

**Schedule A**

**Elected and Mayor / Council Appointed Officials and Employees (UC-Unclassified)**

<b>Class Title</b>	<b>Hourly**</b>	<b>Salary</b>	<b>Effective Date</b>
0400 Mayor (Elected)	\$0.00	\$3,500.00	12/06/1999
0401 Council Member (Elected)	\$0.00	\$2,000.00	12/06/1999
0409 City Clerk (UC)	\$79.31	\$164,964.80	07/02/2023
0430 City Manager (UC)	\$151.54	\$315,203.20	07/02/2023
0625 City Attorney (UC)	\$124.77	\$259,521.60	07/02/2023
0629 Limited Special City Magistrate (UC)	\$33.49	\$69,659.20	01/1/2014
0630 City Magistrate (UC)	\$66.37	\$138,049.60	05/03/2022
0633 Presiding Magistrate (UC)	\$73.01	\$151,854.56	05/03/2022
0634 Senior Special Magistrate (UC)	\$175.00***	\$175.00***	**1/1/12
0635 Special Magistrate (UC)	\$125.00***	\$125.00***	01/1/2012
0635H Special Magistrate (UC) HOURLY	\$53.10	\$110,439.68	05/03/2022

*Mayor & Council Member salaries are stated monthly in accordance with Tucson AZ, Code of Ordinances, Part I Charter, Chapter V, §8-9. Special Magistrates are compensated per session worked.*

*City Clerk, City Manager, City Attorney hourly and annualized rates are rounded numbers. HR System will calculate out to the millionth decimal place.*

*\*\*\*Paid at a unit rate*

*\*\*The hourly rate is the official rate of pay; all other rates are for informational purposes only.*

*City of Tucson FY2024*

*Effective: July 2, 2023*

**Pay Schedule B**

<b>Grade</b>	<b>Grade Min</b>	<b>Grade Mid</b>	<b>Grade Max</b>
101	\$15.00	\$18.75	\$25.88
102	\$16.50	\$20.63	\$28.46
103	\$18.15	\$22.69	\$31.31
104	\$19.97	\$24.96	\$34.44
105	\$21.96	\$27.45	\$37.88
106	\$24.16	\$30.20	\$41.68
107	\$26.57	\$33.22	\$45.84
108	\$29.23	\$36.54	\$50.43
109	\$32.15	\$40.19	\$55.46
110	\$35.37	\$44.21	\$61.01
111	\$38.91	\$48.63	\$67.11
112	\$42.80	\$53.50	\$73.83
113	\$47.08	\$58.85	\$81.20
114	\$51.78	\$64.73	\$89.33
115	\$56.96	\$71.20	\$104.81
116	\$62.66	\$78.32	\$115.29
117	\$68.92	\$86.16	\$126.82
118	\$75.82	\$94.77	\$139.51
119	\$83.40	\$104.25	\$153.46
120	\$91.74	\$114.67	\$168.80
121	\$100.91	\$126.14	\$185.68
122	\$111.00	\$138.75	\$204.25
123	\$122.10	\$152.63	\$224.68
124	\$134.31	\$167.89	\$247.14
125	\$147.75	\$184.68	\$271.85

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Schedule C-1

Fire-80 HR (Non-Exempt)

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Recruit	400H		\$35,900.80 \$17.26										
FF	401H												
	Annually	\$49,984	\$51,583	\$53,234	\$54,937	\$56,695	\$58,509	\$60,382	\$62,314	\$64,308	\$66,366	\$68,489	\$70,681
	Monthly	\$4,165	\$4,299	\$4,436	\$4,578	\$4,725	\$4,876	\$5,032	\$5,193	\$5,359	\$5,530	\$5,707	\$5,890
	Bi-Weekly	\$1,922	\$1,984	\$2,047	\$2,113	\$2,181	\$2,250	\$2,322	\$2,397	\$2,473	\$2,553	\$2,634	\$2,719
	Hourly	\$24.0305	\$24.7995	\$25.5931	\$26.4121	\$27.2573	\$28.1295	\$29.0296	\$29.9586	\$30.9173	\$31.9066	\$32.9276	\$33.9813
ENG/PM/INSP	404H												
	Annually	\$68,616	\$70,674	\$72,794	\$74,978	\$77,228	\$79,544	\$81,931	\$84,389				
	Monthly	\$5,718	\$5,890	\$6,066	\$6,248	\$6,436	\$6,629	\$6,828	\$7,032				
	Bi-Weekly	\$2,639	\$2,718	\$2,800	\$2,884	\$2,970	\$3,059	\$3,151	\$3,246				
	Hourly	\$32.9883	\$33.9780	\$34.9973	\$36.0472	\$37.1287	\$38.2425	\$39.3898	\$40.5715				
CAPT	406H												
	Annually	\$80,688	\$83,109	\$85,602	\$88,170	\$90,815	\$93,540	\$96,346	\$99,236				
	Monthly	\$6,724	\$6,926	\$7,134	\$7,348	\$7,568	\$7,795	\$8,029	\$8,270				
	Bi-Weekly	\$3,103	\$3,196	\$3,292	\$3,391	\$3,493	\$3,598	\$3,706	\$3,817				
	Hourly	\$38.7924	\$39.9561	\$41.1548	\$42.3895	\$43.6612	\$44.9710	\$46.3201	\$47.7097				

Firefighter Captains on an hourly schedule shall receive 12% assignment pay.

Section. 10-31 (7) Fire Department (TFD) assignments positions identified by the Chief of Fire. The Human Resources Director will maintain a list of TFD positions eligible for assignment pay. Assignment pay is five (5%) percent of a Fire Fighter, Fire Engineer, Paramedic, Fire Prevention Inspector, or Fire Captain's base pay.

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*To convert from suppression to hourly use conversion rate 1.4375*

		FIRE-SUPPRESSION (NON-EXEMPT)								Schedule C-2			
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
FF	<b>401S</b>												
	Annually	\$49,984	\$51,583	\$53,234	\$54,937	\$56,695	\$58,509	\$60,382	\$62,314	\$64,308	\$66,366	\$68,489	\$70,681
	Monthly	\$4,165	\$4,299	\$4,436	\$4,578	\$4,725	\$4,876	\$5,032	\$5,193	\$5,359	\$5,530	\$5,707	\$5,890
	Bi-Weekly	\$1,922	\$1,984	\$2,047	\$2,113	\$2,181	\$2,250	\$2,322	\$2,397	\$2,473	\$2,553	\$2,634	\$2,719
	LVPO	\$25.23	\$26.04	\$26.87	\$27.73	\$28.62	\$29.54	\$30.48	\$31.46	\$32.46	\$33.50	\$34.57	\$35.68
	Hourly	\$16.7169	\$17.2518	\$17.8039	\$18.3736	\$18.9616	\$19.5684	\$20.1945	\$20.8408	\$21.5077	\$22.1959	\$22.9062	\$23.6392
ENG/PM	<b>404S</b>												
	Annually	\$68,616	\$70,674	\$72,794	\$74,978	\$77,228	\$79,544	\$81,931	\$84,389				
	Monthly	\$5,718	\$5,890	\$6,066	\$6,248	\$6,436	\$6,629	\$6,828	\$7,032				
	Bi-Weekly	\$2,639	\$2,718	\$2,800	\$2,884	\$2,970	\$3,059	\$3,151	\$3,246				
	LVPO	\$34.64	\$35.68	\$36.75	\$37.85	\$38.99	\$40.15	\$41.36	\$42.60				
	Hourly	\$22.9484	\$23.6369	\$24.3460	\$25.0763	\$25.8286	\$26.6035	\$27.4016	\$28.2236				
CAPT	<b>406S</b>												
	Annually	\$80,688	\$83,109	\$85,602	\$88,170	\$90,815	\$93,540	\$96,346	\$99,236				
	Monthly	\$6,724	\$6,926	\$7,134	\$7,348	\$7,568	\$7,795	\$8,029	\$8,270				
	Bi-Weekly	\$3,103	\$3,196	\$3,292	\$3,391	\$3,493	\$3,598	\$3,706	\$3,817				
	LVPO	\$40.73	\$41.95	\$43.21	\$44.51	\$45.84	\$47.22	\$48.64	\$50.10				
	Hourly	\$26.9860	\$27.7956	\$28.6294	\$29.4883	\$30.3730	\$31.2842	\$32.2227	\$33.1894				

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### Schedule C-3: FIRE (EXEMPT)

TITLE	GRADE		MINIMUM	MIDPOINT	MAXIMUM
Battalion Chief: Suppression	420S	A	106,717.2288	117,005.0336	130,202.2176
		H	<b>36.6474</b>	<b>40.1803</b>	<b>44.7123</b>
<i>Battalion Chief: Hourly</i>	420H	A	106,717.2288	117,005.0336	130,202.2176
		H	51.30636	56.25242	62.59722

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*Suppression annualized rate is calculated by multiplying 2912 from suppression hourly rate.*

*Hourly rate conversion from suppression hourly rate is 1.4.*

**Sec. 10-31 (7) code added: Deputy Fire Chief is an assignment for Battalion Chief at 10% of employee's base**

**Sec. 10-31 (7) code added: Assistant Fire Chief is an assignment for Battalion Chief at 20% of employee's base**

## NON-PERMANENT CLASSIFICATIONS

(NON-EXEMPT)

<b>Job Code</b>	<b>Class Title (Alpha Order)</b>	<b>GRADE</b>	<b>HOURLY RATE</b>
3310	Bus Driver (NonPerm)	1010	\$16.50-\$24.75
3316	Class Instructor Fine Arts (NonPerm)	1022	\$19.97-\$29.95
3318	Class Instructor Health & Fitness (NonPerm)	1022	\$19.97-\$29.95
3317	Class Instructor Sports & Movement (NonPerm)	1022	\$19.97-\$29.95
0016	Community Ambassador (NonPerm)	1008	\$15.00-\$22.50
0203	Election Specialist (NonPerm)	1017	\$18.15-\$27.23
0201	Election Technician (NonPerm)	1008	\$15.00-\$22.50
0015	General Laborer (NonPerm)	1008	\$15.00-\$22.50
1403	General Maintenance Trainee/Worker	1010	\$16.50-\$24.75
0011	General Office Worker (NonPerm)	1008	\$15.00-\$22.50
3302	Lifeguard (NonPerm)	1008	\$15.00-\$22.50
3315	Parks Event Worker (NonPerm)	1010	\$16.50-\$24.75
3306	Pool Specialist (NonPerm)	1017	\$18.15-\$27.23
3323	Program Coordinator (NonPerm)	1010	\$16.50-\$24.75
3311	Recreation Worker (NonPerm)	1008	\$15.00-\$22.50
0202	Senior Election Technician (NonPerm)	1010	\$16.50-\$24.75
3313	Senior Recreation Worker (NonPerm)	1010	\$16.50-\$24.75
3021	Short Order Cook (NonPerm)	1010	\$16.50-\$24.75
3303	WSI/Senior Lifeguard (NonPerm)	1010	\$16.50-\$24.75
3324	Kitchen Manager	1017	\$18.15-\$27.23

\*These rates are still under review and subject to change at time.

**Schedule G-1**

**POLICE  
(NON-EXEMPT)**

<b>Title</b>	<b>GRADE</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Police Officer Recruit</b>	<b>302</b>	<b>A</b>	61,239.36		
		<b>H</b>	<b>29.4420</b>		
<b>Police Officer</b>	<b>302</b>	<b>A</b>	61,239.36	73,710.00	86,158.80
		<b>H</b>	<b>29.4420</b>	<b>35.4375</b>	<b>41.4225</b>
<b>Police Detective</b>	<b>304</b>	<b>A</b>	67,376.40	81,070.08	94,785.60
		<b>H</b>	<b>32.3925</b>	<b>38.976</b>	<b>45.57</b>
<i>Police Hazardous Device Technician</i>	<b>305</b>	<b>A</b>	70,739.76	85,132.32	99,503.04
		<b>H</b>	<b>34.0095</b>	<b>40.929</b>	<b>47.838</b>
<b>Police Sergeant</b>	<b>306</b>	<b>A</b>	92,841.84	99,175.44	105,509.04
		<b>H</b>	<b>44.6355</b>	<b>47.6805</b>	<b>50.7255</b>

*Police Department assignments (designated by Police Chief) for Officer, detective and Sergeant will add 5% additional pay from base rate. The hourly rate is the official rate of pay; all other rates are for informational purposes only.*

Tucson FY 2024

Effective: July 2, 2023

## Schedule G-2: POLICE (EXEMPT)

TITLE	GRADE		MINIMUM	MIDPOINT	MAXIMUM
Police Lieutenant	320	A	121,259.84	130,836.368	140,391.472
		H	<b>58.2980</b>	<b>62.9021</b>	<b>67.4959</b>
Police Captain	321	A	134,049.968	149,475.248	164,921.952
		H	<b>64.4471</b>	<b>71.8631</b>	<b>79.2894</b>
Police Assistant Chief	322	A	135,635.344	159,973.008	184,289.248
		H	<b>65.2093</b>	<b>76.9101</b>	<b>88.6006</b>
Police Deputy Chief	323	A	149,196.736	175,955.312	202,735.312
		H	<b>71.7292</b>	<b>84.5939</b>	<b>97.4689</b>

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**TUCSON POLICE DEPARTMENT SPECIAL ASSIGNMENTS**

**SECTION A (7.5%):**

FIELD TRAINING OFFICER  
SPECIAL WEAPONS AND TACTICS (SWAT)

**SECTION B (5%):**

DUI SQUAD (Officer or Sergeant)  
HOSTAGE NEGOTIATIONS  
LEAD POLICE OFFICER  
FIELD TRAINING (CSO, Detective, Sergeant)  
K9 (Officer or Sergeant)  
INVESTIGATIVE UNIT SERGEANT  
COMMUNITY RESPONSE TEAM  
HONOR GUARD  
OFFICE OF PROFESSIONAL STANDARDS  
WELLNESS/BEHAVIORAL SCIENCES UNIT

MOTORS/TRAFFIC SAFETY (Officer or Sergeant)  
RAPID RESPONSE TEAM  
MAYORAL SECURITY DETAIL  
TECHNICAL INVESTIGATIONS  
INFORMATION SERVICES DEPLOYMENT  
REPORTING TECHNOLOGIES UNIT  
MENTAL HEALTH SUPPORT TEAM  
SUBSTANCE USE RESOURCE TEAM  
HOMELESS OUTREACH TEAM  
PUBLIC INFORMATION OFFICE

Tucson Police Department (TPD) assignment positions identified by the Chief of Police. The Human Resources Director will maintain a list of TPD positions eligible for assignment pay. These positions are categorized in two groups (Section A and Section B) and can be combined for assignment pay ranging from five percent (5%) of an officer's base pay up to a maximum of ten percent (10%) of an officer's base pay.

# Schedule H-1

## Skill Based Utilities Technicians (Non-Exempt)

Tier A	Apprentice Level Hiring Rate	Apprentice Level Maximum
Annual	\$ \$31,990.40	\$37,419.20
Hourly	\$15.38	\$17.99

Skill Levels	Per Hour Increase
5	\$0.37
6	\$0.36
7	\$0.42
ADEQ D1	\$0.48

Tier C	Craft Level Hiring Rate	Craft Level Maximum
Annual	\$35,380.80	\$51,833.60
Hourly	\$17.01	\$24.92

Skill Levels	Per Hour Increase
1	\$0.49
2	\$0.99
3	\$0.36
4	\$0.42
5	\$1.58
6	\$0.48
7	\$0.42
8	\$0.92
9	\$0.82
10	\$0.45

Tier J	Journey Level Hiring Rate	Journey Level Maximum
Annual	\$49,795.20	\$60,299.20
Hourly	\$23.94	\$28.99

Skill Levels	Per Hour Increase
1	\$0.40
2	\$0.41
3	\$0.43
4	\$0.46
5	\$0.52
6	\$0.50
7	\$0.54
8	\$0.44
9	\$0.37

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City of Tucson FY 2024 Effective: July 2, 2023

## Schedule H-2

**Skill Based  
Emergency Vehicle Technician (6482)**

<b>Tier 1</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$40,393.60	\$54,308.80
Hourly	<b>\$19.42</b>	<b>\$26.11</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T4 Brakes	\$0.80
T5 Suspension & Steering	\$0.80
T6 Electrical/Electronic	\$0.80
A5 Brakes	\$0.80
F1 Maintenance, Inspection & Test	\$0.80
F5 Aerial Fire Apparatus	\$1.00
E0 Maintenance, Inspection & Test	\$0.80

<b>Tier 4</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$65,249.60	\$72,838.20
Hourly	<b>\$31.37</b>	<b>\$35.04</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T3 Drive Train	\$0.45
A7 Heating & Air Conditioning	\$0.45
A1 Engine Repair	\$0.45
F2 Design & Performance	\$0.45
E1 Design & Performance	\$0.45

<b>Tier 2</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$52,457.60	\$62,961.60
Hourly	<b>\$25.22</b>	<b>\$30.27</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T2 Diesel Engines	\$0.65
T8 Preventive Maintenance Inspec	\$0.65
A4 Suspension & Steering	\$0.65
A9 Light Duty Diesel Engines	\$0.65
F3 Fire Pumps & Accessories	\$0.65
F6 Allison Automatic Transmission	\$0.65

<b>Tier 5</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$69,929.60	\$77,272.00
Hourly	<b>\$33.62</b>	<b>\$37.15</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
A8 Engine Performance	\$0.40
A3 Manual Drivetrain & Axes	\$0.40
A2 Automatic Transmission/Transa	\$0.40
E2 Electrical Systems	\$0.40
E4 Cab, Chassis & Powertrain	\$0.40

<b>Tier 3</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$60,569.60	\$68,016.00
Hourly	<b>\$29.12</b>	<b>\$32.70</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T1 Gasoline Engines	\$0.45
T7 Heating, Ventilation & Air Conditioning	\$0.45
A6 Electrical/Electronic Systems	\$0.45
F4 Electrical Systems	\$0.45
E3 Heating, Ventilation & Air Conditioning	\$0.45

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City of Tucson FY 2024 Effective: July 2, 2023

**Schedule H-3**

**Skill Based  
Emergency Vehicle Technician Supervisor (6484)**

<b>Tier 1</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$47,486.40	\$63,377.60
Hourly	\$22.83	\$30.47

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T4 Brakes	\$0.80
T5 Suspension & Steering	\$0.80
T6 Electrical/Electronic	\$0.80
A5 Brakes	\$0.80
F1 Maintenance, Inspection & Testing	\$0.80
F5 Aerial Fire Apparatus	\$1.00
E0 Maintenance, Inspection & Testing	\$0.80
M1 Management Level	\$0.80

<b>Tier 4</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$75,670.40	\$83,803.20
Hourly	\$36.38	\$40.29

<b>Skill Levels</b>	<b>Per Hour Increase</b>
F2 Design & Performance	\$0.45
E1 Design & Performance	\$0.45
T3 Drive Train	\$0.45
A7 Heating & Conditioning	\$0.45
A1 Engine Repair	\$0.45

<b>Tier 2</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$61,214.40	\$73,777.60
Hourly	\$29.43	\$35.47

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T2 Diesel Engines	\$0.65
T8 Preventive Maintenance Inspection	\$0.65
A4 Suspension & Steering	\$0.65
A9 Light Duty Diesel Engines	\$0.65
F3 Fire Pumps & Accessories	\$0.65
F6 Allison Automatic Transmission	\$0.65
M1 Management Level	\$0.80

<b>Tier 5</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$80,350.40	\$88,171.20
Hourly	\$38.63	\$42.39

<b>Skill Levels</b>	<b>Per Hour Increase</b>
A3 Manual Drivetrain & Axes	\$0.40
A2 Automatic Transmission/Transaxle	\$0.40
E2 Electrical Systems	\$0.40
E4 Cab, Chassis & Powertrain	\$0.40
A8 Engine Performance	\$0.40

<b>Tier 3</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$70,990.40	\$78,894.40
Hourly	\$34.13	\$37.93

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T1 Gasoline Engines	\$0.45
T7 Heating, Ventilation & Air Conditioning	\$0.45
A6 Electrical/Electronic Systems	\$0.45
F4 Electrical Systems	\$0.45
E3 Heating, Ventilation & Air Conditioning	\$0.45

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**Skill Based  
Emergency Vehicle Technician Superintendent (5330)**

<b>Tier 1</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	<b>\$55,556.80</b>	<b>\$78,894.40</b>
<b>Hourly</b>	<b>\$26.71</b>	<b>\$37.93</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T4 Brakes	\$0.80
T5 Suspension & Steering	\$0.80
T6 Electrical/Electronic	\$0.80
A5 Brakes	\$0.80
F1 Maintenance, Inspection & Testing	\$0.80
F5 Aerial Fire Apparatus	\$1.00
E0 Maintenance, Inspection & Testing	\$0.80
M1 Management Level	\$0.80
CAFM Certification	\$3.40

<b>Tier 4</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	<b>\$90,812.80</b>	<b>\$99,632.00</b>
<b>Hourly</b>	<b>\$43.66</b>	<b>\$47.90</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T3 Drive Train	\$0.45
A7 Heating & Conditioning	\$0.45
A1 Engine Repair	\$0.45
F2 Design & Performance	\$0.45
E1 Design & Performance	\$0.45

<b>Tier 2</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	<b>\$ 76,356.80</b>	<b>\$89,606.40</b>
<b>Hourly</b>	<b>\$ 36.71</b>	<b>\$43.08</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T2 Diesel Engines	\$0.65
T8 Preventive Maintenance Inspection	\$0.65
A4 Suspension & Steering	\$0.65
A9 Light Duty Diesel Engines	\$0.65
F3 Fire Pumps & Accessories	\$0.65
F6 Allison Automatic Transmission	\$0.65
M2 Management Level	\$0.80

<b>Tier 5</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	<b>\$95,492.80</b>	<b>\$104,000.00</b>
<b>Hourly</b>	<b>\$45.91</b>	<b>\$50.00</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
A8 Engine Performance	\$0.40
A3 Manual Drivetrain & Axles	\$0.40
A2 Automatic Transmission/Transaxle	\$0.40
E2 Electrical Systems	\$0.40
E4 Cab, Chassis & Powertrain	\$0.40

<b>Tier 3</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	<b>\$86,132.80</b>	<b>\$94,744.00</b>
<b>Hourly</b>	<b>\$41.41</b>	<b>\$45.55</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T1 Gasoline Engines	\$0.45
T7 Heating, Ventilation & Air Conditioning	\$0.45
A6 Electrical/Electronic Systems	\$0.45
F4 Electrical Systems	\$0.45
E3 Heating, Ventilation & Air Conditioning	\$0.45

The hourly rate is the official rate of pay; all other rates are for informational purposes only.

## SPECIAL RATES

The following special rates apply to employees eligible for representation by:

UNION	SHIFT	
	P.M. rate per hour 6pm to 12am	A.M. rate per hour 12am to 6am
AFSCME	\$1.00	\$1.00
CWA*	\$1.25	\$1.25
*CWA Public Safety Communication Department (including PSCD Supervisor)	\$1.75	\$1.75
IAFF*	N/A	N/A
NON-REPRESENTED	\$1.00	\$1.00
TPOA	\$1.00	\$1.00

\* P.M. rate per hour 8pm to 12am

\* A.M. rate per hour 12am to 8am

### STANDBY (ON CALL)

Standby	
UNION	rate per hour
AFSCME	\$2.75
CWA	\$2.75
IAFF*	\$2.75
NON-REPRESENTED	\$2.75
TPOA	N/A

\*Only for specific classifications

### WEEKEND PREMIUM PAY\*

Weekend Premium	
UNION	rate per hour
AFSCME	\$1.20
CWA	N/A
NON-REPRESENTED	N/A
TFFA	N/A
TPOA	N/A

\* Only for regularly scheduled hours on the weekend