

# **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, June 13, 2024**

**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>

To provide live Public Comment during the meeting, participate in Conference Room 2A or copy and paste the link below in your web browser to join the webinar online:

[https://hayward.zoom.us/j/86034867264?  
pwd=ruM3EiVQEquhI9ff5ZoTR\\_Bxy-HEyVtn.AlfMjfbGqgMFFMA2](https://hayward.zoom.us/j/86034867264?pwd=ruM3EiVQEquhI9ff5ZoTR_Bxy-HEyVtn.AlfMjfbGqgMFFMA2)

Webinar ID: 860 3486 7264

Password: PerC613\$

Or join by phone:

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

Webinar ID: 860 3486 7264

Password: 75574634

**CALL TO ORDER****PLEDGE OF ALLEGIANCE****AB 2449 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION****ROLL CALL****PUBLIC COMMENTS:**

*The Public Comment section provides an opportunity to address the Personnel Commission on items not listed on the agenda. The Commission 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 City or are within the jurisdiction of the City as the Commission is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.*

**MINUTES**

1. [MIN 24-068](#) Review and Approve the March 14, 2024 Regular Personnel Commission Meeting Minutes

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

**REPORTS**

2. [RPT 24-053](#) Review the Proposed Fiscal Year 2025 Agenda Planning Calendar

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

**ACTION ITEMS**

3. [ACT 24-041](#) Review and Approve the Revised Job Description for Real Property Manager and Adopt Changes to the Classification Plan

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Revised Job Description for Real Property Manager - Redlined](#)  
[Attachment III Revised Job Description for Real Property Manager - Clean](#)  
[Attachment IV City Manager's Office Org Chart](#)

4. [ACT 24-042](#) Review and Approve the New Job Descriptions for Facilities Maintenance Supervisor and Fleet Maintenance Supervisor and Adopt the Additions to the Classification Plan

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II New Job Description for Facilities Maintenance Supervisor](#)  
[Attachment III New Job Description for Fleet Maintenance Supervisor](#)  
[Attachment IV Maintenance Services Department Org Chart](#)

5. [ACT 24-043](#) Review and Approve the Revised Job Description for Accounting Manager

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Revised Job Description for Accounting Manager - Redlined](#)  
[Attachment III Revised Job Description for Accounting Manager - Clean](#)  
[Attachment IV Finance Department Org Chart](#)

6. [ACT 24-044](#) Review and Approve the Revised Job Description for Neighborhood Partnership Manager and Adopt Changes to the Classification Plan

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Revised Job Description for Neighborhood Partnership Manager - Redlined](#)  
[Attachment III Revised Job Description for Neighborhood Partnership Manager - Clean](#)  
[Attachment IV City Manager's Office Org Chart](#)

7. [PH 24-026](#) Adopt the Revised Classification Plan and Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2025

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Revised Salary Plan for FY 2025](#)  
[Attachment III Revised Classification Plan for FY 2025](#)

#### **STAFF AND HIRING DEMOGRAPHICS REPORT (ORAL REPORT)**

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

City Council Liaison (Informational)

Director of Human Resources (Informational)

**ADJOURNMENT****NEXT REGULAR MEETING – September 12, 2024**

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



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**File #:** MIN 24-068

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**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Review and Approve the March 14, 2024 Regular Personnel Commission Meeting Minutes

**RECOMMENDATION**

That the Personnel Commission reviews and approves the minutes from the regular Personnel Commission meeting held on March 14, 2024.

**ATTACHMENTS**

Attachment I      Minutes



**CITY OF HAYWARD  
PERSONNEL COMMISSION  
MINUTES  
Regular Meeting  
Thursday, March 14, 2024**

A regular meeting of the City of Hayward Personnel Commission was called to order at 5:30 p.m. on Thursday, March 14, 2024, in Conference Room 2A.

**CITY STAFF:**

Ian Tecson, Deputy Director of Human Resources  
Salina Flores, Human Resources Manager  
Janice Cahee, Human Resources Analyst  
Candi Jackson, Human Resources Administrative Assistant  
Regina Youngblood, Assistant City Manager  
Sangeetha Waltz, Deputy City Attorney II  
Alex Ameri, Director of Public Works and Utilities  
Jennie Comstock, Animal Services Administrator

Attendance	<u>REGULAR MEETINGS</u>			<u>SPECIAL MEETINGS</u>	
	Present 03.14.24 Regular Meeting	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.
Erika Cortez	X	1	-	2	1
Denise Thompson	X	1	-	1	2
*Randy Wright	X	1	-	3	-
Rachel Zargar	X	1	-	3	-
Jade Edwards	X	1	-	3	-
Lucy Woo	X	1	-	2	1
Megan Sediqui	X	1	-	1	1

X = present    O = absent

\* Chair Person

**AB 2449 TELECONFERENCE NOTIFICATIONS AND CONSIDERATION**

Commissioner Zargar participated via Zoom under the AB 2449 Brown Act Teleconferencing Rules based on just cause provisions.

**PUBLIC COMMENTS**

No live public comments received.

Chair Wright shared that he appointed Commissioner Thompson to the Personnel Rules Subcommittee and that he will be working on the Personnel Commission Reform

Subcommittee. He encouraged the rest of the Commission that may be interested to join a subcommittee, to reach out to him or HR.

Commissioner Zargar asked if we can consider in the bylaws to have more seats in the Personnel Commission.

Council Member Syrop answered that he can discuss this with Council and see if there's a need for it.

Commissioner Thompson asked if there's a limit for the subcommittee size.

Human Resources Deputy Director Tecson answered three or less members per subcommittee.

Assistant City Manager Youngblood added that the Council will be having a work session on April 16<sup>th</sup> to discuss boards and commissions and how they align with priorities for the organization. She also mentioned that the size for most commissions is seven, with the exception of the Keep Hayward Clean and Green Task Force that has 20 members. The only other large commission is the Community Services Commission that has 17 members and there has been some discussion about decreasing their size. Lastly, Assistant City Manager Youngblood stated that bylaws for any Commission need to be reviewed and approved by City Council and that currently there aren't any for the Personnel Commission.

## **MINUTES**

1. Review and Approve the December 7, 2023 Special Personnel Commission Meeting Minutes

(M/S/P) Wright/Woo – Approved – 7 AYES.

## **REPORTS**

2. Review the Proposed Fiscal Year 2024 Agenda Planning Calendar

The Personnel Commission received the report.

Chair Wright asked if the items listed under “Non-Scheduled Future Items” would be brought to the June 13<sup>th</sup> meeting or if will be moved to the following meeting.

Human Resources Deputy Director Tecson answered that this is considered a separate section for items earmarked to bring back to the Personnel Commission. However, he added that if we have updates at that time, we will bring it to the Commission.

Council Member Syrop stated that the Hiring Diversity Report listed on the calendar has already been received by the Commission and that the need is for staffing. He also noted



that he didn't want to exclude retention.

Chair Wright added that it could be updated to Hiring and Retention Diversity Report.

Human Resources Deputy Director Tecson received these comments.

### **ACTION ITEMS**

3. Abolish the Shelter Volunteer Coordinator Employment Register (Eligible List)

Human Resources Manager Salina Flores gave an overview of this item and answered questions, with assistance from Animal Services Administrator Jennie Comstock.

(M/S/P) Cortez/Thompson – Approved - 7 AYES.

4. Abolish the Animal Care Attendant Employment Register (Eligible List)

Human Resources Manager Salina Flores gave an overview of this item and answered questions, with assistance from Animal Services Administrator Jennie Comstock and Human Resources Analyst Janice Cahee.

(M/S/P) Woo/Cortez – Approved - 7 AYES.

5. Review the Revised Job Description for Laborer

Human Resources Analyst Janice Cahee gave an overview of this item and answered questions, with assistance from Public Works and Utilities Director Alex Ameri.

(M/S/P) Zargar/Thompson – Approved - 7 AYES.

6. Review the Revised Job Descriptions for Utility Worker – Water and Utility Leader – Water

Human Resources Analyst Janice Cahee gave an overview of this item and answered questions, with assistance from Public Works and Utilities Director Alex Ameri.

(M/S/P) Wright/Cortez – Approved - 7 AYES.

7. Review Revisions to the Job Descriptions for Public Works and Utilities including Seven (7) Classification Revisions with Six (6) Classification Retitles and Four (4) New Classifications

Deputy Human Resources Director Ian Tecson gave an overview of this item and answered questions, with assistance from Public Works and Utilities Director Alex Ameri.

(M/S/P) Thompson/Sediqui – Approved - 7 AYES.

8. Review and Approve the Proposed Mission Statement

Deputy Human Resources Director Ian Tecson gave an overview of this item and answered questions.

(M/S/P) Thompson/Cortez – Approved - 6 AYES, 1 ABSENT.

Commissioner Edwards recommended changing “when needed” to “*as needed*”.

Commissioner Cortez recommended removing “making Hayward” and changing it to “are working”.

Assistant City Manager Youngblood recommended changing “its” to “their”.

9. Adopt the Revised Classification Plan and Review and Recommend to Council Adoption of the Revised Salary Plan for Fiscal Year 2024

Deputy Human Resources Director Ian Tecson presented this item and answered related questions. He introduced the revised salary plan for FY24, which reflects the addition of four (4) new classifications and salary adjustments to eleven (11) classifications. The Salary Plan and Classification Plan have also been revised to reflect revisions to the classification titles of eight (8) classifications in the City’s classified service.

(M/S/P) Edwards/Thompson – Adopt the Revised Classification Plan – Approved,  
6 AYES, 1 ABSENT.

(M/S/P) Wright/Cortez – Recommend to Council the Adoption of the Revised  
Salary Plan – Approved, 6 AYES, 1 ABSENT.

**COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS**

City Council Liaison (Informational)

Council Member Syrop expressed his gratitude to the Commission for their engagement over the last year, including the Personnel Commission Retreat. He also announced the Art Show in the Gallery tomorrow night from 5-7pm (1<sup>st</sup> floor of City Hall) and invited the Personnel Commission to attend. The artwork is by HUSD students, so if the Commission is interested in getting involved, this is an opportunity to meet board members (Art Council).

Director of Human Resources (Informational)

Human Resources Deputy Director Tecson stated that Hayward Unified School District will be hosting Hayward College Night next Wednesday evening from 4:30-7pm in the City Hall Rotunda and encouraged the Personnel Commission to attend.

## **ADJOURNMENT**

Meeting was adjourned at 7:25 p.m.



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*for* Brittney Frye  
Director of Human Resources



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**File #:** RPT 24-053

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**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Review the Proposed Fiscal Year 2025 Agenda Planning Calendar

**RECOMMENDATION**

That the Personnel Commission reviews and receives the Proposed Agenda Planning Calendar for fiscal year 2025.

**ATTACHMENTS**

Attachment I      Staff Report



**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT:** Review the Proposed 2025 Fiscal Year Agenda Planning Calendar

## RECOMMENDATION

That the Personnel Commission reviews and receives this report.

## DISCUSSION

For the Commission's consideration, staff recommends the following tentative agenda for the 2025 fiscal year.

Thursday, September 12, 2024	
Minutes	
FY 2025 Agenda Planning Calendar	
<u>Call Taker/Dispatcher</u>	
<u>Crime Scene Technician/Crime Scene Specialist</u>	
<u>Senior Utilities Electrical and Mechanical Operations and Maintenance Leader</u>	
<u>Senior Utility Leader</u>	
FY 2025 Salary and Classification Plan	
Recruitment Diversity Report	
Thursday, December 12, 2024	
Minutes	
FY 2025 Agenda Planning Calendar	
FY 2025 Salary and Classification Plan	
<u>Nepotism Policy Update</u>	
Thursday, March 13, 2025	
Minutes	
FY 2025 Agenda Planning Calendar	
FY 2025 Salary and Classification Plan	
Thursday, June 12, 2025	
Minutes	
FY 2025 Agenda Planning Calendar	

Thursday, June 12, 2025 (continued)
FY 2026 Salary and Classification Plan
<b>Unscheduled Items:</b>

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<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 2025.

*Prepared by:* Candi Jackson, Human Resources Administrative Assistant

*Recommended by:* Brittney Frye, Director of Human Resources

Approved by:




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for Regina Youngblood, Assistant City Manager



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**File #:** ACT 24-041

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**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Review and Approve the Revised Job Description for Real Property Manager and Adopt Changes to the Classification Plan

**RECOMMENDATION**

That the Personnel Commission review and approve the revisions to the Real Property Manager classification and adopt the revised classification to the City's Classification Plan.

**SUMMARY**

The revisions are intended to bring the classification in line with the current job market and address the operational needs of the City, including change of reporting structure from Public Works to the City Manager's office to better align with the needs of the position and delivery of services of internal and external stakeholders. All changes have been reviewed by subject matter experts in both the operating department and Human Resources and agreed to by the representative union.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Revised Job Description - Redlined
Attachment III	Revised Job Description - Clean
Attachment IV	City Manager's Office Org Chart



**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT:** Review and Approve the Revised Job Description for Real Property Manager and Adopt Changes to the Classification Plan

### **RECOMMENDATION**

That the Personnel Commission review and approve the revisions to the Real Property Manager classification and adopt the revised classification to the City's Classification Plan.

### **SUMMARY**

The revisions are intended to bring the classification in line with the current job market and address the operational needs of the City, including change of reporting structure from Public Works to the City Manager's office to better align with the needs of the position and delivery of services of internal and external stakeholders. All changes have been reviewed by subject matter experts in both the operating department and Human Resources and agreed to by the representative union.

### **BACKGROUND/DISCUSSION**

In addition to adopting and approving the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. The Human Resources Department reviews all job descriptions with the respective operating departments, updates each to align with the City's Classification Plan, and ensures the department's needs are included prior to recruitment.

The successful management of commercial real estate property is critical to the City of Hayward and overall healthy economic growth. For example, downtown property acquisition, management and renegotiation of existing disposition and development agreements with existing developers, and the need to advertise and dispose of several City-owned real estate assets are complex in nature and require a subject matter expert to facilitate and represent the City's best interest.



Revisions to the Real Property Manager job description include reassignment from the Public Works department to the City Manager's Office. The department reassignment will facilitate and centralize the support needed to work with key departments Citywide, including City Attorney's Office, Finance Department, Community Development Department, and Public Works on complex matters. Additionally, changes to essential duties provide clarity of the classification's roles and responsibilities. Updates were made to experience and education requirements with the intention of removing barriers to entry and expanding the qualified candidate pool.

## **STRATEGIC ROADMAP**

This agenda item supports the City Council's Strategic Roadmap initiative of Strengthening Organizational Health by allowing for strategic repositioning and structure of the City's Classification Plan to address operational needs.

*Prepared by:* Ian Tecson, Deputy Director of Human Resources

*Recommended by:* Brittney Frye, Director of Human Resources

*Approved by:*



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for Regina Youngblood, Assistant City Manager

## CITY OF HAYWARD

REAL PROPERTY MANAGERDEFINITION

~~Under general direction from the Deputy Director of Public Works Assistant City Manager, To~~  
~~plan, organize, direct and coordinate~~ manages all aspects of the City's real property program within  
~~the City Manager's Office~~, including: ~~performing appraisals and~~ negotiating for the acquisition,  
 lease or sale of real property, and rights-of-way and easements for municipal purposes; to -  
 provide ing relocation assistance; ~~and negotiating use of public right-of-ways for~~  
~~telecommunication services and other utilities.~~  
and to provide highly responsible technical support to the Assistant City Manager.

DISTINGUISHING CHARACTERISTICS

This is a management level classification that reports to the Assistant City Manager~~Deputy~~  
~~Director of Public Works~~. The Real Property Manager plans, organizes and directs all real property  
 activities and coordinates with other divisions and departments on matters related to real property.  
~~and This classification is distinguished from the Deputy Director in that the latter is responsible~~  
~~for overall management and functions of the Engineering Division. D~~develops and implements  
~~newly formed~~ Hayward Economic Development Corporation real estate acquisition activities.

SUPERVISION RECEIVED

Receives ~~G~~general direction ~~is provided by the~~ from the ~~Deputy Director of Public Works-~~  
~~Engineering Assistant City Manager.~~

SUPERVISION EXERCISED

May provide supervision over assigned administrative support personnel.

~~Essential Duties~~ ESSENTIAL DUTIES

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

Develop and implement goals, objectives, policies and procedures related to the  
~~Performs appraisals and provides estimated current values on real property.~~

~~Develops and implements City's real estate policies~~ activities, procedures, budgets, plans and  
projects.

~~DRAFT PROPOSED Real Property Manager Job Specification~~  
~~1/18/24~~City of Hayward  
 Real Property Manager  
 Page 2

~~Manages~~ City and Hayward Economic Development Corporation's real estate acquisition and disposition initiatives to achieve City economic development and revenue objectives.

~~Prepares~~ requests for proposals designed to select developers and tenants; ~~analyzes~~ business terms and ~~negotiates~~ complex lease and purchase agreements.

~~Manages~~ the City's portfolio of properties (~~approximately XX leases~~) leased to third parties.

~~Consults and works closely~~ with the City Attorney's ~~office~~Office and/or ~~and~~ outside legal counsel to ~~ensure~~ agreements, deeds, quitclaims, partial releases, partial reconveyance and other instruments ~~ensure initiatives~~ are compliant with municipal, state and federal law.

~~Supports~~ Public Works Department with the negotiation and preparation ~~negotiate and prepare~~ of use agreements related to use of public right-of-way for telecommunication services, including but not limited to, fiber optic cable and small cell radio equipment; ~~administers~~ use agreements once entered.

~~Assists~~ in the selection and contract negotiations ~~\_~~with independent appraisers, relocation specialists, negotiators and other outside consultants involved with property, building and right-of-~~\_~~way acquisitions, appraisals, negotiations and relocations, ~~and~~ eminent domain proceedings; ~~and~~ ~~provides~~ direction and instruction related to ~~the~~ work as needed.

~~Consults with the City Attorney's office and outside legal counsel to negotiate and prepare lease agreements for use of City property; administers lease agreements once entered.~~

~~Manages~~ administrative support staff to ensure ~~Maintains~~ records related to use agreements and leases ~~to ensure that lease terms~~ are complied with, and payments are up to date, and follows up as needed on non-payment.

~~Reviews~~ title reports to determine ownership, coordinates ~~escrows~~, and assists ~~other City staff~~ in the preparation of property descriptions and reports related to real property.

~~Negotiates with tenants and property owners for the purchase, rental, or sale of real property and real property rights.~~

~~Manages~~ sales of City surplus property, including advertising, ~~negotiations~~ and recommendations ~~regarding actual property sales~~.

~~Consults with the City Attorney's office, outside legal counsel and City Surveyor regarding all aspects of eminent domain proceedings, and coordinates acquisition of real property through eminent domain procedures.~~

~~DRAFT PROPOSED Real Property Manager Job Specification~~  
~~1/18/24~~City of Hayward  
~~Real Property Manager~~  
~~Page 3~~

Provides technical assistance and advice to other City Departments as required relative to Real Property Program.

Coordinates outreach to tenants and property owners regarding projects requiring property acquisition; compiles data to determine relocation and socio-economic needs of occupants and availability of relocation accommodations; and negotiates appropriate relocation terms and payments.

~~Negotiates for the execution of deeds, quitclaims, agreements, partial releases, partial reconveyance and other instruments.~~

-

~~Recommends settlement on condemnation proceedings and assists in condemnation procedures.~~

~~Prepares reimbursement requests and progress payment reports for federal and state funded projects, including documenting costs and working closely with reviewers, and establishes and maintains documentation to ensure that federal and state funded real property acquisition project files meet relevant standards.~~

-

~~Prepares comprehensive reports and cost estimates for real property acquisition, leases and obstruction removal.~~

-

Prepares written and oral reports and correspondence to City Council, City Manager, other City Departments and Department staff.

Represent the City to outside agencies and organizations; participate in outside community and professional groups and committees; provide technical assistance as necessary.

Research and prepare technical and administrative reports; prepare written correspondence.

Represent the City with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.

Foster an environment that embraces integrity, service, inclusion and collaboration.

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

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

Perform related duties as assigned.

## JOB RELATED AND ESSENTIAL QUALIFICATIONS

~~DRAFT PROPOSED Real Property Manager Job Specification~~  
~~1/18/24~~City of Hayward  
~~Real Property Manager~~  
~~Page 4~~

~~Performs~~ ~~related~~ ~~duties~~ ~~as~~ ~~assigned,~~

~~Knowledge of:~~

~~-Principles and practices of property leasing, real estate appraisal, valuation, acquisition, relocation, disposal and property management including state-funded and federal-funded projects.~~

~~Principles and~~Pertinent local, State and Federal rules, regulations and laws pertaining to real property, right-of-way acquisition and vacation, appraisal techniques, property management, eminent domain procedures, title and escrow procedures, real estate, and relocation assistance.

~~Laws and regulations governing the use of public right-of-way for small cell radio equipment and other telecommunication services.~~

~~Property acquisition and relocation guidelines related to state-funded and federal-funded projects.~~

~~=~~  
~~Procedures for Laws related to securing rights--of--way for street and highway purposes, =~~

~~=~~  
~~Laws related to securing easements, and property rights for the City's utilities and service facilities, small cell radio equipment and other telecommunication services.~~

~~=Negotiating techniques.~~

~~Community resources as they pertain to relocation.~~

~~Principles and practices of leadership, motivation, team building and conflict resolution.~~

~~Pertinent local, State and Federal rules, regulations and laws.~~

~~Principles and practices of organizational analysis and management.~~

~~Modern office practices, methods, and computer equipment including relevant software programs.~~

~~Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.~~

~~Safe work practices.~~

~~Principles and practices of excellent customer service.~~

~~-~~  
~~Laws and regulations governing the use of public right-of-way for small cell radio equipment and other telecommunication services.~~

~~-~~  
~~Property acquisition and relocation guidelines related to state-funded and federal-funded projects.~~

~~DRAFT PROPOSED Real Property Manager Job Specification~~~~1/18/24 City of Hayward~~~~Real Property Manager~~~~Page 5~~

- ~~-~~
- ~~Laws related to securing rights of way for street and highway purposes.~~
- ~~-~~
- ~~Laws related to securing easements and property rights for the City's utilities and service facilities.~~
- ~~-~~
- ~~Community resources as they pertain to relocation.~~

Ability to:Organize and direct real property activities.

Conduct negotiations using professional standards and in accordance with federal, state and local rules and regulations.

~~-~~

Develop understanding of:

~~Laws and regulations governing the use of public right of way for small cell radio equipment and other telecommunication services.~~

~~=~~

~~Property acquisition and relocation guidelines related to state funded and federal funded projects.~~

~~=~~

~~Laws related to securing rights of way for street and highway purposes.~~

~~=~~

~~Laws related to securing easements and property rights for the City's utilities and service facilities.~~

~~Community resources as they pertain to relocation.~~

Collect, analyze, compile and interpret economic, technical and statistical data relating to real property, and to establish fair market values.

Remain apprised of current laws and regulations pertaining to areas of responsibility, including use of public right-of-way for small cell radio equipment and other telecommunications equipment.

Analyze and resolve complex technical and administrative real estate management, acquisition, disposal, and appraisal valuation problems.

~~-~~

~~Assist in hearings for cases on appeal in connection with federal, state and local projects.~~

~~-~~

Interpret maps, legal documents and engineering plans.

~~DRAFT PROPOSED Real Property Manager Job Specification~~  
~~1/18/24~~City of Hayward  
~~Real Property Manager~~  
~~Page 6~~

Supervise administrative staff and outside consultants.

Complete work with a high degree of independence and initiative.

~~Communicate effectively both orally and in writing with the general public, tenants and property owners, outside contractors, other City departments and City officials and staff.~~

~~Provide real property assistance to other City Departments involving technical property issues and guidance on process.~~

~~Establish and maintain effective working relationships with City departments and external stakeholders. Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.~~

Gain cooperation through discussion and persuasion.

Interpret and apply City and department policies, procedures, rules and regulations.

Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.

Communicate effectively, tactfully and positively in both oral and written form.

Operate and use modern office equipment and technology, including computers and applicable software.

Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.

Utilize appropriate safety procedures and practices for assigned duties.

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

Contribute effectively to the accomplishments of City goals, objectives and activities.

## EXPERIENCE AND EDUCATION

### **Minimum Qualifications**

## EXPERIENCE AND EDUCATION

Any combination that would likely provide the required knowledge and abilities to perform the duties of this position would be qualifying. A typical way to obtain them would be:

~~DRAFT PROPOSED Real Property Manager Job Specification~~  
~~1/18/24~~City of Hayward  
 Real Property Manager  
 Page 7

Experience: ~~Four (4)~~Five years of increasingly responsible experience ~~involving~~ real property appraisals, negotiations, acquisitions, relocations, and property management, including at least two years, of which at least one year was spent managing right-of-way programs. Experience with or exposure to placement public private partnerships of small cell radio equipment in public right-of-way is desirable. One (1) year of supervisory experience is desirable. Experience with or exposure to public private partnerships is desirable.

Education: Equivalent to a Bachelor's Degree from an accredited college or university ~~with major work~~ in ~~Public~~ public or ~~Business~~ business ~~Administration~~ administration, ~~Engineering~~ engineering, ~~Real real Estate~~ estate or a ~~closely~~ related field. Appropriate experience may be substituted for education on a year-for-year basis.

Licenses and Certificates:

~~Must possess and maintain~~Possession and maintenance of a valid Class C California Driver's License. ~~Possession of a SR/WA (Senior Right of Way Association) Certificate from the International Right of Way Association is desirable.~~

**Supplemental Information**

SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: work in a standard office environment and use standard office equipment and current software; safely drive to various locations throughout the City and County to manage, direct, coordinate and/or participate in meetings and community events in a variety of community settings and weather conditions; make effective presentations to public audiences; conduct City business during day and evening hours, including occasional weekend and irregular hours; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; stand, walk, reach, bend, and safely lift and move equipment and materials weighing up to 35 pounds; withstand exposure to noise, vibration, chemicals, mechanical and electrical hazards; converse by telephone, by email, in person, and before small and large groups, and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public, elected officials, government agencies, and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

SALARY

~~\$164,278—\$199,680~~

PROBATIONARY PERIOD: One (1) Year.



~~DRAFT PROPOSED Real Property Manager Job Specification~~  
~~1/18/24 City of Hayward~~  
~~Real Property Manager~~  
~~Page 8~~

H225 Real Property Manager

Last Revised September 1990

Revised January 27, 2022

APP GRP: 02

FPPC Status: Designated

FLSA Status: Exempt

~~CWC/Hayward/Real Property Manager/Job Specification/Job specification—011824 Redline.docx~~

## CITY OF HAYWARD

REAL PROPERTY MANAGERDEFINITION

To plan, organize, direct and coordinate all aspects of the City's real property program within the City Manager's Office including negotiating for the acquisition, lease or sale of real property, and rights-of-way and easements for municipal purposes; to provide relocation assistance; and to provide highly responsible technical support to the Assistant City Manager.

DISTINGUISHING CHARACTERISTICS

This is a management level classification that reports to the Assistant City Manager. The Real Property Manager plans, organizes and directs all real property activities and coordinates with other divisions and departments on matters related to real property and develops and implements Hayward Economic Development Corporation real estate acquisition activities.

SUPERVISION RECEIVED

Receives general direction from the Assistant City Manager.

SUPERVISION EXERCISED

May provide supervision over assigned administrative support personnel.

ESSENTIAL DUTIES

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

Develop and implement goals, objectives, policies and procedures related to the City's real estate activities, plans and projects.

Manage City and Hayward Economic Development Corporation's real estate acquisition and disposition initiatives to achieve City economic development and revenue objectives.

Prepare requests for proposals designed to select developers and tenants; analyze business terms and negotiate complex lease and purchase agreements.

Manage the City's portfolio of properties leased to third parties.

Consult and work closely with the City Attorney's Office and/or outside legal counsel to ensure agreements, deeds, quitclaims, partial releases, partial reconveyance and other instruments are compliant with municipal, state and federal law.

Support Public Works Department with the negotiation and preparation of use agreements related to use of public right-of-way for telecommunication services, including but not limited to, fiber

ESSENTIAL DUTIES (continued)

optic cable and small cell radio equipment; administer use agreements once entered.

Assist in the selection and contract negotiations with independent appraisers, relocation specialists, negotiators and other outside consultants involved with property, building and right-of-way acquisitions, appraisals, negotiations and relocations, and eminent domain proceedings; provide direction and instruction related to work as needed.

Manage administrative support staff to ensure records related to use agreements and leases are complied with, and payments are up to date, and follow up as needed on non-payment.

Review title reports to determine ownership, coordinate escrows, and assist other City staff in the preparation of property descriptions and reports related to real property.

Manage sales of City surplus property, including advertising, negotiations and recommendations regarding property sales.

Provide technical assistance and advice to other City Departments as required relative to Real Property Program.

Coordinate outreach to tenants and property owners regarding projects requiring property acquisition; compile data to determine relocation and socio-economic needs of occupants and availability of relocation accommodations; and negotiate appropriate relocation terms and payments.

Prepare written and oral reports and correspondence to City Council, City Manager, other City Departments and Department staff.

Represent the City to outside agencies and organizations; participate in outside community and professional groups and committees; provide technical assistance as necessary.

Research and prepare technical and administrative reports; prepare written correspondence.

Represent the City with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.

Foster an environment that embraces integrity, service, inclusion and collaboration.

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

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

Perform related duties as assigned.

## JOB RELATED AND ESSENTIAL QUALIFICATIONS

### Knowledge of:

Principles and practices of property leasing, real estate appraisal, valuation, acquisition, relocation, disposal and property management including state-funded and federal-funded projects.

Pertinent local, State and Federal rules, regulations and laws pertaining to real property, right-of-way acquisition and vacation, appraisal techniques, property management, eminent domain procedures, title and escrow procedures, real estate, and relocation assistance.

Procedures for securing rights-of-way for street and highway purposes, easements, and property rights for the City's utilities and service facilities, small cell radio equipment and other telecommunication services.

Negotiating techniques.

Community resources as they pertain to relocation.

Principles and practices of leadership, motivation, team building and conflict resolution.

Pertinent local, State and Federal rules, regulations and laws.

Principles and practices of organizational analysis and management.

Modern office practices, methods, and computer equipment including relevant software programs.

Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.

Safe work practices.

Principles and practices of excellent customer service.

### Ability to:

Organize and direct real property activities.

Conduct negotiations using professional standards and in accordance with federal, state and local rules and regulations.

Collect, analyze, compile and interpret economic, technical and statistical data relating to real property, and to establish fair market values.

Remain apprised of current laws and regulations pertaining to areas of responsibility, including use of public right-of-way for small cell radio equipment and other telecommunications equipment.

### JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued)

#### Ability to (continued):

Analyze and resolve complex technical and administrative real estate management, acquisition, disposal, and appraisal valuation problems.

Interpret maps, legal documents and engineering plans.

Supervise administrative staff and outside consultants.

Complete work with a high degree of independence and initiative.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Gain cooperation through discussion and persuasion.

Interpret and apply City and department policies, procedures, rules and regulations.

Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.

Communicate effectively, tactfully and positively in both oral and written form.

Operate and use modern office equipment and technology, including computers and applicable software.

Maintain regular attendance and adhere to prescribed work schedule to conduct job

responsibilities. Utilize appropriate safety procedures and practices for assigned duties.

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

Contribute effectively to the accomplishments of City goals, objectives and activities.

### EXPERIENCE AND EDUCATION

Any combination that would likely provide the required knowledge and abilities to perform the duties of this position would be qualifying. A typical way to obtain them would be:

Experience: Five years of increasingly responsible experience involving real property appraisals, negotiations, acquisitions, relocations, and property management, including at least two years of supervisory experience. Experience with or exposure to public private partnerships is desirable.

### EXPERIENCE AND EDUCATION (continued)

Education: Equivalent to a Bachelor's Degree from an accredited college or university in public or business administration, engineering, real estate or a related field. Appropriate experience may be substituted for education on a year-for-year basis.

Licenses and Certificates: Possession and maintenance of a valid Class C California Driver's License.

### SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to:

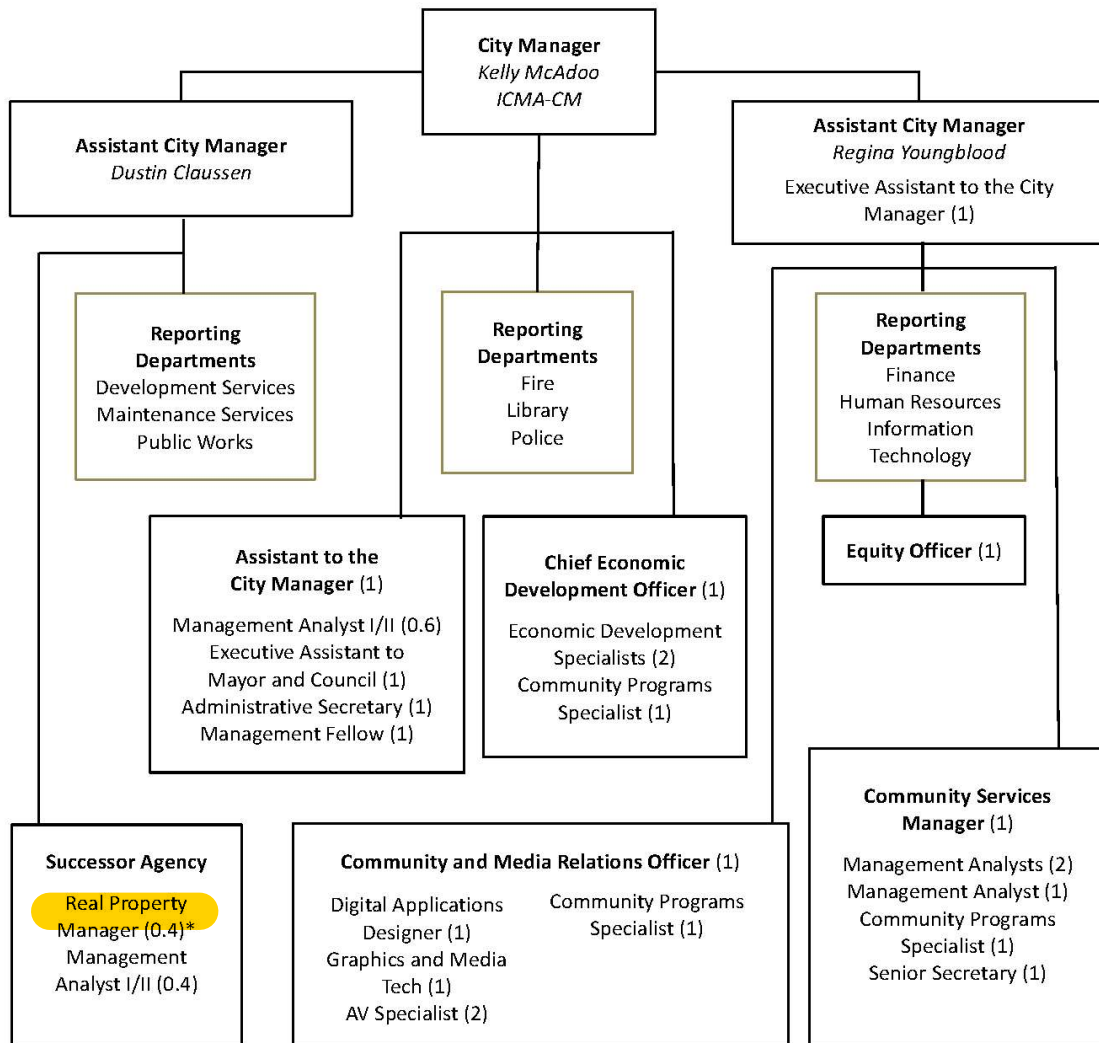
work in a standard office environment and use standard office equipment and current software; safely drive to various locations throughout the City and County to manage, direct, coordinate and/or participate in meetings and community events in a variety of community settings and weather conditions; make effective presentations to public audiences; conduct City business during day and evening hours, including occasional weekend and irregular hours; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; stand, walk, reach, bend, and safely lift and move equipment and materials weighing up to 35 pounds; withstand exposure to noise, vibration, chemicals, mechanical and electrical hazards; converse by telephone, by email, in person, and before small and large groups, and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public, elected officials, government agencies, and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year

H225 Real Property Manager  
Revised September 1990  
Revised January 27, 2022  
APP GRP: 02  
FPPC Status: Designated  
FLSA Status: Exempt

## FY 2025 STAFFING 27.0 FTE

### Office of the City Manager



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



# CITY OF HAYWARD

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

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**File #:** ACT 24-042

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**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Review and Approve the New Job Descriptions for Facilities Maintenance Supervisor and Fleet Maintenance Supervisor and Adopt the Additions to the Classification Plan

**RECOMMENDATION**

That the Personnel Commission review and approve the proposed new classifications and job descriptions of Facilities Maintenance Supervisor and Fleet Maintenance Supervisor and adopt the addition of these new classifications to the City's Classification Plan.

**SUMMARY**

The addition of the two supervisor classifications are intended to address the evolving business needs and complexity of operations while balancing the City's need to foster an internal talent bench and create promotional opportunities with a goal of aiding to retain employees. These classifications will directly support span of control through first-level supervision within their respective areas by providing day-to-day supervision and support to the Division Manager in achieving organizational goals.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	New Job Description for Facilities Maintenance Supervisor
Attachment III	New Job Description for Fleet Maintenance Supervisor
Attachment IV	Maintenance Services Department Org Chart





**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT:** Review and Approve the New Job Descriptions for Facilities Maintenance Supervisor and Fleet Maintenance Supervisor and Adopt the Additions to the Classification Plan

### **RECOMMENDATION**

That the Personnel Commission review and approve the proposed new classifications and job descriptions of Facilities Maintenance Supervisor and Fleet Maintenance Supervisor and adopt the addition of these new classifications to the City's Classification Plan.

### **SUMMARY**

The addition of the two supervisor classifications are intended to address the evolving business needs and complexity of operations while also balancing the City's need to foster an internal talent bench creating promotional opportunities and aiding in the retention of employees. These classifications will directly support span of control through first-level supervision within their respective areas by providing day-to-day supervision and support to the Division Manager in achieving organizational goals.

### **BACKGROUND/DISCUSSION**

In addition to adopting and approving the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. The Human Resources Department reviews all job descriptions with the respective operating departments, updates each to align with the City's Classification Plan, and ensures the department's needs are included prior to recruitment.

The Maintenance Services Division (MSD) plays a key role in addressing City priorities, primarily related to the maintenance of City landscapes, streets, fleet vehicles, equipment, facilities, and property. In years past, the City maintained first-line supervisor level classifications in MSD's four operational divisions, but over time abolished those classifications and their related funded positions due to budgetary constraints. In 2022, with a growing need to address services, the City added back first-line supervisor level classifications

in two divisions of MSD: Streets and Landscape. Adding the first-line supervisor level classifications to the remaining divisions of Fleet and Facilities will help balance and enhance operations in those areas.

The new classification of Facilities Maintenance Supervisor will be housed in the Facilities Division as a first-line supervisor reporting to the Facilities and Building Manager. This position will be responsible to plan, organize, direct, and supervise the activities of staff involved in the renovation, maintenance, occupancy, and improvement of City buildings, and related equipment and facilities; and will assist the Facilities and Building Manager as required.

The new classification of Fleet Maintenance Supervisor will be housed in the Fleet Maintenance Division as a first-line supervisor reporting to the Fleet Maintenance Manager. This position will be responsible to plan, organize, direct, and supervise the activities of staff involved in skilled and semi-skilled repair and maintenance of a wide variety of gasoline, diesel, and electric powered automotive; and will assist the Fleet Maintenance Manager as required.

## **STRATEGIC ROADMAP**

This agenda item supports the City Council's Strategic Roadmap initiative of Strengthening Organizational Health by allowing for strategic repositioning and structure of the City's Classification Plan to address operational needs.

*Prepared by:* Salina Flores, Human Resources Manager

*Recommended by:* Ian Tecson, Deputy Director of Human Resources  
Brittney Frye, Director of Human Resources

Approved by:

A handwritten signature in black ink, appearing to be 'R. Youngblood', written over a horizontal line.

for Regina Youngblood, Assistant City Manager

## CITY OF HAYWARD

FACILITIES MAINTENANCE SUPERVISORDEFINITION

To plan, organize, direct and supervise the activities of staff involved in the renovation, maintenance, occupancy, and improvement of City buildings, and related equipment and facilities; to prepare and negotiate leases of surplus City property and oversee the management of City Hall; to assist and maintain access control systems, energy management systems, janitorial, and security contract services; and to assist the Facilities and Building Manager as required.

DISTINGUISHING CHARACTERISTICS

This is a supervisor level classification within the Facilities maintenance series. The incumbent is responsible for planning and coordinating work activities of the Facilities Maintenance workgroup. This classification is distinguished from the lower-level Facilities Lead Worker in that is responsible for planning, assigning, reviewing and supervising facilities maintenance activities. It is further distinguished from the higher-level position Facilities and Building Manager in that the latter has overall management responsibility for the operation, management and administration of the City's Facilities Division. The incumbent is expected to resolve most work problems with occasional direction from the Manager and able to exercise effective supervision over assigned staff.

SUPERVISION RECEIVED

Receives general supervision from the Facilities and Building Manager.

SUPERVISION EXERCISED

Exercises direct supervision of Facilities maintenance staff.

ESSENTIAL DUTIES

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

Recommend and assist in the implementation of goals and objectives; establish schedules and methods for the maintenance and repair of City buildings and related facilities.

Plan, prioritize, assign, supervise and review the work of staff involved in the inspection, maintenance and repair of City facilities including carpentry, painting, plumbing, sheet metal work, welding, masonry, and electrical work.

Evaluate operations and activities of assigned responsibilities; recommend improvements and modifications; prepare various reports on operations.

ESSENTIAL DUTIES (continued)

Participate in the selection of staff; coordinate staff training and conduct performance evaluations; recommend discipline; implement discipline procedures as directed.

Arrange for appropriate equipment and materials and assign and schedule vehicle usage.

Work with Architect on Tenant Improvement “Remodel” projects and coordinate time frames and logistics with contractors from start to completion of projects.

Prepare and provide status updates of major repairs, equipment malfunctions, and work planning.

Participate in budget preparation and administration; prepare cost estimates for budget recommendations; submit justifications for equipment and tools; monitor and control expenditures.

Maintain the section’s safety program by implementing OSHA standards, conducting monthly meetings and safety “tailgate” meetings, and preparing monthly reports; participate in the training of employees in work procedures, standards, and safety practices, and ensure the safe operation of a variety of equipment, including forklift, and various trucks and vans.

Coordinate maintenance activities with other City departments, divisions, and with outside agencies.

Coordinate and oversee City Facility rentals and events.

Support organizational transition to renewable energy sources for the city’s facilities through knowledge and continuing education on current regulations, funding opportunities, preparing, and compiling compliance and regulation reports.

Respond to inquiries from the community and City staff.

Serve in the absence of the Facilities and Building Manager and may authorize and coordinate contractual work during emergencies.

Answer questions and provide information to the public; research questions and recommend corrective action as necessary to resolve issues.

Represent the City with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.

Foster an environment that embraces integrity, service, inclusion and collaboration.

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

### ESSENTIAL DUTIES (continued)

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

Perform related duties as assigned.

### JOB RELATED AND ESSENTIAL QUALIFICATIONS

#### Knowledge of:

Safe use of various hand and powered tools used in the repair and maintenance of City facilities.

Building maintenance procedures and practices including painting, electrical, steam fitting, pump repairs for sewage, sheet metal, plumbing, carpentry, motor repair generators, underground fuel storage systems, welding, heating, ventilation, and air conditioning (HVAC) repair, and masonry.

Pertinent local, State, and Federal rules, regulations and laws.

Principles of supervision, training and performance evaluations.

Basic principles of budget monitoring.

Principles and practices related to managing public assembly facilities.

Occupational hazards and standard safety precautions of building trades.

Modern office practices, methods, and computer equipment including relevant software programs.

Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.

Safe work practices.

Principles and practices of excellent customer service.

#### Ability to:

Organize, implement and direct facility maintenance and repair operations and activities.

Develop and maintain maintenance software programs, capital replacement plans, and record-keeping systems.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued)

Ability to (continued):

Access computerized information systems for financial, facility, and equipment items.

Promote safe work practices and take appropriate action towards occupational hazards and unsafe conditions.

Prepare state and local compliance reports.

Coordinate schedules which ensure the timely processing of work requests and preventive maintenance.

Develop orderly procedures for implementing schedules, including building in any modifications, which may be required in handling job requests within the system.

Interpret and explain pertinent department and City policies and procedures.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Supervise, train and evaluate assigned staff.

Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.

Communicate effectively, tactfully and positively in both oral and written form.

Operate and use modern office equipment and technology, including computers and applicable software.

Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.

Utilize appropriate safety procedures and practices for assigned duties.

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

Contribute effectively to the accomplishments of City goals, objectives and activities.

## EXPERIENCE AND EDUCATION

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

Experience: Four (4) years of experience in one or more of the following trades: carpentry, plumbing, heating-ventilation-air conditioning (HVAC), painting, mechanical or electrical work. Must include at least one (1) year of supervisory or lead experience.

Education: Equivalent to completion of the twelfth (12<sup>th</sup>) grade, supplemented by specialized trade school or apprenticeship completion.

Licenses and Certificates: Possession and maintenance of a valid Class C California Driver's License.

## SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to:

work in a standard office environment and use standard office equipment and current software; to work in a field environment when needed in various weather conditions; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; walk, stand, crouch, reach, twist, turn, kneel, bend, squat, crawl, stoop, climb and safely lift and move equipment and materials weighing up to 50 pounds; work in heat and cold with noise and vibrations; exposure to chemicals, mechanical, and electrical hazards, converse by telephone, by email, in person, and to small or large groups and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public and all different levels of City staff in an effective and professional manner; and safely drive to various locations throughout the City and County to travel to fulfill assigned duties and to review work outdoors. Essential functions must be performed with or without reasonable accommodations.

PROBATIONARY PERIOD: One (1) year

H600 Facilities Maintenance Supervisor  
June 2024  
FPPC STATUS: Non-Designated  
FLSA STATUS: Exempt

## CITY OF HAYWARD

FLEET MAINTENANCE SUPERVISORDEFINITION

To plan, organize, direct and supervise the activities of staff involved in skilled and semi-skilled repair and maintenance of a wide variety of gasoline, diesel, and electric powered automotive; and to assist the Fleet Maintenance Manager as required.

DISTINGUISHING CHARACTERISTICS

This is a supervisor classification within the Fleet maintenance series. The incumbent is responsible for planning and coordinating work activities of the Fleet Maintenance workgroup. This classification is distinguished from the lower-level Senior Equipment Mechanic in that it is responsible for planning, assigning, reviewing and supervising fleet maintenance activities. It is further distinguished from the higher-level position of Fleet Maintenance Manager in that the latter has overall management responsibility for the operation, management and administration of the City's Fleet Division. The incumbent is expected to resolve most work problems with occasional direction from the Manager and able to exercise effective supervision over assigned staff.

SUPERVISION RECEIVED

Receives general supervision from the Fleet Maintenance Manager.

SUPERVISION EXERCISED

Exercises direct supervision of Fleet maintenance staff

ESSENTIAL DUTIES

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

Recommend and assist in the implementation of goals and objectives; establish schedules and methods for the maintenance and repair of the City's fleet.

Plan, prioritize, assign, supervise and review the work of staff involved in the overhaul, maintenance and repair of a wide variety of automotive, construction and mechanical equipment.

Evaluate operations and activities of assigned responsibilities; recommend improvements and modifications; prepare various reports on operations.

Participate in the selection of staff; coordinate staff training and conduct performance evaluations; recommend discipline; implement discipline procedures as directed.

Inspect work in progress and upon completion for compliance with policies, procedures and standard



ESSENTIAL DUTIES (continued)

trade practices; make initial inspections in difficult cases and diagnose mechanical defects.

Oversee the City's preventive maintenance program and schedule vehicles for servicing and maintenance.

Prepare detailed cost estimates and recommend feasibility of major repairs.

Prepare reports; maintain records of time, materials and equipment used; order supplies and materials.

Coordinate equipment maintenance and repairs with operating departments.

Identify and develop work procedures and methods in the garage; conduct safety meetings and ensure the adherence to safe work practices; coordinate safety compliance with local, state or federal agencies.

Check new equipment to verify operational correctness.

Assist the Fleet Maintenance Manager prioritizing Fleet purchases.

Prepare equipment specifications for new equipment acquisition.

Ensure all equipment compliance inspections (i.e. smog checks, aerial inspection) are completed on time and documented.

Support organizational transition to renewable energy sources for the city's fleet through knowledge and continuing education on current regulations, applicable funding opportunities, and preparing and compiling compliance and regulation reports.

Participate in budget preparation and administration; prepare cost estimates for budget recommendations; submit justifications for equipment and tools; monitor and control expenditures.

Determine where improvements can be made and recommend and implement changes.

Answer questions and provide information to the public; research questions and recommend corrective action as necessary to resolve issues.

Represent the City with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.

Foster an environment that embraces integrity, service, inclusion and collaboration.

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

ESSENTIAL DUTIES (continued)

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

Perform related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Vehicle and equipment operations, policies, and procedures.

Operational hazards and standard safety precautions necessary in the workplace.

Pertinent local, State, and Federal rules, regulations and laws.

Principles of supervision, training and performance evaluations.

Basic principles of budget monitoring.

Modern office practices, methods, and computer equipment including relevant software programs.

Oral and written communication skills; business English including vocabulary, spelling, and correct grammatical usage and punctuation.

Safe work practices.

Principles and practices of excellent customer service.

Ability to:

Organize, implement and direct fleet maintenance and repair operations and activities.

Devise and maintain necessary record systems.

Access computerized information systems for financial, and vehicle and equipment items.

Promote safe work practices and take appropriate action towards occupational hazards and unsafe conditions.

Prepare local, state, and federal compliance reports.

Develop and maintain maintenance software programs, capital replacement plans, and record-keeping systems.

Interpret and explain pertinent department and City policies and procedures.

### JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued)

#### Ability to (continued):

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Supervise, train and evaluate assigned staff.

Read, write and comprehend the English language at a level necessary for effective job performance exercising correct English usage, vocabulary, spelling, grammar and punctuation.

Communicate effectively, tactfully and positively in both oral and written form.

Operate and use modern office equipment and technology, including computers and applicable software.

Maintain regular attendance and adhere to prescribed work schedule to conduct job responsibilities.

Utilize appropriate safety procedures and practices for assigned duties.

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

Contribute effectively to the accomplishments of City goals, objectives and activities.

### EXPERIENCE AND EDUCATION

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

Experience: Four (4) years of progressively responsible experience as a journey level mechanic, including one (1) year of supervisory or lead experience.

Education: Equivalent to completion of the twelfth (12<sup>th</sup>) grade, supplemented by specialized courses in automotive or equipment repair and coursework in supervisory and administrative practices. Possession of an Associate of Arts Degree is desirable.

Licenses and Certificates: Possession and maintenance of a valid Class C California Driver's License. Possession of Class B Driver's License is highly desirable.

### SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to:

SPECIAL REQUIREMENTS (continued)

work in a standard office environment and use standard office equipment and current software; to work in a field environment when needed in various weather conditions; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; walk, stand, crouch, reach, twist, turn, kneel, bend, squat, crawl, stoop, climb and safely lift and move equipment and materials weighing up to 50 pounds; work in heat and cold with noise and vibrations; exposure to chemicals, mechanical, and electrical hazards, converse by telephone, by email, in person, and to small or large groups and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public and all different levels of City staff in an effective and professional manner; and safely drive to various locations throughout the City and County to travel to fulfill assigned duties and to review work outdoors. Essential functions must be performed with or without reasonable accommodations.

PROBATIONARY PERIOD    One (1) Year

H630 Fleet Maintenance Supervisor

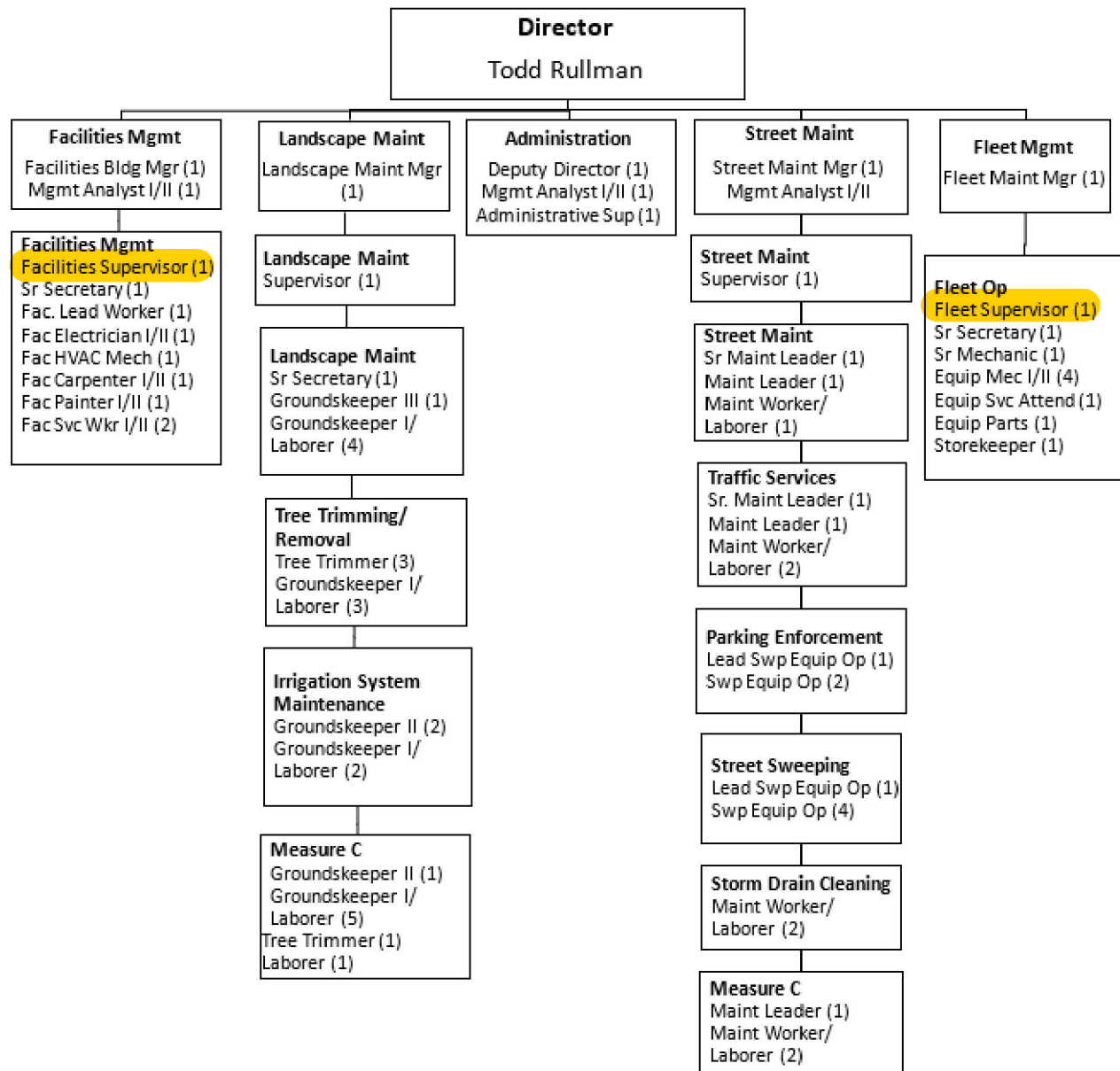
June 2024

FPPC STATUS: Non-Designated

FLSA STATUS: Exempt

## FY 2025 STAFFING 73.0 FTE

### Maintenance Services Department





# CITY OF HAYWARD

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

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**File #:** ACT 24-043

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**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Review and Approve the Revised Job Description for Accounting Manager

**RECOMMENDATION**

That the Personnel Commission reviews and approves the revisions to the job description for the Accounting Manager classification and adopts the revised classification to the City's Classification Plan.

**SUMMARY**

The job description for Accounting Manager has been updated to remove an unessential qualifier to better align with the City's operational needs.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Revised Job Description - Redlined
Attachment III	Revised Job Description - Clean
Attachment IV	Finance Department Org Chart



**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT:** Review and Approve the Revised Job Description for Accounting Manager

### **RECOMMENDATION**

That the Personnel Commission reviews and approves the revisions to the job description for the Accounting Manager classification and adopts the revised classification to the City's Classification Plan.

### **SUMMARY**

The job description for Accounting Manager has been updated to remove an unessential qualifier to better align with the City's operational needs.

### **BACKGROUND/DISCUSSION**

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. The Human Resources Department reviews all job descriptions with the respective operating departments, updates each to align with the City's Classification Plan, and ensures that the needs of the department are met.

The Accounting Manager class is a division head assigned to the Finance Department. The incumbent is responsible to perform a variety of finance and accounting tasks involving complex governmental accounting and reporting processes. The Accounting Manager exercises direct supervision over professional, technical and/or support staff. The current job description for Accounting Manager includes a requirement for the possession and maintenance of a Certified Public Accountant (CPA) License. Human Resources staff conducted an analysis of the position in conjunction with a recent recruitment and confirmed that the duties of Accounting Manager rely heavily on experience and exposure to government fund accounting instead of the existing requirement of auditing or tax preparation that require a CPA license.

With the last documented revision to the job description made in August 2011, it was determined that possession of CPA license is not a requirement for a candidate to successfully perform the essential functions of the job. As stated, this minimum qualification is misleading and should be omitted from the job description to remove the unnecessary qualifier.

In addition to clarifying the original intention that a CPA is not a minimum qualification for the role, the proposed revision will aid in identifying qualified and available candidates during future recruitment campaigns for the City.

## **STRATEGIC ROADMAP**

This agenda item supports the City Council's Strategic Roadmap initiative of Strengthening Organizational Health by allowing for strategic repositioning and structure of the City's Classification Plan to address operational needs.

*Prepared by:* Salina Flores, Human Resources Manager

*Recommended by:* Ian Tecson, Deputy Director of Human Resources  
Brittney Frye, Director of Human Resources

Approved by:



---

for Regina Youngblood, Assistant City Manager



## CITY OF HAYWARD

ACCOUNTING MANAGERDEFINITION

Under general direction of the Finance Director, plan and supervise the accounting division of the Finance Department, to assist in developing and implementing financial planning and budgeting procedures and to evaluate, develop and implement accounting systems and procedures.

DISTINGUISHING CHARACTERISTICS

This class is a division head in the Finance Department. Incumbent performs a variety of finance and accounting tasks involving complex governmental accounting and reporting processes. The Accounting Manager exercises direct supervision over professional, technical and/or support staff.

SUPERVISION RECEIVED AND EXERCISED

General direction is provided by the Director of Finance.

Responsibilities include direct supervision of professional, technical and clerical positions.

ESSENTIAL DUTIES

Direct, plan and organize the activities of the Accounting Division, including developing and implementing division goals, objectives, policies and procedures, and priorities.

Direct the preparation of financial and accounting reports as mandated by Federal, State and City laws, regulations or ordinances, including the Comprehensive Annual Financial Report (CAFR), State Controller's reports, grant reports, the city-wide Cost Allocation Plan, and other related reports.

Develop financial statement formats in accordance with generally accepted accounting principles and legal requirements.

Ensure that the General Ledger is a proper reflection of current financial activities, including Propriety of accounts, internal controls, accounting and cash control policies.

Direct the City's automated accounting system, including the general ledger and all required Subsidiary ledgers.

Review, recommend, and implement accounting and financial operations for efficiency, effectiveness, and compliance with policies, procedures, and regulations; take appropriate action to resolve discrepancies.

Establish system controls for financial systems and develop procedures to improve existing systems.

ESSENTIAL DUTIES (Continued)

City of Hayward  
Accounting Manager  
Page 2

Direct and oversee the City's payroll operations.

Plan, organize, and provide direct supervision of professional and support staff assigned to the Accounting Division. Review workload, schedule status of projects and availability of personnel for assignments. Review reports prepared by Accounting staff for accuracy and to ensure compliance with policies and regulations; train and evaluate performance and initiate disciplinary action.

Analyze and prepare accounting and financial informational and presentation materials.

Coordinate activities with other departments and agencies; provide information and assistance to the public and City departments regarding accounting and financial matters, policies and practices.

Manage both internal and external audits including coordinating the preparation of schedules, gathering information and ensuring access to records.

Maintain current knowledge of, develop and implement Governmental Accounting Standards Board (GASB) Statements.

Performs related work as necessary.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Generally accepted government accounting principles and associated laws and regulations.

Generally accepted government audit standards, practices and the contents of the Government Auditing Standards prepared by the General Accounting Office.

Advanced governmental accounting theory, practice, and financial statement preparation, as well as state and federal grants management and fund management

Internal controls, including their purpose and limitations; how to perform reviews and evaluations of internal controls; how to perform risk assessments; how to design and implement control procedures.

Operation and maintenance of automated financial enterprise systems and their use in financial management, control, and reporting, particularly as it relates to the general ledger and associated subsidiary ledgers, and fixed asset control.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (Continued)

City of Hayward  
Accounting Manager  
Page 3

Knowledge of (Continued):

Principles and practices of governmental data processing as related to the processing of accounting and budgetary information and the interpretation of input/output documents.

Principles of budgetary preparation, administration and control. Laws and regulations related to City fiscal operations, including those of the Federal Internal Revenue Service, State Franchise Tax Board, State Board of Equalization, and State Economic Development Department.

Principles and practices of effective employee supervision, training and performance evaluation.

Ability to:

Implement GASB Statements, especially GASB Statement 34

Prepare a Comprehensive Annual Financial Report (CAFR)

Evaluate internal controls and recommend and implement effective control procedures.

Analyze, interpret and evaluate complex financial data and develop appropriate solutions.

Prepare clear, concise and complete financial reports and other written materials.

Plan, organize, direct and evaluate the work of accounting professionals.

Supervise, train and evaluate professional, technical and clerical personnel.

Establish and maintain effective working relationships with others.

EXPERIENCE AND TRAINING

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

Experience:

Five (5) years experience of a progressively responsible nature in accounting and financial work including implementing accounting systems, and at least two (2) years of supervising professional staff.

EXPERIENCE AND TRAINING (Continued)

Education:

City of Hayward  
 Accounting Manager  
Page 4

Graduation from a four-year college or university with major coursework in accounting, or a major in finance, business administration, economics, or a closely related field; and satisfactory completion of accounting courses consisting of intermediate accounting, advanced accounting, and governmental accounting.

Licenses and Certificates:

~~Possession and maintenance of Certified Public Accountant (CPA) License.~~

Possession and maintenance of a valid Class C California Driver's License.

SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: work in a standard office environment and use standard office equipment and current software; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; walk, stand, crouch, reach, twist, turn, kneel, bend, squat, stoop and safely lift and move equipment and materials weighing up to 25 pounds; converse by telephone, by email, in person, and to small or large groups and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public and all different levels of City staff in an effective and professional manner; and safely drive to various locations throughout the City and County to fulfill assigned duties.

Essential functions must be performed with or without reasonable accommodations.

PROBATIONARY PERIOD: One Year.

730CS11

October 1968

Revised August 2011

APP GROUP: 2

FPPC STATUS: Designated

FLSA STATUS: Exempt

## CITY OF HAYWARD

ACCOUNTING MANAGERDEFINITION

Under general direction of the Finance Director, plan and supervise the accounting division of the Finance Department, to assist in developing and implementing financial planning and budgeting procedures and to evaluate, develop and implement accounting systems and procedures.

DISTINGUISHING CHARACTERISTICS

This class is a division head in the Finance Department. Incumbent performs a variety of finance and accounting tasks involving complex governmental accounting and reporting processes. The Accounting Manager exercises direct supervision over professional, technical and/or support staff.

SUPERVISION RECEIVED AND EXERCISED

General direction is provided by the Director of Finance.

Responsibilities include direct supervision of professional, technical and clerical positions.

ESSENTIAL DUTIES

Direct, plan and organize the activities of the Accounting Division, including developing and implementing division goals, objectives, policies and procedures, and priorities.

Direct the preparation of financial and accounting reports as mandated by Federal, State and City laws, regulations or ordinances, including the Comprehensive Annual Financial Report (CAFR), State Controller's reports, grant reports, the city-wide Cost Allocation Plan, and other related reports.

Develop financial statement formats in accordance with generally accepted accounting principles and legal requirements.

Ensure that the General Ledger is a proper reflection of current financial activities, including Propriety of accounts, internal controls, accounting and cash control policies.

Direct the City's automated accounting system, including the general ledger and all required Subsidiary ledgers.

Review, recommend, and implement accounting and financial operations for efficiency, effectiveness, and compliance with policies, procedures, and regulations; take appropriate action to resolve discrepancies.

Establish system controls for financial systems and develop procedures to improve existing systems.

Direct and oversee the City's payroll operations.

City of Hayward  
Accounting Manager  
Page 2 of 4

ESSENTIAL DUTIES (Continued):

Plan, organize, and provide direct supervision of professional and support staff assigned to the Accounting Division. Review workload, schedule status of projects and availability of personnel for assignments. Review reports prepared by Accounting staff for accuracy and to ensure compliance with policies and regulations; train and evaluate performance and initiate disciplinary action.

Analyze and prepare accounting and financial informational and presentation materials.

Coordinate activities with other departments and agencies; provide information and assistance to the public and City departments regarding accounting and financial matters, policies and practices.

Manage both internal and external audits including coordinating the preparation of schedules, gathering information and ensuring access to records.

Maintain current knowledge of, develop and implement Governmental Accounting Standards Board (GASB) Statements.

Performs related work as necessary.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Generally accepted government accounting principles and associated laws and regulations.

Generally accepted government audit standards, practices and the contents of the Government Auditing Standards prepared by the General Accounting Office.

Advanced governmental accounting theory, practice, and financial statement preparation, as well as state and federal grants management and fund management

Internal controls, including their purpose and limitations; how to perform reviews and evaluations of internal controls; how to perform risk assessments; how to design and implement control procedures.

Operation and maintenance of automated financial enterprise systems and their use in financial management, control, and reporting, particularly as it relates to the general ledger and associated subsidiary ledgers, and fixed asset control.

Principles and practices of governmental data processing as related to the processing of accounting and budgetary information and the interpretation of input/output documents.

City of Hayward  
Accounting Manager  
Page 3 of 4

## JOB RELATED AND ESSENTIAL QUALIFICATIONS (Continued)

### Knowledge of (Continued):

Principles of budgetary preparation, administration and control. Laws and regulations related to City fiscal operations, including those of the Federal Internal Revenue Service, State Franchise Tax Board, State Board of Equalization, and State Economic Development Department.

Principles and practices of effective employee supervision, training and performance evaluation.

### Ability to:

Implement GASB Statements, especially GASB Statement 34.

Prepare a Comprehensive Annual Financial Report (CAFR).

Evaluate internal controls and recommend and implement effective control procedures.

Analyze, interpret and evaluate complex financial data and develop appropriate solutions.

Prepare clear, concise and complete financial reports and other written materials.

Plan, organize, direct and evaluate the work of accounting professionals.

Supervise, train and evaluate professional, technical and clerical personnel.

Establish and maintain effective working relationships with others.

## EXPERIENCE AND TRAINING

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

Experience: Five (5) years experience of a progressively responsible nature in accounting and financial work including implementing accounting systems, and at least two (2) years of supervising professional staff.

Education: Graduation from a four-year college or university with major coursework in accounting, or a major in finance, business administration, economics, or a closely related field; and satisfactory completion of accounting courses consisting of intermediate accounting, advanced accounting, and governmental accounting.

City of Hayward  
Accounting Manager  
Page 4 of 4

### EXPERIENCE AND TRAINING (Continued)

Licenses and Certificates: Possession and maintenance of a valid Class C California Driver's License.

### SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: work in a standard office environment and use standard office equipment and current software; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; walk, stand, crouch, reach, twist, turn, kneel, bend, squat, stoop and safely lift and move equipment and materials weighing up to 25 pounds; converse by telephone, by email, in person, and to small or large groups and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public and all different levels of City staff in an effective and professional manner; and safely drive to various locations throughout the City and County to fulfill assigned duties.

Essential functions must be performed with or without reasonable accommodations.

PROBATIONARY PERIOD: One (1) Year

H150 Accounting Manager

October 1968

Revised August 2011

Revised June 2024

APP GROUP: 2

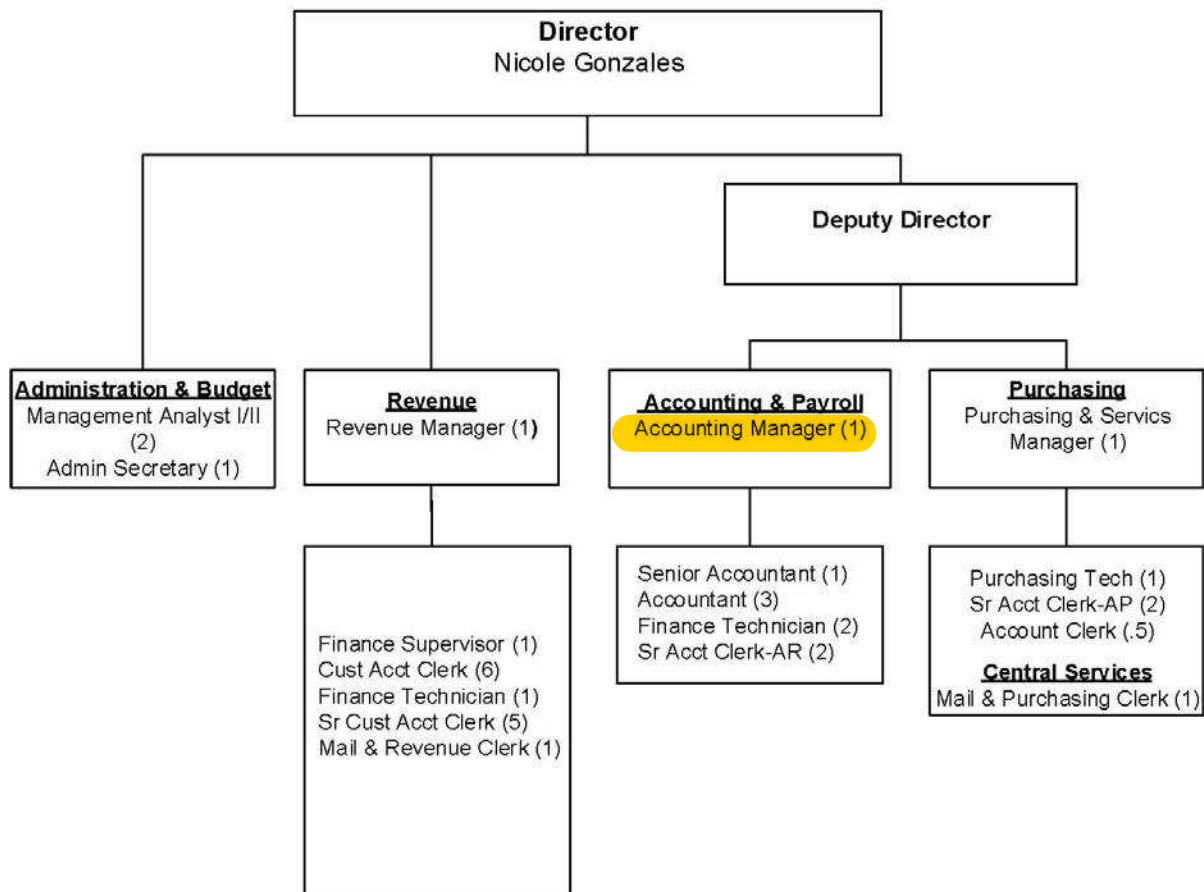
FPPC STATUS: Designated

FLSA STATUS: Exempt



## FY 2025 STAFFING 34.5 FTE

### Finance





# CITY OF HAYWARD

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

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**File #:** ACT 24-044

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**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Review and Approve the Revised Job Description for Neighborhood Partnership Manager and Adopt Changes to the Classification Plan

**RECOMMENDATION**

That the Personnel Commission review and approve the revisions and retitle to the Neighborhood Partnership Manager classification and adopt the revised and retitled classification to the City's Classification Plan.

**SUMMARY**

The revisions are intended to bring the classification in line with the current job market and address the operational needs of the City, including change of reporting structure to the City Manager's office to better align with the needs of the position and delivery of services of internal and external stakeholders. All changes have been reviewed by subject matter experts in both the operating department and Human Resources and agreed to by the representative union.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Revised Job Description - Redlined
Attachment III	Revised Job Description - Clean
Attachment IV	City Manager's Office Org Chart



**DATE:** June 13, 2024

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT:** Review and Approve the Revised Job Description for Neighborhood Partnership Manager and Adopt Changes to the Classification Plan

### **RECOMMENDATION**

That the Personnel Commission review and approve the revisions and retitle to the Neighborhood Partnership Manager classification and adopt the revised and retitled classification to the City's Classification Plan.

### **SUMMARY**

The revisions are intended to bring the classification in line with the current job market and address the operational needs of the City, including change of reporting structure to the City Manager's office to better align with the needs of the position and delivery of services of internal and external stakeholders. All changes have been reviewed by subject matter experts in both the operating department and Human Resources and agreed to by the representative union.

### **BACKGROUND/DISCUSSION**

In addition to adopting and approving the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. The Human Resources Department reviews all job descriptions with the respective operating departments, updates each to align with the City's Classification Plan, and ensures the department's needs are included prior to recruitment.

The Neighborhood Partnership Manager classification was created in 2008 with the intention to address the encouragement, development, and support of self-sufficient neighborhood partnership organizations that supplement and complement City services designed to preserve and enhance the appearance and livability of City neighborhoods. The position was first filled following creation of the classification and the last incumbent held the position in 2014. After 2014, the position was removed from the City's budget and to date has remained inactive. Recently, the City identified a business need to restore this classification and is

updating the classification with revisions and retitling to better align with current operations and City structure.

Updates to the classification reflect a change in reporting where the position will reside in the City Manager's Office with the objective of supplementing and complementing City services designed to preserve and enhance the livability, community building, and quality of life in the City and its neighborhoods. Additionally, in support of the updated description and function of the classification, the revisions include retitling the classification to, "Community Partnership Manager".

## **STRATEGIC ROADMAP**

This agenda item supports the City Council's Strategic Roadmap initiative of Strengthening Organizational Health by allowing for strategic repositioning and structure of the City's Classification Plan to address operational needs.

*Prepared by:* Ian Tecson, Deputy Director of Human Resources

*Recommended by:* Brittney Frye, Director of Human Resources

*Approved by:*



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for Regina Youngblood, Assistant City Manager

## COMMUNITY NEIGHBORHOOD PARTNERSHIP MANAGER

### DEFINITION:

Manages the Hayward Neighborhood Partnership Program which includes the encouragement, development and support of self-sufficient neighborhood, constituent, and community relations, events, partnership organizations that supplement and engagement activities on behalf of the City Manager's Office with the objective of supplementing and complementing City services designed to preserve and enhance the appearance and livability, community building, and quality of life in of the City and its City's neighborhoods. Responsibilities require the performance of complex professional level duties within the context and support of the Library and Neighborhood Services Department's Mission, City Initiatives and City Council Priorities.

### DISTINGUISHING CHARACTERISTICS:

This classification is distinguished from a single position "Specialist" classification located in by the City Manager's Office. This position requires the frequent use of independent judgment and the performance of complex professional level duties. Incumbents are responsible for greater complexity of assignments received including: the management and implementation of specific project areas including the coordination of responses that include, but are not limited to constituent and , the development of neighborhood concerns; organizations throughout the Hayward community. This involves the recruitment and organization management of community volunteers and student interns; and the creation and leveraging of inter-agency and stakeholder partnerships, as well as the provision of programmatic, technical, and functional supervision to professional, technical and clerical staff in various City departments participating in the City's Neighborhood Partnership effort. Responsibilities also include: research, analysis, planning and implementation of neighborhood organization and revitalization activities, and requires the frequent use of independent judgment while carrying out complex assignments that require the development and adjustment of procedures as necessary. Specialized knowledge of public policy processes, systems theory and practices, and the ability to effectively utilize community organization principles and techniques are required.

### SUPERVISION RECEIVED AND EXERCISED:

Reports to the Communications and Marketing Officer Neighborhood Services Division Manager, or other Department manager as the Department Head may designate, for general supervision and guidance in setting program goals, objectives, and priorities, and the means of accomplishing them.

### SUPERVISION EXERCISED:

May provide Assignments include the provision of lead, technical and functional supervision of assigned staff, and evaluation of other professional, technical and clerical

City of Hayward

NEIGHBORHOOD PARTNERSHIP MANAGER (cont.)Community Partnership Manager

Page~~AGE~~ 2 of 5

~~personnel, as well as the recruitment, training, supervision and evaluation of student interns, and/or community volunteers on a regular or as-needed basis.-~~

### ESSENTIAL DUTIES:

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

~~Under~~Carries out policies set by City Council and others, under the general direction of the Communications and Marketing Officer, Neighborhood Services Manager or other designee of the Department Head, and designs, implements, monitors and supports the success of self-sustaining neighborhood, community-engagement and constituent-relations activities, events, programs and projects undertaken with the objective of preserving and enhancing the livability, community building, and quality of life in the City and its neighborhoods.

Oversees and coordinates the citywide process for community volunteers and interns including recruitment, organization, supervision and evaluation of programs and participants.

### ESSENTIAL DUTIES (continued)

~~1. Serves as partnership organizations. As a project manager, is responsible for difficult and complex assignments, including: the coordination of multi-departmental responses to community concerns and the creation and leveraging of citywide and stakeholder partnership establishment, training and monitoring of neighborhood partnership organizations designed to become self-sustaining and effective in complementing and supplementing City efforts to improve the livability of the Hayward community.~~

Manages and coordinates City public art initiatives, community-building special events, the City of Hayward's Sister-City Program, and the production of Mock City Hall sessions for Hayward Unified School District high school students and educators.

Manages and facilitates the intake, tracking of, and inter-departmental responses to community needs and concerns reported to and/or received by the City Manager's Office, including issues related to referrals, community concerns, reporting corrections, and other matters touching on neighborhood and citywide livability.

~~2. Manages the Hayward Leadership Academy, a City program designed to develop community leaders in as many Hayward neighborhoods as possible so that neighborhood groups can assume responsibility for their own community well-being. This includes the development of strong neighborhood organizations that work in partnership with the City, that help leverage City resources with other private and~~

City of Hayward

NEIGHBORHOOD PARTNERSHIP MANAGER (cont.) Community Partnership Manager

Page 3 of 5

~~public resources to benefit local neighborhoods, and to strengthen the overall essence of community throughout the entire City.~~

~~3. Facilitates and participates in the planning, organization and implementation of neighborhood improvement activities designed to identify and implement alternative methods of code violation corrections, including solicitation of volunteer assistance and participation in such activities as clean-up, fix-up, beautification and neighborhood pride events and programs.~~

4. Negotiates and coordinates activities and events involving community members~~property owners~~, community and faith-based service organizations, formal and informal community groups, business owners, individual residents, and other public officials.

~~5. Conducts research, performs community needs assessments and analyses, and makes recommendations to City Council, City Commissions and Committees as well as other governing/advisory bodies pertaining to the development and revitalization of Hayward neighborhoods.~~

6. Serves as a liaison between various City and community programs and services, public agencies, and neighborhood partnership organizations ~~in order~~ to facilitate the effective coordination and delivery of needed services and resources.

7. Prepares and supports delivery of~~delivers~~ public presentations and written materials using a variety of media for both small and large audiences at varying levels~~who speak~~ and modes of literacy, including non or read English, as well as limited and/or non-English fluentspeaking/literate audiences.

8. Assists in the development and implementation of the Community and Media Relations Division ~~and Department~~ goals, policies, and priorities, and in the high-level preparation of the Division budget.

9. Prepares, ~~and~~ monitors, and coordinates consultant and service contracts, ~~as needed~~.

~~10.~~ Provides technical and functional supervision to ~~other~~ professional, technical, and clerical personnel on a regular or as-needed basis. ~~Recruits. Also reeruits~~ trains, coordinates, supervises, and evaluates community volunteers and, ~~including student interns~~.

Researches, analyzes, plans, and implements neighborhood-based engagement activities, projects, programs and events.

Performs other related duties as assigned.

City of Hayward

NEIGHBORHOOD PARTNERSHIP MANAGER (cont.) Community Partnership Manager

Page 4 of 5

JOB RELATED AND ESSENTIAL REQUIREMENTS/DUTIES — Essential requirements/responsibilities and duties may include, but are not limited to the following:

Knowledge of:

- Public administration and public policy processes; ~~systems theory and practices~~; grass roots community and neighborhood organization principles and techniques.

Community

- ~~Social research and community~~ needs assessment methodologies, ~~statistical methods, and graphic presentations~~.

- Event production and program ~~Program~~ development, monitoring, and evaluation methods.

- Budget development and administration methods, principles, and practices.

- Volunteer and personnel recruitment, management, and evaluation principles and practices.

- Codes, ordinances, and regulations that are enforced by local government.

- Group facilitation, mediation, negotiation, and community problem solving principles and techniques as well as methods for organizing and motivating community groups to address common issues.

- Local and regional community resources and services.

Ability to:

- Effectively plan, organize, and facilitate large and small groups that include persons representing multiple and potentially competing interests, as well as a variety of cultures, languages, issues, and concerns.

- Effectively plan, organize, administer, and coordinate multiple complex projects and activities in a timely and accurate manner, and appropriately adjust priorities as circumstances dictate. —Appropriately exercise independent judgment while maintaining ongoing accountability for assigned duties.

- Accurately interpret federal, state, and local laws, ordinances, and regulations.

- Make accurate computations, as well as keep and maintain complete and accurate records ~~that clearly and accurately document neighborhood service activities~~.

Work effectively within a diverse



City of Hayward

NEIGHBORHOOD PARTNERSHIP MANAGER (cont.) Community Partnership Manager

Page 5 of 5

- ~~Provide effective leadership in the development of neighborhood partnership organizations involving community members, volunteers, and student interns, as well as representatives from other community and public agencies and fellow City representatives, and work effectively within a team environment while establishing and maintaining cooperative working relationships.~~

- Effectively and concisely communicate orally, visually, and in writing, using a variety of media to communicate for varying levels of literacy, including non or limited-English fluent audiences in English; as well as work effectively with persons who have limited and/or non-English speaking/reading skills. ~~Multi-lingual/cultural abilities reflective of those to be served are a plus.~~

## JOB RELATED AND ESSENTIAL REQUIREMENTS (continued)

### Ability to (continued):

- Perceive responsibilities within the context of citywide goals and objectives and ~~to~~ approach assignments with a customer-oriented focus.

- Effectively provide functional and technical supervision ~~to, and evaluation of, professional, technical and clerical personnel, as well as community volunteers and student interns.~~

- Plan and effectively administer budgets involving a variety of public and private funding sources.

## EXPERIENCE AND ~~TRAINING~~: EDUCATION

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

Experience: ~~Three years of recent progressively responsible professional experience in city, county or regional public administration, or other private or non-profit work experience involving community organization and development, program planning, implementation, monitoring, and evaluation; as well as volunteer recruitment and coordination.~~

Education: ~~Graduation from an accredited college with a bachelor's degree or equivalent credits Bachelor's Degree in social work, public administration, planning, or closely related field is required.~~

## SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to:

City of Hayward

NEIGHBORHOOD PARTNERSHIP MANAGER (cont.) Community Partnership Manager

PageAGE 6 of 5

work in a standard office environment and use standard office equipment and current software; safely drive to various locations throughout the City and County to manage, direct, coordinate and/or participate in meetings and community events in a variety of community settings and weather conditions; make effective presentations to public audiences; conduct City business during day and evening hours, including occasional weekend and irregular hours; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; stand, walk, reach, bend and safely lift and carry equipment and materials weighing up to 35 pounds; converse by telephone, by email, in person, and before small and large groups, and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: \_\_\_\_\_One (1) Year

703CS08H730 Community Partnership Manager

May 2008

Revised June 2024

AAP GROUP: 2

FPPC STATUS: Designated

FLSA STATUS: Exempt

## COMMUNITY PARTNERSHIP MANAGER

### DEFINITION

Manages neighborhood, constituent, and community relations, events, and engagement activities on behalf of the City Manager's Office with the objective of supplementing and complementing City services designed to preserve and enhance the livability, community building, and quality of life in the City and its neighborhoods.

### DISTINGUISHING CHARACTERISTICS

This classification is a single position classification located in the City Manager's Office. This position requires the frequent use of independent judgment and the performance of complex professional level duties. Incumbents are responsible for the management and implementation of specific project areas including the coordination of responses to constituent and neighborhood concerns; the recruitment and management of community volunteers and interns; and the creation and leveraging of inter-agency and stakeholder partnerships. Specialized knowledge of public policy processes and practices, and the ability to effectively utilize community organization principles and techniques are required.

### SUPERVISION RECEIVED

Reports to the Communications and Marketing Officer for general supervision and guidance in setting goals, objectives, and priorities, and the means of accomplishing them.

### SUPERVISION EXERCISED

May provide lead, technical and functional supervision of assigned staff, interns, and/or community volunteers on a regular or as-needed basis.

### ESSENTIAL DUTIES

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

Under the general direction of the Communications and Marketing Officer, designs, implements, monitors and supports the success of neighborhood, community-engagement and constituent-relations activities, events, programs and projects undertaken with the objective of preserving and enhancing the livability, community building, and quality of life in the City and its neighborhoods.

Oversees and coordinates the citywide process for community volunteers and interns including recruitment, organization, supervision and evaluation of programs and participants.

### ESSENTIAL DUTIES (continued)

Serves as project manager responsible for difficult and complex assignments, including: the coordination of multi-departmental responses to community concerns and the creation and leveraging of citywide and stakeholder partnerships.

Manages and coordinates City public art initiatives, community-building special events, the City of Hayward's Sister-City Program, and the production of Mock City Hall sessions for Hayward Unified School District high school students and educators.

Manages and facilitates the intake, tracking of, and inter-departmental responses to community needs and concerns reported to and/or received by the City Manager's Office, including issues related to referrals, community concerns, reporting corrections, and other matters touching on neighborhood and citywide livability.

Negotiates and coordinates activities and events involving community members, community and faith-based service organizations, formal and informal community groups, business owners, individual residents, and other public officials.

Serves as a liaison between various City and community programs and services, public agencies, and neighborhood partnership organizations to facilitate the effective coordination and delivery of needed services and resources.

Prepares and supports delivery of public presentations and written materials using a variety of media for both small and large audiences at varying levels and modes of literacy, including non or limited-English fluent audiences.

Assists in the development and implementation of the Community and Media Relations Division goals, policies, and priorities, and in the high-level preparation of the Division budget.

Prepares, monitors, and coordinates consultant and service contracts.

Provides technical and functional supervision to professional, technical, and clerical personnel on a regular or as-needed basis. Recruits trains, coordinates, supervises, and evaluates community volunteers and interns.

Researches, analyzes, plans, and implements neighborhood-based engagement activities, projects, programs and events.

Performs other related duties as assigned.

## JOB RELATED AND ESSENTIAL REQUIREMENTS

### Knowledge of:

Public administration and public policy processes; grass roots community and neighborhood organization principles and techniques.

Community needs assessment methodologies.

Event production and program development, monitoring, and evaluation methods.

Budget development and administration methods, principles, and practices.

Volunteer and personnel recruitment, management, and evaluation principles and practices.

Codes, ordinances, and regulations that are enforced by local government.

Group facilitation, mediation, negotiation, and community problem solving principles and techniques as well as methods for organizing and motivating community groups to address common issues.

Local and regional community resources and services.

### Ability to:

Effectively plan, organize, and facilitate large and small groups that include persons representing multiple and potentially competing interests, as well as a variety of cultures, languages, issues, and concerns.

Effectively plan, organize, administer, and coordinate multiple complex projects and activities in a timely and accurate manner, and appropriately adjust priorities as circumstances dictate. Appropriately exercise independent judgment while maintaining ongoing accountability for assigned duties.

Accurately interpret federal, state, and local laws, ordinances, and regulations.

Make accurate computations, as well as keep and maintain complete and accurate records.

Work effectively within a diverse team environment while establishing and maintaining cooperative working relationships.

Effectively and concisely communicate orally, visually, and in writing, using a variety of media to communicate for varying levels of literacy, including non or limited-English fluent audiences.

## JOB RELATED AND ESSENTIAL REQUIREMENTS (continued)

### Ability to (continued):

Perceive responsibilities within the context of citywide goals and objectives and approach assignments with a customer-oriented focus.

Effectively provide functional and technical supervision.

Plan and effectively administer budgets involving a variety of public and private funding sources.

## EXPERIENCE AND EDUCATION

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

Experience: Three years of recent progressively responsible professional experience in city, county or regional public administration, or other private or non-profit work experience involving community organization and development, program planning, implementation, monitoring, and evaluation; as well as volunteer recruitment and coordination.

Education: Graduation from an accredited college with a bachelor's degree or equivalent credits in social work, public administration, planning, or closely related field.

## SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to:

work in a standard office environment and use standard office equipment and current software; safely drive to various locations throughout the City and County to manage, direct, coordinate and/or participate in meetings and community events in a variety of community settings and weather conditions; make effective presentations to public audiences; conduct City business during day and evening hours, including occasional weekend and irregular hours; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; stand, walk, reach, bend and safely lift and carry equipment and materials weighing up to 35 pounds; converse by telephone, by email, in person, and before small and large groups, and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

City of Hayward  
Community Partnership Manager  
Page 5 of 5

PROBATIONARY PERIOD: One (1) Year

H730 Community Partnership Manager

May 2008

Revised June 2024

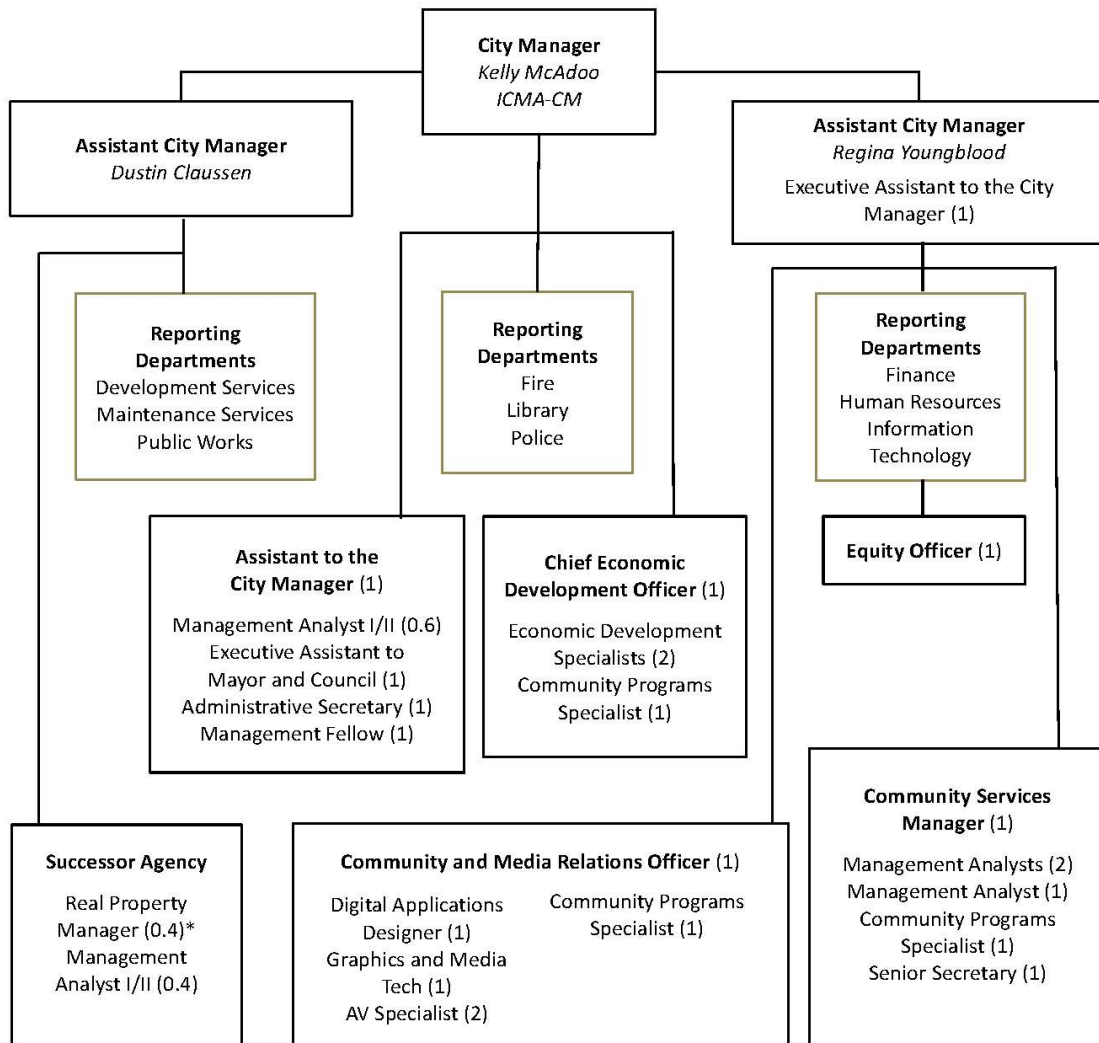
AAP GROUP: 2

FPPC STATUS: Designated

FLSA STATUS: Exempt

## FY 2025 STAFFING 27.0 FTE

### Office of the City Manager



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





# CITY OF HAYWARD

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

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**File #:** PH 24-026

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**DATE:** June 13, 2024

**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 2025

**RECOMMENDATION**

That the Personnel Commission holds a Public Hearing and adopts the revised Classification Plan for each position in the City's classified service for Fiscal Year 2025, effective July 1, 2024, and reviews and recommends to Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2025, effective July 1, 2024.

**SUMMARY**

As required by the Municipal Code, the FY 2025 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service pursuant to Council approved Memorandum of Understandings (MOUs) between the City of Hayward and the Hayward Police Officer's Association (HPOA), Hayward Police Management Unit (HPMU), International Association of Firefighters (Local 1909), and Hayward Fire Officers Association (HFOA). The Salary Plan has also been updated to reflect salary adjustments to seven (7) classifications and the addition of one (1) new classification. The Classification Plan has also been revised to reflect the addition of two (2) new classifications in the City's classified service.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Revised Salary Plan for FY 2025
Attachment III	Revised Classification Plan for FY 2025



**DATE:** June 13, 2024

**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 2025

### **RECOMMENDATION**

That the Personnel Commission holds a Public Hearing and adopts the revised Classification Plan for each position in the City's classified service for Fiscal Year 2025, effective July 1, 2024, and reviews and recommends to Council adoption of the revised Salary Plan for each position in the City's classified service for Fiscal Year 2025, effective July 1, 2024.

### **SUMMARY**

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### **BACKGROUND/DISCUSSION**

#### Cost-of-Living-Adjustments (COLAs):

In accordance with the negotiated terms of the MOU between the City of Hayward and HPMU, a four percent (4%) COLA increase will be applied to HPMU represented classifications effective July 1, 2024.

#### Market-Based Adjustments

Pursuant to the negotiated terms of the MOUs between the City of Hayward and HPOA, Local 1909, and HFOA, Human Resources staff completed total compensation market studies for Hayward Police Officer and Firefighter classifications. Based on the total compensation market data, the salary adjustments outlined in Table 1 below shall be applied to bring

classifications in the aforementioned bargaining units to market average. These salary adjustments shall be effective July 1, 2024.

Table 1 – FY 2025 Market-Based Adjustments

Bargaining Unit	Percentage Increase
HPOA	10.32%
Local 1909	1.90%
HFOA	1.90%

### Salary Adjustments

*POLICE LIEUTENANT (P215)*: Pursuant to section 8.00 of the HPOA MOU (Salaries), the salaries for Police Lieutenant shall be increased by one and one quarter percent (1.25%) effective July 1, 2024 for a total increase of 11.57% effective July 1, 2024. The salary range for Police Lieutenant is \$101.82 at Step D and \$106.78 at Step E.

*FIREFIGHTER TRAINEE (F100)*: To maintain a minimum pay differential of ten percent (10%) between this classification and Step A of Firefighter (F205) as required under Section 16.13 of the Side Letter of Agreement between the City of Hayward and Local 1909 dated April 9, 2024, Firefighter Trainee shall receive a 1.90% salary adjustment effective July 1, 2024. The salary range for Firefighter Trainee is \$58.51 at Step A and \$61.43 at Step B.

*RESERVE OFFICER COORDINATOR (H455)*: The salary for Reserve Officer Coordinator is internally set to be equivalent to Police Sergeant (P210). As a result of a 10.32% increase to Police Sergeant, Reserve Officer Coordinator shall receive a 10.32% salary adjustment effective July 1, 2024. The new salary range for Reserve Officer Coordinator is \$78.25 at Step A and \$95.05 at Step E.

*YOUTH AND FAMILY SERVICES ADMINISTRATOR (H445)*: The salary for Youth and Family Services Administrator is internally set to be ten percent (10%) above Police Sergeant (P210). As a result of a five percent (5%) increase to Police Sergeant effective January 1, 2024, and the 10.32% increase effective July 1, 2024, Youth and Family Services Administrator shall receive a 4% salary adjustment retroactive to January 1, 2024, and a 10.32% salary adjustment effective July 1, 2024. The new salary range for Youth and Family Services Bureau Administrator is \$86.02 at Step A and \$104.56 at Step E.

*PERSONNEL AND TRAINING ADMINISTRATOR (H450)*: The salary for Personnel and Training Administrator is internally set to be ten percent (10%) above Police Sergeant (P210). As a result of a 10.32% increase to Police Sergeant, Personnel and Training Administrator shall receive a 10.32% salary adjustment effective July 1, 2024. The new salary range for Personnel and Training Administrator is \$86.02 at Step A and \$104.56 at Step E.

*LANDSCAPE MAINTENANCE SUPERVISOR (H610)*: To maintain internal alignment with comparable Maintenance Services Department supervisors, the salary for Landscape Maintenance Supervisor shall be internally set to be equivalent to Streets Maintenance Supervisor. As such, Landscape Maintenance Supervisor shall receive a 10.81% salary

adjustment effective July 1, 2024. The salary range for Landscape Maintenance Supervisor is \$59.09 at Step A and \$68.70 at Step E.

*REAL PROPERTY MANAGER (H225):* As part of the classification revisions to Real Property Manager which bring the classification in line with current job market and operational needs of the City, Bryce Consulting conducted a total compensation market study and recommended the salary for Real Property Manager be revised to the market median. Based on the market data, Real Property Manager shall receive a 38.34% salary adjustment effective July 1, 2024. The salary range for Real Property Manager is \$73.33 at Step A and \$89.16 at Step E.

#### New Classifications:

*FLEET MAINTENANCE SUPERVISOR (H630):* This new classification will be housed in the Fleet Maintenance Division as a first-line supervisor reporting to the Fleet Maintenance Manager. This position will be responsible to plan, organize, direct, and supervise the activities of staff involved in skilled and semi-skilled repair and maintenance of a wide variety of gasoline, diesel, and electric powered automotive; and will assist the Fleet Maintenance Manager as required. The salary for Fleet Maintenance Supervisor will be set internally to be equivalent to Streets Maintenance Supervisor (H620). The salary range for Fleet Maintenance Supervisor is \$59.09 at Step A and \$68.70 at Step E.

*FACILITIES MAINTENANCE SUPERVISOR (H600):* This new classification will be housed in the Facilities Maintenance Division as a first-line supervisor reporting to the Facilities Maintenance Manager. This position will be responsible to plan, organize, direct, and supervise the activities of staff involved in renovation, maintenance occupancy and improvement of City buildings, and related equipment and facilities; and will assist the Facilities and Building Manager as required. The salary for Facilities Maintenance Supervisor is pending review and will be presented to the Personnel Commission for review and recommendation to Council at a later date.

#### FLSA Status - Designation Changes

In accordance with the provisions of the Memorandum of Understanding between the City and the International Federation of Professional and Technical Engineers, Local 21 (IFPTE), a study was conducted on IFPTE represented classifications to determine the proper Fair Labor Standards Act (FLSA) designation of exempt or non-exempt. As a result of the study, and in agreement with the Union, twenty-three (23) classifications will be updated to reflect the designated FLSA status as shown in Table 2.

Table 2 – IFPTE, Local 21 Updates to FLSA Status Designation

	Job Code	Classification	Updated Exemption
1.	T210	Assistant Civil Engineer	Non-Exempt
2.	T225	Associate Transportation Planner	Non-Exempt
3.	T265	Surveyor	Non-Exempt
4.	T310	Assistant Planner	Non-Exempt
5.	T235	Assistant Transportation Engineer	Non-Exempt
6.	T325	Plan Checker	Non-Exempt
7.	T430	Information Technology Analyst I	Non-Exempt
8.	T440	Technology Solutions Analyst I	Non-Exempt
9.	T450	Web Specialist	Non-Exempt
10.	T470	Digital Applications Developer	Non-Exempt
11.	T505	Environmental Specialist	Non-Exempt
12.	T510	Fire Protection Engineer	Exempt
13.	T710	Homeownership Coordinator	Non-Exempt
14.	T715	Paratransit Coordinator	Non-Exempt
15.	T225	Property Rehabilitation Specialist	Non-Exempt
16.	T730	Senior Property Rehabilitation Specialist	Non-Exempt
17.	T745	Economic Specialist	Non-Exempt
18.	T750	Housing Development Specialist	Non-Exempt
19.	T780	Educational Services Coordinator	Non-Exempt
20.	T785	Literacy Program Coordinator	Non-Exempt
21.	T800	Recycling Specialist	Non-Exempt
22.	T802	Sustainability Technician	Non-Exempt
23.	T807	Chemist	Non-Exempt

## **FISCAL IMPACT**

*HPMU:* The COLA to HPMU classifications is included in the FY 2025 Operating Budget and there is no additional fiscal impact for FY 2024.

*HPOA:* The salary adjustments to HPOA classifications are partially included in the FY 2025 Operating Budget. The Tentative Agreement is scheduled for Council review on June 18, 2024, and will include an impact of \$3,902,392 to the General Fund and \$66,874 to Measure C funds for a total additional FY 2025 fiscal impact of \$3,969,266. There is no additional fiscal impact for FY 2024.

*LOCAL 1909:* The 1.90% salary adjustments to Local 1909 classifications have a total impact of \$637,283 to the General Fund of the FY 2025 Operating Budget. There is no additional fiscal impact for FY 2024.

*HFOA:* The salary adjustments to HFOA classifications are partially included in the FY 2025 Operating Budget. The additional fiscal impact is \$60,183 to the FY2025 General Fund. There is no additional fiscal impact for FY 2024.

*POLICE LIEUTENANT (P215):* The 1.25% salary adjustment to Police Lieutenant is partially included in the FY 2025 Operating Budget. The Tentative Agreement is scheduled for Council review on June 18, 2024, and will include an additional of \$386,204 to the General Fund and \$35,661 to Measure C funds for a total FY 2025 fiscal impact of \$421,865. There is no additional fiscal impact for FY 2024.

*FIREFIGHTER TRAINEE (F100):* Firefighter Trainee positions are funded using budgeted Firefighter vacancies. Therefore, there is no additional fiscal impact for FY 2024 or FY 2025.

*RESERVE OFFICER COORDINATOR (H455):* The additional fiscal impact for Reserve Officer Coordinator is an increase of approximately \$11,757 to the General Fund. Budget adjustments will be included in the FY 2025 Mid-Year budget process.

*YOUTH AND FAMILY SERVICES ADMINISTRATOR (H445):* The additional fiscal impact for Youth and Family Services Bureau Administrator is an increase of approximately \$10,026 to the General Fund. Budget adjustments will be included in the FY 2025 Mid-Year budget process.

*PERSONNEL AND TRAINING ADMINISTRATOR (H450):* The additional fiscal impact for Personnel and Training Administrator is an increase of approximately \$29,727 to the General Fund. Budget adjustments will be included in the FY 2025 Mid-Year budget process.

*LANDSCAPE MAINTENANCE SUPERVISOR (H610):* The additional fiscal impact for Landscape Maintenance Supervisor is an increase of approximately \$15,093 to the General Fund and \$2,664 to the Water Fund for a total fiscal impact of \$17,757. Budget adjustments will be included in the FY 2025 Mid-Year budget process.

*REAL PROPERTY MANAGER (H225):* The additional fiscal impact for Real Property Manager is an increase of approximately \$24,658 to the RDA Successor Agency Fund; \$12,329 to the General Fund; and \$6,165 to each of the following funds: the Water Fund, Sewer Fund, Stormwater Fund, and Airport Fund; for a total fiscal impact of approximately \$61,646. Budget adjustments will be included in the FY 2025 Mid-Year budget process.

*FLEET MAINTENANCE SUPERVISOR (H630):* The additional fiscal impact for Fleet Maintenance Supervisor is an increase of approximately \$179,801 to the Fleet Management Fund. There is no additional fiscal impact as this position is included in the FY 2025 operating budget.

*FACILITIES MAINTENANCE SUPERVISOR (H600):* There is no additional fiscal impact as a result of the classification revisions to Facilities Maintenance Supervisor.

## **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 June 25, 2024 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 Analyst I

*Recommended by:* Ian Tecson, Deputy Director of Human Resources  
Brittney Frye, Director of Human Resources

Approved by:



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for Regina Youngblood, Assistant City Manager

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

ATTACHMENT II  
Recommended by  
Personnel Commission  
on June 13, 2024  
Approved by Council  
on June 25, 2024

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT								
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	60.12	63.09	66.26	69.56	73.04
			Bi-Weekly	4,809.60	5,047.20	5,300.80	5,564.80	5,843.20
			Monthly	10,420.80	10,935.60	11,485.07	12,057.07	12,660.27
			Annual	125,049.60	131,227.20	137,820.80	144,684.80	151,923.20
MANAGEMENT ANALYST II	H110	Classified	Hourly	54.66	57.39	60.26	63.27	66.41
			Bi-Weekly	4,372.80	4,591.20	4,820.80	5,061.60	5,312.80
			Monthly	9,474.40	9,947.60	10,445.07	10,966.80	11,511.07
			Annual	113,692.80	119,371.20	125,340.80	131,601.60	138,132.80
MANAGEMENT ANALYST I	H105	Classified	Hourly	49.70	52.20	54.79	57.52	60.40
			Bi-Weekly	3,976.00	4,176.00	4,383.20	4,601.60	4,832.00
			Monthly	8,614.67	9,048.00	9,496.93	9,970.13	10,469.33
			Annual	103,376.00	108,576.00	113,963.20	119,641.60	125,632.00
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	46.64	48.95	51.41	53.95	56.66
			Bi-Weekly	3,731.20	3,916.00	4,112.80	4,316.00	4,532.80
			Monthly	8,084.27	8,484.67	8,911.07	9,351.33	9,821.07
			Annual	97,011.20	101,816.00	106,932.80	112,216.00	117,852.80
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	43.65	45.44	47.23	49.01	50.96
			Bi-Weekly	3,492.00	3,635.20	3,778.40	3,920.80	4,076.80
			Monthly	7,566.00	7,876.27	8,186.53	8,495.07	8,833.07
			Annual	90,792.00	94,515.20	98,238.40	101,940.80	105,996.80
SENIOR SECRETARY	C115	Classified	Hourly	39.90	41.45	43.14	44.73	46.45
			Bi-Weekly	3,192.00	3,316.00	3,451.20	3,578.40	3,716.00
			Monthly	6,916.00	7,184.67	7,477.60	7,753.20	8,051.33
			Annual	82,992.00	86,216.00	89,731.20	93,038.40	96,616.00
SECRETARY	C110	Classified	Hourly	35.11	36.72	38.58	40.36	42.27
			Bi-Weekly	2,808.80	2,937.60	3,086.40	3,228.80	3,381.60
			Monthly	6,085.73	6,364.80	6,687.20	6,995.73	7,326.80
			Annual	73,028.80	76,377.60	80,246.40	83,948.80	87,921.60
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	30.79	32.06	33.36	34.85	36.56
			Bi-Weekly	2,463.20	2,564.80	2,668.80	2,788.00	2,924.80
			Monthly	5,336.93	5,557.07	5,782.40	6,040.67	6,337.07
			Annual	64,043.20	66,684.80	69,388.80	72,488.00	76,044.80
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	27.10	28.55	29.99	31.59	33.24
			Bi-Weekly	2,168.00	2,284.00	2,399.20	2,527.20	2,659.20
			Monthly	4,697.33	4,948.67	5,198.27	5,475.60	5,761.60
			Annual	56,368.00	59,384.00	62,379.20	65,707.20	69,139.20
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				18.21	23.03
			Bi-Weekly				1,456.80	1,842.40
			Monthly				3,156.40	3,991.87
			Annual				37,876.80	47,902.40
MAIL CLERK	C410	Classified	Hourly			18.62	19.52	20.51
			Bi-Weekly			1,489.60	1,561.60	1,640.80
			Monthly			3,227.47	3,383.47	3,555.07
			Annual			38,729.60	40,601.60	42,660.80
CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	51.05	53.08	55.17	57.52	59.89
			Bi-Weekly	4,084.00	4,246.40	4,413.60	4,601.60	4,791.20
			Monthly	8,848.67	9,200.53	9,562.80	9,970.13	10,380.93
			Annual	106,184.00	110,406.40	114,753.60	119,641.60	124,571.20
ELECTRICIAN I	M405	Classified	Hourly	46.42	48.33	50.24	52.34	54.48
			Bi-Weekly	3,713.60	3,866.40	4,019.20	4,187.20	4,358.40
			Monthly	8,046.13	8,377.20	8,708.27	9,072.27	9,443.20
			Annual	96,553.60	100,526.40	104,499.20	108,867.20	113,318.40
MAINTENANCE WORKER	M305	Classified	Hourly	39.67	41.24	42.92	44.44	46.16
			Bi-Weekly	3,173.60	3,299.20	3,433.60	3,555.20	3,692.80
			Monthly	6,876.13	7,148.27	7,439.47	7,702.93	8,001.07
			Annual	82,513.60	85,779.20	89,273.60	92,435.20	96,012.80
LABORER	M200	Classified	Hourly	30.17	31.28	32.52	33.85	35.06
	M300		Bi-Weekly	2,413.60	2,502.40	2,601.60	2,708.00	2,804.80
	M830		Monthly	5,229.47	5,421.87	5,636.80	5,867.33	6,077.07
	M905		Annual	62,753.60	65,062.40	67,641.60	70,408.00	72,924.80



**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

ATTACHMENT II  
Recommended by  
Personnel Commission  
on June 13, 2024  
Approved by Council  
on June 25, 2024

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

SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	97.34	102.24	107.34	112.72	118.36
			Bi-Weekly	7,787.20	8,179.20	8,587.20	9,017.60	9,468.80
			Monthly	16,872.27	17,721.60	18,605.60	19,538.13	20,515.73
			Annual	202,467.20	212,659.20	223,267.20	234,457.60	246,188.80
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	82.87	87.00	91.39	95.94	100.73
			Bi-Weekly	6,629.60	6,960.00	7,311.20	7,675.20	8,058.40
			Monthly	14,364.13	15,080.00	15,840.93	16,629.60	17,459.87
			Annual	172,369.60	180,960.00	190,091.20	199,555.20	209,518.40
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	73.17	76.80	80.63	84.65	88.92
			Bi-Weekly	5,853.60	6,144.00	6,450.40	6,772.00	7,113.60
			Monthly	12,682.80	13,312.00	13,975.87	14,672.67	15,412.80
			Annual	152,193.60	159,744.00	167,710.40	176,072.00	184,953.60
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	62.27	65.37	68.64	72.08	75.68
			Bi-Weekly	4,981.60	5,229.60	5,491.20	5,766.40	6,054.40
			Monthly	10,793.47	11,330.80	11,897.60	12,493.87	13,117.87
			Annual	129,521.60	135,969.60	142,771.20	149,926.40	157,414.40

SENIOR PARALEGAL	U196	Classified	Hourly	46.07	48.39	50.80	53.33	56.00
			Bi-Weekly	3,685.60	3,871.20	4,064.00	4,266.40	4,480.00
			Monthly	7,985.47	8,387.60	8,805.33	9,243.87	9,706.67
			Annual	95,825.60	100,651.20	105,664.00	110,926.40	116,480.00
PARALEGAL	U195	Classified	Hourly	41.87	43.97	46.18	48.47	50.90
			Bi-Weekly	3,349.60	3,517.60	3,694.40	3,877.60	4,072.00
			Monthly	7,257.47	7,621.47	8,004.53	8,401.47	8,822.67
			Annual	87,089.60	91,457.60	96,054.40	100,817.60	105,872.00
LEGAL SECRETARY II	C935	Classified	Hourly	37.89	40.10	43.11	44.02	46.27
			Bi-Weekly	3,031.20	3,208.00	3,448.80	3,521.60	3,701.60
			Monthly	6,567.60	6,950.67	7,472.40	7,630.13	8,020.13
			Annual	78,811.20	83,408.00	89,668.80	91,561.60	96,241.60
LEGAL SECRETARY I	C930	Classified	Hourly	34.13	35.92	37.82	39.86	41.96
			Bi-Weekly	2,730.40	2,873.60	3,025.60	3,188.80	3,356.80
			Monthly	5,915.87	6,226.13	6,555.47	6,909.07	7,273.07
			Annual	70,990.40	74,713.60	78,665.60	82,908.80	87,276.80

**CITY CLERK DEPARTMENT**

DEPUTY CITY CLERK	H500	Classified	Hourly	53.07	55.73	58.50	61.43	64.49
			Bi-Weekly	4,245.60	4,458.40	4,680.00	4,914.40	5,159.20
			Monthly	9,198.80	9,659.87	10,140.00	10,647.87	11,178.27
			Annual	110,385.60	115,918.40	121,680.00	127,774.40	134,139.20

**CITY MANAGER DEPARTMENT**

<b>OFFICE OF THE CITY MANAGER</b>								
EQUITY AND INCLUSION OFFICER	U340	Classified	Hourly	70.72	74.25	77.96	81.86	85.94
			Bi-Weekly	5,657.60	5,940.00	6,236.80	6,548.80	6,875.20
			Monthly	12,258.13	12,870.00	13,513.07	14,189.07	14,896.27
			Annual	147,097.60	154,440.00	162,156.80	170,268.80	178,755.20
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	38.31	40.18	42.33	44.43	46.58
			Bi-Weekly	3,064.80	3,214.40	3,386.40	3,554.40	3,726.40
			Monthly	6,640.40	6,964.53	7,337.20	7,701.20	8,073.87
			Annual	79,684.80	83,574.40	88,046.40	92,414.40	96,886.40
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	54.39	57.09	59.94	62.94	66.10
			Bi-Weekly	4,351.20	4,567.20	4,795.20	5,035.20	5,288.00
			Monthly	9,427.60	9,895.60	10,389.60	10,909.60	11,457.33
			Annual	113,131.20	118,747.20	124,675.20	130,915.20	137,488.00
MANAGEMENT FELLOW	U300	Classified	Hourly					39.76
			Bi-Weekly					3,180.80
			Monthly					6,891.73
			Annual					82,700.80

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

ATTACHMENT II  
Recommended by  
Personnel Commission  
on June 13, 2024  
Approved by Council  
on June 25, 2024

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	73.21	76.87	80.72	84.78	88.99
			Bi-Weekly	5,856.80	6,149.60	6,457.60	6,782.40	7,119.20
			Monthly	12,689.73	13,324.13	13,991.47	14,695.20	15,424.93
			Annual	152,276.80	159,889.60	167,897.60	176,342.40	185,099.20
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	47.78	50.26	52.82	55.41	58.12
			Bi-Weekly	3,822.40	4,020.80	4,225.60	4,432.80	4,649.60
			Monthly	8,281.87	8,711.73	9,155.47	9,604.40	10,074.13
			Annual	99,382.40	104,540.80	109,865.60	115,252.80	120,889.60
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	52.53	55.26	58.07	60.94	63.91
			Bi-Weekly	4,202.40	4,420.80	4,645.60	4,875.20	5,112.80
			Monthly	9,105.20	9,578.40	10,065.47	10,562.93	11,077.73
			Annual	109,262.40	114,940.80	120,785.60	126,755.20	132,932.80
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	47.78	50.26	52.82	55.41	58.12
			Bi-Weekly	3,822.40	4,020.80	4,225.60	4,432.80	4,649.60
			Monthly	8,281.87	8,711.73	9,155.47	9,604.40	10,074.13
			Annual	99,382.40	104,540.80	109,865.60	115,252.80	120,889.60
PARATRANSIT COORDINATOR	T715	Classified	Hourly	45.55	47.82	50.13	52.68	55.25
			Bi-Weekly	3,644.00	3,825.60	4,010.40	4,214.40	4,420.00
			Monthly	7,895.33	8,288.80	8,689.20	9,131.20	9,576.67
			Annual	94,744.00	99,465.60	104,270.40	109,574.40	114,920.00
ECONOMIC DEVELOPMENT								
CHIEF ECONOMIC DEVELOPMENT OFFICER	U330	Classified	Hourly	86.85	91.21	95.78	100.58	105.59
			Bi-Weekly	6,948.00	7,296.80	7,662.40	8,046.40	8,447.20
			Monthly	15,054.00	15,809.73	16,601.87	17,433.87	18,302.27
			Annual	180,648.00	189,716.80	199,222.40	209,206.40	219,627.20
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	75.40	79.18	83.15	87.32	91.65
			Bi-Weekly	6,032.00	6,334.40	6,652.00	6,985.60	7,332.00
			Monthly	13,069.33	13,724.53	14,412.67	15,135.47	15,886.00
			Annual	156,832.00	164,694.40	172,952.00	181,625.60	190,632.00
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	51.85	54.45	57.11	60.02	62.95
			Bi-Weekly	4,148.00	4,356.00	4,568.80	4,801.60	5,036.00
			Monthly	8,987.33	9,438.00	9,899.07	10,403.47	10,911.33
			Annual	107,848.00	113,256.00	118,788.80	124,841.60	130,936.00
NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	74.47	78.15	82.06	86.15	90.47
			Bi-Weekly	5,957.60	6,252.00	6,564.80	6,892.00	7,237.60
			Monthly	12,908.13	13,546.00	14,223.73	14,932.67	15,681.47
			Annual	154,897.60	162,552.00	170,684.80	179,192.00	188,177.60
COMMUNITY PARTNERSHIP MANAGER	H730	Classified	Hourly	66.95	70.30	73.79	77.50	81.38
			Bi-Weekly	5,356.00	5,624.00	5,903.20	6,200.00	6,510.40
			Monthly	11,604.67	12,185.33	12,790.27	13,433.33	14,105.87
			Annual	139,256.00	146,224.00	153,483.20	161,200.00	169,270.40
HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	75.40	79.18	83.15	87.32	91.65
			Bi-Weekly	6,032.00	6,334.40	6,652.00	6,985.60	7,332.00
			Monthly	13,069.33	13,724.53	14,412.67	15,135.47	15,886.00
			Annual	156,832.00	164,694.40	172,952.00	181,625.60	190,632.00
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	51.85	54.45	57.11	60.02	62.95
			Bi-Weekly	4,148.00	4,356.00	4,568.80	4,801.60	5,036.00
			Monthly	8,987.33	9,438.00	9,899.07	10,403.47	10,911.33
			Annual	107,848.00	113,256.00	118,788.80	124,841.60	130,936.00
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	45.55	47.82	50.13	52.68	55.25
			Bi-Weekly	3,644.00	3,825.60	4,010.40	4,214.40	4,420.00
			Monthly	7,895.33	8,288.80	8,689.20	9,131.20	9,576.67
			Annual	94,744.00	99,465.60	104,270.40	109,574.40	114,920.00

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
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DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	87.68	92.09	96.69	101.52	106.62
			Bi-Weekly	7,014.40	7,367.20	7,735.20	8,121.60	8,529.60
			Monthly	15,197.87	15,962.27	16,759.60	17,596.80	18,480.80
			Annual	182,374.40	191,547.20	201,115.20	211,161.60	221,769.60
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	78.91	82.87	86.99	91.37	95.92
			Bi-Weekly	6,312.80	6,629.60	6,959.20	7,309.60	7,673.60
			Monthly	13,677.73	14,364.13	15,078.27	15,837.47	16,626.13
			Annual	164,132.80	172,369.60	180,939.20	190,049.60	199,513.60
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	64.13	67.34	70.71	74.25	77.96
			Bi-Weekly	5,130.40	5,387.20	5,656.80	5,940.00	6,236.80
			Monthly	11,115.87	11,672.27	12,256.40	12,870.00	13,513.07
			Annual	133,390.40	140,067.20	147,076.80	154,440.00	162,156.80
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	56.46	59.47	62.48	65.42	68.68
			Bi-Weekly	4,516.80	4,757.60	4,998.40	5,233.60	5,494.40
			Monthly	9,786.40	10,308.13	10,829.87	11,339.47	11,904.53
			Annual	117,436.80	123,697.60	129,958.40	136,073.60	142,854.40
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	56.46	59.47	62.48	65.42	68.68
			Bi-Weekly	4,516.80	4,757.60	4,998.40	5,233.60	5,494.40
			Monthly	9,786.40	10,308.13	10,829.87	11,339.47	11,904.53
			Annual	117,436.80	123,697.60	129,958.40	136,073.60	142,854.40
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	56.46	59.47	62.48	65.42	68.68
			Bi-Weekly	4,516.80	4,757.60	4,998.40	5,233.60	5,494.40
			Monthly	9,786.40	10,308.13	10,829.87	11,339.47	11,904.53
			Annual	117,436.80	123,697.60	129,958.40	136,073.60	142,854.40
BUILDING INSPECTOR	T350	Classified	Hourly	48.74	51.04	53.63	56.36	60.05
			Bi-Weekly	3,899.20	4,083.20	4,290.40	4,508.80	4,804.00
			Monthly	8,448.27	8,846.93	9,295.87	9,769.07	10,408.67
			Annual	101,379.20	106,163.20	111,550.40	117,228.80	124,904.00
PLAN CHECKING ENGINEER	T335	Classified	Hourly	59.88	62.77	65.94	69.38	72.90
			Bi-Weekly	4,790.40	5,021.60	5,275.20	5,550.40	5,832.00
			Monthly	10,379.20	10,880.13	11,429.60	12,025.87	12,636.00
			Annual	124,550.40	130,561.60	137,155.20	144,310.40	151,632.00
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	68.06	71.45	75.04	78.80	82.75
			Bi-Weekly	5,444.80	5,716.00	6,003.20	6,304.00	6,620.00
			Monthly	11,797.07	12,384.67	13,006.93	13,658.67	14,343.33
			Annual	141,564.80	148,616.00	156,083.20	163,904.00	172,120.00
SENIOR PLAN CHECKER	T330	Classified	Hourly	56.46	59.47	62.48	65.42	68.68
			Bi-Weekly	4,516.80	4,757.60	4,998.40	5,233.60	5,494.40
			Monthly	9,786.40	10,308.13	10,829.87	11,339.47	11,904.53
			Annual	117,436.80	123,697.60	129,958.40	136,073.60	142,854.40
PLAN CHECKER	T325	Classified	Hourly	51.35	54.03	56.79	59.49	62.46
			Bi-Weekly	4,108.00	4,322.40	4,543.20	4,759.20	4,996.80
			Monthly	8,900.67	9,365.20	9,843.60	10,311.60	10,826.40
			Annual	106,808.00	112,382.40	118,123.20	123,739.20	129,916.80
SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	50.36	52.88	55.51	58.30	61.20
			Bi-Weekly	4,028.80	4,230.40	4,440.80	4,664.00	4,896.00
			Monthly	8,729.07	9,165.87	9,621.73	10,105.33	10,608.00
			Annual	104,748.80	109,990.40	115,460.80	121,264.00	127,296.00
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	42.21	43.95	45.65	47.63	50.05
			Bi-Weekly	3,376.80	3,516.00	3,652.00	3,810.40	4,004.00
			Monthly	7,316.40	7,618.00	7,912.67	8,255.87	8,675.33
			Annual	87,796.80	91,416.00	94,952.00	99,070.40	104,104.00
PERMIT TECHNICIAN II	C200	Classified	Hourly	38.06	39.56	41.17	42.96	45.12
			Bi-Weekly	3,044.80	3,164.80	3,293.60	3,436.80	3,609.60
			Monthly	6,597.07	6,857.07	7,136.13	7,446.40	7,820.80
			Annual	79,164.80	82,284.80	85,633.60	89,356.80	93,849.60
PERMIT TECHNICIAN I	C199	Classified	Hourly	34.60	35.96	37.42	39.02	41.01
			Bi-Weekly	2,768.00	2,876.80	2,993.60	3,121.60	3,280.80
			Monthly	5,997.33	6,233.07	6,486.13	6,763.47	7,108.40
			Annual	71,968.00	74,796.80	77,833.60	81,161.60	85,300.80

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PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	78.98	82.93	87.07	91.40	96.00
			Bi-Weekly	6,318.40	6,634.40	6,965.60	7,312.00	7,680.00
			Monthly	13,689.87	14,374.53	15,092.13	15,842.67	16,640.00
			Annual	164,278.40	172,494.40	181,105.60	190,112.00	199,680.00
PRINCIPAL PLANNER	H315	Classified	Hourly	66.95	70.30	73.79	77.50	81.38
			Bi-Weekly	5,356.00	5,624.00	5,903.20	6,200.00	6,510.40
			Monthly	11,604.67	12,185.33	12,790.27	13,433.33	14,105.87
			Annual	139,256.00	146,224.00	153,483.20	161,200.00	169,270.40
SENIOR PLANNER	H310	Classified	Hourly	59.99	62.97	66.12	69.43	72.89
			Bi-Weekly	4,799.20	5,037.60	5,289.60	5,554.40	5,831.20
			Monthly	10,398.27	10,914.80	11,460.80	12,034.53	12,634.27
			Annual	124,779.20	130,977.60	137,529.60	144,414.40	151,611.20
ASSOCIATE PLANNER	T315	Classified	Hourly	51.99	54.54	57.26	60.20	63.08
			Bi-Weekly	4,159.20	4,363.20	4,580.80	4,816.00	5,046.40
			Monthly	9,011.60	9,453.60	9,925.07	10,434.67	10,933.87
			Annual	108,139.20	113,443.20	119,100.80	125,216.00	131,206.40
ASSISTANT PLANNER	T310	Classified	Hourly	42.67	44.75	47.16	49.47	51.99
			Bi-Weekly	3,413.60	3,580.00	3,772.80	3,957.60	4,159.20
			Monthly	7,396.13	7,756.67	8,174.40	8,574.80	9,011.60
			Annual	88,753.60	93,080.00	98,092.80	102,897.60	108,139.20
JUNIOR PLANNER	T305	Classified	Hourly	37.83	39.82	41.69	43.79	45.92
			Bi-Weekly	3,026.40	3,185.60	3,335.20	3,503.20	3,673.60
			Monthly	6,557.20	6,902.13	7,226.27	7,590.27	7,959.47
			Annual	78,686.40	82,825.60	86,715.20	91,083.20	95,513.60
SENIOR DEVELOPMENT REVIEW SPECIALIST	T322	Classified	Hourly	52.50	55.03	58.06	60.91	64.01
			Bi-Weekly	4,200.00	4,402.40	4,644.80	4,872.80	5,120.80
			Monthly	9,100.00	9,538.53	10,063.73	10,557.73	11,095.07
			Annual	109,200.00	114,462.40	120,764.80	126,692.80	133,140.80
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	47.73	50.03	52.78	55.37	58.18
			Bi-Weekly	3,818.40	4,002.40	4,222.40	4,429.60	4,654.40
			Monthly	8,273.20	8,671.87	9,148.53	9,597.47	10,084.53
			Annual	99,278.40	104,062.40	109,782.40	115,169.60	121,014.40
LANDSCAPE ARCHITECT	H300	Classified	Hourly	68.63	72.05	75.66	79.44	83.43
			Bi-Weekly	5,490.40	5,764.00	6,052.80	6,355.20	6,674.40
			Monthly	11,895.87	12,488.67	13,114.40	13,769.60	14,461.20
			Annual	142,750.40	149,864.00	157,372.80	165,235.20	173,534.40
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified	Hourly	51.99	54.54	57.26	60.20	63.08
			Bi-Weekly	4,159.20	4,363.20	4,580.80	4,816.00	5,046.40
			Monthly	9,011.60	9,453.60	9,925.07	10,434.67	10,933.87
			Annual	108,139.20	113,443.20	119,100.80	125,216.00	131,206.40
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	59.40	62.37	65.47	68.74	72.17
			Bi-Weekly	4,752.00	4,989.60	5,237.60	5,499.20	5,773.60
			Monthly	10,296.00	10,810.80	11,348.13	11,914.93	12,509.47
			Annual	123,552.00	129,729.60	136,177.60	142,979.20	150,113.60
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	51.63	54.22	56.94	59.77	62.77
			Bi-Weekly	4,130.40	4,337.60	4,555.20	4,781.60	5,021.60
			Monthly	8,949.20	9,398.13	9,869.60	10,360.13	10,880.13
			Annual	107,390.40	112,777.60	118,435.20	124,321.60	130,561.60
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	50.99	53.54	56.21	59.02	61.97
			Bi-Weekly	4,079.20	4,283.20	4,496.80	4,721.60	4,957.60
			Monthly	8,838.27	9,280.27	9,743.07	10,230.13	10,741.47
			Annual	106,059.20	111,363.20	116,916.80	122,761.60	128,897.60
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	46.35	48.65	51.07	53.64	56.31
			Bi-Weekly	3,708.00	3,892.00	4,085.60	4,291.20	4,504.80
			Monthly	8,034.00	8,432.67	8,852.13	9,297.60	9,760.40
			Annual	96,408.00	101,192.00	106,225.60	111,571.20	117,124.80
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	42.13	44.23	46.42	48.75	51.21
			Bi-Weekly	3,370.40	3,538.40	3,713.60	3,900.00	4,096.80
			Monthly	7,302.53	7,666.53	8,046.13	8,450.00	8,876.40
			Annual	87,630.40	91,998.40	96,553.60	101,400.00	106,516.80

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FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	80.12	84.12	88.33	92.75	97.37
			Bi-Weekly	6,409.60	6,729.60	7,066.40	7,420.00	7,789.60
			Monthly	13,887.47	14,580.80	15,310.53	16,076.67	16,877.47
			Annual	166,649.60	174,969.60	183,726.40	192,920.00	202,529.60
BUDGET OFFICER	H170	Classified	Hourly	64.18	67.41	70.76	74.30	77.99
			Bi-Weekly	5,134.40	5,392.80	5,660.80	5,944.00	6,239.20
			Monthly	11,124.53	11,684.40	12,265.07	12,878.67	13,518.27
			Annual	133,494.40	140,212.80	147,180.80	154,544.00	162,219.20
FINANCIAL ANALYST	H165	Classified	Hourly	53.29	55.94	58.72	61.66	64.75
			Bi-Weekly	4,263.20	4,475.20	4,697.60	4,932.80	5,180.00
			Monthly	9,236.93	9,696.27	10,178.13	10,687.73	11,223.33
			Annual	110,843.20	116,355.20	122,137.60	128,252.80	134,680.00
FINANCE TECHNICIAN	C320	Classified	Hourly	40.71	42.74	44.87	47.11	49.49
			Bi-Weekly	3,256.80	3,419.20	3,589.60	3,768.80	3,959.20
			Monthly	7,056.40	7,408.27	7,777.47	8,165.73	8,578.27
			Annual	84,676.80	88,899.20	93,329.60	97,988.80	102,939.20
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	72.83	76.45	80.27	84.28	88.52
			Bi-Weekly	5,826.40	6,116.00	6,421.60	6,742.40	7,081.60
			Monthly	12,623.87	13,251.33	13,913.47	14,608.53	15,343.47
			Annual	151,486.40	159,016.00	166,961.60	175,302.40	184,121.60
SENIOR ACCOUNTANT	H145	Classified	Hourly	53.60	56.26	59.06	62.01	65.10
			Bi-Weekly	4,288.00	4,500.80	4,724.80	4,960.80	5,208.00
			Monthly	9,290.67	9,751.73	10,237.07	10,748.40	11,284.00
			Annual	111,488.00	117,020.80	122,844.80	128,980.80	135,408.00
ACCOUNTANT	H140	Classified	Hourly	48.70	51.12	53.69	56.35	59.19
			Bi-Weekly	3,896.00	4,089.60	4,295.20	4,508.00	4,735.20
			Monthly	8,441.33	8,860.80	9,306.27	9,767.33	10,259.60
			Annual	101,296.00	106,329.60	111,675.20	117,208.00	123,115.20
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	35.25	36.96	38.57	40.41	42.30
			Bi-Weekly	2,820.00	2,956.80	3,085.60	3,232.80	3,384.00
			Monthly	6,110.00	6,406.40	6,685.47	7,004.40	7,332.00
			Annual	73,320.00	76,876.80	80,225.60	84,052.80	87,984.00
ACCOUNT CLERK	C300	Classified	Hourly	32.11	33.55	35.12	36.73	38.59
			Bi-Weekly	2,568.80	2,684.00	2,809.60	2,938.40	3,087.20
			Monthly	5,565.73	5,815.33	6,087.47	6,366.53	6,688.93
			Annual	66,788.80	69,784.00	73,049.60	76,398.40	80,267.20
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	70.71	74.22	77.93	81.83	85.93
			Bi-Weekly	5,656.80	5,937.60	6,234.40	6,546.40	6,874.40
			Monthly	12,256.40	12,864.80	13,507.87	14,183.87	14,894.53
			Annual	147,076.80	154,377.60	162,094.40	170,206.40	178,734.40
FINANCE SUPERVISOR	H155	Classified	Hourly	53.29	55.95	58.73	61.65	64.75
			Bi-Weekly	4,263.20	4,476.00	4,698.40	4,932.00	5,180.00
			Monthly	9,236.93	9,698.00	10,179.87	10,686.00	11,223.33
			Annual	110,843.20	116,376.00	122,158.40	128,232.00	134,680.00
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	38.27	40.20	42.18	44.30	46.53
			Bi-Weekly	3,061.60	3,216.00	3,374.40	3,544.00	3,722.40
			Monthly	6,633.47	6,968.00	7,311.20	7,678.67	8,065.20
			Annual	79,601.60	83,616.00	87,734.40	92,144.00	96,782.40
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	35.25	36.96	38.57	40.41	42.30
			Bi-Weekly	2,820.00	2,956.80	3,085.60	3,232.80	3,384.00
			Monthly	6,110.00	6,406.40	6,685.47	7,004.40	7,332.00
			Annual	73,320.00	76,876.80	80,225.60	84,052.80	87,984.00
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	32.11	33.55	35.12	36.73	38.59
			Bi-Weekly	2,568.80	2,684.00	2,809.60	2,938.40	3,087.20
			Monthly	5,565.73	5,815.33	6,087.47	6,366.53	6,688.93
			Annual	66,788.80	69,784.00	73,049.60	76,398.40	80,267.20
MAIL AND REVENUE CLERK	C322	Classified	Hourly	27.10	28.55	29.99	31.59	33.24
			Bi-Weekly	2,168.00	2,284.00	2,399.20	2,527.20	2,659.20
			Monthly	4,697.33	4,948.67	5,198.27	5,475.60	5,761.60
			Annual	56,368.00	59,384.00	62,379.20	65,707.20	69,139.20

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<b>PURCHASING DIVISION</b>								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	67.22	70.58	74.11	77.81	81.67
			Bi-Weekly	5,377.60	5,646.40	5,928.80	6,224.80	6,533.60
			Monthly	11,651.47	12,233.87	12,845.73	13,487.07	14,156.13
			Annual	139,817.60	146,806.40	154,148.80	161,844.80	169,873.60
PURCHASING TECHNICIAN	C345	Classified	Hourly	40.73	42.78	44.87	47.09	49.49
			Bi-Weekly	3,258.40	3,422.40	3,589.60	3,767.20	3,959.20
			Monthly	7,059.87	7,415.20	7,777.47	8,162.27	8,578.27
			Annual	84,718.40	88,982.40	93,329.60	97,947.20	102,939.20
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	29.23	30.70	32.13	33.81	35.46
			Bi-Weekly	2,338.40	2,456.00	2,570.40	2,704.80	2,836.80
			Monthly	5,066.53	5,321.33	5,569.20	5,860.40	6,146.40
			Annual	60,798.40	63,856.00	66,830.40	70,324.80	73,756.80

**FIRE DEPARTMENT**

<b>SWORN</b>								
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	126.74	133.08	139.73	146.72	154.04
			Bi-Weekly	10,139.20	10,646.40	11,178.40	11,737.60	12,323.20
			Monthly	21,968.27	23,067.20	24,219.87	25,431.47	26,700.27
			Annual	263,619.20	276,806.40	290,638.40	305,177.60	320,403.20
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	103.97	109.17	114.64	120.36	126.37
			Bi-Weekly	8,317.60	8,733.60	9,171.20	9,628.80	10,109.60
			Monthly	18,021.47	18,922.80	19,870.93	20,862.40	21,904.13
			Annual	216,257.60	227,073.60	238,451.20	250,348.80	262,849.60
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	112.30	117.92	123.81	129.99	136.50
			Bi-Weekly	9,884.00	9,433.60	9,904.80	10,399.20	10,920.00
			Monthly	19,465.33	20,439.47	21,460.40	22,531.60	23,660.00
			Annual	233,584.00	245,273.60	257,524.80	270,379.20	283,920.00

FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	112.30	117.92	123.81	129.99	136.50
			Bi-Weekly	9,884.00	9,433.60	9,904.80	10,399.20	10,920.00
			Monthly	19,465.33	20,439.47	21,460.40	22,531.60	23,660.00
			Annual	233,584.00	245,273.60	257,524.80	270,379.20	283,920.00
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	72.91	76.57	80.39	84.41	88.64
			Bi-Weekly	8,165.92	8,575.84	9,003.68	9,453.92	9,927.68
			Monthly	17,692.83	18,580.99	19,507.97	20,483.49	21,509.97
			Annual	212,313.92	222,971.84	234,095.68	245,801.92	258,119.68
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	102.07	107.18	112.56	118.18	124.07
			Bi-Weekly	8,165.60	8,574.40	9,004.80	9,454.40	9,925.60
			Monthly	17,692.13	18,577.87	19,510.40	20,484.53	21,505.47
			Annual	212,305.60	222,934.40	234,124.80	245,814.40	258,065.60
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly	98.29	103.21	108.38	113.80	119.50
			Bi-Weekly	7,863.20	8,256.80	8,670.40	9,104.00	9,568.00
			Monthly	17,036.93	17,889.73	18,785.87	19,724.00	20,704.00
			Annual	204,443.20	214,676.80	225,430.40	237,088.00	248,480.00
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly	91.00	95.56	100.33	105.31	110.50
			Bi-Weekly	7,280.00	7,644.80	8,026.40	8,425.60	8,840.00
			Monthly	15,773.33	16,563.73	17,390.53	18,259.20	19,173.33
			Annual	189,280.00	198,764.80	208,686.40	219,110.40	229,640.00
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly	63.81	67.00	70.37	73.81	77.31
			Bi-Weekly	7,146.72	7,504.00	7,881.44	8,273.60	8,690.40
			Monthly	15,484.56	16,258.67	17,076.45	17,936.80	18,800.00
			Annual	185,814.72	195,104.00	204,917.44	215,601.60	226,400.00
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly	89.37	93.82	98.50	103.41	108.50
			Bi-Weekly	7,149.60	7,505.60	7,880.00	8,273.60	8,690.40
			Monthly	15,490.80	16,262.13	17,073.33	17,936.80	18,800.00
			Annual	185,889.60	195,145.60	204,880.00	215,601.60	226,400.00

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FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	54.09	56.76	59.59	62.58	65.69
			Bi-Weekly	6,058.08	6,357.12	6,674.08	7,008.96	7,357.28
			Monthly	13,125.84	13,773.76	14,460.51	15,186.08	15,940.77
			Annual	157,510.08	165,285.12	173,526.08	182,232.96	191,289.28
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	70.04	73.54	77.23	81.10	85.15
			Bi-Weekly	5,603.20	5,883.20	6,178.40	6,488.00	6,812.00
			Monthly	12,140.27	12,746.93	13,386.53	14,057.33	14,759.33
			Annual	145,683.20	152,963.20	160,638.40	168,688.00	177,112.00
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	75.64	79.44	83.41	87.58	91.93
			Bi-Weekly	6,051.20	6,355.20	6,672.80	7,006.40	7,354.40
			Monthly	13,110.93	13,769.60	14,457.73	15,180.53	15,934.53
			Annual	157,331.20	165,235.20	173,492.80	182,166.40	191,214.40
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	51.18	53.75	56.43	59.27	62.23
			Bi-Weekly	5,732.16	6,020.00	6,320.16	6,638.24	6,969.76
			Monthly	12,419.68	13,043.33	13,693.68	14,382.85	15,101.15
			Annual	149,036.16	156,520.00	164,324.16	172,594.24	181,213.76
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	47.42	49.76	52.26	54.86	57.61
			Bi-Weekly	5,311.04	5,573.12	5,853.12	6,144.32	6,452.32
			Monthly	11,507.25	12,075.09	12,681.76	13,312.69	13,980.03
			Annual	138,087.04	144,901.12	152,181.12	159,752.32	167,760.32
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	71.59	75.18	78.93	82.88	87.03
			Bi-Weekly	5,727.20	6,014.40	6,314.40	6,630.40	6,962.40
			Monthly	12,408.93	13,031.20	13,681.20	14,365.87	15,085.20
			Annual	148,907.20	156,374.40	164,174.40	172,390.40	181,022.40
FIREFIGHTER (56 HR)	F200	Classified	Hourly	48.24	50.66	53.18	55.86	58.66
			Bi-Weekly	5,402.88	5,673.92	5,956.16	6,256.32	6,569.92
			Monthly	11,706.24	12,293.49	12,905.01	13,555.36	14,234.83
			Annual	140,474.88	147,521.92	154,860.16	162,664.32	170,817.92
FIREFIGHTER (40 HR)	F205	Classified	Hourly	67.56	70.92	74.46	78.19	82.11
			Bi-Weekly	5,404.80	5,673.60	5,956.80	6,255.20	6,568.80
			Monthly	11,710.40	12,292.80	12,906.40	13,552.93	14,232.40
			Annual	140,524.80	147,513.60	154,876.80	162,635.20	170,788.80
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	58.51	61.43			
			Bi-Weekly	4,680.80	4,914.40			
			Monthly	10,141.73	10,647.87			
			Annual	121,700.80	127,774.40			
PROFESSIONAL STAFF								
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	68.27	71.68	75.26	79.03	82.97
			Bi-Weekly	5,461.60	5,734.40	6,020.80	6,322.40	6,637.60
			Monthly	11,833.47	12,424.53	13,045.07	13,698.53	14,381.47
			Annual	142,001.60	149,094.40	156,540.80	164,382.40	172,577.60
SENIOR FIRE PROTECTION ENGINEER	T515	Classified	Hourly	71.81	75.39	79.19	83.13	87.28
			Bi-Weekly	5,744.80	6,031.20	6,335.20	6,650.40	6,982.40
			Monthly	12,447.07	13,067.60	13,726.27	14,409.20	15,128.53
			Annual	149,364.80	156,811.20	164,715.20	172,910.40	181,542.40
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	59.88	62.77	65.94	69.38	72.90
			Bi-Weekly	4,790.40	5,021.60	5,275.20	5,550.40	5,832.00
			Monthly	10,379.20	10,880.13	11,429.60	12,025.87	12,636.00
			Annual	124,550.40	130,561.60	137,155.20	144,310.40	151,632.00
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	58.33	61.25	64.28	67.49	70.89
			Bi-Weekly	4,666.40	4,900.00	5,142.40	5,399.20	5,671.20
			Monthly	10,110.53	10,616.67	11,141.87	11,698.27	12,287.60
			Annual	121,326.40	127,400.00	133,702.40	140,379.20	147,451.20
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	58.39	61.30	64.37	67.60	70.98
			Bi-Weekly	4,671.20	4,904.00	5,149.60	5,408.00	5,678.40
			Monthly	10,120.93	10,625.33	11,157.47	11,717.33	12,303.20
			Annual	121,451.20	127,504.00	133,889.60	140,608.00	147,638.40
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	55.63	58.40	61.33	64.40	67.60
			Bi-Weekly	4,450.40	4,672.00	4,906.40	5,152.00	5,408.00
			Monthly	9,642.53	10,122.67	10,630.53	11,162.67	11,717.33
			Annual	115,710.40	121,472.00	127,566.40	133,952.00	140,608.00
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	60.12	63.14	66.27	69.57	73.07
			Bi-Weekly	4,809.60	5,051.20	5,301.60	5,565.60	5,845.60
			Monthly	10,420.80	10,944.27	11,486.80	12,058.80	12,665.47
			Annual	125,049.60	131,331.20	137,841.60	144,705.60	151,985.60

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SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	42.21	43.95	45.65	47.63	50.05
			Bi-Weekly	3,376.80	3,516.00	3,652.00	3,810.40	4,004.00
			Monthly	7,316.40	7,618.00	7,912.67	8,255.87	8,675.33
			Annual	87,796.80	91,416.00	94,952.00	99,070.40	104,104.00
FIRE TECHNICIAN II	C255	Classified	Hourly	37.13	38.98	40.93	42.99	45.12
			Bi-Weekly	2,970.40	3,118.40	3,274.40	3,439.20	3,609.60
			Monthly	6,435.87	6,756.53	7,094.53	7,451.60	7,820.80
			Annual	77,230.40	81,078.40	85,134.40	89,419.20	93,849.60
FIRE TECHNICIAN I	C250	Classified	Hourly	33.73	35.41	37.18	39.04	41.00
			Bi-Weekly	2,698.40	2,832.80	2,974.40	3,123.20	3,280.00
			Monthly	5,846.53	6,137.73	6,444.53	6,766.93	7,106.67
			Annual	70,158.40	73,652.80	77,334.40	81,203.20	85,280.00
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	83.82	88.00	92.40	97.03	101.87
			Bi-Weekly	6,705.60	7,040.00	7,392.00	7,762.40	8,149.60
			Monthly	14,528.80	15,253.33	16,016.00	16,818.53	17,657.47
			Annual	174,345.60	183,040.00	192,192.00	201,822.40	211,889.60
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	76.18	79.99	83.99	88.19	92.60
			Bi-Weekly	6,094.40	6,399.20	6,719.20	7,055.20	7,408.00
			Monthly	13,204.53	13,864.93	14,558.27	15,286.27	16,050.67
			Annual	158,454.40	166,379.20	174,699.20	183,435.20	192,608.00
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	60.12	63.09	66.26	69.56	73.04
			Bi-Weekly	4,809.60	5,047.20	5,300.80	5,564.80	5,843.20
			Monthly	10,420.80	10,935.60	11,485.07	12,057.07	12,660.27
			Annual	125,049.60	131,227.20	137,820.80	144,684.80	151,923.20
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	54.66	57.39	60.26	63.27	66.41
			Bi-Weekly	4,372.80	4,591.20	4,820.80	5,061.60	5,312.80
			Monthly	9,474.40	9,947.60	10,445.07	10,966.80	11,511.07
			Annual	113,692.80	119,371.20	125,340.80	131,601.60	138,132.80
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	49.70	52.20	54.79	57.52	60.40
			Bi-Weekly	3,976.00	4,176.00	4,383.20	4,601.60	4,832.00
			Monthly	8,614.67	9,048.00	9,496.93	9,970.13	10,469.33
			Annual	103,376.00	108,576.00	113,963.20	119,641.60	125,632.00
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	45.20	47.46	49.84	52.31	54.91
			Bi-Weekly	3,616.00	3,796.80	3,987.20	4,184.80	4,392.80
			Monthly	7,834.67	8,226.40	8,638.93	9,067.07	9,517.73
			Annual	94,016.00	98,716.80	103,667.20	108,804.80	114,212.80
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	45.84	47.72	49.60	51.47	53.51
			Bi-Weekly	3,667.20	3,817.60	3,968.00	4,117.60	4,280.80
			Monthly	7,945.60	8,271.47	8,597.33	8,921.47	9,275.07
			Annual	95,347.20	99,257.60	103,168.00	107,057.60	111,300.80



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LIBRARY SERVICES DEPARTMENT								
DEPUTY DIRECTOR OF LIBRARY SERVICES	U535	Classified	Hourly	80.12	84.12	88.33	92.75	97.37
			Bi-Weekly	6,409.60	6,729.60	7,066.40	7,420.00	7,789.60
			Monthly	13,887.47	14,580.80	15,310.53	16,076.67	16,877.47
			Annual	166,649.60	174,969.60	183,726.40	192,920.00	202,529.60
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	55.63	58.40	61.32	64.37	67.59
			Bi-Weekly	4,450.40	4,672.00	4,905.60	5,149.60	5,407.20
			Monthly	9,642.53	10,122.67	10,628.80	11,157.47	11,715.60
			Annual	115,710.40	121,472.00	127,545.60	133,889.60	140,587.20
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	52.08	54.68	57.41	60.27	63.29
			Bi-Weekly	4,166.40	4,374.40	4,592.80	4,821.60	5,063.20
			Monthly	9,027.20	9,477.87	9,951.07	10,446.80	10,970.27
			Annual	108,326.40	113,734.40	119,412.80	125,361.60	131,643.20
LIBRARIAN II	T795	Classified	Hourly	40.06	42.07	44.09	46.34	48.52
			Bi-Weekly	3,204.80	3,365.60	3,527.20	3,707.20	3,881.60
			Monthly	6,943.73	7,292.13	7,642.27	8,032.27	8,410.13
			Annual	83,324.80	87,505.60	91,707.20	96,387.20	100,921.60
LIBRARIAN I	T790	Classified	Hourly	36.33	38.15	40.06	41.96	44.10
			Bi-Weekly	2,906.40	3,052.00	3,204.80	3,356.80	3,528.00
			Monthly	6,297.20	6,612.67	6,943.73	7,273.07	7,644.00
			Annual	75,566.40	79,352.00	83,324.80	87,276.80	91,728.00
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	35.34	37.13	38.90	40.80	42.96
			Bi-Weekly	2,827.20	2,970.40	3,112.00	3,264.00	3,436.80
			Monthly	6,125.60	6,435.87	6,742.67	7,072.00	7,446.40
			Annual	73,507.20	77,230.40	80,912.00	84,864.00	89,356.80
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	32.63	34.08	35.64	37.20	39.00
			Bi-Weekly	2,610.40	2,726.40	2,851.20	2,976.00	3,120.00
			Monthly	5,655.87	5,907.20	6,177.60	6,448.00	6,760.00
			Annual	67,870.40	70,886.40	74,131.20	77,376.00	81,120.00
LIBRARY ASSISTANT	C510	Classified	Hourly	29.57	30.94	32.34	33.82	35.41
			Bi-Weekly	2,365.60	2,475.20	2,587.20	2,705.60	2,832.80
			Monthly	5,125.47	5,362.93	5,605.60	5,862.13	6,137.73
			Annual	61,505.60	64,355.20	67,267.20	70,345.60	73,652.80
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					23.78
			Bi-Weekly					1,141.44
			Monthly					2,473.12
			Annual					29,677.44
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					21.61
			Bi-Weekly					518.64
			Monthly					1,123.72
			Annual					13,484.64
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	52.08	54.68	57.41	60.27	63.29
			Bi-Weekly	4,166.40	4,374.40	4,592.80	4,821.60	5,063.20
			Monthly	9,027.20	9,477.87	9,951.07	10,446.80	10,970.27
			Annual	108,326.40	113,734.40	119,412.80	125,361.60	131,643.20
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	35.50	37.29	39.17	41.11	43.18
			Bi-Weekly	2,840.00	2,983.20	3,133.60	3,288.80	3,454.40
			Monthly	6,153.33	6,463.60	6,789.47	7,125.73	7,484.53
			Annual	73,840.00	77,563.20	81,473.60	85,508.80	89,814.40
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	35.54	37.35	39.20	41.07	43.18
			Bi-Weekly	2,843.20	2,988.00	3,136.00	3,285.60	3,454.40
			Monthly	6,160.27	6,474.00	6,794.67	7,118.80	7,484.53
			Annual	73,923.20	77,688.00	81,536.00	85,425.60	89,814.40
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	35.34	37.13	38.90	40.80	42.96
			Bi-Weekly	2,827.20	2,970.40	3,112.00	3,264.00	3,436.80
			Monthly	6,125.60	6,435.87	6,742.67	7,072.00	7,446.40
			Annual	73,507.20	77,230.40	80,912.00	84,864.00	89,356.80
PROGRAM ASSISTANT	C506	Classified	Hourly	29.57	30.94	32.34	33.82	35.41
			Bi-Weekly	2,365.60	2,475.20	2,587.20	2,705.60	2,832.80
			Monthly	5,125.47	5,362.93	5,605.60	5,862.13	6,137.73
			Annual	61,505.60	64,355.20	67,267.20	70,345.60	73,652.80

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MAINTENANCE SERVICES DEPARTMENT								
DEPUTY DIRECTOR OF MAINTENANCE SERVICES	U540	Classified	Hourly	84.49	88.71	93.17	97.82	102.72
			Bi-Weekly	6,759.20	7,096.80	7,453.60	7,825.60	8,217.60
			Monthly	14,644.93	15,376.40	16,149.47	16,955.47	17,804.80
			Annual	175,739.20	184,516.80	193,793.60	203,465.60	213,657.60
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	67.49	70.84	74.39	78.12	82.03
			Bi-Weekly	5,399.20	5,667.20	5,951.20	6,249.60	6,562.40
			Monthly	11,698.27	12,278.93	12,894.27	13,540.80	14,218.53
			Annual	140,379.20	147,347.20	154,731.20	162,489.60	170,622.40
FACILITIES LEADWORKER	M135	Classified	Hourly	63.46	65.99	68.54	71.37	74.40
			Bi-Weekly	5,076.80	5,279.20	5,483.20	5,709.60	5,952.00
			Monthly	10,999.73	11,438.27	11,880.27	12,370.80	12,896.00
			Annual	131,996.80	137,259.20	142,563.20	148,449.60	154,752.00
HVAC MECHANIC	M140	Classified	Hourly	51.05	53.08	55.17	57.52	59.89
			Bi-Weekly	4,084.00	4,246.40	4,413.60	4,601.60	4,791.20
			Monthly	8,848.67	9,200.53	9,562.80	9,970.13	10,380.93
			Annual	106,184.00	110,406.40	114,753.60	119,641.60	124,571.20
FACILITIES PAINTER II	M130	Classified	Hourly	44.78	46.61	48.43	50.43	52.54
			Bi-Weekly	3,582.40	3,728.80	3,874.40	4,034.40	4,203.20
			Monthly	7,761.87	8,079.07	8,394.53	8,741.20	9,106.93
			Annual	93,142.40	96,948.80	100,734.40	104,894.40	109,283.20
FACILITIES PAINTER I	M125	Classified	Hourly	40.74	42.41	44.10	45.94	47.78
			Bi-Weekly	3,259.20	3,392.80	3,528.00	3,675.20	3,822.40
			Monthly	7,061.60	7,351.07	7,644.00	7,962.93	8,281.87
			Annual	84,739.20	88,212.80	91,728.00	95,555.20	99,382.40
FACILITIES CARPENTER II	M120	Classified	Hourly	44.48	46.24	48.16	50.16	52.25
			Bi-Weekly	3,558.40	3,699.20	3,852.80	4,012.80	4,180.00
			Monthly	7,709.87	8,014.93	8,347.73	8,694.40	9,056.67
			Annual	92,518.40	96,179.20	100,172.80	104,332.80	108,680.00
FACILITIES CARPENTER I	M115	Classified	Hourly	40.46	42.13	43.86	45.63	47.54
			Bi-Weekly	3,236.80	3,370.40	3,508.80	3,650.40	3,803.20
			Monthly	7,013.07	7,302.53	7,602.40	7,909.20	8,240.27
			Annual	84,156.80	87,630.40	91,228.80	94,910.40	98,883.20
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	36.06	37.49	39.02	40.39	41.96
			Bi-Weekly	2,884.80	2,999.20	3,121.60	3,231.20	3,356.80
			Monthly	6,250.40	6,498.27	6,763.47	7,000.93	7,273.07
			Annual	75,004.80	77,979.20	81,161.60	84,011.20	87,276.80
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	32.78	34.09	35.46	36.73	38.14
			Bi-Weekly	2,622.40	2,727.20	2,836.80	2,938.40	3,051.20
			Monthly	5,681.87	5,908.93	6,146.40	6,366.53	6,610.93
			Annual	68,182.40	70,907.20	73,756.80	76,398.40	79,331.20
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	67.49	70.84	74.39	78.12	82.03
			Bi-Weekly	5,399.20	5,667.20	5,951.20	6,249.60	6,562.40
			Monthly	11,698.27	12,278.93	12,894.27	13,540.80	14,218.53
			Annual	140,379.20	147,347.20	154,731.20	162,489.60	170,622.40
FLEET MAINTENANCE SUPERVISOR	H630	Classified	Hourly	59.09	61.36	63.90	66.17	68.70
			Bi-Weekly	4,727.20	4,908.80	5,112.00	5,293.60	5,496.00
			Monthly	10,242.27	10,635.73	11,076.00	11,469.47	11,908.00
			Annual	122,907.20	127,628.80	132,912.00	137,633.60	142,896.00
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	45.64	47.78	50.19	52.80	55.41
			Bi-Weekly	3,651.20	3,822.40	4,015.20	4,224.00	4,432.80
			Monthly	7,910.93	8,281.87	8,699.60	9,152.00	9,604.40
			Annual	94,931.20	99,382.40	104,395.20	109,824.00	115,252.80
EQUIPMENT MECHANIC II	M615	Classified	Hourly	39.32	41.16	43.25	45.51	47.75
			Bi-Weekly	3,145.60	3,292.80	3,460.00	3,640.80	3,820.00
			Monthly	6,815.47	7,134.40	7,496.67	7,888.40	8,276.67
			Annual	81,785.60	85,612.80	89,960.00	94,660.80	99,320.00
EQUIPMENT MECHANIC I	M610	Classified	Hourly	35.79	37.59	39.52	41.46	43.51
			Bi-Weekly	2,863.20	3,007.20	3,161.60	3,316.80	3,480.80
			Monthly	6,203.60	6,515.60	6,850.13	7,186.40	7,541.73
			Annual	74,443.20	78,187.20	82,201.60	86,236.80	90,500.80

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EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	33.34	35.13	36.81	38.68	40.65
			Bi-Weekly	2,667.20	2,810.40	2,944.80	3,094.40	3,252.00
			Monthly	5,778.93	6,089.20	6,380.40	6,704.53	7,046.00
			Annual	69,347.20	73,070.40	76,564.80	80,454.40	84,552.00
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	30.78	31.98	33.31	34.44	35.77
			Bi-Weekly	2,462.40	2,558.40	2,664.80	2,755.20	2,861.60
			Monthly	5,335.20	5,543.20	5,773.73	5,969.60	6,200.13
			Annual	64,022.40	66,518.40	69,284.80	71,635.20	74,401.60
LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	67.49	70.84	74.39	78.12	82.03
			Bi-Weekly	5,399.20	5,667.20	5,951.20	6,249.60	6,562.40
			Monthly	11,698.27	12,278.93	12,894.27	13,540.80	14,218.53
			Annual	140,379.20	147,347.20	154,731.20	162,489.60	170,622.40
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified	Hourly	59.09	61.36	63.90	66.17	68.70
			Bi-Weekly	4,727.20	4,908.80	5,112.00	5,293.60	5,496.00
			Monthly	10,242.27	10,635.73	11,076.00	11,469.47	11,908.00
			Annual	122,907.20	127,628.80	132,912.00	137,633.60	142,896.00
GROUNDSKEEPER III	M215	Classified	Hourly	47.90	49.80	51.82	53.68	55.74
			Bi-Weekly	3,832.00	3,984.00	4,145.60	4,294.40	4,459.20
			Monthly	8,302.67	8,632.00	8,982.13	9,304.53	9,661.60
			Annual	99,632.00	103,584.00	107,785.60	111,654.40	115,939.20
GROUNDSKEEPER II	M210	Classified	Hourly	41.65	43.32	45.07	46.66	48.46
			Bi-Weekly	3,332.00	3,465.60	3,605.60	3,732.80	3,876.80
			Monthly	7,219.33	7,508.80	7,812.13	8,087.73	8,399.73
			Annual	86,632.00	90,105.60	93,745.60	97,052.80	100,796.80
GROUNDSKEEPER I	M205	Classified	Hourly	37.83	39.33	40.99	42.42	44.06
			Bi-Weekly	3,026.40	3,146.40	3,279.20	3,393.60	3,524.80
			Monthly	6,557.20	6,817.20	7,104.93	7,352.80	7,637.07
			Annual	78,686.40	81,806.40	85,259.20	88,233.60	91,644.80
TREE TRIMMER	M220	Classified	Hourly	41.65	43.32	45.07	46.66	48.46
			Bi-Weekly	3,332.00	3,465.60	3,605.60	3,732.80	3,876.80
			Monthly	7,219.33	7,508.80	7,812.13	8,087.73	8,399.73
			Annual	86,632.00	90,105.60	93,745.60	97,052.80	100,796.80
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	67.49	70.84	74.39	78.12	82.03
			Bi-Weekly	5,399.20	5,667.20	5,951.20	6,249.60	6,562.40
			Monthly	11,698.27	12,278.93	12,894.27	13,540.80	14,218.53
			Annual	140,379.20	147,347.20	154,731.20	162,489.60	170,622.40
STREETS MAINTENANCE SUPERVISOR	H620	Classified	Hourly	59.09	61.36	63.90	66.17	68.70
			Bi-Weekly	4,727.20	4,908.80	5,112.00	5,293.60	5,496.00
			Monthly	10,242.27	10,635.73	11,076.00	11,469.47	11,908.00
			Annual	122,907.20	127,628.80	132,912.00	137,633.60	142,896.00
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	52.72	54.76	57.04	59.05	61.31
			Bi-Weekly	4,217.60	4,380.80	4,563.20	4,724.00	4,904.80
			Monthly	9,138.13	9,491.73	9,886.93	10,235.33	10,627.07
			Annual	109,657.60	113,900.80	118,643.20	122,824.00	127,524.80
MAINTENANCE LEADER	M310	Classified	Hourly	43.66	45.36	47.24	48.90	50.77
			Bi-Weekly	3,492.80	3,628.80	3,779.20	3,912.00	4,061.60
			Monthly	7,567.73	7,862.40	8,188.27	8,476.00	8,800.13
			Annual	90,812.80	94,348.80	98,259.20	101,712.00	105,601.60
LEAD SWEEPER EQUIPMENT OPERATOR	M702	Classified	Hourly	45.73	47.27	49.19	51.28	53.31
			Bi-Weekly	3,658.40	3,781.60	3,935.20	4,102.40	4,264.80
			Monthly	7,926.53	8,193.47	8,526.27	8,888.53	9,240.40
			Annual	95,118.40	98,321.60	102,315.20	106,662.40	110,884.80
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	41.59	42.97	44.71	46.62	48.47
			Bi-Weekly	3,327.20	3,437.60	3,576.80	3,729.60	3,877.60
			Monthly	7,208.93	7,448.13	7,749.73	8,080.80	8,401.47
			Annual	86,507.20	89,377.60	92,996.80	96,969.60	100,817.60

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POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	115.17	120.91	126.98	133.32	139.96
			Bi-Weekly	9,213.60	9,672.80	10,158.40	10,665.60	11,196.80
			Monthly	19,962.80	20,957.73	22,009.87	23,108.80	24,259.73
			Annual	239,553.60	251,492.80	264,118.40	277,305.60	291,116.80
POLICE LIEUTENANT	P215	Classified	Hourly				101.82	106.78
			Bi-Weekly				8,145.60	8,542.40
			Monthly				17,648.80	18,508.53
			Annual				211,785.60	222,102.40
POLICE SERGEANT	P210	Classified	Hourly			86.25	90.41	95.05
			Bi-Weekly			6,900.00	7,232.80	7,604.00
			Monthly			14,950.00	15,671.07	16,475.33
			Annual			179,400.00	188,052.80	197,704.00
POLICE OFFICER	P200	Classified	Hourly	63.33	66.38	69.60	72.97	76.44
			Bi-Weekly	5,066.40	5,310.40	5,568.00	5,837.60	6,115.20
			Monthly	10,977.20	11,505.87	12,064.00	12,648.13	13,249.60
			Annual	131,726.40	138,070.40	144,768.00	151,777.60	158,995.20
POLICE OFFICER TRAINEE	P100	Classified	Hourly	40.39	42.39			
			Bi-Weekly	3,231.20	3,391.20			
			Monthly	7,000.93	7,347.60			
			Annual	84,011.20	88,171.20			
PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	86.02	90.32	94.86	99.57	104.56
			Bi-Weekly	6,881.60	7,225.60	7,588.80	7,965.60	8,364.80
			Monthly	14,910.13	15,655.47	16,442.40	17,258.80	18,123.73
			Annual	178,921.60	187,865.60	197,308.80	207,105.60	217,484.80
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	48.03	49.98	51.94	53.90	56.05
			Bi-Weekly	3,842.40	3,998.40	4,155.20	4,312.00	4,484.00
			Monthly	8,325.20	8,663.20	9,002.93	9,342.67	9,715.33
			Annual	99,902.40	103,958.40	108,035.20	112,112.00	116,584.00
POLICE MENTAL HEALTH PROFESSIONAL	H443	Classified	Hourly	60.57	63.60	66.77	70.09	73.62
			Bi-Weekly	4,845.60	5,088.00	5,341.60	5,607.20	5,889.60
			Monthly	10,498.80	11,024.00	11,573.47	12,148.93	12,760.80
			Annual	125,985.60	132,288.00	138,881.60	145,787.20	153,129.60
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	60.12	63.09	66.26	69.56	73.04
			Bi-Weekly	4,809.60	5,047.20	5,300.80	5,564.80	5,843.20
			Monthly	10,420.80	10,935.60	11,485.07	12,057.07	12,660.27
			Annual	125,049.60	131,227.20	137,820.80	144,684.80	151,923.20
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	53.07	55.72	58.51	61.43	64.48
			Bi-Weekly	4,245.60	4,457.60	4,680.80	4,914.40	5,158.40
			Monthly	9,198.80	9,658.13	10,141.73	10,647.87	11,176.53
			Annual	110,385.60	115,897.60	121,700.80	127,774.40	134,118.40
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	54.66	57.39	60.26	63.27	66.41
			Bi-Weekly	4,372.80	4,591.20	4,820.80	5,061.60	5,312.80
			Monthly	9,474.40	9,947.60	10,445.07	10,966.80	11,511.07
			Annual	113,692.80	119,371.20	125,340.80	131,601.60	138,132.80
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	40.90	42.93	45.09	47.36	49.72
			Bi-Weekly	3,272.00	3,434.40	3,607.20	3,788.80	3,977.60
			Monthly	7,089.33	7,441.20	7,815.60	8,209.07	8,618.13
			Annual	85,072.00	89,294.40	93,787.20	98,508.80	103,417.60
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	37.17	39.02	40.98	43.04	45.18
			Bi-Weekly	2,973.60	3,121.60	3,278.40	3,443.20	3,614.40
			Monthly	6,442.80	6,763.47	7,103.20	7,460.27	7,831.20
			Annual	77,313.60	81,161.60	85,238.40	89,523.20	93,974.40
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	78.25	82.16	86.27	90.43	95.05
			Bi-Weekly	6,260.00	6,572.80	6,901.60	7,234.40	7,604.00
			Monthly	13,563.33	14,241.07	14,953.47	15,674.53	16,475.33
			Annual	162,760.00	170,892.80	179,441.60	188,094.40	197,704.00

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INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	86.02	90.32	94.86	99.57	104.56
			Bi-Weekly	6,881.60	7,225.60	7,588.80	7,965.60	8,364.80
			Monthly	14,910.13	15,655.47	16,442.40	17,258.80	18,123.73
			Annual	178,921.60	187,865.60	197,308.80	207,105.60	217,484.80
COUNSELING SUPERVISOR	H440	Classified	Hourly	55.06	57.82	60.70	63.72	66.93
			Bi-Weekly	4,404.80	4,625.60	4,856.00	5,097.60	5,354.40
			Monthly	9,543.73	10,022.13	10,521.33	11,044.80	11,601.20
			Annual	114,524.80	120,265.60	126,256.00	132,537.60	139,214.40
MOBILE MENTAL HEALTH CLINICIAN	T570	Classified	Hourly	46.74	49.05	51.52	53.88	56.69
			Bi-Weekly	3,739.20	3,924.00	4,121.60	4,310.40	4,535.20
			Monthly	8,101.60	8,502.00	8,930.13	9,339.20	9,826.27
			Annual	97,219.20	102,024.00	107,161.60	112,070.40	117,915.20
FAMILY COUNSELOR	T550	Classified	Hourly	44.51	46.71	49.07	51.31	53.99
			Bi-Weekly	3,560.80	3,736.80	3,925.60	4,104.80	4,319.20
			Monthly	7,715.07	8,096.40	8,505.47	8,893.73	9,358.27
			Annual	92,580.80	97,156.80	102,065.60	106,724.80	112,299.20
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	58.39	61.30	64.37	67.60	70.98
			Bi-Weekly	4,671.20	4,904.00	5,149.60	5,408.00	5,678.40
			Monthly	10,120.93	10,625.33	11,157.47	11,717.33	12,303.20
			Annual	121,451.20	127,504.00	133,889.60	140,608.00	147,638.40
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	86.68	91.00	96.50	101.31	106.35
			Bi-Weekly	6,934.40	7,280.00	7,720.00	8,104.80	8,508.00
			Monthly	15,024.53	15,773.33	16,726.67	17,560.40	18,434.00
			Annual	180,294.40	189,280.00	200,720.00	210,724.80	221,208.00
PROPERTY AND EVIDENCE SUPERVISOR	C676	Classified	Hourly	43.08	45.23	47.49	49.85	52.33
			Bi-Weekly	3,446.40	3,618.40	3,799.20	3,988.00	4,186.40
			Monthly	7,467.20	7,839.87	8,231.60	8,640.67	9,070.53
			Annual	89,606.40	94,078.40	98,779.20	103,688.00	108,846.40
POLICE ID SPECIALIST	T555	Classified	Hourly	39.24	41.20	43.27	45.45	47.59
			Bi-Weekly	3,139.20	3,296.00	3,461.60	3,636.00	3,807.20
			Monthly	6,801.60	7,141.33	7,500.13	7,878.00	8,248.93
			Annual	81,619.20	85,696.00	90,001.60	94,536.00	98,987.20
CRIME SCENE SPECIALIST	C687	Classified	Hourly	44.82	46.85	49.00	51.19	53.62
			Bi-Weekly	3,585.60	3,748.00	3,920.00	4,095.20	4,289.60
			Monthly	7,768.80	8,120.67	8,493.33	8,872.93	9,294.13
			Annual	93,225.60	97,448.00	101,920.00	106,475.20	111,529.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	40.75	42.59	44.54	46.54	48.74
			Bi-Weekly	3,260.00	3,407.20	3,563.20	3,723.20	3,899.20
			Monthly	7,063.33	7,382.27	7,720.27	8,066.93	8,448.27
			Annual	84,760.00	88,587.20	92,643.20	96,803.20	101,379.20

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PROPERTY & EVIDENCE TECHNICIAN	C665	Classified	Hourly	35.79	37.35	39.15	40.94	42.88
			Bi-Weekly	2,863.20	2,988.00	3,132.00	3,275.20	3,430.40
			Monthly	6,203.60	6,474.00	6,786.00	7,096.27	7,432.53
			Annual	74,443.20	77,688.00	81,432.00	85,155.20	89,190.40
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	61.29	64.33	67.54	70.93	74.48
			Bi-Weekly	4,903.20	5,146.40	5,403.20	5,674.40	5,958.40
			Monthly	10,623.60	11,150.53	11,706.93	12,294.53	12,909.87
			Annual	127,483.20	133,806.40	140,483.20	147,534.40	154,918.40
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	39.44	41.19	43.11	45.09	47.23
			Bi-Weekly	3,155.20	3,295.20	3,448.80	3,607.20	3,778.40
			Monthly	6,836.27	7,139.60	7,472.40	7,815.60	8,186.53
			Annual	82,035.20	85,675.20	89,668.80	93,787.20	98,238.40
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	33.90	35.65	37.26	39.02	40.87
			Bi-Weekly	2,712.00	2,852.00	2,980.80	3,121.60	3,269.60
			Monthly	5,876.00	6,179.33	6,458.40	6,763.47	7,084.13
			Annual	70,512.00	74,152.00	77,500.80	81,161.60	85,009.60
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	28.20	29.41	30.58	31.92	33.51
			Bi-Weekly	2,256.00	2,352.80	2,446.40	2,553.60	2,680.80
			Monthly	4,888.00	5,097.73	5,300.53	5,532.80	5,808.40
			Annual	58,656.00	61,172.80	63,606.40	66,393.60	69,700.80
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	29.80	31.07	32.31	33.73	35.41
			Bi-Weekly	2,384.00	2,485.60	2,584.80	2,698.40	2,832.80
			Monthly	5,165.33	5,385.47	5,600.40	5,846.53	6,137.73
			Annual	61,984.00	64,625.60	67,204.80	70,158.40	73,652.80
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	61.29	64.33	67.54	70.93	74.48
			Bi-Weekly	4,903.20	5,146.40	5,403.20	5,674.40	5,958.40
			Monthly	10,623.60	11,150.53	11,706.93	12,294.53	12,909.87
			Annual	127,483.20	133,806.40	140,483.20	147,534.40	154,918.40
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	48.84	51.28	53.85	56.54	59.40
			Bi-Weekly	3,907.20	4,102.40	4,308.00	4,523.20	4,752.00
			Monthly	8,465.60	8,888.53	9,334.00	9,800.27	10,296.00
			Annual	101,587.20	106,662.40	112,008.00	117,603.20	123,552.00
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	42.38	44.54	46.71	49.11	51.58
			Bi-Weekly	3,390.40	3,563.20	3,736.80	3,928.80	4,126.40
			Monthly	7,345.87	7,720.27	8,096.40	8,512.40	8,940.53
			Annual	88,150.40	92,643.20	97,156.80	102,148.80	107,286.40
CALL TAKER	C633	Classified	Hourly	35.27	36.99	38.86	40.80	42.85
			Bi-Weekly	2,821.60	2,959.20	3,108.80	3,264.00	3,428.00
			Monthly	6,113.47	6,411.60	6,735.73	7,072.00	7,427.33
			Annual	73,361.60	76,939.20	80,828.80	84,864.00	89,128.00
PROPERTY, EVIDENCE AND RECORDS ADMINISTRATOR	H465	Classified	Hourly	67.42	70.76	74.29	78.02	81.93
			Bi-Weekly	5,393.60	5,660.80	5,943.20	6,241.60	6,554.40
			Monthly	11,686.13	12,265.07	12,876.93	13,523.47	14,201.20
			Annual	140,233.60	147,180.80	154,523.20	162,281.60	170,414.40
RECORDS SUPERVISOR	C705	Classified	Hourly	42.39	44.51	46.73	49.07	51.52
			Bi-Weekly	3,391.20	3,560.80	3,738.40	3,925.60	4,121.60
			Monthly	7,347.60	7,715.07	8,099.87	8,505.47	8,930.13
			Annual	88,171.20	92,580.80	97,198.40	102,065.60	107,161.60
POLICE RECORDS CLERK II	C695	Classified	Hourly	32.96	34.27	35.65	37.20	39.03
			Bi-Weekly	2,636.80	2,741.60	2,852.00	2,976.00	3,122.40
			Monthly	5,713.07	5,940.13	6,179.33	6,448.00	6,765.20
			Annual	68,556.80	71,281.60	74,152.00	77,376.00	81,182.40
POLICE RECORDS CLERK I	C690	Classified	Hourly	28.97	30.48	32.10	33.67	35.49
			Bi-Weekly	2,317.60	2,438.40	2,568.00	2,693.60	2,839.20
			Monthly	5,021.47	5,283.20	5,564.00	5,836.13	6,151.60
			Annual	60,257.60	63,398.40	66,768.00	70,033.60	73,819.20
JAIL ADMINISTRATOR	H420	Classified	Hourly	61.29	64.33	67.54	70.93	74.48
			Bi-Weekly	4,903.20	5,146.40	5,403.20	5,674.40	5,958.40
			Monthly	10,623.60	11,150.53	11,706.93	12,294.53	12,909.87
			Annual	127,483.20	133,806.40	140,483.20	147,534.40	154,918.40
JAIL SUPERVISOR	C660	Classified	Hourly	44.86	46.74	48.99	51.27	53.73
			Bi-Weekly	3,588.80	3,739.20	3,919.20	4,101.60	4,298.40
			Monthly	7,775.73	8,101.60	8,491.60	8,886.80	9,313.20
			Annual	93,308.80	97,219.20	101,899.20	106,641.60	111,758.40

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COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	39.19	40.89	42.85	44.82	46.96
			Bi-Weekly	3,135.20	3,271.20	3,428.00	3,585.60	3,756.80
			Monthly	6,792.93	7,087.60	7,427.33	7,768.80	8,139.73
			Annual	81,515.20	85,051.20	89,128.00	93,225.60	97,676.80
PUBLIC WORKS & UTILITIES DEPARTMENT								
ADMINISTRATION								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	92.94	97.60	102.47	107.59	112.98
			Bi-Weekly	7,435.20	7,808.00	8,197.60	8,607.20	9,038.40
			Monthly	16,109.60	16,917.33	17,761.47	18,648.93	19,583.20
			Annual	193,315.20	203,008.00	213,137.60	223,787.20	234,998.40
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	84.49	88.71	93.17	97.82	102.72
			Bi-Weekly	6,759.20	7,096.80	7,453.60	7,825.60	8,217.60
			Monthly	14,644.93	15,376.40	16,149.47	16,955.47	17,804.80
			Annual	175,739.20	184,516.80	193,793.60	203,465.60	213,657.60
WATER RESOURCES MANAGER	H875	Classified	Hourly	82.01	86.11	90.44	94.96	99.70
			Bi-Weekly	6,560.80	6,888.80	7,235.20	7,596.80	7,976.00
			Monthly	14,215.07	14,925.73	15,676.27	16,459.73	17,281.33
			Annual	170,580.80	179,108.80	188,115.20	197,516.80	207,376.00
WATER RESOURCES PLANNER	T870	Classified	Hourly	51.74	54.33	57.04	59.90	62.89
			Bi-Weekly	4,139.20	4,346.40	4,563.20	4,792.00	5,031.20
			Monthly	8,968.27	9,417.20	9,886.93	10,382.67	10,900.93
			Annual	107,619.20	113,006.40	118,643.20	124,592.00	130,811.20
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	84.46	88.69	93.15	97.81	102.69
			Bi-Weekly	6,756.80	7,095.20	7,452.00	7,824.80	8,215.20
			Monthly	14,639.73	15,372.93	16,146.00	16,953.73	17,799.60
			Annual	175,676.80	184,475.20	193,752.00	203,444.80	213,595.20
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	47.19	49.50	51.88	54.55	57.21
			Bi-Weekly	3,775.20	3,960.00	4,150.40	4,364.00	4,576.80
			Monthly	8,179.60	8,580.00	8,992.53	9,455.33	9,916.40
			Annual	98,155.20	102,960.00	107,910.40	113,464.00	118,996.80
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	34.83	36.28	37.62	39.05	40.54
			Bi-Weekly	2,786.40	2,902.40	3,009.60	3,124.00	3,243.20
			Monthly	6,037.20	6,288.53	6,520.80	6,768.67	7,026.93
			Annual	72,446.40	75,462.40	78,249.60	81,224.00	84,323.20
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	75.90	79.66	83.64	87.82	92.22
			Bi-Weekly	6,072.00	6,372.80	6,691.20	7,025.60	7,377.60
			Monthly	13,156.00	13,807.73	14,497.60	15,222.13	15,984.80
			Annual	157,872.00	165,692.80	173,971.20	182,665.60	191,817.60
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	63.26	66.39	69.72	73.22	76.87
			Bi-Weekly	5,060.80	5,311.20	5,577.60	5,857.60	6,149.60
			Monthly	10,965.07	11,507.60	12,084.80	12,691.47	13,324.13
			Annual	131,580.80	138,091.20	145,017.60	152,297.60	159,889.60
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	60.12	63.09	66.26	69.56	73.04
			Bi-Weekly	4,809.60	5,047.20	5,300.80	5,564.80	5,843.20
			Monthly	10,420.80	10,935.60	11,485.07	12,057.07	12,660.27
			Annual	125,049.60	131,227.20	137,820.80	144,684.80	151,923.20
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	37.32	39.22	41.15	43.11	45.33
			Bi-Weekly	2,985.60	3,137.60	3,292.00	3,448.80	3,626.40
			Monthly	6,468.80	6,798.13	7,132.67	7,472.40	7,857.20
			Annual	77,625.60	81,577.60	85,592.00	89,668.80	94,286.40
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	45.68	47.36	49.25	51.26	53.32
			Bi-Weekly	3,654.40	3,788.80	3,940.00	4,100.80	4,265.60
			Monthly	7,917.87	8,209.07	8,536.67	8,885.07	9,242.13
			Annual	95,014.40	98,508.80	102,440.00	106,620.80	110,905.60
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	41.65	43.32	45.06	46.66	48.46
			Bi-Weekly	3,332.00	3,465.60	3,604.80	3,732.80	3,876.80
			Monthly	7,219.33	7,508.80	7,810.40	8,087.73	8,399.73
			Annual	86,632.00	90,105.60	93,724.80	97,052.80	100,796.80
AIRPORT ATTENDANT	M500	Classified	Hourly	32.78	34.09	35.46	36.73	38.14
			Bi-Weekly	2,622.40	2,727.20	2,836.80	2,938.40	3,051.20
			Monthly	5,681.87	5,908.93	6,146.40	6,366.53	6,610.93
			Annual	68,182.40	70,907.20	73,756.80	76,398.40	79,331.20

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<b>ENGINEERING/TRANSPORTATION DIVISION</b>								
REAL PROPERTY MANAGER	H225	Classified	Hourly	73.33	77.03	80.86	84.93	89.16
			Bi-Weekly	5,866.40	6,162.40	6,468.80	6,794.40	7,132.80
			Monthly	12,710.53	13,351.87	14,015.73	14,721.20	15,454.40
			Annual	152,526.40	160,222.40	168,188.80	176,654.40	185,452.80
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	47.06	49.54	52.01	54.54	57.24
			Bi-Weekly	3,764.80	3,963.20	4,160.80	4,363.20	4,579.20
			Monthly	8,157.07	8,586.93	9,015.07	9,453.60	9,921.60
			Annual	97,884.80	103,043.20	108,180.80	113,443.20	119,059.20
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	40.12	42.13	44.12	46.34	48.66
			Bi-Weekly	3,209.60	3,370.40	3,529.60	3,707.20	3,892.80
			Monthly	6,954.13	7,302.53	7,647.47	8,032.27	8,434.40
			Annual	83,449.60	87,630.40	91,769.60	96,387.20	101,212.80
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	71.81	75.39	79.19	83.13	87.28
			Bi-Weekly	5,744.80	6,031.20	6,335.20	6,650.40	6,982.40
			Monthly	12,447.07	13,067.60	13,726.27	14,409.20	15,128.53
			Annual	149,364.80	156,811.20	164,715.20	172,910.40	181,542.40
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	61.62	64.74	67.88	71.33	74.80
			Bi-Weekly	4,929.60	5,179.20	5,430.40	5,706.40	5,984.00
			Monthly	10,680.80	11,221.60	11,765.87	12,363.87	12,965.33
			Annual	128,169.60	134,659.20	141,190.40	148,366.40	155,584.00
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	53.08	55.84	58.70	61.51	64.61
			Bi-Weekly	4,246.40	4,467.20	4,696.00	4,920.80	5,168.80
			Monthly	9,200.53	9,678.93	10,174.67	10,661.73	11,199.07
			Annual	110,406.40	116,147.20	122,096.00	127,940.80	134,388.80
ENGINEERING TECHNICIAN	T200	Classified	Hourly	40.16	42.12	44.25	46.44	48.67
			Bi-Weekly	3,212.80	3,369.60	3,540.00	3,715.20	3,893.60
			Monthly	6,961.07	7,300.80	7,670.00	8,049.60	8,436.13
			Annual	83,532.80	87,609.60	92,040.00	96,595.20	101,233.60
SURVEY ENGINEER	H230	Classified	Hourly	63.90	67.12	70.49	73.99	77.67
			Bi-Weekly	5,112.00	5,369.60	5,639.20	5,919.20	6,213.60
			Monthly	11,076.00	11,634.13	12,218.27	12,824.93	13,462.80
			Annual	132,912.00	139,609.60	146,619.20	153,899.20	161,553.60
SURVEYOR	T265	Classified	Hourly	50.18	52.66	55.26	58.01	60.93
			Bi-Weekly	4,014.40	4,212.80	4,420.80	4,640.80	4,874.40
			Monthly	8,697.87	9,127.73	9,578.40	10,055.07	10,561.20
			Annual	104,374.40	109,532.80	114,940.80	120,660.80	126,734.40
PRINCIPAL TRANSPORTATION ENGINEER	H217	Classified	Hourly	76.68	80.52	84.55	88.77	93.20
			Bi-Weekly	6,134.40	6,441.60	6,764.00	7,101.60	7,456.00
			Monthly	13,291.20	13,956.80	14,655.33	15,386.80	16,154.67
			Annual	159,494.40	167,481.60	175,864.00	184,641.60	193,856.00
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	69.71	73.20	76.86	80.70	84.72
			Bi-Weekly	5,576.80	5,856.00	6,148.80	6,456.00	6,777.60
			Monthly	12,083.07	12,688.00	13,322.40	13,988.00	14,684.80
			Annual	144,996.80	152,256.00	159,868.80	167,856.00	176,217.60
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	61.62	64.74	67.88	71.33	74.80
			Bi-Weekly	4,929.60	5,179.20	5,430.40	5,706.40	5,984.00
			Monthly	10,680.80	11,221.60	11,765.87	12,363.87	12,965.33
			Annual	128,169.60	134,659.20	141,190.40	148,366.40	155,584.00
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	53.08	55.84	58.70	61.51	64.61
			Bi-Weekly	4,246.40	4,467.20	4,696.00	4,920.80	5,168.80
			Monthly	9,200.53	9,678.93	10,174.67	10,661.73	11,199.07
			Annual	110,406.40	116,147.20	122,096.00	127,940.80	134,388.80



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SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	59.99	62.97	66.12	69.43	72.89
			Bi-Weekly	4,799.20	5,037.60	5,289.60	5,554.40	5,831.20
			Monthly	10,398.27	10,914.80	11,460.80	12,034.53	12,634.27
			Annual	124,779.20	130,977.60	137,529.60	144,414.40	151,611.20
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	51.99	54.54	57.26	60.20	63.08
			Bi-Weekly	4,159.20	4,363.20	4,580.80	4,816.00	5,046.40
			Monthly	9,011.60	9,453.60	9,925.07	10,434.67	10,933.87
			Annual	108,139.20	113,443.20	119,100.80	125,216.00	131,206.40
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	42.18	44.22	46.46	48.76	51.09
			Bi-Weekly	3,374.40	3,537.60	3,716.80	3,900.80	4,087.20
			Monthly	7,311.20	7,664.80	8,053.07	8,451.73	8,855.60
			Annual	87,734.40	91,977.60	96,636.80	101,420.80	106,267.20
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	64.13	67.34	70.71	74.25	77.96
			Bi-Weekly	5,130.40	5,387.20	5,656.80	5,940.00	6,236.80
			Monthly	11,115.87	11,672.27	12,256.40	12,870.00	13,513.07
			Annual	133,390.40	140,067.20	147,076.80	154,440.00	162,156.80
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	56.46	59.47	62.48	65.42	68.68
			Bi-Weekly	4,516.80	4,757.60	4,998.40	5,233.60	5,494.40
			Monthly	9,786.40	10,308.13	10,829.87	11,339.47	11,904.53
			Annual	117,436.80	123,697.60	129,958.40	136,073.60	142,854.40
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	47.30	49.73	52.05	54.69	57.47
			Bi-Weekly	3,784.00	3,978.40	4,164.00	4,375.20	4,597.60
			Monthly	8,198.67	8,619.87	9,022.00	9,479.60	9,961.47
			Annual	98,384.00	103,438.40	108,264.00	113,755.20	119,537.60
RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	60.12	63.09	66.26	69.56	73.04
			Bi-Weekly	4,809.60	5,047.20	5,300.80	5,564.80	5,843.20
			Monthly	10,420.80	10,935.60	11,485.07	12,057.07	12,660.27
			Annual	125,049.60	131,227.20	137,820.80	144,684.80	151,923.20
RECYCLING SPECIALIST	T800	Classified	Hourly	40.47	42.48	44.54	46.81	49.14
			Bi-Weekly	3,237.60	3,398.40	3,563.20	3,744.80	3,931.20
			Monthly	7,014.80	7,363.20	7,720.27	8,113.73	8,517.60
			Annual	84,177.60	88,358.40	92,643.20	97,364.80	102,211.20
SENIOR SUSTAINABILITY SPECIALIST	T804	Classified	Hourly	50.98	53.51	56.20	59.00	61.95
			Bi-Weekly	4,078.40	4,280.80	4,496.00	4,720.00	4,956.00
			Monthly	8,836.53	9,275.07	9,741.33	10,226.67	10,738.00
			Annual	106,038.40	111,300.80	116,896.00	122,720.00	128,856.00
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	46.35	48.65	51.08	53.63	56.32
			Bi-Weekly	3,708.00	3,892.00	4,086.40	4,290.40	4,505.60
			Monthly	8,034.00	8,432.67	8,853.87	9,295.87	9,762.13
			Annual	96,408.00	101,192.00	106,246.40	111,550.40	117,145.60
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	42.14	44.23	46.43	48.74	51.19
			Bi-Weekly	3,371.20	3,538.40	3,714.40	3,899.20	4,095.20
			Monthly	7,304.27	7,666.53	8,047.87	8,448.27	8,872.93
			Annual	87,651.20	91,998.40	96,574.40	101,379.20	106,475.20

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WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	82.01	86.11	90.44	94.96	99.70
			Bi-Weekly	6,560.80	6,888.80	7,235.20	7,596.80	7,976.00
			Monthly	14,215.07	14,925.73	15,676.27	16,459.73	17,281.33
			Annual	170,580.80	179,108.80	188,115.20	197,516.80	207,376.00
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	68.90	72.35	75.98	79.78	83.77
			Bi-Weekly	5,512.00	5,788.00	6,078.40	6,382.40	6,701.60
			Monthly	11,942.67	12,540.67	13,169.87	13,828.53	14,520.13
			Annual	143,312.00	150,488.00	158,038.40	165,942.40	174,241.60
WPCF MAINTENANCE MANAGER	H860	Classified	Hourly	70.22	73.71	77.42	81.28	85.35
			Bi-Weekly	5,617.60	5,896.80	6,193.60	6,502.40	6,828.00
			Monthly	12,171.47	12,776.40	13,419.47	14,088.53	14,794.00
			Annual	146,057.60	153,316.80	161,033.60	169,062.40	177,528.00
WPCF OPERATIONS MANAGER	H855	Classified	Hourly	70.22	73.71	77.42	81.28	85.35
			Bi-Weekly	5,617.60	5,896.80	6,193.60	6,502.40	6,828.00
			Monthly	12,171.47	12,776.40	13,419.47	14,088.53	14,794.00
			Annual	146,057.60	153,316.80	161,033.60	169,062.40	177,528.00
WPCF LEAD OPERATOR	M935	Classified	Hourly	56.08	58.31	60.64	63.01	65.57
			Bi-Weekly	4,486.40	4,664.80	4,851.20	5,040.80	5,245.60
			Monthly	9,720.53	10,107.07	10,510.93	10,921.73	11,365.47
			Annual	116,646.40	121,284.80	126,131.20	131,060.80	136,385.60
WPCF OPERATOR	M930	Classified	Hourly	50.97	53.00	55.11	57.28	59.60
			Bi-Weekly	4,077.60	4,240.00	4,408.80	4,582.40	4,768.00
			Monthly	8,834.80	9,186.67	9,552.40	9,928.53	10,330.67
			Annual	106,017.60	110,240.00	114,628.80	119,142.40	123,968.00
OPERATOR-IN-TRAINING	M925	Classified	Hourly	44.54	46.28	48.22	49.88	51.83
			Bi-Weekly	3,563.20	3,702.40	3,857.60	3,990.40	4,146.40
			Monthly	7,720.27	8,021.87	8,358.13	8,645.87	8,983.87
			Annual	92,643.20	96,262.40	100,297.60	103,750.40	107,806.40
LABORATORY MANAGER	H850	Classified	Hourly	67.49	70.84	74.39	78.12	82.03
			Bi-Weekly	5,399.20	5,667.20	5,951.20	6,249.60	6,562.40
			Monthly	11,698.27	12,278.93	12,894.27	13,540.80	14,218.53
			Annual	140,379.20	147,347.20	154,731.20	162,489.60	170,622.40
CHEMIST	T807	Classified	Hourly	47.79	50.18	52.69	55.31	58.07
			Bi-Weekly	3,823.20	4,014.40	4,215.20	4,424.80	4,645.60
			Monthly	8,283.60	8,697.87	9,132.93	9,587.07	10,065.47
			Annual	99,403.20	104,374.40	109,595.20	115,044.80	120,785.60
LABORATORY TECHNICIAN	T805	Classified	Hourly	41.56	43.11	44.78	46.62	48.36
			Bi-Weekly	3,324.80	3,448.80	3,582.40	3,729.60	3,868.80
			Monthly	7,203.73	7,472.40	7,761.87	8,080.80	8,382.40
			Annual	86,444.80	89,668.80	93,142.40	96,969.60	100,588.80

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<b>WATER POLLUTION SOURCE CONTROL</b>								
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	70.75	74.28	78.02	81.91	86.01
			Bi-Weekly	5,660.00	5,942.40	6,241.60	6,552.80	6,880.80
			Monthly	12,263.33	12,875.20	13,523.47	14,197.73	14,908.40
			Annual	147,160.00	154,502.40	162,281.60	170,372.80	178,900.80
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	61.49	64.59	67.79	71.21	74.77
			Bi-Weekly	4,919.20	5,167.20	5,423.20	5,696.80	5,981.60
			Monthly	10,658.27	11,195.60	11,750.27	12,343.07	12,960.13
			Annual	127,899.20	134,347.20	141,003.20	148,116.80	155,521.60
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	51.88	54.57	57.31	60.03	63.11
			Bi-Weekly	4,150.40	4,365.60	4,584.80	4,802.40	5,048.80
			Monthly	8,992.53	9,458.80	9,933.73	10,405.20	10,939.07
			Annual	107,910.40	113,505.60	119,204.80	124,862.40	131,268.80
WATER POLLUTION SOURCE CONTROL INSPECTOR II	T810	Classified	Hourly	47.15	49.61	51.87	54.54	57.26
			Bi-Weekly	3,772.00	3,968.80	4,149.60	4,363.20	4,580.80
			Monthly	8,172.67	8,599.07	8,990.80	9,453.60	9,925.07
			Annual	98,072.00	103,188.80	107,889.60	113,443.20	119,100.80
WATER POLLUTION SOURCE CONTROL INSPECTOR I	T809	Classified	Hourly	42.43	44.65	46.68	49.09	51.52
			Bi-Weekly	3,394.40	3,572.00	3,734.40	3,927.20	4,121.60
			Monthly	7,354.53	7,739.33	8,091.20	8,508.93	8,930.13
			Annual	88,254.40	92,872.00	97,094.40	102,107.20	107,161.60
TECHNICAL INTERN	Z125	Classified	Hourly					18.21
			Bi-Weekly					1,456.80
			Monthly					3,156.40
			Annual					37,876.80
SENIOR WATER RESOURCES ENGINEER	H813	Classified	Hourly	70.40	73.92	77.62	81.50	85.55
			Bi-Weekly	5,632.00	5,913.60	6,209.60	6,520.00	6,844.00
			Monthly	12,202.67	12,812.80	13,454.13	14,126.67	14,828.67
			Annual	146,432.00	153,753.60	161,449.60	169,520.00	177,944.00
PRINCIPAL UTILITIES ENGINEER	H812	Classified	Hourly	80.53	84.55	88.79	93.21	97.88
			Bi-Weekly	6,442.40	6,764.00	7,103.20	7,456.80	7,830.40
			Monthly	13,958.53	14,655.33	15,390.27	16,156.40	16,965.87
			Annual	167,502.40	175,864.00	184,683.20	193,876.80	203,590.40
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	73.21	76.86	80.72	84.74	88.98
			Bi-Weekly	5,856.80	6,148.80	6,457.60	6,779.20	7,118.40
			Monthly	12,689.73	13,322.40	13,991.47	14,688.27	15,423.20
			Annual	152,276.80	159,868.80	167,897.60	176,259.20	185,078.40

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SEWER COLLECTIONS & WATER DISTRIBUTION								
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	77.26	81.09	85.14	89.40	93.88
			Bi-Weekly	6,180.80	6,487.20	6,811.20	7,152.00	7,510.40
			Monthly	13,391.73	14,055.60	14,757.60	15,496.00	16,272.53
			Annual	160,700.80	168,667.20	177,091.20	185,952.00	195,270.40
UTILITIES ELECTRICAL AND MECHANICAL OPERATIONS AND MAINTENANCE MANAGER	H830	Classified	Hourly	70.22	73.71	77.42	81.28	85.35
			Bi-Weekly	5,617.60	5,896.80	6,193.60	6,502.40	6,828.00
			Monthly	12,171.47	12,776.40	13,419.47	14,088.53	14,794.00
			Annual	146,057.60	153,316.80	161,033.60	169,062.40	177,528.00
UTILITIES FIELD SERVICES MANAGER	H825	Classified	Hourly	70.22	73.71	77.42	81.28	85.35
			Bi-Weekly	5,617.60	5,896.80	6,193.60	6,502.40	6,828.00
			Monthly	12,171.47	12,776.40	13,419.47	14,088.53	14,794.00
			Annual	146,057.60	153,316.80	161,033.60	169,062.40	177,528.00
WASTEWATER COLLECTIONS SYSTEM MANAGER	H823	Classified	Hourly	67.49	70.84	74.39	78.12	82.03
			Bi-Weekly	5,399.20	5,667.20	5,951.20	6,249.60	6,562.40
			Monthly	11,698.27	12,278.93	12,894.27	13,540.80	14,218.53
			Annual	140,379.20	147,347.20	154,731.20	162,489.60	170,622.40
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	49.59	52.09	54.67	57.42	60.29
			Bi-Weekly	3,967.20	4,167.20	4,373.60	4,593.60	4,823.20
			Monthly	8,595.60	9,028.93	9,476.13	9,952.80	10,450.27
			Annual	103,147.20	108,347.20	113,713.60	119,433.60	125,403.20
SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified	Hourly	51.00	53.03	55.19	57.15	59.37
			Bi-Weekly	4,080.00	4,242.40	4,415.20	4,572.00	4,749.60
			Monthly	8,840.00	9,191.87	9,566.27	9,906.00	10,290.80
			Annual	106,080.00	110,302.40	114,795.20	118,872.00	123,489.60
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	49.68	51.38	53.40	55.62	57.89
			Bi-Weekly	3,974.40	4,110.40	4,272.00	4,449.60	4,631.20
			Monthly	8,611.20	8,905.87	9,256.00	9,640.80	10,034.27
			Annual	103,334.40	106,870.40	111,072.00	115,689.60	120,411.20
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	43.18	44.68	46.44	48.38	50.33
			Bi-Weekly	3,454.40	3,574.40	3,715.20	3,870.40	4,026.40
			Monthly	7,484.53	7,744.53	8,049.60	8,385.87	8,723.87
			Annual	89,814.40	92,934.40	96,595.20	100,630.40	104,686.40
WATER METER MECHANIC	M810	Classified	Hourly	41.97	43.59	45.38	47.25	49.13
			Bi-Weekly	3,357.60	3,487.20	3,630.40	3,780.00	3,930.40
			Monthly	7,274.80	7,555.60	7,865.87	8,190.00	8,515.87
			Annual	87,297.60	90,667.20	94,390.40	98,280.00	102,190.40
CUSTOMER FIELD TECHNICIAN	M807	Classified	Hourly	37.51	39.01	40.58	42.07	43.75
			Bi-Weekly	3,000.80	3,120.80	3,246.40	3,365.60	3,500.00
			Monthly	6,501.73	6,761.73	7,033.87	7,292.13	7,583.33
			Annual	78,020.80	81,140.80	84,406.40	87,505.60	91,000.00
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	36.30	38.02	39.78	41.73	43.75
			Bi-Weekly	2,904.00	3,041.60	3,182.40	3,338.40	3,500.00
			Monthly	6,292.00	6,590.13	6,895.20	7,233.20	7,583.33
			Annual	75,504.00	79,081.60	82,742.40	86,798.40	91,000.00
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	57.03	59.86	62.86	66.02	69.32
			Bi-Weekly	4,562.40	4,788.80	5,028.80	5,281.60	5,545.60
			Monthly	9,885.20	10,375.73	10,895.73	11,443.47	12,015.47
			Annual	118,622.40	124,508.80	130,748.80	137,321.60	144,185.60
UTILITIES SERVICE WORKER	M900	Classified	Hourly	41.38	43.02	44.81	46.37	48.18
			Bi-Weekly	3,310.40	3,441.60	3,584.80	3,709.60	3,854.40
			Monthly	7,172.53	7,456.80	7,767.07	8,037.47	8,351.20
			Annual	86,070.40	89,481.60	93,204.80	96,449.60	100,214.40

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(PER MUNI CODE SEC.2-4.30)  
FY 2025**

ATTACHMENT II  
Recommended by  
Personnel Commission  
on June 13, 2024  
Approved by Council  
on June 25, 2024

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	42.02	43.68	45.52	47.08	48.92
			Bi-Weekly	3,361.60	3,494.40	3,641.60	3,766.40	3,913.60
			Monthly	7,283.47	7,571.20	7,890.13	8,160.53	8,479.47
			Annual	87,401.60	90,854.40	94,681.60	97,926.40	101,753.60
SENIOR UTILITY LEADER	M845	Classified	Hourly	52.34	54.43	56.70	58.66	60.95
			Bi-Weekly	4,187.20	4,354.40	4,536.00	4,692.80	4,876.00
			Monthly	9,072.27	9,434.53	9,828.00	10,167.73	10,564.67
			Annual	108,867.20	113,214.40	117,936.00	122,012.80	126,776.00
UTILITY LEADER - WATER	M840	Classified	Hourly	45.53	47.32	49.30	51.04	52.99
			Bi-Weekly	3,642.40	3,785.60	3,944.00	4,083.20	4,239.20
			Monthly	7,891.87	8,202.13	8,545.33	8,846.93	9,184.93
			Annual	94,702.40	98,425.60	102,544.00	106,163.20	110,219.20
UTILITY WORKER - WATER	M835	Classified	Hourly	41.38	43.02	44.81	46.37	48.18
			Bi-Weekly	3,310.40	3,441.60	3,584.80	3,709.60	3,854.40
			Monthly	7,172.53	7,456.80	7,767.07	8,037.47	8,351.20
			Annual	86,070.40	89,481.60	93,204.80	96,449.60	100,214.40
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	51.00	53.03	55.19	57.15	59.37
			Bi-Weekly	4,080.00	4,242.40	4,415.20	4,572.00	4,749.60
			Monthly	8,840.00	9,191.87	9,566.27	9,906.00	10,290.80
			Annual	106,080.00	110,302.40	114,795.20	118,872.00	123,489.60
UTILITY LEADER - SEWER	M915	Classified	Hourly	44.35	46.12	48.00	49.68	51.61
			Bi-Weekly	3,548.00	3,689.60	3,840.00	3,974.40	4,128.80
			Monthly	7,687.33	7,994.13	8,320.00	8,611.20	8,945.73
			Annual	92,248.00	95,929.60	99,840.00	103,334.40	107,348.80
UTILITY WORKER - SEWER	M910	Classified	Hourly	40.31	41.93	43.65	45.16	46.92
			Bi-Weekly	3,224.80	3,354.40	3,492.00	3,612.80	3,753.60
			Monthly	6,987.07	7,267.87	7,566.00	7,827.73	8,132.80
			Annual	83,844.80	87,214.40	90,792.00	93,932.80	97,593.60
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	50.97	53.00	55.11	57.28	59.60
			Bi-Weekly	4,077.60	4,240.00	4,408.80	4,582.40	4,768.00
			Monthly	8,834.80	9,186.67	9,552.40	9,928.53	10,330.67
			Annual	106,017.60	110,240.00	114,628.80	119,142.40	123,968.00
INFORMATION TECHNOLOGY DEPARTMENT								
DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified	Hourly	80.12	84.12	88.33	92.75	97.37
			Bi-Weekly	6,409.60	6,729.60	7,066.40	7,420.00	7,789.60
			Monthly	13,887.47	14,580.80	15,310.53	16,076.67	16,877.47
			Annual	166,649.60	174,969.60	183,726.40	192,920.00	202,529.60
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	64.69	67.91	71.31	74.89	78.62
			Bi-Weekly	5,175.20	5,432.80	5,704.80	5,991.20	6,289.60
			Monthly	11,212.93	11,771.07	12,360.40	12,980.93	13,627.47
			Annual	134,555.20	141,252.80	148,324.80	155,771.20	163,529.60
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	75.46	79.23	83.21	87.38	91.76
			Bi-Weekly	6,036.80	6,338.40	6,656.80	6,990.40	7,340.80
			Monthly	13,079.73	13,733.20	14,423.07	15,145.87	15,905.07
			Annual	156,956.80	164,798.40	173,076.80	181,750.40	190,860.80
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	58.19	61.11	64.18	67.38	70.74
			Bi-Weekly	4,655.20	4,888.80	5,134.40	5,390.40	5,659.20
			Monthly	10,086.27	10,592.40	11,124.53	11,679.20	12,261.60
			Annual	121,035.20	127,108.80	133,494.40	140,150.40	147,139.20
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	60.41	63.44	66.62	69.93	73.44
			Bi-Weekly	4,832.80	5,075.20	5,329.60	5,594.40	5,875.20
			Monthly	10,471.07	10,996.27	11,547.47	12,121.20	12,729.60
			Annual	125,652.80	131,955.20	138,569.60	145,454.40	152,755.20
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	62.51	65.63	68.74	72.21	77.00
			Bi-Weekly	5,000.80	5,250.40	5,499.20	5,776.80	6,160.00
			Monthly	10,835.07	11,375.87	11,914.93	12,516.40	13,346.67
			Annual	130,020.80	136,510.40	142,979.20	150,196.80	160,160.00

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SENIOR INFORMATION TECHNOLOGY SYSTEMS ANALYST	T456	Classified	Hourly	64.75	67.91	71.42	74.97	78.66
			Bi-Weekly	5,180.00	5,432.80	5,713.60	5,997.60	6,292.80
			Monthly	11,223.33	11,771.07	12,379.47	12,994.80	13,634.40
			Annual	134,680.00	141,252.80	148,553.60	155,937.60	163,612.80
SYSTEMS ANALYST II	T455	Classified	Hourly	58.86	61.74	64.93	68.15	71.51
			Bi-Weekly	4,708.80	4,939.20	5,194.40	5,452.00	5,720.80
			Monthly	10,202.40	10,701.60	11,254.53	11,812.67	12,395.07
			Annual	122,428.80	128,419.20	135,054.40	141,752.00	148,740.80
SYSTEMS ANALYST I	T454	Classified	Hourly	53.51	56.12	59.03	61.95	65.01
			Bi-Weekly	4,280.80	4,489.60	4,722.40	4,956.00	5,200.80
			Monthly	9,275.07	9,727.47	10,231.87	10,738.00	11,268.40
			Annual	111,300.80	116,729.60	122,782.40	128,856.00	135,220.80
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	54.39	57.09	59.94	62.94	66.10
			Bi-Weekly	4,351.20	4,567.20	4,795.20	5,035.20	5,288.00
			Monthly	9,427.60	9,895.60	10,389.60	10,909.60	11,457.33
			Annual	113,131.20	118,747.20	124,675.20	130,915.20	137,488.00
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	49.42	51.90	54.51	57.25	60.07
			Bi-Weekly	3,953.60	4,152.00	4,360.80	4,580.00	4,805.60
			Monthly	8,566.13	8,996.00	9,448.40	9,923.33	10,412.13
			Annual	102,793.60	107,952.00	113,380.80	119,080.00	124,945.60
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	54.39	57.09	59.94	62.94	66.10
			Bi-Weekly	4,351.20	4,567.20	4,795.20	5,035.20	5,288.00
			Monthly	9,427.60	9,895.60	10,389.60	10,909.60	11,457.33
			Annual	113,131.20	118,747.20	124,675.20	130,915.20	137,488.00
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	49.42	51.90	54.51	57.25	60.07
			Bi-Weekly	3,953.60	4,152.00	4,360.80	4,580.00	4,805.60
			Monthly	8,566.13	8,996.00	9,448.40	9,923.33	10,412.13
			Annual	102,793.60	107,952.00	113,380.80	119,080.00	124,945.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	44.79	47.03	49.36	51.84	54.46
			Bi-Weekly	3,583.20	3,762.40	3,948.80	4,147.20	4,356.80
			Monthly	7,763.60	8,151.87	8,555.73	8,985.60	9,439.73
			Annual	93,163.20	97,822.40	102,668.80	107,827.20	113,276.80
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	40.74	42.76	44.91	47.16	49.52
			Bi-Weekly	3,259.20	3,420.80	3,592.80	3,772.80	3,961.60
			Monthly	7,061.60	7,411.73	7,784.40	8,174.40	8,583.47
			Annual	84,739.20	88,940.80	93,412.80	98,092.80	103,001.60
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	44.79	47.03	49.36	51.84	54.46
			Bi-Weekly	3,583.20	3,762.40	3,948.80	4,147.20	4,356.80
			Monthly	7,763.60	8,151.87	8,555.73	8,985.60	9,439.73
			Annual	93,163.20	97,822.40	102,668.80	107,827.20	113,276.80
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	40.74	42.76	44.91	47.16	49.52
			Bi-Weekly	3,259.20	3,420.80	3,592.80	3,772.80	3,961.60
			Monthly	7,061.60	7,411.73	7,784.40	8,174.40	8,583.47
			Annual	84,739.20	88,940.80	93,412.80	98,092.80	103,001.60
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	36.70	38.51	40.49	42.50	44.54
			Bi-Weekly	2,936.00	3,080.80	3,239.20	3,400.00	3,563.20
			Monthly	6,361.33	6,675.07	7,018.27	7,366.67	7,720.27
			Annual	76,336.00	80,100.80	84,219.20	88,400.00	92,643.20
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	33.45	34.94	36.70	38.44	40.24
			Bi-Weekly	2,676.00	2,795.20	2,936.00	3,075.20	3,219.20
			Monthly	5,798.00	6,056.27	6,361.33	6,662.93	6,974.93
			Annual	69,576.00	72,675.20	76,336.00	79,955.20	83,699.20
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	34.95	36.67	38.55	40.45	42.37
			Bi-Weekly	2,796.00	2,933.60	3,084.00	3,236.00	3,389.60
			Monthly	6,058.00	6,356.13	6,682.00	7,011.33	7,344.13
			Annual	72,696.00	76,273.60	80,184.00	84,136.00	88,129.60
VIDEO ASSISTANT	T400	Classified	Hourly					19.19
			Bi-Weekly					1,535.20
			Monthly					3,326.27
			Annual					39,915.20
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				18.21	23.03
			Bi-Weekly				1,456.80	1,842.40
			Monthly				3,156.40	3,991.87
			Annual				37,876.80	47,902.40

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Classification Title	Job Code	Service Type
<b>CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT</b>		
SENIOR MANAGEMENT ANALYST	H115	Classified
MANAGEMENT ANALYST II	H110	Classified
MANAGEMENT ANALYST I	H105	Classified
ADMINISTRATIVE SUPERVISOR	H120	Classified
ADMINISTRATIVE SECRETARY	C120	Classified
SENIOR SECRETARY	C115	Classified
SECRETARY	C110	Classified
ADMINISTRATIVE CLERK II	C105	Classified
ADMINISTRATIVE CLERK I	C100	Classified
ADMINISTRATIVE INTERN	Z120	Classified
MAIL CLERK	C410	Classified
<b>CITY WIDE MAINTENANCE</b>		
ELECTRICIAN II	M410	Classified
ELECTRICIAN I	M405	Classified
MAINTENANCE WORKER	M305	Classified
LABORER	M905	Classified
<b>CITY ATTORNEY DEPARTMENT</b>		
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified
ASSISTANT CITY ATTORNEY	U210	Classified
DEPUTY CITY ATTORNEY II	U205	Classified
DEPUTY CITY ATTORNEY I	U200	Classified
SENIOR PARALEGAL	U196	Classified
PARALEGAL	U195	Classified
LEGAL SECRETARY II	C935	Classified
LEGAL SECRETARY I	C930	Classified
<b>CITY CLERK DEPARTMENT</b>		
DEPUTY CITY CLERK	H500	Classified
<b>CITY MANAGER DEPARTMENT</b>		
<b>OFFICE OF THE CITY MANAGER</b>		
EQUITY AND INCLUSION OFFICER	U340	Classified
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified
DIGITAL APPLICATIONS DEVELOPER	T470	Classified

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Classification Title	Job Code	Service Type
MANAGEMENT FELLOW	U300	Classified
<b>COMMUNITY SERVICES</b>		
COMMUNITY SERVICES MANAGER	H745	Classified
COMMUNITY PROGRAMS SPECIALIST	T705	Classified
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified
PROPERTY REHABILITATION SPECIALIST	T725	Classified
PARATRANSIT COORDINATOR	T715	Classified
EDUCATION SERVICES MANAGER	H760	Classified
EDUCATIONAL SERVICES COORDINATOR	T780	Classified
<b>ECONOMIC DEVELOPMENT</b>		
CHIEF ECONOMIC DEVELOPMENT OFFICER	U330	Classified
ECONOMIC DEVELOPMENT MANAGER	H710	Classified
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified
<b>NEIGHBORHOOD PARTNERSHIP SERVICES</b>		
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified
COMMUNITY PARTNERSHIP MANAGER	H730	Classified
<b>HOUSING AUTHORITY</b>		
HOUSING MANAGER	H715	Classified
HOUSING DEVELOPMENT SPECIALIST	T750	Classified
HOMEOWNERSHIP COORDINATOR	T710	Classified
<b>DEVELOPMENT SERVICES DEPARTMENT</b>		
<b>DEVELOPMENT SERVICES ADMINISTRATION</b>		
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified
<b>BUILDING DIVISION</b>		
CITY BUILDING OFFICIAL	H335	Classified
SUPERVISING BUILDING INSPECTOR	H330	Classified
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified
BUILDING INSPECTOR	T350	Classified



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Classification Title	Job Code	Service Type
PLAN CHECKING ENGINEER	T335	Classified
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified
SENIOR PLAN CHECKER	T330	Classified
PLAN CHECKER	T325	Classified
SUPERVISING PERMIT TECHNICIAN	H340	Classified
SENIOR PERMIT TECHNICIAN	C205	Classified
PERMIT TECHNICIAN II	C200	Classified
PERMIT TECHNICIAN I	C199	Classified
<b>PLANNING DIVISION</b>		
PLANNING MANAGER	H320	Classified
PRINCIPAL PLANNER	H315	Classified
SENIOR PLANNER	H310	Classified
ASSOCIATE PLANNER	T315	Classified
ASSISTANT PLANNER	T310	Classified
JUNIOR PLANNER	T305	Classified
SENIOR DEVELOPMENT REVIEW SPECIALIST	T322	Classified
DEVELOPMENT REVIEW SPECIALIST	T320	Classified
LANDSCAPE ARCHITECT	H300	Classified
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified
<b>CODE ENFORCEMENT</b>		
CODE ENFORCEMENT MANAGER	H703	Classified
CODE ENFORCEMENT SUPERVISOR	H700	Classified
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified
CODE ENFORCEMENT INSPECTOR II	T605	Classified
CODE ENFORCEMENT INSPECTOR I	T600	Classified
<b>FINANCE DEPARTMENT</b>		
<b>ADMINISTRATION DIVISION</b>		
DEPUTY DIRECTOR OF FINANCE	U500	Classified
BUDGET OFFICER	H170	Classified
FINANCIAL ANALYST	H165	Classified
FINANCE TECHNICIAN	C320	Classified
<b>ACCOUNTING DIVISION</b>		
ACCOUNTING MANAGER	H150	Classified

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SENIOR ACCOUNTANT	H145	Classified
ACCOUNTANT	H140	Classified
SENIOR ACCOUNT CLERK	C305	Classified
ACCOUNT CLERK	C300	Classified
<b>REVENUE DIVISION</b>		
REVENUE MANAGER	H160	Classified
FINANCE SUPERVISOR	H155	Classified
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified
CUSTOMER ACCOUNT CLERK	C325	Classified
<b>PURCHASING DIVISION</b>		
PURCHASING AND SERVICES MANAGER	H180	Classified
PURCHASING TECHNICIAN	C345	Classified
MAIL AND PURCHASING CLERK	C335	Classified
<b>FIRE DEPARTMENT</b>		
<b>SWORN</b>		
DEPUTY FIRE CHIEF (40 HR)	F600	Classified
FIRE MARSHAL EMT (40 HR)	F401	Classified
FIRE MARSHAL (40 HR)	F400	Classified
FIRE TRAINING OFFICER (40 HR)	F420	Classified
BATTALION CHIEF (56 HR)	F410	Classified
BATTALION CHIEF (40 HR)	F415	Classified
STAFF FIRE CAPTAIN (40 HR)	F240	Classified
FIRE CAPTAIN (56 HR)	F245	Classified
FIRE CAPTAIN (40 HR)	F250	Classified
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified
APPARATUS OPERATOR (56 HR)	F210	Classified
APPARATUS OPERATOR (40 HR)	F215	Classified
FIREFIGHTER (56 HR)	F200	Classified
FIREFIGHTER (40 HR)	F205	Classified
FIREFIGHTER TRAINEE (40 HR)	F100	Classified
<b>PROFESSIONAL STAFF</b>		
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified
SENIOR FIRE PROTECTION ENGINEER	T515	Classified
FIRE PROTECTION ENGINEER	T510	Classified
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified

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Classification Title	Job Code	Service Type
ENVIRONMENTAL SPECIALIST	T505	Classified
HAZARDOUS MATERIALS INSPECTOR	T500	Classified
FIRE SERVICES SUPERVISOR	H580	Classified
SENIOR FIRE TECHNICIAN	C260	Classified
FIRE TECHNICIAN II	C255	Classified
FIRE TECHNICIAN I	C250	Classified
<b>HUMAN RESOURCES DEPARTMENT</b>		
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified
HUMAN RESOURCES MANAGER	U135	Classified
SENIOR HUMAN RESOURCES ANALYST	U120	Classified
HUMAN RESOURCES ANALYST II	U115	Classified
HUMAN RESOURCES ANALYST I	U110	Classified
HUMAN RESOURCES TECHNICIAN	U100	Classified
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified
<b>LIBRARY SERVICES DEPARTMENT</b>		
<b><i>LIBRARY SERVICES DIVISION</i></b>		
DEPUTY DIRECTOR OF LIBRARY SERVICES	U535	Classified
LIBRARY OPERATIONS MANAGER	H755	Classified
SUPERVISING LIBRARIAN I	H750	Classified
LIBRARIAN II	T795	Classified
LIBRARIAN I	T790	Classified
LEAD LIBRARY ASSISTANT	C520	Classified
SENIOR LIBRARY ASSISTANT	C515	Classified
LIBRARY ASSISTANT	C510	Classified
SENIOR LIBRARY PAGE	C505	Classified
LIBRARY PAGE	C500	Classified
LITERACY PROGRAM COORDINATOR	T785	Classified
LEAD PROGRAM ASSISTANT	C508	Classified
PROGRAM ASSISTANT	C506	Classified
<b>MAINTENANCE SERVICES DEPARTMENT</b>		
DEPUTY DIRECTOR OF MAINTENANCE SERVICES	U540	Classified
<b><i>FACILITIES MANAGEMENT</i></b>		

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FACILITIES AND BUILDING MANAGER	H605	Classified
<b>FACILITIES MAINTENANCE SUPERVISOR</b>	<b>H600</b>	<b>Classified</b>
FACILITIES LEADWORKER	M135	Classified
HVAC MECHANIC	M140	Classified
FACILITIES PAINTER II	M130	Classified
FACILITIES PAINTER I	M125	Classified
FACILITIES CARPENTER II	M120	Classified
FACILITIES CARPENTER I	M115	Classified
FACILITIES SERVICEWORKER II	M110	Classified
FACILITIES SERVICEWORKER I	M105	Classified
<b>FLEET MANAGEMENT DIVISION</b>		
FLEET MAINTENANCE MANAGER	H635	Classified
<b>FLEET MAINTENANCE SUPERVISOR</b>	<b>H630</b>	<b>Classified</b>
SENIOR EQUIPMENT MECHANIC	M620	Classified
EQUIPMENT MECHANIC II	M615	Classified
EQUIPMENT MECHANIC I	M610	Classified
EQUIPMENT PARTS STOREKEEPER	M605	Classified
EQUIPMENT SERVICE ATTENDANT	M600	Classified
<b>LANDSCAPE MAINTENANCE DIVISION</b>		
LANDSCAPE MAINTENANCE MANAGER	H615	Classified
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified
GROUNDSKEEPER III	M215	Classified
GROUNDSKEEPER II	M210	Classified
GROUNDSKEEPER I	M205	Classified
TREE TRIMMER	M220	Classified
<b>STREET MAINTENANCE DIVISION</b>		
STREETS MAINTENANCE MANAGER	H625	Classified
STREETS MAINTENANCE SUPERVISOR	H620	Classified
SENIOR MAINTENANCE LEADER	M315	Classified
MAINTENANCE LEADER	M310	Classified

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Classification Title	Job Code	Service Type
LEAD SWEEPER EQUIPMENT OPERATOR	M702	Classified
SWEEPER EQUIPMENT OPERATOR	M700	Classified
<b>POLICE DEPARTMENT</b>		
<b>SWORN</b>		
POLICE CAPTAIN	P300	Classified
POLICE LIEUTENANT	P215	Classified
POLICE SERGEANT	P210	Classified
POLICE OFFICER	P200	Classified
POLICE OFFICER TRAINEE	P100	Classified
<b>PROFESSIONAL STAFF</b>		
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified
PERSONNEL OPERATIONS SPECIALIST	H460	Classified
POLICE MENTAL HEALTH PROFESSIONAL	H443	Classified
SENIOR CRIME AND INTELLIGENCE ANALYST	H405	Classified
CRIME AND INTELLIGENCE ANALYST	H455	Classified
POLICE PROGRAMS ANALYST	H400	Classified
<b>SPECIAL OPERATIONS DIVISION</b>		
CRIME PREVENTION SPECIALIST II	C671	Classified
CRIME PREVENTION SPECIALIST I	C670	Classified
RESERVE OFFICER COORDINATOR	H460	Classified
<b>INVESTIGATION DIVISION</b>		
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified
COUNSELING SUPERVISOR	H440	Classified
MOBILE MENTAL HEALTH CLINICIAN	T570	Classified
FAMILY COUNSELOR	T550	Classified
CERTIFIED LATENT PRINT EXAMINER	T560	Classified
<b>SUPPORT SERVICES DIVISION</b>		
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified
PROPERTY AND EVIDENCE SUPERVISOR	C676	Classified
POLICE ID SPECIALIST	T555	Classified
CRIME SCENE SPECIALIST	C687	Classified
CRIME SCENE TECHNICIAN	C685	Classified
PROPERTY & EVIDENCE TECHNICIAN	C665	Classified
ANIMAL SERVICES ADMINISTRATOR	H430	Classified

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SHELTER OPERATIONS SUPERVISOR	C621	Classified
ANIMAL CONTROL OFFICER	C610	Classified
ANIMAL CARE ATTENDANT	C600	Classified
SHELTER VOLUNTEER COORDINATOR	C607	Classified
COMMUNICATIONS ADMINISTRATOR	H435	Classified
COMMUNICATIONS SUPERVISOR	C645	Classified
COMMUNICATIONS OPERATOR	C635	Classified
CALL TAKER	C633	Classified
PROPERTY, EVIDENCE AND RECORDS ADMINISTRATOR	H465	Classified
RECORDS SUPERVISOR	C705	Classified
POLICE RECORDS CLERK II	C695	Classified
POLICE RECORDS CLERK I	C690	Classified
JAIL ADMINISTRATOR	H420	Classified
JAIL SUPERVISOR	C660	Classified
COMMUNITY SERVICE OFFICER	C650	Classified
<b>TRANSPORTATION AND ENGINEERING DEPARTMENT</b>		
<b>AIRPORT DIVISION SUMMARY</b>		
AIRPORT MANAGER	H205	Classified
AIRPORT OPERATIONS SUPERVISOR	H200	Classified
AIRPORT BUSINESS SUPERVISOR	H198	Classified
AIRPORT OPERATIONS SPECIALIST	T270	Classified
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified
AIRPORT MAINTENANCEWORKER	M505	Classified
AIRPORT ATTENDANT	M500	Classified
<b>ENGINEERING/TRANSPORTATION DIVISION</b>		
REAL PROPERTY MANAGER	H225	Classified
REAL PROPERTY ASSOCIATE	T260	Classified
REAL PROPERTY ASSISTANT	T255	Classified
SENIOR CIVIL ENGINEER	H240	Classified
ASSOCIATE CIVIL ENGINEER	T215	Classified
ASSISTANT CIVIL ENGINEER	T210	Classified
ENGINEERING TECHNICIAN	T200	Classified
SURVEY ENGINEER	H230	Classified

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SURVEYOR	T265	Classified
PRINCIPAL TRANSPORTATION ENGINEER	H217	Classified
SENIOR TRANSPORTATION ENGINEER	H215	Classified
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified
SENIOR TRANSPORTATION PLANNER	H210	Classified
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified
TRAFFIC SIGNAL TECHNICIAN	T220	Classified
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified
SENIOR CONSTRUCTION INSPECTOR	T250	Classified
CONSTRUCTION INSPECTOR	T245	Classified
<b>UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT</b>		
<b>ADMINISTRATION DIVISION</b>		
ASSISTANT DIRECTOR OF PUBLIC WORKS	U525	Classified
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified
WATER RESOURCES MANAGER	H875	Classified
WATER RESOURCES PLANNER	T870	Classified
UTILITIES ENGINEERING MANAGER	H880	Classified
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified
STOREKEEPER - EXPEDITER	M100	Classified
<b>SOLID WASTE MANAGEMENT</b>		
SOLID WASTE PROGRAM MANAGER	H800	Classified
RECYCLING SPECIALIST	T800	Classified
SENIOR SUSTAINABILITY SPECIALIST	T804	Classified
SUSTAINABILITY SPECIALIST	T802	Classified
<b>WATER POLLUTION CONTROL FACILITY (WPCF)</b>		
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified
WPCF MAINTENANCE MANAGER	H860	Classified
WPCF OPERATIONS MANAGER	H855	Classified
WPCF LEAD OPERATOR	M935	Classified
WPCF OPERATOR	M930	Classified
OPERATOR-IN-TRAINING	M925	Classified

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LABORATORY MANAGER	H850	Classified
CHEMIST	T807	Classified
LABORATORY TECHNICIAN	T805	Classified
<b>WATER POLLUTION SOURCE CONTROL</b>		
ENVIRONMENTAL SERVICES MANAGER	H805	Classified
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified
WATER POLLUTION SOURCE CONTROL INSPECTOR II	T810	Classified
WATER POLLUTION SOURCE CONTROL INSPECTOR I	T809	Classified
TECHNICAL INTERN	Z125	Classified
SENIOR WATER RESOURCES ENGINEER	H813	Classified
PRINCIPAL UTILITIES ENGINEER	H812	Classified
SENIOR UTILITIES ENGINEER	H810	Classified
<b>WATER DISTRIBUTION</b>		
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified
UTILITIES ELECTRICAL AND MECHANICAL OPERATIONS AND MAINTENANCE MANAGER	H830	Classified
UTILITIES FIELD SERVICES MANAGER	H825	Classified
WASTEWATER COLLECTIONS SYSTEM MANAGER	H823	Classified
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified
SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified
WATER METER MECHANIC	M810	Classified
CUSTOMER FIELD TECHNICIAN	M807	Classified
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified
UTILITIES MAINTENANCE SUPERVISOR	H850	Classified
UTILITIES SERVICE WORKER	M900	Classified
<b>GENERAL MAINTENANCE</b>		
EQUIPMENT OPERATOR	M400	Classified
MAINTENANCE WORKER	M305	Classified
SENIOR UTILITY LEADER	M845	Classified
UTILITY LEADER - WATER	M840	Classified
UTILITY WORKER - WATER	M835	Classified



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SENIOR UTILITY LEADER - SEWER	M920	Classified
UTILITY LEADER - SEWER	M915	Classified
UTILITY WORKER - SEWER	M910	Classified
UTILITIES MAINTENANCE MECHANIC	M415	Classified
<b>INFORMATION TECHNOLOGY DEPARTMENT</b>		
DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified
INFORMATION SYSTEMS MANAGER	H565	Classified
INFORMATION TECHNOLOGY MANAGER	H566	Classified
DATA AND SYSTEMS COORDINATOR	H560	Classified
NETWORK SYSTEMS SPECIALIST	H555	Classified
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified
SENIOR INFORMATION TECHNOLOGY SYSTEMS ANALYST	T456	Classified
SYSTEMS ANALYST II	T455	Classified
SYSTEMS ANALYST I	T454	Classified
WEB SPECIALIST	T450	Classified

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