

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 2018 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  
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"

**SERVICE STATUS**

A = Appointed Employees  
C = Classified  
U = Unclassified

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
<b>CONFIDENTIAL</b>																			
Accounting Assistant*	N	U	16	6000	4,226.93	4,438.24	4,660.18	4,893.18	5,137.84	1,950.89	2,048.42	2,150.85	2,258.39	2,371.31	<b>24.3861</b>	25.6053	26.8856	28.2299	29.6414
Accounting Technician*	N	U	16	6004	4,443.10	4,665.22	4,898.49	5,143.43	5,400.59	2,050.66	2,153.18	2,260.84	2,373.89	2,492.58	<b>25.6332</b>	26.9147	28.2605	29.6736	31.1572
Administrative Analyst I*	N	U	16	6001	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34.9220</b>	36.6681	38.5016	40.4267	42.4479
Administrative Analyst II*	E	U	16	6003	6,925.66	7,271.98	7,635.55	8,017.34	8,418.24	3,196.46	3,356.30	3,524.10	3,700.31	3,885.34	<b>39.9558</b>	41.9537	44.0513	46.2539	48.5668
Administrative Analyst III*	E	U	16	6002	7,501.02	7,876.07	8,269.86	8,683.35	9,117.55	3,462.01	3,635.11	3,816.86	4,007.70	4,208.10	<b>43.2751</b>	45.4389	47.7108	50.0963	52.6012
Administrative Specialist*	N	U	16	6024	3,712.82	3,898.44	4,093.38	4,298.04	4,512.95	1,713.61	1,799.28	1,889.25	1,983.71	2,082.90	<b>21.4201</b>	22.4910	23.6156	24.7964	26.0362
Applications Administrator*	E	U	16	6019	6,657.84	6,990.75	7,340.26	7,707.29	8,092.63	3,072.85	3,226.50	3,387.81	3,557.21	3,735.06	<b>38.4106</b>	40.3312	42.3476	44.4651	46.6883
Applications Analyst*	E	U	16	6006	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34.9220</b>	36.6681	38.5016	40.4267	42.4479
City Attorney Investigator*	E	U	16	6026	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34.9220</b>	36.6681	38.5016	40.4267	42.4479
Executive Assistant*	N	U	16	6007	4,269.29	4,482.77	4,706.91	4,942.23	5,189.34	1,970.44	2,068.97	2,172.42	2,281.03	2,395.08	<b>24.6305</b>	25.8621	27.1552	28.5129	29.9385
Executive Assistant to Mayor/Council*	N	U	16	6022	4,487.62	4,711.98	4,947.61	5,194.97	5,454.74	2,071.21	2,174.76	2,283.51	2,397.68	2,517.57	<b>25.8901</b>	27.1845	28.5439	29.9710	31.4696
Finance Analyst I*	E	U	16	6009	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34.9220</b>	36.6681	38.5016	40.4267	42.4479
Human Resources Analyst I*	E	U	16	6014	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34.9220</b>	36.6681	38.5016	40.4267	42.4479
Human Resources Analyst II*	E	U	16	6015	6,925.66	7,271.98	7,635.55	8,017.34	8,418.24	3,196.46	3,356.30	3,524.10	3,700.31	3,885.34	<b>39.9558</b>	41.9537	44.0513	46.2539	48.5668
Human Resources Assistant*	N	U	16	6016	4,578.04	4,806.95	5,047.29	5,299.67	5,564.65	2,112.94	2,218.59	2,329.52	2,446.00	2,568.30	<b>26.4118</b>	27.7324	29.1190	30.5750	32.1037
Human Resources Technician*	N	U	16	6017	5,108.98	5,364.43	5,632.66	5,914.29	6,209.99	2,357.99	2,475.89	2,599.69	2,729.67	2,866.15	<b>29.4749</b>	30.9486	32.4961	34.1209	35.8269
Law Clerk*	N	U	16	6008	4,693.63	4,928.32	5,174.72	5,433.46	5,705.14	2,166.29	2,274.61	2,388.33	2,507.75	2,633.14	<b>27.0786</b>	28.4326	29.8541	31.3469	32.9143
Legal Secretary I*	N	U	16	6010	4,021.25	4,222.34	4,433.46	4,655.08	4,887.87	1,855.96	1,948.77	2,046.21	2,148.50	2,255.94	<b>23.1995</b>	24.3596	25.5776	26.8563	28.1992
Legal Secretary II*	N	U	16	6011	4,860.40	5,103.41	5,358.58	5,626.53	5,907.85	2,243.26	2,355.42	2,473.19	2,596.86	2,726.70	<b>28.0407</b>	29.4428	30.9149	32.4607	34.0837
Litigation Paralegal*	N	U	16	6012	4,958.33	5,206.26	5,466.57	5,739.91	6,026.89	2,288.46	2,402.89	2,523.03	2,649.19	2,781.64	<b>28.6058</b>	30.0361	31.5379	33.1149	34.7705
Office Specialist II*	N	U	16	6013	3,377.14	3,545.99	3,723.27	3,909.45	4,104.92	1,558.68	1,636.61	1,718.43	1,804.36	1,894.58	<b>19.4835</b>	20.4576	21.4804	22.5545	23.6822
Risk Analyst I*	E	U	16	6020	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34.9220</b>	36.6681	38.5016	40.4267	42.4479
Risk Analyst II*	E	U	16	6021	6,925.66	7,271.98	7,635.55	8,017.34	8,418.24	3,196.46	3,356.30	3,524.10	3,700.31	3,885.34	<b>39.9558</b>	41.9537	44.0513	46.2539	48.5668
Risk Assistant*	N	U	16	6025	4,578.04	4,806.95	5,047.29	5,299.67	5,564.65	2,112.94	2,218.59	2,329.52	2,446.00	2,568.30	<b>26.4118</b>	27.7324	29.1190	30.5750	32.1037
Senior Human Resources Analyst*	E	U	16	6018	7,501.02	7,876.07	8,269.86	8,683.35	9,117.55	3,462.01	3,635.11	3,816.86	4,007.70	4,208.10	<b>43.2751</b>	45.4389	47.7108	50.0963	52.6012
<b>GENERAL</b>																			
Accountant I	E	C	14	1400	4,884.69	5,128.91	5,385.40	5,654.68	5,937.40	2,254.47	2,367.19	2,485.57	2,609.85	2,740.34	<b>28.1809</b>	29.5899	31.0696	32.6231	34.2542
Accountant II	E	C	14	1401	5,397.12	5,666.96	5,950.34	6,247.84	6,560.23	2,490.98	2,615.52	2,746.31	2,883.62	3,027.80	<b>31.1373</b>	32.6940	34.3289	36.0452	37.8475
Accounting Assistant	N	C	14	1402	4,226.93	4,438.24	4,660.18	4,893.18	5,137.84	1,950.89	2,048.42	2,150.85	2,258.39	2,371.31	<b>24.3861</b>	25.6053	26.8856	28.2299	29.6414
Accounting Coordinator	N	C	14	1404	4,884.69	5,128.91	5,385.40	5,654.68	5,937.40	2,254.47	2,367.19	2,485.57	2,609.85	2,740.34	<b>28.1809</b>	29.5899	31.0696	32.6231	34.2542
Accounting Technician	N	C	14	1405	4,443.10	4,665.22	4,898.49	5,143.43	5,400.59	2,050.66	2,153.18	2,260.84	2,373.89	2,492.58	<b>25.6332</b>	26.9147	28.2605	29.6736	31.1572

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
					Administrative Analyst I	N	U	14	1406	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83
Administrative Analyst II	E	U	14	1408	6,925.66	7,271.98	7,635.55	8,017.34	8,418.24	3,196.46	3,356.30	3,524.10	3,700.31	3,885.34	<b>39,9558</b>	41.9537	44.0513	46.2539	48.5668
Administrative Analyst III	E	U	14	1407	7,501.02	7,876.07	8,269.86	8,683.35	9,117.55	3,462.01	3,635.11	3,816.86	4,007.70	4,208.10	<b>43,2751</b>	45.4389	47.7108	50.0963	52.6012
Administrative Assistant	N	U	14	1409	4,958.33	5,206.26	5,466.57	5,739.91	6,026.89	2,288.46	2,402.89	2,523.03	2,649.19	2,781.64	<b>28,6058</b>	30.0361	31.5379	33.1149	34.7705
Administrative Specialist	N	C	14	1531	3,712.82	3,898.44	4,093.38	4,298.04	4,512.95	1,713.61	1,799.28	1,889.25	1,983.71	2,082.90	<b>21,4201</b>	22.4910	23.6156	24.7964	26.0362
Adult Literacy Coordinator	N	C	14	1580	5,681.72	5,965.79	6,264.07	6,577.29	6,906.14	2,622.33	2,753.44	2,891.11	3,035.67	3,187.45	<b>32,7791</b>	34.4180	36.1389	37.9459	39.8431
Airport Maintenance Coordinator	N	C	14	1413	4,764.39	5,002.62	5,252.76	5,515.40	5,791.15	2,198.95	2,308.90	2,424.35	2,545.57	2,672.84	<b>27,4869</b>	28.8613	30.3044	31.8196	33.4105
Airport Maintenance Worker I	N	C	14	1410	3,549.82	3,727.32	3,913.69	4,109.37	4,314.83	1,638.38	1,720.30	1,806.32	1,896.63	1,991.46	<b>20,4798</b>	21.5038	22.5790	23.7079	24.8932
Airport Maintenance Worker II	N	C	14	1411	3,902.71	4,097.82	4,302.72	4,517.87	4,743.74	1,801.25	1,891.30	1,985.87	2,085.17	2,189.42	<b>22,5156</b>	23.6413	24.8234	26.0646	27.3677
Airport Security Aide	N	C	14	1415	2,996.13	3,145.91	3,303.26	3,468.40	3,641.80	1,382.83	1,451.96	1,524.58	1,600.80	1,680.83	<b>17,2854</b>	18.1495	19.0572	20.0100	21.0104
Airport Operations Technician	N	C	14	1579	4,000.17	4,200.17	4,410.19	4,630.73	4,862.22	1,846.23	1,938.54	2,035.47	2,137.26	2,244.10	<b>23,0779</b>	24.2318	25.4434	26.7157	28.0513
Animal Control Officer	N	C	14	1416	4,110.25	4,315.76	4,531.56	4,758.13	4,996.05	1,897.04	1,991.89	2,091.49	2,196.06	2,305.87	<b>23,7130</b>	24.8986	26.1436	27.4508	28.8234
Animal Control Officer II	N	C	14	1417	4,541.44	4,768.53	5,006.93	5,257.27	5,520.10	2,096.05	2,200.86	2,310.89	2,426.43	2,547.74	<b>26,2006</b>	27.5107	28.8861	30.3304	31.8467
Assistant Parking Coordinator	N	C	14	1418	3,863.97	4,057.17	4,260.01	4,473.00	4,696.66	1,783.37	1,872.54	1,966.16	2,064.46	2,167.69	<b>22,2921</b>	23.4068	24.5770	25.8058	27.0961
Assistant Planner	E	C	14	1419	5,673.16	5,956.82	6,254.63	6,567.38	6,895.74	2,618.38	2,749.30	2,886.75	3,031.10	3,182.65	<b>32,7297</b>	34.3662	36.0844	37.8887	39.7831
Assistant Transportation Planner	E	C	14	1420	5,673.16	5,956.82	6,254.63	6,567.38	6,895.74	2,618.38	2,749.30	2,886.75	3,031.10	3,182.65	<b>32,7297</b>	34.3662	36.0844	37.8887	39.7831
Associate Planner	E	C	14	1422	6,144.39	6,451.62	6,774.21	7,112.93	7,468.54	2,835.87	2,977.67	3,126.56	3,282.89	3,447.02	<b>35,4484</b>	37.2209	39.0820	41.0361	43.0878
Associate Transportation Planner	E	C	14	1421	6,144.39	6,451.62	6,774.21	7,112.93	7,468.54	2,835.87	2,977.67	3,126.56	3,282.89	3,447.02	<b>35,4484</b>	37.2209	39.0820	41.0361	43.0878
Automotive/Equipment Technician	N	C	14	1578	4,647.07	4,879.42	5,123.39	5,379.57	5,648.54	2,144.80	2,252.04	2,364.64	2,482.88	2,607.02	<b>26,8100</b>	28.1505	29.5580	31.0360	32.5877
Automotive Parts Specialist	N	C	14	1427	4,647.07	4,879.42	5,123.39	5,379.57	5,648.54	2,144.80	2,252.04	2,364.64	2,482.88	2,607.02	<b>26,8100</b>	28.1505	29.5580	31.0360	32.5877
Automotive Service Writer	N	C	14	1428	5,397.12	5,666.96	5,950.34	6,247.84	6,560.23	2,490.98	2,615.52	2,746.31	2,883.62	3,027.80	<b>31,1373</b>	32.6940	34.3289	36.0452	37.8475
Building Inspector	N	C	14	1431	5,658.84	5,941.78	6,238.83	6,550.81	6,878.32	2,611.77	2,742.36	2,879.46	3,023.45	3,174.61	<b>32,6471</b>	34.2795	35.9933	37.7931	39.6826
Building Inspector Aide	N	C	14	1432	4,635.32	4,867.14	5,110.47	5,365.97	5,634.29	2,139.38	2,246.37	2,358.68	2,476.60	2,600.44	<b>26,7423</b>	28.0796	29.4835	30.9575	32.5055
Buyer I	N	C	14	1433	4,397.55	4,617.45	4,848.33	5,090.74	5,345.28	2,029.64	2,131.13	2,237.69	2,349.57	2,467.05	<b>25,3705</b>	26.6391	27.9711	29.3696	30.8381
Buyer II	N	C	14	1575	4,886.16	5,130.49	5,387.03	5,656.37	5,939.18	2,255.15	2,367.92	2,486.32	2,610.63	2,741.16	<b>28,1894</b>	29.5990	31.0790	32.6329	34.2645
Carpenter	N	C	14	1434	4,764.39	5,002.62	5,252.76	5,515.40	5,791.15	2,198.95	2,308.90	2,424.35	2,545.57	2,672.84	<b>27,4869</b>	28.8613	30.3044	31.8196	33.4105
City TV Production Specialist	N	C	14	1463	5,762.32	6,050.42	6,352.93	6,670.56	7,004.10	2,659.53	2,792.50	2,932.12	3,078.72	3,232.66	<b>33,2441</b>	34.9062	36.6515	38.4840	40.4082
Code Enforcement Officer	N	C	14	1435	5,083.56	5,337.74	5,604.63	5,884.88	6,179.10	2,346.26	2,463.57	2,586.75	2,716.10	2,851.89	<b>29,3282</b>	30.7946	32.3344	33.9512	35.6486
Commission Secretary	N	C	14	1514	4,061.59	4,264.63	4,477.87	4,701.78	4,936.90	1,874.58	1,968.29	2,066.71	2,170.05	2,278.57	<b>23,4322</b>	24.6036	25.8339	27.1256	28.4821
Communications Specialist	E	C	14	1436	4,717.12	4,952.98	5,200.61	5,460.65	5,733.69	2,177.13	2,285.99	2,400.28	2,520.30	2,646.32	<b>27,2141</b>	28.5749	30.0035	31.5037	33.0790
Community Development Programs Specialist	N	C	14	1437	5,561.10	5,839.12	6,131.08	6,437.64	6,759.52	2,566.66	2,694.98	2,829.73	2,971.22	3,119.78	<b>32,0832</b>	33.6872	35.3716	37.1403	38.9972
Community Education Liaison	E	C	14	1438	4,122.80	4,328.94	4,545.39	4,772.67	5,011.28	1,902.83	1,997.97	2,097.87	2,202.77	2,312.90	<b>23,7854</b>	24.9746	26.2234	27.5346	28.9113
Computer Training Coordinator	E	C	14	1443	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34,9220</b>	36.6681	38.5016	40.4267	42.4479
Creeks Outreach Coordinator	E	C	14	1444	5,370.28	5,638.77	5,920.72	6,216.73	6,527.58	2,478.59	2,602.51	2,732.64	2,869.26	3,012.73	<b>30,9824</b>	32.5314	34.1580	35.8658	37.6591
Custodian	N	C	14	1445	3,310.43	3,475.94	3,649.73	3,832.23	4,023.80	1,527.89	1,604.28	1,684.49	1,768.72	1,857.14	<b>19,0986</b>	20.0535	21.0561	22.1090	23.2143
Deputy City Clerk	N	C	14	1446	4,487.62	4,711.98	4,947.61	5,194.97	5,454.74	2,071.21	2,174.76	2,283.51	2,397.68	2,517.57	<b>25,8901</b>	27.1845	28.5439	29.9710	31.4696
Electrician	N	C	14	1447	5,058.28	5,311.17	5,576.74	5,855.57	6,148.35	2,334.59	2,451.31	2,573.88	2,702.57	2,837.70	<b>29,1824</b>	30.6414	32.1735	33.7821	35.4712
Electronics Technician I	N	C	14	1448	4,600.92	4,830.97	5,072.54	5,326.14	5,592.45	2,123.50	2,229.68	2,341.17	2,458.22	2,581.13	<b>26,5437</b>	27.8710	29.2646	30.7278	32.2641
Electronics Technician II	N	C	14	1449	5,058.28	5,311.17	5,576.74	5,855.57	6,148.35	2,334.59	2,451.31	2,573.88	2,702.57	2,837.70	<b>29,1824</b>	30.6414	32.1735	33.7821	35.4712
Electronics/Communications Technician I	N	C	14	1450	4,600.92	4,830.97	5,072.54	5,326.14	5,592.45	2,123.50	2,229.68	2,341.17	2,458.22	2,581.13	<b>26,5437</b>	27.8710	29.2646	30.7278	32.2641
Electronics/Communications Technician II	N	C	14	1451	5,058.28	5,311.17	5,576.74	5,855.57	6,148.35	2,334.59	2,451.31	2,573.88	2,702.57	2,837.70	<b>29,1824</b>	30.6414	32.1735	33.7821	35.4712
Engineering Technician I	N	C	14	1452	4,346.66	4,563.98	4,792.17	5,031.80	5,283.37	2,006.15	2,106.45	2,211.77	2,322.37	2,438.48	<b>25,0769</b>	26.3306	27.6471	29.0296	30.4810
Engineering Technician II	N	C	14	1453	4,778.69	5,017.63	5,268.51	5,531.96	5,808.53	2,205.55	2,315.83	2,431.62	2,553.21	2,680.86	<b>27,5694</b>	28.9479	30.3953	31.9151	33.5107
Environmental Services Specialist I	E	C	14	1541	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34,9220</b>	36.6681	38.5016	40.4267	42.4479
Environmental Services Specialist II	E	C	14	1542	6,688.09	7,022.47	7,373.62	7,742.30	8,129.40	3,086.81	3,241.14	3,403.21	3,573.37	3,752.03	<b>38,5851</b>	40.5143	42.5401	44.6671	46.9004
Equipment Operator	N	C	14	1455	3,863.97	4,057.17	4,260.01	4,473.00	4,696.66	1,783.37	1,872.54	1,966.16	2,064.46	2,167.69	<b>22,2921</b>	23.4068	24.5770	25.8058	27.0961
Facilities Maintenance Worker II	N	C	14	1573	3,902.71	4,097.82	4,302.72	4,517.87	4,743.74	1,801.25	1,891.30	1,985.87	2,085.17	2,189.42	<b>22,5156</b>	23.6413	24.8234	26.0646	27.3677
Finance Analyst I	E	U	14	1456	6,053.15	6,355.81	6,673.62	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
					Fire Warehouse Specialist	N	C	14	1458	3,806.55	3,996.92	4,196.75	4,406.59	4,626.92	1,756.87	1,844.73	1,936.96	2,033.81	2,135.50
Fleet Services Technician I	N	C	14	1426	4,647.07	4,879.42	5,123.39	5,379.57	5,648.54	2,144.80	2,252.04	2,364.64	2,482.88	2,607.02	<b>26.8100</b>	28.1505	29.5580	31.0360	32.5877
Fleet Services Technician II	N	C	14	1468	5,134.52	5,391.25	5,660.79	5,943.84	6,241.04	2,369.78	2,488.27	2,612.67	2,743.31	2,880.48	<b>29.6223</b>	31.1034	32.6584	34.2914	36.0060
Geographic Information Systems Coordinator	N	C	14	1423	7,463.69	7,836.88	8,228.74	8,640.17	9,072.18	3,444.78	3,617.02	3,797.88	3,987.77	4,187.16	<b>43.0598</b>	45.2127	47.4735	49.8471	52.3395
Geographic Information Systems Technician	N	C	14	1461	5,424.10	5,695.30	5,980.07	6,279.09	6,593.04	2,503.43	2,628.60	2,760.03	2,898.04	3,042.94	<b>31.2929</b>	32.8575	34.5004	36.2255	38.0368
Graphic Designer	N	C	14	1439	5,787.45	6,076.83	6,380.70	6,699.72	7,034.69	2,671.13	2,804.69	2,944.94	3,092.18	3,246.78	<b>33.3891</b>	35.0586	36.8117	38.6522	40.5848
Grounds Maintenance Crew Leader	N	C	14	1464	4,355.30	4,573.05	4,801.72	5,041.83	5,293.90	2,010.14	2,110.64	2,216.18	2,327.00	2,443.34	<b>25.1267</b>	26.3830	27.7023	29.0875	30.5417
Grounds Maintenance Worker I	N	C	14	1465	3,445.17	3,617.42	3,798.28	3,988.21	4,187.63	1,590.08	1,669.58	1,753.05	1,840.71	1,932.75	<b>19.8760</b>	20.8698	21.9131	23.0089	24.1594
Grounds Maintenance Worker II	N	C	14	1466	3,863.97	4,057.17	4,260.01	4,473.00	4,696.66	1,783.37	1,872.54	1,966.16	2,064.46	2,167.69	<b>22.2921</b>	23.4068	24.5770	25.8058	27.0961
Harbor Operations Assistant	N	C	14	1467	3,863.97	4,057.17	4,260.01	4,473.00	4,696.66	1,783.37	1,872.54	1,966.16	2,064.46	2,167.69	<b>22.2921</b>	23.4068	24.5770	25.8058	27.0961
Head Pool Lifeguard	N	C	14	1572	2,795.46	2,935.23	3,082.00	3,236.09	3,397.90	1,290.21	1,354.72	1,422.46	1,493.58	1,568.26	<b>16.1276</b>	16.9340	17.7808	18.6698	19.6033
Heavy Equipment Technician	N	C	14	1576	5,134.52	5,391.25	5,660.79	5,943.84	6,241.04	2,369.78	2,488.27	2,612.67	2,743.31	2,880.48	<b>29.6223</b>	31.1034	32.6584	34.2914	36.0060
Housing Programs Specialist	N	C	14	1469	6,144.39	6,451.62	6,774.21	7,112.93	7,468.54	2,835.87	2,977.67	3,126.56	3,282.89	3,447.02	<b>35.4484</b>	37.2209	39.0820	41.0361	43.0878
Information Technology Technician I	N	C	14	1440	4,290.65	4,505.15	4,730.40	4,966.95	5,215.28	1,980.30	2,079.30	2,183.26	2,292.44	2,407.05	<b>24.7537</b>	25.9913	27.2908	28.6555	30.0881
Information Technology Technician II	N	C	14	1441	4,670.32	4,903.82	5,149.00	5,406.46	5,676.78	2,155.53	2,263.30	2,376.46	2,495.29	2,620.05	<b>26.9441</b>	28.2912	29.7057	31.1911	32.7506
Irrigation Systems Technician	N	C	14	1471	4,377.08	4,595.98	4,825.75	5,067.01	5,320.38	2,020.19	2,121.22	2,227.27	2,338.62	2,455.56	<b>25.2524</b>	26.5152	27.8409	29.2328	30.6945
Lead Equipment Technician	N	C	14	1472	5,673.16	5,956.82	6,254.63	6,567.38	6,895.74	2,618.38	2,749.30	2,886.75	3,031.10	3,182.65	<b>32.7297</b>	34.3662	36.0844	37.8887	39.7831
Librarian I	E	C	14	1474	4,578.04	4,806.95	5,047.29	5,299.67	5,564.65	2,112.94	2,218.59	2,329.52	2,446.00	2,568.30	<b>26.4118</b>	27.7324	29.1190	30.5750	32.1037
Librarian II	E	C	14	1473	5,033.10	5,284.76	5,548.96	5,826.45	6,117.76	2,322.97	2,439.12	2,561.06	2,689.13	2,823.58	<b>29.0371</b>	30.4890	32.0133	33.6141	35.2947
Library Assistant I	N	C	14	1476	3,464.96	3,638.18	3,820.07	4,011.09	4,211.63	1,599.21	1,679.16	1,763.11	1,851.27	1,943.83	<b>19.9901</b>	20.9895	22.0389	23.1409	24.2979
Library Assistant II	N	C	14	1477	3,605.98	3,786.25	3,975.57	4,174.39	4,383.06	1,664.30	1,747.50	1,834.88	1,926.64	2,022.95	<b>20.8038</b>	21.8438	22.9360	24.0830	25.2869
Library Systems Technician I	N	C	14	1479	4,290.65	4,505.15	4,730.40	4,966.95	5,215.28	1,980.30	2,079.30	2,183.26	2,292.44	2,407.05	<b>24.7537</b>	25.9913	27.2908	28.6555	30.0881
Library Systems Technician II	N	C	14	1481	4,670.32	4,903.82	5,149.00	5,406.46	5,676.78	2,155.53	2,263.30	2,376.46	2,495.29	2,620.05	<b>26.9441</b>	28.2912	29.7057	31.1911	32.7506
Library Technician	N	C	14	1480	3,847.52	4,039.92	4,241.92	4,454.02	4,676.66	1,775.78	1,864.58	1,957.81	2,055.70	2,158.46	<b>22.1973</b>	23.3073	24.4726	25.6963	26.9808
Mail Services Specialist	N	C	14	1482	2,996.13	3,145.91	3,303.26	3,468.40	3,641.80	1,382.83	1,451.96	1,524.58	1,600.80	1,680.83	<b>17.2854</b>	18.1495	19.0572	20.0100	21.0104
Maintenance Coordinator	N	C	14	1483	4,600.92	4,830.97	5,072.54	5,326.14	5,592.45	2,123.50	2,229.68	2,341.17	2,458.22	2,581.13	<b>26.5437</b>	27.8710	29.2646	30.7278	32.2641
Maintenance Crew Leader	N	C	14	1484	4,377.08	4,595.98	4,825.75	5,067.01	5,320.38	2,020.19	2,121.22	2,227.27	2,338.62	2,455.56	<b>25.2524</b>	26.5152	27.8409	29.2328	30.6945
Maintenance Worker I	N	C	14	1485	3,310.43	3,475.94	3,649.73	3,832.23	4,023.80	1,527.89	1,604.28	1,684.49	1,768.72	1,857.14	<b>19.0986</b>	20.0535	21.0561	22.1090	23.2143
Maintenance Worker II	N	C	14	1486	3,712.82	3,898.44	4,093.38	4,298.04	4,512.95	1,713.61	1,799.28	1,899.25	1,983.71	2,082.90	<b>21.4201</b>	22.4910	23.6156	24.7964	26.0362
Marketing Coordinator	N	C	14	1487	5,787.45	6,076.83	6,380.70	6,699.72	7,034.69	2,671.13	2,804.69	2,944.94	3,092.18	3,246.78	<b>33.3891</b>	35.0586	36.8117	38.6522	40.5848
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	4,717.12	4,952.98	5,200.61	5,460.65	5,733.69	2,177.13	2,285.99	2,400.28	2,520.30	2,646.32	<b>27.2141</b>	28.5749	30.0035	31.5037	33.0790
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	5,134.52	5,391.25	5,660.79	5,943.84	6,241.04	2,369.78	2,488.27	2,612.67	2,743.31	2,880.48	<b>29.6223</b>	31.1034	32.6584	34.2914	36.0060
Network Analyst	E	C	14	1442	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	<b>34.9220</b>	36.6681	38.5016	40.4267	42.4479
Network Administrator	E	C	14	1490	7,316.27	7,682.09	8,066.20	8,469.48	8,892.98	3,376.74	3,545.58	3,722.86	3,908.99	4,104.45	<b>42.2092</b>	44.3198	46.5357	48.8624	51.3056
Office Specialist I	N	C	14	1491	3,071.79	3,225.34	3,386.63	3,555.96	3,733.73	1,417.75	1,488.62	1,563.06	1,641.21	1,723.26	<b>17.7219</b>	18.6078	19.5383	20.5151	21.5408
Office Specialist II	N	C	14	1492	3,377.14	3,545.99	3,723.27	3,909.45	4,104.92	1,558.68	1,636.61	1,718.43	1,804.36	1,894.58	<b>19.4835</b>	20.4576	21.4804	22.5545	23.6822
Outreach Coordinator	E	C	14	1493	5,370.28	5,638.77	5,920.72	6,216.73	6,527.58	2,478.59	2,602.51	2,732.64	2,869.26	3,012.73	<b>30.9824</b>	32.5314	34.1580	35.8658	37.6591
Painter	N	C	14	1495	4,377.08	4,595.98	4,825.75	5,067.01	5,320.38	2,020.19	2,121.22	2,227.27	2,338.62	2,455.56	<b>25.2524</b>	26.5152	27.8409	29.2328	30.6945
Park Project Technician	N	C	14	1498	4,670.32	4,903.82	5,149.00	5,406.46	5,676.78	2,155.53	2,263.30	2,376.46	2,495.29	2,620.05	<b>26.9441</b>	28.2912	29.7057	31.1911	32.7506
Parking Coordinator	N	C	14	1496	4,933.67	5,180.37	5,439.37	5,711.36	5,996.90	2,277.08	2,390.94	2,510.48	2,636.01	2,767.80	<b>28.4635</b>	29.8867	31.3810	32.9501	34.5975
Parking Resources Specialist	N	C	14	1497	5,451.20	5,723.77	6,009.97	6,310.48	6,625.97	2,515.94	2,641.74	2,773.83	2,912.53	3,058.14	<b>31.4493</b>	33.0218	34.6729	36.4066	38.2267
Plan Check Engineer	E	C	14	1424	6,822.86	7,163.98	7,522.19	7,898.30	8,293.22	3,149.01	3,306.45	3,471.78	3,645.37	3,827.64	<b>39.3626</b>	41.3306	43.3972	45.5671	47.8455
Planning Commission Secretary	N	C	14	1513	4,487.62	4,711.98	4,947.61	5,194.97	5,454.74	2,071.21	2,174.76	2,283.51	2,397.68	2,517.57	<b>25.8901</b>	27.1845	28.5439	29.9710	31.4696
Planning Technician I	N	C	14	1499	4,717.12	4,952.98	5,200.61	5,460.65	5,733.69	2,177.13	2,285.99	2,400.28	2,520.30	2,646.32	<b>27.2141</b>	28.5749	30.0035	31.5037	33.0790
Planning Technician II	N	C	14	1500	5,108.98	5,364.43	5,632.66	5,914.29	6,209.99	2,357.99	2,475.89	2,599.69	2,729.67	2,866.15	<b>29.4749</b>	30.9486	32.4961	34.1209	35.8269
Plans Examiner	E	C	14	1501	6,523.38	6,849.55	7,191.99	7,551.59	7,929.20	3,010.79	3,161.33	3,319.38	3,485.35	3,659.63	<b>37.6349</b>	39.5166	41.4923	43.5669	45.7454
Plumber	N	C	14	1502	4,884.69	5,128.91	5,385.40	5,654.68	5,937.40	2,254.47	2,367.19	2,485.57	2,609.85	2,740.34	<b>28.1809</b>	29.5899	31.0696	32.6231	34.2542
Pool Technician	N	C	14	1503	4,164.12	4,372.33	4,590.95	4,820.51											

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
					Project Planner	E	C	14	1507	6,588.73	6,918.21	7,264.10	7,627.30	8,008.67	3,040.95	3,193.02	3,352.66	3,520.29	3,696.31
Property Management Specialist	N	C	14	1508	5,290.50	5,555.03	5,832.78	6,124.43	6,430.62	2,441.77	2,563.86	2,692.05	2,826.66	2,967.98	<b>30.5221</b>	32.0482	33.6506	35.3332	37.0998
Public Works Inspector I	N	C	14	1509	4,995.42	5,245.20	5,507.45	5,782.81	6,072.00	2,305.58	2,420.86	2,541.90	2,668.99	2,802.46	<b>28.8197</b>	30.2608	31.7737	33.3624	35.0307
Public Works Inspector II	N	C	14	1510	5,658.84	5,941.78	6,238.83	6,550.81	6,878.32	2,611.77	2,742.36	2,879.46	3,023.45	3,174.61	<b>32.6471</b>	34.2795	35.9933	37.7931	39.6826
Public Works Operations Assistant	N	C	14	1571	3,863.97	4,057.17	4,260.01	4,473.00	4,696.66	1,783.37	1,872.54	1,966.16	2,064.46	2,167.69	<b>22.2921</b>	23.4068	24.5770	25.8058	27.0961
Real Property Agent	N	C	14	1511	6,113.84	6,419.53	6,740.50	7,077.53	7,431.39	2,821.77	2,962.86	3,111.00	3,266.55	3,429.87	<b>35.2721</b>	37.0357	38.8875	40.8319	42.8734
Records Technician	N	C	14	1512	3,902.71	4,097.82	4,302.72	4,517.87	4,743.74	1,801.25	1,891.30	1,985.87	2,085.17	2,189.42	<b>22.5156</b>	23.6413	24.8234	26.0646	27.3677
Recreation Coordinator	N	C	14	1515	4,487.62	4,711.98	4,947.61	5,194.97	5,454.74	2,071.21	2,174.76	2,283.51	2,397.68	2,517.57	<b>25.8901</b>	27.1845	28.5439	29.9710	31.4696
Recreation Program Leader	N	C	14	1517	3,261.22	3,424.31	3,595.54	3,775.31	3,964.09	1,505.18	1,580.45	1,659.48	1,742.45	1,829.58	<b>18.8148</b>	19.7556	20.7435	21.7806	22.8698
Recreation Specialist	N	C	14	1516	3,712.82	3,898.44	4,093.38	4,298.04	4,512.95	1,713.61	1,799.28	1,889.25	1,983.71	2,082.90	<b>21.4201</b>	22.4910	23.6156	24.7964	26.0362
Recycling Educator	N	C	14	1518	4,670.32	4,903.82	5,149.00	5,406.45	5,676.77	2,155.53	2,263.30	2,376.46	2,495.29	2,620.05	<b>26.9441</b>	28.2912	29.7057	31.1911	32.7506
Rental Housing Mediation Specialist	N	C	14	1519	5,058.28	5,311.17	5,576.74	5,855.57	6,148.35	2,334.59	2,451.31	2,573.88	2,702.57	2,837.70	<b>29.1824</b>	30.6414	32.1735	33.7821	35.4712
Senior Accountant	E	C	14	1520	6,237.01	6,548.86	6,876.33	7,220.16	7,581.12	2,878.62	3,022.55	3,173.69	3,332.38	3,498.98	<b>35.9827</b>	37.7819	39.6711	41.6547	43.7373
Senior Airport Maintenance Worker	N	C	14	1521	4,312.10	4,527.68	4,754.08	4,991.78	5,241.36	1,990.20	2,089.70	2,194.19	2,303.90	2,419.09	<b>24.8775</b>	26.1213	27.4274	28.7988	30.2386
Senior Building Inspector	N	C	14	1523	6,252.44	6,565.04	6,893.27	7,237.97	7,599.84	2,885.74	3,030.02	3,181.51	3,340.60	3,507.62	<b>36.0717</b>	37.8752	39.7689	41.7575	43.8452
Senior Building Inspector Specialty	N	C	14	1574	6,572.13	6,900.75	7,245.77	7,608.08	7,988.48	3,033.29	3,184.96	3,344.20	3,511.42	3,686.99	<b>37.9161</b>	39.8120	41.8025	43.8928	46.0874
Senior Buyer	N	C	14	1522	5,374.78	5,643.54	5,925.73	6,222.01	6,533.10	2,480.67	2,604.71	2,734.95	2,871.70	3,015.28	<b>31.0083</b>	32.5589	34.1869	35.8962	37.6910
Senior Custodian	N	C	14	1524	3,497.11	3,671.94	3,855.76	4,048.35	4,250.76	1,614.05	1,694.74	1,779.58	1,868.47	1,961.89	<b>20.1756</b>	21.1843	22.2447	23.3559	24.5236
Senior Electronics/Communications Technician	N	C	14	1525	5,424.10	5,695.30	5,980.07	6,279.09	6,593.04	2,503.43	2,628.60	2,760.03	2,898.04	3,042.94	<b>31.2929</b>	32.8575	34.5004	36.2255	38.0368
Senior Engineering Technician	N	C	14	1526	5,440.37	5,712.40	5,998.01	6,297.94	6,612.82	2,510.94	2,636.49	2,768.31	2,906.74	3,052.07	<b>31.3868</b>	32.9561	34.6039	36.3342	38.1509
Senior Grounds Maintenance Worker	N	C	14	1527	4,021.25	4,222.34	4,433.46	4,655.08	4,887.87	1,855.96	1,948.77	2,046.21	2,148.50	2,255.94	<b>23.1995</b>	24.3596	25.5776	26.8563	28.1992
Senior Library Technician	E	C	14	1528	4,208.92	4,419.37	4,640.35	4,872.38	5,116.02	1,942.58	2,039.71	2,141.70	2,248.79	2,361.24	<b>24.2823</b>	25.4964	26.7713	28.1099	29.5155
Senior Maintenance Worker	N	C	14	1529	4,164.12	4,372.33	4,590.95	4,820.51	5,061.51	1,921.90	2,018.00	2,118.90	2,224.85	2,336.08	<b>24.0238</b>	25.2250	26.4863	27.8106	29.2010
Senior Network/Applications Analyst	E	C	14	1504	6,657.84	6,990.75	7,340.26	7,707.29	8,092.63	3,072.85	3,226.50	3,387.81	3,557.21	3,735.06	<b>38.4106</b>	40.3312	42.3476	44.4651	46.6883
Senior Plan Check Engineer	E	C	14	1425	7,538.51	7,915.46	8,311.23	8,726.77	9,163.12	3,479.31	3,653.29	3,835.95	4,027.74	4,229.13	<b>43.4914</b>	45.6661	47.9494	50.3468	52.8641
Senior Plans Examiner	E	C	14	1530	6,822.86	7,163.98	7,522.19	7,898.30	8,293.22	3,149.01	3,306.45	3,471.78	3,645.37	3,827.64	<b>39.3626</b>	41.3306	43.3972	45.5671	47.8455
Senior Property Management Specialist	N	C	14	1534	6,144.39	6,451.62	6,774.21	7,112.93	7,468.54	2,835.87	2,977.67	3,126.56	3,282.89	3,447.02	<b>35.4484</b>	37.2209	39.0820	41.0361	43.0878
Senior Public Works Inspector	N	C	14	1533	6,252.44	6,565.04	6,893.27	7,237.97	7,599.84	2,885.74	3,030.02	3,181.51	3,340.60	3,507.62	<b>36.0717</b>	37.8752	39.7689	41.7575	43.8452
Senior Real Property Agent	E	C	14	1535	7,030.10	7,381.60	7,750.69	8,138.22	8,545.14	3,244.66	3,406.89	3,577.24	3,756.10	3,943.91	<b>40.5582</b>	42.5861	44.7155	46.9512	49.2989
Senior Rental Housing Mediation Specialist	N	C	14	1536	5,816.42	6,107.21	6,412.55	6,733.20	7,069.86	2,684.50	2,818.71	2,959.64	3,107.63	3,263.01	<b>33.5562</b>	35.2339	36.9955	38.8454	40.7876
Senior Streets Maintenance Worker	N	C	14	1537	4,312.10	4,527.68	4,754.08	4,991.78	5,241.36	1,990.20	2,089.70	2,194.19	2,303.90	2,419.09	<b>24.8775</b>	26.1213	27.4274	28.7988	30.2386
Senior Traffic Signal Technician	N	C	14	1583	5,424.10	5,695.30	5,980.07	6,279.09	6,593.04	2,503.43	2,628.60	2,760.03	2,898.04	3,042.94	<b>31.2929</b>	32.8575	34.5004	36.2255	38.0368
Senior Traffic Technician	N	C	14	1538	5,316.96	5,582.81	5,861.92	6,155.05	6,462.80	2,453.98	2,576.68	2,705.50	2,840.79	2,982.83	<b>30.6748</b>	32.2085	33.8188	35.5099	37.2854
Senior Tree Trimmer	N	C	14	1539	4,465.28	4,688.54	4,922.97	5,169.10	5,427.57	2,060.90	2,163.94	2,272.14	2,385.74	2,505.03	<b>25.7612</b>	27.0493	28.4017	29.8218	31.3129
Senior Waterfront Maintenance Worker	N	C	14	1540	4,312.10	4,527.68	4,754.08	4,991.78	5,241.36	1,990.20	2,089.70	2,194.19	2,303.90	2,419.09	<b>24.8775</b>	26.1213	27.4274	28.7988	30.2386
Stock Clerk	N	C	14	1543	3,445.17	3,617.42	3,798.28	3,988.21	4,187.63	1,590.08	1,669.58	1,753.05	1,840.71	1,932.75	<b>19.8760</b>	20.8698	21.9131	23.0089	24.1594
Streets Maintenance Coordinator	N	C	14	1544	4,764.39	5,002.62	5,252.76	5,515.40	5,791.15	2,198.95	2,308.90	2,424.35	2,545.57	2,672.84	<b>27.4869</b>	28.8613	30.3044	31.8196	33.4105
Streets Maintenance Crew Leader	N	C	14	1545	4,532.58	4,759.21	4,997.18	5,247.06	5,509.40	2,091.96	2,196.56	2,306.39	2,421.72	2,542.80	<b>26.1495</b>	27.4570	28.8299	30.2715	31.7850
Streets Maintenance Worker I	N	C	14	1546	3,479.71	3,653.72	3,836.37	4,028.22	4,229.64	1,606.02	1,686.33	1,770.63	1,859.18	1,952.14	<b>20.0752</b>	21.0791	22.1329	23.2398	24.4017
Streets Maintenance Worker II	N	C	14	1547	3,902.71	4,097.82	4,302.72	4,517.87	4,743.74	1,801.25	1,891.30	1,985.87	2,085.17	2,189.42	<b>22.5156</b>	23.6413	24.8234	26.0646	27.3677
System Administrator	E	C	14	1577	6,657.84	6,990.75	7,340.26	7,707.29	8,092.63	3,072.85	3,226.50	3,387.81	3,557.21	3,735.06	<b>38.4106</b>	40.3312	42.3476	44.4651	46.6883
Traffic Signal Technician I	E	C	14	1581	4,600.92	4,830.97	5,072.54	5,326.14	5,592.45	2,123.50	2,229.68	2,341.17	2,458.22	2,581.13	<b>26.5437</b>	27.8710	29.2646	30.7278	32.2641
Traffic Signal Technician II	E	C	14	1582	5,058.28	5,311.17	5,576.74	5,855.57	6,148.35	2,334.59	2,451.31	2,573.88	2,702.57	2,837.70	<b>29.1824</b>	30.6414	32.1735	33.7821	35.4712
Traffic Technician I	N	C	14	1552	4,290.65	4,505.15	4,730.40	4,966.95	5,215.28	1,980.30	2,079.30	2,183.26	2,292.44	2,407.05	<b>24.7537</b>	25.9913	27.2908	28.6555	30.0881
Traffic Technician II	N	C	14	1553	4,717.12	4,952.98	5,200.61	5,460.65	5,733.69	2,177.13	2,285.99	2,400.28	2,520.30	2,646.32	<b>27.2141</b>	28.5749	30.0035	31.5037	33.0790
Tree Care Specialist	N	C	14	1555	4,021.25	4,222.34	4,433.46	4,655.08	4,887.87	1,855.96	1,948.77	2,046.21	2,148.50	2,255.94	<b>23.1995</b>	24.3596	25.5776	26.8563	28.1992
Tree Trimmer I	N	C	14	1557	3,549.82	3,727.32	3,913.69	4,109.37	4,314.83	1,638.38	1,720.30	1,806.32	1,896.63	1,991.46	<b>20.4798</b>	21.5038	22.5790	23.7079	24.8932
Tree Trimmer II	N	C	14	1556	3,981.34	4,180.41	4,389.45</												

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	4,670.32	4,903.82	5,149.00	5,406.46	5,676.78	2,155.53	2,263.30	2,376.46	2,495.29	2,620.05
Waterfront Maintenance Crew Leader	N	C	14	1564	4,532.58	4,759.21	4,997.18	5,247.06	5,509.40	2,091.96	2,196.56	2,306.39	2,421.72	2,542.80	<b>26.1495</b>	27.4570	28.8299	30.2715	31.7850
Waterfront Maintenance Worker I	N	C	14	1565	3,549.82	3,727.32	3,913.69	4,109.37	4,314.83	1,638.38	1,720.30	1,806.32	1,896.63	1,991.46	<b>20.4798</b>	21.5038	22.5790	23.7079	24.8932
Waterfront Maintenance Worker II	N	C	14	1566	3,902.71	4,097.82	4,302.72	4,517.87	4,743.74	1,801.25	1,891.30	1,985.87	2,085.17	2,189.42	<b>22.5156</b>	23.6413	24.8234	26.0646	27.3677
Waterfront Vessel Technician	N	C	14	1567	3,902.71	4,097.82	4,302.72	4,517.87	4,743.74	1,801.25	1,891.30	1,985.87	2,085.17	2,189.42	<b>22.5156</b>	23.6413	24.8234	26.0646	27.3677
Webmaster	E	C	14	1550	7,316.27	7,682.09	8,066.20	8,469.48	8,892.98	3,376.74	3,545.58	3,722.86	3,908.99	4,104.45	<b>42.2092</b>	44.3198	46.5357	48.8624	51.3056
Welder/Fabricator	N	C	14	1568	4,693.63	4,928.32	5,174.72	5,433.46	5,707.14	2,166.29	2,274.61	2,388.33	2,507.75	2,633.14	<b>27.0786</b>	28.4326	29.8541	31.3469	32.9143
<b>FIRE</b>																			
Fire Captain (53 Hour Not including base O.T.)	7	C	34	3400	7,645.67	8,027.98	8,429.40	8,850.86	9,293.40	3,528.77	3,705.22	3,890.49	4,085.01	4,289.26	<b>33.2903</b>	34.9549	36.7027	38.5378	40.4647
Fire Engineer (53 Hour Not including base O.T.)	7	C	34	3401	6,616.11	6,946.92	7,294.28	7,658.99	8,041.93	3,053.59	3,206.27	3,366.59	3,534.92	3,711.66	<b>28.8075</b>	30.2478	31.7603	33.3483	35.0157
Fire Inspector I (40 hour)	7	C	39	3901	6,171.12	6,479.68	6,803.68	7,143.85	7,501.04	2,848.21	2,990.62	3,140.16	3,297.16	3,462.02	<b>35.6026</b>	37.3828	39.2520	41.2145	43.2752
Fire Inspector II (40 hour)	7	C	39	3902	6,990.58	7,340.15	7,707.16	8,092.52	8,497.15	3,226.42	3,387.76	3,557.15	3,735.01	3,921.76	<b>40.3303</b>	42.3470	44.4644	46.6876	49.0220
Fire Inspector III (40 hour)	7	C	39	3903	8,078.46	8,482.37	8,906.52	9,351.81	9,819.44	3,728.52	3,914.94	4,110.70	4,316.22	4,532.05	<b>46.6065</b>	48.9368	51.3837	53.9528	56.6506
Firefighter (53 Hour Not including base O.T.)	7	C	34	3403	5,840.53	6,132.56	6,439.18	6,761.13	7,099.19	2,695.63	2,830.41	2,971.93	3,120.52	3,276.55	<b>25.4305</b>	26.7020	28.0371	29.4389	30.9108
<b>LEGAL/PROFESSIONAL ATTORNEY</b>																			
Assistant City Attorney I	E	U	01	0103	9,247.87				11,240.88	4,268.25				5,188.10	<b>53.3531</b>				64.8513
Assistant City Attorney II	E	U	01	0104	10,269.03				12,482.08	4,739.55				5,760.96	<b>59.2444</b>				72.0120
Assistant City Attorney III	E	U	01	0105	11,926.46				14,496.69	5,504.52				6,690.78	<b>68.8065</b>				83.6348
Assistant City Attorney IV	E	U	01	0106	13,119.10				15,946.36	6,054.97				7,359.86	<b>75.6871</b>				91.9982
Deputy City Attorney	E	U	01	0110	7,689.50				9,346.63	3,549.00				4,313.83	<b>44.3625</b>				53.9229
<b>MANAGEMENT</b>																			
Accounting Manager	E	U	02	0200	8,797.95				10,693.96	4,060.59				4,935.68	<b>50.7574</b>				61.6960
Airport Business Development Manager	E	U	02	0203	9,294.12				11,297.06	4,289.59				5,214.03	<b>53.6199</b>				65.1754
Airport Facilities Manager	E	U	02	0246	8,710.62				10,587.82	4,020.29				4,886.69	<b>50.2536</b>				61.0836
Airport Operations Manager	E	U	02	0202	9,294.12				11,297.06	4,289.59				5,214.03	<b>53.6199</b>				65.1753
Assistant Library Director	E	U	02	0253	9,156.09				11,129.29	4,225.89				5,136.60	<b>52.8236</b>				64.2075
Assistant Parks & Recreation Director	E	U	02	0205	10,371.97				12,607.20	4,787.06				5,818.72	<b>59.8383</b>				72.7340
Budget Manager	E	U	02	0207	8,002.49				9,727.08	3,693.46				4,489.44	<b>46.1683</b>				56.1180
Chief Building Official	E	U	02	0208	9,769.41				11,874.78	4,508.96				5,480.68	<b>56.3620</b>				68.5085
City Clerk Services Manager	E	U	02	0209	9,481.37				11,524.66	4,376.02				5,319.10	<b>54.7003</b>				66.4888
City Engineer	E	U	02	0206	12,046.01				14,642.00	5,559.70				6,757.86	<b>69.4962</b>				84.4732
City Planner	E	U	02	0210	10,217.95				12,419.98	4,715.98				5,732.30	<b>58.9497</b>				71.6538
Community Development Business Manager	E	U	02	0211	8,538.57				10,378.69	3,940.88				4,790.17	<b>49.2610</b>				59.8771
Creeks Restoration/Clean Water Manager	E	U	02	0212	8,797.94				10,693.95	4,060.59				4,935.68	<b>50.7574</b>				61.6960
Emergency Services Manager	E	U	02	0215	7,805.41				9,487.52	3,602.50				4,378.86	<b>45.0313</b>				54.7358
Environmental Services Manager	E	U	02	0217	8,797.94				10,693.95	4,060.59				4,935.68	<b>50.7574</b>				61.6960
Facilities and Energy Manager	E	U	02	0218	9,156.09				11,129.29	4,225.89				5,136.60	<b>52.8236</b>				64.2075
Finance and Treasury Manager	E	U	02	0255	10,117.64				12,298.07	4,669.68				5,676.03	<b>58.3710</b>				70.9504
Fire Business Manager	E	U	02	0254	8,538.57				10,378.70	3,940.88				4,790.17	<b>49.2610</b>				59.8771
Fire Operations Division Chief	E	U	32	3200	12,662.04				15,390.83	5,844.02				7,103.46	<b>73.0503</b>				88.7932
Fleet Manager	E	U	02	0219	7,883.67				9,582.65	3,638.62				4,422.76	<b>45.4827</b>				55.2845
General Services Manager	E	U	02	0220	8,797.94				10,693.95	4,060.59				4,935.68	<b>50.7574</b>				61.6960
Harbor Operations Manager	E	U	02	0222	8,538.57				10,378.69	3,940.88				4,790.17	<b>49.2610</b>				59.8771
Housing & Redevelopment Manager	E	U	02	0213	11,011.67				13,384.75	5,082.31				6,177.60	<b>63.5289</b>				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				5,563.30	<b>57.2117</b>
Information Technology Manager	E	U	02	0214	9,916.70					12,053.81	4,576.94				5,563.30	<b>57.2117</b>				69.5413	
Parks & Recreation Business Manager	E	U	02	0226	8,538.57					10,378.70	3,940.88				4,790.17	<b>49.2610</b>				59.8771	
Parks Manager	E	U	02	0227	8,042.53					9,775.76	3,711.94				4,511.89	<b>46.3992</b>				56.3986	
Police Business Manager	E	U	02	0229	8,538.57					10,378.70	3,940.88				4,790.17	<b>49.2610</b>				59.8771	
Police Information Technology Manager	E	U	02	0228	8,975.24					10,909.47	4,142.42				5,035.14	<b>51.7802</b>				62.9393	
Police Public Engagement Manager	E	U	02	0249	8,589.43					10,440.50	3,964.35				4,818.69	<b>49.5544</b>				60.2336	
Principal Engineer	E	U	02	0231	9,434.23					11,467.36	4,354.26				5,292.63	<b>54.4282</b>				66.1579	
Principal Planner	E	U	02	0232	8,797.94					10,693.97	4,060.59				4,935.68	<b>50.7574</b>				61.6960	
Principal Traffic Engineer	E	U	02	0252	9,434.23					11,467.36	4,354.26				5,292.63	<b>54.4282</b>				66.1579	
Public Safety Communications Manager	E	U	02	0245	8,797.94					10,693.97	4,060.59				4,935.68	<b>50.7574</b>				61.6960	
Public Works Business Manager	E	U	02	0234	8,797.94					10,693.97	4,060.59				4,935.68	<b>50.7574</b>				61.6960	
Recreation Programs Manager	E	U	02	0235	8,042.53					9,775.76	3,711.94				4,511.89	<b>46.3992</b>				56.3986	
Risk Manager	E	U	02	0236	8,797.94					10,693.97	4,060.59				4,935.68	<b>50.7574</b>				61.6960	
Senior Assistant to the City Administrator	E	U	02	0248	9,018.92					10,962.58	4,162.58				5,059.65	<b>52.0323</b>				63.2456	
Streets Operations & Infrastructure Manager	E	U	02	0251	9,867.36					11,993.84	4,554.17				5,535.62	<b>56.9271</b>				69.1953	
Transportation Planning & Parking Manager	E	U	02	0250	9,434.23					11,467.36	4,354.26				5,292.63	<b>54.4282</b>				66.1579	
Wastewater System Manager	E	U	02	0240	9,867.36					11,993.84	4,554.17				5,535.62	<b>56.9271</b>				69.1953	
Water Resources Manager	E	U	02	0242	11,346.20					13,791.41	5,236.71				6,365.27	<b>65.4589</b>				79.5659	
Water Supply Manager	E	U	02	0247	9,434.23					11,467.36	4,354.26				5,292.63	<b>54.4282</b>				66.1579	
Water System Manager	E	U	02	0241	9,867.36					11,993.84	4,554.17				5,535.62	<b>56.9271</b>				69.1953	
Waterfront Business Manager	E	U	02	0244	8,538.57					10,378.70	3,940.88				4,790.17	<b>49.2610</b>				59.8771	
Waterfront Facilities Manager	E	U	02	0243	8,710.62					10,587.82	4,020.29				4,886.69	<b>50.2536</b>				61.0836	
<b>MANAGEMENT/APPOINTED</b>																					
City Administrator/Clerk/Treasurer	E	U	01	0107	18,638.68					22,655.51	8,602.47				<b>10,456.39</b>	107.5309				130.7049	
City Attorney	E	U	01	0108						20,289.62					<b>9,364.44</b>					117.0555	
<b>MANAGEMENT/EXECUTIVE</b>																					
Administrative Services Director	E	U	01	0100	11,574.84					14,069.34	5,342.23				6,493.54	<b>66.7779</b>				81.1692	
Airport Director	E	U	01	0102	12,227.61					14,862.77	5,643.51				6,859.74	<b>70.5439</b>				85.7467	
Assistant City Administrator	E	U	01	0101	14,559.74					17,697.49	6,719.88				8,168.07	<b>83.9985</b>				102.1009	
Community Development Director	E	U	01	0109	13,376.13					16,258.80	6,173.60				7,504.06	<b>77.1700</b>				93.8008	
Finance Director	E	U	01	0111	13,376.13					16,258.80	6,173.60				7,504.06	<b>77.1700</b>				93.8008	
Fire Chief	E	U	31	3100	14,415.22					17,521.83	6,653.18				8,087.00	<b>83.1648</b>				101.0875	
Library Director	E	U	01	0112	11,574.84					14,069.34	5,342.23				6,493.54	<b>66.7779</b>				81.1692	
Parks & Recreation Director	E	U	01	0113	11,986.07					14,569.17	5,532.03				6,724.23	<b>69.1504</b>				84.0529	
Police Chief	E	U	21	2100	15,457.75					18,789.03	7,134.35				8,671.86	<b>89.1794</b>				108.3982	
Public Works Director	E	U	01	0114	14,343.51					17,434.65	6,620.08				8,046.76	<b>82.7510</b>				100.5845	
Waterfront Director/Harbormaster	E	U	01	0115	12,227.61					14,862.77	5,643.51				6,859.74	<b>70.5439</b>				85.7467	
<b>MANAGEMENT/FIRE</b>																					
Fire Battalion Chief	E	C	33	3300	10,893.85					13,241.58	5,027.93				6,111.50	<b>62.8491</b>				76.3937	
Fire Prevention Division Chief	E	C	33	3302	10,893.85					13,241.58	5,027.93				6,111.50	<b>62.8491</b>				76.3937	
<b>MANAGEMENT/POLICE</b>																					
Police Captain	E	C	23	2300	13,049.53					15,861.82	6,022.86				7,320.84	<b>75.2858</b>				91.5105	
Police Lieutenant	E	C	23	2301	11,180.15					13,589.55	5,160.07				6,272.10	<b>64.5009</b>				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
					<b>MAYOR/CITY COUNCIL</b>														
City Councilmember	E			0001					3,448.66						1,591.69				
Mayor	E			0002					4,310.84						1,989.62				
<b>POLICE</b>																			
Identification Technician	N	C	29	2901	6,021.43	6,322.51	6,638.62	6,970.56	7,319.07	2,779.12	2,918.08	3,063.98	3,217.18	3,378.03	34,739.0	36.4760	38.2997	40.2148	42.2254
Parking Enforcement Officer	N	C	29	2902	4,000.17	4,200.17	4,410.19	4,630.73	4,862.22	1,846.23	1,938.54	2,035.47	2,137.26	2,244.10	23,077.9	24.2318	25.4434	26.7157	28.0513
Police Officer Range A	7	C	24	2400	6,887.90	7,232.29	7,593.93	7,973.57	8,372.28	3,179.03	3,337.98	3,504.89	3,680.11	3,864.13	39,737.9	41.7247	43.8111	46.0014	48.3016
Police Officer Range B	7	C	24	2400	7,025.66	7,376.93	7,745.80	8,133.05	8,539.72	3,242.61	3,404.74	3,574.99	3,753.71	3,941.41	40,532.7	42.5592	44.6873	46.9214	49.2676
Police Officer Range C	7	C	24	2400	7,163.42	7,521.57	7,897.68	8,292.52	8,707.17	3,306.19	3,471.50	3,645.08	3,827.32	4,018.69	41,327.4	43.3937	45.5635	47.8415	50.2337
Police Officer Range D	7	C	24	2400	7,301.18	7,666.22	8,049.56	8,451.99	8,874.61	3,369.77	3,538.25	3,715.18	3,900.92	4,095.98	42,122.4	44.2282	46.4398	48.7615	51.1997
Police Officer - Entry	7	C	24	2903	6,520.17	6,846.19	7,188.50	7,547.93	7,925.30	3,009.31	3,159.78	3,317.77	3,483.66	3,657.83	37,616.4	39.4972	41.4721	43.5458	45.7229
Police Property/Evidence Assistant	N	C	29	2905	4,246.88	4,459.24	4,682.23	4,916.32	5,162.13	1,960.10	2,058.11	2,161.03	2,269.07	2,382.52	24,501.2	25.7264	27.0129	28.3634	29.7815
Police Property/Evidence Technician	N	C	29	2906	5,006.71	5,257.05	5,519.89	5,795.90	6,085.69	2,310.79	2,426.33	2,547.64	2,675.03	2,808.78	28,884.9	30.3291	31.8455	33.4379	35.1097
Police Range/Equipment Specialist	N	C	29	2908	4,739.43	4,976.40	5,225.24	5,486.48	5,760.80	2,187.43	2,296.80	2,411.65	2,532.22	2,658.83	27,342.9	28.7100	30.1456	31.6528	33.2354
Police Records Specialist	N	C	29	2904	3,674.97	3,858.73	4,051.62	4,254.23	4,466.93	1,696.14	1,780.95	1,869.98	1,963.49	2,061.66	21,201.8	22.2619	23.3748	24.5436	25.7707
Police Records Supervisor	N	C	29	2914	5,006.71	5,257.05	5,519.89	5,795.90	6,085.69	2,310.79	2,426.33	2,547.64	2,675.03	2,808.78	28,884.9	30.3291	31.8455	33.4379	35.1097
Police Sergeant	7	C	24	2401	8,882.90	9,327.02	9,793.38	10,283.04	10,797.24	4,099.80	4,304.78	4,520.02	4,746.02	4,983.34	51,247.5	53.8097	56.5003	59.3252	62.2917
Police Services Coordinator	N	C	29	2916	4,419.81	4,640.76	4,872.81	5,116.45	5,372.25	2,039.91	2,141.89	2,248.99	2,361.44	2,479.50	25,498.9	26.7736	28.1124	29.5180	30.9938
Police Services Specialist	N	C	29	2915	3,786.62	3,975.92	4,174.73	4,383.47	4,602.65	1,747.67	1,835.04	1,926.80	2,023.14	2,124.30	21,845.9	22.9380	24.0850	25.2892	26.5537
Police Technician	N	C	29	2909	4,000.17	4,200.17	4,410.19	4,630.73	4,862.22	1,846.23	1,938.54	2,035.47	2,137.26	2,244.10	23,077.9	24.2318	25.4434	26.7157	28.0513
Public Safety Dispatcher I	N	U	29	2910	4,419.81	4,640.76	4,872.81	5,116.45	5,372.25	2,039.91	2,141.89	2,248.99	2,361.44	2,479.50	25,498.9	26.7736	28.1124	29.5180	30.9938
Public Safety Dispatcher II	N	C	29	2911	4,645.81	4,878.08	5,122.00	5,378.12	5,647.01	2,144.22	2,251.42	2,364.00	2,482.21	2,606.31	26,802.8	28.1427	29.5500	31.0276	32.5789
Public Safety Dispatcher III	N	C	29	2912	5,133.12	5,389.80	5,659.29	5,942.24	6,239.35	2,369.13	2,487.60	2,611.98	2,742.57	2,879.70	29,614.1	31.0950	32.6497	34.2821	35.9962
Public Safety Dispatcher Supervisor	N	C	29	2913	5,932.01	6,228.58	6,540.04	6,867.03	7,210.36	2,737.85	2,874.73	3,018.48	3,169.40	3,327.86	34,223.1	35.9341	37.7310	39.6175	41.5983
<b>SUPERVISOR</b>																			
Accounting Supervisor	E	U	04	4064	7,242.76				8,803.64	3,342.81			4,063.22	41,785.1			50.7902		
Administrative Supervisor	E	U	04	4001	5,815.68				7,068.99	2,684.16			3,262.61	33,552.0			40.7826		
Administrative/Clerical Supervisor	E	U	04	4000	5,263.55				6,397.86	2,429.33			2,952.86	30,366.6			36.9108		
Airport Business Development Supervisor	E	U	04	4067	6,860.23				8,338.66	3,166.26			3,848.61	39,578.2			48.1076		
Airport Maintenance Supervisor	E	U	04	4003	6,082.66				7,393.53	2,807.38			3,412.40	35,092.3			42.6550		
Airport Operations Supervisor	E	U	04	4004	6,082.66				7,393.53	2,807.38			3,412.40	35,092.3			42.6550		
Airport Patrol Supervisor	E	U	04	4005	7,064.40				8,586.83	3,260.49			3,963.15	40,756.1			49.5394		
Billing Supervisor	E	U	04	4008	6,113.08				7,430.50	2,821.42			3,429.46	35,267.8			42.8682		
Building Inspection/Plan Check Supervisor	E	U	04	4009	8,667.30				10,535.16	4,000.29			4,862.38	50,036.6			60.7798		
City TV Production Supervisor	E	U	04	4022	7,029.25				8,544.10	3,244.27			3,943.43	40,553.4			49.2929		
Community Development Programs Supv. I	E	U	04	4011	7,500.11				9,116.45	3,461.59			4,207.59	43,269.9			52.5949		
Community Development Programs Supv. II	E	U	04	4012	7,883.68				9,582.65	3,638.62			4,422.76	45,482.7			55.2845		
Creeks Supervisor	E	U	04	4023	7,500.11				9,116.45	3,461.59			4,207.59	43,269.9			52.5949		
Custodial Supervisor	E	U	04	4014	4,763.83				5,790.46	2,198.69			2,672.52	27,483.6			33.4065		
Facilities Maintenance Superintendent	E	U	04	4018	8,286.83				10,072.73	3,824.69			4,648.95	47,808.6			58.1119		
Facilities Maintenance Supervisor	E	U	04	4019	6,082.66				7,393.53	2,807.38			3,412.40	35,092.3			42.6550		
Finance Supervisor	E	U	04	4020	6,113.08				7,430.50	2,821.42			3,429.46	35,267.8			42.8682		
Fleet Services Supervisor	E	U	04	4007	6,687.29				8,128.42	3,086.44			3,751.58	38,580.5			46.8948		
Harbor Patrol Supervisor	E	U	04	4024	7,338.74				8,920.30	3,387.11			4,117.06	42,338.9			51.4632		
Information Technology Supervisor	E	U	04	4027	8,660.02				10,533.60	3,999.70			4,861.66	49,996.2			60.7707		
Laboratory Supervisor	E	U	04	4028	6,788.06				8,250.97	3,132.95			3,808.14	39,161.9			47.6017		

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	<b>31.9196</b>
Maintenance Supervisor II	E	U	04	4031	6,082.66					7,393.53	2,807.38				3,412.40	<b>35.0923</b>				42.6550	
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	5,505.20					6,691.60	2,540.86				3,088.43	<b>31.7608</b>				38.6054	
Parking Supervisor	E	U	04	4034	6,082.66					7,393.53	2,807.38				3,412.40	<b>35.0923</b>				42.6550	
Parking/TMP Superintendent	E	U	04	4035	7,883.68					9,582.65	3,638.62				4,422.76	<b>45.4827</b>				55.2845	
Parks Capital Project Supervisor	E	U	04	4065	7,500.11					9,116.45	3,461.59				4,207.59	<b>43.2699</b>				52.5949	
Parks Superintendent	E	U	04	4068	6,365.43					7,737.21	2,937.89				3,571.02	<b>36.7236</b>				44.6377	
Parks Supervisor	E	U	04	4033	5,786.76					7,033.82	2,670.81				3,246.38	<b>33.3851</b>				40.5798	
Purchasing Supervisor	E	U	04	4036	6,425.68					7,810.47	2,965.70				3,604.83	<b>37.0713</b>				45.0604	
Recreation Supervisor I	E	U	04	4037	5,505.20					6,691.60	2,540.86				3,088.43	<b>31.7608</b>				38.6054	
Senior Librarian	E	U	04	4038	6,205.23					7,542.49	2,863.95				3,481.15	<b>35.7994</b>				43.5144	
Senior Neighborhood & Outreach Services Supervisor	E	U	04	4013	6,393.75					7,771.62	2,950.96				3,586.90	<b>36.8870</b>				44.8363	
Senior Planner I	E	U	04	4039	7,500.11					9,116.45	3,461.59				4,207.59	<b>43.2699</b>				52.5949	
Senior Planner II	E	U	04	4040	7,883.68					9,582.65	3,638.62				4,422.76	<b>45.4827</b>				55.2845	
Senior Recreation Supervisor	E	U	04	4041	6,393.75					7,771.62	2,950.96				3,586.90	<b>36.8870</b>				44.8363	
Street Tree Supervisor	E	U	04	4042	5,786.76					7,033.82	2,670.81				3,246.38	<b>33.3851</b>				40.5798	
Supervising Engineer	E	U	04	4043	8,286.83					10,072.73	3,824.69				4,648.95	<b>47.8086</b>				58.1119	
Supervising Librarian	E	U	04	4044	6,822.01					8,292.22	3,148.62				3,827.18	<b>39.3578</b>				47.8397	
Supervising Transportation Engineer	E	U	04	4047	8,286.83					10,072.73	3,824.69				4,648.95	<b>47.8086</b>				58.1119	
Supervising Transportation Planner	E	U	04	4046	7,883.68					9,582.65	3,638.62				4,422.76	<b>45.4827</b>				55.2845	
Treatment Plant Technician Supervisor	E	U	04	4049	7,537.62					9,162.01	3,478.90				4,228.62	<b>43.4862</b>				52.8578	
Urban Forest Superintendent	E	U	04	4050	6,198.53					7,534.32	2,860.86				3,477.38	<b>35.7607</b>				43.4672	
Wastewater Collection System Superintendent	E	U	04	4053	8,667.30					10,535.16	4,000.29				4,862.38	<b>50.0036</b>				60.7798	
Wastewater Collection System Supervisor	E	U	04	4052	7,537.62					9,162.01	3,478.90				4,228.62	<b>43.4862</b>				52.8578	
Wastewater Treatment Superintendent	E	U	04	4054	8,667.30					10,535.16	4,000.29				4,862.38	<b>50.0036</b>				60.7798	
Wastewater Treatment Supervisor	E	U	04	4055	7,537.62					9,162.01	3,478.90				4,228.62	<b>43.4862</b>				52.8578	
Water Conservation Supervisor	E	U	04	4066	7,500.11					9,116.45	3,461.59				4,207.59	<b>43.2699</b>				52.5949	
Water Distribution Superintendent	E	U	04	4059	8,667.30					10,535.16	4,000.29				4,862.38	<b>50.0036</b>				60.7798	
Water Distribution Supervisor	E	U	04	4060	7,537.62					9,162.01	3,478.90				4,228.62	<b>43.4862</b>				52.8578	
Water Treatment Superintendent	E	U	04	4057	8,667.30					10,535.16	4,000.29				4,862.38	<b>50.0036</b>				60.7798	
Water Treatment Supervisor	E	U	04	4058	7,537.62					9,162.01	3,478.90				4,228.62	<b>43.4862</b>				52.8578	
Waterfront Maintenance Superintendent	E	U	04	4062	6,720.70					8,169.07	3,101.86				3,770.34	<b>38.7732</b>				47.1292	
Waterfront Parking Supervisor	E	U	04	4061	6,082.66					7,393.53	2,807.38				3,412.40	<b>35.0923</b>				42.6550	
<b>SUPERVISOR/CONFIDENTIAL</b>																					
Administrator's Office Supervisor*	E	U	05	5000	6,113.09					7,430.50	2,821.42				3,429.46	<b>35.2678</b>				42.8682	
Administrative Supervisor*	E	U	05	5004	5,815.68					7,068.99	2,684.16				3,262.61	<b>33.5520</b>				40.7826	
Information Technology Supervisor*	E	U	05	5001	8,666.02					10,533.60	3,999.70				4,861.66	<b>49.9962</b>				60.7707	
Legal Office Supervisor*	E	U	05	5002	5,815.68					7,068.99	2,684.16				3,262.61	<b>33.5520</b>				40.7826	
Payroll Supervisor*	E	U	05	5003	6,113.08					7,430.50	2,821.42				3,429.46	<b>35.2678</b>				42.8682	
<b>TREATMENT AND PATROL</b>																					
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	<b>24.5683</b>	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	<b>32.4585</b>	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	<b>35.5320</b>	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	<b>34.0653</b>	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	<b>37.8395</b>	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	<b>38.2956</b>	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	<b>34.3731</b>	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	<b>35.2051</b>	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	<b>28.9843</b>	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	<b>32.1651</b>	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	<b>24.0280</b>	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	<b>24.6082</b>	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	<b>25.3812</b>	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	<b>29.4670</b>	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	<b>27.3852</b>	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	<b>41.4299</b>	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	<b>32.7328</b>	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	<b>27.2167</b>	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	<b>36.7061</b>	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	<b>28.3054</b>	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	<b>29.7734</b>	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	<b>29.9222</b>	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	<b>22.5178</b>	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	<b>24.7561</b>	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	<b>28.6078</b>	30.0382	31.5403	33.1172	34.7730
Wastewater Collection System Project Coordinator	N	C	19	1954	5,964.51	6,262.73	6,575.86	6,904.65	7,249.88	2,752.85	2,890.49	3,035.01	3,186.76	3,346.10	<b>34.4106</b>	36.1311	37.9376	39.8345	41.8262
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	<b>28.8672</b>	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	<b>40.6711</b>	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	<b>24.6162</b>	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	<b>27.4529</b>	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	<b>30.1457</b>	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	<b>33.3875</b>	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	<b>29.4670</b>	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	<b>31.1191</b>	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	<b>34.4068</b>	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	<b>20.8915</b>	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	<b>23.1933</b>	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	<b>25.7463</b>	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	<b>25.0329</b>	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	<b>28.3246</b>	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	<b>31.1403</b>	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	<b>31.1191</b>	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	<b>33.3924</b>	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	<b>41.4299</b>	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	<b>25.8182</b>	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	<b>32.4791</b>	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	<b>36.0401</b>	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	<b>37.6385</b>	39.5203	41.4964	43.5713	45.7496

Subsection 2(a): 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(b): 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(c): The salaries reflected in Section 2 for the classifications of Firefighter, Fire Engineer, and Fire Captain are based on a schedule averaging 53 hour per week at straight time during the FSLA Section 7(k) work period. Conversions to an average 56 hour per week schedule, with resulting base overtime, are included in Section 3 of this document.

Subsection 2(d): 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 \$59.90 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.

Salary Schedule F  
TABLE OF BASIC SALARY CONVERSION FOR FIRE

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Firefighter	<b>2,695.63</b>	<b>2,830.41</b>	<b>2,971.93</b>	<b>3,120.52</b>	<b>3,276.55</b>
hourly	25.4305	26.7020	28.0371	29.4389	30.9108
Fire Engineer	<b>3,053.59</b>	<b>3,206.27</b>	<b>3,366.59</b>	<b>3,534.92</b>	<b>3,711.66</b>
hourly	28.8075	30.2478	31.7603	33.3483	35.0157
Fire Captain	<b>3,528.77</b>	<b>3,705.22</b>	<b>3,890.49</b>	<b>4,085.01</b>	<b>4,289.26</b>
hourly	33.2903	34.9549	36.7027	38.5378	40.4647

\* Salaries do not include base overtime

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Firefighter	<b>2,848.21</b>	<b>2,990.62</b>	<b>3,140.15</b>	<b>3,297.15</b>	<b>3,462.02</b>
hourly	25.4305	26.7020	28.0371	29.4389	30.9108
Fire Engineer	<b>3,226.43</b>	<b>3,387.76</b>	<b>3,557.15</b>	<b>3,735.01</b>	<b>3,921.75</b>
hourly	28.8075	30.2478	31.7603	33.3483	35.0157
Fire Captain	<b>3,728.51</b>	<b>3,914.95</b>	<b>4,110.71</b>	<b>4,316.24</b>	<b>4,532.05</b>
hourly	33.2903	34.9549	36.7027	38.5378	40.4647

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Firefighter	<b>2,924.50</b>	<b>3,070.73</b>	<b>3,224.26</b>	<b>3,385.47</b>	<b>3,554.75</b>
hourly	25.4305	26.7020	28.0371	29.4389	30.9108
Fire Engineer	<b>3,312.86</b>	<b>3,478.50</b>	<b>3,652.43</b>	<b>3,835.05</b>	<b>4,026.80</b>
hourly	28.8075	30.2478	31.7603	33.3483	35.0157
Fire Captain	<b>3,828.38</b>	<b>4,019.81</b>	<b>4,220.81</b>	<b>4,431.85</b>	<b>4,653.44</b>
hourly	33.2903	34.9549	36.7027	38.5378	40.4647