

# **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 15, 2017**

**5:30 PM**

**City Hall, Conference Room 2A**

## **Personnel Commission**

**CALL TO ORDER****PLEDGE OF ALLEGIANCE****PUBLIC COMMENTS:**

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

**MINUTES**

1. [MIN 17-080](#) Approval of Minutes for Regular Meeting of May 11, 2017

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

**REPORTS**

City Council Liaison (Information)

Director of Human Resources (Information)

**ACTION ITEMS**

2. [ACT 17-041](#) New Job Description for Airport Business Supervisor

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Airport Business Supervisor Job Description](#)  
[Attachment III Public Works E&T Org Chart](#)

3. [ACT 17-042](#) Revised Job Description for Water Pollution Control Facility (WPCF) Manager

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II WPCF Manager Job Description](#)  
[Attachment III UES Organizational Chart](#)

4.     [ACT 17-044](#)     Revised City Classification and Salary Plan for Fiscal Year 2018  
                            – Updated June 15, 2017 – Effective June 26, 2017

**Attachments:**   [Attachment I Staff Report](#)  
                            [Attachment II FY 2018 Salary Plan](#)  
                            [Attachment III FY 2018 Classification Plan](#)

#### **RECURRING AGENDA TOPICS/GENERAL COMMENTS**

#### **ADJOURNMENT**

#### **NEXT REGULAR MEETING – JULY 13, 2017**

*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 17-080

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**DATE:** June 15, 2017

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Approval of Minutes for Regular Meeting of May 11, 2017

**RECOMMENDATION**

That the Personnel Commission reviews and approves the meeting minutes from the regular meeting held on May 11, 2017.

**ATTACHMENTS**

Attachment I          Minutes



CITY OF HAYWARD  
PERSONNEL COMMISSION  
DRAFT MINUTES  
Regular Meeting  
Thursday, May 11, 2017  
Room 2A

A regular meeting of the City of Hayward Personnel Commission was called to order at 5:32 p.m. on Thursday, May 11, 2017, at Hayward City Hall, Conference Room 2A, followed by the Pledge of Allegiance.

HUMAN RESOURCES DEPARTMENT STAFF

Nina Collins, Director of Human Resources

Farbod Pirouzman, Deputy Director of Human Resources

Anthony Phillip, Human Resources Analyst I

CITY COUNCIL

Council Member Marvin Peixoto

OTHERS PRESENT

Alex Ameri, Director of Utilities and Environmental Services

Michael Lawson, City Attorney

Seema Vashi, Assistant City Attorney

Lindsey Vien, Education Services Manager

Gary Nordahl, Acting Building Official

Attendance	<u>REGULAR MEETINGS</u>			<u>SPECIAL MEETINGS</u>	
	Present 05.11.2017 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.
Doris Yates	X	2	0	1	1
Elecia Garrett	O	1	1	1	1
V. Toni Adams	O	1	1	0	2
Jose Guadamuz	X	1	0	2	0
Rachel Lucas	X	1	0	2	0
Giancarlo Scalise	X	1	0	2	0
Allen Zargar	X	1	0	2	0

X = present    O = absent

\* Chair Person

## PUBLIC COMMENTS

None.

## APPROVAL OF MINUTES

1. Approval of March 16, 2017 Meeting Minutes (Action)

(M/S/P) (Zargar/Yates) Approved.

## REPORTS

### City Council Liaison (Information)

Council Member Peixoto mentioned that since our last meeting, Council recently approved a development at the old Ford site on Mission Boulevard, which includes a 140-condominium unit and a 93-room hotel by Marriott Hotels. He also mentioned that there was a budget overview by the City Manager. Lastly, Council Member Peixoto mentioned that there will be an all-day budget work session on Saturday, May 20, 2017 and the Commission is welcome to attend.

### Director of Human Resources (Information)

Director Collins mentioned that this week is Public Service Recognition Week and we've been recognizing and acknowledging our employees all week long. She mentioned that we've given out t-shirts, hosted breakfast, served popcorn in the afternoon, delivered fruit boxes, would serve root beer floats on Friday. She commended the Human Resources staff for all their efforts.

Director Collins also stated that since we met last, we hosted Bring Your Child to Work Day. Each year we're commended on how wonderful our event is, which challenges us to make it even better the following year.

Director Collins also stated that the HR Department has welcomed two (2) new baby girls.

Lastly, Director Collins reiterated that the Commission should listen in or pay attention to the upcoming budget work session, as Council Member Peixoto mentioned. A lot of what will be discussed will have to do with staffing and personnel services, as this is the biggest part of our budget.

### Election of Chair and Vice Chair (Vote)

Commissioner Lucas was elected Chair (5-0).

Commissioner Guadamuz was elected Vice Chair (5-0).

## ACTION ITEMS

### 2. Revised Job Description for Lead Program Assistant

Lindsey Vien, Education Services Manager gave an overview of the Lead Program Assistant job specification and answered questions.

(M/S/P) (Yates/Scalise) Approved with noted edits.

### 3. Revised Job Description for Groundskeeper II

Farbod Pirouzmand, Deputy Director of Human Resources gave an overview of the Groundskeeper II job specification and answered questions.

(M/S/P) (Yates/Zargar) Approved with noted edits.

### 4. Revised Job Description for Senior Equipment Mechanic

Nina Collins, Director of Human Resources pulled this report from the agenda, as it's still in discussion with the bargaining unit.

### 5. Revised Job Description for Supervising Permit Technician

Gary Nordahl, Acting Building Official gave an overview of the Supervising Permit Technician job specification and answered questions.

(M/S/P) (Lucas/Scalise) Approved with noted edits.

### 6. Revised Job Description for Paralegal

Nina Collins, Director of Human Resources gave an overview of the Paralegal job specification and answered questions.

(M/S/P) (Yates/Guadamuz) Approved.

### 7. Revised Job Description for Sustainability Specialist

Alex Ameri, Director of Utilities and Environmental Services gave an overview of the Sustainability Specialist job specification and answered questions.

(M/S/P) (Lucas/Scalise) Approved with noted edits.

### 8. Revised City Classification and Salary Plan for Fiscal Year 2017 – Updated May 11, 2017

Director Collins provided an overview of the revised classification plan. She began

with an overview of the revised classification plan, which was updated to include the additions of the Supervising Permit Technician, Lead Program Assistant, and the title change of the Sustainability Technician and the Property/Evidence Administrator.

Lastly, Director Collins provided an overview of the revised salary plan. The revised salary plan includes the additions of the Supervising Permit Technician and Lead Program Assistant; the title change of the Sustainability Technician and the Property/Evidence Administrator; and the equity adjustments of the Utilities Engineering Manager and forty-seven (47) job classifications, thirty-four (34) represented by SEIU Local 1021 Clerical and Related Unit and thirteen (13) represented by SEIU Local 1021 Maintenance and Operations Unit. The equity adjustments for both SEIU Local 1021 bargaining units represent the second year of a three-year period and will take effect June 12, 2017.

(M/S/P) (Lucas/Scalise) Adopted revised classification plan.

(M/S/P) (Yates/Scalise) Recommended salary plan for Council approval.

## REPORTS (CONTINUED)

### Recruitment Diversity Report (Oral Report)

Deputy Director Pirouzmand provided an overview of candidate diversity tracking during the hiring of various recruitments. An oral report was given on nine (9) recruitments:

- Communications Operator
- Lateral Communications Operator
- Lateral Community Service Officer
- Community Services Manager
- Fire Technician I/II
- Senior Secretary
- Shelter Operations Supervisor
- Lateral Firefighter
- Police Lieutenant (Closed Promotional)

Commissioner Yates shared her experience with participating on the Community Service Officer interview panel.

Director Collins mentioned that this type of feedback from the Commission is valuable to the City, as well as people looking for jobs. She also encouraged the rest of the Commission to participate on an interview panel.

Commissioner Scalise asked about how this report is used. Director Collins replied



that this report is used internally to help us monitor what we need to do to increase diversity in our applicant pool. For instance, offering more options for testing and interview times, and greater community outreach.

Commissioner Scalise asked about other data points that can be captured, possibly gender and ethnicity. Director Collins responded that staff will look in to this request.

Commissioner Guadamuz asked if it's typical to conduct a background check after the person is hired. Director Collins answered that a background check is conducted after the offer. However, for safety positions, Director Collins stated that we can't ask about background information prior to testing. Assistant City Attorney Vashi added that we can't ask specific types of background questions until after the offer letter is issued. Once the offer letter is given, a more comprehensive background check is conducted.

Commissioner Scalise asked about how the Diversity Report can be used for future recruitments, like marketing or advertising to gain more diverse applicants. Director Collins answered that as the Commission moves forward, one of the goals of the Commission will be to look at outreach programs. She also added that we've done a lot to expand our applicant pools, but it would be helpful to look on the other side of that, and see who we're hiring. Director Collins also added that hopefully, the Commission adopts the goal to do outreach in the Hayward community so that people who live in Hayward, work in Hayward. Commissioner Scalise asked if the city of the applicant can be added to the Diversity Report, to capture if the applicant is a Hayward resident or not. Director Collins replied that this is something we can add, however, we're in the process of switching our recruitment software so it's not advisable to have staff revamp our report now. Director Collins mentioned that by the September meeting, we will have implemented the new recruitment software and will be able to modify the diversity report.

Commissioner Lucas asked if we'll be meeting in June and July. Director Collins responded that depending on what's going on for July, we'll discuss if that regular meeting is necessary, but the next meeting in June will happen as we have cost of living adjustments for our bargaining units to bring to the Commission. She also stated that unless there's urgent job specifications, the June meeting will focus specifically on changes to the salary and classification plan.

#### RECURRING AGENDA TOPICS/GENERAL COMMENTS

1. One of the bigger projects for the Commission is the rewriting of the Personnel Rules. Director Collins stated that Deputy Director Pirouzmand has started this project with the recruitment section.

Lastly, Director Collins mentioned that a Job Fair, in partnership with the Personnel Commission, is coming soon. If not this year, then next year.

**ADJOURNMENT**

Meeting was adjourned at 7:05 p.m.

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Nina S. Collins, Director of Human Resources



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**File #:** ACT 17-041

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**DATE:** June 15, 2017

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

New Job Description for Airport Business Supervisor

**RECOMMENDATION**

That the Personnel Commission reviews and comments on the new job description for the position of Airport Business Supervisor to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Airport Business Supervisor Job Description
Attachment III	Public Works-Engineering & Transportation Organizational Chart



DATE: June 15, 2017

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: New Job Description for Airport Business Supervisor

#### RECOMMENDATION

That the Personnel Commission reviews and comments on the new job description for the position of Airport Business Supervisor to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

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

In FY 2017, the Airport Business Supervisor position was added to the Public Works – Engineering and Transportation Department; however, the job description was not finalized. This new position will allow the Airport Division to provide the requisite technical and administrative support needed to ensure the successful delivery of numerous complex projects. The addition of this position to the supervisory team will also improve the workflow for business development at the Airport, add staff resources to improve customer service for airport tenants, and allow a greater focus on major projects, safety issues, and public outreach.

The Airport Business Supervisor is a professional level position, represented by Hayward's Association of Management Employees (HAME). This position will be responsible for supporting the airport business function including the real property program, tenant compliance with contract provisions, collections, preparation of grant applications, and other administrative duties.

The Airport Business Supervisor job description includes the title, definition, supervision exercised, essential duties, job related and essential qualifications, experience and education, and has been formatted to the current City standards.

The duties of this new classification include the following:

- Assist the Airport Manager with the negotiation of commercial lease agreements.
- Prepare draft leases at the request of the Airport Manager.
- Oversee preparation of the annual airport budget.
- Maintain a detailed database of all commercial and individual airport tenants.
- Monitor tenant compliance with contract provisions.
- Monitor account receivables and collect past due amounts.
- Prepare annual business permits and monitor tenant compliance.
- Perform appraisals and provides estimated current values on real property.
- Administer the City hangar waiting list.
- Prepare FAA and Caltrans grant applications and related documents.
- Monitor and submit required FAA reports for the DBE program.

#### FISCAL IMPACT

A Maintenance Worker vacancy was deleted and the Airport Business Supervisor position was added. This position is budgeted at the same salary grade as the Senior Management Analyst; therefore, the annual fiscal impact to the FY 2018 Proposed Budget would be approximately \$36,000.

Prepared by: Farbod Pirouzmand, Deputy Director of Human Resources

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:



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Kelly McAadoo, City Manager

CITY OF HAYWARD

AIRPORT BUSINESS SUPERVISOR

DEFINITION

Under general direction, supervises the airport business function including budget preparation, the real property program, tenant compliance with contract provisions, collections, preparation of grant applications, and other administrative duties.

DISTINGUISHING CHARACTERISTICS

This is a section head management position at the Hayward Executive Airport, reporting to the Airport Manager. The incumbent is responsible for the management of the business and accounting functions at the airport and provides second-line supervision and direction of staff within the Airport Division. This position is distinguished from the Airport Operations Supervisor classification which is responsible for the direct supervision of staff performance of Airside and Landside operations and maintenance tasks at the Airport.

SUPERVISION RECEIVED

General direction is provided by the Airport Manager.

SUPERVISION EXERCISED

Responsibilities may include supervision of administrative and clerical staff.

ESSENTIAL DUTIES

Duties may include but are not limited to the following:

Assist the Airport Manager with the negotiation of commercial lease agreements.

Prepare draft leases at the request of the Airport Manager.

Oversee preparation of the annual airport budget.

Maintain a detailed database of all commercial and individual airport tenants.

Monitor tenant compliance with contract provisions.

Monitor account receivables and collect past due amounts.

Prepare annual business permits and monitor tenant compliance.

ESSENTIAL DUTIES (continued):

Perform appraisals and provide estimated current values on real property.

Administer the City hangar waiting list.

Prepare Federal Aviation Administration (FAA) and Caltrans grant applications and related documents.

Monitor and submit required FAA reports for the DBE program.

Performs related work as necessary.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles of property management, appraisal techniques, and real estate law.

Federal, state, and local rules and regulations governing airport operations and grant administration.

Computer applications related to the work, including word processing, spreadsheet applications, and database management.

Aviation terminology and airport operations.

FAA and Caltrans grant applications and associated documentation.

Ability to:

Interpret maps, legal documents and engineering plans.

Prepare annual budgets and monitor financial progress throughout the year.

Conduct negotiations in a professional manner and with favorable outcomes.

Meet and deal effectively with the general public, tenants, aircraft owners, outside contractors, and City officials and staff.

Supervise, train, and evaluate staff.

Communicate effectively both orally and in writing.

Work independently and exercise discretion in interactions with the public.

## 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: Five (5) years of experience in real property management, appraisals, negotiations, and budgeting. Including two (2) years of supervisory or lead experience. Experience in an airport business office preferred.

Education: Equivalent to a Bachelor's Degree from an accredited college or university with major work in Public or Business Administration, or a closely related field.

Licenses and Certificates: Possession of either an FAA Private Pilot Certificate or standing as a Certified Member (CM) of the American Association of Airport Executives is desirable.

## 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 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

H198

Created May 2017

EEO Code: 2

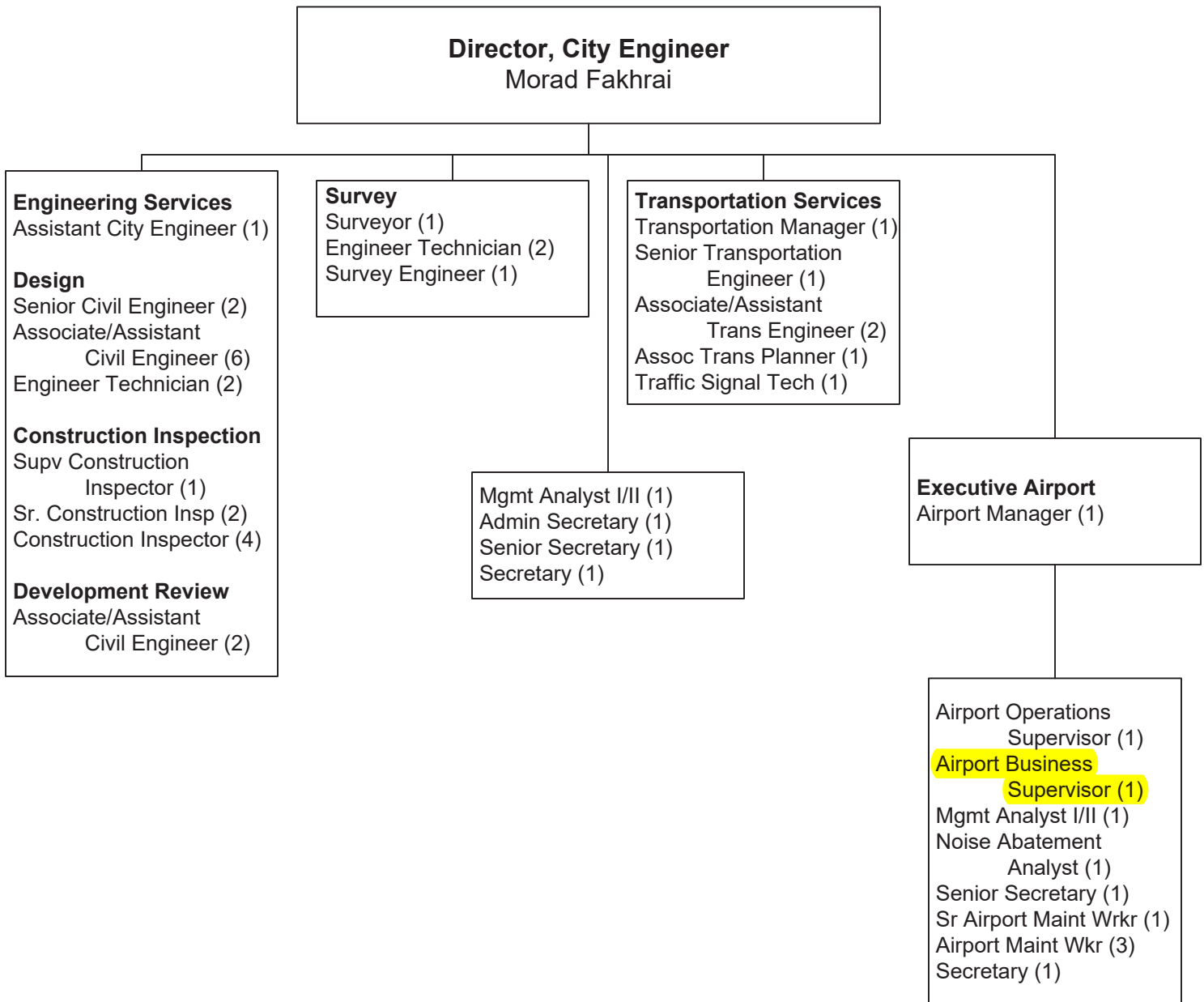
FPPC STATUS: Non-Designated

FLSA STATUS: Exempt



## FY 2017 STAFFING 46.0 FTE

### Public Works Engineering & Transportation Department





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**File #:** ACT 17-042

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**DATE:** June 15, 2017

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Revised Job Description for Water Pollution Control Facility (WPCF) Manager

**RECOMMENDATION**

That the Personnel Commission reviews and comments on the revised job description for the position of WPCF Manager to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	WPCF Manager Job Description
Attachment III	Utilities & Environmental Services Organizational Chart



DATE: June 15, 2017

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Revised Job Description for Water Pollution Control Facility (WPCF) Manager

#### RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the position of WPCF Manager to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

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

The WPCF Manager runs the City's water pollution control facility in addition to one of the largest solar fields in Alameda County and a new, clean, and efficient co-generation plant (power and heat system) that produces one hundred percent of the energy needs at the facility, which exports excess energy to other City facilities throughout Hayward. The WPCF Manager also oversees the implementation of the City's recycled water project, which is currently in the design phase, and will continue WPCF's leadership in the City's sustainability efforts. The position coordinates the operations and maintenance of the East Bay Dischargers Authority's treated effluent pump station facilities, both on and offsite.

In the organizational structure of the Utilities and Environmental Services Department, the Water Resources Manager, the Environmental Services Manager, and the Utilities Engineering Manager require incumbents to possess a bachelor's degree and these positions oversee staff whose jobs require a bachelor's degree. Presently, the WPCF Manager job description is the only position that does not require a bachelor's degree; however, the incumbent supervises professional staff who are required to possess bachelor degrees, such as the Laboratory Supervisor and Chemist, who oversee the wastewater laboratory and perform complex analytical procedures, respectively. Laboratory staff interpret, analyze, and evaluate results of

data related to the collection, treatment, and disposal of wastewater. The Chemist performs and interprets laboratory analysis of samples as it relates to the treatment, quality control, and distribution of drinking water, and as it relates to the collection, treatment, and disposal of domestic and industrial wastewater. Technological advancements in the treatment of wastewater have made this field more complex and therefore, it is critical for the WPCF Manager to be very familiar with emerging technologies in this field and interpret technical reports to leverage that knowledge towards more efficient wastewater treatment.

Due to the departure of the former WPCF Manager, Human Resources staff began the recruitment process to fill this vacancy in January of 2017. Per the current job description, the education requirement in the recruitment announcement was a high school diploma supplemented by college coursework related to water pollution control operation and five (5) years of experience in water pollution control operations, including at least two (2) years of supervisory or management experience. A bachelor's degree, with coursework related to environmental engineering, environmental science, or water pollution control management was identified as highly desirable.

Human Resources staff has surveyed comparable jurisdictions with similar positions and found it is common for a position with similar responsibilities to require a bachelor's degree with course work in the field. Please see the results of the survey in the table below:

Jurisdiction	Minimum Qualifications
Castro Valley Sanitary District	No Equivalent Position
City of San Leandro	AA degree with major coursework in business administration, biological science, or a closely related field. Bachelor's degree highly desired.
Delta Diablo	Bachelor's Degree in Civil or Environmental Engineering, Chemistry, Biology, or a closely related field.
Dublin/San Ramon Services District	Bachelor's degree with major course work in engineering, biology, chemistry, public administration, business, organizational leadership, or related field. Master's degree preferred.
East Bay Discharge Authority	Bachelor's degree in Civil or Mechanical Engineering or closely related field.
Oro Loma Sanitary District	Equivalent to the completion of the twelfth grade supplemented by additional specialized training in water pollution control, supervision, environmental or civil engineering technology.
Union Sanitary District	Four-year college or its equivalent, with major coursework in environmental engineering or a closely related field

Out of the seven jurisdictions surveyed, five of them have an education requirement that is higher than the current requirement for the WPCF Manager. Therefore, given the critical thinking, independent judgement, supervision of professional staff and the technical knowledge the job requires, Human Resources recommends increasing the education

requirement to a bachelor's degree for the WPCF Manager. Appropriate discussions with HAME have been held and the bargaining unit has no objections to the change.

The WPCF Manager job description has been revised to update the definition, distinguishing characteristics, supervision received, supervision exercised, essential duties, job related and essential qualifications, experience and education, special requirements, and to align the format to the current City standards. Furthermore, the additions and changes clarify the distinguishing characteristics, supervision received, supervision exercised, essential duties, job related and essential qualifications, and education and experience requirements for the WPCF Manager. The changes to the job description are as follows:

### Water Pollution Control Facility Manager

#### Definition

##### Added:

- "... (WPCF) and formulates and implements operating policies and procedures within administrative guidelines."

#### Added: Distinguishing Characteristics

"This is a management classification allocated to the Utilities and Environmental Services Department. The WPCF Manager is responsible for the safe, efficient, clean, sustainable, and cost effective operation of the facility. This position is distinguished from the WPCF Operations and Maintenance Manager position by the former having additional responsibilities for oversight of the water and wastewater laboratory and the post-closure maintenance and regulatory compliance of the closed West Winton Landfill."

Replaced: "Supervision Received and Exercised" with "Supervision Received"

Replaced: "General direction is provided by the Utilities Superintendent." with "Receives general direction from the Director of Utilities and Environmental Services."

#### Added: "Supervision Exercised"

Replaced: "Responsibilities include direct supervision of subordinate supervisory personnel." With "Exercises direct and indirect supervision over management, supervisory, professional, technical, and administrative personnel."

Replaced: "Example of Duties" with "Essential Duties"

##### Replaced:

- "Insures that the City is in compliance with all current waste discharge requirements established by regional, state, and federal regulatory agencies; interprets policies and procedures established by regulatory agencies." with "Understands and ensures compliance with all current wastewater treatment and discharge requirements and regulations established by regional, state and federal regulatory agencies, including those of the National Pollutant Discharge Elimination System (NPDES) permit; interprets and implements policies and procedures established by regulatory agencies."

- “Insures that all safety regulations are adhered to.” with “Ensures compliance with all applicable local, state, and federal regulations, including CalOSHA, and establishes and implements safety procedures for the WPCF.”
- “...organizes and directs...” with “organizes, directs, and manages...”
- “Establishs...” with “Establishes...”
- “...water pollution control facility.” with “...WPCF.”
- “...of plant facilities through equipment acquisition; assists in development of specifications.” with “...of facilities through development of specifications and equipment acquisition.”
- “...sewage system activities.” with “...wastewater treatment system.”
- “...critical...” with “...timely...”
- “Prepares and administers Water Pollution Control Facility operating budget.” with “Assists in preparing the WPCF annual operating budget and capital improvement program.”
- “Selects, supervises, trains and evaluates subordinates.” with “Recommends selection, supervises, trains and evaluates subordinate personnel; provides or coordinates staff training; motivates and coaches staff to ensure professional growth and positive work attitudes; and promotes City’s organizational values and ensures they are understood by staff.”

Added:

- “...operations and...”
- “Plans, organizes, and directs post closure maintenance of the West Winton landfill.”
- “...the WPCF,... , and closed West Winton landfill.”
- “...staff and...”
- “...or storm events.”
- “...related to WPCF.”
- “Monitors expenditures and approves purchase requests within assigned area of authority.”
- “...WPCF...”
- “Provides excellent customer service to the business community, public, customers, employees, union, and government officials with tat and courtesy; and makes presentations to various groups.”
- “Identifies and secures local, regional, state, and federal grants.”
- “Applies for and secures awards and recognitions for WPCF projects.”
- Actively participates in local, regional, and state wastewater professional organizations such as Bay Area Clean Water Agencies (BACWA).

Removed: “...plant and...plant...”

Replaced: “Qualifications” with “Job Related and Essential Qualifications”

Knowledge of:

Added:

- “Supervisory control and data acquisition (SCADA) systems, Computerized Maintenance Management System (CMMS), and Asset Management Systems.”

- “Principles of organization, administration, municipal budgeting and personnel management.”
- “Principles and practices of leadership, motivation, team building and conflict resolution.”
- “Principles and practices of preparing operating budgets.”
- “Principles and practices of preparing multi-year capital improvement program requests.”

Ability to:

Added:

- “Make decisions and exercise sound independent judgment; analyze problems and identify solutions, and implement recommendations.”
- “...implement...”
- “Prepare operating budget and capital improvement program but requests.”

Removed:

- “...lay out, assign... schedule...”
- “...staff...”

Experience and Education

Replaced: “Equivalent to completion of twelfth grade supplemented by college coursework related to water pollution control operations or supervision.” with “Equivalent to bachelor’s degree with coursework related to environmental engineering, sanitary engineering, environmental science, or related science field, or administration.”

Removed: “A Grade V Certificate is highly desirable.”

Added: Special Requirements

Added: “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; stand, crouch, stoop, squat, walk, reach, bend and safely lift and move equipment and material weighing up to 35 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 travel to fulfill assigned duties and to review work outdoors. Essential functions must be performed with or without reasonable accommodation.”

FISCAL IMPACT

There is no fiscal impact associated with this report.

Prepared by: Farbod Pirouzmand, Deputy Director of Human Resources

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written in a cursive style.

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Kelly McAdoo, City Manager



CITY OF HAYWARD

WATER POLLUTION CONTROL FACILITY MANAGER

DEFINITION

To plan, organize, direct, and coordinate the operation and maintenance of a Water Pollution Control Facility (WPCF) and formulates and implements operating policies and procedures within administrative guidelines. The Manager also coordinates the operations and maintenance of the East Bay Dischargers Authority facilities both on and off site. The position is also responsible for the post-closure maintenance and regulatory compliance for the closed West Winton Landfill.

DISTINGUISHING CHARACTERISTICS

This is a management classification allocated to the Utilities and Environmental Services Department. The WPCF Manager is responsible for the safe, efficient, clean, sustainable, and cost effective operation of the facility. This position is distinguished from the WPCF Operations and Maintenance Manager position by the former having additional responsibilities for oversight of the water and wastewater laboratory and the post-closure maintenance and regulatory compliance of the closed West Winton Landfill.

SUPERVISION RECEIVED

Receives general direction from the Director of Utilities and Environmental Services.

SUPERVISION EXERCISED

Exercises direct and indirect supervision over management, supervisory, professional, technical, and administrative personnel.

ESSENTIAL DUTIES

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

Understands and ensures compliance with all current wastewater treatment and discharge requirements and regulations established by regional, state and federal regulatory agencies, including those of the National Pollutant Discharge Elimination System (NPDES) permit; interprets and implements policies and procedures established by regulatory agencies.

ESSENTIAL DUTIES (continued):

Ensures compliance with all applicable local, state, and federal regulations, including CalOSHA, and establishes and implements safety procedures for the WPCF.

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

Plans, organizes, directs, and manages a large wastewater treatment and disposal operation.

Establishes policies, procedures, schedules and methods for maintenance of the WPCF.

Analyzes laboratory reports and directs the adjustment of operations and processing methods to improve efficiency.

Plans and recommends the improvement of facilities through development of specifications and equipment acquisition.

Controls the requisition of supplies, materials, and equipment.

Evaluates industrial waste reports and determines impact of such waste on wastewater treatment system.

Plans, organizes, and directs post closure maintenance of the West Winton landfill.

Prepares, reviews and submits periodic reports regarding the WPCF, wastewater treatment and disposal, and closed West Winton landfill.

Provides technical assistance to staff and consulting engineers; reviews plans and specifications for wastewater treatment and disposal construction projects.

Makes timely decisions to resolve emergency conditions resulting from wastewater treatment and disposal system malfunctions or storm events.

Responds to and resolves citizen complaints and concerns related to WPCF.

Monitors expenditures and approves purchase requests within assigned area of authority.

Assists in preparing the WPCF annual operating budget and capital improvement program.

Coordinates WPCF division activities with other divisions and sections, City departments, and with outside agencies.

ESSENTIAL DUTIES (continued):

Recommends selection, supervises, trains and evaluates subordinate personnel; provides or coordinates staff training; motivates and coaches staff to ensure professional growth and positive work attitudes; and promotes City's organizational values and ensures they are understood by staff.

Provides excellent customer service to the business community, public, customers, employees, union, and government officials with tact and courtesy; and makes presentations to various groups.

Identifies and secures local, regional, state, and federal grants.

Applies for and secures awards and recognitions for WPCF projects.

Actively participates in local, regional, and state wastewater professional organizations such as Bay Area Clean Water Agencies (BACWA).

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Theory and practice of modern wastewater treatment technology, equipment, and materials used in such treatment.

Chemical and physical processes involved in advanced methods of wastewater treatment.

Laboratory analysis and tests.

Supervisory control and data acquisition (SCADA) systems, Computerized Maintenance Management System (CMMS), and Asset Management Systems.

Maintenance of large and specialized mechanical and electrical systems.

Occupational hazards and safety precautions necessary in work.

Applicable federal, state and regional laws and regulations.

Principles of organization, administration, municipal budgeting and personnel management.

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

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Knowledge of (continued):

Principles and practices of preparing operating budgets.

Principles and practices of preparing multi-year capital improvement program requests.

Ability to:

Make decisions and exercise sound independent judgment; analyze problems and identify solutions, and implement recommendations.

Plan, organize, and implement a varied technical and maintenance program.

Supervise the maintenance of records and reports.

Maintain good working relationships.

Communicate clearly and concisely, orally and in writing.

Select, supervise, train and evaluate staff.

Communicate effectively to diverse groups.

Prepare operating budget and capital improvement program budget requests.

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: Five years of increasingly responsible experience in water pollution control operations including at least two years in a supervisory and/or management position.

Education: Equivalent to a bachelor's degree with coursework related to environmental engineering, sanitary engineering, environmental science, or related science fields, or administration.

EXPERIENCE AND EDUCATION (continued):

Licenses and Certificates: Possession of a valid Grade IV Certificate issued by the California State Water Resources Control Board at the time of appointment. 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; stand, crouch, stoop, squat, walk, reach, bend and safely lift and move equipment and material weighing up to 35 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 travel to fulfill assigned duties and to review work outdoors. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year

H870

August 1968

Revised September 1991

Revised May 2017

EEO Code: 1

FPPC STATUS: Non-Designated

FLSA STATUS: Exempt

## FY 2017 STAFFING 108.5 FTE

### Utilities & Environmental Services Department

**Director**  
Alex Ameri

#### Utilities Op & Maint

Util Op & Maint Mgr (1)  
Senior Secretary (1)

#### Water Distribution

Util Field Svcs Supv (1)  
Sr Utility Leader (1)  
Utility Leader (3)  
Util Wkr/Laborer (13)  
Equip Operator (2)  
Sr. Util Cust Svc Ldr (1)  
Cross Conn Ctrl Sp (1)  
Backflow/Cross Connect Tester (1)  
Water Meter Mech (3)  
Water Mtr Reader (2.5)  
Storekeeper-Exp (1)  
Secretary (1)

#### Utility Sys Maint

Util Op & Maint Supv (1)  
Electrician I/II (3)  
Utility Maint Mech (6)  
Utility Service Worker (2)

#### Sewer Collection Maint System

Wastewater Collection System Supervisor (1)  
Sr Util Leader-Sewer (1)  
Utility Leader-Sewer (2)  
Utility Worker/Laborer – Sewer (6)

#### Environmental Services

Environmental Services Manager (1)

#### Solid Waste Mgmt

Solid Waste Prog Mgr (1)  
Mgmt Analyst I/II (1)  
Sustainability Tech (1)

#### Water Pollution Source Control (WPSC)/ Stormwater Mgmt

Water Pollution Control Administrator (1)  
Senior WPSC Inspector (1)  
WPSC Inspector (3)  
Secretary (1)  
Technical Intern (0.5)

#### Utilities Admin/Planning/ Engineering

Water Resources Mgr (1)  
Utilities Eng Mgr (1)  
Sr Utilities Engineer (2)  
Assoc Civil Engineer (3)  
Sr Mgmt Analyst (1)  
Mgmt Analyst I/II (1)  
Senior Util Svc Rep (1)  
Admin Secretary (1)  
Senior Secretary (1)

#### Water Pollution Control Facility (WPCF)

**WPCF Manager (1)**  
WPCF O & M Manager (1)  
WPCF Maint Supv (1)  
WPCF Op Supv (1)  
WPCF Lead Op (6)  
WPCF Operator (6)  
Operator In Training (2)  
Electrician I/II (2)  
Utility Maint Mech (3)  
Equipment Operator (1)  
Maint Wkr/Laborer (1)  
Lab Supervisor (1)  
Chemist (1)  
Lab Technician (2)  
Senior Secretary (1)  
Admin Intern (0.5)



# 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 17-044

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**DATE:** June 15, 2017

**TO:** Personnel Commission

**FROM:** Director of Human Resources

**SUBJECT**

Revised City Classification and Salary Plan for Fiscal Year 2018 - Updated June 15, 2017 - Effective June 26, 2017

**RECOMMENDATION**

That the Personnel Commission, after a public hearing, reviews and adopts a revised classification plan for each position in the City's classified service for Fiscal Year 2018 effective June 26, 2017.

That the Personnel Commission, after a public hearing, recommends to the City Council for adoption a revised salary plan for each position in the City's classified service for Fiscal Year 2018 effective June 26, 2017.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	FY 2018 Salary Plan
Attachment III	FY 2018 Classification Plan



DATE: June 15, 2017

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Revised City Classification and Salary Plan for Fiscal Year 2018 – Updated  
June 15, 2017 – Effective June 26, 2017

#### RECOMMENDATION

That the Personnel Commission, after a public hearing, reviews and adopts a revised classification plan for each position in the City's classified service for Fiscal Year 2018 effective June 26, 2017.

That the Personnel Commission, after a public hearing, recommends to the City Council for adoption a revised salary plan for each position in the City's classified service for Fiscal Year 2018 effective June 26, 2017.

#### BACKGROUND/DISCUSSION

As required by the Municipal Code, the Classification Plan (Attachment III) has been updated to reflect all the classifications in the City's classified service, including the addition of the Airport Business Supervisor, the inactivation of the Assistant City Engineer, Inspector, Streets Maintenance Supervisor, Landscape Maintenance Supervisor, Fleet Management Supervisor, Facilities Maintenance Supervisor, and the equity adjustments of the Senior Human Resources Analyst, Human Resources Analyst I/II, Deputy Director of Human Resources, Deputy Director of Finance, and Accounting Manager. The FY 2018 Salary Plan has also been updated to reflect salary adjustments as a result of approved cost-of-living salary increases, equity, and compaction adjustments. The following changes were made:

1. Airport Business Supervisor – This position was added to allow the Airport Division to provide the requisite technical and administrative support needed to ensure the successful delivery of a multitude of complex projects and administrative tasks. This salary is set to mirror that of the Senior Management Analyst, which is \$49.86 per hour at Step A and \$60.58 per hour at Step E.
2. Due to departmental succession planning and retirements, the following positions were inactivated and removed from the salary plan:
  - Assistant City Engineer
  - Inspector
  - Streets Maintenance Supervisor
  - Landscape Maintenance Supervisor



- Fleet Management Supervisor
  - Facilities Maintenance Supervisor
3. Senior Human Resources Analyst and Human Resources Analyst I/II – The Human Resources Analyst classification series includes positions within the Human Resources Department that perform specialized duties of recruitment and selection, compensation, benefits, workers' compensation, labor relations, and training and development, in addition to administrative, budgetary, and statistical analyses similar to the city-wide Management Analyst classification series. The salary of the Human Resources Analyst series has been increased to achieve internal equity and is set equivalent to that of the city-wide Management Analyst Series, which is \$49.86 per hour at Step A and \$60.58 per hour at Step E for the Senior Human Resources Analyst, and \$41.22 per hour at Step A and \$55.10 per hour at Step E for Human Resources Analyst I/II.
  4. Deputy Director of Finance – Due to the equity adjustment of the Revenue Manager position, the salary of the Deputy Director of Finance has been increased to maintain a 10% supervisory differential at \$66.44 per hour at Step A and \$80.75 per hour at Step E.
  5. Deputy Director of Human Resources – This position is adjusted to be internally set to the Deputy Director of Finance at \$66.44 per hour at Step A and \$80.75 per hour at Step E.
  6. Accounting Manager – The salary has been adjusted to reflect the recommendation of the Hayward Association of Management Employees (HAME) salary survey conducted in 2015 (FY 2016). The salary is set internally to the Revenue Manager and the FY 2018 adjustment is the last negotiated equity adjustment for these positions. The salary is \$60.41 per hour at Step A and \$73.41 per hour at Step E.
  7. The tables below show the applicable amount of the increases by bargaining unit and/or classification. Some positions will receive increases in more than one category and the FY 2018 Salary Plan (Attachment II) reflects the total increase to the classification (please see the next page).

Table 1: FY 2018 Cost of Living Adjustments

Employee Group	Percentage Increase
Unrepresented Exempt and Non-Exempt	3%
HAME	3%
Local 21	2.5%
SEIU-Clerical	3%
SEIU Maintenance	3%
HPOA	0%
Local 1909	0%
Police Management	0%
Fire Officers	0%

Table 2: FY 2018 Equity Adjustments

Employee Group	Classification	Percentage Increase
HAME	Accountant	3%
HAME	Accounting Manager	0.70%
HAME	Airport Operations Supervisor	0%
HAME	Animal Services Administrator	1%
HAME	Budget Officer	0%
HAME	Communications Administrator	1%
HAME	Community Services Manager	3%
HAME	Crime & Intelligence Analyst	1.9%
HAME	Development Review Engineer	2.4%
HAME	Economic Development Manager	0%
HAME	Education Services Manager	3%
HAME	Emergency Medical Services Coordinator	%
HAME	Environmental Services Manager	1.7%
HAME	Equipment Manager	0%
HAME	Facilities & Building Manager	0%
HAME	Financial Analyst	0%
HAME	Hazardous Materials Program Coordinator	0%
HAME	Jail Administrator	1%
HAME	Lab Supervisor	0.56%
HAME	Landscape Architect	3%
HAME	Landscape Maintenance Manager	0%
HAME	Library Operations Manager	3%
HAME	Management Analyst I	1.88%
HAME	Management Analyst II	1.9%

Employee Group	Classification	Percentage Increase
HAME	Planning Manager	0%
HAME	Police Program Analyst	1.9%
HAME	Property & Evidence Administrator	1%
HAME	Property & Evidence Supervisor	0%
HAME	Purchasing & Services Manager	0%
HAME	Records Administrator	1%
HAME	Revenue Manager	3%
HAME	Senior Accountant	0%
HAME	Senior Civil Engineer	2.4%
HAME	Senior Crime & Intelligence Analyst	0.84%
HAME	Senior Management Analyst	0.84%
HAME	Senior Transportation Engineer	3%
HAME	Senior Utilities Engineer	2.4%
HAME	Solid Waste Manager	0.84%
HAME	Streets Maintenance Manager	0%
HAME	Supervising Librarian I	3%
HAME	Survey Engineer	0.46%
HAME	Transportation Manager	3%
HAME	Utilities Field Services Supervisor	0%
HAME	Utilities Operations & Maintenance Supervisor	0%
HAME	Utilities Operations & Maintenance Manager	0%
HAME	Wastewater Collections System Supervisor	0.56%
HAME	Water Pollution Control Administrator	0.56%
HAME	WPCF Maintenance Supervisor	0.56%
HAME	WPCF Manager	0%
HAME	WPCF Operations & Maintenance Manager	0%
HAME	WPCF Operations Supervisor	0.56%
Unrepresented	Deputy Director of Human Resources	1.22%
Unrepresented	Senior Human Resources Analyst	6.33%
Unrepresented	Human Resources Analyst I/II	6.39%

Table 3: FY 2018 Compaction Adjustments

Employee Group	Classification	Percentage Increase
HAME	Fire Services Supervisor	6%
HAME	Senior Accountant	0.56%
HAME	Assistant City Engineer	2.4%
HAME	Accounting Manager	0.51%
Unrepresented	Deputy Director of Finance	1.22%

## FISCAL IMPACT

The addition of the Airport Supervisor and deletion of the vacant Maintenance Worker positions was approved in FY 2016. The compensation difference between the two positions is approximately \$36,000.

The cost-of-living and equity adjustments provided to HAME employees is approximately \$447,813, which is reflected in the FY 2018 projected budget, currently being reviewed by Council for adoption.

Additional costs due to compaction and internal equity adjustments will be calculated by the Finance Department staff for any necessary changes during the mid-year budget review.

Prepared by: Anthony Phillip, Human Resources Analyst I

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:



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Kelly McAadoo, City Manager

**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2018**

ATTACHMENT II  
Recommended by  
Personnel Commission  
on June 15, 2017  
Approved by Council  
on June 20, 2017

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	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
MANAGEMENT ANALYST II	H110	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
MANAGEMENT ANALYST I	H105	Classified	Hourly	41.22	43.29	45.44	47.71	50.10
			Bi-Weekly	3,297.60	3,463.20	3,635.20	3,816.80	4,008.00
			Monthly	7,144.80	7,503.60	7,876.27	8,269.73	8,684.00
			Annual	85,737.60	90,043.20	94,515.20	99,236.80	104,208.00
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	36.33	38.14	40.05	42.04	44.15
			Bi-Weekly	2,906.40	3,051.20	3,204.00	3,363.20	3,532.00
			Monthly	6,297.20	6,610.93	6,942.00	7,286.93	7,652.67
			Annual	75,566.40	79,331.20	83,304.00	87,443.20	91,832.00
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	33.30	34.68	36.03	37.39	38.88
			Bi-Weekly	2,664.00	2,774.40	2,882.40	2,991.20	3,110.40
			Monthly	5,772.00	6,011.20	6,245.20	6,480.93	6,739.20
			Annual	69,264.00	72,134.40	74,942.40	77,771.20	80,870.40
SENIOR SECRETARY	C115	Classified	Hourly	30.44	31.63	32.92	34.12	35.44
			Bi-Weekly	2,435.20	2,530.40	2,633.60	2,729.60	2,835.20
			Monthly	5,276.27	5,482.53	5,706.13	5,914.13	6,142.93
			Annual	63,315.20	65,790.40	68,473.60	70,969.60	73,715.20
SECRETARY	C110	Classified	Hourly	26.78	28.01	29.42	30.79	32.25
			Bi-Weekly	2,142.40	2,240.80	2,353.60	2,463.20	2,580.00
			Monthly	4,641.87	4,855.07	5,099.47	5,336.93	5,590.00
			Annual	55,702.40	58,260.80	61,193.60	64,043.20	67,080.00
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	25.35	26.38	27.45	28.68	30.09
			Bi-Weekly	2,028.00	2,110.40	2,196.00	2,294.40	2,407.20
			Monthly	4,394.00	4,572.53	4,758.00	4,971.20	5,215.60
			Annual	52,728.00	54,870.40	57,096.00	59,654.40	62,587.20
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	22.31	23.49	24.68	26.00	27.36
			Bi-Weekly	1,784.80	1,879.20	1,974.40	2,080.00	2,188.80
			Monthly	3,867.07	4,071.60	4,277.87	4,506.67	4,742.40
			Annual	46,404.80	48,859.20	51,334.40	54,080.00	56,908.80
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.00	20.00
			Bi-Weekly				1,200.00	1,600.00
			Monthly				2,600.00	3,466.67
			Annual				31,200.00	41,600.00
MAIL CLERK	C410	Classified	Hourly			15.45	16.22	17.04
			Bi-Weekly			1,236.00	1,297.60	1,363.20
			Monthly			2,678.00	2,811.47	2,953.60
			Annual			32,136.00	33,737.60	35,443.20
CITY WIDE ENGINEERING								
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	58.40	61.31	64.39	67.60	70.97
			Bi-Weekly	4,672.00	4,904.80	5,151.20	5,408.00	5,677.60
			Monthly	10,122.67	10,627.07	11,160.93	11,717.33	12,301.47
			Annual	121,472.00	127,524.80	133,931.20	140,608.00	147,617.60
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	47.34	49.72	52.14	54.79	57.46
			Bi-Weekly	3,787.20	3,977.60	4,171.20	4,383.20	4,596.80
			Monthly	8,205.60	8,618.13	9,037.60	9,496.93	9,959.73
			Annual	98,467.20	103,417.60	108,451.20	113,963.20	119,516.80
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	40.78	42.89	45.08	47.26	49.62
			Bi-Weekly	3,262.40	3,431.20	3,606.40	3,780.80	3,969.60
			Monthly	7,068.53	7,434.27	7,813.87	8,191.73	8,600.80
			Annual	84,822.40	89,211.20	93,766.40	98,300.80	103,209.60

**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2018**

ATTACHMENT II  
Recommended by  
Personnel Commission  
on June 15, 2017  
Approved by Council  
on June 20, 2017

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	42.56	44.26	46.00	47.95	49.93
			Bi-Weekly	3,404.80	3,540.80	3,680.00	3,836.00	3,994.40
			Monthly	7,377.07	7,671.73	7,973.33	8,311.33	8,654.53
			Annual	88,524.80	92,060.80	95,680.00	99,736.00	103,854.40
ELECTRICIAN I	M405	Classified	Hourly	38.71	40.29	41.90	43.65	45.42
			Bi-Weekly	3,096.80	3,223.20	3,352.00	3,492.00	3,633.60
			Monthly	6,709.73	6,983.60	7,262.67	7,566.00	7,872.80
			Annual	80,516.80	83,803.20	87,152.00	90,792.00	94,473.60
MAINTENANCE WORKER	M305	Classified	Hourly	28.63	29.79	31.02	32.08	33.36
			Bi-Weekly	2,290.40	2,383.20	2,481.60	2,566.40	2,668.80
			Monthly	4,962.53	5,163.60	5,376.80	5,560.53	5,782.40
			Annual	59,550.40	61,963.20	64,521.60	66,726.40	69,388.80
LABORER	M200 M300 M830 M905	Classified	Hourly	25.00	25.93	26.96	28.07	29.06
	Bi-Weekly		2,000.00	2,074.40	2,156.80	2,245.60	2,324.80	
	Monthly		4,333.33	4,494.53	4,673.07	4,865.47	5,037.07	
	Annual		52,000.00	53,934.40	56,076.80	58,385.60	60,444.80	
CITY ATTORNEY DEPARTMENT								
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	65.46	68.73	72.17	75.78	79.57
			Bi-Weekly	5,236.80	5,498.40	5,773.60	6,062.40	6,365.60
			Monthly	11,346.40	11,913.20	12,509.47	13,135.20	13,792.13
			Annual	136,156.80	142,958.40	150,113.60	157,622.40	165,505.60
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	54.10	56.79	59.64	62.61	65.76
			Bi-Weekly	4,328.00	4,543.20	4,771.20	5,008.80	5,260.80
			Monthly	9,377.33	9,843.60	10,337.60	10,852.40	11,398.40
			Annual	112,528.00	118,123.20	124,051.20	130,228.80	136,780.80
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	49.18	51.64	54.22	56.93	59.77
			Bi-Weekly	3,934.40	4,131.20	4,337.60	4,554.40	4,781.60
			Monthly	8,524.53	8,950.93	9,398.13	9,867.87	10,360.13
			Annual	102,294.40	107,411.20	112,777.60	118,414.40	124,321.60
PARALEGAL	U195	Classified	Hourly	34.90	36.65	38.48	40.40	42.42
			Bi-Weekly	2,792.00	2,932.00	3,078.40	3,232.00	3,393.60
			Monthly	6,049.33	6,352.67	6,669.87	7,002.67	7,352.80
			Annual	72,592.00	76,232.00	80,038.40	84,032.00	88,233.60
LEGAL SECRETARY II	C935	Classified	Hourly	31.60	33.43	35.95	36.70	38.58
			Bi-Weekly	2,528.00	2,674.40	2,876.00	2,936.00	3,086.40
			Monthly	5,477.33	5,794.53	6,231.33	6,361.33	6,687.20
			Annual	65,728.00	69,534.40	74,776.00	76,336.00	80,246.40
LEGAL SECRETARY I	C930	Classified	Hourly	28.45	29.95	31.53	33.23	34.99
			Bi-Weekly	2,276.00	2,396.00	2,522.40	2,658.40	2,799.20
			Monthly	4,931.33	5,191.33	5,465.20	5,759.87	6,064.93
			Annual	59,176.00	62,296.00	65,582.40	69,118.40	72,779.20
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	35.66	37.44	39.30	41.27	43.34
			Bi-Weekly	2,852.80	2,995.20	3,144.00	3,301.60	3,467.20
			Monthly	6,181.07	6,489.60	6,812.00	7,153.47	7,512.27
			Annual	74,172.80	77,875.20	81,744.00	85,841.60	90,147.20
CITY MANAGER DEPARTMENT								
OFFICE OF THE CITY MANAGER								
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	30.42	31.90	33.59	35.27	36.98
			Bi-Weekly	2,433.60	2,552.00	2,687.20	2,821.60	2,958.40
			Monthly	5,272.80	5,529.33	5,822.27	6,113.47	6,409.87
			Annual	63,273.60	66,352.00	69,867.20	73,361.60	76,918.40
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
MANAGEMENT FELLOW	U300	Classified	Hourly					23.64
			Bi-Weekly					1,891.20
			Monthly					4,097.60
			Annual					49,171.20

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ECONOMIC DEVELOPMENT								
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	62.36	65.47	68.74	72.17	75.79
			Bi-Weekly	4,988.80	5,237.60	5,499.20	5,773.60	6,063.20
			Monthly	10,809.07	11,348.13	11,914.93	12,509.47	13,136.93
			Annual	129,708.80	136,177.60	142,979.20	150,113.60	157,643.20
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	43.86	46.07	48.32	50.78	53.26
			Bi-Weekly	3,508.80	3,685.60	3,865.60	4,062.40	4,260.80
			Monthly	7,602.40	7,985.47	8,375.47	8,801.87	9,231.73
			Annual	91,228.80	95,825.60	100,505.60	105,622.40	110,780.80
NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	61.75	64.82	68.06	71.46	75.04
			Bi-Weekly	4,940.00	5,185.60	5,444.80	5,716.80	6,003.20
			Monthly	10,703.33	11,235.47	11,797.07	12,386.40	13,006.93
			Annual	128,440.00	134,825.60	141,564.80	148,636.80	156,083.20
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00
HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	43.86	46.07	48.32	50.78	53.26
			Bi-Weekly	3,508.80	3,685.60	3,865.60	4,062.40	4,260.80
			Monthly	7,602.40	7,985.47	8,375.47	8,801.87	9,231.73
			Annual	91,228.80	95,825.60	100,505.60	105,622.40	110,780.80
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	38.53	40.46	42.41	44.57	46.75
			Bi-Weekly	3,082.40	3,236.80	3,392.80	3,565.60	3,740.00
			Monthly	6,678.53	7,013.07	7,351.07	7,725.47	8,103.33
			Annual	80,142.40	84,156.80	88,212.80	92,705.60	97,240.00
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	72.73	76.37	80.20	84.20	88.42
			Bi-Weekly	5,818.40	6,109.60	6,416.00	6,736.00	7,073.60
			Monthly	12,606.53	13,237.47	13,901.33	14,594.67	15,326.13
			Annual	151,278.40	158,849.60	166,816.00	175,136.00	183,913.60
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	64.21	67.42	70.79	74.34	78.05
			Bi-Weekly	5,136.80	5,393.60	5,663.20	5,947.20	6,244.00
			Monthly	11,129.73	11,686.13	12,270.27	12,885.60	13,528.67
			Annual	133,556.80	140,233.60	147,243.20	154,627.20	162,344.00
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	52.42	55.04	57.79	60.69	63.72
			Bi-Weekly	4,193.60	4,403.20	4,623.20	4,855.20	5,097.60
			Monthly	9,086.13	9,540.27	10,016.93	10,519.60	11,044.80
			Annual	109,033.60	114,483.20	120,203.20	126,235.20	132,537.60

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SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
BUILDING INSPECTOR	T350	Classified	Hourly	37.41	39.17	41.16	43.26	46.09
			Bi-Weekly	2,992.80	3,133.60	3,292.80	3,460.80	3,687.20
			Monthly	6,484.40	6,789.47	7,134.40	7,498.40	7,988.93
			Annual	77,812.80	81,473.60	85,612.80	89,980.80	95,867.20
PLAN CHECKING ENGINEER	T335	Classified	Hourly	50.66	53.11	55.79	58.69	61.68
			Bi-Weekly	4,052.80	4,248.80	4,463.20	4,695.20	4,934.40
			Monthly	8,781.07	9,205.73	9,670.27	10,172.93	10,691.20
			Annual	105,372.80	110,468.80	116,043.20	122,075.20	128,294.40
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	56.36	59.17	62.15	65.25	68.52
			Bi-Weekly	4,508.80	4,733.60	4,972.00	5,220.00	5,481.60
			Monthly	9,769.07	10,256.13	10,772.67	11,310.00	11,876.80
			Annual	117,228.80	123,073.60	129,272.00	135,720.00	142,521.60
SENIOR PLAN CHECKER	T330	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
PLAN CHECKER	T325	Classified	Hourly	39.40	41.48	43.58	45.66	47.93
			Bi-Weekly	3,152.00	3,318.40	3,486.40	3,652.80	3,834.40
			Monthly	6,829.33	7,189.87	7,553.87	7,914.40	8,307.87
			Annual	81,952.00	86,278.40	90,646.40	94,972.80	99,694.40
SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	37.50	39.38	41.34	43.41	45.58
			Bi-Weekly	3,000.00	3,150.40	3,307.20	3,472.80	3,646.40
			Monthly	6,500.00	6,825.87	7,165.60	7,524.40	7,900.53
			Annual	78,000.00	81,910.40	85,987.20	90,292.80	94,806.40
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	34.94	36.38	37.79	39.44	41.44
			Bi-Weekly	2,795.20	2,910.40	3,023.20	3,155.20	3,315.20
			Monthly	6,056.27	6,305.87	6,550.27	6,836.27	7,182.93
			Annual	72,675.20	75,670.40	78,603.20	82,035.20	86,195.20
PERMIT TECHNICIAN II	C200	Classified	Hourly	31.50	32.75	34.07	35.55	37.35
			Bi-Weekly	2,520.00	2,620.00	2,725.60	2,844.00	2,988.00
			Monthly	5,460.00	5,676.67	5,905.47	6,162.00	6,474.00
			Annual	65,520.00	68,120.00	70,865.60	73,944.00	77,688.00
PERMIT TECHNICIAN I	C199	Classified	Hourly	28.63	29.78	30.98	32.31	33.96
			Bi-Weekly	2,290.40	2,382.40	2,478.40	2,584.80	2,716.80
			Monthly	4,962.53	5,161.87	5,369.87	5,600.40	5,886.40
			Annual	59,550.40	61,942.40	64,438.40	67,204.80	70,636.80
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	64.43	67.63	71.01	74.56	78.30
			Bi-Weekly	5,154.40	5,410.40	5,680.80	5,964.80	6,264.00
			Monthly	11,167.87	11,722.53	12,308.40	12,923.73	13,572.00
			Annual	134,014.40	140,670.40	147,700.80	155,084.80	162,864.00
PRINCIPAL PLANNER	H315	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00
SENIOR PLANNER	H310	Classified	Hourly	49.75	52.23	54.85	57.59	60.47
			Bi-Weekly	3,980.00	4,178.40	4,388.00	4,607.20	4,837.60
			Monthly	8,623.33	9,053.20	9,507.33	9,982.27	10,481.47
			Annual	103,480.00	108,638.40	114,088.00	119,787.20	125,777.60
ASSOCIATE PLANNER	T315	Classified	Hourly	43.99	46.15	48.44	50.93	53.37
			Bi-Weekly	3,519.20	3,692.00	3,875.20	4,074.40	4,269.60
			Monthly	7,624.93	7,999.33	8,396.27	8,827.87	9,250.80
			Annual	91,499.20	95,992.00	100,755.20	105,934.40	111,009.60



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ASSISTANT PLANNER	T310	Classified	Hourly	36.10	37.86	39.90	41.85	43.99
			Bi-Weekly	2,888.00	3,028.80	3,192.00	3,348.00	3,519.20
			Monthly	6,257.33	6,562.40	6,916.00	7,254.00	7,624.93
			Annual	75,088.00	78,748.80	82,992.00	87,048.00	91,499.20
JUNIOR PLANNER	T305	Classified	Hourly	32.00	33.69	35.28	37.04	38.85
			Bi-Weekly	2,560.00	2,695.20	2,822.40	2,963.20	3,108.00
			Monthly	5,546.67	5,839.60	6,115.20	6,420.27	6,734.00
			Annual	66,560.00	70,075.20	73,382.40	77,043.20	80,808.00
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	38.47	40.33	42.52	44.61	46.88
			Bi-Weekly	3,077.60	3,226.40	3,401.60	3,568.80	3,750.40
			Monthly	6,668.13	6,990.53	7,370.13	7,732.40	8,125.87
			Annual	80,017.60	83,886.40	88,441.60	92,788.80	97,510.40
LANDSCAPE ARCHITECT	H300	Classified	Hourly	58.64	61.56	64.64	67.88	71.28
			Bi-Weekly	4,691.20	4,924.80	5,171.20	5,430.40	5,702.40
			Monthly	10,164.27	10,670.40	11,204.27	11,765.87	12,355.20
			Annual	121,971.20	128,044.80	134,451.20	141,190.40	148,262.40
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	50.74	53.28	55.94	58.74	61.67
			Bi-Weekly	4,059.20	4,262.40	4,475.20	4,699.20	4,933.60
			Monthly	8,794.93	9,235.20	9,696.27	10,181.60	10,689.47
			Annual	105,539.20	110,822.40	116,355.20	122,179.20	128,273.60
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	44.11	46.32	48.65	51.07	53.63
			Bi-Weekly	3,528.80	3,705.60	3,892.00	4,085.60	4,290.40
			Monthly	7,645.73	8,028.80	8,432.67	8,852.13	9,295.87
			Annual	91,748.80	96,345.60	101,192.00	106,225.60	111,550.40
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	39.73	41.72	43.80	45.99	48.29
			Bi-Weekly	3,178.40	3,337.60	3,504.00	3,679.20	3,863.20
			Monthly	6,886.53	7,231.47	7,592.00	7,971.60	8,370.27
			Annual	82,638.40	86,777.60	91,104.00	95,659.20	100,443.20
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	36.11	37.91	39.81	41.80	43.89
			Bi-Weekly	2,888.80	3,032.80	3,184.80	3,344.00	3,511.20
			Monthly	6,259.07	6,571.07	6,900.40	7,245.33	7,607.60
			Annual	75,108.80	78,852.80	82,804.80	86,944.00	91,291.20
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	32.82	34.47	36.18	37.99	39.90
			Bi-Weekly	2,625.60	2,757.60	2,894.40	3,039.20	3,192.00
			Monthly	5,688.80	5,974.80	6,271.20	6,584.93	6,916.00
			Annual	68,265.60	71,697.60	75,254.40	79,019.20	82,992.00
FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	66.44	69.76	73.26	76.92	80.75
			Bi-Weekly	5,315.20	5,580.80	5,860.80	6,153.60	6,460.00
			Monthly	11,516.27	12,091.73	12,698.40	13,332.80	13,996.67
			Annual	138,195.20	145,100.80	152,380.80	159,993.60	167,960.00
BUDGET OFFICER	H170	Classified	Hourly	52.22	54.85	57.58	60.46	63.47
			Bi-Weekly	4,177.60	4,388.00	4,606.40	4,836.80	5,077.60
			Monthly	9,051.47	9,507.33	9,980.53	10,479.73	11,001.47
			Annual	108,617.60	114,088.00	119,766.40	125,756.80	132,017.60
FINANCIAL ANALYST	H165	Classified	Hourly	45.53	47.79	50.18	52.68	55.32
			Bi-Weekly	3,642.40	3,823.20	4,014.40	4,214.40	4,425.60
			Monthly	7,891.87	8,283.60	8,697.87	9,131.20	9,588.80
			Annual	94,702.40	99,403.20	104,374.40	109,574.40	115,065.60
FINANCE TECHNICIAN	C320	Classified	Hourly	33.94	35.63	37.42	39.28	41.26
			Bi-Weekly	2,715.20	2,850.40	2,993.60	3,142.40	3,300.80
			Monthly	5,882.93	6,175.87	6,486.13	6,808.53	7,151.73
			Annual	70,595.20	74,110.40	77,833.60	81,702.40	85,820.80

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ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	60.41	63.42	66.58	69.91	73.41
			Bi-Weekly	4,832.80	5,073.60	5,326.40	5,592.80	5,872.80
			Monthly	10,471.07	10,992.80	11,540.53	12,117.73	12,724.40
			Annual	125,652.80	131,913.60	138,486.40	145,412.80	152,692.80
SENIOR ACCOUNTANT	H145	Classified	Hourly	45.80	48.07	50.46	52.99	55.63
			Bi-Weekly	3,664.00	3,845.60	4,036.80	4,239.20	4,450.40
			Monthly	7,938.67	8,332.13	8,746.40	9,184.93	9,642.53
			Annual	95,264.00	99,985.60	104,956.80	110,219.20	115,710.40
ACCOUNTANT	H140	Classified	Hourly	41.61	43.69	45.86	48.16	50.57
			Bi-Weekly	3,328.80	3,495.20	3,668.80	3,852.80	4,045.60
			Monthly	7,212.40	7,572.93	7,949.07	8,347.73	8,765.47
			Annual	86,548.80	90,875.20	95,388.80	100,172.80	105,185.60
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	29.05	30.46	31.78	33.32	34.87
			Bi-Weekly	2,324.00	2,436.80	2,542.40	2,665.60	2,789.60
			Monthly	5,035.33	5,279.73	5,508.53	5,775.47	6,044.13
			Annual	60,424.00	63,356.80	66,102.40	69,305.60	72,529.60
ACCOUNT CLERK	C300	Classified	Hourly	26.47	27.65	28.95	30.28	31.80
			Bi-Weekly	2,117.60	2,212.00	2,316.00	2,422.40	2,544.00
			Monthly	4,588.13	4,792.67	5,018.00	5,248.53	5,512.00
			Annual	55,057.60	57,512.00	60,216.00	62,982.40	66,144.00
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	60.41	63.42	66.58	69.91	73.41
			Bi-Weekly	4,832.80	5,073.60	5,326.40	5,592.80	5,872.80
			Monthly	10,471.07	10,992.80	11,540.53	12,117.73	12,724.40
			Annual	125,652.80	131,913.60	138,486.40	145,412.80	152,692.80
FINANCE SUPERVISOR	H155	Classified	Hourly	45.02	47.28	49.63	52.11	54.71
			Bi-Weekly	3,601.60	3,782.40	3,970.40	4,168.80	4,376.80
			Monthly	7,803.47	8,195.20	8,602.53	9,032.40	9,483.07
			Annual	93,641.60	98,342.40	103,230.40	108,388.80	113,796.80
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	31.56	33.14	34.77	36.52	38.35
			Bi-Weekly	2,524.80	2,651.20	2,781.60	2,921.60	3,068.00
			Monthly	5,470.40	5,744.27	6,026.80	6,330.13	6,647.33
			Annual	65,644.80	68,931.20	72,321.60	75,961.60	79,768.00
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	29.05	30.46	31.78	33.32	34.87
			Bi-Weekly	2,324.00	2,436.80	2,542.40	2,665.60	2,789.60
			Monthly	5,035.33	5,279.73	5,508.53	5,775.47	6,044.13
			Annual	60,424.00	63,356.80	66,102.40	69,305.60	72,529.60
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	26.47	27.65	28.95	30.28	31.80
			Bi-Weekly	2,117.86	2,212.00	2,316.23	2,422.40	2,543.77
			Monthly	4,588.70	4,792.67	5,018.50	5,248.53	5,511.50
			Annual	55,064.43	57,512.00	60,221.97	62,982.40	66,137.99
MAIL AND REVENUE CLERK	C322	Classified	Hourly	22.31	23.49	24.68	26.00	27.36
			Bi-Weekly	1,784.80	1,879.20	1,974.40	2,080.00	2,188.80
			Monthly	3,867.07	4,071.60	4,277.87	4,506.67	4,742.40
			Annual	46,404.80	48,859.20	51,334.40	54,080.00	56,908.80
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	52.21	54.82	57.56	60.43	63.44
			Bi-Weekly	4,176.80	4,385.60	4,604.80	4,834.40	5,075.20
			Monthly	9,049.73	9,502.13	9,977.07	10,474.53	10,996.27
			Annual	108,596.80	114,025.60	119,724.80	125,694.40	131,955.20
PURCHASING TECHNICIAN	C345	Classified	Hourly	30.87	32.42	34.02	35.70	37.50
			Bi-Weekly	2,469.60	2,593.60	2,721.60	2,856.00	3,000.00
			Monthly	5,350.80	5,619.47	5,896.80	6,188.00	6,500.00
			Annual	64,209.60	67,433.60	70,761.60	74,256.00	78,000.00
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	24.05	25.27	26.44	27.82	29.19
			Bi-Weekly	1,924.00	2,021.60	2,115.20	2,225.60	2,335.20
			Monthly	4,168.67	4,380.13	4,582.93	4,822.13	5,059.60
			Annual	50,024.00	52,561.60	54,995.20	57,865.60	60,715.20

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FIRE DEPARTMENT							
<b>SWORN</b>							
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	75.82	79.61	83.58	87.77
			Bi-Weekly	6,065.60	6,368.80	6,686.40	7,021.60
			Monthly	13,142.13	13,799.07	14,487.20	15,213.47
			Annual	157,705.60	165,588.80	173,846.40	182,561.60
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	68.93	72.38	75.99	79.79
			Bi-Weekly	5,514.40	5,790.40	6,079.20	6,383.20
			Monthly	11,947.87	12,545.87	13,171.60	13,830.27
			Annual	143,374.40	150,550.40	158,059.20	165,963.20
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	68.93	72.38	75.99	79.79
			Bi-Weekly	5,514.40	5,790.40	6,079.20	6,383.20
			Monthly	11,947.87	12,545.87	13,171.60	13,830.27
			Annual	143,374.40	150,550.40	158,059.20	165,963.20
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	44.76	47.00	49.35	51.82
			Bi-Weekly	5,013.12	5,264.00	5,527.20	5,803.84
			Monthly	10,861.76	11,405.33	11,975.60	12,574.99
			Annual	130,341.12	136,864.00	143,707.20	150,899.84
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	62.65	65.79	69.07	72.53
			Bi-Weekly	5,012.00	5,263.20	5,525.60	5,802.40
			Monthly	10,859.33	11,403.60	11,972.13	12,571.87
			Annual	130,312.00	136,843.20	143,665.60	150,862.40
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			60.34	63.35
			Bi-Weekly			4,827.20	5,068.00
			Monthly			10,458.93	10,980.67
			Annual			125,507.20	131,768.00
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			39.17	41.13
			Bi-Weekly			4,387.04	4,606.56
			Monthly			9,505.25	9,980.88
			Annual			114,063.04	119,770.56
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			54.85	57.59
			Bi-Weekly			4,388.00	4,607.20
			Monthly			9,507.33	9,982.27
			Annual			114,088.00	119,787.20
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	33.19	34.84	36.58	38.41
			Bi-Weekly	3,717.28	3,902.08	4,096.96	4,301.92
			Monthly	8,054.11	8,454.51	8,876.75	9,320.83
			Annual	96,649.28	101,454.08	106,520.96	111,849.92
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	46.43	48.76	51.20	53.76
			Bi-Weekly	3,714.40	3,900.80	4,096.00	4,300.80
			Monthly	8,047.87	8,451.73	8,874.67	9,318.40
			Annual	96,574.40	101,420.80	106,496.00	111,820.80
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	31.43	32.99	34.65	36.38
			Bi-Weekly	3,520.16	3,694.88	3,880.80	4,074.56
			Monthly	7,627.01	8,005.57	8,408.40	8,828.21
			Annual	91,524.16	96,066.88	100,900.80	105,938.56
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	43.95	46.15	48.46	50.88
			Bi-Weekly	3,516.00	3,692.00	3,876.80	4,070.40
			Monthly	7,618.00	7,999.33	8,399.73	8,819.20
			Annual	91,416.00	95,992.00	100,796.80	105,830.40
FIREFIGHTER (56 HR)	F200	Classified	Hourly	29.61	31.10	32.65	34.29
			Bi-Weekly	3,316.32	3,483.20	3,656.80	3,840.48
			Monthly	7,185.36	7,546.93	7,923.07	8,321.04
			Annual	86,224.32	90,563.20	95,076.80	99,852.48
FIREFIGHTER (40 HR)	F205	Classified	Hourly	41.47	43.54	45.71	48.00
			Bi-Weekly	3,317.60	3,483.20	3,656.80	3,840.00
			Monthly	7,188.13	7,546.93	7,923.07	8,320.00
			Annual	86,257.60	90,563.20	95,076.80	99,840.00
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	38.84	40.77		
			Bi-Weekly	3,107.20	3,261.60		
			Monthly	6,732.27	7,066.80		
			Annual	80,787.20	84,801.60		

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PROFESSIONAL STAFF								
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	54.78	57.52	60.39	63.42	66.58
			Bi-Weekly	4,382.40	4,601.60	4,831.20	5,073.60	5,326.40
			Monthly	9,495.20	9,970.13	10,467.60	10,992.80	11,540.53
			Annual	113,942.40	119,641.60	125,611.20	131,913.60	138,486.40
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	50.66	53.11	55.79	58.69	61.68
			Bi-Weekly	4,052.80	4,248.80	4,463.20	4,695.20	4,934.40
			Monthly	8,781.07	9,205.73	9,670.27	10,172.93	10,691.20
			Annual	105,372.80	110,468.80	116,043.20	122,075.20	128,294.40
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	49.82	52.32	54.93	57.67	60.56
			Bi-Weekly	3,985.60	4,185.60	4,394.40	4,613.60	4,844.80
			Monthly	8,635.47	9,068.80	9,521.20	9,996.13	10,497.07
			Annual	103,625.60	108,825.60	114,254.40	119,953.60	125,964.80
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	44.81	47.05	49.41	51.87	54.47
			Bi-Weekly	3,584.80	3,764.00	3,952.80	4,149.60	4,357.60
			Monthly	7,767.07	8,155.33	8,564.40	8,990.80	9,441.47
			Annual	93,204.80	97,864.00	102,772.80	107,889.60	113,297.60
HAZARDOUS MATERIALS INVESTIGATOR	T500	Classified	Hourly	42.69	44.82	47.06	49.43	51.87
			Bi-Weekly	3,415.20	3,585.60	3,764.80	3,954.40	4,149.60
			Monthly	7,399.60	7,768.80	8,157.07	8,567.87	8,990.80
			Annual	88,795.20	93,225.60	97,884.80	102,814.40	107,889.60
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	49.86	52.36	54.97	57.72	60.61
			Bi-Weekly	3,988.80	4,188.80	4,397.60	4,617.60	4,848.80
			Monthly	8,642.40	9,075.73	9,528.13	10,004.80	10,505.73
			Annual	103,708.80	108,908.80	114,337.60	120,057.60	126,068.80
FIRE TECHNICIAN II	C255	Classified	Hourly	30.74	32.27	33.88	35.58	37.35
			Bi-Weekly	2,459.20	2,581.60	2,710.40	2,846.40	2,988.00
			Monthly	5,328.27	5,593.47	5,872.53	6,167.20	6,474.00
			Annual	63,939.20	67,121.60	70,470.40	74,006.40	77,688.00
FIRE TECHNICIAN I	C250	Classified	Hourly	27.92	29.32	30.79	32.33	33.95
			Bi-Weekly	2,233.60	2,345.60	2,463.20	2,586.40	2,716.00
			Monthly	4,839.47	5,082.13	5,336.93	5,603.87	5,884.67
			Annual	58,073.60	60,985.60	64,043.20	67,246.40	70,616.00
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	66.44	69.76	73.26	76.92	80.75
			Bi-Weekly	5,315.20	5,580.80	5,860.80	6,153.60	6,460.00
			Monthly	11,516.27	12,091.73	12,698.40	13,332.80	13,996.67
			Annual	138,195.20	145,100.80	152,380.80	159,993.60	167,960.00
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	50.06	52.56	55.19	57.95	60.84
			Bi-Weekly	4,004.80	4,204.80	4,415.20	4,636.00	4,867.20
			Monthly	8,677.07	9,110.40	9,566.27	10,044.67	10,545.60
			Annual	104,124.80	109,324.80	114,795.20	120,536.00	126,547.20
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	41.22	43.29	45.44	47.71	50.10
			Bi-Weekly	3,297.60	3,463.20	3,635.20	3,816.80	4,008.00
			Monthly	7,144.80	7,503.60	7,876.27	8,269.73	8,684.00
			Annual	85,737.60	90,043.20	94,515.20	99,236.80	104,208.00
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	30.03	31.54	33.11	34.75	36.49
			Bi-Weekly	2,402.40	2,523.20	2,648.80	2,780.00	2,919.20
			Monthly	5,205.20	5,466.93	5,739.07	6,023.33	6,324.93
			Annual	62,462.40	65,603.20	68,868.80	72,280.00	75,899.20
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	33.74	35.42	37.19	39.05	41.01
			Bi-Weekly	2,699.20	2,833.60	2,975.20	3,124.00	3,280.80
			Monthly	5,848.27	6,139.47	6,446.27	6,768.67	7,108.40
			Annual	70,179.20	73,673.60	77,355.20	81,224.00	85,300.80

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LIBRARY AND COMMUNITY SERVICES DEPARTMENT								
COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	62.55	65.67	68.96	72.42	76.03
			Bi-Weekly	5,004.00	5,253.60	5,516.80	5,793.60	6,082.40
			Monthly	10,842.00	11,382.80	11,953.07	12,552.80	13,178.53
			Annual	130,104.00	136,593.60	143,436.80	150,633.60	158,142.40
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	40.42	42.52	44.68	46.88	49.17
			Bi-Weekly	3,233.60	3,401.60	3,574.40	3,750.40	3,933.60
			Monthly	7,006.13	7,370.13	7,744.53	8,125.87	8,522.80
			Annual	84,073.60	88,441.60	92,934.40	97,510.40	102,273.60
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	44.45	46.76	49.14	51.56	54.08
			Bi-Weekly	3,556.00	3,740.80	3,931.20	4,124.80	4,326.40
			Monthly	7,704.67	8,105.07	8,517.60	8,937.07	9,373.87
			Annual	92,456.00	97,260.80	102,211.20	107,244.80	112,486.40
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	40.42	42.52	44.68	46.88	49.17
			Bi-Weekly	3,233.60	3,401.60	3,574.40	3,750.40	3,933.60
			Monthly	7,006.13	7,370.13	7,744.53	8,125.87	8,522.80
			Annual	84,073.60	88,441.60	92,934.40	97,510.40	102,273.60
PARATRANSIT COORDINATOR	T715	Classified	Hourly	38.53	40.46	42.41	44.57	46.75
			Bi-Weekly	3,082.40	3,236.80	3,392.80	3,565.60	3,740.00
			Monthly	6,678.53	7,013.07	7,351.07	7,725.47	8,103.33
			Annual	80,142.40	84,156.80	88,212.80	92,705.60	97,240.00
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	30.03	31.54	33.13	34.78	36.52
			Bi-Weekly	2,402.40	2,523.20	2,650.40	2,782.40	2,921.60
			Monthly	5,205.20	5,466.93	5,742.53	6,028.53	6,330.13
			Annual	62,462.40	65,603.20	68,910.40	72,342.40	75,961.60
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
LIBRARIAN II	T795	Classified	Hourly	33.89	35.59	37.31	39.20	41.05
			Bi-Weekly	2,711.20	2,847.20	2,984.80	3,136.00	3,284.00
			Monthly	5,874.27	6,168.93	6,467.07	6,794.67	7,115.33
			Annual	70,491.20	74,027.20	77,604.80	81,536.00	85,384.00
LIBRARIAN I	T790	Classified	Hourly	30.73	32.28	33.89	35.50	37.32
			Bi-Weekly	2,458.40	2,582.40	2,711.20	2,840.00	2,985.60
			Monthly	5,326.53	5,595.20	5,874.27	6,153.33	6,468.80
			Annual	63,918.40	67,142.40	70,491.20	73,840.00	77,625.60
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	28.76	30.21	31.65	33.21	34.94
			Bi-Weekly	2,300.80	2,416.80	2,532.00	2,656.80	2,795.20
			Monthly	4,985.07	5,236.40	5,486.00	5,756.40	6,056.27
			Annual	59,820.80	62,836.80	65,832.00	69,076.80	72,675.20
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	26.55	27.72	28.99	30.28	31.73
			Bi-Weekly	2,124.00	2,217.60	2,319.20	2,422.40	2,538.40
			Monthly	4,602.00	4,804.80	5,024.93	5,248.53	5,499.87
			Annual	55,224.00	57,657.60	60,299.20	62,982.40	65,998.40
LIBRARY ASSISTANT	C510	Classified	Hourly	24.06	25.17	26.31	27.52	28.82
			Bi-Weekly	1,924.80	2,013.60	2,104.80	2,201.60	2,305.60
			Monthly	4,170.40	4,362.80	4,560.40	4,770.13	4,995.47
			Annual	50,044.80	52,353.60	54,724.80	57,241.60	59,945.66

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SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					17.90
			Bi-Weekly					859.20
			Monthly					1,861.60
			Annual					22,339.20
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					16.35
			Bi-Weekly					392.40
			Monthly					850.20
			Annual					10,202.40
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	30.07	31.59	33.16	34.74	36.52
			Bi-Weekly	2,405.60	2,527.20	2,652.80	2,779.20	2,921.60
			Monthly	5,212.13	5,475.60	5,747.73	6,021.60	6,330.13
			Annual	62,545.60	65,707.20	68,972.80	72,259.20	75,961.60
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	28.76	30.21	31.65	33.21	34.94
			Bi-Weekly	2,300.80	2,416.80	2,532.00	2,656.80	2,795.20
			Monthly	4,985.07	5,236.40	5,486.00	5,756.40	6,056.27
			Annual	59,820.80	62,836.80	65,832.00	69,076.80	72,675.20
PROGRAM ASSISTANT	C506	Classified	Hourly	22.50	23.64	24.81	26.06	27.37
			Bi-Weekly	1,800.00	1,891.20	1,984.80	2,084.80	2,189.60
			Monthly	3,900.00	4,097.60	4,300.40	4,517.07	4,744.13
			Annual	46,800.00	49,171.20	51,604.80	54,204.80	56,929.60
MAINTENANCE SERVICES DEPARTMENT								
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
FACILITIES LEADWORKER	M135	Classified	Hourly	47.09	48.96	50.86	52.96	55.23
			Bi-Weekly	3,767.20	3,916.80	4,068.80	4,236.80	4,418.40
			Monthly	8,162.27	8,486.40	8,815.73	9,179.73	9,573.20
			Annual	97,947.20	101,836.80	105,788.80	110,156.80	114,878.40
HVAC MECHANIC	M140	Classified	Hourly	42.56	44.26	46.00	47.95	49.93
			Bi-Weekly	3,404.80	3,540.80	3,680.00	3,836.00	3,994.40
			Monthly	7,377.07	7,671.73	7,973.33	8,311.33	8,654.53
			Annual	88,524.80	92,060.80	95,680.00	99,736.00	103,854.40
FACILITIES PAINTER II	M130	Classified	Hourly	34.74	36.16	37.57	39.13	40.76
			Bi-Weekly	2,779.20	2,892.80	3,005.60	3,130.40	3,260.80
			Monthly	6,021.60	6,267.73	6,512.13	6,782.53	7,065.07
			Annual	72,259.20	75,212.80	78,145.60	81,390.40	84,780.80
FACILITIES PAINTER I	M125	Classified	Hourly	31.61	32.89	34.22	35.65	37.06
			Bi-Weekly	2,528.80	2,631.20	2,737.60	2,852.00	2,964.80
			Monthly	5,479.07	5,700.93	5,931.47	6,179.33	6,423.73
			Annual	65,748.80	68,411.20	71,177.60	74,152.00	77,084.80
FACILITIES CARPENTER II	M120	Classified	Hourly	34.60	35.97	37.48	39.03	40.65
			Bi-Weekly	2,768.00	2,877.60	2,998.40	3,122.40	3,252.00
			Monthly	5,997.33	6,234.80	6,496.53	6,765.20	7,046.00
			Annual	71,968.00	74,817.60	77,958.40	81,182.40	84,552.00
FACILITIES CARPENTER I	M115	Classified	Hourly	31.48	32.77	34.12	35.50	36.99
			Bi-Weekly	2,518.40	2,621.60	2,729.60	2,840.00	2,959.20
			Monthly	5,456.53	5,680.13	5,914.13	6,153.33	6,411.60
			Annual	65,478.40	68,161.60	70,969.60	73,840.00	76,939.20

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FACILITIES SERVICEWORKER II	M110	Classified	Hourly	25.57	26.58	27.68	28.64	29.79
			Bi-Weekly	2,045.60	2,126.40	2,214.40	2,291.20	2,383.20
			Monthly	4,432.13	4,607.20	4,797.87	4,964.27	5,163.60
			Annual	53,185.60	55,286.40	57,574.40	59,571.20	61,963.20
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	23.29	24.14	25.09	26.13	27.06
			Bi-Weekly	1,863.20	1,931.20	2,007.20	2,090.40	2,164.80
			Monthly	4,036.93	4,184.27	4,348.93	4,529.20	4,690.40
			Annual	48,443.20	50,211.20	52,187.20	54,350.40	56,284.80
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
EQUIPMENT MECHANIC II	M615	Classified	Hourly	32.84	34.38	36.12	38.01	39.89
			Bi-Weekly	2,627.20	2,750.40	2,889.60	3,040.80	3,191.20
			Monthly	5,692.27	5,959.20	6,260.80	6,588.40	6,914.27
			Annual	68,307.20	71,510.40	75,129.60	79,060.80	82,971.20
EQUIPMENT MECHANIC I	M610	Classified	Hourly	29.90	31.40	33.01	34.63	36.33
			Bi-Weekly	2,392.00	2,512.00	2,640.80	2,770.40	2,906.40
			Monthly	5,182.67	5,442.67	5,721.73	6,002.53	6,297.20
			Annual	62,192.00	65,312.00	68,660.80	72,030.40	75,566.40
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	27.51	28.98	30.37	31.91	33.52
			Bi-Weekly	2,200.80	2,318.40	2,429.60	2,552.80	2,681.60
			Monthly	4,768.40	5,023.20	5,264.13	5,531.07	5,810.13
			Annual	57,220.80	60,278.40	63,169.60	66,372.80	69,721.60
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	25.40	26.39	27.48	28.42	29.51
			Bi-Weekly	2,032.00	2,111.20	2,198.40	2,273.60	2,360.80
			Monthly	4,402.67	4,574.27	4,763.20	4,926.13	5,115.07
			Annual	52,832.00	54,891.20	57,158.40	59,113.60	61,380.80
LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
GROUNDSKEEPER III	M215	Classified	Hourly	35.54	36.96	38.46	39.82	41.35
			Bi-Weekly	2,843.20	2,956.80	3,076.80	3,185.60	3,308.00
			Monthly	6,160.27	6,406.40	6,666.40	6,902.13	7,167.33
			Annual	73,923.20	76,876.80	79,996.80	82,825.60	86,008.00
GROUNDSKEEPER II	M210	Classified	Hourly	30.90	32.14	33.44	34.63	35.96
			Bi-Weekly	2,472.00	2,571.20	2,675.20	2,770.40	2,876.80
			Monthly	5,356.00	5,570.93	5,796.27	6,002.53	6,233.07
			Annual	64,272.00	66,851.20	69,555.20	72,030.40	74,796.80
GROUNDSKEEPER I	M205	Classified	Hourly	28.06	29.19	30.42	31.47	32.7
			Bi-Weekly	2,244.80	2,335.20	2,433.60	2,517.60	2,616.00
			Monthly	4,863.73	5,059.60	5,272.80	5,454.80	5,668.00
			Annual	58,364.80	60,715.20	63,273.60	65,457.60	68,016.00
TREE TRIMMER	M220	Classified	Hourly	32.18	33.46	34.82	36.06	37.47
			Bi-Weekly	2,574.40	2,676.80	2,785.60	2,884.80	2,997.60
			Monthly	5,577.87	5,799.73	6,035.47	6,250.40	6,494.80
			Annual	66,934.40	69,596.80	72,425.60	75,004.80	77,937.60
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	36.27	37.68	39.24	40.61	42.18
			Bi-Weekly	2,901.60	3,014.40	3,139.20	3,248.80	3,374.40
			Monthly	6,286.80	6,531.20	6,801.60	7,039.07	7,311.20
			Annual	75,441.60	78,374.40	81,619.20	84,468.80	87,734.40
MAINTENANCE LEADER	M310	Classified	Hourly	31.54	32.76	34.12	35.32	36.68
			Bi-Weekly	2,523.20	2,620.80	2,729.60	2,825.60	2,934.40
			Monthly	5,466.93	5,678.40	5,914.13	6,122.13	6,357.87
			Annual	65,603.20	68,140.80	70,969.60	73,465.60	76,294.40
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	30.54	31.57	32.83	34.24	35.59
			Bi-Weekly	2,443.20	2,525.60	2,626.40	2,739.20	2,847.20
			Monthly	5,293.60	5,472.13	5,690.53	5,934.93	6,168.93
			Annual	63,523.20	65,665.60	68,286.40	71,219.20	74,027.20

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POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	79.93	83.92	88.12	92.53	97.14
			Bi-Weekly	6,394.40	6,713.60	7,049.60	7,402.40	7,771.20
			Monthly	13,854.53	14,546.13	15,274.13	16,038.53	16,837.60
			Annual	166,254.40	174,553.60	183,289.60	192,462.40	202,051.20
POLICE LIEUTENANT	P215	Classified	Hourly				70.73	74.17
			Bi-Weekly				5,658.40	5,933.60
			Monthly				12,259.87	12,856.13
			Annual				147,118.40	154,273.60
POLICE SERGEANT	P210	Classified	Hourly			60.61	63.53	66.78
			Bi-Weekly			4,848.80	5,082.40	5,342.40
			Monthly			10,505.73	11,011.87	11,575.20
			Annual			126,068.80	132,142.40	138,902.40
POLICE OFFICER	P200	Classified	Hourly	44.51	46.64	48.90	51.27	53.70
			Bi-Weekly	3,560.80	3,731.20	3,912.00	4,101.60	4,296.00
			Monthly	7,715.07	8,084.27	8,476.00	8,886.80	9,308.00
			Annual	92,580.80	97,011.20	101,712.00	106,641.60	111,696.00
POLICE OFFICER TRAINEE	P100	Classified	Hourly	33.31	34.95			
			Bi-Weekly	2,664.80	2,796.00			
			Monthly	5,773.73	6,058.00			
			Annual	69,284.80	72,696.00			
PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	62.24	65.35	68.63	72.06	75.66
			Bi-Weekly	4,979.20	5,228.00	5,490.40	5,764.80	6,052.80
			Monthly	10,788.27	11,327.33	11,895.87	12,490.40	13,114.40
			Annual	129,459.20	135,928.00	142,750.40	149,884.80	157,372.80
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST	C670	Classified	Hourly	30.66	32.19	33.80	35.50	37.27
			Bi-Weekly	2,452.80	2,575.20	2,704.00	2,840.00	2,981.60
			Monthly	5,314.40	5,579.60	5,858.67	6,153.33	6,460.13
			Annual	63,772.80	66,955.20	70,304.00	73,840.00	77,521.60
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	54.57	57.30	60.16	63.07	66.29
			Bi-Weekly	4,365.60	4,584.00	4,812.80	5,045.60	5,303.20
			Monthly	9,458.80	9,932.00	10,427.73	10,932.13	11,490.27
			Annual	113,505.60	119,184.00	125,132.80	131,185.60	137,883.20
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	62.24	65.35	68.63	72.06	75.66
			Bi-Weekly	4,979.20	5,228.00	5,490.40	5,764.80	6,052.80
			Monthly	10,788.27	11,327.33	11,895.87	12,490.40	13,114.40
			Annual	129,459.20	135,928.00	142,750.40	149,884.80	157,372.80
COUNSELING SUPERVISOR	H440	Classified	Hourly	47.04	49.40	51.86	54.45	57.18
			Bi-Weekly	3,763.20	3,952.00	4,148.80	4,356.00	4,574.40
			Monthly	8,153.60	8,562.67	8,989.07	9,438.00	9,911.20
			Annual	97,843.20	102,752.00	107,868.80	113,256.00	118,934.40
FAMILY COUNSELOR	T550	Classified	Hourly	37.66	39.52	41.51	43.41	45.68
			Bi-Weekly	3,012.80	3,161.60	3,320.80	3,472.80	3,654.40
			Monthly	6,527.73	6,850.13	7,195.07	7,524.40	7,917.87
			Annual	78,332.80	82,201.60	86,340.80	90,292.80	95,014.40
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	44.81	47.05	49.41	51.87	54.47
			Bi-Weekly	3,584.80	3,764.00	3,952.80	4,149.60	4,357.60
			Monthly	7,767.07	8,155.33	8,564.40	8,990.80	9,441.47
			Annual	93,204.80	97,864.00	102,772.80	107,889.60	113,297.60



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<b>SUPPORT SERVICES DIVISION</b>								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	71.88	75.48	80.02	84.03	88.21
			Bi-Weekly	5,750.40	6,038.40	6,401.60	6,722.40	7,056.80
			Monthly	12,459.20	13,083.20	13,870.13	14,565.20	15,289.73
			Annual	149,510.40	156,998.40	166,441.60	174,782.40	183,476.80
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	36.80	38.65	40.58	42.59	44.72
			Bi-Weekly	2,944.00	3,092.00	3,246.40	3,407.20	3,577.60
			Monthly	6,378.67	6,699.33	7,033.87	7,382.27	7,751.47
			Annual	76,544.00	80,392.00	84,406.40	88,587.20	93,017.60
POLICE ID SPECIALIST	T555	Classified	Hourly	33.20	34.86	36.60	38.46	40.27
			Bi-Weekly	2,656.00	2,788.80	2,928.00	3,076.80	3,221.60
			Monthly	5,754.67	6,042.40	6,344.00	6,666.40	6,980.13
			Annual	69,056.00	72,508.80	76,128.00	79,996.80	83,761.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	30.50	31.88	33.35	34.84	36.50
			Bi-Weekly	2,440.00	2,550.40	2,668.00	2,787.20	2,920.00
			Monthly	5,286.67	5,525.87	5,780.67	6,038.93	6,326.67
			Annual	63,440.00	66,310.40	69,368.00	72,467.20	75,920.00
PROPERTY TECHNICIAN	C665	Classified	Hourly	29.40	30.67	32.15	33.62	35.22
			Bi-Weekly	2,352.00	2,453.60	2,572.00	2,689.60	2,817.60
			Monthly	5,096.00	5,316.13	5,572.67	5,827.47	6,104.80
			Annual	61,152.00	63,793.60	66,872.00	69,929.60	73,257.60
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	32.37	33.81	35.39	37.01	38.77
			Bi-Weekly	2,589.60	2,704.80	2,831.20	2,960.80	3,101.60
			Monthly	5,610.80	5,860.40	6,134.27	6,415.07	6,720.13
			Annual	67,329.60	70,324.80	73,611.20	76,980.80	80,641.60
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	27.83	29.26	30.60	32.04	33.54
			Bi-Weekly	2,226.40	2,340.80	2,448.00	2,563.20	2,683.20
			Monthly	4,823.87	5,071.73	5,304.00	5,553.60	5,813.60
			Annual	57,886.40	60,860.80	63,648.00	66,643.20	69,763.20
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	23.16	24.14	25.11	26.20	27.50
			Bi-Weekly	1,852.80	1,931.20	2,008.80	2,096.00	2,200.00
			Monthly	4,014.40	4,184.27	4,352.40	4,541.33	4,766.67
			Annual	48,172.80	50,211.20	52,228.80	54,496.00	57,200.00
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	23.16	24.14	25.11	26.20	27.50
			Bi-Weekly	1,852.80	1,931.20	2,008.80	2,096.00	2,200.00
			Monthly	4,014.40	4,184.27	4,352.40	4,541.33	4,766.67
			Annual	48,172.80	50,211.20	52,228.80	54,496.00	57,200.00
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	39.94	41.94	44.04	46.23	48.57
			Bi-Weekly	3,195.20	3,355.20	3,523.20	3,698.40	3,885.60
			Monthly	6,922.93	7,269.60	7,633.60	8,013.20	8,418.80
			Annual	83,075.20	87,235.20	91,603.20	96,158.40	101,025.60
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	34.65	36.42	38.20	40.15	42.17
			Bi-Weekly	2,772.00	2,913.60	3,056.00	3,212.00	3,373.60
			Monthly	6,006.00	6,312.80	6,621.33	6,959.33	7,309.47
			Annual	72,072.00	75,753.60	79,456.00	83,512.00	87,713.60
CALL TAKER	C633	Classified	Hourly	28.83	30.25	31.78	33.38	35.04
			Bi-Weekly	2,306.40	2,420.00	2,542.40	2,670.40	2,803.20
			Monthly	4,997.20	5,243.33	5,508.53	5,785.87	6,073.60
			Annual	59,966.40	62,920.00	66,102.40	69,430.40	72,883.20
RECORDS ADMINISTRATOR	H425	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
RECORDS SUPERVISOR	C705	Classified	Hourly	35.18	36.94	38.78	40.72	42.76
			Bi-Weekly	2,814.40	2,955.20	3,102.40	3,257.60	3,420.80
			Monthly	6,097.87	6,402.93	6,721.87	7,058.13	7,411.73
			Annual	73,174.40	76,835.20	80,662.40	84,697.60	88,940.80
POLICE RECORDS CLERK II	C695	Classified	Hourly	27.35	28.45	29.58	30.89	32.40
			Bi-Weekly	2,188.00	2,276.00	2,366.40	2,471.20	2,592.00
			Monthly	4,740.67	4,931.33	5,127.20	5,354.27	5,616.00
			Annual	56,888.00	59,176.00	61,526.40	64,251.20	67,392.00
POLICE RECORDS CLERK I	C690	Classified	Hourly	24.05	25.29	26.64	27.96	29.46
			Bi-Weekly	1,924.00	2,023.20	2,131.20	2,236.80	2,356.80
			Monthly	4,168.67	4,383.60	4,617.60	4,846.40	5,106.40
			Annual	50,024.00	52,603.20	55,411.20	58,156.80	61,276.80

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JAIL ADMINISTRATOR	H420	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
JAIL SUPERVISOR	C660	Classified	Hourly	34.29	35.73	37.45	39.20	41.08
			Bi-Weekly	2,743.20	2,858.40	2,996.00	3,136.00	3,286.40
			Monthly	5,943.60	6,193.20	6,491.33	6,794.67	7,120.53
			Annual	71,323.20	74,318.40	77,896.00	81,536.00	85,446.40
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	29.95	31.25	32.75	34.26	35.89
			Bi-Weekly	2,396.00	2,500.00	2,620.00	2,740.80	2,871.20
			Monthly	5,191.33	5,416.67	5,676.67	5,938.40	6,220.93
			Annual	62,296.00	65,000.00	68,120.00	71,260.80	74,651.20

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TRANSPORTATION AND ENGINEERING DEPARTMENT								
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	61.75	64.82	68.06	71.46	75.04
			Bi-Weekly	4,940.00	5,185.60	5,444.80	5,716.80	6,003.20
			Monthly	10,703.33	11,235.47	11,797.07	12,386.40	13,006.93
			Annual	128,440.00	134,825.60	141,564.80	148,636.80	156,083.20
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	51.47	54.03	56.74	59.58	62.55
			Bi-Weekly	4,117.60	4,322.40	4,539.20	4,766.40	5,004.00
			Monthly	8,921.47	9,365.20	9,834.93	10,327.20	10,842.00
			Annual	107,057.60	112,382.40	118,019.20	123,926.40	130,104.00
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	30.07	31.59	33.16	34.74	36.52
			Bi-Weekly	2,405.60	2,527.20	2,652.80	2,779.20	2,921.60
			Monthly	5,212.13	5,475.60	5,747.73	6,021.60	6,330.13
			Annual	62,545.60	65,707.20	68,972.80	72,259.20	75,961.60
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	33.00	34.22	35.58	37.04	38.52
			Bi-Weekly	2,640.00	2,737.60	2,846.40	2,963.20	3,081.60
			Monthly	5,720.00	5,931.47	6,167.20	6,420.27	6,676.80
			Annual	68,640.00	71,177.60	74,006.40	77,043.20	80,121.60
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	29.98	31.09	32.29	33.65	35.03
			Bi-Weekly	2,398.40	2,487.20	2,583.20	2,692.00	2,802.40
			Monthly	5,196.53	5,388.93	5,596.93	5,832.67	6,071.87
			Annual	62,358.40	64,667.20	67,163.20	69,992.00	72,862.40
AIRPORT ATTENDANT	M500	Classified	Hourly	22.44	23.44	24.30	25.36	26.62
			Bi-Weekly	1,795.20	1,875.20	1,944.00	2,028.80	2,129.60
			Monthly	3,889.60	4,062.93	4,212.00	4,395.73	4,614.13
			Annual	46,675.20	48,755.20	50,544.00	52,748.80	55,369.60
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	45.30	47.58	49.94	52.45	55.07
			Bi-Weekly	3,624.00	3,806.40	3,995.20	4,196.00	4,405.60
			Monthly	7,852.00	8,247.20	8,656.27	9,091.33	9,545.47
			Annual	94,224.00	98,966.40	103,875.20	109,096.00	114,545.60
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	39.82	41.90	44.01	46.15	48.42
			Bi-Weekly	3,185.60	3,352.00	3,520.80	3,692.00	3,873.60
			Monthly	6,902.13	7,262.67	7,628.40	7,999.33	8,392.80
			Annual	82,825.60	87,152.00	91,540.80	95,992.00	100,713.60
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	33.94	35.63	37.34	39.20	41.17
			Bi-Weekly	2,715.20	2,850.40	2,987.20	3,136.00	3,293.60
			Monthly	5,882.93	6,175.87	6,472.27	6,794.67	7,136.13
			Annual	70,595.20	74,110.40	77,667.20	81,536.00	85,633.60
ENGINEERING TECHNICIAN	T200	Classified	Hourly	32.37	33.93	35.65	37.43	39.22
			Bi-Weekly	2,589.60	2,714.40	2,852.00	2,994.40	3,137.60
			Monthly	5,610.80	5,881.20	6,179.33	6,487.87	6,798.13
			Annual	67,329.60	70,574.40	74,152.00	77,854.40	81,577.60
SURVEY ENGINEER	H230	Classified	Hourly	53.02	55.67	58.46	61.38	64.44
			Bi-Weekly	4,241.60	4,453.60	4,676.80	4,910.40	5,155.20
			Monthly	9,190.13	9,649.47	10,133.07	10,639.20	11,169.60
			Annual	110,281.60	115,793.60	121,596.80	127,670.40	134,035.20
SURVEYOR	T265	Classified	Hourly	38.51	40.41	42.42	44.52	46.76
			Bi-Weekly	3,080.80	3,232.80	3,393.60	3,561.60	3,740.80
			Monthly	6,675.07	7,004.40	7,352.80	7,716.80	8,105.07
			Annual	80,100.80	84,052.80	88,233.60	92,601.60	97,260.80
TRANSPORTATION MANAGER	H220	Classified	Hourly	67.97	71.38	74.95	78.70	82.62
			Bi-Weekly	5,437.60	5,710.40	5,996.00	6,296.00	6,609.60
			Monthly	11,781.47	12,372.53	12,991.33	13,641.33	14,320.80
			Annual	141,377.60	148,470.40	155,896.00	163,696.00	171,849.60
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	58.96	61.91	65.00	68.25	71.66
			Bi-Weekly	4,716.80	4,952.80	5,200.00	5,460.00	5,732.80
			Monthly	10,219.73	10,731.07	11,266.67	11,830.00	12,421.07
			Annual	122,636.80	128,772.80	135,200.00	141,960.00	149,052.80
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	47.34	49.72	52.14	54.79	57.46
			Bi-Weekly	3,787.20	3,977.60	4,171.20	4,383.20	4,596.80
			Monthly	8,205.60	8,618.13	9,037.60	9,496.93	9,959.73
			Annual	98,467.20	103,417.60	108,451.20	113,963.20	119,516.80
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	40.78	42.89	45.08	47.26	49.62
			Bi-Weekly	3,262.40	3,431.20	3,606.40	3,780.80	3,969.60
			Monthly	7,068.53	7,434.27	7,813.87	8,191.73	8,600.80
			Annual	84,822.40	89,211.20	93,766.40	98,300.80	103,209.60

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SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	49.75	52.23	54.85	57.59	60.47
			Bi-Weekly	3,980.00	4,178.40	4,388.00	4,607.20	4,837.60
			Monthly	8,623.33	9,053.20	9,507.33	9,982.27	10,481.47
			Annual	103,480.00	108,638.40	114,088.00	119,787.20	125,777.60
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	43.99	46.15	48.44	50.93	53.37
			Bi-Weekly	3,519.20	3,692.00	3,875.20	4,074.40	4,269.60
			Monthly	7,624.93	7,999.33	8,396.27	8,827.87	9,250.80
			Annual	91,499.20	95,992.00	100,755.20	105,934.40	111,009.60
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	32.37	33.93	35.65	37.43	39.22
			Bi-Weekly	2,589.60	2,714.40	2,852.00	2,994.40	3,137.60
			Monthly	5,610.80	5,881.20	6,179.33	6,487.87	6,798.13
			Annual	67,329.60	70,574.40	74,152.00	77,854.40	81,577.60
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	52.42	55.04	57.79	60.69	63.72
			Bi-Weekly	4,193.60	4,403.20	4,623.20	4,855.20	5,097.60
			Monthly	9,086.13	9,540.27	10,016.93	10,519.60	11,044.80
			Annual	109,033.60	114,483.20	120,203.20	126,235.20	132,537.60
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	36.31	38.17	39.95	41.97	44.11
			Bi-Weekly	2,904.80	3,053.60	3,196.00	3,357.60	3,528.80
			Monthly	6,293.73	6,616.13	6,924.67	7,274.80	7,645.73
			Annual	75,524.80	79,393.60	83,096.00	87,297.60	91,748.80

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UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT								
ADMINISTRATION								
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
WATER RESOURCES MANAGER	H875	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	35.01	36.74	38.49	40.47	42.45
			Bi-Weekly	2,800.80	2,939.20	3,079.20	3,237.60	3,396.00
			Monthly	6,068.40	6,368.27	6,671.60	7,014.80	7,358.00
			Annual	72,820.80	76,419.20	80,059.20	84,177.60	88,296.00
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	28.74	29.92	31.04	32.23	33.45
			Bi-Weekly	2,299.20	2,393.60	2,483.20	2,578.40	2,676.00
			Monthly	4,981.60	5,186.13	5,380.27	5,586.53	5,798.00
			Annual	59,779.20	62,233.60	64,563.20	67,038.40	69,576.00
RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
RECYCLING SPECIALIST	T800	Classified	Hourly	34.24	35.94	37.69	39.61	41.57
			Bi-Weekly	2,739.20	2,875.20	3,015.20	3,168.80	3,325.60
			Monthly	5,934.93	6,229.60	6,532.93	6,865.73	7,205.47
			Annual	71,219.20	74,755.20	78,395.20	82,388.80	86,465.60
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	36.79	38.62	40.55	42.58	44.71
			Bi-Weekly	2,943.20	3,089.60	3,244.00	3,406.40	3,576.80
			Monthly	6,376.93	6,694.13	7,028.67	7,380.53	7,749.73
			Annual	76,523.20	80,329.60	84,344.00	88,566.40	92,996.80
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	33.45	35.11	36.86	38.69	40.64
			Bi-Weekly	2,676.00	2,808.80	2,948.80	3,095.20	3,251.20
			Monthly	5,798.00	6,085.73	6,389.07	6,706.27	7,044.27
			Annual	69,576.00	73,028.80	76,668.80	80,475.20	84,531.20
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	57.15	60.01	63.02	66.18	69.48
			Bi-Weekly	4,572.00	4,800.80	5,041.60	5,294.40	5,558.40
			Monthly	9,906.00	10,401.73	10,923.47	11,471.20	12,043.20
			Annual	118,872.00	124,820.80	131,081.60	137,654.40	144,518.40
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WPCF OPERATIONS SUPERVISOR	H855	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WPCF LEAD OPERATOR	M935	Classified	Hourly	40.15	41.76	43.39	45.11	46.94
			Bi-Weekly	3,212.00	3,340.80	3,471.20	3,608.80	3,755.20
			Monthly	6,959.33	7,238.40	7,520.93	7,819.07	8,136.27
			Annual	83,512.00	86,860.80	90,251.20	93,828.80	97,635.20
WPCF OPERATOR	M930	Classified	Hourly	35.70	37.12	38.61	40.11	41.75
			Bi-Weekly	2,856.00	2,969.60	3,088.80	3,208.80	3,340.00
			Monthly	6,188.00	6,434.13	6,692.40	6,952.40	7,236.67
			Annual	74,256.00	77,209.60	80,308.80	83,428.80	86,840.00
OPERATOR-IN-TRAINING	M925	Classified	Hourly	32.68	33.98	35.40	36.60	38.03
			Bi-Weekly	2,614.40	2,718.40	2,832.00	2,928.00	3,042.40
			Monthly	5,664.53	5,889.87	6,136.00	6,344.00	6,591.87
			Annual	67,974.40	70,678.40	73,632.00	76,128.00	79,102.40

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2018**

ATTACHMENT II  
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on June 15, 2017  
Approved by Council  
on June 20, 2017

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
LAB SUPERVISOR	H850	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
CHEMIST	T807	Classified	Hourly	40.43	42.46	44.58	46.80	49.14
			Bi-Weekly	3,234.40	3,396.80	3,566.40	3,744.00	3,931.20
			Monthly	7,007.87	7,359.73	7,727.20	8,112.00	8,517.60
			Annual	84,094.40	88,316.80	92,726.40	97,344.00	102,211.20
LABORATORY TECHNICIAN	T805	Classified	Hourly	35.16	36.48	37.88	39.44	40.91
			Bi-Weekly	2,812.80	2,918.40	3,030.40	3,155.20	3,272.80
			Monthly	6,094.40	6,323.20	6,565.87	6,836.27	7,091.07
			Annual	73,132.80	75,878.40	78,790.40	82,035.20	85,092.80

<b>WATER POLLUTION SOURCE CONTROL</b>								
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	60.45	63.47	66.65	69.98	73.48
			Bi-Weekly	4,836.00	5,077.60	5,332.00	5,598.40	5,878.40
			Monthly	10,478.00	11,001.47	11,552.67	12,129.87	12,736.53
			Annual	125,736.00	132,017.60	138,632.00	145,558.40	152,838.40
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	52.54	55.17	57.92	60.83	63.88
			Bi-Weekly	4,203.20	4,413.60	4,633.60	4,866.40	5,110.40
			Monthly	9,106.93	9,562.80	10,039.47	10,543.87	11,072.53
			Annual	109,283.20	114,753.60	120,473.60	126,526.40	132,870.40
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	40.20	42.29	44.41	46.51	48.88
			Bi-Weekly	3,216.00	3,383.20	3,552.80	3,720.80	3,910.40
			Monthly	6,968.00	7,330.27	7,697.73	8,061.73	8,472.53
			Annual	83,616.00	87,963.20	92,372.80	96,740.80	101,670.40
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified	Hourly	36.53	38.44	40.19	42.26	44.36
			Bi-Weekly	2,922.40	3,075.20	3,215.20	3,380.80	3,548.80
			Monthly	6,331.87	6,662.93	6,966.27	7,325.07	7,689.07
			Annual	75,982.40	79,955.20	83,595.20	87,900.80	92,268.80
TECHNICAL INTERN	Z125	Classified	Hourly					15.00
			Bi-Weekly					1,200.00
			Monthly					2,600.00
			Annual					31,200.00

SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	58.40	61.31	64.39	67.60	70.97
			Bi-Weekly	4,672.00	4,904.80	5,151.20	5,408.00	5,677.60
			Monthly	10,122.67	10,627.07	11,160.93	11,717.33	12,301.47
			Annual	121,472.00	127,524.80	133,931.20	140,608.00	147,617.60

<b>SEWER COLLECTIONS &amp; WATER DISTRIBUTION</b>								
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	64.51	67.72	71.10	74.66	78.39
			Bi-Weekly	5,160.80	5,417.60	5,688.00	5,972.80	6,271.20
			Monthly	11,181.73	11,738.13	12,324.00	12,941.07	13,587.60
			Annual	134,180.80	140,857.60	147,888.00	155,292.80	163,051.20
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Hourly	53.75	56.42	59.26	62.22	65.33
			Bi-Weekly	4,300.00	4,513.60	4,740.80	4,977.60	5,226.40
			Monthly	9,316.67	9,779.47	10,271.73	10,784.80	11,323.87
			Annual	111,800.00	117,353.60	123,260.80	129,417.60	135,886.40
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Hourly	53.75	56.42	59.26	62.22	65.33
			Bi-Weekly	4,300.00	4,513.60	4,740.80	4,977.60	5,226.40
			Monthly	9,316.67	9,779.47	10,271.73	10,784.80	11,323.87
			Annual	111,800.00	117,353.60	123,260.80	129,417.60	135,886.40
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	42.37	44.50	46.72	49.07	51.51
			Bi-Weekly	3,389.60	3,560.00	3,737.60	3,925.60	4,120.80
			Monthly	7,344.13	7,713.33	8,098.13	8,505.47	8,928.40
			Annual	88,129.60	92,560.00	97,177.60	102,065.60	107,140.80

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SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	36.85	38.13	39.63	41.27	42.94
			Bi-Weekly	2,948.00	3,050.40	3,170.40	3,301.60	3,435.20
			Monthly	6,387.33	6,609.20	6,869.20	7,153.47	7,442.93
			Annual	76,648.00	79,310.40	82,430.40	85,841.60	89,315.20
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	32.04	33.16	34.46	35.89	37.34
			Bi-Weekly	2,563.20	2,652.80	2,756.80	2,871.20	2,987.20
			Monthly	5,553.60	5,747.73	5,973.07	6,220.93	6,472.27
			Annual	66,643.20	68,972.80	71,676.80	74,651.20	77,667.20
WATER METER MECHANIC	M810	Classified	Hourly	31.15	32.34	33.68	35.06	36.46
			Bi-Weekly	2,492.00	2,587.20	2,694.40	2,804.80	2,916.80
			Monthly	5,399.33	5,605.60	5,837.87	6,077.07	6,319.73
			Annual	64,792.00	67,267.20	70,054.40	72,924.80	75,836.80
WATER METER READER	M805	Classified	Hourly	27.84	28.94	30.12	31.22	32.47
			Bi-Weekly	2,227.20	2,315.20	2,409.60	2,497.60	2,597.60
			Monthly	4,825.60	5,016.27	5,220.80	5,411.47	5,628.13
			Annual	57,907.20	60,195.20	62,649.60	64,937.60	67,537.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	26.93	28.22	29.53	30.96	32.47
			Bi-Weekly	2,154.40	2,257.60	2,362.40	2,476.80	2,597.60
			Monthly	4,667.87	4,891.47	5,118.53	5,366.40	5,628.13
			Annual	56,014.40	58,697.60	61,422.40	64,396.80	67,537.60
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	48.73	51.16	53.71	56.41	59.23
			Bi-Weekly	3,898.40	4,092.80	4,296.80	4,512.80	4,738.40
			Monthly	8,446.53	8,867.73	9,309.73	9,777.73	10,266.53
			Annual	101,358.40	106,412.80	111,716.80	117,332.80	123,198.40
UTILITIES SERVICE WORKER	M900	Classified	Hourly	30.71	31.93	33.25	34.40	35.75
			Bi-Weekly	2,456.80	2,554.40	2,660.00	2,752.00	2,860.00
			Monthly	5,323.07	5,534.53	5,763.33	5,962.67	6,196.67
			Annual	63,876.80	66,414.40	69,160.00	71,552.00	74,360.00
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	31.05	32.19	33.46	34.82	36.24
			Bi-Weekly	2,484.00	2,575.20	2,676.80	2,785.60	2,899.20
			Monthly	5,382.00	5,579.60	5,799.73	6,035.47	6,281.60
			Annual	64,584.00	66,955.20	69,596.80	72,425.60	75,379.20
SENIOR UTILITY LEADER	M845	Classified	Hourly	38.84	40.40	42.08	43.54	45.22
			Bi-Weekly	3,107.20	3,232.00	3,366.40	3,483.20	3,617.60
			Monthly	6,732.27	7,002.67	7,293.87	7,546.93	7,838.13
			Annual	80,787.20	84,032.00	87,526.40	90,563.20	94,057.60
UTILITY LEADER	M840	Classified	Hourly	33.77	35.12	36.59	37.86	39.32
			Bi-Weekly	2,701.60	2,809.60	2,927.20	3,028.80	3,145.60
			Monthly	5,853.47	6,087.47	6,342.27	6,562.40	6,815.47
			Annual	70,241.60	73,049.60	76,107.20	78,748.80	81,785.60
UTILITY WORKER	M835	Classified	Hourly	30.71	31.93	33.25	34.40	35.75
			Bi-Weekly	2,456.80	2,554.40	2,660.00	2,752.00	2,860.00
			Monthly	5,323.07	5,534.53	5,763.33	5,962.67	6,196.67
			Annual	63,876.80	66,414.40	69,160.00	71,552.00	74,360.00
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	40.09	41.67	43.37	44.90	46.65
			Bi-Weekly	3,207.20	3,333.60	3,469.60	3,592.00	3,732.00
			Monthly	6,948.93	7,222.80	7,517.47	7,782.67	8,086.00
			Annual	83,387.20	86,673.60	90,209.60	93,392.00	97,032.00
UTILITY LEADER - SEWER	M915	Classified	Hourly	34.86	36.24	37.72	39.04	40.56
			Bi-Weekly	2,788.80	2,899.20	3,017.60	3,123.20	3,244.80
			Monthly	6,042.40	6,281.60	6,538.13	6,766.93	7,030.40
			Annual	72,508.80	75,379.20	78,457.60	81,203.20	84,364.80
UTILITY WORKER - SEWER	M910	Classified	Hourly	31.68	32.94	34.30	35.49	36.87
			Bi-Weekly	2,534.40	2,635.20	2,744.00	2,839.20	2,949.60
			Monthly	5,491.20	5,709.60	5,945.33	6,151.60	6,390.80
			Annual	65,894.40	68,515.20	71,344.00	73,819.20	76,689.60
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	36.69	38.11	39.61	41.21	42.87
			Bi-Weekly	2,935.20	3,048.80	3,168.80	3,296.80	3,429.60
			Monthly	6,359.60	6,605.73	6,865.73	7,143.07	7,430.80
			Annual	76,315.20	79,268.80	82,388.80	85,716.80	89,169.60

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<b>INFORMATION TECHNOLOGY DEPARTMENT</b>								
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	55.26	58.02	60.92	63.98	67.18
			Bi-Weekly	4,420.80	4,641.60	4,873.60	5,118.40	5,374.40
			Monthly	9,578.40	10,056.80	10,559.47	11,089.87	11,644.53
			Annual	114,940.80	120,681.60	126,713.60	133,078.40	139,734.40
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	55.26	58.02	60.92	63.98	67.18
			Bi-Weekly	4,420.80	4,641.60	4,873.60	5,118.40	5,374.40
			Monthly	9,578.40	10,056.80	10,559.47	11,089.87	11,644.53
			Annual	114,940.80	120,681.60	126,713.60	133,078.40	139,734.40
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	49.73	52.21	54.83	57.57	60.44
			Bi-Weekly	3,978.40	4,176.80	4,386.40	4,605.60	4,835.20
			Monthly	8,619.87	9,049.73	9,503.87	9,978.80	10,476.27
			Annual	103,438.40	108,596.80	114,046.40	119,745.60	125,715.20
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	44.69	46.94	49.28	51.74	54.33
			Bi-Weekly	3,575.20	3,755.20	3,942.40	4,139.20	4,346.40
			Monthly	7,746.27	8,136.27	8,541.87	8,968.27	9,417.20
			Annual	92,955.20	97,635.20	102,502.40	107,619.20	113,006.40
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	47.97	50.37	52.76	55.42	59.09
			Bi-Weekly	3,837.60	4,029.60	4,220.80	4,433.60	4,727.20
			Monthly	8,314.80	8,730.80	9,145.07	9,606.13	10,242.27
			Annual	99,777.60	104,769.60	109,740.80	115,273.60	122,907.20
PROGRAMMER ANALYST	T455	Classified	Hourly	41.75	43.79	46.07	48.34	50.73
			Bi-Weekly	3,340.00	3,503.20	3,685.60	3,867.20	4,058.40
			Monthly	7,236.67	7,590.27	7,985.47	8,378.93	8,793.20
			Annual	86,840.00	91,083.20	95,825.60	100,547.20	105,518.40
WEB SPECIALIST	T450	Classified	Hourly	41.14	43.22	45.37	47.62	50.01
			Bi-Weekly	3,291.20	3,457.60	3,629.60	3,809.60	4,000.80
			Monthly	7,130.93	7,491.47	7,864.13	8,254.13	8,668.40
			Annual	85,571.20	89,897.60	94,369.60	99,049.60	104,020.80
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	37.94	39.83	41.83	43.92	46.11
			Bi-Weekly	3,035.20	3,186.40	3,346.40	3,513.60	3,688.80
			Monthly	6,576.27	6,903.87	7,250.53	7,612.80	7,992.40
			Annual	78,915.20	82,846.40	87,006.40	91,353.60	95,908.80
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	37.94	39.83	41.83	43.92	46.11
			Bi-Weekly	3,035.20	3,186.40	3,346.40	3,513.60	3,688.80
			Monthly	6,576.27	6,903.87	7,250.53	7,612.80	7,992.40
			Annual	78,915.20	82,846.40	87,006.40	91,353.60	95,908.80
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	37.89	39.79	41.77	43.85	46.08
			Bi-Weekly	3,031.20	3,183.20	3,341.60	3,508.00	3,686.40
			Monthly	6,567.60	6,896.93	7,240.13	7,600.67	7,987.20
			Annual	78,811.20	82,763.20	86,881.60	91,208.00	95,846.40
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	34.47	36.18	37.99	39.90	41.89
			Bi-Weekly	2,757.60	2,894.40	3,039.20	3,192.00	3,351.20
			Monthly	5,974.80	6,271.20	6,584.93	6,916.00	7,260.93
			Annual	71,697.60	75,254.40	79,019.20	82,992.00	87,131.20



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INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	37.89	39.79	41.77	43.85	46.08
			Bi-Weekly	3,031.20	3,183.20	3,341.60	3,508.00	3,686.40
			Monthly	6,567.60	6,896.93	7,240.13	7,600.67	7,987.20
			Annual	78,811.20	82,763.20	86,881.60	91,208.00	95,846.40
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	34.47	36.18	37.99	39.90	41.89
			Bi-Weekly	2,757.60	2,894.40	3,039.20	3,192.00	3,351.20
			Monthly	5,974.80	6,271.20	6,584.93	6,916.00	7,260.93
			Annual	71,697.60	75,254.40	79,019.20	82,992.00	87,131.20
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	31.04	32.58	34.26	35.96	37.69
			Bi-Weekly	2,483.20	2,606.40	2,740.80	2,876.80	3,015.20
			Monthly	5,380.27	5,647.20	5,938.40	6,233.07	6,532.93
			Annual	64,563.20	67,766.40	71,260.80	74,796.80	78,395.20
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	27.52	28.77	30.20	31.63	33.11
			Bi-Weekly	2,201.60	2,301.60	2,416.00	2,530.40	2,648.80
			Monthly	4,770.13	4,986.80	5,234.67	5,482.53	5,739.07
			Annual	57,241.60	59,841.60	62,816.00	65,790.40	68,868.80
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	29.57	31.02	32.61	34.22	35.85
			Bi-Weekly	2,365.60	2,481.60	2,608.80	2,737.60	2,868.00
			Monthly	5,125.47	5,376.80	5,652.40	5,931.47	6,214.00
			Annual	61,505.60	64,521.60	67,828.80	71,177.60	74,568.00
VIDEO ASSISTANT	T400	Classified	Hourly					16.24
			Bi-Weekly					1,299.20
			Monthly					2,814.93
			Annual					33,779.20

**CLASSIFICATION PLAN  
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FY 2018**

Attachment III  
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Personnel Commission  
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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 ENGINEERING</b>		
SENIOR CIVIL ENGINEER	H240	Classified
ASSOCIATE CIVIL ENGINEER	T215	Classified
ASSISTANT CIVIL ENGINEER	T210	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>		
ASSISTANT CITY ATTORNEY	U210	Classified
DEPUTY CITY ATTORNEY II	U205	Classified
DEPUTY CITY ATTORNEY I	U200	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>		

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Classification Title	Job Code	Service Type
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified
DIGITAL APPLICATIONS DEVELOPER	T470	Classified
MANAGEMENT FELLOW	U300	Classified
<b><i>ECONOMIC DEVELOPMENT</i></b>		
ECONOMIC DEVELOPMENT MANAGER	H710	Classified
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified
<b><i>NEIGHBORHOOD PARTNERSHIP SERVICES</i></b>		
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified
<b><i>HOUSING AUTHORITY</i></b>		
HOUSING MANAGER	H715	Classified
HOUSING DEVELOPMENT SPECIALIST	T750	Classified
HOMEOWNERSHIP COORDINATOR	T710	Classified
<b>DEVELOPMENT SERVICES DEPARTMENT</b>		
<b><i>DEVELOPMENT SERVICE ADMINISTRATION</i></b>		
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified
<b><i>BUILDING DIVISION</i></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
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

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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
DEVELOPMENT REVIEW SPECIALIST	T320	Classified
LANDSCAPE ARCHITECT	H300	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
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

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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 (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
FIRE PROTECTION ENGINEER	T510	Classified
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified
ENVIRONMENTAL SPECIALIST	T505	Classified
HAZARDOUS MATERIALS INVESTIGATOR	T500	Classified
FIRE SERVICES SUPERVISOR	H580	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

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Classification Title	Job Code	Service Type
HUMAN RESOURCES TECHNICIAN	U100	Classified
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified
<b>LIBRARY AND COMMUNITY SERVICES DEPARTMENT</b>		
<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>LIBRARY SERVICES DIVISION</b>		
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>		
<b>FACILITIES MANAGEMENT</b>		
FACILITIES AND BUILDING MANAGER	H605	Classified
FACILITIES LEADWORKER	M135	Classified
HVAC MECHANIC	M140	Classified

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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
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
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
SENIOR MAINTENANCE LEADER	M315	Classified
MAINTENANCE LEADER	M310	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

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Classification Title	Job Code	Service Type
<b>PROFESSIONAL STAFF</b>		
PERSONNEL AND TRAINING ADMINISTRATOR	H450	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	C670	Classified
RESERVE OFFICER COORDINATOR	H460	Classified
<b>INVESTIGATION DIVISION</b>		
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified
COUNSELING SUPERVISOR	H440	Classified
FAMILY COUNSELOR	T550	Classified
CERTIFIED LATENT PRINT EXAMINER	T560	Classified
<b>SUPPORT SERVICES DIVISION</b>		
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified
POLICE ID SPECIALIST	T555	Classified
CRIME SCENE TECHNICIAN	C685	Classified
PROPERTY TECHNICIAN	C665	Classified
ANIMAL SERVICES ADMINISTRATOR	H430	Classified
SHELTER OPERATIONS SUPERVISOR	C621	Classified
ANIMAL CONTROL OFFICER	C610	Classified
ANIMAL CARE ATTENDANT	C600	Classified
SHELTER VOLUNTEER COORDINATOR	C607	Classified
COMMUNICATIONS ADMINISTRATOR	H435	Classified
COMMUNICATIONS SUPERVISOR	C645	Classified
COMMUNICATIONS OPERATOR	C635	Classified
CALL TAKER	C633	Classified
RECORDS ADMINISTRATOR	H425	Classified
RECORDS SUPERVISOR	C705	Classified
POLICE RECORDS CLERK II	C695	Classified
POLICE RECORDS CLERK I	C690	Classified



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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
ENGINEERING TECHNICIAN	T200	Classified
SURVEY ENGINEER	H230	Classified
SURVEYOR	T265	Classified
TRANSPORTATION MANAGER	H220	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>		

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DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified
WATER RESOURCES MANAGER	H875	Classified
UTILITIES ENGINEERING MANAGER	H880	Classified
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified
STOREKEEPER - EXPEDITER	M100	Classified
<b>SOLID WASTE MANAGEMENT</b>		
SOLID WASTE PROGRAM MANAGER	H800	Classified
RECYCLING SPECIALIST	T800	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 SUPERVISOR	H860	Classified
WPCF OPERATIONS SUPERVISOR	H855	Classified
WPCF LEAD OPERATOR	M935	Classified
WPCF OPERATOR	M930	Classified
OPERATOR-IN-TRAINING	M925	Classified
LAB SUPERVISOR	H850	Classified
CHEMIST	T807	Classified
LABORATORY TECHNICIAN	T805	Classified
<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	T810	Classified
TECHNICAL INTERN	Z125	Classified
SENIOR UTILITIES ENGINEER	H810	Classified
<b>WATER DISTRIBUTION</b>		
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified

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CROSS CONNECTION CONTROL SPECIALIST	M815	Classified
WATER METER MECHANIC	M810	Classified
WATER METER READER	M805	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	M840	Classified
UTILITY WORKER	M835	Classified
SENIOR UTILITY LEADER - SEWER	M920	Classified
UTILITY LEADER - SEWER	M915	Classified
UTILITY WORKER - SEWER	M910	Classified
UTILITIES MAINTENANCE MECHANIC	M415	Classified
<b>TECHNOLOGY SERVICES DEPARTMENT</b>		
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
PROGRAMMER ANALYST	T455	Classified
WEB SPECIALIST	T450	Classified
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

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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