

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
					Economic Development Manager	E	U	02	0260	13,251.29				16,107.02	6,115.98			7,434.01	
Emergency Services Manager	E	U	02	0215	8,749.56				10,635.13	4,038.26			4,908.52		50.4782				61.3565
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
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	13,103.35				15,927.28	6,047.70			7,351.05		75.5963				91.8881
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	13,103.35				15,927.28	6,047.70			7,351.05		75.5963				91.8881
Principal Traffic Engineer	E	U	02	0252	13,103.35				15,927.28	6,047.70			7,351.05		75.5963				91.8881
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

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Public Works Director	E	U	01	0114	16,062.65				19,524.29	7,413.53				9,011.21	92.6691				112.6401
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

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					Facilities Maintenance Superintendent	E	U	04	4018	9,193.23					11,174.43	4,243.03				5,157.43	53.0379
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	11,239.24					13,661.40	5,187.34				6,305.26	64.8418				78.8158	
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	11,239.24					13,661.40	5,187.34				6,305.26	64.8418				78.8158	
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	9,388.71					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	5,540.69	5,817.76	6,108.61	6,414.05	6,734.76	2,557.24	2,685.12	2,819.36	2,960.33	3,108.35	31.9655	33.5640	35.2420	37.0041	38.8544	38.8544	
Airport Operations Specialist Trainee	N	U	19	1962	4,432.55	4,654.24	4,886.90	5,131.23	5,387.81	2,045.79	2,148.11	2,255.49	2,368.26	2,486.68	25.5724	26.8514	28.1936	29.6033	31.0835	31.0835	
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	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	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	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	6,175.95	6,484.75	6,809.01	7,149.46	7,506.89	2,850.44	2,992.96	3,142.62	3,299.75	3,464.72	35.6305	37.4120	39.2827	41.2469	43.3090
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	6,770.11	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	5,883.35	6,177.54	6,486.42	6,810.72	7,151.28	2,715.39	2,851.17	2,993.73	3,143.41	3,300.59	33.9424	35.6396	37.4216	39.2926	41.2574
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	6,285.11	6,599.39	6,929.30	7,275.82	7,639.56	2,900.82	3,045.87	3,198.14	3,358.07	3,525.95	36.2603	38.0734	39.9768	41.9759	44.0744
Wastewater Collection System Operator I	N	C	19	1925	4,684.81	4,919.05	5,164.99	5,423.25	5,694.41	2,162.22	2,270.33	2,383.84	2,503.04	2,628.19	27.0277	28.3791	29.7980	31.2880	32.8524
Wastewater Collection System Operator II	N	C	19	1926	5,149.50	5,406.92	5,677.32	5,961.19	6,259.24	2,376.69	2,495.50	2,620.30	2,751.32	2,888.88	29.7086	31.1938	32.7538	34.3915	36.1110
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	40.7770	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.