

**SONORA MANAGEMENT EMPLOYEES' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #03-2021 (01/09/21 - 01/22/21) PAY DAY 01/29/2021**

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.

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	\$42.44	
Fire Chief	\$43.33	
Police Chief	\$47.23	
Police Lieutenant	\$42.92	

	Range	% Adder	Step A		Step B		Step C		Step D		Step E		Step F	
			0%		5%		10%		15%		20%		25%	
			Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Community Development Director/Administrative Services Director	4244	0.0%	\$3,395.20	\$ 42.44	\$3,564.80	\$44.56	\$3,743.20	\$46.79	\$3,930.40	\$49.13	\$4,127.20	\$51.59	\$4,333.60	\$54.17
	4350	2.5%	\$3,480.00	\$ 43.50	\$3,654.40	\$45.68	\$3,836.80	\$47.96	\$4,028.80	\$50.36	\$4,230.40	\$52.88	\$4,441.60	\$55.52
	4459	5.0%	\$3,567.20	\$ 44.59	\$3,745.60	\$46.82	\$3,932.80	\$49.16	\$4,129.60	\$51.62	\$4,336.00	\$54.20	\$4,552.80	\$56.91
	4570	7.5%	\$3,656.00	\$ 45.70	\$3,839.20	\$47.99	\$4,031.20	\$50.39	\$4,232.80	\$52.91	\$4,444.80	\$55.56	\$4,667.20	\$58.34
	4684	10.0%	\$3,747.20	\$ 46.84	\$3,934.40	\$49.18	\$4,131.20	\$51.64	\$4,337.60	\$54.22	\$4,554.40	\$56.93	\$4,782.40	\$59.78
	4801	12.5%	\$3,840.80	\$ 48.01	\$4,032.80	\$50.41	\$4,234.40	\$52.93	\$4,446.40	\$55.58	\$4,668.80	\$58.36	\$4,902.40	\$61.28
	4921	15.0%	\$3,936.80	\$ 49.21	\$4,133.60	\$51.67	\$4,340.00	\$54.25	\$4,556.80	\$56.96	\$4,784.80	\$59.81	\$5,024.00	\$62.80
Fire Chief	4333	0.0%	\$3,466.40	\$ 43.33	\$3,640.00	\$45.50	\$3,822.40	\$47.78	\$4,013.60	\$50.17	\$4,214.40	\$52.68	\$4,424.80	\$55.31
	4441	2.5%	\$3,552.80	\$ 44.41	\$3,730.40	\$46.63	\$3,916.80	\$48.96	\$4,112.80	\$51.41	\$4,318.40	\$53.98	\$4,534.40	\$56.68
	4552	5.0%	\$3,641.60	\$ 45.52	\$3,824.00	\$47.80	\$4,015.20	\$50.19	\$4,216.00	\$52.70	\$4,427.20	\$55.34	\$4,648.80	\$58.11
	4666	7.5%	\$3,732.80	\$ 46.66	\$3,919.20	\$48.99	\$4,115.20	\$51.44	\$4,320.80	\$54.01	\$4,536.80	\$56.71	\$4,764.00	\$59.55
	4783	10.0%	\$3,826.40	\$ 47.83	\$4,017.60	\$50.22	\$4,218.40	\$52.73	\$4,429.60	\$55.37	\$4,651.20	\$58.14	\$4,884.00	\$61.05
	4903	12.5%	\$3,922.40	\$ 49.03	\$4,118.40	\$51.48	\$4,324.00	\$54.05	\$4,540.00	\$56.75	\$4,767.20	\$59.59	\$5,005.60	\$62.57
	5026	15.0%	\$4,020.80	\$ 50.26	\$4,221.60	\$52.77	\$4,432.80	\$55.41	\$4,654.40	\$58.18	\$4,887.20	\$61.09	\$5,131.20	\$64.14
Police Chief	4723	0.0%	\$3,778.40	\$ 47.23	\$3,967.20	\$49.59	\$4,165.60	\$52.07	\$4,373.60	\$54.67	\$4,592.00	\$57.40	\$4,821.60	\$60.27
	4841	2.5%	\$3,872.80	\$ 48.41	\$4,066.40	\$50.83	\$4,269.60	\$53.37	\$4,483.20	\$56.04	\$4,707.20	\$58.84	\$4,942.40	\$61.78
	4962	5.0%	\$3,969.60	\$ 49.62	\$4,168.00	\$52.10	\$4,376.80	\$54.71	\$4,596.00	\$57.45	\$4,825.60	\$60.32	\$5,067.20	\$63.34
	5086	7.5%	\$4,068.80	\$ 50.86	\$4,272.00	\$53.40	\$4,485.60	\$56.07	\$4,709.60	\$58.87	\$4,944.80	\$61.81	\$5,192.00	\$64.90
	5213	10.0%	\$4,170.40	\$ 52.13	\$4,379.20	\$54.74	\$4,598.40	\$57.48	\$4,828.00	\$60.35	\$5,069.60	\$63.37	\$5,323.20	\$66.54
	5343	12.5%	\$4,274.40	\$ 53.43	\$4,488.00	\$56.10	\$4,712.80	\$58.91	\$4,948.80	\$61.86	\$5,196.00	\$64.95	\$5,456.00	\$68.20
	5477	15.0%	\$4,381.60	\$ 54.77	\$4,600.80	\$57.51	\$4,831.20	\$60.39	\$5,072.80	\$63.41	\$5,326.40	\$66.58	\$5,592.80	\$69.91
	5614	17.5%	\$4,491.20	\$ 56.14	\$4,716.00	\$58.95	\$4,952.00	\$61.90	\$5,200.00	\$65.00	\$5,460.00	\$68.25	\$5,732.80	\$71.66
	5754	20.0%	\$4,603.20	\$ 57.54	\$4,833.60	\$60.42	\$5,075.20	\$63.44	\$5,328.80	\$66.61	\$5,595.20	\$69.94	\$5,875.20	\$73.44
	5898	22.5%	\$4,718.40	\$ 58.98	\$4,954.40	\$61.93	\$5,202.40	\$65.03	\$5,462.40	\$68.28	\$5,735.20	\$71.69	\$6,021.60	\$75.27
	6045	25.0%	\$4,836.00	\$ 60.45	\$5,077.60	\$63.47	\$5,331.20	\$66.64	\$5,597.60	\$69.97	\$5,877.60	\$73.47	\$6,171.20	\$77.14
	6196	27.5%	\$4,956.80	\$ 61.96	\$5,204.80	\$65.06	\$5,464.80	\$68.31	\$5,738.40	\$71.73	\$6,025.60	\$75.32	\$6,327.20	\$79.09
	Police Lieutenant	4292	0.0%	\$3,433.60	\$ 42.92	\$3,605.60	\$45.07	\$3,785.60	\$47.32	\$3,975.20	\$49.69	\$4,173.60	\$52.17	\$4,382.40
4399		2.5%	\$3,519.20	\$ 43.99	\$3,695.20	\$46.19	\$3,880.00	\$48.50	\$4,074.40	\$50.93	\$4,278.40	\$53.48	\$4,492.00	\$56.15
4509		5.0%	\$3,607.20	\$ 45.09	\$3,787.20	\$47.34	\$3,976.80	\$49.71	\$4,176.00	\$52.20	\$4,384.80	\$54.81	\$4,604.00	\$57.55
4622		7.5%	\$3,697.60	\$ 46.22	\$3,882.40	\$48.53	\$4,076.80	\$50.96	\$4,280.80	\$53.51	\$4,495.20	\$56.19	\$4,720.00	\$59.00
4738		10.0%	\$3,790.40	\$ 47.38	\$3,980.00	\$49.75	\$4,179.20	\$52.24	\$4,388.00	\$54.85	\$4,607.20	\$57.59	\$4,837.60	\$60.47
4856		12.5%	\$3,884.80	\$ 48.56	\$4,079.20	\$50.99	\$4,283.20	\$53.54	\$4,497.60	\$56.22	\$4,722.40	\$59.03	\$4,958.40	\$61.98
4977		15.0%	\$3,981.60	\$ 49.77	\$4,180.80	\$52.26	\$4,389.60	\$54.87	\$4,608.80	\$57.61	\$4,839.20	\$60.49	\$5,080.80	\$63.51
5101		17.5%	\$4,080.80	\$ 51.01	\$4,284.80	\$53.56	\$4,499.20	\$56.24	\$4,724.00	\$59.05	\$4,960.00	\$62.00	\$5,208.00	\$65.10
5229		20.0%	\$4,183.20	\$ 52.29	\$4,392.00	\$54.90	\$4,612.00	\$57.65	\$4,842.40	\$60.53	\$5,084.80	\$63.56	\$5,339.20	\$66.74