Personnel Resolution Covering Unrepresented Officer and Employees, Letter of Understanding with Sacramento City Exempt Employees Association, Employer-Employee Relations Policy (EERP), and the Citywide Salary Schedule (Two-Thirds Vote Required)

File ID: 2023-00832

Location: Citywide

Recommendation: Adopt a Resolution by two-thirds vote: 1) waiving the requirement for 10-day posting of labor agreements; 2) approving the Personnel Resolution Covering Unrepresented Officers and Employees (Unrepresented Resolution); 3) approving the Letter of Understanding (LOU) between the City of Sacramento and the Sacramento City Exempt Employees Association (SCXEA) regarding compensation for the Fire Marshal classification; 4) approving the updated Employer-Employee Relations Policy (EERP); 5) approving the revised salary range changes to unrepresented units 20, 21, and 22; 6) approving the citywide salary schedule; and 7) authorizing the City Manager or City Manager’s designee to make minor changes or adjustments to the exhibits in order to correct omissions and errors in the EERP, Unrepresented Resolution, LOU(s) and salary schedule.

Contact: Aaron Donato, Labor Relations Manager, (916) 808-5816, Department of Human Resources

Presenter: Aaron Donato, Labor Relations Manager, (916) 808-5816, Department of Human Resources

Attachments:
1-Description/Analysis
2-Unrepresented Resolution (Redline)
3-EERP (Redline)
4-Salary Schedule (Redline)
5-Resolution
6-Exhibit A - Unrepresented Resolution
7-Exhibit B - SCXEA LOU - Fire Marshal
8-Exhibit C - EERP
9-Exhibit D - Salary Schedule (Final)
Description/Analysis
Issue Detail:

Personnel Resolution Covering Unrepresented Officers and Employees
Each year, the Department of Human Resources recommends revisions to the Personnel Resolution Covering Unrepresented Officers and Employees (Unpresented Resolution). The provisions of the Unpresented Resolution apply to Executive Management, Mayor/Council Support staff, Executive Management Support staff, and non-career staff.

The proposed Unpresented Resolution contains the following new terms:

- Employees holding the classification of General Intern may be eligible for additional compensation for qualifying work. Such compensation is authorized solely for the purpose of recruiting and retaining qualified individuals.
- Employees in the classification of Student Trainee who are in the Police Officer hiring pipeline may be eligible for tuition reimbursement pursuant to Section 8.3.

A redline version of the Unpresented Resolution is included as Attachment 2 and a final version is attached to the Resolution as Exhibit A.

Sacramento City Exempt Employees Association (SCXEA)
The 2021-2023 MOU between the City and SCXEA includes in Article 6.2(c), the ability to meet and discuss salary equity adjustments with any changes to compensation requiring mutual agreement. Representatives from the City and SCXEA have met and discussed equity increases to the classification of Fire Marshal and reached mutual agreement. City staff recommends the City Council approve a Letter of Understanding (LOU) which includes the following terms:

- Within sixty (60) calendar days, the salary ranges for the Fire Marshal classification will be amended by removing the bottom three (3) steps and adding three (3) steps to the top of the twelve (12) step salary schedule. The current incumbent shall be placed at Step 11 effective January 28, 2023.
- Employees in the Fire Marshal classification shall receive longevity pay of three percent (3%) upon completion of seventeen (17) years of City Service.

The final version of the SCXEA LOU is attached to the Resolution as Exhibit B.

Employer-Employee Relations Policy (EERP)
The following classification has been modified in the EERP:
Community Engagement Manager - Moving from Rep Unit 01 to Rep Unit 20

The proposed EERP amendments are necessary to document new, deleted, or modified classifications. The specific changes to the EERP are presented in two versions: a red-lined version of text changes to the EERP is included as Attachment 3, and a final version of the EERP for Council approval is attached to the Resolution as Exhibit C.

A scrivener’s error in the EERP had accidentally resulted in the omission of the Community Engagement Manager classification from Rep Unit 01. The red-line version in Attachment 3 corrects the scrivener’s error by reflecting the addition and deletion of the Community Engagement Manager classification from Rep Unit 01 and its addition to Rep Unit 20.

Salary Schedule

The California Code of Regulations requires that the City Council adopt the City’s Salary Schedule at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed to ensure that salary rates are transparent and publicly available. These publicly adopted rates are used by California Public Employees’ Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.

Additionally, Government Code 54953 requires that prior to taking final action, the legislative body must orally report a summary of the recommendation for final action on salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive during the open meeting in which the final action is to be taken. Local agency executives are defined in Government Code section 3511.1(d) as “(d) Local agency executive means any person employed by a local agency who is not subject to the Meyers-Milias-Brown Act (Chapter 10 (commencing with Section 3500)).” The department heads meet the local agency executive definition.

In addition to the salary range adjustment to the Fire Marshal, referenced above:

1. Salary ranges for unrepresented units 20, 21, and 22 are being increased by 5%, excluding the City Attorney, City Auditor, City Clerk, City Manager, City Treasurer, and Community Engagement Manager.
2. Community Engagement Manager salary range is being increased by 6.25%.
3. Dispatcher Recruit - Step 1 will be benchmarked at five percent (5%) below Dispatcher I.
4. Police Officer Recruit - Step 1 will be benchmarked at five percent (5%) below Police Officer. Steps 2 through 4 shall be removed from the salary range.

A redline version of the salary schedule changes is shown in Attachment 4. The final, comprehensive Citywide salary schedule is attached to the Resolution as Exhibit D.
Policy Considerations: Approval of this action by the Council is consistent with the City’s legal obligation under the Meyers-Milias-Brown Act, adheres to the City’s positive labor management relations concept, and provides labor stability.

In accordance with the Sacramento City Code Section 4.04.020 and Council’s Rules of Procedure (Chapter 7, Section E.2.d) unless waived by a two-thirds vote of the City Council, all labor agreements and all agreements greater than $1,000,000 shall be posted on the City’s website and be made available to the public at least 10 day prior to council action.

Economic Impacts: None.

Environmental Considerations: The report contains administrative activities that will not have a significant effect on the environment and that do not constitute a “project” as defined by the California Environmental Quality Act (CEQA) Guidelines § 15061(b)(3) and 15378(b)(2).

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: Approval of this action will establish compliance with the California Code of Regulations § 570.5 and Government Code 54953.

Financial Considerations: Funding for the FY2023/24 budget adjustments will come from Citywide Operating Unit and associated Enterprise Funds fund balance.

Local Business Enterprise (LBE): Not applicable.
Table of Contents

ARTICLE 1 - GENERAL ADMINISTRATIVE PROVISIONS
  1.1 APPOINTING AUTHORITY
  1.2 APPLICABILITY
  1.3 TYPE OF APPOINTMENTS
  1.4 STAFF AIDE POSITIONS
  1.5 CITY SERVICE

ARTICLE 2 - HOURS OF EMPLOYMENT AND OVERTIME
  2.1 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM
  2.2 OVERTIME FOR ELIGIBLE CAREER EMPLOYEES
  2.3 OVERTIME FOR ELIGIBLE NON-CAREER EMPLOYEES
  2.4 VOLUNTEER PURCHASE PLAN
  2.5 LIFE INSURANCE
  2.6 TEMPORARY SCHEDULE PROGRAM
  2.7 TELECOMMUTING PROGRAM

ARTICLE 3 - FRINGE BENEFIT PLAN/HEALTH AND WELFARE
  3.1 HEALTH AND WELFARE CONTRIBUTION (CITY CONTRIBUTION)
  3.2 COVERED DEPENDENTS
  3.3 LIFE INSURANCE
  3.4 LONG TERM DISABILITY
  3.5 FLEXIBLE SPENDING ACCOUNTS
  3.6 DEFERRED COMPENSATION PLAN
  3.7 SECTION 401(A) MONEY PURCHASE PLAN
  3.8 LONGEVITY PAY

ARTICLE 4 - RETIREMENT

ARTICLE 5 - CHARTER OFFICER SALARIES
  5.1 CHARTER OFFICER SALARIES
  5.2 EXPENSE ALLOWANCE

ARTICLE 6 - NON-CAREER EMPLOYEES
  6.1 NON-CAREER BENEFITS
  6.2 CITY HEALTH AND WELFARE CONTRIBUTION
  6.3 POOL SAVINGS CLASSIFICATIONS
  6.4 GENERAL INTERN CLASSIFICATION
  6.5 TUITION REMBURSEMENT

ARTICLE 7 - LEAVES
  7.1 ACQUISITION OF LEAVE HOURS OVER 24-HOUR PERIODS
  7.2 VACATION
  7.3 HOLIDAYS
  7.4 MANAGERIAL LEAVE TIME
  7.5 ADMINISTRATIVE LEAVE TIME
  7.6 SICK LEAVE
  7.7 PERSONAL LEAVE
  7.8 INJURY-ON-DUTY

ARTICLE 8 - LEAVES
  8.1 DUTY
ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS

1.1 APPOINTING AUTHORITY

a. For the City of Sacramento, appointing authority is vested with the Mayor, City Council members, and Charter Officers. Subject to applicable Rules and Regulations of the Civil Service Board, Council-adopted resolutions, and administrative policy instructions, appointing authority provides for the ability to hire City employees.

b. The Appointing Authority has the authority, subject to the approved Budget Resolution and administrative policy, to:

(1) Allocate full-time equivalent positions to specific job classifications and to establish rates of pay for incumbents in those classifications;

(2) Change the number of exempt management positions under their administrative jurisdiction, so long as their total exempt management salary budget does not increase;

(3) Adjust the salary of individual exempt positions, so long as the total exempt salary budget for each department does not increase; and

(4) Grant performance-based salary adjustments to unrepresented officers and employees consistent with employee appraisal procedures. Salary adjustments shall not apply to non-career employees.

1.2 APPLICABILITY

The terms of this Resolution apply to unrepresented employees of the City unless superseded by an employment contract approved by the City Council. This Resolution does not apply to any employee appointed as a retired annuitant.

1.3 TYPE OF APPOINTMENTS

a. Nothing in this Resolution shall create an express or implied covenant or contract or create a property right or tenure for any person appointed to unrepresented classifications covered by this Resolution. All unrepresented employees serve at the pleasure of the Appointing Authority. Consequently, just cause need not be established to impose discipline, and employees covered by this resolution have no rights to appeal the imposition of discipline.

b. This Personnel Resolution covers all unrepresented officers and employees of the City of Sacramento appointed or incumbent to any...
position in the Executive Management, Executive Management Support, Mayor/Council Support, and Non-Career units as defined by the Employer-Employee Relations Policy. This Personnel Resolution applies to these positions whether the employee is considered full-time, part-time, seasonal, or appointed on a limited-term basis.

1.4 STAFF AIDE POSITIONS

The Director of Human Resources must approve the use of the title of Staff Aide. Staff Aide may be used only in very limited situations, such as when a classification is needed either pending establishment of a new classification or a position is funded for a limited time and no appropriate classification exists. An employee may be appointed to the Staff Aide classification for a maximum of twelve (12) months. The salary for any Staff Aide position shall be established by the Director of Human Resources.

1.5 CITY SERVICE

City service for purposes of calculating benefits shall be calculated using each employee’s cumulative career employment with the City. For career part-time employees, City service shall be prorated. The use of prior employment for calculating the City service for rehired employees shall not create a right to retroactive benefits. This provision shall not apply to non-career employees. Non-career employees do not accrue Classification or City Service.

ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME

2.1 HOURS OF EMPLOYMENT

a. The normal work period for employees shall begin at 12:01 a.m. Saturday and end at 12:00 midnight the following Friday.

b. The normal work week for full-time employees, who are covered by the overtime provisions of the Fair Labor Standards Act (FLSA), shall consist of forty (40) hours of work during the normal work period.

c. The normal work week shall not apply to employees exempt from the overtime provisions of FLSA. These employees are expected to work any amount of time required to perform the duties of their positions.

d. The normal work week for part-time employees shall be determined by the Appointing Authority.

2.2 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM

The City’s Voluntary Work Furlough/Reduced Workweek Program shall be available to unrepresented full-time employees on the same terms as apply to
represented employees. The benefit plan for eligible employees shall not be reduced or prorated by participation in such work reductions.

2.3 OVERTIME FOR ELIGIBLE CAREER EMPLOYEES

a. All overtime shall be calculated and paid consistent with FLSA requirements. Overtime compensation shall be paid by cash payment or compensating time off (CTO) as determined by the Appointing Authority.

b. Employees may accrue up to one hundred and twenty (120) hours of CTO.

c. The use of accrued CTO shall be at the discretion of the Appointing Authority. Employees who request use of accrued CTO shall be permitted to use such time within a reasonable period after making the request if the use of CTO does not unduly disrupt the operations of the work unit.

d. Upon termination from City service, employees shall be paid for any unused CTO hours at the rate of pay at the time of separation.

2.4 OVERTIME FOR ELIGIBLE NON-CAREER EMPLOYEES

a. All overtime for non-career employees shall be calculated and paid consistent with FLSA requirements. Non-career employees shall be compensated for overtime with pay at one and one-half (1-1/2) times the regular rate of pay in cash payment.

b. The Appointing Authority may establish a flexible work schedule consisting of more than an eight (8) hour day in a forty (40) hour work week.

2.5 TELECOMMUTING PROGRAM

Executive Management Support employees may participate, at the discretion of the Appointing Authority, in the City's Telecommuting Program.

2.6 ALTERNATIVE WORK SCHEDULE PROGRAM

Employees may participate, at the sole discretion of the Appointing Authority, in Alternative Work Schedule Program such as 9/80 or 4/10 schedules. Employee participation in Alternative Work Schedule Program shall be dependent on employee performance and shall not disrupt department operations.

ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE

The fringe benefit plan described in this Article shall be available to full-time Executive Management, Mayor/Council Support, and Executive Management Support employees. The City shall administer a Cafeteria Plan (Plan) for employees consistent with Internal Revenue Code Section 125. The details of Plan eligibility and operational requirements
are set forth in Plan documents. The City shall make contributions as defined in Section 3.1. For employees that elect to participate in a City-sponsored health plan, one-half (1/2) of the City contribution will be made to eligible employees on each of the first two (2) paychecks (Eligible Paycheck) in each month.

Eligible employees shall receive a City contribution for each Eligible Paycheck on which the employee is paid for forty (40) or more hours. Employees who are paid less than forty (40) hours on an Eligible Paycheck may continue elected coverage limited to the City’s medical, dental, and vision plans for up to six (6) months or the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA), whichever is greater, by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.

The City shall make the contributions provided in Section 3.1 on either a 100% or 50% basis for full-time, part-time, and non-career (+1,040) employees. Except as provided herein, the City contribution shall be applied toward the premiums for City-sponsored medical, dental, and vision insurance plans for eligible employees and qualified dependents, if any. The amount of the City contribution for each of the first two (2) paychecks of each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% contribution; 40-63.9 hours paid = 50% contribution.

3.1 HEALTH AND WELFARE CONTRIBUTION (CITY CONTRIBUTION)

a. Employee Only

The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee only shall be up to a maximum of $829.46 per month.

Effective the pay period beginning March 26, 2022, for full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be $838.00 per month.

b. Employee Plus One (1) Dependent

The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee plus one (1) dependent shall be $1,318.38 per month.

Effective the pay period beginning March 26, 2022, for full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be $1,333.00 per month.
c. Employee Plus Two (2) or More Dependents

The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents shall be $1,758.00 per month.

Effective the pay period beginning March 26, 2022, for full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be $1,777.00 per month.

d. For employees enrolled in an Account-Based Health Plan (ABHP), as defined by the City, the contributions shall be as specified above. To the extent that the premium for the ABHP is less than the monthly City contribution, any excess City contribution shall be credited to the employee’s Health Savings Account (HSA), to the extent allowed by law.

e. Full-time employees not enrolled in a City-sponsored medical plan shall receive up to $747.00 per month to purchase City-sponsored dental and vision coverage.

f. Employees who are eligible to receive the City contribution who do not provide proof of other group medical coverage or do not enroll in City medical coverage within thirty (30) days of being eligible for the City’s contribution shall be enrolled in the lowest cost traditional HMO medical plan for employee only coverage.

g. Employees shall not receive any unused portion of the City contribution as cash.

h. In addition to the City contribution received above, the City Manager, City Attorney, City Auditor, City Clerk, and City Treasurer shall receive three percent (3%) of base salary to apply to optional benefits.

3.2 COVERED DEPENDENTS

a. Funds used to pay the health insurance premium cost for a domestic partner and/or a domestic partner’s dependent children shall be in accordance with Federal and State tax laws.

b. An employee who has a domestic partner and is registered with the Secretary of State of the State of California may cover the domestic partner and/or the domestic partner’s children, under the employee’s City-sponsored medical, dental, or vision plan. Employees with registered State of California domestic partners shall receive the City contributions as specified in Section 3.1.

c. The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic
partner; children up to age 26 who are an employee’s natural child, stepchild, adopted child, or the natural or adopted child of an employee’s spouse or registered domestic partner; children up to age 26 who are placed under the legal guardianship of an employee, the employee’s spouse, or employee’s registered domestic partner; children up to the age of 26 in which the City has received notice of a Qualified Domestic Relations Order of required coverage; and disabled unmarried children over the age of 26 who reside with the employee. The definition of dependent child for purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act.

d. An employee covered as a dependent of another City employee may not enroll in a City medical plan but may enroll in a City dental or vision plan.

3.3 LIFE INSURANCE

a. City-paid basic life insurance shall be:

<table>
<thead>
<tr>
<th>Group</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Management, Executive Management Support and Mayor Council Support</td>
<td>$50,000</td>
</tr>
<tr>
<td>City Attorney, City Auditor, City Clerk and City Treasurer</td>
<td>$100,000</td>
</tr>
<tr>
<td>City Manager</td>
<td>$150,000</td>
</tr>
</tbody>
</table>

b. Optional Employee-Paid Insurance:

Executive Management, Mayor/Council Support, and Executive Management Support employees may purchase, at their expense, City-sponsored supplemental life insurance subject to limitations specified by the insurance carrier.

3.4 LONG TERM DISABILITY

Executive Management and Mayor/Council Support employees shall receive City-paid long-term disability insurance.

3.5 FLEXIBLE SPENDING ACCOUNTS

The City offers a Flexible Spending Account program to employees as permitted by Internal Revenue Code and associated Regulations.
3.6 DEFERRED COMPENSATION PLAN

Executive Management, Mayor/Council Support, and Executive Management Support career employees may participate in the City's Deferred Compensation 457(b) Plan (Plan) to the extent allowed by law and the Plan documents.

Each participant in the Plan shall contribute one dollar and fifty cents ($1.50) per month from their Plan balance to the Plan’s administrative allowance account.

3.7 SECTION 401(A) MONEY PURCHASE PLAN

The City’s established Internal Revenue Code (IRC) Section 401(a) Plan contributions are as follows:

a. For Executive Management and Mayor/Council Support regular employees the City shall contribute four percent (4%) of salary and the employee shall contribute five percent (5%) of salary.

b. For Executive Management Support regular employees, the City shall contribute two percent (2%) of salary and the employee shall contribute two percent (2%) of salary.

c. The 401(a) Plan shall conform to all IRC requirements. Vesting of City funds occurs with enrollment consistent with the Internal Revenue Code, and the 401(a) plan documents.

3.8 LONGEVITY PAY

Employee eligibility for longevity pay shall be determined as provided under Section 108 of the City Charter. The amount to be paid annually on the second check in July after twenty (20) years of City service shall be one hundred dollars ($100), and after twenty-five (25) years of City service, an additional two hundred dollars ($200), for a total of three hundred dollars ($300). Longevity pay is provided for in the City Charter and not through this Resolution. In the event changes are made to the City Charter, those changes shall supersede the provisions of this Resolution.

Longevity Pay as provided in this Section shall be reported to CalPERS in a manner consistent with CalPERS rules for reporting special compensation.

ARTICLE 4 – RETIREMENT

4.1 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or eligible survivor dependents shall receive City retiree insurance contributions for medical, dental, and vision insurance benefits from the City as follows:
a. The maximum City contribution towards the purchase of medical, dental, or vision insurance for retirees is up to $300 per month for the retiree. A retiree with one (1) or more dependent(s) enrolled on the retiree’s medical plan shall receive up to an additional $65 per month, for a total maximum monthly City contribution up to $365. Retirees shall not receive any unused portion of the City contribution as cash.

b. Retiree Insurance Contributions for Employees Retiring on or after July 1, 1992

(1) Employees retiring with thirty (30) or more years of City service shall be eligible for up to the City’s maximum retiree health insurance contribution identified in subsection 4.1(a) above on the date of retirement without regard to age.

(2) Employees retiring with a minimum of twenty (20) full years of City service but less than thirty (30) full years of City service who are at least fifty (50) years of age shall receive up to one hundred percent (100%) of the City’s maximum retiree insurance contribution identified in subsection 4.1(a) above.

(3) Employees retiring with a minimum of fifteen (15) full years of City service but less than twenty (20) full years of City service who are at least fifty (50) years of age shall receive up to seventy-five percent (75%) of the City’s maximum retiree insurance contribution identified in subsection 4.1(a) above.

(4) Employees retiring with a minimum of ten (10) full years of City service but less than fifteen (15) full years of City service who are at least fifty (50) years of age shall receive up to fifty percent (50%) of the City’s maximum retiree insurance contribution identified in subsection 4.1(a) above.

(5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.

(6) An employee who does not retire from the Sacramento City Employee Retirement System or CalPERS within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City’s retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

c. Pre-Medicare Retirees

Pre-Medicare retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored medical plan or purchase a non-City medical plan. A retiree who elects to purchase a medical plan not sponsored by the City shall only be eligible to enroll in a City medical plan.
if the retiree enrolls with an effective date of coverage which is within two (2) years from the date their prior City medical coverage terminated.

d. Medicare Retirees

In order for Medicare eligible retirees to maintain eligibility for the City retiree health insurance contribution, each eligible retiree and eligible dependents must enroll in Medicare Parts A and B upon being eligible for such benefits. Medicare retirees may elect to participate in a City-sponsored Medicare medical plan or purchase an individual Medicare plan.

Medicare retirees who have enrolled in Parts A and B after becoming eligible for such benefits may elect to participate in a City-sponsored Medicare plan without restriction to the amount of time that the retiree has waived a City-sponsored medical plan. Medicare retirees may only enroll eligible dependents on their City-sponsored Medicare medical plan, if the eligible dependents have enrolled in Parts A and B. Non-Medicare dependents may be enrolled as long as the retiree has been enrolled on a City non-Medicare plan within two (2) years of the effective date of coverage for enrollment of the non-Medicare dependent.

Medicare retirees who are eligible for Medicare Parts A and B who elect to purchase an individual medical plan shall only be reimbursed the cost of the individual premium associated with a Medicare Advantage, Medicare Supplemental, and/or Medicare Prescription Drug plan up to the City contribution identified in subsection 4.1(a), above.

e. Retiree Insurance Contribution Exclusion

Retirees who participate in another group medical plan as an employee or dependent spouse shall not be eligible for the City contribution identified in Section 4.1(a) above.

f. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivor benefits will be eligible for up to one hundred percent (100%) of the City’s applicable maximum retiree insurance contribution regardless of years of service.

g. Survivor Dependents Benefits

Survivor dependents of eligible retirees shall be entitled to continue receiving the retiree insurance contribution. The benefit to survivor dependents shall be calculated as provided in Article 4.1(b).
h. Limitation Clause

No employee or retiree shall have any rights provided by this Section 4.1 after June 16, 2023.

i. Elimination of Retirees or Survivor Dependents Benefits

No employee hired, reemployed, or rehired on or after July 20, 2012, shall be eligible for any benefits provided by this Section 4.1. Employees transferring to unrepresented classifications after July 20, 2012, shall be ineligible for any benefits by this Section, unless the transferring employee was eligible for retiree or survivor dependent benefits at the time of transfer.

4.2 PERS RETIREMENT PLAN AND CONTRIBUTION

a. Member Contribution to PERS Retirement Plan – Classic Members

(1) Miscellaneous

Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers shall pay eight percent (8%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which miscellaneous classic members shall, from the date of the amendment, pay the seven percent (7%) employee contribution and one percentage point (1%) of the employer contribution through PERS cost-share. If this PERS cost-share is not approved by a vote of the unrepresented unit miscellaneous employees, the one percent (1%) cost-share will remain in the City’s account. Classic members in miscellaneous classifications shall qualify for the 2% at 55 benefit formula based upon the highest twelve (12) consecutive months of compensation.

(2) Police Safety

Executive Management Police Safety employees shall pay twelve percent (12%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which Executive Management Police Safety classic members shall, from the date of the amendment, pay the nine percent (9%) employee contribution and three percentage points (3%) of the employer contribution through PERS cost-share. If this PERS cost-share is not approved by a vote of the unrepresented Executive Management Police Safety unit employees, the three percent (3%) cost-share will remain in the City’s account. Classic members in Executive Management Police Safety classifications
shall qualify for the 3% at 50 benefit formula based upon the highest twelve (12) consecutive months of compensation.

(3) Fire Safety

Executive Management Fire Safety employees shall pay twelve percent (12%) of the employer’s contribution to the PERS retirement plan. The City shall pay up to nine percent (9%) of the member contribution to the PERS retirement plan on behalf of fire safety employees. The City’s payments to the member contribution shall be reported to PERS as additional compensation for the purpose of retirement benefit calculations to the extent allowed by law (pay and report). If necessary, the contract with PERS shall be amended to reflect the proper allocation of funds. Classic members of Executive Management Fire Safety classifications shall qualify for the 3% at 55 benefit formula based upon the highest twelve (12) consecutive months of compensation.

b. Member Contribution to PERS Retirement Plan – New Members

(1) Miscellaneous

Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers hired after December 31, 2012, shall be members in the PERS on terms consistent with Public Employees’ Pension Reform Act (PEPRA). New members in miscellaneous classifications shall qualify for the 2% at 62 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

(2) Safety

Executive Management Safety employees hired after December 31, 2012, shall be members in the PERS on terms consistent with PEPRA. New members in safety classifications shall qualify for the 2.7% at 57 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

ARTICLE 5 – CHARTER OFFICERS

5.1 CHARTER OFFICER SALARIES

The salaries for the City Attorney, City Auditor, City Clerk, City Manager, and City Treasurer shall be modified only by City Council action and approval.
5.2 EXPENSE ALLOWANCE

The City will pay to the City Manager a sum of $400 per month for City expenses for which no vouchers need be furnished. The City will pay to the City Attorney, City Auditor, City Clerk, and City Treasurer a sum of $350 per month for City expenses for which no vouchers need be furnished.

ARTICLE 6 – NON-CAREER EMPLOYEES

6.1 NON-CAREER BENEFITS

Except as provided herein, unrepresented non-career (+1,040) employees do not accrue benefits.

6.2 CITY HEALTH AND WELFARE CONTRIBUTION

a. Employees in the classification of Fire Recruit shall receive the same City monthly health and welfare contribution amount as provided for the classification of Firefighter in the applicable Memorandum of Understanding.

b. Employees in the classification of Police Officer Recruit and Community Service Officer (Limited-Term) shall receive the same City monthly health and welfare contribution amount as provided for the classification of Police Officer in the applicable Memorandum of Understanding.

c. Employees in the classification of Dispatcher Recruit shall receive the same City health and welfare contribution amount as provided for the non-supervisory Dispatcher classification in the applicable Memorandum of Understanding.

d. Non-Career employees under this Section are not eligible to receive any unused portion of the City contribution as cash.

6.3 POOL SAFETY CLASSIFICATIONS

Employees holding classifications designated as pool safety positions may be eligible for additional compensation for qualifying work associated with the summer aquatics program. Such compensation is authorized solely for the purpose of recruiting and retaining qualified employees at City-operated swimming pools. Said employees shall be paid additional compensation as follows:

a. Certification Fee Reimbursements

   Upon submittal of documents showing successful completion of the required water safety courses and receipts showing fees paid, the City
shall reimburse eligible employees up to $200 for completing their certification course work.

b. Recruitment Incentive

Upon successful completion of eighty (80) hours of work in a designated pool safety classification, the City shall pay eligible employees a lump sum amount of $200.

c. Retention Incentive

Upon successful completion of work during the entire summer aquatics season, the City shall pay eligible employees a lump sum amount of $400.

6.4 GENERAL INTERN CLASSIFICATION

Employees holding the classification of General Intern may be eligible for additional compensation for qualifying work. Such compensation is authorized solely for the purpose of recruiting and retaining qualified. Said employees shall be paid additional compensation as follows:

a. Recruitment Incentive

Upon successful completion of eighty (80) hours of work, the City shall pay eligible employees a lump sum amount of $250.

b. Retention Incentive

Upon successful completion of three hundred and twenty (320) hours of work, the City shall pay eligible employees a lump sum amount of $500.

6.5 TUITION REIMBURSEMENT

Employees in the classification of Student Trainee, who are in the Police Officer hiring pipeline, may be eligible for tuition reimbursement pursuant to Section 8.3.

ARTICLE 7 – LEAVES

7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS

Unless provided otherwise in this Article, leave hours shall accrue over 24 pay periods per year, during the first two (2) pay periods of each month.

7.2 VACATION

a. Employees shall be entitled to vacation allowances pursuant to the provisions of Section 107 of the City Charter. Based on length of City service, the accrual of annual vacation allowances shall be as follows:
### Length of Service and Annual Vacation Allowance

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Annual Vacation Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 5 years</td>
<td>10 days/80 hours</td>
</tr>
<tr>
<td>5 years and 1 day to 15 years</td>
<td>15 days/120 hours</td>
</tr>
<tr>
<td>more than 15 years</td>
<td>20 days/160 hours</td>
</tr>
</tbody>
</table>

b. Vacation allowance administration shall be in accordance with the Rules and Regulations of the Civil Service Board, unless an exception is authorized by the City Manager under appropriate circumstances. For Charter Officers, exceptions to the rules for vacation allowance administration shall be authorized by the Mayor or the Mayor’s designee. Employees may accumulate a maximum of four hundred and eighty (480) vacation hours. Once the maximum is reached, there shall be no further vacation accrual until the balance falls below four hundred and eighty (480) hours.

c. Employees who are eligible to receive a cash payment in-lieu of vacation leave, as provided for in Article 8 Section 107(d) of the Sacramento City Charter, may make an irrevocable election to receive such payment by foregoing the same number of vacation hours in the calendar year following election. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30. The in-lieu payment will be made to the employee on the last paycheck in March of the calendar year following the election. If the employee electing the in-lieu payment separates from City employment for any purpose before receiving the in-lieu payment, the employee forfeits any right to receive the payment, but will instead have their vacation leave balances credited with the amount of hours that would have accrued from January 1 to the last day of employment.

### 7.3 HOLIDAYS

a. **Recognized Holidays**

Except as otherwise provided, the following shall be recognized holidays for eligible employees:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>January 1</td>
</tr>
<tr>
<td>Martin Luther King's Birthday</td>
<td>Third Monday in January</td>
</tr>
<tr>
<td>Washington's Birthday</td>
<td>Third Monday in February</td>
</tr>
<tr>
<td>Cesar Chavez’s Birthday</td>
<td>March 31</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Last Monday in May</td>
</tr>
<tr>
<td>Independence Day</td>
<td>July 4</td>
</tr>
</tbody>
</table>
Labor Day  First Monday in September
Veteran's Day  November 11
Thanksgiving Day  Fourth Thursday in November
Day after Thanksgiving  Friday after Thanksgiving
Christmas Eve (4 hours)  December 24
Christmas Day  December 25
New Year's Eve (4 hours)  December 31

b. Eligibility

(1) To be eligible for holiday pay, the employee must be in a paid work status the scheduled workday before and after the recognized holiday. Any payable leave time, such as vacation, and sick shall be considered hours worked for the purpose of holiday pay eligibility.

(2) A part-time employee, including an employee in a work-sharing program, and non-career (+1,040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

<table>
<thead>
<tr>
<th>Number of Recognized Holidays in the Workweek</th>
<th>Minimum Number of Paid Hours in the Workweek</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.5</td>
<td>18 50% Benefit</td>
</tr>
<tr>
<td>1.0</td>
<td>16 50% Benefit</td>
</tr>
<tr>
<td>1.5</td>
<td>14 50% Benefit</td>
</tr>
<tr>
<td>2.0</td>
<td>12 50% Benefit</td>
</tr>
<tr>
<td></td>
<td>28.8 100% Benefit</td>
</tr>
<tr>
<td></td>
<td>25.6 100% Benefit</td>
</tr>
<tr>
<td></td>
<td>22.4 100% Benefit</td>
</tr>
<tr>
<td></td>
<td>19.2 100% Benefit</td>
</tr>
</tbody>
</table>

An employee paid for less than the minimum number of hours required for the 50% benefit shall receive no recognized holiday benefit.

(3) Non-career (-1,040) employees shall not receive recognized holiday benefits.

c. Holiday Observance

(1) If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

i. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.

ii. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.

(2) If an employee's schedule differs from the traditional Monday-
Friday workweek in which a recognized holiday falls, the following shall apply:

i. The actual dates as listed above shall be considered as the employee’s holiday.

ii. If the recognized holiday falls on the employee’s scheduled day off, the employee shall receive holiday earned for the hours of the holiday benefit.

d. **Floating Holidays**

(1) **Accrual**

i. In addition to the recognized holidays specified above, except as provided below, employees shall receive the equivalent of two (2) floating holidays per fiscal year on an accrual basis as follows:

1. Each full-time Executive Management, Mayor/Council Support, and Executive Management Support employee shall accrue sixteen (16) hours of floating holiday per calendar year at the rate of forty (40) minutes on each of the first two (2) paychecks each month, as long as the employee is in paid status forty (40) or more hours of salary on the paycheck that the accrual would occur.

2. A part-time Executive Management, Mayor/Council Support, or Executive Management Support employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue floating holiday credit based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% accrual [forty (40) minutes per each eligible paycheck]; 40-63.9 hours paid = 50% accrual [twenty (20) minutes per each eligible paycheck].

ii. Non-career (-1,040) employees shall not receive floating holiday benefits.

(2) **Administration**

i. The scheduling of floating holiday time must be approved in advance by the Appointing Authority or designated representative.
ii. An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. There shall be no cash out of floating holiday hours, either annually or upon separation.

e. Holiday Earned Accumulation

Employees may accumulate a maximum of eighty (80) hours of holiday earned hours. Once the maximum is reached, there shall be no further holiday earned until the balance falls below eighty (80) hours. Holiday earned may be taken by the employee at the discretion of the department head.

f. Closure of Operations on Half Holidays

The City may opt to close operations on Christmas Eve or New Year's Eve. If operations are closed on a designated half holiday, employees are expected to account for their time by using an appropriate form of paid leave or unpaid time off consistent with City policy.

7.4 MANAGEMENT LEAVE TIME

a. Executive Management and Mayor/Council Support employees exempt from the overtime provisions of FLSA shall not accrue compensating time off or earn overtime pay for time worked in excess of eight (8) hours per day or forty (40) hours per week but shall be expected to devote as much time to their employment as may be necessary for the efficient operation of City government.

b. Executive Management and Mayor/Council Support employees determined by the City to be exempt from the overtime provisions of the FLSA shall be credited with eighty (80) hours of management leave time each calendar year, with the time posted to each employee’s leave balances the first pay period in January. Executive Management and Mayor/Council Support employees appointed after January 1 of a calendar year shall be entitled to a pro rata share of eighty (80) hours of management leave time based upon the number of full months remaining in that calendar year. Management leave time shall be useable upon being credited, subject to the approval of the immediate supervisor.

Full-time career Executive Management and Mayor/Council Support employees who receive management leave time pursuant to this subparagraph shall have the option to receive a cash payment for up to forty (40) hours in lieu of the equivalent management leave accruals in the calendar year following the date the employee makes the election. The following rules shall govern this optional payment:

1. Any employee exercising such option shall be required to sign an
appropriate form requesting payment in lieu of up to forty (40) hours of management leave time which shall be submitted to Payroll no later than November 30.

(2) Any employee exercising the option to receive cash in lieu of management leave time shall have the commensurate leave value debited from their leave balances when the payout is processed.

(3) The employee shall receive the in-lieu payment on the first paycheck in February of the year following the date of the election.

(4) Payment for up to forty (40) hours shall be calculated using the employee’s hourly rate of pay on the date that the in-lieu payment is made.

c. Management leave time shall not accumulate from year to year, and any management leave time not used or cashed out pursuant to the terms of this Section shall be forfeited on December 31 of the calendar year in which it was credited.

d. There shall be no cash out of management leave time upon separation.

e. Part-time Executive Management and Mayor/Council Support employees shall be credited with a prorated amount of management leave.

7.5 ADMINISTRATIVE LEAVE TIME

a. Executive Management Support employees shall be credited with twenty-four (24) hours of administrative leave time each fiscal year. Such time will be posted in the first pay period in July. Executive Management Support employees hired after July 1 of a fiscal year shall be entitled to a prorated share of administrative leave time based upon the number of full months remaining in that fiscal year. Administrative leave time shall be useable upon being credited, subject to the approval of the employee’s immediate supervisor.

b. Administrative leave time shall not accumulate from fiscal year to fiscal year, and any administrative leave time not used in the fiscal year in which it was awarded shall be forfeited. There shall be no cash out of administrative leave time.

c. Part-time Executive Management Support employees shall be credited with a prorated amount of administrative leave.

7.6 SICK LEAVE

a. Accrual and Usage
(1) A full-time employee shall accrue sick leave credits at the rate of four (4) hours on each of the first two (2) paychecks each month, which may be used by the employee in the event of illness or injury which is not job-related. Part-time career and non-career employees earn sick leave on a pro-rata basis per the Rules and Regulations of the Civil Service Board and/or California’s Healthy Workplaces, Healthy Families Act of 2014.

(2) Employees who have at least four hundred and eighty (480) hours of sick leave on November 1 in any calendar year may make an irrevocable election to forego the accrual of not more than twenty-four (24) hours of sick leave during the following calendar year and receive instead a cash payment for the number of sick leave hours designated in the election.

(3) Notification of the irrevocable election must be made in writing to the Payroll Division, Department of Finance, between November 1 and November 30. The payment will be made on the last paycheck in May of the calendar year following the irrevocable election. Payment shall be made at the hourly rate of pay the employee is receiving at the time the payment is made.

(4) If the employee electing the payment is separated from City employment before receiving the payment, the employee forfeits any right to the payment, but will instead have their sick leave balances credited with the sick leave hours the employee would have accrued from the January 1 following the date of election to the last day of employment.

b. Sick Leave Cash Out

(1) PERS

i. PERS members hired, reemployed, or rehired prior to January 1, 2005, with more than twenty (20) years of continuous City service, are eligible to cash out sick leave upon separation for reasons of retirement, resignation, layoff or death as follows:

Eligible employees, or persons entitled by law to the possession of their estate, may receive a cash payment equal to thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of their retirement, resignation, layoff, or death at their current base rate of pay;

ii. PERS members hired, reemployed, or rehired on or after January 1, 2005, shall not be eligible for cash out payment
of any portion of accumulated sick leave credits.

iii. PERS members may convert their sick leave balance to service credit pursuant to the PERS contract with the City upon separation of employment from the City for retirement, without regard to date of hire, reemployment, or rehire.

iv. No employee whose services are terminated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon retirement, SCERS members eligible to accumulate sick leave credits shall receive a cash payment representing the value of thirty-three and one-third percent (33-1/3%) of the sick leave credits (rounded to the nearest full day) accumulated to the date of retirement.

c. Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.

d. The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all covered employees.

7.7 PARENTAL PAY

Pursuant to the City’s Leave Administration Policy, full-time employees who have completed at least three (3) years of full-time career City service from the most recent date of hire are eligible for parental pay of up to one hundred and sixty (160) hours of continuous time off. Part-time employees who have completed at least three (3) years of career City service from the most recent date of hire are eligible for parental pay of up to eighty (80) hours of continuous time off. Required career service must be completed preceding either:

a. The birth of a child who resides with the employee and for whom the employee has physical and legal custody; or

b. The adoption of a child under age four (4) who resides with the employee and for whom the employee has physical and legal custody.

7.8 INJURY-ON-DUTY

a. Full-time career employees shall receive benefits for injuries suffered in the performance of their duties consistent with Section 253 of the City Charter. In the event changes are made to the City Charter, those changes
shall supersede the provisions of this Resolution. To the extent permitted by law, the City shall receive a credit for the benefits provided pursuant to Charter Section 253 against future workers’ compensation benefits.

b. If the employee qualifies for temporary disability benefits after exhausting the one-year leave of absence for workplace injuries described in Charter Section 253, the employee may use accrued leave balances to replace any loss of income. The employee may use full or partial days of leave pursuant to policy for this purpose, but in no event shall the cumulative amount received from temporary disability payments and the use of leave balances exceed the hourly rate of pay of the employee as of the date of injury.

7.9 COURT LEAVE

a. When an employee is absent from work to testify in response to a properly served subpoena issued by a court of competent jurisdiction in a non-work-related matter to which the employee is not a party, to serve on a jury, or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert for jury duty and remain on the job until such time as called to testify or serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the court or jury commissioner and the City will be responsible to ensure that the employee is available. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence.

b. If a swing shift or graveyard shift employee has served an amount of time that exceeds one-half of the employee’s next scheduled shift in court or on jury duty, the employee will notify the supervisor in advance of the start time so they will be excused from the shift. If the employee is in court or on jury duty less than one-half the shift, the employee will be required to work.

c. In lieu of the shift after service on court leave, a graveyard shift employee may request to take off the shift prior to court leave, provided that if the employee serves less than one-half of the shift, they will be required to use vacation or other leave accruals to cover the shift.

d. To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a witness or juror or appearance in court for such purposes, the date or dates of attendance, the time released from attendance and the compensation paid exclusive of any transportation and subsistence allowance.
e. The City reserves the right to require the employee to reimburse the City for all witness fees or jury remuneration received, less transportation and subsistence allowance.

f. When a non-career employee is regularly scheduled to work and is ordered to appear in court or report for jury duty, such employee shall be entitled to court leave benefits in accordance with the above-stated procedure.

7.10 CATASTROPHIC LEAVE

Employees are entitled to catastrophic leave pursuant to, and consistent with, the City’s Leave Administration Policy.

7.11 SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA) TRANSITION

Employees who are transferred from employment at SHRA to the City as a result of restructuring, reorganizing or removal of services to the City shall be allowed to transfer the following accrued benefits from SHRA to the City:

a. Eighty percent (80%) of sick leave balances after cash-out pursuant to Agency policy.

b. Vacation balances up to one year of accrual at the employee’s current rate on transition to the City.

7.12 BEREAVEMENT PAY

An employee may receive up to twenty-four (24) working hours of City bereavement pay for time taken off for the death of the employee's spouse, registered domestic partner, parent, sibling, child, grandchild, or grandparent. The employee may use sick leave as outlined in the Rules and Regulations of the Civil Service Board for additional time off or to attend to other death, bereavement, or funeral needs.

7.13 FAMILY AND MEDICAL LEAVE

Employees may be entitled to leave pursuant to the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and/or Pregnancy Disability leave (PDL) consistent with the City's Leave Administration Policy.

7.14 PERSONAL TIME OFF

a. Full-time career employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal leave at the beginning of the first pay period in January of each year. Part-time career employees who have completed ten (10) full years of City service
shall be credited with a prorated amount of time based on their regular schedule.

b. Personal leave shall not accumulate from year to year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the Department may approve carry-over to the next year. In all other cases, the time shall be forfeited.

c. Non-career employees are not eligible for personal leave benefits.

7.15 PAID CITY LEAVE (PCL)

a. Employees who are employed in an unrepresented classification in Units 20, 21, or 22 and who are on payroll on April 9, 2022, shall receive a one-time leave bank contribution of thirty-five (35) hours of Paid City Leave. This paid City leave shall not expire, and shall have no cash value except as follows:

(1) Employees receiving the paid city leave contribution described in Section 7.15(a) may make an irrevocable election to receive a cash payment in lieu of using the leave. Notification of the election to receive this cash payment must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. Employees making the irrevocable election shall receive the payment on the paycheck representing the first pay period following their election at the straight time rate of pay they are receiving at the time of payment, less ordinary payroll deductions.

(2) Upon separation from City service, employees with a balance of the paid city leave described in Section 7.15(a) shall receive a payment for the paid city leave balance at the straight time rate of pay they are receiving at the time of the payment, less ordinary payroll deductions.

b. Employees who are employed in an unrepresented classification in Units 20, 21, or 22 and who are on payroll on October 31, 2022, shall receive a one-time leave bank contribution of thirty-five (35) hours of paid city leave that will become available for use on the first paycheck in January 2023. This leave shall not expire and shall have no cash value except as follows:

(1) Employees receiving the paid city leave described in Section 7.15(b) may make an irrevocable election to receive a one-time cash payment by foregoing the thirty-five (35) hours of paid city leave in 2023. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. This cash payment will be made to the employee on the last paycheck in March 2023. Payment shall be made at the straight
time rate of pay the employee is receiving at the time payment is made, less ordinary payroll deductions. If the employee making the irrevocable election separates from City employment for any reason prior to December 31, 2022, the employee forfeits both the right to receive the cash payment and the thirty-five (35) hours of leave.

(2) Upon separation from City service, employees with a balance of the paid city leave described in Section 7.15(b) shall receive a payment for the paid city leave balance at the straight time rate of pay they are receiving at the time of the payment, less ordinary payroll deductions.

c. The total maximum number of PCL an employee may receive is seventy (70) hours. Employees who promote or transfer to a classification covered by the Unrepresented Resolution and who previously received PCL hours while employed in a represented classification covered by a memorandum of understanding (MOU) that provided PCL, may carry over the balance of their remaining PCL hours, if any. However, under no circumstance will any employee be provided more than a total of seventy (70) PCL hours.

ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES

8.1 TRANSPORTATION AND PARKING ALLOWANCES

a. Reimbursement for Use of Privately-Owned Vehicles

(1) Charter Officers or their designees may offer reimbursement for the use of privately-owned vehicles on City business or as compensation in lieu of the use of City vehicles on City business subject to the limits identified in this article. Employees receiving a vehicle allowance prior to August 8, 2013, may continue to receive the amount of that reimbursement, even if in excess of the limits set below:

- Executive Team Members: $500/month
- Division Managers: $250/month
- Professional Level: $0 - $175/month
- Support/Miscellaneous Staff: $0 - $100/month

(2) Executive Management and Mayor/Council Support employees shall receive City-provided parking. Executive Management Support employees are eligible for City-provided parking.
(3) Employees receiving less than $250 in monthly vehicle allowance may receive out-of-town mileage reimbursement. Reimbursement for out-of-town mileage shall be at the general mileage reimbursement rate (minus 25 miles for individuals receiving a monthly vehicle allowance) or comparable coach airfare, whichever is lower.

b. Any automobile operated on City business by any employee receiving a monthly vehicle allowance shall be insured against liability in persons and property, including wrongful death, in an amount at least equal to $100,000 per person, $300,000 per accident, and property damage limits at least equal to $50,000 (100/300/50).

c. Monthly Bus Transportation Reimbursement

(1) Sacramento Regional Transit District (SRTD)

Full-time Executive Management, Mayor/Council Support, and Executive Management Support employees who utilize SRTD for home-to-work transportation are eligible to receive an eighty percent (80%) City-paid SRTD monthly non-zone sticker pass in lieu of the City-paid parking and vehicle allowance. Part-time employees shall be eligible for a fifty percent (50%) price discount on the monthly non-zone sticker pass. The employee must notify the Department of Finance, Revenue Division, prior to the first day of the month to obtain the monthly pass discount for that next month. Non-career employees shall not be eligible for the allowance. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(2) Other Public Transportation

Eligible full-time employees, as described in Section 8.1(c)(1), who regularly utilize other public transportation regulated by the Public Utilities Commission or the equivalent for home-to-work commuting, are eligible for monthly transit pass reimbursement up to eighty percent (80%) of the cost in lieu of City-paid parking and vehicle allowance. Eligible part-time employees, as described above, shall be eligible for a fifty percent (50%) monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue Division, prior to the first day of the month to obtain reimbursement. The amount of monthly reimbursement shall not exceed $120.00. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.
(3) Downtown Parking Subsidy

i. Eligible full-time Executive Management Support employees, as described above, who work in the downtown area, shall receive a $90.00 per month transportation allowance. Part-time Executive Management Support employees who work in the downtown area shall receive $60.00 per month transportation allowance. Non-career employees shall not be eligible for the allowance.

ii. Employees who receive City-paid parking as described in Section 8.1 shall not be eligible for the downtown parking subsidy.

d. Discounted Parking Rates

Discounted parking will be available to Executive Management Support employees, on a first-come, first-serve basis, for parking spaces in the Memorial Garage at a cost of seventy percent (70%) of the regular Memorial Garage monthly rate. This means that the employee discounted rate is thirty percent (30%) off the full monthly rate.

e. City Vehicle Retention

The City Manager/Charter Officers may authorize overnight home retention of City vehicles for public safety assignments, on-call assignments, and other special or emergency assignments.

8.2 FIRE UNIFORM ALLOWANCE

Safety management personnel employed in the Fire Department shall receive a uniform allowance of thirty-five dollars ($35.00) bi-weekly for the purchase of regulation items of uniform that the Fire Department requires to be worn as a condition of employment.

8.3 TUITION REIMBURSEMENT

Employees will be reimbursed for the cost of tuition up to a maximum of $1,500 per calendar year, pursuant to the City’s Employee Educational Assistance Program, as amended. In addition, the employee’s department may authorize tuition reimbursement for training through other approved sources. Except as provided in Section 6.4, non-career employees are not eligible for tuition reimbursement.

8.4 STATE OF CALIFORNIA BAR DUES

The actual cost of mandatory State Bar dues shall be paid for employees in attorney classifications in the City Attorney’s Office. In the sole discretion of the
City Attorney, the City Attorney may approve reimbursement, from the budget of the employing department, for other licensed City employee attorneys whose legal skills and abilities represent a significant benefit to the City. The City Attorney may authorize such reimbursement after being provided documentation establishing payment was made by the employee requesting the reimbursement.

8.5 REQUIRED LICENSES AND CERTIFICATIONS

Where the City requires that an employee maintain a license and/or certification, the Department Head or designee may, on a case-by-case basis, reimburse the employee for costs associated with the renewal of such license. This Section shall not apply to driver’s licenses.

8.6 CONTINUING EDUCATION

When the City requires that an employee maintain a license or certificate which mandates continuing education units (CEUs) to maintain the license or certificate, the employee is responsible for obtaining the CEUs. The City may provide the needed CEUs or reimburse the employee for the cost of such training.

8.7 BILINGUAL PAY

a. The City may authorize bilingual pay when it is determined to be operationally necessary. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient and, if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process necessary to authorize the bilingual pay.

b. Bilingual pay shall be paid at the rate of forty dollars ($40) per month for any month in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operations.

8.8 TECHNOLOGY ALLOWANCE

a. If the City requires an employee in the Executive Management, Executive Management Support, or Mayor/Council Support unit to be generally accessible via technology device for the conduct of City-related business, the City shall provide a technology allowance in accordance with the provisions of this Section.

b. Employees in the Executive Management, Executive Management Support, or Mayor/Council Support units may be authorized a monthly technology allowance of up to one hundred dollars ($100).

c. Upon approval of the technology allowance, the employee shall provide
and maintain a personal cellular phone and service that is available to conduct City-related business. The employee shall provide, and the City may publish, the cellular phone number to designated individuals and organizations with whom the employee normally conducts City-related business.

8.9 NOTARY PAY

An Executive Management Support employee who is required to maintain, or who obtains for City benefit, a notary registration shall receive a monthly certification pay of thirty dollars ($30).

ARTICLE 9 – MISCELLANEOUS

9.1 OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES

a. Employees shall not engage in any other employment, work, profession, business, or enterprise that is inconsistent, incompatible, in conflict with or adversely affects the performance of their duties, or that is contrary to the most effective performance of the mission of City management or the best interests of the City.

b. Employees shall not accept any off-duty employment without the express consent, in advance, of the Appointing Authority or designated representative.

c. Employees shall submit annual requests for approval for off-duty employment at the beginning of each fiscal year.

d. An employee shall not work:

   (1) In any employment, which will tend to bring discredit upon City management, or which is detrimental to City goals, or which will reduce an individual's efficiency or usefulness as a City employee.

   (2) In any employment requiring an affiliation, membership, or allegiance tending to influence conduct in a manner inconsistent with the proper discharge of responsibilities to the City or the public interest.

   (3) In any employment for any other municipality or political subdivision of the state or federal government (except with the express written authorization of the Appointing Authority).

   (4) In any off-duty position while on sick leave or injured-on-duty status.

e. An employee may request authorization for off-duty employment by
The Appointing Authority will notify in writing to the employee of action taken on the request for off-duty employment. A copy of the letter will be retained in the employee’s personnel file.

Authorization for off-duty employment may be revoked at the discretion of the Appointing Authority at any time.

Part-time, seasonal, or limited-term employees are not subject to the restrictions of this Section.

**9.2 PAYROLL ERRORS**

**a.** In the event an error has been made, including but not limited to the payment of an employee’s salary, overtime payment or leave accruals, balances or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, and give written notice to the employee.

**b.** In the event an employee received an overpayment, reimbursement to the City shall be mutually agreed to between the parties and shall be accomplished by:

1. Lump sum payment by the employee;
2. A one-time deduction from useable vacation, compensating time off (CTO), or holiday credit balances equivalent to the overpayment at the employee's current hourly rate;
3. A repayment schedule through payroll deduction; and/or
4. Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, which leads to collection efforts or other legal remedies, the overpayment collection shall not exceed twenty-six (26) pay periods.

**c.** No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two (2) years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.
9.3 RETIREE COURT APPEARANCE FEES

A retired City employee who is subpoenaed to appear in court on behalf of the City in their capacity as a former City employee shall receive a court appearance fee if the employee reports at the time specified for their particular testimony regardless of whether the employee is ultimately required to testify. The court appearance fee shall be one hundred twenty-five dollars ($125) for a full day or seventy-five dollars ($75) for a half day, which is defined as four hours or less. Nothing herein shall serve to establish an employment relationship for any purpose, including, but not limited to, employee benefits, reimbursements, compensation, court cancellation fee, or any other rights.

9.4 SALARY RANGE ADJUSTMENTS FOR DESIGNATED CLASSIFICATIONS

The top of the salary range for employees in the following unrepresented classifications shall be adjusted by the same percentage, and on the same dates, as salary step adjustments received by comparable job classifications represented by the Sacramento City Exempt Employees Association (SCXEA):

- Executive Assistant (City Manager’s Office)
- Executive Assistant (Mayor/Council)
- Labor Relations Analyst
- Office of Public Safety and Accountability Analyst
- Office of Public Safety and Accountability Specialist
- Principal Budget Analyst (Finance/Budget)
- Staff Assistant (Mayor/Council)

The City retains sole discretion to determine which job classifications represented by the SCXEA are comparable to those listed above.

9.54 OUT-OF-CLASSIFICATION PAY

a. Unit 09

Temporary assignments to higher classifications shall be permitted only in those classifications where, in the judgment of the Department Head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned to perform the duties of a higher classification shall be compensated for the duration of the out-of-classification assignment by the payment of five percent (5.0%) of the base rate of pay the employee received prior to the out-of-classification assignment, or the salary provided for in Step 1, as applicable, of the higher classification, whichever is greater, but not to exceed top step of the higher classification. Departments shall establish internal tracking and approval systems for out-of-classification pay administration.

b. Units 20, 21, and 22
If a supervisor assigns an employee to perform the full range of duties of a higher classification, the employee shall receive out-of-classification pay up to a maximum of ten percent (10.0%) the employee’s base rate of pay, but not more than the maximum salary of the higher classification. A department head may approve out-of-classification pay greater than ten percent (10.0%) with written justification and approval by the appropriate Charter Officer. Employees shall not receive out-of-classification pay in a department head’s absence, unless the department head is on a leave of absence of at least ten (10) consecutive calendar days for a reason identified in the City’s Leave Administration Policy, and the full range of responsibilities and decision-making authority of the department head has been delegated to the employee. Additionally, employees are not eligible for out-of-classification pay when their job specification states they may act in the absence of the department head.
Employer-Employee Relations Policy

Scope: CITYWIDE

Policy Contact
Department of Human Resources
(916) 808-5731
humanresources@cityofsacramento.org

Regulatory References
California Government Code Sections 3500

Effective Date
Employer-Employee Relations Policy
May 2, 2023 June 27, 2023

Supersedes
Employer-Employee Relations Policy
February 7, 2023 May 2, 2023
Table of Contents

POLICY STATEMENT .................................................................................................................. 1
PURPOSE .................................................................................................................................. 1
POLICY...................................................................................................................................... 1
APPENDIX A - Designation of Representation Units and Unrepresented Classifications .........11

Represented Units.........................................................................................................................11
  A. Building Trades and Craft Unit (Represented Unit 06) ..............................................11
  B. Plant Operator Unit (Represented Unit 04) ...............................................................11
  C. Water and Sewer Unit (Represented Unit 07) ..........................................................12
  D. Traffic Engineering Unit (Represented Unit 08) .......................................................12
  E. Fire Department Unit (Represented Unit 05) ............................................................12
  F. Police Department Unit (Represented Unit 02) ........................................................12
  G. Professional Unit (Represented Unit 17) .................................................................13
  H. Office and Technical Unit (Represented Unit 16) ..................................................13
  I. Operations and Maintenance Unit (Represented Unit 03) .........................................16
  J. General Supervisory Unit (Represented Unit 15) ......................................................18
  K. Engineering Unit (Represented Unit 11) .................................................................19
  L. Automotive/Equipment Mechanics Unit (Represented Unit 12) .........................19
  M. Exempt/Management Support (Represented Unit 14) ........................................20
  N. Confidential/Administrative (Represented Unit 10) ...............................................20
  O. Exempt Management (Represented Unit 01) ..........................................................21

Unrepresented Units......................................................................................................................24
  A. Executive Management (Unrepresented Unit 20) ....................................................24
  B. Mayor/Council Support (Unrepresented Unit 21) ....................................................25
  C. Executive Management Support (Unrepresented Unit 22) ....................................26
  D. Mayor/Council (Unrepresented Unit 23) ..................................................................26
  E. Non-Career (Unrepresented Unit 09) ......................................................................26

DEFINITIONS.............................................................................................................................28
POLICY STATEMENT

This policy is enacted pursuant to California Government Code Sections 3500 et seq., to establish orderly procedures to promote full communication between the City and its employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between the City and its employee organizations.

Nothing contained herein shall be deemed to supersede the provisions of existing State law, the City Charter, ordinances, resolutions and rules which establish and regulate the merit and civil service system, or which provide for other methods of administering employer-employee relations. This Resolution is intended, instead, to strengthen merit, civil service, and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees and the City.

PURPOSE

It is the purpose of this policy to promote the improvement of personnel management and employer-employee relations within the City by providing a uniform basis for recognizing the right of its employees to join organizations of their own choice and be represented by such organizations in their employment relationship with the City.

POLICY

1. Authority of City Manager

The City hereby declares, as a matter of policy, that the City Council and its members will deal with employee organizations and their representatives solely through the City Manager except when otherwise expressly provided for by the terms of this Resolution.

2. Representation Units

The representation units set forth in Appendix A attached hereto are the appropriate units for representation by recognized employee organizations.

3. Recognized Employee Organizations

a. An employee organization that wishes to be certified as the recognized employee organization for a designated representation unit for which unit no employee organization has been certified shall file a recognition petition with the Employee Relations Officer.

1. Petition – The petition shall be signed by the organization’s duly authorized officers, and shall contain the following information and documentation:
1) The name and mailing address of the organization.

2) The names and titles of its officers.

3) Designation of those persons, not exceeding three in number, and their addresses, to whom notice sent by regular mail will be deemed sufficient notice on the organization for any purpose.

4) A statement that the organization does not discriminate or restrict membership or participation based on race, color, creed, national origin, or sex.

5) A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.

6) A statement that the employee organization agrees to comply with the provisions of this Resolution.

7) A copy of its constitution and bylaws, if any.

8) Identification of the representation unit for which petitioner seeks certification as the recognized employee organization.

9) Proof of employee approval of thirty percent (30%) or more of the employees within such representation unit.

2. The Employee Relations Officer shall give written notice of such petition to the petitioner, to the employees involved and to any employee organization that has filed a written request for receipt of such notice to them. Within thirty (30) days of the date of such notice, other employee organizations may file a challenging petition seeking to become the recognized employee organization within such representation unit.

b. Election

1. Calling of Election – The Employee Relations Officer shall, whether or not a challenging petition is filed, request the State Conciliation Service to call and conduct a secret ballot election in accordance with its own procedures and regulations and pursuant to the election procedures as herein below set forth. If a challenging petition is filed, and is accompanied by proof of employee approval equal to at least ten percent (10%) of the employees within the representation unit, the State Conciliation Service shall include such challenging employee organization on the ballot.
2. Election Procedures – Whenever the State Conciliation Service calls an election pursuant hereto, it shall include the choice of no organization on the ballot. Employees entitled to vote in a representational election shall be those employees within the representation unit whose name appeared on the payroll immediately prior to the date of the election. An employee organization shall be certified by the Employee Relations Officer as the recognized employee organization within the representation unit if:

1) That employee organization has received the vote of a numerical majority of all the employees eligible to vote in the unit of which the election is held, or,

2) More than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, and the employee organization receives a numerical majority of all votes cast in the election, or,

3) In an election involving three or more choices, where none of the choices receives a majority of the ballot votes cast, and where more than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, a run-off election shall be conducted between the two choices receiving the largest number of ballot votes cast; the rules governing an initial election being applicable to a run-off election.

3. Decertification Procedures – A decertification petition may be filed with the Employee Relations Officer by employees or an employee organization to determine whether or not a recognized employee organization continues to represent a majority of the employees in the representation unit. Such petition must be accompanied by proof of employee approval equal to at least thirty percent (30%) of the employees within the representation unit. The time periods for a petition to be filed with the Employee Relations Officer are: a) after the first full year of recognition if no written agreement has been negotiated; b) within the period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of a written agreement; or c) any time after a written agreement has been in effect for five years or more. When such a valid petition has been filed, the State Conciliation Service shall be requested to conduct an election to determine whether or not the incumbent recognized employee organization shall be decertified, and where filed by an employee organization, whether such organization shall be recognized. Such election shall be in accordance with the procedures and regulations of the State Conciliation Service, and the election procedures as hereinabove set forth.
4. In the event that the State Conciliation Service is unable to or unwilling to provide any of the services required of it by paragraphs 2 and 3 above, the American Arbitration Association, or another impartial third party agreed to by the City and the concerned employee organization(s), shall perform said services.

5. Costs of conducting elections, if any, shall be borne equally by the City and the employee organization(s).

6. Recognized employee organizations shall annually, on or before the anniversary date of recognition, file a written statement with the Employee Relations Officer, indicating changes in items (a) through (g) as they appeared in the recognition petition filed pursuant to paragraph 1 of this Article, or as subsequently amended by a written statement hereunder, or, as appropriate, shall indicate that there has been no change in such information. The statement shall be signed by the duly authorized officers of the recognized employee organization.

4. Meet and Confer

a. Upon request, a recognized employee organization shall have the right to meet and confer in good faith regarding matters within the scope of representation with the Employee Relations Officer and/or their designee. Provided, however, that nothing herein shall require meeting and conferring between parties to a Memorandum of Understanding during the term of such Memorandum regarding matters to take effect during such term, except that such parties may meet and confer during such term on a matter within the scope of representation where (a) the matter was not covered by the Memorandum or expressly raised as an issue during the meeting and conferring process out of which such Memorandum arose, and (b) there shall have arisen a significant change in circumstances with respect to such matter, which could not have reasonably been anticipated by both parties at the time they signed such Memorandum.

b. Employees in classifications not included in supervisory and confidential representation units shall not participate in meeting and conferring or grievance resolution processes pertaining to supervisory and confidential representation unit classifications.

c. In the absence of express authorization in advance by the Employee Relations Officer, not more than two City employees representing a recognized employee organization requesting such a meeting shall be entitled to attend without loss of compensation or other benefit, nor shall more than a total of three representatives for each recognized employee organization be entitled to attend such meetings.
d. City employees who shall represent a recognized employee organization at such meeting shall give reasonable advance notice thereof to their immediate supervisor, but in no event shall such notice be given less than one full working day or shift before the meeting; except, however, that the Employee Relations Officer may, in their discretion, waive this requirement for advance notice.

e. If agreement is reached on matters subject to approval by the City Council or by the Civil Service Board or Retirement Board, the parties shall jointly prepare a written memorandum of such understanding, and the Employee Relations Officer shall present it to the Council or such Board, as appropriate, for determination. If agreement is reached on matters not subject to such approval, the Employee Relations Officer and the recognized employee organization(s) shall, at the request of one of the parties, prepare a written memorandum of such understanding.

5. Payroll Deductions

a. Only recognized employee organizations shall have the right to have the regular membership dues of its members deducted from employees’ paychecks upon the written authorization of each such employee member in such form as will not infringe upon an employee's rights under California Government Code Sec. 3502.

b. This Article shall not be construed to restrict a recognized employee organization from meeting and conferring with the City regarding additional payroll deductions upon the written authorization of employees in such representation unit.

6. Communication with Employees

a. Reasonable access to employee work locations shall be granted to officers of recognized employee organizations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such officers shall not enter any work location without previous notice to and consent from the Department Head or their designee, and access may be restricted so as not to interfere with departmental operations or with established safety and security requirements.

b. Campaigning for office, conducting meetings or elections, and other internal employee organization business of a similar nature shall not be carried on during work hours.

7. Use of City Facilities

City buildings and other facilities may be made available for use by City employees
or an employee organization or their representatives in accordance with administrative procedures governing such use.

8. **Advance Notice**

   a. Except in cases of emergency as provided in this Article, the City Council, the Civil Service Board and the Retirement Board, shall give reasonable written notice to each recognized employee organization affected by any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council, the Civil Service Board, or the Retirement Board, and shall give such recognized employee organization the opportunity to meet with the City Council, the Civil Service Board, or the Retirement Board. The Council or such Board shall, upon request of the Employee Relations Officer or a recognized employee organization, delay consideration of the matter proposed to be acted upon for such period of time deemed to be reasonable by the Council or such Board, to give the parties an opportunity to meet and confer thereon in order to endeavor to agree upon a joint recommendation to be made to the Council or such Board.

   b. In cases of emergency when the City Council, the Civil Service Board, or the Retirement Board determine that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with a recognized employee organization, the City Council, the Civil Service Board, or the Retirement Board shall provide such notice and opportunity to meet at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.

9. **Employee Organization**

   Employee organizations may represent their individual employee members in individual employment relations, including grievances, to the extent required by the Government Code.

10. **Individual Employees**

   Nothing in this Resolution shall be construed to restrict or in any way modify the right of an individual employee to present matters involving their individual employment relationship to the appropriate level of management, provided that any action taken in not inconsistent with the terms of a memorandum or understanding then in effect, and that before any action is taken which could affect the terms and conditions of employment of other employees in the representation unit, such proposed action is communicated to the recognized employee organization for its opinion on the merits and the effect on the proposed action.
11. **Prohibition Against Discrimination**
   
a. No appointing authority or their representative shall discriminate for or against any employee organization, or in any way coerce or influence any employee in their free choice to join or refrain from joining any employee organization.

b. It is the policy of the City to affirmatively support and encourage equal opportunity of employment for members of racial, religious and other minority groups. If evidence of such discrimination by an employee organization comes to the attention of the Employee Relations Officer, it shall be their duty to refer such evidence to an appropriate legal authority having jurisdiction thereof, if any.

12. **Application of Labor Code Section 923**
   
The enactment of this Resolution shall not be construed as making the provisions of Section 923 of the Labor Code applicable to employees or employee organizations.

13. **Impasse Procedures**
   
a. Initiation of Impasse Procedures – Impasse procedures may be invoked after the possibility of settlement by direct discussion has been exhausted. Any party may initiate the impasse procedures by filing with the other party or parties a written request for an impasse meeting, together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled by the Employee Relations Officer forthwith after the date of filing of the written request for such meeting, with written notice to all parties affected. The purpose of such impasse meeting shall be two-fold:

   1. To permit a review of the position of all parties in a final effort to reach an agreement on the disputed issues; and

   2. If agreement is not concluded, to discuss arrangements for implementing the specific impasse procedure or procedures to which the dispute shall be submitted.

b. Impasse Procedures – Impasse procedures are as follows:

   1. If the parties so agree, the dispute shall be submitted directly to the City Council for determination.

   2. If they do not so agree with a reasonable period of time, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues. If the parties are unable to agree on a mediator after a reasonable period
of time, they shall select the mediator from a list of three names to be provided by the State Conciliation Service, or if that body for any reason shall fail to provide such list, by the American Arbitration Association. The recognized employee organization or organizations shall first strike one name, the Employee Relations Officer shall then strike one name, and the name remaining shall be the mediator.

3. If the parties have failed to resolve all their disputes through mediation within fifteen (15) days after the mediator commenced meeting with the parties, the parties may agree to submit the issues in dispute directly to the City Council. In that event the City Council shall finally determine the issues after conducting a public hearing thereon and after such further investigation of the relevant facts as it may deem appropriate.

4. If the parties fail to agree to submit the dispute directly to the City Council, the disputed issues shall be submitted to fact-finding.

c. The parties may agree on the appointment of one or more fact-finders. If they fail to so agree, a fact-finding panel of three shall be appointed in the following manner: One member of the panel shall be appointed by the Employee Relations Officer, one member shall be appointed by the recognized employee organization, and those two shall name a third, who shall be the chairman. If they are unable to agree upon a third, they shall select the third member from a list of five names to be provided by the American Arbitration Association, the one to serve to be determined by the alternate striking of names, with the party who is to strike the first name to be determined by chance method.

1. The following constitute the jurisdictional and procedural requirements for fact-finding:

1) Fact-finders shall not have served as mediator in the same impasse under subparagraph (b), and shall not be employees or officers of the City or members of one of the City’s employee organizations.

2) Fact-finding is authorized hereunder in connection with all disputed issues that are within the scope of representation.

3) The fact-finder(s) shall, to the extent they are applicable, determine and apply the following standards to the disputed issues in making recommendations:

a. City job classifications shall be compared to comparable job classifications in private and public employment in the Sacramento metropolitan area, and in the three California cities next larger and the three
California cities next smaller in population than Sacramento, to the extent such can be reasonably done.

b. In determining job comparability, the following factors will be considered: The nature and complexity of the duties involved; the degree of supervision received and exercised; the educational, experience and physical qualifications, and the special skills required; the physical working conditions; and the hazards inherent in the job.

c. Comparisons shall be in terms of total compensation and benefits of employment, and, to the extent feasible, shall be measured in monetary terms.

d. The comparison data as hereinabove provided for shall, to the extent feasible, be adjusted as appropriate for differences in the cost of living in Sacramento as compared to other cities considered; the benefits of job stability and continuity of employment; difficulty of recruiting qualified applicants; and equitable employment benefit relationships between job classifications in City employment.

e. The state of the economy in the Sacramento metropolitan area, and the financial condition and resources of City government, shall be considered.

4) The fact-finder(s) shall make written findings of fact and recommendations for the resolution of the issues in dispute, which shall be presented in terms of the standards specified in (3) above. The fact-finder or chairman of the fact-finding panel shall serve such findings and recommendations on the Employee Relations Officer and the designated representative of the recognized employee organization. If these parties have not resolved the impasse within ten (10) days after service of the findings and recommendations upon them, and in no event later than ten (10) days prior to the final date set by law for fixing of the tax rate, the fact-finder or the chairman of the fact-finding panel shall make them public by submitting them to the City Clerk for consideration by the City Council in connection with the Council's legislative determination of the issues.

5) Costs of mediation and fact-finding shall be divided one-half to the City and one-half to the recognized employee
organization.
APPENDIX A - Designation of Representation Units and Unrepresented Classifications

Represented Units

I. The Council determines that the following (including special job classifications designated by "Special Manpower Planning") are the appropriate representation units:

A. Building Trades and Craft Unit (Represented Unit 06)
   - Blacksmith Welder
   - Carpenter
   - Electrical Design Technician
   - Electrician
   - Electrician Supervisor
   - Generator Technician
   - HVAC Supervisor
   - Machinist
   - Machinist Helper
   - Machinist Supervisor
   - Mechanical Maintenance Supervisor
   - Painter
   - Plumber
   - Plumber Apprentice
   - Plumbing Supervisor
   - Senior Carpenter
   - Senior Electrician
   - Senior Generator Technician
   - Senior Painter
   - Senior Plumber
   - Stagehand I
   - Stagehand II
   - Structural Maintenance Supervisor
   - Supervising Generator Technician

B. Plant Operator Unit (Represented Unit 04)
   - Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic
   - Junior Plant Operator
   - Plant Operator
   - Senior Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic

*Non-Career, Part-Time or Seasonal Classification
• Senior Plant Operator
• Senior Stationary Engineer
• Stationary Engineer

C. **Water and Sewer Unit (Represented Unit 07)**

• Assistant Water Cross-Connection Control Specialist
• Utilities Locator
• Utilities Operations and Maintenance Serviceworker Apprentice
• Utilities Operations and Maintenance Leadworker
• Utilities Operations and Maintenance Serviceworker
• Water Cross-Connection Control Specialist

D. **Traffic Engineering Unit (Represented Unit 08)**

• Traffic Worker I
• Traffic Worker II
• Traffic Worker III
• Traffic Worker Trainee

E. **Fire Department Unit (Represented Unit 05)**

• Fire Battalion Chief
• Fire Captain
• Fire Engineer
• Fire Investigator I
• Fire Investigator II
• Fire Prevention Officer I
• Fire Prevention Officer II
• Fire Prevention Officer Trainee
• Firefighter
• Sacramento Fire Emergency Medical Technician
• Sacramento Fire Paramedic
• Senior Fire Prevention Officer

F. **Police Department Unit (Represented Unit 02)**

• Community Service Officer III
• Community Service Officer I (Limited-Term)*
• Community Service Officer II (Limited-Term)*
• Dispatcher I
• Dispatcher II

*Non-Career, Part-Time or Seasonal Classification*
• Dispatcher III
• Park Safety Ranger
• Park Safety Ranger Assistant
• Park Safety Ranger Supervisor
• Police Officer
• Police Sergeant
• Reserve Community Service Officer*
• Reserve Dispatcher*
• Reserve Police Officer I*
• Reserve Police Officer II*
• Reserve Police Officer III*
• Reserve Police Sergeant*
• Security Officer*

G. Professional Unit (Represented Unit 17)

• Arborist/Urban Forester
• Archivist
• Art Museum Registrar
• Assistant Planner
• Associate Curator of Art
• Associate Planner
• Geographic Information Systems (GIS) Specialist I
• Geographic Information Systems (GIS) Specialist II
• Geographic Information Systems (GIS) Specialist III
• Junior Planner
• Media Production Specialist I
• Media Production Specialist II
• Process Control Systems Specialist
• Public Information Coordinator
• Real Property Agent I
• Real Property Agent II
• Real Property Agent III
• Registrar
• Telecommunications Systems Analyst I
• Telecommunications Systems Analyst II
• Telecommunications Systems Analyst III
• Water Quality Chemist

H. Office and Technical Unit (Represented Unit 16)

• 311 Customer Service Agent

*Non-Career, Part-Time or Seasonal Classification
311 Customer Service Specialist
Account Clerk I
Account Clerk II
Accounting Technician
Aquatics Recreation Coordinator
Aquatics Specialist*
Architectural Technician I
Architectural Technician II
Architectural Technician III
Arts Program Assistant
Arts Program Coordinator
Booking Coordinator
Building Monitor*
Building Inspector I
Building Inspector II
Building Inspector III
Building Inspector IV
Building Technician
Cache Logistics Coordinator
Cashier
Central Services Assistant I
Central Services Assistant II
Central Services Assistant III
Claims Collector
Code Enforcement Officer
Community Service Representative I
Community Service Representative II
Construction Inspector I
Construction Inspector II
Construction Inspector III
Crew Leader, Landscape & Learning*
Customer Service Assistant
Customer Service Representative
Customer Service Specialist
Customer Service Trainee
Department Systems Specialist I
Department Systems Specialist II
Development Services Technician I
Development Services Technician II
Development Services Technician III
Electrical Construction Inspector I
Electrical Construction Inspector II

*Non-Career, Part-Time or Seasonal Classification
• Electrical Construction Inspector III
• Engineering Technician I
• Engineering Technician II
• Engineering Technician III
• Events Coordinator
• Fingerprint Clerk
• Fleet Management Technician
• Fleet Service Coordinator
• Forensic Investigator I
• Forensic Investigator II
• Graphics Assistant
• Health Coverage Representative
• Information Technology Support Specialist I
• Information Technology Support Specialist II
• Information Technology Trainee
• Landscape Technician I
• Landscape Technician II
• Lead Forensic Investigator
• Neighborhood Resources Coordinator I
• Neighborhood Resources Coordinator II
• Office Specialist
• Personnel Transactions Coordinator
• Plans Examiner I
• Plans Examiner II
• Plans Examiner III
• Police Clerk I
• Police Clerk II
• Police Clerk III
• Police Records Specialist I
• Police Records Specialist II
• Police Records Specialist III
• Program Coordinator
• Program Coordinator (Adaptive Recreation)
• Program Coordinator (Older Adults)
• Program Developer
• Program Developer (Older Adults)
• Program Leader
• Program Leader (Older Adults)
• Property Assistant
• Recreation Aide*
• Recreation Aide (Older Adults)*
• Recreation Leader (Adaptive Recreation)*

*Non-Career, Part-Time or Seasonal Classification
• Senior Central Services Assistant
• Senior Claims Collector
• Senior Department Systems Specialist
• Senior Information Technology (IT) Support Specialist
• Senior Landfill Engineering Technician
• Senior Office Specialist
• Senior Personnel Transactions Coordinator
• Senior Property Assistant
• Senior Recreation Aide*
• Senior Recreation Aide (Older Adults)*
• Storekeeper
• Stores Clerk I
• Stores Clerk II
• Traffic Investigator I
• Traffic Investigator II
• Traffic Investigator III
• Utility Services Inspector
• Water Conservation Representative
• Water Conservation Specialist
• Water Quality Laboratory Technician
• Zoning Investigator

I. Operations and Maintenance Unit (Represented Unit 03)

• Animal Care Technician
• Animal Control Officer I
• Animal Control Officer II
• Assistant Code Enforcement Officer
• Building Maintenance Worker
• Community Center Attendant I
• Community Center Attendant II
• Custodian I
• Custodian II
• Electronic Maintenance Technician I
• Electronic Maintenance Technician II
• Electronic Maintenance Technician Trainee
• Instrument Technician I
• Instrument Technician II
• Instrument Technician Trainee
• Integrated Waste Equipment Operator
• Irrigation Technician
• Locksmith

*Non-Career, Part-Time or Seasonal Classification
- Maintenance Worker
- Marina and Boating Facilities Attendant
- Meter Reader
- Park Equipment Operator
- Park Maintenance Worker
- Park Maintenance Worker I
- Park Maintenance Worker II
- Park Maintenance Worker III
- Parking Enforcement Officer
- Parking Lot Attendant
- Parking Meter Coin Collector
- Parking Meter Repair Worker
- Registered Veterinary Technician
- Security Guard
- Senior Building Maintenance Worker
- Senior Custodian
- Senior Electronic Maintenance Technician
- Senior Integrated Waste Equipment Operator
- Senior Maintenance Worker
- Senior Parking Lot Attendant
- Senior Telecommunications Technician
- Senior Tree Maintenance Worker
- Senior Tree Pruner
- Street Construction Equipment Operator
- Street Construction Laborer
- Street Construction Laborer Trainee*
- Survey Technician I
- Survey Technician II
- Telecommunications Technician I
- Telecommunications Technician II
- Telecommunications Technician Trainee
- Traffic Control and Lighting Technician I
- Traffic Control and Lighting Technician II
- Traffic Control and Lighting Technician Trainee
- Tree Maintenance Worker
- Tree Maintenance Worker Trainee
- Tree Pruner I
- Tree Pruner II
- Tree Pruner Trainee
- Utility Worker*
- Zoo Attendant I
- Zoo Attendant II

*Non-Career, Part-Time or Seasonal Classification
J. General Supervisory Unit (Represented Unit 15)

- 311 Customer Service Supervisor
- Aquatics Recreation Supervisor
- Assistant Box Office Supervisor
- Concrete Construction Leadworker
- Custodial Supervisor
- Customer Service Supervisor
- Enforcement and Collections Supervisor
- Equipment Maintenance Supervisor
- Financial Services Supervisor
- Health Coverage Supervisor
- Instrumentation Supervisor
- Integrated Waste Supervisor
- Meter Reading Supervisor
- Museum Security Supervisor
- Parking Enforcement Supervisor
- Parking Facilities Maintenance Supervisor
- Parking Lot Supervisor
- Parking Meter Collection Supervisor
- Parks Supervisor
- Police Records Supervisor
- Program Supervisor
- Program Supervisor (Older Adults)
- Senior Accounting Technician
- Senior Animal Care Technician
- Senior Animal Control Officer
- Senior Code Enforcement Officer
- Senior Parking Lot Supervisor
- Senior Police Records Supervisor
- Senior Storekeeper
- Senior Engineering Technician
- Street Maintenance Supervisor
- Supervising Building Inspector
- Supervising Code Enforcement Officer
- Supervising Community Center Attendant
- Supervising Construction Inspector
- Supervising Dispatcher
- Supervising Forensic Investigator

*Non-Career, Part-Time or Seasonal Classification*
• Supervising Plant Operator
• Supervising Police Clerk
• Supervising Property Assistant
• Supervising Surveyor
• Supervising Water Quality Chemist
• Survey Party Chief
• Traffic Control and Lighting Supervisor
• Traffic Supervisor
• Tree Maintenance Supervisor
• Tree Pruner Supervisor
• Utilities Operations and Maintenance Supervisor
• Water Conservation Supervisor

K. Engineering Unit (Represented Unit 11)

• Assistant Architect
• Assistant Civil Engineer
• Assistant Electrical Engineer
• Assistant Mechanical Engineer
• Associate Architect
• Associate Civil Engineer
• Associate Electrical Engineer
• Associate Landscape Architect
• Associate Mechanical Engineer
• Junior Engineer
• Junior Landscape Assistant
• Landscape Assistant
• Telecommunications Engineer I
• Telecommunications Engineer II
• Telecommunications Engineer III

L. Automotive/Equipment Mechanics Unit (Represented Unit 12)

• Equipment Mechanic I
• Equipment Mechanic II
• Equipment Mechanic III
• Equipment Serviceworker
• Fire Service Worker
• General Repair Worker
• Senior Equipment Serviceworker
• Supervising Fire Service Worker
• Vehicle Service Attendant

*Non-Career, Part-Time or Seasonal Classification
M. Exempt/Management Support (Represented Unit 14)

Titles with “Exempt” or “Ex” are exempt from civil service, at-will classifications.

Represented Unit 14 is a closed unit. All classifications in this unit are duplicated in Represented Unit 10. All new hires, hired on or after December 21, 2019, will be placed in the classifications in Unit 10. Once legacy employees attrit out of the Unit 14, Unit 14 will be dissolved.

• Accountant Auditor
• Administrative Analyst
• Budget Analyst
• Personnel Analyst
• Senior Accountant Auditor
• Senior Budget Analyst
• Senior Deputy City Clerk
• Special Assistant to the City Attorney (Ex)
• Treasury Analyst

N. Confidential/Administrative (Represented Unit 10)

Titles with “Exempt” or “Ex” are exempt from civil service, at-will classifications.

• Accountant Auditor
• Administrative Analyst
• Administrative Assistant
• Administrative Assistant (Confidential/Exempt)
• Administrative Technician
• Administrative Technician (Confidential/Exempt)
• Animal Services Coordinator
• Applications Developer
• Budget Analyst
• Deputy City Clerk
• Legal Secretary (Exempt)
• Legal Staff Assistant (Exempt)
• Paralegal (Exempt)
• Paralegal Technical Support (Exempt)
• Payroll Technician
• Personnel Analyst
• Personnel Technician

*Non-Career, Part-Time or Seasonal Classification
• Senior Accountant Auditor
• Senior Budget Analyst
• Senior Deputy City Clerk
• Senior Legal Staff Assistant (Exempt)
• Senior Staff Assistant
• Special Assistant to the City Attorney (Exempt)
• Staff Assistant
• Supervising Legal Secretary (Exempt)
• Systems Engineer
• Treasury Analyst
• Treasury Assistant
• Workers’ Compensation Claims Assistant I
• Workers’ Compensation Claims Assistant II

O. Exempt Management (Represented Unit 01)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

• 311 Manager
• Administrative Officer
• Animal Care Services Manager
• Arts Administrator
• Arts in Public Places Specialist
• Assistant Camp Sacramento Supervisor
• Auditor
• Banking Operations Manager
• Building Services Manager
• Business Services Manager
• Camp Sacramento Supervisor
• Cannabis Manager
• Chief Animal Control Officer
• Chief Building Official
• Chief Investment Officer
• City Historian
• City Housing Manager
• Code and Housing Enforcement Chief
• Code Enforcement Manager

• Community Engagement Manager
• Contracts and Compliance Specialist
• Convention Center General Manager
• Cultural Services and Creative Economy Manager
• Curator of Art

*Non-Career, Part-Time or Seasonal Classification
- Curator of Education
- Curator of History
- Debt Analyst
- Deputy Chief Building Official
- Deputy City Attorney I
- Deputy City Attorney II
- Deputy Convention Center General Manager
- Diversity and Equity Manager
- Economic Development Manager
- Emergency Communications Manager
- Emergency Medical Services Coordinator
- Engineering Manager
- Environmental Health and Safety Manager
- Environmental Health and Safety Officer
- Environmental Health and Safety Specialist
- Equal Employment Manager
- Equal Employment Specialist
- Ethics Program Compliance Officer
- Events Services Manager
- Events Services Supervisor
- Facilities and Real Property Superintendent
- Facilities Manager
- Finance Manager
- Fire Assistant Chief
- Fire Marshal
- Fiscal Policy Analyst
- Fleet Manager
- Graphic Designer
- Homeless Services Manager
- Human Resources Manager
- Information Technology (IT) Manager
- Information Technology (IT) Supervisor
- Integrated Waste Collections Superintendent
- Integrated Waste General Manager
- Integrated Waste General Supervisor
- Integrated Waste Planning Superintendent
- Investigator
- Investment Officer
- Investment Operations Analyst
- Junior Development Project Manager
- Law Office Administrator
- Licensed Land Surveyor

*Non-Career, Part-Time or Seasonal Classification*
• Marina Manager
• Media and Communications Specialist
• Neighborhood Services Area Manager
• Neighborhood Services Manager
• Operations General Supervisor
• Operations Manager
• Park Maintenance Manager
• Park Maintenance Superintendent
• Park Planning, Design and Development Manager
• Parking Manager
• Permit Services Manager
• Planning Director
• Plant Services Manager
• Police Captain
• Police Lieutenant
• Police Social Services Administrator
• Principal Accountant
• Principal Applications Developer
• Principal Building Inspector
• Principal Engineer
• Principal Fiscal Policy Analyst
• Principal Planner
• Principal Systems Engineer
• Procurement Services Manager
• Program Manager
• Program Specialist
• Public Safety Administrative Manager
• Public Safety Communications Manager
• Recreation General Supervisor
• Recreation Manager
• Recreation Superintendent
• Risk Manager
• Senior Applications Developer
• Senior Architect
• Senior Auditor
• Senior Debt Analyst
• Senior Deputy City Attorney
• Senior Development Project Manager
• Senior Engineer
• Senior Fiscal Policy Analyst
• Senior Investment Officer
• Senior Landscape Architect

*Non-Career, Part-Time or Seasonal Classification*
• Senior Personnel Analyst
• Senior Planner
• Senior Systems Engineer
• Special Districts Manager
• Special Projects Manager
• Stores Administrator
• Streets Manager
• Supervising Architect
• Supervising Engineer
• Supervising Financial Analyst
• Supervising Landscape Architect
• Support Services Manager
• Training Specialist
• Treasury Manager
• Urban Design Manager
• Utilities Operations and Maintenance Superintendent
• Utilities Operations and Maintenance Manager
• Utility Construction Coordinator
• Veterinarian
• Website Administrator
• Workers’ Compensation Claims Manager
• Workers’ Compensation Claims Representative
• Workers’ Compensation Claims Supervisor

Unrepresented Units

2. The Council designates the following class titles as "unrepresented classifications."

A. Executive Management (Unrepresented Unit 20)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

• Assistant City Attorney
• Assistant City Auditor
• Assistant City Clerk
• Assistant City Manager
• Assistant to the City Manager
• Budget Manager
• Chief Assistant City Attorney
• Chief Information Officer
• City Attorney
• City Auditor

*Non-Career, Part-Time or Seasonal Classification
• City Clerk
• City Manager
• City Treasurer
• Community Engagement Manager
• Deputy City Manager
• Deputy Fire Chief
• Deputy Police Chief
• Director of Community Development
• Director of Community Response
• Director of Convention and Culture Services
• Director of Economic Development
• Director of Emergency Management
• Director of Finance
• Director of Governmental Affairs
• Director of Human Resources
• Director of Public Safety Accountability
• Director of Public Works
• Director of Utilities
• Director of Youth, Parks & Community Enrichment (YPCE)
• Executive Director, SAC CCOMWP
• Fire Chief
• Human Resources Manager (Benefits & Retirement)
• Human Resources Manager (Employment & Classification)
• Human Resources Manager (Labor Relations)
• Labor Relations Administrative and EEO Investigator
• Labor Relations Analyst
• Labor Relations Officer
• Media and Communications Officer
• Police Chief
• Principal Budget Analyst (Finance/Budget)
• Supervising Deputy City Attorney

B. Mayor/Council Support (Unrepresented Unit 21)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

• Administrator of Government Relations
• Chief of Staff to the Mayor
• Council Operations Manager
• Council Representative
• Office of Public Safety and Accountability Analyst
• Office of Public Safety and Accountability Inspector General

*Non-Career, Part-Time or Seasonal Classification
• Office of Public Safety and Accountability Specialist
• Senior Advisor to the Mayor
• Senior Council Representative
• Senior Policy Advisor
• Special Assistant to the Mayor

C. Executive Management Support (Unrepresented Unit 22)

(Civil Service Exempt Unit/At-Will Classifications)

• Executive Assistant (City Manager's Office)
• Executive Assistant (Mayor/Council)
• Mayoral Aide (Mayor/Council)
• Staff Assistant (Mayor/Council)

D. Mayor/Council (Unrepresented Unit 23)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

• Mayor
• City Council

E. Non-Career (Unrepresented Unit 09)

(Civil Service Exempt Unit/At-Will Classifications)

• Assistant Camp Chef*
• Assistant Camp Caretaker*
• Assistant Pool Manager*
• Camp Aide*
• Camp Caretaker*
• Camp Chef*
• Camp Host*
• Camp Program Director*
• Camp Recreation Leader*
• Cashier (Aquatics)*
• Dispatcher Recruit*
• Emergency Medical Service Trainee*
• Events Associate*
• Events Duty Person*
• Fire Recruit*
• Graduate Student Trainee*
• General Intern*

*Non-Career, Part-Time or Seasonal Classification
• Lead Events Associate*
• Lifeguard*
• Marina Aide*
• Mayor/Council Intern*
• Nurse*
• Nurse (Adaptive Recreation)*
• Pilot*
• Police Background Investigator*
• Police Cadet*
• Police Recruit*
• Pool Manager*
• Public Service Aide*
• Reserve Evidence and Property Technician*
• Reserve Police Records Specialist*
• Senior Camp Sacramento Aquatics Leader
• Senior Lifeguard*
• Student Trainee*
• Ticket Seller (Exempt)*
• Youth Aide*

*Non-Career, Part-Time or Seasonal Classification
DEFINITIONS

Confidential Employee
An employee who regularly participates in making or regularly has advance knowledge of decisions of the City affecting employee relations.

Employee
Except as otherwise provided for in a collective bargaining agreement, employee is defined as:

(a) A full-time career employee, or
(b) an employee who works within one year from each date of employment, in excess of 1,040 hours during a continuous period of employment of more than six (6) months

Employee Organization
As defined in California Government Code Section 3501.

Employee Relations Officer
The City Manager or their duly authorized representative.

Impasse
A deadlock in discussions between a recognized employee organization and the Employee Relations Officer over any matters concerning which they are required to meet and confer in good faith, or over the scope of such subject matter.

Management Employee
An employee having responsibility for formulating, administering, or managing the implementation of City policies and programs.

Mediation
As defined in California Government Code Section 3501.

Professional Employee
An employee engaged in work (a) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work, and (b) involving the consistent exercise of discretion and judgment in its performance, and (c) of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, and (d) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes.

Proof of Employee Approval
Demonstrated under this Resolution by (a) an authorization card recently signed by an employee, or (b) employee dues deduction authorizations, using the payroll immediately
prior to the date a petition is filed hereunder, except that deductions for more than one
employee organization for the account of any one employee shall not be considered proof
of employee approval for more than one employee organization, or (c) a verified
authorization petition or petitions recently signed by an employee.

**Recently Signed**
Signed within one hundred eighty (180) days prior to the filing of a petition hereunder.

**Recognized Employee Organization**
As defined in California Government Code Section 3501.

**Scope of Representation**
As defined in California Government Code Section 3504.

**Supervisory Employee**
An employee having responsibility for assigning and directing the work of other
employees, or for rewarding or disciplining them, or for adjusting their grievances, or
effectively to recommend such action if, in connection with the foregoing, the exercise of
such authority is not of a merely routine or clerical nature, but requires the use of
independent judgment.
Personnel Resolution Covering Unrepresented Officers and Employees

June 27, 2023
Table of Contents

ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS .......................................................... 1
  1.1 APPOINTING AUTHORITY .................................................................................. 1
  1.2 APPLICABILITY ............................................................................................... 1
  1.3 TYPE OF APPOINTMENTS .............................................................................. 1
  1.4 STAFF AIDE POSITIONS ................................................................................. 2
  1.5 CITY SERVICE ................................................................................................. 2

ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME .................................................... 2
  2.1 HOURS OF EMPLOYMENT ............................................................................. 2
  2.2 VOLUNTARY WORK FURLough/REduced WORKWEEK PROGRAM .................. 2
  2.3 OVERTIME FOR ELIGIBLE CAREER EMPLOYEES ......................................... 3
  2.4 OVERTIME FOR ELIGIBLE NON-CAREER EMPLOYEES ................................. 3
  2.5 TELECOMMUTING PROGRAM ..................................................................... 3
  2.6 ALTERNATIVE WORK SCHEDULE PROGRAM .............................................. 3

ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE ........................................ 3
  3.1 HEALTH AND WELFARE CONTRIBUTION (CITY CONTRIBUTION) ............... 4
  3.2 COVERED DEPENDENTS ............................................................................. 5
  3.3 LIFE INSURANCE ............................................................................................ 6
  3.4 LONG TERM DISABILITY ........................................................................... 6
  3.5 FLEXIBLESPENDING ACCOUNTS ................................................................. 6
  3.6 DEFERRED COMPENSATION PLAN ............................................................... 7
  3.7 SECTION 401(A) MONEY PURCHASE PLAN ............................................... 7
  3.8 LONGEVITY PAY ............................................................................................ 7

ARTICLE 4 – RETIREMENT ................................................................................................ 7
  4.1 RETIREES OR SURVIVOR DEPENDENTS ...................................................... 7
  4.2 PERS RETIREMENT PLAN AND CONTRIBUTION ........................................... 10

ARTICLE 5 – CHARTER OFFICERS .................................................................................. 11
  5.1 CHARTER OFFICER SALARIES .................................................................. 11
  5.2 EXPENSE ALLOWANCE .............................................................................. 12

ARTICLE 6 – NON-CAREER EMPLOYEES ..................................................................... 12
  6.1 NON-CAREER BENEFITS ............................................................................ 12
  6.2 CITY HEALTH AND WELFARE CONTRIBUTION ......................................... 12
  6.3 POOL SAFETY CLASSIFICATIONS ................................................................ 12
  6.4 GENERAL INTERN CLASSIFICATION ....................................................... 13
  6.5 TUITION REIMBURSEMENT ........................................................................ 13

ARTICLE 7 – LEAVES ...................................................................................................... 13
  7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS ................................. 13
  7.2 VACATION .................................................................................................... 13
  7.3 HOLIDAYS .................................................................................................... 14
  7.4 MANAGEMENT LEAVE TIME ...................................................................... 17
  7.5 ADMINISTRATIVE LEAVE TIME ................................................................. 18
  7.6 SICK LEAVE ................................................................................................ 19
  7.7 PARENTAL PAY ............................................................................................ 20
  7.8 INJURY-ON-DUTY ....................................................................................... 21
7.9 COURT LEAVE .................................................................................................................. 21
7.10 CATASTROPHIC LEAVE ............................................................................................... 22
7.11 SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA) TRANSITION .......... 22
7.12 BEREAVEMENT PAY .................................................................................................... 22
7.13 FAMILY AND MEDICAL LEAVE .................................................................................. 22
7.14 PERSONAL TIME OFF ................................................................................................. 23
7.15 PAID CITY LEAVE (PCL) ............................................................................................ 23

ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES ......................................................... 24
8.1 TRANSPORTATION AND PARKING ALLOWANCES ..................................................... 24
8.2 FIRE UNIFORM ALLOWANCE ....................................................................................... 26
8.3 TUITION REIMBURSEMENT ........................................................................................... 26
8.4 STATE OF CALIFORNIA BAR DUES .............................................................................. 27
8.5 REQUIRED LICENSES AND CERTIFICATIONS ............................................................. 27
8.6 CONTINUING EDUCATION .......................................................................................... 27
8.7 BILINGUAL PAY .......................................................................................................... 27
8.8 TECHNOLOGY ALLOWANCE ....................................................................................... 27
8.9 NOTARY PAY ................................................................................................................. 28

ARTICLE 9 – MISCELLANEOUS ............................................................................................ 28
9.1 OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES ............................................... 28
9.2 PAYROLL ERRORS .......................................................................................................... 29
9.3 RETIREE COURT APPEARANCE FEES ...................................................................... 30
9.4 OUT-OF-CLASSIFICATION PAY .................................................................................. 30
ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS

1.1 APPOINTING AUTHORITY

a. For the City of Sacramento, appointing authority is vested with the Mayor, City Council members, and Charter Officers. Subject to applicable Rules and Regulations of the Civil Service Board, Council-adopted resolutions, and administrative policy instructions, appointing authority provides for the ability to hire City employees.

b. The Appointing Authority has the authority, subject to the approved Budget Resolution and administrative policy, to:

   (1) Allocate full-time equivalent positions to specific job classifications and to establish rates of pay for incumbents in those classifications;

   (2) Change the number of exempt management positions under their administrative jurisdiction, so long as their total exempt management salary budget does not increase;

   (3) Adjust the salary of individual exempt positions, so long as the total exempt salary budget for each department does not increase; and

   (4) Grant performance-based salary adjustments to unrepresented officers and employees consistent with employee appraisal procedures. Salary adjustments shall not apply to non-career employees.

1.2 APPLICABILITY

The terms of this Resolution apply to unrepresented employees of the City unless superseded by an employment contract approved by the City Council. This Resolution does not apply to any employee appointed as a retired annuitant.

1.3 TYPE OF APPOINTMENTS

a. Nothing in this Resolution shall create an express or implied covenant or contract or create a property right or tenure for any person appointed to unrepresented classifications covered by this Resolution. All unrepresented employees serve at the pleasure of the Appointing Authority. Consequently, just cause need not be established to impose discipline, and employees covered by this resolution have no rights to appeal the imposition of discipline.

b. This Personnel Resolution covers all unrepresented officers and employees of the City of Sacramento appointed or incumbent to any
position in the Executive Management, Executive Management Support, Mayor/Council Support, and Non-Career units as defined by the Employer-Employee Relations Policy. This Personnel Resolution applies to these positions whether the employee is considered full-time, part-time, seasonal, or appointed on a limited-term basis.

1.4 STAFF AIDE POSITIONS

The Director of Human Resources must approve the use of the title of Staff Aide. Staff Aide may be used only in very limited situations, such as when a classification is needed either pending establishment of a new classification or a position is funded for a limited time and no appropriate classification exists. An employee may be appointed to the Staff Aide classification for a maximum of twelve (12) months. The salary for any Staff Aide position shall be established by the Director of Human Resources.

1.5 CITY SERVICE

City service for purposes of calculating benefits shall be calculated using each employee’s cumulative career employment with the City. For career part-time employees, City service shall be prorated. The use of prior employment for calculating the City service for rehired employees shall not create a right to retroactive benefits. This provision shall not apply to non-career employees. Non-career employees do not accrue Classification or City Service.

ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME

2.1 HOURS OF EMPLOYMENT

a. The normal work period for employees shall begin at 12:01 a.m. Saturday and end at 12:00 midnight the following Friday.

b. The normal work week for full-time employees, who are covered by the overtime provisions of the Fair Labor Standards Act (FLSA), shall consist of forty (40) hours of work during the normal work period.

c. The normal work week shall not apply to employees exempt from the overtime provisions of FLSA. These employees are expected to work any amount of time required to perform the duties of their positions.

d. The normal work week for part-time employees shall be determined by the Appointing Authority.

2.2 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM

The City's Voluntary Work Furlough/Reduced Workweek Program shall be available to unrepresented full-time employees on the same terms as apply to
represented employees. The benefit plan for eligible employees shall not be reduced or prorated by participation in such work reductions.

2.3 OVERTIME FOR ELIGIBLE CAREER EMPLOYEES

a. All overtime shall be calculated and paid consistent with FLSA requirements. Overtime compensation shall be paid by cash payment or compensating time off (CTO) as determined by the Appointing Authority.

b. Employees may accrue up to one hundred and twenty (120) hours of CTO.

c. The use of accrued CTO shall be at the discretion of the Appointing Authority. Employees who request use of accrued CTO shall be permitted to use such time within a reasonable period after making the request if the use of CTO does not unduly disrupt the operations of the work unit.

d. Upon termination from City service, employees shall be paid for any unused CTO hours at the rate of pay at the time of separation.

2.4 OVERTIME FOR ELIGIBLE NON-CAREER EMPLOYEES

a. All overtime for non-career employees shall be calculated and paid consistent with FLSA requirements. Non-career employees shall be compensated for overtime with pay at one and one-half (1-1/2) times the regular rate of pay in cash payment.

b. The Appointing Authority may establish a flexible work schedule consisting of more than an eight (8) hour day in a forty (40) hour work week.

2.5 TELECOMMUTING PROGRAM

Executive Management Support employees may participate, at the discretion of the Appointing Authority, in the City's Telecommuting Program.

2.6 ALTERNATIVE WORK SCHEDULE PROGRAM

Employees may participate, at the sole discretion of the Appointing Authority, in Alternative Work Schedule Program such as 9/80 or 4/10 schedules. Employee participation in Alternative Work Schedule Program shall be dependent on employee performance and shall not disrupt department operations.

ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE

The fringe benefit plan described in this Article shall be available to full-time Executive Management, Mayor/Council Support, and Executive Management Support employees. The City shall administer a Cafeteria Plan (Plan) for employees consistent with Internal Revenue Code Section 125. The details of Plan eligibility and operational requirements
are set forth in Plan documents. The City shall make contributions as defined in Section 3.1. For employees that elect to participate in a City-sponsored health plan, one-half (1/2) of the City contribution will be made to eligible employees on each of the first two (2) paychecks (Eligible Paycheck) in each month.

Eligible employees shall receive a City contribution for each Eligible Paycheck on which the employee is paid for forty (40) or more hours. Employees who are paid less than forty (40) hours on an Eligible Paycheck may continue elected coverage limited to the City’s medical, dental, and vision plans for up to six (6) months or the period of time permitted by Consolidated Omnibus Budget Reconciliation Act (COBRA), whichever is greater, by personal remittance or other arrangement for payment of the full premiums of any insurance elected to be continued.

The City shall make the contributions provided in Section 3.1 on either a 100% or 50% basis for full-time, part-time, and non-career (+1,040) employees. Except as provided herein, the City contribution shall be applied toward the premiums for City-sponsored medical, dental, and vision insurance plans for eligible employees and qualified dependents, if any. The amount of the City contribution for each of the first two (2) paychecks of each month shall be based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% contribution; 40-63.9 hours paid = 50% contribution.

3.1 HEALTH AND WELFARE CONTRIBUTION (CITY CONTRIBUTION)

a. Employee Only

The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee only shall be up to a maximum of $829.46 per month.

Effective the pay period beginning March 26, 2022, for full-time employees enrolled in a City-sponsored medical plan for employee only, the City contribution shall be $838.00 per month.

b. Employee Plus One (1) Dependent

The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee plus one (1) dependent shall be $1,318.38 per month.

Effective the pay period beginning March 26, 2022, for full-time employees enrolled in a City-sponsored medical plan for employee plus one (1) dependent, the City contribution shall be $1,333.00 per month.
c. Employee Plus Two (2) or More Dependents

The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents shall be $1,758.00 per month.

Effective the pay period beginning March 26, 2022, for full-time employees enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents, the City contribution shall be $1,777.00 per month.

d. For employees enrolled in an Account-Based Health Plan (ABHP), as defined by the City, the contributions shall be as specified above. To the extent that the premium for the ABHP is less than the monthly City contribution, any excess City contribution shall be credited to the employee’s Health Savings Account (HSA), to the extent allowed by law.

e. Full-time employees not enrolled in a City-sponsored medical plan shall receive up to $747.00 per month to purchase City-sponsored dental and vision coverage.

f. Employees who are eligible to receive the City contribution who do not provide proof of other group medical coverage or do not enroll in City medical coverage within thirty (30) days of being eligible for the City’s contribution shall be enrolled in the lowest cost traditional HMO medical plan for employee only coverage.

g. Employees shall not receive any unused portion of the City contribution as cash.

h. In addition to the City contribution received above, the City Manager, City Attorney, City Auditor, City Clerk, and City Treasurer shall receive three percent (3%) of base salary to apply to optional benefits.

3.2 COVERED DEPENDENTS

a. Funds used to pay the health insurance premium cost for a domestic partner and/or a domestic partner’s dependent children shall be in accordance with Federal and State tax laws.

b. An employee who has a domestic partner and is registered with the Secretary of State of the State of California may cover the domestic partner and/or the domestic partner’s children, under the employee’s City-sponsored medical, dental, or vision plan. Employees with registered State of California domestic partners shall receive the City contributions as specified in Section 3.1.

c. The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic
partner; children up to age 26 who are an employee’s natural child, stepchild, adopted child, or the natural or adopted child of an employee’s spouse or registered domestic partner; children up to age 26 who are placed under the legal guardianship of an employee, the employee’s spouse, or employee’s registered domestic partner; children up to the age of 26 in which the City has received notice of a Qualified Domestic Relations Order of required coverage; and disabled unmarried children over the age of 26 who reside with the employee. The definition of dependent child for purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act.

d. An employee covered as a dependent of another City employee may not enroll in a City medical plan but may enroll in a City dental or vision plan.

3.3 LIFE INSURANCE

a. City-paid basic life insurance shall be:

<table>
<thead>
<tr>
<th>Group</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Management, Executive Management Support and Mayor Council Support</td>
<td>$50,000</td>
</tr>
<tr>
<td>City Attorney, City Auditor, City Clerk and City Treasurer</td>
<td>$100,000</td>
</tr>
<tr>
<td>City Manager</td>
<td>$150,000</td>
</tr>
</tbody>
</table>

b. Optional Employee-Paid Insurance:

Executive Management, Mayor/Council Support, and Executive Management Support employees may purchase, at their expense, City-sponsored supplemental life insurance subject to limitations specified by the insurance carrier.

3.4 LONG TERM DISABILITY

Executive Management and Mayor/Council Support employees shall receive City-paid long-term disability insurance.

3.5 FLEXIBLE SPENDING ACCOUNTS

The City offers a Flexible Spending Account program to employees as permitted by Internal Revenue Code and associated Regulations.
3.6 DEFERRED COMPENSATION PLAN

Executive Management, Mayor/Council Support, and Executive Management Support career employees may participate in the City's Deferred Compensation 457(b) Plan (Plan) to the extent allowed by law and the Plan documents.

Each participant in the Plan shall contribute one dollar and fifty cents ($1.50) per month from their Plan balance to the Plan’s administrative allowance account.

3.7 SECTION 401(A) MONEY PURCHASE PLAN

The City’s established Internal Revenue Code (IRC) Section 401(a) Plan contributions are as follows:

a. For Executive Management and Mayor/Council Support regular employees the City shall contribute four percent (4%) of salary and the employee shall contribute five percent (5%) of salary.

b. For Executive Management Support regular employees, the City shall contribute two percent (2%) of salary and the employee shall contribute two percent (2%) of salary.

c. The 401(a) Plan shall conform to all IRC requirements. Vesting of City funds occurs with enrollment consistent with the Internal Revenue Code, and the 401(a) plan documents.

3.8 LONGEVITY PAY

Employee eligibility for longevity pay shall be determined as provided under Section 108 of the City Charter. The amount to be paid annually on the second check in July after twenty (20) years of City service shall be one hundred dollars ($100), and after twenty-five (25) years of City service, an additional two hundred dollars ($200), for a total of three hundred dollars ($300). Longevity pay is provided for in the City Charter and not through this Resolution. In the event changes are made to the City Charter, those changes shall supersede the provisions of this Resolution.

Longevity Pay as provided in this Section shall be reported to CalPERS in a manner consistent with CalPERS rules for reporting special compensation.

ARTICLE 4 – RETIREMENT

4.1 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or eligible survivor dependents shall receive City retiree insurance contributions for medical, dental, and vision insurance benefits from the City as follows:
a. The maximum City contribution towards the purchase of medical, dental, or vision insurance for retirees is up to $300 per month for the retiree. A retiree with one (1) or more dependent(s) enrolled on the retiree’s medical plan shall receive up to an additional $65 per month, for a total maximum monthly City contribution up to $365. Retirees shall not receive any unused portion of the City contribution as cash.

b. Retiree Insurance Contributions for Employees Retiring on or after July 1, 1992

(1) Employees retiring with thirty (30) or more years of City service shall be eligible for up to the City’s maximum retiree health insurance contribution identified in subsection 4.1(a) above on the date of retirement without regard to age.

(2) Employees retiring with a minimum of twenty (20) full years of City service but less than thirty (30) full years of City service who are at least fifty (50) years of age shall receive up to one hundred percent (100%) of the City’s maximum retiree insurance contribution identified in subsection 4.1(a) above.

(3) Employees retiring with a minimum of fifteen (15) full years of City service but less than twenty (20) full years of City service who are at least fifty (50) years of age shall receive up to seventy-five percent (75%) of the City’s maximum retiree insurance contribution identified in subsection 4.1(a) above.

(4) Employees retiring with a minimum of ten (10) full years of City service but less than fifteen (15) full years of City service who are at least fifty (50) years of age shall receive up to fifty percent (50%) of the City’s maximum retiree insurance contribution identified in subsection 4.1(a) above.

(5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.

(6) An employee who does not retire from the Sacramento City Employee Retirement System or CalPERS within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City’s retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

c. Pre-Medicare Retirees

Pre-Medicare retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored medical plan or purchase a non-City medical plan. A retiree who elects to purchase a medical plan not sponsored by the City shall only be eligible to enroll in a City medical plan.
if the retiree enrolls with an effective date of coverage which is within two (2) years from the date their prior City medical coverage terminated.

d. Medicare Retirees

In order for Medicare eligible retirees to maintain eligibility for the City retiree health insurance contribution, each eligible retiree and eligible dependents must enroll in Medicare Parts A and B upon being eligible for such benefits. Medicare retirees may elect to participate in a City-sponsored Medicare medical plan or purchase an individual Medicare plan.

Medicare retirees who have enrolled in Parts A and B after becoming eligible for such benefits may elect to participate in a City-sponsored Medicare plan without restriction to the amount of time that the retiree has waived a City-sponsored medical plan. Medicare retirees may only enroll eligible dependents on their City-sponsored Medicare medical plan, if the eligible dependents have enrolled in Parts A and B. Non-Medicare dependents may be enrolled as long as the retiree has been enrolled on a City non-Medicare plan within two (2) years of the effective date of coverage for enrollment of the non-Medicare dependent.

Medicare retirees who are eligible for Medicare Parts A and B who elect to purchase an individual medical plan shall only be reimbursed the cost of the individual premium associated with a Medicare Advantage, Medicare Supplemental, and/or Medicare Prescription Drug plan up to the City contribution identified in subsection 4.1(a), above.

e. Retiree Insurance Contribution Exclusion

Retirees who participate in another group medical plan as an employee or dependent spouse shall not be eligible for the City contribution identified in Section 4.1(a) above.

f. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivor benefits will be eligible for up to one hundred percent (100%) of the City’s applicable maximum retiree insurance contribution regardless of years of service.

g. Survivor Dependents Benefits

Survivor dependents of eligible retirees shall be entitled to continue receiving the retiree insurance contribution. The benefit to survivor dependents shall be calculated as provided in Article 4.1(b).
h. Limitation Clause

No employee or retiree shall have any rights provided by this Section 4.1 after June 16, 2023.

i. Elimination of Retirees or Survivor Dependents Benefits

No employee hired, reemployed, or rehired on or after July 20, 2012, shall be eligible for any benefits provided by this Section 4.1. Employees transferring to unrepresented classifications after July 20, 2012, shall be ineligible for any benefits by this Section, unless the transferring employee was eligible for retiree or survivor dependent benefits at the time of transfer.

4.2 PERS RETIREMENT PLAN AND CONTRIBUTION

a. Member Contribution to PERS Retirement Plan – Classic Members

(1) Miscellaneous

Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers shall pay eight percent (8%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which miscellaneous classic members shall, from the date of the amendment, pay the seven percent (7%) employee contribution and one percentage point (1%) of the employer contribution through PERS cost-share. If this PERS cost-share is not approved by a vote of the unrepresented unit miscellaneous employees, the one percent (1%) cost-share will remain in the City’s account. Classic members in miscellaneous classifications shall qualify for the 2% at 55 benefit formula based upon the highest twelve (12) consecutive months of compensation.

(2) Police Safety

Executive Management Police Safety employees shall pay twelve percent (12%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which Executive Management Police Safety classic members shall, from the date of the amendment, pay the nine percent (9%) employee contribution and three percentage points (3%) of the employer contribution through PERS cost-share. If this PERS cost-share is not approved by a vote of the unrepresented Executive Management Police Safety unit employees, the three percent (3%) cost-share will remain in the City’s account. Classic members in Executive Management Police Safety classifications
shall qualify for the 3% at 50 benefit formula based upon the highest twelve (12) consecutive months of compensation.

(3) Fire Safety

Executive Management Fire Safety employees shall pay twelve percent (12%) of the employer’s contribution to the PERS retirement plan. The City shall pay up to nine percent (9%) of the member contribution to the PERS retirement plan on behalf of fire safety employees. The City’s payments to the member contribution shall be reported to PERS as additional compensation for the purpose of retirement benefit calculations to the extent allowed by law (pay and report). If necessary, the contract with PERS shall be amended to reflect the proper allocation of funds. Classic members of Executive Management Fire Safety classifications shall qualify for the 3% at 55 benefit formula based upon the highest twelve (12) consecutive months of compensation.

b. Member Contribution to PERS Retirement Plan – New Members

(1) Miscellaneous

Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers hired after December 31, 2012, shall be members in the PERS on terms consistent with Public Employees’ Pension Reform Act (PEPRA). New members in miscellaneous classifications shall qualify for the 2% at 62 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

(2) Safety

Executive Management Safety employees hired after December 31, 2012, shall be members in the PERS on terms consistent with PEPRA. New members in safety classifications shall qualify for the 2.7% at 57 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

ARTICLE 5 – CHARTER OFFICERS

5.1 CHARTER OFFICER SALARIES

The salaries for the City Attorney, City Auditor, City Clerk, City Manager, and City Treasurer shall be modified only by City Council action and approval.
5.2 EXPENSE ALLOWANCE

The City will pay to the City Manager a sum of $400 per month for City expenses for which no vouchers need be furnished. The City will pay to the City Attorney, City Auditor, City Clerk, and City Treasurer a sum of $350 per month for City expenses for which no vouchers need be furnished.

ARTICLE 6 – NON-CAREER EMPLOYEES

6.1 NON-CAREER BENEFITS

Except as provided herein, unrepresented non-career (+1,040) employees do not accrue benefits.

6.2 CITY HEALTH AND WELFARE CONTRIBUTION

a. Employees in the classification of Fire Recruit shall receive the same City monthly health and welfare contribution amount as provided for the classification of Firefighter in the applicable Memorandum of Understanding.

b. Employees in the classification of Police Officer Recruit and Community Service Officer (Limited-Term) shall receive the same City monthly health and welfare contribution amount as provided for the classification of Police Officer in the applicable Memorandum of Understanding.

c. Employees in the classification of Dispatcher Recruit shall receive the same City health and welfare contribution amount as provided for the non-supervisory Dispatcher classification in the applicable Memorandum of Understanding.

d. Non-Career employees under this Section are not eligible to receive any unused portion of the City contribution as cash.

6.3 POOL SAFETY CLASSIFICATIONS

Employees holding classifications designated as pool safety positions may be eligible for additional compensation for qualifying work associated with the summer aquatics program. Such compensation is authorized solely for the purpose of recruiting and retaining qualified employees at City-operated swimming pools. Said employees shall be paid additional compensation as follows:

a. Certification Fee Reimbursements

Upon submittal of documents showing successful completion of the required water safety courses and receipts showing fees paid, the City
shall reimburse eligible employees up to $200 for completing their certification course work.

b. Recruitment Incentive

Upon successful completion of eighty (80) hours of work in a designated pool safety classification, the City shall pay eligible employees a lump sum amount of $200.

c. Retention Incentive

Upon successful completion of work during the entire summer aquatics season, the City shall pay eligible employees a lump sum amount of $400.

6.4 GENERAL INTERN CLASSIFICATION

Employees holding the classification of General Intern may be eligible for additional compensation for qualifying work. Such compensation is authorized solely for the purpose of recruiting and retaining qualified. Said employees shall be paid additional compensation as follows:

a. Recruitment Incentive

Upon successful completion of eighty (80) hours of work, the City shall pay eligible employees a lump sum amount of $250.

b. Retention Incentive

Upon successful completion of three hundred and twenty (320) hours of work, the City shall pay eligible employees a lump sum amount of $500.

6.5 TUITION REIMBURSEMENT

Employees in the classification of Student Trainee, who are in the Police Officer hiring pipeline, may be eligible for tuition reimbursement pursuant to Section 8.3.

ARTICLE 7 – LEAVES

7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS

Unless provided otherwise in this Article, leave hours shall accrue over 24 pay periods per year, during the first two (2) pay periods of each month.

7.2 VACATION

a. Employees shall be entitled to vacation allowances pursuant to the provisions of Section 107 of the City Charter. Based on length of City service, the accrual of annual vacation allowances shall be as follows:
<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Annual Vacation Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 5 years</td>
<td>10 days/80 hours</td>
</tr>
<tr>
<td>5 years and 1 day to 15 years</td>
<td>15 days/120 hours</td>
</tr>
<tr>
<td>more than 15 years</td>
<td>20 days/160 hours</td>
</tr>
</tbody>
</table>

b. Vacation allowance administration shall be in accordance with the Rules and Regulations of the Civil Service Board, unless an exception is authorized by the City Manager under appropriate circumstances. For Charter Officers, exceptions to the rules for vacation allowance administration shall be authorized by the Mayor or the Mayor’s designee. Employees may accumulate a maximum of four hundred and eighty (480) vacation hours. Once the maximum is reached, there shall be no further vacation accrual until the balance falls below four hundred and eighty (480) hours.

c. Employees who are eligible to receive a cash payment in-lieu of vacation leave, as provided for in Article 8 Section 107(d) of the Sacramento City Charter, may make an irrevocable election to receive such payment by foregoing the same number of vacation hours in the calendar year following election. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30. The in-lieu payment will be made to the employee on the last paycheck in March of the calendar year following the election. If the employee electing the in-lieu payment separates from City employment for any purpose before receiving the in-lieu payment, the employee forfeits any right to receive the payment, but will instead have their vacation leave balances credited with the amount of hours that would have accrued from January 1 to the last day of employment.

7.3 HOLIDAYS

a. Recognized Holidays

Except as otherwise provided, the following shall be recognized holidays for eligible employees:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year's Day</td>
<td>January 1</td>
</tr>
<tr>
<td>Martin Luther King's Birthday</td>
<td>Third Monday in January</td>
</tr>
<tr>
<td>Washington's Birthday</td>
<td>Third Monday in February</td>
</tr>
<tr>
<td>Cesar Chavez’s Birthday</td>
<td>March 31</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Last Monday in May</td>
</tr>
<tr>
<td>Independence Day</td>
<td>July 4</td>
</tr>
</tbody>
</table>
Labor Day                      First Monday in September
Veteran's Day                  November 11
Thanksgiving Day                Fourth Thursday in November
Day after Thanksgiving          Friday after Thanksgiving
Christmas Eve (4 hours)        December 24
Christmas Day                  December 25
New Year's Eve (4 hours)       December 31

b. Eligibility

(1) To be eligible for holiday pay, the employee must be in a paid work status the scheduled workday before and after the recognized holiday. Any payable leave time, such as vacation, and sick shall be considered hours worked for the purpose of holiday pay eligibility.

(2) A part-time employee, including an employee in a work-sharing program, and non-career (+1,040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

<table>
<thead>
<tr>
<th>Number of Recognized Holidays in the Workweek</th>
<th>Minimum Number of Paid Hours in the Workweek</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>50% Benefit</td>
</tr>
<tr>
<td>0.5</td>
<td>18</td>
</tr>
<tr>
<td>1.0</td>
<td>16</td>
</tr>
<tr>
<td>1.5</td>
<td>14</td>
</tr>
<tr>
<td>2.0</td>
<td>12</td>
</tr>
</tbody>
</table>

An employee paid for less than the minimum number of hours required for the 50% benefit shall receive no recognized holiday benefit.

(3) Non-career (-1,040) employees shall not receive recognized holiday benefits.

c. Holiday Observance

(1) If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

i. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.

ii. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.

(2) If an employee's schedule differs from the traditional Monday-
Friday workweek in which a recognized holiday falls, the following shall apply:

i. The actual dates as listed above shall be considered as the employee’s holiday.

ii. If the recognized holiday falls on the employee’s scheduled day off, the employee shall receive holiday earned for the hours of the holiday benefit.

d. **Floating Holidays**

(1) **Accrual**

i. In addition to the recognized holidays specified above, except as provided below, employees shall receive the equivalent of two (2) floating holidays per fiscal year on an accrual basis as follows:

1. Each full-time Executive Management, Mayor/Council Support, and Executive Management Support employee shall accrue sixteen (16) hours of floating holiday per calendar year at the rate of forty (40) minutes on each of the first two (2) paychecks each month, as long as the employee is in paid status forty (40) or more hours of salary on the paycheck that the accrual would occur.

2. A part-time Executive Management, Mayor/Council Support, or Executive Management Support employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue floating holiday credit based on the number of hours for which the employee was paid in that bi-weekly pay period: 64 or more hours paid = 100% accrual [forty (40) minutes per each eligible paycheck]; 40-63.9 hours paid = 50% accrual [twenty (20) minutes per each eligible paycheck].

ii. Non-career (-1,040) employees shall not receive floating holiday benefits.

(2) **Administration**

i. The scheduling of floating holiday time must be approved in advance by the Appointing Authority or designated representative.
An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. There shall be no cash out of floating holiday hours, either annually or upon separation.

e. **Holiday Earned Accumulation**

Employees may accumulate a maximum of eighty (80) hours of holiday earned hours. Once the maximum is reached, there shall be no further holiday earned until the balance falls below eighty (80) hours. Holiday earned may be taken by the employee at the discretion of the department head.

f. **Closure of Operations on Half Holidays**

The City may opt to close operations on Christmas Eve or New Year’s Eve. If operations are closed on a designated half holiday, employees are expected to account for their time by using an appropriate form of paid leave or unpaid time off consistent with City policy.

7.4 **MANAGEMENT LEAVE TIME**

a. Executive Management and Mayor/Council Support employees exempt from the overtime provisions of FLSA shall not accrue compensating time off or earn overtime pay for time worked in excess of eight (8) hours per day or forty (40) hours per week but shall be expected to devote as much time to their employment as may be necessary for the efficient operation of City government.

b. Executive Management and Mayor/Council Support employees determined by the City to be exempt from the overtime provisions of the FLSA shall be credited with eighty (80) hours of management leave time each calendar year, with the time posted to each employee’s leave balances the first pay period in January. Executive Management and Mayor/Council Support employees appointed after January 1 of a calendar year shall be entitled to a pro rata share of eighty (80) hours of management leave time based upon the number of full months remaining in that calendar year. Management leave time shall be useable upon being credited, subject to the approval of the immediate supervisor.

Full-time career Executive Management and Mayor/Council Support employees who receive management leave time pursuant to this subparagraph shall have the option to receive a cash payment for up to forty (40) hours in lieu of the equivalent management leave accruals in the calendar year following the date the employee makes the election. The following rules shall govern this optional payment:
(1) Any employee exercising such option shall be required to sign an appropriate form requesting payment in lieu of up to forty (40) hours of management leave time which shall be submitted to Payroll no later than November 30.

(2) Any employee exercising the option to receive cash in lieu of management leave time shall have the commensurate leave value debited from their leave balances when the payout is processed.

(3) The employee shall receive the in-lieu payment on the first paycheck in February of the year following the date of the election.

(4) Payment for up to forty (40) hours shall be calculated using the employee's hourly rate of pay on the date that the in-lieu payment is made.

c. Management leave time shall not accumulate from year to year, and any management leave time not used or cashed out pursuant to the terms of this Section shall be forfeited on December 31 of the calendar year in which it was credited.

d. There shall be no cash out of management leave time upon separation.

e. Part-time Executive Management and Mayor/Council Support employees shall be credited with a prorated amount of management leave.

7.5 ADMINISTRATIVE LEAVE TIME

a. Executive Management Support employees shall be credited with twenty-four (24) hours of administrative leave time each fiscal year. Such time will be posted in the first pay period in July. Executive Management Support employees hired after July 1 of a fiscal year shall be entitled to a prorated share of administrative leave time based upon the number of full months remaining in that fiscal year. Administrative leave time shall be useable upon being credited, subject to the approval of the employee’s immediate supervisor.

b. Administrative leave time shall not accumulate from fiscal year to fiscal year, and any administrative leave time not used in the fiscal year in which it was awarded shall be forfeited. There shall be no cash out of administrative leave time.

c. Part-time Executive Management Support employees shall be credited with a prorated amount of administrative leave.
7.6 SICK LEAVE

a. Accrual and Usage

(1) A full-time employee shall accrue sick leave credits at the rate of four (4) hours on each of the first two (2) paychecks each month, which may be used by the employee in the event of illness or injury which is not job-related. Part-time career and non-career employees earn sick leave on a pro-rata basis per the Rules and Regulations of the Civil Service Board and/or California’s Healthy Workplaces, Healthy Families Act of 2014.

(2) Employees who have at least four hundred and eighty (480) hours of sick leave on November 1 in any calendar year may make an irrevocable election to forego the accrual of not more than twenty-four (24) hours of sick leave during the following calendar year and receive instead a cash payment for the number of sick leave hours designated in the election.

(3) Notification of the irrevocable election must be made in writing to the Payroll Division, Department of Finance, between November 1 and November 30. The payment will be made on the last paycheck in May of the calendar year following the irrevocable election. Payment shall be made at the hourly rate of pay the employee is receiving at the time the payment is made.

(4) If the employee electing the payment is separated from City employment before receiving the payment, the employee forfeits any right to the payment, but will instead have their sick leave balances credited with the sick leave hours the employee would have accrued from the January 1 following the date of election to the last day of employment.

b. Sick Leave Cash Out

(1) PERS

i. PERS members hired, reemployed, or rehired prior to January 1, 2005, with more than twenty (20) years of continuous City service, are eligible to cash out sick leave upon separation for reasons of retirement, resignation, layoff or death as follows:

Eligible employees, or persons entitled by law to the possession of their estate, may receive a cash payment equal to thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of their retirement, resignation,
layoff, or death at their current base rate of pay;

ii. PERS members hired, reemployed, or rehired on or after January 1, 2005, shall not be eligible for cash out payment of any portion of accumulated sick leave credits.

iii. PERS members may convert their sick leave balance to service credit pursuant to the PERS contract with the City upon separation of employment from the City for retirement, without regard to date of hire, reemployment, or rehire.

iv. No employee whose services are terminated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon retirement, SCERS members eligible to accumulate sick leave credits shall receive a cash payment representing the value of thirty-three and one-third percent (33-1/3%) of the sick leave credits (rounded to the nearest full day) accumulated to the date of retirement.

c. Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.

d. The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all covered employees.

7.7 PARENTAL PAY

Pursuant to the City’s Leave Administration Policy, full-time employees who have completed at least three (3) years of full-time career City service from the most recent date of hire are eligible for parental pay of up to one hundred and sixty (160) hours of continuous time off. Part-time employees who have completed at least three (3) years of career City service from the most recent date of hire are eligible for parental pay of up to eighty (80) hours of continuous time off. Required career service must be completed preceding either:

a. The birth of a child who resides with the employee and for whom the employee has physical and legal custody; or

b. The adoption of a child under age four (4) who resides with the employee and for whom the employee has physical and legal custody.
7.8 INJURY-ON-DUTY

a. Full-time career employees shall receive benefits for injuries suffered in the performance of their duties consistent with Section 253 of the City Charter. In the event changes are made to the City Charter, those changes shall supersede the provisions of this Resolution. To the extent permitted by law, the City shall receive a credit for the benefits provided pursuant to Charter Section 253 against future workers’ compensation benefits.

b. If the employee qualifies for temporary disability benefits after exhausting the one-year leave of absence for workplace injuries described in Charter Section 253, the employee may use accrued leave balances to replace any loss of income. The employee may use full or partial days of leave pursuant to policy for this purpose, but in no event shall the cumulative amount received from temporary disability payments and the use of leave balances exceed the hourly rate of pay of the employee as of the date of injury.

7.9 COURT LEAVE

a. When an employee is absent from work to testify in response to a properly served subpoena issued by a court of competent jurisdiction in a non-work-related matter to which the employee is not a party, to serve on a jury, or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert for jury duty and remain on the job until such time as called to testify or serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the court or jury commissioner and the City will be responsible to ensure that the employee is available. Pay for work time lost shall be computed at the employee’s regular rate of pay at the time of such absence.

b. If a swing shift or graveyard shift employee has served an amount of time that exceeds one-half of the employee’s next scheduled shift in court or on jury duty, the employee will notify the supervisor in advance of the start time so they will be excused from the shift. If the employee is in court or on jury duty less than one-half the shift, the employee will be required to work.

c. In lieu of the shift after service on court leave, a graveyard shift employee may request to take off the shift prior to court leave, provided that if the employee serves less than one-half of the shift, they will be required to use vacation or other leave accruals to cover the shift.

d. To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's
service as a witness or juror or appearance in court for such purposes, the
date or dates of attendance, the time released from attendance and the
compensation paid exclusive of any transportation and subsistence
allowance.

e. The City reserves the right to require the employee to reimburse the City
for all witness fees or jury remuneration received, less transportation and
subsistence allowance.

f. When a non-career employee is regularly scheduled to work and is
ordered to appear in court or report for jury duty, such employee shall be
entitled to court leave benefits in accordance with the above-stated
procedure.

7.10 CATASTROPHIC LEAVE

Employees are entitled to catastrophic leave pursuant to, and consistent with, the
City’s Leave Administration Policy.

7.11 SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA)
TRANSITION

Employees who are transferred from employment at SHRA to the City as a result
of restructuring, reorganizing or removal of services to the City shall be allowed
to transfer the following accrued benefits from SHRA to the City:

a. Eighty percent (80%) of sick leave balances after cash-out pursuant to
Agency policy.

b. Vacation balances up to one year of accrual at the employee’s current rate
on transition to the City.

7.12 BEREAVEMENT PAY

An employee may receive up to twenty-four (24) working hours of City
bereavement pay for time taken off for the death of the employee’s spouse,
registered domestic partner, parent, sibling, child, grandchild, or grandparent. The
employee may use sick leave as outlined in the Rules and Regulations of the Civil
Service Board for additional time off or to attend to other death, bereavement, or
funeral needs.

7.13 FAMILY AND MEDICAL LEAVE

Employees may be entitled to leave pursuant to the Family and Medical Leave
Act (FMLA), the California Family Rights Act (CFRA), and/or Pregnancy Disability
leave (PDL) consistent with the City’s Leave Administration Policy.
7.14 PERSONAL TIME OFF

a. Full-time career employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal leave at the beginning of the first pay period in January of each year. Part-time career employees who have completed ten (10) full years of City service shall be credited with a prorated amount of time based on their regular schedule.

b. Personal leave shall not accumulate from year to year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the Department may approve carry-over to the next year. In all other cases, the time shall be forfeited.

c. Non-career employees are not eligible for personal leave benefits.

7.15 PAID CITY LEAVE (PCL)

a. Employees who are employed in an unrepresented classification in Units 20, 21, or 22 and who are on payroll on April 9, 2022, shall receive a one-time leave bank contribution of thirty-five (35) hours of Paid City Leave. This paid City leave shall not expire, and shall have no cash value except as follows:

(1) Employees receiving the paid city leave contribution described in Section 7.15(a) may make an irrevocable election to receive a cash payment in lieu of using the leave. Notification of the election to receive this cash payment must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. Employees making the irrevocable election shall receive the payment on the paycheck representing the first pay period following their election at the straight time rate of pay they are receiving at the time of payment, less ordinary payroll deductions.

(2) Upon separation from City service, employees with a balance of the paid city leave described in Section 7.15(a) shall receive a payment for the paid city leave balance at the straight time rate of pay they are receiving at the time of the payment, less ordinary payroll deductions.

b. Employees who are employed in an unrepresented classification in Units 20, 21, or 22 and who are on payroll on October 31, 2022, shall receive a one-time leave bank contribution of thirty-five (35) hours of paid city leave that will become available for use on the first paycheck in January 2023. This leave shall not expire and shall have no cash value except as follows:
(1) Employees receiving the paid city leave described in Section 7.15(b) may make an irrevocable election to receive a one-time cash payment by foregoing the thirty-five (35) hours of paid city leave in 2023. Notification of the election must be made to the Payroll Division, Department of Finance, in writing by November 30, 2022. This cash payment will be made to the employee on the last paycheck in March 2023. Payment shall be made at the straight time rate of pay the employee is receiving at the time payment is made, less ordinary payroll deductions. If the employee making the irrevocable election separates from City employment for any reason prior to December 31, 2022, the employee forfeits both the right to receive the cash payment and the thirty-five (35) hours of leave.

(2) Upon separation from City service, employees with a balance of the paid city leave described in Section 7.15(b) shall receive a payment for the paid city leave balance at the straight time rate of pay they are receiving at the time of the payment, less ordinary payroll deductions.

c. The total maximum number of PCL an employee may receive is seventy (70) hours. Employees who promote or transfer to a classification covered by the Unrepresented Resolution and who previously received PCL hours while employed in a represented classification covered by a memorandum of understanding (MOU) that provided PCL, may carry over the balance of their remaining PCL hours, if any. However, under no circumstance will any employee be provided more than a total of seventy (70) PCL hours.

ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES

8.1 TRANSPORTATION AND PARKING ALLOWANCES

a. Reimbursement for Use of Privately-Owned Vehicles

(1) Charter Officers or their designees may offer reimbursement for the use of privately-owned vehicles on City business or as compensation in lieu of the use of City vehicles on City business subject to the limits identified in this article. Employees receiving a vehicle allowance prior to August 8, 2013, may continue to receive the amount of that reimbursement, even if in excess of the limits set below:

<table>
<thead>
<tr>
<th>Category</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Team Members</td>
<td>$500/month</td>
</tr>
<tr>
<td>Division Managers</td>
<td>$250/month</td>
</tr>
<tr>
<td>Professional Level</td>
<td>$0 - $175/month</td>
</tr>
</tbody>
</table>
Support/Miscellaneous Staff  $0 - $100/month

(2) Executive Management and Mayor/Council Support employees shall receive City-provided parking. Executive Management Support employees are eligible for City-provided parking.

(3) Employees receiving less than $250 in monthly vehicle allowance may receive out-of-town mileage reimbursement. Reimbursement for out-of-town mileage shall be at the general mileage reimbursement rate (minus 25 miles for individuals receiving a monthly vehicle allowance) or comparable coach airfare, whichever is lower.

b. Any automobile operated on City business by any employee receiving a monthly vehicle allowance shall be insured against liability in persons and property, including wrongful death, in an amount at least equal to $100,000 per person, $300,000 per accident, and property damage limits at least equal to $50,000 (100/300/50).

c. Monthly Bus Transportation Reimbursement

(1) Sacramento Regional Transit District (SRTD)

Full-time Executive Management, Mayor/Council Support, and Executive Management Support employees who utilize SRTD for home-to-work transportation are eligible to receive an eighty percent (80%) City-paid SRTD monthly non-zone sticker pass in lieu of the City-paid parking and vehicle allowance. Part-time employees shall be eligible for a fifty percent (50%) price discount on the monthly non-zone sticker pass. The employee must notify the Department of Finance, Revenue Division, prior to the first day of the month to obtain the monthly pass discount for that next month. Non-career employees shall not be eligible for the allowance. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(2) Other Public Transportation

Eligible full-time employees, as described in Section 8.1(c)(1), who regularly utilize other public transportation regulated by the Public Utilities Commission or the equivalent for home-to-work commuting, are eligible for monthly transit pass reimbursement up to eighty percent (80%) of the cost in lieu of City-paid parking and vehicle allowance. Eligible part-time employees, as described above, shall be eligible for a fifty percent (50%) monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue Division, prior to the first day of
the month to obtain reimbursement. The amount of monthly reimbursement shall not exceed $120.00. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(3) Downtown Parking Subsidy

i. Eligible full-time Executive Management Support employees, as described above, who work in the downtown area, shall receive a $90.00 per month transportation allowance. Part-time Executive Management Support employees who work in the downtown area shall receive $60.00 per month transportation allowance. Non-career employees shall not be eligible for the allowance.

ii. Employees who receive City-paid parking as described in Section 8.1 shall not be eligible for the downtown parking subsidy.

d. Discounted Parking Rates

Discounted parking will be available to Executive Management Support employees, on a first-come, first-serve basis, for parking spaces in the Memorial Garage at a cost of seventy percent (70%) of the regular Memorial Garage monthly rate. This means that the employee discounted rate is thirty percent (30%) off the full monthly rate.

e. City Vehicle Retention

The City Manager/Charter Officers may authorize overnight home retention of City vehicles for public safety assignments, on-call assignments, and other special or emergency assignments.

8.2 FIRE UNIFORM ALLOWANCE

Safety management personnel employed in the Fire Department shall receive a uniform allowance of thirty-five dollars ($35.00) bi-weekly for the purchase of regulation items of uniform that the Fire Department requires to be worn as a condition of employment.

8.3 TUITION REIMBURSEMENT

Employees will be reimbursed for the cost of tuition up to a maximum of $1,500 per calendar year, pursuant to the City's Employee Educational Assistance Program, as amended. In addition, the employee's department may authorize tuition reimbursement for training through other approved sources. Except as provided in Section 6.4, non-career employees are not eligible for tuition reimbursement.
8.4 STATE OF CALIFORNIA BAR DUES

The actual cost of mandatory State Bar dues shall be paid for employees in attorney classifications in the City Attorney's Office. In the sole discretion of the City Attorney, the City Attorney may approve reimbursement, from the budget of the employing department, for other licensed City employee attorneys whose legal skills and abilities represent a significant benefit to the City. The City Attorney may authorize such reimbursement after being provided documentation establishing payment was made by the employee requesting the reimbursement.

8.5 REQUIRED LICENSES AND CERTIFICATIONS

Where the City requires that an employee maintain a license and/or certification, the Department Head or designee may, on a case-by-case basis, reimburse the employee for costs associated with the renewal of such license. This Section shall not apply to driver’s licenses.

8.6 CONTINUING EDUCATION

When the City requires that an employee maintain a license or certificate which mandates continuing education units (CEUs) to maintain the license or certificate, the employee is responsible for obtaining the CEUs. The City may provide the needed CEUs or reimburse the employee for the cost of such training.

8.7 BILINGUAL PAY

a. The City may authorize bilingual pay when it is determined to be operationally necessary. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient and, if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process necessary to authorize the bilingual pay.

b. Bilingual pay shall be paid at the rate of forty dollars ($40) per month for any month in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operations.

8.8 TECHNOLOGY ALLOWANCE

a. If the City requires an employee in the Executive Management, Executive Management Support, or Mayor/Council Support unit to be generally accessible via technology device for the conduct of City-related business, the City shall provide a technology allowance in accordance with the provisions of this Section.
b. Employees in the Executive Management, Executive Management Support, or Mayor/Council Support units may be authorized a monthly technology allowance of up to one hundred dollars ($100).

c. Upon approval of the technology allowance, the employee shall provide and maintain a personal cellular phone and service that is available to conduct City-related business. The employee shall provide, and the City may publish, the cellular phone number to designated individuals and organizations with whom the employee normally conducts City-related business.

8.9 NOTARY PAY

An Executive Management Support employee who is required to maintain, or who obtains for City benefit, a notary registration shall receive a monthly certification pay of thirty dollars ($30).

ARTICLE 9 – MISCELLANEOUS

9.1 OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES

a. Employees shall not engage in any other employment, work, profession, business, or enterprise that is inconsistent, incompatible, in conflict with or adversely affects the performance of their duties, or that is contrary to the most effective performance of the mission of City management or the best interests of the City.

b. Employees shall not accept any off-duty employment without the express consent, in advance, of the Appointing Authority or designated representative.

c. Employees shall submit annual requests for approval for off-duty employment at the beginning of each fiscal year.

d. An employee shall not work:

(1) In any employment, which will tend to bring discredit upon City management, or which is detrimental to City goals, or which will reduce an individual's efficiency or usefulness as a City employee.

(2) In any employment requiring an affiliation, membership, or allegiance tending to influence conduct in a manner inconsistent with the proper discharge of responsibilities to the City or the public interest.

(3) In any employment for any other municipality or political subdivision of the state or federal government (except with the express written
authorization of the Appointing Authority).

(4) In any off-duty position while on sick leave or injured-on-duty status.

e. An employee may request authorization for off-duty employment by forwarding a letter of request to the Appointing Authority. The letter should provide details concerning the type of employment, expected duration of employment, and the employer's name.

f. The Appointing Authority will notify in writing to the employee of action taken on the request for off-duty employment. A copy of the letter will be retained in the employee's personnel file.

g. Authorization for off-duty employment may be revoked at the discretion of the Appointing Authority at any time.

h. Part-time, seasonal, or limited-term employees are not subject to the restrictions of this Section.

9.2 PAYROLL ERRORS

a. In the event an error has been made, including but not limited to the payment of an employee's salary, overtime payment or leave accruals, balances or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, and give written notice to the employee.

b. In the event an employee received an overpayment, reimbursement to the City shall be mutually agreed to between the parties and shall be accomplished by:

   (1) Lump sum payment by the employee;

   (2) A one-time deduction from useable vacation, compensating time off (CTO), or holiday credit balances equivalent to the overpayment at the employee's current hourly rate;

   (3) A repayment schedule through payroll deduction; and/or

   (4) Other means, as may be mutually agreed between the parties.

   No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, which leads to collection efforts or other legal remedies, the overpayment collection shall not exceed twenty-six (26) pay periods.

c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two (2) years from
the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

9.3 RETIREE COURT APPEARANCE FEES

A retired City employee who is subpoenaed to appear in court on behalf of the City in their capacity as a former City employee shall receive a court appearance fee if the employee reports at the time specified for their particular testimony regardless of whether the employee is ultimately required to testify. The court appearance fee shall be one hundred twenty-five dollars ($125) for a full day or seventy-five dollars ($75) for a half day, which is defined as four hours or less. Nothing herein shall serve to establish an employment relationship for any purpose, including, but not limited to, employee benefits, reimbursements, compensation, court cancellation fee, or any other rights.

9.4 OUT-OF-CLASSIFICATION PAY

a. Unit 09

Temporary assignments to higher classifications shall be permitted only in those classifications where, in the judgment of the Department Head or designee, it is necessary to maintain proper and efficient departmental operations. An employee temporarily assigned to perform the duties of a higher classification shall be compensated for the duration of the out-of-classification assignment by the payment of five percent (5.0%) of the base rate of pay the employee received prior to the out-of-classification assignment, or the salary provided for in Step 1, as applicable, of the higher classification, whichever is greater, but not to exceed top step of the higher classification. Departments shall establish internal tracking and approval systems for out-of-classification pay administration.

b. Units 20, 21, and 22

If a supervisor assigns an employee to perform the full range of duties of a higher classification, the employee shall receive out-of-classification pay up to a maximum of ten percent (10.0%) the employee’s base rate of pay, but not more than the maximum salary of the higher classification. A department head may approve out-of-classification pay greater than ten percent (10.0%) with written justification and approval by the appropriate Charter Officer. Employees shall not receive out-of-classification pay in a department head’s absence, unless the department head is on a leave of absence of at least ten (10) consecutive calendar days for a reason identified in the City’s Leave Administration Policy, and the full range of responsibilities and decision-making authority of the department head has been delegated to the employee. Additionally, employees are not eligible
for out-of-classification pay when their job specification states they may act in the absence of the department head.
<table>
<thead>
<tr>
<th>Sal Plan</th>
<th>Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Admin. of Government Relations</td>
<td>021026</td>
<td>MCSU</td>
<td>41.761053</td>
</tr>
<tr>
<td>Admin. of Government Relations</td>
<td>021026</td>
<td>MCSU</td>
<td>41.761052</td>
</tr>
<tr>
<td>Assistant City Attorney</td>
<td>020001</td>
<td>EXMG</td>
<td>71.766846</td>
</tr>
<tr>
<td>Assistant City Attorney</td>
<td>020001</td>
<td>EXMG</td>
<td>71.766846</td>
</tr>
<tr>
<td>Assistant City Auditor</td>
<td>020044</td>
<td>EXMG</td>
<td>48.054519</td>
</tr>
<tr>
<td>Assistant City Auditor</td>
<td>020044</td>
<td>EXMG</td>
<td>48.054519</td>
</tr>
<tr>
<td>Assistant City Clerk</td>
<td>020002</td>
<td>EXMG</td>
<td>43.572082</td>
</tr>
<tr>
<td>Assistant City Clerk</td>
<td>020002</td>
<td>EXMG</td>
<td>43.572081</td>
</tr>
<tr>
<td>Assistant City Manager</td>
<td>020003</td>
<td>EXMG</td>
<td>75.386341</td>
</tr>
<tr>
<td>Assistant City Manager</td>
<td>020003</td>
<td>EXMG</td>
<td>75.386341</td>
</tr>
<tr>
<td>Assistant to the City Manager</td>
<td>020040</td>
<td>EXMG</td>
<td>63.640769</td>
</tr>
<tr>
<td>Assistant to the City Manager</td>
<td>020040</td>
<td>EXMG</td>
<td>63.640769</td>
</tr>
<tr>
<td>Budget Manager</td>
<td>020005</td>
<td>EXMG</td>
<td>59.101130</td>
</tr>
<tr>
<td>Budget Manager</td>
<td>020005</td>
<td>EXMG</td>
<td>59.101129</td>
</tr>
<tr>
<td>Chief Assistant City Attorney</td>
<td>020046</td>
<td>EXMG</td>
<td>75.355188</td>
</tr>
<tr>
<td>Chief Assistant City Attorney</td>
<td>020046</td>
<td>EXMG</td>
<td>75.355187</td>
</tr>
<tr>
<td>Chief Information Officer</td>
<td>020030</td>
<td>EXMG</td>
<td>73.838908</td>
</tr>
<tr>
<td>Chief Information Officer</td>
<td>020030</td>
<td>EXMG</td>
<td>73.838909</td>
</tr>
<tr>
<td>Chief of Staff to the Mayor</td>
<td>021006</td>
<td>MCSU</td>
<td>42.451322</td>
</tr>
<tr>
<td>Chief of Staff to the Mayor</td>
<td>021006</td>
<td>MCSU</td>
<td>42.451322</td>
</tr>
<tr>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
</tr>
<tr>
<td>-------</td>
<td>---------------</td>
<td>----------------</td>
<td>--------</td>
</tr>
<tr>
<td>MGTE 216</td>
<td>47.649595</td>
<td>48.840593</td>
<td>50.061608</td>
</tr>
</tbody>
</table>

**Community Engagement Manager | 001946 | MGMT**

- **U EXMG 220**: 50.628101 | 66.428462 | 105306.45 | 138171.20

**[ New ] Community Engagement Manager | 020049 | EXMG**

- **U EXMG 220**: 50.628101 | 66.428462 | 105306.45 | 138171.20

**Council Representative | 021015 | MCSU**

- **U MCSA 048**: 18.360000 | 33.067226 | 38188.80 | 68779.83
- **U MCSA 048**: 18.360000 | 34.720586 | 38188.80 | 72218.82

**Council/Clerk Operations Mngr | 021007 | MCSU**

- **U MCSA 060**: 45.040000 | 64.576000 | 89523.20 | 139703.07
- **U MCSA 060**: 43.040000 | 67.798500 | 89523.20 | 141020.88

**Deputy Fire Chief | 020025 | EXMG**

- **A FM40 002**: 67.164938 | 108.490000 | 139703.07 | 225659.20
- **A FM40 002**: 67.164937 | 113.914500 | 139703.07 | 236942.16

**Deputy Police Chief | 020011 | EXMG**

- **U PEXM 010**: 78.339800 | 115.410000 | 152471.92 | 246292.86
- **U PEXM 010**: 73.303807 | 124.330500 | 152471.92 | 258607.44

**Director of Community Devlopmt | 020012 | EXMG**

- **U EXMG 180**: 73.838909 | 110.758611 | 153584.93 | 230377.91
- **U EXMG 180**: 73.838908 | 116.296538 | 153584.93 | 241896.80

**Director of Community Response | 020045 | EXMG**

- **U EXMG 218**: 70.370168 | 110.555250 | 146369.95 | 219554.92
- **U EXMG 218**: 70.370168 | 110.833009 | 146369.95 | 230532.66

**Director of Convntion&Culture | 020013 | EXMG**

- **U EXMG 120**: 73.838909 | 110.758611 | 153584.93 | 230377.91
- **U EXMG 120**: 73.838908 | 116.296538 | 153584.93 | 241896.80

**Director of Economic Devlpmt | 020014 | EXMG**

- **U EXMG 070**: 67.691509 | 106.614129 | 140798.34 | 221757.39
<table>
<thead>
<tr>
<th>Sal Plan</th>
<th>Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Emergency Mgmt</td>
<td>020043</td>
<td>EXMG</td>
<td>$59,109.00 - $86,913.61</td>
</tr>
<tr>
<td>Director of Finance</td>
<td>020015</td>
<td>EXMG</td>
<td>$73,838.90 - $110,758.61</td>
</tr>
<tr>
<td>Director of Govtal Affairs</td>
<td>020017</td>
<td>EXMG</td>
<td>$57,040.54 - $85,560.82</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>020018</td>
<td>EXMG</td>
<td>$73,838.90 - $110,758.61</td>
</tr>
<tr>
<td>Director of PubSafety Acctblty</td>
<td>020020</td>
<td>EXMG</td>
<td>$60,127.92 - $106,900.00</td>
</tr>
<tr>
<td>Director of Public Works</td>
<td>020021</td>
<td>EXMG</td>
<td>$73,838.90 - $110,758.61</td>
</tr>
<tr>
<td>Director of Utilities</td>
<td>020022</td>
<td>EXMG</td>
<td>$73,838.90 - $116,296.53</td>
</tr>
<tr>
<td>Director of Yth Parks&amp;Comm Enr</td>
<td>020019</td>
<td>EXMG</td>
<td>$73,838.90 - $116,296.53</td>
</tr>
<tr>
<td>Dispatcher Recruit</td>
<td>009113</td>
<td>TEMP</td>
<td>$18,618.80 - $18,618.80</td>
</tr>
<tr>
<td>Executive Assistant (CMO)</td>
<td>022000</td>
<td>EMSU</td>
<td>$25,500.00 - $36,260.00</td>
</tr>
<tr>
<td>Sal Plan</td>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
</tr>
<tr>
<td>----------</td>
<td>-------</td>
<td>----------------</td>
<td>---------------</td>
</tr>
<tr>
<td>**Executive Assistant (MC)</td>
<td>022001</td>
<td>EMSU</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MGSB 030</td>
<td>25.500000</td>
<td>38.260000</td>
</tr>
<tr>
<td></td>
<td>MCSB 030</td>
<td>25.500000</td>
<td>40.173000</td>
</tr>
<tr>
<td>**Executive Director SAC CCOMWP</td>
<td>020023</td>
<td>EXMG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>EXMG 050</td>
<td>59.666264</td>
<td>89.499994</td>
</tr>
<tr>
<td></td>
<td>EXMG 050</td>
<td>59.666264</td>
<td>93.743600</td>
</tr>
<tr>
<td>**Fire Chief</td>
<td>020024</td>
<td>EXMG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>FM40 004</td>
<td>77.196447</td>
<td>101.250000</td>
</tr>
<tr>
<td></td>
<td>FM40 001</td>
<td>77.196447</td>
<td>137.812500</td>
</tr>
<tr>
<td>**Fire Marshal</td>
<td>001926</td>
<td>MGMT</td>
<td></td>
</tr>
<tr>
<td></td>
<td>FM40 004</td>
<td>71.600931</td>
<td>93.946626</td>
</tr>
<tr>
<td></td>
<td>FM40 004</td>
<td>77.106373</td>
<td>101.170243</td>
</tr>
<tr>
<td>**Human Resources Manager-Rep20</td>
<td>020038</td>
<td>EXMG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>EXMG 042</td>
<td>59.213598</td>
<td>79.819558</td>
</tr>
<tr>
<td></td>
<td>EXMG 042</td>
<td>53.213038</td>
<td>83.810533</td>
</tr>
<tr>
<td>**Labor Relations Adm/EEO Invstg</td>
<td>020048</td>
<td>EXMG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>EXMG 066</td>
<td>42.900000</td>
<td>59.480000</td>
</tr>
<tr>
<td></td>
<td>EXMG 066</td>
<td>42.900000</td>
<td>62.450000</td>
</tr>
<tr>
<td>**Labor Relations Analyst</td>
<td>020034</td>
<td>EXMG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>EXMG 005</td>
<td>32.464509</td>
<td>48.696760</td>
</tr>
<tr>
<td></td>
<td>EXMG 005</td>
<td>32.464509</td>
<td>51.131596</td>
</tr>
<tr>
<td>**Labor Relations Officer</td>
<td>020036</td>
<td>EXMG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>EXMG 015</td>
<td>43.302807</td>
<td>64.954212</td>
</tr>
<tr>
<td></td>
<td>EXMG 015</td>
<td>43.302807</td>
<td>68.201918</td>
</tr>
<tr>
<td>**Mayoral Aide</td>
<td>022003</td>
<td>EMSU</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MCSB 010</td>
<td>15.500000</td>
<td>21.974400</td>
</tr>
<tr>
<td></td>
<td>MCSB 010</td>
<td>15.500000</td>
<td>22.443125</td>
</tr>
<tr>
<td>**Media &amp; Communications Officer</td>
<td>020027</td>
<td>EXMG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>EXMG 020</td>
<td>46.440452</td>
<td>69.865851</td>
</tr>
<tr>
<td></td>
<td>EXMG 020</td>
<td>46.440451</td>
<td>73.149139</td>
</tr>
<tr>
<td>Sal Plan</td>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
</tr>
<tr>
<td>----------</td>
<td>-------</td>
<td>----------------</td>
<td>---------------</td>
</tr>
<tr>
<td>**OPS Accountability Analyst</td>
<td>021022</td>
<td>MCSU**</td>
<td></td>
</tr>
<tr>
<td>U MCSA 132</td>
<td>31.593851</td>
<td>47.996774</td>
<td>65715.21</td>
</tr>
<tr>
<td>U MCSA 132</td>
<td>31.593850</td>
<td>49.760312</td>
<td>90647.23</td>
</tr>
<tr>
<td>**OPS Accountability Insp. Gen.</td>
<td>021024</td>
<td>MCSU**</td>
<td></td>
</tr>
<tr>
<td>U MCSA 134</td>
<td>43.580399</td>
<td>65796.00</td>
<td>99647.23</td>
</tr>
<tr>
<td>U MCSA 134</td>
<td>43.580399</td>
<td>68.639129</td>
<td>90647.23</td>
</tr>
<tr>
<td>**OPS Accountability Spec</td>
<td>021021</td>
<td>MCSU**</td>
<td></td>
</tr>
<tr>
<td>U MCSA 131</td>
<td>37.890962</td>
<td>65715.21</td>
<td>78813.20</td>
</tr>
<tr>
<td>U MCSA 131</td>
<td>37.890961</td>
<td>59.678264</td>
<td>78813.20</td>
</tr>
<tr>
<td>**Police Chief</td>
<td>020028</td>
<td>EXMG**</td>
<td></td>
</tr>
<tr>
<td>U PEXM 020</td>
<td>86.581154</td>
<td>142.788462</td>
<td>180088.80</td>
</tr>
<tr>
<td>U PEXM 020</td>
<td>86.581153</td>
<td>149.927884</td>
<td>180088.80</td>
</tr>
<tr>
<td>**Police Officer Recruit</td>
<td>009123</td>
<td>TEMP**</td>
<td></td>
</tr>
<tr>
<td>A TEMP 056</td>
<td>35.356777</td>
<td>35.356777</td>
<td>73542.10</td>
</tr>
<tr>
<td>A TEMP 056</td>
<td>35.356777</td>
<td>35.356777</td>
<td>73542.10</td>
</tr>
<tr>
<td>**Principal Budget Analyst</td>
<td>020041</td>
<td>EXMG**</td>
<td></td>
</tr>
<tr>
<td>U EXMG 036</td>
<td>44.559769</td>
<td>65796.00</td>
<td>92684.32</td>
</tr>
<tr>
<td>U EXMG 036</td>
<td>44.559769</td>
<td>70.181634</td>
<td>92684.32</td>
</tr>
<tr>
<td>**Senior Advisor to the Mayor</td>
<td>021017</td>
<td>MCSU**</td>
<td></td>
</tr>
<tr>
<td>U MCSA 100</td>
<td>41.415923</td>
<td>65.676982</td>
<td>86145.12</td>
</tr>
<tr>
<td>U MCSA 100</td>
<td>41.415923</td>
<td>66.860826</td>
<td>86145.12</td>
</tr>
<tr>
<td>**Senior Council Representative</td>
<td>021016</td>
<td>MCSU**</td>
<td></td>
</tr>
<tr>
<td>U MCSA 050</td>
<td>30.370000</td>
<td>65.405858</td>
<td>63169.60</td>
</tr>
<tr>
<td>U MCSA 050</td>
<td>30.370000</td>
<td>63.426177</td>
<td>63169.60</td>
</tr>
<tr>
<td>**Senior Policy Advisor</td>
<td>021025</td>
<td>MCSU**</td>
<td></td>
</tr>
<tr>
<td>U MCSA 135</td>
<td>41.415923</td>
<td>62.123885</td>
<td>86145.12</td>
</tr>
<tr>
<td>U MCSA 135</td>
<td>41.415923</td>
<td>65.230076</td>
<td>86145.12</td>
</tr>
<tr>
<td>**Special Assistant to the Mayor</td>
<td>021005</td>
<td>MCSU**</td>
<td></td>
</tr>
<tr>
<td>U MCSA 060</td>
<td>41.761059</td>
<td>65.773658</td>
<td>86862.99</td>
</tr>
<tr>
<td>U MCSA 060</td>
<td>41.761052</td>
<td>65.773658</td>
<td>86862.99</td>
</tr>
<tr>
<td>Staff Assistant-Mayor Council</td>
<td>022002</td>
<td>EMSU</td>
<td></td>
</tr>
<tr>
<td>--------------------------------</td>
<td>--------</td>
<td>------</td>
<td></td>
</tr>
<tr>
<td>MCSB 020</td>
<td>18.581096</td>
<td>27.871644</td>
<td>38648.68</td>
</tr>
<tr>
<td>MCSB 020</td>
<td>18.581096</td>
<td>29.265225</td>
<td>38648.68</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supervising Deputy City Atty</th>
<th>020037</th>
<th>EXMG</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXMG 092</td>
<td>67.356779</td>
<td>122.732471</td>
</tr>
<tr>
<td>EXMG 092</td>
<td>67.356778</td>
<td>128.869091</td>
</tr>
</tbody>
</table>
Adopted by the Sacramento City Council
June 27, 2023

Approving the Personnel Resolution covering Unrepresented Officer and Employees, Letter of Understanding with Sacramento City Exempt Employees Association, Employer-Employee Relations Policy, and the Citywide Salary Schedule

BACKGROUND

A. The Personnel Resolution Covering Unrepresented Officers and Employees (Unrepresented Resolution) attached to this Resolution as Exhibit A sets forth general administrative provisions, hours of work, and other terms and conditions of employment affecting unrepresented job classifications.

B. The 2021-2023 labor agreement between the City of Sacramento and the Sacramento City Exempt Employees Association (SCXEA) includes in Article 6.2 (c), the ability to meet and discuss salary equity adjustments with any changes to compensation requiring mutual agreement. Representatives from the City and SCXEA have met and discussed equity increases to the classification of Fire Marshal and reached mutual agreement which resulted in a Letter of Understanding (LOU) attached to this Resolution as Exhibit B.

C. The Employer-Employee Relations Policy (EERP) has been amended to reflect classification changes within the represented and unrepresented units attached to this Resolution as Exhibit C.

D. The California Code of Regulations requires that the City Council adopt the City’s salary schedules at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed.

E. These publicly adopted rates are used by California Public Employees’ Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.

F. Government Code 54953 requires that prior to taking final action, the legislative body must orally report a summary of the recommendation for final action on salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive during the open meeting in which the final action is to be taken. Local agency executives are defined in Government Code section 3511.1 (d) as “(d) Local agency executive means any person employed by a local agency who is not subject to the Meyers-Milias-Brown Act (Chapter 10 (commencing with Section 3500)).” Department heads meet the local agency executive definition.
G. The salary schedules attached to this Resolution as Exhibit D are posted to ensure that salary ranges are transparent and publicly available.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

Section 1. The Unrepresented Resolution attached to this Resolution as Exhibit A is approved.

Section 2. The LOU with SCXEA attached to this Resolution as Exhibit B is approved.

Section 3. The EERP attached to this Resolution as Exhibit C is approved.

Section 4. The salary schedule attached to this Resolution as Exhibit D is adopted.

Section 5. The City Manager is authorized to make minor changes or adjustments to Exhibits A through D to correct omissions and errors.

Section 6. Exhibits A through D are part of this resolution.

Section 7. The City Manager is authorized to amend the FY2023/24 Approved Budget as necessary to implement the terms of the agreements.

**Table of Contents**

- Exhibit A – Unrepresented Resolution
- Exhibit B – SCXEA LOU
- Exhibit C – EERP
- Exhibit D – Salary Schedule
May 11, 2023

Heather Hoekstra, President
Sacramento Exempt Employees Association
1017 L Street #503
Sacramento, California 95814

David L. Kruckenberg, Counsel
Messing, Adam, and Jasmine LLP
980 9th Street #380
Sacramento, California 95814

RE: Letter of Understanding –SCXEA Fire Marshal Classification Rate of Pay

Dear Ms. Hoekstra and Mr. Kruckenberg:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento (City) and the Sacramento City Exempt Employees Association (SCXEA), regarding the above referenced matter.

Specifically, the agreement is as follows:

1. SALARY RANGE
   a. As soon as practicable, City staff will recommend that the City Council adopt the amended salary schedule for the Fire Marshal job classification attached as “Exhibit A.”
   b. Within sixty (60) calendar days after the adoption by the City Council, the City shall place the current incumbent (Employee #0006640) at Step 11 effective January 28, 2023.

2. SALARY STEP ADVANCEMENT

   Employee #0006640 shall continue to utilize their current date of appointment to this classification for purposes of determining eligibility for future salary step advancement. Salary step advancement for this incumbent shall be administered consistent with the processes outlined in the Memorandum of Understanding between the City and SCXEA (MOU) section 7.7.

3. LONGEVITY PAY (Contract)

   a. After the adoption of this LOU by the City Council employees in the classification of Fire Marshal who have completed seventeen (17) years of City
service shall begin to receive longevity pay in the amount of three percent (3%) of their base rate of pay. Longevity pay shall be additive and shall not be compounded with any other type of pay or incentive. For purposes of determining employee eligibility for longevity pay, as provided in this section, years of service shall be determined by an employee’s City Service Seniority as defined in the MOU in section 1.3 (d).

b. The current incumbent (Employee #0006640) will begin receiving Longevity Pay (Contract) on the start of the first full pay period following his completion of his seventeenth year of City Service, consistent with Paragraph 3a., above.

This Agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreement, the Rules and Regulations of the Civil Service Board, or any applicable policies and procedures of the City of Sacramento except as expressly stated herein.

This Agreement memorializes and constitutes the entire understanding between all parties as to all matters referred to or included herein and supersedes and replaces all prior negotiations and proposed discussions, whether written or oral.

If this is your understanding of the agreement reached, please sign as indicated below.

Sincerely,

Aaron Donato
Labor Relations Manager

**APPROVED FOR THE CITY:**

Howard Chan           Shelley Banks-Robinson
City Manager           Director of Human Resources

[signatures continued on following page]
APPROVED FOR SCXEA:

Heather Hoekstra  
Association President

David L. Kruckenberg  
Association Counsel

Approved as to form:

Brett M. Witter  
Assistant City Attorney
| Job Description | Job Code | Sal Plan | Grade | Current/New | Min/Hour | Max/Hour | 1   | 2   | 3   | 4   | 5   | 6   | 7   | 8   | 9   | 10  | 11  | 12  |
|----------------|----------|----------|-------|-------------|----------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Fire Marshal   | 001926   | FM40     | 004   | CURRENT     | 71.600931| 93.946626| 71.600931| 73.390954| 75.225728| 77.106371| 79.034030| 81.009881| 83.035128| 85.111006| 87.238781| 89.419751| 91.655247| 93.946626|
|                |          |          |       | NEW         | 77.106373| 101.170243| 77.106373| 79.034032| 81.009883| 83.035134| 85.111008| 87.238783| 89.419753| 91.655247| 93.946628| 96.295294| 98.702676| 101.170243|

Exhibit 1
Employer-Employee Relations Policy

Scope: CITYWIDE

Policy Contact
Department of Human Resources
(916) 808-5731
humanresources@cityofsacramento.org

Regulatory References
California Government Code Sections 3500

Effective Date
Employer-Employee Relations Policy
June 27, 2023

Supersedes
Employer-Employee Relations Policy
May 2, 2023
Table of Contents

POLICY STATEMENT ................................................................................................................. 1
PURPOSE ................................................................................................................................. 1
POLICY ...................................................................................................................................... 1
APPENDIX A - Designation of Representation Units and Unrepresented Classifications .......... 11
Represented Units ...................................................................................................................... 11
   A. Building Trades and Craft Unit (Represented Unit 06) .................................................. 11
   B. Plant Operator Unit (Represented Unit 04) ..................................................................... 11
   C. Water and Sewer Unit (Represented Unit 07) ............................................................... 12
   D. Traffic Engineering Unit (Represented Unit 08) ........................................................... 12
   E. Fire Department Unit (Represented Unit 05) ................................................................. 12
   F. Police Department Unit (Represented Unit 02) .............................................................. 12
   G. Professional Unit (Represented Unit 17) ....................................................................... 13
   H. Office and Technical Unit (Represented Unit 16) .......................................................... 13
   I. Operations and Maintenance Unit (Represented Unit 03) ............................................. 16
   J. General Supervisory Unit (Represented Unit 15) ........................................................... 18
   K. Engineering Unit (Represented Unit 11) ...................................................................... 19
   L. Automotive/Equipment Mechanics Unit (Represented Unit 12) .................................. 19
   M. Exempt/Management Support (Represented Unit 14) ................................................ 20
   N. Confidential/Administrative (Represented Unit 10) ....................................................... 20
   O. Exempt Management (Represented Unit 01) ............................................................... 21
Unrepresented Units .................................................................................................................... 24
   A. Executive Management (Unrepresented Unit 20) ........................................................... 24
   B. Mayor/Council Support (Unrepresented Unit 21) ......................................................... 25
   C. Executive Management Support (Unrepresented Unit 22) ......................................... 26
   D. Mayor/Council (Unrepresented Unit 23) .................................................................... 26
   E. Non-Career (Unrepresented Unit 09) ............................................................................ 26
DEFINITIONS ............................................................................................................................. 28
POLICY STATEMENT

This policy is enacted pursuant to California Government Code Sections 3500 et seq., to establish orderly procedures to promote full communication between the City and its employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between the City and its employee organizations.

Nothing contained herein shall be deemed to supersede the provisions of existing State law, the City Charter, ordinances, resolutions and rules which establish and regulate the merit and civil service system, or which provide for other methods of administering employer-employee relations. This Resolution is intended, instead, to strengthen merit, civil service, and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees and the City.

PURPOSE

It is the purpose of this policy to promote the improvement of personnel management and employer-employee relations within the City by providing a uniform basis for recognizing the right of its employees to join organizations of their own choice and be represented by such organizations in their employment relationship with the City.

POLICY

1. Authority of City Manager

   The City hereby declares, as a matter of policy, that the City Council and its members will deal with employee organizations and their representatives solely through the City Manager except when otherwise expressly provided for by the terms of this Resolution.

2. Representation Units

   The representation units set forth in Appendix A attached hereto are the appropriate units for representation by recognized employee organizations.

3. Recognized Employee Organizations

   a. An employee organization that wishes to be certified as the recognized employee organization for a designated representation unit for which unit no employee organization has been certified shall file a recognition petition with the Employee Relations Officer.

      1. Petition – The petition shall be signed by the organization’s duly authorized officers, and shall contain the following information and documentation:
1) The name and mailing address of the organization.

2) The names and titles of its officers.

3) Designation of those persons, not exceeding three in number, and their addresses, to whom notice sent by regular mail will be deemed sufficient notice on the organization for any purpose.

4) A statement that the organization does not discriminate or restrict membership or participation based on race, color, creed, national origin, or sex.

5) A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.

6) A statement that the employee organization agrees to comply with the provisions of this Resolution.

7) A copy of its constitution and bylaws, if any.

8) Identification of the representation unit for which petitioner seeks certification as the recognized employee organization.

9) Proof of employee approval of thirty percent (30%) or more of the employees within such representation unit.

2. The Employee Relations Officer shall give written notice of such petition to the petitioner, to the employees involved and to any employee organization that has filed a written request for receipt of such notice to them. Within thirty (30) days of the date of such notice, other employee organizations may file a challenging petition seeking to become the recognized employee organization within such representation unit.

b. Election

1. Calling of Election – The Employee Relations Officer shall, whether or not a challenging petition is filed, request the State Conciliation Service to call and conduct a secret ballot election in accordance with its own procedures and regulations and pursuant to the election procedures as herein below set forth. If a challenging petition is filed, and is accompanied by proof of employee approval equal to at least ten percent (10%) of the employees within the representation unit, the State Conciliation Service shall include such challenging employee organization on the ballot.
2. Election Procedures – Whenever the State Conciliation Service calls an election pursuant hereto, it shall include the choice of no organization on the ballot. Employees entitled to vote in a representational election shall be those employees within the representation unit whose name appeared on the payroll immediately prior to the date of the election. An employee organization shall be certified by the Employee Relations Officer as the recognized employee organization within the representation unit if:

1) That employee organization has received the vote of a numerical majority of all the employees eligible to vote in the unit of which the election is held, or,

2) More than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, and the employee organization receives a numerical majority of all votes cast in the election, or,

3) In an election involving three or more choices, where none of the choices receives a majority of the ballot votes cast, and where more than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, a run-off election shall be conducted between the two choices receiving the largest number of ballot votes cast; the rules governing an initial election being applicable to a run-off election.

3. Decertification Procedures – A decertification petition may be filed with the Employee Relations Officer by employees or an employee organization to determine whether or not a recognized employee organization continues to represent a majority of the employees in the representation unit. Such petition must be accompanied by proof of employee approval equal to at least thirty percent (30%) of the employees within the representation unit. The time periods for a petition to be filed with the Employee Relations Officer are: a) after the first full year of recognition if no written agreement has been negotiated; b) within the period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of a written agreement; or c) any time after a written agreement has been in effect for five years or more. When such a valid petition has been filed, the State Conciliation Service shall be requested to conduct an election to determine whether or not the incumbent recognized employee organization shall be decertified, and where filed by an employee organization, whether such organization shall be recognized. Such election shall be in accordance with the procedures and regulations of the State Conciliation Service, and the election procedures as hereinabove set forth.
4. In the event that the State Conciliation Service is unable to or unwilling to provide any of the services required of it by paragraphs 2 and 3 above, the American Arbitration Association, or another impartial third party agreed to by the City and the concerned employee organization(s), shall perform said services.

5. Costs of conducting elections, if any, shall be borne equally by the City and the employee organization(s).

6. Recognized employee organizations shall annually, on or before the anniversary date of recognition, file a written statement with the Employee Relations Officer, indicating changes in items (a) through (g) as they appeared in the recognition petition filed pursuant to paragraph 1 of this Article, or as subsequently amended by a written statement hereunder, or, as appropriate, shall indicate that there has been no change in such information. The statement shall be signed by the duly authorized officers of the recognized employee organization.

4. **Meet and Confer**

   a. Upon request, a recognized employee organization shall have the right to meet and confer in good faith regarding matters within the scope of representation with the Employee Relations Officer and/or their designee. Provided, however, that nothing herein shall require meeting and conferring between parties to a Memorandum of Understanding during the term of such Memorandum regarding matters to take effect during such term, except that such parties may meet and confer during such term on a matter within the scope of representation where (a) the matter was not covered by the Memorandum or expressly raised as an issue during the meeting and conferring process out of which such Memorandum arose, and (b) there shall have arisen a significant change in circumstances with respect to such matter, which could not have reasonably been anticipated by both parties at the time they signed such Memorandum.

   b. Employees in classifications not included in supervisory and confidential representation units shall not participate in meeting and conferring or grievance resolution processes pertaining to supervisory and confidential representation unit classifications.

   c. In the absence of express authorization in advance by the Employee Relations Officer, not more than two City employees representing a recognized employee organization requesting such a meeting shall be entitled to attend without loss of compensation or other benefit, nor shall more than a total of three representatives for each recognized employee organization be entitled to attend such meetings.
d. City employees who shall represent a recognized employee organization at such meeting shall give reasonable advance notice thereof to their immediate supervisor, but in no event shall such notice be given less than one full working day or shift before the meeting; except, however, that the Employee Relations Officer may, in their discretion, waive this requirement for advance notice.

e. If agreement is reached on matters subject to approval by the City Council or by the Civil Service Board or Retirement Board, the parties shall jointly prepare a written memorandum of such understanding, and the Employee Relations Officer shall present it to the Council or such Board, as appropriate, for determination. If agreement is reached on matters not subject to such approval, the Employee Relations Officer and the recognized employee organization(s) shall, at the request of one of the parties, prepare a written memorandum of such understanding.

5. Payroll Deductions

a. Only recognized employee organizations shall have the right to have the regular membership dues of its members deducted from employees’ paychecks upon the written authorization of each such employee member in such form as will not infringe upon an employee's rights under California Government Code Sec. 3502.

b. This Article shall not be construed to restrict a recognized employee organization from meeting and conferring with the City regarding additional payroll deductions upon the written authorization of employees in such representation unit.

6. Communication with Employees

a. Reasonable access to employee work locations shall be granted to officers of recognized employee organizations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such officers shall not enter any work location without previous notice to and consent from the Department Head or their designee, and access may be restricted so as not to interfere with departmental operations or with established safety and security requirements.

b. Campaigning for office, conducting meetings or elections, and other internal employee organization business of a similar nature shall not be carried on during work hours.

7. Use of City Facilities

City buildings and other facilities may be made available for use by City employees
or an employee organization or their representatives in accordance with administrative procedures governing such use.

8. **Advance Notice**
   
a. Except in cases of emergency as provided in this Article, the City Council, the Civil Service Board and the Retirement Board, shall give reasonable written notice to each recognized employee organization affected by any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council, the Civil Service Board, or the Retirement Board, and shall give such recognized employee organization the opportunity to meet with the City Council, the Civil Service Board, or the Retirement Board. The Council or such Board shall, upon request of the Employee Relations Officer or a recognized employee organization, delay consideration of the matter proposed to be acted upon for such period of time deemed to be reasonable by the Council or such Board, to give the parties an opportunity to meet and confer thereon in order to endeavor to agree upon a joint recommendation to be made to the Council or such Board.

   b. In cases of emergency when the City Council, the Civil Service Board, or the Retirement Board determine that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with a recognized employee organization, the City Council, the Civil Service Board, or the Retirement Board shall provide such notice and opportunity to meet at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.

9. **Employee Organization**

   Employee organizations may represent their individual employee members in individual employment relations, including grievances, to the extent required by the Government Code.

10. **Individual Employees**

    Nothing in this Resolution shall be construed to restrict or in any way modify the right of an individual employee to present matters involving their individual employment relationship to the appropriate level of management, provided that any action taken in not inconsistent with the terms of a memorandum or understanding then in effect, and that before any action is taken which could affect the terms and conditions of employment of other employees in the representation unit, such proposed action is communicated to the recognized employee organization for its opinion on the merits and the effect on the proposed action.
11. **Prohibition Against Discrimination**

   a. No appointing authority or their representative shall discriminate for or against any employee organization, or in any way coerce or influence any employee in their free choice to join or refrain from joining any employee organization.

   b. It is the policy of the City to affirmatively support and encourage equal opportunity of employment for members of racial, religious and other minority groups. If evidence of such discrimination by an employee organization comes to the attention of the Employee Relations Officer, it shall be their duty to refer such evidence to an appropriate legal authority having jurisdiction thereof, if any.

12. **Application of Labor Code Section 923**

   The enactment of this Resolution shall not be construed as making the provisions of Section 923 of the Labor Code applicable to employees or employee organizations.

13. **Impasse Procedures**

   a. Initiation of Impasse Procedures – Impasse procedures may be invoked after the possibility of settlement by direct discussion has been exhausted. Any party may initiate the impasse procedures by filing with the other party or parties a written request for an impasse meeting, together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled by the Employee Relations Officer forthwith after the date of filing of the written request for such meeting, with written notice to all parties affected. The purpose of such impasse meeting shall be two-fold:

      1. To permit a review of the position of all parties in a final effort to reach an agreement on the disputed issues; and
      2. If agreement is not concluded, to discuss arrangements for implementing the specific impasse procedure or procedures to which the dispute shall be submitted.

   b. Impasse Procedures – Impasse procedures are as follows:

      1. If the parties so agree, the dispute shall be submitted directly to the City Council for determination.
      2. If they do not so agree with a reasonable period of time, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues. If the parties are unable to agree on a mediator after a reasonable period
of time, they shall select the mediator from a list of three names to be provided by the State Conciliation Service, or if that body for any reason shall fail to provide such list, by the American Arbitration Association. The recognized employee organization or organizations shall first strike one name, the Employee Relations Officer shall then strike one name, and the name remaining shall be the mediator.

3. If the parties have failed to resolve all their disputes through mediation within fifteen (15) days after the mediator commenced meeting with the parties, the parties may agree to submit the issues in dispute directly to the City Council. In that event the City Council shall finally determine the issues after conducting a public hearing thereon and after such further investigation of the relevant facts as it may deem appropriate.

4. If the parties fail to agree to submit the dispute directly to the City Council, the disputed issues shall be submitted to fact-finding.

c. The parties may agree on the appointment of one or more fact-finders. If they fail to so agree, a fact-finding panel of three shall be appointed in the following manner: One member of the panel shall be appointed by the Employee Relations Officer, one member shall be appointed by the recognized employee organization, and those two shall name a third, who shall be the chairman. If they are unable to agree upon a third, they shall select the third member from a list of five names to be provided by the American Arbitration Association, the one to serve to be determined by the alternate striking of names, with the party who is to strike the first name to be determined by chance method.

1. The following constitute the jurisdictional and procedural requirements for fact-finding:

   1) Fact-finders shall not have served as mediator in the same impasse under subparagraph (b), and shall not be employees or officers of the City or members of one of the City's employee organizations.

   2) Fact-finding is authorized hereunder in connection with all disputed issues that are within the scope of representation.

   3) The fact-finder(s) shall, to the extent they are applicable, determine and apply the following standards to the disputed issues in making recommendations:

      a. City job classifications shall be compared to comparable job classifications in private and public employment in the Sacramento metropolitan area, and in the three California cities next larger and the three
California cities next smaller in population than Sacramento, to the extent such can be reasonably done.

b. In determining job comparability, the following factors will be considered: The nature and complexity of the duties involved; the degree of supervision received and exercised; the educational, experience and physical qualifications, and the special skills required; the physical working conditions; and the hazards inherent in the job.

c. Comparisons shall be in terms of total compensation and benefits of employment, and, to the extent feasible, shall be measured in monetary terms.

d. The comparison data as hereinabove provided for shall, to the extent feasible, be adjusted as appropriate for differences in the cost of living in Sacramento as compared to other cities considered; the benefits of job stability and continuity of employment; difficulty of recruiting qualified applicants; and equitable employment benefit relationships between job classifications in City employment.

e. The state of the economy in the Sacramento metropolitan area, and the financial condition and resources of City government, shall be considered.

4) The fact-finder(s) shall make written findings of fact and recommendations for the resolution of the issues in dispute, which shall be presented in terms of the standards specified in (3) above. The fact-finder or chairman of the fact-finding panel shall serve such findings and recommendations on the Employee Relations Officer and the designated representative of the recognized employee organization. If these parties have not resolved the impasse within ten (10) days after service of the findings and recommendations upon them, and in no event later than ten (10) days prior to the final date set by law for fixing of the tax rate, the fact-finder or the chairman of the fact-finding panel shall make them public by submitting them to the City Clerk for consideration by the City Council in connection with the Council's legislative determination of the issues.

5) Costs of mediation and fact-finding shall be divided one-half to the City and one-half to the recognized employee
organization.
APPENDIX A - Designation of Representation Units and Unrepresented Classifications

Represented Units

I. The Council determines that the following (including special job classifications designated by “Special Manpower Planning”) are the appropriate representation units:

A. Building Trades and Craft Unit (Represented Unit 06)
   
   - Blacksmith Welder
   - Carpenter
   - Electrical Design Technician
   - Electrician
   - Electrician Supervisor
   - Generator Technician
   - HVAC Supervisor
   - Machinist
   - Machinist Helper
   - Machinist Supervisor
   - Mechanical Maintenance Supervisor
   - Painter
   - Plumber
   - Plumber Apprentice
   - Plumbing Supervisor
   - Senior Carpenter
   - Senior Electrician
   - Senior Generator Technician
   - Senior Painter
   - Senior Plumber
   - Stagehand I
   - Stagehand II
   - Structural Maintenance Supervisor
   - Supervising Generator Technician

B. Plant Operator Unit (Represented Unit 04)
   
   - Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic
   - Junior Plant Operator
   - Plant Operator
   - Senior Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic

*Non-Career, Part-Time or Seasonal Classification*
• Senior Plant Operator
• Senior Stationary Engineer
• Stationary Engineer

C. Water and Sewer Unit (Represented Unit 07)
• Assistant Water Cross-Connection Control Specialist
• Utilities Locator
• Utilities Operations and Maintenance Serviceworker Apprentice
• Utilities Operations and Maintenance Leadworker
• Utilities Operations and Maintenance Serviceworker
• Water Cross-Connection Control Specialist

D. Traffic Engineering Unit (Represented Unit 08)
• Traffic Worker I
• Traffic Worker II
• Traffic Worker III
• Traffic Worker Trainee

E. Fire Department Unit (Represented Unit 05)
• Fire Battalion Chief
• Fire Captain
• Fire Engineer
• Fire Investigator I
• Fire Investigator II
• Fire Prevention Officer I
• Fire Prevention Officer II
• Fire Prevention Officer Trainee
• Firefighter
• Sacramento Fire Emergency Medical Technician
• Sacramento Fire Paramedic
• Senior Fire Prevention Officer

F. Police Department Unit (Represented Unit 02)
• Community Service Officer III
• Community Service Officer I (Limited-Term)*
• Community Service Officer II (Limited-Term)*
• Dispatcher I
• Dispatcher II

*Non-Career, Part-Time or Seasonal Classification
• Dispatcher III  
• Park Safety Ranger  
• Park Safety Ranger Assistant  
• Park Safety Ranger Supervisor  
• Police Officer  
• Police Sergeant  
• Reserve Community Service Officer*  
• Reserve Dispatcher*  
• Reserve Police Officer I*  
• Reserve Police Officer II*  
• Reserve Police Officer III*  
• Reserve Police Sergeant*  
• Security Officer*  

G. Professional Unit (Represented Unit 17)

• Arborist/Urban Forester  
• Archivist  
• Art Museum Registrar  
• Assistant Planner  
• Associate Curator of Art  
• Associate Planner  
• Geographic Information Systems (GIS) Specialist I  
• Geographic Information Systems (GIS) Specialist II  
• Geographic Information Systems (GIS) Specialist III  
• Junior Planner  
• Media Production Specialist I  
• Media Production Specialist II  
• Process Control Systems Specialist  
• Public Information Coordinator  
• Real Property Agent I  
• Real Property Agent II  
• Real Property Agent III  
• Registrar  
• Telecommunications Systems Analyst I  
• Telecommunications Systems Analyst II  
• Telecommunications Systems Analyst III  
• Water Quality Chemist  

H. Office and Technical Unit (Represented Unit 16)

• 311 Customer Service Agent  

*Non-Career, Part-Time or Seasonal Classification
• 311 Customer Service Specialist
• Account Clerk I
• Account Clerk II
• Accounting Technician
• Aquatics Recreation Coordinator
• Aquatics Specialist*
• Architectural Technician I
• Architectural Technician II
• Architectural Technician III
• Arts Program Assistant
• Arts Program Coordinator
• Booking Coordinator
• Building Monitor*
• Building Inspector I
• Building Inspector II
• Building Inspector III
• Building Inspector IV
• Building Technician
• Cache Logistics Coordinator
• Cashier
• Central Services Assistant I
• Central Services Assistant II
• Central Services Assistant III
• Claims Collector
• Code Enforcement Officer
• Community Service Representative I
• Community Service Representative II
• Construction Inspector I
• Construction Inspector II
• Construction Inspector III
• Crew Leader, Landscape & Learning*
• Customer Service Assistant
• Customer Service Representative
• Customer Service Specialist
• Customer Service Trainee
• Department Systems Specialist I
• Department Systems Specialist II
• Development Services Technician I
• Development Services Technician II
• Development Services Technician III
• Electrical Construction Inspector I
• Electrical Construction Inspector II

*Non-Career, Part-Time or Seasonal Classification
• Electrical Construction Inspector III
• Engineering Technician I
• Engineering Technician II
• Engineering Technician III
• Events Coordinator
• Fingerprint Clerk
• Fleet Management Technician
• Fleet Service Coordinator
• Forensic Investigator I
• Forensic Investigator II
• Graphics Assistant
• Health Coverage Representative
• Information Technology Support Specialist I
• Information Technology Support Specialist II
• Information Technology Trainee
• Landscape Technician I
• Landscape Technician II
• Lead Forensic Investigator
• Neighborhood Resources Coordinator I
• Neighborhood Resources Coordinator II
• Office Specialist
• Personnel Transactions Coordinator
• Plans Examiner I
• Plans Examiner II
• Plans Examiner III
• Police Clerk I
• Police Clerk II
• Police Clerk III
• Police Records Specialist I
• Police Records Specialist II
• Police Records Specialist III
• Program Coordinator
• Program Coordinator (Adaptive Recreation)
• Program Coordinator (Older Adults)
• Program Developer
• Program Developer (Older Adults)
• Program Leader
• Program Leader (Older Adults)
• Property Assistant
• Recreation Aide*
• Recreation Aide (Older Adults)*
• Recreation Leader (Adaptive Recreation)*

*Non-Career, Part-Time or Seasonal Classification
• Senior Central Services Assistant
• Senior Claims Collector
• Senior Department Systems Specialist
• Senior Information Technology (IT) Support Specialist
• Senior Landfill Engineering Technician
• Senior Office Specialist
• Senior Personnel Transactions Coordinator
• Senior Property Assistant
• Senior Recreation Aide*
• Senior Recreation Aide (Older Adults)*
• Storekeeper
• Stores Clerk I
• Stores Clerk II
• Traffic Investigator I
• Traffic Investigator II
• Traffic Investigator III
• Utility Services Inspector
• Water Conservation Representative
• Water Conservation Specialist
• Water Quality Laboratory Technician
• Zoning Investigator

I. Operations and Maintenance Unit (Represented Unit 03)

• Animal Care Technician
• Animal Control Officer I
• Animal Control Officer II
• Assistant Code Enforcement Officer
• Building Maintenance Worker
• Community Center Attendant I
• Community Center Attendant II
• Custodian I
• Custodian II
• Electronic Maintenance Technician I
• Electronic Maintenance Technician II
• Electronic Maintenance Technician Trainee
• Instrument Technician I
• Instrument Technician II
• Instrument Technician Trainee
• Integrated Waste Equipment Operator
• Irrigation Technician
• Locksmith

*Non-Career, Part-Time or Seasonal Classification
- Maintenance Worker
- Marina and Boating Facilities Attendant
- Meter Reader
- Park Equipment Operator
- Park Maintenance Worker
- Park Maintenance Worker I
- Park Maintenance Worker II
- Park Maintenance Worker III
- Parking Enforcement Officer
- Parking Lot Attendant
- Parking Meter Coin Collector
- Parking Meter Repair Worker
- Registered Veterinary Technician
- Security Guard
- Senior Building Maintenance Worker
- Senior Custodian
- Senior Electronic Maintenance Technician
- Senior Integrated Waste Equipment Operator
- Senior Maintenance Worker
- Senior Parking Lot Attendant
- Senior Telecommunications Technician
- Senior Tree Maintenance Worker
- Senior Tree Pruner
- Street Construction Equipment Operator
- Street Construction Laborer
- Street Construction Laborer Trainee*
- Survey Technician I
- Survey Technician II
- Telecommunications Technician I
- Telecommunications Technician II
- Telecommunications Technician Trainee
- Traffic Control and Lighting Technician I
- Traffic Control and Lighting Technician II
- Traffic Control and Lighting Technician Trainee
- Tree Maintenance Worker
- Tree Maintenance Worker Trainee
- Tree Pruner I
- Tree Pruner II
- Tree Pruner Trainee
- Utility Worker*
- Zoo Attendant I
- Zoo Attendant II

*Non-Career, Part-Time or Seasonal Classification
J. General Supervisory Unit (Represented Unit 15)

- 311 Customer Service Supervisor
- Aquatics Recreation Supervisor
- Assistant Box Office Supervisor
- Concrete Construction Leadworker
- Custodial Supervisor
- Customer Service Supervisor
- Enforcement and Collections Supervisor
- Equipment Maintenance Supervisor
- Financial Services Supervisor
- Health Coverage Supervisor
- Instrumentation Supervisor
- Integrated Waste Supervisor
- Meter Reading Supervisor
- Museum Security Supervisor
- Parking Enforcement Supervisor
- Parking Facilities Maintenance Supervisor
- Parking Lot Supervisor
- Parking Meter Collection Supervisor
- Parks Supervisor
- Police Records Supervisor
- Program Supervisor
- Program Supervisor (Older Adults)
- Senior Accounting Technician
- Senior Animal Care Technician
- Senior Animal Control Officer
- Senior Code Enforcement Officer
- Senior Parking Lot Supervisor
- Senior Police Records Supervisor
- Senior Storekeeper
- Senior Engineering Technician
- Street Maintenance Supervisor
- Supervising Building Inspector
- Supervising Code Enforcement Officer
- Supervising Community Center Attendant
- Supervising Construction Inspector
- Supervising Dispatcher
- Supervising Forensic Investigator

*Non-Career, Part-Time or Seasonal Classification*
• Supervising Plant Operator
• Supervising Police Clerk
• Supervising Property Assistant
• Supervising Surveyor
• Supervising Water Quality Chemist
• Survey Party Chief
• Traffic Control and Lighting Supervisor
• Traffic Supervisor
• Tree Maintenance Supervisor
• Tree Pruner Supervisor
• Utilities Operations and Maintenance Supervisor
• Water Conservation Supervisor

K. Engineering Unit (Represented Unit 11)

• Assistant Architect
• Assistant Civil Engineer
• Assistant Electrical Engineer
• Assistant Mechanical Engineer
• Associate Architect
• Associate Civil Engineer
• Associate Electrical Engineer
• Associate Landscape Architect
• Associate Mechanical Engineer
• Junior Engineer
• Junior Landscape Assistant
• Landscape Assistant
• Telecommunications Engineer I
• Telecommunications Engineer II
• Telecommunications Engineer III

L. Automotive/Equipment Mechanics Unit (Represented Unit 12)

• Equipment Mechanic I
• Equipment Mechanic II
• Equipment Mechanic III
• Equipment Serviceworker
• Fire Service Worker
• General Repair Worker
• Senior Equipment Serviceworker
• Supervising Fire Service Worker
• Vehicle Service Attendant

*Non-Career, Part-Time or Seasonal Classification*
M. Exempt/Management Support (Represented Unit 14)

Titles with “Exempt” or “Ex” are exempt from civil service, at-will classifications.

Represented Unit 14 is a closed unit. All classifications in this unit are duplicated in Represented Unit 10. All new hires, hired on or after December 21, 2019, will be placed in the classifications in Unit 10. Once legacy employees attrit out of the Unit 14, Unit 14 will be dissolved.

- Accountant Auditor
- Administrative Analyst
- Budget Analyst
- Personnel Analyst
- Senior Accountant Auditor
- Senior Budget Analyst
- Senior Deputy City Clerk
- Special Assistant to the City Attorney (Ex)
- Treasury Analyst

N. Confidential/Administrative (Represented Unit 10)

Titles with “Exempt” or “Ex” are exempt from civil service, at-will classifications.

- Accountant Auditor
- Administrative Analyst
- Administrative Assistant
- Administrative Assistant (Confidential/Exempt)
- Administrative Technician
- Administrative Technician (Confidential/Exempt)
- Animal Services Coordinator
- Applications Developer
- Budget Analyst
- Deputy City Clerk
- Legal Secretary (Exempt)
- Legal Staff Assistant (Exempt)
- Paralegal (Exempt)
- Paralegal Technical Support (Exempt)
- Payroll Technician
- Personnel Analyst
- Personnel Technician

*Non-Career, Part-Time or Seasonal Classification*
• Senior Accountant Auditor
• Senior Budget Analyst
• Senior Deputy City Clerk
• Senior Legal Staff Assistant (Exempt)
• Senior Staff Assistant
• Special Assistant to the City Attorney (Exempt)
• Staff Assistant
• Supervising Legal Secretary (Exempt)
• Systems Engineer
• Treasury Analyst
• Treasury Assistant
• Workers’ Compensation Claims Assistant I
• Workers’ Compensation Claims Assistant II

O. Exempt Management (Represented Unit 01)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

• 311 Manager
• Administrative Officer
• Animal Care Services Manager
• Arts Administrator
• Arts in Public Places Specialist
• Assistant Camp Sacramento Supervisor
• Auditor
• Banking Operations Manager
• Building Services Manager
• Business Services Manager
• Camp Sacramento Supervisor
• Cannabis Manager
• Chief Animal Control Officer
• Chief Building Official
• Chief Investment Officer
• City Historian
• City Housing Manager
• Code and Housing Enforcement Chief
• Code Enforcement Manager
• Contracts and Compliance Specialist
• Convention Center General Manager
• Cultural Services and Creative Economy Manager
• Curator of Art
• Curator of Education

*Non-Career, Part-Time or Seasonal Classification
• Curator of History
• Debt Analyst
• Deputy Chief Building Official
• Deputy City Attorney I
• Deputy City Attorney II
• Deputy Convention Center General Manager
• Diversity and Equity Manager
• Economic Development Manager
• Emergency Communications Manager
• Emergency Medical Services Coordinator
• Engineering Manager
• Environmental Health and Safety Manager
• Environmental Health and Safety Officer
• Environmental Health and Safety Specialist
• Equal Employment Manager
• Equal Employment Specialist
• Ethics Program Compliance Officer
• Events Services Manager
• Events Services Supervisor
• Facilities and Real Property Superintendent
• Facilities Manager
• Finance Manager
• Fire Assistant Chief
• Fire Marshal
• Fiscal Policy Analyst
• Fleet Manager
• Graphic Designer
• Homeless Services Manager
• Human Resources Manager
• Information Technology (IT) Manager
• Information Technology (IT) Supervisor
• Integrated Waste Collections Superintendent
• Integrated Waste General Manager
• Integrated Waste General Supervisor
• Integrated Waste Planning Superintendent
• Investigator
• Investment Officer
• Investment Operations Analyst
• Junior Development Project Manager
• Law Office Administrator
• Licensed Land Surveyor
• Marina Manager

*Non-Career, Part-Time or Seasonal Classification*
• Media and Communications Specialist
• Neighborhood Services Area Manager
• Neighborhood Services Manager
• Operations General Supervisor
• Operations Manager
• Park Maintenance Manager
• Park Maintenance Superintendent
• Park Planning, Design and Development Manager
• Parking Manager
• Permit Services Manager
• Planning Director
• Plant Services Manager
• Police Captain
• Police Lieutenant
• Police Social Services Administrator
• Principal Accountant
• Principal Applications Developer
• Principal Building Inspector
• Principal Engineer
• Principal Fiscal Policy Analyst
• Principal Planner
• Principal Systems Engineer
• Procurement Services Manager
• Program Manager
• Program Specialist
• Public Safety Administrative Manager
• Public Safety Communications Manager
• Recreation General Supervisor
• Recreation Manager
• Recreation Superintendent
• Risk Manager
• Senior Applications Developer
• Senior Architect
• Senior Auditor
• Senior Debt Analyst
• Senior Deputy City Attorney
• Senior Development Project Manager
• Senior Engineer
• Senior Fiscal Policy Analyst
• Senior Investment Officer
• Senior Landscape Architect
• Senior Personnel Analyst

*Non-Career, Part-Time or Seasonal Classification*
• Senior Planner
• Senior Systems Engineer
• Special Districts Manager
• Special Projects Manager
• Stores Administrator
• Streets Manager
• Supervising Architect
• Supervising Engineer
• Supervising Financial Analyst
• Supervising Landscape Architect
• Support Services Manager
• Training Specialist
• Treasury Manager
• Urban Design Manager
• Utilities Operations and Maintenance Superintendent
• Utilities Operations and Maintenance Manager
• Utility Construction Coordinator
• Veterinarian
• Website Administrator
• Workers’ Compensation Claims Manager
• Workers’ Compensation Claims Representative
• Workers’ Compensation Claims Supervisor

**Unrepresented Units**

2. The Council designates the following class titles as "unrepresented classifications."

   A. **Executive Management (Unrepresented Unit 20)**

      (FLSA and Civil Service Exempt Unit/At-Will Classifications)

      • Assistant City Attorney
      • Assistant City Auditor
      • Assistant City Clerk
      • Assistant City Manager
      • Assistant to the City Manager
      • Budget Manager
      • Chief Assistant City Attorney
      • Chief Information Officer
      • City Attorney
      • City Auditor
      • City Clerk

*Non-Career, Part-Time or Seasonal Classification*
• City Manager
• City Treasurer
• Community Engagement Manager
• Deputy City Manager
• Deputy Fire Chief
• Deputy Police Chief
• Director of Community Development
• Director of Community Response
• Director of Convention and Culture Services
• Director of Economic Development
• Director of Emergency Management
• Director of Finance
• Director of Governmental Affairs
• Director of Human Resources
• Director of Public Safety Accountability
• Director of Public Works
• Director of Utilities
• Director of Youth, Parks & Community Enrichment (YPCE)
• Executive Director, SAC CCOMWP
• Fire Chief
• Human Resources Manager (Benefits & Retirement)
• Human Resources Manager (Employment & Classification)
• Human Resources Manager (Labor Relations)
• Labor Relations Administrative and EEO Investigator
• Labor Relations Analyst
• Labor Relations Officer
• Media and Communications Officer
• Police Chief
• Principal Budget Analyst (Finance/Budget)
• Supervising Deputy City Attorney

B. Mayor/Council Support (Unrepresented Unit 21)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

• Administrator of Government Relations
• Chief of Staff to the Mayor
• Council Operations Manager
• Council Representative
• Office of Public Safety and Accountability Analyst
• Office of Public Safety and Accountability Inspector General
• Office of Public Safety and Accountability Specialist

*Non-Career, Part-Time or Seasonal Classification
• Senior Advisor to the Mayor
• Senior Council Representative
• Senior Policy Advisor
• Special Assistant to the Mayor

C. Executive Management Support (Unrepresented Unit 22)

(Civil Service Exempt Unit/At-Will Classifications)

• Executive Assistant (City Manager’s Office)
• Executive Assistant (Mayor/Council)
• Mayoral Aide (Mayor/Council)
• Staff Assistant (Mayor/Council)

D. Mayor/Council (Unrepresented Unit 23)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

• Mayor
• City Council

E. Non-Career (Unrepresented Unit 09)

(Civil Service Exempt Unit/At-Will Classifications)

• Assistant Camp Chef*
• Assistant Camp Caretaker*
• Assistant Pool Manager*
• Camp Aide*
• Camp Caretaker*
• Camp Chef*
• Camp Host*
• Camp Program Director*
• Camp Recreation Leader*
• Cashier (Aquatics)*
• Dispatcher Recruit*
• Emergency Medical Service Trainee*
• Events Associate*
• Events Duty Person*
• Fire Recruit*
• Graduate Student Trainee*
• General Intern*
• Lead Events Associate*

*Non-Career, Part-Time or Seasonal Classification
• Lifeguard*
• Marina Aide*
• Mayor/Council Intern*
• Nurse*
• Nurse (Adaptive Recreation)*
• Pilot*
• Police Background Investigator*
• Police Cadet*
• Police Recruit*
• Pool Manager*
• Public Service Aide*
• Reserve Evidence and Property Technician*
• Reserve Police Records Specialist*
• Senior Camp Sacramento Aquatics Leader
• Senior Lifeguard*
• Student Trainee*
• Ticket Seller (Exempt)*
• Youth Aide*

*Non-Career, Part-Time or Seasonal Classification
DEFINITIONS

Confidential Employee
An employee who regularly participates in making or regularly has advance knowledge of decisions of the City affecting employee relations.

Employee
Except as otherwise provided for in a collective bargaining agreement, employee is defined as:

(a) A full-time career employee, or
(b) an employee who works within one year from each date of employment, in excess of 1,040 hours during a continuous period of employment of more than six (6) months

Employee Organization
As defined in California Government Code Section 3501.

Employee Relations Officer
The City Manager or their duly authorized representative.

Impasse
A deadlock in discussions between a recognized employee organization and the Employee Relations Officer over any matters concerning which they are required to meet and confer in good faith, or over the scope of such subject matter.

Management Employee
An employee having responsibility for formulating, administering, or managing the implementation of City policies and programs.

Mediation
As defined in California Government Code Section 3501.

Professional Employee
An employee engaged in work (a) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work, and (b) involving the consistent exercise of discretion and judgment in its performance, and (c) of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, and (d) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes.

Proof of Employee Approval
Demonstrated under this Resolution by (a) an authorization card recently signed by an employee, or (b) employee dues deduction authorizations, using the payroll immediately
prior to the date a petition is filed hereunder, except that deductions for more than one employee organization for the account of any one employee shall not be considered proof of employee approval for more than one employee organization, or (c) a verified authorization petition or petitions recently signed by an employee.

Recently Signed
Signed within one hundred eighty (180) days prior to the filing of a petition hereunder.

Recognized Employee Organization
As defined in California Government Code Section 3501.

Scope of Representation
As defined in California Government Code Section 3504.

Supervisory Employee
An employee having responsibility for assigning and directing the work of other employees, or for rewarding or disciplining them, or for adjusting their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.
<table>
<thead>
<tr>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>311 Manager</td>
<td>001914</td>
<td>MGMT</td>
<td>A MGTE</td>
<td>181</td>
<td>46.787233</td>
<td>61.388905</td>
<td>97317.44</td>
<td>127688.92</td>
<td>46.787233</td>
<td>47.956914</td>
<td>49.155837</td>
<td>50.384733</td>
<td>51.644351</td>
<td>52.935460</td>
</tr>
<tr>
<td>Accountant Auditor</td>
<td>010821</td>
<td>CONF</td>
<td>A CONF</td>
<td>040</td>
<td>35.518314</td>
<td>46.603106</td>
<td>73878.09</td>
<td>96934.46</td>
<td>35.518314</td>
<td>36.406272</td>
<td>37.316429</td>
<td>38.249340</td>
<td>39.205573</td>
<td>40.185712</td>
</tr>
<tr>
<td>Accountant Auditor</td>
<td>014010</td>
<td>MSUP</td>
<td>A MSUP</td>
<td>010</td>
<td>35.518314</td>
<td>46.603106</td>
<td>73878.09</td>
<td>96934.46</td>
<td>35.518314</td>
<td>36.406272</td>
<td>37.316429</td>
<td>38.249340</td>
<td>39.205573</td>
<td>40.185712</td>
</tr>
<tr>
<td>Admin. of Government Relations</td>
<td>021026</td>
<td>MCSU</td>
<td>U MCSA</td>
<td>136</td>
<td>41.761052</td>
<td>65.773658</td>
<td>86862.99</td>
<td>136809.21</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Analyst</td>
<td>010700</td>
<td>CONF</td>
<td>A CONF</td>
<td>041</td>
<td>36.118633</td>
<td>47.390776</td>
<td>75126.76</td>
<td>98572.81</td>
<td>36.118633</td>
<td>37.021599</td>
<td>37.947139</td>
<td>38.895817</td>
<td>39.868212</td>
<td>40.864917</td>
</tr>
<tr>
<td>Administrative Analyst</td>
<td>014000</td>
<td>MSUP</td>
<td>A MSUP</td>
<td>001</td>
<td>36.118633</td>
<td>47.390776</td>
<td>75126.76</td>
<td>98572.81</td>
<td>36.118633</td>
<td>37.021599</td>
<td>37.947139</td>
<td>38.895817</td>
<td>39.868212</td>
<td>40.864917</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>010701</td>
<td>CONF</td>
<td>A CONF</td>
<td>003</td>
<td>27.767621</td>
<td>36.433525</td>
<td>57756.65</td>
<td>75781.73</td>
<td>27.767621</td>
<td>28.461812</td>
<td>29.173357</td>
<td>29.902691</td>
<td>30.650258</td>
<td>31.416514</td>
</tr>
<tr>
<td>Administrative Asst (Conf/Ex)</td>
<td>010800</td>
<td>CONF</td>
<td>A CONF</td>
<td>018</td>
<td>27.767621</td>
<td>36.433525</td>
<td>57756.65</td>
<td>75781.73</td>
<td>27.767621</td>
<td>28.461812</td>
<td>29.173357</td>
<td>29.902691</td>
<td>30.650258</td>
<td>31.416514</td>
</tr>
<tr>
<td>Administrative Officer</td>
<td>001702</td>
<td>MGMT</td>
<td>A MGTE</td>
<td>006</td>
<td>43.317598</td>
<td>56.836442</td>
<td>90100.60</td>
<td>118219.80</td>
<td>43.317598</td>
<td>44.400538</td>
<td>45.510551</td>
<td>46.648315</td>
<td>47.814523</td>
<td>49.009886</td>
</tr>
</tbody>
</table>

Print Date: 6/21/2023
<table>
<thead>
<tr>
<th>Salaried Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Tech (Conf/Ex)</td>
<td>010807</td>
<td>CONF</td>
<td>A CONF 024</td>
<td>27.677968</td>
<td>36.315892</td>
<td></td>
<td>57570.17</td>
<td>75537.06</td>
<td></td>
<td>27.677968</td>
<td>28.369917</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Technician</td>
<td>010702</td>
<td>CONF</td>
<td>A CONF 004</td>
<td>27.677968</td>
<td>36.315892</td>
<td></td>
<td>57570.17</td>
<td>75537.06</td>
<td></td>
<td>27.677968</td>
<td>28.369917</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Animal Care Services Manager</td>
<td>001845</td>
<td>MGMT</td>
<td>A MGTE 122</td>
<td>62.843061</td>
<td>82.455542</td>
<td></td>
<td>130713.57</td>
<td>171507.53</td>
<td></td>
<td>62.843061</td>
<td>64.414138</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Animal Care Technician</td>
<td>003647</td>
<td>L39A</td>
<td>A OPMT 029</td>
<td>19.629906</td>
<td>27.621250</td>
<td></td>
<td>40830.20</td>
<td>57452.20</td>
<td></td>
<td>19.629906</td>
<td>20.611401</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Animal Control Officer I</td>
<td>003600</td>
<td>L39A</td>
<td>A OPMT 073</td>
<td>22.754010</td>
<td>32.017179</td>
<td></td>
<td>47328.34</td>
<td>66595.73</td>
<td></td>
<td>22.754010</td>
<td>23.891711</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Animal Control Officer II</td>
<td>003601</td>
<td>L39A</td>
<td>A OPMT 001</td>
<td>23.891711</td>
<td>33.618038</td>
<td></td>
<td>49694.76</td>
<td>69925.52</td>
<td></td>
<td>23.891711</td>
<td>25.086297</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Animal Services Coordinator</td>
<td>010820</td>
<td>CONF</td>
<td>A CONF 039</td>
<td>27.677968</td>
<td>36.315892</td>
<td></td>
<td>57570.17</td>
<td>75537.06</td>
<td></td>
<td>27.677968</td>
<td>28.369917</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Applications Developer</td>
<td>010703</td>
<td>CONF</td>
<td>A CONF 005</td>
<td>41.448350</td>
<td>54.383828</td>
<td></td>
<td>86212.57</td>
<td>113118.36</td>
<td></td>
<td>41.448350</td>
<td>42.484559</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aquatic Specialist</td>
<td>009142</td>
<td>TEMP</td>
<td>A TEMP 073</td>
<td>19.629356</td>
<td>23.366111</td>
<td></td>
<td>40829.06</td>
<td>48601.51</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aquatics Recreation Coord</td>
<td>016980</td>
<td>L39A</td>
<td>A OFFT 143</td>
<td>23.332855</td>
<td>32.831672</td>
<td></td>
<td>48532.34</td>
<td>68289.88</td>
<td></td>
<td>23.332855</td>
<td>24.499498</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aquatics Recreation Supervisor</td>
<td>015110</td>
<td>L39C</td>
<td>A SUPV 070</td>
<td>30.389197</td>
<td>42.760653</td>
<td></td>
<td>63209.53</td>
<td>88942.16</td>
<td></td>
<td>30.389197</td>
<td>31.908657</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arborist/Urban Forester</td>
<td>017001</td>
<td>L39A</td>
<td>A PROF 001</td>
<td>30.476151</td>
<td>42.883007</td>
<td></td>
<td>63390.39</td>
<td>89196.66</td>
<td></td>
<td>30.476151</td>
<td>31.999595</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Architectural Technician I</td>
<td>016214</td>
<td>L39A</td>
<td>A OFFT 081</td>
<td>24.373104</td>
<td>34.295404</td>
<td></td>
<td>50696.06</td>
<td>71334.44</td>
<td></td>
<td>24.373104</td>
<td>25.591759</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Architectural Technician II</td>
<td>016215</td>
<td>L39A</td>
<td>A OFFT 082</td>
<td>25.591743</td>
<td>36.010151</td>
<td></td>
<td>53230.82</td>
<td>74901.11</td>
<td></td>
<td>25.591743</td>
<td>26.871330</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Architectural Technician III</td>
<td>016216</td>
<td>L39A</td>
<td>A OFFT 083</td>
<td>28.150989</td>
<td>39.611267</td>
<td></td>
<td>58554.06</td>
<td>82391.44</td>
<td></td>
<td>28.150989</td>
<td>29.558538</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
</tr>
<tr>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>---------</td>
<td>--------</td>
</tr>
<tr>
<td>**Archivist</td>
<td>017018</td>
<td>L39A</td>
<td>A PROF 010</td>
<td>26.794363</td>
<td>37.702359</td>
<td>55732.28</td>
<td>78420.91</td>
<td>26.794363</td>
<td>28.134081</td>
<td>29.540785</td>
<td>31.017824</td>
<td>32.568715</td>
<td>34.197151</td>
<td>35.907009</td>
</tr>
<tr>
<td>**Art Museum Registrar</td>
<td>017010</td>
<td>L39A</td>
<td>A PROF 006</td>
<td>24.422055</td>
<td>34.364285</td>
<td>50797.87</td>
<td>71477.71</td>
<td>24.422055</td>
<td>25.643158</td>
<td>26.925316</td>
<td>28.271582</td>
<td>29.685161</td>
<td>31.169419</td>
<td>32.728900</td>
</tr>
<tr>
<td>**Arts Administrator</td>
<td>001703</td>
<td>MGMT</td>
<td>A MGTE 007</td>
<td>39.730495</td>
<td>52.129853</td>
<td>82639.13</td>
<td>108430.09</td>
<td>39.730495</td>
<td>40.723757</td>
<td>41.741851</td>
<td>42.786397</td>
<td>43.855032</td>
<td>44.951408</td>
<td>46.075193</td>
</tr>
<tr>
<td>**Art Program Coordinator</td>
<td>016109</td>
<td>L39A</td>
<td>A OFF 060</td>
<td>29.265750</td>
<td>41.179848</td>
<td>6087.76</td>
<td>85654.09</td>
<td>29.265750</td>
<td>30.720937</td>
<td>32.265489</td>
<td>33.878763</td>
<td>35.572701</td>
<td>37.351336</td>
<td>39.218903</td>
</tr>
<tr>
<td>**Arts Program Specialist</td>
<td>001859</td>
<td>MGMT</td>
<td>A MGTE 130</td>
<td>36.118633</td>
<td>47.390776</td>
<td>75126.76</td>
<td>98572.81</td>
<td>36.118633</td>
<td>37.021599</td>
<td>39.118633</td>
<td>39.895817</td>
<td>40.864917</td>
<td>42.893370</td>
<td>44.070406</td>
</tr>
<tr>
<td>**Assistant Architect</td>
<td>011014</td>
<td>WCOE</td>
<td>A WCOE 005</td>
<td>34.825240</td>
<td>49.002610</td>
<td>72436.50</td>
<td>101925.43</td>
<td>34.825240</td>
<td>36.566502</td>
<td>38.394827</td>
<td>40.314568</td>
<td>42.330296</td>
<td>44.468111</td>
<td>46.669152</td>
</tr>
<tr>
<td>**Assistant Camp Caretaker</td>
<td>009018</td>
<td>TEMP</td>
<td>D DALY 001</td>
<td>1.306000</td>
<td>1.580000</td>
<td>19067.60</td>
<td>23068.00</td>
<td>1.306000</td>
<td>1.436500</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Assistant Camp Chef</td>
<td>009019</td>
<td>TEMP</td>
<td>D DALY 002</td>
<td>1.306000</td>
<td>1.580000</td>
<td>19067.60</td>
<td>23068.00</td>
<td>1.306000</td>
<td>1.436500</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Assistant Camp Sacramento Supv</td>
<td>001922</td>
<td>MGMT</td>
<td>A MGTE 188</td>
<td>35.020175</td>
<td>45.949505</td>
<td>72841.06</td>
<td>95574.97</td>
<td>35.020175</td>
<td>35.895679</td>
<td>36.793071</td>
<td>37.712895</td>
<td>38.655720</td>
<td>39.622113</td>
<td>40.612666</td>
</tr>
<tr>
<td>**Assistant City Attorney</td>
<td>020001</td>
<td>EXMG</td>
<td>U EXMG 110</td>
<td>71.766846</td>
<td>145.812888</td>
<td>149279.54</td>
<td>303289.56</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Assistant City Auditor</td>
<td>020044</td>
<td>EXMG</td>
<td>U EXMG 217</td>
<td>48.054519</td>
<td>75.685865</td>
<td>99953.40</td>
<td>157426.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Assistant City Clerk</td>
<td>020002</td>
<td>EXMG</td>
<td>U EXMG 010</td>
<td>43.572081</td>
<td>92.599500</td>
<td>90629.93</td>
<td>192606.96</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Assistant City Manager</td>
<td>020003</td>
<td>EXMG</td>
<td>U EXMG 210</td>
<td>75.366341</td>
<td>142.480182</td>
<td>156803.59</td>
<td>296358.78</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
</tr>
<tr>
<td>-------</td>
<td>---------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Civil Engineer</td>
<td>011011</td>
<td>WCOE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WCOE 002</td>
<td>34.825240</td>
<td>49.002610</td>
<td>72436.50</td>
<td>101925.43</td>
<td>34.825240</td>
<td>36.566502</td>
<td>38.394827</td>
<td>40.314568</td>
<td>42.330296</td>
<td>44.446811</td>
<td>46.669152</td>
<td>49.002610</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Code Enforcmt Ofcr</td>
<td>003912</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Director</td>
<td>001896</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A MGTE 158</td>
<td>63.240735</td>
<td>82.977323</td>
<td>131540.73</td>
<td>172592.83</td>
<td>63.240735</td>
<td>64.821753</td>
<td>66.442297</td>
<td>68.103354</td>
<td>69.805938</td>
<td>71.551086</td>
<td>73.339863</td>
<td>75.173360</td>
<td>77.052694</td>
<td>78.979011</td>
</tr>
<tr>
<td>Assistant Electrical Engineer</td>
<td>011019</td>
<td>WCOE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WCOE 010</td>
<td>34.825240</td>
<td>49.002610</td>
<td>72436.50</td>
<td>101925.43</td>
<td>34.825240</td>
<td>36.566502</td>
<td>38.394827</td>
<td>40.314568</td>
<td>42.330296</td>
<td>44.446811</td>
<td>46.669152</td>
<td>49.002610</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Mechanical Engineer</td>
<td>011021</td>
<td>WCOE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WCOE 012</td>
<td>34.825240</td>
<td>49.002610</td>
<td>72436.50</td>
<td>101925.43</td>
<td>34.825240</td>
<td>36.566502</td>
<td>38.394827</td>
<td>40.314568</td>
<td>42.330296</td>
<td>44.446811</td>
<td>46.669152</td>
<td>49.002610</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Planner</td>
<td>017002</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A PROF 002</td>
<td>28.624671</td>
<td>40.277787</td>
<td>59539.32</td>
<td>83777.80</td>
<td>28.624671</td>
<td>30.055905</td>
<td>31.558700</td>
<td>33.136635</td>
<td>34.793467</td>
<td>36.533140</td>
<td>38.359797</td>
<td>40.277787</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Pool Manager</td>
<td>009119</td>
<td>TEMP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A TEMP 053</td>
<td>16.212631</td>
<td>18.801682</td>
<td>33722.27</td>
<td>39107.50</td>
<td>16.212631</td>
<td>16.617947</td>
<td>17.033936</td>
<td>17.459231</td>
<td>17.895712</td>
<td>18.343104</td>
<td>18.801682</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant WtrCrsConCtrlSpclst</td>
<td>007903</td>
<td>L447</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WATR 005</td>
<td>31.330404</td>
<td>44.085025</td>
<td>65167.24</td>
<td>91696.85</td>
<td>31.330404</td>
<td>32.896924</td>
<td>34.517700</td>
<td>36.268859</td>
<td>38.082302</td>
<td>39.986417</td>
<td>41.985738</td>
<td>44.085025</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant to the City Manager</td>
<td>020040</td>
<td>EXMG</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U EXMG 081</td>
<td>63.640769</td>
<td>100.234211</td>
<td>132372.80</td>
<td>208487.16</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Architect</td>
<td>011015</td>
<td>WCOE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WCOE 006</td>
<td>42.268326</td>
<td>59.475778</td>
<td>87918.12</td>
<td>123709.62</td>
<td>42.268326</td>
<td>44.381742</td>
<td>46.600829</td>
<td>48.930870</td>
<td>51.377413</td>
<td>53.946284</td>
<td>56.643598</td>
<td>59.475778</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Civil Engineer</td>
<td>011012</td>
<td>WCOE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WCOE 003</td>
<td>42.268326</td>
<td>59.475778</td>
<td>87918.12</td>
<td>123709.62</td>
<td>42.268326</td>
<td>44.381742</td>
<td>46.600829</td>
<td>48.930870</td>
<td>51.377413</td>
<td>53.946284</td>
<td>56.643598</td>
<td>59.475778</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Curator of Art</td>
<td>017023</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A PROF 012</td>
<td>26.794363</td>
<td>37.702359</td>
<td>55732.28</td>
<td>78420.91</td>
<td>26.794363</td>
<td>28.134081</td>
<td>29.540785</td>
<td>31.017824</td>
<td>32.568715</td>
<td>34.197151</td>
<td>35.702359</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Electrical Engineer</td>
<td>011020</td>
<td>WCOE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WCOE 011</td>
<td>42.268326</td>
<td>59.475778</td>
<td>87918.12</td>
<td>123709.62</td>
<td>42.268326</td>
<td>44.381742</td>
<td>46.600829</td>
<td>48.930870</td>
<td>51.377413</td>
<td>53.946284</td>
<td>56.643598</td>
<td>59.475778</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Landscape Architect</td>
<td>011016</td>
<td>WCOE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WCOE 007</td>
<td>40.992084</td>
<td>57.679979</td>
<td>85263.54</td>
<td>119974.36</td>
<td>40.992084</td>
<td>43.041688</td>
<td>45.193772</td>
<td>47.453461</td>
<td>49.826134</td>
<td>52.317441</td>
<td>54.933313</td>
<td>57.679979</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Mechanical Engineer</td>
<td>011022</td>
<td>WCOE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WCOE 013</td>
<td>42.268326</td>
<td>59.475778</td>
<td>87918.12</td>
<td>123709.62</td>
<td>42.268326</td>
<td>44.381742</td>
<td>46.600829</td>
<td>48.930870</td>
<td>51.377413</td>
<td>53.946284</td>
<td>56.643598</td>
<td>59.475778</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
</tr>
<tr>
<td>------------------</td>
<td>----------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>Associate Planner</td>
<td>017003</td>
<td>L39A</td>
<td>PROF 003</td>
<td>35.189188</td>
<td>49.514721</td>
<td>73193.51</td>
<td>102990.62</td>
<td>35.189188</td>
<td>36.948647</td>
<td>38.796079</td>
<td>40.735883</td>
<td>42.772677</td>
<td>44.911311</td>
<td>47.156877</td>
</tr>
<tr>
<td>Auditor</td>
<td>001934</td>
<td>MGMT</td>
<td>MGTE 027</td>
<td>30.937077</td>
<td>40.592128</td>
<td>64349.12</td>
<td>84431.63</td>
<td>30.937077</td>
<td>31.710504</td>
<td>32.503267</td>
<td>33.315849</td>
<td>34.148745</td>
<td>35.002464</td>
<td>35.877526</td>
</tr>
<tr>
<td>Banking Operations Manager</td>
<td>001837</td>
<td>MGMT</td>
<td>MGTE 012</td>
<td>43.199884</td>
<td>56.681993</td>
<td>89855.76</td>
<td>117898.54</td>
<td>43.199884</td>
<td>44.279881</td>
<td>45.386878</td>
<td>46.521550</td>
<td>47.684589</td>
<td>48.876704</td>
<td>50.098622</td>
</tr>
<tr>
<td>Blacksmith Welder</td>
<td>006001</td>
<td>BULT</td>
<td>BLDG 001</td>
<td>27.076390</td>
<td>44.921060</td>
<td>75931.46</td>
<td>117284.10</td>
<td>27.076390</td>
<td>29.107119</td>
<td>31.290153</td>
<td>33.315849</td>
<td>35.002464</td>
<td>35.877526</td>
<td>36.774464</td>
</tr>
<tr>
<td>Budget Analyst</td>
<td>010822</td>
<td>CONF</td>
<td>CONF 042</td>
<td>36.118633</td>
<td>47.390776</td>
<td>75126.76</td>
<td>98572.81</td>
<td>36.118633</td>
<td>37.021599</td>
<td>37.947139</td>
<td>38.895817</td>
<td>39.868212</td>
<td>40.864917</td>
<td>41.886540</td>
</tr>
<tr>
<td>Budget Analyst</td>
<td>014011</td>
<td>MSUP</td>
<td>MSUP 011</td>
<td>36.118633</td>
<td>47.390776</td>
<td>75126.76</td>
<td>98572.81</td>
<td>36.118633</td>
<td>37.021599</td>
<td>37.947139</td>
<td>38.895817</td>
<td>39.868212</td>
<td>40.864917</td>
<td>41.886540</td>
</tr>
<tr>
<td>Budget Manager</td>
<td>020005</td>
<td>EXMG</td>
<td>EXMG 040</td>
<td>59.101129</td>
<td>93.084274</td>
<td>122930.35</td>
<td>193615.29</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building Inspector I</td>
<td>016011</td>
<td>L39A</td>
<td>OFFT 010</td>
<td>30.761990</td>
<td>43.285212</td>
<td>63984.94</td>
<td>90033.24</td>
<td>30.761990</td>
<td>32.300090</td>
<td>33.915095</td>
<td>35.610850</td>
<td>37.391393</td>
<td>39.260963</td>
<td>41.224011</td>
</tr>
<tr>
<td>Building Inspector II</td>
<td>016012</td>
<td>L39A</td>
<td>OFFT 011</td>
<td>32.300127</td>
<td>45.495222</td>
<td>67184.26</td>
<td>94535.01</td>
<td>32.300127</td>
<td>33.915133</td>
<td>35.610890</td>
<td>37.391434</td>
<td>39.261006</td>
<td>41.224056</td>
<td>43.285259</td>
</tr>
<tr>
<td>Building Inspector III</td>
<td>016229</td>
<td>L39A</td>
<td>OFFT 095</td>
<td>33.915356</td>
<td>47.722311</td>
<td>70543.94</td>
<td>99262.41</td>
<td>33.915356</td>
<td>35.611124</td>
<td>37.391680</td>
<td>39.261264</td>
<td>41.224327</td>
<td>43.285543</td>
<td>45.449820</td>
</tr>
<tr>
<td>Building Inspector IV</td>
<td>016230</td>
<td>L39A</td>
<td>OFFT 096</td>
<td>35.611023</td>
<td>50.108287</td>
<td>74070.93</td>
<td>104225.24</td>
<td>35.611023</td>
<td>37.391574</td>
<td>39.261153</td>
<td>41.224211</td>
<td>43.285422</td>
<td>45.449693</td>
<td>47.722178</td>
</tr>
<tr>
<td>Building Monitor</td>
<td>009137</td>
<td>TEMP</td>
<td>TEMP 069</td>
<td>15.530000</td>
<td>17.941832</td>
<td>32302.40</td>
<td>37319.01</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building Services Manager</td>
<td>001886</td>
<td>MGMT</td>
<td>MGTE 149</td>
<td>43.317598</td>
<td>56.836442</td>
<td>50100.60</td>
<td>118219.80</td>
<td>43.317598</td>
<td>44.400538</td>
<td>45.510551</td>
<td>46.648315</td>
<td>47.814523</td>
<td>49.009886</td>
<td>50.235133</td>
</tr>
<tr>
<td>Position</td>
<td>Code</td>
<td>Department</td>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>--------</td>
<td>------------</td>
<td>-----------</td>
<td>----------------</td>
<td>----------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Business Services Manager</strong></td>
<td>001709</td>
<td>MGMT</td>
<td>A</td>
<td>0.937350</td>
<td>1.154000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cache Logistics Coordinator</strong></td>
<td>016237</td>
<td>L39A</td>
<td>A</td>
<td>2.117000</td>
<td>3.100800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Camp Aide</strong></td>
<td>009045</td>
<td>TEMP</td>
<td>D</td>
<td>1.306000</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Camp Caretaker</strong></td>
<td>009046</td>
<td>TEMP</td>
<td>D</td>
<td>1.306000</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Camp Chef</strong></td>
<td>009024</td>
<td>TEMP</td>
<td>D</td>
<td>1.306000</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Camp Host</strong></td>
<td>009025</td>
<td>TEMP</td>
<td>D</td>
<td>1.306000</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Camp Program Director</strong></td>
<td>009048</td>
<td>TEMP</td>
<td>D</td>
<td>1.306000</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Camp Recreation Leader</strong></td>
<td>009022</td>
<td>TEMP</td>
<td>D</td>
<td>1.306000</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Camp Sacramento Supervisor</strong></td>
<td>001912</td>
<td>MGMT</td>
<td>A</td>
<td>2.561500</td>
<td>3.100800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cannabis Manager</strong></td>
<td>001924</td>
<td>MGMT</td>
<td>A</td>
<td>2.561500</td>
<td>3.100800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Carpenter</strong></td>
<td>006002</td>
<td>BULT</td>
<td>A</td>
<td>2.561500</td>
<td>3.100800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cashier</strong></td>
<td>016018</td>
<td>L39A</td>
<td>A</td>
<td>2.561500</td>
<td>3.100800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cashier - Aquatics</strong></td>
<td>009012</td>
<td>TEMP</td>
<td>A</td>
<td>2.561500</td>
<td>3.100800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Chief Animal Control Officer</strong></td>
<td>001827</td>
<td>MGMT</td>
<td>A</td>
<td>2.561500</td>
<td>3.100800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Chief Assistant City Attorney</strong></td>
<td>020046</td>
<td>EXMG</td>
<td>U</td>
<td>2.561500</td>
<td>3.100800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job Title</td>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>----------</td>
<td>-----------------</td>
<td>----------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
</tr>
<tr>
<td>Chief Building Official</td>
<td>MGTE 015</td>
<td>60.241694</td>
<td>79.042323</td>
<td>125302.72</td>
<td>164408.03</td>
<td>60.241694</td>
<td>61.747736</td>
<td>63.291429</td>
<td>64.873715</td>
<td>66.495558</td>
<td>68.157947</td>
<td>69.861896</td>
<td>71.608443</td>
<td>73.398654</td>
</tr>
<tr>
<td>Chief Building Official</td>
<td>MGTE 016</td>
<td>73.838908</td>
<td>116.296274</td>
<td>153584.93</td>
<td>241896.25</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief Building Official</td>
<td>MGTE 017</td>
<td>72.575807</td>
<td>95.225748</td>
<td>150957.68</td>
<td>198069.56</td>
<td>72.575807</td>
<td>74.390202</td>
<td>76.249957</td>
<td>78.156206</td>
<td>80.110111</td>
<td>82.112864</td>
<td>84.165686</td>
<td>86.269828</td>
<td>88.426574</td>
</tr>
<tr>
<td>Chief of Staff to the Mayor</td>
<td>MCGSA 010</td>
<td>42.451322</td>
<td>66.860826</td>
<td>88298.75</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief of Staff to the Mayor</td>
<td>MCGSA 011</td>
<td>58.948716</td>
<td>112.128661</td>
<td>122613.33</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City Attorney</td>
<td>EXMG 001</td>
<td>85.721240</td>
<td>168.773168</td>
<td>178300.18</td>
<td>351048.19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City Auditor</td>
<td>EXMG 005</td>
<td>58.948716</td>
<td>112.128661</td>
<td>122613.33</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City Clerk</td>
<td>EXMG 002</td>
<td>77.176878</td>
<td>115.764802</td>
<td>160527.91</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City Council</td>
<td>MCNL 002</td>
<td>49.419712</td>
<td>49.419712</td>
<td>102793.00</td>
<td>102793.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City Historian</td>
<td>MGMT 017</td>
<td>56.993908</td>
<td>74.780948</td>
<td>118547.33</td>
<td>155544.37</td>
<td>56.993908</td>
<td>58.418756</td>
<td>59.879225</td>
<td>61.376206</td>
<td>62.910611</td>
<td>64.83376</td>
<td>66.095460</td>
<td>67.747847</td>
<td>69.441543</td>
</tr>
<tr>
<td>City Housing Manager</td>
<td>MGMT 020</td>
<td>55.303614</td>
<td>72.563134</td>
<td>115031.52</td>
<td>150931.32</td>
<td>55.303614</td>
<td>56.686204</td>
<td>58.103359</td>
<td>59.555943</td>
<td>61.044842</td>
<td>62.570963</td>
<td>64.135237</td>
<td>65.738618</td>
<td>67.382083</td>
</tr>
<tr>
<td>City Manager</td>
<td>EXMG 003</td>
<td>119.454543</td>
<td>192.621394</td>
<td>2340790.79</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City Treasurer</td>
<td>EXMG 004</td>
<td>77.176878</td>
<td>131.291885</td>
<td>160527.91</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Claims Collector</td>
<td>EXMG 005</td>
<td>49.419712</td>
<td>49.419712</td>
<td>102793.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code Enforcement Manager</td>
<td>MGMT 013</td>
<td>51.863576</td>
<td>68.049504</td>
<td>107876.24</td>
<td>141542.97</td>
<td>51.863576</td>
<td>53.160165</td>
<td>54.489169</td>
<td>55.851398</td>
<td>57.247683</td>
<td>58.678875</td>
<td>60.145847</td>
<td>61.649493</td>
<td>63.190730</td>
</tr>
<tr>
<td>Code Enforcement Manager</td>
<td>L39A 058</td>
<td>21.725967</td>
<td>30.570616</td>
<td>45190.01</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Code Enforcement Officer</td>
<td>EXMG 006</td>
<td>26.416141</td>
<td>37.170163</td>
<td>54945.57</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Page 7 of 41
<table>
<thead>
<tr>
<th>Salary Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code Housing Enforcement Chief</td>
<td>001917</td>
<td>MGMT</td>
<td>A MGTE 183</td>
<td>57.049932</td>
<td>74.854454</td>
<td>118663.86</td>
<td>155697.26</td>
<td>57.049932</td>
<td>58.476180</td>
<td>59.938085</td>
<td>61.436537</td>
<td>62.972450</td>
<td>64.546761</td>
<td>66.160430</td>
</tr>
<tr>
<td>Community Engagement Manager</td>
<td>020049</td>
<td>EXMG</td>
<td>U EXMG 220</td>
<td>50.628101</td>
<td>66.428462</td>
<td>105306.45</td>
<td>138171.20</td>
<td>26.377904</td>
<td>32.062507</td>
<td>42.910381</td>
<td>42.865056</td>
<td>22.671971</td>
<td>83.089942</td>
<td>060</td>
</tr>
<tr>
<td>Community Service Officer I</td>
<td>002037</td>
<td>SPOA</td>
<td>A POAM 010</td>
<td>26.377904</td>
<td>26.377904</td>
<td>54866.04</td>
<td>54866.04</td>
<td>26.377904</td>
<td>32.062507</td>
<td>42.910381</td>
<td>42.865056</td>
<td>22.671971</td>
<td>83.089942</td>
<td>060</td>
</tr>
<tr>
<td>Community Service Officer II</td>
<td>002038</td>
<td>SPOA</td>
<td>A POAM 053</td>
<td>26.377904</td>
<td>32.062507</td>
<td>54866.04</td>
<td>66690.02</td>
<td>26.377904</td>
<td>27.696799</td>
<td>29.081639</td>
<td>30.535721</td>
<td>32.062507</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Service Officer III</td>
<td>002036</td>
<td>SPOA</td>
<td>A POAM 015</td>
<td>26.377904</td>
<td>32.062507</td>
<td>54866.04</td>
<td>66690.02</td>
<td>26.377904</td>
<td>27.696799</td>
<td>29.081639</td>
<td>30.535721</td>
<td>32.062507</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Service Rep II</td>
<td>016125</td>
<td>L39A</td>
<td>A OFFT 067</td>
<td>22.786225</td>
<td>32.062507</td>
<td>47395.35</td>
<td>66690.02</td>
<td>22.786225</td>
<td>23.925536</td>
<td>25.121813</td>
<td>26.377904</td>
<td>27.696799</td>
<td>29.081639</td>
<td>30.535721</td>
</tr>
<tr>
<td>Concrete Construction Leadwrkr</td>
<td>015104</td>
<td>L39C</td>
<td>A SUPV 060</td>
<td>30.495608</td>
<td>42.910381</td>
<td>63430.86</td>
<td>89253.59</td>
<td>30.495608</td>
<td>32.020388</td>
<td>33.621407</td>
<td>35.302477</td>
<td>37.067601</td>
<td>38.920981</td>
<td>40.867030</td>
</tr>
<tr>
<td>Construction Inspector I</td>
<td>016025</td>
<td>L39A</td>
<td>A OFFT 023</td>
<td>27.100470</td>
<td>38.133083</td>
<td>56368.98</td>
<td>79316.81</td>
<td>27.100470</td>
<td>28.456493</td>
<td>29.878268</td>
<td>31.372181</td>
<td>32.940790</td>
<td>34.587380</td>
<td>36.317222</td>
</tr>
<tr>
<td>Construction Inspector II</td>
<td>016026</td>
<td>L39A</td>
<td>A OFFT 024</td>
<td>30.463396</td>
<td>42.865056</td>
<td>63363.86</td>
<td>89159.32</td>
<td>30.463396</td>
<td>31.986566</td>
<td>33.585894</td>
<td>35.265189</td>
<td>37.082448</td>
<td>38.879870</td>
<td>40.823863</td>
</tr>
<tr>
<td>Construction Inspector III</td>
<td>016027</td>
<td>L39A</td>
<td>A OFFT 025</td>
<td>31.986510</td>
<td>45.008231</td>
<td>66531.94</td>
<td>93617.12</td>
<td>31.986510</td>
<td>33.585835</td>
<td>35.265127</td>
<td>37.028383</td>
<td>38.879802</td>
<td>40.823792</td>
<td>42.864982</td>
</tr>
<tr>
<td>Contract and Compliance Spclst</td>
<td>001280</td>
<td>MGMT</td>
<td>A MGTE 173</td>
<td>37.924564</td>
<td>49.760315</td>
<td>78883.09</td>
<td>103501.46</td>
<td>37.924564</td>
<td>38.872678</td>
<td>39.844945</td>
<td>40.846067</td>
<td>41.861622</td>
<td>42.908163</td>
<td>43.980867</td>
</tr>
<tr>
<td>Convention Center General Mgr</td>
<td>001723</td>
<td>MGMT</td>
<td>A MGTE 183</td>
<td>57.049932</td>
<td>74.854454</td>
<td>118663.86</td>
<td>155697.26</td>
<td>57.049932</td>
<td>58.476180</td>
<td>59.938085</td>
<td>61.436537</td>
<td>62.972450</td>
<td>64.546761</td>
<td>66.160430</td>
</tr>
<tr>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
</tr>
<tr>
<td>----------------</td>
<td>---------------</td>
<td>---------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
</tr>
</tbody>
</table>
| **Council Representative | 021015 | MCSU**
U  MCSA  048 | 18.360000 | 34.720586 | 38188.80 | 72218.82 |
| **Council/Clerk Operations Mng | 021007 | MCSU**
U  MCSA  080 | 43.040000 | 67.798500 | 89523.20 | 141020.88 |
| **Crew Leader (Landscp&Learning) | 009138 | TEMP**
A  TEMP  070 | 15.530000 | 21.169865 | 32302.40 | 44033.32 |
| **Cultural&Creative Economy Mgr | 001921 | MGMT**
A  MGTE  187 | 83.326565 | 83.089942 | 131719.26 | 172827.08 |
| **Curator of Art | 001727 | MGMT**
A  MGTE  024 | 47.649359 | 62.520088 | 99110.67 | 130041.78 |
| **Curator of Education | 001728 | MGMT**
A  MGTE  161 | 47.649359 | 62.520088 | 99110.67 | 130041.78 |
| **Curator of History | 001899 | MGMT**
A  MGTE  024 | 47.649359 | 62.520088 | 99110.67 | 130041.78 |
| **Custodial Supervisor | 015018 | L39C**
A  SUPV  006 | 20.929106 | 29.449354 | 43532.54 | 61254.66 |
| **Custodian I | 003606 | L39A**
A  OPMT  003 | 16.685954 | 23.478814 | 34706.78 | 48835.93 |
| **Custodian II | 003922 | L39A**
A  OPMT  007 | 17.520034 | 24.652449 | 36441.67 | 51277.09 |
| **Customer Service Assistant | 016971 | L39A**
A  OFFT  131 | 19.239953 | 27.072547 | 40019.10 | 56310.90 |
| **Customer Service Rep | 016972 | L39A**
A  OFFT  132 | 20.217542 | 28.488112 | 42052.49 | 59172.07 |
| **Customer Service Specialist | 016973 | L39A**
A  OFFT  133 | 22.856594 | 32.161523 | 47541.72 | 66895.97 |
| **Customer Service Supervisor | 015098 | L39C**
A  SUPV  055 | 26.050494 | 36.655662 | 54185.03 | 76243.78 |
| **Customer Service Trainee | 016914 | L39A**
A  OFFT  106 | 17.401050 | 24.485025 | 36194.18 | 50928.85 |
Sal Plan Grade | Hourly Min/Max | Annual Min/Max | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12
---|---|---|---|---|---|---|---|---|---|---|---|---|---|---
Debt Analyst | 001729 | MGTE
A MGTE 025 | 39.464793 | 51.781229 | 82086.77 | 107704.77 | 39.464793 | 40.451413 | 41.462698 | 42.499265 | 43.561747 | 44.650791 | 45.767061 | 46.911238 | 48.084019 | 49.286119 | 50.518272 | 51.781229

Department Systems Spclst I | 016217 | L39A
A OFFT 084 | 32.164509 | 45.258695 | 66902.18 | 94138.09 | 32.164509 | 33.772734 | 35.461371 | 37.234440 | 39.096162 | 41.050970 | 43.103519 | 45.258695

Department Systems Spclst II | 016218 | L39A
A OFFT 085 | 35.384749 | 49.789893 | 73600.28 | 103562.98 | 35.384749 | 37.153986 | 39.011685 | 40.962269 | 43.010382 | 45.160901 | 47.418946 | 49.789893

Deputy Chief Building Official | 001900 | MGMT
A MGTE 162 | 52.869880 | 69.369863 | 109969.35 | 144289.32 | 52.869880 | 54.191627 | 55.546418 | 56.935078 | 58.358455 | 59.817416 | 61.312851 | 62.845672 | 64.416814 | 66.027234 | 67.677915 | 69.369863

Deputy City Attorney I | 001730 | MGMT
A MGTE 026 | 47.848082 | 62.780830 | 99524.01 | 130568.13 | 47.848082 | 49.044284 | 50.270391 | 51.527151 | 52.815330 | 54.135713 | 55.498106 | 56.876334 | 58.298242 | 60.772222 | 62.808030

Deputy City Attorney II | 001731 | MGMT
A MGTE 027 | 55.649232 | 73.016616 | 115750.40 | 151874.56 | 55.649232 | 57.040463 | 58.464745 | 59.928137 | 61.426340 | 62.961999 | 64.536049 | 66.149450 | 67.803186 | 69.498266 | 71.235723 | 73.016616

Deputy City Clerk | 010705 | CONF
A CONF 007 | 27.713658 | 36.362720 | 57644.41 | 75634.46 | 27.713658 | 28.406499 | 29.116661 | 29.844578 | 30.590692 | 31.355459 | 32.139345 | 32.942829 | 33.766490 | 34.610560 | 35.475824 | 36.362720

Deputy Convtn Ctr General Mgr | 001889 | MGMT
A MGTE 152 | 53.827581 | 70.626450 | 111961.37 | 146903.02 | 53.827581 | 55.173271 | 56.552603 | 57.966418 | 59.415578 | 60.900967 | 62.423491 | 63.984078 | 65.583680 | 67.223272 | 68.903854 | 70.626450

Deputy Fire Chief | 020025 | EXMG
A FM40 002 | 67.164937 | 113.914500 | 139703.07 | 236942.16

Deputy Police Chief | 020011 | EXMG
A PEXM 010 | 73.303807 | 124.330500 | 152471.92 | 258607.44

Development Project Manager | 001744 | MGMT
U PEXM 008 | 43.532833 | 57.118851 | 90548.29 | 118807.21 | 43.532833 | 44.621154 | 45.736683 | 46.880100 | 48.052103 | 49.253406 | 50.487411 | 51.746860 | 53.040531 | 54.363544 | 55.725708 | 57.118851

Development Services Tech I | 016004 | L39A
U OFFT 004 | 25.537543 | 35.933887 | 53118.09 | 74742.48 | 25.537543 | 26.814240 | 28.155141 | 29.562898 | 31.040143 | 32.590395 | 34.222750 | 35.933887

Development Services Tech II | 016005 | L39A
U OFFT 005 | 26.814360 | 37.730498 | 55773.87 | 78479.44 | 26.814360 | 28.155078 | 29.562832 | 31.040974 | 32.590323 | 34.222674 | 35.933808 | 37.730498

Development Services Tech III | 016006 | L39A

Director of Community Devlopmt | 020012 | EXMG
U EXMG 180 | 73.838908 | 116.296538 | 153584.93 | 241896.80

Print Date: 6/21/2023
# Salary Schedule/Classification Listing

<table>
<thead>
<tr>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Director of Community Response</strong></td>
<td>020045</td>
<td>EXMG</td>
<td>U EXMG 218</td>
<td>70.370168</td>
<td>110.833009</td>
<td>146389.95</td>
<td>230532.66</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Convntion&amp;Culture</strong></td>
<td>020013</td>
<td>EXMG</td>
<td>U EXMG 120</td>
<td>73.838908</td>
<td>116.296538</td>
<td>153584.93</td>
<td>241896.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Economic Developmnt</strong></td>
<td>020014</td>
<td>EXMG</td>
<td>U EXMG 070</td>
<td>67.691509</td>
<td>106.614129</td>
<td>140798.34</td>
<td>221757.39</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Emergency Mgmt</strong></td>
<td>020043</td>
<td>EXMG</td>
<td>U EXMG 216</td>
<td>59.100908</td>
<td>93.083927</td>
<td>122929.89</td>
<td>193614.57</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Finance</strong></td>
<td>020015</td>
<td>EXMG</td>
<td>U EXMG 100</td>
<td>73.838908</td>
<td>116.296274</td>
<td>153584.93</td>
<td>241896.25</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Govtal Affairs</strong></td>
<td>020017</td>
<td>EXMG</td>
<td>U EXMG 080</td>
<td>57.040548</td>
<td>89.838680</td>
<td>116644.34</td>
<td>186644.83</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Human Resources</strong></td>
<td>020018</td>
<td>EXMG</td>
<td>U EXMG 160</td>
<td>73.838908</td>
<td>116.296538</td>
<td>153584.93</td>
<td>241896.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of PubSafety Acctblty</strong></td>
<td>020020</td>
<td>EXMG</td>
<td>U EXMG 060</td>
<td>60.127692</td>
<td>114.345000</td>
<td>125065.60</td>
<td>237837.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Public Works</strong></td>
<td>020021</td>
<td>EXMG</td>
<td>U EXMG 150</td>
<td>73.838908</td>
<td>116.296538</td>
<td>153584.93</td>
<td>241896.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Utilities</strong></td>
<td>020022</td>
<td>EXMG</td>
<td>U EXMG 190</td>
<td>73.838908</td>
<td>116.296538</td>
<td>153584.93</td>
<td>241896.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Director of Yth Parks&amp;Comm Enr</strong></td>
<td>020019</td>
<td>EXMG</td>
<td>U EXMG 130</td>
<td>73.838908</td>
<td>116.296538</td>
<td>153584.93</td>
<td>241896.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Dispatcher I</strong></td>
<td>002049</td>
<td>SPOA</td>
<td>A POAM 020</td>
<td>26.385900</td>
<td>32.072227</td>
<td>54882.67</td>
<td>66710.23</td>
<td>26.385900</td>
<td>27.705195</td>
<td>29.090455</td>
<td>30.544978</td>
<td>32.072227</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Dispatcher II</strong></td>
<td>002050</td>
<td>SPOA</td>
<td>A POAM 021</td>
<td>32.264051</td>
<td>39.217157</td>
<td>67109.23</td>
<td>81571.69</td>
<td>32.264051</td>
<td>33.877254</td>
<td>35.571117</td>
<td>37.349673</td>
<td>39.217157</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Dispatcher III</strong></td>
<td>002051</td>
<td>SPOA</td>
<td>A POAM 022</td>
<td>37.749842</td>
<td>45.884074</td>
<td>78517.80</td>
<td>95438.87</td>
<td>37.749842</td>
<td>39.636389</td>
<td>41.618208</td>
<td>43.699118</td>
<td>45.884074</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Dispatcher Recruit</strong></td>
<td>009113</td>
<td>TEMP</td>
<td>A TEMP 048</td>
<td>25.129429</td>
<td>25.129429</td>
<td>52269.21</td>
<td>52269.21</td>
<td>25.129429</td>
<td>25.129429</td>
<td>25.129429</td>
<td>25.129429</td>
<td>25.129429</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

Page 11 of 41
<table>
<thead>
<tr>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity and Equity Manager</td>
<td>001923</td>
<td>MGTE</td>
<td>A</td>
<td>MGTE</td>
<td>197</td>
<td>55.303614</td>
<td>56.686204</td>
<td>58.103359</td>
<td>59.555943</td>
<td>61.044842</td>
<td>62.570963</td>
<td>64.135237</td>
<td>65.738618</td>
<td>67.382083</td>
</tr>
<tr>
<td>EMS Coordinator</td>
<td>001913</td>
<td>MGTE</td>
<td>A</td>
<td>MGTE</td>
<td>180</td>
<td>47.649359</td>
<td>62.520088</td>
<td>99110.67</td>
<td>130041.78</td>
<td>47.649359</td>
<td>48.840593</td>
<td>50.061608</td>
<td>51.313148</td>
<td>52.595977</td>
</tr>
<tr>
<td>Economic Development Manager</td>
<td>001745</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>039</td>
<td>56.905667</td>
<td>74.665166</td>
<td>118363.79</td>
<td>155303.54</td>
<td>56.905667</td>
<td>58.328309</td>
<td>59.786517</td>
<td>61.281180</td>
<td>62.813209</td>
</tr>
<tr>
<td>Electrical Constructn Insp I</td>
<td>016039</td>
<td>L39A</td>
<td>A</td>
<td>OFFT</td>
<td>026</td>
<td>25.788000</td>
<td>36.286307</td>
<td>53639.04</td>
<td>75475.52</td>
<td>25.788000</td>
<td>27.077400</td>
<td>28.431270</td>
<td>29.852834</td>
<td>31.345476</td>
</tr>
<tr>
<td>Electrical Constructn Insp III</td>
<td>016041</td>
<td>L39A</td>
<td>A</td>
<td>OFFT</td>
<td>028</td>
<td>30.172239</td>
<td>42.455468</td>
<td>62758.40</td>
<td>88307.37</td>
<td>30.172239</td>
<td>31.680924</td>
<td>33.264970</td>
<td>34.922819</td>
<td>36.674630</td>
</tr>
<tr>
<td>Electrical Design Technician</td>
<td>006268</td>
<td>BULT</td>
<td>A</td>
<td>BLDG</td>
<td>026</td>
<td>31.541393</td>
<td>52.328721</td>
<td>65606.10</td>
<td>108843.74</td>
<td>31.541393</td>
<td>33.909997</td>
<td>36.450022</td>
<td>39.183774</td>
<td>42.122557</td>
</tr>
<tr>
<td>Electrician</td>
<td>006004</td>
<td>BULT</td>
<td>A</td>
<td>BLDG</td>
<td>003</td>
<td>29.036069</td>
<td>48.172265</td>
<td>60395.02</td>
<td>100198.31</td>
<td>29.036069</td>
<td>31.213774</td>
<td>33.554807</td>
<td>36.071418</td>
<td>38.776774</td>
</tr>
<tr>
<td>Electrician Supervisor</td>
<td>006006</td>
<td>BULT</td>
<td>A</td>
<td>BLDG</td>
<td>004</td>
<td>33.690435</td>
<td>55.894086</td>
<td>70076.10</td>
<td>116259.70</td>
<td>33.690435</td>
<td>36.217218</td>
<td>38.933509</td>
<td>41.853522</td>
<td>44.992536</td>
</tr>
<tr>
<td>Electronic Maint Tech I</td>
<td>003615</td>
<td>L39A</td>
<td>A</td>
<td>OPMT</td>
<td>007</td>
<td>29.604974</td>
<td>41.657172</td>
<td>61578.35</td>
<td>86646.92</td>
<td>29.604974</td>
<td>31.085223</td>
<td>32.639484</td>
<td>34.271458</td>
<td>35.985031</td>
</tr>
<tr>
<td>Electronic Maint Tech II</td>
<td>003616</td>
<td>L39A</td>
<td>A</td>
<td>OPMT</td>
<td>008</td>
<td>31.085290</td>
<td>43.740125</td>
<td>64657.40</td>
<td>90979.46</td>
<td>31.085290</td>
<td>32.639555</td>
<td>34.271533</td>
<td>35.985110</td>
<td>37.784365</td>
</tr>
<tr>
<td>Emergency Communications Mgr</td>
<td>001746</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>164</td>
<td>49.382485</td>
<td>64.794100</td>
<td>102715.57</td>
<td>134771.73</td>
<td>49.382485</td>
<td>50.617047</td>
<td>51.882473</td>
<td>53.179535</td>
<td>54.509023</td>
</tr>
<tr>
<td>Emergency Medical Service Trne</td>
<td>009146</td>
<td>TEMP</td>
<td>A</td>
<td>TEMP</td>
<td>078</td>
<td>18.254436</td>
<td>20.125516</td>
<td>37969.23</td>
<td>41861.07</td>
<td>18.254436</td>
<td>19.167158</td>
<td>20.125516</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enforcement &amp; Collections Supv</td>
<td>015044</td>
<td>L39C</td>
<td>A</td>
<td>SUPV</td>
<td>021</td>
<td>28.377430</td>
<td>39.929892</td>
<td>59025.05</td>
<td>83054.18</td>
<td>28.377430</td>
<td>29.796301</td>
<td>31.286116</td>
<td>32.850422</td>
<td>34.492943</td>
</tr>
<tr>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>**Engineering Manager</td>
<td>001884</td>
<td>MGMT</td>
<td>A MGTE 147</td>
<td>67.211829</td>
<td>68.892125</td>
<td>70.614428</td>
<td>72.379789</td>
<td>74.189284</td>
<td>76.044016</td>
<td>77.945116</td>
<td>79.893744</td>
<td>81.891088</td>
<td>83.938365</td>
<td>86.036824</td>
</tr>
<tr>
<td>**Environmental Hlth &amp; Sfty Mngr</td>
<td>001928</td>
<td>MGMT</td>
<td>A MGTE 200</td>
<td>55.303614</td>
<td>72.563134</td>
<td>115031.52</td>
<td>55.303614</td>
<td>56.686204</td>
<td>58.103359</td>
<td>59.559434</td>
<td>60.448422</td>
<td>62.570963</td>
<td>64.135237</td>
<td>65.738618</td>
</tr>
<tr>
<td>**Environmental Hlth &amp; Sfty Offr</td>
<td>001809</td>
<td>MGMT</td>
<td>A MGTE 091</td>
<td>47.649359</td>
<td>62.520088</td>
<td>90110.67</td>
<td>130041.78</td>
<td>47.649359</td>
<td>48.840593</td>
<td>50.061608</td>
<td>51.313148</td>
<td>52.595977</td>
<td>53.910876</td>
<td>55.258648</td>
</tr>
<tr>
<td>**Environmental Hlth &amp; Sfty Spec</td>
<td>001810</td>
<td>MGMT</td>
<td>A MGTE 092</td>
<td>43.317598</td>
<td>56.836442</td>
<td>90110.67</td>
<td>118219.80</td>
<td>43.317598</td>
<td>44.400538</td>
<td>45.505551</td>
<td>46.648315</td>
<td>47.814523</td>
<td>49.009886</td>
<td>50.235133</td>
</tr>
<tr>
<td>**Equal Employment Manager</td>
<td>001139</td>
<td>MGMT</td>
<td>A MGTE 189</td>
<td>50.276013</td>
<td>65.966485</td>
<td>104574.11</td>
<td>137201.29</td>
<td>50.276013</td>
<td>51.320913</td>
<td>52.821234</td>
<td>54.141767</td>
<td>55.495311</td>
<td>56.882694</td>
<td>58.304761</td>
</tr>
<tr>
<td>**Equal Employment Specialist</td>
<td>001748</td>
<td>MGMT</td>
<td>A MGTE 040</td>
<td>39.080127</td>
<td>51.276513</td>
<td>81286.66</td>
<td>106655.15</td>
<td>39.080127</td>
<td>40.057130</td>
<td>41.058558</td>
<td>42.085022</td>
<td>43.137148</td>
<td>44.215577</td>
<td>45.320966</td>
</tr>
<tr>
<td>**Equipment Maint Supv</td>
<td>015053</td>
<td>L39C</td>
<td>A SUPV 026</td>
<td>32.403188</td>
<td>45.594540</td>
<td>67398.63</td>
<td>94836.64</td>
<td>32.403188</td>
<td>34.023347</td>
<td>35.724854</td>
<td>37.510740</td>
<td>39.386277</td>
<td>41.355591</td>
<td>43.423371</td>
</tr>
<tr>
<td>**Equipment Mechanic I</td>
<td>012009</td>
<td>IAMA</td>
<td>A IAMA 006</td>
<td>25.547543</td>
<td>35.947959</td>
<td>53133.89</td>
<td>74771.76</td>
<td>25.547543</td>
<td>26.824920</td>
<td>28.166166</td>
<td>29.574474</td>
<td>31.053198</td>
<td>32.605858</td>
<td>34.236151</td>
</tr>
<tr>
<td>**Equipment Mechanic III</td>
<td>012004</td>
<td>IAMA</td>
<td>A IAMA 003</td>
<td>29.532989</td>
<td>41.555880</td>
<td>61428.62</td>
<td>86436.23</td>
<td>29.532989</td>
<td>31.009638</td>
<td>32.560120</td>
<td>34.188126</td>
<td>35.897532</td>
<td>37.692409</td>
<td>39.577029</td>
</tr>
<tr>
<td>**Ethics Program Compliance Ofc</td>
<td>001930</td>
<td>MGMT</td>
<td>A MGTE 201</td>
<td>49.209762</td>
<td>64.567471</td>
<td>102356.30</td>
<td>134300.34</td>
<td>49.209762</td>
<td>50.440006</td>
<td>51.701006</td>
<td>52.993531</td>
<td>54.318369</td>
<td>55.676328</td>
<td>57.068236</td>
</tr>
<tr>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>Events Associate</td>
<td>009093</td>
<td>TEMP</td>
<td>A</td>
<td>TEMP</td>
<td>042</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td>15.500000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Events Duty Person</td>
<td>009067</td>
<td>TEMP</td>
<td>A</td>
<td>TEMP</td>
<td>036</td>
<td>22.020000</td>
<td>22.028400</td>
<td>45801.60</td>
<td>45819.07</td>
<td>22.020000</td>
<td>22.028400</td>
<td>45801.60</td>
<td>45819.07</td>
<td>22.020000</td>
</tr>
<tr>
<td>Events Services Manager</td>
<td>001749</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>041</td>
<td>43.823287</td>
<td>57.499950</td>
<td>91152.44</td>
<td>119599.90</td>
<td>43.823287</td>
<td>44.918869</td>
<td>46.041841</td>
<td>47.192887</td>
<td>48.372709</td>
</tr>
<tr>
<td>Events Services Supervisor</td>
<td>001750</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>042</td>
<td>37.249794</td>
<td>48.874957</td>
<td>77479.57</td>
<td>101659.91</td>
<td>37.249794</td>
<td>38.181039</td>
<td>39.135565</td>
<td>40.113954</td>
<td>41.116803</td>
</tr>
<tr>
<td>Executive Assistant (CMO)</td>
<td>022000</td>
<td>EMSU</td>
<td>U</td>
<td>EXMB</td>
<td>010</td>
<td>25.500000</td>
<td>40.173000</td>
<td>53040.00</td>
<td>83559.84</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Assistant (MC)</td>
<td>022001</td>
<td>EMSU</td>
<td>U</td>
<td>MCSB</td>
<td>030</td>
<td>25.500000</td>
<td>40.173000</td>
<td>53040.00</td>
<td>83559.84</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Director SAC CCOMWP</td>
<td>020023</td>
<td>EXMG</td>
<td>U</td>
<td>EXMG</td>
<td>050</td>
<td>59.666264</td>
<td>93.974360</td>
<td>124105.83</td>
<td>195466.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Facilities &amp; Real Prop Supt</td>
<td>001751</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>043</td>
<td>48.485901</td>
<td>63.617704</td>
<td>100850.67</td>
<td>132324.82</td>
<td>48.485901</td>
<td>49.698049</td>
<td>50.940500</td>
<td>52.214012</td>
<td>53.519362</td>
</tr>
<tr>
<td>Facilities Manager</td>
<td>001880</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>143</td>
<td>62.843061</td>
<td>82.455542</td>
<td>130713.57</td>
<td>171507.53</td>
<td>62.843061</td>
<td>64.414138</td>
<td>66.024491</td>
<td>67.765103</td>
<td>69.366981</td>
</tr>
<tr>
<td>Finance Manager</td>
<td>001925</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>193</td>
<td>55.303614</td>
<td>72.563134</td>
<td>115031.52</td>
<td>150931.32</td>
<td>55.303614</td>
<td>56.686204</td>
<td>58.103359</td>
<td>59.559943</td>
<td>61.044842</td>
</tr>
<tr>
<td>Financial Services Supervisor</td>
<td>015092</td>
<td>L39C</td>
<td>A</td>
<td>SUPV</td>
<td>049</td>
<td>24.795845</td>
<td>34.890243</td>
<td>51575.36</td>
<td>72571.70</td>
<td>24.795845</td>
<td>26.035637</td>
<td>27.337419</td>
<td>28.704290</td>
<td>30.139504</td>
</tr>
<tr>
<td>Fire Assistant Chief</td>
<td>001753</td>
<td>MGMT</td>
<td>A</td>
<td>FM40</td>
<td>003</td>
<td>77.106373</td>
<td>101.170243</td>
<td>160381.26</td>
<td>210434.10</td>
<td>77.106373</td>
<td>79.034032</td>
<td>81.009883</td>
<td>83.035130</td>
<td>85.111008</td>
</tr>
<tr>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
</tr>
<tr>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td>Fire Battalion Chief</td>
<td>005170</td>
<td>L522</td>
<td>A FR56 007</td>
<td>43.779376</td>
<td>58.668551</td>
<td>127485.54</td>
<td>170842.82</td>
<td>43.779376</td>
<td>45.968345</td>
<td>48.266762</td>
<td>50.680100</td>
<td>53.214105</td>
<td>55.874810</td>
<td>58.668551</td>
</tr>
<tr>
<td>Fire Battalion Chief (Admin)</td>
<td>FA7</td>
<td>L522</td>
<td>A FR40 FA7</td>
<td>61.291127</td>
<td>82.135971</td>
<td>127485.54</td>
<td>170842.82</td>
<td>61.291127</td>
<td>64.355683</td>
<td>67.573467</td>
<td>70.952140</td>
<td>74.499747</td>
<td>78.224734</td>
<td>82.135971</td>
</tr>
<tr>
<td>Fire Captain</td>
<td>005020</td>
<td>L522</td>
<td>A FR56 002</td>
<td>34.946500</td>
<td>46.831652</td>
<td>101764.21</td>
<td>136373.77</td>
<td>34.946500</td>
<td>36.693825</td>
<td>38.528516</td>
<td>40.454942</td>
<td>42.477689</td>
<td>44.601573</td>
<td>46.831652</td>
</tr>
<tr>
<td>Fire Captain (Admin)</td>
<td>FA5</td>
<td>L522</td>
<td>A FR40 FA5</td>
<td>49.619230</td>
<td>66.494514</td>
<td>103208.00</td>
<td>138308.59</td>
<td>49.619230</td>
<td>52.100192</td>
<td>54.705202</td>
<td>57.440462</td>
<td>60.312485</td>
<td>63.328109</td>
<td>66.494514</td>
</tr>
<tr>
<td>Fire Chief</td>
<td>020024</td>
<td>EXMG</td>
<td>A FM40 001</td>
<td>77.196447</td>
<td>137.812500</td>
<td>160568.61</td>
<td>286650.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fire Engineer</td>
<td>005050</td>
<td>L522</td>
<td>A FR56 003</td>
<td>30.911171</td>
<td>41.423925</td>
<td>90013.33</td>
<td>120626.47</td>
<td>30.911171</td>
<td>32.456730</td>
<td>35.724484</td>
<td>39.386243</td>
<td>40.454942</td>
<td>42.477689</td>
<td>44.601573</td>
</tr>
<tr>
<td>Fire Engineer (Admin)</td>
<td>FA3</td>
<td>L522</td>
<td>A FR40 FA3</td>
<td>43.920952</td>
<td>58.858277</td>
<td>91355.58</td>
<td>122425.22</td>
<td>43.920952</td>
<td>46.117000</td>
<td>48.422850</td>
<td>50.843992</td>
<td>53.386192</td>
<td>56.055502</td>
<td>58.858277</td>
</tr>
<tr>
<td>Fire Investigator I</td>
<td>005067</td>
<td>L522</td>
<td>A FR40 004</td>
<td>44.144547</td>
<td>59.157916</td>
<td>91820.67</td>
<td>123048.46</td>
<td>44.144547</td>
<td>46.351774</td>
<td>48.669363</td>
<td>51.102831</td>
<td>53.657973</td>
<td>56.340872</td>
<td>59.157916</td>
</tr>
<tr>
<td>Fire Investigator II</td>
<td>005068</td>
<td>L522</td>
<td>A FR40 005</td>
<td>49.880447</td>
<td>66.494514</td>
<td>103484.76</td>
<td>139036.70</td>
<td>49.880447</td>
<td>52.374469</td>
<td>54.993192</td>
<td>57.429825</td>
<td>60.629994</td>
<td>63.328109</td>
<td>66.494514</td>
</tr>
<tr>
<td>Fire Marshal</td>
<td>001926</td>
<td>MGMT</td>
<td>A FM40 004</td>
<td>77.106373</td>
<td>101.170243</td>
<td>160381.26</td>
<td>210434.10</td>
<td>77.106373</td>
<td>79.034032</td>
<td>81.009883</td>
<td>83.035130</td>
<td>85.111008</td>
<td>87.238783</td>
<td>89.419753</td>
</tr>
<tr>
<td>Fire Prevention Officer I</td>
<td>005065</td>
<td>L522</td>
<td>A FR40 002</td>
<td>35.724484</td>
<td>47.874225</td>
<td>74063.93</td>
<td>99578.39</td>
<td>35.724484</td>
<td>37.510708</td>
<td>39.386243</td>
<td>41.355555</td>
<td>43.423333</td>
<td>45.968345</td>
<td>47.874225</td>
</tr>
<tr>
<td>Fire Prevention Officer II</td>
<td>005066</td>
<td>L522</td>
<td>A FR40 003</td>
<td>38.557282</td>
<td>51.670445</td>
<td>80019.99</td>
<td>107474.53</td>
<td>38.557282</td>
<td>40.454942</td>
<td>42.509403</td>
<td>44.634873</td>
<td>46.866167</td>
<td>49.209948</td>
<td>51.670445</td>
</tr>
<tr>
<td>Fire Prevention Officer Trnee</td>
<td>005064</td>
<td>L522</td>
<td>A FR40 001</td>
<td>28.006268</td>
<td>29.406581</td>
<td>58253.04</td>
<td>61165.69</td>
<td>28.006268</td>
<td>29.406581</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fire Recruit</td>
<td>009017</td>
<td>TEMP</td>
<td>A TEMP 076</td>
<td>25.134000</td>
<td>25.134000</td>
<td>52278.72</td>
<td>52278.72</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Salary Schedule/Classification Listing

**Print Date: 6/21/2023**

<table>
<thead>
<tr>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firefighter</td>
<td>005010</td>
<td>L522</td>
<td>A FR56 001</td>
<td>26.013689</td>
<td>34.860832</td>
<td>75751.86</td>
<td>101514.74</td>
<td>26.013689</td>
<td>27.314373</td>
<td>28.680092</td>
<td>30.114097</td>
<td>31.619082</td>
<td>33.200792</td>
<td>34.860832</td>
</tr>
<tr>
<td>Firefighter (Admin)</td>
<td>FA1</td>
<td>L522</td>
<td>A FR40 FA1</td>
<td>36.927230</td>
<td>49.486020</td>
<td>76808.64</td>
<td>102930.92</td>
<td>36.927230</td>
<td>38.773591</td>
<td>40.712271</td>
<td>42.747885</td>
<td>44.885279</td>
<td>47.129543</td>
<td>49.486020</td>
</tr>
<tr>
<td>Fiscal Policy Analyst</td>
<td>001936</td>
<td>MGMT</td>
<td>A MGTE 208</td>
<td>37.180943</td>
<td>48.711046</td>
<td>77336.36</td>
<td>101472.01</td>
<td>37.180943</td>
<td>38.110467</td>
<td>39.063229</td>
<td>40.039810</td>
<td>41.040805</td>
<td>42.066825</td>
<td>43.118496</td>
</tr>
<tr>
<td>Fleet Management Technician</td>
<td>016045</td>
<td>L39A</td>
<td>A OFFT 031</td>
<td>29.623885</td>
<td>41.683781</td>
<td>61617.68</td>
<td>86702.26</td>
<td>29.623885</td>
<td>31.105079</td>
<td>32.660333</td>
<td>34.293350</td>
<td>36.008179</td>
<td>37.808418</td>
<td>39.698839</td>
</tr>
<tr>
<td>Fleet Manager</td>
<td>001881</td>
<td>MGMT</td>
<td>A MGTE 144</td>
<td>54.312529</td>
<td>71.262746</td>
<td>112970.06</td>
<td>148226.51</td>
<td>54.312529</td>
<td>55.670342</td>
<td>57.062101</td>
<td>58.488654</td>
<td>59.950870</td>
<td>61.449642</td>
<td>62.985883</td>
</tr>
<tr>
<td>Forensic Investigator II</td>
<td>016048</td>
<td>L39A</td>
<td>A OFFT 033</td>
<td>29.235619</td>
<td>41.137452</td>
<td>60810.09</td>
<td>85565.90</td>
<td>29.235619</td>
<td>30.697400</td>
<td>32.232270</td>
<td>33.843884</td>
<td>35.536078</td>
<td>37.312882</td>
<td>39.178526</td>
</tr>
<tr>
<td>GIS Specialist I</td>
<td>017026</td>
<td>L39A</td>
<td>A PROF 014</td>
<td>35.141391</td>
<td>49.447467</td>
<td>73094.09</td>
<td>102850.73</td>
<td>35.141391</td>
<td>36.898461</td>
<td>38.743384</td>
<td>40.680553</td>
<td>42.714581</td>
<td>44.850310</td>
<td>47.092826</td>
</tr>
<tr>
<td>GIS Specialist II</td>
<td>017027</td>
<td>L39A</td>
<td>A PROF 015</td>
<td>38.657078</td>
<td>54.394391</td>
<td>80406.72</td>
<td>113140.33</td>
<td>38.657078</td>
<td>40.589932</td>
<td>42.619429</td>
<td>44.750400</td>
<td>46.986020</td>
<td>49.337316</td>
<td>51.804182</td>
</tr>
<tr>
<td>GIS Specialist III</td>
<td>017028</td>
<td>L39A</td>
<td>A PROF 016</td>
<td>44.020000</td>
<td>61.940561</td>
<td>91561.60</td>
<td>128836.37</td>
<td>44.020000</td>
<td>46.221000</td>
<td>48.532050</td>
<td>50.958652</td>
<td>53.506585</td>
<td>56.181914</td>
<td>58.991010</td>
</tr>
<tr>
<td>General Intern</td>
<td>009147</td>
<td>TEMP</td>
<td>A TEMP 079</td>
<td>15.500000</td>
<td>20.000000</td>
<td>32240.00</td>
<td>41600.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Generator Technician</td>
<td>006061</td>
<td>BULT</td>
<td>A BLDG 023</td>
<td>31.277013</td>
<td>44.009898</td>
<td>65056.19</td>
<td>91540.59</td>
<td>31.277013</td>
<td>32.840864</td>
<td>34.482907</td>
<td>36.207052</td>
<td>38.017405</td>
<td>39.918275</td>
<td>41.914189</td>
</tr>
<tr>
<td>Graduate Student Trainee</td>
<td>009144</td>
<td>TEMP</td>
<td>A TEMP 075</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td>075</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Print Date: 6/21/2023
<table>
<thead>
<tr>
<th>Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graphic Designer</td>
<td>001929</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>199</td>
<td>27.626872</td>
<td>36.248851</td>
<td>57463.89</td>
<td>75397.61</td>
<td>27.626872</td>
<td>28.317544</td>
<td>29.025483</td>
<td>29.751120</td>
<td>30.494898</td>
</tr>
<tr>
<td>HVAC Supervisor</td>
<td>006269</td>
<td>BULT</td>
<td>A</td>
<td>BLDG</td>
<td>027</td>
<td>33.879002</td>
<td>56.206930</td>
<td>70468.32</td>
<td>116910.41</td>
<td>33.879002</td>
<td>36.419927</td>
<td>39.151422</td>
<td>42.087779</td>
<td>45.244362</td>
</tr>
<tr>
<td>HVAC Systems Mechanic</td>
<td>004010</td>
<td>L39B</td>
<td>A</td>
<td>PLNT</td>
<td>006</td>
<td>32.765667</td>
<td>46.104584</td>
<td>68152.59</td>
<td>95897.54</td>
<td>32.765667</td>
<td>34.403950</td>
<td>36.124148</td>
<td>37.930355</td>
<td>39.826873</td>
</tr>
<tr>
<td>Homeless Services Manager</td>
<td>001939</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>212</td>
<td>55.303614</td>
<td>72.563134</td>
<td>115031.52</td>
<td>150931.32</td>
<td>55.303614</td>
<td>56.686204</td>
<td>58.103359</td>
<td>59.555943</td>
<td>61.044842</td>
</tr>
<tr>
<td>Human Resources Manager</td>
<td>001851</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>124</td>
<td>55.303614</td>
<td>72.563134</td>
<td>115031.52</td>
<td>150931.32</td>
<td>55.303614</td>
<td>56.686204</td>
<td>58.103359</td>
<td>59.555943</td>
<td>61.044842</td>
</tr>
<tr>
<td>Human Resources Manager-Rep20</td>
<td>020038</td>
<td>EXMG</td>
<td>U</td>
<td>EXMG</td>
<td>042</td>
<td>53.213038</td>
<td>83.810533</td>
<td>110683.12</td>
<td>174325.91</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT Manager</td>
<td>001761</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>052</td>
<td>61.134795</td>
<td>80.214147</td>
<td>127160.37</td>
<td>166845.43</td>
<td>61.134795</td>
<td>62.663165</td>
<td>64.229744</td>
<td>65.835488</td>
<td>67.481375</td>
</tr>
<tr>
<td>IT Supervisor</td>
<td>001762</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>053</td>
<td>53.622875</td>
<td>70.357859</td>
<td>111355.58</td>
<td>146344.35</td>
<td>53.622875</td>
<td>54.963447</td>
<td>56.337533</td>
<td>57.745971</td>
<td>59.189620</td>
</tr>
<tr>
<td>IT Support Specialist I</td>
<td>016219</td>
<td>L39A</td>
<td>A</td>
<td>OFFT</td>
<td>086</td>
<td>32.664466</td>
<td>45.962183</td>
<td>67942.09</td>
<td>95601.34</td>
<td>32.664466</td>
<td>34.297689</td>
<td>36.012573</td>
<td>37.813202</td>
<td>39.703862</td>
</tr>
<tr>
<td>IT Support Specialist II</td>
<td>016220</td>
<td>L39A</td>
<td>A</td>
<td>OFFT</td>
<td>087</td>
<td>35.932351</td>
<td>50.560426</td>
<td>74739.29</td>
<td>105165.69</td>
<td>35.932351</td>
<td>37.728969</td>
<td>39.615417</td>
<td>41.596188</td>
<td>43.675997</td>
</tr>
<tr>
<td>Instrument Technician II</td>
<td>003649</td>
<td>L39A</td>
<td>A</td>
<td>OPMT</td>
<td>031</td>
<td>32.017850</td>
<td>45.052330</td>
<td>66597.13</td>
<td>93708.85</td>
<td>32.017850</td>
<td>33.618742</td>
<td>35.299679</td>
<td>37.064663</td>
<td>38.917896</td>
</tr>
<tr>
<td>Grade</td>
<td>32.377215</td>
<td>22.335497</td>
<td>25.909249</td>
<td>61.454121</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 11</td>
<td>24.624886</td>
<td>48899.14</td>
<td>29.367089</td>
<td>52.634865</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 2</td>
<td>75830.38</td>
<td>67216.38</td>
<td>23.509200</td>
<td>104911.58</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WCOE</td>
<td>56.681993</td>
<td>71.414692</td>
<td>50253.58</td>
<td>62.990474</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 9</td>
<td>32.315565</td>
<td>28.506384</td>
<td>24.684660</td>
<td>57.066260</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MGTE</td>
<td>70711.84</td>
<td>25.918893</td>
<td>32.773444</td>
<td>66.315641</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 3</td>
<td>29.931703</td>
<td>51.769373</td>
<td>24.684660</td>
<td>57.066260</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MGTE</td>
<td>44.720331</td>
<td>0.58</td>
<td>56.681993</td>
<td>34.704074</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>057</td>
<td>30.835443</td>
<td>MGTE</td>
<td>61.580664</td>
<td>25.368395</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 6</td>
<td>52.643623</td>
<td>MGTE</td>
<td>61.454121</td>
<td>117898.54</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MGTE</td>
<td>61.454121</td>
<td>104911.58</td>
<td>28.551128</td>
<td>45.394431</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>054</td>
<td>30.835443</td>
<td>MGTE</td>
<td>61.454121</td>
<td>117898.54</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 8</td>
<td>59.561429</td>
<td>MGTE</td>
<td>61.454121</td>
<td>117898.54</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MGTE</td>
<td>61.454121</td>
<td>104911.58</td>
<td>28.551128</td>
<td>45.394431</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>054</td>
<td>30.835443</td>
<td>MGTE</td>
<td>61.454121</td>
<td>117898.54</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Salary Schedule/Classification Listing

Print Date: 6/21/2023
<table>
<thead>
<tr>
<th>Grade</th>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>U</td>
<td>EXMG 006</td>
<td>42.900000</td>
<td>62.454000</td>
<td>89232.00</td>
<td>129904.32</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U</td>
<td>EXMG 005</td>
<td>32.464509</td>
<td>51.131596</td>
<td>67526.18</td>
<td>106353.72</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U</td>
<td>EXMG 015</td>
<td>43.302807</td>
<td>68.201918</td>
<td>90069.84</td>
<td>141859.99</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>WCOE 008</td>
<td>33.383549</td>
<td>46.974005</td>
<td>69437.78</td>
<td>97705.93</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>MGTE 126</td>
<td>46.648315</td>
<td>61.206632</td>
<td>97028.50</td>
<td>127309.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 043</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>L39A 019</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>MGMT 021</td>
<td>29.902691</td>
<td>39.234921</td>
<td>62197.60</td>
<td>81608.64</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>L39A 025</td>
<td>21.242230</td>
<td>27.871646</td>
<td>44188.84</td>
<td>57973.02</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 109</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 013</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>L39A 019</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 109</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 013</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>L39A 019</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 109</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 013</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>L39A 019</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 109</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 013</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>L39A 019</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 109</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 013</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>L39A 019</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 109</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 013</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>L39A 019</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 109</td>
<td>32.159245</td>
<td>45.251285</td>
<td>66891.23</td>
<td>94122.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 013</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
<td></td>
</tr>
<tr>
<td>-------------------</td>
<td>----------------</td>
<td>---------------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td></td>
</tr>
<tr>
<td>**Mechinist Helper</td>
<td>006011</td>
<td>** BULT</td>
<td>A BLDG 008</td>
<td>22.570884</td>
<td>37.446205</td>
<td>46974.44</td>
<td>77888.11</td>
<td>22.570884</td>
<td>24.263700</td>
<td>26.083477</td>
<td>28.039738</td>
<td>30.142718</td>
<td>32.403422</td>
<td>34.833679</td>
<td>37.446205</td>
</tr>
<tr>
<td>**Mechinist Supervisor</td>
<td>006010</td>
<td>** BULT</td>
<td>A BLDG 007</td>
<td>32.707576</td>
<td>54.263476</td>
<td>68031.76</td>
<td>112868.03</td>
<td>32.707576</td>
<td>35.160644</td>
<td>37.797692</td>
<td>40.632519</td>
<td>43.679585</td>
<td>46.955955</td>
<td>50.477652</td>
<td>54.263476</td>
</tr>
<tr>
<td>**Marina Aide</td>
<td>009061</td>
<td>** TEMP</td>
<td>A TEMP 032</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
</tr>
<tr>
<td>**Marina Manager</td>
<td>001773</td>
<td>** MGMT</td>
<td>A MGTE 062</td>
<td>43.317598</td>
<td>56.836442</td>
<td>90100.60</td>
<td>112819.80</td>
<td>43.317598</td>
<td>44.400538</td>
<td>45.510551</td>
<td>46.648315</td>
<td>47.814523</td>
<td>49.009886</td>
<td>50.235133</td>
<td>51.491011</td>
</tr>
<tr>
<td>**Mayor</td>
<td>023000</td>
<td>** MCNL</td>
<td>U MCNL 001</td>
<td>78.944712</td>
<td>78.944712</td>
<td>164205.00</td>
<td>164205.00</td>
<td>164205.00</td>
<td>164205.00</td>
<td>164205.00</td>
<td>164205.00</td>
<td>164205.00</td>
<td>164205.00</td>
<td>164205.00</td>
<td>164205.00</td>
</tr>
<tr>
<td>**Mayor Council Intern</td>
<td>009130</td>
<td>** TEMP</td>
<td>A TEMP 064</td>
<td>15.500000</td>
<td>24.040000</td>
<td>32240.00</td>
<td>50003.20</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
</tr>
<tr>
<td>**Mayoral Aide</td>
<td>022003</td>
<td>** EMSU</td>
<td>U MCSB 010</td>
<td>15.500000</td>
<td>22.443125</td>
<td>32240.00</td>
<td>46681.70</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
</tr>
<tr>
<td>**Mechanical Maintenance Supv</td>
<td>006054</td>
<td>** BULT</td>
<td>A BLDG 016</td>
<td>31.369447</td>
<td>52.043456</td>
<td>65248.45</td>
<td>108250.39</td>
<td>31.369447</td>
<td>33.722156</td>
<td>36.251318</td>
<td>38.970167</td>
<td>41.892930</td>
<td>45.034900</td>
<td>48.412517</td>
<td>52.043456</td>
</tr>
<tr>
<td>**Media &amp; Communications Officer</td>
<td>020027</td>
<td>** EXMG</td>
<td>U EXMG 020</td>
<td>46.440451</td>
<td>73.149139</td>
<td>96596.14</td>
<td>152150.21</td>
<td>46.440451</td>
<td>46.440451</td>
<td>46.440451</td>
<td>46.440451</td>
<td>46.440451</td>
<td>46.440451</td>
<td>46.440451</td>
<td>46.440451</td>
</tr>
</tbody>
</table>

**City of SACRAMENTO**

**Salary Schedule/Classification Listing**

Print Date: 6/21/2023
### Salary Schedule/Classification Listing

**Print Date:** 6/21/2023

<table>
<thead>
<tr>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Media &amp; Communications Spclst</td>
<td>001775</td>
<td>MGMT</td>
<td>MGTE</td>
<td>064</td>
<td>37.924564</td>
<td>49.760315</td>
<td>78883.09</td>
<td>103501.46</td>
<td>37.924564</td>
<td>38.872678</td>
<td>39.84495</td>
<td>40.840607</td>
<td>41.861622</td>
<td>42.908163</td>
</tr>
<tr>
<td>Media Production Specialist II</td>
<td>017025</td>
<td>L39A</td>
<td>PROF</td>
<td>013</td>
<td>29.383190</td>
<td>41.345099</td>
<td>61117.04</td>
<td>85997.81</td>
<td>29.383190</td>
<td>30.852350</td>
<td>32.394967</td>
<td>34.014715</td>
<td>35.715451</td>
<td>37.501224</td>
</tr>
<tr>
<td>Meter Reading Supervisor</td>
<td>015094</td>
<td>L39C</td>
<td>SUPV</td>
<td>051</td>
<td>25.265367</td>
<td>35.550908</td>
<td>52551.96</td>
<td>73945.89</td>
<td>25.265367</td>
<td>26.528635</td>
<td>27.550567</td>
<td>29.247820</td>
<td>30.710211</td>
<td>32.245722</td>
</tr>
<tr>
<td>Metropolitan Arts Manager</td>
<td>001776</td>
<td>MGMT</td>
<td>MGTE</td>
<td>065</td>
<td>47.649359</td>
<td>62.520088</td>
<td>99110.67</td>
<td>130041.78</td>
<td>47.649359</td>
<td>48.840593</td>
<td>50.061608</td>
<td>51.313148</td>
<td>52.595977</td>
<td>53.910876</td>
</tr>
<tr>
<td>Neighborhood Services Area Mgr</td>
<td>001778</td>
<td>MGMT</td>
<td>MGTE</td>
<td>067</td>
<td>50.628103</td>
<td>66.428459</td>
<td>105306.45</td>
<td>138171.20</td>
<td>50.628103</td>
<td>51.893806</td>
<td>53.191151</td>
<td>54.520930</td>
<td>55.883953</td>
<td>57.281052</td>
</tr>
<tr>
<td>Neighborhood Services Manager</td>
<td>001901</td>
<td>MGMT</td>
<td>MGTE</td>
<td>167</td>
<td>67.503995</td>
<td>88.571094</td>
<td>140408.31</td>
<td>184227.88</td>
<td>67.503995</td>
<td>69.191595</td>
<td>70.921385</td>
<td>72.694420</td>
<td>74.511781</td>
<td>76.374576</td>
</tr>
<tr>
<td>Nurse</td>
<td>009027</td>
<td>TEMP</td>
<td>DALY</td>
<td>006</td>
<td>1.306000</td>
<td>1.580000</td>
<td>19067.60</td>
<td>23068.00</td>
<td>1.306000</td>
<td>1.436500</td>
<td>1.580000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OPS Accountability Analyst</td>
<td>021022</td>
<td>MCSU</td>
<td>MCSA</td>
<td>132</td>
<td>31.593850</td>
<td>49.760312</td>
<td>65715.21</td>
<td>103501.45</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OPS Accountability Insp. Gen.</td>
<td>021024</td>
<td>MCSU</td>
<td>MCSA</td>
<td>134</td>
<td>43.580399</td>
<td>68.639129</td>
<td>90647.23</td>
<td>142769.39</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OPS Accountability Spec</td>
<td>021021</td>
<td>MCSU</td>
<td>MCSA</td>
<td>131</td>
<td>37.890961</td>
<td>59.678264</td>
<td>78813.20</td>
<td>124130.79</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Position</td>
<td>Code</td>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
</tr>
<tr>
<td>----------</td>
<td>-----------</td>
<td>-------</td>
<td>---------------------</td>
<td>---------------------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>Office Specialist</td>
<td>016095</td>
<td>L39A</td>
<td>A</td>
<td>OFFT</td>
<td>054</td>
<td>17.86</td>
<td>18.18</td>
<td>18.94</td>
<td>19.89</td>
<td>20.89</td>
<td>21.93</td>
<td>23.03</td>
<td>24.18</td>
<td>23.01</td>
</tr>
<tr>
<td>Operations General Supervisor</td>
<td>001802</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>086</td>
<td>43.31</td>
<td>44.40</td>
<td>45.51</td>
<td>46.64</td>
<td>47.81</td>
<td>49.00</td>
<td>50.23</td>
<td>51.49</td>
<td>52.77</td>
</tr>
<tr>
<td>Painter</td>
<td>006012</td>
<td>BULT</td>
<td>A</td>
<td>BLDG</td>
<td>009</td>
<td>25.25</td>
<td>27.15</td>
<td>29.18</td>
<td>31.38</td>
<td>33.73</td>
<td>36.26</td>
<td>38.98</td>
<td>41.90</td>
<td>44.40</td>
</tr>
<tr>
<td>Paralegal (Ex)</td>
<td>010804</td>
<td>CONF</td>
<td>A</td>
<td>CONF</td>
<td>022</td>
<td>32.70</td>
<td>33.52</td>
<td>35.22</td>
<td>36.10</td>
<td>37.00</td>
<td>37.93</td>
<td>38.87</td>
<td>39.85</td>
<td>40.84</td>
</tr>
<tr>
<td>Paralegal Technology Support</td>
<td>010805</td>
<td>CONF</td>
<td>A</td>
<td>CONF</td>
<td>036</td>
<td>39.11</td>
<td>40.09</td>
<td>41.09</td>
<td>42.12</td>
<td>43.18</td>
<td>44.26</td>
<td>45.37</td>
<td>46.49</td>
<td>47.66</td>
</tr>
<tr>
<td>Park Equipment Operator</td>
<td>003666</td>
<td>L39A</td>
<td>A</td>
<td>OPMT</td>
<td>046</td>
<td>22.61</td>
<td>23.74</td>
<td>24.91</td>
<td>26.18</td>
<td>27.49</td>
<td>28.86</td>
<td>30.31</td>
<td>31.82</td>
<td>32.85</td>
</tr>
<tr>
<td>Park Maintenance Manager</td>
<td>001781</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>069</td>
<td>49.22</td>
<td>50.45</td>
<td>51.71</td>
<td>53.00</td>
<td>54.33</td>
<td>55.69</td>
<td>57.08</td>
<td>58.51</td>
<td>61.47</td>
</tr>
<tr>
<td>Park Maintenance Superintendent</td>
<td>001782</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>070</td>
<td>44.30</td>
<td>45.40</td>
<td>46.54</td>
<td>47.70</td>
<td>48.90</td>
<td>50.12</td>
<td>51.37</td>
<td>52.66</td>
<td>53.97</td>
</tr>
<tr>
<td>Park Maintenance Worker II</td>
<td>003654</td>
<td>L39A</td>
<td>A</td>
<td>OPMT</td>
<td>036</td>
<td>20.93</td>
<td>21.90</td>
<td>23.07</td>
<td>24.23</td>
<td>25.45</td>
<td>26.71</td>
<td>28.05</td>
<td>29.45</td>
<td>29.45</td>
</tr>
<tr>
<td>Park Maintenance Worker III</td>
<td>003655</td>
<td>L39A</td>
<td>A</td>
<td>OPMT</td>
<td>037</td>
<td>24.44</td>
<td>25.66</td>
<td>26.94</td>
<td>28.29</td>
<td>29.71</td>
<td>31.19</td>
<td>32.75</td>
<td>34.39</td>
<td>34.39</td>
</tr>
<tr>
<td>Park Plan Design &amp; Devlpmnt Mgr</td>
<td>001869</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>135</td>
<td>55.72</td>
<td>57.12</td>
<td>58.54</td>
<td>60.01</td>
<td>61.51</td>
<td>63.05</td>
<td>64.62</td>
<td>66.24</td>
<td>67.98</td>
</tr>
<tr>
<td>Park Safety Ranger</td>
<td>002061</td>
<td>SPOA</td>
<td>A</td>
<td>POAM</td>
<td>051</td>
<td>27.39</td>
<td>28.76</td>
<td>30.20</td>
<td>31.71</td>
<td>33.29</td>
<td>34.96</td>
<td>36.71</td>
<td>38.54</td>
<td>38.54</td>
</tr>
<tr>
<td>Park Safety Ranger Assistant</td>
<td>002060</td>
<td>SPOA</td>
<td>A</td>
<td>POAM</td>
<td>050</td>
<td>24.90</td>
<td>26.15</td>
<td>27.45</td>
<td>28.83</td>
<td>30.27</td>
<td>31.78</td>
<td>33.75</td>
<td>35.04</td>
<td>35.04</td>
</tr>
</tbody>
</table>
### Salary Schedule/Classification Listing

<table>
<thead>
<tr>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Park Safety Ranger Supervisor</td>
<td>002062</td>
<td>SPOA</td>
<td>POAM 052</td>
<td>31.504984</td>
<td>44.330677</td>
<td>65530.37</td>
<td>92207.81</td>
<td>31.504984</td>
<td>33.080233</td>
<td>34.734245</td>
<td>36.470957</td>
<td>38.294505</td>
<td>40.209230</td>
<td>42.219692</td>
</tr>
<tr>
<td>Parking Facilities Maint Supv</td>
<td>015055</td>
<td>L39C</td>
<td>SUPV 027</td>
<td>26.360131</td>
<td>37.091351</td>
<td>54829.07</td>
<td>77150.01</td>
<td>26.360131</td>
<td>27.678138</td>
<td>29.062045</td>
<td>30.515147</td>
<td>32.040904</td>
<td>33.642949</td>
<td>35.325096</td>
</tr>
<tr>
<td>Parking Manager</td>
<td>001882</td>
<td>MGMT</td>
<td>MGTE 145</td>
<td>55.235540</td>
<td>72.478316</td>
<td>114889.92</td>
<td>150745.54</td>
<td>55.235540</td>
<td>56.616428</td>
<td>58.031839</td>
<td>59.482635</td>
<td>60.969701</td>
<td>62.493944</td>
<td>64.056293</td>
</tr>
<tr>
<td>Payroll Technician</td>
<td>010707</td>
<td>CONF</td>
<td>CONF 008</td>
<td>27.677968</td>
<td>36.315892</td>
<td>57537.17</td>
<td>75537.06</td>
<td>27.677968</td>
<td>28.369917</td>
<td>29.079165</td>
<td>29.806144</td>
<td>30.551298</td>
<td>31.315080</td>
<td>32.097957</td>
</tr>
<tr>
<td>Permit Services Manager</td>
<td>001784</td>
<td>MGMT</td>
<td>MGTE 071</td>
<td>46.084894</td>
<td>60.467375</td>
<td>95850.58</td>
<td>125772.14</td>
<td>46.084894</td>
<td>47.237016</td>
<td>48.417941</td>
<td>49.628390</td>
<td>50.869100</td>
<td>52.140828</td>
<td>53.444349</td>
</tr>
<tr>
<td>Permit Services Supervisor</td>
<td>015114</td>
<td>L39C</td>
<td>SUPV 075</td>
<td>30.970567</td>
<td>43.578697</td>
<td>64418.78</td>
<td>90643.69</td>
<td>30.970567</td>
<td>32.519095</td>
<td>34.145050</td>
<td>35.852302</td>
<td>37.644917</td>
<td>39.527163</td>
<td>41.503521</td>
</tr>
<tr>
<td>Personnel Analyst</td>
<td>010823</td>
<td>CONF</td>
<td>CONF 043</td>
<td>35.346653</td>
<td>46.377872</td>
<td>73521.04</td>
<td>96465.97</td>
<td>35.346653</td>
<td>36.230319</td>
<td>37.136077</td>
<td>38.064479</td>
<td>39.016091</td>
<td>39.991493</td>
<td>40.991280</td>
</tr>
<tr>
<td>Job Title</td>
<td>Code</td>
<td>Grade</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>--------</td>
<td>-------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Police Chief</td>
<td>020028</td>
<td>EXMG</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U PEXM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Clerk I</td>
<td>016066</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A OFFT</td>
<td>038</td>
<td></td>
<td>15.555625</td>
<td>32355.70</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Clerk II</td>
<td>016067</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A OFFT</td>
<td>039</td>
<td></td>
<td>17.186240</td>
<td>35747.38</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Clerk III</td>
<td>016068</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A OFFT</td>
<td>040</td>
<td></td>
<td>19.088935</td>
<td>39704.98</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Lieutenant</td>
<td>001870</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A MGTP</td>
<td>136</td>
<td></td>
<td>71.742450</td>
<td>149224.30</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Officer</td>
<td>002027</td>
<td>SPOA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A TEMP</td>
<td>056</td>
<td></td>
<td>35.356777</td>
<td>73542.10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Officer Recruit</td>
<td>009123</td>
<td>TEMP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A TEMP</td>
<td>056</td>
<td></td>
<td>35.356777</td>
<td>73542.10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Records Specialist I</td>
<td>016933</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A OFFT</td>
<td>113</td>
<td></td>
<td>19.413322</td>
<td>40379.71</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Records Specialist II</td>
<td>016934</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A OFFT</td>
<td>114</td>
<td></td>
<td>22.325363</td>
<td>46436.76</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Records Specialist III</td>
<td>016935</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A OFFT</td>
<td>115</td>
<td></td>
<td>24.557873</td>
<td>51080.38</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Records Supervisor</td>
<td>015101</td>
<td>L39C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A SUPV</td>
<td>057</td>
<td></td>
<td>27.013696</td>
<td>56188.49</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Sergeant</td>
<td>002015</td>
<td>SPOA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A SPOA</td>
<td>001</td>
<td></td>
<td>49.525166</td>
<td>103012.34</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Social Services Admnstr</td>
<td>001932</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A MGTE</td>
<td>204</td>
<td></td>
<td>47.648190</td>
<td>99108.24</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pool Manager</td>
<td>009015</td>
<td>TEMP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A TEMP</td>
<td>015</td>
<td></td>
<td>17.895712</td>
<td>37223.08</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Principal Accountant</td>
<td>001791</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A MGTE</td>
<td>078</td>
<td></td>
<td>41.328244</td>
<td>85962.75</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Developer</td>
<td>001621</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------</td>
<td>--------</td>
<td>------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Coordinator</td>
<td>001620</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Coord. (Adaptive Rec.)</td>
<td>016985</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Coord. (Older Adults)</td>
<td>016984</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Coordinator</td>
<td>016210</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Develpr (Older Adults)</td>
<td>016986</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Position</td>
<td>Code</td>
<td>Salary Plan Grade</td>
<td>Sal Plan Grade</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>-------</td>
<td>------------------</td>
<td>---------------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Program Leader</td>
<td>016949</td>
<td>L39A</td>
<td>A OFFT</td>
<td>15.797281</td>
<td>21.169867</td>
<td>32.85834</td>
<td>44033.32</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Leader (Older Adults)</td>
<td>016987</td>
<td>L39A</td>
<td>A OFFT</td>
<td>15.568335</td>
<td>20.863058</td>
<td>32.38214</td>
<td>43395.16</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Manager</td>
<td>001798</td>
<td>MGMT</td>
<td>A MGTE</td>
<td>47.649359</td>
<td>62.520088</td>
<td>99110.67</td>
<td>130041.78</td>
<td>47.649359</td>
<td>48.840593</td>
<td>50.061608</td>
<td>51.313148</td>
<td>52.595977</td>
<td>53.910876</td>
<td>55.258648</td>
</tr>
<tr>
<td>Program Specialist</td>
<td>001799</td>
<td>MGMT</td>
<td>A MGTE</td>
<td>43.317598</td>
<td>56.836442</td>
<td>90100.60</td>
<td>118219.80</td>
<td>43.317598</td>
<td>44.400538</td>
<td>45.510551</td>
<td>46.648315</td>
<td>47.814523</td>
<td>49.009886</td>
<td>50.235133</td>
</tr>
<tr>
<td>Program Supervisor</td>
<td>015091</td>
<td>L39C</td>
<td>A SUPV</td>
<td>27.626544</td>
<td>38.873322</td>
<td>57463.21</td>
<td>80856.51</td>
<td>27.626544</td>
<td>29.007871</td>
<td>30.458265</td>
<td>31.981178</td>
<td>33.580237</td>
<td>35.259249</td>
<td>37.022211</td>
</tr>
<tr>
<td>Program Supvr (Older Adults)</td>
<td>015112</td>
<td>L39C</td>
<td>A SUPV</td>
<td>28.179075</td>
<td>39.650789</td>
<td>58612.48</td>
<td>82473.64</td>
<td>28.179075</td>
<td>29.580299</td>
<td>31.067430</td>
<td>32.620802</td>
<td>34.251842</td>
<td>35.964434</td>
<td>37.762656</td>
</tr>
<tr>
<td>Public Information Coordinator</td>
<td>017022</td>
<td>L39A</td>
<td>A PROF</td>
<td>25.242112</td>
<td>35.518186</td>
<td>52530.59</td>
<td>73877.83</td>
<td>25.242112</td>
<td>26.504218</td>
<td>27.829429</td>
<td>29.220900</td>
<td>30.681945</td>
<td>32.216042</td>
<td>33.826844</td>
</tr>
<tr>
<td>Public Safety Mgr</td>
<td>001788</td>
<td>MGMT</td>
<td>A MGTE</td>
<td>49.382485</td>
<td>64.794100</td>
<td>102715.57</td>
<td>134771.73</td>
<td>49.382485</td>
<td>50.617047</td>
<td>51.882473</td>
<td>53.179535</td>
<td>54.509023</td>
<td>55.871749</td>
<td>57.268543</td>
</tr>
<tr>
<td>Public Safety Mgr</td>
<td>001931</td>
<td>MGMT</td>
<td>A MGTE</td>
<td>59.258982</td>
<td>77.752920</td>
<td>12325.86</td>
<td>161726.07</td>
<td>59.258982</td>
<td>60.740457</td>
<td>62.285968</td>
<td>63.815442</td>
<td>65.410828</td>
<td>67.046099</td>
<td>68.722251</td>
</tr>
<tr>
<td>Public Service Aide</td>
<td>009037</td>
<td>TEMP</td>
<td>A TEMP</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td>15.500000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Real Property Agent I</td>
<td>017032</td>
<td>L39A</td>
<td>A PROF</td>
<td>28.447141</td>
<td>40.027984</td>
<td>83258.21</td>
<td></td>
<td>28.447141</td>
<td>29.869498</td>
<td>31.362973</td>
<td>32.931122</td>
<td>34.577678</td>
<td>36.306562</td>
<td>38.121890</td>
</tr>
<tr>
<td>Real Property Agent II</td>
<td>017033</td>
<td>L39A</td>
<td>A PROF</td>
<td>32.982229</td>
<td>46.181358</td>
<td>68266.08</td>
<td>96057.22</td>
<td>32.982229</td>
<td>34.461240</td>
<td>36.184302</td>
<td>37.993193</td>
<td>39.887583</td>
<td>41.887246</td>
<td>43.982246</td>
</tr>
<tr>
<td>Real Property Agent III</td>
<td>017034</td>
<td>L39A</td>
<td>A PROF</td>
<td>36.374165</td>
<td>51.182103</td>
<td>75658.26</td>
<td>106458.77</td>
<td>36.374165</td>
<td>38.192873</td>
<td>40.102517</td>
<td>42.107643</td>
<td>44.213025</td>
<td>46.423676</td>
<td>48.744860</td>
</tr>
<tr>
<td>Recreation Aide</td>
<td>009039</td>
<td>TEMP</td>
<td>A TEMP</td>
<td>15.530000</td>
<td>15.530000</td>
<td>32302.40</td>
<td>32302.40</td>
<td>15.530000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recreation Aide (Older Adults)</td>
<td>009140</td>
<td>TEMP</td>
<td>A TEMP</td>
<td>15.530000</td>
<td>15.530000</td>
<td>32302.40</td>
<td>32302.40</td>
<td>15.530000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Salary Schedule/Classification Listing

Print Date: 6/21/2023

<table>
<thead>
<tr>
<th>Position</th>
<th>Code</th>
<th>Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recreation General Supervisor</td>
<td>001805</td>
<td>MGMT</td>
<td>38.522193</td>
<td>50.54456</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td>089</td>
<td></td>
</tr>
<tr>
<td>Recreation Leader (Adpt Rec)</td>
<td>009038</td>
<td>TEMP</td>
<td>15.530000</td>
<td>15.530000</td>
<td>099</td>
<td>099</td>
<td>099</td>
<td>099</td>
<td>099</td>
<td>099</td>
<td>099</td>
<td>099</td>
<td>099</td>
<td>099</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recreation Manager</td>
<td>001803</td>
<td>MGMT</td>
<td>50.355809</td>
<td>66.071185</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td>087</td>
<td></td>
</tr>
<tr>
<td>Recreation Superintendent</td>
<td>001804</td>
<td>MGMT</td>
<td>42.802348</td>
<td>56.160508</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td>088</td>
<td></td>
</tr>
<tr>
<td>Registered Veterinary Tech</td>
<td>003926</td>
<td>L39A</td>
<td>52.465.76</td>
<td>35.492959</td>
<td>071</td>
<td>071</td>
<td>071</td>
<td>071</td>
<td>071</td>
<td>071</td>
<td>071</td>
<td>071</td>
<td>071</td>
<td>071</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registrar</td>
<td>017014</td>
<td>L39A</td>
<td>24.422055</td>
<td>34.364285</td>
<td>008</td>
<td>008</td>
<td>008</td>
<td>008</td>
<td>008</td>
<td>008</td>
<td>008</td>
<td>008</td>
<td>008</td>
<td>008</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserve Community Service Off</td>
<td>009128</td>
<td>TEMP</td>
<td>26.377904</td>
<td>26.377904</td>
<td>062</td>
<td>062</td>
<td>062</td>
<td>062</td>
<td>062</td>
<td>062</td>
<td>062</td>
<td>062</td>
<td>062</td>
<td>062</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserve Dispatcher</td>
<td>009115</td>
<td>TEMP</td>
<td>29.090455</td>
<td>29.090455</td>
<td>049</td>
<td>049</td>
<td>049</td>
<td>049</td>
<td>049</td>
<td>049</td>
<td>049</td>
<td>049</td>
<td>049</td>
<td>049</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserve Evidence &amp; Prop Tech</td>
<td>009021</td>
<td>TEMP</td>
<td>19.310800</td>
<td>19.310800</td>
<td>060</td>
<td>060</td>
<td>060</td>
<td>060</td>
<td>060</td>
<td>060</td>
<td>060</td>
<td>060</td>
<td>060</td>
<td>060</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserve Police Officer I</td>
<td>009006</td>
<td>TEMP</td>
<td>49.750535</td>
<td>49.750535</td>
<td>006</td>
<td>006</td>
<td>006</td>
<td>006</td>
<td>006</td>
<td>006</td>
<td>006</td>
<td>006</td>
<td>006</td>
<td>006</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserve Police Officer II</td>
<td>009004</td>
<td>TEMP</td>
<td>37.124616</td>
<td>37.124616</td>
<td>004</td>
<td>004</td>
<td>004</td>
<td>004</td>
<td>004</td>
<td>004</td>
<td>004</td>
<td>004</td>
<td>004</td>
<td>004</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserve Police Records Spec</td>
<td>009121</td>
<td>TEMP</td>
<td>19.460300</td>
<td>19.460300</td>
<td>055</td>
<td>055</td>
<td>055</td>
<td>055</td>
<td>055</td>
<td>055</td>
<td>055</td>
<td>055</td>
<td>055</td>
<td>055</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserve Police Sergeant</td>
<td>009020</td>
<td>TEMP</td>
<td>60.198148</td>
<td>60.198148</td>
<td>019</td>
<td>019</td>
<td>019</td>
<td>019</td>
<td>019</td>
<td>019</td>
<td>019</td>
<td>019</td>
<td>019</td>
<td>019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Risk Manager</td>
<td>001864</td>
<td>MGMT</td>
<td>50.834059</td>
<td>79.819556</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td>166</td>
<td></td>
</tr>
<tr>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------</td>
<td>---------------</td>
<td>---------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Security Officer</td>
<td>020047</td>
<td>TEMP</td>
<td>A TEMP 051</td>
<td>25.652889</td>
<td>25.652889</td>
<td>53358.01</td>
<td>53358.01</td>
<td>25.652889</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Accountant Auditor</td>
<td>010824</td>
<td>CONF</td>
<td>A CONF 045</td>
<td>39.464793</td>
<td>51.781229</td>
<td>82086.77</td>
<td>107704.96</td>
<td>39.464793</td>
<td>40.451413</td>
<td>41.462698</td>
<td>42.499265</td>
<td>43.561747</td>
<td>44.650791</td>
<td>45.760761</td>
<td>46.911238</td>
<td>48.084019</td>
</tr>
<tr>
<td>Senior Accountant Auditor</td>
<td>014013</td>
<td>MSUP</td>
<td>A MSUP 013</td>
<td>39.464793</td>
<td>51.781229</td>
<td>82086.77</td>
<td>107704.96</td>
<td>39.464793</td>
<td>40.451413</td>
<td>41.462698</td>
<td>42.499265</td>
<td>43.561747</td>
<td>44.650791</td>
<td>45.760761</td>
<td>46.911238</td>
<td>48.084019</td>
</tr>
<tr>
<td>Senior Advisor to the Mayor</td>
<td>021017</td>
<td>MCSU</td>
<td>U MCSA 100</td>
<td>66.860826</td>
<td>86145.12</td>
<td>139070.52</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Animal Control Officer</td>
<td>015033</td>
<td>L39C</td>
<td>A SUPV 015</td>
<td>27.594930</td>
<td>38.828836</td>
<td>57397.45</td>
<td>80763.98</td>
<td>27.594930</td>
<td>28.974676</td>
<td>30.423410</td>
<td>31.944580</td>
<td>33.541809</td>
<td>35.218899</td>
<td>36.979844</td>
<td>38.828836</td>
<td></td>
</tr>
<tr>
<td>Senior Applications Developer</td>
<td>001812</td>
<td>MGMT</td>
<td>A MGTE 094</td>
<td>47.164103</td>
<td>61.883392</td>
<td>98101.33</td>
<td>128717.46</td>
<td>47.164103</td>
<td>48.343206</td>
<td>49.551786</td>
<td>50.790581</td>
<td>52.060346</td>
<td>53.361855</td>
<td>54.695901</td>
<td>56.063299</td>
<td>57.464881</td>
</tr>
<tr>
<td>Senior Architect</td>
<td>001813</td>
<td>MGMT</td>
<td>A MGTE 095</td>
<td>50.814394</td>
<td>66.872990</td>
<td>105693.94</td>
<td>138679.61</td>
<td>50.814394</td>
<td>52.084754</td>
<td>53.368673</td>
<td>54.721545</td>
<td>56.089584</td>
<td>57.491824</td>
<td>58.929120</td>
<td>60.402348</td>
<td>61.912407</td>
</tr>
<tr>
<td>Senior Auditor</td>
<td>001935</td>
<td>MGMT</td>
<td>A MGTE 210</td>
<td>36.395761</td>
<td>47.754392</td>
<td>75703.18</td>
<td>99329.14</td>
<td>36.395761</td>
<td>37.305655</td>
<td>38.238296</td>
<td>39.194253</td>
<td>40.174109</td>
<td>41.178462</td>
<td>42.207924</td>
<td>43.263122</td>
<td>44.344700</td>
</tr>
<tr>
<td>Senior Budget Analyst</td>
<td>010825</td>
<td>CONF</td>
<td>A CONF 046</td>
<td>43.317598</td>
<td>56.836442</td>
<td>90100.60</td>
<td>118219.80</td>
<td>43.317598</td>
<td>44.400538</td>
<td>45.510551</td>
<td>46.648315</td>
<td>47.814523</td>
<td>49.009886</td>
<td>50.235133</td>
<td>51.491011</td>
<td>52.778286</td>
</tr>
<tr>
<td>Senior Budget Analyst</td>
<td>014014</td>
<td>MSUP</td>
<td>A MSUP 014</td>
<td>43.317598</td>
<td>56.836442</td>
<td>90100.60</td>
<td>118219.80</td>
<td>43.317598</td>
<td>44.400538</td>
<td>45.510551</td>
<td>46.648315</td>
<td>47.814523</td>
<td>49.009886</td>
<td>50.235133</td>
<td>51.491011</td>
<td>52.778286</td>
</tr>
<tr>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Building Maint Worker</td>
<td>003632</td>
<td>L39A</td>
<td>A</td>
<td>OPMT 017</td>
<td>23.519752</td>
<td>33.094653</td>
<td>48921.08</td>
<td>68838.88</td>
<td>23.519752</td>
<td>24.695740</td>
<td>25.930527</td>
<td>27.227053</td>
<td>28.588406</td>
<td>30.017826</td>
<td>31.518717</td>
<td>33.094653</td>
</tr>
<tr>
<td>Senior Camp Aquatics Leader</td>
<td>009133</td>
<td>TEMP</td>
<td>D</td>
<td>DALY 010</td>
<td>1.653000</td>
<td>2.000000</td>
<td>24133.80</td>
<td>29200.00</td>
<td>1.653000</td>
<td>1.810860</td>
<td>2.000000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Carpenter</td>
<td>006256</td>
<td>BULT</td>
<td>A</td>
<td>BLDG 017</td>
<td>26.404352</td>
<td>43.806118</td>
<td>54921.05</td>
<td>91116.72</td>
<td>26.404352</td>
<td>28.384678</td>
<td>30.515329</td>
<td>32.802044</td>
<td>35.262197</td>
<td>37.906862</td>
<td>40.749877</td>
<td>43.806118</td>
</tr>
<tr>
<td>Senior Code Enforcement Ofcr</td>
<td>015066</td>
<td>L39C</td>
<td>A</td>
<td>SUPV 034</td>
<td>29.729389</td>
<td>41.832236</td>
<td>61837.13</td>
<td>87011.05</td>
<td>29.729389</td>
<td>31.215858</td>
<td>32.776561</td>
<td>34.415484</td>
<td>36.136258</td>
<td>37.943071</td>
<td>39.840225</td>
<td>41.832236</td>
</tr>
<tr>
<td>Senior Council Representative</td>
<td>021016</td>
<td>MCSU</td>
<td>U</td>
<td>MCSA 050</td>
<td>30.370000</td>
<td>63.426177</td>
<td>63169.60</td>
<td>131926.45</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Debt Analyst</td>
<td>001814</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE 096</td>
<td>45.384512</td>
<td>59.548413</td>
<td>94399.78</td>
<td>123860.70</td>
<td>45.384512</td>
<td>46.519125</td>
<td>47.682103</td>
<td>48.874156</td>
<td>50.096010</td>
<td>51.348410</td>
<td>52.632120</td>
<td>53.947923</td>
</tr>
<tr>
<td>Senior Department Sys Spclst</td>
<td>016222</td>
<td>L39A</td>
<td>A</td>
<td>OFFT 089</td>
<td>38.923032</td>
<td>54.768614</td>
<td>80959.91</td>
<td>113918.72</td>
<td>38.923032</td>
<td>40.869184</td>
<td>42.912643</td>
<td>45.058275</td>
<td>47.311189</td>
<td>49.676748</td>
<td>52.160585</td>
<td>54.768614</td>
</tr>
<tr>
<td>Senior Deputy City Attorney</td>
<td>001815</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE 097</td>
<td>72.612442</td>
<td>95.273816</td>
<td>151033.89</td>
<td>198169.54</td>
<td>72.612442</td>
<td>74.427753</td>
<td>76.288477</td>
<td>78.195658</td>
<td>80.150549</td>
<td>82.154313</td>
<td>84.208171</td>
<td>86.313375</td>
</tr>
<tr>
<td>Senior Deputy City Clerk</td>
<td>010828</td>
<td>CONF</td>
<td>A</td>
<td>CONF 049</td>
<td>29.904359</td>
<td>39.237110</td>
<td>62201.07</td>
<td>81613.19</td>
<td>29.904359</td>
<td>30.651968</td>
<td>31.418267</td>
<td>32.203724</td>
<td>33.008817</td>
<td>33.834037</td>
<td>34.679888</td>
<td>35.546885</td>
</tr>
<tr>
<td>Senior Deputy City Clerk</td>
<td>014004</td>
<td>MSUP</td>
<td>A</td>
<td>MSUP 005</td>
<td>29.904359</td>
<td>39.237110</td>
<td>62201.07</td>
<td>81613.19</td>
<td>29.904359</td>
<td>30.651968</td>
<td>31.418267</td>
<td>32.203724</td>
<td>33.008817</td>
<td>33.834037</td>
<td>34.679888</td>
<td>35.546885</td>
</tr>
<tr>
<td>Senior Development Project Mgr</td>
<td>001816</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE 098</td>
<td>48.369817</td>
<td>63.465391</td>
<td>100609.22</td>
<td>132008.01</td>
<td>48.369817</td>
<td>49.579062</td>
<td>50.818539</td>
<td>52.089002</td>
<td>53.391227</td>
<td>54.726008</td>
<td>56.094158</td>
<td>57.496512</td>
</tr>
<tr>
<td>Senior Electrician</td>
<td>006266</td>
<td>BULT</td>
<td>A</td>
<td>BLDG 022</td>
<td>30.487873</td>
<td>50.580878</td>
<td>63414.78</td>
<td>105208.23</td>
<td>30.487873</td>
<td>32.774463</td>
<td>35.232548</td>
<td>37.849899</td>
<td>40.715613</td>
<td>43.769284</td>
<td>47.051980</td>
<td>50.580878</td>
</tr>
<tr>
<td>Senior Electronic Maint Tech</td>
<td>003633</td>
<td>L39A</td>
<td>A</td>
<td>OPMT 018</td>
<td>33.649827</td>
<td>47.348686</td>
<td>69991.64</td>
<td>98485.27</td>
<td>33.649827</td>
<td>35.32318</td>
<td>37.098934</td>
<td>38.953881</td>
<td>40.901575</td>
<td>42.946654</td>
<td>45.093987</td>
<td>47.348686</td>
</tr>
<tr>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------</td>
<td>----------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Engineer</td>
<td>001817</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>099</td>
<td>51.417051</td>
<td>67.463626</td>
<td>106947.47</td>
<td>140324.34</td>
<td>51.417051</td>
<td>52.702477</td>
<td>54.020039</td>
<td>55.370540</td>
<td>56.754804</td>
<td>58.173674</td>
<td>59.628016</td>
</tr>
<tr>
<td>Senior Fire Prevention Officer</td>
<td>005159</td>
<td>L522</td>
<td>A</td>
<td>FR40</td>
<td>007</td>
<td>42.437089</td>
<td>56.869757</td>
<td>88269.14</td>
<td>118289.10</td>
<td>42.437089</td>
<td>44.558943</td>
<td>46.786890</td>
<td>49.126324</td>
<td>51.582546</td>
<td>54.161673</td>
<td>56.869757</td>
</tr>
<tr>
<td>Senior Fiscal Policy Analyst</td>
<td>001938</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>211</td>
<td>44.591455</td>
<td>58.507852</td>
<td>92750.23</td>
<td>121696.33</td>
<td>44.591455</td>
<td>45.706241</td>
<td>46.848897</td>
<td>48.020119</td>
<td>49.220622</td>
<td>50.451138</td>
<td>51.712416</td>
</tr>
<tr>
<td>Senior Generator Technician</td>
<td>006062</td>
<td>BULT</td>
<td>A</td>
<td>BLDG</td>
<td>024</td>
<td>33.273375</td>
<td>46.818981</td>
<td>69208.62</td>
<td>97383.48</td>
<td>33.273375</td>
<td>34.937044</td>
<td>36.683896</td>
<td>38.518091</td>
<td>40.443996</td>
<td>42.466196</td>
<td>44.589506</td>
</tr>
<tr>
<td>Senior HVAC Systems Mechanic</td>
<td>004011</td>
<td>L39B</td>
<td>A</td>
<td>PLNT</td>
<td>007</td>
<td>36.042180</td>
<td>50.714965</td>
<td>74967.73</td>
<td>105487.13</td>
<td>36.042180</td>
<td>37.844289</td>
<td>39.736503</td>
<td>41.723328</td>
<td>43.809494</td>
<td>45.999969</td>
<td>48.299967</td>
</tr>
<tr>
<td>Senior IT Support Spclst</td>
<td>016223</td>
<td>L39A</td>
<td>A</td>
<td>OFFT</td>
<td>090</td>
<td>39.524341</td>
<td>55.614716</td>
<td>82210.63</td>
<td>115678.61</td>
<td>39.524341</td>
<td>41.500000</td>
<td>43.575586</td>
<td>45.754365</td>
<td>48.042083</td>
<td>50.441877</td>
<td>52.966396</td>
</tr>
<tr>
<td>Senior Investment Officer</td>
<td>001818</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>100</td>
<td>60.479837</td>
<td>79.354789</td>
<td>125798.06</td>
<td>160507.96</td>
<td>60.479837</td>
<td>61.991833</td>
<td>63.541629</td>
<td>65.130170</td>
<td>66.758424</td>
<td>68.427385</td>
<td>70.138070</td>
</tr>
<tr>
<td>Senior Landfill Enng Tech</td>
<td>016208</td>
<td>L39A</td>
<td>A</td>
<td>OFFT</td>
<td>076</td>
<td>30.388656</td>
<td>42.759890</td>
<td>62308.40</td>
<td>88940.57</td>
<td>30.388656</td>
<td>31.908089</td>
<td>33.503493</td>
<td>35.178668</td>
<td>36.937601</td>
<td>38.784481</td>
<td>40.723705</td>
</tr>
<tr>
<td>Senior Landscape Architect</td>
<td>001819</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE</td>
<td>101</td>
<td>45.485805</td>
<td>59.681317</td>
<td>94610.47</td>
<td>124137.14</td>
<td>45.485805</td>
<td>46.622950</td>
<td>47.788524</td>
<td>48.983237</td>
<td>50.207818</td>
<td>51.463013</td>
<td>52.749588</td>
</tr>
<tr>
<td>Senior Legal Staff Asst (Ex)</td>
<td>010811</td>
<td>CONF</td>
<td>A</td>
<td>CONF</td>
<td>032</td>
<td>26.306892</td>
<td>34.516922</td>
<td>54718.34</td>
<td>71795.20</td>
<td>26.306892</td>
<td>26.964564</td>
<td>27.638678</td>
<td>28.329645</td>
<td>29.037886</td>
<td>29.763833</td>
<td>30.507929</td>
</tr>
<tr>
<td>Senior Lifeguard</td>
<td>009016</td>
<td>TEMP</td>
<td>A</td>
<td>TEMP</td>
<td>016</td>
<td>15.500000</td>
<td>16.617947</td>
<td>32240.00</td>
<td>34565.33</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.817201</td>
<td>16.212631</td>
<td>16.617947</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>----------------</td>
<td>---------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Painter</td>
<td>006051</td>
<td>BULT</td>
<td>A BLDG 013</td>
<td>26.844752</td>
<td>44.536761</td>
<td>55837.08</td>
<td>92636.46</td>
<td>26.844752</td>
<td>28.858108</td>
<td>31.022466</td>
<td>33.349151</td>
<td>35.850337</td>
<td>38.539112</td>
<td>41.429545</td>
<td>44.536761</td>
<td></td>
</tr>
<tr>
<td>Senior Parking Lot Supervisor</td>
<td>015067</td>
<td>L39C</td>
<td>A SUPV 035</td>
<td>26.360131</td>
<td>37.091351</td>
<td>54829.07</td>
<td>77150.01</td>
<td>26.360131</td>
<td>27.678138</td>
<td>29.062045</td>
<td>30.515147</td>
<td>32.040904</td>
<td>33.642949</td>
<td>35.325096</td>
<td>37.091351</td>
<td></td>
</tr>
<tr>
<td>Senior Personnel Analyst</td>
<td>001821</td>
<td>MGMT</td>
<td>A MGTE 103</td>
<td>41.034133</td>
<td>53.940338</td>
<td>85351.00</td>
<td>111987.90</td>
<td>41.034133</td>
<td>42.059986</td>
<td>43.111486</td>
<td>44.189273</td>
<td>45.294005</td>
<td>46.426355</td>
<td>47.587014</td>
<td>48.776689</td>
<td>49.996106</td>
</tr>
<tr>
<td>Senior Planner</td>
<td>001822</td>
<td>MGMT</td>
<td>A MGTE 104</td>
<td>44.349066</td>
<td>58.189819</td>
<td>92246.06</td>
<td>121034.82</td>
<td>44.349066</td>
<td>45.457793</td>
<td>46.594238</td>
<td>47.759094</td>
<td>48.953071</td>
<td>50.176898</td>
<td>51.431320</td>
<td>52.717103</td>
<td>54.035031</td>
</tr>
<tr>
<td>Senior Plant Operator</td>
<td>004003</td>
<td>L39B</td>
<td>A PLNT 003</td>
<td>34.761914</td>
<td>48.913504</td>
<td>72304.78</td>
<td>101740.09</td>
<td>34.761914</td>
<td>36.500010</td>
<td>38.325010</td>
<td>40.241261</td>
<td>42.253324</td>
<td>44.365990</td>
<td>46.584290</td>
<td>48.913504</td>
<td></td>
</tr>
<tr>
<td>Senior Plumber</td>
<td>006258</td>
<td>BULT</td>
<td>A BLDG 018</td>
<td>29.875615</td>
<td>49.565112</td>
<td>62141.28</td>
<td>103095.43</td>
<td>29.875615</td>
<td>32.116286</td>
<td>34.525007</td>
<td>37.114382</td>
<td>39.897961</td>
<td>42.890308</td>
<td>46.107081</td>
<td>49.565112</td>
<td></td>
</tr>
<tr>
<td>Senior Police Records Supv</td>
<td>015082</td>
<td>L39C</td>
<td>A SUPV 042</td>
<td>29.715002</td>
<td>41.811990</td>
<td>61807.20</td>
<td>86968.94</td>
<td>29.715002</td>
<td>31.200752</td>
<td>32.760790</td>
<td>34.398829</td>
<td>36.118770</td>
<td>37.924708</td>
<td>39.820493</td>
<td>41.811990</td>
<td></td>
</tr>
<tr>
<td>Senior Policy Advisor</td>
<td>021025</td>
<td>MCSU</td>
<td>U MCSA 135</td>
<td>41.415923</td>
<td>65.230076</td>
<td>86145.12</td>
<td>135678.56</td>
<td>41.415923</td>
<td>45.839490</td>
<td>47.444876</td>
<td>49.889464</td>
<td>51.976752</td>
<td>54.035031</td>
<td>55.385907</td>
<td>56.770555</td>
<td></td>
</tr>
<tr>
<td>Senior Rec Aide (Older Adults)</td>
<td>009141</td>
<td>TEMP</td>
<td>A TEMP 072</td>
<td>15.530000</td>
<td>17.938293</td>
<td>32304.40</td>
<td>37311.65</td>
<td>15.530000</td>
<td>17.938293</td>
<td>20.102097</td>
<td>22.624829</td>
<td>23.756070</td>
<td>24.943873</td>
<td>26.191067</td>
<td>27.500620</td>
<td></td>
</tr>
<tr>
<td>Senior Recreation Aide</td>
<td>009118</td>
<td>TEMP</td>
<td>A TEMP 052</td>
<td>15.530000</td>
<td>17.938293</td>
<td>32304.40</td>
<td>37311.65</td>
<td>15.530000</td>
<td>17.938293</td>
<td>20.102097</td>
<td>22.624829</td>
<td>23.756070</td>
<td>24.943873</td>
<td>26.191067</td>
<td>27.500620</td>
<td></td>
</tr>
<tr>
<td>Grade</td>
<td>Sal Plan Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>---------------</td>
<td>----------------</td>
<td>---------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Senior Stationary Engineer</td>
<td>004004</td>
<td>L39B</td>
<td>A PLNT 004</td>
<td>33.554143</td>
<td>47.214048</td>
<td>69792.62</td>
<td>98205.22</td>
<td>33.554143</td>
<td>35.231850</td>
<td>36.993442</td>
<td>38.843114</td>
<td>40.785270</td>
<td>42.824533</td>
<td>44.965760</td>
<td>47.214048</td>
</tr>
<tr>
<td></td>
<td>Senior Systems Engineer</td>
<td>001823</td>
<td>MGMT</td>
<td>A MGTE 105</td>
<td>47.335384</td>
<td>62.108124</td>
<td>98457.60</td>
<td>129184.90</td>
<td>47.335384</td>
<td>48.518769</td>
<td>49.731738</td>
<td>50.975031</td>
<td>52.249407</td>
<td>53.555642</td>
<td>54.891074</td>
<td>56.266896</td>
</tr>
<tr>
<td></td>
<td>Senior Telecommunications Tech</td>
<td>003923</td>
<td>L39A</td>
<td>A OPMT 068</td>
<td>34.216415</td>
<td>48.145932</td>
<td>71170.14</td>
<td>100143.54</td>
<td>34.216415</td>
<td>35.927236</td>
<td>37.723598</td>
<td>39.609778</td>
<td>41.590267</td>
<td>43.669780</td>
<td>45.853269</td>
<td>48.145932</td>
</tr>
<tr>
<td></td>
<td>Senior Tree Maintenance Worker</td>
<td>003661</td>
<td>L39A</td>
<td>A OPMT 042</td>
<td>23.382668</td>
<td>32.901762</td>
<td>48635.95</td>
<td>68435.66</td>
<td>23.382668</td>
<td>24.551801</td>
<td>25.779391</td>
<td>27.068361</td>
<td>28.421779</td>
<td>29.842868</td>
<td>31.335011</td>
<td>32.901762</td>
</tr>
<tr>
<td></td>
<td>Senior Tree Pruner</td>
<td>003680</td>
<td>L39A</td>
<td>A OPMT 051</td>
<td>24.683827</td>
<td>34.732623</td>
<td>51342.36</td>
<td>72243.86</td>
<td>24.683827</td>
<td>25.918018</td>
<td>27.213919</td>
<td>28.547615</td>
<td>30.003346</td>
<td>31.503513</td>
<td>33.078689</td>
<td>34.732623</td>
</tr>
<tr>
<td></td>
<td>Special Assistant to the Mayor</td>
<td>021005</td>
<td>MCSU</td>
<td>U MCSA 060</td>
<td>41.761052</td>
<td>65.773658</td>
<td>86862.99</td>
<td>136809.21</td>
<td>36.506501</td>
<td>47.214048</td>
<td>49.728604</td>
<td>51.303513</td>
<td>52.249407</td>
<td>53.555642</td>
<td>54.891074</td>
<td>56.266896</td>
</tr>
<tr>
<td></td>
<td>Special Asst. to City Attorney</td>
<td>010826</td>
<td>CONF</td>
<td>A CONF 047</td>
<td>32.266428</td>
<td>42.336350</td>
<td>67114.17</td>
<td>88059.61</td>
<td>32.266428</td>
<td>33.073089</td>
<td>33.899916</td>
<td>34.747414</td>
<td>35.616099</td>
<td>36.506501</td>
<td>37.419164</td>
<td>38.354643</td>
</tr>
<tr>
<td></td>
<td>Special Asst. to City Attorney</td>
<td>014015</td>
<td>MSUP</td>
<td>A MSUP 015</td>
<td>32.266428</td>
<td>42.336350</td>
<td>67114.17</td>
<td>88059.61</td>
<td>32.266428</td>
<td>33.073089</td>
<td>33.899916</td>
<td>34.747414</td>
<td>35.616099</td>
<td>36.506501</td>
<td>37.419164</td>
<td>38.354643</td>
</tr>
<tr>
<td></td>
<td>Special Districts Manager</td>
<td>001915</td>
<td>MGMT</td>
<td>A MGTE 202</td>
<td>55.303614</td>
<td>72.563134</td>
<td>115031.52</td>
<td>150931.32</td>
<td>55.303614</td>
<td>56.868204</td>
<td>58.103359</td>
<td>59.555943</td>
<td>61.044842</td>
<td>62.570963</td>
<td>64.135237</td>
<td>65.738618</td>
</tr>
<tr>
<td></td>
<td>Special Projects Manager</td>
<td>001855</td>
<td>MGMT</td>
<td>A MGTE 127</td>
<td>48.515711</td>
<td>63.656817</td>
<td>100912.68</td>
<td>132406.18</td>
<td>48.515711</td>
<td>49.728604</td>
<td>50.971819</td>
<td>52.246114</td>
<td>53.552267</td>
<td>54.891074</td>
<td>56.263351</td>
<td>57.669935</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>----------------</td>
<td>----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Assistant</td>
<td>010713</td>
<td>CONF</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Assistant-Mayor Council</td>
<td>022002</td>
<td>EMSU</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stagehand I</td>
<td>006016</td>
<td>BULT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stagehand II</td>
<td>006017</td>
<td>BULT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>BLDG</td>
<td>012</td>
<td>22.186399</td>
<td>36.808326</td>
<td>46147.71</td>
<td>76561.32</td>
<td>22.186399</td>
<td>23.850379</td>
<td>25.639157</td>
<td>27.562094</td>
<td>29.629251</td>
<td>31.851445</td>
<td>34.240303</td>
<td>36.808326</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>004005</td>
<td>L39B</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>PLNT</td>
<td>005</td>
<td>30.500403</td>
<td>42.917129</td>
<td>63440.84</td>
<td>89267.63</td>
<td>30.500403</td>
<td>32.025423</td>
<td>33.626694</td>
<td>35.308029</td>
<td>37.073430</td>
<td>38.927101</td>
<td>40.873456</td>
<td>42.917129</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Storekeeper</td>
<td>016087</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stores Administrator</td>
<td>001945</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>MGTE</td>
<td>217</td>
<td>36.118633</td>
<td>47.390776</td>
<td>75126.76</td>
<td>98572.81</td>
<td>36.118633</td>
<td>37.021599</td>
<td>37.947139</td>
<td>38.895817</td>
<td>39.868212</td>
<td>40.864917</td>
<td>41.886540</td>
<td>42.933703</td>
<td>44.007046</td>
<td>45.107222</td>
</tr>
<tr>
<td>Stores Administrator</td>
<td>014006</td>
<td>MSUP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>MSUP</td>
<td>007</td>
<td>36.118633</td>
<td>47.390776</td>
<td>75126.76</td>
<td>98572.81</td>
<td>36.118633</td>
<td>37.021599</td>
<td>37.947139</td>
<td>38.895817</td>
<td>39.868212</td>
<td>40.864917</td>
<td>41.886540</td>
<td>42.933703</td>
<td>44.007046</td>
<td>45.107222</td>
</tr>
<tr>
<td>Stores Clerk I</td>
<td>016088</td>
<td>L39B</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stores Clerk II</td>
<td>016089</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Street Construction Equip Optr</td>
<td>003687</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>OPMT</td>
<td>056</td>
<td>30.495608</td>
<td>42.910381</td>
<td>63430.86</td>
<td>89253.59</td>
<td>30.495608</td>
<td>32.020388</td>
<td>33.621407</td>
<td>35.302477</td>
<td>37.067601</td>
<td>38.920981</td>
<td>40.867030</td>
<td>42.910381</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Salary Schedule/Classification Listing

<table>
<thead>
<tr>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Street Construction Laborer</td>
<td>003688</td>
<td>L39A</td>
<td>A</td>
<td>OPMT 057</td>
<td>27.663823</td>
<td>38.925777</td>
<td>57540.75</td>
<td>80965.62</td>
<td>27.663823</td>
<td>29.047014</td>
<td>30.499365</td>
<td>32.024333</td>
<td>33.625550</td>
<td>35.306828</td>
</tr>
<tr>
<td>Street Maintenance Supv</td>
<td>015099</td>
<td>L39C</td>
<td>A</td>
<td>SUPV 056</td>
<td>32.024874</td>
<td>45.062215</td>
<td>66611.74</td>
<td>93729.41</td>
<td>32.024874</td>
<td>33.626118</td>
<td>35.307424</td>
<td>37.072975</td>
<td>38.926435</td>
<td>40.872757</td>
</tr>
<tr>
<td>Streets Manager</td>
<td>001883</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE 146</td>
<td>49.483961</td>
<td>64.927244</td>
<td>102926.24</td>
<td>135048.67</td>
<td>49.483961</td>
<td>50.721060</td>
<td>51.989086</td>
<td>53.288813</td>
<td>54.621033</td>
<td>55.986559</td>
</tr>
<tr>
<td>Structural Maintenance Supv</td>
<td>006053</td>
<td>BULT</td>
<td>A</td>
<td>BLDG 015</td>
<td>31.345065</td>
<td>52.003005</td>
<td>65197.74</td>
<td>108166.25</td>
<td>31.345065</td>
<td>33.695945</td>
<td>36.223141</td>
<td>38.939877</td>
<td>41.860368</td>
<td>44.999896</td>
</tr>
<tr>
<td>Student Trainee</td>
<td>009009</td>
<td>TEMP</td>
<td>A</td>
<td>TEMP 009</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
</tr>
<tr>
<td>Supervising Architect</td>
<td>001829</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE 110</td>
<td>56.460439</td>
<td>74.080989</td>
<td>117437.71</td>
<td>154088.46</td>
<td>56.460439</td>
<td>57.871950</td>
<td>59.318749</td>
<td>60.801718</td>
<td>62.321761</td>
<td>63.879805</td>
</tr>
<tr>
<td>Supervising Building Inspector</td>
<td>015096</td>
<td>L39C</td>
<td>A</td>
<td>SUPV 053</td>
<td>37.391383</td>
<td>52.613432</td>
<td>77774.08</td>
<td>109435.94</td>
<td>37.391383</td>
<td>39.260952</td>
<td>41.224000</td>
<td>43.285200</td>
<td>45.494640</td>
<td>47.721933</td>
</tr>
<tr>
<td>Supervising Code Enforce Ofcr</td>
<td>015006</td>
<td>L39C</td>
<td>A</td>
<td>SUPV 076</td>
<td>34.188605</td>
<td>48.106800</td>
<td>71112.30</td>
<td>100062.14</td>
<td>34.188605</td>
<td>35.898035</td>
<td>37.692937</td>
<td>39.577584</td>
<td>41.556463</td>
<td>43.634286</td>
</tr>
<tr>
<td>Supervising Community Ctr Attd</td>
<td>015058</td>
<td>L39C</td>
<td>A</td>
<td>SUPV 029</td>
<td>23.779892</td>
<td>33.460696</td>
<td>49462.18</td>
<td>69598.25</td>
<td>23.779892</td>
<td>24.968887</td>
<td>26.217331</td>
<td>27.528198</td>
<td>28.904608</td>
<td>30.349838</td>
</tr>
<tr>
<td>Supervising Construction Insp</td>
<td>015074</td>
<td>L39C</td>
<td>A</td>
<td>SUPV 037</td>
<td>35.314779</td>
<td>49.691441</td>
<td>73454.74</td>
<td>103358.20</td>
<td>35.314779</td>
<td>37.080518</td>
<td>38.934544</td>
<td>40.881271</td>
<td>42.925335</td>
<td>45.071602</td>
</tr>
<tr>
<td>Supervising Deputy City Atty</td>
<td>020037</td>
<td>EXMG</td>
<td>U</td>
<td>EXMG 092</td>
<td>67.356778</td>
<td>128.869091</td>
<td>140102.10</td>
<td>268047.71</td>
<td>67.356778</td>
<td>74.197829</td>
<td>81.897829</td>
<td>89.748961</td>
<td>97.599996</td>
<td>105.450031</td>
</tr>
<tr>
<td>Supervising Dispatcher</td>
<td>015039</td>
<td>L39C</td>
<td>A</td>
<td>SUPV 018</td>
<td>39.397955</td>
<td>55.436879</td>
<td>81947.75</td>
<td>115308.71</td>
<td>39.397955</td>
<td>41.367853</td>
<td>43.436246</td>
<td>45.608058</td>
<td>47.888461</td>
<td>50.282884</td>
</tr>
<tr>
<td>Supervising Engineer</td>
<td>001831</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE 112</td>
<td>57.130055</td>
<td>74.959884</td>
<td>118350.51</td>
<td>155915.94</td>
<td>57.130055</td>
<td>58.558306</td>
<td>60.022264</td>
<td>61.522821</td>
<td>63.060892</td>
<td>64.637414</td>
</tr>
<tr>
<td>Supervising Financial Analyst</td>
<td>001832</td>
<td>MGMT</td>
<td>A</td>
<td>MGTE 113</td>
<td>47.649359</td>
<td>62.520088</td>
<td>99110.67</td>
<td>130041.78</td>
<td>47.649359</td>
<td>48.840593</td>
<td>50.061608</td>
<td>51.313148</td>
<td>52.595777</td>
<td>53.910876</td>
</tr>
<tr>
<td>Grade</td>
<td>Annual Min/Max</td>
<td>Hourly Min/Max</td>
<td>Salary Plan</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
</tr>
<tr>
<td>-------</td>
<td>---------------</td>
<td>----------------</td>
<td>-------------</td>
<td>---------------</td>
<td>----------------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>--------</td>
</tr>
<tr>
<td>A IAMA 012</td>
<td>25.323676</td>
<td>35.632955</td>
<td>52673.25</td>
<td>74116.55</td>
<td></td>
<td>25.323676</td>
<td>26.589860</td>
<td>27.919353</td>
<td>30.781087</td>
<td>32.320141</td>
<td>33.936148</td>
<td>35.632955</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Supervising Fire Svc Worker</td>
<td>012059</td>
<td>IAMA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A SUPV 030</td>
<td>35.375133</td>
<td>49.776364</td>
<td>73580.28</td>
<td>103534.84</td>
<td></td>
<td>35.375133</td>
<td>37.143890</td>
<td>39.001084</td>
<td>40.951138</td>
<td>42.998695</td>
<td>45.148630</td>
<td>47.406061</td>
<td>49.776364</td>
<td></td>
</tr>
<tr>
<td>A BLDG 025</td>
<td>30.674382</td>
<td>50.890308</td>
<td>63802.72</td>
<td>105851.84</td>
<td></td>
<td>30.674382</td>
<td>32.974961</td>
<td>35.448083</td>
<td>38.106689</td>
<td>40.964691</td>
<td>44.037043</td>
<td>47.339821</td>
<td>50.890308</td>
<td></td>
</tr>
<tr>
<td>A MGTE 160</td>
<td>50.034469</td>
<td>65.649559</td>
<td>104071.70</td>
<td>136551.08</td>
<td></td>
<td>50.034469</td>
<td>51.285331</td>
<td>52.567464</td>
<td>53.881651</td>
<td>55.228692</td>
<td>56.609409</td>
<td>58.024644</td>
<td>59.475260</td>
<td>60.962141</td>
</tr>
<tr>
<td>A CONF 028</td>
<td>34.388095</td>
<td>45.120160</td>
<td>71527.24</td>
<td>93849.93</td>
<td></td>
<td>34.388095</td>
<td>35.247797</td>
<td>36.128992</td>
<td>37.032217</td>
<td>37.958022</td>
<td>38.906973</td>
<td>40.876638</td>
<td>41.895554</td>
<td>42.946018</td>
</tr>
<tr>
<td>A</td>
<td>Supervising Generator Tech</td>
<td>006063</td>
<td>BULT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Supervising Landscape Architect</td>
<td>001898</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Supervising Legal Secretary</td>
<td>010816</td>
<td>CONF</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Supervising Plant Operator</td>
<td>015040</td>
<td>L39C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Supervising Police Clerk</td>
<td>015041</td>
<td>L39C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Supervising Property Assistant</td>
<td>015062</td>
<td>L39C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Supervising Surveyor</td>
<td>015065</td>
<td>L39C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Supervising Water Quality Chem</td>
<td>015035</td>
<td>L39C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Support Services Manager</td>
<td>001834</td>
<td>MGMT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A MGTE 115</td>
<td>47.649359</td>
<td>62.520088</td>
<td>99110.67</td>
<td>130041.78</td>
<td></td>
<td>47.649359</td>
<td>48.840593</td>
<td>50.061608</td>
<td>51.313148</td>
<td>52.595977</td>
<td>53.910876</td>
<td>55.258648</td>
<td>56.640114</td>
<td>58.056117</td>
</tr>
<tr>
<td>A</td>
<td>Survey Party Chief</td>
<td>015102</td>
<td>L39C</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Survey Technician I</td>
<td>003924</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Survey Technician II</td>
<td>003925</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>Systems Engineer</td>
<td>010714</td>
<td>CONF</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Salary Schedule/Classification Listing

<table>
<thead>
<tr>
<th>Sal Plan Grade</th>
<th>Hourly Min/Max</th>
<th>Annual Min/Max</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
<th>Step 11</th>
<th>Step 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>**Telecommunications Engineer I</td>
<td>011023</td>
<td>WCOE**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>WCOE 014</td>
<td>40.608600</td>
<td>57.140376</td>
<td>84465.89</td>
<td>118851.98</td>
<td>40.608600</td>
<td>42.639030</td>
<td>44.770981</td>
<td>47.095300</td>
<td>49.360006</td>
<td>51.828006</td>
<td>54.419406</td>
<td>57.140376</td>
<td></td>
</tr>
<tr>
<td>**Telecommunications Engn II</td>
<td>011025</td>
<td>WCOE**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>WCOE 016</td>
<td>44.381742</td>
<td>62.449567</td>
<td>92314.02</td>
<td>129895.10</td>
<td>44.381742</td>
<td>46.600829</td>
<td>48.930870</td>
<td>51.377413</td>
<td>53.946284</td>
<td>56.643598</td>
<td>59.475778</td>
<td>62.449567</td>
<td></td>
</tr>
<tr>
<td>**Telecommunications Engn III</td>
<td>011026</td>
<td>WCOE**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>WCOE 017</td>
<td>47.932173</td>
<td>67.445381</td>
<td>99698.92</td>
<td>140286.39</td>
<td>47.932173</td>
<td>50.328782</td>
<td>52.845221</td>
<td>55.487482</td>
<td>58.261856</td>
<td>61.174949</td>
<td>64.233696</td>
<td>67.445381</td>
<td></td>
</tr>
<tr>
<td>**Telecommunications SysAnls I</td>
<td>017029</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>PROF 017</td>
<td>32.045233</td>
<td>45.090862</td>
<td>66654.08</td>
<td>93788.99</td>
<td>32.045233</td>
<td>33.647495</td>
<td>35.329870</td>
<td>37.096364</td>
<td>38.951182</td>
<td>40.898741</td>
<td>42.943678</td>
<td>45.090862</td>
<td></td>
</tr>
<tr>
<td>**Telecommunications SysAnls II</td>
<td>017030</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>PROF 018</td>
<td>35.251168</td>
<td>49.601934</td>
<td>73222.43</td>
<td>103172.02</td>
<td>35.251168</td>
<td>37.013726</td>
<td>38.775064</td>
<td>40.807633</td>
<td>42.848015</td>
<td>44.990416</td>
<td>47.299377</td>
<td>49.601934</td>
<td></td>
</tr>
<tr>
<td>**Telecommunications SysAnls III</td>
<td>017035</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>PROF 022</td>
<td>38.775064</td>
<td>54.560409</td>
<td>80652.13</td>
<td>113485.65</td>
<td>38.775064</td>
<td>40.713817</td>
<td>42.749508</td>
<td>44.886983</td>
<td>47.131332</td>
<td>49.487899</td>
<td>51.962294</td>
<td>54.560409</td>
<td></td>
</tr>
<tr>
<td>**Telecommunications Tech I</td>
<td>003683</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>OPMT 054</td>
<td>31.607244</td>
<td>44.474566</td>
<td>65743.07</td>
<td>92507.10</td>
<td>31.607244</td>
<td>33.187606</td>
<td>34.846986</td>
<td>36.589335</td>
<td>38.418802</td>
<td>40.339742</td>
<td>42.356729</td>
<td>44.474566</td>
<td></td>
</tr>
<tr>
<td>**Telecommunications Tech II</td>
<td>003684</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>OPMT 055</td>
<td>33.187677</td>
<td>46.698394</td>
<td>69030.37</td>
<td>97132.66</td>
<td>33.187677</td>
<td>34.847061</td>
<td>36.589414</td>
<td>38.418885</td>
<td>40.339829</td>
<td>42.356820</td>
<td>44.474661</td>
<td>46.698394</td>
<td></td>
</tr>
<tr>
<td>**Telecommunications Tech Trnc</td>
<td>003682</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Ticket Seller (Exempt)</td>
<td>009010</td>
<td>TEMP**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>TEMP 010</td>
<td>15.548100</td>
<td>16.325500</td>
<td>32340.05</td>
<td>33957.04</td>
<td>15.548100</td>
<td>16.325500</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Traffic Ctrl&amp;Light Supv</td>
<td>015045</td>
<td>L39C**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>SUPV 022</td>
<td>36.839523</td>
<td>51.836909</td>
<td>76626.21</td>
<td>107820.77</td>
<td>36.839523</td>
<td>38.681499</td>
<td>40.615574</td>
<td>42.646353</td>
<td>44.778671</td>
<td>47.017605</td>
<td>49.360006</td>
<td>51.836909</td>
<td></td>
</tr>
<tr>
<td>**Traffic Ctrl&amp;Light Tech I</td>
<td>003637</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>OPMT 021</td>
<td>27.582568</td>
<td>38.811443</td>
<td>57371.74</td>
<td>80727.80</td>
<td>27.582568</td>
<td>28.961696</td>
<td>30.409781</td>
<td>31.932070</td>
<td>33.526784</td>
<td>35.203123</td>
<td>36.839523</td>
<td>38.681499</td>
<td></td>
</tr>
<tr>
<td>**Traffic Ctrl&amp;Light Tech II</td>
<td>003636</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>OPMT 020</td>
<td>30.344317</td>
<td>42.695052</td>
<td>63116.18</td>
<td>88810.80</td>
<td>30.344317</td>
<td>31.861533</td>
<td>33.456410</td>
<td>35.127341</td>
<td>36.837087</td>
<td>38.72893</td>
<td>40.615574</td>
<td>42.646353</td>
<td></td>
</tr>
<tr>
<td>**Traffic Ctrl&amp;Light Tech Trnc</td>
<td>003635</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>OPMT 019</td>
<td>24.503038</td>
<td>34.478237</td>
<td>50966.32</td>
<td>71714.73</td>
<td>24.503038</td>
<td>25.728190</td>
<td>27.014600</td>
<td>28.365330</td>
<td>29.783597</td>
<td>31.272777</td>
<td>32.836416</td>
<td>34.478237</td>
<td></td>
</tr>
<tr>
<td>**Traffic Investigator I</td>
<td>016202</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
<td>Step 12</td>
</tr>
<tr>
<td>-------</td>
<td>----------------</td>
<td>----------------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td>Traffic Investigator III</td>
<td>016204</td>
<td>L39A</td>
<td>A OFFT 074</td>
<td>27.879718</td>
<td>39.229562</td>
<td>57989.81</td>
<td>81597.49</td>
<td>27.879718</td>
<td>29.273704</td>
<td>30.737389</td>
<td>32.274258</td>
<td>33.887971</td>
<td>35.582370</td>
<td>37.361488</td>
</tr>
<tr>
<td>Traffic Supervisor</td>
<td>015109</td>
<td>L39C</td>
<td>A SUPV 069</td>
<td>29.655104</td>
<td>41.277110</td>
<td>61682.62</td>
<td>86793.64</td>
<td>29.655104</td>
<td>31.137859</td>
<td>32.694752</td>
<td>34.329490</td>
<td>36.045965</td>
<td>37.848263</td>
<td>39.740678</td>
</tr>
<tr>
<td>Traffic Worker I</td>
<td>008001</td>
<td>TRAF</td>
<td>A TRAF 001</td>
<td>22.842703</td>
<td>32.141976</td>
<td>47512.82</td>
<td>66855.31</td>
<td>22.842703</td>
<td>23.984838</td>
<td>25.184080</td>
<td>26.443284</td>
<td>27.765448</td>
<td>29.153720</td>
<td>30.611406</td>
</tr>
<tr>
<td>Traffic Worker II</td>
<td>008002</td>
<td>TRAF</td>
<td>A TRAF 002</td>
<td>25.118666</td>
<td>35.344846</td>
<td>52246.82</td>
<td>73516.53</td>
<td>25.118666</td>
<td>26.375499</td>
<td>27.693329</td>
<td>29.077995</td>
<td>30.531895</td>
<td>32.058490</td>
<td>33.661415</td>
</tr>
<tr>
<td>Traffic Worker III</td>
<td>008003</td>
<td>TRAF</td>
<td>A TRAF 003</td>
<td>26.692234</td>
<td>37.558653</td>
<td>55519.85</td>
<td>78122.00</td>
<td>26.692234</td>
<td>28.026846</td>
<td>29.428188</td>
<td>30.899597</td>
<td>32.444577</td>
<td>34.066806</td>
<td>35.770146</td>
</tr>
<tr>
<td>Training Specialist</td>
<td>001857</td>
<td>MGMT</td>
<td>A MGTE 129</td>
<td>39.080127</td>
<td>51.276513</td>
<td>81286.66</td>
<td>106655.15</td>
<td>39.080127</td>
<td>40.057130</td>
<td>41.058558</td>
<td>42.085022</td>
<td>43.137148</td>
<td>44.215577</td>
<td>45.320966</td>
</tr>
<tr>
<td>Treasury Analyst</td>
<td>010827</td>
<td>CON</td>
<td>A CON 048</td>
<td>39.464793</td>
<td>51.781229</td>
<td>82086.77</td>
<td>107704.96</td>
<td>39.464793</td>
<td>40.451413</td>
<td>41.462698</td>
<td>42.499265</td>
<td>43.561747</td>
<td>44.650791</td>
<td>45.767061</td>
</tr>
<tr>
<td>Treasury Analyst</td>
<td>014016</td>
<td>MSUP</td>
<td>A MSUP 016</td>
<td>39.464793</td>
<td>51.781229</td>
<td>82086.77</td>
<td>107704.96</td>
<td>39.464793</td>
<td>40.451413</td>
<td>41.462698</td>
<td>42.499265</td>
<td>43.561747</td>
<td>44.650791</td>
<td>45.767061</td>
</tr>
<tr>
<td>Treasury Manager</td>
<td>001801</td>
<td>MGMT</td>
<td>A MGTE 085</td>
<td>70.608934</td>
<td>92.671280</td>
<td>14690.18</td>
<td>19275.26</td>
<td>70.628934</td>
<td>72.394657</td>
<td>74.204523</td>
<td>76.059636</td>
<td>77.961127</td>
<td>79.910155</td>
<td>81.907909</td>
</tr>
<tr>
<td>Job Title</td>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>-------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td>**Tree Pruner I</td>
<td>003639</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Tree Pruner II</td>
<td>003640</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Tree Pruner Supervisor</td>
<td>015047</td>
<td>L39C**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A SUPV 024</td>
<td>58.167957</td>
<td>39.678099</td>
<td>58608.07</td>
<td>82467.44</td>
<td>28.176957</td>
<td>29.585805</td>
<td>31.065095</td>
<td>32.618350</td>
<td>34.249268</td>
<td>35.961731</td>
<td>37.759818</td>
<td>39.647809</td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Tree Pruner Trainee</td>
<td>003638</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Urban Design Manager</td>
<td>001894</td>
<td>MGMT**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A MGTE 156</td>
<td>56.460439</td>
<td>74.080989</td>
<td>117437.71</td>
<td>154088.46</td>
<td>56.460439</td>
<td>57.871950</td>
<td>59.318749</td>
<td>60.801718</td>
<td>62.321761</td>
<td>63.879805</td>
<td>65.476800</td>
<td>67.113720</td>
<td>68.791563</td>
<td>70.511352</td>
</tr>
<tr>
<td>**Utilities O&amp;M SvcWrk App</td>
<td>007901</td>
<td>L447**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WATR 006</td>
<td>29.176472</td>
<td>41.054227</td>
<td>60687.06</td>
<td>85392.79</td>
<td>29.176472</td>
<td>30.635296</td>
<td>32.167061</td>
<td>33.775414</td>
<td>35.464185</td>
<td>37.237394</td>
<td>39.099264</td>
<td>41.054227</td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Utilities O&amp;M Leadworker</td>
<td>007002</td>
<td>L447**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WATR 002</td>
<td>31.330404</td>
<td>44.085025</td>
<td>65167.24</td>
<td>91696.85</td>
<td>31.330404</td>
<td>32.896924</td>
<td>34.541770</td>
<td>36.268859</td>
<td>38.083202</td>
<td>39.986417</td>
<td>41.985738</td>
<td>44.085025</td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Utilities O&amp;M Serviceworker</td>
<td>007001</td>
<td>L447**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WATR 001</td>
<td>28.464851</td>
<td>40.052904</td>
<td>59208.89</td>
<td>83310.04</td>
<td>28.464851</td>
<td>29.888094</td>
<td>31.382499</td>
<td>32.951624</td>
<td>34.599205</td>
<td>36.329165</td>
<td>38.145623</td>
<td>40.052904</td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Utilities O&amp;M Supervisor</td>
<td>015103</td>
<td>L39C**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A SUPV 059</td>
<td>36.025451</td>
<td>50.691428</td>
<td>74932.94</td>
<td>105438.17</td>
<td>36.025451</td>
<td>37.826729</td>
<td>39.718060</td>
<td>41.703963</td>
<td>43.789161</td>
<td>45.978619</td>
<td>48.277550</td>
<td>50.691428</td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Utilities O&amp;M SvcWrk App</td>
<td>007901</td>
<td>L447**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A WATR 003</td>
<td>20.409867</td>
<td>24.752066</td>
<td>42452.52</td>
<td>51484.30</td>
<td>20.409867</td>
<td>21.430360</td>
<td>22.501878</td>
<td>24.752066</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Utilities Ops and Maint Mgr</td>
<td>001842</td>
<td>MGMT**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A MGTE 198</td>
<td>60.078697</td>
<td>78.828457</td>
<td>124963.69</td>
<td>163963.19</td>
<td>60.078697</td>
<td>61.580664</td>
<td>63.120181</td>
<td>64.691886</td>
<td>66.315641</td>
<td>67.973532</td>
<td>69.672870</td>
<td>71.414692</td>
<td>73.200059</td>
<td>75.030060</td>
</tr>
<tr>
<td>**Utility Construction Coord</td>
<td>001839</td>
<td>MGMT**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A MGTE 118</td>
<td>46.412743</td>
<td>60.897543</td>
<td>96538.50</td>
<td>126666.89</td>
<td>46.412743</td>
<td>47.573062</td>
<td>48.762389</td>
<td>49.981449</td>
<td>51.230985</td>
<td>52.511760</td>
<td>53.824554</td>
<td>55.170168</td>
<td>56.549422</td>
<td>57.963158</td>
</tr>
<tr>
<td>**Utility Services Inspector</td>
<td>016099</td>
<td>L39A**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Utility Worker</td>
<td>009011</td>
<td>TEMP**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A TEMP 011</td>
<td>15.530000</td>
<td>15.840000</td>
<td>32302.40</td>
<td>32947.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job Title</td>
<td>Grade</td>
<td>Hourly Min/Max</td>
<td>Annual Min/Max</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
<td>Step 4</td>
<td>Step 5</td>
<td>Step 6</td>
<td>Step 7</td>
<td>Step 8</td>
<td>Step 9</td>
<td>Step 10</td>
<td>Step 11</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>-------</td>
<td>----------------</td>
<td>----------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>Veterinarian</td>
<td>001875</td>
<td>MGMT</td>
<td>45.659158</td>
<td>59.908773</td>
<td>94971.05</td>
<td>16.967424</td>
<td>22.737972</td>
<td>25.501402</td>
<td>51.659146</td>
<td>139</td>
<td>140</td>
<td>28.115296</td>
<td>30.445764</td>
<td>50.691428</td>
</tr>
<tr>
<td>Water Cross Conn Ctrl Spclst</td>
<td>007902</td>
<td>L447</td>
<td>33.878800</td>
<td>47.670874</td>
<td>70467.90</td>
<td>99155.42</td>
<td>33.878800</td>
<td>35.572740</td>
<td>37.351377</td>
<td>39.218946</td>
<td>41.703963</td>
<td>43.789161</td>
<td>45.976619</td>
<td>48.277550</td>
</tr>
<tr>
<td>Water Quality Chemist</td>
<td>017008</td>
<td>L39A</td>
<td>33.878800</td>
<td>47.670874</td>
<td>70467.90</td>
<td>99155.42</td>
<td>33.878800</td>
<td>35.572740</td>
<td>37.351377</td>
<td>39.218946</td>
<td>41.703963</td>
<td>43.789161</td>
<td>45.976619</td>
<td>48.277550</td>
</tr>
<tr>
<td>Website Administrator</td>
<td>001904</td>
<td>MGMT</td>
<td>45.659158</td>
<td>59.908773</td>
<td>94971.05</td>
<td>16.967424</td>
<td>22.737972</td>
<td>25.501402</td>
<td>51.659146</td>
<td>139</td>
<td>140</td>
<td>28.115296</td>
<td>30.445764</td>
<td>50.691428</td>
</tr>
<tr>
<td>Workers Comp Claims Asst I</td>
<td>010818</td>
<td>CONF</td>
<td>27.677968</td>
<td>36.315892</td>
<td>57570.17</td>
<td>75537.06</td>
<td>27.677968</td>
<td>28.369917</td>
<td>29.079165</td>
<td>29.806144</td>
<td>30.551298</td>
<td>31.315080</td>
<td>32.097957</td>
<td>32.900406</td>
</tr>
<tr>
<td>Workers Comp Claims Mgr</td>
<td>001927</td>
<td>MGMT</td>
<td>55.303614</td>
<td>72.563314</td>
<td>115036.45</td>
<td>138171.20</td>
<td>55.303614</td>
<td>56.686204</td>
<td>58.103359</td>
<td>59.55943</td>
<td>61.044842</td>
<td>62.570963</td>
<td>64.135237</td>
<td>65.738618</td>
</tr>
<tr>
<td>Workers' Comp Claims Rep</td>
<td>001943</td>
<td>MGMT</td>
<td>43.317598</td>
<td>56.836442</td>
<td>91001.60</td>
<td>118219.80</td>
<td>43.317598</td>
<td>44.400538</td>
<td>45.510551</td>
<td>46.648315</td>
<td>47.814523</td>
<td>49.009886</td>
<td>50.235133</td>
<td>51.491011</td>
</tr>
<tr>
<td>Workers' Comp Claims Supvr</td>
<td>001942</td>
<td>MGMT</td>
<td>47.649359</td>
<td>62.520088</td>
<td>99110.67</td>
<td>130041.78</td>
<td>47.649359</td>
<td>48.840593</td>
<td>50.061608</td>
<td>51.313148</td>
<td>52.595977</td>
<td>53.910876</td>
<td>55.258648</td>
<td>56.640114</td>
</tr>
<tr>
<td>Youth Aide</td>
<td>009068</td>
<td>TEMP</td>
<td>15.500000</td>
<td>15.500000</td>
<td>32240.00</td>
<td>32240.00</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
<td>15.500000</td>
</tr>
<tr>
<td>Zoning Investigator</td>
<td>016213</td>
<td>L39A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------</td>
<td>--------</td>
<td>-----</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary Plan Grade</td>
<td>OFFT</td>
<td>080</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hourly Min/Max</td>
<td>32.203129</td>
<td>45.313035</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Min/Max</td>
<td>66982.51</td>
<td>94251.11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 1</td>
<td>32.203129</td>
<td>33.813285</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 2</td>
<td>33.813285</td>
<td>35.503949</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 3</td>
<td>35.503949</td>
<td>37.279146</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 4</td>
<td>37.279146</td>
<td>39.143103</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 5</td>
<td>39.143103</td>
<td>41.100258</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 6</td>
<td>41.100258</td>
<td>43.155271</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 7</td>
<td>43.155271</td>
<td>45.313035</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 12</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Zoo Attendant I</th>
<th>003642</th>
<th>L39A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan Grade</td>
<td>OPMT</td>
<td>026</td>
</tr>
<tr>
<td>Hourly Min/Max</td>
<td>19.346906</td>
<td>27.223039</td>
</tr>
<tr>
<td>Annual Min/Max</td>
<td>40241.56</td>
<td>56623.92</td>
</tr>
<tr>
<td>Step 1</td>
<td>19.346906</td>
<td>20.314251</td>
</tr>
<tr>
<td>Step 2</td>
<td>20.314251</td>
<td>21.329964</td>
</tr>
<tr>
<td>Step 3</td>
<td>21.329964</td>
<td>22.396462</td>
</tr>
<tr>
<td>Step 4</td>
<td>22.396462</td>
<td>23.516285</td>
</tr>
<tr>
<td>Step 5</td>
<td>23.516285</td>
<td>24.692099</td>
</tr>
<tr>
<td>Step 6</td>
<td>24.692099</td>
<td>25.926704</td>
</tr>
<tr>
<td>Step 7</td>
<td>25.926704</td>
<td>27.223039</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Zoo Attendant II</th>
<th>003643</th>
<th>L39A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Plan Grade</td>
<td>OPMT</td>
<td>027</td>
</tr>
<tr>
<td>Hourly Min/Max</td>
<td>20.917614</td>
<td>29.433184</td>
</tr>
<tr>
<td>Annual Min/Max</td>
<td>43508.64</td>
<td>61221.02</td>
</tr>
<tr>
<td>Step 1</td>
<td>20.917614</td>
<td>21.963495</td>
</tr>
<tr>
<td>Step 2</td>
<td>21.963495</td>
<td>23.061670</td>
</tr>
<tr>
<td>Step 3</td>
<td>23.061670</td>
<td>24.214753</td>
</tr>
<tr>
<td>Step 4</td>
<td>24.214753</td>
<td>25.425491</td>
</tr>
<tr>
<td>Step 5</td>
<td>25.425491</td>
<td>26.696766</td>
</tr>
<tr>
<td>Step 6</td>
<td>26.696766</td>
<td>28.031604</td>
</tr>
<tr>
<td>Step 7</td>
<td>28.031604</td>
<td>29.433184</td>
</tr>
</tbody>
</table>