

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA, AUTHORIZING CLASSIFIED AND UNCLASSIFIED POSITIONS IN THE CITY'S SERVICE EFFECTIVE JULY 1, 2015, AND PROVIDING A SCHEDULE OF CLASSIFICATIONS AND SALARIES FOR THE SAME IN ACCORDANCE WITH THE OPERATING BUDGET FOR THE 2016 FISCAL YEAR.

SECTION 1. DEPARTMENT/DIVISION POSITIONS:

The Council hereby authorizes the following positions in each of the Departments and/or Divisions as provided for in the 2016 fiscal year operating budget:

	Full-Time Positions Authorized	Part-Time Positions Authorized
ADMINISTRATIVE SERVICES		
ADMINISTRATION		
Administrative Analyst II*	1	
Administrative Services Director	1	
	<u>2</u>	
CITY CLERK		
City Clerk Services Manager	1	
Deputy City Clerk	2	
Records Technician		0.5
	<u>3</u>	<u>0.5</u>
HUMAN RESOURCES		
Administrative Specialist*	3	
Human Resources Analyst II*	3	
Human Resources Assistant*	2	
Human Resources Manager	1	
Senior Human Resources Analyst*	1	
	<u>10</u>	
INFORMATION SYSTEMS		
Computer Training Coordinator	1	
Geographic Information Systems Coordinator	1	
Geographic Information Systems Technician	1	
Information Systems Manager	1	
Information Systems Supervisor	1	
Information Systems Supervisor*	1	
Network/Applications Analyst	2	
Network/Applications Analyst*	1	
PC/Network Technician II	3	
Senior Network/Applications Analyst	1	
Senior Network/Applications Analyst*	1	
Webmaster	1	
	<u>15</u>	
TOTAL ADMINISTRATIVE SERVICES	<u>30</u>	<u>0.5</u>

AIRPORT

ADMINISTRATION

Administrative Analyst II	1	
Administrative Specialist	1	
Airport Business Development Manager	1	
Airport Director	1	
Community Education Liaison		0.5
Executive Assistant*	1	
Marketing Coordinator	1	
Senior Property Management Specialist	1	
	<u>7</u>	<u>0.5</u>

CAPITAL SUPPORT

Project Planner	1	
Senior Engineering Technician		0.5
	<u>1</u>	<u>0.5</u>

CERTIFICATION & OPERATIONS

Administrative Assistant	1	
Administrative Specialist	1	
Airport Operations Manager	1	
Airport Operations Specialist	4	0.5
Airport Operations Supervisor	1	
Senior Airport Operations Specialist	3	
	<u>11</u>	<u>0.5</u>

MAINTENANCE

Accounting Assistant	1	
Airport Facilities Manager	1	
Airport Maintenance Supervisor	1	
Airport Maintenance Worker II	3	
Custodial Supervisor	1	
Custodian	8	
Grounds Maintenance Worker II	1	
Painter	2	
Senior Airport Maintenance Worker	4	
Senior Grounds Maintenance Worker	1	
	<u>23</u>	

SECURITY

Airport Operations Aide	1	
Airport Patrol Officer	6	
Airport Patrol Officer II	4	
Airport Patrol Supervisor	1	
	<u>12</u>	

TOTAL AIRPORT DEPARTMENT

<u>54</u>	<u>1.5</u>
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CITY ADMINISTRATOR

CITY ADMINISTRATOR

Administrator's Office Supervisor*	1	
Administrative Analyst III*	1	
Administrative Specialist*	1	
Assistant City Administrator	1	
Assistant to the City Administrator	1	
City Administrator/City Clerk/Treasurer	1	
City TV Production Specialist	1	
City TV Production Supervisor	1	
Communications Specialist		0.5
Employee Relations Manager	1	
	<u>9</u>	<u>0.5</u>
TOTAL CITY ADMINISTRATOR	<u>9</u>	<u>0.5</u>

CITY ATTORNEY

CITY ATTORNEY

Assistant City Attorney I	2
Assistant City Attorney III	3
City Attorney	1
Legal Office Supervisor*	1
Legal Secretary II*	2
Litigation Paralegal*	2
	<u>11</u>
TOTAL CITY ATTORNEY	<u>11</u>

COMMUNITY DEVELOPMENT

ADMINISTRATION

Accounting Assistant	1
Community Development Business Manager	1
Community Development Director	1
Executive Assistant*	1
Graphic Designer	1
	<u>5</u>

BUILDING & SAFETY

Administrative Specialist	2
Administrative Supervisor	1
Building Inspection/Plan Check Supervisor	2
Building Inspector Aide	2
Building Inspector	3
Chief Building Official	1
Plans Examiner	2
Records Technician	1
Senior Building Inspector	4
Senior Plan Check Engineer	1
Senior Plans Examiner	3
	<u>22</u>

COMMUNITY DEVELOPMENT (Continued)

HOUSING & HUMAN SERVICES

Administrative Specialist	1	
Community Development Programs Specialist	1	
Community Development Programs Supervisor II	1	
Housing & Redevelopment Manager		0.25
Project Planner	2	
Senior Rental Housing Mediation Specialist	1	
	6	0.25

PLANNING & ZONING

Administrative/Clerical Supervisor	1	
Associate Planner	9	
City Planner	1	
Commission Secretary	3	
Geographic Information Systems Technician	1	
Planning Commission Secretary	1	
Planning Technician II	5	
Principal Planner	1	
Project Planner	9	
Project Planner <i>(delete by 6/30/16)</i>	1	
Senior Planner II	3	0.5
	35	0.5

TOTAL COMMUNITY DEVELOPMENT DEPARTMENT	68	0.75
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FINANCE

ACCOUNTING

Accountant II	1	
Accounting Assistant	2	
Accounting Assistant*	1	
Accounting Manager	1	
Accounting Supervisor	1	
Accounting Technician	1	
Accounting Technician*	1	
Administrative Specialist	1	
Billing Supervisor	1	
Payroll Supervisor*	1	
Senior Accountant	2	
	13	

ADMINISTRATION

Budget Manager	1	
Executive Assistant*	1	
Finance Analyst I*	1	
Finance Director	1	
	4	

FINANCE (Continued)

ENVIRONMENTAL SERVICES

Administrative Specialist	1	
Code Enforcement Officer		0.5
Environmental Services Manager	1	
Environmental Services Specialist II	3	
Outreach Coordinator		0.5
Recycling Educator	2	
	<u>7</u>	<u>1</u>

GENERAL SERVICES

Administrative Specialist	1
Buyer	2
General Services Manager	1
Mail Services Specialist	1
Purchasing Supervisor	1
Warehouse Lead	1
	<u>7</u>

RISK MANAGEMENT

Risk Analyst II*	2
Risk Assistant*	1
Risk Manager	1
	<u>4</u>

TREASURY

Accounting Assistant	6	0.5
Accounting Coordinator	1	
Finance Analyst I	1	
Finance Analyst II	1	
Finance Supervisor	1	
Treasury Manager	1	
	<u>11</u>	<u>0.5</u>

TOTAL FINANCE DEPARTMENT

<u>46</u>	<u>1.5</u>
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FIRE

ADMINISTRATION

Administrative Services Manager	1
Administrative Specialist	1
Emergency Services Manager	1
Executive Assistant*	1
Fire Chief	1
Office Specialist II	1
	<u>6</u>

AIRPORT RESCUE & FIREFIGHTING

Fire Captain	3
Fire Engineer	6
	<u>9</u>

PARKS AND RECREATION

ADMINISTRATION

Administrative Analyst I		0.5
Assistant Parks & Recreation Director	1	
Associate Planner	2	
Executive Assistant*	1	
Parks and Recreation Business Manager	1	
Parks and Recreation Director	1	
Parks Capital Project Supervisor	1	
Park Project Technician	1	
	8	0.5

CREEKS RESTORATION/CLEAN WATER

Administrative Assistant	1	
Creeks Outreach Coordinator	1	
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	
Code Enforcement Officer	1	
Project Planner	1	
Water Quality Research Coordinator		0.75
Water Resources Specialist	2	
	8	0.75

GOLF COURSE

Automotive/Equipment Technician	1	
Grounds Maintenance Worker I		0.8
Grounds Maintenance Worker II	4	
Maintenance Coordinator	1	
Maintenance Supervisor II	1	
Irrigation Systems Technician	1	
Senior Grounds Maintenance Worker	1	
	9	0.8

NEIGHBORHOOD AND OUTREACH SERVICES

Administrative Specialist	1	
Neighborhood & Outreach Services Coordinator I		0.8
Neighborhood & Outreach Services Coordinator II	1	
Neighborhood & Outreach Services Supervisor I	1	
Senior Neighborhood & Outreach Services Supervisor	1	
	4	0.8

PARKS & RECREATION (Continued)

PARKS

Administrative Assistant	1	
Automotive/Equipment Technician	1	
Custodian	1	
Equipment Operator	3	
Grounds Maintenance Crew Leader	3	
Grounds Maintenance Worker I	4	
Grounds Maintenance Worker II	8	
Irrigation Systems Technician	1	
Office Specialist II	1	
Parks Manager	1	
Park Ranger	3	
Parks Supervisor	4	
Senior Grounds Maintenance Worker	7	0.5
Senior Maintenance Worker	1	
Senior Tree Trimmer	2	
Street Tree Supervisor	1	
Tree Care Specialist	1	
Tree Trimmer II	2	
Urban Forest Superintendent	1	
	46	0.5

RECREATION

Administrative Specialist	3	
Head Pool Lifeguard		0.8
Marketing Coordinator	1	
Office Specialist II	2	
Pool Technician		0.8
Recreation Coordinator	3	0.8
Recreation Program Leader		0.8
Recreation Programs Manager	2	
Recreation Specialist	1	1.6
Recreation Supervisor I	4	
Senior Recreation Supervisor	1	
	17	4.8

TOTAL PARKS & RECREATION DEPARTMENT	92	8.15
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POLICE

ADMINISTRATIVE SERVICES

Network Administrator	1
Police Captain	1
Police Information Technology Manager	1
Police Lieutenant	1
Police Officer	8
Police Property/Evidence Assistant	1
Police Property/Evidence Technician	1
Police Range/Equipment Specialist	1
Police Sergeant	2
Police Services Coordinator	3
Senior Network/Applications Analyst	2
	<u>22</u>

ANIMAL CONTROL

Animal Control Officer	2
Animal Control Officer II	1
	<u>3</u>

CHIEF'S STAFF & SUPPORT SERVICES

Administrative Specialist	4
Administrative Specialist*	1
Deputy Police Chief	1
Executive Assistant*	1
Office Specialist II	1
Police Business Manager	1
Police Chief	1
Police Records Specialist	11
Police Records Supervisor	2
Police Sergeant	2
Police Services Specialist	1
	<u>26</u>

COMBINED COMMUNICATIONS CENTER

Police Lieutenant	1
Public Safety Communications Manager	1
Public Safety Dispatcher II	9
Public Safety Dispatcher III	5
Public Safety Dispatcher Supervisor	4
	<u>20</u>

INVESTIGATIVE

Identification Technician	1
Police Captain	1
Police Officer	21
Police Sergeant	4
Police Technician	1
	<u>28</u>

PATROL

Administrative Specialist	1
Parking Enforcement Officer	12
Police Captain	1
Police Lieutenant	4
Police Officer	83
Police Sergeant	12
	<u>113</u>

TOTAL POLICE DEPARTMENT **212**

PUBLIC WORKS

ADMINISTRATION

Administrative Analyst III	1	
Administrative Assistant	1	
Administrative Specialist	1	
Executive Assistant*	1	
Public Works Business Manager	1	
Public Works Director	1	
	<u>6</u>	

ENGINEERING SERVICES

Accounting Assistant	1	
Administrative Assistant	1	
Administrative Supervisor	1	
Administrative Specialist	2	
Assistant Public Works Director/City Engineer	1	
City Surveyor	1	
Electronics/Communications Technician II	1	
Engineering Technician II	4	
Principal Engineer	3	
Project Engineer II	16	
Public Works Inspector II	2	
Senior Electronics/Communications Technician	1	
Senior Engineering Technician	3	
Senior Public Works Inspector	3	
Senior Real Property Agent	2	
Senior Traffic Technician	1	
Supervising Engineer	7	
Supervising Transportation Engineer	1	
Survey Technician II	2	
Traffic Technician II	1	
	<u>54</u>	

FACILITIES MANAGEMENT

BUILDING MAINTENANCE

Accounting Assistant	2	
Administrative Analyst II	1	
Carpenter	2	
Electrician	2	
Facilities and Energy Manager	1	
Facilities Maintenance Superintendent	1	
Facilities Maintenance Supervisor	1	
Maintenance Worker II	1	
Painter	2	
Plumber	2	
Project Engineer II	1	
Supervising Engineer	1	
Welder/Fabricator	2	
	<u>19</u>	

CUSTODIAL

Custodial Supervisor	1	
Custodian	8	1
Senior Custodian	2	
	<u>11</u>	<u>1</u>

PUBLIC WORKS (Continued)

ELECTRICAL MAINTENANCE

Electronics/Communications Technician II	3	
Senior Electronics/Communications Technician	2	
	<u>5</u>	

ENVIRONMENTAL COMPLIANCE

Environmental Services Specialist II	1	
	<u>1</u>	

FLEET

Administrative Assistant	1	
Administrative Specialist	1	
Automotive Parts Specialist	1	
Automotive Service Writer	1	
Fleet Services Supervisor	1	
Fleet Services Technician I	3	
Fleet Services Technician II	4	
Fleet Manager	1	
Lead Equipment Technician	1	
Vehicle Services Assistant	1	
	<u>15</u>	

STREETS, PARKING, AND TRANSPORTATION

PARKING

Accounting Assistant	1	
Administrative Assistant	1	
Administrative Specialist	1	
Assistant Parking Coordinator		2.4
Electronics Technician II	1	
Maintenance Crew Leader	2	
Maintenance Worker II	7	
Parking Coordinator	3	
Parking Resources Specialist	1	
Parking Supervisor	2	
Parking/Transportation Management Program Superintendent	1	
Senior Maintenance Worker	1	
	<u>21</u>	<u>2.4</u>

STREETS

Administrative Assistant	1	
Maintenance Supervisor II	2	
Senior Streets Maintenance Worker	6	
Streets Maintenance Coordinator	2	
Streets Maintenance Crew Leader	3	
Streets Maintenance Worker II	16	
Streets Manager	1	
	<u>31</u>	

TRANSPORTATION

Administrative Specialist	1	
Associate Transportation Planner	3	
Principal Transportation Planner	1	
Project Engineer II	1	
Supervising Transportation Planner	1	
Transportation Manager	1	
	<u>8</u>	

PUBLIC WORKS (Continued)

WATER RESOURCES

WASTEWATER COLLECTION

Administrative Specialist	2	
Public Works Operations Assistant	1	
Senior Wastewater Collection System Operator	5	
Wastewater Collection System Lead Operator	2	
Wastewater Collection System Operator Technician I	1	
Wastewater Collection System Operator II	5	
Wastewater Collection System Superintendent	1	
	<u>17</u>	

WASTEWATER TREATMENT

Accounting Assistant	1	
Administrative Specialist	1	
Control Systems Operator Specialist	2	
Senior Control Systems Operator Specialist	1	
Senior Treatment Plant Technician	2	
Senior Wastewater Treatment Plant Operator	1	
Treatment Plant Technician	3	
Treatment Plant Technician Supervisor	1	
Wastewater Compliance Specialist	1	
Wastewater Treatment Plant Chief Operator	1	
Wastewater Treatment Plant Operator III	10	
Wastewater Treatment Superintendent	1	
Wastewater Treatment Supervisor	1	
Water/Wastewater Maintenance Planner/Scheduler	2	
	<u>28</u>	

WATER DISTRIBUTION

Accounting Assistant	1	
Control Systems Operator Specialist	1	
Reclamation Specialist	1	
Reservoir & Dam Caretaker/Distribution Operator	1	
Senior Control Systems Operator Specialist	1	
Senior Water Distribution Operator	7	
Water Distribution Equipment Operator	1	
Water Distribution Lead Operator	2	
Water Distribution Lead Operator Technician	1	
Water Distribution Operator II	11	
Water Distribution Operator Technician II	3	
Water Distribution Operator/Emergency Services	4	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Reclamation/Cross Connection Specialist	1	
Water/Wastewater Maintenance Planner/Scheduler	1	
	<u>40</u>	

WATER SUPPLY

Administrative Analyst II	1	
Administrative Specialist	1	
Water Conservation Coordinator	1	
Water Resources Specialist	2	1
Water Resources Specialist (<i>delete by 6/30/16</i>)	3	0.5
Water Supply Manager	1	
	<u>9</u>	<u>1.5</u>

	Full-Time Positions	Part-Time Positions
PUBLIC WORKS (Continued)		
WATER TREATMENT		
Accounting Assistant		0.8
Control Systems Operator Specialist	1	
Senior Control Systems Operator Specialist	1	
Water Treatment Chief Operator	1	
Water Treatment Plant Operator III	9	
Water Treatment Superintendent	1	
Water Treatment Supervisor	1	
	<u>14</u>	<u>0.8</u>
WATER/WASTEWATER ADMINISTRATION		
Administrative Assistant	1	
Wastewater System Manager	1	
Water Resources Manager	1	
Water System Manager	1	
	<u>4</u>	
WATER/WASTEWATER LABS		
Laboratory Analyst II	4	
Laboratory Analyst Coordinator	2	
Laboratory Supervisor	1	
	<u>7</u>	
WATER/WASTEWATER RECLAMATION		
Senior Wastewater Treatment Plant Operator	1	
Water Distribution Operator Technician II	1	
	<u>2</u>	
TOTAL PUBLIC WORKS DEPARTMENT	<u><u>292</u></u>	<u><u>5.7</u></u>

WATERFRONT

ADMINISTRATIVE SUPPORT & COMMUNITY RELATIONS

Accounting Assistant	1
Accounting Coordinator	1
Administrative Analyst I	1
Administrative/Clerical Supervisor	1
Administrative Specialist	1
Executive Assistant*	1
Property Management Specialist	1
Waterfront Business Manager	1
Waterfront Director/Harbor Master	1
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	9

FACILITIES MAINTENANCE

Engineering Technician II	1
Heavy Equipment Technician	1
Maintenance Supervisor II	1
Senior Waterfront Maintenance Worker	2
Waterfront Facilities Manager	1
Waterfront Maintenance Crew Leader	2
Waterfront Maintenance Superintendent	1
Waterfront Maintenance Worker II	10
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	19

PARKING SERVICES

Assistant Parking Coordinator	1
Parking Coordinator	1
Waterfront Parking Supervisor	1
	<hr/>
	3

SECURITY

Harbor Operations Assistant	1
Harbor Operations Manager	1
Harbor Patrol Officer	9
Harbor Patrol Officer II	1
Harbor Patrol Supervisor	1
Office Specialist II	1
Waterfront Vessel Technician	1
	<hr/>
	15

TOTAL WATERFRONT DEPARTMENT**46****CITY WIDE TOTAL****1004****23.70**

Delete when vacant (included in total)

0

Definitions:

- Delete when vacant = Additional unfunded position created for the purpose of backfilling a funded position or position to be deleted when it becomes vacant
- Delete by = Position funded from non-City monies
- * = Position designated as Confidential

Subsection 1(a). The salaries of employees holding classifications or positions which are reclassified downward or for which the salary is adjusted as a result of salary surveys or other studies conducted by the City may be "Y" rated. When "Y" rated, the employee's salary shall be maintained at its current salary level until the salary applicable to the appropriate step in the employee's assigned classification is increased to equal the employee's current salary level. Thereafter, the employee's salary shall no longer be "Y" rated. As used herein, the term "current salary level" shall mean the salary which the employee was receiving at the time the salary for his assigned classification was reduced.

Subsection 1(b). As provided by Municipal Code Section 3.04.161, regular part-time employees working in the classifications contained herein shall serve in the unclassified service. Regular part-time employees shall be paid on an hourly basis the salaries provided herein for the appropriate classification.

Subsection 1(c). Any employee designated as "Confidential" by the City Administrator shall be paid an increase in pay equal to two and one-half percent (2½%) for the applicable step and range.

Subsection 1(d). Managers and Professional Attorneys will receive salary and benefits as established by resolution, ordinance, and administrative procedure, and as reflected in the Management and Performance Compensation Plan, the Professional Attorney's Performance and Compensation Plan, the Police Managers' Association (PMA) MOU/Agreement, and the Fire Managers' Association (FMA) MOU/Agreement .

Subsection 1(e). Any employee designated by the City Administrator as an Administrative Fire Captain, working forty (40) hours a week, shall be paid an increase in pay equal to three percent (3.0%) in order to maintain a salary approximately equal to a fifty-six (56) hours per week Fire Captain.

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

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 2016 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
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	3983.79	4182.97	4392.12	4611.73	4842.33	1838.67	1930.60	2027.13	2128.49	2234.92	22.9834	24.1325	25.3391	26.6061	27.9365
Accounting Technician*	N	U	16	6004	4187.52	4396.88	4616.73	4847.57	5089.96	1932.70	2029.33	2130.80	2237.34	2349.21	24.1588	25.3666	26.6350	27.9668	29.3651
Administrative Analyst I*	N	U	16	6001	5704.99	5990.23	6289.75	6604.24	6934.44	2633.07	2764.72	2902.96	3048.11	3200.51	32.9134	34.5590	36.2870	38.1014	40.0064
Administrative Analyst II*	E	U	16	6003	6527.32	6853.71	7196.39	7556.21	7934.03	3012.61	3163.25	3321.41	3487.48	3661.86	37.6576	39.5406	41.5176	43.5935	45.7733
Administrative Analyst III*	E	U	16	6002	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8253	44.9666	47.2149	49.5756
Administrative Specialist*	N	U	16	6024	3499.25	3674.21	3857.92	4050.82	4253.36	1615.04	1695.79	1780.58	1869.61	1963.09	20.1880	21.1974	22.2573	23.3701	24.5386
Budget Technician*	N	U	16	6005	4401.67	4621.74	4852.84	5095.48	5350.24	2031.54	2133.11	2239.77	2351.76	2469.34	25.3943	26.6639	27.9971	29.3970	30.8668
Executive Assistant*	N	U	16	6007	4023.72	4224.91	4436.16	4657.97	4890.86	1857.10	1949.96	2047.46	2149.83	2257.32	23.2138	24.3745	25.5933	26.8729	28.2165
Executive Assistant to Mayor/Council*	N	U	16	6022	4229.49	4440.95	4663.01	4896.17	5140.98	1952.07	2049.67	2152.16	2259.77	2372.76	24.4009	25.6209	26.9020	28.2471	29.6595
Finance Analyst I*	E	U	16	6009	5704.99	5990.23	6289.75	6604.24	6934.44	2633.07	2764.72	2902.96	3048.11	3200.51	32.9134	34.5590	36.2870	38.1014	40.0064
Human Resources Analyst I*	E	U	16	6014	5704.99	5990.23	6289.75	6604.24	6934.44	2633.07	2764.72	2902.96	3048.11	3200.51	32.9134	34.5590	36.2870	38.1014	40.0064
Human Resources Analyst II*	E	U	16	6015	6527.32	6853.71	7196.39	7556.21	7934.03	3012.61	3163.25	3321.41	3487.48	3661.86	37.6576	39.5406	41.5176	43.5935	45.7733
Human Resources Assistant*	N	U	16	6016	4314.72	4530.46	4756.98	4994.84	5244.57	1991.41	2090.98	2195.53	2305.31	2420.57	24.8926	26.1373	27.4441	28.8164	30.2571
Human Resources Technician*	N	U	16	6017	4815.11	5055.87	5308.66	5574.10	5852.80	2222.36	2333.48	2450.15	2572.66	2701.29	27.7795	29.1685	30.6269	32.1583	33.7661
Law Clerk*	N	U	16	6008	4423.66	4644.86	4877.08	5120.94	5377.00	2041.69	2143.78	2250.96	2363.51	2481.69	25.5211	26.7973	28.1370	29.5439	31.0211
Legal Secretary I*	N	U	16	6010	3789.96	3979.45	4178.44	4387.35	4606.72	1749.21	1836.67	1928.51	2024.93	2126.18	21.8651	22.9584	24.1064	25.3116	26.5773
Legal Secretary II*	N	U	16	6011	4580.83	4809.87	5050.37	5302.90	5568.03	2114.23	2219.94	2330.94	2447.49	2569.86	26.4279	27.7493	29.1368	30.5936	32.1233
Litigation Paralegal*	N	U	16	6012	4673.13	4906.81	5152.14	5409.76	5680.24	2156.83	2264.68	2377.91	2496.81	2621.65	26.9604	28.3085	29.7239	31.2101	32.7706
Network/Applications Analyst*	E	U	16	6006	5704.99	5990.23	6289.75	6604.24	6934.44	2633.07	2764.72	2902.96	3048.11	3200.51	32.9134	34.5590	36.2870	38.1014	40.0064
Office Specialist II*	N	U	16	6013	3182.88	3342.02	3509.11	3684.59	3868.80	1469.02	1542.47	1619.59	1700.58	1785.60	18.3628	19.2809	20.2449	21.2573	22.3200
Risk Analyst I*	E	U	16	6020	5704.99	5990.23	6289.75	6604.24	6934.44	2633.07	2764.72	2902.96	3048.11	3200.51	32.9134	34.5590	36.2870	38.1014	40.0064
Risk Analyst II*	E	U	16	6021	6527.32	6853.71	7196.39	7556.21	7934.03	3012.61	3163.25	3321.41	3487.48	3661.86	37.6576	39.5406	41.5176	43.5935	45.7733
Risk Assistant*	N	U	16	6025	4314.72	4530.46	4756.98	4994.84	5244.57	1991.41	2090.98	2195.53	2305.31	2420.57	24.8926	26.1373	27.4441	28.8164	30.2571
Senior Human Resources Analyst*	E	U	16	6018	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8253	44.9666	47.2149	49.5756
Senior Network/Applications Analyst*	E	U	16	6019	6056.83	6359.69	6677.67	7011.56	7362.12	2795.46	2935.24	3082.00	3236.10	3397.90	34.9433	36.6905	38.5250	40.4513	42.4738
GENERAL																			
Accountant I	E	C	14	1400	4603.73	4833.92	5075.63	5329.42	5595.87	2124.80	2231.04	2342.60	2459.73	2582.71	26.5600	27.8880	29.2825	30.7466	32.2839
Accountant II	E	C	14	1401	5086.68	5341.01	5608.07	5888.46	6182.89	2347.70	2465.08	2588.34	2717.75	2853.64	29.3463	30.8135	32.3543	33.9719	35.6705
Accounting Assistant	N	C	14	1402	3983.79	4182.97	4392.12	4611.73	4842.33	1838.67	1930.60	2027.13	2128.49	2234.92	22.9834	24.1325	25.3391	26.6061	27.9365
Accounting Coordinator	N	C	14	1404	4603.73	4833.92	5075.63	5329.42	5595.87	2124.80	2231.04	2342.60	2459.73	2582.71	26.5600	27.8880	29.2825	30.7466	32.2839
Accounting Technician	N	C	14	1405	4187.52	4396.88	4616.73	4847.57	5089.96	1932.70	2029.33	2130.80	2237.34	2349.21	24.1588	25.3666	26.6350	27.9668	29.3651

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	4401.67	4621.74	4852.84	5095.48	5350.24	2031.54	2133.11	2239.77	2351.76	2469.34	25.3943	26.6639	27.9971	29.3970	30.8668
Waterfront Maintenance Crew Leader	N	C	14	1564	4271.89	4485.48	4709.75	4945.24	5192.50	1971.64	2070.22	2173.73	2282.42	2396.54	24.6455	25.8778	27.1716	28.5303	29.9568
Waterfront Maintenance Worker I	N	C	14	1565	3345.66	3512.93	3688.58	3873.00	4066.66	1544.15	1621.35	1702.42	1787.54	1876.92	19.3019	20.2669	21.2803	22.3443	23.4615
Waterfront Maintenance Worker II	N	C	14	1566	3678.22	3862.13	4055.24	4258.00	4470.89	1697.64	1782.52	1871.65	1965.23	2063.49	21.2205	22.2815	23.3956	24.5654	25.7936
Waterfront Vessel Technician	N	C	14	1567	3678.22	3862.13	4055.24	4258.00	4470.89	1697.64	1782.52	1871.65	1965.23	2063.49	21.2205	22.2815	23.3956	24.5654	25.7936
Webmaster	E	C	14	1550	6895.44	7240.22	7602.23	7982.34	8381.47	3182.51	3341.64	3508.72	3684.15	3868.37	39.7814	41.7704	43.8590	46.0519	48.3546
Welder/Fabricator	N	C	14	1568	4423.66	4644.86	4877.08	5120.94	5377.00	2041.69	2143.78	2250.96	2363.51	2481.69	25.5211	26.7973	28.1370	29.5439	31.0211
FIRE																			
Fire Captain (53 Hour Not including base O.T.)	7	C	34	3405	7171.26	7529.82	7906.31	8301.62	8716.71	3309.81	3475.31	3649.08	3831.53	4023.10	41.3726	43.4413	45.6133	47.8940	50.2887
Fire Engineer (53 Hour Not including base O.T.)	7	C	34	3402	6205.57	6515.85	6841.64	7183.72	7542.91	2864.11	3007.32	3157.69	3315.57	3481.35	35.8014	37.5914	39.4710	41.4446	43.5168
	7	C	39	3901	5,788.21	6,077.60	6,381.49	6,700.56	7,035.60	2,671.48	2,805.05	2,945.30	3,092.57	3,247.20	33.3935	35.0631	36.8163	38.6571	40.5900
Fire Inspector II (40 hour)	7	C	39	3902	6,556.81	6,884.67	7,228.93	7,590.38	7,969.88	3,026.22	3,177.54	3,336.43	3,503.25	3,678.41	37.8278	39.7193	41.7054	43.7906	45.9801
Fire Inspector III (40 hour)	7	C	39	3903	7,577.18	7,956.04	8,353.84	8,771.53	9,210.13	3,497.16	3,672.02	3,855.62	4,048.40	4,250.83	43.7145	45.9002	48.1953	50.6050	53.1354
Firefighter (53 Hour Not including base O.T.)	7	C	34	3404	5478.11	5752.02	6039.62	6341.60	6658.68	2528.36	2654.78	2787.52	2926.89	3073.24	31.6045	33.1847	34.8440	36.5862	38.4155
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	8717.00				10,595.59	4,023.23			4,890.27	50.2904					61.1285
Assistant City Attorney II	E	U	01	0104	9679.53				11,765.55	4,467.48			5,430.26	55.8435					67.8783
Assistant City Attorney III	E	U	01	0105	11241.81				13,664.51	5,188.53			6,306.70	64.8567					78.8338
Deputy City Attorney	E	U	01	0110	7248.08				8,810.10	3,345.27			4,066.20	41.8159					50.8275
MANAGEMENT																			
Accounting Manager	E	U	02	0200	8292.90				10,080.09	3,827.49			4,652.35	47.8437					58.1544
Administrative Services Manager	E	U	02	0201	6895.44				8,381.47	3,182.51			3,868.37	39.7814					48.3547
Airport Business Development Manager	E	U	02	0203	8760.59				10,648.57	4,043.35			4,914.72	50.5419					61.4341
Airport Facilities Manager	E	U	02	0246	8210.58				9,980.02	3,789.50			4,606.18	47.3688					57.5770
Airport Operations Manager	E	U	02	0202	8760.59				10,648.57	4,043.35			4,914.72	50.5419					61.4341
Assistant Finance Director	E	U	02	0204	10379.57				12,616.45	4,790.57			5,822.98	59.8822					72.7873
Assistant Parks & Recreation Director	E	U	02	0205	9776.57				11,883.50	4,512.26			5,484.69	56.4033					68.5587
Assistant Public Works Director/City Engineer	E	U	02	0206	11354.51				13,801.50	5,240.54			6,369.92	65.5068					79.6241
Assistant to the City Administrator	E	U	02	0225	8129.10				9,880.98	3,751.89			4,560.45	46.8987					57.0057
Budget Manager	E	U	02	0207	7543.13				9,168.73	3,481.45			4,231.73	43.5181					52.8966
Chief Building Official	E	U	02	0208	9208.60				11,193.14	4,250.13			5,166.06	53.1266					64.5758
City Clerk Services Manager	E	U	02	0209	8937.12				10,863.14	4,124.82			5,013.76	51.5603					62.6720
City Planner	E	U	02	0210	9631.38				11,707.02	4,445.25			5,403.24	55.5657					67.5406
Community Development Business Manager	E	U	02	0211	8048.41				9,782.91	3,714.65			4,515.19	46.4332					56.4399
Creeks Restoration/Clean Water Manager	E	U	02	0212	8292.90				10,080.09	3,827.49			4,652.35	47.8437					58.1544
Deputy Police Chief	E	U	22	2200	13187.13				16,029.07	6,086.37			7,398.03	76.0797					92.4755
Emergency Services Manager	E	U	02	0215	7357.34				8,942.91	3,395.70			4,127.50	42.4463					51.5938
Employee Relations Manager	E	U	02	0216	8717.00				10,595.59	4,023.23			4,890.27	50.2904					61.1285
Environmental Services Manager	E	U	02	0217	8292.90				10,080.09	3,827.49			4,652.35	47.8437					58.1544
Facilities and Energy Manager	E	U	02	0218	8630.48				10,490.42	3,983.30			4,841.73	49.7913					60.5217
Fire Operations Division Chief	E	U	32	3200	11935.18				14,507.31	5,508.55			6,695.68	68.8569					83.6961
Fleet Manager	E	U	02	0219	7431.10				9,032.56	3,429.74			4,168.88	42.8718					52.1110
General Services Manager	E	U	02	0220	8292.90				10,080.09	3,827.49			4,652.35	47.8437					58.1544
Golf Course Manager	E	U	02	0221	6929.92				8,423.38	3,198.43			3,887.71	39.9804					48.5965
Harbor Operations Manager	E	U	02	0222	8048.41				9,782.91	3,714.65			4,515.19	46.4332					56.4399
Housing & Redevelopment Manager	E	U	02	0213	10379.57				12,616.45	4,790.57			5,822.98	59.8822					72.7873

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Human Resources Manager	E	U	02	0223	9347.43					11,361.87	4,314.20			5,243.94	53.9275				65.5493
Information Systems Manager	E	U	02	0214	9347.43					11,361.87	4,314.20			5,243.94	53.9275				65.5493
Library Services Manager	E	U	02	0224	7811.13					9,494.49	3,605.14			4,382.07	45.0642				54.7760
Parks & Recreation Business Manager	E	U	02	0226	8048.41					9,782.91	3,714.65			4,515.19	46.4332				56.4399
Parks Manager	E	U	02	0227	7580.84					9,214.58	3,498.85			4,252.88	43.7357				53.1611
Police Business Manager	E	U	02	0229	8048.41					9,782.91	3,714.65			4,515.19	46.4332				56.4399
Police Information Technology Manager	E	U	02	0228	8460.01					10,283.21	3,904.62			4,746.10	48.8078				59.3263
Police Records Manager	E	U	02	0230	6895.44					8,381.47	3,182.51			3,868.37	39.7814				48.3547
Principal Engineer	E	U	02	0231	8892.65					10,809.09	4,104.30			4,988.81	51.3038				62.3602
Principal Planner	E	U	02	0232	8292.90					10,080.09	3,827.49			4,652.35	47.8437				58.1544
Principal Transportation Planner	E	U	02	0233	8292.90					10,080.09	3,827.49			4,652.35	47.8437				58.1544
Public Safety Communications Manager	E	U	02	0245	7505.60					9,123.12	3,464.12			4,210.67	43.3016				52.6334
Public Works Business Manager	E	U	02	0234	8292.90					10,080.09	3,827.49			4,652.35	47.8437				58.1544
Recreation Programs Manager	E	U	02	0235	7580.84					9,214.58	3,498.85			4,252.88	43.7357				53.1611
Risk Manager	E	U	02	0236	8292.90					10,080.09	3,827.49			4,652.35	47.8437				58.1544
Streets Manager	E	U	02	0237	8210.59					9,980.04	3,789.50			4,606.17	47.3688				57.5772
Transportation Manager	E	U	02	0238	9631.38					11,707.02	4,445.25			5,403.24	55.5657				67.5406
Treasury Manager	E	U	02	0239	8292.90					10,080.09	3,827.49			4,652.35	47.8437				58.1544
Wastewater System Manager	E	U	02	0240	9300.92					11,305.35	4,292.73			5,217.85	53.6592				65.2232
Water Resources Manager	E	U	02	0242	10694.87					12,999.71	4,936.10			5,999.87	61.7013				74.9984
Water Supply Manager	E	U	02	0247	8892.65					10,809.09	4,104.30			4,988.81	51.3038				62.3602
Water System Manager	E	U	02	0241	9300.92					11,305.35	4,292.73			5,217.85	53.6592				65.2232
Waterfront Business Manager	E	U	02	0244	8048.41					9,782.91	3,714.65			4,515.19	46.4332				56.4399
Waterfront Facilities Manager	E	U	02	0243	8210.59					9,980.04	3,789.50			4,606.17	47.3688				57.5772
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107						20,052.09				9,254.81					115.6851
City Attorney	E	U	01	0108						19,014.91				8,776.11					109.7014
MANAGEMENT/EXECUTIVE																			
Administrative Services Director	E	U	01	0100	10910.381					13,261.66	5,035.56			6,120.77	62.9446				76.5097
Airport Director	E	U	01	0102	11525.681					14,009.56	5,319.55			6,465.95	66.4944				80.8245
Assistant City Administrator	E	U	01	0101	13723.938					16,681.56	6,334.13			7,699.18	79.1766				96.2399
Community Development Director	E	U	01	0109	12608.276					15,325.46	5,819.21			7,073.29	72.7401				88.4162
Finance Director	E	U	01	0111	11935.181					14,507.31	5,508.55			6,695.68	68.8569				83.6961
Fire Chief	E	U	31	3100	13587.721					16,515.99	6,271.26			7,622.76	78.3908				95.2847
Library Director	E	U	01	0112	10910.381					13,261.66	5,035.56			6,120.77	62.9446				76.5097
Parks & Recreation Director	E	U	01	0113	11298.02					13,732.84	5,214.47			6,338.23	65.1809				79.2280
Police Chief	E	U	21	2100	14570.401					17,710.44	6,724.80			8,174.05	84.0601				102.1757
Public Works Director	E	U	01	0114	13520.121					16,433.82	6,240.06			7,584.84	78.0008				94.8106
Waterfront Director/Harbormaster	E	U	01	0115	11525.681					14,009.56	5,319.55			6,465.95	66.4944				80.8245
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	10326.403					12,551.81	4,766.03			5,793.16	59.5754				72.4145
Fire Prevention Division Chief	E	C	33	3302	10326.403					12,551.81	4,766.03			5,793.16	59.5754				72.4145
MANAGEMENT/POLICE																			
Police Captain	E	C	23	2300	12421.027					15,097.86	5,732.78			6,968.24	71.6598				87.1031
Police Lieutenant	E	C	23	2301	10641.665					12,935.03	4,911.54			5,970.02	61.3943				74.6253

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Meter Reader/Water Distribution OIT	N	C	19	1913	3623.59	3804.76	3995.00	4194.75	4404.49	1672.42	1756.05	1843.86	1936.04	2032.84	20.9053	21.9506	23.0482	24.2005	25.4105
Park Ranger	N	C	19	1914	3827.96	4019.36	4220.33	4431.35	4652.91	1766.75	1855.10	1947.84	2045.24	2147.51	22.0844	23.1887	24.3480	25.5655	26.8439
Reclamation Specialist	N	C	19	1924	4187.51	4396.88	4616.73	4847.56	5089.94	1932.70	2029.34	2130.80	2237.34	2349.21	24.1587	25.3667	26.6350	27.9667	29.3651
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	4720.01	4956.01	5203.81	5464.00	5737.20	2178.46	2287.38	2401.75	2521.85	2647.94	27.2308	28.5923	30.0219	31.5231	33.0992
Senior Airport Operations Specialist	N	C	19	1916	4104.81	4310.05	4525.55	4751.83	4989.42	1894.53	1989.25	2088.71	2193.15	2302.81	23.6816	24.8656	26.1089	27.4144	28.7851
Senior Control Systems Operator Specialist	N	C	19	1917	6209.79	6520.28	6846.29	7188.61	7548.04	2866.06	3009.35	3159.82	3317.82	3483.70	35.8257	37.6169	39.4978	41.4727	43.5462
Senior Treatment Plant Technician	N	C	19	1918	5400.43	5670.45	5953.97	6251.67	6564.25	2492.50	2617.14	2747.99	2885.38	3029.66	31.1563	32.7142	34.3499	36.0673	37.8707
Senior Wastewater Collection System Operator	N	C	19	1919	4490.36	4714.87	4950.62	5198.15	5458.06	2072.47	2176.10	2284.90	2399.14	2519.10	25.9059	27.2012	28.5612	29.9893	31.4888
Senior Wastewater Treatment Plant Operator	N	C	19	1921	5937.22	6234.08	6545.79	6873.08	7216.73	2740.26	2877.26	3021.12	3172.18	3330.79	34.2532	35.9658	37.7640	39.6523	41.6349
Senior Water Distribution Operator	N	C	19	1920	4490.36	4714.87	4950.62	5198.15	5458.06	2072.47	2176.10	2284.90	2399.14	2519.10	25.9059	27.2012	28.5612	29.9893	31.4888
Treatment Plant Technician	N	C	19	1923	4912.16	5157.77	5415.66	5686.44	5970.76	2267.15	2380.51	2499.54	2624.51	2755.74	28.3394	29.7563	31.2442	32.8063	34.4468
Wastewater Collection System Lead Operator	N	C	19	1927	4936.72	5183.56	5442.74	5714.88	6000.62	2278.49	2392.41	2512.02	2637.63	2769.50	28.4811	29.9051	31.4003	32.9704	34.6188
Wastewater Collection System Operator I	N	C	19	1925	3715.09	3900.84	4095.88	4300.68	4515.71	1714.66	1800.39	1890.41	1984.94	2084.18	21.4332	22.5049	23.6301	24.8117	26.0522
Wastewater Collection System Operator II	N	C	19	1926	4084.37	4288.59	4503.02	4728.17	4964.58	1885.10	1979.35	2078.32	2182.24	2291.34	23.5637	24.7419	25.9790	27.2780	28.6418
Wastewater Collection System Operator Technician I	N	C	19	1929	4673.14	4906.79	5152.13	5409.74	5680.23	2156.83	2264.67	2377.91	2496.81	2621.64	26.9604	28.3084	29.7239	31.2101	32.7705
Wastewater Compliance Specialist	N	C	19	1953	4490.36	4714.87	4950.62	5198.15	5458.06	2072.47	2176.10	2284.90	2399.14	2519.10	25.9059	27.2012	28.5612	29.9893	31.4888
Wastewater Treatment Plant Chief Operator	N	C	19	1932	6209.79	6520.28	6846.29	7188.61	7548.04	2866.06	3009.35	3159.82	3317.82	3483.70	35.8257	37.6169	39.4978	41.4727	43.5462
Wastewater Treatment Plant OIT	N	U	19	1931	3905.10	4100.35	4305.37	4520.64	4746.67	1802.35	1892.46	1987.09	2086.45	2190.77	22.5294	23.6558	24.8386	26.0806	27.3846
Wastewater Treatment Plant Operator I	N	C	19	1933	4271.89	4485.48	4709.76	4945.24	5192.50	1971.64	2070.22	2173.74	2282.42	2396.54	24.6455	25.8777	27.1717	28.5303	29.9568
Wastewater Treatment Plant Operator II	N	C	19	1934	4696.50	4931.33	5177.89	5436.79	5708.63	2167.62	2276.00	2389.80	2509.30	2634.76	27.0952	28.4500	29.8725	31.3662	32.9345
Wastewater Treatment Plant Operator III	N	C	19	1935	5400.43	5670.45	5953.97	6251.67	6564.25	2492.50	2617.14	2747.99	2885.38	3029.66	31.1563	32.7142	34.3499	36.0673	37.8707
Water Distribution Equipment Operator	N	C	19	1930	4720.01	4956.01	5203.81	5464.00	5737.20	2178.46	2287.38	2401.75	2521.85	2647.94	27.2308	28.5923	30.0219	31.5231	33.0992
Water Distribution Lead Operator	N	C	19	1937	4936.72	5183.56	5442.74	5714.88	6000.62	2278.49	2392.41	2512.02	2637.63	2769.50	28.4811	29.9051	31.4003	32.9704	34.6188
Water Distribution Lead Operator Technician	N	C	19	1938	5676.61	5960.45	6258.47	6571.39	6899.96	2619.98	2750.97	2888.52	3032.95	3184.59	32.7497	34.3871	36.1065	37.9119	39.8074
Water Distribution OIT	N	U	19	1941	3379.20	3548.16	3725.57	3911.85	4107.44	1559.63	1637.61	1719.50	1805.46	1895.74	19.4954	20.4701	21.4937	22.5683	23.6968
Water Distribution Operator I	N	C	19	1945	3715.09	3900.84	4095.88	4300.68	4515.71	1714.66	1800.39	1890.41	1984.94	2084.18	21.4332	22.5049	23.6301	24.8117	26.0522
Water Distribution Operator II	N	C	19	1947	4084.37	4288.59	4503.02	4728.17	4964.58	1885.10	1979.35	2078.32	2182.24	2291.34	23.5637	24.7419	25.9790	27.2780	28.6418
Water Distribution Operator Technician OIT	N	C	19	1936	3715.09	3900.84	4095.88	4300.68	4515.71	1714.66	1800.39	1890.41	1984.94	2084.18	21.4332	22.5049	23.6301	24.8117	26.0522
Water Distribution Operator Technician I	N	C	19	1948	4673.14	4906.79	5152.13	5409.74	5680.23	2156.83	2264.67	2377.91	2496.81	2621.64	26.9604	28.3084	29.7239	31.2101	32.7705
Water Distribution Operator Technician II	N	C	19	1949	5137.69	5394.57	5664.30	5947.51	6244.89	2371.24	2489.79	2614.29	2745.01	2882.26	29.6405	31.1224	32.6786	34.3126	36.0282
Water Distribution Operator/Emergency Services	N	C	19	1950	4936.72	5183.56	5442.74	5714.88	6000.62	2278.49	2392.41	2512.02	2637.63	2769.50	28.4811	29.9051	31.4003	32.9704	34.6188
Water Reclamation/Cross Connection Specialist	N	C	19	1939	5509.24	5784.71	6073.94	6377.64	6696.52	2542.73	2669.86	2803.35	2943.53	3090.70	31.7841	33.3733	35.0419	36.7942	38.6338
Water Treatment Chief Operator	N	C	19	1940	6209.79	6520.28	6846.29	7188.61	7548.04	2866.06	3009.35	3159.82	3317.82	3483.70	35.8257	37.6169	39.4978	41.4727	43.5462
Water Treatment Plant OIT	N	U	19	1942	3905.10	4100.35	4305.37	4520.64	4746.67	1802.35	1892.46	1987.09	2086.45	2190.77	22.5294	23.6558	24.8386	26.0806	27.3846
Water Treatment Plant Operator II	N	C	19	1944	4696.50	4931.33	5177.89	5436.79	5708.63	2167.62	2276.00	2389.80	2509.30	2634.76	27.0952	28.4500	29.8725	31.3662	32.9345
Water Treatment Plant Operator III	N	C	19	1946	5400.43	5670.45	5953.97	6251.67	6564.25	2492.50	2617.14	2747.99	2885.38	3029.66	31.1563	32.7142	34.3499	36.0673	37.8707
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	6209.80	6520.26	6846.28	7188.61	7548.02	2866.06	3009.35	3159.82	3317.82	3483.70	35.8257	37.6169	39.4978	41.4727	43.5462

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)

		Step 1	Step 2	Step 3	Step 4	Step 5
Biweekly (53 hr/wk. Hourly)	Firefighter	2,528.36	2,654.78	2,787.52	2,926.89	3,073.24
	hourly	23.8525	25.0451	26.2973	27.6122	28.9928
	Fire Engineer	2,864.11	3,007.32	3,157.69	3,315.57	3,481.35
	hourly	27.0199	28.3709	29.7895	31.2789	32.8429
	Fire Captain	3,309.81	3,475.31	3,649.08	3,831.53	4,023.10
	hourly	31.2246	32.7859	34.4253	36.1465	37.9538

* Salaries do not include base overtime

(56 HR/WK, without base O.T.)

		Step 1	Step 2	Step 3	Step 4	Step 5
Biweekly (56 hr/wk. Hourly)	Firefighter	2,671.48	2,805.05	2,945.30	3,092.57	3,247.20
	hourly	23.8525	25.0451	26.2973	27.6122	28.9928
	Fire Engineer	3,026.22	3,177.54	3,336.43	3,503.25	3,678.41
	hourly	27.0199	28.3709	29.7895	31.2789	32.8429
	Fire Captain	3,497.16	3,672.02	3,855.62	4,048.40	4,250.83
	hourly	31.2246	32.7859	34.4253	36.1465	37.9538

(56 HR/WK, with base O.T.)

		Step 1	Step 2	Step 3	Step 4	Step 5
Biweekly (56 hr/wk. Hourly)	Firefighter	2,743.04	2,880.19	3,024.19	3,175.41	3,334.18
	hourly	23.8525	25.0451	26.2973	27.6122	28.9928
	Fire Engineer	3,107.28	3,262.65	3,425.80	3,597.09	3,776.94
	hourly	27.0199	28.3709	29.7895	31.2789	32.8429
	Fire Captain	3,590.83	3,770.38	3,958.90	4,156.84	4,364.69
	hourly	31.2246	32.7859	34.4253	36.1465	37.9538