

## **Resolution No. 2026-063**

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AUTHORIZING CLASSIFIED AND UNCLASSIFIED POSITIONS IN THE CITY'S SERVICE EFFECTIVE JUNE 27, 2026, AND PROVIDING A SCHEDULE OF CLASSIFICATIONS AND SALARIES FOR THE SAME IN ACCORDANCE WITH THE OPERATING BUDGET FOR FISCAL YEAR 2027

WHEREAS, the position allocations and salary schedules set forth in this Resolution are consistent with and necessary to implement the Fiscal Year 2027 Operating Budget; and

WHEREAS, the Council finds that adoption of the position allocations and salary schedules contained herein is necessary for the efficient administration of City services during Fiscal Year 2027.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA THAT:**

1. Effective June 27, 2026, all classifications subject to the Management Performance and Compensation Plan shall receive a 4.0% increase to base salary.
2. Pursuant to Section 502 of the City Charter, the salary of the Mayor and City Councilmembers shall receive a 4.68% increase effective April 4, 2026, and shall remain in effect until the next adjustment period in April 2027.
3. The Fiscal Year 2027 Position and Salary Control Plan is hereby approved and adopted as follows:
  - a. Authorized position allocations are set forth in the Position and Salary Control Resolution, attached hereto as Exhibit and incorporated herein by this reference.
  - b. Classification titles and salary ranges are set forth in the Classification and Salary Ranges Schedule, attached hereto as Exhibit and incorporated herein by this reference.
  - c. The Rate Class Schedule applicable to hourly employees is attached hereto as Exhibit and incorporated herein by this reference.

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

## SECTION 1. DEPARTMENT/DIVISION POSITIONS

The Council hereby authorizes the following positions in each of the Departments and/or Divisions as provided for in the 2027 fiscal year operating budget:

### AIRPORT DEPARTMENT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst I	1	
Administrative Analyst III	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Airport Business Development Supervisor	1	
Airport Business Manager	1	
Airport Director	1	
Airport Facilities Manager	1	
Airport Maintenance Coordinator	1	
Airport Maintenance Supervisor	1	
Airport Maintenance Worker II	3	
Airport Operations Manager	1	
Airport Operations Specialist	7	
Airport Operations Supervisor	3	
Airport Operations Technician	2	
Airport Patrol Supervisor	1	
Airport Police Officer	8	
Airport Police Officer II	4	
Airport Properties Manager	1	
Airport Security Aide	10	
Assistant Airport Director	1	
Custodial Supervisor	1	
Custodian	8	
Grounds Maintenance Crew Leader	1	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Grounds Maintenance Worker II	1	
Marketing Coordinator	1	
Marketing Supervisor	1	
Painter	2	
Principal Project Manager	1	
Property Management Specialist	2	
Senior Airport Maintenance Worker	4	
Senior Airport Operations Specialist	6	
Senior Airport Security Aide	1	
Senior Custodian	1	
<b>AIRPORT DEPARTMENT TOTAL</b>	<b>82</b>	<b>0</b>

## CITY ADMINISTRATOR

### Administration

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist*	1	
Assistant City Administrator	1	
City Administrator/City Clerk/Treasurer	1	
City Clerk Services Manager	1	
City TV Production Specialist	1	
City TV Production Supervisor	1	
Communications Specialist II	1	
Community Engagement Officer/PIO	1	
Deputy City Clerk	3	
Executive Assistant - Mayor and Council*	1	
Office Manager	1	
Senior Assistant to the City Administrator	1	
<b>ADMINISTRATION DIVISION TOTAL</b>	<b>14</b>	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

## Housing and Community Vitality

Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Analyst III	2	
Assistant Parking Coordinator		2.4
Deputy City Administrator	1	
Downtown Plaza & Parking Manager	1	
Electronics Technician II	1	
Facilities Maintenance Supervisor	1	
Housing & Human Services Manager	1	
Housing Program Specialist	1	
Maintenance Crew Leader	2	
Maintenance Worker II	6	
Parking Coordinator	3	
Parking Maintenance Coordinator	1	
Parking Resources Specialist	1	
Parking Supervisor	1	
Project Planner	1	
Public Works Manager	1	
Rental Housing Mediation Specialist	2	
Rental Housing Mediation Supervisor	1	
Senior Housing Programs Specialist	1	
Senior Maintenance Worker	1	
Sr Community Development Programs Specialist	1	
State Street Master Planner	1	
<b>HOUSING AND COMMUNITY VITALITY DIVISION TOTAL</b>	<b>33</b>	<b>2.4</b>
<b>CITY ADMINISTRATOR DEPARTMENT TOTAL</b>	<b>47</b>	<b>2.4</b>

## CITY ATTORNEY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Assistant City Attorney II	1	
Assistant City Attorney III	2	
Assistant City Attorney IV	2	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

<b>Assistant City Attorney V</b>	2	0.5
<b>Business Manager</b>	1	
<b>Chief Assistant City Attorney</b>	1	
<b>City Attorney</b>	1	
<b>City Attorney Investigator III*</b>	1	
<b>Legal Administrative Assistant II*</b>	3	
<b>Litigation Paralegal III*</b>	2	
<b>Senior Legal Administrative Assistant*</b>	1	
<b>CITY ATTORNEY DEPARTMENT TOTAL</b>	<b>17</b>	<b>0.5</b>

## COMMUNITY DEVELOPMENT

<b>Job Classification</b>	<b>Full-Time Positions Authorized</b>	<b>Part-Time Positions Authorized</b>
<b>Accounting Assistant</b>	1	
<b>Administrative Analyst II</b>	2	
<b>Administrative Assistant</b>	3	
<b>Administrative Assistant*</b>	1	
<b>Administrative Specialist</b>	2	
<b>Administrative Supervisor</b>	1	
<b>Administrative/Clerical Supervisor</b>	1	
<b>Associate Planner</b>	11	
<b>Building and Safety Supervisor</b>	3	
<b>Building Inspector</b>	3	
<b>Building Permit Technician</b>	4	
<b>Chief Building Official</b>	1	
<b>City Planner</b>	1	
<b>Commission Secretary</b>	3	
<b>Community Development Business Manager</b>	1	
<b>Community Development Director</b>	1	
<b>Graphic Designer</b>	1	
<b>Planning Technician II</b>	5	
<b>Plans Examiner</b>	2	
<b>Principal Planner</b>	1	
<b>Project Planner</b>	11	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Records Technician	1	
Senior Building Inspector/Specialty	6	
Senior Plan Check Engineer	1	
Senior Planner II	3	
Senior Plans Examiner	2	
<b>COMMUNITY DEVELOPMENT DEPARTMENT TOTAL</b>	<b>72</b>	<b>0</b>

## FINANCE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accountant II	1	
Accounting Assistant	4	0.5
Accounting Coordinator	1	
Accounting Technician	2	
Accounting Technician*	2	
Administrative Analyst I	1	
Administrative Analyst III	1	
Administrative Analyst III*	1	
Administrative Specialist	2	
Assistant Finance Director	1	
Budget Manager	1	
Buyer II	1	
Controller	1	
Finance Analyst I	2	
Finance Analyst I*	1	
Finance Analyst II	1	
Finance Director	1	
Finance Supervisor	2	
General Services Manager	1	
Payroll and A/P Supervisor*	1	
Purchasing Supervisor	1	
Risk Analyst I	2	
Risk Analyst II*	2	
Risk Manager	1	
Senior Accountant	3	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Senior Buyer	1	
<b>FINANCE DEPARTMENT TOTAL</b>	<b>38</b>	<b>0.5</b>

## FIRE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Assistant*	1	
Administrative Specialist	1	
Emergency Medical Services Manager	1	
Emergency Services Manager	1	
Fire Business Manager	1	
Fire Chief	1	
Office Specialist II	1	
Fire Captain	3	
Fire Engineer	6	
Fire Battalion Chief	4	
Fire Captain	25	
Fire Engineer	24	
Fire Operations Division Chief	1	
Firefighter	27	
Fire Inspector II	3	
Fire Inspector III	2	
Fire Battalion Chief / Fire Marshal	1	
Fire Public Education Coordinator	1	
Fire Services Specialist	2	
<b>FIRE DEPARTMENT TOTAL</b>	<b>106</b>	<b>0</b>

## HUMAN RESOURCES

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist*	1	
Administrative Specialist* (Delete by 6/30/2027)	1	
Human Resources Analyst II*	4	
Human Resources Director	1	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Human Resources Manager	2	
Human Resources Technician*	1	
Senior Human Resources Analyst*	2	
<b>HUMAN RESOURCES DEPARTMENT TOTAL</b>	<b>12</b>	<b>0</b>

## INFORMATION TECHNOLOGY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Applications Administrator*	1	
Applications Analyst	3	
Applications Analyst*	1	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	1	
Geographic Information Systems Analyst	2	
Geographic Information Systems Technician	3	
Information Technology Administrator	1	
Information Technology Director	1	
Information Technology Manager	1	
Information Technology Project Manager	1	
Information Technology Supervisor	4	
Information Technology Technician I	1	
Information Technology Technician II	3	
Network Analyst	4	
Senior Electronics/Communications Technician	2	
System Administrator	1	
Webmaster	1	
<b>INFORMATION TECHNOLOGY DEPARTMENT TOTAL</b>	<b>33</b>	<b>0</b>

## LIBRARY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Administrative Specialist		0.8

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Department Systems Supervisor	1	
Librarian II	9	
Library Circulation Supervisor	2	
Library Director	1	
Library Services Manager	1	
Library Systems Analyst	1	
Library Systems Technician I	1	
Library Systems Technician II	1	
Library Technician	15	1.6
Marketing Coordinator	2	
Outreach Coordinator	2	
Outreach Coordinator (Delete by 6/30/2027)	1	
Senior Librarian	2	
Senior Library Technician	1	
Supervising Librarian	3	
<b>LIBRARY DEPARTMENT TOTAL</b>	<b>44</b>	<b>2.4</b>

## MAYOR & CITY COUNCIL

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
City Councilmember	6	
Mayor	1	
<b>MAYOR &amp; COUNCIL DEPARTMENT TOTAL</b>	<b>7</b>	<b>0</b>

## PARKS & RECREATION

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Administrative Analyst II	1	
Administrative Assistant	2	
Administrative Assistant*	1	
Administrative Specialist	4	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Aquatics Specialist	1	
Assistant Parks & Recreation Director	1	
Automotive/Equipment Technician	1	
Capital Projects Supervisor	1	
Custodian	1	
Equipment Operator	3	
Grounds Maintenance Crew Leader	4	
Grounds Maintenance Worker I	3	
Grounds Maintenance Worker II	8	
Irrigation Systems Technician	2	
Neighborhood & Outreach Services Coordinator II	1	
Neighborhood & Outreach Services Supervisor I	1	
Office Specialist II	1	
Park Ranger	3	
Parks and Recreation Business Manager	1	
Parks and Recreation Director	1	
Parks Manager	1	
Parks Superintendent	1	
Parks Supervisor	3	
Project Engineer II	1	
Project Planner	2	
Project Planner (Delete by 06/30/2027)	1	
Recreation Coordinator	9	
Recreation Programs Manager	2	
Recreation Specialist	1	
Recreation Supervisor I	2	
Senior Grounds Maintenance Worker	6	
Senior Maintenance Worker	1	
Senior Recreation Supervisor	4	
Senior Tree Trimmer	2	
Street Tree Supervisor	1	
Supervising Park Ranger	1	
Tree Care Specialist	1	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Tree Trimmer II	3	
Urban Forest Superintendent	1	
<b>PARKS &amp; RECREATION DEPARTMENT TOTAL</b>	<b>85</b>	<b>0</b>

## POLICE

### Sworn Staff

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Assistant Police Chief	2	
Police Chief	1	
Police Commander	4	
Police Lieutenant	3	
Police Officer	112	
Police Sergeant	20	
<b>TOTAL SWORN STAFF</b>	<b>142</b>	<b>0</b>

### Professional Staff

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Animal Control Officer	2	
Animal Control Officer II	1	
Identification Technician	1	
Information Technology Technician II	1	
Network Administrator	1	
Parking Enforcement Officer	10	
Parking Enforcement Officer (Delete by 6/30/2027)	3	
Parking Enforcement Officer II	2	
Police Administrative Manager	1	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Police Business Manager	1	
Police Crime Analyst	1	
Police Information Technology Manager	1	
Police Property/Evidence Technician	2	
Police Records Manager	1	
Police Records Specialist	12	
Police Records Supervisor	2	
Police Services Coordinator	5	
Police Services Specialist	1	
Police Technician	1	
Public Safety Communications Manager	1	
Public Safety Dispatch Supervisor	3	
Public Safety Dispatcher II	9	
Public Safety Dispatcher III	5	
Senior Network / Applications Analyst	2	
<b>TOTAL PROFESSIONAL STAFF</b>	<b>72</b>	
<b>POLICE DEPARTMENT TOTAL</b>	<b>214</b>	<b>0</b>

## PUBLIC WORKS

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	2	
Administrative Analyst I	1	
Administrative Analyst II	2	
Administrative Analyst III	1	
Administrative Assistant	5	
Administrative Assistant Unclassified (Delete by 6/30/28)	1	
Administrative Assistant*	1	
Administrative Specialist	2	
Administrative Supervisor	1	
Associate Transportation Planner	2	
Automotive Parts Specialist	1	
Automotive Service Writer	1	
Carpenter	2	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

City Engineer	1	
Custodial Supervisor	1	
Custodian	7	1
Electrician	2	
Engineering Technician II	2	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
Fleet Services Superintendent	1	
Fleet Services Technician I	3	
Fleet Services Technician II	4	
HVAC Technician	1	
Lead Equipment Technician	1	
Maintenance Supervisor II	1	
Outreach Coordinator	1	
Painter	2	
Planning Technician II	1	
Plumber	2	
Principal Architect	1	
Principal Engineer	4	
Principal Project Manager	1	
Principal Traffic Engineer	1	
Project Engineer II	22	
Project Planner	2	
Public Works Business Manager	1	
Public Works Director	1	
Public Works Inspector II	2	
Public Works Operations Manager	1	
Senior Custodian	3	
Senior Engineering Technician	4	
Senior Planner II	1	
Senior Project Engineer	4	
Senior Project Engineer Unclassified (Delete by 6/30/28)	1	
Senior Public Works Inspector	3	
Senior Real Property Agent	2	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Senior Streets Maintenance Worker	6	
Senior Traffic Signal Technician	1	
Senior Traffic Technician	1	
Streets Maintenance Coordinator	3	
Streets Maintenance Crew Leader	2	
Streets Maintenance Superintendent	1	
Streets Maintenance Worker II	16	
Supervising Engineer	9	
Supervising Transportation Engineer	1	
Supervising Transportation Planner	1	
Traffic Signal Technician II	2	
Traffic Technician II	1	
Vehicle Services Assistant	1	
Mail Services Specialist	1	
Welder/Fabricator	1	
<b>PUBLIC WORKS DEPARTMENT TOTAL</b>	<b>156</b>	<b>1</b>

## SUSTAINABILITY & RESILIENCE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	3	
Administrative Analyst III	3	
Administrative Assistant*	1	
Administrative Specialist	1	
Associate Planner	1	0.5
Associate Transportation Planner	1	
Business Manager	1	
Code Enforcement Officer	3	
Code Enforcement Officer II	1	
Community Engagement Manager	1	
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	
Energy and Climate Program Manager	2	
Energy and Climate Specialist	1	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Environmental Services Manager	1	
Environmental Services Manager	1	
Environmental Services Specialist II	5	
Outreach Coordinator	2	
Project Planner	1	
Recycling Educator	1	
Sustainability Analyst II	1	
Sustainability and Resilience Director	1	
Water Quality Research Analyst	1	
<b>SUSTAINABILITY &amp; RESILIENCE DEPARTMENT TOTAL</b>	<b>35</b>	<b>0.5</b>

## WATER RESOURCES

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	2	0.8
Administrative Analyst II	4	
Administrative Assistant	1	
Administrative Specialist	1	
Control Systems Operator Specialist II	4	
Cross Connection Specialist	1	
Laboratory Analyst Coordinator	2	
Laboratory Analyst II	7	
Laboratory Supervisor	1	
Lead Water Meter Technician	1	
Principal Project Manager	1	
Public Works Business Manager	1	
Public Works Operations Assistant	2	
Reservoir & Dam Caretaker/Distribution Operator	1	
Senior Control Systems Operator Specialist	3	
Senior Cross Connection Specialist	1	
Senior Treatment Plant Technician	2	
Senior Wastewater Collection System Operator	5	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Senior Wastewater Collection System Outreach Program Coordinator	1	
Senior Wastewater Treatment Plant Operator	2	
Treatment Plant Technician	3	
Treatment Plant Technician Supervisor	1	
Warehouse Specialist	1	
Wastewater Collection System Lead Operator	1	
Wastewater Collection System Operator I	2	
Wastewater Collection System Operator II	5	
Wastewater Collection System Project Coordinator	4	
Wastewater Collection System Superintendent	1	
Wastewater Collection System Supervisor	1	
Wastewater Compliance Specialist	1	
Wastewater System Manager	1	
Wastewater Treatment Plant Chief Operator	1	
Wastewater Treatment Plant OIT	2	
Wastewater Treatment Plant Operator III	10	
Wastewater Treatment Superintendent	1	
Wastewater Treatment Supervisor	1	
Water Distribution Chief Operator	1	
Water Distribution Lead Operator Technician	2	
Water Distribution Operator Technician II	21	
Water Distribution Operator Technician OIT	5	
Water Distribution Project Coordinator	2	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Meter Technician II	3	
Water Quality Superintendent	1	
Water Resources Director	1	
Water Resources Specialist	3	
Water Service Superintendent	1	
Water Services Manager	1	
Water Services Supervisor	1	
Water System Manager	1	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Water Treatment Chief Operator	1	
Water Treatment Plant Operator III	9	
Water Treatment Superintendent	2	
Water Treatment Supervisor	1	
Water/Wastewater Maintenance Planner/Scheduler	6	
<b>WATER RESOURCES DEPARTMENT TOTAL</b>	<b>145</b>	<b>0.8</b>

## WATERFRONT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Harbor Operations Assistant	2	
Harbor Operations Manager	1	
Harbor Patrol Officer	10	
Harbor Patrol Supervisor	1	
Heavy Equipment Technician	1	
Office Specialist II	2	
Parking Coordinator	2	
Senior Waterfront Maintenance Worker	2	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
Waterfront Facilities Manager	1	
Waterfront Maintenance Coordinator	1	
Waterfront Maintenance Crew Leader	2	
Waterfront Maintenance Superintendent	1	
Waterfront Maintenance Worker II	10	
Waterfront Parking Supervisor	1	

# POSITION SALARY CONTROL RESOLUTION

Effective: 06/27/2026

Revised:

<b>Job Classification</b>	<b>Full-Time Positions Authorized</b>	<b>Part-Time Positions Authorized</b>
Waterfront Vessel Technician	1	
<b>WATERFRONT DEPARTMENT TOTAL</b>	<b>46</b>	<b>0</b>

## CITY WIDE

<b>Job Classification</b>	<b>Full-Time Positions Authorized</b>	<b>Part-Time Positions Authorized</b>
<b>CITY WIDE TOTAL</b>	<b>1139</b>	<b>8.10</b>

## NOTES

Delete by positions included in city wide total: 8

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective: 06/27/2026  
Revised:

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 2026 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 = Unrepresented Managers
- 03 = AFSCME Represented 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

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	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	33,9891	35.6884	37.4725	39.3465	41.3138
Accounting Technician*	N	U	16	6004	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	35,7272	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I*	N	U	16	6001	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48,6740	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II*	E	U	16	6003	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55,6900	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III*	E	U	16	6002	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60,3162	63.3322	66.4985	69.8235	73.3148
Administrative Assistant*	N	U	16	6028	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39,8705	41.8636	43.9574	46.1551	48.4629
Administrative Specialist*	N	U	16	6024	5,361.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	31,0493	32.6015	34.2318	35.9435	37.7405
Applications Administrator*	E	U	16	6019	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	60,8607	63.9037	67.0986	70.4540	73.9764
Applications Analyst*	E	U	16	6006	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51,3096	53.8750	56.5691	59.3976	62.3672
City Attorney Investigator I*	E	U	16	6026	8,943.00	9,390.14	9,859.68	10,352.64	10,870.32	4,127.54	4,333.91	4,550.62	4,778.14	5,017.07	51,5942	54.1739	56.8827	59.7268	62.7134
City Attorney Investigator II*	E	U	16	6036	10,216.09	10,726.91	11,263.24	11,826.40	12,417.67	4,715.12	4,950.88	5,198.42	5,458.34	5,731.23	58,9390	61.8860	64.9803	68.2293	71.6404
City Attorney Investigator III*	E	U	16	6037	11,067.66	11,621.05	12,202.13	12,812.22	13,452.75	5,108.15	5,363.56	5,631.75	5,913.33	6,208.96	63,8519	67.0445	70.3969	73.9196	77.6120
Executive Assistant - Mayor and Council*	N	U	16	6022	8,263.88	8,677.09	9,111.03	9,566.57	10,044.91	3,814.10	4,004.81	4,205.09	4,415.34	4,636.11	47,6763	50.0601	52.5636	55.1918	57.9514
Finance Analyst I*	E	U	16	6009	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48,6740	51.1075	53.6630	56.3463	59.1633
Finance Analyst II*	E	U	16	6027	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55,6900	58.4745	61.3981	64.4681	67.6917
Human Resources Analyst I*	E	U	16	6014	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48,6740	51.1075	53.6630	56.3463	59.1633
Human Resources Analyst II*	E	U	16	6015	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55,6900	58.4745	61.3981	64.4681	67.6917
Human Resources Assistant*	N	U	16	6016	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39,8705	41.8636	43.9574	46.1551	48.4629
Human Resources Technician*	N	U	16	6017	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41,0818	43.1358	45.2924	47.5573	49.9350
Law Clerk*	N	U	16	6008	6,623.72	6,954.89	7,302.62	7,667.79	8,051.18	3,057.10	3,209.95	3,370.44	3,538.98	3,715.93	38,2137	40.1244	42.1305	44.2372	46.4491
Law Practice Administrator*	E	U	16	6033	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60,3162	63.3322	66.4985	69.8235	73.3148
Legal Administrative Assistant I*	N	U	16	6010	5,674.80	5,958.62	6,256.58	6,569.31	6,897.84	2,619.14	2,750.13	2,887.65	3,031.99	3,183.62	32,7393	34.3766	36.0956	37.8999	39.7952
Legal Administrative Assistant II*	N	U	16	6011	6,859.02	7,202.00	7,562.08	7,940.18	8,337.20	3,165.70	3,324.00	3,490.19	3,664.70	3,847.94	39,5712	41.5500	43.6274	45.8088	48.0993
Litigation Paralegal I*	N	U	16	6012	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	40,3688	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II*	N	U	16	6034	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	45,0114	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III*	N	U	16	6035	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	49,6540	52.1367	54.7434	57.4808	60.3543
Office Specialist II*	N	U	16	6013	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	27,1560	28.5136	29.9391	31.4361	33.0077
Principal Human Resources Analyst*	E	U	16	6032	11,324.11	11,934.22	12,544.35	13,154.42	13,764.53	5,226.51	5,508.10	5,789.70	6,071.27	6,352.86	65,3314	68.8512	72.3712	75.9909	79.7108
Risk Analyst I*	E	U	16	6020	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48,6740	51.1075	53.6630	56.3463	59.1633
Risk Analyst II*	E	U	16	6021	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55,6900	58.4745	61.3981	64.4681	67.6917
Risk Assistant*	N	U	16	6025	6,380.83	6,699.88	7,034.86	7,386.60	7,755.97	2,945.00	3,092.25	3,246.86	3,409.20	3,579.68	36,8125	38.6531	40.5858	42.6150	44.7460
Risk Technician*	N	U	16	6030	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41,0818	43.1358	45.2924	47.5573	49.9350
Senior Human Resources Analyst*	E	U	16	6018	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60,3162	63.3322	66.4985	69.8235	73.3148
Senior Legal Administrative Assistant*	E	U	16	6038	7,700.20	8,094.23	8,488.26	8,923.94	9,359.61	3,553.94	3,735.80	3,917.66	4,118.74	4,319.82	44,4242	46.6975	48.9707	51.4842	53.9977

Classification Title	FLSA Service Status	Unit	Job Class	Monthly					Biweekly					Hourly					
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	
				GENERAL															
Accountant I	E	C	14	1400	6,808.23	7,148.61	7,506.07	7,891.42	8,275.43	3,142.28	3,299.36	3,464.34	3,637.58	3,819.43	39,273	41,240	43,304	45,407	47,742
Accountant II	E	C	14	1401	7,522.47	7,898.52	8,293.52	8,708.19	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	43,989	45,864	47,842	50,295	52,713
Accounting Assistant	N	C	14	1402	5,891.45	6,165.99	6,455.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	33,273	35,084	37,478	39,345	41,318
Accounting Coordinator	N	C	14	1404	6,808.23	7,148.61	7,506.07	7,891.42	8,275.43	3,142.28	3,299.36	3,464.34	3,637.58	3,819.43	39,273	41,240	43,304	45,407	47,742
Accounting Technician	N	C	14	1405	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,856.18	3,001.06	3,151.14	3,308.69	3,474.14	35,272	37,513	39,383	41,386	43,268
Administrative Analyst I	N	U	14	1406	6,436.83	6,858.63	7,301.59	7,766.68	8,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48,670	51,107	53,660	56,343	59,163
Administrative Analyst II	E	U	14	1408	6,652.93	7,035.58	7,442.34	7,884.11	8,351.24	4,455.20	5,066.56	5,319.88	5,585.58	5,865.18	60,316	63,322	66,495	69,826	73,318
Administrative Analyst III	E	U	14	1407	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,676.68	6,191.85	6,515.45	6,848.29	71,971	75,442	79,077	82,848	86,766
Administrative Assistant	N	U	14	1409	6,910.89	7,256.38	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39,875	41,963	44,294	46,874	49,629
Administrative Assistant Unclassified	N	U	14	1607	6,910.89	7,256.38	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	31,043	32,601	34,218	35,945	37,705
Administrative Specialist	N	C	14	1531	5,381.87	5,650.93	5,930.52	6,230.21	6,541.69	2,493.94	2,608.12	2,736.54	2,875.48	3,019.24	31,043	32,601	34,218	35,945	37,705
Adult Literacy Coordinator	N	C	14	1580	7,919.10	8,315.04	8,730.90	9,167.38	9,625.70	3,654.97	3,837.71	4,029.60	4,231.09	4,442.63	45,887	47,974	50,370	52,886	55,529
Airport Maintenance Coordinator	N	C	14	1413	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,378.03	3,547.98	3,723.38	38,310	40,226	42,237	44,347	46,562
Airport Maintenance Worker I	N	C	14	1410	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	31,380	32,958	34,595	36,326	38,146
Airport Maintenance Worker II	N	C	14	1411	5,439.55	5,711.49	5,997.07	6,286.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	32,165	33,774	35,462	37,235	39,076
Airport Operations Technician	N	C	14	1579	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	32,165	33,774	35,462	37,235	39,076
Animal Control Officer	N	C	14	1416	5,857.69	6,150.60	6,458.16	6,781.08	7,120.14	2,703.55	2,838.74	2,980.69	3,129.73	3,286.22	33,794	35,484	37,256	39,126	41,077
Animal Control Officer II	N	C	14	1417	6,472.20	6,795.94	7,135.59	7,492.38	7,866.95	2,987.17	3,136.54	3,293.35	3,458.02	3,630.90	37,396	39,208	41,169	43,253	45,382
Applications Administrator	N	C	14	1596	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	60,880	63,907	67,098	70,450	73,976
Applications Analyst	E	C	14	1595	8,883.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51,309	53,870	56,591	59,376	62,362
Aquatics Specialist	N	C	14	1601	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	33,483	35,152	36,914	38,762	40,698
Assistant Parking Coordinator	N	C	14	1418	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,465.64	2,609.93	2,740.41	2,877.43	3,021.30	31,075	32,814	34,629	36,517	38,462
Assistant Planner	E	C	14	1419	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	45,817	47,891	50,290	52,808	55,442
Assistant Transportation Planner	E	C	14	1420	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	45,817	47,891	50,290	52,808	55,442
Associate Planner	E	C	14	1422	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49,407	51,878	54,471	57,156	60,052
Associate Transportation Planner	E	C	14	1421	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49,407	51,878	54,471	57,156	60,052
Automotive/Equipment Technician	N	C	14	1578	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	37,267	39,231	41,197	43,257	45,420
Automotive Parts Specialist	N	C	14	1427	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	37,267	39,231	41,197	43,257	45,420
Automotive Service Writer	N	C	14	1428	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	43,989	45,864	47,842	50,295	52,713
Building Inspector	N	C	14	1431	7,993.68	8,393.68	8,813.00	9,253.68	9,716.33	3,699.39	3,873.86	4,067.54	4,284.46	4,519.16	46,117	48,433	50,842	53,366	56,058
Building Permit Technician	N	C	14	1432	6,547.88	6,875.33	7,219.07	7,573.98	7,959.03	3,022.10	3,173.23	3,331.88	3,498.45	3,673.40	37,504	39,374	41,345	43,416	45,582
Buyer I	N	C	14	1433	6,500.07	6,825.07	7,166.38	7,524.66	7,900.80	3,000.03	3,150.03	3,307.56	3,472.93	3,646.57	37,504	39,374	41,345	43,416	45,582
Buyer II	N	C	14	1575	7,222.30	7,583.44	7,962.63	8,360.76	8,778.75	3,333.37	3,522.96	3,725.06	3,938.41	4,161.73	41,667	43,708	45,933	48,251	50,666
Carpenter	N	C	14	1434	6,650.50	6,983.08	7,332.22	7,698.42	8,083.75	3,069.46	3,220.96	3,384.10	3,553.30	3,730.96	38,983	40,287	42,302	44,162	46,370
City TV Production Specialist	N	C	14	1463	8,031.44	8,432.99	8,854.63	9,297.34	9,762.18	3,706.82	3,892.15	4,088.75	4,291.08	4,505.62	46,333	48,619	51,044	53,636	56,320
Code Enforcement Officer	N	C	14	1435	7,085.39	7,439.64	7,811.61	8,202.22	8,612.37	3,433.70	3,605.36	3,785.64	3,974.94	4,173.67	42,921	44,708	46,572	48,527	50,579
Code Enforcement Officer II	N	C	14	1614	7,439.68	7,811.61	8,202.22	8,612.37	9,042.95	3,433.70	3,605.36	3,785.64	3,974.94	4,173.67	42,921	44,708	46,572	48,527	50,579
Commission Secretary	N	C	14	1514	5,731.74	6,018.26	6,319.26	6,635.16	6,966.96	2,645.42	2,777.66	2,916.58	3,062.38	3,215.52	33,067	34,720	36,452	38,278	40,194
Communications Specialist	E	C	14	1436	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37,938	39,827	41,817	43,905	46,102
Communications Specialist II	E	C	14	1621	7,485.03	7,859.26	8,252.25	8,664.80	9,088.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43,182	45,349	47,609	49,983	52,489
Community Development Programs Specialist	N	C	14	1437	7,750.95	8,138.48	8,545.44	8,972.73	9,421.32	3,577.36	3,756.22	3,944.05	4,141.26	4,348.30	44,717	46,957	49,306	51,767	54,358
Community Education Liaison	E	C	14	1438	5,746.30	6,033.90	6,335.31	6,652.10	6,994.68	2,652.14	2,794.74	2,923.99	3,070.20	3,223.70	33,151	34,893	36,549	38,375	40,286
Computer Training Coordinator	E	C	14	1443	8,727.88	9,164.24	9,622.48	10,103.80	10,608.76	4,028.25	4,229.65	4,441.15	4,663.20	4,896.35	50,351	52,876	55,514	58,290	61,204
Creeks Outreach Coordinator	E	C	14	1444	7,485.03	7,859.26	8,252.25	8,664.80	9,088.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43,182	45,349	47,609	49,983	52,489
Custodian	N	C	14	1445	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,226.02	2,341.81	2,465.22	2,598.48	26,614	27,993	29,347	30,815	32,350
Deputy City Clerk	N	C	14	1446	7,471.68	7,845.20	8,237.49	8,649.33	9,061.84	3,448.46	3,620.86	3,801.92	3,992.00	4,191.62	43,108	45,268	47,520	49,900	52,392
Electrician	N	C	14	1447	7,060.76	7,413.77	7,784.44	8,167.66	8,562.36	3,256.81	3,421.74	3,592.82	3,772.46	3,961.09	40,735	42,717	44,912	47,158	49,513
Electrician/Communications Technician I	N	C	14	1450	6,742.93	7,080.10	7,434.14	7,805.81	8,196.11	3,112.12	3,267.74	3,431.14	3,602.68	3,782.82	38,901	40,848	42,893	45,035	47,282
Electrician/Communications Technician II	N	C	14	1451	7,413.25	7,763.88	8,133.06	8,516.69	8,910.84	3,421.50	3,592.56	3,772.18	3,960.78	4,158.95	42,768	44,907	47,152	49,508	51,986

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	
					Environmental Services Specialist II	E	C	14	1542	9,321.76	9,767.85	10,277.26	10,791.13	11,330.67	4,302.35	4,517.47	4,743.35	4,980.52	5,229.54	53,779.4
Equipment Operator	N	C	14	1455	5,500.28	5,775.29	6,064.05	6,367.27	6,685.62	2,538.59	2,665.52	2,798.79	2,938.74	3,085.67	31,732.4	33,319.0	34,984.9	36,734.2	38,570.9	
Facilities Maintenance Worker II	N	C	14	1573	5,439.55	5,711.46	5,987.07	6,266.96	6,617.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31,382.0	32,950.8	34,598.5	36,328.6	38,144.6	
Finance Analyst I	E	U	14	1456	8,436.83	8,858.63	9,301.59	9,766.98	10,254.96	3,853.92	4,088.60	4,293.04	4,507.06	4,733.06	4,974.00	48,674.0	51,107.5	53,663.0	56,346.3	59,163.3
Finance Analyst II	E	U	14	1457	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,895.20	5,131.88	5,380.73	5,641.41	5,914.54	6,200.64	55,890.0	58,474.5	61,391.1	64,648.1	67,917.7
Fire Public Education Coordinator	E	C	14	1459	7,485.03	7,858.26	8,252.25	8,664.80	9,098.07	3,454.63	3,649.09	3,808.73	3,998.14	4,199.11	4,412.22	43,127.5	45,341.9	47,601.1	49,969.3	52,488.9
Fire Services Specialist	N	C	14	1460	6,910.89	7,286.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	4,069.73	39,870.5	41,863.6	43,957.4	46,155.1	48,429.9
Fire Warehouse Specialist	N	C	14	1458	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	3,125.54	30,808.8	32,139.6	33,543.5	35,036.3	36,619.4
Fleet Services Technician Trainee	N	U	14	1591	5,829.29	6,120.79	6,426.81	6,748.17	7,085.56	2,690.44	2,824.98	2,966.22	3,114.54	3,270.26	3,438.05	33,630.5	35,312.2	37,077.7	38,991.8	40,878.2
Fleet Services Technician I	N	C	14	1426	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	3,814.78	37,374.1	39,236.1	41,197.6	43,257.6	45,420.4
Fleet Services Technician II	N	C	14	1468	7,156.44	7,514.26	7,893.92	8,294.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	4,215.51	41,287.1	43,351.5	45,518.7	47,794.9	50,184.7
Geographic Information Systems Analyst	N	C	14	1606	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.59	4,749.86	4,984.38	5,229.54	46,516.1	48,681.1	50,948.1	53,316.1	55,786.1
Geographic Information Systems Coordinator	N	C	14	1423	10,761.68	11,299.77	11,864.80	12,468.03	13,090.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	6,339.86	62,086.6	65,191.0	68,450.8	71,732.0	75,067.0
Geographic Information Systems Technician	N	C	14	1461	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	4,454.51	43,815.6	45,796.5	48,086.1	50,490.6	53,016.1
Graphic Designer	N	C	14	1439	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	4,751.81	46,573.1	48,864.1	51,307.6	53,872.8	56,566.4
Grounds Maintenance Crew Leader	N	C	14	1454	6,115.87	6,421.65	6,742.78	7,079.95	7,433.88	2,822.71	2,963.84	3,112.05	3,267.67	3,431.02	3,603.29	35,239.9	37,048.0	38,906.6	40,845.9	42,887.8
Grounds Maintenance Worker I	N	C	14	1485	4,897.96	5,079.73	5,333.71	5,600.38	5,880.40	2,232.86	2,344.49	2,461.71	2,584.79	2,714.03	2,849.03	27,910.7	29,306.1	30,771.4	32,308.9	33,925.4
Grounds Maintenance Worker II	N	C	14	1466	5,425.94	5,697.25	5,992.10	6,281.21	6,595.25	2,504.28	2,629.50	2,760.97	2,899.02	3,043.96	3,194.81	31,303.5	32,867.7	34,512.1	36,237.7	38,049.5
Harbor Operations Assistant	N	C	14	1467	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,976.86	3,127.81	3,283.11	32,165.6	33,774.1	35,462.9	37,235.8	39,097.6
Head Pool Lifeguard	N	C	14	1572	3,896.30	4,091.06	4,295.66	4,510.44	4,735.94	1,798.29	1,898.18	1,992.61	2,081.74	2,165.82	2,247.86	22,478.6	23,602.2	24,782.6	26,021.7	27,322.7
Heavy Equipment Technician	N	C	14	1576	7,156.44	7,514.26	7,893.92	8,294.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	4,215.51	41,287.1	43,351.5	45,518.7	47,794.9	50,184.7
Housing Programs Specialist	N	C	14	1489	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	4,238.45	4,450.25	4,672.90	4,906.54	5,151.42	5,406.92	52,906.6	55,629.8	58,412.1	61,331.8	64,398.8
Housing Project Planner	E	C	14	1480	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.25	4,672.90	4,906.54	5,151.42	5,406.92	52,906.6	55,629.8	58,412.1	61,331.8	64,398.8
HVAC Technician	N	C	14	1609	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	4,158.42	40,735.1	42,771.7	44,910.2	47,158.8	49,513.6
Information Technology Administrator	E	C	14	1611	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	6,203.36	60,860.2	63,903.5	67,098.6	70,453.1	73,975.9
Information Technology Project Manager	E	C	14	1603	10,761.68	11,299.77	11,864.80	12,468.03	13,090.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	6,339.86	62,086.6	65,191.0	68,450.8	71,732.0	75,067.0
Information Technology Technician I	N	C	14	1440	5,980.28	6,279.24	6,593.19	6,922.87	7,288.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	3,519.91	34,501.6	36,226.4	38,039.6	39,939.6	41,936.4
Information Technology Technician II	N	C	14	1441	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	3,836.42	37,554.4	39,431.9	41,403.5	43,473.7	45,647.5
Irrigation Systems Technician	N	C	14	1471	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,323.52	3,489.69	3,664.18	3,847.42	4,039.76	4,242.54	41,540.0	43,621.1	45,802.2	48,092.7	50,497.0
Lead Equipment Technician	E	C	14	1474	6,549.90	6,877.37	7,221.31	7,592.36	7,981.50	3,023.03	3,174.17	3,332.91	3,499.55	3,674.54	3,859.38	37,879.7	39,677.1	41,661.4	43,744.4	45,931.7
Librarian I	E	C	14	1473	7,200.96	7,561.00	7,939.06	8,336.08	8,752.81	3,323.52	3,489.69	3,664.18	3,847.42	4,039.76	4,242.54	41,540.0	43,621.1	45,802.2	48,092.7	50,497.0
Librarian II	E	C	14	1472	4,909.10	5,154.52	5,412.23	5,682.86	5,966.96	2,265.74	2,379.01	2,497.95	2,622.86	2,753.98	2,891.42	28,472.0	29,737.6	31,224.4	32,785.7	34,424.8
Library Assistant I	N	C	14	1477	5,108.94	5,364.34	5,632.51	5,914.18	6,209.88	2,357.97	2,475.85	2,599.62	2,729.62	2,866.10	2,999.42	29,476.6	30,948.1	32,495.3	34,120.2	35,826.2
Library Assistant II	N	C	14	1476	4,893.67	5,098.39	5,305.32	5,524.59	5,759.18	2,192.38	2,296.06	2,397.88	2,506.29	2,620.82	2,741.97	27,838.8	29,310.3	30,867.6	32,507.6	34,232.2
Library Systems Analyst	E	C	14	1612	9,893.67	10,338.33	10,805.32	11,295.59	11,810.32	4,104.77	4,310.00	4,525.59	4,749.86	4,984.38	5,229.54	51,309.6	53,874.5	56,597.6	59,376.2	62,212.2
Library Systems Technician I	N	C	14	1479	5,980.28	6,279.24	6,593.19	6,922.87	7,288.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	3,519.91	34,501.6	36,226.4	38,039.6	39,939.6	41,936.4
Library Systems Technician II	N	C	14	1481	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	3,836.42	37,554.4	39,431.9	41,403.5	43,473.7	45,647.5
Library Technician	N	C	14	1480	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	3,209.28	31,448.7	33,021.5	34,672.5	36,405.7	38,226.0
Library Technician - Unclassified	N	U	14	1610	4,905.98	5,151.36	5,408.91	5,679.29	5,963.27	2,284.30	2,377.55	2,496.42	2,621.21	2,752.28	28,308.8	29,719.4	31,205.3	32,765.1	34,403.5	
Mail Services Specialist	N	C	14	1594	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	31,448.7	33,021.5	34,672.5	36,405.7	38,226.0	
Maintenance Coordinator	N	C	14	1483	6,412.68	6,733.37	7,070.03	7,423.50	7,794.67	2,959.70	3,107.71	3,263.09	3,426.23	3,597.54	3,774.54	36,998.3	38,846.4	40,786.6	42,827.9	44,969.3
Maintenance Crew Leader	N	C	14	1484	6,412.68	6,733.37	7,070.03	7,423.50	7,794.67	2,959.70	3,107.71	3,263.09	3,426.23	3,597.54	3,774.54	36,998.3	38,846.4	40,786.6	42,827.9	44,969.3
Maintenance Worker I	N	C	14	1485	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	2,717.03	26,619.4	27,950.3	29,347.6	30,815.3	32,366.0
Maintenance Worker II	N	C	14	1486	5,439.55	5,711.46	5,987.07	6,266.96	6,617.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	3,203.06	31,382.0	32,950.8	34,598.5	36,328.6	38,144.6
Marketing Coordinator	N	C	14	1487	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	4,751.81	46,573.1	48,864.1	51,30		

Classification Title	FLSA Status	Service 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	
				Parking Coordinator	N	C	14	1496	6,876.52	7,220.33	7,581.36	7,950.42	8,358.39	3,173.78	3,332.46	3,489.09	3,674.04	3,857.72	39,672.23
Parking Maintenance Coordinator	N	C	14	1592	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,054.86	3,218.13	3,379.03	3,547.98	3,725.38	38,330.7	40,226.6	42,327.9	44,349.7	46,567.2
Parking Resources Specialist	N	C	14	1497	7,597.86	7,977.71	8,376.62	8,795.48	9,235.20	3,506.70	3,682.02	3,866.13	4,055.45	4,262.40	43,833.7	46,025.3	48,326.6	50,743.1	53,280.0
Plan Check Engineer	E	C	14	1424	6,666.50	10,149.84	10,657.31	11,179.90	11,749.70	4,461.46	4,694.52	4,918.76	5,164.70	5,422.94	55,768.3	58,556.8	61,484.5	64,558.7	67,768.9
Planning Technician I	N	C	14	1499	6,574.66	6,903.43	7,248.58	7,591.58	7,991.58	3,034.46	3,198.20	3,345.50	3,512.78	3,689.42	37,930.8	39,827.5	41,818.7	43,909.5	46,105.2
Planning Technician II	N	C	14	1500	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41,081.8	43,135.8	45,289.2	47,557.3	49,935.0
Plans Examiner	E	C	14	1501	9,242.22	9,704.35	10,189.55	10,698.98	11,233.97	4,265.64	4,478.93	4,702.87	4,937.58	5,184.91	53,320.5	55,966.8	58,765.9	61,724.9	64,811.4
Pool Technician	N	C	14	1502	6,818.46	7,159.34	7,517.36	7,893.93	8,287.98	3,146.98	3,304.31	3,469.55	3,643.23	3,825.18	39,337.2	41,303.9	43,369.4	45,537.9	47,814.7
Program Analyst	E	C	14	1503	5,803.94	6,094.10	6,398.64	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	33,404.3	35,158.2	36,916.4	38,762.2	40,699.8
Project Engineer I	E	C	14	1600	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,343.95	4,561.16	4,789.22	5,028.89	5,280.13	54,299.4	57,014.5	59,865.2	62,856.6	66,001.6
Project Engineer II	E	C	14	1505	9,471.89	9,882.51	10,376.64	10,895.52	11,440.28	4,343.95	4,561.16	4,789.22	5,028.89	5,280.13	54,299.4	57,014.5	59,865.2	62,856.6	66,001.6
Project Planner	E	C	14	1507	9,183.31	9,642.48	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52,980.6	55,629.8	58,411.2	61,331.8	64,398.8
Project Planner Unclassified	E	C	14	1605	9,183.31	9,642.48	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52,980.6	55,629.8	58,411.2	61,331.8	64,398.8
Property Management Specialist	N	C	14	1508	7,373.82	7,742.50	8,129.68	8,536.13	8,962.92	3,403.30	3,573.46	3,762.16	3,959.75	4,136.73	40,168.8	42,177.1	44,285.8	46,500.0	48,825.5
Public Works Inspector I	N	C	14	1509	6,962.58	7,310.70	7,676.20	8,050.00	8,463.09	3,213.50	3,374.17	3,542.86	3,720.00	3,906.04	45,503.2	47,778.3	50,167.1	52,675.5	55,309.2
Public Works Inspector II	N	C	14	1510	7,887.23	8,261.56	8,656.64	9,130.42	9,586.94	3,640.26	3,822.26	4,013.37	4,214.04	4,424.74	45,503.2	47,778.3	50,167.1	52,675.5	55,309.2
Public Works Operations Assistant	N	C	14	1571	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,608.93	2,740.41	2,877.43	3,021.30	49,161.8	51,620.0	54,201.0	56,910.8	59,756.4
Records Technician	N	C	14	1511	8,521.37	8,947.47	9,384.84	9,864.55	10,367.77	3,982.94	4,129.60	4,286.08	4,452.87	4,780.51	49,161.8	51,620.0	54,201.0	56,910.8	59,756.4
Recreation Program Leader	N	C	14	1517	4,545.45	4,772.76	5,011.44	5,262.94	5,525.07	2,092.90	2,202.81	2,312.97	2,428.61	2,550.03	26,227.3	27,635.1	28,912.1	30,307.6	31,769.2
Recycling Educator	N	C	14	1518	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37,554.4	39,431.9	41,403.5	43,473.7	45,647.5
Rental Housing Mediation Specialist	N	C	14	1519	7,050.16	7,402.66	7,772.79	8,161.44	8,569.49	3,253.92	3,416.61	3,587.44	3,766.82	3,955.15	40,674.0	42,707.8	44,840.0	47,053.3	49,334.4
Risk Analyst I	E	U	14	6018	8,436.83	8,858.63	9,301.59	9,766.69	10,254.96	3,893.92	4,077.86	4,263.04	4,451.85	4,645.34	55,690.0	58,474.5	61,388.1	64,469.1	67,691.7
Risk Analyst II	E	U	14	6019	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,639.60	4,827.90	5,020.60	5,218.30	54,674.0	57,500.0	60,400.0	63,380.0	66,420.0
Senior Accountant	E	C	14	1520	6,693.01	6,912.71	7,154.14	7,418.57	7,705.57	4,012.16	4,212.79	4,423.45	4,644.62	4,876.84	50,153.0	52,659.9	55,263.1	58,057.8	60,960.5
Senior Airport Maintenance Worker	N	C	14	1521	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	34,679.3	36,407.6	38,277.4	40,199.4	42,146.3
Senior Building Inspector	N	C	14	1523	8,832.24	9,273.75	9,737.41	10,224.37	10,735.57	4,076.42	4,280.19	4,494.94	4,718.94	4,954.88	50,956.2	53,502.4	56,177.4	58,986.7	61,938.0
Senior Building Inspector Specialty	N	C	14	1524	9,283.80	9,748.03	10,235.40	10,747.21	11,284.54	4,294.83	4,499.09	4,724.03	4,960.25	5,208.25	53,560.4	56,239.6	59,003.1	61,831.0	64,703.3
Senior Buyer	N	C	14	1522	7,944.50	8,341.80	8,758.86	9,196.83	9,656.68	3,666.69	3,850.06	4,042.55	4,244.69	4,456.93	45,833.6	48,125.8	50,531.9	53,058.6	55,711.6
Senior Commission Secretary	N	C	14	1513	6,333.02	6,649.63	6,982.11	7,331.17	7,697.78	2,922.93	3,069.12	3,222.51	3,383.62	3,552.82	36,536.2	38,363.2	40,281.4	42,295.3	44,410.3
Senior Community Development Programs Specialist	N	C	14	1528	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	49,189.0	51,648.3	54,208.4	56,942.3	59,789.3
Senior Custodian	N	C	14	1524	4,874.22	5,117.91	5,374.11	5,642.52	5,924.66	2,249.64	2,362.11	2,480.36	2,604.24	2,734.46	28,120.5	29,526.4	31,004.5	32,553.0	34,180.8
Senior Electronics/Communications Technician	N	C	14	1525	7,949.35	8,346.82	8,764.17	9,202.42	9,662.55	3,668.93	3,862.38	4,045.00	4,247.27	4,459.64	45,881.6	48,154.8	50,562.5	53,000.9	55,745.5
Senior Engineering Technician	N	C	14	1526	7,582.77	7,961.83	8,359.95	8,777.97	9,216.87	3,499.74	3,674.69	3,858.44	4,051.37	4,253.94	43,746.7	45,933.6	48,230.5	50,642.1	53,174.3
Senior Grounds Maintenance Worker	N	C	14	1527	5,646.81	5,929.17	6,225.64	6,536.88	6,863.74	2,606.22	2,736.54	2,873.37	3,017.02	3,167.88	32,577.7	34,206.7	35,917.1	37,712.7	39,588.5
Senior Grounds Maintenance Specialist	N	C	14	1620	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55,690.0	58,474.5	61,388.1	64,469.1	67,691.7
Senior Library Technician	E	C	14	1528	5,953.14	6,261.26	6,574.40	6,903.11	7,248.28	2,752.22	2,889.81	3,034.34	3,186.05	3,345.36	34,402.8	36,122.6	37,923.9	39,825.6	41,812.0
Senior Maintenance Worker	N	C	14	1529	6,100.99	6,405.99	6,726.31	7,062.61	7,415.68	2,815.84	2,956.60	3,104.45	3,259.66	3,422.82	35,198.0	36,957.6	38,805.6	40,745.8	42,782.8
Senior Network/Applications Analyst	E	C	14	1504	9,599.76	10,079.77	10,583.71	11,112.84	11,668.56	4,430.66	4,652.20	4,894.79	5,128.05	5,385.49	55,382.2	58,152.5	61,059.9	64,113.1	67,318.6
Senior Plan Check Engineer	E	C	14	1425	10,680.45	11,214.47	11,775.18	12,364.00	12,982.17	4,928.44	5,175.91	5,434.70	5,705.46	5,991.77	61,618.0	64,689.9	67,933.8	71,330.7	74,897.1
Senior Plans Examiner	E	C	14	1530	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,694.54	4,918.76	5,164.70	5,422.94	55,768.3	58,556.8	61,484.5	64,558.7	67,768.9
Senior Project Engineer	N	C	14	1602	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,996.81	6,289.30	64,678.0	67,911.9	71,307.4	74,872.6	78,616.2
Senior Project Engineer Unclassified	N	C	14	1608	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,996.81	6,289.30	64,678.0	67,911.9	71,307.4	74,872.6	78,616.2
Senior Property Management Specialist	N	C	14	1534	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49,407.6	51,878.1	54,472.1	57,196.6	60,055.2
Senior Public Works Inspector	N	C	14	1533	8,714.55	9,150.22	9,607.74	10,088.20	10,592.53	4,022.10	4,223.18	4,434.34	4,656.09	4,888.86	50,529.5	52,789.8	55,429.2	58,201.1	61,108.9
Senior Real Property Agent	E	C	14	1535	9,798.45	10,286.37	10,800.00	11,342.91	11,907.12	4,522.36	4,731.86	4,945.46	5,165.38	5,396.38	56,295.9	59,356.0	62,323.9	65,943.3	69,712.3
Senior Rental Housing Mediation Specialist	N	C	14	1538	6,202.47	6,512.59	6,838.22	7,180.12	7,539.11	2,862.68	3,005.81	3,156.10	3,313.90	3,479.59	35,783.5	37,572.6	39,451.2	41,423.8	43,494.9
Senior Streets Maintenance Worker	N	C	14	1533	7,571.40	7,949.98	8,347.43	8,764.88	9,203.08	3,494.49	3,669.22	3,852.66	4,045.33	4,247.58	43,681.1	45,865.2	48,156.5	50,566.6	5

Classification Title	FLSA Status	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 Coordinator	N	C	14	1544	6,853.04	7,195.74	7,555.51	7,933.27	8,329.95	3,162.94	3,321.11	3,487.16	3,661.51	3,844.59	39,536.7	41,513.9	43,589.5	45,768.9	48,057.4
Streets Maintenance Crew Leader	N	C	14	1545	6,519.63	6,845.58	7,187.83	7,547.32	7,924.67	3,009.06	3,169.50	3,317.46	3,483.38	3,657.54	37,813.2	39,493.7	41,488.2	43,542.2	45,719.3
Streets Maintenance Worker I	N	C	14	1546	4,849.98	5,092.48	5,347.12	5,614.51	5,895.20	2,238.45	2,350.38	2,467.90	2,591.29	2,720.86	27,980.6	29,379.8	30,848.6	32,391.4	34,010.7
Streets Maintenance Worker II	N	C	14	1547	5,613.60	5,894.24	6,189.00	6,498.46	6,823.31	2,590.89	2,720.42	2,866.46	2,999.29	3,149.22	32,388.1	34,005.3	35,705.7	37,491.1	39,365.2
Sustainability Analyst I	N	U	14	1615	8,436.63	8,956.63	9,301.59	9,766.68	10,254.96	3,893.92	4,098.60	4,293.04	4,507.70	4,733.06	48,874.0	51,107.5	53,663.0	56,346.3	59,163.3
Sustainability Analyst II	E	U	14	1616	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55,990.0	58,474.5	61,398.1	64,681.7	67,691.7
Sustainability Analyst III	E	U	14	1617	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,868.86	5,112.38	5,367.89	5,636.32	5,918.11	60,860.7	63,332.2	66,498.5	69,823.5	73,314.8
System Administrator	E	U	14	1577	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.38	5,367.89	5,636.32	5,918.11	60,860.7	63,332.2	66,498.5	69,823.5	73,314.8
Traffic Signal Technician I	E	C	14	1581	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	37,051.8	38,904.6	40,850.0	42,823.3	45,036.7
Traffic Signal Technician II	E	C	14	1582	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	40,735.1	42,771.7	44,910.2	47,155.8	49,513.6
Traffic Technician I	N	C	14	1552	5,980.28	6,279.24	6,593.19	6,922.87	7,288.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34,591.6	36,266.4	38,037.6	39,939.6	41,936.4
Traffic Technician II	N	C	14	1553	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37,930.8	39,827.5	41,817.7	43,909.5	46,105.2
Tree Care Specialist	N	C	14	1555	5,604.78	5,885.01	6,179.27	6,488.21	6,812.65	2,586.82	2,716.16	2,851.97	2,994.56	3,144.30	32,335.2	33,952.0	35,649.6	37,432.0	39,303.7
Tree Trimmer I	N	C	14	1557	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28,544.7	29,971.8	31,470.4	33,043.6	34,695.6
Tree Trimmer II	N	C	14	1556	5,549.12	5,826.60	6,117.95	6,423.84	6,745.05	2,561.13	2,689.20	2,823.67	2,964.85	3,113.10	32,014.1	33,615.0	35,295.9	37,060.6	38,913.8
Vehicle Services Assistant	N	C	14	1558	4,898.62	5,143.54	5,400.68	5,670.77	5,954.26	2,260.90	2,373.94	2,492.62	2,617.28	2,748.12	28,261.3	29,874.3	31,578.3	33,371.6	35,254.5
Warehouse Specialist	N	C	14	1559	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	30,608.8	32,139.6	33,746.3	35,433.5	37,205.4
Water Conservation Coordinator	E	U	14	1589	9,417.01	9,898.87	10,380.74	10,913.59	11,446.44	4,346.31	4,568.71	4,791.11	5,037.04	5,282.97	54,328.9	57,108.9	59,868.9	62,963.0	66,037.1
Water Quality Research Analyst	E	C	14	1588	8,652.93	9,035.56	9,424.34	9,817.45	10,212.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55,990.0	58,474.5	61,398.1	64,681.7	67,691.7
Water Resources Specialist	E	C	14	1560	8,311.55	8,727.12	9,163.40	9,621.65	10,102.71	3,836.10	4,027.90	4,229.26	4,440.76	4,662.79	47,951.3	50,348.7	52,865.7	55,509.9	58,284.9
Water Resources Technician	N	C	14	1562	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37,310.7	39,143.9	41,035.3	42,979.4	45,072.5
Waterfront Maintenance Coordinator	N	C	14	1598	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,084.86	3,218.13	3,379.03	3,547.98	3,725.38	38,310.7	40,226.6	42,237.9	44,348.7	46,572.5
Waterfront Maintenance Crew Leader	N	C	14	1564	6,317.44	6,633.32	6,964.95	7,313.28	7,678.97	2,915.74	3,061.53	3,214.59	3,375.36	3,544.14	36,446.7	38,269.1	40,192.4	42,192.0	44,301.7
Waterfront Maintenance Worker I	N	C	14	1565	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28,544.7	29,971.8	31,470.4	33,043.6	34,695.6
Waterfront Maintenance Worker II	N	C	14	1566	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31,382.0	32,950.8	34,598.5	36,328.6	38,144.6
Waterfront Vessel Technician	N	C	14	1587	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31,382.0	32,950.8	34,598.5	36,328.6	38,144.6
Web Services Technician	E	C	14	1588	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,683.72	3,846.89	4,039.25	4,241.21	43,816.0	45,796.5	48,086.1	50,490.6	53,015.1
Webmaster	E	C	14	1550	10,549.11	11,076.61	11,630.43	12,212.03	12,822.49	4,868.86	5,112.38	5,367.89	5,636.32	5,918.11	60,860.7	63,332.2	66,498.5	69,823.5	73,314.8
Welder/Fabricator	N	C	14	1568	6,551.76	6,879.34	7,223.30	7,584.46	7,963.69	3,023.89	3,175.08	3,333.83	3,500.52	3,676.55	37,798.6	39,688.5	41,672.9	43,756.5	45,944.4
<b>FIRE</b>																			
Fire Captain (56 Hour)	7	C	34	3400	10,215.23	10,726.02	11,262.33	11,825.43	12,416.71	4,714.72	4,950.47	5,198.00	5,457.89	5,730.79	42,095.7	44,200.6	46,410.7	48,731.2	51,167.8
Fire Captain (40 Hour)	7	C	34	3405	10,215.23	10,726.02	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58,934.0	61,880.8	64,974.8	68,223.7	71,634.9
Fire Engineer (56 Hour)	7	C	34	3401	8,839.63	9,281.63	9,745.73	10,233.02	10,744.65	4,079.83	4,283.83	4,495.03	4,722.93	4,959.07	36,427.1	38,248.5	40,161.0	42,169.0	44,277.4
Fire Engineer (40 Hour)	7	C	34	3402	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,495.04	4,722.94	4,959.08	50,997.9	53,548.0	56,225.5	59,036.7	61,988.5
Fire Inspector I (40 Hour)	7	C	39	3901	7,803.38	8,193.62	8,603.27	9,033.42	9,485.08	3,601.56	3,781.67	3,970.74	4,169.27	4,377.73	45,019.5	47,270.9	49,634.3	52,115.9	54,721.6
Fire Inspector II (40 Hour)	7	C	39	3902	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,495.04	4,722.94	4,959.08	50,997.9	53,548.0	56,225.5	59,036.7	61,988.5
Fire Inspector III (40 Hour)	7	C	39	3903	10,215.23	10,726.02	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58,934.0	61,880.8	64,974.8	68,223.7	71,634.9
Firefighter (56 Hour)	7	C	34	3403	7,803.42	8,193.58	8,603.27	9,033.42	9,485.10	3,601.56	3,781.65	3,970.74	4,169.27	4,377.74	32,156.9	33,764.7	35,453.0	37,225.6	39,086.9
Firefighter (40 Hour)	7	C	34	3404	7,803.38	8,193.62	8,603.27	9,033.42	9,485.10	3,601.56	3,781.67	3,970.74	4,169.27	4,377.74	45,019.5	47,270.9	49,634.3	52,115.9	54,721.7
Firefighter - Entry	7	C	39	3904	7,023.06	7,374.23	7,742.93	8,130.07	8,536.58	3,241.41	3,403.49	3,573.66	3,752.34	3,939.96	40,517.6	42,543.6	44,670.7	46,904.2	49,249.5
<b>LEGAL/PROFESSIONAL ATTORNEY</b>																			
Assistant City Attorney I	E	U	01	0103	12,472.05				15,159.93	5,756.33				6,996.89	71,954.1				87,461.1
Assistant City Attorney II	E	U	01	0104	13,849.23				16,833.79	6,391.95				7,769.44	79,899.4				97,118.0
Assistant City Attorney III	E	U	01	0105	16,084.45				19,550.79	7,423.59				9,023.44	92,794.9				112,793.0
Assistant City Attorney IV	E	U	01	0106	17,692.89				21,505.88	8,165.95				9,925.79	102,074.4				124,072.4
Assistant City Attorney V	E	U	01	0121	19,789.49				24,054.33	9,133.61				11,102.00	114,170.1				138,775.0
Chief Assistant City Attorney	E	U	01	0124	21,867.58				26,459.79	10,092.73				12,212.21	128,159.1				152,652.6
Deputy City Attorney	E	U	01	0110	10,370.34				12,605.23	4,786.31				5,817.80	59,828.9				72,722.5

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
<b>MANAGEMENT UNREPRESENTED</b>																			
Assistant Airport Director	E	U	02	0274	17,197.61				20,903.87	7,937.36				9,647.94	99.2170				120.5992
Assistant Finance Director	E	U	02	0204	15,039.22				18,272.67	6,941.18				8,433.54	86.7648				105.4193
Assistant Library Director	E	U	02	0253	14,620.56				17,771.46	6,747.95				8,202.21	84.3494				102.5276
Assistant Parks & Recreation Director	E	U	02	0205	14,561.52				17,699.65	6,720.70				8,169.07	84.0088				102.1134
Budget Manager	E	U	02	0207	12,023.07				14,614.12	5,549.11				6,744.98	69.3639				84.3122
Business Manager	E	U	02	0276	11,509.66				13,990.10	5,312.15				6,456.97	66.4019				80.7121
Fire Operations Division Chief	E	U	32	3200	20,416.96				24,816.89	9,423.21				11,453.95	117.7901				143.1744
Human Resources Manager	E	U	02	0223	13,750.01				16,713.28	6,346.16				7,713.82	79.3270				96.4228
Labor Relations Manager	E	U	02	0267	12,472.05				15,159.93	5,756.33				6,996.89	71.9541				87.4611
Office Manager	E	U	02	0275	11,177.96				13,586.89	5,159.06				6,270.87	64.4882				78.3859
Senior Assistant to the City Administrator	E	U	02	0248	12,698.44				15,435.05	5,860.82				7,123.87	73.2602				89.0484
<b>MANAGEMENT/AFSCME</b>																			
Airport Business Manager	E	U	03	0300	11,509.66				13,990.10	5,312.15				6,456.97	66.4019				80.7121
Airport Facilities Manager	E	U	03	0301	12,205.74				14,836.12	5,633.42				6,847.44	70.4177				85.5930
Airport Operations Manager	E	U	03	0302	12,590.78				15,304.16	5,811.13				7,063.46	72.6391				88.2933
Airport Properties Manager	E	U	03	0303	12,590.78				15,304.16	5,811.13				7,063.46	72.6391				88.2933
Assistant to the City Administrator	E	U	03	0304	11,625.08				14,130.35	5,365.42				6,521.70	67.0677				81.5213
Business Manager	E	U	03	0352	11,509.66				13,990.10	5,312.15				6,456.97	66.4019				80.7121
Chief Building Official	E	U	03	0305	14,690.30				17,856.26	6,780.14				8,241.35	84.7518				103.0169
City Clerk Services Manager	E	U	03	0306	12,780.54				15,534.91	5,898.71				7,169.96	73.7339				89.6245
City Engineer	E	U	03	0307	17,979.89				21,854.67	8,298.41				10,086.77	103.7301				126.0846
City Planner	E	U	03	0308	15,642.10				18,752.11	7,219.43				8,654.82	90.2429				108.1852
Community Development Business Manager	E	U	03	0309	11,509.66				13,990.10	5,312.15				6,456.97	66.4019				80.7121
Community Engagement Manager	E	U	03	0354	11,859.34				14,415.07	5,473.54				6,653.11	68.4192				83.1639
Community Engagement Officer/PIO	E	U	03	0310	11,509.66				13,990.10	5,312.15				6,456.97	66.4019				80.7121
Controller	E	U	03	0311	13,235.52				16,087.89	6,108.70				7,425.18	76.3588				92.8148
Creeks Restoration/Clean Water Manager	E	U	03	0312	14,379.60				17,478.50	6,636.74				8,067.00	82.9592				100.8375
Downtown Plaza & Parking Manager	E	U	03	0314	12,447.13				15,129.64	5,744.83				6,982.91	71.8104				87.2864
Emergency Medical Services Manager	E	U	03	0353	11,945.64				14,514.70	5,513.37				6,699.09	68.9171				83.7386
Emergency Services Manager	E	U	03	0316	10,721.34				13,031.87	4,948.31				6,014.71	61.8539				75.1839
Energy and Climate Program Manager	E	U	03	0317	12,023.09				14,614.15	5,549.12				6,744.99	69.3640				84.3124
Environmental Services Manager	E	U	03	0318	11,859.34				14,415.07	5,473.54				6,653.11	68.4192				83.1639
Facilities Manager	E	U	03	0319	12,339.02				14,998.14	5,694.93				6,922.22	71.1866				86.5277
Fire Business Manager	E	U	03	0320	11,509.66				13,990.10	5,312.15				6,456.97	66.4019				80.7121
General Services Manager	E	U	03	0322	12,179.55				14,804.36	5,621.33				6,832.78	70.2666				85.4097
Harbor Operations Manager	E	U	03	0323	12,910.04				15,692.30	5,958.48				7,242.60	74.4810				90.5325
Housing & Human Services Manager	E	U	03	0324	12,345.58				15,006.12	5,697.96				6,925.90	71.2245				86.5738
Information Technology Manager	E	U	03	0325	14,509.32				17,636.21	6,696.61				8,139.79	83.7076				101.7474
Library Services Manager	E	U	03	0326	11,170.36				13,577.68	5,155.55				6,266.62	64.4444				78.3328
Parks Manager	E	U	03	0327	12,630.87				15,352.94	5,829.63				7,085.97	72.8704				88.5746
Parks & Recreation Business Manager	E	U	03	0328	11,859.34				14,415.07	5,473.54				6,653.11	68.4192				83.1639
Police Administrative Manager	E	U	03	0329	14,020.07				17,041.55	6,470.80				7,865.33	80.8850				98.3166
Police Business Manager	E	U	03	0330	11,509.66				13,990.10	5,312.15				6,456.97	66.4019				80.7121
Police Information Technology Manager	E	U	03	0331	12,140.61				14,757.06	5,603.36				6,810.95	70.0420				85.1369
Police Records Manager	E	U	03	0332	11,094.46				13,485.38	5,120.52				6,224.02	64.0065				77.8003
Principal Architect	E	U	03	0333	15,634.19				19,003.53	7,215.78				8,770.86	90.1973				109.6358
Principal Engineer	E	U	03	0334	15,634.19				19,003.53	7,215.78				8,770.86	90.1973				109.6358
Principal Planner	E	U	03	0335	12,345.58				15,006.12	5,697.96				6,925.90	71.2245				86.5738
Principal Project Manager	E	U	03	0336	16,799.42				20,419.88	7,753.58				9,424.56	96.9198				117.8070
Principal Traffic Engineer	E	U	03	0337	15,634.19				19,003.53	7,215.78				8,770.86	90.1973				109.6358
Public Safety Communications Manager	E	U	03	0338	12,570.70				15,279.92	5,801.86				7,052.27	72.5233				88.1534
Public Works Business Manager	E	U	03	0339	12,590.78				15,304.16	5,811.13				7,063.46	72.6391				88.2933
Public Works Manager	E	U	03	0340	14,165.41				17,218.18	6,537.88				7,946.85	81.7235				99.3356

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly																
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5												
Public Works Operations Manager	E	U	03	0341	15,634.19					19,003.53					7,215.78					8,770.86					90.1973					109.6358	
Recreation Programs Manager	E	U	03	0342	11,407.33					13,865.67					5,264.92					6,399.54					65.8115					79.9943	
Risk Manager	E	U	03	0343	12,013.50					14,602.49					5,544.69					6,739.61					69.3086					84.2451	
State Street Master Planner	E	U	03	0344	14,200.40					17,260.66					6,554.03					7,966.46					81.9254					99.5807	
Wastewater System Manager	E	U	03	0350	16,799.29					20,419.64					7,753.52					9,424.45					96.9190					117.8056	
Water Resources Manager	E	U	03	0351	17,980.06					21,854.99					8,298.49					10,086.92					103.7311					126.0865	
Water Services Manager	E	U	03	0346	16,799.29					20,419.64					7,753.52					9,424.45					96.9190					117.8056	
Water System Manager	E	U	03	0347	16,799.29					20,419.64					7,753.52					9,424.45					96.9190					117.8056	
Waterfront Business Manager	E	U	03	0348	12,590.78					15,304.16					5,811.13					7,063.46					72.6391					88.2933	
Waterfront Facilities Manager	E	U	03	0349	12,205.74					14,836.12					5,633.42					6,847.44					70.4177					85.5930	
<b>MANAGEMENT/APPOINTED</b>																															
City Administrator/Clerk/Treasurer	E	U	01	0107	29,464.72					29,464.72					13,599.10					13,599.10					169.9887					169.9887	
City Attorney	E	U	01	0108	23,477.98					28,406.36					10,835.99					13,111.56					135.4500					163.8945	
<b>MANAGEMENT/EXECUTIVE</b>																															
Airport Director	E	U	01	0102	19,182.63					23,316.67					8,853.52					10,761.54					110.6690					134.5192	
Assistant City Administrator	E	U	01	0101	22,152.13					26,926.10					10,224.06					12,427.43					127.8008					155.3429	
Community Development Director	E	U	01	0109	18,219.98					22,146.54					8,409.22					10,221.48					105.1152					127.7685	
Deputy City Administrator	E	U	01	0122	19,830.24					24,103.78					9,152.42					11,124.82					114.4053					139.0603	
Finance Director	E	U	01	0111	18,039.56					21,927.23					8,325.95					10,120.26					104.0744					126.5033	
Fire Chief	E	U	31	3100	22,460.36					27,300.76					10,366.32					12,600.35					129.5790					157.5044	
Human Resources Director	E	U	01	0118	17,298.65					21,026.68					7,983.99					9,704.62					99.7999					121.3078	
Information Technology Director	E	U	01	0119	17,474.21					21,240.05					8,065.02					9,803.10					100.8128					122.5388	
Library Director	E	U	01	0112	17,436.68					21,194.44					8,047.70					9,782.05					100.5962					122.2756	
Parks & Recreation Director	E	U	01	0113	17,474.21					21,240.05					8,065.02					9,803.10					100.8128					122.5388	
Police Chief	E	U	21	2100	25,477.88					30,968.60					11,759.02					14,293.20					146.9878					178.6650	
Public Works Director	E	U	01	0114	20,873.93					25,372.40					9,634.12					11,710.34					120.4265					146.3792	
Sustainability & Resilience Director	E	U	01	0120	17,298.65					21,026.68					7,983.99					9,704.62					99.7999					121.3078	
Water Resources Director	E	U	01	0123	20,873.93					25,372.40					9,634.12					11,710.34					120.4265					146.3792	
Waterfront Director/Harbormaster	E	U	01	0115	19,182.63					23,316.67					8,853.52					10,761.54					110.6690					134.5192	
<b>MANAGEMENT/FIRE</b>																															
Fire Battalion Chief	E	C	33	3300	14,991.38					18,222.19					6,919.10					8,410.24					61.7777					75.0914	
Fire Battalion Chief 40 HR	E	C	33	3301	14,991.38					18,222.19					6,919.10					8,410.24					86.4888					105.1280	
Fire Battalion Chief / Fire Marshal	E	C	33	3303	14,991.38					18,222.19					6,919.10					8,410.24					86.4888					105.1280	
<b>MANAGEMENT/POLICE</b>																															
Assistant Police Chief	E	C	23	2303	20,531.27					24,955.68					9,475.97					11,518.10					118.4496					143.9762	
Police Commander	E	C	23	2302	17,852.64					21,699.84					8,239.68					10,015.31					102.9960					125.1914	
Police Lieutenant	E	C	23	2301	15,523.84					18,869.33					7,164.85					8,708.92					89.5606					108.8615	
<b>MAYOR/CITY COUNCIL</b>																															
City Councilmember	E			0001						5,534.66										2,554.46											
Mayor	E			0002						6,918.34										3,193.08											
<b>POLICE</b>																															
Identification Technician	N	C	29	2901	7,884.96	8,279.22	8,693.17	9,127.84	9,584.21	3,639.21	3,821.18	4,012.23	4,212.85	4,423.48	4,652.41	4,885.03	5,129.30	5,385.74	5,655.03	5,930.22	6,209.51	6,492.80	6,780.09	7,072.38	7,364.67	7,656.96	7,949.25	8,241.54	8,533.83	8,826.12	
Parking Enforcement Officer	N	C	29	2902	5,500.06	5,775.06	6,063.79	6,367.05	6,685.38	2,538.49	2,665.41	2,798.67	2,938.64	3,085.56	3,233.53	3,381.50	3,531.47	3,683.44	3,837.41	3,993.38	4,151.35	4,311.32	4,473.29	4,637.26	4,803.23	4,971.20	5,141.17	5,313.14	5,487.11	5,663.08	
Parking Enforcement Officer Unclassified	N	U	29	2918	5,500.06	5,775.06	6,063.79	6,367.05	6,685.38	2,538.49	2,665.41	2,798.67	2,938.64	3,085.56	3,233.53	3,381.50	3,531.47	3,683.44	3,837.41	3,993.38	4,151.35	4,311.32	4,473.29	4,637.26	4,803.23	4,971.20	5,141.17	5,313.14	5,487.11	5,663.08	
Police Crime Analyst	N	C	29	2907	8,901.25	9,346.29	9,813.64	10,304.34	10,819.49	4,108.27	4,313.67	4,529.37	4,755.85	4,993.61	5,233.37	5,473.13	5,712.89	5,952.65	6,192.41	6,432.17	6,671.93	6,911.69	7,151.45	7,391.21	7,630.97	7,870.73	8,110.49	8,350.25	8,589.99	8,829.75	
Police Officer Range A	7	C	24	2400	10,080.22	10,584.23	11,113.48	11,669.10	12,252.57	4,652.41	4,885.03	5,129.30	5,385.74	5,655.03	5,930.22	6,209.51	6,492.80	6,780.09	7,072.38	7,364.67	7,656.96	7,949.25	8,241.54	8,533.83	8,826.12	9,118.41	9,410.70	9,702.99	9,995.28	10,287.57	
Police Officer Range B	7	C	24	2400	10,281.83	10,795.94	11,335.74	11,902.49	12,497.64	4,745.46	4,982.74	5,231.88	5,493.45	5,768.14	6,046.83	6,325.52	6,604.21	6,882.90	7,161.59	7,440.28	7,718.97	8,000.00	8,281.13	8,562.26	8,843.39	9,124.52	9,405.65	9,686.78	9,967.91	10,249.04	
Police Officer Range C	7	C	24	2400	10,483.42	11,007.60	11,558.00	12,135.87	12,742.67	4,838.50	5,080.43	5,334.46	5,601.17	5,881.23	6,161.29	6,441.35	6,721.41	7,001.47	7,281.53	7,561.59	7,841.65	8,121.71	8,401.77	8,681.83	8,961.89	9,241.95	9,521.99	9,802.05	10,082.11	10,362.17	
Police Officer Range D	7	C	24	2400	10,685.03	11,219.30	11,780.29	12,369.24	12,987.74	4,931.55	5,178.14	5,437.06	5,708.88	5,994.34	6,279.80	6,565.26	6,850.72	7,136.18	7,421.64	7,707.10	7,992.56	8,278.02	8,563.48	8,848.94	9,134.40	9,419.86	9,705.32	9,990.78	10,276.24	10,561.70	

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
					Police Officer - Entry	7	C	29	2903	8,885.53	9,340.33	9,807.33	10,297.71	10,812.58	4,105.63	4,310.92	4,526.46	4,752.79	4,990.42
Police Property/Evidence Assistant	N	C	29	2905	5,561.18	5,839.30	6,131.32	6,437.84	6,759.70	2,566.70	2,695.06	2,829.84	2,971.31	3,119.86	32,083.8	33,688.2	35,373.0	37,141.4	38,996.3
Police Property/Evidence Technician	N	C	29	2906	6,556.20	6,884.02	7,228.20	7,589.62	7,969.09	3,025.94	3,177.24	3,336.09	3,502.90	3,678.04	37,824.2	39,715.5	41,701.1	43,786.3	45,975.5
Police Range/Equipment Technician	N	C	29	2917	7,333.00	7,699.86	8,084.64	8,488.87	8,913.32	3,384.46	3,563.69	3,731.37	3,917.94	4,113.84	42,305.8	44,421.1	46,642.1	48,974.2	51,423.0
Police Records Specialist	N	C	29	2904	5,461.99	5,735.08	6,021.80	6,322.90	6,639.04	2,520.92	2,646.96	2,779.29	2,918.26	3,064.17	31,511.5	33,087.0	34,741.1	36,478.2	38,302.1
Police Records Supervisor	N	C	29	2914	6,556.20	6,884.02	7,228.20	7,589.62	7,969.09	3,025.94	3,177.24	3,336.09	3,502.90	3,678.04	37,824.2	39,715.5	41,701.1	43,786.3	45,975.5
Police Sergeant	7	C	24	2911	12,999.85	13,649.83	14,332.35	15,048.95	15,801.44	5,989.93	6,299.92	6,614.93	6,945.67	7,292.97	74,999.1	78,749.0	82,686.6	86,820.9	91,162.1
Police Services Coordinator	N	C	29	2916	5,767.64	6,076.98	6,390.88	6,699.90	7,034.86	2,771.22	2,804.76	2,945.02	3,092.26	3,246.86	33,390.3	35,059.5	36,812.7	38,653.3	40,585.7
Police Services Specialist	N	C	29	2915	4,958.53	5,206.39	5,466.74	5,740.04	6,027.08	2,288.55	2,402.95	2,523.11	2,649.25	2,781.73	28,809.9	30,038.9	31,539.9	33,116.6	34,771.6
Police Technician	N	C	29	2909	5,238.16	5,500.06	5,775.03	6,063.85	6,367.01	2,471.61	2,538.49	2,665.40	2,798.70	2,938.62	30,220.1	31,731.1	33,317.5	34,983.8	36,732.8
Public Safety Dispatcher I	N	U	29	2910	6,240.26	6,552.20	6,879.88	7,223.84	7,585.00	2,880.12	3,024.09	3,175.32	3,334.08	3,500.77	36,003.9	37,801.1	39,691.5	41,676.0	43,759.6
Public Safety Dispatcher II	N	C	29	2911	6,558.74	6,886.62	7,230.89	7,592.59	7,972.23	3,027.11	3,178.44	3,337.38	3,504.27	3,679.49	37,839.9	39,730.5	41,717.2	43,803.4	45,993.6
Public Safety Dispatcher III	N	C	29	2912	7,247.35	7,609.79	7,990.28	8,399.72	8,809.23	3,344.93	3,512.21	3,687.81	3,872.18	4,065.80	41,811.6	43,902.8	46,097.6	48,402.2	50,822.5
Public Safety Dispatch Supervisor	N	C	29	2913	8,841.39	9,283.41	9,747.62	10,234.99	10,746.73	4,080.64	4,284.65	4,499.90	4,723.84	4,960.03	51,008.0	53,558.1	56,236.3	59,048.0	62,004.4

**SUPERVISOR**

Accounting Supervisor	E	U	04	4064	9,783.52	11,891.97	11,891.97	11,891.97	11,891.97	4,515.47	5,488.60	5,488.60	5,488.60	5,488.60	56,443.4	66,607.5	66,607.5	66,607.5	66,607.5	
Administrative Supervisor	E	U	04	4001	7,947.57	9,690.26	9,690.26	9,690.26	9,690.26	3,688.11	4,458.58	4,458.58	4,458.58	4,458.58	4,458.58	45,851.4	55,732.2	55,732.2	55,732.2	55,732.2
Administrative/Clerical Supervisor	E	U	04	4000	6,553.00	7,965.21	7,965.21	7,965.21	7,965.21	3,024.46	3,676.25	3,676.25	3,676.25	3,676.25	37,805.8	45,953.1	45,953.1	45,953.1	45,953.1	
Airport Business Development Supervisor	E	U	04	4067	8,540.83	10,381.43	10,381.43	10,381.43	10,381.43	3,941.92	4,791.43	4,791.43	4,791.43	4,791.43	49,274.0	59,892.9	59,892.9	59,892.9	59,892.9	
Airport Maintenance Supervisor	E	U	04	4003	8,588.41	10,439.28	10,439.28	10,439.28	10,439.28	3,963.88	4,818.13	4,818.13	4,818.13	4,818.13	49,548.5	60,226.6	60,226.6	60,226.6	60,226.6	
Airport Operations Supervisor	E	U	04	4004	8,488.85	10,318.27	10,318.27	10,318.27	10,318.27	3,917.93	4,762.28	4,762.28	4,762.28	4,762.28	48,974.1	59,528.5	59,528.5	59,528.5	59,528.5	
Airport Patrol Supervisor	E	U	04	4005	11,463.51	13,933.92	13,933.92	13,933.92	13,933.92	5,290.85	6,431.04	6,431.04	6,431.04	6,431.04	66,135.6	80,388.0	80,388.0	80,388.0	80,388.0	
Billing Supervisor	E	U	04	4008	7,610.68	9,280.80	9,280.80	9,280.80	9,280.80	3,512.62	4,269.80	4,269.80	4,269.80	4,269.80	43,907.8	53,370.0	53,370.0	53,370.0	53,370.0	
Building and Safety Supervisor	E	U	04	4009	12,282.49	14,929.46	14,929.46	14,929.46	14,929.46	5,668.84	6,890.52	6,890.52	6,890.52	6,890.52	70,860.5	86,131.5	86,131.5	86,131.5	86,131.5	
Capital Projects Supervisor	E	U	04	4073	11,899.38	14,463.76	14,463.76	14,463.76	14,463.76	5,492.02	6,675.58	6,675.58	6,675.58	6,675.58	68,650.2	83,444.7	83,444.7	83,444.7	83,444.7	
City TV Production Supervisor	E	U	04	4022	9,236.39	11,226.89	11,226.89	11,226.89	11,226.89	4,262.95	5,181.64	5,181.64	5,181.64	5,181.64	64,770.5	78,670.5	78,670.5	78,670.5	78,670.5	
Creeks Supervisor	E	U	04	4023	12,023.33	14,614.43	14,614.43	14,614.43	14,614.43	5,549.23	6,745.12	6,745.12	6,745.12	6,745.12	69,365.4	84,314.0	84,314.0	84,314.0	84,314.0	
Custodial Supervisor	E	U	04	4014	6,174.00	7,504.55	7,504.55	7,504.55	7,504.55	2,849.54	3,463.64	3,463.64	3,463.64	3,463.64	35,619.3	43,295.5	43,295.5	43,295.5	43,295.5	
Department Systems Supervisor	E	U	04	4077	11,179.63	13,988.86	13,988.86	13,988.86	13,988.86	5,159.83	6,271.78	6,271.78	6,271.78	6,271.78	64,497.9	78,397.3	78,397.3	78,397.3	78,397.3	
Electronics/Communication Supervisor	E	U	04	4016	8,588.39	10,439.30	10,439.30	10,439.30	10,439.30	3,963.87	4,818.14	4,818.14	4,818.14	4,818.14	49,548.5	60,226.6	60,226.6	60,226.6	60,226.6	
Environmental Services Supervisor	E	U	04	4017	10,071.12	12,241.49	12,241.49	12,241.49	12,241.49	4,648.21	5,649.92	5,649.92	5,649.92	5,649.92	58,102.6	70,624.0	70,624.0	70,624.0	70,624.0	
Facilities Maintenance Superintendent	E	U	04	4018	10,316.93	12,540.28	12,540.28	12,540.28	12,540.28	4,761.66	5,787.82	5,787.82	5,787.82	5,787.82	59,520.7	72,347.8	72,347.8	72,347.8	72,347.8	
Facilities Maintenance Supervisor	E	U	04	4019	8,119.76	9,869.64	9,869.64	9,869.64	9,869.64	3,747.58	4,555.22	4,555.22	4,555.22	4,555.22	46,844.7	56,940.2	56,940.2	56,940.2	56,940.2	
Finance Supervisor	E	U	04	4020	9,763.52	11,891.97	11,891.97	11,891.97	11,891.97	4,515.47	5,488.60	5,488.60	5,488.60	5,488.60	56,443.4	68,607.5	68,607.5	68,607.5	68,607.5	
Fleet Services Superintendent	E	U	04	4078	10,316.93	12,540.28	12,540.28	12,540.28	12,540.28	4,761.66	5,787.82	5,787.82	5,787.82	5,787.82	59,520.7	72,347.8	72,347.8	72,347.8	72,347.8	
Fleet Services Supervisor	E	U	04	4007	8,542.80	10,393.82	10,393.82	10,393.82	10,393.82	3,942.83	4,792.53	4,792.53	4,792.53	4,792.53	49,285.4	59,906.6	59,906.6	59,906.6	59,906.6	
Harbor Patrol Supervisor	E	U	04	4024	10,322.61	12,547.23	12,547.23	12,547.23	12,547.23	4,764.28	5,791.03	5,791.03	5,791.03	5,791.03	59,553.5	72,387.9	72,387.9	72,387.9	72,387.9	
Information Technology Supervisor	E	U	04	4027	12,131.23	14,745.53	14,745.53	14,745.53	14,745.53	5,599.03	6,805.63	6,805.63	6,805.63	6,805.63	70,467.9	85,654.0	85,654.0	85,654.0	85,654.0	
Laboratory Supervisor	E	U	04	4028	12,214.43	14,846.69	14,846.69	14,846.69	14,846.69	5,637.43	6,852.32	6,852.32	6,852.32	6,852.32	70,467.9	85,654.0	85,654.0	85,654.0	85,654.0	
Library Circulation Supervisor	E	U	04	4029	6,288.73	7,619.67	7,619.67	7,619.67	7,619.67	2,893.26	3,516.77	3,516.77	3,516.77	3,516.77	36,165.7	43,959.6	43,959.6	43,959.6	43,959.6	
Maintenance Supervisor I	E	U	04	4030	7,170.52	8,715.83	8,715.83	8,715.83	8,715.83	3,309.47	4,022.69	4,022.69	4,022.69	4,022.69	41,368.4	50,283.6	50,283.6	50,283.6	50,283.6	
Maintenance Supervisor II	E	U	04	4031	7,863.24	9,592.13	9,592.13	9,592.13	9,592.13	3,638.42	4,422.52	4,422.52	4,422.52	4,422.52	45,480.3	55,281.5	55,281.5	55,281.5	55,281.5	
Maintenance Supervisor	E	U	04	4070	9,276.50	11,275.70	11,275.70	11,275.70	11,275.70	4,281.46	5,204.17	5,204.17	5,204.17	5,204.17	53,618.3	65,052.1	65,052.1	65,052.1	65,052.1	
Marketing Supervisor	E	U	04	4034	8,448.22	10,336.43	10,336.43	10,336.43	10,336.43	3,431.21	4,170.66	4,170.66	4,170.66	4,170.66	42,890.1	52,133.3	52,133.3	52,133.3	52,133.3	
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,434.29	9,036.43	9,036.43	9,036.43	9,036.43	3,399.16	4,136.42	4,136.42	4,136.42	4,136.42	43,959.6	53,243.7	53,243.7	53,243.7	53,243.7	
Parking/TMP Supervisor	E	U	04	4035	10,217.37	12,419.29	12,419.29	12,419.29	12,419.29	4,715.71	5,731.98	5,731.98	5,731.98	5,731.98	58,946.4	71,649.8	71,649.8	71,649.8	71,649.8	
Parks Supervisor	E	U	04	4033	7,204.38	8,796.97	8,796.97	8,796.97	8,796.97	3,325.10	4,041.68	4,041.68	4,041.68	4,041.68	48,006.1	58,351.6	58,351.6	58,351.6	58,351.6	
Parks Superintendent	E	U	04	4036	9,136.															

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
					Street Tree Supervisor	E	U	04	4042	7,204.38	8,766.97	3,325.10	4,041.68	41,563.8	50,521.0	41,563.8	50,521.0	41,563.8	50,521.0
Streets Maintenance Superintendent	E	U	04	4076	10,316.93	12,540.28	4,761.68	5,787.82	59,520.7	72,347.8	59,520.7	72,347.8	59,520.7	72,347.8	59,520.7	72,347.8	59,520.7	72,347.8	
Supervising Engineer	E	U	04	4043	12,892.43	15,670.85	5,950.35	7,232.70	74,379.4	90,408.7	74,379.4	90,408.7	74,379.4	90,408.7	74,379.4	90,408.7	74,379.4	90,408.7	
Supervising Librarian	E	U	04	4044	8,620.69	10,478.46	3,978.78	4,836.21	49,734.8	60,452.6	49,734.8	60,452.6	49,734.8	60,452.6	49,734.8	60,452.6	49,734.8	60,452.6	
Supervising Park Ranger	E	U	04	4075	8,300.80	10,089.65	3,891.14	4,656.76	47,889.3	58,209.5	47,889.3	58,209.5	47,889.3	58,209.5	47,889.3	58,209.5	47,889.3	58,209.5	
Supervising Transportation Planner	E	U	04	4047	12,281.43	14,928.20	5,668.35	6,889.94	70,854.4	86,124.2	70,854.4	86,124.2	70,854.4	86,124.2	70,854.4	86,124.2	70,854.4	86,124.2	
Supervising Transportation Supervisor	E	U	04	4046	10,561.11	12,837.13	4,874.36	5,924.83	60,929.5	74,060.4	60,929.5	74,060.4	60,929.5	74,060.4	60,929.5	74,060.4	60,929.5	74,060.4	
Treatment Plant Technician Supervisor	E	U	04	4050	10,560.98	12,836.94	4,874.30	5,924.74	60,929.5	74,060.4	60,929.5	74,060.4	60,929.5	74,060.4	60,929.5	74,060.4	60,929.5	74,060.4	
Urban Forest Superintendent	E	U	04	4053	14,046.22	17,073.31	6,482.87	7,879.99	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	
Wastewater Collection System Superintendent	E	U	04	4053	14,046.22	17,073.31	6,482.87	7,879.99	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	
Wastewater Collection System Supervisor	E	U	04	4052	10,943.86	13,302.34	5,051.01	6,139.54	63,137.6	76,744.3	63,137.6	76,744.3	63,137.6	76,744.3	63,137.6	76,744.3	63,137.6	76,744.3	
Wastewater Treatment Superintendent	E	U	04	4054	14,046.22	17,073.31	6,482.87	7,879.99	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	
Wastewater Treatment Supervisor	E	U	04	4055	12,214.43	14,846.69	5,637.43	6,852.32	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	
Water Distribution Superintendent	E	U	04	4058	14,046.22	17,073.31	6,482.87	7,879.99	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	
Water Distribution Supervisor	E	U	04	4060	12,214.43	14,846.69	5,637.43	6,852.32	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	
Water Quality Superintendent	E	U	04	4069	14,046.22	17,073.31	6,482.87	7,879.99	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	
Water Services Superintendent	E	U	04	4072	14,046.22	17,073.31	6,482.87	7,879.99	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	
Water Services Supervisor	E	U	04	4071	10,621.43	12,910.47	4,902.20	5,956.68	61,277.5	74,483.5	61,277.5	74,483.5	61,277.5	74,483.5	61,277.5	74,483.5	61,277.5	74,483.5	
Water Treatment Superintendent	E	U	04	4057	14,046.22	17,073.31	6,482.87	7,879.99	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	81,035.9	98,499.9	
Water Treatment Supervisor	E	U	04	4058	12,214.43	14,846.69	5,637.43	6,852.32	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	70,467.9	85,654.0	
Waterfront Maintenance Superintendent	E	U	04	4082	9,065.72	11,019.49	4,184.18	5,085.92	52,302.3	63,574.0	52,302.3	63,574.0	52,302.3	63,574.0	52,302.3	63,574.0	52,302.3	63,574.0	
Waterfront Parking Supervisor	E	U	04	4081	8,277.43	10,061.26	3,820.35	4,643.66	47,754.4	58,045.8	47,754.4	58,045.8	47,754.4	58,045.8	47,754.4	58,045.8	47,754.4	58,045.8	

**SUPERVISOR/CONFIDENTIAL**

Administrator's Office Supervisor*	E	U	05	5000	8,719.77	10,599.01	4,024.51	4,891.85	50,306.4	61,148.1	50,306.4	61,148.1	50,306.4	61,148.1	50,306.4	61,148.1	50,306.4	61,148.1
Payroll and A/P Supervisor*	E	U	05	5005	9,783.52	11,891.97	4,515.47	5,488.60	56,443.4	68,607.5	56,443.4	68,607.5	56,443.4	68,607.5	56,443.4	68,607.5	56,443.4	68,607.5

**TREATMENT AND PATROL**

Airport Operations Specialist	N	C	19	1900	6,622.37	6,953.53	7,301.15	7,666.23	8,049.56	3,056.48	3,209.32	3,369.76	3,536.26	3,715.18	38,206.0	40,116.5	42,122.0	44,228.2	46,439.7
Airport Operations Specialist Trainee	N	U	19	1982	5,297.91	5,562.87	5,840.94	6,132.97	6,439.66	2,445.19	2,567.48	2,695.82	2,830.60	2,972.15	30,564.9	32,093.5	33,697.7	35,382.5	37,151.9
Airport Police Officer	N	C	19	1964	9,468.90	9,942.27	10,439.48	10,961.38	11,509.44	4,790.26	4,986.74	5,198.22	5,426.10	5,671.05	54,828.2	57,359.3	60,000.0	62,766.8	65,640.6
Airport Police Officer II	N	C	19	1965	10,365.51	10,883.80	11,427.98	11,999.26	12,599.32	4,374.08	4,503.29	4,647.45	4,806.12	4,975.38	59,801.0	62,791.1	65,930.6	69,226.5	72,688.4
Airport Police Officer - Entry	N	C	19	1966	9,018.01	9,468.83	9,942.34	10,439.43	10,961.38	4,182.16	4,370.23	4,568.77	4,778.20	4,998.10	52,027.0	54,827.9	57,735.9	60,751.5	63,787.7
Airport Police Officer - Trainee	N	U	19	1967	7,515.00	7,890.70	8,285.29	8,699.51	9,134.49	3,468.48	3,641.86	3,823.98	4,015.16	4,215.92	43,358.8	45,523.3	47,797.7	50,199.5	52,699.0
Airport Security Aide	N	C	19	1988	4,216.14	4,426.85	4,648.32	4,880.70	5,124.71	1,945.91	2,043.16	2,145.38	2,252.63	2,365.25	24,329.9	25,639.5	26,817.3	28,157.9	29,565.6
Control Systems Operator Specialist I	N	C	19	1904	8,732.79	9,169.42	9,627.91	10,109.26	10,614.72	4,030.52	4,232.04	4,443.65	4,665.81	4,899.10	50,381.5	52,900.5	55,545.6	58,322.6	61,238.7
Control Systems Operator Specialist II	N	C	19	1905	9,700.30	10,185.33	10,694.60	11,229.36	11,790.76	4,477.06	4,700.92	4,935.97	5,182.78	5,441.89	55,963.2	58,761.5	61,699.6	64,784.7	68,023.6
Cross Connection Specialist	N	C	19	1939	9,275.67	9,739.41	10,226.36	10,737.74	11,274.62	4,281.08	4,495.11	4,719.86	4,955.88	5,203.67	53,513.5	56,189.9	58,988.2	61,948.5	65,045.9
Harbor Patrol Officer	N	C	19	1906	8,976.18	9,424.98	9,896.25	10,391.05	10,910.62	4,142.85	4,349.99	4,567.50	4,795.87	5,035.67	51,785.6	54,374.9	57,093.8	59,948.4	62,945.9
Laboratory Analyst Coordinator	N	C	19	1911	9,397.95	9,857.34	10,350.21	10,867.70	11,411.10	4,332.90	4,549.54	4,777.02	5,015.86	5,266.66	54,590.9	57,261.2	60,000.0	62,812.8	65,700.0
Laboratory Analyst I	N	C	19	1909	7,729.09	8,115.62	8,521.46	8,947.47	9,394.84	3,718.52	3,904.45	4,099.64	4,304.62	4,519.84	46,481.5	48,806.6	51,245.5	53,807.8	56,498.0
Laboratory Analyst II	N	C	19	1910	8,577.27	9,006.12	9,456.48	9,929.27	10,425.78	3,958.74	4,156.67	4,364.53	4,582.74	4,811.90	49,484.3	51,958.4	54,566.6	57,264.2	60,047.8
Lead Park Ranger	N	C	19	1955	7,939.92	8,336.86	8,763.75	9,191.41	9,650.98	3,587.27	3,745.67	3,932.98	4,128.60	4,330.08	44,590.9	46,820.9	49,162.2	51,620.0	54,201.0
Lead Water Meter Technician	N	C	19	1913	9,235.63	9,697.68	10,182.58	10,691.68	11,226.28	4,262.69	4,475.85	4,698.65	4,934.62	5,184.36	53,283.6	55,948.1	58,745.6	61,682.7	64,767.0
Meter Reader/Water Distribution OIT	N	C	19	1913	5,122.72	5,378.84	5,647.85	5,930.21	6,226.70	2,381.42	2,482.54	2,606.70	2,737.02	2,873.86	29,854.1	31,031.8	32,583.7	34,212.7	35,923.2
Park Ranger	N	C	19	1914	7,218.08	7,578.96	7,957.97	8,355.84	8,773.57	3,364.58	3,497.98	3,644.53	3,806.54	3,974.96	41,642.2	43,072.4	44,745.6	46,561.7	48,523.2
Reclamation Specialist	N	C	19	1924	5,949.13	6,246.59	6,568.89	6,896.84	7,231.25	2,745.75	2,883.04	3,027.18	3,178.54	3,337.50	34,321.9	36,038.0	37,898.8	39,791.7	41,718.7
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	8,413.15	8,833.80	9,275.46	9,739.30	10,226.23	3,882.99	4,077.14	4,280.98	4,495.06	4,719.80	48,534.2	50,964.2	53,512.3	56,188.2	58,997.5
Senior Airport Operations Specialist	N	C	19	1916	7,381.66	7,760.73	8,138.30	8,545.20	8,972.38	3,408.92	3,577.26	3,766.14	3,943.94	4,141.10	42,585.6	44,716.7	46,951.7	49,289.3	51,723.8
Senior Airport Security Aide	N	C	19	1969	4,637.69	4,869.67	5,113.10	5,368.76	5,637.19	2,140.47	2,247.54	2,369.89	2,477.89	2,601.78	26,759.9	28,094.2	29,498.6	30,973.6	32,522.3
Senior Control Systems Operator Specialist	N	C	19	1917	10,620.70	11,151.77	11,709.40	12,294.84	12,909.54	4,901.86	5,146.97	5,404.34	5,674.54	5,958.25	61,273.2	64,337.1	67,554.2	70,931.8	74,478.1
Senior Cross Connection Specialist	E	C	19	1959	10,0														

Classification Title	FLSA Status	Service 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	
				Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	10,053.33	10,566.02	11,083.76	11,638.01	12,219.91	4,640.00	4,872.01	5,115.58	5,371.39	5,639.96	58,000.00
Senior Wastewater Treatment Plant Operator	N	C	19	1921	10,027.31	10,528.66	11,055.07	11,607.93	12,188.24	4,627.99	4,859.38	5,102.34	5,357.46	5,625.34	57,949.99	60,742.3	63,779.3	66,968.3	70,316.8
Senior Water Distribution Operator	N	C	19	1920	6,634.55	6,966.29	7,314.54	7,680.29	8,064.36	3,062.10	3,215.21	3,375.94	3,544.75	3,722.01	38,276.2	40,190.1	42,199.3	44,309.4	46,525.1
Treatment Plant Technician	N	C	19	1923	8,151.74	8,569.33	8,987.31	9,436.70	9,908.51	3,762.34	3,950.46	4,147.99	4,355.40	4,573.16	47,029.2	49,380.7	51,849.9	54,442.5	57,164.5
Wastewater Collection System Lead Operator	N	C	19	1927	9,516.39	9,992.21	10,491.74	11,016.40	11,567.14	4,392.18	4,611.79	4,842.34	5,084.49	5,338.68	54,902.2	57,847.4	60,929.2	64,156.1	67,533.5
Wastewater Collection System Operator I	N	C	19	1925	6,577.69	6,906.49	7,251.79	7,614.40	7,995.15	3,035.81	3,187.61	3,346.98	3,514.34	3,690.07	37,947.6	39,845.1	41,837.3	43,929.3	46,125.9
Wastewater Collection System Operator II	N	C	19	1926	7,719.96	8,105.89	8,511.30	8,936.85	9,383.68	3,563.06	3,741.18	3,928.29	4,124.70	4,330.93	44,976.3	46,764.8	48,633.1	50,588.5	52,536.9
Wastewater Collection System Operator Technician I	N	C	19	1929	6,705.44	7,040.69	7,392.80	7,762.37	8,150.52	3,094.82	3,249.55	3,412.06	3,582.63	3,761.78	38,885.2	40,619.4	42,650.7	44,782.9	47,022.2
Wastewater Collection System Project Coordinator	N	C	19	1954	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.63	52,855.6	55,497.4	58,272.2	61,185.8	64,245.4
Wastewater Compliance Specialist	N	C	19	1953	9,161.47	9,619.55	10,100.52	10,605.53	11,135.87	4,228.37	4,439.79	4,661.78	4,894.88	5,139.55	52,855.4	55,497.2	58,272.0	61,185.6	64,245.2
Wastewater Treatment Plant Chief Operator	N	C	19	1932	10,555.09	11,082.85	11,636.97	12,218.83	12,829.70	4,871.58	5,115.16	5,370.91	5,639.46	5,921.40	60,948.8	63,939.5	67,136.4	70,493.2	74,017.5
Wastewater Treatment Plant OIT	N	C	19	1931	6,577.89	6,906.73	7,252.09	7,614.73	7,995.48	3,035.95	3,187.72	3,347.12	3,514.49	3,690.22	37,949.4	39,846.6	41,839.0	43,931.1	46,127.7
Wastewater Treatment Plant Operator I	N	C	19	1933	7,861.17	8,254.20	8,666.95	9,100.28	9,565.30	3,819.27	3,909.63	4,000.13	4,200.13	4,410.14	45,352.9	47,620.4	50,128.3	52,634.7	55,126.8
Wastewater Treatment Plant Operator II	N	C	19	1934	8,275.09	8,688.90	9,123.36	9,579.48	10,068.49	4,238.24	4,450.18	4,672.55	4,906.26	5,151.58	52,970.0	55,627.2	58,408.1	61,328.3	64,394.8
Wastewater Treatment Plant Operator III	N	C	19	1935	9,182.95	9,642.06	10,124.08	10,630.23	11,161.76	4,871.83	5,115.44	5,371.23	5,639.78	5,921.74	60,897.9	63,943.0	67,140.4	70,497.3	74,021.7
Water Distribution Chief Operator	N	C	19	1937	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	42,081.0	44,184.9	46,394.0	48,713.9	51,149.6
Water Distribution Equipment Operator	N	C	19	1930	6,906.77	7,252.09	7,614.71	7,995.48	8,385.25	3,187.74	3,347.12	3,514.48	3,690.22	3,874.73	39,848.8	41,839.0	43,931.0	46,127.8	48,434.1
Water Distribution Lead Operator	N	C	19	1938	9,777.07	10,202.92	10,713.11	11,248.77	11,811.15	4,484.80	4,708.04	4,944.51	5,191.74	5,451.30	56,060.0	58,863.0	61,806.4	64,886.7	68,141.3
Water Distribution Lead Operator Technician	N	C	19	1938	4,896.82	5,141.63	5,398.71	5,668.65	5,952.05	2,260.07	2,373.06	2,491.71	2,616.30	2,747.10	28,250.9	29,663.3	31,146.4	32,703.7	34,336.8
Water Distribution Operator I	N	C	19	1941	4,436.32	4,636.46	4,836.54	5,036.63	5,236.74	2,509.07	2,634.52	2,766.25	2,904.55	3,048.77	31,363.4	32,931.5	34,578.1	36,306.9	38,122.1
Water Distribution Operator II	N	C	19	1947	6,034.71	6,336.46	6,653.27	6,985.90	7,335.19	2,785.25	2,924.52	3,070.74	3,224.26	3,385.47	34,815.6	36,556.5	38,384.2	40,303.2	42,318.4
Water Distribution Operator Technician OIT	N	C	19	1936	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	37,950.4	39,848.0	41,840.7	43,932.2	46,128.8
Water Distribution Operator Technician I	N	C	19	1948	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	46,334.0	48,650.6	51,063.4	53,637.4	56,319.3
Water Distribution Operator Technician II	N	C	19	1949	8,834.02	9,275.63	9,739.47	10,226.49	10,737.78	4,077.24	4,281.06	4,495.14	4,719.92	4,955.90	50,965.5	53,513.3	56,189.3	58,999.0	61,948.8
Water Distribution Operator/Emergency Services	N	C	19	1950	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	42,081.0	44,184.9	46,394.0	48,713.9	51,149.6
Water Distribution Project Coordinator	N	C	19	1956	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	52,855.6	55,498.4	58,273.3	61,187.0	64,246.4
Water Meter Technician I	N	C	19	1960	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	37,950.4	39,848.0	41,840.7	43,932.2	46,128.8
Water Meter Technician II	N	C	19	1961	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	46,334.0	48,650.6	51,063.4	53,637.4	56,319.3
Water Treatment Chief Operator	N	C	19	1940	10,555.61	11,083.45	11,637.64	12,219.52	12,830.44	4,871.82	5,115.44	5,371.22	5,639.78	5,921.74	60,897.9	63,943.0	67,140.3	70,497.3	74,021.7
Water Treatment Plant OIT	N	C	19	1942	6,578.11	6,906.98	7,252.31	7,614.92	7,995.65	3,036.05	3,187.79	3,347.22	3,514.58	3,690.30	37,950.6	39,847.4	41,840.3	43,932.2	46,128.7
Water Treatment Plant Operator II	N	C	19	1944	8,275.13	8,688.90	9,123.36	9,579.51	10,058.49	3,819.29	4,010.26	4,210.78	4,421.31	4,642.38	47,741.1	50,128.2	52,634.7	55,266.4	58,029.7
Water Treatment Plant Operator III	N	C	19	1946	9,182.40	9,641.56	10,123.64	10,629.78	11,161.28	4,238.03	4,449.95	4,672.45	4,906.05	5,151.36	52,875.4	55,824.4	58,405.6	61,325.6	64,392.0
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	10,052.84	10,555.46	11,083.19	11,637.43	12,219.20	4,639.77	4,871.75	5,115.32	5,371.12	5,639.83	57,997.1	60,896.9	63,941.5	67,139.0	70,464.4

Revisions:  
Resolution TBD = Mayor & Council salary adjustment, effective 4/4/2026

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.

# Hourly Rate Classes

Effective: 06/27/2026

Revised:

# Hourly Assignments to Regular Classes

## 01 Management

B/U 17	B/U 18	Title	Hourly Rate
7332	N/A	Assistant City Attorney IV	\$102.0744 - \$124.0724
7334	N/A	Assistant City Attorney III	\$92.7949 - \$112.7930
7456	N/A	Assistant City Attorney V	\$114.1701 - \$138.7750
7335	N/A	Deputy City Attorney	\$59.8289 - \$72.7225

## 03 Management

B/U 17	B/U 18	Title	Hourly Rate
7446	N/A	Airport Operations Manager	\$72.6391 - \$88.2933
7449	N/A	Airport Properties Manager	\$72.6391 - \$88.2933
7336	N/A	Creeks Restoration/Clean Water Manager	\$82.9592 - \$100.8375
7337	N/A	Library Services Manager	\$64.4444 - \$78.3328
7340	N/A	Parks and Recreation Business Manager	\$68.4192 - \$83.1639
7447	N/A	Principal Project Manager	\$96.9198 - \$117.8070

## 04 Supervisors

B/U 17	B/U 18	Title	Hourly Rate
7454	N/A	Accounting Supervisor	\$56.4434 - \$68.6075
7448	N/A	Airport Patrol Supervisor	\$66.1356 - \$80.3880
7342	N/A	Custodial Supervisor	\$35.6193 - \$43.2955
7343	N/A	Facilities Maintenance Supervisor	\$46.8447 - \$56.9402
7344	N/A	Parking/TMP Superintendent	\$58.9464 - \$71.6498
7345	N/A	Parks Supervisor	\$41.5638 - \$50.5210
7346	N/A	Senior Librarian	\$49.6602 - \$60.3621
7347	N/A	Water Treatment Superintendent	\$81.0359 - \$98.4999

## 14 General

B/U 17	B/U 18	Title	Hourly Rate
7013	8008	Accountant II	\$43.3989
7074	8062	Accounting Assistant	\$33.9891
7103	8090	Accounting Coordinator	\$39.2783
7003	8001	Accounting Technician	\$35.7272
7000	N/A	Administrative Analyst I	\$48.6740
7001	N/A	Administrative Analyst II	\$55.6900

# Hourly Rate Classes

Effective: 06/27/2026  
Revised:

B/U 17	B/U 18	Title	Hourly Rate
7002	8000	Administrative Assistant	\$39.8705
7065	8053	Administrative Specialist	\$31.0493
7004	8002	Assistant Parking Coordinator	\$31.0705
7007	8004	Assistant Planner	\$45.6179
7010	N/A	Assistant Transportation Planner	\$45.6179
7008	8005	Associate Planner	\$49.4076
7009	8301	Associate Transportation Planner	\$49.4076
7062	8050	Automotive/Equipment Tech	\$37.3674
7012	8007	Automotive Service Writer	\$43.3989
7015	8010	Building Inspector	\$46.1174
7387	8307	Building Permit Tech	\$37.7763
7016	8011	Buyer II	\$41.6671
7017	8012	Carpenter	\$38.3683
7040	8032	City TV Production Specialist	\$46.3353
7018	8013	Code Enforcement Officer	\$40.8773
7079	8067	Commission Secretary	\$33.0678
7020	N/A	Communications Specialist	\$37.9308
7019	8014	Community Development Programs Specialist	\$44.7170
7026	8020	Computer Training Coordinator	\$50.3531
7027	8021	Creeks Outreach Coordinator	\$43.1829
7025	8019	Custodian	\$26.6194
7389	8308	Deputy City Clerk	\$43.1058
7028	8022	Electrician	\$40.7351
7029	8023	Electronics/Communications Technician I	\$38.9015
7031	8025	Engineering Technician I	\$34.9519
7032	8026	Engineering Technician II	\$38.4259
7386	N/A	Environmental Services Specialist II	\$53.7794
7030	8024	Equipment Operator	\$31.7324
7036	8029	Fire Public Education Coordinator	\$43.1829
7414	8323	Fleet Services Technician I	\$37.3674
7415	8324	Fleet Services Technician II	\$41.2871
7037	8030	Geographic Information Systems Technician	\$43.6156
7457	8359	Geographic Information Systems Analyst	\$51.3096
7021	8015	Graphic Designer	\$46.5373
7043	8035	Grounds Maintenance Crew Leader	\$35.2839
7044	8036	Grounds Maintenance Worker I	\$27.9107
7045	8037	Grounds Maintenance Worker II	\$31.3035

# Hourly Rate Classes

Effective: 06/27/2026

Revised:

B/U 17	B/U 18	Title	Hourly Rate
7046	8038	Heavy Equipment Tech	\$41.2871
7047	8039	Housing Programs Specialist	\$49.4076
7411	8322	Housing Project Planner	\$52.9806
7048	N/A	Human Resources Analyst II	\$55.6900
7416	8325	Human Resources Technician	\$41.0818
7023	8017	Information Technology Technician I	\$34.5016
7024	8018	Information Technology Technician II	\$37.5544
7049	N/A	Law Clerk	\$38.2137
7465	8368	Lead Equipment Technician	\$45.6179
7050	N/A	Legal Administrative Assistant I	\$32.7393
7051	N/A	Legal Administrative Assistant II	\$39.5712
7052	8040	Librarian I	\$37.7879
7053	8041	Librarian II	\$41.5440
7054	8042	Library Assistant I	\$28.3217
7055	8043	Library Assistant II	\$29.4746
7057	8045	Library Systems Technician I	\$34.5016
7056	8044	Library Technician	\$31.4487
7005	N/A	Litigation Paralegal	\$40.3688
7058	8046	Mail Services Specialist	\$24.0922
7061	8049	Maintenance Crew Leader	\$36.9978
7059	8047	Maintenance Worker I	\$26.6194
7060	8048	Maintenance Worker II	\$31.3820
7417	8326	Marketing Coordinator	\$46.5373
7022	8016	Network Analyst	\$51.3096
7063	8051	Office Specialist I	\$24.7004
7064	8052	Office Specialist II	\$27.1560
7067	8055	Outreach Coordinator	\$43.1829
7066	8054	Painter	\$37.1147
7068	8056	Parking Coordinator	\$39.6723
7072	8060	Planning Technician I	\$37.9308
7071	8059	Planning Technician II	\$41.0818
7073	8061	Plumber	\$39.3372
7070	8058	Project Engineer I	\$54.2994
7075	8063	Project Engineer II	\$59.6967
7077	8065	Project Planner	\$52.9806
7078	8066	Public Works Inspector I	\$40.1688
7397	8310	Real Property Agent	\$49.1618

# Hourly Rate Classes

Effective: 06/27/2026  
Revised:

B/U 17	B/U 18	Title	Hourly Rate
7080	8068	Records Technician	\$31,3820
7382	8306	Recreation Coordinator	\$37,0597
7082	8070	Recreation Program Leader	\$26,2237
7083	8071	Recreation Specialist	\$30,6612
7081	8069	Recycling Educator	\$37,5544
7084	8072	Rental Housing Mediation Specialist	\$40,6740
7085	N/A	Risk Analyst II	\$55,6900
7091	8078	Senior Commission Secretary	\$36,5366
7086	8073	Senior Custodian	\$28,1205
7035	8028	Senior Electronics/Communications Technician	\$45,8616
7033	8027	Senior Engineering Technician	\$43,7467
7087	8074	Senior Grounds Maintenance Worker	\$32,5777
7088	8075	Senior Library Technician	\$34,4028
7089	8076	Senior Maintenance Worker	\$35,1980
7076	8064	Senior Network/Applications Analyst	\$55,3832
7455	8358	Senior Plan Check Engineer	\$61,6180
7380	8303	Senior Plans Examiner	\$55,7683
7090	8077	Senior Real Property Agent	\$56,5295
7092	8079	Stock Clerk	\$27,7030
7096	8083	Traffic Technician I	\$34,5016
7097	8084	Traffic Technician II	\$37,9308
7098	8085	Tree Trimmer I	\$28,5447
7099	8086	Tree Trimmer II	\$32,0141
7101	8088	Vehicle Services Assistant	\$28,2613
7104	8091	Water Resources Specialist	\$47,9513
7379	8304	Water Resources Technician	\$37,5544
7102	8089	Welder/Fabricator	\$37,7986

## 19 Treatment & Patrol

B/U 17	B/U 18	Title	Hourly Rate
7006	8003	Airport Operations Specialist	\$38,2060
7462	8366	Airport Police Officer	\$54,6282
7463	8367	Airport Police Officer II	\$59,8010
7352	8287	Harbor Patrol Officer	\$51,7856
7011	8006	Airport Security Aide	\$24,3239
7354	8289	Lab Analyst I	\$44,5909
7069	8057	Park Ranger	\$41,6428

# Hourly Rate Classes

Effective: 06/27/2026  
Revised:

7356	8291	Treatment Plant Technician	\$47.0292
7349	8284	Wastewater Treatment Plant OIT	\$37.9494
7350	8285	Wastewater Treatment Plant Operator III	\$52.9780
7351	8286	Water Distribution Operator Technician II	\$50.9655
7458	8360	Water Meter Technician II	\$46.3340
7355	8290	Water Treatment Plant OIT	\$37.9506
7353	8288	Water Treatment Plant Operator II	\$47.7411
7450	8354	Water Treatment Plant Operator III	\$52.9754

## 21 Police Chief

B/U 17	B/U 18	Title	Hourly Rate
7390	N/A	Police Chief	\$127.2939 - \$154.7269

## 23 Police Management

B/U 17	B/U 18	Title	Hourly Rate
7357	N/A	Police Lieutenant	\$89.5606 - \$108.8615
7466	N/A	Assistant Police Chief	\$118.4496 - \$143.9762

## 24 Police Sworn

B/U 17	B/U 18	Title	Hourly Rate
7359	N/A	Police Officer	\$58.1551
7361	N/A	Police Officer- Entry	\$51.3204

## 29 Police Non-Sworn

B/U 17	B/U 18	Title	Hourly Rate
7464	N/A	Administrative Polygraph Examiner	\$106.4333
7227	N/A	Background Investigator	\$54.2151
7388	N/A	EMD Dispatcher	\$48.2933
7395	N/A	Identification Technician	\$45.4901
7360	N/A	Parking Enforcement Officer	\$31.7311
7358	N/A	Public Safety Dispatcher II	\$37.8389
7362	N/A	Police Property/Evidence Assistant	\$32.0838
7391	N/A	Police Property/Evidence Technician	\$37.8242
7363	N/A	Police Records Specialist	\$31.5115
7364	N/A	Police Technician	\$30.2201

# Hourly Rate Classes

Effective: 06/27/2026

Revised:

## 39 Fire Non-Sworn

B/U 17	B/U 18	Title	Hourly Rate
7432	N/A	Fire Inspector II	\$50.9979

## Hourly Rate Schedule (Limited Term)

B/U 17	B/U 18	Title	Hourly Rate
7461	8363	Administrative Investigator	\$68.24
7220	N/A	Airport Marketing Assistant	\$18.51
7219	8205	Airport Operations Intern	\$17.47
7394	8309	Airport Services Coordinator	\$36.51
7221	8206	Airport Traffic Aide	\$17.47
7218	8204	Alternative Transportation Planner	\$45.06
7396	N/A	ARCON Instructor	\$53.37
7225	N/A	Assistant PAL Coordinator I	\$17.47
7222	N/A	Assistant PAL Coordinator II	\$20.51
7224	8207	Assistant Park Planner	\$26.39
7223	N/A	Assistant to Council I	\$17.47
7270	N/A	Assistant to Council II	\$17.92
7271	N/A	Assistant to Council III	\$20.51
7226	8208	Automotive Parts Aide	\$21.58
7145	8132	Beach Lifeguard I	\$24.59
7146	8133	Beach Lifeguard II	\$25.82
7147	8134	Beach Lifeguard III	\$27.11
7228	8209	Cannoneer	\$25.19
7229	N/A	CAO Special Projects Manager	\$64.28
7240	N/A	CAO Intern	\$17.47
7243	N/A	City Council Intern	\$17.47
7425	8334	City Programs Intern I	\$17.91
7426	8335	City Programs Intern II	\$20.29
7427	8336	City Programs Intern III	\$22.67
7428	8337	City Programs Intern IV	\$23.87
7429	8338	City Programs Intern V	\$26.25
7430	8339	City Programs Intern VI	\$27.45
7431	8340	City Programs Intern VII	\$29.85
7253	8222	City TV Production Aid Lead	\$20.07
7251	8220	City TV Production Aide I	\$17.47
7252	8221	City TV Production Aide II	\$19.21

# Hourly Rate Classes

Effective: 06/27/2026

Revised:

B/U 17	B/U 18	Title	Hourly Rate
7250	8219	City TV Production Intern	\$17.47
7135	8122	Clerical Assistant	\$17.47
7234	8211	Commercial Driver Trainer	\$30.61
7217	N/A	Community Services Liaison	\$19.69
7384	N/A	Community Services Officer	\$26.21
7235	8212	Creeks Resources Technician	\$30.01
7236	8213	Database Specialist	\$23.51
7237	N/A	Development Manager	\$38.31
7238	N/A	Dispatch Training Coordinator	\$51.01
7239	8214	Diver	\$25.19
7399	8311	Downtown Ambassador I	\$20.75
7400	8312	Downtown Ambassador II	\$23.62
7451	8355	Downtown Ambassador III	\$27.13
7413	N/A	Elections Advisor	\$121.06
7412	N/A	Elections Assistant	\$28.83
7392	N/A	EMD Auditor	\$58.56
7275	N/A	EMS Nurse Educator	\$93.15
7245	8215	Extension Aide	\$20.37
7246	N/A	Facilities Project Manager	\$41.81
7436	8344	Facility Monitor I - Weekday	\$23.36
7437	8345	Facility Monitor II - Weekday	\$24.53
7438	8346	Facility Monitor III - Weekday	\$25.75
7381	N/A	Financial Systems Analyst	\$58.81
7247	8216	Fire Public Education Assistant	\$18.31
7231	N/A	Fire Service Mutual Aide Specialist I	\$42.97
7232	N/A	Fire Service Mutual Aide Specialist II	\$59.27
7230	N/A	Fire Special Projects Manager	\$55.71
7248	8217	GIS Mapping Technician	\$21.58
7249	8218	Golf Course Maintenance Worker	\$17.47
7254	8223	Grounds Maintenance Assistant I	\$22.21
7255	8224	Grounds Maintenance Assistant II	\$24.04
7306	8260	Harbor Patrol Crew I	\$17.47
7307	8261	Harbor Patrol Crew II	\$18.17
7308	8262	Harbor Patrol Crew III	\$19.08
7309	8263	Harbor Patrol Crew IV	\$19.98
7310	8264	Harbor Patrol Crew V	\$20.89
7311	8265	Harbor Patrol Crew VI	\$21.79

# Hourly Rate Classes

Effective: 06/27/2026

Revised:

B/U 17	B/U 18	Title	Hourly Rate
7312	8266	Harbor Patrol Crew VII	\$22.70
7313	8267	Harbor Patrol Crew VIII	\$23.59
7314	8268	Harbor Patrol Crew IX	\$24.49
7315	8269	Harbor Patrol Crew X	\$25.41
7316	8270	Harbor Patrol Crew XI	\$26.29
7187	8174	Head Beach Lifeguard I	\$31.08
7188	8175	Head Beach Lifeguard II	\$32.64
7189	8176	Head Beach Lifeguard III	\$34.27
7296	N/A	Human Resources Specialist	\$30.15
7433	8341	Inclusion Specialist I	\$24.99
7434	8342	Inclusion Specialist II	\$26.24
7435	8343	Inclusion Specialist III	\$27.55
7383	8305	Information Systems Intern	\$17.47
7256	N/A	Internal Affairs Investigator	\$47.16
7105	8092	Job Apprentice I	\$17.47
7151	8138	Junior Lifeguard Instructor I	\$24.59
7152	8139	Junior Lifeguard Instructor II	\$25.82
7153	8140	Junior Lifeguard Instructor III	\$27.11
7192	8179	Junior Lifeguard Program Director I	\$31.08
7193	8180	Junior Lifeguard Program Director II	\$32.64
7194	8181	Junior Lifeguard Program Director III	\$34.27
7257	8225	Library Building Monitor	\$23.98
7280	8243	Library Volunteer Coordinator	\$21.58
7262	8230	Lot Operator	\$17.99
7265	8234	Management Intern	\$17.47
7274	8239	Management Intern IV	\$19.21
7268	8236	Marketing Assistant I	\$17.47
7269	8237	Marketing Assistant II	\$23.71
7272	N/A	Mayor's Aide	\$28.12
7330	8302	Meter Reader	\$26.04
7279	8242	Page	\$17.47
7281	N/A	Parking Citation Admin Review Officer	\$49.28
7402	8313	Parking Coordinator Aide I	\$19.69
7403	8314	Parking Coordinator Aide II	\$21.93
7404	8315	Parking Coordinator Aide III	\$24.19
7418	8327	Parking Lead I	\$18.57
7419	8328	Parking Lead II	\$19.12

# Hourly Rate Classes

Effective: 06/27/2026

Revised:

B/U 17	B/U 16	Title	Hourly Rate
7423	8332	Parking Monitor I	\$17.99
7424	8333	Parking Monitor II	\$18.57
7288	N/A	Parks Project Manager	\$55.19
7442	8350	Park Ranger Assistant III	\$21.53
7282	8244	Planning Intern I	\$17.96
7283	8245	Planning Intern II	\$20.96
7284	N/A	Police Cadet I	\$20.24
7285	N/A	Police Cadet II	\$21.93
7401	N/A	Police Project Manager	\$53.37
7124	8111	Pool Lifeguard	\$24.59
7125	8112	Pool Lifeguard II	\$25.82
7126	8113	Pool Lifeguard III	\$27.11
7289	8364	Project Manager I	\$49.95
7290	8365	Project Manager II	\$63.93
7291	8248	Public Information Assistant	\$17.47
7119	8106	Recreation Assistant I	\$17.47
7120	8107	Recreation Assistant II	\$17.56
7121	8108	Recreation Assistant III	\$18.43
7162	8149	Recreation Leader I	\$23.36
7163	8150	Recreation Leader II	\$24.53
7164	8151	Recreation Leader III	\$25.75
7172	8159	Recreation Program Director I	\$28.26
7173	8160	Recreation Program Director II	\$29.67
7174	8161	Recreation Program Director III	\$31.15
7376	8298	Recreation Therapist/Nurse I	\$31.72
7377	8299	Recreation Therapist/Nurse II	\$56.51
7292	8249	Rental Mediation Aide I	\$17.47
7293	8250	Rental Mediation Aide II	\$24.37
7294	8251	Rental Mediation Aide III	\$28.23
7393	N/A	Restorative Court Liaison	\$26.48
7295	N/A	Restorative Outreach Specialist	\$24.34
7297	8252	School Crossing Guard I	\$21.84
7298	8253	School Crossing Guard II	\$22.94
7167	8154	Senior Pool Lifeguard I	\$27.53
7168	8155	Senior Pool Lifeguard II	\$28.90
7169	8156	Senior Pool Lifeguard III	\$30.35
7398	N/A	SNAP Officer	\$26.21

# Hourly Rate Classes

Effective: 06/27/2026

Revised:

B/U 17	B/U 18	Title	Hourly Rate
7453	8357	Special Investigator I	\$62.84
7460	8362	Special Investigator II	\$65.35
7299	8254	Standby Diver	\$19.17
7140	8127	Swim Instructor I	\$25.56
7141	8128	Swim Instructor II	\$26.84
7459	8361	Swim Instructor III	\$28.18
7301	8256	Traffic Counter	\$17.47
7303	N/A	Traffic Engineer	\$88.39
7304	8258	Utility Worker I	\$23.14
7305	8259	Utility Worker II	\$25.94
7405	8316	Waterfront Facilities Aide I	\$20.82
7406	8317	Waterfront Facilities Aide II	\$21.40
7407	8318	Waterfront Facilities Aide III	\$22.01
7408	8319	Waterfront Facilities Aide IV	\$22.59
7420	8329	Waterfront Parking Lot Operator I	\$17.47
7421	8330	Waterfront Parking Lot Operator II	\$18.02
7422	8331	Waterfront Parking Lot Operator III	\$18.60
7328	8282	Web Technician	\$30.01

# Revisions

**RESOLUTION NO. 2026-063**

STATE OF CALIFORNIA                    )  
  )  
COUNTY OF SANTA BARBARA        ) ss.  
  )  
CITY OF SANTA BARBARA                )

I HEREBY CERTIFY that the foregoing resolution was adopted by the Council of the City of Santa Barbara at a meeting held on June 30, 2026, by the following roll call vote:

- AYES:                    Councilmembers Eric Friedman, Oscar Gutierrez, Meagan Harmon, Mike Jordan, Wendy Santamaria, Kristen W. Sneddon; Mayor Randy Rowse.
- NOES:                   None.
- ABSENT:                None.
- ABSTENTIONS:       None.

IN WITNESS WHEREOF, I have hereto set my hand and affixed the official seal of the City of Santa Barbara on June 30, 2026.



*Sarah P. Gorman*  
\_\_\_\_\_  
Sarah P. Gorman, MMC  
City Clerk Services Manager

I HEREBY APPROVE the foregoing resolution on June 30, 2026.

*Randy Rowse*  
\_\_\_\_\_  
Randy Rowse  
Mayor