

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 7/2/2022
Revised 10/18/2022

Council hereby authorizes the following classified and unclassified regular full-time and regular part-time classifications and positions; and the salary ranges therefore for the 2023 fiscal year. Changes to future salaries may be adopted by the City Council by Ordinance as part of a collective bargaining agreement or long-term salary plan.

LEGEND

FLSA-
N = Non-Exempt under provisions of Fair Labor Standards Act (FLSA)
E = Exempt under provisions of Fair Labor Standards Act (FLSA)
7 = 7K Exemption under provisions of Fair Labor Standards Act (FLSA)

UNIT-
01 = Executive Management
02 = Managers
04 = Supervisors
05 = Confidential Supervisors
14 = General Unit
16 = Confidential
19 = Treatment & Patrol
21 = Police Chief
22 = Police Deputy Chief
23 = Police Management Association
24 = Police Sworn
29 = Police Non-Sworn

REVISION HISTORY
Ordinance #6077 = Fire COLA, effective 07/30/2022
Resolution # 22-026 = Supervisors Compaction, effective 7/02/2022
Police Sworn, effective 8/27/2022
Airport Patrol Officers, effective 8/27/2022
Ordinance # 6081 = Unrepresented Managers COLA, effective 9/24/2022
Ordinance #6063 = TAP COLA, effective 9/24/2022
Ordinance # TBD = POA COLA, effective 10/8/2022
Ordinance # TBD = Supervisors COLA, effective 10/22/2022

SERVICE STATUS

A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL

* = Positions in this classification are designated as confidential and receive an additional 2.5%

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	4,765.17	5,003.42	5,253.60	5,516.29	5,792.09	2,199.31	2,309.27	2,424.74	2,545.98	2,673.27	27,4914	28.8659	30.3092	31.8247	33.4159
Accounting Technician*	N	U	16	6004	5,008.86	5,259.28	5,522.27	5,798.39	6,088.31	2,311.78	2,427.36	2,548.74	2,676.18	2,809.99	28,8973	30.3420	31.8592	33.4522	35.1249
Administrative Analyst I*	N	U	16	6001	6,823.96	7,165.15	7,523.40	7,899.60	8,294.56	3,149.52	3,306.99	3,472.34	3,645.97	3,828.26	39,3690	41.3374	43.4043	45.5746	47.8532
Administrative Analyst II*	E	U	16	6003	7,807.58	8,197.97	8,607.86	9,038.25	9,490.22	3,603.50	3,783.68	3,972.86	4,171.50	4,380.10	45,0438	47.2960	49.6607	52.1438	54.7512
Administrative Analyst III*	E	U	16	6002	8,456.18	8,879.00	9,322.95	9,789.09	10,278.54	3,902.85	4,098.00	4,302.90	4,518.04	4,743.94	48,7856	51.2250	53.7862	56.4755	59.2993
Administrative Assistant*	N	U	16	6028	5,589.74	5,869.20	6,162.69	6,470.84	6,794.36	2,579.88	2,708.86	2,844.32	2,986.54	3,135.86	32,2485	33.8607	35.5540	37.3317	39.1982
Administrative Assistant to Mayor/Council*	N	U	16	6029	5,869.22	6,162.65	6,470.82	6,794.36	7,134.08	2,708.87	2,844.30	2,986.53	3,135.86	3,292.65	33,8609	35.5538	37.3316	39.1983	41.1581
Administrative Specialist*	N	U	16	6024	4,185.61	4,394.87	4,614.61	4,845.36	5,087.62	1,931.82	2,028.40	2,129.82	2,236.32	2,348.13	24,1477	25.3550	26.6228	27.9540	29.3516
Applications Administrator*	E	U	16	6019	7,764.60	8,152.84	8,560.44	8,988.50	9,437.89	3,583.66	3,762.85	3,950.97	4,148.54	4,355.95	44,7957	47.0356	49.3871	51.8567	54.4494
Applications Analyst*	E	U	16	6006	7,059.37	7,412.32	7,782.97	8,172.10	8,580.72	3,258.17	3,421.07	3,592.14	3,771.74	3,960.33	40,7271	42.7634	44.9018	47.1468	49.5041
City Attorney Investigator I*	E	U	16	6026	7,233.37	7,595.06	7,974.83	8,373.54	8,792.23	3,338.48	3,505.41	3,680.69	3,864.71	4,057.95	41,7310	43.8176	46.0086	48.3089	50.7244
City Attorney Investigator II*	E	U	16	6036	8,263.10	8,676.24	9,110.08	9,565.57	10,043.80	3,813.74	4,004.42	4,204.65	4,414.88	4,635.60	47,6717	50.0553	52.5581	55.1860	57.9450
City Attorney Investigator III*	E	U	16	6037	8,951.89	9,399.48	9,869.45	10,362.93	10,881.00	4,131.64	4,338.22	4,555.13	4,782.89	5,022.00	51,6455	54.2277	56.9391	59.7861	62.7750
Finance Analyst I*	E	U	16	6009	6,823.96	7,165.15	7,523.40	7,899.60	8,294.56	3,149.52	3,306.99	3,472.34	3,645.97	3,828.26	39,3690	41.3374	43.4043	45.5746	47.8532
Finance Analyst II*	E	U	16	6027	7,807.58	8,197.97	8,607.86	9,038.25	9,490.22	3,603.50	3,783.68	3,972.86	4,171.50	4,380.10	45,0438	47.2960	49.6607	52.1438	54.7512
Human Resources Analyst I*	E	U	16	6014	6,823.96	7,165.15	7,523.40	7,899.60	8,294.56	3,149.52	3,306.99	3,472.34	3,645.97	3,828.26	39,3690	41.3374	43.4043	45.5746	47.8532
Human Resources Analyst II*	E	U	16	6015	7,807.58	8,197.97	8,607.86	9,038.25	9,490.22	3,603.50	3,783.68	3,972.86	4,171.50	4,380.10	45,0438	47.2960	49.6607	52.1438	54.7512
Human Resources Assistant*	N	U	16	6016	5,589.74	5,869.20	6,162.69	6,470.84	6,794.36	2,579.88	2,708.86	2,844.32	2,986.54	3,135.86	32,2485	33.8607	35.5540	37.3317	39.1982
Human Resources Technician*	N	U	16	6017	5,759.56	6,047.51	6,349.89	6,667.40	7,000.76	2,658.26	2,791.16	2,930.72	3,077.26	3,231.12	33,2282	34.8895	36.6340	38.4658	40.3890
Law Clerk*	N	U	16	6008	5,357.45	5,625.34	5,906.57	6,201.93	6,512.03	2,472.67	2,596.31	2,726.11	2,862.43	3,005.55	30,9084	32.4539	34.0764	35.7804	37.5694
Law Practice Administrator*	E	U	16	6033	8,456.18	8,879.00	9,322.95	9,789.09	10,278.54	3,902.85	4,098.00	4,302.90	4,518.04	4,743.94	48,7856	51.2250	53.7862	56.4755	59.2993
Legal Administrative Assistant I*	N	U	16	6010	4,589.98	4,819.51	5,060.51	5,313.47	5,579.19	2,118.45	2,224.39	2,335.62	2,452.37	2,575.01	26,4806	27.8049	29.1952	30.6546	32.1876
Legal Administrative Assistant II*	N	U	16	6011	5,547.77	5,825.19	6,116.46	6,422.26	6,743.40	2,560.51	2,688.55	2,822.98	2,964.12	3,112.34	32,0064	33.6069	35.2872	37.0515	38.9042
Litigation Paralegal I*	N	U	16	6012	5,659.62	5,942.56	6,239.70	6,551.72	6,879.30	2,622.13	2,742.72	2,879.86	3,023.87	3,175.06	32,6516	34.2840	35.9982	37.7984	39.6882
Litigation Paralegal II*	N	U	16	6034	6,310.48	6,626.04	6,957.32	7,305.18	7,670.41	2,912.53	3,058.17	3,211.07	3,371.62	3,540.19	36,4066	38.2271	40.1384	42.1453	44.2524
Litigation Paralegal III*	N	U	16	6035	6,961.37	7,309.42	7,674.90	8,058.66	8,461.53	3,212.94	3,373.58	3,542.26	3,719.38	3,905.32	40,1617	42.1698	44.2782	46.4922	48.8165
Office Specialist II*	N	U	16	6013	3,807.20	3,997.54	4,197.40	4,407.26	4,627.61	1,757.17	1,845.02	1,937.26	2,034.12	2,135.82	21,9646	23.0627	24.2157	25.4265	26.6978
Principal Human Resources Analyst*	E	U	16	6032	9,159.30	9,652.78	10,146.24	10,639.72	11,133.18	4,227.37	4,455.13	4,682.88	4,910.64	5,138.39	52,8421	55.6891	58.5360	61.3830	64.2299
Risk Analyst I*	E	U	16	6020	6,823.96	7,165.15	7,523.40	7,899.60	8,294.56	3,149.52	3,306.99	3,472.34	3,645.97	3,828.26	39,3690	41.3374	43.4043	45.5746	47.8532
Risk Analyst II*	E	U	16	6021	7,807.58	8,197.97	8,607.86	9,038.25	9,490.22	3,603.50	3,783.68	3,972.86	4,171.50	4,380.10	45,0438	47.2960	49.6607	52.1438	54.7512
Risk Assistant*	N	U	16	6025	5,161.02	5,419.05	5,690.04	5,974.52	6,273.26	2,382.01	2,501.10	2,626.17	2,757.47	2,895.35	29,7751	31.2638	32.8271	34.4684	36.1919
Risk Technician*	N	U	16	6030	5,759.56	6,047.51	6,349.89	6,667.40	7,000.76	2,658.26	2,791.16	2,930.72	3,077.26	3,231.12	33,2282	34.8895	36.6340	38.4658	40.3890
Senior Human Resources Analyst*	E	U	16	6018	8,456.18	8,879.00	9,322.95	9,789.09	10,278.54	3,902.85	4,098.00	4,302.90	4,518.04	4,743.94	48,7856	51.2250	53.7862	56.4755	59.2993
Senior Legal Services Analyst*	E	U	16	6031	8,456.18	8,879.00	9,322.95	9,789.09	10,278.54	3,902.85	4,098.00	4,302.90	4,518.04	4,743.94	48,7856	51.2250	53.7862	56.4755	59.2993

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					GENERAL														
Accountant I	E	C	14	1400	5,506.71	5,782.01	6,071.13	6,374.72	6,693.44	2,541.56	2,668.62	2,802.06	2,942.18	3,089.28	31.7695	33.3578	35.0258	36.7773	38.6160
Accountant II	E	C	14	1401	6,084.39	6,388.59	6,708.04	7,043.44	7,395.59	2,808.18	2,948.58	3,096.02	3,250.82	3,413.35	35.1023	36.8572	38.7003	40.6352	42.6669
Accounting Assistant	N	C	14	1402	4,765.17	5,003.42	5,253.60	5,516.29	5,792.09	2,199.31	2,309.27	2,424.74	2,545.98	2,673.27	27.4914	28.8659	30.3092	31.8247	33.4159
Accounting Coordinator	N	C	14	1404	5,506.71	5,782.01	6,071.13	6,374.72	6,693.44	2,541.56	2,668.62	2,802.06	2,942.18	3,089.28	31.7695	33.3578	35.0258	36.7773	38.6160
Accounting Technician	N	C	14	1405	5,008.86	5,259.28	5,522.27	5,798.39	6,088.31	2,311.78	2,427.36	2,548.74	2,676.18	2,809.99	28.8973	30.3420	31.8592	33.4522	35.1249
Administrative Analyst I	N	U	14	1406	6,823.96	7,165.15	7,523.40	7,899.60	8,294.56	3,149.52	3,306.99	3,472.34	3,645.97	3,828.26	39.3690	41.3374	43.4043	45.5746	47.8532
Administrative Analyst II	E	U	14	1408	7,807.58	8,197.97	8,607.86	9,038.25	9,490.22	3,603.50	3,783.68	3,972.86	4,171.50	4,380.10	45.0438	47.2960	49.6607	52.1438	54.7512
Administrative Analyst III	E	U	14	1407	8,456.18	8,879.00	9,322.95	9,789.09	10,278.54	3,902.85	4,098.00	4,302.90	4,518.04	4,743.94	48.7856	51.2250	53.7862	56.4755	59.2993
Administrative Assistant	N	U	14	1409	5,589.74	5,869.20	6,162.69	6,470.84	6,794.36	2,579.88	2,708.86	2,844.32	2,986.54	3,135.86	32.2485	33.8607	35.5540	37.3317	39.1982
Administrative Specialist	N	C	14	1531	4,185.61	4,394.87	4,614.61	4,845.36	5,087.62	1,931.82	2,028.40	2,129.82	2,236.32	2,348.13	24.1477	25.3550	26.6228	27.9540	29.3516
Adult Literacy Coordinator	N	C	14	1580	6,405.23	6,725.46	7,061.75	7,414.83	7,785.57	2,956.26	3,104.06	3,259.27	3,422.23	3,593.34	36.9532	38.8008	40.7409	42.7779	44.9167
Airport Maintenance Coordinator	N	C	14	1413	5,371.08	5,639.66	5,921.65	6,217.73	6,528.60	2,478.96	2,602.92	2,733.07	2,869.72	3,013.20	30.9870	32.5365	34.1634	35.8715	37.6650
Airport Maintenance Worker I	N	C	14	1410	4,001.88	4,201.97	4,412.07	4,632.64	4,864.25	1,847.02	1,939.37	2,036.34	2,138.14	2,245.04	23.0878	24.2421	25.4542	26.7268	28.0630
Airport Maintenance Worker II	N	C	14	1411	4,399.68	4,619.64	4,850.63	5,093.16	5,347.79	2,030.62	2,132.14	2,238.75	2,350.69	2,468.21	25.3828	26.6517	27.9844	29.3836	30.8526
Airport Operations Technician	N	C	14	1579	4,509.55	4,735.03	4,971.79	5,220.39	5,481.36	2,081.33	2,185.40	2,294.67	2,409.41	2,529.86	26.0166	27.3175	28.6834	30.1176	31.6233
Airport Security Aide	N	C	14	1415	3,377.68	3,546.49	3,723.89	3,910.05	4,105.55	1,558.93	1,636.84	1,718.72	1,804.64	1,894.87	19.4866	20.4605	21.4840	22.5580	23.6859
Animal Control Officer	N	C	14	1416	4,737.89	4,974.80	5,223.55	5,484.74	5,758.98	2,186.72	2,296.06	2,410.87	2,531.42	2,657.99	27.3340	28.7008	30.1359	31.6427	33.2249
Animal Control Officer II	N	C	14	1417	5,234.93	5,496.70	5,771.52	6,060.08	6,363.02	2,416.12	2,536.94	2,663.78	2,796.96	2,936.78	30.2015	31.7117	33.2972	34.9620	36.7098
Applications Administrator	E	C	14	1596	7,764.60	8,152.84	8,560.44	8,988.50	9,437.89	3,583.66	3,762.85	3,950.97	4,148.54	4,355.95	44.7957	47.0356	49.3871	51.8567	54.4494
Applications Analyst	E	C	14	1595	7,059.37	7,412.32	7,782.97	8,172.10	8,580.72	3,258.17	3,421.07	3,592.14	3,771.74	3,960.33	40.7271	42.7634	44.9018	47.1468	49.5041
Aquatics Specialist	N	C	14	1601	4,694.41	4,929.10	5,175.58	5,434.35	5,706.00	2,166.65	2,274.97	2,388.73	2,508.16	2,633.54	27.0831	28.4371	29.8591	31.3520	32.9193
Assistant Parking Coordinator	N	C	14	1418	4,356.00	4,573.79	4,802.48	5,042.59	5,294.73	2,010.46	2,110.98	2,216.53	2,327.35	2,443.72	25.1308	26.3873	27.7066	29.0919	30.5465
Assistant Planner	E	C	14	1419	6,395.52	6,715.32	7,051.09	7,403.63	7,773.85	2,951.78	3,099.38	3,254.35	3,417.06	3,587.93	36.8973	38.7423	40.6794	42.7133	44.8491
Assistant Transportation Planner	E	C	14	1420	6,395.52	6,715.32	7,051.09	7,403.63	7,773.85	2,951.78	3,099.38	3,254.35	3,417.06	3,587.93	36.8973	38.7423	40.6794	42.7133	44.8491
Associate Planner	E	C	14	1422	6,926.79	7,273.20	7,636.85	8,018.68	8,419.60	3,196.98	3,356.86	3,524.70	3,700.93	3,885.97	39.9623	41.9607	44.0587	46.2616	48.5746
Associate Transportation Planner	E	C	14	1421	6,926.79	7,273.20	7,636.85	8,018.68	8,419.60	3,196.98	3,356.86	3,524.70	3,700.93	3,885.97	39.9623	41.9607	44.0587	46.2616	48.5746
Automotive/Equipment Technician	N	C	14	1578	5,238.83	5,500.78	5,775.79	6,064.59	6,367.83	2,417.92	2,538.82	2,665.75	2,799.04	2,939.00	30.2240	31.7353	33.3219	34.9880	36.7375
Automotive Parts Specialist	N	C	14	1427	5,238.83	5,500.78	5,775.79	6,064.59	6,367.83	2,417.92	2,538.82	2,665.75	2,799.04	2,939.00	30.2240	31.7353	33.3219	34.9880	36.7375
Automotive Service Writer	N	C	14	1428	6,084.39	6,388.59	6,708.04	7,043.44	7,395.59	2,808.18	2,948.58	3,096.02	3,250.82	3,413.35	35.1023	36.8572	38.7003	40.6352	42.6669
Building Inspector	N	C	14	1431	6,465.55	6,788.82	7,128.23	7,484.66	7,858.87	2,984.10	3,133.30	3,289.95	3,454.46	3,627.17	37.3013	39.1663	41.1244	43.1808	45.3396
Building Permit Technician	N	C	14	1432	5,296.16	5,560.99	5,839.04	6,130.93	6,437.51	2,444.38	2,566.61	2,694.94	2,829.66	2,971.16	30.5547	32.0826	33.6867	35.3708	37.1395
Buyer I	N	C	14	1433	5,257.46	5,520.34	5,796.40	6,086.21	6,390.50	2,426.52	2,547.85	2,675.26	2,809.02	2,949.46	30.3315	31.8481	33.4407	35.1127	36.8683
Buyer II	N	C	14	1575	5,841.62	6,133.73	6,440.42	6,762.43	7,100.56	2,696.13	2,830.95	2,972.50	3,121.12	3,277.18	33.7016	35.3869	37.1563	39.0140	40.9647
Carpenter	N	C	14	1434	5,379.14	5,648.13	5,930.51	6,227.04	6,538.39	2,482.68	2,606.83	2,737.16	2,874.02	3,017.72	31.0335	32.5854	34.2145	35.9252	37.7215
City TV Production Specialist	N	C	14	1463	6,496.08	6,820.88	7,161.92	7,519.98	7,895.98	2,998.19	3,148.10	3,305.50	3,470.76	3,644.30	37.4774	39.3512	41.3187	43.3845	45.5537
Code Enforcement Officer	N	C	14	1435	5,730.88	6,017.42	6,318.30	6,634.25	6,965.92	2,645.02	2,777.27	2,916.14	3,061.96	3,215.04	33.0628	34.7159	36.4518	38.2745	40.1880
Commission Secretary	N	C	14	1514	4,636.02	4,867.76	5,111.21	5,366.73	5,635.11	2,139.70	2,246.66	2,359.02	2,476.95	2,600.82	26.7463	28.0833	29.4877	30.9619	32.5102
Communications Specialist	E	C	14	1436	5,317.80	5,583.72	5,862.87	6,156.00	6,463.82	2,454.37	2,577.10	2,705.94	2,841.23	2,983.30	30.6796	32.2137	33.8242	35.5154	37.2913
Community Development Programs Specialist	N	C	14	1437	6,269.21	6,582.64	6,911.82	7,257.42	7,620.28	2,893.48	3,038.14	3,190.07	3,349.58	3,517.05	36.1685	37.9768	39.8759	41.8697	43.9631
Community Education Liaison	E	C	14	1438	4,647.80	4,880.18	5,124.21	5,380.40	5,649.43	2,145.14	2,252.39	2,365.02	2,483.26	2,607.43	26.8142	28.1549	29.5627	31.0408	32.5929
Computer Training Coordinator	E	C	14	1443	7,059.37	7,412.32	7,782.97	8,172.10	8,580.72	3,258.17	3,421.07	3,592.14	3,771.74	3,960.33	40.7271	42.7634	44.9018	47.1468	49.5041
Creeks Outreach Coordinator	E	C	14	1444	6,054.14	6,356.81	6,674.68	7,008.37	7,358.82	2,794.22	2,933.91	3,080.62	3,234.63	3,396.38	34.9277	36.6739	38.5078	40.4329	42.4547
Custodian	N	C	14	1445	3,731.98	3,918.57	4,114.46	4,320.20	4,536.22	1,722.45	1,808.57	1,898.98	1,993.94	2,093.64	21.5306	22.6071	23.7373	24.9243	26.1705
Deputy City Clerk	N	C	14	1446	5,122.33	5,378.40	5,647.35	5,929.69	6,226.20	2,364.15	2,482.34	2,606.47	2,736.78	2,873.63	29.5519	31.0293	32.5809	34.2098	35.9204
Electrician	N	C	14	1447	5,710.94	5,996.47	6,296.29	6,611.13	6,941.68	2,635.82	2,767.60	2,905.98	3,051.29	3,203.85	32.9478	34.5950	36.3248	38.1411	40.0481
Electronics/Communications Technician I	N	C	14	1450	5,453.89	5,726.63	6,012.98	6,313.58	6,629.26	2,517.18	2,643.06	2,775.22	2,913.96	3,059.66	31.4648	33.0382	34.6902	36.4245	38.2458
Electronics/Communications Technician II	N	C	14	1451	5,996.08	6,295.86	6,610.63	6,941.16	7,288.26	2,767.42	2,905.78	3,051.06	3,203.61	3,363.81	34.5927	36.3222	38.1383	40.0451	42.0476
Electronics Technician I	N	C	14	1448	5,194.56	5,454.32													

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Facilities Maintenance Worker II	N	C	14	1573	4,399.68	4,619.64	4,850.63	5,093.16	5,347.79	2,030.62	2,132.14	2,238.75	2,350.69	2,468.21
Finance Analyst I	E	U	14	1456	6,823.96	7,165.15	7,523.40	7,899.60	8,294.56	3,149.52	3,306.99	3,472.34	3,645.97	3,828.26	39.3690	41.3374	43.4043	45.5746	47.8532
Finance Analyst II	E	U	14	1457	7,807.58	8,197.97	8,607.86	9,038.25	9,490.22	3,603.50	3,783.68	3,972.86	4,171.50	4,380.10	45.0438	47.2960	49.6607	52.1438	54.7512
Fire Public Education Coordinator	E	C	14	1459	6,054.14	6,356.81	6,674.68	7,008.37	7,358.82	2,794.22	2,933.91	3,080.62	3,234.63	3,396.38	34.9277	36.6739	38.5078	40.4329	42.4547
Fire Services Specialist	N	C	14	1460	5,589.74	5,869.20	6,162.69	6,470.84	6,794.36	2,579.88	2,708.86	2,844.32	2,986.54	3,135.86	32.2485	33.8607	35.5540	37.3317	39.1982
Fire Warehouse Specialist	N	C	14	1458	4,291.28	4,505.89	4,731.16	4,967.69	5,216.10	1,980.59	2,079.64	2,183.61	2,292.78	2,407.43	24.7574	25.9955	27.2951	28.6598	30.0929
Fleet Services Technician I	N	C	14	1426	5,238.83	5,500.78	5,775.79	6,064.59	6,367.83	2,417.92	2,538.82	2,665.75	2,799.04	2,939.00	30.2240	31.7353	33.3219	34.9880	36.7375
Fleet Services Technician II	N	C	14	1468	5,788.36	6,077.78	6,381.61	6,700.72	7,035.75	2,671.55	2,805.13	2,945.36	3,092.64	3,247.27	33.3944	35.0641	36.8170	38.6580	40.5909
Geographic Information Systems Coordinator	N	C	14	1423	8,704.39	9,139.61	9,596.62	10,076.43	10,580.27	4,017.41	4,218.28	4,429.21	4,650.66	4,883.20	50.2176	52.7285	55.3651	58.1333	61.0400
Geographic Information Systems Technician	N	C	14	1461	6,114.81	6,420.55	6,741.56	7,078.67	7,432.58	2,822.22	2,963.33	3,111.49	3,267.08	3,430.42	35.2777	37.0416	38.8936	40.8385	42.8803
Graphic Designer	N	C	14	1439	6,524.40	6,850.63	7,193.20	7,552.85	7,930.48	3,011.26	3,161.83	3,319.94	3,485.93	3,660.22	37.6408	39.5229	41.4992	43.5741	45.7528
Grounds Maintenance Crew Leader	N	C	14	1464	4,946.72	5,194.04	5,453.78	5,726.48	6,012.76	2,283.10	2,397.25	2,517.13	2,642.99	2,775.12	28.5387	29.9656	31.4641	33.0374	34.6890
Grounds Maintenance Worker I	N	C	14	1465	3,913.00	4,108.65	4,314.07	4,529.76	4,756.27	1,806.00	1,896.30	1,991.11	2,090.66	2,195.20	22.5750	23.7037	24.8889	26.1332	27.4400
Grounds Maintenance Worker II	N	C	14	1466	4,388.67	4,608.11	4,838.51	5,080.42	5,334.46	2,025.54	2,126.82	2,233.16	2,344.81	2,462.06	25.3192	26.5853	27.9145	29.3101	30.7757
Harbor Operations Assistant	N	C	14	1467	4,509.55	4,735.03	4,971.79	5,220.39	5,481.36	2,081.33	2,185.40	2,294.67	2,409.41	2,529.86	26.0166	27.3175	28.6834	30.1176	31.6233
Head Pool Lifeguard	N	C	14	1572	3,151.42	3,308.98	3,474.47	3,648.19	3,830.58	1,454.50	1,527.22	1,603.60	1,683.78	1,767.96	18.1813	19.0903	20.0450	21.0472	22.0995
Heavy Equipment Technician	N	C	14	1576	5,788.36	6,077.78	6,381.61	6,700.72	7,035.75	2,671.55	2,805.13	2,945.36	3,092.64	3,247.27	33.3944	35.0641	36.8170	38.6580	40.5909
Housing Programs Specialist	N	C	14	1469	6,926.79	7,273.20	7,636.85	8,018.68	8,419.60	3,196.98	3,356.86	3,524.70	3,700.93	3,885.97	39.9623	41.9607	44.0587	46.2616	48.6746
Housing Project Planner	E	C	14	1590	7,427.75	7,799.16	8,189.09	8,598.57	9,028.52	3,428.19	3,599.61	3,779.58	3,968.57	4,167.01	42.8524	44.9951	47.2448	49.6071	52.0876
Information Technology Project Manager	E	C	14	1603	8,704.39	9,139.61	9,596.62	10,076.43	10,580.27	4,017.41	4,218.28	4,429.21	4,650.66	4,883.20	50.2176	52.7285	55.3651	58.1333	61.0400
Information Technology Technician I	N	C	14	1440	4,837.02	5,078.86	5,332.77	5,599.43	5,879.38	2,232.47	2,344.09	2,461.28	2,584.35	2,713.56	27.9059	29.3011	30.7660	32.3044	33.9195
Information Technology Technician II	N	C	14	1441	5,265.04	5,528.25	5,804.65	6,094.90	6,399.66	2,430.02	2,551.50	2,679.07	2,813.03	2,953.69	30.3752	31.8938	33.4884	35.1629	36.9211
Irrigation Systems Technician	N	C	14	1471	4,971.44	5,220.09	5,481.06	5,755.10	6,042.88	2,294.51	2,409.27	2,529.72	2,656.20	2,789.02	28.6814	30.1159	31.6215	33.2025	34.8627
Lead Equipment Technician	N	C	14	1472	6,395.52	6,715.32	7,051.09	7,403.63	7,773.85	2,951.78	3,099.38	3,254.35	3,417.06	3,587.93	36.8973	38.7423	40.6794	42.7133	44.8491
Librarian I	E	C	14	1474	5,297.76	5,562.66	5,840.81	6,132.84	6,439.51	2,445.12	2,567.38	2,695.76	2,830.54	2,972.08	30.5640	32.0922	33.6970	35.3818	37.1510
Librarian II	E	C	14	1473	5,824.37	6,115.59	6,421.35	6,742.45	7,079.54	2,688.17	2,822.58	2,963.70	3,111.90	3,267.48	33.6021	35.2822	37.0462	38.8988	40.8435
Library Assistant I	N	C	14	1476	3,970.63	4,169.12	4,377.58	4,596.45	4,826.27	1,832.60	1,924.21	2,020.42	2,121.44	2,227.51	22.9075	24.0526	25.2553	26.5180	27.8439
Library Assistant II	N	C	14	1477	4,132.27	4,338.84	4,555.76	4,783.57	5,022.72	1,907.20	2,002.54	2,102.66	2,207.80	2,318.18	23.8400	25.0317	26.2833	27.5975	28.9773
Library Systems Technician I	N	C	14	1479	4,837.02	5,078.86	5,332.77	5,599.43	5,879.38	2,232.47	2,344.09	2,461.28	2,584.35	2,713.56	27.9059	29.3011	30.7660	32.3044	33.9195
Library Systems Technician II	N	C	14	1481	5,265.04	5,528.25	5,804.65	6,094.90	6,399.66	2,430.02	2,551.50	2,679.07	2,813.03	2,953.69	30.3752	31.8938	33.4884	35.1629	36.9211
Library Technician	N	C	14	1480	4,409.04	4,629.52	4,861.00	5,104.02	5,359.19	2,034.94	2,136.70	2,243.54	2,355.70	2,473.47	25.4367	26.7088	28.0442	29.4462	30.9184
Library Technician - Unclassified	N	U	14	1594	4,409.04	4,629.52	4,861.00	5,104.02	5,359.19	2,034.94	2,136.70	2,243.54	2,355.70	2,473.47	25.4367	26.7088	28.0442	29.4462	30.9184
Mail Services Specialist	N	C	14	1482	3,377.68	3,546.49	3,723.89	3,910.05	4,105.55	1,558.93	1,636.84	1,718.72	1,804.64	1,894.87	19.4866	20.4605	21.4840	22.5580	23.6859
Maintenance Coordinator	N	C	14	1483	5,186.78	5,446.18	5,718.46	6,004.38	6,304.57	2,393.90	2,513.62	2,639.29	2,771.25	2,909.80	29.9238	31.4202	32.9911	34.6406	36.3725
Maintenance Crew Leader	N	C	14	1484	4,934.45	5,181.22	5,440.28	5,712.24	5,997.88	2,277.44	2,391.33	2,510.90	2,636.42	2,768.25	28.4680	29.8916	31.3862	32.9553	34.6031
Maintenance Worker I	N	C	14	1485	3,731.98	3,918.57	4,114.46	4,320.20	4,536.22	1,722.45	1,808.57	1,898.98	1,993.94	2,093.64	21.5306	22.6071	23.7373	24.9243	26.1705
Maintenance Worker II	N	C	14	1486	4,185.61	4,394.87	4,614.61	4,845.36	5,087.62	1,931.82	2,028.40	2,129.82	2,236.32	2,348.13	24.1477	25.3550	26.6228	27.9540	29.3516
Marketing Coordinator	N	C	14	1487	6,524.40	6,850.63	7,193.20	7,552.85	7,930.48	3,011.26	3,161.83	3,319.94	3,485.93	3,660.22	37.6408	39.5229	41.4992	43.5741	45.7528
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	5,317.80	5,583.72	5,862.87	6,156.00	6,463.82	2,454.37	2,577.10	2,705.94	2,841.23	2,983.30	30.6796	32.2137	33.8242	35.5154	37.2913
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	5,788.36	6,077.78	6,381.61	6,700.72	7,035.75	2,671.55	2,805.13	2,945.36	3,092.64	3,247.27	33.3944	35.0641	36.8170	38.6580	40.5909
Network Administrator	E	C	14	1490	8,532.44	8,959.12	9,407.06	9,877.36	10,371.25	3,938.05	4,134.98	4,341.72	4,558.78	4,786.73	49.2256	51.6872	54.2715	56.9848	59.8341
Network Analyst	E	C	14	1442	7,059.37	7,412.32	7,782.97	8,172.10	8,580.72	3,258.17	3,421.07	3,592.14	3,771.74	3,960.33	40.7271	42.7634	44.9018	47.1468	49.5041
Office Specialist I	N	C	14	1491	3,462.94	3,636.06	3,817.91	4,008.77	4,209.18	1,598.28	1,678.18	1,762.11	1,850.20	1,942.70	19.9785	20.9773	22.0264	23.1275	24.2838
Office Specialist II	N	C	14	1492	3,807.20	3,997.54	4,197.40	4,407.26	4,627.61	1,757.17	1,845.02	1,937.26	2,034.12	2,135.82	21.9646	23.0627	24.2157	25.4265	26.6978
Outreach Coordinator	E	C	14	1493	6,054.14	6,356.81	6,674.68	7,008.37	7,358.82	2,794.22	2,933.91	3,080.62	3,234.63	3,396.38	34.9277	36.6739	38.5078	40.4329	42.4547
Outreach Coordinator - Unclassified	E	U	14	1604	6,054.14	6,356.81	6,674.68	7,008.37	7,358.82	2,794.22	2,933.91	3,080.62	3,234.63	3,396.38	34.9277	36.6739	38.5078	40.4329	42.4547
Painter	N	C	14	1495	5,203.38	5,463.60	5,736.77	6,023.57	6,324.76	2,401.56	2,521.66	2,647.74	2,780.11	2,919.12	30.0195	31.5207	33.0968	34.7514	36.4890
Park Project Technician	N	C	14	1498	5,265.04	5,528.25	5,80												

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Pool Technician	N	C	14	1503	4,694.41	4,929.10	5,175.58	5,434.35	5,706.00	2,166.65	2,274.97	2,388.73	2,508.16	2,633.54
Program Analyst	E	U	14	1600	8,456.18	8,879.00	9,322.95	9,789.09	10,278.54	3,902.85	4,098.00	4,302.90	4,518.04	4,743.94	48.7856	51.2250	53.7862	56.4755	59.2993
Project Engineer I	E	C	14	1505	6,858.06	7,200.96	7,561.02	7,939.08	8,336.06	3,165.26	3,323.52	3,489.70	3,664.19	3,847.41	39.5657	41.5440	43.6212	45.8024	48.0926
Project Engineer II	E	C	14	1506	7,539.74	7,916.70	8,312.57	8,728.18	9,164.61	3,479.88	3,653.86	3,836.57	4,028.39	4,229.82	43.4985	45.6733	47.9571	50.3549	52.8727
Project Planner	E	C	14	1507	7,427.75	7,799.16	8,189.09	8,598.57	9,028.52	3,428.19	3,599.61	3,779.58	3,968.57	4,167.01	42.8524	44.9951	47.2448	49.6071	52.0876
Property Management Specialist	N	C	14	1508	5,964.18	6,262.38	6,575.53	6,904.30	7,249.49	2,752.70	2,890.33	3,034.86	3,186.60	3,345.92	34.4088	36.1291	37.9358	39.8235	41.8240
Public Works Inspector I	N	C	14	1509	5,631.56	5,913.14	6,208.76	6,519.20	6,845.22	2,599.18	2,729.14	2,865.58	3,008.86	3,159.33	32.4897	34.1142	35.8198	37.6107	39.4916
Public Works Inspector II	N	C	14	1510	6,379.43	6,698.40	7,033.28	7,384.98	7,754.20	2,944.35	3,091.57	3,246.13	3,408.45	3,578.86	36.8044	38.6446	40.5766	42.6056	44.7358
Public Works Operations Assistant	N	C	14	1571	4,356.00	4,573.79	4,802.48	5,042.59	5,294.73	2,010.46	2,110.98	2,216.53	2,327.35	2,443.72	25.1308	26.3873	27.7066	29.0919	30.5465
Real Property Agent	N	C	14	1511	6,892.36	7,236.97	7,598.83	7,978.75	8,377.70	3,181.09	3,340.14	3,507.15	3,682.50	3,866.63	39.7636	41.7518	43.8394	46.0313	48.3329
Records Technician	N	C	14	1512	4,399.68	4,619.64	4,850.63	5,093.16	5,347.79	2,030.62	2,132.14	2,238.75	2,350.69	2,468.21	25.3828	26.6517	27.9844	29.3836	30.8526
Recreation Coordinator	N	C	14	1515	5,059.08	5,312.02	5,577.65	5,856.50	6,149.30	2,334.96	2,451.70	2,574.30	2,703.00	2,838.14	29.1870	30.6462	32.1787	33.7875	35.4768
Recreation Program Leader	N	C	14	1517	3,676.51	3,860.35	4,053.40	4,256.05	4,468.86	1,696.85	1,781.70	1,870.80	1,964.33	2,062.55	21.2106	22.2713	23.3850	24.5541	25.7819
Recreation Specialist	N	C	14	1516	4,185.61	4,394.87	4,614.61	4,845.36	5,087.62	1,931.82	2,028.40	2,129.82	2,236.32	2,348.13	24.1477	25.3550	26.6228	27.9540	29.3516
Recycling Educator	N	C	14	1518	5,265.04	5,528.25	5,804.65	6,094.90	6,399.66	2,430.02	2,551.50	2,679.07	2,813.03	2,953.69	30.3752	31.8938	33.4884	35.1629	36.9211
Rental Housing Mediation Specialist	N	C	14	1519	5,702.36	5,987.50	6,286.87	6,601.23	6,931.28	2,631.86	2,763.46	2,901.63	3,046.72	3,199.05	32.8983	34.5433	36.2704	38.0840	39.9881
Senior Accountant	E	C	14	1520	7,031.20	7,382.79	7,751.94	8,139.54	8,546.50	3,245.17	3,407.44	3,577.82	3,756.71	3,944.54	40.5646	42.5930	44.7228	46.9589	49.3068
Senior Airport Maintenance Worker	N	C	14	1521	4,861.20	5,104.26	5,359.45	5,627.44	5,908.80	2,243.63	2,355.81	2,473.59	2,597.28	2,727.14	28.0454	29.4476	30.9199	32.4660	34.0892
Senior Airport Security Aide	N	C	14	1587	3,715.40	3,901.21	4,096.24	4,301.05	4,516.11	1,714.80	1,800.56	1,890.57	1,985.10	2,084.36	21.4350	22.5070	23.6321	24.8138	26.0545
Senior Building Inspector	N	C	14	1523	7,143.78	7,500.91	7,875.94	8,269.78	8,683.26	3,297.13	3,461.96	3,635.05	3,816.82	4,007.66	41.2141	43.2745	45.4381	47.7103	50.0958
Senior Building Inspector Specialty	N	C	14	1574	7,509.02	7,884.52	8,278.70	8,692.67	9,127.28	3,465.70	3,639.01	3,820.94	4,012.00	4,212.59	43.3213	45.4876	47.7617	50.1500	52.6574
Senior Buyer	N	C	14	1522	6,425.77	6,747.11	7,084.46	7,438.69	7,810.62	2,965.74	3,114.05	3,269.75	3,433.24	3,604.90	37.0717	38.9256	40.8719	42.9155	45.0612
Senior Commission Secretary	N	C	14	1513	5,122.33	5,378.40	5,647.35	5,929.69	6,226.20	2,364.15	2,482.34	2,606.47	2,736.78	2,873.63	29.5519	31.0293	32.5809	34.2098	35.9204
Senior Community Development Programs Specialist	N	C	14	1588	6,896.18	7,240.96	7,603.03	7,983.17	8,382.31	3,182.85	3,341.98	3,509.09	3,684.54	3,868.76	39.7856	41.7748	43.8636	46.0567	48.3595
Senior Custodian	N	C	14	1524	3,942.42	4,139.53	4,346.72	4,563.87	4,792.06	1,819.58	1,910.55	2,006.18	2,106.40	2,211.72	22.7447	23.8819	25.0773	26.3300	27.6465
Senior Electronics/Communications Technician	N	C	14	1525	6,429.69	6,751.20	7,088.75	7,443.22	7,815.38	2,967.55	3,115.94	3,271.73	3,435.33	3,607.10	37.0944	38.9492	40.8966	42.9416	45.0887
Senior Engineering Technician	N	C	14	1526	6,133.16	6,439.79	6,761.80	7,099.89	7,454.92	2,830.69	2,972.21	3,120.83	3,276.87	3,440.73	35.3836	37.1526	39.0104	40.9609	43.0091
Senior Grounds Maintenance Worker	N	C	14	1527	4,567.31	4,795.70	5,035.49	5,287.23	5,551.61	2,107.99	2,213.40	2,324.07	2,440.26	2,562.28	26.3499	27.6675	29.0509	30.5032	32.0285
Senior Library Technician	E	C	14	1528	4,823.20	5,064.32	5,317.59	5,583.44	5,862.65	2,226.09	2,337.38	2,454.27	2,576.97	2,705.84	27.8261	29.2172	30.6784	32.2121	33.8230
Senior Maintenance Worker	N	C	14	1529	4,694.41	4,929.10	5,175.58	5,434.35	5,706.00	2,166.65	2,274.97	2,388.73	2,508.16	2,633.54	27.0831	28.4371	29.8591	31.3520	32.9193
Senior Network/Applications Analyst	E	C	14	1504	7,764.60	8,152.84	8,560.44	8,988.50	9,437.89	3,583.66	3,762.85	3,950.97	4,148.54	4,355.95	47.9757	47.0356	49.3871	51.8567	54.4494
Senior Plan Check Engineer	E	C	14	1425	8,638.70	9,070.64	9,524.15	10,000.38	10,500.38	3,987.09	4,186.45	4,395.76	4,615.56	4,846.33	49.8386	52.3306	54.9470	57.6945	60.5791
Senior Plans Examiner	E	C	14	1530	7,818.59	8,209.50	8,619.98	9,050.95	9,503.54	3,608.58	3,789.00	3,978.45	4,177.36	4,386.25	45.1072	47.3625	49.7306	52.2170	54.8281
Senior Project Engineer	N	C	14	1602	8,687.06	9,121.39	9,577.47	10,056.32	10,559.12	4,009.41	4,209.87	4,420.37	4,641.38	4,873.44	50.1176	52.6234	55.2546	58.0172	60.9180
Senior Property Management Specialist	N	C	14	1534	6,926.79	7,273.20	7,636.85	8,018.68	8,419.60	3,196.98	3,356.86	3,524.70	3,700.93	3,885.97	39.9623	41.9607	44.0587	46.2616	48.5746
Senior Public Works Inspector	N	C	14	1533	7,048.60	7,401.01	7,771.03	8,159.65	8,567.59	3,253.20	3,415.85	3,586.63	3,765.99	3,954.27	40.6650	42.6981	44.8329	47.0749	49.4284
Senior Real Property Agent	E	C	14	1535	7,925.28	8,321.56	8,737.65	9,174.51	9,633.28	3,657.82	3,840.72	4,032.76	4,234.39	4,446.13	45.7228	48.0090	50.4095	52.9299	55.5766
Senior Rental Housing Mediation Specialist	N	C	14	1536	6,896.18	7,240.96	7,603.03	7,983.17	8,382.31	3,182.85	3,341.98	3,509.09	3,684.54	3,868.76	39.7856	41.7748	43.8636	46.0567	48.3595
Senior Streets Maintenance Worker	N	C	14	1537	4,861.20	5,104.26	5,359.45	5,627.44	5,908.80	2,243.63	2,355.81	2,473.59	2,597.28	2,727.14	28.0454	29.4476	30.9199	32.4660	34.0892
Senior Traffic Signal Technician	N	C	14	1583	6,124.00	6,430.19	6,751.68	7,089.29	7,443.76	2,826.46	2,967.78	3,116.16	3,271.98	3,435.58	35.3307	37.0972	38.9520	40.8998	42.9447
Senior Traffic Technician	N	C	14	1538	5,994.00	6,293.69	6,608.38	6,938.82	7,285.76	2,766.46	2,904.78	3,050.02	3,202.53	3,362.66	34.5808	36.3098	38.1253	40.0316	42.0333
Senior Tree Trimmer	N	C	14	1539	5,033.88	5,285.56	5,549.85	5,827.32	6,118.71	2,323.33	2,439.49	2,561.47	2,689.53	2,824.02	29.0416	30.4936	32.0184	33.6191	35.3003
Senior Waterfront Maintenance Worker	N	C	14	1540	4,861.20	5,104.26	5,359.45	5,627.44	5,908.80	2,243.63	2,355.81	2,473.59	2,597.28	2,727.14	28.0454	29.4476	30.9199	32.4660	34.0892
Stock Clerk	N	C	14	1543	3,883.88	4,078.06	4,281.94	4,496.05	4,720.86	1,792.56	1,882.18	1,976.28	2,075.10	2,178.86	22.4070	23.5273	24.7035	25.9387	27.2358
Streets Maintenance Coordinator	N	C	14	1544	5,371.08	5,639.66	5,921.65	6,217.73	6,528.60	2,478.96	2,602.92	2,733.07	2,869.72	3,013.20	30.9870	32.5365	34.1634	35.8715	37.6650
Streets Maintenance Crew Leader	N	C	14	1545	5,109.74	5,365.23	5,633.49	5,915.22	6,210.99	2,358.34	2,476.26	2,600.07	2,730.10	2,866.61	29.4793	30.9533	32.5009	34.1262	35.8326
Streets Maintenance Worker I	N	C	14	1546	3,922.79	4,118.96	4,324.91	4,541.18	4,768.21	1,810.52	1,901.06	1,996.11	2,095.93	2,200.71	22.6315	23.7633	24.9514	26.1991	27.5089
Streets Maintenance Worker II	N	C	14	1547	4,399.68	4,619.64	4,850.63	5,093.16	5,347.79	2,030.62	2,132.14	2,238.75	2,350.69	2,468.21	25.3828	26.6517	27.9844	29.3836	30.8526
System Administrator	E	C	14	1577	7,764.60	8,152.84	8,560.44	8,988.50	9,437.89	3,583.66	3,762.85	3,950.97	4,148.54	4,355.95	47.9757	47.0356	49.3871	51.8567	54.4494
Traffic Signal Technician I	E	C	14	1581	5,194.56	5,454.32	5,727.06	6,013.39	6,314.04	2,397.49	2,517.38	2,643.26	2,775.41	2,914.17	29.9686	31.4673	33.0407	34.6926	36.4271
Traffic Signal Technician II	E	C	14	1582	5,710.94	5,996.47	6,296.29	6,611.13	6,941.68	2,635.82	2,767.60	2,905.98	3,051.29	3,203.85	32.9478	34.5950	36.3248	38.1411	40.0481
Traffic Technician I	N	C	14	1552	4,837.02	5,078.86	5,332.77	5,599.43	5,879.38	2,232.47	2,344.09								

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Vehicle Services Assistant	N	C	14	1558	3,962.16	4,160.26	4,368.24	4,586.70	4,815.98	1,828.69	1,920.12	2,016.11	2,116.94	2,222.76
Warehouse Specialist	N	C	14	1559	4,291.28	4,505.89	4,731.16	4,967.69	5,216.10	1,980.59	2,079.64	2,183.61	2,292.78	2,407.43	24.7574	25.9955	27.2951	28.6598	30.0929
Water Conservation Coordinator	E	U	14	1599	7,921.44	8,326.78	8,732.12	9,180.34	9,628.56	3,656.05	3,843.13	4,030.21	4,237.08	4,443.95	45.7006	48.0391	50.3776	52.9635	55.5494
Water Quality Research Analyst	E	C	14	1589	7,807.58	8,197.95	8,607.86	9,038.25	9,490.22	3,603.50	3,783.67	3,972.86	4,171.50	4,380.10	45.4043	47.2959	49.6607	52.1437	54.7512
Water Resources Specialist	E	C	14	1560	6,722.63	7,058.76	7,411.63	7,782.28	8,171.39	3,102.75	3,257.89	3,420.75	3,591.82	3,771.41	38.7844	40.7236	42.7594	44.8978	47.1426
Water Resources Technician	N	C	14	1562	5,265.04	5,528.25	5,804.65	6,094.90	6,399.66	2,430.02	2,551.50	2,679.07	2,813.03	2,953.69	30.3752	31.8938	33.4884	35.1629	36.9211
Waterfront Maintenance Coordinator	N	C	14	1598	5,371.08	5,639.66	5,921.65	6,217.73	6,528.60	2,478.96	2,602.92	2,733.07	2,869.72	3,013.20	30.9870	32.5365	34.1634	35.8715	37.6650
Waterfront Maintenance Crew Leader	N	C	14	1564	5,109.74	5,365.23	5,633.49	5,915.22	6,210.99	2,358.34	2,476.26	2,600.07	2,730.10	2,866.61	29.4793	30.9533	32.5009	34.1262	35.8326
Waterfront Maintenance Worker I	N	C	14	1565	4,001.88	4,201.97	4,412.07	4,632.64	4,864.25	1,847.02	1,939.37	2,036.34	2,138.14	2,245.04	23.0878	24.2421	25.4542	26.7268	28.0630
Waterfront Maintenance Worker II	N	C	14	1566	4,399.68	4,619.64	4,850.63	5,093.16	5,347.79	2,030.62	2,132.14	2,238.75	2,350.69	2,468.21	25.3828	26.6517	27.9844	29.3836	30.8526
Waterfront Vessel Technician	N	C	14	1567	4,399.68	4,619.64	4,850.63	5,093.16	5,347.79	2,030.62	2,132.14	2,238.75	2,350.69	2,468.21	25.3828	26.6517	27.9844	29.3836	30.8526
Web Services Technician	E	C	14	1586	6,114.81	6,420.55	6,741.56	7,078.67	7,432.58	2,822.22	2,963.33	3,111.49	3,267.08	3,430.42	35.2777	37.0416	38.8936	40.8385	42.8803
Webmaster	E	C	14	1550	8,532.44	8,959.12	9,407.06	9,877.36	10,371.25	3,938.05	4,134.98	4,341.72	4,558.78	4,786.73	49.2256	51.6872	54.2715	56.9848	59.8341
Welder/Fabricator	N	C	14	1568	5,299.26	5,564.22	5,842.42	6,134.55	6,441.28	2,445.81	2,568.10	2,696.50	2,831.33	2,972.90	30.5726	32.1013	33.7062	35.3916	37.1612
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	8,779.05	9,218.02	9,678.96	10,162.88	10,671.03	4,051.87	4,254.47	4,467.21	4,690.56	4,925.09	36.1774	37.9864	39.8858	41.8800	43.9740
Fire Captain (40 Hour)	7	C	34	3405	8,779.05	9,218.02	9,678.91	10,162.86	10,671.03	4,051.87	4,254.47	4,467.19	4,690.55	4,925.09	50.6484	53.1809	55.8399	58.6319	61.5636
Fire Engineer (56 Hour)	7	C	34	3401	7,596.85	7,976.71	8,375.58	8,794.35	9,234.05	3,506.24	3,681.56	3,865.65	4,058.93	4,261.87	31.3057	32.8711	34.5147	36.2404	38.0524
Fire Engineer (40 Hour)	7	C	34	3402	7,596.85	7,976.74	8,375.58	8,794.35	9,234.05	3,506.24	3,681.57	3,865.65	4,058.93	4,261.87	43.8280	46.0196	48.3206	50.7366	53.2734
Fire Inspector I (40 Hour)	7	C	39	3901	6,706.31	7,041.65	7,393.75	7,763.41	8,151.56	3,095.22	3,249.99	3,412.50	3,583.11	3,762.26	38.6902	40.6249	42.6562	44.7889	47.0282
Fire Inspector II (40 Hour)	7	C	39	3902	7,596.85	7,976.74	8,375.58	8,794.35	9,234.05	3,506.24	3,681.57	3,865.65	4,058.93	4,261.87	43.8280	46.0196	48.3206	50.7366	53.2734
Fire Inspector III (40 Hour)	7	C	39	3903	8,779.05	9,218.02	9,678.91	10,162.86	10,671.03	4,051.87	4,254.47	4,467.19	4,690.55	4,925.09	50.6484	53.1809	55.8399	58.6319	61.5636
Firefighter (56 Hour)	7	C	34	3403	6,706.33	7,041.62	7,393.73	7,763.38	8,151.56	3,095.23	3,249.98	3,412.49	3,583.10	3,762.26	27.6359	29.0177	30.4686	31.9920	33.5916
Firefighter (40 Hour)	7	C	34	3404	6,706.31	7,041.65	7,393.75	7,763.41	8,151.56	3,095.22	3,249.99	3,412.50	3,583.11	3,762.26	38.6902	40.6249	42.6562	44.7889	47.0283
Firefighter - Entry	7	C	39	3904	6,035.68	6,337.46	6,654.33	6,987.05	7,336.42	2,785.70	2,924.98	3,071.23	3,224.79	3,386.04	34.8212	36.5623	38.3904	40.3099	42.3255
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	10,173.15				12,365.62	4,695.30				5,707.21	58.6913				71.3401
Assistant City Attorney II	E	U	01	0104	11,296.50				13,730.97	5,213.77				6,337.37	65.1721				79.2171
Assistant City Attorney III	E	U	01	0105	13,119.75				15,947.14	6,055.27				7,360.22	75.6909				92.0028
Assistant City Attorney IV	E	U	01	0106	14,431.73				17,541.88	6,660.80				8,096.25	83.2600				101.2031
Deputy City Attorney	E	U	01	0110	8,458.88				10,281.81	3,904.10				4,745.45	48.8012				59.3181
MANAGEMENT																			
Accounting Manager	E	U	02	0200	9,939.56				12,081.64	4,587.49				5,576.14	57.3436				69.7017
Airport Business Development Manager	E	U	02	0203	10,275.16				12,489.53	4,742.38				5,764.40	59.2798				72.0550
Airport Business Manager	E	U	02	0259	9,392.89				11,417.14	4,335.18				5,269.45	54.1897				65.8681
Airport Facilities Manager	E	U	02	0246	9,960.90				12,107.55	4,597.34				5,588.10	57.4668				69.8513
Airport Operations Manager	E	U	02	0202	10,275.16				12,489.53	4,742.38				5,764.40	59.2798				72.0550
Airport Properties Manager	E	U	02	0269	10,275.16				12,489.53	4,742.38				5,764.40	59.2798				72.0550
Assistant Library Director	E	U	02	0253	11,925.68				14,495.80	5,504.16				6,690.37	68.8020				83.6296
Assistant Parks & Recreation Director	E	U	02	0205	11,877.54				14,437.24	5,481.94				6,663.34	68.5242				83.2917
Assistant to the City Administrator	E	U	02	0225	9,487.08				11,531.61	4,378.65				5,322.28	54.7331				66.5285
Budget Manager	E	U	02	0207	9,678.24				11,763.96	4,466.88				5,429.52	55.8360				67.8690
Chief Building Official	E	U	02	0208	11,126.18				13,524.03	5,135.16				6,241.86	64.1895				78.0232
City Clerk Services Manager	E	U	02	0209	10,430.03				12,677.82	4,813.86				5,851.30	60.1733				73.1413
City Engineer	E	U	02	0206	13,251.29				16,107.02	6,115.98				7,434.01	76.4497				92.9251
City Planner	E	U	02	0210	11,588.74				14,086.19	5,348.65				6,501.32	66.8581				81.2665
Community Development Business Manager	E	U	02	0211	9,392.89				11,417.14	4,335.18				5,269.45	54.1897				65.8681
Community Engagement Officer/PIO	E	U	02	0264	9,392.89				11,417.14	4,335.18				5,269.45	54.1897				65.8681
Creeks Restoration/Clean Water Manager	E	U	02	0212	10,075.07				12,246.28	4,650.03				5,652.13	58.1254				70.6516
Cross Functional Team Manager	E	U	02	0266	11,560.21				14,051.51	5,335.48				6,485.31	66.6935				81.0664
Downtown Plaza & Parking Manager	E	U	02	0258	9,994.03				12,147.85	4,612.63				5,606.70	57.6579				70.0838
Economic Development Manager	E	U	02	0260	13,251.29				16,107.02	6,115.98				7,434.01	76.4497				92.9251

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Emergency Services Manager	E	U	02	0215	8,749.56				10,635.13	4,038.26				4,908.52
Energy and Climate Program Manager	E	U	02	0262	9,678.24				11,763.96	4,466.88				5,429.52	55.8360				67.8690
Environmental Services Manager	E	U	02	0217	9,678.24				11,763.96	4,466.88				5,429.52	55.8360				67.8690
Facilities Manager	E	U	02	0218	10,485.15				12,744.79	4,839.30				5,882.21	60.4913				73.5276
Finance and Treasury Manager	E	U	02	0255	11,441.60				13,907.38	5,280.74				6,418.79	66.0092				80.2349
Fire Business Manager	E	U	02	0254	9,392.89				11,417.14	4,335.18				5,269.45	54.1897				65.8681
Fire Operations Division Chief	E	U	32	3200	13,928.96				16,930.72	6,428.75				7,814.18	80.3594				97.6773
Fleet Services Manager	E	U	02	0219	9,054.05				11,005.24	4,178.79				5,079.34	52.2349				63.4918
General Services Manager	E	U	02	0220	9,939.56				12,081.64	4,587.49				5,576.14	57.3436				69.7017
Harbor Operations Manager	E	U	02	0222	9,994.03				12,147.85	4,612.63				5,606.70	57.6579				70.0838
Housing & Human Services Manager	E	U	02	0257	10,075.07				12,246.28	4,650.03				5,652.13	58.1254				70.6516
Human Resources Manager	E	U	02	0223	11,215.60				13,632.67	5,176.43				6,292.00	64.7054				78.6500
Information Technology Manager	E	U	02	0214	11,215.60				13,632.67	5,176.43				6,292.00	64.7054				78.6500
Labor Relations Manager	E	U	02	0267	10,173.15				12,365.62	4,695.30				5,707.21	58.6913				71.3401
Library Services Manager	E	U	02	0224	9,115.99				11,080.55	4,207.38				5,114.10	52.5922				63.9263
Parks & Recreation Business Manager	E	U	02	0226	9,678.24				11,763.96	4,466.88				5,429.52	55.8360				67.8690
Parks Manager	E	U	02	0227	9,309.37				11,315.59	4,296.63				5,222.58	53.7079				65.2823
Police Business Manager	E	U	02	0229	9,392.89				11,417.14	4,335.18				5,269.45	54.1897				65.8681
Police Information Technology Manager	E	U	02	0228	9,873.24				12,001.04	4,556.88				5,538.94	56.9610				69.2367
Police Records Manager	E	U	02	0230	8,104.59				9,691.02	3,740.58				4,472.78	46.7572				55.9097
Principal Engineer	E	U	02	0231	11,011.22				13,384.26	5,082.10				6,177.35	63.5263				77.2169
Principal Planner	E	U	02	0232	10,075.07				12,246.28	4,650.03				5,652.13	58.1254				70.6516
Principal Project Manager	E	U	02	0256	11,011.22				13,384.26	5,082.10				6,177.35	63.5263				77.2169
Principal Traffic Engineer	E	U	02	0252	11,011.22				13,384.26	5,082.10				6,177.35	63.5263				77.2169
Public Safety Communications Manager	E	U	02	0245	10,258.78				12,469.73	4,734.82				5,755.26	59.1853				71.9408
Public Works Business Manager	E	U	02	0234	10,275.16				12,489.53	4,742.38				5,764.40	59.2798				72.0550
Public Works Manager	E	U	02	0268	11,560.21				14,051.51	5,335.48				6,485.31	66.6935				81.0664
Recreation Programs Manager	E	U	02	0235	9,309.37				11,315.59	4,296.63				5,222.58	53.7079				65.2823
Risk Manager	E	U	02	0236	9,804.04				11,916.88	4,524.94				5,500.10	56.5617				68.7513
Senior Assistant to the City Administrator	E	U	02	0248	10,357.84				12,590.07	4,780.54				5,810.80	59.7568				72.6350
State Street Master Planner	E	U	02	0265	11,588.74				14,086.19	5,348.65				6,501.32	66.8581				81.2665
Streets Operations & Infrastructure Manager	E	U	02	0251	11,560.21				14,051.51	5,335.48				6,485.31	66.6935				81.0664
Transportation Planning & Parking Manager	E	U	02	0250	11,011.22				13,384.26	5,082.10				6,177.35	63.5263				77.2169
Wastewater System Manager	E	U	02	0240	12,472.68				15,160.64	5,756.62				6,997.22	71.9578				87.4652
Water Resources Manager	E	U	02	0242	14,341.99				17,432.85	6,619.38				8,045.93	82.7422				100.5741
Water Services Manager	E	U	02	0263	12,472.68				15,160.64	5,756.62				6,997.22	71.9578				87.4652
Water System Manager	E	U	02	0241	12,472.68				15,160.64	5,756.62				6,997.22	71.9578				87.4652
Waterfront Business Manager	E	U	02	0244	10,275.16				12,489.53	4,742.38				5,764.40	59.2798				72.0550
Waterfront Facilities Manager	E	U	02	0243	9,960.90				12,107.55	4,597.34				5,588.10	57.4668				69.8513
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107	23,573.10				28,523.45	10,879.89				13,164.66	135.9986				164.5583
City Attorney	E	U	01	0108	23,477.98				28,408.36	10,835.99				13,111.56	135.4500				163.8945
MANAGEMENT/EXECUTIVE																			
Administrative Services Director	E	U	01	0100	13,993.53				17,009.27	6,458.55				7,850.43	80.7319				98.1304
Airport Director	E	U	01	0102	15,646.84				19,018.89	7,221.62				8,777.95	90.2703				109.7244
Assistant City Administrator	E	U	01	0101	16,577.08				20,149.61	7,650.96				9,299.82	95.6370				116.2477
Community Development Director	E	U	01	0109	14,861.62				18,064.43	6,859.21				8,337.43	85.7401				104.2179
Finance Director	E	U	01	0111	14,714.48				17,885.57	6,791.30				8,254.88	84.8912				103.1860
Fire Chief	E	U	31	3100	15,857.53				19,274.97	7,318.86				8,896.14	91.4858				111.2018
Human Resources Director	E	U	01	0118	14,110.14				17,151.03	6,512.37				7,915.86	81.4046				98.9482
Information Technology Director	E	U	01	0119	14,253.35				17,325.06	6,578.47				7,996.18	82.2309				99.9522
Library Director	E	U	01	0112	14,222.72				17,287.88	6,564.33				7,979.02	82.0541				99.7377
Parks & Recreation Director	E	U	01	0113	14,253.35				17,325.06	6,578.47				7,996.18	82.2309				99.9522
Police Chief	E	U	21	2100	18,449.73				22,425.82	8,515.26				10,350.38	106.4408				129.3797

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Public Works Director	E	U	01	0114	16,062.65				19,524.29	7,413.53				9,011.21
Sustainability & Resilience Director	E	U	01	0120	14,110.14				17,151.03	6,512.37				7,915.86	81.4046				98.9482
Waterfront Director/Harbormaster	E	U	01	0115	13,451.04				16,349.86	6,208.17				7,546.09	77.6021				94.3261
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	11,456.21				13,925.12	5,287.48				6,426.98	47.2096				57.3838
Fire Battalion Chief 40 HR	E	C	33	3301	11,456.21				13,925.12	5,287.48				6,426.98	66.0935				80.3373
Fire Battalion Chief / Fire Marshal	E	C	33	3303	11,456.21				13,925.12	5,287.48				6,426.98	66.0935				80.3373
MANAGEMENT/POLICE																			
Police Commander	E	C	23	2302	14,401.83				17,505.56	6,647.00				8,079.49	83.0875				100.9936
Police Lieutenant	E	C	23	2301	12,338.73				14,997.82	5,694.80				6,922.07	71.1850				86.5259
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					4,671.33					2,156.00					
Mayor	E			0002					5,839.17					2,695.00					
POLICE																			
Identification Technician	N	C	29	2901	6,793.39	7,133.06	7,489.69	7,864.18	8,257.38	3,135.41	3,292.18	3,456.78	3,629.62	3,811.10	39.1926	41.1522	43.2098	45.3703	47.6388
Parking Enforcement Officer	N	C	29	2902	4,512.99	4,738.65	4,975.58	5,224.40	5,485.57	2,082.92	2,187.07	2,296.42	2,411.26	2,531.80	26.0365	27.3384	28.7052	30.1407	31.6475
Police Officer Range A	7	C	24	2400	8,314.89	8,730.63	9,167.21	9,625.50	10,106.79	3,837.64	4,029.52	4,231.02	4,442.54	4,664.67	47.9705	50.3690	52.8877	55.5317	58.3084
Police Officer Range B	7	C	24	2400	8,481.18	8,905.24	9,350.55	9,817.99	10,308.93	3,914.39	4,110.11	4,315.64	4,531.38	4,757.97	48.9299	51.3764	53.9455	56.6423	59.4746
Police Officer Range C	7	C	24	2400	8,647.47	9,079.85	9,533.89	10,010.51	10,511.06	3,991.14	4,190.70	4,400.26	4,620.24	4,851.26	49.8893	52.3838	55.0032	57.7530	60.6407
Police Officer Range D	7	C	24	2400	8,813.78	9,254.46	9,717.23	10,203.02	10,713.20	4,067.90	4,271.29	4,484.88	4,709.09	4,944.55	50.8487	53.3911	56.0610	58.8636	61.8069
Police Officer - Entry	7	C	29	2903	7,870.98	8,264.56	8,677.76	9,111.68	9,567.22	3,632.76	3,814.41	4,005.12	4,205.39	4,415.64	45.4095	47.6801	50.0640	52.5674	55.1955
Police Property/Evidence Assistant	N	C	29	2905	4,791.32	5,030.91	5,282.51	5,546.60	5,823.89	2,211.38	2,321.96	2,438.08	2,559.97	2,687.95	27.6422	29.0245	30.4760	31.9996	33.5994
Police Property/Evidence Technician	N	C	29	2906	5,648.57	5,931.01	6,227.54	6,538.94	6,865.86	2,607.03	2,737.39	2,874.25	3,017.97	3,168.86	32.5879	34.2174	35.9281	37.7246	39.6108
Police Range/Equipment Technician	N	C	29	2917	6,317.85	6,633.75	6,965.42	7,313.69	7,679.38	2,915.93	3,061.73	3,214.81	3,375.55	3,544.33	36.4491	38.2716	40.1851	42.1944	44.3041
Police Records Specialist	N	C	29	2904	4,146.11	4,353.42	4,571.06	4,799.62	5,039.58	1,913.59	2,009.27	2,109.72	2,215.21	2,325.96	23.9199	25.1159	26.3715	27.6901	29.0745
Police Records Supervisor	N	C	29	2914	5,648.57	5,931.01	6,227.54	6,538.94	6,865.86	2,607.03	2,737.39	2,874.25	3,017.97	3,168.86	32.5879	34.2174	35.9281	37.7246	39.6108
Police Sergeant	7	C	24	2401	10,723.20	11,259.34	11,822.33	12,413.44	13,034.15	4,949.17	5,196.62	5,456.46	5,729.28	6,015.76	61.8646	64.9578	68.2058	71.6160	75.1970
Police Services Coordinator	N	C	29	2916	4,986.43	5,235.71	5,497.53	5,772.39	6,060.99	2,301.43	2,416.48	2,537.32	2,664.18	2,797.38	28.7679	30.2060	31.7165	33.3022	34.9672
Police Services Specialist	N	C	29	2915	4,272.06	4,485.65	4,709.94	4,945.42	5,192.70	1,971.72	2,070.30	2,173.82	2,282.50	2,396.63	24.6465	25.8787	27.1727	28.5313	29.9579
Police Technician	N	C	29	2909	4,512.99	4,738.65	4,975.58	5,224.40	5,485.57	2,082.92	2,187.07	2,296.42	2,411.26	2,531.80	26.0365	27.3384	28.7052	30.1407	31.6475
Public Safety Dispatcher I	N	U	29	2910	5,376.37	5,645.14	5,927.44	6,223.77	6,534.95	2,481.40	2,605.45	2,735.74	2,872.51	3,016.13	31.0175	32.5681	34.1967	35.9064	37.7016
Public Safety Dispatcher II	N	C	29	2911	5,650.78	5,933.24	6,229.95	6,541.47	6,868.55	2,608.05	2,738.42	2,875.36	3,019.14	3,170.10	32.6006	34.2303	35.9420	37.7393	39.6263
Public Safety Dispatcher III	N	C	29	2912	6,244.03	6,556.29	6,884.11	7,228.28	7,589.70	2,881.86	3,025.98	3,177.28	3,336.13	3,502.94	36.0233	37.8248	39.7160	41.7016	43.7868
Public Safety Dispatch Supervisor	N	C	29	2913	7,617.39	7,998.23	8,398.17	8,818.10	9,258.97	3,515.72	3,691.49	3,876.08	4,069.89	4,273.37	43.9465	46.1436	48.4510	50.8736	53.4171
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	8,717.93				10,596.71	4,023.66				4,890.79	50.2957				61.1349
Administrative Supervisor	E	U	04	4001	6,653.23				8,087.00	3,070.72				3,732.46	38.3840				46.6557
Administrative/Clerical Supervisor	E	U	04	4000	5,839.28				7,097.65	2,695.05				3,275.84	33.6881				40.9480
Airport Business Development Supervisor	E	U	04	4067	7,610.57				9,250.71	3,512.57				4,269.56	43.9071				53.3695
Airport Maintenance Supervisor	E	U	04	4003	7,652.97				9,302.24	3,532.14				4,293.34	44.1518				53.6668
Airport Operations Supervisor	E	U	04	4004	7,112.37				8,645.13	3,282.63				3,990.06	41.0329				49.8758
Airport Patrol Supervisor	E	U	04	4005	9,920.30				12,058.15	4,578.60				5,565.30	57.2325				69.5663
Billing Supervisor	E	U	04	4008	6,781.73				8,243.24	3,130.03				3,804.57	39.1254				47.5571
Building and Safety Supervisor	E	U	04	4009	10,282.18				12,498.07	4,745.62				5,768.34	59.3202				72.1043
Capital Projects Supervisor	E	U	04	4073	8,500.90				10,332.88	3,923.49				4,769.02	49.0436				59.6128
City TV Production Supervisor	E	U	04	4022	7,891.65				9,592.35	3,642.30				4,427.24	45.5288				55.3405
Creeks Supervisor	E	U	04	4023	8,833.44				10,737.09	4,076.97				4,955.58	50.9621				61.9448
Custodial Supervisor	E	U	04	4014	5,501.56				6,687.18	2,539.18				3,086.39	31.7397				38.5799
Electronics/Communication Supervisor	E	U	04	4016	7,652.97				9,302.26	3,532.14				4,293.35	44.1517				53.6669
Environmental Services Supervisor	E	U	04	4017	8,974.20				10,908.17	4,141.94				5,034.54	51.7742				62.9318

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Facilities Maintenance Superintendent	E	U	04	4018	9,193.23				11,174.43	4,243.03				5,157.43
Facilities Maintenance Supervisor	E	U	04	4019	7,200.07				8,751.77	3,323.11				4,039.28	41.5389				50.4910
Finance Supervisor	E	U	04	4020	8,717.93				10,596.71	4,023.66				4,890.79	50.2957				61.1349
Fleet Services Supervisor	E	U	04	4007	7,612.32				9,252.84	3,513.38				4,270.54	43.9173				53.3817
Harbor Patrol Supervisor	E	U	04	4024	9,161.38				11,135.74	4,228.33				5,139.57	52.8541				64.2446
Information Technology Supervisor	E	U	04	4027	9,815.78				11,931.12	4,530.36				5,506.67	56.6295				68.8334
Laboratory Supervisor	E	U	04	4028	9,388.71				11,412.03	4,333.25				5,267.09	54.1656				65.8386
Library Circulation Supervisor	E	U	04	4029	5,520.04				6,709.63	2,547.71				3,096.75	31.8464				38.7094
Maintenance Supervisor I	E	U	04	4030	6,389.54				7,766.50	2,949.02				3,584.54	36.8627				44.8068
Maintenance Supervisor II	E	U	04	4031	7,024.64				8,538.49	3,242.14				3,940.84	40.5267				49.2605
Marketing Supervisor	E	U	04	4070	7,466.98				9,076.21	3,446.30				4,189.02	43.0788				52.3628
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	6,624.58				8,052.22	3,057.50				3,716.41	38.2187				46.4551
Parking Supervisor	E	U	04	4034	7,314.47				8,890.83	3,375.91				4,103.46	42.1989				51.2933
Parking/TMP Superintendent	E	U	04	4035	9,104.53				11,066.62	4,202.09				5,107.67	52.5261				63.8459
Parks Superintendent	E	U	04	4068	7,414.75				9,012.64	3,422.19				4,159.68	42.7774				51.9960
Parks Supervisor	E	U	04	4033	6,419.70				7,803.19	2,962.94				3,601.47	37.0368				45.0184
Purchasing Supervisor	E	U	04	4036	7,648.29				9,296.58	3,529.98				4,290.73	44.1248				53.6341
Recreation Supervisor I	E	U	04	4037	6,889.55				8,374.30	3,179.79				3,865.06	39.7474				48.3133
Rental Housing Mediation Supervisor	E	U	04	4074	8,158.56				9,916.79	3,765.49				4,576.98	47.0686				57.2122
Senior Librarian	E	U	04	4038	6,987.20				8,492.97	3,224.86				3,919.83	40.3108				48.9979
Senior Planner I	E	U	04	4039	8,840.91				10,746.19	4,080.42				4,959.78	51.0052				61.9973
Senior Planner II	E	U	04	4040	9,293.03				11,295.74	4,289.09				5,213.42	53.6136				65.1677
Senior Recreation Supervisor	E	U	04	4041	7,632.15				9,276.93	3,522.53				4,281.66	44.0316				53.5207
Street Tree Supervisor	E	U	04	4042	6,419.70				7,803.19	2,962.94				3,601.47	37.0368				45.0184
Supervising Engineer	E	U	04	4043	10,339.70				12,567.99	4,772.17				5,800.61	59.6521				72.5076
Supervising Librarian	E	U	04	4044	7,681.74				9,337.16	3,545.42				4,309.46	44.3178				53.8682
Supervising Park Ranger	E	U	04	4075	6,978.68				8,482.61	3,220.93				3,915.05	40.2616				48.9381
Supervising Transportation Engineer	E	U	04	4047	9,708.05				11,800.23	4,480.64				5,446.26	56.0080				68.0782
Supervising Transportation Planner	E	U	04	4046	8,833.44				10,737.09	4,076.97				4,955.58	50.9621				61.9448
Treatment Plant Technician Supervisor	E	U	04	4049	9,388.71				11,412.03	4,333.25				5,267.09	54.1656				65.8386
Urban Forest Superintendent	E	U	04	4050	8,164.33				9,923.77	3,768.15				4,580.20	47.1019				57.2525
Wastewater Collection System Superintendent	E	U	04	4053	10,934.02				13,290.42	5,046.47				6,134.04	63.0809				76.6755
Wastewater Collection System Supervisor	E	U	04	4052	8,612.91				10,469.07	3,975.19				4,831.88	49.6899				60.3985
Wastewater Treatment Superintendent	E	U	04	4054	10,934.02				13,290.42	5,046.47				6,134.04	63.0809				76.6755
Wastewater Treatment Supervisor	E	U	04	4055	9,388.17				11,411.40	4,333.00				5,266.80	54.1625				65.8350
Water Distribution Superintendent	E	U	04	4059	10,934.02				13,290.42	5,046.47				6,134.04	63.0809				76.6755
Water Distribution Supervisor	E	U	04	4060	9,388.71				11,412.03	4,333.25				5,267.09	54.1656				65.8386
Water Quality Superintendent	E	U	04	4069	10,934.02				13,290.42	5,046.47				6,134.04	63.0809				76.6755
Water Service Superintendent	E	U	04	4072	10,934.02				13,290.42	5,046.47				6,134.04	63.0809				76.6755
Water Services Supervisor	E	U	04	4071	9,172.00				11,148.65	4,233.23				5,145.53	52.9154				64.3191
Water Treatment Superintendent	E	U	04	4057	10,934.02				13,290.42	5,046.47				6,134.04	63.0809				76.6755
Water Treatment Supervisor	E	U	04	4058	9,388.71				11,412.03	4,333.25				5,267.09	54.1656				65.8386
Waterfront Maintenance Superintendent	E	U	04	4062	8,078.31				9,819.29	3,728.45				4,531.98	46.6056				56.6497
Waterfront Parking Supervisor	E	U	04	4061	7,375.88				8,965.43	3,404.25				4,137.89	42.5531				51.7236
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	7,770.06				9,444.59	3,586.18				4,359.04	44.8272				54.4880
Information Technology Supervisor*	E	U	05	5001	9,961.97				12,108.81	4,597.83				5,588.68	57.4729				69.8585
Payroll and A/P Supervisor*	E	U	05	5005	8,717.93				10,596.71	4,023.66				4,890.79	50.2957				61.1349
Supervising Legal Administrative Assistant*	E	U	05	5006	6,477.27				7,873.15	2,989.51				3,633.76	37.3689				45.4220
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	4,818.00	5,058.93	5,311.84	5,577.43	5,856.31	2,223.69	2,334.89	2,451.62	2,574.20	2,702.91	27.7961	29.1861	30.6452	32.1775	33.7864
Airport Operations Specialist Trainee	N	U	19	1962	3,854.39	4,047.16	4,249.48	4,461.95	4,685.05	1,778.95	1,867.92	1,961.30	2,059.36	2,162.33	22.2369	23.3490	24.5162	25.7420	27.0291
Airport Patrol Officer	N	C	19	1901	7,842.10	8,234.16	8,645.91	9,078.18	9,532.08	3,619.43	3,800.38	3,990.42	4,189.93	4,399.42	45.2429	47.5048	49.8803	52.3741	54.9927
Airport Patrol Officer II	N	C	19	1903	8,584.66	9,013.90	9,464.59	9,937.74	10,434.69	3,962.15	4,160.26	4,368.27	4,586.65	4,816.01	49.5269	52.0033	54.6034	57.3331	60.2001
Airport Patrol Officer-Trainee	N	U	19	1902	6,273.67	6,587.32	6,916.74	7,262.54	7,625.65	2,895.54	3,040.30	3,192.34	3,351.94	3,519.53	36.1942	38.0038	39.9043	41.8993	43.9941

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Control Systems Operator Specialist I	N	C	19	1904	6,680.46	7,014.48	7,365.19	7,733.42	8,120.08	3,083.29	3,237.45	3,399.32	3,569.27	3,747.73
Control Systems Operator Specialist II	N	C	19	1905	7,420.55	7,791.62	8,181.20	8,590.27	9,019.75	3,424.87	3,596.13	3,775.94	3,964.74	4,162.96	42.8109	44.9516	47.1992	49.5592	52.0370
Cross Connection Specialist	N	C	19	1939	6,548.49	6,875.87	7,219.66	7,580.69	7,959.68	3,022.38	3,173.48	3,332.15	3,498.78	3,673.70	37.7797	39.6685	41.6519	43.7347	45.9213
Harbor Patrol Officer	N	C	19	1906	7,510.04	7,885.54	8,279.83	8,693.82	9,128.51	3,466.17	3,639.48	3,821.46	4,012.53	4,213.16	43.3271	45.4935	47.7682	50.1566	52.6645
Harbor Patrol Officer - Entry	N	C	19	1907	6,740.80	7,077.85	7,431.71	7,803.29	8,193.42	3,111.14	3,266.70	3,430.02	3,601.52	3,781.58	38.8893	40.8338	42.8752	45.0190	47.2697
Laboratory Analyst Coordinator	N	C	19	1911	6,903.93	7,249.10	7,611.59	7,992.18	8,391.76	3,186.43	3,345.74	3,513.04	3,688.70	3,873.12	39.8304	41.8218	43.9130	46.1087	48.4140
Laboratory Analyst I	N	C	19	1909	5,683.99	5,968.26	6,266.67	6,579.99	6,909.00	2,623.38	2,754.58	2,892.31	3,036.92	3,188.77	32.7923	34.4323	36.1539	37.9615	39.8596
Laboratory Analyst II	N	C	19	1910	6,307.77	6,623.13	6,954.33	7,302.04	7,667.14	2,911.28	3,056.83	3,209.69	3,370.17	3,538.68	36.3910	38.2104	40.1211	42.1271	44.2335
Lead Meter Reader/Water Distribution OIT	N	C	19	1912	4,712.02	4,947.63	5,195.00	5,454.78	5,727.50	2,174.78	2,283.52	2,397.69	2,517.59	2,643.46	27.1848	28.5440	29.9711	31.4699	33.0433
Lead Park Ranger	N	C	19	1955	6,643.04	6,975.15	7,323.94	7,690.13	8,074.60	3,066.02	3,219.30	3,380.28	3,549.29	3,726.74	38.3252	40.2412	42.2535	44.3661	46.5842
Meter Reader/Water Distribution OIT	N	C	19	1913	4,285.99	4,500.30	4,725.33	4,961.56	5,209.66	1,978.15	2,077.06	2,180.92	2,289.95	2,404.46	24.7269	25.9632	27.2615	28.6244	30.0557
Park Ranger	N	C	19	1914	6,039.11	6,341.03	6,658.12	6,991.01	7,340.54	2,787.28	2,926.63	3,072.98	3,226.62	3,387.94	34.8410	36.5829	38.4123	40.3327	42.3493
Reclamation Specialist	N	C	19	1924	4,977.42	5,226.28	5,487.58	5,761.95	6,050.09	2,297.27	2,412.13	2,532.73	2,659.36	2,792.35	28.7159	30.1516	31.6591	33.2420	34.9044
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	5,778.65	6,067.58	6,370.93	6,689.52	7,023.99	2,667.07	2,800.42	2,940.43	3,087.47	3,241.84	33.3384	35.0052	36.7554	38.5934	40.5230
Senior Airport Operations Specialist	N	C	19	1916	5,370.39	5,638.92	5,920.87	6,216.93	6,527.73	2,478.64	2,602.58	2,732.71	2,869.35	3,012.80	30.9830	32.5322	34.1589	35.8669	37.6600
Senior Control Systems Operator Specialist	N	C	19	1917	8,124.65	8,530.90	8,957.48	9,405.35	9,875.58	3,749.84	3,937.34	4,134.22	4,340.93	4,557.96	46.8730	49.2168	51.6778	54.2616	56.9745
Senior Cross Connection Specialist	E	C	19	1959	6,857.72	7,200.61	7,560.56	7,938.69	8,335.60	3,165.10	3,323.36	3,489.49	3,664.01	3,847.20	39.5638	41.5420	43.6186	45.8001	48.0900
Senior Treatment Plant Technician	N	C	19	1918	6,419.10	6,740.11	7,077.09	7,430.93	7,802.47	2,962.66	3,110.82	3,266.35	3,429.66	3,601.14	37.0333	38.8852	40.8294	42.8708	45.0142
Senior Wastewater Collection System Operator	N	C	19	1919	5,550.33	5,827.86	6,119.25	6,425.21	6,746.50	2,561.69	2,689.78	2,824.27	2,965.48	3,113.77	32.0211	33.6223	35.3034	37.0685	38.9221
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	7,577.01	7,955.87	8,353.67	8,771.36	9,209.94	3,497.08	3,671.94	3,855.54	4,048.32	4,250.74	43.7135	45.8993	48.1942	50.6040	53.1343
Senior Wastewater Treatment Plant Operator	N	C	19	1921	7,718.01	8,103.90	8,509.06	8,934.55	9,381.28	3,562.16	3,740.26	3,927.26	4,123.64	4,329.82	44.5270	46.7533	49.0908	51.5455	54.1228
Senior Water Distribution Operator	N	C	19	1920	5,550.87	5,828.44	6,119.82	6,425.84	6,747.13	2,561.94	2,690.05	2,824.53	2,965.77	3,114.06	32.0242	33.6256	35.3066	37.0721	38.9258
Treatment Plant Technician	N	C	19	1923	5,838.73	6,130.67	6,437.23	6,759.07	7,097.05	2,694.80	2,829.54	2,971.03	3,119.57	3,275.56	33.6850	35.3692	37.1379	38.9946	40.9445
Wastewater Collection System Lead Operator	N	C	19	1927	6,102.07	6,407.18	6,727.48	7,063.90	7,417.06	2,816.34	2,957.16	3,104.99	3,260.26	3,423.26	35.2042	36.9645	38.8124	40.7533	42.7907
Wastewater Collection System Operator I	N	C	19	1925	4,548.35	4,775.77	5,014.56	5,265.30	5,528.55	2,099.24	2,204.20	2,314.41	2,430.14	2,551.64	26.2405	27.5525	28.9301	30.3767	31.8955
Wastewater Collection System Operator II	N	C	19	1926	5,048.53	5,300.92	5,566.02	5,844.32	6,136.50	2,330.09	2,446.58	2,568.93	2,697.38	2,832.23	29.1261	30.5822	32.1116	33.7172	35.4029
Wastewater Collection System Operator Technician I	N	C	19	1929	5,610.17	5,890.69	6,185.27	6,494.50	6,819.24	2,589.31	2,718.78	2,854.74	2,997.46	3,147.34	32.3664	33.9847	35.6842	37.4682	39.3417
Wastewater Collection System Project Coordinator	N	C	19	1954	6,748.13	7,085.54	7,439.81	7,811.81	8,202.39	3,114.52	3,270.25	3,433.76	3,605.45	3,785.72	38.9315	40.8781	42.9220	45.0681	47.3215
Wastewater Compliance Specialist	N	C	19	1953	5,661.05	5,944.10	6,241.30	6,553.37	6,881.05	2,612.79	2,743.43	2,880.60	3,024.63	3,175.87	32.6599	34.2929	36.0075	37.8079	39.6984
Wastewater Treatment Plant Chief Operator	N	C	19	1932	8,124.22	8,530.45	8,956.96	9,404.81	9,875.02	3,749.64	3,937.13	4,133.98	4,340.68	4,557.70	46.8705	49.2141	51.6748	54.2585	56.9713
Wastewater Treatment Plant OIT	N	U	19	1931	5,063.00	5,316.09	5,581.94	5,861.03	6,154.07	2,336.77	2,453.58	2,576.28	2,705.09	2,840.34	29.2096	30.6698	32.2035	33.8136	35.5043
Wastewater Treatment Plant Operator I	N	C	19	1933	6,050.74	6,353.23	6,670.95	7,004.47	7,354.73	2,792.65	2,932.26	3,078.90	3,232.83	3,394.49	34.9081	36.6533	38.4863	40.4104	42.4311
Wastewater Treatment Plant Operator II	N	C	19	1934	6,369.35	6,687.83	7,022.23	7,373.32	7,742.02	2,939.70	3,086.69	3,241.03	3,403.07	3,573.24	36.7462	38.5836	40.5129	42.5384	44.6655
Wastewater Treatment Plant Operator III	N	C	19	1935	7,068.01	7,421.48	7,792.50	8,182.09	8,591.22	3,262.16	3,425.30	3,596.54	3,776.35	3,965.18	40.7700	42.8162	44.9567	47.2044	49.5647
Water Distribution Chief Operator	N	C	19	1957	8,124.65	8,530.90	8,957.48	9,405.35	9,875.58	3,749.84	3,937.34	4,134.22	4,340.93	4,557.96	46.8730	49.2168	51.6778	54.2616	56.9745
Water Distribution Equipment Operator	N	C	19	1930	5,778.65	6,067.58	6,370.93	6,689.52	7,023.99	2,667.07	2,800.42	2,940.43	3,087.47	3,241.84	33.3384	35.0052	36.7554	38.5934	40.5230
Water Distribution Lead Operator	N	C	19	1937	6,102.66	6,407.79	6,728.15	7,064.57	7,417.78	2,816.61	2,957.44	3,105.30	3,260.57	3,423.59	35.2076	36.9680	38.8162	40.7571	42.7949
Water Distribution Lead Operator Technician	N	C	19	1938	6,747.39	7,084.74	7,438.99	7,810.96	8,201.48	3,114.18	3,269.88	3,433.38	3,605.06	3,785.30	38.9272	40.8735	42.9173	45.0632	47.3162
Water Distribution OIT	N	U	19	1941	4,096.97	4,301.83	4,516.92	4,742.75	4,979.87	1,890.91	1,985.46	2,084.73	2,188.96	2,298.40	23.6364	24.8182	26.0591	27.3620	28.7300
Water Distribution Operator I	N	C	19	1945	4,548.38	4,775.77	5,014.58	5,265.28	5,528.53	2,099.25	2,204.20	2,314.42	2,430.13	2,551.63	26.2406	27.5525	28.9302	30.3766	31.8954
Water Distribution Operator II	N	C	19	1947	5,049.01	5,301.47	5,566.54	5,844.84	6,137.06	2,330.31	2,446.83	2,569.17	2,697.62	2,832.49	29.1289	30.5854	32.1146	33.7202	35.4061
Water Distribution Operator Technician OIT	N	U	19	1936	4,909.10	5,154.61	5,412.36	5,682.93	5,967.04	2,265.74	2,379.05	2,498.01	2,622.89	2,754.02	28.3218	29.7381	31.2251	32.7861	34.4253
Water Distribution Operator Technician I	N	C	19	1948	5,554.64	5,832.36	6,124.00	6,430.19	6,751.68	2,563.68	2,691.86	2,826.46	2,967.78	3,116.16	32.0460	33.6482	35.3308	37.0972	38.9520
Water Distribution Operator Technician II	N	C	19	1949	6,106.84	6,412.12	6,732.74	7,069.42	7,422.87	2,818.54	2,959.44	3,107.42	3,262.81	3,425.94	35.2317	36.9930	38.8428	40.7851	42.8243
Water Distribution Operator/Emergency Services	N	C	19	1950	6,102.66	6,407.79	6,728.15	7,064.57	7,417.78	2,816.61	2,957.44	3,105.30	3,260.57	3,423.59	35.2076	36.9680	38.8162	40.7571	42.7949
Water Distribution Project Coordinator	N	C	19	1956	6,748.13	7,085.54	7,439.81	7,811.81	8,202.39	3,114.52	3,270.25	3,433.76	3,605.45	3,785.72	38.9315	40.8781	42.9220	45.0681	47.3215
Water Meter Technician I	N	C	19	1960	4,909.10	5,154.61	5,412.36	5,682.93	5,967.04	2,265.74	2,379.05	2,498.01	2,622.89	2,754.02	28.3218	29.7381	31.2251	32.7861	34.4253
Water Meter Technician II	N	C	19	1961	5,554.64	5,832.36	6,124.00	6,430.19	6,751.68	2,563.68	2,691.86	2,826.46	2,967.78	3,116.16	32.0460				

Subsection 2(a). The salaries of employees holding classifications or positions which are reclassified downward or for which the salary is adjusted as a result of salary surveys or other studies conducted by the City may be "Y" rated. When "Y" rated, the employee's salary shall be maintained at its current salary level until the salary applicable to the appropriate step in the employee's assigned classification is increased to equal the employee's current salary level. Thereafter, the employee's salary shall no longer be "Y" rated. As used herein, the term "current salary level" shall mean the salary which the employee was receiving at the time the salary for his assigned classification was reduced.

Subsection 2(b). As provided by Municipal Code Section 3.04.161, regular part-time employees working in the classifications contained herein shall serve in the unclassified service. Regular part-time employees shall be paid on an hourly basis the salaries provided herein for the appropriate classification.

Subsection 2(c). Any employee designated as "Confidential" by the City Administrator shall be paid an increase in pay equal to two and one-half percent (2½%) for the applicable step and range.

Subsection 2(d). Managers and Professional Attorneys will receive salary and benefits as established by resolution, ordinance, and administrative procedure, and as reflected in the Management and Performance Compensation Plan, the Professional Attorney's Performance and Compensation Plan, the Police Managers' Association (PMA) MOU/Agreement, and the Fire Managers' Association (FMA) MOU/Agreement .

Subsection 2(e). Any employee designated by the City Administrator as an Administrative Fire Captain, working forty (40) hours a week, shall be paid an increase in pay equal to three percent (3.0%) in order to maintain a salary approximately equal to a fifty-six (56) hours per week Fire Captain.

Subsection 2(f). Salary ranges for non-management positions shall have 5 steps. Appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. All step increases shall be based upon the equivalent of one year of satisfactory performance at the lower step in the appropriate range.

Subsection 2(g). The City Administrator may appoint a professional attorney or management employee to a salary anywhere between the minimum and maximum of the salary range.

Subsection 2(h). Employees may serve in an hourly assignment in the classifications listed herein as provided under Santa Barbara Municipal Code Section 3.04.160. All such appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. In the alternative, the City Administrator may authorize the creation of limited or temporary hourly classifications. Such limited or temporary ("L/T") hourly classifications shall be paid an hourly rate of not less than the applicable state or federal minimum wage and not greater than \$150.00 per hour, or such greater amount as may be provided by ordinance. The official salary schedules for such limited or temporary hourly classifications shall be made publicly available on the City's web site.