

City of Santa Rosa
Salary Plan and Schedule
City Council Approved February 27, 2018

Exhibit A

This is a list of active classifications in the City. The positions listed are not necessarily funded or filled.

Effective date	Unit	Classification Title	Range or Steps	Pay Basis	Pay Rate								
					Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
7/9/2017	06-PROF	ACCOUNTANT-AUDITOR	Steps	Annually	78,975	82,847	87,126	91,470	96,085				
7/9/2017	04-SUPP	ACCOUNTING AIDE	Steps	Annually	42,558	44,607	46,794	49,155	51,651				
7/9/2017	04-SUPP	ACCOUNTING ASSISTANT	Steps	Annually	50,936	53,420	56,037	58,872	61,813				
7/9/2017	18-MGMT	ACCOUNTING SERVICES SUPERVISOR	Range	Annually	73,050	96,560							
7/9/2017	07-TECH	ACCOUNTING TECHNICIAN	Steps	Annually	56,037	58,843	61,813	64,889	68,126				
7/9/2017	12-CONF	ACCOUNTING TECHNICIAN -CONFIDENTIAL	Steps	Annually	57,562	60,439	63,461	66,635	69,967				
7/9/2017	18-MGMT	ADMINISTRATIVE ANALYST	Range	Annually	73,050	96,560							
7/9/2017	11-MCON	ADMINISTRATIVE ANALYST-CONFIDENTIAL	Range	Annually	73,050	96,560							
7/9/2017	04-SUPP	ADMINISTRATIVE SECRETARY	Steps	Annually	53,528	56,199	58,939	61,894	64,916				
7/9/2017	18-MGMT	ADMINISTRATIVE SUPPORT SUPERVISOR	Range	Annually	65,763	80,069							
7/9/2017	11-MCON	ADMINISTRATIVE SUPPORT SUPERVISOR-CONF	Range	Annually	65,763	80,069							
7/9/2017	04-SUPP	ADMINISTRATIVE ASSISTANT	Steps	Annually	42,558	44,607	46,794	49,155	51,651				
7/9/2017	12-CONF	ADMINISTRATIVE ASSISTANT CONFIDENTIAL	Steps	Annually	43,745	45,850	48,143	50,504	53,094				
7/9/2017	12-CONF	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	Steps	Annually	54,997	57,846	60,611	63,633	66,736				
7/9/2017	18-MGMT	ADMINISTRATIVE SERVICES OFFICER	Range	Annually	83,909	110,799							
7/9/2017	07-TECH	ADMINISTRATIVE TECHNICIAN	Steps	Annually	59,342	62,243	65,428	68,761	72,187				
7/9/2017	12-CONF	ADMINISTRATIVE TECHNICIAN CONFIDENTIAL	Steps	Annually	60,988	64,093	67,210	70,719	74,253				
7/9/2017	18-MGMT	ADMINISTRATOR - CITY ATTORNEYS OFFICE	Range	Annually	68,876	83,711							
7/9/2017	07-TECH	ARTS COORDINATOR	Steps	Annually	59,342	62,243	65,428	68,761	72,187				
7/9/2017	06-PROF	ASSISTANT ENGINEER	Steps	Annually	82,376	86,626	90,956	95,490	100,226				
7/10/2016	02-FIRE	ASSISTANT FIRE MARSHAL	Steps	Annually	107,202	112,270	117,690	121,927	128,773				
7/9/2017	06-PROF	ASSOCIATE CIVIL ENGINEER	Steps	Annually	95,490	100,226	105,339	110,535	116,067				
7/9/2017	07-TECH	ASSOCIATE RIGHT-OF-WAY AGENT	Steps	Annually	74,090	77,747	81,592	85,709	89,973				
7/9/2017	17-ATTY	ASSISTANT CITY ATTORNEY	Range	Annually	131,818	164,638							
7/9/2017	10-EXEC	ASSISTANT CITY MANAGER	Range	Annually	150,270	186,894							
9/3/2017	09-FSAF	BATTALION CHIEF	Range	Annually	136,653	177,122							
9/3/2017	09-FSAF	BATTALION CHIEF W/STIPEND	Range	Annually	131,665	172,064							
7/9/2017	18-MGMT	BIOSOLIDS COORDINATOR	Range	Annually	84,837	110,069							
7/9/2017	11-MCON	BUDGET & FINANCIAL ANALYSIS MANAGER	Range	Annually	97,685	125,103							
7/9/2017	07-TECH	BUILDING INSPECTOR	Steps	Annually	74,321	77,991	81,849	85,978	90,256				
7/9/2017	06-PROF	BUILDING PLANS EXAMINER	Steps	Annually	79,678	83,685	87,813	92,226	96,867				
7/9/2017	08-TRAN	BUS OPERATOR	Steps	Hourly	22.31	23.41	24.59	25.79	27.12				
7/9/2017	08-TRAN	BUS OPERATOR TRAINEE	Range	Hourly	17.09	18.74							
7/9/2017	03-MAIN	BUS SERVICE WORKER	Steps	Hourly	21.15	22.07	22.95	23.98	25.07				
7/9/2017	07-TECH	BUYER	Steps	Annually	60,585	63,755	67,115	70,367	73,659				
7/9/2017	11-MCON	CHIEF ASSISTANT CITY ATTORNEY	Range	Annually	151,524	189,334							
7/9/2017	18-MGMT	CHIEF BUILDING OFFICIAL	Range	Annually	110,799	143,316							
7/9/2017	10-EXEC	CHIEF FINANCIAL OFFICER	Range	Annually	135,831	169,939							
7/9/2017	10-EXEC	CHIEF INFORMATION OFFICER	Range	Annually	135,831	169,939							
12/11/2016	15-CMCA	CITY ATTORNEY	Range	Annually	0	222,618							
7/9/2017	11-MCON	CITY CLERK	Range	Annually	94,638	121,461							
7/9/2017	15-CMCA	CITY MANAGER	Fixed*	Annually	232,380								
7/9/2017	06-PROF	CITY PLANNER	Steps	Annually	71,203	74,779	78,517	82,416	86,558	90,877	95,437	100,226	
7/9/2017	06-PROF	CITY SURVEYOR	Steps	Annually	95,490	100,226	105,339	110,535	116,067				
7/9/2017	07-TECH	CIVIL ENGINEERING TECHNICIAN I	Steps	Annually	53,757	56,442	59,209	62,204	65,387				
7/9/2017	07-TECH	CIVIL ENGINEERING TECHNICIAN II	Steps	Annually	62,204	65,387	68,680	72,108	75,683				
7/9/2017	07-TECH	CIVIL ENGINEERING TECHNICIAN III	Steps	Annually	74,090	77,747	81,592	85,709	89,973				
7/9/2017	07-TECH	CODE ENFORCEMENT OFFICER	Steps	Annually	74,321	77,991	81,849	85,978	90,256				

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Effective date	Unit	Classification Title	Range or Steps	Pay Basis	Pay Rate								
					Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
7/9/2017	14-PTEC	COMMUNICATIONS DISPATCHER	Steps	Annually	66,387	69,697	73,182	76,836	80,665				
7/9/2017	14-PTEC	COMMUNICATIONS DISPATCHER TRAINEE	Steps	Annually	47,352	49,720	52,206	54,816	58,771				
7/9/2017	18-MGMT	COMMUNICATIONS SUPERVISOR	Range	Annually	79,936	97,420							
10/24/17	11-MCON	COMMUNICATIONS & INTERGOV REL OFFICER	Range	Annually	108,216	135,303							
7/9/2017	07-TECH	COMMUNITY DEVELOPMENT TECHNICIAN	Steps	Annually	59,209	62,204	65,387	68,680	72,108				
7/9/2017	18-MGMT	COMMUNITY ENGAGEMENT COORDINATOR	Range	Annually	73,115	87,420							
7/9/2017	10-EXEC	COMMUNITY ENGAGEMENT DIRECTOR	Range	Annually	135,831	169,939							
7/9/2017	07-TECH	COMMUNITY OUTREACH SPECIALIST	Steps	Annually	60,585	63,687	66,751	70,245	73,740				
7/9/2017	14-PTEC	COMMUNITY SERVICES OFFICER	Steps	Annually	56,875	59,718	62,704	65,839	69,132				
7/1/2008	99-ELEC	COUNCIL MEMBER	Fixed*	Annually	9,600								
7/9/2017	07-TECH	CRIME ANALYSIS TECHNICIAN	Steps	Annually	60,585	63,687	66,751	70,245	73,740				
7/9/2017	06-PROF	CRIME ANALYST	Steps	Annually	70,568	74,078	77,788	81,646	85,734				
7/9/2017	04-SUPP	CUSTOMER SERVICE REPRESENTATIV	Steps	Annually	47,212	49,493	52,029	54,660	57,386				
9/3/2017	09-FSAF	DEP FIRE CHIEF-FIRE MARSHAL	Range	Annually	158,504	203,398							
9/3/2017	09-FSAF	DEP FIRE CHIEF-FIRE MARSHAL-STIPEND	Range	Annually	153,515	198,691							
7/9/2017	07-TECH	DEPARTMENT APPLICATION SPECIAL	Steps	Annually	69,422	72,878	76,560	80,325	84,359				
7/9/2017	06-PROF	DEPARTMENT INFORMATION TECH SUPERVISOR	Steps	Annually	88,649	93,076	97,731	102,628	107,771				
7/9/2017	06-PROF	DEPARTMENT PROGRAMMER ANALYST	Steps	Annually	78,975	82,847	87,126	91,470	96,085				
7/9/2017	06-PROF	DEPARTMENT TECHNOLOGY COORDINATOR	Steps	Annually	78,975	82,847	87,126	91,470	96,085				
7/9/2017	17-ATTY	DEPUTY CITY ATTORNEY	Range	Annually	105,004	131,206							
7/9/2017	12-CONF	DEPUTY CITY CLERK	Steps	Annually	63,137	66,294	69,607	73,090	76,742				
7/9/2017	10-EXEC	DEPUTY CITY MANAGER	Range	Annually	169,210	210,470							
7/9/2017	18-MGMT	DEPUTY DIRECTOR COMM DEV - PLANNING	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR DEVELOPMENT SERVICES	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR HOUSING & COMMUNITY SVCS	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR ENGINEERING SERVICES	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR ENVIRONMENTAL SERVICES	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR FIELD SERVICES	Range	Annually	110,799	143,316							
7/9/2017	11-MCON	DEPUTY DIRECTOR FINANCE	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR PARKS	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR PUBLIC WORKS TRAFFIC	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR RECREATION	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR WATER ADMINISTRATION	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR UTILITIES ENGINEERING	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR UTILITIES OPERATIONS	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR WATER & ENG RESOURCES	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR WATER & SEWER OPERAT	Range	Annually	110,799	143,316							
7/9/2017	18-MGMT	DEPUTY DIRECTOR WATER RESOURCES	Range	Annually	110,799	143,316							
9/3/2017	09-FSAF	DEPUTY FIRE CHIEF W STIPEND	Range	Annually	153,515	198,691							
7/9/2017	18-MGMT	DEVELOPMENT REVIEW COORDINATOR	Range	Annually	84,837	110,069							
7/9/2017	10-EXEC	DIRECTOR PLANNING & ECONOMIC DEVELOPMENT	Range	Annually	135,831	169,939							
7/9/2017	10-EXEC	DIRECTOR HOUSING & COMM SERVICES	Range	Annually	135,831	169,939							
7/9/2017	10-EXEC	DIRECTOR OF PUBLIC WORKS	Range	Annually	150,270	186,894							
7/9/2017	10-EXEC	DIRECTOR OF RECREATION & PARKS	Range	Annually	135,831	169,939							
7/9/2017	10-EXEC	DIRECTOR OF TRANS & PUB WORKS	Range	Annually	150,270	186,894							
7/9/2017	10-EXEC	DIRECTOR OF TRANSIT	Range	Annually	135,831	169,939							
9/3/2017	09-FSAF	DIVISION CHIEF FIRE MARSHAL W STIPEND	Range	Annually	140,683	183,850							
7/9/2017	18-MGMT	ECONOMIC DEVELOPMENT MANAGER	Range	Annually	108,216	135,303							

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7/9/2017	18-MGMT	ELECTRICAL MAINTENANCE SUPERINTENDENT	Range	Annually	84,837	110,069							
7/9/2017	07-TECH	ELECTRICAL TECHNICIAN - PW	Steps	Hourly	38.54	40.45	42.21						
7/9/2017	07-TECH	ELECTRICAL TECHNICIAN - UTILITIES	Steps	Hourly	38.54	40.45	42.21						
7/9/2017	07-TECH	ELECTRICIAN	Steps	Hourly	35.37	37.12	38.68						
7/9/2017	18-MGMT	EMERGENCY PREPAREDNESS COORDINATOR	Range	Annually	84,837	110,069							
7/9/2017	11-MCON	EMPLOYEE RELATIONS MANAGER	Range	Annually	106,093	132,649							
7/9/2017	11-MCON	EMPLOYMENT SERVICES MANAGER	Range	Annually	106,093	132,649							
7/9/2017	07-TECH	ENV COMPLIANCE INSPECTOR III	Steps	Annually	73,145	76,667	80,258	84,239	88,285				
7/9/2017	07-TECH	ENVIR COMPLIANCE INSPECTOR II	Steps	Annually	64,200	67,425	70,785	74,347	78,071				
7/9/2017	07-TECH	ENVIRONMENTAL COMPLIANCE INSPECTOR I	Steps	Annually	55,848	58,628	61,596	64,646	67,899				
7/9/2017	18-MGMT	ENVIRONMENTAL COMPLIANCE OFFICER	Range	Annually	84,837	110,069							
7/9/2017	18-MGMT	ENVIRONMENTAL COMPLIANCE SUPERVISOR	Range	Annually	87,354	104,839							
7/9/2017	18-MGMT	ENVIRONMENTAL SERVICES SUPERVISOR	Range	Annually	84,837	110,069							
7/9/2017	06-PROF	ENVIRONMENTAL SPECIALIST	Steps	Annually	76,926	80,716	84,710	88,986	93,425				
1/7/2018	13-MECH	EQUIPMENT MECHANIC I	Steps	Hourly	27.41	28.20	29.45	30.76	32.13				
1/7/2018	13-MECH	EQUIPMENT MECHANIC II	Steps	Hourly	31.54	32.95	34.33	36.02	37.65				
1/7/2018	13-MECH	EQUIPMENT SERVICE WORKER	Steps	Hourly	24.78	26.03							
1/7/2018	13-MECH	EQUIPMENT SERVICE WRITER	Steps	Hourly	34.70	36.25	37.74	39.67	41.38				
7/9/2017	11-MCON	EXECUTIVE ASST TO CITY MANAGER	Range	Annually	71,393	86,890							
7/9/2017	11-MCON	EXECUTIVE MANAGEMENT ASSISTANT	Range	Annually	77,154	102,321							
7/9/2017	03-MAIN	FACILITIES ATTENDANT	Steps	Hourly	17.45	18.30	19.23	20.21	21.19				
7/9/2017	18-MGMT	FACILITIES CREW SUPERVISOR	Range	Annually	73,115	87,220							
7/9/2017	18-MGMT	FACILITIES MAINTENANCE COORDINATOR	Range	Annually	86,029	110,468							
7/9/2017	06-PROF	FACILITIES PLANNING COORDINATOR	Steps	Annually	78,975	82,847	87,126	91,470	96,085				
7/9/2017	07-TECH	FIELD COLLECTION REPRESENTATIVE	Steps	Annually	59,342	62,243	65,428	68,761	72,187				
7/9/2017	18-MGMT	FINANCIAL ANALYST	Range	Annually	73,050	96,560							
7/9/2017	18-MGMT	FINANCIAL REPORTING MNGR	Range	Annually	97,685	125,103							
7/9/2017	18-MGMT	FINANCIAL SERVICES MNGR	Range	Annually	110,799	143,316							
7/10/2016	02-FIRE	FIRE CAPTAIN	Steps	Annually	101,294	105,934	111,077	116,180	121,569				
7/10/2016	02-FIRE	FIRE CAPTAIN - TRAINING	Steps	Annually	107,202	112,270	117,690	121,927	128,773				
7/9/2017	10-SFTY	FIRE CHIEF (NO STIPEND)	Range	Annually	164,350	210,907							
7/9/2017	10-SFTY	FIRE CHIEF WITH STIPEND	Range	Annually	159,465	206,024							
7/10/2016	02-FIRE	FIRE ENGINEER	Steps	Annually	88,102	92,251	96,451	100,941	105,702				
7/10/2016	02-FIRE	FIRE INSPECTOR	Steps	Annually	88,689	93,110	97,762	102,646	107,789				
7/10/2016	02-FIRE	FIRE INSPECTOR II	Steps	Annually	103,834	108,608	113,710	119,029	124,624				
7/9/2017	06-PROF	FIRE PROTECTION ENGINEER	Steps	Annually	99,930	104,855	110,144	115,581	121,371				
7/10/2016	02-FIRE	FIREFIGHTER	Steps	Annually	80,067	83,818	87,653	91,719	96,124				
7/9/2017	18-MGMT	FLEET MAINTENANCE SUPERVISOR	Range	Annually	75,699	97,817							
7/9/2017	18-MGMT	FLEET SUPERINTENDENT	Range	Annually	84,837	110,069							
7/9/2017	18-MGMT	GEYSERS OPER & MAINTENANCE COORDINATOR	Range	Annually	90,201	115,235							
7/9/2017	06-PROF	GIS ANALYST	Steps	Annually	78,975	82,847	87,126	91,470	96,085				
7/9/2017	18-MGMT	GIS COORDINATOR	Range	Annually	86,029	110,468							
7/9/2017	03-MAIN	GROUNDKEEPER	Steps	Hourly	21.15	22.07	22.95	23.98	25.07				
7/9/2017	07-TECH	HOUSING & COMMUNITY SERVICE TECHNICIAN	Steps	Annually	57,452	60,318	63,365	66,525	69,842				
7/9/2017	18-MGMT	HOUSING & COMMUNITY SERVICES MANAGER	Range	Annually	97,685	125,103							
7/9/2017	11-MCON	HR ANALYST TRAINEE	Range	Annually	61,988	76,548							
7/9/2017	11-MCON	HUMAN RESOURCES ANALYST	Range	Annually	77,154	102,321							
7/9/2017	10-EXEC	HUMAN RESOURCES DIRECTOR	Range	Annually	135,831	169,939							

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7/9/2017	12-CONF	HUMAN RESOURCES TECHNICIAN	Steps	Annually	60,988	64,093	67,210	70,719	74,253				
7/9/2017	18-MGMT	INFORMATION TECHNOLOGY SUPERVISOR	Range	Annually	86,029	110,468							
7/9/2017	18-MGMT	INFORMATION TECHNOLOGY SECTION MGR	Range	Annually	110,468	137,196							
7/9/2017	07-TECH	INFORMATION TECHNOLOGY TECHNICIAN	Steps	Annually	69,422	72,878	76,560	80,325	84,359				
7/9/2017	07-TECH	INSTRUMENTATION TECHNICIAN	Steps	Hourly	38.54	40.45	42.21						
7/9/2017	07-TECH	IRRIGATION PROGRAM COORDINATOR	Steps	Annually	74,090	77,747	81,592	85,709	89,973				
7/9/2017	07-TECH	IT SUPPORT SPECIALIST	Steps	Annually	54,943	57,683	60,597	63,619	66,792				
7/9/2017	06-PROF	JR ENGINEER	Steps	Annually	71,203	74,833	78,449	82,376	86,626				
7/9/2017	07-TECH	LAB ANALYST	Steps	Annually	61,987	65,118	68,383	71,810	75,466				
7/9/2017	07-TECH	LABORATORY AIDE	Steps	Annually	42,785	44,878	47,185	49,561	52,056				
7/9/2017	18-MGMT	LABORATORY SUPERVISOR	Range	Annually	87,354	104,839							
7/9/2017	07-TECH	LEGAL SECRETARY	Steps	Annually	56,522	59,424	62,325	65,429	68,572				
7/9/2017	03-MAIN	MAINTENANCE WORKER	Steps	Hourly	21.15	22.07	22.95	23.98	25.07				
7/9/2017	18-MGMT	MARKETING & OUTREACH COORDINATOR	Range	Annually	85,433	109,076							
7/9/2017	06-PROF	MATERIALS ASSOCIATE	Steps	Annually	86,774	91,106	95,665	100,469	105,475				
7/9/2017	06-PROF	MATERIALS ENGINEER	Steps	Annually	95,490	100,226	105,339	110,535	116,067				
7/1/2008	99-ELEC	MAYOR	Fixed*	Annually	14,400								
7/9/2017	07-TECH	MECHANICAL TECHNOLOGIST	Steps	Hourly	33.17	34.63	36.07	37.86	39.54				
7/9/2017	07-TECH	METER SPECIALIST	Steps	Annually	52,139	54,378	56,860						
7/9/2017	07-TECH	MSC YARD ATTENDANT	Steps	Annually	38,860	40,844	42,868	45,053	47,253				
7/9/2017	07-TECH	NATURAL RESOURCE SPECIALIST	Steps	Annually	58,939	61,624	64,200	67,168	70,164				
7/9/2017	07-TECH	NETWORK SYSTEMS ANALYST	Steps	Annually	88,649	93,076	97,731	102,628	107,771				
7/9/2017	11-MCON	ORG DEVELOPMT & TRAINING MANAGER	Range	Annually	90,201	115,235							
7/9/2017	07-TECH	PARALEGAL	Steps	Annually	64,200	67,425	70,785	74,347	78,071				
7/9/2017	18-MGMT	PARK MAINTENANCE SUPERINTENDENT	Range	Annually	84,837	110,069							
7/9/2017	07-TECH	PARKING CITATION REVIEW OFFICER	Steps	Annually	50,032	52,461	55,161	57,778	60,773				
7/9/2017	07-TECH	PARKING ENFORCEMENT OFFICER	Steps	Annually	46,403	48,643	51,112	53,594	56,334				
7/9/2017	18-MGMT	PARKING MANAGER	Range	Annually	97,685	125,103							
7/9/2017	07-TECH	PARKING OPERATIONS AIDE	Steps	Annually	38,860	40,844	42,868	45,053	47,253				
7/9/2017	07-TECH	PARKING OPERATIONS COORDINATOR	Steps	Annually	57,427	60,017	62,487	65,374	68,316				
7/9/2017	18-MGMT	PARKING PROGRAM COORDINATOR	Range	Annually	85,433	109,076							
7/9/2017	18-MGMT	PARKING SUPERVISOR	Range	Annually	73,844	92,387							
7/9/2017	18-MGMT	PARKS CREW SUPERVISOR	Range	Annually	73,115	87,220							
7/9/2017	18-MGMT	PARKS PLANNER	Range	Annually	84,837	110,069							
7/9/2017	11-MCON	PAYROLL MANAGER	Range	Annually	83,909	110,799							
7/9/2017	07-TECH	PAYROLL SPECIALIST	Steps	Annually	53,528	56,199	58,939	61,894	64,916				
7/9/2017	11-MCON	PAYROLL SUPERVISOR	Range	Annually	73,050	96,560							
7/9/2017	18-MGMT	PERMIT INTAKE MANAGER	Range	Annually	91,725	120,996							
7/9/2017	06-PROF	PLAN CHECK ENGINEER	Steps	Annually	99,930	104,855	110,144	115,581	121,371				
7/9/2017	09-PSAF	POLICE CAPTAIN	Range	Annually	159,434	197,931							
7/9/2017	10-SFTY	POLICE CHIEF	Range	Annually	171,065	212,377							
7/9/2017	14-PTEC	POLICE FIELD & EVIDENCE TECHNICIAN	Steps	Annually	63,908	67,089	70,439	73,989	77,646				
7/9/2017	14-PTEC	POLICE FORENSIC SPECIALIST	Steps	Annually	68,373	71,803	75,406	79,154	83,115				
7/9/2017	18-MGMT	POLICE INFORMATION TECHNOLOGY SUPERVISOR	Range	Annually	87,023	105,791							
7/9/2017	09-PSAF	POLICE LIEUTENANT	Range	Annually	128,950	166,902							
7/9/2017	05-POLI	POLICE OFFICER	Steps	Annually	83,063	87,197	91,456	96,073	100,855	105,898			
7/9/2017	14-PTEC	POLICE OFFICER-TRAINEE	Fixed	Annually	72,027								
7/9/2017	18-MGMT	POLICE PERSONNEL SUPERVISOR	Range	Annually	77,154	102,321							

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Effective date	Unit	Classification Title	Range or Steps	Pay Basis	Pay Rate								
					Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
7/9/2017	07-TECH	POLICE PERSONNEL TECHNICIAN	Steps	Annually	60,585	63,687	66,751	70,245	73,740				
7/9/2017	14-PTEC	POLICE PROPERTY EVIDENCE TECHNICIAN	Steps	Annually	56,875	59,718	62,704	65,839	69,132				
7/9/2017	09-SGTS	POLICE SERGEANT	Range	Annually	110,142	142,256							
7/9/2017	14-PTEC	POLICE TECHNICIAN	Steps	Annually	51,008	53,512	56,186	58,876	61,936				
7/9/2017	11-MCON	PRINCIPAL FINANCIAL ANALYST	Range	Annually	83,909	110,799							
7/9/2017	07-TECH	PRINCIPAL LAB ANALYST	Steps	Annually	70,433	73,833	77,288	81,134	85,035				
7/9/2017	18-MGMT	PROGRAM MGR VIOLENCE PREVENTN PARNTRSHP	Range	Annually	100,931	131,261							
7/9/2017	06-PROF	PROGRAM SPECIALIST I	Steps	Annually	70,487	74,063	77,747	81,592	85,722				
7/9/2017	06-PROF	PROGRAM SPECIALIST II	Steps	Annually	82,483	86,599	90,930	95,465	100,226				
7/9/2017	06-PROF	PROGRAMMER ANALYST	Steps	Annually	79,973	83,914	88,232	92,657	97,312				
7/9/2017	18-MGMT	PURCHASING AGENT	Range	Annually	86,029	110,468							
7/9/2017	07-TECH	PURCHASING TECHNICIAN	Steps	Annually	51,746	54,297	57,008	59,814	62,837				
7/9/2017	18-MGMT	QUALITY ASSURANCE COORDINATOR	Range	Annually	84,837	110,069							
7/9/2017	06-PROF	QUALITY CONTROL ASSOCIATE	Steps	Annually	82,376	86,626	90,956	95,490	100,226				
7/9/2017	07-TECH	RECORDS MGT TECHNICIAN	Steps	Hourly	26.44	27.83	29.15	30.59	32.08				
7/9/2017	18-MGMT	RECORDS SUPERVISOR	Range	Annually	69,076	88,479							
7/9/2017	07-TECH	RECREATION COORDINATOR	Steps	Annually	53,254	55,896	58,704	61,624	64,737				
7/9/2017	07-TECH	RECREATION SPECIALIST	Steps	Annually	44,498	46,761	49,112	51,559	54,118				
7/9/2017	18-MGMT	RECREATION SUPERINTENDENT	Range	Annually	84,837	110,069							
7/9/2017	18-MGMT	RECREATION SUPERVISOR	Range	Annually	73,115	87,220							
7/9/2017	06-PROF	RESEARCH & PROGRAM COORDINATOR	Steps	Annually	70,568	74,078	77,788	81,646	85,734				
7/9/2017	18-MGMT	REVENUE MANAGER	Range	Annually	83,909	110,799							
7/9/2017	18-MGMT	REVENUE OPERATIONS SUPERVISOR	Range	Annually	73,050	96,560							
7/9/2017	18-MGMT	RIGHT-OF-WAY AGENT	Range	Annually	86,029	110,468							
7/9/2017	18-MGMT	RIGHT-OF-WAY MANAGER	Range	Annually	94,638	121,461							
7/9/2017	11-MCON	RISK MANAGEMENT ANALYST	Range	Annually	77,154	102,321							
7/9/2017	11-MCON	RISK MANAGER	Range	Annually	108,216	135,303							
7/9/2017	18-MGMT	SAFETY & TRAINING COORDINATOR	Range	Annually	75,699	97,817							
7/9/2017	07-TECH	SAMPLE COLLECTION/PREPAR TECHNICIAN	Steps	Annually	56,481	59,275	62,231	65,387	68,653				
7/9/2017	18-MGMT	SCPSC ADMINISTRATOR	Range	Annually	83,909	110,799							
7/9/2017	03-MAIN	SKILLED MAINTENANCE WORKER	Steps	Hourly	24.73	25.85	26.90	28.16	29.45				
7/9/2017	04-SUPP	SENIOR ADMINISTRATIVE ASSISTANT	Steps	Annually	47,212	49,493	52,029	54,660	57,386				
7/9/2017	12-CONF	SENIOR ADMINISTRATIVE ASST CONFIDENTIAL	Steps	Annually	48,549	50,923	53,447	56,145	58,924				
7/9/2017	07-TECH	SENIOR BUILDING INSPECTOR	Steps	Annually	86,180	90,633	94,991	99,741	104,747				
7/9/2017	07-TECH	SENIOR BUYER	Steps	Annually	70,421	73,874	77,316	81,134	85,195				
7/9/2017	07-TECH	SENIOR CODE ENFORCEMENT OFFICER	Steps	Annually	86,180	90,633	94,991	99,741	104,747				
7/9/2017	07-TECH	SENIOR COMMUNITY DEVELOPMENT TECHNICIAN	Steps	Annually	65,105	68,545	71,972	75,630	79,341				
7/9/2017	04-SUPP	SENIOR CUSTOMER SERVICE REPRESENTATIVE	Steps	Annually	56,037	58,843	61,813	64,889	68,126				
7/9/2017	07-TECH	SENIOR ELECTRICAL TECHNICIAN-UTILITIES	Steps	Hourly	42.45	44.29	46.42						
7/9/2017	06-PROF	SENIOR ENVIRONMENTAL SPECIALIST	Steps	Annually	85,532	89,959	94,438	99,148	104,059				
7/10/2016	02-FIRE	SENIOR FIRE INSPECTOR	Steps	Annually	116,329	122,169	128,240	134,678	141,432				
7/9/2017	07-TECH	SENIOR INFORMATION TECHNOLOGY TECH	Steps	Annually	78,975	82,847	87,126	91,470	96,085				
7/9/2017	07-TECH	SENIOR INSTRUMENTATION TECHNICIAN	Steps	Hourly	42.45	44.29	46.42						
7/9/2017	03-MAIN	SENIOR MAINT WORKER UTILITIES	Steps	Hourly	27.22	28.45	29.61	31.00	32.40				
7/9/2017	03-MAIN	SENIOR MAINT WORKER-ADMIN SERVICES	Steps	Hourly	27.22	28.45	29.61	31.00	32.40				
7/9/2017	03-MAIN	SENIOR MAINTENANCE WKR-REC & PARKS	Steps	Hourly	27.22	28.45	29.61	31.00	32.40				
7/9/2017	03-MAIN	SENIOR MAINTENANCE WORKER-PAINTER	Steps	Hourly	27.22	28.45	29.61	31.00	32.40				
7/9/2017	03-MAIN	SENIOR MAINTENANCE WORKER-PARKING	Steps	Hourly	27.22	28.45	29.61	31.00	32.40				

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7/9/2017	03-MAIN	SENIOR MAINTENANCE WORKER-STREETS	Steps	Hourly	27.22	28.45	29.61	31.00	32.40				
7/9/2017	07-TECH	SENIOR MECHANICAL TECHNOLOGIST	Steps	Hourly	42.08	43.91	46.03						
7/9/2017	07-TECH	SENIOR METER SPECIALIST	Steps	Annually	54,943	57,683	60,597	63,619	66,792				
7/9/2017	07-TECH	SENIOR PARKING ENFORCEMENT OFFICER	Steps	Annually	50,032	52,461	55,161	57,778	60,773				
7/9/2017	06-PROF	SENIOR PLANNER	Steps	Annually	90,728	95,263	100,024	105,029	110,279				
7/9/2017	06-PROF	SENIOR PROGRAMMER/ANALYST	Steps	Annually	88,649	93,076	97,731	102,628	107,771				
7/9/2017	07-TECH	SENIOR STOREKEEPER	Steps	Annually	66,723	70,070	73,565	77,248	81,107				
7/9/2017	07-TECH	SENIOR TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	40.89	42.92	44.69						
7/9/2017	16-USOS	SENIOR UTILITY SYSTEMS OPERATOR	Steps	Hourly	29.57	30.90	32.17	33.67	35.16				
7/9/2017	07-TECH	SENIOR WASTEWATER PLANT OPERATOR	Steps	Annually	80,148	84,022	87,921	92,307	96,718				
7/9/2017	18-MGMT	SENIOR WATER RESOURCES PLANNER	Range	Annually	97,685	125,103							
7/9/2017	07-TECH	SENIOR WATER SYSTEM TECHNICIAN	Steps	Hourly	43.11	45.27	47.49						
7/9/2017	07-TECH	STOREKEEPER	Steps	Annually	55,066	57,859	60,785	63,728	66,952				
7/9/2017	07-TECH	STORES CLERK	Steps	Annually	48,791	51,193	53,622	56,402	59,194				
7/9/2017	07-TECH	STORES SPECIALIST	Steps	Annually	58,021	60,908	63,971	67,183	70,556				
7/9/2017	18-MGMT	STREET MAINTENANCE SUPERINTEND	Range	Annually	84,837	110,069							
7/9/2017	18-MGMT	STREETS CREW SUPERVISOR	Range	Annually	73,115	87,220							
7/9/2017	07-TECH	SUPERVISING PRKG ENFORCEMENT OFFICER	Steps	Annually	57,427	60,017	62,487	65,374	68,316				
7/9/2017	18-MGMT	SUPERVISING ACCOUNTANT	Range	Annually	86,029	110,468							
7/9/2017	18-MGMT	SUPERVISING ENGINEER	Range	Annually	97,751	125,566							
7/9/2017	07-TECH	SUPERVISING LABORATORY ANALYST	Steps	Annually	71,972	75,571	79,350	83,316	87,516				
7/9/2017	18-MGMT	SUPERVISING LAND SURVEYOR	Range	Annually	97,751	125,566							
7/9/2017	18-MGMT	SUPERVISING PLANNER	Range	Annually	97,685	125,103							
7/9/2017	07-TECH	SUPERVISING ELECTRICAL TECHNICIAN	Steps	Hourly	44.56	46.49	48.75						
7/9/2017	07-TECH	SUPERVISING TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	44.56	46.49	48.75						
7/9/2017	06-PROF	SURVEY ASSOCIATE	Steps	Annually	86,774	91,106	95,665	100,469	105,475				
7/9/2017	18-MGMT	SUSTAINABILITY COORDINATOR	Range	Annually	84,837	110,069							
7/9/2017	07-TECH	SUSTAINABILITY REPRESENTATIVE	Steps	Annually	74,090	77,747	81,592	85,709	89,973				
7/9/2017	07-TECH	SUSTAINABILITY TECHNICIAN	Steps	Annually	58,371	61,272	64,308	67,521	70,933				
7/9/2017	18-MGMT	TECHNICAL SERVICES DIVISION MANAGER	Range	Annually	110,799	143,316							
7/9/2017	07-TECH	TECHNOLOGY APPLICATION SPEC	Steps	Annually	76,370	80,148	84,211	88,352	92,791				
7/9/2017	07-TECH	TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	38.54	40.45	42.21						
7/9/2017	18-MGMT	TRANSIT FIELD SUPERVISOR	Range	Annually	73,844	92,387							
7/9/2017	18-MGMT	TRANSIT PLANNER	Range	Annually	92,586	112,519							
7/9/2017	08-TRAN	TRANSIT SERVICE REPRESENTATIVE	Steps	Hourly	18.65	19.61	20.60	21.65	22.67				
7/9/2017	18-MGMT	TRANSIT SUPERINTENDENT	Range	Annually	84,837	110,069							
7/9/2017	18-MGMT	TRANSPORTATION PLANNER	Range	Annually	92,586	112,519							
7/9/2017	18-MGMT	UTILITIES MECHANICAL SUPERINTENDENT	Range	Annually	84,837	110,069							
7/9/2017	18-MGMT	UTILITIES MECHANICAL SUPERVISOR	Range	Annually	75,699	97,817							
7/9/2017	16-USOS	UTILITIES SYSTEMS OPERATOR I	Steps	Hourly	23.12	24.31	25.51	26.80	28.14				
7/9/2017	16-USOS	UTILITIES SYSTEMS OPERATOR II	Steps	Hourly	26.29	27.61	28.99	30.46	31.97				
7/9/2017	07-TECH	UTILITIES TECHNICIAN	Steps	Annually	56,481	59,275	62,231	65,387	68,653				
7/9/2017	18-MGMT	UTILITY SYSTEM SUPERINTENDENT	Range	Annually	90,666	117,686							
7/9/2017	18-MGMT	UTILITY SYSTEM SUPERVISOR	Range	Annually	78,347	93,315							
7/9/2017	18-MGMT	WASTEWATER OPERATIONS SUPERVIS	Range	Annually	75,699	97,817							
7/9/2017	07-TECH	WASTEWATER OPERATOR I	Steps	Annually	67,695	71,256	74,981	78,596	82,254				
7/9/2017	07-TECH	WASTEWATER OPERATOR II	Steps	Annually	71,256	74,981	78,596	82,254	86,248				
7/9/2017	07-TECH	WASTEWATER OPERATOR TRAINEE	Steps	Annually	50,424	53,755	55,592	58,372	67,344				

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7/9/2017	18-MGMT	WASTEWATER RECLAMATION SUPERINTENDENT	Range	Annually	84,837	110,069							
7/9/2017	18-MGMT	WASTEWATER TREATMENT SUPERINTENDENT	Range	Annually	90,666	117,686							
7/9/2017	18-MGMT	WASTEWATER TREATMENT SUPERVISOR	Range	Annually	80,334	103,976							
7/9/2017	10-EXEC	WATER DIRECTOR	Range	Annually	150,270	196,239							
7/9/2017	18-MGMT	WATER QUALITY SUPERVISOR	Range	Annually	87,354	104,839							
7/9/2017	18-MGMT	WATER REUSE ENGINEER	Range	Annually	97,751	125,566							
7/9/2017	07-TECH	WATER SYSTEM TECHNICIAN	Steps	Hourly	40.89	42.92	44.69						

* Set by ordinance

12/24/2017	00-NONE**	ACTIVITY SPECIALIST	Range	Hourly	13.50	14.50							
12/24/2017	00-NONE**	ASSISTANT ACTIVITY SPECIALIST	Range	Hourly	12.50	12.75							
12/25/2016	00-NONE**	ENGINEERING AIDE	Range	Hourly	11.00	19.00							
12/25/2016	00-NONE**	ENGINEERING INTERN	Range	Hourly	16.00	19.00							
7/1/2009	00-NONE**	INTERIM PROFESSIONAL	Range	Hourly	18.00	95.00							
12/25/2016	00-NONE**	INTERN - GENERAL	Range	Hourly	11.00	16.00							
12/24/2017	00-NONE**	LIFEGUARD	Range	Hourly	12.50	12.75							
1/1/2016	00-NONE**	MAINTENANCE AIDE	Range	Hourly	11.50	12.50							
3/9/2014	00-NONE**	POLICE BACKGROUND INVESTIGATOR	Range	Hourly	31.84	38.71							
12/24/2017	00-NONE**	RECREATION AIDE	Range	Hourly	11.00	11.25							
12/24/2017	00-NONE**	RECREATION LEADER	Range	Hourly	11.50	11.75							
12/24/2017	00-NONE**	SPECIFIC ACTIVITY INSTRUCT ROSIE DRIVER	Range	Hourly	13.00	35.00							
12/24/2017	00-NONE**	SPECIFIC ACTIVITY INSTRUCTOR	Range	Hourly	13.00	35.00							
12/24/2017	00-NONE**	SWIM INSTRUCTOR	Range	Hourly	12.50	12.75							

** Temporary/Seasonal