

RESOLUTION NO. 2021-0244

Adopted by the Sacramento City Council

August 10, 2021

Approving Amendments to the Employer-Employee Relations Policy and Salary Schedule

BACKGROUND

- A. The Employer-Employee Relations Policy (EERP) attached to this Resolution as Exhibit A has been amended to reflect classification changes made within the past two months in all represented and unrepresented units.
- 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 salary schedule attached to this Resolution as Exhibit B includes all City classifications to ensure that salary ranges are transparent and publicly available.

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

- Section 1. The EERP attached to this Resolution as Exhibit A is adopted.
- Section 2. The salary schedule attached to this Resolution as Exhibit B is adopted.
- Section 3. The City Manager is authorized to make minor changes or adjustments to Exhibits A and B to correct omissions and errors.
- Section 4. Exhibits A and B are part of this Resolution.

Table of Contents:

Exhibit A - EERP

Exhibit B - Salary Schedule

Adopted by the City of Sacramento City Council on August 10, 2021, by the following vote:

Ayes: Members Guerra, Harris, Jennings, Loloe, Schenirer, Valenzuela, Vang, and Mayor Steinberg

Noes: None

Abstain: None

Absent: Member Ashby

Attest: **Mindy Cuppy** Digitally signed by Mindy Cuppy
Date: 2021.09.17 15:16:00
-07'00'

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.

Employer-Employee Relations

Scope: CITYWIDE

Policy Contact

Department of Human Resources

(916) 808-5731

humanresources@cityofsacramento.org

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01 – Policy

02 – Definitions

Regulatory References

California Government Code Sections 3500

Supersedes

Employer-Employee Relations Policy

May 2021

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.
 - I. Petition – The petition shall be signed by the organization's duly authorized officers, and shall contain the following information and documentation:
 - I) 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 him. Within thirty (30) days of the date of such notice, other employee organizations may file a challenging petition seeking to become the recognized employee organization within such representation unit.

b. Election

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

organization shall be certified by the Employee Relations Officer as the recognized employee organization within the representation unit if:

- 1) That employee organization has received the vote of a numerical majority of all the employees eligible to vote in the unit of which the election is held, or,
 - 2) More than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, and the employee organization receives a numerical majority of all votes cast in the election, or,
 - 3) In an election involving three or more choices, where none of the choices receives a majority of the ballot votes cast, and where more than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, a run-off election shall be conducted between the two choices receiving the largest number of ballot votes cast; the rules governing an initial election being applicable to a run-off election.
3. Decertification Procedures – A decertification petition may be filed with the Employee Relations Officer by employees or an employee organization to determine whether or not a recognized employee organization continues to represent a majority of the employees in the representation unit. Such petition must be accompanied by proof of employee approval equal to at least thirty percent (30%) of the employees within the representation unit. The time periods for a petition to be filed with the Employee Relations Officer are: a) after the first full year of recognition if no written agreement has been negotiated; b) within the period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of a written agreement; or c) any time after a written agreement has been in effect for five years or more. When such a valid petition has been filed, the State Conciliation Service shall be requested to conduct an election to determine whether or not the incumbent recognized employee organization shall be decertified, and where filed by an employee organization, whether such organization shall be recognized. Such election shall be in accordance with the procedures and regulations of the State Conciliation Service, and the election procedures as hereinabove set forth.
4. In the event that the State Conciliation Service is unable to or unwilling to provide any of the services required of it by paragraphs 2 and 3 above, the American Arbitration Association, or another impartial third party agreed to by the City and the concerned employee organization(s), shall perform said services.
5. Costs of conducting elections, if any, shall be borne equally by the City and

the employee organization(s).

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

4. Meet and Confer

- a. Upon request, a recognized employee organization shall have the right to meet and confer in good faith regarding matters within the scope of representation with the Employee Relations Officer and/or his designees. 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 his 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 his 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 his 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 his representative shall discriminate for or against any employee organization, or in any way coerce or influence any employee in his 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 his 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.

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

- 1) Fact-finders shall not have served as mediator in the same impasse under subparagraph (b), and shall not be employees or officers of the City or members of one of the City's employee organizations.
- 2) Fact-finding is authorized hereunder in connection with all disputed issues that are within the scope of representation.
- 3) The fact-finder(s) shall, to the extent they are applicable, determine and apply the following standards to the disputed issues in making recommendations:
 - a. City job classifications shall be compared to comparable job classifications in private and public employment in the Sacramento metropolitan area, and in the three California cities next larger and the three California cities next smaller in population than Sacramento, to the extent such can be reasonably done.
 - b. In determining job comparability, the following factors will be considered: The nature and complexity of the duties involved; the degree of supervision received and exercised; the educational, experience and physical qualifications, and the special skills required; the physical working conditions; and the hazards inherent in the job.
 - c. Comparisons shall be in terms of total compensation and benefits of employment, and, to the extent feasible, shall be measured in monetary terms.
 - d. The comparison data as hereinabove provided for shall, to the extent feasible, be adjusted as appropriate for differences in the cost of living in Sacramento as compared to other cities considered; the benefits of job stability and continuity of employment; difficulty of recruiting qualified applicants; and equitable employment benefit relationships between job classifications in City employment.
 - e. The state of the economy in the Sacramento metropolitan area, and the financial condition and resources of City

government, shall be considered.

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

Appendix A

Designation of Representation Units and Unrepresented Classifications

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

A. Building Trades and Craft Unit (Represented Unit 06)

- Blacksmith Welder
- Carpenter
- Electrical Design Technician
- Electrician
- Electrician Supervisor
- Generator Technician
- HVAC Supervisor
- Machinist
- Machinist Helper
- Machinist Supervisor
- Mechanical Maintenance Supervisor
- Painter
- Plumber
- Plumber Apprentice
- Plumbing Supervisor
- Senior Carpenter
- Senior Electrician
- Senior Generator Technician
- Senior Painter
- Senior Plumber
- Stagehand I
- Stagehand II
- Structural Maintenance Supervisor
- Supervising Generator Technician

B. Plant Operator Unit (Represented Unit 04)

- Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic
- Junior Plant Operator
- Plant Operator
- Senior Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic
- Senior Plant Operator
- Senior Stationary Engineer

*Non-Career, Part-Time or Seasonal Classification

- Stationary Engineer

C. Water and Sewer Unit (Represented Unit 07)

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

D. Traffic Engineering Unit (Represented Unit 08)

- Traffic Worker I
- Traffic Worker II
- Traffic Worker III
- Traffic Worker Trainee

E. Fire Department Unit (Represented Unit 05)

- Fire Battalion Chief
- Fire Captain
- Fire Engineer
- Fire Investigator I
- Fire Investigator II
- Fire Prevention Officer I
- Fire Prevention Officer II
- Fire Prevention Officer Trainee
- Firefighter
- Senior Fire Prevention Officer

F. Police Department Unit (Represented Unit 02)

- Community Service Officer III
- Community Service Officer I (Limited-Term)*
- Community Service Officer II (Limited-Term)*
- Dispatcher I
- Dispatcher II
- Dispatcher III
- Park Safety Ranger
- Park Safety Ranger Assistant
- Park Safety Ranger Supervisor

*Non-Career, Part-Time or Seasonal Classification

- Police Officer
- Police Sergeant
- Reserve Community Service Officer*
- Reserve Dispatcher*
- Reserve Police Officer I*
- Reserve Police Officer II*
- Reserve Police Officer III*
- Reserve Police Sergeant*
- Security Officer*

G. Professional Unit (Represented Unit 17)

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

H. Office and Technical Unit (Represented Unit 16)

- 311 Customer Service Agent
- 311 Customer Service Specialist
- Account Clerk I
- Account Clerk II
- Accounting Technician

*Non-Career, Part-Time or Seasonal Classification

- Aquatics Recreation Coordinator
- Aquatics Specialist*
- Architectural Technician I
- Architectural Technician II
- Architectural Technician III
- Arts Program Assistant
- Arts Program Coordinator
- Booking Coordinator
- Building Monitor*
- Building Inspector I
- Building Inspector II
- Building Inspector III
- Building Inspector IV
- Building Technician
- Cashier
- Central Services Assistant I
- Central Services Assistant II
- Central Services Assistant III
- Claims Collector
- Code Enforcement Officer
- Community Service Representative I
- Community Service Representative II
- Construction Inspector I
- Construction Inspector II
- Construction Inspector III
- Crew Leader, Landscape & Learning*
- Customer Service Assistant
- Customer Service Representative
- Customer Service Specialist
- Customer Service Trainee
- Department Systems Specialist I
- Department Systems Specialist II
- Development Services Technician I
- Development Services Technician II
- Development Services Technician III
- Electrical Construction Inspector I
- Electrical Construction Inspector II
- Electrical Construction Inspector III
- Engineering Technician I
- Engineering Technician II
- Engineering Technician III
- Events Coordinator

*Non-Career, Part-Time or Seasonal Classification

- Fingerprint Clerk
- Fleet Management Technician
- Fleet Service Coordinator
- Forensic Investigator I
- Forensic Investigator II
- Graphics Assistant
- Health Coverage Representative
- Information Technology Support Specialist I
- Information Technology Support Specialist II
- Information Technology Trainee
- Landscape Technician I
- Landscape Technician II
- Lead Forensic Investigator
- Neighborhood Resources Coordinator I
- Neighborhood Resources Coordinator II
- Office Specialist
- Personnel Transactions Coordinator
- Plans Examiner I
- Plans Examiner II
- Plans Examiner III
- Police Clerk I
- Police Clerk II
- Police Clerk III
- Police Records Specialist I
- Police Records Specialist II
- Police Records Specialist III
- Program Coordinator
- Program Coordinator (Adaptive Recreation)
- Program Coordinator (Older Adults)
- Program Developer
- Program Developer (Older Adults)
- Program Leader
- Program Leader (Older Adults)
- Property Assistant
- Recreation Aide*
- Recreation Aide (Older Adults)*
- Recreation Leader (Adaptive Recreation)*
- Senior Central Services Assistant
- Senior Claims Collector
- Senior Department Systems Specialist
- Senior Information Technology (IT) Support Specialist
- Senior Landfill Engineering Technician

*Non-Career, Part-Time or Seasonal Classification

- Senior Office Specialist
- Senior Personnel Transactions Coordinator
- Senior Property Assistant
- Senior Recreation Aide*
- Senior Recreation Aide (Older Adults)*
- Storekeeper
- Stores Clerk I
- Stores Clerk II
- Traffic Investigator I
- Traffic Investigator II
- Traffic Investigator III
- Utility Services Inspector
- Water Conservation Representative
- Water Conservation Specialist
- Water Quality Laboratory Technician
- Zoning Investigator

I. Operations and Maintenance Unit (Represented Unit 03)

- Animal Care Technician
- Animal Control Officer I
- Animal Control Officer II
- Assistant Code Enforcement Officer
- Building Maintenance Worker
- Community Center Attendant I
- Community Center Attendant II
- Custodian I
- Custodian II
- Electronic Maintenance Technician I
- Electronic Maintenance Technician II
- Electronic Maintenance Technician Trainee
- Instrument Technician I
- Instrument Technician II
- Instrument Technician Trainee
- Integrated Waste Equipment Operator
- Irrigation Technician
- Locksmith
- Maintenance Worker
- Marina and Boating Facilities Attendant
- Meter Reader
- Park Equipment Operator
- Park Maintenance Worker

*Non-Career, Part-Time or Seasonal Classification

- Park Maintenance Worker I
- Park Maintenance Worker II
- Park Maintenance Worker III
- Parking Enforcement Officer
- Parking Lot Attendant
- Parking Meter Coin Collector
- Parking Meter Repair Worker
- Registered Veterinary Technician
- Security Guard
- Senior Building Maintenance Worker
- Senior Custodian
- Senior Electronic Maintenance Technician
- Senior Integrated Waste Equipment Operator
- Senior Maintenance Worker
- Senior Parking Lot Attendant
- Senior Telecommunications Technician
- Senior Tree Maintenance Worker
- Senior Tree Pruner
- Street Construction Equipment Operator
- Street Construction Laborer
- Street Construction Laborer Trainee*
- Survey Technician I
- Survey Technician II
- Telecommunications Technician I
- Telecommunications Technician II
- Telecommunications Technician Trainee
- Traffic Control and Lighting Technician I
- Traffic Control and Lighting Technician II
- Traffic Control and Lighting Technician Trainee
- Tree Maintenance Worker
- Tree Maintenance Worker Trainee
- Tree Pruner I
- Tree Pruner II
- Tree Pruner Trainee
- Utility Worker*
- Zoo Attendant I
- Zoo Attendant II

J. General Supervisory Unit (Represented Unit 15)

- 311 Customer Service Supervisor
- Aquatics Recreation Supervisor

*Non-Career, Part-Time or Seasonal Classification

- Assistant Box Office Supervisor
- Concrete Construction Leadworker
- Custodial Supervisor
- Customer Service Supervisor
- Enforcement and Collections Supervisor
- Equipment Maintenance Supervisor
- Financial Services Supervisor
- Health Coverage Supervisor
- Instrumentation Supervisor
- Integrated Waste Supervisor
- Meter Reading Supervisor
- Museum Security Supervisor
- Parking Enforcement Supervisor
- Parking Facilities Maintenance Supervisor
- Parking Lot Supervisor
- Parking Meter Collection Supervisor
- Parks Supervisor
- Police Records Supervisor
- Program Supervisor
- Program Supervisor (Older Adults)
- Senior Accounting Technician
- Senior Animal Care Technician
- Senior Animal Control Officer
- Senior Code Enforcement Officer
- Senior Parking Lot Supervisor
- Senior Police Records Supervisor
- Senior Storekeeper
- Senior Engineering Technician
- Street Maintenance Supervisor
- Supervising Building Inspector
- Supervising Code Enforcement Officer
- Supervising Community Center Attendant
- Supervising Construction Inspector
- Supervising Dispatcher
- Supervising Forensic Investigator
- Supervising Plant Operator
- Supervising Police Clerk
- Supervising Property Assistant
- Supervising Surveyor
- Supervising Water Quality Chemist
- Survey Party Chief
- Traffic Control and Lighting Supervisor

*Non-Career, Part-Time or Seasonal Classification

- Traffic Supervisor
- Tree Maintenance Supervisor
- Tree Pruner Supervisor
- Utilities Operations and Maintenance Supervisor
- Water Conservation Supervisor

K. Engineering Unit (Represented Unit 11)

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

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

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

M. Exempt/Management Support (Represented Unit 14) (Titles with “Exempt” or “Ex” are exempt from civil service, at-will employees)

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

*Non-Career, Part-Time or Seasonal Classification

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

N. Confidential/Administrative (Represented Unit 10) (Titles with “Exempt” or “Ex” are exempt from civil service, at-will employees)

- Accountant Auditor
- Administrative Analyst
- Administrative Assistant
- Administrative Assistant (Confidential/Exempt)
- Administrative Technician
- Administrative Technician (Confidential/Exempt)
- Animal Services Coordinator
- Applications Developer
- Budget Analyst
- Deputy City Clerk
- Legal Secretary (Exempt)
- Legal Staff Assistant (Exempt)
- Paralegal (Exempt)
- Paralegal Technical Support (Exempt)
- Payroll Technician
- Personnel Analyst
- Personnel Technician
- Senior Accountant Auditor
- Senior Budget Analyst
- Senior Deputy City Clerk
- Senior Legal Staff Assistant (Exempt)
- Senior Staff Assistant
- Special Assistant to the City Attorney (Exempt)
- Staff Assistant
- Supervising Legal Secretary (Exempt)
- Systems Engineer
- Treasury Analyst
- Treasury Assistant
- Workers’ Compensation Claims Assistant I

*Non-Career, Part-Time or Seasonal Classification

- Workers' Compensation Claims Assistant II

O. Exempt Management (Represented Unit 01) (FLSA and Civil Service Exempt Unit)

- 311 Manager
- Administrative Officer
- Animal Care Services Manager
- Arts Administrator
- Arts in Public Places Specialist
- Assistant Camp Sacramento Supervisor
- Auditor
- Banking Operations Manager
- Building Services Manager
- Business Services Manager
- Camp Sacramento Supervisor
- Cannabis Manager
- Chief Animal Control Officer
- Chief Building Inspector
- Chief Building Official
- Chief Investment Officer
- City Housing Manager
- Code and Housing Enforcement Chief
- Code Enforcement Manager
- Contracts and Compliance Specialist
- Convention Center General Manager
- Cultural Services and Creative Economy Manager
- Curator of Art
- Curator of Education
- Curator of History
- Debt Analyst
- Deputy Chief Building Official
- Deputy City Attorney I
- Deputy City Attorney II
- Deputy Convention Center General Manager
- Diversity and Equity Manager
- Economic Development Manager
- Emergency Communications Manager
- Emergency Medical Services Coordinator
- Engineering Manager
- Environmental Health and Safety Manager
- Environmental Health and Safety Officer
- Environmental Health and Safety Specialist

*Non-Career, Part-Time or Seasonal Classification

- Equal Employment Manager
- Equal Employment Specialist
- Ethics Program Compliance Officer
- Events Services Manager
- Events Services Supervisor
- Facilities and Real Property Superintendent
- Facilities Manager
- Finance Manager
- Fire Assistant Chief
- Fire Marshal
- Fiscal Policy Analyst
- Fleet Manager
- Graphic Designer
- Historic District Manager
- Homeless Services Manager
- Human Resources Manager
- Information Technology (IT) Manager
- Information Technology (IT) Supervisor
- Integrated Waste Collections Superintendent
- Integrated Waste General Manager
- Integrated Waste General Supervisor
- Integrated Waste Planning Superintendent
- Investigator
- Investment Officer
- Investment Operations Analyst
- Junior Development Project Manager
- Law Office Administrator
- Licensed Land Surveyor
- Marina Manager
- Media and Communications Specialist
- Neighborhood Services Area Manager
- Neighborhood Services Manager
- New Growth Manager
- Operations General Supervisor
- Operations Manager
- Park Maintenance Manager
- Park Maintenance Superintendent
- Park Planning, Design and Development Manager
- Parking Manager
- Permit Services Manager
- Planning Director
- Plant Services Manager

*Non-Career, Part-Time or Seasonal Classification

- Police Captain
- Police Lieutenant
- Police Social Services Administrator
- Principal Accountant
- Principal Applications Developer
- Principal Building Inspector
- Principal Engineer
- Principal Fiscal Policy Analyst
- Principal Planner
- Principal Systems Engineer
- Procurement Services Manager
- Program Manager
- Program Specialist
- Public Safety Administrative Manager
- Public Safety Communications Manager
- Recreation General Supervisor
- Recreation Manager
- Recreation Superintendent
- Risk Manager
- Senior Applications Developer
- Senior Architect
- Senior Auditor
- Senior Debt Analyst
- Senior Deputy City Attorney
- Senior Development Project Manager
- Senior Engineer
- Senior Fiscal Policy Analyst
- Senior Investment Officer
- Senior Landscape Architect
- Senior Personnel Analyst
- Senior Planner
- Senior Systems Engineer
- Special Districts Manager
- Special Projects Manager
- Stores Administrator
- Streets Manager
- Supervising Architect
- Supervising Engineer
- Supervising Financial Analyst
- Supervising Landscape Architect
- Support Services Manager
- Training Specialist

*Non-Career, Part-Time or Seasonal Classification

- Treasury Manager
- Urban Design Manager
- Utilities Operations and Maintenance Superintendent
- Utilities Operations and Maintenance Manager
- Utility Construction Coordinator
- Veterinarian
- Website Administrator
- Workers' Compensation Claims Manager
- Workers' Compensation Claims Representative
- Workers' Compensation Claims Supervisor

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

A. Executive Management (Unrepresented Unit 20) (FLSA and Civil Service Exempt Unit)

- Assistant City Attorney
- Assistant City Auditor
- Assistant City Clerk
- Assistant City Manager
- Assistant to the City Manager
- Budget Manager
- Chief Assistant City Attorney
- Chief Information Officer
- City Attorney
- City Auditor
- City Clerk
- City Manager
- City Treasurer
- Deputy City Manager
- Deputy Fire Chief
- Deputy Police Chief
- Director of Community Development
- Director of Community Response
- Director of Convention and Culture Services
- Director of Economic Development
- Director of Emergency Management
- Director of Finance
- Director of Governmental Affairs
- Director of Human Resources
- Director of Public Safety Accountability

*Non-Career, Part-Time or Seasonal Classification

- Director of Public Works
- Director of Utilities
- Director of Youth, Parks & Community Enrichment (YPCE)
- Executive Director, SAC CCOMWP
- Fire Chief
- Human Resources Manager (Benefits & Retirement)
- Human Resources Manager (Employment & Classification)
- Human Resources Manager (Labor Relations)
- Labor Relations Analyst
- Labor Relations Officer
- Media and Communications Officer
- Police Chief
- Principal Budget Analyst (Finance/Budget)
- Special Projects Manager (City Manager's Office)
- Supervising Deputy City Attorney

B. Mayor/Council Support (Unrepresented Unit 21) (FLSA and Civil Service Exempt Unit)

- Administrator of Government Relations
- Chief of Staff to the Mayor
- Council Operations Manager
- Council Representative
- Office of Public Safety and Accountability Analyst
- Office of Public Safety and Accountability Inspector General
- Office of Public Safety and Accountability Specialist
- Senior Advisor to the Mayor
- Senior Council Representative
- Senior Policy Advisor
- Special Assistant to the Mayor

C. Executive Management Support (Unrepresented Unit 22) (Civil Service Exempt Unit)

- Executive Assistant (City Manager's Office)
- Executive Assistant (Mayor/Council)
- Staff Assistant (Mayor/Council)

D. Mayor/Council (Unrepresented Unit 23) (FLSA and Civil Service Exempt Unit)

- Mayor
- City Council

E. Non-Career (Unrepresented Unit 09) (Civil Service Exempt Unit)

*Non-Career, Part-Time or Seasonal Classification

- Assistant Camp Chef*
- Assistant Camp Caretaker*
- Assistant Pool Manager*
- Cache Logistics Coordinator*
- Camp Aide*
- Camp Caretaker*
- Camp Chef*
- Camp Host*
- Camp Program Director*
- Camp Recreation Leader*
- Cashier (Aquatics)*
- Dispatcher Recruit*
- Events Associate*
- Events Duty Person*
- Fire Recruit*
- Graduate Student Trainee*
- Lead Events Associate*
- Lifeguard*
- Marina Aide*
- Mayor/Council Intern*
- Nurse*
- Nurse (Adaptive Recreation)*
- Pilot*
- Police Background Assistant*
- Police Cadet*
- Police Recruit*
- Pool Manager*
- Public Service Aide*
- Reserve Police Records Specialist*
- Reserve Property Assistant*
- Senior Camp Sacramento Aquatics Leader
- Senior Lifeguard*
- Student Aide*
- Student Trainee (Engineering, Computer)*
- Student Trainee (Most Majors)*
- Student Trainee (Paramedic)*
- Ticket Seller (Exempt)*
- Youth Aide*

*Non-Career, Part-Time or Seasonal Classification

Definitions

Confidential Employee

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

Employee

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

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

Employee Organization

As defined in California Government Code Section 3501.

Employee Relations Officer

The City Manager or his 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.

City of Sacramento

Salary Schedule/Classification Listing

EFFECTIVE: 8/10/2021

Human Resources Department

PRINT DATE: 7/21/2021

Index

Salary Schedule A

- For all classifications that are in steps. With the exception to:
 - Bargaining Unit LI 176 (Unit 08): Salary Schedule A pertains to employees that are hired before April 14, 2015.
 - Bargaining Unit L447 (Unit 07): Salary Schedule A pertains to employees that are hired before November 15, 2014.
 - Bargaining Unit L39 (Unit 03, 16, 17, 04, 15): Salary Schedule A pertains to employees that are hired before November 15, 2014.
 - Bargaining Unit WCE (Unit 11): Salary Schedule A pertains to employees that are hired before September 5, 2015.

Salary Schedule B

- For classifications that are in a 15-step salary range with the following criteria:
 - Bargaining Unit LI 176 (Unit 08): Salary Schedule B pertains to employees that are hired on or after before April 14, 2015.
 - Bargaining Unit L447 (Unit 07): Salary Schedule B pertains to employees that are hired on or after November 15, 2014.
 - Bargaining Unit L39 (Unit 03, 16, 17, 04, 15): Salary Schedule B pertains to employees that are hired on or after November 15, 2014.
 - Bargaining Unit WCE (Unit 11): Salary Schedule B pertains to employees that are hired on or after September 5, 2015.

Salary Schedule D

- For classifications that have a daily rate.

Salary Schedule U

- For classifications that are in a broad salary range.

Salary Schedule/Classification Listing

Effective **8/10/2021**

Sched/SalPlan	Minimum/Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
311 Customer Service Agent 016872 L39A																
A OFFT	20.022204 28.173251	20.022204	21.023314	22.074480	23.178204	24.337114	25.553970	26.831668	28.173251							
B OFTB	19.938978 28.173251	19.938978	20.437452	20.948388	21.472098	22.008900	22.559122	23.123100	23.701177	24.293706	24.901049	25.523575	26.161664	26.815706	27.486099	28.173251
311 Customer Svc Specialist 016873 L39A																
A OFFT	22.635759 31.850785	22.635759	23.767547	24.955924	26.203720	27.513906	28.889601	30.334081	31.850785							
B OFTB	22.541665 31.850785	22.541665	23.105207	23.682837	24.274908	24.881781	25.503826	26.141422	26.794958	27.464832	28.151453	28.855239	29.576620	30.316036	31.073937	31.850785
311 Customer Svc Supervisor 015108 L39C																
A SUPV	25.798797 36.301500	25.798797	27.088737	28.443174	29.865333	31.358600	32.926530	34.572857	36.301500							
B SUPB	25.691559 36.301500	25.691559	26.333848	26.992194	27.666999	28.358674	29.067641	29.794332	30.539190	31.302670	32.085237	32.887368	33.709552	34.552291	35.416098	36.301500
311 Manager 001914 MGMT																
A MGTE	45.205057 59.312952	45.205057	46.335185	47.493563	48.680903	49.897925	51.145373	52.424006	53.734606	55.077974	56.454922	57.866295	59.312952			
Account Clerk I 016001 L39A																
A OFFT	16.605062 23.364991	16.605062	17.435315	18.307081	19.222435	20.183557	21.192735	22.252372	23.364991							
B OFTB	16.536041 23.364991	16.536041	16.949442	17.373178	17.807507	18.252695	18.709012	19.176737	19.656155	20.147559	20.651248	21.167529	21.696717	22.239135	22.795113	23.364991
Account Clerk II 016002 L39A																
A OFFT	19.150851 26.947172	19.150851	20.108394	21.113814	22.169505	23.277980	24.441879	25.663973	26.947172							
B OFTB	19.071247 26.947172	19.071247	19.548028	20.036729	20.537647	21.051088	21.577365	22.116799	22.669719	23.236462	23.817374	24.412808	25.023128	25.648706	26.289924	26.947172
Accountant Auditor 010821 CONF																
A CONF	34.317212 45.027156	34.317213	35.175141	36.054521	36.955883	37.879780	38.826775	39.797444	40.792379	41.812189	42.857496	43.928932	45.027156			
Accountant Auditor 014010 MSUP																
A MSUP	34.317212 45.027156	34.317213	35.175141	36.054521	36.955883	37.879780	38.826775	39.797444	40.792379	41.812189	42.857496	43.928932	45.027156			
Accounting Technician 016003 L39A																
A OFFT	20.337808 28.617338	20.337808	21.354698	22.422433	23.543555	24.720733	25.956770	27.254608	28.617338							
B OFTB	20.253268 28.617338	20.253268	20.759600	21.278590	21.810555	22.355819	22.914714	23.487582	24.074772	24.676641	25.293557	25.925896	26.574043	27.238394	27.919354	28.617338
Admin. Of Government Relations 021026 MCSU																
A MCSA	40.348846 60.523269															
Administrative Analyst 010700 CONF																
A CONF	34.897230 45.788189	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			

Salary Schedule/Classification Listing

Effective **8/10/2021**

Sched/SalPlan	Minimum/Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Administrative Analyst 014000 MSUP																
A MSUP	34.897230 45.788189	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			
Administrative Assistant 010701 CONF																
A CONF	26.828620 35.201473	26.828620	27.499335	28.186818	28.891488	29.613776	30.354120	31.112974	31.890797	32.688067	33.505269	34.342903	35.201473			
Administrative Asst (Conf/Ex) 010800 CONF																
A CONF	26.828620 35.201473	26.828620	27.499335	28.186818	28.891488	29.613776	30.354120	31.112974	31.890797	32.688067	33.505269	34.342903	35.201473			
Administrative Officer 001702 MGMT																
A MGTE	41.852752 54.914437	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
Administrative Tech (Conf/Ex) 010807 CONF																
A CONF	26.741996 35.087818	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
Administrative Technician 010702 CONF																
A CONF	26.741996 35.087818	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
Animal Care Services Manager 001845 MGMT																
A MGTE	60.717934 79.667190	60.717934	62.235882	63.791779	65.386573	67.021237	68.696769	70.414188	72.174543	73.978906	75.828378	77.724088	79.667190			
Animal Care Technician 003647 L39A																
A OPMT	18.966093 26.687198	18.966093	19.914398	20.910118	21.955624	23.053405	24.206075	25.416379	26.687198							
B OPMB	18.887256 26.687198	18.887256	19.359437	19.843423	20.339509	20.847997	21.369197	21.903427	22.451013	23.012288	23.587595	24.177285	24.781717	25.401260	26.036291	26.687198
Animal Control Officer I 003600 L39A																
A OPMT	21.984552 30.934472	21.984552	23.083780	24.237969	25.449867	26.722360	28.058478	29.461402	30.934472							
B OPMB	21.893168 30.934472	21.893168	22.440497	23.001509	23.576547	24.165961	24.770110	25.389363	26.024097	26.674699	27.341566	28.025105	28.725733	29.443876	30.179973	30.934472
Animal Control Officer II 003601 L39A																
A OPMT	23.083780 32.481196	23.083780	24.237969	25.449867	26.722360	28.058478	29.461402	30.934472	32.481196							
B OPMB	22.987826 32.481196	22.987826	23.562522	24.151585	24.755375	25.374259	26.008615	26.658830	27.325301	28.008434	28.708645	29.426361	30.162020	30.916070	31.688972	32.481196
Animal Services Coordinator 010820 CONF																
A CONF	26.741996 35.087818	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
Applications Developer 010703 CONF																
A CONF	35.886017 47.085565	35.886017	36.783168	37.702746	38.645315	39.611448	40.601733	41.616777	42.657197	43.723627	44.816718	45.937136	47.085565			

Salary Schedule/Classification Listing

Effective **8/10/2021**

Sched/SalPlan	Minimum/Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Aquatic Specialist 009142 TEMP																
A TEMP	18.979498	22.575951														
Aquatics Recreation Coord 016980 L39A																
A OFFT	22.543822	31.721422	22.543822	23.671013	24.854564	26.097292	27.402157	28.772265	30.210878	31.721422						
B OFTB	22.450114	31.721422	22.450114	23.011367	23.586651	24.176317	24.780725	25.400243	26.035249	26.686130	27.353283	28.037115	28.738043	29.456494	30.192906	30.947729 31.721422
Aquatics Recreation Supervisor 015110 L39C																
A SUPV	29.361544	41.314641	29.361544	30.829621	32.371102	33.989657	35.689140	37.473597	39.347277	41.314641						
B SUPB	29.239496	41.314641	29.239496	29.970483	30.719745	31.487739	32.274932	33.081805	33.908850	34.756571	35.625485	36.516122	37.429025	38.364751	39.323870	40.306967 41.314641
Arborist/Urban Forester 017001 L39A																
A PROF	29.445558	41.432857	29.445558	30.917836	32.463728	34.086914	35.791260	37.580823	39.459864	41.432857						
B PRFB	29.323159	41.432857	29.323159	30.056238	30.807644	31.577835	32.367281	33.176463	34.005875	34.856022	35.727423	36.620609	37.536124	38.474527	39.436390	40.422300 41.432857
Architectural Technician I 016214 L39A																
A OFFT	23.548892	33.135656	23.548892	24.726337	25.962654	27.260787	28.623826	30.055017	31.557768	33.135656						
B OFTB	23.451006	33.135656	23.451006	24.037281	24.638213	25.254168	25.885522	26.532660	27.195976	27.875875	28.572772	29.287091	30.019268	30.769750	31.538994	32.327469 33.135656
Architectural Technician II 016215 L39A																
A OFFT	24.726321	34.792416	24.726321	25.962637	27.260769	28.623807	30.054997	31.557747	33.135634	34.792416						
B OFTB	24.623540	34.792416	24.623540	25.239128	25.870106	26.516859	27.179780	27.859274	28.555756	29.269650	30.001391	30.751426	31.520212	32.308217	33.115922	33.943820 34.792416
Architectural Technician III 016216 L39A																
A OFFT	27.199022	38.271756	27.199022	28.558973	29.986922	31.486268	33.060581	34.713610	36.449291	38.271756						
B OFTB	27.085964	38.271756	27.085964	27.763113	28.457191	29.168621	29.897837	30.645283	31.411415	32.196700	33.001617	33.826657	34.672323	35.539131	36.427609	37.338299 38.271756
Archivist 017018 L39A																
A PROF	25.888273	36.427400	25.888273	27.182687	28.541821	29.968912	31.467358	33.040726	34.692762	36.427400						
B PRFB	25.780660	36.427400	25.780660	26.425177	27.085806	27.762951	28.457025	29.168451	29.897662	30.645104	31.411232	32.196513	33.001426	33.826462	34.672124	35.538927 36.427400
Art Museum Registrar 017010 L39A																
A PROF	23.596189	33.202208	23.596189	24.775998	26.014798	27.315538	28.681315	30.115381	31.621150	33.202208						
B PRFB	23.498105	33.202208	23.498105	24.085558	24.687697	25.304889	25.937511	26.585949	27.250598	27.931863	28.630160	29.345914	30.079562	30.831551	31.602340	32.392398 33.202208
Arts Administrator 001703 MGMT																
A MGTE	38.386953	50.367008	38.386953	39.346626	40.330292	41.338549	42.372012	43.431312	44.517096	45.630024	46.770774	47.940042	49.138544	50.367008		

Salary Schedule/Classification Listing

Effective **8/10/2021**

Sched/SalPlan	Minimum/Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Arts Program Assistant 016108 L39A																
A OFFT	20.699218 29.125879	20.699218	21.734179	22.820888	23.961932	25.160029	26.418030	27.738932	29.125879							
B OFTB	20.613177 29.125879	20.613177	21.128506	21.656719	22.198137	22.753090	23.321917	23.904965	24.502589	25.115154	25.743033	26.386609	27.046274	27.722431	28.415492	29.125879
Arts Program Coordinator 016109 L39A																
A OFFT	28.276087 39.787293	28.276087	29.689891	31.174386	32.733105	34.369760	36.088248	37.892660	39.787293							
B OFTB	28.158550 39.787293	28.158550	28.862514	29.584077	30.323679	31.081771	31.858815	32.655285	33.471667	34.308459	35.166170	36.045324	36.946457	37.870118	38.816871	39.787293
Arts Program Specialist 001859 MGMT																
A MGTE	34.897230 45.788189	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			
Assistant Architect 011014 WCOE																
A WCOE	33.647574 47.345517	33.647574	35.329953	37.096451	38.951274	40.898838	42.943780	45.090969	47.345517							
B WCEB	33.507711 47.345517	33.507711	34.345404	35.204039	36.084140	36.986243	37.910899	38.858671	39.830138	40.825891	41.846538	42.892701	43.965019	45.064144	46.190748	47.345517
Assistant Box Office Supv 015010 L39C																
A SUPV	22.456090 31.597976	22.456090	23.578895	24.757840	25.995732	27.295519	28.660295	30.093310	31.597976							
B SUPB	22.362747 31.597976	22.362747	22.921816	23.494861	24.082233	24.684289	25.301396	25.933931	26.582279	27.246836	27.928007	28.626207	29.341862	30.075409	30.827294	31.597976
Assistant Camp Caretaker 009018 TEMP																
D DALY	52.240000 63.200000	52.240000	57.460000	63.200000												
Assistant Camp Chef 009019 TEMP																
D DALY	52.240000 63.200000	52.240000	57.460000	63.200000												
Assistant Camp Sacramento Supv 001922 MGMT																
A MGTE	33.835919 44.395657	33.835919	34.681817	35.548862	36.437583	37.348524	38.282237	39.239292	40.220273	41.225782	42.256425	43.312837	44.395657			
Assistant City Attorney 020001 EXMG																
U EXMG	71.766846 107.650269															
Assistant City Auditor 020044 EXMG																
U EXMG	46.429486 69.644231															
Assistant City Clerk 020002 EXMG																
U EXMG	43.572082 65.358125															

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Assistant City Manager 020003 EXMG																
U EXMG	75.386341	113.079510														
Assistant Civil Engineer 011011 WCOE																
A WCOE	33.647574	47.345517	33.647574	35.329953	37.096451	38.951274	40.898838	42.943780	45.090969	47.345517						
B WCEB	33.507711	47.345517	33.507711	34.345404	35.204039	36.084140	36.986243	37.910899	38.858671	39.830138	40.825891	41.846538	42.892701	43.965019	45.064144	46.190748
																47.345517
Assistant Code Enforcmnt Ofcr 003912 L39A																
A OPMT	19.572147	27.539976	19.572147	20.550754	21.578292	22.657207	23.790067	24.979570	26.228549	27.539976						
B OPMB	19.490789	27.539976	19.490789	19.978059	20.477510	20.989448	21.514184	22.052039	22.603340	23.168424	23.747635	24.341326	24.949859	25.573605	26.212945	26.868269
																27.539976
Assistant Director 001896 MGMT																
A MGTE	61.102158	80.171327	61.102158	62.629713	64.195455	65.800341	67.445350	69.131483	70.859771	72.631264	74.447047	76.308223	78.215928	80.171327		
Assistant Electrical Engineer 011019 WCOE																
A WCOE	33.647574	47.345517	33.647574	35.329953	37.096451	38.951274	40.898838	42.943780	45.090969	47.345517						
B WCEB	33.507711	47.345517	33.507711	34.345404	35.204039	36.084140	36.986243	37.910899	38.858671	39.830138	40.825891	41.846538	42.892701	43.965019	45.064144	46.190748
																47.345517
Assistant Mechanical Engineer 011021 WCOE																
A WCOE	33.647574	47.345517	33.647574	35.329953	37.096451	38.951274	40.898838	42.943780	45.090969	47.345517						
B WCEB	33.507711	47.345517	33.507711	34.345404	35.204039	36.084140	36.986243	37.910899	38.858671	39.830138	40.825891	41.846538	42.892701	43.965019	45.064144	46.190748
																47.345517
Assistant Planner 017002 L39A																
A PROF	27.656687	38.915736	27.656687	29.039521	30.491497	32.016072	33.616876	35.297720	37.062606	38.915736						
B PRFB	27.541725	38.915736	27.541725	28.230268	28.936025	29.659426	30.400912	31.160935	31.939958	32.738457	33.556918	34.395841	35.255737	36.137130	37.040558	37.966572
																38.915736
Assistant Pool Manager 009119 TEMP																
A TEMP	16.212630	18.801683	16.212631	16.617947	17.033396	17.459231	17.895712	18.343104	18.801682							
Assistant to the City Manager 020040 EXMG																
U EXMG	61.488668	92.233000														
Assistant WtrCrsConCtrlSpclst 007903 L447																
A WATR	30.270921	42.594227	30.270921	31.784467	33.373690	35.042375	36.794494	38.634219	40.565930	42.594227						
B WTRB	30.145092	42.594227	30.145092	30.898719	31.671187	32.462967	33.274541	34.106405	34.959065	35.833042	36.728868	37.647090	38.588267	39.552974	40.541798	41.555343
																42.594227

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Associate Architect 011015 WCOE																
A WCOE	40.838961 57.464520	40.838961	42.880909	45.024954	47.276202	49.640012	52.122013	54.728114	57.464520							
B WCEB	40.669203 57.464520	40.669203	41.685933	42.728081	43.796283	44.891190	46.013470	47.163807	48.342902	49.551475	50.790262	52.060019	53.361519	54.695557	56.062946	57.464520
Associate Civil Engineer 011012 WCOE																
A WCOE	40.838961 57.464520	40.838961	42.880909	45.024954	47.276202	49.640012	52.122013	54.728114	57.464520							
B WCEB	40.669203 57.464520	40.669203	41.685933	42.728081	43.796283	44.891190	46.013470	47.163807	48.342902	49.551475	50.790262	52.060019	53.361519	54.695557	56.062946	57.464520
Associate Curator of Art 017023 L39A																
A PROF	25.888273 36.427400	25.888273	27.182687	28.541821	29.968912	31.467358	33.040726	34.692762	36.427400							
B PRFB	25.780660 36.427400	25.780660	26.425177	27.085806	27.762951	28.457025	29.168451	29.897662	30.645104	31.411232	32.196513	33.001426	33.826462	34.672124	35.538927	36.427400
Associate Electrical Engineer 011020 WCOE																
A WCOE	40.838961 57.464520	40.838961	42.880909	45.024954	47.276202	49.640012	52.122013	54.728114	57.464520							
B WCEB	40.669203 57.464520	40.669203	41.685933	42.728081	43.796283	44.891190	46.013470	47.163807	48.342902	49.551475	50.790262	52.060019	53.361519	54.695557	56.062946	57.464520
Associate Landscape Architect 011016 WCOE																
A WCOE	39.605877 55.729448	39.605877	41.586171	43.665480	45.848754	48.141192	50.548252	53.075665	55.729448							
B WCEB	39.441246 55.729448	39.441246	40.427277	41.437959	42.473908	43.535756	44.624150	45.739754	46.883248	48.055329	49.256712	50.488130	51.750333	53.044091	54.370193	55.729448
Associate Mechanical Engineer 011022 WCOE																
A WCOE	40.838961 57.464520	40.838961	42.880909	45.024954	47.276202	49.640012	52.122013	54.728114	57.464520							
B WCEB	40.669203 57.464520	40.669203	41.685933	42.728081	43.796283	44.891190	46.013470	47.163807	48.342902	49.551475	50.790262	52.060019	53.361519	54.695557	56.062946	57.464520
Associate Planner 017003 L39A																
A PROF	33.999214 47.840310	33.999214	35.699175	37.484134	39.358341	41.326258	43.392571	45.562200	47.840310							
B PRFB	33.857889 47.840310	33.857889	34.704336	35.571944	36.461243	37.372774	38.307093	39.264770	40.246389	41.252549	42.283863	43.340960	44.424484	45.535096	46.673473	47.840310
Auditor 001934 MGMT																
A MGTE	29.890899 39.219447	29.890897	30.638169	31.404124	32.189227	32.993957	33.818806	34.664276	35.530883	36.419155	37.329634	38.262875	39.219447			
Banking Operations Manager 001837 MGMT																
A MGTE	41.739020 54.765211	41.739020	42.782494	43.852057	44.948359	46.072068	47.223870	48.404466	49.614578	50.854942	52.126316	53.429475	54.765211			
Blacksmith Welder 006001 BULT																
A BLDG	26.160763 43.401990	26.160763	28.122820	30.232031	32.499433	34.936890	37.557157	40.373944	43.401990							

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Booking Coordinator 016903 L39A																
A	OFFT	22.602790	31.804396	22.602790	23.732930	24.919576	26.165555	27.473833	28.847525	30.289901	31.804396					
B	OFTB	22.508835	31.804396	22.508835	23.071556	23.648345	24.239554	24.845543	25.466682	26.103349	26.755933	27.424831	28.110452	28.813213	29.533543	30.271882
															31.028679	31.804396
Budget Analyst 010822 CONF																
A	CONF	34.897231	45.788188	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189	
Budget Analyst 014011 MSUP																
A	MSUP	34.897231	45.788188	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189	
Budget Manager 020005 EXMG																
U	EXMG	57.102538	85.653808													
Building Inspector I 016011 L39A																
A	OFFT	29.721731	41.821461	29.721731	31.207818	32.768209	34.406619	36.126950	37.933298	39.829963	41.821461					
B	OFTB	29.598185	41.821461	29.598185	30.338140	31.096593	31.874008	32.670858	33.487629	34.324820	35.182940	36.062514	36.964077	37.888179	38.835383	39.806268
															40.801425	41.821461
Building Inspector II 016012 L39A																
A	OFFT	31.207852	43.912582	31.207852	32.768245	34.406657	36.126990	37.933340	39.830007	41.821507	43.912582					
B	OFTB	31.078128	43.912582	31.078128	31.855081	32.651458	33.467744	34.304438	35.162049	36.041100	36.942128	37.865681	38.812323	39.782631	40.777197	41.796627
															42.841543	43.912582
Building Inspector III 016229 L39A																
A	OFFT	32.768461	46.108513	32.768461	34.406884	36.127228	37.933589	39.830268	41.821781	43.912870	46.108513					
B	OFTB	32.632250	46.108513	32.632250	33.448056	34.284257	35.141363	36.019897	36.920394	37.843404	38.789489	39.759226	40.753207	41.772037	42.816338	43.886746
															44.983915	46.108513
Building Inspector IV 016230 L39A																
A	OFFT	34.406788	48.413804	34.406788	36.127127	37.933483	39.830157	41.821665	43.912748	46.108385	48.413804					
B	OFTB	34.263765	48.413804	34.263765	35.120359	35.998368	36.898327	37.820785	38.766305	39.735463	40.728850	41.747071	42.790748	43.860517	44.957030	46.080956
															47.232980	48.413804
Building Maintenance Worker 003603 L39A																
A	OPMT	21.580191	30.365496	21.580191	22.659201	23.792161	24.981769	26.230857	27.542400	28.919520	30.365496					
B	OPMB	21.490486	30.365496	21.490486	22.027748	22.578442	23.142903	23.721476	24.314513	24.922376	25.545435	26.184071	26.838673	27.509640	28.197381	28.902316
															29.624874	30.365496
Building Monitor 009137 TEMP																
A	TEMP	14.000000	17.335103													
Building Services Manager 001886 MGMT																
A	MGTE	41.852752	54.914437	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437	

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Building Technician 016013 L39A																
A OFFT	24.673953 34.718731	24.673953	25.907651	27.203034	28.563186	29.991345	31.490912	33.065458	34.718731							
B OFTB	24.571390 34.718731	24.571390	25.185675	25.815317	26.460700	27.122218	27.800273	28.495280	29.207662	29.937854	30.686300	31.453457	32.239793	33.045788	33.871933	34.718731
Business Services Manager 001709 MGMT																
A MGTE	52.943730 69.466764	52.943730	54.267324	55.624007	57.014608	58.439973	59.900973	61.398497	62.933460	64.506796	66.119465	67.772451	69.466764			
Cache Logistics Coordinator 009127 TEMP																
A TEMP	20.081900 28.257200	20.081900	21.086000	22.140400	23.247300	24.409700	25.630200	26.911700	28.257200							
Camp Aide 009045 TEMP																
D DALY	38.150000 46.160000	38.150000	41.960000	46.160000												
Camp Caretaker 009046 TEMP																
D DALY	84.680000 124.030000	84.680000	93.140000	102.460000	112.000000	124.030000										
Camp Chef 009024 TEMP																
D DALY	84.680000 124.030000	84.680000	93.140000	102.460000	112.000000	124.030000										
Camp Host 009025 TEMP																
D DALY	52.240000 63.200000	52.240000	57.460000	63.200000												
Camp Program Director 009048 TEMP																
D DALY	84.680000 124.030000	84.680000	93.140000	102.460000	112.000000	124.030000										
Camp Recreation Leader 009022 TEMP																
D DALY	43.870000 53.080000	43.870000	48.250000	53.080000												
Camp Sacramento Supervisor 001912 MGMT																
A MGTE	37.219512 48.835223	37.219512	38.149999	39.103748	40.081342	41.083376	42.110460	43.163221	44.242302	45.348360	46.482069	47.644120	48.835223			
Cannabis Manager 001924 MGMT																
A MGTE	55.120707 72.323144	55.120707	56.498725	57.911193	59.358973	60.842947	62.364020	63.923122	65.521200	67.159229	68.838210	70.559166	72.323144			
Carpenter 006002 BULT																
A BLDG	24.297901 40.311412	24.297901	26.120244	28.079262	30.185207	32.449098	34.882780	37.498988	40.311412							

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Cashier - Aquatics 009012 TEMP																
A TEMP	14.000000 14.000000	14.000000														
Cashier 016018 L39A																
A OFFT	16.121695 22.684844	16.121695	16.927780	17.774169	18.662877	19.596021	20.575822	21.604613	22.684844							
B OFTB	16.054682 22.684844	16.054682	16.456049	16.867450	17.289136	17.721364	18.164398	18.618508	19.083971	19.561070	20.050097	20.551349	21.065133	21.591761	22.131555	22.684844
Central Services Assistant I 016232 L39A																
A OFFT	16.121695 22.684844	16.121695	16.927780	17.774169	18.662877	19.596021	20.575822	21.604613	22.684844							
B OFTB	16.054682 22.684844	16.054682	16.456049	16.867450	17.289136	17.721364	18.164398	18.618508	19.083971	19.561070	20.050097	20.551349	21.065133	21.591761	22.131555	22.684844
Central Services Assistant II 016233 L39A																
A OFFT	17.906109 25.195693	17.906109	18.801414	19.741485	20.728559	21.764987	22.853236	23.995898	25.195693							
B OFTB	17.831676 25.195693	17.831676	18.277468	18.734405	19.202765	19.682834	20.174905	20.679278	21.196260	21.726167	22.269321	22.826054	23.396705	23.981623	24.581164	25.195693
Central Services Assistant III 016234 L39A																
A OFFT	18.985096 26.713936	18.985096	19.934351	20.931069	21.977622	23.076503	24.230328	25.441844	26.713936							
B OFTB	18.906178 26.713936	18.906178	19.378832	19.863303	20.359886	20.868883	21.390605	21.925370	22.473504	23.035342	23.611226	24.201507	24.806545	25.426709	26.062377	26.713936
Chief Animal Control Officer 001827 MGMT																
A MGTE	45.098434 59.173053	45.098434	46.225895	47.381541	48.566080	49.780233	51.024738	52.300356	53.607866	54.948061	56.321763	57.729809	59.173053			
Chief Assistant City Attorney 020046 EXMG																
U EXMG	75.355188 113.032782															
Chief Building Inspector 001711 MGMT																
A MGTE	40.073821 52.580326	40.073821	41.075667	42.102559	43.155122	44.234002	45.339850	46.473347	47.635181	48.826060	50.046713	51.297878	52.580326			
Chief Building Official 001712 MGMT																
A MGTE	58.204536 76.369394	58.204536	59.659648	61.151138	62.679919	64.246915	65.853090	67.499415	69.186900	70.916574	72.689488	74.506725	76.369394			
Chief Information Officer 020030 EXMG																
U EXMG	71.341938 107.012909															
Chief Investment Officer 001714 MGMT																
A MGTE	70.121554 92.005554	70.121554	71.874592	73.671457	75.513242	77.401075	79.336102	81.319504	83.352491	85.436304	87.572213	89.761517	92.005554			

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Chief of Staff to the Mayor 021006 MCSU																
U MCSA	41.015769	61.523654														
City Attorney 020006 EXMG																
U COFF	85.721240	128.581861														
City Auditor 020007 EXMG																
U EXMG	58.948718	92.402155														
City Clerk 020008 EXMG																
U COFF	77.176878	115.764802														
City Council 023001 																
U MCNL	44.189904	44.189904														
City Housing Manager 001933 MGMT																
A MGTE	53.433442	70.109308	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308		
City Manager 020009 EXMG																
U COFF	119.454547	179.182693														
City Treasurer 020010 EXMG																
U COFF	77.176878	115.764802														
Claims Collector 016104 L39A																
A OFFT	20.991270	29.536827	20.991270	22.040834	23.142876	24.300020	25.515021	26.790772	28.130311	29.536827						
B OFTB	20.904018	29.536827	20.904018	21.426618	21.962283	22.511340	23.074123	23.650976	24.242250	24.848306	25.469514	26.106252	26.758908	27.427881	28.113578	28.816417
Code Enforcement Manager 001861 MGMT																
A MGTE	50.109733	65.748313	50.109733	51.362477	52.646538	53.962702	55.311770	56.694564	58.111928	59.564726	61.053844	62.580190	64.144697	65.748313		
Code Enforcement Officer 016114 L39A																
A OFFT	25.522841	35.913201	25.522841	26.798983	28.138932	29.545879	31.023173	32.574332	34.203049	35.913201						
B OFTB	25.416749	35.913201	25.416749	26.052168	26.703472	27.371059	28.055335	28.756718	29.475636	30.212527	30.967840	31.742036	32.535587	33.348977	34.182701	35.037269
Code&Housing Enforcement Chief 001917 MGMT																
A MGTE	55.120707	72.323144	55.120707	56.498725	57.911193	59.358973	60.842947	62.364020	63.923122	65.521200	67.159229	68.838210	70.559166	72.323144		

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Community Center Attendant I 003656 L39A																
A OPMT	17.906109	25.195693	17.906109	18.801414	19.741485	20.728559	21.764987	22.853236	23.995898	25.195693						
B OPMB	17.831676	25.195693	17.831676	18.277468	18.734405	19.202765	19.682834	20.174905	20.679278	21.196260	21.726167	22.269321	22.826054	23.396705	23.981623	24.581164
Community Center Attendant II 003657 L39A																
A OPMT	20.147049	28.348920	20.147049	21.154401	22.212121	23.322727	24.488863	25.713306	26.998971	28.348920						
B OPMB	20.063300	28.348920	20.063300	20.564883	21.079005	21.605980	22.146130	22.699783	23.267278	23.848960	24.445184	25.056314	25.682722	26.324790	26.982910	27.657483
Community Engagement Manager 001946 MGMT																
A MGTE	46.038027	60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882		
Community Service Officer I 002037 SPOA																
A POAM	25.485897	25.485897	25.485897													
Community Service Officer II 002038 SPOA																
A POAM	25.485897	30.978268	25.485897	26.760192	28.098202	29.503112	30.978268									
Community Service Officer III 002036 SPOA																
A POAM	25.485897	30.978268	25.485897	26.760192	28.098202	29.503112	30.978268									
Community Service Rep I 016023 L39A																
A OFFT	19.868740	27.957313	19.868740	20.862177	21.905286	23.000550	24.150578	25.358107	26.626012	27.957313						
B OFTB	19.786149	27.957313	19.786149	20.280803	20.787823	21.307519	21.840207	22.386212	22.945867	23.519514	24.107502	24.710190	25.327945	25.961144	26.610173	27.275427
Community Service Rep II 016125 L39A																
A OFFT	22.015676	30.978268	22.015676	23.116460	24.272283	25.485897	26.760192	28.098202	29.503112	30.978268						
B OFTB	21.924162	30.978268	21.924162	22.472266	23.034073	23.609925	24.200173	24.805177	25.425306	26.060939	26.712462	27.380274	28.064781	28.766401	29.485561	30.222700
Concrete Construction Leadwrkr 015104 L39C																
A SUPV	29.464353	41.459305	29.464353	30.937571	32.484450	34.108672	35.814106	37.604811	39.485052	41.459305						
B SUPB	29.341875	41.459305	29.341875	30.075422	30.827308	31.597991	32.387941	33.197640	34.027581	34.878271	35.750228	36.643984	37.560084	38.499086	39.461563	40.448102
Construction Inspector I 016025 L39A																
A OFFT	26.184029	36.843558	26.184029	27.493230	28.867891	30.311286	31.826850	33.418193	35.089103	36.843558						
B OFTB	26.075188	36.843558	26.075188	26.727068	27.395245	28.080126	28.782129	29.501682	30.239224	30.995205	31.770085	32.564337	33.378445	34.212906	35.068229	35.944935

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Construction Inspector II 016026 L39A																
A	OFFT	29.433231	41.415513	29.433231	30.904893	32.450138	34.072645	35.776277	37.565091	39.443346	41.415513					
B	OFTB	29.310886	41.415513	29.310886	30.043658	30.794749	31.564618	32.353733	33.162576	33.991640	34.841431	35.712467	36.605279	37.520411	38.458421	39.419882
												40.405379	41.415513			
Construction Inspector III 016027 L39A																
A	OFFT	30.904841	43.486214	30.904841	32.450083	34.072587	35.776216	37.565027	39.443278	41.415442	43.486214					
B	OFTB	30.776376	43.486214	30.776376	31.545785	32.334430	33.142791	33.971361	34.820645	35.691161	36.583440	37.498026	38.435477	39.396364	40.381273	41.390805
												42.425575	43.486214			
Contract and Compliance Spclst 001280 MGMT																
A	MGTE	36.642091	48.077599	36.642091	37.558143	38.497095	39.459525	40.446012	41.457162	42.493591	43.555931	44.644828	45.760950	46.904974	48.077599	
Convention Center General Mgr 001723 MGMT																
A	MGTE	61.185088	80.280137	61.185088	62.714715	64.282581	65.889646	67.536888	69.225311	70.955943	72.729842	74.548088	76.411791	78.322085	80.280137	
Council Representative 021015 MCSU																
U	MCSA	18.360000	30.365656													
Council/Clerk Operations Mngr 021007 MCSU																
U	MCSA	41.589351	62.384029													
Crew Leader (Landscp&Learning) 009138 TEMP																
A	TEMP	14.475833	20.453978													
Cultural&Creative Economy Mgr 001921 MGMT																
A	MGTE	61.185088	80.280137	61.185088	62.714715	64.282581	65.889646	67.536888	69.225311	70.955943	72.729842	74.548088	76.411791	78.322085	80.280137	
Curator of Art 001727 MGMT																
A	MGTE	46.038027	60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882	
Curator of Education 001728 MGMT																
A	MGTE	46.038027	60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882	
Curator of History 001899 MGMT																
A	MGTE	46.038027	60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882	
Custodial Supervisor 015018 L39C																
A	SUPV	20.221359	28.453482	20.221359	21.232427	22.294048	23.408750	24.579188	25.808147	27.098554	28.453482					
B	SUPB	20.137304	28.453482	20.137304	20.640737	21.156755	21.685674	22.227816	22.783511	23.353099	23.936926	24.535349	25.148733	25.777451	26.421887	27.082434
												27.759495	28.453482			

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Custodian I 003606 L39A																	
A	OPMT	16.121695	22.684844	16.121695	16.927780	17.774169	18.662877	19.596021	20.575822	21.604613	22.684844						
B	OPMB	16.054682	22.684844	16.054682	16.456049	16.867450	17.289136	17.721364	18.164398	18.618508	19.083971	19.561070	20.050097	20.551349	21.065133	21.591761	22.131555
Custodian II 003922 L39A																	
A	OPMT	16.927571	23.818791	16.927571	17.773950	18.662647	19.595779	20.575568	21.604346	22.684563	23.818791						
B	OPMB	16.857205	23.818791	16.857205	17.278635	17.710601	18.153366	18.607200	19.072380	19.549190	20.037920	20.538868	21.052340	21.578649	22.118115	22.671068	23.237845
Customer Service Assistant 016971 L39A																	
A	OFFT	18.589327	26.157050	18.589327	19.518793	20.494733	21.519470	22.595443	23.725215	24.911476	26.157050						
B	OFTB	18.512056	26.157050	18.512056	18.974857	19.449228	19.935459	20.433845	20.944691	21.468308	22.005016	22.555141	23.119020	23.696996	24.289421	24.896657	25.519073
Customer Service Rep 016972 L39A																	
A	OFFT	19.533857	27.486099	19.533857	20.510550	21.536078	22.612882	23.743526	24.930702	26.177237	27.486099						
B	OFTB	19.452661	27.486099	19.452661	19.938978	20.437452	20.948388	21.472098	22.008900	22.559122	23.123100	23.701177	24.293706	24.901049	25.523575	26.161664	26.815706
Customer Service Specialist 016973 L39A																	
A	OFFT	22.083666	31.073935	22.083666	23.187849	24.347241	25.564603	26.842833	28.184975	29.594224	31.073935						
B	OFTB	21.991867	31.073935	21.991867	22.541664	23.105206	23.682836	24.274907	24.881780	25.503825	26.141421	26.794957	27.464831	28.151452	28.855238	29.576619	30.316034
Customer Service Supervisor 015098 L39C																	
A	SUPV	25.169560	35.416099	25.169560	26.428038	27.749440	29.136912	30.593758	32.123446	33.729618	35.416099						
B	SUPB	25.064937	35.416099	25.064937	25.691560	26.333849	26.992195	27.667000	28.358675	29.067642	29.794333	30.539191	31.302671	32.085238	32.887369	33.709553	34.552292
Customer Service Trainee 016914 L39A																	
A	OFFT	16.812609	23.657029	16.812609	17.653239	18.535901	19.462696	20.435831	21.457623	22.530504	23.657029						
B	OFTB	16.742722	23.657029	16.742722	17.161290	17.590322	18.030080	18.480832	18.942853	19.416424	19.901835	20.399381	20.909366	21.432100	21.967902	22.517100	23.080028
Debt Analyst 001729 MGMT																	
A	MGTE	38.130235	50.030173	38.130235	39.083491	40.060580	41.062094	42.088644	43.140861	44.219383	45.324867	46.457988	47.619439	48.809926	50.030173		
Department Systems Spclst I 016217 L39A																	
A	OFFT	29.644710	41.713083	29.644710	31.126945	32.683292	34.317457	36.033330	37.834996	39.726746	41.713083						
B	OFTB	29.521483	41.713083	29.521483	30.259520	31.016008	31.791408	32.586193	33.400848	34.235869	35.091766	35.969060	36.868287	37.789994	38.734744	39.703113	40.695691
Department Systems Spclst II 016218 L39A																	
A	OFFT	32.612671	45.889302	32.612671	34.243305	35.955470	37.753243	39.640905	41.622950	43.704097	45.889302						
B	OFTB	32.477108	45.889302	32.477108	33.289036	34.121262	34.974294	35.848651	36.744867	37.663489	38.605076	39.570203	40.559458	41.573444	42.612780	43.678099	44.770051

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Deputy Chief Building Official 001900 MGMT																
A MGTE	51.082009 67.024022	51.082009	52.359059	53.668035	55.009737	56.384980	57.794604	59.239470	60.720455	62.238466	63.794429	65.389290	67.024022			
Deputy City Attorney I 001730 MGMT																
A MGTE	46.230031 60.657807	46.230031	47.385783	48.570426	49.784686	51.029305	52.305035	53.612661	54.952978	56.326803	57.734974	59.178348	60.657807			
Deputy City Attorney II 001731 MGMT																
A MGTE	49.928352 65.510325	49.928352	51.176560	52.455975	53.767374	55.111557	56.489347	57.901581	59.349119	60.832848	62.353669	63.912511	65.510325			
Deputy City Clerk 010705 CONF																
A CONF	26.776482 35.133063	26.776482	27.445893	28.132041	28.835342	29.556225	30.295132	31.052508	31.828821	32.624543	33.440157	34.276162	35.133063			
Deputy Convntn Ctr General Mgr 001889 MGMT																
A MGTE	52.007324 68.238116	52.007324	53.307508	54.640196	56.006200	57.406355	58.841515	60.312552	61.820366	63.365877	64.950022	66.573773	68.238116			
Deputy Fire Chief 020025 EXMG																
A FM40	64.893659 97.340486															
Deputy Police Chief 020011 EXMG																
U PEXM	70.824938 106.237404															
Development Project Manager 001744 MGMT																
A MGTE	42.060711 55.187296	42.060711	43.112228	44.190034	45.294786	46.427154	47.587833	48.777530	49.996966	51.246891	52.528063	53.841266	55.187296			
Development Services Tech I 016004 L39A																
A OFFT	24.673953 34.718731	24.673953	25.907651	27.203034	28.563186	29.991345	31.490912	33.065458	34.718731							
B OFTB	24.571390 34.718731	24.571390	25.185675	25.815317	26.460700	27.122218	27.800273	28.495280	29.207662	29.937854	30.686300	31.453457	32.239793	33.045788	33.871933	34.718731
Development Services Tech II 016005 L39A																
A OFFT	25.907594 36.454587	25.907594	27.202974	28.563123	29.991279	31.490843	33.065385	34.718654	36.454587							
B OFTB	25.799902 36.454587	25.799902	26.444900	27.106022	27.783673	28.478265	29.190222	29.919978	30.667977	31.434676	32.220543	33.026057	33.851708	34.698001	35.565451	36.454587
Development Services Tech III 016006 L39A																
A OFFT	27.202957 38.277292	27.202957	28.563105	29.991260	31.490823	33.065364	34.718632	36.454564	38.277292							
B OFTB	27.089880 38.277292	27.089880	27.767127	28.461305	29.172838	29.902159	30.649713	31.415956	32.201355	33.006389	33.831549	34.677338	35.544271	36.432878	37.343700	38.277292
Director of Community Developmt 020012 EXMG																
U EXMG	69.045341 103.568010															

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Director of Community Response 020045 EXMG																
A EXMG	69.990500	101.985750														
Director of Convntion&Culture 020013 EXMG																
U EXMG	67.990500	101.985750														
Director of Economic Develpmnt 020014 EXMG																
U EXMG	67.691510	101.537269														
Director of Emergency Mgmt 020043 EXMG																
U EXMG	57.102327	85.653490														
Director of Finance 020015 EXMG																
U EXMG	71.341938	107.012909														
Director of Govtal Affairs 020017 EXMG																
U EXMG	55.111639	82.667462														
Director of Human Resources 020018 EXMG																
U EXMG	67.990500	101.985750														
Director of Parks & Recreation 020019 EXMG																
U EXMG	69.045341	103.568010														
Director of Public Works 020021 EXMG																
U EXMG	74.812192	112.218288														
Director of PubSafety Acctblty 020020 EXMG																
U EXMG	60.127692	99.000000														
Director of Utilities 020022 EXMG																
U EXMG	74.812192	112.218288														
Dispatcher I 002049 SPOA																
A POAM	25.010332	30.400215	25.010332	26.260849	27.573891	28.952586	30.400215									
Dispatcher II 002050 SPOA																
A POAM	30.582040	37.172661	30.582040	32.111142	33.716699	35.402534	37.172661									

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Dispatcher III 002051 SPOA																
A POAM	35.780987	43.492013	35.780987	37.570036	39.448538	41.420965	43.492013									
Dispatcher Recruit 009113 TEMP																
A TEMP	18.618800	18.618800	18.618800													
Diversity and Equity Manager 001923 MGMT																
A MGTE	53.433442	70.109308	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308		
Economic Development Manager 001745 MGMT																
A MGTE	54.981322	72.140257	54.981322	56.355854	57.764749	59.208868	60.689090	62.206316	63.761475	65.355512	66.989399	68.664135	70.380737	72.140257		
Electrical Constructn Insp I 016039 L39A																
A OFFT	24.915944	35.059234	24.915944	26.161741	27.469828	28.843319	30.285485	31.799759	33.389747	35.059234						
B OFTB	24.812374	35.059234	24.812374	25.432683	26.068500	26.720213	27.388218	28.072923	28.774746	29.494115	30.231468	30.987255	31.761936	32.555984	33.369884	34.204131
Electrical Constructn Insp II 016040 L39A																
A OFFT	27.413648	38.573756	27.413648	28.784330	30.223547	31.734724	33.321460	34.987533	36.736910	38.573756						
B OFTB	27.299695	38.573756	27.299695	27.982187	28.681742	29.398786	30.133756	30.887100	31.659278	32.450760	33.262029	34.093580	34.945920	35.819568	36.715057	37.632933
Electrical Constructn Insp III 016041 L39A																
A OFFT	29.151990	41.019776	29.151990	30.609589	32.140068	33.747071	35.434425	37.206146	39.066453	41.019776						
B OFTB	29.030811	41.019776	29.030811	29.756581	30.500496	31.263008	32.044583	32.845698	33.666840	34.508511	35.371224	36.255505	37.161893	38.090940	39.043214	40.019294
Electrical Design Technician 006268 BULT																
A BLDG	30.474776	50.559151	30.474776	32.760384	35.217413	37.858719	40.698123	43.750482	47.031768	50.559151						
Electrician 006004 BULT																
A BLDG	28.054172	46.543251	28.054172	30.158235	32.420103	34.851611	37.465482	40.275393	43.296047	46.543251						
Electrician Supervisor 006006 BULT																
A BLDG	32.551144	54.003948	32.551144	34.992480	37.616916	40.438185	43.471049	46.731378	50.236231	54.003948						
Electronic Maint Tech I 003615 L39A																
A OPMT	28.603839	40.248475	28.603839	30.034031	31.535733	33.112520	34.768146	36.506553	38.331881	40.248475						
B OPMB	28.484940	40.248475	28.484940	29.197064	29.926991	30.675166	31.442045	32.228096	33.033798	33.859643	34.706134	35.573787	36.463132	37.374710	38.309078	39.266805

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Electronic Maint Tech II 003616 L39A																
A OPMT	30.034096	42.260990	30.034096	31.535801	33.112591	34.768221	36.506632	38.331964	40.248562	42.260990						
B OPMB	29.909253	42.260990	29.909253	30.656984	31.423409	32.208994	33.014219	33.839574	34.685563	35.552702	36.441520	37.352558	38.286372	39.243531	40.224619	41.230234
																42.260990
Electronic Maint Tech Trnee 003614 L39A																
A OPMT	26.003498	36.589534	26.003498	27.303673	28.668857	30.102300	31.607415	33.187786	34.847175	36.589534						
B OPMB	25.895409	36.589534	25.895409	26.542794	27.206364	27.886523	28.583686	29.298278	30.030735	30.781503	31.551041	32.339817	33.148312	33.977020	34.826445	35.697106
																36.589534
Emergency Communications Mgr 001746 MGMT																
A MGTE	47.712546	62.602995	47.712546	48.905359	50.127993	51.381194	52.665724	53.982366	55.331925	56.715223	58.133104	59.586432	61.076092	62.602995		
EMS Coordinator 001913 MGMT																
A MGTE	46.038027	60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882		
Enforcement & Collections Supv 015044 L39C																
A SUPV	27.417805	38.579606	27.417805	28.788695	30.228130	31.739537	33.326514	34.992840	36.742482	38.579606						
B SUPB	27.303836	38.579606	27.303836	27.986432	28.686093	29.403245	30.138326	30.891784	31.664079	32.455681	33.267073	34.098750	34.951219	35.824999	36.720624	37.638640
																38.579606
Engineering Manager 001884 MGMT																
A MGTE	64.938966	85.205551	64.938966	66.562439	68.226502	69.932163	71.680468	73.472478	75.309292	77.192024	79.121826	81.099870	83.127368	85.205551		
Engineering Technician I 016930 L39A																
A OFFT	23.548807	33.135535	23.548807	24.726247	25.962559	27.260687	28.623721	30.054907	31.557652	33.135535						
B OFTB	23.450918	33.135535	23.450918	24.037191	24.638121	25.254074	25.885426	26.532562	27.195876	27.875773	28.572667	29.286984	30.019159	30.769638	31.538879	32.327351
																33.135535
Engineering Technician II 016931 L39A																
A OFFT	24.726232	34.792293	24.726232	25.962544	27.260671	28.623705	30.054890	31.557635	33.135517	34.792293						
B OFTB	24.623453	34.792293	24.623453	25.239039	25.870015	26.516765	27.179684	27.859176	28.555655	29.269546	30.001285	30.751317	31.520100	32.308102	33.115805	33.943700
																34.792293
Engineering Technician III 016939 L39A																
A OFFT	27.199022	38.271756	27.199022	28.558973	29.986922	31.486268	33.060581	34.713610	36.449291	38.271756						
B OFTB	27.085964	38.271756	27.085964	27.763113	28.457191	29.168621	29.897837	30.645283	31.411415	32.196700	33.001617	33.826657	34.672323	35.539131	36.427609	37.338299
																38.271756
Environmental Hlth & Sfty Mgr 001928 MGMT																
A MGTE	53.433442	70.109308	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308		
Environmental Hlth & Sfty Offr 001809 MGMT																
A MGTE	46.038026	60.405882	46.038026	47.188978	48.368702	49.577921	50.817367	52.087802	53.389997	54.724747	56.092866	57.495187	58.932568	60.405882		

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Environmental Hlth & Sfty Spclst 001810 MGMT																
A MGTE	41.852752 54.914437	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
Equal Employment Manager 001139 MGMT																
A MGTE	48.575857 63.735734	48.575857	49.790253	51.035010	52.310885	53.618658	54.959123	56.333102	57.741429	59.184965	60.664589	62.181205	63.735734			
Equal Employment Specialist 001748 MGMT																
A MGTE	37.758576 49.542525	37.758576	38.702539	39.670104	40.661856	41.678403	42.720363	43.788372	44.883081	46.005157	47.155288	48.334169	49.542525			
Equipment Maint Supv 015053 L39C																
A SUPV	31.307429 44.052696	31.307429	32.872800	34.516440	36.242262	38.054375	39.957094	41.954949	44.052696							
B SUPB	31.177292 44.052696	31.177292	31.956724	32.755642	33.574533	34.413896	35.274243	36.156099	37.060001	37.986501	38.936164	39.909568	40.907307	41.929990	42.978240	44.052696
Equipment Mechanic I 012009 IAMA																
A IAMA	24.683617 34.732328	24.683617	25.917798	27.213688	28.574372	30.003091	31.503246	33.078408	34.732328							
Equipment Mechanic II 012003 IAMA																
A IAMA	27.013259 38.010368	27.013259	28.363922	29.782118	31.271224	32.834785	34.476524	36.200350	38.010368							
Equipment Mechanic III 012004 IAMA																
A IAMA	28.534289 40.150609	28.534289	29.961003	31.459053	33.032006	34.683606	36.417786	38.238675	40.150609							
Equipment Serviceworker 012006 IAMA																
A IAMA	18.417487 25.915254	18.417487	19.338361	20.305279	21.320543	22.386570	23.505899	24.681194	25.915254							
Ethics Program Compliance Ofc 001930 MGMT																
A MGTE	47.545662 62.384030	47.545662	48.734304	49.952661	51.201478	52.481515	53.793553	55.138391	56.516852	57.929773	59.378017	60.862467	62.384030			
Events Associate 009093 TEMP																
A TEMP	14.000000 14.000000	14.000000														
Events Coordinator 016043 L39A																
A OFFT	22.456090 31.597976	22.456090	23.578895	24.757840	25.995732	27.295519	28.660295	30.093310	31.597976							
B OFTB	22.362747 31.597976	22.362747	22.921816	23.494861	24.082233	24.684289	25.301396	25.933931	26.582279	27.246836	27.928007	28.626207	29.341862	30.075409	30.827294	31.597976
Events Duty Person 009067 TEMP																
A TEMP	15.655100 22.028400	15.655100	16.437900	17.259800	18.122800	19.029000	19.980500	20.979500	22.028400							

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Events Services Manager 001749 MGMT																
A MGTE	42.341341 55.555507	42.341341	43.399873	44.484871	45.596991	46.736918	47.905340	49.102974	50.330548	51.588812	52.878532	54.200496	55.555507			
Events Services Supervisor 001750 MGMT																
A MGTE	35.990139 47.222181	35.990139	36.889892	37.812139	38.757443	39.726379	40.719538	41.737525	42.780965	43.850488	44.946752	46.070420	47.222181			
Evidence & Property Technician 016071 L39A																
A OFFT	23.019524 32.390782	23.019524	24.170500	25.379025	26.647976	27.980375	29.379394	30.848364	32.390782							
B OFTB	22.923837 32.390782	22.923837	23.496933	24.084356	24.686465	25.303627	25.936218	26.584623	27.249239	27.930470	28.628732	29.344450	30.078061	30.830013	31.600763	32.390782
Executive Assistant (CMO) 022000 EMSU																
U EXMB	24.641029 36.961543															
Executive Assistant (MC) 022001 EMSU																
U MCSB	24.157875 36.236813															
Executive Director SAC CCOMWP 020023 EXMG																
U EXMG	57.648563 86.472846															
Facilities & Real Prop Supt 001751 MGMT																
A MGTE	46.846280 61.466381	46.846280	48.017438	49.217874	50.448320	51.709529	53.002266	54.327324	55.685506	57.077644	58.504586	59.967202	61.466381			
Facilities Manager 001880 MGMT																
A MGTE	60.717934 79.667190	60.717934	62.235882	63.791779	65.386573	67.021237	68.696769	70.414188	72.174543	73.978906	75.828378	77.724088	79.667190			
Finance Manager 001925 MGMT																
A MGTE	53.433442 70.109308	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308			
Financial Services Supervisor 015092 L39C																
A SUPV	23.957338 33.710380	23.957338	25.155205	26.412965	27.733613	29.120294	30.576309	32.105124	33.710380							
B SUPB	23.857752 33.710380	23.857752	24.454196	25.065551	25.692190	26.334495	26.992857	27.667678	28.359370	29.068354	29.795063	30.539940	31.303439	32.086025	32.888176	33.710380
Fingerprint Clerk 016974 L39A																
A OFFT	20.946803 29.474255	20.946803	21.994143	23.093850	24.248543	25.460970	26.734018	28.070719	29.474255							
B OFTB	20.859731 29.474255	20.859731	21.381224	21.915755	22.463649	23.025240	23.600871	24.190893	24.795665	25.415557	26.050946	26.702220	27.369776	28.054020	28.755371	29.474255

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Fire Assistant Chief 001753 MGMT																
A FM56	57.885580 75.950900	57.885581	59.332721	60.816039	62.336440	63.894851	65.492222	67.129528	68.807766	70.527960	72.291159	74.098438	75.950899			
A FM40	69.179641 90.769691	69.179645	70.909137	72.681865	74.498913	76.361385	78.270419	80.227178	82.232859	84.288680	86.395898	88.555795	90.769689			
Fire Battalion Chief (Admin) FA7 L522																
A FR40	59.218479 71.980432	59.218479	62.179403	65.288373	68.552792	71.980432										
Fire Battalion Chief 005170 L522																
A FR56	42.298913 51.414594	42.298913	44.413859	46.634552	48.966280	51.414594										
Fire Captain (Admin) FA5 L522																
A FR40	47.941286 58.272932	47.941286	50.338350	52.855267	55.498030	58.272932										
Fire Captain 005020 L522																
A FR56	33.764733 41.041245	33.764733	35.452970	37.225619	39.086900	41.041245										
Fire Chief 020024 EXMG																
A FM40	77.196447 115.794673															
Fire Engineer (Admin) FA3 L522																
A FR40	42.435703 51.580862	42.435703	44.557488	46.785362	49.124630	51.580862										
Fire Engineer 005050 L522																
A FR56	29.865865 36.302146	29.865865	31.359158	32.927116	34.573472	36.302146										
Fire Investigator I 005067 L522																
A FR40	40.620701 49.374716	40.620701	42.651736	44.784323	47.023539	49.374716										
Fire Investigator II 005068 L522																
A FR40	45.898731 55.790195	45.898731	48.193668	50.603351	53.133519	55.790195										
Fire Marshal 001926 MGMT																
A MGTE	67.823182 88.989892	67.823182	69.518762	71.256731	73.038150	74.864103	76.735705	78.654097	80.620450	82.635961	84.701861	86.819407	88.989892			
A FM40	69.178764 90.769691	69.178764	70.909137	72.681865	74.498913	76.361385	78.270419	80.227178	82.232859	84.288680	86.395898	88.555795	90.769687			
Fire Prevention Officer I 005065 L522																
A FR40	34.516410 41.954911	34.516410	36.242230	38.054341	39.957058	41.954911										

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Fire Prevention Officer II 005066 L522																
A FR40	37.253413 45.281756	37.253413	39.116084	41.071888	43.125482	45.281756										
Fire Prevention Officer Trnee 005064 L522																
A FR40	27.059197 28.412157	27.059197	28.412156													
Fire Recruit 009017 TEMP																
A TEMP	25.133999 25.133999															
Fire Service Worker 012014 IAMA																
A IAMA	21.275914 29.937347	21.275914	22.339710	23.456695	24.629530	25.861006	27.154056	28.511759	29.937347							
Firefighter (Admin) FA1 L522																
A FR40	35.678484 43.367419	35.678484	37.462408	39.335528	41.302304	43.367419										
Firefighter (Paramedic-Admin) FA2 L522																
A FR40	39.266177 47.728283	39.266177	41.229486	43.290960	45.455508	47.728283										
Firefighter 005010 L522																
A FR56	25.133999 30.550533	25.133999	26.390699	27.710234	29.095746	30.550533										
Fiscal Policy Analyst 001936 MGMT																
A MGTE	36.821708 47.134899	35.923617	36.821708	37.742250	38.685807	39.652952	40.644276	41.660383	42.701892	43.769439	44.863675	45.985267	47.134899			
Fleet Management Technician 016045 L39A																
A OFFT	28.622110 40.274185	28.622110	30.053216	31.555877	33.133671	34.790355	36.529873	38.356367	40.274185							
B OFTB	28.503135 40.274185	28.503135	29.215713	29.946106	30.694759	31.462128	32.248681	33.054898	33.881270	34.728302	35.596510	36.486423	37.398584	38.333549	39.291888	40.274185
Fleet Manager 001881 MGMT																
A MGTE	52.475874 68.852895	52.475874	53.787773	55.132466	56.510777	57.923547	59.371635	60.855926	62.377325	63.936758	65.535176	67.173557	68.852895			
Fleet Service Coordinator 016976 L39A																
A OFFT	20.536348 28.896702	20.536348	21.563165	22.641323	23.773389	24.962058	26.210161	27.520669	28.896702							
B OFTB	20.450981 28.896702	20.450981	20.962256	21.486312	22.023470	22.574057	23.138408	23.716868	24.309790	24.917535	25.540473	26.178985	26.833460	27.504297	28.191904	28.896702
Forensic Investigator I 016047 L39A																
A OFFT	25.679067 36.133025	25.679067	26.963020	28.311171	29.726730	31.213066	32.773719	34.412405	36.133025							
B OFTB	25.572326 36.133025	25.572326	26.211634	26.866925	27.538598	28.227063	28.932740	29.656058	30.397459	31.157395	31.936330	32.734738	33.553106	34.391934	35.251732	36.133025

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Forensic Investigator II 016048 L39A																
A	OFFT	28.246975	39.746330	28.246975	29.659324	31.142290	32.699404	34.334374	36.051093	37.853648	39.746330					
B	OFTB	28.129561	39.746330	28.129561	28.832800	29.553620	30.292460	31.049771	31.826015	32.621665	33.437207	34.273137	35.129965	36.008214	36.908419	37.831129
															38.776907	39.746330
General Repair Worker 012010 IAMA																
A	IAMA	21.099739	29.689450	21.099739	22.154726	23.262462	24.425585	25.646864	26.929207	28.275667	29.689450					
Generator Technician 006061 BULT																
A	BLDG	25.630128	42.521641	30.219336	31.730303	33.316818	34.982659	36.731792	38.568382	40.496801	42.521641					
GIS Specialist I 017026 L39A																
A	PROF	30.961577	43.566050	30.961577	32.509656	34.135139	35.841896	37.633991	39.515691	41.491476	43.566050					
B	PRFB	30.832878	43.566050	30.832878	31.603700	32.393793	33.203638	34.033729	34.884572	35.756686	36.650603	37.566868	38.506040	39.468691	40.455408	41.466793
															42.503463	43.566050
GIS Specialist II 017027 L39A																
A	PROF	34.059100	47.924574	34.059100	35.762055	37.550158	39.427666	41.399049	43.469001	45.642451	47.924574					
B	PRFB	33.917525	47.924574	33.917525	34.765463	35.634600	36.525465	37.438602	38.374567	39.333931	40.317279	41.325211	42.358341	43.417300	44.502732	45.615300
															46.755682	47.924574
GIS Specialist III 017028 L39A																
A	PROF	37.463830	52.715371	37.463830	39.337021	41.303872	43.369066	45.537519	47.814395	50.205115	52.715371					
B	PRFB	37.308101	52.715371	37.308101	38.240804	39.196824	40.176745	41.181164	42.210693	43.265960	44.347609	45.456299	46.592706	47.757524	48.951462	50.175249
															51.429630	52.715371
Grad Studt Trn Summer@CityHall 009144 TEMP																
A	TEMP	14.000000	15.400000													
Graduate Student Trainee 009005 TEMP																
A	TEMP	14.191600	15.396500		14.191600	15.396500										
Graphic Designer 001929 MGMT																
A	MGTE	26.692629	35.023044	26.692629	27.359946	28.043944	28.745044	29.463670	30.200262	30.955268	31.729149	32.522378	33.335438	34.168823	35.023044	
Graphics Assistant 016957 L39A																
A	OFFT	17.906109	25.195693	17.906109	18.801414	19.741485	20.728559	21.764987	22.853236	23.995898	25.195693					
B	OFTB	17.831676	25.195693	17.831676	18.277468	18.734405	19.202765	19.682834	20.174905	20.679278	21.196260	21.726167	22.269321	22.826054	23.396705	23.981623
															24.581164	25.195693
Historic District Manager 001905 MGMT																
A	MGTE	55.066578	72.252124	55.066578	56.443245	57.854323	59.300681	60.783199	62.302780	63.860350	65.456857	67.093278	68.770611	70.489876	72.252124	

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Homeless Services Manager 001939 MGMT																
A MGTE	53.433442	70.109308	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308		
Human Resources Manaer Rep20 020038 EXMG																
U EXMG	49.076510	73.614769														
Human Resources Manager 001851 MGMT																
A MGTE	53.433442	70.109308	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308		
HVAC Supervisor 006269 BULT																
A BLDG	32.733336	54.306213	32.733336	35.188336	37.827461	40.664521	43.714360	46.992937	50.517407	54.306213						
HVAC Systems Mechanic 004010 L39B																
A PLNT	31.657649	44.545492	31.657649	33.240531	34.902558	36.647686	38.480070	40.404074	42.424278	44.545492						
B PLNB	31.526057	44.545492	31.526057	32.314208	33.122063	33.950115	34.798868	35.668840	36.560561	37.474575	38.411439	39.371725	40.356018	41.364918	42.399041	43.459017
Instrument Technician I 003648 L39A																
A OPMT	27.475253	38.660440	27.475253	28.849016	30.291467	31.806040	33.396342	35.066159	36.819467	38.660440						
B OPMB	27.361043	38.660439	27.361043	28.045069	28.746196	29.464851	30.201472	30.956509	31.730422	32.523683	33.336775	34.170194	35.024449	35.900060	36.797562	37.717501
Instrument Technician II 003649 L39A																
A OPMT	30.935120	43.528821	30.935120	32.481876	34.105970	35.811269	37.601832	39.481924	41.456020	43.528821						
B OPMB	30.806531	43.528821	30.806531	31.576694	32.366111	33.175264	34.004646	34.854762	35.726131	36.619284	37.534766	38.473135	39.434963	40.420837	41.431358	42.467142
Instrument Technician Trainee 003646 L39A																
A OPMT	24.969251	35.134245	24.969251	26.217714	27.528600	28.905030	30.350282	31.867796	33.461186	35.134245						
B OPMB	24.865460	35.134245	24.865460	25.487097	26.124274	26.777381	27.446816	28.132986	28.836311	29.557219	30.296149	31.053553	31.829892	32.625639	33.441280	34.277312
Instrumentation Supervisor 015087 L39C																
A SUPV	35.547369	50.018718	35.547369	37.324737	39.190974	41.150523	43.208049	45.368451	47.636874	50.018718						
B SUPB	35.399607	50.018718	35.399607	36.284597	37.191712	38.121505	39.074543	40.051407	41.052692	42.079009	43.130984	44.209259	45.314490	46.447352	47.608536	48.798749
Integrated Waste Colcltns Supt 001763 MGMT																
A MGTE	48.732616	63.941417	48.732616	49.950934	51.199705	52.479698	53.791690	55.136483	56.514896	57.927767	59.375960	60.860361	62.381869	63.941417		
Integrated Waste Equip Oper 003663 L39A																
A OPMT	22.714204	31.961165	22.714204	23.849914	25.042410	26.294530	27.609256	28.989719	30.439205	31.961165						
B OPMB	22.619787	31.961165	22.619787	23.185282	23.764914	24.359037	24.968013	25.592213	26.232018	26.887818	27.560013	28.249013	28.955238	29.679119	30.421097	31.181624

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Integrated Waste General Mgr 001764 MGMT																
A MGTE	58.047050	76.162760	58.047050	59.498227	60.985683	62.510323	64.073083	65.674909	67.316782	68.999701	70.724693	72.492812	74.305132	76.162760		
Integrated Waste General Supv 001765 MGMT																
A MGTE	43.859354	57.547274	43.859354	44.955839	46.079734	47.231727	48.412521	49.622833	50.863403	52.134990	53.438365	54.774323	56.143682	57.547274		
Integrated Waste Planning Supt 001766 MGMT																
A MGTE	48.732616	63.941417	48.732616	49.950934	51.199705	52.479698	53.791690	55.136483	56.514896	57.927767	59.375960	60.860361	62.381869	63.941417		
Integrated Waste Supervisor 015032 L39C																
A SUPV	31.222768	43.933569	31.222768	32.783906	34.423101	36.144256	37.951469	39.849042	41.841494	43.933569						
B SUPB	31.092981	43.933569	31.092981	31.870306	32.667064	33.483741	34.320835	35.178856	36.058327	36.959785	37.883780	38.830874	39.801646	40.796687	41.816604	42.862019
Investigator 001944 MGMT																
A MGTE	31.665163	41.547438	31.665163	32.456791	33.268212	34.099918	34.952416	35.826226	36.721882	37.639930	38.580926	39.545451	40.534088	41.547438		
Investment Officer 001767 MGMT																
A MGTE	49.669433	65.170599	49.669433	50.911170	52.183948	53.488546	54.825760	56.196406	57.601314	59.041348	60.517381	62.030314	63.581073	65.170599		
Investment Operations Analyst 001890 MGMT																
A MGTE	41.739020	54.765211	41.739020	42.782494	43.852057	44.948359	46.072068	47.223870	48.404466	49.614578	50.854942	52.126316	53.429475	54.765211		
Irrigation Technician 003921 L39A																
A OPMT	21.580191	30.365496	21.580191	22.659201	23.792161	24.981769	26.230857	27.542400	28.919520	30.365496						
B OPMB	21.490486	30.365496	21.490486	22.027748	22.578442	23.142903	23.721476	24.314513	24.922376	25.545435	26.184071	26.838673	27.509640	28.197381	28.902316	29.624874
IT Manager 001761 MGMT																
A MGTE	49.501858	64.950727	49.501858	50.739404	52.007890	53.308086	54.640789	56.006809	57.406980	58.842154	60.313207	61.821038	63.366563	64.950727		
IT Supervisor 001762 MGMT																
A MGTE	42.727392	56.062039	42.727392	43.795576	44.890465	46.012726	47.163045	48.342121	49.550672	50.789442	52.059178	53.360657	54.694672	56.062039		
IT Support Specialist I 016219 L39A																
A OFFT	30.961577	43.566050	30.961577	32.509656	34.135139	35.841896	37.633991	39.515691	41.491476	43.566050						
B OFTB	30.832878	43.566050	30.832878	31.603700	32.393793	33.203638	34.033729	34.884572	35.756686	36.650603	37.566868	38.506040	39.468691	40.455408	41.466793	42.503463

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IT Support Specialist II 016220 L39A																		
A	OFFT	34.059100	47.924574	34.059100	35.762055	37.550158	39.427666	41.399049	43.469001	45.642451	47.924574							
B	OFTB	33.917525	47.924574	33.917525	34.765463	35.634600	36.525465	37.438602	38.374567	39.333931	40.317279	41.325211	42.358341	43.417300	44.502732	45.615300	46.755682	47.924574
IT Trainee 016221 L39A																		
A	OFFT	23.688596	33.332234	23.688596	24.873026	26.116677	27.422511	28.793637	30.233319	31.744985	33.332234							
B	OFTB	23.590129	33.332234	23.590129	24.179882	24.784379	25.403988	26.039088	26.690065	27.357317	28.041250	28.742281	29.460838	30.197359	30.952293	31.726100	32.519253	33.332234
Junior Engineer 011010 WCOE																		
A	WCOE	27.585630	38.815753	27.585630	28.964912	30.413158	31.933816	33.530507	35.207032	36.967384	38.815753							
B	WCEB	27.470963	38.815753	27.470963	28.157737	28.861680	29.583222	30.322803	31.080873	31.857895	32.654342	33.470701	34.307469	35.165156	36.044285	36.945392	37.869027	38.815753
Junior Landscape Assistant 011024 WCOE																		
A	WCOE	27.585630	38.815753	27.585630	28.964912	30.413158	31.933816	33.530507	35.207032	36.967384	38.815753							
B	WCEB	27.470963	38.815753	27.470963	28.157737	28.861680	29.583222	30.322803	31.080873	31.857895	32.654342	33.470701	34.307469	35.165156	36.044285	36.945392	37.869027	38.815753
Junior Planner 017004 L39A																		
A	PROF	25.033090	35.224073	25.033090	26.284745	27.598982	28.978931	30.427878	31.949272	33.546736	35.224073							
B	PRFB	24.929034	35.224073	24.929034	25.552260	26.191066	26.845843	27.516989	28.204914	28.910037	29.632788	30.373608	31.132948	31.911272	32.709054	33.526780	34.364949	35.224073
Junior Plant Operator 004001 L39B																		
A	PLNT	23.343358	32.846450	23.343358	24.510526	25.736052	27.022855	28.373998	29.792698	31.282333	32.846450							
B	PLNB	23.246326	32.846450	23.246326	23.827484	24.423171	25.033750	25.659594	26.301084	26.958611	27.632576	28.323390	29.031475	29.757262	30.501194	31.263724	32.045317	32.846450
Labor Relations Analyst 020034 EXMG																		
U	EXMG	31.366673	47.050010															
Labor Relations Officer 020036 EXMG																		
U	EXMG	41.838462	62.757692															
Landscape Assistant 011017 WCOE																		
A	WCOE	32.254635	45.385512	32.254635	33.867367	35.560735	37.338772	39.205711	41.165997	43.224297	45.385512							
B	WCEB	32.120561	45.385512	32.120561	32.923575	33.746664	34.590331	35.455089	36.341466	37.250003	38.181253	39.135784	40.114179	41.117033	42.144959	43.198583	44.278548	45.385512
Landscape Technician I 016209 L39A																		
A	OFFT	23.548807	33.135535	23.548807	24.726247	25.962559	27.260687	28.623721	30.054907	31.557652	33.135535							
B	OFTB	23.450918	33.135535	23.450918	24.037191	24.638121	25.254074	25.885426	26.532562	27.195876	27.875773	28.572667	29.286984	30.019159	30.769638	31.538879	32.327351	33.135535

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Landscape Technician II 016054 L39A																
A OFFT	24.726232 34.792293	24.726232	25.962544	27.260671	28.623705	30.054890	31.557635	33.135517	34.792293							
B OFTB	24.623453 34.792293	24.623453	25.239039	25.870015	26.516765	27.179684	27.859176	28.555655	29.269546	30.001285	30.751317	31.520100	32.308102	33.115805	33.943700	34.792293
Law Office Administrator 001853 MGMT																
A MGTE	41.852752 54.914437	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
Lead Events Associate 009094 TEMP																
A TEMP	15.065798 15.065798	15.065800														
Lead Forensic Investigator 016926 L39A																
A OFFT	31.071732 43.721048	31.071732	32.625319	34.256585	35.969414	37.767885	39.656279	41.639093	43.721048							
B OFTB	30.942576 43.721048	30.942576	31.716140	32.509043	33.321769	34.154813	35.008683	35.883900	36.780998	37.700523	38.643036	39.609112	40.599340	41.614323	42.654681	43.721048
Legal Secretary (Ex) 010803 CONF																
A CONF	26.828620 35.201473	26.828620	27.499335	28.186818	28.891488	29.613776	30.354120	31.112974	31.890797	32.688067	33.505269	34.342903	35.201473			
Legal Staff Assistant (Ex) 010809 CONF																
A CONF	20.523893 26.929127	20.523893	21.036993	21.562916	22.101989	22.654539	23.220903	23.801425	24.396460	25.006371	25.631531	26.272320	26.929127			
Licensed Land Surveyor 001770 MGMT																
A MGTE	47.698985 62.585201	47.698985	48.891459	50.113745	51.366589	52.650753	53.967022	55.316198	56.699103	58.116580	59.569495	61.058733	62.585201			
Lifeguard 009013 TEMP																
A TEMP	14.320000 15.050000	14.329604	15.046084													
Locksmith 003928 L39A																
A OPMT	24.996835 35.173059	24.996835	26.246677	27.559011	28.936962	30.383810	31.903001	33.498151	35.173059							
B OPMB	24.892933 35.173059	24.892933	25.515256	26.153137	26.806965	27.477139	28.164067	28.868169	29.589873	30.329620	31.087860	31.865056	32.661682	33.478224	34.315180	35.173059
Machinist 006009 BULT																
A BLDG	27.211584 45.145355	27.211584	29.252453	31.446387	33.804866	36.340231	39.065748	41.995679	45.145355							
Machinist Helper 006011 BULT																
A BLDG	21.807617 36.179908	21.807617	23.443188	25.201427	27.091534	29.123399	31.307654	33.655728	36.179908							
Machinist Supervisor 006010 BULT																
A BLDG	31.601523 52.428479	31.601523	33.971637	36.519510	39.258473	42.202859	45.368073	48.770678	52.428479							

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Maintenance Worker 003651 L39A																		
A	OPMT	17.905845	25.195322	17.905845	18.801137	19.741194	20.728254	21.764667	22.852900	23.995545	25.195322							
B	OPMB	17.831415	25.195322	17.831415	18.277200	18.734130	19.202483	19.682545	20.174609	20.678974	21.195948	21.725847	22.268993	22.825718	23.396361	23.981270	24.580802	25.195322
Marina Aide 009061 TEMP																		
A	TEMP	14.071004	14.774554		14.071004	14.774554												
Marina Manager 001773 MGMT																		
A	MGTE	41.852752	54.914437	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
Marina&Boating Facilities Attd 003650 L39A																		
A	OPMT	18.985096	26.713936	18.985096	19.934351	20.931069	21.977622	23.076503	24.230328	25.441844	26.713936							
B	OPMB	18.906178	26.713936	18.906178	19.378832	19.863303	20.359886	20.868883	21.390605	21.925370	22.473504	23.035342	23.611226	24.201507	24.806545	25.426709	26.062377	26.713936
Mayor 023000																		
U	MCNL	65.764327	65.764327															
Mayor Council Intern 009130 TEMP																		
A	TEMP	14.000000	24.040000	14.000000	24.040000													
Mechanical Maintenance Supv 006054 BULT																		
A	BLDG	30.308645	50.283532	30.308645	32.581793	35.025428	37.652335	40.476260	43.511980	46.775379	50.283532							
Media & Communications Officer 020027 EXMG																		
U	EXMG	37.974736	56.962101															
Media & Communications Spclst 001775 MGMT																		
A	MGTE	36.642091	48.077599	36.642091	37.558143	38.497095	39.459525	40.446012	41.457162	42.493591	43.555931	44.644828	45.760950	46.904974	48.077599			
Media Production Specialist I 017013 L39A																		
A	PROF	23.130919	32.547526	23.130919	24.287465	25.501838	26.776930	28.115777	29.521566	30.997644	32.547526							
B	PRFB	23.034769	32.547526	23.034769	23.610638	24.200904	24.805927	25.426075	26.061727	26.713270	27.381102	28.065630	28.767271	29.486453	30.223614	30.979204	31.753684	32.547526
Media Production Specialist II 017025 L39A																		
A	PROF	25.888273	36.427400	25.888273	27.182687	28.541821	29.968912	31.467358	33.040726	34.692762	36.427400							
B	PRFB	25.780660	36.427400	25.780660	26.425177	27.085806	27.762951	28.457025	29.168451	29.897662	30.645104	31.411232	32.196513	33.001426	33.826462	34.672124	35.538927	36.427400

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Meter Reader 003621 L39A																
A OPMT	16.608647 23.370035	16.608647	17.439079	18.311033	19.226585	20.187914	21.197310	22.257176	23.370035							
B OPMB	16.539610 23.370035	16.539610	16.953100	17.376927	17.811350	18.256634	18.713050	19.180876	19.660398	20.151908	20.655706	21.172099	21.701401	22.243936	22.800034	23.370035
Meter Reading Supervisor 015094 L39C																
A SUPV	24.410982 34.348703	24.410982	25.631531	26.913108	28.258763	29.671701	31.155286	32.713050	34.348703							
B SUPB	24.309511 34.348703	24.309511	24.917249	25.540180	26.178684	26.833151	27.503980	28.191580	28.896370	29.618779	30.359248	31.118229	31.896185	32.693590	33.510930	34.348703
Metropolitan Arts Manager 001776 MGMT																
A MGTE	46.038027 60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			
Museum Security Supervisor 015086 L39C																
A SUPV	21.650656 30.464646	21.650656	22.733189	23.869848	25.063340	26.316507	27.632332	29.013949	30.464646							
B SUPB	21.560659 30.464646	21.560659	22.099675	22.652167	23.218471	23.798933	24.393906	25.003754	25.628848	26.269569	26.926308	27.599466	28.289453	28.996689	29.721606	30.464646
Neighborhood Rsrcs Coord I 016968 L39A																
A OFFT	22.991392 32.351196	22.991392	24.140962	25.348010	26.615410	27.946180	29.343489	30.810663	32.351196							
B OFTB	22.895821 32.351196	22.895821	23.468217	24.054922	24.656295	25.272702	25.904520	26.552133	27.215936	27.896334	28.593742	29.308586	30.041301	30.792334	31.562142	32.351196
Neighborhood Rsrcs Coord II 016969 L39A																
A OFFT	25.909869 36.457786	25.909869	27.205362	28.565630	29.993911	31.493607	33.068287	34.721701	36.457786							
B OFTB	25.802166 36.457786	25.802166	26.447220	27.108401	27.786111	28.480764	29.192783	29.922603	30.670668	31.437435	32.223371	33.028955	33.854679	34.701046	35.568572	36.457786
Neighborhood Services Area Mgr 001778 MGMT																
A MGTE	48.916042 64.182086	48.916042	50.138944	51.392416	52.677227	53.994157	55.344011	56.727612	58.145803	59.599448	61.089435	62.616669	64.182086			
Neighborhood Services Manager 001901 MGMT																
A MGTE	65.221253 85.575936	65.221253	66.851785	68.523079	70.236156	71.992061	73.791861	75.636658	77.527574	79.465764	81.452408	83.488717	85.575936			
New Growth Manager 001777 MGMT																
A MGTE	58.368760 76.584871	58.368760	59.827977	61.323677	62.856768	64.428187	66.038892	67.689865	69.382111	71.116664	72.894582	74.716947	76.584871			
Nurse (Adaptive Recreation) 009136 																
D DALY	52.240000 63.200000															
Nurse 009027 TEMP																
D DALY	52.240000 63.200000	52.240000	57.460000	63.200000												

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Office Specialist 016095 L39A																
A	OFFT	16.605062	23.364991	16.605062	17.435315	18.307081	19.222435	20.183557	21.192735	22.252372	23.364991					
B	OFTB	16.536041	23.364991	16.536041	16.949442	17.373178	17.807507	18.252695	18.709012	19.176737	19.656155	20.147559	20.651248	21.167529	21.696717	22.239135
															22.795113	23.364991
Operations General Supervisor 001802 MGMT																
A	MGTE	41.852752	54.914437	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437	
OPS Accountability Analyst 021022 MCSU																
U	MCSA	30.525457	45.788188													
OPS Accountability Inspector General 021024 MCSA																
U	MCSA	42.100000	63.150000													
OPS Accountability Spec 021021 MCSU																
U	MCSA	36.609625	54.914438													
Painter 006012 BULT																
A	BLDG	24.401879	40.483917	24.401879	26.232020	28.199422	30.314379	32.587957	35.032054	37.659458	40.483917					
Paralegal (Ex) 010804 CONF																
A	CONF	29.345474	38.503804	29.345474	30.079109	30.831088	31.601867	32.391911	33.201709	34.031754	34.882546	35.754610	36.648476	37.564687	38.503804	
Paralegal Technical Support 010805 CONF																
A	CONF	35.096425	46.049550	35.096425	35.973836	36.873180	37.795011	38.739885	39.708383	40.701092	41.718621	42.761586	43.830626	44.926391	46.049550	
Park Equipment Operator 003666 L39A																
A	OPMT	21.852692	30.748932	21.852692	22.945327	24.092593	25.297223	26.562084	27.890188	29.284697	30.748932					
B	OPMB	21.761856	30.748932	21.761856	22.305902	22.863550	23.435139	24.021017	24.621542	25.237081	25.868008	26.514708	27.177576	27.857015	28.553440	29.267276
															29.998958	30.748932
Park Maintenance Manager 001781 MGMT																
A	MGTE	47.558942	62.401454	47.558942	48.747917	49.966614	51.215777	52.496173	53.808579	55.153792	56.532637	57.945953	59.394603	60.879467	62.401454	
Park Maintenance Superintendnt 001782 MGMT																
A	MGTE	42.803048	56.161308	42.803048	43.873125	44.969952	46.094200	47.246556	48.427720	49.638413	50.879373	52.151358	53.455141	54.791520	56.161308	
Park Maintenance Worker 003927 L39A																
A	OPMT	14.102230	18.898337		14.102230	14.807342	15.547709	16.325094	17.141349	17.998416	18.898337					
B	OPMB	14.051969	18.898337		14.051969	14.403268	14.763350	15.132434	15.510745	15.898514	16.295977	16.703376	17.120960	17.548984	17.987709	18.437402
															18.898337	

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Park Maintenance Worker I 003653 L39A																
A OPMT	17.906109 25.195693	17.906109	18.801414	19.741485	20.728559	21.764987	22.853236	23.995898	25.195693							
B OPMB	17.831676 25.195693	17.831676	18.277468	18.734405	19.202765	19.682834	20.174905	20.679278	21.196260	21.726167	22.269321	22.826054	23.396705	23.981623	24.581164	25.195693
Park Maintenance Worker II 003654 L39A																
A OPMT	20.225905 28.459880	20.225905	21.237200	22.299060	23.414013	24.584714	25.813950	27.104648	28.459880							
B OPMB	20.141830 28.459880	20.141830	20.645376	21.161510	21.690548	22.232812	22.788632	23.358348	23.942307	24.540865	25.154387	25.783247	26.427828	27.088524	27.765737	28.459880
Park Maintenance Worker III 003655 L39A																
A OPMT	23.617696 33.232471	23.617696	24.798581	26.038510	27.340435	28.707457	30.142830	31.649972	33.232471							
B OPMB	23.519522 33.232470	23.519522	24.107510	24.710198	25.327953	25.961152	26.610181	27.275436	27.957322	28.656255	29.372661	30.106978	30.859652	31.631143	32.421922	33.232470
Park Plan Design & Devlpmt Mgr 001869 MGMT																
A MGTE	53.842779 70.646392	53.842779	55.188848	56.568570	57.982784	59.432354	60.918162	62.441116	64.002144	65.602198	67.242254	68.923311	70.646392			
Park Safety Ranger 002061 SPOA																
A POAM	25.266070 35.551898	25.266070	26.529373	27.855842	29.248634	30.711066	32.246619	33.858950	35.551898							
Park Safety Ranger Assistant 002060 SPOA																
A POAM	24.062924 33.858951	24.062924	25.266070	26.529374	27.855843	29.248635	30.711067	32.246620	33.858951							
Park Safety Ranger Supervisor 002062 SPOA																
A POAM	27.792677 39.107088	27.792677	29.182311	30.641427	32.173498	33.782173	35.471282	37.244846	39.107088							
Parking Enforcement Officer 003630 L39A																
A OPMT	19.561294 27.524705	19.561294	20.539359	21.566327	22.644643	23.776875	24.965719	26.214005	27.524705							
B OPMB	19.479982 27.524705	19.479982	19.966982	20.466157	20.977811	21.502256	22.039812	22.590807	23.155577	23.734466	24.327828	24.936024	25.559425	26.198411	26.853371	27.524705
Parking Enforcement Supervisor 015025 L39C																
A SUPV	22.474678 31.624130	22.474678	23.598412	24.778333	26.017250	27.318112	28.684018	30.118219	31.624130							
B SUPB	22.381256 31.624130	22.381256	22.940787	23.514307	24.102165	24.704719	25.322337	25.955395	26.604280	27.269387	27.951122	28.649900	29.366148	30.100302	30.852810	31.624130
Parking Facilities Maint Supv 015055 L39C																
A SUPV	25.468726 35.837054	25.468726	26.742162	28.079270	29.483233	30.957395	32.505265	34.130528	35.837054							
B SUPB	25.362859 35.837054	25.362859	25.996930	26.646853	27.313024	27.995850	28.695746	29.413140	30.148468	30.902180	31.674734	32.466602	33.278267	34.110224	34.962980	35.837054

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Parking Lot Attendant 003627 L39A																
A OPMT	16.771169 23.598719	16.771169	17.609727	18.490213	19.414724	20.385460	21.404733	22.474970	23.598719							
B OPMB	16.701454 23.598719	16.701454	17.118990	17.546965	17.985639	18.435280	18.896162	19.368566	19.852780	20.349100	20.857828	21.379274	21.913756	22.461600	23.023140	23.598719
Parking Lot Supervisor 015026 L39C																
A SUPV	20.085326 28.262072	20.085326	21.089592	22.144072	23.251276	24.413840	25.634532	26.916259	28.262072							
B SUPB	20.001837 28.262072	20.001837	20.501883	21.014430	21.539791	22.078286	22.630243	23.195999	23.775899	24.370296	24.979553	25.604042	26.244143	26.900247	27.572753	28.262072
Parking Manager 001882 MGMT																
A MGTE	53.367672 70.023011	53.367672	54.701862	56.069409	57.471144	58.907923	60.380621	61.890136	63.437391	65.023326	66.648909	68.315130	70.023011			
Parking Meter Coin Collector 003628 L39A																
A OPMT	17.906109 25.195693	17.906109	18.801414	19.741485	20.728559	21.764987	22.853236	23.995898	25.195693							
B OPMB	17.831676 25.195693	17.831676	18.277468	18.734405	19.202765	19.682834	20.174905	20.679278	21.196260	21.726167	22.269321	22.826054	23.396705	23.981623	24.581164	25.195693
Parking Meter Collection Supv 015085 L39C																
A SUPV	22.063994 31.046257	22.063994	23.167194	24.325554	25.541832	26.818924	28.159870	29.567864	31.046257							
B SUPB	21.972281 31.046257	21.972281	22.521588	23.084628	23.661744	24.253288	24.859620	25.481110	26.118138	26.771091	27.440368	28.126377	28.829536	29.550274	30.289031	31.046257
Parking Meter Repair Worker 003629 L39A																
A OPMT	19.745423 27.783793	19.745423	20.732694	21.769329	22.857795	24.000685	25.200719	26.460755	27.783793							
B OPMB	19.663347 27.783793	19.663347	20.154931	20.658804	21.175274	21.704656	22.247272	22.803454	23.373540	23.957878	24.556825	25.170746	25.800015	26.445015	27.106140	27.783793
Parks Supervisor 015028 L39C																
A SUPV	27.988790 39.383037	27.988790	29.388229	30.857640	32.400522	34.020548	35.721575	37.507654	39.383037							
B SUPB	27.872447 39.383037	27.872447	28.569258	29.283489	30.015576	30.765965	31.535114	32.323492	33.131579	33.959868	34.808865	35.679087	36.571064	37.485341	38.422475	39.383037
Payroll Technician 010707 CONF																
A CONF	26.741996 35.087818	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
Permit Services Manager 001784 MGMT																
A MGTE	44.526470 58.422585	44.526470	45.639631	46.780622	47.950137	49.148891	50.377613	51.637052	52.927977	54.251178	55.607458	56.997643	58.422585			
Permit Services Supervisor 015114 L39C																
A SUPV	29.923252 42.105021	29.923252	31.419415	32.990386	34.639905	36.371900	38.190495	40.100020	42.105021							
B SUPB	29.798868 42.105021	29.798868	30.543840	31.307436	32.090122	32.892375	33.714684	34.557551	35.421490	36.307027	37.214703	38.145071	39.098698	40.076165	41.078069	42.105021

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Personnel Analyst 010823 CONF																
A CONF	34.151356 44.809538	34.151355	35.005138	35.880268	36.777273	37.696706	38.639123	39.605101	40.595228	41.610110	42.650363	43.716621	44.809538			
Personnel Analyst 014012 MSUP																
A MSUP	34.151356 44.809538	34.151355	35.005138	35.880268	36.777273	37.696706	38.639123	39.605101	40.595228	41.610110	42.650363	43.716621	44.809538			
Personnel Technician 010708 CONF																
A CONF	26.741996 35.087818	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
Personnel Transactions Coord 016065 L39A																
A OFFT	18.593084 26.162338	18.593084	19.522738	20.498875	21.523819	22.600010	23.730011	24.916512	26.162338							
B OFTB	18.515799 26.162338	18.515799	18.978694	19.453161	19.939490	20.437977	20.948926	21.472649	22.009465	22.559702	23.123695	23.701787	24.294332	24.901690	25.524232	26.162338
Pick-up Driver 016988 L39A																
A OFFT	14.676708 20.651601	14.676708	15.410543	16.181070	16.990123	17.839629	18.731610	19.668191	20.651601							
B OFTB	14.615700 20.651601	14.615700	14.981093	15.355620	15.739510	16.132998	16.536323	16.949731	17.373474	17.807811	18.253006	18.709331	19.177064	19.656491	20.147903	20.651601
Pilot 009126 TEMP																
A TEMP	35.433200 41.338800	35.433200	38.386000	41.338800												
Planning Director 001786 MGMT																
A MGTE	59.307045 77.815982	59.307045	60.789720	62.309462	63.867199	65.463880	67.100477	68.777989	70.497438	72.259874	74.066372	75.918030	77.815982			
Planning Technician I 016111 L39A																
A OFFT	20.191285 28.411166	20.191285	21.200849	22.260891	23.373936	24.542633	25.769765	27.058253	28.411166							
B OFTB	20.107355 28.411166	20.107355	20.610039	21.125290	21.653422	22.194758	22.749627	23.318368	23.901327	24.498860	25.111331	25.739114	26.382592	27.042157	27.718211	28.411166
Planning Technician II 016112 L39A																
A OFFT	22.211043 31.253168	22.211043	23.321595	24.487675	25.712059	26.997662	28.347545	29.764922	31.253168							
B OFTB	22.118718 31.253168	22.118718	22.671686	23.238478	23.819440	24.414926	25.025299	25.650931	26.292204	26.949509	27.623247	28.313828	29.021674	29.747216	30.490896	31.253168
Plans Examiner I 016007 L39A																
A OFFT	26.088999 36.709841	26.088999	27.393449	28.763121	30.201277	31.711341	33.296908	34.961753	36.709841							
B OFTB	25.980552 36.709841	25.980552	26.630066	27.295818	27.978213	28.677668	29.394610	30.129475	30.882712	31.654780	32.446150	33.257304	34.088737	34.940955	35.814479	36.709841
Plans Examiner II 016008 L39A																
A OFFT	27.466452 38.648057	27.466452	28.839775	30.281764	31.795852	33.385645	35.054927	36.807673	38.648057							
B OFTB	27.352281 38.648057	27.352281	28.036088	28.736990	29.455415	30.191800	30.946595	31.720260	32.513267	33.326099	34.159251	35.013232	35.888563	36.785777	37.705421	38.648057

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Plans Examiner III 016009 L39A																
A OFFT	32.125980 45.204480	32.125980	33.732279	35.418893	37.189838	39.049330	41.001796	43.051886	45.204480							
B OFTB	31.992440 45.204480	31.992440	32.792251	33.612057	34.452358	35.313667	36.196509	37.101422	38.028958	38.979682	39.954174	40.953028	41.976854	43.026275	44.101932	45.204480
Plant Operator 004002 L39B																
A PLNT	27.961686 39.344900	27.961686	29.359770	30.827759	32.369147	33.987604	35.686984	37.471333	39.344900							
B PLNB	27.845457 39.344900	27.845457	28.541593	29.255133	29.986511	30.736174	31.504578	32.292192	33.099497	33.926984	34.775159	35.644538	36.535651	37.449042	38.385268	39.344900
Plumber 006014 BULT																
A BLDG	26.165707 43.410193	26.165707	28.128135	30.237745	32.505576	34.943494	37.564256	40.381575	43.410193							
Plumber Apprentice 006264 BULT																
A BLDG	15.631779 25.933889	15.631779	16.804162	18.064474	19.419310	20.875758	22.441440	24.124548	25.933889							
Plumbing Supervisor 006270 BULT																
A BLDG	29.425869 48.818962	29.425869	31.632809	34.005270	36.555665	39.297340	42.244640	45.412988	48.818962							
Police Background Investigator 009104 TEMP																
A TEMP	31.025600 31.025600	31.025600														
Police Captain 001789 MGMT																
A MGTP	74.022219 97.123566	74.022220	75.872775	77.769595	79.713834	81.706680	83.749348	85.843081	87.989158	90.188886	92.443608	94.754698	97.123566			
Police Chief 020028 EXMG																
U PEXM	86.581154 129.871731															
Police Clerk I 016066 L39A																
A OFFT	14.814881 20.846025	14.814881	15.555625	16.333406	17.150076	18.007580	18.907959	19.853357	20.846025							
B OFTB	14.753298 20.846025	14.753298	15.122130	15.500183	15.887688	16.284880	16.692002	17.109302	17.537035	17.975461	18.424848	18.885469	19.357606	19.841546	20.337585	20.846025
Police Clerk II 016067 L39A																
A OFFT	16.605062 23.364991	16.605062	17.435315	18.307081	19.222435	20.183557	21.192735	22.252372	23.364991							
B OFTB	16.536041 23.364991	16.536041	16.949442	17.373178	17.807507	18.252695	18.709012	19.176737	19.656155	20.147559	20.651248	21.167529	21.696717	22.239135	22.795113	23.364991
Police Clerk III 016068 L39A																
A OFFT	18.443416 25.951738	18.443416	19.365587	20.333866	21.350559	22.418087	23.538991	24.715941	25.951738							
B OFTB	18.366751 25.951738	18.366751	18.825920	19.296568	19.778982	20.273457	20.780293	21.299800	21.832295	22.378102	22.937555	23.510994	24.098769	24.701238	25.318769	25.951738

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Police Lieutenant 001870 MGMT																
A MGTP	64.367143 84.455273	64.367147	65.976326	67.625735	69.316376	71.049287	72.825518	74.646158	76.512311	78.425120	80.385747	82.395390	84.455273			
Police Officer 002027 SPOA																
A SPOA	35.869193 48.068150	35.869193	37.662653	39.545786	41.523075	43.599229	45.779190	48.068150								
Police Officer Recruit 009123 TEMP																
A TEMP	21.029700 24.344500	21.029700	22.081200	23.185200	24.344500											
Police Records Specialist I 016933 L39A																
A OFFT	18.756832 26.392746	18.756832	19.694674	20.679408	21.713378	22.799047	23.938999	25.135949	26.392746							
B OFTB	18.678864 26.392746	18.678864	19.145836	19.624482	20.115094	20.617971	21.133420	21.661755	22.203299	22.758381	23.327341	23.910525	24.508288	25.120995	25.749020	26.392746
Police Records Specialist II 016934 L39A																
A OFFT	21.570400 30.351719	21.570400	22.648920	23.781366	24.970434	26.218956	27.529904	28.906399	30.351719							
B OFTB	21.480737 30.351719	21.480737	22.017755	22.568199	23.132404	23.710714	24.303482	24.911069	25.533846	26.172192	26.826497	27.497159	28.184588	28.889203	29.611433	30.351719
Police Records Specialist III 016935 L39A																
A OFFT	23.727413 33.386853	23.727413	24.913784	26.159473	27.467447	28.840819	30.282860	31.797003	33.386853							
B OFTB	23.628784 33.386853	23.628784	24.219504	24.824992	25.445617	26.081757	26.733801	27.402146	28.087200	28.789380	29.509114	30.246842	31.003013	31.778088	32.572540	33.386853
Police Records Supervisor 015101 L39C																
A SUPV	26.100189 36.725588	26.100189	27.405198	28.775458	30.214231	31.724943	33.311190	34.976750	36.725588							
B SUPB	25.991699 36.725588	25.991699	26.641491	27.307528	27.990216	28.689971	29.407220	30.142400	30.895960	31.668359	32.460068	33.271570	34.103359	34.955943	35.829842	36.725588
Police Sergeant 002015 SPOA																
A SPOA	47.850402 58.162462	47.850402	50.242922	52.755068	55.392821	58.162462										
Police Social Services Admnstr 001932 MGMT																
A MGTE	46.032600 60.404400	46.038027	47.188978	48.368702	49.577920	50.817367	52.087802	53.389997	54.724747	56.092866	57.495187	58.932567	60.404400			
Pool Manager 009015 TEMP																
A TEMP	17.890000 21.280000	17.895712	18.343104	18.801682	19.271724	19.753517	20.247355	20.753539	21.272377							
Principal Accountant 001791 MGMT																
A MGTE	39.930669 52.392499	39.930669	40.928937	41.952160	43.000965	44.075989	45.177889	46.307334	47.465019	48.651644	49.867934	51.114633	52.392499			

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Principal Applications Develpr 001828 MGMT																
A MGTE	42.727392 56.062039	42.727392	43.795576	44.890465	46.012726	47.163045	48.342121	49.550672	50.789442	52.059178	53.360657	54.694672	56.062039			
Principal Budget Analyst 020041 EXMG																
U EXMG	43.052918 64.579375															
Principal Building Inspector 001793 MGMT																
A MGTE	45.973808 60.321618	45.973808	47.123152	48.301231	49.508763	50.746481	52.015144	53.315521	54.648410	56.014620	57.414985	58.850361	60.321618			
Principal Engineer 001918 MGMT																
A MGTE	57.958365 76.046397	57.958365	59.407325	60.892508	62.414822	63.975191	65.574571	67.213936	68.709210	70.616641	72.382059	74.191609	76.046397			
Principal Fiscal Policy Anlyst 001937 MGMT																
A MGTE	48.253760 63.313115	48.253760	49.460104	50.696607	51.964022	53.263123	54.594701	55.959568	57.358557	58.792521	60.262334	61.768893	63.313115			
Principal Planner 001795 MGMT																
A MGTE	50.410986 66.143584	50.410986	51.671262	52.963043	54.287119	55.644296	57.035405	58.461289	59.922822	61.420893	62.956416	64.530326	66.143584			
Principal Systems Engineer 001796 MGMT																
A MGTE	42.727392 56.062039	42.727392	43.795576	44.890465	46.012726	47.163045	48.342121	49.550672	50.789442	52.059178	53.360657	54.694672	56.062039			
Process Control Systems Splst 017037 L39A																
A PROF	37.463830 52.715371	37.463830	39.337021	41.303872	43.369066	45.537519	47.814395	50.205115	52.715371							
B PRFB	37.308101 52.715371	37.308101	38.240804	39.196824	40.176745	41.181164	42.210693	43.265960	44.347609	45.456299	46.592706	47.757524	48.951462	50.175249	51.429630	52.715371
Procurement Services Manager 001797 MGMT																
A MGTE	46.038027 60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			
Program Coord. (Adaptive Rec.) 016985 L39A																
A OFFT	20.904270 29.414408	20.904270	21.949484	23.046958	24.199306	25.409271	26.679735	28.013722	29.414408							
B OFTB	20.817378 29.414408	20.817378	21.337812	21.871257	22.418038	22.978489	23.552951	24.141775	24.745319	25.363952	25.998051	26.648002	27.314202	27.997057	28.696983	29.414408
Program Coord. (Older Adults) 016984 L39A																
A OFFT	20.904270 29.414408	20.904270	21.949484	23.046958	24.199306	25.409271	26.679735	28.013722	29.414408							
B OFTB	20.817378 29.414408	20.817378	21.337812	21.871257	22.418038	22.978489	23.552951	24.141775	24.745319	25.363952	25.998051	26.648002	27.314202	27.997057	28.696983	29.414408

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Program Coordinator 016210 L39A																
A OFFT	20.494383	28.837656	20.494383	21.519102	22.595057	23.724810	24.911051	26.156604	27.464434	28.837656						
B OFTB	20.409194	28.837656	20.409194	20.919424	21.442410	21.978470	22.527932	23.091130	23.668408	24.260118	24.866621	25.488287	26.125494	26.778631	27.448097	28.134299
Program Developer 016211 L39A																
A OFFT	17.448619	24.551958	17.448619	18.321050	19.237102	20.198957	21.208905	22.269350	23.382817	24.551958						
B OFTB	17.376088	24.551958	17.376088	17.810490	18.255752	18.712146	19.179950	19.659449	20.150935	20.654708	21.171076	21.700353	22.242862	22.798934	23.368907	23.953130
Program Develpr (Older Adults) 016986 L39A																
A OFFT	17.797590	25.042998	17.797590	18.687470	19.621844	20.602936	21.633083	22.714737	23.850474	25.042998						
B OFTB	17.723610	25.042998	17.723610	18.166700	18.620868	19.086390	19.563550	20.052639	20.553955	21.067804	21.594499	22.134361	22.687720	23.254913	23.836286	24.432193
Program Leader (Older Adults) 016987 L39A																
A OFFT	14.826986	20.863058	14.826986	15.568335	16.346752	17.164090	18.022294	18.923409	19.869579	20.863058						
B OFTB	14.765352	20.863058	14.765352	15.134486	15.512848	15.900669	16.298186	16.705641	17.123282	17.551364	17.990148	18.439902	18.900900	19.373423	19.857759	20.354203
Program Leader 016949 L39A																
A OFFT	14.536260	20.453978	14.536260	15.263073	16.026227	16.827538	17.668915	18.552361	19.479979	20.453978						
B OFTB	14.475837	20.453978	14.475837	14.837733	15.208676	15.588893	15.978615	16.378080	16.787532	17.207220	17.637401	18.078336	18.530294	18.993551	19.468390	19.955100
Program Manager 001798 MGMT																
A MGTE	46.038027	60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882		
Program Specialist 001799 MGMT																
A MGTE	41.852752	54.914437	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437		
Program Supervisor 015091 L39C																
A SUPV	26.692313	37.558765	26.692313	28.026929	29.428275	30.899689	32.444673	34.066907	35.770252	37.558765						
B SUPB	26.581361	37.558765	26.581361	27.245895	27.927042	28.625218	29.340848	30.074369	30.826228	31.596884	32.386806	33.196476	34.026388	34.877048	35.748974	36.642698
Program Suprvsr (Older Adults) 015112 L39C																
A SUPV	27.226161	38.309941	27.226161	28.587469	30.016842	31.517684	33.093568	34.748246	36.485658	38.309941						
B SUPB	27.112985	38.309941	27.112985	27.790810	28.485580	29.197720	29.927663	30.675855	31.442751	32.228820	33.034541	33.860405	34.706915	35.574588	36.463953	37.375552
Public Information Coordinator 017022 L39A																
A PROF	24.388512	34.317088	24.388512	25.607938	26.888335	28.232752	29.644390	31.126610	32.682941	34.317088						
B PRFB	24.287136	34.317088	24.287136	24.894314	25.516672	26.154589	26.808454	27.478665	28.165632	28.869773	29.591517	30.331305	31.089588	31.866828	32.663499	33.480086

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Public Safety Admin. Manager 001788 MGMT																
A MGTE	47.712546 62.602995	47.712546	48.905359	50.127993	51.381194	52.665724	53.982366	55.331925	56.715223	58.133104	59.586432	61.076092	62.602995			
Public Safety Communicatns Mgr 001931 MGMT																
A MGTE	57.255057 75.123592	57.255055	58.686431	60.153593	61.657433	63.198868	64.778840	66.398311	68.058269	69.759725	71.503718	73.291311	75.123594			
Public Service Aide 009037 TEMP																
A TEMP	14.000000 14.000000	14.000000														
Real Property Agent I 017032 L39A																
A PROF	27.485161 38.674381	27.485161	28.859419	30.302390	31.817510	33.408385	35.078804	36.832744	38.674381							
B PRFB	27.370910 38.674381	27.370910	28.055183	28.756563	29.475477	30.212364	30.967673	31.741865	32.535412	33.348797	34.182517	35.037080	35.913007	36.810832	37.731103	38.674381
Real Property Agent II 017033 L39A																
A PROF	31.710367 44.619670	31.710367	33.295885	34.960679	36.708713	38.544149	40.471356	42.494924	44.619670							
B PRFB	31.578556 44.619670	31.578556	32.368020	33.177220	34.006650	34.856816	35.728236	36.621442	37.536978	38.475402	39.437287	40.423219	41.433799	42.469644	43.531385	44.619670
Real Property Agent III 017034 L39A																
A PROF	35.144120 49.451307	35.144120	36.901326	38.746392	40.683712	42.717898	44.853793	47.096483	49.451307							
B PRFB	34.998034 49.451307	34.998034	35.872985	36.769810	37.689055	38.631281	39.597063	40.586990	41.601665	42.641707	43.707750	44.800444	45.920455	47.068466	48.245178	49.451307
Recreation Aide (Older Adults) 009140 TEMP																
A TEMP	14.000000 14.088751															
Recreation Aide 009039 TEMP																
A TEMP	14.000000 14.087092															
Recreation General Supervisor 001805 MGMT																
A MGTE	37.219512 48.835223	37.219512	38.149999	39.103748	40.081342	41.083376	42.110460	43.163221	44.242302	45.348360	46.482069	47.644120	48.835223			
Recreation Leader (Adpt Rec) 009038 TEMP																
A TEMP	14.000000 14.791446															
Recreation Manager 001803 MGMT																
A MGTE	48.652955 63.836894	48.652955	49.869280	51.116011	52.393912	53.703759	55.046353	56.422513	57.833074	59.278903	60.760875	62.279897	63.836894			
Recreation Superintendent 001804 MGMT																
A MGTE	41.355012 54.261360	41.355012	42.388888	43.448609	44.534824	45.648195	46.789400	47.959135	49.158113	50.387066	51.646744	52.937912	54.261360			

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Registered Veterinary Tech 003926 L39A																
A OPMT	24.370941 34.292362	24.370941	25.589488	26.868962	28.212410	29.623031	31.104183	32.659392	34.292362							
B OPMB	24.269638 34.292362	24.269638	24.876379	25.498288	26.135745	26.789139	27.458867	28.145339	28.848972	29.570196	30.309451	31.067187	31.843867	32.639964	33.455963	34.292362
Registrar 017014 L39A																
A PROF	23.596189 33.202208	23.596189	24.775998	26.014798	27.315538	28.681315	30.115381	31.621150	33.202208							
B PRFB	23.498105 33.202208	23.498105	24.085558	24.687697	25.304889	25.937511	26.585949	27.250598	27.931863	28.630160	29.345914	30.079562	30.831551	31.602340	32.392398	33.202208
Reserve Community Service Off 009128 TEMP																
A TEMP	25.485897 25.485897	25.485897														
Reserve Dispatcher 009115 TEMP																
A TEMP	27.573891 27.573891	27.573891														
Reserve Police Officer I 009006 TEMP																
A TEMP	37.662653 37.662653	37.662653	37.662653	37.662653												
Reserve Police Officer II 009004 TEMP																
A TEMP	28.695354 28.695354	28.695354														
Reserve Police Officer III 009002 TEMP																
A TEMP	26.901895 26.901895	26.901895														
Reserve Police Records Spec 009121 TEMP																
A TEMP	19.460300 19.460300	19.460300														
Reserve Police Sergeant 009020 TEMP																
A TEMP	43.599229 43.599229	43.599229														
Reserve Property Assistant 009021 TEMP																
A TEMP	19.310800 19.310800	19.310800														
Risk Manager 001864 MGMT																
A MGTE	58.776869 77.120344	58.776869	60.246290	61.752446	63.296259	64.878665	66.500632	68.163147	69.867226	71.613908	73.404255	75.239362	77.120344			
Security Guard 003641 L39A																
A OPMT	16.121695 22.684844	16.121695	16.927780	17.774169	18.662877	19.596021	20.575822	21.604613	22.684844							
B OPMB	16.054682 22.684844	16.054682	16.456049	16.867450	17.289136	17.721364	18.164398	18.618508	19.083971	19.561070	20.050097	20.551349	21.065133	21.591761	22.131555	22.684844

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Security Officer 009117 TEMP																
A TEMP	24.785400 24.785400	24.785400														
Senior Accountant Auditor 010824 CONF																
A CONF	38.130236 50.030173	38.130235	39.083491	40.060580	41.062094	42.088644	43.140861	44.219383	45.324867	46.457988	47.619439	48.809926	50.030173			
Senior Accountant Auditor 014013 MSUP																
A MSUP	38.130236 50.030173	38.130235	39.083491	40.060580	41.062094	42.088644	43.140861	44.219383	45.324867	46.457988	47.619439	48.809926	50.030173			
Senior Accounting Technician 015064 L39C																
A SUPV	22.376888 31.486527	22.376888	23.495732	24.670519	25.904045	27.199247	28.559209	29.987169	31.486527							
B SUPB	22.283872 31.486527	22.283872	22.840969	23.411993	23.997293	24.597225	25.212156	25.842460	26.488521	27.150734	27.829502	28.525240	29.238371	29.969330	30.718563	31.486527
Senior Advisor to the Mayor 021017 MCSU																
U MCSA	40.015385 60.023077															
Senior Animal Care Technician 015097 L39C																
A SUPV	21.324772 30.006098	21.324772	22.391011	23.510562	24.686090	25.920395	27.216415	28.577236	30.006098							
B SUPB	21.236133 30.006098	21.236133	21.767036	22.311212	22.868992	23.440717	24.026735	24.627403	25.243088	25.874165	26.521019	27.184044	27.863645	28.560236	29.274242	30.006098
Senior Animal Control Officer 015033 L39C																
A SUPV	26.661768 37.515784	26.661768	27.994856	29.394599	30.864329	32.407545	34.027922	35.729318	37.515784							
B SUPB	26.550940 37.515784	26.550940	27.214714	27.895082	28.592459	29.307270	30.039952	30.790951	31.560725	32.349743	33.158487	33.987449	34.837135	35.708063	36.600765	37.515784
Senior Applications Developer 001812 MGMT																
A MGTE	40.834722 53.578695	40.834722	41.855590	42.901981	43.974530	45.073893	46.200741	47.355760	48.539653	49.753144	50.996973	52.271898	53.578695			
Senior Architect 001813 MGMT																
A MGTE	49.096035 64.418251	49.096035	50.323436	51.581521	52.871060	54.192835	55.547656	56.936349	58.359757	59.818751	61.314219	62.847076	64.418251			
Senior Auditor 001935 MGMT																
A MGTE	35.160000 46.140000	35.164986	36.044111	36.945213	37.868844	38.815565	39.785954	40.780603	41.800118	42.845121	43.916249	45.014155	46.139509			
Senior Budget Analyst 010825 CONF																
A CONF	41.852750 54.914438	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
Senior Budget Analyst 014014 MSUP																
A MSUP	41.852750 54.914438	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			

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Senior Building Maint Worker 003632 L39A																
A OPMT	22.724398 31.975510	22.724398	23.860618	25.053649	26.306331	27.621648	29.002730	30.452867	31.975510							
B OPMB	22.629940 31.975510	22.629940	23.195688	23.775580	24.369969	24.979218	25.603698	26.243790	26.899885	27.572382	28.261692	28.968234	29.692440	30.434751	31.195620	31.975510
Senior Camp Aquatics Leader 009133 TEMP																
D DALY	66.120000 80.000000	66.120000	72.720000	80.000000												
Senior Carpenter 006256 BULT																
A BLDG	25.511451 42.324752	25.511451	27.424810	29.481671	31.692796	34.069756	36.624988	39.371862	42.324752							
Senior Central Services Asst 016235 L39A																
A OFFT	20.417538 28.729527	20.417538	21.438415	22.510336	23.635853	24.817646	26.058528	27.361454	28.729527							
B OFTB	20.332667 28.729527	20.332667	20.840984	21.362009	21.896059	22.443460	23.004546	23.579660	24.169152	24.773381	25.392716	26.027534	26.678222	27.345178	28.028807	28.729527
Senior Claims Collector 016103 L39A																
A OFFT	24.138902 33.965859	24.138902	25.345847	26.613139	27.943796	29.340986	30.808035	32.348437	33.965859							
B OFTB	24.038561 33.965859	24.038561	24.639525	25.255513	25.886901	26.534074	27.197426	27.877362	28.574296	29.288653	30.020869	30.771391	31.540676	32.329193	33.137423	33.965859
Senior Code Enforcement Ofcr 015066 L39C																
A SUPV	28.724047 40.417619	28.724047	30.160249	31.668261	33.251674	34.914258	36.659971	38.492970	40.417619							
B SUPB	28.604649 40.417619	28.604649	29.319765	30.052759	30.804078	31.574180	32.363534	33.172622	34.001938	34.851986	35.723286	36.616368	37.531777	38.470071	39.431823	40.417619
Senior Council Representative 021016 MCSU																
U MCSA	30.370000 60.405882															
Senior Custodian 003678 L39A																
A OPMT	17.906109 25.195693	17.906109	18.801414	19.741485	20.728559	21.764987	22.853236	23.995898	25.195693							
B OPMB	17.831676 25.195693	17.831676	18.277468	18.734405	19.202765	19.682834	20.174905	20.679278	21.196260	21.726167	22.269321	22.826054	23.396705	23.981623	24.581164	25.195693
Senior Debt Analyst 001814 MGMT																
A MGTE	43.849770 57.534699	43.849770	44.946015	46.069666	47.221407	48.401942	49.611990	50.852289	52.123598	53.426687	54.762354	56.131413	57.534699			
Senior Department Sys Spclst 016222 L39A																
A OFFT	35.873762 50.477985	35.873762	37.667450	39.550822	41.528363	43.604781	45.785020	48.074271	50.477985							
B OFTB	35.724643 50.477985	35.724643	36.617759	37.533203	38.471533	39.433321	40.419154	41.429633	42.465374	43.527008	44.615183	45.730563	46.873827	48.045673	49.246815	50.477985
Senior Deputy City Attorney 001815 MGMT																
A MGTE	65.147700 85.479429	65.147700	66.776393	68.445802	70.156948	71.910871	73.708643	75.551359	77.440143	79.376146	81.360548	83.394564	85.479429			

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Senior Deputy City Clerk 010828 CONF																
A CONF	28.893101 37.910250	28.893099	0.000000	30.355813	31.114708	31.892575	32.689889	33.507136	34.344815	35.203436	36.083522	36.985610	37.910251			
Senior Deputy City Clerk 014004 MSUP																
A MSUP	28.893099 37.910251	28.893099	29.615426	30.355813	31.114708	31.892575	32.689889	33.507136	34.344815	35.203436	36.083522	36.985610	37.910251			
Senior Development Project Mgr 001816 MGMT																
A MGTE	46.734122 61.319218	46.734122	47.902476	49.100037	50.327537	51.585727	52.875369	54.197254	55.552186	56.940990	58.364515	59.823628	61.319218			
Senior Electrician 006266 BULT																
A BLDG	29.095643 48.271101	29.095643	31.277816	33.623652	36.145426	38.856333	41.770558	44.903350	48.271101							
Senior Electronic Maint Tech 003633 L39A																
A OPMT	32.511910 45.747523	32.511910	34.137506	35.844381	37.636600	39.518430	41.494352	43.569070	45.747523							
B OPMB	32.376766 45.747523	32.376766	33.186185	34.015840	34.866236	35.737892	36.631339	37.547122	38.485800	39.447945	40.434144	41.444998	42.481123	43.543151	44.631730	45.747523
Senior Engineer 001817 MGMT																
A MGTE	49.678310 65.182247	49.678310	50.920266	52.193273	53.498105	54.835559	56.206447	57.611608	59.051899	60.528195	62.041400	63.592435	65.182247			
Senior Engineering Technician 015111 L39C																
A SUPV	29.361019 41.313903	29.361019	30.829070	32.370524	33.989050	35.688503	37.472928	39.346574	41.313903							
Senior Equipment Service Wrkr 012007 IAMA																
A IAMA	19.337204 27.209388	19.337204	20.304064	21.319267	22.385230	23.504492	24.679717	25.913703	27.209388							
Senior Evidence/Property Tech 016072 L39A																
A OFFT	24.932784 35.082932	24.932784	26.179423	27.488394	28.862814	30.305955	31.821253	33.412316	35.082932							
B OFTB	24.829145 35.082932	24.829145	25.449874	26.086121	26.738274	27.406731	28.091899	28.794196	29.514051	30.251902	31.008200	31.783405	32.577990	33.392440	34.227251	35.082932
Senior Fire Prevention Officer 005159 L522																
A FR40	41.002018 49.838209	41.002018	43.052119	45.204725	47.464961	49.838209										
Senior Fiscal Policy Analyst 001938 MGMT																
A MGTE	43.083531 56.529326	43.083531	44.160619	45.264635	46.396250	47.556157	48.745061	49.963687	51.212779	52.493099	53.805426	55.150562	56.529326			
Senior Generator Technician 006062 BULT																
A BLDG	32.148188 45.235731	32.148190	33.755600	35.443380	37.215549	39.076326	41.030142	43.081649	45.235731							

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Senior HVAC Systems Mechanic 004011 L39B																
A PLNT	34.823360	48.999966	34.823360	36.564528	38.392754	40.312392	42.328012	44.444413	46.666634	48.999966						
B PLNB	34.678609	48.999966	34.678609	35.545574	36.434213	37.345068	38.278695	39.235662	40.216554	41.221968	42.252517	43.308830	44.391551	45.501340	46.638873	47.804845
Senior Intg Was Equip Operator 003664 L39A																
A OPMT	24.217084	34.075869	24.217084	25.427938	26.699335	28.034302	29.436017	30.907818	32.453209	34.075869						
B OPMB	24.116419	34.075869	24.116419	24.719329	25.337312	25.970745	26.620014	27.285514	27.967652	28.666843	29.383514	30.118102	30.871055	31.642831	32.433902	33.244750
Senior Investment Officer 001818 MGMT																
A MGTE	58.434627	76.671294	58.434627	59.895493	61.392880	62.927702	64.500895	66.113418	67.766252	69.460409	71.196919	72.976842	74.801263	76.671294		
Senior IT Support Spclst 016223 L39A																
A OFFT	37.463830	52.715371	37.463830	39.337021	41.303872	43.369066	45.537519	47.814395	50.205115	52.715371						
B OFTB	37.308101	52.715371	37.308101	38.240804	39.196824	40.176745	41.181164	42.210693	43.265960	44.347609	45.456299	46.592706	47.757524	48.951462	50.175249	51.429630
Senior Landfill Engn Tech 016208 L39A																
A OFFT	29.361019	41.313903	29.361019	30.829070	32.370524	33.989050	35.688503	37.472928	39.346574	41.313903						
B OFTB	29.238973	41.313903	29.238973	29.969947	30.719196	31.487176	32.274355	33.081214	33.908244	34.755950	35.624849	36.515470	37.428357	38.364066	39.323168	40.306247
Senior Landscape Architect 001819 MGMT																
A MGTE	43.947635	57.663108	43.947635	45.046326	46.172485	47.326797	48.509966	49.722716	50.965783	52.239928	53.545926	54.884575	56.256691	57.663108		
Senior Legal Staff Asst (Ex) 010811 CONF																
A CONF	23.602477	30.968496	23.602477	24.192539	24.797353	25.417288	26.052719	26.704037	27.371637	28.055930	28.757328	29.476260	30.213168	30.968496		
Senior Lifeguard 009016 TEMP																
A TEMP	14.680000	16.620000	14.687844	15.055040	15.431416	15.817201	16.212631	16.617947								
Senior Maintenance Worker 003652 L39A																
A OPMT	19.827427	27.899180	19.827427	20.818798	21.859738	22.952725	24.100361	25.305379	26.570648	27.899180						
B OPMB	19.745009	27.899180	19.745009	20.238634	20.744600	21.263215	21.794795	22.339665	22.898157	23.470611	24.057376	24.658810	25.275280	25.907162	26.554841	27.218712
Senior Office Specialist 016096 L39A																
A OFFT	18.443416	25.951738	18.443416	19.365587	20.333866	21.350559	22.418087	23.538991	24.715941	25.951738						
B OFTB	18.366751	25.951738	18.366751	18.825920	19.296568	19.778982	20.273457	20.780293	21.299800	21.832295	22.378102	22.937555	23.510994	24.098769	24.701238	25.318769
Senior Painter 006051 BULT																
A BLDG	25.936958	43.030687	25.936958	27.882230	29.973397	32.221402	34.638007	37.235857	40.028546	43.030687						

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Senior Parking Lot Attendant 003668 L39A																
A OPMT	18.497444	26.027761	18.497444	19.422316	20.393432	21.413104	22.483759	23.607947	24.788344	26.027761						
B OPMB	18.420555	26.027761	18.420555	18.881069	19.353096	19.836923	20.332846	20.841167	21.362196	21.896251	22.443657	23.004748	23.579867	24.169364	24.773598	25.392938
																26.027761
Senior Parking Lot Supervisor 015067 L39C																
A SUPV	25.468726	35.837054	25.468726	26.742162	28.079270	29.483233	30.957395	32.505265	34.130528	35.837054						
B SUPB	25.362859	35.837054	25.362859	25.996930	26.646853	27.313024	27.995850	28.695746	29.413140	30.148468	30.902180	31.674734	32.466602	33.278267	34.110224	34.962980
																35.837054
Senior Personnel Analyst 001821 MGMT																
A MGTE	39.646506	52.019650	39.646506	40.637667	41.653609	42.694948	43.762323	44.856380	45.977791	47.127236	48.305415	49.513052	50.750878	52.019650		
Senior Personnel Trans Coord 016131 L39A																
A OFFT	20.457404	28.785621	20.457404	21.480274	22.554288	23.682002	24.866102	26.109407	27.414877	28.785621						
B OFTB	20.372367	28.785621	20.372367	20.881676	21.403718	21.938811	22.487281	23.049463	23.625700	24.216342	24.821751	25.442295	26.078352	26.730311	27.398569	28.083533
																28.785621
Senior Planner 001822 MGMT																
A MGTE	42.849338	56.222047	42.849338	43.920572	45.018586	46.144050	47.297652	48.480094	49.692095	50.934397	52.207758	53.512952	54.850775	56.222047		
Senior Plant Operator 004003 L39B																
A PLNT	33.586390	47.259424	33.586390	35.265710	37.028995	38.880445	40.824467	42.865690	45.008975	47.259424						
B PLNB	33.446779	47.259424	33.446779	34.282948	35.140022	36.018523	36.918986	37.841961	38.788010	39.757710	40.751653	41.770444	42.814705	43.885073	44.982200	46.106755
																47.259424
Senior Plumber 006258 BULT																
A BLDG	28.865327	47.888997	28.865327	31.030227	33.357494	35.859306	38.548754	41.439911	44.547904	47.888997						
Senior Police Records Supv 015082 L39C																
A SUPV	28.710146	40.398058	28.710146	30.145653	31.652936	33.235583	34.897362	36.642230	38.474341	40.398058						
B SUPB	28.590807	40.398058	28.590807	29.305577	30.038216	30.789171	31.558900	32.347872	33.156569	33.985483	34.835120	35.705998	36.598648	37.513614	38.451454	39.412740
																40.398058
Senior Policy Advisor 021025 MCSU																
A MCSA	40.015385	60.023077														
Senior Rec Aide (Older Adults) 009141 TEMP																
A TEMP	14.000000	17.331681														
Senior Recreation Aide 009118 TEMP																
A TEMP	14.000000	17.331681														

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Senior Staff Assistant 010712 CONF																
A CONF	23.143027 30.365656	23.143027	23.721602	24.314642	24.922509	25.545570	26.184210	26.838815	27.509786	28.197530	28.902469	29.625030	30.365656			
Senior Stationary Engineer 004004 L39B																
A PLNT	32.419461 45.617438	32.419461	34.040434	35.742456	37.529579	39.406058	41.376361	43.445179	45.617438							
B PLNB	32.284702 45.617438	32.284702	33.091820	33.919116	34.767094	35.636271	36.527178	37.440357	38.376366	39.335775	40.319169	41.327148	42.360327	43.419335	44.504818	45.617438
Senior Store Keeper 015105 L39C																
A SUPV	21.034143 29.597153	21.034143	22.085850	23.190143	24.349650	25.567133	26.845490	28.187765	29.597153							
B SUPB	20.946712 29.597153	20.946712	21.470380	22.007139	22.557317	23.121250	23.699281	24.291763	24.899057	25.521533	26.159571	26.813560	27.483899	28.170996	28.875271	29.597153
Senior Systems Engineer 001823 MGMT																
A MGTE	40.983015 53.773268	40.983015	42.007590	43.057781	44.134224	45.237581	46.368521	47.527733	48.715927	49.933824	51.182169	52.461723	53.773268			
Senior Telecommunications Tech 003923 L39A																
A OPMT	31.535867 44.374131	31.535867	33.112660	34.768293	36.506708	38.332043	40.248645	42.261077	44.374131							
B OPMB	31.404780 44.374131	31.404780	32.189899	32.994646	33.819512	34.665000	35.531625	36.419916	37.330414	38.263674	39.220266	40.200773	41.205792	42.235937	43.291835	44.374131
Senior Tree Maintenance Worker 003661 L39A																
A OPMT	22.591950 31.789142	22.591950	23.721548	24.907625	26.153006	27.460656	28.833689	30.275373	31.789142							
B OPMB	22.498040 31.789142	22.498040	23.060491	23.637003	24.227928	24.833626	25.454467	26.090829	26.743100	27.411678	28.096970	28.799394	29.519379	30.257363	31.013797	31.789142
Senior Tree Pruner 003680 L39A																
A OPMT	23.849109 33.558090	23.849109	25.041564	26.293642	27.608324	28.988740	30.438177	31.960086	33.558090							
B OPMB	23.749973 33.558090	23.749973	24.343722	24.952315	25.576123	26.215526	26.870914	27.542687	28.231254	28.937035	29.660461	30.401973	31.162022	31.941073	32.739600	33.558090
Special Assistant to the Mayor 021005 MCSU																
U MCSA	40.348846 60.523269															
Special Asst. to City Attorney 010826 CONF																
A CONF	28.949361 37.984067	28.949359	29.673092	30.414918	31.175291	31.954675	32.753542	33.572382	34.411691	35.271983	36.153781	37.057627	37.984067			
Special Asst. to City Attorney 014015 MSUP																
A MSUP	28.949361 37.984067	28.949359	29.673092	30.414918	31.175291	31.954675	32.753542	33.572382	34.411691	35.271983	36.153781	37.057627	37.984067			
Special Districts Manager 001915 MGMT																
A MGTE	53.433442 70.109308	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308			

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Special Projects Manager 001855 MGMT																
A MGTE	46.875082 61.504171	46.875082	48.046959	49.248132	50.479336	51.741321	53.034854	54.360725	55.719742	57.112736	58.540554	60.004070	61.504171			
Special Projects Manager 020035 EXMG																
U EXMG	40.175846 60.263769															
Staff Assistant 010713 CONF																
A CONF	20.523893 26.929127	20.523893	21.036993	21.562916	22.101989	22.654539	23.220903	23.801425	24.396460	25.006371	25.631531	26.272320	26.929127			
Staff Assistant-Mayor Council 022002 EMSU																
U MCSB	17.952750 26.929125															
Stagehand I 006016 BULT																
A BLDG	22.972433 32.324525	22.972436	24.121059	27.923140	26.593467	27.923140	29.319297	30.785262	32.324525							
Stagehand II 006017 BULT																
A BLDG	21.436135 35.563600	21.436135	23.043845	24.772133	26.630043	28.627296	30.774343	33.082419	35.563600							
Stationary Engineer 004005 L39B																
A PLNT	29.468988 41.465825	29.468988	30.942437	32.489559	34.114037	35.819739	37.610726	39.491262	41.465825							
B PLNB	29.346491 41.465825	29.346491	30.080153	30.832157	31.602961	32.393035	33.202861	34.032933	34.883756	35.755850	36.649746	37.565990	38.505140	39.467769	40.454463	41.465825
Storekeeper 016087 L39A																
A OFFT	19.558422 27.520664	19.558422	20.536343	21.563160	22.641318	23.773384	24.962053	26.210156	27.520664							
B OFTB	19.477124 27.520664	19.477124	19.964052	20.463153	20.974732	21.499100	22.036577	22.587491	23.152178	23.730982	24.324257	24.932363	25.555672	26.194564	26.849428	27.520664
Stores Administrator 001945 MGMT																
A MGTE	34.897231 45.788188	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			
Stores Clerk I 016088 L39A																
A OFFT	16.121695 22.684844	16.121695	16.927780	17.774169	18.662877	19.596021	20.575822	21.604613	22.684844							
B OFTB	16.054682 22.684844	16.054682	16.456049	16.867450	17.289136	17.721364	18.164398	18.618508	19.083971	19.561070	20.050097	20.551349	21.065133	21.591761	22.131555	22.684844
Stores Clerk II 016089 L39A																
A OFFT	17.906109 25.195693	17.906109	18.801414	19.741485	20.728559	21.764987	22.853236	23.995898	25.195693							
B OFTB	17.831676 25.195693	17.831676	18.277468	18.734405	19.202765	19.682834	20.174905	20.679278	21.196260	21.726167	22.269321	22.826054	23.396705	23.981623	24.581164	25.195693

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Street Construction Equip Optr 003687 L39A																
A OPMT	29.464353	41.459305	29.464353	30.937571	32.484450	34.108672	35.814106	37.604811	39.485052	41.459305						
B OPMB	29.341875	41.459305	29.341875	30.075422	30.827308	31.597991	32.387941	33.197640	34.027581	34.878271	35.750228	36.643984	37.560084	38.499086	39.461563	40.448102
																41.459305
Street Construction Laborer 003688 L39A																
A OPMT	26.728331	37.609446	26.728331	28.064748	29.467985	30.941384	32.488453	34.112876	35.818520	37.609446						
B OPMB	26.617226	37.609446	26.617226	27.282657	27.964723	28.663841	29.380437	30.114948	30.867822	31.639518	32.430506	33.241269	34.072301	34.924109	35.797212	36.692142
																37.609446
Street Construction Lbr Trnee 003690 L39A																
A OPMT	20.612420	20.612420	20.612420													
B OPMB	20.612420	20.612420	20.612420													
Street Maintenance Supv 015099 L39C																
A SUPV	30.941909	43.538372	30.941909	32.489004	34.113454	35.819127	37.610083	39.490587	41.465116	43.538372						
B SUPB	30.813290	43.538372	30.813290	31.583622	32.373213	33.182543	34.012107	34.862410	35.733970	36.627319	37.543002	38.481577	39.443616	40.429706	41.440449	42.476460
																43.538372
Streets Manager 001883 MGMT																
A MGTE	47.810590	62.731637	47.810590	49.005855	50.231001	51.486776	52.773945	54.093294	55.445627	56.831766	58.252562	59.708875	61.201597	62.731637		
Structural Maintenance Supv 006053 BULT																
A BLDG	30.285088	50.244449	30.285088	32.556470	34.998205	37.623070	40.444800	43.478160	46.739022	50.244449						
Student Aide 009134 TEMP																
A TEMP	14.000000	14.000000	14.000000													
Student Trainee (Engn, Comptr) 009108 TEMP																
A TEMP	14.325900	16.735400		14.325900	15.530700	16.735400										
Student Trainee (Most Majors) 009009 TEMP																
A TEMP	14.000000	14.000000	14.000000													
Student Trainee (Paramedic) 009071 TEMP																
A TEMP	14.325900	16.735400		14.325900	15.530700	16.735400										
Student Trainee (Police Dept.) 009135 TEMP																
A TEMP	14.000000	14.000000														

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Student Trn (Summer@City Hall) 009143 TEMP																
A TEMP	14.000000	14.000000														
Supervising Architect 001829 MGMT																
A MGTE	54.551150	71.575835	54.551150	55.914930	57.312803	58.745620	60.214262	61.719619	63.262609	64.844175	66.465279	68.126911	69.830084	71.575835		
Supervising Building Inspector 015096 L39C																
A SUPV	36.126941	50.834234	36.126941	37.933288	39.829952	41.821450	43.912523	46.108149	48.413556	50.834234						
B SUPB	35.976770	50.834234	35.976770	36.876189	37.798094	38.743046	39.711622	40.704413	41.722023	42.765074	43.834201	44.930056	46.053307	47.204640	48.384756	49.594375
Supervising Code Enforcement Officer TBD TBD																
A TBD	33.032467	46.480000	33.032467	34.684090	36.418295	38.239210	40.151171	42.158730	44.266667	46.480000						
B TBD	32.895160	46.480000	32.895160	33.717539	34.560477	35.424489	36.310101	37.217854	38.148300	39.102007	40.079557	41.081546	42.108585	43.161300	44.240333	45.346341
Supervising Community Ctr Attd 015058 L39C																
A SUPV	22.975740	32.329175	22.975740	24.124527	25.330753	26.597291	27.927156	29.323514	30.789690	32.329175						
B SUPB	22.880236	32.329175	22.880236	23.452242	24.038548	24.639512	25.255500	25.886888	26.534060	27.197412	27.877347	28.574281	29.288638	30.020854	30.771375	31.540659
Supervising Construction Insp 015074 L39C																
A SUPV	34.120559	48.011054	34.120559	35.826587	37.617916	39.498812	41.473753	43.547441	45.724813	48.011054						
B SUPB	33.978729	48.011054	33.978729	34.828197	35.698902	36.591375	37.506159	38.443813	39.404908	40.390031	41.399782	42.434777	43.495646	44.583037	45.697613	46.840053
Supervising Deputy City Atty 020037 EXMG																
U EXMG	67.356779	101.035168														
Supervising Dispatcher 015039 L39C																
A SUPV	38.065657	53.562202	38.065657	39.968940	41.967387	44.065756	46.269044	48.582496	51.011621	53.562202						
B SUPB	37.907426	53.562202	37.907426	38.855112	39.826490	40.822152	41.842706	42.888774	43.960993	45.060018	46.186518	47.341181	48.524711	49.737829	50.981275	52.255807
Supervising Engineer 001831 MGMT																
A MGTE	55.198121	72.424719	55.198121	56.578076	57.992526	59.442340	60.928397	62.451608	64.012897	65.613219	67.253551	68.934889	70.658261	72.424719		
Supervising Financial Analyst 001832 MGMT																
A MGTE	46.038027	60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882		
Supervising Fire Svc Worker 012059 IAMA																
A IAMA	24.467321	34.427976	24.467321	25.690687	26.975221	28.323982	29.740181	31.227190	32.788549	34.427976						

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Supervising Forensic Invstg 015060 L39C																
A SUPV	34.178871	48.093105	34.178871	35.887815	37.682206	39.566316	41.544632	43.621864	45.802957	48.093105						
B SUPB	34.036799	48.093105	34.036799	34.887719	35.759912	36.653910	37.570258	38.509514	39.472252	40.459058	41.470534	42.507297	43.569979	44.659228	45.775709	46.920102 48.093105
Supervising Generator Tech 006063 BULT																
A BLDG	29.637085	49.169380	29.637085	31.859866	34.249356	36.818058	39.579412	42.547868	45.738958	49.169380						
Supervising Landscape Architct 001898 MGMT																
A MGTE	48.342482	63.429526	48.342482	49.551043	50.789821	52.059566	53.361055	54.695081	56.062457	57.464019	58.900620	60.373135	61.882465	63.429526		
Supervising Legal Secretary 010816 CONF																
A CONF	30.852912	40.481695	30.852912	31.624236	32.414841	33.225212	34.055842	34.907238	35.779919	36.674416	37.591278	38.531059	39.494335	40.481695		
Supervising Plant Operator 015040 L39C																
A SUPV	43.736276	61.541332	43.736276	45.923090	48.219244	50.630206	53.161716	55.819802	58.610792	61.541332						
B SUPB	43.554475	61.541332	43.554475	44.643337	45.759420	46.903406	48.075991	49.277891	50.509838	51.772584	53.066899	54.393571	55.753410	57.147245	58.575926	60.040324 61.541332
Supervising Police Clerk 015041 L39C																
A SUPV	22.300216	31.378643	22.300216	23.415227	24.585988	25.815287	27.106051	28.461354	29.884422	31.378643						
B SUPB	22.207517	31.378643	22.207517	22.762705	23.331773	23.915067	24.512944	25.125768	25.753912	26.397760	27.057704	27.734147	28.427501	29.138189	29.866644	30.613310 31.378643
Supervising Property Assistant 015062 L39C																
A SUPV	27.033695	38.039123	27.033695	28.385380	29.804649	31.294881	32.859625	34.502606	36.227736	38.039123						
B SUPB	26.921322	38.039123	26.921322	27.594355	28.284214	28.991319	29.716102	30.459005	31.220480	32.000992	32.801017	33.621042	34.461568	35.323107	36.206185	37.111340 38.039123
Supervising Water Quality Chem 015035 L39C																
A SUPV	37.201208	52.345835	37.201208	39.061268	41.014331	43.065048	45.218300	47.479215	49.853176	52.345835						
B SUPB	37.046571	52.345835	37.046571	37.972735	38.922053	39.895104	40.892482	41.914794	42.962664	44.036731	45.137649	46.266090	47.422742	48.608311	49.823519	51.069107 52.345835
Support Services Manager 001834 MGMT																
A MGTE	46.038027	60.405882	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882		
Survey Party Chief 015102 L39C																
A SUPV	30.904841	43.486214	30.904841	32.450083	34.072587	35.776216	37.565027	39.443278	41.415442	43.486214						
B SUPB	30.776376	43.486214	30.776376	31.545785	32.334430	33.142791	33.971361	34.820645	35.691161	36.583440	37.498026	38.435477	39.396364	40.381273	41.390805	42.425575 43.486214

Salary Schedule/Classification Listing

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Survey Technician I 003924 L39A																		
A	OPMT	20.229839	28.465416	20.229839	21.241331	22.303398	23.418568	24.589496	25.818971	27.109920	28.465416							
B	OPMB	20.145749	28.465416	20.145749	20.649393	21.165628	21.694769	22.237138	22.793066	23.362893	23.946965	24.545639	25.159280	25.788262	26.432969	27.093793	27.771138	28.465416
Survey Technician II 003925 L39A																		
A	OPMT	22.878176	32.191890	22.878176	24.022085	25.223189	26.484348	27.808565	29.198993	30.658943	32.191890							
B	OPMB	22.783076	32.191890	22.783076	23.352653	23.936469	24.534881	25.148253	25.776959	26.421383	27.081918	27.758966	28.452940	29.164263	29.893370	30.640704	31.406722	32.191890
Systems Engineer 010714 CONF																		
A	CONF	37.302784	48.944485	37.302784	38.235354	39.191238	40.171019	41.175293	42.204675	43.259793	44.341288	45.449820	46.586065	47.750717	48.944485			
Telecommunications Engineer I 011023 WCOE																		
A	WCOE	37.367011	52.579136	37.367011	39.235362	41.197130	43.256986	45.419835	47.690827	50.075368	52.579136							
B	WCEB	37.211685	52.579136	37.211685	38.141977	39.095526	40.072914	41.074737	42.101605	43.154145	44.232999	45.338824	46.472295	47.634102	48.824955	50.045579	51.296718	52.579136
Telecommunications Engn II 011025 WCOE																		
A	WCOE	40.838961	57.464520	40.838961	42.880909	45.024954	47.276202	49.640012	52.122013	54.728114	57.464520							
B	WCEB	40.669203	57.464520	40.669203	41.685933	42.728081	43.796283	44.891190	46.013470	47.163807	48.342902	49.551475	50.790262	52.060019	53.361519	54.695557	56.062946	57.464520
Telecommunications Engn III 011026 WCOE																		
A	WCOE	42.880811	60.337610	42.880811	45.024852	47.276095	49.639900	52.121895	54.727990	57.464390	60.337610							
B	WCEB	42.702569	60.337610	42.702569	43.770133	44.864386	45.985996	47.135646	48.314037	49.521888	50.759935	52.028933	53.329656	54.662897	56.029469	57.430206	58.865961	60.337610
Telecommunications SysAnls I 017029 L39A																		
A	PROF	30.961577	43.566050	30.961577	32.509656	34.135139	35.841896	37.633991	39.515691	41.491476	43.566050							
B	PRFB	30.832878	43.566050	30.832878	31.603700	32.393793	33.203638	34.033729	34.884572	35.756686	36.650603	37.566868	38.506040	39.468691	40.455408	41.466793	42.503463	43.566050
Telecommunications SysAnls II 017030 L39A																		
A	PROF	34.059100	47.924574	34.059100	35.762055	37.550158	39.427666	41.399049	43.469001	45.642451	47.924574							
B	PRFB	33.917525	47.924574	33.917525	34.765463	35.634600	36.525465	37.438602	38.374567	39.333931	40.317279	41.325211	42.358341	43.417300	44.502732	45.615300	46.755682	47.924574
Telecommunications SysAnls III 017035 L39A																		
A	PROF	37.463830	52.715371	37.463830	39.337021	41.303872	43.369066	45.537519	47.814395	50.205115	52.715371							
B	PRFB	37.308101	52.715371	37.308101	38.240804	39.196824	40.176745	41.181164	42.210693	43.265960	44.347609	45.456299	46.592706	47.757524	48.951462	50.175249	51.429630	52.715371
Telecommunications Tech I 003683 L39A																		
A	OPMT	28.603839	40.248475	28.603839	30.034031	31.535733	33.112520	34.768146	36.506553	38.331881	40.248475							
B	OPMB	28.484940	40.248475	28.484940	29.197064	29.926991	30.675166	31.442045	32.228096	33.033798	33.859643	34.706134	35.573787	36.463132	37.374710	38.309078	39.266805	40.248475

Salary Schedule/Classification Listing

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Telecommunications Tech II 003684 L39A																	
A	OPMT	30.034096	42.260990	30.034096	31.535801	33.112591	34.768221	36.506632	38.331964	40.248562	42.260990						
B	OPMB	29.909253	42.260990	29.909253	30.656984	31.423409	32.208994	33.014219	33.839574	34.685563	35.552702	36.441520	37.352558	38.286372	39.243531	40.224619	41.230234
																	42.260990
Telecommunications Tech Trnee 003682 L39A																	
A	OPMT	26.003498	36.589534	26.003498	27.303673	28.668857	30.102300	31.607415	33.187786	34.847175	36.589534						
B	OPMB	25.895409	36.589534	25.895409	26.542794	27.206364	27.886523	28.583686	29.298278	30.030735	30.781503	31.551041	32.339817	33.148312	33.977020	34.826445	35.697106
																	36.589534
Ticket Seller (Exempt) 009010 TEMP																	
A	TEMP	14.102600	16.325500			14.102600	14.807700	15.548100	16.325500								
Ticket Seller 016091 L39A																	
A	OFFT	16.771169	23.598719	16.771169	17.609727	18.490213	19.414724	20.385460	21.404733	22.474970	23.598719						
B	OFTB	16.701454	23.598719	16.701454	17.118990	17.546965	17.985639	18.435280	18.896162	19.368566	19.852780	20.349100	20.857828	21.379274	21.913756	22.461600	23.023140
																	23.598719
Traffic Ctrl&Light Supv 015045 L39C																	
A	SUPV	35.593743	50.083970	35.593743	37.373430	39.242101	41.204206	43.264416	45.427637	47.699019	50.083970						
B	SUPB	35.445788	50.083970	35.445788	36.331933	37.240231	38.171237	39.125518	40.103656	41.106247	42.133903	43.187251	44.266932	45.373605	46.507945	47.670644	48.862410
																	50.083970
Traffic Ctrl&Light Tech I 003637 L39A																	
A	OPMT	26.649824	37.498979	26.649824	27.982315	29.381431	30.850503	32.393028	34.012679	35.713313	37.498979						
B	OPMB	26.539047	37.498979	26.539047	27.202523	27.882586	28.579651	29.294142	30.026496	30.777158	31.546587	32.335252	33.143633	33.972224	34.821530	35.692068	36.584370
																	37.498979
Traffic Ctrl&Light Tech II 003636 L39A																	
A	OPMT	29.318181	41.253625	29.318181	30.784090	32.323294	33.939459	35.636432	37.418254	39.289167	41.253625						
B	OPMB	29.196312	41.253625	29.196312	29.926220	30.674375	31.441234	32.227265	33.032947	33.858771	34.705240	35.572871	36.462193	37.373748	38.308092	39.265794	40.247439
																	41.253625
Traffic Ctrl&Light Tech Trnee 003635 L39A																	
A	OPMT	23.674434	33.312306	23.674434	24.858156	26.101064	27.406117	28.776423	30.215244	31.726006	33.312306						
B	OPMB	23.576024	33.312306	23.576024	24.165425	24.769561	25.388800	26.023520	26.674108	27.340961	28.024485	28.725097	29.443224	30.179305	30.933788	31.707133	32.499811
																	33.312306
Traffic Investigator I 016202 L39A																	
A	OFFT	21.706430	30.543128	21.706430	22.791752	23.931340	25.127907	26.384302	27.703517	29.088693	30.543128						
B	OFTB	21.616203	30.543128	21.616203	22.156608	22.710523	23.278286	23.860243	24.456749	25.068168	25.694872	26.337244	26.995675	27.670567	28.362331	29.071389	29.798174
																	30.543128
Traffic Investigator II 016203 L39A																	
A	OFFT	24.448049	34.400861	24.448049	25.670451	26.953974	28.301673	29.716757	31.202595	32.762725	34.400861						
B	OFTB	24.346425	34.400861	24.346425	24.955086	25.578963	26.218437	26.873898	27.545745	28.234389	28.940249	29.663755	30.405349	31.165483	31.944620	32.743235	33.561816
																	34.400861

Salary Schedule/Classification Listing

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Traffic Investigator III 016204 L39A																
A OFFT	26.936924 37.902958	26.936924	28.283770	29.697959	31.182857	32.742000	34.379100	36.098055	37.902958							
B OFTB	26.824955 37.902958	26.824955	27.495579	28.182968	28.887542	29.609731	30.349974	31.108723	31.886441	32.683602	33.500692	34.338209	35.196664	36.076581	36.978496	37.902958
Traffic Supervisor 015109 L39C																
A SUPV	28.652275 40.316628	28.652275	30.084889	31.589133	33.168590	34.827019	36.568370	38.396789	40.316628							
B SUPB	28.533173 40.316628	28.533173	29.246502	29.977665	30.727107	31.495285	32.282667	33.089734	33.916977	34.764901	35.634024	36.524875	37.437997	38.373947	39.333296	40.316628
Traffic Worker I 008001 TRAF																
A TRAF	22.070244 31.055049	22.070244	23.173756	24.332444	25.549066	26.826519	28.167845	29.576237	31.055049							
B TRFB	21.978503 31.055049	21.978503	22.527966	23.091165	23.668444	24.260155	24.866659	25.488325	26.125533	26.778671	27.448138	28.134341	28.837700	29.558643	30.297609	31.055049
Traffic Worker II 008002 TRAF																
A TRAF	24.269244 34.149262	24.269244	25.482706	26.756841	28.094683	29.499417	30.974388	32.523107	34.149262							
B TRFB	24.168361 34.149262	24.168361	24.772570	25.391884	26.026681	26.677348	27.344282	28.027889	28.728586	29.446801	30.182971	30.937545	31.710984	32.503759	33.316353	34.149262
Traffic Worker III 008003 TRAF																
A TRAF	25.789598 36.288554	25.789598	27.079078	28.433032	29.854684	31.347418	32.914789	34.560528	36.288554							
B TRFB	25.682397 36.288554	25.682397	26.324457	26.982568	27.657132	28.348560	29.057274	29.783706	30.528299	31.291506	32.073794	32.875639	33.697530	34.539968	35.403467	36.288554
Traffic Worker Trainee 008005 TRAF																
A TRAF	19.360981 27.242844	19.360981	20.329030	21.345481	22.412755	23.533393	24.710063	25.945566	27.242844							
B TRFB	19.280501 27.242844	19.280501	19.762514	20.256577	20.762991	21.282066	21.814118	22.359471	22.918458	23.491419	24.078704	24.680672	25.297689	25.930131	26.578384	27.242844
Training Specialist 001857 MGMT																
A MGTE	37.758576 49.542525	37.758576	38.702539	39.670104	40.661856	41.678403	42.720363	43.788372	44.883081	46.005157	47.155288	48.334169	49.542525			
Treasury Analyst 010827 CONF																
A CONF	38.130236 50.030173	38.130235	39.083491	40.060580	41.062094	42.088644	43.140861	44.219383	45.324867	46.457988	47.619439	48.809926	50.030173			
Treasury Analyst 014016 MSUP																
A MSUP	38.130236 50.030173	38.130235	39.083491	40.060580	41.062094	42.088644	43.140861	44.219383	45.324867	46.457988	47.619439	48.809926	50.030173			
Treasury Assistant 010715 CONF																
A CONF	27.308788 35.831495	27.308788	27.991507	28.691295	29.408577	30.143791	30.897387	31.669821	32.461566	33.273105	34.104934	34.957557	35.831495			
Treasury Manager 001801 MGMT																
A MGTE	55.652026 73.020281	55.652026	57.043327	58.469411	59.931145	61.429424	62.965161	64.539289	66.152773	67.806591	69.501755	71.239300	73.020281			

Salary Schedule/Classification Listing

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Sched/SalPlan	Minimum/Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Tree Maintenance Supervisor 015046 L39C																
A SUPV	27.768678 39.073319	27.768678	29.157112	30.614968	32.145716	33.753002	35.440652	37.212685	39.073319							
B SUPB	27.653250 39.073319	27.653250	28.344581	29.053196	29.779526	30.524014	31.287114	32.069292	32.871024	33.692800	34.535120	35.398498	36.283460	37.190547	38.120311	39.073319
Tree Maintenance Worker 003660 L39A																
A OPMT	21.335316 30.020933	21.335316	22.402082	23.522186	24.698295	25.933210	27.229871	28.591365	30.020933							
B OPMB	21.246631 30.020933	21.246631	21.777797	22.322242	22.880298	23.452305	24.038613	24.639578	25.255567	25.886956	26.534130	27.197483	27.877420	28.574356	29.288715	30.020933
Tree Maintenance Worker Trnee 003917 L39A																
A OPMT	18.277223 25.717888	18.277223	19.191084	20.150638	21.158170	22.216079	23.326883	24.493227	25.717888							
B OPMB	18.201250 25.717888	18.201250	18.656281	19.122688	19.600755	20.090774	20.593043	21.107869	21.635566	22.176455	22.730866	23.299138	23.881616	24.478656	25.090622	25.717888
Tree Pruner I 003639 L39A																
A OPMT	20.135333 28.332436	20.135333	21.142100	22.199205	23.309165	24.474623	25.698354	26.983272	28.332436							
B OPMB	20.051635 28.332436	20.051635	20.552926	21.066749	21.593418	22.133253	22.686584	23.253749	23.835093	24.430970	25.041744	25.667788	26.309483	26.967220	27.641401	28.332436
Tree Pruner II 003640 L39A																
A OPMT	22.148885 31.165704	22.148885	23.256329	24.419145	25.640102	26.922107	28.268212	29.681623	31.165704							
B OPMB	22.056816 31.165704	22.056816	22.608236	23.173442	23.752778	24.346597	24.955262	25.579144	26.218623	26.874089	27.545941	28.234590	28.940455	29.663966	30.405565	31.165704
Tree Pruner Supervisor 015047 L39C																
A SUPV	27.224113 38.307062	27.224113	28.585319	30.014585	31.515314	33.091080	34.745634	36.482916	38.307062							
B SUPB	27.110949 38.307062	27.110949	27.788723	28.483441	29.195527	29.925415	30.673550	31.440389	32.226399	33.032059	33.857860	34.704307	35.571915	36.461213	37.372743	38.307062
Tree Pruner Trainee 003638 L39A																
A OPMT	17.594092 24.756654	17.594092	18.473797	19.397487	20.367361	21.385729	22.455015	23.577766	24.756654							
B OPMB	17.520957 24.756654	17.520957	17.958981	18.407956	18.868155	19.339859	19.823355	20.318939	20.826912	21.347585	21.881275	22.428307	22.989015	23.563740	24.152833	24.756654
Typist Clerk I 016094 L39A																
A OFFT	14.814881 20.846025	14.814881	15.555625	16.333406	17.150076	18.007580	18.907959	19.853357	20.846025							
B OFFB	14.753298 20.846025	14.753298	15.122130	15.500183	15.887688	16.284880	16.692002	17.109302	17.537035	17.975461	18.424848	18.885469	19.357606	19.841546	20.337585	20.846025
Urban Design Manager 001894 MGMT																
A MGTE	54.551150 71.575835	54.551150	55.914930	57.312803	58.745620	60.214262	61.719619	63.262609	64.844175	66.465279	68.126911	69.830084	71.575835			
Util Operations & Maint Supt 001841 MGMT																
A MGTE	49.825813 65.375784	49.825813	51.071460	52.348245	53.656953	54.998375	56.373334	57.782668	59.227235	60.707917	62.225613	63.781253	65.375784			

Salary Schedule/Classification Listing

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Sched/SalPlan	Minimum/Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Utilities Locator 007010 L447																
A WATR	28.189829	39.665920	28.189829	29.599320	31.079286	32.633250	34.264913	35.978159	37.777067	39.665920						
B WTRB	28.072650	39.665920	28.072650	28.774466	29.493828	30.231174	30.986953	31.761627	32.555668	33.369560	34.203799	35.058894	35.935366	36.833750	37.754594	38.698459
																39.665920
Utilities O&M Leadworker 007002 L447																
A WATR	30.270921	42.594227	30.270921	31.784467	33.373690	35.042375	36.794494	38.634219	40.565930	42.594227						
B WTRB	30.145092	42.594227	30.145092	30.898719	31.671187	32.462967	33.274541	34.106405	34.959065	35.833042	36.728868	37.647090	38.588267	39.552974	40.541798	41.555343
																42.594227
Utilities O&M Serviceworker 007001 L447																
A WATR	27.502271	38.698458	27.502271	28.877385	30.321254	31.837317	33.429183	35.100642	36.855674	38.698458						
B WTRB	27.387950	38.698458	27.387950	28.072649	28.774465	29.493827	30.231173	30.986952	31.761626	32.555667	33.369559	34.203798	35.058893	35.935365	36.833749	37.754593
																38.698458
Utilities O&M Specialist 007015 L447																
A WATR	28.877387	40.633383	28.877387	30.321256	31.837319	33.429185	35.100644	36.855676	38.698460	40.633383						
B WTRB	28.757350	40.633383	28.757350	29.476284	30.213191	30.968521	31.742734	32.536302	33.349710	34.183453	35.038039	35.913990	36.811840	37.732136	38.675439	39.642325
																40.633383
Utilities O&M Supervisor 015103 L39C																
A SUPV	34.807200	48.977225	34.807200	36.547560	38.374938	40.293685	42.308369	44.423787	46.644976	48.977225						
B SUPB	34.662514	48.977225	34.662514	35.529077	36.417304	37.327737	38.260930	39.217453	40.197889	41.202836	42.232907	43.288730	44.370948	45.480222	46.617228	47.782659
																48.977225
Utilities O&M SvcWrk App 007901 L447																
A WATR	19.719678	23.915040	19.719678	20.705662	21.740945	23.915040										
Utilities Ops and Maint Mgr 001842 MGMT																
A MGTE	58.047050	76.162760	58.047050	59.498227	60.985683	62.510323	64.073083	65.674909	67.316782	68.999701	70.724693	72.492812	74.305132	76.162760		
Utility Construction Coord 001839 MGMT																
A MGTE	44.843232	58.838206	44.843232	45.964312	47.113421	48.291257	49.498538	50.736000	52.004402	53.304512	54.637124	56.003053	57.403128	58.838206		
Utility Services Inspector 016099 L39A																
A OFFT	19.305330	27.164537	19.305330	20.270596	21.284126	22.348332	23.465749	24.639036	25.870988	27.164537						
B OFTB	19.225082	27.164537	19.225082	19.705709	20.198352	20.703311	21.220894	21.751416	22.295201	22.852581	23.423896	24.009493	24.609730	25.224973	25.855597	26.501987
																27.164537
Utility Worker 009011 TEMP																
A TEMP	14.000000	14.791446														
Vehicle Service Attendant 012005 IAMA																
A IAMA	16.393648	23.067508	16.393648	17.213330	18.073996	18.977696	19.926581	20.922910	21.969055	23.067508						

Salary Schedule/Classification Listing

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Sched/SalPlan	Minimum/Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Veterinarian 001875 MGMT																
A MGTE	44.115128 57.882872	44.115128	45.218008	46.348458	47.507170	48.694847	49.912219	51.160024	52.439026	53.750001	55.093750	56.471094	57.882872			
Water Conservation Rep 016978 L39A																
A OFFT	19.305330 27.164537	19.305330	20.270596	21.284126	22.348332	23.465749	24.639036	25.870988	27.164537							
B OFTB	19.225082 27.164537	19.225082	19.705709	20.198352	20.703311	21.220894	21.751416	22.295201	22.852581	23.423896	24.009493	24.609730	25.224973	25.855597	26.501987	27.164537
Water Conservation Specialist 016975 L39A																
A OFFT	21.689519 30.519332	21.689519	22.773995	23.912695	25.108330	26.363746	27.681933	29.066030	30.519332							
B OFTB	21.599362 30.519332	21.599362	22.139346	22.692830	23.260151	23.841655	24.437696	25.048638	25.674854	26.316725	26.974643	27.649009	28.340234	29.048740	29.774958	30.519332
Water Conservation Supervisor 015107 L39C																
A SUPV	24.410982 34.348703	24.410982	25.631531	26.913108	28.258763	29.671701	31.155286	32.713050	34.348703							
B SUPB	24.309511 34.348703	24.309511	24.917249	25.540180	26.178684	26.833151	27.503980	28.191580	28.896370	29.618779	30.359248	31.118229	31.896185	32.693590	33.510930	34.348703
Water Cross Conn Ctrl Spclst 007902 L447																
A WATR	34.807200 48.977225	34.807200	36.547560	38.374938	40.293685	42.308369	44.423787	46.644976	48.977225							
B WTRB	34.662514 48.977225	34.662514	35.529077	36.417304	37.327737	38.260930	39.217453	40.197889	41.202836	42.232907	43.288730	44.370948	45.480222	46.617228	47.782659	48.977225
Water Quality Chemist 017008 L39A																
A PROF	32.733140 46.058815	32.733140	34.369797	36.088287	37.892701	39.787336	41.776703	43.865538	46.058815							
B PRFB	32.597076 46.058815	32.597076	33.412003	34.247303	35.103486	35.981073	36.880600	37.802615	38.747680	39.716372	40.709281	41.727013	42.770188	43.839443	44.935429	46.058815
Water Quality Lab Tech 016080 L39A																
A OFFT	21.947110 30.881787	21.947110	23.044466	24.196689	25.406523	26.676849	28.010691	29.411226	30.881787							
B OFTB	21.855882 30.881787	21.855882	22.402279	22.962336	23.536394	24.124804	24.727924	25.346122	25.979775	26.629269	27.295001	27.977376	28.676810	29.393730	30.128573	30.881787
Website Administrator 001904 MGMT																
A MGTE	48.916042 64.182086	48.916042	50.138944	51.392416	52.677227	53.994157	55.344011	56.727612	58.145803	59.599448	61.089435	62.616669	64.182086			
Workers' Comp Claims Rep 001943 MGMT																
A MGTE	41.852750 54.914438	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
Workers Comp Claims Asst I 010818 CONF																
A CONF	26.741996 35.087818	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
Workers Comp Claims Asst II 010819 CONF																
A CONF	29.416197 38.596601	29.416197	30.151601	30.905393	31.678028	32.469978	33.281725	34.113771	34.966614	35.840780	36.736798	37.655220	38.596601			

Salary Schedule/Classification Listing

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Sched/SalPlan	Minimum/Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Workers Comp Claims Mgr 001927 MGMT																
A MGTE	53.433442 70.109308	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308			
Workers' Comp Claims Supvr 001942 MGMT																
A MGTE	46.038029 60.405880	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			
Youth Aide 009068 TEMP																
A TEMP	14.000000 14.000000	14.000000														
Zoning Investigator 016213 L39A																
A OFFT	31.114132 43.780710	31.114132	32.669839	34.303331	36.018498	37.819423	39.710394	41.695914	43.780710							
B OFTB	30.984799 43.780710	30.984799	31.759419	32.553404	33.367239	34.201420	35.056456	35.932867	36.831189	37.751969	38.695768	39.663162	40.654741	41.671110	42.712888	43.780710
Zoo Attendant I 003642 L39A																
A OPMT	18.692662 26.302453	18.692662	19.627295	20.608660	21.639093	22.721048	23.857100	25.049955	26.302453							
B OPMB	18.614962 26.302453	18.614962	19.080336	19.557344	20.046278	20.547435	21.061121	21.587649	22.127340	22.680524	23.247537	23.828725	24.424443	25.035054	25.660930	26.302453
Zoo Attendant II 003643 L39A																
A OPMT	20.210255 28.437859	20.210255	21.220768	22.281806	23.395896	24.565691	25.793976	27.083675	28.437859							
B OPMB	20.126248 28.437859	20.126248	20.629404	21.145139	21.673767	22.215611	22.771001	23.340276	23.923783	24.521878	25.134925	25.763298	26.407380	27.067564	27.744253	28.437859