

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 7/1/2023  
Revised 4/09/2024

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 2024 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)

**SERVICE STATUS**

A = Appointed Employees  
C = Classified  
U = Unclassified

**CONFIDENTIAL**

\* = Classifications are designated as confidential and receive an additional 2.5%

**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  
31 = Fire Chief  
32 = Fire Operations Division Chief  
33 = Fire Battalion Chiefs  
34 = Fire Sworn  
39 = Fire Non-Sworn

**REVISION HISTORY**

Resolution TBD = City Charter Section 502, Mayor & Councilmember compensation, effective 3/25/2023  
Resolution 23-110 = Salary adjustments for specific job classifications in BU 01, 14, 16, effective 7/29/2023; BU 19, effective 8/26/2023  
Resolutions 23-133 = CAR October 31, 2023  
Resolution 23-145 = TAP COLA, effective 12/02/2023  
Ordinance 6109 = PMA COLA, effective 12/30/2023  
Resolution TBD = Salary adjustments for specific job classifications in BU 29, effective 3/23/2024  
Resolution TBD = General Unit COLA, effective 4/6/2024

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
<b>CONFIDENTIAL</b>																			
Accounting Assistant*	N	U	16	6000	5,369.52	5,637.97	5,919.88	6,215.89	6,526.65	2,478.24	2,602.14	2,732.25	2,868.87	3,012.30	<b>30,9780</b>	32,5268	34,1531	35,8609	37,6538
Accounting Technician*	N	U	16	6004	5,644.12	5,926.27	6,222.62	6,533.76	6,860.47	2,604.98	2,735.20	2,871.98	3,015.58	3,166.37	<b>32,5622</b>	34,1900	35,8998	37,6947	39,5796
Administrative Analyst I*	N	U	16	6001	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	<b>44,3620</b>	46,5799	48,9090	51,3546	53,9221
Administrative Analyst II*	E	U	16	6003	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	<b>50,7565</b>	53,2943	55,9589	58,7570	61,6950
Administrative Analyst III*	E	U	16	6002	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	<b>54,9728</b>	57,7216	60,6075	63,6379	66,8199
Administrative Assistant*	N	U	16	6028	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	<b>36,3384</b>	38,1550	40,0632	42,0663	44,1696
Administrative Assistant to Mayor/Council*	N	U	16	6029	6,613.58	6,944.25	7,291.48	7,656.09	8,038.85	3,052.42	3,205.04	3,365.30	3,533.58	3,710.24	<b>38,1552</b>	40,0630	42,0662	44,1697	46,3780
Administrative Specialist*	N	U	16	6024	4,905.12	5,150.32	5,407.87	5,678.27	5,962.17	2,263.90	2,377.07	2,495.94	2,620.74	2,751.77	<b>28,2987</b>	29,7134	31,1992	32,7593	34,3971
Applications Administrator*	E	U	16	6019	9,614.65	10,095.39	10,600.09	11,130.17	11,686.63	4,437.53	4,659.41	4,892.35	5,137.00	5,393.83	<b>55,4691</b>	58,2426	61,1544	64,2125	67,4229
Applications Analyst*	E	U	16	6006	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	<b>46,7642</b>	49,1023	51,5577	54,1356	56,8422
City Attorney Investigator I*	E	U	16	6026	8,150.74	8,558.29	8,986.21	9,435.51	9,907.32	3,761.88	3,949.98	4,147.48	4,354.85	4,572.61	<b>47,0235</b>	49,3747	51,8435	54,4356	57,1576
City Attorney Investigator II*	E	U	16	6036	9,311.06	9,776.63	10,265.45	10,778.71	11,317.58	4,297.41	4,512.29	4,737.90	4,974.79	5,223.50	<b>53,7176</b>	56,4036	59,2238	62,1849	65,2938
City Attorney Investigator III*	E	U	16	6037	10,087.20	10,591.56	11,121.15	11,677.19	12,260.97	4,655.63	4,888.41	5,132.84	5,389.47	5,658.91	<b>58,1954</b>	61,1051	64,1605	67,3684	70,7364
Finance Analyst I*	E	U	16	6009	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	<b>44,3620</b>	46,5799	48,9090	51,3546	53,9221
Finance Analyst II*	E	U	16	6027	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	<b>50,7565</b>	53,2943	55,9589	58,7570	61,6950
Human Resources Analyst I*	E	U	16	6014	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	<b>44,3620</b>	46,5799	48,9090	51,3546	53,9221
Human Resources Analyst II*	E	U	16	6015	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	<b>50,7565</b>	53,2943	55,9589	58,7570	61,6950
Human Resources Assistant*	N	U	16	6016	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	<b>36,3384</b>	38,1550	40,0632	42,0663	44,1696
Human Resources Technician*	N	U	16	6017	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	<b>37,4424</b>	39,3144	41,2800	43,3443	45,5113
Law Clerk*	N	U	16	6008	6,036.90	6,338.78	6,655.70	6,988.50	7,337.94	2,786.26	2,925.59	3,071.86	3,225.46	3,386.74	<b>34,8283</b>	36,5699	38,3982	40,3183	42,3342
Law Practice Administrator*	E	U	16	6033	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	<b>54,9728</b>	57,7216	60,6075	63,6379	66,8199
Legal Administrative Assistant I*	N	U	16	6010	5,172.09	5,430.75	5,702.30	5,987.35	6,286.76	2,387.12	2,506.50	2,631.83	2,763.39	2,901.58	<b>29,8390</b>	31,3312	32,8979	34,5424	36,2698
Legal Administrative Assistant II*	N	U	16	6011	6,251.38	6,563.98	6,892.17	7,236.78	7,598.63	2,885.25	3,029.53	3,181.00	3,340.05	3,507.06	<b>36,0656</b>	37,8691	39,7625	41,7506	43,8382
Litigation Paralegal I*	N	U	16	6012	6,377.39	6,696.24	7,031.05	7,382.66	7,751.77	2,943.41	3,090.57	3,245.10	3,407.38	3,577.74	<b>36,7926</b>	38,6321	40,5637	42,5922	44,7217
Litigation Paralegal II*	N	U	16	6034	7,110.81	7,466.38	7,839.67	8,231.64	8,643.22	3,281.91	3,446.02	3,618.31	3,799.22	3,989.18	<b>41,0239</b>	43,0752	45,2289	47,4903	49,8647
Litigation Paralegal III*	N	U	16	6035	7,844.24	8,236.43	8,648.25	9,080.70	9,534.66	3,620.42	3,801.43	3,991.50	4,191.09	4,400.61	<b>45,2552</b>	47,5179	49,8937	52,3886	55,0076
Office Specialist II*	N	U	16	6013	4,290.04	4,504.52	4,729.70	4,966.22	5,214.50	1,980.02	2,079.01	2,182.94	2,292.10	2,406.69	<b>24,7502</b>	25,9876	27,2868	28,6512	30,0836
Principal Human Resources Analyst*	E	U	16	6032	10,320.92	10,876.97	11,433.05	11,989.08	12,545.13	4,763.50	5,020.14	5,276.79	5,533.42	5,790.06	<b>59,5438</b>	62,7518	65,9599	69,1678	72,3758
Risk Analyst I*	E	U	16	6020	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	<b>44,3620</b>	46,5799	48,9090	51,3546	53,9221
Risk Analyst II*	E	U	16	6021	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	<b>50,7565</b>	53,2943	55,9589	58,7570	61,6950
Risk Assistant*	N	U	16	6025	5,815.55	6,106.32	6,411.64	6,732.22	7,068.88	2,684.10	2,818.30	2,959.22	3,107.18	3,262.56	<b>33,5513</b>	35,2288	36,9903	38,8398	40,7820
Risk Technician*	N	U	16	6030	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	<b>37,4424</b>	39,3144	41,2800	43,3443	45,5113
Senior Human Resources Analyst*	E	U	16	6018	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	<b>54,9728</b>	57,7216	60,6075	63,6379	66,8199
Senior Legal Administrative Assistant*	E	U	16	6038	7,018.05	7,377.18	7,736.28	8,133.36	8,530.45	3,239.10	3,404.85	3,570.59	3,753.86	3,937.13	<b>40,4887</b>	42,5606	44,6324	46,9232	49,2141

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
					<b>GENERAL</b>														
Accountant I	E	C	14	1400	6,205.12	6,515.32	6,841.12	7,183.22	7,542.32	2,863.90	3,007.07	3,157.44	3,315.33	3,481.07	<b>35.7987</b>	37.5884	39.4680	41.4416	43.5134
Accountant II	E	C	14	1401	6,856.07	7,198.82	7,558.79	7,936.72	8,333.54	3,164.34	3,322.53	3,488.67	3,663.10	3,846.25	<b>39.5542</b>	41.5316	43.6084	45.7888	48.0781
Accounting Assistant	N	C	14	1402	5,369.52	5,637.97	5,919.88	6,215.89	6,526.65	2,478.24	2,602.14	2,732.25	2,868.87	3,012.30	<b>30.9780</b>	32.5268	34.1531	35.8609	37.6538
Accounting Coordinator	N	C	14	1404	6,205.12	6,515.32	6,841.12	7,183.22	7,542.32	2,863.90	3,007.07	3,157.44	3,315.33	3,481.07	<b>35.7987</b>	37.5884	39.4680	41.4416	43.5134
Accounting Technician	N	C	14	1405	5,644.12	5,926.27	6,222.62	6,533.76	6,860.47	2,604.98	2,735.20	2,871.98	3,015.58	3,166.37	<b>32.5622</b>	34.1900	35.8998	37.6947	39.5796
Administrative Analyst I	N	U	14	1406	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	<b>44.3620</b>	46.5799	48.9090	51.3546	53.9221
Administrative Analyst II	E	U	14	1408	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	<b>50.7565</b>	53.2943	55.9589	58.7570	61.6950
Administrative Analyst III	E	U	14	1407	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	<b>54.9728</b>	57.7216	60.6075	63.6379	66.8199
Administrative Assistant	N	U	14	1409	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	<b>36.3384</b>	38.1550	40.0632	42.0663	44.1696
Administrative Assistant Unclassified	N	U	14	1607	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	<b>36.3384</b>	38.1550	40.0632	42.0663	44.1696
Administrative Specialist	N	C	14	1531	4,905.12	5,150.32	5,407.87	5,678.27	5,962.17	2,263.90	2,377.07	2,495.94	2,620.74	2,751.77	<b>28.2987</b>	29.7134	31.1992	32.7593	34.3971
Adult Literacy Coordinator	N	C	14	1580	7,217.56	7,578.42	7,957.34	8,355.23	8,772.96	3,331.18	3,497.73	3,672.62	3,856.26	4,049.06	<b>41.6397</b>	43.7216	45.9078	48.2032	50.6133
Airport Maintenance Coordinator	N	C	14	1413	6,052.24	6,354.90	6,672.66	7,006.26	7,356.59	2,793.34	2,933.03	3,079.69	3,233.66	3,395.35	<b>34.9168</b>	36.6629	38.4961	40.4208	42.4419
Airport Maintenance Worker I	N	C	14	1410	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	<b>26.0159</b>	27.3166	28.6825	30.1163	31.6220
Airport Maintenance Worker II	N	C	14	1411	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	<b>28.6019</b>	30.0318	31.5335	33.1102	34.7654
Airport Operations Technician	N	C	14	1579	5,081.46	5,335.57	5,602.35	5,882.46	6,176.54	2,345.29	2,462.57	2,585.70	2,714.98	2,850.71	<b>29.3161</b>	30.7821	32.3212	33.9372	35.6339
Airport Security Aide	N	C	14	1415	3,806.03	3,996.24	4,196.18	4,405.96	4,626.22	1,756.63	1,844.42	1,936.70	2,033.52	2,135.18	<b>21.9579</b>	23.0553	24.2088	25.4190	26.6898
Animal Control Officer	N	C	14	1416	5,338.78	5,605.73	5,886.03	6,180.33	6,489.38	2,464.05	2,587.26	2,716.63	2,852.46	2,995.10	<b>30.8006</b>	32.3407	33.9579	35.6558	37.4387
Animal Control Officer II	N	C	14	1417	5,898.84	6,193.81	6,503.47	6,828.64	7,170.02	2,722.54	2,858.68	3,001.60	3,151.68	3,309.24	<b>34.0318</b>	35.7335	37.5200	39.3960	41.3655
Applications Administrator	E	C	14	1596	9,614.65	10,095.39	10,600.09	11,130.17	11,686.63	4,437.53	4,659.41	4,892.35	5,137.00	5,393.83	<b>55.4691</b>	58.2426	61.1544	64.2125	67.4229
Applications Analyst	E	C	14	1595	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	<b>46.7642</b>	49.1023	51.5577	54.1356	56.8422
Aquatics Specialist	N	C	14	1601	5,289.77	5,554.23	5,831.97	6,123.56	6,429.67	2,441.43	2,563.49	2,691.68	2,826.26	2,967.54	<b>30.5179</b>	32.0436	33.6460	35.3282	37.0942
Assistant Parking Coordinator	N	C	14	1418	4,908.45	5,153.87	5,411.55	5,682.13	5,966.24	2,265.44	2,378.71	2,497.64	2,622.52	2,753.65	<b>28.3180</b>	29.7339	31.2205	32.7815	34.4206
Assistant Planner	E	C	14	1419	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	<b>41.5767</b>	43.6557	45.8385	48.1305	50.5370
Assistant Transportation Planner	E	C	14	1420	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	<b>41.5767</b>	43.6557	45.8385	48.1305	50.5370
Associate Planner	E	C	14	1422	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	<b>45.0306</b>	47.2823	49.6464	52.1287	54.7350
Associate Transportation Planner	E	C	14	1421	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	<b>45.0306</b>	47.2823	49.6464	52.1287	54.7350
Automotive/Equipment Technician	N	C	14	1578	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	<b>34.0571</b>	35.7602	37.5480	39.4254	41.3967
Automotive Parts Specialist	N	C	14	1427	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	<b>34.0571</b>	35.7602	37.5480	39.4254	41.3967
Automotive Service Writer	N	C	14	1428	6,856.07	7,198.82	7,558.79	7,936.72	8,333.54	3,164.34	3,322.53	3,488.67	3,663.10	3,846.25	<b>39.5542</b>	41.5316	43.6084	45.7888	48.0781
Building Inspector	N	C	14	1431	7,285.53	7,649.83	8,032.27	8,433.92	8,855.58	3,362.55	3,530.69	3,707.20	3,892.58	4,087.19	<b>42.0319</b>	44.1336	46.3400	48.6572	51.0899
Building Permit Technician	N	C	14	1432	5,967.82	6,266.26	6,579.54	6,908.48	7,253.96	2,754.38	2,892.12	3,036.71	3,188.53	3,347.98	<b>34.4298</b>	36.1515	37.9589	39.8566	41.8497
Buyer I	N	C	14	1433	5,924.23	6,220.46	6,531.50	6,858.06	7,200.96	2,734.26	2,870.98	3,014.54	3,165.26	3,323.52	<b>34.1783</b>	35.8872	37.6818	39.5658	41.5440
Buyer II	N	C	14	1575	6,582.46	6,911.62	7,257.23	7,620.08	8,001.05	3,038.06	3,189.98	3,349.49	3,516.96	3,692.79	<b>37.9758</b>	39.8748	41.8686	43.9620	46.1599
Carpenter	N	C	14	1434	6,061.34	6,364.45	6,682.65	7,016.77	7,367.62	2,797.54	2,937.44	3,084.30	3,238.51	3,400.44	<b>34.9693</b>	36.7180	38.5537	40.4814	42.5055
City TV Production Specialist	N	C	14	1463	7,319.95	7,685.93	8,070.21	8,473.70	8,897.35	3,378.44	3,547.35	3,724.71	3,910.94	4,106.47	<b>42.2305</b>	44.3419	46.5589	48.8867	51.3309
Code Enforcement Officer	N	C	14	1435	6,457.71	6,780.58	7,119.62	7,475.63	7,849.36	2,980.48	3,129.50	3,285.98	3,450.29	3,622.78	<b>37.2560</b>	39.1187	41.0747	43.1286	45.2848
Commission Secretary	N	C	14	1514	5,223.99	5,485.11	5,759.43	6,047.36	6,349.76	2,411.07	2,531.59	2,658.20	2,791.09	2,930.66	<b>30.1384</b>	31.6449	33.2275	34.8886	36.6333
Communications Specialist	E	C	14	1436	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	<b>34.5705</b>	36.2992	38.1140	40.0196	42.0208
Community Development Programs Specialist	N	C	14	1437	7,064.29	7,417.50	7,788.41	8,177.82	8,586.72	3,260.44	3,423.46	3,594.65	3,774.38	3,963.10	<b>40.7555</b>	42.7932	44.9331	47.1798	49.5387
Community Education Liaison	E	C	14	1438	5,237.25	5,499.11	5,774.06	6,062.79	6,365.91	2,417.19	2,538.05	2,664.95	2,798.21	2,938.11	<b>30.2149</b>	31.7256	33.3119	34.9776	36.7264
Computer Training Coordinator	E	C	14	1443	7,954.66	8,352.37	8,770.04	9,208.55	9,668.95	3,671.38	3,854.94	4,047.71	4,250.10	4,462.59	<b>45.8923</b>	48.1868	50.5964	53.1262	55.7824
Creeks Outreach Coordinator	E	C	14	1444	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	<b>39.3573</b>	41.3251	43.3915	45.5608	47.8390
Custodian	N	C	14	1445	4,205.28	4,415.54	4,636.28	4,868.13	5,115.54	1,940.90	2,037.94	2,139.82	2,246.83	2,359.17	<b>24.2612</b>	25.4742	26.7477	28.0854	29.4896
Deputy City Clerk	N	C	14	1446	5,771.96	6,060.54	6,363.57	6,681.72	7,015.84	2,663.98	2,797.17	2,937.03	3,083.87	3,238.08	<b>33.2998</b>	34.9646	36.7129	38.5484	40.4760
Electrician	N	C	14	1447	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18	<b>37.1264</b>	38.9826	40.9317	42.9783	45.1272
Electronics/Communications Technician I	N	C	14	1450	6,145.58	6,452.90	6,775.56	7,114.29	7,470.02	2,836.42	2,978.26	3,127.18	3,283.52	3,447.70	<b>35.4553</b>	37.2282	39.0898	41.0440	43.0962
Electronics/Communications Technician II	N	C	14	1451	6,756.51														

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
					Equipment Operator	N	C	14	1455	4,945.24	5,192.53	5,452.16	5,724.75	6,010.98	2,282.42	2,396.55	2,516.38	2,642.19	2,774.30
Facilities Maintenance Worker II	N	C	14	1573	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	<b>28.6019</b>	30.0318	31.5335	33.1102	34.7654
Finance Analyst I	E	U	14	1456	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	<b>44.3620</b>	46.5799	48.9090	51.3546	53.9221
Finance Analyst II	E	U	14	1457	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	<b>50.7565</b>	53.2943	55.9589	58.7570	61.6950
Fire Public Education Coordinator	E	C	14	1459	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	<b>39.3573</b>	41.3251	43.3915	45.5608	47.8390
Fire Services Specialist	N	C	14	1460	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	<b>36.3384</b>	38.1550	40.0632	42.0663	44.1696
Fire Warehouse Specialist	N	C	14	1458	4,835.52	5,077.35	5,331.17	5,597.71	5,877.63	2,231.78	2,343.39	2,460.54	2,583.56	2,712.75	<b>27.8972</b>	29.2924	30.7568	32.2945	33.9094
Fleet Services Technician I	N	C	14	1426	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	<b>34.0571</b>	35.7602	37.5480	39.4254	41.3967
Fleet Services Technician II	N	C	14	1468	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	<b>37.6295</b>	39.5110	41.4863	43.5608	45.7389
Geographic Information Systems Analyst	N	C	14	1606	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	<b>46.7642</b>	49.1023	51.5577	54.1356	56.8422
Geographic Information Systems Coordinator	N	C	14	1423	9,808.31	10,298.73	10,813.70	11,354.37	11,922.11	4,526.91	4,753.26	4,990.94	5,240.48	5,502.51	<b>56.5864</b>	59.4158	62.3868	65.5060	68.7814
Geographic Information Systems Technician	N	C	14	1461	6,890.30	7,234.83	7,596.55	7,976.41	8,375.23	3,180.14	3,339.15	3,506.10	3,681.42	3,865.49	<b>39.7518</b>	41.7394	43.8262	46.0177	48.3186
Graphic Designer	N	C	14	1439	7,351.87	7,719.44	8,105.46	8,510.71	8,936.24	3,393.17	3,562.82	3,740.98	3,928.02	4,124.42	<b>42.4146</b>	44.5353	46.7623	49.1003	51.5553
Grounds Maintenance Crew Leader	N	C	14	1464	5,574.08	5,852.77	6,145.43	6,452.75	6,775.32	2,572.65	2,701.28	2,836.35	2,978.19	3,127.07	<b>32.1581</b>	33.7660	35.4544	37.2274	39.0884
Grounds Maintenance Worker I	N	C	14	1465	4,409.28	4,629.71	4,861.20	5,104.26	5,359.47	2,035.05	2,136.79	2,243.63	2,355.81	2,473.60	<b>25.4381</b>	26.7099	28.0454	29.4476	30.9200
Grounds Maintenance Worker II	N	C	14	1466	4,945.24	5,192.53	5,452.16	5,724.75	6,010.98	2,282.42	2,396.55	2,516.38	2,642.19	2,774.30	<b>28.5303</b>	29.9569	31.4547	33.0274	34.6788
Harbor Operations Assistant	N	C	14	1467	5,081.46	5,335.57	5,602.35	5,882.46	6,176.54	2,345.29	2,462.57	2,585.70	2,714.98	2,850.71	<b>29.3161</b>	30.7821	32.3212	33.9372	35.6339
Head Pool Lifeguard	N	C	14	1572	3,551.12	3,728.62	3,915.10	4,110.86	4,316.39	1,638.98	1,720.90	1,806.97	1,897.32	1,992.18	<b>20.4872</b>	21.5113	22.5871	23.7165	24.9022
Heavy Equipment Technician	N	C	14	1576	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	<b>37.6295</b>	39.5110	41.4863	43.5608	45.7389
Housing Programs Specialist	N	C	14	1469	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	<b>45.0306</b>	47.2823	49.6464	52.1287	54.7350
Housing Project Planner	E	C	14	1590	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	<b>48.2871</b>	50.7016	53.2366	55.8985	58.6937
HVAC Technician	N	C	14	1609	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18	<b>37.1264</b>	38.9826	40.9317	42.9783	45.1272
Information Technology Project Manager	E	C	14	1603	9,808.31	10,298.73	10,813.70	11,354.37	11,922.11	4,526.91	4,753.26	4,990.94	5,240.48	5,502.51	<b>56.5864</b>	59.4158	62.3868	65.5060	68.7814
Information Technology Technician I	N	C	14	1440	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	<b>31.4451</b>	33.0172	34.6679	36.4014	38.2213
Information Technology Technician II	N	C	14	1441	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	<b>34.2275</b>	35.9387	37.7356	39.6224	41.6036
Irrigation Systems Technician	N	C	14	1471	5,601.94	5,882.11	6,176.19	6,485.01	6,809.27	2,585.51	2,714.82	2,850.55	2,993.08	3,142.74	<b>32.3189</b>	33.9353	35.6319	37.4135	39.2842
Lead Equipment Technician	N	C	14	1472	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	<b>41.5767</b>	43.6557	45.8385	48.1305	50.5370
Librarian I	E	C	14	1474	5,969.64	6,268.12	6,581.58	6,910.65	7,256.21	2,755.22	2,892.98	3,037.65	3,189.53	3,349.02	<b>34.4403</b>	36.1622	37.9706	39.8691	41.8627
Librarian II	E	C	14	1473	6,563.05	6,891.17	7,235.74	7,597.59	7,977.41	3,029.10	3,180.54	3,339.57	3,506.58	3,681.88	<b>37.8637</b>	39.7568	41.7446	43.8322	46.0235
Library Assistant I	N	C	14	1476	4,474.21	4,697.88	4,932.76	5,179.42	5,438.38	2,065.02	2,168.25	2,276.66	2,390.50	2,510.02	<b>25.8127</b>	27.1031	28.4583	29.8812	31.3752
Library Assistant II	N	C	14	1477	4,656.34	4,889.11	5,133.55	5,390.23	5,659.75	2,149.08	2,256.51	2,369.33	2,487.80	2,612.19	<b>26.8635</b>	28.2064	29.6166	31.0975	32.6524
Library Systems Technician I	N	C	14	1479	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	<b>31.4451</b>	33.0172	34.6679	36.4014	38.2213
Library Systems Technician II	N	C	14	1481	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	<b>34.2275</b>	35.9387	37.7356	39.6224	41.6036
Library Technician	N	C	14	1480	4,968.21	5,216.66	5,477.49	5,751.31	6,038.87	2,293.02	2,407.69	2,528.07	2,654.45	2,787.17	<b>28.6627</b>	30.0961	31.6009	33.1806	34.8396
Library Technician Trainee	N	U	14	1610	4,471.37	4,694.99	4,929.75	5,176.17	5,435.00	2,063.71	2,166.92	2,275.27	2,389.00	2,508.46	<b>25.7964</b>	27.0865	28.4409	29.8625	31.3557
Library Technician - Unclassified	N	U	14	1594	4,968.21	5,216.66	5,477.49	5,751.31	6,038.87	2,293.02	2,407.69	2,528.07	2,654.45	2,787.17	<b>28.6627</b>	30.0961	31.6009	33.1806	34.8396
Mail Services Specialist	N	C	14	1482	3,806.03	3,996.24	4,196.18	4,405.96	4,626.22	1,756.63	1,844.42	1,936.70	2,033.52	2,135.18	<b>21.9579</b>	23.0553	24.2088	25.4190	26.6898
Maintenance Coordinator	N	C	14	1483	5,844.61	6,136.87	6,443.71	6,765.85	7,104.15	2,697.51	2,832.40	2,974.02	3,122.70	3,278.84	<b>33.7189</b>	35.4050	37.1752	39.0338	40.9855
Maintenance Crew Leader	N	C	14	1484	5,844.84	6,137.11	6,443.97	6,766.13	7,104.46	2,697.62	2,832.51	2,974.14	3,122.83	3,278.98	<b>33.7202</b>	35.4064	37.1767	39.0354	40.9873
Maintenance Worker I	N	C	14	1485	4,205.28	4,415.54	4,636.28	4,868.13	5,111.54	1,940.90	2,037.94	2,139.82	2,246.83	2,359.17	<b>24.2612</b>	25.4742	26.7477	28.0854	29.4896
Maintenance Worker II	N	C	14	1486	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	<b>28.6019</b>	30.0318	31.5335	33.1102	34.7654
Marketing Coordinator	N	C	14	1487	7,351.87	7,719.44	8,105.46	8,510.71	8,936.24	3,393.17	3,562.82	3,740.98	3,928.02	4,124.42	<b>42.4146</b>	44.5353	46.7623	49.1003	51.5553
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	<b>34.5705</b>	36.2992	38.1140	40.0196	42.0208
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	<b>37.6295</b>	39.5110	41.4863	43.5608	45.7389
Network Administrator	E	C	14	1490	9,614.56	10,095.35	10,600.09	11,130.04	11,686.57	4,437.49	4,659.39	4,892.35	5,136.94	5,393.80	<b>55.4686</b>	58.2424	61.1544	64.2118	67.4225
Network Analyst	E	C	14	1442	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	<b>46.7642</b>	49.1023	51.5577	54.1356	56.8422
Office Specialist I	N	C	14	1491	3,902.12	4,097.21	4,302.09	4,517.18	4,743.03	1,800.98	1,891.02	1,985.58	2,084.85	2,189.09	<b>22.5122</b>	23.6377	24.8198	26.0606	27.3636
Office Specialist II	N	C	14	1492	4,290.04	4,504.52													

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
					Planning Technician I	N	C	14	1499	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66
Planning Technician II	N	C	14	1500	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	<b>37.4424</b>	39.3144	41.2800	43.3443	45.5113
Plans Examiner	E	C	14	1501	8,423.46	8,844.64	9,286.88	9,751.17	10,238.78	3,887.75	4,082.14	4,286.25	4,500.54	4,725.59	<b>48.5969</b>	51.0268	53.5781	56.2568	59.0699
Plumber	N	C	14	1502	6,214.39	6,525.09	6,851.39	7,193.98	7,553.67	2,868.18	3,011.58	3,162.18	3,320.30	3,486.31	<b>35.8523</b>	37.6448	39.5273	41.5037	43.5789
Pool Technician	N	C	14	1503	5,289.77	5,554.23	5,831.97	6,123.56	6,429.67	2,441.43	2,563.49	2,691.68	2,826.26	2,967.54	<b>30.5179</b>	32.0436	33.6460	35.3282	37.0942
Program Analyst	E	U	14	1600	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	<b>54.9728</b>	57.7216	60.6075	63.6379	66.8199
Project Engineer I	E	C	14	1505	8,578.12	9,007.03	9,457.37	9,930.27	10,426.80	3,959.13	4,157.09	4,364.94	4,583.20	4,812.37	<b>49.4891</b>	51.9636	54.5618	57.2900	60.1546
Project Engineer II	E	C	14	1506	9,430.76	9,902.30	10,397.42	10,917.27	11,463.16	4,352.66	4,570.29	4,798.81	5,038.74	5,290.69	<b>54.4082</b>	57.1286	59.9851	62.9843	66.1336
Project Planner	E	C	14	1507	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	<b>48.2871</b>	50.7016	53.2366	55.8985	58.6937
Project Planner Unclassified	E	U	14	1605	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	<b>48.2871</b>	50.7016	53.2366	55.8985	58.6937
Property Management Specialist	N	C	14	1508	6,720.59	7,056.62	7,409.48	7,779.94	8,168.90	3,101.81	3,256.90	3,419.76	3,590.74	3,770.26	<b>38.7726</b>	40.7112	42.7470	44.8842	47.1282
Public Works Inspector I	N	C	14	1509	6,345.78	6,663.06	6,996.19	7,345.98	7,713.36	2,928.82	3,075.26	3,229.01	3,390.45	3,560.01	<b>36.6102</b>	38.4407	40.3626	42.3806	44.5001
Public Works Inspector II	N	C	14	1510	7,188.50	7,547.93	7,925.28	8,321.56	8,737.63	3,317.77	3,483.66	3,657.82	3,840.72	4,032.75	<b>41.4721</b>	43.5457	45.7228	48.0090	50.4094
Public Works Operations Assistant	N	C	14	1571	4,908.45	5,153.87	5,411.55	5,682.13	5,966.24	2,265.44	2,378.71	2,497.64	2,622.52	2,753.65	<b>28.3180</b>	29.7339	31.2205	32.7815	34.4206
Real Property Agent	N	C	14	1511	7,766.48	8,154.81	8,562.54	8,990.67	9,440.21	3,584.53	3,763.76	3,951.94	4,149.54	4,357.02	<b>44.8066</b>	47.0470	49.3993	51.8692	54.4627
Records Technician	N	C	14	1512	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	<b>28.6019</b>	30.0318	31.5335	33.1102	34.7654
Recreation Coordinator	N	C	14	1515	5,854.62	6,147.31	6,454.72	6,777.44	7,116.29	2,702.13	2,837.22	2,979.10	3,128.05	3,284.44	<b>33.7766</b>	35.4652	37.2388	39.1006	41.0555
Recreation Program Leader	N	C	14	1517	4,142.78	4,349.93	4,567.46	4,795.83	5,035.62	1,912.05	2,007.66	2,108.06	2,213.46	2,324.13	<b>23.9006</b>	25.0958	26.3508	27.6682	29.0516
Recreation Specialist	N	C	14	1516	4,843.78	5,085.97	5,340.27	5,607.29	5,887.64	2,235.59	2,347.37	2,464.74	2,587.98	2,717.37	<b>27.9449</b>	29.3421	30.8093	32.3498	33.9671
Recycling Educator	N	C	14	1518	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	<b>34.2275</b>	35.9387	37.7356	39.6224	41.6036
Rental Housing Mediation Specialist	N	C	14	1519	6,425.60	6,746.87	7,084.20	7,438.43	7,810.34	2,965.66	3,113.94	3,269.63	3,433.12	3,604.77	<b>37.0707</b>	38.9242	40.8704	42.9140	45.0596
Senior Accountant	E	C	14	1520	7,922.92	8,319.09	8,735.09	9,171.85	9,630.42	3,656.73	3,839.58	4,031.58	4,233.16	4,444.81	<b>45.7091</b>	47.9948	50.3947	52.9145	55.5601
Senior Airport Maintenance Worker	N	C	14	1521	5,477.72	5,751.59	6,039.15	6,341.14	6,658.19	2,528.18	2,654.58	2,787.30	2,926.68	3,073.01	<b>31.6022</b>	33.1823	34.8413	36.5835	38.4126
Senior Airport Security Aide	N	C	14	1587	4,186.59	4,395.99	4,615.74	4,846.55	5,088.87	1,932.27	2,028.92	2,130.34	2,236.87	2,348.71	<b>24.1534</b>	25.3615	26.6293	27.9609	29.3589
Senior Building Inspector	N	C	14	1523	8,049.80	8,452.21	8,874.80	9,318.60	9,784.52	3,715.29	3,901.02	4,096.06	4,300.89	4,515.93	<b>46.4411</b>	48.7627	51.2007	53.7611	56.4491
Senior Building Inspector Specialty	N	C	14	1574	8,461.35	8,884.46	9,328.65	9,795.11	10,284.84	3,905.24	4,100.52	4,305.53	4,520.82	4,746.85	<b>48.8155</b>	51.2565	53.8191	56.5103	59.3356
Senior Buyer	N	C	14	1522	7,240.70	7,602.81	7,982.93	8,382.10	8,801.20	3,341.86	3,508.99	3,684.43	3,868.66	4,062.09	<b>41.7733</b>	43.8624	46.0554	48.3582	50.7761
Senior Commission Secretary	N	C	14	1513	5,771.96	6,060.54	6,363.57	6,681.72	7,015.84	2,663.98	2,797.17	2,937.03	3,083.87	3,238.08	<b>33.2998</b>	34.9646	36.7129	38.5484	40.4760
Senior Community Development Programs Specialist	N	C	14	1588	7,770.77	8,159.28	8,567.26	8,995.61	9,445.39	3,586.51	3,765.82	3,954.12	4,151.82	4,359.41	<b>44.8314</b>	47.0728	49.4265	51.8978	54.4926
Senior Custodian	N	C	14	1524	4,442.40	4,664.53	4,898.01	5,142.67	5,399.81	2,050.34	2,152.86	2,260.62	2,373.54	2,492.22	<b>25.6293</b>	26.9107	28.2578	29.6692	31.1528
Senior Electronics/Communications Technician	N	C	14	1525	7,245.12	7,607.38	7,987.76	8,387.19	8,806.55	3,343.90	3,511.10	3,686.66	3,871.01	4,064.56	<b>41.7988</b>	43.8888	46.0832	48.3876	50.8070
Senior Engineering Technician	N	C	14	1526	6,911.02	7,256.49	7,619.34	8,000.33	8,400.36	3,189.70	3,349.15	3,516.62	3,692.46	3,877.09	<b>39.8712</b>	41.8644	43.9578	46.1557	48.4636
Senior Grounds Maintenance Worker	N	C	14	1527	5,146.57	5,403.91	5,674.11	5,957.77	6,255.69	2,375.34	2,494.11	2,618.82	2,749.74	2,887.24	<b>29.6917</b>	31.1764	32.7353	34.3718	36.0905
Senior Library Technician	E	C	14	1528	5,434.89	5,706.59	5,992.00	6,291.55	6,606.17	2,508.41	2,633.81	2,765.54	2,903.79	3,049.00	<b>31.3551</b>	32.9226	34.5692	36.2974	38.1125
Senior Maintenance Worker	N	C	14	1529	5,560.49	5,838.50	6,130.43	6,436.95	6,758.74	2,566.38	2,694.69	2,829.43	2,970.90	3,119.42	<b>32.0798</b>	33.6836	35.3679	37.1362	38.9927
Senior Network/Applications Analyst	E	C	14	1504	8,749.33	9,186.82	9,646.11	10,128.45	10,634.85	4,038.15	4,240.07	4,452.05	4,674.67	4,908.39	<b>50.4769</b>	53.0009	55.6506	58.4334	61.3549
Senior Plan Check Engineer	E	C	14	1425	9,734.27	10,220.99	10,732.04	11,268.68	11,832.08	4,492.74	4,717.38	4,953.25	5,200.93	5,460.96	<b>56.1593</b>	58.9673	61.9156	65.0116	68.2620
Senior Plans Examiner	E	C	14	1530	8,810.17	9,250.67	9,713.19	10,198.85	10,708.82	4,066.23	4,269.54	4,483.01	4,707.16	4,942.53	<b>50.8279</b>	53.3693	56.0376	58.8395	61.7816
Senior Project Engineer	N	C	14	1602	10,217.70	10,728.58	11,264.98	11,828.22	12,419.64	4,715.86	4,951.65	5,199.22	5,459.18	5,732.14	<b>58.9482</b>	61.8956	64.9903	68.2397	71.6517
Senior Project Engineer Unclassified	N	U	14	1608	10,217.70	10,728.58	11,264.98	11,828.22	12,419.64	4,715.86	4,951.65	5,199.22	5,459.18	5,732.14	<b>58.9482</b>	61.8956	64.9903	68.2397	71.6517
Senior Property Management Specialist	N	C	14	1534	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	<b>45.0306</b>	47.2823	49.6464	52.1287	54.7350
Senior Public Works Inspector	N	C	14	1533	7,942.52	8,339.63	8,756.58	9,194.49	9,654.17	3,665.78	3,849.06	4,041.50	4,243.61	4,455.77	<b>45.8223</b>	48.1132	50.5188	53.0451	55.6971
Senior Real Property Agent	E	C	14	1535	8,930.42	9,376.94	9,845.81	10,338.08	10,855.02	4,121.73	4,327.82	4,544.22	4,771.42	5,010.01	<b>51.5216</b>	54.0977	56.8027	59.6427	62.6251
Senior Rental Housing Mediation Specialist	N	C	14	1536	7,770.77	8,159.28	8,567.26	8,995.61	9,445.39	3,586.51	3,765.82	3,954.12	4,151.82	4,359.41	<b>44.8314</b>	47.0728	49.4265	51.8978	54.4926
Senior Streets Maintenance Worker	N	C	14	1537	5,653.01	5,935.65	6,232.42	6,544.05	6,871.24	2,609.08	2,739.53	2,876.50	3,020.33	3,171.34	<b>32.6135</b>	34.2441	35.9562	37.7541	39.6417
Senior Traffic Signal Technician	N	C	14	1583	6,900.66	7,245.70	7,607.95	7,988.39	8,387.82	3,184.92	3,344.17	3,511.36	3,686.95	3,871.30	<b>39.8115</b>	41.8021	43.8920	46.0869	48.3912
Senior Traffic Technician	N	C	14	1538	6,754.19	7,091.89	7,446.49	7,818.83	8,209.78	3,117.32	3,273.18	3,436.84	3,608.69	3,789.13	<b>38.9665</b>	40.9148	42.9605	45.1086	47.3641
Senior Tree Trimmer	N	C	14	1539	5,672.29	5,955.89	6,253.72	6,566.34	6,894.72	2,617.98	2,748.87	2,886.33	3,030.62	3,182.18	<b>32.7247</b>	34.3609	36.0791	37.8828	39.7772
Senior Waterfront Maintenance Worker	N	C	14	1540	5,477.72	5,751.59	6,039.15	6,341.14	6,658.19	2,528.18	2,654.58	2,787.30	2,926.68	3,073.01	<b>31.6022</b>	33.1823	34.8413	36.5835	38.4126
Stock Clerk	N	C	14	1543	4,376.45	4,595.26	4,824.99	5,066.25	5,319.60	2,019.90	2,120.89	2,226.92	2,338.27	2,455.20	<b>25.2488</b>	26.5111	27.8365	29.2284	30.6900
Streets Maintenance Coordinator	N	C	14	1544	6,245.94	6,558.28	6,886.19	7,230.47	7,592.00	2,882.74	3,026.90	3,178.24	3,337.14	3,504.00	<b>36.0342</b>	37.8362	39.7280	41.7143	43.8000
Streets Maintenance Crew Leader	N	C	14	1545	5,942.04	6,239.13	6,551.07	6,878.69	7,222.65										

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
					Traffic Signal Technician II	E	C	14	1582	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18
Traffic Technician I	N	C	14	1552	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	<b>31.4451</b>	33.0172	34.6679	36.4014	38.2213
Traffic Technician II	N	C	14	1553	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	<b>34.5705</b>	36.2992	38.1140	40.0196	42.0208
Tree Care Specialist	N	C	14	1555	5,108.24	5,363.67	5,631.86	5,913.42	6,209.10	2,357.65	2,475.54	2,599.32	2,729.27	2,865.74	<b>29.4706</b>	30.9443	32.4915	34.1159	35.8218
Tree Trimmer I	N	C	14	1557	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	<b>26.0159</b>	27.3166	28.6825	30.1163	31.6220
Tree Trimmer II	N	C	14	1556	5,057.52	5,310.44	5,575.98	5,854.75	6,147.51	2,334.24	2,450.97	2,573.53	2,702.19	2,837.31	<b>29.1780</b>	30.6371	32.1691	33.7774	35.4664
Vehicle Services Assistant	N	C	14	1558	4,464.66	4,687.89	4,922.23	5,168.41	5,426.76	2,060.61	2,163.64	2,271.80	2,385.42	2,504.66	<b>25.7576</b>	27.0455	28.3975	29.8177	31.3083
Warehouse Specialist	N	C	14	1559	4,835.52	5,077.35	5,331.17	5,597.71	5,877.63	2,231.78	2,343.39	2,460.54	2,583.56	2,712.75	<b>27.8972</b>	29.2924	30.7568	32.2945	33.9094
Water Conservation Coordinator	E	U	14	1599	8,582.75	9,021.96	9,461.12	9,946.76	10,432.39	3,961.27	4,163.98	4,366.67	4,590.81	4,814.95	<b>49.5159</b>	52.0497	54.5834	57.3851	60.1869
Water Quality Research Analyst	E	C	14	1589	8,797.79	9,237.67	9,699.54	10,184.53	10,693.80	4,060.52	4,263.54	4,476.71	4,700.55	4,935.60	<b>50.7565</b>	53.2942	55.9589	58.7569	61.6950
Water Resources Specialist	E	C	14	1560	7,575.23	7,953.96	8,351.61	8,769.26	9,207.73	3,496.26	3,671.06	3,854.59	4,047.35	4,249.72	<b>43.7033</b>	45.8883	48.1824	50.5919	53.1215
Water Resources Technician	N	C	14	1562	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	<b>34.2275</b>	35.9387	37.7356	39.6224	41.6036
Waterfront Maintenance Coordinator	N	C	14	1598	6,052.24	6,354.90	6,672.66	7,006.26	7,356.59	2,793.34	2,933.03	3,079.69	3,233.66	3,395.35	<b>34.9168</b>	36.6629	38.4961	40.4208	42.4419
Waterfront Maintenance Crew Leader	N	C	14	1564	5,757.77	6,045.67	6,347.94	6,665.40	6,998.70	2,657.43	2,790.31	2,929.82	3,076.34	3,230.17	<b>33.2179</b>	34.8789	36.6227	38.4542	40.3771
Waterfront Maintenance Worker I	N	C	14	1565	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	<b>26.0159</b>	27.3166	28.6825	30.1163	31.6220
Waterfront Maintenance Worker II	N	C	14	1566	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	<b>28.6019</b>	30.0318	31.5335	33.1102	34.7654
Waterfront Vessel Technician	N	C	14	1567	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	<b>28.6019</b>	30.0318	31.5335	33.1102	34.7654
Web Services Technician	E	C	14	1586	6,890.30	7,234.83	7,596.55	7,976.41	8,375.23	3,180.14	3,339.15	3,506.10	3,681.42	3,865.49	<b>39.7518</b>	41.7394	43.8262	46.0177	48.3186
Webmaster	E	C	14	1550	9,614.56	10,095.35	10,600.09	11,130.04	11,686.57	4,437.49	4,659.39	4,892.35	5,136.94	5,393.80	<b>55.4686</b>	58.2424	61.1544	64.2118	67.4225
Welder/Fabricator	N	C	14	1568	5,971.33	6,269.90	6,583.40	6,912.58	7,258.20	2,756.00	2,893.80	3,038.49	3,190.42	3,349.94	<b>34.4500</b>	36.1725	37.9811	39.8802	41.8742
<b>FIRE</b>																			
Fire Captain (56 Hour)	7	C	34	3400	9,286.57	9,750.91	10,238.50	10,750.39	11,287.92	4,286.11	4,500.42	4,725.46	4,961.72	5,209.81	<b>38.2688</b>	40.1823	42.1916	44.3011	46.5161
Fire Captain (40 Hour)	7	C	34	3405	9,286.57	9,750.91	10,238.45	10,750.39	11,287.92	4,286.11	4,500.42	4,725.44	4,961.72	5,209.81	<b>53.5764</b>	56.2553	59.0680	62.0215	65.1226
Fire Engineer (56 Hour)	7	C	34	3401	8,036.04	8,437.85	8,859.76	9,302.74	9,767.88	3,708.94	3,894.39	4,089.12	4,293.57	4,508.25	<b>33.1155</b>	34.7713	36.5100	38.3355	40.2522
Fire Engineer (40 Hour)	7	C	34	3402	8,036.04	8,437.87	8,859.78	9,302.76	9,767.90	3,708.94	3,894.40	4,089.13	4,293.58	4,508.26	<b>46.3617</b>	48.6800	51.1141	53.6697	56.3532
Fire Inspector I (40 Hour)	7	C	39	3901	7,093.97	7,448.74	7,821.17	8,212.21	8,622.79	3,274.14	3,437.88	3,609.77	3,790.25	3,979.75	<b>40.9268</b>	42.9735	45.1221	47.3781	49.7469
Fire Inspector II (40 Hour)	7	C	39	3902	8,036.04	8,437.87	8,859.78	9,302.76	9,767.90	3,708.94	3,894.40	4,089.13	4,293.58	4,508.26	<b>46.3617</b>	48.6800	51.1141	53.6697	56.3532
Fire Inspector III (40 Hour)	7	C	39	3903	9,286.57	9,750.91	10,238.45	10,750.39	11,287.92	4,286.11	4,500.42	4,725.44	4,961.72	5,209.81	<b>53.5764</b>	56.2553	59.0680	62.0215	65.1226
Firefighter (56 Hour)	7	C	34	3403	7,094.01	7,448.70	7,821.15	8,212.19	8,622.81	3,274.16	3,437.86	3,609.76	3,790.24	3,979.76	<b>29.2336</b>	30.6952	32.2300	33.8415	35.5336
Firefighter (40 Hour)	7	C	34	3404	7,093.97	7,448.74	7,821.17	8,212.21	8,622.81	3,274.14	3,437.88	3,609.77	3,790.25	3,979.76	<b>40.9268</b>	42.9735	45.1221	47.3781	49.7470
Firefighter - Entry	7	C	39	3904	6,384.60	6,703.84	7,039.02	7,390.98	7,760.52	2,946.74	3,094.08	3,248.78	3,411.22	3,581.78	<b>36.8342</b>	38.6760	40.6097	42.6402	44.7723
<b>LEGAL/PROFESSIONAL ATTORNEY</b>																			
Assistant City Attorney I	E	U	01	0103	10,761.27				13,080.47	4,966.74				6,037.14	<b>62.0843</b>				75.4643
Assistant City Attorney II	E	U	01	0104	11,949.56				14,524.77	5,515.18				6,703.74	<b>68.9397</b>				83.7967
Assistant City Attorney III	E	U	01	0105	13,878.22				16,869.06	6,405.33				7,785.72	<b>80.0666</b>				97.3215
Assistant City Attorney IV	E	U	01	0106	15,266.03				18,555.98	7,045.86				8,564.30	<b>88.0732</b>				107.0537
Assistant City Attorney V	E	U	01	0121	17,075.02				20,754.87	7,880.78				9,579.17	<b>98.5097</b>				119.7396
Deputy City Attorney	E	U	01	0110	8,947.88				10,876.19	4,129.79				5,019.78	<b>51.6224</b>				62.7473
<b>MANAGEMENT</b>																			
Airport Business Manager	E	U	02	0259	9,935.88				12,077.15	4,585.79				5,574.07	<b>57.3224</b>				69.6759
Airport Facilities Manager	E	U	02	0246	10,536.76				12,807.49	4,863.12				5,911.15	<b>60.7890</b>				73.8894
Airport Operations Manager	E	U	02	0202	10,869.17				13,211.55	5,016.54				6,097.64	<b>62.7068</b>				76.2205
Airport Properties Manager	E	U	02	0269	10,869.17				13,211.55	5,016.54				6,097.64	<b>62.7068</b>				76.2205
Assistant Finance Director	E	U	02	0204	12,976.34				15,766.27	5,989.08				7,276.74	<b>74.8635</b>				90.9593
Assistant Library Director	E	U	02	0253	12,615.11				15,333.80	5,822.36				7,077.14	<b>72.7795</b>				88.4642
Assistant Parks & Recreation Director	E	U	02	0205	12,564.18				15,271.84	5,798.85				7,048.54	<b>72.4856</b>				88.1068
Assistant to the City Administrator	E	U	02	0225	10,035.52				12,198.25	4,631.78				5,629.96	<b>57.8972</b>				70.3745
Budget Manager	E	U	02	0207	10,386.18				12,624.47	4,793.62				5,826.68	<b>59.9203</b>				72.8335
Chief Building Official	E	U	02	0208	12,508.49				15,204.24	5,773.15				7,017.34	<b>72.1644</b>				87.7168
City Clerk Services Manager	E	U	02	0209	11,032.99				13,410.74	5,092.15				6,189.57	<b>63.6519</b>				77.3696
City Engineer	E	U	02	0206	15,521.39				18,866.36	7,163.72				8,707.55	<b>89.5465</b>				108.8444
City Planner	E	U	02	0210	13,503.25				16,188.03	6,232.27				7,471.40	<b>77.9034</b>				93.3925

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
					Community Development Business Manager	E	U	02	0211	9,935.88				12,077.15	4,585.79				5,574.07
Community Engagement Officer/PIO	E	U	02	0264	9,935.88				12,077.15	4,585.79				5,574.07	<b>57.3224</b>				69.6759
Controller	E	U	02	0272	11,425.74				13,888.12	5,273.42				6,409.90	<b>65.9178</b>				80.1237
Creeks Restoration/Clean Water Manager	E	U	02	0212	10,745.95				13,061.75	4,959.67				6,028.50	<b>61.9959</b>				75.3563
Cross Functional Team Manager	E	U	02	0266	12,228.49				14,863.83	5,643.92				6,860.23	<b>70.5490</b>				85.7529
Downtown Plaza & Parking Manager	E	U	02	0258	10,745.17				13,060.88	4,959.31				6,028.10	<b>61.9914</b>				75.3512
Economic Development Manager	E	U	02	0260	14,017.34				17,038.17	6,469.54				7,863.77	<b>80.8692</b>				98.2971
Emergency Services Manager	E	U	02	0215	9,255.35				11,249.94	4,271.70				5,192.28	<b>53.3963</b>				64.9035
Energy and Climate Program Manager	E	U	02	0262	10,237.74				12,444.03	4,725.11				5,743.40	<b>59.0639</b>				71.7925
Environmental Services Manager	E	U	02	0217	10,237.74				12,444.03	4,725.11				5,743.40	<b>59.0639</b>				71.7925
Facilities Manager	E	U	02	0218	10,536.76				12,807.49	4,863.12				5,911.15	<b>60.7890</b>				73.8894
Fire Business Manager	E	U	02	0254	9,935.88				12,077.15	4,585.79				5,574.07	<b>57.3224</b>				69.6759
Fire Operations Division Chief	E	U	32	3200	15,182.14				18,453.93	7,007.14				8,517.20	<b>87.5892</b>				106.4650
Fleet Services Manager	E	U	02	0219	9,577.47				11,641.46	4,420.37				5,372.98	<b>55.2546</b>				67.1623
General Services Manager	E	U	02	0220	10,514.18				12,780.06	4,852.70				5,898.49	<b>60.6587</b>				73.7311
Harbor Operations Manager	E	U	02	0222	11,144.77				13,546.61	5,143.74				6,252.28	<b>64.2968</b>				78.1535
Housing & Human Services Manager	E	U	02	0257	10,657.51				12,954.24	4,918.85				5,978.88	<b>61.4856</b>				74.7360
Human Resources Manager	E	U	02	0223	11,863.97				14,420.77	5,475.68				6,655.74	<b>68.4460</b>				83.1968
Information Technology Manager	E	U	02	0214	12,119.06				14,730.82	5,593.41				6,798.84	<b>69.9176</b>				84.9855
Labor Relations Manager	E	U	02	0267	10,761.27				13,080.47	4,966.74				6,037.14	<b>62.0843</b>				75.4643
Library Services Manager	E	U	02	0224	9,642.99				11,721.13	4,450.61				5,409.75	<b>55.6326</b>				67.6219
Parks & Recreation Business Manager	E	U	02	0226	10,237.74				12,444.03	4,725.11				5,743.40	<b>59.0639</b>				71.7925
Parks Manager	E	U	02	0227	9,931.24				12,071.50	4,583.65				5,571.46	<b>57.2956</b>				69.6432
Police Administrative Manager	E	U	02	0270	12,103.02				14,711.36	5,586.01				6,789.86	<b>69.8251</b>				84.8732
Police Business Manager	E	U	02	0229	9,935.88				12,077.15	4,585.79				5,574.07	<b>57.3224</b>				69.6759
Police Information Technology Manager	E	U	02	0228	10,480.56				12,739.24	4,837.18				5,879.65	<b>60.4648</b>				73.4956
Police Records Manager	E	U	02	0230	9,577.47				11,641.46	4,420.37				5,372.98	<b>55.2546</b>				67.1623
Principal Architect	E	U	02	0271	13,496.47				16,405.09	6,229.14				7,571.58	<b>77.8642</b>				94.6447
Principal Engineer	E	U	02	0231	13,496.47				16,405.09	6,229.14				7,571.58	<b>77.8642</b>				94.6447
Principal Planner	E	U	02	0232	10,657.51				12,954.24	4,918.85				5,978.88	<b>61.4856</b>				74.7360
Principal Project Manager	E	U	02	0256	13,496.47				16,405.09	6,229.14				7,571.58	<b>77.8642</b>				94.6447
Principal Traffic Engineer	E	U	02	0252	13,496.47				16,405.09	6,229.14				7,571.58	<b>77.8642</b>				94.6447
Public Safety Communications Manager	E	U	02	0245	10,851.84				13,190.62	5,008.54				6,087.98	<b>62.6068</b>				76.0997
Public Works Business Manager	E	U	02	0234	10,869.17				13,211.55	5,016.54				6,097.64	<b>62.7068</b>				76.2205
Public Works Manager	E	U	02	0268	12,228.49				14,863.83	5,643.92				6,860.23	<b>70.5490</b>				85.7529
Public Works Operations Manager	E	U	02	0273	13,496.47				16,405.09	6,229.14				7,571.58	<b>77.8642</b>				94.6447
Recreation Programs Manager	E	U	02	0235	9,847.54				11,969.75	4,545.02				5,524.50	<b>56.8127</b>				69.0562
Risk Manager	E	U	02	0236	10,370.82				12,605.80	4,786.53				5,818.06	<b>59.8316</b>				72.7258
Senior Assistant to the City Administrator	E	U	02	0248	10,956.62				13,317.89	5,056.90				6,146.72	<b>63.2113</b>				76.8340
State Street Master Planner	E	U	02	0265	12,258.70				14,900.51	5,657.86				6,877.16	<b>70.7232</b>				85.9645
Transportation Planning & Parking Manager	E	U	02	0250	11,647.78				14,158.02	5,375.90				6,534.47	<b>67.1987</b>				81.6809
Wastewater System Manager	E	U	02	0240	13,300.60				16,166.97	6,138.74				7,461.68	<b>76.7343</b>				93.2710
Water Resources Manager	E	U	02	0242	15,521.52				18,866.62	7,163.78				8,707.67	<b>89.5473</b>				108.8459
Water Services Manager	E	U	02	0263	13,300.60				16,166.97	6,138.74				7,461.68	<b>76.7343</b>				93.2710
Water System Manager	E	U	02	0241	13,300.60				16,166.97	6,138.74				7,461.68	<b>76.7343</b>				93.2710
Waterfront Business Manager	E	U	02	0244	10,869.17				13,211.55	5,016.54				6,097.64	<b>62.7068</b>				76.2205
Waterfront Facilities Manager	E	U	02	0243	10,536.76				12,807.49	4,863.12				5,911.15	<b>60.7890</b>				73.8894
<b>MANAGEMENT/APPOINTED</b>																			
City Administrator/Clerk/Treasurer	E	U	01	0107	23,573.10				28,523.45	10,879.89				<b>13,164.66</b>	135.9986				164.5583
City Attorney	E	U	01	0108	23,477.98				28,408.36	10,835.99				<b>13,111.56</b>	135.4500				163.8945

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
<b>MANAGEMENT/EXECUTIVE</b>																			
Administrative Services Director	E	U	01	0100	14,802.52				17,992.56	6,831.93				8,304.26	<b>85.3991</b>		103.8033		
Airport Director	E	U	01	0102	16,551.38				20,118.39	7,639.10				9,285.41	<b>95.4888</b>		116.0676		
Assistant City Administrator	E	U	01	0101	19,113.60				23,232.76	8,821.66				10,722.81	<b>110.2707</b>		134.0351		
Community Development Director	E	U	01	0109	15,720.77				19,108.74	7,255.74				8,819.42	<b>90.6968</b>		110.2428		
Finance Director	E	U	01	0111	15,565.12				18,919.55	7,183.90				8,732.10	<b>89.7988</b>		109.1512		
Fire Chief	E	U	31	3100	17,612.96				21,408.70	8,129.06				9,880.94	<b>101.6133</b>		123.5118		
Human Resources Director	E	U	01	0118	14,925.84				18,142.52	6,888.85				8,373.47	<b>86.1106</b>		104.6684		
Information Technology Director	E	U	01	0119	15,077.34				18,326.60	6,958.77				8,458.43	<b>86.9846</b>		105.7304		
Library Director	E	U	01	0112	15,044.94				18,287.27	6,943.82				8,440.28	<b>86.7977</b>		105.5035		
Parks & Recreation Director	E	U	01	0113	15,077.34				18,326.60	6,958.77				8,458.43	<b>86.9846</b>		105.7304		
Police Chief	E	U	21	2100	19,516.32				23,722.27	9,007.53				10,948.74	<b>112.5941</b>		136.8592		
Public Works Director	E	U	01	0114	18,010.70				21,892.15	8,312.63				10,104.07	<b>103.9079</b>		126.3009		
Sustainability & Resilience Director	E	U	01	0120	14,925.84				18,142.52	6,888.85				8,373.47	<b>86.1106</b>		104.6684		
Waterfront Director/Harbormaster	E	U	01	0115	16,551.38				20,118.39	7,639.10				9,285.41	<b>95.4888</b>		116.0676		
<b>MANAGEMENT/FIRE</b>																			
Fire Battalion Chief	E	C	33	3300	13,201.59				16,046.66	6,093.04				7,406.15	<b>54.4021</b>		66.1263		
Fire Battalion Chief 40 HR	E	C	33	3301	13,201.59				16,046.66	6,093.04				7,406.15	<b>76.1630</b>		92.5769		
Fire Battalion Chief / Fire Marshal	E	C	33	3303	13,201.59				16,046.66	6,093.04				7,406.15	<b>76.1630</b>		92.5769		
<b>MANAGEMENT/POLICE</b>																			
Assistant Police Chief	E	C	23	2303	16,873.46				20,509.80	7,787.75				9,466.06	<b>97.3469</b>		118.3258		
Police Commander	E	C	23	2302	14,224.43				17,289.78	6,565.12				7,979.90	<b>82.0640</b>		99.7487		
Police Lieutenant	E	C	23	2301	13,541.49				16,459.78	6,249.92				7,596.82	<b>78.1240</b>		94.9602		
<b>MAYOR/CITY COUNCIL</b>																			
City Councilmember	E			0001					5,007.34					<b>2,311.08</b>					
Mayor	E			0002					6,259.18					<b>2,888.85</b>					
<b>POLICE</b>																			
Identification Technician	N	C	29	2901	7,186.10	7,545.42	7,922.68	8,318.83	8,734.74	3,316.66	3,482.50	3,656.62	3,839.46	4,031.42	<b>41.4583</b>	43.5312	45.7078	47.9932	50.3928
Parking Enforcement Officer	N	C	29	2902	5,012.58	5,263.22	5,526.34	5,802.72	6,092.84	2,313.50	2,429.18	2,550.62	2,678.18	2,812.08	<b>28.9188</b>	30.3647	31.8828	33.4773	35.1510
Police Officer Range A	7	C	24	2400	8,564.34	8,992.56	9,442.20	9,914.28	10,410.01	3,952.77	4,150.41	4,357.94	4,575.82	4,804.62	<b>49.4096</b>	51.8801	54.4743	57.1977	60.0577
Police Officer Range B	7	C	24	2400	8,735.61	9,172.41	9,631.05	10,112.56	10,618.21	4,031.82	4,233.42	4,445.10	4,667.34	4,900.71	<b>50.3978</b>	52.9177	55.5638	58.3417	61.2589
Police Officer Range C	7	C	24	2400	8,906.91	9,352.24	9,819.89	10,310.85	10,826.41	4,110.88	4,316.42	4,532.26	4,758.85	4,996.80	<b>51.3860</b>	53.9553	56.6533	59.4856	62.4600
Police Officer Range D	7	C	24	2400	9,078.20	9,532.11	10,008.74	10,509.14	11,034.61	4,189.94	4,399.43	4,619.42	4,850.37	5,092.90	<b>52.3742</b>	54.9929	57.7428	60.6296	63.6612
Police Officer - Entry	7	C	29	2903	8,107.10	8,512.49	8,938.09	9,385.03	9,854.24	3,741.74	3,928.84	4,125.27	4,331.55	4,548.11	<b>46.7718</b>	49.1105	51.5659	54.1444	56.8514
Police Property/Evidence Assistant	N	C	29	2905	5,068.31	5,321.75	5,587.90	5,867.25	6,160.57	2,339.22	2,456.19	2,579.03	2,707.96	2,843.34	<b>29.2402</b>	30.7024	32.2379	33.8495	35.5418
Police Property/Evidence Technician	N	C	29	2906	5,975.10	6,273.89	6,587.56	6,916.95	7,262.80	2,757.74	2,895.64	3,040.41	3,192.44	3,352.06	<b>34.4718</b>	36.1955	38.0051	39.9055	41.9007
Police Range/Equipment Technician	N	C	29	2917	6,683.08	7,017.23	7,368.10	7,736.50	8,123.31	3,084.50	3,238.72	3,400.66	3,570.69	3,749.22	<b>38.5562</b>	40.4840	42.5082	44.6336	46.8653
Police Records Specialist	N	C	29	2904	4,977.90	5,226.78	5,488.08	5,762.49	6,050.59	2,297.49	2,412.36	2,532.96	2,659.61	2,792.58	<b>28.7186</b>	30.1545	31.6620	33.2451	34.9073
Police Records Supervisor	N	C	29	2914	5,975.10	6,273.89	6,587.56	6,916.95	7,262.80	2,757.74	2,895.64	3,040.41	3,192.44	3,352.06	<b>34.4718</b>	36.1955	38.0051	39.9055	41.9007
Police Sergeant	7	C	24	2401	11,044.89	11,597.13	12,177.01	12,785.85	13,425.17	5,097.64	5,352.52	5,620.16	5,901.16	6,196.23	<b>63.7205</b>	66.9065	70.2520	73.7645	77.4529
Police Services Coordinator	N	C	29	2916	5,274.69	5,538.39	5,815.33	6,106.08	6,411.36	2,434.47	2,556.18	2,684.00	2,818.19	2,959.09	<b>30.4309</b>	31.9522	33.5500	35.2274	36.9886
Police Services Specialist	N	C	29	2915	4,519.04	4,744.96	4,982.23	5,231.31	5,492.89	2,085.71	2,189.98	2,299.49	2,414.45	2,535.18	<b>26.0714</b>	27.3747	28.7436	30.1806	31.6898
Police Technician	N	C	29	2909	4,773.90	5,012.58	5,263.20	5,526.41	5,802.70	2,203.34	2,313.50	2,429.17	2,550.65	2,678.17	<b>27.5417</b>	28.9188	30.3646	31.8831	33.4771
Public Safety Dispatcher I	N	U	29	2910	5,687.20	5,971.46	6,270.10	6,583.59	6,912.73	2,624.86	2,756.06	2,893.89	3,038.58	3,190.49	<b>32.8107</b>	34.4508	36.1736	37.9822	39.8811
Public Safety Dispatcher II	N	C	29	2911	5,977.44	6,276.25	6,590.09	6,919.64	7,265.64	2,758.82	2,896.73	3,041.58	3,193.68	3,353.37	<b>34.4852</b>	36.2091	38.0198	39.9210	41.9171
Public Safety Dispatcher III	N	C	29	2912	6,605.00	6,935.33	7,282.06	7,646.12	8,028.48	3,048.46	3,200.92	3,360.95	3,528.98	3,705.45	<b>38.1058</b>	40.0115	42.0119	44.1123	46.3181
Public Safety Dispatch Supervisor	N	C	29	2913	8,057.77	8,460.62	8,883.68	9,327.87	9,794.24	3,718.97	3,904.90	4,100.16	4,305.17	4,520.42	<b>46.4871</b>	48.8112	51.2520	53.8146	56.5052

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
<b>SUPERVISOR</b>																			
Accounting Supervisor	E	U	04	4064	9,221.90					11,209.32	4,256.26				5,173.53	<b>53.2033</b>	64.6691		
Administrative Supervisor	E	U	04	4001	7,037.85					8,554.50	3,248.24				3,948.23	<b>40.6030</b>	49.3529		
Administrative/Clerical Supervisor	E	U	04	4000	6,176.84					7,507.98	2,850.85				3,465.22	<b>35.6356</b>	43.3152		
Airport Business Development Supervisor	E	U	04	4067	8,050.53					9,785.49	3,715.63				4,516.38	<b>46.4454</b>	56.4548		
Airport Maintenance Supervisor	E	U	04	4003	8,095.40					9,840.00	3,736.34				4,541.54	<b>46.7042</b>	56.7693		
Airport Operations Supervisor	E	U	04	4004	7,695.07					9,353.41	3,551.57				4,316.96	<b>44.3946</b>	53.9620		
Airport Patrol Supervisor	E	U	04	4005	10,805.45					13,134.05	4,987.13				6,061.87	<b>62.3391</b>	75.7734		
Billing Supervisor	E	U	04	4008	7,173.79					8,719.75	3,310.98				4,024.50	<b>41.3873</b>	50.3063		
Building and Safety Supervisor	E	U	04	4009	10,876.58					13,220.59	5,019.96				6,101.81	<b>62.7495</b>	76.2726		
Capital Projects Supervisor	E	U	04	4073	9,350.23					11,365.25	4,315.49				5,245.50	<b>53.9436</b>	65.5687		
City TV Production Supervisor	E	U	04	4022	8,347.86					10,146.89	3,852.86				4,683.18	<b>48.1608</b>	58.5397		
Creeks Supervisor	E	U	04	4023	9,344.10					11,357.80	4,312.66				5,242.06	<b>53.9082</b>	65.5258		
Custodial Supervisor	E	U	04	4014	5,819.60					7,073.78	2,685.97				3,264.82	<b>33.5746</b>	40.8102		
Department Systems Supervisor	E	U	04	4077	10,537.87					12,808.81	4,863.63				5,911.76	<b>60.7954</b>	73.8970		
Electronics/Communication Supervisor	E	U	04	4016	8,095.38					9,840.03	3,736.33				4,541.55	<b>46.7041</b>	56.7694		
Environmental Services Supervisor	E	U	04	4017	9,492.99					11,538.78	4,381.38				5,325.59	<b>54.7673</b>	66.5699		
Facilities Maintenance Superintendent	E	U	04	4018	9,724.69					11,820.42	4,488.32				5,455.58	<b>56.1040</b>	68.1948		
Facilities Maintenance Supervisor	E	U	04	4019	7,616.31					9,257.71	3,515.22				4,272.79	<b>43.9403</b>	53.4099		
Finance Supervisor	E	U	04	4020	9,221.90					11,209.32	4,256.26				5,173.53	<b>53.2033</b>	64.6691		
Fleet Services Supervisor	E	U	04	4007	8,052.42					9,787.74	3,716.50				4,517.42	<b>46.4562</b>	56.4677		
Fleet Services Superintendent	E	U	04	4078	9,724.69					11,820.42	4,488.32				5,455.58	<b>56.1040</b>	68.1948		
Harbor Patrol Supervisor	E	U	04	4024	9,691.00					11,779.50	4,472.77				5,436.69	<b>55.9096</b>	67.9586		
Information Technology Supervisor	E	U	04	4027	10,537.87					12,808.81	4,863.63				5,911.76	<b>60.7954</b>	73.8970		
Laboratory Supervisor	E	U	04	4028	10,123.14					12,304.72	4,672.22				5,679.10	<b>58.4027</b>	70.9888		
Library Circulation Supervisor	E	U	04	4029	5,839.17					7,097.52	2,695.00				3,275.78	<b>33.6875</b>	40.9472		
Maintenance Supervisor I	E	U	04	4030	6,758.92					8,215.50	3,119.50				3,791.77	<b>38.9937</b>	47.3971		
Maintenance Supervisor II	E	U	04	4031	7,430.71					9,032.10	3,429.56				4,168.66	<b>42.8695</b>	52.1082		
Marketing Supervisor	E	U	04	4070	8,013.81					9,740.86	3,698.68				4,495.78	<b>46.2335</b>	56.1973		
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,007.54					8,517.73	3,234.25				3,931.26	<b>40.4281</b>	49.1407		
Parking Supervisor	E	U	04	4034	7,737.32					9,404.81	3,571.07				4,340.68	<b>44.6384</b>	54.2585		
Parking/TMP Superintendent	E	U	04	4035	9,630.86					11,706.37	4,445.01				5,402.94	<b>55.5626</b>	67.5368		
Parks Superintendent	E	U	04	4068	7,843.40					9,533.66	3,620.03				4,400.15	<b>45.2504</b>	55.0019		
Parks Supervisor	E	U	04	4033	6,790.83					8,254.29	3,134.23				3,809.67	<b>39.1779</b>	47.6209		
Purchasing Supervisor	E	U	04	4036	8,090.46					9,834.02	3,734.06				4,538.78	<b>46.6757</b>	56.7347		
Recreation Supervisor I	E	U	04	4037	7,287.84					8,858.42	3,363.62				4,088.50	<b>42.0452</b>	51.1063		
Rental Housing Mediation Supervisor	E	U	04	4074	8,630.22					10,490.07	3,983.18				4,841.57	<b>49.7897</b>	60.5196		
Senior Librarian	E	U	04	4038	7,391.15					8,983.93	3,411.30				4,146.43	<b>42.6412</b>	51.8304		
Senior Planner I	E	U	04	4039	9,351.98					11,367.42	4,316.30				5,246.50	<b>53.9538</b>	65.5813		
Senior Planner II	E	U	04	4040	9,830.25					11,948.73	4,537.04				5,514.80	<b>56.7130</b>	68.9350		
Senior Recreation Supervisor	E	U	04	4041	8,073.37					9,813.22	3,726.17				4,529.18	<b>46.5771</b>	56.6148		
Street Tree Supervisor	E	U	04	4042	6,790.83					8,254.29	3,134.23				3,809.67	<b>39.1779</b>	47.6209		
Streets Maintenance Superintendent	E	U	04	4076	9,724.69					11,820.42	4,488.32				5,455.58	<b>56.1040</b>	68.1948		
Supervising Engineer	E	U	04	4043	11,576.44					14,071.24	5,342.97				6,494.42	<b>66.7871</b>	81.1803		
Supervising Librarian	E	U	04	4044	8,125.82					9,876.92	3,750.38				4,558.58	<b>46.8798</b>	56.9823		
Supervising Park Ranger	E	U	04	4075	7,524.62					9,146.15	3,472.90				4,221.30	<b>43.4112</b>	52.7663		
Supervising Transportation Engineer	E	U	04	4047	11,576.44					14,071.24	5,342.97				6,494.42	<b>66.7871</b>	81.1803		
Supervising Transportation Planner	E	U	04	4046	9,344.10					11,357.80	4,312.66				5,242.06	<b>53.9082</b>	65.5258		
Treatment Plant Technician Supervisor	E	U	04	4049	10,123.14					12,304.72	4,672.22				5,679.10	<b>58.4027</b>	70.9888		
Urban Forest Superintendent	E	U	04	4050	8,636.31					10,497.46	3,985.99				4,844.98	<b>49.8249</b>	60.5622		
Wastewater Collection System Superintendent	E	U	04	4053	11,641.28					14,150.11	5,372.90				6,530.82	<b>67.1613</b>	81.6353		
Wastewater Collection System Supervisor	E	U	04	4052	9,110.81					11,074.31	4,204.99				5,111.22	<b>52.5624</b>	63.8902		
Wastewater Treatment Superintendent	E	U	04	4054	11,641.28					14,150.11	5,372.90				6,530.82	<b>67.1613</b>	81.6353		
Wastewater Treatment Supervisor	E	U	04	4055	10,122.56					12,304.07	4,671.95				5,678.80	<b>58.3994</b>	70.9850		
Water Distribution Superintendent	E	U	04	4059	11,641.28					14,150.11	5,372.90				6,530.82	<b>67.1613</b>	81.6353		
Water Distribution Supervisor	E	U	04	4060	10,123.14					12,304.72	4,672.22				5,679.10	<b>58.4027</b>	70.9888		



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
					Water Quality Superintendent	E	U	04	4069	11,641.28				14,150.11	5,372.90				6,530.82
Water Service Superintendent	E	U	04	4072	11,641.28				14,150.11	5,372.90				6,530.82	67.1613				81.6353
Water Services Supervisor	E	U	04	4071	9,702.23				11,793.15	4,477.95				5,442.99	55.9744				68.0374
Water Treatment Superintendent	E	U	04	4057	11,641.28				14,150.11	5,372.90				6,530.82	67.1613				81.6353
Water Treatment Supervisor	E	U	04	4058	10,123.14				12,304.72	4,672.22				5,679.10	58.4027				70.9888
Waterfront Maintenance Superintendent	E	U	04	4062	8,545.31				10,386.94	3,943.99				4,793.97	49.2999				59.9246
Waterfront Parking Supervisor	E	U	04	4061	7,802.28				9,483.72	3,601.05				4,377.10	45.0131				54.7137
<b>SUPERVISOR/CONFIDENTIAL</b>																			
Administrator's Office Supervisor*	E	U	05	5000	8,219.23				9,990.59	3,793.49				4,611.04	47.4186				57.6380
Information Technology Supervisor*	E	U	05	5001	10,537.87				12,808.81	4,863.63				5,911.76	60.7954				73.8970
Payroll and A/P Supervisor*	E	U	05	5005	9,221.90				11,209.32	4,256.26				5,173.53	53.2033				64.6691
<b>TREATMENT AND PATROL</b>																			
Airport Operations Specialist	N	C	19	1900	6,003.27	6,303.46	6,618.58	6,949.52	7,297.03	2,770.74	2,909.29	3,054.73	3,207.47	3,367.86	34.6342	36.3661	38.1841	40.0934	42.0982
Airport Operations Specialist Trainee	N	U	19	1962	4,802.61	5,042.81	5,294.86	5,559.82	5,837.63	2,216.59	2,327.45	2,443.78	2,565.98	2,694.29	27.7074	29.0931	30.5473	32.0747	33.6786
Airport Patrol Officer	N	C	19	1901	8,583.68	9,012.79	9,463.50	9,936.64	10,433.43	3,961.70	4,159.75	4,367.77	4,586.14	4,815.43	49.5212	51.9969	54.5971	57.3267	60.1929
Airport Patrol Officer II	N	C	19	1903	9,396.44	9,866.26	10,359.57	10,877.49	11,421.41	4,336.82	4,553.66	4,781.34	5,020.38	5,271.42	54.2103	56.9208	59.7668	62.7547	65.8928
Airport Patrol Officer-Trainee	N	U	19	1902	6,866.90	7,210.23	7,570.81	7,949.31	8,346.74	3,169.34	3,327.80	3,494.22	3,668.91	3,852.34	39.6168	41.5975	43.6777	45.8614	48.1543
Control Systems Operator Specialist I	N	C	19	1904	7,238.18	7,600.06	7,980.07	8,379.04	8,797.99	3,340.70	3,507.72	3,683.11	3,867.25	4,060.61	41.7587	43.8465	46.0389	48.3406	50.7576
Control Systems Operator Specialist II	N	C	19	1905	8,040.07	8,442.09	8,864.20	9,307.44	9,772.75	3,710.80	3,896.35	4,091.17	4,295.74	4,510.50	46.3850	48.7044	51.1396	53.6967	56.3813
Cross Connection Specialist	N	C	19	1939	7,095.18	7,449.91	7,822.40	8,213.55	8,624.22	3,274.70	3,438.42	3,610.34	3,790.87	3,980.41	40.9338	42.9802	45.1292	47.3859	49.7551
Harbor Patrol Officer	N	C	19	1906	8,137.00	8,543.86	8,971.06	9,419.61	9,890.62	3,755.54	3,943.32	4,140.49	4,347.51	4,564.90	46.9442	49.2915	51.7561	54.3439	57.0612
Harbor Patrol Officer - Entry	N	C	19	1907	7,303.57	7,668.74	8,052.14	8,454.75	8,877.44	3,370.88	3,539.42	3,716.37	3,902.19	4,097.28	42.1360	44.2428	46.4546	48.7774	51.2160
Laboratory Analyst Coordinator	N	C	19	1911	7,816.94	8,207.75	8,618.16	9,049.06	9,501.51	3,607.82	3,788.19	3,977.61	4,176.49	4,385.31	45.0977	47.3524	49.7201	52.2061	54.8164
Laboratory Analyst I	N	C	19	1909	6,435.65	6,757.53	7,095.42	7,450.15	7,822.66	2,970.30	3,118.86	3,274.81	3,438.53	3,610.46	37.1288	38.9857	40.9351	42.9816	45.1307
Laboratory Analyst II	N	C	19	1910	7,141.92	7,498.99	7,873.97	8,267.65	8,681.08	3,296.27	3,461.07	3,634.14	3,815.84	4,006.65	41.2034	43.2634	45.4268	47.6980	50.0831
Lead Park Ranger	N	C	19	1955	7,197.62	7,557.46	7,935.37	8,332.13	8,748.70	3,321.98	3,488.06	3,662.48	3,845.60	4,037.86	41.5248	43.6007	45.7810	48.0700	50.4733
Lead Water Meter Technician	N	C	19	1963	6,901.07	7,246.16	7,608.49	7,988.89	8,388.36	3,185.11	3,344.38	3,511.61	3,687.18	3,871.55	39.8139	41.8048	43.8951	46.0897	48.3944
Meter Reader/Water Distribution OIT	N	C	19	1913	4,643.82	4,876.00	5,119.83	5,375.80	5,644.58	2,143.30	2,250.46	2,363.00	2,481.14	2,605.19	26.7912	28.1307	29.5375	31.0142	32.5649
Park Ranger	N	C	19	1914	6,543.29	6,870.41	7,213.98	7,574.65	7,953.36	3,019.98	3,170.96	3,329.53	3,495.99	3,670.78	37.7497	39.6370	41.6191	43.6999	45.8848
Reclamation Specialist	N	C	19	1924	5,392.96	5,662.58	5,945.72	6,242.99	6,555.19	2,489.06	2,613.50	2,744.18	2,881.38	3,025.47	31.1132	32.6688	34.3022	36.0172	37.8184
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	6,261.08	6,574.12	6,902.81	7,247.98	7,610.37	2,889.73	3,034.21	3,185.91	3,345.22	3,512.48	36.1216	37.9276	39.8239	41.8153	43.9060
Senior Airport Operations Specialist	N	C	19	1916	6,691.56	7,026.11	7,377.46	7,746.33	8,133.60	3,088.41	3,242.82	3,404.98	3,575.23	3,753.97	38.6051	40.5353	42.5622	44.6904	46.9246
Senior Control Systems Operator Specialist	N	C	19	1917	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	50.7862	53.3257	55.9921	58.7917	61.7310
Senior Cross Connection Specialist	E	C	19	1959	7,430.24	7,801.76	8,191.76	8,601.45	9,031.49	3,429.34	3,600.81	3,780.81	3,969.90	4,168.38	42.8668	45.0101	47.2601	49.6237	52.1048
Senior Treatment Plant Technician	N	C	19	1918	7,094.12	7,448.87	7,821.28	8,212.34	8,622.94	3,274.21	3,437.94	3,609.82	3,790.31	3,979.82	40.9276	42.9742	45.1228	47.3789	49.7477
Senior Wastewater Collection System Operator	N	C	19	1919	6,374.51	6,693.27	7,027.93	7,379.30	7,748.30	2,942.08	3,089.20	3,243.66	3,405.83	3,576.14	36.7760	38.6150	40.5458	42.5729	44.7017
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	8,209.59	8,620.08	9,051.06	9,503.65	9,978.84	3,789.04	3,978.50	4,177.41	4,386.30	4,605.62	47.3630	49.7312	52.2176	54.8287	57.5702
Senior Wastewater Treatment Plant Operator	N	C	19	1921	8,362.34	8,780.46	9,219.47	9,680.45	10,164.48	3,859.54	4,052.52	4,255.14	4,467.90	4,691.30	48.2443	50.6565	53.1892	55.8487	58.6412
Senior Water Distribution Operator	N	C	19	1920	6,014.28	6,315.01	6,630.74	6,962.28	7,310.42	2,775.82	2,914.62	3,060.34	3,213.36	3,374.04	34.6978	36.4328	38.2542	40.1670	42.1755
Treatment Plant Technician	N	C	19	1923	6,452.72	6,775.34	7,114.14	7,469.84	7,843.33	2,978.18	3,127.08	3,283.45	3,447.62	3,620.00	37.2272	39.0885	41.0431	43.0952	45.2500
Wastewater Collection System Lead Operator	N	C	19	1927	6,809.83	7,150.35	7,507.80	7,883.24	8,277.34	3,143.00	3,300.16	3,465.14	3,638.42	3,820.31	39.2875	41.2520	43.3143	45.4802	47.7539
Wastewater Collection System Operator I	N	C	19	1925	5,075.92	5,329.70	5,596.18	5,876.02	6,169.82	2,342.73	2,459.86	2,582.85	2,712.01	2,847.61	29.2841	30.7483	32.2856	33.9001	35.5951
Wastewater Collection System Operator II	N	C	19	1926	5,579.38	5,858.32	6,151.30	6,458.88	6,781.80	2,575.10	2,703.84	2,839.06	2,981.02	3,130.06	32.1888	33.7980	35.4883	37.2627	39.1257
Wastewater Collection System Operator Technician I	N	C	19	1929	6,078.54	6,382.46	6,701.63	7,036.68	7,388.53	2,805.48	2,945.75	3,093.06	3,247.70	3,410.09	35.0685	36.8219	38.6633	40.5962	42.6261
Wastewater Collection System Project Coordinator	N	C	19	1954	7,311.50	7,677.06	8,060.91	8,463.98	8,887.19	3,374.54	3,543.26	3,720.42	3,906.45	4,101.78	42.1817	44.2908	46.5053	48.8306	51.2722
Wastewater Compliance Specialist	N	C	19	1953	6,133.66	6,440.33	6,762.36	7,100.47	7,455.54	2,830.92	2,972.46	3,121.09	3,277.14	3,441.02	35.3865	37.1558	39.0136	40.9643	43.0127
Wastewater Treatment Plant Chief Operator	N	C	19	1932	8,802.47	9,242.61	9,704.74	10,189.96	10,699.43	4,062.68	4,265.82	4,479.11	4,703.06	4,938.20	50.7835	53.3228	55.9889	58.7883	61.7275
Wastewater Treatment Plant OIT	N	U	19	1931	5,485.70	5,759.91	6,047.95	6,350.35	6,667.85	2,531.86	2,658.42	2,791.36	2,930.93	3,077.47	31.6482	33.2303	34.8920	36.6366	38.4684
Wastewater Treatment Plant Operator I	N	C	19	1933	6,555.88	6,883.63	7,227.87	7,589.25	7,968.72	3,025.79	3,177.06	3,335.94	3,502.73	3,677.87	37.8224	39.7133	41.6993	43.7841	45.9734
Wastewater Treatment Plant Operator II	N	C	19	1934	6,901.07	7,246.16	7,608.49	7,988.89	8,388.36	3,185.11	3,344.38	3,511.61	3,687.18	3,871.55	39.8139	41.8048	43.8951	46.0897	48.3944
Wastewater Treatment Plant Operator III	N	C	19	1935	7,658.08	8,041.06	8,443.05	8,865.18	9,308.46	3,534.50	3,711.26	3,896.79	4,091.62	4,296.21	44.1813	46.3907	48.7099	51.1452	53.7026
Water Distribution Chief Operator	N	C	19	1957	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	50.7862	53.3257	55.9921	58.7917	61.7310

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
Water Distribution Equipment Operator	N	C	19	1930	6,261.08	6,574.12	6,902.81	7,247.98	7,610.37	2,889.73	3,034.21	3,185.91	3,345.22	3,512.48	<b>36.1216</b>	37.9276	39.8239	41.8153	43.9060
Water Distribution Lead Operator	N	C	19	1937	6,612.13	6,942.74	7,289.84	7,654.36	8,037.08	3,051.75	3,204.34	3,364.54	3,532.78	3,709.42	<b>38.1469</b>	40.0542	42.0567	44.1597	46.3677
Water Distribution Lead Operator Technician	N	C	19	1938	7,310.68	7,676.20	8,060.04	8,463.04	8,886.17	3,374.16	3,542.86	3,720.02	3,906.02	4,101.31	<b>42.1770</b>	44.2858	46.5003	48.8253	51.2664
Water Distribution OIT	N	U	19	1941	4,439.02	4,660.98	4,894.00	5,138.68	5,395.61	2,048.78	2,151.22	2,258.77	2,371.70	2,490.28	<b>25.6097</b>	26.8902	28.2346	29.6463	31.1285
Water Distribution Operator I	N	C	19	1945	4,928.08	5,174.48	5,433.20	5,704.86	5,990.10	2,274.50	2,388.22	2,507.63	2,633.01	2,764.66	<b>28.4313</b>	29.8527	31.3454	32.9126	34.5582
Water Distribution Operator II	N	C	19	1947	5,470.53	5,744.05	6,031.26	6,332.78	6,649.41	2,524.86	2,651.10	2,783.66	2,922.82	3,068.96	<b>31.5607</b>	33.1388	34.7957	36.5353	38.3620
Water Distribution Operator Technician OIT	N	U	19	1936	5,318.95	5,584.93	5,864.21	6,157.36	6,465.20	2,454.90	2,577.66	2,706.56	2,841.86	2,983.94	<b>30.6863</b>	32.2208	33.8320	35.5232	37.2993
Water Distribution Operator Technician I	N	C	19	1948	6,018.35	6,319.26	6,635.27	6,967.00	7,315.34	2,777.70	2,916.58	3,062.43	3,215.54	3,376.31	<b>34.7213</b>	36.4573	38.2804	40.1942	42.2039
Water Distribution Operator Technician II	N	C	19	1949	6,616.68	6,947.42	7,294.84	7,659.60	8,042.58	3,053.85	3,206.50	3,366.85	3,535.20	3,711.96	<b>38.1731</b>	40.0813	42.0856	44.1900	46.3995
Water Distribution Operator/Emergency Services	N	C	19	1950	6,612.13	6,942.74	7,289.84	7,654.36	8,037.08	3,051.75	3,204.34	3,364.54	3,532.78	3,709.42	<b>38.1469</b>	40.0542	42.0567	44.1597	46.3677
Water Distribution Project Coordinator	N	C	19	1956	7,311.50	7,677.06	8,060.91	8,463.98	8,887.19	3,374.54	3,543.26	3,720.42	3,906.45	4,101.78	<b>42.1817</b>	44.2908	46.5053	48.8306	51.2722
Water Meter Technician I	N	C	19	1960	5,318.95	5,584.93	5,864.21	6,157.36	6,465.20	2,454.90	2,577.66	2,706.56	2,841.86	2,983.94	<b>30.6863</b>	32.2208	33.8320	35.5232	37.2993
Water Meter Technician II	N	C	19	1961	6,018.35	6,319.26	6,635.27	6,967.00	7,315.34	2,777.70	2,916.58	3,062.43	3,215.54	3,376.31	<b>34.7213</b>	36.4573	38.2804	40.1942	42.2039
Water Treatment Chief Operator	N	C	19	1940	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	<b>50.7862</b>	53.3257	55.9921	58.7917	61.7310
Water Treatment Plant OIT	N	U	19	1942	5,485.85	5,760.04	6,048.12	6,350.50	6,668.03	2,531.93	2,658.48	2,791.44	2,931.00	3,077.55	<b>31.6491</b>	33.2310	34.8930	36.6375	38.4694
Water Treatment Plant Operator II	N	C	19	1944	6,901.12	7,246.16	7,608.49	7,988.89	8,388.34	3,185.13	3,344.38	3,511.61	3,687.18	3,871.54	<b>39.8141</b>	41.8047	43.8951	46.0898	48.3943
Water Treatment Plant Operator III	N	C	19	1946	7,657.74	8,040.65	8,442.68	8,864.77	9,308.02	3,534.34	3,711.07	3,896.62	4,091.43	4,296.01	<b>44.1792</b>	46.3884	48.7077	51.1429	53.7001
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	7,997.38	8,397.22	8,817.08	9,257.97	9,720.82	3,691.10	3,875.64	4,069.42	4,272.91	4,486.53	<b>46.1387</b>	48.4455	50.8677	53.4114	56.0816

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.