving contracts, obtaining signatures, distributing materials, and archiving agreements and contracts. Assists the public with information retrieval by copying and distributing requested documentation and providing general information regarding departmental policies, procedures, and regulations.

Minimum Requirements: High school diploma or GED equivalency, a minimum of two (2) years' experience in work with public contact, related to maintaining records and working with computers and customers.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Recreation Coordinator Community Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Recreation Coordinator	40.0	\$44,523	\$54,503	\$64,483
City of Avondale	Recreation Coordinator	40.0	\$49,562	\$60,707	\$71,853
City of Casa Grande	Recreation Program Coordinator	40.0	\$42,858	\$50,974	\$59,089
City of Chandler	Recreation Coordinator II	40.0	\$55,286	\$65,653	\$76,019
City of Goodyear	Recreation Coordinator	40.0	\$58,600	\$72,797	\$86,993
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Recreation Coordinator	40.0	\$51,915	\$63,035	\$74,154
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Recreation Coordinator	40.0	\$49,328	\$61,655	\$73,982
City of Maricopa		40.0	\$49,513	\$58,884	\$68,254
Public Market Average			\$50,296	\$61,332	\$72,367
City of Maricopa as a % of Public Market Average			98%	96%	94%
City of Maricopa			\$49,513	\$58,884	\$68,254
Overall Comparator Market Average			\$50,296	\$61,332	\$72,367
City of Maricopa as a % of Overall Market Average			98%	96%	94%
Adjustment To Reach Market Average			2%	4%	6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Supervises and coordinates the programming and activities of recreation support staff in the areas of aquatics, fitness, sports, child watch, enrichment, and general recreation programming such as youth camps, etc.

Minimum Requirements: Bachelor's Degree in a related field, and three (3) years' experience in professional recreation work and recreational planning including one (1) year of supervisory experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Recreation Manager
Community Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Recreation Superintendent	40.0	\$65,781	\$70,214	\$74,647
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Recreation Program Superintendent	40.0	\$61,850	\$73,568	\$85,286
City of Chandler	Recreation Manager	40.0	\$86,116	\$103,339	\$120,562
City of Goodyear	Recreation Superintendent	40.0	\$73,277	\$91,029	\$108,780
City of Oro Valley	Recreation Facility Manager	40.0	\$46,261	\$57,826	\$69,392
City of Queen Creek	Recreation Superintendent	40.0	\$67,933	\$83,218	\$98,503
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Recreation Manager	40.0	\$72,455	\$90,578	\$108,702
City of Maricopa		40.0	\$63,049	\$74,982	\$86,914
Public Market Average			\$67,668	\$81,396	\$95,125
City of Maricopa as a % of Public Market Average			93%	92%	91%
City of Maricopa			\$63,049	\$74,982	\$86,914
Overall Comparator Market Average			\$67,668	\$81,396	\$95,125
City of Maricopa as a % of Overall Market Average			93%	92%	91%
Adjustment To Reach Market Average			7%	9%	9%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Manages the planning, development, implementation, evaluation, and promotion of comprehensive recreational programs and services. Supervises operation and maintenance of recreation and related facilities. Supervises program and facility staff members, including scheduling, training, evaluations, and hiring. Motivates and promotes an excellent customer service attitude in all division employees.

Minimum Requirements: Bachelor's Degree in Recreation, Leisure Studies, Parks and Recreation Administration, Public or Business Administration or a related field and five (5) years of experience in a recreation management or related field, including three (3) years of supervisory experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Senior Building Inspector Development Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	Senior Building Inspector	40.0	\$63,302	\$75,957	\$88,612
City of Goodyear	Building Inspector III	40.0	\$45,325	\$56,305	\$67,285
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Senior Inspector - Building Safety	40.0	\$44,969	\$53,963	\$62,956
Pinal County	Building Inspector, Senior	40.0	\$44,544	\$56,794	\$69,043
Town of Buckeye	Building Inspector, Senior	40.0	\$57,023	\$71,279	\$85,535
City of Maricopa		40.0	\$49,513	\$58,884	\$68,254
Public Market Average			\$51,033	\$62,859	\$74,686
City of Maricopa as a % of Public Market Average			97%	94%	91%
City of Maricopa			\$49,513	\$58,884	\$68,254
Overall Comparator Market Average			\$51,033	\$62,859	\$74,686
City of Maricopa as a % of Overall Market Average			97%	94%	91%
Adjustment To Reach Market Average			3%	7%	9%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Receives and investigates complaints concerning building issues throughout the City. Assists other building inspectors and the general public with building code questions. Performs onsite inspections for new construction and building complaints.

Minimum Requirements: Associate's Degree and one to three years of experience in building inspection and construction methods. Must have one of the following certifications: Residential Combination Inspector Certification, Building Inspector Certification, Building Plans Examiner Certification, Building Code Official Certification.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Senior Human Resources Analyst Human Resources					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Senior Human Resource Analyst	40.0	\$56,824	\$69,561	\$82,298
City of Avondale	Senior Human Resources Analyst	40.0	\$58,213	\$71,312	\$84,410
City of Casa Grande	Human Resources Coordinator	40.0	\$59,088	\$70,247	\$81,406
City of Chandler	Senior HR Analyst	40.0	\$63,298	\$75,957	\$88,617
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Human Resources Analyst	40.0	\$39,962	\$49,952	\$59,943
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Human Resources Analyst, Senior	40.0	\$48,108	\$61,338	\$74,567
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$54,588	\$64,919	\$75,250
Public Market Average			\$54,249	\$66,394	\$78,540
City of Maricopa as a % of Public Market Average			101%	98%	96%
City of Maricopa			\$54,588	\$64,919	\$75,250
Overall Comparator Market Average			\$54,249	\$66,394	\$78,540
City of Maricopa as a % of Overall Market Average			101%	98%	96%
Adjustment To Reach Market Average			-1%	2%	4%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Supervises, advises, plans, and directs staff and activities in recruitment, selection, retention, classification, employee-labor relations, benefits, and compensation. Reviews and evaluates recruitment and retention strategies and processes. Develops and implements new strategies, processes and/or procedures, and ensures processes and procedures comply with personnel rules. Advises and consults with City management on personnel rules, policies, and procedures; advises on state and federal employment laws. Oversees budget preparation, presents justification for budget requests, and monitors budget expenditures for operational efficiency. Researches and responds to questions raised by City Manager staff, other department, and the

Minimum Requirements: Bachelor's Degree in Human Resources, Business Administration, Organizational Development, Public Administration, or closely related field and five (5) years human resources or organizational development experience and at least one (1) year of lead or management experience.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Senior Library Coordinator Community Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Supervising Librarian	40.0	\$56,825	\$69,562	\$82,299
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Librarian	40.0	\$45,889	\$54,597	\$63,305
City of Chandler	Librarian	40.0	\$51,670	\$60,970	\$70,271
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$42,771	\$50,866	\$58,961
Public Market Average			\$51,461	\$61,710	\$71,958
City of Maricopa as a % of Public Market Average			83%	82%	82%
City of Maricopa			\$42,771	\$50,866	\$58,961
Overall Comparator Market Average			\$51,461	\$61,710	\$71,958
City of Maricopa as a % of Overall Market Average			83%	82%	82%
Adjustment To Reach Market Average			20%	21%	22%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Supervises library personnel; hires and trains employees; assigns and monitors work; evaluates personnel; disciplines employees as necessary. Administers maintenance of library facilities and equipment. Proactively engages the community regarding library services.

Minimum Requirements: Bachelor's degree in Library Science or a related field and three (3) years library experience in a paraprofessional or professional capacity involving reference and reader advisory services; and/or collection development and maintenance; and/or special program development, or other technical library work.

The cities of Goodyear, Oro Valley and Queen Creek do not have independent libraries.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Senior Planner
Development Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Senior Planner	40.0	\$56,824	\$69,561	\$82,298
City of Avondale	Senior Planner	40.0	\$68,420	\$83,815	\$99,209
City of Casa Grande	Senior Planner	40.0	\$61,850	\$73,735	\$85,619
City of Chandler	Senior Planner	40.0	\$63,298	\$75,957	\$88,617
City of Goodyear	Planner III	40.0	\$61,530	\$76,436	\$91,342
City of Oro Valley	Senior Planner	40.0	\$51,003	\$63,754	\$76,505
City of Queen Creek	Planner II	40.0	\$61,887	\$75,812	\$89,736
Pinal County	Planner, Senior	40.0	\$51,957	\$66,245	\$80,533
Town of Buckeye	Planner III	40.0	\$61,846	\$74,419	\$86,993
City of Maricopa		40.0	\$57,317	\$68,165	\$79,013
Public Market Average			\$59,846	\$73,304	\$86,761
City of Maricopa as a % of Public Market Average			96%	93%	91%
City of Maricopa			\$57,317	\$68,165	\$79,013
Overall Comparator Market Average			\$59,846	\$73,304	\$86,761
City of Maricopa as a % of Overall Market Average			96%	93%	91%
Adjustment To Reach Market Average			4%	8%	10%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Works under the general direction of the Planning & Zoning Administrator. Communicate orally with customers, clients, or the public in face-to-face one-on-one settings at a service counter or at public meetings. Performs plan review and analysis, and creates staff reports and recommendations based on findings.

Minimum Requirements: Bachelor's degree in Planning, Urban Management, Landscape Architecture or related field and two (2) years of experience in reviewing and critiquing site plans.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Special Events and Marketing Manager Community Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	Special Events Coordinator	40.0	\$55,286	\$65,653	\$76,019
City of Goodyear	Marketing Coordinator	40.0	\$61,530	\$76,436	\$91,342
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	Recreation Coordinator - Special Events	40.0	\$51,915	\$63,035	\$74,154
Pinal County	No Match		NA	NA	NA
Town of Buckeye	Community Engagement Manager	40.0	\$61,846	\$77,317	\$92,789
City of Maricopa		40.0	\$54,588	\$64,919	\$75,250
Public Market Average			\$57,644	\$70,610	\$83,576
City of Maricopa as a % of Public Market Average			95%	92%	90%
City of Maricopa			\$54,588	\$64,919	\$75,250
Overall Comparator Market Average			\$57,644	\$70,610	\$83,576
City of Maricopa as a % of Overall Market Average			95%	92%	90%
Adjustment To Reach Market Average			6%	9%	11%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Manages the production of major indoor/outdoor special events and festivals including negotiating, administering and approving expenditures and contracts. Recommends, develops and implements short- and long-term goals and objectives for the City's special event and festival program; researches and develops new funding and revenue sources. Manages the marketing/promotion of major special events and festivals that may include public relations, advertising and direct marketing.

Minimum Requirements: Bachelor's Degree in recreation administration, tourism management, business, marketing, hospitality or related field and three (3) to five (5) years' experience in the recreation, tourism, or hospitality management field dealing with public assembly events and activities

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Systems Analyst
Development Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Business Applications Analyst	40.0	\$52,677	\$62,644	\$72,611
City of Chandler	No Match		NA	NA	NA
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Systems Analyst	40.0	\$59,043	\$73,803	\$88,563
City of Queen Creek	Business Systems & Training Analyst	40.0	\$64,910	\$79,515	\$94,120
Pinal County	No Match		NA	NA	NA
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$47,155	\$56,080	\$65,004
Public Market Average			\$58,877	\$71,987	\$85,098
City of Maricopa as a % of Public Market Average			80%	78%	76%
City of Maricopa			\$47,155	\$56,080	\$65,004
Overall Comparator Market Average			\$58,877	\$71,987	\$85,098
City of Maricopa as a % of Overall Market Average			80%	78%	76%
Adjustment To Reach Market Average			25%	28%	31%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Evaluates, develops and implements systems or improvement/ modification to systems to enhance customer service and processes. Conducts research by gathering data from various sources and preparing various reports and compilations; resolves discrepancies in records and reports and follows up as necessary. Creates data queries, workflow and reports using computer systems and tools.

Minimum Requirements: Bachelor's Degree and three (3) years' experience in work with public contact, related to maintaining and producing permits and working with computer systems and customers.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Systems Analyst /Database Administrator Information Technology					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	System Administrator	40.0	\$56,824	\$68,558	\$80,291
City of Avondale	No Match		NA	NA	NA
City of Casa Grande	Network Analyst	40.0	\$46,912	\$55,829	\$64,745
City of Chandler	IT Database Administrator	40.0	\$68,361	\$82,034	\$95,706
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	ERP Manager	40.0	\$74,241	\$96,513	\$118,786
Town of Buckeye	IT Systems Administrator	40.0	\$61,846	\$77,317	\$92,789
City of Maricopa		40.0	\$57,317	\$68,165	\$79,013
Public Market Average			\$61,637	\$76,050	\$90,463
City of Maricopa as a % of Public Market Average			93%	90%	87%
City of Maricopa			\$57,317	\$68,165	\$79,013
Overall Comparator Market Average			\$61,637	\$76,050	\$90,463
City of Maricopa as a % of Overall Market Average			93%	90%	87%
Adjustment To Reach Market Average			8%	12%	14%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Supports City, Fire, and Police RMS, ERP and database applications. Manages server back-ups. Configures and maintains user security tables, modules, and workflows for application accessibility. Creates, configures, and/or integrates custom reports.

Minimum Requirements: Bachelor's Degree in Computer Science, Quantitative Systems, or a related field and two (2) years of experience with Database, Application, and Networking architectures, system security, backup technologies.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

Traffic Signal Technician Public Works					
Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
Public Data Sources					
City of Apache Junction	Traffic Signal Technician	40.0	\$42,403	\$51,907	\$61,412
City of Avondale	Traffic Operations Technician	40.0	\$38,920	\$47,677	\$56,435
City of Casa Grande	Signal Light Technician	40.0	\$41,916	\$49,842	\$57,768
City of Chandler	Traffic Signal Tech II	40.0	\$46,792	\$54,967	\$63,142
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	Traffic Technician I	40.0	\$36,246	\$45,308	\$54,370
City of Queen Creek	Traffic Signal Technician	40.0	\$42,500	\$51,000	\$59,500
Pinal County	Traffic Signal Technician	40.0	\$44,544	\$56,794	\$69,043
Town of Buckeye	Traffic Signal Technician II	40.0	\$35,303	\$42,366	\$49,428
City of Maricopa		40.0	\$42,771	\$50,866	\$58,961
Public Market Average			\$41,078	\$49,983	\$58,887
City of Maricopa as a % of Public Market Average			104%	102%	100%
City of Maricopa			\$42,771	\$50,866	\$58,961
Overall Comparator Market Average			\$41,078	\$49,983	\$58,887
City of Maricopa as a % of Overall Market Average			104%	102%	100%
Adjustment To Reach Market Average			-4%	-2%	0%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Installs, inspects, maintains, and repairs traffic signal devices, including traffic lights, actuators and walk/wait signals. Diagnoses malfunctions and repairs to city-owned traffic signals, install, maintain or repair programmable controllers, signal heads, pedestrian actuators and signals, magnetic loop detectors, radar detectors, intertie cabling and similar devices. Repairs, replaces, and troubleshoots damaged or malfunctioning traffic signal equipment in the field; tests devices and makes necessary repairs; tests and programs controllers and conflict monitors.

Minimum Requirements: High school diploma or equivalency and two (2) years of experience in traffic signal installation and repair. Must have valid Arizona Commercial Driver's License and International Municipal Signal Association (IMSA) Level I Traffic Signal Technician Certification.

APPENDIX B
City of Maricopa
Detailed Market Data (Adjusted)

**Transportation/ Transit Planner
Development Services**

Respondent	Matching Job Title	Workweek	Pay Range Minimum Base Salary*	Pay Range Midpoint Base Salary*	Pay Range Maximum Base Salary*
<i>Public Data Sources</i>					
City of Apache Junction	No Match		NA	NA	NA
City of Avondale	Transit Program Administrator	40.0	\$68,420	\$83,815	\$99,209
City of Casa Grande	No Match		NA	NA	NA
City of Chandler	Transit Services Coordinator	40.0	\$63,298	\$75,957	\$88,617
City of Goodyear	No Match		NA	NA	NA
City of Oro Valley	No Match		NA	NA	NA
City of Queen Creek	No Match		NA	NA	NA
Pinal County	Transportation Planning Specialist	40.0	\$51,957	\$66,245	\$80,533
Town of Buckeye	No Match		NA	NA	NA
City of Maricopa		40.0	\$54,588	\$64,919	\$75,250
<i>Public Market Average</i>			\$61,225	\$75,339	\$89,453
<i>City of Maricopa as a % of Public Market Average</i>			89%	86%	84%
City of Maricopa			\$54,588	\$64,919	\$75,250
<i>Overall Comparator Market Average</i>			\$61,225	\$75,339	\$89,453
<i>City of Maricopa as a % of Overall Market Average</i>			89%	86%	84%
<i>Adjustment To Reach Market Average</i>			12%	16%	19%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average.

Job Summary: Handles long-range transportation issues. Develops and/or coordinates elements of Maricopa's Regional Transportation Plan (RTP) including research and analysis of component areas such as roads, public transportation, and non-motorized transportation. Develops population projections, maps and financial forecasts for the RTP and analyzes environmental and societal impacts. For particular projects and developments, presents plan aspects to citizens and governmental officials at the local and regional levels. Handles multimodal transportation issues on a daily basis. Meets with local governments concerning pedestrian and bicycle facilities, reviews grant requests and assists local agencies in leveraging project grant funding.

Minimum Requirements: Bachelor's Degree in Public or Business Administration, Transportation Planning, Urban Planning, Engineering, or related field and one (1) to three (3) years of experience in public transportation field, public transit administration, planning, management, engineering.