SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective: 10/03/2026
Revised: 10/27/2026

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)

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 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	49.3006	51.7657	54.3538
Community Education Liaison	E	C	14	1438	5,746.30	6,033.60	6,335.31	6,652.10	6,984.68	2,652.14	2,784.74	2,923.99	3,070.20	3,223.70	**33.1518**	34.8093	36.5499	38.3775	40.2963
Computer Training Coordinator	E	C	14	1443	8,727.88	9,164.24	9,622.49	10,103.60	10,608.76	4,028.25	4,229.65	4,441.15	4,663.20	4,896.35	**50.3531**	52.8706	55.5144	58.2900	61.2044
Creeks Outreach Coordinator	E	C	14	1444	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
Custodian	N	C	14	1445	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
Deputy City Clerk	N	C	14	1446	7,471.66	7,845.20	8,237.49	8,649.33	9,081.84	3,448.46	3,620.86	3,801.92	3,992.00	4,191.62	**43.1058**	45.2608	47.5240	49.9000	52.3952
Electrician	N	C	14	1447	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
Electronics/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	**38.9015**	40.8468	42.8893	45.0335	47.2852
Electronics/Communications Technician II	N	C	14	1451	7,413.25	7,783.88	8,173.06	8,581.69	9,010.84	3,421.50	3,592.56	3,772.18	3,960.78	4,158.85	**42.7688**	44.9070	47.1522	49.5098	51.9856
Electronics Technician I	N	C	14	1448	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
Electronics Technician II	N	C	14	1449	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
Energy and Climate Specialist	E	C	14	1593	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
Engineering Technician I	N	C	14	1452	6,058.33	6,361.23	6,679.25	7,013.26	7,363.89	2,796.15	2,935.95	3,082.73	3,236.89	3,398.72	**34.9519**	36.6994	38.5341	40.4611	42.4840
Engineering Technician II	N	C	14	1453	6,660.49	6,993.52	7,343.16	7,710.34	8,095.84	3,074.07	3,227.78	3,389.15	3,558.62	3,736.54	**38.4259**	40.3472	42.3644	44.4828	46.7068
Environmental Services Specialist I	E	C	14	1541	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
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

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
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	**41.2871**	43.3515	45.5187	47.7949	50.1847
Network Administrator	E	C	14	1490	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
Network Analyst	E	C	14	1442	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
Office Specialist I	N	C	14	1491	4,281.40	4,495.44	4,720.26	4,956.25	5,204.03	1,976.03	2,074.82	2,178.58	2,287.50	2,401.86	**24.7004**	25.9353	27.2323	28.5937	30.0233
Office Specialist II	N	C	14	1492	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
Outreach Coordinator	E	C	14	1493	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
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

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
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	4,888.86	**50.2762**	52.7898	55.4292	58.2011	61.1108
Senior Real Property Agent	E	C	14	1535	9,798.45	10,288.37	10,802.81	11,342.91	11,910.12	4,522.36	4,748.48	4,985.91	5,235.19	5,496.98	**56.5295**	59.3560	62.3239	65.4399	68.7123
Senior Rental Housing Mediation Specialist	N	C	14	1536	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 Streets Maintenance Worker	N	C	14	1537	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	**35.7835**	37.5726	39.4512	41.4238	43.4949
Senior Traffic Signal Technician	N	C	14	1583	7,571.40	7,949.98	8,347.43	8,764.88	9,203.09	3,494.49	3,669.22	3,852.66	4,045.33	4,247.58	**43.6811**	45.8652	48.1583	50.5666	53.0948
Senior Traffic Technician	N	C	14	1538	7,410.72	7,781.24	8,170.28	8,578.83	9,007.77	3,420.33	3,591.34	3,770.90	3,959.46	4,157.43	**42.7541**	44.8917	47.1362	49.4932	51.9679

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	20,528.95				24,952.94	9,474.90				11,516.74	**118.4363**				143.9593
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 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
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 Planning Manager	E	U	03	0355	13,684.28		16,633.31			6,315.82		7,676.91			**78.9477**		95.9614		
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		

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					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
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
Rental Housing Programs Manager	E	U	03	0356	13,348.18				16,224.76	6,160.70				7,488.35	**77.0087**				93.6044
Risk Manager	E	U	03	0343	13,261.69				16,119.57	6,120.78				7,439.80	**76.5097**				92.9975
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

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 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
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	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
Administrative Supervisor	E	U	04	4001	8,265.49				10,046.66	3,814.84				4,636.92	**47.6855**				57.9615
Administrative/Clerical Supervisor	E	U	04	4000	6,815.12				8,283.82	3,145.44				3,823.30	**39.3180**				47.7912
Airport Business Development Supervisor	E	U	04	4067	8,882.47				10,796.70	4,099.60				4,983.09	**51.2450**				62.2886
Airport Maintenance Supervisor	E	U	04	4003	8,931.93				10,856.86	4,122.43				5,010.86	**51.5304**				62.6357
Airport Operations Supervisor	E	U	04	4004	8,828.41				10,731.00	4,074.65				4,952.77	**50.9331**				61.9096
Airport Patrol Supervisor	E	U	04	4005	11,922.04				14,491.27	5,502.48				6,688.28	**68.7810**				83.6035
Billing Supervisor	E	U	04	4008	7,915.12				9,620.82	3,653.13				4,440.38	**45.6641**				55.5048
Building and Safety Supervisor	E	U	04	4009	12,773.78				15,526.64	5,895.59				7,166.14	**73.6949**				89.5768
Capital Projects Supervisor	E	U	04	4073	12,375.35				15,042.30	5,711.70				6,942.60	**71.3962**				86.7825
City TV Production Supervisor	E	U	04	4022	9,605.85				11,675.95	4,433.47				5,388.90	**55.4184**				67.3613
Creeks Supervisor	E	U	04	4023	12,504.27				15,199.02	5,771.20				7,014.93	**72.1400**				87.6866
Custodial Supervisor	E	U	04	4014	6,420.98				7,804.72	2,963.53				3,602.18	**37.0441**				45.0273
Department Systems Supervisor	E	U	04	4077	11,626.81				14,132.43	5,366.22				6,522.66	**67.0778**				81.5332
Electronics/Communication Supervisor	E	U	04	4016	8,931.91				10,856.86	4,122.42				5,010.86	**51.5303**				62.6358
Environmental Services Supervisor	E	U	04	4017	10,473.97				12,731.16	4,834.14				5,875.92	**60.4267**				73.4490
Facilities Maintenance Superintendent	E	U	04	4018	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Facilities Maintenance Supervisor	E	U	04	4019	8,444.54				10,264.41	3,897.48				4,737.42	**48.7185**				59.2178
Finance Supervisor	E	U	04	4020	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
Fleet Services Superintendent	E	U	04	4078	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Fleet Services Supervisor	E	U	04	4007	8,884.50				10,799.17	4,100.54				4,984.23	**51.2568**				62.3029
Harbor Patrol Supervisor	E	U	04	4024	10,735.51				13,049.12	4,954.85				6,022.67	**61.9356**				75.2834
Information Technology Supervisor	E	U	04	4027	12,616.48				15,335.36	5,822.99				7,077.86	**72.7874**				88.4732
Laboratory Supervisor	E	U	04	4028	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Library Circulation Supervisor	E	U	04	4029	6,519.46				7,924.45	3,008.98				3,657.44	**37.6123**				45.7180
Maintenance Supervisor I	E	U	04	4030	7,457.34				9,064.45	3,441.85				4,183.59	**43.0231**				52.2949
Maintenance Supervisor II	E	U	04	4031	8,198.58				9,965.41	3,783.96				4,599.42	**47.2995**				57.4928
Marketing Supervisor	E	U	04	4070	9,647.56				11,726.74	4,452.72				5,412.34	**55.6590**				67.6542
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,731.66				9,397.90	3,568.46				4,337.49	**44.6057**				54.2186
Parking Supervisor	E	U	04	4034	8,786.14				10,679.65	4,055.14				4,929.07	**50.6893**				61.6134
Parking/TMP Superintendent	E	U	04	4035	10,626.07				12,916.06	4,904.34				5,961.26	**61.3043**				74.5158
Parks Superintendent	E	U	04	4068	8,653.88				10,518.86	3,994.10				4,854.86	**49.9263**				60.6857
Parks Supervisor	E	U	04	4033	7,492.57				9,107.24	3,458.11				4,203.34	**43.2264**				52.5418
Purchasing Supervisor	E	U	04	4036	9,501.68				11,549.35	4,385.39				5,330.47	**54.8174**				66.6309
Recreation Supervisor I	E	U	04	4037	8,275.74				10,059.23	3,819.57				4,642.72	**47.7446**				58.0340
Rental Housing Mediation Supervisor	E	U	04	4074	9,522.02				11,574.07	4,394.78				5,341.88	**54.9348**				66.7735
Senior Librarian	E	U	04	4038	8,952.08				10,881.28	4,131.73				5,022.13	**51.6466**				62.7766

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 Planner I	E	U	04	4039	10,983.25				13,350.22	5,069.19				6,161.64	**63.3649**				77.0205
Senior Planner II	E	U	04	4040	11,532.60				14,017.94	5,322.74				6,469.82	**66.5343**				80.8728
Senior Recreation Supervisor	E	U	04	4041	8,907.62				10,827.29	4,111.21				4,997.21	**51.3901**				62.4651
Street Tree Supervisor	E	U	04	4042	7,492.57				9,107.24	3,458.11				4,203.34	**43.2264**				52.5418
Streets Maintenance Superintendent	E	U	04	4076	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Supervising Engineer	E	U	04	4043	13,408.14				16,297.67	6,188.37				7,522.00	**77.3546**				94.0250
Supervising Librarian	E	U	04	4044	8,965.54				10,897.60	4,137.94				5,029.66	**51.7242**				62.8707
Supervising Park Ranger	E	U	04	4075	8,632.85				10,493.23	3,984.39				4,843.03	**49.8049**				60.5379
Supervising Transportation Engineer	E	U	04	4047	12,772.70				15,525.34	5,895.09				7,165.54	**73.6886**				89.5692
Supervising Transportation Planner	E	U	04	4046	10,983.57				13,350.61	5,069.34				6,161.82	**63.3667**				77.0228
Treatment Plant Technician Supervisor	E	U	04	4049	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Urban Forest Superintendent	E	U	04	4050	10,983.44				13,350.42	5,069.28				6,161.73	**63.3660**				77.0216
Wastewater Collection System Superintendent	E	U	04	4053	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Wastewater Collection System Supervisor	E	U	04	4052	11,381.61				13,834.45	5,253.05				6,385.13	**65.6631**				79.8141
Wastewater Treatment Superintendent	E	U	04	4054	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Wastewater Treatment Supervisor	E	U	04	4055	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Water Distribution Superintendent	E	U	04	4059	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Distribution Supervisor	E	U	04	4060	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Water Quality Superintendent	E	U	04	4069	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Service Superintendent	E	U	04	4072	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Services Supervisor	E	U	04	4071	11,046.30				13,426.88	5,098.29				6,197.02	**63.7286**				77.4628
Water Treatment Superintendent	E	U	04	4057	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Treatment Supervisor	E	U	04	4058	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Waterfront Maintenance Superintendent	E	U	04	4062	9,428.36				11,460.28	4,351.55				5,289.36	**54.3944**				66.1170
Waterfront Parking Supervisor	E	U	04	4061	8,608.54				10,463.72	3,973.17				4,829.41	**49.6646**				60.3676
SUPERVISOR/CONFIDENTIAL																			
Payroll and A/P Supervisor*	E	U	05	5005	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
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
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

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 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 04/04/2026; CAR 06/30/2026
Resolution 2026-072 = Police Management Association salary adjustment, effective 07/11/2026; CAR 07/28/2026
Resolution 2026-072 = Firefighters Association salary adjustment, effective 07/11/2026; CAR 07/28/2026
Resolution 2026-085 = Council Agenda Report 09/15/2026, effective 09/19/2026
Resolution TBD = Council Agenda Report 10/27/2026, effective 10/03/2026

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.