

**TOWN OF ORO VALLEY
2020-2021 General Pay Plan**

Job Title	Grade		Minimum	Midpoint	Maximum
TOWN MANAGER	135	Annual	146,649	183,311	219,973
		Hourly	\$70.5041	\$88.1302	\$105.7562
POLICE CHIEF	131	Annual	120,648	150,810	180,972
		Hourly	\$58.0039	\$72.5049	\$87.0059
FINANCE DIRECTOR/CFO	130	Annual	114,903	143,629	172,355
		Hourly	\$55.2418	\$69.0523	\$82.8627
LEGAL SERVICES DIRECTOR	130	Annual	114,903	143,629	172,355
		Hourly	\$55.2418	\$69.0523	\$82.8627
DEPUTY POLICE CHIEF	129	Annual	109,431	136,789	164,147
		Hourly	\$52.6113	\$65.7641	\$78.9169
MAGISTRATE JUDGE	129	Annual	109,431	136,789	164,147
		Hourly	\$52.6113	\$65.7641	\$78.9169
DIRECTOR OF PUBLIC WORKS	128	Annual	104,220	130,276	156,331
		Hourly	\$50.1060	\$62.6325	\$75.1590
POLICE COMMANDER	128	Annual	104,220	130,276	156,331
		Hourly	\$50.1060	\$62.6325	\$75.1590
WATER UTILITY DIRECTOR	128	Annual	104,220	130,276	156,331
		Hourly	\$50.1060	\$62.6325	\$75.1590
CHIEF INFORMATION OFFICER (CIO)	127	Annual	99,258	124,072	148,886
		Hourly	\$47.7200	\$59.6500	\$71.5800
COMMUNITY & ECONOMIC DEV DIRECTOR	127	Annual	99,258	124,072	148,886
		Hourly	\$47.7200	\$59.6500	\$71.5800
HUMAN RESOURCES DIRECTOR	127	Annual	99,258	124,072	148,886
		Hourly	\$47.7200	\$59.6500	\$71.5800
PARKS AND RECREATION DIRECTOR	127	Annual	99,258	124,072	148,886
		Hourly	\$47.7200	\$59.6500	\$71.5800
ASSISTANT DIRECTOR OF PUBLIC WORKS	126	Annual	94,531	118,164	141,796
		Hourly	\$45.4476	\$56.8095	\$68.1714
ASSISTANT TOWN MANAGER	126	Annual	94,531	118,164	141,796
		Hourly	\$45.4476	\$56.8095	\$68.1714
TOWN CLERK	126	Annual	94,531	118,164	141,796
		Hourly	\$45.4476	\$56.8095	\$68.1714
CHIEF CIVIL DEPUTY ATTORNEY	125	Annual	90,030	112,537	135,044
		Hourly	\$43.2834	\$54.1043	\$64.9251
POLICE LIEUTENANT	125	Annual	90,030	112,537	135,044
		Hourly	\$43.2834	\$54.1043	\$64.9251
ENGINEERING DIVISION MANAGER	124	Annual	85,742	107,178	128,614
		Hourly	\$41.2223	\$51.5279	\$61.8335
INSPECTION & COMPLIANCE DIVISION MGR/ BUILDING OFFICIAL	124	Annual	85,742	107,178	128,614
		Hourly	\$41.2223	\$51.5279	\$61.8335
PARKS & RECREATION DEPUTY DIRECTOR	124	Annual	85,742	107,178	128,614
		Hourly	\$41.2223	\$51.5279	\$61.8335
PERMITTING DIVISION MANAGER	124	Annual	85,742	107,178	128,614
		Hourly	\$41.2223	\$51.5279	\$61.8335

**TOWN OF ORO VALLEY
2020-2021 General Pay Plan**

Job Title	Grade		Minimum	Midpoint	Maximum
PLANNING DIVISION MANAGER	124	Annual	85,742	107,178	128,614
		Hourly	\$41.2223	\$51.5279	\$61.8335
STORMWATER UTILITY DIVISION MANAGER	124	Annual	85,742	107,178	128,614
		Hourly	\$41.2223	\$51.5279	\$61.8335
WATER OPERATIONS MANAGER	124	Annual	85,742	107,178	128,614
		Hourly	\$41.2223	\$51.5279	\$61.8335
WATER UTILITY ENGINEERING DIV MANAGER	124	Annual	85,742	107,178	128,614
		Hourly	\$41.2223	\$51.5279	\$61.8335
ASSISTANT TOWN PROSECUTOR	123	Annual	81,659	102,074	122,489
		Hourly	\$39.2593	\$49.0742	\$58.8890
STRATEGIC INITIATIVES MANAGER	123	Annual	81,659	102,074	122,489
		Hourly	\$39.2593	\$49.0742	\$58.8890
COMMUNICATIONS ADMINISTRATOR	122	Annual	77,771	97,214	116,656
		Hourly	\$37.3898	\$46.7373	\$56.0848
COURT ADMINISTRATOR	122	Annual	77,771	97,214	116,656
		Hourly	\$37.3898	\$46.7373	\$56.0848
FINANCE & BUDGET ADMINISTRATOR	122	Annual	77,771	97,214	116,656
		Hourly	\$37.3898	\$46.7373	\$56.0848
IT NET OPS SUPERVISOR	122	Annual	77,771	97,214	116,656
		Hourly	\$37.3898	\$46.7373	\$56.0848
WATER UTILITY ADMINISTRATOR	122	Annual	77,771	97,214	116,656
		Hourly	\$37.3898	\$46.7373	\$56.0848
CHIEF PROCUREMENT OFFICER	121	Annual	74,068	92,584	111,101
		Hourly	\$35.6094	\$44.5117	\$53.4141
FLEET & FACILITY MANAGER	121	Annual	74,068	92,584	111,101
		Hourly	\$35.6094	\$44.5117	\$53.4141
POLICE COMMUNICATIONS MANAGER	121	Annual	74,068	92,584	111,101
		Hourly	\$35.6094	\$44.5117	\$53.4141
SENIOR CIVIL ENGINEER	121	Annual	74,068	92,584	111,101
		Hourly	\$35.6094	\$44.5117	\$53.4141
SENIOR STORMWATER ENGINEER	121	Annual	74,068	92,584	111,101
		Hourly	\$35.6094	\$44.5117	\$53.4141
STREETS & DRAINAGE OPER SUPERINTENDENT	120	Annual	70,625	88,281	105,937
		Hourly	\$33.9541	\$42.4426	\$50.9311
CIVIL ENGINEER	119	Annual	67,181	83,977	100,772
		Hourly	\$32.2988	\$40.3734	\$48.4481
NETWORK ADMINISTRATOR	119	Annual	67,181	83,977	100,772
		Hourly	\$32.2988	\$40.3734	\$48.4481
SYSTEMS ANALYST	119	Annual	67,181	83,977	100,772
		Hourly	\$32.2988	\$40.3734	\$48.4481
DATABASE ANALYST	118	Annual	63,982	79,978	95,973
		Hourly	\$30.7607	\$38.4509	\$46.1411
PRINCIPAL PLANNER	118	Annual	63,982	79,978	95,973
		Hourly	\$30.7607	\$38.4509	\$46.1411

**TOWN OF ORO VALLEY
2020-2021 General Pay Plan**

Job Title	Grade		Minimum	Midpoint	Maximum
SR BUDGET ANALYST	118	Annual	63,982	79,978	95,973
		Hourly	\$30.7607	\$38.4509	\$46.1411
SR GIS ADMINISTRATOR	118	Annual	63,982	79,978	95,973
		Hourly	\$30.7607	\$38.4509	\$46.1411
WATER DISTRIBUTION SUPERINTENDENT	118	Annual	63,982	79,978	95,973
		Hourly	\$30.7607	\$38.4509	\$46.1411
WATER PROD & METER OPER SUPERINT	118	Annual	63,982	79,978	95,973
		Hourly	\$30.7607	\$38.4509	\$46.1411
PARKS MAINTENANCE SUPERINTENDENT	117	Annual	60,936	76,169	91,403
		Hourly	\$29.2959	\$36.6199	\$43.9439
SENIOR ENGINEERING ASSOCIATE	117	Annual	60,936	76,169	91,403
		Hourly	\$29.2959	\$36.6199	\$43.9439
STORMWATER PROJECT MANAGER	117	Annual	60,936	76,169	91,403
		Hourly	\$29.2959	\$36.6199	\$43.9439
STREETS & DRAINAGE OPERATIONS SUPERVISOR	117	Annual	60,936	76,169	91,403
		Hourly	\$29.2959	\$36.6199	\$43.9439
WATER CONTROL SYSTEMS SUPERVISOR	117	Annual	60,936	76,169	91,403
		Hourly	\$29.2959	\$36.6199	\$43.9439
CONSTITUENT SERVICES/MGMT ASSISTANT	116	Annual	58,034	72,542	87,051
		Hourly	\$27.9009	\$34.8761	\$41.8513
SENIOR PARALEGAL	116	Annual	58,034	72,542	87,051
		Hourly	\$27.9009	\$34.8761	\$41.8513
SENIOR PLANNER	116	Annual	58,034	72,542	87,051
		Hourly	\$27.9009	\$34.8761	\$41.8513
CIVIL ENGINEERING DESIGNER	115	Annual	55,270	69,088	82,905
		Hourly	\$26.5723	\$33.2153	\$39.8584
EMERGENCY MGMT AND SAFETY COORDINATOR	115	Annual	55,270	69,088	82,905
		Hourly	\$26.5723	\$33.2153	\$39.8584
ENGINEERING DESIGN REVIEWER	115	Annual	55,270	69,088	82,905
		Hourly	\$26.5723	\$33.2153	\$39.8584
POLICE ADMINISTRATIVE SERVICES MANAGER	115	Annual	55,270	69,088	82,905
		Hourly	\$26.5723	\$33.2153	\$39.8584
PUBLIC SAFETY TELECOMMUNICATIONS SUPV	115	Annual	55,270	69,088	82,905
		Hourly	\$26.5723	\$33.2153	\$39.8584
SENIOR ACCOUNTANT	115	Annual	55,270	69,088	82,905
		Hourly	\$26.5723	\$33.2153	\$39.8584
BUILDING INSPECTOR II	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604
DEPUTY TOWN CLERK	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604
DIGITAL CONTENT SPECIALIST	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604
GIS ANALYST	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604

TOWN OF ORO VALLEY
2020-2021 General Pay Plan

Job Title	Grade		Minimum	Midpoint	Maximum
MARKETING & COMMUNICATIONS SPECIALIST	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604
PLANS EXAMINER II	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604
PUBLIC INFORMATION OFFICER	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604
RECREATION FACILITY MANAGER	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604
WATER CONSERVATION SPECIALIST	114	Annual	52,638	65,798	78,958
		Hourly	\$25.3069	\$31.6337	\$37.9604
CRIME SCENE TECHNICIAN SUPERVISOR	113	Annual	50,132	62,665	75,198
		Hourly	\$24.1018	\$30.1273	\$36.1527
ECONOMIC DEVELOPMENT SPECIALIST	113	Annual	50,132	62,665	75,198
		Hourly	\$24.1018	\$30.1273	\$36.1527
HUMAN RESOURCES ANALYST	113	Annual	50,132	62,665	75,198
		Hourly	\$24.1018	\$30.1273	\$36.1527
INFORMATION TECHNOLOGY ANALYST	113	Annual	50,132	62,665	75,198
		Hourly	\$24.1018	\$30.1273	\$36.1527
PLANNER	113	Annual	50,132	62,665	75,198
		Hourly	\$24.1018	\$30.1273	\$36.1527
BUILDING INSPECTOR I	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
CONSTRUCTION INSPECTOR	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
EXEC ASSISTANT TO MANAGER & COUNCIL	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
FACILITY MAINTENANCE SUPERVISOR	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
LEAD WATER UTILITY OPERATOR	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
METER OPERATIONS SUPERVISOR	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
PLANS EXAMINER I	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
POLICE RECORDS SUPERVISOR	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
SENIOR TRAFFIC TECHNICIAN	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
SENIOR TRANSIT CREW LEADER	112	Annual	47,745	59,681	71,617
		Hourly	\$22.9541	\$28.6927	\$34.4312
CODE COMPLIANCE SPECIALIST	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
CRIME ANALYST	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916

TOWN OF ORO VALLEY
2020-2021 General Pay Plan

Job Title	Grade		Minimum	Midpoint	Maximum
INSTRUMENTATION CONTROL TECHNICIAN	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
PARKS MAINTENANCE SUPERVISOR	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
RECREATION & CULTURAL SERVICES MANAGER	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
SENIOR CIVIL ENGINEERING TECHNICIAN	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
SENIOR PLANNING TECHNICIAN	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
STORMWATER UTILITY ANALYST	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
STORMWATER UTILITY INSPECTOR/DESIGNER	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
WATER UTILITY ANALYST	111	Annual	45,471	56,839	68,207
		Hourly	\$21.8611	\$27.3263	\$32.7916
ADMINISTRATIVE COORDINATOR	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
ASSISTANT AQUATICS MANAGER	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
ASSISTANT RECREATION MANAGER	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
FLEET MAINTENANCE MECHANIC III	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
PROCUREMENT SPECIALIST	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
STREETS & DRAINAGE CREW LEADER	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
TRAFFIC SIGNS & MARKINGS CREW LEADER	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
TRANSIT CREW LEADER	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
WATER UTILITY OPERATOR III	110	Annual	43,306	54,132	64,959
		Hourly	\$20.8201	\$26.0251	\$31.2301
ACCOUNTING SPECIALIST	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430
FACILITIES MAINTENANCE TECHNICIAN	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430
HEAVY EQUIPMENT OPERATOR III	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430
IT TECHNICIAN	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430
PARALEGAL I	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430

**TOWN OF ORO VALLEY
2020-2021 General Pay Plan**

Job Title	Grade		Minimum	Midpoint	Maximum
PARKS MAINTENANCE WORKER III	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430
SENIOR OFFICE SPECIALIST	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430
TRAFFIC TECHNICIAN	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430
WATER UTILITY OPERATOR II	109	Annual	41,244	51,554	61,865
		Hourly	\$19.8286	\$24.7858	\$29.7430
BUILDING PERMIT TECHNICIAN	108	Annual	39,280	49,099	58,919
		Hourly	\$18.8844	\$23.6055	\$28.3266
CIVIL ENGINEERING TECHNICIAN	108	Annual	39,280	49,099	58,919
		Hourly	\$18.8844	\$23.6055	\$28.3266
FLEET CONTROL SPECIALIST	108	Annual	39,280	49,099	58,919
		Hourly	\$18.8844	\$23.6055	\$28.3266
HEAVY EQUIPMENT OPERATOR II	108	Annual	39,280	49,099	58,919
		Hourly	\$18.8844	\$23.6055	\$28.3266
POLICE CRIME SCENE TECHNICIAN	108	Annual	39,280	49,099	58,919
		Hourly	\$18.8844	\$23.6055	\$28.3266
PUBLIC SAFETY TELECOMMUNICATOR	108	Annual	39,280	49,099	58,919
		Hourly	\$18.8844	\$23.6055	\$28.3266
ZONING INSPECTION TECHNICIAN	108	Annual	39,280	49,099	58,919
		Hourly	\$18.8844	\$23.6055	\$28.3266
COURTROOM CLERK	107	Annual	37,409	46,761	56,114
		Hourly	\$17.9852	\$22.4814	\$26.9777
COURT SECURITY OFFICER	107	Annual	37,409	46,761	56,114
		Hourly	\$17.9852	\$22.4814	\$26.9777
CUSTOMER SERVICE SPECIALIST	107	Annual	37,409	46,761	56,114
		Hourly	\$17.9852	\$22.4814	\$26.9777
HUMAN RESOURCES ASSISTANT	107	Annual	37,409	46,761	56,114
		Hourly	\$17.9852	\$22.4814	\$26.9777
LEGAL SECRETARY	107	Annual	37,409	46,761	56,114
		Hourly	\$17.9852	\$22.4814	\$26.9777
OFFICE SPECIALIST	107	Annual	37,409	46,761	56,114
		Hourly	\$17.9852	\$22.4814	\$26.9777
POLICE RECORDS SPECIALIST	107	Annual	37,409	46,761	56,114
		Hourly	\$17.9852	\$22.4814	\$26.9777
WATER UTILITY OPERATOR I	107	Annual	37,409	46,761	56,114
		Hourly	\$17.9852	\$22.4814	\$26.9777
PARKS MAINTENANCE WORKER II	106	Annual	35,628	44,535	53,442
		Hourly	\$17.1287	\$21.4109	\$25.6931
SENIOR COURT CLERK	106	Annual	35,628	44,535	53,442
		Hourly	\$17.1287	\$21.4109	\$25.6931
CUSTOMER SERVICE REPRESENTATIVE (WATER)	105	Annual	33,931	42,414	50,897
		Hourly	\$16.3131	\$20.3913	\$24.4696

TOWN OF ORO VALLEY
2020-2021 General Pay Plan

Job Title	Grade		Minimum	Midpoint	Maximum
SENIOR OFFICE ASSISTANT	105	Annual	33,931	42,414	50,897
		Hourly	\$16.3131	\$20.3913	\$24.4696
TRAFFIC SIGNS & MARKINGS WORKER	105	Annual	33,931	42,414	50,897
		Hourly	\$16.3131	\$20.3913	\$24.4696
COURT CLERK	104	Annual	32,315	40,394	48,473
		Hourly	\$15.5363	\$19.4203	\$23.3044
TRANSIT DISPATCHER	104	Annual	32,315	40,394	48,473
		Hourly	\$15.5363	\$19.4203	\$23.3044
TRANSIT SPECIALIST	104	Annual	32,315	40,394	48,473
		Hourly	\$15.5363	\$19.4203	\$23.3044
HEAVY EQUIPMENT OPERATOR I	103	Annual	30,777	38,471	46,165
		Hourly	\$14.7964	\$18.4955	\$22.1946
PARKS MAINTENANCE WORKER I	102	Annual	29,311	36,639	43,967
		Hourly	\$14.0918	\$17.6148	\$21.1378
PARK MONITOR	102	Annual	29,311	36,639	43,967
		Hourly	\$14.0918	\$17.6148	\$21.1378
OFFICE ASSISTANT	101	Annual	27,915	34,894	41,873
		Hourly	\$13.4208	\$16.7760	\$20.1312
TRANSIT DRIVER	101	Annual	27,915	34,894	41,873
		Hourly	\$13.4208	\$16.7760	\$20.1312
CUSTODIAN	100	Annual	26,586	33,232	39,879
		Hourly	\$12.7817	\$15.9771	\$19.1726
FACILITY SHIFT LEADER	100	Annual	26,586	33,232	39,879
		Hourly	\$12.7817	\$15.9771	\$19.1726
LIFEGUARD SUPERVISOR	100	Annual	26,586	33,232	39,879
		Hourly	\$12.7817	\$15.9771	\$19.1726
RECREATION SUPERVISOR	100	Annual	26,586	33,232	39,879
		Hourly	\$12.7817	\$15.9771	\$19.1726
RECREATION LEADER (FT)	100	Annual	26,586	33,232	39,879
		Hourly	\$12.7817	\$15.9771	\$19.1726
FACILITY ATTENDANT (PT)	PTS1	Hourly	\$12.0000	\$12.5000	\$13.0000
INTERN (PT)	PTS2	Hourly	\$13.2500	\$14.2500	\$15.2500
RECREATION AIDE (PT)	PTS2	Hourly	\$13.2500	\$14.2500	\$15.2500
LIFEGUARD (PT)	PTS3	Hourly	\$13.5000	\$14.0000	\$14.5000
RECREATION LEADER (PT)	PTS4	Hourly	\$14.5000	\$15.5000	\$16.5000
FITNESS INSTRUCTOR (PT)	PTS5	Hourly	\$21.0000	\$22.0000	\$23.0000