

## **RESOLUTION 2025-0035**

Adopted by the Sacramento City Council

February 11, 2025

### **Approval of Specified Salary Range Increases for Career Unrepresented Classifications below Department Director in Units 20, 21, and 22, Adjustment to the Salary Schedule, Approval of the Employer-Employee Relations Policy (EERP), and Approval of the Personnel Resolution Covering Unrepresented Officers and Employees**

#### **BACKGROUND**

- A. The Salary Schedule attached to this Resolution as Exhibit A has been amended to reflect a 2% salary increase for several unrepresented classifications in Units 20, 21, and 22, that either have: (1) similar or equivalent classifications in Sacramento City Exempt Employees Association (SCXEA); or (2) salary compaction issues with classifications within their reporting structure effective June 15, 2024. Charter officers, department director classifications, classifications above department director, classifications that do not have similar or equivalent classifications in SCXEA, and classifications that do not have salary compaction issues will not receive salary range increases. The Salary Schedule also reflects a change to the Chief of Staff to the Mayor, which was surveyed and determined that the classification was significantly below market rate and the modification to the classification title of Government Affairs Manager in the Police Department to Governmental Affairs Manager (Public Safety) classification. The Salary Schedule includes all City classifications to ensure that salary ranges are transparent and publicly available.
- B. 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.
- C. 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.
- D. The Employer-Employee Relations Policy (EERP) has been amended to reflect classification changes attached to this Resolution as Exhibit B.
- E. The Personnel Resolution Coving Unrepresented Officers and Employees (Unrepresented Resolution) attached to this Resolution as Exhibit C sets forth general administrative provisions, hours of work, and other terms and conditions of employment affecting unrepresented job classifications.

- 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)).” Article 3.9 and 8.3 of the Unrepresented Resolution applies to executives as defined.

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

**SECTION 1.**

The salary schedule attached to this Resolution as Exhibit A is adopted.

**SECTION 2.**

The EERP attached to this Resolution as Exhibit B is approved.

**SECTION 3.**

The Unrepresented Resolution attached to this Resolution as Exhibit C is approved.

**SECTION 4.**

The City Manager is authorized to make minor changes or adjustments to Exhibits A, B, and C to correct omissions and errors.

**SECTION 5.**

Exhibit A, B, and C are part of this Resolution.

**TABLE OF CONTENTS:**

Exhibit A – Salary Schedule

Exhibit B – EERP

Exhibit C – Unrepresented Resolution


Adopted by the City of Sacramento City Council on February 11, 2025, by the following vote:

Ayes: Members Dickinson, Guerra, Jennings, Kaplan, Maple, Pluckebaum, Talamantes, Vang, and Mayor McCarty

Noes: None

Abstain: None

Absent: None

Attest:  02/25/2025  
\_\_\_\_\_  
Mindy Cuppy, City Clerk

*The presence of an electronic signature certifies that the foregoing is a true and correct copy as approved by the Sacramento City Council.*

# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>311 Customer Service Agent   016872   L39A</b>												
A OFFT	140	07/13/2024	22.845014 32.145229	47517.63 66862.08	22.845014	23.987265	25.186628	26.445959	27.768257	29.156670	30.614504	32.145229
<b>311 Customer Svc Specialist   016873   L39A</b>												
A OFFT	141	07/13/2024	25.827038 36.341236	53720.24 75589.77	25.827038	27.118390	28.474310	29.898025	31.392926	32.962572	34.610701	36.341236
<b>311 Customer Svc Supervisor   015108   L39C</b>												
A SUPV	068	07/13/2024	29.436017 41.419431	61226.92 86152.42	29.436017	30.907818	32.453209	34.075869	35.779662	37.568645	39.447077	41.419431
<b>311 Manager   001914   MGMT</b>												
A MGTE	181	07/27/2024	46.725533 65.747517	97189.11 136754.84	46.725533	49.061810	51.514900	54.090645	56.795177	59.634936	62.616683	65.747517
<b>Account Clerk I   016001   L39A</b>												
A OFFT	001	01/25/2025	20.888087 26.659081	43447.22 55450.89			20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
<b>Account Clerk II   016002   L39A</b>												
A OFFT	002	07/13/2024	21.850815 30.746292	45449.70 63952.29	21.850815	22.943356	24.090524	25.295050	26.559803	27.887793	29.282183	30.746292
<b>Accountant Auditor   010821   CONF</b>												
A CONF	040	07/27/2024	35.471475 49.911926	73780.67 103816.81	35.471475	37.245049	39.107301	41.062666	43.115799	45.271589	47.535168	49.911926
<b>Accountant Auditor   014010   MSUP</b>												
A MSUP	010	07/27/2024	35.471475 49.911926	73780.67 103816.81	35.471475	37.245049	39.107301	41.062666	43.115799	45.271589	47.535168	49.911926
<b>Accounting Technician   016003   L39A</b>												
A OFFT	003	07/13/2024	23.205113 32.651925	48266.64 67916.00	23.205113	24.365369	25.583637	26.862819	28.205960	29.616258	31.097071	32.651925
<b>Admin. of Government Relations   021026   MCSU</b>												
U MCSA	136	07/01/2023	41.761052 65.773658	86862.99 136809.21								
<b>Administrative Analyst   010700   CONF</b>												
A CONF	041	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
<b>Administrative Analyst   014000   MSUP</b>												
A MSUP	001	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
<b>Administrative Assistant   010701   CONF</b>												
A CONF	003	07/27/2024	27.731002 39.020305	57680.48 81162.23	27.731002	29.117552	30.573430	32.102102	33.707207	35.392567	37.162195	39.020305
<b>Administrative Asst (Conf/Ex)   010800   CONF</b>												
A CONF	018	07/27/2024	27.731002 39.020305	57680.48 81162.23	27.731002	29.117552	30.573430	32.102102	33.707207	35.392567	37.162195	39.020305
<b>Administrative Officer   001702   MGMT</b>												
A MGTE	006	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829



# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Administrative Tech (Conf/Ex)   010807   CONF</b>												
A CONF	024	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
<b>Administrative Technician   010702   CONF</b>												
A CONF	004	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
<b>Animal Care Services Manager   001845   MGMT</b>												
A MGTE	122	07/27/2024	62.760187 88.309885	130541.19 183684.56	62.760187	65.898196	69.193106	72.652761	76.285399	80.099669	84.104652	88.309885
<b>Animal Care Technician   003647   L39A</b>												
A OPMT	029	07/13/2024	21.640010 30.449666	45011.22 63335.30	21.640010	22.722010	23.858110	25.051016	26.303567	27.618745	28.999682	30.449666
<b>Animal Control Officer I   003600   L39A</b>												
A OPMT	073	07/13/2024	25.084022 35.295738	52174.77 73415.14	25.084022	26.338223	27.655134	29.037891	30.489786	32.014275	33.614989	35.295738
<b>Animal Control Officer II   003601   L39A</b>												
A OPMT	001	07/13/2024	26.338223 37.060525	54783.50 77085.89	26.338223	27.655134	29.037891	30.489786	32.014275	33.614989	35.295738	37.060525
<b>Animal Services Coordinator   010820   CONF</b>												
A CONF	039	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
<b>Applications Developer   010703   CONF</b>												
A CONF	005	07/27/2024	41.393690 58.245079	86098.88 121149.76	41.393690	43.463375	45.636544	47.918371	50.314290	52.830004	55.471504	58.245079
<b>Aquatic Specialist   016031   L39A</b>												
A TEMP	073	07/13/2024	19.629356 25.758801	40829.06 53578.31								
<b>Aquatics Recreation Coord   016980   L39A</b>												
A OFFT	143	07/13/2024	25.722141 36.193635	53502.05 75282.76	25.722141	27.008248	28.358660	29.776593	31.265423	32.828694	34.470129	36.193635
<b>Aquatics Recreation Supervisor   015110   L39C</b>												
A SUPV	070	07/13/2024	33.501051 47.139344	69682.19 98049.84	33.501051	35.176104	36.934909	38.781654	40.720737	42.756774	44.894613	47.139344
<b>Arborist/Urban Forester   017001   L39A</b>												
A PROF	001	07/13/2024	33.596909 47.274226	69881.57 98330.39	33.596909	35.276754	37.040592	38.892622	40.837253	42.879116	45.023072	47.274226
<b>Architectural Technician I   016214   L39A</b>												
A OFFT	081	07/13/2024	26.868909 37.807253	55887.33 78639.09	26.868909	28.212354	29.622972	31.104121	32.659327	34.292293	36.006908	37.807253
<b>Architectural Technician II   016215   L39A</b>												
A OFFT	082	07/13/2024	28.212336 39.697590	58681.66 82570.99	28.212336	29.622953	31.104101	32.659306	34.292271	36.006885	37.807229	39.697590
<b>Architectural Technician III   016216   L39A</b>												
A OFFT	083	07/13/2024	31.033649 43.667461	64549.99 90828.32	31.033649	32.585331	34.214598	35.925328	37.721594	39.607674	41.588058	43.667461

# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Archivist   017018   L39A												
A PROF	010	07/13/2024	29.538106 41.563081	61439.26 86451.21	29.538106	31.015011	32.565762	34.194050	35.903752	37.698940	39.583887	41.563081
Art Museum Registrar   017010   L39A												
A PROF	006	07/13/2024	26.922875 37.883188	55999.58 78797.03	26.922875	28.269019	29.682470	31.166593	32.724923	34.361169	36.079227	37.883188
Arts Administrator   001703   MGMT												
A MGTE	007	07/27/2024	39.678102 55.831073	82530.45 116128.63	39.678102	41.662007	43.745107	45.932362	48.228980	50.640429	53.172450	55.831073
Arts Program Assistant   016108   L39A												
A OFFT	059	07/13/2024	23.617476 33.232162	49124.35 69122.90	23.617476	24.798350	26.038268	27.340181	28.707190	30.142550	31.649678	33.232162
Arts Program Coordinator   016109   L39A												
A OFFT	060	07/13/2024	32.262562 45.396665	67106.13 94425.06	32.262562	33.875690	35.569475	37.347949	39.215346	41.176113	43.234919	45.396665
Arts Program Specialist   001859   MGMT												
A MGTE	130	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
Assistant Architect   011014   WCOE												
A WCOE	005	06/29/2024	38.380897 54.005777	79832.27 112332.02	38.380897	40.299942	42.314939	44.430686	46.652220	48.984831	51.434073	54.005777
Assistant Box Office Supv   015010   L39C												
A SUPV	001	07/13/2024	25.622041 36.052785	53293.84 74989.79	25.622041	26.903143	28.248300	29.660715	31.143751	32.700939	34.335986	36.052785
Assistant Camp Caretaker   009018   TEMP												
D DALY	001	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
Assistant Camp Chef   009019   TEMP												
D DALY	002	08/17/2019	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
Assistant Camp Sacramento Supv   001922   MGMT												
A MGTE	188	07/27/2024	34.973993 49.211920	72745.90 102360.79	34.973993	36.722693	38.558828	40.486769	42.511107	44.636662	46.868495	49.211920
Assistant City Attorney   020001   EXMG												
U EXMG	110	07/01/2023	71.766846 145.812288	149275.04 303289.56								
Assistant City Auditor   020044   EXMG												
U EXMG	217	07/01/2023	48.054519 75.685865	99953.40 157426.60								
Assistant City Clerk   020002   EXMG												
U EXMG	010	07/01/2023	43.572081 92.599500	90629.93 192606.96								
Assistant City Manager   020003   EXMG												
U EXMG	210	08/29/2023	75.386341 163.852212	156803.59 340812.60								

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<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Assistant Civil Engineer   011011   WCOE</b>												
A WCOE	002	06/29/2024	38.380897 54.005777	79832.27 112332.02	38.380897	40.299942	42.314939	44.430686	46.652220	48.984831	51.434073	54.005777
<b>Assistant Code Enforcmnt Ofcr   003912   L39A</b>												
A OPMT	062	07/13/2024	22.331507 31.422672	46449.54 65359.16	22.331507	23.448082	24.620486	25.851510	27.144086	28.501290	29.926354	31.422672
<b>Assistant Director   001896   MGMT</b>												
A MGTE	158	07/27/2024	63.157335 88.868713	131367.26 184846.92	63.157335	66.315202	69.630962	73.112510	76.768136	80.606543	84.636870	88.868713
<b>Assistant Electrical Engineer   011019   WCOE</b>												
A WCOE	010	06/29/2024	38.380897 54.005777	79832.27 112332.02	38.380897	40.299942	42.314939	44.430686	46.652220	48.984831	51.434073	54.005777
<b>Assistant Mechanical Engineer   011021   WCOE</b>												
A WCOE	012	06/29/2024	38.380897 54.005777	79832.27 112332.02	38.380897	40.299942	42.314939	44.430686	46.652220	48.984831	51.434073	54.005777
<b>Assistant Planner   017002   L39A</b>												
A PROF	002	07/13/2024	31.555837 44.402232	65636.14 92356.64	31.555837	33.133629	34.790310	36.529826	38.356317	40.274133	42.287840	44.402232
<b>Assistant Pool Manager   009119   TEMP</b>												
A TEMP	053	04/20/2024	22.000000 22.000000	45760.00 45760.00	22.000000							
<b>Assistant WtrCrsConCtrlSpclst   007903   L447</b>												
A WATR	005	07/01/2023	34.463445 48.493528	71683.97 100866.54	34.463445	36.186617	37.995948	39.895745	41.890532	43.985059	46.184312	48.493528
<b>Assistant to the City Manager   020040   EXMG</b>												
U EXMG	081	07/01/2023	63.640769 100.234211	132372.80 208487.16								
<b>Associate Architect   011015   WCOE</b>												
A WCOE	006	06/29/2024	46.583920 65.548254	96894.55 136340.37	46.583920	48.913116	51.358772	53.926711	56.623047	59.454199	62.426909	65.548254
<b>Associate Civil Engineer   011012   WCOE</b>												
A WCOE	003	06/29/2024	46.583920 65.548254	96894.55 136340.37	46.583920	48.913116	51.358772	53.926711	56.623047	59.454199	62.426909	65.548254
<b>Associate Curator of Art   017023   L39A</b>												
A PROF	012	07/13/2024	29.538106 41.563081	61439.26 86451.21	29.538106	31.015011	32.565762	34.194050	35.903752	37.698940	39.583887	41.563081
<b>Associate Electrical Engineer   011020   WCOE</b>												
A WCOE	011	06/29/2024	46.583920 65.548254	96894.55 136340.37	46.583920	48.913116	51.358772	53.926711	56.623047	59.454199	62.426909	65.548254
<b>Associate Landscape Architect   011016   WCOE</b>												
A WCOE	007	06/29/2024	45.177376 63.569105	93968.94 132223.74	45.177376	47.436245	49.808057	52.298460	54.913383	57.659052	60.542005	63.569105
<b>Associate Mechanical Engineer   011022   WCOE</b>												
A WCOE	013	06/29/2024	46.583920 65.548254	96894.55 136340.37	46.583920	48.913116	51.358772	53.926711	56.623047	59.454199	62.426909	65.548254

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<b>Associate Planner   017003   L39A</b>												
A PROF	003	07/13/2024	38.792561 54.585028	80688.53 113536.86	38.792561	40.732189	42.768798	44.907238	47.152600	49.510230	51.985741	54.585028
<b>Auditor   001934   MGMT</b>												
A MGTE	207	07/27/2024	30.896280 43.474169	64264.26 90426.27	30.896280	32.441094	34.063149	35.766306	37.554621	39.432352	41.403970	43.474169
<b>Banking Operations Manager   001837   MGMT</b>												
A MGTE	012	07/27/2024	43.142916 60.706415	89737.26 126269.34	43.142916	45.300062	47.565065	49.943318	52.440484	55.062508	57.815633	60.706415
<b>Blacksmith Welder   006001   BULT</b>												
A BLDG	001	07/01/2023	29.784028 49.413166	61950.78 102779.38	29.784028	32.017830	34.419167	37.000605	39.775650	42.758824	45.965736	49.413166
<b>Booking Coordinator   016903   L39A</b>												
A OFFT	103	07/13/2024	25.789422 36.288307	53642.00 75479.68	25.789422	27.078893	28.432838	29.854480	31.347204	32.914564	34.560292	36.288307
<b>Budget Analyst   010822   CONF</b>												
A CONF	042	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
<b>Budget Analyst   014011   MSUP</b>												
A MSUP	011	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
<b>Budget Manager   020005   EXMG</b>												
U EXMG	040	07/01/2023	59.101129 93.084274	122930.35 193615.29								
<b>Building Inspector I   016011   L39A</b>												
A OFFT	010	07/13/2024	33.912020 47.717618	70537.00 99252.64	33.912020	35.607621	37.388002	39.257402	41.220272	43.281286	45.445350	47.717618
<b>Building Inspector II   016012   L39A</b>												
A OFFT	011	07/13/2024	35.607660 50.103553	74063.93 104215.39	35.607660	37.388043	39.257445	41.220317	43.281333	45.445400	47.717670	50.103553
<b>Building Inspector III   016229   L39A</b>												
A OFFT	095	07/13/2024	37.388289 52.609076	77767.64 109426.88	37.388289	39.257703	41.220588	43.281617	45.445698	47.717983	50.103882	52.609076
<b>Building Inspector IV   016230   L39A</b>												
A OFFT	096	07/13/2024	39.257592 55.239375	81655.79 114897.90	39.257592	41.220472	43.281496	45.445571	47.717850	50.103742	52.608929	55.239375
<b>Building Maintenance Worker   003603   L39A</b>												
A OPMT	002	07/13/2024	24.622652 34.646544	51215.12 72064.81	24.622652	25.853785	27.146474	28.503798	29.928988	31.425437	32.996709	34.646544
<b>Building Monitor   016032   L39A</b>												
A TEMP	069	12/14/2024	16.500000 19.779075	34320.00 41140.48								
<b>Building Services Manager   001886   MGMT</b>												
A MGTE	149	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829

# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Business Services Manager   001709   MGMT</b>												
A MGTE	013	07/27/2024	54.724500 77.002866	113826.96 160165.96	54.724500	57.460725	60.333761	63.350449	66.517971	69.843870	73.336063	77.002866
<b>Cache Logistics Coordinator   016237   L39A</b>												
A OFFT	155	07/13/2024	22.913087 32.241013	47659.22 67061.31	22.913087	24.058741	25.261678	26.524762	27.851000	29.243550	30.705727	32.241013
<b>Camp Aide   009045   TEMP</b>												
D DALY	007	10/04/2014	38.150000 46.160000	13924.75 16848.40	38.150000	41.960000	46.160000					
<b>Camp Caretaker   009046   TEMP</b>												
D DALY	008	10/04/2014	84.680000 124.032000	30908.20 45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
<b>Camp Chef   009024   TEMP</b>												
D DALY	004	08/17/2019	84.680000 124.032000	30908.20 45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
<b>Camp Host   009025   TEMP</b>												
D DALY	005	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
<b>Camp Program Director   009048   TEMP</b>												
D DALY	009	10/04/2014	84.680000 124.032000	30908.20 45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
<b>Camp Recreation Leader   009022   TEMP</b>												
D DALY	003	10/04/2014	43.870000 53.080000	16012.55 19374.20	43.870000	48.250000	53.080000					
<b>Camp Sacramento Supervisor   001912   MGMT</b>												
A MGTE	178	07/27/2024	38.471393 54.133113	80020.50 112596.88	38.471393	40.394963	42.414711	44.535447	46.762219	49.100330	51.555346	54.133113
<b>Cannabis Manager   001924   MGMT</b>												
A MGTE	192	07/27/2024	56.974697 80.169121	118507.37 166751.77	56.974697	59.823432	62.814604	65.955334	69.253101	72.715756	76.351544	80.169121
<b>Carpenter   006002   BULT</b>												
A BLDG	002	07/01/2023	27.663161 45.894542	57539.38 95460.65	27.663161	29.737898	31.968240	34.365858	36.943297	39.714044	42.692597	45.894542
<b>Cashier   016018   L39A</b>												
A OFFT	017	01/25/2025	20.280044 25.883045	42182.49 53836.73			20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
<b>Cashier - Aquatics   009012   TEMP</b>												
A TEMP	012	12/14/2024	16.500000 16.500000	34320.00 34320.00								
<b>Chief Animal Control Officer   001827   MGMT</b>												
A MGTE	108	07/27/2024	46.615324 65.592442	96959.87 136432.28	46.615324	48.946090	51.393394	53.963064	56.661217	59.494278	62.468992	65.592442
<b>Chief Assistant City Attorney   020046   EXMG</b>												
U EXMG	219	07/01/2023	75.355187 153.102899	156738.79 318454.03								

# Salary Schedule/Classification Listing

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<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Chief Building Official   001712   MGMT</b>												
A MGTE	015	07/27/2024	63.170413 88.887116	131394.46 184885.20	63.170413	66.328934	69.645381	73.127650	76.784032	80.623234	84.654396	88.887116
<b>Chief Information Officer   020030   EXMG</b>												
U EXMG	085	07/01/2023	73.838908 116.296274	153584.93 241896.25								
<b>Chief Investment Officer   001714   MGMT</b>												
A MGTE	017	07/27/2024	72.480097 101.986776	150758.60 212132.49	72.480097	76.104102	79.909307	83.904772	88.100011	92.505012	97.130263	101.986776
<b>Chief of Staff to the Mayor   021006   MCSU</b>												
U MCSA	070	02/22/2025	56.593428 89.134615	117714.33 185400.00								
<b>City Attorney   020006   EXMG</b>												
U COFF	001	03/26/2022	85.721240 168.773168	178300.18 351048.19								
<b>City Auditor   020007   EXMG</b>												
U COFF	005	06/03/2023	58.948716 112.128861	122613.33 233228.03								
<b>City Clerk   020008   EXMG</b>												
U COFF	002	06/24/2017	77.176878 115.764802	160527.91 240790.79								
<b>City Council   023001   MCNL</b>												
U MCNL	002	06/17/2023	49.419712 49.419712	102793.00 102793.00								
<b>City Historian   001905   MGMT</b>												
A MGTE	172	07/27/2024	56.918750 80.090395	118391.00 166588.02	56.918750	59.764687	62.752921	65.890567	69.185095	72.644350	76.276567	80.090395
<b>City Housing Manager   001933   MGMT</b>												
A MGTE	205	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>City Manager   020009   EXMG</b>												
U COFF	003	02/12/2022	119.454543 192.621394	248465.45 400652.50								
<b>City Treasurer   020010   EXMG</b>												
U COFF	004	04/22/2023	77.176878 137.860000	160527.91 286748.80								
<b>Claims Collector   016104   L39A</b>												
A OFFT	058	07/13/2024	23.950704 33.701047	49817.46 70098.18	23.950704	25.148239	26.405651	27.725934	29.112231	30.567843	32.096235	33.701047
<b>Code Enforcement Manager   001861   MGMT</b>												
A MGTE	131	07/27/2024	51.795179 72.881019	107733.97 151592.52	51.795179	54.384938	57.104185	59.959394	62.957364	66.105232	69.410494	72.881019
<b>Code Enforcement Officer   016114   L39A</b>												
A OFFT	065	07/13/2024	29.121152 40.976388	60572.00 85230.89	29.121152	30.577210	32.106071	33.711375	35.396944	37.166791	39.025131	40.976388



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<b>Code&amp;Housing Enforcement Chief   001917   MGMT</b>												
A MGTE	183	07/27/2024	56.974697 80.169121	118507.37 166751.77	56.974697	59.823432	62.814604	65.955334	69.253101	72.715756	76.351544	80.169121
<b>Community Center Attendant I   003656   L39A</b>												
A OPMT	038	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>Community Center Attendant II   003657   L39A</b>												
A OPMT	039	07/13/2024	22.987458 32.345664	47813.91 67278.98	22.987458	24.136831	25.343673	26.610857	27.941400	29.338470	30.805394	32.345664
<b>Community Engagement Manager   020049   EXMG</b>												
U EXMG	220	06/15/2024	60.945966 79.966389	126767.61 166330.09								
<b>Community Service Officer I   002037   SPOA</b>												
A POAM	010	06/29/2024	29.079000 29.079000	60484.32 60484.32	29.079000							
<b>Community Service Officer II   002038   SPOA</b>												
A POAM	053	06/29/2024	29.079000 35.345707	60484.32 73519.07	29.079000	30.532950	32.059598	33.662578	35.345707			
<b>Community Service Officer III   002036   SPOA</b>												
A POAM	015	06/29/2024	29.079000 35.345707	60484.32 73519.07	29.079000	30.532950	32.059598	33.662578	35.345707			
<b>Community Service Rep I   016023   L39A</b>												
A OFFT	021	07/13/2024	22.669914 31.898847	47153.42 66349.60	22.669914	23.803410	24.993581	26.243260	27.555423	28.933194	30.379854	31.898847
<b>Community Service Rep II   016125   L39A</b>												
A OFFT	067	07/13/2024	25.119533 35.345707	52248.63 73519.07	25.119533	26.375510	27.694286	29.079000	30.532950	32.059598	33.662578	35.345707
<b>Concrete Construction Leadwrkr   015104   L39C</b>												
A SUPV	060	07/13/2024	33.618356 47.304404	69926.18 98393.16	33.618356	35.299274	37.064238	38.917450	40.863323	42.906489	45.051813	47.304404
<b>Construction Inspector I   016025   L39A</b>												
A OFFT	023	07/13/2024	29.875559 42.037911	62141.16 87438.86	29.875559	31.369337	32.937804	34.584694	36.313929	38.129625	40.036106	42.037911
<b>Construction Inspector II   016026   L39A</b>												
A OFFT	024	07/13/2024	33.582848 47.254437	69852.32 98289.23	33.582848	35.261990	37.025089	38.876343	40.820160	42.861168	45.004226	47.254437
<b>Construction Inspector III   016027   L39A</b>												
A OFFT	025	07/13/2024	35.261929 49.617074	73344.81 103203.51	35.261929	37.025025	38.876276	40.820090	42.861094	45.004149	47.254356	49.617074
<b>Contract and Compliance Spclst   001280   MGMT</b>												
A MGTE	173	07/27/2024	37.874551 53.293298	78779.07 110850.06	37.874551	39.768279	41.756693	43.844528	46.036754	48.338592	50.755522	53.293298
<b>Convention Center General Mgr   001723   MGMT</b>												
A MGTE	020	07/27/2024	63.243055 88.989328	131545.55 185097.80	63.243055	66.405208	69.725468	73.211741	76.872328	80.715944	84.751741	88.989328

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Council Representative   021015   MCSU</b>												
U MCSA	048	06/15/2024	28.200000 35.415273	58656.00 73663.77								
<b>Council/Clerk Operations Mngr   021007   MCSU</b>												
U MCSA	080	07/01/2023	43.040000 67.798500	89523.20 141020.88								
<b>Crew Leader (Landscp&amp;Learning)   016033   L39A</b>												
A TEMP	070	12/14/2024	16.500000 23.337659	34320.00 48542.33								
<b>Cultural&amp;Creative Economy Mgr   001921   MGMT</b>												
A MGTE	187	07/27/2024	63.243055 88.989328	131545.55 185097.80	63.243055	66.405208	69.725468	73.211741	76.872328	80.715944	84.751741	88.989328
<b>Curator of Art   001727   MGMT</b>												
A MGTE	023	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Curator of Education   001728   MGMT</b>												
A MGTE	024	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Curator of History   001899   MGMT</b>												
A MGTE	161	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Custodial Supervisor   015018   L39C</b>												
A SUPV	006	07/13/2024	23.072247 32.464968	47990.27 67527.13	23.072247	24.225859	25.437152	26.709010	28.044460	29.446683	30.919017	32.464968
<b>Custodian I   003606   L39A</b>												
A OPMT	003	01/25/2025	20.280044 25.883045	42182.49 53836.73			20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
<b>Custodian II   003922   L39A</b>												
A OPMT	067	01/25/2025	20.279791 27.176860	42181.96 56527.87		20.279791	21.293781	22.358470	23.476393	24.650213	25.882724	27.176860
<b>Customer Service Assistant   016971   L39A</b>												
A OFFT	131	07/13/2024	21.210124 29.844776	44117.06 62077.13	21.210124	22.270630	23.384162	24.553370	25.781039	27.070091	28.423596	29.844776
<b>Customer Service Rep   016972   L39A</b>												
A OFFT	132	07/13/2024	22.287819 31.361199	46358.66 65231.29	22.287819	23.402210	24.572320	25.800936	27.090983	28.445532	29.867809	31.361199
<b>Customer Service Specialist   016973   L39A</b>												
A OFFT	133	07/13/2024	25.197110 35.454863	52409.99 73746.12	25.197110	26.456965	27.779813	29.168804	30.627244	32.158606	33.766536	35.454863
<b>Customer Service Supervisor   015098   L39C</b>												
A SUPV	055	07/13/2024	28.718066 40.409202	59733.58 84051.14	28.718066	30.153969	31.661667	33.244750	34.906988	36.652337	38.484954	40.409202
<b>Customer Service Trainee   016914   L39A</b>												
A OFFT	106	01/25/2025	20.142065 26.992292	41895.50 56143.97		20.142065	21.149168	22.206626	23.316957	24.482805	25.706945	26.992292



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<b>Debt Analyst   001729   MGMT</b>												
A MGTE	025	07/27/2024	39.412750 55.457696	81978.52 115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
<b>Department Systems Spclst I   016217   L39A</b>												
A OFFT	084	07/13/2024	35.458156 49.893186	73752.96 103777.83	35.458156	37.231064	39.092617	41.047248	43.099610	45.254590	47.517320	49.893186
<b>Department Systems Spclst II   016218   L39A</b>												
A OFFT	085	07/13/2024	39.008146 54.888378	81136.94 114167.83	39.008146	40.958553	43.006481	45.156805	47.414645	49.785377	52.274646	54.888378
<b>Deputy Chief Building Official   001900   MGMT</b>												
A MGTE	162	07/27/2024	52.800157 74.295123	109824.33 154533.86	52.800157	55.440165	58.212173	61.122782	64.178921	67.387867	70.757260	74.295123
<b>Deputy City Attorney I   001730   MGMT</b>												
A MGTE	026	07/27/2024	47.784982 67.238269	99392.76 139855.60	47.784982	50.174231	52.682943	55.317090	58.082945	60.987092	64.036447	67.238269
<b>Deputy City Attorney II   001731   MGMT</b>												
A MGTE	027	07/27/2024	55.575847 78.200796	115597.76 162657.66	55.575847	58.354639	61.272371	64.335990	67.552789	70.930428	74.476949	78.200796
<b>Deputy City Clerk   010705   CONF</b>												
A CONF	007	07/27/2024	27.677110 38.944473	57568.39 81004.50	27.677110	29.060965	30.514013	32.039714	33.641700	35.323785	37.089974	38.944473
<b>Deputy Convntn Ctr General Mgr   001889   MGMT</b>												
A MGTE	152	07/27/2024	53.756595 75.640928	111813.72 157333.13	53.756595	56.444425	59.266646	62.229978	65.341477	68.608551	72.038979	75.640928
<b>Deputy Fire Chief   020025   EXMG</b>												
A FM40	002	06/15/2024	68.508236 116.192788	142497.13 241681.00								
<b>Deputy Police Chief   020011   EXMG</b>												
U PEXM	010	06/15/2024	74.769885 126.817111	155521.36 263779.59								
<b>Development Project Manager   001744   MGMT</b>												
A MGTE	038	07/27/2024	43.475426 61.174290	90428.89 127242.52	43.475426	45.649197	47.931657	50.328240	52.844652	55.486885	58.261229	61.174290
<b>Development Services Tech I   016004   L39A</b>												
A OFFT	004	07/13/2024	28.152588 39.613517	58557.38 82396.12	28.152588	29.560217	31.038228	32.590139	34.219646	35.930628	37.727159	39.613517
<b>Development Services Tech II   016005   L39A</b>												
A OFFT	005	07/13/2024	29.560151 41.594101	61485.11 86515.73	29.560151	31.038159	32.590067	34.219570	35.930549	37.727076	39.613430	41.594101
<b>Development Services Tech III   016006   L39A</b>												
A OFFT	006	07/13/2024	31.038139 43.673778	64559.33 90841.46	31.038139	32.590046	34.219548	35.930525	37.727051	39.613404	41.594074	43.673778
<b>Director of Community Developmt   020012   EXMG</b>												
U EXMG	180	07/01/2023	73.838908 116.296538	153584.93 241896.80								

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## Director of Community Response | 020045 | EXMG

U EXMG	218	09/10/2024	73.838909	116.296538	153584.93	241896.80
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## Director of Convntion&Culture | 020013 | EXMG

U EXMG	120	07/01/2023	73.838908	116.296538	153584.93	241896.80
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## Director of Economic Develpmnt | 020014 | EXMG

U EXMG	070	07/01/2023	67.691509	106.614129	140798.34	221757.39
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## Director of Emergency Mgmt | 020043 | EXMG

U EXMG	216	07/01/2023	59.100908	93.083927	122929.89	193614.57
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## Director of Finance | 020015 | EXMG

U EXMG	100	07/01/2023	73.838908	116.296274	153584.93	241896.25
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## Director of Govtal Affairs | 020017 | EXMG

U EXMG	080	07/01/2023	57.040548	89.838860	118644.34	186864.83
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## Director of Human Resources | 020018 | EXMG

U EXMG	160	07/01/2023	73.838908	116.296538	153584.93	241896.80
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## Director of PubSafety Acctblty | 020020 | EXMG

U EXMG	060	06/27/2023	60.127692	114.345000	125065.60	237837.60
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## Director of Public Works | 020021 | EXMG

U EXMG	150	07/01/2023	73.838908	116.296538	153584.93	241896.80
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## Director of Utilities | 020022 | EXMG

U EXMG	190	07/01/2023	73.838908	116.296538	153584.93	241896.80
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## Director of Yth Parks&Comm Enr | 020019 | EXMG

U EXMG	130	07/01/2023	73.838908	116.296538	153584.93	241896.80
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## Dispatcher I | 002049 | SPOA

A POAM	020	06/29/2024	29.087817	35.356423	60502.66	73541.36	29.087817	30.542208	32.069318	33.672784	35.356423
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## Dispatcher II | 002050 | SPOA

A POAM	021	06/29/2024	35.567890	43.232993	73981.21	89924.62	35.567890	37.346285	39.213599	41.174279	43.232993
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## Dispatcher III | 002051 | SPOA

A POAM	022	06/29/2024	41.614431	50.582602	86558.02	105211.81	41.614431	43.695153	45.879911	48.173907	50.582602
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## Dispatcher Recruit | 009113 | TEMP

A TEMP	048	06/29/2024	27.702683	27.702683	57621.58	57621.58	27.702683
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# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Diversity and Equity Manager   001923   MGMT</b>												
A MGTE	197	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>EMS Coordinator   001913   MGMT</b>												
A MGTE	180	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Economic Development Manager   001745   MGMT</b>												
A MGTE	039	07/27/2024	56.830622 79.966392	118207.69 166330.10	56.830622	59.672153	62.655761	65.788549	69.077976	72.531875	76.158469	79.966392
<b>Electrical Constructn Insp I   016039   L39A</b>												
A OFFT	026	07/13/2024	28.428691 40.002024	59131.68 83204.21	28.428691	29.850126	31.342632	32.909764	34.555252	36.283015	38.097166	40.002024
<b>Electrical Constructn Insp II   016040   L39A</b>												
A OFFT	027	07/13/2024	31.278533 44.012038	65059.35 91545.04	31.278533	32.842460	34.484583	36.208812	38.019253	39.920216	41.916227	44.012038
<b>Electrical Constructn Insp III   016041   L39A</b>												
A OFFT	028	07/13/2024	33.261952 46.802908	69184.86 97350.05	33.261952	34.925050	36.671303	38.504868	40.430111	42.451617	44.574198	46.802908
<b>Electrical Design Technician   006268   BULT</b>												
A BLDG	026	07/01/2023	34.695533 57.561593	72166.71 119728.11	34.695533	37.297698	40.095025	43.102152	46.334813	49.809924	53.545668	57.561593
<b>Electrician   006004   BULT</b>												
A BLDG	003	07/01/2023	31.939676 52.989492	66434.53 110218.14	31.939676	34.335152	36.910288	39.678560	42.654452	45.853536	49.292551	52.989492
<b>Electrician Supervisor   006006   BULT</b>												
A BLDG	004	07/01/2023	37.059478 61.483495	77083.71 127885.67	37.059478	39.838939	42.826859	46.038873	49.491789	53.203673	57.193949	61.483495
<b>Electronic Maint Tech I   003615   L39A</b>												
A OPMT	007	07/13/2024	32.636524 45.922866	67883.97 95519.56	32.636524	34.268350	35.981767	37.780855	39.669898	41.653393	43.736063	45.922866
<b>Electronic Maint Tech II   003616   L39A</b>												
A OPMT	008	07/13/2024	34.268425 48.219114	71278.32 100295.76	34.268425	35.981846	37.780938	39.669985	41.653484	43.736158	45.922966	48.219114
<b>Electronic Maint Tech Trnee   003614   L39A</b>												
A OPMT	006	07/13/2024	29.669576 41.748073	61712.72 86835.99	29.669576	31.153055	32.710708	34.346243	36.063555	37.866733	39.760070	41.748073
<b>Emergency Communications Mgr   001746   MGMT</b>												
A MGTE	164	07/27/2024	49.317362 69.394481	102580.11 144340.52	49.317362	51.783230	54.372391	57.091011	59.945562	62.942840	66.089982	69.394481
<b>Emergency Medical Service Trne   009146   TEMP</b>												
A TEMP	078	02/11/2023	18.254436 20.125516	37969.23 41861.07	18.254436	19.167158	20.125516					
<b>Enforcement &amp; Collections Supv   015044   L39C</b>												
A SUPV	021	07/13/2024	31.283277 44.018713	65069.22 91558.92	31.283277	32.847441	34.489813	36.214304	38.025019	39.926270	41.922584	44.018713

# Salary Schedule/Classification Listing

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<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Engineering Manager   001884   MGMT</b>												
A MGTE	147	07/27/2024	67.123194 94.449075	139616.24 196454.08	67.123194	70.479354	74.003322	77.703488	81.588662	85.668095	89.951500	94.449075
<b>Engineering Technician I   016930   L39A</b>												
A OFFT	110	07/13/2024	26.868812 37.807116	55887.13 78638.80	26.868812	28.212253	29.622866	31.104009	32.659209	34.292169	36.006777	37.807116
<b>Engineering Technician II   016931   L39A</b>												
A OFFT	111	07/13/2024	28.212236 39.697449	58681.45 82570.69	28.212236	29.622848	31.103990	32.659190	34.292149	36.006756	37.807094	39.697449
<b>Engineering Technician III   016939   L39A</b>												
A OFFT	116	07/13/2024	31.033649 43.667461	64549.99 90828.32	31.033649	32.585331	34.214598	35.925328	37.721594	39.607674	41.588058	43.667461
<b>Environmental Hlth &amp; Sfty Mngr   001928   MGMT</b>												
A MGTE	200	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Environmental Hlth &amp; Sfty Offr   001809   MGMT</b>												
A MGTE	091	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Environmental Hlth &amp; Sfty Spec   001810   MGMT</b>												
A MGTE	092	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Equal Employment Manager   001139   MGMT</b>												
A MGTE	189	07/27/2024	50.209710 70.650105	104436.20 146952.22	50.209710	52.720196	55.356206	58.124016	61.030217	64.081728	67.285814	70.650105
<b>Equal Employment Specialist   001748   MGMT</b>												
A MGTE	040	07/27/2024	39.028590 54.917146	81179.47 114227.66	39.028590	40.980019	43.029020	45.180471	47.439495	49.811470	52.302044	54.917146
<b>Equipment Maint Supv   015053   L39C</b>												
A SUPV	026	07/13/2024	35.721274 50.263420	74300.25 104547.91	35.721274	37.507338	39.382705	41.351840	43.419432	45.590404	47.869924	50.263420
<b>Equipment Mechanic I   012009   IAMA</b>												
A IAMA	006	07/01/2023	28.102298 39.542755	58452.78 82248.93	28.102298	29.507413	30.982784	32.531923	34.158519	35.866445	37.659767	39.542755
<b>Equipment Mechanic II   012003   IAMA</b>												
A IAMA	002	07/01/2023	30.754596 43.274804	63969.56 90011.59	30.754596	32.292326	33.906942	35.602289	37.382403	39.251523	41.214099	43.274804
<b>Equipment Mechanic III   012004   IAMA</b>												
A IAMA	003	07/01/2023	32.486287 45.711468	67571.48 95079.85	32.486287	34.110601	35.816131	37.606938	39.487285	41.461649	43.534731	45.711468
<b>Equipment Serviceworker   012006   IAMA</b>												
A IAMA	005	07/01/2023	21.387674 30.094607	44486.36 62596.78	21.387674	22.457058	23.579911	24.758907	25.996852	27.296695	28.661530	30.094607
<b>Ethics Program Compliance Ofc   001930   MGMT</b>												
A MGTE	201	07/27/2024	49.144867 69.151762	102221.32 143835.66	49.144867	51.602110	54.182215	56.891326	59.735892	62.722687	65.858821	69.151762

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		
Events Associate   009093   TEMP														
A TEMP	042	12/14/2024	16.500000	16.500000	34320.00	34320.00								
Events Coordinator   016043   L39A														
A OFFT	029	07/13/2024	25.622041	36.052785	53293.84	74989.79	25.622041	26.903143	28.248300	29.660715	31.143751	32.700939	34.335986	36.052785
Events Duty Person   009067   TEMP														
A TEMP	036	03/22/2022	22.028399	22.028400	45819.07	45819.07								
Events Services Manager   001749   MGMT														
A MGTE	041	07/27/2024	43.765495	61.582447	91032.23	128091.49	43.765495	45.953770	48.251458	50.664031	53.197233	55.857095	58.649950	61.582447
Events Services Supervisor   001750   MGMT														
A MGTE	042	07/27/2024	37.200671	52.345079	77377.40	108877.76	37.200671	39.060705	41.013740	43.064427	45.217648	47.478530	49.852456	52.345079
Evidence & Property Technician   016071   L39A														
A OFFT	041	07/13/2024	26.264909	36.957364	54631.01	76871.32	26.264909	27.578154	28.957062	30.404915	31.925161	33.521419	35.197490	36.957364
Executive Assistant (CMO)   022000   EMSU														
U EXMB	010	06/15/2024	26.010000	40.976462	54100.80	85231.04								
Executive Assistant (MC)   022001   EMSU														
U MCSB	030	06/15/2024	26.010000	40.976462	54100.80	85231.04								
Executive Director SAC CCOMWP   020023   EXMG														
U EXMG	050	07/01/2023	59.666264	93.974360	124105.83	195466.67								
Facilities & Real Prop Supt   001751   MGMT														
A MGTE	043	07/27/2024	48.421959	68.134561	100717.68	141719.89	48.421959	50.843057	53.385210	56.054471	58.857195	61.800055	64.890058	68.134561
Facilities Manager   001880   MGMT														
A MGTE	143	07/27/2024	62.760187	88.309885	130541.19	183684.56	62.760187	65.898196	69.193106	72.652761	76.285399	80.099669	84.104652	88.309885
Finance Manager   001925   MGMT														
A MGTE	193	07/27/2024	55.230683	77.715117	114879.82	161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
Financial Services Supervisor   015092   L39C														
A SUPV	049	07/13/2024	27.334939	38.463004	56856.67	80003.05	27.334939	28.701686	30.136770	31.643609	33.225789	34.887078	36.631432	38.463004
Fingerprint Clerk   016974   L39A														
A OFFT	134	07/13/2024	23.899967	33.629653	49711.93	69949.68	23.899967	25.094965	26.349713	27.667199	29.050559	30.503087	32.028241	33.629653
Fire Assistant Chief   001753   MGMT														
A FM40	003	07/27/2024	77.004690	108.353330	160169.76	225374.93	77.004690	80.854924	84.897670	89.142553	93.599681	98.279665	103.193648	108.353330

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Fire Asstistant Chief (2912)   001948   MGMT</b>												
A FM56	003	11/19/2024	55.003350 77.395237	160169.76 225374.93	55.003350	57.753517	60.641193	63.673253	66.856916	70.199762	73.709750	77.395237
<b>Fire Battalion Chief   005170   L522</b>												
A FR56	007	11/02/2024	47.577237 63.758048	138544.91 185663.44	47.577237	49.956099	52.453904	55.076599	57.830429	60.721950	63.758048	
<b>Fire Battalion Chief (Admin)   FA7   L522</b>												
A FR40	FA7	11/02/2024	66.608131 89.261267	138544.91 185663.44	66.608131	69.938538	73.435465	77.107238	80.962600	85.010730	89.261267	
<b>Fire Captain   005020   L522</b>												
A FR56	002	11/02/2024	37.978110 50.894298	110592.26 148204.20	37.978110	39.877015	41.870866	43.964409	46.162629	48.470760	50.894298	
<b>Fire Captain (Admin)   FA5   L522</b>												
A FR40	FA5	11/02/2024	53.923698 72.262913	112161.29 150306.86	53.923698	56.619883	59.450877	62.423421	65.544592	68.821822	72.262913	
<b>Fire Chief   020024   EXMG</b>												
A FM40	001	07/01/2023	77.196447 137.812500	160568.61 286650.00								
<b>Fire Engineer   005050   L522</b>												
A FR56	003	11/02/2024	33.592714 45.017450	97821.98 131090.81	33.592714	35.272350	37.035968	38.887766	40.832154	42.873762	45.017450	
<b>Fire Engineer (Admin)   FA3   L522</b>												
A FR40	FA3	11/02/2024	47.731095 63.964233	99280.68 133045.60	47.731095	50.117650	52.623533	55.254710	58.017445	60.918317	63.964233	
<b>Fire Investigator I   005067   L522</b>												
A FR40	004	11/02/2024	47.974087 64.289865	99786.10 133722.92	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443	64.289865	
<b>Fire Investigator II   005068   L522</b>												
A FR40	005	11/02/2024	54.207575 72.643335	112751.76 151098.14	54.207575	56.917954	59.763852	62.752045	65.889647	69.184129	72.643335	
<b>Fire Marshal   001926   MGMT</b>												
A FM40	004	07/27/2024	77.004690 108.353330	160169.76 225374.93	77.004690	80.854924	84.897670	89.142553	93.599681	98.279665	103.193648	108.353330
<b>Fire Prevention Officer I   005065   L522</b>												
A FR40	002	11/02/2024	38.823583 52.027314	80753.05 108216.81	38.823583	40.764762	42.803000	44.943150	47.190308	49.549823	52.027314	
<b>Fire Prevention Officer II   005066   L522</b>												
A FR40	003	11/02/2024	41.902126 56.152857	87156.42 116797.94	41.902126	43.997232	46.197094	48.506949	50.932296	53.478911	56.152857	
<b>Fire Prevention Officer Trnee   005064   L522</b>												
A FR40	001	11/02/2024	30.435811 31.957602	63306.49 66471.81	30.435811	31.957602						
<b>Fire Recruit   009017   TEMP</b>												
A TEMP	076	07/01/2021	25.134000 25.134000	52278.72 52278.72								



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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Fire Service Worker   012014   IAMA</b>												
A IAMA	009	07/01/2023	24.222627 34.083669	50383.06 70894.03	24.222627	25.433758	26.705446	28.040718	29.442754	30.914892	32.460637	34.083669
<b>Firefighter   005010   L522</b>												
A FR56	001	11/02/2024	30.390654 40.726384	88497.58 118595.23	30.390654	31.910187	33.505696	35.180981	36.940030	38.787032	40.726384	
<b>Firefighter (Admin)   FA1   L522</b>												
A FR40	FA1	11/02/2024	43.140467 57.812351	89732.17 120249.69	43.140467	45.297490	47.562365	49.940483	52.437507	55.059382	57.812351	
<b>Fiscal Policy Analyst   001936   MGMT</b>												
A MGTE	208	07/27/2024	37.131911 52.248328	77234.38 108676.52	37.131911	38.988507	40.937932	42.984829	45.134070	47.390773	49.760312	52.248328
<b>Fleet Management Technician   016045   L39A</b>												
A OFFT	031	07/13/2024	32.657370 45.952200	67927.33 95580.58	32.657370	34.290239	36.004751	37.804989	39.695238	41.680000	43.764000	45.952200
<b>Fleet Manager   001881   MGMT</b>												
A MGTE	144	07/27/2024	54.240906 76.322401	112821.08 158750.59	54.240906	56.952951	59.800599	62.790629	65.930160	69.226668	72.688001	76.322401
<b>Fleet Service Coordinator   016976   L39A</b>												
A OFFT	136	07/13/2024	23.431644 32.970675	48737.82 68579.00	23.431644	24.603226	25.833387	27.125056	28.481309	29.905374	31.400643	32.970675
<b>Forensic Investigator I   016047   L39A</b>												
A OFFT	032	07/13/2024	29.299405 41.227204	60942.76 85752.58	29.299405	30.764375	32.302594	33.917724	35.613610	37.394290	39.264004	41.227204
<b>Forensic Investigator II   016048   L39A</b>												
A OFFT	033	07/13/2024	32.229346 45.349927	67037.04 94327.85	32.229346	33.840813	35.532854	37.309497	39.174972	41.133721	43.190407	45.349927
<b>GIS Specialist I   017026   L39A</b>												
A PROF	014	07/13/2024	38.739870 54.510888	80578.93 113382.65	38.739870	40.676864	42.710707	44.846242	47.088554	49.442982	51.915131	54.510888
<b>GIS Specialist II   017027   L39A</b>												
A PROF	015	07/13/2024	42.615563 59.964376	88640.37 124725.90	42.615563	44.746341	46.983658	49.332841	51.799483	54.389457	57.108930	59.964376
<b>GIS Specialist III   017028   L39A</b>												
A PROF	016	07/13/2024	48.527648 68.283275	100937.51 142029.21	48.527648	50.954030	53.501732	56.176819	58.985660	61.934943	65.031690	68.283275
<b>General Intern   009147   TEMP</b>												
A TEMP	079	12/14/2024	16.500000 20.000000	34320.00 41600.00								
<b>General Repair Worker   012010   IAMA</b>												
A IAMA	007	07/01/2023	24.022051 33.801439	49965.87 70306.99	24.022051	25.223154	26.484312	27.808528	29.198954	30.658902	32.191847	33.801439
<b>Generator Technician   006061   BULT</b>												
A BLDG	023	07/01/2023	34.404714 48.410888	71561.80 100694.65	34.404714	36.124950	37.931198	39.827758	41.819146	43.910103	46.105608	48.410888

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<b>Gov't Affairs Mgr Public Sfty   020052   EXMG</b>												
U EXMG	002	02/22/2025	57.040548 89.838861	118644.34 186864.83								
<b>Government Affairs Manager   020050   EXMG</b>												
U EXMG	221	01/16/2025	51.855043 81.671692	107858.49 169877.12								
<b>Graduate Student Trainee   009144   TEMP</b>												
A TEMP	075	12/14/2024	16.500000 16.500000	34320.00 34320.00								
<b>Graphic Designer   001929   MGMT</b>												
A MGTE	199	12/14/2024	28.969962 38.822520	60257.52 80750.84		28.969962	30.418460	31.939383	33.536352	35.213170	36.973829	38.822520
<b>Graphics Assistant   016957   L39A</b>												
A OFFT	127	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>HVAC Supervisor   006269   BULT</b>												
A BLDG	027	07/01/2023	37.266903 61.827623	77515.16 128601.46	37.266903	40.061921	43.066565	46.296557	49.768799	53.501459	57.514068	61.827623
<b>HVAC Systems Mechanic   004010   L39B</b>												
A PLNT	006	07/13/2024	36.120871 50.825693	75131.41 105717.44	36.120871	37.926915	39.823261	41.814424	43.905145	46.100402	48.405422	50.825693
<b>Homeless Services Manager   001939   MGMT</b>												
A MGTE	212	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Human Resources Manager   001851   MGMT</b>												
A MGTE	124	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Human Resources Manager-Rep20   020038   EXMG</b>												
U EXMG	042	06/15/2024	54.277298 85.486745	112896.78 177812.43								
<b>IT Manager   001761   MGMT</b>												
A MGTE	052	07/27/2024	61.054172 85.909351	126992.68 178691.45	61.054172	64.106881	67.312225	70.677836	74.211728	77.922314	81.818430	85.909351
<b>IT Supervisor   001762   MGMT</b>												
A MGTE	053	07/27/2024	53.552160 75.353267	111388.49 156734.80	53.552160	56.229768	59.041256	61.993319	65.092985	68.347634	71.765016	75.353267
<b>IT Support Specialist I   016219   L39A</b>												
A OFFT	086	07/13/2024	36.009306 50.668711	74899.36 105390.92	36.009306	37.809771	39.700260	41.685273	43.769537	45.958014	48.255915	50.668711
<b>IT Support Specialist II   016220   L39A</b>												
A OFFT	087	07/13/2024	39.611823 55.737814	82392.59 115934.65	39.611823	41.592414	43.672035	45.855637	48.148419	50.555840	53.083632	55.737814
<b>IT Trainee   016221   L39A</b>												
A OFFT	088	07/13/2024	28.334025 39.868818	58934.77 82927.14	28.334025	29.750726	31.238262	32.800175	34.440184	36.162193	37.970303	39.868818



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<b>Instrument Technician I   003648   L39A</b>												
A OPMT	030	07/13/2024	31.348824 44.110943	65205.55 91750.76	31.348824	32.916265	34.562078	36.290182	38.104691	40.009926	42.010422	44.110943
<b>Instrument Technician II   003649   L39A</b>												
A OPMT	031	07/13/2024	35.296479 49.665689	73416.68 103304.63	35.296479	37.061303	38.914368	40.860086	42.903090	45.048244	47.300656	49.665689
<b>Instrument Technician Trainee   003646   L39A</b>												
A OPMT	028	07/13/2024	28.489517 40.087612	59258.20 83382.23	28.489517	29.913993	31.409693	32.980178	34.629187	36.360646	38.178678	40.087612
<b>Instrumentation Supervisor   015087   L39C</b>												
A SUPV	046	07/13/2024	40.558978 57.070556	84362.67 118706.76	40.558978	42.586927	44.716273	46.952087	49.299691	51.764676	54.352910	57.070556
<b>Integrated Waste Collectns Supt   001763   MGMT</b>												
A MGTE	054	07/27/2024	50.371744 70.878102	104773.23 147426.45	50.371744	52.890331	55.534848	58.311590	61.227170	64.288528	67.502954	70.878102
<b>Integrated Waste Equip Operatr   003663   L39A</b>												
A OPMT	044	07/13/2024	25.916543 36.467178	53906.41 75851.73	25.916543	27.212370	28.572989	30.001638	31.501720	33.076806	34.730646	36.467178
<b>Integrated Waste General Mgr   001764   MGMT</b>												
A MGTE	055	07/27/2024	59.999470 84.425278	124798.90 175604.58	59.999470	62.999443	66.149415	69.456886	72.929730	76.576216	80.405027	84.425278
<b>Integrated Waste General Supv   001765   MGMT</b>												
A MGTE	056	07/27/2024	45.334568 63.790290	94295.90 132683.80	45.334568	47.601296	49.981361	52.480429	55.104450	57.859673	60.752657	63.790290
<b>Integrated Waste Planning Supt   001766   MGMT</b>												
A MGTE	057	07/27/2024	50.371744 70.878102	104773.23 147426.45	50.371744	52.890331	55.534848	58.311590	61.227170	64.288528	67.502954	70.878102
<b>Integrated Waste Supervisor   015032   L39C</b>												
A SUPV	014	07/13/2024	35.624678 50.127500	74099.33 104265.20	35.624678	37.405912	39.276208	41.240018	43.302019	45.467120	47.740476	50.127500
<b>Investigator   001944   MGMT</b>												
A MGTE	216	07/27/2024	32.730223 46.054712	68078.86 95793.80	32.730223	34.366734	36.085071	37.889325	39.783791	41.772981	43.861630	46.054712
<b>Investment Officer   001767   MGMT</b>												
A MGTE	058	07/27/2024	51.340069 72.240632	106787.34 150260.52	51.340069	53.907072	56.602426	59.432547	62.404174	65.524383	68.800602	72.240632
<b>Investment Operations Analyst   001890   MGMT</b>												
A MGTE	153	07/27/2024	43.142916 60.706415	89737.26 126269.34	43.142916	45.300062	47.565065	49.943318	52.440484	55.062508	57.815633	60.706415
<b>Irrigation Technician   003921   L39A</b>												
A OPMT	066	07/13/2024	24.622652 34.646544	51215.12 72064.81	24.622652	25.853785	27.146474	28.503798	29.928988	31.425437	32.996709	34.646544
<b>Junior Engineer   011010   WCOE</b>												
A WCOE	001	06/29/2024	31.466198 44.276100	65449.69 92094.29	31.466198	33.039508	34.691483	36.426057	38.247360	40.159728	42.167714	44.276100

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<b>Junior Landscape Assistant   011024   WCOE</b>												
A WCOE	015	06/29/2024	31.466198 44.276100	65449.69 92094.29	31.466198	33.039508	34.691483	36.426057	38.247360	40.159728	42.167714	44.276100
<b>Junior Planner   017004   L39A</b>												
A PROF	004	07/13/2024	28.562357 40.190104	59409.70 83595.42	28.562357	29.990475	31.489999	33.064499	34.717724	36.453610	38.276290	40.190104
<b>Junior Plant Operator   004001   L39B</b>												
A PLNT	001	07/13/2024	26.634400 37.477275	55399.55 77952.73	26.634400	27.966120	29.364426	30.832647	32.374279	33.992993	35.692643	37.477275
<b>Labor Relations Adm/EEO Invstg   020048   EXMG</b>												
U EXMG	006	06/15/2024	43.758000 63.703082	91016.64 132502.41								
<b>Labor Relations Analyst   020034   EXMG</b>												
U EXMG	005	06/15/2024	33.113798 52.150000	68876.70 108472.00								
<b>Labor Relations Officer   020036   EXMG</b>												
U EXMG	015	06/15/2024	44.168865 69.565957	91871.24 144697.19								
<b>Landscape Assistant   011017   WCOE</b>												
A WCOE	008	06/29/2024	36.792010 51.770051	76527.38 107681.71	36.792010	38.631610	40.563190	42.591349	44.720916	46.956962	49.304810	51.770051
<b>Landscape Technician I   016209   L39A</b>												
A OFFT	077	07/13/2024	26.868812 37.807116	55887.13 78638.80	26.868812	28.212253	29.622866	31.104009	32.659209	34.292169	36.006777	37.807116
<b>Landscape Technician II   016054   L39A</b>												
A OFFT	035	07/13/2024	28.212236 39.697449	58681.45 82570.69	28.212236	29.622848	31.103990	32.659190	34.292149	36.006756	37.807094	39.697449
<b>Law Office Administrator   001853   MGMT</b>												
A MGTE	126	07/27/2024	46.586798 65.552303	96900.54 136348.79	46.586798	48.916138	51.361945	53.930042	56.626544	59.457871	62.430765	65.552303
<b>Lead Events Associate   009094   TEMP</b>												
A TEMP	043	12/14/2024	16.500000 16.500000	34320.00 34320.00								
<b>Lead Forensic Investigator   016926   L39A</b>												
A OFFT	109	07/13/2024	35.452350 49.885016	73740.89 103760.83	35.452350	37.224967	39.086215	41.040526	43.092552	45.247180	47.509539	49.885016
<b>Legal Secretary (Ex)   010803   CONF</b>												
A CONF	021	07/27/2024	29.863255 42.020600	62115.57 87402.85	29.863255	31.356418	32.924239	34.570451	36.298974	38.113923	40.019619	42.020600
<b>Legal Staff Assistant (Ex)   010809   CONF</b>												
A CONF	025	07/27/2024	21.214216 29.850533	44125.57 62089.11	21.214216	22.274927	23.388673	24.558107	25.786012	27.075313	28.429079	29.850533
<b>Licensed Land Surveyor   001770   MGMT</b>												
A MGTE	165	07/27/2024	49.303344 69.374756	102550.96 144299.49	49.303344	51.768511	54.356937	57.074784	59.928523	62.924949	66.071196	69.374756

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<b>Lifeguard   009013   TEMP</b>												
A TEMP	013	04/20/2024	18.500000 18.500000	38480.00 38480.00	18.500000							
<b>Locksmith   003928   L39A</b>												
A OPMT	074	07/13/2024	28.520990 40.131898	59323.66 83474.35	28.520990	29.947039	31.444391	33.016611	34.667442	36.400814	38.220855	40.131898
<b>Machinist   006009   BULT</b>												
A BLDG	006	07/01/2023	30.980388 51.397986	64439.21 106907.81	30.980388	33.303917	35.801711	38.486839	41.373352	44.476353	47.812080	51.397986
<b>Machinist Helper   006011   BULT</b>												
A BLDG	008	07/01/2023	24.827973 41.190826	51642.18 85676.92	24.827973	26.690071	28.691826	30.843713	33.156991	35.643765	38.317047	41.190826
<b>Machinist Supervisor   006010   BULT</b>												
A BLDG	007	07/01/2023	35.978334 59.689824	74834.94 124154.83	35.978334	38.676709	41.577462	44.695772	48.047955	51.651552	55.525418	59.689824
<b>Mail Processor I   016028   L39A</b>												
A OFFT	154	07/13/2024	20.630181 29.028738	42910.78 60379.78	20.630181	21.661690	22.744775	23.882014	25.076115	26.329921	27.646417	29.028738
<b>Mail Processor II   016022   L39A</b>												
A OFFT	152	07/13/2024	22.186748 31.218981	46148.44 64935.48	22.186748	23.296085	24.460889	25.683933	26.968130	28.316536	29.732363	31.218981
<b>Mail Processor II (Legacy)   016010   L39A</b>												
A OFFT	151	07/13/2024	23.296085 32.779931	48455.86 68182.26	23.296085	24.460889	25.683933	26.968130	28.316537	29.732364	31.218982	32.779931
<b>Maintenance Worker   003651   L39A</b>												
A OPMT	033	07/13/2024	20.430281 28.747458	42494.98 59794.71	20.430281	21.451795	22.524385	23.650604	24.833134	26.074791	27.378531	28.747458
<b>Marina Aide   009061   TEMP</b>												
A TEMP	032	12/14/2024	16.500000 16.500000	34320.00 34320.00								
<b>Marina Manager   001773   MGMT</b>												
A MGTE	062	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Marina&amp;Boating Facilities Attd   003650   L39A</b>												
A OPMT	032	07/13/2024	21.661689 30.480173	45056.31 63398.76	21.661689	22.744773	23.882012	25.076113	26.329919	27.646415	29.028736	30.480173
<b>Mayor   023000   MCNL</b>												
U MCNL	001	06/17/2023	78.944712 78.944712	164205.00 164205.00								
<b>Mayor Council Intern   009130   TEMP</b>												
A TEMP	064	12/14/2024	16.500000 24.040000	34320.00 50003.20								
<b>Mayoral Aide   022003   EMSU</b>												
U MCSB	010	06/15/2024	16.500000 22.891988	34320.00 47615.33								

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<b>Mechanical Maintenance Supv   006054   BULT</b>												
A BLDG	016	07/01/2023	34.506393 57.247802	71773.30 119075.43	34.506393	37.094372	39.876450	42.867184	46.082223	49.538390	53.253769	57.247802
<b>Media &amp; Communications Officer   020027   EXMG</b>												
U EXMG	020	06/15/2024	47.369260 74.612120	98528.06 155193.21								
<b>Media &amp; Communications Spclst   001775   MGMT</b>												
A MGTE	064	07/27/2024	37.874551 53.293298	78779.07 110850.06	37.874551	39.768279	41.756693	43.844528	46.036754	48.338592	50.755522	53.293298
<b>Media Production Specialist I   017013   L39A</b>												
A PROF	007	07/13/2024	28.941960 40.724246	60199.28 84706.43	28.941960	30.389058	31.908511	33.503937	35.179134	36.938091	38.784996	40.724246
<b>Media Production Specialist II   017025   L39A</b>												
A PROF	013	07/13/2024	32.392029 45.578837	67375.42 94803.98	32.392029	34.011630	35.712211	37.497822	39.372713	41.341349	43.408416	45.578837
<b>Meter Reader   003621   L39A</b>												
A OPMT	011	01/25/2025	20.892597 26.664836	43456.60 55462.86			20.892597	21.937227	23.034088	24.185792	25.395082	26.664836
<b>Meter Reading Supervisor   015094   L39C</b>												
A SUPV	051	07/13/2024	27.852540 39.191320	57933.28 81517.95	27.852540	29.245167	30.707425	32.242796	33.854936	35.547683	37.325067	39.191320
<b>Museum Security Supervisor   015086   L39C</b>												
A SUPV	045	07/13/2024	24.703051 34.759675	51382.35 72300.12	24.703051	25.938204	27.235114	28.596870	30.026714	31.528050	33.104452	34.759675
<b>Neighborhood Rsrcs Coord I   016968   L39A</b>												
A OFFT	129	07/13/2024	26.232809 36.912197	54564.24 76777.37	26.232809	27.544449	28.921671	30.367755	31.886143	33.480450	35.154473	36.912197
<b>Neighborhood Rsrcs Coord II   016969   L39A</b>												
A OFFT	130	07/13/2024	29.562747 41.597752	61490.51 86523.32	29.562747	31.040884	32.592928	34.222574	35.933703	37.730388	39.616907	41.597752
<b>Neighborhood Services Area Mgr   001778   MGMT</b>												
A MGTE	067	07/27/2024	50.561339 71.144880	105167.58 147981.35	50.561339	53.089406	55.743876	58.531070	61.457623	64.530504	67.757029	71.144880
<b>Neighborhood Services Manager   001901   MGMT</b>												
A MGTE	167	07/27/2024	67.414976 94.859642	140223.15 197308.06	67.414976	70.785725	74.325011	78.041262	81.943325	86.040491	90.342516	94.859642
<b>Nurse   009027   TEMP</b>												
D DALY	006	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
<b>OPS Accountability Analyst   021022   MCSU</b>												
U MCSA	132	06/15/2024	32.225726 50.755519	67029.51 105571.48								
<b>OPS Accountability Insp. Gen.   021024   MCSU</b>												
U MCSA	134	06/15/2024	44.452005 70.011913	92460.17 145624.78								



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<b>Park Maintenance Worker I   003653   L39A</b>												
A OPMT	035	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>Park Maintenance Worker II   003654   L39A</b>												
A OPMT	036	07/13/2024	23.077435 32.472268	48001.06 67542.32	23.077435	24.231307	25.442872	26.715016	28.050767	29.453305	30.925970	32.472268
<b>Park Maintenance Worker III   003655   L39A</b>												
A OPMT	037	07/13/2024	26.947414 37.917717	56050.62 78868.85	26.947414	28.294785	29.709524	31.195000	32.754750	34.392487	36.112111	37.917717
<b>Park Plan Design &amp; Devlpmt Mgr   001869   MGMT</b>												
A MGTE	135	07/27/2024	55.653786 78.310466	115759.88 162885.77	55.653786	58.436475	61.358299	64.426214	67.647525	71.029901	74.581396	78.310466
<b>Park Safety Ranger   002061   SPOA</b>												
A POAM	051	06/29/2024	30.200952 42.495773	62817.98 88391.21	30.200952	31.711000	33.296550	34.961378	36.709447	38.544190	40.472165	42.495773
<b>Park Safety Ranger Assistant   002060   SPOA</b>												
A POAM	050	06/29/2024	27.455410 38.632521	57107.25 80355.64	27.455410	28.828181	30.269590	31.783070	33.372224	35.040835	36.792877	38.632521
<b>Park Safety Ranger Supervisor   002062   SPOA</b>												
A POAM	052	06/29/2024	34.731095 48.870139	72240.68 101649.89	34.731095	36.467650	38.291033	40.205585	42.215864	44.326657	46.542990	48.870139
<b>Parking Enforcement Officer   003630   L39A</b>												
A OPMT	016	07/13/2024	22.319123 31.405248	46423.78 65322.92	22.319123	23.435079	24.606833	25.837175	27.129034	28.485486	29.909760	31.405248
<b>Parking Enforcement Supervisor   015025   L39C</b>												
A SUPV	010	07/13/2024	25.643250 36.082627	53337.96 75051.86	25.643250	26.925412	28.271683	29.685267	31.169530	32.728007	34.364407	36.082627
<b>Parking Facilities Maint Supv   015055   L39C</b>												
A SUPV	027	07/13/2024	29.059408 40.889505	60443.57 85050.17	29.059408	30.512378	32.037997	33.639897	35.321892	37.087987	38.942386	40.889505
<b>Parking Lot Attendant   003627   L39A</b>												
A OPMT	013	01/25/2025	20.092417 26.925760	41792.23 56005.58		20.092417	21.097038	22.151890	23.259484	24.422458	25.643581	26.925760
<b>Parking Lot Supervisor   015026   L39C</b>												
A SUPV	011	07/13/2024	22.917037 32.246573	47667.44 67072.87	22.917037	24.062889	25.266033	26.529335	27.855802	29.248592	30.711022	32.246573
<b>Parking Manager   001882   MGMT</b>												
A MGTE	145	07/27/2024	55.162698 77.619457	114738.41 161448.47	55.162698	57.920833	60.816875	63.857719	67.050605	70.403135	73.923292	77.619457
<b>Parking Meter Coin Collector   003628   L39A</b>												
A OPMT	014	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>Parking Meter Collection Supv   015085   L39C</b>												
A SUPV	044	07/13/2024	25.174667 35.423283	52363.31 73680.43	25.174667	26.433400	27.755070	29.142823	30.599964	32.129962	33.736460	35.423283



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<b>Parking Meter Repair Worker   003629   L39A</b>												
A OPMT	015	07/13/2024	22.529211 31.700864	46860.76 65937.80	22.529211	23.655672	24.838456	26.080379	27.384398	28.753618	30.191299	31.700864
<b>Parks Supervisor   015028   L39C</b>												
A SUPV	013	07/13/2024	31.934760 44.935415	66424.30 93465.66	31.934760	33.531498	35.208073	36.968477	38.816901	40.757746	42.795633	44.935415
<b>Payroll Technician   010707   CONF</b>												
A CONF	008	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
<b>Permit Services Manager   001784   MGMT</b>												
A MGTE	071	07/27/2024	46.024120 64.760559	95730.17 134701.96	46.024120	48.325326	50.741592	53.278672	55.942606	58.739736	61.676723	64.760559
<b>Permit Services Supervisor   015114   L39C</b>												
A SUPV	075	07/13/2024	34.141952 48.041156	71015.26 99925.60	34.141952	35.849050	37.641503	39.523578	41.499757	43.574745	45.753482	48.041156
<b>Personnel Analyst   010823   CONF</b>												
A CONF	043	07/27/2024	35.300040 49.670701	73424.08 103315.06	35.300040	37.065042	38.918294	40.864209	42.907419	45.052790	47.305430	49.670701
<b>Personnel Analyst   014012   MSUP</b>												
A MSUP	012	07/27/2024	35.300040 49.670701	73424.08 103315.06	35.300040	37.065042	38.918294	40.864209	42.907419	45.052790	47.305430	49.670701
<b>Personnel Technician   010708   CONF</b>												
A CONF	009	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
<b>Personnel Transactions Coord   016065   L39A</b>												
A OFFT	037	07/13/2024	21.214412 29.850809	44125.98 62089.68	21.214412	22.275133	23.388890	24.558334	25.786251	27.075564	28.429342	29.850809
<b>Pick Up Driver   016988   L39A</b>												
A OFFT	150	01/25/2025	20.354731 23.563146	42337.84 49011.34					20.354731	21.372468	22.441091	23.563146
<b>Pilot   009126   TEMP</b>												
A TEMP	059	06/21/2008	35.433200 41.338800	73701.06 85984.70	35.433200	38.386000	41.338800					
<b>Planning Director   001786   MGMT</b>												
A MGTE	073	07/27/2024	61.301841 86.257848	127507.83 179416.32	61.301841	64.366933	67.585280	70.964544	74.512771	78.238410	82.150331	86.257848
<b>Plans Examiner I   016007   L39A</b>												
A OFFT	007	07/13/2024	29.767130 41.885341	61915.63 87121.51	29.767130	31.255486	32.818260	34.459173	36.182132	37.991239	39.890801	41.885341
<b>Plans Examiner II   016008   L39A</b>												
A OFFT	008	07/13/2024	31.338783 44.096814	65184.67 91721.37	31.338783	32.905722	34.551008	36.278558	38.092486	39.997110	41.996966	44.096814
<b>Plans Examiner III   016009   L39A</b>												
A OFFT	009	07/13/2024	36.655229 51.577588	76242.88 107281.38	36.655229	38.487990	40.412390	42.433009	44.554659	46.782392	49.121512	51.577588

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<b>Plant Operator   004002   L39B</b>												
A PLNT	002	07/13/2024	31.903836 44.891902	66359.98 93375.16	31.903836	33.499028	35.173979	36.932678	38.779312	40.718278	42.754192	44.891902
<b>Plumber   006014   BULT</b>												
A BLDG	010	07/01/2023	29.789657 49.422505	61962.49 102798.81	29.789657	32.023881	34.425672	37.007597	39.783167	42.766905	45.974423	49.422505
<b>Plumber Apprentice   006264   BULT</b>												
A BLDG	021	07/01/2023	17.796781 29.525733	37017.30 61413.52	17.796781	19.131540	20.566405	22.108885	23.767051	25.549580	27.465798	29.525733
<b>Plumbing Supervisor   006270   BULT</b>												
A BLDG	028	07/01/2023	33.501352 55.580389	69682.81 115607.21	33.501352	36.013953	38.714999	41.618624	44.740021	48.095523	51.702687	55.580389
<b>Police Background Investigator   009104   TEMP</b>												
A TEMP	044	09/16/2019	31.025600 31.025600	64533.25 64533.25	31.025600							
<b>Police Captain   001789   MGMT</b>												
A MGTP	076	07/27/2024	82.395016 115.938062	171381.63 241151.17	82.395016	86.514767	90.840505	95.382530	100.151657	105.159240	110.417202	115.938062
<b>Police Chief   020028   EXMG</b>												
U PEXM	020	07/01/2023	86.581153 149.927884	180088.80 311850.00								
<b>Police Clerk I   016066   L39A</b>												
A OFFT	038	01/25/2025	20.844134 22.980658	43355.80 47799.77						20.844134	21.886341	22.980658
<b>Police Clerk II   016067   L39A</b>												
A OFFT	039	01/25/2025	20.888087 26.659081	43447.22 55450.89			20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
<b>Police Clerk III   016068   L39A</b>												
A OFFT	040	07/13/2024	21.043642 29.610518	43770.78 61589.88	21.043642	22.095824	23.200615	24.360646	25.578678	26.857612	28.200493	29.610518
<b>Police Lieutenant   001870   MGMT</b>												
A MGTP	136	07/27/2024	71.647839 100.815705	149027.50 209696.67	71.647839	75.230231	78.991743	82.941330	87.088396	91.442816	96.014957	100.815705
<b>Police Officer   002027   SPOA</b>												
A SPOA	002	06/29/2024	40.926177 54.844990	85126.45 114077.58	40.926177	42.972486	45.121110	47.377165	49.746023	52.233324	54.844990	
<b>Police Officer Recruit   009123   TEMP</b>												
A TEMP	056	06/29/2024	38.977311 38.977311	81072.81 81072.81	38.977311							
<b>Police Records Specialist I   016933   L39A</b>												
A OFFT	113	07/13/2024	21.401245 30.113701	44514.59 62636.50	21.401245	22.471307	23.594872	24.774616	26.013347	27.314014	28.679715	30.113701
<b>Police Records Specialist II   016934   L39A</b>												
A OFFT	114	07/13/2024	24.611482 34.630826	51191.88 72032.12	24.611482	25.842056	27.134159	28.490867	29.915410	31.411180	32.981739	34.630826



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Police Records Specialist III   016935   L39A												
A OFFT	115	07/13/2024	27.072599 38.093866	56311.01 79235.24	27.072599	28.426229	29.847540	31.339917	32.906913	34.552259	36.279872	38.093866
Police Records Supervisor   015101   L39C												
A SUPV	057	07/13/2024	29.779898 41.903309	61942.19 87158.88	29.779898	31.268893	32.832338	34.473955	36.197653	38.007536	39.907913	41.903309
Police Sergeant   002015   SPOA												
A SPOA	001	06/29/2024	54.596543 66.362438	113560.81 138033.87	54.596543	57.326370	60.192688	63.202322	66.362438			
Police Social Services Admnstr   001932   MGMT												
A MGTE	204	07/27/2024	47.585353 66.957372	98977.53 139271.33	47.585353	49.964621	52.462852	55.085995	57.840295	60.732310	63.768926	66.957372
Pool Manager   009015   TEMP												
A TEMP	015	04/20/2024	24.500000 24.500000	50960.00 50960.00	24.500000							
Principal Accountant   001791   MGMT												
A MGTE	078	07/27/2024	41.273741 58.076299	85849.38 120798.70	41.273741	43.337428	45.504299	47.779514	50.168490	52.676915	55.310761	58.076299
Principal Applications Develpr   001828   MGMT												
A MGTE	109	07/27/2024	52.698739 74.152417	109613.38 154237.03	52.698739	55.333676	58.100360	61.005378	64.055647	67.258429	70.621350	74.152417
Principal Budget Analyst   020041   EXMG												
U EXMG	036	06/15/2024	45.450966 71.585269	94538.01 148897.36								
Principal Building Inspector   001793   MGMT												
A MGTE	079	07/27/2024	47.520140 66.865609	98841.89 139080.47	47.520140	49.896147	52.390954	55.010502	57.761027	60.649078	63.681532	66.865609
Principal Engineer   001918   MGMT												
A MGTE	184	07/27/2024	59.907800 84.296290	124608.22 175336.28	59.907800	62.903190	66.048350	69.350767	72.818305	76.459220	80.282181	84.296290
Principal Fiscal Policy Anlyst   001937   MGMT												
A MGTE	209	07/27/2024	49.876780 70.181639	103743.70 145977.81	49.876780	52.370619	54.989150	57.738608	60.625538	63.656815	66.839656	70.181639
Principal Planner   001795   MGMT												
A MGTE	080	07/27/2024	52.106566 73.319170	108381.66 152503.87	52.106566	54.711894	57.447489	60.319863	63.335856	66.502649	69.827781	73.319170
Principal Systems Engineer   001796   MGMT												
A MGTE	081	07/27/2024	52.698739 74.152417	109613.38 154237.03	52.698739	55.333676	58.100360	61.005378	64.055647	67.258429	70.621350	74.152417
Process Control Supervisor   001947   MGMT												
A MGTE	219	07/27/2024	45.710288 64.318966	95077.40 133783.45	45.710288	47.995802	50.395592	52.915372	55.561141	58.339198	61.256158	64.318966
Process Control Systems Splst   017037   L39A												
A PROF	023	07/13/2024	42.745630 60.147395	88910.91 125106.58	42.745630	44.882911	47.127057	49.483410	51.957581	54.555460	57.283233	60.147395

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<b>Procurement Services Manager   001797   MGMT</b>												
A MGTE	082	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Program Coord. (Adaptive Rec.)   016985   L39A</b>												
A OFFT	146	07/13/2024	23.851438 33.561369	49610.99 69807.65	23.851438	25.044010	26.296210	27.611021	28.991572	30.441151	31.963209	33.561369
<b>Program Coord. (Older Adults)   016984   L39A</b>												
A OFFT	145	07/13/2024	23.851438 33.561369	49610.99 69807.65	23.851438	25.044010	26.296210	27.611021	28.991572	30.441151	31.963209	33.561369
<b>Program Coordinator   016210   L39A</b>												
A OFFT	078	07/13/2024	23.383764 32.903304	48638.23 68438.87	23.383764	24.552952	25.780600	27.069630	28.423111	29.844267	31.336480	32.903304
<b>Program Developer   016211   L39A</b>												
A OFFT	079	01/25/2025	20.904025 28.013392	43480.37 58267.86		20.904025	21.949226	23.046687	24.199021	25.408972	26.679421	28.013392
<b>Program Develpr (Older Adults)   016986   L39A</b>												
A OFFT	147	07/13/2024	20.306767 28.573660	42238.08 59433.21	20.306767	21.322105	22.388210	23.507621	24.683002	25.917152	27.213010	28.573660
<b>Program Leader   016949   L39A</b>												
A OFFT	121	01/25/2025	20.159950 23.337661	41932.70 48542.34					20.159950	21.167947	22.226344	23.337661
<b>Program Leader (Older Adults)   016987   L39A</b>												
A OFFT	148	01/25/2025	20.861166 22.999435	43391.22 47838.82						20.861166	21.904224	22.999435
<b>Program Manager   001798   MGMT</b>												
A MGTE	083	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Program Specialist   001799   MGMT</b>												
A MGTE	084	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Program Supervisor   015091   L39C</b>												
A SUPV	048	07/13/2024	30.455501 42.853950	63347.44 89136.22	30.455501	31.978276	33.577190	35.256050	37.018853	38.869796	40.813286	42.853950
<b>Program Suprvsr (Older Adults)   015112   L39C</b>												
A SUPV	073	07/13/2024	31.064611 43.711029	64614.39 90918.94	31.064611	32.617842	34.248734	35.961171	37.759230	39.647191	41.629551	43.711029
<b>Public Information Coordinator   017022   L39A</b>												
A PROF	011	07/13/2024	27.826904 39.155248	57879.96 81442.92	27.826904	29.218249	30.679161	32.213119	33.823775	35.514964	37.290712	39.155248
<b>Public Safety Admin. Manager   001788   MGMT</b>												
A MGTE	075	07/27/2024	49.317362 69.394481	102580.11 144340.52	49.317362	51.783230	54.372391	57.091011	59.945562	62.942840	66.089982	69.394481
<b>Public Safety Communicatns Mgr   001931   MGMT</b>												
A MGTE	203	07/27/2024	59.180834 83.273377	123096.14 173208.62	59.180834	62.139876	65.246870	68.509213	71.934674	75.531408	79.307978	83.273377

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<b>Public Service Aide   009037   TEMP</b>														
A TEMP	025	12/14/2024	16.500000	16.500000	34320.00	34320.00								
<b>Real Property Agent I   017032   L39A</b>														
A PROF	019	07/13/2024	31.360128	44.126850	65229.07	91783.85	31.360128	32.928134	34.574541	36.303268	38.118431	40.024353	42.025571	44.126850
<b>Real Property Agent II   017033   L39A</b>														
A PROF	020	07/13/2024	36.181020	50.910329	75256.52	105893.48	36.181020	37.990071	39.889575	41.884054	43.978257	46.177170	48.486028	50.910329
<b>Real Property Agent III   017034   L39A</b>														
A PROF	021	07/13/2024	40.098879	56.423150	83405.67	117360.15	40.098879	42.103823	44.209014	46.419465	48.740438	51.177460	53.736333	56.423150
<b>Recreation Aide   016034   L39A</b>														
A TEMP	027	12/14/2024	16.500000	17.120272	34320.00	35610.17								
<b>Recreation Aide (Older Adults)   016035   L39A</b>														
A TEMP	071	12/14/2024	16.500000	17.120272	34320.00	35610.17								
<b>Recreation General Supervisor   001805   MGMT</b>														
A MGTE	089	07/27/2024	38.471393	54.133113	80020.50	112596.88	38.471393	40.394963	42.414711	44.535447	46.762219	49.100330	51.555346	54.133113
<b>Recreation Leader (Adpt Rec)   016036   L39A</b>														
A TEMP	026	12/14/2024	16.500000	17.120272	34320.00	35610.17								
<b>Recreation Manager   001803   MGMT</b>														
A MGTE	087	07/27/2024	50.289403	70.762239	104601.96	147185.46	50.289403	52.803873	55.444067	58.216270	61.127083	64.183437	67.392609	70.762239
<b>Recreation Superintendent   001804   MGMT</b>														
A MGTE	088	07/27/2024	42.745992	60.147904	88911.66	125107.64	42.745992	44.883292	47.127457	49.483830	51.958021	54.555922	57.283718	60.147904
<b>Registered Veterinary Tech   003926   L39A</b>														
A OPMT	071	07/13/2024	27.806854	39.127037	57838.26	81384.24	27.806854	29.197197	30.657057	32.189910	33.799406	35.489376	37.263845	39.127037
<b>Registrar   017014   L39A</b>														
A PROF	008	07/13/2024	26.922875	37.883188	55999.58	78797.03	26.922875	28.269019	29.682470	31.166593	32.724923	34.361169	36.079227	37.883188
<b>Reserve Community Service Off   002000   SPOA</b>														
A TEMP	062	06/29/2024	29.079000	29.079000	60484.32	60484.32	29.079000							
<b>Reserve Dispatcher   002001   SPOA</b>														
A TEMP	049	06/29/2024	43.232993	43.232993	89924.62	89924.62	43.232993							
<b>Reserve Evidence &amp; Prop Tech   009021   TEMP</b>														
A TEMP	060	06/21/2008	19.310800	19.310800	40166.46	40166.46	19.310800							

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## Reserve Police Officer I | 002002 | SPOA

A TEMP	006	06/29/2024	52.735567	54.844990	109689.98	114077.58	54.844990	52.735567	52.735567
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## Reserve Police Officer II | 002003 | SPOA

A TEMP	004	06/29/2024	40.926177	40.926177	85126.45	85126.45	40.926177
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## Reserve Police Officer III | 002004 | SPOA

A TEMP	002	06/29/2024	32.059598	32.059598	66683.96	66683.96	32.059598
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## Reserve Police Records Spec | 009121 | TEMP

A TEMP	055	06/21/2008	19.460300	19.460300	40477.42	40477.42	19.460300
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## Reserve Police Sergeant | 002005 | SPOA

A TEMP	019	06/29/2024	66.362438	66.362438	138033.87	138033.87	66.362438
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## Risk Manager | 001864 | MGMT

A MGTE	166	07/27/2024	60.753834	85.486745	126367.98	177812.43	60.753834	63.791526	66.981102	70.330157	73.846665	77.538998	81.415948	85.486745
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## Sacramento Fire EMT | 005180 | L522

A FR42	001	11/02/2024	25.443340	30.926538	55568.26	67543.56	25.443340	26.715507	28.051282	29.453846	30.926538
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## Sacramento Fire Paramedic | 005181 | L522

A FR42	002	11/02/2024	29.259839	35.565518	63903.49	77675.09	29.259839	30.722831	32.258973	33.871922	35.565518
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## Security Guard | 003641 | L39A

A OPMT	025	01/25/2025	20.280044	25.883045	42182.49	53836.73		20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
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## Security Officer | 002006 | SPOA

A TEMP	051	06/29/2024	28.279744	28.279744	58821.87	58821.87	28.279744
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## Senior Accountant Auditor | 010824 | CONF

A CONF	045	07/27/2024	39.412750	55.457696	81978.52	115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
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## Senior Accountant Auditor | 014013 | MSUP

A MSUP	013	07/27/2024	39.412750	55.457696	81978.52	115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
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## Senior Accounting Technician | 015064 | L39C

A SUPV	032	07/13/2024	25.531670	35.925623	53105.87	74725.30	25.531670	26.808253	28.148666	29.556099	31.033904	32.585599	34.214879	35.925623
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## Senior Advisor to the Mayor | 021017 | MCSU

U MCSA	100	07/01/2023	41.415923	66.860826	86145.12	139070.52	
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## Senior Animal Care Technician | 015097 | L39C

A SUPV	054	07/13/2024	24.331226	34.236478	50608.95	71211.87	24.331226	25.547787	26.825176	28.166435	29.574757	31.053495	32.606170	34.236478
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# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Senior Animal Control Officer   015033   L39C</b>												
A SUPV	015	07/13/2024	30.420650 42.804909	63274.95 89034.21	30.420650	31.941683	33.538767	35.215705	36.976490	38.825314	40.766580	42.804909
<b>Senior Applications Developer   001812   MGMT</b>												
A MGTE	094	07/27/2024	47.101907 66.277113	97971.97 137856.40	47.101907	49.457002	51.929852	54.526345	57.252662	60.115295	63.121060	66.277113
<b>Senior Architect   001813   MGMT</b>												
A MGTE	095	07/27/2024	50.747384 71.406666	105554.56 148525.86	50.747384	53.284753	55.948991	58.746441	61.683763	64.767951	68.006349	71.406666
<b>Senior Auditor   001935   MGMT</b>												
A MGTE	210	07/27/2024	36.347764 51.144954	75603.35 106381.50	36.347764	38.165152	40.073410	42.077080	44.180934	46.389981	48.709480	51.144954
<b>Senior Budget Analyst   010825   CONF</b>												
A CONF	046	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Senior Budget Analyst   014014   MSUP</b>												
A MSUP	014	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Senior Building Maint Worker   003632   L39A</b>												
A OPMT	017	07/13/2024	25.928173 36.483545	53930.60 75885.77	25.928173	27.224582	28.585811	30.015102	31.515857	33.091650	34.746233	36.483545
<b>Senior Camp Aquatics Leader   009133   TEMP</b>												
D DALY	010	03/28/2017	66.120000 80.000000	24133.80 29200.00	66.120000	72.722000	80.000000					
<b>Senior Carpenter   006256   BULT</b>												
A BLDG	017	07/01/2023	29.044788 48.186730	60413.16 100228.40	29.044788	31.223147	33.564883	36.082249	38.788418	41.697549	44.824865	48.186730
<b>Senior Claims Collector   016103   L39A</b>												
A OFFT	057	07/13/2024	27.542102 38.754502	57287.57 80609.36	27.542102	28.919207	30.365167	31.883425	33.477596	35.151476	36.909050	38.754502
<b>Senior Code Enforcement Ofcr   015066   L39C</b>												
A SUPV	034	07/13/2024	32.773679 46.115857	68169.25 95920.98	32.773679	34.412363	36.132981	37.939630	39.836611	41.828442	43.919864	46.115857
<b>Senior Council Representative   021016   MCSU</b>												
U MCSA	050	07/01/2023	30.370000 63.426177	63169.60 131926.45								
<b>Senior Custodian   003678   L39A</b>												
A OPMT	050	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>Senior Debt Analyst   001814   MGMT</b>												
A MGTE	096	07/27/2024	45.324662 63.776351	94275.30 132654.81	45.324662	47.590895	49.970440	52.468962	55.092410	57.847030	60.739382	63.776351
<b>Senior Department Sys Spclst   016222   L39A</b>												
A OFFT	089	07/13/2024	42.908750 60.376920	89250.20 125583.99	42.908750	45.054188	47.306897	49.672242	52.155854	54.763647	57.501829	60.376920

# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Senior Deputy City Attorney   001815   MGMT</b>												
A MGTE	097	07/27/2024	72.516685 102.038257	150834.70 212239.58	72.516685	76.142519	79.949645	83.947127	88.144483	92.551707	97.179292	102.038257
<b>Senior Deputy City Clerk   010828   CONF</b>												
A CONF	049	07/27/2024	29.864923 42.022945	62119.04 87407.73	29.864923	31.358169	32.926077	34.572381	36.301000	38.116050	40.021852	42.022945
<b>Senior Deputy City Clerk   014004   MSUP</b>												
A MSUP	005	07/27/2024	29.864923 42.022945	62119.04 87407.73	29.864923	31.358169	32.926077	34.572381	36.301000	38.116050	40.021852	42.022945
<b>Senior Development Project Mgr   001816   MGMT</b>												
A MGTE	098	07/27/2024	48.306029 67.971434	100476.54 141380.58	48.306029	50.721330	53.257397	55.920267	58.716280	61.652094	64.734699	67.971434
<b>Senior Electrician   006266   BULT</b>												
A BLDG	022	07/01/2023	33.536660 55.638966	69756.25 115729.05	33.536660	36.051909	38.755802	41.662487	44.787174	48.146212	51.757178	55.638966
<b>Senior Electronic Maint Tech   003633   L39A</b>												
A OPMT	018	07/13/2024	37.095569 52.197191	77158.78 108570.16	37.095569	38.950347	40.897864	42.942757	45.089895	47.344390	49.711610	52.197191
<b>Senior Engineer   001817   MGMT</b>												
A MGTE	099	07/27/2024	51.349245 72.253543	106806.43 150287.37	51.349245	53.916707	56.612542	59.443169	62.415327	65.536093	68.812898	72.253543
<b>Senior Engineering Technician   015111   L39C</b>												
A SUPV	071	07/13/2024	33.500453 47.138502	69680.94 98048.08	33.500453	35.175476	36.934250	38.780962	40.720010	42.756010	44.893811	47.138502
<b>Senior Equipment Service Wrkr   012007   IAMA</b>												
A IAMA	013	07/01/2023	22.015408 30.977889	45792.05 64434.01	22.015408	23.116178	24.271987	25.485586	26.759865	28.097858	29.502751	30.977889
<b>Senior Evidence/Property Tech   016072   L39A</b>												
A OFFT	042	07/13/2024	28.447909 40.029064	59171.65 83260.45	28.447909	29.870304	31.363819	32.932010	34.578610	36.307541	38.122918	40.029064
<b>Senior Fire Prevention Officer   005159   L522</b>												
A FR40	007	11/02/2024	46.118505 61.803208	95926.49 128550.67	46.118505	48.424430	50.845651	53.387934	56.057331	58.860198	61.803208	
<b>Senior Fiscal Policy Analyst   001938   MGMT</b>												
A MGTE	211	07/27/2024	44.532650 62.661910	92627.91 130336.77	44.532650	46.759283	49.097247	51.552109	54.129714	56.836200	59.678010	62.661910
<b>Senior Generator Technician   006062   BULT</b>												
A BLDG	024	07/01/2023	36.600713 51.500879	76129.48 107121.83	36.600713	38.430749	40.352286	42.369900	44.488395	46.712815	49.048456	51.500879
<b>Senior HVAC Systems Mechanic   004011   L39B</b>												
A PLNT	007	07/13/2024	39.732899 55.908178	82644.43 116289.01	39.732899	41.719544	43.805521	45.995797	48.295587	50.710366	53.245884	55.908178
<b>Senior IT Support Spclst   016223   L39A</b>												
A OFFT	090	07/13/2024	43.571631 61.309663	90628.99 127524.10	43.571631	45.750213	48.037724	50.439610	52.961591	55.609671	58.390155	61.309663



# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Senior Intg Was Equip Operator   003664   L39A</b>												
A OPMT	045	07/13/2024	27.631305 38.880020	57473.11 80870.44	27.631305	29.012870	30.463513	31.986689	33.586023	35.265324	37.028590	38.880020
<b>Senior Investment Officer   001818   MGMT</b>												
A MGTE	100	07/27/2024	60.400082 84.988979	125632.17 176777.08	60.400082	63.420086	66.591090	69.920644	73.416676	77.087510	80.941885	84.988979
<b>Senior Landfill Engn Tech   016208   L39A</b>												
A OFFT	076	07/13/2024	33.500453 47.138502	69680.94 98048.08	33.500453	35.175476	36.934250	38.780962	40.720010	42.756010	44.893811	47.138502
<b>Senior Landscape Architect   001819   MGMT</b>												
A MGTE	101	07/27/2024	45.425821 63.918691	94485.71 132950.88	45.425821	47.697112	50.081968	52.586066	55.215369	57.976137	60.874944	63.918691
<b>Senior Legal Staff Asst (Ex)   010811   CONF</b>												
A CONF	032	07/27/2024	26.272200 36.967623	54646.18 76892.66	26.272200	27.585810	28.965100	30.413355	31.934023	33.530724	35.207260	36.967623
<b>Senior Lifeguard   009016   TEMP</b>												
A TEMP	016	04/20/2024	19.500000 19.500000	40560.00 40560.00	19.500000							
<b>Senior Maintenance Worker   003652   L39A</b>												
A OPMT	034	07/13/2024	22.622775 31.832518	47055.37 66211.64	22.622775	23.753914	24.941610	26.188691	27.498126	28.873032	30.316684	31.832518
<b>Senior Office Specialist   016096   L39A</b>												
A OFFT	055	07/13/2024	21.043642 29.610518	43770.78 61589.88	21.043642	22.095824	23.200615	24.360646	25.578678	26.857612	28.200493	29.610518
<b>Senior Painter   006051   BULT</b>												
A BLDG	013	07/01/2023	29.529226 48.990437	61420.79 101900.11	29.529226	31.743918	34.124712	36.684065	39.435370	42.393023	45.572500	48.990437
<b>Senior Parking Lot Attendant   003668   L39A</b>												
A OPMT	047	07/13/2024	21.105289 29.697259	43899.00 61770.30	21.105289	22.160553	23.268581	24.432010	25.653610	26.936290	28.283104	29.697259
<b>Senior Parking Lot Supervisor   015067   L39C</b>												
A SUPV	035	07/13/2024	29.059408 40.889505	60443.57 85050.17	29.059408	30.512378	32.037997	33.639897	35.321892	37.087987	38.942386	40.889505
<b>Senior Personnel Analyst   001821   MGMT</b>												
A MGTE	103	07/27/2024	40.980019 57.663002	85238.44 119939.04	40.980019	43.029020	45.180471	47.439495	49.811470	52.302043	54.917145	57.663002
<b>Senior Personnel Trans Coord   016131   L39A</b>												
A OFFT	070	07/13/2024	23.341570 32.843933	48550.47 68315.38	23.341570	24.508649	25.734081	27.020785	28.371824	29.790415	31.279936	32.843933
<b>Senior Planner   001822   MGMT</b>												
A MGTE	104	07/27/2024	44.290581 62.321296	92124.41 129628.30	44.290581	46.505110	48.830366	51.271884	53.835478	56.527252	59.353615	62.321296
<b>Senior Plant Operator   004003   L39B</b>												
A PLNT	003	07/13/2024	38.321534 53.922247	79708.79 112158.27	38.321534	40.237611	42.249492	44.361967	46.580065	48.909068	51.354521	53.922247

# Salary Schedule/Classification Listing

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<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Senior Plumber   006258   BULT</b>												
A BLDG	018	07/01/2023	32.863175 54.521623	68355.40 113404.98	32.863175	35.327913	37.977507	40.825820	43.887757	47.179339	50.717789	54.521623
<b>Senior Police Records Supv   015082   L39C</b>												
A SUPV	042	07/13/2024	32.757816 46.093537	68136.26 95874.56	32.757816	34.395707	36.115492	37.921267	39.817330	41.808197	43.898607	46.093537
<b>Senior Policy Advisor   021025   MCSU</b>												
U MCSA	135	07/01/2023	41.415923 65.230076	86145.12 135678.56								
<b>Senior Rec Aide (Older Adults)   016037   L39A</b>												
A TEMP	072	12/14/2024	16.500000 19.775174	34320.00 41132.36								
<b>Senior Recreation Aide   016038   L39A</b>												
A TEMP	052	12/14/2024	16.500000 19.775174	34320.00 41132.36								
<b>Senior Staff Assistant   010712   CONF</b>												
A CONF	012	07/27/2024	23.921445 33.659875	49756.61 70012.54	23.921445	25.117517	26.373393	27.692063	29.076666	30.530499	32.057024	33.659875
<b>Senior Stationary Engineer   004004   L39B</b>												
A PLNT	004	07/13/2024	36.990087 52.048767	76939.38 108261.44	36.990087	38.839591	40.781571	42.820650	44.961682	47.209766	49.570254	52.048767
<b>Senior Store Keeper   015105   L39C</b>												
A SUPV	061	07/13/2024	23.999622 33.769877	49919.21 70241.34	23.999622	25.199603	26.459583	27.782562	29.171690	30.630274	32.161788	33.769877
<b>Senior Systems Engineer   001823   MGMT</b>												
A MGTE	105	07/27/2024	47.272960 66.517801	98327.76 138357.03	47.272960	49.636608	52.118438	54.724360	57.460578	60.333607	63.350287	66.517801
<b>Senior Telecommunications Tech   003923   L39A</b>												
A OPMT	068	07/13/2024	37.720176 53.076076	78457.97 110398.24	37.720176	39.606185	41.586494	43.665819	45.849110	48.141566	50.548644	53.076076
<b>Senior Tree Maintenance Worker   003661   L39A</b>												
A OPMT	042	07/13/2024	25.777054 36.270903	53616.27 75443.48	25.777054	27.065907	28.419202	29.840162	31.332170	32.898778	34.543717	36.270903
<b>Senior Tree Pruner   003680   L39A</b>												
A OPMT	051	07/13/2024	27.211450 38.289243	56599.82 79641.62	27.211450	28.572023	30.000624	31.500655	33.075688	34.729472	36.465946	38.289243
<b>Special Assistant to the Mayor   021005   MCSU</b>												
U MCSA	060	07/01/2023	41.761052 65.773658	86862.99 136809.21								
<b>Special Asst to City Attny (Ex)   010826   CONF</b>												
A CONF	047	07/27/2024	32.223877 45.342231	67025.66 94311.84	32.223877	33.835071	35.526825	37.303166	39.168324	41.126740	43.183077	45.342231



# Salary Schedule/Classification Listing

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Special Asst. to City Attorney   014015   MSUP</b>												
A MSUP	015	07/27/2024	32.223877 45.342231	67025.66 94311.84	32.223877	33.835071	35.526825	37.303166	39.168324	41.126740	43.183077	45.342231
<b>Special Districts Manager   001915   MGMT</b>												
A MGTE	202	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Special Projects Manager   001855   MGMT</b>												
A MGTE	127	07/27/2024	48.451730 68.176451	100779.60 141807.02	48.451730	50.874316	53.418032	56.088934	58.893381	61.838050	64.929953	68.176451
<b>Staff Aide CON (Min/Max)   010721   CONF</b>												
A CONF	016	07/27/2024	19.416528 27.321005	40386.38 56827.69								
<b>Staff Aide EMS (Min/Max)   02100B   EMSU</b>												
U MCSB	001	12/14/2024	16.500000 38.052000	34320.00 79148.16								
<b>Staff Aide EXM (Min/Max)   02000A   EXMG</b>												
U EXMG	001	12/14/2024	16.500000 151.200000	34320.00 314496.00								
<b>Staff Aide MCS (Min/Max)   02100A   MCSU</b>												
U MCSA	001	12/14/2024	16.500000 86.446500	34320.00 179808.72								
<b>Staff Aide MGM (Min/Max)   001856   MGMT</b>												
A MGTE	128	07/27/2024	40.378981 56.817280	83988.28 118179.94								
<b>Staff Aide OFF (Min/Max)   016236   L39A</b>												
A OFFT	137	01/25/2025	20.000000 53.629981	41600.00 111550.36								
<b>Staff Aide SUP (Min/Max)   015005   L39C</b>												
A SUPV	062	07/13/2024	26.166468 36.818848	54426.25 76583.20								
<b>Staff Aide TMP (Min/Max)   009116   TEMP</b>												
A TEMP	050	12/14/2024	16.500000 110.862264	34320.00 230593.51								
<b>Staff Assistant   010713   CONF</b>												
A CONF	013	07/27/2024	21.214216 29.850533	44125.57 62089.11	21.214216	22.274927	23.388673	24.558107	25.786012	27.075313	28.429079	29.850533
<b>Staff Assistant-Mayor Council   022002   EMSU</b>												
U MCSB	020	06/15/2024	18.952716 29.850529	39421.65 62089.10								
<b>Stagehand I   006016   BULT</b>												
A BLDG	011	07/01/2023	26.154118 36.801471	54400.56 76547.06	26.154118	27.461824	28.834915	30.276661	31.790494	33.380019	35.049020	36.801471
<b>Stagehand II   006017   BULT</b>												
A BLDG	012	07/01/2023	24.405039 40.489159	50762.48 84217.45	24.405039	26.235417	28.203073	30.318304	32.592177	35.036590	37.664334	40.489159

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<b>Stationary Engineer   004005   L39B</b>												
A PLNT	005	07/13/2024	33.623644 47.311843	69937.18 98408.63	33.623644	35.304826	37.070067	38.923570	40.869749	42.913236	45.058898	47.311843
<b>Storekeeper   016087   L39A</b>												
A OFFT	049	07/13/2024	22.315847 31.400637	46416.96 65313.32	22.315847	23.431639	24.603221	25.833382	27.125051	28.481304	29.905369	31.400637
<b>Stores Administrator   001945   MGMT</b>												
A MGTE	217	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
<b>Stores Clerk I   016088   L39A</b>												
A OFFT	050	01/25/2025	20.280044 25.883045	42182.49 53836.73			20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
<b>Stores Clerk II   016089   L39A</b>												
A OFFT	051	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>Street Construction Equip Optr   003687   L39A</b>												
A OPMT	056	07/13/2024	33.618356 47.304404	69926.18 98393.16	33.618356	35.299274	37.064238	38.917450	40.863323	42.906489	45.051813	47.304404
<b>Street Construction Laborer   003688   L39A</b>												
A OPMT	057	07/13/2024	30.496600 42.911777	63432.93 89256.50	30.496600	32.021430	33.622501	35.303626	37.068807	38.922247	40.868359	42.911777
<b>Street Construction Lbr Trnee   003690   L39A</b>												
A OPMT	058	07/13/2024	23.518440 23.518440	48918.36 48918.36	23.518440							
<b>Street Maintenance Supv   015099   L39C</b>												
A SUPV	056	07/13/2024	35.304222 49.676586	73432.78 103327.30	35.304222	37.069433	38.922905	40.869050	42.912503	45.058128	47.311034	49.676586
<b>Streets Manager   001883   MGMT</b>												
A MGTE	146	07/27/2024	49.418704 69.537078	102790.90 144637.12	49.418704	51.889639	54.484121	57.208327	60.068743	63.072180	66.225789	69.537078
<b>Structural Maintenance Supv   006053   BULT</b>												
A BLDG	015	07/01/2023	34.479574 57.203306	71717.51 118982.88	34.479574	37.065542	39.845458	42.833867	46.046407	49.499887	53.212378	57.203306
<b>Student Trainee   009009   TEMP</b>												
A TEMP	009	12/14/2024	16.500000 16.500000	34320.00 34320.00								
<b>Supervising Architect   001829   MGMT</b>												
A MGTE	110	07/27/2024	56.385983 79.340739	117282.84 165028.74	56.385983	59.205282	62.165546	65.273823	68.537514	71.964390	75.562609	79.340739
<b>Supervising Building Inspector   015096   L39C</b>												
A SUPV	053	07/13/2024	41.220262 58.001048	85738.14 120642.18	41.220262	43.281275	45.445339	47.717606	50.103486	52.608660	55.239093	58.001048
<b>Supervising Code Enforce Ofcr   015006   L39C</b>												
A SUPV	076	07/13/2024	37.689517 53.032936	78394.20 110308.51	37.689517	39.573993	41.552693	43.630328	45.811844	48.102436	50.507558	53.032936

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<b>Supervising Community Ctr Attnd   015058   L39C</b>												
A SUPV	029	07/13/2024	26.214954 36.887072	54527.10 76725.11	26.214954	27.525702	28.901987	30.347086	31.864440	33.457662	35.130545	36.887072
<b>Supervising Construction Insp   015074   L39C</b>												
A SUPV	037	07/13/2024	38.931012 54.779844	80976.50 113942.08	38.931012	40.877563	42.921441	45.067513	47.320889	49.686933	52.171280	54.779844
<b>Supervising Deputy City Atty   020037   EXMG</b>												
U EXMG	092	07/01/2023	67.356778 128.869091	140102.10 268047.71								
<b>Supervising Dispatcher   015039   L39C</b>												
A SUPV	018	07/13/2024	43.432306 61.113616	90339.20 127116.32	43.432306	45.603921	47.884117	50.278323	52.792239	55.431851	58.203444	61.113616
<b>Supervising Engineer   001831   MGMT</b>												
A MGTE	112	07/27/2024	57.054715 80.281714	118673.81 166985.96	57.054715	59.907451	62.902824	66.047965	69.350363	72.817881	76.458775	80.281714
<b>Supervising Financial Analyst   001832   MGMT</b>												
A MGTE	113	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Supervising Fire Svc Worker   012059   IAMA</b>												
A IAMA	012	07/01/2023	27.856044 39.196251	57940.57 81528.20	27.856044	29.248846	30.711288	32.246852	33.859195	35.552155	37.329763	39.196251
<b>Supervising Forensic Invstg   015060   L39C</b>												
A SUPV	030	07/13/2024	38.997547 54.873464	81114.90 114136.80	38.997547	40.947424	42.994795	45.144535	47.401762	49.771850	52.260442	54.873464
<b>Supervising Generator Tech   006063   BULT</b>												
A BLDG	025	07/01/2023	33.741821 55.979339	70182.99 116437.02	33.741821	36.272458	38.992892	41.917359	45.061161	48.440748	52.073804	55.979339
<b>Supervising Landscape Architct   001898   MGMT</b>												
A MGTE	160	07/27/2024	49.968486 70.310678	103934.45 146246.21	49.968486	52.466910	55.090256	57.844769	60.737007	63.773857	66.962550	70.310678
<b>Supervising Legal Secretary   010816   CONF</b>												
A CONF	028	07/27/2024	34.342745 48.323691	71432.91 100513.28	34.342745	36.059882	37.862876	39.756020	41.743821	43.831012	46.022563	48.323691
<b>Supervising Plant Operator   015040   L39C</b>												
A SUPV	019	07/13/2024	49.902391 70.217676	103796.97 146052.77	49.902391	52.397511	55.017387	57.768256	60.656669	63.689502	66.873977	70.217676
<b>Supervising Police Clerk   015041   L39C</b>												
A SUPV	020	07/13/2024	25.444190 35.802530	52923.92 74469.26	25.444190	26.716399	28.052219	29.454830	30.927571	32.473950	34.097648	35.802530
<b>Supervising Property Assistant   015062   L39C</b>												
A SUPV	031	07/13/2024	30.845014 43.402031	64157.63 90276.22	30.845014	32.387265	34.006628	35.706959	37.492307	39.366922	41.335268	43.402031
<b>Supervising Surveyor   015065   L39C</b>												
A SUPV	033	07/13/2024	42.914654 60.385227	89262.48 125601.27	42.914654	45.060387	47.313406	49.679076	52.163030	54.771181	57.509740	60.385227

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<b>Supervising Water Quality Chem   015035   L39C</b>												
A SUPV	016	07/13/2024	42.445982 59.725760	88287.64 124229.58	42.445982	44.568281	46.796695	49.136530	51.593357	54.173025	56.881676	59.725760
<b>Support Services Manager   001834   MGMT</b>												
A MGTE	115	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Survey Party Chief   015102   L39C</b>												
A SUPV	058	07/13/2024	35.261929 49.617074	73344.81 103203.51	35.261929	37.025025	38.876276	40.820090	42.861094	45.004149	47.254356	49.617074
<b>Survey Technician I   003924   L39A</b>												
A OPMT	069	07/13/2024	23.081923 32.478584	48010.40 67555.46	23.081923	24.236019	25.447820	26.720211	28.056222	29.459033	30.931985	32.478584
<b>Survey Technician II   003925   L39A</b>												
A OPMT	070	07/13/2024	26.103631 36.730431	54295.55 76399.30	26.103631	27.408813	28.779254	30.218217	31.729128	33.315584	34.981363	36.730431
<b>Systems Engineer   010714   CONF</b>												
A CONF	014	07/27/2024	43.027896 60.544572	89498.02 125932.71	43.027896	45.179291	47.438256	49.810169	52.300677	54.915711	57.661497	60.544572
<b>Telecommunications Engineer I   011023   WCOE</b>												
A WCOE	014	06/29/2024	44.754736 62.974408	93089.85 130986.77	44.754736	46.992473	49.342097	51.809202	54.399662	57.119645	59.975627	62.974408
<b>Telecommunications Engn II   011025   WCOE</b>												
A WCOE	016	06/29/2024	48.913117 68.825668	101739.28 143157.39	48.913117	51.358773	53.926712	56.623048	59.454200	62.426910	65.548255	68.825668
<b>Telecommunications Engn III   011026   WCOE</b>												
A WCOE	017	06/29/2024	52.826048 74.331555	109878.18 154609.63	52.826048	55.467350	58.240717	61.152753	64.210391	67.420911	70.791957	74.331555
<b>Telecommunications SysAnls I   017029   L39A</b>												
A PROF	017	07/13/2024	35.326666 49.708167	73479.46 103392.99	35.326666	37.092999	38.947649	40.895031	42.939783	45.086772	47.341111	49.708167
<b>Telecommunications SysAnls II   017030   L39A</b>												
A PROF	018	07/13/2024	38.860888 54.681172	80830.65 113736.84	38.860888	40.803932	42.844129	44.986335	47.235652	49.597435	52.077307	54.681172
<b>Telecommunications SysAnls III   017035   L39A</b>												
A PROF	022	07/13/2024	42.745630 60.147395	88910.91 125106.58	42.745630	44.882911	47.127057	49.483410	51.957581	54.555460	57.283233	60.147395
<b>Telecommunications Tech I   003683   L39A</b>												
A OPMT	054	07/13/2024	34.843825 49.028761	72475.16 101979.82	34.843825	36.586016	38.415317	40.336083	42.352887	44.470531	46.694058	49.028761
<b>Telecommunications Tech II   003684   L39A</b>												
A OPMT	055	07/13/2024	36.586095 51.480310	76099.08 107079.04	36.586095	38.415400	40.336170	42.352979	44.470628	46.694159	49.028867	51.480310
<b>Telecommunications Tech Trnee   003682   L39A</b>												
A OPMT	053	07/13/2024	29.669576 41.748073	61712.72 86835.99	29.669576	31.153055	32.710708	34.346243	36.063555	37.866733	39.760070	41.748073

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Ticket Seller (Exempt)   009010   TEMP														
A TEMP	010	12/14/2024	16.500000	16.500000	34320.00	34320.00								
Traffic Ctrl&Light Supv   015045   L39C														
A SUPV	022	07/13/2024	40.611891	57.145009	84472.73	118861.62	40.611891	42.642486	44.774610	47.013341	49.364008	51.832208	54.423818	57.145009
Traffic Ctrl&Light Tech I   003637   L39A														
A OPMT	021	07/13/2024	30.407023	42.785735	63246.61	88994.33	30.407023	31.927374	33.523743	35.199930	36.959927	38.807923	40.748319	42.785735
Traffic Ctrl&Light Tech II   003636   L39A														
A OPMT	020	07/13/2024	33.451575	47.069726	69579.28	97905.03	33.451575	35.124154	36.880362	38.724380	40.660599	42.693629	44.828310	47.069726
Traffic Ctrl&Light Tech Trnee   003635   L39A														
A OPMT	019	07/13/2024	27.012150	38.008808	56185.27	79058.32	27.012150	28.362758	29.780896	31.269941	32.833438	34.475110	36.198865	38.008808
Traffic Investigator I   016202   L39A														
A OFFT	072	07/13/2024	24.766690	34.849220	51514.72	72486.38	24.766690	26.005025	27.305276	28.670540	30.104067	31.609270	33.189733	34.849220
Traffic Investigator II   016203   L39A														
A OFFT	073	07/13/2024	27.894832	39.250831	58021.25	81641.73	27.894832	29.289574	30.754053	32.291756	33.906344	35.601661	37.381744	39.250831
Traffic Investigator III   016204   L39A														
A OFFT	074	07/13/2024	30.734600	43.246669	63927.97	89953.07	30.734600	32.271330	33.884897	35.579142	37.358099	39.226004	41.187304	43.246669
Traffic Supervisor   015109   L39C														
A SUPV	069	07/13/2024	32.691787	46.000628	67998.92	95681.31	32.691787	34.326376	36.042695	37.844830	39.737072	41.723926	43.810122	46.000628
Traffic Worker I   008001   TRAF														
A TRAF	001	07/13/2024	25.063012	35.266176	52131.06	73353.65	25.063012	26.316163	27.631971	29.013570	30.464249	31.987461	33.586834	35.266176
Traffic Worker II   008002   TRAF														
A TRAF	002	07/13/2024	27.560200	38.779970	57325.22	80662.34	27.560200	28.938210	30.385121	31.904377	33.499596	35.174576	36.933305	38.779970
Traffic Worker III   008003   TRAF														
A TRAF	003	07/13/2024	29.286719	41.209354	60916.38	85715.46	29.286719	30.751055	32.288608	33.903038	35.598190	37.378099	39.247004	41.209354
Traffic Worker Trainee   008005   TRAF														
A TRAF	005	07/13/2024	21.986369	30.937029	45731.65	64349.02	21.986369	23.085687	24.239971	25.451970	26.724569	28.060797	29.463837	30.937029
Training Specialist   001857   MGMT														
A MGTE	129	07/27/2024	39.028590	54.917146	81179.47	114227.66	39.028590	40.980019	43.029020	45.180471	47.439495	49.811470	52.302044	54.917146
Treasury Analyst   010827   CONF														
A CONF	048	07/27/2024	39.412750	55.457696	81978.52	115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696

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<b>Treasury Analyst   014016   MSUP</b>												
A MSUP	016	07/27/2024	39.412750 55.457696	81978.52 115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
<b>Treasury Assistant   010715   CONF</b>												
A CONF	033	07/27/2024	28.227322 39.718675	58712.83 82614.84	28.227322	29.638688	31.120622	32.676653	34.310486	36.026010	37.827310	39.718675
<b>Treasury Manager   001801   MGMT</b>												
A MGTE	085	07/27/2024	70.535791 99.250941	146714.44 206441.96	70.535791	74.062581	77.765710	81.653995	85.736695	90.023530	94.524706	99.250941
<b>Tree Maintenance Supervisor   015046   L39C</b>												
A SUPV	023	07/13/2024	31.683618 44.582032	65901.92 92730.63	31.683618	33.267799	34.931189	36.677748	38.511635	40.437217	42.459078	44.582032
<b>Tree Maintenance Worker   003660   L39A</b>												
A OPMT	041	07/13/2024	24.343255 34.253405	50633.97 71247.08	24.343255	25.560418	26.838439	28.180361	29.589379	31.068848	32.622290	34.253405
<b>Tree Maintenance Worker Trnee   003917   L39A</b>												
A OPMT	065	07/13/2024	20.854018 29.343699	43376.36 61034.89	20.854018	21.896719	22.991555	24.141133	25.348190	26.615600	27.946380	29.343699
<b>Tree Pruner I   003639   L39A</b>												
A OPMT	023	07/13/2024	22.974092 32.326856	47786.11 67239.86	22.974092	24.122797	25.328937	26.595384	27.925153	29.321411	30.787482	32.326856
<b>Tree Pruner II   003640   L39A</b>												
A OPMT	024	07/13/2024	25.271522 35.559570	52564.77 73963.91	25.271522	26.535098	27.861853	29.254946	30.717693	32.253578	33.866257	35.559570
<b>Tree Pruner Supervisor   015047   L39C</b>												
A SUPV	024	07/13/2024	31.062278 43.707745	64609.54 90912.11	31.062278	32.615392	34.246162	35.958470	37.756393	39.644213	41.626424	43.707745
<b>Tree Pruner Trainee   003638   L39A</b>												
A OPMT	022	07/13/2024	20.074576 28.246946	41755.12 58753.65	20.074576	21.078305	22.132220	23.238831	24.400773	25.620812	26.901853	28.246946
<b>Urban Design Manager   001894   MGMT</b>												
A MGTE	156	07/27/2024	56.385983 79.340739	117282.84 165028.74	56.385983	59.205282	62.165546	65.273823	68.537514	71.964390	75.562609	79.340739
<b>Util Operations &amp; Maint Supt   001841   MGMT</b>												
A MGTE	120	07/27/2024	51.501709 72.468076	107123.56 150733.60	51.501709	54.076794	56.780634	59.619666	62.600649	65.730681	69.017215	72.468076
<b>Utilities Locator   007010   L447</b>												
A WATR	006	07/01/2023	32.094120 45.159650	66755.77 93932.07	32.094120	33.698826	35.383767	37.152955	39.010603	40.961133	43.009190	45.159650
<b>Utilities O&amp;M Leadworker   007002   L447</b>												
A WATR	002	07/01/2023	34.463445 48.493528	71683.97 100866.54	34.463445	36.186617	37.995948	39.895745	41.890532	43.985059	46.184312	48.493528
<b>Utilities O&amp;M Serviceworker   007001   L447</b>												
A WATR	001	07/01/2023	31.311337 44.058194	65127.58 91641.04	31.311337	32.876904	34.520749	36.246786	38.059125	39.962081	41.960185	44.058194



# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Utilities O&amp;M Supervisor   015103   L39C</b>												
A SUPV	059	07/13/2024	39.714458 55.882231	82606.07 116235.04	39.714458	41.700181	43.785190	45.974449	48.273171	50.686830	53.221172	55.882231
<b>Utilities O&amp;M SvcWrk App   007901   L447</b>												
A WATR	003	07/01/2023	22.450854 27.227273	46697.78 56632.73	22.450854	23.573396	24.752066	27.227273				
<b>Utilities Ops and Maint Mgr   001842   MGMT</b>												
A MGTE	198	07/27/2024	59.999470 84.425278	124798.90 175604.58	59.999470	62.999443	66.149415	69.456886	72.929730	76.576216	80.405027	84.425278
<b>Utility Construction Coord   001839   MGMT</b>												
A MGTE	118	07/27/2024	46.351537 65.221268	96411.20 135660.24	46.351537	48.669114	51.102570	53.657698	56.340583	59.157612	62.115493	65.221268
<b>Utility Services Inspector   016099   L39A</b>												
A OFFT	056	07/13/2024	22.027073 30.994303	45816.31 64468.15	22.027073	23.128427	24.284848	25.499090	26.774045	28.112747	29.518384	30.994303
<b>Utility Worker   003602   L39A</b>												
A TEMP	011	12/14/2024	16.500000 17.462016	34320.00 36320.99								
<b>Vehicle Service Attendant   012005   IAMA</b>												
A IAMA	004	07/01/2023	18.664168 26.262358	38821.47 54625.70	18.664168	19.597376	20.577245	21.606107	22.686412	23.820733	25.011770	26.262358
<b>Veterinarian   001875   MGMT</b>												
A MGTE	140	07/27/2024	45.598946 64.162296	94845.81 133457.58	45.598946	47.878893	50.272838	52.786480	55.425804	58.197094	61.106949	64.162296
<b>Water Conservation Rep   016978   L39A</b>												
A OFFT	139	07/13/2024	22.027073 30.994303	45816.31 64468.15	22.027073	23.128427	24.284848	25.499090	26.774045	28.112747	29.518384	30.994303
<b>Water Conservation Specialist   016975   L39A</b>												
A OFFT	135	07/13/2024	24.747395 34.822070	51474.58 72429.91	24.747395	25.984765	27.284003	28.648203	30.080613	31.584644	33.163876	34.822070
<b>Water Conservation Supervisor   015107   L39C</b>												
A SUPV	072	07/13/2024	27.852540 39.191320	57933.28 81517.95	27.852540	29.245167	30.707425	32.242796	33.854936	35.547683	37.325067	39.191320
<b>Water Cross Conn Ctrl Spclst   007902   L447</b>												
A WATR	004	07/01/2023	39.627997 55.760571	82426.23 115981.99	39.627997	41.609397	43.689867	45.874360	48.168078	50.576482	53.105306	55.760571
<b>Water Quality Chemist   017008   L39A</b>												
A PROF	005	07/13/2024	37.347990 52.552371	77683.82 109308.93	37.347990	39.215389	41.176158	43.234966	45.396714	47.666550	50.049877	52.552371
<b>Water Quality Lab Tech   016080   L39A</b>												
A OFFT	043	07/13/2024	25.041300 35.235625	52085.90 73290.10	25.041300	26.293365	27.608033	28.988435	30.437857	31.959750	33.557738	35.235625
<b>Website Administrator   001904   MGMT</b>												
A MGTE	170	07/27/2024	50.561339 71.144880	105167.58 147981.35	50.561339	53.089406	55.743876	58.531070	61.457623	64.530504	67.757029	71.144880

# Salary Schedule/Classification Listing

Council Approval Date: Feb 11, 2025

<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Workers Comp Claims Asst I   010818   CONF</b>												
A CONF	037	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
<b>Workers Comp Claims Asst II   010819   CONF</b>												
A CONF	038	07/27/2024	30.405614 42.783753	63243.68 88990.21	30.405614	31.925895	33.522190	35.198299	36.958214	38.806125	40.746431	42.783753
<b>Workers Comp Claims Mgr   001927   MGMT</b>												
A MGTE	195	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Workers' Comp Claims Rep   001943   MGMT</b>												
A MGTE	215	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Workers' Comp Claims Supvr   001942   MGMT</b>												
A MGTE	214	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Youth Aide   009068   TEMP</b>												
A TEMP	037	12/14/2024	16.500000 16.500000	34320.00 34320.00								
<b>Zoning Investigator   016213   L39A</b>												
A OFFT	080	07/13/2024	35.500728 49.953090	73841.51 103902.43	35.500728	37.275764	39.139552	41.096530	43.151357	45.308925	47.574371	49.953090
<b>Zoo Attendant I   003642   L39A</b>												
A OPMT	026	07/13/2024	21.328029 30.010678	44362.30 62422.21	21.328029	22.394430	23.514151	24.689859	25.924352	27.220570	28.581598	30.010678
<b>Zoo Attendant II   003643   L39A</b>												
A OPMT	027	07/13/2024	23.059578 32.447142	47963.92 67490.06	23.059578	24.212557	25.423185	26.694344	28.029061	29.430514	30.902040	32.447142

## **Employer-Employee Relations Policy**

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**Scope:** CITYWIDE

**Policy Contact**

Department of Human Resources

(916) 808-5731

[humanresources@cityofsacramento.org](mailto:humanresources@cityofsacramento.org)

**Regulatory References**

California Government Code Sections 3500

**Effective Date**

Employer-Employee Relations Policy

February 11, 2025

**Supersedes**

Employer-Employee Relations Policy

February 13, 2024

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## **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 1 through 7 as they appeared in the recognition petition filed pursuant to paragraph 3(a)(1), above, 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 is 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)(2), 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)

1. Blacksmith Welder
2. Carpenter
3. Electrical Design Technician
4. Electrician
5. Electrician Supervisor
6. Generator Technician
7. HVAC Supervisor
8. Machinist
9. Machinist Helper
10. Machinist Supervisor
11. Mechanical Maintenance Supervisor
12. Painter
13. Plumber
14. Plumber Apprentice
15. Plumbing Supervisor
16. Senior Carpenter
17. Senior Electrician
18. Senior Generator Technician
19. Senior Painter
20. Senior Plumber
21. Stagehand I
22. Stagehand II
23. Structural Maintenance Supervisor
24. Supervising Generator Technician

B. Plant Operator Unit (Represented Unit 04)

1. Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic
2. Junior Plant Operator
3. Plant Operator
4. Senior Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic

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

5. Senior Plant Operator
6. Senior Stationary Engineer
7. Stationary Engineer

C. Water and Sewer Unit (Represented Unit 07)

1. Assistant Water Cross-Connection Control Specialist
2. Utilities Locator
3. Utilities Operations and Maintenance Serviceworker Apprentice
4. Utilities Operations and Maintenance Leadworker
5. Utilities Operations and Maintenance Serviceworker
6. Water Cross-Connection Control Specialist

D. Traffic Engineering Unit (Represented Unit 08)

1. Traffic Worker I
2. Traffic Worker II
3. Traffic Worker III
4. Traffic Worker Trainee

E. Fire Department Unit (Represented Unit 05)

1. Fire Battalion Chief
2. Fire Captain
3. Fire Engineer
4. Fire Investigator I
5. Fire Investigator II
6. Fire Prevention Officer I
7. Fire Prevention Officer II
8. Fire Prevention Officer Trainee
9. Firefighter
10. Sacramento Fire Emergency Medical Technician
11. Sacramento Fire Paramedic
12. Senior Fire Prevention Officer

F. Police Department Unit (Represented Unit 02)

1. Community Service Officer III
2. Community Service Officer I (Limited-Term)\*
3. Community Service Officer II (Limited-Term)\*
4. Dispatcher I
5. Dispatcher II
6. Dispatcher III

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

7. Park Safety Ranger
8. Park Safety Ranger Assistant
9. Park Safety Ranger Supervisor
10. Police Officer
11. Police Sergeant
12. Reserve Community Service Officer\*
13. Reserve Dispatcher\*
14. Reserve Police Officer I\*
15. Reserve Police Officer II\*
16. Reserve Police Officer III\*
17. Reserve Police Sergeant\*
18. Security Officer\*

G. Professional Unit (Represented Unit 17)

1. Arborist/Urban Forester
2. Archivist
3. Art Museum Registrar
4. Assistant Planner
5. Associate Curator of Art
6. Associate Planner
7. Geographic Information Systems (GIS) Specialist I
8. Geographic Information Systems (GIS) Specialist II
9. Geographic Information Systems (GIS) Specialist III
10. Junior Planner
11. Media Production Specialist I
12. Media Production Specialist II
13. Process Control Systems Specialist
14. Public Information Coordinator
15. Real Property Agent I
16. Real Property Agent II
17. Real Property Agent III
18. Registrar
19. Telecommunications Systems Analyst I
20. Telecommunications Systems Analyst II
21. Telecommunications Systems Analyst III
22. Water Quality Chemist

H. Office and Technical Unit (Represented Unit 16)

1. 311 Customer Service Agent
2. 311 Customer Service Specialist
3. Account Clerk I

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

4. Account Clerk II
5. Accounting Technician
6. Aquatics Recreation Coordinator
7. Aquatics Specialist\*
8. Architectural Technician I
9. Architectural Technician II
10. Architectural Technician III
11. Arts Program Assistant
12. Arts Program Coordinator
13. Booking Coordinator
14. Building Inspector I
15. Building Inspector II
16. Building Inspector III
17. Building Inspector IV
18. Building Monitor\*
19. Cache Logistics Coordinator
20. Cashier
21. Claims Collector
22. Code Enforcement Officer
23. Community Service Representative I
24. Community Service Representative II
25. Construction Inspector I
26. Construction Inspector II
27. Construction Inspector III
28. Crew Leader, Landscape & Learning\*
29. Customer Service Assistant
30. Customer Service Representative
31. Customer Service Specialist
32. Customer Service Trainee
33. Department Systems Specialist I
34. Department Systems Specialist II
35. Development Services Technician I
36. Development Services Technician II
37. Development Services Technician III
38. Electrical Construction Inspector I
39. Electrical Construction Inspector II
40. Electrical Construction Inspector III
41. Engineering Technician I
42. Engineering Technician II
43. Engineering Technician III
44. Events Coordinator
45. Evidence and Property Technician

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



46. Fingerprint Clerk
47. Fleet Management Technician
48. Fleet Service Coordinator
49. Forensic Investigator I
50. Forensic Investigator II
51. Graphics Assistant
52. Information Technology Support Specialist I
53. Information Technology Support Specialist II
54. Information Technology Trainee
55. Landscape Technician I
56. Landscape Technician II
57. Lead Forensic Investigator
58. Mail Processor I
59. Mail Processor II
60. Neighborhood Resources Coordinator I
61. Neighborhood Resources Coordinator II
62. Office Specialist
63. Personnel Transactions Coordinator
64. Pick-Up Driver
65. Plans Examiner I
66. Plans Examiner II
67. Plans Examiner III
68. Police Clerk I
69. Police Clerk II
70. Police Clerk III
71. Police Records Specialist I
72. Police Records Specialist II
73. Police Records Specialist III
74. Program Coordinator
75. Program Coordinator (Adaptive Recreation)
76. Program Coordinator (Older Adults)
77. Program Developer
78. Program Developer (Older Adults)
79. Program Leader
80. Program Leader (Older Adults)
81. Recreation Aide\*
82. Recreation Aide (Older Adults)\*
83. Recreation Leader (Adaptive Recreation)\*
84. Senior Claims Collector
85. Senior Department Systems Specialist
86. Senior Evidence and Property Technician
87. Senior Information Technology (IT) Support Specialist

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

- 88. Senior Landfill Engineering Technician
- 89. Senior Office Specialist
- 90. Senior Personnel Transactions Coordinator
- 91. Senior Recreation Aide\*
- 92. Senior Recreation Aide (Older Adults)\*
- 93. Storekeeper
- 94. Stores Clerk I
- 95. Stores Clerk II
- 96. Traffic Investigator I
- 97. Traffic Investigator II
- 98. Traffic Investigator III
- 99. Utility Services Inspector
- 100. Water Conservation Representative
- 101. Water Conservation Specialist
- 102. Water Quality Laboratory Technician
- 103. Zoning Investigator

I. Operations and Maintenance Unit (Represented Unit 03)

- 1. Animal Care Technician
- 2. Animal Control Officer I
- 3. Animal Control Officer II
- 4. Assistant Code Enforcement Officer
- 5. Building Maintenance Worker
- 6. Community Center Attendant I
- 7. Community Center Attendant II
- 8. Custodian I
- 9. Custodian II
- 10. Electronic Maintenance Technician I
- 11. Electronic Maintenance Technician II
- 12. Electronic Maintenance Technician Trainee
- 13. Instrument Technician I
- 14. Instrument Technician II
- 15. Instrument Technician Trainee
- 16. Integrated Waste Equipment Operator
- 17. Irrigation Technician
- 18. Locksmith
- 19. Maintenance Worker
- 20. Marina and Boating Facilities Attendant
- 21. Meter Reader
- 22. Park Equipment Operator
- 23. Park Maintenance Worker

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

24. Park Maintenance Worker I
25. Park Maintenance Worker II
26. Park Maintenance Worker III
27. Parking Enforcement Officer
28. Parking Lot Attendant
29. Parking Meter Coin Collector
30. Parking Meter Repair Worker
31. Registered Veterinary Technician
32. Security Guard
33. Senior Building Maintenance Worker
34. Senior Custodian
35. Senior Electronic Maintenance Technician
36. Senior Integrated Waste Equipment Operator
37. Senior Maintenance Worker
38. Senior Parking Lot Attendant
39. Senior Telecommunications Technician
40. Senior Tree Maintenance Worker
41. Senior Tree Pruner
42. Street Construction Equipment Operator
43. Street Construction Laborer
44. Street Construction Laborer Trainee\*
45. Survey Technician I
46. Survey Technician II
47. Telecommunications Technician I
48. Telecommunications Technician II
49. Telecommunications Technician Trainee
50. Traffic Control and Lighting Technician I
51. Traffic Control and Lighting Technician II
52. Traffic Control and Lighting Technician Trainee
53. Tree Maintenance Worker
54. Tree Maintenance Worker Trainee
55. Tree Pruner I
56. Tree Pruner II
57. Tree Pruner Trainee
58. Utility Worker\*
59. Zoo Attendant I
60. Zoo Attendant II

J. General Supervisory Unit (Represented Unit 15)

1. 311 Customer Service Supervisor
2. Aquatics Recreation Supervisor

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

3. Assistant Box Office Supervisor
4. Concrete Construction Leadworker
5. Custodial Supervisor
6. Customer Service Supervisor
7. Enforcement and Collections Supervisor
8. Equipment Maintenance Supervisor
9. Financial Services Supervisor
10. Instrumentation Supervisor
11. Integrated Waste Supervisor
12. Meter Reading Supervisor
13. Museum Security Supervisor
14. Parking Enforcement Supervisor
15. Parking Facilities Maintenance Supervisor
16. Parking Lot Supervisor
17. Parking Meter Collection Supervisor
18. Parks Supervisor
19. Permit Services Supervisor
20. Police Records Supervisor
21. Program Supervisor
22. Program Supervisor (Older Adults)
23. Senior Accounting Technician
24. Senior Animal Care Technician
25. Senior Animal Control Officer
26. Senior Code Enforcement Officer
27. Senior Engineering Technician
28. Senior Parking Lot Supervisor
29. Senior Police Records Supervisor
30. Senior Storekeeper
31. Street Maintenance Supervisor
32. Supervising Building Inspector
33. Supervising Code Enforcement Officer
34. Supervising Community Center Attendant
35. Supervising Construction Inspector
36. Supervising Dispatcher
37. Supervising Forensic Investigator
38. Supervising Plant Operator
39. Supervising Police Clerk
40. Supervising Property Assistant
41. Supervising Surveyor
42. Supervising Water Quality Chemist
43. Survey Party Chief
44. Traffic Control and Lighting Supervisor

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

- 45. Traffic Supervisor
- 46. Tree Maintenance Supervisor
- 47. Tree Pruner Supervisor
- 48. Utilities Operations and Maintenance Supervisor
- 49. Water Conservation Supervisor

K. Engineering Unit (Represented Unit 11)

- 1. Assistant Architect
- 2. Assistant Civil Engineer
- 3. Assistant Electrical Engineer
- 4. Assistant Mechanical Engineer
- 5. Associate Architect
- 6. Associate Civil Engineer
- 7. Associate Electrical Engineer
- 8. Associate Landscape Architect
- 9. Associate Mechanical Engineer
- 10. Junior Engineer
- 11. Junior Landscape Assistant
- 12. Landscape Assistant
- 13. Telecommunications Engineer I
- 14. Telecommunications Engineer II
- 15. Telecommunications Engineer III

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

- 1. Equipment Mechanic I
- 2. Equipment Mechanic II
- 3. Equipment Mechanic III
- 4. Equipment Serviceworker
- 5. Fire Service Worker
- 6. General Repair Worker
- 7. Senior Equipment Serviceworker
- 8. Supervising Fire Service Worker
- 9. Vehicle Service Attendant

M. 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

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

be placed in the classifications in Unit 10. Once legacy employees attrit out of the Unit 14, Unit 14 will be dissolved.

1. Accountant Auditor
2. Administrative Analyst
3. Budget Analyst
4. Personnel Analyst
5. Senior Accountant Auditor
6. Senior Budget Analyst
7. Senior Deputy City Clerk
8. Special Assistant to the City Attorney (Ex)
9. Treasury Analyst

N. Confidential/Administrative (Represented Unit 10)

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

1. Accountant Auditor
2. Administrative Analyst
3. Administrative Assistant
4. Administrative Assistant (Confidential/Exempt)
5. Administrative Technician
6. Administrative Technician (Confidential/Exempt)
7. Animal Services Coordinator
8. Applications Developer
9. Budget Analyst
10. Deputy City Clerk
11. Legal Secretary (Exempt)
12. Legal Staff Assistant (Exempt)
13. Paralegal (Exempt)
14. Paralegal Technical Support (Exempt)
15. Payroll Technician
16. Personnel Analyst
17. Personnel Technician
18. Senior Accountant Auditor
19. Senior Budget Analyst
20. Senior Deputy City Clerk
21. Senior Legal Staff Assistant (Exempt)
22. Senior Staff Assistant
23. Special Assistant to the City Attorney (Exempt)
24. Staff Assistant
25. Supervising Legal Secretary (Exempt)
26. Systems Engineer

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

- 27. Treasury Analyst
- 28. Treasury Assistant
- 29. Workers' Compensation Claims Assistant I
- 30. Workers' Compensation Claims Assistant II

O. Exempt Management (Represented Unit 01)

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

- 1. 311 Manager
- 2. Administrative Officer
- 3. Animal Care Services Manager
- 4. Arts Administrator
- 5. Arts in Public Places Specialist
- 6. Assistant Camp Sacramento Supervisor
- 7. Assistant Director
- 8. Auditor
- 9. Banking Operations Manager
- 10. Building Services Manager
- 11. Business Services Manager
- 12. Camp Sacramento Supervisor
- 13. Cannabis Manager
- 14. Chief Animal Control Officer
- 15. Chief Building Official
- 16. Chief Investment Officer
- 17. City Historian
- 18. City Housing Manager
- 19. Code and Housing Enforcement Chief
- 20. Code Enforcement Manager
- 21. Contracts and Compliance Specialist
- 22. Convention Center General Manager
- 23. Cultural Services and Creative Economy Manager
- 24. Curator of Art
- 25. Curator of Education
- 26. Curator of History
- 27. Debt Analyst
- 28. Deputy Chief Building Official
- 29. Deputy City Attorney I
- 30. Deputy City Attorney II
- 31. Deputy Convention Center General Manager
- 32. Development Project Manager
- 33. Diversity and Equity Manager
- 34. Economic Development Manager

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



35.	Emergency Communications Manager
36.	Emergency Medical Services Coordinator
37.	Engineering Manager
38.	Environmental Health and Safety Manager
39.	Environmental Health and Safety Officer
40.	Environmental Health and Safety Specialist
41.	Equal Employment Manager
42.	Equal Employment Specialist
43.	Ethics Program Compliance Officer
44.	Events Services Manager
45.	Events Services Supervisor
46.	Facilities and Real Property Superintendent
47.	Facilities Manager
48.	Finance Manager
49.	Fire Assistant Chief
50.	Fire Marshal
51.	Fiscal Policy Analyst
52.	Fleet Manager
53.	Graphic Designer
54.	Homeless Services Manager
55.	Human Resources Manager
56.	Information Technology (IT) Manager
57.	Information Technology (IT) Supervisor
58.	Integrated Waste Collections Superintendent
59.	Integrated Waste General Manager
60.	Integrated Waste General Supervisor
61.	Integrated Waste Planning Superintendent
62.	Investigator
63.	Investment Officer
64.	Investment Operations Analyst
65.	Law Office Administrator
66.	Licensed Land Surveyor
67.	Marina Manager
68.	Media and Communications Specialist
69.	Neighborhood Services Area Manager
70.	Neighborhood Services Manager
71.	Operations General Supervisor
72.	Park Maintenance Manager
73.	Park Maintenance Superintendent
74.	Park Planning, Design and Development Manager
75.	Parking Manager
76.	Permit Services Manager

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

- 77. Planning Director
- 78. Police Captain
- 79. Police Lieutenant
- 80. Police Social Services Administrator
- 81. Principal Accountant
- 82. Principal Applications Developer
- 83. Principal Building Inspector
- 84. Principal Engineer
- 85. Principal Fiscal Policy Analyst
- 86. Principal Planner
- 87. Principal Systems Engineer
- 88. Process Control Supervisor
- 89. Procurement Services Manager
- 90. Program Manager
- 91. Program Specialist
- 92. Public Safety Administrative Manager
- 93. Public Safety Communications Manager
- 94. Recreation General Supervisor
- 95. Recreation Manager
- 96. Recreation Superintendent
- 97. Risk Manager
- 98. Senior Applications Developer
- 99. Senior Architect
- 100. Senior Auditor
- 101. Senior Debt Analyst
- 102. Senior Deputy City Attorney
- 103. Senior Development Project Manager
- 104. Senior Engineer
- 105. Senior Fiscal Policy Analyst
- 106. Senior Investment Officer
- 107. Senior Landscape Architect
- 108. Senior Personnel Analyst
- 109. Senior Planner
- 110. Senior Systems Engineer
- 111. Special Districts Manager
- 112. Special Projects Manager
- 113. Stores Administrator
- 114. Streets Manager
- 115. Supervising Architect
- 116. Supervising Engineer
- 117. Supervising Financial Analyst
- 118. Supervising Landscape Architect

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

119. Support Services Manager
120. Training Specialist
121. Treasury Manager
122. Urban Design Manager
123. Utilities Operations and Maintenance Superintendent
124. Utilities Operations and Maintenance Manager
125. Utility Construction Coordinator
126. Veterinarian
127. Website Administrator
128. Workers' Compensation Claims Manager
129. Workers' Compensation Claims Representative
130. 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)

1. Assistant City Attorney
2. Assistant City Auditor
3. Assistant City Clerk
4. Assistant City Manager
5. Assistant to the City Manager
6. Budget Manager
7. Chief Assistant City Attorney
8. Chief Information Officer
9. City Attorney
10. City Auditor
11. City Clerk
12. City Manager
13. City Treasurer
14. Community Engagement Manager
15. Deputy Fire Chief
16. Deputy Police Chief
17. Director of Community Development
18. Director of Community Response
19. Director of Convention and Culture Services
20. Director of Economic Development
21. Director of Emergency Management
22. Director of Finance

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

23. Director of Governmental Affairs
24. Director of Human Resources
25. Director of Public Safety Accountability
26. Director of Public Works
27. Director of Utilities
28. Director of Youth, Parks & Community Enrichment (YPCE)
29. Executive Director, SAC CCOMWP
30. Fire Chief
31. Governmental Affairs Manager
32. Governmental Affairs Manager (Public Safety)
33. Human Resources Manager (Benefits & Retirement, Employment & Classification, and Labor Relations)
34. Labor Relations Administrative and EEO Investigator
35. Labor Relations Analyst
36. Labor Relations Officer
37. Media and Communications Officer
38. Office of Public Safety Accountability Assistant Director
39. Police Chief
40. Principal Budget Analyst (Finance/Budget)
41. Supervising Deputy City Attorney

**B. Mayor/Council Support (Unrepresented Unit 21)**

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

1. Administrator of Government Relations
2. Chief of Staff to the Mayor
3. Council/Clerk Operations Manager
4. Council Representative
5. Office of Public Safety and Accountability Analyst
6. Office of Public Safety and Accountability Community Engagement Coordinator
7. Office of Public Safety and Accountability Deputy Inspector General
8. Office of Public Safety and Accountability Inspector General
9. Office of Public Safety and Accountability Investigator
10. Office of Public Safety and Accountability Senior Investigator
11. Senior Advisor to the Mayor
12. Senior Council Representative
13. Senior Policy Advisor
14. Special Assistant to the Mayor

**C. Executive Management Support (Unrepresented Unit 22)**

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

(Civil Service Exempt Unit/At-Will Classifications)

1. Executive Assistant (City Manager's Office)
2. Executive Assistant (Mayor/Council)
3. Mayoral Aide (Mayor/Council)
4. Staff Assistant (Mayor/Council)

D. Mayor/Council (Unrepresented Unit 23)

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

1. Mayor
2. City Council

E. Non-Career (Unrepresented Unit 09)

(Civil Service Exempt Unit/At-Will Classifications)

1. Assistant Camp Caretaker\*
2. Assistant Camp Chef\*
3. Assistant Pool Manager\*
4. Camp Aide\*
5. Camp Caretaker\*
6. Camp Chef\*
7. Camp Host\*
8. Camp Program Director\*
9. Camp Recreation Leader\*
10. Cashier (Aquatics)\*
11. Dispatcher Recruit\*
12. Emergency Medical Service Trainee\*
13. Events Associate\*
14. Events Duty Person\*
15. Fire Recruit\*
16. Graduate Student Trainee\*
17. General Intern\*
18. Lead Events Associate\*
19. Lifeguard\*
20. Marina Aide\*
21. Mayor/Council Intern\*
22. Nurse\*
23. Nurse (Adaptive Recreation)\*
24. Pilot\*
25. Police Background Investigator\*

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

- 26. Police Officer Recruit\*
- 27. Pool Manager\*
- 28. Public Service Aide\*
- 29. Reserve Evidence and Property Technician\*
- 30. Reserve Police Records Specialist\*
- 31. Senior Camp Sacramento Aquatics Leader
- 32. Senior Lifeguard\*
- 33. Student Trainee\*
- 34. Ticket Seller (Exempt)\*
- 35. 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**

February 11, 2025

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## **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. An employee's request to use accrued CTO must be made in advance and 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 REMOTE WORK PROGRAM

Employees may work remotely, at the discretion of the Appointing Authority, in a manner consistent with the City's Remote Work [Policy](#).

## 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.

## 2.7 EMERGENCY RESPONSE BY DEPUTY FIRE CHIEF

When a Deputy Fire Chief is required to respond to a call for mutual aid during an emergency or disaster, or as part of a strike team, and works in excess of the employee's regular work schedule, the employee shall be paid at the regular hourly rate from time of dispatch until the time they return.



## 2.8 EMERGENCY RESPONSE BY DEPUTY POLICE CHIEF

When a Deputy Police Chief is required to respond to a call for mutual aid during an emergency or disaster and works in excess of the employee's regular work schedule, the employee shall be paid at the regular hourly rate for the duration of the call-up.

## 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, Health and Welfare Contribution (City Contribution). 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 \$955 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 \$1,520 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 \$2,026 per month.

- d. Effective the first paycheck of 2025, for plan year 2025, the City shall contribute fifty percent (50%) of the first fifty dollars (\$50) of premium increases, up to a total City dollar maximum contribution of twenty-five dollars (\$25) per month, rounded up to the nearest whole dollar, toward the cumulative total increase in premiums, from plan year 2024 to plan year 2025, of the benchmarked plans ((twenty-five dollar) (\$25) Kaiser HMO, Delta Dental PPO, and VSP basic vision plans). The employee shall be responsible for any premium increase(s) which exceed this amount.
- e. 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.
- f. Full-time employees not enrolled in a City-sponsored medical plan shall receive up to \$747 per month to purchase City-sponsored dental and vision coverage.
- g. 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 ABHP medical plan for employee only coverage.
- h. Employees shall not receive any unused portion of the City contribution as cash.
- i. 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 twenty-six (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 twenty-six (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 twenty-six (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 twenty-six (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:

<u>Group</u>	<u>Amount</u>
Executive Management, Executive Management Support and Mayor Council Support	\$50,000
City Attorney, City Auditor, City Clerk and City Treasurer	\$100,000
City Manager	\$150,000

- 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 shall be made available to eligible career employees and participation for eligible employees shall be mandatory. The Plan shall conform to all IRC requirements. Contributions to the Plan shall be 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 (CITY CHARTER)

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.

### 3.9 LONGEVITY PAY (UNREP RESO)

Effective June 15, 2024, Executive Management (Unit 20), Mayor/Council Support (Unit 21), and Executive Management Support (Unit 22) employees, excluding the City Manager, City Attorney, City Clerk, City Treasurer, City Auditor, Director of Public Safety Accountability, and Assistant City Managers, 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. Effective January 10, 2026, Assistant City Managers will be eligible for longevity 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 Section 1.5, City Service.

## 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 three hundred dollars (\$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 sixty-five dollars (\$65) per month, for a total maximum monthly City contribution up to three hundred and sixty-five dollars (\$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 subsection 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 subsection 4.1(b).

h. Limitation Clause

No employee or retiree shall have any rights provided by this Section 4.1 after June 27, 2025.

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 being recalled from layoff or transferring to unrepresented classifications after July 20, 2012, shall be ineligible for any benefits by this Section, unless the employee was eligible for retiree or survivor dependent benefits at the time of layoff or 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 four hundred dollars (\$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 three hundred and fifty dollars (\$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 two hundred (\$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 two hundred dollars (\$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 four hundred dollars (\$400).

#### 6.4 GENERAL INTERN CLASSIFICATION

Individuals holding the classification of General Intern may be eligible for additional compensation for qualifying work. Additional compensation in the amounts described below is authorized solely for the purpose of recruiting and retaining qualified interns. General Interns may be paid additional compensation as follows:

a. General Interns

(1) Recruitment Incentive

Upon successful completion of eighty (80) hours of work, the City may pay eligible General Interns a lump sum amount of two hundred and fifty dollars (\$250).

(2) Retention Incentive

Upon successful completion of three hundred and twenty (320) hours of work, the City may pay eligible General Interns a lump sum amount of five hundred dollars (\$500).

b. General Interns in the City Attorney's Office

(1) Recruitment Incentive

Upon successful completion of eighty (80) hours of work, the City may pay eligible General Interns working in the City Attorney's Office a lump sum amount of five hundred dollars (\$500).

(2) Retention Incentive

Upon successful completion of four hundred (400) hours of work, the City may pay eligible General Interns working in the City Attorney's Office a lump sum amount of one thousand and five hundred dollars (\$1,500).

#### 6.5 TUITION REIMBURSEMENT – STUDENT TRAINEE

Employees in the classification of Student Trainee, who are in the Police Officer hiring pipeline, may be eligible for tuition reimbursement pursuant to Section 8.4.

### ARTICLE 7 – LEAVES

#### 7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS

Unless provided otherwise in this Article, leave hours shall accrue over twenty-four (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:

<b><u>Length of Service</u></b>	<b><u>Annual Vacation Allowance</u></b>
1 to 5 years	10 days/80 hours
5 years and 1 day to 15 years	15 days/120 hours
more than 15 years	20 days/160 hours

- 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:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	March 31
Memorial Day	Last Monday in May
Independence Day	July 4
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:

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

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. Employee Holiday Accrual (Non-Safety)

Executive Management (Unit 20), Mayor/Council Support (Unit 21), and Executive Management Support (Unit 22) employees (excluding Charter Officers, department heads, classifications above department head, Deputy Fire Chiefs and Deputy Police Chiefs) who are required by their supervisors to work on a holiday shall receive Holiday Earned Credit for those hours actually worked on a holiday up to a maximum of eight (8) hours for a full holiday or four (4) hours for a half holiday.

e. Holiday Hours for Deputy Fire Chiefs and Deputy Police Chiefs

Deputy Fire Chiefs and Deputy Police Chiefs regularly scheduled to work on a recognized holiday shall receive holiday credit up to a maximum of eight (8) hours for a full holiday or four (4) hours for a half holiday. Holiday credit accumulations shall be limited to a maximum carryover of forty (40) hours from the preceding calendar year. Effective the pay period which includes January 8 of each year, earned holiday hours in excess of forty (40) shall be paid to the employee in cash at the employee's regular rate of pay for that pay period.

f. 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.

g. 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.

h. 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 the last day of the pay period ending on or before 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:
  1. Eligible employees 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, or layoff.
  2. Eligible employees with an effective retirement date from PERS within one hundred twenty (120) calendar days of their separation from City service may also convert any or all of their total sick leave credits accrued, less any payment received pursuant to subparagraph 1, above, to PERS service credit as of the date of their retirement consistent with and pursuant to the PERS contract with the City, as amended.
  3. Individuals identified pursuant to [California Government Code Section 53245](#) as being the person designated on the employee's "Designation of Person Authorized to Receive Warrants," or in the absence of an identified person pursuant to California Government Code Section 53245, persons entitled by law to the possession of the estate of a deceased employee who was eligible to cash out sick leave credits pursuant to subparagraph 1, above, may receive payment for thirty-three and one-third (33-1/3%) of the total sick leave credits accumulated (to

the nearest full day) by the employee on the date of the employee's death.

- ii. Employees 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 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.

#### 7.12 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](#).

#### 7.13 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.

#### 7.14 PAID CITY LEAVE (PCL)

- a. This Paid City Leave (PCL) shall not expire, and shall have no cash value except upon separation from City service. Employees with a balance of the PCL shall receive a payment for the PCL balance at the straight time rate of pay they are receiving at the time of the payment, less ordinary payroll deductions.
- b. 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 two hundred and fifty dollars (\$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 twenty-five (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 one hundred and twenty dollars (\$120). 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 ninety dollar (\$90) per month transportation allowance. Part-time Executive Management Support employees who work in the downtown area shall receive a sixty dollar (\$60) 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) 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 POLICE UNIFORM ALLOWANCE

Safety management personnel employed in the Police Department shall receive a uniform allowance of thirty-five dollars (\$35) bi-weekly for the purchase of regulation items of uniform that the Police Department requires to be worn as a condition of employment.

8.4 TUITION REIMBURSEMENT

Employees will be reimbursed for the cost of tuition up to a maximum of one thousand and five hundred dollars (\$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 6.5, Tuition Reimbursement, non-career employees are not eligible for tuition reimbursement.

#### 8.5 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.

#### 8.6 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.

#### 8.7 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.

#### 8.8 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.

#### 8.9 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.

#### 8.10 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%) 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%) 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%) 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.

#### 9.5 SALARY RANGE ADJUSTMENTS FOR DESIGNATED CLASSIFICATIONS

Unrepresented classifications in the Executive Management (Unit 20), Mayor/Council Support (Unit 21), and Executive Management Support (Unit 22) units, who have similar or equivalent classifications in the Sacramento City Exempt Employees Association (SCXEA) shall receive salary range adjustments by the same percentage, and on the same dates, as salary range adjustments received by the SCXEA classifications. In addition, a salary compaction review will be performed to ensure the City maintains minimum spreads between SCXEA classifications and higher-level unrepresented classifications. Any needed range adjustments will take place as soon as practicable following implementation of SCXEA range increases and after the City Council approves the rates (salary schedule) for the unrepresented classifications at a public meeting pursuant to the California Code of Regulations § 570.5.

No Charter Officer, department head, or classification above department head shall be considered similar or equivalent to any SCXEA classification.

The City retains sole discretion to determine which job classifications represented by SCXEA are similar or equivalent to any unrepresented classification.