

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, May 21, 2020

5:30 PM

Remote Participation

Personnel Commission

This meeting is being conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order No. 29-20 dated March 17, 2020, and Alameda County Health Officer Order No. 20-10 dated April 29, 2020, regarding the COVID-19 pandemic. Please note that this meeting will be recorded.

How to submit written Public Comment:

Send an email to Human.Resources@hayward-ca.gov by 12:00pm noon the day of the meeting. Emails will be compiled into one file, distributed to the Personnel Commission and City staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. <https://hayward.legistar.com/Calendar.aspx>

The Chair will read all email comments, provided the reading will not exceed three (3) minutes consistent with the time limit for speakers at Personnel Commission meetings. Email comments will become part of the record of the Personnel Commission meeting.

CALL TO ORDER

ROLL CALL

PUBLIC COMMENTS:

Limited Only to Items on the Agenda and Submitted in Writing Prior to the Meeting

MINUTES

- 1. [MIN 20-049](#) Approve the March 12, 2020 Personnel Commission Meeting Minutes

Attachments: [Attachment I March 12, 2020 Personnel Commission Meeting Minutes](#)

REPORTS

City Council Liaison (Information)

Interim Director of Human Resources (Information)

[RPT 20-057](#) Review the Proposed 2020 Calendar Year Agenda Planning Calendar

Attachments: [Attachment I Staff Report](#)

ACTION ITEMS

2. [ACT 20-037](#) Review the Revised Job Description for Police Captain

Attachments: [Attachment I Staff Report](#)
[Attachment II Police Captain Job Description Redlined Version](#)
[Attachment III Police Captain Job Description Clean Version](#)
[Attachment IV Police Department Org Chart](#)

3. [PH 20-038](#) Review the Revised Salary Plan for Fiscal Year 2020

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

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

NEXT REGULAR MEETING – June 11, 2020

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



CITY OF HAYWARD

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

File #: MIN 20-049

DATE: May 21, 2020

TO: Personnel Commission

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT

Approve the March 12, 2020 Personnel Commission Meeting Minutes

RECOMMENDATION

That the Personnel Commission reviews and approves the March 12, 2020 meeting minutes.

ATTACHMENTS

Attachment I March 12, 2020 Personnel Commission Meeting Minutes

**CITY OF HAYWARD
PERSONNEL COMMISSION
DRAFT MINUTES
Regular Meeting
Thursday, March 12, 2020
Conference Room 2A**

A regular meeting of the City of Hayward Personnel Commission was called to order at 5:34 p.m. on Thursday, March 12, 2020, at Hayward City Hall, Conference Room 2A.

CITY STAFF:

Maria Hurtado, Assistant City Manager/Interim Director of Human Resources
Robin Young, Deputy Director of Human Resources
Vanessa Lopez, Senior Human Resources Analyst
Lisette Del Pino, Human Resources Analyst II
Anthony Phillip, Human Resources Analyst II
Janice Cahee, Human Resources Analyst I
Wayne Smith, Human Resources Technician
Seema Vashi, Assistant City Attorney
Alex Ameri, Director of Public Works
Richard Nield, Landscape Maintenance Manager

| Attendance | <u>REGULAR MEETINGS</u> | | <u>SPECIAL MEETINGS</u> | | |
|-------------------|------------------------------------------------------|----------------------------------------------------|---------------------------------------------------|----------------------------------------------------|---------------------------------------------------|
| | Present 3.12.2020 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. |
| Allen Zargar | 0 | 1 | 2 | - | - |
| Erika Cortez | 0 | 2 | 1 | - | - |
| *Nicolia Gooding | X | 3 | - | - | - |
| Zheefong He | X | 2 | 1 | - | - |
| Robert Gaumer | X | 2 | - | - | - |
| Denise Thompson | X | 2 | - | - | - |
| Randy Wright | X | 2 | - | - | - |

X = present 0 = absent

* Chairperson

PUBLIC COMMENTS

None.

APPROVAL OF MINUTES

1. Approval of December 12, 2019 Meeting Minutes (Action)

(M/S/P) (Wright/Gaumer) Approved.

REPORTS

City Council Liaison (Information)

Council Member Mark Salinas reported that Census forms have been distributed and encouraged Personnel Commissioners to complete it once received. He also mentioned that there is a kiosk in the Library to assist the community with completing the census forms. Mary Thomas in the City Manager's Office is the contact person, however, if there are any questions or comments about the census, he welcomed the Personnel Commission to contact him.

Lastly, Council Member Salinas reported that the City Council has recently passed the rent stabilization and tenant protection ordinance, and the minimum wage ordinance. He also mentioned that the SoHay project has completed its first group of affordable housing to be made available for low-income families.

Interim Director of Human Resources (Information)

Assistant City Manager/Interim Director of Human Resources Maria Hurtado reported that City Manager Kelly McAdoo has declared a local emergency due to the increased concern regarding COVID-19. This has allowed the City to make some operational changes on how the City interacts with the public, such as limiting public access to City Hall's first floor only as a single point of contact. This will help ensure the safety of the public and the City's employees. The City has also cancelled non-essential, non-governmental events, such as City Hall rentals. This is in alignment with the Center for Disease Control and Alameda County's Health guideline to minimize large group gatherings. However, City Council and Board/Commission meetings will continue to be held, with an option to participate via teleconference.

Lastly, Interim Director of Human Resources Hurtado mentioned that a Special Personnel Commission meeting may be scheduled in May and that Candi Jackson, Human Resources Administrative Assistant will be polling the Commission's availability, including their interest in teleconferencing.

ACTION ITEMS

2. Review the Revised Job Description for Groundskeeper II & Groundskeeper III

Richard Nield, Landscape Maintenance Manager gave an overview of the Groundskeeper II & Groundskeeper III job specifications and answered questions.

(M/S/P) (Gaumer/Wright) Approved with changes.

Commissioner Wright asked if the word “heavy” in “Performs heavy physical labor.” is necessary, as it may deter female applicants from applying.

Human Resources Analyst Del Pino pointed out that both job specifications include language regarding reasonable accommodations, if needed.

Interim Director of Human Resources Hurtado advised the Commission that HR staff will bring both job specifications to the union for their approval to remove the word “heavy”, since removing the word can change the working condition; and if the union approves, HR staff will remove the word. However, she also asked if the union does not approve, would the language regarding special accommodations be sufficient.

The Commission agreed.

3. Review the Revised Job Description for Water Pollution Source Control Inspector

Alex Ameri, Director of Public Works gave an overview of the Water Pollution Source Control Inspector job specification and answered questions.

(M/S/P) (Gaumer/Wright) Approved.

4. Proposed Fiscal Year 2020 Agenda Planning Calendar

Robin Young, Deputy Director of Human Resources gave an overview of the report.

(M/S/P) (Wright/Thompson) Approved.

5. Adopt the Revised Classification and Salary Plan for Fiscal Year 2020, Effective December 23, 2019, and Review the Salary Plan for Fiscal Year 2020

Deputy Director Young gave an overview of the revised Classification and Salary Plan. The revised Salary Plan includes the salary adjustments to the Tree Trimmer and Personnel Operations Specialist classifications as a result of the SEIU Local 1021 Clerical and Related, and SEIU 1021 Maintenance and Operations Unit’s salary survey.

(M/S/P) (Gaumer/Wright) Adopted revised Classification Plan.

(M/S/P) (Wright/Gaumer) Recommended Salary Plan for Council approval.

RECRUITMENT DIVERSITY REPORT

Tabled to next regular meeting.

COMMITTEE MEMBER/STAFF ANNOUNCEMENTS AND REFERRALS

ADJOURNMENT

Meeting was adjourned at 6:20 p.m.



Maria Hurtado, Assistant City Manager/
Interim Director of Human Resources



CITY OF HAYWARD

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

File #: RPT 20-057

DATE: May 21, 2020

TO: Personnel Commission

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT

Review the Proposed 2020 Calendar Year Agenda Planning Calendar

RECOMMENDATION

That the Personnel Commission reviews the 2020 calendar year agenda planning calendar.

SUMMARY

The proposed 2020 calendar year agenda planning calendar outlines the proposed agenda items and meeting dates for the Personnel Commission's information.

ATTACHMENTS

Attachment I Staff Report



DATE: May 21, 2020

TO: Personnel Commission

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT: Review the Proposed 2020 Calendar Year Agenda Planning Calendar

RECOMMENDATION

That the Personnel Commission reviews the proposed 2020 calendar year agenda planning calendar.

SUMMARY

The proposed 2020 calendar year agenda planning calendar outlines the proposed agenda items and meeting dates for the Personnel Commission’s information.

DISCUSSION

For the Commission’s information, below is the tentative agenda for the 2020 calendar year¹.

| |
|----------------------------------------------------|
| Thursday, May 21, 2020 (Special Meeting) |
| Lead Sweeper Equipment Operator |
| <u>Police Captain</u> |
| <u>FY2020 Salary Plan</u> |
| Thursday, June 11, 2020 |
| <u>FY 2021 Salary and Classification Plan</u> |
| Administrative Secretary – Confidential |
| Crime Scene Technician |
| Customer Fields Technician |
| Graphics and Media Relations Technician |

¹ Please Note:

- ❖ Striked-Out items are proposed to be removed and/or rescheduled from previously approved planning calendar;
- ❖ Underlined items are proposed to be added (new) and/or scheduled from previously scheduled items.

| |
|-----------------------------------------------|
| Thursday, June 11, 2020 (continued) |
| <u>Information Technology Technician I/II</u> |
| <u>Secretary series</u> |
| <u>Laborer</u> |
| <u>Utility Leader</u> |
| <u>Utility Service Worker</u> |
| <u>Water Meter Mechanic</u> |
| <u>Salary Plan and Classification Plan</u> |
| <u>Recruitment Diversity Report</u> |
| Thursday, September 10, 2020 |
| <u>Secretary Series</u> |
| <u>Crime Scene Technicians</u> |
| <u>IT Technician I/II</u> |
| <u>Lead Sweeper Equipment Operator</u> |
| <u>Customer Field Technician</u> |
| <u>Water Meter Mechanic</u> |
| <u>Utility Service Worker</u> |
| <u>Utility Leader – Sewer</u> |
| <u>FY 2021 Salary and Classification Plan</u> |
| <u>Diversity Report</u> |
| Thursday, December 10, 2020 |
| <u>FY 2021 Salary Plan</u> |

NEXT STEPS

Staff will schedule items accordingly for the remainder of the 2020 calendar year.

Prepared by: Candi Jackson, Human Resources Administrative Assistant

Recommended by: Robin Young, Deputy Director of Human Resources
 Maria A. Hurtado, Assistant City Manager/Interim Director of Human Resources

Approved by:



 Kelly McAdoo, City Manager



CITY OF HAYWARD

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

File #: ACT 20-037

DATE: May 21, 2020

TO: Personnel Commission

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT

Review the Revised Job Description for Police Captain

RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the Police Captain classification to ensure that the employment standards are job-related.

SUMMARY

The job description for Police Captain has been updated to align with the Peace Officer qualifications mandated by Title 11 of the California Code of Regulations (CCR). Revisions to the minimum qualifications have been made to reflect progressive experience requirements and industry standards.

ATTACHMENTS

| | |
|----------------|---------------------------------------------------|
| Attachment I | Staff Report |
| Attachment II | Police Captain Job Description - Red Line Version |
| Attachment III | Police Captain Job Description - Clean Version |
| Attachment IV | Police Department Org Chart |

DATE: May 21, 2020
TO: Personnel Commission
FROM: Assistant City Manager/Interim Director of Human Resources
SUBJECT: Review the Revised Job Description for Police Captain

RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the Police Captain classification to ensure that the employment standards are job-related.

SUMMARY

The job description for Police Captain has been updated to align with the peace officer qualifications mandated by Title 11 of the California Code of Regulations [CCR]. Revisions to the minimum qualifications have been made to reflect progressive experience requirements and industry standards.

BACKGROUND/DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. The Human Resources Department staff review all job descriptions with the respective departments and updates each to align the job description with the City's Classification Plan. In addition, prior to initiating a recruitment process, Human Resources staff make necessary adjustments to job requirements to ensure that the needs of the department are met.

The Human Resources Department is updating the Police Captain job description in order to align the minimum qualifications with progressive municipal peace officer experience requirements as well as the requirements from the Commission on Peace Officer Standards and Training [POST] as defined in the CCR. The Police Captain is a division head in the Police Department reporting directly to the Police Chief. Incumbents in this classification oversee and administer the activities of a major division of the Police Department. The Police Lieutenant classification is also considered a middle management position with responsibilities for commanding multiple divisions or units on an assigned shift including

supervision of sworn and professional staff. Finally, the Police Sergeant classification is considered the first-level sworn supervisory position in the Hayward Police Department.

Title 11 of the CCR § 1005, Minimum Standards for Training states that a peace officer promoted to a middle management position after July 1, 2018 shall satisfactorily complete a certified Management Course either twelve (12) months prior to promotion or within twelve (12) months of the initial promotion:

“Middle Management Position” is a management peace officer position between the first-level supervisory position and the department head position, for which commensurate pay is authorized, and is responsible principally for management and/or command duties. The middle management position is most commonly the rank of lieutenant or higher.¹

In order to be awarded the POST Management Certificate, peace officers must successfully complete a POST-certified Management Course and possess a minimum of two years law enforcement experience as a permanent middle manager pursuant to Title 11 of the CCR § 1011, Certificates. The Police Captain job description was subsequently updated to reflect progressive experience requirements and industry standards, which include six years peace officer experience including at least two years of management experience at the rank of Police Lieutenant and possession of the POST Management Certificate.

The proposed changes to the minimum qualifications are in compliance with Title 11 of the CCR. The revisions to the Police Captain job description were shared with and accepted by representatives of the Hayward Police Management Unit (HPMU). A redlined version of the job description showing all proposed tracked changes as well as a final clean version are attached for the Commission’s review.

FISCAL IMPACT

There are no fiscal impacts associated with the review of the revised job description.

STRATEGIC ROADMAP

This agenda item supports the Council’s Strategic Roadmap as these classifications assist in the accomplishment of several items on the project lists. The Strategic Roadmap outlines the City of Hayward’s highest priorities over the next three years and a roadmap of specific actions to get there.

Priority: Support Quality of Life

Project Item 3: Implement mental health comprehensive assessment teams (CAT) to provide targeted mental health services to avoid inefficient use of public safety resources.

3a. Assess findings from pilot.

¹ Cal. Code Regs. tit. 11, § 1001, Definitions (2020)

- 3b. Roll out permanent CAT program (outside of County).
Project Item 8: Implement Hayward Police Department Community Advisory Panel.
Project Item 9: Expand existing support services offered by the Hayward Police Department Youth and Family Services Bureau to include life skills, education and restorative justice.

Prepared by: Lisette Del Pino, Human Resources Analyst II

Recommended by: Robin Young, Deputy Director of Human Resources
Maria A. Hurtado, Assistant City Manager/Interim Director of Human Resources

Approved by:



Kelly McAdoo, City Manager

POLICE CAPTAIN

DEFINITION

Under general direction of the Chief of Police, the Police Captain performs responsible administrative, investigative and technical work in directing the activities of a major division of the Police Department; performs highly responsible and technical staff assistance; and does related work as required.

DISTINGUISHING CHARACTERISTICS

This classification is a division head in the Police Department. Incumbents oversee and administer the operations of a division of the Police Department; either Investigations, ~~or~~ Patrol, or Special Operations. This class is distinguished from Police Chief in the latter's level and degree of responsibility for broad oversight of all Department functions. The Police Captain will, in the absence of the Police Chief, assume full command responsibility for the operations of the Police Department.

SUPERVISION RECEIVED

General direction is provided by the Chief of Police.

SUPERVISION EXERCISED

Direct and indirect supervision of sworn and professional staff.

ESSENTIAL DUTIES

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

Assist in the development and implementation of departmental goals, objectives, policies and priorities.

Develop and implement division goals, objectives, policies and priorities.

Plan, direct, supervise, and coordinate a Division within the Police Department.

Develop staffing plan, study crime and other reports to determine trends and make recommendations for changes in organization and operating procedures.

Review operating procedures and make recommendations for improvement.

Assist the Chief of Police in overall departmental budget development and administration.

City of Hayward

Police Captain

Page 2

Oversee and manage the division budget.

ESSENTIAL DUTIES (continued)

Respond to citizen complaints and requests for information.

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

Supervise, train and evaluate assigned staff.

Investigate, review and/or oversee disciplinary cases and recommend discipline.

Perform related work as necessary.

Serve as acting Chief of Police as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Modern police principles, methods, practices, and techniques with particular emphasis in activities of the assigned division.

Pertinent federal, state and local laws and ordinances.

Functions and objectives of federal, state, and local law enforcement agencies.

Departmental rules and regulations.

Methods and practices of police administration.

Principles and practices of organization, administration, budget and personnel management.

Must possess:

Impeccable ethics, integrity, tact, diplomacy, communication skills, good judgment and decisiveness.

Ability to:

Make sound decisions in accordance with laws, regulations, and departmental policies.

Plan, organize, and coordinate the work of subordinate personnel.

Analyze complex police problems.

Communicate clearly and concisely, orally and in writing.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued)

Ability to:

Prepare comprehensive and completed written staff work.

Supervise, train, evaluate and develop assigned staff.

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: Six (6) years of current increasingly responsible experience in municipal police work, including at least two (2) years in a supervisory/management capacity at the rank of Police Lieutenant. Must be at rank of Lieutenant at time of application deadline.

Education: At the time of appointment, must possess Bachelor's Degree from an accredited college or university in a related field. Master's Degree preferred.

Licenses and Certificates: Possession and maintenance of a valid Class C California Driver's License and a Police Officer Standard and Training (POST) Supervisory Management Certificate.

SPECIAL REQUIREMENTS

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

Essential duties must be performed with or without reasonable accommodation.

Probationary Period: One (1) Year

802CS13P300 Police Captain

August 1998

City of Hayward

Police Captain

Page 4

March 2005

Revised: October 2013

Revised: September 2015

Revised: May 21, 2020

APP GRP: 6

FPPC STATUS: Designated

FLSA STATUS: Exempt

POLICE CAPTAIN

DEFINITION

Under general direction of the Chief of Police, the Police Captain performs responsible administrative, investigative and technical work in directing the activities of a major division of the Police Department; performs highly responsible and technical staff assistance; and does related work as required.

DISTINGUISHING CHARACTERISTICS

This classification is a division head in the Police Department. Incumbents oversee and administer the operations of a division of the Police Department; either Investigations, Patrol, or Special Operations. This class is distinguished from Police Chief in the latter's level and degree of responsibility for broad oversight of all Department functions. The Police Captain will, in the absence of the Police Chief, assume full command responsibility for the operations of the Police Department.

SUPERVISION RECEIVED

General direction is provided by the Chief of Police.

SUPERVISION EXERCISED

Direct and indirect supervision of sworn and professional staff.

ESSENTIAL DUTIES

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

Assist in the development and implementation of departmental goals, objectives, policies and priorities.

Develop and implement division goals, objectives, policies and priorities.

Plan, direct, supervise, and coordinate a Division within the Police Department.

Develop staffing plan, study crime and other reports to determine trends and make recommendations for changes in organization and operating procedures.

Review operating procedures and make recommendations for improvement.

Assist the Chief of Police in overall departmental budget development and administration.

Oversee and manage the division budget.

ESSENTIAL DUTIES (continued)

Respond to citizen complaints and requests for information.

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

Supervise, train and evaluate assigned staff.

Investigate, review and/or oversee disciplinary cases and recommend discipline.

Perform related work as necessary.

Serve as acting Chief of Police as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Modern police principles, methods, practices, and techniques with particular emphasis in activities of the assigned division.

Pertinent federal, state and local laws and ordinances.

Functions and objectives of federal, state, and local law enforcement agencies.

Departmental rules and regulations.

Methods and practices of police administration.

Principles and practices of organization, administration, budget and personnel management.

Must possess:

Impeccable ethics, integrity, tact, diplomacy, communication skills, good judgment and decisiveness.

Ability to:

Make sound decisions in accordance with laws, regulations, and departmental policies.

Plan, organize, and coordinate the work of subordinate personnel.

Analyze complex police problems.

City of Hayward

Police Captain

Page 3

Communicate clearly and concisely, orally and in writing.

JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued)

Ability to:

Prepare comprehensive and completed written staff work.

Supervise, train, evaluate and develop assigned staff.

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: Six (6) years of current increasingly responsible experience in municipal police work, including at least two (2) years in a supervisory/management capacity at the rank of Police Lieutenant.

Education: At the time of appointment, must possess Bachelor's Degree from an accredited college or university in a related field. Master's Degree preferred.

Licenses and Certificates: Possession and maintenance of a valid Class C California Driver's License and a Police Officer Standard and Training (POST) Management Certificate.

SPECIAL REQUIREMENTS

Essential duties require the following mental and/or physical ability to: work in a standard office environment and use standard office equipment and current software; to work in a field environment in various weather conditions; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; walk, stand, crouch, reach, twist, turn, kneel, bend, squat, stoop, run and safely lift and move equipment and material weighing up to 45 pounds; converse by telephone, by email, in person, and to small or large groups and be clearly understood; read and comprehend legal, technical, and complex documents; interact with the public, elected officials, other law enforcement agency representatives and all different levels of City staff in an effective and professional manner; and safely drive to various locations to fulfill assigned duties. Essential duties must be performed with or without reasonable accommodation.

Probationary Period: One (1) Year

P300 Police Captain

August 1998

March 2005

City of Hayward

Police Captain

Page 4

Revised: October 2013

Revised: September 2015

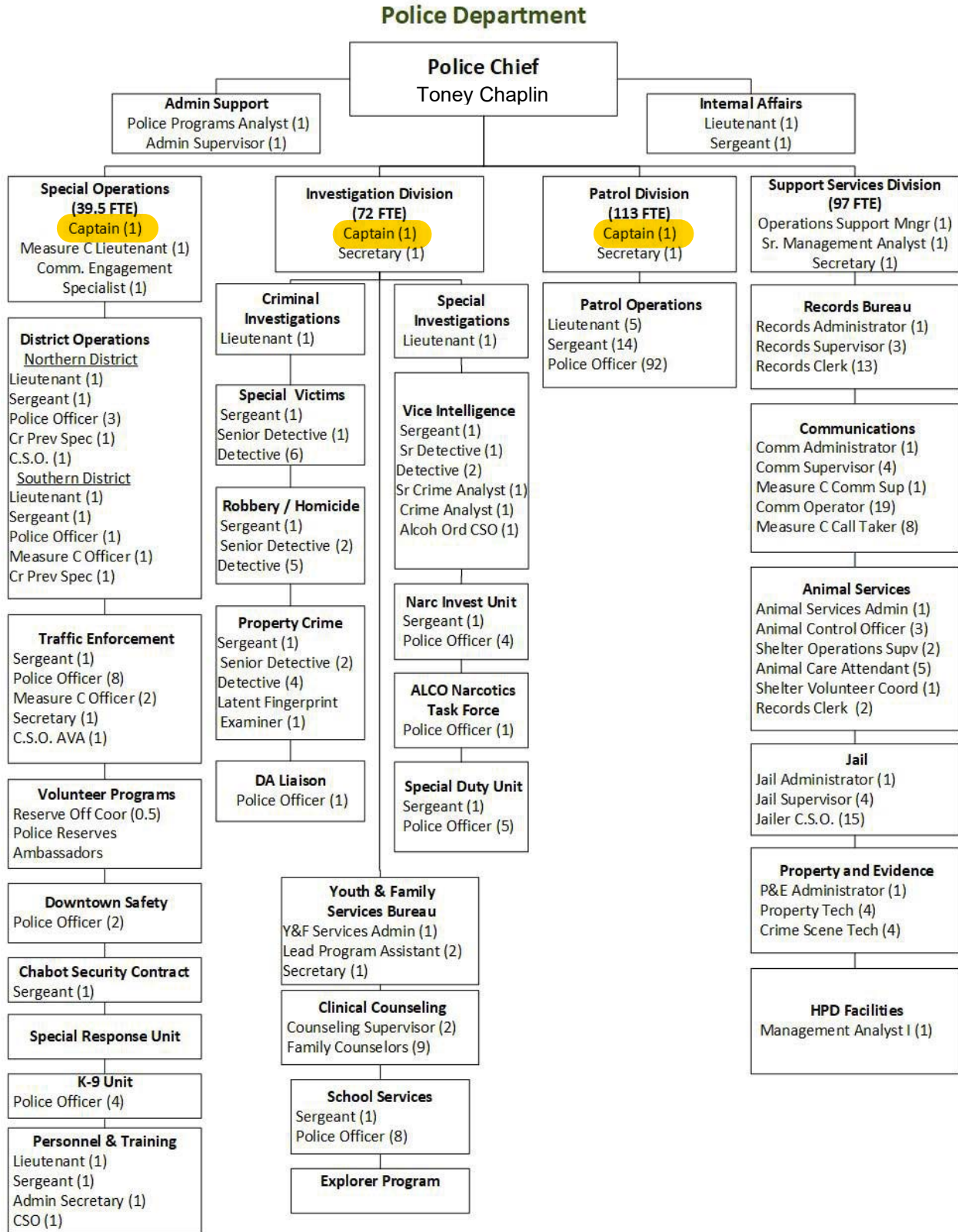
Revised: May 21, 2020

APP GRP: 6

FPPC STATUS: Designated

FLSA STATUS: Exempt

FY 2020 STAFFING 326.5 FTE





CITY OF HAYWARD

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

File #: PH 20-038

DATE: May 21, 2020

TO: Personnel Commission

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT

Review the Revised Salary Plan for Fiscal Year 2020

RECOMMENDATION

That the Personnel Commission holds a Public Hearing and reviews and recommends to Council adoption of the revised salary plan for each position in the City's classified service for Fiscal Year 2020, effective December 23, 2019.

SUMMARY

As required by the Municipal Code, the FY 2020 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service including salary adjustments to Senior Airport Maintenance Worker, and equity adjustments to Local 21 classifications.

ATTACHMENTS

| | |
|---------------|------------------|
| Attachment I | Staff Report |
| Attachment II | FY20 Salary Plan |



DATE: May 21, 2020
TO: Personnel Commission
FROM: Assistant City Manager/Interim Director of Human Resources
SUBJECT: Review the Revised Salary Plan for Fiscal Year 2020

RECOMMENDATION

That the Personnel Commission holds a Public Hearing and reviews and recommends to Council adoption of the revised salary plan for each position in the City's classified service for Fiscal Year 2020, effective December 23, 2019.

SUMMARY

As required by the Municipal Code, the FY 2020 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service including salary adjustments to Senior Airport Maintenance Worker, and equity adjustments to Local 21 classifications.

BACKGROUND/DISCUSSION

SEIU Local 1021 Maintenance and Operations Unit (SEIU)

Salary Adjustments:

Senior Airport Maintenance Worker: The salary plan has been revised to correct the salary range for Senior Airport Maintenance Worker; this salary range should have been updated as a result of the SEIU Local 1021 Clerical and Related and SEIU Local 1021 Maintenance and Operations Units' salary survey. Based on internal salary settings to maintain the consistency of a lead classification maintaining 10% above the highest base wage rate of a linked classification, the Senior Airport Maintenance Worker will be increased by 2.7% to maintain the 10% differential above Airport Maintenance Worker. The salary plan has been updated to reflect the correct salary range which is \$36.64 per hour at Step A and \$42.77 per hour at Step E.

International Federation of Professional & Technical Engineers (Local 21)

Equity Adjustments:

Pursuant to the negotiated terms of the Memorandum of Understanding (MOU) between the City of Hayward and the International Federation of Professional & Technical Engineers (Local 21), a salary survey identified 35 classifications that met the criteria to receive salary equity adjustments in the amount of 5%, which shall be retroactive to the pay period including January 1, 2020. Qualifying classifications will receive a second salary equity adjustment of no more than 5% effective the pay period including January 1, 2021.

Table 1 below lists the Local 21 classifications receiving the first installment of the 5% equity salary adjustment retroactive to the pay period including January 1, 2020.

Table 1: Local 21 Equity Adjustments Retroactive to January 1, 2020

| CLASSIFICATION | |
|-----------------------------------------------|-------------------------------------------------|
| Associate Civil Engineer | Certified Latent Print Examiner |
| Assistant Civil Engineer | Environmental Specialist |
| Associate Transportation Engineer | Information Technology Analyst II |
| Assistant Transportation Engineer | Information Technology Analyst I |
| Building Inspector | Digital Applications Developer |
| Senior Building Inspector/Electrical | Plan Checker |
| Senior Building Inspector/Plumbing-Mechanical | Senior Plan Checker |
| Senior Building Inspector/Structural | Programmer Analyst |
| Code Enforcement Inspector II | Geographic Info Systems Coordinator |
| Code Enforcement Inspector I | Tech Solutions Analyst I |
| Senior Code Enforcement Inspector | Tech Solutions Analyst II |
| Construction Inspector | Sustainability Technician |
| Senior Construction Inspector | Sustainability Specialist |
| Surveyor | Graphics and Media Relations Technician |
| Engineering Technician | Traffic Signal Technician |
| Development Review Specialist | Water Pollution Source Control Inspector |
| Airport Operations Specialist | Senior Water Pollution Source Control Inspector |
| Hazardous Materials Investigator | |

FISCAL IMPACT

Senior Airport Maintenance Worker: The internal salary adjustment of the 2.7% increase to this classification will result in an increased cost of \$2,698 to the Enterprise Fund. As a result, an adjustment will be included in the Salary Plan Resolution, which will be included in the FY 2021 Proposed Budget.

Local 21 Equity Adjustments: The internal equity adjustments for the classifications in the Local 21 Unit results in a citywide net fiscal increase of approximately \$175,161. Of this amount, the impact to the General Fund will result in an increase of \$121,539. Budget adjustments will be included in the Salary Plan Resolution, which will be included in the FY 2021 Proposed Budget.

STRATEGIC ROADMAP

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

NEXT STEPS

This salary plan will be scheduled at an upcoming Council meeting date and the salary and equity adjustments will be implemented with an effective date retroactive to the pay period including January 1, 2020.

Prepared by: Anthony Phillip, Human Resources Analyst II

Recommended by: Robin Young, Deputy Director of Human Resources
Maria A. Hurtado, Assistant City Manager/Interim 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 May 21, 2020
Approved by Council
on June 2, 2020

| 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 | 50.86 | 53.38 | 56.06 | 58.86 | 61.79 |
| | | | Bi-Weekly | 4,068.80 | 4,270.40 | 4,484.80 | 4,708.80 | 4,943.20 |
| | | | Monthly | 8,815.73 | 9,252.53 | 9,717.07 | 10,202.40 | 10,710.27 |
| | | | Annual | 105,788.80 | 111,030.40 | 116,604.80 | 122,428.80 | 128,523.20 |
| MANAGEMENT ANALYST II | H110 | Classified | Hourly | 46.25 | 48.56 | 50.99 | 53.53 | 56.20 |
| | | | Bi-Weekly | 3,700.00 | 3,884.80 | 4,079.20 | 4,282.40 | 4,496.00 |
| | | | Monthly | 8,016.67 | 8,417.07 | 8,838.27 | 9,278.53 | 9,741.33 |
| | | | Annual | 96,200.00 | 101,004.80 | 106,059.20 | 111,342.40 | 116,896.00 |
| MANAGEMENT ANALYST I | H105 | Classified | Hourly | 42.04 | 44.16 | 46.35 | 48.66 | 51.10 |
| | | | Bi-Weekly | 3,363.20 | 3,532.80 | 3,708.00 | 3,892.80 | 4,088.00 |
| | | | Monthly | 7,286.93 | 7,654.40 | 8,034.00 | 8,434.40 | 8,857.33 |
| | | | Annual | 87,443.20 | 91,852.80 | 96,408.00 | 101,212.80 | 106,288.00 |
| ADMINISTRATIVE SUPERVISOR | H120 | Classified | Hourly | 38.06 | 39.95 | 41.95 | 44.03 | 46.24 |
| | | | Bi-Weekly | 3,044.80 | 3,196.00 | 3,356.00 | 3,522.40 | 3,699.20 |
| | | | Monthly | 6,597.07 | 6,924.67 | 7,271.33 | 7,631.87 | 8,014.93 |
| | | | Annual | 79,164.80 | 83,096.00 | 87,256.00 | 91,582.40 | 96,179.20 |
| ADMINISTRATIVE SECRETARY | C120 | Classified | Hourly | 36.01 | 37.49 | 38.96 | 40.43 | 42.04 |
| | | | Bi-Weekly | 2,880.80 | 2,999.20 | 3,116.80 | 3,234.40 | 3,363.20 |
| | | | Monthly | 6,241.73 | 6,498.27 | 6,753.07 | 7,007.87 | 7,286.93 |
| | | | Annual | 74,900.80 | 77,979.20 | 81,036.80 | 84,094.40 | 87,443.20 |
| SENIOR SECRETARY | C115 | Classified | Hourly | 32.91 | 34.20 | 35.59 | 36.89 | 38.32 |
| | | | Bi-Weekly | 2,632.80 | 2,736.00 | 2,847.20 | 2,951.20 | 3,065.60 |
| | | | Monthly | 5,704.40 | 5,928.00 | 6,168.93 | 6,394.27 | 6,642.13 |
| | | | Annual | 68,452.80 | 71,136.00 | 74,027.20 | 76,731.20 | 79,705.60 |
| SECRETARY | C110 | Classified | Hourly | 28.96 | 30.28 | 31.81 | 33.29 | 34.87 |
| | | | Bi-Weekly | 2,316.80 | 2,422.40 | 2,544.80 | 2,663.20 | 2,789.60 |
| | | | Monthly | 5,019.73 | 5,248.53 | 5,513.73 | 5,770.27 | 6,044.13 |
| | | | Annual | 60,236.80 | 62,982.40 | 66,164.80 | 69,243.20 | 72,529.60 |
| 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 | | | | 15.82 | 20.00 |
| | | | Bi-Weekly | | | | 1,265.60 | 1,600.00 |
| | | | Monthly | | | | 2,742.13 | 3,466.67 |
| | | | Annual | | | | 32,905.60 | 41,600.00 |
| MAIL CLERK | C410 | Classified | Hourly | | | 15.82 | 16.61 | 17.44 |
| | | | Bi-Weekly | | | 1,265.60 | 1,328.80 | 1,395.20 |
| | | | Monthly | | | 2,742.13 | 2,879.07 | 3,022.93 |
| | | | Annual | | | 32,905.60 | 34,548.80 | 36,275.20 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|---------------------------------|------------------------------|--------------|-----------|------------|------------|------------|------------|------------|
| 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 | 31.82 | 33.09 | 34.43 | 35.66 | 37.03 |
| | | | Bi-Weekly | 2,545.60 | 2,647.20 | 2,754.40 | 2,852.80 | 2,962.40 |
| | | | Monthly | 5,515.47 | 5,735.60 | 5,967.87 | 6,181.07 | 6,418.53 |
| | | | Annual | 66,185.60 | 68,827.20 | 71,614.40 | 74,172.80 | 77,022.40 |
| 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 | | | | | | | | |
| SENIOR ASSISTANT CITY ATTORNEY | U215 | Classified | Hourly | 77.11 | 80.98 | 85.03 | 89.28 | 93.75 |
| | | | Bi-Weekly | 6,168.80 | 6,478.40 | 6,802.40 | 7,142.40 | 7,500.00 |
| | | | Monthly | 13,365.73 | 14,036.53 | 14,738.53 | 15,475.20 | 16,250.00 |
| | | | Annual | 160,388.80 | 168,438.40 | 176,862.40 | 185,702.40 | 195,000.00 |
| ASSISTANT CITY ATTORNEY | U210 | Classified | Hourly | 70.10 | 73.61 | 77.30 | 81.16 | 85.22 |
| | | | Bi-Weekly | 5,608.00 | 5,888.80 | 6,184.00 | 6,492.80 | 6,817.60 |
| | | | Monthly | 12,150.67 | 12,759.07 | 13,398.67 | 14,067.73 | 14,771.47 |
| | | | Annual | 145,808.00 | 153,108.80 | 160,784.00 | 168,812.80 | 177,257.60 |
| DEPUTY CITY ATTORNEY II | U205 | Classified | Hourly | 57.95 | 60.82 | 63.87 | 67.05 | 70.43 |
| | | | Bi-Weekly | 4,636.00 | 4,865.60 | 5,109.60 | 5,364.00 | 5,634.40 |
| | | | Monthly | 10,044.67 | 10,542.13 | 11,070.80 | 11,622.00 | 12,207.87 |
| | | | Annual | 120,536.00 | 126,505.60 | 132,849.60 | 139,464.00 | 146,494.40 |
| DEPUTY CITY ATTORNEY I | U200 | Classified | Hourly | 52.67 | 55.30 | 58.07 | 60.98 | 64.02 |
| | | | Bi-Weekly | 4,213.60 | 4,424.00 | 4,645.60 | 4,878.40 | 5,121.60 |
| | | | Monthly | 9,129.47 | 9,585.33 | 10,065.47 | 10,569.87 | 11,096.80 |
| | | | Annual | 109,553.60 | 115,024.00 | 120,785.60 | 126,838.40 | 133,161.60 |
| SENIOR PARALEGAL | U196 | Classified | Hourly | 39.16 | 41.13 | 43.18 | 45.33 | 47.59 |
| | | | Bi-Weekly | 3,132.80 | 3,290.40 | 3,454.40 | 3,626.40 | 3,807.20 |
| | | | Monthly | 6,787.73 | 7,129.20 | 7,484.53 | 7,857.20 | 8,248.93 |
| | | | Annual | 81,452.80 | 85,550.40 | 89,814.40 | 94,286.40 | 98,987.20 |
| PARALEGAL | U195 | Classified | Hourly | 35.60 | 37.38 | 39.25 | 41.21 | 43.27 |
| | | | Bi-Weekly | 2,848.00 | 2,990.40 | 3,140.00 | 3,296.80 | 3,461.60 |
| | | | Monthly | 6,170.67 | 6,479.20 | 6,803.33 | 7,143.07 | 7,500.13 |
| | | | Annual | 74,048.00 | 77,750.40 | 81,640.00 | 85,716.80 | 90,001.60 |
| 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 | 46.25 | 48.57 | 50.98 | 53.53 | 56.21 |
| | | | Bi-Weekly | 3,700.00 | 3,885.60 | 4,078.40 | 4,282.40 | 4,496.80 |
| | | | Monthly | 8,016.67 | 8,418.80 | 8,836.53 | 9,278.53 | 9,743.07 |
| | | | Annual | 96,200.00 | 101,025.60 | 106,038.40 | 111,342.40 | 116,916.80 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|-------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| CITY MANAGER DEPARTMENT | | | | | | | | |
| OFFICE OF THE CITY MANAGER | | | | | | | | |
| GRAPHICS AND MEDIA RELATIONS TECHNICIAN | T300 | Classified | Hourly | 32.26 | 33.83 | 35.63 | 37.40 | 39.22 |
| | | | Bi-Weekly | 2,580.80 | 2,706.40 | 2,850.40 | 2,992.00 | 3,137.60 |
| | | | Monthly | 5,591.73 | 5,863.87 | 6,175.87 | 6,482.67 | 6,798.13 |
| | | | Annual | 67,100.80 | 70,366.40 | 74,110.40 | 77,792.00 | 81,577.60 |
| DIGITAL APPLICATIONS DEVELOPER | T470 | Classified | Hourly | 44.26 | 46.46 | 48.78 | 51.23 | 53.80 |
| | | | Bi-Weekly | 3,540.80 | 3,716.80 | 3,902.40 | 4,098.40 | 4,304.00 |
| | | | Monthly | 7,671.73 | 8,053.07 | 8,455.20 | 8,879.87 | 9,325.33 |
| | | | Annual | 92,060.80 | 96,636.80 | 101,462.40 | 106,558.40 | 111,904.00 |
| MANAGEMENT FELLOW | U300 | Classified | Hourly | | | | | 38.22 |
| | | | Bi-Weekly | | | | | 3,057.60 |
| | | | Monthly | | | | | 6,624.80 |
| | | | Annual | | | | | 79,497.60 |
| COMMUNITY SERVICES | | | | | | | | |
| COMMUNITY SERVICES MANAGER | H745 | Classified | Hourly | 63.80 | 66.98 | 70.34 | 73.87 | 77.55 |
| | | | Bi-Weekly | 5,104.00 | 5,358.40 | 5,627.20 | 5,909.60 | 6,204.00 |
| | | | Monthly | 11,058.67 | 11,609.87 | 12,192.27 | 12,804.13 | 13,442.00 |
| | | | Annual | 132,704.00 | 139,318.40 | 146,307.20 | 153,649.60 | 161,304.00 |
| COMMUNITY PROGRAMS SPECIALIST | T705 | Classified | Hourly | 40.82 | 42.95 | 45.13 | 47.35 | 49.66 |
| | | | Bi-Weekly | 3,265.60 | 3,436.00 | 3,610.40 | 3,788.00 | 3,972.80 |
| | | | Monthly | 7,075.47 | 7,444.67 | 7,822.53 | 8,207.33 | 8,607.73 |
| | | | Annual | 84,905.60 | 89,336.00 | 93,870.40 | 98,488.00 | 103,292.80 |
| SENIOR PROPERTY REHABILITATION SPECIALIST | T730 | Classified | Hourly | 44.89 | 47.23 | 49.63 | 52.08 | 54.62 |
| | | | Bi-Weekly | 3,591.20 | 3,778.40 | 3,970.40 | 4,166.40 | 4,369.60 |
| | | | Monthly | 7,780.93 | 8,186.53 | 8,602.53 | 9,027.20 | 9,467.47 |
| | | | Annual | 93,371.20 | 98,238.40 | 103,230.40 | 108,326.40 | 113,609.60 |
| PROPERTY REHABILITATION SPECIALIST | T725 | Classified | Hourly | 40.82 | 42.95 | 45.13 | 47.35 | 49.66 |
| | | | Bi-Weekly | 3,265.60 | 3,436.00 | 3,610.40 | 3,788.00 | 3,972.80 |
| | | | Monthly | 7,075.47 | 7,444.67 | 7,822.53 | 8,207.33 | 8,607.73 |
| | | | Annual | 84,905.60 | 89,336.00 | 93,870.40 | 98,488.00 | 103,292.80 |
| PARATRANSIT COORDINATOR | T715 | Classified | Hourly | 38.92 | 40.86 | 42.83 | 45.02 | 47.22 |
| | | | Bi-Weekly | 3,113.60 | 3,268.80 | 3,426.40 | 3,601.60 | 3,777.60 |
| | | | Monthly | 6,746.13 | 7,082.40 | 7,423.87 | 7,803.47 | 8,184.80 |
| | | | Annual | 80,953.60 | 84,988.80 | 89,086.40 | 93,641.60 | 98,217.60 |
| ECONOMIC DEVELOPMENT | | | | | | | | |
| ECONOMIC DEVELOPMENT MANAGER | H710 | Classified | Hourly | 63.80 | 66.98 | 70.34 | 73.87 | 77.55 |
| | | | Bi-Weekly | 5,104.00 | 5,358.40 | 5,627.20 | 5,909.60 | 6,204.00 |
| | | | Monthly | 11,058.67 | 11,609.87 | 12,192.27 | 12,804.13 | 13,442.00 |
| | | | Annual | 132,704.00 | 139,318.40 | 146,307.20 | 153,649.60 | 161,304.00 |
| ECONOMIC DEVELOPMENT SPECIALIST | T745 | Classified | Hourly | 44.30 | 46.53 | 48.80 | 51.29 | 53.79 |
| | | | Bi-Weekly | 3,544.00 | 3,722.40 | 3,904.00 | 4,103.20 | 4,303.20 |
| | | | Monthly | 7,678.67 | 8,065.20 | 8,458.67 | 8,890.27 | 9,323.60 |
| | | | Annual | 92,144.00 | 96,782.40 | 101,504.00 | 106,683.20 | 111,883.20 |
| NEIGHBORHOOD PARTNERSHIP SERVICES | | | | | | | | |
| NEIGHBORHOOD DEVELOPMENT MANAGER | H735 | Classified | Hourly | 62.99 | 66.12 | 69.42 | 72.89 | 76.54 |
| | | | Bi-Weekly | 5,039.20 | 5,289.60 | 5,553.60 | 5,831.20 | 6,123.20 |
| | | | Monthly | 10,918.27 | 11,460.80 | 12,032.80 | 12,634.27 | 13,266.93 |
| | | | Annual | 131,019.20 | 137,529.60 | 144,393.60 | 151,611.20 | 159,203.20 |
| NEIGHBORHOOD PARTNERSHIP MANAGER | H730 | Classified | Hourly | 56.64 | 59.48 | 62.44 | 65.57 | 68.85 |
| | | | Bi-Weekly | 4,531.20 | 4,758.40 | 4,995.20 | 5,245.60 | 5,508.00 |
| | | | Monthly | 9,817.60 | 10,309.87 | 10,822.93 | 11,365.47 | 11,934.00 |
| | | | Annual | 117,811.20 | 123,718.40 | 129,875.20 | 136,385.60 | 143,208.00 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|-----------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| HOUSING AUTHORITY | | | | | | | | |
| HOUSING MANAGER | H715 | Classified | Hourly | 63.80 | 66.98 | 70.34 | 73.87 | 77.55 |
| | | | Bi-Weekly | 5,104.00 | 5,358.40 | 5,627.20 | 5,909.60 | 6,204.00 |
| | | | Monthly | 11,058.67 | 11,609.87 | 12,192.27 | 12,804.13 | 13,442.00 |
| | | | Annual | 132,704.00 | 139,318.40 | 146,307.20 | 153,649.60 | 161,304.00 |
| HOUSING DEVELOPMENT SPECIALIST | T750 | Classified | Hourly | 44.30 | 46.53 | 48.80 | 51.29 | 53.79 |
| | | | Bi-Weekly | 3,544.00 | 3,722.40 | 3,904.00 | 4,103.20 | 4,303.20 |
| | | | Monthly | 7,678.67 | 8,065.20 | 8,458.67 | 8,890.27 | 9,323.60 |
| | | | Annual | 92,144.00 | 96,782.40 | 101,504.00 | 106,683.20 | 111,883.20 |
| HOMEOWNERSHIP COORDINATOR | T710 | Classified | Hourly | 38.92 | 40.86 | 42.83 | 45.02 | 47.22 |
| | | | Bi-Weekly | 3,113.60 | 3,268.80 | 3,426.40 | 3,601.60 | 3,777.60 |
| | | | Monthly | 6,746.13 | 7,082.40 | 7,423.87 | 7,803.47 | 8,184.80 |
| | | | Annual | 80,953.60 | 84,988.80 | 89,086.40 | 93,641.60 | 98,217.60 |
| DEVELOPMENT SERVICES DEPARTMENT | | | | | | | | |
| DEVELOPMENT SERVICE ADMINISTRATION | | | | | | | | |
| DEPUTY DIRECTOR OF DEVELOPMENT SERVICES | U515 | Classified | Hourly | 74.18 | 77.90 | 81.80 | 85.88 | 90.19 |
| | | | Bi-Weekly | 5,934.40 | 6,232.00 | 6,544.00 | 6,870.40 | 7,215.20 |
| | | | Monthly | 12,857.87 | 13,502.67 | 14,178.67 | 14,885.87 | 15,632.93 |
| | | | Annual | 154,294.40 | 162,032.00 | 170,144.00 | 178,630.40 | 187,595.20 |
| BUILDING DIVISION | | | | | | | | |
| CITY BUILDING OFFICIAL | H335 | Classified | Hourly | 65.49 | 68.77 | 72.21 | 75.83 | 79.61 |
| | | | Bi-Weekly | 5,239.20 | 5,501.60 | 5,776.80 | 6,066.40 | 6,368.80 |
| | | | Monthly | 11,351.60 | 11,920.13 | 12,516.40 | 13,143.87 | 13,799.07 |
| | | | Annual | 136,219.20 | 143,041.60 | 150,196.80 | 157,726.40 | 165,588.80 |
| SUPERVISING BUILDING INSPECTOR | H330 | Classified | Hourly | 53.47 | 56.14 | 58.95 | 61.90 | 64.99 |
| | | | Bi-Weekly | 4,277.60 | 4,491.20 | 4,716.00 | 4,952.00 | 5,199.20 |
| | | | Monthly | 9,268.13 | 9,730.93 | 10,218.00 | 10,729.33 | 11,264.93 |
| | | | Annual | 111,217.60 | 116,771.20 | 122,616.00 | 128,752.00 | 135,179.20 |
| SENIOR BUILDING INSPECTOR/STRUCTURAL | T365 | Classified | Hourly | 45.95 | 48.41 | 50.84 | 53.24 | 55.90 |
| | | | Bi-Weekly | 3,676.00 | 3,872.80 | 4,067.20 | 4,259.20 | 4,472.00 |
| | | | Monthly | 7,964.67 | 8,391.07 | 8,812.27 | 9,228.27 | 9,689.33 |
| | | | Annual | 95,576.00 | 100,692.80 | 105,747.20 | 110,739.20 | 116,272.00 |
| SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL | T360 | Classified | Hourly | 45.95 | 48.41 | 50.84 | 53.24 | 55.90 |
| | | | Bi-Weekly | 3,676.00 | 3,872.80 | 4,067.20 | 4,259.20 | 4,472.00 |
| | | | Monthly | 7,964.67 | 8,391.07 | 8,812.27 | 9,228.27 | 9,689.33 |
| | | | Annual | 95,576.00 | 100,692.80 | 105,747.20 | 110,739.20 | 116,272.00 |
| SENIOR BUILDING INSPECTOR/ELECTRICAL | T355 | Classified | Hourly | 45.95 | 48.41 | 50.84 | 53.24 | 55.90 |
| | | | Bi-Weekly | 3,676.00 | 3,872.80 | 4,067.20 | 4,259.20 | 4,472.00 |
| | | | Monthly | 7,964.67 | 8,391.07 | 8,812.27 | 9,228.27 | 9,689.33 |
| | | | Annual | 95,576.00 | 100,692.80 | 105,747.20 | 110,739.20 | 116,272.00 |
| BUILDING INSPECTOR | T350 | Classified | Hourly | 39.67 | 41.54 | 43.65 | 45.87 | 48.88 |
| | | | Bi-Weekly | 3,173.60 | 3,323.20 | 3,492.00 | 3,669.60 | 3,910.40 |
| | | | Monthly | 6,876.13 | 7,200.27 | 7,566.00 | 7,950.80 | 8,472.53 |
| | | | Annual | 82,513.60 | 86,403.20 | 90,792.00 | 95,409.60 | 101,670.40 |
| PLAN CHECKING ENGINEER | T335 | Classified | Hourly | 51.17 | 53.64 | 56.35 | 59.28 | 62.30 |
| | | | Bi-Weekly | 4,093.60 | 4,291.20 | 4,508.00 | 4,742.40 | 4,984.00 |
| | | | Monthly | 8,869.47 | 9,297.60 | 9,767.33 | 10,275.20 | 10,798.67 |
| | | | Annual | 106,433.60 | 111,571.20 | 117,208.00 | 123,302.40 | 129,584.00 |
| SUPERVISING PLAN CHECKER AND EXPEDITOR | H325 | Classified | Hourly | 57.49 | 60.35 | 63.39 | 66.56 | 69.89 |
| | | | Bi-Weekly | 4,599.20 | 4,828.00 | 5,071.20 | 5,324.80 | 5,591.20 |
| | | | Monthly | 9,964.93 | 10,460.67 | 10,987.60 | 11,537.07 | 12,114.27 |
| | | | Annual | 119,579.20 | 125,528.00 | 131,851.20 | 138,444.80 | 145,371.20 |
| SENIOR PLAN CHECKER | T330 | Classified | Hourly | 45.95 | 48.41 | 50.84 | 53.24 | 55.90 |
| | | | Bi-Weekly | 3,676.00 | 3,872.80 | 4,067.20 | 4,259.20 | 4,472.00 |
| | | | Monthly | 7,964.67 | 8,391.07 | 8,812.27 | 9,228.27 | 9,689.33 |
| | | | Annual | 95,576.00 | 100,692.80 | 105,747.20 | 110,739.20 | 116,272.00 |
| PLAN CHECKER | T325 | Classified | Hourly | 41.78 | 43.98 | 46.22 | 48.43 | 50.83 |
| | | | Bi-Weekly | 3,342.40 | 3,518.40 | 3,697.60 | 3,874.40 | 4,066.40 |
| | | | Monthly | 7,241.87 | 7,623.20 | 8,011.47 | 8,394.53 | 8,810.53 |
| | | | Annual | 86,902.40 | 91,478.40 | 96,137.60 | 100,734.40 | 105,726.40 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|-----------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| SUPERVISING PERMIT TECHNICIAN | H340 | Classified | Hourly | 38.25 | 40.17 | 42.17 | 44.28 | 46.49 |
| | | | Bi-Weekly | 3,060.00 | 3,213.60 | 3,373.60 | 3,542.40 | 3,719.20 |
| | | | Monthly | 6,630.00 | 6,962.80 | 7,309.47 | 7,675.20 | 8,058.27 |
| | | | Annual | 79,560.00 | 83,553.60 | 87,713.60 | 92,102.40 | 96,699.20 |
| 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 | 65.72 | 68.98 | 72.43 | 76.05 | 79.87 |
| | | | Bi-Weekly | 5,257.60 | 5,518.40 | 5,794.40 | 6,084.00 | 6,389.60 |
| | | | Monthly | 11,391.47 | 11,956.53 | 12,554.53 | 13,182.00 | 13,844.13 |
| | | | Annual | 136,697.60 | 143,478.40 | 150,654.40 | 158,184.00 | 166,129.60 |
| PRINCIPAL PLANNER | H315 | Classified | Hourly | 56.64 | 59.48 | 62.44 | 65.57 | 68.85 |
| | | | Bi-Weekly | 4,531.20 | 4,758.40 | 4,995.20 | 5,245.60 | 5,508.00 |
| | | | Monthly | 9,817.60 | 10,309.87 | 10,822.93 | 11,365.47 | 11,934.00 |
| | | | Annual | 117,811.20 | 123,718.40 | 129,875.20 | 136,385.60 | 143,208.00 |
| SENIOR PLANNER | H310 | Classified | Hourly | 50.75 | 53.27 | 55.95 | 58.74 | 61.68 |
| | | | Bi-Weekly | 4,060.00 | 4,261.60 | 4,476.00 | 4,699.20 | 4,934.40 |
| | | | Monthly | 8,796.67 | 9,233.47 | 9,698.00 | 10,181.60 | 10,691.20 |
| | | | Annual | 105,560.00 | 110,801.60 | 116,376.00 | 122,179.20 | 128,294.40 |
| ASSOCIATE PLANNER | T315 | Classified | Hourly | 44.43 | 46.61 | 48.92 | 51.44 | 53.90 |
| | | | Bi-Weekly | 3,554.40 | 3,728.80 | 3,913.60 | 4,115.20 | 4,312.00 |
| | | | Monthly | 7,701.20 | 8,079.07 | 8,479.47 | 8,916.27 | 9,342.67 |
| | | | Annual | 92,414.40 | 96,948.80 | 101,753.60 | 106,995.20 | 112,112.00 |
| ASSISTANT PLANNER | T310 | Classified | Hourly | 36.46 | 38.24 | 40.30 | 42.27 | 44.43 |
| | | | Bi-Weekly | 2,916.80 | 3,059.20 | 3,224.00 | 3,381.60 | 3,554.40 |
| | | | Monthly | 6,319.73 | 6,628.27 | 6,985.33 | 7,326.80 | 7,701.20 |
| | | | Annual | 75,836.80 | 79,539.20 | 83,824.00 | 87,921.60 | 92,414.40 |
| JUNIOR PLANNER | T305 | Classified | Hourly | 32.32 | 34.03 | 35.63 | 37.41 | 39.24 |
| | | | Bi-Weekly | 2,585.60 | 2,722.40 | 2,850.40 | 2,992.80 | 3,139.20 |
| | | | Monthly | 5,602.13 | 5,898.53 | 6,175.87 | 6,484.40 | 6,801.60 |
| | | | Annual | 67,225.60 | 70,782.40 | 74,110.40 | 77,812.80 | 81,619.20 |
| DEVELOPMENT REVIEW SPECIALIST | T320 | Classified | Hourly | 40.79 | 42.77 | 45.10 | 47.31 | 49.72 |
| | | | Bi-Weekly | 3,263.20 | 3,421.60 | 3,608.00 | 3,784.80 | 3,977.60 |
| | | | Monthly | 7,070.27 | 7,413.47 | 7,817.33 | 8,200.40 | 8,618.13 |
| | | | Annual | 84,843.20 | 88,961.60 | 93,808.00 | 98,404.80 | 103,417.60 |
| LANDSCAPE ARCHITECT | H300 | Classified | Hourly | 59.81 | 62.79 | 65.93 | 69.24 | 72.71 |
| | | | Bi-Weekly | 4,784.80 | 5,023.20 | 5,274.40 | 5,539.20 | 5,816.80 |
| | | | Monthly | 10,367.07 | 10,883.60 | 11,427.87 | 12,001.60 | 12,603.07 |
| | | | Annual | 124,404.80 | 130,603.20 | 137,134.40 | 144,019.20 | 151,236.80 |
| ASSOCIATE LANDSCAPE ARCHITECT | T370 | Classified | Hourly | 44.43 | 46.61 | 48.92 | 51.44 | 53.90 |
| | | | Bi-Weekly | 3,554.40 | 3,728.80 | 3,913.60 | 4,115.20 | 4,312.00 |
| | | | Monthly | 7,701.20 | 8,079.07 | 8,479.47 | 8,916.27 | 9,342.67 |
| | | | Annual | 92,414.40 | 96,948.80 | 101,753.60 | 106,995.20 | 112,112.00 |
| CODE ENFORCEMENT DIVISION | | | | | | | | |
| CODE ENFORCEMENT MANAGER | H703 | Classified | Hourly | 51.75 | 54.35 | 57.06 | 59.91 | 62.90 |
| | | | Bi-Weekly | 4,140.00 | 4,348.00 | 4,564.80 | 4,792.80 | 5,032.00 |
| | | | Monthly | 8,970.00 | 9,420.67 | 9,890.40 | 10,384.40 | 10,902.67 |
| | | | Annual | 107,640.00 | 113,048.00 | 118,684.80 | 124,612.80 | 130,832.00 |
| CODE ENFORCEMENT SUPERVISOR | H700 | Classified | Hourly | 44.99 | 47.25 | 49.62 | 52.09 | 54.70 |
| | | | Bi-Weekly | 3,599.20 | 3,780.00 | 3,969.60 | 4,167.20 | 4,376.00 |
| | | | Monthly | 7,798.27 | 8,190.00 | 8,600.80 | 9,028.93 | 9,481.33 |
| | | | Annual | 93,579.20 | 98,280.00 | 103,209.60 | 108,347.20 | 113,776.00 |
| SENIOR CODE ENFORCEMENT INSPECTOR | T610 | Classified | Hourly | 42.14 | 44.25 | 46.45 | 48.77 | 51.21 |
| | | | Bi-Weekly | 3,371.20 | 3,540.00 | 3,716.00 | 3,901.60 | 4,096.80 |
| | | | Monthly | 7,304.27 | 7,670.00 | 8,051.33 | 8,453.47 | 8,876.40 |
| | | | Annual | 87,651.20 | 92,040.00 | 96,616.00 | 101,441.60 | 106,516.80 |
| CODE ENFORCEMENT INSPECTOR II | T605 | Classified | Hourly | 38.29 | 40.20 | 42.22 | 44.33 | 46.55 |
| | | | Bi-Weekly | 3,063.20 | 3,216.00 | 3,377.60 | 3,546.40 | 3,724.00 |
| | | | Monthly | 6,636.93 | 6,968.00 | 7,318.13 | 7,683.87 | 8,068.67 |
| | | | Annual | 79,643.20 | 83,616.00 | 87,817.60 | 92,206.40 | 96,824.00 |
| CODE ENFORCEMENT INSPECTOR I | T600 | Classified | Hourly | 34.81 | 36.55 | 38.37 | 40.29 | 42.32 |
| | | | Bi-Weekly | 2,784.80 | 2,924.00 | 3,069.60 | 3,223.20 | 3,385.60 |
| | | | Monthly | 6,033.73 | 6,335.33 | 6,650.80 | 6,983.60 | 7,335.47 |
| | | | Annual | 72,404.80 | 76,024.00 | 79,809.60 | 83,803.20 | 88,025.60 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| 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 | 67.77 | 71.16 | 74.73 | 78.46 | 82.37 |
| | | | Bi-Weekly | 5,421.60 | 5,692.80 | 5,978.40 | 6,276.80 | 6,589.60 |
| | | | Monthly | 11,746.80 | 12,334.40 | 12,953.20 | 13,599.73 | 14,277.47 |
| | | | Annual | 140,961.60 | 148,012.80 | 155,438.40 | 163,196.80 | 171,329.60 |
| BUDGET OFFICER | H170 | Classified | Hourly | 53.26 | 55.95 | 58.73 | 61.67 | 64.74 |
| | | | Bi-Weekly | 4,260.80 | 4,476.00 | 4,698.40 | 4,933.60 | 5,179.20 |
| | | | Monthly | 9,231.73 | 9,698.00 | 10,179.87 | 10,689.47 | 11,221.60 |
| | | | Annual | 110,780.80 | 116,376.00 | 122,158.40 | 128,273.60 | 134,659.20 |
| FINANCIAL ANALYST | H165 | Classified | Hourly | 46.44 | 48.75 | 51.18 | 53.73 | 56.43 |
| | | | Bi-Weekly | 3,715.20 | 3,900.00 | 4,094.40 | 4,298.40 | 4,514.40 |
| | | | Monthly | 8,049.60 | 8,450.00 | 8,871.20 | 9,313.20 | 9,781.20 |
| | | | Annual | 96,595.20 | 101,400.00 | 106,454.40 | 111,758.40 | 117,374.40 |
| 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 | 61.62 | 64.69 | 67.91 | 71.31 | 74.88 |
| | | | Bi-Weekly | 4,929.60 | 5,175.20 | 5,432.80 | 5,704.80 | 5,990.40 |
| | | | Monthly | 10,680.80 | 11,212.93 | 11,771.07 | 12,360.40 | 12,979.20 |
| | | | Annual | 128,169.60 | 134,555.20 | 141,252.80 | 148,324.80 | 155,750.40 |
| SENIOR ACCOUNTANT | H145 | Classified | Hourly | 46.72 | 49.03 | 51.47 | 54.05 | 56.74 |
| | | | Bi-Weekly | 3,737.60 | 3,922.40 | 4,117.60 | 4,324.00 | 4,539.20 |
| | | | Monthly | 8,098.13 | 8,498.53 | 8,921.47 | 9,368.67 | 9,834.93 |
| | | | Annual | 97,177.60 | 101,982.40 | 107,057.60 | 112,424.00 | 118,019.20 |
| ACCOUNTANT | H140 | Classified | Hourly | 42.44 | 44.56 | 46.78 | 49.12 | 51.58 |
| | | | Bi-Weekly | 3,395.20 | 3,564.80 | 3,742.40 | 3,929.60 | 4,126.40 |
| | | | Monthly | 7,356.27 | 7,723.73 | 8,108.53 | 8,514.13 | 8,940.53 |
| | | | Annual | 88,275.20 | 92,684.80 | 97,302.40 | 102,169.60 | 107,286.40 |
| 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 | 61.62 | 64.69 | 67.91 | 71.31 | 74.88 |
| | | | Bi-Weekly | 4,929.60 | 5,175.20 | 5,432.80 | 5,704.80 | 5,990.40 |
| | | | Monthly | 10,680.80 | 11,212.93 | 11,771.07 | 12,360.40 | 12,979.20 |
| | | | Annual | 128,169.60 | 134,555.20 | 141,252.80 | 148,324.80 | 155,750.40 |
| FINANCE SUPERVISOR | H155 | Classified | Hourly | 45.92 | 48.23 | 50.62 | 53.15 | 55.80 |
| | | | Bi-Weekly | 3,673.60 | 3,858.40 | 4,049.60 | 4,252.00 | 4,464.00 |
| | | | Monthly | 7,959.47 | 8,359.87 | 8,774.13 | 9,212.67 | 9,672.00 |
| | | | Annual | 95,513.60 | 100,318.40 | 105,289.60 | 110,552.00 | 116,064.00 |
| 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 | 53.25 | 55.92 | 58.71 | 61.64 | 64.71 |
| | | | Bi-Weekly | 4,260.00 | 4,473.60 | 4,696.80 | 4,931.20 | 5,176.80 |
| | | | Monthly | 9,230.00 | 9,692.80 | 10,176.40 | 10,684.27 | 11,216.40 |
| | | | Annual | 110,760.00 | 116,313.60 | 122,116.80 | 128,211.20 | 134,596.80 |
| 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 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|-----------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| FIRE DEPARTMENT | | | | | | | | |
| SWORN | | | | | | | | |
| DEPUTY FIRE CHIEF (40 HR) | F600 | Classified | Hourly | 87.70 | 92.09 | 96.69 | 101.53 | 106.60 |
| | | | Bi-Weekly | 7,016.00 | 7,367.20 | 7,735.20 | 8,122.40 | 8,528.00 |
| | | | Monthly | 15,201.33 | 15,962.27 | 16,759.60 | 17,598.53 | 18,477.33 |
| | | | Annual | 182,416.00 | 191,547.20 | 201,115.20 | 211,182.40 | 221,728.00 |
| FIRE MARSHAL (40 HR) | F400 | Classified | Hourly | 79.73 | 83.72 | 87.90 | 92.30 | 96.91 |
| | | | Bi-Weekly | 6,378.40 | 6,697.60 | 7,032.00 | 7,384.00 | 7,752.80 |
| | | | Monthly | 13,819.87 | 14,511.47 | 15,236.00 | 15,998.67 | 16,797.73 |
| | | | Annual | 165,838.40 | 174,137.60 | 182,832.00 | 191,984.00 | 201,572.80 |
| FIRE TRAINING OFFICER (40 HR) | F420 | Classified | Hourly | 79.73 | 83.72 | 87.90 | 92.30 | 96.91 |
| | | | Bi-Weekly | 6,378.40 | 6,697.60 | 7,032.00 | 7,384.00 | 7,752.80 |
| | | | Monthly | 13,819.87 | 14,511.47 | 15,236.00 | 15,998.67 | 16,797.73 |
| | | | Annual | 165,838.40 | 174,137.60 | 182,832.00 | 191,984.00 | 201,572.80 |
| BATTALION CHIEF (56 HR) | F410 | Classified | Hourly | 51.77 | 54.36 | 57.08 | 59.94 | 62.93 |
| | | | Bi-Weekly | 5,798.24 | 6,088.32 | 6,392.96 | 6,713.28 | 7,048.16 |
| | | | Monthly | 12,562.85 | 13,191.36 | 13,851.41 | 14,545.44 | 15,271.01 |
| | | | Annual | 150,754.24 | 158,296.32 | 166,216.96 | 174,545.28 | 183,252.16 |
| BATTALION CHIEF (40 HR) | F415 | Classified | Hourly | 72.47 | 76.10 | 79.91 | 83.91 | 88.10 |
| | | | Bi-Weekly | 5,797.60 | 6,088.00 | 6,392.80 | 6,712.80 | 7,048.00 |
| | | | Monthly | 12,561.47 | 13,190.67 | 13,851.07 | 14,544.40 | 15,270.67 |
| | | | Annual | 150,737.60 | 158,288.00 | 166,212.80 | 174,532.80 | 183,248.00 |
| STAFF FIRE CAPTAIN (40 HR) | F240 | Classified | Hourly | | | 69.79 | 73.28 | 76.94 |
| | | | Bi-Weekly | | | 5,583.20 | 5,862.40 | 6,155.20 |
| | | | Monthly | | | 12,096.93 | 12,701.87 | 13,336.27 |
| | | | Annual | | | 145,163.20 | 152,422.40 | 160,035.20 |
| STAFF FIRE CAPTAIN - EMT (40 HR) | F241 | Classified | Hourly | | | 64.62 | 67.85 | 71.24 |
| | | | Bi-Weekly | | | 5,169.60 | 5,428.00 | 5,699.20 |
| | | | Monthly | | | 11,200.80 | 11,760.67 | 12,348.27 |
| | | | Annual | | | 134,409.60 | 141,128.00 | 148,179.20 |
| FIRE CAPTAIN (56 HR) | F245 | Classified | Hourly | | | 45.31 | 47.57 | 49.96 |
| | | | Bi-Weekly | | | 5,074.72 | 5,327.84 | 5,595.52 |
| | | | Monthly | | | 10,995.23 | 11,543.65 | 12,123.63 |
| | | | Annual | | | 131,942.72 | 138,523.84 | 145,483.52 |
| FIRE CAPTAIN (40 HR) | F250 | Classified | Hourly | | | 63.44 | 66.61 | 69.93 |
| | | | Bi-Weekly | | | 5,075.20 | 5,328.80 | 5,594.40 |
| | | | Monthly | | | 10,996.27 | 11,545.73 | 12,121.20 |
| | | | Annual | | | 131,955.20 | 138,548.80 | 145,454.40 |
| FIRE PREVENTION INSPECTOR (56 HR) | F225 | Classified | Hourly | 38.39 | 40.30 | 42.31 | 44.43 | 46.64 |
| | | | Bi-Weekly | 4,299.68 | 4,513.60 | 4,738.72 | 4,976.16 | 5,223.68 |
| | | | Monthly | 9,315.97 | 9,779.47 | 10,267.23 | 10,781.68 | 11,317.97 |
| | | | Annual | 111,791.68 | 117,353.60 | 123,206.72 | 129,380.16 | 135,815.68 |
| FIRE PREVENTION INSPECTOR - EMT (40 HR) | F221 | Classified | Hourly | 49.73 | 52.22 | 54.84 | 57.58 | 60.45 |
| | | | Bi-Weekly | 3,978.40 | 4,177.60 | 4,387.20 | 4,606.40 | 4,836.00 |
| | | | Monthly | 8,619.87 | 9,051.47 | 9,505.60 | 9,980.53 | 10,478.00 |
| | | | Annual | 103,438.40 | 108,617.60 | 114,067.20 | 119,766.40 | 125,736.00 |
| FIRE PREVENTION INSPECTOR (40 HR) | F220 | Classified | Hourly | 53.70 | 56.40 | 59.22 | 62.18 | 65.28 |
| | | | Bi-Weekly | 4,296.00 | 4,512.00 | 4,737.60 | 4,974.40 | 5,222.40 |
| | | | Monthly | 9,308.00 | 9,776.00 | 10,264.80 | 10,777.87 | 11,315.20 |
| | | | Annual | 111,696.00 | 117,312.00 | 123,177.60 | 129,334.40 | 135,782.40 |
| APPARATUS OPERATOR (56 HR) | F210 | Classified | Hourly | 36.35 | 38.16 | 40.08 | 42.08 | 44.17 |
| | | | Bi-Weekly | 4,071.20 | 4,273.92 | 4,488.96 | 4,712.96 | 4,947.04 |
| | | | Monthly | 8,820.93 | 9,260.16 | 9,726.08 | 10,211.41 | 10,718.59 |
| | | | Annual | 105,851.20 | 111,121.92 | 116,712.96 | 122,536.96 | 128,623.04 |
| APPARATUS OPERATOR - EMT (56 HR) | F211 | Classified | Hourly | 33.66 | 35.33 | 37.11 | 38.96 | 40.90 |
| | | | Bi-Weekly | 3,769.92 | 3,956.96 | 4,156.32 | 4,363.52 | 4,580.80 |
| | | | Monthly | 8,168.16 | 8,573.41 | 9,005.36 | 9,454.29 | 9,925.07 |
| | | | Annual | 98,017.92 | 102,880.96 | 108,064.32 | 113,451.52 | 119,100.80 |
| APPARATUS OPERATOR (40 HR) | F215 | Classified | Hourly | 50.84 | 53.38 | 56.05 | 58.85 | 61.80 |
| | | | Bi-Weekly | 4,067.20 | 4,270.40 | 4,484.00 | 4,708.00 | 4,944.00 |
| | | | Monthly | 8,812.27 | 9,252.53 | 9,715.33 | 10,200.67 | 10,712.00 |
| | | | Annual | 105,747.20 | 111,030.40 | 116,584.00 | 122,408.00 | 128,544.00 |
| FIREFIGHTER (56 HR) | F200 | Classified | Hourly | 34.25 | 35.97 | 37.77 | 39.66 | 41.65 |
| | | | Bi-Weekly | 3,836.00 | 4,028.64 | 4,230.24 | 4,441.92 | 4,664.80 |
| | | | Monthly | 8,311.33 | 8,728.72 | 9,165.52 | 9,624.16 | 10,107.07 |
| | | | Annual | 99,736.00 | 104,744.64 | 109,986.24 | 115,489.92 | 121,284.80 |
| FIREFIGHTER (40 HR) | F205 | Classified | Hourly | 47.97 | 50.36 | 52.87 | 55.52 | 58.30 |
| | | | Bi-Weekly | 3,837.60 | 4,028.80 | 4,229.60 | 4,441.60 | 4,664.00 |
| | | | Monthly | 8,314.80 | 8,729.07 | 9,164.13 | 9,623.47 | 10,105.33 |
| | | | Annual | 99,777.60 | 104,748.80 | 109,969.60 | 115,481.60 | 121,264.00 |
| 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 | | | |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | | Step A | Step B | Step C | Step D | Step E |
|------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| PROFESSIONAL STAFF | | | | | | | | |
| HAZARDOUS MATERIALS PROGRAM COORDINATOR | H590 | Classified | Hourly | 55.88 | 58.67 | 61.60 | 64.69 | 67.91 |
| | | | Bi-Weekly | 4,470.40 | 4,693.60 | 4,928.00 | 5,175.20 | 5,432.80 |
| | | | Monthly | 9,685.87 | 10,169.47 | 10,677.33 | 11,212.93 | 11,771.07 |
| | | | Annual | 116,230.40 | 122,033.60 | 128,128.00 | 134,555.20 | 141,252.80 |
| FIRE PROTECTION ENGINEER | T510 | Classified | Hourly | 51.17 | 53.64 | 56.35 | 59.28 | 62.30 |
| | | | Bi-Weekly | 4,093.60 | 4,291.20 | 4,508.00 | 4,742.40 | 4,984.00 |
| | | | Monthly | 8,869.47 | 9,297.60 | 9,767.33 | 10,275.20 | 10,798.67 |
| | | | Annual | 106,433.60 | 111,571.20 | 117,208.00 | 123,302.40 | 129,584.00 |
| EMERGENCY MEDICAL SERVICES COORDINATOR | H585 | Classified | Hourly | 50.82 | 53.37 | 56.03 | 58.82 | 61.77 |
| | | | Bi-Weekly | 4,065.60 | 4,269.60 | 4,482.40 | 4,705.60 | 4,941.60 |
| | | | Monthly | 8,808.80 | 9,250.80 | 9,711.87 | 10,195.47 | 10,706.80 |
| | | | Annual | 105,705.60 | 111,009.60 | 116,542.40 | 122,345.60 | 128,481.60 |
| ENVIRONMENTAL SPECIALIST | T505 | Classified | Hourly | 47.52 | 49.90 | 52.40 | 55.01 | 57.76 |
| | | | Bi-Weekly | 3,801.60 | 3,992.00 | 4,192.00 | 4,400.80 | 4,620.80 |
| | | | Monthly | 8,236.80 | 8,649.33 | 9,082.67 | 9,535.07 | 10,011.73 |
| | | | Annual | 98,841.60 | 103,792.00 | 108,992.00 | 114,420.80 | 120,140.80 |
| HAZARDOUS MATERIALS INSPECTOR | T500 | Classified | Hourly | 45.28 | 47.53 | 49.91 | 52.42 | 55.01 |
| | | | Bi-Weekly | 3,622.40 | 3,802.40 | 3,992.80 | 4,193.60 | 4,400.80 |
| | | | Monthly | 7,848.53 | 8,238.53 | 8,651.07 | 9,086.13 | 9,535.07 |
| | | | Annual | 94,182.40 | 98,862.40 | 103,812.80 | 109,033.60 | 114,420.80 |
| FIRE SERVICES SUPERVISOR | H580 | Classified | Hourly | 50.86 | 53.41 | 56.07 | 58.87 | 61.82 |
| | | | Bi-Weekly | 4,068.80 | 4,272.80 | 4,485.60 | 4,709.60 | 4,945.60 |
| | | | Monthly | 8,815.73 | 9,257.73 | 9,718.80 | 10,204.13 | 10,715.47 |
| | | | Annual | 105,788.80 | 111,092.80 | 116,625.60 | 122,449.60 | 128,585.60 |
| 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 | 67.77 | 71.16 | 74.73 | 78.46 | 82.37 |
| | | | Bi-Weekly | 5,421.60 | 5,692.80 | 5,978.40 | 6,276.80 | 6,589.60 |
| | | | Monthly | 11,746.80 | 12,334.40 | 12,953.20 | 13,599.73 | 14,277.47 |
| | | | Annual | 140,961.60 | 148,012.80 | 155,438.40 | 163,196.80 | 171,329.60 |
| HUMAN RESOURCES MANAGER | U135 | Classified | Hourly | 51.06 | 53.61 | 56.29 | 59.11 | 62.06 |
| | | | Bi-Weekly | 4,084.80 | 4,288.80 | 4,503.20 | 4,728.80 | 4,964.80 |
| | | | Monthly | 8,850.40 | 9,292.40 | 9,756.93 | 10,245.73 | 10,757.07 |
| | | | Annual | 106,204.80 | 111,508.80 | 117,083.20 | 122,948.80 | 129,084.80 |
| SENIOR HUMAN RESOURCES ANALYST | U120 | Classified | Hourly | 50.86 | 53.38 | 56.06 | 58.86 | 61.79 |
| | | | Bi-Weekly | 4,068.80 | 4,270.40 | 4,484.80 | 4,708.80 | 4,943.20 |
| | | | Monthly | 8,815.73 | 9,252.53 | 9,717.07 | 10,202.40 | 10,710.27 |
| | | | Annual | 105,788.80 | 111,030.40 | 116,604.80 | 122,428.80 | 128,523.20 |
| HUMAN RESOURCES ANALYST II | U115 | Classified | Hourly | 46.25 | 48.56 | 50.99 | 53.53 | 56.20 |
| | | | Bi-Weekly | 3,700.00 | 3,884.80 | 4,079.20 | 4,282.40 | 4,496.00 |
| | | | Monthly | 8,016.67 | 8,417.07 | 8,838.27 | 9,278.53 | 9,741.33 |
| | | | Annual | 96,200.00 | 101,004.80 | 106,059.20 | 111,342.40 | 116,896.00 |
| HUMAN RESOURCES ANALYST I | U110 | Classified | Hourly | 42.04 | 44.16 | 46.35 | 48.66 | 51.10 |
| | | | Bi-Weekly | 3,363.20 | 3,532.80 | 3,708.00 | 3,892.80 | 4,088.00 |
| | | | Monthly | 7,286.93 | 7,654.40 | 8,034.00 | 8,434.40 | 8,857.33 |
| | | | Annual | 87,443.20 | 91,852.80 | 96,408.00 | 101,212.80 | 106,288.00 |
| HUMAN RESOURCES TECHNICIAN | U100 | Classified | Hourly | 30.63 | 32.17 | 33.77 | 35.45 | 37.22 |
| | | | Bi-Weekly | 2,450.40 | 2,573.60 | 2,701.60 | 2,836.00 | 2,977.60 |
| | | | Monthly | 5,309.20 | 5,576.13 | 5,853.47 | 6,144.67 | 6,451.47 |
| | | | Annual | 63,710.40 | 66,913.60 | 70,241.60 | 73,736.00 | 77,417.60 |
| HUMAN RESOURCES ADMINISTRATIVE ASSISTANT | U105 | Classified | Hourly | 34.41 | 36.13 | 37.93 | 39.83 | 41.83 |
| | | | Bi-Weekly | 2,752.80 | 2,890.40 | 3,034.40 | 3,186.40 | 3,346.40 |
| | | | Monthly | 5,964.40 | 6,262.53 | 6,574.53 | 6,903.87 | 7,250.53 |
| | | | Annual | 71,572.80 | 75,150.40 | 78,894.40 | 82,846.40 | 87,006.40 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|------------------------------------|----------|--------------|-----------|-----------|-----------|------------|------------|------------|
| LIBRARY SERVICES DEPARTMENT | | | | | | | | |
| LIBRARY SERVICES DIVISION | | | | | | | | |
| LIBRARY OPERATIONS MANAGER | H755 | Classified | Hourly | 44.07 | 46.27 | 48.58 | 51.00 | 53.55 |
| | | | Bi-Weekly | 3,525.60 | 3,701.60 | 3,886.40 | 4,080.00 | 4,284.00 |
| | | | Monthly | 7,638.80 | 8,020.13 | 8,420.53 | 8,840.00 | 9,282.00 |
| | | | Annual | 91,665.60 | 96,241.60 | 101,046.40 | 106,080.00 | 111,384.00 |
| SUPERVISING LIBRARIAN I | H750 | Classified | Hourly | 44.07 | 46.27 | 48.58 | 51.00 | 53.55 |
| | | | Bi-Weekly | 3,525.60 | 3,701.60 | 3,886.40 | 4,080.00 | 4,284.00 |
| | | | Monthly | 7,638.80 | 8,020.13 | 8,420.53 | 8,840.00 | 9,282.00 |
| | | | Annual | 91,665.60 | 96,241.60 | 101,046.40 | 106,080.00 | 111,384.00 |
| LIBRARIAN II | T795 | Classified | Hourly | 34.23 | 35.95 | 37.68 | 39.59 | 41.46 |
| | | | Bi-Weekly | 2,738.40 | 2,876.00 | 3,014.40 | 3,167.20 | 3,316.80 |
| | | | Monthly | 5,933.20 | 6,231.33 | 6,531.20 | 6,862.27 | 7,186.40 |
| | | | Annual | 71,198.40 | 74,776.00 | 78,374.40 | 82,347.20 | 86,236.80 |
| LIBRARIAN I | T790 | Classified | Hourly | 31.04 | 32.60 | 34.23 | 35.86 | 37.69 |
| | | | Bi-Weekly | 2,483.20 | 2,608.00 | 2,738.40 | 2,868.80 | 3,015.20 |
| | | | Monthly | 5,380.27 | 5,650.67 | 5,933.20 | 6,215.73 | 6,532.93 |
| | | | Annual | 64,563.20 | 67,808.00 | 71,198.40 | 74,588.80 | 78,395.20 |
| LEAD LIBRARY ASSISTANT | C520 | Classified | Hourly | 30.06 | 31.58 | 33.08 | 34.71 | 36.53 |
| | | | Bi-Weekly | 2,404.80 | 2,526.40 | 2,646.40 | 2,776.80 | 2,922.40 |
| | | | Monthly | 5,210.40 | 5,473.87 | 5,733.87 | 6,016.40 | 6,331.87 |
| | | | 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 | 33.17 |
| | | | Bi-Weekly | 2,220.00 | 2,318.40 | 2,424.00 | 2,532.00 | 2,653.60 |
| | | | Monthly | 4,810.00 | 5,023.20 | 5,252.00 | 5,486.00 | 5,749.47 |
| | | | 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 | 30.12 |
| | | | Bi-Weekly | 2,012.00 | 2,104.80 | 2,200.00 | 2,300.80 | 2,409.60 |
| | | | Monthly | 4,359.33 | 4,560.40 | 4,766.67 | 4,985.07 | 5,220.80 |
| | | | Annual | 52,312.00 | 54,724.80 | 57,200.00 | 59,820.80 | 62,649.60 |
| SENIOR LIBRARY PAGE (.6 FTE) | C505 | Classified | Hourly | | | | | 19.45 |
| | | | Bi-Weekly | | | | | 933.60 |
| | | | Monthly | | | | | 2,022.80 |
| | | | Annual | | | | | 24,273.60 |
| LIBRARY PAGE (.3 FTE) | C500 | Classified | Hourly | | | | | 17.68 |
| | | | Bi-Weekly | | | | | 424.32 |
| | | | Monthly | | | | | 919.36 |
| | | | Annual | | | | | 11,032.32 |
| EDUCATION SERVICES MANAGER | H760 | Classified | Hourly | 44.07 | 46.27 | 48.58 | 51.00 | 53.55 |
| | | | Bi-Weekly | 3,525.60 | 3,701.60 | 3,886.40 | 4,080.00 | 4,284.00 |
| | | | Monthly | 7,638.80 | 8,020.13 | 8,420.53 | 8,840.00 | 9,282.00 |
| | | | Annual | 91,665.60 | 96,241.60 | 101,046.40 | 106,080.00 | 111,384.00 |
| EDUCATIONAL SERVICES COORDINATOR | T780 | Classified | Hourly | 30.33 | 31.86 | 33.46 | 35.13 | 36.89 |
| | | | Bi-Weekly | 2,426.40 | 2,548.80 | 2,676.80 | 2,810.40 | 2,951.20 |
| | | | Monthly | 5,257.20 | 5,522.40 | 5,799.73 | 6,089.20 | 6,394.27 |
| | | | Annual | 63,086.40 | 66,268.80 | 69,596.80 | 73,070.40 | 76,731.20 |
| LITERACY PROGRAM COORDINATOR | T785 | Classified | Hourly | 30.37 | 31.91 | 33.49 | 35.09 | 36.89 |
| | | | Bi-Weekly | 2,429.60 | 2,552.80 | 2,679.20 | 2,807.20 | 2,951.20 |
| | | | Monthly | 5,264.13 | 5,531.07 | 5,804.93 | 6,082.27 | 6,394.27 |
| | | | Annual | 63,169.60 | 66,372.80 | 69,659.20 | 72,987.20 | 76,731.20 |
| LEAD PROGRAM ASSISTANT | C508 | Classified | Hourly | 30.06 | 31.58 | 33.08 | 34.71 | 36.53 |
| | | | Bi-Weekly | 2,404.80 | 2,526.40 | 2,646.40 | 2,776.80 | 2,922.40 |
| | | | Monthly | 5,210.40 | 5,473.87 | 5,733.87 | 6,016.40 | 6,331.87 |
| | | | Annual | 62,524.80 | 65,686.40 | 68,806.40 | 72,196.80 | 75,982.40 |
| PROGRAM ASSISTANT | C506 | Classified | Hourly | 25.15 | 26.31 | 27.50 | 28.76 | 30.12 |
| | | | Bi-Weekly | 2,012.00 | 2,104.80 | 2,200.00 | 2,300.80 | 2,409.60 |
| | | | Monthly | 4,359.33 | 4,560.40 | 4,766.67 | 4,985.07 | 5,220.80 |
| | | | Annual | 52,312.00 | 54,724.80 | 57,200.00 | 59,820.80 | 62,649.60 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|----------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| MAINTENANCE SERVICES DEPARTMENT | | | | | | | | |
| FACILITIES MANAGEMENT | | | | | | | | |
| FACILITIES AND BUILDING MANAGER | H605 | Classified | Hourly | 55.88 | 58.65 | 61.59 | 64.68 | 67.91 |
| | | | Bi-Weekly | 4,470.40 | 4,692.00 | 4,927.20 | 5,174.40 | 5,432.80 |
| | | | Monthly | 9,685.87 | 10,166.00 | 10,675.60 | 11,211.20 | 11,771.07 |
| | | | Annual | 116,230.40 | 121,992.00 | 128,107.20 | 134,534.40 | 141,252.80 |
| FACILITIES LEADWORKER | M135 | Classified | Hourly | 50.91 | 52.94 | 54.99 | 57.26 | 59.71 |
| | | | Bi-Weekly | 4,072.80 | 4,235.20 | 4,399.20 | 4,580.80 | 4,776.80 |
| | | | Monthly | 8,824.40 | 9,176.27 | 9,531.60 | 9,925.07 | 10,349.73 |
| | | | Annual | 105,892.80 | 110,115.20 | 114,379.20 | 119,100.80 | 124,196.80 |
| HVAC MECHANIC | M140 | 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 |
| FACILITIES PAINTER II | M130 | Classified | Hourly | 37.56 | 39.09 | 40.62 | 42.30 | 44.07 |
| | | | Bi-Weekly | 3,004.80 | 3,127.20 | 3,249.60 | 3,384.00 | 3,525.60 |
| | | | Monthly | 6,510.40 | 6,775.60 | 7,040.80 | 7,332.00 | 7,638.80 |
| | | | Annual | 78,124.80 | 81,307.20 | 84,489.60 | 87,984.00 | 91,665.60 |
| FACILITIES PAINTER I | M125 | Classified | Hourly | 34.17 | 35.56 | 36.99 | 38.54 | 40.07 |
| | | | Bi-Weekly | 2,733.60 | 2,844.80 | 2,959.20 | 3,083.20 | 3,205.60 |
| | | | Monthly | 5,922.80 | 6,163.73 | 6,411.60 | 6,680.27 | 6,945.47 |
| | | | Annual | 71,073.60 | 73,964.80 | 76,939.20 | 80,163.20 | 83,345.60 |
| FACILITIES CARPENTER II | M120 | Classified | Hourly | 37.41 | 38.89 | 40.52 | 42.20 | 43.95 |
| | | | Bi-Weekly | 2,992.80 | 3,111.20 | 3,241.60 | 3,376.00 | 3,516.00 |
| | | | Monthly | 6,484.40 | 6,740.93 | 7,023.47 | 7,314.67 | 7,618.00 |
| | | | Annual | 77,812.80 | 80,891.20 | 84,281.60 | 87,776.00 | 91,416.00 |
| FACILITIES CARPENTER I | M115 | Classified | Hourly | 34.04 | 35.44 | 36.89 | 38.38 | 39.99 |
| | | | Bi-Weekly | 2,723.20 | 2,835.20 | 2,951.20 | 3,070.40 | 3,199.20 |
| | | | Monthly | 5,900.27 | 6,142.93 | 6,394.27 | 6,652.53 | 6,931.60 |
| | | | Annual | 70,803.20 | 73,715.20 | 76,731.20 | 79,830.40 | 83,179.20 |
| FACILITIES SERVICEWORKER II | M110 | Classified | Hourly | 28.93 | 30.08 | 31.30 | 32.41 | 33.67 |
| | | | Bi-Weekly | 2,314.40 | 2,406.40 | 2,504.00 | 2,592.80 | 2,693.60 |
| | | | Monthly | 5,014.53 | 5,213.87 | 5,425.33 | 5,617.73 | 5,836.13 |
| | | | Annual | 60,174.40 | 62,566.40 | 65,104.00 | 67,412.80 | 70,033.60 |
| FACILITIES SERVICEWORKER I | M105 | Classified | Hourly | 26.30 | 27.35 | 28.46 | 29.47 | 30.60 |
| | | | Bi-Weekly | 2,104.00 | 2,188.00 | 2,276.80 | 2,357.60 | 2,448.00 |
| | | | Monthly | 4,558.67 | 4,740.67 | 4,933.07 | 5,108.13 | 5,304.00 |
| | | | Annual | 54,704.00 | 56,888.00 | 59,196.80 | 61,297.60 | 63,648.00 |
| FLEET MANAGEMENT DIVISION | | | | | | | | |
| FLEET MAINTENANCE MANAGER | H635 | Classified | Hourly | 55.88 | 58.65 | 61.59 | 64.68 | 67.91 |
| | | | Bi-Weekly | 4,470.40 | 4,692.00 | 4,927.20 | 5,174.40 | 5,432.80 |
| | | | Monthly | 9,685.87 | 10,166.00 | 10,675.60 | 11,211.20 | 11,771.07 |
| | | | Annual | 116,230.40 | 121,992.00 | 128,107.20 | 134,534.40 | 141,252.80 |
| SENIOR EQUIPMENT MECHANIC | M620 | Classified | Hourly | 38.81 | 40.63 | 42.69 | 44.91 | 47.13 |
| | | | Bi-Weekly | 3,104.80 | 3,250.40 | 3,415.20 | 3,592.80 | 3,770.40 |
| | | | Monthly | 6,727.07 | 7,042.53 | 7,399.60 | 7,784.40 | 8,169.20 |
| | | | Annual | 80,724.80 | 84,510.40 | 88,795.20 | 93,412.80 | 98,030.40 |
| EQUIPMENT MECHANIC II | M615 | Classified | Hourly | 33.44 | 35.00 | 36.78 | 38.70 | 40.62 |
| | | | Bi-Weekly | 2,674.85 | 2,799.70 | 2,942.50 | 3,095.90 | 3,249.31 |
| | | | Monthly | 5,795.50 | 6,066.01 | 6,375.41 | 6,707.79 | 7,040.18 |
| | | | Annual | 69,546.05 | 72,792.10 | 76,504.90 | 80,493.50 | 84,482.11 |
| EQUIPMENT MECHANIC I | M610 | Classified | Hourly | 30.44 | 31.97 | 33.61 | 35.26 | 37.00 |
| | | | Bi-Weekly | 2,434.94 | 2,557.34 | 2,688.72 | 2,820.91 | 2,959.63 |
| | | | Monthly | 5,275.71 | 5,540.91 | 5,825.56 | 6,111.98 | 6,412.54 |
| | | | Annual | 63,308.54 | 66,490.94 | 69,906.72 | 73,343.71 | 76,950.43 |
| EQUIPMENT PARTS STOREKEEPER | M605 | Classified | Hourly | 28.36 | 29.88 | 31.30 | 32.90 | 34.56 |
| | | | Bi-Weekly | 2,268.80 | 2,390.40 | 2,504.00 | 2,632.00 | 2,764.80 |
| | | | Monthly | 4,915.73 | 5,179.20 | 5,425.33 | 5,702.67 | 5,990.40 |
| | | | Annual | 58,988.80 | 62,150.40 | 65,104.00 | 68,432.00 | 71,884.80 |
| EQUIPMENT SERVICE ATTENDANT | M600 | Classified | Hourly | 26.18 | 27.20 | 28.33 | 29.29 | 30.42 |
| | | | Bi-Weekly | 2,094.40 | 2,176.00 | 2,266.40 | 2,343.20 | 2,433.60 |
| | | | Monthly | 4,537.87 | 4,714.67 | 4,910.53 | 5,076.93 | 5,272.80 |
| | | | Annual | 54,454.40 | 56,576.00 | 58,926.40 | 60,923.20 | 63,273.60 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|---------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| LANDSCAPE MAINTENANCE DIVISION | | | | | | | | |
| LANDSCAPE MAINTENANCE MANAGER | H615 | Classified | Hourly | 55.88 | 58.65 | 61.59 | 64.68 | 67.91 |
| | | | Bi-Weekly | 4,470.40 | 4,692.00 | 4,927.20 | 5,174.40 | 5,432.80 |
| | | | Monthly | 9,685.87 | 10,166.00 | 10,675.60 | 11,211.20 | 11,771.07 |
| | | | Annual | 116,230.40 | 121,992.00 | 128,107.20 | 134,534.40 | 141,252.80 |
| GROUNDSKEEPER III | M215 | Classified | Hourly | 38.43 | 39.96 | 41.58 | 43.06 | 44.71 |
| | | | Bi-Weekly | 3,074.40 | 3,196.80 | 3,326.40 | 3,444.80 | 3,576.80 |
| | | | Monthly | 6,661.20 | 6,926.40 | 7,207.20 | 7,463.73 | 7,749.73 |
| | | | Annual | 79,934.40 | 83,116.80 | 86,486.40 | 89,564.80 | 92,996.80 |
| GROUNDSKEEPER II | M210 | Classified | Hourly | 33.41 | 34.75 | 36.16 | 37.44 | 38.88 |
| | | | Bi-Weekly | 2,672.80 | 2,780.00 | 2,892.80 | 2,995.20 | 3,110.40 |
| | | | Monthly | 5,791.07 | 6,023.33 | 6,267.73 | 6,489.60 | 6,739.20 |
| | | | Annual | 69,492.80 | 72,280.00 | 75,212.80 | 77,875.20 | 80,870.40 |
| GROUNDSKEEPER I | M205 | Classified | Hourly | 30.34 | 31.56 | 32.89 | 34.03 | 35.35 |
| | | | Bi-Weekly | 2,427.20 | 2,524.80 | 2,631.20 | 2,722.40 | 2,828.00 |
| | | | Monthly | 5,258.93 | 5,470.40 | 5,700.93 | 5,898.53 | 6,127.33 |
| | | | Annual | 63,107.20 | 65,644.80 | 68,411.20 | 70,782.40 | 73,528.00 |
| TREE TRIMMER | M220 | Classified | Hourly | 33.39 | 34.72 | 36.13 | 37.42 | 38.88 |
| | | | Bi-Weekly | 2,671.20 | 2,777.60 | 2,890.40 | 2,993.60 | 3,110.40 |
| | | | Monthly | 5,787.60 | 6,018.13 | 6,262.53 | 6,486.13 | 6,739.20 |
| | | | Annual | 69,451.20 | 72,217.60 | 75,150.40 | 77,833.60 | 80,870.40 |
| STREET MAINTENANCE DIVISION | | | | | | | | |
| STREETS MAINTENANCE MANAGER | H625 | Classified | Hourly | 55.88 | 58.65 | 61.59 | 64.68 | 67.91 |
| | | | Bi-Weekly | 4,470.40 | 4,692.00 | 4,927.20 | 5,174.40 | 5,432.80 |
| | | | Monthly | 9,685.87 | 10,166.00 | 10,675.60 | 11,211.20 | 11,771.07 |
| | | | Annual | 116,230.40 | 121,992.00 | 128,107.20 | 134,534.40 | 141,252.80 |
| SENIOR MAINTENANCE LEADER | M315 | Classified | Hourly | 39.22 | 40.74 | 42.42 | 43.91 | 45.60 |
| | | | Bi-Weekly | 3,137.60 | 3,259.20 | 3,393.60 | 3,512.80 | 3,648.00 |
| | | | Monthly | 6,798.13 | 7,061.60 | 7,352.80 | 7,611.07 | 7,904.00 |
| | | | Annual | 81,577.60 | 84,739.20 | 88,233.60 | 91,332.80 | 94,848.00 |
| MAINTENANCE LEADER | M310 | Classified | Hourly | 34.10 | 35.43 | 36.89 | 38.19 | 39.65 |
| | | | Bi-Weekly | 2,728.00 | 2,834.40 | 2,951.20 | 3,055.20 | 3,172.00 |
| | | | Monthly | 5,910.67 | 6,141.20 | 6,394.27 | 6,619.60 | 6,872.67 |
| | | | Annual | 70,928.00 | 73,694.40 | 76,731.20 | 79,435.20 | 82,472.00 |
| 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 | | | |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|-------------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| PROFESSIONAL STAFF | | | | | | | | |
| PERSONNEL AND TRAINING ADMINISTRATOR | H450 | Classified | Hourly | 63.48 | 66.66 | 70.00 | 73.50 | 77.17 |
| | | | Bi-Weekly | 5,078.40 | 5,332.80 | 5,600.00 | 5,880.00 | 6,173.60 |
| | | | Monthly | 11,003.20 | 11,554.40 | 12,133.33 | 12,740.00 | 13,376.13 |
| | | | Annual | 132,038.40 | 138,652.80 | 145,600.00 | 152,880.00 | 160,513.60 |
| PERSONNEL OPERATIONS SPECIALIST | H460 | Classified | Hourly | 39.61 | 41.24 | 42.85 | 44.46 | 46.24 |
| | | | Bi-Weekly | 3,168.80 | 3,299.20 | 3,428.00 | 3,556.80 | 3,699.20 |
| | | | Monthly | 6,865.73 | 7,148.27 | 7,427.33 | 7,706.40 | 8,014.93 |
| | | | Annual | 82,388.80 | 85,779.20 | 89,128.00 | 92,476.80 | 96,179.20 |
| SENIOR CRIME AND INTELLIGENCE ANALYST | H406 | Classified | Hourly | 50.86 | 53.38 | 56.06 | 58.86 | 61.79 |
| | | | Bi-Weekly | 4,068.80 | 4,270.40 | 4,484.80 | 4,708.80 | 4,943.20 |
| | | | Monthly | 8,815.73 | 9,252.53 | 9,717.07 | 10,202.40 | 10,710.27 |
| | | | Annual | 105,788.80 | 111,030.40 | 116,604.80 | 122,428.80 | 128,523.20 |
| CRIME AND INTELLIGENCE ANALYST | H405 | Classified | Hourly | 46.25 | 48.56 | 50.99 | 53.53 | 56.20 |
| | | | Bi-Weekly | 3,700.00 | 3,884.80 | 4,079.20 | 4,282.40 | 4,496.00 |
| | | | Monthly | 8,016.67 | 8,417.07 | 8,838.27 | 9,278.53 | 9,741.33 |
| | | | Annual | 96,200.00 | 101,004.80 | 106,059.20 | 111,342.40 | 116,896.00 |
| POLICE PROGRAMS ANALYST | H400 | Classified | Hourly | 46.25 | 48.56 | 50.99 | 53.53 | 56.20 |
| | | | Bi-Weekly | 3,700.00 | 3,884.80 | 4,079.20 | 4,282.40 | 4,496.00 |
| | | | Monthly | 8,016.67 | 8,417.07 | 8,838.27 | 9,278.53 | 9,741.33 |
| | | | Annual | 96,200.00 | 101,004.80 | 106,059.20 | 111,342.40 | 116,896.00 |
| 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 | 55.66 | 58.45 | 61.36 | 64.33 | 67.62 |
| | | | Bi-Weekly | 4,452.80 | 4,676.00 | 4,908.80 | 5,146.40 | 5,409.60 |
| | | | Monthly | 9,647.73 | 10,131.33 | 10,635.73 | 11,150.53 | 11,720.80 |
| | | | Annual | 115,772.80 | 121,576.00 | 127,628.80 | 133,806.40 | 140,649.60 |
| INVESTIGATION DIVISION | | | | | | | | |
| YOUTH AND FAMILY SERVICES ADMINISTRATOR | H445 | Classified | Hourly | 63.48 | 66.66 | 70.00 | 73.50 | 77.17 |
| | | | Bi-Weekly | 5,078.40 | 5,332.80 | 5,600.00 | 5,880.00 | 6,173.60 |
| | | | Monthly | 11,003.20 | 11,554.40 | 12,133.33 | 12,740.00 | 13,376.13 |
| | | | Annual | 132,038.40 | 138,652.80 | 145,600.00 | 152,880.00 | 160,513.60 |
| COUNSELING SUPERVISOR | H440 | Classified | Hourly | 47.98 | 50.39 | 52.90 | 55.54 | 58.32 |
| | | | Bi-Weekly | 3,838.40 | 4,031.20 | 4,232.00 | 4,443.20 | 4,665.60 |
| | | | Monthly | 8,316.53 | 8,734.27 | 9,169.33 | 9,626.93 | 10,108.80 |
| | | | Annual | 99,798.40 | 104,811.20 | 110,032.00 | 115,523.20 | 121,305.60 |
| FAMILY COUNSELOR | T550 | Classified | Hourly | 38.04 | 39.92 | 41.93 | 43.84 | 46.14 |
| | | | Bi-Weekly | 3,043.20 | 3,193.60 | 3,354.40 | 3,507.20 | 3,691.20 |
| | | | Monthly | 6,593.60 | 6,919.47 | 7,267.87 | 7,598.93 | 7,997.60 |
| | | | Annual | 79,123.20 | 83,033.60 | 87,214.40 | 91,187.20 | 95,971.20 |
| CERTIFIED LATENT PRINT EXAMINER | T560 | Classified | Hourly | 47.52 | 49.90 | 52.40 | 55.01 | 57.76 |
| | | | Bi-Weekly | 3,801.60 | 3,992.00 | 4,192.00 | 4,400.80 | 4,620.80 |
| | | | Monthly | 8,236.80 | 8,649.33 | 9,082.67 | 9,535.07 | 10,011.73 |
| | | | Annual | 98,841.60 | 103,792.00 | 108,992.00 | 114,420.80 | 120,140.80 |
| SUPPORT SERVICES DIVISION | | | | | | | | |
| OPERATIONS SUPPORT SERVICES MANAGER | U400 | Classified | Hourly | 73.32 | 76.99 | 81.62 | 85.71 | 89.97 |
| | | | Bi-Weekly | 5,865.60 | 6,159.20 | 6,529.60 | 6,856.80 | 7,197.60 |
| | | | Monthly | 12,708.80 | 13,344.93 | 14,147.47 | 14,856.40 | 15,594.80 |
| | | | Annual | 152,505.60 | 160,139.20 | 169,769.60 | 178,276.80 | 187,137.60 |
| PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR | H415 | Classified | Hourly | 50.86 | 53.39 | 56.06 | 58.87 | 61.81 |
| | | | Bi-Weekly | 4,068.80 | 4,271.20 | 4,484.80 | 4,709.60 | 4,944.80 |
| | | | Monthly | 8,815.73 | 9,254.27 | 9,717.07 | 10,204.13 | 10,713.73 |
| | | | Annual | 105,788.80 | 111,051.20 | 116,604.80 | 122,449.60 | 128,564.80 |
| PROPERTY AND EVIDENCE SUPERVISOR | H410 | Classified | Hourly | 37.54 | 39.42 | 41.39 | 43.44 | 45.61 |
| | | | Bi-Weekly | 3,003.20 | 3,153.60 | 3,311.20 | 3,475.20 | 3,648.80 |
| | | | Monthly | 6,506.93 | 6,832.80 | 7,174.27 | 7,529.60 | 7,905.73 |
| | | | Annual | 78,083.20 | 81,993.60 | 86,091.20 | 90,355.20 | 94,868.80 |
| POLICE ID SPECIALIST | T555 | Classified | Hourly | 33.53 | 35.21 | 36.97 | 38.84 | 40.67 |
| | | | Bi-Weekly | 2,682.40 | 2,816.80 | 2,957.60 | 3,107.20 | 3,253.60 |
| | | | Monthly | 5,811.87 | 6,103.07 | 6,408.13 | 6,732.27 | 7,049.47 |
| | | | Annual | 69,742.40 | 73,236.80 | 76,897.60 | 80,787.20 | 84,593.60 |
| 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 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | | Step A | Step B | Step C | Step D | Step E |
|-------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| ANIMAL SERVICES ADMINISTRATOR | H430 | Classified | Hourly | 50.86 | 53.39 | 56.06 | 58.87 | 61.81 |
| | | | Bi-Weekly | 4,068.80 | 4,271.20 | 4,484.80 | 4,709.60 | 4,944.80 |
| | | | Monthly | 8,815.73 | 9,254.27 | 9,717.07 | 10,204.13 | 10,713.73 |
| | | | Annual | 105,788.80 | 111,051.20 | 116,604.80 | 122,449.60 | 128,564.80 |
| 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 | 2,652.00 | 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 | 50.86 | 53.39 | 56.06 | 58.87 | 61.81 |
| | | | Bi-Weekly | 4,068.80 | 4,271.20 | 4,484.80 | 4,709.60 | 4,944.80 |
| | | | Monthly | 8,815.73 | 9,254.27 | 9,717.07 | 10,204.13 | 10,713.73 |
| | | | Annual | 105,788.80 | 111,051.20 | 116,604.80 | 122,449.60 | 128,564.80 |
| 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 | 50.86 | 53.39 | 56.06 | 58.87 | 61.81 |
| | | | Bi-Weekly | 4,068.80 | 4,271.20 | 4,484.80 | 4,709.60 | 4,944.80 |
| | | | Monthly | 8,815.73 | 9,254.27 | 9,717.07 | 10,204.13 | 10,713.73 |
| | | | Annual | 105,788.80 | 111,051.20 | 116,604.80 | 122,449.60 | 128,564.80 |
| 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 | 50.86 | 53.39 | 56.06 | 58.87 | 61.81 |
| | | | Bi-Weekly | 4,068.80 | 4,271.20 | 4,484.80 | 4,709.60 | 4,944.80 |
| | | | Monthly | 8,815.73 | 9,254.27 | 9,717.07 | 10,204.13 | 10,713.73 |
| | | | Annual | 105,788.80 | 111,051.20 | 116,604.80 | 122,449.60 | 128,564.80 |
| JAIL SUPERVISOR | C660 | Classified | Hourly | 37.08 | 38.63 | 40.49 | 42.38 | 44.41 |
| | | | Bi-Weekly | 2,966.40 | 3,090.40 | 3,239.20 | 3,390.40 | 3,552.80 |
| | | | Monthly | 6,427.20 | 6,695.87 | 7,018.27 | 7,345.87 | 7,697.73 |
| | | | Annual | 77,126.40 | 80,350.40 | 84,219.20 | 88,150.40 | 92,372.80 |
| COMMUNITY SERVICE OFFICER | C650 | Classified | Hourly | 32.38 | 33.79 | 35.41 | 37.05 | 38.81 |
| | | | Bi-Weekly | 2,590.40 | 2,703.20 | 2,832.80 | 2,964.00 | 3,104.80 |
| | | | Monthly | 5,612.53 | 5,856.93 | 6,137.73 | 6,422.00 | 6,727.07 |
| | | | Annual | 67,350.40 | 70,283.20 | 73,652.80 | 77,064.00 | 80,724.80 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | Step B | Step C | Step D | Step E | |
|------------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| PUBLIC WORKS & UTILITIES DEPARTMENT | | | | | | | | |
| ADMINISTRATION | | | | | | | | |
| ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES | U525 | Classified | Hourly | 78.62 | 82.56 | 86.69 | 91.02 | 95.58 |
| | | | Bi-Weekly | 6,289.60 | 6,604.80 | 6,935.20 | 7,281.60 | 7,646.40 |
| | | | Monthly | 13,627.47 | 14,310.40 | 15,026.27 | 15,776.80 | 16,567.20 |
| | | | Annual | 163,529.60 | 171,724.80 | 180,315.20 | 189,321.60 | 198,806.40 |
| DEPUTY DIRECTOR OF PUBLIC WORKS | U510 | Classified | Hourly | 71.47 | 75.05 | 78.81 | 82.75 | 86.89 |
| | | | Bi-Weekly | 5,717.60 | 6,004.00 | 6,304.80 | 6,620.00 | 6,951.20 |
| | | | Monthly | 12,388.13 | 13,008.67 | 13,660.40 | 14,343.33 | 15,060.93 |
| | | | Annual | 148,657.60 | 156,104.00 | 163,924.80 | 172,120.00 | 180,731.20 |
| WATER RESOURCES MANAGER | H875 | Classified | Hourly | 71.47 | 75.05 | 78.81 | 82.75 | 86.89 |
| | | | Bi-Weekly | 5,717.60 | 6,004.00 | 6,304.80 | 6,620.00 | 6,951.20 |
| | | | Monthly | 12,388.13 | 13,008.67 | 13,660.40 | 14,343.33 | 15,060.93 |
| | | | Annual | 148,657.60 | 156,104.00 | 163,924.80 | 172,120.00 | 180,731.20 |
| UTILITIES ENGINEERING MANAGER | H880 | Classified | Hourly | 71.47 | 75.05 | 78.81 | 82.75 | 86.89 |
| | | | Bi-Weekly | 5,717.60 | 6,004.00 | 6,304.80 | 6,620.00 | 6,951.20 |
| | | | Monthly | 12,388.13 | 13,008.67 | 13,660.40 | 14,343.33 | 15,060.93 |
| | | | Annual | 148,657.60 | 156,104.00 | 163,924.80 | 172,120.00 | 180,731.20 |
| SENIOR UTILITY SERVICE REPRESENTATIVE | M820 | Classified | Hourly | 37.85 | 39.72 | 41.62 | 43.76 | 45.90 |
| | | | Bi-Weekly | 3,028.00 | 3,177.60 | 3,329.60 | 3,500.80 | 3,672.00 |
| | | | Monthly | 6,560.67 | 6,884.80 | 7,214.13 | 7,585.07 | 7,956.00 |
| | | | Annual | 78,728.00 | 82,617.60 | 86,569.60 | 91,020.80 | 95,472.00 |
| 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 |
| AIRPORT DIVISION SUMMARY | | | | | | | | |
| AIRPORT MANAGER | H205 | Classified | Hourly | 62.99 | 66.12 | 69.42 | 72.89 | 76.54 |
| | | | Bi-Weekly | 5,039.20 | 5,289.60 | 5,553.60 | 5,831.20 | 6,123.20 |
| | | | Monthly | 10,918.27 | 11,460.80 | 12,032.80 | 12,634.27 | 13,266.93 |
| | | | Annual | 131,019.20 | 137,529.60 | 144,393.60 | 151,611.20 | 159,203.20 |
| AIRPORT OPERATIONS SUPERVISOR | H200 | Classified | Hourly | 52.50 | 55.11 | 57.87 | 60.77 | 63.80 |
| | | | Bi-Weekly | 4,200.00 | 4,408.80 | 4,629.60 | 4,861.60 | 5,104.00 |
| | | | Monthly | 9,100.00 | 9,552.40 | 10,030.80 | 10,533.47 | 11,058.67 |
| | | | Annual | 109,200.00 | 114,628.80 | 120,369.60 | 126,401.60 | 132,704.00 |
| AIRPORT BUSINESS SUPERVISOR | H198 | Classified | Hourly | 50.86 | 53.38 | 56.06 | 58.86 | 61.79 |
| | | | Bi-Weekly | 4,068.80 | 4,270.40 | 4,484.80 | 4,708.80 | 4,943.20 |
| | | | Monthly | 8,815.73 | 9,252.53 | 9,717.07 | 10,202.40 | 10,710.27 |
| | | | Annual | 105,788.80 | 111,030.40 | 116,604.80 | 122,428.80 | 128,523.20 |
| AIRPORT OPERATIONS SPECIALIST | T270 | Classified | Hourly | 31.89 | 33.51 | 35.16 | 36.84 | 38.73 |
| | | | Bi-Weekly | 2,551.20 | 2,680.80 | 2,812.80 | 2,947.20 | 3,098.40 |
| | | | Monthly | 5,527.60 | 5,808.40 | 6,094.40 | 6,385.60 | 6,713.20 |
| | | | Annual | 66,331.20 | 69,700.80 | 73,132.80 | 76,627.20 | 80,558.40 |
| SENIOR AIRPORT MAINTENANCE WORKER | M510 | Classified | Hourly | 36.64 | 37.99 | 39.51 | 41.13 | 42.77 |
| | | | Bi-Weekly | 2,931.20 | 3,039.20 | 3,160.80 | 3,290.40 | 3,421.60 |
| | | | Monthly | 6,350.93 | 6,584.93 | 6,848.40 | 7,129.20 | 7,413.47 |
| | | | Annual | 76,211.20 | 79,019.20 | 82,180.80 | 85,550.40 | 88,961.60 |
| AIRPORT MAINTENANCE WORKER | M505 | Classified | Hourly | 33.41 | 34.75 | 36.15 | 37.44 | 38.88 |
| | | | Bi-Weekly | 2,672.80 | 2,780.00 | 2,892.00 | 2,995.20 | 3,110.40 |
| | | | Monthly | 5,791.07 | 6,023.33 | 6,266.00 | 6,489.60 | 6,739.20 |
| | | | Annual | 69,492.80 | 72,280.00 | 75,192.00 | 77,875.20 | 80,870.40 |
| AIRPORT ATTENDANT | M500 | Classified | Hourly | 26.30 | 27.35 | 28.46 | 29.47 | 30.60 |
| | | | Bi-Weekly | 2,104.00 | 2,188.00 | 2,276.80 | 2,357.60 | 2,448.00 |
| | | | Monthly | 4,558.67 | 4,740.67 | 4,933.07 | 5,108.13 | 5,304.00 |
| | | | Annual | 54,704.00 | 56,888.00 | 59,196.80 | 61,297.60 | 63,648.00 |
| ENGINEERING/TRANSPORTATION DIVISION | | | | | | | | |
| REAL PROPERTY MANAGER | H225 | Classified | Hourly | 46.21 | 48.53 | 50.94 | 53.50 | 56.17 |
| | | | Bi-Weekly | 3,696.80 | 3,882.40 | 4,075.20 | 4,280.00 | 4,493.60 |
| | | | Monthly | 8,009.73 | 8,411.87 | 8,829.60 | 9,273.33 | 9,736.13 |
| | | | Annual | 96,116.80 | 100,942.40 | 105,955.20 | 111,280.00 | 116,833.60 |
| REAL PROPERTY ASSOCIATE | T260 | Classified | Hourly | 40.22 | 42.32 | 44.45 | 46.61 | 48.90 |
| | | | Bi-Weekly | 3,217.60 | 3,385.60 | 3,556.00 | 3,728.80 | 3,912.00 |
| | | | Monthly | 6,971.47 | 7,335.47 | 7,704.67 | 8,079.07 | 8,476.00 |
| | | | Annual | 83,657.60 | 88,025.60 | 92,456.00 | 96,948.80 | 101,712.00 |
| REAL PROPERTY ASSISTANT | T255 | Classified | Hourly | 34.28 | 35.99 | 37.71 | 39.59 | 41.58 |
| | | | Bi-Weekly | 2,742.40 | 2,879.20 | 3,016.80 | 3,167.20 | 3,326.40 |
| | | | Monthly | 5,941.87 | 6,238.27 | 6,536.40 | 6,862.27 | 7,207.20 |
| | | | Annual | 71,302.40 | 74,859.20 | 78,436.80 | 82,347.20 | 86,486.40 |
| SENIOR CIVIL ENGINEER | H240 | Classified | Hourly | 59.57 | 62.54 | 65.68 | 68.95 | 72.39 |
| | | | Bi-Weekly | 4,765.60 | 5,003.20 | 5,254.40 | 5,516.00 | 5,791.20 |
| | | | Monthly | 10,325.47 | 10,840.27 | 11,384.53 | 11,951.33 | 12,547.60 |
| | | | Annual | 123,905.60 | 130,083.20 | 136,614.40 | 143,416.00 | 150,571.20 |
| ASSOCIATE CIVIL ENGINEER | T215 | Classified | Hourly | 50.20 | 52.73 | 55.29 | 58.11 | 60.93 |
| | | | Bi-Weekly | 4,016.00 | 4,218.40 | 4,423.20 | 4,648.80 | 4,874.40 |
| | | | Monthly | 8,701.33 | 9,139.87 | 9,583.60 | 10,072.40 | 10,561.20 |
| | | | Annual | 104,416.00 | 109,678.40 | 115,003.20 | 120,868.80 | 126,734.40 |
| ASSISTANT CIVIL ENGINEER | T210 | Classified | Hourly | 43.25 | 45.49 | 47.81 | 50.12 | 52.63 |
| | | | Bi-Weekly | 3,460.00 | 3,639.20 | 3,824.80 | 4,009.60 | 4,210.40 |
| | | | Monthly | 7,496.67 | 7,884.93 | 8,287.07 | 8,687.47 | 9,122.53 |
| | | | Annual | 89,960.00 | 94,619.20 | 99,444.80 | 104,249.60 | 109,470.40 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step A | | | | | Step B | | | | | Step C | | | | | Step D | | | | | Step E | | | | |
|------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|---------|--------|--------|-----------|---------|--------|--------|-----------|---------|--------|--------|-----------|---------|--------|--------|-----------|---------|--------|--|
| | | | Hourly | Bi-Weekly | Monthly | Annual | Hourly | Bi-Weekly | Monthly | Annual | Hourly | Bi-Weekly | Monthly | Annual | Hourly | Bi-Weekly | Monthly | Annual | Hourly | Bi-Weekly | Monthly | Annual | Hourly | Bi-Weekly | Monthly | Annual | |
| ENGINEERING TECHNICIAN | T200 | Classified | Hourly | 34.32 | 35.98 | 37.81 | 39.69 | 41.59 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 2,745.60 | 2,878.40 | 3,024.80 | 3,175.20 | 3,327.20 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 5,948.80 | 6,236.53 | 6,553.73 | 6,879.60 | 7,208.93 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 71,385.60 | 74,838.40 | 78,644.80 | 82,555.20 | 86,507.20 | | | | | | | | | | | | | | | | | | | |
| SURVEY ENGINEER | H230 | Classified | Hourly | 54.08 | 56.78 | 59.63 | 62.61 | 65.73 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 4,326.40 | 4,542.40 | 4,770.40 | 5,008.80 | 5,258.40 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 9,373.87 | 9,841.87 | 10,335.87 | 10,852.40 | 11,393.20 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 112,486.40 | 118,102.40 | 124,030.40 | 130,228.80 | 136,718.40 | | | | | | | | | | | | | | | | | | | |
| SURVEYOR | T265 | Classified | Hourly | 40.85 | 42.85 | 44.98 | 47.22 | 49.59 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 3,268.00 | 3,428.00 | 3,598.40 | 3,777.60 | 3,967.20 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 7,080.67 | 7,427.33 | 7,796.53 | 8,184.80 | 8,595.60 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 84,968.00 | 89,128.00 | 93,558.40 | 98,217.60 | 103,147.20 | | | | | | | | | | | | | | | | | | | |
| TRANSPORTATION MANAGER | H220 | Classified | Hourly | 69.33 | 72.81 | 76.45 | 80.27 | 84.27 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 5,546.40 | 5,824.80 | 6,116.00 | 6,421.60 | 6,741.60 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 12,017.20 | 12,620.40 | 13,251.33 | 13,913.47 | 14,606.80 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 144,206.40 | 151,444.80 | 159,016.00 | 166,961.60 | 175,281.60 | | | | | | | | | | | | | | | | | | | |
| SENIOR TRANSPORTATION ENGINEER | H215 | Classified | Hourly | 60.14 | 63.15 | 66.30 | 69.62 | 73.09 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 4,811.20 | 5,052.00 | 5,304.00 | 5,569.60 | 5,847.20 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 10,424.27 | 10,946.00 | 11,492.00 | 12,067.47 | 12,668.93 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 125,091.20 | 131,352.00 | 137,904.00 | 144,809.60 | 152,027.20 | | | | | | | | | | | | | | | | | | | |
| ASSOCIATE TRANSPORTATION ENGINEER | T240 | Classified | Hourly | 50.20 | 52.73 | 55.29 | 58.11 | 60.93 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 4,016.00 | 4,218.40 | 4,423.20 | 4,648.80 | 4,874.40 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 8,701.33 | 9,139.87 | 9,583.60 | 10,072.40 | 10,561.20 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 104,416.00 | 109,678.40 | 115,003.20 | 120,868.80 | 126,734.40 | | | | | | | | | | | | | | | | | | | |
| ASSISTANT TRANSPORTATION ENGINEER | T235 | Classified | Hourly | 43.25 | 45.49 | 47.81 | 50.12 | 52.63 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 3,460.00 | 3,639.20 | 3,824.80 | 4,009.60 | 4,210.40 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 7,496.67 | 7,884.93 | 8,287.07 | 8,687.47 | 9,122.53 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 89,960.00 | 94,619.20 | 99,444.80 | 104,249.60 | 109,470.40 | | | | | | | | | | | | | | | | | | | |
| SENIOR TRANSPORTATION PLANNER | H210 | Classified | Hourly | 50.75 | 53.27 | 55.95 | 58.74 | 61.68 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 4,060.00 | 4,261.60 | 4,476.00 | 4,699.20 | 4,934.40 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 8,796.67 | 9,233.47 | 9,698.00 | 10,181.60 | 10,691.20 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 105,560.00 | 110,801.60 | 116,376.00 | 122,179.20 | 128,294.40 | | | | | | | | | | | | | | | | | | | |
| ASSOCIATE TRANSPORTATION PLANNER | T225 | Classified | Hourly | 44.43 | 46.61 | 48.92 | 51.44 | 53.90 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 3,554.40 | 3,728.80 | 3,913.60 | 4,115.20 | 4,312.00 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 7,701.20 | 8,079.07 | 8,479.47 | 8,916.27 | 9,342.67 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 92,414.40 | 96,948.80 | 101,753.60 | 106,995.20 | 112,112.00 | | | | | | | | | | | | | | | | | | | |
| TRAFFIC SIGNAL TECHNICIAN | T220 | Classified | Hourly | 34.32 | 35.98 | 37.81 | 39.69 | 41.59 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 2,745.60 | 2,878.40 | 3,024.80 | 3,175.20 | 3,327.20 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 5,948.80 | 6,236.53 | 6,553.73 | 6,879.60 | 7,208.93 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 71,385.60 | 74,838.40 | 78,644.80 | 82,555.20 | 86,507.20 | | | | | | | | | | | | | | | | | | | |
| SUPERVISING CONSTRUCTION INSPECTOR | H235 | Classified | Hourly | 53.47 | 56.14 | 58.95 | 61.90 | 64.99 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 4,277.60 | 4,491.20 | 4,716.00 | 4,952.00 | 5,199.20 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 9,268.13 | 9,730.93 | 10,218.00 | 10,729.33 | 11,264.93 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 111,217.60 | 116,771.20 | 122,616.00 | 128,752.00 | 135,179.20 | | | | | | | | | | | | | | | | | | | |
| SENIOR CONSTRUCTION INSPECTOR | T250 | Classified | Hourly | 45.95 | 48.41 | 50.84 | 53.24 | 55.90 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 3,676.00 | 3,872.80 | 4,067.20 | 4,259.20 | 4,472.00 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 7,964.67 | 8,391.07 | 8,812.27 | 9,228.27 | 9,689.33 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 95,576.00 | 100,692.80 | 105,747.20 | 110,739.20 | 116,272.00 | | | | | | | | | | | | | | | | | | | |
| CONSTRUCTION INSPECTOR | T245 | Classified | Hourly | 38.50 | 40.48 | 42.37 | 44.51 | 46.78 | | | | | | | | | | | | | | | | | | | |
| | | | Bi-Weekly | 3,080.00 | 3,238.40 | 3,389.60 | 3,560.80 | 3,742.40 | | | | | | | | | | | | | | | | | | | |
| | | | Monthly | 6,673.33 | 7,016.53 | 7,344.13 | 7,715.07 | 8,108.53 | | | | | | | | | | | | | | | | | | | |
| | | | Annual | 80,080.00 | 84,198.40 | 88,129.60 | 92,580.80 | 97,302.40 | | | | | | | | | | | | | | | | | | | |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | | Step A | Step B | Step C | Step D | Step E |
|------------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| RECYCLING-SOLID WASTE | | | | | | | | |
| SOLID WASTE PROGRAM MANAGER | H800 | Classified | Hourly | 50.86 | 53.38 | 56.06 | 58.86 | 61.79 |
| | | | Bi-Weekly | 4,068.80 | 4,270.40 | 4,484.80 | 4,708.80 | 4,943.20 |
| | | | Monthly | 8,815.73 | 9,252.53 | 9,717.07 | 10,202.40 | 10,710.27 |
| | | | Annual | 105,788.80 | 111,030.40 | 116,604.80 | 122,428.80 | 128,523.20 |
| RECYCLING SPECIALIST | T800 | Classified | Hourly | 34.58 | 36.30 | 38.07 | 40.01 | 41.99 |
| | | | Bi-Weekly | 2,766.40 | 2,904.00 | 3,045.60 | 3,200.80 | 3,359.20 |
| | | | Monthly | 5,993.87 | 6,292.00 | 6,598.80 | 6,935.07 | 7,278.27 |
| | | | Annual | 71,926.40 | 75,504.00 | 79,185.60 | 83,220.80 | 87,339.20 |
| SUSTAINABILITY SPECIALIST | T803 | Classified | Hourly | 39.02 | 40.96 | 43.01 | 45.16 | 47.42 |
| | | | Bi-Weekly | 3,121.60 | 3,276.80 | 3,440.80 | 3,612.80 | 3,793.60 |
| | | | Monthly | 6,763.47 | 7,099.73 | 7,455.07 | 7,827.73 | 8,219.47 |
| | | | Annual | 81,161.60 | 85,196.80 | 89,460.80 | 93,932.80 | 98,633.60 |
| SUSTAINABILITY TECHNICIAN | T802 | Classified | Hourly | 35.47 | 37.23 | 39.09 | 41.03 | 43.10 |
| | | | Bi-Weekly | 2,837.60 | 2,978.40 | 3,127.20 | 3,282.40 | 3,448.00 |
| | | | Monthly | 6,148.13 | 6,453.20 | 6,775.60 | 7,111.87 | 7,470.67 |
| | | | Annual | 73,777.60 | 77,438.40 | 81,307.20 | 85,342.40 | 89,648.00 |
| WATER POLLUTION CONTROL FACILITY (WPCF) | | | | | | | | |
| WATER POLLUTION CONTROL FACILITY MANAGER | H870 | Classified | Hourly | 71.47 | 75.05 | 78.81 | 82.75 | 86.89 |
| | | | Bi-Weekly | 5,717.60 | 6,004.00 | 6,304.80 | 6,620.00 | 6,951.20 |
| | | | Monthly | 12,388.13 | 13,008.67 | 13,660.40 | 14,343.33 | 15,060.93 |
| | | | Annual | 148,657.60 | 156,104.00 | 163,924.80 | 172,120.00 | 180,731.20 |
| WPCF OPERATIONS AND MAINTENANCE MANAGER | H865 | Classified | Hourly | 58.29 | 61.21 | 64.28 | 67.50 | 70.87 |
| | | | Bi-Weekly | 4,663.20 | 4,896.80 | 5,142.40 | 5,400.00 | 5,669.60 |
| | | | Monthly | 10,103.60 | 10,609.73 | 11,141.87 | 11,700.00 | 12,284.13 |
| | | | Annual | 121,243.20 | 127,316.80 | 133,702.40 | 140,400.00 | 147,409.60 |
| WPCF MAINTENANCE SUPERVISOR | H860 | Classified | Hourly | 53.03 | 55.66 | 58.45 | 61.38 | 64.45 |
| | | | Bi-Weekly | 4,242.40 | 4,452.80 | 4,676.00 | 4,910.40 | 5,156.00 |
| | | | Monthly | 9,191.87 | 9,647.73 | 10,131.33 | 10,639.20 | 11,171.33 |
| | | | Annual | 110,302.40 | 115,772.80 | 121,576.00 | 127,670.40 | 134,056.00 |
| WPCF OPERATIONS SUPERVISOR | H855 | Classified | Hourly | 53.03 | 55.66 | 58.45 | 61.38 | 64.45 |
| | | | Bi-Weekly | 4,242.40 | 4,452.80 | 4,676.00 | 4,910.40 | 5,156.00 |
| | | | Monthly | 9,191.87 | 9,647.73 | 10,131.33 | 10,639.20 | 11,171.33 |
| | | | Annual | 110,302.40 | 115,772.80 | 121,576.00 | 127,670.40 | 134,056.00 |
| WPCF LEAD OPERATOR | M935 | Classified | Hourly | 45.31 | 47.12 | 49.00 | 50.91 | 52.98 |
| | | | Bi-Weekly | 3,624.80 | 3,769.60 | 3,920.00 | 4,072.80 | 4,238.40 |
| | | | Monthly | 7,853.73 | 8,167.47 | 8,493.33 | 8,824.40 | 9,183.20 |
| | | | Annual | 94,244.80 | 98,009.60 | 101,920.00 | 105,892.80 | 110,198.40 |
| WPCF OPERATOR | M930 | Classified | Hourly | 39.40 | 40.97 | 42.61 | 44.27 | 46.07 |
| | | | Bi-Weekly | 3,152.00 | 3,277.60 | 3,408.80 | 3,541.60 | 3,685.60 |
| | | | Monthly | 6,829.33 | 7,101.47 | 7,385.73 | 7,673.47 | 7,985.47 |
| | | | Annual | 81,952.00 | 85,217.60 | 88,628.80 | 92,081.60 | 95,825.60 |
| OPERATOR-IN-TRAINING | M925 | Classified | Hourly | 36.07 | 37.49 | 39.06 | 40.40 | 41.98 |
| | | | Bi-Weekly | 2,885.60 | 2,999.20 | 3,124.80 | 3,232.00 | 3,358.40 |
| | | | Monthly | 6,252.13 | 6,498.27 | 6,770.40 | 7,002.67 | 7,276.53 |
| | | | Annual | 75,025.60 | 77,979.20 | 81,244.80 | 84,032.00 | 87,318.40 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | Step | | | | | |
|-----------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| | | | A | B | C | D | E | |
| LAB SUPERVISOR | H850 | Classified | Hourly | 53.03 | 55.66 | 58.45 | 61.38 | 64.45 |
| | | | Bi-Weekly | 4,242.40 | 4,452.80 | 4,676.00 | 4,910.40 | 5,156.00 |
| | | | Monthly | 9,191.87 | 9,647.73 | 10,131.33 | 10,639.20 | 11,171.33 |
| | | | Annual | 110,302.40 | 115,772.80 | 121,576.00 | 127,670.40 | 134,056.00 |
| CHEMIST | T807 | Classified | Hourly | 40.83 | 42.88 | 45.03 | 47.27 | 49.63 |
| | | | Bi-Weekly | 3,266.40 | 3,430.40 | 3,602.40 | 3,781.60 | 3,970.40 |
| | | | Monthly | 7,077.20 | 7,432.53 | 7,805.20 | 8,193.47 | 8,602.53 |
| | | | Annual | 84,926.40 | 89,190.40 | 93,662.40 | 98,321.60 | 103,230.40 |
| LABORATORY TECHNICIAN | T805 | Classified | Hourly | 35.51 | 36.84 | 38.26 | 39.83 | 41.32 |
| | | | Bi-Weekly | 2,840.80 | 2,947.20 | 3,060.80 | 3,186.40 | 3,305.60 |
| | | | Monthly | 6,155.07 | 6,385.60 | 6,631.73 | 6,903.87 | 7,162.13 |
| | | | Annual | 73,860.80 | 76,627.20 | 79,580.80 | 82,846.40 | 85,945.60 |

WATER POLLUTION SOURCE CONTROL

| | | | | | | | | |
|-------------------------------------------------|------|------------|-----------|------------|------------|------------|------------|------------|
| ENVIRONMENTAL SERVICES MANAGER | H805 | Classified | Hourly | 61.66 | 64.74 | 67.98 | 71.38 | 74.95 |
| | | | Bi-Weekly | 4,932.80 | 5,179.20 | 5,438.40 | 5,710.40 | 5,996.00 |
| | | | Monthly | 10,687.73 | 11,221.60 | 11,783.20 | 12,372.53 | 12,991.33 |
| | | | Annual | 128,252.80 | 134,659.20 | 141,398.40 | 148,470.40 | 155,896.00 |
| WATER POLLUTION CONTROL ADMINISTRATOR | H845 | Classified | Hourly | 53.59 | 56.27 | 59.08 | 62.05 | 65.16 |
| | | | Bi-Weekly | 4,287.20 | 4,501.60 | 4,726.40 | 4,964.00 | 5,212.80 |
| | | | Monthly | 9,288.93 | 9,753.47 | 10,240.53 | 10,755.33 | 11,294.40 |
| | | | Annual | 111,467.20 | 117,041.60 | 122,886.40 | 129,064.00 | 135,532.80 |
| SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR | T815 | Classified | Hourly | 42.63 | 44.85 | 47.09 | 49.33 | 51.84 |
| | | | Bi-Weekly | 3,410.40 | 3,588.00 | 3,767.20 | 3,946.40 | 4,147.20 |
| | | | Monthly | 7,389.20 | 7,774.00 | 8,162.27 | 8,550.53 | 8,985.60 |
| | | | Annual | 88,670.40 | 93,288.00 | 97,947.20 | 102,606.40 | 107,827.20 |
| WATER POLLUTION SOURCE CONTROL INSPECTOR | T810 | Classified | Hourly | 38.75 | 40.76 | 42.62 | 44.81 | 47.04 |
| | | | Bi-Weekly | 3,100.00 | 3,260.80 | 3,409.60 | 3,584.80 | 3,763.20 |
| | | | Monthly | 6,716.67 | 7,065.07 | 7,387.47 | 7,767.07 | 8,153.60 |
| | | | Annual | 80,600.00 | 84,780.80 | 88,649.60 | 93,204.80 | 97,843.20 |
| TECHNICAL INTERN | Z125 | Classified | Hourly | | | | | 15.82 |
| | | | Bi-Weekly | | | | | 1,265.60 |
| | | | Monthly | | | | | 2,742.13 |
| | | | Annual | | | | | 32,905.60 |

| | | | | | | | | |
|---------------------------------|------|------------|-----------|------------|------------|------------|------------|------------|
| SENIOR WATER RESOURCES ENGINEER | H813 | Classified | Hourly | 59.57 | 62.54 | 65.68 | 68.95 | 72.39 |
| | | | Bi-Weekly | 4,765.60 | 5,003.20 | 5,254.40 | 5,516.00 | 5,791.20 |
| | | | Monthly | 10,325.47 | 10,840.27 | 11,384.53 | 11,951.33 | 12,547.60 |
| | | | Annual | 123,905.60 | 130,083.20 | 136,614.40 | 143,416.00 | 150,571.20 |
| SENIOR UTILITIES ENGINEER | H810 | Classified | Hourly | 59.57 | 62.54 | 65.68 | 68.95 | 72.39 |
| | | | Bi-Weekly | 4,765.60 | 5,003.20 | 5,254.40 | 5,516.00 | 5,791.20 |
| | | | Monthly | 10,325.47 | 10,840.27 | 11,384.53 | 11,951.33 | 12,547.60 |
| | | | Annual | 123,905.60 | 130,083.20 | 136,614.40 | 143,416.00 | 150,571.20 |

SEWER COLLECTIONS & WATER DISTRIBUTION

| | | | | | | | | |
|-------------------------------------------------|------|------------|-----------|------------|------------|------------|------------|------------|
| UTILITIES OPERATIONS AND MAINTENANCE MANAGER | H835 | Classified | Hourly | 65.80 | 69.07 | 72.52 | 76.15 | 79.96 |
| | | | Bi-Weekly | 5,264.00 | 5,525.60 | 5,801.60 | 6,092.00 | 6,396.80 |
| | | | Monthly | 11,405.33 | 11,972.13 | 12,570.13 | 13,199.33 | 13,859.73 |
| | | | Annual | 136,864.00 | 143,665.60 | 150,841.60 | 158,392.00 | 166,316.80 |
| UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR | H830 | Classified | Hourly | 54.83 | 57.55 | 60.45 | 63.46 | 66.64 |
| | | | Bi-Weekly | 4,386.40 | 4,604.00 | 4,836.00 | 5,076.80 | 5,331.20 |
| | | | Monthly | 9,503.87 | 9,975.33 | 10,478.00 | 10,999.73 | 11,550.93 |
| | | | Annual | 114,046.40 | 119,704.00 | 125,736.00 | 131,996.80 | 138,611.20 |
| UTILITIES FIELD SERVICES SUPERVISOR | H825 | Classified | Hourly | 54.83 | 57.55 | 60.45 | 63.46 | 66.64 |
| | | | Bi-Weekly | 4,386.40 | 4,604.00 | 4,836.00 | 5,076.80 | 5,331.20 |
| | | | Monthly | 9,503.87 | 9,975.33 | 10,478.00 | 10,999.73 | 11,550.93 |
| | | | Annual | 114,046.40 | 119,704.00 | 125,736.00 | 131,996.80 | 138,611.20 |
| WASTEWATER COLLECTIONS SYSTEM SUPERVISOR | H823 | Classified | Hourly | 53.03 | 55.66 | 58.45 | 61.38 | 64.45 |
| | | | Bi-Weekly | 4,242.40 | 4,452.80 | 4,676.00 | 4,910.40 | 5,156.00 |
| | | | Monthly | 9,191.87 | 9,647.73 | 10,131.33 | 10,639.20 | 11,171.33 |
| | | | Annual | 110,302.40 | 115,772.80 | 121,576.00 | 127,670.40 | 134,056.00 |
| WATER INSTALLATION AND MAINTENANCE SUPERVISOR | H815 | Classified | Hourly | 43.22 | 45.39 | 47.65 | 50.05 | 52.54 |
| | | | Bi-Weekly | 3,457.60 | 3,631.20 | 3,812.00 | 4,004.00 | 4,203.20 |
| | | | Monthly | 7,491.47 | 7,867.60 | 8,259.33 | 8,675.33 | 9,106.93 |
| | | | Annual | 89,897.60 | 94,411.20 | 99,112.00 | 104,104.00 | 109,283.20 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| Classification Title | Job Code | Service Type | | Step A | Step B | Step C | Step D | Step E |
|----------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| SENIOR UTILITY CUSTOMER SERVICE LEADER | M825 | Classified | Hourly | 39.85 | 41.22 | 42.85 | 44.63 | 46.43 |
| | | | Bi-Weekly | 3,188.00 | 3,297.60 | 3,428.00 | 3,570.40 | 3,714.40 |
| | | | Monthly | 6,907.33 | 7,144.80 | 7,427.33 | 7,735.87 | 8,047.87 |
| | | | Annual | 82,888.00 | 85,737.60 | 89,128.00 | 92,830.40 | 96,574.40 |
| CROSS CONNECTION CONTROL SPECIALIST | M815 | Classified | Hourly | 34.64 | 35.85 | 37.26 | 38.81 | 40.38 |
| | | | Bi-Weekly | 2,771.20 | 2,868.00 | 2,980.80 | 3,104.80 | 3,230.40 |
| | | | Monthly | 6,004.27 | 6,214.00 | 6,458.40 | 6,727.07 | 6,999.20 |
| | | | Annual | 72,051.20 | 74,568.00 | 77,500.80 | 80,724.80 | 83,990.40 |
| 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 | 29.12 | 30.51 | 31.93 | 33.47 | 35.11 |
| | | | Bi-Weekly | 2,329.60 | 2,440.80 | 2,554.40 | 2,677.60 | 2,808.80 |
| | | | Monthly | 5,047.47 | 5,288.40 | 5,534.53 | 5,801.47 | 6,085.73 |
| | | | Annual | 60,569.60 | 63,460.80 | 66,414.40 | 69,617.60 | 73,028.80 |
| UTILITIES MAINTENANCE SUPERVISOR | H820 | Classified | Hourly | 49.70 | 52.18 | 54.78 | 57.54 | 60.41 |
| | | | Bi-Weekly | 3,976.00 | 4,174.40 | 4,382.40 | 4,603.20 | 4,832.80 |
| | | | Monthly | 8,614.67 | 9,044.53 | 9,495.20 | 9,973.60 | 10,471.07 |
| | | | Annual | 103,376.00 | 108,534.40 | 113,942.40 | 119,683.20 | 125,652.80 |
| UTILITIES SERVICE WORKER | M900 | Classified | Hourly | 33.20 | 34.52 | 35.96 | 37.20 | 38.66 |
| | | | Bi-Weekly | 2,656.00 | 2,761.60 | 2,876.80 | 2,976.00 | 3,092.80 |
| | | | Monthly | 5,754.67 | 5,983.47 | 6,233.07 | 6,448.00 | 6,701.07 |
| | | | Annual | 69,056.00 | 71,801.60 | 74,796.80 | 77,376.00 | 80,412.80 |
| GENERAL MAINTENANCE | | | | | | | | |
| EQUIPMENT OPERATOR | M400 | Classified | Hourly | 33.70 | 35.04 | 36.50 | 37.76 | 39.24 |
| | | | Bi-Weekly | 2,696.00 | 2,803.20 | 2,920.00 | 3,020.80 | 3,139.20 |
| | | | Monthly | 5,841.33 | 6,073.60 | 6,326.67 | 6,545.07 | 6,801.60 |
| | | | Annual | 70,096.00 | 72,883.20 | 75,920.00 | 78,540.80 | 81,619.20 |
| SENIOR UTILITY LEADER | M845 | Classified | Hourly | 42.00 | 43.68 | 45.50 | 47.07 | 48.89 |
| | | | Bi-Weekly | 3,360.00 | 3,494.40 | 3,640.00 | 3,765.60 | 3,911.20 |
| | | | Monthly | 7,280.00 | 7,571.20 | 7,886.67 | 8,158.80 | 8,474.27 |
| | | | Annual | 87,360.00 | 90,854.40 | 94,640.00 | 97,905.60 | 101,691.20 |
| UTILITY LEADER | M840 | Classified | Hourly | 36.52 | 37.97 | 39.56 | 40.94 | 42.52 |
| | | | Bi-Weekly | 2,921.60 | 3,037.60 | 3,164.80 | 3,275.20 | 3,401.60 |
| | | | Monthly | 6,330.13 | 6,581.47 | 6,857.07 | 7,096.27 | 7,370.13 |
| | | | Annual | 75,961.60 | 78,977.60 | 82,284.80 | 85,155.20 | 88,441.60 |
| UTILITY WORKER | M835 | Classified | Hourly | 33.20 | 34.52 | 35.96 | 37.20 | 38.66 |
| | | | Bi-Weekly | 2,656.00 | 2,761.60 | 2,876.80 | 2,976.00 | 3,092.80 |
| | | | Monthly | 5,754.67 | 5,983.47 | 6,233.07 | 6,448.00 | 6,701.07 |
| | | | Annual | 69,056.00 | 71,801.60 | 74,796.80 | 77,376.00 | 80,412.80 |
| SENIOR UTILITY LEADER - SEWER | M920 | Classified | Hourly | 43.34 | 45.05 | 46.89 | 48.55 | 50.43 |
| | | | Bi-Weekly | 3,467.20 | 3,604.00 | 3,751.20 | 3,884.00 | 4,034.40 |
| | | | Monthly | 7,512.27 | 7,808.67 | 8,127.60 | 8,415.33 | 8,741.20 |
| | | | Annual | 90,147.20 | 93,704.00 | 97,531.20 | 100,984.00 | 104,894.40 |
| UTILITY LEADER - SEWER | M915 | Classified | Hourly | 37.69 | 39.18 | 40.78 | 42.21 | 43.85 |
| | | | Bi-Weekly | 3,015.20 | 3,134.40 | 3,262.40 | 3,376.80 | 3,508.00 |
| | | | Monthly | 6,532.93 | 6,791.20 | 7,068.53 | 7,316.40 | 7,600.67 |
| | | | Annual | 78,395.20 | 81,494.40 | 84,822.40 | 87,796.80 | 91,208.00 |
| UTILITY WORKER - SEWER | M910 | Classified | Hourly | 34.25 | 35.62 | 37.09 | 38.37 | 39.87 |
| | | | Bi-Weekly | 2,740.00 | 2,849.60 | 2,967.20 | 3,069.60 | 3,189.60 |
| | | | Monthly | 5,936.67 | 6,174.13 | 6,428.93 | 6,650.80 | 6,910.80 |
| | | | Annual | 71,240.00 | 74,089.60 | 77,147.20 | 79,809.60 | 82,929.60 |
| UTILITIES MAINTENANCE MECHANIC | M415 | Classified | Hourly | 40.49 | 42.06 | 43.71 | 45.47 | 47.32 |
| | | | Bi-Weekly | 3,239.20 | 3,364.80 | 3,496.80 | 3,637.60 | 3,785.60 |
| | | | Monthly | 7,018.27 | 7,290.40 | 7,576.40 | 7,881.47 | 8,202.13 |
| | | | Annual | 84,219.20 | 87,484.80 | 90,916.80 | 94,577.60 | 98,425.60 |

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

ATTACHMENT II
Recommended by
Personnel Commission
on May 21, 2020
Approved by Council
on June 2, 2020

| 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 | 56.37 | 59.18 | 62.14 | 65.26 | 68.52 |
| | | | Bi-Weekly | 4,509.60 | 4,734.40 | 4,971.20 | 5,220.80 | 5,481.60 |
| | | | Monthly | 9,770.80 | 10,257.87 | 10,770.93 | 11,311.73 | 11,876.80 |
| | | | Annual | 117,249.60 | 123,094.40 | 129,251.20 | 135,740.80 | 142,521.60 |
| INFORMATION TECHNOLOGY MANAGER | H566 | Classified | Hourly | 59.18 | 62.14 | 65.25 | 68.52 | 71.95 |
| | | | Bi-Weekly | 4,734.40 | 4,971.20 | 5,220.00 | 5,481.60 | 5,756.00 |
| | | | Monthly | 10,257.87 | 10,770.93 | 11,310.00 | 11,876.80 | 12,471.33 |
| | | | Annual | 123,094.40 | 129,251.20 | 135,720.00 | 142,521.60 | 149,656.00 |
| DATA AND SYSTEMS COORDINATOR | H560 | Classified | Hourly | 50.72 | 53.25 | 55.93 | 58.72 | 61.65 |
| | | | Bi-Weekly | 4,057.60 | 4,260.00 | 4,474.40 | 4,697.60 | 4,932.00 |
| | | | Monthly | 8,791.47 | 9,230.00 | 9,694.53 | 10,178.13 | 10,686.00 |
| | | | Annual | 105,497.60 | 110,760.00 | 116,334.40 | 122,137.60 | 128,232.00 |
| NETWORK SYSTEMS SPECIALIST | H555 | Classified | Hourly | 50.14 | 52.66 | 55.29 | 58.05 | 60.96 |
| | | | Bi-Weekly | 4,011.20 | 4,212.80 | 4,423.20 | 4,644.00 | 4,876.80 |
| | | | Monthly | 8,690.93 | 9,127.73 | 9,583.60 | 10,062.00 | 10,566.40 |
| | | | Annual | 104,291.20 | 109,532.80 | 115,003.20 | 120,744.00 | 126,796.80 |
| GEOGRAPHIC INFO SYSTEMS COORDINATOR | T460 | Classified | Hourly | 50.87 | 53.41 | 55.95 | 58.77 | 62.66 |
| | | | Bi-Weekly | 4,069.60 | 4,272.80 | 4,476.00 | 4,701.60 | 5,012.80 |
| | | | Monthly | 8,817.47 | 9,257.73 | 9,698.00 | 10,186.80 | 10,861.07 |
| | | | Annual | 105,809.60 | 111,092.80 | 116,376.00 | 122,241.60 | 130,332.80 |
| PROGRAMMER ANALYST | T455 | Classified | Hourly | 44.28 | 46.44 | 48.86 | 51.26 | 53.80 |
| | | | Bi-Weekly | 3,542.40 | 3,715.20 | 3,908.80 | 4,100.80 | 4,304.00 |
| | | | Monthly | 7,675.20 | 8,049.60 | 8,469.07 | 8,885.07 | 9,325.33 |
| | | | Annual | 92,102.40 | 96,595.20 | 101,628.80 | 106,620.80 | 111,904.00 |
| WEB SPECIALIST | T450 | Classified | Hourly | 41.55 | 43.65 | 45.82 | 48.1 | 50.51 |
| | | | Bi-Weekly | 3,324.00 | 3,492.00 | 3,665.60 | 3,848.00 | 4,040.80 |
| | | | Monthly | 7,202.00 | 7,566.00 | 7,942.13 | 8,337.33 | 8,755.07 |
| | | | Annual | 86,424.00 | 90,792.00 | 95,305.60 | 100,048.00 | 105,060.80 |
| INFORMATION TECHNOLOGY ANALYST II | T435 | Classified | Hourly | 44.26 | 46.46 | 48.78 | 51.23 | 53.80 |
| | | | Bi-Weekly | 3,540.80 | 3,716.80 | 3,902.40 | 4,098.40 | 4,304.00 |
| | | | Monthly | 7,671.73 | 8,053.07 | 8,455.20 | 8,879.87 | 9,325.33 |
| | | | Annual | 92,060.80 | 96,636.80 | 101,462.40 | 106,558.40 | 111,904.00 |
| INFORMATION TECHNOLOGY ANALYST I | T430 | Classified | Hourly | 40.24 | 42.24 | 44.36 | 46.58 | 48.90 |
| | | | Bi-Weekly | 3,219.20 | 3,379.20 | 3,548.80 | 3,726.40 | 3,912.00 |
| | | | Monthly | 6,974.93 | 7,321.60 | 7,689.07 | 8,073.87 | 8,476.00 |
| | | | Annual | 83,699.20 | 87,859.20 | 92,268.80 | 96,886.40 | 101,712.00 |
| TECHNOLOGY SOLUTIONS ANALYST II | T445 | Classified | Hourly | 44.26 | 46.46 | 48.78 | 51.23 | 53.80 |
| | | | Bi-Weekly | 3,540.80 | 3,716.80 | 3,902.40 | 4,098.40 | 4,304.00 |
| | | | Monthly | 7,671.73 | 8,053.07 | 8,455.20 | 8,879.87 | 9,325.33 |
| | | | Annual | 92,060.80 | 96,636.80 | 101,462.40 | 106,558.40 | 111,904.00 |
| TECHNOLOGY SOLUTIONS ANALYST I | T440 | Classified | Hourly | 40.24 | 42.24 | 44.36 | 46.58 | 48.90 |
| | | | Bi-Weekly | 3,219.20 | 3,379.20 | 3,548.80 | 3,726.40 | 3,912.00 |
| | | | Monthly | 6,974.93 | 7,321.60 | 7,689.07 | 8,073.87 | 8,476.00 |
| | | | Annual | 83,699.20 | 87,859.20 | 92,268.80 | 96,886.40 | 101,712.00 |
| GEOGRAPHIC INFO SYSTEM TECHNICIAN II | T465 | Classified | Hourly | 38.27 | 40.19 | 42.19 | 44.29 | 46.54 |
| | | | Bi-Weekly | 3,061.60 | 3,215.20 | 3,375.20 | 3,543.20 | 3,723.20 |
| | | | Monthly | 6,633.47 | 6,966.27 | 7,312.93 | 7,676.93 | 8,066.93 |
| | | | Annual | 79,601.60 | 83,595.20 | 87,755.20 | 92,123.20 | 96,803.20 |
| GEOGRAPHIC INFO SYSTEM TECHNICIAN I | T464 | Classified | Hourly | 34.81 | 36.54 | 38.37 | 40.30 | 42.31 |
| | | | Bi-Weekly | 2,784.80 | 2,923.20 | 3,069.60 | 3,224.00 | 3,384.80 |
| | | | Monthly | 6,033.73 | 6,333.60 | 6,650.80 | 6,985.33 | 7,333.73 |
| | | | Annual | 72,404.80 | 76,003.20 | 79,809.60 | 83,824.00 | 88,004.80 |
| INFORMATION TECHNOLOGY TECHNICIAN II | T425 | Classified | Hourly | 38.27 | 40.19 | 42.19 | 44.29 | 46.54 |
| | | | Bi-Weekly | 3,061.60 | 3,215.20 | 3,375.20 | 3,543.20 | 3,723.20 |
| | | | Monthly | 6,633.47 | 6,966.27 | 7,312.93 | 7,676.93 | 8,066.93 |
| | | | Annual | 79,601.60 | 83,595.20 | 87,755.20 | 92,123.20 | 96,803.20 |
| INFORMATION TECHNOLOGY TECHNICIAN I | T424 | Classified | Hourly | 34.81 | 36.54 | 38.37 | 40.30 | 42.31 |
| | | | Bi-Weekly | 2,784.80 | 2,923.20 | 3,069.60 | 3,224.00 | 3,384.80 |
| | | | Monthly | 6,033.73 | 6,333.60 | 6,650.80 | 6,985.33 | 7,333.73 |
| | | | Annual | 72,404.80 | 76,003.20 | 79,809.60 | 83,824.00 | 88,004.80 |
| INFORMATION SYSTEMS SUPPORT TECHNICIAN | T415 | Classified | Hourly | 31.35 | 32.91 | 34.60 | 36.32 | 38.07 |
| | | | Bi-Weekly | 2,508.00 | 2,632.80 | 2,768.00 | 2,905.60 | 3,045.60 |
| | | | Monthly | 5,434.00 | 5,704.40 | 5,997.33 | 6,295.47 | 6,598.80 |
| | | | Annual | 65,208.00 | 68,452.80 | 71,968.00 | 75,545.60 | 79,185.60 |
| 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 | 29.87 | 31.33 | 32.94 | 34.56 | 36.21 |
| | | | Bi-Weekly | 2,389.60 | 2,506.40 | 2,635.20 | 2,764.80 | 2,896.80 |
| | | | Monthly | 5,177.47 | 5,430.53 | 5,709.60 | 5,990.40 | 6,276.40 |
| | | | Annual | 62,129.60 | 65,166.40 | 68,515.20 | 71,884.80 | 75,316.80 |
| VIDEO ASSISTANT | T400 | Classified | Hourly | | | | | 16.40 |
| | | | Bi-Weekly | | | | | 1,312.00 |
| | | | Monthly | | | | | 2,842.67 |
| | | | Annual | | | | | 34,112.00 |
| INFORMATION TECHNOLOGY INTERN | Z121 | Classified | Hourly | | | | 15.82 | 20.00 |
| | | | Bi-Weekly | | | | 1,265.60 | 1,600.00 |
| | | | Monthly | | | | 2,742.13 | 3,466.67 |
| | | | Annual | | | | 32,905.60 | 41,600.00 |