

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 01/06/2018

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 2018 fiscal year. The City Administrator is hereby authorized to implement any changes to salaries already adopted by the City Council by Ordinance as part of a collective bargaining agreement or long-term salary plan without further action by the City Council:

**LEGEND**

FLSA-

- N = Non-Exempt under provisions of Fair Labor Standards Act (FLSA)
- E = Exempt under provisions of Fair Labor Standards Act (FLSA)
- 7 = 7K Exemption under provisions of Fair Labor Standards Act (FLSA)

UNIT-

- 01 = Executive Management
  - 02 = Managers
  - 04 = Supervisors
  - 05 = Confidential Supervisors
  - 14 = General Unit
  - 16 = Confidential
  - 19 = Treatment & Patrol
  - 21 = Police Chief
  - 22 = Police Deputy Chief
  - 23 = Police Management Association
  - 24 = Police Sworn
  - 29 = Police Non-Sworn
  - 31 = Fire Chief
  - 32 = Fire Operations Division Chief
  - 33 = Fire Battalion Chiefs
  - 34 = Fire Sworn
  - 39 = Fire Non-Sworn
- \* = Positions in this classification are designated as "confidential"

SERVICE STATUS

- A = Appointed Employees
- C = Classified
- U = Unclassified

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







Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
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	<b>26.9441</b>	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	<b>26.1495</b>	27.4570	28.8299	30.2715	31.7850
Waterfront Maintenance Worker I	N	C	14	1565	3,549.82	3,727.32	3,913.69	4,109.37	4,314.83	1,638.38	1,720.30	1,806.32	1,896.63	1,991.46	<b>20.4798</b>	21.5038	22.5790	23.7079	24.8932
Waterfront Maintenance Worker II	N	C	14	1566	3,902.71	4,097.82	4,302.72	4,517.87	4,743.74	1,801.25	1,891.30	1,985.87	2,085.17	2,189.42	<b>22.5156</b>	23.6413	24.8234	26.0646	27.3677
Waterfront Vessel Technician	N	C	14	1567	3,902.71	4,097.82	4,302.72	4,517.87	4,743.74	1,801.25	1,891.30	1,985.87	2,085.17	2,189.42	<b>22.5156</b>	23.6413	24.8234	26.0646	27.3677
Webmaster	E	C	14	1550	7,316.27	7,682.09	8,066.20	8,469.48	8,892.98	3,376.74	3,545.58	3,722.86	3,908.99	4,104.45	<b>42.2092</b>	44.3198	46.5357	48.8624	51.3056
Welder/Fabricator	N	C	14	1568	4,693.63	4,928.32	5,174.72	5,433.46	5,707.14	2,166.29	2,274.61	2,388.33	2,507.75	2,633.14	<b>27.0786</b>	28.4326	29.8541	31.3469	32.9143
<b>FIRE</b>																			
Fire Captain (53 Hour Not including base O.T.)	7	C	34	3400	7,645.67	8,027.98	8,429.40	8,850.86	9,293.40	3,528.77	3,705.22	3,890.49	4,085.01	4,289.26	<b>33.2903</b>	34.9549	36.7027	38.5378	40.4647
Fire Engineer (53 Hour Not including base O.T.)	7	C	34	3401	6,616.11	6,946.92	7,294.28	7,658.99	8,041.93	3,053.59	3,206.27	3,366.59	3,534.92	3,711.66	<b>28.8075</b>	30.2478	31.7603	33.3483	35.0157
Fire Inspector I (40 hour)	7	C	39	3901	6,171.12	6,479.68	6,803.68	7,143.85	7,501.04	2,848.21	2,990.62	3,140.16	3,297.16	3,462.02	<b>35.6026</b>	37.3828	39.2520	41.2145	43.2752
Fire Inspector II (40 hour)	7	C	39	3902	6,990.58	7,340.15	7,707.16	8,092.52	8,497.15	3,226.42	3,387.76	3,557.15	3,735.01	3,921.76	<b>40.3303</b>	42.3470	44.4644	46.6876	49.0220
Fire Inspector III (40 hour)	7	C	39	3903	8,078.46	8,482.37	8,906.52	9,351.81	9,819.44	3,728.52	3,914.94	4,110.70	4,316.22	4,532.05	<b>46.6065</b>	48.9368	51.3837	53.9528	56.6506
Firefighter (53 Hour Not including base O.T.)	7	C	34	3403	5,840.53	6,132.56	6,439.18	6,761.13	7,099.19	2,695.63	2,830.41	2,971.93	3,120.52	3,276.55	<b>25.4305</b>	26.7020	28.0371	29.4389	30.9108
<b>LEGAL/PROFESSIONAL ATTORNEY</b>																			
Assistant City Attorney I	E	U	01	0103	9,340.35					11,353.29	4,310.93			5,239.98	<b>53.8866</b>				65.4998
Assistant City Attorney II	E	U	01	0104	10,371.70					12,606.90	4,786.94			5,818.57	<b>59.8368</b>				72.7321
Assistant City Attorney III	E	U	01	0105	12,045.74					14,641.66	5,559.57			6,757.69	<b>69.4946</b>				84.4711
Assistant City Attorney IV	E	U	01	0106	13,250.29					16,105.83	6,115.52			7,433.46	<b>76.4440</b>				92.9182
Deputy City Attorney	E	U	01	0110	7,766.40					9,440.10	3,584.49			4,356.97	<b>44.8061</b>				54.4621
<b>MANAGEMENT</b>																			
Accounting Manager	E	U	02	0200	9,125.87					11,092.55	4,211.94			5,119.64	<b>52.6492</b>				63.9955
Airport Business Development Manager	E	U	02	0203	9,433.99					11,467.08	4,354.15			5,292.50	<b>54.4269</b>				66.1563
Airport Facilities Manager	E	U	02	0246	8,797.73					10,693.69	4,060.49			4,935.55	<b>50.7561</b>				61.6944
Airport Operations Manager	E	U	02	0202	9,433.99					11,467.08	4,354.15			5,292.50	<b>54.4269</b>				66.1563
Assistant Library Director	E	U	02	0253	10,949.40					13,309.10	5,053.57			6,142.66	<b>63.1696</b>				76.7833
Assistant Parks & Recreation Director	E	U	02	0205	10,905.20					13,255.36	5,033.17			6,117.86	<b>62.9146</b>				76.4732
Budget Manager	E	U	02	0207	9,614.58					11,686.61	4,437.50			5,393.82	<b>55.4687</b>				67.4227
Chief Building Official	E	U	02	0208	10,215.36					12,416.86	4,714.78			5,730.86	<b>58.9347</b>				71.6358
City Clerk Services Manager	E	U	02	0209	9,576.19					11,639.98	4,419.78			5,372.30	<b>55.2473</b>				67.1537
City Engineer	E	U	02	0206	12,166.48					14,788.43	5,615.30			6,825.43	<b>70.1912</b>				85.3179
City Planner	E	U	02	0210	10,640.05					12,933.05	4,910.79			5,969.10	<b>61.3849</b>				74.6138
Community Development Business Manager	E	U	02	0211	8,885.93					10,800.92	4,101.20			4,985.04	<b>51.2650</b>				62.3130
Creeks Restoration/Clean Water Manager	E	U	02	0212	9,250.26					11,243.74	4,269.35			5,189.42	<b>53.3669</b>				64.8678
Emergency Services Manager	E	U	02	0215	8,033.26					9,764.50	3,707.66			4,506.69	<b>46.3458</b>				56.3336
Environmental Services Manager	E	U	02	0217	8,885.93					10,800.92	4,101.20			4,985.04	<b>51.2650</b>				62.3130
Facilities and Energy Manager	E	U	02	0218	9,626.80					11,701.45	4,443.14			5,400.67	<b>55.5392</b>				67.5084
Finance and Treasury Manager	E	U	02	0255	10,504.93					12,768.84	4,848.43			5,893.31	<b>60.6054</b>				73.6664
Fire Business Manager	E	U	02	0254	8,623.96					10,482.49	3,980.29			4,838.07	<b>49.7536</b>				60.4759
Fire Operations Division Chief	E	U	32	3200	12,788.66					15,544.73	5,902.46			7,174.49	<b>73.7808</b>				89.6811
Fleet Manager	E	U	02	0219	8,312.85					10,104.32	3,836.70			4,663.53	<b>47.9588</b>				58.2941
General Services Manager	E	U	02	0220	9,125.87					11,092.55	4,211.94			5,119.64	<b>52.6492</b>				63.9955
Harbor Operations Manager	E	U	02	0222	9,175.88					11,153.37	4,235.02			5,147.71	<b>52.9378</b>				64.3464
Housing & Redevelopment Manager	E	U	02	0213	11,121.80					13,518.66	5,133.14			6,239.38	<b>64.1642</b>				77.9922

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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
Human Resources Manager	E	U	02	0223	10,297.45				12,516.64	4,752.67				5,776.91	<b>59.4084</b>			72.2114	
Information Technology Manager	E	U	02	0214	10,297.45				12,516.64	4,752.67				5,776.91	<b>59.4084</b>			72.2114	
Parks & Recreation Business Manager	E	U	02	0226	8,885.93				10,800.92	4,101.20				4,985.04	<b>51.2650</b>			62.3130	
Parks Manager	E	U	02	0227	8,547.26				10,389.25	3,944.89				4,795.04	<b>49.3111</b>			59.9380	
Police Business Manager	E	U	02	0229	8,623.96				10,482.49	3,980.29				4,838.07	<b>49.7536</b>			60.4759	
Police Information Technology Manager	E	U	02	0228	9,064.99				11,018.58	4,183.84				5,085.50	<b>52.2980</b>			63.5687	
Police Public Engagement Manager	E	U	02	0249	9,057.04				11,008.88	4,180.17				5,081.02	<b>52.2521</b>			63.5127	
Principal Engineer	E	U	02	0231	10,109.80				12,288.55	4,666.06				5,671.64	<b>58.3258</b>			70.8955	
Principal Planner	E	U	02	0232	9,250.26				11,243.74	4,269.35				5,189.42	<b>53.3669</b>			64.8678	
Principal Traffic Engineer	E	U	02	0252	10,109.80				12,288.55	4,666.06				5,671.64	<b>58.3258</b>			70.8955	
Public Safety Communications Manager	E	U	02	0245	8,885.93				10,800.92	4,101.20				4,985.04	<b>51.2650</b>			62.3130	
Public Works Business Manager	E	U	02	0234	8,885.93				10,800.92	4,101.20				4,985.04	<b>51.2650</b>			62.3130	
Recreation Programs Manager	E	U	02	0235	8,547.26				10,389.25	3,944.89				4,795.04	<b>49.3111</b>			59.9380	
Risk Manager	E	U	02	0236	9,001.44				10,941.34	4,154.51				5,049.85	<b>51.9314</b>			63.1231	
Senior Assistant to the City Administrator	E	U	02	0248	9,509.91				11,559.38	4,389.19				5,335.10	<b>54.8649</b>			66.6887	
Streets Operations & Infrastructure Manager	E	U	02	0251	10,613.85				12,901.18	4,898.70				5,954.39	<b>61.2337</b>			74.4299	
Transportation Planning & Parking Manager	E	U	02	0250	10,109.80				12,288.55	4,666.06				5,671.64	<b>58.3258</b>			70.8955	
Wastewater System Manager	E	U	02	0240	11,451.61				13,919.51	5,285.36				6,424.39	<b>66.0670</b>			80.3049	
Water Resources Manager	E	U	02	0242	13,167.90				16,005.71	6,077.49				7,387.25	<b>75.9686</b>			92.3406	
Water Supply Manager	E	U	02	0247	10,948.90				13,308.49	5,053.34				6,142.38	<b>63.1668</b>			76.7798	
Water System Manager	E	U	02	0241	11,451.61				13,919.51	5,285.36				6,424.39	<b>66.0670</b>			80.3049	
Waterfront Business Manager	E	U	02	0244	8,885.93				10,800.92	4,101.20				4,985.04	<b>51.2650</b>			62.3130	
Waterfront Facilities Manager	E	U	02	0243	8,797.73				10,693.69	4,060.49				4,935.55	<b>50.7561</b>			61.6944	
<b>MANAGEMENT/APPOINTED</b>																			
City Administrator/Clerk/Treasurer	E	U	01	0107	18,825.08				22,882.06	8,688.50				<b>10,560.95</b>	108.6062			132.0119	
City Attorney	E	U	01	0108					20,289.62					<b>9,364.44</b>				117.0555	
<b>MANAGEMENT/EXECUTIVE</b>																			
Administrative Services Director	E	U	01	0100	12,847.94				15,616.81	5,929.82				7,207.76	<b>74.1228</b>			90.0970	
Airport Director	E	U	01	0102	12,955.02				15,746.94	5,979.24				7,267.82	<b>74.7405</b>			90.8478	
Assistant City Administrator	E	U	01	0101	15,220.01				18,500.08	7,024.62				8,538.50	<b>87.8078</b>			106.7312	
Community Development Director	E	U	01	0109	13,645.00				16,585.62	6,297.69				7,654.90	<b>78.7211</b>			95.6862	
Finance Director	E	U	01	0111	13,509.90				16,421.38	6,235.34				7,579.10	<b>77.9417</b>			94.7388	
Fire Chief	E	U	31	3100	14,559.37				17,697.05	6,719.71				8,167.87	<b>83.9964</b>			102.0984	
Library Director	E	U	01	0112	13,058.37				15,872.61	6,026.94				7,325.82	<b>75.3368</b>			91.5727	
Parks & Recreation Director	E	U	01	0113	13,086.52				15,906.76	6,039.93				7,341.58	<b>75.4991</b>			91.7698	
Police Chief	E	U	21	2100	15,612.35				18,976.92	7,205.70				8,758.58	<b>90.0712</b>			109.4822	
Public Works Director	E	U	01	0114	14,747.70				17,925.94	6,806.63				8,273.51	<b>85.0829</b>			103.4189	
Waterfront Director/Harbormaster	E	U	01	0115	12,349.87				15,011.40	5,699.94				6,928.34	<b>71.2493</b>			86.6042	
<b>MANAGEMENT/FIRE</b>																			
Fire Battalion Chief	E	C	33	3300	10,893.85				13,241.58	5,027.93				6,111.50	<b>62.8491</b>			76.3937	
Fire Prevention Division Chief	E	C	33	3302	10,893.85				13,241.58	5,027.93				6,111.50	<b>62.8491</b>			76.3937	
<b>MANAGEMENT/POLICE</b>																			
Police Captain	E	C	23	2300	13,049.53				15,861.82	6,022.86				7,320.84	<b>75.2858</b>			91.5105	
Police Lieutenant	E	C	23	2301	11,180.15				13,589.55	5,160.07				6,272.10	<b>64.5009</b>			78.4013	

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
<b>MAYOR/CITY COUNCIL</b>																			
City Councilmember	E			0001					3,448.66						1,591.69				
Mayor	E			0002					4,310.84						1,989.62				
<b>POLICE</b>																			
Identification Technician	N	C	29	2901	6,021.43	6,322.51	6,638.62	6,970.56	7,319.07	2,779.12	2,918.08	3,063.98	3,217.18	3,378.03	34,7390	36.4760	38.2997	40.2148	42.2254
Parking Enforcement Officer	N	C	29	2902	4,000.17	4,200.17	4,410.19	4,630.73	4,862.22	1,846.23	1,938.54	2,035.47	2,137.26	2,244.10	23,0779	24.2318	25.4434	26.7157	28.0513
Police Officer Range A	7	C	24	2400	6,887.90	7,232.29	7,593.93	7,973.57	8,372.28	3,179.03	3,337.98	3,504.89	3,680.11	3,864.13	39,7379	41.7247	43.8111	46.0014	48.3016
Police Officer Range B	7	C	24	2400	7,025.66	7,376.93	7,745.80	8,133.05	8,539.72	3,242.61	3,404.74	3,574.99	3,753.71	3,941.41	40,5327	42.5592	44.6873	46.9214	49.2676
Police Officer Range C	7	C	24	2400	7,163.42	7,521.57	7,897.68	8,292.52	8,707.17	3,306.19	3,471.50	3,645.08	3,827.32	4,018.69	41,3274	43.3937	45.5635	47.8415	50.2337
Police Officer Range D	7	C	24	2400	7,301.18	7,666.22	8,049.56	8,451.99	8,874.61	3,369.77	3,538.25	3,715.18	3,900.92	4,095.98	42,1222	44.2282	46.4398	48.7615	51.1997
Police Officer - Entry	7	C	24	2903	6,520.17	6,846.19	7,188.50	7,547.93	7,925.30	3,009.31	3,159.78	3,317.77	3,483.66	3,657.83	37,6164	39.4972	41.4721	43.5458	45.7229
Police Property/Evidence Assistant	N	C	29	2905	4,246.88	4,459.24	4,682.23	4,916.32	5,162.13	1,960.10	2,058.11	2,161.03	2,269.07	2,382.52	24,5012	25.7264	27.0129	28.3634	29.7815
Police Property/Evidence Technician	N	C	29	2906	5,006.71	5,257.05	5,519.89	5,795.90	6,085.69	2,310.79	2,426.33	2,547.64	2,675.03	2,808.78	28,8849	30.3291	31.8455	33.4379	35.1097
Police Range/Equipment Specialist	N	C	29	2908	4,739.43	4,976.40	5,225.24	5,486.48	5,760.80	2,187.43	2,296.80	2,411.65	2,532.22	2,658.83	27,3429	28.7100	30.1456	31.6528	33.2354
Police Records Specialist	N	C	29	2904	3,674.97	3,858.73	4,051.62	4,254.23	4,466.93	1,696.14	1,780.95	1,869.98	1,963.49	2,061.66	21,2018	22.2619	23.3748	24.5436	25.7707
Police Records Supervisor	N	C	29	2914	5,006.71	5,257.05	5,519.89	5,795.90	6,085.69	2,310.79	2,426.33	2,547.64	2,675.03	2,808.78	28,8849	30.3291	31.8455	33.4379	35.1097
Police Sergeant	7	C	24	2401	8,882.90	9,327.02	9,793.38	10,283.04	10,797.24	4,099.80	4,304.78	4,520.02	4,746.02	4,983.34	51,2475	53.8097	56.5003	59.3252	62.2917
Police Services Coordinator	N	C	29	2916	4,419.81	4,640.76	4,872.81	5,116.45	5,372.25	2,039.91	2,141.89	2,248.99	2,361.44	2,479.50	25,4989	26.7736	28.1124	29.5180	30.9938
Police Services Specialist	N	C	29	2915	3,786.62	3,975.92	4,174.73	4,383.47	4,602.65	1,747.67	1,835.04	1,926.80	2,023.14	2,124.30	21,8459	22.9380	24.0850	25.2892	26.5537
Police Technician	N	C	29	2909	4,000.17	4,200.17	4,410.19	4,630.73	4,862.22	1,846.23	1,938.54	2,035.47	2,137.26	2,244.10	23,0779	24.2318	25.4434	26.7157	28.0513
Public Safety Dispatcher I	N	U	29	2910	4,419.81	4,640.76	4,872.81	5,116.45	5,372.25	2,039.91	2,141.89	2,248.99	2,361.44	2,479.50	25,4989	26.7736	28.1124	29.5180	30.9938
Public Safety Dispatcher II	N	C	29	2911	4,645.81	4,878.08	5,122.00	5,378.12	5,647.01	2,144.22	2,251.42	2,364.00	2,482.21	2,606.31	26,8028	28.1427	29.5500	31.0276	32.5789
Public Safety Dispatcher III	N	C	29	2912	5,133.12	5,389.80	5,659.29	5,942.24	6,239.35	2,369.13	2,487.60	2,611.98	2,742.57	2,879.70	29,6141	31.0950	32.6497	34.2821	35.9962
Public Safety Dispatcher Supervisor	N	C	29	2913	5,932.01	6,228.58	6,540.04	6,867.03	7,210.36	2,737.85	2,874.73	3,018.48	3,169.40	3,327.86	34,2231	35.9341	37.7310	39.6175	41.5983
<b>SUPERVISOR</b>																			
Accounting Supervisor	E	U	04	4064	7,936.98				9,647.45	3,663.22				4,452.67	45,7903				55.6584
Administrative Supervisor	E	U	04	4001	5,873.83				7,139.67	2,711.00				3,295.23	33,8875				41.1904
Administrative/Clerical Supervisor	E	U	04	4000	5,316.18				6,461.85	2,453.62				2,982.39	30,6703				37.2799
Airport Business Development Supervisor	E	U	04	4067	6,928.83				8,422.05	3,197.92				3,887.10	39,9740				48.5887
Airport Maintenance Supervisor	E	U	04	4003	6,475.24				7,870.72	2,988.57				3,632.64	37,3571				45.4080
Airport Operations Supervisor	E	U	04	4004	6,475.24				7,870.72	2,988.57				3,632.64	37,3571				45.4080
Airport Patrol Supervisor	E	U	04	4005	7,951.71				9,665.37	3,670.02				4,460.94	45,8753				55.7617
Billing Supervisor	E	U	04	4008	6,174.22				7,504.79	2,849.64				3,463.75	35,6205				43.2969
Building Inspection/Plan Check Supervisor	E	U	04	4009	8,753.96				10,640.52	4,040.29				4,911.01	50,5036				61.3876
City TV Production Supervisor	E	U	04	4022	7,184.73				8,733.10	3,316.03				4,030.66	41,4504				50.3832
Community Development Programs Supv. I	E	U	04	4011	7,650.87				9,299.68	3,531.17				4,292.16	44,1396				53.6520
Community Development Programs Supv. II	E	U	04	4012	8,042.13				9,775.26	3,711.75				4,511.66	46,3969				56.3957
Creeks Supervisor	E	U	04	4023	7,650.87				9,299.68	3,531.17				4,292.16	44,1396				53.6520
Custodial Supervisor	E	U	04	4014	5,008.73				6,088.16	2,311.72				2,809.92	28,8965				35.1240
Facilities Maintenance Superintendent	E	U	04	4018	8,369.70				10,173.45	3,862.94				4,695.44	48,2867				58.6930
Facilities Maintenance Supervisor	E	U	04	4019	6,555.10				7,967.81	3,025.43				3,677.45	37,8179				45.9681
Finance Supervisor	E	U	04	4020	6,174.22				7,504.79	2,849.64				3,463.75	35,6205				43.2969
Fleet Services Supervisor	E	U	04	4007	6,754.15				8,209.72	3,117.30				3,789.10	38,9663				47.3637
Harbor Patrol Supervisor	E	U	04	4024	8,340.74				10,138.20	3,849.57				4,679.17	48,1196				58.4896
Information Technology Supervisor	E	U	04	4027	8,936.48				10,862.32	4,124.53				5,013.38	51,5566				62.6673
Laboratory Supervisor	E	U	04	4028	7,565.11				9,195.46	3,491.59				4,244.06	43,6449				53.0508

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	5,817.18				7,070.81	2,684.85				3,263.45	<b>33.5606</b>				40.7931
Maintenance Supervisor II	E	U	04	4031	6,395.37				7,773.63	2,951.71				3,587.83	<b>36.8964</b>				44.8479
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	5,982.84				7,272.18	2,761.31				3,356.39	<b>34.5164</b>				41.9549
Parking Supervisor	E	U	04	4034	6,395.37				7,773.63	2,951.71				3,587.83	<b>36.8964</b>				44.8479
Parking/TMP Superintendent	E	U	04	4035	8,288.95				10,075.28	3,825.67				4,650.13	<b>47.8209</b>				58.1266
Parks Capital Project Supervisor	E	U	04	4065	7,575.12				9,207.60	3,496.21				4,249.66	<b>43.7026</b>				53.1208
Parks Superintendent	E	U	04	4068	6,750.51				8,205.30	3,115.62				3,787.06	<b>38.9453</b>				47.3383
Parks Supervisor	E	U	04	4033	5,844.63				7,104.18	2,697.52				3,278.85	<b>33.7190</b>				40.9856
Purchasing Supervisor	E	U	04	4036	6,879.34				8,361.90	3,175.08				3,859.34	<b>39.6885</b>				48.2417
Recreation Supervisor I	E	U	04	4037	5,982.84				7,272.18	2,761.31				3,356.39	<b>34.5164</b>				41.9549
Senior Librarian	E	U	04	4038	6,361.29				7,732.18	2,935.98				3,568.70	<b>36.6998</b>				44.6087
Senior Neighborhood & Outreach Services Supervisor	E	U	04	4013	6,948.46				8,445.88	3,206.98				3,898.10	<b>40.0873</b>				48.7263
Senior Planner I	E	U	04	4039	7,650.87				9,299.68	3,531.17				4,292.16	<b>44.1396</b>				53.6520
Senior Planner II	E	U	04	4040	8,042.13				9,775.26	3,711.75				4,511.66	<b>46.3969</b>				56.3957
Senior Recreation Supervisor	E	U	04	4041	6,948.46				8,445.88	3,206.98				3,898.10	<b>40.0873</b>				48.7263
Street Tree Supervisor	E	U	04	4042	5,844.63				7,104.18	2,697.52				3,278.85	<b>33.7190</b>				40.9856
Supervising Engineer	E	U	04	4043	8,754.70				10,641.43	4,040.63				4,911.43	<b>50.5079</b>				61.3929
Supervising Librarian	E	U	04	4044	6,993.61				8,500.77	3,227.82				3,923.43	<b>40.3477</b>				49.0429
Supervising Transportation Engineer	E	U	04	4047	8,838.40				10,743.16	4,079.26				4,958.38	<b>50.9908</b>				61.9798
Supervising Transportation Planner	E	U	04	4046	8,042.13				9,775.26	3,711.75				4,511.66	<b>46.3969</b>				56.3957
Treatment Plant Technician Supervisor	E	U	04	4049	7,841.38				9,531.25	3,619.10				4,399.04	<b>45.2387</b>				54.9880
Urban Forest Superintendent	E	U	04	4050	7,432.99				9,034.78	3,430.61				4,169.90	<b>42.8826</b>				52.1238
Wastewater Collection System Superintendent	E	U	04	4053	9,954.58				12,099.86	4,594.42				5,584.55	<b>57.4302</b>				69.8069
Wastewater Collection System Supervisor	E	U	04	4052	7,841.38				9,531.25	3,619.10				4,399.04	<b>45.2387</b>				54.9880
Wastewater Treatment Superintendent	E	U	04	4054	9,954.58				12,099.86	4,594.42				5,584.55	<b>57.4302</b>				69.8069
Wastewater Treatment Supervisor	E	U	04	4055	7,841.38				9,531.25	3,619.10				4,399.04	<b>45.2387</b>				54.9880
Water Conservation Supervisor	E	U	04	4066	7,650.87				9,299.68	3,531.17				4,292.16	<b>44.1396</b>				53.6520
Water Distribution Superintendent	E	U	04	4059	9,954.58				12,099.86	4,594.42				5,584.55	<b>57.4302</b>				69.8069
Water Distribution Supervisor	E	U	04	4060	7,993.66				9,716.33	3,689.38				4,484.46	<b>46.1172</b>				56.0557
Water Treatment Superintendent	E	U	04	4057	9,954.58				12,099.86	4,594.42				5,584.55	<b>57.4302</b>				69.8069
Water Treatment Supervisor	E	U	04	4058	7,993.66				9,716.33	3,689.38				4,484.46	<b>46.1172</b>				56.0557
Waterfront Maintenance Superintendent	E	U	04	4062	6,964.38				8,465.28	3,214.33				3,907.05	<b>40.1791</b>				48.8381
Waterfront Parking Supervisor	E	U	04	4061	6,395.37				7,773.63	2,951.71				3,587.83	<b>36.8964</b>				44.8479
<b>SUPERVISOR/CONFIDENTIAL</b>																			
Administrator's Office Supervisor*	E	U	05	5000	6,174.22				7,504.79	2,849.64				3,463.75	<b>35.6205</b>				43.2969
Administrative Supervisor*	E	U	05	5004	5,873.83				7,139.67	2,711.00				3,295.23	<b>33.8875</b>				41.1904
Information Technology Supervisor*	E	U	05	5001	8,752.68				10,638.92	4,039.70				4,910.27	<b>50.4962</b>				61.3784
Legal Office Supervisor*	E	U	05	5002	5,873.83				7,139.67	2,711.00				3,295.23	<b>33.8875</b>				41.1904
Payroll Supervisor*	E	U	05	5003	6,174.22				7,504.79	2,849.64				3,463.75	<b>35.6205</b>				43.2969
<b>TREATMENT AND PATROL</b>																			
Airport Operations Specialist	N	C	19	1900	4,279.80	4,493.80	4,718.46	4,954.41	5,202.12	1,975.29	2,074.06	2,177.75	2,286.65	2,400.98	<b>24.6911</b>	25.9258	27.2219	28.5831	30.0122
Airport Patrol Officer	N	C	19	1901	5,654.26	5,936.99	6,233.80	6,545.50	6,872.80	2,609.66	2,740.15	2,877.14	3,021.00	3,172.06	<b>32.6208</b>	34.2519	35.9643	37.7625	39.6507
Airport Patrol Officer II	N	C	19	1903	6,189.69	6,499.18	6,824.11	7,165.36	7,523.58	2,856.78	2,999.62	3,149.59	3,307.09	3,472.42	<b>35.7097</b>	37.4952	39.3699	41.3386	43.4053
Control Systems Operator Specialist I	N	C	19	1904	5,934.18	6,230.88	6,542.45	6,869.57	7,213.03	2,738.85	2,875.79	3,019.59	3,170.57	3,329.09	<b>34.2356</b>	35.9474	37.7449	39.6321	41.6136
Control Systems Operator Specialist II	N	C	19	1905	6,591.65	6,921.24	7,267.30	7,630.68	8,012.20	3,042.30	3,194.42	3,354.14	3,521.85	3,697.94	<b>38.0287</b>	39.9303	41.9267	44.0231	46.2242
Harbor Patrol Officer	N	C	19	1906	6,671.10	7,004.66	7,354.92	7,722.65	8,108.82	3,078.97	3,232.92	3,394.58	3,564.30	3,742.53	<b>38.4871</b>	40.4115	42.4322	44.5538	46.7816
Harbor Patrol Officer - Entry	N	C	19	1907	5,987.80	6,287.21	6,601.53	6,931.62	7,278.16	2,763.60	2,901.79	3,046.86	3,199.21	3,359.15	<b>34.5450</b>	36.2724	38.0857	39.9901	41.9894
Laboratory Analyst Coordinator	N	C	19	1911	6,132.73	6,439.36	6,761.32	7,099.39	7,454.35	2,830.49	2,972.01	3,120.61	3,276.64	3,440.47	<b>35.3811</b>	37.1501	39.0076	40.9580	43.0059
Laboratory Analyst I	N	C	19	1909	5,049.07	5,301.55	5,566.64	5,844.95	6,137.21	2,330.34	2,446.87	2,569.22	2,697.67	2,832.56	<b>29.1292</b>	30.5859	32.1152	33.7209	35.4070
Laboratory Analyst II	N	C	19	1910	5,603.15	5,883.30	6,177.47	6,486.35	6,810.68	2,586.07	2,715.37	2,851.14	2,993.70	3,143.39	<b>32.3259</b>	33.9421	35.6393	37.4212	39.2924
Lead Meter Reader/Water Distribution OIT	N	C	19	1912	4,185.68	4,394.93	4,614.70	4,845.45	5,087.72	1,931.85	2,028.43	2,129.86	2,236.36	2,348.18	<b>24.1481</b>	25.3554	26.6233	27.9545	29.3522



Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
Meter Reader/Water Distribution OIT	N	C	19	1913	3,807.22	3,997.59	4,197.48	4,407.33	4,627.70	1,757.18	1,845.04	1,937.30	2,034.15	2,135.86	<b>21.9648</b>	23.0630	24.2162	25.4269	26.6983
Park Ranger	N	C	19	1914	4,286.75	4,501.10	4,726.15	4,962.45	5,210.62	1,978.50	2,077.43	2,181.30	2,290.36	2,404.90	<b>24.7312</b>	25.9679	27.2662	28.6295	30.0612
Reclamation Specialist	N	C	19	1924	4,421.41	4,642.47	4,874.59	5,118.32	5,374.24	2,040.65	2,142.68	2,249.81	2,362.30	2,480.42	<b>25.5081</b>	26.7835	28.1226	29.5287	31.0053
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	5,133.14	5,389.78	5,659.27	5,942.26	6,239.35	2,369.14	2,487.59	2,611.97	2,742.58	2,879.70	<b>29.6143</b>	31.0949	32.6496	34.2823	35.9963
Senior Airport Operations Specialist	N	C	19	1916	4,770.50	5,009.03	5,259.50	5,522.44	5,798.56	2,201.77	2,311.86	2,427.46	2,548.82	2,676.26	<b>27.5221</b>	28.8982	30.3432	31.8603	33.4532
Senior Control Systems Operator Specialist	N	C	19	1917	7,217.08	7,577.96	7,956.87	8,354.71	8,772.40	3,330.96	3,497.52	3,672.40	3,856.02	4,048.80	<b>41.6370</b>	43.7190	45.9050	48.2002	50.6100
Senior Treatment Plant Technician	N	C	19	1918	5,702.06	5,987.17	6,286.52	6,600.84	6,930.86	2,631.72	2,763.31	2,901.47	3,046.54	3,198.86	<b>32.8965</b>	34.5414	36.2684	38.0818	39.9858
Senior Wastewater Collection System Operator	N	C	19	1919	4,741.14	4,978.22	5,227.11	5,488.47	5,762.92	2,188.22	2,297.64	2,412.51	2,533.14	2,659.81	<b>27.3528</b>	28.7205	30.1564	31.6643	33.2476
Senior Wastewater Treatment Plant Operator	N	C	19	1921	6,394.20	6,713.92	7,049.60	7,402.09	7,772.18	2,951.17	3,098.73	3,253.66	3,416.35	3,587.16	<b>36.8896</b>	38.7341	40.6707	42.7044	44.8395
Senior Water Distribution Operator	N	C	19	1920	4,930.79	5,177.34	5,436.21	5,708.02	5,993.43	2,275.75	2,389.54	2,509.02	2,634.47	2,766.20	<b>28.4469</b>	29.8693	31.3627	32.9309	34.5775
Treatment Plant Technician	N	C	19	1923	5,186.52	5,445.83	5,718.14	6,004.03	6,304.26	2,393.78	2,513.46	2,639.14	2,771.09	2,909.66	<b>29.9223</b>	31.4182	32.9893	34.6386	36.3707
Wastewater Collection System Lead Operator	N	C	19	1927	5,212.44	5,473.07	5,746.69	6,034.06	6,335.75	2,405.74	2,526.03	2,652.32	2,784.95	2,924.19	<b>30.0718</b>	31.5754	33.1540	34.8119	36.5524
Wastewater Collection System Operator I	N	C	19	1925	3,922.60	4,118.73	4,324.65	4,540.88	4,767.92	1,810.43	1,900.95	1,995.99	2,095.79	2,200.58	<b>22.6304</b>	23.7619	24.9499	26.1974	27.5073
Wastewater Collection System Operator II	N	C	19	1926	4,312.51	4,528.12	4,754.56	4,992.28	5,241.86	1,990.39	2,089.90	2,194.41	2,304.13	2,419.32	<b>24.8799</b>	26.1238	27.4301	28.8016	30.2415
Wastewater Collection System Operator Technician I	N	C	19	1929	4,983.46	5,232.65	5,494.32	5,769.01	6,057.46	2,300.06	2,415.07	2,535.84	2,662.62	2,795.75	<b>28.7508</b>	30.1884	31.6980	33.2828	34.9469
Wastewater Collection System Project Coordinator	N	C	19	1954	5,994.34	6,294.04	6,608.72	6,939.18	7,286.11	2,766.62	2,904.94	3,050.18	3,202.70	3,362.82	<b>34.5827</b>	36.3118	38.1273	40.0337	42.0353
Wastewater Compliance Specialist	N	C	19	1953	5,028.66	5,280.12	5,544.11	5,821.34	6,112.38	2,320.92	2,436.98	2,558.82	2,686.77	2,821.10	<b>29.0115</b>	30.4622	31.9852	33.5846	35.2638
Wastewater Treatment Plant Chief Operator	N	C	19	1932	7,084.91	7,439.16	7,811.14	8,201.68	8,611.74	3,269.96	3,433.46	3,605.14	3,785.39	3,974.65	<b>40.8745</b>	42.9182	45.0642	47.3174	49.6831
Wastewater Treatment Plant OIT	N	U	19	1931	4,288.14	4,502.53	4,727.67	4,964.05	5,212.26	1,979.14	2,078.09	2,182.00	2,291.10	2,405.66	<b>24.7393</b>	25.9761	27.2750	28.6388	30.0707
Wastewater Treatment Plant Operator I	N	C	19	1933	4,782.31	5,021.38	5,272.50	5,536.12	5,812.91	2,207.22	2,317.56	2,433.46	2,555.13	2,682.88	<b>27.5902</b>	28.9695	30.4182	31.9391	33.5360
Wastewater Treatment Plant Operator II	N	C	19	1934	5,251.37	5,513.97	5,789.68	6,079.15	6,383.13	2,423.71	2,544.91	2,672.16	2,805.76	2,946.06	<b>30.2964</b>	31.8114	33.4020	35.0720	36.8257
Wastewater Treatment Plant Operator III	N	C	19	1935	5,816.09	6,106.92	6,412.25	6,732.85	7,069.49	2,684.35	2,818.58	2,959.50	3,107.47	3,262.84	<b>33.5544</b>	35.2323	36.9938	38.8434	40.7855
Water Distribution Equipment Operator	N	C	19	1930	5,133.14	5,389.78	5,659.27	5,942.26	6,239.35	2,369.14	2,487.59	2,611.97	2,742.58	2,879.70	<b>29.6143</b>	31.0949	32.6496	34.2823	35.9963
Water Distribution Lead Operator	N	C	19	1937	5,420.96	5,691.99	5,976.58	6,275.40	6,589.16	2,501.98	2,627.07	2,758.42	2,896.34	3,041.15	<b>31.2747</b>	32.8384	34.4802	36.2043	38.0144
Water Distribution Lead Operator Technician	N	C	19	1938	5,993.65	6,293.32	6,608.03	6,938.43	7,285.33	2,766.30	2,904.61	3,049.86	3,202.35	3,362.46	<b>34.5788</b>	36.3076	38.1232	40.0294	42.0307
Water Distribution OIT	N	U	19	1941	3,639.31	3,821.26	4,012.34	4,212.93	4,423.60	1,679.68	1,763.66	1,851.85	1,944.43	2,041.66	<b>20.9960</b>	22.0457	23.1481	24.3054	25.5207
Water Distribution Operator I	N	C	19	1945	4,040.27	4,242.29	4,454.41	4,677.10	4,910.97	1,864.74	1,957.98	2,055.88	2,158.66	2,266.60	<b>23.3093</b>	24.4748	25.6985	26.9833	28.3325
Water Distribution Operator II	N	C	19	1947	4,485.00	4,709.25	4,944.72	5,191.96	5,451.53	2,070.00	2,173.50	2,282.18	2,396.29	2,516.09	<b>25.8750</b>	27.1688	28.5272	29.9536	31.4511
Water Distribution Operator Technician OIT	N	C	19	1936	4,360.74	4,578.80	4,807.73	5,048.12	5,300.49	2,012.65	2,113.29	2,218.95	2,329.90	2,446.38	<b>25.1581</b>	26.4161	27.7369	29.1237	30.5798
Water Distribution Operator Technician I	N	C	19	1948	4,934.15	5,180.85	5,439.92	5,711.90	5,997.46	2,277.30	2,391.16	2,510.73	2,636.26	2,768.06	<b>28.4662</b>	29.8895	31.3841	32.9532	34.6008
Water Distribution Operator Technician II	N	C	19	1949	5,424.64	5,695.84	5,980.67	6,279.72	6,593.71	2,503.68	2,628.85	2,760.31	2,898.33	3,043.25	<b>31.2960</b>	32.8606	34.5039	36.2291	38.0406
Water Distribution Operator/Emergency Services	N	C	19	1950	5,420.96	5,691.99	5,976.58	6,275.40	6,589.16	2,501.98	2,627.07	2,758.42	2,896.34	3,041.15	<b>31.2747</b>	32.8384	34.4802	36.2043	38.0144
Water Reclamation/Cross Connection Specialist	N	C	19	1939	5,816.96	6,107.79	6,413.18	6,733.87	7,070.55	2,684.75	2,818.98	2,959.93	3,107.94	3,263.33	<b>33.5594</b>	35.2373	36.9991	38.8493	40.7916
Water Treatment Chief Operator	N	C	19	1940	7,217.08	7,577.96	7,956.87	8,354.71	8,772.40	3,330.96	3,497.52	3,672.40	3,856.02	4,048.80	<b>41.6370</b>	43.7190	45.9050	48.2002	50.6100
Water Treatment Plant OIT	N	U	19	1942	4,497.52	4,722.38	4,958.53	5,206.46	5,466.78	2,075.78	2,179.56	2,288.55	2,402.98	2,523.13	<b>25.9473</b>	27.2445	28.6069	30.0372	31.5391
Water Treatment Plant Operator II	N	C	19	1944	5,657.86	5,940.74	6,237.79	6,549.68	6,877.17	2,611.32	2,741.88	2,878.98	3,022.93	3,174.08	<b>32.6415</b>	34.2735	35.9873	37.7866	39.6760
Water Treatment Plant Operator III	N	C	19	1946	6,278.18	6,592.11	6,921.70	7,267.76	7,631.15	2,897.62	3,042.51	3,194.63	3,354.35	3,522.07	<b>36.2203</b>	38.0314	39.9329	41.9294	44.0259
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	6,556.64	6,884.43	7,228.67	7,590.14	7,969.56	3,026.14	3,177.43	3,336.31	3,503.14	3,678.26	<b>37.8267</b>	39.7179	41.7039	43.7892	45.9783

Subsection 2(a): Salary ranges for non-management positions shall have 5 steps. Appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. All step increases shall be based upon the equivalent of one year of satisfactory performance at the lower step in the appropriate range.

Subsection 2(b): The City Administrator may appoint a professional attorney or management employee to a salary anywhere between the minimum and maximum of the salary range.

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

Subsection 2(d): Employees may serve in an hourly assignment in the classifications listed herein as provided under Santa Barbara Municipal Code Section 3.04.160. All such appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. In the alternative, the City Administrator may authorize the creation of limited or temporary hourly classifications. Such limited or temporary ("L/T") hourly classifications shall be paid an hourly rate of not less than the applicable state or federal minimum wage and not greater than \$59.90 per hour, or such greater amount as may be provided by ordinance. The official salary schedules for such limited or temporary hourly classifications shall be made publicly available on the City's web site.

SECTION 3. SALARY SCHEDULE

**SCHEDULE F  
FIRE EMPLOYEES**

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

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

\* Salaries do not include base overtime

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

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

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

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