

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 2020 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

REVISION HISTORY

Agreement # 26,332 = FMA COLA 7/6/19
 Resolution # 19-041 = Amending Max Hourly Rate for LT Classifications

SERVICE STATUS

A = Appointed Employees
 C = Classified
 U = Unclassified

CONFIDENTIAL

* = Positions in this classification are designated as confidential and receive an additional 2.5%

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	4,290.33	4,504.83	4,730.07	4,966.56	5,214.91	1,980.15	2,079.15	2,183.11	2,292.26	2,406.88	24,7519	25.9894	27.2889	28.6533	30.0860
Accounting Technician*	N	U	16	6004	4,509.74	4,735.19	4,971.96	5,220.58	5,481.60	2,081.42	2,185.47	2,294.75	2,409.50	2,529.97	26,0177	27.3184	28.6844	30.1187	31.6246
Administrative Analyst I*	N	U	16	6001	6,143.93	6,451.14	6,773.72	7,112.41	7,468.00	2,835.66	2,977.45	3,126.33	3,282.65	3,446.77	35,4458	37.2181	39.0791	41.0331	43.0846
Administrative Analyst II*	E	U	16	6003	7,029.56	7,381.05	7,750.10	8,137.61	8,544.51	3,244.41	3,406.64	3,576.97	3,755.82	3,943.62	40,5551	42.5830	44.7121	46.9477	49.2953
Administrative Analyst III*	E	U	16	6002	7,613.54	7,994.22	8,393.93	8,813.61	9,254.31	3,513.94	3,689.64	3,874.12	4,067.82	4,271.22	43,9242	46.1205	48.4265	50.8477	53.3902
Administrative Specialist*	N	U	16	6024	3,768.51	3,956.92	4,154.76	4,362.50	4,580.64	1,739.31	1,826.27	1,917.58	2,013.46	2,114.14	21,7414	22.8284	23.9698	25.1683	26.4267
Applications Administrator*	E	U	16	6019	6,757.70	7,095.62	7,450.34	7,822.90	8,214.03	3,118.94	3,274.90	3,438.62	3,610.57	3,791.09	38,9868	40.9362	42.9828	45.1321	47.3886
Applications Analyst*	E	U	16	6006	6,143.93	6,451.14	6,773.72	7,112.41	7,468.00	2,835.66	2,977.45	3,126.33	3,282.65	3,446.77	35,4458	37.2181	39.0791	41.0331	43.0846
City Attorney Investigator*	E	U	16	6026	6,143.93	6,451.14	6,773.72	7,112.41	7,468.00	2,835.66	2,977.45	3,126.33	3,282.65	3,446.77	35,4458	37.2181	39.0791	41.0331	43.0846
Executive Assistant*	N	U	16	6007	4,333.33	4,550.00	4,777.50	5,016.38	5,267.19	2,000.00	2,100.00	2,205.00	2,315.25	2,431.01	25,0000	26.2500	27.5625	28.9406	30.3876
Executive Assistant to Mayor/Council*	N	U	16	6022	4,554.94	4,782.66	5,021.84	5,272.91	5,536.55	2,102.28	2,207.38	2,317.77	2,433.65	2,555.33	26,2785	27.5923	28.9721	30.4206	31.9416
Finance Analyst I*	E	U	16	6009	6,143.93	6,451.14	6,773.72	7,112.41	7,468.00	2,835.66	2,977.45	3,126.33	3,282.65	3,446.77	35,4458	37.2181	39.0791	41.0331	43.0846
Finance Analyst II*	E	U	16	6027	7,029.56	7,381.05	7,750.10	8,137.61	8,544.51	3,244.41	3,406.64	3,576.97	3,755.82	3,943.62	40,5551	42.5830	44.7121	46.9477	49.2953
Human Resources Analyst I*	E	U	16	6014	6,143.93	6,451.14	6,773.72	7,112.41	7,468.00	2,835.66	2,977.45	3,126.33	3,282.65	3,446.77	35,4458	37.2181	39.0791	41.0331	43.0846
Human Resources Analyst II*	E	U	16	6015	7,029.56	7,381.05	7,750.10	8,137.61	8,544.51	3,244.41	3,406.64	3,576.97	3,755.82	3,943.62	40,5551	42.5830	44.7121	46.9477	49.2953
Human Resources Assistant*	N	U	16	6016	4,646.72	4,879.05	5,123.00	5,379.16	5,648.11	2,144.64	2,251.87	2,364.46	2,482.69	2,606.82	26,8080	28.1484	29.5558	31.0336	32.5853
Human Resources Technician*	N	U	16	6017	5,185.61	5,444.88	5,717.14	6,003.01	6,303.14	2,393.36	2,513.02	2,638.68	2,770.62	2,909.14	29,9170	31.4128	32.9835	34.6327	36.3643
Law Clerk*	N	U	16	6008	4,764.02	5,002.25	5,252.33	5,514.97	5,790.72	2,198.78	2,308.73	2,424.15	2,545.37	2,672.64	27,4848	28.8591	30.3019	31.8171	33.4080
Legal Assistant I*	N	U	16	6010	4,081.57	4,285.67	4,499.95	4,724.92	4,961.19	1,883.80	1,978.00	2,076.90	2,180.73	2,289.78	23,5475	24.7250	25.9613	27.2591	28.6222
Legal Assistant II*	N	U	16	6011	4,933.28	5,179.96	5,438.96	5,710.92	5,996.47	2,276.90	2,390.75	2,510.29	2,635.81	2,767.60	28,4613	29.8844	31.3786	32.9476	34.5950
Litigation Paralegal*	N	U	16	6012	5,032.71	5,284.35	5,548.57	5,826.02	6,117.30	2,322.79	2,438.93	2,560.88	2,688.93	2,823.37	29,0349	30.4866	32.0110	33.6116	35.2921
Office Specialist II*	N	U	16	6013	3,427.80	3,599.18	3,779.12	3,968.08	4,166.48	1,582.06	1,661.16	1,744.21	1,831.42	1,922.99	19,7758	20.7645	21.8026	22.8928	24.0374
Risk Analyst I*	E	U	16	6020	6,143.93	6,451.14	6,773.72	7,112.41	7,468.00	2,835.66	2,977.45	3,126.33	3,282.65	3,446.77	35,4458	37.2181	39.0791	41.0331	43.0846
Risk Analyst II*	E	U	16	6021	7,029.56	7,381.05	7,750.10	8,137.61	8,544.51	3,244.41	3,406.64	3,576.97	3,755.82	3,943.62	40,5551	42.5830	44.7121	46.9477	49.2953
Risk Assistant*	N	U	16	6025	4,646.72	4,879.05	5,123.00	5,379.16	5,648.11	2,144.64	2,251.87	2,364.46	2,482.69	2,606.82	26,8080	28.1484	29.5558	31.0336	32.5853
Senior Human Resources Analyst*	E	U	16	6018	7,613.54	7,994.22	8,393.93	8,813.61	9,254.31	3,513.94	3,689.64	3,874.12	4,067.82	4,271.22	43,9242	46.1205	48.4265	50.8477	53.3902
GENERAL																			
Accountant I	E	C	14	1400	4,957.96	5,205.85	5,466.18	5,739.48	6,026.45	2,288.29	2,402.70	2,522.85	2,648.99	2,781.44	28,6036	30.0337	31.5356	33.1124	34.7680
Accountant II	E	C	14	1401	5,478.09	5,751.96	6,039.58	6,341.55	6,658.64	2,528.35	2,654.75	2,787.50	2,926.87	3,073.22	31,6044	33.1844	34.8438	36.5859	38.4152
Accounting Assistant	N	C	14	1402	4,290.33	4,504.83	4,730.07	4,966.56	5,214.91	1,980.15	2,079.15	2,183.11	2,292.26	2,406.88	24,7519	25.9894	27.2889	28.6533	30.0860

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
Warehouse Specialist	N	C	14	1559	3,863.64	4,056.87	4,259.71	4,472.67	4,696.34	1,783.22	1,872.40	1,966.02	2,064.31	2,167.54	22.2903	23.4050	24.5752	25.8039	27.0942
Water Quality Research Analyst	E	C	14	1589	7,029.56	7,381.03	7,750.10	8,137.59	8,544.51	3,244.41	3,406.63	3,576.97	3,755.81	3,943.62	40.5551	42.5829	44.7121	46.9476	49.2953
Water Resources Specialist	E	C	14	1560	6,052.71	6,355.33	6,673.07	7,006.78	7,357.11	2,793.56	2,933.23	3,079.88	3,233.90	3,395.59	34.9195	36.6654	38.4985	40.4237	42.4449
Water Resources Technician	N	C	14	1562	4,740.36	4,977.38	5,226.22	5,487.56	5,761.93	2,187.86	2,297.25	2,412.10	2,532.72	2,659.35	27.3483	28.7156	30.1513	31.6590	33.2419
Waterfront Maintenance Crew Leader	N	C	14	1564	4,600.57	4,830.61	5,072.12	5,325.78	5,592.04	2,123.34	2,229.51	2,340.98	2,458.05	2,580.94	26.5417	27.8689	29.2623	30.7256	32.2618
Waterfront Maintenance Worker I	N	C	14	1565	3,603.08	3,783.24	3,972.41	4,171.01	4,379.55	1,662.96	1,746.11	1,833.42	1,925.08	2,021.33	20.7870	21.8264	22.9177	24.0635	25.2666
Waterfront Maintenance Worker II	N	C	14	1566	3,961.23	4,159.29	4,367.26	4,585.64	4,814.90	1,828.26	1,919.67	2,015.66	2,116.45	2,222.26	22.8533	23.9959	25.1958	26.4556	27.7782
Waterfront Vessel Technician	N	C	14	1567	3,961.23	4,159.29	4,367.26	4,585.64	4,814.90	1,828.26	1,919.67	2,015.66	2,116.45	2,222.26	22.8533	23.9959	25.1958	26.4556	27.7782
Webmaster	E	C	14	1550	7,425.99	7,797.34	8,187.18	8,596.51	9,026.38	3,427.38	3,598.77	3,778.70	3,967.62	4,166.02	42.8423	44.9846	47.2337	49.5953	52.0752
Web Services Technician	E	C	14	1586	5,505.46	5,780.73	6,069.77	6,373.27	6,691.95	2,540.98	2,668.03	2,801.43	2,941.51	3,088.59	31.7623	33.3504	35.0179	36.7689	38.6074
Welder/Fabricator	N	C	14	1568	4,764.02	5,002.25	5,252.33	5,514.97	5,790.72	2,198.78	2,308.73	2,424.15	2,545.37	2,672.64	27.4848	28.8591	30.3019	31.8171	33.4080
FIRE																			
Fire Captain (53 Hour Not including base O.T.)	7	C	34	3400	7,947.53	8,344.92	8,762.20	9,200.27	9,660.30	3,668.09	3,851.50	4,044.09	4,246.28	4,458.60	34.6046	36.3349	38.1518	40.0592	42.0623
Fire Engineer (53 Hour Not including base O.T.)	7	C	34	3401	6,877.30	7,221.20	7,582.27	7,961.37	8,359.43	3,174.14	3,332.86	3,499.51	3,674.48	3,858.20	29.9447	31.4421	33.0142	34.6649	36.3981
Fire Inspector I (40 hour)	7	C	39	3901	6,414.76	6,735.52	7,072.30	7,425.90	7,797.18	2,960.66	3,108.70	3,264.14	3,427.34	3,598.70	37.0082	38.8587	40.8017	42.8417	44.9837
Fire Inspector II (40 hour)	7	C	39	3902	7,266.59	7,629.94	8,011.45	8,412.02	8,832.61	3,353.81	3,521.51	3,697.59	3,882.47	4,076.59	41.9226	44.0189	46.2199	48.5309	50.9574
Fire Inspector III (40 hour)	7	C	39	3903	8,397.39	8,817.27	9,258.12	9,721.03	10,207.12	3,875.72	4,069.51	4,272.98	4,486.63	4,710.98	48.4465	50.8689	53.4123	56.0829	58.8872
Firefighter (53 Hour Not including base O.T.)	7	C	34	3403	6,071.13	6,374.66	6,693.42	7,028.08	7,379.49	2,802.06	2,942.15	3,089.27	3,243.73	3,405.92	26.4345	27.7561	29.1441	30.6012	32.1313
Firefighter - Entry	7	C	39	3904	5,773.28	6,061.94	6,365.06	6,683.30	7,017.47	2,664.59	2,797.82	2,937.72	3,084.60	3,238.83	33.3074	34.9728	36.7215	38.5575	40.4854
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	9,433.75				11,466.82	4,354.04				5,292.38	54.4255				66.1548
Assistant City Attorney II	E	U	01	0104	10,475.44				12,732.96	4,834.82				5,876.75	60.4352				73.4594
Assistant City Attorney III	E	U	01	0105	12,166.18				14,788.06	5,615.16				6,825.26	70.1895				85.3158
Assistant City Attorney IV	E	U	01	0106	13,382.79				16,266.88	6,176.67				7,507.79	77.2084				93.8474
Deputy City Attorney	E	U	01	0110	7,844.07				9,534.50	3,620.34				4,400.54	45.2542				55.0067
MANAGEMENT																			
Accounting Manager	E	U	02	0200	9,217.13				11,203.49	4,254.06				5,170.84	53.1757				64.6355
Airport Business Development Manager	E	U	02	0203	9,528.35				11,581.77	4,397.70				5,345.43	54.9712				66.8179
Airport Business Manager	E	U	02	0259	8,710.20				10,587.33	4,020.09				4,886.46	50.2511				61.0807
Airport Facilities Manager	E	U	02	0246	8,885.72				10,800.62	4,101.10				4,984.90	51.2637				62.3113
Airport Operations Manager	E	U	02	0202	9,528.35				11,581.77	4,397.70				5,345.43	54.9712				66.8179
Assistant Library Director	E	U	02	0253	11,058.88				13,442.20	5,104.10				6,204.09	63.8013				77.5511
Assistant Parks & Recreation Director	E	U	02	0205	11,014.25				13,387.90	5,083.50				6,179.03	63.5437				77.2379
Budget Manager	E	U	02	0207	8,974.81				10,908.93	4,142.22				5,034.89	51.7777				62.9361
Chief Building Official	E	U	02	0208	10,317.49				12,541.06	4,761.92				5,788.18	59.5240				72.3522
City Clerk Services Manager	E	U	02	0209	9,671.96				11,756.38	4,463.98				5,426.02	55.7998				67.8252
City Engineer	E	U	02	0206	12,288.14				14,936.33	5,671.45				6,893.69	70.8931				86.1711
City Planner	E	U	02	0210	10,746.45				13,062.38	4,959.90				6,028.79	61.9987				75.3599
Community Development Business Manager	E	U	02	0211	8,710.20				10,587.33	4,020.09				4,886.46	50.2511				61.0807
Creeks Restoration/Clean Water Manager	E	U	02	0212	9,342.78				11,356.19	4,312.05				5,241.32	53.9006				65.5165
Downtown Plaza & Parking Manager	E	U	02	0258	9,267.66				11,264.91	4,277.38				5,199.19	53.4672				64.9899
Emergency Services Manager	E	U	02	0215	8,113.60				9,862.13	3,744.74				4,551.75	46.8093				56.8969
Environmental Services Manager	E	U	02	0217	8,974.81				10,908.93	4,142.22				5,034.89	51.7777				62.9361
Facilities and Energy Manager	E	U	02	0218	9,723.07				11,818.47	4,487.57				5,454.68	56.0946				68.1835
Finance and Treasury Manager	E	U	02	0255	10,609.99				12,896.54	4,896.92				5,952.25	61.2115				74.4031
Fire Business Manager	E	U	02	0254	8,710.20				10,587.33	4,020.09				4,886.46	50.2511				61.0807
Fire Operations Division Chief	E	U	32	3200	12,916.56				15,700.17	5,961.49				7,246.23	74.5186				90.5779
Fleet Services Manager	E	U	02	0219	8,395.99				10,205.35	3,875.07				4,710.16	48.4384				58.8770

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					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
General Services Manager	E	U	02	0220	9,217.13				11,203.49	4,254.06			5,170.84	53.1757				64.6355	
Harbor Operations Manager	E	U	02	0222	9,267.66				11,264.91	4,277.38			5,199.19	53.4672				64.9899	
Housing & Human Services Manager	E	U	02	0257	8,710.20				10,587.33	4,020.09			4,886.46	50.2511				61.0807	
Housing & Redevelopment Manager	E	U	02	0213	11,233.00				13,653.84	5,184.46			6,301.77	64.8058				78.7721	
Human Resources Manager	E	U	02	0223	10,400.43				12,641.81	4,800.20			5,834.68	60.0025				72.9335	
Information Technology Manager	E	U	02	0214	10,400.43				12,641.81	4,800.20			5,834.68	60.0025				72.9335	
Library Services Manager	E	U	02	0224	8,453.40				10,275.18	3,901.57			4,742.39	48.7696				59.2799	
Parks & Recreation Business Manager	E	U	02	0226	8,974.81				10,908.93	4,142.22			5,034.89	51.7777				62.9361	
Parks Manager	E	U	02	0227	8,632.74				10,493.15	3,984.34			4,842.99	49.8042				60.5374	
Police Business Manager	E	U	02	0229	8,710.20				10,587.33	4,020.09			4,886.46	50.2511				61.0807	
Police Information Technology Manager	E	U	02	0228	9,155.64				11,128.76	4,225.68			5,136.35	52.8210				64.2044	
Police Public Engagement Manager	E	U	02	0249	9,147.60				11,118.94	4,221.97			5,131.82	52.7746				64.1478	
Police Records Manager	E	U	02	0230	7,515.52				8,986.64	3,468.70			4,147.68	43.3587				51.8460	
Principal Engineer	E	U	02	0231	10,210.92				12,411.45	4,712.73			5,728.36	58.9091				71.6045	
Principal Planner	E	U	02	0232	9,342.78				11,356.19	4,312.05			5,241.32	53.9006				65.5165	
Principal Project Manager	E	U	02	0256	10,210.92				12,411.45	4,712.73			5,728.36	58.9091				71.6045	
Principal Traffic Engineer	E	U	02	0252	10,210.92				12,411.45	4,712.73			5,728.36	58.9091				71.6045	
Public Safety Communications Manager	E	U	02	0245	9,513.16				11,563.41	4,390.69			5,336.96	54.8836				66.7120	
Public Works Business Manager	E	U	02	0234	8,974.81				10,908.93	4,142.22			5,034.89	51.7777				62.9361	
Recreation Programs Manager	E	U	02	0235	8,632.74				10,493.15	3,984.34			4,842.99	49.8042				60.5374	
Risk Manager	E	U	02	0236	9,091.46				11,050.74	4,196.06			5,100.34	52.4507				63.7543	
Senior Assistant to the City Administrator	E	U	02	0248	9,605.01				11,674.98	4,433.08			5,388.45	55.4135				67.3556	
Streets Operations & Infrastructure Manager	E	U	02	0251	10,719.97				13,030.20	4,947.68			6,013.94	61.8460				75.1742	
Transportation Planning & Parking Manager	E	U	02	0250	10,210.92				12,411.45	4,712.73			5,728.36	58.9091				71.6045	
Wastewater System Manager	E	U	02	0240	11,566.14				14,058.70	5,338.22			6,488.63	66.7277				81.1079	
Water Resources Manager	E	U	02	0242	13,299.56				16,165.76	6,138.26			7,461.12	76.7283				93.2640	
Water Supply Manager	E	U	02	0247	11,058.41				13,441.59	5,103.88			6,203.81	63.7985				77.5476	
Water System Manager	E	U	02	0241	11,566.14				14,058.70	5,338.22			6,488.63	66.7277				81.1079	
Waterfront Business Manager	E	U	02	0244	8,974.81				10,908.93	4,142.22			5,034.89	51.7777				62.9361	
Waterfront Facilities Manager	E	U	02	0243	8,885.72				10,800.62	4,101.10			4,984.90	51.2637				62.3113	
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107	19,013.32				23,110.88	8,775.38			10,666.56	109.6923				133.3320	
City Attorney	E	U	01	0108					21,582.06				9,960.95					124.5119	
MANAGEMENT/EXECUTIVE																			
Administrative Services Director	E	U	01	0100	12,976.43				15,772.99	5,989.12			7,279.84	74.8640				90.9980	
Airport Director	E	U	01	0102	13,084.57				15,904.42	6,039.03			7,340.50	75.4879				91.7563	
Assistant City Administrator	E	U	01	0101	15,372.22				18,685.07	7,094.87			8,623.88	88.6859				107.7985	
Community Development Director	E	U	01	0109	13,781.43				16,751.48	6,360.66			7,731.45	79.5083				96.6431	
Finance Director	E	U	01	0111	13,645.00				16,585.62	6,297.69			7,654.90	78.7211				95.6862	
Fire Chief	E	U	31	3100	14,704.97				17,874.03	6,786.91			8,249.55	84.8364				103.1194	
Library Director	E	U	01	0112	13,188.98				16,031.32	6,087.22			7,399.07	76.0902				92.4884	
Parks & Recreation Director	E	U	01	0113	13,217.38				16,065.83	6,100.33			7,415.00	76.2541				92.6875	
Police Chief	E	U	21	2100	15,768.46				19,166.68	7,277.75			8,846.16	90.9719				110.5770	
Public Works Director	E	U	01	0114	14,895.18				18,105.21	6,874.70			8,356.25	85.9337				104.4531	
Waterfront Director/Harbormaster	E	U	01	0115	12,473.37				15,161.51	5,756.94			6,997.62	71.9618				87.4702	
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	11,456.21				13,925.12	5,287.48			6,426.98	66.0935				80.3373	
Fire Prevention Division Chief	E	C	33	3302	11,456.21				13,925.12	5,287.48			6,426.98	66.0935				80.3373	

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
MANAGEMENT/POLICE																			
Police Captain	E	C	23	2300	13,641.33				16,581.15	6,296.00				7,652.84	78.7000		95.6605		
Police Lieutenant	E	C	23	2301	11,687.17				14,205.84	5,394.08				6,556.54	67.4260		81.9568		
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001				3,700.67						1,708.00					
Mayor	E			0002				4,625.83						2,135.00					
POLICE																			
Identification Technician	N	C	29	2901	6,202.08	6,512.18	6,837.78	7,179.68	7,538.66	2,862.50	3,005.62	3,155.90	3,313.70	3,479.38	35.7812	37.5703	39.4487	41.4212	43.4922
Parking Enforcement Officer	N	C	29	2902	4,120.18	4,326.18	4,542.50	4,769.66	5,008.08	1,901.62	1,996.70	2,096.54	2,201.38	2,311.42	23.7702	24.9588	26.2067	27.5172	28.8928
Police Officer Range A	7	C	24	2400	7,094.53	7,449.24	7,821.73	8,212.77	8,623.44	3,274.40	3,438.11	3,610.03	3,790.51	3,980.05	40.9300	42.9764	45.1254	47.3814	49.7506
Police Officer Range B	7	C	24	2400	7,236.42	7,598.22	7,978.17	8,377.03	8,795.90	3,339.89	3,506.87	3,682.23	3,866.32	4,059.65	41.7486	43.8359	46.0279	48.3290	50.7456
Police Officer Range C	7	C	24	2400	7,378.31	7,747.22	8,134.60	8,541.29	8,968.37	3,405.38	3,575.64	3,754.43	3,942.14	4,139.25	42.5672	44.6955	46.9304	49.2767	51.7406
Police Officer Range D	7	C	24	2400	7,520.21	7,896.20	8,291.04	8,705.55	9,140.84	3,470.86	3,644.40	3,826.63	4,017.94	4,218.85	43.3858	45.5550	47.8329	50.2243	52.7356
Police Officer - Entry	7	C	29	2903	6,715.78	7,051.57	7,404.15	7,774.39	8,163.07	3,099.59	3,254.57	3,417.30	3,588.18	3,767.57	38.7449	40.6821	42.7163	44.8522	47.0946
Police Property/Evidence Assistant	N	C	29	2905	4,374.28	4,593.03	4,822.70	5,063.80	5,316.98	2,018.90	2,119.86	2,225.86	2,337.14	2,453.99	25.2362	26.4982	27.8233	29.2143	30.6749
Police Property/Evidence Technician	N	C	29	2906	5,156.91	5,414.76	5,685.49	5,969.77	6,268.25	2,380.11	2,499.12	2,624.07	2,755.28	2,893.04	29.7514	31.2390	32.8009	34.4410	36.1630
Police Range/Equipment Specialist	N	C	29	2908	4,881.63	5,125.68	5,382.00	5,651.08	5,933.63	2,253.06	2,365.70	2,484.00	2,608.19	2,738.60	28.1632	29.5713	31.0500	32.6024	34.2325
Police Records Specialist	N	C	29	2904	3,785.23	3,974.49	4,173.17	4,381.85	4,600.92	1,747.03	1,834.38	1,926.08	2,022.39	2,123.50	21.8379	22.9298	24.0760	25.2799	26.5438
Police Records Supervisor	N	C	29	2914	5,156.91	5,414.76	5,685.49	5,969.77	6,268.25	2,380.11	2,499.12	2,624.07	2,755.28	2,893.04	29.7514	31.2390	32.8009	34.4410	36.1630
Police Sergeant	7	C	24	2401	9,149.38	9,606.83	10,087.18	10,591.53	11,121.15	4,222.79	4,433.92	4,655.62	4,888.40	5,132.84	52.7849	55.4240	58.1953	61.1050	64.1605
Police Services Coordinator	N	C	29	2916	4,552.41	4,779.97	5,019.00	5,269.94	5,533.43	2,101.11	2,206.14	2,316.46	2,432.28	2,553.89	26.2639	27.5768	28.9558	30.4035	31.9236
Police Services Specialist	N	C	29	2915	3,900.22	4,095.20	4,299.99	4,514.97	4,740.71	1,800.10	1,890.09	1,984.61	2,083.83	2,188.02	22.5013	23.6261	24.8076	26.0479	27.3503
Police Technician	N	C	29	2909	4,120.18	4,326.18	4,542.50	4,769.66	5,008.08	1,901.62	1,996.70	2,096.54	2,201.38	2,311.42	23.7702	24.9588	26.2067	27.5172	28.8928
Public Safety Dispatcher I	N	U	29	2910	4,552.41	4,779.97	5,019.00	5,269.94	5,533.43	2,101.11	2,206.14	2,316.46	2,432.28	2,553.89	26.2639	27.5768	28.9558	30.4035	31.9236
Public Safety Dispatcher II	N	C	29	2911	4,785.19	5,024.41	5,275.66	5,539.45	5,816.42	2,208.55	2,318.96	2,434.92	2,556.67	2,684.50	27.6069	28.9870	30.4365	31.9584	33.5563
Public Safety Dispatcher III	N	C	29	2912	5,287.10	5,551.50	5,829.07	6,120.51	6,426.53	2,440.20	2,562.23	2,690.34	2,824.85	2,966.09	30.5025	32.0279	33.6292	35.3106	37.0761
Public Safety Dispatcher Supervisor	N	C	29	2913	6,109.96	6,415.44	6,736.23	7,073.04	7,426.68	2,819.98	2,960.97	3,109.03	3,264.48	3,427.70	35.2498	37.0121	38.8629	40.8060	42.8462
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	8,016.36				9,743.93	3,699.86			4,497.20	46.2482			56.2150		
Administrative Supervisor	E	U	04	4001	5,932.57				7,211.06	2,738.11			3,328.18	34.2264			41.6023		
Administrative/Clerical Supervisor	E	U	04	4000	5,369.35				6,526.48	2,478.16			3,012.22	30.9770			37.6527		
Airport Business Development Supervisor	E	U	04	4067	6,998.12				8,506.27	3,229.90			3,925.97	40.3737			49.0746		
Airport Maintenance Supervisor	E	U	04	4003	6,540.00				7,949.44	3,018.46			3,668.97	37.7307			45.8621		
Airport Operations Supervisor	E	U	04	4004	6,540.00				7,949.44	3,018.46			3,668.97	37.7307			45.8621		
Airport Patrol Supervisor	E	U	04	4005	8,031.25				9,762.00	3,706.73			4,505.54	46.3341			56.3193		
Billing Supervisor	E	U	04	4008	6,235.97				7,579.85	2,878.14			3,498.39	35.9767			43.7299		
Building Inspection/Plan Check Supervisor	E	U	04	4009	8,841.50				10,746.93	4,080.69			4,960.12	51.0086			62.0015		
City TV Production Supervisor	E	U	04	4022	7,256.58				8,820.41	3,349.19			4,070.96	41.8649			50.8870		
Creeks Supervisor	E	U	04	4023	8,122.55				9,873.02	3,748.87			4,556.78	46.8609			56.9597		
Custodial Supervisor	E	U	04	4014	5,058.82				6,149.04	2,334.84			2,838.02	29.1855			35.4752		
Electronics/Communication Supervisor	E	U	04	4016	6,951.69				8,449.87	3,208.47			3,899.94	40.1059			48.7492		
Facilities Maintenance Superintendent	E	U	04	4018	8,453.40				10,275.18	3,901.57			4,742.39	48.7696			59.2799		
Facilities Maintenance Supervisor	E	U	04	4019	6,620.66				8,047.48	3,055.69			3,714.22	38.1961			46.4278		
Finance Supervisor	E	U	04	4020	6,235.97				7,579.85	2,878.14			3,498.39	35.9767			43.7299		
Fleet Services Supervisor	E	U	04	4007	6,821.71				8,291.79	3,148.48			3,826.98	39.3560			47.8373		
Harbor Patrol Supervisor	E	U	04	4024	8,424.13				10,239.58	3,888.06			4,725.96	48.6008			59.0745		
Information Technology Supervisor	E	U	04	4027	9,025.86				10,970.96	4,165.78			5,063.52	52.0722			63.2940		
Laboratory Supervisor	E	U	04	4028	7,640.75				9,287.42	3,526.50			4,286.50	44.0813			53.5813		
Library Circulation Supervisor	E	U	04	4029	5,369.35				6,526.48	2,478.16			3,012.22	30.9770			37.6527		

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	5,875.35				7,141.51	2,711.70				3,296.08	33.8962				41.2010
Maintenance Supervisor II	E	U	04	4031	6,459.33				7,851.37	2,981.23				3,623.71	37.2654				45.2964
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	6,042.68				7,344.89	2,788.93				3,389.95	34.8616				42.3744
Parking Supervisor	E	U	04	4034	6,459.33				7,851.37	2,981.23				3,623.71	37.2654				45.2964
Parking/TMP Superintendent	E	U	04	4035	8,371.85				10,176.03	3,863.93				4,696.63	48.2991				58.7079
Parks Capital Project Supervisor	E	U	04	4065	7,650.87				9,299.68	3,531.17				4,292.16	44.1396				53.6520
Parks Superintendent	E	U	04	4068	6,818.02				8,287.37	3,146.78				3,824.94	39.3348				47.8117
Parks Supervisor	E	U	04	4033	5,903.08				7,175.22	2,724.50				3,311.64	34.0562				41.3955
Purchasing Supervisor	E	U	04	4036	6,948.13				8,445.52	3,206.83				3,897.93	40.0854				48.7241
Recreation Supervisor I	E	U	04	4037	6,042.68				7,344.89	2,788.93				3,389.95	34.8616				42.3744
Senior Librarian	E	U	04	4038	6,424.90				7,809.49	2,965.34				3,604.38	37.0668				45.0548
Senior Planner I	E	U	04	4039	7,727.37				9,392.67	3,566.48				4,335.08	44.5810				54.1885
Senior Planner II	E	U	04	4040	8,122.55				9,873.02	3,748.87				4,556.78	46.8609				56.9597
Senior Recreation Supervisor	E	U	04	4041	7,017.96				8,530.36	3,239.06				3,937.09	40.4882				49.2136
Street Tree Supervisor	E	U	04	4042	5,903.08				7,175.22	2,724.50				3,311.64	34.0562				41.3955
Supervising Engineer	E	U	04	4043	8,842.25				10,747.84	4,081.04				4,960.54	51.0130				62.0068
Supervising Librarian	E	U	04	4044	7,063.55				8,585.76	3,260.10				3,962.66	40.7512				49.5333
Supervising Transportation Engineer	E	U	04	4047	8,926.80				10,850.60	4,120.06				5,007.97	51.5007				62.5996
Supervising Transportation Planner	E	U	04	4046	8,122.55				9,873.02	3,748.87				4,556.78	46.8609				56.9597
Treatment Plant Technician Supervisor	E	U	04	4049	7,919.80				9,626.57	3,655.29				4,443.03	45.6911				55.5379
Urban Forest Superintendent	E	U	04	4050	7,507.31				9,125.13	3,464.91				4,211.60	43.3114				52.6450
Wastewater Collection System Superintendent	E	U	04	4053	10,054.11				12,220.87	4,640.36				5,640.40	58.0045				70.5050
Wastewater Collection System Supervisor	E	U	04	4052	7,919.80				9,626.57	3,655.29				4,443.03	45.6911				55.5379
Wastewater Treatment Superintendent	E	U	04	4054	10,054.11				12,220.87	4,640.36				5,640.40	58.0045				70.5050
Wastewater Treatment Supervisor	E	U	04	4055	7,919.80				9,626.57	3,655.29				4,443.03	45.6911				55.5379
Water Conservation Supervisor	E	U	04	4066	7,727.37				9,392.67	3,566.48				4,335.08	44.5810				54.1885
Water Distribution Superintendent	E	U	04	4059	10,054.11				12,220.87	4,640.36				5,640.40	58.0045				70.5050
Water Distribution Supervisor	E	U	04	4060	8,073.59				9,813.48	3,726.27				4,529.30	46.5784				56.6163
Water Treatment Superintendent	E	U	04	4057	10,054.11				12,220.87	4,640.36				5,640.40	58.0045				70.5050
Water Treatment Supervisor	E	U	04	4058	8,073.59				9,813.48	3,726.27				4,529.30	46.5784				56.6163
Waterfront Maintenance Superintendent	E	U	04	4062	7,034.02				8,549.93	3,246.47				3,946.12	40.5809				49.3265
Waterfront Parking Supervisor	E	U	04	4061	6,459.33				7,851.37	2,981.23				3,623.71	37.2654				45.2964
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	6,235.97				7,579.85	2,878.14				3,498.39	35.9767				43.7299
Administrative Supervisor*	E	U	05	5004	5,932.57				7,211.06	2,738.11				3,328.18	34.2264				41.6023
Information Technology Supervisor*	E	U	05	5001	9,025.86				10,970.96	4,165.78				5,063.52	52.0722				63.2940
Legal Office Supervisor*	E	U	05	5002	5,932.57				7,211.06	2,738.11				3,328.18	34.2264				41.6023
Payroll Supervisor*	E	U	05	5003	6,235.97				7,579.85	2,878.14				3,498.39	35.9767				43.7299
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	4,322.59	4,538.76	4,765.65	5,003.94	5,254.12	1,995.04	2,094.81	2,199.53	2,309.51	2,424.98	24.9380	26.1851	27.4941	28.8689	30.3123
Airport Patrol Officer	N	C	19	1901	5,710.81	5,996.36	6,296.14	6,610.96	6,941.52	2,635.76	2,767.55	2,905.91	3,051.21	3,203.78	32.9470	34.5944	36.3239	38.1401	40.0472
Airport Patrol Officer II	N	C	19	1903	6,251.57	6,564.18	6,892.36	7,237.01	7,598.83	2,885.34	3,029.62	3,181.09	3,340.16	3,507.15	36.0668	37.8702	39.7636	41.7520	43.8394
Control Systems Operator Specialist I	N	C	19	1904	5,993.52	6,293.19	6,607.86	6,938.25	7,285.16	2,766.24	2,904.55	3,049.78	3,202.27	3,362.38	34.5780	36.3069	38.1223	40.0284	42.0297
Control Systems Operator Specialist II	N	C	19	1905	6,657.56	6,990.47	7,339.97	7,706.96	8,092.31	3,072.72	3,226.37	3,387.68	3,557.06	3,734.91	38.4090	40.3296	42.3460	44.4633	46.6864
Harbor Patrol Officer	N	C	19	1906	6,737.81	7,074.71	7,428.46	7,799.87	8,189.89	3,109.76	3,265.25	3,428.52	3,599.94	3,779.95	38.8720	40.8156	42.8565	44.9993	47.2494
Harbor Patrol Officer - Entry	N	C	19	1907	6,047.69	6,350.09	6,667.55	7,000.93	7,350.94	2,791.24	2,930.81	3,077.33	3,231.20	3,392.74	34.8905	36.6351	38.4666	40.3900	42.4093
Laboratory Analyst Coordinator	N	C	19	1911	6,194.05	6,503.75	6,828.94	7,170.39	7,528.91	2,858.79	3,001.73	3,151.82	3,309.41	3,474.88	35.7349	37.5216	39.3977	41.3676	43.4360
Laboratory Analyst I	N	C	19	1909	5,099.55	5,354.57	5,622.31	5,903.41	6,198.60	2,353.64	2,471.34	2,594.91	2,724.65	2,860.89	29.4205	30.8918	32.4364	34.0581	35.7611
Laboratory Analyst II	N	C	19	1910	5,659.20	5,942.13	6,239.26	6,551.20	6,878.78	2,611.94	2,742.52	2,879.66	3,023.63	3,174.82	32.6492	34.2815	35.9957	37.7954	39.6853
Lead Meter Reader/Water Distribution OIT	N	C	19	1912	4,227.54	4,438.89	4,660.85	4,893.89	5,138.60	1,951.17	2,048.72	2,151.16	2,258.72	2,371.66	24.3896	25.6090	26.8895	28.2340	29.6457
Lead Park Ranger	N	C	19	1955	4,762.57	5,000.69	5,250.74	5,513.26	5,789.01	2,198.11	2,308.01	2,423.42	2,544.58	2,671.85	27.4764	28.8501	30.2927	31.8073	33.3981

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 FLSA 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 \$105.00 per hour, or such greater amount as may be provided by ordinance. The official salary schedules for such limited or temporary hourly classifications shall be made publicly available on the City's web site.

SECTION 3. SALARY SCHEDULE

**SCHEDULE F
FIRE EMPLOYEES**

TABLE OF BASIC SALARY CONVERSION FOR FIRE
(53 HR/WK)

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	2,802.06	2,942.15	3,089.27	3,243.73	3,405.92
hourly	26.4345	27.7561	29.1441	30.6012	32.1313
Fire Engineer	3,174.14	3,332.86	3,499.51	3,674.48	3,858.20
hourly	29.9447	31.4421	33.0142	34.6649	36.3981
Fire Captain	3,668.09	3,851.50	4,044.09	4,246.28	4,458.60
hourly	34.6046	36.3349	38.1518	40.0592	42.0623

* Salaries do not include base overtime

TABLE OF BASIC SALARY CONVERSION FOR FIRE
(56 HR/WK, without base O.T.)

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	2,960.67	3,108.69	3,264.13	3,427.34	3,598.71
hourly	26.4345	27.7561	29.1441	30.6012	32.1313
Fire Engineer	3,353.81	3,521.51	3,697.60	3,882.47	4,076.59
hourly	29.9447	31.4421	33.0142	34.6649	36.3981
Fire Captain	3,875.72	4,069.51	4,273.00	4,486.64	4,710.97
hourly	34.6046	36.3349	38.1518	40.0592	42.0623

TABLE OF BASIC SALARY CONVERSION FOR FIRE
(56 HR/WK, with base O.T.)

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	3,039.97	3,191.96	3,351.57	3,519.14	3,695.10
hourly	26.4345	27.7561	29.1441	30.6012	32.1313
Fire Engineer	3,443.64	3,615.84	3,796.64	3,986.46	4,185.78
hourly	29.9447	31.4421	33.0142	34.6649	36.3981
Fire Captain	3,979.53	4,178.51	4,387.46	4,606.81	4,837.16
hourly	34.6046	36.3349	38.1518	40.0592	42.0623