

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2016**

ATTACHMENT II
Recommended by
Personnel Commission
on December 3, 2015
Approved by Council
on _____, 2015

| Classification Title | Hourly Salary Range | | | | | Job Code | Service Type |
|--|---------------------|-------|-------|-------|-----------|----------|--------------|
| | A | B | C | D | E | | |
| CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES | | | | | | | |
| MAYOR | | | | | 39,960.00 | E100 | Unclassified |
| CITY COUNCIL | | | | | 24,975.00 | E110 | Unclassified |
| CITY MANAGER | | | | | 115.07 | A120 | Unclassified |
| CITY ATTORNEY | | | | | 95.66 | A100 | Unclassified |
| CITY CLERK | | | | | 58.95 | A110 | Unclassified |
| ASSISTANT CITY MANAGER | 82.06 | 86.16 | 90.47 | 94.99 | 99.74 | U735 | Unclassified |
| CHIEF OF POLICE | 81.92 | 86.02 | 90.32 | 94.84 | 99.58 | P500 | Unclassified |
| DIRECTOR OF DEVELOPMENT SERVICES | 71.64 | 75.22 | 78.98 | 82.93 | 87.08 | U700 | Unclassified |
| DIRECTOR OF FINANCE | 77.27 | 81.13 | 85.19 | 89.45 | 93.92 | U725 | Unclassified |
| DIRECTOR OF HUMAN RESOURCES | 72.51 | 76.13 | 79.94 | 83.94 | 88.13 | U705 | Unclassified |
| DIRECTOR OF INFORMATION TECHNOLOGY/CHIEF INFORMATION OFFICER (CIO) | 72.79 | 76.43 | 80.25 | 84.26 | 88.47 | U720 | Unclassified |
| DIRECTOR OF LIBRARY AND COMMUNITY SERVICES | 72.25 | 75.86 | 79.66 | 83.64 | 87.83 | U710 | Unclassified |
| DIRECTOR OF MAINTENANCE SERVICES | 67.62 | 71.00 | 74.55 | 78.28 | 82.19 | U715 | Unclassified |
| DIRECTOR OF PUBLIC WORKS | 78.87 | 82.92 | 87.07 | 91.43 | 95.99 | U730 | Unclassified |
| FIRE CHIEF | 77.25 | 81.11 | 85.17 | 89.43 | 93.90 | F800 | Unclassified |
| CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT | | | | | | | |
| SENIOR MANAGEMENT ANALYST | 45.24 | 47.49 | 49.87 | 52.37 | 54.98 | H115 | Classified |
| MANAGEMENT ANALYST II | 40.72 | 42.76 | 44.89 | 47.13 | 49.49 | H110 | Classified |
| MANAGEMENT ANALYST I | 37.03 | 38.88 | 40.82 | 42.86 | 45.00 | H105 | Classified |
| EXECUTIVE ASSISTANT | 35.83 | 37.48 | 39.17 | 40.85 | 42.65 | U315 | Unclassified |
| ADMINISTRATIVE SUPERVISOR | 34.24 | 35.95 | 37.75 | 39.63 | 41.61 | | Classified |
| ADMINISTRATIVE SECRETARY | 31.54 | 32.85 | 34.13 | 35.41 | 36.83 | C120 | Classified |
| SENIOR SECRETARY | 28.83 | 29.96 | 31.18 | 32.32 | 33.57 | C115 | Classified |
| SECRETARY | 25.37 | 26.53 | 27.86 | 29.16 | 30.55 | C110 | Classified |
| ADMINISTRATIVE CLERK II | 23.39 | 24.34 | 25.33 | 26.46 | 27.76 | C105 | Classified |
| ADMINISTRATIVE CLERK I | 20.59 | 21.67 | 22.77 | 23.98 | 25.24 | C100 | Classified |
| ADMINISTRATIVE INTERN | | | | 15.00 | 20.00 | Z120 | Classified |
| MAIL CLERK | | | 12.84 | 13.51 | 14.17 | C410 | Classified |
| CITY WIDE MAINTENANCE | | | | | | | |
| ELECTRICIAN II | 40.31 | 41.92 | 43.57 | 45.41 | 47.30 | M410 | Classified |
| ELECTRICIAN I | 36.66 | 38.17 | 39.69 | 41.35 | 43.02 | M405 | Classified |
| MAINTENANCE WORKER | 27.12 | 28.21 | 29.39 | 30.39 | 31.60 | M305 | Classified |
| LABORER | 23.40 | 24.27 | 25.24 | 26.27 | 27.21 | M905 | Classified |
| CITY ATTORNEY DEPARTMENT | | | | | | | |
| ASSISTANT CITY ATTORNEY | 61.70 | 64.79 | 68.03 | 71.43 | 75.00 | U210 | Classified |
| DEPUTY CITY ATTORNEY II | 50.99 | 53.53 | 56.21 | 59.02 | 61.98 | U205 | Classified |
| DEPUTY CITY ATTORNEY I | 46.36 | 48.68 | 51.11 | 53.66 | 56.34 | U200 | Classified |
| PARALEGAL | 32.89 | 34.54 | 36.27 | 38.08 | 39.98 | U195 | Classified |
| LEGAL SECRETARY II | 29.76 | 31.49 | 33.86 | 34.57 | 36.35 | C935 | Classified |
| LEGAL SECRETARY I | 26.80 | 28.21 | 29.69 | 31.29 | 32.96 | C930 | Classified |
| CITY CLERK DEPARTMENT | | | | | | | |
| DEPUTY CITY CLERK | 33.61 | 35.29 | 37.05 | 38.90 | 40.85 | H500 | Classified |

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| Classification Title | Hourly Salary Range | | | | | Job Code | Service Type |
|--|---------------------|-------|-------|-------|-------|----------|--------------|
| | A | B | C | D | E | | |
| CITY MANAGER DEPARTMENT | | | | | | | |
| OFFICE OF THE CITY MANAGER | | | | | | | |
| DEPUTY CITY MANAGER | 65.94 | 69.24 | 72.70 | 76.33 | 80.15 | U505 | Unclassified |
| ASSISTANT TO CITY MANAGER | 47.48 | 49.86 | 52.35 | 54.97 | 57.72 | U320 | Unclassified |
| COMMUNITY AND MEDIA RELATIONS OFFICER MANAGEMENT FELLOW | 52.09 | 54.69 | 57.43 | 60.31 | 63.32 | U310 | Classified |
| | | | | | 22.28 | U300 | Classified |
| CODE ENFORCEMENT SUPERVISOR | 41.58 | 43.66 | 45.85 | 48.14 | 50.55 | H700 | Classified |
| SENIOR CODE ENFORCEMENT INSPECTOR | 37.81 | 39.71 | 41.69 | 43.78 | 45.96 | T610 | Classified |
| CODE ENFORCEMENT INSPECTOR II | 34.37 | 36.09 | 37.89 | 39.79 | 41.78 | T605 | Classified |
| CODE ENFORCEMENT INSPECTOR I | 31.24 | 32.81 | 34.44 | 36.16 | 37.98 | T600 | Classified |
| ECONOMIC DEVELOPMENT | | | | | | | |
| ECONOMIC DEVELOPMENT MANAGER | 58.78 | 61.71 | 64.80 | 68.03 | 71.44 | H710 | Classified |
| ECONOMIC DEVELOPMENT SPECIALIST | 41.75 | 43.85 | 45.99 | 48.33 | 50.69 | T745 | Classified |
| NEIGHBORHOOD PARTNERSHIP SERVICES | | | | | | | |
| NEIGHBORHOOD DEVELOPMENT MANAGER | 58.20 | 61.10 | 64.16 | 67.36 | 70.73 | H735 | Classified |
| NEIGHBORHOOD PARTNERSHIP MANAGER | 52.34 | 54.96 | 57.71 | 60.59 | 63.62 | H730 | Classified |
| HOUSING AUTHORITY | | | | | | | |
| HOUSING MANAGER | 52.34 | 54.96 | 57.71 | 60.59 | 63.62 | H715 | Classified |
| HOUSING DEVELOPMENT SPECIALIST | 41.75 | 43.85 | 45.99 | 48.33 | 50.69 | T750 | Classified |
| HOMEOWNERSHIP COORDINATOR | 36.67 | 38.51 | 40.37 | 42.42 | 44.50 | T710 | Classified |
| DEVELOPMENT SERVICES DEPARTMENT | | | | | | | |
| DEVELOPMENT SERVICE ADMINISTRATION | | | | | | | |
| DEPUTY DIRECTOR OF DEVELOPMENT SERVICES | 64.00 | 67.21 | 70.57 | 74.10 | 77.81 | U515 | Classified |
| BUILDING DIVISION | | | | | | | |
| CITY BUILDING OFFICIAL | 60.52 | 63.55 | 66.73 | 70.07 | 73.57 | H335 | Classified |
| SUPERVISING BUILDING INSPECTOR | 49.41 | 51.88 | 54.48 | 57.20 | 60.06 | H330 | Classified |
| SENIOR BUILDING INSPECTOR/STRUCTURAL | 41.24 | 43.44 | 45.63 | 47.79 | 50.17 | T365 | Classified |
| SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL | 41.24 | 43.44 | 45.63 | 47.79 | 50.17 | T360 | Classified |
| SENIOR BUILDING INSPECTOR/ELECTRICAL | 41.24 | 43.44 | 45.63 | 47.79 | 50.17 | T355 | Classified |
| BUILDING INSPECTOR | 35.61 | 37.28 | 39.18 | 41.17 | 43.87 | T350 | Classified |
| PLAN CHECKING ENGINEER | 48.21 | 50.55 | 53.10 | 55.86 | 58.71 | T335 | Classified |
| SUPERVISING PLAN CHECKER AND EXPEDITOR | 53.13 | 55.78 | 58.58 | 61.50 | 64.58 | H325 | Classified |
| SENIOR PLAN CHECKER | 41.24 | 43.44 | 45.63 | 47.79 | 50.17 | T330 | Classified |
| PLAN CHECKER | 37.50 | 39.48 | 41.48 | 43.46 | 45.62 | T325 | Classified |
| SENIOR PERMIT TECHNICIAN | 32.61 | 33.95 | 35.27 | 36.81 | 38.69 | C205 | Classified |
| PERMIT TECHNICIAN | 29.41 | 30.58 | 31.81 | 33.18 | 34.87 | C200 | Classified |
| PLANNING DIVISION | | | | | | | |
| PLANNING MANAGER | 59.95 | 62.93 | 66.08 | 69.38 | 72.85 | H320 | Classified |
| PRINCIPAL PLANNER | 52.34 | 54.96 | 57.71 | 60.59 | 63.62 | H315 | Classified |
| SENIOR PLANNER | 46.89 | 49.23 | 51.70 | 54.28 | 57.00 | H310 | Classified |
| ASSOCIATE PLANNER | 41.87 | 43.92 | 46.11 | 48.48 | 50.80 | T315 | Classified |
| ASSISTANT PLANNER | 34.36 | 36.04 | 37.98 | 39.83 | 41.87 | T310 | Classified |
| JUNIOR PLANNER | 30.46 | 32.07 | 33.58 | 35.26 | 36.98 | T305 | Classified |
| GRAPHICS/PLANNING TECHNICIAN | 28.96 | 30.36 | 31.97 | 33.57 | 35.20 | T300 | Classified |
| DEVELOPMENT REVIEW ENGINEER | 52.19 | 54.80 | 57.54 | 60.44 | 63.43 | H305 | Classified |

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| | A | B | C | D | E | | |
| DEVELOPMENT REVIEW SPECIALIST | 36.61 | 38.39 | 40.47 | 42.46 | 44.62 | T320 | Classified |
| LANDSCAPE ARCHITECT | 52.10 | 54.70 | 57.44 | 60.31 | 63.33 | H300 | Classified |
| FINANCE DEPARTMENT | | | | | | | |
| ADMINISTRATION DIVISION | | | | | | | |
| DEPUTY DIRECTOR OF FINANCE | 60.95 | 63.99 | 67.20 | 70.56 | 74.09 | U500 | Classified |
| BUDGET OFFICER | 48.10 | 50.51 | 53.03 | 55.68 | 58.46 | H170 | Classified |
| FINANCIAL ANALYST | 42.91 | 45.05 | 47.30 | 49.66 | 52.15 | H165 | Classified |
| FINANCE TECHNICIAN | 32.15 | 33.75 | 35.44 | 37.21 | 39.08 | C320 | Classified |
| ACCOUNTING DIVISION | | | | | | | |
| ACCOUNTING MANAGER | 54.61 | 57.34 | 60.20 | 63.22 | 66.38 | H150 | Classified |
| SENIOR ACCOUNTANT | 42.92 | 45.06 | 47.30 | 49.67 | 52.15 | H145 | Classified |
| ACCOUNTANT | 36.97 | 38.82 | 40.75 | 42.80 | 44.93 | H140 | Classified |
| SENIOR ACCOUNT CLERK | 26.89 | 28.20 | 29.42 | 30.85 | 32.28 | C305 | Classified |
| ACCOUNT CLERK | 24.51 | 25.59 | 26.80 | 28.04 | 29.44 | C300 | Classified |
| REVENUE DIVISION | | | | | | | |
| REVENUE MANAGER | 53.67 | 56.35 | 59.16 | 62.12 | 65.22 | H160 | Classified |
| FINANCE SUPERVISOR | 42.44 | 44.56 | 46.78 | 49.12 | 51.57 | H155 | Classified |
| SUPERVISING CUSTOMER ACCOUNT CLERK | 29.21 | 30.67 | 32.20 | 33.81 | 35.50 | C332 | Classified |
| SENIOR CUSTOMER ACCOUNT CLERK | 26.89 | 28.20 | 29.42 | 30.85 | 32.28 | C330 | Classified |
| CUSTOMER ACCOUNT CLERK | 24.51 | 25.59 | 26.80 | 28.04 | 29.44 | C325 | Classified |
| MAIL AND REVENUE CLERK | 20.59 | 21.67 | 22.77 | 23.98 | 25.24 | C322 | Classified |
| PURCHASING DIVISION | | | | | | | |
| PURCHASING AND SERVICES MANAGER | 49.21 | 51.67 | 54.25 | 56.96 | 59.80 | H180 | Classified |
| PURCHASING TECHNICIAN | 29.24 | 30.71 | 32.22 | 33.81 | 35.52 | C345 | Classified |
| MAIL AND PURCHASING CLERK | 22.20 | 23.31 | 24.40 | 25.67 | 26.93 | C335 | Classified |
| FIRE DEPARTMENT | | | | | | | |
| SWORN | | | | | | | |
| DEPUTY FIRE CHIEF (40 HR) | 73.61 | 77.29 | 81.15 | 85.21 | 89.46 | F600 | Classified |
| FIRE MARSHAL (40 HR) | 66.92 | 70.27 | 73.78 | 77.47 | 81.34 | F400 | Classified |
| FIRE TRAINING OFFICER (40 HR) | 66.92 | 70.27 | 73.78 | 77.47 | 81.34 | F420 | Classified |
| BATTALION CHIEF (56 HR) | 43.46 | 45.63 | 47.91 | 50.31 | 52.82 | F410 | Classified |
| BATTALION CHIEF (40 HR) | 60.83 | 63.87 | 67.06 | 70.42 | 73.94 | F415 | Classified |
| STAFF FIRE CAPTAIN (40 HR) | | | 58.58 | 61.50 | 64.58 | F240 | Classified |
| FIRE CAPTAIN (56 HR) | | | 38.03 | 39.93 | 41.93 | F245 | Classified |
| FIRE CAPTAIN (40 HR) | | | 53.25 | 55.91 | 58.70 | F250 | Classified |
| FIRE PREVENTION INSPECTOR (40 HR) | 45.08 | 47.34 | 49.71 | 52.19 | 54.80 | F220 | Classified |
| FIRE PREVENTION INSPECTOR (56 HR) | 32.22 | 33.83 | 35.51 | 37.29 | 39.15 | F225 | Classified |
| APPARATUS OPERATOR (56 HR) | 30.51 | 32.03 | 33.64 | 35.32 | 37.08 | F210 | Classified |
| APPARATUS OPERATOR (40 HR) | 42.67 | 44.81 | 47.05 | 49.40 | 51.87 | F215 | Classified |
| FIREFIGHTER (56 HR) | 28.75 | 30.19 | 31.70 | 33.29 | 34.96 | F200 | Classified |
| FIREFIGHTER (40 HR) | 40.26 | 42.27 | 44.38 | 46.60 | 48.93 | F205 | Classified |
| FIREFIGHTER TRAINEE (40 HR) | 36.61 | 38.43 | | | | F100 | Classified |
| PROFESSIONAL STAFF | | | | | | | |
| HAZARDOUS MATERIALS PROGRAM COORDINATOR | 50.89 | 53.44 | 56.11 | 58.92 | 61.86 | H590 | Classified |
| FIRE PROTECTION ENGINEER | 48.21 | 50.55 | 53.10 | 55.86 | 58.71 | T510 | Classified |
| EMERGENCY MEDICAL SERVICES COORDINATOR | 45.67 | 47.96 | 50.35 | 52.86 | 55.51 | H585 | Classified |
| ENVIRONMENTAL SPECIALIST | 42.65 | 44.78 | 47.02 | 49.37 | 51.84 | T505 | Classified |
| HAZARDOUS MATERIALS INVESTIGATOR | 40.63 | 42.66 | 44.79 | 47.04 | 49.37 | T500 | Classified |
| FIRE SERVICES SUPERVISOR | 44.34 | 46.56 | 48.88 | 51.32 | 53.89 | H580 | Classified |
| FIRE TECHNICIAN II | 28.69 | 30.12 | 31.62 | 33.21 | 34.87 | C255 | Classified |

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| | A | B | C | D | E | | |
| FIRE TECHNICIAN I | 26.06 | 27.37 | 28.74 | 30.18 | 31.69 | C250 | Classified |
| HUMAN RESOURCES DEPARTMENT | | | | | | | |
| HUMAN RESOURCES MANAGER | 47.18 | 49.54 | 52.02 | 54.62 | 57.35 | U135 | Classified |
| SENIOR HUMAN RESOURCES ANALYST | 42.89 | 45.03 | 47.29 | 49.66 | 52.14 | U120 | Classified |
| HUMAN RESOURCES ANALYST II | 39.00 | 40.94 | 42.99 | 45.14 | 47.40 | U115 | Classified |
| HUMAN RESOURCES ANALYST I | 35.45 | 37.22 | 39.09 | 41.05 | 43.10 | U110 | Classified |
| HUMAN RESOURCES TECHNICIAN | 28.31 | 29.73 | 31.21 | 32.76 | 34.40 | U100 | Classified |
| HUMAN RESOURCES ADMINISTRATIVE ASSISTANT | 31.81 | 33.39 | 35.06 | 36.81 | 38.66 | U105 | Classified |
| LIBRARY AND COMMUNITY SERVICES DEPARTMENT | | | | | | | |
| COMMUNITY SERVICES | | | | | | | |
| COMMUNITY SERVICES MANAGER | 55.57 | 58.35 | 61.27 | 64.34 | 67.55 | H745 | Classified |
| COMMUNITY PROGRAMS SPECIALIST | 38.47 | 40.47 | 42.53 | 44.62 | 46.80 | T705 | Classified |
| SENIOR PROPERTY REHABILITATION SPECIALIST | 42.31 | 44.51 | 46.77 | 49.07 | 51.47 | T730 | Classified |
| PROPERTY REHABILITATION SPECIALIST | 38.47 | 40.47 | 42.53 | 44.62 | 46.80 | T725 | Classified |
| PARATRANSIT COORDINATOR | 36.67 | 38.51 | 40.37 | 42.42 | 44.50 | T715 | Classified |
| EDUCATION SERVICES MANAGER | 38.39 | 40.30 | 42.32 | 44.43 | 46.65 | H760 | Classified |
| EDUCATIONAL SERVICES COORDINATOR | 28.59 | 30.02 | 31.53 | 33.10 | 34.76 | T780 | Classified |
| LIBRARY SERVICES DIVISION | | | | | | | |
| LIBRARY OPERATIONS MANAGER | 38.39 | 40.30 | 42.32 | 44.43 | 46.65 | H755 | Classified |
| SUPERVISING LIBRARIAN I | 38.39 | 40.30 | 42.32 | 44.43 | 46.65 | H750 | Classified |
| LIBRARIAN II | 31.57 | 33.15 | 34.76 | 36.52 | 38.24 | T795 | Classified |
| LIBRARIAN I | 28.62 | 30.07 | 31.56 | 33.06 | 34.76 | T790 | Classified |
| LEAD LIBRARY ASSISTANT | 25.93 | 27.24 | 28.54 | 29.94 | 31.51 | C520 | Classified |
| SENIOR LIBRARY ASSISTANT | 23.94 | 25.00 | 26.15 | 27.31 | 28.62 | C515 | Classified |
| LIBRARY ASSISTANT | 21.69 | 22.70 | 23.72 | 24.81 | 25.98 | C510 | Classified |
| SENIOR LIBRARY PAGE | | | | | 16.96 | C505 | Classified |
| LIBRARY PAGE | | | | | 15.48 | C500 | Classified |
| LITERACY PROGRAM COORDINATOR | 28.62 | 30.07 | 31.56 | 33.06 | 34.76 | T785 | Classified |
| VOLUNTEER PROGRAM ASSISTANT | 20.77 | 21.81 | 22.90 | 24.04 | 25.25 | C506 | Classified |
| MAINTENANCE SERVICES DEPARTMENT | | | | | | | |
| FACILITIES MANAGEMENT | | | | | | | |
| FACILITIES AND BUILDING MANAGER | 51.12 | 53.67 | 56.35 | 59.17 | 62.14 | H605 | Classified |
| FACILITIES LEADWORKER | 44.60 | 46.37 | 48.18 | 50.17 | 52.31 | M135 | Classified |
| FACILITIES MAINTENANCE SUPERVISOR | 36.75 | 38.58 | 40.51 | 42.54 | 44.67 | H600 | Classified |
| HVAC MECHANIC | 40.31 | 41.92 | 43.57 | 45.41 | 47.30 | M140 | Classified |
| FACILITIES PAINTER II | 32.91 | 34.25 | 35.59 | 37.06 | 38.60 | M130 | Classified |
| FACILITIES PAINTER I | 29.94 | 31.15 | 32.41 | 33.77 | 35.10 | M125 | Classified |
| FACILITIES CARPENTER II | 32.77 | 34.07 | 35.50 | 36.97 | 38.51 | M120 | Classified |
| FACILITIES CARPENTER I | 29.81 | 31.04 | 32.32 | 33.63 | 35.03 | M115 | Classified |
| FACILITIES SERVICEWORKER II | 24.22 | 25.18 | 26.21 | 27.13 | 28.21 | M110 | Classified |
| FACILITIES SERVICEWORKER I | 22.06 | 22.87 | 23.77 | 24.75 | 25.63 | M105 | Classified |

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| FLEET MANAGEMENT DIVISION | | | | | | | |
| EQUIPMENT MANAGER | 51.12 | 53.67 | 56.35 | 59.17 | 62.14 | H635 | Classified |
| FLEET MANAGEMENT SUPERVISOR | 45.01 | 47.27 | 49.63 | 52.11 | 54.71 | H630 | Classified |
| EQUIPMENT MECHANIC II | 30.65 | 32.08 | 33.71 | 35.47 | 37.23 | M615 | Classified |
| EQUIPMENT MECHANIC I | 27.91 | 29.31 | 30.80 | 32.32 | 33.91 | M610 | Classified |
| EQUIPMENT PARTS STOREKEEPER | 25.52 | 26.87 | 28.17 | 29.58 | 31.08 | M605 | Classified |
| EQUIPMENT SERVICE ATTENDANT | 23.55 | 24.47 | 25.49 | 26.35 | 27.37 | M600 | Classified |
| LANDSCAPE MAINTENANCE DIVISION | | | | | | | |
| LANDSCAPE MAINTENANCE MANAGER | 51.12 | 53.67 | 56.35 | 59.17 | 62.14 | H615 | Classified |
| LANDSCAPE MAINTENANCE SUPERVISOR | 45.01 | 47.27 | 49.63 | 52.11 | 54.71 | H610 | Classified |
| GROUNDSKEEPER III | 33.38 | 34.73 | 36.13 | 37.66 | 39.13 | M215 | Classified |
| GROUNDSKEEPER II | 29.27 | 30.44 | 31.68 | 32.80 | 34.06 | M210 | Classified |
| GROUNDSKEEPER I | 26.58 | 27.65 | 28.81 | 29.80 | 30.98 | M205 | Classified |
| TREE TRIMMER | 30.03 | 31.23 | 32.50 | 33.65 | 34.97 | M220 | Classified |
| STREET MAINTENANCE DIVISION | | | | | | | |
| STREETS MAINTENANCE MANAGER | 51.12 | 53.67 | 56.35 | 59.17 | 62.14 | H625 | Classified |
| STREETS MAINTENANCE SUPERVISOR | 45.01 | 47.27 | 49.63 | 52.11 | 54.71 | H620 | Classified |
| SENIOR MAINTENANCE LEADER | 34.02 | 35.38 | 36.80 | 38.37 | 39.87 | M315 | Classified |
| MAINTENANCE LEADER | 29.87 | 31.03 | 32.32 | 33.45 | 34.74 | M310 | Classified |
| SWEEPER EQUIPMENT OPERATOR | 27.90 | 28.84 | 29.99 | 31.27 | 32.51 | M700 | Classified |
| POLICE DEPARTMENT | | | | | | | |
| SWORN | | | | | | | |
| POLICE CAPTAIN | 68.41 | 71.38 | 75.43 | 79.20 | 83.15 | P300 | Classified |
| POLICE LIEUTENANT | | | | 68.67 | 72.01 | P215 | Classified |
| POLICE SERGEANT | | | 56.71 | 59.45 | 62.49 | P210 | Classified |
| INSPECTOR | 48.71 | 51.14 | 53.64 | 56.19 | 58.94 | P205 | Classified |
| POLICE OFFICER | 43.21 | 45.28 | 47.48 | 49.78 | 52.14 | P200 | Classified |
| POLICE OFFICER TRAINEE | 30.85 | 32.38 | | | | P100 | Classified |
| PROFESSIONAL STAFF | | | | | | | |
| PERSONNEL AND TRAINING ADMINISTRATOR | 56.55 | 59.38 | 62.35 | 65.47 | 68.74 | H450 | Classified |
| SENIOR CRIME AND INTELLIGENCE ANALYST | 45.24 | 47.49 | 49.87 | 52.37 | 54.98 | H406 | Classified |
| CRIME AND INTELLIGENCE ANALYST | 40.72 | 42.76 | 44.89 | 47.13 | 49.49 | H405 | Classified |
| POLICE PROGRAMS ANALYST | 40.72 | 42.76 | 44.89 | 47.13 | 49.49 | H400 | Classified |
| SPECIAL OPERATIONS DIVISION | | | | | | | |
| CRIME PREVENTION SPECIALIST | 28.41 | 29.83 | 31.32 | 32.89 | 34.54 | C670 | Classified |
| RESERVE OFFICER COORDINATOR | 51.44 | 54.01 | 56.71 | 59.45 | 62.49 | H455 | Classified |
| INVESTIGATION DIVISION | | | | | | | |
| YOUTH AND FAMILY SERVICES ADMINISTRATOR | 56.55 | 59.38 | 62.35 | 65.47 | 68.74 | H445 | Classified |
| COUNSELING SUPERVISOR | 44.34 | 46.56 | 48.88 | 51.32 | 53.89 | H440 | Classified |
| FAMILY COUNSELOR I | 35.84 | 37.62 | 39.51 | 41.32 | 43.48 | T550 | Classified |
| CERTIFIED LATENT PRINT EXAMINER | 42.65 | 44.78 | 47.02 | 49.37 | 51.84 | T560 | Classified |
| SUPPORT SERVICES DIVISION | | | | | | | |
| OPERATIONS SUPPORT SERVICES MANAGER | 67.76 | 71.15 | 75.43 | 79.20 | 83.15 | U400 | Classified |
| PROPERTY/EVIDENCE ADMINISTRATOR | 45.17 | 47.42 | 49.80 | 52.29 | 54.90 | H415 | Classified |
| PROPERTY AND EVIDENCE SUPERVISOR | 34.69 | 36.43 | 38.25 | 40.15 | 42.16 | H410 | Classified |
| POLICE ID SPECIALIST | 31.60 | 33.18 | 34.84 | 36.60 | 38.33 | T555 | Classified |
| CRIME SCENE TECHNICIAN | 28.19 | 29.45 | 30.81 | 32.20 | 33.74 | C685 | Classified |

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2016**

ATTACHMENT II
Recommended by
Personnel Commission
on December 3, 2015
Approved by Council
on _____, 2015

| Classification Title | Hourly Salary Range | | | | | Job Code | Service Type |
|--|---------------------|-------|-------|-------|-------|----------|--------------|
| | A | B | C | D | E | | |
| PROPERTY TECHNICIAN | 27.02 | 28.19 | 29.55 | 30.90 | 32.37 | C665 | Classified |
| ANIMAL SERVICES ADMINISTRATOR | 45.17 | 47.42 | 49.80 | 52.29 | 54.90 | H430 | Classified |
| SHELTER OPERATIONS SUPERVISOR | 29.72 | 31.04 | 32.49 | 33.98 | 35.60 | C621 | Classified |
| ANIMAL CONTROL OFFICER | 25.55 | 26.87 | 28.10 | 29.42 | 30.80 | C610 | Classified |
| ANIMAL CARE ATTENDANT | 21.27 | 22.17 | 23.05 | 24.06 | 25.25 | C600 | Classified |
| SHELTER VOLUNTEER COORDINATOR | 21.27 | 22.17 | 23.05 | 24.06 | 25.25 | C607 | Classified |
| COMMUNICATIONS ADMINISTRATOR | 45.17 | 47.42 | 49.80 | 52.29 | 54.90 | H435 | Classified |
| COMMUNICATIONS SUPERVISOR | 36.39 | 38.22 | 40.13 | 42.12 | 44.25 | C645 | Classified |
| COMMUNICATIONS OPERATOR | 31.57 | 33.18 | 34.81 | 36.58 | 38.42 | C635 | Classified |
| CALL TAKER | 26.27 | 27.57 | 28.95 | 30.41 | 31.93 | C633 | Classified |
| RECORDS ADMINISTRATOR | 45.17 | 47.42 | 49.80 | 52.29 | 54.90 | H425 | Classified |
| RECORDS SUPERVISOR | 33.01 | 34.66 | 36.39 | 38.21 | 40.12 | C705 | Classified |
| POLICE RECORDS CLERK II | 25.67 | 26.69 | 27.76 | 28.98 | 30.41 | C695 | Classified |
| POLICE RECORDS CLERK I | 22.56 | 23.73 | 24.99 | 26.24 | 27.65 | C690 | Classified |
| JAIL ADMINISTRATOR | 45.17 | 47.42 | 49.80 | 52.29 | 54.90 | H420 | Classified |
| JAIL SUPERVISOR | 32.48 | 33.84 | 35.47 | 37.13 | 38.91 | C660 | Classified |
| COMMUNITY SERVICE OFFICER | 28.37 | 29.60 | 31.02 | 32.45 | 33.99 | C650 | Classified |
| TRANSPORTATION AND ENGINEERING DEPARTMENT | | | | | | | |
| AIRPORT DIVISION SUMMARY | | | | | | | |
| AIRPORT MANAGER | 58.20 | 61.10 | 64.16 | 67.36 | 70.73 | H205 | Classified |
| AIRPORT OPERATIONS SUPERVISOR | 47.99 | 50.38 | 52.90 | 55.54 | 58.32 | H200 | Classified |
| NOISE ABATEMENT ANALYST | 28.62 | 30.07 | 31.56 | 33.06 | 34.76 | T270 | Classified |
| SENIOR AIRPORT MAINTENANCE WORKER | 31.26 | 32.41 | 33.70 | 35.08 | 36.49 | M510 | Classified |
| AIRPORT MAINTENANCEWORKER | 28.40 | 29.44 | 30.59 | 31.87 | 33.18 | M505 | Classified |
| AIRPORT ATTENDANT | 21.26 | 22.20 | 23.01 | 24.02 | 25.21 | M500 | Classified |
| ENGINEERING/TRANSPORTATION DIVISION | | | | | | | |
| ASSISTANT CITY ENGINEER | 58.26 | 61.17 | 64.23 | 67.44 | 70.81 | H250 | Classified |
| SENIOR CIVIL ENGINEER | 52.19 | 54.80 | 57.54 | 60.41 | 63.43 | H240 | Classified |
| ASSOCIATE CIVIL ENGINEER | 45.06 | 47.33 | 49.63 | 52.15 | 54.69 | T215 | Classified |
| ASSISTANT CIVIL ENGINEER | 38.82 | 40.82 | 42.91 | 44.99 | 47.23 | T210 | Classified |
| REAL PROPERTY MANAGER | 42.70 | 44.84 | 47.08 | 49.44 | 51.91 | H225 | Classified |
| REAL PROPERTY ASSOCIATE | 37.90 | 39.88 | 41.89 | 43.92 | 46.09 | T260 | Classified |
| REAL PROPERTY ASSISTANT | 32.30 | 33.91 | 35.54 | 37.31 | 39.19 | T255 | Classified |
| ENGINEERING TECHNICIAN | 30.81 | 32.29 | 33.93 | 35.63 | 37.33 | T200 | Classified |
| SURVEY ENGINEER | 48.30 | 50.71 | 53.25 | 55.91 | 58.71 | H230 | Classified |
| SURVEYOR | 36.65 | 38.46 | 40.38 | 42.37 | 44.51 | T265 | Classified |
| TRANSPORTATION MANAGER | 60.39 | 63.42 | 66.59 | 69.92 | 73.41 | H220 | Classified |
| SENIOR TRANSPORTATION ENGINEER | 52.39 | 55.01 | 57.76 | 60.64 | 63.67 | H215 | Classified |
| ASSOCIATE TRANSPORTATION ENGINEER | 45.06 | 47.33 | 49.63 | 52.15 | 54.69 | T240 | Classified |
| ASSISTANT TRANSPORTATION ENGINEER | 38.82 | 40.82 | 42.91 | 44.99 | 47.23 | T235 | Classified |
| SENIOR TRANSPORTATION PLANNER | 46.89 | 49.23 | 51.70 | 54.28 | 57.00 | H210 | Classified |
| ASSOCIATE TRANSPORTATION PLANNER | 41.87 | 43.92 | 46.11 | 48.48 | 50.80 | T225 | Classified |
| TRAFFIC SIGNAL TECHNICIAN | 30.81 | 32.29 | 33.93 | 35.63 | 37.33 | T220 | Classified |
| SUPERVISING CONSTRUCTION INSPECTOR | 49.41 | 51.88 | 54.48 | 57.20 | 60.06 | H235 | Classified |
| SENIOR CONSTRUCTION INSPECTOR | 41.24 | 43.44 | 45.63 | 47.79 | 50.17 | T250 | Classified |
| CONSTRUCTION INSPECTOR | 34.56 | 36.33 | 38.03 | 39.95 | 41.98 | T245 | Classified |

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2016**

ATTACHMENT II
Recommended by
Personnel Commission
on December 3, 2015
Approved by Council
on _____, 2015

| Classification Title | Hourly Salary Range | | | | | Job Code | Service Type |
|--|---------------------|-------|-------|-------|-------|----------|--------------|
| | A | B | C | D | E | | |
| UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT | | | | | | | |
| ADMINISTRATION DIVISION | | | | | | | |
| DEPUTY DIRECTOR OF PUBLIC WORKS | 66.05 | 69.36 | 72.83 | 76.48 | 80.30 | U510 | Classified |
| WATER RESOURCES MANAGER | 66.05 | 69.36 | 72.83 | 76.48 | 80.30 | H875 | Classified |
| SENIOR UTILITY SERVICE REPRESENTATIVE | 33.16 | 34.80 | 36.46 | 38.33 | 40.20 | M820 | Classified |
| STOREKEEPER - EXPEDITER | 26.64 | 27.74 | 28.78 | 29.88 | 31.03 | M100 | Classified |
| RECYCLING-SOLID WASTE | | | | | | | |
| SOLID WASTE MANAGER | 45.24 | 47.49 | 49.87 | 52.37 | 54.98 | H800 | Classified |
| RECYCLING SPECIALIST | 32.59 | 34.20 | 35.87 | 37.70 | 39.57 | T800 | Classified |
| SUSTAINABILITY TECHNICIAN | 31.83 | 33.41 | 35.08 | 36.83 | 38.68 | T802 | Classified |
| WATER POLLUTION CONTROL FACILITY (WPCF) | | | | | | | |
| WATER POLLUTION CONTROL FACILITY MANAGER | 58.09 | 61.01 | 64.05 | 67.25 | 70.62 | H870 | Classified |
| WPCF OPERATIONS AND MAINTENANCE MANAGER | 52.45 | 55.07 | 57.83 | 60.73 | 63.76 | H865 | Classified |
| WPCF MAINTENANCE SUPERVISOR | 47.31 | 49.67 | 52.15 | 54.77 | 57.50 | H860 | Classified |
| WPCF OPERATIONS SUPERVISOR | 47.31 | 49.67 | 52.15 | 54.77 | 57.50 | H855 | Classified |
| WPCF LEAD OPERATOR | 35.70 | 37.12 | 38.58 | 40.11 | 41.73 | M935 | Classified |
| WPCF OPERATOR | 32.46 | 33.75 | 35.10 | 36.47 | 37.95 | M930 | Classified |
| OPERATOR-IN-TRAINING | 29.71 | 30.89 | 32.18 | 33.27 | 34.57 | M925 | Classified |
| LAB SUPERVISOR | 47.31 | 49.67 | 52.15 | 54.77 | 57.50 | H850 | Classified |
| CHEMIST | 38.48 | 40.41 | 42.43 | 44.55 | 46.77 | T807 | Classified |
| LABORATORY TECHNICIAN | 33.46 | 34.72 | 36.06 | 37.54 | 38.94 | T805 | Classified |
| WATER POLLUTION SOURCE CONTROL | | | | | | | |
| ENVIRONMENTAL SERVICES MANAGER | 54.40 | 57.12 | 59.98 | 62.97 | 66.13 | H805 | Classified |
| WATER POLLUTION CONTROL ADMINISTRATOR | 47.31 | 49.67 | 52.15 | 54.77 | 57.50 | H845 | Classified |
| SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR | 38.26 | 40.25 | 42.27 | 44.27 | 46.53 | T815 | Classified |
| WATER POLLUTION SOURCE CONTROL INSPECTOR | 34.77 | 36.59 | 38.25 | 40.22 | 42.22 | T810 | Classified |
| TECHNICAL INTERN | | | | | 15.00 | Z125 | Classified |
| SENIOR UTILITIES ENGINEER | 52.19 | 54.80 | 57.54 | 60.41 | 63.43 | H810 | Classified |
| SEWER COLLECTIONS & WATER DISTRIBUTION | | | | | | | |
| UTILITIES OPERATIONS AND MAINTENANCE MANAGER | 59.61 | 62.58 | 65.71 | 69.00 | 72.45 | H835 | Classified |
| UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR | 49.67 | 52.15 | 54.77 | 57.50 | 60.38 | H830 | Classified |
| UTILITIES FIELD SERVICES SUPERVISOR | 49.67 | 52.15 | 54.77 | 57.50 | 60.38 | H825 | Classified |
| WASTEWATER COLLECTIONS SYSTEM SUPERVISOR | 47.31 | 49.67 | 52.15 | 54.77 | 57.50 | H823 | Classified |
| WATER INSTALLATION AND MAINTENANCE SUPERVISOR | 39.94 | 41.94 | 44.04 | 46.25 | 48.55 | H815 | Classified |
| SENIOR UTILITY CUSTOMER SERVICE LEADER | 34.64 | 36.03 | 37.46 | 39.05 | 40.60 | M825 | Classified |
| CROSS CONNECTION CONTROL SPECIALIST | 30.35 | 31.40 | 32.64 | 33.99 | 35.34 | M815 | Classified |
| WATER METER MECHANIC | 29.50 | 30.63 | 31.90 | 33.21 | 34.54 | M810 | Classified |
| WATER METER READER | 26.37 | 27.41 | 28.53 | 29.57 | 30.75 | M805 | Classified |
| BACKFLOW/CROSS CONNECTION TESTER | 25.51 | 26.73 | 27.97 | 29.33 | 30.75 | M800 | Classified |
| UTILITIES MAINTENANCE SUPERVISOR | 45.93 | 48.22 | 50.63 | 53.17 | 55.83 | H850 | Classified |
| UTILITIES SERVICE WORKER | 29.09 | 30.24 | 31.49 | 32.59 | 33.86 | M900 | Classified |
| GENERAL MAINTENANCE | | | | | | | |
| EQUIPMENT OPERATOR | 29.24 | 30.31 | 31.52 | 32.80 | 34.12 | M400 | Classified |
| SENIOR UTILITY LEADER | 36.41 | 37.87 | 39.38 | 41.08 | 42.70 | M845 | Classified |
| UTILITY LEADER | 31.99 | 33.27 | 34.65 | 35.86 | 37.24 | M840 | Classified |
| UTILITY WORKER | 29.09 | 30.24 | 31.49 | 32.59 | 33.86 | M835 | Classified |
| SENIOR UTILITY LEADER - SEWER | 36.41 | 38.17 | 40.08 | 42.09 | 44.19 | M920 | Classified |
| UTILITY LEADER - SEWER | 33.01 | 34.32 | 35.73 | 36.98 | 38.42 | M915 | Classified |
| UTILITY WORKER - SEWER | 30.01 | 31.20 | 32.49 | 33.62 | 34.93 | M910 | Classified |

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2016**

ATTACHMENT II
Recommended by
Personnel Commission
on December 3, 2015
Approved by Council
on _____, 2015

| Classification Title | Hourly Salary Range | | | | | Job Code | Service Type |
|--|---------------------|-------|-------|-------|-------|----------|--------------|
| | A | B | C | D | E | | |
| UTILITIES MAINTENANCE MECHANIC | 33.36 | 34.65 | 36.01 | 37.46 | 38.98 | M415 | Classified |
| TECHNOLOGY SERVICES DEPARTMENT | | | | | | | |
| INFORMATION SYSTEMS MANAGER | 52.09 | 54.69 | 57.43 | 60.31 | 63.32 | H565 | Classified |
| INFORMATION TECHNOLOGY MANAGER | 52.09 | 54.69 | 57.43 | 60.31 | 63.32 | H566 | Classified |
| DATA AND SYSTEMS COORDINATOR | 46.87 | 49.21 | 51.68 | 54.26 | 56.97 | H560 | Classified |
| NETWORK SYSTEMS SPECIALIST | 42.13 | 44.24 | 46.45 | 48.77 | 51.21 | H555 | Classified |
| GEOGRAPHIC INFO SYSTEMS COORDINATOR | 40.48 | 42.50 | 44.52 | 46.76 | 49.86 | T460 | Classified |
| PROGRAMMER ANALYST | 39.74 | 41.68 | 43.85 | 46.01 | 48.28 | T455 | Classified |
| WEB SPECIALIST | 39.16 | 41.14 | 43.18 | 45.33 | 47.60 | T450 | Classified |
| INFORMATION TECHNOLOGY ANALYST II | 39.72 | 41.70 | 43.79 | 45.98 | 48.28 | T435 | Classified |
| INFORMATION TECHNOLOGY ANALYST I | 36.11 | 37.91 | 39.81 | 41.80 | 43.89 | T430 | Classified |
| TECHNOLOGY SOLUTIONS ANALYST II | 39.72 | 41.70 | 43.79 | 45.98 | 48.28 | T445 | Classified |
| TECHNOLOGY SOLUTIONS ANALYST I | 36.11 | 37.91 | 39.81 | 41.80 | 43.89 | T440 | Classified |
| GEOGRAPHIC INFO SYSTEM TECHNICIAN II | 36.07 | 37.87 | 39.76 | 41.74 | 43.86 | T465 | Classified |
| GEOGRAPHIC INFO SYSTEM TECHNICIAN I | 32.81 | 34.44 | 36.16 | 37.98 | 39.87 | T464 | Classified |
| INFORMATION TECHNOLOGY TECHNICIAN II | 36.07 | 37.87 | 39.76 | 41.74 | 43.86 | T425 | Classified |
| INFORMATION TECHNOLOGY TECHNICIAN I | 32.81 | 34.44 | 36.16 | 37.98 | 39.87 | T424 | Classified |
| INFORMATION SYSTEMS SUPPORT TECHNICIAN | 29.54 | 31.01 | 32.60 | 34.22 | 35.87 | T415 | Classified |
| DATA SYSTEMS OPERATOR | 25.39 | 26.55 | 27.86 | 29.18 | 30.56 | C450 | Classified |
| AUDIO VIDEO SPECIALIST | 28.15 | 29.52 | 31.03 | 32.58 | 34.13 | T410 | Classified |
| VIDEO ASSISTANT | | | | | 15.45 | T400 | Classified |