

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
<b>ADMINISTRATIVE SERVICES</b>		
<b>ADMINISTRATION</b>		
Administrative Analyst II*	1	
Administrative Services Director	1	
	<u>2</u>	
<b>CITY CLERK</b>		
City Clerk Services Manager	1	
Deputy City Clerk	2	
Records Technician		0.5
	<u>3</u>	<u>0.5</u>
<b>HUMAN RESOURCES</b>		
Administrative Specialist*	3	
Human Resources Analyst II*	3	
Human Resources Assistant*	2	
Human Resources Manager	1	
Senior Human Resources Analyst*	1	
	<u>10</u>	
<b>INFORMATION SYSTEMS</b>		
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>	
<b>TOTAL ADMINISTRATIVE SERVICES</b>	<b><u>30</u></b>	<b><u>0.5</u></b>

**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><u>54</u></u>	<u><u>1.5</u></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>
<b>TOTAL CITY ADMINISTRATOR</b>	<b><u>9</u></b>	<b><u>0.5</u></b>

**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>
<b>TOTAL CITY ATTORNEY</b>	<b><u>11</u></b>

**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	
	<u>6</u>	<u>0.25</u>

**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
	<u>35</u>	<u>0.5</u>

<b>TOTAL COMMUNITY DEVELOPMENT DEPARTMENT</b>	<b><u>68</u></b>	<b><u>0.75</u></b>
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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	
	<u>13</u>	

**ADMINISTRATION**

Budget Manager	1	
Executive Assistant*	1	
Finance Analyst I*	1	
Finance Director	1	
	<u>4</u>	

**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>

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**FIRE (Continued)**

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**OPERATIONS**

Fire Operations Division Chief	1	
Fire Battalion Chief	4	
Fire Captain	25	
Fire Engineer	24	
Firefighter	27	
Fire Warehouse Specialist	1	
	82	

**PREVENTION**

Administrative Specialist	1	
Fire Prevention Division Chief	1	
Fire Inspector II	4	
Fire Inspector III	1	
Fire Services Specialist	1	
	8	

**TOTAL FIRE DEPARTMENT** **105**

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**LIBRARY**

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**LIBRARY**

Accounting Technician	1	
Executive Assistant*	1	
Librarian II	5	
Library Assistant I	8	
Library Assistant II		0.75
Library Director	1	
Library Services Coordinator		0.8
Library Services Manager	2	
Library Systems Technician II	1	
Library Technician	3	0.75
Page Coordinator	1	
Senior Librarian	2	
Senior Library Technician	5	1.8
Supervising Librarian	2	
	32	4.1

**TOTAL LIBRARY DEPARTMENT** **32** **4.1**

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**MAYOR & CITY COUNCIL**

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**MAYOR & CITY COUNCIL**

City Councilmember	6	
Executive Assistant to Mayor/Council*	1	
Mayor	1	
	8	

**TOTAL MAYOR & CITY COUNCIL** **8**

**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	
	<u>46</u>	<u>0.5</u>

**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	
	<u>17</u>	<u>4.8</u>

**TOTAL PARKS & RECREATION DEPARTMENT**

**92**                      **8.15**



**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
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	22

**ANIMAL CONTROL**

Animal Control Officer	2
Animal Control Officer II	1
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	3

**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
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	26

**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
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	20

**INVESTIGATIVE**

Identification Technician	1
Police Captain	1
Police Officer	21
Police Sergeant	4
Police Technician	1
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	28

**PATROL**

Administrative Specialist	1
Parking Enforcement Officer	12
Police Captain	1
Police Lieutenant	4
Police Officer	83
Police Sergeant	12
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	113

**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
<b>PUBLIC WORKS (Continued)</b>		
<b>WATER TREATMENT</b>		
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>
<b>WATER/WASTEWATER ADMINISTRATION</b>		
Administrative Assistant	1	
Wastewater System Manager	1	
Water Resources Manager	1	
Water System Manager	1	
	<u>4</u>	
<b>WATER/WASTEWATER LABS</b>		
Laboratory Analyst II	4	
Laboratory Analyst Coordinator	2	
Laboratory Supervisor	1	
	<u>7</u>	
<b>WATER/WASTEWATER RECLAMATION</b>		
Senior Wastewater Treatment Plant Operator	1	
Water Distribution Operator Technician II	1	
	<u>2</u>	
<b>TOTAL PUBLIC WORKS DEPARTMENT</b>	<u><u>292</u></u>	<u><u>5.7</u></u>

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**WATERFRONT**


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**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
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	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
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	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
<b>CONFIDENTIAL</b>																			
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
<b>GENERAL</b>																			
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
					Administrative Analyst I	N	U	14	1406	5704.99	5990.23	6289.75	6604.24	6934.44	2633.07	2764.72	2902.96	3048.11	3200.51
Administrative Analyst II	E	U	14	1408	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	14	1407	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8252	44.9665	47.2148	49.5756
Administrative Assistant	N	U	14	1409	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
Administrative Specialist	N	C	14	1531	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
Airport Maintenance Coordinator	N	C	14	1413	4490.35	4714.88	4950.62	5198.16	5458.05	2072.47	2176.10	2284.90	2399.15	2519.10	25.9059	27.2013	28.5613	29.9894	31.4888
Airport Maintenance Worker I	N	C	14	1410	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
Airport Maintenance Worker II	N	C	14	1411	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
Airport Marketing Specialist	N	C	14	1414	4445.78	4668.08	4901.48	5146.55	5403.88	2051.90	2154.50	2262.22	2375.33	2494.10	25.6488	26.9313	28.2778	29.6916	31.1763
Airport Noise/Operations Specialist	E	C	14	1412	5061.38	5314.44	5580.16	5859.17	6152.12	2336.02	2452.82	2575.46	2704.23	2839.44	29.2003	30.6603	32.1933	33.8029	35.4930
Airport Operations Aide	N	C	14	1415	2823.80	2964.98	3113.24	3268.89	3432.33	1303.29	1368.45	1436.88	1508.72	1584.15	16.2911	17.1056	17.9610	18.8590	19.8019
Animal Control Officer	N	C	14	1416	3413.06	3583.71	3762.92	3951.07	4148.60	1575.26	1654.02	1736.73	1823.57	1914.74	19.6908	20.6753	21.7091	22.7946	23.9343
Animal Control Officer II	N	C	14	1417	3771.11	3959.67	4157.64	4365.53	4583.80	1740.51	1827.54	1918.91	2014.86	2115.60	21.7564	22.8443	23.9864	25.1858	26.4450
Assistant Parking Coordinator	N	C	14	1418	3641.71	3823.80	4014.99	4215.75	4426.52	1680.79	1764.83	1853.07	1945.73	2043.01	21.0099	22.0604	23.1634	24.3216	25.5376
Assistant Planner	E	C	14	1419	5346.84	5614.18	5894.87	6189.63	6499.09	2467.77	2591.16	2720.71	2856.75	2999.58	30.8471	32.3895	34.0089	35.7094	37.4948
Assistant Transportation Planner	E	C	14	1420	5346.84	5614.18	5894.87	6189.63	6499.09	2467.77	2591.16	2720.71	2856.75	2999.58	30.8471	32.3895	34.0089	35.7094	37.4948
Associate Plan Check Engineer	E	C	14	1532	6759.24	7097.21	7452.07	7824.67	8215.91	3119.65	3275.63	3439.42	3611.38	3791.96	38.9957	40.9454	42.9928	45.1423	47.3995
Associate Planner	E	C	14	1422	5790.98	6080.53	6384.56	6703.80	7038.98	2672.76	2806.40	2946.72	3094.06	3248.76	33.4095	35.0800	36.8340	38.6758	40.6095
Associate Transportation Planner	E	C	14	1421	5790.98	6080.53	6384.56	6703.80	7038.98	2672.76	2806.40	2946.72	3094.06	3248.76	33.4095	35.0800	36.8340	38.6758	40.6095
Automotive Parts Specialist	N	C	14	1427	3866.33	4059.64	4262.64	4475.77	4699.54	1784.46	1873.68	1967.37	2065.74	2169.02	22.3058	23.4210	24.5921	25.8218	27.1128
Automotive Service Writer	N	C	14	1428	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
Budget Technician	N	C	14	1429	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
Building Inspection Coordinator	N	C	14	1430	5849.03	6141.48	6448.54	6770.99	7109.53	2699.55	2834.53	2976.25	3125.07	3281.32	33.7444	35.4316	37.2031	39.0634	41.0165
Building Inspector	N	C	14	1431	5036.20	5288.01	5552.41	5830.02	6121.53	2324.40	2440.62	2562.65	2690.78	2825.32	29.0550	30.5078	32.0331	33.6348	35.3165
Building Inspector Aide	N	C	14	1432	4125.31	4331.60	4548.18	4775.57	5014.36	1903.99	1999.20	2099.16	2204.11	2314.32	23.7999	24.9900	26.2395	27.5514	28.9290
Buyer	N	C	14	1433	4336.28	4553.10	4780.75	5019.80	5270.79	2001.36	2101.43	2206.50	2316.83	2432.67	25.0170	26.2679	27.5813	28.9604	30.4084
Carpenter	N	C	14	1434	4490.35	4714.88	4950.62	5198.16	5458.05	2072.47	2176.10	2284.90	2399.15	2519.10	25.9059	27.2013	28.5613	29.9894	31.4888
City TV Production Assistant	N	C	14	1462	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
City TV Production Specialist	N	C	14	1463	5061.38	5314.44	5580.16	5859.17	6152.12	2336.02	2452.82	2575.46	2704.23	2839.44	29.2003	30.6603	32.1933	33.8029	35.4930
Code Enforcement Officer	N	C	14	1435	4791.15	5030.72	5282.25	5546.36	5823.68	2211.30	2321.87	2437.96	2559.86	2687.85	27.6413	29.0234	30.4745	31.9983	33.5981
Commission Secretary	N	C	14	1514	3827.96	4019.34	4220.32	4431.33	4652.92	1766.75	1855.08	1947.84	2045.23	2147.50	22.0844	23.1885	24.3480	25.5654	26.8438
Communications Specialist	E	C	14	1436	4445.78	4668.08	4901.48	5146.55	5403.88	2051.90	2154.50	2262.22	2375.33	2494.10	25.6488	26.9313	28.2778	29.6916	31.1763
Community Development Programs Specialist	N	C	14	1437	5241.21	5503.27	5778.44	6067.36	6370.72	2419.02	2539.97	2666.97	2800.32	2940.33	30.2378	31.7496	33.3371	35.0040	36.7541
Community Education Liaison	E	C	14	1438	3885.66	4079.94	4283.93	4498.13	4723.05	1793.38	1883.05	1977.20	2076.06	2179.87	22.4173	23.5381	24.7150	25.9508	27.2484
Computer Training Coordinator	E	C	14	1443	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
Creeks Outreach Coordinator	E	C	14	1444	5061.38	5314.44	5580.16	5859.17	6152.12	2336.02	2452.82	2575.46	2704.23	2839.44	29.2003	30.6603	32.1933	33.8029	35.4930
Custodian	N	C	14	1445	3120.00	3276.00	3439.80	3611.79	3792.38	1440.00	1512.00	1587.60	1666.98	1750.33	18.0000	18.9000	19.8450	20.8373	21.8791
Deputy City Clerk	N	C	14	1446	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
Electrician	N	C	14	1447	4767.32	5005.67	5255.97	5518.76	5794.71	2200.30	2310.31	2425.83	2547.12	2674.48	27.5038	28.8789	30.3229	31.8390	33.4310
Electronics Technician I	N	C	14	1448	4336.28	4553.10	4780.75	5019.80	5270.79	2001.36	2101.43	2206.50	2316.83	2432.67	25.0170	26.2679	27.5813	28.9604	30.4084
Electronics Technician II	N	C	14	1449	4767.32	5005.67	5255.97	5518.76	5794.71	2200.30	2310.31	2425.83	2547.12	2674.48	27.5038	28.8789	30.3229	31.8390	33.4310
Electronics/Communications Technician I	N	C	14	1450	4336.28	4553.10	4780.75	5019.80	5270.79	2001.36	2101.43	2206.50	2316.83	2432.67	25.0170	26.2679	27.5813	28.9604	30.4084
Electronics/Communications Technician II	N	C	14	1451	4767.32	5005.67	5255.97	5518.76	5794.71	2200.30	2310.31	2425.83	2547.12	2674.48	27.5038	28.8789	30.3229	31.8390	33.4310
Engineering Technician I	N	C	14	1452	4084.38	4288.59	4503.03	4728.19	4964.59	1885.10	1979.35	2078.32	2182.24	2291.35	23.5638	24.7419	25.9790	27.2780	28.6419
Engineering Technician II	N	C	14	1453	4490.35	4714.88	4950.62	5198.16	5458.05	2072.47	2176.10	2284.90	2399.15	2519.10	25.9059	27.2013	28.5613	29.9894	31.4888
Engineering Technician III	N	C	14	1454	4720.00	4955.99	5203.79	5463.99	5737.18	2178.46	2287.38	2401.75	2521.84	2647.93	27.2308	28.5923	30.0219	31.5230	33.0991
Environmental Services Specialist I	E	C	14	1541	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
Environmental Services Specialist II	E	C	14	1542	6303.40	6618.56	6949.50	7296.97	7661.81	2909.26	3054.72	3207.46	3367.83	3536.22	36.3658	38.1840	40.0933	42.0979	44.2028
Equipment Operator	N	C	14	1455	3641.71	3823.80	4014.99	4215.75	4426.52	1680.79	1764.83	1853.07	1945.73	2043.01	21.0099	22.0604	23.1634	24.3216	25.5376
Finance Analyst I	E	U	14	1456	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
Finance Analyst II	E	U																	

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Fire Warehouse Specialist	N	C	14	1458	3587.61	3767.01	3955.36	4153.11	4360.79	1655.82	1738.62	1825.55	1916.82	2012.67
Fleet Services Technician I	N	C	14	1426	4379.77	4598.75	4828.70	5070.13	5323.63	2021.43	2122.50	2228.63	2340.06	2457.06	25.2679	26.5313	27.8579	29.2508	30.7133
Fleet Services Technician II	N	C	14	1468	4839.19	5081.16	5335.20	5601.96	5882.07	2233.47	2345.15	2462.40	2585.52	2714.80	27.9184	29.3144	30.7800	32.3190	33.9350
Geographic Information Systems Coordinator	N	C	14	1423	7034.39	7386.11	7755.42	8143.19	8550.36	3246.64	3408.97	3579.43	3758.39	3946.32	40.5831	42.6121	44.7429	46.9799	49.3290
Geographic Information Systems Technician	N	C	14	1461	5112.12	5367.72	5636.11	5917.93	6213.83	2359.44	2477.41	2601.28	2731.35	2867.92	29.4930	30.9676	32.5160	34.1419	35.8490
Graphic Designer	N	C	14	1439	5454.56	5727.30	6013.67	6314.36	6630.07	2517.49	2643.37	2775.54	2914.32	3060.03	31.4686	33.0421	34.6943	36.4290	38.2504
Grounds Maintenance Crew Leader	N	C	14	1464	4104.79	4310.04	4525.54	4751.83	4989.40	1894.52	1989.25	2088.71	2193.15	2302.80	23.6815	24.8656	26.1089	27.4144	28.7850
Grounds Maintenance Worker I	N	C	14	1465	3247.01	3409.36	3579.81	3758.82	3946.76	1498.62	1573.55	1652.22	1734.84	1821.58	18.7328	19.6694	20.6528	21.6855	22.7698
Grounds Maintenance Worker II	N	C	14	1466	3641.71	3823.80	4014.99	4215.75	4426.52	1680.79	1764.83	1853.07	1945.73	2043.01	21.0099	22.0604	23.1634	24.3216	25.5376
Harbor Operations Assistant	N	C	14	1467	3641.71	3823.80	4014.99	4215.75	4426.52	1680.79	1764.83	1853.07	1945.73	2043.01	21.0099	22.0604	23.1634	24.3216	25.5376
Head Pool Lifeguard	N	C	14	1570	2634.67	2766.40	2904.72	3049.96	3202.45	1216.00	1276.80	1340.64	1407.67	1478.06	15.2000	15.9600	16.7580	17.5959	18.4757
Housing Loan Officer	N	C	14	1470	5790.98	6080.53	6384.56	6703.80	7038.98	2672.76	2806.40	2946.72	3094.06	3248.76	33.4095	35.0800	36.8340	38.6758	40.6095
Housing Programs Specialist	N	C	14	1469	5790.98	6080.53	6384.56	6703.80	7038.98	2672.76	2806.40	2946.72	3094.06	3248.76	33.4095	35.0800	36.8340	38.6758	40.6095
Irrigation Systems Technician	N	C	14	1471	4125.31	4331.60	4548.18	4775.57	5014.36	1903.99	1999.20	2099.16	2204.11	2314.32	23.7999	24.9900	26.2395	27.5514	28.9290
Lead Equipment Technician	N	C	14	1472	5346.84	5614.18	5894.87	6189.63	6499.09	2467.77	2591.16	2720.71	2856.75	2999.58	30.8471	32.3895	34.0089	35.7094	37.4948
Lead Meter Reader	N	C	14	1912	4125.31	4331.60	4548.18	4775.57	5014.36	1903.99	1999.20	2099.16	2204.11	2314.32	23.7999	24.9900	26.2395	27.5514	28.9290
Librarian I	E	C	14	1474	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
Librarian II	E	C	14	1473	4743.59	4980.78	5229.81	5491.31	5765.87	2189.35	2298.82	2413.76	2534.45	2661.17	27.3668	28.7353	30.1720	31.6806	33.2646
Library Assistant I	N	C	14	1476	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
Library Assistant II	N	C	14	1477	3312.44	3478.06	3651.96	3834.57	4026.30	1528.82	1605.26	1685.52	1769.80	1858.29	19.1103	20.0658	21.0690	22.1225	23.2286
Library Services Coordinator	E	C	14	1478	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
Library Systems Technician I	N	C	14	1479	4043.85	4246.04	4458.33	4681.26	4915.30	1866.39	1959.71	2057.69	2160.58	2268.60	23.3299	24.4964	25.7211	27.0073	28.3575
Library Systems Technician II	N	C	14	1481	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
Library Technician	N	C	14	1480	3534.33	3711.07	3896.62	4091.45	4296.00	1631.23	1712.80	1798.44	1888.36	1982.77	20.3904	21.4100	22.4805	23.6045	24.7846
Mail Services Specialist	N	C	14	1482	2823.80	2964.98	3113.24	3268.89	3432.33	1303.29	1368.45	1436.88	1508.72	1584.15	16.2911	17.1056	17.9610	18.8590	19.8019
Maintenance Coordinator	N	C	14	1483	4336.28	4553.10	4780.75	5019.80	5270.79	2001.36	2101.43	2206.50	2316.83	2432.67	25.0170	26.2679	27.5813	28.9604	30.4084
Maintenance Crew Leader	N	C	14	1484	4125.31	4331.60	4548.18	4775.57	5014.36	1903.99	1999.20	2099.16	2204.11	2314.32	23.7999	24.9900	26.2395	27.5514	28.9290
Maintenance Worker I	N	C	14	1485	3120.00	3276.00	3439.80	3611.79	3792.38	1440.00	1512.00	1587.60	1666.98	1750.33	18.0000	18.9000	19.8450	20.8373	21.8791
Maintenance Worker II	N	C	14	1486	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
Marketing Coordinator	N	C	14	1487	5454.56	5727.30	6013.67	6314.36	6630.07	2517.49	2643.37	2775.54	2914.32	3060.03	31.4686	33.0421	34.6943	36.4290	38.2504
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	4445.78	4668.08	4901.48	5146.55	5403.88	2051.90	2154.50	2262.22	2375.33	2494.10	25.6488	26.9313	28.2778	29.6916	31.1763
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	4839.19	5081.16	5335.20	5601.96	5882.07	2233.47	2345.15	2462.40	2585.52	2714.80	27.9184	29.3144	30.7800	32.3190	33.9350
Network Administrator	E	C	14	1490	6895.44	7240.22	7602.23	7982.34	8381.47	3182.51	3341.64	3508.72	3684.15	3868.37	39.7814	41.7705	43.8590	46.0519	48.3546
Network/Applications Analyst	E	C	14	1442	5704.99	5990.23	6289.75	6604.24	6934.44	2635.47	2764.72	2902.96	3048.11	3200.51	32.9434	34.5590	36.2870	38.1014	40.0064
Office Specialist I	N	C	14	1491	2895.10	3039.83	3191.83	3351.42	3518.99	1336.20	1403.00	1473.15	1546.81	1624.15	16.7025	17.5375	18.4144	19.3351	20.3019
Office Specialist II	N	C	14	1492	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
Outreach Coordinator	E	C	14	1493	5061.38	5314.44	5580.16	5859.17	6152.12	2336.02	2452.82	2575.46	2704.23	2839.44	29.2003	30.6603	32.1933	33.8029	35.4930
Page Coordinator	N	C	14	1494	3312.44	3478.06	3651.96	3834.57	4026.30	1528.82	1605.26	1685.52	1769.80	1858.29	19.1103	20.0658	21.0690	22.1225	23.2286
Painter	N	C	14	1495	4125.31	4331.60	4548.18	4775.57	5014.36	1903.99	1999.20	2099.16	2204.11	2314.32	23.7999	24.9900	26.2395	27.5514	28.9290
Park Project Technician	N	C	14	1498	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
Parking Coordinator	N	C	14	1496	4649.88	4882.39	5126.51	5382.82	5651.97	2146.10	2253.41	2366.08	2484.38	2608.60	26.8263	28.1676	29.5760	31.0548	32.6075
Parking Resources Specialist	N	C	14	1497	5137.67	5394.55	5664.27	5947.50	6244.85	2371.23	2489.79	2614.28	2745.00	2882.24	29.6404	31.1224	32.6785	34.3125	36.0280
PC/Network Technician I	N	C	14	1440	4043.85	4246.04	4458.33	4681.26	4915.30	1866.39	1959.71	2057.69	2160.58	2268.60	23.3299	24.4964	25.7211	27.0073	28.3575
PC/Network Technician II	N	C	14	1441	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
Plan Check Engineer	E	C	14	1424	6430.41	6751.92	7089.53	7444.00	7816.21	2967.88	3116.27	3272.09	3435.69	3607.48	37.0985	38.9534	40.9011	42.9461	45.0935
Planning Commission Secretary	N	C	14	1513	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
Planning Technician I	N	C	14	1499	4445.78	4668.08	4901.48	5146.55	5403.88	2051.90	2154.50	2262.22	2375.33	2494.10	25.6488	26.9313	28.2778	29.6916	31.1763
Planning Technician II	N	C	14	1500	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
Plans Examiner	E	C	14	1501	6148.16	6455.56	6778.33	7117.26	7473.12	2837.61	2979.49	3128.46	3284.89	3449.13	35.4701	37.2436	39.1058	41.0611	43.1141
Plumber	N	C	14	1502	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
Pool Technician	N	C	14																

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	6209.78	6520.28	6846.28	7188.59	7548.02	2866.05	3009.36	3159.82	3317.81	3483.70
Property Management Specialist	N	C	14	1508	4986.19	5235.51	5497.29	5772.15	6060.75	2301.32	2416.39	2537.21	2664.07	2797.27	28.7665	30.2049	31.7151	33.3009	34.9659
Public Works Inspector I	N	C	14	1509	4445.78	4668.08	4901.48	5146.55	5403.88	2051.90	2154.50	2262.22	2375.33	2494.10	25.6488	26.9313	28.2778	29.6916	31.1763
Public Works Inspector II	N	C	14	1510	5036.20	5288.01	5552.41	5830.02	6121.53	2324.40	2440.62	2562.65	2690.78	2825.32	29.0550	30.5078	32.0331	33.6348	35.3165
Public Works Operations Assistant	N	C	14	1571	3641.71	3823.80	4014.99	4215.75	4426.52	1680.79	1764.83	1853.07	1945.73	2043.01	21.0099	22.0604	23.1634	24.3216	25.5376
Real Property Agent	N	C	14	1511	5762.16	6050.29	6352.80	6670.43	7003.95	2659.46	2792.44	2932.06	3078.66	3232.59	33.2433	34.9055	36.6508	38.4833	40.4074
Records Technician	N	C	14	1512	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
Recreation Coordinator	N	C	14	1515	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
Recreation Program Leader	N	C	14	1517	3073.66	3227.34	3388.71	3558.14	3736.07	1418.61	1489.54	1564.02	1642.22	1724.34	17.7326	18.6193	19.5503	20.5278	21.5543
Recreation Specialist	N	C	14	1516	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
Recycling Educator	N	C	14	1518	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
Rental Housing Mediation Specialist	N	C	14	1519	4767.32	5005.67	5255.97	5518.76	5794.71	2200.30	2310.31	2425.83	2547.12	2674.48	27.5038	28.8789	30.3229	31.8390	33.4310
Senior Accountant	E	C	14	1520	5878.28	6172.18	6480.80	6804.85	7145.08	2713.05	2848.70	2991.14	3140.70	3297.73	33.9131	35.6088	37.3893	39.2588	41.2216
Senior Airport Maintenance Worker	N	C	14	1521	4064.06	4267.25	4480.62	4704.66	4939.87	1875.72	1969.50	2067.98	2171.38	2279.94	23.4465	24.6188	25.8498	27.1423	28.4993
Senior Building Inspector	N	C	14	1523	5564.48	5842.70	6134.83	6441.59	6763.66	2568.22	2696.63	2831.46	2973.04	3121.69	32.1028	33.7079	35.3933	37.1630	39.0211
Senior Buyer	E	C	14	1522	4791.15	5030.72	5282.25	5546.36	5823.68	2211.30	2321.87	2437.96	2559.86	2687.85	27.6413	29.0234	30.4745	31.9983	33.5981
Senior Custodian	N	C	14	1524	3295.96	3460.75	3633.80	3815.50	4006.25	1521.21	1597.27	1677.14	1761.00	1849.04	19.0151	19.9659	20.9643	22.0125	23.1130
Senior Electronics/Communications Technician	N	C	14	1525	5112.12	5367.72	5636.11	5917.93	6213.83	2359.44	2477.41	2601.28	2731.35	2867.92	29.4930	30.9676	32.5160	34.1419	35.8490
Senior Engineering Technician	N	C	14	1526	5112.12	5367.72	5636.11	5917.93	6213.83	2359.44	2477.41	2601.28	2731.35	2867.92	29.4930	30.9676	32.5160	34.1419	35.8490
Senior Grounds Maintenance Worker	N	C	14	1527	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
Senior Library Technician	E	C	14	1528	3866.33	4059.64	4262.64	4475.77	4699.54	1784.46	1873.68	1967.37	2065.74	2169.02	22.3058	23.4210	24.5921	25.8218	27.1128
Senior Maintenance Worker	N	C	14	1529	3924.61	4120.85	4326.90	4543.24	4770.39	1811.36	1901.93	1997.03	2096.88	2201.72	22.6420	23.7741	24.9629	26.2110	27.5215
Senior Network/Applications Analyst	E	C	14	1504	6056.83	6359.69	6677.67	7011.55	7362.12	2795.46	2935.24	3082.00	3236.10	3397.90	34.9433	36.6905	38.5250	40.4513	42.4738
Senior Plan Check Engineer	E	C	14	1425	7104.91	7460.16	7833.17	8224.82	8636.08	3279.19	3443.15	3615.31	3796.07	3985.88	40.9899	43.0394	45.1914	47.4509	49.8235
Senior Plans Examiner	E	C	14	1530	6430.41	6751.92	7089.53	7444.00	7816.21	2967.88	3116.27	3272.09	3435.69	3607.48	37.0885	38.9534	40.9011	42.9461	45.0935
Senior Property Management Specialist	N	C	14	1534	5790.98	6080.53	6384.56	6703.80	7038.98	2672.76	2806.40	2946.72	3094.06	3248.76	33.4095	35.0800	36.8340	38.6758	40.6095
Senior Public Works Inspector	N	C	14	1533	5564.48	5842.70	6134.83	6441.59	6763.66	2568.22	2696.63	2831.46	2973.04	3121.69	32.1028	33.7079	35.3933	37.1630	39.0211
Senior Real Property Agent	E	C	14	1535	6625.73	6957.02	7304.87	7670.11	8053.63	3058.03	3210.93	3371.48	3540.05	3717.06	38.2254	40.1366	42.1435	44.2506	46.4633
Senior Rental Housing Mediation Specialist	N	C	14	1536	5481.84	5755.92	6043.72	6345.93	6663.22	2530.08	2656.58	2789.41	2928.89	3075.33	31.6260	33.2073	34.8676	36.6111	38.4416
Senior Streets Maintenance Worker	N	C	14	1537	4064.06	4267.25	4480.62	4704.66	4939.87	1875.72	1969.50	2067.98	2171.38	2279.94	23.4465	24.6188	25.8498	27.1423	28.4993
Senior Traffic Technician	N	C	14	1538	5011.13	5261.69	5524.76	5801.01	6091.06	2312.83	2428.47	2549.89	2677.39	2811.26	28.9104	30.3559	31.8736	33.4674	35.1408
Senior Tree Trimmer	N	C	14	1539	4208.45	4418.87	4639.81	4871.79	5115.39	1942.36	2039.48	2141.45	2248.52	2360.95	24.2795	25.4935	26.7681	28.1065	29.5119
Senior Waterfront Maintenance Worker	N	C	14	1540	4064.06	4267.25	4480.62	4704.66	4939.87	1875.72	1969.50	2067.98	2171.38	2279.94	23.4465	24.6188	25.8498	27.1423	28.4993
Stock Clerk	N	C	14	1543	3247.01	3409.36	3579.81	3758.82	3946.76	1498.62	1573.55	1652.22	1734.84	1821.58	18.7328	19.6694	20.6528	21.6855	22.7698
Streets Maintenance Coordinator	N	C	14	1544	4490.35	4714.88	4950.62	5198.16	5458.05	2072.47	2176.10	2284.90	2399.15	2519.10	25.9059	27.2013	28.5613	29.9894	31.4888
Streets Maintenance Crew Leader	N	C	14	1545	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
Streets Maintenance Worker I	N	C	14	1546	3279.55	3443.55	3615.71	3796.52	3986.34	1513.64	1589.33	1668.79	1752.24	1839.85	18.9205	19.8666	20.8599	21.9030	22.9981
Streets Maintenance Worker II	N	C	14	1547	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
Survey Technician I	N	C	14	1548	4084.38	4288.59	4503.03	4728.19	4964.59	1885.10	1979.35	2078.32	2182.24	2291.35	23.5638	24.7419	25.9790	27.2780	28.6419
Survey Technician II	N	C	14	1549	4445.78	4668.08	4901.48	5146.55	5403.88	2051.90	2154.50	2262.22	2375.33	2494.10	25.6488	26.9313	28.2778	29.6916	31.1763
Traffic Technician I	N	C	14	1552	4043.85	4246.04	4458.33	4681.26	4915.30	1866.39	1959.71	2057.69	2160.58	2268.60	23.3299	24.4964	25.7211	27.0073	28.3575
Traffic Technician II	N	C	14	1553	4445.78	4668.08	4901.48	5146.55	5403.88	2051.90	2154.50	2262.22	2375.33	2494.10	25.6488	26.9313	28.2778	29.6916	31.1763
Transportation Engineering Associate	E	C	14	1554	5878.28	6172.18	6480.80	6804.85	7145.08	2713.05	2848.70	2991.14	3140.70	3297.73	33.9131	35.6088	37.3893	39.2588	41.2216
Tree Care Specialist	N	C	14	1555	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
Tree Trimmer I	N	C	14	1557	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
Tree Trimmer II	N	C	14	1556	3752.34	3939.95	4136.97	4343.82	4561.01	1731.85	1818.44	1909.37	2004.84	2105.08	21.6481	22.7305	23.8671	25.0605	26.3135
Vehicle Services Assistant	N	C	14	1558	3312.44	3478.06	3651.96	3834.57	4026.30	1528.82	1605.26	1685.52	1769.80	1858.29	19.1103	20.0658	21.0690	22.1225	23.2286
Warehouse Lead	N	C	14	1559	3587.61	3767.01	3955.36	4153.11	4360.79	1655.82	1738.62	1825.55	1916.82	2012.67	20.6978	21.7328	22.8194	23.9603	25.1584
Water Conservation Coordinator	E	C	14	1561	5907.68	6203.06	6513.20	6838.87	7180.81	2726.62	2862.95	3006.09	3156.40	3314.22	34.0828	35.7869	37.5761	39.4550	41.4278
Water Quality Research Coordinator	E	C	14	1563	5907.68	6203.06	6513.20	6838.87	7180.81	2726.62	2862.95	3006.09	3156.40	3314.22	34.0828	35.7869	37.5761	39.4550	41.4278
Water Resources Specialist	E	C																	

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
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
<b>FIRE</b>																			
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
<b>LEGAL/PROFESSIONAL ATTORNEY</b>																			
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
<b>MANAGEMENT</b>																			
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

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
Human Resources Manager	E	U	02	0223	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
<b>MANAGEMENT/APPOINTED</b>																			
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
<b>MANAGEMENT/EXECUTIVE</b>																			
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
<b>MANAGEMENT/FIRE</b>																			
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
<b>MANAGEMENT/POLICE</b>																			
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



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					3,518.58						1,623.96					
Mayor	E			0002					4,398.33						2,030.00					
<b>POLICE</b>																				
Assistant Identification Technician	N	C	29	2900	4626.77	4858.10	5101.01	5356.07	5623.87	2135.43	2242.20	2354.31	2472.03	2595.63	26.6929	28.0275	29.4289	30.9004	32.4454	
Identification Technician	N	C	29	2901	5564.48	5842.70	6134.83	6441.59	6763.66	2568.22	2696.63	2831.46	2973.04	3121.69	32.1028	33.7079	35.3933	37.1630	39.0211	
Parking Enforcement Officer	N	C	29	2902	3696.62	3881.43	4075.50	4279.30	4493.26	1706.13	1791.43	1881.00	1975.06	2073.81	21.3266	22.3929	23.5125	24.6883	25.9226	
Police Crime Analyst	N	C	29	2907	4626.77	4858.10	5101.01	5356.07	5623.87	2135.43	2242.20	2354.31	2472.03	2595.63	26.6929	28.0275	29.4289	30.9004	32.4454	
Police Officer	7	C	24	2400	6303.40	6618.56	6949.50	7296.97	7661.81	2909.26	3054.72	3207.46	3367.83	3536.22	36.3658	38.1840	40.0933	42.0979	44.2028	
Police Officer - Entry	7	C	24	2903	5966.89	6265.24	6578.52	6907.44	7252.81	2753.95	2891.65	3036.24	3188.05	3347.45	34.4244	36.1456	37.9530	39.8506	41.8431	
Police Property/Evidence Assistant	N	C	29	2905	3924.61	4120.85	4326.90	4543.24	4770.39	1811.36	1901.93	1997.03	2096.88	2201.72	22.6420	23.7741	24.9629	26.2110	27.5215	
Police Property/Evidence Technician	N	C	29	2906	4626.77	4858.10	5101.01	5356.07	5623.87	2135.43	2242.20	2354.31	2472.03	2595.63	26.6929	28.0275	29.4289	30.9004	32.4454	
Police Range/Equipment Specialist	N	C	29	2908	4379.77	4598.75	4828.70	5070.13	5323.63	2021.43	2122.50	2228.63	2340.06	2457.06	25.2679	26.5313	27.8579	29.2508	30.7133	
Police Records Specialist	N	C	29	2904	3396.10	3565.90	3744.17	3931.40	4127.96	1567.43	1645.80	1728.08	1814.49	1905.21	19.5929	20.5725	21.6010	22.6811	23.8151	
Police Records Supervisor	N	C	29	2914	4626.77	4858.10	5101.01	5356.07	5623.87	2135.43	2242.20	2354.31	2472.03	2595.63	26.6929	28.0275	29.4289	30.9004	32.4454	
Police Sergeant	7	C	24	2401	8129.10	8535.56	8962.33	9410.44	9880.98	3751.89	3939.48	4136.46	4343.28	4560.45	46.8987	49.2435	51.7058	54.2910	57.0057	
Police Services Coordinator	N	C	29	2916	4084.38	4288.59	4503.03	4728.19	4964.59	1885.10	1979.35	2078.32	2182.24	2291.35	23.5638	24.7419	25.9790	27.2780	28.6419	
Police Services Specialist	N	C	29	2915	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	
Police Technician	N	C	29	1503	3696.62	3881.43	4075.50	4279.30	4493.26	1706.13	1791.43	1881.00	1975.06	2073.81	21.3266	22.3929	23.5125	24.6883	25.9226	
Public Safety Dispatcher I	N	U	29	2910	4084.38	4288.59	4503.03	4728.19	4964.59	1885.10	1979.35	2078.32	2182.24	2291.35	23.5638	24.7419	25.9790	27.2780	28.6419	
Public Safety Dispatcher II	N	C	29	2911	4293.25	4507.90	4733.30	4969.99	5218.48	1981.50	2080.57	2184.60	2293.84	2408.53	24.7688	26.0071	27.3075	28.6730	30.1066	
Public Safety Dispatcher III	N	C	29	2912	4743.59	4980.78	5229.81	5491.31	5765.87	2189.35	2298.82	2413.76	2534.45	2661.17	27.3669	28.7353	30.1720	31.6806	33.2646	
Public Safety Dispatcher Supervisor	N	C	29	2913	5481.84	5755.92	6043.72	6345.93	6663.22	2530.08	2656.58	2789.41	2928.89	3075.33	31.6260	33.2073	34.8676	36.6111	38.4416	
<b>SUPERVISOR</b>																				
Accounting Supervisor	E	U	04	4064	6827.01	7168.36	7526.78	7903.12	8298.27	3150.93	3308.47	3473.90	3647.59	3829.98	39.3866	41.3559	43.4237	45.5949	47.8747	
Administrative Supervisor	E	U	04	4001	5481.84	5755.92	6043.72	6345.93	6663.22	2530.08	2656.58	2789.41	2928.89	3075.33	31.6260	33.2073	34.8676	36.6111	38.4416	
Administrative/Clerical Supervisor	E	U	04	4000	4961.39	5209.47	5469.92	5743.42	6030.59	2289.87	2404.37	2524.58	2650.81	2783.35	28.6234	30.0546	31.5527	33.1351	34.7919	
Airport Maintenance Superintendent	E	U	04	4002	7811.13	8201.69	8611.77	9042.36	9494.49	3605.14	3785.39	3974.67	4173.39	4382.07	45.0642	47.3174	49.6833	52.1674	54.7760	
Airport Maintenance Supervisor	E	U	04	4003	5733.50	6020.17	6321.19	6637.26	6969.11	2646.23	2778.54	2917.47	3063.35	3216.51	33.0779	34.7318	36.4684	38.2919	40.2064	
Airport Operations Supervisor	E	U	04	4004	5733.50	6020.17	6321.19	6637.26	6969.11	2646.23	2778.54	2917.47	3063.35	3216.51	33.0779	34.7318	36.4684	38.2919	40.2064	
Airport Patrol Supervisor	E	U	04	4005	6658.86	6991.81	7341.39	7708.46	8093.90	3073.32	3226.98	3388.34	3557.75	3735.65	38.4165	40.3373	42.3542	44.4719	46.6956	
Animal Control Supervisor	E	U	04	4006	5320.23	5586.23	5865.56	6158.84	6466.76	2455.49	2578.26	2707.18	2842.54	2984.66	30.6936	32.2283	33.8398	35.5318	37.3083	
Billing Supervisor	E	U	04	4008	5762.16	6050.29	6352.80	6670.43	7003.95	2659.46	2792.44	2932.06	3078.66	3232.59	33.2433	34.9055	36.6508	38.4833	40.4074	
Building Inspection/Plan Check Supervisor	E	U	04	4009	8169.74	8578.23	9007.14	9457.50	9930.39	3770.65	3959.18	4157.15	4365.00	4583.26	47.1332	49.4897	51.9643	54.5624	57.2908	
Business Office Supervisor	E	U	04	4010	5849.03	6141.48	6448.54	6770.99	7109.53	2699.55	2834.53	2976.25	3125.07	3281.32	33.7444	35.4316	37.2031	39.0634	41.0165	
City Surveyor	E	U	04	4063	6692.15	7026.76	7378.10	7747.00	8134.37	3088.69	3243.12	3405.28	3575.54	3754.32	38.6086	40.5390	42.5660	44.6942	46.9291	
City TV Production Supervisor	E	U	04	4022	6625.73	6957.02	7304.87	7670.11	8053.63	3058.03	3210.93	3371.48	3540.05	3717.06	38.2254	40.1366	42.1435	44.2506	46.4633	
Community Development Programs Supv. I	E	U	04	4011	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8252	44.9665	47.2148	49.5757	
Community Development Programs Supv. II	E	U	04	4012	7431.10	7802.66	8192.79	8602.43	9032.56	3429.74	3601.23	3781.29	3970.35	4168.88	42.8718	45.0153	47.2661	49.6293	52.1110	
Creeks Supervisor	E	U	04	4023	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8252	44.9665	47.2148	49.5757	
Custodial Supervisor	E	U	04	4014	4490.35	4714.88	4950.62	5198.16	5458.05	2072.47	2176.10	2284.90	2399.15	2519.10	25.9059	27.2013	28.5613	29.9894	31.4888	
Electronics/Communications Supervisor	E	U	04	4016	6303.40	6618.56	6949.50	7296.97	7661.81	2909.26	3054.72	3207.46	3367.83	3536.22	36.3658	38.1840	40.0933	42.0979	44.2028	
Environmental Services Supervisor	E	U	04	4017	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8252	44.9665	47.2148	49.5757	
Facilities Maintenance Superintendent	E	U	04	4018	7811.13	8201.69	8611.77	9042.36	9494.49	3605.14	3785.39	3974.67	4173.39	4382.07	45.0642	47.3174	49.6833	52.1674	54.7760	
Facilities Maintenance Supervisor	E	U	04	4019	5733.50	6020.17	6321.19	6637.26	6969.11	2646.23	2778.54	2917.47	3063.35	3216.51	33.0779	34.7318	36.4684	38.2919	40.2064	
Finance Supervisor	E	U	04	4020	5762.16	6050.29	6352.80	6670.43	7003.95	2659.46	2792.44	2932.06	3078.66	3232.59	33.2433	34.9055	36.6508	38.4833	40.4074	
Fleet Services Supervisor	E	U	04	4007	6303.40	6618.56	6949.50	7296.97	7661.81	2909.26	3054.72	3207.46	3367.83	3536.22	36.3658	38.1840	40.0933	42.0979	44.2028	
Harbor Patrol Supervisor	E	U	04	4024	6658.86	6991.81	7341.39	7708.46	8093.90	3073.32	3226.98	3388.34	3557.75	3735.65	38.4165	40.3373	42.3542	44.4719	46.6956	
Housing Programs Supervisor I	E	U	04	4025	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8252	44.9665	47.2148	49.5757	
Housing Programs Supervisor II	E	U	04	4026	7431.10	7802.66	8192.79	8602.43	9032.56	3429.74	3601.23	3781.29	3970.35	4168.88	42.8718	45.0153	47.2661	49.6293	52.1110	
Information Systems Supervisor	E	U	04	4027	8008.37	8408.79	8829.23	9270.69	9734.24	3696.17	3880.98	4075.03	4278.78	4492.73	46.2022	48.5122	50.9379	53.4847	56.1591	
Laboratory Supervisor	E	U	04	4028	6398.41	6718.34	7054.26	7406.97	7777.32	2953.11	3100.77	3255.81	3418.60	3589.53	36.9139	38.7596	40.6976	42.7325	44.8691	

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
					Library Circulation Supervisor	E	U	04	4029	4961.39	5209.47	5469.92	5743.42	6030.59	2289.87	2404.37	2524.58	2650.81	2783.35
Maintenance Supervisor I	E	U	04	4030	5215.12	5475.88	5749.68	6037.16	6339.02	2406.98	2527.33	2653.70	2786.38	2925.70	30.0873	31.5916	33.1713	34.8298	36.5713
Maintenance Supervisor II	E	U	04	4031	5733.50	6020.17	6321.19	6637.26	6969.11	2646.23	2778.54	2917.47	3063.35	3216.51	33.0779	34.7318	36.4684	38.2919	40.2064
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	5189.19	5448.65	5721.06	6007.13	6307.47	2395.01	2514.76	2640.49	2772.52	2911.14	29.9376	31.4345	33.0061	34.6565	36.3893
Parking Supervisor	E	U	04	4033	5733.50	6020.17	6321.19	6637.26	6969.11	2646.23	2778.54	2917.47	3063.35	3216.51	33.0779	34.7318	36.4684	38.2919	40.2064
Parking/TMP Superintendent	E	U	04	4035	7431.10	7802.66	8192.79	8602.43	9032.56	3429.74	3601.23	3781.29	3970.35	4168.88	42.8718	45.0153	47.2661	49.6293	52.1110
Parks Capital Project Supervisor	E	U	04	4065	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8252	44.9665	47.2148	49.5757
Parks Supervisor	E	U	04	4033	5454.56	5727.30	6013.67	6314.36	6630.07	2517.49	2643.37	2775.54	2914.32	3060.03	31.4686	33.0421	34.6943	36.4290	38.2504
Purchasing Supervisor	E	U	04	4036	6056.83	6359.69	6677.67	7011.55	7362.12	2795.46	2935.24	3082.00	3236.10	3397.90	34.9433	36.6905	38.5250	40.4513	42.4738
Recreation Supervisor I	E	U	04	4037	5189.19	5448.65	5721.06	6007.13	6307.47	2395.01	2514.76	2640.49	2772.52	2911.14	29.9376	31.4345	33.0061	34.6565	36.3893
Senior Deputy City Clerk	E	U	04	4015	5481.84	5755.92	6043.72	6345.93	6663.22	2530.08	2656.58	2789.41	2928.89	3075.33	31.6260	33.2073	34.8676	36.6111	38.4416
Senior Librarian	E	U	04	4038	5849.03	6141.48	6448.54	6770.99	7109.53	2699.55	2834.53	2976.25	3125.07	3281.32	33.7444	35.4316	37.2031	39.0634	41.0165
Senior Neighborhood & Outreach Services Supervisor	E	U	04	4013	6026.71	6328.05	6644.45	6976.67	7325.50	2781.56	2920.64	3066.67	3220.00	3381.00	34.7695	36.5080	38.3334	40.2500	42.2625
Senior Planner I	E	U	04	4039	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8252	44.9665	47.2148	49.5757
Senior Planner II	E	U	04	4040	7431.10	7802.66	8192.79	8602.43	9032.56	3429.74	3601.23	3781.29	3970.35	4168.88	42.8718	45.0153	47.2661	49.6293	52.1110
Senior Recreation Supervisor	E	U	04	4041	6026.71	6328.05	6644.45	6976.67	7325.50	2781.56	2920.64	3066.67	3220.00	3381.00	34.7695	36.5080	38.3334	40.2500	42.2625
Street Tree Supervisor	E	U	04	4042	5454.56	5727.30	6013.67	6314.36	6630.07	2517.49	2643.37	2775.54	2914.32	3060.03	31.4686	33.0421	34.6943	36.4290	38.2504
Supervising Engineer	E	U	04	4043	7811.13	8201.69	8611.77	9042.36	9494.49	3605.14	3785.39	3974.67	4173.39	4382.07	45.0642	47.3174	49.6833	52.1674	54.7760
Supervising Librarian	E	U	04	4044	6430.41	6751.92	7089.53	7444.00	7816.21	2967.88	3116.27	3272.09	3435.69	3607.48	37.0985	38.9534	40.9011	42.9461	45.0935
Supervising Senior Accountant	E	U	04	4048	6209.78	6520.28	6846.28	7188.59	7548.02	2866.05	3009.36	3159.82	3317.81	3483.70	35.8256	37.6170	39.4978	41.4726	43.5463
Supervising Transportation Engineer	E	U	04	4047	7811.13	8201.69	8611.77	9042.36	9494.49	3605.14	3785.39	3974.67	4173.39	4382.07	45.0642	47.3174	49.6833	52.1674	54.7760
Supervising Transportation Planner	E	U	04	4046	7431.10	7802.66	8192.79	8602.43	9032.56	3429.74	3601.23	3781.29	3970.35	4168.88	42.8718	45.0153	47.2661	49.6293	52.1110
Treatment Plant Technician Supervisor	E	U	04	4049	7104.91	7460.16	7833.17	8224.82	8636.08	3279.19	3443.15	3615.31	3796.07	3985.88	40.9899	43.0393	45.1914	47.4509	49.8236
Urban Forest Superintendent	E	U	04	4050	5564.48	5842.70	6134.83	6441.59	6763.66	2568.22	2696.63	2831.46	2973.04	3121.69	32.1028	33.7079	35.3933	37.1630	39.0211
Utility Services Supervisor	E	U	04	4051	5112.12	5367.72	5636.11	5917.93	6213.83	2359.44	2477.41	2601.28	2731.35	2867.92	29.9430	30.9676	32.5160	34.1419	35.8490
Wastewater Collection System Superintendent	E	U	04	4053	8169.74	8578.23	9007.14	9457.50	9930.39	3770.65	3959.18	4157.15	4365.00	4583.26	47.1332	49.4897	51.9643	54.5624	57.2908
Wastewater Collection System Supervisor	E	U	04	4052	7104.91	7460.16	7833.17	8224.82	8636.08	3279.19	3443.15	3615.31	3796.07	3985.88	40.9899	43.0393	45.1914	47.4509	49.8236
Wastewater Treatment Superintendent	E	U	04	4054	8169.74	8578.23	9007.14	9457.50	9930.39	3770.65	3959.18	4157.15	4365.00	4583.26	47.1332	49.4897	51.9643	54.5624	57.2908
Wastewater Treatment Supervisor	E	U	04	4055	7104.91	7460.16	7833.17	8224.82	8636.08	3279.19	3443.15	3615.31	3796.07	3985.88	40.9899	43.0393	45.1914	47.4509	49.8236
Water Distribution Superintendent	E	U	04	4059	8169.74	8578.23	9007.14	9457.50	9930.39	3770.65	3959.18	4157.15	4365.00	4583.26	47.1332	49.4897	51.9643	54.5624	57.2908
Water Distribution Supervisor	E	U	04	4060	7104.91	7460.16	7833.17	8224.82	8636.08	3279.19	3443.15	3615.31	3796.07	3985.88	40.9899	43.0393	45.1914	47.4509	49.8236
Water Resources Supervisor	E	U	04	4056	7069.56	7423.04	7794.20	8183.90	8593.11	3262.88	3426.02	3597.32	3777.18	3966.05	40.7860	42.8252	44.9665	47.2148	49.5757
Water Treatment Superintendent	E	U	04	4057	8169.74	8578.23	9007.14	9457.50	9930.39	3770.65	3959.18	4157.15	4365.00	4583.26	47.1332	49.4897	51.9643	54.5624	57.2908
Water Treatment Supervisor	E	U	04	4058	7104.91	7460.16	7833.17	8224.82	8636.08	3279.19	3443.15	3615.31	3796.07	3985.88	40.9899	43.0393	45.1914	47.4509	49.8236
Waterfront Maintenance Superintendent	E	U	04	4062	6334.90	6651.67	6984.25	7333.45	7700.12	2923.80	3070.00	3223.50	3384.67	3553.90	36.5475	38.3750	40.2938	42.3084	44.4238
Waterfront Parking Supervisor	E	U	04	4061	5733.50	6020.17	6321.19	6637.26	6969.11	2646.23	2778.54	2917.47	3063.35	3216.51	33.0779	34.7318	36.4684	38.2919	40.2064
<b>SUPERVISOR/CONFIDENTIAL</b>																			
Administrator's Office Supervisor*	E	U	05	5000	5762.16	6050.27	6352.78	6670.42	7003.94	2659.46	2792.43	2932.05	3078.66	3232.59	33.2433	34.9054	36.6507	38.4832	40.4074
Information Systems Supervisor*	E	U	05	5001	8008.37	8408.79	8829.23	9270.69	9734.22	3696.17	3880.98	4075.03	4278.78	4492.72	46.2022	48.5122	50.9378	53.4847	56.1591
Legal Office Supervisor*	E	U	05	5002	5481.84	5755.93	6043.73	6345.92	6663.21	2530.08	2656.58	2789.41	2928.88	3075.33	31.6260	33.2073	34.8677	36.6110	38.4416
Payroll Supervisor*	E	U	05	5003	5762.16	6050.27	6352.78	6670.42	7003.94	2659.46	2792.43	2932.05	3078.66	3232.59	33.2433	34.9054	36.6507	38.4832	40.4074
<b>TREATMENT AND PATROL</b>																			
Airport Operations Specialist	N	C	19	1900	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
Airport Patrol Officer	N	C	19	1901	4863.39	5106.56	5361.88	5629.98	5911.48	2244.64	2366.88	2474.71	2598.45	2728.38	28.0580	29.4610	30.9339	32.4806	34.1047
Airport Patrol Officer II	N	C	19	1903	5373.56	5642.24	5924.35	6220.57	6531.59	2480.10	2604.11	2734.31	2871.03	3014.58	31.0013	32.5514	34.1789	35.8879	37.6823
Control Systems Operator Specialist	N	C	19	1904	5620.26	5901.28	6196.34	6506.16	6831.47	2593.97	2723.67	2859.86	3002.85	3152.99	32.4246	34.0459	35.7482	37.5356	39.4124
Harbor Patrol Officer	N	C	19	1906	5646.28	5928.60	6225.03	6536.28	6863.09	2605.98	2736.28	2873.10	3016.75	3167.60	32.5747	34.2035	35.9138	37.7094	39.5950
Harbor Patrol Officer - Entry	N	C	19	1907	5371.58	5640.16	5922.17	6218.28	6529.19	2479.19	2603.16	2733.30	2869.98	3013.46	30.9899	32.5395	34.1662	35.8747	37.6683
Harbor Patrol Officer II	N	C	19	1908	5935.04	6231.79	6543.38	6870.55	7214.07	2739.25	2876.22	3020.02	3171.03	3329.57	34.2406	35.9527	37.7502	39.6379	41.6196
Laboratory Analyst Coordinator	N	C	19	1911	5427.45	5698.82	5983.76	6282.95	6597.10	2504.98	2630.22	2761.73	2899.82	3044.80	31.3122	32.8777	34.5216	36.2477	38.0600
Laboratory Analyst I	N	C	19	1909	4468.01	4691.41	4925.98	5172.28	5430.90	2062.16	2165.28	2273.54	2387.21	2506.58	25.7770	27.0660	28.4192	29.8401	31.3322
Laboratory Analyst II	N	C	19	1910	4912.16	5157.77	5415.66	5686.44	5970.76	2267.15	2380.50								

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	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)

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

\* Salaries do not include base overtime

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

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