

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, February 2, 2023

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/85199660643?pwd=bEEranhjMnJJVWhEZfVUT2ovQzIIUT09>

Webinar ID: 851 9966 0643

Password: 1Vqc!Q2&

Or join by phone:

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

Webinar ID: 851 9966 0643

Password: 14571473

International numbers available: <https://hayward.zoom.us/j/85199660643?pwd=bEEranhjMnJJVWhEZfVUT2ovQzIIUT09>

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.

MINUTES

1. [MIN 23-014](#) Review and Approve the December 8, 2022 Regular Personnel Commission Meeting Minutes

Attachments: [Attachment I Minutes](#)

REPORTS

City Council Liaison (Informational)

Director of Human Resources (Informational)

2. [RPT 23-009](#) Review the Proposed 2023 Fiscal Year Agenda Planning Calendar

Attachments: [Attachment I Staff Report](#)

ACTION ITEMS

3. [ACT 23-007](#) Review the Revised Job Description for Sustainability Specialist; Review New Job Description for Senior Sustainability Specialist and Adopt Addition to both the Salary Plan and Classification Plan

Attachments: [Attachment I Staff Report](#)
[Attachment II Revised Job Description for Sustainability Specialist - Redlined Version](#)
[Attachment III Revised Job Description for Sustainability Specialist - Clean Version](#)
[Attachment IV New Job Description for Senior Sustainability Specialist](#)
[Attachment V FY23 PWU Department Org Chart](#)

4. [ACT 23-008](#) Abolish the Human Resources Analyst I Employment Roster (Eligible List)

Attachments: [Attachment I Staff Report](#)

5. [ACT 23-009](#) Abolish the Management Analyst Employment Rosters (Eligible Lists)

Attachments: [Attachment I Staff Report](#)

6. [ACT 23-010](#) Abolish the Assistant/Associate Civil Engineer Employment Roster (Eligible List)

Attachments: [Attachment I Staff Report](#)



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777 B Street
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File #: MIN 23-014

DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Review and Approve the December 8, 2022 Regular Personnel Commission Meeting Minutes

RECOMMENDATION

That the Personnel Commission reviews and approves the December 8, 2022 regular meeting minutes.

ATTACHMENTS

Attachment I Minutes



**CITY OF HAYWARD
PERSONNEL COMMISSION
MINUTES
Regular Meeting
Thursday, December 8, 2022
Zoom Meeting (Virtual)**

A regular meeting of the City of Hayward Personnel Commission was called to order virtually at 5:30 p.m. on Thursday, December 8, 2022, via a Zoom conference call.

CITY STAFF:

Regina Youngblood, Assistant City Manager/Interim Director of Human Resources
Kakshi Master, Acting Deputy Director of Human Resources
Janice Cahee, Human Resources Analyst II
Candi Jackson, Human Resources Administrative Assistant
Sangeetha Waltz, Deputy City Attorney II
Adam Kostrzak, Director of Technology Services
Tim Lohnes, Programmer Analyst
Nathaniel Roush, Information Technology Manager

Attendance	<u>REGULAR MEETINGS</u>			<u>SPECIAL MEETINGS</u>	
	Present 12.8.22 Regular 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	1	2
Robert Gaumer	X	1	-	3	0
Denise Thompson	X	1	-	3	0
*Randy Wright	X	1	-	3	0
Rachel Zargar	X	1	-	3	0
Jade Edwards	X	1	-	1	1
Lucy Woo	O	-	1	2	0

X = present O = absent

* Chair Person

PUBLIC COMMENTS

Human Resources Administrative Assistant Candi Jackson read the following public comments received via email from Cordell Hindler on December 6, 2022:

Mr. Hindler suggested for a future agenda, that the Commission should consider having an in-person retreat to go over the expectations for 2023. He also stated that the Personnel Commission should resume meeting in-person.

INTRODUCTIONS/Q&A

The Personnel Commission introduced themselves one-by-one.

Assistant City Manager/Interim Director of Human Resources Regina Youngblood provided a brief presentation on the role and scope of the Personnel Commission.

MINUTES

1. Review and Approve the September 15, 2022 Special Personnel Commission Meeting Minutes (ACTION)

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

2. Review and Approve the October 13, 2022 Special Personnel Commission Meeting Minutes (ACTION)

(M/S/P) Zargar/Thompson – Approved - 5 AYES.

3. Review and Approve the November 10, 2022 Special Personnel Commission Meeting Minutes (ACTION)

(M/S/P) Wright/Gaumer – Approved - 5 AYES.

REPORTS

City Council Liaison (Informational)

Mayor-Elect Salinas invited everyone to the official swearing-in ceremony on December 13th at 7pm at City Hall.

Mayor-Elect Salinas reported that the City has two new Council Members: Councilmember-elect Julie Roche (former Planning Commissioner) and George Syrop (former Community Services Commissioner).

Chair Wright asked if Mayor-Elect Salinas will remain as the Council Liaison for the Personnel Commission.

Mayor-Elect Salinas answered that he hasn't assigned Councilmembers to any boards and commissions yet.

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

Assistant City Manager/Interim Director of Human Resources Regina Youngblood reported that the City has identified the new Human Resources Director. Her name is Brittney Frye and she will be starting with the City on January 3rd. She also added

that the City has identified a Deputy Director of Human Resources. His name is Ian Tecson and he will be starting with the City on January 17th.

Chair Wright asked who was hired for the Equity and Inclusion Officer position and at what salary.

Assistant City Manager Youngblood answered that the City hired Jenny Chacon back in October.

Chair Wright asked about Commissioner Zargar's question from the previous meeting regarding the requirements for the Paid Transparency Act (SB 1162) and if the review has been done to confirm that the City is compliant.

Assistant City Manager Youngblood answered that this has not been done and will be handled between Equity and Inclusion Officer Jenny Chacon and Human Resources Director Brittney Frye, once she's onboard.

Chair Wright asked if there will be a response to Commissioner Zargar's request on this.

Assistant City Manager Youngblood answered that a response will be provided to the Personnel Commission at a future meeting.

4. Review the Proposed 2023 Fiscal Year Agenda Planning Calendar

Human Resources Administrative Assistant Candi Jackson answered questions on this item.

The Personnel Commission received the report.

ACTION ITEMS

5. Abolish the Community Service Officer – Jailer Employment Roster (Eligible List)

Human Resources Analyst Janice Cahee gave an overview of this item and answered questions with the help of Police Lieutenant Ryan Sill.

(M/S/P) Zargar/Thompson – Approved - 5 AYES.

6. Review the Revised Job Description for Systems Analyst I/II

Acting Deputy Director of Human Resources Kakshi Master gave an overview of this item and answered questions.

(M/S/P) Zargar/Gaumer – Approved - 5 AYES.

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

Acting Deputy Director of Human Resources Kakshi Master introduced the revised salary plan for FY23, which reflects salary adjustments to four (4) classifications in the City's classified service based on market study results. The Salary Plan and Classification Plan have also been revised to reflect the addition of two (2) classifications.

(M/S/P) (Gaumer/Thompson) Adopt the Revised Classification Plan – Approved,
5 AYES.

(M/S/P) (Gaumer/Zargar) Recommended to Council for Approval – Approved,
5 AYES.

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

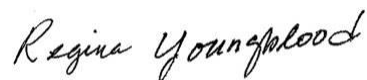
Chair Wright reminded the Personnel Commission of the Boards and Commissions Annual Reception tomorrow night at 6pm.

Chair Wright also reminded the Personnel Commission that the next regular meeting will be held on March 9, 2023.

Lastly, Chair Wright wished everyone a joyous holiday season!

ADJOURNMENT

Meeting was adjourned at 6:44 p.m.



Regina Youngblood, Asst. City Manager/
Interim Director of Human Resources



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File #: RPT 23-009

DATE: February 2, 2023

TO: Personnel Commission

FROM: 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.

ATTACHMENTS

Attachment I Staff Report



DATE: February 2, 2023

TO: Personnel Commission

FROM: 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, March 9, 2023	
Minutes	
FY 2023 Agenda Planning Calendar	
Communications Operator (PT) *NEW*	
Communications Supervisor	
Utility Worker	
Utility Leader	
FY 2023 Salary and Classification Plan	
Thursday, June 22, 2023	
Minutes	
FY 2023 Agenda Planning Calendar	
<u>Deputy Director of Maintenance Services *NEW*</u>	
<u>Deputy Director of Library Services *NEW*</u>	
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

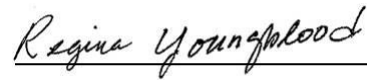
NEXT STEPS

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: Brittney Frye, Director of Human Resources

Approved by:

A handwritten signature in cursive script, reading "Regina Youngblood", is written over a horizontal line.

Regina Youngblood, Assistant City Manager



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File #: ACT 23-007

DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Review the Revised Job Description for Sustainability Specialist; Review New Job Description for Senior Sustainability Specialist and Adopt Addition to both the Salary Plan and Classification Plan

RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the Sustainability Specialist classification; reviews and comments on the new Senior Sustainability Specialist classification, the associated salary plan for the position, as well as the addition of this new classification to the class plan.

SUMMARY

Due to the changing needs of the department and the desire to provide an advanced journey-level opportunity to the already existing journey-level position, the Sustainability Specialist classification is being changed into a flexibly-staffed classification. The current journey-level classification of Sustainability Specialist will be the lower level of the flex classification, while the new advanced journey-level classification is being created with the title Senior Sustainability Specialist.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Revised Job Description for Sustainability Specialist - Redlined Version
Attachment III	Revised Job Description for Sustainability Specialist - Clean Version
Attachment IV	New Job Description for Senior Sustainability Specialist
Attachment V	FY23 Public Works & Utilities Department Org Chart



DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Review the Revised Job Description for Sustainability Specialist; Review New Job Description for Senior Sustainability Specialist and Adopt Addition to both the Salary Plan and Classification Plan

RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the Sustainability Specialist classification; reviews and comments on the new Senior Sustainability Specialist classification, the associated salary plan for the position, as well as the addition of this new classification to the class plan.

SUMMARY

Due to the changing needs of the department and the desire to provide an advanced journey-level opportunity to the already existing journey-level position, the Sustainability Specialist classification is being changed into a flexibly-staffed classification. The current journey-level classification of Sustainability Specialist will be the lower level of the flex classification, while the new advanced journey-level classification is being created with the title Senior Sustainability Specialist.

BACKGROUND/DISCUSSION

In addition to 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 review all job descriptions with the respective departments and updates each to align the job description with the City's Classification Plan. In addition, prior to initiating a recruitment process, Human Resources staff make necessary adjustments to job requirements to ensure that the needs of the department are met.

With the increasing complexity and high degree of responsibility associated with coordinating and administering multiple specialized projects related to the City's sustainability and climate action programs, the Department of Public Works and Utilities has developed a need to create this position to champion this work. This new classification, Senior Sustainability Specialist,

will have duties similar in nature to the already existing journey-level Sustainability Specialist, but will be differentiated from this classification in that the former will have a higher level of responsibility assumed, difficulty and complexity of work performed, independence of actions taken, and by nature of the public contact made. Because of this, the City is looking to align these two classifications to create a flexibly staffed series. This will allow the department the flexibility to fill their needs at the appropriate level, while also provide opportunities for individuals in the lower classification to progress to the advanced-journey role upon demonstrating the ability and experience to perform the higher level work and a more independent level.

The scope of duties for both the Sustainability Specialist and the Senior Sustainability Specialist classification are identical, but are differentiated by the level of experience and supervision needed to complete the full range of duties. In respect to the minimum qualifications, the education and licensing requirements are identical for these two positions. However, the required experience differs in that the existing Sustainability Specialist requires at least three (3) years of responsible high level administrative support or technical experience, whereas the new advanced journey-level classification requires at least three (3) years of experience comparable to a Sustainability Specialist in the City of Hayward. These job descriptions and their respective changes were shared with and accepted by representatives of the International Federation of Professional and Technical Engineers – Local 21 (IFPTE – Local 21).

A redlined version of the Sustainability Specialist job description showing all proposed tracked changes, as well as a final clean version for both the existing Sustainability Specialist and the newly created Senior Sustainability Specialist classifications are attached for the Commission's review.

FISCAL IMPACT

The additional annual fiscal impact for Senior Sustainability Specialist is an increase of approximately \$1,827: \$1,218 from Measure D Recycling Funds, and \$609 from Enterprise Funds. Budget adjustments will be included in the FY 2023 mid-year budget process.

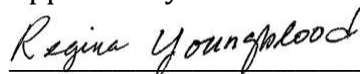
STRATEGIC ROADMAP

N/A

Prepared by: Wayne Smith, Human Resources Analyst I

Recommended by: Brittney Frye, Director of Human Resources

Approved by:



Regina Youngblood, Assistant City Manager

CITY OF HAYWARD

SENIOR SUSTAINABILITY SPECIALISTDEFINITION

To perform a variety of tasks ~~in support of~~ coordinating the City's sustainability and climate action programs; to research, collect, and analyze data and prepare draft reports; to track and report operational statistics; to develop and implement community outreach activities; and to provide technical assistance to management.

DISTINGUISHING CHARACTERISTICS

Sustainability Specialist - This journey-level classification performs a wide variety of complex, non-routine functions in support of the assigned department. Incumbents require knowledge of basic principles and methods of one or more technical or professional fields in order to perform the duties and functions of the position. This position is distinguished from similar City-wide classifications in that it has responsibility for a specialized program. Advancement -from the journey level to the Senior Sustainability Specialist level -is- in- accordance- with- City- policies -and -procedures, including -receiving -recommendation -for -advancement -from -the -respective -Department Director or designee.

Senior Sustainability Specialist - Positions in this class are flexibly staffed and may be filled by advancement from at least three (3) years of experience at the lower level of Sustainability Specialist or by -candidates- possessing- at- least- three- (3)- years- of -experience -equivalent -to -that -of -a Sustainability Specialist, -demonstrating -the -ability- to -perform -the- Senior Sustainability Specialist duties. This advanced journey-level classification is distinguished from the Sustainability Specialist position by the level of responsibility assumed, difficulty and complexity of work performed, independence of action taken, and by the nature of the public contact made. Employees are required to be fully trained in all procedures related to assigned area of responsibility and perform the most difficult and responsible types of duties assigned to classes within this series including analysis and administration. Incumbents exercise a high degree of responsibility for coordinating and administering multiple specialized programs.

SUPERVISION RECEIVED

Receives general supervision from assigned supervisory personnel.

SUPERVISION EXERCISED

May exercise administrative supervision over assigned staff, which includes outlining work assignments and occasionally reviewing work in progress and upon completion. May exercise direct supervision over administrative support personnel

ESSENTIAL DUTIES

Duties may include, but are not limited to, the following:

Implement a wide range of long and short-term sustainability projects and programs to help implement the Climate Action Plan (CAP).

Create and maintain databases and complex spreadsheets for tracking various project data; greenhouse gas emissions inventory data; and Climate Action Plan progress.

Develop, coordinate, and implement program activities of a technical area of assignment related to department activities and programs.

Respond to requests for documentation related to assigned area of responsibility; explain and interpret assignment area policies and procedures to internal or external customers.

~~Assist supervisory and other professional staff in p~~Performing and conducting studies, special projects, administrative and technical functions; perform data collection, research and analysis; prepare draft reports and technical documents; provide project oversight for the less complex or community projects.

Produce and provide educational and outreach material including flyers, brochures, presentations, displays, news articles, and social media posts to the general public.

Assist with the development of requests for proposals and contract administration.

Plan, prioritize, assign, supervise and review the work of administrative support staff involved in duties related to area of assignment.

~~ESSENTIAL DUTIES (continued):~~

Establish and maintain systems related to assigned technical area of responsibility; monitor area activities and report progress as required.

Ensure areas of responsibilities are in compliance with related laws, codes, ordinances, and legislation; advise staff of any irregularities in compliance.

Review, verify and process documents related to department activities including budgets, contracts, grants, claims, legislation, purchasing, and other specialized documents based on area of assignment.

Establish and maintain a wide variety of complex filing and reporting systems as necessary; develop record keeping procedures; provide relevant information to relevant parties; prepare and type correspondence; compile and type reports.

Compile and develop information for special studies and reports from a variety of resources; collect, compile and report findings and recommendations.

ESSENTIAL DUTIES (continued):

Assist with the testing, implementation and maintenance of new/upgraded software technologies and systems; maintain a variety of databases.

Assist supervisor and managers with a variety of administrative operations; prepare, recommend and implement procedural modifications.

Coordinate and assist in the development and administration of a department budget, and as assigned, preparation of grant and loan documents; prepare budget reports; compile annual budget requests; monitor and classify expenditures; track and reconcile bills; produce budget reports; and research and resolve discrepancies.

Develop and implement assigned public outreach events and activities, some of which may occur simultaneously.

Draft and process authorized consultant and service agreements.

~~Assist in s~~Seeking grant opportunities and ~~writi~~ng grant applications.

Keep notes and provide summaries of meetings attended.

~~Implement a wide range of long and short term sustainability projects to help implement the Climate Action Plan (CAP).~~

~~Create and maintain databases and complex spreadsheets for tracking various project data; greenhouse gas emissions inventory data; and Climate Action Plan progress.~~

ESSENTIAL DUTIES (continued):

Represent the City at countywide public education and outreach meetings, review collaborative projects and provide comments that support City standards, professionalism, goals and initiatives.

Write electronic newsletter articles on assigned topics.

Create web pages, flyers, brochures, and assist with the development of educational and training videos as needed.

Represent the City at local and regional events and festivals.

Assist with volunteer recruitment.

~~Assist with implementation of~~ community programs, as assigned, including preparation of reports, outreach materials and program records.

Independently respond to letters, e-mail, general correspondence, and drop-in visitors from the public based on areas of assignment.

Coordinate and prepare reports and presentation materials for City staff, community groups, and appointed or elected bodies. Make presentations to City staff, community groups, and appointed or elected bodies.

ESSENTIAL DUTIES (continued):

May perform a wide variety of complex, responsible, secretarial, administrative and technical duties for executive staff and other management personnel including providing routine analytical support.

Build and maintain positive working relationships with co-workers, other City employees and the public by using principles of good customer service, providing leadership and promoting teamwork.

Perform related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles and practices of administrative and/or technical area to which assigned.

Principles and practices of intermediate analytical research and project coordination.

Modern office equipment, methods, procedures, and computer hardware and software.

Principles of budget monitoring.

~~JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):~~

Techniques and principles of effective interpersonal communication.

Principles and methods of business letter and report writing.

Principles and practices of safety management.

Pertinent local, state and federal laws, codes, ordinances, City functions, policies, rules and regulations.

General functions and objectives of municipal government.

Research methods and techniques.

Computer software, including word processing, data base, spreadsheet and presentation applications.

English usage, spelling, punctuation and grammar, arithmetic, basic mathematical calculations, statistics and statistical methods.

Report writing techniques.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Ability to:

Provide leadership and promote teamwork.

Plan, assign, direct and review the work of others.

Train others in departmental and program specific policies and procedures.

Independently perform a variety of technical duties including research, compilation and report development in support of assigned department or program.

Intermittently review documents related to department operations; observe, identify and problem solve office operations and procedures; understand, interpret and explain department policies and procedures; explain operations and problem solve office issues for the public and with staff.

Operate a personal computer utilizing spreadsheet, word processing and database software at an intermediate to advanced level.

Collect, compile, analyze and present a variety of data in a meaningful way.

Develop and implement various data collection and reporting systems.

Interpret, apply and explain laws, rules, codes, City policies and procedures.

Work with county and regional level entities and understand and apply their rules and regulations.

Understand and translate City policies and practices into everyday working practices; make sound decisions with solid problem solving methods.

~~JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):~~

~~Ability to (continued):~~

Assist with supervision, training and evaluation of assigned ~~administrative support staff, interns, fellows and the Sustainability and subordinate staff.~~

Understand and interpret complex policies, procedures and regulations.

Review documents and operational procedures; interpret, identify, explain and problem solve issues and recommend corrective action.

Obtain information through interview; handle multiple project assignments; and deal firmly and courteously with the public.

Analyze situations quickly and objectively to determine proper course of action.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Understand the organization and operations of the City and of outside agencies as necessary to assume assigned technical responsibilities.

Coordinate the development and monitoring of an assigned program project budget; project, track and reconcile expenses.

Compose professional quality correspondence and letters; write highly technical, detailed and analytical reports.

Maintain a high level of confidentiality of a wide range of sensitive information when involved with human resources, payroll, or other confidential issues.

Use principles of effective office safety, including use of equipment in a proper and safe manner, use of preventative personal ergonomic techniques, and maintenance of safe housekeeping in personal and common workspaces.

Be an integral team player, which involves flexibility, cooperation and communication.

Establish and maintain effective working relationships with those contacted in the course of work.

Communicate clearly and concisely, both orally and in writing.

EDUCATION AND EXPERIENCE

Any combination equivalent to 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:

Sustainability Specialist

Experience: Three (3) years of responsible high level administrative support or technical experience, preferably in the subject area to which assigned. One (1) year of lead supervisory experience is highly desirable.

Education: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

Licenses and Certificates: Possess and maintain a valid California driver's license.

EDUCATION AND EXPERIENCE (continued)

Senior Sustainability Specialist

Experience: Three (3) years of experience comparable to that of a Sustainability Specialist in the City of Hayward. One (1) year of lead supervisory experience is highly desirable.

Education: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

Licenses and Certificates: Possess and maintain a valid California driver's license.

SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: inspect various building and housing sites; perform various physical activities on a regular basis including sitting, standing, walking, kneeling, reaching, turning, bending, climbing and twisting with exposure to various weather conditions; work in an office environment and use standard office equipment and current software; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; periodically sit for prolonged periods of time; safely lift and move equipment and material weighing up to 35 pounds; converse by telephone, by email, in

City of Hayward
Senior Sustainability Specialist
Page 8

person; read and comprehend legal, technical, and complex documents; interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year

T803

Created: ~~May 2017~~~~July 2022~~May 2017

Revised: February 2023

EEO Code: 2

FPPC STATUS: Designated

FLSA STATUS: Non-Exempt

CITY OF HAYWARD

SUSTAINABILITY SPECIALISTDEFINITION

To perform a variety of tasks coordinating the City's sustainability and climate action programs; to research, collect, and analyze data and prepare draft reports; to track and report operational statistics; to develop and implement community outreach activities; and to provide technical assistance to management.

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Senior Sustainability Specialist - Positions in this class are flexibly staffed and may be filled by advancement from at least three (3) years of experience at the lower level of Sustainability Specialist or by candidates possessing at least three (3) years of experience equivalent to that of a Sustainability Specialist, demonstrating the ability to perform the Senior Sustainability Specialist duties. This advanced journey-level classification is distinguished from the Sustainability Specialist position by the level of responsibility assumed, difficulty and complexity of work performed, independence of action taken, and by the nature of the public contact made. Employees are required to be fully trained in all procedures related to assigned area of responsibility and perform the most difficult and responsible types of duties assigned to classes within this series including analysis and administration. Incumbents exercise a high degree of responsibility for coordinating and administering multiple specialized programs.

SUPERVISION RECEIVED

Receives general supervision from assigned supervisory personnel.

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Respond to requests for documentation related to assigned area of responsibility; explain and interpret assignment area policies and procedures to internal or external customers.

Perform and conduct studies, special projects, administrative and technical functions; perform data collection, research and analysis; prepare draft reports and technical documents; provide project oversight for the less complex or community projects.

Produce and provide educational and outreach material including flyers, brochures, presentations, displays, news articles, and social media posts to the general public.

Assist with the development of requests for proposals and contract administration.

Plan, prioritize, assign, supervise and review the work of administrative support staff involved in duties related to area of assignment.

Establish and maintain systems related to assigned technical area of responsibility; monitor area activities and report progress as required.

Ensure areas of responsibilities are in compliance with related laws, codes, ordinances, and legislation; advise staff of any irregularities in compliance.

Review, verify and process documents related to department activities including budgets, contracts, grants, claims, legislation, purchasing, and other specialized documents based on area of assignment.

Establish and maintain a wide variety of complex filing and reporting systems as necessary; develop record keeping procedures; provide relevant information to relevant parties; prepare and type correspondence; compile and type reports.

Compile and develop information for special studies and reports from a variety of resources; collect, compile and report findings and recommendations.

ESSENTIAL DUTIES (continued):

Assist with the testing, implementation and maintenance of new/upgraded software technologies and systems; maintain a variety of databases.

Assist supervisor and managers with a variety of administrative operations; prepare, recommend and implement procedural modifications.

Coordinate and assist in the development and administration of a department budget, and as assigned, preparation of grant and loan documents; prepare budget reports; compile annual budget requests; monitor and classify expenditures; track and reconcile bills; produce budget reports; and research and resolve discrepancies.

Develop and implement assigned public outreach events and activities, some of which may occur simultaneously.

Draft and process authorized consultant and service agreements.

Seek grant opportunities and write grant applications.

Keep notes and provide summaries of meetings attended.

Represent the City at countywide public education and outreach meetings, review collaborative projects and provide comments that support City standards, professionalism, goals and initiatives.

Write electronic newsletter articles on assigned topics.

Create web pages, flyers, brochures, and assist with the development of educational and training videos as needed.

Represent the City at local and regional events and festivals.

Assist with volunteer recruitment.

Implement community programs, as assigned, including preparation of reports, outreach materials and program records.

Independently respond to letters, e-mail, general correspondence, and drop-in visitors from the public based on areas of assignment.

Coordinate and prepare reports and presentation materials for City staff, community groups, and appointed or elected bodies. Make presentations to City staff, community groups, and appointed or elected bodies.

ESSENTIAL DUTIES (continued):

May perform a wide variety of complex, responsible, secretarial, administrative and technical duties for executive staff and other management personnel including providing routine analytical support.

Build and maintain positive working relationships with co-workers, other City employees and the public by using principles of good customer service, providing leadership and promoting teamwork.

Perform related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles and practices of administrative and/or technical area to which assigned.

Principles and practices of intermediate analytical research and project coordination.

Modern office equipment, methods, procedures, and computer hardware and software.

Principles of budget monitoring.

Techniques and principles of effective interpersonal communication.

Principles and methods of business letter and report writing.

Principles and practices of safety management.

Pertinent local, state and federal laws, codes, ordinances, City functions, policies, rules and regulations.

General functions and objectives of municipal government.

Research methods and techniques.

Computer software, including word processing, data base, spreadsheet and presentation applications.

English usage, spelling, punctuation and grammar, arithmetic, basic mathematical calculations, statistics and statistical methods.

Report writing techniques.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Ability to:

Provide leadership and promote teamwork.

Plan, assign, direct and review the work of others.

Train others in departmental and program specific policies and procedures.

Independently perform a variety of technical duties including research, compilation and report development in support of assigned department or program.

Intermittently review documents related to department operations; observe, identify and problem solve office operations and procedures; understand, interpret and explain department policies and procedures; explain operations and problem solve office issues for the public and with staff.

Operate a personal computer utilizing spreadsheet, word processing and database software at an intermediate to advanced level.

Collect, compile, analyze and present a variety of data in a meaningful way.

Develop and implement various data collection and reporting systems.

Interpret, apply and explain laws, rules, codes, City policies and procedures.

Work with county and regional level entities and understand and apply their rules and regulations.

Understand and translate City policies and practices into everyday working practices; make sound decisions with solid problem solving methods.

Assist with supervision, training and evaluation of assigned staff, .

Understand and interpret complex policies, procedures and regulations.

Review documents and operational procedures; interpret, identify, explain and problem solve issues and recommend corrective action.

Obtain information through interview; handle multiple project assignments; and deal firmly and courteously with the public.

Analyze situations quickly and objectively to determine proper course of action.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Understand the organization and operations of the City and of outside agencies as necessary to assume assigned technical responsibilities.

Coordinate the development and monitoring of an assigned program project budget; project, track and reconcile expenses.

Compose professional quality correspondence and letters; write highly technical, detailed and analytical reports.

Maintain a high level of confidentiality of a wide range of sensitive information when involved with human resources, payroll, or other confidential issues.

Use principles of effective office safety, including use of equipment in a proper and safe manner, use of preventative personal ergonomic techniques, and maintenance of safe housekeeping in personal and common workspaces.

Be an integral team player, which involves flexibility, cooperation and communication.

Establish and maintain effective working relationships with those contacted in the course of work.

Communicate clearly and concisely, both orally and in writing.

EDUCATION AND EXPERIENCE

Any combination equivalent to 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:

Sustainability Specialist

Experience: Three (3) years of responsible high level administrative support or technical experience, preferably in the subject area to which assigned. One (1) year of lead supervisory experience is highly desirable.

Education: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

Licenses and Certificates: Possess and maintain a valid California driver's license.

EDUCATION AND EXPERIENCE (continued):

Senior Sustainability Specialist

Experience: Three (3) years of experience comparable to that of a Sustainability Specialist in the City of Hayward. One (1) year of lead supervisory experience is highly desirable.

Education: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

Licenses and Certificates: Possess and maintain a valid California driver's license.

SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: inspect various building and housing sites; perform various physical activities on a regular basis including sitting, standing, walking, kneeling, reaching, turning, bending, climbing and twisting with exposure to various weather conditions; work in an office environment and use standard office equipment and current software; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; periodically sit for prolonged periods of time; safely lift and move equipment and material weighing up to 35 pounds; converse by telephone, by email, in person; read and comprehend legal, technical, and complex documents; interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year

T803

Created: May 2017

Revised: February 2023

EEO Code: 2

FPPC STATUS: Designated

FLSA STATUS: Non-Exempt

CITY OF HAYWARD

SENIOR SUSTAINABILITY SPECIALISTDEFINITION

To perform a variety of tasks coordinating the City's sustainability and climate action programs; to research, collect, and analyze data and prepare draft reports; to track and report operational statistics; to develop and implement community outreach activities; and to provide technical assistance to management.

DISTINGUISHING CHARACTERISTICS

Sustainability Specialist - This journey-level classification performs a wide variety of complex, non-routine functions in support of the assigned department. Incumbents require knowledge of basic principles and methods of one or more technical or professional fields in order to perform the duties and functions of the position. This position is distinguished from similar City-wide classifications in that it has responsibility for a specialized program. Advancement from the journey level to the Senior Sustainability Specialist level is in accordance with City policies and procedures, including receiving recommendation for advancement from the respective Department Director or designee.

Senior Sustainability Specialist - Positions in this class are flexibly staffed and may be filled by advancement from at least three (3) years of experience at the lower level of Sustainability Specialist or by candidates possessing at least three (3) years of experience equivalent to that of a Sustainability Specialist, demonstrating the ability to perform the Senior Sustainability Specialist duties. This advanced journey-level classification is distinguished from the Sustainability Specialist position by the level of responsibility assumed, difficulty and complexity of work performed, independence of action taken, and by the nature of the public contact made. Employees are required to be fully trained in all procedures related to assigned area of responsibility and perform the most difficult and responsible types of duties assigned to classes within this series including analysis and administration. Incumbents exercise a high degree of responsibility for coordinating and administering multiple specialized programs.

SUPERVISION RECEIVED

Receives general supervision from assigned supervisory personnel.

SUPERVISION EXERCISED

May exercise administrative supervision over assigned staff, which includes outlining work assignments and occasionally reviewing work in progress and upon completion.

ESSENTIAL DUTIES

Duties may include, but are not limited to, the following:

Implement a wide range of long and short-term sustainability projects and programs to help implement the Climate Action Plan (CAP).

Create and maintain databases and complex spreadsheets for tracking various project data; greenhouse gas emissions inventory data; and Climate Action Plan progress.

Develop, coordinate, and implement program activities of a technical area of assignment related to department activities and programs.

Respond to requests for documentation related to assigned area of responsibility; explain and interpret assignment area policies and procedures to internal or external customers.

Perform and conduct studies, special projects, administrative and technical functions; perform data collection, research and analysis; prepare draft reports and technical documents; provide project oversight for the less complex or community projects.

Produce and provide educational and outreach material including flyers, brochures, presentations, displays, news articles, and social media posts to the general public.

Assist with the development of requests for proposals and contract administration.

Plan, prioritize, assign, supervise and review the work of administrative support staff involved in duties related to area of assignment.

Establish and maintain systems related to assigned technical area of responsibility; monitor area activities and report progress as required.

Ensure areas of responsibilities are in compliance with related laws, codes, ordinances, and legislation; advise staff of any irregularities in compliance.

Review, verify and process documents related to department activities including budgets, contracts, grants, claims, legislation, purchasing, and other specialized documents based on area of assignment.

Establish and maintain a wide variety of complex filing and reporting systems as necessary; develop record keeping procedures; provide relevant information to relevant parties; prepare and type correspondence; compile and type reports.

Compile and develop information for special studies and reports from a variety of resources; collect, compile and report findings and recommendations.

ESSENTIAL DUTIES (continued):

Assist with the testing, implementation and maintenance of new/upgraded software technologies and systems; maintain a variety of databases.

Assist supervisor and managers with a variety of administrative operations; prepare, recommend and implement procedural modifications.

Coordinate and assist in the development and administration of a department budget, and as assigned, preparation of grant and loan documents; prepare budget reports; compile annual budget requests; monitor and classify expenditures; track and reconcile bills; produce budget reports; and research and resolve discrepancies.

Develop and implement assigned public outreach events and activities, some of which may occur simultaneously.

Draft and process authorized consultant and service agreements.

Seek grant opportunities and write grant applications.

Keep notes and provide summaries of meetings attended.

Represent the City at countywide public education and outreach meetings, review collaborative projects and provide comments that support City standards, professionalism, goals and initiatives.

Write electronic newsletter articles on assigned topics.

Create web pages, flyers, brochures, and assist with the development of educational and training videos as needed.

Represent the City at local and regional events and festivals.

Assist with volunteer recruitment.

Implement community programs, as assigned, including preparation of reports, outreach materials and program records.

Independently respond to letters, e-mail, general correspondence, and drop-in visitors from the public based on areas of assignment.

Coordinate and prepare reports and presentation materials for City staff, community groups, and appointed or elected bodies. Make presentations to City staff, community groups, and appointed or elected bodies.

City of Hayward
Senior Sustainability Specialist
Page 4

ESSENTIAL DUTIES (continued):

May perform a wide variety of complex, responsible, secretarial, administrative and technical duties for executive staff and other management personnel including providing routine analytical support.

Build and maintain positive working relationships with co-workers, other City employees and the public by using principles of good customer service, providing leadership and promoting teamwork.

Perform related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles and practices of administrative and/or technical area to which assigned.

Principles and practices of intermediate analytical research and project coordination.

Modern office equipment, methods, procedures, and computer hardware and software.

Principles of budget monitoring.

Techniques and principles of effective interpersonal communication.

Principles and methods of business letter and report writing.

Principles and practices of safety management.

Pertinent local, state and federal laws, codes, ordinances, City functions, policies, rules and regulations.

General functions and objectives of municipal government.

Research methods and techniques.

Computer software, including word processing, data base, spreadsheet and presentation applications.

English usage, spelling, punctuation and grammar, arithmetic, basic mathematical calculations, statistics and statistical methods.

Report writing techniques.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Ability to:

Provide leadership and promote teamwork.

Plan, assign, direct and review the work of others.

Train others in departmental and program specific policies and procedures.

Independently perform a variety of technical duties including research, compilation and report development in support of assigned department or program.

Intermittently review documents related to department operations; observe, identify and problem solve office operations and procedures; understand, interpret and explain department policies and procedures; explain operations and problem solve office issues for the public and with staff.

Operate a personal computer utilizing spreadsheet, word processing and database software at an intermediate to advanced level.

Collect, compile, analyze and present a variety of data in a meaningful way.

Develop and implement various data collection and reporting systems.

Interpret, apply and explain laws, rules, codes, City policies and procedures.

Work with county and regional level entities and understand and apply their rules and regulations.

Understand and translate City policies and practices into everyday working practices; make sound decisions with solid problem solving methods.

Assist with supervision, training and evaluation of assigned staff, .

Understand and interpret complex policies, procedures and regulations.

Review documents and operational procedures; interpret, identify, explain and problem solve issues and recommend corrective action.

Obtain information through interview; handle multiple project assignments; and deal firmly and courteously with the public.

Analyze situations quickly and objectively to determine proper course of action.

Understand the organization and operations of the City and of outside agencies as necessary to assume assigned technical responsibilities.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Coordinate the development and monitoring of an assigned program project budget; project, track and reconcile expenses.

Compose professional quality correspondence and letters; write highly technical, detailed and analytical reports.

Maintain a high level of confidentiality of a wide range of sensitive information when involved with human resources, payroll, or other confidential issues.

Use principles of effective office safety, including use of equipment in a proper and safe manner, use of preventative personal ergonomic techniques, and maintenance of safe housekeeping in personal and common workspaces.

Be an integral team player, which involves flexibility, cooperation and communication.

Establish and maintain effective working relationships with those contacted in the course of work.

Communicate clearly and concisely, both orally and in writing.

EDUCATION AND EXPERIENCE

Any combination equivalent to 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:

Sustainability Specialist

Experience: Three (3) years of responsible high level administrative support or technical experience, preferably in the subject area to which assigned. One (1) year of lead supervisory experience is highly desirable.

Education: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

Licenses and Certificates: Possess and maintain a valid California driver's license.

EDUCATION AND EXPERIENCE (continued):

Senior Sustainability Specialist

Experience: Three (3) years of experience comparable to that of a Sustainability Specialist in the City of Hayward. One (1) year of lead supervisory experience is highly desirable.

Education: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

Licenses and Certificates: Possess and maintain a valid California driver's license.

SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: inspect various building and housing sites; perform various physical activities on a regular basis including sitting, standing, walking, kneeling, reaching, turning, bending, climbing and twisting with exposure to various weather conditions; work in an office environment and use standard office equipment and current software; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; periodically sit for prolonged periods of time; safely lift and move equipment and material weighing up to 35 pounds; converse by telephone, by email, in person; read and comprehend legal, technical, and complex documents; interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year

T804

Created: February 2023

EEO Code: 2

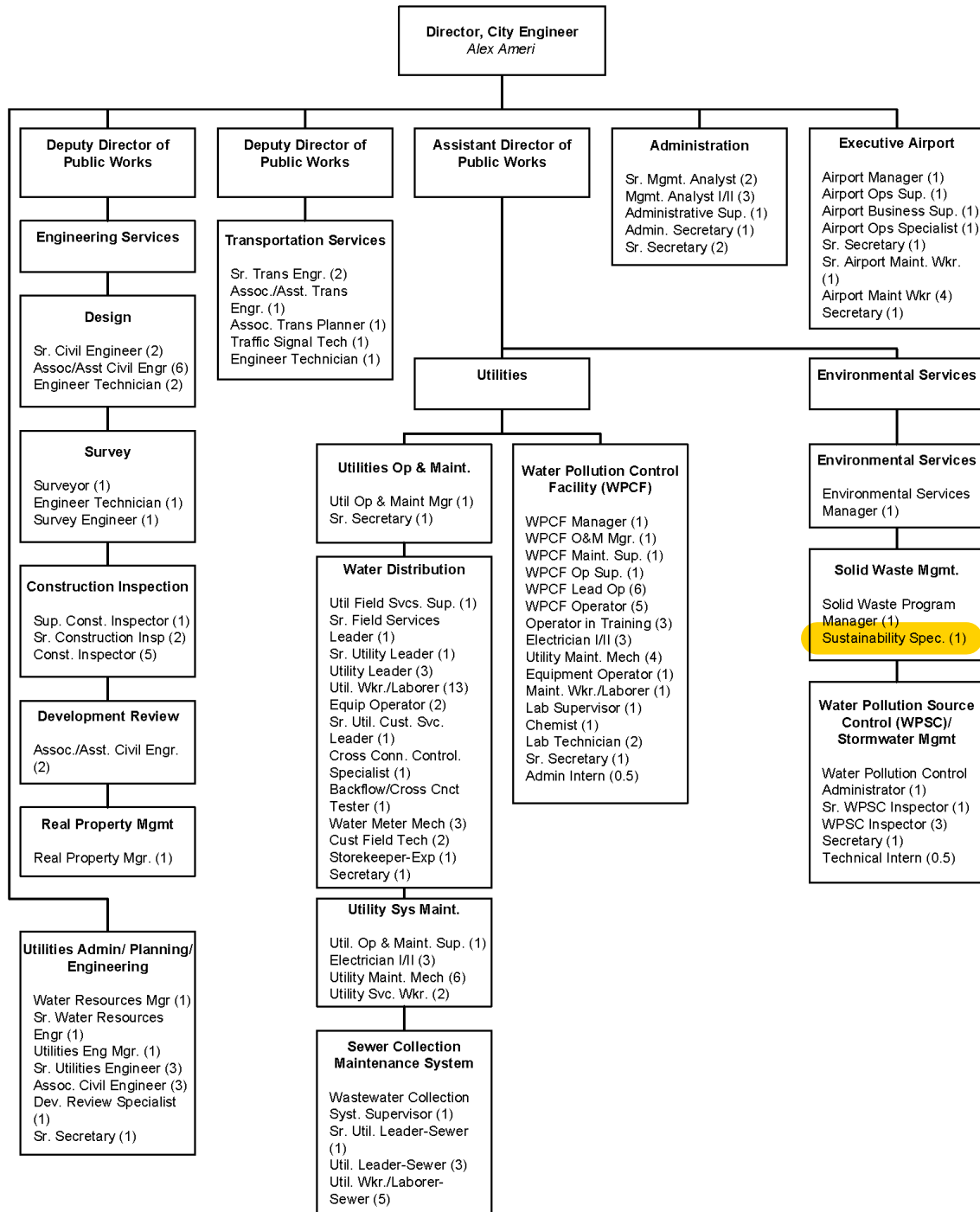
FPPC STATUS: Designated

FLSA STATUS: Non-Exempt

FY 2023 STAFFING

161 FTE

Public Works & Utilities Department





CITY OF HAYWARD

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

File #: ACT 23-008

DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Abolish the Human Resources Analyst I Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment register (eligible list) for Human Resources Analyst I.

SUMMARY

The City has exhausted the current Human Resources Analyst I eligible list and would like to abolish the current list.

ATTACHMENTS

Attachment I Staff Report



DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Abolish the Human Resources Analyst I Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment register (eligible list) for Human Resources Analyst I.

SUMMARY

The City has exhausted the current Human Resources Analyst I eligible list and would like to abolish the current list.

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 to align the job description with the City's Classification Plan. In addition, prior to initiating a recruitment process, Human Resources staff make necessary adjustments to job requirements to ensure that the needs of the department are met.

The Human Resources Analyst I recruitment was initiated in July 2022. Though there was only one true vacancy at the time of recruitment, the recruitment and resulting eligible list was geared towards being able to fill any current or future Human Resources Analyst I vacancies. This recruitment had seven (7) applicants. Of those, four (4) met minimum qualifications and were evaluated in a subject matter expert (SME) review of their supplemental questions. The result of the recruitment was an eligible list of three (3) candidates. The entire list was considered. Over the life of the list, there was a total of two (2) vacancies, of which, both were filled via this list, and the third candidate was hired into the department at the Human Resources Technician level. The City has considered all candidates and has exhausted the current Human Resources Analyst I eligible list prior to the scheduled expiration of August 17, 2023. Staff is requesting to abolish the current eligible list.

FISCAL IMPACT

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

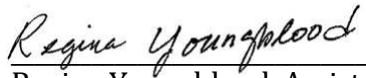
STRATEGIC ROADMAP

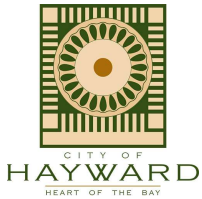
N/A

Prepared by: Janice Cahee, Human Resources Analyst II

Recommended by: Brittney Frye, 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 23-009

DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Abolish the Management Analyst Employment Rosters (Eligible Lists)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment registers (eligible lists) for the Management Analyst series.

SUMMARY

The City has exhausted the current open Management Analyst II, open Management Analyst I, and promotional Management Analyst I eligible lists and would like to abolish them.

ATTACHMENTS

Attachment I Staff Report



DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Abolish the Management Analyst Employment Rosters (Eligible Lists)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment registers (eligible lists) for the Management Analyst series.

SUMMARY

The City has exhausted the current open Management Analyst II, open Management Analyst I, and promotional Management Analyst I eligible lists and would like to abolish them.

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 to align the job description with the City's Classification Plan. In addition, prior to initiating a recruitment process, Human Resources staff make necessary adjustments to job requirements to ensure that the needs of the department are met.

The Management Analyst recruitments were initiated in December 2021 (promotional recruitment) and May 2022 (open recruitment). Though there was only one true vacancy at the time of the first recruitment, the recruitments and their resulting eligible lists were geared towards being able to fill any current or future citywide Management Analyst vacancies. These recruitments in totality rendered seventy-three (73) applicants. Of those, sixty-four (64) met minimum qualifications and were evaluated in various exam steps including subject matter expert (SME) reviews, writing exercises, and oral panel interviews. The results of the recruitment were three eligible lists (an open Management Analyst II list, an open Management Analyst I list, and a promotional Management Analyst I list) totaling twenty-five (25) candidates. The entirety of all lists were considered. Over the life of these lists, there were a total of six (6) vacancies, of which, four (4) have been filled. The City has considered all

candidates and has exhausted the current Management Analyst eligible lists prior to the scheduled expirations of April 5, 2023 (promotional Management Analyst I list), July 13, 2023 (open Management Analyst II list), and July 14, 2023 (open Management Analyst I list). Staff is requesting to abolish the current eligible lists so that new recruitments can be initiated for the current and any future Management Analyst vacancies.

FISCAL IMPACT

There are no fiscal impacts associated with the abolishment of these lists.

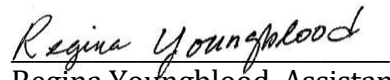
STRATEGIC ROADMAP

N/A

Prepared by: Janice Cahee, Human Resources Analyst II

Recommended by: Brittney Frye, 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 23-010

DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Abolish the Assistant/Associate Civil Engineer Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment register (eligible list) for Assistant/Associate Civil Engineer.

SUMMARY

The City has exhausted the current Assistant/Associate Civil Engineer eligible list and would like to abolish the current list to commence a recruitment and establish a new Assistant/Associate Civil Engineer eligible list.

ATTACHMENTS

Attachment I Staff Report



DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Abolish the Assistant/Associate Civil Engineer Employment Roster (Eligible List)

RECOMMENDATION

That the Personnel Commission reviews and approves the abolishment of the employment register (eligible list) for Assistant/Associate Civil Engineer.

SUMMARY

The City has exhausted the current Assistant/Associate Civil Engineer eligible list and would like to abolish the current list to commence recruitment and establish a new Assistant/Associate Civil Engineer eligible list.

BACKGROUND/DISCUSSION

The Assistant/Associate Civil Engineer recruitment was initiated in May 2022 and had twenty-two (22) applicants. Of those twenty-two (22), fourteen (14) met minimum qualifications and were advanced to the following examination step: a blind review and rating of the Supplemental Questionnaire (SQ). Of the fourteen (14), seven (7) candidates passed resulting in an eligible list of four (4) candidates for Assistant Civil Engineer, and four (4) candidates for Associate Civil Engineer. Please note that one candidate expressed interest in, and met qualifications for, placement on both the Assistant Civil Engineer and Associate Civil Engineer eligible lists.

The Public Works & Utilities Department invited seven (7) candidates to interview. Two (2) candidates were offered the position but decided to accept the same position with other agencies. The candidate who was on both eligible lists received an offer and was hired.

The City has considered all candidates and has exhausted the current Assistant/Associate Civil Engineer eligible list prior to the scheduled expiration of July 12, 2023. There are three remaining vacancies in the department: two (2) in the Utilities Division and one (1) in the

Engineering & Transportation Division. Due to ongoing projects and recently separately staff, it is essential to fill these positions as quickly as possible.

FISCAL IMPACT

There are no fiscal impacts associated with abolishing the Assistant/Associate Civil Engineer eligible roster.

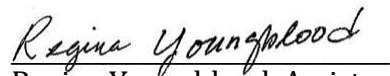
STRATEGIC ROADMAP

N/A

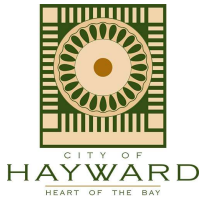
Prepared by: Iona Childers, Temporary Human Resources Analyst I

Recommended by: Brittney Frye, 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 23-011

DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Abolish the Engineering Technician Employment Roster (Eligible List)

RECOMMENDATION

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

SUMMARY

The City has exhausted the current Engineering Technician eligible list and would like to abolish the current list to commence a recruitment and establish a new Engineering Technician eligible list.

ATTACHMENTS

Attachment I Staff Report



DATE: February 2, 2023

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Abolish the Engineering Technician Employment Roster (Eligible List)

RECOMMENDATION

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

SUMMARY

The City has exhausted the current Engineering Technician eligible list and would like to abolish the current list to commence recruitment and establish a new Engineering Technician eligible list.

BACKGROUND/DISCUSSION

The Engineering Technician recruitment was initiated in April 2022 and had twenty-five (25) applicants. Of those twenty-five (25), fourteen (14) met minimum qualifications and were advanced to the following examination step: a blind review and rating of the Supplemental Questionnaire (SQ). Of the fourteen (14), six (6) candidates passed, resulting in an eligible list of six (6) candidates.

The Public Works & Utilities Department invited six (6) candidates to interview. Three (3) declined the invitation and two (2) candidates interviewed did not have sufficient knowledge of the position.. One candidate received an offer and was hired.

The City considered all candidates and exhausted the current Engineering Technician eligible list prior to the scheduled expiration of June 9, 2023. The department has one (1) vacancy remaining and with several critical Capital Improvement Projects, it is essential to fill this position before the current list expires.

FISCAL IMPACT

There are no fiscal impacts associated with abolishing the existing Engineering Technician eligible list.

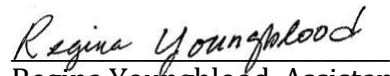
STRATEGIC ROADMAP

N/A

Prepared by: Iona Childers, Temporary Human Resources Analyst I

Recommended by: Brittney Frye, Director of Human Resources

Approved by:

A handwritten signature in cursive script that reads "Regina Youngblood". The signature is written in dark ink and is positioned above a horizontal line.

Regina Youngblood, Assistant City Manager



CITY OF HAYWARD

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

File #: PH 23-005

DATE: February 2, 2023

TO: Personnel Commission

FROM: 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 to review and recommend to Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2023 (FY 2023), effective February 27, 2023.

SUMMARY

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect a salary adjustment to one (1) classification and in the City's classified service. The Salary Plan and Classification Plan have also been revised to reflect the addition of one (1) classification.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	FY23 Revised Salary Plan
Attachment III	FY23 Revised Classification Plan



DATE: February 2, 2023

TO: Personnel Commission

FROM: 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 to review and recommend to Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2023 (FY 2023), effective February 27, 2023.

SUMMARY

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect a salary adjustment to one (1) classification and in the City's classified service. The Salary Plan and Classification Plan have also been revised to reflect the addition of one (1) classification.

BACKGROUND/DISCUSSION

New Classification:

SENIOR SUSTAINABILITY SPECIALIST (T804): Due to the changing needs of the Public Works Department and the desire to provide an advanced journey-level opportunity to the already existing journey-level position, the Sustainability Specialist classification is being changed into a flexibly-staffed classification. The current journey-level classification of Sustainability Specialist will be the lower level of the flex classification, while the new advanced journey-level classification is being created with the title Senior Sustainability Specialist. The salary for the Senior Sustainability has been internally set to be ten percent (10%) above Sustainability Specialist (T803). The salary range for Senior Sustainability Specialist is \$48.55 per hour at Step A and \$59.00 per hour at Step E.

Salary Adjustments:

EQUITY AND INCLUSION OFFICER (U340): The salary for Equity and Inclusion Officer is internally set to be equivalent to Assistant to the City Manager (U320). In February 2022, the Assistant to the City Manager received a ten percent (10%) equity adjustment effective November 7, 2022, as a result of a total compensation market study. As such, Equity and

Inclusion Officer shall receive a ten percent (10%) salary adjustment effective November 7, 2022. The salary range for Equity and Inclusion Officer is \$61.79 per hour at Step A and \$75.09 per hour at Step E.

FISCAL IMPACT

SENIOR SUSTAINABILITY SPECIALIST: The additional annual fiscal impact for Senior Sustainability Specialist is an increase of approximately \$1,827: \$1,218 from Measure D Recycling Funds, and \$609 from Enterprise Funds. Budget adjustments will be included in the FY 2023 mid-year budget process.

EQUITY AND INCLUSION OFFICER: The additional fiscal impact for Equity and Inclusion Officer is an increase of approximately \$13,646 to the General Fund. 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 February 21, 2023, 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: Brittney Frye, 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 February 2, 2023
Approved by Council
on February 21, 2023

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

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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 M300 M830 M905	Classified	Hourly	28.73	29.79	30.97	32.24	33.39
			Bi-Weekly	2,298.40	2,383.20	2,477.60	2,579.20	2,671.20
			Monthly	4,979.87	5,163.60	5,368.13	5,588.27	5,787.60
			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

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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								
EQUITY AND INCLUSION OFFICER	U340	Classified	Hourly	61.79	64.88	68.11	71.52	75.09
			Bi-Weekly	4,943.20	5,190.40	5,448.80	5,721.60	6,007.20
			Monthly	10,710.27	11,245.87	11,805.73	12,396.80	13,015.60
			Annual	128,523.20	134,950.40	141,668.80	148,761.60	156,187.20
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	105.21	110.47	116.00	121.80	127.88
			Bi-Weekly	8,416.80	8,837.60	9,280.00	9,744.00	10,230.40
			Monthly	18,236.40	19,148.13	20,106.67	21,112.00	22,165.87
			Annual	218,836.80	229,777.60	241,280.00	253,344.00	265,990.40
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	84.70	88.94	93.39	98.06	102.95
			Bi-Weekly	6,776.00	7,115.20	7,471.20	7,844.80	8,236.00
			Monthly	14,681.33	15,416.27	16,187.60	16,997.07	17,844.67
			Annual	176,176.00	184,995.20	194,251.20	203,964.80	214,136.00
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	91.49	96.06	100.86	105.90	111.20
			Bi-Weekly	7,319.20	7,684.80	8,068.80	8,472.00	8,896.00
			Monthly	15,858.27	16,650.40	17,482.40	18,356.00	19,274.67
			Annual	190,299.20	199,804.80	209,788.80	220,272.00	231,296.00

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FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	91.49	96.06	100.86	105.90	111.20
			Bi-Weekly	7,319.20	7,684.80	8,068.80	8,472.00	8,896.00
			Monthly	15,858.27	16,650.40	17,482.40	18,356.00	19,274.67
			Annual	190,299.20	199,804.80	209,788.80	220,272.00	231,296.00
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	59.40	62.37	65.49	68.77	72.21
			Bi-Weekly	6,652.80	6,985.44	7,334.88	7,702.24	8,087.52
			Monthly	14,414.40	15,135.12	15,892.24	16,688.19	17,522.96
			Annual	172,972.80	181,621.44	190,706.88	200,258.24	210,275.52
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	83.16	87.31	91.70	96.28	101.08
			Bi-Weekly	6,652.80	6,984.80	7,336.00	7,702.40	8,086.40
			Monthly	14,414.40	15,133.73	15,894.67	16,688.53	17,520.53
			Annual	172,972.80	181,604.80	190,736.00	200,262.40	210,246.40
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			80.08	84.08	88.29
			Bi-Weekly			6,406.40	6,726.40	7,063.20
			Monthly			13,880.53	14,573.87	15,303.60
			Annual			166,566.40	174,886.40	183,643.20
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			74.14	77.85	81.74
			Bi-Weekly			5,931.20	6,228.00	6,539.20
			Monthly			12,850.93	13,494.00	14,168.27
			Annual			154,211.20	161,928.00	170,019.20
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			51.98	54.58	57.33
			Bi-Weekly			5,821.76	6,112.96	6,420.96
			Monthly			12,613.81	13,244.75	13,912.08
			Annual			151,365.76	158,936.96	166,944.96
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			72.80	76.43	80.24
			Bi-Weekly			5,824.00	6,114.40	6,419.20
			Monthly			12,618.67	13,247.87	13,908.27
			Annual			151,424.00	158,974.40	166,899.20
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	44.06	46.24	48.54	50.98	53.52
			Bi-Weekly	4,934.72	5,178.88	5,436.48	5,709.76	5,994.24
			Monthly	10,691.89	11,220.91	11,779.04	12,371.15	12,987.52
			Annual	128,302.72	134,650.88	141,348.48	148,453.76	155,850.24
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	57.06	59.92	62.92	66.07	69.37
			Bi-Weekly	4,564.80	4,793.60	5,033.60	5,285.60	5,549.60
			Monthly	9,890.40	10,386.13	10,906.13	11,452.13	12,024.13
			Annual	118,684.80	124,633.60	130,873.60	137,425.60	144,289.60
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	61.62	64.72	67.95	71.35	74.90
			Bi-Weekly	4,929.60	5,177.60	5,436.00	5,708.00	5,992.00
			Monthly	10,680.80	11,218.13	11,778.00	12,367.33	12,982.67
			Annual	128,169.60	134,617.60	141,336.00	148,408.00	155,792.00
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	41.70	43.79	45.98	48.28	50.69
			Bi-Weekly	4,670.40	4,904.48	5,149.76	5,407.36	5,677.28
			Monthly	10,119.20	10,626.37	11,157.81	11,715.95	12,300.77
			Annual	121,430.40	127,516.48	133,893.76	140,591.36	147,609.28
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	38.63	40.54	42.58	44.70	46.94
			Bi-Weekly	4,326.56	4,540.48	4,768.96	5,006.40	5,257.28
			Monthly	9,374.21	9,837.71	10,332.75	10,847.20	11,390.77
			Annual	112,490.56	118,052.48	123,992.96	130,166.40	136,689.28
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	58.33	61.25	64.31	67.52	70.91
			Bi-Weekly	4,666.40	4,900.00	5,144.80	5,401.60	5,672.80
			Monthly	10,110.53	10,616.67	11,147.07	11,703.47	12,291.07
			Annual	121,326.40	127,400.00	133,764.80	140,441.60	147,492.80
FIREFIGHTER (56 HR)	F200	Classified	Hourly	39.30	41.27	43.33	45.51	47.79
			Bi-Weekly	4,401.60	4,622.24	4,852.96	5,097.12	5,352.48
			Monthly	9,536.80	10,014.85	10,514.75	11,043.76	11,597.04
			Annual	114,441.60	120,178.24	126,176.96	132,525.12	139,164.48
FIREFIGHTER (40 HR)	F205	Classified	Hourly	55.04	57.78	60.66	63.70	66.89
			Bi-Weekly	4,403.20	4,622.40	4,852.80	5,096.00	5,351.20
			Monthly	9,540.27	10,015.20	10,514.40	11,041.33	11,594.27
			Annual	114,483.20	120,182.40	126,172.80	132,496.00	139,131.20

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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	79.83	83.81	88.00	92.41	97.02
			Bi-Weekly	6,386.40	6,704.80	7,040.00	7,392.80	7,761.60
			Monthly	13,837.20	14,527.07	15,253.33	16,017.73	16,816.80
			Annual	166,046.40	174,324.80	183,040.00	192,212.80	201,801.60
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	72.55	76.18	79.99	83.99	88.19
			Bi-Weekly	5,804.00	6,094.40	6,399.20	6,719.20	7,055.20
			Monthly	12,575.33	13,204.53	13,864.93	14,558.27	15,286.27
			Annual	150,904.00	158,454.40	166,379.20	174,699.20	183,435.20
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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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	40.87	42.24	43.95	45.82
			Bi-Weekly	3,269.60	3,379.20	3,516.00	3,665.60
			Monthly	7,084.13	7,321.60	7,618.00	7,942.13
			Annual	85,009.60	87,859.20	91,416.00	95,305.60
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	37.16	38.40	39.95	41.66
			Bi-Weekly	2,972.80	3,072.00	3,196.00	3,332.80
			Monthly	6,441.07	6,656.00	6,924.67	7,221.07
			Annual	77,292.80	79,872.00	83,096.00	86,652.80

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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				83.57	87.64
			Bi-Weekly				6,685.60	7,011.20
			Monthly				14,485.47	15,190.93
			Annual				173,825.60	182,291.20
POLICE SERGEANT	P210	Classified	Hourly			71.60	75.05	78.90
			Bi-Weekly			5,728.00	6,004.00	6,312.00
			Monthly			12,410.67	13,008.67	13,676.00
			Annual			148,928.00	156,104.00	164,112.00
POLICE OFFICER	P200	Classified	Hourly	52.58	55.10	57.78	60.57	63.45
			Bi-Weekly	4,206.40	4,408.00	4,622.40	4,845.60	5,076.00
			Monthly	9,113.87	9,550.67	10,015.20	10,498.80	10,998.00
			Annual	109,366.40	114,608.00	120,182.40	125,985.60	131,976.00
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	71.40	74.97	78.74	82.66	86.79
			Bi-Weekly	5,712.00	5,997.60	6,299.20	6,612.80	6,943.20
			Monthly	12,376.00	12,994.80	13,648.27	14,327.73	15,043.60
			Annual	148,512.00	155,937.60	163,779.20	171,932.80	180,523.20
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	64.95	68.20	71.61	75.07	78.90
			Bi-Weekly	5,196.00	5,456.00	5,728.80	6,005.60	6,312.00
			Monthly	11,258.00	11,821.33	12,412.40	13,012.13	13,676.00
			Annual	135,096.00	141,856.00	148,948.80	156,145.60	164,112.00

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INVESTIGATION DIVISION							
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	71.40	74.97	78.74	82.66
			Bi-Weekly	5,712.00	5,997.60	6,299.20	6,612.80
			Monthly	12,376.00	12,994.80	13,648.27	14,327.73
			Annual	148,512.00	155,937.60	163,779.20	171,932.80
COUNSELING SUPERVISOR	H440	Classified	Hourly	52.44	55.07	57.81	60.69
			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	48.87
			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	64.38
			Bi-Weekly	4,448.80	4,670.40	4,904.00	5,150.40
			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	93.68
			Bi-Weekly	6,412.00	6,732.00	7,137.60	7,494.40
			Monthly	13,892.67	14,586.00	15,464.80	16,237.87
			Annual	166,712.00	175,032.00	185,577.60	194,854.40
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	55.59	58.35	61.26	64.33
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53
			Annual	115,627.20	121,368.00	127,420.80	133,806.40
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	41.03	43.08	45.23	47.48
			Bi-Weekly	3,282.40	3,446.40	3,618.40	3,798.40
			Monthly	7,111.87	7,467.20	7,839.87	8,229.87
			Annual	85,342.40	89,606.40	94,078.40	98,758.40
POLICE ID SPECIALIST	T555	Classified	Hourly	37.37	39.24	41.21	43.29
			Bi-Weekly	2,989.60	3,139.20	3,296.80	3,463.20
			Monthly	6,477.47	6,801.60	7,143.07	7,503.60
			Annual	77,729.60	81,619.20	85,716.80	90,043.20
CRIME SCENE SPECIALIST	C687	Classified	Hourly	41.45	43.32	45.31	47.33
			Bi-Weekly	3,316.00	3,465.60	3,624.80	3,786.40
			Monthly	7,184.67	7,508.80	7,853.73	8,203.87
			Annual	86,216.00	90,105.60	94,244.80	98,446.40
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	37.68	39.38	41.18	43.03
			Bi-Weekly	3,014.40	3,150.40	3,294.40	3,442.40
			Monthly	6,531.20	6,825.87	7,137.87	7,458.53
			Annual	78,374.40	81,910.40	85,654.40	89,502.40

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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
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53
			Annual	115,627.20	121,368.00	127,420.80	133,806.40
JAIL SUPERVISOR	C660	Classified	Hourly	42.72	44.51	46.66	48.83
			Bi-Weekly	3,417.60	3,560.80	3,732.80	3,906.40
			Monthly	7,404.80	7,715.07	8,087.73	8,463.87
			Annual	88,857.60	92,580.80	97,052.80	101,566.40

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

PUBLIC WORKS & UTILITIES DEPARTMENT

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

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

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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
SENIOR SUSTAINABILITY SPECIALIST	T804	Classified	Hourly	48.55	50.96	53.52	56.19	59.00
			Bi-Weekly	3,884.00	4,076.80	4,281.60	4,495.20	4,720.00
			Monthly	8,415.33	8,833.07	9,276.80	9,739.60	10,226.67
			Annual	100,984.00	105,996.80	111,321.60	116,875.20	122,720.00
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	M825	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

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WPCF LEAD OPERATOR	M930	Classified	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	M930	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
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
LAB SUPERVISOR	H850	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

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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
			Bi-Weekly	3,885.60	4,040.00	4,204.80	4,354.40
			Monthly	8,418.80	8,753.33	9,110.40	9,434.53
			Annual	101,025.60	105,040.00	109,324.80	113,214.40
UTILITY LEADER - SEWER	M915	Classified	Hourly	42.24	43.92	45.71	47.31
			Bi-Weekly	3,379.20	3,513.60	3,656.80	3,784.80
			Monthly	7,321.60	7,612.80	7,923.07	8,200.40
			Annual	87,859.20	91,353.60	95,076.80	98,404.80
UTILITY WORKER - SEWER	M910	Classified	Hourly	38.39	39.93	41.57	43.01
			Bi-Weekly	3,071.20	3,194.40	3,325.60	3,440.80
			Monthly	6,654.27	6,921.20	7,205.47	7,455.07
			Annual	79,851.20	83,054.40	86,465.60	89,460.80

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

INFORMATION TECHNOLOGY DEPARTMENT

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

INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	61.61	64.68	67.91	71.32
			Bi-Weekly	4,928.80	5,174.40	5,432.80	5,705.60
			Monthly	10,679.07	11,211.20	11,771.07	12,362.13
			Annual	128,148.80	134,534.40	141,252.80	148,345.60

INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	68.45	71.87	75.48	79.26
			Bi-Weekly	5,476.00	5,749.60	6,038.40	6,340.80
			Monthly	11,864.67	12,457.47	13,083.20	13,738.40
			Annual	142,376.00	149,489.60	156,998.40	164,860.80

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

NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	54.79	57.54	60.43	63.43
			Bi-Weekly	4,383.20	4,603.20	4,834.40	5,074.40
			Monthly	9,496.93	9,973.60	10,474.53	10,994.53
			Annual	113,963.20	119,683.20	125,694.40	131,934.40

GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	59.53	62.50	65.47	68.77
			Bi-Weekly	4,762.40	5,000.00	5,237.60	5,501.60
			Monthly	10,318.53	10,833.33	11,348.13	11,920.13
			Annual	123,822.40	130,000.00	136,177.60	143,041.60

SYSTEMS ANALYST II	T455	Classified	Hourly	56.06	58.80	61.84	64.90
			Bi-Weekly	4,484.80	4,704.00	4,947.20	5,192.00
			Monthly	9,717.07	10,192.00	10,718.93	11,249.33
			Annual	116,604.80	122,304.00	128,627.20	134,992.00

SYSTEMS ANALYST I	T454	Classified	Hourly	50.96	53.45	56.22	59.00
			Bi-Weekly	4,076.80	4,276.00	4,497.60	4,720.00
			Monthly	8,833.07	9,264.67	9,744.80	10,226.67
			Annual	105,996.80	111,176.00	116,937.60	122,720.00

INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	51.80	54.37	57.09	59.94
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60
			Annual	107,744.00	113,089.60	118,747.20	124,675.20

INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	47.07	49.43	51.91	54.52
			Bi-Weekly	3,765.60	3,954.40	4,152.80	4,361.60
			Monthly	8,158.80	8,567.87	8,997.73	9,450.13
			Annual	97,905.60	102,814.40	107,972.80	113,401.60

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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
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ATTACHMENT III
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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		
EQUITY AND INCLUSION OFFICER	U340	Classified
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified
DIGITAL APPLICATIONS DEVELOPER	T470	Classified

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Classification Title	Job Code	Service Type
MANAGEMENT FELLOW	U300	Classified
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

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CLASSIFIED POSITIONS
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FY 2023**

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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

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Classification Title	Job Code	Service Type
ACCOUNTANT	H140	Classified
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

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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		
LIBRARY SERVICES DIVISION		
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		
FACILITIES MANAGEMENT		
FACILITIES AND BUILDING MANAGER	H605	Classified
FACILITIES LEADWORKER	M135	Classified
HVAC MECHANIC	M140	Classified

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Classification Title	Job Code	Service Type
FACILITIES PAINTER II	M130	Classified
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

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POLICE SERGEANT	P210	Classified
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

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CALL TAKER	C633	Classified
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

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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
SENIOR SUSTAINABILITY SPECIALIST	T804	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

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TECHNICAL INTERN	Z125	Classified
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

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DATA AND SYSTEMS COORDINATOR	H560	Classified
NETWORK SYSTEMS SPECIALIST	H555	Classified
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified
SYSTEMS ANALYST II	T455	Classified
SYSTEMS ANALYST I	T454	Classified
WEB SPECIALIST	T450	Classified

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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