

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective: 07/11/2026

Revised: 07/28/2026

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)

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

SERVICE STATUS

A = Appointed Employees

C = Classified

U = Unclassified

CONFIDENTIAL

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

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
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	37.4728	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	5,381.87	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	73.9166	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	75.8909	79.4108
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 I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
GENERAL																			
Accountant I	E	C	14	1400	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	39.2783	41.2420	43.3042	45.4697	47.7429
Accountant II	E	C	14	1401	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	43.3989	45.5684	47.8472	50.2395	52.7513
Accounting Assistant	N	C	14	1402	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	37.4728	39.3465	41.3138
Accounting Coordinator	N	C	14	1404	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	39.2783	41.2420	43.3042	45.4697	47.7429
Accounting Technician	N	C	14	1405	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	14	1406	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	14	1408	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	14	1407	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	14	1409	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 Assistant Unclassified	N	U	14	1607	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	C	14	1531	5,381.87	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
Adult Literacy Coordinator	N	C	14	1580	7,919.10	8,315.04	8,730.80	9,167.36	9,625.70	3,654.97	3,837.71	4,029.60	4,231.09	4,442.63	45.6871	47.9714	50.3700	52.8886	55.5329
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	3,379.03	3,547.98	3,725.38	38.3107	40.2266	42.2379	44.3497	46.5672
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	28.5447	29.9718	31.4704	33.0436	34.6956
Airport Maintenance Worker II	N	C	14	1411	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	31.3820	32.9508	34.5985	36.3286	38.1446
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	32.1656	33.7741	35.4629	37.2358	39.0976
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	33.7944	35.4842	37.2586	39.1216	41.0777
Animal Control Officer II	N	C	14	1417	6,472.20	6,795.84	7,135.59	7,492.38	7,866.95	2,987.17	3,136.54	3,293.35	3,458.02	3,630.90	37.3396	39.2068	41.1669	43.2253	45.3862
Applications Administrator	E	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	60.8607	63.9037	67.0986	70.4540	73.9764
Applications Analyst	E	C	14	1595	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
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	33.4843	35.1582	36.9164	38.7622	40.6998
Assistant Parking Coordinator	N	C	14	1418	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	31.0705	32.6241	34.2551	35.9679	37.7662
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	45.6179	47.8991	50.2940	52.8088	55.4492
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	45.6179	47.8991	50.2940	52.8088	55.4492
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	49.4076	51.8781	54.4721	57.1956	60.0552
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	49.4076	51.8781	54.4721	57.1956	60.0552
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	37.3674	39.2361	41.1976	43.2576	45.4204
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	37.3674	39.2361	41.1976	43.2576	45.4204
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	43.3989	45.5684	47.8472	50.2395	52.7513
Building Inspector	N	C	14	1431	7,993.68	8,393.36	8,813.00	9,253.68	9,716.33	3,689.39	3,873.86	4,067.54	4,270.93	4,484.46	46.1174	48.4233	50.8442	53.3866	56.0558
Building Permit Technician	N	C	14	1432	6,547.88	6,875.33	7,219.07	7,579.98	7,959.03	3,022.10	3,173.23	3,331.88	3,498.45	3,673.40	37.7763	39.6654	41.6485	43.7306	45.9175
Buyer I	N	C	14	1433	6,500.07	6,825.07	7,166.38	7,524.68	7,900.90	3,000.03	3,150.03	3,307.56	3,472.93	3,646.57	37.5004	39.3754	41.3445	43.4116	45.5821
Buyer II	N	C	14	1575	7,222.30	7,583.44	7,962.63	8,360.76	8,778.75	3,333.37	3,500.05	3,675.06	3,858.81	4,051.73	41.6671	43.7506	45.9383	48.2351	50.6466
Carpenter	N	C	14	1434	6,650.50	6,983.08	7,332.22	7,698.82	8,083.75	3,069.46	3,222.96	3,384.10	3,553.30	3,730.96	38.3683	40.2870	42.3012	44.4162	46.6370
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	4,086.75	4,291.08	4,505.62	46.3353	48.6519	51.0844	53.6385	56.3203
Code Enforcement Officer	N	C	14	1435	7,085.39	7,439.64	7,811.66	8,202.26	8,612.33	3,270.18	3,433.68	3,605.38	3,785.66	3,974.92	40.8773	42.9210	45.0672	47.3207	49.6865
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	42.9212	45.0670	47.3205	49.6867	52.1709
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	33.0678	34.7208	36.4572	38.2798	40.1940
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	37.9308	39.8275	41.8187	43.9095	46.1052
Communications Specialist II	E	C	14	1621	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43.1829	45.3419	47.6091	49.9893	52.4889
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	44.7170	46.9527			

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Environmental Services Specialist II	E	C	14	1542	9,321.76	9,787.85	10,277.26	10,791.13	11,330.67	4,302.35	4,517.47	4,743.35	4,980.52	5,229.54	53.7794	56.4684	59.2919	62.2565	65.3693
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	31.7324	33.3190	34.9849	36.7342	38.5709
Facilities Maintenance Worker II	N	C	14	1573	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	31.3820	32.9508	34.5985	36.3286	38.1446
Finance Analyst I	E	U	14	1456	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	14	1457	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
Fire Public Education Coordinator	E	C	14	1459	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43.1829	45.3419	47.6091	49.9893	52.4889
Fire Services Specialist	N	C	14	1460	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
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	30.6088	32.1396	33.7463	35.4335	37.2054
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	33.6305	35.3122	37.0777	38.9318	40.8782
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	37.3674	39.2361	41.1976	43.2576	45.4204
Fleet Services Technician II	N	C	14	1468	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
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	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Geographic Information Systems Coordinator	N	C	14	1423	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	62.0866	65.1910	68.4508	71.8732	75.4670
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	43.6156	45.7965	48.0861	50.4906	53.0151
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	46.5373	48.8641	51.3076	53.8728	56.5664
Grounds Maintenance Crew Leader	N	C	14	1464	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	35.2839	37.0480	38.9006	40.8459	42.8878
Grounds Maintenance Worker I	N	C	14	1465	4,837.86	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	27.9107	29.3061	30.7714	32.3099	33.9254
Grounds Maintenance Worker II	N	C	14	1466	5,425.94	5,697.25	5,982.10	6,281.21	6,595.25	2,504.28	2,629.50	2,760.97	2,899.02	3,043.96	31.3035	32.8687	34.5121	36.2377	38.0495
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	2,978.86	3,127.81	32.1656	33.7741	35.4629	37.2358	39.0976
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	1,888.18	1,982.61	2,081.74	2,185.82	22.4786	23.6022	24.7826	26.0217	27.3227
Heavy Equipment Technician	N	C	14	1576	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Housing Programs Specialist	N	C	14	1469	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	49.4076	51.8781	54.4721	57.1956	60.0552
Housing Project Planner	E	C	14	1590	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
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	40.7351	42.7717	44.9102	47.1558	49.5136
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	60.8602	63.9035	67.0986	70.4531	73.9759
Information Technology Project Manager	E	C	14	1603	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	62.0866	65.1910	68.4508	71.8732	75.4670
Information Technology Technician I	N	C	14	1440	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
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	37.5544	39.4319	41.4035	43.4737	45.6475
Irrigation Systems Technician	N	C	14	1471	6,146.44	6,453.85	6,776.53	7,115.33	7,471.12	2,836.82	2,978.70	3,127.63	3,284.00	3,448.21	35.4603	37.2338	39.0954	41.0500	43.1026
Lead Equipment Technician	N	C	14	1472	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	45.6179	47.8991	50.2940	52.8088	55.4492
Librarian I	E	C	14	1474	6,549.90	6,877.37	7,221.31	7,582.36	7,961.50	3,023.03	3,174.17	3,332.91	3,499.55	3,674.54	37.7879	39.6771	41.6614	43.7444	45.9317
Librarian II	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	41.5440	43.6211	45.8022	48.0927	50.4970
Library Assistant I	N	C	14	1476	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	28.3217	29.7376	31.2244	32.7857	34.4248
Library Assistant II	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	29.4746	30.9481	32.4953	34.1202	35.8262
Library Systems Analyst	E	C	14	1612	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
Library Systems Technician I	N	C	14	1479	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
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	37.5544	39.4319	41.4035	43.4737	45.6475
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	31.4487	33.0215	34.6725	36.4057	38.2260
Library Technician Trainee	N	U	14	1610	4,905.98	5,151.36	5,408.91	5,679.29	5,963.27	2,264.30	2,377.55	2,496.42	2,621.21	2,752.28	28.3038	29.7194	31.2053	32.7651	34.4035
Library Technician - Unclassified	N	U	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	31.4487	33.0215	34.6725	36.4057	38.2260
Litigation Paralegal I	N	U	14	1622	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	14	1623	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	14	1624	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
Mail Services Specialist	N	C	14	1482	4,175.99	4,384.68	4,604.06	4,834.22	5,075.89	1,927.38	2,023.70	2,124.95	2,231.18	2,342.72	24.0922	25.2962	26.5619	27.8897	29.2840
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	36.9963	38.8464	40.7886	42.8279	44.9693
Maintenance Crew Leader	N	C	14	1484	6,412.94	6,733.65	7,070.31	7,423.80	7,795.02	2,959.82	3,107.84	3,263.22	3,426.37	3,597.70	36.9978	38.8480	40.7903	42.8296	44.9713
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	26.6194	27.9503	29.3476	30.8153	32.3560
Maintenance Worker II	N	C	14	1486	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	31.3820	32.9508	34.5985	36.3286	38.1446
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	46.5373	48.8641	51.3076	53.8728	56.5664
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	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	37.9308	39.8275	41.8187	43.9095	46.1052
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	<				

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
Outreach Coordinator - Unclassified	E	U	14	1604	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43.1829	45.3419	47.6091	49.9893	52.4889
Painter	N	C	14	1495	6,433.22	6,754.93	7,092.67	7,447.27	7,819.63	2,969.18	3,117.66	3,273.54	3,437.20	3,609.06	37.1147	38.9708	40.9193	42.9650	45.1132
Park Project Technician	N	C	14	1498	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	37.5544	39.4319	41.4035	43.4737	45.6475
Parking Coordinator	N	C	14	1496	6,876.52	7,220.33	7,581.36	7,960.42	8,358.39	3,173.78	3,332.46	3,499.09	3,674.04	3,857.72	39.6723	41.6557	43.7386	45.9255	48.2215
Parking Maintenance Coordinator	N	C	14	1592	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	38.3107	40.2266	42.2379	44.3497	46.5672
Parking Resources Specialist	N	C	14	1497	7,597.85	7,977.71	8,376.62	8,795.48	9,235.20	3,506.70	3,682.02	3,866.13	4,059.45	4,262.40	43.8337	46.0253	48.3266	50.7431	53.2800
Plan Check Engineer	E	C	14	1424	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	55.7683	58.5568	61.4845	64.5587	67.7868
Planning Technician I	N	C	14	1499	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	37.9308	39.8275	41.8187	43.9095	46.1052
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	41.0818	43.1358	45.2924	47.5573	49.9350
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	4,937.99	5,184.91	53.3205	55.9866	58.7859	61.7249	64.8114
Plumber	N	C	14	1502	6,818.46	7,159.34	7,517.36	7,893.23	8,287.89	3,146.98	3,304.31	3,469.55	3,643.03	3,825.18	39.3372	41.3039	43.3694	45.5379	47.8147
Pool Technician	N	C	14	1503	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	33.4843	35.1582	36.9164	38.7622	40.6998
Program Analyst	E	U	14	1600	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
Project Engineer I	E	C	14	1505	9,411.89	9,882.51	10,376.64	10,895.50	11,440.28	4,343.95	4,561.16	4,789.22	5,028.69	5,280.13	54.2994	57.0145	59.8652	62.8586	66.0016
Project Engineer II	E	C	14	1506	10,347.44	10,864.79	11,408.06	11,978.42	12,577.37	4,775.74	5,014.52	5,265.26	5,528.50	5,804.94	59.6967	62.6815	65.8157	69.1063	72.5617
Project Planner	E	C	14	1507	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
Project Planner Unclassified	E	U	14	1605	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
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	3,752.16	3,939.75	4,136.73	42.5413	44.6683	46.9020	49.2469	51.7091
Public Works Inspector I	N	C	14	1509	6,962.58	7,310.70	7,676.20	8,060.00	8,463.09	3,213.50	3,374.17	3,542.86	3,720.00	3,906.04	40.1688	42.1771	44.2858	46.5000	48.8255
Public Works Inspector II	N	C	14	1510	7,887.23	8,281.56	8,695.64	9,130.42	9,586.94	3,640.26	3,822.26	4,013.37	4,214.04	4,424.74	45.5032	47.7783	50.1671	52.6755	55.3092
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	2,609.93	2,740.41	2,877.43	3,021.30	31.0705	32.6241	34.2551	35.9679	37.7662
Real Property Agent	N	C	14	1511	8,521.37	8,947.47	9,394.84	9,864.55	10,357.77	3,932.94	4,129.60	4,336.08	4,552.87	4,780.51	49.1618	51.6200	54.2010	56.9109	59.7564
Records Technician	N	C	14	1512	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	31.3820	32.9508	34.5985	36.3286	38.1446
Recreation Coordinator	N	C	14	1515	6,423.69	6,744.81	7,082.12	7,436.20	7,808.00	2,964.78	3,112.99	3,268.67	3,432.09	3,603.69	37.0597	38.9124	40.8584	42.9011	45.0461
Recreation Program Leader	N	C	14	1517	4,545.45	4,772.76	5,011.44	5,261.99	5,525.07	2,097.90	2,202.81	2,312.97	2,428.61	2,550.03	26.2237	27.5351	28.9121	30.3576	31.8754
Recreation Specialist	N	C	14	1516	5,314.62	5,580.32	5,859.36	6,152.34	6,459.92	2,452.90	2,575.53	2,704.32	2,839.54	2,981.50	30.6612	32.1941	33.8040	35.4942	37.2687
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	37.5544	39.4319	41.4035	43.4737	45.6475
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	40.6740	42.7076	44.8430	47.0853	49.4394
Risk Analyst I	E	U	14	6018	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	14	6019	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
Senior Accountant	E	C	14	1520	8,693.01	9,127.71	9,584.14	10,063.34	10,566.49	4,012.16	4,212.79	4,423.45	4,644.62	4,876.84	50.1520	52.6599	55.2931	58.0578	60.9605
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	34.6739	36.4076	38.2279	40.1394	42.1463
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	4,494.19	4,718.94	4,954.88	50.9552	53.5024	56.1774	58.9867	61.9360
Senior Building Inspector Specialty	N	C	14	1574	9,283.80	9,748.03	10,235.40	10,747.21	11,284.54	4,284.83	4,499.09	4,724.03	4,960.25	5,208.25	53.5604	56.2386	59.0504	62.0031	65.1031
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	45.8336	48.1258	50.5319	53.0586	55.7116
Senior Commission Secretary	N	C	14	1513	6,333.02	6,649.63	6,982.11	7,331.18	7,697.78	2,922.93	3,069.06	3,222.51	3,383.62	3,552.82	36.5366	38.3632	40.2814	42.2953	44.4103
Senior Community Development Programs Specialist	N	C	14	1588	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	49.1890	51.6483	54.2308	56.9423	59.7893
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	28.1205	29.5264	31.0045	32.5530	34.1808
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	3,852.38	4,045.00	4,247.27	4,459.64	45.8616	48.1548	50.5625	53.0909	55.7455
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	43.7467	45.9336	48.2305	50.6421	53.1743
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	32.5777	34.2067	35.9171	37.7127	39.5985
Senior Housing Programs 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	55.6900	58.4745	61.3981	64.4681	67.6917
Senior Library Technician	E	C	14	1528	5,963.14	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	34.4028	36.1226	37.9293	39.8256	41.8170
Senior Maintenance Worker	N	C	14	1529	6,100.99	6,405.99	6,726.31	7,062.60	7,415.68	2,815.84	2,956.61	3,104.45	3,259.66	3,422.62	35.1980	36.9576	38.8056	40.7458	42.7828
Senior Network/Applications Analyst	E	C	14	1504	9,599.76	10,079.77	10,583.71	11,112.94	11,668.56	4,430.66	4,652.20	4,884.79	5,129.05	5,385.49	55.3832	58.1525	61.0599	64.1131	67.3186
Senior Plan Check Engineer	E	C	14	1425	10,680.45	11,214.47	11,775.18	12,364.00	12,982.17	4,929.44	5,175.91	5,434.70	5,706.46	5,991.77	61.6180	64.6989	67.9338	71.3307	74.8971
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	4,684.54	4,918.76	5,164.70	5,422.94	55.7683	58.5568	61.4845	64.5587	67.7868
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	5,989.81	6,289.30	64.6780	67.9119	71.3074	74.8726	78.6162
Senior Project Engineer Unclassified	N	U	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	5,989.81	6,289.30	64.6780	67.9119	71.3074	74.8726	78.6162
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	49.4076	51.8781	54.4721	57.1956	60.0552
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					

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Senior Tree Trimmer	N	C	14	1539	6,223.64	6,534.80	6,861.57	7,204.62	7,564.87	2,872.45	3,016.06	3,166.88	3,325.21	3,491.48	35.9056	37.7007	39.5860	41.5651	43.6435
Senior Waterfront Maintenance Worker	N	C	14	1540	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	34.6739	36.4076	38.2279	40.1394	42.1463
Stock Clerk	N	C	14	1543	4,801.85	5,041.92	5,293.99	5,558.69	5,836.68	2,216.24	2,327.04	2,443.38	2,565.55	2,693.85	27.7030	29.0880	30.5422	32.0694	33.6731
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	39.5367	41.5139	43.5895	45.7689	48.0574
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	3,159.50	3,317.46	3,483.38	3,657.54	37.6132	39.4937	41.4682	43.5422	45.7193
Streets Maintenance Worker I	N	C	14	1546	4,849.98	5,092.49	5,347.12	5,614.51	5,895.20	2,238.45	2,350.38	2,467.90	2,591.31	2,720.86	27.9806	29.3798	30.8488	32.3914	34.0107
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	2,856.46	2,999.29	3,149.22	32.3861	34.0053	35.7057	37.4911	39.3652
Sustainability Analyst I	N	U	14	1615	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
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	55.6900	58.4745	61.3981	64.4681	67.6917
Sustainability Analyst III	E	U	14	1617	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
System Administrator	E	C	14	1577	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
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	37.0518	38.9046	40.8500	42.8923	45.0367
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	40.7351	42.7717	44.9102	47.1558	49.5136
Traffic Technician I	N	C	14	1552	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
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	37.9308	39.8275	41.8187	43.9095	46.1052
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	32.3352	33.9520	35.6496	37.4320	39.3037
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	28.5447	29.9718	31.4704	33.0436	34.6956
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	32.0141	33.6150	35.2959	37.0606	38.9138
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	28.2613	29.6743	31.1578	32.7160	34.3515
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	30.6088	32.1396	33.7463	35.4335	37.2054
Water Conservation Coordinator	E	U	14	1599	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	54.3289	57.1089	59.8889	62.9630	66.0371
Water Quality Research Analyst	E	C	14	1589	9,652.93	10,135.56	10,642.34	11,174.45	11,733.24	4,455.20	4,677.95	4,911.85	5,157.44	5,415.34	55.6900	58.4744	61.3981	64.4680	67.6917
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	47.9513	50.3487	52.8657	55.5095	58.2849
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	37.5544	39.4319	41.4035	43.4737	45.6475
Waterfront Maintenance Coordinator	N	C	14	1598	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	38.3107	40.2266	42.2379	44.3497	46.5672
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	36.4467	38.2691	40.1824	42.1920	44.3017
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	28.5447	29.9718	31.4704	33.0436	34.6956
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	31.3820	32.9508	34.5985	36.3286	38.1446
Waterfront Vessel Technician	N	C	14	1567	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	31.3820	32.9508	34.5985	36.3286	38.1446
Web Services Technician	E	C	14	1586	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	43.6156	45.7965	48.0861	50.4906	53.0151
Webmaster	E	C	14	1550	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	60.8602	63.9035	67.0986	70.4531	73.9759
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	3,675.55	37.7986	39.6885	41.6729	43.7565	45.9444
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	10,981.38	11,530.46	12,107.01	12,712.33	13,347.97	5,068.33	5,321.75	5,587.85	5,867.23	6,160.60	45.2529	47.5156	49.8915	52.3860	55.0053
Fire Captain (40 Hour)	7	C	34	3405	10,981.38	11,530.46	12,106.97	12,712.35	13,347.97	5,068.33	5,321.75	5,587.83	5,867.24	6,160.60	63.3541	66.5219	69.8479	73.3405	77.0075
Fire Engineer (56 Hour)	7	C	34	3401	9,502.61	9,977.76	10,476.66	11,000.49	11,550.50	4,385.82	4,605.12	4,835.38	5,077.15	5,331.00	39.1591	41.1171	43.1731	45.3317	47.5982
Fire Engineer (40 Hour)	7	C	34	3402	9,502.61	9,977.78	10,476.68	11,000.51	11,550.52	4,385.82	4,605.13	4,835.39	5,077.16	5,331.01	54.8227	57.5641	60.4424	63.4645	66.6376
Fire Inspector I (40 Hour)	7	C	39	3901	8,388.64	8,808.15	9,248.53	9,710.94	10,196.46	3,871.68	4,065.30	4,268.55	4,481.97	4,706.06	48.3960	50.8162	53.3569	56.0246	58.8257
Fire Inspector II (40 Hour)	7	C	39	3902	9,502.61	9,977.78	10,476.68	11,000.51	11,550.52	4,385.82	4,605.13	4,835.39	5,077.16	5,331.01	54.8227	57.5641	60.4424	63.4645	66.6376
Fire Inspector III (40 Hour)	7	C	39	3903	10,981.38	11,530.46	12,106.97	12,712.35	13,347.97	5,068.33	5,321.75	5,587.83	5,867.24	6,160.60	63.3541	66.5219	69.8479	73.3405	77.0075
Firefighter (56 Hour)	7	C	34	3403	8,388.68	8,808.09	9,248.53	9,710.91	10,196.49	3,871.70	4,065.27	4,268.55	4,481.96	4,706.07	34.5687	36.2971	38.1120	40.0175	42.0185
Firefighter (40 Hour)	7	C	34	3404	8,388.64	8,808.15	9,248.53	9,710.94	10,196.46	3,871.68	4,065.30	4,268.55	4,481.97	4,706.06	48.3960	50.8162	53.3569	56.0246	58.8258
Firefighter - Entry	7	C	39	3904	7,549.77	7,927.29	8,323.64	8,739.81	9,176.83	3,484.51	3,658.75	3,841.68	4,033.76	4,235.46	43.5564	45.7344	48.0210	50.4220	52.9432
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	12,472.05				15,159.93	5,756.33				6,996.89	71.9541				87.4611
Assistant City Attorney II	E	U	01	0104	13,849.23				16,833.79	6,391.95				7,769.44	79.8994				97.1180
Assistant City Attorney III	E	U	01	0105	16,084.45				19,550.79	7,423.59				9,023.44	92.7949				112.7930
Assistant City Attorney IV	E	U	01	0106	17,692.89				21,505.88	8,165.95				9,925.79	102.0744				124.0724
Assistant City Attorney V	E	U	01	0121	19,789.49				24,054.33	9,133.61				11,102.00	114.1701				138.7750
Chief Assistant City Attorney	E	U	01	0124	21,867.58				26,459.79	10,092.73				12,212.21	126.1591				152.6526
Deputy City Attorney	E	U	01	0110	10,370.34				12,605.23	4,786.31				5,817.80	59.8289				72.7225

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
MANAGEMENT UNREPRESENTED																			
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
MANAGEMENT/AFSCME																			
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

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 Manager	E	U	03	0340	14,165.41				17,218.18	6,537.88				7,946.85	81.7235				99.3356
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
MANAGEMENT/APPOINTED																			
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				28,408.36	10,835.99				13,111.56	135.4500				163.8945
MANAGEMENT/EXECUTIVE																			
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
MANAGEMENT/FIRE																			
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
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	21,455.16				26,078.89	9,902.38				12,036.41	123.7798				150.4551
Police Commander	E	C	23	2302	18,656.00				22,676.33	8,610.46				10,466.00	107.6308				130.8250
Police Lieutenant	E	C	23	2301	16,222.40				19,718.44	7,487.26				9,100.82	93.5908				113.7603
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,534.66					2,554.46					
Mayor	E			0002					6,918.34					3,193.08					
POLICE																			
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	45.4901	47.7647	50.1529	52.6606	55.2935
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	31.7311	33.3176	34.9834	36.7330	38.5695
Parking Enforcement Officer II	N	C	29	2919	6,050.07	6,352.56	6,670.17	7,003.75	7,353.93	2,792.34	2,931.95	3,078.54	3,232.50	3,394.12	34.9043	36.6494	38.4817	40.4063	42.4265
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	31.7311	33.3176	34.9834	36.7330	38.5695
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	51.3534	53.9209	56.6171	59.4481	62.4201
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	58.1551	61.0629	64.1162	67.3217	70.6879
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	59.3182	62.2842	65.3985	68.6681	72.1017

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
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	60.4813	63.5054	66.6808	70.0146	73.5154
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	61.6444	64.7267	67.9632	71.3610	74.9292
Police Officer - Entry	7	C	29	2903	8,895.53	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	51.3204	53.8865	56.5807	59.4099	62.3802
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	32.0838	33.6882	35.3730	37.1414	38.9983
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	37.8242	39.7155	41.7011	43.7863	45.9755
Police Range/Equipment Technician	N	C	29	2917	7,333.00	7,699.66	8,084.64	8,488.87	8,913.32	3,384.46	3,553.69	3,731.37	3,917.94	4,113.84	42.3058	44.4211	46.6421	48.9742	51.4230
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	31.5115	33.0870	34.7411	36.4782	38.3021
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	37.8242	39.7155	41.7011	43.7863	45.9755
Police Sergeant	7	C	24	2401	12,999.85	13,649.83	14,332.35	15,048.95	15,801.44	5,999.93	6,299.92	6,614.93	6,945.67	7,292.97	74.9991	78.7490	82.6866	86.8209	91.1621
Police Services Coordinator	N	C	29	2916	5,787.64	6,076.98	6,380.88	6,699.90	7,034.86	2,671.22	2,804.76	2,945.02	3,092.26	3,246.86	33.3903	35.0595	36.8127	38.6533	40.5857
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	28.6069	30.0369	31.5389	33.1156	34.7716
Police Technician	N	C	29	2909	5,238.16	5,500.06	5,775.03	6,063.85	6,367.01	2,417.61	2,538.49	2,665.40	2,798.70	2,938.62	30.2201	31.7311	33.3175	34.9838	36.7328
Public Safety Dispatcher I	N	U	29	2910	6,240.26	6,552.20	6,879.86	7,223.84	7,585.00	2,880.12	3,024.09	3,175.32	3,334.08	3,500.77	36.0015	37.8011	39.6915	41.6760	43.7596
Public Safety Dispatcher II	N	C	29	2911	6,558.74	6,886.62	7,230.99	7,592.59	7,972.23	3,027.11	3,178.44	3,337.38	3,504.27	3,679.49	37.8389	39.7305	41.7172	43.8034	45.9936
Public Safety Dispatcher III	N	C	29	2912	7,247.35	7,609.79	7,990.26	8,389.72	8,809.23	3,344.93	3,512.21	3,687.81	3,872.18	4,065.80	41.8116	43.9026	46.0976	48.4022	50.8225
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	4,498.90	4,723.84	4,960.03	51.0080	53.5581	56.2363	59.0480	62.0004
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
Administrative Supervisor	E	U	04	4001	7,947.57				9,660.26	3,668.11				4,458.58	45.8514				55.7322
Administrative/Clerical Supervisor	E	U	04	4000	6,553.00				7,965.21	3,024.46				3,676.25	37.8058				45.9531
Airport Business Development Supervisor	E	U	04	4067	8,540.83				10,381.43	3,941.92				4,791.43	49.2740				59.8929
Airport Maintenance Supervisor	E	U	04	4003	8,588.41				10,439.28	3,963.88				4,818.13	49.5485				60.2266
Airport Operations Supervisor	E	U	04	4004	8,488.85				10,318.27	3,917.93				4,762.28	48.9741				59.5285
Airport Patrol Supervisor	E	U	04	4005	11,463.51				13,933.92	5,290.85				6,431.04	66.1356				80.3880
Billing Supervisor	E	U	04	4008	7,610.68				9,250.80	3,512.62				4,269.60	43.9078				53.3700
Building and Safety Supervisor	E	U	04	4009	12,282.49				14,929.46	5,668.84				6,890.52	70.8605				86.1315
Capital Projects Supervisor	E	U	04	4073	11,899.38				14,463.76	5,492.02				6,675.58	68.6502				83.4447
City TV Production Supervisor	E	U	04	4022	9,236.39				11,226.89	4,262.95				5,181.64	53.2869				64.7705
Creeks Supervisor	E	U	04	4023	12,023.33				14,614.43	5,549.23				6,745.12	69.3654				84.3140
Custodial Supervisor	E	U	04	4014	6,174.00				7,504.55	2,849.54				3,463.64	35.6193				43.2955
Department Systems Supervisor	E	U	04	4077	11,179.63				13,588.86	5,159.83				6,271.78	64.4979				78.3973
Electronics/Communication Supervisor	E	U	04	4016	8,588.39				10,439.30	3,963.87				4,818.14	49.5484				60.2267
Environmental Services Supervisor	E	U	04	4017	10,071.12				12,241.49	4,648.21				5,649.92	58.1026				70.6240
Facilities Maintenance Superintendent	E	U	04	4018	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Facilities Maintenance Supervisor	E	U	04	4019	8,119.76				9,869.64	3,747.58				4,555.22	46.8447				56.9402
Finance Supervisor	E	U	04	4020	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
Fleet Services Superintendent	E	U	04	4078	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Fleet Services Supervisor	E	U	04	4007	8,542.80				10,383.82	3,942.83				4,792.53	49.2854				59.9066
Harbor Patrol Supervisor	E	U	04	4024	10,322.61				12,547.23	4,764.28				5,791.03	59.5535				72.3879
Information Technology Supervisor	E	U	04	4027	12,131.23				14,745.53	5,599.03				6,805.63	69.9879				85.0704
Laboratory Supervisor	E	U	04	4028	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Library Circulation Supervisor	E	U	04	4029	6,268.73				7,619.67	2,893.26				3,516.77	36.1657				43.9596
Maintenance Supervisor I	E	U	04	4030	7,170.52				8,715.83	3,309.47				4,022.69	41.3684				50.2836
Maintenance Supervisor II	E	U	04	4031	7,883.24				9,582.13	3,638.42				4,422.52	45.4803				55.2815
Marketing Supervisor	E	U	04	4070	9,276.50				11,275.70	4,281.46				5,204.17	53.5183				65.0521
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,434.29				9,036.43	3,431.21				4,170.66	42.8901				52.1333
Parking Supervisor	E	U	04	4034	8,448.22				10,268.92	3,899.18				4,739.50	48.7397				59.2437
Parking/TMP Superintendent	E	U	04	4035	10,217.37				12,419.29	4,715.71				5,731.98	58.9464				71.6498
Parks Superintendent	E	U	04	4068	8,321.06				10,114.28	3,840.49				4,668.13	48.0061				58.3516
Parks Supervisor	E	U	04	4033	7,204.38				8,756.97	3,325.10				4,041.68	41.5638				50.5210
Purchasing Supervisor	E	U	04	4036	9,136.23				11,105.16	4,216.72				5,125.46	52.7090				64.0682
Recreation Supervisor I	E	U	04	4037	7,957.43				9,672.33	3,672.66				4,464.15	45.9083				55.8019
Rental Housing Mediation Supervisor	E	U	04	4074	9,155.79				11,128.91	4,225.75				5,136.42	52.8219				64.2053
Senior Librarian	E	U	04	4038	8,607.78				10,462.77	3,972.82				4,828.97	49.6602				60.3621
Senior Planner I	E	U	04	4039	10,560.81				12,836.76	4,874.22				5,924.66	60.9278				74.0582

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
Senior Planner II	E	U	04	4040	11,089.04				13,478.79	5,118.02				6,220.98	63.9753				77.7623
Senior Recreation Supervisor	E	U	04	4041	8,565.03				10,410.86	3,953.09				4,805.01	49.4136				60.0626
Street Tree Supervisor	E	U	04	4042	7,204.38				8,756.97	3,325.10				4,041.68	41.5638				50.5210
Streets Maintenance Superintendent	E	U	04	4076	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Supervising Engineer	E	U	04	4043	12,892.43				15,670.85	5,950.35				7,232.70	74.3794				90.4087
Supervising Librarian	E	U	04	4044	8,620.69				10,478.46	3,978.78				4,836.21	49.7348				60.4526
Supervising Park Ranger	E	U	04	4075	8,300.80				10,089.65	3,831.14				4,656.76	47.8893				58.2095
Supervising Transportation Engineer	E	U	04	4047	12,281.43				14,928.20	5,668.35				6,889.94	70.8544				86.1242
Supervising Transportation Planner	E	U	04	4046	10,561.11				12,837.13	4,874.36				5,924.83	60.9295				74.0604
Treatment Plant Technician Supervisor	E	U	04	4049	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Urban Forest Superintendent	E	U	04	4050	10,560.98				12,836.94	4,874.30				5,924.74	60.9288				74.0592
Wastewater Collection System Superintendent	E	U	04	4053	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Wastewater Collection System Supervisor	E	U	04	4052	10,943.86				13,302.34	5,051.01				6,139.54	63.1376				76.7443
Wastewater Treatment Superintendent	E	U	04	4054	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Wastewater Treatment Supervisor	E	U	04	4055	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Water Distribution Superintendent	E	U	04	4059	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Distribution Supervisor	E	U	04	4060	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Water Quality Superintendent	E	U	04	4069	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Service Superintendent	E	U	04	4072	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Services Supervisor	E	U	04	4071	10,621.43				12,910.47	4,902.20				5,958.68	61.2775				74.4835
Water Treatment Superintendent	E	U	04	4057	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Treatment Supervisor	E	U	04	4058	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Waterfront Maintenance Superintendent	E	U	04	4062	9,065.72				11,019.49	4,184.18				5,085.92	52.3023				63.5740
Waterfront Parking Supervisor	E	U	04	4061	8,277.43				10,061.26	3,820.35				4,643.66	47.7544				58.0458
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	8,719.77				10,599.01	4,024.51				4,891.85	50.3064				61.1481
Payroll and A/P Supervisor*	E	U	05	5005	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
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	3,538.26	3,715.18	38.2060	40.1165	42.1220	44.2282	46.4397
Airport Operations Specialist Trainee	N	U	19	1962	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	30.5649	32.0935	33.6977	35.3825	37.1519
Airport Police Officer	N	C	19	1964	9,468.90	9,942.27	10,439.48	10,961.38	11,509.44	4,370.26	4,588.74	4,818.22	5,059.10	5,312.05	54.6282	57.3593	60.2277	63.2388	66.4006
Airport Police Officer II	N	C	19	1965	10,365.51	10,883.80	11,427.98	11,999.26	12,599.32	4,784.08	5,023.29	5,274.45	5,538.12	5,815.07	59.8010	62.7911	65.9306	69.2265	72.6884
Airport Police Officer - Entry	N	C	19	1966	9,018.01	9,468.83	9,942.34	10,439.43	10,961.38	4,162.16	4,370.23	4,588.77	4,818.20	5,059.10	52.0270	54.6279	57.3596	60.2275	63.2387
Airport Police Officer - Trainee	N	U	19	1967	7,515.00	7,890.70	8,285.29	8,699.51	9,134.49	3,468.46	3,641.86	3,823.98	4,015.16	4,215.92	43.3558	45.5233	47.7997	50.1895	52.6990
Airport Security Aide	N	C	19	1968	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	24.3239	25.5395	26.8173	28.1579	29.5656
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	50.3815	52.9005	55.5456	58.3226	61.2387
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	55.9632	58.7615	61.6996	64.7847	68.0236
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	53.5135	56.1889	58.9982	61.9485	65.0459
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	51.7856	54.3749	57.0938	59.9484	62.9459
Harbor Patrol Officer - Entry	N	C	19	1907	8,056.79	8,459.64	8,882.55	9,326.68	9,792.99	3,718.52	3,904.45	4,099.64	4,304.62	4,519.84	46.4815	48.8056	51.2455	53.8078	56.4980
Laboratory Analyst Coordinator	N	C	19	1911	9,387.95	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	54.1613	56.8693	59.7128	62.6983	65.8333
Laboratory Analyst I	N	C	19	1909	7,729.09	8,115.62	8,521.46	8,947.47	9,394.84	3,567.27	3,745.67	3,932.98	4,129.60	4,336.08	44.5909	46.8209	49.1622	51.6200	54.2010
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	49.4843	51.9584	54.5566	57.2842	60.1487
Lead Park Ranger	N	C	19	1955	7,939.92	8,336.86	8,753.75	9,191.41	9,650.98	3,664.58	3,847.78	4,040.19	4,242.19	4,454.30	45.8072	48.0972	50.5024	53.0274	55.6787
Lead Water Meter Technician	N	C	19	1963	9,235.83	9,697.68	10,182.58	10,691.68	11,226.28	4,262.69	4,475.85	4,699.65	4,934.62	5,181.36	53.2836	55.9481	58.7456	61.6827	64.7670
Meter Reader/Water Distribution OIT	N	C	19	1913	5,122.72	5,378.84	5,647.85	5,930.21	6,226.70	2,364.33	2,482.54	2,606.70	2,737.02	2,873.86	29.5541	31.0318	32.5837	34.2127	35.9232
Park Ranger	N	C	19	1914	7,218.08	7,578.96	7,957.97	8,355.84	8,773.57	3,331.42	3,497.98	3,672.91	3,856.54	4,049.34	41.6428	43.7247	45.9114	48.2067	50.6168
Reclamation Specialist	N	C	19	1924	5,949.13	6,246.59	6,558.89	6,886.84	7,231.25	2,745.75	2,883.04	3,027.18	3,178.54	3,337.50	34.3219	36.0380	37.8398	39.7317	41.7187
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	48.5374	50.9642	53.5123	56.1882	58.9975
Senior Airport Operations Specialist	N	C	19	1916	7,381.66	7,750.73	8,138.30	8,545.20	8,972.38	3,406.92	3,577.26	3,756.14	3,943.94	4,141.10	42.5865	44.7157	46.9517	49.2993	51.7638
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	2,359.89	2,477.89	2,601.78	26.7559	28.0942	29.4986	30.9736	32.5223
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	61.2732	64.3371	67.5542	70.9318	74.4781
Senior Cross Connection Specialist	E	C	19	1959	10,053.03	10,555.68	11,083.35	11,637.67	12,219.52	4,639.86	4,871.85	5,115.39	5,371.23	5,639.78	57.9983	60.8981	63.9424	67.1404	70.4972
Senior Treatment Plant Technician	N	C	19	1918	9,374.45	9,843.21	10,335.37	10,852.14	11,394.67	4,326.67	4,543.02	4,770.17	5,008.68	5,259.08	54.0834	56.7878	59.6271	62.6085	65.7385

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
Senior Wastewater Collection System Operator	N	C	19	1919	8,275.15	8,688.98	9,123.42	9,579.55	10,058.58	3,819.30	4,010.30	4,210.81	4,421.33	4,642.42	47.7413	50.1287	52.6351	55.2666	58.0302
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	10,053.33	10,556.02	11,083.76	11,638.01	12,219.91	4,640.00	4,872.01	5,115.58	5,371.39	5,639.96	58.0000	60.9001	63.9448	67.1424	70.4995
Senior Wastewater Treatment Plant Operator	N	C	19	1921	10,027.31	10,528.66	11,055.07	11,607.83	12,188.24	4,627.99	4,859.38	5,102.34	5,357.46	5,625.34	57.8499	60.7423	63.7793	66.9683	70.3168
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	38.2762	40.1901	42.1993	44.3094	46.5251
Treatment Plant Technician	N	C	19	1923	8,151.74	8,559.33	8,987.31	9,436.70	9,908.51	3,762.34	3,950.46	4,147.99	4,355.40	4,573.16	47.0292	49.3807	51.8499	54.4425	57.1645
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	54.9022	57.6474	60.5292	63.5561	66.7335
Wastewater Collection System Operator I	N	C	19	1925	6,577.59	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	37.9476	39.8451	41.8373	43.9293	46.1259
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	44.5383	46.7648	49.1036	51.5588	54.1366
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	38.6852	40.6194	42.6507	44.7829	47.0222
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	5,139.71	52.8556	55.4984	58.2733	61.1870	64.2464
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	4,894.86	5,139.63	52.8546	55.4974	58.2722	61.1858	64.2454
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	60.8948	63.9395	67.1364	70.4932	74.0175
Wastewater Treatment Plant OIT	N	U	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	37.9494	39.8465	41.8390	43.9311	46.1277
Wastewater Treatment Plant Operator I	N	C	19	1933	7,861.17	8,254.20	8,666.95	9,100.28	9,555.30	3,628.23	3,809.63	4,000.13	4,200.13	4,410.14	45.3529	47.6204	50.0016	52.5016	55.1268
Wastewater Treatment Plant Operator II	N	C	19	1934	8,275.09	8,688.90	9,123.36	9,579.48	10,058.49	3,819.27	4,010.26	4,210.78	4,421.30	4,642.38	47.7409	50.1283	52.6347	55.2663	58.0298
Wastewater Treatment Plant Operator III	N	C	19	1935	9,182.85	9,642.06	10,124.08	10,630.23	11,161.76	4,238.24	4,450.18	4,672.65	4,906.26	5,151.58	52.9780	55.6272	58.4081	61.3283	64.3948
Water Distribution Chief Operator	N	C	19	1957	10,555.63	11,083.45	11,637.67	12,219.52	12,830.44	4,871.83	5,115.44	5,371.23	5,639.78	5,921.74	60.8979	63.9430	67.1404	70.4973	74.0217
Water Distribution Equipment Operator	N	C	19	1930	6,906.77	7,252.09	7,614.71	7,995.48	8,395.25	3,187.74	3,347.12	3,514.48	3,690.22	3,874.73	39.8468	41.8390	43.9310	46.1278	48.4341
Water Distribution Lead 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	42.0810	44.1849	46.3940	48.7139	51.1496
Water Distribution Lead Operator Technician	N	C	19	1938	9,717.07	10,202.92	10,713.11	11,248.77	11,811.15	4,484.80	4,709.04	4,944.51	5,191.74	5,451.30	56.0600	58.8630	61.8064	64.8967	68.1413
Water Distribution OIT	N	U	19	1941	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	28.2509	29.6633	31.1464	32.7037	34.3388
Water Distribution Operator I	N	C	19	1945	5,436.32	5,708.13	5,993.54	6,293.19	6,607.84	2,509.07	2,634.52	2,766.25	2,904.55	3,049.77	31.3634	32.9315	34.5781	36.3069	38.1221
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	34.8156	36.5565	38.3842	40.3032	42.3184
Water Distribution Operator Technician OIT	N	U	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	37.9504	39.8480	41.8407	43.9322	46.1288
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	46.3340	48.6506	51.0834	53.6374	56.3193
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	50.9655	53.5133	56.1893	58.9990	61.9488
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	42.0810	44.1849	46.3940	48.7139	51.1496
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	52.8556	55.4984	58.2733	61.1870	64.2464
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	37.9504	39.8480	41.8407	43.9322	46.1288
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	46.3340	48.6506	51.0834	53.6374	56.3193
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	60.8978	63.9430	67.1403	70.4973	74.0217
Water Treatment Plant OIT	N	U	19	1942	6,578.11	6,906.88	7,252.31	7,614.92	7,995.65	3,036.05	3,187.79	3,347.22	3,514.58	3,690.30	37.9506	39.8474	41.8403	43.9322	46.1287
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	47.7411	50.1282	52.6347	55.2664	58.0297
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	52.9754	55.6244	58.4056	61.3256	64.3920
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	5,639.63	57.9971	60.8969	63.9415	67.1390	70.4954

Revisions:

Resolution 2026-063 = Mayor & Council salary adjustment, effective 4/4/2026; CAR 6/30/2026

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.