

CITY OF HAYWARD

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



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Thursday, June 21, 2018

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 18-077](#) Approval of Minutes for Regular Meeting on March 8, 2018

Attachments: [Attachment I Minutes](#)

REPORTS

City Council Liaison (Information)

Director of Human Resources (Information)

ACTION ITEMS

2. [ACT 18-027](#) Revised Job Description for Police Officer

Attachments: [Attachment I Staff Report](#)
[Attachment II Police Officer Job Description](#)
[Attachment III Police Department Org Chart](#)

3. [ACT 18-028](#) Revised City Classification and Salary Plan for Fiscal Year 2019
- Updated June 21, 2018 - Effective June 25, 2018

Attachments: [Attachment I Staff Report](#)
[Attachment II FY 2019 Salary Plan](#)
[Attachment III FY 2019 Classification Plan](#)

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

NEXT REGULAR MEETING – JULY 12, 2018

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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777 B Street
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File #: MIN 18-077

DATE: June 21, 2018

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Approval of Minutes for Regular Meeting on March 8, 2018

RECOMMENDATION

That the Personnel Commission reviews and approves the meeting minutes from the regular meeting held on March 8, 2018.

ATTACHMENTS

Attachment I Minutes



**CITY OF HAYWARD
PERSONNEL COMMISSION
DRAFT MINUTES
Regular Meeting
Thursday, March 8, 2018
Conference Room 2A**

A regular meeting of the City of Hayward Personnel Commission was called to order at 5:35 p.m. on Thursday, March 8, 2018, at Hayward City Hall, Conference Room 2A.

HUMAN RESOURCES DEPARTMENT STAFF

Nina Collins, Director of Human Resources
Farbod Pirouzmand, Deputy Director of Human Resources
Vanessa Lopez, Senior Human Resources Analyst
Lisette Del Pino, Human Resources Analyst II
Anthony Phillip, Human Resources Analyst II
Candi Jackson, Human Resources Administrative Assistant

OTHERS PRESENT

Seema Vashi, Assistant City Attorney

Attendance	<u>REGULAR MEETINGS</u>			<u>SPECIAL MEETINGS</u>	
	Present 3.8.2018 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	4	0	0	1
Elecia Garrett	O	2	2	0	1
V. Toni Adams	X	1	3	0	1
Jose Guadamuz	X	3	1	1	0
*Rachel Lucas	O	3	1	1	0
Giancarlo Scalise	X	3	1	1	0
Allen Zargar	X	2	2	1	0

X = present O = absent

* Chair Person

PUBLIC COMMENTS

None.

APPROVAL OF MINUTES

1. Approval of January 11, 2018 Meeting Minutes (Action)

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

REPORTS

City Council Liaison (Information)

Council Member Peixoto gave a brief overview of a couple of items that were recently approved by City Council. One item was Brilliant 100 Electricity, which is an alternative to PG&E for Hayward residents to purchase electricity. Residents will receive information on Brilliant 100 in their PG&E bills. Brilliant 100 Electricity produces electricity without emitting any greenhouse gases. Therefore, as more Hayward residents switch from PG&E to this alternative, the City will get closer to achieving its goal of zero greenhouse gas emissions.

Council Member Peixoto also mentioned that Council approved a project to increase photovoltaic clean and green energy at the Water Pollution Control Facility located on Enterprise Avenue. This project will expand the City's existing one-megawatt solar system by an additional two megawatts for a total of three megawatts.

Director of Human Resources (Information)

Director Collins stated that on March 2nd, the Human Resources Department held its Annual Open House and honored the City's employees' years of service awards. She acknowledged the HR team for all their hard work, personal funds, and time spent on this event.

Director Collins also mentioned that the 2nd Employee Engagement Survey will be launched on or around March 14th. Since results from the last survey indicated that employees didn't feel their concerns were being heard by the City's executive team, the City Manager has open office hours for employees to drop by and express any issue that is important to them. Additionally, the City has held small focus group conversations to engage employees and provide them the opportunity to share their concerns. The City also adopted its organizational values. The executive team developed the values and sought feedback from employees to make sure the final product reflected feedback from City staff. Director Collins emphasized that results from this survey, help the City executive team engage with employees and gauge their level of job satisfaction, which in turn will help the City Manager develop performance measures for each department, and what further improvements need to be made to boost employee morale and productivity.

Director Collins also mentioned that on April 26th, the City will host its annual Bring Your Child to Work Day and she invited the Personnel Commissioners to attend if they can.

Lastly, Director Collins stated that the City is in labor negotiations with its bargaining units. She reported that City representatives have already started meeting with Local 1909 (Firefighters), Hayward Police Officers Association, Hayward Management Employees Association, and will begin negotiations with Local 21 on March 19th, followed by SEIU on March 22nd.

ACTION ITEMS

2. Revised Job Description for Fire Captain

Farbod Pirouzmand, Deputy Director of Human Resources gave an overview of the Fire Captain job specification. He and Director Collins answered questions.

(M/S/P) (Yates/Scalise) Not approved.

3. Personnel Commission Final Draft FY 2018/2019 Scope and Goals

Nina Collins, Director of Human Resources gave an overview of the Final Draft FY 2018/2019 Scope and Goals document.

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

Recruitment Diversity Report (Oral Report)

Deputy Director Pirouzmand provided a diversity report on recruitments completed since our last meeting on January 11, 2018. The report was on the following fifteen (13) recruitments:

- City Building Official
- Community Service Officer
- Deputy City Clerk
- Housing Division Manager
- Operator-in-Training
- Program Specialist
- Utilities Engineering Manager
- Utilities Maintenance Mechanic
- Fire Captain
- Firefighter (Lateral)
- Firefighter Trainee (Entry Level)
- Police Office Trainee
- Police Sergeant

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

Meeting was adjourned at 6:24 p.m.



Nina S. Collins, Director of Human Resources



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: ACT 18-027

DATE: June 21, 2018

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Revised Job Description for Police Officer

RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the position of Police Officer 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.

SUMMARY

Recruiting qualified Police Officers is increasingly challenging. The City of Hayward currently has twenty vacancies. Staff is requesting review and comment on the revised job specification for Police Officer, which has been updated to allow applicants who have successfully completed the California Basic Peace Officer Standards and Training ("POST") within eighteen months to apply for positions with the Hayward Police Department, which is more reasonable than the current twelve-month period and will increase the application pool for the position. There is no impact to the quality of applicants selected to fill vacant positions.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Police Officer Job Description
Attachment III	Police Department Organization Chart



DATE: June 21, 2018

TO: Personnel Commission

FROM: Director of Human Resources

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SUMMARY

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BACKGROUND

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 Human Resources Department and the Police Department work as a team and given the challenging recruitment environment and competition from other police departments for talent are adapting different hiring strategies for recruitment. The proposed changes do not lower the standards or result in hiring anyone that is not highly qualified for the position. The Police Department currently has approximately 20 vacancies and it has embarked on an

aggressive recruitment campaign by actively recruiting at Police Academies in Alameda and Napa County. Additionally, Human Resources and the Police Department recognize the need to expand the current applicant pool without sacrificing the quality of candidates. One strategy is to extend the requirement by which an applicant must successfully complete the California Basic Peace Officer Standards and Training Academy from 12 months prior to his/her application date to 18 months. By extending the academy completion date, the City will be able to expand the applicant pool for a classification that is hard-to-fill nationally as the law enforcement hiring process can take several months.

Therefore, Human Resources proposes to change the successful completion of a California Basic Peace Officer Standards and Training (POST) approved academy requirement within the past 12 months to within the past 18 months from date of application. The Police and Human Resources Departments considered longer periods but decided to extend this requirement only six months, as skills learned in the academy are perishable when not applied within a reasonable amount of time.

Human Resources Department staff shared the change to the Police Officer job description with representatives of the Hayward Police Officer's Association. As stated above, the Police Officer job description was revised to update the experience and education section only. The change to the job description is as follows:

Experience and Education

Experience:

Replaced: "twelve (12)" with "eighteen (18)"

FISCAL IMPACT

There is no fiscal impact to the budget as a result of the above proposed change to this job description.

Prepared by: Lisette Del Pino, Human Resources Analyst II

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

Approved by:



Kelly McAdoo, City Manager

CITY OF HAYWARD

POLICE OFFICER

DEFINITION

Under general supervision, the Police Officer patrols the City's commercial, industrial, and residential districts; enforces laws and ordinances of the state of California and the city of Hayward, works closely with the community to preserve the peace and promote public safety; carefully documents own activities in written reports and statements; performs a wide variety of law enforcement assignments such as patrol, traffic control, criminal and juvenile investigation, radio communications, and administrative services; provides court testimony; investigates crimes such as burglary, robbery, assault, and disturbing the peace; assists firefighters and emergency medical technicians; and performs related duties as assigned.

DISTINGUISHING CHARACTERISTICS

Work normally consists of routine police tasks performed according to Department rules and regulations. Incumbents receive general and special instructions and must be able to act without direct supervision. The absence of ongoing supervisory responsibilities distinguishes this class from the class of Police Sergeant.

SUPERVISION RECEIVED

General supervision is provided by higher level officers.

SUPERVISION EXERCISED

Provide occasional supervision to volunteers, reserve officers and professional support staff.

ESSENTIAL DUTIES

Duties may include but are not limited to the following:

Patrols the assigned area on foot or in patrol vehicle, makes routine security checks, inspects places of possible disorder and keeps alert to discover suspect circumstances or persons.

Operates a patrol car, motorcycle, or other vehicle

Responds to radio and telephone dispatches and appears at scene or disorder or crime.
Resolves disputes, admonishes individuals, responds to accidents and provide emergency first aid.

Arrests and cites violators of laws and ordinances.

Investigates calls and complaints.

ESSENTIAL DUTIES (continued):

Investigates traffic accidents.

Prepares and documents cases; write reports; serve warrants and subpoenas; and testifies in court.

Writes citations.

Investigates conditions hazardous to life or property.

Coordinates crime scene control; makes initial investigations of crimes and crime scenes.

Assists Detectives and other investigators in crime investigation.

Watches for suspicious cars, curfew violators and wanted persons.

Operates two-way radio equipment.

Takes fingerprints and photographs and processes evidence

Assists in booking and jailing prisoners.

Processes and transports prisoners.

Directs traffic.

Questions suspects and witnesses.

Provides information, directions, other services and assistance to the public.

Inspects patrol cars/motorcycles, equipment and weapons to ensure proper operation.

Prepares for and participates in planned events; stands and directs traffic at collision scenes and demonstrations; controls crowds; and cooperates with City, State and other agencies to secure areas at special events or crime scenes.

Participates in special details and assignments.

May serve as a field training officer.

Perform related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Basic law enforcement terminology and concepts.

Public relations in law enforcement.

Techniques for dealing with people of all socio-economic levels under hostile and emergency situations.

Safe vehicle operation.

Principles of first aid.

Ability to:

Learn principles, practices, procedures, terminology and operation of equipment used in law enforcement and crime prevention and investigation.

Read and interpret laws, ordinances, regulations and Department policies.

Analyze situations and adopt a quick, effective and reasonable course of action.

Drive a vehicle safely.

Write clear, concise and accurate reports.

Understand and follow oral and written directions.

Observe and accurately recall places, names, faces, descriptive characteristics and details of incidents.

Perform physical tasks inherent in the work of a Police Officer.

Be courteous but firm with the public when needed

React quickly and calmly under emergency and stressful situations.

Make sound decisions.

Develop skill in the use of a firearm.

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

Perform physically demanding tasks for extended periods of time.

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: One (1) year in a law enforcement agency within the last thirty-six (36) months and possession of a current Basic California P.O.S.T Certificate.

OR

Successful completion of a California Basic P.O.S.T approved academy within the past eighteen (18) months from date of application.

Education: High school diploma or equivalent. (Possession of an Associate's degree or Bachelor's degree from an accredited institution is desirable)

Necessary Special Qualifications:

- Free of any felony convictions.
- A citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship (Government Code Para. 1031).
- Age, not less than 21 years at time of appointment.
- Vision in each eye, correctable to at least 20/30.
- Must pass a background investigation.
- Must meet all Department medical, physical and psychological standards.

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

SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: work in a standard office environment and use standard office equipment and current software; to work in a field environment in various weather conditions; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; walk, stand, crouch, reach, twist, turn, kneel, bend, squat, stoop, run and safely lift and move equipment and material weighing up to 45 pounds; converse by telephone, by email, in person, and to small or large groups and be clearly understood; read and comprehend legal, technical, and complex documents, interact with the public and all different levels of City staff in an effective and professional manner; and safely drive to various locations throughout the City and County to fulfill assigned duties.

Essential functions must be performed with or without reasonable accommodations.

PROBATIONARY PERIOD: Two (2) Years

P200 Police Officer

March 1969

Revised January 1974

Revised December 1974

Revised March 1986

Revised April 2012

Revised June 2018

EEO Code: 04

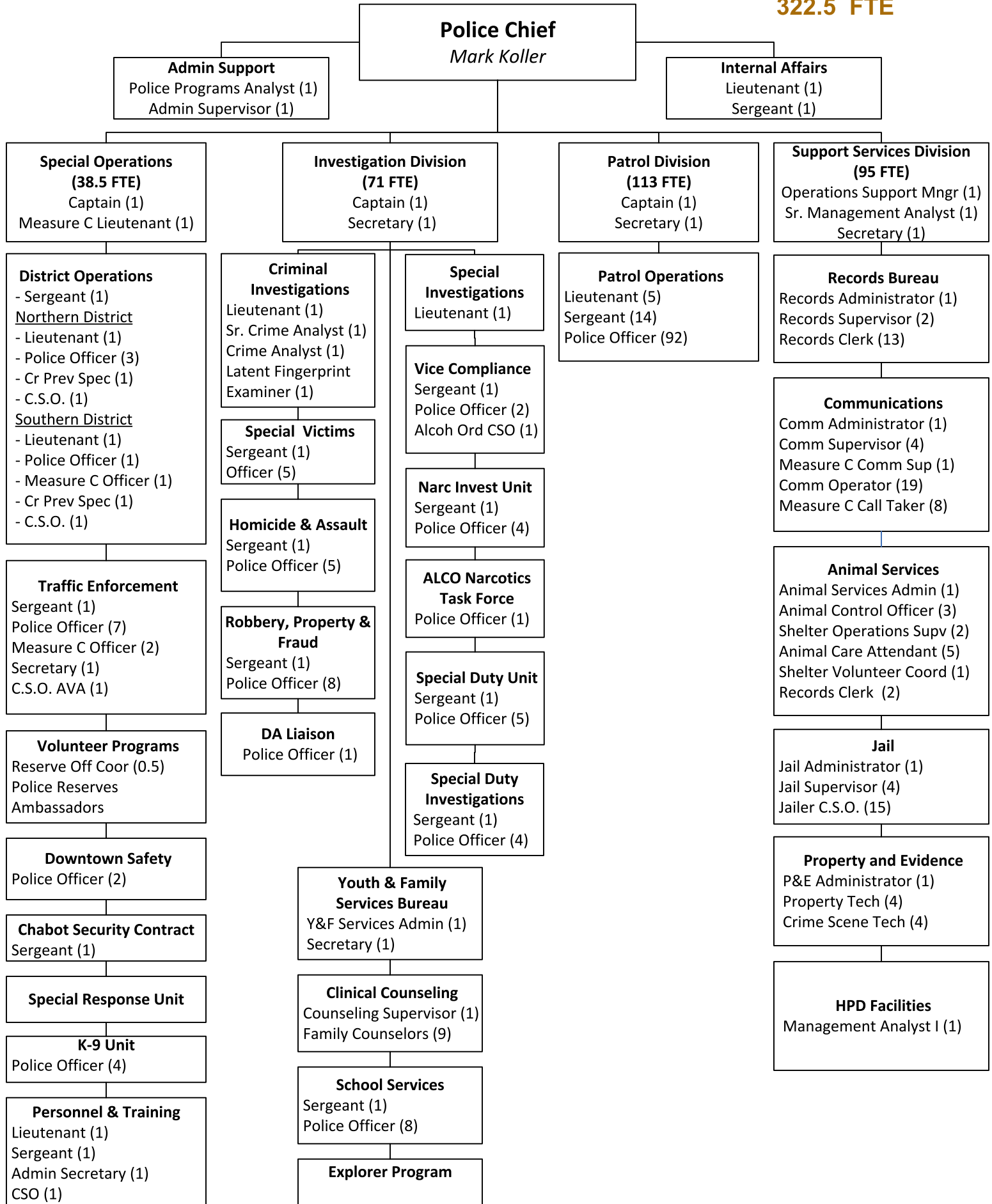
FPPC STATUS: Non-Designated

FLSA STATUS: Non-Exempt

WP 8/17/83

Police Department

FY 2019 STAFFING
322.5 FTE





CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
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File #: ACT 18-028

DATE: June 21, 2018

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Revised City Classification and Salary Plan for Fiscal Year 2019 - Updated June 21, 2018 - Effective June 25, 2018

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 2019, effective June 25, 2018.

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 2019, effective June 25, 2018.

SUMMARY

As required by the Municipal Code, the Salary Plan for FY 2019 has been updated to reflect salary adjustments to the classifications in the City's classified service as a result of negotiated and approved Memoranda of Understanding between the City of Hayward and SEIU Local 1021 Clerical and Related Units and SEIU Local 1021 Maintenance and Operations Units; International Association of Firefighters - Local 1909; Hayward Fire Officers Association; Hayward Police Officers' Association; and Hayward Police Management Unit.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	FY 2019 Salary Plan
Attachment III	FY 2019 Classification Plan



DATE: June 21, 2018

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Revised City Classification and Salary Plan for Fiscal Year 2019 – Updated
June 21, 2018 – Effective June 25, 2018

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 2019 effective June 25, 2018.

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 2019, effective June 25, 2018.

SUMMARY

As required by the Municipal Code, the Salary Plan FY 2019 has been updated to reflect salary adjustments to the classifications in the City's classified service as a result of negotiated and approved Memoranda of Understanding between the City of Hayward and SEIU Local 1021 Clerical and Related Units and SEIU Local 1021 Maintenance and Operations Units; International Association of Firefighters - Local 1909; Hayward Fire Officers Association; Hayward Police Officers' Association; and Hayward Police Management Unit.

BACKGROUND/DISCUSSION

Equity Adjustments:

Pursuant to Section 9.01 of the most recent MOU with SEIU Local 1021 Clerical and Related Units and SEIU Local 1021 Maintenance and Operations Units, a salary survey identified forty-five (45) classifications that met the criteria for salary equity adjustments. The salary equity adjustments were divided in three equal percentage amounts to become effective at the last pay period of each fiscal year, starting in June of 2016. Effective June 11, 2018, the classifications in Table 1 were given their third, and final salary adjustment under the existing contract:

Table 1: Equity Adjustments Effective Pay Period Ending June 24, 2018

Employee Group	Classification	Percentage Increase
SEIU	Account Clerk	1.15%
SEIU	Customer Account Clerk	
SEIU	Senior Account Clerk	
SEIU	Senior Customer Account Clerk	
SEIU	Supervising Customer Account Clerk	
SEIU	Administrative Clerk II	1.32%
SEIU	Administrative Clerk I	
SEIU	Data Systems Operator	
SEIU	Mail and Purchasing Clerk	
SEIU	Mail and Revenue Clerk	
SEIU	Program Assistant	1.57%
SEIU	Animal Control Officer	
SEIU	Animal Care Attendant	
SEIU	Shelter Operations Supervisor	
SEIU	Shelter Volunteer Coordinator	1.96%
SEIU	Communications Operator	
SEIU	Call Taker	
SEIU	Communications Supervisor	1.10%
SEIU	Crime Prevention Specialist	1.24%
SEIU	Crime Scene Technician	0.74%
SEIU	Equipment Mechanic II	
SEIU	Equipment Mechanic I	0.58%
SEIU	Laborer	2.48%
SEIU	Library Assistant	
SEIU	Lead Library Assistant	
SEIU	Senior Library Assistant	0.72%
SEIU	Permit Technician I	
SEIU	Permit Technician II	
SEIU	Fire Technician I	
SEIU	Fire Technician II	
SEIU	Senior Permit Technician	1.11%
SEIU	Police Officer Trainee	0.46%
SEIU	Police Records Clerk II	
SEIU	Police Records Clerk I	
SEIU	Records Supervisor	1.51%
SEIU	Property Technician	1.06%
SEIU	Storekeeper-Expediter	
SEIU	Equipment Parts Storekeeper	
SEIU	Equipment Service Attendant	

Employee Group	Classification	Percentage Increase
SEIU	Sweeper Equipment Operator	1.82%
SEIU	Tree Trimmer	0.73%
SEIU	WPCF Operator	2.07%
SEIU	Operator-In-Training	
SEIU	Utilities Maintenance Mechanic	
SEIU	WPCF Lead Operator	3.21%
SEIU	Lead Program Assistant (linked to Lead Library Assistant)	2.48%
SEIU	Senior Equipment Mechanic (linked to Equipment Mechanic II)	0.74%

Cost-of-Living Adjustments (COLA):

Pursuant to the negotiated terms of the Memorandum of Understanding (MOU) between the City of Hayward and International Association of Firefighters - Local 1909 (Local 1909), and Hayward Police Officers' Association (HPOA), a total compensation survey was conducted showing that Local 1909 classifications are between 11%-13% below market and HPOA classifications are between 10%-12% below market. The City is contractually obligated to compensate these groups at the average of the top four survey agencies, not to exceed a 5% cost-of-living salary adjustment for these units. Furthermore, the cost-of-living salary adjustments of the Hayward Fire Officers Association (HFOA) and Hayward Police Management Unit (HPMU) mirror those of Local 1909 and HPOA, respectively, to maintain the salary differential within classifications.

Table 2 reflects the cost-of-living increases for bargaining units within the City of Hayward for Fiscal Year 2019:

Table 2: Cost-of-Living Adjustments Effective Pay Period including July 1, 2018

Employee Group	Percentage Increase
Unrepresented Exempt and Non-Exempt	0%
HAME	0%
Local 21	0%
SEIU-Clerical	0%
SEIU Maintenance	0%
HPOA	5.0%
Local 1909	5.0%
Police Management	5.0%
Fire Officers	5.0%

Negotiated Salary Adjustments:

- 1) Other negotiated salary adjustments include rolling incentive pay into the base pay of the classifications within Local 1909 and HFOA. Currently, Local 1909 and HFOA employees receive 8% Paramedic Certification Pay and 2% for Emergency Medical Technicians, for a total of 10%. Having the emergency medical technician certification is a requirement for the paramedic certification, and the paramedic certification is a minimum requirement for the firefighter classification. All new hires must be paramedics prior to becoming a firefighter. Therefore, the above two incentives will be added to the base salary of the positions because it is no longer appropriate to pay employees an incentive for certifications that are required by the classification.
 - a. A few employees in three classifications within Local 1909 do not have a paramedic certification and shall only receive the Emergency Medical Technician (EMT) certification of 2% rolled into their base salary. As such, additional salary ranges and modified classification titles for their classifications were created to only include the EMT certification pay of 2%.
- 2) Pursuant to the proposed terms of the recently negotiated MOU between the City of Hayward and SEIU Local 1021 Maintenance and Operations Unit, 0.915% will be removed from the base pay of the Equipment Mechanic I/II classifications effective the pay period including July 1, 2018. This amount was previously rolled in to eliminate the need for the heavy equipment repair differential. However, not all Equipment Mechanic I/II incumbents work on heavy equipment and having the premium applied when an employee is actually working on identified equipment is more equitable.

FISCAL IMPACT

The fiscal impact of the equity adjustments for the SEIU Local 1021 Clerical and Related Units and SEIU Local 1021 Maintenance and Operations Units for FY 2018 is approximately \$181,000.

There is no General Fund impact for the previously negotiated cost-of-living adjustments for the Police and Fire units as the costs have been projected in the budget model for FY 2019.

STRATEGIC INITIATIVES

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

NEXT STEPS

The SEIU salary equity adjustments were implemented by the Human Resources and Finance departments effective the pay period ending June 24, 2018 and will be reflected on employees' paychecks dated June 29, 2018.

The cost-of-living and other salary adjustments will be implemented by the Human Resources and Finance departments effective the pay period including July 1, 2018 and will be reflected

on employees' paychecks dated July 13, 2018. Any necessary budget changes will be made during the FY 2019 mid-year review process.

Prepared by: Anthony Phillip, Human Resources Analyst II

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

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', is positioned above a horizontal line.

Kelly McAdoo, City Manager

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT II
Recommended by
Personnel Commission
on June 21, 2018
Approved by Council
on June 26, 2018

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	25.68	26.73	27.81	29.06	30.49
			Bi-Weekly	2,054.40	2,138.40	2,224.80	2,324.80	2,439.20
			Monthly	4,451.20	4,633.20	4,820.40	5,037.07	5,284.93
			Annual	53,414.40	55,598.40	57,844.80	60,444.80	63,419.20
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	22.60	23.80	25.01	26.34	27.72
			Bi-Weekly	1,808.00	1,904.00	2,000.80	2,107.20	2,217.60
			Monthly	3,917.33	4,125.33	4,335.07	4,565.60	4,804.80
			Annual	47,008.00	49,504.00	52,020.80	54,787.20	57,657.60
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

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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	25.15	26.08	27.12	28.23	29.23
	Bi-Weekly		2,012.00	2,086.40	2,169.60	2,258.40	2,338.40	
	Monthly		4,359.33	4,520.53	4,700.80	4,893.20	5,066.53	
	Annual		52,312.00	54,246.40	56,409.60	58,718.40	60,798.40	
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	45.34	47.62	49.98	52.48	55.11
			Bi-Weekly	3,627.20	3,809.60	3,998.40	4,198.40	4,408.80
			Monthly	7,858.93	8,254.13	8,663.20	9,096.53	9,552.40
			Annual	94,307.20	99,049.60	103,958.40	109,158.40	114,628.80
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	35.19	36.64	38.06	39.72	41.74
			Bi-Weekly	2,815.20	2,931.20	3,044.80	3,177.60	3,339.20
			Monthly	6,099.60	6,350.93	6,597.07	6,884.80	7,234.93
			Annual	73,195.20	76,211.20	79,164.80	82,617.60	86,819.20
PERMIT TECHNICIAN II	C200	Classified	Hourly	31.73	32.99	34.32	35.81	37.62
			Bi-Weekly	2,538.40	2,639.20	2,745.60	2,864.80	3,009.60
			Monthly	5,499.87	5,718.27	5,948.80	6,207.07	6,520.80
			Annual	65,998.40	68,619.20	71,385.60	74,484.80	78,249.60
PERMIT TECHNICIAN I	C199	Classified	Hourly	28.84	29.99	31.20	32.54	34.20
			Bi-Weekly	2,307.20	2,399.20	2,496.00	2,603.20	2,736.00
			Monthly	4,998.93	5,198.27	5,408.00	5,640.27	5,928.00
			Annual	59,987.20	62,379.20	64,896.00	67,683.20	71,136.00
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	29.38	30.81	32.15	33.70	35.27
			Bi-Weekly	2,350.40	2,464.80	2,572.00	2,696.00	2,821.60
			Monthly	5,092.53	5,340.40	5,572.67	5,841.33	6,113.47
			Annual	61,110.40	64,084.80	66,872.00	70,096.00	73,361.60
ACCOUNT CLERK	C300	Classified	Hourly	26.77	27.97	29.28	30.63	32.17
			Bi-Weekly	2,141.60	2,237.60	2,342.40	2,450.40	2,573.60
			Monthly	4,640.13	4,848.13	5,075.20	5,309.20	5,576.13
			Annual	55,681.60	58,177.60	60,902.40	63,710.40	66,913.60
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	31.92	33.52	35.17	36.94	38.79
			Bi-Weekly	2,553.60	2,681.60	2,813.60	2,955.20	3,103.20
			Monthly	5,532.80	5,810.13	6,096.13	6,402.93	6,723.60
			Annual	66,393.60	69,721.60	73,153.60	76,835.20	80,683.20
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	29.38	30.81	32.15	33.70	35.27
			Bi-Weekly	2,350.40	2,464.80	2,572.00	2,696.00	2,821.60
			Monthly	5,092.53	5,340.40	5,572.67	5,841.33	6,113.47
			Annual	61,110.40	64,084.80	66,872.00	70,096.00	73,361.60
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	26.77	27.97	29.28	30.63	32.17
			Bi-Weekly	2,141.60	2,237.60	2,342.40	2,450.40	2,573.60
			Monthly	4,640.13	4,848.13	5,075.20	5,309.20	5,576.13
			Annual	55,681.60	58,177.60	60,902.40	63,710.40	66,913.60
MAIL AND REVENUE CLERK	C322	Classified	Hourly	22.60	23.80	25.01	26.34	27.72
			Bi-Weekly	1,808.00	1,904.00	2,000.80	2,107.20	2,217.60
			Monthly	3,917.33	4,125.33	4,335.07	4,565.60	4,804.80
			Annual	47,008.00	49,504.00	52,020.80	54,787.20	57,657.60
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							
SWORN							
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	87.70	92.09	96.69	101.53
			Bi-Weekly	7,016.00	7,367.20	7,735.20	8,122.40
			Monthly	15,201.33	15,962.27	16,759.60	17,598.53
			Annual	182,416.00	191,547.20	201,115.20	211,182.40
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	79.73	83.72	87.90	92.30
			Bi-Weekly	6,378.40	6,697.60	7,032.00	7,384.00
			Monthly	13,819.87	14,511.47	15,236.00	15,998.67
			Annual	165,838.40	174,137.60	182,832.00	191,984.00
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	79.73	83.72	87.90	92.30
			Bi-Weekly	6,378.40	6,697.60	7,032.00	7,384.00
			Monthly	13,819.87	14,511.47	15,236.00	15,998.67
			Annual	165,838.40	174,137.60	182,832.00	191,984.00
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	51.77	54.36	57.08	59.94
			Bi-Weekly	5,798.24	6,088.32	6,392.96	6,713.28
			Monthly	12,562.85	13,191.36	13,851.41	14,545.44
			Annual	150,754.24	158,296.32	166,216.96	174,545.28
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	72.47	76.10	79.91	83.91
			Bi-Weekly	5,797.60	6,088.00	6,392.80	6,712.80
			Monthly	12,561.47	13,190.67	13,851.07	14,544.40
			Annual	150,737.60	158,288.00	166,212.80	174,532.80
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			69.79	73.28
			Bi-Weekly			5,583.20	5,862.40
			Monthly			12,096.93	12,701.87
			Annual			145,163.20	152,422.40
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			64.62	67.85
			Bi-Weekly			5,169.60	5,428.00
			Monthly			11,200.80	11,760.67
			Annual			134,409.60	141,128.00
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			45.31	47.57
			Bi-Weekly			5,074.72	5,327.84
			Monthly			10,995.23	11,543.65
			Annual			131,942.72	138,523.84
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			63.44	66.61
			Bi-Weekly			5,075.20	5,328.80
			Monthly			10,996.27	11,545.73
			Annual			131,955.20	138,548.80
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	38.39	40.30	42.31	44.43
			Bi-Weekly	4,299.68	4,513.60	4,738.72	4,976.16
			Monthly	9,315.97	9,779.47	10,267.23	10,781.68
			Annual	111,791.68	117,353.60	123,206.72	129,380.16
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	49.73	52.22	54.84	57.58
			Bi-Weekly	3,978.40	4,177.60	4,387.20	4,606.40
			Monthly	8,619.87	9,051.47	9,505.60	9,980.53
			Annual	103,438.40	108,617.60	114,067.20	119,766.40
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	53.70	56.40	59.22	62.18
			Bi-Weekly	4,296.00	4,512.00	4,737.60	4,974.40
			Monthly	9,308.00	9,776.00	10,264.80	10,777.87
			Annual	111,696.00	117,312.00	123,177.60	129,334.40
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	36.35	38.16	40.08	42.08
			Bi-Weekly	4,071.20	4,273.92	4,488.96	4,712.96
			Monthly	8,820.93	9,260.16	9,726.08	10,211.41
			Annual	105,851.20	111,121.92	116,712.96	122,536.96
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	33.66	35.33	37.11	38.96
			Bi-Weekly	3,769.92	3,956.96	4,156.32	4,363.52
			Monthly	8,168.16	8,573.41	9,005.36	9,454.29
			Annual	98,017.92	102,880.96	108,064.32	113,451.52
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	50.84	53.38	56.05	58.85
			Bi-Weekly	4,067.20	4,270.40	4,484.00	4,708.00
			Monthly	8,812.27	9,252.53	9,715.33	10,200.67
			Annual	105,747.20	111,030.40	116,584.00	122,408.00
FIREFIGHTER (56 HR)	F200	Classified	Hourly	34.25	35.97	37.77	39.66
			Bi-Weekly	3,836.00	4,028.64	4,230.24	4,441.92
			Monthly	8,311.33	8,728.72	9,165.52	9,624.16
			Annual	99,736.00	104,744.64	109,986.24	115,489.92
FIREFIGHTER (40 HR)	F205	Classified	Hourly	47.97	50.36	52.87	55.52
			Bi-Weekly	3,837.60	4,028.80	4,229.60	4,441.60
			Monthly	8,314.80	8,729.07	9,164.13	9,623.47
			Annual	99,777.60	104,748.80	109,969.60	115,481.60
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	43.61	45.78		
			Bi-Weekly	3,488.80	3,662.40		
			Monthly	7,559.07	7,935.20		
			Annual	90,708.80	95,222.40		

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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 INSPECTOR	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	30.96	32.50	34.12	35.84	37.62
			Bi-Weekly	2,476.80	2,600.00	2,729.60	2,867.20	3,009.60
			Monthly	5,366.40	5,633.33	5,914.13	6,212.27	6,520.80
			Annual	64,396.80	67,600.00	70,969.60	74,547.20	78,249.60
FIRE TECHNICIAN I	C250	Classified	Hourly	28.12	29.53	31.01	32.56	34.19
			Bi-Weekly	2,249.60	2,362.40	2,480.80	2,604.80	2,735.20
			Monthly	4,874.13	5,118.53	5,375.07	5,643.73	5,926.27
			Annual	58,489.60	61,422.40	64,500.80	67,724.80	71,115.20
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

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LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	29.47	30.96	32.43	34.03	35.81
			Bi-Weekly	2,357.60	2,476.80	2,594.40	2,722.40	2,864.80
			Monthly	5,108.13	5,366.40	5,621.20	5,898.53	6,207.07
			Annual	61,297.60	64,396.80	67,454.40	70,782.40	74,484.80
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	27.21	28.41	29.71	31.03	32.52
			Bi-Weekly	2,176.80	2,272.80	2,376.80	2,482.40	2,601.60
			Monthly	4,716.40	4,924.40	5,149.73	5,378.53	5,636.80
			Annual	56,596.80	59,092.80	61,796.80	64,542.40	67,641.60
LIBRARY ASSISTANT	C510	Classified	Hourly	24.66	25.79	26.96	28.20	29.53
			Bi-Weekly	1,972.80	2,063.20	2,156.80	2,256.00	2,362.40
			Monthly	4,274.40	4,470.27	4,673.07	4,888.00	5,118.53
			Annual	51,292.80	53,643.20	56,076.80	58,656.00	61,422.40

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	29.47	30.96	32.43	34.03	35.81
			Bi-Weekly	2,357.60	2,476.80	2,594.40	2,722.40	2,864.80
			Monthly	5,108.13	5,366.40	5,621.20	5,898.53	6,207.07
			Annual	61,297.60	64,396.80	67,454.40	70,782.40	74,484.80
PROGRAM ASSISTANT	C506	Classified	Hourly	22.80	23.95	25.14	26.40	27.73
			Bi-Weekly	1,824.00	1,916.00	2,011.20	2,112.00	2,218.40
			Monthly	3,952.00	4,151.33	4,357.60	4,576.00	4,806.53
			Annual	47,424.00	49,816.00	52,291.20	54,912.00	57,678.40

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

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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	
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	
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	38.05	39.83	41.85	44.03	46.21	
			Bi-Weekly	3,044.00	3,186.40	3,348.00	3,522.40	3,696.80	
			Monthly	6,595.33	6,903.87	7,254.00	7,631.87	8,009.73	
			Annual	79,144.00	82,846.40	87,048.00	91,582.40	96,116.80	
EQUIPMENT MECHANIC II	M615	Classified	Hourly	32.78	34.31	36.06	37.94	39.82	
			Bi-Weekly	2,622.40	2,744.80	2,884.80	3,035.20	3,185.60	
			Monthly	5,681.87	5,947.07	6,250.40	6,576.27	6,902.13	
			Annual	68,182.40	71,364.80	75,004.80	78,915.20	82,825.60	
EQUIPMENT MECHANIC I	M610	Classified	Hourly	29.84	31.34	32.95	34.57	36.27	
			Bi-Weekly	2,387.20	2,507.20	2,636.00	2,765.60	2,901.60	
			Monthly	5,172.27	5,432.27	5,711.33	5,992.13	6,286.80	
			Annual	62,067.20	65,187.20	68,536.00	71,905.60	75,441.60	
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	27.80	29.29	30.69	32.25	33.88	
			Bi-Weekly	2,224.00	2,343.20	2,455.20	2,580.00	2,710.40	
			Monthly	4,818.67	5,076.93	5,319.60	5,590.00	5,872.53	
			Annual	57,824.00	60,923.20	63,835.20	67,080.00	70,470.40	
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	25.67	26.67	27.77	28.72	29.82	
			Bi-Weekly	2,053.60	2,133.60	2,221.60	2,297.60	2,385.60	
			Monthly	4,449.47	4,622.80	4,813.47	4,978.13	5,168.80	
			Annual	53,393.60	55,473.60	57,761.60	59,737.60	62,025.60	
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	

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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	31.10	32.14	33.43	34.86	36.24
			Bi-Weekly	2,488.00	2,571.20	2,674.40	2,788.80	2,899.20
			Monthly	5,390.67	5,570.93	5,794.53	6,042.40	6,281.60
			Annual	64,688.00	66,851.20	69,534.40	72,508.80	75,379.20
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	83.93	88.12	92.53	97.16	102.00
			Bi-Weekly	6,714.40	7,049.60	7,402.40	7,772.80	8,160.00
			Monthly	14,547.87	15,274.13	16,038.53	16,841.07	17,680.00
			Annual	174,574.40	183,289.60	192,462.40	202,092.80	212,160.00
POLICE LIEUTENANT	P215	Classified	Hourly				74.27	77.88
			Bi-Weekly				5,941.60	6,230.40
			Monthly				12,873.47	13,499.20
			Annual				154,481.60	161,990.40
POLICE SERGEANT	P210	Classified	Hourly			63.64	66.71	70.12
			Bi-Weekly			5,091.20	5,336.80	5,609.60
			Monthly			11,030.93	11,563.07	12,154.13
			Annual			132,371.20	138,756.80	145,849.60
POLICE OFFICER	P200	Classified	Hourly	46.74	48.97	51.35	53.83	56.39
			Bi-Weekly	3,739.20	3,917.60	4,108.00	4,306.40	4,511.20
			Monthly	8,101.60	8,488.13	8,900.67	9,330.53	9,774.27
			Annual	97,219.20	101,857.60	106,808.00	111,966.40	117,291.20
POLICE OFFICER TRAINEE	P100	Classified	Hourly	33.68	35.34			
			Bi-Weekly	2,694.40	2,827.20			
			Monthly	5,837.87	6,125.60			
			Annual	70,054.40	73,507.20			

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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	31.00	32.54	34.17	35.89	37.68
			Bi-Weekly	2,480.00	2,603.20	2,733.60	2,871.20	3,014.40
			Monthly	5,373.33	5,640.27	5,922.80	6,220.93	6,531.20
			Annual	64,480.00	67,683.20	71,073.60	74,651.20	78,374.40
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
SUPPORT SERVICES DIVISION								
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	30.88	32.28	33.76	35.27	36.95
			Bi-Weekly	2,470.40	2,582.40	2,700.80	2,821.60	2,956.00
			Monthly	5,352.53	5,595.20	5,851.73	6,113.47	6,404.67
			Annual	64,230.40	67,142.40	70,220.80	73,361.60	76,856.00

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PROPERTY TECHNICIAN	C665	Classified	Hourly	29.84	31.13	32.64	34.13	35.75
			Bi-Weekly	2,387.20	2,490.40	2,611.20	2,730.40	2,860.00
			Monthly	5,172.27	5,395.87	5,657.60	5,915.87	6,196.67
			Annual	62,067.20	64,750.40	67,891.20	70,990.40	74,360.00
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	32.88	34.34	35.95	37.59	39.38
			Bi-Weekly	2,630.40	2,747.20	2,876.00	3,007.20	3,150.40
			Monthly	5,699.20	5,952.27	6,231.33	6,515.60	6,825.87
			Annual	68,390.40	71,427.20	74,776.00	78,187.20	81,910.40
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	28.27	29.72	31.08	32.54	34.07
			Bi-Weekly	2,261.60	2,377.60	2,486.40	2,603.20	2,725.60
			Monthly	4,900.13	5,151.47	5,387.20	5,640.27	5,905.47
			Annual	58,801.60	61,817.60	64,646.40	67,683.20	70,865.60
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	23.52	24.52	25.50	26.61	27.93
			Bi-Weekly	1,881.60	1,961.60	2,040.00	2,128.80	2,234.40
			Monthly	4,076.80	4,250.13	4,420.00	4,612.40	4,841.20
			Annual	48,921.60	51,001.60	53,040.00	55,348.80	58,094.40
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	23.52	24.52	25.50	26.61	27.93
			Bi-Weekly	1,881.60	1,961.60	2,040.00	2,128.80	2,234.40
			Monthly	4,076.80	4,250.13	4,420.00	4,612.40	4,841.20
			Annual	48,921.60	51,001.60	53,040.00	55,348.80	58,094.40
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	40.72	42.76	44.90	47.14	49.52
			Bi-Weekly	3,257.60	3,420.80	3,592.00	3,771.20	3,961.60
			Monthly	7,058.13	7,411.73	7,782.67	8,170.93	8,583.47
			Annual	84,697.60	88,940.80	93,392.00	98,051.20	103,001.60
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	35.33	37.13	38.95	40.94	43.00
			Bi-Weekly	2,826.40	2,970.40	3,116.00	3,275.20	3,440.00
			Monthly	6,123.87	6,435.87	6,751.33	7,096.27	7,453.33
			Annual	73,486.40	77,230.40	81,016.00	85,155.20	89,440.00
CALL TAKER	C633	Classified	Hourly	29.40	30.84	32.40	34.03	35.73
			Bi-Weekly	2,352.00	2,467.20	2,592.00	2,722.40	2,858.40
			Monthly	5,096.00	5,345.60	5,616.00	5,898.53	6,193.20
			Annual	61,152.00	64,147.20	67,392.00	70,782.40	74,318.40
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	35.34	37.11	38.96	40.91	42.96
			Bi-Weekly	2,827.20	2,968.80	3,116.80	3,272.80	3,436.80
			Monthly	6,125.60	6,432.40	6,753.07	7,091.07	7,446.40
			Annual	73,507.20	77,188.80	81,036.80	85,092.80	89,356.80
POLICE RECORDS CLERK II	C695	Classified	Hourly	27.48	28.58	29.72	31.03	32.55
			Bi-Weekly	2,198.40	2,286.40	2,377.60	2,482.40	2,604.00
			Monthly	4,763.20	4,953.87	5,151.47	5,378.53	5,642.00
			Annual	57,158.40	59,446.40	61,817.60	64,542.40	67,704.00
POLICE RECORDS CLERK I	C690	Classified	Hourly	24.16	25.41	26.76	28.09	29.60
			Bi-Weekly	1,932.80	2,032.80	2,140.80	2,247.20	2,368.00
			Monthly	4,187.73	4,404.40	4,638.40	4,868.93	5,130.67
			Annual	50,252.80	52,852.80	55,660.80	58,427.20	61,568.00
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

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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
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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FY 2019**

ATTACHMENT II
Recommended by
Personnel Commission
on June 21, 2018
Approved by Council
on June 26, 2018

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
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	29.04	30.24	31.37	32.57	33.80
			Bi-Weekly	2,323.20	2,419.20	2,509.60	2,605.60	2,704.00
			Monthly	5,033.60	5,241.60	5,437.47	5,645.47	5,858.67
			Annual	60,403.20	62,899.20	65,249.60	67,745.60	70,304.00
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	41.44	43.10	44.78	46.56	48.45
			Bi-Weekly	3,315.20	3,448.00	3,582.40	3,724.80	3,876.00
			Monthly	7,182.93	7,470.67	7,761.87	8,070.40	8,398.00
			Annual	86,195.20	89,648.00	93,142.40	96,844.80	100,776.00
WPCF OPERATOR	M930	Classified	Hourly	36.44	37.89	39.41	40.94	42.61
			Bi-Weekly	2,915.20	3,031.20	3,152.80	3,275.20	3,408.80
			Monthly	6,316.27	6,567.60	6,831.07	7,096.27	7,385.73
			Annual	75,795.20	78,811.20	81,972.80	85,155.20	88,628.80
OPERATOR-IN-TRAINING	M925	Classified	Hourly	33.36	34.68	36.13	37.36	38.82
			Bi-Weekly	2,668.80	2,774.40	2,890.40	2,988.80	3,105.60
			Monthly	5,782.40	6,011.20	6,262.53	6,475.73	6,728.80
			Annual	69,388.80	72,134.40	75,150.40	77,708.80	80,745.60

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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

WATER POLLUTION SOURCE CONTROL								
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

SEWER COLLECTIONS & WATER DISTRIBUTION								
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	37.45	38.90	40.43	42.06	43.76
			Bi-Weekly	2,996.00	3,112.00	3,234.40	3,364.80	3,500.80
			Monthly	6,491.33	6,742.67	7,007.87	7,290.40	7,585.07
			Annual	77,896.00	80,912.00	84,094.40	87,484.80	91,020.80

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

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT II
Recommended by
Personnel Commission
on June 21, 2018
Approved by Council
on June 26, 2018

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
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	27.88	29.15	30.60	32.05	33.55
			Bi-Weekly	2,230.40	2,332.00	2,448.00	2,564.00	2,684.00
			Monthly	4,832.53	5,052.67	5,304.00	5,555.33	5,815.33
			Annual	57,990.40	60,632.00	63,648.00	66,664.00	69,784.00
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
INFORMATION TECHNOLOGY INTERN	Z121	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

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
Approved by
Personnel Commission
on June 21, 2018

Classification Title	Job Code	Service Type
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT		
SENIOR MANAGEMENT ANALYST	H115	Classified
MANAGEMENT ANALYST II	H110	Classified
MANAGEMENT ANALYST I	H105	Classified
ADMINISTRATIVE SUPERVISOR	H120	Classified
ADMINISTRATIVE SECRETARY	C120	Classified
SENIOR SECRETARY	C115	Classified
SECRETARY	C110	Classified
ADMINISTRATIVE CLERK II	C105	Classified
ADMINISTRATIVE CLERK I	C100	Classified
ADMINISTRATIVE INTERN	Z120	Classified
MAIL CLERK	C410	Classified
CITY WIDE ENGINEERING		
SENIOR CIVIL ENGINEER	H240	Classified
ASSOCIATE CIVIL ENGINEER	T215	Classified
ASSISTANT CIVIL ENGINEER	T210	Classified
CITY WIDE MAINTENANCE		
ELECTRICIAN II	M410	Classified
ELECTRICIAN I	M405	Classified
MAINTENANCE WORKER	M305	Classified
LABORER	M905	Classified
CITY ATTORNEY DEPARTMENT		
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
CITY CLERK DEPARTMENT		
DEPUTY CITY CLERK	H500	Classified
CITY MANAGER DEPARTMENT		
OFFICE OF THE CITY MANAGER		

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
Approved by
Personnel Commission
on June 21, 2018

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

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
Approved by
Personnel Commission
on June 21, 2018

Classification Title	Job Code	Service Type
PERMIT TECHNICIAN I	C199	Classified
PLANNING DIVISION		
PLANNING MANAGER	H320	Classified
PRINCIPAL PLANNER	H315	Classified
SENIOR PLANNER	H310	Classified
ASSOCIATE PLANNER	T315	Classified
ASSISTANT PLANNER	T310	Classified
JUNIOR PLANNER	T305	Classified
DEVELOPMENT REVIEW SPECIALIST	T320	Classified
LANDSCAPE ARCHITECT	H300	Classified
CODE ENFORCEMENT		
CODE ENFORCEMENT MANAGER	H703	Classified
CODE ENFORCEMENT SUPERVISOR	H700	Classified
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified
CODE ENFORCEMENT INSPECTOR II	T605	Classified
CODE ENFORCEMENT INSPECTOR I	T600	Classified
FINANCE DEPARTMENT		
ADMINISTRATION DIVISION		
DEPUTY DIRECTOR OF FINANCE	U500	Classified
BUDGET OFFICER	H170	Classified
FINANCIAL ANALYST	H165	Classified
FINANCE TECHNICIAN	C320	Classified
ACCOUNTING DIVISION		
ACCOUNTING MANAGER	H150	Classified
SENIOR ACCOUNTANT	H145	Classified
ACCOUNTANT	H140	Classified
SENIOR ACCOUNT CLERK	C305	Classified
ACCOUNT CLERK	C300	Classified
REVENUE DIVISION		
REVENUE MANAGER	H160	Classified
FINANCE SUPERVISOR	H155	Classified
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
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Personnel Commission
on June 21, 2018

Classification Title	Job Code	Service Type
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified
CUSTOMER ACCOUNT CLERK	C325	Classified
PURCHASING DIVISION		
PURCHASING AND SERVICES MANAGER	H180	Classified
PURCHASING TECHNICIAN	C345	Classified
MAIL AND PURCHASING CLERK	C335	Classified
FIRE DEPARTMENT		
SWORN		
DEPUTY FIRE CHIEF (40 HR)	F600	Classified
FIRE MARSHAL (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
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified
FIRE CAPTAIN (56 HR)	F245	Classified
FIRE CAPTAIN (40 HR)	F250	Classified
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified
FIRE PREVENTION INSPECTOR - EMT (40 HR)	221	Classified
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified
APPARATUS OPERATOR (56 HR)	F210	Classified
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified
APPARATUS OPERATOR (40 HR)	F215	Classified
FIREFIGHTER (56 HR)	F200	Classified
FIREFIGHTER (40 HR)	F205	Classified
FIREFIGHTER TRAINEE (40 HR)	F100	Classified
PROFESSIONAL STAFF		
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified
FIRE PROTECTION ENGINEER	T510	Classified
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified
ENVIRONMENTAL SPECIALIST	T505	Classified
HAZARDOUS MATERIALS INSPECTOR	T500	Classified
FIRE SERVICES SUPERVISOR	H580	Classified
FIRE TECHNICIAN II	C255	Classified
FIRE TECHNICIAN I	C250	Classified
HUMAN RESOURCES DEPARTMENT		
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified
HUMAN RESOURCES MANAGER	U135	Classified

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
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Personnel Commission
on June 21, 2018

Classification Title	Job Code	Service Type
SENIOR HUMAN RESOURCES ANALYST	U120	Classified
HUMAN RESOURCES ANALYST II	U115	Classified
HUMAN RESOURCES ANALYST I	U110	Classified
HUMAN RESOURCES TECHNICIAN	U100	Classified
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified
LIBRARY AND COMMUNITY SERVICES DEPARTMENT		
COMMUNITY SERVICES		
COMMUNITY SERVICES MANAGER	H745	Classified
COMMUNITY PROGRAMS SPECIALIST	T705	Classified
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified
PROPERTY REHABILITATION SPECIALIST	T725	Classified
PARATRANSIT COORDINATOR	T715	Classified
EDUCATION SERVICES MANAGER	H760	Classified
EDUCATIONAL SERVICES COORDINATOR	T780	Classified
LIBRARY SERVICES DIVISION		
LIBRARY OPERATIONS MANAGER	H755	Classified
SUPERVISING LIBRARIAN I	H750	Classified
LIBRARIAN II	T795	Classified
LIBRARIAN I	T790	Classified
LEAD LIBRARY ASSISTANT	C520	Classified
SENIOR LIBRARY ASSISTANT	C515	Classified
LIBRARY ASSISTANT	C510	Classified
SENIOR LIBRARY PAGE	C505	Classified
LIBRARY PAGE	C500	Classified
LITERACY PROGRAM COORDINATOR	T785	Classified
LEAD PROGRAM ASSISTANT	C508	Classified
PROGRAM ASSISTANT	C506	Classified
MAINTENANCE SERVICES DEPARTMENT		
FACILITIES MANAGEMENT		
FACILITIES AND BUILDING MANAGER	H605	Classified
FACILITIES LEADWORKER	M135	Classified

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
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Personnel Commission
on June 21, 2018

Classification Title	Job Code	Service Type
HVAC MECHANIC	M140	Classified
FACILITIES PAINTER II	M130	Classified
FACILITIES PAINTER I	M125	Classified
FACILITIES CARPENTER II	M120	Classified
FACILITIES CARPENTER I	M115	Classified
FACILITIES SERVICEWORKER II	M110	Classified
FACILITIES SERVICEWORKER I	M105	Classified
FLEET MANAGEMENT DIVISION		
FLEET MAINTENANCE MANAGER	H635	Classified
SENIOR EQUIPMENT MECHANIC	M620	Classified
EQUIPMENT MECHANIC II	M615	Classified
EQUIPMENT MECHANIC I	M610	Classified
EQUIPMENT PARTS STOREKEEPER	M605	Classified
EQUIPMENT SERVICE ATTENDANT	M600	Classified
LANDSCAPE MAINTENANCE DIVISION		
LANDSCAPE MAINTENANCE MANAGER	H615	Classified
GROUNDSKEEPER III	M215	Classified
GROUNDSKEEPER II	M210	Classified
GROUNDSKEEPER I	M205	Classified
TREE TRIMMER	M220	Classified
STREET MAINTENANCE DIVISION		
STREETS MAINTENANCE MANAGER	H625	Classified
SENIOR MAINTENANCE LEADER	M315	Classified
MAINTENANCE LEADER	M310	Classified
SWEEPER EQUIPMENT OPERATOR	M700	Classified
POLICE DEPARTMENT		
SWORN		
POLICE CAPTAIN	P300	Classified

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
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Personnel Commission
on June 21, 2018

Classification Title	Job Code	Service Type
POLICE LIEUTENANT	P215	Classified
POLICE SERGEANT	P210	Classified
POLICE OFFICER	P200	Classified
POLICE OFFICER TRAINEE	P100	Classified
PROFESSIONAL STAFF		
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified
SENIOR CRIME AND INTELLIGENCE ANALYST	H405	Classified
CRIME AND INTELLIGENCE ANALYST	H455	Classified
POLICE PROGRAMS ANALYST	H400	Classified
SPECIAL OPERATIONS DIVISION		
CRIME PREVENTION SPECIALIST	C670	Classified
RESERVE OFFICER COORDINATOR	H460	Classified
INVESTIGATION DIVISION		
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified
COUNSELING SUPERVISOR	H440	Classified
FAMILY COUNSELOR	T550	Classified
CERTIFIED LATENT PRINT EXAMINER	T560	Classified
SUPPORT SERVICES DIVISION		
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified
POLICE ID SPECIALIST	T555	Classified
CRIME SCENE 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

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
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FY 2019**

ATTACHMENT III
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Personnel Commission
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Classification Title	Job Code	Service Type
RECORDS ADMINISTRATOR	H425	Classified
RECORDS SUPERVISOR	C705	Classified
POLICE RECORDS CLERK II	C695	Classified
POLICE RECORDS CLERK I	C690	Classified
JAIL ADMINISTRATOR	H420	Classified
JAIL SUPERVISOR	C660	Classified
COMMUNITY SERVICE OFFICER	C650	Classified
TRANSPORTATION AND ENGINEERING DEPARTMENT		
AIRPORT DIVISION SUMMARY		
AIRPORT MANAGER	H205	Classified
AIRPORT OPERATIONS SUPERVISOR	H200	Classified
AIRPORT BUSINESS SUPERVISOR	H198	Classified
AIRPORT OPERATIONS SPECIALIST	T270	Classified
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified
AIRPORT MAINTENANCEWORKER	M505	Classified
AIRPORT ATTENDANT	M500	Classified
ENGINEERING/TRANSPORTATION DIVISION		
REAL PROPERTY MANAGER	H225	Classified
REAL PROPERTY ASSOCIATE	T260	Classified
REAL PROPERTY ASSISTANT	T255	Classified
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

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
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FY 2019**

ATTACHMENT III
Approved by
Personnel Commission
on June 21, 2018

Classification Title	Job Code	Service Type
CONSTRUCTION INSPECTOR	T245	Classified
UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT		
ADMINISTRATION DIVISION		
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified
WATER RESOURCES MANAGER	H875	Classified
UTILITIES ENGINEERING MANAGER	H880	Classified
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified
STOREKEEPER - EXPEDITER	M100	Classified
SOLID WASTE MANAGEMENT		
SOLID WASTE PROGRAM MANAGER	H800	Classified
RECYCLING SPECIALIST	T800	Classified
SUSTAINABILITY SPECIALIST	T802	Classified
WATER POLLUTION CONTROL FACILITY (WPCF)		
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified
WPCF MAINTENANCE SUPERVISOR	H860	Classified
WPCF OPERATIONS SUPERVISOR	H855	Classified
WPCF LEAD OPERATOR	M935	Classified
WPCF OPERATOR	M930	Classified
OPERATOR-IN-TRAINING	M925	Classified
LAB SUPERVISOR	H850	Classified
CHEMIST	T807	Classified
LABORATORY TECHNICIAN	T805	Classified
WATER POLLUTION SOURCE CONTROL		
ENVIRONMENTAL SERVICES MANAGER	H805	Classified
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified
TECHNICAL INTERN	Z125	Classified
SENIOR UTILITIES ENGINEER	H810	Classified
WATER DISTRIBUTION		
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
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ATTACHMENT III
Approved by
Personnel Commission
on June 21, 2018

Classification Title	Job Code	Service Type
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified
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
GENERAL MAINTENANCE		
EQUIPMENT OPERATOR	M400	Classified
MAINTENANCE WORKER	M305	Classified
SENIOR UTILITY LEADER	M845	Classified
UTILITY LEADER	M840	Classified
UTILITY WORKER	M835	Classified
SENIOR UTILITY LEADER - SEWER	M920	Classified
UTILITY LEADER - SEWER	M915	Classified
UTILITY WORKER - SEWER	M910	Classified
UTILITIES MAINTENANCE MECHANIC	M415	Classified
TECHNOLOGY SERVICES DEPARTMENT		
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

**CLASSIFICATION PLAN
CLASSIFIED POSITIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
Approved by
Personnel Commission
on June 21, 2018

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