

# **CITY OF HAYWARD**

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)



CITY OF  
**HAYWARD**  
HEART OF THE BAY

## **Agenda**

**Thursday, March 9, 2023**

**5:30 PM**

**Conference Room 2A and Virtual Platform (Zoom)**

## **Personnel Commission**

NOTICE: The Personnel Commission will hold a hybrid meeting in Conference Room 2A and virtually via Zoom.

*How to submit written Public Comment:*

*Send an email to [Human.Resources@hayward-ca.gov](mailto: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>*

*How to provide live Public Comment during the meeting:*

*Participate in Conference Room 2A or click the link below to join the webinar:  
<https://hayward.zoom.us/j/84209007224?pwd=N1Q3RUV3bFoyWIZFVmJDVE5aUXNPUT09>*

*Webinar ID: 842 0900 7224*

*Password: r5vAR+PC*

*or*

*Dial: +1 669 900 6833 or +1 646 931 3860*

*Webinar ID: 842 0900 7224*

*Password: 76308154*

**CALL TO ORDER****PLEDGE OF ALLEGIANCE****AB 2449 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION**

1. [RPT 23-027](#) Remote Participation Based on AB 2449 Just Cause

**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**

2. [MIN 23-024](#) Review and Approve the February 2, 2023 Special Personnel Commission Meeting Minutes

**Attachments:** [Attachment I Minutes](#)

**REPORTS**

3. [RPT 23-023](#) Review the Proposed Fiscal Year 2023 Agenda Planning Calendar

**Attachments:** [Attachment I Staff Report](#)

**ACTION ITEMS**

4. [PH 23-012](#) Adopt the Revised Classification Plan and Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2023

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II FY23 Revised Salary Plan](#)

**COMMISSION MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS**

City Council Liaison (Informational)

Director of Human Resources (Informational)

**ADJOURNMENT****NEXT SPECIAL MEETING – June (TBD), 2023**

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



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

---

**File #:** RPT 23-027

---

**DATE:** March 9, 2023

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Remote Participation Based on AB 2449 Just Cause

**RECOMMENDATION**

Personnel Commissioner Zargar requested to participate via Zoom under AB 2449 Brown Act teleconferencing rules based on just cause provisions.



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

---

**File #:** MIN 23-024

---

**DATE:** March 9, 2023

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Review and Approve the February 2, 2023 Special Personnel Commission Meeting Minutes

**RECOMMENDATION**

That the Personnel Commission reviews and approves the minutes from the special meeting held on February 2, 2023.

**ATTACHMENTS**

Attachment I          Minutes



**CITY OF HAYWARD  
PERSONNEL COMMISSION  
MINUTES  
Special Meeting  
Thursday, February 2, 2023  
Zoom Meeting (Virtual)**

A special meeting of the City of Hayward Personnel Commission was called to order virtually at 5:30 p.m. on Thursday, February 2, 2023, via a Zoom conference call.

**CITY STAFF:**

Regina Youngblood, Assistant City Manager  
Brittney Frye, Director of Human Resources  
Ian Tecson, Deputy Director of Human Resources  
Janice Cahee, Human Resources Analyst II  
Wayne Smith, Human Resources Analyst I  
Candi Jackson, Human Resources Administrative Assistant  
Sangeetha Waltz, Deputy City Attorney II  
Kathy Garcia, Deputy Director of Public Works  
Erik Pearson, Environmental Services Manager

Attendance	<u>REGULAR MEETINGS</u>			<u>SPECIAL MEETINGS</u>	
	Present 2.2.23 Special Meeting	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.
Erika Cortez	O	-	1	1	3
Robert Gaumer	X	1	-	4	0
Denise Thompson	O	1	-	3	1
*Randy Wright	X	1	-	4	0
Rachel Zargar	X	1	-	4	0
Jade Edwards	O	1	-	1	2
Lucy Woo	X	-	1	3	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 January 31, 2023:

Mr. Hindler suggested for the March 9<sup>th</sup> agenda, that the Commission should consider having a 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 December 8, 2022 Regular Personnel Commission Meeting Minutes (ACTION)

(M/S/P) Zargar/Gaumer – Approved - 4 AYES.

## **REPORTS**

### City Council Liaison (Informational)

Council Member Syrop stated that he's excited and eager to be assigned to the Personnel Commission. He added that he's looking forward to a retreat with the Personnel Commission to really dive in and see how this body can impact the community in a very positive way.

### Director of Human Resources (Informational)

Assistant City Manager Regina Youngblood introduced Director of Human Resources Brittney Frye who joined the City on January 3<sup>rd</sup>. Director Frye echoed the same excitement to work with the Personnel Commission and shared a brief background of her work experience.

Additionally, Director Frye introduced Deputy Director of Human Resources Ian Tecson. Deputy Director Tecson shared a brief background of his work experience and stated that he looks forward to working with the Personnel Commission in the future.

Director Frye also stated that we recently selected a candidate for Human Resources Manager over recruitment. This person is in the final stages of the hiring process and we hope to onboard this person at the end of this month.

Director Frye also stated that regarding SB1162, the City is in compliance with the current regulations. There were some questions to the possible requirements in May 2023. However, upon initial review it appears that the outlined requirements apply to filing deadlines for private sector employers, not our agency specifically.



Lastly, Director Frye stated that beginning the week of February 27<sup>th</sup>, to coincide with the end of the State of Emergency, any public meeting held by the City of Hayward, including Personnel Commission, will resume in-person meetings in a hybrid format, subject to certain exemptions allowable by the Brown Act for remote participation.

Commissioner Zargar asked what the exemptions are to attend in-person meetings.

Director Frye answered that remote participation by commissioners is allowed as long as it complies with provisions of AB 2249, which is just cause or emergency circumstances. Commissioners must have both video and audio when they appear remotely and they must disclose if anyone over 18 years of age is in the room and describe the general nature of their relationship with that person. Director Frye continued that for just cause, it refers to childcare, or caregiving need, a contagious illness, circumstances related to physical or mental disability, or traveling while on official business. This exemption can happen no more than twice per calendar year and there's no need for approval by the Personnel Commission. For emergency circumstances, it is a physical or family medical emergency that prevents a member from attending the meeting and it does require a majority approval by the Commission. Therefore, the Commissioners should let us know as soon as possible so that we can agendaize the item. This exemption is allowed no more than three (3) consecutive months or 20% of the meetings in a calendar year.

## 2. Review the Proposed 2023 Fiscal Year Agenda Planning Calendar

Commissioner Zargar asked if the new in-person meeting requirements apply for last minute, ad hoc special meetings, in respect to just cause or emergency exemptions.

Director Frye answered that the requirement applies to any public meeting.

The Personnel Commission received the report.

## **ACTION ITEMS**

### 3. 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

Human Resources Analyst Wayne Smith gave an overview of this item and answered questions with the help of Environmental Services Manager Erik Pearson.

(M/S/P) Gaumer/Woo – Approved - 4 AYES.

Chair Wright asked if this new classification allows for advancement or to promote within.

Human Resources Analyst Smith answered yes it provides that opportunity. He also added that this gives the department the ability to recognize the work of anybody in that classification and to flex and take on a higher degree of work in this related field.

Chair Wright asked if there is current assigned staff eligible for this advancement.

Human Resources Analyst Smith answered yes. He added that there is one person in the Sustainability Specialist position who would benefit from promoting within, if the department desires.

Chair Wright asked how many people are in this department.

Environmental Services Manager Erik Pearson answered that the Environmental Services Division is a small division (total of 10) of the Public Works department. The Public Works department is about 160 employees. He also added that some of the division at Soto Road handle stormwater and wastewater inspections; and a few people at City Hall handle general sustainability and solid waste and recycling programs.

Commissioner Zargar asked if the new job description is a public facing document seeking external recruitment.

Human Resources Analyst Smith answered that the City's desire is to promote within. However, if a recruitment is determined to be needed, the job description will be utilized for recruitment purposes and it would be available on our website.

Commissioner Zargar requested that the Senior Sustainability Specialist specification be brought back to the Commission for review prior to an external recruitment, if it should happen.

Mr. Cordell Hindler stated his support for this item.

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

Human Resources Analyst Wayne Smith gave an overview of this item.

(M/S/P) Gaumer/Zargar – Approved - 4 AYES.

Mr. Cordell Hindler stated his support for this item.

Chair Wright asked if with this list being abolished, will this job be posted again or do we have qualified staff for this position.

Human Resources Analyst Smith answered that currently there isn't a vacancy, but with abolishing the list now, it provides the department flexibility in the future.

Council Member Syrop asked what the legal reason is to abolish an exhausted list.

Human Resources Analyst Smith answered that someone could potentially be hired from an eligible list if they weren't previously hired. Whereas, abolishing a list allows the department the ability to move forward with a new recruitment.

5. Abolish the Management Analyst Employment Rosters (Eligible Lists)

Human Resources Analyst Wayne Smith gave an overview of this item and answered questions.

(M/S/P) Woo/Gaumer – Approved - 4 AYES.

Mr. Cordell Hindler stated his support for this item.

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

Human Resources Analyst Wayne Smith gave an overview of this item and answered questions with the help of Deputy Director of Public Works Kathy Garcia.

(M/S/P) Gaumer/Woo – Approved - 4 AYES.

Chair Wright asked if staff knows the reasons why two (2) of the candidates declined offers for other agencies.

Deputy Director Garcia answered that one candidate chose another agency that was closer to their home. However, she didn't receive a reason from the other candidate.

Chair Wright asked how long the hiring process is from when a person is selected to being hired.

Human Resources Analyst Smith stated that once an eligibility list is established, it's up to the department on how quickly they look to interview. He continued that interviews are typically scheduled within a week and that the process is usually streamlined. However, a lot of the process is waiting for qualified applicants to apply in order to move forward.

Mr. Cordell Hindler stated his support the item.

7. Abolish the Engineering Technician Employment Roster (Eligible List)

Human Resources Analyst Wayne Smith gave an overview of this item.

(M/S/P) Zargar/Gaumer – Approved - 4 AYES.

Chair Wright asked if there is anyone internally eligible for promotion.

Human Resources Analyst Smith answered no and that this is an entry level position. Mr. Cordell Hindler stated his support for this item.

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

Director of Human Resources Brittney Frye introduced the revised salary plan for FY23, which reflects a salary adjustment to one (1) classification 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 one (1) classification.

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

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

Chair Wright asked

Commissioner Zargar asked what the City's definition of an equity adjustment is.

Director Frye answered that equity adjustments are adjustments made based on salary surveys, internal comparators and market analysis.

Commissioner Zargar asked if the adjustment is being made based on a request by the employee.

Assistant City Manager Youngblood answered no. She continued that it is based on a market analysis of the Assistant to the City Manager position, although with this adjustment, our Assistant to the City Manager is one of the lower paid in the region.

Chair Wright asked how this relates to the Equity and Inclusion Officer.

Director Frye answered that the Equity and Inclusion Officer was set with an internal comparison to the Assistant to the City Manager classification. She added that when the Assistant to the City Manager classification was surveyed, it was determined that that classification required an adjustment. Therefore, because the Assistant to the City Manager is bench-marked to the Equity and Inclusion Officer specification, the Equity and Inclusion Officer will also receive the same adjustment.

Chair Wright asked what the City's budget expected growth rate is to make these economic moments of granting salary/equity adjustments and COLA increases.

Assistant City Manager Youngblood answered that we can bring this question to our Budget staff following this meeting.

Mr. Cordell Hindler stated his support for this item.

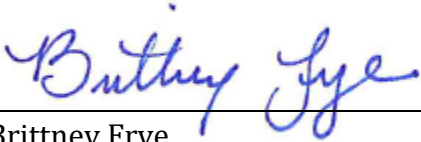
#### **COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS**

Council Member Syrop stated his support for a retreat for the Personnel Commission and exploring the philosophy behind benchmarks and how certain positions are tied together. He added that this would also provide room for everyone to ask questions, provide input, better understand where the Commission is currently and where it can be taken.

Human Resources Administrative Assistant Candi Jackson reminded everyone that the next regular meeting will be on March 9<sup>th</sup> in-person at City Hall.

#### **ADJOURNMENT**

Meeting was adjourned at 6:30 p.m.

  
\_\_\_\_\_  
Brittney Frye  
Director of Human Resources



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

---

**File #:** RPT 23-023

---

**DATE:** March 9, 2023

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Review the Proposed Fiscal Year 2023 Agenda Planning Calendar

**RECOMMENDATION**

That the Personnel Commission reviews and comments on this report.

**ATTACHMENTS**

Attachment I          Staff Report



**DATE:** March 9, 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.

<b>Thursday, June (TBD), 2023</b>
Minutes
FY 2024 Agenda Planning Calendar
<u>Communications Supervisor</u>
<u>Deputy Director of Maintenance Services *NEW*</u>
<u>Deputy Director of Library Services *NEW*</u>
<u>Laboratory Supervisor</u>
<u>Lead Program Assistant</u>
<u>Mobile Mental Health Clinician *NEW*</u>
<u>Utility Worker</u>
<u>Utility Leader</u>
FY 2024 Salary and Classification Plan

-----  
<sup>1</sup> Staff recommends Strike Out items be removed or rescheduled from previously approved planning calendar

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

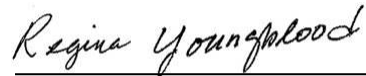
## **NEXT STEPS**

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 that reads "Regina Youngblood". The signature is written in black 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](http://www.Hayward-CA.gov)

---

**File #:** PH 23-012

---

**DATE:** March 9, 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 March 27, 2023.

**SUMMARY**

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect salary corrections to two (2) classifications in the City's classified service.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	FY23 Revised Salary Plan



**DATE:** March 9, 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 the adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2023 (FY 2023), effective March 27, 2023.

### **SUMMARY**

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect salary corrections to two (2) classifications in the City's classified service.

### **BACKGROUND/DISCUSSION**

#### Salary Corrections:

In December 2022, the Personnel Commission recommended to Council the approval of a ten percent (10%) salary increase to the salaries for Crime Scene Specialist and Crime Scene Technician based on a letter of understanding between the City of Hayward and Service Employee International Union, Local 1021 (SEIU). Pursuant to the letter of understanding, the salary increases were retroactive to December 20, 2021. Due to an administrative error, the salaries for Crime Scene Specialist and Crime Scene Technician that were presented to the Personnel Commission on December 8, 2022, were not reflective of a 3% COLA adjustment SEIU employees received in July 2022. As such, the salaries for Crime Scene Specialist and Crime Scene Technician have been revised to reflect the 3% COLA adjustment.

*CRIME SCENCE SPECIALIST (C687):* The salary range for Crime Scene Specialist is \$42.69 per hour at Step A and \$51.07 per hour at Step E

*CRIME SCENE TECHNICIAN(C685):* The salary range for Crime Scene Technician is \$38.81 per hour at Step A and \$46.42 per hour at Step E

## **FISCAL IMPACT**

*CRIME SCENE SPECIALIST:* There is no additional annual fiscal impact for Crime Scene Specialist. The fiscal impact presented to the Personnel Commission on December 8, 2022, accounted for the 3% COLA adjustment.

*CRIME SCENE TECHNICIAN:* There is no additional annual fiscal impact for Crime Scene Technician. The fiscal impact presented to the Personnel Commission on December 8, 2022, accounted for the 3% COLA adjustment.

## **STRATEGIC ROADMAP**

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

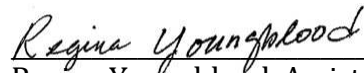
## **NEXT STEPS**

This salary plan will be scheduled for the March 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, Human Resources Technician

*Recommended by:* Ian Tecson, Deputy Director of Human Resources  
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 March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
<b>CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT</b>								
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
MANAGEMENT ANALYST II	H110	Classified	Hourly	50.54	53.07	55.72	58.50	61.41
			Bi-Weekly	4,043.20	4,245.60	4,457.60	4,680.00	4,912.80
			Monthly	8,760.27	9,198.80	9,658.13	10,140.00	10,644.40
			Annual	105,123.20	110,385.60	115,897.60	121,680.00	127,732.80
MANAGEMENT ANALYST I	H105	Classified	Hourly	45.95	48.26	50.66	53.18	55.84
			Bi-Weekly	3,676.00	3,860.80	4,052.80	4,254.40	4,467.20
			Monthly	7,964.67	8,365.07	8,781.07	9,217.87	9,678.93
			Annual	95,576.00	100,380.80	105,372.80	110,614.40	116,147.20
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	44.42	46.62	48.96	51.38	53.96
			Bi-Weekly	3,553.60	3,729.60	3,916.80	4,110.40	4,316.80
			Monthly	7,699.47	8,080.80	8,486.40	8,905.87	9,353.07
			Annual	92,393.60	96,969.60	101,836.80	106,870.40	112,236.80
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	41.57	43.28	44.98	46.68	48.53
			Bi-Weekly	3,325.60	3,462.40	3,598.40	3,734.40	3,882.40
			Monthly	7,205.47	7,501.87	7,796.53	8,091.20	8,411.87
			Annual	86,465.60	90,022.40	93,558.40	97,094.40	100,942.40
SENIOR SECRETARY	C115	Classified	Hourly	38.00	39.48	41.09	42.60	44.24
			Bi-Weekly	3,040.00	3,158.40	3,287.20	3,408.00	3,539.20
			Monthly	6,586.67	6,843.20	7,122.27	7,384.00	7,668.27
			Annual	79,040.00	82,118.40	85,467.20	88,608.00	92,019.20
SECRETARY	C110	Classified	Hourly	33.44	34.97	36.74	38.44	40.26
			Bi-Weekly	2,675.20	2,797.60	2,939.20	3,075.20	3,220.80
			Monthly	5,796.27	6,061.47	6,368.27	6,662.93	6,978.40
			Annual	69,555.20	72,737.60	76,419.20	79,955.20	83,740.80
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	29.32	30.53	31.77	33.19	34.82
			Bi-Weekly	2,345.60	2,442.40	2,541.60	2,655.20	2,785.60
			Monthly	5,082.13	5,291.87	5,506.80	5,752.93	6,035.47
			Annual	60,985.60	63,502.40	66,081.60	69,035.20	72,425.60
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	25.81	27.19	28.56	30.09	31.66
			Bi-Weekly	2,064.80	2,175.20	2,284.80	2,407.20	2,532.80
			Monthly	4,473.73	4,712.93	4,950.40	5,215.60	5,487.73
			Annual	53,684.80	56,555.20	59,404.80	62,587.20	65,852.80
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00
MAIL CLERK	C410	Classified	Hourly			17.73	18.59	19.53
			Bi-Weekly			1,418.40	1,487.20	1,562.40
			Monthly			3,073.20	3,222.27	3,385.20
			Annual			36,878.40	38,667.20	40,622.40

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	48.62	50.55	52.54	54.78	57.04
			Bi-Weekly	3,889.60	4,044.00	4,203.20	4,382.40	4,563.20
			Monthly	8,427.47	8,762.00	9,106.93	9,495.20	9,886.93
			Annual	101,129.60	105,144.00	109,283.20	113,942.40	118,643.20
ELECTRICIAN I	M405	Classified	Hourly	44.21	46.03	47.85	49.85	51.89
			Bi-Weekly	3,536.80	3,682.40	3,828.00	3,988.00	4,151.20
			Monthly	7,663.07	7,978.53	8,294.00	8,640.67	8,994.27
			Annual	91,956.80	95,742.40	99,528.00	103,688.00	107,931.20
MAINTENANCE WORKER	M305	Classified	Hourly	37.78	39.28	40.88	42.32	43.96
			Bi-Weekly	3,022.40	3,142.40	3,270.40	3,385.60	3,516.80
			Monthly	6,548.53	6,808.53	7,085.87	7,335.47	7,619.73
			Annual	78,582.40	81,702.40	85,030.40	88,025.60	91,436.80
LABORER	M200 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	44.92	44.07
			Bi-Weekly	2,887.20	3,055.20	3,284.80	3,353.60	3,525.60
			Monthly	6,255.60	6,619.60	7,117.07	7,266.13	7,638.80
			Annual	75,067.20	79,435.20	85,404.80	87,193.60	91,665.60
LEGAL SECRETARY I	C930	Classified	Hourly	32.50	34.21	36.02	37.96	39.96
			Bi-Weekly	2,600.00	2,736.80	2,881.60	3,036.80	3,196.80
			Monthly	5,633.33	5,929.73	6,243.47	6,579.73	6,926.40
			Annual	67,600.00	71,156.80	74,921.60	78,956.80	83,116.80

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	50.54	53.08	55.71	58.50	61.42
			Bi-Weekly	4,043.20	4,246.40	4,456.80	4,680.00	4,913.60
			Monthly	8,760.27	9,200.53	9,656.40	10,140.00	10,646.13
			Annual	105,123.20	110,406.40	115,876.80	121,680.00	127,753.60
CITY MANAGER DEPARTMENT								
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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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



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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E			
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			
			Hourly	58.21	61.14	64.18	67.39	70.74			
BUDGET OFFICER	H170	Classified	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			
			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			
FINANCIAL ANALYST	H165	Classified	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			
			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			
FINANCE TECHNICIAN	C320	Classified	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			
Hourly	51.05	53.58				56.25	59.06	62.00			
SENIOR ACCOUNTANT	H145	Classified	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			
			Hourly	30.58	31.95	33.45	34.98	36.75			
ACCOUNT CLERK	C300	Classified	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			
			Hourly	50.75	53.28	55.92	58.72	61.67			
FINANCE SUPERVISOR	H155	Classified	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			

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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

<b>PURCHASING DIVISION</b>								
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**

<b>SWORN</b>								
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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	91.49	96.06	100.86	105.90
			Bi-Weekly	7,319.20	7,684.80	8,068.80	8,472.00
			Monthly	15,858.27	16,650.40	17,482.40	18,356.00
			Annual	190,299.20	199,804.80	209,788.80	220,272.00
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	59.40	62.37	65.49	68.77
			Bi-Weekly	6,652.80	6,985.44	7,334.88	7,702.24
			Monthly	14,414.40	15,135.12	15,892.24	16,688.19
			Annual	172,972.80	181,621.44	190,706.88	200,258.24
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	83.16	87.31	91.70	96.28
			Bi-Weekly	6,652.80	6,984.80	7,336.00	7,702.40
			Monthly	14,414.40	15,133.73	15,894.67	16,688.53
			Annual	172,972.80	181,604.80	190,736.00	200,262.40
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			80.08	84.08
			Bi-Weekly			6,406.40	6,726.40
			Monthly			13,880.53	14,573.87
			Annual			166,566.40	174,886.40
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			74.14	77.85
			Bi-Weekly			5,931.20	6,228.00
			Monthly			12,850.93	13,494.00
			Annual			154,211.20	161,928.00
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			51.98	54.58
			Bi-Weekly			5,821.76	6,112.96
			Monthly			12,613.81	13,244.75
			Annual			151,365.76	158,936.96
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			72.80	76.43
			Bi-Weekly			5,824.00	6,114.40
			Monthly			12,618.67	13,247.87
			Annual			151,424.00	158,974.40
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	44.06	46.24	48.54	50.98
			Bi-Weekly	4,934.72	5,178.88	5,436.48	5,709.76
			Monthly	10,691.89	11,220.91	11,779.04	12,371.15
			Annual	128,302.72	134,650.88	141,348.48	148,453.76
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	57.06	59.92	62.92	66.07
			Bi-Weekly	4,564.80	4,793.60	5,033.60	5,285.60
			Monthly	9,890.40	10,386.13	10,906.13	11,452.13
			Annual	118,684.80	124,633.60	130,873.60	137,425.60
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	61.62	64.72	67.95	71.35
			Bi-Weekly	4,929.60	5,177.60	5,436.00	5,708.00
			Monthly	10,680.80	11,218.13	11,778.00	12,367.33
			Annual	128,169.60	134,617.60	141,336.00	148,408.00
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	41.70	43.79	45.98	48.28
			Bi-Weekly	4,670.40	4,904.48	5,149.76	5,407.36
			Monthly	10,119.20	10,626.37	11,157.81	11,715.95
			Annual	121,430.40	127,516.48	133,893.76	140,591.36
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	38.63	40.54	42.58	44.70
			Bi-Weekly	4,326.56	4,540.48	4,768.96	5,006.40
			Monthly	9,374.21	9,837.71	10,332.75	10,847.20
			Annual	112,490.56	118,052.48	123,992.96	130,166.40
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	58.33	61.25	64.31	67.52
			Bi-Weekly	4,666.40	4,900.00	5,144.80	5,401.60
			Monthly	10,110.53	10,616.67	11,147.07	11,703.47
			Annual	121,326.40	127,400.00	133,764.80	140,441.60
FIREFIGHTER (56 HR)	F200	Classified	Hourly	39.30	41.27	43.33	45.51
			Bi-Weekly	4,401.60	4,622.24	4,852.96	5,097.12
			Monthly	9,536.80	10,014.85	10,514.75	11,043.76
			Annual	114,441.60	120,178.24	126,176.96	132,525.12
FIREFIGHTER (40 HR)	F205	Classified	Hourly	55.04	57.78	60.66	63.70
			Bi-Weekly	4,403.20	4,622.40	4,852.80	5,096.00
			Monthly	9,540.27	10,015.20	10,514.40	11,041.33
			Annual	114,483.20	120,182.40	126,172.80	132,496.00

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
----------------------	----------	--------------	--------	--------	--------	--------	--------

**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	CS20	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	CS15	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	CS10	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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					22.65
			Bi-Weekly					1,087.20
			Monthly					2,355.60
			Annual					28,267.20
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					20.58
			Bi-Weekly					493.92
			Monthly					1,070.16
			Annual					12,841.92
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	48.16	50.56	53.09	55.73	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
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	33.81	35.51	37.30	39.15	41.12
			Bi-Weekly	2,704.80	2,840.80	2,984.00	3,132.00	3,289.60
			Monthly	5,860.40	6,155.07	6,465.33	6,786.00	7,127.47
			Annual	70,324.80	73,860.80	77,584.00	81,432.00	85,529.60
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	33.85	35.57	37.33	39.11	41.12
			Bi-Weekly	2,708.00	2,845.60	2,986.40	3,128.80	3,289.60
			Monthly	5,867.33	6,165.47	6,470.53	6,779.07	7,127.47
			Annual	70,408.00	73,985.60	77,646.40	81,348.80	85,529.60
LEAD PROGRAM ASSISTANT	C508	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
PROGRAM ASSISTANT	C506	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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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



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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	31.75	33.46	35.06	36.84	38.71
			Bi-Weekly	2,540.00	2,676.80	2,804.80	2,947.20	3,096.80
			Monthly	5,503.33	5,799.73	6,077.07	6,385.60	6,709.73
			Annual	66,040.00	69,596.80	72,924.80	76,627.20	80,516.80
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	29.31	30.46	31.72	32.80	34.07
			Bi-Weekly	2,344.80	2,436.80	2,537.60	2,624.00	2,725.60
			Monthly	5,080.40	5,279.73	5,498.13	5,685.33	5,905.47
			Annual	60,964.80	63,356.80	65,977.60	68,224.00	70,865.60

<b>LANDSCAPE MAINTENANCE DIVISION</b>								
LANDSCAPE MAINTENANCE MANAGER	H615	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
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified	Hourly	50.74	52.77	54.90	56.88	59.05
			Bi-Weekly	4,059.20	4,221.60	4,392.00	4,550.40	4,724.00
			Monthly	8,794.93	9,146.80	9,516.00	9,859.20	10,235.33
			Annual	105,539.20	109,761.60	114,192.00	118,310.40	122,824.00

GROUNDSKEEPER III	M215	Classified	Hourly	45.62	47.43	49.35	51.12	53.09
			Bi-Weekly	3,649.60	3,794.40	3,948.00	4,089.60	4,247.20
			Monthly	7,907.47	8,221.20	8,554.00	8,860.80	9,202.27
			Annual	94,889.60	98,654.40	102,648.00	106,329.60	110,427.20
GROUNDSKEEPER II	M210	Classified	Hourly	39.67	41.26	42.92	44.44	46.15
			Bi-Weekly	3,173.60	3,300.80	3,433.60	3,555.20	3,692.00
			Monthly	6,876.13	7,151.73	7,439.47	7,702.93	7,999.33
			Annual	82,513.60	85,820.80	89,273.60	92,435.20	95,992.00
GROUNDSKEEPER I	M205	Classified	Hourly	36.03	37.46	39.04	40.40	41.96
			Bi-Weekly	2,882.40	2,996.80	3,123.20	3,232.00	3,356.80
			Monthly	6,245.20	6,493.07	6,766.93	7,002.67	7,273.07
			Annual	74,942.40	77,916.80	81,203.20	84,032.00	87,276.80

TREE TRIMMER	M220	Classified	Hourly	39.67	41.26	42.92	44.44	46.15
			Bi-Weekly	3,173.60	3,300.80	3,433.60	3,555.20	3,692.00
			Monthly	6,876.13	7,151.73	7,439.47	7,702.93	7,999.33
			Annual	82,513.60	85,820.80	89,273.60	92,435.20	95,992.00

<b>STREET MAINTENANCE DIVISION</b>								
STREETS MAINTENANCE MANAGER	H625	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
STREETS MAINTENANCE SUPERVISOR	H620	Classified	Hourly	56.28	58.44	60.86	63.02	65.43
			Bi-Weekly	4,502.40	4,675.20	4,868.80	5,041.60	5,234.40
			Monthly	9,755.20	10,129.60	10,549.07	10,923.47	11,341.20
			Annual	117,062.40	121,555.20	126,588.80	131,081.60	136,094.40

SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	47.82	49.67	51.73	53.56	55.61
			Bi-Weekly	3,825.60	3,973.60	4,138.40	4,284.80	4,448.80
			Monthly	8,288.80	8,609.47	8,966.53	9,283.73	9,639.07
			Annual	99,465.60	103,313.60	107,598.40	111,404.80	115,668.80
MAINTENANCE LEADER	M310	Classified	Hourly	41.58	43.20	44.99	46.57	48.35
			Bi-Weekly	3,326.40	3,456.00	3,599.20	3,725.60	3,868.00
			Monthly	7,207.20	7,488.00	7,798.27	8,072.13	8,380.67
			Annual	86,486.40	89,856.00	93,579.20	96,865.60	100,568.00

LEAD SWEEPER EQUIPMENT OPERATOR	M702	Classified	Hourly	40.87	42.24	43.95	45.82	47.64
			Bi-Weekly	3,269.60	3,379.20	3,516.00	3,665.60	3,811.20
			Monthly	7,084.13	7,321.60	7,618.00	7,942.13	8,257.60
			Annual	85,009.60	87,859.20	91,416.00	95,305.60	99,091.20
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	37.16	38.40	39.95	41.66	43.31
			Bi-Weekly	2,972.80	3,072.00	3,196.00	3,332.80	3,464.80
			Monthly	6,441.07	6,656.00	6,924.67	7,221.07	7,507.07
			Annual	77,292.80	79,872.00	83,096.00	86,652.80	90,084.80

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
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	15,190.90
			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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	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
COUNSELING SUPERVISOR	H440	Classified	Hourly	52.44	55.07	57.81	60.69	63.74
			Bi-Weekly	4,195.20	4,405.60	4,624.80	4,855.20	5,099.20
			Monthly	9,089.60	9,545.47	10,020.40	10,519.60	11,048.27
			Annual	109,075.20	114,545.60	120,244.80	126,235.20	132,579.20
FAMILY COUNSELOR	T550	Classified	Hourly	42.39	44.49	46.73	48.87	51.42
			Bi-Weekly	3,391.20	3,559.20	3,738.40	3,909.60	4,113.60
			Monthly	7,347.60	7,711.60	8,099.87	8,470.80	8,912.80
			Annual	88,171.20	92,539.20	97,198.40	101,649.60	106,953.60
CERTIFIED LATENT PRINT EXAMINER	T560	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
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	80.15	84.15	89.22	93.68	98.34
			Bi-Weekly	6,412.00	6,732.00	7,137.60	7,494.40	7,867.20
			Monthly	13,892.67	14,586.00	15,464.80	16,237.87	17,045.60
			Annual	166,712.00	175,032.00	185,577.60	194,854.40	204,547.20
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	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
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	41.03	43.08	45.23	47.48	49.84
			Bi-Weekly	3,282.40	3,446.40	3,618.40	3,798.40	3,987.20
			Monthly	7,111.87	7,467.20	7,839.87	8,229.87	8,638.93
			Annual	85,342.40	89,606.40	94,078.40	98,758.40	103,667.20
POLICE ID SPECIALIST	T555	Classified	Hourly	37.37	39.24	41.21	43.29	45.32
			Bi-Weekly	2,989.60	3,139.20	3,296.80	3,463.20	3,625.60
			Monthly	6,477.47	6,801.60	7,143.07	7,503.60	7,855.47
			Annual	77,729.60	81,619.20	85,716.80	90,043.20	94,265.60
CRIME SCENE SPECIALIST	C687	Classified	Hourly	42.69	44.62	46.67	48.75	51.07
			Bi-Weekly	3,415.20	3,569.60	3,733.60	3,900.00	4,085.60
			Monthly	7,399.60	7,734.13	8,089.47	8,450.00	8,852.13
			Annual	88,795.20	92,809.60	97,073.60	101,400.00	106,225.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	38.81	40.56	42.42	44.32	46.42
			Bi-Weekly	3,104.80	3,244.80	3,393.60	3,545.60	3,713.60
			Monthly	6,727.07	7,030.40	7,352.80	7,682.13	8,046.13
			Annual	80,724.80	84,364.80	88,233.60	92,185.60	96,553.60

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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

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

**PUBLIC WORKS & UTILITIES DEPARTMENT**

**ADMINISTRATION**

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

**AIRPORT DIVISION SUMMARY**

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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified		43.50	45.10	46.90	48.82	50.78
			Hourly	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		39.67	41.26	42.91	44.44	46.15
			Hourly	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		31.22	32.47	33.77	34.98	36.32
			Hourly	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		50.49	53.03	55.67	58.47	61.38
			Hourly	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		44.82	47.18	49.53	51.94	54.51
			Hourly	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		38.21	40.12	42.02	44.13	46.34
			Hourly	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		66.40	69.71	73.22	76.86	80.70
			Hourly	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		58.69	61.66	64.65	67.93	71.24
			Hourly	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		50.55	53.18	55.90	58.58	61.53
			Hourly	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		38.25	40.11	42.14	44.23	46.35
			Hourly	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		59.09	62.06	65.17	68.42	71.82
			Hourly	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		47.79	50.15	52.63	55.25	58.03
			Hourly	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		66.39	69.71	73.20	76.86	80.69
			Hourly	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		58.69	61.66	64.65	67.93	71.24
			Hourly	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		50.55	53.18	55.90	58.58	61.53
			Hourly	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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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

<b>RECYCLING-SOLID WASTE</b>								
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

<b>WATER POLLUTION CONTROL FACILITY (WPCF)</b>								
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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
WPCF LEAD OPERATOR	M935	Classified	Hourly	53.41	55.53	57.75	60.01	62.45
			Bi-Weekly	4,272.80	4,442.40	4,620.00	4,800.80	4,996.00
			Monthly	9,257.73	9,625.20	10,010.00	10,401.73	10,824.67
			Annual	111,092.80	115,502.40	120,120.00	124,820.80	129,896.00
WPCF OPERATOR	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



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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
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
			Hourly	48.57	50.50	52.56	54.43	56.54

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified	Bi-Weekly	3,885.60	4,040.00	4,204.80	4,354.40	4,523.20
			Monthly	8,418.80	8,753.33	9,110.40	9,434.53	9,800.27
			Annual	101,025.60	105,040.00	109,324.80	113,214.40	117,603.20
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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

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

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E			
SENIOR UTILITY LEADER - SEWER	M920	Classified		48.57	50.50	52.56	54.43	56.54			
			Hourly	3,885.60	4,040.00	4,204.80	4,354.40	4,523.20			
			Bi-Weekly	8,418.80	8,753.33	9,110.40	9,434.53	9,800.27			
			Monthly	101,025.60	105,040.00	109,324.80	113,214.40	117,603.20			
			Annual	42.24	43.92	45.71	47.31	49.15			
UTILITY LEADER - SEWER	M915	Classified	Hourly	3,379.20	3,513.60	3,656.80	3,784.80	3,932.00			
			Bi-Weekly	7,321.60	7,612.80	7,923.07	8,200.40	8,519.33			
			Monthly	87,859.20	91,353.60	95,076.80	98,404.80	102,232.00			
			Annual	38.39	39.93	41.57	43.01	44.69			
			Hourly	3,071.20	3,194.40	3,325.60	3,440.80	3,575.20			
UTILITY WORKER - SEWER	M910	Classified	Bi-Weekly	6,654.27	6,921.20	7,205.47	7,455.07	7,746.27			
			Monthly	79,851.20	83,054.40	86,465.60	89,460.80	92,955.20			
			Annual	48.54	50.48	52.49	54.55	56.76			
			Hourly	3,883.20	4,038.40	4,199.20	4,364.00	4,540.80			
			Bi-Weekly	8,413.60	8,749.87	9,098.27	9,455.33	9,838.40			
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Monthly	100,963.20	104,998.40	109,179.20	113,464.00	118,060.80			
			Annual								
			INFORMATION TECHNOLOGY DEPARTMENT								
			DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified	Hourly	74.08	77.78	81.67	85.76	90.03
						Bi-Weekly	5,926.40	6,222.40	6,533.60	6,860.80	7,202.40
Monthly	12,840.53	13,481.87				14,156.13	14,865.07	15,605.20			
Annual	154,086.40	161,782.40				169,873.60	178,380.80	187,262.40			
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	61.61	64.68	67.91	71.32	74.88			
			Bi-Weekly	4,928.80	5,174.40	5,432.80	5,705.60	5,990.40			
			Monthly	10,679.07	11,211.20	11,771.07	12,362.13	12,979.20			
			Annual	128,148.80	134,534.40	141,252.80	148,345.60	155,750.40			
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	68.45	71.87	75.48	79.26	83.23			
			Bi-Weekly	5,476.00	5,749.60	6,038.40	6,340.80	6,658.40			
			Monthly	11,864.67	12,457.47	13,083.20	13,738.40	14,426.53			
			Annual	142,376.00	149,489.60	156,998.40	164,860.80	173,118.40			
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	55.42	58.20	61.12	64.17	67.37			
			Bi-Weekly	4,433.60	4,656.00	4,889.60	5,133.60	5,389.60			
			Monthly	9,606.13	10,088.00	10,594.13	11,122.80	11,677.47			
			Annual	115,273.60	121,056.00	127,129.60	133,473.60	140,129.60			
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	54.79	57.54	60.43	63.43	66.61			
			Bi-Weekly	4,383.20	4,603.20	4,834.40	5,074.40	5,328.80			
			Monthly	9,496.93	9,973.60	10,474.53	10,994.53	11,545.73			
			Annual	113,963.20	119,683.20	125,694.40	131,934.40	138,548.80			
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	59.53	62.50	65.47	68.77	73.33			
			Bi-Weekly	4,762.40	5,000.00	5,237.60	5,501.60	5,866.40			
			Monthly	10,318.53	10,833.33	11,348.13	11,920.13	12,710.53			
			Annual	123,822.40	130,000.00	136,177.60	143,041.60	152,526.40			
SYSTEMS ANALYST II	T455	Classified	Hourly	56.06	58.80	61.84	64.90	68.10			
			Bi-Weekly	4,484.80	4,704.00	4,947.20	5,192.00	5,448.00			
			Monthly	9,717.07	10,192.00	10,718.93	11,249.33	11,804.00			
			Annual	116,604.80	122,304.00	128,627.20	134,992.00	141,648.00			
SYSTEMS ANALYST I	T454	Classified	Hourly	50.96	53.45	56.22	59.00	61.91			
			Bi-Weekly	4,076.80	4,276.00	4,497.60	4,720.00	4,952.80			
			Monthly	8,833.07	9,264.67	9,744.80	10,226.67	10,731.07			
			Annual	105,996.80	111,176.00	116,937.60	122,720.00	128,772.80			
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	51.80	54.37	57.09	59.94	62.95			
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20	5,036.00			
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60	10,911.33			
			Annual	107,744.00	113,089.60	118,747.20	124,675.20	130,936.00			
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	47.07	49.43	51.91	54.52	57.21			
			Bi-Weekly	3,765.60	3,954.40	4,152.80	4,361.60	4,576.80			
			Monthly	8,158.80	8,567.87	8,997.73	9,450.13	9,916.40			
			Annual	97,905.60	102,814.40	107,972.80	113,401.60	118,996.80			

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

ATTACHMENT II  
Recommended by  
Personnel Commission  
on March 9, 2023  
Approved by Council  
on March 21, 2023

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	51.80	54.37	57.09	59.94	62.95
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20	5,036.00
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60	10,911.33
			Annual	107,744.00	113,089.60	118,747.20	124,675.20	130,936.00
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	47.07	49.43	51.91	54.52	57.21
			Bi-Weekly	3,765.60	3,954.40	4,152.80	4,361.60	4,576.80
			Monthly	8,158.80	8,567.87	8,997.73	9,450.13	9,916.40
			Annual	97,905.60	102,814.40	107,972.80	113,401.60	118,996.80
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	42.66	44.79	47.01	49.37	51.87
			Bi-Weekly	3,412.80	3,583.20	3,760.80	3,949.60	4,149.60
			Monthly	7,394.40	7,763.60	8,148.40	8,557.47	8,990.80
			Annual	88,732.80	93,163.20	97,780.80	102,689.60	107,889.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	38.80	40.72	42.77	44.91	47.16
			Bi-Weekly	3,104.00	3,257.60	3,421.60	3,592.80	3,772.80
			Monthly	6,725.33	7,058.13	7,413.47	7,784.40	8,174.40
			Annual	80,704.00	84,697.60	88,961.60	93,412.80	98,092.80
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	42.66	44.79	47.01	49.37	51.87
			Bi-Weekly	3,412.80	3,583.20	3,760.80	3,949.60	4,149.60
			Monthly	7,394.40	7,763.60	8,148.40	8,557.47	8,990.80
			Annual	88,732.80	93,163.20	97,780.80	102,689.60	107,889.60
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	38.80	40.72	42.77	44.91	47.16
			Bi-Weekly	3,104.00	3,257.60	3,421.60	3,592.80	3,772.80
			Monthly	6,725.33	7,058.13	7,413.47	7,784.40	8,174.40
			Annual	80,704.00	84,697.60	88,961.60	93,412.80	98,092.80
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	34.95	36.68	38.56	40.48	42.42
			Bi-Weekly	2,796.00	2,934.40	3,084.80	3,238.40	3,393.60
			Monthly	6,058.00	6,357.87	6,683.73	7,016.53	7,352.80
			Annual	72,696.00	76,294.40	80,204.80	84,198.40	88,233.60
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	31.86	33.28	34.95	36.61	38.32
			Bi-Weekly	2,548.80	2,662.40	2,796.00	2,928.80	3,065.60
			Monthly	5,522.40	5,768.53	6,058.00	6,345.73	6,642.13
			Annual	66,268.80	69,222.40	72,696.00	76,148.80	79,705.60
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	33.29	34.92	36.71	38.52	40.35
			Bi-Weekly	2,663.20	2,793.60	2,936.80	3,081.60	3,228.00
			Monthly	5,770.27	6,052.80	6,363.07	6,676.80	6,994.00
			Annual	69,243.20	72,633.60	76,356.80	80,121.60	83,928.00
VIDEO ASSISTANT	T400	Classified	Hourly					18.28
			Bi-Weekly					1,462.40
			Monthly					3,168.53
			Annual					38,022.40
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00