

CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Thursday, October 14, 2021

5:30 PM

Remote Participation

Personnel Commission

COVID-19 Notice: Consistent with State of California Executive Order No. 29-20, dated March 17, 2020 and Alameda County Health Order No. 20-10 dated April 20, 2020, the Personnel Commission will be participating in public meetings via phone/video conferencing.

Please note that we are now using the Zoom webinar platform to conduct the meeting and receive live public comments.

How to submit written Public Comment:

*Send an email to Human.Resources@hayward-ca.gov by 12:00pm, the day of the meeting. Emails will be compiled into one file and distributed to the Personnel Commission and City staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda:
<https://hayward.legistar.com/Calendar.aspx>*

The Chair will read all email comments, provided the reading will not exceed three (3) minutes consistent with the time limit for speakers at Personnel Commission meetings. Email comments will become part of the record of the Personnel Commission meeting.

How to provide live Public Comment during the meeting:

Please click the link below to join the webinar:

<https://hayward.zoom.us/j/88304685250?pwd=M0V6NXVCNjBZZnNqcEtVRlp3N2VmZz09>

Webinar ID: 883 0468 5250

Passcode: Hdv\$9.pC

Or Dial for higher quality:

US: +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799 or +1 929 205 6099 or +1 301 715 8592

Webinar ID: 883 0468 5250

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CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

PUBLIC COMMENTS:

The Public Comment section provides an opportunity to address the Oversight Board on items not listed on the agenda. The Board welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the Board or are within the jurisdiction of the Board as the Board is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.

REPORTS

City Council Liaison (Informational)

Director of Human Resources (Informational)

ACTION ITEMS

1. [PH 21-083](#) Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2022

Attachments: [Attachment I Staff Report](#)
[Attachment II Revised Salary Plan for FY 2022](#)

BOARD MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS**ADJOURNMENT****NEXT MEETING – December 9, 2021**

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Manager at (510) 583-4300 or TDD (510) 247-3340.



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File #: PH 21-083

DATE: October 14, 2021

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2022

RECOMMENDATION

That the Personnel Commission holds a Public Hearing and reviews and recommends to Council adoption of the revised salary plan for each position in the City's classified service for Fiscal Year 2022, effective October 25, 2021.

SUMMARY

As required by the Municipal Code, the FY 2022 salary plan has been updated to reflect salary adjustments to the classifications in the City's classified service as a result of the negotiated and mutually agreed upon successor Memorandum of Understanding between the City of Hayward and the Hayward Fire Chiefs' Association (HFCA).

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Revised Salary Plan for FY 2022



DATE: October 14, 2021

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2022

RECOMMENDATION

That the Personnel Commission holds a Public Hearing, and reviews and recommends to Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2022, effective October 25, 2021.

SUMMARY

As required by the Municipal Code, the FY 2022 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service as a result of the negotiated and mutually agreed upon successor Memorandum of Understanding between the City of Hayward and the Hayward Fire Chiefs' Association (HFCA).

BACKGROUND AND DISCUSSION

Pursuant to Section 6.13 of the Memorandum of Understanding (MOU) between the City of Hayward and HFCA, effective July 1, 2007 through December 31, 2018, the base rate for the classification of Deputy Fire Chief must be ten percent (10%) above the base rate for the classification of Fire Marshal. Pursuant to the successor MOU between the City and HFCA, effective September 16, 2021 through June 30, 2024, the base rate for the classification of Deputy Fire Chief shall now be fifteen percent (15%) greater than the base rate for Fire Marshal. As a result of this negotiated increase in the required pay differential between the classification of Deputy Fire Chief and Fire Marshal, the classification of Deputy Fire Chief shall receive a salary adjustment of 4.555%. The salary range for Deputy Fire Chief is \$95.36 per hour at Step A and \$115.91 per hour at Step E.

FISCAL IMPACT

The additional annual fiscal impact for the Deputy Fire Chief is an increase of approximately \$27,722.39 to the General Fund. Budget adjustments will be included in the FY 2022 midyear budget process.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to one of the City Council's Strategic Roadmap initiatives.

NEXT STEPS

This Salary Plan will be scheduled for the October 26, 2021 Council meeting, and the salary adjustments will be implemented with coordination between the Human Resources and Finance Departments.

Prepared by: Kakshi Master, Senior Human Resources Analyst

Recommended by: Jana Sangy, Director of Human Resources

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', is written over a horizontal line.

Kelly McAdoo, City Manager

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2022**

ATTACHMENT II
Recommended by
Personnel Commission
on October 14, 2021
Approved by Council
on October 26, 2021

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT								
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	52.92	55.54	58.32	61.24	64.29
			Bi-Weekly	4,233.60	4,443.20	4,665.60	4,899.20	5,143.20
			Monthly	9,172.80	9,626.93	10,108.80	10,614.93	11,143.60
			Annual	110,073.60	115,523.20	121,305.60	127,379.20	133,723.20
MANAGEMENT ANALYST II	H110	Classified	Hourly	48.12	50.52	53.05	55.69	58.47
			Bi-Weekly	3,849.60	4,041.60	4,244.00	4,455.20	4,677.60
			Monthly	8,340.80	8,756.80	9,195.33	9,652.93	10,134.80
			Annual	100,089.60	105,081.60	110,344.00	115,835.20	121,617.60
MANAGEMENT ANALYST I	H105	Classified	Hourly	43.74	45.94	48.23	50.62	53.16
			Bi-Weekly	3,499.20	3,675.20	3,858.40	4,049.60	4,252.80
			Monthly	7,581.60	7,962.93	8,359.87	8,774.13	9,214.40
			Annual	90,979.20	95,555.20	100,318.40	105,289.60	110,572.80
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	41.84	43.92	46.12	48.40	50.82
			Bi-Weekly	3,347.20	3,513.60	3,689.60	3,872.00	4,065.60
			Monthly	7,252.27	7,612.80	7,994.13	8,389.33	8,808.80
			Annual	87,027.20	91,353.60	95,929.60	100,672.00	105,705.60
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	39.57	41.20	42.81	44.43	46.20
			Bi-Weekly	3,165.60	3,296.00	3,424.80	3,554.40	3,696.00
			Monthly	6,858.80	7,141.33	7,420.40	7,701.20	8,008.00
			Annual	82,305.60	85,696.00	89,044.80	92,414.40	96,096.00
SENIOR SECRETARY	C115	Classified	Hourly	36.17	37.58	39.11	40.55	42.11
			Bi-Weekly	2,893.60	3,006.40	3,128.80	3,244.00	3,368.80
			Monthly	6,269.47	6,513.87	6,779.07	7,028.67	7,299.07
			Annual	75,233.60	78,166.40	81,348.80	84,344.00	87,588.80
SECRETARY	C110	Classified	Hourly	31.83	33.28	34.97	36.59	38.32
			Bi-Weekly	2,546.40	2,662.40	2,797.60	2,927.20	3,065.60
			Monthly	5,517.20	5,768.53	6,061.47	6,342.27	6,642.13
			Annual	66,206.40	69,222.40	72,737.60	76,107.20	79,705.60
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	27.91	29.06	30.24	31.59	33.15
			Bi-Weekly	2,232.80	2,324.80	2,419.20	2,527.20	2,652.00
			Monthly	4,837.73	5,037.07	5,241.60	5,475.60	5,746.00
			Annual	58,052.80	60,444.80	62,899.20	65,707.20	68,952.00
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	24.57	25.88	27.19	28.64	30.14
			Bi-Weekly	1,965.60	2,070.40	2,175.20	2,291.20	2,411.20
			Monthly	4,258.80	4,485.87	4,712.93	4,964.27	5,224.27
			Annual	51,105.60	53,830.40	56,555.20	59,571.20	62,691.20
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00
MAIL CLERK	C410	Classified	Hourly			16.87	17.70	18.59
			Bi-Weekly			1,349.60	1,416.00	1,487.20
			Monthly			2,924.13	3,068.00	3,222.27
			Annual			35,089.60	36,816.00	38,667.20
CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	46.27	48.12	50.01	52.14	54.29
			Bi-Weekly	3,701.60	3,849.60	4,000.80	4,171.20	4,343.20
			Monthly	8,020.13	8,340.80	8,668.40	9,037.60	9,410.27
			Annual	96,241.60	100,089.60	104,020.80	108,451.20	112,923.20
ELECTRICIAN I	M405	Classified	Hourly	42.08	43.81	45.55	47.45	49.39
			Bi-Weekly	3,366.40	3,504.80	3,644.00	3,796.00	3,951.20
			Monthly	7,293.87	7,593.73	7,895.33	8,224.67	8,560.93
			Annual	87,526.40	91,124.80	94,744.00	98,696.00	102,731.20
MAINTENANCE WORKER	M305	Classified	Hourly	35.96	37.39	38.91	40.28	41.84
			Bi-Weekly	2,876.80	2,991.20	3,112.80	3,222.40	3,347.20
			Monthly	6,233.07	6,480.93	6,744.40	6,981.87	7,252.27
			Annual	74,796.80	77,771.20	80,932.80	83,782.40	87,027.20
LABORER	M200 M300 M830 M905	Classified	Hourly	27.34	28.35	29.48	30.69	31.78
	Bi-Weekly		2,187.20	2,268.00	2,358.40	2,455.20	2,542.40	
	Monthly		4,738.93	4,914.00	5,109.87	5,319.60	5,508.53	
	Annual		56,867.20	58,968.00	61,318.40	63,835.20	66,102.40	

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2022**

ATTACHMENT II
Recommended by
Personnel Commission
on October 14, 2021
Approved by Council
on October 26, 2021

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY ATTORNEY DEPARTMENT								
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	81.82	85.94	90.23	94.75	99.49
			Bi-Weekly	6,545.60	6,875.20	7,218.40	7,580.00	7,959.20
			Monthly	14,182.13	14,896.27	15,639.87	16,423.33	17,244.93
			Annual	170,185.60	178,755.20	187,678.40	197,080.00	206,939.20
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	74.39	78.11	82.04	86.13	90.43
			Bi-Weekly	5,951.20	6,248.80	6,563.20	6,890.40	7,234.40
			Monthly	12,894.27	13,539.07	14,220.27	14,929.20	15,674.53
			Annual	154,731.20	162,468.80	170,643.20	179,150.40	188,094.40
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	61.50	64.55	67.78	71.16	74.75
			Bi-Weekly	4,920.00	5,164.00	5,422.40	5,692.80	5,980.00
			Monthly	10,660.00	11,188.67	11,748.53	12,334.40	12,956.67
			Annual	127,920.00	134,264.00	140,982.40	148,012.80	155,480.00
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	55.89	58.69	61.62	64.71	67.94
			Bi-Weekly	4,471.20	4,695.20	4,929.60	5,176.80	5,435.20
			Monthly	9,687.60	10,172.93	10,680.80	11,216.40	11,776.27
			Annual	116,251.20	122,075.20	128,169.60	134,596.80	141,315.20
SENIOR PARALEGAL	U196	Classified	Hourly	41.55	43.65	45.82	48.10	50.50
			Bi-Weekly	3,324.00	3,492.00	3,665.60	3,848.00	4,040.00
			Monthly	7,202.00	7,566.00	7,942.13	8,337.33	8,753.33
			Annual	86,424.00	90,792.00	95,305.60	100,048.00	105,040.00
PARALEGAL	U195	Classified	Hourly	37.78	39.67	41.66	43.73	45.92
			Bi-Weekly	3,022.40	3,173.60	3,332.80	3,498.40	3,673.60
			Monthly	6,548.53	6,876.13	7,221.07	7,579.87	7,959.47
			Annual	78,582.40	82,513.60	86,652.80	90,958.40	95,513.60
LEGAL SECRETARY II	C935	Classified	Hourly	34.35	36.35	39.08	39.90	41.95
			Bi-Weekly	2,748.00	2,908.00	3,126.40	3,192.00	3,356.00
			Monthly	5,954.00	6,300.67	6,773.87	6,916.00	7,271.33
			Annual	71,448.00	75,608.00	81,286.40	82,992.00	87,256.00
LEGAL SECRETARY I	C930	Classified	Hourly	30.93	32.56	34.28	36.13	38.04
			Bi-Weekly	2,474.40	2,604.80	2,742.40	2,890.40	3,043.20
			Monthly	5,361.20	5,643.73	5,941.87	6,262.53	6,593.60
			Annual	64,334.40	67,724.80	71,302.40	75,150.40	79,123.20
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	48.12	50.53	53.04	55.69	58.48
			Bi-Weekly	3,849.60	4,042.40	4,243.20	4,455.20	4,678.40
			Monthly	8,340.80	8,758.53	9,193.60	9,652.93	10,136.53
			Annual	100,089.60	105,102.40	110,323.20	115,835.20	121,638.40
CITY MANAGER DEPARTMENT								
OFFICE OF THE CITY MANAGER								
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	35.77	37.52	39.52	41.48	43.49
			Bi-Weekly	2,861.60	3,001.60	3,161.60	3,318.40	3,479.20
			Monthly	6,200.13	6,503.47	6,850.13	7,189.87	7,538.27
			Annual	74,401.60	78,041.60	82,201.60	86,278.40	90,459.20
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	50.78	53.30	55.97	58.76	61.72
			Bi-Weekly	4,062.40	4,264.00	4,477.60	4,700.80	4,937.60
			Monthly	8,801.87	9,238.67	9,701.47	10,185.07	10,698.13
			Annual	105,622.40	110,864.00	116,417.60	122,220.80	128,377.60
MANAGEMENT FELLOW	U300	Classified	Hourly					39.76
			Bi-Weekly					3,180.80
			Monthly					6,891.73
			Annual					82,700.80
COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	66.38	69.69	73.19	76.86	80.68
			Bi-Weekly	5,310.40	5,575.20	5,855.20	6,148.80	6,454.40
			Monthly	11,505.87	12,079.60	12,686.27	13,322.40	13,984.53
			Annual	138,070.40	144,955.20	152,235.20	159,868.80	167,814.40
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	44.61	46.93	49.31	51.74	54.26
			Bi-Weekly	3,568.80	3,754.40	3,944.80	4,139.20	4,340.80
			Monthly	7,732.40	8,134.53	8,547.07	8,968.27	9,405.07
			Annual	92,788.80	97,614.40	102,564.80	107,619.20	112,860.80

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2022**

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Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	49.05	51.60	54.22	56.90	59.68
			Bi-Weekly	3,924.00	4,128.00	4,337.60	4,552.00	4,774.40
			Monthly	8,502.00	8,944.00	9,398.13	9,862.67	10,344.53
			Annual	102,024.00	107,328.00	112,777.60	118,352.00	124,134.40
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	44.61	46.93	49.31	51.74	54.26
			Bi-Weekly	3,568.80	3,754.40	3,944.80	4,139.20	4,340.80
			Monthly	7,732.40	8,134.53	8,547.07	8,968.27	9,405.07
			Annual	92,788.80	97,614.40	102,564.80	107,619.20	112,860.80
PARATRANSIT COORDINATOR	T715	Classified	Hourly	42.53	44.65	46.80	49.19	51.59
			Bi-Weekly	3,402.40	3,572.00	3,744.00	3,935.20	4,127.20
			Monthly	7,371.87	7,739.33	8,112.00	8,526.27	8,942.27
			Annual	88,462.40	92,872.00	97,344.00	102,315.20	107,307.20
ECONOMIC DEVELOPMENT								
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	66.38	69.69	73.19	76.86	80.68
			Bi-Weekly	5,310.40	5,575.20	5,855.20	6,148.80	6,454.40
			Monthly	11,505.87	12,079.60	12,686.27	13,322.40	13,984.53
			Annual	138,070.40	144,955.20	152,235.20	159,868.80	167,814.40
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	48.41	50.84	53.32	56.04	58.77
			Bi-Weekly	3,872.80	4,067.20	4,265.60	4,483.20	4,701.60
			Monthly	8,391.07	8,812.27	9,242.13	9,713.60	10,186.80
			Annual	100,692.80	105,747.20	110,905.60	116,563.20	122,241.60
NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	65.54	68.79	72.23	75.84	79.63
			Bi-Weekly	5,243.20	5,503.20	5,778.40	6,067.20	6,370.40
			Monthly	11,360.27	11,923.60	12,519.87	13,145.60	13,802.53
			Annual	136,323.20	143,083.20	150,238.40	157,747.20	165,630.40
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Hourly	58.93	61.88	64.96	68.22	71.63
			Bi-Weekly	4,714.40	4,950.40	5,196.80	5,457.60	5,730.40
			Monthly	10,214.53	10,725.87	11,259.73	11,824.80	12,415.87
			Annual	122,574.40	128,710.40	135,116.80	141,897.60	148,990.40
HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	66.38	69.69	73.19	76.86	80.68
			Bi-Weekly	5,310.40	5,575.20	5,855.20	6,148.80	6,454.40
			Monthly	11,505.87	12,079.60	12,686.27	13,322.40	13,984.53
			Annual	138,070.40	144,955.20	152,235.20	159,868.80	167,814.40
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	48.41	50.84	53.32	56.04	58.77
			Bi-Weekly	3,872.80	4,067.20	4,265.60	4,483.20	4,701.60
			Monthly	8,391.07	8,812.27	9,242.13	9,713.60	10,186.80
			Annual	100,692.80	105,747.20	110,905.60	116,563.20	122,241.60
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	42.53	44.65	46.80	49.19	51.59
			Bi-Weekly	3,402.40	3,572.00	3,744.00	3,935.20	4,127.20
			Monthly	7,371.87	7,739.33	8,112.00	8,526.27	8,942.27
			Annual	88,462.40	92,872.00	97,344.00	102,315.20	107,307.20
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	78.71	82.67	86.81	91.14	95.71
			Bi-Weekly	6,296.80	6,613.60	6,944.80	7,291.20	7,656.80
			Monthly	13,643.07	14,329.47	15,047.07	15,797.60	16,589.73
			Annual	163,716.80	171,953.60	180,564.80	189,571.20	199,076.80
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	68.14	71.55	75.12	78.90	82.82
			Bi-Weekly	5,451.20	5,724.00	6,009.60	6,312.00	6,625.60
			Monthly	11,810.93	12,402.00	13,020.80	13,676.00	14,355.47
			Annual	141,731.20	148,824.00	156,249.60	164,112.00	172,265.60
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	58.15	61.05	64.11	67.32	70.68
			Bi-Weekly	4,652.00	4,884.00	5,128.80	5,385.60	5,654.40
			Monthly	10,079.33	10,582.00	11,112.40	11,668.80	12,251.20
			Annual	120,952.00	126,984.00	133,348.80	140,025.60	147,014.40
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40

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SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
BUILDING INSPECTOR	T350	Classified	Hourly	45.51	47.66	50.08	52.63	56.07
			Bi-Weekly	3,640.80	3,812.80	4,006.40	4,210.40	4,485.60
			Monthly	7,888.40	8,261.07	8,680.53	9,122.53	9,718.80
			Annual	94,660.80	99,132.80	104,166.40	109,470.40	116,625.60
PLAN CHECKING ENGINEER	T335	Classified	Hourly	55.91	58.61	61.57	64.78	68.07
			Bi-Weekly	4,472.80	4,688.80	4,925.60	5,182.40	5,445.60
			Monthly	9,691.07	10,159.07	10,672.13	11,228.53	11,798.80
			Annual	116,292.80	121,908.80	128,065.60	134,742.40	141,585.60
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	61.71	64.78	68.04	71.45	75.03
			Bi-Weekly	4,936.80	5,182.40	5,443.20	5,716.00	6,002.40
			Monthly	10,696.40	11,228.53	11,793.60	12,384.67	13,005.20
			Annual	128,356.80	134,742.40	141,523.20	148,616.00	156,062.40
SENIOR PLAN CHECKER	T330	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
PLAN CHECKER	T325	Classified	Hourly	47.94	50.45	53.03	55.55	58.32
			Bi-Weekly	3,835.20	4,036.00	4,242.40	4,444.00	4,665.60
			Monthly	8,309.60	8,744.67	9,191.87	9,628.67	10,108.80
			Annual	99,715.20	104,936.00	110,302.40	115,544.00	121,305.60
SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	41.07	43.12	45.27	47.54	49.91
			Bi-Weekly	3,285.60	3,449.60	3,621.60	3,803.20	3,992.80
			Monthly	7,118.80	7,474.13	7,846.80	8,240.27	8,651.07
			Annual	85,425.60	89,689.60	94,161.60	98,883.20	103,812.80
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	38.26	39.84	41.38	43.18	45.37
			Bi-Weekly	3,060.80	3,187.20	3,310.40	3,454.40	3,629.60
			Monthly	6,631.73	6,905.60	7,172.53	7,484.53	7,864.13
			Annual	79,580.80	82,867.20	86,070.40	89,814.40	94,369.60
PERMIT TECHNICIAN II	C200	Classified	Hourly	34.50	35.86	37.32	38.94	40.90
			Bi-Weekly	2,760.00	2,868.80	2,985.60	3,115.20	3,272.00
			Monthly	5,980.00	6,215.73	6,468.80	6,749.60	7,089.33
			Annual	71,760.00	74,588.80	77,625.60	80,995.20	85,072.00
PERMIT TECHNICIAN I	C199	Classified	Hourly	31.36	32.60	33.92	35.37	37.18
			Bi-Weekly	2,508.80	2,608.00	2,713.60	2,829.60	2,974.40
			Monthly	5,435.73	5,650.67	5,879.47	6,130.80	6,444.53
			Annual	65,228.80	67,808.00	70,553.60	73,569.60	77,334.40
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	68.45	71.86	75.45	79.21	83.20
			Bi-Weekly	5,476.00	5,748.80	6,036.00	6,336.80	6,656.00
			Monthly	11,864.67	12,455.73	13,078.00	13,729.73	14,421.33
			Annual	142,376.00	149,468.80	156,936.00	164,756.80	173,056.00
PRINCIPAL PLANNER	H315	Classified	Hourly	58.93	61.88	64.96	68.22	71.63
			Bi-Weekly	4,714.40	4,950.40	5,196.80	5,457.60	5,730.40
			Monthly	10,214.53	10,725.87	11,259.73	11,824.80	12,415.87
			Annual	122,574.40	128,710.40	135,116.80	141,897.60	148,990.40
SENIOR PLANNER	H310	Classified	Hourly	52.81	55.43	58.21	61.11	64.17
			Bi-Weekly	4,224.80	4,434.40	4,656.80	4,888.80	5,133.60
			Monthly	9,153.73	9,607.87	10,089.73	10,592.40	11,122.80
			Annual	109,844.80	115,294.40	121,076.80	127,108.80	133,473.60
ASSOCIATE PLANNER	T315	Classified	Hourly	48.54	50.92	53.46	56.21	58.90
			Bi-Weekly	3,883.20	4,073.60	4,276.80	4,496.80	4,712.00
			Monthly	8,413.60	8,826.13	9,266.40	9,743.07	10,209.33
			Annual	100,963.20	105,913.60	111,196.80	116,916.80	122,512.00
ASSISTANT PLANNER	T310	Classified	Hourly	39.84	41.78	44.03	46.19	48.54
			Bi-Weekly	3,187.20	3,342.40	3,522.40	3,695.20	3,883.20
			Monthly	6,905.60	7,241.87	7,631.87	8,006.27	8,413.60
			Annual	82,867.20	86,902.40	91,582.40	96,075.20	100,963.20

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JUNIOR PLANNER	T305	Classified	Hourly	35.32	37.18	38.92	40.88	42.87
			Bi-Weekly	2,825.60	2,974.40	3,113.60	3,270.40	3,429.60
			Monthly	6,122.13	6,444.53	6,746.13	7,085.87	7,430.80
			Annual	73,465.60	77,334.40	80,953.60	85,030.40	89,169.60
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	44.57	46.72	49.28	51.70	54.32
			Bi-Weekly	3,565.60	3,737.60	3,942.40	4,136.00	4,345.60
			Monthly	7,725.47	8,098.13	8,541.87	8,961.33	9,415.47
			Annual	92,705.60	97,177.60	102,502.40	107,536.00	112,985.60
LANDSCAPE ARCHITECT	H300	Classified	Hourly	62.23	65.33	68.60	72.03	75.64
			Bi-Weekly	4,978.40	5,226.40	5,488.00	5,762.40	6,051.20
			Monthly	10,786.53	11,323.87	11,890.67	12,485.20	13,110.93
			Annual	129,438.40	135,886.40	142,688.00	149,822.40	157,331.20
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified	Hourly	48.54	50.92	53.46	56.21	58.90
			Bi-Weekly	3,883.20	4,073.60	4,276.80	4,496.80	4,712.00
			Monthly	8,413.60	8,826.13	9,266.40	9,743.07	10,209.33
			Annual	100,963.20	105,913.60	111,196.80	116,916.80	122,512.00
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	53.85	56.55	59.36	62.33	65.44
			Bi-Weekly	4,308.00	4,524.00	4,748.80	4,986.40	5,235.20
			Monthly	9,334.00	9,802.00	10,289.07	10,803.87	11,342.93
			Annual	112,008.00	117,624.00	123,468.80	129,646.40	136,115.20
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	46.81	49.16	51.62	54.19	56.91
			Bi-Weekly	3,744.80	3,932.80	4,129.60	4,335.20	4,552.80
			Monthly	8,113.73	8,521.07	8,947.47	9,392.93	9,864.40
			Annual	97,364.80	102,252.80	107,369.60	112,715.20	118,372.80
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	47.61	49.99	52.48	55.11	57.86
			Bi-Weekly	3,808.80	3,999.20	4,198.40	4,408.80	4,628.80
			Monthly	8,252.40	8,664.93	9,096.53	9,552.40	10,029.07
			Annual	99,028.80	103,979.20	109,158.40	114,628.80	120,348.80
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	43.27	45.42	47.69	50.09	52.58
			Bi-Weekly	3,461.60	3,633.60	3,815.20	4,007.20	4,206.40
			Monthly	7,500.13	7,872.80	8,266.27	8,682.27	9,113.87
			Annual	90,001.60	94,473.60	99,195.20	104,187.20	109,366.40
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	39.33	41.29	43.34	45.52	47.81
			Bi-Weekly	3,146.40	3,303.20	3,467.20	3,641.60	3,824.80
			Monthly	6,817.20	7,156.93	7,512.27	7,890.13	8,287.07
			Annual	81,806.40	85,883.20	90,147.20	94,681.60	99,444.80
FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	71.92	75.51	79.29	83.26	87.41
			Bi-Weekly	5,753.60	6,040.80	6,343.20	6,660.80	6,992.80
			Monthly	12,466.13	13,088.40	13,743.60	14,431.73	15,151.07
			Annual	149,593.60	157,060.80	164,923.20	173,180.80	181,812.80
BUDGET OFFICER	H170	Classified	Hourly	55.42	58.21	61.10	64.16	67.35
			Bi-Weekly	4,433.60	4,656.80	4,888.00	5,132.80	5,388.00
			Monthly	9,606.13	10,089.73	10,590.67	11,121.07	11,674.00
			Annual	115,273.60	121,076.80	127,088.00	133,452.80	140,088.00
FINANCIAL ANALYST	H165	Classified	Hourly	48.32	50.72	53.24	55.90	58.71
			Bi-Weekly	3,865.60	4,057.60	4,259.20	4,472.00	4,696.80
			Monthly	8,375.47	8,791.47	9,228.27	9,689.33	10,176.40
			Annual	100,505.60	105,497.60	110,739.20	116,272.00	122,116.80
FINANCE TECHNICIAN	C320	Classified	Hourly	36.90	38.74	40.68	42.71	44.86
			Bi-Weekly	2,952.00	3,099.20	3,254.40	3,416.80	3,588.80
			Monthly	6,396.00	6,714.93	7,051.20	7,403.07	7,775.73
			Annual	76,752.00	80,579.20	84,614.40	88,836.80	93,308.80
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	64.11	67.30	70.66	74.19	77.91
			Bi-Weekly	5,128.80	5,384.00	5,652.80	5,935.20	6,232.80
			Monthly	11,112.40	11,665.33	12,247.73	12,859.60	13,504.40
			Annual	133,348.80	139,984.00	146,972.80	154,315.20	162,052.80
SENIOR ACCOUNTANT	H145	Classified	Hourly	48.60	51.01	53.55	56.23	59.03
			Bi-Weekly	3,888.00	4,080.80	4,284.00	4,498.40	4,722.40
			Monthly	8,424.00	8,841.73	9,282.00	9,746.53	10,231.87
			Annual	101,088.00	106,100.80	111,384.00	116,958.40	122,782.40

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ACCOUNTANT	H140	Classified	Hourly	44.16	46.36	48.67	51.10	53.66
			Bi-Weekly	3,532.80	3,708.80	3,893.60	4,088.00	4,292.80
			Monthly	7,654.40	8,035.73	8,436.13	8,857.33	9,301.07
			Annual	91,852.80	96,428.80	101,233.60	106,288.00	111,612.80
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	31.95	33.50	34.96	36.64	38.35
			Bi-Weekly	2,556.00	2,680.00	2,796.80	2,931.20	3,068.00
			Monthly	5,538.00	5,806.67	6,059.73	6,350.93	6,647.33
			Annual	66,456.00	69,680.00	72,716.80	76,211.20	79,768.00
ACCOUNT CLERK	C300	Classified	Hourly	29.11	30.41	31.84	33.29	34.98
			Bi-Weekly	2,328.80	2,432.80	2,547.20	2,663.20	2,798.40
			Monthly	5,045.73	5,271.07	5,518.93	5,770.27	6,063.20
			Annual	60,548.80	63,252.80	66,227.20	69,243.20	72,758.40
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	64.11	67.30	70.66	74.19	77.91
			Bi-Weekly	5,128.80	5,384.00	5,652.80	5,935.20	6,232.80
			Monthly	11,112.40	11,665.33	12,247.73	12,859.60	13,504.40
			Annual	133,348.80	139,984.00	146,972.80	154,315.20	162,052.80
FINANCE SUPERVISOR	H155	Classified	Hourly	47.78	50.17	52.66	55.29	58.06
			Bi-Weekly	3,822.40	4,013.60	4,212.80	4,423.20	4,644.80
			Monthly	8,281.87	8,696.13	9,127.73	9,583.60	10,063.73
			Annual	99,382.40	104,353.60	109,532.80	115,003.20	120,764.80
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	34.70	36.44	38.24	40.16	42.18
			Bi-Weekly	2,776.00	2,915.20	3,059.20	3,212.80	3,374.40
			Monthly	6,014.67	6,316.27	6,628.27	6,961.07	7,311.20
			Annual	72,176.00	75,795.20	79,539.20	83,532.80	87,734.40
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	31.95	33.50	34.96	36.64	38.35
			Bi-Weekly	2,556.00	2,680.00	2,796.80	2,931.20	3,068.00
			Monthly	5,538.00	5,806.67	6,059.73	6,350.93	6,647.33
			Annual	66,456.00	69,680.00	72,716.80	76,211.20	79,768.00
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	29.11	30.41	31.84	33.29	34.98
			Bi-Weekly	2,328.80	2,432.80	2,547.20	2,663.20	2,798.40
			Monthly	5,045.73	5,271.07	5,518.93	5,770.27	6,063.20
			Annual	60,548.80	63,252.80	66,227.20	69,243.20	72,758.40
MAIL AND REVENUE CLERK	C322	Classified	Hourly	24.57	25.88	27.19	28.64	30.14
			Bi-Weekly	1,965.60	2,070.40	2,175.20	2,291.20	2,411.20
			Monthly	4,258.80	4,485.87	4,712.93	4,964.27	5,224.27
			Annual	51,105.60	53,830.40	56,555.20	59,571.20	62,691.20
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	55.41	58.18	61.08	64.13	67.32
			Bi-Weekly	4,432.80	4,654.40	4,886.40	5,130.40	5,385.60
			Monthly	9,604.40	10,084.53	10,587.20	11,115.87	11,668.80
			Annual	115,252.80	121,014.40	127,046.40	133,390.40	140,025.60
PURCHASING TECHNICIAN	C345	Classified	Hourly	33.57	35.25	36.98	38.81	40.78
			Bi-Weekly	2,685.60	2,820.00	2,958.40	3,104.80	3,262.40
			Monthly	5,818.80	6,110.00	6,409.87	6,727.07	7,068.53
			Annual	69,825.60	73,320.00	76,918.40	80,724.80	84,822.40
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	26.50	27.83	29.13	30.65	32.15
			Bi-Weekly	2,120.00	2,226.40	2,330.40	2,452.00	2,572.00
			Monthly	4,593.33	4,823.87	5,049.20	5,312.67	5,572.67
			Annual	55,120.00	57,886.40	60,590.40	63,752.00	66,872.00
FIRE DEPARTMENT								
SWORN								
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	95.36	100.13	105.14	110.40	115.91
			Bi-Weekly	7,628.80	8,010.40	8,411.20	8,832.00	9,272.80
			Monthly	16,529.07	17,355.87	18,224.27	19,136.00	20,091.07
			Annual	198,348.80	208,270.40	218,691.20	229,632.00	241,092.80
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	76.77	80.62	84.65	88.88	93.32
			Bi-Weekly	6,141.60	6,449.60	6,772.00	7,110.40	7,465.60
			Monthly	13,306.80	13,974.13	14,672.67	15,405.87	16,175.47
			Annual	159,681.60	167,689.60	176,072.00	184,870.40	194,105.60
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	82.92	87.07	91.42	95.99	100.79
			Bi-Weekly	6,633.60	6,965.60	7,313.60	7,679.20	8,063.20
			Monthly	14,372.80	15,092.13	15,846.13	16,638.27	17,470.27
			Annual	172,473.60	181,105.60	190,153.60	199,659.20	209,643.20

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FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	82.92	87.07	91.42	95.99	100.79
			Bi-Weekly	6,633.60	6,965.60	7,313.60	7,679.20	8,063.20
			Monthly	14,372.80	15,092.13	15,846.13	16,638.27	17,470.27
			Annual	172,473.60	181,105.60	190,153.60	199,659.20	209,643.20
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	53.84	56.53	59.36	62.34	65.45
			Bi-Weekly	6,030.08	6,331.36	6,648.32	6,982.08	7,330.40
			Monthly	13,065.17	13,717.95	14,404.69	15,127.84	15,882.53
			Annual	156,782.08	164,615.36	172,856.32	181,534.08	190,590.40
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	75.37	79.14	83.11	87.27	91.62
			Bi-Weekly	6,029.60	6,331.20	6,648.80	6,981.60	7,329.60
			Monthly	13,064.13	13,717.60	14,405.73	15,126.80	15,880.80
			Annual	156,769.60	164,611.20	172,868.80	181,521.60	190,569.60
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			72.58	76.21	80.02
			Bi-Weekly			5,806.40	6,096.80	6,401.60
			Monthly			12,580.53	13,209.73	13,870.13
			Annual			150,966.40	158,516.80	166,441.60
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			67.20	70.56	74.09
			Bi-Weekly			5,376.00	5,644.80	5,927.20
			Monthly			11,648.00	12,230.40	12,842.27
			Annual			139,776.00	146,764.80	154,107.20
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			47.12	49.47	51.96
			Bi-Weekly			5,277.44	5,540.64	5,819.52
			Monthly			11,434.45	12,004.72	12,608.96
			Annual			137,213.44	144,056.64	151,307.52
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			65.98	69.27	72.73
			Bi-Weekly			5,278.40	5,541.60	5,818.40
			Monthly			11,436.53	12,006.80	12,606.53
			Annual			137,238.40	144,081.60	151,278.40
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	39.93	41.91	44.00	46.21	48.51
			Bi-Weekly	4,472.16	4,693.92	4,928.00	5,175.52	5,433.12
			Monthly	9,689.68	10,170.16	10,677.33	11,213.63	11,771.76
			Annual	116,276.16	122,041.92	128,128.00	134,563.52	141,261.12
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	51.72	54.31	57.03	59.88	62.87
			Bi-Weekly	4,137.60	4,344.80	4,562.40	4,790.40	5,029.60
			Monthly	8,964.80	9,413.73	9,885.20	10,379.20	10,897.47
			Annual	107,577.60	112,964.80	118,622.40	124,550.40	130,769.60
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	55.85	58.66	61.59	64.67	67.89
			Bi-Weekly	4,468.00	4,692.80	4,927.20	5,173.60	5,431.20
			Monthly	9,680.67	10,167.73	10,675.60	11,209.47	11,767.60
			Annual	116,168.00	122,012.80	128,107.20	134,513.60	141,211.20
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	37.80	39.69	41.68	43.76	45.94
			Bi-Weekly	4,233.60	4,445.28	4,668.16	4,901.12	5,145.28
			Monthly	9,172.80	9,631.44	10,114.35	10,619.09	11,148.11
			Annual	110,073.60	115,577.28	121,372.16	127,429.12	133,777.28
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	35.01	36.74	38.59	40.52	42.54
			Bi-Weekly	3,921.12	4,114.88	4,322.08	4,538.24	4,764.48
			Monthly	8,495.76	8,915.57	9,364.51	9,832.85	10,323.04
			Annual	101,949.12	106,986.88	112,374.08	117,994.24	123,876.48
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	52.87	55.52	58.29	61.20	64.27
			Bi-Weekly	4,229.60	4,441.60	4,663.20	4,896.00	5,141.60
			Monthly	9,164.13	9,623.47	10,103.60	10,608.00	11,140.13
			Annual	109,969.60	115,481.60	121,243.20	127,296.00	133,681.60
FIREFIGHTER (56 HR)	F200	Classified	Hourly	35.62	37.41	39.28	41.25	43.32
			Bi-Weekly	3,989.44	4,189.92	4,399.36	4,620.00	4,851.84
			Monthly	8,643.79	9,078.16	9,531.95	10,010.00	10,512.32
			Annual	103,725.44	108,937.92	114,383.36	120,120.00	126,147.84
FIREFIGHTER (40 HR)	F205	Classified	Hourly	49.89	52.37	54.98	57.74	60.63
			Bi-Weekly	3,991.20	4,189.60	4,398.40	4,619.20	4,850.40
			Monthly	8,647.60	9,077.47	9,529.87	10,008.27	10,509.20
			Annual	103,771.20	108,929.60	114,358.40	120,099.20	126,110.40
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	45.35	47.61			
			Bi-Weekly	3,628.00	3,808.80			
			Monthly	7,860.67	8,252.40			
			Annual	94,328.00	99,028.80			
PROFESSIONAL STAFF								
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	58.23	61.14	64.19	67.41	70.77
			Bi-Weekly	4,658.40	4,891.20	5,135.20	5,392.80	5,661.60
			Monthly	10,093.20	10,597.60	11,126.27	11,684.40	12,266.80
			Annual	121,118.40	127,171.20	133,515.20	140,212.80	147,201.60

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FIRE PROTECTION ENGINEER	T510	Classified	Hourly	55.91	58.61	61.57	64.78	68.07
			Bi-Weekly	4,472.80	4,688.80	4,925.60	5,182.40	5,445.60
			Monthly	9,691.07	10,159.07	10,672.13	11,228.53	11,798.80
			Annual	116,292.80	121,908.80	128,065.60	134,742.40	141,585.60
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	52.88	55.53	58.29	61.20	64.27
			Bi-Weekly	4,230.40	4,442.40	4,663.20	4,896.00	5,141.60
			Monthly	9,165.87	9,625.20	10,103.60	10,608.00	11,140.13
			Annual	109,990.40	115,502.40	121,243.20	127,296.00	133,681.60
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	54.52	57.24	60.10	63.12	66.27
			Bi-Weekly	4,361.60	4,579.20	4,808.00	5,049.60	5,301.60
			Monthly	9,450.13	9,921.60	10,417.33	10,940.80	11,486.80
			Annual	113,401.60	119,059.20	125,008.00	131,289.60	137,841.60
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	51.94	54.53	57.26	60.13	63.12
			Bi-Weekly	4,155.20	4,362.40	4,580.80	4,810.40	5,049.60
			Monthly	9,002.93	9,451.87	9,925.07	10,422.53	10,940.80
			Annual	108,035.20	113,422.40	119,100.80	125,070.40	131,289.60
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	52.92	55.57	58.33	61.25	64.32
			Bi-Weekly	4,233.60	4,445.60	4,666.40	4,900.00	5,145.60
			Monthly	9,172.80	9,632.13	10,110.53	10,616.67	11,148.80
			Annual	110,073.60	115,585.60	121,326.40	127,400.00	133,785.60
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	38.26	39.84	41.38	43.18	45.37
			Bi-Weekly	3,060.80	3,187.20	3,310.40	3,454.40	3,629.60
			Monthly	6,631.73	6,905.60	7,172.53	7,484.53	7,864.13
			Annual	79,580.80	82,867.20	86,070.40	89,814.40	94,369.60
FIRE TECHNICIAN II	C255	Classified	Hourly	33.66	35.33	37.10	38.97	40.90
			Bi-Weekly	2,692.80	2,826.40	2,968.00	3,117.60	3,272.00
			Monthly	5,834.40	6,123.87	6,430.67	6,754.80	7,089.33
			Annual	70,012.80	73,486.40	77,168.00	81,057.60	85,072.00
FIRE TECHNICIAN I	C250	Classified	Hourly	30.57	32.10	33.71	35.39	37.17
			Bi-Weekly	2,445.60	2,568.00	2,696.80	2,831.20	2,973.60
			Monthly	5,298.80	5,564.00	5,843.07	6,134.27	6,442.80
			Annual	63,585.60	66,768.00	70,116.80	73,611.20	77,313.60
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	70.51	74.03	77.74	81.63	85.70
			Bi-Weekly	5,640.80	5,922.40	6,219.20	6,530.40	6,856.00
			Monthly	12,221.73	12,831.87	13,474.93	14,149.20	14,854.67
			Annual	146,660.80	153,982.40	161,699.20	169,790.40	178,256.00
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	54.18	56.89	59.74	62.73	65.86
			Bi-Weekly	4,334.40	4,551.20	4,779.20	5,018.40	5,268.80
			Monthly	9,391.20	9,860.93	10,354.93	10,873.20	11,415.73
			Annual	112,694.40	118,331.20	124,259.20	130,478.40	136,988.80
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	53.98	56.65	59.49	62.46	65.58
			Bi-Weekly	4,318.40	4,532.00	4,759.20	4,996.80	5,246.40
			Monthly	9,356.53	9,819.33	10,311.60	10,826.40	11,367.20
			Annual	112,278.40	117,832.00	123,739.20	129,916.80	136,406.40
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	49.08	51.53	54.11	56.80	59.64
			Bi-Weekly	3,926.40	4,122.40	4,328.80	4,544.00	4,771.20
			Monthly	8,507.20	8,931.87	9,379.07	9,845.33	10,337.60
			Annual	102,086.40	107,182.40	112,548.80	118,144.00	124,051.20
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	44.61	46.86	49.19	51.63	54.22
			Bi-Weekly	3,568.80	3,748.80	3,935.20	4,130.40	4,337.60
			Monthly	7,732.40	8,122.40	8,526.27	8,949.20	9,398.13
			Annual	92,788.80	97,468.80	102,315.20	107,390.40	112,777.60
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	32.50	34.14	35.84	37.62	39.49
			Bi-Weekly	2,600.00	2,731.20	2,867.20	3,009.60	3,159.20
			Monthly	5,633.33	5,917.60	6,212.27	6,520.80	6,844.93
			Annual	67,600.00	71,011.20	74,547.20	78,249.60	82,139.20
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	41.56	43.26	44.96	46.66	48.51
			Bi-Weekly	3,324.80	3,460.80	3,596.80	3,732.80	3,880.80
			Monthly	7,203.73	7,498.40	7,793.07	8,087.73	8,408.40
			Annual	86,444.80	89,980.80	93,516.80	97,052.80	100,900.80

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LIBRARY SERVICES DEPARTMENT								
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	45.85	48.14	50.54	53.06	55.71
			Bi-Weekly	3,668.00	3,851.20	4,043.20	4,244.80	4,456.80
			Monthly	7,947.33	8,344.27	8,760.27	9,197.07	9,656.40
			Annual	95,368.00	100,131.20	105,123.20	110,364.80	115,876.80
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	45.85	48.14	50.54	53.06	55.71
			Bi-Weekly	3,668.00	3,851.20	4,043.20	4,244.80	4,456.80
			Monthly	7,947.33	8,344.27	8,760.27	9,197.07	9,656.40
			Annual	95,368.00	100,131.20	105,123.20	110,364.80	115,876.80
LIBRARIAN II	T795	Classified	Hourly	37.40	39.28	41.17	43.26	45.30
			Bi-Weekly	2,992.00	3,142.40	3,293.60	3,460.80	3,624.00
			Monthly	6,482.67	6,808.53	7,136.13	7,498.40	7,852.00
			Annual	77,792.00	81,702.40	85,633.60	89,980.80	94,224.00
LIBRARIAN I	T790	Classified	Hourly	33.92	35.62	37.40	39.18	41.18
			Bi-Weekly	2,713.60	2,849.60	2,992.00	3,134.40	3,294.40
			Monthly	5,879.47	6,174.13	6,482.67	6,791.20	7,137.87
			Annual	70,553.60	74,089.60	77,792.00	81,494.40	85,654.40
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	32.04	33.66	35.26	36.99	38.94
			Bi-Weekly	2,563.20	2,692.80	2,820.80	2,959.20	3,115.20
			Monthly	5,553.60	5,834.40	6,111.73	6,411.60	6,749.60
			Annual	66,643.20	70,012.80	73,340.80	76,939.20	80,995.20
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	29.58	30.89	32.30	33.73	35.35
			Bi-Weekly	2,366.40	2,471.20	2,584.00	2,698.40	2,828.00
			Monthly	5,127.20	5,354.27	5,598.67	5,846.53	6,127.33
			Annual	61,526.40	64,251.20	67,184.00	70,158.40	73,528.00
LIBRARY ASSISTANT	C510	Classified	Hourly	26.80	28.05	29.31	30.66	32.10
			Bi-Weekly	2,144.00	2,244.00	2,344.80	2,452.80	2,568.00
			Monthly	4,645.33	4,862.00	5,080.40	5,314.40	5,564.00
			Annual	55,744.00	58,344.00	60,964.80	63,772.80	66,768.00
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					21.56
			Bi-Weekly					1,034.88
			Monthly					2,242.24
			Annual					26,906.88
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					19.59
			Bi-Weekly					470.16
			Monthly					1,018.68
			Annual					12,224.16
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	45.85	48.14	50.54	53.06	55.71
			Bi-Weekly	3,668.00	3,851.20	4,043.20	4,244.80	4,456.80
			Monthly	7,947.33	8,344.27	8,760.27	9,197.07	9,656.40
			Annual	95,368.00	100,131.20	105,123.20	110,364.80	115,876.80
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	33.15	34.81	36.57	38.38	40.31
			Bi-Weekly	2,652.00	2,784.80	2,925.60	3,070.40	3,224.80
			Monthly	5,746.00	6,033.73	6,338.80	6,652.53	6,987.07
			Annual	68,952.00	72,404.80	76,065.60	79,830.40	83,844.80
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	33.19	34.87	36.60	38.34	40.31
			Bi-Weekly	2,655.20	2,789.60	2,928.00	3,067.20	3,224.80
			Monthly	5,752.93	6,044.13	6,344.00	6,645.60	6,987.07
			Annual	69,035.20	72,529.60	76,128.00	79,747.20	83,844.80
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	32.04	33.66	35.26	36.99	38.94
			Bi-Weekly	2,563.20	2,692.80	2,820.80	2,959.20	3,115.20
			Monthly	5,553.60	5,834.40	6,111.73	6,411.60	6,749.60
			Annual	66,643.20	70,012.80	73,340.80	76,939.20	80,995.20
PROGRAM ASSISTANT	C506	Classified	Hourly	26.80	28.05	29.31	30.66	32.10
			Bi-Weekly	2,144.00	2,244.00	2,344.80	2,452.80	2,568.00
			Monthly	4,645.33	4,862.00	5,080.40	5,314.40	5,564.00
			Annual	55,744.00	58,344.00	60,964.80	63,772.80	66,768.00
MAINTENANCE SERVICES DEPARTMENT								
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	58.14	61.02	64.08	67.29	70.66
			Bi-Weekly	4,651.20	4,881.60	5,126.40	5,383.20	5,652.80
			Monthly	10,077.60	10,576.80	11,107.20	11,663.60	12,247.73
			Annual	120,931.20	126,921.60	133,286.40	139,963.20	146,972.80

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FACILITIES LEADWORKER	M135	Classified	Hourly	57.53	59.82	62.14	64.70	67.45
			Bi-Weekly	4,602.40	4,785.60	4,971.20	5,176.00	5,396.00
			Monthly	9,971.87	10,368.80	10,770.93	11,214.67	11,691.33
			Annual	119,662.40	124,425.60	129,251.20	134,576.00	140,296.00
HVAC MECHANIC	M140	Classified	Hourly	46.27	48.12	50.01	52.14	54.29
			Bi-Weekly	3,701.60	3,849.60	4,000.80	4,171.20	4,343.20
			Monthly	8,020.13	8,340.80	8,668.40	9,037.60	9,410.27
			Annual	96,241.60	100,089.60	104,020.80	108,451.20	112,923.20
FACILITIES PAINTER II	M130	Classified	Hourly	40.60	42.25	43.90	45.72	47.63
			Bi-Weekly	3,248.00	3,380.00	3,512.00	3,657.60	3,810.40
			Monthly	7,037.33	7,323.33	7,609.33	7,924.80	8,255.87
			Annual	84,448.00	87,880.00	91,312.00	95,097.60	99,070.40
FACILITIES PAINTER I	M125	Classified	Hourly	36.93	38.44	39.98	41.65	43.30
			Bi-Weekly	2,954.40	3,075.20	3,198.40	3,332.00	3,464.00
			Monthly	6,401.20	6,662.93	6,929.87	7,219.33	7,505.33
			Annual	76,814.40	79,955.20	83,158.40	86,632.00	90,064.00
FACILITIES CARPENTER II	M120	Classified	Hourly	40.32	41.92	43.66	45.47	47.36
			Bi-Weekly	3,225.60	3,353.60	3,492.80	3,637.60	3,788.80
			Monthly	6,988.80	7,266.13	7,567.73	7,881.47	8,209.07
			Annual	83,865.60	87,193.60	90,812.80	94,577.60	98,508.80
FACILITIES CARPENTER I	M115	Classified	Hourly	36.68	38.19	39.75	41.36	43.10
			Bi-Weekly	2,934.40	3,055.20	3,180.00	3,308.80	3,448.00
			Monthly	6,357.87	6,619.60	6,890.00	7,169.07	7,470.67
			Annual	76,294.40	79,435.20	82,680.00	86,028.80	89,648.00
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	32.69	33.98	35.37	36.62	38.04
			Bi-Weekly	2,615.20	2,718.40	2,829.60	2,929.60	3,043.20
			Monthly	5,666.27	5,889.87	6,130.80	6,347.47	6,593.60
			Annual	67,995.20	70,678.40	73,569.60	76,169.60	79,123.20
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	29.72	30.90	32.15	33.29	34.57
			Bi-Weekly	2,377.60	2,472.00	2,572.00	2,663.20	2,765.60
			Monthly	5,151.47	5,356.00	5,572.67	5,770.27	5,992.13
			Annual	61,817.60	64,272.00	66,872.00	69,243.20	71,905.60
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	58.14	61.02	64.08	67.29	70.66
			Bi-Weekly	4,651.20	4,881.60	5,126.40	5,383.20	5,652.80
			Monthly	10,077.60	10,576.80	11,107.20	11,663.60	12,247.73
			Annual	120,931.20	126,921.60	133,286.40	139,963.20	146,972.80
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	41.37	43.30	45.50	47.87	50.23
			Bi-Weekly	3,309.60	3,464.00	3,640.00	3,829.60	4,018.40
			Monthly	7,170.80	7,505.33	7,886.67	8,297.47	8,706.53
			Annual	86,049.60	90,064.00	94,640.00	99,569.60	104,478.40
EQUIPMENT MECHANIC II	M615	Classified	Hourly	35.65	37.31	39.21	41.25	43.29
			Bi-Weekly	2,852.00	2,984.80	3,136.80	3,300.00	3,463.20
			Monthly	6,179.33	6,467.07	6,796.40	7,150.00	7,503.60
			Annual	74,152.00	77,604.80	81,556.80	85,800.00	90,043.20
EQUIPMENT MECHANIC I	M610	Classified	Hourly	32.45	34.08	35.82	37.59	39.44
			Bi-Weekly	2,596.00	2,726.40	2,865.60	3,007.20	3,155.20
			Monthly	5,624.67	5,907.20	6,208.80	6,515.60	6,836.27
			Annual	67,496.00	70,886.40	74,505.60	78,187.20	82,035.20
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	30.23	31.85	33.37	35.07	36.84
			Bi-Weekly	2,418.40	2,548.00	2,669.60	2,805.60	2,947.20
			Monthly	5,239.87	5,520.67	5,784.13	6,078.80	6,385.60
			Annual	62,878.40	66,248.00	69,409.60	72,945.60	76,627.20
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	27.90	28.99	30.20	31.22	32.43
			Bi-Weekly	2,232.00	2,319.20	2,416.00	2,497.60	2,594.40
			Monthly	4,836.00	5,024.93	5,234.67	5,411.47	5,621.20
			Annual	58,032.00	60,299.20	62,816.00	64,937.60	67,454.40
LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	58.14	61.02	64.08	67.29	70.66
			Bi-Weekly	4,651.20	4,881.60	5,126.40	5,383.20	5,652.80
			Monthly	10,077.60	10,576.80	11,107.20	11,663.60	12,247.73
			Annual	120,931.20	126,921.60	133,286.40	139,963.20	146,972.80

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GROUNDSKEEPER III	M215	Classified	Hourly	43.42	45.15	46.97	48.66	50.53
			Bi-Weekly	3,473.60	3,612.00	3,757.60	3,892.80	4,042.40
			Monthly	7,526.13	7,826.00	8,141.47	8,434.40	8,758.53
			Annual	90,313.60	93,912.00	97,697.60	101,212.80	105,102.40
GROUNDSKEEPER II	M210	Classified	Hourly	37.75	39.27	40.85	42.30	43.93
			Bi-Weekly	3,020.00	3,141.60	3,268.00	3,384.00	3,514.40
			Monthly	6,543.33	6,806.80	7,080.67	7,332.00	7,614.53
			Annual	78,520.00	81,681.60	84,968.00	87,984.00	91,374.40
GROUNDSKEEPER I	M205	Classified	Hourly	34.29	35.66	37.16	38.45	39.94
			Bi-Weekly	2,743.20	2,852.80	2,972.80	3,076.00	3,195.20
			Monthly	5,943.60	6,181.07	6,441.07	6,664.67	6,922.93
			Annual	71,323.20	74,172.80	77,292.80	79,976.00	83,075.20
TREE TRIMMER	M220	Classified	Hourly	37.75	39.27	40.85	42.30	43.93
			Bi-Weekly	3,020.00	3,141.60	3,268.00	3,384.00	3,514.40
			Monthly	6,543.33	6,806.80	7,080.67	7,332.00	7,614.53
			Annual	78,520.00	81,681.60	84,968.00	87,984.00	91,374.40
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	58.14	61.02	64.08	67.29	70.66
			Bi-Weekly	4,651.20	4,881.60	5,126.40	5,383.20	5,652.80
			Monthly	10,077.60	10,576.80	11,107.20	11,663.60	12,247.73
			Annual	120,931.20	126,921.60	133,286.40	139,963.20	146,972.80
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	45.52	47.27	49.23	50.97	52.92
			Bi-Weekly	3,641.60	3,781.60	3,938.40	4,077.60	4,233.60
			Monthly	7,890.13	8,193.47	8,533.20	8,834.80	9,172.80
			Annual	94,681.60	98,321.60	102,398.40	106,017.60	110,073.60
MAINTENANCE LEADER	M310	Classified	Hourly	39.58	41.12	42.82	44.32	46.02
			Bi-Weekly	3,166.40	3,289.60	3,425.60	3,545.60	3,681.60
			Monthly	6,860.53	7,127.47	7,422.13	7,682.13	7,976.80
			Annual	82,326.40	85,529.60	89,065.60	92,185.60	95,721.60
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	33.81	34.94	36.35	37.90	39.40
			Bi-Weekly	2,704.80	2,795.20	2,908.00	3,032.00	3,152.00
			Monthly	5,860.40	6,056.27	6,300.67	6,569.33	6,829.33
			Annual	70,324.80	72,675.20	75,608.00	78,832.00	81,952.00
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	89.04	93.48	98.17	103.07	108.21
			Bi-Weekly	7,123.20	7,478.40	7,853.60	8,245.60	8,656.80
			Monthly	15,433.60	16,203.20	17,016.13	17,865.47	18,756.40
			Annual	185,203.20	194,438.40	204,193.60	214,385.60	225,076.80
POLICE LIEUTENANT	P215	Classified	Hourly				77.65	81.43
			Bi-Weekly				6,212.00	6,514.40
			Monthly				13,459.33	14,114.53
			Annual				161,512.00	169,374.40
POLICE SERGEANT	P210	Classified	Hourly			66.53	69.74	73.31
			Bi-Weekly			5,322.40	5,579.20	5,864.80
			Monthly			11,531.87	12,088.27	12,707.07
			Annual			138,382.40	145,059.20	152,484.80
POLICE OFFICER	P200	Classified	Hourly	48.86	51.20	53.69	56.28	58.96
			Bi-Weekly	3,908.80	4,096.00	4,295.20	4,502.40	4,716.80
			Monthly	8,469.07	8,874.67	9,306.27	9,755.20	10,219.73
			Annual	101,628.80	106,496.00	111,675.20	117,062.40	122,636.80
POLICE OFFICER TRAINEE	P100	Classified	Hourly	36.62	38.42			
			Bi-Weekly	2,929.60	3,073.60			
			Monthly	6,347.47	6,659.47			
			Annual	76,169.60	79,913.60			
PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	66.35	69.66	73.16	76.81	80.64
			Bi-Weekly	5,308.00	5,572.80	5,852.80	6,144.80	6,451.20
			Monthly	11,500.67	12,074.40	12,681.07	13,313.73	13,977.60
			Annual	138,008.00	144,892.80	152,172.80	159,764.80	167,731.20
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	43.54	45.32	47.10	48.87	50.82
			Bi-Weekly	3,483.20	3,625.60	3,768.00	3,909.60	4,065.60
			Monthly	7,546.93	7,855.47	8,164.00	8,470.80	8,808.80
			Annual	90,563.20	94,265.60	97,968.00	101,649.60	105,705.60

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SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	52.92	55.54	58.32	61.24	64.29
			Bi-Weekly	4,233.60	4,443.20	4,665.60	4,899.20	5,143.20
			Monthly	9,172.80	9,626.93	10,108.80	10,614.93	11,143.60
			Annual	110,073.60	115,523.20	121,305.60	127,379.20	133,723.20
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	48.12	50.52	53.05	55.69	58.47
			Bi-Weekly	3,849.60	4,041.60	4,244.00	4,455.20	4,677.60
			Monthly	8,340.80	8,756.80	9,195.33	9,652.93	10,134.80
			Annual	100,089.60	105,081.60	110,344.00	115,835.20	121,617.60
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	48.12	50.52	53.05	55.69	58.47
			Bi-Weekly	3,849.60	4,041.60	4,244.00	4,455.20	4,677.60
			Monthly	8,340.80	8,756.80	9,195.33	9,652.93	10,134.80
			Annual	100,089.60	105,081.60	110,344.00	115,835.20	121,617.60
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	37.08	38.92	40.87	42.93	45.07
			Bi-Weekly	2,966.40	3,113.60	3,269.60	3,434.40	3,605.60
			Monthly	6,427.20	6,746.13	7,084.13	7,441.20	7,812.13
			Annual	77,126.40	80,953.60	85,009.60	89,294.40	93,745.60
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	33.70	35.37	37.15	39.02	40.96
			Bi-Weekly	2,696.00	2,829.60	2,972.00	3,121.60	3,276.80
			Monthly	5,841.33	6,130.80	6,439.33	6,763.47	7,099.73
			Annual	70,096.00	73,569.60	77,272.00	81,161.60	85,196.80
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	60.34	63.37	66.52	69.74	73.31
			Bi-Weekly	4,827.20	5,069.60	5,321.60	5,579.20	5,864.80
			Monthly	10,458.93	10,984.13	11,530.13	12,088.27	12,707.07
			Annual	125,507.20	131,809.60	138,361.60	145,059.20	152,484.80
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	66.35	69.66	73.16	76.81	80.64
			Bi-Weekly	5,308.00	5,572.80	5,852.80	6,144.80	6,451.20
			Monthly	11,500.67	12,074.40	12,681.07	13,313.73	13,977.60
			Annual	138,008.00	144,892.80	152,172.80	159,764.80	167,731.20
COUNSELING SUPERVISOR	H440	Classified	Hourly	49.92	52.43	55.04	57.78	60.68
			Bi-Weekly	3,993.60	4,194.40	4,403.20	4,622.40	4,854.40
			Monthly	8,652.80	9,087.87	9,540.27	10,015.20	10,517.87
			Annual	103,833.60	109,054.40	114,483.20	120,182.40	126,214.40
FAMILY COUNSELOR	T550	Classified	Hourly	41.56	43.62	45.81	47.91	50.41
			Bi-Weekly	3,324.80	3,489.60	3,664.80	3,832.40	4,032.80
			Monthly	7,203.73	7,560.80	7,940.40	8,304.40	8,737.73
			Annual	86,444.80	90,729.60	95,284.80	99,652.80	104,852.80
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	54.52	57.24	60.10	63.12	66.27
			Bi-Weekly	4,361.60	4,579.20	4,808.00	5,049.60	5,301.60
			Monthly	9,450.13	9,921.60	10,417.33	10,940.80	11,486.80
			Annual	113,401.60	119,059.20	125,008.00	131,289.60	137,841.60
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	77.82	81.70	86.62	90.95	95.48
			Bi-Weekly	6,225.60	6,536.00	6,929.60	7,276.00	7,638.40
			Monthly	13,488.80	14,161.33	15,014.13	15,764.67	16,549.87
			Annual	161,865.60	169,936.00	180,169.60	189,176.00	198,598.40
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	39.06	41.01	43.06	45.20	47.45
			Bi-Weekly	3,124.80	3,280.80	3,444.80	3,616.00	3,796.00
			Monthly	6,770.40	7,108.40	7,463.73	7,834.67	8,224.67
			Annual	81,244.80	85,300.80	89,564.80	94,016.00	98,696.00
POLICE ID SPECIALIST	T555	Classified	Hourly	36.64	38.47	40.40	42.44	44.43
			Bi-Weekly	2,931.20	3,077.60	3,232.00	3,395.20	3,554.40
			Monthly	6,350.93	6,668.13	7,002.67	7,356.27	7,701.20
			Annual	76,211.20	80,017.60	84,032.00	88,275.20	92,414.40
CRIME SCENE SPECIALIST	C687	Classified	Hourly	36.94	38.61	40.38	42.19	44.19
			Bi-Weekly	2,955.20	3,088.80	3,230.40	3,375.20	3,535.20
			Monthly	6,402.93	6,692.40	6,999.20	7,312.93	7,659.60
			Annual	76,835.20	80,308.80	83,990.40	87,755.20	91,915.20

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CRIME SCENE TECHNICIAN	C685	Classified	Hourly	33.58	35.10	36.71	38.35	40.17
			Bi-Weekly	2,686.40	2,808.00	2,936.80	3,068.00	3,213.60
			Monthly	5,820.53	6,084.00	6,363.07	6,647.33	6,962.80
			Annual	69,846.40	73,008.00	76,356.80	79,768.00	83,553.60
PROPERTY & EVIDENCE TECHNICIAN	C665	Classified	Hourly	32.45	33.85	35.49	37.11	38.87
			Bi-Weekly	2,596.00	2,708.00	2,839.20	2,968.80	3,109.60
			Monthly	5,624.67	5,867.33	6,151.60	6,432.40	6,737.47
			Annual	67,496.00	70,408.00	73,819.20	77,188.80	80,849.60
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	35.75	37.34	39.08	40.87	42.81
			Bi-Weekly	2,860.00	2,987.20	3,126.40	3,269.60	3,424.80
			Monthly	6,196.67	6,472.27	6,773.87	7,084.13	7,420.40
			Annual	74,360.00	77,667.20	81,286.40	85,009.60	89,044.80
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	30.74	32.31	33.78	35.37	37.05
			Bi-Weekly	2,459.20	2,584.80	2,702.40	2,829.60	2,964.00
			Monthly	5,328.27	5,600.40	5,855.20	6,130.80	6,422.00
			Annual	63,939.20	67,204.80	70,262.40	73,569.60	77,064.00
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	25.57	26.66	27.72	28.93	30.37
			Bi-Weekly	2,045.60	2,132.80	2,217.60	2,314.40	2,429.60
			Monthly	4,432.13	4,621.07	4,804.80	5,014.53	5,264.13
			Annual	53,185.60	55,452.80	57,657.60	60,174.40	63,169.60
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	25.57	26.66	27.72	28.93	30.37
			Bi-Weekly	2,045.60	2,132.80	2,217.60	2,314.40	2,429.60
			Monthly	4,432.13	4,621.07	4,804.80	5,014.53	5,264.13
			Annual	53,185.60	55,452.80	57,657.60	60,174.40	63,169.60
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	44.27	46.49	48.82	51.25	53.84
			Bi-Weekly	3,541.60	3,719.20	3,905.60	4,100.00	4,307.20
			Monthly	7,673.47	8,058.27	8,462.13	8,883.33	9,332.27
			Annual	92,081.60	96,699.20	101,545.60	106,600.00	111,987.20
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	38.41	40.37	42.34	44.52	46.75
			Bi-Weekly	3,072.80	3,229.60	3,387.20	3,561.60	3,740.00
			Monthly	6,657.73	6,997.47	7,338.93	7,716.80	8,103.33
			Annual	79,892.80	83,969.60	88,067.20	92,601.60	97,240.00
CALL TAKER	C633	Classified	Hourly	31.97	33.53	35.23	36.99	38.84
			Bi-Weekly	2,557.60	2,682.40	2,818.40	2,959.20	3,107.20
			Monthly	5,541.47	5,811.87	6,106.53	6,411.60	6,732.27
			Annual	66,497.60	69,742.40	73,278.40	76,939.20	80,787.20
RECORDS ADMINISTRATOR	H425	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
RECORDS SUPERVISOR	C705	Classified	Hourly	38.42	40.35	42.35	44.48	46.71
			Bi-Weekly	3,073.60	3,228.00	3,388.00	3,558.40	3,736.80
			Monthly	6,659.47	6,994.00	7,340.67	7,709.87	8,096.40
			Annual	79,913.60	83,928.00	88,088.00	92,518.40	97,156.80
POLICE RECORDS CLERK II	C695	Classified	Hourly	29.88	31.07	32.31	33.73	35.38
			Bi-Weekly	2,390.40	2,485.60	2,584.80	2,698.40	2,830.40
			Monthly	5,179.20	5,385.47	5,600.40	5,846.53	6,132.53
			Annual	62,150.40	64,625.60	67,204.80	70,158.40	73,590.40
POLICE RECORDS CLERK I	C690	Classified	Hourly	26.26	27.63	29.10	30.53	32.18
			Bi-Weekly	2,100.80	2,210.40	2,328.00	2,442.40	2,574.40
			Monthly	4,551.73	4,789.20	5,044.00	5,291.87	5,577.87
			Annual	54,620.80	57,470.40	60,528.00	63,502.40	66,934.40

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(PER MUNI CODE SEC.2-4.30)
FY 2022**

ATTACHMENT II
Recommended by
Personnel Commission
on October 14, 2021
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on October 26, 2021

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
JAIL ADMINISTRATOR	H420	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
JAIL SUPERVISOR	C660	Classified	Hourly	40.67	42.36	44.41	46.48	48.71
			Bi-Weekly	3,253.60	3,388.80	3,552.80	3,718.40	3,896.80
			Monthly	7,049.47	7,342.40	7,697.73	8,056.53	8,443.07
			Annual	84,593.60	88,108.80	92,372.80	96,678.40	101,316.80
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	35.52	37.07	38.84	40.64	42.57
			Bi-Weekly	2,841.60	2,965.60	3,107.20	3,251.20	3,405.60
			Monthly	6,156.80	6,425.47	6,732.27	7,044.27	7,378.80
			Annual	73,881.60	77,105.60	80,787.20	84,531.20	88,545.60
PUBLIC WORKS & UTILITIES DEPARTMENT								
ADMINISTRATION								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	83.43	87.61	91.99	96.59	101.43
			Bi-Weekly	6,674.40	7,008.80	7,359.20	7,727.20	8,114.40
			Monthly	14,461.20	15,185.73	15,944.93	16,742.27	17,581.20
			Annual	173,534.40	182,228.80	191,339.20	200,907.20	210,974.40
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	75.85	79.64	83.64	87.82	92.21
			Bi-Weekly	6,068.00	6,371.20	6,691.20	7,025.60	7,376.80
			Monthly	13,147.33	13,804.27	14,497.60	15,222.13	15,983.07
			Annual	157,768.00	165,651.20	173,971.20	182,665.60	191,796.80
WATER RESOURCES MANAGER	H875	Classified	Hourly	74.36	78.08	82.00	86.10	90.40
			Bi-Weekly	5,948.80	6,246.40	6,560.00	6,888.00	7,232.00
			Monthly	12,889.07	13,533.87	14,213.33	14,924.00	15,669.33
			Annual	154,668.80	162,406.40	170,560.00	179,088.00	188,032.00
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	74.36	78.08	82.00	86.10	90.40
			Bi-Weekly	5,948.80	6,246.40	6,560.00	6,888.00	7,232.00
			Monthly	12,889.07	13,533.87	14,213.33	14,924.00	15,669.33
			Annual	154,668.80	162,406.40	170,560.00	179,088.00	188,032.00
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	42.77	44.87	47.03	49.45	51.86
			Bi-Weekly	3,421.60	3,589.60	3,762.40	3,956.00	4,148.80
			Monthly	7,413.47	7,777.47	8,151.87	8,571.33	8,989.07
			Annual	88,961.60	93,329.60	97,822.40	102,856.00	107,868.80
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	31.57	32.88	34.11	35.40	36.75
			Bi-Weekly	2,525.60	2,630.40	2,728.80	2,832.00	2,940.00
			Monthly	5,472.13	5,699.20	5,912.40	6,136.00	6,370.00
			Annual	65,665.60	68,390.40	70,948.80	73,632.00	76,440.00
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	65.54	68.79	72.23	75.84	79.63
			Bi-Weekly	5,243.20	5,503.20	5,778.40	6,067.20	6,370.40
			Monthly	11,360.27	11,923.60	12,519.87	13,145.60	13,802.53
			Annual	136,323.20	143,083.20	150,238.40	157,747.20	165,630.40
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	54.62	57.33	60.21	63.23	66.38
			Bi-Weekly	4,369.60	4,586.40	4,816.80	5,058.40	5,310.40
			Monthly	9,467.47	9,937.20	10,436.40	10,959.87	11,505.87
			Annual	113,609.60	119,246.40	125,236.80	131,518.40	138,070.40
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	52.92	55.54	58.32	61.24	64.29
			Bi-Weekly	4,233.60	4,443.20	4,665.60	4,899.20	5,143.20
			Monthly	9,172.80	9,626.93	10,108.80	10,614.93	11,143.60
			Annual	110,073.60	115,523.20	121,305.60	127,379.20	133,723.20
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	34.84	36.62	38.42	40.25	42.32
			Bi-Weekly	2,787.20	2,929.60	3,073.60	3,220.00	3,385.60
			Monthly	6,038.93	6,347.47	6,659.47	6,976.67	7,335.47
			Annual	72,467.20	76,169.60	79,913.60	83,720.00	88,025.60
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	41.40	42.93	44.64	46.47	48.33
			Bi-Weekly	3,312.00	3,434.40	3,571.20	3,717.60	3,866.40
			Monthly	7,176.00	7,441.20	7,737.60	8,054.80	8,377.20
			Annual	86,112.00	89,294.40	92,851.20	96,657.60	100,526.40
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	37.75	39.27	40.84	42.30	43.93
			Bi-Weekly	3,020.00	3,141.60	3,267.20	3,384.00	3,514.40
			Monthly	6,543.33	6,806.80	7,078.93	7,332.00	7,614.53
			Annual	78,520.00	81,681.60	84,947.20	87,984.00	91,374.40

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AIRPORT ATTENDANT	M500	Classified	Hourly	29.72	30.90	32.15	33.29	34.57
			Bi-Weekly	2,377.60	2,472.00	2,572.00	2,663.20	2,765.60
			Monthly	5,151.47	5,356.00	5,572.67	5,770.27	5,992.13
			Annual	61,817.60	64,272.00	66,872.00	69,243.20	71,905.60
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	48.07	50.49	53.00	55.66	58.44
			Bi-Weekly	3,845.60	4,039.20	4,240.00	4,452.80	4,675.20
			Monthly	8,332.13	8,751.60	9,186.67	9,647.73	10,129.60
REAL PROPERTY ASSOCIATE	T260	Classified	Annual	99,985.60	105,019.20	110,240.00	115,772.80	121,555.20
			Hourly	43.94	46.25	48.56	50.92	53.44
			Bi-Weekly	3,515.20	3,700.00	3,884.80	4,073.60	4,275.20
REAL PROPERTY ASSISTANT	T255	Classified	Monthly	7,616.27	8,016.67	8,417.07	8,826.13	9,262.93
			Annual	91,395.20	96,200.00	101,004.80	105,913.60	111,155.20
			Hourly	37.46	39.33	41.20	43.26	45.43
			Bi-Weekly	2,996.80	3,146.40	3,296.00	3,460.80	3,634.40
			Monthly	6,493.07	6,817.20	7,141.33	7,498.40	7,874.53
			Annual	77,916.80	81,806.40	85,696.00	89,980.80	94,494.40
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	61.98	65.07	68.33	71.74	75.32
			Bi-Weekly	4,958.40	5,205.60	5,466.40	5,739.20	6,025.60
			Monthly	10,743.20	11,278.80	11,843.87	12,434.93	13,055.47
ASSOCIATE CIVIL ENGINEER	T215	Classified	Annual	128,918.40	135,345.60	142,126.40	149,219.20	156,665.60
			Hourly	57.54	60.45	63.38	66.60	69.84
			Bi-Weekly	4,603.20	4,836.00	5,070.40	5,328.00	5,587.20
ASSISTANT CIVIL ENGINEER	T210	Classified	Monthly	9,973.60	10,478.00	10,985.87	11,544.00	12,105.60
			Annual	119,683.20	125,736.00	131,830.40	138,528.00	145,267.20
			Hourly	49.56	52.14	54.80	57.43	60.32
			Bi-Weekly	3,964.80	4,171.20	4,384.00	4,594.40	4,825.60
			Monthly	8,590.40	9,037.60	9,498.67	9,954.53	10,455.47
			Annual	103,084.80	108,451.20	113,984.00	119,454.40	125,465.60
ENGINEERING TECHNICIAN	T200	Classified	Hourly	37.50	39.32	41.31	43.36	45.44
			Bi-Weekly	3,000.00	3,145.60	3,304.80	3,468.80	3,635.20
			Monthly	6,500.00	6,815.47	7,160.40	7,515.73	7,876.27
			Annual	78,000.00	81,785.60	85,924.80	90,188.80	94,515.20
SURVEY ENGINEER	H230	Classified	Hourly	56.26	59.08	62.04	65.14	68.38
			Bi-Weekly	4,500.80	4,726.40	4,963.20	5,211.20	5,470.40
			Monthly	9,751.73	10,240.53	10,753.60	11,290.93	11,852.53
SURVEYOR	T265	Classified	Annual	117,020.80	122,886.40	129,043.20	135,491.20	142,230.40
			Hourly	46.85	49.17	51.60	54.17	56.89
			Bi-Weekly	3,748.00	3,933.60	4,128.00	4,333.60	4,551.20
			Monthly	8,120.67	8,522.80	8,944.00	9,389.47	9,860.93
			Annual	97,448.00	102,273.60	107,328.00	112,673.60	118,331.20
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	62.57	65.70	68.98	72.43	76.04
			Bi-Weekly	5,005.60	5,256.00	5,518.40	5,794.40	6,083.20
			Monthly	10,845.47	11,388.00	11,956.53	12,554.53	13,180.27
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Annual	130,145.60	136,656.00	143,478.40	150,654.40	158,163.20
			Hourly	57.54	60.45	63.38	66.60	69.84
			Bi-Weekly	4,603.20	4,836.00	5,070.40	5,328.00	5,587.20
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Monthly	9,973.60	10,478.00	10,985.87	11,544.00	12,105.60
			Annual	119,683.20	125,736.00	131,830.40	138,528.00	145,267.20
			Hourly	49.56	52.14	54.80	57.43	60.32
			Bi-Weekly	3,964.80	4,171.20	4,384.00	4,594.40	4,825.60
			Monthly	8,590.40	9,037.60	9,498.67	9,954.53	10,455.47
			Annual	103,084.80	108,451.20	113,984.00	119,454.40	125,465.60
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	52.81	55.43	58.21	61.11	64.17
			Bi-Weekly	4,224.80	4,434.40	4,656.80	4,888.80	5,133.60
			Monthly	9,153.73	9,607.87	10,089.73	10,592.40	11,122.80
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Annual	109,844.80	115,294.40	121,076.80	127,108.80	133,473.60
			Hourly	48.54	50.92	53.46	56.21	58.90
			Bi-Weekly	3,883.20	4,073.60	4,276.80	4,496.80	4,712.00
			Monthly	8,413.60	8,826.13	9,266.40	9,743.07	10,209.33
			Annual	100,963.20	105,913.60	111,196.80	116,916.80	122,512.00

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TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	39.38	41.28	43.38	45.53	47.71
			Bi-Weekly	3,150.40	3,302.40	3,470.40	3,642.40	3,816.80
			Monthly	6,825.87	7,155.20	7,519.20	7,891.87	8,269.73
			Annual	81,910.40	85,862.40	90,230.40	94,702.40	99,236.80
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	58.15	61.05	64.11	67.32	70.68
			Bi-Weekly	4,652.00	4,884.00	5,128.80	5,385.60	5,654.40
			Monthly	10,079.33	10,582.00	11,112.40	11,668.80	12,251.20
			Annual	120,952.00	126,984.00	133,348.80	140,025.60	147,014.40
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	44.17	46.43	48.60	51.07	53.66
			Bi-Weekly	3,533.60	3,714.40	3,888.00	4,085.60	4,292.80
			Monthly	7,656.13	8,047.87	8,424.00	8,852.13	9,301.07
			Annual	91,873.60	96,574.40	101,088.00	106,225.60	111,612.80
RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	52.92	55.54	58.32	61.24	64.29
			Bi-Weekly	4,233.60	4,443.20	4,665.60	4,899.20	5,143.20
			Monthly	9,172.80	9,626.93	10,108.80	10,614.93	11,143.60
			Annual	110,073.60	115,523.20	121,305.60	127,379.20	133,723.20
RECYCLING SPECIALIST	T800	Classified	Hourly	37.78	39.67	41.59	43.71	45.88
			Bi-Weekly	3,022.40	3,173.60	3,327.20	3,496.80	3,670.40
			Monthly	6,548.53	6,876.13	7,208.93	7,576.40	7,952.53
			Annual	78,582.40	82,513.60	86,507.20	90,916.80	95,430.40
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	43.27	45.42	47.70	50.08	52.59
			Bi-Weekly	3,461.60	3,633.60	3,816.00	4,006.40	4,207.20
			Monthly	7,500.13	7,872.80	8,268.00	8,680.53	9,115.60
			Annual	90,001.60	94,473.60	99,216.00	104,166.40	109,387.20
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	39.34	41.29	43.35	45.51	47.79
			Bi-Weekly	3,147.20	3,303.20	3,468.00	3,640.80	3,823.20
			Monthly	6,818.93	7,156.93	7,514.00	7,888.40	8,283.60
			Annual	81,827.20	85,883.20	90,168.00	94,660.80	99,403.20
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	74.36	78.08	82.00	86.10	90.40
			Bi-Weekly	5,948.80	6,246.40	6,560.00	6,888.00	7,232.00
			Monthly	12,889.07	13,533.87	14,213.33	14,924.00	15,669.33
			Annual	154,668.80	162,406.40	170,560.00	179,088.00	188,032.00
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	60.65	63.68	66.88	70.23	73.74
			Bi-Weekly	4,852.00	5,094.40	5,350.40	5,618.40	5,899.20
			Monthly	10,512.67	11,037.87	11,592.53	12,173.20	12,781.60
			Annual	126,152.00	132,454.40	139,110.40	146,078.40	153,379.20
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Hourly	55.17	57.91	60.81	63.86	67.05
			Bi-Weekly	4,413.60	4,632.80	4,864.80	5,108.80	5,364.00
			Monthly	9,562.80	10,037.73	10,540.40	11,069.07	11,622.00
			Annual	114,753.60	120,452.80	126,484.80	132,828.80	139,464.00
WPCF OPERATIONS SUPERVISOR	H855	Classified	Hourly	55.17	57.91	60.81	63.86	67.05
			Bi-Weekly	4,413.60	4,632.80	4,864.80	5,108.80	5,364.00
			Monthly	9,562.80	10,037.73	10,540.40	11,069.07	11,622.00
			Annual	114,753.60	120,452.80	126,484.80	132,828.80	139,464.00
WPCF LEAD OPERATOR	M935	Classified	Hourly	50.72	52.73	54.84	56.98	59.29
			Bi-Weekly	4,057.60	4,218.40	4,387.20	4,558.40	4,743.20
			Monthly	8,791.47	9,139.87	9,505.60	9,876.53	10,276.93
			Annual	105,497.60	109,678.40	114,067.20	118,518.40	123,323.20
WPCF OPERATOR	M930	Classified	Hourly	44.10	45.85	47.68	49.55	51.56
			Bi-Weekly	3,528.00	3,668.00	3,814.40	3,964.00	4,124.80
			Monthly	7,644.00	7,947.33	8,264.53	8,588.67	8,937.07
			Annual	91,728.00	95,368.00	99,174.40	103,064.00	107,244.80
OPERATOR-IN-TRAINING	M925	Classified	Hourly	40.37	41.96	43.71	45.22	46.98
			Bi-Weekly	3,229.60	3,356.80	3,496.80	3,617.60	3,758.40
			Monthly	6,997.47	7,273.07	7,576.40	7,838.13	8,143.20
			Annual	83,969.60	87,276.80	90,916.80	94,057.60	97,718.40
LAB SUPERVISOR	H850	Classified	Hourly	55.17	57.91	60.81	63.86	67.05
			Bi-Weekly	4,413.60	4,632.80	4,864.80	5,108.80	5,364.00
			Monthly	9,562.80	10,037.73	10,540.40	11,069.07	11,622.00
			Annual	114,753.60	120,452.80	126,484.80	132,828.80	139,464.00

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CHEMIST	T807	Classified	Hourly	44.62	46.85	49.20	51.65	54.22
			Bi-Weekly	3,569.60	3,748.00	3,936.00	4,132.00	4,337.60
			Monthly	7,734.13	8,120.67	8,528.00	8,952.67	9,398.13
			Annual	92,809.60	97,448.00	102,336.00	107,432.00	112,777.60
LABORATORY TECHNICIAN	T805	Classified	Hourly	38.80	40.25	41.81	43.53	45.16
			Bi-Weekly	3,104.00	3,220.00	3,344.80	3,482.40	3,612.80
			Monthly	6,725.33	6,976.67	7,247.07	7,545.20	7,827.73
			Annual	80,704.00	83,720.00	86,964.80	90,542.40	93,932.80
WATER POLLUTION SOURCE CONTROL								
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	64.15	67.35	70.73	74.27	77.98
			Bi-Weekly	5,132.00	5,388.00	5,658.40	5,941.60	6,238.40
			Monthly	11,119.33	11,674.00	12,259.87	12,873.47	13,516.53
			Annual	133,432.00	140,088.00	147,118.40	154,481.60	162,198.40
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	55.75	58.55	61.47	64.56	67.79
			Bi-Weekly	4,460.00	4,684.00	4,917.60	5,164.80	5,423.20
			Monthly	9,663.33	10,148.67	10,654.80	11,190.40	11,750.27
			Annual	115,960.00	121,784.00	127,857.60	134,284.80	141,003.20
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	48.44	50.95	53.51	56.05	58.92
			Bi-Weekly	3,875.20	4,076.00	4,280.80	4,484.00	4,713.60
			Monthly	8,396.27	8,831.33	9,275.07	9,715.33	10,212.80
			Annual	100,755.20	105,976.00	111,300.80	116,584.00	122,553.60
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified	Hourly	44.02	46.32	48.43	50.92	53.46
			Bi-Weekly	3,521.60	3,705.60	3,874.40	4,073.60	4,276.80
			Monthly	7,630.13	8,028.80	8,394.53	8,826.13	9,266.40
			Annual	91,561.60	96,345.60	100,734.40	105,913.60	111,196.80
TECHNICAL INTERN	Z125	Classified	Hourly					15.82
			Bi-Weekly					1,265.60
			Monthly					2,742.13
			Annual					32,905.60
SENIOR WATER RESOURCES ENGINEER	H813	Classified	Hourly	61.98	65.07	68.33	71.74	75.32
			Bi-Weekly	4,958.40	5,205.60	5,466.40	5,739.20	6,025.60
			Monthly	10,743.20	11,278.80	11,843.87	12,434.93	13,055.47
			Annual	128,918.40	135,345.60	142,126.40	149,219.20	156,665.60
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	61.98	65.07	68.33	71.74	75.32
			Bi-Weekly	4,958.40	5,205.60	5,466.40	5,739.20	6,025.60
			Monthly	10,743.20	11,278.80	11,843.87	12,434.93	13,055.47
			Annual	128,918.40	135,345.60	142,126.40	149,219.20	156,665.60
SEWER COLLECTIONS & WATER DISTRIBUTION								
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	68.46	71.86	75.45	79.22	83.19
			Bi-Weekly	5,476.80	5,748.80	6,036.00	6,337.60	6,655.20
			Monthly	11,866.40	12,455.73	13,078.00	13,731.47	14,419.60
			Annual	142,396.80	149,468.80	156,936.00	164,777.60	173,035.20
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Hourly	57.05	59.87	62.89	66.02	69.33
			Bi-Weekly	4,564.00	4,789.60	5,031.20	5,281.60	5,546.40
			Monthly	9,888.67	10,377.47	10,900.93	11,443.47	12,017.20
			Annual	118,664.00	124,529.60	130,811.20	137,321.60	144,206.40
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Hourly	57.05	59.87	62.89	66.02	69.33
			Bi-Weekly	4,564.00	4,789.60	5,031.20	5,281.60	5,546.40
			Monthly	9,888.67	10,377.47	10,900.93	11,443.47	12,017.20
			Annual	118,664.00	124,529.60	130,811.20	137,321.60	144,206.40
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Hourly	55.17	57.91	60.81	63.86	67.05
			Bi-Weekly	4,413.60	4,632.80	4,864.80	5,108.80	5,364.00
			Monthly	9,562.80	10,037.73	10,540.40	11,069.07	11,622.00
			Annual	114,753.60	120,452.80	126,484.80	132,828.80	139,464.00
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	44.96	47.23	49.57	52.07	54.66
			Bi-Weekly	3,596.80	3,778.40	3,965.60	4,165.60	4,372.80
			Monthly	7,793.07	8,186.53	8,592.13	9,025.47	9,474.40
			Annual	93,516.80	98,238.40	103,105.60	108,305.60	113,692.80
SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified	Hourly	46.24	48.07	50.03	51.80	53.81
			Bi-Weekly	3,699.20	3,845.60	4,002.40	4,144.00	4,304.80
			Monthly	8,014.93	8,332.13	8,671.87	8,978.67	9,327.07
			Annual	96,179.20	99,985.60	104,062.40	107,744.00	111,924.80
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	45.03	46.57	48.41	50.42	52.47
			Bi-Weekly	3,602.40	3,725.60	3,872.80	4,033.60	4,197.60
			Monthly	7,805.20	8,072.13	8,391.07	8,739.47	9,094.80
			Annual	93,662.40	96,865.60	100,692.80	104,873.60	109,137.60

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CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	39.14	40.50	42.10	43.86	45.62
			Bi-Weekly	3,131.20	3,240.00	3,368.00	3,508.80	3,649.60
			Monthly	6,784.27	7,020.00	7,297.33	7,602.40	7,907.47
			Annual	81,411.20	84,240.00	87,568.00	91,228.80	94,889.60
WATER METER MECHANIC	M810	Classified	Hourly	38.05	39.51	41.14	42.83	44.54
			Bi-Weekly	3,044.00	3,160.80	3,291.20	3,426.40	3,563.20
			Monthly	6,595.33	6,848.40	7,130.93	7,423.87	7,720.27
			Annual	79,144.00	82,180.80	85,571.20	89,086.40	92,643.20
CUSTOMER FIELD TECHNICIAN	M807	Classified	Hourly	34.00	35.36	36.78	38.14	39.67
			Bi-Weekly	2,720.00	2,828.80	2,942.40	3,051.20	3,173.60
			Monthly	5,893.33	6,129.07	6,375.20	6,610.93	6,876.13
			Annual	70,720.00	73,548.80	76,502.40	79,331.20	82,513.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	32.90	34.47	36.07	37.82	39.67
			Bi-Weekly	2,632.00	2,757.60	2,885.60	3,025.60	3,173.60
			Monthly	5,702.67	5,974.80	6,252.13	6,555.47	6,876.13
			Annual	68,432.00	71,697.60	75,025.60	78,665.60	82,513.60
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	51.70	54.28	57.00	59.86	62.85
			Bi-Weekly	4,136.00	4,342.40	4,560.00	4,788.80	5,028.00
			Monthly	8,961.33	9,408.53	9,880.00	10,375.73	10,894.00
			Annual	107,536.00	112,902.40	118,560.00	124,508.80	130,728.00
UTILITIES SERVICE WORKER	M900	Classified	Hourly	37.51	39.00	40.63	42.03	43.68
			Bi-Weekly	3,000.80	3,120.00	3,250.40	3,362.40	3,494.40
			Monthly	6,501.73	6,760.00	7,042.53	7,285.20	7,571.20
			Annual	78,020.80	81,120.00	84,510.40	87,422.40	90,854.40
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	38.09	39.60	41.26	42.68	44.34
			Bi-Weekly	3,047.20	3,168.00	3,300.80	3,414.40	3,547.20
			Monthly	6,602.27	6,864.00	7,151.73	7,397.87	7,685.60
			Annual	79,227.20	82,368.00	85,820.80	88,774.40	92,227.20
SENIOR UTILITY LEADER	M845	Classified	Hourly	47.45	49.34	51.40	53.18	55.25
			Bi-Weekly	3,796.00	3,947.20	4,112.00	4,254.40	4,420.00
			Monthly	8,224.67	8,552.27	8,909.33	9,217.87	9,576.67
			Annual	98,696.00	102,627.20	106,912.00	110,614.40	114,920.00
UTILITY LEADER	M840	Classified	Hourly	41.27	42.90	44.69	46.26	48.04
			Bi-Weekly	3,301.60	3,432.00	3,575.20	3,700.80	3,843.20
			Monthly	7,153.47	7,436.00	7,746.27	8,018.40	8,326.93
			Annual	85,841.60	89,232.00	92,955.20	96,220.80	99,923.20
UTILITY WORKER	M835	Classified	Hourly	37.51	39.00	40.63	42.03	43.68
			Bi-Weekly	3,000.80	3,120.00	3,250.40	3,362.40	3,494.40
			Monthly	6,501.73	6,760.00	7,042.53	7,285.20	7,571.20
			Annual	78,020.80	81,120.00	84,510.40	87,422.40	90,854.40
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	46.24	48.07	50.03	51.80	53.81
			Bi-Weekly	3,699.20	3,845.60	4,002.40	4,144.00	4,304.80
			Monthly	8,014.93	8,332.13	8,671.87	8,978.67	9,327.07
			Annual	96,179.20	99,985.60	104,062.40	107,744.00	111,924.80
UTILITY LEADER - SEWER	M915	Classified	Hourly	40.21	41.80	43.51	45.03	46.78
			Bi-Weekly	3,216.80	3,344.00	3,480.80	3,602.40	3,742.40
			Monthly	6,969.73	7,245.33	7,541.73	7,805.20	8,108.53
			Annual	83,636.80	86,944.00	90,500.80	93,662.40	97,302.40
UTILITY WORKER - SEWER	M910	Classified	Hourly	36.54	38.01	39.57	40.94	42.54
			Bi-Weekly	2,923.20	3,040.80	3,165.60	3,275.20	3,403.20
			Monthly	6,333.60	6,588.40	6,858.80	7,096.27	7,373.60
			Annual	76,003.20	79,060.80	82,305.60	85,155.20	88,483.20
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	45.75	47.52	49.38	51.37	53.47
			Bi-Weekly	3,660.00	3,801.60	3,950.40	4,109.60	4,277.60
			Monthly	7,930.00	8,236.80	8,559.20	8,904.13	9,268.13
			Annual	95,160.00	98,841.60	102,710.40	106,849.60	111,217.60
INFORMATION TECHNOLOGY DEPARTMENT								
DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified	Hourly	71.92	75.51	79.29	83.26	87.41
			Bi-Weekly	5,753.60	6,040.80	6,343.20	6,660.80	6,992.80
			Monthly	12,466.13	13,088.40	13,743.60	14,431.73	15,151.07
			Annual	149,593.60	157,060.80	164,923.20	173,180.80	181,812.80

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INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	58.65	61.57	64.65	67.90	71.29
			Bi-Weekly	4,692.00	4,925.60	5,172.00	5,432.00	5,703.20
			Monthly	10,166.00	10,672.13	11,206.00	11,769.33	12,356.93
			Annual	121,992.00	128,065.60	134,472.00	141,232.00	148,283.20
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	65.17	68.43	71.86	75.46	79.24
			Bi-Weekly	5,213.60	5,474.40	5,748.80	6,036.80	6,339.20
			Monthly	11,296.13	11,861.20	12,455.73	13,079.73	13,734.93
			Annual	135,553.60	142,334.40	149,468.80	156,956.80	164,819.20
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	52.76	55.41	58.19	61.09	64.14
			Bi-Weekly	4,220.80	4,432.80	4,655.20	4,887.20	5,131.20
			Monthly	9,145.07	9,604.40	10,086.27	10,588.93	11,117.60
			Annual	109,740.80	115,252.80	121,035.20	127,067.20	133,411.20
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	52.16	54.78	57.53	60.39	63.42
			Bi-Weekly	4,172.80	4,382.40	4,602.40	4,831.20	5,073.60
			Monthly	9,041.07	9,495.20	9,971.87	10,467.60	10,992.80
			Annual	108,492.80	113,942.40	119,662.40	125,611.20	131,913.60
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	58.36	61.27	64.19	67.42	71.89
			Bi-Weekly	4,668.80	4,901.60	5,135.20	5,393.60	5,751.20
			Monthly	10,115.73	10,620.13	11,126.27	11,686.13	12,460.93
			Annual	121,388.80	127,441.60	133,515.20	140,233.60	149,531.20
PROGRAMMER ANALYST	T455	Classified	Hourly	50.80	53.28	56.04	58.81	61.72
			Bi-Weekly	4,064.00	4,262.40	4,483.20	4,704.80	4,937.60
			Monthly	8,805.33	9,235.20	9,713.60	10,193.73	10,698.13
			Annual	105,664.00	110,822.40	116,563.20	122,324.80	128,377.60
WEB SPECIALIST	T450	Classified	Hourly	45.40	47.69	50.07	52.55	55.19
			Bi-Weekly	3,632.00	3,815.20	4,005.60	4,204.00	4,415.20
			Monthly	7,869.33	8,266.27	8,678.80	9,108.67	9,566.27
			Annual	94,432.00	99,195.20	104,145.60	109,304.00	114,795.20
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	50.78	53.30	55.97	58.76	61.72
			Bi-Weekly	4,062.40	4,264.00	4,477.60	4,700.80	4,937.60
			Monthly	8,801.87	9,238.67	9,701.47	10,185.07	10,698.13
			Annual	105,622.40	110,864.00	116,417.60	122,220.80	128,377.60
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	46.15	48.46	50.89	53.45	56.09
			Bi-Weekly	3,692.00	3,876.80	4,071.20	4,276.00	4,487.20
			Monthly	7,999.33	8,399.73	8,820.93	9,264.67	9,722.27
			Annual	95,992.00	100,796.80	105,851.20	111,176.00	116,667.20
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	50.78	53.30	55.97	58.76	61.72
			Bi-Weekly	4,062.40	4,264.00	4,477.60	4,700.80	4,937.60
			Monthly	8,801.87	9,238.67	9,701.47	10,185.07	10,698.13
			Annual	105,622.40	110,864.00	116,417.60	122,220.80	128,377.60
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	46.15	48.46	50.89	53.45	56.09
			Bi-Weekly	3,692.00	3,876.80	4,071.20	4,276.00	4,487.20
			Monthly	7,999.33	8,399.73	8,820.93	9,264.67	9,722.27
			Annual	95,992.00	100,796.80	105,851.20	111,176.00	116,667.20
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	41.82	43.91	46.09	48.40	50.85
			Bi-Weekly	3,345.60	3,512.80	3,687.20	3,872.00	4,068.00
			Monthly	7,248.80	7,611.07	7,988.93	8,389.33	8,814.00
			Annual	86,985.60	91,332.80	95,867.20	100,672.00	105,768.00
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	38.04	39.92	41.93	44.03	46.24
			Bi-Weekly	3,043.20	3,193.60	3,354.40	3,522.40	3,699.20
			Monthly	6,593.60	6,919.47	7,267.87	7,631.87	8,014.93
			Annual	79,123.20	83,033.60	87,214.40	91,582.40	96,179.20
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	41.82	43.91	46.09	48.40	50.85
			Bi-Weekly	3,345.60	3,512.80	3,687.20	3,872.00	4,068.00
			Monthly	7,248.80	7,611.07	7,988.93	8,389.33	8,814.00
			Annual	86,985.60	91,332.80	95,867.20	100,672.00	105,768.00
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	38.04	39.92	41.93	44.03	46.24
			Bi-Weekly	3,043.20	3,193.60	3,354.40	3,522.40	3,699.20
			Monthly	6,593.60	6,919.47	7,267.87	7,631.87	8,014.93
			Annual	79,123.20	83,033.60	87,214.40	91,582.40	96,179.20
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	34.26	35.96	37.80	39.69	41.59
			Bi-Weekly	2,740.80	2,876.80	3,024.00	3,175.20	3,327.20
			Monthly	5,938.40	6,233.07	6,552.00	6,879.60	7,208.93
			Annual	71,260.80	74,796.80	78,624.00	82,555.20	86,507.20

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DATA SYSTEMS OPERATOR	C450	Classified	Hourly	30.32	31.68	33.26	34.84	36.47
			Bi-Weekly	2,425.60	2,534.40	2,660.80	2,787.20	2,917.60
			Monthly	5,255.47	5,491.20	5,765.07	6,038.93	6,321.47
			Annual	63,065.60	65,894.40	69,180.80	72,467.20	75,857.60
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	32.64	34.24	35.99	37.76	39.56
			Bi-Weekly	2,611.20	2,739.20	2,879.20	3,020.80	3,164.80
			Monthly	5,657.60	5,934.93	6,238.27	6,545.07	6,857.07
			Annual	67,891.20	71,219.20	74,859.20	78,540.80	82,284.80
VIDEO ASSISTANT	T400	Classified	Hourly					17.92
			Bi-Weekly					1,433.60
			Monthly					3,106.13
			Annual					37,273.60
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00