

COUNXEL

2222 S. Dobson Rd Suite 1104

Mesa, Arizona 85202

Office: (480) 536-6122

www.counxel.com

For Court Use Only: docketing@counxel.com

Aaron Ludwig (018841)

aludwig@counxel.com

Anthony P. Saccocio (038427)

Asaccocio@counxel.com

Attorneys for Plaintiff

UNITED STATES DISTRICT COURT

DISTRICT OF ARIZONA

Melissa Green

Case No:

Plaintiff,

COMPLAINT

vs.

City of Phoenix Fire Department,

JURY TRIAL DEMANDED

Defendant.

Plaintiff MELISSA GREEN (“Plaintiff” or “Ms. Green”) is, and at all times mentioned herein was, a resident of Arizona and an employee of Defendant CITY OF PHOENIX FIRE DEPARTMENT (“Defendant” or “City of Phoenix”). Defendant is, and at all times mentioned herein was, a municipal government entity in Arizona.

I. JURISDICTION AND VENUE

1. Plaintiff in this matter is an individual, a resident of Maricopa County, Arizona.
2. Defendant in this matter is an Arizona municipal government entity in Maricopa County, Arizona.

COUNXEL
LEGAL FIRM

1 3. This Court has subject matter jurisdiction over this action as this action is founded upon
2 alleged violations of Title VII of the Civil Rights Act, a federal law, and thus this Court has federal
3 question jurisdiction of this case.

4 4. Venue is appropriate in this Court as the acts and omissions which give rise to this action
5 took place within Maricopa County, Arizona.

6 5. Plaintiff has exhausted her administrative remedies by proceeding through the EEOC
7 complaint process and has received a Right to Sue notice.

8 6. Plaintiff hereby reserves the right to amend and supplement this Complaint with new facts,
9 parties and causes of action as discovery may reveal them.

10 **II. FACTUAL ALLEGATIONS**

11 7. Plaintiff is employed by Defendant as an Administrative Aide for the City of Phoenix Fire
12 Department. Plaintiff began her employment with the Defendant in 2015.

13 8. Throughout her employment as an Administrative Aid, Plaintiff performed the following
14 duties:

- 15 i. Upgrading cell phones;
- 16 ii. Provisioning of electronic devices (included cardiac modems and mobile
17 communication equipment);
- 18 iii. Configuring other electronic devices;

19 9. In 2017, the City of Phoenix initiated a project to upgrade the phone systems. The Plaintiff
20 played role in this upgrade. As demonstrated in the Plaintiff's "Performance Management Guide"
(attached herein as **Exhibit "A"**), the client met all of the following:

- 21 i. Provide a report of all Verizon devices;
- 22 ii. Change of all email on all Verizon accounts;

- 1 iii. Perform duties of Telecommunication Administrator;
- 2 iv. Create a telecommunication service request for new land lines of service,
- 3 cell phones, tablets, and pagers;
- 4 v. Create monthly reports of all Verizon accounts related to data usage, due
- 5 upgrades, new devices and devices removed from service;
- 6 vi. Maintain accuracy of Verizon account database;
- 7 vii. Maintain paperwork associated with equipment tracking;
- 8 viii. Use Remedy Force application to track Telecom work request;
- 9 ix. Perform duties relating to E-procurement.

10 10. In 2018, Ms. Green met the following goals (*See, Exhibit "B"*):

- 11 i. Assist with creating PFD Tech Services procurement policies, procedures,
- 12 and forms relating to procurement to be used in Sharepoint;
- 13 ii. Continue involvement as the department's liaison for the Citywide
- 14 Telephony Replacement Project;
- 15 iii. Telecomm: Enter TSRs as needed. Provide monthly report of TSR entries;
- 16 iv. Telecomm: Maintain accuracy of Verizon database via Verizon website
- 17 keeping supervisor informed of any changes;
- 18 v. Telecomm: Create and maintain spreadsheet of all cellular and pager
- 19 numbers that include static IP address, user name, wireless number status,
- 20 upgrade eligibility date, monthly charges, cost center, and devise model;
- 21 vi. Telecomm: Use Remedy Force application to track and resolve telecom
- 22 work requests as assigned;
- vii. Telecomm: Maintain paperwork associated with equipment tracking (i.e.
- LSD, and service authorization forms);

viii. Telecomm: Perform duties of Telecommunication Administrator not already mentioned above.

11. In 2019, the Plaintiff was in charge of switching all of the department’s mobile devices from Verizon to AT&T. Because the Plaintiff was the only employee with the requisite training, she was the only one who could set up the new devices. This included approximately 166 cardiac modems, 200 rig cell phones, and 175 civilian phones.

12. In or around June 2023, the Plaintiff was informed by Julie Taylor that the Defendant would be reallocating the mobile devices that the Plaintiff had as part of her duties. The Plaintiff had been charged with managing the mobile devices for the past approximately 8.5 years.

13. Ms. Taylor also stated that EOD¹ inquired as to why the Plaintiff was performing the duties related to City of Phoenix mobile devices as Plaintiff was not qualified for this task.

14. Upon being informed of the apparent inconsistency with what her duties were and what they “should” have been, the Plaintiff discovered the duties she had been performing were that of a “User Tech.” A copy of the duties of a “User Tech” are attached herein as **Exhibit “C.”** Relevant duties include:

- i. Assisting with the evaluation of functional capabilities of proposed new, small computer systems which may include mobile computer terminals (MCTs), automatic vehicle locators (AVLs), radio emergency systems, microcomputers, and hardware and software associated with telecommunications equipment and systems;
- ii. Develops and maintains inventory of computer and/or telecommunications-related equipment and peripherals, hardware and software;

¹ EOD – Stands for Equal Opportunity Department

- 1 iii. Assists in analyzing departmental systems needs and recommendations, and
- 2 conducting business systems analysis, computer and/or telecommunications
- 3 system configuration planning and training;
- 4 iv. Conducts technical training;
- 5 v. Provides first level end-user support in areas such as printing, network
- 6 logons, department and office software applications, telecommunications
- 7 circuit and end-user device troubleshooting.

8 15. In contrast, the duties of an Administrative Aide (attached herein as **Exhibit “D”**) are fewer
9 and less rigorous than what the Plaintiff had performed for the last 8 years. These duties include:

- 10 i. Reviews documents for completeness and accuracy;
- 11 ii. Composes and responds to a variety of correspondence;
- 12 iii. Interprets and makes decisions in accordance with laws, regulations, and
- 13 policies;
- 14 iv. Keeps detailed and accurate records;
- 15 v. Completes necessary forms for retrieval of data and compiles reports from
- 16 collected data;
- 17 vi. Responds to complaints or requests for service in person, by telephone, and
- 18 in writing in accordance with established departmental policies and
- 19 regulations;
- 20 vii. Monitors and compares data to determine compliance with prescribed
- 21 operating standards;
- 22 viii. Collects and enters data or information into a computer or other keyboard
- device;
- ix. Maintains regular and reliable attendance;

- 1 x. Demonstrates superior seamless customer service, integrity, and
2 commitment to innovation, efficiency, and fiscally responsible activity.

3 The Plaintiff submits that the actual duties performed since being hired by the City of
4 Phoenix are much more consistent (but in addition to) the duties prescribed to an Administrative
5 Aide.

6 16. Upon information and belief, the difference in compensation between an Administrative
7 Aide and a User Tech position is not less than \$20,000.00 annually. A copy of the pay scale for
8 each position is attached herein as **Exhibit “E.”**

9 17. Defendant has failed to compensate the Plaintiff for the duties she performed despite her
10 performance being consistent with the classification.

11 18. Finally, Ms. Green alleges that she has been unjustly denied promotion due to racial
12 discrimination.

13 19. As evidence of discriminatory practices in promotion within the City of Phoenix, Ms.
14 Green cites the career progression of several colleagues, all of whom are either Caucasian or
15 Hispanic, and who had received promotions under circumstances similar to those in which Ms.
16 Green was denied:

- 17 i. Josh Shields, a former courier, experienced two promotions: first to a Utility
18 Technician (UT) unit 2 and subsequently to a UT unit 7.
19 ii. Nestor Hernandez, initially employed as a UT unit 7, was promoted to Lead
20 User Tech Specialist. Mr. Hernandez commenced his employment with the
21 City of Phoenix concurrently with Ms. Green.
22 iii. Eric Greenway advanced from a UT unit 2 to a UT unit 7, and later further
promoted to Information Tech Systems Specialist.

1 iv. Harold Pierson’s career trajectory included a progression from UT unit 2 to
2 a UT unit 7.

3 v. Jason Roosevelt was appointed first as a UT unit 2, then later as a UT unit
4 7.

5 vi. Chris Green was a contractor hired on as a UT unit 7, bypassing the initial
6 ranks.

7 vii. Rebecca McConnell was elevated from a GIS Tech unit 3 to a GIS
8 Coordinator unit 7.

9 20. Ms. Green asserts that she was equivalently qualified for such advancements but was
10 overlooked due to her race and gender.

11 21. Ms. Green also contends that upon the removal of the mobile phones from her job
12 responsibility (see paragraph 8, *supra*), the very position of UTS that was vacant was transferred
13 to another area. Ms. Green contends that this transfer was strategic and done so the Defendant
14 could inform Ms. Green there was no position available for her to be promoted to.

15 22. Through these comparisons, Ms. Green seeks to demonstrate a pattern of discriminatory
16 promotion practices within the City of Phoenix, disproportionately favoring White and Hispanic
17 employees over African-American employees, particularly women.

18 **III. COUNT I: DISCRIMINATION BASED ON RACE**

19 23. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as if fully set
20 forth hereat.

21 24. Plaintiff hereby alleges that she is a member of a protected class as she is African-
22 American.

 25. Plaintiff further alleges that she was performing her job satisfactorily based upon her
positive performance reviews and her advancement within the City of Phoenix.

1 26. Plaintiff alleges that she suffered adverse employment action from City of Phoenix or the
2 City of Phoenix’s employees, agents or officers.

3 27. The adverse employment action suffered by the Plaintiff includes, but is not limited to:

- 4 i. Failure to pay the Plaintiff her proper wages;
- 5 ii. Failure to promote the Plaintiff

6 28. The Plaintiff alleges that she was treated less favorably than other employees with similar
7 qualifications. The other employees who were categorized as “User Techs” received payment
8 consistent with their position and the duties they performed, while the Plaintiff performed the same
9 duties but was not considered for promotion to a User Tech and was not compensated according
10 to the duties she actually performed.

11 29. Plaintiff hereby alleges that the circumstances surrounding the adverse employment action,
12 the less favorable treatment and/or the discrimination that Plaintiff suffered from the Defendant
13 gives rise to an inference of discrimination due to the obvious discrepancy between the duties and
14 pay of Ms. Green, and the pay of other City of Phoenix employees performing the same or
15 substantially similar tasks as Ms. Green.

16 **IV. COUNT II: UNJUST ENRICHMENT**

17 30. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as if fully set
18 forth hereat.

19 31. The Plaintiff, by performing duties beyond those outlined in her role as an Administrative
20 Aide, conferred a benefit upon the City of Phoenix. These additional duties were consistent with
21 those of an individual in a User Tech role, a position that commands a higher salary. The benefit
22 is enhanced level of service and skill provided by Ms. Green, which the Defendant would
otherwise have to pay more for, had they hired someone specifically for the User Tech role.

1 32. The benefit to the Defendant came directly at Ms. Green’s expense. She expended her
2 time, effort, and likely additional skills and knowledge to fulfill the User Tech role without
3 receiving the appropriate compensation for it. This situation implies the City of Phoenix received
4 User Tech support services without incurring the usual costs associated with such a role.

5 33. It would be inequitable to allow the Defendant to retain the benefits of Ms. Greens’ work
6 as a User Tech without compensating her at the rate commensurate with that position would be
7 unjust. Ms. Green’s work contributed value to the municipality, which they would typically have
8 to pay a higher salary to obtain.

9 **V. COUNT III: BREACH OF CONTRACT**

10 34. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as if fully set
11 forth hereat.

12 35. Plaintiff was hired as an employee under a specific contract of Administrative Aide, which
13 outlined her role as an Administrative Aide with specific duties. The employment contract
14 establishes the existence of a legal agreement between Ms. Green and the City of Phoenix.

15 36. Although the Plaintiff was hired as an Administrative Aide, she performed duties that went
16 beyond her official job description. These duties aligned more closely with those of a User Tech
17 role. Ms. Green’s fulfillment of her duties, even beyond the scope of her job description,
18 demonstrates her performance of contractual obligations.

19 37. The City of Phoenix failed to recognize and compensate Ms. Green for the work she was
20 performing that aligned with a User Tech role, a position that commands a higher salary than that
21 of an Administrative Aide. This oversight or disregard for the nature of the work actually
22 performed constitutes a failure to fulfill the contractual obligation of fair compensation based on
the nature of the work performed.

1 38. Due to the City of Phoenix’s failure to acknowledge and compensate Ms. Green at the rate
2 appropriate for the User Tech role she was effectively performing, Ms. Green suffered financial
3 damages. The difference in the salary between the Administrative Aide role of approximately
4 \$40,000 and the User Tech role of approximately \$60,000 quantifies these damages.

5 **VI. COUNT IV: PROMISSORY ESTOPPEL**

6 39. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as if fully set
7 forth hereat.

8 40. The City of Phoenix, by allowing the client to perform duties consistent with a User Tech,
9 tacitly acknowledged and accepted the Plaintiff’s performance in this capacity. This can be viewed
10 as an implicit promise or representation that her work would be recognized and compensated
11 accordingly. However, the City of Phoenix later adopted a position inconsistent with this by failing
12 to acknowledge the change in her role and by not compensating her at the User Tech level.

13 41. Ms. Green also relied on the City of Phoenix’s implicit representation. She continued to
14 perform User Tech duties under the belief or assumption that her role and compensation would
15 always reflect the work she was actually performing. This reliance is evidenced by her continued
16 performance in the User Tech role beyond the scope of her contractual duties as an administrative
17 aide.

18 42. Finally, Ms. Green suffered injury as a result of the City of Phoenix’s failure to
19 acknowledge her role as a User Tech and to adjust her compensation accordingly. This injury is
20 represented by the salary differential between the Administrative Aide position and the User Tech
21 position. Her reliance on the implicit promise of appropriate compensation for her work led to her
22 sustaining these financial damages.

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VII. COUNT V: WAGE AND HOUR VIOLATION

43. Plaintiff re-alleges and incorporates by reference all preceding paragraphs as if fully set forth hereat.

44. Plaintiff hereby alleges that Arizona Revised Statutes § 23-350 *et seq.* provides that an employee may initiate a civil action against an employer to recover unpaid wages in an amount three times the amount of the unpaid wages.

45. Plaintiff hereby alleges that wages were due and owing to the Plaintiff by the Defendant for hours worked and expenses incurred.

46. Plaintiff hereby alleges that the City of Phoenix refused, withheld or otherwise failed to pay wages that were due and owing to the Plaintiff.

47. Plaintiff hereby alleges that Defendants, when wages were paid, failed to accurately and adequately pay Plaintiff wages and failed to account for withholdings and reimbursements and paid Plaintiff in an improper fashion.

48. Plaintiff hereby alleges that no valid or justifiable reason existed for the City of Phoenix to refuse, withhold or fail to pay wages to the Plaintiff.

49. Therefore, Defendants are liable to Plaintiff for unpaid wages in an amount three times that of the unpaid wages.

VIII. COUNT VI: VIOLATIONS OF THE ARIZONA CIVIL RIGHTS ACT

50. Plaintiff hereby realleges and reincorporates each preceding statement as if fully set forth hereat.

51. Plaintiff hereby realleges that this Court has supplemental jurisdiction over Plaintiff's state law Arizona Civil Rights Act claim.

52. Plaintiff hereby alleges that she is a protected person under Arizona's Civil Rights Act.

53. Plaintiff hereby alleges that she was performing her job duties in a satisfactory fashion.

1 54. Plaintiff hereby alleges that she suffered an adverse employment action by the Defendant
2 employees, agents or officers.

3 55. The adverse employment action suffered by the Plaintiff includes, but is not limited to:

4 i. Failure to pay the Plaintiff her proper wages;

5 ii. Failure to promote the Plaintiff

6 56. Plaintiff hereby alleges that the adverse employment actions she suffered from the City of
7 Phoenix occurred under an environment that give rise to an inference of discrimination as
8 described in Section II above.

9 57. Therefore, City of Phoenix is liable to Plaintiff for violations of Arizona's Civil Rights Act.

10 **PRAYER FOR RELIEF**

11 **WHEREFORE**, having fully pled this Complaint the Plaintiff prays the following relief
12 from the Court:

13 A. For all damages allowable at law under any and all theories applicable including actual,
14 consequential, compensatory and punitive damages in an amount to be determined at trial but for
15 not-less-than \$160,000.00;

16 B. For an award of all Plaintiff's costs and attorney's fees incurred in this action under any
17 and all applicable legal theories;

18 C. For any and all other relief that is just under the circumstances.

19 DATED this 6th day of February, 2024

20 **COUNXEL LEGAL FIRM**

21 /s/ Aaron S. Ludwig

22 /s/ Anthony P. Saccocio

Aaron S. Ludwig Esq.
Anthony P. Saccocio Esq.
2222 S. Dobson Rd. Suite 1104

Mesa, AZ 85202
Attorneys for Plaintiff

CERTIFICATE OF SERVICE

I hereby certify that on February 6, 2024, I electronically transmitted the attached document to the Clerk's office using the CM/ECF System for filing and transmittal of Notice of Electronic Filing to the following CM/ECF Registrant:

/s/ Tanika Sherman

COUNXEL
LEGAL FIRM

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EXHIBIT A

City of Phoenix
PERFORMANCE MANAGEMENT GUIDE

Date: **2017-11-11**
Type: **Salary and Performance**
Status: **Scheduled**

Employee Name	Empl ID	Dept	Dept Name	Job Title
Green, Melissa L	066456	B1065	Fire Dept:Support Serv.-Cad	Admin Aide

Overall Performance Expectations: Met

CORE CITY VALUES	
Description	Met?
Engages in innovative thinking and problem solving	Met
Participates in and supports team endeavors	Met
Is professional and accountable in all work assignments	Met
Embraces diversity in all work activities	Met
Exhibits ethical behavior and decision making	Met
Provides responsive and consistent customer service	Met

CURRENT RATING PERIOD		
Item #	Duties & Goals	Performance Expectations
1	COMMON FACTORS: Compliance with department leave policy	Met
2	COMMON FACTORS: Compliance with rules and procedures	Met
3	COMMON FACTORS: Effective work judgment	Met
4	COMMON FACTORS: Effectiveness in meeting deadlines	Met
5	COMMON FACTORS: Demonstrate professional and ethical conduct	Met
6	COMMON FACTORS: Driving record	Met
7	COMMON FACTORS: Care of equipment	Met
8	COMMON FACTORS: Safety record	Met
9	GOAL: Attend a City sponsored class	Met
10	GOAL: Provide a report of all Verizon devices. Create a spreadsheet book with a sheet for like devices. Each sheet should contain the device wireless number,	Met
11	Static IP, User name, Wireless number status, Upgrade eligibility date, Monthly charges, Cost center, Device model, Email address, Price plan, and SIM.	Met
12	Completion date for this goal is January 17th 2017	Met
13	GOAL: Change all email addresses on all Verizon accounts to (support.staff.pfd@phoenix.gov) Completion date for this goal is December 16, 2016	Not Applicable
14	GOAL: Create an accurate spreadsheet of all assigned pager. Ensure spreadsheet includes pager number, user name, device model, and monthly cost.	Met
15	Completion date for this goal is December 16, 2016	Met
16	DUTY: Perform the duties of Telecommunication Administrator	Met
17	DUTY: Create telecommunication service request (TSR) for new land lines of service, cell phones, tablets, and pagers.	Met
18	DUTY: Provide weekly status updates of entered TSR	Met
19	DUTY: Create monthly reports of all Verizon accounts (Data Usage)	Met
20	DUTY: Create monthly report of all Verizon accounts (Due Upgrade)	Met
21	DUTY: Create monthly reports of all Verizon accounts (New devices and devices removed from service)	Met
22	DUTY: Maintain accuracy of Verizon account database via Verizon website	Met
23	DUTY: Maintain accuracy of pager spreadsheet	Met
24	DUTY: Maintain paperwork associated with equipment tracking (ie: LSD, and service authorization forms)	Met
25	DUTY: Use Remedy Force application to track Telecom work request	Met
26	DUTY: Perform duties relating to Eprocurement. (Shopper)	Met

CURRENT RATING PERIOD		
Item #	Duties & Goals	Performance Expectations
27	DUTY: Provide status of shopping carts as requested	Met
28	DUTY: Perform duties relating to office management (Secretarial)	Met

NEXT RATING PERIOD		
Item #	Duties & Goals	
1	GOAL: Take at least 4 city sponsored classes or training sessions.	
2	GOAL: Learn aspects of desired positions which may include contracts, procurement, etc.	
3	GOAL: Job shadow for one day with someone willing that is involved with contracts and/or procurement (i.e. Contracts Specialist, Sr. Buyer, etc.) with supervisors authorization.	
4	GOAL: Assist with creating PFD Tech Services procurement policies, procedures, and forms relating to procurement to be used in Sharepoint.	
5	GOAL: Update all verizon accounts with contact email of "support.staff.pfd@phoenix.gov".	
6	GOAL: Continue involvement as the department's liaison for the Citywide Telephony Replacement Project	
7	DUTY - Procurement: Enter shopping carts in SRM as needed verifying and ensuring all accounting and other data is accurate and making sure that they are tied to SRM contracts when available.	
8	DUTY - Procurement: Assist with obtaining quotes from vendors.	
9	DUTY - Procurement: Enter goods receipts in SRM verifying that goods and/or services have been received or performed.	
10	DUTY - Procurement: Assist with submitting BIRFs to ITS.	
11	DUTY - Procurement: Assist with vendor payment status requests as needed or other accounts payable requests.	
12	DUTY - Telecomm: Enter TSRs as needed. Provide monthly report of TSR entries.	
13	DUTY - Telecomm: Create and submit to supervisor monthly reports of all Verizon accounts with data usage, due upgrades, new and removed devices.	
14	DUTY - Telecomm: Maintain accuracy of Verizon database via Verizon website keeping supervisor informed of any changes.	
15	DUTY - Telecomm: Create and maintain spreadsheet of all cellular and pager numbers that include static IP address, user name, wireless number status, upgrade eligibility date, monthly charges, cost center, and device model.	
16	DUTY - Telecomm: Use Remedy Force application to track and resolve telecomm work requests as assigned.	
17	DUTY - Telecomm: Maintain paperwork associated with equipment tracking (i.e. LSD, and service authorization forms).	
18	DUTY - Telecomm: Perform duties of Telecommunication Administrator not already mentioned above.	
19	DUTY - General: Submit travel requests with all required documentation as needed.	
20	DUTY - General: Be backup of duties relating to Secretary II position.	
21	DUTY - General: Submit weekly report to supervisor outlining previous week's activities, work issues, and accomplishments.	

COMMENTS	Completed by
<p>Supervisor Melissa, Thank you for doing an exceptional job in performing the duties as the department's telecommunications coordinator and Tech Svcs procurement of goods and services through SRM.</p> <p>During this rating period you have successfully completed and resolved procurement issues with shopping carts and goods receipts. Another major accomplishment is that you have successfully scheduled and coordinated inspections for all Phoenix Fire Stations for the Telephony Replacement Project.</p> <p>This next rating period you will have opportunities to learn new tasks and explore new and more efficient ways of performing procurement and telecomm duties. I hope that you will be a valuable resource for planning new procedures of our procurement process.</p>	<p>Freeman, Eric A 2017-11-20T08:52:13 Complete: Y</p>

Again, thank you for doing a wonderful job.	
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Reviewer	
Thank You for all our hard work, Melissa!!!!	Harnouz JR, William J 2017-11-27T08:08:11 Complete: Y

Employee	
Thank you for giving me the opportunity to take on new tasks and to grow as an employee. I look forward to the upcoming year and I hope to take on even more responsibility.	2017-11-22T14:27:26 Complete: Y
Thank you.	

EXHIBIT B

City of Phoenix
PERFORMANCE MANAGEMENT GUIDE

Date: **2018-11-11**
Type: **Salary and Performance**
Status: **Scheduled**

Employee Name	Empl ID	Dept	Dept Name	Job Title
Green, Melissa L	066456	B1065	Fire Dept:Support Serv.-Cad	Admin Aide

Overall Performance Expectations: Met

CORE CITY VALUES	
Description	Met?
Engages in innovative thinking and problem solving	Met
Participates in and supports team endeavors	Met
Is professional and accountable in all work assignments	Met
Embraces diversity in all work activities	Met
Exhibits ethical behavior and decision making	Met
Provides responsive and consistent customer service	Met

CURRENT RATING PERIOD		
Item #	Duties & Goals	Performance Expectations
1	GOAL: Take at least 4 city sponsored classes or training sessions.	Met
2	GOAL: Learn aspects of desired positions which may include contracts, procurement, etc.	Not Applicable
3	GOAL: Job shadow for one day with someone willing that is involved with contracts and/or procurement (i.e. Contracts Specialist, Sr. Buyer, etc.) with supervisors authorization.	Not Applicable
4	GOAL: Assist with creating PFD Tech Services procurement policies, procedures, and forms relating to procurement to be used in Sharepoint.	Met
5	GOAL: Update all verizon accounts with contact email of "support.staff.pfd@phoenix.gov".	Not Applicable
6	GOAL: Continue involvement as the department's liaison for the Citywide Telephony Replacement Project	Met
7	DUTY - Procurement: Enter shopping carts in SRM as needed verifying and ensuring all accounting and other data is accurate and making sure that they are tied to SRM contracts when available.	Met
8	DUTY - Procurement: Assist with obtaining quotes from vendors.	Met
9	DUTY - Procurement: Enter goods receipts in SRM verifying that goods and/or services have been received or performed.	Met
10	DUTY - Procurement: Assist with submitting BIRFs to ITS.	Met
11	DUTY - Procurement: Assist with vendor payment status requests as needed or other accounts payable requests.	Met
12	DUTY - Telecomm: Enter TSRs as needed. Provide monthly report of TSR entries.	Met
13	DUTY - Telecomm: Create and submit to supervisor monthly reports of all Verizon accounts with data usage, due upgrades, new and removed devices.	Not Applicable
14	DUTY - Telecomm: Maintain accuracy of Verizon database via Verizon website keeping supervisor informed of any changes.	Met
15	DUTY - Telecomm: Create and maintain spreadsheet of all cellular and pager numbers that include static IP address, user name, wireless number status, upgrade eligibility date, monthly charges, cost center, and devise model.	Met
16	DUTY - Telecomm: Use Remedy Force application to track and resolve telecomm work requests as assigned.	Met
17	DUTY - Telecomm: Maintain paperwork associated with equipment tracking (i.e. LSD, and service authorization forms).	Met
18	DUTY - Telecomm: Perform duties of Telecommunication Administrator not already mentioned above.	Met
19	DUTY - General: Submit travel requests with all required documentation as needed.	Met

CURRENT RATING PERIOD		
Item #	Duties & Goals	Performance Expectations
20	DUTY - General: Be backup of duties relating to Secretary II position.	Met
21	DUTY - General: Submit weekly report to supervisor outlining previous week's activities, work issues, and accomplishments.	Not Applicable

NEXT RATING PERIOD		
Item #	Duties & Goals	
1	GOAL: Assist with creating PFD Tech Services procurement policies, procedures, and forms relating to procurement to be used in Sharepoint.	
2	GOAL: Assist in the department's efforts for the Mobile Device Management project.	
3	GOAL: Reduce active pagers to less than 100 if feasible.	
4	GOAL: Become familiar with and learn to manage wireless devices through InTune once implemented.	
5	GOAL: Help lead the Mobile Device Management Team to accurately track mobile device inventory.	
6	GOAL: Create a system to store, secure, and release mobile devices to end users.	
7	GOAL: Change cost center and GL assignment for all outside city mobile charges to appropriate cost center and GL by end of January 2019.	
8	DUTY - Procurement: Enter shopping carts within 48 hours of receipt of Procurement Form Shopper notifications for assigned Budgetary Programs.	
9	DUTY - Procurement: Assist procurement requestors with obtaining quotes from vendors as needed.	
10	DUTY - Procurement: Assist with submitting BIRFs to ITS.	
11	DUTY - Procurement: Enter goods receipts in SRM verifying that goods and/or services have been received or performed.	
12	DUTY - Procurement: Follow through Procurement Forms to completion in a timely manner.	
13	DUTY - Procurement: Assist with vendor payment status requests as needed or other accounts payable requests.	
14	DUTY - Telecomm: Continue to be on the department's mobile device management team.	
15	DUTY - Telecomm: Enter TSRs for mobile devices as needed.	
16	DUTY - Telecomm: Maintain accuracy of Verizon database via Verizon website keeping supervisor informed of any changes.	
17	DUTY - Telecomm: Maintain spreadsheet of all cellular and pager numbers that include static IP address, user name, wireless number status, upgrade eligibility date, monthly charges, cost center, and device model.	
18	DUTY - Telecomm: Use Remedy Force application to track and resolve mobile telecomm work requests as assigned.	
19	DUTY - Telecomm: Close out open mobile device remedy tickets for the PFD Telecom Que in a timely manner	
20	DUTY - General: Follow all Citywide, Fire Department, and Technical Services Section policies, procedures, and SOP's	
21	DUTY - General: Submit travel requests with all required documentation as needed.	
22	DUTY - General: Serve as backup of duties assigned to other Admin Aide position.	
23	DUTY - General: Provide training assistance for new admin support staff.	
24	DUTY - General: Assist as a backup for front desk duties as assigned.	

COMMENTS	Completed by
<p>Supervisor Melissa, Over the past year, you have demonstrate your willingness to continue to provide excellent customer service. You have completed your work assignments timely and accurately. You have built a good relationship with internal and external employees and are willing to go above and beyond to help others with enthusiasm. I thank you for your hard work that may not always be recognized.. You have also reduced the department's costs for mobile devices of about \$85,000 annually by researching and inactivating devices that were not being used.</p> <p>The two goals pertaining to learning aspects of desired position involving contracts and job shadowing have been marked as "not applicable" as your career focus has changed. The goal of updating the Verizon database contact email to "support.staff.pfd@phoenix.gov" was marked as "not applicable" as the contact email wasn't clarified. The duty of submitting weekly reports</p>	<p>Freeman, Eric A 2018-12-06T08:17:53 Complete: Y</p>

<p>to supervisor was marked "not applicable" because I removed this assignment early in the rating period. I also marked the submission of Verizon reports as "not applicable" since I was given access to the information through Verizon's website. Please note that any goal or duty marked "not applicable" is not a negative measure.</p> <p>You have been such a valuable key member of the department's mobile device management team where members relied on your knowledge and expertise of cellular devices. You have gone above and beyond helping end users with their mobile devices and resolved any issues quickly. Please keep up the good work you do</p>	
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<p>Reviewer</p>	
<p>Melissa,</p> <p>Thank you for everything that you do for the Phoenix Fire Department. I am looking forward to all of the good work that will be accomplished next year.</p> <p>Will</p>	<p>Hamouz JR, William J 2018-12-10T07:34:51 Complete: Y</p>

<p>Employee</p>	
<p>Eric & Will,</p> <p>Thank you for giving me the opportunity to grow. I am very eager to learn and take on more responsibility this upcoming year. I am a goal oriented person and with small goals I'm able to achieve the main goal which is to be in a leadership position someday. Thank you again.</p> <p>Melissa</p>	<p>2018-12-10T07:03:40 Complete: Y</p>

EXHIBIT C



City of Phoenix USER TECHNOLOGY SPECIALIST

JOB CODE 09800

Effective Date: Rev. 01/07

DISTINGUISHING FEATURES OF THE CLASS:

The fundamental reason this classification exists is to provide technical hardware and software support to local area network (LAN), wide area network (WAN), mini-mainframe, server, and/or work station computer users, which may include establishing computer aided dispatch (CAD), emergency response, telecommunications, avionics, and other systems. Work includes assisting users with the evaluation, selection, acquisition, and installation of hardware, software, and communications packages; providing hardware, software, and communications problem analysis support; advising users in technical areas leading to improved productivity and better integration of technology into operations; and assisting with the preparation and evaluation of hardware and software configuration and network plans in support of user requests. This classification is distinguished from the senior level by the absence of responsibility for serving as a project leader in the study, acquisition, or installation of user technology packages. Supervision is received from a Senior or Lead User Technology Specialist, or other supervisor.

ESSENTIAL FUNCTIONS:

- Analyzes and diagnoses the most commonly found problems such as in LAN, WAN, mini-mainframe, server, CAD, emergency response, and work station computer hardware and software-controlled systems, telecommunications systems, and avionics;
- Repairs, reconfigures, assembles, integrates, and tests basic and complex systems, configurations and networks;
- Assists with the evaluation of functional capabilities of proposed new, small computer systems which may include mobile computer terminals (MCTs), automatic vehicle locators (AVLs), radio emergency response systems, microcomputers, and hardware and software associated with telecommunications equipment and systems;
- Develops and maintains inventory of computer and/or telecommunications-related equipment and peripherals, hardware and software;
- Assists in analyzing departmental systems needs and recommendations, and conducting business systems analysis, computer and/or telecommunications system configuration planning and training;
- Conducts technical training;
- Installs and maintains alerting system packages;



City of Phoenix

- Installs and maintains fixed telecommunications routers, switches, multiplexers, copper, fiber, and wireless circuit termination equipment and fixed, portable, or mobile end-user devices;
- Provides first level end-user support in areas such as printing, network logons, department and office software applications, telecommunications circuit and end-user device troubleshooting;
- Maintains regular and reliable attendance.
- Demonstrates superior seamless customer service, integrity, and commitment to innovation, efficiency, and fiscally responsible activity.

Required Knowledge, Skills and Abilities:

Knowledge of:

- LAN, WAN, mini-mainframe, server, and work station computer system, telecommunications circuit and end-user device operations and troubleshooting.
- A variety of PC functions, such as word processing, spreadsheet, graphics, database management, telecommunications, hardware, and PC operating systems and packages.
- Capabilities, limitations, and functional applications of a variety of LAN, WAN, mini-mainframe, server, telecommunications, and work station computer systems integration.
- Principles and methods of training and documentation.
- The electronic communications field, with mastery in digital communications systems and associated peripheral equipment.
- The uses, calibration, and care of electronic test equipment.
- Specialized test equipment and diagnostics used for troubleshooting computer and/or telecommunications systems.
- Computer programming, computer communications systems, and peripheral equipment.
- Preventive maintenance procedures for computers and peripheral equipment.
- Cable distribution and basic principles of electricity.
- Advanced voice and data tele/communications systems and equipment.
- Standard tele/communications wiring, color coding, and connection schemes.
- Computerized and microprocessor controlled telecommunications systems operation and theory.
- Analog and digital electronics.
- LAN technology management, server options, routing protocols, and hardware.
- Ability to:
 - Work cooperatively with other City employees.
 - Diagnose problems or malfunctions and accomplish repairs in a minimal amount of time.
 - Make independent decisions quickly in emergency situations.



City of Phoenix

- Communicate in English by phone or in person in a one-to-one or group setting.
- Comprehend and make inferences from material written in the English language, and understand and follow complex schematics, circuit diagrams, service orders, work sheets, floor plans, electrical wiring plans, construction blueprints and related documents.
- Produce written documents in English with clearly organized thoughts using proper sentence construction, punctuation, and grammar.
- Observe, compare, and monitor data to determine compliance with prescribed operating and safety standards.
- Instruct others in a classroom setting.
- Operate a variety of standard office equipment.
- Enter data or information into a terminal, PC, or other keyboard device.
- Perceive the full range of the color spectrum such as in working with electrical wiring.
- Learn job-related material through oral instruction, observation, structured lecture, and reading.
- Move heavy objects such as pieces of equipment weighing 20-50 pounds or more short distances (20 feet or less).
- Remain in a sitting position for extended periods of time.
- Bend or stoop repeatedly over time.
- Work in a variety of weather conditions with exposure to the elements.
- Work safely without presenting a direct threat to self or others.

Additional Requirements:

- Appointments to some positions are subject to meeting appropriate polygraph and background standards.
- Some positions require the use of personal or City vehicles on City business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver's license and have an acceptable driving record. Use of a personal vehicle for City business will be prohibited if the employee is not authorized to drive a City vehicle or if the employee does not have personal insurance coverage.
- Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.
- Some employees who are trained and certified to climb towers will be called upon occasionally to utilize that skill in the routine performance of their duties.
- Employees who perform avionics maintenance are required to take after-maintenance test flights in the routine performance of their duties.

ACCEPTABLE EXPERIENCE AND TRAINING:



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One year of experience in systems applications analysis, programming **or** telecommunications functions utilizing a variety of hardware and software **or** installation and maintenance of digital systems, radio, and electronic communications systems **or** telephone station equipment and related telecommunications distribution systems **or** avionics maintenance; and course work including training or experience with one or more work station computers and one or more programming languages and one or more operating systems. Other combinations of experience and education that meet the minimum qualifications may be substituted.

EXHIBIT D



City of Phoenix ADMINISTRATIVE AIDE

JOB CODE 06020

Effective Date: Rev. 06/09

DISTINGUISHING FEATURES OF THE CLASS:

The fundamental reason this classification exists is to provide paraprofessional staff support in one or more fields of administration. Some positions issue instructions on behalf of a supervisor. Positions assigned to the Supervisory & Professional Unit exercise direct supervision over a small number of lower-level clerical personnel. Work involves independent decision making and a thorough knowledge of the terminology, procedures, and practices within a defined activity area. The employee plans and organizes the work flow utilizing departmental rules, regulations, and procedures. Work is performed under the general direction of an Administrative Assistant or section head who evaluates performance based upon results.

ESSENTIAL FUNCTIONS:

- Reviews documents for completeness and accuracy;
- Composes and responds to a variety of correspondence;
- Interprets and makes decisions in accordance with laws, regulations, and policies;
- Keeps detailed and accurate records;
- Completes necessary forms for retrieval of data and compiles reports from collected data;
- Responds to complaints or requests for service in person, by telephone, and in writing in accordance with established departmental policies and regulations;
- Monitors and compares data to determine compliance with prescribed operating standards;
- Collects and enters data or information into a computer or other keyboard device;
- Maintains regular and reliable attendance.
- Demonstrates superior seamless customer service, integrity, and commitment to innovation, efficiency, and fiscally responsible activity.

Required Knowledge, Skills and Abilities:

Knowledge of:

- Principles and practices of office management.
- Department goals, objectives, policies, and procedures.



City of Phoenix

Ability to:

- Work safely without posing a threat to self or others.
- Communicate orally with customers, clients, and the public using a telephone, in a face-to-face, one-to-one setting, and in a group setting in the English language.
- Comprehend and make inferences from material written in the English language.
- Produce written documents with clearly organized thoughts using proper sentence construction, punctuation, and grammar.
- Work under pressure (i.e., handling significant problems and tasks which come up simultaneously and/or unexpectedly and approaching deadlines).
- Research and assemble data from a variety of sources.
- Use computers and computer systems to enter data or process information.
- Remain in a sitting position for extended periods of time.
- Establish priorities for own workload based upon such factors as need for immediate action, work objectives and schedules.
- Exercise independent initiative and judgment.
- Work cooperatively with other employees and the public.
- Learn job-related material primarily through oral instruction and observation to effectively perform job duties. This learning takes place mainly in an on-the-job training setting.

Additional Requirements:

- Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.

ACCEPTABLE EXPERIENCE AND TRAINING:

Four years of experience performing clerical duties or a bachelor's degree in public or business administration or a related field. Other combinations of experience and education that meet the minimum requirements may be substituted.

EXHIBIT E



City of Phoenix
Schedule II - Report by Job Code (Step Schedule)
 Effective: 3/1/2023

Job Code	Job Title	FLSA Status	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Benefit Category
05530	Retirement Program Adm	EX	018	906	47.40	PERFORMANCE RANGE							80.58	010
					3,792.00								6,446.40	
					98,592								167,606	
05560	Business Assistance Coord	EX	001	039	34.12	35.88	37.77	39.66	41.67	43.81	46.08	48.37	51.88	007
					2,729.60	2,870.40	3,021.60	3,172.80	3,333.60	3,504.80	3,686.40	3,869.60	4,150.40	
					70,970	74,630	78,562	82,493	86,674	91,125	95,846	100,610	107,910	
05600	Budget & Research Analyst	EX	001	039	34.12	35.88	37.77	39.66	41.67	43.81	46.08	48.37	51.88	007
					2,729.60	2,870.40	3,021.60	3,172.80	3,333.60	3,504.80	3,686.40	3,869.60	4,150.40	
					70,970	74,630	78,562	82,493	86,674	91,125	95,846	100,610	107,910	
05610	Senior Budget/Research Analyst	EX	001	040	35.88	37.77	39.66	41.67	43.81	46.08	48.37	50.88	54.61	007
					2,870.40	3,021.60	3,172.80	3,333.60	3,504.80	3,686.40	3,869.60	4,070.40	4,368.80	
					74,630	78,562	82,493	86,674	91,125	95,846	100,610	105,830	113,589	
05620	Principal B&R Analyst	EX	001	041	37.77	39.66	41.67	43.81	46.08	48.37	50.88	53.55	57.34	007
					3,021.60	3,172.80	3,333.60	3,504.80	3,686.40	3,869.60	4,070.40	4,284.00	4,587.20	
					78,562	82,493	86,674	91,125	95,846	100,610	105,830	111,384	119,267	
06000	Admin Intern (NC)	HR	001	026	17.87	18.73	19.70	20.67	21.80	22.92	23.98	25.31	27.10	007
					1,429.60	1,498.40	1,576.00	1,653.60	1,744.00	1,833.60	1,918.40	2,024.80	2,168.00	
					37,170	38,958	40,976	42,994	45,344	47,674	49,878	52,645	56,368	
06020	Admin Aide	HR	006	326	18.28	19.06	19.93	20.91	21.94	23.03	24.11	25.35	26.53	003
					1,462.40	1,524.80	1,594.40	1,672.80	1,755.20	1,842.40	1,928.80	2,028.00	2,122.40	
					38,022	39,645	41,454	43,493	45,635	47,902	50,149	52,728	55,182	
06021	Admin Aide*U7	HR	001	026	17.87	18.73	19.70	20.67	21.80	22.92	23.98	25.31	27.10	007
					1,429.60	1,498.40	1,576.00	1,653.60	1,744.00	1,833.60	1,918.40	2,024.80	2,168.00	
					37,170	38,958	40,976	42,994	45,344	47,674	49,878	52,645	56,368	



City of Phoenix
Schedule II - Report by Job Code (Step Schedule)
 Effective: 3/1/2023

Job Code	Job Title	FLSA Status	Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Benefit Category
09800	User Technology Specialist	HR	001	035	27.90 2,232.00 58,032	29.38 2,350.40 61,110	30.85 2,468.00 64,168	32.47 2,597.60 67,538	34.12 2,729.60 70,970	35.88 2,870.40 74,630	37.77 3,021.60 78,562	39.66 3,172.80 82,493	42.49 3,399.20 88,379	007
09801	User Technology Specialist*U3	HR	006	335	27.88 2,230.40 57,990	29.25 2,340.00 60,840	30.65 2,452.00 63,752	32.26 2,580.80 67,101	33.83 2,706.40 70,366	35.46 2,836.80 73,757	37.26 2,980.80 77,501	38.99 3,119.20 81,099	40.89 3,271.20 85,051	003
09802	User Technology Specialist*U2	HR	004	228	30.03 2,402.40 62,462	31.14 2,491.20 64,771	32.41 2,592.80 67,413	33.88 2,710.40 70,470	35.61 2,848.80 74,069	37.44 2,995.20 77,875	39.34 3,147.20 81,827	41.14 3,291.20 85,571		002
09810	Business Systems Analyst	EX	001	033	25.31 2,024.80 52,645	26.57 2,125.60 55,266	27.90 2,232.00 58,032	29.38 2,350.40 61,110	30.85 2,468.00 64,168	32.47 2,597.60 67,538	34.12 2,729.60 70,970	35.88 2,870.40 74,630	38.51 3,080.80 80,101	007
09820	Senior Business Systems Anlyst	EX	001	036	29.38 2,350.40 61,110	30.85 2,468.00 64,168	32.47 2,597.60 67,538	34.12 2,729.60 70,970	35.88 2,870.40 74,630	37.77 3,021.60 78,562	39.66 3,172.80 82,493	41.67 3,333.60 86,674	44.66 3,572.80 92,893	007
09830	Lead Business Systems Analyst	EX	001	038	32.47 2,597.60 67,538	34.12 2,729.60 70,970	35.88 2,870.40 74,630	37.77 3,021.60 78,562	39.66 3,172.80 82,493	41.67 3,333.60 86,674	43.81 3,504.80 91,125	46.08 3,686.40 95,846	49.31 3,944.80 102,565	007
09840	Info Tech Service Specialist	EX	001	033	25.31 2,024.80 52,645	26.57 2,125.60 55,266	27.90 2,232.00 58,032	29.38 2,350.40 61,110	30.85 2,468.00 64,168	32.47 2,597.60 67,538	34.12 2,729.60 70,970	35.88 2,870.40 74,630	38.51 3,080.80 80,101	007
09850	GIS Technician	HR	006	330	21.94 1,755.20 45,635	23.03 1,842.40 47,902	24.11 1,928.80 50,149	25.35 2,028.00 52,728	26.53 2,122.40 55,182	27.88 2,230.40 57,990	29.25 2,340.00 60,840	30.65 2,452.00 63,752	32.26 2,580.80 67,101	003

CITY OF PHOENIX RANGE AND STEP REPORT

DATA AS OF 08/07/2023																												
Job Code	Job Title	FLSA Status	Salary Plan	Grade	Min Annual	Max Annual	Min Hour	Max Hour	Ben Cat Code	Std Hrs/Wk	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
03570	Treasury Collections Supv	E	001	051	\$40,643.20	\$88,691.20	\$19.54	\$42.64	007	40.00	007	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64
40020	Urban Forestry Tech Trnee (NC)	N	002	126	\$32,635.20	\$48,214.40	\$15.69	\$23.18	001	40.00	001									\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
40030	Urban Forestry Technician	N	002	143	\$33,425.60	\$72,966.40	\$16.07	\$35.08	001	40.00	001	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
09770	User Support Specialist	N	006	346	\$35,984.00	\$78,540.80	\$17.30	\$37.76	003	40.00	003	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76
09800	User Technology Specialist	N	001	056	\$45,926.40	\$100,235.20	\$22.08	\$48.19	007	40.00	007	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
09802	User Technology Specialist*U2	N	004	256	\$45,926.40	\$100,235.20	\$22.08	\$48.19	002	40.00	002	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
09801	User Technology Specialist*U3	N	006	356	\$45,926.40	\$100,235.20	\$22.08	\$48.19	003	40.00	003	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
01370	Utilities Service Spec	N	006	337	\$31,844.80	\$63,044.80	\$15.31	\$30.31	003	40.00	003			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
01371	Utilities Service Spec*Lead	N	006	341	\$31,844.80	\$69,492.80	\$15.31	\$33.41	003	40.00	003	\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41
01372	Utilities Service Spec*Water	N	006	339	\$31,844.80	\$66,185.60	\$15.31	\$31.82	003	40.00	003		\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82
01360	Utilities Service Trainee (NC)	N	006	331	\$31,844.80	\$54,454.40	\$15.31	\$26.18	003	40.00	003					\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	
53050	Utility Crew Chief	N	001	053	\$42,660.80	\$93,121.60	\$20.51	\$44.77	007	40.00	007	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
50400	Utility Helper	N	004	237	\$31,844.80	\$63,044.80	\$15.31	\$30.31	002	40.00	002			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
50420	Utility Mechanic	N	004	243	\$33,425.60	\$72,966.40	\$16.07	\$35.08	002	40.00	002	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
50421	Utility Mechanic*SCBA	N	004	245	\$35,110.40	\$76,627.20	\$16.88	\$36.84	002	40.00	002	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
53020	Utility Specialty Technician	N	004	243	\$33,425.60	\$72,966.40	\$16.07	\$35.08	002	40.00	002	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
53060	Utility Supervisor	N	001	059	\$49,379.20	\$107,806.40	\$23.74	\$51.83	007	40.00	007	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83
53010	Utility Technician	N	004	237	\$31,844.80	\$63,044.80	\$15.31	\$30.31	002	40.00	002			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
53000	Utility Technician Trainee(NC)	N	004	228	\$32,635.20	\$50,627.20	\$15.69	\$24.34	002	40.00	002									\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
53040	Utility TV Technician	N	004	247	\$36,857.60	\$80,454.40	\$17.72	\$38.68	002	40.00	002	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68
06490	Video Productions Coordinator	E	001	055	\$44,803.20	\$97,780.80	\$21.54	\$47.01	007	40.00	007	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01
06480	Video Station Manager	E	013	832	\$102,544.00	\$133,307.20	\$49.30	\$64.09	009	40.00	008																	
30190	Volunteer Coordinator	E	001	055	\$44,803.20	\$97,780.80	\$21.54	\$47.01	007	40.00	007	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01
51530	Water & Wastewtr Econ Anlst	E	001	060	\$50,627.20	\$110,510.40	\$24.34	\$53.13	007	40.00	007	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13
50260	Water Customer Services Spv I	N	001	050	\$39,665.60	\$86,590.40	\$19.07	\$41.63	007	40.00	007	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63
50270	Water Customer Services Spv II	E	001	056	\$45,926.40	\$100,235.20	\$22.08	\$48.19	007	40.00	007	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
50271	Water Customer Svc Spvr II*Fld	E	001	056	\$45,926.40	\$100,235.20	\$22.08	\$48.19	007	40.00	007	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
50390	Water Facilities Supervisor	E	001	068	\$61,526.40	\$134,326.40	\$29.58	\$64.58	007	40.00	007	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
50010	Water Meter Reader	N	004	237	\$31,844.80	\$63,044.80	\$15.31	\$30.31	002	40.00	002			\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31
51260	Water Quality Inspector	N	004	240	\$32,635.20	\$67,849.60	\$15.69	\$32.62	002	40.00	002			\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06
51380	Water Resource Specialist	E	001	063	\$54,454.40	\$118,872.00	\$26.18	\$57.15	007	40.00	007	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15
51330	Water Resources Mgt Advsr (NC)	E	018	912	\$133,307.20	\$173,305.60	\$64.09	\$83.32	010	40.00	008																	
51390	Water Services Director (NC)	E	018	928	\$212,929.60	\$276,806.40	\$102.37	\$133.08	010	40.00	008																	
22050	Water Services Proc Cont Spec	E	001	064	\$55,806.40	\$121,825.60	\$26.83	\$58.57	007	40.00	007	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57
50830	Water Services Project Coord	E	001	063	\$54,454.40	\$118,872.00	\$26.18	\$57.15	007	40.00	007	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15
50220	Water Services Specialist	N	004	249	\$38,688.00	\$84,468.80	\$18.60	\$40.61	002	40.00	002	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
51460	Water Services Superintendent	E	001	069	\$63,044.80	\$137,592.00	\$30.31	\$66.15	007	40.00	007	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15
19270	Water Services Tech Sup Coord	E	001	071	\$66,185.60	\$144,476.80	\$31.82	\$69.46	007	40.00	007	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15	\$69.46
50200	Water Services Technician	N	004	243	\$33,425.60	\$72,966.40	\$16.07	\$35.08	002	40.00	002	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49					

CITY OF PHOENIX RANGE AND STEP REPORT

DATA AS OF 08/07/2023																												
Job Code	Job Title	FLSA Status	Salary Plan	Grade	Min Annual	Max Annual	Min Hour	Max Hour	Ben Cat Code	Std Hrs/Wk	Barg Unit	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
01320	Account Clerk II	N	006	330	\$32,635.20	\$53,164.80	\$15.69	\$25.56	003	40.00	003							\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56
01330	Account Clerk III	N	006	336	\$32,635.20	\$61,526.40	\$15.69	\$29.58	003	40.00	003				\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58
01331	Account Clerk III*U8	N	012	736	\$32,635.20	\$61,526.40	\$15.69	\$29.58	008	40.00	008				\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58
01350	Account Clerk Supervisor	N	001	042	\$32,635.20	\$71,240.00	\$15.69	\$34.25	007	40.00	007	\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25
03210	Accountant I	N	001	049	\$38,688.00	\$84,468.80	\$18.60	\$40.61	007	40.00	007	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
03220	Accountant II	E	001	056	\$45,926.40	\$100,235.20	\$22.08	\$48.19	007	40.00	007	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19
03240	Accountant III	E	001	060	\$50,627.20	\$110,510.40	\$24.34	\$53.13	007	40.00	007	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13
03260	Accountant IV	E	001	066	\$58,593.60	\$127,920.00	\$28.17	\$61.50	007	40.00	007	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50
03280	Accounting Supervisor	E	001	069	\$63,044.80	\$137,592.00	\$30.31	\$66.15	007	40.00	007	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00	\$63.00	\$66.15
06020	Admin Aide	N	006	343	\$33,425.60	\$72,966.40	\$16.07	\$35.08	003	40.00	003	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
06023	Admin Aide*Empl Parking Coord	N	006	343	\$33,425.60	\$72,966.40	\$16.07	\$35.08	003	40.00	003	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
06021	Admin Aide*U7	N	001	043	\$33,425.60	\$72,966.40	\$16.07	\$35.08	007	40.00	007	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
06022	Admin Aide*U8	N	012	743	\$33,425.60	\$72,966.40	\$16.07	\$35.08	008	40.00	008	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
06030	Admin Asst I	N	001	053	\$42,660.80	\$93,121.60	\$20.51	\$44.77	007	40.00	007	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
06040	Admin Asst II	E	001	059	\$49,379.20	\$107,806.40	\$23.74	\$51.83	007	40.00	007	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83
06050	Admin Asst III	E	001	061	\$51,854.40	\$113,193.60	\$24.93	\$54.42	007	40.00	007	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42
06000	Admin Intern (NC)	N	001	038	\$32,635.20	\$64,604.80	\$15.69	\$31.06	007	40.00	007			\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06
01030	Admin Secretary	N	001	041	\$31,844.80	\$69,492.80	\$15.31	\$33.41	007	40.00	007	\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41
01031	Admin Secretary*Council Agenda	N	001	043	\$33,425.60	\$72,966.40	\$16.07	\$35.08	007	40.00	007	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08
75020	Aircraft Maintenance Supv	E	001	059	\$49,379.20	\$107,806.40	\$23.74	\$51.83	007	40.00	007	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83
75010	Aircraft Technician	N	004	249	\$38,688.00	\$84,468.80	\$18.60	\$40.61	002	40.00	002	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
75011	Aircraft Technician*QA	N	004	253	\$42,660.80	\$93,121.60	\$20.51	\$44.77	002	40.00	002	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
24950	Airfield Maint Worker I	N	004	234	\$32,635.20	\$58,593.60	\$15.69	\$28.17	002	40.00	002				\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58
24960	Airfield Maint Worker II	N	004	238	\$32,635.20	\$64,604.80	\$15.69	\$31.06	002	40.00	002				\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58
01150	Airport Access Agent	N	006	337	\$31,844.80	\$63,044.80	\$15.31	\$30.31	003	40.00	003				\$15.31	\$16.07	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86
24010	Airport Operations Assistant	N	006	336	\$32,635.20	\$61,526.40	\$15.69	\$29.58	003	40.00	003				\$15.69	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58
26010	Airport Operations Technician	N	004	245	\$35,110.40	\$76,627.20	\$16.88	\$36.84	002	40.00	002	\$16.88	\$17.72	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84
24000	Airport Security Guard	N	004	232	\$32,427.20	\$55,806.40	\$15.59	\$26.83	002	40.00	002					\$15.59	\$16.47	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.56	\$26.83	
60050	Annual Facilities Program Supv	E	001	058	\$48,214.40	\$105,248.00	\$23.18	\$50.60	007	40.00	007	\$23.18	\$24.34	\$25.56	\$26.83	\$28.17	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60
23040	Architect	E	001	065	\$57,179.20	\$124,800.00	\$27.49	\$60.00	007	40.00	007	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.15	\$60.00
41200	Arts & Culture Administrator	E	018	912	\$133,307.20	\$173,305.60	\$64.09	\$83.32	010	40.00	008																	
41210	Arts Specialist	E	001	049	\$38,688.00	\$84,468.80	\$18.60	\$40.61	007	40.00	007	\$18.60	\$19.54	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61
03310	Associate Auditor	N	001	053	\$42,660.80	\$93,121.60	\$20.51	\$44.77	007	40.00	007	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82	\$33.41	\$35.08	\$36.84	\$38.68	\$40.61	\$42.64	\$44.77
25180	Asst Aviation Director	E	018	918	\$177,444.80	\$230,672.00	\$85.31	\$110.90	010	40.00	008																	
10210	Asst Chief Counsel (NC)	E	013	848	\$136,489.60	\$177,444.80	\$65.62	\$85.31	009	40.00	008																	
09950	Asst Chief Information Officer	E	018	918	\$177,444.80	\$230,672.00	\$85.31	\$110.90	010	40.00	008																	
10580	Asst Chief Presiding Judge(NC)	E	018	970	\$217,276.80	\$217,276.80	\$104.46	\$104.46	010	40.00	008																	
10120	Asst City Atty II (NC)	E	001	068	\$61,526.40	\$134,326.40	\$29.58	\$64.58	007	40.00	008	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
10121	Asst City Atty II*Pros (NC)	E	001	068	\$61,526.40	\$134,326.40	\$29.58	\$64.58	007	40.00	008	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$37.76	\$39.64	\$41.63	\$43.71	\$45.89	\$48.19	\$50.60	\$53.13	\$55.78	\$58.57	\$61.50	\$64.58
10130	Asst City Atty III (NC)	E	013	824	\$110,219.20	\$154,294.40	\$52.99	\$74.18	009	40.00	008</																	

Civil Cover Sheet

This automated JS-44 conforms generally to the manual JS-44 approved by the Judicial Conference of the United States in September 1974. The data is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. The information contained herein neither replaces nor supplements the filing and service of pleadings or other papers as required by law. This form is authorized for use only in the District of Arizona.

The completed cover sheet must be printed directly to PDF and filed as an attachment to the Complaint or Notice of Removal.

Plaintiff(s): Melissa Green , ;

Defendant(s): City of Phoenix Fire Department , ;

County of Residence: Maricopa

County of Residence: Maricopa

County Where Claim For Relief Arose: Maricopa

Plaintiff's Atty(s):

Defendant's Atty(s):

Anthony Saccocio ,
Counxel Legal Firm
2222 S. Dobson Rd. Suite 1104
Mesa, Arizona 85207
4805366122

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IFP REQUESTED

REMOVAL FROM COUNTY, CASE #

II. Basis of Jurisdiction:

3. Federal Question (U.S. not a party)

III. Citizenship of Principal Parties(Diversity Cases Only)

N/A

Plaintiff:-

N/A

Defendant:-

IV. Origin :

1. Original Proceeding

V. Nature of Suit:

442 Employment

VI.Cause of Action:

Title VII

VII. Requested in Complaint

No

Class Action:

160,000

Dollar Demand:

Yes

Jury Demand:

VIII. This case is not related to another case.

Signature: Anthony Saccocio

Date: 2-2-24

If any of this information is incorrect, please go back to the Civil Cover Sheet Input form using the *Back* button in your browser and change it. Once correct, save this form as a PDF and include it as an attachment to your case opening documents.