

Schedule A

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

Class Title	Hourly**	Salary	Effective Date
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.*

Pay Schedule B

Grade	Grade Min	Grade Mid	Grade Max
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	401S												
	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	404S												
	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	406S												
	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	36.6474	40.1803	44.7123
<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)

Job Code	Class Title (Alpha Order)	GRADE	HOURLY RATE
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)**

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

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	58.2980	62.9021	67.4959
Police Captain	321	A	134,049.968	149,475.248	164,921.952
		H	64.4471	71.8631	79.2894
Police Assistant Chief	322	A	135,635.344	159,973.008	184,289.248
		H	65.2093	76.9101	88.6006
Police Deputy Chief	323	A	149,196.736	175,955.312	202,735.312
		H	71.7292	84.5939	97.4689

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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) | MOTORS/TRAFFIC SAFETY (Officer or Sergeant) |
| HOSTAGE NEGOTIATIONS | RAPID RESPONSE TEAM |
| LEAD POLICE OFFICER | MAYORAL SECURITY DETAIL |
| FIELD TRAINING (CSO, Detective, Sergeant) | TECHNICAL INVESTIGATIONS |
| K9 (Officer or Sergeant) | INFORMATION SERVICES DEPLOYMENT |
| INVESTIGATIVE UNIT SERGEANT | REPORTING TECHNOLOGIES UNIT |
| COMMUNITY RESPONSE TEAM | MENTAL HEALTH SUPPORT TEAM |
| HONOR GUARD | SUBSTANCE USE RESOURCE TEAM |
| OFFICE OF PROFESSIONAL STANDARDS | HOMELESS OUTREACH TEAM |
| WELLNESS/BEHAVIORIAL SCIENCES UNIT | 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.

**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

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

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
5	\$0.37
6	\$0.36
7	\$0.42
ADEQ D1	\$0.48

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

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

Tier 1	Minimum	Maximum
Annual	\$40,393.60	\$54,308.80
Hourly	\$19.42	\$26.11

Skill Levels	Per Hour Increase
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

Tier 4	Minimum	Maximum
Annual	\$65,249.60	\$72,838.20
Hourly	\$31.37	\$35.04

Skill Levels	Per Hour Increase
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

Tier 2	Minimum	Maximum
Annual	\$52,457.60	\$62,961.60
Hourly	\$25.22	\$30.27

Skill Levels	Per Hour Increase
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

Tier 5	Minimum	Maximum
Annual	\$69,929.60	\$77,272.00
Hourly	\$33.62	\$37.15

Skill Levels	Per Hour Increase
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

Tier 3	Minimum	Maximum
Annual	\$60,569.60	\$68,016.00
Hourly	\$29.12	\$32.70

Skill Levels	Per Hour Increase
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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Schedule H-3

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

Tier 1	Minimum	Maximum
Annual	\$47,486.40	\$63,377.60
Hourly	\$22.83	\$30.47

Skill Levels	Per Hour Increase
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

Tier 4	Minimum	Maximum
Annual	\$75,670.40	\$83,803.20
Hourly	\$36.38	\$40.29

Skill Levels	Per Hour Increase
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

Tier 2	Minimum	Maximum
Annual	\$61,214.40	\$73,777.60
Hourly	\$29.43	\$35.47

Skill Levels	Per Hour Increase
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

Tier 5	Minimum	Maximum
Annual	\$80,350.40	\$88,171.20
Hourly	\$38.63	\$42.39

Skill Levels	Per Hour Increase
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

Tier 3	Minimum	Maximum
Annual	\$70,990.40	\$78,894.40
Hourly	\$34.13	\$37.93

Skill Levels	Per Hour Increase
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)**

Tier 1			Tier 2			Tier 3		
	Minimum	Maximum		Minimum	Maximum		Minimum	Maximum
Annual	\$55,556.80	\$78,894.40	Annual	\$ 76,356.80	\$89,606.40	Annual	\$86,132.80	\$94,744.00
Hourly	\$26.71	\$37.93	Hourly	\$ 36.71	\$43.08	Hourly	\$41.41	\$45.55
Skill Levels		Per Hour Increase	Skill Levels		Per Hour Increase	Skill Levels		Per Hour Increase
T4 Brakes		\$0.80	T2 Diesel Engines		\$0.65	T1 Gasoline Engines		\$0.45
T5 Suspension & Steering		\$0.80	T8 Preventive Maintenance Inspection		\$0.65	T7 Heating, Ventilation & Air Conditioning		\$0.45
T6 Electrical/Electronic		\$0.80	A4 Suspension & Steering		\$0.65	A6 Electrical/Electronic Systems		\$0.45
A5 Brakes		\$0.80	A9 Light Duty Diesel Engines		\$0.65	F4 Electrical Systems		\$0.45
F1 Maintenance, Inspection & Testing		\$0.80	F3 Fire Pumps & Accessories		\$0.65	E3 Heating, Ventilation & Air Conditioning		\$0.45
F5 Aerial Fire Apparatus		\$1.00	F6 Allison Automatic Transmission		\$0.65			
E0 Maintenance, Inspection & Testing		\$0.80	M2 Management Level		\$0.80			
M1 Management Level		\$0.80						
CAFM Certification		\$3.40						
Tier 4			Tier 5					
	Minimum	Maximum		Minimum	Maximum			
Annual	\$90,812.80	\$99,632.00	Annual	\$95,492.80	\$104,000.00			
Hourly	\$43.66	\$47.90	Hourly	\$45.91	\$50.00			
Skill Levels		Per Hour Increase	Skill Levels		Per Hour Increase			
T3 Drive Train		\$0.45	A8 Engine Performance		\$0.40			
A7 Heating & Conditioning		\$0.45	A3 Manual Drivetrain & Axles		\$0.40			
A1 Engine Repair		\$0.45	A2 Automatic Transmission/Transaxle		\$0.40			
F2 Design & Performance		\$0.45	E2 Electrical Systems		\$0.40			
E1 Design & Performance		\$0.45	E4 Cab, Chassis & Powertrain		\$0.40			

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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)

UNION	Standby 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*

UNION	Weekend Premium 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*