

SONORA MANAGEMENT EMPLOYEES' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #2-2016 (01/02/16 - 01/15/16) PAY DAY 01/22/16

2.5% Longevity Pay After 10 Years of Service, Then For Every 5 Years Thereafter. Educational Incentive: 2.5% for AA; 5.0% for BA/BS; 7.5% for Masters or CPA; 10.0% for Doctorate (As Amended By City Council Action On 03-02-2015 through June 30, 2015).

Police Personnel Cert Pay: 2.5% For Basic Cert (if hired prior to July 1, 2013)/2.5% for Intermediate Cert./2.5% for Supervisor Cert (if designated)/5.0% For Advanced Cert. Fire Personnel Cert Pay: 2.5% For EMT-1A; EMT-P (if hired prior to January 3, 2015) and/or Fire Officer; 2.5% State Fire Training Officer Cert

Percentage to apply to all salaries 0.00%
 Percentage between steps 5.00%
 Percentage between grades 2.50%
 Hours worked bi-weekly 80

Classification	Step A	Notes
Community Development Director/Administrative Services Director	\$35.39	
Fire Chief	\$39.54	
Police Chief	\$43.63	
Police Lieutenant	\$39.65	

Range		Step A		Step B		Step C		Step D		Step E		Step F		
		0%	5%	10%	15%	20%	25%							
	% Adder	Bi-Weekly	Hourly											
Community Development Director/Administrative Services Director	3539	0.0%	\$2,831.20	\$ 35.39	\$2,972.80	\$37.16	\$3,121.60	\$39.02	\$3,277.60	\$40.97	\$3,441.60	\$43.02	\$3,613.60	\$45.17
	3627	2.5%	\$2,901.60	\$ 36.27	\$3,046.40	\$38.08	\$3,198.40	\$39.98	\$3,358.40	\$41.98	\$3,526.40	\$44.08	\$3,702.40	\$46.28
	3718	5.0%	\$2,974.40	\$ 37.18	\$3,123.20	\$39.04	\$3,279.20	\$40.99	\$3,443.20	\$43.04	\$3,615.20	\$45.19	\$3,796.00	\$47.45
	3811	7.5%	\$3,048.80	\$ 38.11	\$3,201.60	\$40.02	\$3,361.60	\$42.02	\$3,529.60	\$44.12	\$3,706.40	\$46.33	\$3,892.00	\$48.65
	3906	10.0%	\$3,124.80	\$ 39.06	\$3,280.80	\$41.01	\$3,444.80	\$43.06	\$3,616.80	\$45.21	\$3,797.60	\$47.47	\$3,987.20	\$49.84
	4004	12.5%	\$3,203.20	\$ 40.04	\$3,363.20	\$42.04	\$3,531.20	\$44.14	\$3,708.00	\$46.35	\$3,893.60	\$48.67	\$4,088.00	\$51.10
	4104	15.0%	\$3,283.20	\$ 41.04	\$3,447.20	\$43.09	\$3,619.20	\$45.24	\$3,800.00	\$47.50	\$3,990.40	\$49.88	\$4,189.60	\$52.37
Fire Chief	3954	0.0%	\$3,163.20	\$ 39.54	\$3,321.60	\$41.52	\$3,488.00	\$43.60	\$3,662.40	\$45.78	\$3,845.60	\$48.07	\$4,037.60	\$50.47
	4053	2.5%	\$3,242.40	\$ 40.53	\$3,404.80	\$42.56	\$3,575.20	\$44.69	\$3,753.60	\$46.92	\$3,941.60	\$49.27	\$4,138.40	\$51.73
	4154	5.0%	\$3,323.20	\$ 41.54	\$3,489.60	\$43.62	\$3,664.00	\$45.80	\$3,847.20	\$48.09	\$4,039.20	\$50.49	\$4,240.80	\$53.01
	4258	7.5%	\$3,406.40	\$ 42.58	\$3,576.80	\$44.71	\$3,756.00	\$46.95	\$3,944.00	\$49.30	\$4,141.60	\$51.77	\$4,348.80	\$54.36
	4364	10.0%	\$3,491.20	\$ 43.64	\$3,665.60	\$45.82	\$3,848.80	\$48.11	\$4,041.60	\$50.52	\$4,244.00	\$53.05	\$4,456.00	\$55.70
	4473	12.5%	\$3,578.40	\$ 44.73	\$3,757.60	\$46.97	\$3,945.60	\$49.32	\$4,143.20	\$51.79	\$4,350.40	\$54.38	\$4,568.00	\$57.10
Police Chief	4363	0.0%	\$3,490.40	\$ 43.63	\$3,664.80	\$45.81	\$3,848.00	\$48.10	\$4,040.80	\$50.51	\$4,243.20	\$53.04	\$4,455.20	\$55.69
	4472	2.5%	\$3,577.60	\$ 44.72	\$3,756.80	\$46.96	\$3,944.80	\$49.31	\$4,142.40	\$51.78	\$4,349.60	\$54.37	\$4,567.20	\$57.09
	4584	5.0%	\$3,667.20	\$ 45.84	\$3,850.40	\$48.13	\$4,043.20	\$50.54	\$4,245.60	\$53.07	\$4,457.60	\$55.72	\$4,680.80	\$58.51
	4699	7.5%	\$3,759.20	\$ 46.99	\$3,947.20	\$49.34	\$4,144.80	\$51.81	\$4,352.00	\$54.40	\$4,569.60	\$57.12	\$4,798.40	\$59.98
	4816	10.0%	\$3,852.80	\$ 48.16	\$4,045.60	\$50.57	\$4,248.00	\$53.10	\$4,460.80	\$55.76	\$4,684.00	\$58.55	\$4,918.40	\$61.48
	4936	12.5%	\$3,948.80	\$ 49.36	\$4,146.40	\$51.83	\$4,353.60	\$54.42	\$4,571.20	\$57.14	\$4,800.00	\$60.00	\$5,040.00	\$63.00
	5059	15.0%	\$4,047.20	\$ 50.59	\$4,249.60	\$53.12	\$4,462.40	\$55.78	\$4,685.60	\$58.57	\$4,920.00	\$61.50	\$5,166.40	\$64.58
	5185	17.5%	\$4,148.00	\$ 51.85	\$4,355.20	\$54.44	\$4,572.80	\$57.16	\$4,801.60	\$60.02	\$5,041.60	\$63.02	\$5,293.60	\$66.17
	5315	20.0%	\$4,252.00	\$ 53.15	\$4,464.80	\$55.81	\$4,688.00	\$58.60	\$4,922.40	\$61.53	\$5,168.80	\$64.61	\$5,427.20	\$67.84
	5448	22.5%	\$4,358.40	\$ 54.48	\$4,576.00	\$57.20	\$4,804.80	\$60.06	\$5,044.80	\$63.06	\$5,296.80	\$66.21	\$5,561.60	\$69.52
	5584	25.0%	\$4,467.20	\$ 55.84	\$4,690.40	\$58.63	\$4,924.80	\$61.56	\$5,171.20	\$64.64	\$5,429.60	\$67.87	\$5,700.80	\$71.26
	5724	27.5%	\$4,579.20	\$ 57.24	\$4,808.00	\$60.10	\$5,048.80	\$63.11	\$5,301.60	\$66.27	\$5,566.40	\$69.58	\$5,844.80	\$73.06
Police Lieutenant	3965	0.0%	\$3,172.00	\$ 39.65	\$3,330.40	\$41.63	\$3,496.80	\$43.71	\$3,672.00	\$45.90	\$3,856.00	\$48.20	\$4,048.80	\$50.61
	4064	2.5%	\$3,251.20	\$ 40.64	\$3,413.60	\$42.67	\$3,584.00	\$44.80	\$3,763.20	\$47.04	\$3,951.20	\$49.39	\$4,148.80	\$51.86
	4166	5.0%	\$3,332.80	\$ 41.66	\$3,499.20	\$43.74	\$3,674.40	\$45.93	\$3,858.40	\$48.23	\$4,051.20	\$50.64	\$4,253.60	\$53.17
	4270	7.5%	\$3,416.00	\$ 42.70	\$3,587.20	\$44.84	\$3,766.40	\$47.08	\$3,954.40	\$49.43	\$4,152.00	\$51.90	\$4,360.00	\$54.50
	4377	10.0%	\$3,501.60	\$ 43.77	\$3,676.80	\$45.96	\$3,860.80	\$48.26	\$4,053.60	\$50.67	\$4,256.00	\$53.20	\$4,468.80	\$55.86
	4486	12.5%	\$3,588.80	\$ 44.86	\$3,768.00	\$47.10	\$3,956.80	\$49.46	\$4,154.40	\$51.93	\$4,362.40	\$54.53	\$4,580.80	\$57.26
	4598	15.0%	\$3,678.40	\$ 45.98	\$3,862.40	\$48.28	\$4,055.20	\$50.69	\$4,257.60	\$53.22	\$4,470.40	\$55.88	\$4,693.60	\$58.67
	4713	17.5%	\$3,770.40	\$ 47.13	\$3,959.20	\$49.49	\$4,156.80	\$51.96	\$4,364.80	\$54.56	\$4,583.20	\$57.29	\$4,812.00	\$60.15
	4831	20.0%	\$3,864.80	\$ 48.31	\$4,058.40	\$50.73	\$4,261.60	\$53.27	\$4,474.40	\$55.93	\$4,698.40	\$58.73	\$4,933.60	\$61.67