

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

Attachment III
Recommended by Personnel Commission on June 11, 2026
Adopted by Council on June 16, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES								
MAYOR	E100	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				71,505.00	
CITY COUNCIL	E110	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				44,691.00	
CITY MANAGER	A120	Unclassified	Hourly				183.16	
			Bi-Weekly				14,652.80	
			Monthly				31,747.73	
			Annual				380,972.80	
CITY ATTORNEY	A100	Unclassified	Hourly				161.35	
			Bi-Weekly				12,908.00	
			Monthly				27,967.33	
			Annual				335,608.00	
CITY CLERK	A110	Unclassified	Hourly				91.24	
			Bi-Weekly				7,299.20	
			Monthly				15,814.93	
			Annual				189,779.20	
ASSISTANT CITY MANAGER	U735	Unclassified	Hourly	128.24	134.67	141.39	148.47	155.89
			Bi-Weekly	10,259.20	10,773.60	11,311.20	11,877.60	12,471.20
			Monthly	22,228.27	23,342.80	24,507.60	25,734.80	27,020.93
			Annual	266,739.20	280,113.60	294,091.20	308,817.60	324,251.20
CHIEF OF POLICE	P500	Unclassified	Hourly	140.12	147.10	154.47	162.19	170.30
			Bi-Weekly	11,209.94	11,767.63	12,357.53	12,975.04	13,623.84
			Monthly	24,288.21	25,496.54	26,774.64	28,112.59	29,518.32
			Annual	291,458.54	305,958.43	321,295.73	337,351.04	354,219.84
COMMUNICATIONS AND MARKETING OFFICER / PUBLIC INFORMATION OFFICER (PIO)	U311	Unclassified	Hourly	77.69	81.59	85.64	89.94	94.45
			Bi-Weekly	6,215.20	6,527.20	6,851.20	7,195.20	7,556.00
			Monthly	13,466.27	14,142.27	14,844.27	15,589.60	16,371.33
			Annual	161,595.20	169,707.20	178,131.20	187,075.20	196,456.00
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	100.29	105.29	110.57	116.11	121.89
			Bi-Weekly	8,023.20	8,423.20	8,845.60	9,288.80	9,751.20
			Monthly	17,383.60	18,250.27	19,165.47	20,125.73	21,127.60
			Annual	208,603.20	219,003.20	229,985.60	241,508.80	253,531.20
DIRECTOR OF DEVELOPMENT SERVICES	U700	Unclassified	Hourly	104.06	109.25	114.74	120.48	126.49
			Bi-Weekly	8,324.80	8,740.00	9,179.20	9,638.40	10,119.20
			Monthly	18,037.07	18,936.67	19,888.27	20,883.20	21,924.93
			Annual	216,444.80	227,240.00	238,659.20	250,598.40	263,099.20
DIRECTOR OF FINANCE	U725	Unclassified	Hourly	107.64	113.01	118.68	124.61	130.83
			Bi-Weekly	8,611.20	9,040.80	9,494.40	9,968.80	10,466.40
			Monthly	18,657.60	19,588.40	20,571.20	21,599.07	22,677.20
			Annual	223,891.20	235,060.80	246,854.40	259,188.80	272,126.40
DIRECTOR OF HUMAN RESOURCES	U705	Unclassified	Hourly	104.83	110.05	115.56	121.34	127.39
			Bi-Weekly	8,386.40	8,804.00	9,244.80	9,707.20	10,191.20
			Monthly	18,170.53	19,075.33	20,030.40	21,032.27	22,080.93
			Annual	218,046.40	228,904.00	240,364.80	252,387.20	264,971.20
DIRECTOR OF INFORMATION TECHNOLOGY / CHIEF INFORMATION OFFICER (CIO)	U720	Unclassified	Hourly	116.62	122.40	128.55	134.99	141.72
			Bi-Weekly	9,329.60	9,792.00	10,284.00	10,799.20	11,337.60
			Monthly	20,214.13	21,216.00	22,282.00	23,398.27	24,564.80
			Annual	242,569.60	254,592.00	267,384.00	280,779.20	294,777.60
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	98.08	102.97	108.14	113.55	119.22
			Bi-Weekly	7,846.40	8,237.60	8,651.20	9,084.00	9,537.60
			Monthly	17,000.53	17,848.13	18,744.27	19,682.00	20,664.80
			Annual	204,006.40	214,177.60	224,931.20	236,184.00	247,977.60
DIRECTOR OF MAINTENANCE SERVICES	U715	Unclassified	Hourly	116.11	121.90	128.02	134.42	141.13
			Bi-Weekly	9,288.80	9,752.00	10,241.60	10,753.60	11,290.40
			Monthly	20,125.73	21,129.33	22,190.13	23,299.47	24,462.53
			Annual	241,508.80	253,552.00	266,281.60	279,593.60	293,550.40
DIRECTOR OF PUBLIC WORKS	U730	Unclassified	Hourly	116.37	122.21	128.32	134.76	141.45
			Bi-Weekly	9,309.60	9,776.80	10,265.60	10,780.80	11,316.00
			Monthly	20,170.80	21,183.07	22,242.13	23,358.40	24,518.00
			Annual	242,049.60	254,196.80	266,905.60	280,300.80	294,216.00
FIRE CHIEF	F800	Unclassified	Hourly	139.41	146.36	153.69	161.38	169.45
			Bi-Weekly	11,152.80	11,708.80	12,295.20	12,910.40	13,556.00
			Monthly	24,164.40	25,369.07	26,639.60	27,972.53	29,371.33
			Annual	289,972.80	304,428.80	319,675.20	335,670.40	352,456.00

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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	68.12	71.49	75.08	78.81	82.75
			Bi-Weekly	5,449.60	5,719.20	6,006.40	6,304.80	6,620.00
			Monthly	11,807.47	12,391.60	13,013.87	13,660.40	14,343.33
			Annual	141,689.60	148,699.20	156,166.40	163,924.80	172,120.00
MANAGEMENT ANALYST II	H110	Classified	Hourly	61.94	65.02	68.27	71.69	75.25
			Bi-Weekly	4,955.20	5,201.60	5,461.60	5,735.20	6,020.00
			Monthly	10,736.27	11,270.13	11,833.47	12,426.27	13,043.33
			Annual	128,835.20	135,241.60	142,001.60	149,115.20	156,520.00
MANAGEMENT ANALYST I	H105	Classified	Hourly	56.31	59.15	62.08	65.17	68.43
			Bi-Weekly	4,504.80	4,732.00	4,966.40	5,213.60	5,474.40
			Monthly	9,760.40	10,252.67	10,760.53	11,296.13	11,861.20
			Annual	117,124.80	123,032.00	129,126.40	135,553.60	142,334.40
EXECUTIVE ASSISTANT	U315	Unclassified	Hourly	47.09	49.26	51.48	53.69	56.05
			Bi-Weekly	3,767.20	3,940.80	4,118.40	4,295.20	4,484.00
			Monthly	8,162.27	8,538.40	8,923.20	9,306.27	9,715.33
			Annual	97,947.20	102,460.80	107,078.40	111,675.20	116,584.00
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	52.84	55.46	58.25	61.13	64.19
			Bi-Weekly	4,227.20	4,436.80	4,660.00	4,890.40	5,135.20
			Monthly	9,158.93	9,613.07	10,096.67	10,595.87	11,126.27
			Annual	109,907.20	115,356.80	121,160.00	127,150.40	133,515.20
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	46.27	48.17	50.06	51.95	54.02
			Bi-Weekly	3,701.60	3,853.60	4,004.80	4,156.00	4,321.60
			Monthly	8,020.13	8,349.47	8,677.07	9,004.67	9,363.47
			Annual	96,241.60	100,193.60	104,124.80	108,056.00	112,361.60
SENIOR SECRETARY	C115	Classified	Hourly	42.29	43.94	45.73	47.41	49.24
			Bi-Weekly	3,383.20	3,515.20	3,658.40	3,792.80	3,939.20
			Monthly	7,330.27	7,616.27	7,926.53	8,217.73	8,534.93
			Annual	87,963.20	91,395.20	95,118.40	98,612.80	102,419.20
SECRETARY	C110	Classified	Hourly	37.22	38.92	40.89	42.78	44.81
			Bi-Weekly	2,977.60	3,113.60	3,271.20	3,422.40	3,584.80
			Monthly	6,451.47	6,746.13	7,087.60	7,415.20	7,767.07
			Annual	77,417.60	80,953.60	85,051.20	88,982.40	93,204.80
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	34.11	35.52	36.96	38.62	40.51
			Bi-Weekly	2,728.80	2,841.60	2,956.80	3,089.60	3,240.80
			Monthly	5,912.40	6,156.80	6,406.40	6,694.13	7,021.73
			Annual	70,948.80	73,881.60	76,876.80	80,329.60	84,260.80
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	30.03	31.63	33.23	35.00	36.84
			Bi-Weekly	2,402.40	2,530.40	2,658.40	2,800.00	2,947.20
			Monthly	5,205.20	5,482.53	5,759.87	6,066.67	6,385.60
			Annual	62,462.40	65,790.40	69,118.40	72,800.00	76,627.20
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				18.79	23.77
			Bi-Weekly				1,503.20	1,901.60
			Monthly				3,256.93	4,120.13
			Annual				39,083.20	49,441.60
MAIL CLERK	C410	Classified	Hourly			19.74	20.69	21.74
			Bi-Weekly			1,579.20	1,655.20	1,739.20
			Monthly			3,421.60	3,586.27	3,768.27
			Annual			41,059.20	43,035.20	45,219.20

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CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	58.96	61.30	63.72	66.43	69.17
			Bi-Weekly	4,716.80	4,904.00	5,097.60	5,314.40	5,533.60
			Monthly	10,219.73	10,625.33	11,044.80	11,514.53	11,989.47
			Annual	122,636.80	127,504.00	132,537.60	138,174.40	143,873.60
ELECTRICIAN I	M405	Classified	Hourly	49.21	51.23	53.25	55.48	57.75
			Bi-Weekly	3,936.80	4,098.40	4,260.00	4,438.40	4,620.00
			Monthly	8,529.73	8,879.87	9,230.00	9,616.53	10,010.00
			Annual	102,356.80	106,558.40	110,760.00	115,398.40	120,120.00
MAINTENANCE WORKER	M305	Classified	Hourly	44.90	46.68	48.58	50.31	52.25
			Bi-Weekly	3,592.00	3,734.40	3,886.40	4,024.80	4,180.00
			Monthly	7,782.67	8,091.20	8,420.53	8,720.40	9,056.67
			Annual	93,392.00	97,094.40	101,046.40	104,644.80	108,680.00
LABORER	M200 M300 M830 M905	Classified	Hourly	35.16	36.45	37.91	39.45	40.86
			Bi-Weekly	2,812.80	2,916.00	3,032.80	3,156.00	3,268.80
			Monthly	6,094.40	6,318.00	6,571.07	6,838.00	7,082.40
			Annual	73,132.80	75,816.00	78,852.80	82,056.00	84,988.80
CITY ATTORNEY DEPARTMENT								
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	111.07	116.67	122.49	128.62	135.06
			Bi-Weekly	8,885.60	9,333.60	9,799.20	10,289.60	10,804.80
			Monthly	19,252.13	20,222.80	21,231.60	22,294.13	23,410.40
			Annual	231,025.60	242,673.60	254,779.20	267,529.60	280,924.80
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	97.02	101.86	107.00	112.33	117.93
			Bi-Weekly	7,761.60	8,148.80	8,560.00	8,986.40	9,434.40
			Monthly	16,816.80	17,655.73	18,546.67	19,470.53	20,441.20
			Annual	201,801.60	211,868.80	222,560.00	233,646.40	245,294.40
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	78.16	82.04	86.13	90.42	94.98
			Bi-Weekly	6,252.80	6,563.20	6,890.40	7,233.60	7,598.40
			Monthly	13,547.73	14,220.27	14,929.20	15,672.80	16,463.20
			Annual	162,572.80	170,643.20	179,150.40	188,073.60	197,558.40
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	66.52	69.83	73.32	77.00	80.84
			Bi-Weekly	5,321.60	5,586.40	5,865.60	6,160.00	6,467.20
			Monthly	11,530.13	12,103.87	12,708.80	13,346.67	14,012.27
			Annual	138,361.60	145,246.40	152,505.60	160,160.00	168,147.20
SENIOR PARALEGAL	U196	Classified	Hourly	48.42	50.86	53.39	56.05	58.86
			Bi-Weekly	3,873.60	4,068.80	4,271.20	4,484.00	4,708.80
			Monthly	8,392.80	8,815.73	9,254.27	9,715.33	10,202.40
			Annual	100,713.60	105,788.80	111,051.20	116,584.00	122,428.80
PARALEGAL	U195	Classified	Hourly	44.01	46.21	48.54	50.94	53.50
			Bi-Weekly	3,520.80	3,696.80	3,883.20	4,075.20	4,280.00
			Monthly	7,628.40	8,009.73	8,413.60	8,829.60	9,273.33
			Annual	91,540.80	96,116.80	100,963.20	105,955.20	111,280.00
LEGAL SECRETARY II	C935	Classified	Hourly	40.16	42.51	45.70	46.66	49.05
			Bi-Weekly	3,212.80	3,400.80	3,656.00	3,732.80	3,924.00
			Monthly	6,961.07	7,368.40	7,921.33	8,087.73	8,502.00
			Annual	83,532.80	88,420.80	95,056.00	97,052.80	102,024.00
LEGAL SECRETARY I	C930	Classified	Hourly	36.18	38.08	40.09	42.25	44.48
			Bi-Weekly	2,894.40	3,046.40	3,207.20	3,380.00	3,558.40
			Monthly	6,271.20	6,600.53	6,948.93	7,323.33	7,709.87
			Annual	75,254.40	79,206.40	83,387.20	87,880.00	92,518.40
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	56.25	59.07	62.01	65.12	68.36
			Bi-Weekly	4,500.00	4,725.60	4,960.80	5,209.60	5,468.80
			Monthly	9,750.00	10,238.80	10,748.40	11,287.47	11,849.07
			Annual	117,000.00	122,865.60	128,980.80	135,449.60	142,188.80

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CITY MANAGER DEPARTMENT								
OFFICE OF THE CITY MANAGER								
EQUITY AND INCLUSION OFFICER	U340	Classified	Hourly	73.08	76.72	80.56	84.59	88.80
			Bi-Weekly	5,846.40	6,137.60	6,444.80	6,767.20	7,104.00
			Monthly	12,667.20	13,298.13	13,963.73	14,662.27	15,392.00
			Annual	152,006.40	159,577.60	167,564.80	175,947.20	184,704.00
ASSISTANT TO CITY MANAGER	U320	Unclassified	Hourly	81.87	85.96	90.25	94.77	99.49
			Bi-Weekly	6,549.60	6,876.80	7,220.00	7,581.60	7,959.20
			Monthly	14,190.80	14,899.73	15,643.33	16,426.80	17,244.93
			Annual	170,289.60	178,796.80	187,720.00	197,121.60	206,939.20
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	40.61	42.59	44.87	47.10	49.37
			Bi-Weekly	3,248.80	3,407.20	3,589.60	3,768.00	3,949.60
			Monthly	7,039.07	7,382.27	7,777.47	8,164.00	8,557.47
			Annual	84,468.80	88,587.20	93,329.60	97,968.00	102,689.60
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	57.65	60.52	63.54	66.72	70.07
			Bi-Weekly	4,612.00	4,841.60	5,083.20	5,337.60	5,605.60
			Monthly	9,992.67	10,490.13	11,013.60	11,564.80	12,145.47
			Annual	119,912.00	125,881.60	132,163.20	138,777.60	145,745.60
MANAGEMENT FELLOW	U300	Classified	Hourly					39.76
			Bi-Weekly					3,180.80
			Monthly					6,891.73
			Annual					82,700.80
COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	77.60	81.48	85.56	89.87	94.33
			Bi-Weekly	6,208.00	6,518.40	6,844.80	7,189.60	7,546.40
			Monthly	13,450.67	14,123.20	14,830.40	15,577.47	16,350.53
			Annual	161,408.00	169,478.40	177,964.80	186,929.60	196,206.40
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	50.65	53.28	55.99	58.73	61.61
			Bi-Weekly	4,052.00	4,262.40	4,479.20	4,698.40	4,928.80
			Monthly	8,779.33	9,235.20	9,704.93	10,179.87	10,679.07
			Annual	105,352.00	110,822.40	116,459.20	122,158.40	128,148.80
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	55.68	58.58	61.55	64.60	67.74
			Bi-Weekly	4,454.40	4,686.40	4,924.00	5,168.00	5,419.20
			Monthly	9,651.20	10,153.87	10,668.67	11,197.33	11,741.60
			Annual	115,814.40	121,846.40	128,024.00	134,368.00	140,899.20
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	50.65	53.28	55.99	58.73	61.61
			Bi-Weekly	4,052.00	4,262.40	4,479.20	4,698.40	4,928.80
			Monthly	8,779.33	9,235.20	9,704.93	10,179.87	10,679.07
			Annual	105,352.00	110,822.40	116,459.20	122,158.40	128,148.80
PARATRANSIT COORDINATOR	T715	Classified	Hourly	48.28	50.69	53.14	55.84	58.57
			Bi-Weekly	3,862.40	4,055.20	4,251.20	4,467.20	4,685.60
			Monthly	8,368.53	8,786.27	9,210.93	9,678.93	10,152.13
			Annual	100,422.40	105,435.20	110,531.20	116,147.20	121,825.60
ECONOMIC DEVELOPMENT								
CHIEF ECONOMIC DEVELOPMENT OFFICER	U330	Classified	Hourly	86.85	91.21	95.78	100.58	105.59
			Bi-Weekly	6,948.00	7,296.80	7,662.40	8,046.40	8,447.20
			Monthly	15,054.00	15,809.73	16,601.87	17,433.87	18,302.27
			Annual	180,648.00	189,716.80	199,222.40	209,206.40	219,627.20
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	79.92	83.93	88.14	92.56	97.15
			Bi-Weekly	6,393.60	6,714.40	7,051.20	7,404.80	7,772.00
			Monthly	13,852.80	14,547.87	15,277.60	16,043.73	16,839.33
			Annual	166,233.60	174,574.40	183,331.20	192,524.80	202,072.00
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	54.96	57.72	60.54	63.62	66.73
			Bi-Weekly	4,396.80	4,617.60	4,843.20	5,089.60	5,338.40
			Monthly	9,526.40	10,004.80	10,493.60	11,027.47	11,566.53
			Annual	114,316.80	120,057.60	125,923.20	132,329.60	138,798.40
NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	84.38	88.54	92.97	97.62	102.50
			Bi-Weekly	6,750.40	7,083.20	7,437.60	7,809.60	8,200.00
			Monthly	14,625.87	15,346.93	16,114.80	16,920.80	17,766.67
			Annual	175,510.40	184,163.20	193,377.60	203,049.60	213,200.00
COMMUNITY PARTNERSHIP MANAGER	H730	Classified	Hourly	75.92	79.71	83.67	87.87	92.27
			Bi-Weekly	6,073.60	6,376.80	6,693.60	7,029.60	7,381.60
			Monthly	13,159.47	13,816.40	14,502.80	15,230.80	15,993.47
			Annual	157,913.60	165,796.80	174,033.60	182,769.60	191,921.60

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

Attachment III
Recommended by Personnel Commission on June 11, 2026
Adopted by Council on June 16, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	79.92	83.93	88.14	92.56	97.15
			Bi-Weekly	6,393.60	6,714.40	7,051.20	7,404.80	7,772.00
			Monthly	13,852.80	14,547.87	15,277.60	16,043.73	16,839.33
			Annual	166,233.60	174,574.40	183,331.20	192,524.80	202,072.00
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	54.96	57.72	60.54	63.62	66.73
			Bi-Weekly	4,396.80	4,617.60	4,843.20	5,089.60	5,338.40
			Monthly	9,526.40	10,004.80	10,493.60	11,027.47	11,566.53
			Annual	114,316.80	120,057.60	125,923.20	132,329.60	138,798.40
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	48.28	50.69	53.14	55.84	58.57
			Bi-Weekly	3,862.40	4,055.20	4,251.20	4,467.20	4,685.60
			Monthly	8,368.53	8,786.27	9,210.93	9,678.93	10,152.13
			Annual	100,422.40	105,435.20	110,531.20	116,147.20	121,825.60
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	87.68	92.09	96.69	101.52	106.62
			Bi-Weekly	7,014.40	7,367.20	7,735.20	8,121.60	8,529.60
			Monthly	15,197.87	15,962.27	16,759.60	17,596.80	18,480.80
			Annual	182,374.40	191,547.20	201,115.20	211,161.60	221,769.60
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	91.12	95.70	100.46	105.51	110.77
			Bi-Weekly	7,289.60	7,656.00	8,036.80	8,440.80	8,861.60
			Monthly	15,794.13	16,588.00	17,413.07	18,288.40	19,200.13
			Annual	189,529.60	199,056.00	208,956.80	219,460.80	230,401.60
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	67.98	71.38	74.95	78.71	82.64
			Bi-Weekly	5,438.40	5,710.40	5,996.00	6,296.80	6,611.20
			Monthly	11,783.20	12,372.53	12,991.33	13,643.07	14,324.27
			Annual	141,398.40	148,470.40	155,896.00	163,716.80	171,891.20
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	59.85	63.04	66.23	69.35	72.80
			Bi-Weekly	4,788.00	5,043.20	5,298.40	5,548.00	5,824.00
			Monthly	10,374.00	10,926.93	11,479.87	12,020.67	12,618.67
			Annual	124,488.00	131,123.20	137,758.40	144,248.00	151,424.00
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	59.85	63.04	66.23	69.35	72.80
			Bi-Weekly	4,788.00	5,043.20	5,298.40	5,548.00	5,824.00
			Monthly	10,374.00	10,926.93	11,479.87	12,020.67	12,618.67
			Annual	124,488.00	131,123.20	137,758.40	144,248.00	151,424.00
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	59.85	63.04	66.23	69.35	72.80
			Bi-Weekly	4,788.00	5,043.20	5,298.40	5,548.00	5,824.00
			Monthly	10,374.00	10,926.93	11,479.87	12,020.67	12,618.67
			Annual	124,488.00	131,123.20	137,758.40	144,248.00	151,424.00
BUILDING INSPECTOR	T350	Classified	Hourly	51.66	54.10	56.85	59.74	63.65
			Bi-Weekly	4,132.80	4,328.00	4,548.00	4,779.20	5,092.00
			Monthly	8,954.40	9,377.33	9,854.00	10,354.93	11,032.67
			Annual	107,452.80	112,528.00	118,248.00	124,259.20	132,392.00
PLAN CHECKING ENGINEER	T335	Classified	Hourly	63.47	66.54	69.90	73.54	77.27
			Bi-Weekly	5,077.60	5,323.20	5,592.00	5,883.20	6,181.60
			Monthly	11,001.47	11,533.60	12,116.00	12,746.93	13,393.47
			Annual	132,017.60	138,403.20	145,392.00	152,963.20	160,721.60
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	72.14	75.74	79.54	83.53	87.72
			Bi-Weekly	5,771.20	6,059.20	6,363.20	6,682.40	7,017.60
			Monthly	12,504.27	13,128.27	13,786.93	14,478.53	15,204.80
			Annual	150,051.20	157,539.20	165,443.20	173,742.40	182,457.60
SENIOR PLAN CHECKER	T330	Classified	Hourly	59.85	63.04	66.23	69.35	72.80
			Bi-Weekly	4,788.00	5,043.20	5,298.40	5,548.00	5,824.00
			Monthly	10,374.00	10,926.93	11,479.87	12,020.67	12,618.67
			Annual	124,488.00	131,123.20	137,758.40	144,248.00	151,424.00
PLAN CHECKER	T325	Classified	Hourly	54.43	57.27	60.20	63.06	66.21
			Bi-Weekly	4,354.40	4,581.60	4,816.00	5,044.80	5,296.80
			Monthly	9,434.53	9,926.80	10,434.67	10,930.40	11,476.40
			Annual	113,214.40	119,121.60	125,216.00	131,164.80	137,716.80

**SALARY PLAN FOR ALL CLASSIFICATIONS
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FY 2025**

Attachment III
Recommended by Personnel Commission on June 11, 2026
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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	53.38	56.05	58.84	61.80	64.87
			Bi-Weekly	4,270.40	4,484.00	4,707.20	4,944.00	5,189.60
			Monthly	9,252.53	9,715.33	10,198.93	10,712.00	11,244.13
			Annual	111,030.40	116,584.00	122,387.20	128,544.00	134,929.60
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	44.74	46.59	48.39	50.49	53.05
			Bi-Weekly	3,579.20	3,727.20	3,871.20	4,039.20	4,244.00
			Monthly	7,754.93	8,075.60	8,387.60	8,751.60	9,195.33
			Annual	93,059.20	96,907.20	100,651.20	105,019.20	110,344.00
PERMIT TECHNICIAN II	C200	Classified	Hourly	40.34	41.93	43.64	45.54	47.83
			Bi-Weekly	3,227.20	3,354.40	3,491.20	3,643.20	3,826.40
			Monthly	6,992.27	7,267.87	7,564.27	7,893.60	8,290.53
			Annual	83,907.20	87,214.40	90,771.20	94,723.20	99,486.40
PERMIT TECHNICIAN I	C199	Classified	Hourly	36.68	38.12	39.67	41.36	43.47
			Bi-Weekly	2,934.40	3,049.60	3,173.60	3,308.80	3,477.60
			Monthly	6,357.87	6,607.47	6,876.13	7,169.07	7,534.80
			Annual	76,294.40	79,289.60	82,513.60	86,028.80	90,417.60
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	89.55	94.03	98.73	103.64	108.85
			Bi-Weekly	7,164.00	7,522.40	7,898.40	8,291.20	8,708.00
			Monthly	15,522.00	16,298.53	17,113.20	17,964.27	18,867.33
			Annual	186,264.00	195,582.40	205,358.40	215,571.20	226,408.00
PRINCIPAL PLANNER	H315	Classified	Hourly	76.44	80.25	84.24	88.48	92.91
			Bi-Weekly	6,115.20	6,420.00	6,739.20	7,078.40	7,432.80
			Monthly	13,249.60	13,910.00	14,601.60	15,336.53	16,104.40
			Annual	158,995.20	166,920.00	175,219.20	184,038.40	193,252.80
SENIOR PLANNER	H310	Classified	Hourly	63.59	66.75	70.09	73.60	77.26
			Bi-Weekly	5,087.20	5,340.00	5,607.20	5,888.00	6,180.80
			Monthly	11,022.27	11,570.00	12,148.93	12,757.33	13,391.73
			Annual	132,267.20	138,840.00	145,787.20	153,088.00	160,700.80
ASSOCIATE PLANNER	T315	Classified	Hourly	55.11	57.81	60.70	63.81	66.86
			Bi-Weekly	4,408.80	4,624.80	4,856.00	5,104.80	5,348.80
			Monthly	9,552.40	10,020.40	10,521.33	11,060.40	11,589.07
			Annual	114,628.80	120,244.80	126,256.00	132,724.80	139,068.80
ASSISTANT PLANNER	T310	Classified	Hourly	45.23	47.44	49.99	52.44	55.11
			Bi-Weekly	3,618.40	3,795.20	3,999.20	4,195.20	4,408.80
			Monthly	7,839.87	8,222.93	8,664.93	9,089.60	9,552.40
			Annual	94,078.40	98,675.20	103,979.20	109,075.20	114,628.80
JUNIOR PLANNER	T305	Classified	Hourly	40.10	42.21	44.19	46.42	48.68
			Bi-Weekly	3,208.00	3,376.80	3,535.20	3,713.60	3,894.40
			Monthly	6,950.67	7,316.40	7,659.60	8,046.13	8,437.87
			Annual	83,408.00	87,796.80	91,915.20	96,553.60	101,254.40
SENIOR DEVELOPMENT REVIEW SPECIALIST	T322	Classified	Hourly	55.65	58.33	61.54	64.56	67.85
			Bi-Weekly	4,452.00	4,666.40	4,923.20	5,164.80	5,428.00
			Monthly	9,646.00	10,110.53	10,666.93	11,190.40	11,760.67
			Annual	115,752.00	121,326.40	128,003.20	134,284.80	141,128.00
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	50.59	53.03	55.95	58.69	61.67
			Bi-Weekly	4,047.20	4,242.40	4,476.00	4,695.20	4,933.60
			Monthly	8,768.93	9,191.87	9,698.00	10,172.93	10,689.47
			Annual	105,227.20	110,302.40	116,376.00	122,075.20	128,273.60
LANDSCAPE ARCHITECT	H300	Classified	Hourly	75.10	78.84	82.80	86.93	91.30
			Bi-Weekly	6,008.00	6,307.20	6,624.00	6,954.40	7,304.00
			Monthly	13,017.33	13,665.60	14,352.00	15,067.87	15,825.33
			Annual	156,208.00	163,987.20	172,224.00	180,814.40	189,904.00
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified	Hourly	55.11	57.81	60.70	63.81	66.86
			Bi-Weekly	4,408.80	4,624.80	4,856.00	5,104.80	5,348.80
			Monthly	9,552.40	10,020.40	10,521.33	11,060.40	11,589.07
			Annual	114,628.80	120,244.80	126,256.00	132,724.80	139,068.80
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	75.83	79.62	83.58	87.75	92.12
			Bi-Weekly	6,066.40	6,369.60	6,686.40	7,020.00	7,369.60
			Monthly	13,143.87	13,800.80	14,487.20	15,210.00	15,967.47
			Annual	157,726.40	165,609.60	173,846.40	182,520.00	191,609.60
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	54.73	57.47	60.36	63.36	66.54
			Bi-Weekly	4,378.40	4,597.60	4,828.80	5,068.80	5,323.20
			Monthly	9,486.53	9,961.47	10,462.40	10,982.40	11,533.60
			Annual	113,838.40	119,537.60	125,548.80	131,788.80	138,403.20
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	54.05	56.75	59.58	62.56	65.69
			Bi-Weekly	4,324.00	4,540.00	4,766.40	5,004.80	5,255.20
			Monthly	9,368.67	9,836.67	10,327.20	10,843.73	11,386.27
			Annual	112,424.00	118,040.00	123,926.40	130,124.80	136,635.20
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	49.13	51.57	54.13	56.86	59.69
			Bi-Weekly	3,930.40	4,125.60	4,330.40	4,548.80	4,775.20
			Monthly	8,515.87	8,938.80	9,382.53	9,855.73	10,346.27
			Annual	102,190.40	107,265.60	112,590.40	118,268.80	124,155.20
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	44.66	46.88	49.21	51.68	54.28
			Bi-Weekly	3,572.80	3,750.40	3,936.80	4,134.40	4,342.40
			Monthly	7,741.07	8,125.87	8,529.73	8,957.87	9,408.53
			Annual	92,892.80	97,510.40	102,356.80	107,494.40	112,902.40

**SALARY PLAN FOR ALL CLASSIFICATIONS
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Attachment III
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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	91.65	96.22	101.04	106.10	111.38
			Bi-Weekly	7,332.00	7,697.60	8,083.20	8,488.00	8,910.40
			Monthly	15,886.00	16,678.13	17,513.60	18,390.67	19,305.87
			Annual	190,632.00	200,137.60	210,163.20	220,688.00	231,670.40
BUDGET OFFICER	H170	Classified	Hourly	75.55	79.34	83.28	87.45	91.80
			Bi-Weekly	6,044.00	6,347.20	6,662.40	6,996.00	7,344.00
			Monthly	13,095.33	13,752.27	14,435.20	15,158.00	15,912.00
			Annual	157,144.00	165,027.20	173,222.40	181,896.00	190,944.00
FINANCIAL ANALYST	H165	Classified	Hourly	58.97	61.90	64.98	68.23	71.66
			Bi-Weekly	4,717.60	4,952.00	5,198.40	5,458.40	5,732.80
			Monthly	10,221.47	10,729.33	11,263.20	11,826.53	12,421.07
			Annual	122,657.60	128,752.00	135,158.40	141,918.40	149,052.80
FINANCE TECHNICIAN	C320	Classified	Hourly	43.15	45.30	47.56	49.94	52.46
			Bi-Weekly	3,452.00	3,624.00	3,804.80	3,995.20	4,196.80
			Monthly	7,479.33	7,852.00	8,243.73	8,656.27	9,093.07
			Annual	89,752.00	94,224.00	98,924.80	103,875.20	109,116.80
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	85.72	89.98	94.48	99.19	104.19
			Bi-Weekly	6,857.60	7,198.40	7,558.40	7,935.20	8,335.20
			Monthly	14,858.13	15,596.53	16,376.53	17,192.93	18,059.60
			Annual	178,297.60	187,158.40	196,518.40	206,315.20	216,715.20
SENIOR ACCOUNTANT	H145	Classified	Hourly	59.32	62.26	65.36	68.62	72.04
			Bi-Weekly	4,745.60	4,980.80	5,228.80	5,489.60	5,763.20
			Monthly	10,282.13	10,791.73	11,329.07	11,894.13	12,486.93
			Annual	123,385.60	129,500.80	135,948.80	142,729.60	149,843.20
ACCOUNTANT	H140	Classified	Hourly	53.89	56.57	59.41	62.36	65.50
			Bi-Weekly	4,311.20	4,525.60	4,752.80	4,988.80	5,240.00
			Monthly	9,340.93	9,805.47	10,297.73	10,809.07	11,353.33
			Annual	112,091.20	117,665.60	123,572.80	129,708.80	136,240.00
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	38.57	40.45	42.21	44.22	46.29
			Bi-Weekly	3,085.60	3,236.00	3,376.80	3,537.60	3,703.20
			Monthly	6,685.47	7,011.33	7,316.40	7,664.80	8,023.60
			Annual	80,225.60	84,136.00	87,796.80	91,977.60	96,283.20
ACCOUNT CLERK	C300	Classified	Hourly	34.04	35.56	37.23	38.93	40.91
			Bi-Weekly	2,723.20	2,844.80	2,978.40	3,114.40	3,272.80
			Monthly	5,900.27	6,163.73	6,453.20	6,747.87	7,091.07
			Annual	70,803.20	73,964.80	77,438.40	80,974.40	85,092.80
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	83.23	87.35	91.72	96.31	101.15
			Bi-Weekly	6,658.40	6,988.00	7,337.60	7,704.80	8,092.00
			Monthly	14,426.53	15,140.67	15,898.13	16,693.73	17,532.67
			Annual	173,118.40	181,688.00	190,777.60	200,324.80	210,392.00
FINANCE SUPERVISOR	H155	Classified	Hourly	58.97	61.91	64.99	68.22	71.66
			Bi-Weekly	4,717.60	4,952.80	5,199.20	5,457.60	5,732.80
			Monthly	10,221.47	10,731.07	11,264.93	11,824.80	12,421.07
			Annual	122,657.60	128,772.80	135,179.20	141,897.60	149,052.80
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	41.88	43.99	46.16	48.48	50.92
			Bi-Weekly	3,350.40	3,519.20	3,692.80	3,878.40	4,073.60
			Monthly	7,259.20	7,624.93	8,001.07	8,403.20	8,826.13
			Annual	87,110.40	91,499.20	96,012.80	100,838.40	105,913.60
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	38.57	40.45	42.21	44.22	46.29
			Bi-Weekly	3,085.60	3,236.00	3,376.80	3,537.60	3,703.20
			Monthly	6,685.47	7,011.33	7,316.40	7,664.80	8,023.60
			Annual	80,225.60	84,136.00	87,796.80	91,977.60	96,283.20
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	35.14	36.72	38.44	40.20	42.23
			Bi-Weekly	2,811.20	2,937.60	3,075.20	3,216.00	3,378.40
			Monthly	6,090.93	6,364.80	6,662.93	6,968.00	7,319.87
			Annual	73,091.20	76,377.60	79,955.20	83,616.00	87,838.40
MAIL AND REVENUE CLERK	C322	Classified	Hourly	30.03	31.63	33.23	35.00	36.84
			Bi-Weekly	2,402.40	2,530.40	2,658.40	2,800.00	2,947.20
			Monthly	5,205.20	5,482.53	5,759.87	6,066.67	6,385.60
			Annual	62,462.40	65,790.40	69,118.40	72,800.00	76,627.20
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	87.50	91.88	96.47	101.29	106.32
			Bi-Weekly	7,000.00	7,350.40	7,717.60	8,103.20	8,505.60
			Monthly	15,166.67	15,925.87	16,721.47	17,556.93	18,428.80
			Annual	182,000.00	191,110.40	200,657.60	210,683.20	221,145.60
PURCHASING TECHNICIAN	C345	Classified	Hourly	43.17	45.35	47.56	49.92	52.46
			Bi-Weekly	3,453.60	3,628.00	3,804.80	3,993.60	4,196.80
			Monthly	7,482.80	7,860.67	8,243.73	8,652.80	9,093.07
			Annual	89,793.60	94,328.00	98,924.80	103,833.60	109,116.80
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	32.38	34.02	35.61	37.46	39.29
			Bi-Weekly	2,590.40	2,721.60	2,848.80	2,996.80	3,143.20
			Monthly	5,612.53	5,896.80	6,172.40	6,493.07	6,810.27
			Annual	67,350.40	70,761.60	74,068.80	77,916.80	81,723.20

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

Attachment III
Recommended by Personnel Commission on June 11, 2024
Adopted by Council on June 16, 2024

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	126.74	133.08	139.73	146.72	154.04
			Bi-Weekly	10,139.20	10,646.40	11,178.40	11,737.60	12,323.20
			Monthly	21,968.27	23,067.20	24,219.87	25,431.47	26,700.27
			Annual	263,619.20	276,806.40	290,638.40	305,177.60	320,403.20
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	102.03	107.13	112.50	118.12	124.01
			Bi-Weekly	8,162.40	8,570.40	9,000.00	9,449.60	9,920.80
			Monthly	17,685.20	18,569.20	19,500.00	20,474.13	21,495.07
			Annual	212,222.40	222,830.40	234,000.00	245,689.60	257,940.80
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	110.21	115.72	121.50	127.57	133.95
			Bi-Weekly	8,816.80	9,257.60	9,720.00	10,205.60	10,716.00
			Monthly	19,103.07	20,058.13	21,060.00	22,112.13	23,218.00
			Annual	229,236.80	240,697.60	252,720.00	265,345.60	278,616.00
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	110.21	115.72	121.50	127.57	133.95
			Bi-Weekly	8,816.80	9,257.60	9,720.00	10,205.60	10,716.00
			Monthly	19,103.07	20,058.13	21,060.00	22,112.13	23,218.00
			Annual	229,236.80	240,697.60	252,720.00	265,345.60	278,616.00
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	71.55	75.14	78.89	82.84	86.99
			Bi-Weekly	8,013.60	8,415.68	8,835.68	9,278.08	9,742.88
			Monthly	17,362.80	18,233.97	19,143.97	20,102.51	21,109.57
			Annual	208,353.60	218,807.68	229,727.68	241,230.08	253,314.88
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	100.17	105.18	110.46	115.98	121.76
			Bi-Weekly	8,013.60	8,414.40	8,836.80	9,278.40	9,740.80
			Monthly	17,362.80	18,231.20	19,146.40	20,103.20	21,105.07
			Annual	208,353.60	218,774.40	229,756.80	241,238.40	253,260.80
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			96.46	101.29	106.36
			Bi-Weekly			7,716.80	8,103.20	8,508.80
			Monthly			16,719.73	17,556.93	18,435.73
			Annual			200,636.80	210,683.20	221,228.80
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			89.30	93.78	98.46
			Bi-Weekly			7,144.00	7,502.40	7,876.80
			Monthly			15,478.67	16,255.20	17,066.40
			Annual			185,744.00	195,062.40	204,796.80
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			62.62	65.75	69.06
			Bi-Weekly			7,013.44	7,364.00	7,734.72
			Monthly			15,195.79	15,955.33	16,758.56
			Annual			182,349.44	191,464.00	201,102.72
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			87.70	92.07	96.66
			Bi-Weekly			7,016.00	7,365.60	7,732.80
			Monthly			15,201.33	15,958.80	16,754.40
			Annual			182,416.00	191,505.60	201,052.80
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	53.08	55.70	58.48	61.41	64.47
			Bi-Weekly	5,944.96	6,238.40	6,549.76	6,877.92	7,220.64
			Monthly	12,880.75	13,516.53	14,191.15	14,902.16	15,644.72
			Annual	154,568.96	162,198.40	170,293.76	178,825.92	187,736.64
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	68.73	72.17	75.79	79.59	83.56
			Bi-Weekly	5,498.40	5,773.60	6,063.20	6,367.20	6,684.80
			Monthly	11,913.20	12,509.47	13,136.93	13,795.60	14,483.73
			Annual	142,958.40	150,113.60	157,643.20	165,547.20	173,804.80
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	74.23	77.96	81.85	85.95	90.22
			Bi-Weekly	5,938.40	6,236.80	6,548.00	6,876.00	7,217.60
			Monthly	12,866.53	13,513.07	14,187.33	14,898.00	15,638.13
			Annual	154,398.40	162,156.80	170,248.00	178,776.00	187,657.60
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	50.23	52.75	55.38	58.16	61.07
			Bi-Weekly	5,625.76	5,908.00	6,202.56	6,513.92	6,839.84
			Monthly	12,189.15	12,800.67	13,438.88	14,113.49	14,819.65
			Annual	146,269.76	153,608.00	161,266.56	169,361.92	177,835.84
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	46.54	48.83	51.29	53.84	56.54
			Bi-Weekly	5,212.48	5,468.96	5,744.48	6,030.08	6,332.48
			Monthly	11,293.71	11,849.41	12,446.37	13,065.17	13,720.37
			Annual	135,524.48	142,192.96	149,356.48	156,782.08	164,644.48
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	70.26	73.78	77.46	81.33	85.41
			Bi-Weekly	5,620.80	5,902.40	6,196.80	6,506.40	6,832.80
			Monthly	12,178.40	12,788.53	13,426.40	14,097.20	14,804.40
			Annual	146,140.80	153,462.40	161,116.80	169,166.40	177,652.80
FIREFIGHTER (56 HR)	F200	Classified	Hourly	47.34	49.72	52.19	54.82	57.57
			Bi-Weekly	5,302.08	5,568.64	5,845.28	6,139.84	6,447.84
			Monthly	11,487.84	12,065.39	12,664.77	13,302.99	13,970.32
			Annual	137,854.08	144,784.64	151,977.28	159,635.84	167,643.84
FIREFIGHTER (40 HR)	F205	Classified	Hourly	66.30	69.60	73.07	76.73	80.58
			Bi-Weekly	5,304.00	5,568.00	5,845.60	6,138.40	6,446.40
			Monthly	11,492.00	12,064.00	12,665.47	13,299.87	13,967.20
			Annual	137,904.00	144,768.00	151,985.60	159,598.40	167,606.40
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	57.42	60.28			
			Bi-Weekly	4,593.60	4,822.40			
			Monthly	9,952.80	10,448.53			
			Annual	119,433.60	125,382.40			

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Attachment III
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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	77.35	81.22	85.28	89.55	94.01
			Bi-Weekly	6,188.00	6,497.60	6,822.40	7,164.00	7,520.80
			Monthly	13,407.33	14,078.13	14,781.87	15,522.00	16,295.07
			Annual	160,888.00	168,937.60	177,382.40	186,264.00	195,540.80
SENIOR FIRE PROTECTION ENGINEER	T515	Classified	Hourly	76.12	79.91	83.94	88.12	92.52
			Bi-Weekly	6,089.60	6,392.80	6,715.20	7,049.60	7,401.60
			Monthly	13,194.13	13,851.07	14,549.60	15,274.13	16,036.80
			Annual	158,329.60	166,212.80	174,595.20	183,289.60	192,441.60
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	63.47	66.54	69.90	73.54	77.27
			Bi-Weekly	5,077.60	5,323.20	5,592.00	5,883.20	6,181.60
			Monthly	11,001.47	11,533.60	12,116.00	12,746.93	13,393.47
			Annual	132,017.60	138,403.20	145,392.00	152,963.20	160,721.60
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	66.09	69.40	72.83	76.47	80.32
			Bi-Weekly	5,287.20	5,552.00	5,826.40	6,117.60	6,425.60
			Monthly	11,455.60	12,029.33	12,623.87	13,254.80	13,922.13
			Annual	137,467.20	144,352.00	151,486.40	159,057.60	167,065.60
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	61.89	64.98	68.23	71.66	75.24
			Bi-Weekly	4,951.20	5,198.40	5,458.40	5,732.80	6,019.20
			Monthly	10,727.60	11,263.20	11,826.53	12,421.07	13,041.60
			Annual	128,731.20	135,158.40	141,918.40	149,052.80	156,499.20
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	58.97	61.90	65.01	68.26	71.66
			Bi-Weekly	4,717.60	4,952.00	5,200.80	5,460.80	5,732.80
			Monthly	10,221.47	10,729.33	11,268.40	11,831.73	12,421.07
			Annual	122,657.60	128,752.00	135,220.80	141,980.80	149,052.80
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	68.12	71.54	75.09	78.82	82.79
			Bi-Weekly	5,449.60	5,723.20	6,007.20	6,305.60	6,623.20
			Monthly	11,807.47	12,400.27	13,015.60	13,662.13	14,350.27
			Annual	141,689.60	148,803.20	156,187.20	163,945.60	172,203.20
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	44.74	46.59	48.39	50.49	53.05
			Bi-Weekly	3,579.20	3,727.20	3,871.20	4,039.20	4,244.00
			Monthly	7,754.93	8,075.60	8,387.60	8,751.60	9,195.33
			Annual	93,059.20	96,907.20	100,651.20	105,019.20	110,344.00
FIRE TECHNICIAN II	C255	Classified	Hourly	39.36	41.32	43.39	45.57	47.83
			Bi-Weekly	3,148.80	3,305.60	3,471.20	3,645.60	3,826.40
			Monthly	6,822.40	7,162.13	7,520.93	7,898.80	8,290.53
			Annual	81,868.80	85,945.60	90,251.20	94,785.60	99,486.40
FIRE TECHNICIAN I	C250	Classified	Hourly	35.75	37.53	39.41	41.38	43.46
			Bi-Weekly	2,860.00	3,002.40	3,152.80	3,310.40	3,476.80
			Monthly	6,196.67	6,505.20	6,831.07	7,172.53	7,533.07
			Annual	74,360.00	78,062.40	81,972.80	86,070.40	90,396.80
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	94.11	98.81	103.75	108.95	114.38
			Bi-Weekly	7,528.80	7,904.80	8,300.00	8,716.00	9,150.40
			Monthly	16,312.40	17,127.07	17,983.33	18,884.67	19,825.87
			Annual	195,748.80	205,524.80	215,800.00	226,616.00	237,910.40
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	81.04	85.09	89.35	93.82	98.51
			Bi-Weekly	6,483.20	6,807.20	7,148.00	7,505.60	7,880.80
			Monthly	14,046.93	14,748.93	15,487.33	16,262.13	17,075.07
			Annual	168,563.20	176,987.20	185,848.00	195,145.60	204,900.80
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	60.13	63.11	66.26	69.58	73.06
			Bi-Weekly	4,810.40	5,048.80	5,300.80	5,566.40	5,844.80
			Monthly	10,422.53	10,939.07	11,485.07	12,060.53	12,663.73
			Annual	125,070.40	131,268.80	137,820.80	144,726.40	151,964.80
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	54.67	57.40	60.28	63.27	66.44
			Bi-Weekly	4,373.60	4,592.00	4,822.40	5,061.60	5,315.20
			Monthly	9,476.13	9,949.33	10,448.53	10,966.80	11,516.27
			Annual	113,713.60	119,392.00	125,382.40	131,601.60	138,195.20
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	49.70	52.20	54.80	57.52	60.40
			Bi-Weekly	3,976.00	4,176.00	4,384.00	4,601.60	4,832.00
			Monthly	8,614.67	9,048.00	9,498.67	9,970.13	10,469.33
			Annual	103,376.00	108,576.00	113,984.00	119,641.60	125,632.00
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	45.20	47.46	49.84	52.31	54.91
			Bi-Weekly	3,616.00	3,796.80	3,987.20	4,184.80	4,392.80
			Monthly	7,834.67	8,226.40	8,638.93	9,067.07	9,517.73
			Annual	94,016.00	98,716.80	103,667.20	108,804.80	114,212.80
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	45.84	47.72	49.60	51.47	53.51
			Bi-Weekly	3,667.20	3,817.60	3,968.00	4,117.60	4,280.80
			Monthly	7,945.60	8,271.47	8,597.33	8,921.47	9,275.07
			Annual	95,347.20	99,257.60	103,168.00	107,057.60	111,300.80

**SALARY PLAN FOR ALL CLASSIFICATIONS
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Attachment III
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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
LIBRARY SERVICES DEPARTMENT								
DEPUTY DIRECTOR OF LIBRARY SERVICES	U535	Classified	Hourly	87.73	92.12	96.72	101.57	106.63
			Bi-Weekly	7,018.40	7,369.60	7,737.60	8,125.60	8,530.40
			Monthly	15,206.53	15,967.47	16,764.80	17,605.47	18,482.53
			Annual	182,478.40	191,609.60	201,177.60	211,265.60	221,790.40
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	58.97	61.90	65.00	68.23	71.65
			Bi-Weekly	4,717.60	4,952.00	5,200.00	5,458.40	5,732.00
			Monthly	10,221.47	10,729.33	11,266.67	11,826.53	12,419.33
			Annual	122,657.60	128,752.00	135,200.00	141,918.40	149,032.00
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	55.20	57.96	60.85	63.89	67.09
			Bi-Weekly	4,416.00	4,636.80	4,868.00	5,111.20	5,367.20
			Monthly	9,568.00	10,046.40	10,547.33	11,074.27	11,628.93
			Annual	114,816.00	120,556.80	126,568.00	132,891.20	139,547.20
LIBRARIAN II	T795	Classified	Hourly	42.46	44.59	46.74	49.12	51.43
			Bi-Weekly	3,396.80	3,567.20	3,739.20	3,929.60	4,114.40
			Monthly	7,359.73	7,728.93	8,101.60	8,514.13	8,914.53
			Annual	88,316.80	92,747.20	97,219.20	102,169.60	106,974.40
LIBRARIAN I	T790	Classified	Hourly	38.51	40.44	42.46	44.48	46.75
			Bi-Weekly	3,080.80	3,235.20	3,396.80	3,558.40	3,740.00
			Monthly	6,675.07	7,009.60	7,359.73	7,709.87	8,103.33
			Annual	80,100.80	84,115.20	88,316.80	92,518.40	97,240.00
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	40.14	42.18	44.19	46.35	48.80
			Bi-Weekly	3,211.20	3,374.40	3,535.20	3,708.00	3,904.00
			Monthly	6,957.60	7,311.20	7,659.60	8,034.00	8,458.67
			Annual	83,491.20	87,734.40	91,915.20	96,408.00	101,504.00
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	37.07	38.71	40.49	42.26	44.31
			Bi-Weekly	2,965.60	3,096.80	3,239.20	3,380.80	3,544.80
			Monthly	6,425.47	6,709.73	7,018.27	7,325.07	7,680.40
			Annual	77,105.60	80,516.80	84,219.20	87,900.80	92,164.80
LIBRARY ASSISTANT	C510	Classified	Hourly	33.59	35.15	36.74	38.41	40.23
			Bi-Weekly	2,687.20	2,812.00	2,939.20	3,072.80	3,218.40
			Monthly	5,822.27	6,092.67	6,368.27	6,657.73	6,973.20
			Annual	69,867.20	73,112.00	76,419.20	79,892.80	83,678.40
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					25.21
			Bi-Weekly					1,210.08
			Monthly					2,621.84
			Annual					31,462.08
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					22.91
			Bi-Weekly					549.84
			Monthly					1,191.32
			Annual					14,295.84
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	55.20	57.96	60.85	63.89	67.09
			Bi-Weekly	4,416.00	4,636.80	4,868.00	5,111.20	5,367.20
			Monthly	9,568.00	10,046.40	10,547.33	11,074.27	11,628.93
			Annual	114,816.00	120,556.80	126,568.00	132,891.20	139,547.20
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	37.63	39.53	41.52	43.58	45.77
			Bi-Weekly	3,010.40	3,162.40	3,321.60	3,486.40	3,661.60
			Monthly	6,522.53	6,851.87	7,196.80	7,553.87	7,933.47
			Annual	78,270.40	82,222.40	86,361.60	90,646.40	95,201.60
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	37.67	39.59	41.55	43.53	45.77
			Bi-Weekly	3,013.60	3,167.20	3,324.00	3,482.40	3,661.60
			Monthly	6,529.47	6,862.27	7,202.00	7,545.20	7,933.47
			Annual	78,353.60	82,347.20	86,424.00	90,542.40	95,201.60
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	40.14	42.18	44.19	46.35	48.80
			Bi-Weekly	3,211.20	3,374.40	3,535.20	3,708.00	3,904.00
			Monthly	6,957.60	7,311.20	7,659.60	8,034.00	8,458.67
			Annual	83,491.20	87,734.40	91,915.20	96,408.00	101,504.00
PROGRAM ASSISTANT	C506	Classified	Hourly	33.59	35.15	36.74	38.41	40.23
			Bi-Weekly	2,687.20	2,812.00	2,939.20	3,072.80	3,218.40
			Monthly	5,822.27	6,092.67	6,368.27	6,657.73	6,973.20
			Annual	69,867.20	73,112.00	76,419.20	79,892.80	83,678.40

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

Attachment III
Recommended by Personnel Commission on June 11, 2026
Adopted by Council on June 16, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
MAINTENANCE SERVICES DEPARTMENT								
DEPUTY DIRECTOR OF MAINTENANCE SERVICES	U540	Classified	Hourly	88.01	92.39	97.04	101.88	106.98
			Bi-Weekly	7,040.80	7,391.20	7,763.20	8,150.40	8,558.40
			Monthly	15,255.07	16,014.27	16,820.27	17,659.20	18,543.20
			Annual	183,060.80	192,171.20	201,843.20	211,910.40	222,518.40
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	71.54	75.09	78.85	82.81	86.95
			Bi-Weekly	5,723.20	6,007.20	6,308.00	6,624.80	6,956.00
			Monthly	12,400.27	13,015.60	13,667.33	14,353.73	15,071.33
			Annual	148,803.20	156,187.20	164,008.00	172,244.80	180,856.00
FACILITIES LEADWORKER	M135	Classified	Hourly	67.27	69.95	72.65	75.65	78.86
			Bi-Weekly	5,381.60	5,596.00	5,812.00	6,052.00	6,308.80
			Monthly	11,660.13	12,124.67	12,592.67	13,112.67	13,669.07
			Annual	139,921.60	145,496.00	151,112.00	157,352.00	164,028.80
HVAC MECHANIC	M140	Classified	Hourly	58.96	61.30	63.72	66.43	69.17
			Bi-Weekly	4,716.80	4,904.00	5,097.60	5,314.40	5,533.60
			Monthly	10,219.73	10,625.33	11,044.80	11,514.53	11,989.47
			Annual	122,636.80	127,504.00	132,537.60	138,174.40	143,873.60
FACILITIES PAINTER II	M130	Classified	Hourly	47.47	49.41	51.34	53.46	55.69
			Bi-Weekly	3,797.60	3,952.80	4,107.20	4,276.80	4,455.20
			Monthly	8,228.13	8,564.40	8,898.93	9,266.40	9,652.93
			Annual	98,737.60	102,772.80	106,787.20	111,196.80	115,835.20
FACILITIES PAINTER I	M125	Classified	Hourly	43.18	44.95	46.75	48.70	50.65
			Bi-Weekly	3,454.40	3,596.00	3,740.00	3,896.00	4,052.00
			Monthly	7,484.53	7,791.33	8,103.33	8,441.33	8,779.33
			Annual	89,814.40	93,496.00	97,240.00	101,296.00	105,352.00
FACILITIES CARPENTER II	M120	Classified	Hourly	47.15	49.01	51.05	53.17	55.39
			Bi-Weekly	3,772.00	3,920.80	4,084.00	4,253.60	4,431.20
			Monthly	8,172.67	8,495.07	8,848.67	9,216.13	9,600.93
			Annual	98,072.00	101,940.80	106,184.00	110,593.60	115,211.20
FACILITIES CARPENTER I	M115	Classified	Hourly	42.89	44.66	46.49	48.37	50.39
			Bi-Weekly	3,431.20	3,572.80	3,719.20	3,869.60	4,031.20
			Monthly	7,434.27	7,741.07	8,058.27	8,384.13	8,734.27
			Annual	89,211.20	92,892.80	96,699.20	100,609.60	104,811.20
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	40.82	42.44	44.17	45.72	47.50
			Bi-Weekly	3,265.60	3,395.20	3,533.60	3,657.60	3,800.00
			Monthly	7,075.47	7,356.27	7,656.13	7,924.80	8,233.33
			Annual	84,905.60	88,275.20	91,873.60	95,097.60	98,800.00
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	37.11	38.58	40.14	41.57	43.17
			Bi-Weekly	2,968.80	3,086.40	3,211.20	3,325.60	3,453.60
			Monthly	6,432.40	6,687.20	6,957.60	7,205.47	7,482.80
			Annual	77,188.80	80,246.40	83,491.20	86,465.60	89,793.60
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	71.54	75.09	78.85	82.81	86.95
			Bi-Weekly	5,723.20	6,007.20	6,308.00	6,624.80	6,956.00
			Monthly	12,400.27	13,015.60	13,667.33	14,353.73	15,071.33
			Annual	148,803.20	156,187.20	164,008.00	172,244.80	180,856.00
FLEET MAINTENANCE SUPERVISOR	H630	Classified	Hourly	65.73	68.25	71.07	73.60	76.41
			Bi-Weekly	5,258.40	5,460.00	5,685.60	5,888.00	6,112.80
			Monthly	11,393.20	11,830.00	12,318.80	12,757.33	13,244.40
			Annual	136,718.40	141,960.00	147,825.60	153,088.00	158,932.80
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	53.47	55.98	58.80	61.85	64.91
			Bi-Weekly	4,277.60	4,478.40	4,704.00	4,948.00	5,192.80
			Monthly	9,268.13	9,703.20	10,192.00	10,720.67	11,251.07
			Annual	111,217.60	116,438.40	122,304.00	128,648.00	135,012.80
EQUIPMENT MECHANIC II	M615	Classified	Hourly	46.07	48.22	50.67	53.32	55.94
			Bi-Weekly	3,685.60	3,857.60	4,053.60	4,265.60	4,475.20
			Monthly	7,985.47	8,358.13	8,782.80	9,242.13	9,696.27
			Annual	95,825.60	100,297.60	105,393.60	110,905.60	116,355.20
EQUIPMENT MECHANIC I	M610	Classified	Hourly	41.93	44.03	46.30	48.57	50.98
			Bi-Weekly	3,354.40	3,522.40	3,704.00	3,885.60	4,078.40
			Monthly	7,267.87	7,631.87	8,025.33	8,418.80	8,836.53
			Annual	87,214.40	91,582.40	96,304.00	101,025.60	106,038.40
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	39.86	42.00	44.00	46.24	48.60
			Bi-Weekly	3,188.80	3,360.00	3,520.00	3,699.20	3,888.00
			Monthly	6,909.07	7,280.00	7,626.67	8,014.93	8,424.00
			Annual	82,908.80	87,360.00	91,520.00	96,179.20	101,088.00
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	36.79	38.23	39.82	41.17	42.76
			Bi-Weekly	2,943.20	3,058.40	3,185.60	3,293.60	3,420.80
			Monthly	6,376.93	6,626.53	6,902.13	7,136.13	7,411.73
			Annual	76,523.20	79,518.40	82,825.60	85,633.60	88,940.80

**SALARY PLAN FOR ALL CLASSIFICATIONS
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FY 2025**

Attachment III
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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	71.54	75.09	78.85	82.81	86.95
			Bi-Weekly	5,723.20	6,007.20	6,308.00	6,624.80	6,956.00
			Monthly	12,400.27	13,015.60	13,667.33	14,353.73	15,071.33
			Annual	148,803.20	156,187.20	164,008.00	172,244.80	180,856.00
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified	Hourly	65.73	68.25	71.07	73.60	76.41
			Bi-Weekly	5,258.40	5,460.00	5,685.60	5,888.00	6,112.80
			Monthly	11,393.20	11,830.00	12,318.80	12,757.33	13,244.40
			Annual	136,718.40	141,960.00	147,825.60	153,088.00	158,932.80
GROUNDSKEEPER III	M215	Classified	Hourly	59.68	61.99	64.56	66.84	69.40
			Bi-Weekly	4,774.40	4,959.20	5,164.80	5,347.20	5,552.00
			Monthly	10,344.53	10,744.93	11,190.40	11,585.60	12,029.33
			Annual	124,134.40	128,939.20	134,284.80	139,027.20	144,352.00
GROUNDSKEEPER II	M210	Classified	Hourly	49.42	51.35	53.48	55.35	57.47
			Bi-Weekly	3,953.60	4,108.00	4,278.40	4,428.00	4,597.60
			Monthly	8,566.13	8,900.67	9,269.87	9,594.00	9,961.47
			Annual	102,793.60	106,808.00	111,238.40	115,128.00	119,537.60
GROUNDSKEEPER I	M205	Classified	Hourly	44.90	46.68	48.58	50.31	52.25
			Bi-Weekly	3,592.00	3,734.40	3,886.40	4,024.80	4,180.00
			Monthly	7,782.67	8,091.20	8,420.53	8,720.40	9,056.67
			Annual	93,392.00	97,094.40	101,046.40	104,644.80	108,680.00
TREE TRIMMER	M220	Classified	Hourly	49.42	51.35	53.48	55.35	57.47
			Bi-Weekly	3,953.60	4,108.00	4,278.40	4,428.00	4,597.60
			Monthly	8,566.13	8,900.67	9,269.87	9,594.00	9,961.47
			Annual	102,793.60	106,808.00	111,238.40	115,128.00	119,537.60
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	71.54	75.09	78.85	82.81	86.95
			Bi-Weekly	5,723.20	6,007.20	6,308.00	6,624.80	6,956.00
			Monthly	12,400.27	13,015.60	13,667.33	14,353.73	15,071.33
			Annual	148,803.20	156,187.20	164,008.00	172,244.80	180,856.00
STREETS MAINTENANCE SUPERVISOR	H620	Classified	Hourly	65.73	68.25	71.07	73.60	76.41
			Bi-Weekly	5,258.40	5,460.00	5,685.60	5,888.00	6,112.80
			Monthly	11,393.20	11,830.00	12,318.80	12,757.33	13,244.40
			Annual	136,718.40	141,960.00	147,825.60	153,088.00	158,932.80
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	59.68	61.99	64.56	66.84	69.40
			Bi-Weekly	4,774.40	4,959.20	5,164.80	5,347.20	5,552.00
			Monthly	10,344.53	10,744.93	11,190.40	11,585.60	12,029.33
			Annual	124,134.40	128,939.20	134,284.80	139,027.20	144,352.00
MAINTENANCE LEADER	M310	Classified	Hourly	49.42	51.35	53.48	55.35	57.47
			Bi-Weekly	3,953.60	4,108.00	4,278.40	4,428.00	4,597.60
			Monthly	8,566.13	8,900.67	9,269.87	9,594.00	9,961.47
			Annual	102,793.60	106,808.00	111,238.40	115,128.00	119,537.60
LEAD SWEEPER EQUIPMENT OPERATOR	M702	Classified	Hourly	51.77	53.51	55.68	58.05	60.35
			Bi-Weekly	4,141.60	4,280.80	4,454.40	4,644.00	4,828.00
			Monthly	8,973.47	9,275.07	9,651.20	10,062.00	10,460.67
			Annual	107,681.60	111,300.80	115,814.40	120,744.00	125,528.00
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	47.07	48.64	50.62	52.78	54.87
			Bi-Weekly	3,765.60	3,891.20	4,049.60	4,222.40	4,389.60
			Monthly	8,158.80	8,430.93	8,774.13	9,148.53	9,510.80
			Annual	97,905.60	101,171.20	105,289.60	109,782.40	114,129.60
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	115.17	120.91	126.98	133.32	139.96
			Bi-Weekly	9,213.60	9,672.80	10,158.40	10,665.60	11,196.80
			Monthly	19,962.80	20,957.73	22,009.87	23,108.80	24,259.73
			Annual	239,553.60	251,492.80	264,118.40	277,305.60	291,116.80
POLICE LIEUTENANT	P215	Classified	Hourly				101.82	106.78
			Bi-Weekly				8,145.60	8,542.40
			Monthly				17,648.80	18,508.53
			Annual				211,785.60	222,102.40
POLICE SERGEANT	P210	Classified	Hourly			86.25	90.41	95.05
			Bi-Weekly			6,900.00	7,232.80	7,604.00
			Monthly			14,950.00	15,671.07	16,475.33
			Annual			179,400.00	188,052.80	197,704.00
POLICE OFFICER	P200	Classified	Hourly	63.33	66.38	69.60	72.97	76.44
			Bi-Weekly	5,066.40	5,310.40	5,568.00	5,837.60	6,115.20
			Monthly	10,977.20	11,505.87	12,064.00	12,648.13	13,249.60
			Annual	131,726.40	138,070.40	144,768.00	151,777.60	158,995.20
POLICE OFFICER TRAINEE	P100	Classified	Hourly	42.81	44.93			
			Bi-Weekly	3,424.80	3,594.40			
			Monthly	7,420.40	7,787.87			
			Annual	89,044.80	93,454.40			

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PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	91.18	95.74	100.55	105.54	110.83
			Bi-Weekly	7,294.40	7,659.20	8,044.00	8,443.20	8,866.40
			Monthly	15,804.53	16,594.93	17,428.67	18,293.60	19,210.53
			Annual	189,654.40	199,139.20	209,144.00	219,523.20	230,526.40
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	50.91	52.98	55.06	57.13	59.41
			Bi-Weekly	4,072.80	4,238.40	4,404.80	4,570.40	4,752.80
			Monthly	8,824.40	9,183.20	9,543.73	9,902.53	10,297.73
			Annual	105,892.80	110,198.40	114,524.80	118,830.40	123,572.80
POLICE MENTAL HEALTH PROFESSIONAL	H443	Classified	Hourly	64.20	67.42	70.78	74.30	78.04
			Bi-Weekly	5,136.00	5,393.60	5,662.40	5,944.00	6,243.20
			Monthly	11,128.00	11,686.13	12,268.53	12,878.67	13,526.93
			Annual	133,536.00	140,233.60	147,222.40	154,544.00	162,323.20
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	68.12	71.49	75.08	78.81	82.75
			Bi-Weekly	5,449.60	5,719.20	6,006.40	6,304.80	6,620.00
			Monthly	11,807.47	12,391.60	13,013.87	13,660.40	14,343.33
			Annual	141,689.60	148,699.20	156,166.40	163,924.80	172,120.00
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	60.13	63.13	66.29	69.60	73.06
			Bi-Weekly	4,810.40	5,050.40	5,303.20	5,568.00	5,844.80
			Monthly	10,422.53	10,942.53	11,490.27	12,064.00	12,663.73
			Annual	125,070.40	131,310.40	137,883.20	144,768.00	151,964.80
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	61.94	65.02	68.27	71.69	75.25
			Bi-Weekly	4,955.20	5,201.60	5,461.60	5,735.20	6,020.00
			Monthly	10,736.27	11,270.13	11,833.47	12,426.27	13,043.33
			Annual	128,835.20	135,241.60	142,001.60	149,115.20	156,520.00
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	43.35	45.51	47.80	50.20	52.70
			Bi-Weekly	3,468.00	3,640.80	3,824.00	4,016.00	4,216.00
			Monthly	7,514.00	7,888.40	8,285.33	8,701.33	9,134.67
			Annual	90,168.00	94,660.80	99,424.00	104,416.00	109,616.00
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	39.40	41.36	43.44	45.62	47.89
			Bi-Weekly	3,152.00	3,308.80	3,475.20	3,649.60	3,831.20
			Monthly	6,829.33	7,169.07	7,529.60	7,907.47	8,300.93
			Annual	81,952.00	86,028.80	90,355.20	94,889.60	99,611.20
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	82.95	87.09	91.45	95.86	100.75
			Bi-Weekly	6,636.00	6,967.20	7,316.00	7,668.80	8,060.00
			Monthly	14,378.00	15,095.60	15,851.33	16,615.73	17,463.33
			Annual	172,536.00	181,147.20	190,216.00	199,388.80	209,560.00
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	91.18	95.74	100.55	105.54	110.83
			Bi-Weekly	7,294.40	7,659.20	8,044.00	8,443.20	8,866.40
			Monthly	15,804.53	16,594.93	17,428.67	18,293.60	19,210.53
			Annual	189,654.40	199,139.20	209,144.00	219,523.20	230,526.40
COUNSELING SUPERVISOR	H440	Classified	Hourly	58.36	61.29	64.34	67.54	70.95
			Bi-Weekly	4,668.80	4,903.20	5,147.20	5,403.20	5,676.00
			Monthly	10,115.73	10,623.60	11,152.27	11,706.93	12,298.00
			Annual	121,388.80	127,483.20	133,827.20	140,483.20	147,576.00
MOBILE MENTAL HEALTH CLINICIAN	T570	Classified	Hourly	49.54	51.99	54.61	57.11	60.09
			Bi-Weekly	3,963.20	4,159.20	4,368.80	4,568.80	4,807.20
			Monthly	8,586.93	9,011.60	9,465.73	9,899.07	10,415.60
			Annual	103,043.20	108,139.20	113,588.80	118,788.80	124,987.20
FAMILY COUNSELOR	T550	Classified	Hourly	47.18	49.51	52.01	54.39	57.23
			Bi-Weekly	3,774.40	3,960.80	4,160.80	4,351.20	4,578.40
			Monthly	8,177.87	8,581.73	9,015.07	9,427.60	9,919.87
			Annual	98,134.40	102,980.80	108,180.80	113,131.20	119,038.40
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	61.89	64.98	68.23	71.66	75.24
			Bi-Weekly	4,951.20	5,198.40	5,458.40	5,732.80	6,019.20
			Monthly	10,727.60	11,263.20	11,826.53	12,421.07	13,041.60
			Annual	128,731.20	135,158.40	141,918.40	149,052.80	156,499.20
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	86.68	91.00	96.50	101.31	106.35
			Bi-Weekly	6,934.40	7,280.00	7,720.00	8,104.80	8,508.00
			Monthly	15,024.53	15,773.33	16,726.67	17,560.40	18,434.00
			Annual	180,294.40	189,280.00	200,720.00	210,724.80	221,208.00
PROPERTY AND EVIDENCE SUPERVISOR	C676	Classified	Hourly	45.66	47.94	50.34	52.84	55.47
			Bi-Weekly	3,652.80	3,835.20	4,027.20	4,227.20	4,437.60
			Monthly	7,914.40	8,309.60	8,725.60	9,158.93	9,614.80
			Annual	94,972.80	99,715.20	104,707.20	109,907.20	115,377.60
POLICE ID SPECIALIST	T555	Classified	Hourly	41.59	43.67	45.87	48.18	50.45
			Bi-Weekly	3,327.20	3,493.60	3,669.60	3,854.40	4,036.00
			Monthly	7,208.93	7,569.47	7,950.80	8,351.20	8,744.67
			Annual	86,507.20	90,833.60	95,409.60	100,214.40	104,936.00
CRIME SCENE SPECIALIST	C687	Classified	Hourly	47.51	49.66	51.94	54.26	56.84
			Bi-Weekly	3,800.80	3,972.80	4,155.20	4,340.80	4,547.20
			Monthly	8,235.07	8,607.73	9,002.93	9,405.07	9,852.27
			Annual	98,820.80	103,292.80	108,035.20	112,860.80	118,227.20
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	43.20	45.15	47.21	49.33	51.66
			Bi-Weekly	3,456.00	3,612.00	3,776.80	3,946.40	4,132.80
			Monthly	7,488.00	7,826.00	8,183.07	8,550.53	8,954.40
			Annual	89,856.00	93,912.00	98,196.80	102,606.40	107,452.80
PROPERTY & EVIDENCE TECHNICIAN	C665	Classified	Hourly	39.94	41.68	43.69	45.69	47.85
			Bi-Weekly	3,195.20	3,334.40	3,495.20	3,655.20	3,828.00
			Monthly	6,922.93	7,224.53	7,572.93	7,919.60	8,294.00
			Annual	83,075.20	86,694.40	90,875.20	95,035.20	99,528.00

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

Attachment III
Recommended by Personnel Commission on June 11, 2024
Adopted by Council on June 16, 2024

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	70.89	74.41	78.12	82.04	86.15
			Bi-Weekly	5,671.20	5,952.80	6,249.60	6,563.20	6,892.00
			Monthly	12,287.60	12,897.73	13,540.80	14,220.27	14,932.67
			Annual	147,451.20	154,772.80	162,489.60	170,643.20	179,192.00
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	41.81	43.66	45.70	47.80	50.06
			Bi-Weekly	3,344.80	3,492.80	3,656.00	3,824.00	4,004.80
			Monthly	7,247.07	7,567.73	7,921.33	8,285.33	8,677.07
			Annual	86,964.80	90,812.80	95,056.00	99,424.00	104,124.80
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	35.93	37.79	39.50	41.36	43.32
			Bi-Weekly	2,874.40	3,023.20	3,160.00	3,308.80	3,465.60
			Monthly	6,227.87	6,550.27	6,846.67	7,169.07	7,508.80
			Annual	74,734.40	78,603.20	82,160.00	86,028.80	90,105.60
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	29.89	31.17	32.41	33.84	35.52
			Bi-Weekly	2,391.20	2,493.60	2,592.80	2,707.20	2,841.60
			Monthly	5,180.93	5,402.80	5,617.73	5,865.60	6,156.80
			Annual	62,171.20	64,833.60	67,412.80	70,387.20	73,881.60
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	33.86	35.30	36.71	38.32	40.23
			Bi-Weekly	2,708.80	2,824.00	2,936.80	3,065.60	3,218.40
			Monthly	5,869.07	6,118.67	6,363.07	6,642.13	6,973.20
			Annual	70,428.80	73,424.00	76,356.80	79,705.60	83,678.40
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	70.89	74.41	78.12	82.04	86.15
			Bi-Weekly	5,671.20	5,952.80	6,249.60	6,563.20	6,892.00
			Monthly	12,287.60	12,897.73	13,540.80	14,220.27	14,932.67
			Annual	147,451.20	154,772.80	162,489.60	170,643.20	179,192.00
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	57.21	60.06	63.07	66.23	69.58
			Bi-Weekly	4,576.80	4,804.80	5,045.60	5,298.40	5,566.40
			Monthly	9,916.40	10,410.40	10,932.13	11,479.87	12,060.53
			Annual	118,996.80	124,924.80	131,185.60	137,758.40	144,726.40
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	49.64	52.17	54.71	57.53	60.42
			Bi-Weekly	3,971.20	4,173.60	4,376.80	4,602.40	4,833.60
			Monthly	8,604.27	9,042.80	9,483.07	9,971.87	10,472.80
			Annual	103,251.20	108,513.60	113,796.80	119,662.40	125,673.60
CALL TAKER	C633	Classified	Hourly	41.31	43.32	45.52	47.78	50.19
			Bi-Weekly	3,304.80	3,465.60	3,641.60	3,822.40	4,015.20
			Monthly	7,160.40	7,508.80	7,890.13	8,281.87	8,699.60
			Annual	85,924.80	90,105.60	94,681.60	99,382.40	104,395.20
PROPERTY, EVIDENCE AND RECORDS ADMINISTRATOR	H465	Classified	Hourly	77.98	81.84	85.93	90.25	94.76
			Bi-Weekly	6,238.40	6,547.20	6,874.40	7,220.00	7,580.80
			Monthly	13,516.53	14,185.60	14,894.53	15,643.33	16,425.07
			Annual	162,198.40	170,227.20	178,734.40	187,720.00	197,100.80
RECORDS SUPERVISOR	C705	Classified	Hourly	46.64	48.97	51.42	53.99	56.69
			Bi-Weekly	3,731.20	3,917.60	4,113.60	4,319.20	4,535.20
			Monthly	8,084.27	8,488.13	8,912.80	9,358.27	9,826.27
			Annual	97,011.20	101,857.60	106,953.60	112,299.20	117,915.20
POLICE RECORDS CLERK II	C695	Classified	Hourly	36.26	37.70	39.22	40.93	42.94
			Bi-Weekly	2,900.80	3,016.00	3,137.60	3,274.40	3,435.20
			Monthly	6,285.07	6,534.67	6,798.13	7,094.53	7,442.93
			Annual	75,420.80	78,416.00	81,577.60	85,134.40	89,315.20
POLICE RECORDS CLERK I	C690	Classified	Hourly	30.71	32.31	34.03	35.69	37.62
			Bi-Weekly	2,456.80	2,584.80	2,722.40	2,855.20	3,009.60
			Monthly	5,323.07	5,600.40	5,898.53	6,186.27	6,520.80
			Annual	63,876.80	67,204.80	70,782.40	74,235.20	78,249.60
JAIL ADMINISTRATOR	H420	Classified	Hourly	70.89	74.41	78.12	82.04	86.15
			Bi-Weekly	5,671.20	5,952.80	6,249.60	6,563.20	6,892.00
			Monthly	12,287.60	12,897.73	13,540.80	14,220.27	14,932.67
			Annual	147,451.20	154,772.80	162,489.60	170,643.20	179,192.00
JAIL SUPERVISOR	C660	Classified	Hourly	47.55	49.54	51.93	54.35	56.95
			Bi-Weekly	3,804.00	3,963.20	4,154.40	4,348.00	4,556.00
			Monthly	8,242.00	8,586.93	9,001.20	9,420.67	9,871.33
			Annual	98,904.00	103,043.20	108,014.40	113,048.00	118,456.00
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	41.54	43.34	45.42	47.51	49.78
			Bi-Weekly	3,323.20	3,467.20	3,633.60	3,800.80	3,982.40
			Monthly	7,200.27	7,512.27	7,872.80	8,235.07	8,628.53
			Annual	86,403.20	90,147.20	94,473.60	98,820.80	103,542.40

**SALARY PLAN FOR ALL CLASSIFICATIONS
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FY 2025**

Attachment III
Recommended by Personnel Commission on June 11, 2026
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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	101.31	106.39	111.70	117.28	123.16
			Bi-Weekly	8,104.80	8,511.20	8,936.00	9,382.40	9,852.80
			Monthly	17,560.40	18,440.93	19,361.33	20,328.53	21,347.73
			Annual	210,724.80	221,291.20	232,336.00	243,942.40	256,172.80
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	90.21	94.72	99.48	104.44	109.67
			Bi-Weekly	7,216.80	7,577.60	7,958.40	8,355.20	8,773.60
			Monthly	15,636.40	16,418.13	17,243.20	18,102.93	19,009.47
			Annual	187,636.80	197,017.60	206,918.40	217,235.20	228,113.60
WATER RESOURCES MANAGER	H875	Classified	Hourly	86.93	91.28	95.87	100.66	105.68
			Bi-Weekly	6,954.40	7,302.40	7,669.60	8,052.80	8,454.40
			Monthly	15,067.87	15,821.87	16,617.47	17,447.73	18,317.87
			Annual	180,814.40	189,862.40	199,409.60	209,372.80	219,814.40
WATER RESOURCES PLANNER	T870	Classified	Hourly	54.84	57.59	60.46	63.49	66.66
			Bi-Weekly	4,387.20	4,607.20	4,836.80	5,079.20	5,332.80
			Monthly	9,505.60	9,982.27	10,479.73	11,004.93	11,554.40
			Annual	114,067.20	119,787.20	125,756.80	132,059.20	138,652.80
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	110.83	116.39	122.24	128.36	134.76
			Bi-Weekly	8,866.40	9,311.20	9,779.20	10,268.80	10,780.80
			Monthly	19,210.53	20,174.27	21,188.27	22,249.07	23,358.40
			Annual	230,526.40	242,091.20	254,259.20	266,988.80	280,300.80
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	50.02	52.47	54.99	57.82	60.64
			Bi-Weekly	4,001.60	4,197.60	4,399.20	4,625.60	4,851.20
			Monthly	8,670.13	9,094.80	9,531.60	10,022.13	10,510.93
			Annual	104,041.60	109,137.60	114,379.20	120,265.60	126,131.20
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	41.64	43.38	44.98	46.68	48.46
			Bi-Weekly	3,331.20	3,470.40	3,598.40	3,734.40	3,876.80
			Monthly	7,217.60	7,519.20	7,796.53	8,091.20	8,399.73
			Annual	86,611.20	90,230.40	93,558.40	97,094.40	100,796.80
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	80.45	84.44	88.66	93.09	97.75
			Bi-Weekly	6,436.00	6,755.20	7,092.80	7,447.20	7,820.00
			Monthly	13,944.67	14,636.27	15,367.73	16,135.60	16,943.33
			Annual	167,336.00	175,635.20	184,412.80	193,627.20	203,320.00
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	67.06	70.37	73.90	77.61	81.48
			Bi-Weekly	5,364.80	5,629.60	5,912.00	6,208.80	6,518.40
			Monthly	11,623.73	12,197.47	12,809.33	13,452.40	14,123.20
			Annual	139,484.80	146,369.60	153,712.00	161,428.80	169,478.40
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	68.12	71.49	75.08	78.81	82.75
			Bi-Weekly	5,449.60	5,719.20	6,006.40	6,304.80	6,620.00
			Monthly	11,807.47	12,391.60	13,013.87	13,660.40	14,343.33
			Annual	141,689.60	148,699.20	156,166.40	163,924.80	172,120.00
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	39.56	41.57	43.62	45.70	48.05
			Bi-Weekly	3,164.80	3,325.60	3,489.60	3,656.00	3,844.00
			Monthly	6,857.07	7,205.47	7,560.80	7,921.33	8,328.67
			Annual	82,284.80	86,465.60	90,729.60	95,056.00	99,944.00
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	51.71	53.61	55.75	58.02	60.36
			Bi-Weekly	4,136.80	4,288.80	4,460.00	4,641.60	4,828.80
			Monthly	8,963.07	9,292.40	9,663.33	10,056.80	10,462.40
			Annual	107,556.80	111,508.80	115,960.00	120,681.60	125,548.80
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	47.15	49.04	51.01	52.82	54.86
			Bi-Weekly	3,772.00	3,923.20	4,080.80	4,225.60	4,388.80
			Monthly	8,172.67	8,500.27	8,841.73	9,155.47	9,509.07
			Annual	98,072.00	102,003.20	106,100.80	109,865.60	114,108.80
AIRPORT ATTENDANT	M500	Classified	Hourly	34.75	36.14	37.59	38.93	40.43
			Bi-Weekly	2,780.00	2,891.20	3,007.20	3,114.40	3,234.40
			Monthly	6,023.33	6,264.27	6,515.60	6,747.87	7,007.87
			Annual	72,280.00	75,171.20	78,187.20	80,974.40	84,094.40
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	77.73	81.65	85.71	90.03	94.51
			Bi-Weekly	6,218.40	6,532.00	6,856.80	7,202.40	7,560.80
			Monthly	13,473.20	14,152.67	14,856.40	15,605.20	16,381.73
			Annual	161,678.40	169,832.00	178,276.80	187,262.40	196,580.80
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	49.88	52.51	55.13	57.81	60.67
			Bi-Weekly	3,990.40	4,200.80	4,410.40	4,624.80	4,853.60
			Monthly	8,645.87	9,101.73	9,555.87	10,020.40	10,516.13
			Annual	103,750.40	109,220.80	114,670.40	120,244.80	126,193.60
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	42.53	44.66	46.77	49.12	51.58
			Bi-Weekly	3,402.40	3,572.80	3,741.60	3,929.60	4,126.40
			Monthly	7,371.87	7,741.07	8,106.80	8,514.13	8,940.53
			Annual	88,462.40	92,892.80	97,281.60	102,169.60	107,286.40
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	76.12	79.91	83.94	88.12	92.52
			Bi-Weekly	6,089.60	6,392.80	6,715.20	7,049.60	7,401.60
			Monthly	13,194.13	13,851.07	14,549.60	15,274.13	16,036.80
			Annual	158,329.60	166,212.80	174,595.20	183,289.60	192,441.60
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	65.32	68.62	71.95	75.61	79.29
			Bi-Weekly	5,225.60	5,489.60	5,756.00	6,048.80	6,343.20
			Monthly	11,322.13	11,894.13	12,471.33	13,105.73	13,743.60
			Annual	135,865.60	142,729.60	149,656.00	157,268.80	164,923.20
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	56.26	59.19	62.22	65.20	68.49
			Bi-Weekly	4,500.80	4,735.20	4,977.60	5,216.00	5,479.20
			Monthly	9,751.73	10,259.60	10,784.80	11,301.33	11,871.60
			Annual	117,020.80	123,115.20	129,417.60	135,616.00	142,459.20

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			A	B	C	D	E	
ENGINEERING TECHNICIAN	T200	Classified	Hourly	42.57	44.65	46.91	49.23	51.59
			Bi-Weekly	3,405.60	3,572.00	3,752.80	3,938.40	4,127.20
			Monthly	7,378.80	7,739.33	8,131.07	8,533.20	8,942.27
			Annual	88,545.60	92,872.00	97,572.80	102,398.40	107,307.20
SURVEY ENGINEER	H230	Classified	Hourly	69.19	72.69	76.33	80.12	84.11
			Bi-Weekly	5,535.20	5,815.20	6,106.40	6,409.60	6,728.80
			Monthly	11,992.93	12,599.60	13,230.53	13,887.47	14,579.07
			Annual	143,915.20	151,195.20	158,766.40	166,649.60	174,948.80
SURVEYOR	T265	Classified	Hourly	53.19	55.82	58.58	61.49	64.59
			Bi-Weekly	4,255.20	4,465.60	4,686.40	4,919.20	5,167.20
			Monthly	9,219.60	9,675.47	10,153.87	10,658.27	11,195.60
			Annual	110,635.20	116,105.60	121,846.40	127,899.20	134,347.20
PRINCIPAL TRANSPORTATION ENGINEER	H217	Classified	Hourly	81.28	85.35	89.62	94.10	98.79
			Bi-Weekly	6,502.40	6,828.00	7,169.60	7,528.00	7,903.20
			Monthly	14,088.53	14,794.00	15,534.13	16,310.67	17,123.60
			Annual	169,062.40	177,528.00	186,409.60	195,728.00	205,483.20
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	73.89	77.59	81.47	85.54	89.80
			Bi-Weekly	5,911.20	6,207.20	6,517.60	6,843.20	7,184.00
			Monthly	12,807.60	13,448.93	14,121.47	14,826.93	15,565.33
			Annual	153,691.20	161,387.20	169,457.60	177,923.20	186,784.00
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	65.32	68.62	71.95	75.61	79.29
			Bi-Weekly	5,225.60	5,489.60	5,756.00	6,048.80	6,343.20
			Monthly	11,322.13	11,894.13	12,471.33	13,105.73	13,743.60
			Annual	135,865.60	142,729.60	149,656.00	157,268.80	164,923.20
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	56.26	59.19	62.22	65.20	68.49
			Bi-Weekly	4,500.80	4,735.20	4,977.60	5,216.00	5,479.20
			Monthly	9,751.73	10,259.60	10,784.80	11,301.33	11,871.60
			Annual	117,020.80	123,115.20	129,417.60	135,616.00	142,459.20
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	63.59	66.75	70.09	73.60	77.26
			Bi-Weekly	5,087.20	5,340.00	5,607.20	5,888.00	6,180.80
			Monthly	11,022.27	11,570.00	12,148.93	12,757.33	13,391.73
			Annual	132,267.20	138,840.00	145,787.20	153,088.00	160,700.80
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	55.11	57.81	60.70	63.81	66.86
			Bi-Weekly	4,408.80	4,624.80	4,856.00	5,104.80	5,348.80
			Monthly	9,552.40	10,020.40	10,521.33	11,060.40	11,589.07
			Annual	114,628.80	120,244.80	126,256.00	132,724.80	139,068.80
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	44.71	46.87	49.25	51.69	54.16
			Bi-Weekly	3,576.80	3,749.60	3,940.00	4,135.20	4,332.80
			Monthly	7,749.73	8,124.13	8,536.67	8,959.60	9,387.73
			Annual	92,996.80	97,489.60	102,440.00	107,515.20	112,652.80
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	67.98	71.38	74.95	78.71	82.64
			Bi-Weekly	5,438.40	5,710.40	5,996.00	6,296.80	6,611.20
			Monthly	11,783.20	12,372.53	12,991.33	13,643.07	14,324.27
			Annual	141,398.40	148,470.40	155,896.00	163,716.80	171,891.20
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	59.85	63.04	66.23	69.35	72.80
			Bi-Weekly	4,788.00	5,043.20	5,298.40	5,548.00	5,824.00
			Monthly	10,374.00	10,926.93	11,479.87	12,020.67	12,618.67
			Annual	124,488.00	131,123.20	137,758.40	144,248.00	151,424.00
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	50.14	52.71	55.17	57.97	60.92
			Bi-Weekly	4,011.20	4,216.80	4,413.60	4,637.60	4,873.60
			Monthly	8,690.93	9,136.40	9,562.80	10,048.13	10,559.47
			Annual	104,291.20	109,636.80	114,753.60	120,577.60	126,713.60

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

Attachment III
Recommended by Personnel Commission on June 11, 2026
Adopted by Council on June 16, 2026

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	68.12	71.49	75.08	78.81	82.75
			Bi-Weekly	5,449.60	5,719.20	6,006.40	6,304.80	6,620.00
			Monthly	11,807.47	12,391.60	13,013.87	13,660.40	14,343.33
			Annual	141,689.60	148,699.20	156,166.40	163,924.80	172,120.00
RECYCLING SPECIALIST	T800	Classified	Hourly	42.90	45.03	47.21	49.62	52.09
			Bi-Weekly	3,432.00	3,602.40	3,776.80	3,969.60	4,167.20
			Monthly	7,436.00	7,805.20	8,183.07	8,600.80	9,028.93
			Annual	89,232.00	93,662.40	98,196.80	103,209.60	108,347.20
SENIOR SUSTAINABILITY SPECIALIST	T804	Classified	Hourly	54.04	56.72	59.57	62.54	65.67
			Bi-Weekly	4,323.20	4,537.60	4,765.60	5,003.20	5,253.60
			Monthly	9,366.93	9,831.47	10,325.47	10,840.27	11,382.80
			Annual	112,403.20	117,977.60	123,905.60	130,083.20	136,593.60
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	49.13	51.57	54.14	56.85	59.70
			Bi-Weekly	3,930.40	4,125.60	4,331.20	4,548.00	4,776.00
			Monthly	8,515.87	8,938.80	9,384.27	9,854.00	10,348.00
			Annual	102,190.40	107,265.60	112,611.20	118,248.00	124,176.00
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	44.67	46.88	49.22	51.66	54.26
			Bi-Weekly	3,573.60	3,750.40	3,937.60	4,132.80	4,340.80
			Monthly	7,742.80	8,125.87	8,531.47	8,954.40	9,405.07
			Annual	92,913.60	97,510.40	102,377.60	107,452.80	112,860.80
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	101.56	106.64	112.00	117.60	123.47
			Bi-Weekly	8,124.80	8,531.20	8,960.00	9,408.00	9,877.60
			Monthly	17,603.73	18,484.27	19,413.33	20,384.00	21,401.47
			Annual	211,244.80	221,811.20	232,960.00	244,608.00	256,817.60
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	73.03	76.69	80.54	84.57	88.80
			Bi-Weekly	5,842.40	6,135.20	6,443.20	6,765.60	7,104.00
			Monthly	12,658.53	13,292.93	13,960.27	14,658.80	15,392.00
			Annual	151,902.40	159,515.20	167,523.20	175,905.60	184,704.00
WPCF MAINTENANCE MANAGER	H860	Classified	Hourly	92.34	96.93	101.81	106.89	112.24
			Bi-Weekly	7,387.20	7,754.40	8,144.80	8,551.20	8,979.20
			Monthly	16,005.60	16,801.20	17,647.07	18,527.60	19,454.93
			Annual	192,067.20	201,614.40	211,764.80	222,331.20	233,459.20
WPCF OPERATIONS MANAGER	H855	Classified	Hourly	77.56	81.42	85.51	89.77	94.27
			Bi-Weekly	6,204.80	6,513.60	6,840.80	7,181.60	7,541.60
			Monthly	13,443.73	14,112.80	14,821.73	15,560.13	16,340.13
			Annual	161,324.80	169,353.60	177,860.80	186,721.60	196,081.60
WPCF LEAD OPERATOR	M935	Classified	Hourly	62.83	65.32	67.92	70.59	73.45
			Bi-Weekly	5,026.40	5,225.60	5,433.60	5,647.20	5,876.00
			Monthly	10,890.53	11,322.13	11,772.80	12,235.60	12,731.33
			Annual	130,686.40	135,865.60	141,273.60	146,827.20	152,776.00
WPCF OPERATOR	M930	Classified	Hourly	57.10	59.37	61.73	64.16	66.77
			Bi-Weekly	4,568.00	4,749.60	4,938.40	5,132.80	5,341.60
			Monthly	9,897.33	10,290.80	10,699.87	11,121.07	11,573.47
			Annual	118,768.00	123,489.60	128,398.40	133,452.80	138,881.60
OPERATOR-IN-TRAINING	M925	Classified	Hourly	47.21	49.06	51.11	52.87	54.94
			Bi-Weekly	3,776.80	3,924.80	4,088.80	4,229.60	4,395.20
			Monthly	8,183.07	8,503.73	8,859.07	9,164.13	9,522.93
			Annual	98,196.80	102,044.80	106,308.80	109,969.60	114,275.20

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Classification Title	Job Code	Service Type	Step					
			Step A	Step B	Step C	Step D	Step E	
LABORATORY MANAGER	H850	Classified	Hourly	75.77	79.53	83.52	87.70	92.09
			Bi-Weekly	6,061.60	6,362.40	6,681.60	7,016.00	7,367.20
			Monthly	13,133.47	13,785.20	14,476.80	15,201.33	15,962.27
			Annual	157,601.60	165,422.40	173,721.60	182,416.00	191,547.20
CHEMIST	T807	Classified	Hourly	50.66	53.19	55.85	58.63	61.55
			Bi-Weekly	4,052.80	4,255.20	4,468.00	4,690.40	4,924.00
			Monthly	8,781.07	9,219.60	9,680.67	10,162.53	10,668.67
			Annual	105,372.80	110,635.20	116,168.00	121,950.40	128,024.00
LABORATORY TECHNICIAN	T805	Classified	Hourly	44.05	45.70	47.47	49.42	51.26
			Bi-Weekly	3,524.00	3,656.00	3,797.60	3,953.60	4,100.80
			Monthly	7,635.33	7,921.33	8,228.13	8,566.13	8,885.07
			Annual	91,624.00	95,056.00	98,737.60	102,793.60	106,620.80
WATER POLLUTION SOURCE CONTROL								
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	78.14	82.04	86.18	90.47	95.00
			Bi-Weekly	6,251.20	6,563.20	6,894.40	7,237.60	7,600.00
			Monthly	13,544.27	14,220.27	14,937.87	15,681.47	16,466.67
			Annual	162,531.20	170,643.20	179,254.40	188,177.60	197,600.00
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	67.91	71.34	74.88	78.65	82.58
			Bi-Weekly	5,432.80	5,707.20	5,990.40	6,292.00	6,606.40
			Monthly	11,771.07	12,365.60	12,979.20	13,632.67	14,313.87
			Annual	141,252.80	148,387.20	155,750.40	163,592.00	171,766.40
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	54.99	57.84	60.75	63.63	66.90
			Bi-Weekly	4,399.20	4,627.20	4,860.00	5,090.40	5,352.00
			Monthly	9,531.60	10,025.60	10,530.00	11,029.20	11,596.00
			Annual	114,379.20	120,307.20	126,360.00	132,350.40	139,152.00
WATER POLLUTION SOURCE CONTROL INSPECTOR II	T810	Classified	Hourly	49.98	52.59	54.98	57.81	60.70
			Bi-Weekly	3,998.40	4,207.20	4,398.40	4,624.80	4,856.00
			Monthly	8,663.20	9,115.60	9,529.87	10,020.40	10,521.33
			Annual	103,958.40	109,387.20	114,358.40	120,244.80	126,256.00
WATER POLLUTION SOURCE CONTROL INSPECTOR I	T809	Classified	Hourly	44.98	47.33	49.48	52.04	54.61
			Bi-Weekly	3,598.40	3,786.40	3,958.40	4,163.20	4,368.80
			Monthly	7,796.53	8,203.87	8,576.53	9,020.27	9,465.73
			Annual	93,558.40	98,446.40	102,918.40	108,243.20	113,588.80
TECHNICAL INTERN	Z125	Classified	Hourly					18.79
			Bi-Weekly					1,503.20
			Monthly					3,256.93
			Annual					39,083.20
SENIOR WATER RESOURCES ENGINEER	H813	Classified	Hourly	74.62	78.36	82.28	86.39	90.68
			Bi-Weekly	5,969.60	6,268.80	6,582.40	6,911.20	7,254.40
			Monthly	12,934.13	13,582.40	14,261.87	14,974.27	15,717.87
			Annual	155,209.60	162,988.80	171,142.40	179,691.20	188,614.40
PRINCIPAL UTILITIES ENGINEER	H812	Classified	Hourly	85.36	89.62	94.12	98.80	103.75
			Bi-Weekly	6,828.80	7,169.60	7,529.60	7,904.00	8,300.00
			Monthly	14,795.73	15,534.13	16,314.13	17,125.33	17,983.33
			Annual	177,548.80	186,409.60	195,769.60	205,504.00	215,800.00
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	77.60	81.47	85.56	89.82	94.32
			Bi-Weekly	6,208.00	6,517.60	6,844.80	7,185.60	7,545.60
			Monthly	13,450.67	14,121.47	14,830.40	15,568.80	16,348.80
			Annual	161,408.00	169,457.60	177,964.80	186,825.60	196,185.60
SEWER COLLECTIONS & WATER DISTRIBUTION								
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	96.04	100.80	105.83	111.12	116.68
			Bi-Weekly	7,683.20	8,064.00	8,466.40	8,889.60	9,334.40
			Monthly	16,646.93	17,472.00	18,343.87	19,260.80	20,224.53
			Annual	199,763.20	209,664.00	220,126.40	231,129.60	242,694.40
UTILITIES ELECTRICAL AND MECHANICAL OPERATIONS AND MAINTENANCE MANAGER	H830	Classified	Hourly	74.43	78.13	82.07	86.16	90.47
			Bi-Weekly	5,954.40	6,250.40	6,565.60	6,892.80	7,237.60
			Monthly	12,901.20	13,542.53	14,225.47	14,934.40	15,681.47
			Annual	154,814.40	162,510.40	170,705.60	179,212.80	188,177.60
UTILITIES FIELD SERVICES MANAGER	H825	Classified	Hourly	74.43	78.13	82.07	86.16	90.47
			Bi-Weekly	5,954.40	6,250.40	6,565.60	6,892.80	7,237.60
			Monthly	12,901.20	13,542.53	14,225.47	14,934.40	15,681.47
			Annual	154,814.40	162,510.40	170,705.60	179,212.80	188,177.60
WASTEWATER COLLECTIONS SYSTEM MANAGER	H823	Classified	Hourly	71.54	75.09	78.85	82.81	86.95
			Bi-Weekly	5,723.20	6,007.20	6,308.00	6,624.80	6,956.00
			Monthly	12,400.27	13,015.60	13,667.33	14,353.73	15,071.33
			Annual	148,803.20	156,187.20	164,008.00	172,444.80	180,856.00

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			A	B	C	D	E	
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	52.57	55.22	57.95	60.87	63.91
			Bi-Weekly	4,205.60	4,417.60	4,636.00	4,869.60	5,112.80
			Monthly	9,112.13	9,571.47	10,044.67	10,550.80	11,077.73
			Annual	109,345.60	114,857.60	120,536.00	126,609.60	132,932.80
SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified	Hourly	54.06	56.21	58.50	60.58	62.93
			Bi-Weekly	4,324.80	4,496.80	4,680.00	4,846.40	5,034.40
			Monthly	9,370.40	9,743.07	10,140.00	10,500.53	10,907.87
			Annual	112,444.80	116,916.80	121,680.00	126,006.40	130,894.40
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	52.66	54.46	56.60	58.96	61.36
			Bi-Weekly	4,212.80	4,356.80	4,528.00	4,716.80	4,908.80
			Monthly	9,127.73	9,439.73	9,810.67	10,219.73	10,635.73
			Annual	109,532.80	113,276.80	117,728.00	122,636.80	127,628.80
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	45.77	47.36	49.23	51.28	53.35
			Bi-Weekly	3,661.60	3,788.80	3,938.40	4,102.40	4,268.00
			Monthly	7,933.47	8,209.07	8,533.20	8,888.53	9,247.33
			Annual	95,201.60	98,508.80	102,398.40	106,662.40	110,968.00
WATER METER MECHANIC	M810	Classified	Hourly	53.49	55.55	57.83	60.22	62.61
			Bi-Weekly	4,279.20	4,444.00	4,626.40	4,817.60	5,008.80
			Monthly	9,271.60	9,628.67	10,023.87	10,438.13	10,852.40
			Annual	111,259.20	115,544.00	120,286.40	125,257.60	130,228.80
CUSTOMER FIELD TECHNICIAN	M807	Classified	Hourly	47.81	49.72	51.72	53.63	55.77
			Bi-Weekly	3,824.80	3,977.60	4,137.60	4,290.40	4,461.60
			Monthly	8,287.07	8,618.13	8,964.80	9,295.87	9,666.80
			Annual	99,444.80	103,417.60	107,577.60	111,550.40	116,001.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	38.48	40.30	42.17	44.23	46.38
			Bi-Weekly	3,078.40	3,224.00	3,373.60	3,538.40	3,710.40
			Monthly	6,669.87	6,985.33	7,309.47	7,666.53	8,039.20
			Annual	80,038.40	83,824.00	87,713.60	91,998.40	96,470.40
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	60.45	63.45	66.63	69.98	73.48
			Bi-Weekly	4,836.00	5,076.00	5,330.40	5,598.40	5,878.40
			Monthly	10,478.00	10,998.00	11,549.20	12,129.87	12,736.53
			Annual	125,736.00	131,976.00	138,590.40	145,558.40	152,838.40
UTILITIES SERVICE WORKER	M900	Classified	Hourly	45.29	47.10	49.06	50.76	52.75
			Bi-Weekly	3,623.20	3,768.00	3,924.80	4,060.80	4,220.00
			Monthly	7,850.27	8,164.00	8,503.73	8,798.40	9,143.33
			Annual	94,203.20	97,968.00	102,044.80	105,580.80	109,720.00
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	47.56	49.45	51.53	53.30	55.37
			Bi-Weekly	3,804.80	3,956.00	4,122.40	4,264.00	4,429.60
			Monthly	8,243.73	8,571.33	8,931.87	9,238.67	9,597.47
			Annual	98,924.80	102,856.00	107,182.40	110,864.00	115,169.60
SENIOR UTILITY LEADER	M845	Classified	Hourly	60.29	62.71	65.31	67.57	70.20
			Bi-Weekly	4,823.20	5,016.80	5,224.80	5,405.60	5,616.00
			Monthly	10,450.27	10,869.73	11,320.40	11,712.13	12,168.00
			Annual	125,403.20	130,436.80	135,844.80	140,545.60	146,016.00
UTILITY LEADER - WATER	M840	Classified	Hourly	52.46	54.53	56.81	58.81	61.06
			Bi-Weekly	4,196.80	4,362.40	4,544.80	4,704.80	4,884.80
			Monthly	9,093.07	9,451.87	9,847.07	10,193.73	10,583.73
			Annual	109,116.80	113,422.40	118,164.80	122,324.80	127,004.80
UTILITY WORKER - WATER	M835	Classified	Hourly	47.55	49.46	51.51	53.30	55.39
			Bi-Weekly	3,804.00	3,956.80	4,120.80	4,264.00	4,431.20
			Monthly	8,242.00	8,573.07	8,928.40	9,238.67	9,600.93
			Annual	98,904.00	102,876.80	107,140.80	110,864.00	115,211.20
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	55.69	57.91	60.27	62.41	64.83
			Bi-Weekly	4,455.20	4,632.80	4,821.60	4,992.80	5,186.40
			Monthly	9,652.93	10,037.73	10,446.80	10,817.73	11,237.20
			Annual	115,835.20	120,452.80	125,361.60	129,812.80	134,846.40
UTILITY LEADER - SEWER	M915	Classified	Hourly	48.43	50.36	52.42	54.25	56.36
			Bi-Weekly	3,874.40	4,028.80	4,193.60	4,340.00	4,508.80
			Monthly	8,394.53	8,729.07	9,086.13	9,403.33	9,769.07
			Annual	100,734.40	104,748.80	109,033.60	112,840.00	117,228.80
UTILITY WORKER - SEWER	M910	Classified	Hourly	44.02	45.79	47.67	49.31	51.24
			Bi-Weekly	3,521.60	3,663.20	3,813.60	3,944.80	4,099.20
			Monthly	7,630.13	7,936.93	8,262.80	8,547.07	8,881.60
			Annual	91,561.60	95,243.20	99,153.60	102,564.80	106,579.20
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	57.10	59.37	61.73	64.16	66.77
			Bi-Weekly	4,568.00	4,749.60	4,938.40	5,132.80	5,341.60
			Monthly	9,897.33	10,290.80	10,699.87	11,121.07	11,573.47
			Annual	118,768.00	123,489.60	128,398.40	133,452.80	138,881.60

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INFORMATION TECHNOLOGY DEPARTMENT								
DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified	Hourly	91.65	96.22	101.04	106.10	111.38
			Bi-Weekly	7,332.00	7,697.60	8,083.20	8,488.00	8,910.40
			Monthly	15,886.00	16,678.13	17,513.60	18,390.67	19,305.87
			Annual	190,632.00	200,137.60	210,163.20	220,688.00	231,670.40
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	68.57	71.98	75.59	79.38	83.34
			Bi-Weekly	5,485.60	5,758.40	6,047.20	6,350.40	6,667.20
			Monthly	11,885.47	12,476.53	13,102.27	13,759.20	14,445.60
			Annual	142,625.60	149,718.40	157,227.20	165,110.40	173,347.20
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	79.99	83.98	88.20	92.62	97.27
			Bi-Weekly	6,399.20	6,718.40	7,056.00	7,409.60	7,781.60
			Monthly	13,864.93	14,556.53	15,288.00	16,054.13	16,860.13
			Annual	166,379.20	174,678.40	183,456.00	192,649.60	202,321.60
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	61.68	64.78	68.03	71.42	74.98
			Bi-Weekly	4,934.40	5,182.40	5,442.40	5,713.60	5,998.40
			Monthly	10,691.20	11,228.53	11,791.87	12,379.47	12,996.53
			Annual	128,294.40	134,742.40	141,502.40	148,553.60	155,958.40
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	64.03	67.25	70.62	74.13	77.85
			Bi-Weekly	5,122.40	5,380.00	5,649.60	5,930.40	6,228.00
			Monthly	11,098.53	11,656.67	12,240.80	12,849.20	13,494.00
			Annual	133,182.40	139,880.00	146,889.60	154,190.40	161,928.00
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	66.26	69.57	72.86	76.54	81.62
			Bi-Weekly	5,300.80	5,565.60	5,828.80	6,123.20	6,529.60
			Monthly	11,485.07	12,058.80	12,629.07	13,266.93	14,147.47
			Annual	137,820.80	144,705.60	151,548.80	159,203.20	169,769.60
SENIOR INFORMATION TECHNOLOGY SYSTEMS ANALYST	T456	Classified	Hourly	68.64	71.98	75.71	79.47	83.38
			Bi-Weekly	5,491.20	5,758.40	6,056.80	6,357.60	6,670.40
			Monthly	11,897.60	12,476.53	13,123.07	13,774.80	14,452.53
			Annual	142,771.20	149,718.40	157,476.80	165,297.60	173,430.40
SYSTEMS ANALYST II	T455	Classified	Hourly	62.39	65.44	68.83	72.24	75.80
			Bi-Weekly	4,991.20	5,235.20	5,506.40	5,779.20	6,064.00
			Monthly	10,814.27	11,342.93	11,930.53	12,521.60	13,138.67
			Annual	129,771.20	136,115.20	143,166.40	150,259.20	157,664.00
SYSTEMS ANALYST I	T454	Classified	Hourly	56.72	59.49	62.57	65.67	68.91
			Bi-Weekly	4,537.60	4,759.20	5,005.60	5,253.60	5,512.80
			Monthly	9,831.47	10,311.60	10,845.47	11,382.80	11,944.40
			Annual	117,977.60	123,739.20	130,145.60	136,593.60	143,332.80
WEB SPECIALIST	T450	Classified	Hourly	48.63	51.07	53.62	56.28	59.10
			Bi-Weekly	3,890.40	4,085.60	4,289.60	4,502.40	4,728.00
			Monthly	8,429.20	8,852.13	9,294.13	9,755.20	10,244.00
			Annual	101,150.40	106,225.60	111,529.60	117,062.40	122,928.00
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	57.65	60.52	63.54	66.72	70.07
			Bi-Weekly	4,612.00	4,841.60	5,083.20	5,337.60	5,605.60
			Monthly	9,992.67	10,490.13	11,013.60	11,564.80	12,145.47
			Annual	119,912.00	125,881.60	132,163.20	138,777.60	145,745.60
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	52.39	55.01	57.78	60.69	63.67
			Bi-Weekly	4,191.20	4,400.80	4,622.40	4,855.20	5,093.60
			Monthly	9,080.93	9,535.07	10,015.20	10,519.60	11,036.13
			Annual	108,971.20	114,420.80	120,182.40	126,235.20	132,433.60
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	57.65	60.52	63.54	66.72	70.07
			Bi-Weekly	4,612.00	4,841.60	5,083.20	5,337.60	5,605.60
			Monthly	9,992.67	10,490.13	11,013.60	11,564.80	12,145.47
			Annual	119,912.00	125,881.60	132,163.20	138,777.60	145,745.60
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	52.39	55.01	57.78	60.69	63.67
			Bi-Weekly	4,191.20	4,400.80	4,622.40	4,855.20	5,093.60
			Monthly	9,080.93	9,535.07	10,015.20	10,519.60	11,036.13
			Annual	108,971.20	114,420.80	120,182.40	126,235.20	132,433.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	47.48	49.85	52.32	54.95	57.73
			Bi-Weekly	3,798.40	3,988.00	4,185.60	4,396.00	4,618.40
			Monthly	8,229.87	8,640.67	9,068.80	9,524.67	10,006.53
			Annual	98,758.40	103,688.00	108,825.60	114,296.00	120,078.40
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	43.18	45.33	47.60	49.99	52.49
			Bi-Weekly	3,454.40	3,626.40	3,808.00	3,999.20	4,199.20
			Monthly	7,484.53	7,857.20	8,250.67	8,664.93	9,098.27
			Annual	89,814.40	94,286.40	99,008.00	103,979.20	109,179.20
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	47.48	49.85	52.32	54.95	57.73
			Bi-Weekly	3,798.40	3,988.00	4,185.60	4,396.00	4,618.40
			Monthly	8,229.87	8,640.67	9,068.80	9,524.67	10,006.53
			Annual	98,758.40	103,688.00	108,825.60	114,296.00	120,078.40
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	43.18	45.33	47.60	49.99	52.49
			Bi-Weekly	3,454.40	3,626.40	3,808.00	3,999.20	4,199.20
			Monthly	7,484.53	7,857.20	8,250.67	8,664.93	9,098.27
			Annual	89,814.40	94,286.40	99,008.00	103,979.20	109,179.20
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	38.90	40.82	42.92	45.05	47.21
			Bi-Weekly	3,112.00	3,265.60	3,433.60	3,604.00	3,776.80
			Monthly	6,742.67	7,075.47	7,439.47	7,808.67	8,183.07
			Annual	80,912.00	84,905.60	89,273.60	93,704.00	98,196.80

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

Attachment III
Recommended by Personnel Commission on June 11, 2026
Adopted by Council on June 16, 2026

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	35.46	37.04	38.90	40.75	42.65
			Bi-Weekly	2,836.80	2,963.20	3,112.00	3,260.00	3,412.00
			Monthly	6,146.40	6,420.27	6,742.67	7,063.33	7,392.67
			Annual	73,756.80	77,043.20	80,912.00	84,760.00	88,712.00
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	37.05	38.87	40.86	42.88	44.91
			Bi-Weekly	2,964.00	3,109.60	3,268.80	3,430.40	3,592.80
			Monthly	6,422.00	6,737.47	7,082.40	7,432.53	7,784.40
			Annual	77,064.00	80,849.60	84,988.80	89,190.40	93,412.80
VIDEO ASSISTANT	T400	Classified	Hourly					20.34
			Bi-Weekly					1,627.20
			Monthly					3,525.60
			Annual					42,307.20
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				18.79	23.77
			Bi-Weekly				1,503.20	1,901.60
			Monthly				3,256.93	4,120.13
			Annual				39,083.20	49,441.60