

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 2017 fiscal year. The City Administrator is hereby authorized to implement any changes to salaries already adopted by the City Council by Ordinance as part of a collective bargaining agreement or long-term salary plan without further action by the City Council:

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 = 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

SERVICE STATUS
 A = Appointed Employees
 C = Classified
 U = Unclassified

31 = Fire Chief
 32 = Fire Operations Division Chief
 33 = Fire Battalion Chiefs
 34 = Fire Sworn
 39 = Fire Non-Sworn
 * = Positions in this classification are designated as "confidential"

| 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 |
| CONFIDENTIAL | | | | | | | | | | | | | | | | | | | |
| Accounting Assistant* | N | U | 16 | 6000 | 4,103.80 | 4,308.99 | 4,524.44 | 4,750.66 | 4,988.20 | 1,894.06 | 1,988.76 | 2,088.20 | 2,192.62 | 2,302.25 | 23,675.8 | 24,859.5 | 26,102.5 | 27,407.7 | 28,778.1 |
| Accounting Technician* | N | U | 16 | 6004 | 4,313.68 | 4,529.36 | 4,755.83 | 4,993.62 | 5,243.30 | 1,990.93 | 2,090.46 | 2,194.99 | 2,304.74 | 2,419.98 | 24,886.6 | 26,130.8 | 27,437.4 | 28,809.3 | 30,249.7 |
| Administrative Analyst I* | N | U | 16 | 6001 | 5,876.85 | 6,170.70 | 6,479.23 | 6,803.19 | 7,143.35 | 2,712.39 | 2,848.01 | 2,990.42 | 3,139.94 | 3,296.93 | 33,904.9 | 35,600.1 | 37,380.2 | 39,249.2 | 41,211.6 |
| Administrative Analyst II* | E | U | 16 | 6003 | 6,723.95 | 7,060.14 | 7,413.15 | 7,783.81 | 8,173.00 | 3,103.36 | 3,258.54 | 3,421.46 | 3,592.54 | 3,772.18 | 38,792.0 | 40,731.7 | 42,768.3 | 44,906.7 | 47,152.2 |
| Administrative Analyst III* | E | U | 16 | 6002 | 7,282.54 | 7,646.67 | 8,029.01 | 8,430.46 | 8,851.98 | 3,361.18 | 3,529.23 | 3,705.70 | 3,890.98 | 4,085.53 | 42,014.7 | 44,115.4 | 46,321.2 | 48,637.2 | 51,069.1 |
| Administrative Specialist* | N | U | 16 | 6024 | 3,604.67 | 3,784.91 | 3,974.15 | 4,172.86 | 4,381.50 | 1,663.70 | 1,746.87 | 1,834.22 | 1,925.94 | 2,022.23 | 20,796.2 | 21,835.9 | 22,927.8 | 24,074.2 | 25,277.9 |
| Application Administrator* | E | U | 16 | 6019 | 6,463.93 | 6,787.11 | 7,126.47 | 7,482.80 | 7,856.92 | 2,983.35 | 3,132.51 | 3,289.14 | 3,453.60 | 3,626.27 | 37,291.9 | 39,156.4 | 41,114.2 | 43,170.0 | 45,328.4 |
| Applications Analyst* | E | U | 16 | 6006 | 5,876.85 | 6,170.70 | 6,479.23 | 6,803.19 | 7,143.35 | 2,712.39 | 2,848.01 | 2,990.42 | 3,139.94 | 3,296.93 | 33,904.9 | 35,600.1 | 37,380.2 | 39,249.2 | 41,211.6 |
| Executive Assistant* | N | U | 16 | 6007 | 4,144.93 | 4,352.18 | 4,569.79 | 4,798.28 | 5,038.19 | 1,913.05 | 2,008.70 | 2,109.14 | 2,214.59 | 2,325.32 | 23,913.1 | 25,108.8 | 26,364.3 | 27,682.4 | 29,066.5 |
| Executive Assistant to Mayor/Council* | N | U | 16 | 6022 | 4,356.90 | 4,574.75 | 4,803.49 | 5,043.66 | 5,295.84 | 2,010.88 | 2,111.42 | 2,217.00 | 2,327.85 | 2,444.24 | 25,136.0 | 26,392.7 | 27,712.5 | 29,098.1 | 30,553.0 |
| Finance Analyst I* | E | U | 16 | 6009 | 5,876.85 | 6,170.70 | 6,479.23 | 6,803.19 | 7,143.35 | 2,712.39 | 2,848.01 | 2,990.42 | 3,139.94 | 3,296.93 | 33,904.9 | 35,600.1 | 37,380.2 | 39,249.2 | 41,211.6 |
| Human Resources Analyst I* | E | U | 16 | 6014 | 5,876.85 | 6,170.70 | 6,479.23 | 6,803.19 | 7,143.35 | 2,712.39 | 2,848.01 | 2,990.42 | 3,139.94 | 3,296.93 | 33,904.9 | 35,600.1 | 37,380.2 | 39,249.2 | 41,211.6 |
| Human Resources Analyst II* | E | U | 16 | 6015 | 6,723.95 | 7,060.14 | 7,413.15 | 7,783.81 | 8,173.00 | 3,103.36 | 3,258.54 | 3,421.46 | 3,592.54 | 3,772.18 | 38,792.0 | 40,731.7 | 42,768.3 | 44,906.7 | 47,152.2 |
| Human Resources Assistant* | N | U | 16 | 6016 | 4,444.70 | 4,666.94 | 4,900.28 | 5,145.30 | 5,402.56 | 2,051.40 | 2,153.98 | 2,261.67 | 2,374.76 | 2,493.49 | 25,642.5 | 26,924.7 | 28,270.9 | 29,684.5 | 31,168.6 |
| Human Resources Technician* | N | U | 16 | 6017 | 4,960.18 | 5,208.18 | 5,468.59 | 5,742.02 | 6,029.12 | 2,289.31 | 2,403.78 | 2,523.97 | 2,650.17 | 2,782.67 | 28,616.4 | 30,047.2 | 31,549.6 | 33,127.1 | 34,783.4 |
| Law Clerk* | N | U | 16 | 6008 | 4,556.92 | 4,784.77 | 5,024.01 | 5,275.21 | 5,538.97 | 2,103.19 | 2,208.36 | 2,318.77 | 2,434.71 | 2,556.45 | 26,289.9 | 27,604.5 | 28,984.6 | 30,433.9 | 31,955.6 |
| Legal Secretary I* | N | U | 16 | 6010 | 3,904.12 | 4,099.33 | 4,304.30 | 4,519.51 | 4,745.49 | 1,801.90 | 1,892.01 | 1,986.61 | 2,085.93 | 2,190.23 | 22,523.8 | 23,650.1 | 24,832.6 | 26,074.1 | 27,379.9 |
| Legal Secretary II* | N | U | 16 | 6011 | 4,718.83 | 4,954.77 | 5,202.51 | 5,462.63 | 5,735.76 | 2,177.92 | 2,286.82 | 2,401.16 | 2,521.22 | 2,647.28 | 27,224.0 | 28,585.2 | 30,014.5 | 31,515.2 | 33,091.0 |
| Litigation Paralegal* | N | U | 16 | 6012 | 4,813.92 | 5,054.61 | 5,307.34 | 5,572.71 | 5,851.35 | 2,221.81 | 2,332.90 | 2,449.54 | 2,572.03 | 2,700.62 | 27,726.2 | 29,161.3 | 30,619.3 | 32,150.4 | 33,757.8 |
| Office Specialist II* | N | U | 16 | 6013 | 3,278.77 | 3,442.71 | 3,614.85 | 3,795.59 | 3,985.37 | 1,513.28 | 1,588.94 | 1,668.38 | 1,751.81 | 1,839.39 | 18,916.0 | 19,861.7 | 20,854.8 | 21,897.6 | 22,992.4 |
| Risk Analyst I* | E | U | 16 | 6020 | 5,876.85 | 6,170.70 | 6,479.23 | 6,803.19 | 7,143.35 | 2,712.39 | 2,848.01 | 2,990.42 | 3,139.94 | 3,296.93 | 33,904.9 | 35,600.1 | 37,380.2 | 39,249.2 | 41,211.6 |
| Risk Analyst II* | E | U | 16 | 6021 | 6,723.95 | 7,060.14 | 7,413.15 | 7,783.81 | 8,173.00 | 3,103.36 | 3,258.54 | 3,421.46 | 3,592.54 | 3,772.18 | 38,792.0 | 40,731.7 | 42,768.3 | 44,906.7 | 47,152.2 |
| Risk Assistant* | N | U | 16 | 6025 | 4,444.70 | 4,666.94 | 4,900.28 | 5,145.30 | 5,402.56 | 2,051.40 | 2,153.98 | 2,261.67 | 2,374.76 | 2,493.49 | 25,642.5 | 26,924.7 | 28,270.9 | 29,684.5 | 31,168.6 |
| Senior Human Resources Analyst* | E | U | 16 | 6018 | 7,282.54 | 7,646.67 | 8,029.01 | 8,430.46 | 8,851.98 | 3,361.18 | 3,529.23 | 3,705.70 | 3,890.98 | 4,085.53 | 42,014.7 | 44,115.4 | 46,321.2 | 48,637.2 | 51,069.1 |
| GENERAL | | | | | | | | | | | | | | | | | | | |
| Accountant I | E | C | 14 | 1400 | 4,742.42 | 4,979.54 | 5,228.52 | 5,489.94 | 5,764.44 | 2,188.81 | 2,298.25 | 2,413.18 | 2,533.83 | 2,660.52 | 27,360.1 | 28,728.1 | 30,164.7 | 31,672.9 | 33,256.5 |
| Accountant II | E | C | 14 | 1401 | 5,239.93 | 5,501.93 | 5,777.02 | 6,065.87 | 6,369.17 | 2,418.43 | 2,539.35 | 2,666.32 | 2,799.62 | 2,939.61 | 30,230.4 | 31,741.7 | 33,329.0 | 34,995.3 | 36,745.1 |
| Accounting Assistant | N | C | 14 | 1402 | 4,103.80 | 4,308.99 | 4,524.44 | 4,750.66 | 4,988.20 | 1,894.06 | 1,988.76 | 2,088.20 | 2,192.62 | 2,302.25 | 23,675.8 | 24,859.5 | 26,102.5 | 27,407.7 | 28,778.1 |
| Accounting Coordinator | N | C | 14 | 1404 | 4,742.42 | 4,979.54 | 5,228.52 | 5,489.94 | 5,764.44 | 2,188.81 | 2,298.25 | 2,413.18 | 2,533.83 | 2,660.52 | 27,360.1 | 28,728.1 | 30,164.7 | 31,672.9 | 33,256.5 |
| Accounting Technician | N | C | 14 | 1405 | 4,313.68 | 4,529.36 | 4,755.83 | 4,993.62 | 5,243.30 | 1,990.93 | 2,090.46 | 2,194.99 | 2,304.74 | 2,419.98 | 24,886.6 | 26,130.8 | 27,437.4 | 28,809.3 | 30,249.7 |

| Classification Title | FLSA | Service Status | Unit | Job Class | Monthly | | | | | Biweekly | | | | | Hourly | | | | |
|---|------|----------------|------|-----------|-----------|----------|----------|----------|-----------|----------|----------|----------|----------|----------|---------|---------|---------|---------|---------|
| | | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| Water Resources Technician | N | C | 14 | 1562 | 4,534.28 | 4,760.99 | 4,999.04 | 5,249.00 | 5,511.44 | 2,092.74 | 2,197.38 | 2,307.24 | 2,422.61 | 2,543.74 | 26.1593 | 27.4672 | 28.8405 | 30.2826 | 31.7967 |
| Waterfront Maintenance Crew Leader | N | C | 14 | 1564 | 4,400.58 | 4,620.61 | 4,851.64 | 5,094.22 | 5,348.93 | 2,031.03 | 2,132.58 | 2,239.22 | 2,351.18 | 2,468.74 | 25.3879 | 26.6573 | 27.9902 | 29.3898 | 30.8592 |
| Waterfront Maintenance Worker I | N | C | 14 | 1565 | 3,446.44 | 3,618.76 | 3,799.70 | 3,989.68 | 4,189.17 | 1,590.66 | 1,670.20 | 1,753.71 | 1,841.39 | 1,933.46 | 19.8833 | 20.8775 | 21.9214 | 23.0174 | 24.1682 |
| Waterfront Maintenance Worker II | N | C | 14 | 1566 | 3,789.03 | 3,978.48 | 4,177.40 | 4,386.27 | 4,605.59 | 1,748.78 | 1,836.22 | 1,928.03 | 2,024.43 | 2,125.65 | 21.8598 | 22.9527 | 24.1004 | 25.3054 | 26.5706 |
| Waterfront Vessel Technician | N | C | 14 | 1567 | 3,789.03 | 3,978.48 | 4,177.40 | 4,386.27 | 4,605.59 | 1,748.78 | 1,836.22 | 1,928.03 | 2,024.43 | 2,125.65 | 21.8598 | 22.9527 | 24.1004 | 25.3054 | 26.5706 |
| Webmaster | E | C | 14 | 1550 | 7,103.16 | 7,458.32 | 7,831.24 | 8,222.80 | 8,633.94 | 3,278.38 | 3,442.31 | 3,614.42 | 3,795.14 | 3,984.90 | 40.9798 | 43.0289 | 45.1803 | 47.4392 | 49.8113 |
| Welder/Fabricator | N | C | 14 | 1568 | 4,556.92 | 4,784.77 | 5,024.00 | 5,275.20 | 5,538.96 | 2,103.19 | 2,208.36 | 2,318.77 | 2,434.71 | 2,556.45 | 26.2899 | 27.6045 | 28.9846 | 30.4339 | 31.9556 |
| FIRE | | | | | | | | | | | | | | | | | | | |
| Fire Captain (53 Hour Not including base O.T.) | 7 | C | 34 | 3400 | 7,532.69 | 7,909.33 | 8,304.82 | 8,720.04 | 9,156.05 | 3,476.62 | 3,650.46 | 3,832.99 | 4,024.64 | 4,225.87 | 32.7983 | 34.4383 | 36.1603 | 37.9683 | 39.8667 |
| Fire Engineer (53 Hour Not including base O.T.) | 7 | C | 34 | 3401 | 6,518.33 | 6,844.25 | 7,186.48 | 7,545.80 | 7,923.08 | 3,008.46 | 3,158.89 | 3,316.84 | 3,482.68 | 3,656.81 | 28.3817 | 29.8008 | 31.2909 | 32.8555 | 34.4982 |
| Fire Inspector I (40 hour) | 7 | C | 39 | 3901 | 6,079.93 | 6,383.91 | 6,703.13 | 7,038.27 | 7,390.20 | 2,806.12 | 2,946.42 | 3,093.75 | 3,248.43 | 3,410.86 | 35.0765 | 36.8303 | 38.6719 | 40.6054 | 42.6357 |
| Fire Inspector II (40 hour) | 7 | C | 39 | 3902 | 6,887.27 | 7,231.68 | 7,593.26 | 7,972.92 | 8,371.57 | 3,178.74 | 3,337.70 | 3,504.58 | 3,679.81 | 3,863.80 | 39.7343 | 41.7212 | 43.8073 | 45.9976 | 48.2975 |
| Fire Inspector III (40 hour) | 7 | C | 39 | 3903 | 7,959.08 | 8,357.03 | 8,774.87 | 9,213.62 | 9,674.32 | 3,673.42 | 3,857.09 | 4,049.94 | 4,252.44 | 4,465.07 | 45.9177 | 48.2136 | 50.6243 | 53.1555 | 55.8134 |
| Firefighter (53 Hour Not including base O.T.) | 7 | C | 34 | 3403 | 5,754.22 | 6,041.92 | 6,344.03 | 6,661.22 | 6,994.29 | 2,655.79 | 2,788.58 | 2,928.01 | 3,074.41 | 3,228.13 | 25.0546 | 26.3074 | 27.6227 | 29.0039 | 30.4541 |
| LEGAL/PROFESSIONAL ATTORNEY | | | | | | | | | | | | | | | | | | | |
| Assistant City Attorney I | E | U | 01 | 0103 | 9,247.87 | | | | 11,240.88 | 4,268.25 | | | 5,188.10 | 53.3531 | | | | | 64.8513 |
| Assistant City Attorney II | E | U | 01 | 0104 | 10,269.03 | | | | 12,482.08 | 4,739.55 | | | 5,760.96 | 59.2444 | | | | | 72.0120 |
| Assistant City Attorney III | E | U | 01 | 0105 | 11,926.46 | | | | 14,496.69 | 5,504.52 | | | 6,690.78 | 68.8065 | | | | | 83.6348 |
| Assistant City Attorney IV | E | U | 01 | 0106 | 13,119.10 | | | | 15,946.36 | 6,054.97 | | | 7,359.86 | 75.6871 | | | | | 91.9982 |
| Deputy City Attorney | E | U | 01 | 0110 | 7,689.50 | | | | 9,346.63 | 3,549.00 | | | 4,313.83 | 44.3625 | | | | | 53.9229 |
| MANAGEMENT | | | | | | | | | | | | | | | | | | | |
| Accounting Manager | E | U | 02 | 0200 | 8,797.95 | | | | 10,693.96 | 4,060.59 | | | 4,935.68 | 50.7574 | | | | | 61.6960 |
| Administrative Services Manager | E | U | 02 | 0201 | 7,315.36 | | | | 8,891.87 | 3,376.32 | | | 4,103.96 | 42.2040 | | | | | 51.2995 |
| Airport Business Development Manager | E | U | 02 | 0203 | 9,294.12 | | | | 11,297.06 | 4,289.59 | | | 5,214.03 | 53.6199 | | | | | 65.1754 |
| Airport Facilities Manager | E | U | 02 | 0246 | 8,710.62 | | | | 10,587.82 | 4,020.29 | | | 4,886.69 | 50.2536 | | | | | 61.0836 |
| Airport Operations Manager | E | U | 02 | 0202 | 9,294.12 | | | | 11,297.06 | 4,289.59 | | | 5,214.03 | 53.6199 | | | | | 65.1753 |
| Assistant Library Director | E | U | 02 | 0253 | 9,156.09 | | | | 11,129.29 | 4,225.89 | | | 5,136.60 | 52.8236 | | | | | 64.2075 |
| Assistant Parks & Recreation Director | E | U | 02 | 0205 | 10,371.97 | | | | 12,607.20 | 4,787.06 | | | 5,818.72 | 59.8383 | | | | | 72.7340 |
| Budget Manager | E | U | 02 | 0207 | 8,002.49 | | | | 9,727.08 | 3,693.46 | | | 4,489.44 | 46.1683 | | | | | 56.1180 |
| Chief Building Official | E | U | 02 | 0208 | 9,769.41 | | | | 11,874.78 | 4,508.96 | | | 5,480.68 | 56.3620 | | | | | 68.5085 |
| City Clerk Services Manager | E | U | 02 | 0209 | 9,481.37 | | | | 11,524.66 | 4,376.02 | | | 5,319.10 | 54.7003 | | | | | 66.4888 |
| City Engineer | E | U | 02 | 0206 | 12,046.01 | | | | 14,642.00 | 5,559.70 | | | 6,757.86 | 69.4962 | | | | | 84.4732 |
| City Planner | E | U | 02 | 0210 | 10,217.95 | | | | 12,419.98 | 4,715.98 | | | 5,732.30 | 58.9497 | | | | | 71.6538 |
| Community Development Business Manager | E | U | 02 | 0211 | 8,538.57 | | | | 10,378.69 | 3,940.88 | | | 4,790.17 | 49.2610 | | | | | 59.8771 |
| Creeks Restoration/Clean Water Manager | E | U | 02 | 0212 | 8,797.94 | | | | 10,693.95 | 4,060.59 | | | 4,935.68 | 50.7574 | | | | | 61.6960 |
| Emergency Services Manager | E | U | 02 | 0215 | 7,805.41 | | | | 9,487.52 | 3,602.50 | | | 4,378.86 | 45.0313 | | | | | 54.7358 |
| Environmental Services Manager | E | U | 02 | 0217 | 8,797.94 | | | | 10,693.95 | 4,060.59 | | | 4,935.68 | 50.7574 | | | | | 61.6960 |
| Facilities and Energy Manager | E | U | 02 | 0218 | 9,156.09 | | | | 11,129.29 | 4,225.89 | | | 5,136.60 | 52.8236 | | | | | 64.2075 |
| Fire Operations Division Chief | E | U | 32 | 3200 | 12,662.04 | | | | 15,390.83 | 5,844.02 | | | 7,103.46 | 73.0503 | | | | | 88.7932 |
| Fleet Manager | E | U | 02 | 0219 | 7,883.67 | | | | 9,582.65 | 3,638.62 | | | 4,422.76 | 45.4827 | | | | | 55.2845 |
| General Services Manager | E | U | 02 | 0220 | 8,797.94 | | | | 10,693.95 | 4,060.59 | | | 4,935.68 | 50.7574 | | | | | 61.6960 |
| Harbor Operations Manager | E | U | 02 | 0222 | 8,538.57 | | | | 10,378.69 | 3,940.88 | | | 4,790.17 | 49.2610 | | | | | 59.8771 |
| Housing & Redevelopment Manager | E | U | 02 | 0213 | 11,011.67 | | | | 13,384.75 | 5,082.31 | | | 6,177.60 | 63.5289 | | | | | 77.2200 |

| 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 |
| | | | | | Human Resources Manager | E | U | 02 | 0223 | 9,916.70 | | | | | 12,053.81 | 4,576.94 | | | |
| Information Technology Manager | E | U | 02 | 0214 | 9,916.70 | | | | | 12,053.81 | 4,576.94 | | | | 5,563.30 | 57.2117 | | | 69.5413 |
| Parks & Recreation Business Manager | E | U | 02 | 0226 | 8,538.57 | | | | | 10,378.70 | 3,940.88 | | | | 4,790.17 | 49.2610 | | | 59.8771 |
| Parks Manager | E | U | 02 | 0227 | 8,042.53 | | | | | 9,775.76 | 3,711.94 | | | | 4,511.89 | 46.3992 | | | 56.3986 |
| Police Business Manager | E | U | 02 | 0229 | 8,538.57 | | | | | 10,378.70 | 3,940.88 | | | | 4,790.17 | 49.2610 | | | 59.8771 |
| Police Information Technology Manager | E | U | 02 | 0228 | 8,975.24 | | | | | 10,909.47 | 4,142.42 | | | | 5,035.14 | 51.7802 | | | 62.9393 |
| Police Public Engagement Manager | E | U | 02 | 0249 | 8,589.43 | | | | | 10,440.50 | 3,964.35 | | | | 4,818.69 | 49.5544 | | | 60.2336 |
| Principal Engineer | E | U | 02 | 0231 | 9,434.23 | | | | | 11,467.36 | 4,354.26 | | | | 5,292.63 | 54.4282 | | | 66.1579 |
| Principal Planner | E | U | 02 | 0232 | 8,797.94 | | | | | 10,693.97 | 4,060.59 | | | | 4,935.68 | 50.7574 | | | 61.6960 |
| Principal Traffic Engineer | E | U | 02 | 0252 | 9,434.23 | | | | | 11,467.36 | 4,354.26 | | | | 5,292.63 | 54.4282 | | | 66.1579 |
| Public Safety Communications Manager | E | U | 02 | 0245 | 8,797.94 | | | | | 10,693.97 | 4,060.59 | | | | 4,935.68 | 50.7574 | | | 61.6960 |
| Public Works Business Manager | E | U | 02 | 0234 | 8,797.94 | | | | | 10,693.97 | 4,060.59 | | | | 4,935.68 | 50.7574 | | | 61.6960 |
| Recreation Programs Manager | E | U | 02 | 0235 | 8,042.53 | | | | | 9,775.76 | 3,711.94 | | | | 4,511.89 | 46.3992 | | | 56.3986 |
| Risk Manager | E | U | 02 | 0236 | 8,797.94 | | | | | 10,693.97 | 4,060.59 | | | | 4,935.68 | 50.7574 | | | 61.6960 |
| Senior Assistant to the City Administrator | E | U | 02 | 0248 | 9,018.92 | | | | | 10,962.58 | 4,162.58 | | | | 5,059.65 | 52.0323 | | | 63.2456 |
| Streets Operations & Infrastructure Manager | E | U | 02 | 0251 | 9,867.36 | | | | | 11,993.84 | 4,554.17 | | | | 5,535.62 | 56.9271 | | | 69.1953 |
| Transportation Planning & Parking Manager | E | U | 02 | 0250 | 9,434.23 | | | | | 11,467.36 | 4,354.26 | | | | 5,292.63 | 54.4282 | | | 66.1579 |
| Treasury Manager | E | U | 02 | 0239 | 8,797.94 | | | | | 10,693.97 | 4,060.59 | | | | 4,935.68 | 50.7574 | | | 61.6960 |
| Wastewater System Manager | E | U | 02 | 0240 | 9,867.36 | | | | | 11,993.84 | 4,554.17 | | | | 5,535.62 | 56.9271 | | | 69.1953 |
| Water Resources Manager | E | U | 02 | 0242 | 11,346.20 | | | | | 13,791.41 | 5,236.71 | | | | 6,365.27 | 65.4589 | | | 79.5659 |
| Water Supply Manager | E | U | 02 | 0247 | 9,434.23 | | | | | 11,467.36 | 4,354.26 | | | | 5,292.63 | 54.4282 | | | 66.1579 |
| Water System Manager | E | U | 02 | 0241 | 9,867.36 | | | | | 11,993.84 | 4,554.17 | | | | 5,535.62 | 56.9271 | | | 69.1953 |
| Waterfront Business Manager | E | U | 02 | 0244 | 8,538.57 | | | | | 10,378.70 | 3,940.88 | | | | 4,790.17 | 49.2610 | | | 59.8771 |
| Waterfront Facilities Manager | E | U | 02 | 0243 | 8,710.62 | | | | | 10,587.82 | 4,020.29 | | | | 4,886.69 | 50.2536 | | | 61.0836 |
| MANAGEMENT/APPOINTED | | | | | | | | | | | | | | | | | | | |
| City Administrator/Clerk/Treasurer | E | U | 01 | 0107 | 18,638.68 | | | | | 22,655.51 | 8,602.47 | | | | 10,456.39 | 107.5309 | | | 130.7049 |
| City Attorney | E | U | 01 | 0108 | | | | | | 20,033.17 | | | | | 9,246.08 | | | | 115.5761 |
| MANAGEMENT/EXECUTIVE | | | | | | | | | | | | | | | | | | | |
| Administrative Services Director | E | U | 01 | 0100 | 11,574.84 | | | | | 14,069.34 | 5,342.23 | | | | 6,493.54 | 66.7779 | | | 81.1692 |
| Airport Director | E | U | 01 | 0102 | 12,227.61 | | | | | 14,862.77 | 5,643.51 | | | | 6,859.74 | 70.5439 | | | 85.7467 |
| Assistant City Administrator | E | U | 01 | 0101 | 14,559.74 | | | | | 17,697.49 | 6,719.88 | | | | 8,168.07 | 83.9985 | | | 102.1009 |
| Community Development Director | E | U | 01 | 0109 | 13,376.13 | | | | | 16,258.80 | 6,173.60 | | | | 7,504.06 | 77.1700 | | | 93.8008 |
| Finance Director | E | U | 01 | 0111 | 13,376.13 | | | | | 16,258.80 | 6,173.60 | | | | 7,504.06 | 77.1700 | | | 93.8008 |
| Fire Chief | E | U | 31 | 3100 | 14,415.22 | | | | | 17,521.83 | 6,653.18 | | | | 8,087.00 | 83.1648 | | | 101.0875 |
| Library Director | E | U | 01 | 0112 | 11,574.84 | | | | | 14,069.34 | 5,342.23 | | | | 6,493.54 | 66.7779 | | | 81.1692 |
| Parks & Recreation Director | E | U | 01 | 0113 | 11,986.07 | | | | | 14,569.17 | 5,532.03 | | | | 6,724.23 | 69.1504 | | | 84.0529 |
| Police Chief | E | U | 21 | 2100 | 15,457.75 | | | | | 18,789.03 | 7,134.35 | | | | 8,671.86 | 89.1794 | | | 108.3982 |
| Public Works Director | E | U | 01 | 0114 | 14,343.51 | | | | | 17,434.65 | 6,620.08 | | | | 8,046.76 | 82.7510 | | | 100.5845 |
| Waterfront Director/Harbormaster | E | U | 01 | 0115 | 12,227.61 | | | | | 14,862.77 | 5,643.51 | | | | 6,859.74 | 70.5439 | | | 85.7467 |
| MANAGEMENT/FIRE | | | | | | | | | | | | | | | | | | | |
| Fire Battalion Chief | E | C | 33 | 3300 | 10,732.84 | | | | | 13,045.89 | 4,953.62 | | | | 6,021.18 | 61.9203 | | | 75.2647 |
| Fire Prevention Division Chief | E | C | 33 | 3302 | 10,732.84 | | | | | 13,045.89 | 4,953.62 | | | | 6,021.18 | 61.9203 | | | 75.2647 |
| MANAGEMENT/POLICE | | | | | | | | | | | | | | | | | | | |
| Police Captain | E | C | 23 | 2300 | 13,049.53 | | | | | 15,861.82 | 6,022.86 | | | | 7,320.84 | 75.2858 | | | 91.5105 |
| Police Lieutenant | E | C | 23 | 2301 | 11,180.15 | | | | | 13,589.55 | 5,160.07 | | | | 6,272.10 | 64.5009 | | | 78.4013 |

| 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 |
| MAYOR/CITY COUNCIL | | | | | | | | | | | | | | | | | | | |
| City Councilmember | E | | | 0001 | | | | | 3,448.66 | | | | | | | | | 1,591.69 | |
| Mayor | E | | | 0002 | | | | | 4,310.84 | | | | | | | | | 1,989.62 | |
| POLICE | | | | | | | | | | | | | | | | | | | |
| Identification Technician | N | C | 29 | 2901 | 5,846.06 | 6,138.36 | 6,445.27 | 6,767.54 | 7,105.89 | 2,698.18 | 2,833.09 | 2,974.74 | 3,123.48 | 3,279.64 | 33,727.2 | 35.4136 | 37.1842 | 39.0435 | 40.9955 |
| Parking Enforcement Officer | N | C | 29 | 2902 | 3,883.66 | 4,077.84 | 4,281.72 | 4,495.86 | 4,720.60 | 1,792.46 | 1,882.08 | 1,976.18 | 2,075.01 | 2,178.74 | 22,405.7 | 23.5260 | 24.7023 | 25.9376 | 27.2343 |
| Police Officer Range A | 7 | C | 24 | 2400 | 6,687.29 | 7,021.63 | 7,372.73 | 7,741.35 | 8,128.42 | 3,086.44 | 3,240.75 | 3,402.80 | 3,572.93 | 3,751.58 | 38,580.5 | 40.5094 | 42.5350 | 44.6616 | 46.8948 |
| Police Officer Range B | 7 | C | 24 | 2400 | 6,821.04 | 7,162.07 | 7,520.20 | 7,896.16 | 8,291.01 | 3,148.17 | 3,305.57 | 3,470.86 | 3,644.38 | 3,826.62 | 39,352.1 | 41.3196 | 43.3857 | 45.5548 | 47.8327 |
| Police Officer Range C | 7 | C | 24 | 2400 | 6,954.78 | 7,302.49 | 7,667.64 | 8,051.01 | 8,453.58 | 3,209.90 | 3,370.38 | 3,538.91 | 3,715.85 | 3,901.65 | 40,123.7 | 42.1298 | 44.2364 | 46.4481 | 48.7706 |
| Police Officer Range D | 7 | C | 24 | 2400 | 7,088.51 | 7,442.93 | 7,815.10 | 8,205.82 | 8,616.14 | 3,271.62 | 3,435.20 | 3,606.97 | 3,787.30 | 3,976.68 | 40,895.3 | 42.9400 | 45.0871 | 47.3413 | 49.7085 |
| Police Officer - Entry | 7 | C | 24 | 2903 | 6,330.26 | 6,646.77 | 6,979.14 | 7,328.10 | 7,694.48 | 2,921.66 | 3,067.74 | 3,221.14 | 3,382.20 | 3,551.30 | 36,520.8 | 38.3468 | 40.2642 | 42.2775 | 44.3912 |
| Police Property/Evidence Assistant | N | C | 29 | 2905 | 4,123.19 | 4,329.37 | 4,545.86 | 4,773.12 | 5,011.78 | 1,903.01 | 1,998.17 | 2,098.09 | 2,202.98 | 2,313.13 | 23,787.6 | 24.9771 | 26.2261 | 27.5373 | 28.9141 |
| Police Property/Evidence Technician | N | C | 29 | 2906 | 4,860.90 | 5,103.93 | 5,359.12 | 5,627.09 | 5,908.44 | 2,243.49 | 2,355.66 | 2,473.44 | 2,597.12 | 2,726.97 | 28,043.6 | 29.4457 | 30.9180 | 32.4640 | 34.0871 |
| Police Range/Equipment Specialist | N | C | 29 | 2908 | 4,601.39 | 4,831.45 | 5,073.06 | 5,326.69 | 5,593.01 | 2,123.72 | 2,229.90 | 2,341.41 | 2,458.47 | 2,581.39 | 26,546.5 | 27.8738 | 29.2676 | 30.7309 | 32.2674 |
| Police Records Specialist | N | C | 29 | 2904 | 3,567.94 | 3,746.34 | 3,933.63 | 4,130.32 | 4,336.82 | 1,646.74 | 1,729.08 | 1,815.52 | 1,906.30 | 2,001.61 | 20,584.3 | 21.6135 | 22.6940 | 23.8287 | 25.0201 |
| Police Records Supervisor | N | C | 29 | 2914 | 4,860.90 | 5,103.93 | 5,359.12 | 5,627.09 | 5,908.44 | 2,243.49 | 2,355.66 | 2,473.44 | 2,597.12 | 2,726.97 | 28,043.6 | 29.4457 | 30.9180 | 32.4640 | 34.0871 |
| Police Sergeant | 7 | C | 24 | 2401 | 8,624.18 | 9,055.35 | 9,508.16 | 9,983.52 | 10,482.75 | 3,980.39 | 4,179.39 | 4,388.38 | 4,607.78 | 4,838.19 | 49,754.9 | 52.2424 | 54.8547 | 57.5973 | 60.4774 |
| Police Services Coordinator | N | C | 29 | 2916 | 4,291.08 | 4,505.58 | 4,730.90 | 4,967.43 | 5,215.80 | 1,980.50 | 2,079.50 | 2,183.49 | 2,292.66 | 2,407.29 | 24,756.2 | 25.9938 | 27.2936 | 28.6583 | 30.0911 |
| Police Services Specialist | N | C | 29 | 2915 | 3,676.34 | 3,860.11 | 4,053.14 | 4,255.79 | 4,468.58 | 1,696.77 | 1,781.59 | 1,870.68 | 1,964.21 | 2,062.42 | 21,209.6 | 22.2699 | 23.3835 | 24.5526 | 25.7803 |
| Police Technician | N | C | 29 | 2909 | 3,883.66 | 4,077.84 | 4,281.72 | 4,495.86 | 4,720.60 | 1,792.46 | 1,882.08 | 1,976.18 | 2,075.01 | 2,178.74 | 22,405.7 | 23.5260 | 24.7023 | 25.9376 | 27.2343 |
| Public Safety Dispatcher I | N | U | 29 | 2910 | 4,291.08 | 4,505.58 | 4,730.90 | 4,967.43 | 5,215.80 | 1,980.50 | 2,079.50 | 2,183.49 | 2,292.66 | 2,407.29 | 24,756.2 | 25.9938 | 27.2936 | 28.6583 | 30.0911 |
| Public Safety Dispatcher II | N | C | 29 | 2911 | 4,510.50 | 4,735.99 | 4,972.80 | 5,221.47 | 5,482.53 | 2,081.77 | 2,185.84 | 2,295.14 | 2,409.91 | 2,530.40 | 26,022.1 | 27.3230 | 28.6893 | 30.1239 | 31.6300 |
| Public Safety Dispatcher III | N | C | 29 | 2912 | 4,983.62 | 5,232.80 | 5,494.45 | 5,769.16 | 6,057.61 | 2,300.13 | 2,415.14 | 2,535.90 | 2,662.69 | 2,795.85 | 28,751.6 | 30.1893 | 31.6987 | 33.2836 | 34.9478 |
| Public Safety Dispatcher Supervisor | N | C | 29 | 2913 | 5,759.22 | 6,047.17 | 6,349.55 | 6,667.03 | 7,000.37 | 2,658.10 | 2,791.00 | 2,930.56 | 3,077.09 | 3,230.94 | 33,226.3 | 34.8875 | 36.6320 | 38.4636 | 40.3867 |
| SUPERVISOR | | | | | | | | | | | | | | | | | | | |
| Accounting Supervisor | E | U | 04 | 4064 | 7,242.76 | | | | 8,803.64 | 3,342.81 | | | | 4,063.22 | 41,785.1 | | | | 50,790.2 |
| Administrative Supervisor | E | U | 04 | 4001 | 5,815.68 | | | | 7,068.99 | 2,684.16 | | | | 3,262.61 | 33,552.0 | | | | 40,782.6 |
| Administrative/Clerical Supervisor | E | U | 04 | 4000 | 5,263.55 | | | | 6,397.86 | 2,429.33 | | | | 2,952.86 | 30,366.6 | | | | 36,910.8 |
| Airport Maintenance Supervisor | E | U | 04 | 4003 | 6,082.66 | | | | 7,393.53 | 2,807.38 | | | | 3,412.40 | 35,092.3 | | | | 42,655.0 |
| Airport Operations Supervisor | E | U | 04 | 4004 | 6,082.66 | | | | 7,393.53 | 2,807.38 | | | | 3,412.40 | 35,092.3 | | | | 42,655.0 |
| Airport Patrol Supervisor | E | U | 04 | 4005 | 7,064.40 | | | | 8,586.83 | 3,260.49 | | | | 3,963.15 | 40,756.1 | | | | 49,539.4 |
| Billing Supervisor | E | U | 04 | 4008 | 6,113.08 | | | | 7,430.50 | 2,821.42 | | | | 3,429.46 | 35,267.8 | | | | 42,868.2 |
| Building Inspection/Plan Check Supervisor | E | U | 04 | 4009 | 8,667.30 | | | | 10,535.16 | 4,000.29 | | | | 4,862.38 | 50,003.6 | | | | 60,779.8 |
| City TV Production Supervisor | E | U | 04 | 4022 | 7,029.25 | | | | 8,544.10 | 3,244.27 | | | | 3,943.43 | 40,553.4 | | | | 49,292.9 |
| Community Development Programs Supv. I | E | U | 04 | 4011 | 7,500.11 | | | | 9,116.45 | 3,461.59 | | | | 4,207.59 | 43,269.9 | | | | 52,594.9 |
| Community Development Programs Supv. II | E | U | 04 | 4012 | 7,883.68 | | | | 9,582.65 | 3,638.62 | | | | 4,422.76 | 45,482.7 | | | | 55,284.5 |
| Creeks Supervisor | E | U | 04 | 4023 | 7,500.11 | | | | 9,116.45 | 3,461.59 | | | | 4,207.59 | 43,269.9 | | | | 52,594.9 |
| Custodial Supervisor | E | U | 04 | 4014 | 4,763.83 | | | | 5,790.46 | 2,198.69 | | | | 2,672.52 | 27,483.6 | | | | 33,406.5 |
| Facilities Maintenance Superintendent | E | U | 04 | 4018 | 8,286.83 | | | | 10,072.73 | 3,824.69 | | | | 4,648.95 | 47,808.6 | | | | 58,119.9 |
| Facilities Maintenance Supervisor | E | U | 04 | 4019 | 6,082.66 | | | | 7,393.53 | 2,807.38 | | | | 3,412.40 | 35,092.3 | | | | 42,655.0 |
| Finance Supervisor | E | U | 04 | 4020 | 6,113.08 | | | | 7,430.50 | 2,821.42 | | | | 3,429.46 | 35,267.8 | | | | 42,868.2 |
| Fleet Services Supervisor | E | U | 04 | 4007 | 6,687.29 | | | | 8,128.42 | 3,086.44 | | | | 3,751.58 | 38,580.5 | | | | 46,894.8 |
| Harbor Patrol Supervisor | E | U | 04 | 4024 | 7,338.74 | | | | 8,920.30 | 3,387.11 | | | | 4,117.06 | 42,338.9 | | | | 51,463.2 |
| Information Technology Supervisor | E | U | 04 | 4027 | 8,660.02 | | | | 10,533.60 | 3,999.70 | | | | 4,861.66 | 49,962.2 | | | | 60,770.7 |
| Laboratory Supervisor | E | U | 04 | 4028 | 6,788.06 | | | | 8,250.97 | 3,132.95 | | | | 3,808.14 | 39,161.9 | | | | 47,601.7 |

| 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 |
| Maintenance Supervisor I | E | U | 04 | 4030 | 5,532.74 | | | | 6,725.07 | 2,553.57 | | | 3,103.88 | 31,9196 | | | | 38,7985 | |
| Maintenance Supervisor II | E | U | 04 | 4031 | 6,082.66 | | | | 7,393.53 | 2,807.38 | | | 3,412.40 | 35,0923 | | | | 42,6550 | |
| Neighborhood & Outreach Services Supervisor I | E | U | 04 | 4032 | 5,505.20 | | | | 6,691.60 | 2,540.86 | | | 3,088.43 | 31,7608 | | | | 38,6054 | |
| Parking Supervisor | E | U | 04 | 4034 | 6,082.66 | | | | 7,393.53 | 2,807.38 | | | 3,412.40 | 35,0923 | | | | 42,6550 | |
| Parking/TMP Superintendent | E | U | 04 | 4035 | 7,883.68 | | | | 9,582.65 | 3,638.62 | | | 4,422.76 | 45,4827 | | | | 55,2845 | |
| Parks Capital Project Supervisor | E | U | 04 | 4065 | 7,500.11 | | | | 9,116.45 | 3,461.59 | | | 4,207.59 | 43,2699 | | | | 52,5949 | |
| Parks Supervisor | E | U | 04 | 4033 | 5,786.76 | | | | 7,033.82 | 2,670.81 | | | 3,246.38 | 33,3851 | | | | 40,5798 | |
| Purchasing Supervisor | E | U | 04 | 4036 | 6,425.68 | | | | 7,810.47 | 2,965.70 | | | 3,604.83 | 37,0713 | | | | 45,0604 | |
| Recreation Supervisor I | E | U | 04 | 4037 | 5,505.20 | | | | 6,691.60 | 2,540.86 | | | 3,088.43 | 31,7608 | | | | 38,6054 | |
| Senior Librarian | E | U | 04 | 4038 | 6,205.23 | | | | 7,542.49 | 2,863.95 | | | 3,481.15 | 35,7994 | | | | 43,5144 | |
| Senior Neighborhood & Outreach Services Supervisor | E | U | 04 | 4013 | 6,393.75 | | | | 7,771.62 | 2,950.96 | | | 3,586.90 | 36,8870 | | | | 44,8363 | |
| Senior Planner I | E | U | 04 | 4039 | 7,500.11 | | | | 9,116.45 | 3,461.59 | | | 4,207.59 | 43,2699 | | | | 52,5949 | |
| Senior Planner II | E | U | 04 | 4040 | 7,883.68 | | | | 9,582.65 | 3,638.62 | | | 4,422.76 | 45,4827 | | | | 55,2845 | |
| Senior Recreation Supervisor | E | U | 04 | 4041 | 6,393.75 | | | | 7,771.62 | 2,950.96 | | | 3,586.90 | 36,8870 | | | | 44,8363 | |
| Street Tree Supervisor | E | U | 04 | 4042 | 5,786.76 | | | | 7,033.82 | 2,670.81 | | | 3,246.38 | 33,3851 | | | | 40,5798 | |
| Supervising Engineer | E | U | 04 | 4043 | 8,286.83 | | | | 10,072.73 | 3,824.69 | | | 4,648.95 | 47,8086 | | | | 58,1119 | |
| Supervising Librarian | E | U | 04 | 4044 | 6,822.01 | | | | 8,292.22 | 3,148.62 | | | 3,827.18 | 39,3578 | | | | 47,8397 | |
| Supervising Transportation Engineer | E | U | 04 | 4047 | 8,286.83 | | | | 10,072.73 | 3,824.69 | | | 4,648.95 | 47,8086 | | | | 58,1119 | |
| Supervising Transportation Planner | E | U | 04 | 4046 | 7,883.68 | | | | 9,582.65 | 3,638.62 | | | 4,422.76 | 45,4827 | | | | 55,2845 | |
| Treatment Plant Technician Supervisor | E | U | 04 | 4049 | 7,537.62 | | | | 9,162.01 | 3,478.90 | | | 4,228.62 | 43,4862 | | | | 52,8578 | |
| Urban Forest Superintendent | E | U | 04 | 4050 | 6,198.53 | | | | 7,534.32 | 2,860.86 | | | 3,477.38 | 35,7607 | | | | 43,4672 | |
| Wastewater Collection System Superintendent | E | U | 04 | 4053 | 8,667.30 | | | | 10,535.16 | 4,000.29 | | | 4,862.38 | 50,0036 | | | | 60,7798 | |
| Wastewater Collection System Supervisor | E | U | 04 | 4052 | 7,537.62 | | | | 9,162.01 | 3,478.90 | | | 4,228.62 | 43,4862 | | | | 52,8578 | |
| Wastewater Treatment Superintendent | E | U | 04 | 4054 | 8,667.30 | | | | 10,535.16 | 4,000.29 | | | 4,862.38 | 50,0036 | | | | 60,7798 | |
| Wastewater Treatment Supervisor | E | U | 04 | 4055 | 7,537.62 | | | | 9,162.01 | 3,478.90 | | | 4,228.62 | 43,4862 | | | | 52,8578 | |
| Water Conservation Supervisor | E | U | 04 | 4066 | 7,500.11 | | | | 9,116.45 | 3,461.59 | | | 4,207.59 | 43,2699 | | | | 52,5949 | |
| Water Distribution Superintendent | E | U | 04 | 4059 | 8,667.30 | | | | 10,535.16 | 4,000.29 | | | 4,862.38 | 50,0036 | | | | 60,7798 | |
| Water Distribution Supervisor | E | U | 04 | 4060 | 7,537.62 | | | | 9,162.01 | 3,478.90 | | | 4,228.62 | 43,4862 | | | | 52,8578 | |
| Water Treatment Superintendent | E | U | 04 | 4057 | 8,667.30 | | | | 10,535.16 | 4,000.29 | | | 4,862.38 | 50,0036 | | | | 60,7798 | |
| Water Treatment Supervisor | E | U | 04 | 4058 | 7,537.62 | | | | 9,162.01 | 3,478.90 | | | 4,228.62 | 43,4862 | | | | 52,8578 | |
| Waterfront Maintenance Superintendent | E | U | 04 | 4062 | 6,720.70 | | | | 8,169.07 | 3,101.86 | | | 3,770.34 | 38,7732 | | | | 47,1292 | |
| Waterfront Parking Supervisor | E | U | 04 | 4061 | 6,082.66 | | | | 7,393.53 | 2,807.38 | | | 3,412.40 | 35,0923 | | | | 42,6550 | |
| SUPERVISOR/CONFIDENTIAL | | | | | | | | | | | | | | | | | | | |
| Administrator's Office Supervisor* | E | U | 05 | 5000 | 6,113.09 | | | | 7,430.50 | 2,821.42 | | | 3,429.46 | 35,2678 | | | | 42,8682 | |
| Administrative Supervisor* | E | U | 05 | 5004 | 5,815.68 | | | | 7,068.99 | 2,684.16 | | | 3,262.61 | 33,5520 | | | | 40,7826 | |
| Information Technology Supervisor* | E | U | 05 | 5001 | 8,666.02 | | | | 10,533.60 | 3,999.70 | | | 4,861.66 | 49,9962 | | | | 60,7707 | |
| Legal Office Supervisor* | E | U | 05 | 5002 | 5,815.68 | | | | 7,068.99 | 2,684.16 | | | 3,262.61 | 33,5520 | | | | 40,7826 | |
| Payroll Supervisor* | E | U | 05 | 5003 | 6,113.08 | | | | 7,430.50 | 2,821.42 | | | 3,429.46 | 35,2678 | | | | 42,8682 | |
| TREATMENT AND PATROL | | | | | | | | | | | | | | | | | | | |
| Airport Operations Specialist | N | C | 19 | 1900 | 4,258.50 | 4,471.44 | 4,694.99 | 4,929.75 | 5,176.23 | 1,965.46 | 2,063.74 | 2,166.92 | 2,275.27 | 2,389.03 | 24,5683 | 25,7968 | 27,0865 | 28,4409 | 29,8629 |
| Airport Patrol Officer | N | C | 19 | 1901 | 5,626.14 | 5,907.46 | 6,202.80 | 6,512.94 | 6,838.59 | 2,596.68 | 2,726.52 | 2,862.83 | 3,005.97 | 3,156.27 | 32,4585 | 34,0815 | 35,7854 | 37,5746 | 39,4534 |
| Airport Patrol Officer II | N | C | 19 | 1903 | 6,158.88 | 6,466.85 | 6,790.16 | 7,129.70 | 7,486.16 | 2,842.56 | 2,984.70 | 3,133.92 | 3,290.63 | 3,455.15 | 35,5320 | 37,3087 | 39,1740 | 41,1329 | 43,1894 |
| Control Systems Operator Specialist I | N | C | 19 | 1904 | 5,904.64 | 6,199.90 | 6,509.90 | 6,835.38 | 7,177.15 | 2,725.22 | 2,861.49 | 3,004.57 | 3,154.79 | 3,312.53 | 34,0653 | 35,7686 | 37,5571 | 39,4349 | 41,4066 |
| Control Systems Operator Specialist II | N | C | 19 | 1905 | 6,558.85 | 6,886.82 | 7,231.14 | 7,592.72 | 7,972.34 | 3,027.16 | 3,178.53 | 3,337.45 | 3,504.33 | 3,679.54 | 37,8395 | 39,7316 | 41,7181 | 43,8041 | 45,9942 |
| Harbor Patrol Officer | N | C | 19 | 1906 | 6,637.91 | 6,969.80 | 7,318.33 | 7,684.24 | 8,068.47 | 3,063.65 | 3,216.83 | 3,377.69 | 3,546.57 | 3,723.91 | 38,2956 | 40,2104 | 42,2211 | 44,3321 | 46,5489 |
| Harbor Patrol Officer - Entry | N | C | 19 | 1907 | 5,958.01 | 6,255.93 | 6,568.68 | 6,897.13 | 7,241.95 | 2,749.85 | 2,887.35 | 3,031.70 | 3,183.29 | 3,342.44 | 34,3731 | 36,0919 | 37,8962 | 39,7911 | 41,7805 |
| Laboratory Analyst Coordinator | N | C | 19 | 1911 | 6,102.22 | 6,407.31 | 6,727.67 | 7,064.07 | 7,417.26 | 2,816.41 | 2,957.22 | 3,105.08 | 3,260.34 | 3,423.35 | 35,2051 | 36,9653 | 38,8135 | 40,7542 | 42,7919 |
| Laboratory Analyst I | N | C | 19 | 1909 | 5,023.94 | 5,275.18 | 5,538.93 | 5,815.88 | 6,106.66 | 2,318.74 | 2,434.70 | 2,556.43 | 2,684.25 | 2,818.46 | 28,9843 | 30,4337 | 31,9554 | 33,5531 | 35,2308 |
| Laboratory Analyst II | N | C | 19 | 1910 | 5,575.29 | 5,854.03 | 6,146.75 | 6,454.07 | 6,776.79 | 2,573.21 | 2,701.86 | 2,836.96 | 2,978.80 | 3,127.75 | 32,1651 | 33,7732 | 35,4620 | 37,2350 | 39,0969 |
| Lead Meter Reader/Water Distribution OIT | N | C | 19 | 1912 | 4,164.85 | 4,373.07 | 4,591.73 | 4,821.33 | 5,062.42 | 1,922.24 | 2,018.34 | 2,119.26 | 2,225.23 | 2,336.50 | 24,0280 | 25,2293 | 26,4908 | 27,8154 | 29,2062 |

| 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 |
| | | | | | Meter Reader/Water Distribution OIT | N | C | 19 | 1913 | 3,788.29 | 3,977.70 | 4,176.60 | 4,385.40 | 4,604.69 | 1,748.44 | 1,835.86 | 1,927.66 | 2,024.03 | 2,125.24 |
| Park Ranger | N | C | 19 | 1914 | 4,265.43 | 4,478.72 | 4,702.62 | 4,937.77 | 5,184.68 | 1,968.66 | 2,067.10 | 2,170.44 | 2,278.97 | 2,392.93 | 24.6082 | 25.8387 | 27.1305 | 28.4871 | 29.9116 |
| Reclamation Specialist | N | C | 19 | 1924 | 4,399.42 | 4,619.38 | 4,850.34 | 5,092.84 | 5,347.51 | 2,030.50 | 2,132.02 | 2,238.62 | 2,350.54 | 2,468.08 | 25.3812 | 26.6502 | 27.9827 | 29.3818 | 30.8510 |
| Reservoir & Dam Caretaker/Distribution Operator | N | C | 19 | 1915 | 5,107.61 | 5,362.98 | 5,631.12 | 5,912.70 | 6,208.32 | 2,357.36 | 2,475.22 | 2,598.98 | 2,728.94 | 2,865.38 | 29.4670 | 30.9402 | 32.4872 | 34.1117 | 35.8172 |
| Senior Airport Operations Specialist | N | C | 19 | 1916 | 4,746.78 | 4,984.09 | 5,233.32 | 5,494.97 | 5,769.70 | 2,190.82 | 2,300.35 | 2,415.38 | 2,536.14 | 2,662.94 | 27.3852 | 28.7544 | 30.1922 | 31.7018 | 33.2868 |
| Senior Control Systems Operator Specialist | N | C | 19 | 1917 | 7,181.18 | 7,540.26 | 7,917.28 | 8,313.13 | 8,728.76 | 3,314.39 | 3,480.12 | 3,654.13 | 3,836.83 | 4,028.66 | 41.4299 | 43.5015 | 45.6766 | 47.9604 | 50.3582 |
| Senior Treatment Plant Technician | N | C | 19 | 1918 | 5,673.68 | 5,957.40 | 6,255.25 | 6,567.99 | 6,896.39 | 2,618.62 | 2,749.57 | 2,887.04 | 3,031.38 | 3,182.95 | 32.7328 | 34.3696 | 36.0880 | 37.8923 | 39.7869 |
| Senior Wastewater Collection System Operator | N | C | 19 | 1919 | 4,717.57 | 4,953.46 | 5,201.11 | 5,461.17 | 5,734.26 | 2,177.34 | 2,286.21 | 2,400.51 | 2,520.54 | 2,646.58 | 27.2167 | 28.5776 | 30.0064 | 31.5068 | 33.0822 |
| Senior Wastewater Treatment Plant Operator | N | C | 19 | 1921 | 6,362.40 | 6,680.51 | 7,014.52 | 7,365.26 | 7,733.51 | 2,936.49 | 3,083.31 | 3,237.47 | 3,399.35 | 3,569.31 | 36.7061 | 38.5414 | 40.4684 | 42.4919 | 44.6164 |
| Senior Water Distribution Operator | N | C | 19 | 1920 | 4,906.27 | 5,151.60 | 5,409.17 | 5,679.64 | 5,963.62 | 2,264.43 | 2,377.66 | 2,496.54 | 2,621.37 | 2,752.44 | 28.3054 | 29.7207 | 31.2067 | 32.7671 | 34.4055 |
| Treatment Plant Technician | N | C | 19 | 1923 | 5,160.72 | 5,418.73 | 5,689.71 | 5,974.15 | 6,272.89 | 2,381.87 | 2,500.95 | 2,626.02 | 2,757.30 | 2,895.18 | 29.7734 | 31.2619 | 32.8252 | 34.4663 | 36.1898 |
| Wastewater Collection System Lead Operator | N | C | 19 | 1927 | 5,186.52 | 5,445.83 | 5,718.12 | 6,004.05 | 6,304.22 | 2,393.78 | 2,513.46 | 2,639.13 | 2,771.10 | 2,909.64 | 29.9222 | 31.4183 | 32.9891 | 34.6387 | 36.3705 |
| Wastewater Collection System Operator I | N | C | 19 | 1925 | 3,903.08 | 4,098.25 | 4,303.13 | 4,518.30 | 4,744.20 | 1,801.42 | 1,891.50 | 1,986.06 | 2,085.37 | 2,189.63 | 22.5178 | 23.6437 | 24.8258 | 26.0671 | 27.3704 |
| Wastewater Collection System Operator II | N | C | 19 | 1926 | 4,291.06 | 4,505.58 | 4,730.90 | 4,967.43 | 5,215.77 | 1,980.49 | 2,079.50 | 2,183.49 | 2,292.66 | 2,407.28 | 24.7561 | 25.9938 | 27.2936 | 28.6583 | 30.0910 |
| Wastewater Collection System Operator Technician I | N | C | 19 | 1929 | 4,958.68 | 5,206.63 | 5,466.98 | 5,740.32 | 6,027.32 | 2,288.62 | 2,403.06 | 2,523.22 | 2,649.38 | 2,781.84 | 28.6078 | 30.0382 | 31.5403 | 33.1172 | 34.7730 |
| Wastewater Compliance Specialist | N | C | 19 | 1953 | 5,003.66 | 5,253.84 | 5,516.53 | 5,792.37 | 6,081.99 | 2,309.38 | 2,424.85 | 2,546.09 | 2,673.40 | 2,807.07 | 28.8672 | 30.3106 | 31.8261 | 33.4175 | 35.0884 |
| Wastewater Treatment Plant Chief Operator | N | C | 19 | 1932 | 7,049.66 | 7,402.16 | 7,772.27 | 8,160.88 | 8,568.89 | 3,253.69 | 3,416.38 | 3,587.20 | 3,766.56 | 3,954.87 | 40.6711 | 42.7047 | 44.8400 | 47.0820 | 49.4359 |
| Wastewater Treatment Plant OIT | N | U | 19 | 1931 | 4,266.82 | 4,480.13 | 4,704.14 | 4,939.35 | 5,186.33 | 1,969.30 | 2,067.75 | 2,171.14 | 2,279.70 | 2,393.69 | 24.6162 | 25.8469 | 27.1393 | 28.4963 | 29.9211 |
| Wastewater Treatment Plant Operator I | N | C | 19 | 1933 | 4,758.50 | 4,996.40 | 5,246.26 | 5,508.58 | 5,784.00 | 2,196.23 | 2,306.03 | 2,421.35 | 2,542.42 | 2,669.54 | 27.4529 | 28.8254 | 30.2669 | 31.7802 | 33.3692 |
| Wastewater Treatment Plant Operator II | N | C | 19 | 1934 | 5,225.26 | 5,486.54 | 5,760.86 | 6,048.90 | 6,351.37 | 2,411.66 | 2,532.25 | 2,658.86 | 2,791.80 | 2,931.40 | 30.1457 | 31.6531 | 33.2358 | 34.8975 | 36.6425 |
| Wastewater Treatment Plant Operator III | N | C | 19 | 1935 | 5,787.17 | 6,076.55 | 6,380.36 | 6,699.36 | 7,034.32 | 2,671.00 | 2,804.56 | 2,944.78 | 3,092.01 | 3,246.61 | 33.3875 | 35.0570 | 36.8098 | 38.6501 | 40.5826 |
| Water Distribution Equipment Operator | N | C | 19 | 1930 | 5,107.61 | 5,362.98 | 5,631.12 | 5,912.70 | 6,208.32 | 2,357.36 | 2,475.22 | 2,598.98 | 2,728.94 | 2,865.38 | 29.4670 | 30.9402 | 32.4872 | 34.1117 | 35.8172 |
| Water Distribution Lead Operator | N | C | 19 | 1937 | 5,393.98 | 5,663.67 | 5,946.85 | 6,244.20 | 6,556.38 | 2,489.53 | 2,614.00 | 2,744.70 | 2,881.94 | 3,026.02 | 31.1191 | 32.6750 | 34.3087 | 36.0242 | 37.8253 |
| Water Distribution Lead Operator Technician | N | C | 19 | 1938 | 5,963.84 | 6,262.01 | 6,575.14 | 6,903.91 | 7,249.08 | 2,752.54 | 2,890.16 | 3,034.68 | 3,186.42 | 3,345.73 | 34.4068 | 36.1270 | 37.9335 | 39.8302 | 41.8216 |
| Water Distribution OIT | N | U | 19 | 1941 | 3,621.19 | 3,802.24 | 3,992.37 | 4,191.98 | 4,401.58 | 1,671.32 | 1,754.88 | 1,842.63 | 1,934.76 | 2,031.50 | 20.8915 | 21.9360 | 23.0329 | 24.1845 | 25.3937 |
| Water Distribution Operator I | N | C | 19 | 1945 | 4,020.16 | 4,221.19 | 4,432.24 | 4,653.85 | 4,886.53 | 1,855.46 | 1,948.24 | 2,045.65 | 2,147.93 | 2,255.32 | 23.1933 | 24.3530 | 25.5706 | 26.8491 | 28.1915 |
| Water Distribution Operator II | N | C | 19 | 1947 | 4,462.68 | 4,685.83 | 4,920.11 | 5,166.14 | 5,424.40 | 2,059.70 | 2,162.69 | 2,270.82 | 2,384.37 | 2,503.57 | 25.7463 | 27.0336 | 28.3853 | 29.8046 | 31.2946 |
| Water Distribution Operator Technician OIT | N | C | 19 | 1936 | 4,339.03 | 4,556.02 | 4,783.81 | 5,022.98 | 5,274.14 | 2,002.63 | 2,102.78 | 2,207.91 | 2,318.30 | 2,434.22 | 25.0329 | 26.2847 | 27.5989 | 28.9788 | 30.4277 |
| Water Distribution Operator Technician I | N | C | 19 | 1948 | 4,909.60 | 5,155.06 | 5,412.85 | 5,683.47 | 5,967.65 | 2,265.97 | 2,379.26 | 2,498.24 | 2,623.14 | 2,754.30 | 28.3246 | 29.7408 | 31.2280 | 32.7893 | 34.4287 |
| Water Distribution Operator Technician II | N | C | 19 | 1949 | 5,397.64 | 5,667.50 | 5,950.92 | 6,248.47 | 6,560.88 | 2,491.22 | 2,615.77 | 2,746.58 | 2,883.91 | 3,028.10 | 31.1403 | 32.6971 | 34.3322 | 36.0489 | 37.8513 |
| Water Distribution Operator/Emergency Services | N | C | 19 | 1950 | 5,393.98 | 5,663.67 | 5,946.85 | 6,244.20 | 6,556.38 | 2,489.53 | 2,614.00 | 2,744.70 | 2,881.94 | 3,026.02 | 31.1191 | 32.6750 | 34.3087 | 36.0242 | 37.8253 |
| Water Reclamation/Cross Connection Specialist | N | C | 19 | 1939 | 5,788.01 | 6,077.41 | 6,381.27 | 6,700.37 | 7,035.38 | 2,671.39 | 2,804.96 | 2,945.20 | 3,092.48 | 3,247.10 | 33.3924 | 35.0620 | 36.8150 | 38.6560 | 40.5887 |
| Water Treatment Chief Operator | N | C | 19 | 1940 | 7,181.18 | 7,540.26 | 7,917.28 | 8,313.13 | 8,728.76 | 3,314.39 | 3,480.12 | 3,654.13 | 3,836.83 | 4,028.66 | 41.4299 | 43.5015 | 45.6766 | 47.9604 | 50.3582 |
| Water Treatment Plant OIT | N | U | 19 | 1942 | 4,475.16 | 4,698.89 | 4,933.87 | 5,180.54 | 5,439.59 | 2,065.46 | 2,168.72 | 2,277.17 | 2,391.02 | 2,510.58 | 25.8182 | 27.1090 | 28.4646 | 29.8878 | 31.3822 |
| Water Treatment Plant Operator II | N | C | 19 | 1944 | 5,629.72 | 5,911.19 | 6,206.76 | 6,517.10 | 6,842.96 | 2,598.33 | 2,728.24 | 2,864.66 | 3,007.89 | 3,158.29 | 32.4791 | 34.1030 | 35.8083 | 37.5986 | 39.4786 |
| Water Treatment Plant Operator III | N | C | 19 | 1946 | 6,246.96 | 6,559.32 | 6,887.27 | 7,231.60 | 7,593.19 | 2,883.21 | 3,027.38 | 3,178.74 | 3,337.66 | 3,504.55 | 36.0401 | 37.8422 | 39.7342 | 41.7208 | 43.8069 |
| Water/Wastewater Maintenance Planner/Scheduler | N | C | 19 | 1951 | 6,524.01 | 6,850.18 | 7,192.72 | 7,552.36 | 7,929.94 | 3,011.08 | 3,161.62 | 3,319.71 | 3,485.70 | 3,659.97 | 37.6385 | 39.5203 | 41.4964 | 43.5713 | 45.7496 |