

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, September 15, 2022

5:30 PM

Remote Participation

Personnel Commission

COVID-19 Notice: Consistent with Assembly Bill 361/Gov Code 54953(e)(2)(B), the Personnel Commission meeting includes teleconference participation by all Personnel Commission members and the public.

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/84301556039?pwd=N21UVFdjTnZGa2lyQng5UnZQRDF4QT09>

Webinar ID: 843 0155 6039

Password: 6QFq+Z@N

Or join by phone:

US: +1 669 900 6833 or +1 646 931 3860

Webinar ID: 843 0155 6039

Password: 75922853

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.

PRESENTATION ON POLICE HIRING INCENTIVES

MINUTES

1. [MIN 22-097](#) Review and Approve the June 22, 2022 Special Personnel Commission Meeting Minutes

Attachments: [Attachment I Minutes](#)

REPORTS

City Council Liaison (Informational)

Assistant City Manager/Interim Director of Human Resources (Informational)

2. [RPT 22-080](#) Review the Proposed Fiscal Year 2023 Agenda Planning Calendar

Attachments: [Attachment I Staff Report](#)

ACTION ITEMS

3. [ACT 22-081](#) Review the New Job Description for Chief Economic Development Officer

Attachments: [Attachment I Staff Report](#)
[Attachment II New Job Specification - Chief Economic Development Officer](#)
[Attachment III City Manager's Department Org Chart](#)

4. [ACT 22-077](#) Abolish the Police Officer Trainee Employment Roster (Eligible List)

Attachments: [Attachment I Staff Report](#)

5. [ACT 22-080](#) Abolish the Communications Operator Employment Roster (Eligible List)

Attachments: [Attachment I Staff Report](#)

6. [ACT 22-079](#) Abolish the Librarian I (Part-Time) Employment Roster (Eligible List)

Attachments: [Attachment I Staff Report](#)

7. [ACT 22-078](#) Abolish the Senior Secretary Employment Roster (Eligible List)

Attachments: [Attachment I Staff Report](#)

8. [PH 22-047](#) Adopt the Revised Classification Plan and Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2023

Attachments: [Attachment I Staff Report](#)
[Attachment II FY 2023 Revised Salary Plan](#)
[Attachment III FY 2023 Revised Classification Plan](#)

RECRUITMENT DIVERSITY REPORT (ORAL REPORT)

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

NEXT MEETING – October (TBD), 2022

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.



CITY OF HAYWARD

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777 B Street
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File #: MIN 22-097

DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT

Review and Approve the June 22, 2022 Special Personnel Commission Meeting Minutes

RECOMMENDATION

That the Personnel Commission reviews and approves the June 22, 2022 special meeting minutes.

ATTACHMENTS

Attachment I Minutes



**CITY OF HAYWARD
PERSONNEL COMMISSION
MINUTES
Special Meeting
Wednesday, June 22, 2022
Zoom Meeting (Virtual)**

A special meeting of the City of Hayward Personnel Commission was called to order virtually at 5:30 p.m. on Wednesday, June 22, 2022, via a Zoom conference call.

CITY STAFF:

Regina Youngblood, Assistant City Manager/Interim Director of Human Resources
Janice Cahee, Human Resources Analyst I
Kakshi Master, Acting Deputy Director of Human Resources
Candi Jackson, Human Resources Administrative Assistant
Michael Lawson, City Attorney
Sangeetha Waltz, Deputy City Attorney II
Kathy Garcia, Deputy Director of Public Works
Paul Nguyen, Economic Development Manager
Erik Pearson, Environmental Services Manager

Attendance	<u>REGULAR MEETINGS</u>			<u>SPECIAL MEETINGS</u>	
	Present 6.22.22 Special Meeting	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.
Erika Cortez	O	1	-	4	1
*Nicolia Gooding	O	-	1	3	2
Zheefong He	X	1	-	5	0
Robert Gaumer	X	1	-	5	0
Denise Thompson	X	1	-	5	0
Randy Wright	X	1	-	4	1
Rachel Zargar	X	1	-	4	1

X = present O = absent

* Chair Person

PUBLIC COMMENTS

None.

MINUTES

1. Review and Approve the March 10, 2022 Regular Personnel Commission Meeting Minutes (ACTION)

(M/S/P) Zargar/Wright – Approved – 5 AYES

REPORTS

City Council Liaison (Information)

Council Member Salinas reported that the annual budget was recently approved by Council.

Commissioner Wright asked how many Hayward restaurants received post-COVID grant monies.

Council Member Salinas answered that he can find out and report back to the Commission.

Assistant City Manager/Interim Director of Human Resources (Information)

Assistant City Manager Regina Youngblood reported that HR Director Jana Sangy has separated from the City and that the City has engaged with Bob Murray and Associates for a nationwide search for Director of Human Resources. It is anticipated that the recruitment will take 14-16 weeks to conclude with a successful candidate.

She continued that the City launched a recruitment for Deputy Director of Human Resources simultaneously. This position was eliminated a couple fiscal years ago, due to fiscal constraints. However, it has returned to the Human Resources budget, with two (2) manager positions: one for recruitment and one for organizational development. In addition to these new positions, the department has two current vacancies for HR Analyst: one for benefits and one for recruitment. She was happy to report that an offer has been made for the Benefits Analyst, and that it has been accepted.

Commissioner Zargar asked if the placement fee for the executive search is a percentage of the salary and if so, what that percentage is.

Assistant City Manager Youngblood answered that it's not a percentage, it's a flat amount for both recruitments that is accounted for in Human Resources budget due to salary savings.

Commissioner Wright asked what the salary is for the Director position.

Assistant City Manager Youngblood answered that the annual salary is \$192,878.40-\$234,385.20.

Commissioner Wright asked if there's a signing bonus for this position.

Assistant City Manager Youngblood answered that this hasn't been discussed thus far.

Commissioner Wright also asked if there's an employee referral program to recommend someone outside of the City of Hayward.

Assistant City Manager Youngblood answered that Council has recently approved that program for the Police Department, but we don't have one in place for all of our positions at this time.

Commissioner Zargar asked what the term was for the agreement in regards to engagement with identified candidates.

Assistant City Manager Youngblood answered that she will look into that.

2. Review and Approve the Proposed Fiscal Year 2023 Agenda Planning Calendar

The Personnel Commission received the report.

ACTION ITEMS

3. Review the New Job Description for Lead Sweeper Equipment Operator

Acting Human Resources Analyst Valeria Cazares gave an overview of this item. She and Director of Maintenance Services Todd Rullman answered questions.

(M/S/P) (Wright/Thompson) Approved. 5 AYES.

4. Abolish the Real Property Management Employment Roster (Eligible List)

Human Resources Analyst Janice Cahee gave an overview of this item. She and Deputy Director of Public Works Kathy Garcia answered questions.

(M/S/P) (Wright/Zargar) Approved. 5 AYES.

5. Abolish the Assistant City Attorney and Deputy City Attorney Employment Rosters (Eligible Lists)

Human Resources Analyst Janice Cahee gave an overview of this item. She and City Attorney Michael Lawson answered questions.

(M/S/P) (Wright/Thompson) Approved. 5 AYES.

6. Review the Revised Job Description for Crime Scene Technician

Human Resources Analyst Janice Cahee gave an overview of this item. She and Crime Scene Specialist Mary Marquez answered questions.

(M/S/P) (Wright/Zargar) Approved. 5 AYES.

7. Review the Revised Job Description for Deputy Director of Human Resources

Human Resources Analyst Janice Cahee gave an overview of this item. She and Assistant City Manager Regina Youngblood answered questions.

(M/S/P) (Wright/Zargar) Approved. 5 AYES.

8. Review the Revised Job Description for Human Resources Manager

Human Resources Analyst Janice Cahee gave an overview of this item.

(M/S/P) (Wright/Thompson) Approved. 5 AYES.

9. Adopt the Revised Classification Plan and Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2023

Assistant City Manager Regina Youngblood introduced the revised salary plan for FY23, which reflects salary adjustments to the classifications in the City's classified service as a result of the Council approved Memoranda of Understanding (MOUs) between the City of Hayward and the Hayward Police Officers' Association (HPOA), Hayward Police Management Unit (HPMU), International Association of Firefighters (Local 1909), Hayward Fire Officers Association, Hayward Association of Management Employees (HAME), International Federation of Professional and Technical Engineers, Local 21 (Local 21), and Service Employees International Union, Local 1021 (SEIU). The Salary Plan has also been updated to reflect the addition of a Lead Sweeper Equipment Operator classification and salary adjustments to various other classifications as identified in the report, including Unrepresented classifications in accordance with the updated salary and benefits resolution going before Council on June 21, 2022.

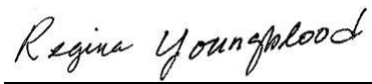
(M/S/P) (Thompson/Gaumer) Adopt the Revised Classification Plan – Approved,
3 AYES, 2 ABSTENTIONS

(M/S/P) (Gaumer/Wright) Recommended to Council for Approval – Approved,
3 AYES, 2 ABSTENTIONS

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

Meeting was adjourned at 7:03 p.m.

A handwritten signature in cursive script that reads "Regina Youngblood".

Regina Youngblood, Assistant City Manager/
Interim Director of Human Resources



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: RPT 22-080

DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT

Review the Proposed Fiscal Year 2023 Agenda Planning Calendar

RECOMMENDATION

That the Personnel Commission reviews and comments on this report.

ATTACHMENTS

Attachment I Staff Report



DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT: Review the Proposed 2023 Fiscal Year Agenda Planning Calendar

RECOMMENDATION

That the Personnel Commission reviews and comments on this report.

DISCUSSION

For the Commission's consideration, staff recommends the following tentative agenda for the 2023 fiscal year.

Thursday, December 8, 2022	
Minutes	
FY 2023 Agenda Planning Calendar	
<u>Senior Sustainability Specialist *NEW*</u>	
<u>Communications Supervisor</u>	
<u>Laboratory Technician</u>	
<u>Programmer Systems Analyst</u>	
FY 2023 Salary and Classification Plan	
Thursday, March 9, 2023	
Minutes	
FY 2023 Agenda Planning Calendar	
FY 2023 Salary and Classification Plan	
Thursday, June 8, 2023	
Minutes	
FY 2023 Agenda Planning Calendar	
FY 2023 Salary and Classification Plan	

¹ Staff recommends Strike Out items be removed or rescheduled from previously approved planning calendar

² Staff recommends Underlined items be added (new) or rescheduled from previously approved planning calendar

NEXT STEPS

Upon direction from the Commission, staff will revise the above list and schedule items accordingly for fiscal year 2023.

Prepared by: Candi Jackson, Human Resources Administrative Assistant

Recommended by: Kakshi Master, Acting Deputy Director of Human Resources

Approved by:



Regina Youngblood, Assistant City Manager



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File #: ACT 22-081

DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT

Review the New Job Description for Chief Economic Development Officer

RECOMMENDATION

That the Personnel Commission reviews and comments on the job description for the Chief Economic Development Officer (CEDO) classification to ensure that the employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, required education and experience, and other special requirements for the position.

SUMMARY

The changes to the job description are intended to update the essential duties and required abilities of the Chief Economic Development Officer to reflect the higher level of responsibilities expected of this classification as distinguished from the lower-level Economic Development Manager.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Job Description - Chief Economic Development Officer
Attachment III	City Manager's Office Department Org Chart



DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT: Review the New Job Description for Chief Economic Development Officer

RECOMMENDATION

That the Personnel Commission reviews and comments on the job description for the Chief Economic Development Officer (CEDO) classification to ensure that the employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, required education and experience, and other special requirements of the position.

SUMMARY

The changes to the job description are intended to update the essential duties and required abilities of the Chief Economic Development Officer to reflect the higher level of responsibilities expected of the position as distinguished from the lower-level Economic Development Manager.

BACKGROUND/DISCUSSION

In addition to the adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. The Human Resources Department staff reviews all job descriptions with the respective departments and updates each as necessary to align the job description with the City's Classification Plan. In addition, prior to initiating a recruitment process, the Human Resources staff makes necessary adjustments to job requirements to ensure that the needs of the department are met.

The CEDO job description was created to reflect the higher level of work expected to oversee and lead the work of the Economic Development division. Key duties that distinguish the CEDO from the Economic Development Manager include collaborating with businesses, business organizations, and the community to engage in positive working relationships within the community. This higher-ranking position will elevate

the critical economic development function and will allow us to better serve the community and better foster the economic development function.

FISCAL IMPACT

The additional annual fiscal impact for Chief Economic Development Officer is an increase of approximately \$17, 721.65 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

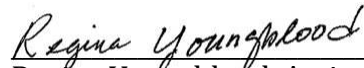
STRATEGIC ROADMAP

N/A

Prepared by: Janice Cahee, Human Resources Analyst II

Recommended by: Kakshi Master, Acting Deputy Director of Human Resources

Approved by:



Regina Youngblood, Assistant City Manager

CITY OF HAYWARD

CHIEF ECONOMIC DEVELOPMENT OFFICERDEFINITION

To plan, direct, supervise and coordinate the work of the Economic Development Division of the City Manager's Office. The Chief Economic Development Officer will represent the modern principles and practices of Economic Development including real estate development, economics, financial analysis, public/private development and property acquisition.

SUPERVISION RECEIVED

Receives general direction from the City Manager or Assistant City Manager.

SUPERVISION EXERCISED

Provides direct and indirect supervision to professional, technical and clerical staff.

ESSENTIAL DUTIES

Developing, expanding and supporting city and other partner agency workforce and entrepreneurial development programs through collaborative efforts. Partner agencies may include, but are not limited to: 1) State and County workforce development agencies, 2) educational institutions such as regional occupational programs (ROPs), Hayward Unified School District, CSU East Bay, and Chabot Community College, and 3) private employers. This work may also include promoting local hiring, including youth employment and paid internships, to increase community ownership and resident retention, help achieve a more positive jobs-housing balance, and reduce regional commuting, gas consumption, and greenhouse gas emissions.

Supporting the decision-making and marketing of community special events that promote the City of Hayward. This work may include collaborating with businesses, business organizations, and the community to promote events and festivals that help residents and visitors develop positive associations with the city and the Hayward business community.

Assists in the development and implementation of goals, objectives, policies and priorities of the division.

Develops an achievement plan, organizes, controls and evaluates the functions and activities of the division, including economic forecasting and economic indicators.

Oversees business loans and related financial matters.

City of Hayward
Chief Economic Development Officer
Page 2 of 4

ESSENTIAL DUTIES (continued):

Coordinates program activities with other City departments, outside agencies and citizens groups.

Conducts research studies, needs assessments and analyses related to areas of responsibility.

Guides the implementation of the City's economic development strategic plan.

Develops policy, strategy and program implementation recommendations for economic development efforts, and articulates program accomplishments.

Serves as staff and prepares or directs preparation of reports, studies, analyses and recommendations to the Hayward Economic Development Committee.

Presents staff recommendations to the City Council and council committees, boards and commissions and other public bodies.

Oversees development and administration of Economic Development grants and develops new sources of funding.

Coordinates project activities, including real estate acquisition and disposition, relocations, demolitions, rehabilitation and construction.

Oversees and assists in the development of marketing and branding strategies for the City.

Assists potential developers in navigating the City's development processes.

Assists in budget preparation and administration.

Supervises, trains and evaluates professional, technical and clerical staff.

Performs related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles and practices of public administration and economic development.

Federal, state and local programs and resources for economic development, and business assistance.

City of Hayward
 Chief Economic Development Officer
 Page 3 of 4

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Knowledge of (continued):

Joint public/private sector approaches and techniques to stimulate economic activity in urban areas.

Financing techniques for real estate, business and industrial development.

Program monitoring and evaluation methods, and knowledge of California Local Economic Development and practices.

Local land use development practices and policies.

National Environmental Policy Act, California Environmental Quality Act and other environmental laws.

Ability to:

Identify community and economic development needs.

Plan, organize and coordinate complex studies, programs and projects.

Interpret and apply federal and state regulations.

Communicate clearly and concisely, orally and in writing.

Plan, coordinate and supervise the work of professional and technical staff.

Write grants.

EXPERIENCE AND EDUCATION

Any combination of experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

Experience: Four years of recent professional experience in city, county or regional economic development and planning, or a closely related field involving capital improvements, data analysis and supervision of staff.

Education: Equivalent to a Bachelor's Degree from an accredited college or university with major work in public or business administration, planning, economics or a closely related field.

City of Hayward
Chief Economic Development Officer
Page 4 of 4

SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: work in a standard office environment; travel to various locations and participate in meetings to conduct City business during day and evening hours; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball, use standard office equipment; sit for prolonged periods of time; stand, walk, reach, twist, turn, kneel, bend, squat and stoop in the performance of daily office activities; converse by telephone, in person, and to small or large groups and be clearly understood; read and comprehend technical and complex documents; interact with the public and all different levels of City staff in a professional manner; and safely lift, carry and maneuver office supplies and equipment, documents, or boxes of examination, training, or other human resources related materials, weighing up to 40 pounds. Essential functions must be performed with or without reasonable accommodations.

PROBATIONARY PERIOD: One (1) year
(TBD)

September 2022

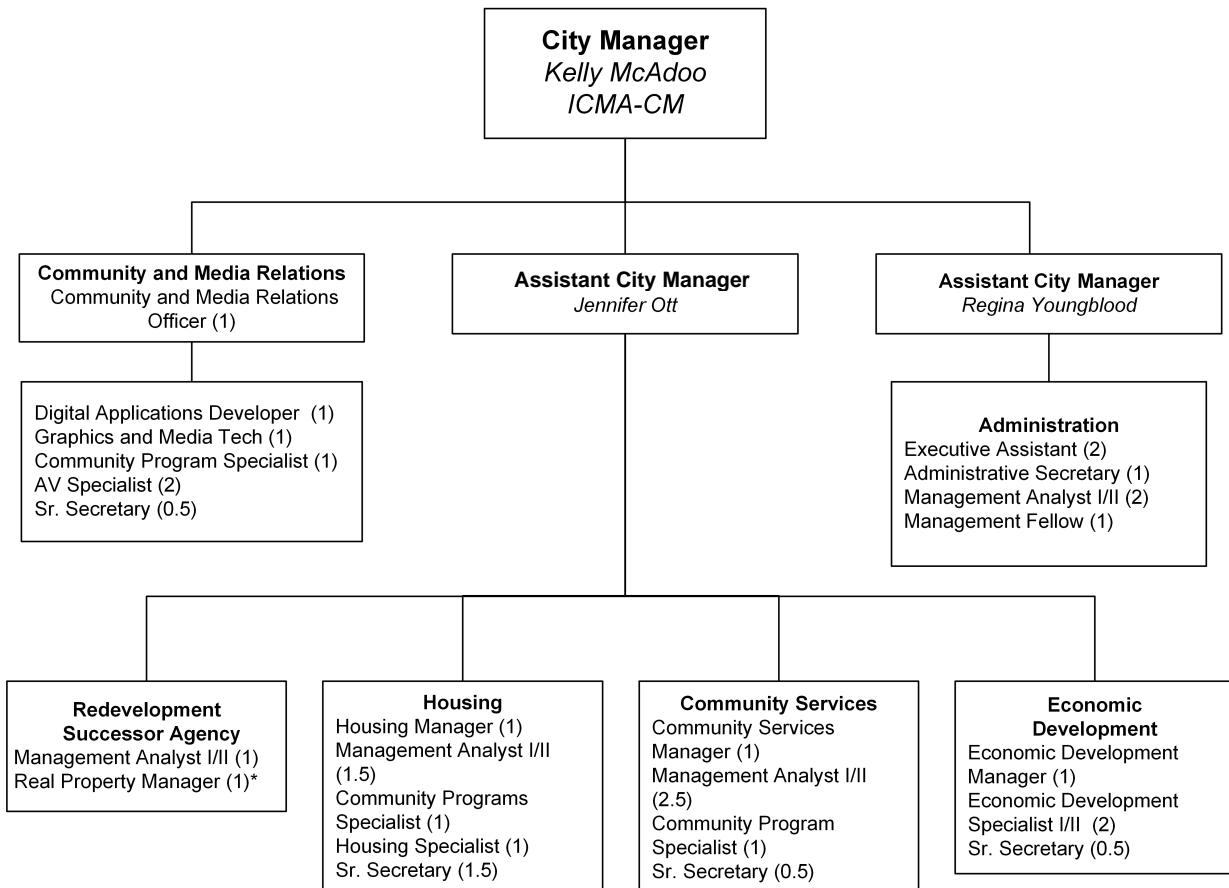
AAP GROUP: 2

FPPC STATUS: Designated

FLSA STATUS: Exempt

FY 2023 STAFFING 32.0 FTE

Office of the City Manager



*Real Property Manager (1.0 FTE) – Allocated between City Manager's Office and Public Works-Utilities



CITY OF HAYWARD

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File #: ACT 22-077

DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT

Abolish the Police Officer Trainee Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment roster (eligible list) for Police Officer Trainee.

SUMMARY

The City has exhausted the current Police Officer Trainee eligible list and would like to abolish the current list to commence a recruitment and establish a new continuous Police Officer Trainee eligible list.

ATTACHMENTS

Attachment I Staff Report



DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT: Abolish the Police Officer Trainee Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment roster (eligible list) for Police Officer Trainee.

SUMMARY

The City has exhausted the current Police Officer Trainee eligible list and would like to abolish the current list to commence a recruitment and establish a new continuous Police Officer Trainee eligible list.

BACKGROUND/DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews and approves the abolishment of employment registers once all candidates have been considered and no additional viable candidates remain on the list.

The Police Officer Trainee continuous recruitment was initiated in December 2020. Over the course of seven (7) full recruitment cycles, there have been a total of 897 applications received. The current recruitment cycle consists of (a) a review of minimum qualifications, (b) a review of candidates' responses to the pre-background questionnaire, (c) confirmation the candidate passed the California Commission on Peace Officer Standards and Training's (POST) Entry Level Law Enforcement Test Battery (PELLETB) written exam, (d) confirmation the candidate passed the Work Sample Test Battery (WSTB) physical ability exam, and (e) oral panel interviews consisting of one (1) Hayward Police Sergeant, one (1) City of Hayward Management team member, and one (1) member of the Hayward community. Of the 897 applicants, only seventy-five (75) applicants were successful in passing all examination steps and being placed on the continuous eligible list for departmental consideration. The Police Department's Personnel and Training division invited sixty-one (61) candidates from the list to interview. Of those invited, five (5) either did not schedule or did not show up for their interview, five (5) withdrew from consideration, and twenty-two (22) were not selected to

move forward in the process. The remaining twenty-nine (29) candidates were placed into the police background process. Three (3) of those candidates are currently in process, seventeen (17) failed their background process, and the remaining nine (9) were offered employment. The City has considered all the remaining eligible candidates on this list and has now exhausted it prior to its scheduled expiration of August 8, 2023.

The Police Department currently has roughly thirty (30) vacancies. The abolishment of this eligible list will allow Human Resources to more immediately implement changes to the recruitment process intended to improve efficiency and competitiveness, such as changes to the recruitment exam process. A review of the recruitment process revealed that the oral panel process prevented the City from expediting candidates who already possess passing test scores from outside agencies (which are transferrable to ours). After weighing the impacts of eliminating the oral panel interview process, it was determined that the benefit of expediting the timeline and the ability to evaluate candidates in the departmental interview process outweighed the impact of eliminating the oral panel exam step. Staff is requesting to abolish the current eligible list to commence this new recruitment process.

FISCAL IMPACT

There are no fiscal impacts associated with the review of the revised job description.

STRATEGIC ROADMAP

N/A

Prepared by: Wayne Smith, Human Resources Analyst I

Recommended by: Kakshi Master, Acting Deputy Director of Human Resources

Approved by:


Regina Youngblood, Assistant City Manager



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File #: ACT 22-080

DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT

Abolish the Communications Operator Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the future abolishment of the employment register (eligible list) for Communications Operator.

SUMMARY

The City will consider the remaining candidates on the eligible list for Communications Operator. The City seeks approval to abolish the current list once all candidates are considered and viable candidates are selected. The City will then establish a new Communications Operator eligible list in October 2022 following a new recruitment process.

ATTACHMENTS

Attachment I Staff Report



DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT: Abolish the Communications Operator Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the future abolishment of the employment register (eligible list) for Communications Operator.

SUMMARY

The City expects to establish an eligible list for Communications Operator in October 2022. The City seeks advance approval to abolish the eligible list once all candidates are considered and all viable candidates have been selected so a new Communications Operator eligible list can be established following a new recruitment process.

BACKGROUND/DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews and approves the abolishment of eligible lists once all candidates are considered and all viable candidates are selected to move forward.

The most recent Communications Operator recruitment was initiated in April 2022 and attracted eighty-seven (87) candidates to apply during a course of approximately three (3) months. Of those eighty-seven (87), seventy-seven (77) applicants met minimum qualifications and were invited to participate in the pre-background questionnaire; ten (10) applicants failed the review, while twenty-five (25) did not complete the survey, eliminating themselves from the recruitment process. This resulted in only nineteen (19) scheduled to take the Peace Officer Standards and Training (POST) Dispatcher examination on August 31, 2022. Successful completion of all the recruitment steps listed above along with a typing test projected for late September and an oral panel planned for early October would lead to placement onto the eligible list. Since the POST Dispatch exam will not take place prior to the completion of this report, we cannot say with certainty but can project that about less than half of the candidates that will take the POST exam will receive a passing score with an even fewer will be invited to an oral panel based on past recruitments.

While eighty-seven (87) applicants seem like a significant number, recruitments for Communication Operators used to attract more than 250 applicants during a three-month posting period. To improve staffing needs for an already hard-to-fill position, we are requesting the exhaustion of the Communications Operator eligible list that is expected to be established in early October 2022.

We are requesting to exhaust the list in advance so we can move quickly to establish a new list once all eligible candidates have been considered from the October 2022 list. Human Resources will be working with Hayward Police Department to improve and tighten our recruitment process before opening a new recruitment for the position.

If the exhaustion of the eligible list is approved, we hope our improved recruitment process along with our recently approved hiring bonus program for the Communications Unit will attract a highly qualified pool of applicants.

FISCAL IMPACT

There are no fiscal impacts associated with the abolishment of this eligible list.

STRATEGIC ROADMAP

N/A

Prepared by: Janice Cahee, Human Resources Analyst II

Recommended by: Kakshi Master, Acting Deputy Director of Human Resources

Approved by:


Regina Youngblood, Assistant City Manager



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File #: ACT 22-079

DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT

Abolish the Librarian I (Part-Time) Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment roster (eligible list) for Librarian I (Part-Time).

SUMMARY

The City has exhausted the current Librarian I eligible list. The City seeks approval to abolish the current list to commence recruitment and establish a new Librarian I eligible list.

ATTACHMENTS

Attachment I Staff Report



DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT: Abolish the Librarian I (Part-Time) Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment roster (eligible list) for Librarian I (Part-Time).

SUMMARY

The City has exhausted the current Librarian I (Part-Time) eligible list. The City requests approval to abolish the current list and establish a new one following a new Librarian I (Part-Time) recruitment process.

BACKGROUND/DISCUSSION

In addition to the adoption and approval of the City's Classification Plan, the Personnel Commission reviews and may abolish eligible lists prior to their scheduled expiration once all candidates have been considered and no further selections will be made from the list.

The Librarian I (Part-Time) recruitment was initiated in October 2021 and had forty-five (45) applicants. Of those forty-five (45), only fifteen (15) candidates met minimum qualifications and were advanced to a blind review of supplemental questions. The candidates that successfully passed the supplemental question review were advanced to an oral panel. Successful completion of all recruitment steps resulted in an eligible list of eight (8) candidates established on December 17, 2021. While the Library Services Department invited all eight (8) candidates to interview, one (1) declined a job interview, one (1) declined a job offer, and three (3) interviewed but were not selected, ultimately resulting in three (3) hires from this list of eight (8).

The City has considered all candidates and has exhausted the current Librarian I (Part-Time) list prior to its scheduled expiration of December 17, 2022.

FISCAL IMPACT

There are no fiscal impacts associated with the exhaustion of this eligible list.

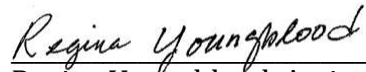
STRATEGIC ROADMAP

N/A

Prepared by: Janice Cahee, Human Resources Analyst II

Recommended by: Kakshi Master, Acting Deputy Director of Human Resources

Approved by:



Regina Youngblood, Assistant City Manager



CITY OF HAYWARD

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

File #: ACT 22-078

DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT

Abolish the Senior Secretary Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment register (eligible list) for Senior Secretary.

SUMMARY

The City has exhausted the current Senior Secretary eligible list. The City seeks approval to abolish the current list to commence a recruitment and establish a new Senior Secretary eligible list.

ATTACHMENTS

Attachment I Staff Report



DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT: Abolish the Senior Secretary Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment register (eligible list) for Senior Secretary.

SUMMARY

The City has exhausted the current Senior Secretary eligible list. The City seeks approval to abolish the current list to commence a recruitment and establish a new Senior Secretary eligible list.

BACKGROUND/DISCUSSION

In addition to the adoption and approval of the City's Classification Plan, the Personnel Commission reviews and approves the abolishment or eligible registers once all candidates have been considered and all viable candidates have been identified and selected from the list.

The Senior Secretary recruitment was initiated in August 2021. Though there was only one true vacancy at the time of recruitment, the recruitment and resulting eligible list was geared towards being used to fill any current or future citywide Senior Secretary vacancies. This recruitment had fifty-nine (59) applicants. Of those, fifty-seven (57) met minimum qualifications and were advanced to the following examination steps: a written examination, a typing test, and a practical examination evaluating their ability to effectively utilize Microsoft Word and Excel. Eighteen (18) candidates did not schedule or attend the written examination, twelve (12) did not pass the written examination, another twelve (12) did not pass the typing test, and five (5) did not pass or did not complete the practical examination. The result of the recruitment was an eligible list of ten (10) candidates. Over the life of the eligible list, there have been a total of five (5) vacancies citywide. Of these vacancies, two (2) were filled via promotion, one (1) was filled via this Senior Secretary eligible list, and two (2) remain vacant. Three separate departments have considered the entire list of candidates. Of the remaining nine (9) candidates on the list, five (5) were interviewed but not selected and four (4)

declined to interview. The City has considered all candidates and has exhausted the current Senior Secretary eligible list prior to its scheduled expiration of December 22, 2022. The Senior Secretary classification has seventeen (17) positions citywide that are filled from this list. There are currently two (2) vacancies that would benefit from the abolishment of this eligible list and the commencement of a new recruitment.

FISCAL IMPACT

There are no fiscal impacts associated with the exhaustion of this eligible list.

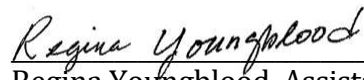
STRATEGIC ROADMAP

N/A

Prepared by: Wayne Smith, Human Resources Analyst I

Recommended by: Kakshi Master, Acting Deputy Director of Human Resources

Approved by:



Regina Youngblood, Assistant City Manager



CITY OF HAYWARD

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

File #: PH 22-047

DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT

Adopt the Revised Classification Plan and Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2023

RECOMMENDATION

That the Personnel Commission holds a Public Hearing and adopts the revised Classification Plan for each position in the City's classified service for Fiscal Year 2023, effective September 26, 2022, and reviews and recommends to Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2023, effective September 26, 2022.

SUMMARY

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect salary adjustments and corrections to various classifications. The Salary Plan and Classification Plan have also been updated to reflect the addition of Chief Economic Development Officer.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	FY 2023 Revised Salary Plan
Attachment III	FY 2023 Revised Classification Plan



DATE: September 15, 2022

TO: Personnel Commission

FROM: Acting Deputy Director of Human Resources

SUBJECT: Adopt the Revised Classification Plan and Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2023

RECOMMENDATION

That the Personnel Commission holds a Public Hearing and adopts the revised Classification Plan for each position in the City's classified service for Fiscal Year 2023, effective September 26, 2022, and reviews and recommends to Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2023, effective September 26, 2022.

SUMMARY

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect salary adjustments and corrections to various classifications. The Salary Plan and Classification Plan have also been updated to reflect the addition of Chief Economic Development Officer.

BACKGROUND/DISCUSSION

New Classifications:

CHIEF ECONOMIC DEVELOPMENT OFFICER (U330): In May 2022, the City Manager's Office (CMO) requested the creation of the Chief Economic Development Officer (CEDO) to lead the Economic Development Division currently led by an Economic Development Manager. The change in title is intended to reflect the higher level of work being performed and the higher degree of independence expected of the CEDO. The salary will be set internally to ten percent (10%) above Economic Development Manager (H170). The salary range for the Chief Economic Development Officer is \$76.69 per hour at Step A and \$93.23 per hour at Step E.

Salary Adjustments:

PARALEGAL (U195): The salary range for Paralegal is internally set to be ten percent (10%) above Legal Secretary II (C935). To maintain the internal relationship between this position and Legal Secretary II, Paralegal shall receive a 2.49% adjustment effective September 26, 2022. The salary range for Paralegal is \$39.88 per hour at Step A and \$48.48 per hour at Step E.

SENIOR PARALEGAL (U196): The salary range for Senior Paralegal is internally set to be ten percent (10%) above Paralegal (U195). To maintain the internal relationship between this position and Paralegal, Senior Paralegal shall receive a 2.52% adjustment effective September 26, 2022. The salary range for Senior Paralegal is \$43.88 per hour at Step A and \$53.33 per hour at Step E.

PURCHASING TECHNICIAN (C345): The salary range for Purchasing Technician is internally set to be equivalent to Finance Technician (C320). To maintain the internal relationship between this position and Finance Technician, Purchasing Technician shall receive a 9.98% salary adjustment effective September 26, 2022. The salary range for Purchasing Technician is \$38.77 per hour at Step A and \$47.13 per hour at Step E.

FINANCE SUPERVISOR (H155): The salary range for Finance Supervisor is internally set to be equivalent to Financial Analyst (H165). To maintain the internal relationship between this position and Financial Analyst, Finance Supervisor shall receive a 1.11% salary adjustment effective September 26, 2022. The salary range for Finance Supervisor is \$50.75 per hour at Step A and \$61.67 per hour at Step E.

HUMAN RESOURCES TECHNICIAN (U100): In line with the City's classification and compensation philosophy, the salary range for Human Resources Technician should be ten (10%) below Human Resources Analyst I (U110). Over the last few years, the salary range for Human Resources Technician has fallen significantly behind that of Human Resources Analyst I (U110) and remains over 24% below Human Resources Analyst I. To correct the internal relationship between this position and Human Resources Analyst I, Human Resources Technician shall receive a 24.83% adjustment effective September 26, 2022. The salary range for Human Resources Technician is \$41.79 per hour at Step A and \$50.77 per hour at Step E.

Salary Corrections:

In July 2022, classifications in the Service Employees International Union, Local 1021 (SEIU), received a COLA increase of three percent (3%). The salaries for Finance Technician (C320) and Data Systems Operator (C450) that were presented to the Personnel Commission on June 15, 2022, were not reflective of the 3% COLA adjustment. As such, salaries for Finance Technician and Data Systems Operator have been revised to reflect the 3% COLA adjustment effective July 1, 2022.

FINANCE TECHNICIAN (C320): The salary range for Finance Technician is \$38.77 per hour at Step A and \$47.13 at Step E.

DATA SYSTEMS OPERATOR (C450): The salary range for the Data Systems Operator shall be \$31.86 at Step A and \$38.32 Step E.

SENIOR TRANSPORTATION ENGINEER (H215): Pursuant to Section 7.16 of the HAME MOU (Supervisory Differential,) the Senior Transportation Engineer shall maintain a minimum pay differential of ten percent (10%) between this classification and the Associate Transportation Engineer (T240). The Senior Transportation Engineer should have received a 1.02% salary

adjustment when the Associate Transportation Engineer received a COLA increase in August 2021. As such, the Senior Transportation Engineer shall receive a retroactive 1.02% percent salary adjustment effective the pay period that includes August 20, 2021. The salary range for the Senior Transportation Engineer is \$66.39 per hour at Step A and \$80.69 per hour at Step E.

UTILITIES MAINTENANCE MECHANIC (M415): The salary range for Utilities Maintenance Mechanic is internally set to be equivalent to WPCF Operator (M930). Utilities Maintenance Mechanic should have received a 1.03% adjustment when the WPCF Operator received a salary adjustment in March 2022. As such, the Utilities Maintenance Mechanic shall receive a retroactive 1.03% salary adjustment effective March 28, 2022. The salary range for the Utilities Maintenance Mechanic is \$48.54 per hour at Step A and \$56.76 per hour at Step E.

FISCAL IMPACT

CHIEF ECONOMIC DEVELOPMENT OFFICER: The additional annual fiscal impact for Chief Economic Development Officer is an increase of approximately \$17, 721.65 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

PARALEGAL: The additional annual fiscal impact for Paralegal is an increase of approximately \$2,394.89 to the Risk Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

SENIOR PARALEGAL: The additional annual fiscal impact for Senior Paralegal is an increase of approximately \$4,659.60 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

PURCHASING TECHNICIAN: The additional annual fiscal impact for Purchasing Technician is an increase of approximately \$7,225.87 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

FINANCE SUPERVISOR: The additional annual fiscal impact for Finance Supervisor is an increase of approximately \$1,163.91 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

HUMAN RESOURCES TECHNICIAN: The additional annual fiscal impact for Human Resources Technician is an increase of approximately \$42,240.49 to the General Fund and \$41,391.89 to the Worker's Compensation Fund, for a total of \$83,632.38. Budget adjustments will be included in the FY 2023 mid-year budget process.

FINANCE TECHNICIAN: This was an agreement-based adjustment that was included in the FY 2023 Adopted Operating Budget. Therefore, there is no additional fiscal impact.

DATA SYSTEMS OPERATOR: The agreement-based adjustment was included in the FY 2023 Adopted Operating Budget. Therefore, there is no additional fiscal impact.

SENIOR TRANSPORTATION ENGINEER: The additional annual fiscal impact for Senior Transportation Engineer is an increase of approximately \$4,155.96 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

UTILITIES MAINTENANCE MECHANIC: The additional annual fiscal impact for Utilities Maintenance Mechanic is an increase of approximately \$1,913.48 to the Water Fund, \$6,155.36 to the Wastewater Fund, and \$20.60 to the Stormwater Fund, for a total fiscal impact of \$8,089.44. Budget adjustments will be included in the FY 2023 mid-year 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.

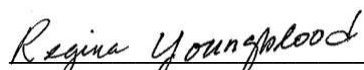
NEXT STEPS

This salary plan will be scheduled for the September 27, 2022 City Council meeting and the salary adjustments will be implemented with coordination between the Human Resources and Finance Departments.

Prepared by: Valeria Cazares, Acting Human Resources Analyst I

Recommended by: Kakshi Master, Acting Deputy Director of Human Resources

Approved by:


Regina Youngblood, Assistant City Manager

SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2023

ATTACHMENT II
Recommended by
Personnel Commission
on September 15, 2022
Approved by Council
on September 27, 2022

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	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
MANAGEMENT ANALYST II	H110	Classified	Hourly	50.54	53.07	55.72	58.50	61.41
			Bi-Weekly	4,043.20	4,245.60	4,457.60	4,680.00	4,912.80
			Monthly	8,760.27	9,198.80	9,658.13	10,140.00	10,644.40
			Annual	105,123.20	110,385.60	115,897.60	121,680.00	127,732.80
MANAGEMENT ANALYST I	H105	Classified	Hourly	45.95	48.26	50.66	53.18	55.84
			Bi-Weekly	3,676.00	3,860.80	4,052.80	4,254.40	4,467.20
			Monthly	7,964.67	8,365.07	8,781.07	9,217.87	9,678.93
			Annual	95,576.00	100,380.80	105,372.80	110,614.40	116,147.20
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	44.42	46.62	48.96	51.38	53.96
			Bi-Weekly	3,553.60	3,729.60	3,916.80	4,110.40	4,316.80
			Monthly	7,699.47	8,080.80	8,486.40	8,905.87	9,353.07
			Annual	92,393.60	96,969.60	101,836.80	106,870.40	112,236.80
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	41.57	43.28	44.98	46.68	48.53
			Bi-Weekly	3,325.60	3,462.40	3,598.40	3,734.40	3,882.40
			Monthly	7,205.47	7,501.87	7,796.53	8,091.20	8,411.87
			Annual	86,465.60	90,022.40	93,558.40	97,094.40	100,942.40
SENIOR SECRETARY	C115	Classified	Hourly	38.00	39.48	41.09	42.60	44.24
			Bi-Weekly	3,040.00	3,158.40	3,287.20	3,408.00	3,539.20
			Monthly	6,586.67	6,843.20	7,122.27	7,384.00	7,668.27
			Annual	79,040.00	82,118.40	85,467.20	88,608.00	92,019.20
SECRETARY	C110	Classified	Hourly	33.44	34.97	36.74	38.44	40.26
			Bi-Weekly	2,675.20	2,797.60	2,939.20	3,075.20	3,220.80
			Monthly	5,796.27	6,061.47	6,368.27	6,662.93	6,978.40
			Annual	69,555.20	72,737.60	76,419.20	79,955.20	83,740.80
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	29.32	30.53	31.77	33.19	34.82
			Bi-Weekly	2,345.60	2,442.40	2,541.60	2,655.20	2,785.60
			Monthly	5,082.13	5,291.87	5,506.80	5,752.93	6,035.47
			Annual	60,985.60	63,502.40	66,081.60	69,035.20	72,425.60
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	25.81	27.19	28.56	30.09	31.66
			Bi-Weekly	2,064.80	2,175.20	2,284.80	2,407.20	2,532.80
			Monthly	4,473.73	4,712.93	4,950.40	5,215.60	5,487.73
			Annual	53,684.80	56,555.20	59,404.80	62,587.20	65,852.80
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			17.73	18.59	19.53
			Bi-Weekly			1,418.40	1,487.20	1,562.40
			Monthly			3,073.20	3,222.27	3,385.20
			Annual			36,878.40	38,667.20	40,622.40

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2023**

ATTACHMENT II
Recommended by
Personnel Commission
on September 15, 2022
Approved by Council
on September 27, 2022

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	48.62	50.55	52.54	54.78	57.04
			Bi-Weekly	3,889.60	4,044.00	4,203.20	4,382.40	4,563.20
			Monthly	8,427.47	8,762.00	9,106.93	9,495.20	9,886.93
			Annual	101,129.60	105,144.00	109,283.20	113,942.40	118,643.20
ELECTRICIAN I	M405	Classified	Hourly	44.21	46.03	47.85	49.85	51.89
			Bi-Weekly	3,536.80	3,682.40	3,828.00	3,988.00	4,151.20
			Monthly	7,663.07	7,978.53	8,294.00	8,640.67	8,994.27
			Annual	91,956.80	95,742.40	99,528.00	103,688.00	107,931.20
MAINTENANCE WORKER	M305	Classified	Hourly	37.78	39.28	40.88	42.32	43.96
			Bi-Weekly	3,022.40	3,142.40	3,270.40	3,385.60	3,516.80
			Monthly	6,548.53	6,808.53	7,085.87	7,335.47	7,619.73
			Annual	78,582.40	81,702.40	85,030.40	88,025.60	91,436.80
LABORER	M200	Classified	Hourly	28.73	29.79	30.97	32.24	33.39
	M300		Bi-Weekly	2,298.40	2,383.20	2,477.60	2,579.20	2,671.20
	M830		Monthly	4,979.87	5,163.60	5,368.13	5,588.27	5,787.60
	M905		Annual	59,758.40	61,963.20	64,417.60	67,059.20	69,451.20
CITY ATTORNEY DEPARTMENT								
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	84.27	88.52	92.94	97.59	102.47
			Bi-Weekly	6,741.60	7,081.60	7,435.20	7,807.20	8,197.60
			Monthly	14,606.80	15,343.47	16,109.60	16,915.60	17,761.47
			Annual	175,281.60	184,121.60	193,315.20	202,987.20	213,137.60
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	76.62	80.45	84.50	88.71	93.14
			Bi-Weekly	6,129.60	6,436.00	6,760.00	7,096.80	7,451.20
			Monthly	13,280.80	13,944.67	14,646.67	15,376.40	16,144.27
			Annual	159,369.60	167,336.00	175,760.00	184,516.80	193,731.20
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	63.35	66.49	69.81	73.29	76.99
			Bi-Weekly	5,068.00	5,319.20	5,584.80	5,863.20	6,159.20
			Monthly	10,980.67	11,524.93	12,100.40	12,703.60	13,344.93
			Annual	131,768.00	138,299.20	145,204.80	152,443.20	160,139.20
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	57.57	60.45	63.47	66.65	69.98
			Bi-Weekly	4,605.60	4,836.00	5,077.60	5,332.00	5,598.40
			Monthly	9,978.80	10,478.00	11,001.47	11,552.67	12,129.87
			Annual	119,745.60	125,736.00	132,017.60	138,632.00	145,558.40
SENIOR PARALEGAL	U196	Classified	Hourly	43.88	46.09	48.38	50.79	53.33
			Bi-Weekly	3,510.40	3,687.20	3,870.40	4,063.20	4,266.40
			Monthly	7,605.87	7,988.93	8,385.87	8,803.60	9,243.87
			Annual	91,270.40	95,867.20	100,630.40	105,643.20	110,926.40
PARALEGAL	U195	Classified	Hourly	39.88	41.88	43.98	46.16	48.48
			Bi-Weekly	3,190.40	3,350.40	3,518.40	3,692.80	3,878.40
			Monthly	6,912.53	7,259.20	7,623.20	8,001.07	8,403.20
			Annual	82,950.40	87,110.40	91,478.40	96,012.80	100,838.40
LEGAL SECRETARY II	C935	Classified	Hourly	36.09	38.19	41.06	41.92	44.07
			Bi-Weekly	2,887.20	3,055.20	3,284.80	3,353.60	3,525.60
			Monthly	6,255.60	6,619.60	7,117.07	7,266.13	7,638.80
			Annual	75,067.20	79,435.20	85,404.80	87,193.60	91,665.60
LEGAL SECRETARY I	C930	Classified	Hourly	32.50	34.21	36.02	37.96	39.96
			Bi-Weekly	2,600.00	2,736.80	2,881.60	3,036.80	3,196.80
			Monthly	5,633.33	5,929.73	6,243.47	6,579.73	6,926.40
			Annual	67,600.00	71,156.80	74,921.60	78,956.80	83,116.80

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2023**

ATTACHMENT II
Recommended by
Personnel Commission
on September 15, 2022
Approved by Council
on September 27, 2022

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
CITY CLERK DEPARTMENT							

DEPUTY CITY CLERK	H500	Classified	Hourly	50.54	53.08	55.71	58.50	61.42
			Bi-Weekly	4,043.20	4,246.40	4,456.80	4,680.00	4,913.60
			Monthly	8,760.27	9,200.53	9,656.40	10,140.00	10,646.13
			Annual	105,123.20	110,406.40	115,876.80	121,680.00	127,753.60

CITY MANAGER DEPARTMENT							
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OFFICE OF THE CITY MANAGER								
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	36.49	38.27	40.31	42.31	44.36
			Bi-Weekly	2,919.20	3,061.60	3,224.80	3,384.80	3,548.80
			Monthly	6,324.93	6,633.47	6,987.07	7,333.73	7,689.07
			Annual	75,899.20	79,601.60	83,844.80	88,004.80	92,268.80
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	51.80	54.37	57.09	59.94	62.95
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20	5,036.00
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60	10,911.33
			Annual	107,744.00	113,089.60	118,747.20	124,675.20	130,936.00
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	69.72	73.21	76.88	80.74	84.75
			Bi-Weekly	5,577.60	5,856.80	6,150.40	6,459.20	6,780.00
			Monthly	12,084.80	12,689.73	13,325.87	13,994.93	14,690.00
			Annual	145,017.60	152,276.80	159,910.40	167,939.20	176,280.00
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	45.50	47.87	50.30	52.77	55.35
			Bi-Weekly	3,640.00	3,829.60	4,024.00	4,221.60	4,428.00
			Monthly	7,886.67	8,297.47	8,718.67	9,146.80	9,594.00
			Annual	94,640.00	99,569.60	104,624.00	109,761.60	115,128.00

SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	50.03	52.63	55.30	58.04	60.87
			Bi-Weekly	4,002.40	4,210.40	4,424.00	4,643.20	4,869.60
			Monthly	8,671.87	9,122.53	9,585.33	10,060.27	10,550.80
			Annual	104,062.40	109,470.40	115,024.00	120,723.20	126,609.60
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	45.50	47.87	50.30	52.77	55.35
			Bi-Weekly	3,640.00	3,829.60	4,024.00	4,221.60	4,428.00
			Monthly	7,886.67	8,297.47	8,718.67	9,146.80	9,594.00
			Annual	94,640.00	99,569.60	104,624.00	109,761.60	115,128.00

PARATRANSIT COORDINATOR	T715	Classified	Hourly	43.38	45.54	47.74	50.17	52.62
			Bi-Weekly	3,470.40	3,643.20	3,819.20	4,013.60	4,209.60
			Monthly	7,519.20	7,893.60	8,274.93	8,696.13	9,120.80
			Annual	90,230.40	94,723.20	99,299.20	104,353.60	109,449.60

ECONOMIC DEVELOPMENT								
CHIEF ECONOMIC DEVELOPMENT OFFICER	U330	Classified	Hourly	76.69	80.53	84.57	88.81	93.23
			Bi-Weekly	6,135.20	6,442.40	6,765.60	7,104.80	7,458.40
			Monthly	13,292.93	13,958.53	14,658.80	15,393.73	16,159.87
			Annual	159,515.20	167,502.40	175,905.60	184,724.80	193,918.40
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	69.72	73.21	76.88	80.74	84.75
			Bi-Weekly	5,577.60	5,856.80	6,150.40	6,459.20	6,780.00
			Monthly	12,084.80	12,689.73	13,325.87	13,994.93	14,690.00
			Annual	145,017.60	152,276.80	159,910.40	167,939.20	176,280.00
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	49.38	51.86	54.39	57.16	59.95
			Bi-Weekly	3,950.40	4,148.80	4,351.20	4,572.80	4,796.00
			Monthly	8,559.20	8,989.07	9,427.60	9,907.73	10,391.33
			Annual	102,710.40	107,868.80	113,131.20	118,892.80	124,696.00

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NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	68.85	72.26	75.87	79.66	83.65
			Bi-Weekly	5,508.00	5,780.80	6,069.60	6,372.80	6,692.00
			Monthly	11,934.00	12,525.07	13,150.80	13,807.73	14,499.33
			Annual	143,208.00	150,300.80	157,809.60	165,692.80	173,992.00
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Hourly	61.90	65.00	68.23	71.66	75.24
			Bi-Weekly	4,952.00	5,200.00	5,458.40	5,732.80	6,019.20
			Monthly	10,729.33	11,266.67	11,826.53	12,421.07	13,041.60
			Annual	128,752.00	135,200.00	141,918.40	149,052.80	156,499.20
HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	69.72	73.21	76.88	80.74	84.75
			Bi-Weekly	5,577.60	5,856.80	6,150.40	6,459.20	6,780.00
			Monthly	12,084.80	12,689.73	13,325.87	13,994.93	14,690.00
			Annual	145,017.60	152,276.80	159,910.40	167,939.20	176,280.00
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	49.38	51.86	54.39	57.16	59.95
			Bi-Weekly	3,950.40	4,148.80	4,351.20	4,572.80	4,796.00
			Monthly	8,559.20	8,989.07	9,427.60	9,907.73	10,391.33
			Annual	102,710.40	107,868.80	113,131.20	118,892.80	124,696.00
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	43.38	45.54	47.74	50.17	52.62
			Bi-Weekly	3,470.40	3,643.20	3,819.20	4,013.60	4,209.60
			Monthly	7,519.20	7,893.60	8,274.93	8,696.13	9,120.80
			Annual	90,230.40	94,723.20	99,299.20	104,353.60	109,449.60
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	81.07	85.15	89.41	93.87	98.58
			Bi-Weekly	6,485.60	6,812.00	7,152.80	7,509.60	7,886.40
			Monthly	14,052.13	14,759.33	15,497.73	16,270.80	17,087.20
			Annual	168,625.60	177,112.00	185,972.80	195,249.60	205,046.40
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	71.57	75.16	78.90	82.88	87.00
			Bi-Weekly	5,725.60	6,012.80	6,312.00	6,630.40	6,960.00
			Monthly	12,405.47	13,027.73	13,676.00	14,365.87	15,080.00
			Annual	148,865.60	156,332.80	164,112.00	172,390.40	180,960.00
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	61.08	64.13	67.34	70.71	74.25
			Bi-Weekly	4,886.40	5,130.40	5,387.20	5,656.80	5,940.00
			Monthly	10,587.20	11,115.87	11,672.27	12,256.40	12,870.00
			Annual	127,046.40	133,390.40	140,067.20	147,076.80	154,440.00
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80

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SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
BUILDING INSPECTOR	T350	Classified	Hourly	46.42	48.61	51.08	53.68	57.19
			Bi-Weekly	3,713.60	3,888.80	4,086.40	4,294.40	4,575.20
			Monthly	8,046.13	8,425.73	8,853.87	9,304.53	9,912.93
			Annual	96,553.60	101,108.80	106,246.40	111,654.40	118,955.20
PLAN CHECKING ENGINEER	T335	Classified	Hourly	57.03	59.78	62.80	66.08	69.43
			Bi-Weekly	4,562.40	4,782.40	5,024.00	5,286.40	5,554.40
			Monthly	9,885.20	10,361.87	10,885.33	11,453.87	12,034.53
			Annual	118,622.40	124,342.40	130,624.00	137,446.40	144,414.40
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	64.82	68.05	71.47	75.05	78.81
			Bi-Weekly	5,185.60	5,444.00	5,717.60	6,004.00	6,304.80
			Monthly	11,235.47	11,795.33	12,388.13	13,008.67	13,660.40
			Annual	134,825.60	141,544.00	148,657.60	156,104.00	163,924.80
SENIOR PLAN CHECKER	T330	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
PLAN CHECKER	T325	Classified	Hourly	48.90	51.46	54.09	56.66	59.49
			Bi-Weekly	3,912.00	4,116.80	4,327.20	4,532.80	4,759.20
			Monthly	8,476.00	8,919.73	9,375.60	9,821.07	10,311.60
			Annual	101,712.00	107,036.80	112,507.20	117,852.80	123,739.20
SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	43.60	45.78	48.06	50.47	52.99
			Bi-Weekly	3,488.00	3,662.40	3,844.80	4,037.60	4,239.20
			Monthly	7,557.33	7,935.20	8,330.40	8,748.13	9,184.93
			Annual	90,688.00	95,222.40	99,964.80	104,977.60	110,219.20
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	40.20	41.86	43.48	45.36	47.67
			Bi-Weekly	3,216.00	3,348.80	3,478.40	3,628.80	3,813.60
			Monthly	6,968.00	7,255.73	7,536.53	7,862.40	8,262.80
			Annual	83,616.00	87,068.80	90,438.40	94,348.80	99,153.60
PERMIT TECHNICIAN II	C200	Classified	Hourly	36.25	37.68	39.21	40.91	42.97
			Bi-Weekly	2,900.00	3,014.40	3,136.80	3,272.80	3,437.60
			Monthly	6,283.33	6,531.20	6,796.40	7,091.07	7,448.13
			Annual	75,400.00	78,374.40	81,556.80	85,092.80	89,377.60
PERMIT TECHNICIAN I	C199	Classified	Hourly	32.95	34.25	35.64	37.16	39.06
			Bi-Weekly	2,636.00	2,740.00	2,851.20	2,972.80	3,124.80
			Monthly	5,711.33	5,936.67	6,177.60	6,441.07	6,770.40
			Annual	68,536.00	71,240.00	74,131.20	77,292.80	81,244.80
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	71.90	75.48	79.25	83.20	87.39
			Bi-Weekly	5,752.00	6,038.40	6,340.00	6,656.00	6,991.20
			Monthly	12,462.67	13,083.20	13,736.67	14,421.33	15,147.60
			Annual	149,552.00	156,998.40	164,840.00	173,056.00	181,771.20
PRINCIPAL PLANNER	H315	Classified	Hourly	61.90	65.00	68.23	71.66	75.24
			Bi-Weekly	4,952.00	5,200.00	5,458.40	5,732.80	6,019.20
			Monthly	10,729.33	11,266.67	11,826.53	12,421.07	13,041.60
			Annual	128,752.00	135,200.00	141,918.40	149,052.80	156,499.20

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SENIOR PLANNER	H310	Classified	Hourly	55.47	58.22	61.14	64.19	67.40
			Bi-Weekly	4,437.60	4,657.60	4,891.20	5,135.20	5,392.00
			Monthly	9,614.80	10,091.47	10,597.60	11,126.27	11,682.67
			Annual	115,377.60	121,097.60	127,171.20	133,515.20	140,192.00
ASSOCIATE PLANNER	T315	Classified	Hourly	49.51	51.94	54.53	57.33	60.08
			Bi-Weekly	3,960.80	4,155.20	4,362.40	4,586.40	4,806.40
			Monthly	8,581.73	9,002.93	9,451.87	9,937.20	10,413.87
			Annual	102,980.80	108,035.20	113,422.40	119,246.40	124,966.40
ASSISTANT PLANNER	T310	Classified	Hourly	40.64	42.62	44.91	47.11	49.51
			Bi-Weekly	3,251.20	3,409.60	3,592.80	3,768.80	3,960.80
			Monthly	7,044.27	7,387.47	7,784.40	8,165.73	8,581.73
			Annual	84,531.20	88,649.60	93,412.80	97,988.80	102,980.80
JUNIOR PLANNER	T305	Classified	Hourly	36.03	37.92	39.70	41.70	43.73
			Bi-Weekly	2,882.40	3,033.60	3,176.00	3,336.00	3,498.40
			Monthly	6,245.20	6,572.80	6,881.33	7,228.00	7,579.87
			Annual	74,942.40	78,873.60	82,576.00	86,736.00	90,958.40
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	45.46	47.65	50.27	52.73	55.41
			Bi-Weekly	3,636.80	3,812.00	4,021.60	4,218.40	4,432.80
			Monthly	7,879.73	8,259.33	8,713.47	9,139.87	9,604.40
			Annual	94,556.80	99,112.00	104,561.60	109,678.40	115,252.80
LANDSCAPE ARCHITECT	H300	Classified	Hourly	65.36	68.62	72.06	75.66	79.46
			Bi-Weekly	5,228.80	5,489.60	5,764.80	6,052.80	6,356.80
			Monthly	11,329.07	11,894.13	12,490.40	13,114.40	13,773.07
			Annual	135,948.80	142,729.60	149,884.80	157,372.80	165,276.80
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified	Hourly	49.51	51.94	54.53	57.33	60.08
			Bi-Weekly	3,960.80	4,155.20	4,362.40	4,586.40	4,806.40
			Monthly	8,581.73	9,002.93	9,451.87	9,937.20	10,413.87
			Annual	102,980.80	108,035.20	113,422.40	119,246.40	124,966.40
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	56.57	59.40	62.35	65.47	68.73
			Bi-Weekly	4,525.60	4,752.00	4,988.00	5,237.60	5,498.40
			Monthly	9,805.47	10,296.00	10,807.33	11,348.13	11,913.20
			Annual	117,665.60	123,552.00	129,688.00	136,177.60	142,958.40
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	49.17	51.64	54.23	56.92	59.78
			Bi-Weekly	3,933.60	4,131.20	4,338.40	4,553.60	4,782.40
			Monthly	8,522.80	8,950.93	9,399.87	9,866.13	10,361.87
			Annual	102,273.60	107,411.20	112,798.40	118,393.60	124,342.40
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	48.56	50.99	53.53	56.21	59.02
			Bi-Weekly	3,884.80	4,079.20	4,282.40	4,496.80	4,721.60
			Monthly	8,417.07	8,838.27	9,278.53	9,743.07	10,230.13
			Annual	101,004.80	106,059.20	111,342.40	116,916.80	122,761.60
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	44.14	46.33	48.64	51.09	53.63
			Bi-Weekly	3,531.20	3,706.40	3,891.20	4,087.20	4,290.40
			Monthly	7,650.93	8,030.53	8,430.93	8,855.60	9,295.87
			Annual	91,811.20	96,366.40	101,171.20	106,267.20	111,550.40
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	40.12	42.12	44.21	46.43	48.77
			Bi-Weekly	3,209.60	3,369.60	3,536.80	3,714.40	3,901.60
			Monthly	6,954.13	7,300.80	7,663.07	8,047.87	8,453.47
			Annual	83,449.60	87,609.60	91,956.80	96,574.40	101,441.60

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FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	74.08	77.78	81.67	85.76	90.03
			Bi-Weekly	5,926.40	6,222.40	6,533.60	6,860.80	7,202.40
			Monthly	12,840.53	13,481.87	14,156.13	14,865.07	15,605.20
			Annual	154,086.40	161,782.40	169,873.60	178,380.80	187,262.40
BUDGET OFFICER	H170	Classified	Hourly	58.21	61.14	64.18	67.39	70.74
			Bi-Weekly	4,656.80	4,891.20	5,134.40	5,391.20	5,659.20
			Monthly	10,089.73	10,597.60	11,124.53	11,680.93	12,261.60
			Annual	121,076.80	127,171.20	133,494.40	140,171.20	147,139.20
FINANCIAL ANALYST	H165	Classified	Hourly	50.75	53.28	55.92	58.72	61.67
			Bi-Weekly	4,060.00	4,262.40	4,473.60	4,697.60	4,933.60
			Monthly	8,796.67	9,235.20	9,692.80	10,178.13	10,689.47
			Annual	105,560.00	110,822.40	116,313.60	122,137.60	128,273.60
FINANCE TECHNICIAN	C320	Classified	Hourly	38.77	40.70	42.73	44.87	47.13
			Bi-Weekly	3,101.60	3,256.00	3,418.40	3,589.60	3,770.40
			Monthly	6,720.13	7,054.67	7,406.53	7,777.47	8,169.20
			Annual	80,641.60	84,656.00	88,878.40	93,329.60	98,030.40
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	67.34	70.69	74.22	77.93	81.84
			Bi-Weekly	5,387.20	5,655.20	5,937.60	6,234.40	6,547.20
			Monthly	11,672.27	12,252.93	12,864.80	13,507.87	14,185.60
			Annual	140,067.20	147,035.20	154,377.60	162,094.40	170,227.20
SENIOR ACCOUNTANT	H145	Classified	Hourly	51.05	53.58	56.25	59.06	62.00
			Bi-Weekly	4,084.00	4,286.40	4,500.00	4,724.80	4,960.00
			Monthly	8,848.67	9,287.20	9,750.00	10,237.07	10,746.67
			Annual	106,184.00	111,446.40	117,000.00	122,844.80	128,960.00
ACCOUNTANT	H140	Classified	Hourly	46.38	48.69	51.13	53.67	56.37
			Bi-Weekly	3,710.40	3,895.20	4,090.40	4,293.60	4,509.60
			Monthly	8,039.20	8,439.60	8,862.53	9,302.80	9,770.80
			Annual	96,470.40	101,275.20	106,350.40	111,633.60	117,249.60
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	33.57	35.20	36.73	38.49	40.29
			Bi-Weekly	2,685.60	2,816.00	2,938.40	3,079.20	3,223.20
			Monthly	5,818.80	6,101.33	6,366.53	6,671.60	6,983.60
			Annual	69,825.60	73,216.00	76,398.40	80,059.20	83,803.20
ACCOUNT CLERK	C300	Classified	Hourly	30.58	31.95	33.45	34.98	36.75
			Bi-Weekly	2,446.40	2,556.00	2,676.00	2,798.40	2,940.00
			Monthly	5,300.53	5,538.00	5,798.00	6,063.20	6,370.00
			Annual	63,606.40	66,456.00	69,576.00	72,758.40	76,440.00
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	67.34	70.69	74.22	77.93	81.84
			Bi-Weekly	5,387.20	5,655.20	5,937.60	6,234.40	6,547.20
			Monthly	11,672.27	12,252.93	12,864.80	13,507.87	14,185.60
			Annual	140,067.20	147,035.20	154,377.60	162,094.40	170,227.20
FINANCE SUPERVISOR	H155	Classified	Hourly	50.75	53.28	55.92	58.72	61.67
			Bi-Weekly	4,060.00	4,262.40	4,473.60	4,697.60	4,933.60
			Monthly	8,796.67	9,235.20	9,692.80	10,178.13	10,689.47
			Annual	105,560.00	110,822.40	116,313.60	122,137.60	128,273.60

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SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	36.45	38.29	40.17	42.19	44.31
			Bi-Weekly	2,916.00	3,063.20	3,213.60	3,375.20	3,544.80
			Monthly	6,318.00	6,636.93	6,962.80	7,312.93	7,680.40
			Annual	75,816.00	79,643.20	83,553.60	87,755.20	92,164.80
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	33.57	35.20	36.73	38.49	40.29
			Bi-Weekly	2,685.60	2,816.00	2,938.40	3,079.20	3,223.20
			Monthly	5,818.80	6,101.33	6,366.53	6,671.60	6,983.60
			Annual	69,825.60	73,216.00	76,398.40	80,059.20	83,803.20
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	30.58	31.95	33.45	34.98	36.75
			Bi-Weekly	2,446.40	2,556.00	2,676.00	2,798.40	2,940.00
			Monthly	5,300.53	5,538.00	5,798.00	6,063.20	6,370.00
			Annual	63,606.40	66,456.00	69,576.00	72,758.40	76,440.00
MAIL AND REVENUE CLERK	C322	Classified	Hourly	25.81	27.19	28.56	30.09	31.66
			Bi-Weekly	2,064.80	2,175.20	2,284.80	2,407.20	2,532.80
			Monthly	4,473.73	4,712.93	4,950.40	5,215.60	5,487.73
			Annual	53,684.80	56,555.20	59,404.80	62,587.20	65,852.80
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	58.20	61.11	64.16	67.36	70.71
			Bi-Weekly	4,656.00	4,888.80	5,132.80	5,388.80	5,656.80
			Monthly	10,088.00	10,592.40	11,121.07	11,675.73	12,256.40
			Annual	121,056.00	127,108.80	133,452.80	140,108.80	147,076.80
PURCHASING TECHNICIAN	C345	Classified	Hourly	38.77	40.70	42.73	44.87	47.13
			Bi-Weekly	3,101.60	3,256.00	3,418.40	3,589.60	3,770.40
			Monthly	6,720.13	7,054.67	7,406.53	7,777.47	8,169.20
			Annual	80,641.60	84,656.00	88,878.40	93,329.60	98,030.40
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	27.84	29.24	30.60	32.20	33.77
			Bi-Weekly	2,227.20	2,339.20	2,448.00	2,576.00	2,701.60
			Monthly	4,825.60	5,068.27	5,304.00	5,581.33	5,853.47
			Annual	57,907.20	60,819.20	63,648.00	66,976.00	70,241.60
FIRE DEPARTMENT								
SWORN								
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	104.59	109.82	115.32	121.09	127.13
			Bi-Weekly	8,367.20	8,785.60	9,225.60	9,687.20	10,170.40
			Monthly	18,128.93	19,035.47	19,988.80	20,988.93	22,035.87
			Annual	217,547.20	228,425.60	239,865.60	251,867.20	264,430.40
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	84.20	88.42	92.84	97.48	102.35
			Bi-Weekly	6,736.00	7,073.60	7,427.20	7,798.40	8,188.00
			Monthly	14,594.67	15,326.13	16,092.27	16,896.53	17,740.67
			Annual	175,136.00	183,913.60	193,107.20	202,758.40	212,888.00
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	90.95	95.50	100.27	105.28	110.55
			Bi-Weekly	7,276.00	7,640.00	8,021.60	8,422.40	8,844.00
			Monthly	15,764.67	16,553.33	17,380.13	18,248.53	19,162.00
			Annual	189,176.00	198,640.00	208,561.60	218,982.40	229,944.00

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FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	90.95	95.50	100.27	105.28	110.55
			Bi-Weekly	7,276.00	7,640.00	8,021.60	8,422.40	8,844.00
			Monthly	15,764.67	16,553.33	17,380.13	18,248.53	19,162.00
			Annual	189,176.00	198,640.00	208,561.60	218,982.40	229,944.00
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	59.05	62.00	65.11	68.37	71.79
			Bi-Weekly	6,613.60	6,944.00	7,292.32	7,657.44	8,040.48
			Monthly	14,329.47	15,045.33	15,800.03	16,591.12	17,421.04
			Annual	171,953.60	180,544.00	189,600.32	199,093.44	209,052.48
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	82.67	86.80	91.16	95.72	100.49
			Bi-Weekly	6,613.60	6,944.00	7,292.80	7,657.60	8,039.20
			Monthly	14,329.47	15,045.33	15,801.07	16,591.47	17,418.27
			Annual	171,953.60	180,544.00	189,612.80	199,097.60	209,019.20
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			79.61	83.59	87.77
			Bi-Weekly			6,368.80	6,687.20	7,021.60
			Monthly			13,799.07	14,488.93	15,213.47
			Annual			165,588.80	173,867.20	182,561.60
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			73.71	77.39	81.26
			Bi-Weekly			5,896.80	6,191.20	6,500.80
			Monthly			12,776.40	13,414.27	14,085.07
			Annual			153,316.80	160,971.20	169,020.80
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			51.68	54.26	56.99
			Bi-Weekly			5,788.16	6,077.12	6,382.88
			Monthly			12,541.01	13,167.09	13,829.57
			Annual			150,492.16	158,005.12	165,954.88
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			72.37	75.98	79.77
			Bi-Weekly			5,789.60	6,078.40	6,381.60
			Monthly			12,544.13	13,169.87	13,826.80
			Annual			150,529.60	158,038.40	165,921.60
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	43.80	45.97	48.26	50.68	53.21
			Bi-Weekly	4,905.60	5,148.64	5,405.12	5,676.16	5,959.52
			Monthly	10,628.80	11,155.39	11,711.09	12,298.35	12,912.29
			Annual	127,545.60	133,864.64	140,533.12	147,580.16	154,947.52
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	56.73	59.57	62.55	65.68	68.96
			Bi-Weekly	4,538.40	4,765.60	5,004.00	5,254.40	5,516.80
			Monthly	9,833.20	10,325.47	10,842.00	11,384.53	11,953.07
			Annual	117,998.40	123,905.60	130,104.00	136,614.40	143,436.80
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	61.26	64.34	67.55	70.93	74.46
			Bi-Weekly	4,900.80	5,147.20	5,404.00	5,674.40	5,956.80
			Monthly	10,618.40	11,152.27	11,708.67	12,294.53	12,906.40
			Annual	127,420.80	133,827.20	140,504.00	147,534.40	154,876.80
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	41.46	43.53	45.71	48.00	50.39
			Bi-Weekly	4,643.52	4,875.36	5,119.52	5,376.00	5,643.68
			Monthly	10,060.96	10,563.28	11,092.29	11,648.00	12,227.97
			Annual	120,731.52	126,759.36	133,107.52	139,776.00	146,735.68
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	38.40	40.30	42.33	44.44	46.66
			Bi-Weekly	4,300.80	4,513.60	4,740.96	4,977.28	5,225.92
			Monthly	9,318.40	9,779.47	10,272.08	10,784.11	11,322.83
			Annual	111,820.80	117,353.60	123,264.96	129,409.28	135,873.92
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	57.99	60.89	63.93	67.12	70.49
			Bi-Weekly	4,639.20	4,871.20	5,114.40	5,369.60	5,639.20
			Monthly	10,051.60	10,554.27	11,081.20	11,634.13	12,218.27
			Annual	120,619.20	126,651.20	132,974.40	139,609.60	146,619.20
FIREFIGHTER (56 HR)	F200	Classified	Hourly	39.07	41.03	43.08	45.24	47.51
			Bi-Weekly	4,375.84	4,595.36	4,824.96	5,066.88	5,321.12
			Monthly	9,480.99	9,956.61	10,454.08	10,978.24	11,529.09
			Annual	113,771.84	119,479.36	125,448.96	131,738.88	138,349.12
FIREFIGHTER (40 HR)	F205	Classified	Hourly	54.72	57.44	60.30	63.33	66.50
			Bi-Weekly	4,377.60	4,595.20	4,824.00	5,066.40	5,320.00
			Monthly	9,484.80	9,956.27	10,452.00	10,977.20	11,526.67
			Annual	113,817.60	119,475.20	125,424.00	131,726.40	138,320.00

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FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	47.38	49.74			
			Bi-Weekly	3,790.40	3,979.20			
			Monthly	8,212.53	8,621.60			
			Annual	98,550.40	103,459.20			
PROFESSIONAL STAFF								
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	63.13	66.28	69.59	73.08	76.72
			Bi-Weekly	5,050.40	5,302.40	5,567.20	5,846.40	6,137.60
			Monthly	10,942.53	11,488.53	12,062.27	12,667.20	13,298.13
			Annual	131,310.40	137,862.40	144,747.20	152,006.40	159,577.60
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	57.03	59.78	62.80	66.08	69.43
			Bi-Weekly	4,562.40	4,782.40	5,024.00	5,286.40	5,554.40
			Monthly	9,885.20	10,361.87	10,885.33	11,453.87	12,034.53
			Annual	118,622.40	124,342.40	130,624.00	137,446.40	144,414.40
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	55.55	58.33	61.22	64.28	67.51
			Bi-Weekly	4,444.00	4,666.40	4,897.60	5,142.40	5,400.80
			Monthly	9,628.67	10,110.53	10,611.47	11,141.87	11,701.73
			Annual	115,544.00	121,326.40	127,337.60	133,702.40	140,420.80
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	55.61	58.38	61.30	64.38	67.60
			Bi-Weekly	4,448.80	4,670.40	4,904.00	5,150.40	5,408.00
			Monthly	9,639.07	10,119.20	10,625.33	11,159.20	11,717.33
			Annual	115,668.80	121,430.40	127,504.00	133,910.40	140,608.00
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	52.98	55.62	58.41	61.33	64.38
			Bi-Weekly	4,238.40	4,449.60	4,672.80	4,906.40	5,150.40
			Monthly	9,183.20	9,640.80	10,124.40	10,630.53	11,159.20
			Annual	110,198.40	115,689.60	121,492.80	127,566.40	133,910.40
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	55.59	58.38	61.27	64.33	67.56
			Bi-Weekly	4,447.20	4,670.40	4,901.60	5,146.40	5,404.80
			Monthly	9,635.60	10,119.20	10,620.13	11,150.53	11,710.40
			Annual	115,627.20	121,430.40	127,441.60	133,806.40	140,524.80
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	40.20	41.86	43.48	45.36	47.67
			Bi-Weekly	3,216.00	3,348.80	3,478.40	3,628.80	3,813.60
			Monthly	6,968.00	7,255.73	7,536.53	7,862.40	8,262.80
			Annual	83,616.00	87,068.80	90,438.40	94,348.80	99,153.60
FIRE TECHNICIAN II	C255	Classified	Hourly	35.36	37.12	38.98	40.94	42.97
			Bi-Weekly	2,828.80	2,969.60	3,118.40	3,275.20	3,437.60
			Monthly	6,129.07	6,434.13	6,756.53	7,096.27	7,448.13
			Annual	73,548.80	77,209.60	81,078.40	85,155.20	89,377.60
FIRE TECHNICIAN I	C250	Classified	Hourly	32.12	33.72	35.41	37.18	39.05
			Bi-Weekly	2,569.60	2,697.60	2,832.80	2,974.40	3,124.00
			Monthly	5,567.47	5,844.80	6,137.73	6,444.53	6,768.67
			Annual	66,809.60	70,137.60	73,652.80	77,334.40	81,224.00

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HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	72.63	76.25	80.07	84.08	88.27
			Bi-Weekly	5,810.40	6,100.00	6,405.60	6,726.40	7,061.60
			Monthly	12,589.20	13,216.67	13,878.80	14,573.87	15,300.13
			Annual	151,070.40	158,600.00	166,545.60	174,886.40	183,601.60
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	55.81	58.60	61.53	64.61	67.84
			Bi-Weekly	4,464.80	4,688.00	4,922.40	5,168.80	5,427.20
			Monthly	9,673.73	10,157.33	10,665.20	11,199.07	11,758.93
			Annual	116,084.80	121,888.00	127,982.40	134,388.80	141,107.20
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	55.60	58.35	61.27	64.33	67.55
			Bi-Weekly	4,448.00	4,668.00	4,901.60	5,146.40	5,404.00
			Monthly	9,637.33	10,114.00	10,620.13	11,150.53	11,708.67
			Annual	115,648.00	121,368.00	127,441.60	133,806.40	140,504.00
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	50.55	53.08	55.73	58.50	61.43
			Bi-Weekly	4,044.00	4,246.40	4,458.40	4,680.00	4,914.40
			Monthly	8,762.00	9,200.53	9,659.87	10,140.00	10,647.87
			Annual	105,144.00	110,406.40	115,918.40	121,680.00	127,774.40
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	45.95	48.27	50.67	53.18	55.85
			Bi-Weekly	3,676.00	3,861.60	4,053.60	4,254.40	4,468.00
			Monthly	7,964.67	8,366.80	8,782.80	9,217.87	9,680.67
			Annual	95,576.00	100,401.60	105,393.60	110,614.40	116,168.00
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	41.79	43.89	46.09	48.37	50.77
			Bi-Weekly	3,343.20	3,511.20	3,687.20	3,869.60	4,061.60
			Monthly	7,243.60	7,607.60	7,988.93	8,384.13	8,800.13
			Annual	86,923.20	91,291.20	95,867.20	100,609.60	105,601.60
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	43.66	45.45	47.24	49.02	50.96
			Bi-Weekly	3,492.80	3,636.00	3,779.20	3,921.60	4,076.80
			Monthly	7,567.73	7,878.00	8,188.27	8,496.80	8,833.07
			Annual	90,812.80	94,536.00	98,259.20	101,961.60	105,996.80

LIBRARY SERVICES DEPARTMENT								
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	48.16	50.56	53.09	55.73	58.52
			Bi-Weekly	3,852.80	4,044.80	4,247.20	4,458.40	4,681.60
			Monthly	8,347.73	8,763.73	9,202.27	9,659.87	10,143.47
			Annual	100,172.80	105,164.80	110,427.20	115,918.40	121,721.60
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	48.16	50.56	53.09	55.73	58.52
			Bi-Weekly	3,852.80	4,044.80	4,247.20	4,458.40	4,681.60
			Monthly	8,347.73	8,763.73	9,202.27	9,659.87	10,143.47
			Annual	100,172.80	105,164.80	110,427.20	115,918.40	121,721.60
LIBRARIAN II	T795	Classified	Hourly	38.15	40.07	41.99	44.13	46.21
			Bi-Weekly	3,052.00	3,205.60	3,359.20	3,530.40	3,696.80
			Monthly	6,612.67	6,945.47	7,278.27	7,649.20	8,009.73
			Annual	79,352.00	83,345.60	87,339.20	91,790.40	96,116.80
LIBRARIAN I	T790	Classified	Hourly	34.60	36.33	38.15	39.96	42.00
			Bi-Weekly	2,768.00	2,906.40	3,052.00	3,196.80	3,360.00
			Monthly	5,997.33	6,297.20	6,612.67	6,926.40	7,280.00
			Annual	71,968.00	75,566.40	79,352.00	83,116.80	87,360.00
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	33.66	35.36	37.05	38.86	40.91
			Bi-Weekly	2,692.80	2,828.80	2,964.00	3,108.80	3,272.80
			Monthly	5,834.40	6,129.07	6,422.00	6,735.73	7,091.07
			Annual	70,012.80	73,548.80	77,064.00	80,828.80	85,092.80
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	31.08	32.46	33.94	35.43	37.14
			Bi-Weekly	2,486.40	2,596.80	2,715.20	2,834.40	2,971.20
			Monthly	5,387.20	5,626.40	5,882.93	6,141.20	6,437.60
			Annual	64,646.40	67,516.80	70,595.20	73,694.40	77,251.20
LIBRARY ASSISTANT	C510	Classified	Hourly	28.16	29.47	30.80	32.21	33.72
			Bi-Weekly	2,252.80	2,357.60	2,464.00	2,576.80	2,697.60
			Monthly	4,881.07	5,108.13	5,338.67	5,583.07	5,844.80
			Annual	58,572.80	61,297.60	64,064.00	66,996.80	70,137.60

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FY 2023

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on September 27, 2022

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly				22.65
			Bi-Weekly				1,087.20
			Monthly				2,355.60
			Annual				28,267.20
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly				20.58
			Bi-Weekly				493.92
			Monthly				1,070.16
			Annual				12,841.92
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	48.16	50.56	53.09	55.73
			Bi-Weekly	3,852.80	4,044.80	4,247.20	4,458.40
			Monthly	8,347.73	8,763.73	9,202.27	9,659.87
			Annual	100,172.80	105,164.80	110,427.20	115,918.40
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	33.81	35.51	37.30	39.15
			Bi-Weekly	2,704.80	2,840.80	2,984.00	3,132.00
			Monthly	5,860.40	6,155.07	6,465.33	6,786.00
			Annual	70,324.80	73,860.80	77,584.00	81,432.00
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	33.85	35.57	37.33	39.11
			Bi-Weekly	2,708.00	2,845.60	2,986.40	3,128.80
			Monthly	5,867.33	6,165.47	6,470.53	6,779.07
			Annual	70,408.00	73,985.60	77,646.40	81,348.80
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	33.66	35.36	37.05	38.86
			Bi-Weekly	2,692.80	2,828.80	2,964.00	3,108.80
			Monthly	5,834.40	6,129.07	6,422.00	6,735.73
			Annual	70,012.80	73,548.80	77,064.00	80,828.80
PROGRAM ASSISTANT	C506	Classified	Hourly	28.16	29.47	30.80	32.21
			Bi-Weekly	2,252.80	2,357.60	2,464.00	2,576.80
			Monthly	4,881.07	5,108.13	5,338.67	5,583.07
			Annual	58,572.80	61,297.60	64,064.00	66,996.80

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MAINTENANCE SERVICES DEPARTMENT								
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	64.28	67.47	70.85	74.40	78.12
			Bi-Weekly	5,142.40	5,397.60	5,668.00	5,952.00	6,249.60
			Monthly	11,141.87	11,694.80	12,280.67	12,896.00	13,540.80
			Annual	133,702.40	140,337.60	147,368.00	154,752.00	162,489.60
FACILITIES LEADWORKER	M135	Classified	Hourly	60.44	62.85	65.28	67.97	70.86
			Bi-Weekly	4,835.20	5,028.00	5,222.40	5,437.60	5,668.80
			Monthly	10,476.27	10,894.00	11,315.20	11,781.47	12,282.40
			Annual	125,715.20	130,728.00	135,782.40	141,377.60	147,388.80
HVAC MECHANIC	M140	Classified	Hourly	48.62	50.55	52.54	54.78	57.04
			Bi-Weekly	3,889.60	4,044.00	4,203.20	4,382.40	4,563.20
			Monthly	8,427.47	8,762.00	9,106.93	9,495.20	9,886.93
			Annual	101,129.60	105,144.00	109,283.20	113,942.40	118,643.20
FACILITIES PAINTER II	M130	Classified	Hourly	42.65	44.39	46.12	48.03	50.04
			Bi-Weekly	3,412.00	3,551.20	3,689.60	3,842.40	4,003.20
			Monthly	7,392.67	7,694.27	7,994.13	8,325.20	8,673.60
			Annual	88,712.00	92,331.20	95,929.60	99,902.40	104,083.20
FACILITIES PAINTER I	M125	Classified	Hourly	38.80	40.39	42.00	43.75	45.50
			Bi-Weekly	3,104.00	3,231.20	3,360.00	3,500.00	3,640.00
			Monthly	6,725.33	7,000.93	7,280.00	7,583.33	7,886.67
			Annual	80,704.00	84,011.20	87,360.00	91,000.00	94,640.00
FACILITIES CARPENTER II	M120	Classified	Hourly	42.36	44.04	45.87	47.77	49.76
			Bi-Weekly	3,388.80	3,523.20	3,669.60	3,821.60	3,980.80
			Monthly	7,342.40	7,633.60	7,950.80	8,280.13	8,625.07
			Annual	88,108.80	91,603.20	95,409.60	99,361.60	103,500.80
FACILITIES CARPENTER I	M115	Classified	Hourly	38.53	40.12	41.77	43.46	45.28
			Bi-Weekly	3,082.40	3,209.60	3,341.60	3,476.80	3,622.40
			Monthly	6,678.53	6,954.13	7,240.13	7,533.07	7,848.53
			Annual	80,142.40	83,449.60	86,881.60	90,396.80	94,182.40
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	34.34	35.70	37.16	38.47	39.96
			Bi-Weekly	2,747.20	2,856.00	2,972.80	3,077.60	3,196.80
			Monthly	5,952.27	6,188.00	6,441.07	6,668.13	6,926.40
			Annual	71,427.20	74,256.00	77,292.80	80,017.60	83,116.80
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	31.22	32.47	33.77	34.98	36.32
			Bi-Weekly	2,497.60	2,597.60	2,701.60	2,798.40	2,905.60
			Monthly	5,411.47	5,628.13	5,853.47	6,063.20	6,295.47
			Annual	64,937.60	67,537.60	70,241.60	72,758.40	75,545.60
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	64.28	67.47	70.85	74.40	78.12
			Bi-Weekly	5,142.40	5,397.60	5,668.00	5,952.00	6,249.60
			Monthly	11,141.87	11,694.80	12,280.67	12,896.00	13,540.80
			Annual	133,702.40	140,337.60	147,368.00	154,752.00	162,489.60
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	43.47	45.50	47.80	50.29	52.77
			Bi-Weekly	3,477.60	3,640.00	3,824.00	4,023.20	4,221.60
			Monthly	7,534.80	7,886.67	8,285.33	8,716.93	9,146.80
			Annual	90,417.60	94,640.00	99,424.00	104,603.20	109,761.60
EQUIPMENT MECHANIC II	M615	Classified	Hourly	37.45	39.20	41.19	43.34	45.48
			Bi-Weekly	2,996.00	3,136.00	3,295.20	3,467.20	3,638.40
			Monthly	6,491.33	6,794.67	7,139.60	7,512.27	7,883.20
			Annual	77,896.00	81,536.00	85,675.20	90,147.20	94,598.40
EQUIPMENT MECHANIC I	M610	Classified	Hourly	34.09	35.80	37.64	39.49	41.44
			Bi-Weekly	2,727.20	2,864.00	3,011.20	3,159.20	3,315.20
			Monthly	5,908.93	6,205.33	6,524.27	6,844.93	7,182.93
			Annual	70,907.20	74,464.00	78,291.20	82,139.20	86,195.20

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EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	31.75	33.46	35.06	36.84
			Bi-Weekly	2,540.00	2,676.80	2,804.80	2,947.20
			Monthly	5,503.33	5,799.73	6,077.07	6,385.60
			Annual	66,040.00	69,596.80	72,924.80	80,516.80
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	29.31	30.46	31.72	32.80
			Bi-Weekly	2,344.80	2,436.80	2,537.60	2,624.00
			Monthly	5,080.40	5,279.73	5,498.13	5,685.33
			Annual	60,964.80	63,356.80	65,977.60	70,865.60

LANDSCAPE MAINTENANCE DIVISION							
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	64.28	67.47	70.85	74.40
			Bi-Weekly	5,142.40	5,397.60	5,668.00	5,952.00
			Monthly	11,141.87	11,694.80	12,280.67	12,896.00
			Annual	133,702.40	140,337.60	147,368.00	154,752.00
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified	Hourly	50.74	52.77	54.90	56.88
			Bi-Weekly	4,059.20	4,221.60	4,392.00	4,550.40
			Monthly	8,794.93	9,146.80	9,516.00	9,859.20
			Annual	105,539.20	109,761.60	114,192.00	118,310.40

GROUNDSKEEPER III	M215	Classified	Hourly	45.62	47.43	49.35	51.12
			Bi-Weekly	3,649.60	3,794.40	3,948.00	4,089.60
			Monthly	7,907.47	8,221.20	8,554.00	8,860.80
			Annual	94,889.60	98,654.40	102,648.00	106,329.60
GROUNDSKEEPER II	M210	Classified	Hourly	39.67	41.26	42.92	44.44
			Bi-Weekly	3,173.60	3,300.80	3,433.60	3,555.20
			Monthly	6,876.13	7,151.73	7,439.47	7,702.93
			Annual	82,513.60	85,820.80	89,273.60	92,435.20
GROUNDSKEEPER I	M205	Classified	Hourly	36.03	37.46	39.04	40.40
			Bi-Weekly	2,882.40	2,996.80	3,123.20	3,232.00
			Monthly	6,245.20	6,493.07	6,766.93	7,002.67
			Annual	74,942.40	77,916.80	81,203.20	84,032.00

TREE TRIMMER	M220	Classified	Hourly	39.67	41.26	42.92	44.44
			Bi-Weekly	3,173.60	3,300.80	3,433.60	3,555.20
			Monthly	6,876.13	7,151.73	7,439.47	7,702.93
			Annual	82,513.60	85,820.80	89,273.60	92,435.20

STREET MAINTENANCE DIVISION							
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	64.28	67.47	70.85	74.40
			Bi-Weekly	5,142.40	5,397.60	5,668.00	5,952.00
			Monthly	11,141.87	11,694.80	12,280.67	12,896.00
			Annual	133,702.40	140,337.60	147,368.00	154,752.00
STREETS MAINTENANCE SUPERVISOR	H620	Classified	Hourly	56.28	58.44	60.86	63.02
			Bi-Weekly	4,502.40	4,675.20	4,868.80	5,041.60
			Monthly	9,755.20	10,129.60	10,549.07	10,923.47
			Annual	117,062.40	121,555.20	126,588.80	131,081.60

SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	47.82	49.67	51.73	53.56
			Bi-Weekly	3,825.60	3,973.60	4,138.40	4,284.80
			Monthly	8,288.80	8,609.47	8,966.53	9,283.73
			Annual	99,465.60	103,313.60	107,598.40	111,404.80
MAINTENANCE LEADER	M310	Classified	Hourly	41.58	43.20	44.99	46.57
			Bi-Weekly	3,326.40	3,456.00	3,599.20	3,725.60
			Monthly	7,207.20	7,488.00	7,798.27	8,072.13
			Annual	86,486.40	89,856.00	93,579.20	96,865.60

LEAD SWEEPER EQUIPMENT OPERATOR	M702	Classified	Hourly	39.07	40.38	42.01	43.80
			Bi-Weekly	3,125.60	3,230.40	3,360.80	3,504.00
			Monthly	6,772.13	6,999.20	7,281.73	7,592.00
			Annual	81,265.60	83,990.40	87,380.80	91,104.00
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	35.52	36.71	38.19	39.82
			Bi-Weekly	2,841.60	2,936.80	3,055.20	3,185.60
			Monthly	6,156.80	6,363.07	6,619.60	6,902.13
			Annual	73,881.60	76,356.80	79,435.20	82,825.60

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POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	\$93.49	\$98.15	\$103.08	\$108.22	\$113.62
			Bi-Weekly	7,479.20	7,852.00	8,246.40	8,657.60	9,089.60
			Monthly	16,204.93	17,012.67	17,867.20	18,758.13	19,694.13
			Annual	194,459.20	204,152.00	214,406.40	225,097.60	236,329.60
POLICE LIEUTENANT	P215	Classified	Hourly				79.59	83.47
			Bi-Weekly				6,367.20	6,677.60
			Monthly				13,795.60	14,468.13
			Annual				165,547.20	173,617.60
POLICE SERGEANT	P210	Classified	Hourly			68.19	71.48	75.14
			Bi-Weekly			5,455.20	5,718.40	6,011.20
			Monthly			11,819.60	12,389.87	13,024.27
			Annual			141,835.20	148,678.40	156,291.20
POLICE OFFICER	P200	Classified	Hourly	50.08	52.48	55.03	57.69	60.43
			Bi-Weekly	4,006.40	4,198.40	4,402.40	4,615.20	4,834.40
			Monthly	8,680.53	9,096.53	9,538.53	9,999.60	10,474.53
			Annual	104,166.40	109,158.40	114,462.40	119,995.20	125,694.40
POLICE OFFICER TRAINEE	P100	Classified	Hourly	38.47	40.37			
			Bi-Weekly	3,077.60	3,229.60			
			Monthly	6,668.13	6,997.47			
			Annual	80,017.60	83,969.60			
PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	69.69	73.17	76.85	80.68	84.71
			Bi-Weekly	5,575.20	5,853.60	6,148.00	6,454.40	6,776.80
			Monthly	12,079.60	12,682.80	13,320.67	13,984.53	14,683.07
			Annual	144,955.20	152,193.60	159,848.00	167,814.40	176,196.80
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	45.74	47.60	49.47	51.33	53.38
			Bi-Weekly	3,659.20	3,808.00	3,957.60	4,106.40	4,270.40
			Monthly	7,928.27	8,250.67	8,574.80	8,897.20	9,252.53
			Annual	95,139.20	99,008.00	102,897.60	106,766.40	111,030.40
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	50.54	53.07	55.72	58.50	61.41
			Bi-Weekly	4,043.20	4,245.60	4,457.60	4,680.00	4,912.80
			Monthly	8,760.27	9,198.80	9,658.13	10,140.00	10,644.40
			Annual	105,123.20	110,385.60	115,897.60	121,680.00	127,732.80
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	50.54	53.07	55.72	58.50	61.41
			Bi-Weekly	4,043.20	4,245.60	4,457.60	4,680.00	4,912.80
			Monthly	8,760.27	9,198.80	9,658.13	10,140.00	10,644.40
			Annual	105,123.20	110,385.60	115,897.60	121,680.00	127,732.80
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	38.95	40.89	42.94	45.10	47.35
			Bi-Weekly	3,116.00	3,271.20	3,435.20	3,608.00	3,788.00
			Monthly	6,751.33	7,087.60	7,442.93	7,817.33	8,207.33
			Annual	81,016.00	85,051.20	89,315.20	93,808.00	98,488.00
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	35.40	37.16	39.03	40.99	43.03
			Bi-Weekly	2,832.00	2,972.80	3,122.40	3,279.20	3,442.40
			Monthly	6,136.00	6,441.07	6,765.20	7,104.93	7,458.53
			Annual	73,632.00	77,292.80	81,182.40	85,259.20	89,502.40
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	63.38	66.56	69.88	73.26	77.00
			Bi-Weekly	5,070.40	5,324.80	5,590.40	5,860.80	6,160.00
			Monthly	10,985.87	11,537.07	12,112.53	12,698.40	13,346.67
			Annual	131,830.40	138,444.80	145,350.40	152,380.80	160,160.00

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INVESTIGATION DIVISION							
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	69.69	73.17	76.85	84.71
			Bi-Weekly	5,575.20	5,853.60	6,148.00	6,776.80
			Monthly	12,079.60	12,682.80	13,320.67	14,683.07
			Annual	144,955.20	152,193.60	159,848.00	167,814.40
COUNSELING SUPERVISOR	H440	Classified	Hourly	52.44	55.07	57.81	63.74
			Bi-Weekly	4,195.20	4,405.60	4,624.80	4,855.20
			Monthly	9,089.60	9,545.47	10,020.40	10,519.60
			Annual	109,075.20	114,545.60	120,244.80	126,235.20
FAMILY COUNSELOR	T550	Classified	Hourly	42.39	44.49	46.73	51.42
			Bi-Weekly	3,391.20	3,559.20	3,738.40	3,909.60
			Monthly	7,347.60	7,711.60	8,099.87	8,470.80
			Annual	88,171.20	92,539.20	97,198.40	101,649.60
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	55.61	58.38	61.30	67.60
			Bi-Weekly	4,448.80	4,670.40	4,904.00	5,408.00
			Monthly	9,639.07	10,119.20	10,625.33	11,159.20
			Annual	115,668.80	121,430.40	127,504.00	133,910.40
SUPPORT SERVICES DIVISION							
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	80.15	84.15	89.22	98.34
			Bi-Weekly	6,412.00	6,732.00	7,137.60	7,867.20
			Monthly	13,892.67	14,586.00	15,464.80	17,045.60
			Annual	166,712.00	175,032.00	185,577.60	204,547.20
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	55.59	58.35	61.26	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	140,504.00
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	41.03	43.08	45.23	49.84
			Bi-Weekly	3,282.40	3,446.40	3,618.40	3,987.20
			Monthly	7,111.87	7,467.20	7,839.87	8,638.93
			Annual	85,342.40	89,606.40	94,078.40	103,667.20
POLICE ID SPECIALIST	T555	Classified	Hourly	37.37	39.24	41.21	45.32
			Bi-Weekly	2,989.60	3,139.20	3,296.80	3,625.60
			Monthly	6,477.47	6,801.60	7,143.07	7,855.47
			Annual	77,729.60	81,619.20	85,716.80	94,265.60
CRIME SCENE SPECIALIST	C687	Classified	Hourly	38.81	40.56	42.43	46.42
			Bi-Weekly	3,104.80	3,244.80	3,394.40	3,713.60
			Monthly	6,727.07	7,030.40	7,354.53	8,046.13
			Annual	80,724.80	84,364.80	88,254.40	96,553.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	35.28	36.87	38.56	42.20
			Bi-Weekly	2,822.40	2,949.60	3,084.80	3,376.00
			Monthly	6,115.20	6,390.80	6,683.73	7,314.67
			Annual	73,382.40	76,689.60	80,204.80	87,776.00

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PROPERTY & EVIDENCE TECHNICIAN	C665	Classified	Hourly	34.09	35.57	37.29	38.99	40.84
			Bi-Weekly	2,727.20	2,845.60	2,983.20	3,119.20	3,267.20
			Monthly	5,908.93	6,165.47	6,463.60	6,758.27	7,078.93
			Annual	70,907.20	73,985.60	77,563.20	81,099.20	84,947.20
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	37.56	39.23	41.06	42.94	44.98
			Bi-Weekly	3,004.80	3,138.40	3,284.80	3,435.20	3,598.40
			Monthly	6,510.40	6,799.87	7,117.07	7,442.93	7,796.53
			Annual	78,124.80	81,598.40	85,404.80	89,315.20	93,558.40
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	32.29	33.95	35.49	37.16	38.92
			Bi-Weekly	2,583.20	2,716.00	2,839.20	2,972.80	3,113.60
			Monthly	5,596.93	5,884.67	6,151.60	6,441.07	6,746.13
			Annual	67,163.20	70,616.00	73,819.20	77,292.80	80,953.60
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	26.86	28.01	29.12	30.40	31.91
			Bi-Weekly	2,148.80	2,240.80	2,329.60	2,432.00	2,552.80
			Monthly	4,655.73	4,855.07	5,047.47	5,269.33	5,531.07
			Annual	55,868.80	58,260.80	60,569.60	63,232.00	66,372.80
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	26.86	28.01	29.12	30.40	31.91
			Bi-Weekly	2,148.80	2,240.80	2,329.60	2,432.00	2,552.80
			Monthly	4,655.73	4,855.07	5,047.47	5,269.33	5,531.07
			Annual	55,868.80	58,260.80	60,569.60	63,232.00	66,372.80
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	46.51	48.84	51.29	53.85	56.57
			Bi-Weekly	3,720.80	3,907.20	4,103.20	4,308.00	4,525.60
			Monthly	8,061.73	8,465.60	8,890.27	9,334.00	9,805.47
			Annual	96,740.80	101,587.20	106,683.20	112,008.00	117,665.60
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	40.36	42.42	44.49	46.77	49.12
			Bi-Weekly	3,228.80	3,393.60	3,559.20	3,741.60	3,929.60
			Monthly	6,995.73	7,352.80	7,711.60	8,106.80	8,514.13
			Annual	83,948.80	88,233.60	92,539.20	97,281.60	102,169.60
CALL TAKER	C633	Classified	Hourly	33.59	35.23	37.01	38.86	40.81
			Bi-Weekly	2,687.20	2,818.40	2,960.80	3,108.80	3,264.80
			Monthly	5,822.27	6,106.53	6,415.07	6,735.73	7,073.73
			Annual	69,867.20	73,278.40	76,980.80	80,828.80	84,884.80
RECORDS ADMINISTRATOR	H425	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
RECORDS SUPERVISOR	C705	Classified	Hourly	40.37	42.39	44.50	46.73	49.07
			Bi-Weekly	3,229.60	3,391.20	3,560.00	3,738.40	3,925.60
			Monthly	6,997.47	7,347.60	7,713.33	8,099.87	8,505.47
			Annual	83,969.60	88,171.20	92,560.00	97,198.40	102,065.60
POLICE RECORDS CLERK II	C695	Classified	Hourly	31.39	32.64	33.95	35.43	37.17
			Bi-Weekly	2,511.20	2,611.20	2,716.00	2,834.40	2,973.60
			Monthly	5,440.93	5,657.60	5,884.67	6,141.20	6,442.80
			Annual	65,291.20	67,891.20	70,616.00	73,694.40	77,313.60
POLICE RECORDS CLERK I	C690	Classified	Hourly	27.59	29.03	30.57	32.07	33.80
			Bi-Weekly	2,207.20	2,322.40	2,445.60	2,565.60	2,704.00
			Monthly	4,782.27	5,031.87	5,298.80	5,558.80	5,858.67
			Annual	57,387.20	60,382.40	63,585.60	66,705.60	70,304.00

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JAIL ADMINISTRATOR	H420	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
JAIL SUPERVISOR	C660	Classified	Hourly	42.72	44.51	46.66	48.83	51.17
			Bi-Weekly	3,417.60	3,560.80	3,732.80	3,906.40	4,093.60
			Monthly	7,404.80	7,715.07	8,087.73	8,463.87	8,869.47
			Annual	88,857.60	92,580.80	97,052.80	101,566.40	106,433.60

COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	37.32	38.94	40.81	42.69	44.72
			Bi-Weekly	2,985.60	3,115.20	3,264.80	3,415.20	3,577.60
			Monthly	6,468.80	6,749.60	7,073.73	7,399.60	7,751.47
			Annual	77,625.60	80,995.20	84,884.80	88,795.20	93,017.60

PUBLIC WORKS & UTILITIES DEPARTMENT

ADMINISTRATION								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	85.93	90.24	94.75	99.49	104.47
			Bi-Weekly	6,874.40	7,219.20	7,580.00	7,959.20	8,357.60
			Monthly	14,894.53	15,641.60	16,423.33	17,244.93	18,108.13
			Annual	178,734.40	187,699.20	197,080.00	206,939.20	217,297.60
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	78.13	82.03	86.15	90.45	94.98
			Bi-Weekly	6,250.40	6,562.40	6,892.00	7,236.00	7,598.40
			Monthly	13,542.53	14,218.53	14,932.67	15,678.00	16,463.20
			Annual	162,510.40	170,622.40	179,192.00	188,136.00	197,558.40
WATER RESOURCES MANAGER	H875	Classified	Hourly	78.10	82.01	86.13	90.44	94.95
			Bi-Weekly	6,248.00	6,560.80	6,890.40	7,235.20	7,596.00
			Monthly	13,537.33	14,215.07	14,929.20	15,676.27	16,458.00
			Annual	162,448.00	170,580.80	179,150.40	188,115.20	197,496.00
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	78.10	82.01	86.13	90.44	94.95
			Bi-Weekly	6,248.00	6,560.80	6,890.40	7,235.20	7,596.00
			Monthly	13,537.33	14,215.07	14,929.20	15,676.27	16,458.00
			Annual	162,448.00	170,580.80	179,150.40	188,115.20	197,496.00
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	44.94	47.14	49.41	51.95	54.49
			Bi-Weekly	3,595.20	3,771.20	3,952.80	4,156.00	4,359.20
			Monthly	7,789.60	8,170.93	8,564.40	9,004.67	9,444.93
			Annual	93,475.20	98,051.20	102,772.80	108,056.00	113,339.20
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	33.17	34.55	35.83	37.19	38.61
			Bi-Weekly	2,653.60	2,764.00	2,866.40	2,975.20	3,088.80
			Monthly	5,749.47	5,988.67	6,210.53	6,446.27	6,692.40
			Annual	68,993.60	71,864.00	74,526.40	77,355.20	80,308.80

AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	68.85	72.26	75.87	79.66	83.65
			Bi-Weekly	5,508.00	5,780.80	6,069.60	6,372.80	6,692.00
			Monthly	11,934.00	12,525.07	13,150.80	13,807.73	14,499.33
			Annual	143,208.00	150,300.80	157,809.60	165,692.80	173,992.00
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	57.38	60.22	63.24	66.41	69.72
			Bi-Weekly	4,590.40	4,817.60	5,059.20	5,312.80	5,577.60
			Monthly	9,945.87	10,438.13	10,961.60	11,511.07	12,084.80
			Annual	119,350.40	125,257.60	131,539.20	138,132.80	145,017.60
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	35.54	37.35	39.19	41.06	43.17
			Bi-Weekly	2,843.20	2,988.00	3,135.20	3,284.80	3,453.60
			Monthly	6,160.27	6,474.00	6,792.93	7,117.07	7,482.80
			Annual	73,923.20	77,688.00	81,515.20	85,404.80	89,793.60

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SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	43.50	45.10	46.90	48.82	50.78
			Bi-Weekly	3,480.00	3,608.00	3,752.00	3,905.60	4,062.40
			Monthly	7,540.00	7,817.33	8,129.33	8,462.13	8,801.87
			Annual	90,480.00	93,808.00	97,552.00	101,545.60	105,622.40
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	39.67	41.26	42.91	44.44	46.15
			Bi-Weekly	3,173.60	3,300.80	3,432.80	3,555.20	3,692.00
			Monthly	6,876.13	7,151.73	7,437.73	7,702.93	7,999.33
			Annual	82,513.60	85,820.80	89,252.80	92,435.20	95,992.00
AIRPORT ATTENDANT	M500	Classified	Hourly	31.22	32.47	33.77	34.98	36.32
			Bi-Weekly	2,497.60	2,597.60	2,701.60	2,798.40	2,905.60
			Monthly	5,411.47	5,628.13	5,853.47	6,063.20	6,295.47
			Annual	64,937.60	67,537.60	70,241.60	72,758.40	75,545.60
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	50.49	53.03	55.67	58.47	61.38
			Bi-Weekly	4,039.20	4,242.40	4,453.60	4,677.60	4,910.40
			Monthly	8,751.60	9,191.87	9,649.47	10,134.80	10,639.20
			Annual	105,019.20	110,302.40	115,793.60	121,617.60	127,670.40
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	44.82	47.18	49.53	51.94	54.51
			Bi-Weekly	3,585.60	3,774.40	3,962.40	4,155.20	4,360.80
			Monthly	7,768.80	8,177.87	8,585.20	9,002.93	9,448.40
			Annual	93,225.60	98,134.40	103,022.40	108,035.20	113,380.80
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	38.21	40.12	42.02	44.13	46.34
			Bi-Weekly	3,056.80	3,209.60	3,361.60	3,530.40	3,707.20
			Monthly	6,623.07	6,954.13	7,283.47	7,649.20	8,032.27
			Annual	79,476.80	83,449.60	87,401.60	91,790.40	96,387.20
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	66.40	69.71	73.22	76.86	80.70
			Bi-Weekly	5,312.00	5,576.80	5,857.60	6,148.80	6,456.00
			Monthly	11,509.33	12,083.07	12,691.47	13,322.40	13,988.00
			Annual	138,112.00	144,996.80	152,297.60	159,868.80	167,856.00
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	58.69	61.66	64.65	67.93	71.24
			Bi-Weekly	4,695.20	4,932.80	5,172.00	5,434.40	5,699.20
			Monthly	10,172.93	10,687.73	11,206.00	11,774.53	12,348.27
			Annual	122,075.20	128,252.80	134,472.00	141,294.40	148,179.20
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	50.55	53.18	55.90	58.58	61.53
			Bi-Weekly	4,044.00	4,254.40	4,472.00	4,686.40	4,922.40
			Monthly	8,762.00	9,217.87	9,689.33	10,153.87	10,665.20
			Annual	105,144.00	110,614.40	116,272.00	121,846.40	127,982.40
ENGINEERING TECHNICIAN	T200	Classified	Hourly	38.25	40.11	42.14	44.23	46.35
			Bi-Weekly	3,060.00	3,208.80	3,371.20	3,538.40	3,708.00
			Monthly	6,630.00	6,952.40	7,304.27	7,666.53	8,034.00
			Annual	79,560.00	83,428.80	87,651.20	91,998.40	96,408.00
SURVEY ENGINEER	H230	Classified	Hourly	59.09	62.06	65.17	68.42	71.82
			Bi-Weekly	4,727.20	4,964.80	5,213.60	5,473.60	5,745.60
			Monthly	10,242.27	10,757.07	11,296.13	11,859.47	12,448.80
			Annual	122,907.20	129,084.80	135,553.60	142,313.60	149,385.60
SURVEYOR	T265	Classified	Hourly	47.79	50.15	52.63	55.25	58.03
			Bi-Weekly	3,823.20	4,012.00	4,210.40	4,420.00	4,642.40
			Monthly	8,283.60	8,692.67	9,122.53	9,576.67	10,058.53
			Annual	99,403.20	104,312.00	109,470.40	114,920.00	120,702.40
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	66.39	69.71	73.20	76.86	80.69
			Bi-Weekly	5,311.20	5,576.80	5,856.00	6,148.80	6,455.20
			Monthly	11,507.60	12,083.07	12,688.00	13,322.40	13,986.27
			Annual	138,091.20	144,996.80	152,256.00	159,868.80	167,835.20
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	58.69	61.66	64.65	67.93	71.24
			Bi-Weekly	4,695.20	4,932.80	5,172.00	5,434.40	5,699.20
			Monthly	10,172.93	10,687.73	11,206.00	11,774.53	12,348.27
			Annual	122,075.20	128,252.80	134,472.00	141,294.40	148,179.20
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	50.55	53.18	55.90	58.58	61.53
			Bi-Weekly	4,044.00	4,254.40	4,472.00	4,686.40	4,922.40
			Monthly	8,762.00	9,217.87	9,689.33	10,153.87	10,665.20
			Annual	105,144.00	110,614.40	116,272.00	121,846.40	127,982.40

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SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	55.47	58.22	61.14	64.19	67.40
			Bi-Weekly	4,437.60	4,657.60	4,891.20	5,135.20	5,392.00
			Monthly	9,614.80	10,091.47	10,597.60	11,126.27	11,682.67
			Annual	115,377.60	121,097.60	127,171.20	133,515.20	140,192.00
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	49.51	51.94	54.53	57.33	60.08
			Bi-Weekly	3,960.80	4,155.20	4,362.40	4,586.40	4,806.40
			Monthly	8,581.73	9,002.93	9,451.87	9,937.20	10,413.87
			Annual	102,980.80	108,035.20	113,422.40	119,246.40	124,966.40

TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	40.17	42.11	44.25	46.44	48.66
			Bi-Weekly	3,213.60	3,368.80	3,540.00	3,715.20	3,892.80
			Monthly	6,962.80	7,299.07	7,670.00	8,049.60	8,434.40
			Annual	83,553.60	87,588.80	92,040.00	96,595.20	101,212.80

SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	61.08	64.13	67.34	70.71	74.25
			Bi-Weekly	4,886.40	5,130.40	5,387.20	5,656.80	5,940.00
			Monthly	10,587.20	11,115.87	11,672.27	12,256.40	12,870.00
			Annual	127,046.40	133,390.40	140,067.20	147,076.80	154,440.00
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	45.05	47.36	49.57	52.09	54.73
			Bi-Weekly	3,604.00	3,788.80	3,965.60	4,167.20	4,378.40
			Monthly	7,808.67	8,209.07	8,592.13	9,028.93	9,486.53
			Annual	93,704.00	98,508.80	103,105.60	108,347.20	113,838.40

RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
RECYCLING SPECIALIST	T800	Classified	Hourly	38.54	40.46	42.42	44.58	46.80
			Bi-Weekly	3,083.20	3,236.80	3,393.60	3,566.40	3,744.00
			Monthly	6,680.27	7,013.07	7,352.80	7,727.20	8,112.00
			Annual	80,163.20	84,156.80	88,233.60	92,726.40	97,344.00
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	44.14	46.33	48.65	51.08	53.64
			Bi-Weekly	3,531.20	3,706.40	3,892.00	4,086.40	4,291.20
			Monthly	7,650.93	8,030.53	8,432.67	8,853.87	9,297.60
			Annual	91,811.20	96,366.40	101,192.00	106,246.40	111,571.20
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	40.13	42.12	44.22	46.42	48.75
			Bi-Weekly	3,210.40	3,369.60	3,537.60	3,713.60	3,900.00
			Monthly	6,955.87	7,300.80	7,664.80	8,046.13	8,450.00
			Annual	83,470.40	87,609.60	91,977.60	96,553.60	101,400.00

WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	78.10	82.01	86.13	90.44	94.95
			Bi-Weekly	6,248.00	6,560.80	6,890.40	7,235.20	7,596.00
			Monthly	13,537.33	14,215.07	14,929.20	15,676.27	16,458.00
			Annual	162,448.00	170,580.80	179,150.40	188,115.20	197,496.00
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	63.71	66.89	70.25	73.77	77.46
			Bi-Weekly	5,096.80	5,351.20	5,620.00	5,901.60	6,196.80
			Monthly	11,043.07	11,594.27	12,176.67	12,786.80	13,426.40
			Annual	132,516.80	139,131.20	146,120.00	153,441.60	161,116.80
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Hourly	57.95	60.83	63.88	67.08	70.43
			Bi-Weekly	4,636.00	4,866.40	5,110.40	5,366.40	5,634.40
			Monthly	10,044.67	10,543.87	11,072.53	11,627.20	12,207.87
			Annual	120,536.00	126,526.40	132,870.40	139,526.40	146,494.40
WPCF OPERATIONS SUPERVISOR	H855	Classified	Hourly	57.95	60.83	63.88	67.08	70.43
			Bi-Weekly	4,636.00	4,866.40	5,110.40	5,366.40	5,634.40
			Monthly	10,044.67	10,543.87	11,072.53	11,627.20	12,207.87
			Annual	120,536.00	126,526.40	132,870.40	139,526.40	146,494.40
WPCF LEAD OPERATOR	M935	Classified	Hourly	53.41	55.53	57.75	60.01	62.45
			Bi-Weekly	4,272.80	4,442.40	4,620.00	4,800.80	4,996.00
			Monthly	9,257.73	9,625.20	10,010.00	10,401.73	10,824.67
			Annual	111,092.80	115,502.40	120,120.00	124,820.80	129,896.00
WPCF OPERATOR	M920	Classified	Hourly	48.54	50.48	52.49	54.55	56.76
			Bi-Weekly	3,883.20	4,038.40	4,199.20	4,364.00	4,540.80

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WPCF OPERATOR	M950	Classified	Monthly	8,413.60	8,749.87	9,098.27	9,455.33	9,838.40
			Annual	100,963.20	104,998.40	109,179.20	113,464.00	118,060.80
OPERATOR-IN-TRAINING	M925	Classified	Hourly	42.42	44.08	45.92	47.50	49.36
			Bi-Weekly	3,393.60	3,526.40	3,673.60	3,800.00	3,948.80
			Monthly	7,352.80	7,640.53	7,959.47	8,233.33	8,555.73
			Annual	88,233.60	91,686.40	95,513.60	98,800.00	102,668.80
			Hourly	57.95	60.83	63.88	67.08	70.43
LAB SUPERVISOR	H850	Classified	Bi-Weekly	4,636.00	4,866.40	5,110.40	5,366.40	5,634.40
			Monthly	10,044.67	10,543.87	11,072.53	11,627.20	12,207.87
			Annual	120,536.00	126,526.40	132,870.40	139,526.40	146,494.40

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CHEMIST	T807	Classified	Hourly	45.51	47.79	50.18	52.68	55.30
			Bi-Weekly	3,640.80	3,823.20	4,014.40	4,214.40	4,424.00
			Monthly	7,888.40	8,283.60	8,697.87	9,131.20	9,585.33
			Annual	94,660.80	99,403.20	104,374.40	109,574.40	115,024.00
LABORATORY TECHNICIAN	T805	Classified	Hourly	39.58	41.06	42.65	44.40	46.06
			Bi-Weekly	3,166.40	3,284.80	3,412.00	3,552.00	3,684.80
			Monthly	6,860.53	7,117.07	7,392.67	7,696.00	7,983.73
			Annual	82,326.40	85,404.80	88,712.00	92,352.00	95,804.80

WATER POLLUTION SOURCE CONTROL								
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	67.38	70.74	74.30	78.01	81.91
			Bi-Weekly	5,390.40	5,659.20	5,944.00	6,240.80	6,552.80
			Monthly	11,679.20	12,261.60	12,878.67	13,521.73	14,197.73
			Annual	140,150.40	147,139.20	154,544.00	162,260.80	170,372.80
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	58.56	61.51	64.56	67.82	71.21
			Bi-Weekly	4,684.80	4,920.80	5,164.80	5,425.60	5,696.80
			Monthly	10,150.40	10,661.73	11,190.40	11,755.47	12,343.07
			Annual	121,804.80	127,940.80	134,284.80	141,065.60	148,116.80
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	49.41	51.97	54.58	57.17	60.10
			Bi-Weekly	3,952.80	4,157.60	4,366.40	4,573.60	4,808.00
			Monthly	8,564.40	9,008.13	9,460.53	9,909.47	10,417.33
			Annual	102,772.80	108,097.60	113,526.40	118,913.60	125,008.00
WATER POLLUTION SOURCE CONTROL INSPECTOR II	T810	Classified	Hourly	44.90	47.25	49.40	51.94	54.53
			Bi-Weekly	3,592.00	3,780.00	3,952.00	4,155.20	4,362.40
			Monthly	7,782.67	8,190.00	8,562.67	9,002.93	9,451.87
			Annual	93,392.00	98,280.00	102,752.00	108,035.20	113,422.40
WATER POLLUTION SOURCE CONTROL INSPECTOR I	T809	Classified	Hourly	40.41	42.52	44.46	46.75	49.07
			Bi-Weekly	3,232.80	3,401.60	3,556.80	3,740.00	3,925.60
			Monthly	7,004.40	7,370.13	7,706.40	8,103.33	8,505.47
			Annual	84,052.80	88,441.60	92,476.80	97,240.00	102,065.60
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	65.10	68.35	71.77	75.36	79.11
			Bi-Weekly	5,208.00	5,468.00	5,741.60	6,028.80	6,328.80
			Monthly	11,284.00	11,847.33	12,440.13	13,062.40	13,712.40
			Annual	135,408.00	142,168.00	149,281.60	156,748.80	164,548.80
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	66.40	69.71	73.22	76.86	80.70
			Bi-Weekly	5,312.00	5,576.80	5,857.60	6,148.80	6,456.00
			Monthly	11,509.33	12,083.07	12,691.47	13,322.40	13,988.00
			Annual	138,112.00	144,996.80	152,297.60	159,868.80	167,856.00

SEWER COLLECTIONS & WATER DISTRIBUTION								
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	71.91	75.48	79.25	83.21	87.38
			Bi-Weekly	5,752.80	6,038.40	6,340.00	6,656.80	6,990.40
			Monthly	12,464.40	13,083.20	13,736.67	14,423.07	15,145.87
			Annual	149,572.80	156,998.40	164,840.00	173,076.80	181,750.40
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Hourly	59.92	62.89	66.06	69.35	72.82
			Bi-Weekly	4,793.60	5,031.20	5,284.80	5,548.00	5,825.60
			Monthly	10,386.13	10,900.93	11,450.40	12,020.67	12,622.13
			Annual	124,633.60	130,811.20	137,404.80	144,248.00	151,465.60
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Hourly	59.92	62.89	66.06	69.35	72.82
			Bi-Weekly	4,793.60	5,031.20	5,284.80	5,548.00	5,825.60
			Monthly	10,386.13	10,900.93	11,450.40	12,020.67	12,622.13
			Annual	124,633.60	130,811.20	137,404.80	144,248.00	151,465.60
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Hourly	57.95	60.83	63.88	67.08	70.43
			Bi-Weekly	4,636.00	4,866.40	5,110.40	5,366.40	5,634.40
			Monthly	10,044.67	10,543.87	11,072.53	11,627.20	12,207.87
			Annual	120,536.00	126,526.40	132,870.40	139,526.40	146,494.40
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	47.23	49.61	52.07	54.69	57.42
			Bi-Weekly	3,778.40	3,968.80	4,165.60	4,375.20	4,593.60
			Monthly	8,186.53	8,599.07	9,025.47	9,479.60	9,952.80
			Annual	98,238.40	103,188.80	108,305.60	113,755.20	119,433.60

SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified	Hourly	48.57	50.50	52.56	54.43	56.54
			Bi-Weekly	3,885.60	4,040.00	4,204.80	4,354.40	4,523.20
			Monthly	8,418.80	8,753.33	9,110.40	9,434.53	9,800.27

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			Annual	101,025.60	105,040.00	109,324.80	113,214.40	117,603.20
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	47.31	48.93	50.86	52.97	55.13
			Bi-Weekly	3,784.80	3,914.40	4,068.80	4,237.60	4,410.40
			Monthly	8,200.40	8,481.20	8,815.73	9,181.47	9,555.87
			Annual	98,404.80	101,774.40	105,788.80	110,177.60	114,670.40

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CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	41.12	42.55	44.23	46.08	47.93
			Bi-Weekly	3,289.60	3,404.00	3,538.40	3,686.40	3,834.40
			Monthly	7,127.47	7,375.33	7,666.53	7,987.20	8,307.87
			Annual	85,529.60	88,504.00	91,998.40	95,846.40	99,694.40
WATER METER MECHANIC	M810	Classified	Hourly	39.97	41.51	43.22	45.00	46.79
			Bi-Weekly	3,197.60	3,320.80	3,457.60	3,600.00	3,743.20
			Monthly	6,928.13	7,195.07	7,491.47	7,800.00	8,110.27
			Annual	83,137.60	86,340.80	89,897.60	93,600.00	97,323.20
CUSTOMER FIELD TECHNICIAN	M807	Classified	Hourly	35.72	37.15	38.65	40.07	41.67
			Bi-Weekly	2,857.60	2,972.00	3,092.00	3,205.60	3,333.60
			Monthly	6,191.47	6,439.33	6,699.33	6,945.47	7,222.80
			Annual	74,297.60	77,272.00	80,392.00	83,345.60	86,673.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	34.57	36.21	37.89	39.74	41.67
			Bi-Weekly	2,765.60	2,896.80	3,031.20	3,179.20	3,333.60
			Monthly	5,992.13	6,276.40	6,567.60	6,888.27	7,222.80
			Annual	71,905.60	75,316.80	78,811.20	82,659.20	86,673.60
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	54.31	57.01	59.87	62.88	66.02
			Bi-Weekly	4,344.80	4,560.80	4,789.60	5,030.40	5,281.60
			Monthly	9,413.73	9,881.73	10,377.47	10,899.20	11,443.47
			Annual	112,964.80	118,580.80	124,529.60	130,790.40	137,321.60
UTILITIES SERVICE WORKER	M900	Classified	Hourly	39.41	40.97	42.68	44.16	45.89
			Bi-Weekly	3,152.80	3,277.60	3,414.40	3,532.80	3,671.20
			Monthly	6,831.07	7,101.47	7,397.87	7,654.40	7,954.27
			Annual	81,972.80	85,217.60	88,774.40	91,852.80	95,451.20
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	40.02	41.60	43.35	44.84	46.59
			Bi-Weekly	3,201.60	3,328.00	3,468.00	3,587.20	3,727.20
			Monthly	6,936.80	7,210.67	7,514.00	7,772.27	8,075.60
			Annual	83,241.60	86,528.00	90,168.00	93,267.20	96,907.20
SENIOR UTILITY LEADER	M845	Classified	Hourly	49.85	51.84	54.00	55.87	58.05
			Bi-Weekly	3,988.00	4,147.20	4,320.00	4,469.60	4,644.00
			Monthly	8,640.67	8,985.60	9,360.00	9,684.13	10,062.00
			Annual	103,688.00	107,827.20	112,320.00	116,209.60	120,744.00
UTILITY LEADER	M840	Classified	Hourly	43.36	45.07	46.95	48.61	50.47
			Bi-Weekly	3,468.80	3,605.60	3,756.00	3,888.80	4,037.60
			Monthly	7,515.73	7,812.13	8,138.00	8,425.73	8,748.13
			Annual	90,188.80	93,745.60	97,656.00	101,108.80	104,977.60
UTILITY WORKER	M835	Classified	Hourly	39.41	40.97	42.68	44.16	45.89
			Bi-Weekly	3,152.80	3,277.60	3,414.40	3,532.80	3,671.20
			Monthly	6,831.07	7,101.47	7,397.87	7,654.40	7,954.27
			Annual	81,972.80	85,217.60	88,774.40	91,852.80	95,451.20

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SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	48.57	50.50	52.56	54.43	56.54
			Bi-Weekly	3,885.60	4,040.00	4,204.80	4,354.40	4,523.20
			Monthly	8,418.80	8,753.33	9,110.40	9,434.53	9,800.27
			Annual	101,025.60	105,040.00	109,324.80	113,214.40	117,603.20
UTILITY LEADER - SEWER	M915	Classified	Hourly	42.24	43.92	45.71	47.31	49.15
			Bi-Weekly	3,379.20	3,513.60	3,656.80	3,784.80	3,932.00
			Monthly	7,321.60	7,612.80	7,923.07	8,200.40	8,519.33
			Annual	87,859.20	91,353.60	95,076.80	98,404.80	102,232.00
UTILITY WORKER - SEWER	M910	Classified	Hourly	38.39	39.93	41.57	43.01	44.69
			Bi-Weekly	3,071.20	3,194.40	3,325.60	3,440.80	3,575.20
			Monthly	6,654.27	6,921.20	7,205.47	7,455.07	7,746.27
			Annual	79,851.20	83,054.40	86,465.60	89,460.80	92,955.20

UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	48.54	50.48	52.49	54.55	56.76
			Bi-Weekly	3,883.20	4,038.40	4,199.20	4,364.00	4,540.80
			Monthly	8,413.60	8,749.87	9,098.27	9,455.33	9,838.40
			Annual	100,963.20	104,998.40	109,179.20	113,464.00	118,060.80

INFORMATION TECHNOLOGY DEPARTMENT

DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified	Hourly	74.08	77.78	81.67	85.76	90.03
			Bi-Weekly	5,926.40	6,222.40	6,533.60	6,860.80	7,202.40
			Monthly	12,840.53	13,481.87	14,156.13	14,865.07	15,605.20
			Annual	154,086.40	161,782.40	169,873.60	178,380.80	187,262.40

INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	61.61	64.68	67.91	71.32	74.88
			Bi-Weekly	4,928.80	5,174.40	5,432.80	5,705.60	5,990.40
			Monthly	10,679.07	11,211.20	11,771.07	12,362.13	12,979.20
			Annual	128,148.80	134,534.40	141,252.80	148,345.60	155,750.40
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	68.45	71.87	75.48	79.26	83.23
			Bi-Weekly	5,476.00	5,749.60	6,038.40	6,340.80	6,658.40
			Monthly	11,864.67	12,457.47	13,083.20	13,738.40	14,426.53
			Annual	142,376.00	149,489.60	156,998.40	164,860.80	173,118.40

DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	55.42	58.20	61.12	64.17	67.37
			Bi-Weekly	4,433.60	4,656.00	4,889.60	5,133.60	5,389.60
			Monthly	9,606.13	10,088.00	10,594.13	11,122.80	11,677.47
			Annual	115,273.60	121,056.00	127,129.60	133,473.60	140,129.60

NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	54.79	57.54	60.43	63.43	66.61
			Bi-Weekly	4,383.20	4,603.20	4,834.40	5,074.40	5,328.80
			Monthly	9,496.93	9,973.60	10,474.53	10,994.53	11,545.73
			Annual	113,963.20	119,683.20	125,694.40	131,934.40	138,548.80
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	59.53	62.50	65.47	68.77	73.33
			Bi-Weekly	4,762.40	5,000.00	5,237.60	5,501.60	5,866.40
			Monthly	10,318.53	10,833.33	11,348.13	11,920.13	12,710.53
			Annual	123,822.40	130,000.00	136,177.60	143,041.60	152,526.40

PROGRAMMER ANALYST	T455	Classified	Hourly	51.82	54.35	57.16	59.99	62.95
			Bi-Weekly	4,145.60	4,348.00	4,572.80	4,799.20	5,036.00
			Monthly	8,982.13	9,420.67	9,907.73	10,398.27	10,911.33
			Annual	107,785.60	113,048.00	118,892.80	124,779.20	130,936.00
WEB SPECIALIST	T450	Classified	Hourly	46.31	48.64	51.07	53.60	56.29
			Bi-Weekly	3,704.80	3,891.20	4,085.60	4,288.00	4,503.20
			Monthly	8,027.07	8,430.93	8,852.13	9,290.67	9,756.93
			Annual	96,324.80	101,171.20	106,225.60	111,488.00	117,083.20

INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	51.80	54.37	57.09	59.94	62.95
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20	5,036.00
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60	10,911.33
			Annual	107,744.00	113,089.60	118,747.20	124,675.20	130,936.00
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	47.07	49.43	51.91	54.52	57.21
			Bi-Weekly	3,765.60	3,954.40	4,152.80	4,361.60	4,576.80
			Monthly	8,158.80	8,567.87	8,997.73	9,450.13	9,916.40
			Annual	97,905.60	102,814.40	107,972.80	113,401.60	118,996.80

SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2023

ATTACHMENT II
Recommended by
Personnel Commission
on September 15, 2022
Approved by Council
on September 27, 2022

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	51.80	54.37	57.09	59.94	62.95
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20	5,036.00
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60	10,911.33
			Annual	107,744.00	113,089.60	118,747.20	124,675.20	130,936.00
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	47.07	49.43	51.91	54.52	57.21
			Bi-Weekly	3,765.60	3,954.40	4,152.80	4,361.60	4,576.80
			Monthly	8,158.80	8,567.87	8,997.73	9,450.13	9,916.40
			Annual	97,905.60	102,814.40	107,972.80	113,401.60	118,996.80
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	42.66	44.79	47.01	49.37	51.87
			Bi-Weekly	3,412.80	3,583.20	3,760.80	3,949.60	4,149.60
			Monthly	7,394.40	7,763.60	8,148.40	8,557.47	8,990.80
			Annual	88,732.80	93,163.20	97,780.80	102,689.60	107,889.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	38.80	40.72	42.77	44.91	47.16
			Bi-Weekly	3,104.00	3,257.60	3,421.60	3,592.80	3,772.80
			Monthly	6,725.33	7,058.13	7,413.47	7,784.40	8,174.40
			Annual	80,704.00	84,697.60	88,961.60	93,412.80	98,092.80
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	42.66	44.79	47.01	49.37	51.87
			Bi-Weekly	3,412.80	3,583.20	3,760.80	3,949.60	4,149.60
			Monthly	7,394.40	7,763.60	8,148.40	8,557.47	8,990.80
			Annual	88,732.80	93,163.20	97,780.80	102,689.60	107,889.60
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	38.80	40.72	42.77	44.91	47.16
			Bi-Weekly	3,104.00	3,257.60	3,421.60	3,592.80	3,772.80
			Monthly	6,725.33	7,058.13	7,413.47	7,784.40	8,174.40
			Annual	80,704.00	84,697.60	88,961.60	93,412.80	98,092.80
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	34.95	36.68	38.56	40.48	42.42
			Bi-Weekly	2,796.00	2,934.40	3,084.80	3,238.40	3,393.60
			Monthly	6,058.00	6,357.87	6,683.73	7,016.53	7,352.80
			Annual	72,696.00	76,294.40	80,204.80	84,198.40	88,233.60
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	31.86	33.28	34.95	36.61	38.32
			Bi-Weekly	2,548.80	2,662.40	2,796.00	2,928.80	3,065.60
			Monthly	5,522.40	5,768.53	6,058.00	6,345.73	6,642.13
			Annual	66,268.80	69,222.40	72,696.00	76,148.80	79,705.60
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	33.29	34.92	36.71	38.52	40.35
			Bi-Weekly	2,663.20	2,793.60	2,936.80	3,081.60	3,228.00
			Monthly	5,770.27	6,052.80	6,363.07	6,676.80	6,994.00
			Annual	69,243.20	72,633.60	76,356.80	80,121.60	83,928.00
VIDEO ASSISTANT	T400	Classified	Hourly					18.28
			Bi-Weekly					1,462.40
			Monthly					3,168.53
			Annual					38,022.40
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

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2023**

ATTACHMENT III
Approved by
Personnel Commission
on September 15, 2022

Classification Title	Job Code	Service Type
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT		
SENIOR MANAGEMENT ANALYST	H115	Classified
MANAGEMENT ANALYST II	H110	Classified
MANAGEMENT ANALYST I	H105	Classified
ADMINISTRATIVE SUPERVISOR	H120	Classified
ADMINISTRATIVE SECRETARY	C120	Classified
SENIOR SECRETARY	C115	Classified
SECRETARY	C110	Classified
ADMINISTRATIVE CLERK II	C105	Classified
ADMINISTRATIVE CLERK I	C100	Classified
ADMINISTRATIVE INTERN	Z120	Classified
MAIL CLERK	C410	Classified
CITY WIDE MAINTENANCE		
ELECTRICIAN II	M410	Classified
ELECTRICIAN I	M405	Classified
MAINTENANCE WORKER	M305	Classified
LABORER	M905	Classified
CITY ATTORNEY DEPARTMENT		
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified
ASSISTANT CITY ATTORNEY	U210	Classified
DEPUTY CITY ATTORNEY II	U205	Classified
DEPUTY CITY ATTORNEY I	U200	Classified
SENIOR PARALEGAL	U196	Classified
PARALEGAL	U195	Classified
LEGAL SECRETARY II	C935	Classified
LEGAL SECRETARY I	C930	Classified
CITY CLERK DEPARTMENT		
DEPUTY CITY CLERK	H500	Classified
CITY MANAGER DEPARTMENT		
OFFICE OF THE CITY MANAGER		
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified
DIGITAL APPLICATIONS DEVELOPER	T470	Classified
MANAGEMENT FELLOW	U300	Classified

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
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Classification Title	Job Code	Service Type
COMMUNITY SERVICES		
COMMUNITY SERVICES MANAGER	H745	Classified
COMMUNITY PROGRAMS SPECIALIST	T705	Classified
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified
PROPERTY REHABILITATION SPECIALIST	T725	Classified
PARATRANSIT COORDINATOR	T715	Classified
EDUCATION SERVICES MANAGER	H760	Classified
EDUCATIONAL SERVICES COORDINATOR	T780	Classified
ECONOMIC DEVELOPMENT		
CHIEF ECONOMIC DEVELOPMENT OFFICER	U330	Classified
ECONOMIC DEVELOPMENT MANAGER	H710	Classified
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified
NEIGHBORHOOD PARTNERSHIP SERVICES		
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified
HOUSING AUTHORITY		
HOUSING MANAGER	H715	Classified
HOUSING DEVELOPMENT SPECIALIST	T750	Classified
HOMEOWNERSHIP COORDINATOR	T710	Classified
DEVELOPMENT SERVICES DEPARTMENT		
DEVELOPMENT SERVICES ADMINISTRATION		
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified
BUILDING DIVISION		
CITY BUILDING OFFICIAL	H335	Classified
SUPERVISING BUILDING INSPECTOR	H330	Classified
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified
BUILDING INSPECTOR	T350	Classified

**CLASSIFICATION PLAN
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Classification Title	Job Code	Service Type
PLAN CHECKING ENGINEER	T335	Classified
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified
SENIOR PLAN CHECKER	T330	Classified
PLAN CHECKER	T325	Classified
SUPERVISING PERMIT TECHNICIAN	H340	Classified
SENIOR PERMIT TECHNICIAN	C205	Classified
PERMIT TECHNICIAN II	C200	Classified
PERMIT TECHNICIAN I	C199	Classified
PLANNING DIVISION		
PLANNING MANAGER	H320	Classified
PRINCIPAL PLANNER	H315	Classified
SENIOR PLANNER	H310	Classified
ASSOCIATE PLANNER	T315	Classified
ASSISTANT PLANNER	T310	Classified
JUNIOR PLANNER	T305	Classified
DEVELOPMENT REVIEW SPECIALIST	T320	Classified
LANDSCAPE ARCHITECT	H300	Classified
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified
CODE ENFORCEMENT		
CODE ENFORCEMENT MANAGER	H703	Classified
CODE ENFORCEMENT SUPERVISOR	H700	Classified
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified
CODE ENFORCEMENT INSPECTOR II	T605	Classified
CODE ENFORCEMENT INSPECTOR I	T600	Classified
FINANCE DEPARTMENT		
ADMINISTRATION DIVISION		
DEPUTY DIRECTOR OF FINANCE	U500	Classified
BUDGET OFFICER	H170	Classified
FINANCIAL ANALYST	H165	Classified
FINANCE TECHNICIAN	C320	Classified
ACCOUNTING DIVISION		
ACCOUNTING MANAGER	H150	Classified
SENIOR ACCOUNTANT	H145	Classified
ACCOUNTANT	H140	Classified

**CLASSIFICATION PLAN
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on September 15, 2022

Classification Title	Job Code	Service Type
SENIOR ACCOUNT CLERK	C305	Classified
ACCOUNT CLERK	C300	Classified
REVENUE DIVISION		
REVENUE MANAGER	H160	Classified
FINANCE SUPERVISOR	H155	Classified
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified
CUSTOMER ACCOUNT CLERK	C325	Classified
PURCHASING DIVISION		
PURCHASING AND SERVICES MANAGER	H180	Classified
PURCHASING TECHNICIAN	C345	Classified
MAIL AND PURCHASING CLERK	C335	Classified
FIRE DEPARTMENT		
SWORN		
DEPUTY FIRE CHIEF (40 HR)	F600	Classified
FIRE MARSHAL EMT (40 HR)	F401	Classified
FIRE MARSHAL (40 HR)	F400	Classified
FIRE TRAINING OFFICER (40 HR)	F420	Classified
BATTALION CHIEF (56 HR)	F410	Classified
BATTALION CHIEF (40 HR)	F415	Classified
STAFF FIRE CAPTAIN (40 HR)	F240	Classified
FIRE CAPTAIN (56 HR)	F245	Classified
FIRE CAPTAIN (40 HR)	F250	Classified
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified
APPARATUS OPERATOR (56 HR)	F210	Classified
APPARATUS OPERATOR (40 HR)	F215	Classified
FIREFIGHTER (56 HR)	F200	Classified
FIREFIGHTER (40 HR)	F205	Classified
FIREFIGHTER TRAINEE (40 HR)	F100	Classified
PROFESSIONAL STAFF		
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified
FIRE PROTECTION ENGINEER	T510	Classified
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified
ENVIRONMENTAL SPECIALIST	T505	Classified
HAZARDOUS MATERIALS INSPECTOR	T500	Classified

**CLASSIFICATION PLAN
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Classification Title	Job Code	Service Type
FIRE SERVICES SUPERVISOR	H580	Classified
SENIOR FIRE TECHNICIAN	C260	Classified
FIRE TECHNICIAN II	C255	Classified
FIRE TECHNICIAN I	C250	Classified
HUMAN RESOURCES DEPARTMENT		
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified
HUMAN RESOURCES MANAGER	U135	Classified
SENIOR HUMAN RESOURCES ANALYST	U120	Classified
HUMAN RESOURCES ANALYST II	U115	Classified
HUMAN RESOURCES ANALYST I	U110	Classified
HUMAN RESOURCES TECHNICIAN	U100	Classified
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified
LIBRARY SERVICES DEPARTMENT		
<i>LIBRARY SERVICES DIVISION</i>		
LIBRARY OPERATIONS MANAGER	H755	Classified
SUPERVISING LIBRARIAN I	H750	Classified
LIBRARIAN II	T795	Classified
LIBRARIAN I	T790	Classified
LEAD LIBRARY ASSISTANT	C520	Classified
SENIOR LIBRARY ASSISTANT	C515	Classified
LIBRARY ASSISTANT	C510	Classified
SENIOR LIBRARY PAGE	C505	Classified
LIBRARY PAGE	C500	Classified
LITERACY PROGRAM COORDINATOR	T785	Classified
LEAD PROGRAM ASSISTANT	C508	Classified
PROGRAM ASSISTANT	C506	Classified
MAINTENANCE SERVICES DEPARTMENT		
<i>FACILITIES MANAGEMENT</i>		
FACILITIES AND BUILDING MANAGER	H605	Classified
FACILITIES LEADWORKER	M135	Classified
HVAC MECHANIC	M140	Classified
FACILITIES PAINTER II	M130	Classified

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
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Classification Title	Job Code	Service Type
FACILITIES PAINTER I	M125	Classified
FACILITIES CARPENTER II	M120	Classified
FACILITIES CARPENTER I	M115	Classified
FACILITIES SERVICEWORKER II	M110	Classified
FACILITIES SERVICEWORKER I	M105	Classified
FLEET MANAGEMENT DIVISION		
FLEET MAINTENANCE MANAGER	H635	Classified
SENIOR EQUIPMENT MECHANIC	M620	Classified
EQUIPMENT MECHANIC II	M615	Classified
EQUIPMENT MECHANIC I	M610	Classified
EQUIPMENT PARTS STOREKEEPER	M605	Classified
EQUIPMENT SERVICE ATTENDANT	M600	Classified
LANDSCAPE MAINTENANCE DIVISION		
LANDSCAPE MAINTENANCE MANAGER	H615	Classified
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified
GROUNDSKEEPER III	M215	Classified
GROUNDSKEEPER II	M210	Classified
GROUNDSKEEPER I	M205	Classified
TREE TRIMMER	M220	Classified
STREET MAINTENANCE DIVISION		
STREETS MAINTENANCE MANAGER	H625	Classified
STREETS MAINTENANCE SUPERVISOR	H620	Classified
SENIOR MAINTENANCE LEADER	M315	Classified
MAINTENANCE LEADER	M310	Classified
LEAD SWEEPER EQUIPMENT OPERATOR	M702	Classified
SWEEPER EQUIPMENT OPERATOR	M700	Classified
POLICE DEPARTMENT		
SWORN		
POLICE CAPTAIN	P300	Classified
POLICE LIEUTENANT	P215	Classified
POLICE SERGEANT	P210	Classified

**CLASSIFICATION PLAN
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Classification Title	Job Code	Service Type
POLICE OFFICER	P200	Classified
POLICE OFFICER TRAINEE	P100	Classified
PROFESSIONAL STAFF		
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified
PERSONNEL OPERATIONS SPECIALIST	H460	Classified
SENIOR CRIME AND INTELLIGENCE ANALYST	H405	Classified
CRIME AND INTELLIGENCE ANALYST	H455	Classified
POLICE PROGRAMS ANALYST	H400	Classified
SPECIAL OPERATIONS DIVISION		
CRIME PREVENTION SPECIALIST II	C671	Classified
CRIME PREVENTION SPECIALIST I	C670	Classified
RESERVE OFFICER COORDINATOR	H460	Classified
INVESTIGATION DIVISION		
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified
COUNSELING SUPERVISOR	H440	Classified
FAMILY COUNSELOR	T550	Classified
CERTIFIED LATENT PRINT EXAMINER	T560	Classified
SUPPORT SERVICES DIVISION		
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified
POLICE ID SPECIALIST	T555	Classified
CRIME SCENE SPECIALIST	C687	Classified
CRIME SCENE TECHNICIAN	C685	Classified
PROPERTY & EVIDENCE TECHNICIAN	C665	Classified
ANIMAL SERVICES ADMINISTRATOR	H430	Classified
SHELTER OPERATIONS SUPERVISOR	C621	Classified
ANIMAL CONTROL OFFICER	C610	Classified
ANIMAL CARE ATTENDANT	C600	Classified
SHELTER VOLUNTEER COORDINATOR	C607	Classified
COMMUNICATIONS ADMINISTRATOR	H435	Classified
COMMUNICATIONS SUPERVISOR	C645	Classified
COMMUNICATIONS OPERATOR	C635	Classified
CALL TAKER	C633	Classified

**CLASSIFICATION PLAN
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Classification Title	Job Code	Service Type
RECORDS ADMINISTRATOR	H425	Classified
RECORDS SUPERVISOR	C705	Classified
POLICE RECORDS CLERK II	C695	Classified
POLICE RECORDS CLERK I	C690	Classified
JAIL ADMINISTRATOR	H420	Classified
JAIL SUPERVISOR	C660	Classified
COMMUNITY SERVICE OFFICER	C650	Classified
TRANSPORTATION AND ENGINEERING DEPARTMENT		
AIRPORT DIVISION SUMMARY		
AIRPORT MANAGER	H205	Classified
AIRPORT OPERATIONS SUPERVISOR	H200	Classified
AIRPORT BUSINESS SUPERVISOR	H198	Classified
AIRPORT OPERATIONS SPECIALIST	T270	Classified
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified
AIRPORT MAINTENANCEWORKER	M505	Classified
AIRPORT ATTENDANT	M500	Classified
ENGINEERING/TRANSPORTATION DIVISION		
REAL PROPERTY MANAGER	H225	Classified
REAL PROPERTY ASSOCIATE	T260	Classified
REAL PROPERTY ASSISTANT	T255	Classified
SENIOR CIVIL ENGINEER	H240	Classified
ASSOCIATE CIVIL ENGINEER	T215	Classified
ASSISTANT CIVIL ENGINEER	T210	Classified
ENGINEERING TECHNICIAN	T200	Classified
SURVEY ENGINEER	H230	Classified
SURVEYOR	T265	Classified
SENIOR TRANSPORTATION ENGINEER	H215	Classified
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified
SENIOR TRANSPORTATION PLANNER	H210	Classified
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified

**CLASSIFICATION PLAN
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Classification Title	Job Code	Service Type
TRAFFIC SIGNAL TECHNICIAN	T220	Classified
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified
SENIOR CONSTRUCTION INSPECTOR	T250	Classified
CONSTRUCTION INSPECTOR	T245	Classified
UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT		
ADMINISTRATION DIVISION		
ASSISTANT DIRECTOR OF PUBLIC WORKS	U525	Classified
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified
WATER RESOURCES MANAGER	H875	Classified
UTILITIES ENGINEERING MANAGER	H880	Classified
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified
STOREKEEPER - EXPEDITER	M100	Classified
SOLID WASTE MANAGEMENT		
SOLID WASTE PROGRAM MANAGER	H800	Classified
RECYCLING SPECIALIST	T800	Classified
SUSTAINABILITY SPECIALIST	T802	Classified
WATER POLLUTION CONTROL FACILITY (WPCF)		
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified
WPCF MAINTENANCE SUPERVISOR	H860	Classified
WPCF OPERATIONS SUPERVISOR	H855	Classified
WPCF LEAD OPERATOR	M935	Classified
WPCF OPERATOR	M930	Classified
OPERATOR-IN-TRAINING	M925	Classified
LAB SUPERVISOR	H850	Classified
CHEMIST	T807	Classified
LABORATORY TECHNICIAN	T805	Classified
WATER POLLUTION SOURCE CONTROL		
ENVIRONMENTAL SERVICES MANAGER	H805	Classified
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified
WATER POLLUTION SOURCE CONTROL INSPECTOR II	T810	Classified
WATER POLLUTION SOURCE CONTROL INSPECTOR I	T809	Classified
TECHNICAL INTERN	Z125	Classified

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Classification Title	Job Code	Service Type
SENIOR WATER RESOURCES ENGINEER	H813	Classified
SENIOR UTILITIES ENGINEER	H810	Classified
WATER DISTRIBUTION		
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified
SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified
WATER METER MECHANIC	M810	Classified
CUSTOMER FIELD TECHNICIAN	M807	Classified
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified
UTILITIES MAINTENANCE SUPERVISOR	H850	Classified
UTILITIES SERVICE WORKER	M900	Classified
GENERAL MAINTENANCE		
EQUIPMENT OPERATOR	M400	Classified
MAINTENANCE WORKER	M305	Classified
SENIOR UTILITY LEADER	M845	Classified
UTILITY LEADER	M840	Classified
UTILITY WORKER	M835	Classified
SENIOR UTILITY LEADER - SEWER	M920	Classified
UTILITY LEADER - SEWER	M915	Classified
UTILITY WORKER - SEWER	M910	Classified
UTILITIES MAINTENANCE MECHANIC	M415	Classified
INFORMATION TECHNOLOGY DEPARTMENT		
DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified
INFORMATION SYSTEMS MANAGER	H565	Classified
INFORMATION TECHNOLOGY MANAGER	H566	Classified
DATA AND SYSTEMS COORDINATOR	H560	Classified
NETWORK SYSTEMS SPECIALIST	H555	Classified

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on September 15, 2022

Classification Title	Job Code	Service Type
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified
PROGRAMMER ANALYST	T455	Classified
WEB SPECIALIST	T450	Classified

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2023**

ATTACHMENT III
Approved by
Personnel Commission
on September 15, 2022

Classification Title	Job Code	Service Type
INFORMATION TECHNOLOGY ANALYST II	T435	Classified
INFORMATION TECHNOLOGY ANALYST I	T430	Classified
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T470	Classified
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified
INFORMATION TECHNOLOGY TECHNICIAN I	T475	Classified
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified
DATA SYSTEMS OPERATOR	C450	Classified
AUDIO VIDEO SPECIALIST	T410	Classified
VIDEO ASSISTANT	T400	Classified
INFORMATION TECHNOLOGY INTERN	Z121	Classified