

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 20, 2019

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 19-085](#) Approval of Minutes for Regular Meeting on May 9, 2019

Attachments: [Attachment I Minutes](#)

REPORTS

City Council Liaison (Information)

Director of Human Resources (Information)

ACTION ITEMS

2. [ACT 19-144](#) New Job Description for Assistant Director of Public Works - Utilities

Attachments: [Attachment I Staff Report](#)
[Attachment II Assistant Director of Public Works - Utilities Job Description](#)
[Attachment III Public Works & Utilities Dept Org Chart](#)

3. [ACT 19-143](#) Revised City Classification and Salary Plan for Fiscal Year 2020 – Updated June 20, 2019 – Effective June 24, 2019

Attachments: [Attachment I Staff Report](#)
[Attachment II FY 2020 Salary Plan](#)
[Attachment III FY 2020 Classification Plan](#)

4. Revisions to Meeting Schedule

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT**NEXT MEETING – To be announced**

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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Hayward City Hall
777 B Street
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File #: MIN 19-085

DATE: June 20, 2019

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Approval of Minutes for Regular Meeting on May 9, 2019

RECOMMENDATION

That the Personnel Commission reviews and approves the meeting minutes from the regular meeting held on May 9, 2019.

ATTACHMENTS

Attachment I Minutes



CITY OF HAYWARD
PERSONNEL COMMISSION
DRAFT MINUTES
Regular Meeting
Thursday, May 9, 2019
Conference Room 4A

A regular meeting of the City of Hayward Personnel Commission was called to order at 6:00 p.m. on Thursday, May 9, 2019, at Hayward City Hall, Conference Room 4A.

HUMAN RESOURCES DEPARTMENT STAFF

Nina Collins, Director of Human Resources
Lisette Del Pino, Acting Senior Human Resources Analyst
Anthony Phillip, Human Resources Analyst II
Candi Jackson, Human Resources Administrative Assistant

OTHERS PRESENT

Seema Vashi, Assistant City Attorney
Bernie Cunha, Jail Administrator
Jeannie Quan, Operations Support Services Manager
Michael Barnes, Management Analyst II

Attendance	<u>REGULAR MEETINGS</u>			<u>SPECIAL MEETINGS</u>	
	Present 05.09.2019 Regular Meeting	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.
Doris Yates	X	2	3	0	0
*Rachel Lucas	X	5	0	0	0
Allen Zargar	X	4	1	0	0
Erika Cortez	X	3	1	0	0
Mekia Fields	X	4	0	0	0
Nicolia Gooding	X	4	0	0	0
Zheefong He	X	4	0	0	0

X = present O = absent

* Chair Person

PUBLIC COMMENTS

None.

APPROVAL OF MINUTES

1. Approval of January 10, 2019 Meeting Minutes (Action)

(M/S/P) Zargar/Lucas. One (1) Abstention. Approved.

REPORTS

City Council Liaison (Information)

Council Member Salinas was unable to attend.

Director of Human Resources (Information)

Nina Collins, Director of Human Resources, reported that this week is Public Service Recognition Week and the City is celebrating its employees. On Monday, t-shirts were distributed to all new hires within the last year; on Tuesday, fruit boxes were delivered to staff at City Hall and offsite locations; on Wednesday, staff were treated to cake pops from Marley's Treats; Thursday, the City's Executive Team hosted and sponsored their annual pancake breakfast; and Friday will be an Ice Cream Cookie Bar.

Director Collins reported that an informational report went to Council on Tuesday regarding the Personnel Commission. She highlighted that Human Resources (HR) will be moving towards offering typing tests to candidates in the near future, as previously discussed with the Commission. She also reported that current employees have begun to validate entrance examinations to determine cut-off scores for future test takers. Exam validation for developing employment selection instruments will be included in a future report to Council.

Director Collins stated that she and Acting Senior HR Analyst, Lisette Del Pino, are a part of the Government Alliance on Race and Equity (GARE), which includes 14 members from the City. This group looks deeper into the City's policies and how the City does business to achieve racial equity and advance opportunities for all. Advancement towards racial equity ties into the Personnel Commission's Scope of Duties related to diversity and outreach programs.

Director Collins reported that HR interviewed the Deputy Director of Human Resources candidates and has narrowed the selection down and projects the position will be filled before the end of the fiscal year. She also stated that the HR Analyst vacancy will be filled by Nargiz Karimova, HR Technician, effective May 20th. This promotion will open the HR Technician position, which will be filled soon since there is a current eligible list for this classification. Lastly, Director Collins stated that HR requested Council approve an additional HR Analyst position for fiscal year 2020 and it is currently pending budget adoption.

Meeting Frequency (Information)

Director Collins stated that based on current workloads the meeting frequency could be moved back to a quarterly basis to make better use of the Commission's time. She asked for the Commissioners' thoughts and opinions. Commissioner Lucas and Zargar were in agreement for longer quarterly meetings.

Commissioner Fields expressed her concern that agenda items might be outdated if the meetings were moved to quarterly. Director Collins clarified that a special meeting could be scheduled if there were urgent items. In addition, she indicated HR staff would ensure internal deadlines would be adjusted to accommodate a quarterly meeting schedule. She also stated that the Commission could revisit the meeting frequency and re-adjust as necessary.

Seema Vashi, Assistant City Attorney, clarified the Commission could not vote on the meeting frequency at present, since the item was not an Action Item. Therefore, the Commission agreed to make it an Action Item and vote at the next meeting.

ACTION ITEMS

2. Revised Job Description for Jail Supervisor

Bernie Cunha, Jail Administrator, gave an overview of the Jail Supervisor job specification and answered questions.

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

3. Revised Job Description for Community Service Officer

Bernie Cunha, Jail Administrator, gave an overview of the Community Service Officer job specification and answered questions.

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

4. Revised Job Description for Senior Customer Account Clerk

Michael Barnes, Management Analyst II, gave an overview of the Senior Customer Account Clerk job specification and answered questions.

(M/S/P) (Lucas/Gooding) Approved.

RECRUITMENT DIVERSITY REPORT (ORAL REPORT)

Acting Senior Human Resources Analyst Del Pino provided a diversity report on recruitments completed since the last meeting on January 10, 2019. The report

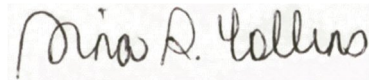
provided details for the following eleven (11) recruitments:

- Associate Transportation Planner
- Battalion Chief/Training Officer
- Building Inspector
- Community Services Manager
- Economic Development Manager
- Equipment Mechanic II
- Human Resources Analyst I/II
- Human Resources Technician
- Librarian I (PT)
- Library Page
- Management Analyst I/II

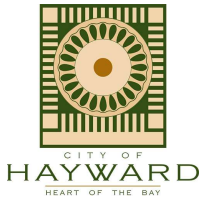
COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

Meeting was adjourned at 7:24 p.m.

A handwritten signature in black ink, reading "Nina S. Collins", is positioned above a horizontal line.

Nina S. Collins, Director of Human Resources



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: ACT 19-144

DATE: June 20, 2019

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

New Job Description for Assistant Director of Public Works - Utilities

RECOMMENDATION

That the Personnel Commission reviews and comments on the job description for the position of Assistant Director of Public Works - Utilities 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

The Assistant Director of Public Works - Utilities is a new classification approved in the FY 2020 adopted Operating Budget to provide senior level management of the Utilities Division of the Department of Public Works & Utilities. With the recent combining of the Public Works and Utilities Departments, it is critical to have a single point of leadership within the Utilities Division to oversee functions related to water distribution, wastewater collection and treatment, recycled water, and groundwater.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Assistant Director of Public Works - Utilities Job Description
Attachment III	Public Works & Utilities Department Org Chart



DATE: June 20, 2019

TO: Personnel Commission

FROM: Director of Human Resources

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SUMMARY

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BACKGROUND/DISCUSSION

In addition to adoption 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, Human Resources staff makes necessary adjustments to job requirements to ensure that the needs of the department will be met prior to initiating a recruitment process.

The Assistant Director of Public Works is a new classification approved in the FY 2020 adopted Operating Budget to provide senior level management of the Utilities Division of the Department of Public Works & Utilities. This department is the result of the recent combining of the Departments of Public Works and Utilities & Environmental Services. The position will report to the Director of Public Works and will be part of the Unrepresented Management employees.

The Utilities Division is the largest and most varied division within the Department of Public Works & Utilities, with a total of nearly 100 employees, including several managers and supervisors. The new position will have responsibility for operations and maintenance of the City's major utilities, including water distribution, wastewater collection and treatment, recycled water and groundwater, and is distinguished from the Deputy Director of Public Works position by the wider range of responsibilities and higher level of complexity. Examples of responsibilities that will be assigned to the Assistant Director of Public Works - Utilities include:

- Managing all activities within the Utilities Division
- Overseeing the operation and maintenance of the City's water and wastewater facilities
- Ensuring that the City remains in compliance with all federal, state and local regulations pertaining to areas of responsibility
- Developing the capital and operating budgets for the Utilities Division
- Identifying and implementing capital improvement projects
- Working collaboratively with other agencies to negotiate complex agreements and implement mutually beneficial projects
- Managing human resource activities within the Division, including selecting, training and evaluating employees, as well as mentoring staff and assisting them in achieving their career goals

Incumbents in the position of Assistant Director of Public Works - Utilities will have proven senior-level engineering experience and management skills in the field of water resources, water distribution or wastewater collection and treatment. Possession of a Professional Engineer registration will be required. The salary range for this position is \$77.08 per hour at Step A and \$93.71 per hour at Step E. This salary range is competitive and is 10% over that of the Water Resources Manager which is among the positions that report to the Assistant Director.

The job description for the Assistant Director of Public Works-Utilities was shared with representatives of HAME and there are no objections to the creation of this new job classification or the job description. The job description is attached for your reference.

FISCAL IMPACT

The FY 2020 budget includes funding for the newly created Assistant Director of Public Works-Utilities. Funding for this position is largely offset by the elimination of the Senior Water Resources Engineer position, which was created to support the Water Resources Manager with various water resources development efforts. The City has been unable to fill this position. With support from the Assistant Director and prudent use of specialized consultants, staff believes that the needed tasks can be accomplished.

STRATEGIC INITIATIVES

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

NEXT STEPS

The additional position will be implemented by the Human Resources and Finance departments effective June 24, 2019.

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 written over a horizontal line.

Kelly McAdoo, City Manager

ASSISTANT DIRECTOR OF PUBLIC WORKS - UTILITIES

DEFINITION

Under general direction of the Director of Public Works, plans, directs, supervises and reviews the activities, projects and programs in the Utilities Division of the Department of Public Works & Utilities.

DISTINGUISHING CHARACTERISTICS

This is a senior management level classification in the Utilities Division of the Department of Public Works & Utilities. The incumbent is responsible for all Utilities Division activities, including water distribution, wastewater collection and treatment, recycled water, and groundwater. This position is distinguished from the Deputy Director of Public Works by the range and complexity of work performed and level of independent judgement exercised.

SUPERVISION RECEIVED

Receives general direction from the Director of Public Works.

SUPERVISION EXERCISED

Exercises direct and indirect supervision of management, professional, technical, field maintenance and administrative personnel in the functional areas of the Utilities Division.

ESSENTIAL DUTIES

Duties may include but are not limited to:

Establishing overall objectives, operating principles and work practices of Utilities Division staff.

Overseeing implementation of all activities related to Utilities Division, including water distribution, wastewater collection and treatment, recycled water, and groundwater.

Supervising and coordinating operation and maintenance of water and wastewater facilities.

Coordinating closely with Environmental Services Division staff regarding water pollution source control activities and regulations.

Ensuring the City's compliance with all Federal, State, and local regulations pertaining to areas of responsibility.

Working cooperatively with federal, state and regional entities regarding areas of responsibility.

Overseeing negotiations and development of joint projects and multi-agency agreements with other federal, state and regional entities.

ESSENTIAL DUTIES (continued):

Ensuring that approved Utilities Divisions capital improvement projects are implemented on schedule and on budget.

Coordinating Utilities Division activities with other divisions within the Department and other City departments, divisions and outside agencies.

Researching and preparing complex technical and administrative reports and recommendations on utilities issues.

Preparing the Capital Improvement Program and Operating Budget for the Utilities Division.

Evaluating, negotiating and recommending professional services agreements and construction contracts pertaining to Utilities Division.

Selecting and supervising professional, technical and administrative personnel.

Training and motivating employees to ensure reasonable professional growth and effective work attitudes.

Evaluating employee performance and taking corrective actions as needed to ensure maximum efficiency and productivity.

Preparing City Council and Council Committee (e.g., Council Infrastructure Committee and Council Sustainability Committee) communications, including reports and presentation materials.

Making presentations to various elected and appointed bodies, including City Council, Council Committees and Planning Commission, as well as to community groups and outside agencies.

Assisting Director of Public Works in explaining and interpreting division policies and proposals to City officials, other agencies and the public.

Championing the implementation of sustainable initiatives in the City's water resources programs.

Building and maintaining positive working relationships with co-workers, other City employees and the public using principles of excellent customer service.

Mentoring Division staff and assisting them in their career development.

Performing related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles and practices of civil engineering as it pertains to water and wastewater.

Principles of hydrology, hydraulics and hydrogeology.

Applicable laws and regulations related to operation of water and wastewater facilities.

Recent developments, current practices and sources of information regarding water and wastewater.

Principles and practices of analytical research, project management and contract administration.

Techniques and principles of effective interpersonal communication.

Principles and methods of report writing and presentations

Ability to:

Prepare and supervise the preparation of technical documents and reports.

Analyze operational issues and select proper course of action.

Analyze and interpret technical materials, financial reports and legal documents, in order to make sound recommendations.

Work cooperatively with staff from federal, state, and regional entities to achieve common goals while representing the City's interests.

Select, supervise, train and evaluate professional, technical and administrative personnel.

Prepare clear and concise written reports.

Develop and manage resources, budgets, and schedules for specific projects and programs.

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

Make sound decisions with solid problem solving methods.

Establish and maintain effective working relationships.

Communicate clearly and concisely, both orally and in writing.

EXPERIENCE AND EDUCATION

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

Experience: Five (5) years of progressively responsible supervisory and administrative experience as a senior-level engineer or related field with a focus on water resources, water distribution or wastewater collection and treatment, including three years at the management level.

Education: Possession of a Bachelor's degree in civil, mechanical or environmental engineering from an accredited college or university. A Master's degree in a similar field is desirable.

Licenses and Certificates: Possession of a valid California Class C Driver's License. Registration as a Professional Engineer (PE) in the State of California, at the time of appointment.

SPECIAL REQUIREMENTS

Essential duties require the following mental and/or physical abilities and work environment:

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

PROBATIONARY PERIOD: One (1) Year

U525

Created June 2019

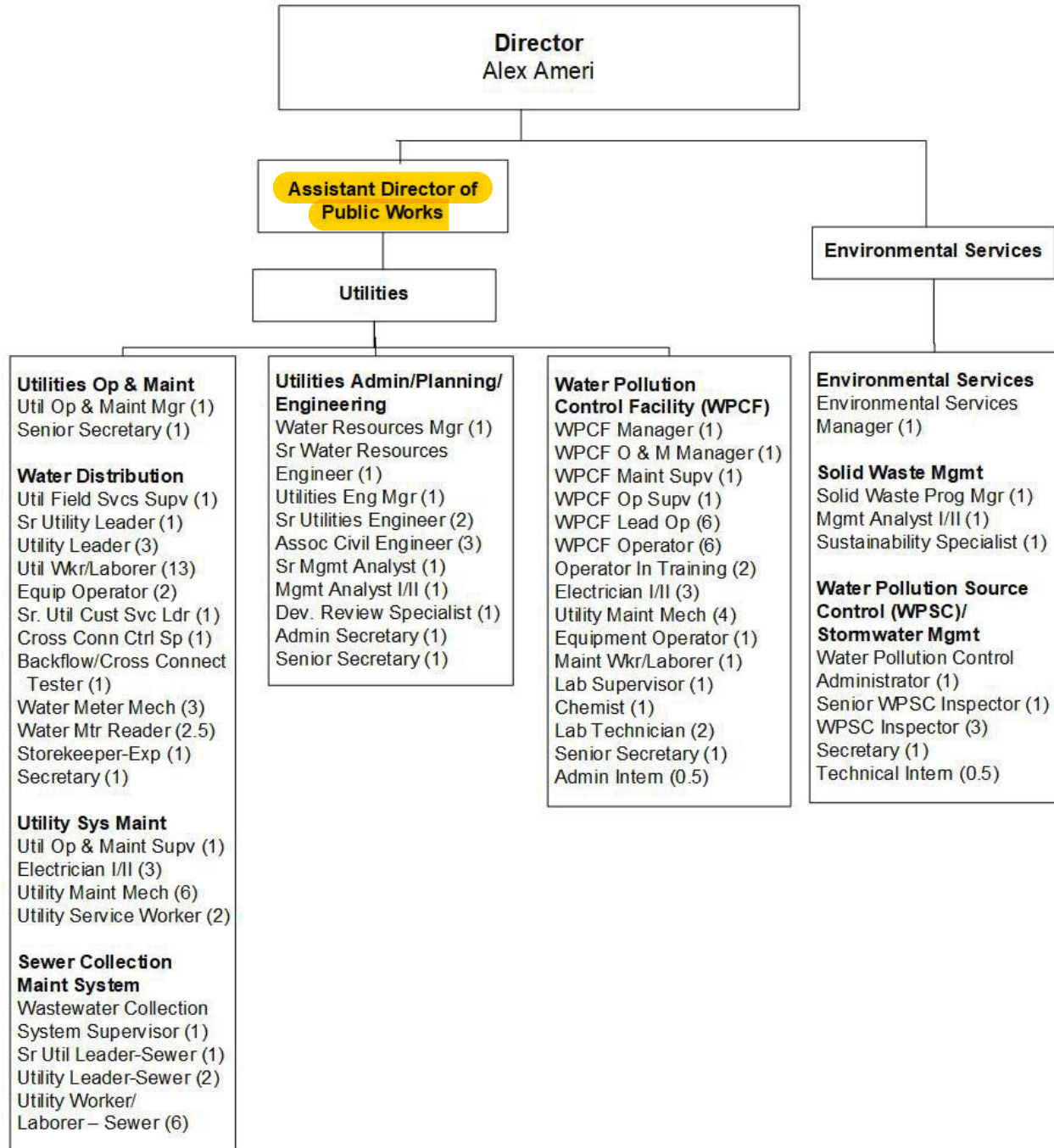
AAP GROUP: 02

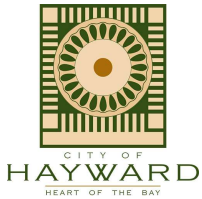
FPPC STATUS: Designated

FLSA STATUS: Exempt

FY 2020 STAFFING 111.5 FTE

Public Works & Utilities Department Utilities and Environmental Services





CITY OF HAYWARD

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

File #: ACT 19-143

DATE: June 20, 2019

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT

Revised City Classification and Salary Plan for Fiscal Year 2020 - Updated June 20, 2019 - Effective June 24, 2019

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 2020, effective June 24, 2019.

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 2020, effective June 24, 2019.

SUMMARY

As required by the Municipal Code, the FY 2020 Salary Plan (Attachment II) 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 Unit and SEIU Local 1021 Maintenance and Operations Unit; salary increases to the Administrative Intern, Technical Intern, and Information Technology Intern classifications pursuant to the City of Hayward's Living Wage Ordinance; the creation of Assistant Director of Public Works - Utilities; and equity adjustments to Assistant City Attorney, Deputy City Attorney I/II, Information Technology Manager, Economic Development Manager, Housing Manager, and Senior Library Page.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	FY 2020 Salary Plan
Attachment III	FY 2020 Classification Plan



DATE: June 20, 2019

TO: Personnel Commission

FROM: Director of Human Resources

SUBJECT: Revised City Classification and Salary Plan for Fiscal Year 2020 – Updated
June 20, 2019 – Effective June 24, 2019

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 2020, effective June 24, 2019.

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 2020, effective June 24, 2019.

SUMMARY

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BACKGROUND/DISCUSSION

Cost-of-Living Adjustments (COLA):

Pursuant to the negotiated terms of the Memorandum of Understanding (MOU) between the City of Hayward and SEIU Local 1021 Clerical and Related Unit and SEIU Local 1021 Maintenance and Operations Unit, a 2% Cost-of-Living Adjustment (COLA) salary increase will be applied to the forty-eight (48) classifications in the Clerical and Related Unit and the forty-seven (47) classifications in the Maintenance and Operations Unit effective the pay period including July 1, 2019.

Living Wage Ordinance:

The Intern classifications (Administrative Intern, Technical Intern, Information Technology Intern) have maintained a starting step on the City's salary plan of \$15.00 per hour. A living

wage ordinance, established July 1, 1999, was designed to upwardly adjust and reflect a change in the Bay Area Consumer Price Index. As Interns are classified as temporary personnel, they also fall under Section 2, Article 14 of the City Charter regarding the living wage ordinance. The most recent update occurred July 1, 2018. Based on the information obtained from the Bureau of Labor statistics and the Price Index for All Urban Consumers, the salary plan has been updated to reflect an increase of the starting salary step from \$15.00 to \$15.21 per hour for all Intern classifications.

Equity Adjustments:

Hayward Association of Management Employees (HAME)

Housing Manager and Economic Development Manager - The salary of the Housing Manager and Economic Development Manager have been updated to achieve internal mid-management equity with their counterpart in the Office of the City Manager, Community Services Manager. The salary range of the Housing Manager classification has increased from \$55.53 per hour at Step A and \$67.50 per hour at Step E to \$62.55 per hour at Step A and \$76.03 at Step E. The salary range of the Economic Development Manager classification has increased from \$62.36 per hour at Step A and \$75.79 per hour at Step E to \$62.55 per hour at Step A and \$76.03 at Step E.

Information Technology Manager - The salary for Information Technology Manager has been updated to reflect salary adjustments based on the results of a total compensation survey conducted in 2018. The recommended increase is one part of a recruitment and retention strategy for hard to fill positions throughout the organization and is designed to make the position competitive with the current industry market. There is a 5% increase in salary, setting the range from \$55.26 per hour at Step A and \$67.18 per hour at Step E to \$59.02 per hour at Step A and \$70.54 per hour at Step E.

Unrepresented Group

Deputy City Attorney I/II and Assistant City Attorney - The salary ranges for Deputy City Attorney I/II and Assistant City Attorney have been updated to reflect salary adjustments as a result of a recruitment and retention strategy designed to make the position competitive with the current industry market. There is a 5% increase in salary for both classifications setting the ranges from \$49.18 per hour at Step A and \$65.76 per hour at Step E to \$51.64 per hour at Step A and \$69.05 per hour at Step E for Deputy City Attorney I/II and from \$65.46 per hour at Step A and \$79.57 per hour at Step E to \$68.73 per hour at Step A and \$83.55 per hour at Step E for Assistant City Attorney.

SEIU Local 1021 Clerical and Related Unit and SEIU Local 1021 Maintenance and Operations Unit (SEIU)

Pursuant to Section 9.01 of the previous MOUs with SEIU Local 1021 Clerical and Related Unit and SEIU Local 1021 Maintenance and Operations Unit, a salary survey identified classifications that met the criteria for salary equity adjustments. During the salary survey

process, the City aligns classifications to internal equity adjustments. The following six (6) linked classifications have been updated.

Classification	Step A	Step B	Step C	Step D	Step E
Groundskeeper II (M210)	\$31.52	\$32.78	\$34.11	\$35.32	\$36.68
Maintenance Worker (M305)	\$29.20	\$30.39	\$31.64	\$32.72	\$34.03
New Salary Range	\$30.02	\$31.22	\$32.48	\$33.64	\$34.93
Airport Maintenance Worker (M505)	\$30.58	\$31.71	\$32.94	\$34.32	\$35.73
New Salary Range	\$31.52	\$32.78	\$34.11	\$35.32	\$36.68
Facilities Serviceworker II (M110)	\$26.08	\$27.11	\$28.23	\$29.21	\$30.39
New Salary Range	\$27.29	\$28.38	\$29.53	\$30.58	\$31.76
Facilities Serviceworker I (M105)	\$23.76	\$24.62	\$25.59	\$26.65	\$27.60
New Salary Range	\$24.81	\$25.80	\$26.85	\$27.80	\$28.87
Airport Attendant (M500)	\$22.89	\$23.91	\$24.79	\$25.87	\$27.15
New Salary Range	\$24.81	\$25.80	\$26.85	\$27.80	\$28.87

Senior Library Page – During a review of the classification, it was determined that the single salary step did not maintain a 10% range above Library Page. Therefore, the salary has been updated to reflect the 10% differential from \$17.90 per hour at Step E to \$18.35 per hour at Step E.

Additional Classification:

Assistant Director of Public Works-Utilities – Following a combining of the Department of Public Works with the Department of Utilities & Environmental Services, this new classification was created to provide senior level management of the Utilities Division of the Department of Public Works & Utilities. This salary range is competitive and is 10% over that of the Water Resources Manager, which is among the positions that report to the Assistant Director, at \$77.08 per hour at Step A and \$93.71 per hour at Step E.

FISCAL IMPACT

Cost-of-Living-Adjustments – The 2% Cost-of-Living-Adjustment (COLA) salary increases to the classifications within SEIU Local 1021 Clerical and Related Unit and SEIU Local 1021 Maintenance and Operations Unit are included in the FY 2020 Operating Budget.

Administrative and Information Technology Interns – These classifications are budgeted at the highest salary step of \$20.00 per hour. As such, there is no fiscal impact for increasing the starting salary step to \$15.21 per hour.

Technical Intern – This classification has only one salary step of \$15.00 per hour. The additional fiscal impact in increasing the salary step to \$15.21 is approximately \$454.00. This position will continue to be funded entirely from the Enterprise Fund with no impact to the General Fund.

HAME Equity Adjustments – The internal equity adjustments for the classifications in the Hayward Association of Management Employees (HAME) unit result in a net fiscal increase of approximately \$44,433. \$24,485 will be absorbed in the Internal Service Fund, and the remaining \$19,448 is split between the General Fund (25%), and Special Revenue Fund (75%).

Unrepresented Unit Equity Adjustments – The internal equity adjustments for the classifications in the Unrepresented Group result in a net fiscal increase of approximately \$23,296. 56% will be absorbed in the Internal Service Fund and 44% will be absorbed in the General Fund.

SEIU Equity Adjustments – The internal equity adjustments for the classifications in the SEIU Local 1021 Clerical and Related Unit and SEIU Local 1021 Maintenance and Operations Unit result in a net fiscal increase of \$60,464 split within the Enterprise Fund (57%), General Fund (18%), Internal Service Fund (19%), and Measure C funding (7%).

Senior Library Page – The internal equity adjustment for this classification results in a net fiscal increase of approximately \$11,264, which will be absorbed in the Library's approved operating budget.

Assistant Director of Public Works-Utilities – The creation of this classification has been included in the FY 2020 Operating Budget and has no fiscal impact to the General Fund.

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 additional position and salary adjustments will be implemented by the Human Resources and Finance departments effective June 24, 2019. Any necessary budget changes will be made during the FY 2020 mid-year review process.

Prepared by: Anthony Phillip, Human Resources Analyst II

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

Approved by:



Kelly McAdoo, City Manager

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

ATTACHMENT II
Recommended by
Personnel Commission
on June 20, 2019
Approved by Council
on June 25, 2019

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	33.97	35.37	36.75	38.14	39.66
			Bi-Weekly	2,717.60	2,829.60	2,940.00	3,051.20	3,172.80
			Monthly	5,888.13	6,130.80	6,370.00	6,610.93	6,874.40
			Annual	70,657.60	73,569.60	76,440.00	79,331.20	82,492.80
SENIOR SECRETARY	C115	Classified	Hourly	31.05	32.26	33.58	34.80	36.15
			Bi-Weekly	2,484.00	2,580.80	2,686.40	2,784.00	2,892.00
			Monthly	5,382.00	5,591.73	5,820.53	6,032.00	6,266.00
			Annual	64,584.00	67,100.80	69,846.40	72,384.00	75,192.00
SECRETARY	C110	Classified	Hourly	27.32	28.57	30.01	31.41	32.90
			Bi-Weekly	2,185.60	2,285.60	2,400.80	2,512.80	2,632.00
			Monthly	4,735.47	4,952.13	5,201.73	5,444.40	5,702.67
			Annual	56,825.60	59,425.60	62,420.80	65,332.80	68,432.00
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	26.19	27.26	28.37	29.64	31.10
			Bi-Weekly	2,095.20	2,180.80	2,269.60	2,371.20	2,488.00
			Monthly	4,539.60	4,725.07	4,917.47	5,137.60	5,390.67
			Annual	54,475.20	56,700.80	59,009.60	61,651.20	64,688.00
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	23.05	24.28	25.51	26.87	28.27
			Bi-Weekly	1,844.00	1,942.40	2,040.80	2,149.60	2,261.60
			Monthly	3,995.33	4,208.53	4,421.73	4,657.47	4,900.13
			Annual	47,944.00	50,502.40	53,060.80	55,889.60	58,801.60
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.21	20.00
			Bi-Weekly				1,216.80	1,600.00
			Monthly				2,636.40	3,466.67
			Annual				31,636.80	41,600.00
MAIL CLERK	C410	Classified	Hourly			15.76	16.54	17.38
			Bi-Weekly			1,260.80	1,323.20	1,390.40
			Monthly			2,731.73	2,866.93	3,012.53
			Annual			32,780.80	34,403.20	36,150.40
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	43.41	45.15	46.92	48.91	50.93
			Bi-Weekly	3,472.80	3,612.00	3,753.60	3,912.80	4,074.40
			Monthly	7,524.40	7,826.00	8,132.80	8,477.73	8,827.87
			Annual	90,292.80	93,912.00	97,593.60	101,732.80	105,934.40
ELECTRICIAN I	M405	Classified	Hourly	39.48	41.10	42.74	44.52	46.33
			Bi-Weekly	3,158.40	3,288.00	3,419.20	3,561.60	3,706.40
			Monthly	6,843.20	7,124.00	7,408.27	7,716.80	8,030.53
			Annual	82,118.40	85,488.00	88,899.20	92,601.60	96,366.40
MAINTENANCE WORKER	M305	Classified	Hourly	30.02	31.22	32.48	33.64	34.93
			Bi-Weekly	2,401.60	2,497.60	2,598.40	2,691.20	2,794.40
			Monthly	5,203.47	5,411.47	5,629.87	5,830.93	6,054.53
			Annual	62,441.60	64,937.60	67,558.40	69,971.20	72,654.40
LABORER	M200 M300 M830 M905	Classified	Hourly	25.65	26.60	27.66	28.79	29.81
			Bi-Weekly	2,052.00	2,128.00	2,212.80	2,303.20	2,384.80
			Monthly	4,446.00	4,610.67	4,794.40	4,990.27	5,167.07
			Annual	53,352.00	55,328.00	57,532.80	59,883.20	62,004.80
CITY ATTORNEY DEPARTMENT								
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	68.73	72.17	75.78	79.57	83.55
			Bi-Weekly	5,498.40	5,773.60	6,062.40	6,365.60	6,684.00
			Monthly	11,913.20	12,509.47	13,135.20	13,792.13	14,482.00
			Annual	142,958.40	150,113.60	157,622.40	165,505.60	173,784.00
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	56.81	59.63	62.62	65.74	69.05
			Bi-Weekly	4,544.80	4,770.40	5,009.60	5,259.20	5,524.00
			Monthly	9,847.07	10,335.87	10,854.13	11,394.93	11,968.67
			Annual	118,164.80	124,030.40	130,249.60	136,739.20	143,624.00
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	51.64	54.22	56.93	59.78	62.76
			Bi-Weekly	4,131.20	4,337.60	4,554.40	4,782.40	5,020.80
			Monthly	8,950.93	9,398.13	9,867.87	10,361.87	10,878.40
			Annual	107,411.20	112,777.60	118,414.40	124,342.40	130,540.80
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	32.23	34.1	36.67	37.43	39.35
			Bi-Weekly	2,578.40	2,728.00	2,933.60	2,994.40	3,148.00
			Monthly	5,586.53	5,910.67	6,356.13	6,487.87	6,820.67
			Annual	67,038.40	70,928.00	76,273.60	77,854.40	81,848.00
LEGAL SECRETARY I	C930	Classified	Hourly	29.02	30.55	32.16	33.89	35.69
			Bi-Weekly	2,321.60	2,444.00	2,572.80	2,711.20	2,855.20
			Monthly	5,030.13	5,295.33	5,574.40	5,874.27	6,186.27
			Annual	60,361.60	63,544.00	66,892.80	70,491.20	74,235.20
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

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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
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
ECONOMIC DEVELOPMENT								
ECONOMIC DEVELOPMENT MANAGER	H710	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
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

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HOUSING AUTHORITY								
HOUSING MANAGER	H715	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
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
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

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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	35.89	37.37	38.82	40.51	42.57
			Bi-Weekly	2,871.20	2,989.60	3,105.60	3,240.80	3,405.60
			Monthly	6,220.93	6,477.47	6,728.80	7,021.73	7,378.80
			Annual	74,651.20	77,729.60	80,745.60	84,260.80	88,545.60
PERMIT TECHNICIAN II	C200	Classified	Hourly	32.36	33.65	35.01	36.53	38.37
			Bi-Weekly	2,588.80	2,692.00	2,800.80	2,922.40	3,069.60
			Monthly	5,609.07	5,832.67	6,068.40	6,331.87	6,650.80
			Annual	67,308.80	69,992.00	72,820.80	75,982.40	79,809.60
PERMIT TECHNICIAN I	C199	Classified	Hourly	29.42	30.59	31.82	33.19	34.88
			Bi-Weekly	2,353.60	2,447.20	2,545.60	2,655.20	2,790.40
			Monthly	5,099.47	5,302.27	5,515.47	5,752.93	6,045.87
			Annual	61,193.60	63,627.20	66,185.60	69,035.20	72,550.40
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
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

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Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	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	34.62	36.34	38.17	40.07	42.09
			Bi-Weekly	2,769.60	2,907.20	3,053.60	3,205.60	3,367.20
			Monthly	6,000.80	6,298.93	6,616.13	6,945.47	7,295.60
			Annual	72,009.60	75,587.20	79,393.60	83,345.60	87,547.20
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	29.97	31.43	32.79	34.37	35.98
			Bi-Weekly	2,397.60	2,514.40	2,623.20	2,749.60	2,878.40
			Monthly	5,194.80	5,447.87	5,683.60	5,957.47	6,236.53
			Annual	62,337.60	65,374.40	68,203.20	71,489.60	74,838.40
ACCOUNT CLERK	C300	Classified	Hourly	27.31	28.53	29.87	31.24	32.81
			Bi-Weekly	2,184.80	2,282.40	2,389.60	2,499.20	2,624.80
			Monthly	4,733.73	4,945.20	5,177.47	5,414.93	5,687.07
			Annual	56,804.80	59,342.40	62,129.60	64,979.20	68,244.80
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	32.56	34.19	35.87	37.68	39.57
			Bi-Weekly	2,604.80	2,735.20	2,869.60	3,014.40	3,165.60
			Monthly	5,643.73	5,926.27	6,217.47	6,531.20	6,858.80
			Annual	67,724.80	71,115.20	74,609.60	78,374.40	82,305.60
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	29.97	31.43	32.79	34.37	35.98
			Bi-Weekly	2,397.60	2,514.40	2,623.20	2,749.60	2,878.40
			Monthly	5,194.80	5,447.87	5,683.60	5,957.47	6,236.53
			Annual	62,337.60	65,374.40	68,203.20	71,489.60	74,838.40
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	27.31	28.53	29.87	31.24	32.81
			Bi-Weekly	2,184.80	2,282.40	2,389.60	2,499.20	2,624.80
			Monthly	4,733.73	4,945.20	5,177.47	5,414.93	5,687.07
			Annual	56,804.80	59,342.40	62,129.60	64,979.20	68,244.80
MAIL AND REVENUE CLERK	C322	Classified	Hourly	23.05	24.28	25.51	26.87	28.27
			Bi-Weekly	1,844.00	1,942.40	2,040.80	2,149.60	2,261.60
			Monthly	3,995.33	4,208.53	4,421.73	4,657.47	4,900.13
			Annual	47,944.00	50,502.40	53,060.80	55,889.60	58,801.60
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	31.49	33.07	34.70	36.41	38.25
			Bi-Weekly	2,519.20	2,645.60	2,776.00	2,912.80	3,060.00
			Monthly	5,458.27	5,732.13	6,014.67	6,311.07	6,630.00
			Annual	65,499.20	68,785.60	72,176.00	75,732.80	79,560.00
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	24.86	26.11	27.33	28.75	30.17
			Bi-Weekly	1,988.80	2,088.80	2,186.40	2,300.00	2,413.60
			Monthly	4,309.07	4,525.73	4,737.20	4,983.33	5,229.47
			Annual	51,708.80	54,308.80	56,846.40	59,800.00	62,753.60

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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				
			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
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	35.89	37.37	38.82	40.51	42.57
			Bi-Weekly	2,871.20	2,989.60	3,105.60	3,240.80	3,405.60
			Monthly	6,220.93	6,477.47	6,728.80	7,021.73	7,378.80
			Annual	74,651.20	77,729.60	80,745.60	84,260.80	88,545.60
FIRE TECHNICIAN II	C255	Classified	Hourly	31.58	33.15	34.80	36.56	38.37
			Bi-Weekly	2,526.40	2,652.00	2,784.00	2,924.80	3,069.60
			Monthly	5,473.87	5,746.00	6,032.00	6,337.07	6,650.80
			Annual	65,686.40	68,952.00	72,384.00	76,044.80	79,809.60
FIRE TECHNICIAN I	C250	Classified	Hourly	28.68	30.12	31.63	33.21	34.87
			Bi-Weekly	2,294.40	2,409.60	2,530.40	2,656.80	2,789.60
			Monthly	4,971.20	5,220.80	5,482.53	5,756.40	6,044.13
			Annual	59,654.40	62,649.60	65,790.40	69,076.80	72,529.60
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 SERVICES DEPARTMENT							
LIBRARY SERVICES DIVISION							
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	43.21	45.36	47.63	50.00
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67
			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
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67
			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
			Bi-Weekly	2,711.20	2,847.20	2,984.80	3,136.00
			Monthly	5,874.27	6,168.93	6,467.07	6,794.67
			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
			Bi-Weekly	2,458.40	2,582.40	2,711.20	2,840.00
			Monthly	5,326.53	5,595.20	5,874.27	6,153.33
			Annual	63,918.40	67,142.40	70,491.20	73,840.00
							77,625.60
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	30.06	31.58	33.08	34.71
			Bi-Weekly	2,404.80	2,526.40	2,646.40	2,776.80
			Monthly	5,210.40	5,473.87	5,733.87	6,016.40
			Annual	62,524.80	65,686.40	68,806.40	72,196.80
							75,982.40
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	27.75	28.98	30.30	31.65
			Bi-Weekly	2,220.00	2,318.40	2,424.00	2,532.00
			Monthly	4,810.00	5,023.20	5,252.00	5,486.00
			Annual	57,720.00	60,278.40	63,024.00	65,832.00
							68,993.60
LIBRARY ASSISTANT	C510	Classified	Hourly	25.15	26.31	27.50	28.76
			Bi-Weekly	2,012.00	2,104.80	2,200.00	2,300.80
			Monthly	4,359.33	4,560.40	4,766.67	4,985.07
			Annual	52,312.00	54,724.80	57,200.00	59,820.80
							62,649.60
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly				18.35
			Bi-Weekly				880.80
			Monthly				1,908.40
			Annual				22,900.80
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly				16.68
			Bi-Weekly				400.32
			Monthly				867.36
			Annual				10,408.32
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	43.21	45.36	47.63	50.00
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67
			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
			Bi-Weekly	2,402.40	2,523.20	2,650.40	2,782.40
			Monthly	5,205.20	5,466.93	5,742.53	6,028.53
			Annual	62,462.40	65,603.20	68,910.40	72,342.40
							75,961.60
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	30.07	31.59	33.16	34.74
			Bi-Weekly	2,405.60	2,527.20	2,652.80	2,779.20
			Monthly	5,212.13	5,475.60	5,747.73	6,021.60
			Annual	62,545.60	65,707.20	68,972.80	72,259.20
							75,961.60
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	30.06	31.58	33.08	34.71
			Bi-Weekly	2,404.80	2,526.40	2,646.40	2,776.80
			Monthly	5,210.40	5,473.87	5,733.87	6,016.40
			Annual	62,524.80	65,686.40	68,806.40	72,196.80
							75,982.40
PROGRAM ASSISTANT	C506	Classified	Hourly	23.26	24.43	25.64	26.93
			Bi-Weekly	1,860.80	1,954.40	2,051.20	2,154.40
			Monthly	4,031.73	4,234.53	4,444.27	4,667.87
			Annual	48,380.80	50,814.40	53,331.20	56,014.40
							58,822.40

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MAINTENANCE SERVICES DEPARTMENT							
FACILITIES MANAGEMENT							
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	54.78	57.50	60.38	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07
			Annual	113,942.40	119,600.00	125,590.40	131,892.80
FACILITIES LEADWORKER	M135	Classified	Hourly	48.03	49.94	51.88	56.33
			Bi-Weekly	3,842.40	3,995.20	4,150.40	4,321.60
			Monthly	8,325.20	8,656.27	8,992.53	9,363.47
			Annual	99,902.40	103,875.20	107,910.40	112,361.60
HVAC MECHANIC	M140	Classified	Hourly	43.41	45.15	46.92	50.93
			Bi-Weekly	3,472.80	3,612.00	3,753.60	3,912.80
			Monthly	7,524.40	7,826.00	8,132.80	8,477.73
			Annual	90,292.80	93,912.00	97,593.60	101,732.80
FACILITIES PAINTER II	M130	Classified	Hourly	35.43	36.88	38.32	41.58
			Bi-Weekly	2,834.40	2,950.40	3,065.60	3,192.80
			Monthly	6,141.20	6,392.53	6,642.13	6,917.73
			Annual	73,694.40	76,710.40	79,705.60	83,012.80
FACILITIES PAINTER I	M125	Classified	Hourly	32.24	33.55	34.90	37.80
			Bi-Weekly	2,579.20	2,684.00	2,792.00	2,908.80
			Monthly	5,588.27	5,815.33	6,049.33	6,302.40
			Annual	67,059.20	69,784.00	72,592.00	75,628.80
FACILITIES CARPENTER II	M120	Classified	Hourly	35.29	36.69	38.23	41.46
			Bi-Weekly	2,823.20	2,935.20	3,058.40	3,184.80
			Monthly	6,116.93	6,359.60	6,626.53	6,900.40
			Annual	73,403.20	76,315.20	79,518.40	82,804.80
FACILITIES CARPENTER I	M115	Classified	Hourly	32.11	33.43	34.80	37.73
			Bi-Weekly	2,568.80	2,674.40	2,784.00	2,896.80
			Monthly	5,565.73	5,794.53	6,032.00	6,276.40
			Annual	66,788.80	69,534.40	72,384.00	75,316.80
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	27.29	28.38	29.53	30.58
			Bi-Weekly	2,183.20	2,270.40	2,362.40	2,446.40
			Monthly	4,730.27	4,919.20	5,118.53	5,300.53
			Annual	56,763.20	59,030.40	61,422.40	63,606.40
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	24.81	25.80	26.85	27.80
			Bi-Weekly	1,984.80	2,064.00	2,148.00	2,224.00
			Monthly	4,300.40	4,472.00	4,654.00	4,818.67
			Annual	51,604.80	53,664.00	55,848.00	57,824.00
FLEET MANAGEMENT DIVISION							
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	54.78	57.50	60.38	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07
			Annual	113,942.40	119,600.00	125,590.40	131,892.80
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	38.81	40.63	42.69	47.13
			Bi-Weekly	3,104.80	3,250.40	3,415.20	3,592.80
			Monthly	6,727.07	7,042.53	7,399.60	7,784.40
			Annual	80,724.80	84,510.40	88,795.20	93,412.80
EQUIPMENT MECHANIC II	M615	Classified	Hourly	33.44	35.00	36.78	40.62
			Bi-Weekly	2,674.85	2,799.70	2,942.50	3,095.90
			Monthly	5,795.50	6,066.01	6,375.41	6,707.79
			Annual	69,546.05	72,792.10	76,504.90	80,493.50
EQUIPMENT MECHANIC I	M610	Classified	Hourly	30.44	31.97	33.61	37.00
			Bi-Weekly	2,434.94	2,557.34	2,688.72	2,820.91
			Monthly	5,275.71	5,540.91	5,825.56	6,111.98
			Annual	63,308.54	66,490.94	69,906.72	73,343.71
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	28.36	29.88	31.30	34.56
			Bi-Weekly	2,268.80	2,390.40	2,504.00	2,632.00
			Monthly	4,915.73	5,179.20	5,425.33	5,702.67
			Annual	58,988.80	62,150.40	65,104.00	68,432.00
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	26.18	27.20	28.33	30.42
			Bi-Weekly	2,094.40	2,176.00	2,266.40	2,343.20
			Monthly	4,537.87	4,714.67	4,910.53	5,076.93
			Annual	54,454.40	56,576.00	58,926.40	60,923.20

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LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
GROUNDSKEEPER III	M215	Classified	Hourly	36.25	37.70	39.23	40.62	42.18
			Bi-Weekly	2,900.00	3,016.00	3,138.40	3,249.60	3,374.40
			Monthly	6,283.33	6,534.67	6,799.87	7,040.80	7,311.20
			Annual	75,400.00	78,416.00	81,598.40	84,489.60	87,734.40
GROUNDSKEEPER II	M210	Classified	Hourly	31.52	32.78	34.11	35.32	36.68
			Bi-Weekly	2,521.60	2,622.40	2,728.80	2,825.60	2,934.40
			Monthly	5,463.47	5,681.87	5,912.40	6,122.13	6,357.87
			Annual	65,561.60	68,182.40	70,948.80	73,465.60	76,294.40
GROUNDSKEEPER I	M205	Classified	Hourly	28.62	29.77	31.03	32.10	33.35
			Bi-Weekly	2,289.60	2,381.60	2,482.40	2,568.00	2,668.00
			Monthly	4,960.80	5,160.13	5,378.53	5,564.00	5,780.67
			Annual	59,529.60	61,921.60	64,542.40	66,768.00	69,368.00
TREE TRIMMER	M220	Classified	Hourly	33.06	34.37	35.77	37.05	38.49
			Bi-Weekly	2,644.80	2,749.60	2,861.60	2,964.00	3,079.20
			Monthly	5,730.40	5,957.47	6,200.13	6,422.00	6,671.60
			Annual	68,764.80	71,489.60	74,401.60	77,064.00	80,059.20
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	37.00	38.43	40.02	41.42	43.02
			Bi-Weekly	2,960.00	3,074.40	3,201.60	3,313.60	3,441.60
			Monthly	6,413.33	6,661.20	6,936.80	7,179.47	7,456.80
			Annual	76,960.00	79,934.40	83,241.60	86,153.60	89,481.60
MAINTENANCE LEADER	M310	Classified	Hourly	32.17	33.42	34.80	36.03	37.41
			Bi-Weekly	2,573.60	2,673.60	2,784.00	2,882.40	2,992.80
			Monthly	5,576.13	5,792.80	6,032.00	6,245.20	6,484.40
			Annual	66,913.60	69,513.60	72,384.00	74,942.40	77,812.80
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	31.72	32.78	34.10	35.56	36.96
			Bi-Weekly	2,537.60	2,622.40	2,728.00	2,844.80	2,956.80
			Monthly	5,498.13	5,681.87	5,910.67	6,163.73	6,406.40
			Annual	65,977.60	68,182.40	70,928.00	73,964.80	76,876.80
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	34.35	36.05			
			Bi-Weekly	2,748.00	2,884.00			
			Monthly	5,954.00	6,248.67			
			Annual	71,448.00	74,984.00			

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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 II	C671	Classified	Hourly	34.78	36.51	38.34	40.27	42.28
			Bi-Weekly	2,782.40	2,920.80	3,067.20	3,221.60	3,382.40
			Monthly	6,028.53	6,328.40	6,645.60	6,980.13	7,328.53
			Annual	72,342.40	75,940.80	79,747.20	83,761.60	87,942.40
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	31.62	33.19	34.85	36.61	38.43
			Bi-Weekly	2,529.60	2,655.20	2,788.00	2,928.80	3,074.40
			Monthly	5,480.80	5,752.93	6,040.67	6,345.73	6,661.20
			Annual	65,769.60	69,035.20	72,488.00	76,148.80	79,934.40
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	31.50	32.93	34.44	35.98	37.69
			Bi-Weekly	2,520.00	2,634.40	2,755.20	2,878.40	3,015.20
			Monthly	5,460.00	5,707.87	5,969.60	6,236.53	6,532.93
			Annual	65,520.00	68,494.40	71,635.20	74,838.40	78,395.20
PROPERTY TECHNICIAN	C665	Classified	Hourly	30.44	31.75	33.29	34.81	36.47
			Bi-Weekly	2,435.20	2,540.00	2,663.20	2,784.80	2,917.60
			Monthly	5,276.27	5,503.33	5,770.27	6,033.73	6,321.47
			Annual	63,315.20	66,040.00	69,243.20	72,404.80	75,857.60

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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	33.54	35.03	36.67	38.34	40.17
			Bi-Weekly	2,683.20	2,802.40	2,933.60	3,067.20	3,213.60
			Monthly	5,813.60	6,071.87	6,356.13	6,645.60	6,962.80
			Annual	69,763.20	72,862.40	76,273.60	79,747.20	83,553.60
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	28.84	30.31	31.70	33.19	34.75
			Bi-Weekly	2,307.20	2,424.80	2,536.00	2,655.20	2,780.00
			Monthly	4,998.93	5,253.73	5,494.67	5,752.93	6,023.33
			Annual	59,987.20	63,044.80	65,936.00	69,035.20	72,280.00
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	23.99	25.01	26.01	27.14	28.49
			Bi-Weekly	1,919.20	2,000.80	2,080.80	2,171.20	2,279.20
			Monthly	4,158.27	4,335.07	4,508.40	4,704.27	4,938.27
			Annual	49,899.20	52,020.80	54,100.80	56,451.20	59,259.20
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	23.99	25.01	26.01	27.14	28.49
			Bi-Weekly	1,919.20	2,000.80	2,080.80	2,171.20	2,279.20
			Monthly	4,158.27	4,335.07	4,508.40	4,704.27	4,938.27
			Annual	49,899.20	52,020.80	54,100.80	56,451.20	59,259.20
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	41.53	43.62	45.80	48.08	50.51
			Bi-Weekly	3,322.40	3,489.60	3,664.00	3,846.40	4,040.80
			Monthly	7,198.53	7,560.80	7,938.67	8,333.87	8,755.07
			Annual	86,382.40	90,729.60	95,264.00	100,006.40	105,060.80
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	36.04	37.87	39.73	41.76	43.86
			Bi-Weekly	2,883.20	3,029.60	3,178.40	3,340.80	3,508.80
			Monthly	6,246.93	6,564.13	6,886.53	7,238.40	7,602.40
			Annual	74,963.20	78,769.60	82,638.40	86,860.80	91,228.80
CALL TAKER	C633	Classified	Hourly	29.99	31.46	33.05	34.71	36.44
			Bi-Weekly	2,399.20	2,516.80	2,644.00	2,776.80	2,915.20
			Monthly	5,198.27	5,453.07	5,728.67	6,016.40	6,316.27
			Annual	62,379.20	65,436.80	68,744.00	72,196.80	75,795.20
RECORDS ADMINISTRATOR	H425	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
RECORDS SUPERVISOR	C705	Classified	Hourly	36.05	37.85	39.74	41.73	43.82
			Bi-Weekly	2,884.00	3,028.00	3,179.20	3,338.40	3,505.60
			Monthly	6,248.67	6,560.67	6,888.27	7,233.20	7,595.47
			Annual	74,984.00	78,728.00	82,659.20	86,798.40	91,145.60
POLICE RECORDS CLERK II	C695	Classified	Hourly	28.03	29.15	30.31	31.65	33.20
			Bi-Weekly	2,242.40	2,332.00	2,424.80	2,532.00	2,656.00
			Monthly	4,858.53	5,052.67	5,253.73	5,486.00	5,754.67
			Annual	58,302.40	60,632.00	63,044.80	65,832.00	69,056.00
POLICE RECORDS CLERK I	C690	Classified	Hourly	24.64	25.92	27.30	28.65	30.19
			Bi-Weekly	1,971.20	2,073.60	2,184.00	2,292.00	2,415.20
			Monthly	4,270.93	4,492.80	4,732.00	4,966.00	5,232.93
			Annual	51,251.20	53,913.60	56,784.00	59,592.00	62,795.20
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	34.98	36.44	38.20	39.98	41.90
			Bi-Weekly	2,798.40	2,915.20	3,056.00	3,198.40	3,352.00
			Monthly	6,063.20	6,316.27	6,621.33	6,929.87	7,262.67
			Annual	72,758.40	75,795.20	79,456.00	83,158.40	87,152.00
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	30.55	31.88	33.41	34.95	36.61
			Bi-Weekly	2,444.00	2,550.40	2,672.80	2,796.00	2,928.80
			Monthly	5,295.33	5,525.87	5,791.07	6,058.00	6,345.73
			Annual	63,544.00	66,310.40	69,492.80	72,696.00	76,148.80

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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	33.66	34.90	36.29	37.78	39.29
			Bi-Weekly	2,692.80	2,792.00	2,903.20	3,022.40	3,143.20
			Monthly	5,834.40	6,049.33	6,290.27	6,548.53	6,810.27
			Annual	70,012.80	72,592.00	75,483.20	78,582.40	81,723.20
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	31.52	32.78	34.10	35.32	36.68
			Bi-Weekly	2,521.60	2,622.40	2,728.00	2,825.60	2,934.40
			Monthly	5,463.47	5,681.87	5,910.67	6,122.13	6,357.87
			Annual	65,561.60	68,182.40	70,928.00	73,465.60	76,294.40
AIRPORT ATTENDANT	M500	Classified	Hourly	24.81	25.80	26.85	27.80	28.87
			Bi-Weekly	1,984.80	2,064.00	2,148.00	2,224.00	2,309.60
			Monthly	4,300.40	4,472.00	4,654.00	4,818.67	5,004.13
			Annual	51,604.80	53,664.00	55,848.00	57,824.00	60,049.60
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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UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT								
ADMINISTRATION								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	77.08	80.94	84.99	89.24	93.71
			Bi-Weekly	6,166.40	6,475.20	6,799.20	7,139.20	7,496.80
			Monthly	13,360.53	14,029.60	14,731.60	15,468.27	16,243.07
			Annual	160,326.40	168,355.20	176,779.20	185,619.20	194,916.80
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	35.71	37.47	39.26	41.28	43.30
			Bi-Weekly	2,856.80	2,997.60	3,140.80	3,302.40	3,464.00
			Monthly	6,189.73	6,494.80	6,805.07	7,155.20	7,505.33
			Annual	74,276.80	77,937.60	81,660.80	85,862.40	90,064.00
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	29.62	30.84	32.00	33.22	34.48
			Bi-Weekly	2,369.60	2,467.20	2,560.00	2,657.60	2,758.40
			Monthly	5,134.13	5,345.60	5,546.67	5,758.13	5,976.53
			Annual	61,609.60	64,147.20	66,560.00	69,097.60	71,718.40
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	42.27	43.96	45.68	47.49	49.42
			Bi-Weekly	3,381.60	3,516.80	3,654.40	3,799.20	3,953.60
			Monthly	7,326.80	7,619.73	7,917.87	8,231.60	8,566.13
			Annual	87,921.60	91,436.80	95,014.40	98,779.20	102,793.60
WPCF OPERATOR	M930	Classified	Hourly	37.17	38.65	40.20	41.76	43.46
			Bi-Weekly	2,973.60	3,092.00	3,216.00	3,340.80	3,476.80
			Monthly	6,442.80	6,699.33	6,968.00	7,238.40	7,533.07
			Annual	77,313.60	80,392.00	83,616.00	86,860.80	90,396.80
OPERATOR-IN-TRAINING	M925	Classified	Hourly	34.03	35.37	36.85	38.11	39.60
			Bi-Weekly	2,722.40	2,829.60	2,948.00	3,048.80	3,168.00
			Monthly	5,898.53	6,130.80	6,387.33	6,605.73	6,864.00
			Annual	70,782.40	73,569.60	76,648.00	79,268.80	82,368.00

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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	8,427.53
			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					15.21
			Bi-Weekly					1,216.80
			Monthly					2,636.40
			Annual					31,636.80
SENIOR WATER RESOURCES ENGINEER	H813	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
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	37.59	38.89	40.42	42.10	43.80
			Bi-Weekly	3,007.20	3,111.20	3,233.60	3,368.00	3,504.00
			Monthly	6,515.60	6,740.93	7,006.13	7,297.33	7,592.00
			Annual	78,187.20	80,891.20	84,073.60	87,568.00	91,104.00
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	32.68	33.82	35.15	36.61	38.09
			Bi-Weekly	2,614.40	2,705.60	2,812.00	2,928.80	3,047.20
			Monthly	5,664.53	5,862.13	6,092.67	6,345.73	6,602.27
			Annual	67,974.40	70,345.60	73,112.00	76,148.80	79,227.20
WATER METER MECHANIC	M810	Classified	Hourly	31.77	32.99	34.35	35.76	37.19
			Bi-Weekly	2,541.60	2,639.20	2,748.00	2,860.80	2,975.20
			Monthly	5,506.80	5,718.27	5,954.00	6,198.40	6,446.27
			Annual	66,081.60	68,619.20	71,448.00	74,380.80	77,355.20
WATER METER READER	M805	Classified	Hourly	28.40	29.52	30.72	31.84	33.12
			Bi-Weekly	2,272.00	2,361.60	2,457.60	2,547.20	2,649.60
			Monthly	4,922.67	5,116.80	5,324.80	5,518.93	5,740.80
			Annual	59,072.00	61,401.60	63,897.60	66,227.20	68,889.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	27.47	28.78	30.12	31.58	33.12
			Bi-Weekly	2,197.60	2,302.40	2,409.60	2,526.40	2,649.60
			Monthly	4,761.47	4,988.53	5,220.80	5,473.87	5,740.80
			Annual	57,137.60	59,862.40	62,649.60	65,686.40	68,889.60
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	31.32	32.57	33.92	35.09	36.47
			Bi-Weekly	2,505.60	2,605.60	2,713.60	2,807.20	2,917.60
			Monthly	5,428.80	5,645.47	5,879.47	6,082.27	6,321.47
			Annual	65,145.60	67,745.60	70,553.60	72,987.20	75,857.60
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	31.67	32.83	34.13	35.52	36.96
			Bi-Weekly	2,533.60	2,626.40	2,730.40	2,841.60	2,956.80
			Monthly	5,489.47	5,690.53	5,915.87	6,156.80	6,406.40
			Annual	65,873.60	68,286.40	70,990.40	73,881.60	76,876.80
SENIOR UTILITY LEADER	M845	Classified	Hourly	39.62	41.21	42.92	44.41	46.12
			Bi-Weekly	3,169.60	3,296.80	3,433.60	3,552.80	3,689.60
			Monthly	6,867.47	7,143.07	7,439.47	7,697.73	7,994.13
			Annual	82,409.60	85,716.80	89,273.60	92,372.80	95,929.60
UTILITY LEADER	M840	Classified	Hourly	34.45	35.82	37.32	38.62	40.11
			Bi-Weekly	2,756.00	2,865.60	2,985.60	3,089.60	3,208.80
			Monthly	5,971.33	6,208.80	6,468.80	6,694.13	6,952.40
			Annual	71,656.00	74,505.60	77,625.60	80,329.60	83,428.80
UTILITY WORKER	M835	Classified	Hourly	31.32	32.57	33.92	35.09	36.47
			Bi-Weekly	2,505.60	2,605.60	2,713.60	2,807.20	2,917.60
			Monthly	5,428.80	5,645.47	5,879.47	6,082.27	6,321.47
			Annual	65,145.60	67,745.60	70,553.60	72,987.20	75,857.60
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	40.89	42.50	44.24	45.80	47.58
			Bi-Weekly	3,271.20	3,400.00	3,539.20	3,664.00	3,806.40
			Monthly	7,087.60	7,366.67	7,668.27	7,938.67	8,247.20
			Annual	85,051.20	88,400.00	92,019.20	95,264.00	98,966.40
UTILITY LEADER - SEWER	M915	Classified	Hourly	35.56	36.96	38.47	39.82	41.37
			Bi-Weekly	2,844.80	2,956.80	3,077.60	3,185.60	3,309.60
			Monthly	6,163.73	6,406.40	6,668.13	6,902.13	7,170.80
			Annual	73,964.80	76,876.80	80,017.60	82,825.60	86,049.60
UTILITY WORKER - SEWER	M910	Classified	Hourly	32.31	33.60	34.99	36.20	37.61
			Bi-Weekly	2,584.80	2,688.00	2,799.20	2,896.00	3,008.80
			Monthly	5,600.40	5,824.00	6,064.93	6,274.67	6,519.07
			Annual	67,204.80	69,888.00	72,779.20	75,296.00	78,228.80
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	38.20	39.68	41.24	42.90	44.64
			Bi-Weekly	3,056.00	3,174.40	3,299.20	3,432.00	3,571.20
			Monthly	6,621.33	6,877.87	7,148.27	7,436.00	7,737.60
			Annual	79,456.00	82,534.40	85,779.20	89,232.00	92,851.20

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

ATTACHMENT II
Recommended by
Personnel Commission
on June 20, 2019
Approved by Council
on June 25, 2019

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
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	58.02	60.92	63.97	67.18
			Bi-Weekly	4,641.60	4,873.60	5,117.60	5,374.40
			Monthly	10,056.80	10,559.47	11,088.13	11,644.53
			Annual	120,681.60	126,713.60	133,057.60	139,734.40
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	49.16	51.63	54.21	56.91
			Bi-Weekly	3,932.72	4,130.72	4,336.64	4,553.12
			Monthly	8,520.89	8,949.89	9,396.05	9,865.09
			Annual	102,250.72	107,398.72	112,752.64	118,381.12
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

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INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	37.89	39.79	41.77	43.85	46.08
			Bi-Weekly	3,031.20	3,183.20	3,341.60	3,508.00	3,686.40
			Monthly	6,567.60	6,896.93	7,240.13	7,600.67	7,987.20
			Annual	78,811.20	82,763.20	86,881.60	91,208.00	95,846.40
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	34.47	36.18	37.99	39.90	41.89
			Bi-Weekly	2,757.60	2,894.40	3,039.20	3,192.00	3,351.20
			Monthly	5,974.80	6,271.20	6,584.93	6,916.00	7,260.93
			Annual	71,697.60	75,254.40	79,019.20	82,992.00	87,131.20
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	31.04	32.58	34.26	35.96	37.69
			Bi-Weekly	2,483.20	2,606.40	2,740.80	2,876.80	3,015.20
			Monthly	5,380.27	5,647.20	5,938.40	6,233.07	6,532.93
			Annual	64,563.20	67,766.40	71,260.80	74,796.80	78,395.20
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	28.44	29.73	31.21	32.69	34.22
			Bi-Weekly	2,275.20	2,378.40	2,496.80	2,615.20	2,737.60
			Monthly	4,929.60	5,153.20	5,409.73	5,666.27	5,931.47
			Annual	59,155.20	61,838.40	64,916.80	67,995.20	71,177.60
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				15.21	20.00
			Bi-Weekly				1,216.80	1,600.00
			Monthly				2,636.40	3,466.67
			Annual				31,636.80	41,600.00

**CLASSIFICATION PLAN
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(PER MUNI CODE SEC.2-4.30)
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ATTACHMENT III
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Classification Title	Job Code	Service Type
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT		
SENIOR MANAGEMENT ANALYST	H115	Classified
MANAGEMENT ANALYST II	H110	Classified
MANAGEMENT ANALYST I	H105	Classified
ADMINISTRATIVE SUPERVISOR	H120	Classified
ADMINISTRATIVE SECRETARY	C120	Classified
SENIOR SECRETARY	C115	Classified
SECRETARY	C110	Classified
ADMINISTRATIVE CLERK II	C105	Classified
ADMINISTRATIVE CLERK I	C100	Classified
ADMINISTRATIVE INTERN	Z120	Classified
MAIL CLERK	C410	Classified
CITY WIDE 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		

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Classification Title	Job Code	Service Type
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified
DIGITAL APPLICATIONS DEVELOPER	T470	Classified
MANAGEMENT FELLOW	U300	Classified
COMMUNITY SERVICES		
COMMUNITY SERVICES MANAGER	H745	Classified
COMMUNITY PROGRAMS SPECIALIST	T705	Classified
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified
PROPERTY REHABILITATION SPECIALIST	T725	Classified
PARATRANSIT COORDINATOR	T715	Classified
EDUCATION SERVICES MANAGER	H760	Classified
EDUCATIONAL SERVICES COORDINATOR	T780	Classified
ECONOMIC DEVELOPMENT		
ECONOMIC DEVELOPMENT MANAGER	H710	Classified
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified
NEIGHBORHOOD PARTNERSHIP SERVICES		
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified
HOUSING AUTHORITY		
HOUSING MANAGER	H715	Classified
HOUSING DEVELOPMENT SPECIALIST	T750	Classified
HOMEOWNERSHIP COORDINATOR	T710	Classified
DEVELOPMENT SERVICES DEPARTMENT		
DEVELOPMENT SERVICES ADMINISTRATION		
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified
BUILDING DIVISION		
CITY BUILDING OFFICIAL	H335	Classified
SUPERVISING BUILDING INSPECTOR	H330	Classified
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified

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Classification Title	Job Code	Service Type
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
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

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Classification Title	Job Code	Service Type
ACCOUNTANT	H140	Classified
SENIOR ACCOUNT CLERK	C305	Classified
ACCOUNT CLERK	C300	Classified
REVENUE DIVISION		
REVENUE MANAGER	H160	Classified
FINANCE SUPERVISOR	H155	Classified
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified
CUSTOMER ACCOUNT CLERK	C325	Classified
PURCHASING DIVISION		
PURCHASING AND SERVICES MANAGER	H180	Classified
PURCHASING TECHNICIAN	C345	Classified
MAIL AND PURCHASING CLERK	C335	Classified
FIRE DEPARTMENT		
SWORN		
DEPUTY FIRE CHIEF (40 HR)	F600	Classified
FIRE MARSHAL (40 HR)	F400	Classified
FIRE TRAINING OFFICER (40 HR)	F420	Classified
BATTALION CHIEF (56 HR)	F410	Classified
BATTALION CHIEF (40 HR)	F415	Classified
STAFF FIRE CAPTAIN (40 HR)	F240	Classified
FIRE CAPTAIN (56 HR)	F245	Classified
FIRE CAPTAIN (40 HR)	F250	Classified
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified
APPARATUS OPERATOR (56 HR)	F210	Classified
APPARATUS OPERATOR (40 HR)	F215	Classified
FIREFIGHTER (56 HR)	F200	Classified
FIREFIGHTER (40 HR)	F205	Classified
FIREFIGHTER TRAINEE (40 HR)	F100	Classified
PROFESSIONAL STAFF		
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified
FIRE PROTECTION ENGINEER	T510	Classified
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified
ENVIRONMENTAL SPECIALIST	T505	Classified
HAZARDOUS MATERIALS INSPECTOR	T500	Classified

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Classification Title	Job Code	Service Type
FIRE SERVICES SUPERVISOR	H580	Classified
SENIOR FIRE TECHNICIAN	C260	Classified
FIRE TECHNICIAN II	C255	Classified
FIRE TECHNICIAN I	C250	Classified
HUMAN RESOURCES DEPARTMENT		
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified
HUMAN RESOURCES MANAGER	U135	Classified
SENIOR HUMAN RESOURCES ANALYST	U120	Classified
HUMAN RESOURCES ANALYST II	U115	Classified
HUMAN RESOURCES ANALYST I	U110	Classified
HUMAN RESOURCES TECHNICIAN	U100	Classified
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified
LIBRARY SERVICES DEPARTMENT		
<i>LIBRARY SERVICES DIVISION</i>		
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		
<i>FACILITIES MANAGEMENT</i>		
FACILITIES AND BUILDING MANAGER	H605	Classified
FACILITIES LEADWORKER	M135	Classified
HVAC MECHANIC	M140	Classified
FACILITIES PAINTER II	M130	Classified

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Classification Title	Job Code	Service Type
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
POLICE LIEUTENANT	P215	Classified
POLICE SERGEANT	P210	Classified
POLICE OFFICER	P200	Classified
POLICE OFFICER TRAINEE	P100	Classified

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Classification Title	Job Code	Service Type
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 II	C671	Classified
CRIME PREVENTION SPECIALIST I	C670	Classified
RESERVE OFFICER COORDINATOR	H460	Classified
INVESTIGATION DIVISION		
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified
COUNSELING SUPERVISOR	H440	Classified
FAMILY COUNSELOR	T550	Classified
CERTIFIED LATENT PRINT EXAMINER	T560	Classified
SUPPORT SERVICES DIVISION		
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified
POLICE ID SPECIALIST	T555	Classified
CRIME SCENE TECHNICIAN	C685	Classified
PROPERTY TECHNICIAN	C665	Classified
ANIMAL SERVICES ADMINISTRATOR	H430	Classified
SHELTER OPERATIONS SUPERVISOR	C621	Classified
ANIMAL CONTROL OFFICER	C610	Classified
ANIMAL CARE ATTENDANT	C600	Classified
SHELTER VOLUNTEER COORDINATOR	C607	Classified
COMMUNICATIONS ADMINISTRATOR	H435	Classified
COMMUNICATIONS SUPERVISOR	C645	Classified
COMMUNICATIONS OPERATOR	C635	Classified
CALL TAKER	C633	Classified
RECORDS ADMINISTRATOR	H425	Classified
RECORDS SUPERVISOR	C705	Classified
POLICE RECORDS CLERK II	C695	Classified
POLICE RECORDS CLERK I	C690	Classified

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JAIL ADMINISTRATOR	H420	Classified
JAIL SUPERVISOR	C660	Classified
COMMUNITY SERVICE OFFICER	C650	Classified
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
CONSTRUCTION INSPECTOR	T245	Classified
UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT		
ADMINISTRATION DIVISION		

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Classification Title	Job Code	Service Type
ASSISTANT DIRECTOR OF PUBLIC WORKS	U525	Classified
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified
WATER RESOURCES MANAGER	H875	Classified
UTILITIES ENGINEERING MANAGER	H880	Classified
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified
STOREKEEPER - EXPEDITER	M100	Classified
SOLID WASTE MANAGEMENT		
SOLID WASTE PROGRAM MANAGER	H800	Classified
RECYCLING SPECIALIST	T800	Classified
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 WATER RESOURCES ENGINEER	H813	Classified
SENIOR UTILITIES ENGINEER	H810	Classified
WATER DISTRIBUTION		
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified

**CLASSIFICATION PLAN
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(PER MUNI CODE SEC.2-4.30)
FY 2020**

ATTACHMENT III
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Classification Title	Job Code	Service Type
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
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified

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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