

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 12/4/2018

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 2019 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
 * = Positions in this classification are designated as "confidential"

REVISION HISTORY
 Ordinance # 5810 = Treatment & Patrol COLA 10/13/18
 Ordinance # 5768 = POA COLA 7/7/18
 Ordinance # 5822 = Supervisors COLA 7/7/18
 Ordinance # 5823 =Unrepresented Managers/Attorneys COLA 7/7/18
 Agreement # 24,713 = City Attorney 6/23/2018
 Resolution #18-082 = Add Library Services Manager classification 10/27/18
 Resolution #18-089 = Add Housing Project Planner classification 12/4/18

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
CONFIDENTIAL																			
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	24.3861	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	25.6332	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	34.9220	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	39.9558	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	43.2751	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	21.4201	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	38.4106	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	34.9220	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	34.9220	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	24.6305	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	25.8901	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	34.9220	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	34.9220	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	39.9558	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	26.4118	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	29.4749	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	27.0786	28.4326	29.8541	31.3469	32.9143
Legal Assistant 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	23.1995	24.3596	25.5776	26.8563	28.1992
Legal Assistant 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	28.0407	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	28.6058	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	19.4835	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	34.9220	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	39.9558	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	26.4118	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	43.2751	45.4389	47.7108	50.0963	52.6012
GENERAL																			
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	28.1809	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	31.1373	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	24.3861	25.6053	26.8856	28.2299	29.6414

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
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	28.1809	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	25.6332	26.9147	28.2605	29.6736	31.1572
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	34.9220	36.6681	38.5016	40.4267	42.4479
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	39.9558	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	43.2751	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	28.6058	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	21.4201	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	32.7791	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	27.4869	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	20.4798	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	22.5156	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	17.2854	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	23.0779	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	23.7130	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	26.2006	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	22.2921	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	32.7297	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	32.7297	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	35.4484	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	35.4484	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	26.8100	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	26.8100	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	31.1373	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	32.6471	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	26.7423	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	25.3705	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	28.1894	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	27.4869	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	33.2441	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	29.3282	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	23.4322	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	27.2141	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	32.0832	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	23.7854	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	34.9220	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	30.9824	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	19.0986	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	25.8901	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	29.1824	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	26.5437	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	29.1824	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	26.5437	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	29.1824	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	25.0769	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	27.5694	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	34.9220	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	38.5851	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	22.2921	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	22.5156	23.6413	24.8234	26.0646	27.3677
Finance Analyst I	E	U	14	1456	6,053.15	6,355.81	6,673.62	7,007.30	7,357.63	2,793.76	2,933.45	3,080.13	3,234.14	3,395.83	34.9220	36.6681	38.5016	40.4267	42.4479
Finance Analyst II	E	U	14	1457	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	39.9558	41.9537	44.0513	46.2539	48.5668
Fire Public Education Coordinator	E	C	14	1459	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	30.9824				

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 Services Specialist	N	C	14	1460	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	28.6058	30.0361	31.5379	33.1149	34.7705
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	21.9609	23.0591	24.2120	25.4226	26.6938
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	26.8100	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	29.6223	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	43.0598	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	31.2929	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	33.3891	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	25.1267	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	19.8760	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	22.2921	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	22.2921	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	16.1276	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	29.6223	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	35.4484	37.2209	39.0820	41.0361	43.0878
Housing Project Planner	N	C	14	1590	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	38.0119	39.9127	41.9082	44.0036	46.2039
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	24.7537	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	26.9441	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	25.2524	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	32.7297	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	26.4118	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	29.0371	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	19.9901	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	20.8038	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	24.7537	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	26.9441	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	22.1973	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	17.2854	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	26.5437	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	25.2524	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	19.0986	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	21.4201	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	33.3891	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	27.2141	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	29.6223	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	34.9220	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	42.2092	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	17.7219	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	19.4835	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	30.9824	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	25.2524	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	26.9441	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	28.4635	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	31.4493	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	39.3626	41.3306	43.3972	45.5671	47.8455
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	27.2141	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	29.4749	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	37.6349	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	28.1809	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	5,061.51	1,921.90	2,018.00	2,118.90	2,224.85	2,336.08	24.0238	25.2250	26.4863	27.8106	29.2010
Project Engineer I	E	C	14	1505	6,083.39	6,387.57	6,706.96	7,042.32	7,394.44	2,807.72	2,948.11	3,095.52	3,250.30	3,412.82	35.0965	36.8514	38.6940	40.6288	42.6602
Project Engineer II	E	C	14	1506	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	38.5851	40.5143	42.5401	44.6671	46.9004

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	38.0119	39.9127	41.9082	44.0036	46.2039
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	30.5221	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	28.8197	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	32.6471	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	22.2921	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	35.2721	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	22.5156	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	25.8901	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	18.8148	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	21.4201	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	26.9441	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	29.1824	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	35.9827	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	24.8775	26.1213	27.4274	28.7988	30.2386
Senior Airport Security Aide	N	C	14	1587	3,295.74	3,460.54	3,633.54	3,815.24	4,005.99	1,521.11	1,597.17	1,677.02	1,760.88	1,848.92	19.0139	19.9646	20.9628	22.0110	23.1115
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	36.0717	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	37.9161	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	31.0083	32.5589	34.1869	35.8962	37.6910
Senior 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	25.8901	27.1845	28.5439	29.9710	31.4696
Senior Community Development Programs Specialist	N	C	14	1588	6,117.22	6,423.08	6,744.23	7,081.43	7,435.48	2,823.33	2,964.50	3,112.72	3,268.35	3,431.76	35.2916	37.0562	38.9090	40.8544	42.8970
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	20.1756	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	31.2929	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	31.3868	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	23.1995	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	24.2823	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	24.0238	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	38.4106	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	43.4914	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	39.3626	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	35.4484	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	36.0717	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	40.5582	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	33.5562	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	24.8775	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	31.2929	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	30.6748	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	25.7612	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	24.8775	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	19.8760	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	27.4869	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	26.1495	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	20.0752	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	22.5156	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	38.4106	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	26.5437	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	29.1824	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	24.7537	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	27.2141	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	23.1995	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	20.4798	21.5038	22.5790	23.7079	24.8932
Tree Trimmer II	N	C	14	1556	3,981.34	4,180.41	4,389.45	4,608.91	4,839.36	1,837.54	1,929.42	2,025.90	2,127.19	2,233.55	22.9692	24.1178	25.3237	26.5899	27.9194
Vehicle Services Assistant	N	C	14	1558	3,514.62	3,690.31	3,874.82	4,068.61	4,272.00	1,622.13	1,703.22	1,788.38	1,877.82	1,971.69	20.2766 </				

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	3,806.55	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	21.9609	23.0591	24.2120	25.4226	26.6938
Water Quality Research Analyst	E	C	14	1589	6,925.66	7,271.96	7,635.55	8,017.32	8,418.24	3,196.46	3,356.29	3,524.10	3,700.30	3,885.34	39.9558	41.9536	44.0513	46.2538	48.5668
Water Resources Specialist	E	C	14	1560	5,963.25	6,261.41	6,574.47	6,903.22	7,248.39	2,752.27	2,889.88	3,034.37	3,186.10	3,345.41	34.4034	36.1235	37.9296	39.8263	41.8176
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	26.9441	28.2912	29.7057	31.1911	32.7506
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	26.1495	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	20.4798	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	22.5156	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	22.5156	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	42.2092	44.3198	46.5357	48.8624	51.3056
Web Services Technician	E	C	14	1586	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	31.2929	32.8575	34.5004	36.2255	38.0368
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	27.0786	28.4326	29.8541	31.3469	32.9143
FIRE																			
Fire Captain (53 Hour Not including base O.T.)	7	C	34	3400	7,861.06	8,254.13	8,666.85	9,100.17	9,555.20	3,628.18	3,809.60	4,000.09	4,200.08	4,410.09	34.2281	35.9396	37.7367	39.6234	41.6046
Fire Engineer (53 Hour Not including base O.T.)	7	C	34	3401	6,802.50	7,142.61	7,499.77	7,874.74	8,268.48	3,139.61	3,296.59	3,461.43	3,634.50	3,816.22	29.6190	31.0999	32.6550	34.2877	36.0021
Fire Inspector I (40 hour)	7	C	39	3901	6,344.95	6,662.22	6,995.34	7,345.11	7,712.34	2,928.44	3,074.87	3,228.62	3,390.05	3,559.54	36.6055	38.4359	40.3578	42.3756	44.4943
Fire Inspector II (40 hour)	7	C	39	3902	7,187.53	7,546.93	7,924.28	8,320.50	8,736.52	3,317.32	3,483.20	3,657.36	3,840.23	4,032.24	41.4665	43.5400	45.7170	48.0029	50.4030
Fire Inspector III (40 hour)	7	C	39	3903	8,306.03	8,721.33	9,157.42	9,615.28	10,096.06	3,833.55	4,025.23	4,226.50	4,437.82	4,659.72	47.9194	50.3154	52.8312	55.4727	58.2465
Firefighter (53 Hour Not including base O.T.)	7	C	34	3403	6,005.07	6,305.30	6,620.60	6,951.60	7,299.20	2,771.57	2,910.14	3,055.66	3,208.43	3,368.86	26.1469	27.4542	28.8270	30.2682	31.7817
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
Deputy City Prosecutor	E	U	01	0117	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 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	8,974.81				10,908.93	4,142.22				5,034.89	51.7777				62.9361
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	10,893.85				13,241.58	5,027.93				6,111.50	62.8491				76.3937
Fire Prevention Division Chief	E	C	33	3302	10,893.85				13,241.58	5,027.93				6,111.50	62.8491				76.3937

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MANAGEMENT/POLICE																			
Police Captain	E	C	23	2300	13,506.26				16,416.99	6,233.66				7,577.07	77.9208			94.7134	
Police Lieutenant	E	C	23	2301	11,571.45				14,065.18	5,340.67				6,491.62	66.7584			81.1453	
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					3,714.66					1,714.46					
Mayor	E			0002					4,643.34					2,143.08					
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	

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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

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Meter Reader/Water Distribution OIT	N	C	19	1913	3,845.29	4,037.56	4,239.45	4,451.42	4,673.98	1,774.75	1,863.49	1,956.67	2,054.50	2,157.22	22.1844	23.2936	24.4584	25.6812	26.9653
Park Ranger	N	C	19	1914	4,329.61	4,546.12	4,773.41	5,012.06	5,262.70	1,998.28	2,098.21	2,203.11	2,313.26	2,428.94	24.9785	26.2276	27.5389	28.9158	30.3618
Reclamation Specialist	N	C	19	1924	4,465.63	4,688.88	4,923.32	5,169.49	5,428.00	2,061.06	2,164.10	2,272.30	2,385.92	2,505.23	25.7632	27.0513	28.4038	29.8240	31.3154
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	5,184.47	5,443.66	5,715.86	6,001.69	6,301.75	2,392.83	2,512.46	2,638.09	2,770.01	2,908.50	29.9104	31.4058	32.9761	34.6251	36.3563
Senior Airport Operations Specialist	N	C	19	1916	4,818.19	5,059.12	5,312.08	5,577.67	5,856.54	2,223.78	2,334.98	2,451.73	2,574.31	2,703.02	27.7973	29.1872	30.6466	32.1789	33.7877
Senior Control Systems Operator Specialist	N	C	19	1917	7,289.25	7,653.75	8,036.45	8,438.26	8,860.13	3,364.27	3,532.50	3,709.13	3,894.58	4,089.29	42.0534	44.1562	46.3641	48.6822	51.1161
Senior Treatment Plant Technician	N	C	19	1918	5,759.09	6,047.04	6,349.40	6,666.86	7,000.20	2,658.04	2,790.94	2,930.49	3,077.01	3,230.86	33.2255	34.8868	36.6311	38.4626	40.3857
Senior Wastewater Collection System Operator	N	C	19	1919	4,788.55	5,028.01	5,279.39	5,543.35	5,820.56	2,210.10	2,320.62	2,436.64	2,558.47	2,686.41	27.6263	29.0077	30.4580	31.9809	33.5801
Senior Wastewater Treatment Plant Operator	N	C	19	1921	6,458.14	6,781.04	7,120.08	7,476.11	7,849.90	2,980.68	3,129.71	3,286.19	3,450.51	3,623.03	37.2585	39.1214	41.0774	43.1314	45.2879
Senior Water Distribution Operator	N	C	19	1920	4,980.11	5,229.12	5,490.55	5,765.11	6,053.36	2,298.51	2,413.44	2,534.10	2,660.82	2,793.86	28.7314	30.1680	31.6763	33.2602	34.9233
Treatment Plant Technician	N	C	19	1923	5,238.39	5,500.28	5,775.34	6,064.07	6,367.29	2,417.72	2,538.59	2,665.54	2,798.80	2,938.75	30.2215	31.7324	33.3192	34.9850	36.7344
Wastewater Collection System Lead Operator	N	C	19	1927	5,264.57	5,527.82	5,804.15	6,094.40	6,399.10	2,429.80	2,551.30	2,678.84	2,812.80	2,953.43	30.3725	31.8912	33.4855	35.1600	36.9179
Wastewater Collection System Operator I	N	C	19	1925	3,961.84	4,159.91	4,367.89	4,586.29	4,815.61	1,828.54	1,919.96	2,015.95	2,116.75	2,222.59	22.8567	23.9995	25.1994	26.4594	27.7824
Wastewater Collection System Operator II	N	C	19	1926	4,355.65	4,573.40	4,802.09	5,042.20	5,294.27	2,010.30	2,110.80	2,216.35	2,327.17	2,443.51	25.1287	26.3850	27.7044	29.0896	30.5439
Wastewater Collection System Operator Technician I	N	C	19	1929	5,033.30	5,284.98	5,549.27	5,826.71	6,118.04	2,323.06	2,439.22	2,561.20	2,689.25	2,823.71	29.0383	30.4903	32.0150	33.6156	35.2964
Wastewater Collection System Project Coordinator	N	C	19	1954	6,054.27	6,356.98	6,674.83	7,008.56	7,359.00	2,794.28	2,933.99	3,080.69	3,234.72	3,396.46	34.9285	36.6749	38.5086	40.4340	42.4557
Wastewater Compliance Specialist	N	C	19	1953	5,078.95	5,332.90	5,599.56	5,879.53	6,173.51	2,344.13	2,461.34	2,584.41	2,713.63	2,849.31	29.3016	30.7668	32.3051	33.9204	35.6164
Wastewater Treatment Plant Chief Operator	N	C	19	1932	7,155.76	7,513.55	7,889.22	8,283.71	8,697.85	3,302.66	3,467.79	3,641.18	3,823.25	4,014.39	41.2832	43.3474	45.5148	47.7906	50.1799
Wastewater Treatment Plant OIT	N	U	19	1931	4,331.04	4,547.55	4,774.94	5,013.71	5,264.37	1,998.94	2,098.87	2,203.82	2,314.02	2,429.71	24.9867	26.2359	27.5478	28.9252	30.3714
Wastewater Treatment Plant Operator I	N	C	19	1933	4,830.13	5,071.60	5,325.21	5,591.47	5,871.04	2,229.29	2,340.74	2,457.79	2,580.68	2,709.71	27.8661	29.2592	30.7224	32.2585	33.8714
Wastewater Treatment Plant Operator II	N	C	19	1934	5,303.89	5,569.11	5,847.57	6,139.94	6,446.96	2,447.95	2,570.36	2,698.88	2,833.82	2,975.52	30.5994	32.1295	33.7360	35.4227	37.1940
Wastewater Treatment Plant Operator III	N	C	19	1935	5,874.25	6,168.00	6,476.38	6,800.17	7,140.19	2,711.19	2,846.77	2,989.10	3,138.54	3,295.47	33.8899	35.5846	37.3637	39.2318	41.1934
Water Distribution Equipment Operator	N	C	19	1930	5,184.47	5,443.66	5,715.86	6,001.69	6,301.75	2,392.83	2,512.46	2,638.09	2,770.01	2,908.50	29.9104	31.4058	32.9761	34.6251	36.3563
Water Distribution Lead Operator	N	C	19	1937	5,475.15	5,748.90	6,036.33	6,338.15	6,655.05	2,526.99	2,653.34	2,786.00	2,925.30	3,071.56	31.5874	33.1668	34.8250	36.5663	38.3945
Water Distribution Lead Operator Technician	N	C	19	1938	6,053.60	6,356.26	6,674.09	7,007.82	7,358.17	2,793.97	2,933.66	3,080.35	3,234.38	3,396.08	34.9246	36.6707	38.5044	40.4297	42.4510
Water Distribution OIT	N	U	19	1941	3,675.71	3,859.48	4,052.47	4,255.07	4,467.82	1,696.48	1,781.30	1,870.37	1,963.88	2,062.07	21.2060	22.2662	23.3796	24.5485	25.7759
Water Distribution Operator I	N	C	19	1945	4,080.68	4,284.71	4,498.95	4,723.88	4,960.06	1,883.39	1,977.56	2,076.44	2,180.25	2,289.26	23.5424	24.7195	25.9555	27.2531	28.6158
Water Distribution Operator II	N	C	19	1947	4,529.85	4,756.35	4,994.17	5,243.88	5,506.04	2,090.70	2,195.24	2,305.00	2,420.25	2,541.25	26.1338	27.4405	28.8125	30.2531	31.7656
Water Distribution Operator Technician OIT	N	C	19	1936	4,404.36	4,624.58	4,855.80	5,098.58	5,353.51	2,032.78	2,134.42	2,241.14	2,353.19	2,470.85	25.4097	26.6803	28.0143	29.4149	30.8856
Water Distribution Operator Technician I	N	C	19	1948	4,983.49	5,232.65	5,494.30	5,769.01	6,057.44	2,300.07	2,415.07	2,535.83	2,662.62	2,795.74	28.7509	30.1884	31.6979	33.2827	34.9468
Water Distribution Operator Technician II	N	C	19	1949	5,478.89	5,752.80	6,040.47	6,342.51	6,659.64	2,528.72	2,655.14	2,787.91	2,927.31	3,073.68	31.6090	33.1892	34.8489	36.5914	38.4210
Water Distribution Operator/Emergency Services	N	C	19	1950	5,475.15	5,748.90	6,036.33	6,338.15	6,655.05	2,526.99	2,653.34	2,786.00	2,925.30	3,071.56	31.5874	33.1668	34.8250	36.5663	38.3945
Water Reclamation/Cross Connection Specialist	N	C	19	1939	5,875.13	6,168.89	6,477.32	6,801.21	7,141.25	2,711.60	2,847.18	2,989.53	3,139.02	3,295.96	33.8950	35.5897	37.3691	39.2378	41.1995
Water Treatment Chief Operator	N	C	19	1940	7,289.25	7,653.75	8,036.45	8,438.26	8,860.13	3,364.27	3,532.50	3,709.13	3,894.58	4,089.29	42.0534	44.1562	46.3641	48.6822	51.1161
Water Treatment Plant OIT	N	U	19	1942	4,542.50	4,769.59	5,008.12	5,258.52	5,521.45	2,096.54	2,201.35	2,311.44	2,427.01	2,548.36	26.2068	27.5169	28.8930	30.3376	31.8545
Water Treatment Plant Operator II	N	C	19	1944	5,714.43	6,000.15	6,300.19	6,615.18	6,945.94	2,637.43	2,769.30	2,907.78	3,053.16	3,205.82	32.9679	34.6162	36.3472	38.1645	40.0728
Water Treatment Plant Operator III	N	C	19	1946	6,340.97	6,658.04	6,990.92	7,340.45	7,707.48	2,926.60	3,072.94	3,226.58	3,387.90	3,557.30	36.5825	38.4117	40.3322	42.3487	44.4662
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	6,622.20	6,953.29	7,300.95	7,666.04	8,049.28	3,056.40	3,209.21	3,369.67	3,538.17	3,715.05	38.2050	40.1151	42.1209	44.2271	46.4381

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 \$80.00 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	2,771.57	2,910.14	3,055.66	3,208.43	3,368.86
hourly	26.1469	27.4542	28.8270	30.2682	31.7817
Fire Engineer	3,139.61	3,296.59	3,461.43	3,634.50	3,816.22
hourly	29.6190	31.0999	32.6550	34.2877	36.0021
Fire Captain	3,628.18	3,809.60	4,000.09	4,200.08	4,410.09
hourly	34.2281	35.9396	37.7367	39.6234	41.6046

* 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	2,928.45	3,074.86	3,228.62	3,390.04	3,559.55
hourly	26.1469	27.4542	28.8270	30.2682	31.7817
Fire Engineer	3,317.32	3,483.19	3,657.36	3,840.23	4,032.23
hourly	29.6190	31.0999	32.6550	34.2877	36.0021
Fire Captain	3,833.55	4,025.24	4,226.51	4,437.82	4,659.72
hourly	34.2281	35.9396	37.7367	39.6234	41.6046

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	3,006.89	3,157.23	3,315.10	3,480.84	3,654.90
hourly	26.1469	27.4542	28.8270	30.2682	31.7817
Fire Engineer	3,406.18	3,576.49	3,755.33	3,943.09	4,140.24
hourly	29.6190	31.0999	32.6550	34.2877	36.0021
Fire Captain	3,936.23	4,133.06	4,339.72	4,556.69	4,784.53
hourly	34.2281	35.9396	37.7367	39.6234	41.6046