RESOLUTION NO. RES-2022-159

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA APPROVING AND ADOPTING THE CITY'S SALARY PLAN AND SCHEDULE

WHEREAS, the City Charter requires the Council to approve the compensation paid to City employees; and

WHEREAS, the City Code requires the Council to adopt a salary plan and schedule; and

WHEREAS, the Human Resources Director as the Personnel Officer, on behalf of the City Manager, ensures the orderly and consistent administration of the City Council's adopted salary schedule; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires the City Council to adopt a publicly available pay schedule that identifies the position title and pay rate for every employee position in order for members' pay rates to be credited by CalPERS.

NOW, THEREFORE, BE IT RESOLVED that the Council approves and adopts the City's Salary Plan and Schedule for all classifications attached to this resolution as Exhibit A and made a part of herein.

IN COUNCIL DULY PASSED this 26th day of July, 2022.

AYES: (7) Mayor C. Rogers, Vice Mayor Alvarez, Council Members Fleming, MacDonald, N. Rogers, Sawyer, Schwedhelm

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

ATTEST: Stephanie A. Williams
City Clerk

APPROVED: Chris Rogers (Aug 5, 2022 14:44 PDT)
Mayor

APPROVED AS TO FORM: Sue Gallagher
Sue Gallagher (Aug 4, 2022 18:44 PDT)
City Attorney

Exhibit A – City of Santa Rosa Salary Plan and Schedule

EXHIBIT A

City of Santa Rosa
Salary Plan and Schedule 7/26/2022

Effective Date	Range	Unit	Job Code	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
4/10/2022	EA56	06-PROF	04K3	ACCOUNTANT-AUDITOR	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
4/10/2022	EA05	04-SUPP	04U4	ACCOUNTING AIDE	Steps	Annually	47,436.00	49,720.00	52,157.00	54,789.00	57,571.00	-	-	-
4/10/2022	EA16	04-SUPP	04T7	ACCOUNTING ASSISTANT	Steps	Annually	56,774.00	59,543.00	62,459.00	65,619.00	68,897.00	-	-	-
4/10/2022	MA09	18-MGMT	04N4	ACCOUNTING SERVICES SUPERVISOR	Steps	Annually	81,423.00	87,974.00	94,524.00	101,075.00	107,626.00	-	-	-
4/10/2022	EA26	07-TECH	04Q4	ACCOUNTING TECHNICIAN	Steps	Annually	62,459.00	65,587.00	68,897.00	72,326.00	75,934.00	-	-	-
4/10/2022	TC09	12-CONF	03Q4	ACCOUNTING TECHNICIAN -CONF	Steps	Annually	64,159.00	67,365.00	70,734.00	74,272.00	77,986.00	-	-	-
4/10/2022	CTYPL	06-PROF	75L3	ACTIVE TRANSPORTATION PLANNER	Steps	Annually	79,363.00	83,349.00	87,517.00	91,860.00	96,479.00	101,292.00	106,376.00	111,713.00
4/10/2022	MA02	18-MGMT	86N7	ADMIN SUPPORT SUPERVISOR	Steps	Annually	73,300.00	77,286.00	81,273.00	85,260.00	89,246.00	-	-	-
4/10/2022	MC03A	11-MCON	85N7	ADMIN SUPPORT SUPERVISOR-CONF	Range	Annually	73,300.00	89,246.00	-	-	-	-	-	-
4/10/2022	MA09	18-MGMT	86K3	ADMINISTRATIVE ANALYST	Steps	Annually	81,423.00	87,974.00	94,524.00	101,075.00	107,626.00	-	-	-
4/10/2022	MC07	11-MCON	85K3	ADMINISTRATIVE ANALYST-CONF	Range	Annually	81,423.00	107,626.00	-	-	-	-	-	-
4/10/2022	EA05	04-SUPP	86U7	ADMINISTRATIVE ASSISTANT	Steps	Annually	47,436.00	49,720.00	52,157.00	54,789.00	57,571.00	-	-	-
4/10/2022	TC01	12-CONF	81U7	ADMINISTRATIVE ASSISTANT CONFI	Steps	Annually	48,757.00	51,105.00	53,661.00	56,292.00	59,179.00	-	-	-
4/10/2022	EA20	04-SUPP	86R7	ADMINISTRATIVE SECRETARY	Steps	Annually	59,662.00	62,640.00	65,694.00	68,988.00	72,356.00	-	-	-
4/10/2022	TC07	12-CONF	81R7	ADMINISTRATIVE SECRETARY-CONFI	Steps	Annually	61,300.00	64,476.00	67,558.00	70,926.00	74,384.00	-	-	-
4/10/2022	MA18	18-MGMT	86F1	ADMINISTRATIVE SERVICE OFFICER	Steps	Annually	93,526.00	101,019.00	108,512.00	116,004.00	123,497.00	-	-	-
4/10/2022	EA34	07-TECH	86Q4	ADMINISTRATIVE TECHNICIAN	Steps	Annually	66,143.00	69,376.00	72,927.00	76,642.00	80,460.00	-	-	-
4/10/2022	TC12	12-CONF	81Q4	ADMINISTRATIVE TECHNICIAN CONF	Steps	Annually	67,978.00	71,438.00	74,913.00	78,825.00	82,764.00	-	-	-
4/10/2022	MA03	18-MGMT	84N1	ADMINISTRATOR - CITY ATTY OFFC	Steps	Annually	76,769.00	80,903.00	85,037.00	89,171.00	93,305.00	-	-	-
4/10/2022	MA15	18-MGMT	79Q4	ARTS & CULTURE COORDINATOR	Steps	Annually	95,225.00	101,813.00	108,401.00	114,990.00	121,577.00	-	-	-
4/10/2022	MA24	18-MGMT	36F6	ASSIST CHIEF BUILDING OFFICIAL	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
7/17/2022	AT03	17-ATTY	84J3	ASSISTANT CITY ATTORNEY	Range	Annually	146,926.00	183,506.00	-	-	-	-	-	-
4/10/2022	EX15	10-EXEC	01B1	ASSISTANT CITY MANAGER	Range	Annually	188,602.00	234,592.00	-	-	-	-	-	-
1/2/2022	EA61	06-PROF	43T3	ASSISTANT ENGINEER	Steps	Annually	96,407.00	101,383.00	106,449.00	111,756.00	117,298.00	-	-	-
4/10/2022	FI11	02-FIRE	35N5	ASSISTANT FIRE MARSHAL	Steps	Annually	124,269.00	130,144.00	136,428.00	141,338.00	149,276.00	-	-	-
4/10/2022	EA61	06-PROF	37L3	ASSISTANT LAND SURVEYOR	Steps	Annually	91,816.00	96,555.00	101,381.00	106,434.00	111,713.00	-	-	-
1/2/2022	EA67	06-PROF	43K3	ASSOCIATE CIVIL ENGINEER	Steps	Annually	111,756.00	117,298.00	123,281.00	129,363.00	135,838.00	-	-	-
4/10/2022	EA67	06-PROF	37J3	ASSOCIATE LAND SURVEYOR	Steps	Annually	106,434.00	111,713.00	117,411.00	123,203.00	129,369.00	-	-	-
4/10/2022	EA51	07-TECH	52K3	ASSOCIATE REAL PROPERTY AGENT	Steps	Annually	82,582.00	86,657.00	90,943.00	95,532.00	100,285.00	-	-	-
1/2/2022	EA67	06-PROF	45K3	ASSOCIATE TRAFFIC ENGINEER	Steps	Annually	111,756.00	117,298.00	123,281.00	129,363.00	135,838.00	-	-	-
4/10/2022	FM02	09-FSAF	32F5	BATTALION CHIEF	Range	Annually	152,315.00	197,422.00	-	-	-	-	-	-
4/10/2022	FM01	09-FSAF	33F5	BATTALION CHIEF W/STIPEND	Range	Annually	146,754.00	191,785.00	-	-	-	-	-	-
4/10/2022	FM01	09-FSAF	33M5	BATTALION CHIEF-40HR W/STIPEND	Range	Annually	146,754.00	191,785.00	-	-	-	-	-	-
4/10/2022	MA16	18-MGMT	53G8	BIOSOLIDS COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MC14	11-MCON	02F3	BUDGET & FINANCIAL ANALY MGR	Range	Annually	108,881.00	139,440.00	-	-	-	-	-	-
4/10/2022	EA52	07-TECH	36T4	BUILDING INSPECTOR	Steps	Annually	82,839.00	86,929.00	91,229.00	95,831.00	100,601.00	-	-	-
4/10/2022	EA90	07-TECH	36V4	BUILDING INSPECTOR TRAINEE	Range	Annually	57,988.00	82,019.00	-	-	-	-	-	-
4/10/2022	EA58	06-PROF	39T4	BUILDING PLANS EXAMINER	Steps	Annually	88,810.00	93,277.00	97,876.00	102,796.00	107,968.00	-	-	-
4/10/2022	TR09	08-TRAN	75T6	BUS OPERATOR	Steps	Hourly	24.87	26.09	27.41	28.74	30.23	-	-	-
4/10/2022	TR01	08-TRAN	75V6	BUS OPERATOR TRAINEE	Steps	Hourly	19.04	20.88	-	-	-	-	-	-
4/10/2022	MT04	03-MAIN	75U9	BUS SERVICE WORKER	Steps	Hourly	23.56	24.60	25.58	26.73	27.94	-	-	-
4/10/2022	EA36	07-TECH	05T3	BUYER	Steps	Annually	67,529.00	71,062.00	74,807.00	78,432.00	82,101.00	-	-	-
4/10/2022	EX11	10-EXEC	84I3	CHIEF ASSISTANT CITY ATTORNEY	Range	Annually	168,890.00	211,033.00	-	-	-	-	-	-
4/10/2022	MA29	18-MGMT	36D0	CHIEF BUILDING OFFICIAL	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	EX10	10-EXEC	89C1	CHIEF COMM & INTERGOV REL OFCR	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	EX11	10-EXEC	03C0	CHIEF FINANCIAL OFFICER	Range	Annually	168,890.00	211,033.00	-	-	-	-	-	-
4/10/2022	EX10	10-EXEC	19C0	CHIEF INFORMATION OFFICER	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	AP01	15-CMCA	84A0	CITY ATTORNEY	Range	Annually	32,939.00	-	-	-	-	-	-	-
4/10/2022	EX04	10-EXEC	02M0	CITY CLERK	Range	Annually	105,484.00	135,382.00	-	-	-	-	-	-
4/10/2022	AP02	15-CMCA	01A0	CITY MANAGER	Range	Annually	276,750.00	-	-	-	-	-	-	-
4/10/2022	CTYPL	06-PROF	38K3	CITY PLANNER	Steps	Annually	79,363.00	83,349.00	87,517.00	91,860.00	96,479.00	101,292.00	106,376.00	111,713.00
4/10/2022	EA95	06-PROF	38V3	CITY PLANNER TRAINEE	Range	Annually	55,554.00	78,578.00	-	-	-	-	-	-
4/10/2022	EA67	06-PROF	37K3	CITY SURVEYOR	Steps	Annually	106,434.00	111,713.00	117,411.00	123,203.00	129,369.00	-	-	-
4/10/2022	EA21	07-TECH	43U4	CIVIL ENGINEERING TECH I	Steps	Annually	59,918.00	62,910.00	65,995.00	69,333.00	72,882.00	-	-	-
4/10/2022	EA39	07-TECH	43T4	CIVIL ENGINEERING TECH II	Steps	Annually	69,333.00	72,882.00	76,550.00	80,372.00	84,356.00	-	-	-
4/10/2022	EA51	07-TECH	43S4	CIVIL ENGINEERING TECH III	Steps	Annually	82,582.00	86,657.00	90,943.00	95,532.00	100,285.00	-	-	-
4/10/2022	EA37	07-TECH	63T6	CLEAN ENERGY ADVOCATE	Steps	Annually	67,529.00	70,986.00	74,402.00	78,296.00	82,192.00	-	-	-
4/10/2022	EA52	07-TECH	36T5	CODE ENFORCEMENT OFFICER	Steps	Annually	82,839.00	86,929.00	91,229.00	95,831.00	100,601.00	-	-	-
4/10/2022	PC02	14-PTEC	30V6	COMM DISPATCHER TRAINEE	Steps	Annually	52,779.00	55,419.00	58,188.00	61,098.00	65,506.00	-	-	-
4/10/2022	MA15	18-MGMT	89G3	COMMUNICATIONS COORDINATOR	Steps	Annually	95,225.00	101,813.00	108,401.00	114,990.00	121,577.00	-	-	-
4/10/2022	PC10	14-PTEC	30T6	COMMUNICATIONS DISPATCHER	Steps	Annually	73,996.00	77,685.00	81,568.00	85,643.00	89,910.00	-	-	-
4/10/2022	MA90	18-MGMT	30N6	COMMUNICATIONS SUPERVISOR	Steps	Annually	89,097.00	93,970.00	98,842.00	103,715.00	108,586.00	-	-	-
4/10/2022	EA33	07-TECH	39Q4	COMMUNITY DEVELOPMENT TECH	Steps	Annually	65,995.00	69,333.00	72,882.00	76,550.00	80,372.00	-	-	-
4/10/2022	MA04B	18-MGMT	82T3	COMMUNITY ENGAGEMT COORDINATOR	Steps	Annually	81,495.00	85,481.00	89,467.00	93,453.00	97,440.00	-	-	-
4/10/2022	EA37	07-TECH	89T6	COMMUNITY OUTREACH SPECIALIST	Steps	Annually	67,529.00	70,986.00	74,402.00	78,296.00	82,192.00	-	-	-
4/10/2022	PC06	14-PTEC	29Q6	COMMUNITY SERVICES OFFICER	Steps	Annually	63,393.00	66,562.00	69,891.00	73,384.00	77,055.00	-	-	-
7/1/2008	CTYCC	99-ELEC	00B0	COUNCIL MEMBER	Steps	Annually	9,600.00	-	-	-	-	-	-	-
4/10/2022	EA47	06-PROF	29K3	CRIME ANALYST	Steps	Annually	78,655.00	82,568.00	86,704.00	91,003.00	95,560.00	-	-	-
7/26/2022	EA96	06-PROF	29V3	CRIME ANALYST TRAINEE	Range	Annually	55,066.00	74,919.00						
4/10/2022	EA11	04-SUPP	88T7	CUSTOMER SERVICE REPRESENTATIV	Steps	Annually	52,622.00	55,166.00	57,992.00	60,925.00	63,964.00	-	-	-
4/10/2022	MA29	18-MGMT	40D0	DEP DIR COMMUN DEV - PLANNING	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	11B0	DEP DIR COMMUNITY ENGAGEMENT	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	40D3	DEP DIR DEVELOPMENT SERVICES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	41D1	DEP DIR ECONOMIC DEVELOPMENT	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	53D3	DEP DIR ENGINEERING RESOURCES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	43D3	DEP DIR ENGINEERING SERVICES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	71D0	DEP DIR ENVIRONMENTAL SERVICES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	48D0	DEP DIR FIELD SERVICES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	77D0	DEP DIR PARKS	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	79D0	DEP DIR RECREATION	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	53D0	DEP DIR REGNL WATER REUSE OPS	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	45D0	DEP DIR TPW TRAFFIC ENGINEERIN	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	53D9	DEP DIR WATER & SEWER OPERAT	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	53D1	DEP DIR WATER ADMINISTRATI	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA29	18-MGMT	62D3	DEP DIR WATER RESOURCES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	EA45	07-TECH	86J5	DEP EMERGENCY PREPARE COORD	Steps	Annually	78,491.00	82,340.00	86,177.00	90,433.00	94,959.00	-	-	-
4/10/2022	FM06	09-FSAF	35D5	DEP FIRE CHIEF-FIRE MARSHAL	Range	Annually	176,669.00	226,710.00	-	-	-	-	-	-
4/10/2022	FM05	09-FSAF	35D0	DEP FIRE CHIEF-FIRE MARSHAL-STIPEND	Range	Annually	171,108.00	221,463.00	-	-	-	-	-	-
4/10/2022	EA35	07-TECH	20T4	DEPARTMENT APPLICATION SPECIAL	Steps	Annually	77,379.00	81,230.00	85,334.00	89,531.00	94,027.00	-	-	-
4/10/2022	EA65	06-PROF	20I3	DEPT INFO TECH SUPERVISOR	Steps	Annually	98,809.00	103,743.00	108,932.00	114,390.00	120,122.00	-	-	-
4/10/2022	EA56	06-PROF	20K3	DEPT PROGRAMMER ANALYST	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
4/10/2022	EA56	06-PROF	20K1	DEPT TECHNOLOGY COORDINATOR	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
7/17/2022	AT01	17-ATTY	84K3	DEPUTY CITY ATTORNEY	Range	Annually	117,039.00	146,244.00	-	-	-	-	-	-
4/10/2022	TC13	12-CONF	02Q4	DEPUTY CITY CLERK	Steps	Annually	70,373.00	73,892.00	77,584.00	81,467.00	85,537.00	-	-	-
4/10/2022	MC17	11-MCON	03D0	DEPUTY DIRECTOR FINANCE	Range	Annually	123,497.00	159,740.00	-	-	-	-	-	-
4/10/2022	MA29	18-MGMT	72D0	DEPUTY DIRECTOR TRANSIT	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MC17	11-MCON	14E1	DEPUTY DIRECTR HUMAN RESOURCES	Range	Annually	123,497.00	159,740.00	-	-	-	-	-	-
4/10/2022	FM05	09-FSAF	32D0	DEPUTY FIRE CHIEF W STIPEND	Range	Annually	171,108.00	221,463.00	-	-	-	-	-	-
4/10/2022	MA16	18-MGMT	43N4	DEVELOPMENT REVIEW COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	EX10	10-EXEC	40C0	DIR OF PLANNING & ECONOMIC DEV	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	EX10	10-EXEC	70C0	DIRECTOR HOUSING & COMM SVCS	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	EX12A	10-EXEC	48C0	DIRECTOR OF TRANS & PUB WORKS	Range	Annually	167,491.00	218,729.00	-	-	-	-	-	-
4/10/2022	MC11	11-MCON	15J3	DIVERSITY, INCLUSION & EEO OFC	Range	Annually	100,539.00	128,442.00	-	-	-	-	-	-
4/10/2022	FM04	09-FSAF	34F5	DIVN CHIEF FIRE MARSHAL (STIPEND)	Range	Annually	156,807.00	204,921.00	-	-	-	-	-	-
7/17/2022	FM04A	09-FSAF	34E5	DIVISION CHIEF (STIPEND)	Range	Annually	165,100.00	213,238.00						

EXHIBIT A

City of Santa Rosa
Salary Plan and Schedule 7/26/2022

Effective Date	Range	Unit	Job Code	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
7/17/2022	FM04B	09-FSAF	34G5	DIVISION CHIEF	Range	Annually	170,740.00	218,869.00						
4/10/2022	MA27	18-MGMT	41F1	ECONOMIC DEVELOPMENT MANAGER	Steps	Annually	120,618.00	128,166.00	135,714.00	143,261.00	150,809.00	-	-	-
4/10/2022	MA16	18-MGMT	49G8	ELECTRICAL MAINTENANCE SUPERIN	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
1/2/2022	TH14	07-TECH	49S8	ELECTRICAL TECH - PW	Steps	Hourly	45.11	47.33	49.42	-	-	-	-	-
1/2/2022	TH14	07-TECH	58S8	ELECTRICAL TECH - UTILITIES	Steps	Hourly	45.11	47.33	49.42	-	-	-	-	-
4/10/2022	TH10	07-TECH	49T8	ELECTRICIAN	Steps	Hourly	39.42	41.38	43.12	-	-	-	-	-
4/10/2022	MA16	18-MGMT	86G5	EMERGENCY PREPAREDNESS COORDIN	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MA26	18-MGMT	86F5	EMERGENCY PREPAREDNESS MGR	Steps	Annually	112,499.00	120,950.00	129,402.00	137,853.00	146,304.00	-	-	-
4/10/2022	EA50	07-TECH	71J4	ENV COMPLIANCE INSPECTOR III	Steps	Annually	81,527.00	85,453.00	89,457.00	93,893.00	98,403.00	-	-	-
4/10/2022	EA40	07-TECH	71T4	ENVIR COMPLIANCE INSPECTOR II	Steps	Annually	71,557.00	75,153.00	78,898.00	82,867.00	87,018.00	-	-	-
4/10/2022	MA13	18-MGMT	71N4	ENVIRONMENTAL COMPLIANCE SUPRV	Steps	Annually	97,366.00	102,239.00	107,110.00	111,983.00	116,855.00	-	-	-
4/10/2022	MA16	18-MGMT	71G4	ENVIRONMENTAL SERVICES OFFIC	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MA16	18-MGMT	71G6	ENVIRONMENTAL SERVICES SUPERVI	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	EA55	06-PROF	71K3	ENVIRONMENTAL SPECIALIST	Steps	Annually	85,742.00	89,965.00	94,418.00	99,184.00	104,133.00	-	-	-
4/10/2022	EA25	07-TECH	71U4	ENVIRONMNTL COMPLIANCE INSP I	Steps	Annually	62,248.00	65,348.00	68,656.00	72,055.00	75,681.00	-	-	-
4/10/2022	MH07	13-MECH	59U8	EQUIPMENT MECHANIC I	Steps	Hourly	30.56	31.44	32.82	34.28	35.81	-	-	-
4/10/2022	MH11	13-MECH	59T8	EQUIPMENT MECHANIC II	Steps	Hourly	35.16	36.73	38.26	40.15	41.96	-	-	-
4/10/2022	MH03	13-MECH	74U9	EQUIPMENT SERVICE WORKER	Steps	Hourly	27.61	29.01	-	-	-	-	-	-
4/10/2022	MH13	13-MECH	59T7	EQUIPMENT SERVICE WRITER	Steps	Hourly	38.67	40.41	42.07	44.22	46.12	-	-	-
4/10/2022	MT01	03-MAIN	51U9	FACILITIES ATTENDANT	Steps	Hourly	19.44	20.40	21.44	22.53	23.63	-	-	-
4/10/2022	MA04	18-MGMT	51N9	FACILITIES CREW SUPERVISOR	Steps	Annually	81,495.00	85,426.00	89,355.00	93,286.00	97,216.00	-	-	-
4/10/2022	MA17	18-MGMT	51G9	FACILITIES MAINTENANCE COOR	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	EA56	06-PROF	51S4	FACILITIES PLANNING COORDINATO	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
4/10/2022	EA34	07-TECH	88R4	FIELD COLLECTION REPRESENTATIV	Steps	Annually	66,143.00	69,376.00	72,927.00	76,642.00	80,460.00	-	-	-
4/10/2022	MA09	18-MGMT	03K3	FINANCIAL ANALYST	Steps	Annually	81,423.00	87,974.00	94,524.00	101,075.00	107,626.00	-	-	-
4/10/2022	MA24	18-MGMT	04F3	FINANCIAL REPORTING MNGR	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	MA29	18-MGMT	03D3	FINANCIAL SERVICES MNGR	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	FI09	02-FIRE	32N5	FIRE CAPTAIN	Steps	Annually	117,422.00	122,799.00	128,762.00	134,677.00	140,924.00	-	-	-
4/10/2022	FI11	02-FIRE	33R5	FIRE CAPTAIN - TRAINING	Steps	Annually	124,269.00	130,144.00	136,428.00	141,338.00	149,276.00	-	-	-
4/10/2022	FI09	02-FIRE	33N5	FIRE CAPTAIN 40 HRS	Steps	Annually	117,422.00	122,799.00	128,762.00	134,677.00	140,924.00	-	-	-
4/10/2022	EX13	10-SFTY	32C1	FIRE CHIEF (NO STIPEND)	Range	Annually	192,344.00	246,832.00	-	-	-	-	-	-
11/7/2021	FWST	10-SFTY	32C0	FIRE CHIEF WITH STIPEND	Range	Annually	168,355.00	217,510.00	-	-	-	-	-	-
3/13/2022	FWST	10-SFTY	32C0	FIRE CHIEF WITH STIPEND	Range	Annually	182,076.00	235,237.00	-	-	-	-	-	-
4/10/2022	FWST	10-SFTY	32C0	FIRE CHIEF WITH STIPEND	Range	Annually	186,628.00	241,118.00	-	-	-	-	-	-
4/10/2022	FI05	02-FIRE	32T5	FIRE ENGINEER	Steps	Annually	102,128.00	106,939.00	111,807.00	117,012.00	122,532.00	-	-	-
4/10/2022	FI05	02-FIRE	32S5	FIRE ENGINEER 40 HRS	Steps	Annually	102,128.00	106,939.00	111,807.00	117,012.00	122,532.00	-	-	-
4/10/2022	FI06	02-FIRE	35U5	FIRE INSPECTOR	Steps	Annually	102,809.00	107,935.00	113,326.00	118,988.00	124,951.00	-	-	-
4/10/2022	FI10	02-FIRE	35T5	FIRE INSPECTOR II	Steps	Annually	120,366.00	125,901.00	131,814.00	137,980.00	144,465.00	-	-	-
4/10/2022	EA68	06-PROF	35K3	FIRE PROTECTION ENGINEER	Steps	Annually	111,383.00	116,873.00	122,767.00	128,827.00	135,281.00	-	-	-
4/10/2022	MA16	18-MGMT	35N2	FIRE PROTECTION SUPERVISOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	FI03	02-FIRE	32U5	FIREFIGHTER	Steps	Annually	92,814.00	97,163.00	101,607.00	106,321.00	111,427.00	-	-	-
4/10/2022	FI03	02-FIRE	33U5	FIREFIGHTER 40 HRS	Steps	Annually	92,814.00	97,163.00	101,607.00	106,321.00	111,427.00	-	-	-
4/10/2022	FI03	02-FIRE	34U5	FIREFIGHTER 53 HRS	Steps	Annually	92,814.00	97,163.00	101,607.00	106,321.00	111,427.00	-	-	-
4/10/2022	MA10	18-MGMT	59N8	FLEET MAINTENANCE SUPERVISOR	Steps	Annually	84,375.00	90,538.00	96,702.00	102,865.00	109,028.00	-	-	-
4/10/2022	MA16	18-MGMT	59G8	FLEET SUPERINTENDENT	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MA29	18-MGMT	51D0	GENERAL SERVICES ADMINISTRATOR	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	MA20	18-MGMT	67N8	GEYSERS OPER & MTNCE COORDINAT	Steps	Annually	100,539.00	107,515.00	114,490.00	121,467.00	128,442.00	-	-	-
4/10/2022	EA56	06-PROF	22T4	GIS ANALYST	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
4/10/2022	MA17	18-MGMT	22N4	GIS COORDINATOR	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	MT04	03-MAIN	77U9	GROUNDSKEEPER	Steps	Hourly	23.56	24.60	25.58	26.73	27.94	-	-	-
4/10/2022	EA24B	07-TECH	70Q4	HOUSING & COMM SVC TECHNICIAN	Steps	Annually	64,037.00	67,231.00	70,628.00	74,150.00	77,846.00	-	-	-
4/10/2022	MA24	18-MGMT	70F6	HOUSING & COMMUNITY SVCS MGR	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	MC03	11-MCON	14U3	HR ANALYST TRAINEE	Range	Annually	69,092.00	85,320.00	-	-	-	-	-	-
4/10/2022	MC08	11-MCON	14K3	HUMAN RESOURCES ANALYST	Range	Annually	85,998.00	114,049.00	-	-	-	-	-	-
4/10/2022	EX10	10-EXEC	14C0	HUMAN RESOURCES DIRECTOR	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	TC12	12-CONF	14Q4	HUMAN RESOURCES TECHNICIAN	Steps	Annually	67,978.00	71,438.00	74,913.00	78,825.00	82,764.00	-	-	-
4/10/2022	MA17	18-MGMT	19N3	INFO SYSTEMS DEVELOP SUPV	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	EA43	07-TECH	21T4	INFO TECH TECHNICIAN	Steps	Annually	77,379.00	81,230.00	85,334.00	89,531.00	94,027.00	-	-	-
1/2/2022	TH14	07-TECH	56S8	INSTRUMENTATION TECH	Steps	Hourly	45.11	47.33	49.42	-	-	-	-	-
4/10/2022	MA15	18-MGMT	89H3	INTERGOV RELATIONS & LEG OFCR	Steps	Annually	95,225.00	101,813.00	108,401.00	114,990.00	121,577.00	-	-	-
4/10/2022	EA51	07-TECH	66N8	IRRIGATION PROGRAM COORDINATOR	Steps	Annually	82,582.00	86,657.00	90,943.00	95,532.00	100,285.00	-	-	-
4/10/2022	MA17	18-MGMT	19I1	IT PROJECT MANAGER	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	MA28	18-MGMT	19F0	IT SECTION MANAGER	Steps	Annually	123,129.00	130,577.00	138,024.00	145,472.00	152,920.00	-	-	-
4/10/2022	MA17	18-MGMT	19N2	IT SUPERVISOR	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	EA22	07-TECH	21U4	IT SUPPORT SPECIALIST	Steps	Annually	61,240.00	64,293.00	67,541.00	70,911.00	74,447.00	-	-	-
1/2/2022	EA49	06-PROF	43U3	JR ENGINEER	Steps	Annually	83,330.00	87,580.00	91,811.00	96,407.00	101,383.00	-	-	-
4/10/2022	EA38	07-TECH	54K3	LAB ANALYST	Steps	Annually	69,091.00	72,581.00	76,220.00	80,039.00	84,115.00	-	-	-
4/10/2022	EA06	07-TECH	54U4	LABORATORY AIDE	Steps	Annually	47,689.00	50,021.00	52,593.00	55,241.00	58,022.00	-	-	-
4/10/2022	MA20B	18-MGMT	54I3	LABORATORY SUPERVISOR	Steps	Annually	107,102.00	112,462.00	117,822.00	123,180.00	128,540.00	-	-	-
4/10/2022	EA27B	07-TECH	84T2	LEGAL SECRETARY	Steps	Annually	63,000.00	66,234.00	69,468.00	72,928.00	76,431.00	-	-	-
4/10/2022	MT04	03-MAIN	50U9	MAINTENANCE WORKER	Steps	Hourly	23.56	24.60	25.58	26.73	27.94	-	-	-
4/10/2022	EA64	06-PROF	44U3	MATERIALS ASSOCIATE	Steps	Annually	96,718.00	101,548.00	106,629.00	111,983.00	117,563.00	-	-	-
1/2/2022	EA67	06-PROF	44K3	MATERIALS ENGINEER	Steps	Annually	111,756.00	117,298.00	123,281.00	129,363.00	135,838.00	-	-	-
7/1/2008	MAYR	99-ELEC	00A0	MAYOR	Steps	Annually	14,400.00	-	-	-	-	-	-	-
1/2/2022	TH11	07-TECH	60S8	MECHANICAL TECHNOLOGIST	Steps	Hourly	38.82	40.53	42.21	44.32	46.28	-	-	-
4/10/2022	EA22	07-TECH	23Q4	MEDIA SERVICES TECH	Steps	Annually	61,240.00	64,293.00	67,541.00	70,911.00	74,447.00	-	-	-
4/10/2022	EA10	07-TECH	08T6	METER SPECIALIST	Steps	Annually	58,114.00	60,609.00	63,377.00	-	-	-	-	-
4/10/2022	EA13	07-TECH	09T4	METER TECHNICIAN	Steps	Annually	61,210.00	63,639.00	66,545.00	-	-	-	-	-
4/10/2022	EA03	07-TECH	53U6	MSC YARD ATTENDANT	Steps	Annually	43,314.00	45,525.00	47,781.00	50,217.00	52,670.00	-	-	-
4/10/2022	EA29	07-TECH	66K3	NATURAL RESOURCE SPECIALIST	Steps	Annually	65,694.00	68,687.00	71,557.00	74,866.00	78,205.00	-	-	-
4/10/2022	EA65	07-TECH	19S4	NETWORK SYSTEMS ANALYST	Steps	Annually	98,809.00	103,743.00	108,932.00	114,390.00	120,122.00	-	-	-
4/10/2022	MC11	11-MCON	87K3	ORG DEVELOPMT & TRAINING MGR	Range	Annually	100,539.00	128,442.00	-	-	-	-	-	-
4/10/2022	EA40	07-TECH	84T4	PARALEGAL	Steps	Annually	71,557.00	75,153.00	78,898.00	82,867.00	87,018.00	-	-	-
4/10/2022	MA16	18-MGMT	77G9	PARK MAINTENANCE SUPERINTENDEN	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	EA14	07-TECH	72T1	PARKING CITATIO REVIEW OFFICER	Steps	Annually	55,766.00	58,474.00	61,483.00	64,400.00	67,738.00	-	-	-
4/10/2022	EA09	07-TECH	72T5	PARKING ENFORCEMENT OFFICER	Steps	Annually	51,722.00	54,218.00	56,970.00	59,736.00	62,790.00	-	-	-
4/10/2022	MA24	18-MGMT	72F3	PARKING MANAGER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	EA03	07-TECH	72U6	PARKING OPERATIONS AIDE	Steps	Annually	43,314.00	45,525.00	47,781.00	50,217.00	52,670.00	-	-	-
4/10/2022	EA27	07-TECH	72G9	PARKING OPERATIONS COORDINATOR	Steps	Annually	64,009.00	66,896.00	69,649.00	72,866.00	76,145.00	-	-	-
4/10/2022	MA15	18-MGMT	72G6	PARKING PROGRAM COORDINATOR	Steps	Annually	95,225.00	101,813.00	108,401.00	114,990.00	121,577.00	-	-	-
4/10/2022	MA07	18-MGMT	72N6	PARKING SUPERVISOR	Steps	Annually	82,306.00	87,474.00	92,642.00	97,809.00	102,976.00	-	-	-
4/10/2022	MA04	18-MGMT	77N9	PARKS CREW SUPERVISOR	Steps	Annually	81,495.00	85,426.00	89,355.00	93,286.00	97,216.00	-	-	-
4/10/2022	MA16	18-MGMT	77K3	PARKS PLANNER	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MC10	11-MCON	06F1	PAYROLL MANAGER	Range	Annually	93,526.00	123,497.00	-	-	-	-	-	-
4/10/2022	EA20	07-TECH	06Q4	PAYROLL SPECIALIST	Steps	Annually	59,662.00	62,640.00	65,694.00	68,988.00	72,356.00	-	-	-
4/10/2022	MC07	11-MCON	06N4	PAYROLL SUPERVISOR	Range	Annually	81,423.00	107,626.00	-	-	-	-	-	-
4/10/2022	EA68	06-PROF	39K3	PLAN CHECK ENGINEER	Steps	Annually	111,383.00	116,873.00	122,767.00	128,827.00	135,281.00	-	-	-
4/10/2022	PM08	09-PSAF	28D5	POLICE CAPTAIN	Range	Annually	177,706.00	220,616.00	-	-	-	-	-	-
11/7/2021	EX14	10-SFTY	28C0	POLICE CHIEF	Range	Annually	180,602.00	224,217.00						
3/13/2022	EX14	10-SFTY	28C0	POLICE CHIEF	Range	Annually	195,321.00	242,491.00						
4/10/2022	EX14	10-SFTY	28C0	POLICE CHIEF	Range	Annually	200,204.00	248,553.00	-	-	-	-	-	-
4/10/2022	PC09	14-PTEC	29Q4	POLICE FIELD & EVIDENCE TECH	Steps	Annually	71,232.00	74,779.00	78,512.00	82,468.00	86,544.00	-	-	-
4/10/2022	PC11	14-PTEC	28K3	POLICE FORENSIC SPECIALIST	Steps	Annually	76,210.00	80,032.00	84,048.00	88,226.00	92,640.00	-	-	-
4/10/2022	MA14	18-MGMT	20N2	POLICE IT SUPERVISOR	Steps	Annually	96,997.00	102,226.00	107,457.00	112,686.00	117,916.00	-	-	-
4/10/2022	PM04	09-PSAF	28N5	POLICE LIEUTENANT	Range	Annually	143,728.00	186,030.00	-	-	-	-	-	-
4/10/2022	PS02	05-POLI	28T5	POLICE OFFICER	Steps	Annually	93,032.00	97,662.00	102,432.00	107,604.00	112,960.00	118,607.00	-	-

EXHIBIT A

City of Santa Rosa
Salary Plan and Schedule 7/26/2022

Effective Date	Range	Unit	Job Code	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
4/10/2022	PS01	14-PTEC	28V5	POLICE OFFICER-TRAINEE	Steps	Annually	80,282.00	-	-	-	-	-	-	-
4/10/2022	EA37	07-TECH	14Q2	POLICE PERSONNEL TECHNICIAN	Steps	Annually	67,529.00	70,986.00	74,402.00	78,296.00	82,192.00	-	-	-
4/10/2022	PC06	14-PTEC	27Q4	POLICE PROPERTY EVIDENCE TECH	Steps	Annually	63,393.00	66,562.00	69,891.00	73,384.00	77,055.00	-	-	-
4/10/2022	PM01	09-SGTS	28R5	POLICE SERGEANT	Range	Annually	122,764.00	158,560.00	-	-	-	-	-	-
4/10/2022	PC03	14-PTEC	28Q4	POLICE TECHNICIAN	Steps	Annually	56,854.00	59,645.00	62,626.00	65,624.00	69,035.00	-	-	-
4/10/2022	MC10	11-MCON	02J3	PRINCIPAL FINANCIAL ANALYST	Range	Annually	93,526.00	123,497.00	-	-	-	-	-	-
4/10/2022	MC11	11-MCON	14J2	PRINCIPAL HR ANALYST	Range	Annually	100,539.00	128,442.00	-	-	-	-	-	-
4/10/2022	EA44	07-TECH	54J3	PRINCIPAL LAB ANALYST	Steps	Annually	78,506.00	82,294.00	86,146.00	90,433.00	94,781.00	-	-	-
4/10/2022	MA26	18-MGMT	82F0	PROGRAM MANAGER VIOL PREV PRTN	Steps	Annually	112,499.00	120,950.00	129,402.00	137,853.00	146,304.00	-	-	-
4/10/2022	PRSP1	06-PROF	70U3	PROGRAM SPECIALIST I	Steps	Annually	78,566.00	82,551.00	86,657.00	90,943.00	95,546.00	-	-	-
4/10/2022	EA60	06-PROF	70K3	PROGRAM SPECIALIST II	Steps	Annually	91,935.00	96,524.00	101,351.00	106,406.00	111,713.00	-	-	-
4/10/2022	EA59	06-PROF	19K3	PROGRAMMER ANALYST	Steps	Annually	89,138.00	93,531.00	98,345.00	103,277.00	108,464.00	-	-	-
4/10/2022	MA17	18-MGMT	05F1	PURCHASING AGENT	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	EA18	07-TECH	05Q4	PURCHASING TECH	Steps	Annually	57,676.00	60,520.00	63,542.00	66,668.00	70,038.00	-	-	-
4/10/2022	MA16	18-MGMT	54S1	QUALITY ASSURANCE COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	EA61	06-PROF	43R4	QUALITY CONTROL ASSOCIATE	Steps	Annually	91,816.00	96,555.00	101,381.00	106,434.00	111,713.00	-	-	-
4/10/2022	MA17	18-MGMT	52N0	REAL PROPERTY AGENT	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	MA23	18-MGMT	52F0	REAL PROPERTY MANAGER	Steps	Annually	105,484.00	112,958.00	120,433.00	127,908.00	135,382.00	-	-	-
4/10/2022	TC01	07-TECH	92Q4	RECORDS MGT TECHNICIAN	Steps	Hourly	29.47	31.02	32.48	34.10	35.76	-	-	-
4/10/2022	MA05	18-MGMT	30N7	RECORDS SUPERVISOR	Steps	Annually	76,993.00	82,400.00	87,806.00	93,212.00	98,618.00	-	-	-
4/10/2022	EA17	07-TECH	79T6	RECREATION COORDINATOR	Steps	Annually	59,358.00	62,302.00	65,432.00	68,687.00	72,156.00	-	-	-
4/10/2022	EA07	07-TECH	79U7	RECREATION SPECIALIST	Steps	Annually	49,598.00	52,120.00	54,741.00	57,469.00	60,321.00	-	-	-
4/10/2022	MA16	18-MGMT	79G6	RECREATION SUPERINTENDENT	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MA04	18-MGMT	79N6	RECREATION SUPERVISOR	Steps	Annually	81,495.00	85,426.00	89,355.00	93,286.00	97,216.00	-	-	-
4/10/2022	EA47	06-PROF	91K3	RESEARCH & PROGRAM COORDINATOR	Steps	Annually	78,655.00	82,568.00	86,704.00	91,003.00	95,560.00	-	-	-
4/10/2022	MA18	18-MGMT	08F6	REVENUE MANAGER	Steps	Annually	93,526.00	101,019.00	108,512.00	116,004.00	123,497.00	-	-	-
4/10/2022	MA09	18-MGMT	08N6	REVENUE OPERATIONS SUPERVISOR	Steps	Annually	81,423.00	87,974.00	94,524.00	101,075.00	107,626.00	-	-	-
4/10/2022	MC08	11-MCON	17K3	RISK MANAGEMENT ANALYST	Range	Annually	85,998.00	114,049.00	-	-	-	-	-	-
4/10/2022	MC16	11-MCON	17F1	RISK MANAGER	Range	Annually	120,618.00	150,809.00	-	-	-	-	-	-
4/10/2022	MA10	18-MGMT	87N1	SAFETY & TRAINING COORDINATOR	Steps	Annually	84,375.00	90,538.00	96,702.00	102,865.00	109,028.00	-	-	-
4/10/2022	EA28	07-TECH	54T4	SAMPLE COLLECTION/PREPAR TECH	Steps	Annually	62,953.00	66,067.00	69,363.00	72,882.00	76,521.00	-	-	-
4/10/2022	EA45	07-TECH	05R3	SENIOR BUYER	Steps	Annually	78,491.00	82,340.00	86,177.00	90,433.00	94,959.00	-	-	-
4/10/2022	EA62	06-PROF	71I3	SENIOR ENVIRONMENTAL SPECIAL.	Steps	Annually	95,334.00	100,269.00	105,261.00	110,510.00	115,986.00	-	-	-
4/10/2022	EA66	06-PROF	38J3	SENIOR PLANNER	Steps	Annually	101,126.00	106,181.00	111,488.00	117,066.00	122,918.00	-	-	-
4/10/2022	EA65	06-PROF	19J3	SENIOR PROGRAMMER/ANALYST	Steps	Annually	98,809.00	103,743.00	108,932.00	114,390.00	120,122.00	-	-	-
4/26/2022	FI01	02-FIRE	31U4	SINGLE ROLE PARAMEDIC	Steps	Annually	70,000.00	73,500.00	77,175.00	81,034.00	85,085.00	-	-	-
4/10/2022	MT06	03-MAIN	50T9	SKILLED MAINTENANCE WORKER	Steps	Hourly	27.56	28.82	29.98	31.38	32.82	-	-	-
4/10/2022	EA11	04-SUPP	86T7	SR ADMINISTRATIVE ASSISTANT	Steps	Annually	52,622.00	55,166.00	57,992.00	60,925.00	63,964.00	-	-	-
4/10/2022	TC04	12-CONF	81T7	SR ADMINISTRATIVE ASST CONF	Steps	Annually	54,113.00	56,759.00	59,572.00	62,579.00	65,677.00	-	-	-
4/10/2022	EA63	07-TECH	36R4	SR BUILDING INSPECTOR	Steps	Annually	96,057.00	101,021.00	105,878.00	111,172.00	116,752.00	-	-	-
4/10/2022	EA63	07-TECH	36R5	SR CODE ENFORCEMENT OFFICER	Steps	Annually	96,057.00	101,021.00	105,878.00	111,172.00	116,752.00	-	-	-
4/10/2022	EA40B	07-TECH	39R4	SR COMMUNITY DEVELOPMENT TECH	Steps	Annually	72,566.00	76,400.00	80,221.00	84,297.00	88,434.00	-	-	-
4/10/2022	EA26	04-SUPP	88R7	SR CUSTOMER SVC REPRESENTATIVE	Steps	Annually	62,459.00	65,587.00	68,897.00	72,326.00	75,934.00	-	-	-
1/2/2022	TH17	07-TECH	58R8	SR ELECTRICAL TECH-UTILITIES	Steps	Hourly	49.67	51.83	54.33	-	-	-	-	-
4/10/2022	FI13	02-FIRE	35R5	SR FIRE INSPECTOR	Steps	Annually	134,849.00	141,619.00	148,657.00	156,120.00	163,950.00	-	-	-
4/10/2022	EA56	07-TECH	21R4	SR INFO TECHNOLOGY TECH	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
1/2/2022	TH17	07-TECH	56R8	SR INST TECHNICIAN	Steps	Hourly	49.67	51.83	54.33	-	-	-	-	-
4/10/2022	MT09	03-MAIN	51R9	SR MAINT WORKER - FACILITIES	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	MT09	03-MAIN	64R9	SR MAINT WORKER - UTILITIES	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	MT09	03-MAIN	79R9	SR MAINTENANCE WKR-REC & PARKS	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	MT09	03-MAIN	50R9	SR MAINTENANCE WORKER-PAINTER	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	MT09	03-MAIN	72R9	SR MAINTENANCE WORKER-PARKING	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	MT09	03-MAIN	48R9	SR MAINTENANCE WORKER-STREETS	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
1/2/2022	TH16	07-TECH	60R8	SR MECHANICAL TECHNOLOGIST	Steps	Hourly	49.24	51.39	53.87	-	-	-	-	-
4/10/2022	EA22	07-TECH	08R6	SR METER SPECIALIST	Steps	Annually	61,240.00	64,293.00	67,541.00	70,911.00	74,447.00	-	-	-
4/10/2022	EA28B	07-TECH	09R4	SR METER TECHNICIAN	Steps	Annually	64,301.00	67,508.00	70,919.00	74,456.00	78,169.00	-	-	-
4/10/2022	EA15	07-TECH	72R5	SR PARKING ENFORCEMENT OFFICER	Steps	Annually	55,766.00	58,474.00	61,483.00	64,400.00	67,738.00	-	-	-
4/10/2022	EA41	07-TECH	05R6	SR STOREKEEPER	Steps	Annually	74,370.00	78,100.00	81,996.00	86,101.00	90,402.00	-	-	-
4/10/2022	TH15	07-TECH	47R8	SR TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	45.58	47.85	49.82	-	-	-	-	-
4/10/2022	US05	16-USOS	53R9	SR UTILITY SYSTEMS OPERATOR	Steps	Hourly	34.60	36.17	37.66	39.40	41.14	-	-	-
4/10/2022	EA57	07-TECH	64R4	SR WASTEWATER PLANT OPERATOR	Steps	Annually	89,333.00	93,652.00	97,998.00	102,886.00	107,802.00	-	-	-
4/10/2022	MA24	18-MGMT	62I3	SR WATER RESOURCES PLANNER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	TH18	07-TECH	62R8	SR WATER SYSTEM TECH	Steps	Hourly	48.05	50.46	52.92	-	-	-	-	-
4/10/2022	EA23	07-TECH	05T6	STOREKEEPER	Steps	Annually	61,377.00	64,491.00	67,751.00	71,031.00	74,626.00	-	-	-
4/10/2022	EA12	07-TECH	05U6	STORES CLERK	Steps	Annually	54,382.00	57,060.00	59,768.00	62,865.00	65,978.00	-	-	-
4/10/2022	EA31	07-TECH	05S6	STORES SPECIALIST	Steps	Annually	64,671.00	67,888.00	71,302.00	74,882.00	78,643.00	-	-	-
4/10/2022	MA24	18-MGMT	62G2	STORM WATER AND CREEKS MANAGER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	MA16	18-MGMT	48G9	STREET MAINTENANCE SUPERINTEND	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MA04	18-MGMT	48N9	STREETS CREW SUPERVISOR	Steps	Annually	81,495.00	85,426.00	89,355.00	93,286.00	97,216.00	-	-	-
4/10/2022	EA27	07-TECH	72S5	SUP PRKG ENFORCEMENT OFFICER	Steps	Annually	64,009.00	66,896.00	69,649.00	72,866.00	76,145.00	-	-	-
4/10/2022	MA17	18-MGMT	04I3	SUPERVISING ACCOUNTANT	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
1/2/2022	MA25	18-MGMT	43I3	SUPERVISING ENGINEER	Steps	Annually	114,402.00	122,541.00	130,678.00	138,817.00	146,954.00	-	-	-
4/10/2022	EA49	07-TECH	54N4	SUPERVISING LABORATORY ANALYST	Steps	Annually	80,221.00	84,232.00	88,443.00	92,864.00	97,546.00	-	-	-
4/10/2022	MA25	18-MGMT	37N3	SUPERVISING LAND SURVEYOR	Steps	Annually	108,954.00	116,705.00	124,456.00	132,207.00	139,957.00	-	-	-
4/10/2022	MA24	18-MGMT	38I4	SUPERVISING PLANNER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
1/2/2022	TH19	07-TECH	49R8	SUPV ELECTRICAL TECHNICIAN	Steps	Hourly	52.15	54.41	57.05	-	-	-	-	-
1/2/2022	TH19	07-TECH	49N4	SUPV ELECTRICAL TECH-UTILITIES	Steps	Hourly	52.15	54.41	57.05	-	-	-	-	-
1/2/2022	TH19	07-TECH	61N4	SUPV INSTRUMENTATION TECH	Steps	Hourly	52.15	54.41	57.05	-	-	-	-	-
1/2/2022	TH19	07-TECH	60N4	SUPV MECHANICAL TECHNOLOGIST	Steps	Hourly	52.15	54.41	57.05	-	-	-	-	-
4/10/2022	TH19	07-TECH	45R8	SUPV TRAFFIC SIGNAL TECH	Steps	Hourly	49.67	51.81	54.34	-	-	-	-	-
4/10/2022	EA64	06-PROF	37U3	SURVEY ASSOC	Steps	Annually	96,718.00	101,548.00	106,629.00	111,983.00	117,563.00	-	-	-
4/10/2022	MA16	18-MGMT	63G4	SUSTAINABILITY COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	EA51	07-TECH	63J4	SUSTAINABILITY REPRESENTATIVE	Steps	Annually	82,582.00	86,657.00	90,943.00	95,532.00	100,285.00	-	-	-
4/10/2022	EA32	07-TECH	63T4	SUSTAINABILITY TECHNICIAN	Steps	Annually	65,061.00	68,295.00	71,678.00	75,261.00	79,063.00	-	-	-
4/10/2022	MA29	18-MGMT	28F4	TECHNICAL SVCS DIV MANAGER	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	EA54	07-TECH	19Q4	TECHNOLOGY APPLICATION SPEC	Steps	Annually	85,123.00	89,333.00	93,861.00	98,478.00	103,426.00	-	-	-
4/10/2022	TH14	07-TECH	45S8	TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	42.96	45.08	47.06	-	-	-	-	-
4/10/2022	MA07	18-MGMT	74N2	TRANSIT FIELD SUPERVISOR	Steps	Annually	82,306.00	87,474.00	92,642.00	97,809.00	102,976.00	-	-	-
4/10/2022	MA19	18-MGMT	74K3	TRANSIT PLANNER	Steps	Annually	103,197.00	108,751.00	114,306.00	119,860.00	125,415.00	-	-	-
4/10/2022	TR04	08-TRAN	74U6	TRANSIT SERVICE REPRESENTATIVE	Steps	Hourly	20.79	21.85	22.96	24.14	25.27	-	-	-
4/10/2022	MA16	18-MGMT	74G0	TRANSIT SUPERINTENDENT	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MA24	18-MGMT	75K3	TRANSPORTATION PLANNER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
1/2/2022	MA16	18-MGMT	60G8	UTILITIES MECHANICAL SUPERINTE	Steps	Annually	99,289.00	106,671.00	114,054.00	121,436.00	128,818.00	-	-	-
4/10/2022	MA10	18-MGMT	53N8	UTILITIES MECHANICAL SUPERVISO	Steps	Annually	84,375.00	90,538.00	96,702.00	102,865.00	109,028.00	-	-	-
4/10/2022	US01	16-USOS	53U9	UTILITIES SYSTEMS OPERATOR I	Steps	Hourly	27.05	28.45	29.86	31.35	32.93	-	-	-
4/10/2022	US03	16-USOS	53T9	UTILITIES SYSTEMS OPERATOR II	Steps	Hourly	30.76	32.32	33.92	35.64	37.41	-	-	-
4/10/2022	EA28	07-TECH	53Q4	UTILITIES TECHNICIAN	Steps	Annually	62,953.00	66,067.00	69,363.00	72,882.00	76,521.00	-	-	-
4/10/2022	MA20	18-MGMT	53G1	UTILITY PROJECT DEV MANAGER	Steps	Annually	100,539.00	107,515.00	114,490.00	121,467.00	128,442.00	-	-	-
4/10/2022	MA23B	18-MGMT	53G9	UTILITY SYSTEM SUPERINTENDENT	Steps	Annually	106,109.00	114,015.00	121,922.00	129,828.00	137,733.00	-	-	-
4/10/2022	MA08	18-MGMT	53N9	UTILITY SYSTEM SUPERVISOR	Steps	Annually	91,692.00	96,072.00	100,451.00	104,831.00	109,210.00	-	-	-
4/10/2022	MA10	18-MGMT	64N8	WASTEWATER OPERATIONS SUPERVIS	Steps	Annually	84,375.00	90,538.00	96,702.00	102,865.00	109,028.00	-	-	-
4/10/2022	EA42	07-TECH	64U4	WASTEWATER OPERATOR I	Steps	Annually	75,453.00	79,423.00	83,574.00	87,604.00	91,681.00	-	-	-
4/10/2022	EA48	07-TECH	64T4	WASTEWATER OPERATOR II	Steps	Annually	79,423.00	83,574.00	87,604.00	91,681.00	96,133.00	-	-	-
4/10/2022	EA24	07-TECH	64V4	WASTEWATER OPERATOR TRAINEE	Steps	Annually	56,203.00	59,916.00	61,964.00	65,062.00	75,062.00	-	-	-
4/10/2022	MA16	18-MGMT	66N4	WASTEWATER RECLAMATION SUPT	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	MA12	18-MGMT	64N4	WASTEWATER TREATMENT SUPER	Steps	Annually	89,541.00	96,129.00	102,716.00	109,304.00	115,892.00	-	-	-

EXHIBIT A

City of Santa Rosa
Salary Plan and Schedule 7/26/2022

							Pay Rate							
Effective Date	Range	Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
4/10/2022	MA21	18-MGMT	64G4	WASTEWATER TREATMENT SUPERINTE	Steps	Annually	101,058.00	108,586.00	116,116.00	123,645.00	131,173.00	-	-	-
4/10/2022	EX12A	10-EXEC	53C0	WATER DIRECTOR	Range	Annually	167,491.00	218,729.00	-	-	-	-	-	-
4/10/2022	MA13	18-MGMT	62N4	WATER QUALITY SUPERVISOR	Steps	Annually	97,366.00	102,239.00	107,110.00	111,983.00	116,855.00	-	-	-
1/2/2022	MA25	18-MGMT	43J3	WATER REUSE ENGINEER	Steps	Annually	114,402.00	122,541.00	130,678.00	138,817.00	146,954.00	-	-	-
4/10/2022	TH15	07-TECH	62S8	WATER SYSTEM TECH	Steps	Hourly	45.58	47.85	49.82	-	-	-	-	-
4/10/2022	MA16	18-MGMT	55J3	ZERO WASTE COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-

Effective Date	Range	Unit	Job Code	Temporary Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2
12/19/2021	TE10	00-NONE	79Y7	ACTIVITY SPECIALIST	Range	Hourly	18.35	19.35
12/19/2021	TE07	00-NONE	79Z7	ASSISTANT ACTIVITY SPECIALIST	Range	Hourly	17.35	17.60
12/19/2021	TE18	00-NONE	43Z3	ENGINEERING AIDE	Range	Hourly	15.85	22.65
12/19/2021	TE19	00-NONE	43Y3	ENGINEERING INTERN	Range	Hourly	17.00	20.00
5/25/2021	ACCM	00-NONE	01X1	EXTRA-HELP ACTING CITY MANAGER	Range	Hourly	106.82	-
7/1/2009	INTPR	00-NONE	90X3	INTERIM PROFESSIONAL	Range	Hourly	18.00	95.00
12/19/2021	TE14	00-NONE	90Y3	INTERN - GENERAL	Range	Hourly	15.85	19.65
12/19/2021	TE05	00-NONE	80Z5	LIFEGUARD	Range	Hourly	16.85	17.10
12/19/2021	TE10	00-NONE	50Z9	MAINTENANCE AIDE	Range	Hourly	18.35	19.35
9/23/2019	NR07	00-NONE	23X4	MEDIA SERVICES ASSISTANT	Range	Hourly	18.00	28.00
12/19/2021	NR03	00-NONE	90X7	OFFICE & PROGRAM AIDE	Range	Hourly	15.85	
9/9/2021	NR10	00-NONE	29X5	POLICE BACKGROUND INVESTIGATOR	Range	Hourly	37.80	45.95
12/19/2021	TE01	00-NONE	80Z7	RECREATION AIDE	Range	Hourly	15.85	16.10
12/19/2021	TE04	00-NONE	80Y7	RECREATION LEADER	Range	Hourly	16.35	16.60
6/21/2020	TE37	00-NONE	79X7	SPECIFIC ACTIVITY INSTRUCTOR	Range	Hourly	17.00	25.00
6/21/2020	TE37	00-NONE	79V7	SPECIFIC ACTIVITY ROSIE DRIVER	Range	Hourly	17.00	25.00
12/19/2021	TE06	00-NONE	80Z4	SWIM INSTRUCTOR	Range	Hourly	16.85	17.10