

SONORA MANAGEMENT EMPLOYEES’ ASSOCIATION SALARY RANGE TABLE
EFFECTIVE NOVEMBER 11, 2024

Percentage to apply to all salaries	0.00%	2.5% Longevity Pay After 10 Years of Service, Then For Every 5 Years Thereafter
Percentage between steps	5.00%	2.5% for AA; 5.0% for BA/BS; 7.5% for Masters or CPA; 10.0% for Doctorate.
Percentage between grades	2.50%	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)
Hours worked bi-weekly	80	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.

Classification	Step A	Notes: Based on Results of the Compensation Study
Community Development Director/Administrative Services Director	\$61.67	
Fire Chief	\$63.21	
Police Chief	\$66.41	
Police Lieutenant	\$54.51	
Assistant City Administrator	\$64.79	
Building Official	\$50.61	

	Range		Step A			Step B			Step C			Step D			Step E			Step F		
			0%			5%			10%			15%			20%			25%		
		% Adder	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly
Community Development Director/Administrative Services Director	6167	0.0%	\$10,689.5	\$4,933.60	\$ 61.67	\$ 11,223.33	\$5,180.00	\$64.75	\$11,784.93	\$5,439.20	\$67.99	\$12,374.27	\$5,711.20	\$71.39	\$12,993.07	\$5,996.80	\$74.96	\$13,643.07	\$6,296.80	\$78.71
Fire Chief	6321	0.0%	\$10,956.4	\$5,056.80	\$ 63.21	\$ 11,504.13	\$5,309.60	\$66.37	\$12,079.60	\$5,575.20	\$69.69	\$12,682.80	\$5,853.60	\$73.17	\$13,317.20	\$6,146.40	\$76.83	\$13,982.80	\$6,453.60	\$80.67
Police Chief	6641	0.0%	\$11,511.1	\$5,312.80	\$ 66.41	\$ 12,086.53	\$5,578.40	\$69.73	\$12,691.47	\$5,857.60	\$73.22	\$13,325.87	\$6,150.40	\$76.88	\$13,991.47	\$6,457.60	\$80.72	\$14,691.73	\$6,780.80	\$84.76
Police Lieutenant	5451	0.0%	\$9,448.4	\$4,360.80	\$ 54.51	\$ 9,921.60	\$4,579.20	\$57.24	\$10,417.33	\$4,808.00	\$60.10	\$10,939.07	\$5,048.80	\$63.11	\$11,486.80	\$5,301.60	\$66.27	\$12,060.53	\$5,566.40	\$69.58
Assistant City Administrator	6479	0.0%	\$11,230.3	\$5,183.20	\$ 64.79	\$ 11,791.87	\$5,442.40	\$68.03	\$12,381.20	\$5,714.40	\$71.43	\$13,000.00	\$6,000.00	\$75.00	\$13,650.00	\$6,300.00	\$78.75	\$14,332.93	\$6,615.20	\$82.69
Building Official	5061	0.0%	\$8,772.4	\$4,048.80	\$ 50.61	\$ 9,210.93	\$4,251.20	\$53.14	\$9,672.00	\$4,464.00	\$55.80	\$10,155.60	\$4,687.20	\$58.59	\$10,663.47	\$4,921.60	\$61.52	\$11,197.33	\$5,168.00	\$64.60

Revised: 7/21/2025