

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 11/30/2024

Revised 12/03/2024

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

**REVISION HISTORY**

Resolution TBD = Fire Management Assoc. COLA, effective 7/13/24  
 Resolution TBD = Compaction - Supervisor's Unit, effective 6/29/2024  
 Resolution TBD = Certain Unrepresented Managers COLA ,effective 6/29/2024  
 Resolution TBD = Addition of certain job classifications  
 Resolution TBD = Treatment and Patrol COLA, effective 10/5/2024  
 Resolution TBD = AFSCME salary increase, effective 11/30/2024  
 Resolution TBD = Compaction - PMA, effective 11/30/2024

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
					Streets Maintenance Worker II	N	C	14	1547	5,116.30	5,372.08	5,640.72	5,922.76	6,218.83	2,361.37	2,479.42	2,603.41	2,733.58	2,870.23
System Administrator	E	C	14	1577	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	55.4691	58.2426	61.1544	64.2125	67.4229
Traffic Signal Technician I	E	C	14	1581	5,853.36	6,146.08	6,453.40	6,776.03	7,114.79	2,701.55	2,836.65	2,978.49	3,127.40	3,283.75	33.7694	35.4581	37.2311	39.0925	41.0469
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	37.1264	38.9826	40.9317	42.9783	45.1272
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	31.4451	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	34.5705	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	29.4706	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	26.0159	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	29.1780	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	25.7576	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	27.8972	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	49.5159	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	50.7565	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	43.7033	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	34.2275	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	34.9168	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	33.2179	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	26.0159	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	28.6019	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	28.6019	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	39.7518	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	55.4686	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	34.4500	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	38.2688	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	53.5764	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	33.1155	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	46.3617	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	40.9268	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	46.3617	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	53.5764	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	3,274.14	3,437.86	3,609.76	3,790.24	3,979.76	29.2336	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	40.9268	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	36.8342	38.6760	40.6097	42.6402	44.7723
<b>LEGAL/PROFESSIONAL ATTORNEY</b>																			
Assistant City Attorney I	E	U	01	0103	11,305.02				13,741.39	5,217.70				6,342.18	65.2212				79.2772
Assistant City Attorney II	E	U	01	0104	12,553.30				15,258.62	5,793.83				7,042.44	72.4229				88.0305
Assistant City Attorney III	E	U	01	0105	14,579.39				17,721.38	6,728.95				8,179.10	84.1119				102.2387
Assistant City Attorney IV	E	U	01	0106	16,037.34				19,493.52	7,401.85				8,997.01	92.5231				112.4626
Assistant City Attorney V	E	U	01	0121	17,937.73				21,803.51	8,278.95				10,063.16	103.4869				125.7895
Deputy City Attorney	E	U	01	0110	9,399.98				11,425.74	4,338.45				5,273.42	54.2306				65.9177
<b>MANAGEMENT UNREPRESENTED</b>																			
Assistant Finance Director	E	U	02	0204	13,631.97				16,562.87	6,291.68				7,644.40	78.6460				95.5550
Assistant Library Director	E	U	02	0253	13,252.50				16,108.52	6,116.54				7,434.70	76.4567				92.9338
Assistant Parks & Recreation Director	E	U	02	0205	13,198.97				16,043.45	6,091.83				7,404.67	76.1479				92.5584
Budget Manager	E	U	02	0207	10,755.01				13,072.76	4,963.85				6,033.58	62.0481				75.4198
Fire Operations Division Chief	E	U	32	3200	15,949.20				19,386.34	7,361.17				8,947.54	92.0146				111.8442
Human Resources Manager	E	U	02	0223	12,463.40				15,149.38	5,752.34				6,992.02	71.9042				87.4003
Labor Relations Manager	E	U	02	0267	11,305.02				13,741.39	5,217.70				6,342.18	65.2212				79.2772
Senior Assistant to the City Administrator	E	U	02	0248	11,510.22				13,990.77	5,312.41				6,457.28	66.4051				80.7160
<b>MANAGEMENT/AFSCME</b>																			

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
Airport Business Manager	E	U	03	0300	10,432.67				12,681.02	4,815.08				5,852.78	60,1885				73,1597
Airport Facilities Manager	E	U	03	0301	11,063.61				13,447.87	5,106.28				6,206.71	63,8285				77,5839
Airport Operations Manager	E	U	03	0302	11,412.64				13,872.13	5,267.37				6,402.52	65,8421				80,0315
Airport Properties Manager	E	U	03	0303	11,412.64				13,872.13	5,267.37				6,402.52	65,8421				80,0315
Assistant to the City Administrator	E	U	03	0304	10,537.30				12,808.16	4,863.37				5,911.46	60,7921				73,8932
Chief Building Official	E	U	03	0305	15,964.46				18,133.92	6,061.81				7,368.21	75,7726				92,1026
City Clerk Services Manager	E	U	03	0306	11,584.65				14,081.28	5,346.76				6,499.05	66,8345				81,2381
City Engineer	E	U	03	0307	16,297.45				19,809.68	7,521.90				9,142.93	94,0238				114,2866
City Planner	E	U	03	0308	14,178.43				16,997.44	6,543.89				7,844.97	81,7986				98,0621
Community Development Business Manager	E	U	03	0309	10,432.67				12,681.02	4,815.08				5,852.78	60,1885				73,1597
Community Engagement Officer/PIO	E	U	03	0310	10,432.67				12,681.02	4,815.08				5,852.78	60,1885				73,1597
Controller	E	U	03	0311	11,997.05				14,582.51	5,537.10				6,730.39	69,2137				84,1299
Creeks Restoration/Clean Water Manager	E	U	03	0312	11,283.26				13,714.85	5,207.66				6,329.93	65,0957				79,1241
Cross Functional Team Manager	E	U	03	0313	12,839.93				15,607.02	5,926.12				7,203.24	74,0765				90,0405
Downtown Plaza & Parking Manager	E	U	03	0314	11,282.44				13,713.92	5,207.28				6,329.50	65,0910				79,1188
Economic Development Manager	E	U	03	0315	14,718.21				17,890.08	6,793.02				8,256.96	84,9127				103,2120
Emergency Services Manager	E	U	03	0316	9,718.13				11,812.45	4,485.29				5,451.90	56,0661				68,1487
Energy and Climate Program Manager	E	U	03	0317	10,749.64				13,066.24	4,961.37				6,030.57	62,0171				75,3821
Environmental Services Manager	E	U	03	0318	10,749.64				13,066.24	4,961.37				6,030.57	62,0171				75,3821
Facilities Manager	E	U	03	0319	11,063.61				13,447.87	5,106.28				6,206.71	63,8285				77,5839
Fire Business Manager	E	U	03	0320	10,432.67				12,681.02	4,815.08				5,852.78	60,1885				73,1597
Fleet Services Manager	E	U	03	0321	10,056.32				12,223.53	4,641.38				5,641.63	58,0173				70,5204
General Services Manager	E	U	03	0322	11,039.88				13,419.08	5,095.33				6,193.42	63,6916				77,4177
Harbor Operations Manager	E	U	03	0323	11,702.02				14,223.95	5,400.93				6,564.90	67,5116				82,0612
Housing & Human Services Manager	E	U	03	0324	11,190.38				13,601.94	5,164.79				6,277.82	64,5599				78,4728
Information Technology Manager	E	U	03	0325	12,725.01				15,467.36	5,873.08				7,138.78	73,4135				89,2348
Library Services Manager	E	U	03	0326	10,125.14				12,307.19	4,630.14				5,680.24	58,4142				71,0030
Parks & Recreation Business Manager	E	U	03	0328	10,749.64				13,066.24	4,961.37				6,030.57	62,0171				75,3821
Parks Manager	E	U	03	0327	10,427.80				12,675.07	4,812.83				5,850.03	60,1604				73,1254
Police Administrative Manager	E	U	03	0329	12,708.17				15,446.93	5,865.31				7,129.35	73,3164				89,1169
Police Business Manager	E	U	03	0330	10,432.67				12,681.02	4,815.08				5,852.78	60,1885				73,1597
Police Information Technology Manager	E	U	03	0331	11,004.59				13,376.20	5,079.04				6,173.63	63,4880				77,1704
Police Records Manager	E	U	03	0332	10,056.32				12,223.53	4,641.38				5,641.63	58,0173				70,5204
Principal Architect	E	U	03	0333	14,171.28				17,225.33	6,540.59				7,950.15	81,7574				99,3769
Principal Engineer	E	U	03	0334	14,171.28				17,225.33	6,540.59				7,950.15	81,7574				99,3769
Principal Planner	E	U	03	0335	11,190.38				13,601.94	5,164.79				6,277.82	64,5599				78,4728
Principal Project Manager	E	U	03	0336	14,171.28				17,225.33	6,540.59				7,950.15	81,7574				99,3769
Principal Traffic Engineer	E	U	03	0337	14,171.28				17,225.33	6,540.59				7,950.15	81,7574				99,3769
Public Safety Communications Manager	E	U	03	0338	11,394.44				13,850.16	5,258.97				6,392.38	65,7371				79,9047
Public Works Business Manager	E	U	03	0339	11,412.64				13,872.13	5,267.37				6,402.52	65,8421				80,0315
Public Works Manager	E	U	03	0340	12,839.93				15,607.02	5,926.12				7,203.24	74,0765				90,0405
Public Works Operations Manager	E	U	03	0341	14,171.28				17,225.33	6,540.59				7,950.15	81,7574				99,3769
Recreation Programs Manager	E	U	03	0342	10,339.90				12,568.23	4,772.26				5,800.72	59,6533				72,5090
Risk Manager	E	U	03	0343	10,889.36				13,236.10	5,025.86				6,108.97	62,8232				76,3621
State Street Master Planner	E	U	03	0344	12,871.63				15,645.54	5,940.75				7,221.02	74,2594				90,2627
Transportation Planning & Parking Manager	E	U	03	0345	12,230.16				14,865.91	5,644.69				6,861.19	70,5586				85,7649
Wastewater System Manager	E	U	03	0350	13,965.64				16,975.34	6,445.68				7,834.77	80,5710				97,9346
Water Resources Manager	E	U	03	0351	16,297.45				19,809.68	7,521.98				9,143.06	94,0247				114,2882
Water Services Manager	E	U	03	0346	13,965.64				16,975.34	6,445.68				7,834.77	80,5710				97,9346
Water System Manager	E	U	03	0347	13,965.64				16,975.34	6,445.68				7,834.77	80,5710				97,9346
Waterfront Business Manager	E	U	03	0348	11,412.64				13,872.13	5,267.37				6,402.52	65,8421				80,0315
Waterfront Facilities Manager	E	U	03	0349	11,063.61				13,447.87	5,106.28				6,206.71	63,8285				77,5839
<b>MANAGEMENT/APPOINTED</b>																			
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

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	15,550.41				18,901.63	7,177.11				8,723.83	<b>89.7139</b>			109.0479	
Airport Director	E	U	01	0102	17,387.65				21,134.88	8,025.07				9,754.56	<b>100.3134</b>			121.9320	
Assistant City Administrator	E	U	01	0101	20,079.32				24,406.59	9,267.38				11,264.58	<b>115.8422</b>			140.8072	
Community Development Director	E	U	01	0109	16,515.07				20,074.21	7,622.34				9,265.02	<b>95.2793</b>			115.8128	
Finance Director	E	U	01	0111	16,351.55				19,875.46	7,546.87				9,173.29	<b>94.3359</b>			114.6661	
Fire Chief	E	U	31	3100	18,502.86				22,490.39	8,539.78				10,380.18	<b>106.7473</b>			129.7522	
Human Resources Director	E	U	01	0118	15,679.97				19,059.17	7,236.91				8,796.54	<b>90.4614</b>			109.9568	
Information Technology Director	E	U	01	0119	15,839.11				19,252.57	7,310.36				8,885.80	<b>91.3795</b>			111.0725	
Library Director	E	U	01	0112	15,805.08				19,211.23	7,294.65				8,866.72	<b>91.1831</b>			110.8340	
Parks & Recreation Director	E	U	01	0113	15,839.11				19,252.57	7,310.36				8,885.80	<b>91.3795</b>			111.0725	
Police Chief	E	U	21	2100	20,502.37				24,920.83	9,462.63				11,501.92	<b>118.2829</b>			143.7740	
Public Works Director	E	U	01	0114	18,920.70				22,998.26	8,732.63				10,614.58	<b>109.1579</b>			132.6822	
Sustainability & Resilience Director	E	U	01	0120	15,679.97				19,059.17	7,236.91				8,796.54	<b>90.4614</b>			109.9568	
Waterfront Director/Harbormaster	E	U	01	0115	17,387.65				21,134.88	8,025.07				9,754.56	<b>100.3134</b>			121.9320	
<b>MANAGEMENT/FIRE</b>																			
Fire Battalion Chief	E	C	33	3300	13,597.63				16,528.05	6,275.83				7,628.33	<b>56.0342</b>			68.1101	
Fire Battalion Chief 40 HR	E	C	33	3301	13,597.63				16,528.07	6,275.83				7,628.34	<b>78.4479</b>			95.3542	
Fire Battalion Chief / Fire Marshal	E	C	33	3303	13,597.63				16,528.07	6,275.83				7,628.34	<b>78.4479</b>			95.3542	
<b>MANAGEMENT/POLICE</b>																			
Assistant Police Chief	E	C	23	2303	17,909.49				21,769.11	8,265.92				10,047.28	<b>103.3240</b>			125.5910	
Police Commander	E	C	23	2302	15,572.92				18,928.85	7,187.50				8,736.39	<b>89.8437</b>			109.2049	
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					5,558.00					<b>2,565.23</b>					
Mayor	E			0002					6,947.50					<b>3,206.54</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	9,498.56				11,545.60	4,383.95				5,328.74	<b>54.7994</b>				66.6092
Administrative Supervisor	E	U	04	4001	7,460.66				9,068.41	3,443.38				4,185.42	<b>43.0423</b>				52.3178
Administrative/Clerical Supervisor	E	U	04	4000	6,362.16				7,733.22	2,936.38				3,569.18	<b>36.7047</b>				44.6147
Airport Business Development Supervisor	E	U	04	4067	8,292.05				10,079.05	3,827.10				4,651.87	<b>47.8388</b>				58.1484
Airport Maintenance Supervisor	E	U	04	4003	8,338.24				10,135.21	3,848.42				4,677.79	<b>48.1053</b>				58.4724
Airport Operations Supervisor	E	U	04	4004	7,925.91				9,634.02	3,658.11				4,446.47	<b>45.7264</b>				55.5809
Airport Patrol Supervisor	E	U	04	4005	11,129.60				13,528.08	5,136.74				6,243.73	<b>64.2093</b>				78.0466
Billing Supervisor	E	U	04	4008	7,389.01				8,981.35	3,410.31				4,145.24	<b>42.6289</b>				51.8155
Building and Safety Supervisor	E	U	04	4009	11,530.00				14,014.82	5,321.54				6,468.38	<b>66.5193</b>				80.8548
Capital Projects Supervisor	E	U	04	4073	10,160.41				12,350.04	4,689.42				5,700.02	<b>58.6178</b>				71.2503
City TV Production Supervisor	E	U	04	4022	8,670.52				10,539.08	4,001.78				4,864.19	<b>50.0223</b>				60.8024
Creeks Supervisor	E	U	04	4023	9,624.40				11,698.55	4,442.03				5,399.33	<b>55.5254</b>				67.4916
Custodial Supervisor	E	U	04	4014	5,994.17				7,285.98	2,766.54				3,362.76	<b>34.5818</b>				42.0345
Department Systems Supervisor	E	U	04	4077	10,854.00				13,193.07	5,009.54				6,089.11	<b>62.6193</b>				76.1139
Electronics/Communication Supervisor	E	U	04	4016	8,338.24				10,135.23	3,848.42				4,677.80	<b>48.1052</b>				58.4725
Environmental Services Supervisor	E	U	04	4017	9,777.78				11,884.95	4,512.82				5,485.36	<b>56.4103</b>				68.5670
Facilities Maintenance Superintendent	E	U	04	4018	10,016.44				12,175.04	4,622.97				5,619.25	<b>57.7871</b>				70.2406
Facilities Maintenance Supervisor	E	U	04	4019	7,844.81				9,535.46	3,620.68				4,400.98	<b>45.2585</b>				55.0122
Finance Supervisor	E	U	04	4020	9,498.56				11,545.60	4,383.95				5,328.74	<b>54.7994</b>				66.6092
Fleet Services Superintendent	E	U	04	4078	10,016.44				12,175.04	4,622.97				5,619.25	<b>57.7871</b>				70.2406
Fleet Services Supervisor	E	U	04	4007	8,293.98				10,081.37	3,827.99				4,652.94	<b>47.8499</b>				58.1617
Harbor Patrol Supervisor	E	U	04	4024	9,981.73				12,132.88	4,606.95				5,599.79	<b>57.5869</b>				69.9974
Information Technology Supervisor	E	U	04	4027	11,388.04				13,842.18	5,256.02				6,388.70	<b>65.7002</b>				79.8587
Laboratory Supervisor	E	U	04	4028	10,426.82				12,673.87	4,812.38				5,849.48	<b>60.1548</b>				73.1185
Library Circulation Supervisor	E	U	04	4029	6,014.34				7,310.44	2,775.85				3,374.05	<b>34.6981</b>				42.1756
Maintenance Supervisor I	E	U	04	4030	6,961.67				8,461.96	3,213.08				3,905.52	<b>40.1635</b>				48.8190
Maintenance Supervisor II	E	U	04	4031	7,653.64				9,303.04	3,532.45				4,293.71	<b>44.1556</b>				53.6714
Marketing Supervisor	E	U	04	4070	8,708.20				10,584.90	4,019.17				4,885.34	<b>50.2396</b>				61.0668
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,217.75				8,773.25	3,331.27				4,049.19	<b>41.6409</b>				50.6149
Parking Supervisor	E	U	04	4034	8,202.16				9,969.83	3,785.61				4,601.46	<b>47.3201</b>				57.5182
Parking/TMP Superintendent	E	U	04	4035	9,919.78				12,057.57	4,578.36				5,565.03	<b>57.2295</b>				69.5629
Parks Superintendent	E	U	04	4068	8,078.70				9,819.68	3,728.63				4,532.16	<b>46.6079</b>				56.6520
Parks Supervisor	E	U	04	4033	6,994.56				8,501.91	3,228.26				3,923.96	<b>40.3532</b>				49.0495
Purchasing Supervisor	E	U	04	4036	8,576.49				10,424.81	3,958.38				4,811.45	<b>49.4798</b>				60.1431
Recreation Supervisor I	E	U	04	4037	7,725.68				9,390.62	3,565.70				4,334.13	<b>44.5712</b>				54.1766
Rental Housing Mediation Supervisor	E	U	04	4074	8,889.12				10,804.78	4,102.67				4,986.82	<b>51.2834</b>				62.3352
Senior Librarian	E	U	04	4038	7,774.26				9,449.64	3,588.12				4,361.37	<b>44.8515</b>				54.5171
Senior Planner I	E	U	04	4039	9,913.82				12,050.33	4,575.61				5,561.69	<b>57.1951</b>				69.5211
Senior Planner II	E	U	04	4040	10,125.16				12,307.21	4,673.15				5,680.25	<b>58.4144</b>				71.0031
Senior Recreation Supervisor	E	U	04	4041	8,315.56				10,107.63	3,837.95				4,665.06	<b>47.9744</b>				58.3132
Street Tree Supervisor	E	U	04	4042	6,994.56				8,501.91	3,228.26				3,923.96	<b>40.3532</b>				49.0495
Streets Maintenance Superintendent	E	U	04	4076	10,016.44				12,175.04	4,622.97				5,619.25	<b>57.7871</b>				70.2406
Supervising Engineer	E	U	04	4043	12,102.59				14,710.78	5,585.81				6,789.59	<b>69.8226</b>				84.8699
Supervising Librarian	E	U	04	4044	8,369.62				10,173.24	3,862.90				4,695.34	<b>48.2862</b>				58.6918
Supervising Park Ranger	E	U	04	4075	7,750.34				9,420.54	3,577.08				4,347.94	<b>44.7135</b>				54.3493
Supervising Transportation Engineer	E	U	04	4047	11,923.73				14,493.40	5,503.26				6,689.26	<b>68.7907</b>				83.6157
Supervising Transportation Planner	E	U	04	4046	9,914.10				12,050.68	4,575.74				5,561.85	<b>57.1967</b>				69.5231
Treatment Plant Technician Supervisor	E	U	04	4049	10,426.82				12,673.87	4,812.38				5,849.48	<b>60.1548</b>				73.1185
Urban Forest Superintendent	E	U	04	4050	8,895.40				10,812.38	4,105.57				4,990.33	<b>51.3196</b>				62.3791
Wastewater Collection System Superintendent	E	U	04	4053	11,990.53				14,574.63	5,534.09				6,726.75	<b>69.1761</b>				84.0844
Wastewater Collection System Supervisor	E	U	04	4052	9,384.14				11,406.53	4,331.14				5,264.55	<b>54.1393</b>				65.8069
Wastewater Treatment Superintendent	E	U	04	4054	11,990.53				14,574.63	5,534.09				6,726.75	<b>69.1761</b>				84.0844
Wastewater Treatment Supervisor	E	U	04	4055	10,426.24				12,673.20	4,812.11				5,849.17	<b>60.1514</b>				73.1146
Water Distribution Superintendent	E	U	04	4059	11,990.53				14,574.63	5,534.09				6,726.75	<b>69.1761</b>				84.0844
Water Distribution Supervisor	E	U	04	4060	10,426.82				12,673.87	4,812.38				5,849.48	<b>60.1548</b>				73.1185



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	11,990.53				14,574.63	5,534.09				6,726.75	69,1761				84,0844
Water Service Superintendent	E	U	04	4072	11,990.53				14,574.63	5,534.09				6,726.75	69,1761				84,0844
Water Services Supervisor	E	U	04	4071	9,993.30				12,146.94	4,612.29				5,606.28	57,6536				70,0785
Water Treatment Superintendent	E	U	04	4057	11,990.53				14,574.63	5,534.09				6,726.75	69,1761				84,0844
Water Treatment Supervisor	E	U	04	4058	10,426.82				12,673.87	4,812.38				5,849.48	60,1548				73,1185
Waterfront Maintenance Superintendent	E	U	04	4062	8,801.67				10,698.52	4,062.31				4,937.78	50,7789				61,7223
Waterfront Parking Supervisor	E	U	04	4061	8,036.34				9,768.22	3,709.08				4,508.41	46,3635				56,3551
<b>SUPERVISOR/CONFIDENTIAL</b>																			
Administrator's Office Supervisor*	E	U	05	5000	8,465.82				10,290.30	3,907.30				4,749.37	48,8412				59,3671
Information Technology Supervisor*	E	U	05	5001	11,388.04				13,842.18	5,256.02				6,388.70	65,7002				79,8587
Payroll and A/P Supervisor*	E	U	05	5005	9,498.56				11,545.60	4,383.95				5,328.74	54,7994				66,6092
<b>TREATMENT AND PATROL</b>																			
Airport Operations Specialist	N	C	19	1900	6,183.36	6,492.57	6,817.14	7,158.02	7,515.93	2,853.86	2,996.57	3,146.37	3,303.70	3,468.89	35,6732	37,4571	39,3296	41,2962	43,3611
Airport Operations Specialist Trainee	N	U	19	1962	4,946.70	5,194.09	5,453.72	5,726.39	6,012.76	2,283.09	2,397.27	2,517.10	2,642.95	2,775.12	28,5386	29,9659	31,4637	33,0369	34,6890
Airport Police Officer	N	C	19	1964	8,841.17	9,283.17	9,747.40	10,234.73	10,746.45	4,080.54	4,284.54	4,498.80	4,723.72	4,959.90	51,0068	53,5568	56,2350	59,0465	61,9987
Airport Police Officer II	N	C	19	1965	9,678.35	10,162.25	10,670.36	11,203.79	11,764.07	4,466.93	4,690.27	4,924.78	5,170.98	5,429.57	55,8366	58,6284	61,5598	64,6373	67,8696
Airport Police Officer - Entry	N	C	19	1966	8,420.17	8,841.13	9,283.24	9,747.36	10,234.71	3,886.23	4,080.52	4,284.57	4,498.78	4,723.71	48,5779	51,0065	53,5571	56,2348	59,0464
Airport Police Officer - Trainee	N	U	19	1967	7,016.82	7,367.60	7,736.02	8,122.79	8,528.93	3,238.53	3,400.43	3,570.47	3,748.98	3,936.43	40,4816	42,5054	44,6309	46,8623	49,2054
Control Systems Operator Specialist I	N	C	19	1904	8,153.88	8,561.54	8,989.63	9,439.08	9,911.03	3,763.33	3,951.48	4,149.06	4,356.50	4,574.32	47,0416	49,3935	51,8633	54,4562	57,1790
Control Systems Operator Specialist II	N	C	19	1905	9,057.23	9,510.11	9,985.60	10,484.91	11,009.12	4,180.26	4,389.28	4,608.74	4,839.19	5,081.13	52,2532	54,8660	57,6093	60,4899	63,5141
Cross Connection Specialist	N	C	19	1939	7,308.04	7,673.40	8,057.08	8,459.97	8,882.94	3,372.94	3,541.57	3,718.65	3,904.60	4,099.82	42,1618	44,2696	46,4831	48,8075	51,2478
Harbor Patrol Officer	N	C	19	1906	8,381.10	8,800.18	9,240.18	9,702.20	10,187.32	3,868.20	4,061.62	4,264.70	4,477.94	4,701.84	48,3525	50,7702	53,3088	55,9742	58,7730
Harbor Patrol Officer - Entry	N	C	19	1907	7,522.69	7,898.82	8,293.70	8,708.40	9,143.77	3,472.01	3,645.61	3,827.86	4,019.26	4,220.20	43,4001	45,5701	47,8482	50,2407	52,7525
Laboratory Analyst Coordinator	N	C	19	1911	8,765.60	9,203.87	9,664.07	10,147.26	10,654.63	4,045.66	4,247.94	4,460.34	4,683.35	4,917.52	50,5708	53,0992	55,7542	58,5419	61,4690
Laboratory Analyst I	N	C	19	1909	7,216.69	7,577.61	7,956.52	8,354.30	8,772.01	3,330.78	3,497.36	3,672.24	3,855.83	4,048.62	41,6348	43,7170	45,9030	48,1979	50,6078
Laboratory Analyst II	N	C	19	1910	8,008.65	8,409.07	8,829.58	9,271.04	9,734.62	3,696.30	3,881.11	4,075.19	4,278.94	4,492.90	46,2038	48,5139	50,9399	53,4867	56,1613
Lead Park Ranger	N	C	19	1955	7,413.55	7,784.18	8,173.43	8,582.10	9,011.17	3,421.64	3,592.70	3,772.35	3,960.97	4,159.00	42,7705	44,9087	47,1544	49,5121	51,9875
Lead Water Meter Technician	N	C	19	1963	7,108.10	7,463.54	7,836.75	8,228.55	8,640.02	3,280.66	3,444.71	3,616.96	3,797.79	3,987.70	41,0083	43,0589	45,2120	47,4724	49,8462
Meter Reader/Water Distribution OIT	N	C	19	1913	4,783.11	5,022.27	5,273.43	5,537.07	5,813.90	2,207.59	2,317.97	2,433.89	2,555.57	2,683.34	27,5949	28,9746	30,4236	31,9446	33,5418
Park Ranger	N	C	19	1914	6,739.59	7,076.53	7,430.41	7,801.89	8,191.95	3,110.58	3,266.09	3,429.42	3,600.87	3,780.90	38,8822	40,8261	42,8677	45,0109	47,2613
Reclamation Specialist	N	C	19	1924	5,554.75	5,832.47	6,124.08	6,430.28	6,751.85	2,563.73	2,691.91	2,826.50	2,967.82	3,116.24	32,0466	33,6489	35,3313	37,0977	38,9530
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	6,448.91	6,771.33	7,109.90	7,465.42	7,838.70	2,976.42	3,125.23	3,281.49	3,445.58	3,617.86	37,2052	39,0654	41,0186	43,0698	45,2232
Senior Airport Operations Specialist	N	C	19	1916	6,892.30	7,236.91	7,598.78	7,978.73	8,377.59	3,181.06	3,340.11	3,507.13	3,682.49	3,866.58	39,7633	41,7514	43,8391	46,0311	48,3323
Senior Control Systems Operator Specialist	N	C	19	1917	9,916.62	10,412.48	10,933.13	11,479.78	12,053.73	4,576.90	4,805.76	5,046.06	5,298.36	5,563.26	57,2112	60,0720	63,0758	66,2295	69,5407
Senior Cross Connection Specialist	E	C	19	1959	7,653.14	8,035.80	8,437.50	8,859.48	9,302.43	3,532.22	3,708.83	3,894.23	4,088.99	4,293.43	44,1528	46,3604	48,6779	51,1124	53,6679
Senior Treatment Plant Technician	N	C	19	1918	7,306.93	7,672.32	8,055.93	8,458.71	8,881.62	3,372.43	3,541.07	3,718.12	3,904.02	4,099.21	42,1554	44,2634	46,4765	48,8003	51,2401
Senior Wastewater Collection System Operator	N	C	19	1919	6,565.74	6,894.07	7,238.79	7,600.69	7,980.74	3,030.34	3,181.88	3,340.98	3,508.01	3,683.42	37,8793	39,7735	41,7622	43,8501	46,0428
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	8,455.87	8,878.68	9,322.58	9,788.76	10,278.19	3,902.71	4,097.85	4,302.73	4,517.89	4,743.78	48,7839	51,2231	53,7841	56,4736	59,2973
Senior Wastewater Treatment Plant Operator	N	C	19	1921	9,362.56	9,830.69	10,322.22	10,838.32	11,380.24	4,321.18	4,537.24	4,764.10	5,002.30	5,252.42	54,0148	56,7155	59,5512	62,5287	65,6553
Senior Water Distribution Operator	N	C	19	1920	6,194.72	6,504.46	6,829.64	7,171.15	7,529.73	2,859.10	3,002.06	3,152.14	3,309.76	3,475.26	35,7387	37,5258	39,4018	41,3720	43,4408
Treatment Plant Technician	N	C	19	1923	6,646.29	6,978.62	7,327.56	7,693.94	8,078.63	3,067.52	3,220.90	3,381.95	3,551.05	3,728.60	38,3440	40,2612	42,2744	44,3881	46,6075
Wastewater Collection System Lead Operator	N	C	19	1927	7,014.13	7,364.87	7,733.05	8,119.74	8,525.66	3,237.29	3,399.17	3,569.10	3,747.57	3,934.92	40,4661	42,4896	44,6137	46,8446	49,1865
Wastewater Collection System Operator I	N	C	19	1925	5,228.19	5,489.60	5,764.07	6,052.30	6,354.92	2,413.01	2,533.66	2,660.34	2,793.37	2,933.04	30,1626	31,6707	33,2542	34,9171	36,6630
Wastewater Collection System Operator II	N	C	19	1926	5,746.78	6,034.06	6,335.83	6,652.64	6,985.25	2,652.36	2,784.95	2,924.23	3,070.45	3,223.96	33,1545	34,8119	36,5529	38,3806	40,2995
Wastewater Collection System Operator Technician I	N	C	19	1929	6,260.91	6,573.95	6,902.70	7,247.78	7,610.18	2,889.65	3,034.13	3,185.86	3,345.13	3,512.39	36,1206	37,9266	39,8232	41,8141	43,9049
Wastewater Collection System Project Coordinator	N	C	19	1954	7,530.86	7,907.38	8,302.75	8,717.89	9,153.80	3,475.78	3,649.56	3,832.04	4,023.64	4,224.83	43,4472	45,6195	47,9005	50,2955	52,8104
Wastewater Compliance Specialist	N	C	19	1953	6,317.68	6,633.55	6,965.23	7,313.50	7,679.21	2,915.85	3,061.64	3,214.72	3,375.46	3,544.25	36,4481	38,2705	40,1840	42,1932	44,3031
Wastewater Treatment Plant Chief Operator	N	C	19	1932	9,855.34	10,348.13	10,865.53	11,408.80	11,979.20	4,548.62	4,776.06	5,014.86	5,265.60	5,528.86	56,8578	59,7008	62,6857	65,8200	69,1107
Wastewater Treatment Plant OIT	N	U	19	1931	6,141.83	6,448.85	6,771.33	7,109.92	7,465.42	2,834.69	2,976.39	3,125.23	3,281.50	3,445.58	35,4336	37,2049	39,0654	41,0187	43,0697
Wastewater Treatment Plant Operator I	N	C	19	1933	7,340.02	7,707.01	8,092.39	8,497.00	8,921.86	3,387.70	3,557.08	3,734.95	3,921.69	4,117.78	42,3463	44,4635	46,6869	49,0211	51,4723
Wastewater Treatment Plant Operator II	N	C	19	1934	7,726.51	8,112.89	8,518.53	8,944.43	9,391.68	3,566.08	3,744.41	3,931.63	4,128.20	4,334.62	44,5760	46,8051	49,1454	51,6025	54,1828
Wastewater Treatment Plant Operator III	N	C	19	1935	8,574.09	9,002.85	9,452.93	9,925.52	10,421.82	3,957.27	4,155.16	4,362.89	4,581.01	4,810.07	49,4659	51,9395	54,5361	57,2626	60,1259

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 Chief Operator	N	C	19	1957	9,067.02	9,520.42	9,996.46	10,496.29	11,021.03	4,184.78	4,394.04	4,613.75	4,844.44	5,086.63	<b>52.3098</b>	54.9255	57.6719	60.5555	63.5829
Water Distribution Equipment Operator	N	C	19	1930	6,448.91	6,771.33	7,109.90	7,465.42	7,838.70	2,976.42	3,125.23	3,281.49	3,445.58	3,617.86	<b>37.2052</b>	39.0654	41.0186	43.0698	45.2232
Water Distribution Lead Operator	N	C	19	1937	6,810.48	7,151.00	7,508.52	7,883.98	8,278.18	3,143.30	3,300.46	3,465.47	3,638.76	3,820.70	<b>39.2913</b>	41.2558	43.3184	45.4845	47.7587
Water Distribution Lead Operator Technician	N	C	19	1938	7,529.99	7,906.49	8,301.84	8,716.96	9,152.76	3,475.38	3,649.15	3,831.62	4,023.21	4,224.35	<b>43.4423</b>	45.6144	47.8953	50.2901	52.8044
Water Distribution OIT	N	U	19	1941	4,572.19	4,800.79	5,040.82	5,292.86	5,557.48	2,110.24	2,215.75	2,326.53	2,442.86	2,564.99	<b>26.3780</b>	27.6969	29.0816	30.5357	32.0624
Water Distribution Operator I	N	C	19	1945	5,075.94	5,329.70	5,596.20	5,876.00	6,169.78	2,342.74	2,459.86	2,582.86	2,712.00	2,847.59	<b>29.2842</b>	30.7483	32.2858	33.9000	35.5949
Water Distribution Operator II	N	C	19	1947	5,634.63	5,916.39	6,212.20	6,522.77	6,848.90	2,600.60	2,730.64	2,867.17	3,010.51	3,161.03	<b>32.5075</b>	34.1330	35.8396	37.6314	39.5129
Water Distribution Operator Technician OIT	N	U	19	1936	5,478.53	5,752.48	6,040.15	6,342.07	6,659.16	2,528.55	2,654.99	2,787.76	2,927.11	3,073.46	<b>31.6069</b>	33.1874	34.8470	36.5889	38.4183
Water Distribution Operator Technician I	N	C	19	1948	6,198.90	6,508.84	6,834.32	7,176.00	7,534.80	2,861.03	3,004.08	3,154.30	3,312.00	3,477.60	<b>35.7629</b>	37.5510	39.4288	41.4000	43.4700
Water Distribution Operator Technician II	N	C	19	1949	6,815.16	7,155.85	7,513.70	7,889.40	8,283.86	3,145.46	3,302.70	3,467.86	3,641.26	3,823.32	<b>39.3183</b>	41.2837	43.3482	45.5157	47.7915
Water Distribution Operator/Emergency Services	N	C	19	1950	6,810.48	7,151.00	7,508.52	7,883.98	8,278.18	3,143.30	3,300.46	3,465.47	3,638.76	3,820.70	<b>39.2913</b>	41.2558	43.3184	45.4845	47.7587
Water Distribution Project Coordinator	N	C	19	1956	7,530.86	7,907.38	8,302.75	8,717.89	9,153.80	3,475.78	3,649.56	3,832.04	4,023.64	4,224.83	<b>43.4472</b>	45.6195	47.9005	50.2955	52.8104
Water Meter Technician I	N	C	19	1960	5,478.53	5,752.48	6,040.15	6,342.07	6,659.16	2,528.55	2,654.99	2,787.76	2,927.11	3,073.46	<b>31.6069</b>	33.1874	34.8470	36.5889	38.4183
Water Meter Technician II	N	C	19	1961	6,198.90	6,508.84	6,834.32	7,176.00	7,534.80	2,861.03	3,004.08	3,154.30	3,312.00	3,477.60	<b>35.7629</b>	37.5510	39.4288	41.4000	43.4700
Water Treatment Chief Operator	N	C	19	1940	9,855.86	10,348.69	10,866.14	11,409.45	11,979.87	4,548.86	4,776.32	5,015.14	5,265.90	5,529.17	<b>56.8607</b>	59.7040	62.6893	65.8238	69.1146
Water Treatment Plant OIT	N	U	19	1942	6,142.02	6,449.00	6,771.55	7,110.09	7,465.60	2,834.78	2,976.46	3,125.33	3,281.58	3,445.66	<b>35.4347</b>	37.2058	39.0666	41.0198	43.0707
Water Treatment Plant Operator II	N	C	19	1944	7,726.55	8,112.87	8,518.53	8,944.46	9,391.68	3,566.10	3,744.40	3,931.63	4,128.21	4,334.62	<b>44.5762</b>	46.8050	49.1454	51.6026	54.1827
Water Treatment Plant Operator III	N	C	19	1946	8,573.67	9,002.39	9,452.52	9,925.09	10,421.36	3,957.08	4,154.95	4,362.70	4,580.81	4,809.86	<b>49.4635</b>	51.9369	54.5337	57.2601	60.1232
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	8,237.30	8,649.14	9,081.58	9,535.72	10,012.43	3,801.83	3,991.91	4,191.50	4,401.10	4,621.12	<b>47.5229</b>	49.8989	52.3937	55.0137	57.7640

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.