

## **RESOLUTION NO. 2019-0349**

Adopted by the Sacramento City Council

September 3, 2019

### **Approving Personnel Resolution Covering Unrepresented Officers and Employees, Employer-Employee Relations Policy, and Citywide Salary Schedules**

#### **BACKGROUND**

- A. The Personnel Resolution Covering Unrepresented Officers and Employees attached to this Resolution as Exhibit A sets forth general administrative provisions, hours of work, and other terms and conditions of employment affecting unrepresented job classifications.
- B. The Employer-Employee Relations Policy (EERP) attached to this Resolution as Exhibit B has been amended to reflect classification changes within both represented and unrepresented units.
- C. 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.
- D. These publicly adopted rates are used by California Public Employees' Retirement System to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.
- E. The salary schedules attached to this Resolution as Exhibit C are posted to ensure that salary ranges are transparent and publicly available.

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

- Section 1. The Personnel Resolution Covering Unrepresented Officers and Employees attached to this Resolution as Exhibit A with the effective date September 3, 2019, is adopted.
- Section 2. The EERP attached to this Resolution as Exhibit B is adopted.
- Section 3. The salary schedules attached to this Resolution as Exhibit C is adopted.

Section 4. The City Manager, or his designee, is authorized to make minor changes or adjustments to Exhibits A through C to correct omissions and errors.

Section 5. Exhibits A through C are part of this resolution.

**Table of Contents**

Exhibit A – Unrepresented Resolution

Exhibit B – Employer-Employee Relations Policy

Exhibit C – Salary Schedules

Adopted by the City of Sacramento City Council on September 3, 2019, by the following vote:

Ayes: Members Ashby, Carr, Guerra, Harris, Jennings, Schenirer, Warren and Mayor Steinberg

Noes: None

Abstain: None

Absent: Member Hansen

Attest: **Mindy Cuppy** Digitally signed by Mindy Cuppy  
Date: 2019.09.06 08:59:49  
-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.*

*City of*  
**SACRAMENTO**

---

**Personnel Resolution Covering  
Unrepresented Officers and Employees**

September 3, 2019



## Table of Contents

ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS .....	1
1.1 APPOINTING AUTHORITY .....	1
1.2 APPLICABILITY .....	1
1.3 TYPE OF APPOINTMENTS .....	1
1.4 STAFF AIDE POSITIONS.....	2
1.5 CITY SERVICE .....	2
 ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME .....	 2
2.1 HOURS OF EMPLOYMENT.....	2
2.2 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM .....	2
2.3 OVERTIME FOR ELIGIBLE CAREER EMPLOYEES .....	3
2.4 OVERTIME FOR ELIGIBLE NON-CAREER EMPLOYEES .....	3
2.5 TELECOMMUTING PROGRAM .....	3
2.6 ALTERNATIVE WORK SCHEDULE PROGRAM .....	3
 ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE.....	 3
3.1 HEALTH AND WELFARE CONTRIBUTION (CITY CONTRIBUTION) .....	4
3.2 COVERED DEPENDENTS.....	5
3.3 LIFE INSURANCE .....	5
3.4 LONG TERM DISABILITY .....	6
3.5 FLEXIBLE SPENDING ACCOUNTS .....	6
3.6 DEFERRED COMPENSATION PLAN.....	6
3.7 SECTION 401(A) MONEY PURCHASE PLAN.....	6
3.8 LONGEVITY PAY .....	6
 ARTICLE 4 – RETIREMENT.....	 6
4.1 RETIREES OR SURVIVOR DEPENDENTS .....	6
4.2 PERS RETIREMENT PLAN AND CONTRIBUTION .....	9
 ARTICLE 5 – CHARTER OFFICERS.....	 10
5.1 CHARTER OFFICER SALARIES .....	10
5.2 EXPENSE ALLOWANCE.....	10
 ARTICLE 6 – NON-CAREER EMPLOYEES .....	 10
6.1 NON-CAREER BENEFITS .....	10
6.2 CITY HEALTH AND WELFARE CONTRIBUTION .....	11
6.3 POOL SAFETY CLASSIFICATIONS .....	11
 ARTICLE 7 – LEAVES.....	 12
7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS .....	12
7.2 VACATION.....	12
7.3 HOLIDAYS .....	12
7.4 MANAGEMENT LEAVE TIME .....	15
7.5 ADMINISTRATIVE LEAVE TIME.....	16
7.6 SICK LEAVE .....	16
7.7 PARENTAL PAY .....	18
7.8 INJURY-ON-DUTY.....	18
7.9 COURT LEAVE .....	19
7.10 CATASTROPHIC LEAVE .....	19

7.11	SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA) TRANSITION .....	20
7.12	BEREAVEMENT PAY .....	20
7.13	FAMILY AND MEDICAL LEAVE .....	20
7.14	PERSONAL TIME OFF .....	20
 ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES .....		 21
8.1	TRANSPORTATION AND PARKING ALLOWANCES .....	21
8.2	POLICE AND FIRE UNIFORM ALLOWANCE.....	23
8.3	TUITION REIMBURSEMENT .....	23
8.4	STATE OF CALIFORNIA BAR DUES.....	23
8.5	REQUIRED LICENSES AND CERTIFICATIONS.....	23
8.6	CONTINUING EDUCATION .....	23
8.7	BILINGUAL PAY .....	24
8.8	TECHNOLOGY ALLOWANCE .....	24
8.9	NOTARY PAY .....	24
 ARTICLE 9 – MISCELLANEOUS .....		 25
9.1	OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES .....	25
9.2	PAYROLL ERRORS .....	26
9.3	RETIREE COURT APPEARANCE FEES.....	26
9.4	SALARY RANGE ADJUSTMENTS FOR DESIGNATED CLASSIFICATIONS .....	27

## **ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS**

### **1.1 APPOINTING AUTHORITY**

- a. For the City of Sacramento, appointing authority is vested with the Mayor, City Council members, and Charter Officers. Subject to applicable Rules and Regulations of the Civil Service Board, Council-adopted resolutions, and administrative policy instructions, appointing authority provides for the ability to hire City employees.
- b. The Appointing Authority has the authority, subject to the approved Budget Resolution and administrative policy, to:
  - (1) Allocate full-time equivalent positions to specific job classifications and to establish rates of pay for incumbents in those classifications;
  - (2) Change the number of exempt management positions under their administrative jurisdiction, so long as their total exempt management salary budget does not increase;
  - (3) Adjust the salary of individual exempt positions, so long as the total exempt salary budget for each department does not increase; and
  - (4) Grant performance-based salary adjustments to unrepresented officers and employees consistent with employee appraisal procedures. Salary adjustments shall not apply to non-career employees.

### **1.2 APPLICABILITY**

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

### **1.3 TYPE OF APPOINTMENTS**

- a. Nothing in this Resolution shall create an express or implied covenant or contract, or create a property right or tenure for any person appointed to unrepresented classifications covered by this Resolution. All unrepresented employees serve at the pleasure of the Appointing Authority. Consequently, just cause is not required for discipline, and there are no appeal rights.
- b. This Personnel Resolution covers all unrepresented officers and employees of the City of Sacramento appointed or incumbent to any position in the Executive Management, Executive Management Support,

Mayor/Council Support, and Non-Career units as defined by the Employer-Employee Relations Policy. This Personnel Resolution applies to these positions whether the employee is considered full-time, part-time, seasonal, or appointed on a limited-term basis.

#### 1.4 STAFF AIDE POSITIONS

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

#### 1.5 CITY SERVICE

City service for purposes of calculating benefits shall be calculated using each employee's cumulative employment with the City. For a part-time employee, City service shall be prorated. This use of prior employment for calculating the City service for rehired employees shall not create a right to retroactive benefits.

### **ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME**

#### 2.1 HOURS OF EMPLOYMENT

- a. The normal work period for employees shall begin at 12:01 a.m. Saturday and end at 12:00 midnight the following Friday.
- b. The normal work week for full-time employees, who are covered by the overtime provisions of the Fair Labor Standards Act (FLSA), shall consist of forty (40) hours of work during the normal work period.
- c. The normal work week shall not apply to employees exempt from the overtime provisions of FLSA. These employees are expected to work any amount of time required to perform the duties of their positions.
- d. The workweek for part-time employees shall be determined by the Appointing Authority.

#### 2.2 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM

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



## 2.3 OVERTIME FOR ELIGIBLE CAREER EMPLOYEES

- a. All overtime shall be calculated and paid consistent with FLSA requirements. Overtime compensation shall be paid by cash payment or compensating time off (CTO) as determined by the Appointing Authority.
- b. Employees may accrue up to one hundred and twenty (120) hours of CTO. The City may cash out those CTO hours accumulated in excess of eighty (80) hours at any time provided that the use of such time off has not been previously approved.
- c. The use of accrued CTO shall be at the discretion of the Appointing Authority. Employees who request use of accrued CTO shall be permitted to use such time within a reasonable period after making the request if the use of CTO does not unduly disrupt the operations of the work unit.
- d. Upon termination from City service, employees shall be paid for any unused CTO hours at the rate of pay at the time of separation.

## 2.4 OVERTIME FOR ELIGIBLE NON-CAREER EMPLOYEES

- a. All overtime for non-career employees shall be calculated and paid consistent with FLSA requirements. Non-career employees shall be compensated for overtime with pay at one and one-half (1-1/2) times the regular rate of pay in cash payment.
- b. The Appointing Authority may establish a flexible work schedule consisting of more than an eight (8) hour day in a forty (40) hour work week.

## 2.5 TELECOMMUTING PROGRAM

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

## 2.6 ALTERNATIVE WORK SCHEDULE PROGRAM

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

### **ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE**

The fringe benefit plan described below shall be available to full-time Executive Management, Mayor/Council Support, and Executive Management Support employees. The Appointing Authority, on a case-by-case basis, shall establish the fringe benefit plan

for employees who are less than full-time, not to exceed the fringe benefit plan for comparable full-time employees.

### 3.1 HEALTH AND WELFARE CONTRIBUTION (CITY CONTRIBUTION)

- a. The City shall administer a Cafeteria Plan (Plan) for employees consistent with Section 125 of the United States Internal Revenue Code (IRC). The details of Plan eligibility and operational requirements are set forth in the Plan documents.
- b. The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee only shall be \$747 per month.
- c. The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee plus one (1) dependent shall be \$1,193 per month.
- d. The City contribution for a full-time employee enrolled in a City-sponsored medical plan for employee plus two (2) or more dependents shall be \$1,587 per month.
- e. For employees enrolled in an Account-Based Health Plan (ABHP), as defined by the City, the contributions shall be as specified above. To the extent that the premium for the ABHP is less than the monthly City contribution, any excess City contribution shall be credited to the employee's Health Savings Account (HSA), to the extent allowed by law.
- f. Full-time employees not enrolled in a City-sponsored medical plan shall receive up to \$747 per month to purchase City-sponsored dental and vision coverage.
- g. Eligible part-time employees shall receive the City contribution at a prorated amount consistent with represented employees.
- h. Employees who are eligible to receive the City contribution who do not provide proof of other group medical coverage or do not enroll in City medical coverage within thirty (30) days of being eligible for the City's contribution shall be enrolled in the lowest cost traditional HMO medical plan for employee only coverage.
- i. Employees shall not receive any unused portion of the City contribution as cash.
- j. In addition to the City contribution received above, the City Manager, City Attorney, City Auditor, City Clerk, and City Treasurer shall receive three percent (3%) of base salary to apply to optional benefits.

### 3.2 COVERED DEPENDENTS

- a. Funds used to pay the health insurance premium cost for a domestic partner and/or a domestic partner's dependent children shall be in accordance with Federal and State tax laws.
- b. An employee who has a domestic partner and is registered with the Secretary of State of the State of California may cover the domestic partner and/or the domestic partner's children, under the employee's City-sponsored medical, dental, or vision plan. The City shall contribute \$1,193 for an employee enrolled with one (1) dependent; and \$1,587 for an employee enrolled with two (2) or more dependents.
- c. The following eligible dependents qualify to be enrolled on a City medical, dental, or vision plan: lawfully married spouse or registered domestic partner; children up to age 26 who are an employee's natural child, stepchild, adopted child, or the natural or adopted child of an employee's spouse or registered domestic partner; children up to age 26 who are placed under the legal guardianship of an employee, the employee's spouse, or employee's registered domestic partner; children up to the age of 26 in which the City has received notice of a Qualified Domestic Relations Order of required coverage; and disabled unmarried children over the age of 26 who reside with the employee. The definition of dependent child for purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act.
- d. An employee covered as a dependent of another City employee may not enroll in a City medical plan, but may enroll in a City dental or vision plan.

### 3.3 LIFE INSURANCE

- a. City-paid basic life insurance shall be:

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

- b. Insurance Over \$50,000

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

### 3.4 LONG TERM DISABILITY

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

### 3.5 FLEXIBLE SPENDING ACCOUNTS

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

### 3.6 DEFERRED COMPENSATION PLAN

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

### 3.7 SECTION 401(A) MONEY PURCHASE PLAN

The City's established IRC Section 401(a) Plan contributions are as follows:

- a. For Executive Management and Mayor/Council Support employees the City shall contribute four percent (4%) of salary and the employee shall contribute five percent (5%) of salary.
- b. For Executive Management Support employees, the City shall contribute two percent (2%) of salary and the employee shall contribute two percent (2%) of salary.
- c. The 401(a) Plan shall conform to all IRC requirements. Vesting of City funds occurs with enrollment consistent with the Internal Revenue Code, and the 401(a) plan documents.

### 3.8 LONGEVITY PAY

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

## **ARTICLE 4 – RETIREMENT**

### 4.1 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or eligible survivor dependents shall receive City retiree

insurance contributions for medical, dental, and vision insurance benefits from the City as follows:

- a. The maximum City contribution towards the purchase of medical, dental, or vision insurance for retirees is \$300 per month for the retiree. A retiree with one (1) or more dependent(s) enrolled on the retiree's medical plan shall receive an additional \$65 per month, for a total maximum monthly contribution of \$365. Retirees shall not receive any unused portion of the City contribution as cash.
- b. Retiree Insurance Contributions for Employees Retiring on or after July 1, 1992
  - (1) Employees retiring with thirty (30) or more years of service shall be eligible for up to the City's maximum retiree health insurance contribution identified in subsection 4.1(a) above on the date of retirement without regard to age.
  - (2) Employees retiring with a minimum of twenty (20) full years of City service but less than thirty (30) full years of City service who are at least fifty (50) years of age shall receive up to one hundred percent (100%) of the City's maximum retiree insurance contribution identified in subsection 4.1(a) above.
  - (3) Employees retiring with a minimum of fifteen (15) full years of service but less than twenty (20) full years of service who are at least fifty (50) years of age shall receive up to seventy-five percent (75%) of the City's maximum retiree insurance contribution identified in subsection 4.1(a) above.
  - (4) Employees retiring with a minimum of ten (10) full years of service but less than fifteen (15) full years of service who are at least fifty (50) years of age shall receive up to fifty percent (50%) of the City's maximum retiree insurance contribution identified in subsection 4.1(a) above.
  - (5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.
  - (6) An employee who does not retire from the Sacramento City Employee Retirement System or CalPERS within one-hundred twenty (120) days from the date of separation from City service shall not be eligible for the City's retiree insurance contribution and may not enroll in a City medical, dental, or vision plan.

c. Retirees Enrolled in a Non-City Sponsored Health Plan

Retirees may elect to participate in a City-sponsored health plan or purchase an individual plan. A retiree who participates in a health plan not sponsored by the City for two consecutive plan years shall not be eligible to reenroll in a City-sponsored health plan except in the event of closure or repeal of the Patient Protection and Affordable Care Act.

d. Medicare Supplement

In order to maintain eligibility for the City retiree health insurance contribution, each eligible retiree and dependent shall enroll in Medicare Parts A and B immediately after becoming eligible for such benefits.

e. Retiree Insurance Contribution Exclusion

Retirees who participate in another group medical plan as an employee or dependent spouse shall not be eligible for the City contribution outlined above.

f. Industrial Disability or Death in Line of Duty Survivors

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

g. Survivor Dependents Benefits

Survivor dependents of eligible retirees shall continue to receive the retiree insurance contribution of up to \$300 for the survivor only or up to \$365 for the survivor and an eligible dependent. Eligible dependent, as used in this Section, is defined as a dependent who was eligible to be enrolled on the retiree's benefit plan at the time of the retiree's death.

h. Limitation Clause

No employee or retiree shall have any rights provided by this Section 4.1 after June 22, 2018.

i. Elimination of Retirees or Survivor Dependents Benefits

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

## 4.2 PERS RETIREMENT PLAN AND CONTRIBUTION

### a. Member Contribution to PERS Retirement Plan – Classic Members

#### (1) Miscellaneous

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

#### (2) Police Safety

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

#### (3) Fire Safety

Executive Management Fire Safety employees shall pay twelve percent (12%) of the employer's contribution to the PERS retirement plan. If necessary, the contract with PERS shall be amended to reflect the proper allocation of funds. Classic members of Executive Management Fire Safety classifications shall qualify for the 3% at 55 benefit formula based upon the highest twelve (12) consecutive months of compensation.

b. Member Contribution to PERS Retirement Plan – New Members

(1) Miscellaneous

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

(2) Safety

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

**ARTICLE 5 – CHARTER OFFICERS**

5.1 CHARTER OFFICER SALARIES

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

5.2 EXPENSE ALLOWANCE

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

**ARTICLE 6 – NON-CAREER EMPLOYEES**

6.1 NON-CAREER BENEFITS

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



## 6.2 CITY HEALTH AND WELFARE CONTRIBUTION

- a. Employees in the classification of Fire Recruit and Student Trainee (Paramedic Intern) shall receive the same City monthly health and welfare contribution amount as provided for the classification of Firefighter in the applicable Memorandum of Understanding.
- b. Employees in the classification of Police Cadet, Police Recruit, and Community Service Officer (Limited Term) shall receive the same City monthly health and welfare contribution amount as provided for the classification of Police Officer in the applicable Memorandum of Understanding.
- c. Employees in the classification of Dispatcher Recruit shall receive the same City health and welfare contribution amount as provided for the non-supervisory Dispatcher classification in the applicable Memorandum of Understanding.
- d. Non-Career employees under this Section are not eligible to receive any unused portion of the City contribution as cash.

## 6.3 POOL SAFETY CLASSIFICATIONS

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

a. Certification Fee Reimbursements

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

b. Recruitment Incentive

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

c. Retention Incentive

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

## ARTICLE 7 – LEAVES

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

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

### 7.2 VACATION

- a. Employees shall be entitled to vacation allowances pursuant to the provisions of Section 107 of the City Charter. Based on length of City service, the accrual of annual vacation allowances shall be as follows:

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

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

### 7.3 HOLIDAYS

- a. Recognized Holidays

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

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

Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

b. Eligibility

- (1) To be eligible for holiday pay, the employee must be in a paid work status the scheduled workday before and after the recognized holiday. Any payable leave time, such as vacation, and sick shall be considered hours worked for the purpose of holiday pay eligibility.
- (2) A part-time employee, including an employee in a work-sharing program, and non-career (+1,040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

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

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

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

c. Holiday Observance

- (1) If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:
  - i. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
  - ii. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.

- (2) If an employee's schedule differs from the traditional Monday-Friday workweek in which a recognized holiday falls, the following shall apply:
  - i. The actual dates as listed above shall be considered as the employee's holiday.
  - ii. If the recognized holiday falls on the employee's scheduled day off, the employee shall receive holiday earned for the hours of the holiday benefit.

d. Floating Holidays

(1) Accrual

- i. In addition to the recognized holidays specified above, except as provided below, employees shall receive the equivalent of two (2) floating holidays per fiscal year on an accrual basis as follows:
  - 1. Each full-time Executive Management, Mayor/Council Support, and Executive Management Support employee shall accrue sixteen (16) hours of floating holiday per year at the rate of forty (40) minutes per pay period. The employee shall accrue floating holiday credit for each pay period for which the employee is paid twenty (20) or more hours of salary.
  - 2. A part-time Executive Management, Mayor/Council Support, or Executive Management Support employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue floating holiday credit based on the budgeted authorized position (BAP) for which the employee fills at the rate of twenty (20) minutes accrual for employees who are working in a 0.5 up to a 0.79 BAP and at a rate of forty (40) minutes accrual for employees who are in a 0.8 BAP or higher.
- ii. Non-career (-1,040) employees shall not receive floating holiday benefits.

(2) Administration

- i. The scheduling of floating holiday time must be approved in advance by the Appointing Authority or designated representative.

- ii. An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. There shall be no cash out of floating holiday hours, either annually or upon separation.

e. Holiday Earned Accumulation

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

f. Closure of Operations on Half Holidays

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

#### 7.4 MANAGEMENT LEAVE TIME

- a. Executive Management and Mayor/Council Support employees exempt from the overtime provisions of FLSA shall not accrue compensating time off or earn overtime pay for time worked in excess of eight (8) hours per day or forty (40) hours per week, but shall be expected to devote as much time to their employment as may be necessary for the efficient operation of City government.
- b. Executive Management and Mayor/Council Support employees determined by the City to be exempt from the overtime provisions of the FLSA shall be credited with eighty (80) hours of management leave time each fiscal year. Such time will be posted the first pay period in July. Management employees appointed after July 1 of a fiscal year shall be entitled to a prorated share of eighty (80) hours of management leave time based upon the number of full months remaining in that fiscal year. Management leave time shall be useable upon being credited, subject to the approval of the immediate supervisor.
- c. Management leave time shall not accumulate from fiscal year to fiscal year, and any management leave time not used or cashed out in the fiscal year in which it was awarded shall be forfeited. Budgeted full-time career employees may cash out up to forty (40) hours of management leave time one-time per fiscal year. There shall be no cash out of management leave time upon separation.
- d. Part-time Executive Management and Mayor/Council Support employees shall be credited with a prorated amount of management leave.

## 7.5 ADMINISTRATIVE LEAVE TIME

- a. Effective July 1, 2020, Executive Management Support employees shall be credited with twenty-four (24) hours of administrative leave time each fiscal year. Such time will be posted in the first pay period in July. Executive Management Support employees hired after July 1 of a fiscal year shall be entitled to a prorated share of administrative leave time based upon the number of full months remaining in that fiscal year. Administrative leave time shall be useable upon being credited, subject to the approval of the employee's immediate supervisor.
- b. Administrative leave time shall not accumulate from fiscal year to fiscal year, and any administrative leave time not used in the fiscal year in which it was awarded shall be forfeited. There shall be no cash out of administrative leave time.
- c. Part-time Executive Management Support employees shall be credited with a prorated amount of administrative leave.
- d. Executive Management Support employees who are employed in classifications within Unit 22 on August 28, 2019, and remain employed in a classification within Unit 22 on July 1, 2020, shall receive a one-time payment of \$3,000 to be paid on the July 14, 2020, paycheck.

## 7.6 SICK LEAVE

- a. Accrual and Usage
  - (1) A full-time employee shall accrue sick leave credits at the rate of eight (8) hours per month which may be used by the employee in the event of illness or injury which is not job-related. Part-time career and non-career employees earn sick leave on a pro-rata basis per the Rules and Regulations of the Civil Service Board and/or California's Healthy Workplaces, Healthy Families Act of 2014.
  - (2) An employee in active service of the City, eligible to accumulate sick leave credits, may in January of each year receive a cash payment for twenty-five percent (25%) of the unused portion of sick leave credits accumulated during the preceding calendar year from January 1 through December 31, provided the employee shall have to his/her credit on December 31 immediately preceding the date for payment, a total of at least four hundred and eighty (480) hours accumulated. The employee shall be paid for such percentage of sick leave accumulation at the rate of pay that the employee was receiving on January 1 of each year in which payment is made. The amount of time for which an employee is paid shall be deducted from the employee's total accumulation. An employee electing to

receive this cash payment must notify the Department of Finance, Accounting Division, in writing, of such election no later than December 15 of the year that the sick leave credit was earned.

b. Sick Leave Cash Out

(1) PERS

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

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

2. In the alternative, eligible employees may utilize any or all of their total sick leave credits accrued as of the date of their retirement, resignation, layoff, or death and apply the sick leave to service credit pursuant to the PERS contract with the City. If the employee converts less than the full balance of sick leave to service credit, the employee may receive a cash payment equal to thirty-three and one-third percent (33-1/3%) of the remaining sick leave credits after conversion to PERS.

ii. PERS members hired on or after January 1, 2005, shall not be eligible for payment of any portion of accumulated sick leave credits, though upon termination of employment for retirement employees may apply their sick leave balances to service credit pursuant to the PERS contract with the City.

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

(2) SCERS

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

credits (rounded to the nearest full day) accumulated to the date of retirement.

- c. Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.
- d. The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all covered employees.

#### 7.7 PARENTAL PAY

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

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

#### 7.8 INJURY-ON-DUTY

- a. Full-time career employees shall receive benefits for injuries suffered in the performance of their duties consistent with Section 253 of the City Charter. In the event changes are made to the City Charter, those changes shall supersede the provisions of this Resolution. To the extent permitted by law, the City shall receive a credit for the benefits provided pursuant to Charter Section 253 against future workers' compensation benefits.
- b. If the employee qualifies for temporary disability benefits after exhausting the one-year leave of absence for workplace injuries described in Charter Section 253, the employee may use accrued leave balances to replace any loss of income. The employee may use full or partial days of leave pursuant to policy for this purpose, but in no event shall the cumulative amount received from temporary disability payments and the use of leave balances exceed the hourly rate of pay of the employee as of the date of injury.



## 7.9 COURT LEAVE

- a. When an employee is absent from work to testify in response to a properly served subpoena issued by a court of competent jurisdiction in a non-work-related matter to which the employee is not a party, to serve on a jury, or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert for jury duty and remain on the job until such time as called to testify or serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the court or jury commissioner and the City will be responsible to ensure that the employee is available. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence.
- b. If a swing shift or graveyard shift employee has served an amount of time that exceeds one-half of the employee's next scheduled shift in court or on jury duty, the employee will notify the supervisor in advance of the start time so he/she will be excused from the shift. If the employee is in court or on jury duty less than one-half the shift, the employee will be required to work.
- c. In lieu of the shift after service on court leave, a graveyard shift employee may request to take off the shift prior to court leave, provided that if the employee serves less than one-half of the shift, he/she will be required to use vacation or other leave accruals to cover the shift.
- d. To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a witness or juror or appearance in court for such purposes, the date or dates of attendance, the time released from attendance and the compensation paid exclusive of any transportation and subsistence allowance.
- e. The City reserves the right to require the employee to reimburse the City for all witness fees or jury remuneration received, less transportation and subsistence allowance.
- f. When a non-career employee is regularly scheduled to work and is ordered to appear in court or report for jury duty, such employee shall be entitled to court leave benefits in accordance with the above-stated procedure.

## 7.10 CATASTROPHIC LEAVE

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

#### 7.11 SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA) TRANSITION

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

- a. Eighty percent (80%) of sick leave balances after cash-out pursuant to Agency policy.
- b. Vacation balances up to one year of accrual at the employee's current rate on transition to the City.

#### 7.12 BEREAVEMENT PAY

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

#### 7.13 FAMILY AND MEDICAL LEAVE

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

#### 7.14 PERSONAL TIME OFF

- a. Full-time employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal leave at the beginning of the first pay period in January of each year. Part-time employees shall be credited with a prorated amount of time based on their regular schedule.
- b. Personal leave shall not accumulate from year to year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the Department may approve carry-over to the next year. In all other cases, the time shall be forfeited.
- c. Non-career employees are not eligible for personal leave benefits.

## ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES

### 8.1 TRANSPORTATION AND PARKING ALLOWANCES

#### a. Reimbursement for Use of Privately-Owned Vehicles

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

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

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

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

#### c. Monthly Bus Transportation Reimbursement

##### (1) Sacramento Regional Transit District (SRTD)

Full-time Executive Management, Mayor/Council Support, and Executive Management Support employees who utilize SRTD for home-to-work transportation are eligible to receive an eighty percent (80%) City-paid SRTD monthly non-zone sticker pass in lieu of the City-paid parking and vehicle allowance. Part-time employees shall be eligible for a fifty percent (50%) price discount

on the monthly non-zone sticker pass. The employee must notify the Department of Finance, Revenue Division, prior to the first day of the month to obtain the monthly pass discount for that next month. Non-career employees shall not be eligible for the allowance. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(2) Other Public Transportation

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

(3) Downtown Parking Subsidy

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

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

d. Discounted Parking Rates

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

e. City Vehicle Retention

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

8.2 POLICE AND FIRE UNIFORM ALLOWANCE

- a. Safety management personnel employed in the Police Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to sworn employees in the Police Department Unit.
- b. Safety management personnel employed in the Fire Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to employees in the Fire Department Unit.

8.3 TUITION REIMBURSEMENT

Employees will be reimbursed for the cost of tuition up to a maximum of \$1,500 per calendar year, pursuant to the City's existing policy for education reimbursement. In addition, the department may authorize tuition reimbursement for training through other approved sources. Non-career employees are not eligible for tuition reimbursement.

8.4 STATE OF CALIFORNIA BAR DUES

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

8.5 REQUIRED LICENSES AND CERTIFICATIONS

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

8.6 CONTINUING EDUCATION

When the City requires that an employee maintain a license or certificate which mandates continuing education units (CEUs) to maintain the license or certificate,

the employee is responsible for obtaining the CEUs. The City may provide the needed CEUs or reimburse the employee for the cost of such training.

#### 8.7 BILINGUAL PAY

- a. The City may authorize bilingual pay when it is determined to be operationally necessary. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient and, if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process necessary to authorize the bilingual pay.
- b. Bilingual pay shall be paid at the rate of forty dollars (\$40) per month for any month in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operations.

#### 8.8 TECHNOLOGY ALLOWANCE

- a. If the City requires an employee in the Executive Management, Executive Management Support, or Mayor/Council Support unit to be generally accessible via technology device for the conduct of City-related business, the City shall provide a technology allowance in accordance with the provisions of this Section.
- b. Employees in the Executive Management, Executive Management Support, or Mayor/Council Support units may be authorized a monthly technology allowance of up to one hundred dollars (\$100).
- c. Upon approval of the technology allowance, the employee shall provide and maintain a personal cellular phone and service that is available to conduct City-related business. The employee shall provide and the City may publish the cellular phone number to designated individuals and organizations with whom the employee normally conducts City-related business.

#### 8.9 NOTARY PAY

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

## ARTICLE 9 – MISCELLANEOUS

### 9.1 OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES

- a. Employees shall not engage in any other employment, work, profession, business, or enterprise that is inconsistent, incompatible, in conflict with or adversely affects the performance of their duties, or that is contrary to the most effective performance of the mission of City management or the best interests of the City.
- b. Employees shall not accept any off-duty employment without the express consent, in advance, of the Appointing Authority or designated representative.
- c. Employees shall submit annual requests for approval for off-duty employment at the beginning of each fiscal year.
- d. An employee shall not work:
  - (1) In any employment, which will tend to bring discredit upon City management, or which is detrimental to City goals, or which will reduce an individual's efficiency or usefulness as a City employee.
  - (2) In any employment requiring an affiliation, membership, or allegiance tending to influence conduct in a manner inconsistent with the proper discharge of responsibilities to the City or the public interest.
  - (3) In any employment for any other municipality or political subdivision of the state or federal government (except with the express written authorization of the Appointing Authority).
  - (4) In any off-duty position while on sick leave or injured-on-duty status.
- e. An employee may request authorization for off-duty employment by forwarding a letter of request to the Appointing Authority. The letter should provide details concerning the type of employment, expected duration of employment, and the employer's name.
- f. The Appointing Authority will notify in writing to the employee of action taken on the request for off-duty employment. A copy of the letter will be retained in the employee's personnel file.
- g. Authorization for off-duty employment may be revoked at the discretion of the Appointing Authority at any time.
- h. Part-time, seasonal, or limited-term employees are not subject to the restrictions of this Section.

## 9.2 PAYROLL ERRORS

- a. In the event an error has been made, including but not limited to the payment of an employee's salary, overtime payment or leave accruals, balances or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, and give written notice to the employee.
- b. In the event an employee received an overpayment, reimbursement to the City shall be accomplished by:
  - (1) Lump sum payment by the employee;
  - (2) A one-time deduction from useable vacation, compensating time off (CTO), or holiday credit balances equivalent to the overpayment at the employee's current hourly rate;
  - (3) A repayment schedule through payroll deduction; and/or
  - (4) Other means, as may be mutually agreed between the parties.

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

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

## 9.3 RETIREE COURT APPEARANCE FEES

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



#### 9.4 SALARY RANGE ADJUSTMENTS FOR DESIGNATED CLASSIFICATIONS

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

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

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

# Employer-Employee Relations

**Scope: CITYWIDE**

**Policy Contact**

Department of Human Resources  
(916) 808-5731

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

**Table of Contents**

01 – Policy

02 – Definitions

**Regulatory References**

California Government Code Sections 3500

**Supersedes**

Employer-Employee Relations Policy  
May 2019

## **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 I 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 Lineworker
- Electrician Supervisor
- Generator Technician
- HVAC Supervisor
- Machinist
- Machinist Helper
- Machinist Supervisor
- Mechanical Maintenance Supervisor
- Painter
- Plumber
- Plumber Apprentice
- Plumbing Supervisor
- Roofer
- Senior Carpenter
- Senior Electrician
- Senior Generator Technician
- Senior Painter
- Senior Plumber
- Senior Sheet Metal Worker
- Sheet Metal Worker
- 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

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

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

C. Water and Sewer Unit (Represented Unit 07)

- Assistant Water Cross-Connection Control Specialist
- Utilities Locator
- Utilities Operations and Maintenance Serviceworker Apprentice
- Utilities Operations and Maintenance Leadworker
- Utilities Operations and Maintenance Serviceworker
- Utilities Operations and Maintenance Specialist
- 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 Captain (Paramedic)
- Fire Engineer
- Fire Engineer (Paramedic)
- Fire Investigator I
- Fire Investigator II
- Fire Prevention Officer I
- Fire Prevention Officer II
- Fire Prevention Officer Trainee
- Firefighter
- Firefighter (Paramedic)
- Senior Fire Prevention Officer

F. Police Department Unit (Represented Unit 02)

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

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

- Dispatcher II
- Dispatcher III
- Park Safety Ranger
- Park Safety Ranger Assistant
- Park Safety Ranger Supervisor
- Police Officer
- Police Sergeant
- Reserve Community Service Officer\*
- Reserve Dispatcher\*
- Reserve Police Officer I\*
- Reserve Police Officer II\*
- Reserve Police Officer III\*
- Reserve Police Sergeant\*

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

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

- Account Clerk I
- Account Clerk II
- Accounting Technician
- Aquatics Recreation Coordinator
- Aquatics Specialist\*
- Architectural Technician I
- Architectural Technician II
- Architectural Technician III
- Arts Program Assistant
- Arts Program Coordinator
- Booking Coordinator
- Building Monitor\*
- Boutique Operator
- Building Inspector I
- Building Inspector II
- Building Inspector III
- Building Inspector IV
- Building Technician
- Burglary/Robbery Alarm Inspector
- Buyer I
- Buyer II
- Buyer III
- Cashier
- Central Services Assistant I
- Central Services Assistant II
- Central Services Assistant III
- Child Care Assistant
- Claims Collector
- Code Enforcement Officer
- Communications Assistant
- Community Service Representative I
- Community Service Representative II
- Computer Operator I
- Computer Operator 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
- Data Entry Technician

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

- Department Systems Specialist I
- Department Systems Specialist II
- Development Services Technician I
- Development Services Technician II
- Development Services Technician III
- Elder Care Assistant
- Electrical Construction Inspector I
- Electrical Construction Inspector II
- Electrical Construction Inspector III
- Engineering Technician I
- Engineering Technician II
- Engineering Technician III
- Events Coordinator
- Exhibits Coordinator
- Facility Drawings Technician
- Fingerprint Clerk
- Fleet Management Technician
- Fleet Service Coordinator
- Forensic Investigator I
- Forensic Investigator II
- Graphics Assistant
- Health Coverage Representative
- Human Services Program Coordinator\*
- Information Technology Support Specialist I
- Information Technology Support Specialist II
- Information Technology Trainee
- Key Data Operator I
- Landscape Technician I
- Landscape Technician II
- Lead Forensic Investigator
- Media and Computer Specialist
- Microcomputer Systems Specialist
- Neighborhood Resources Coordinator I
- Neighborhood Resources Coordinator II
- Office Specialist
- Offset Equipment Operator
- Personnel Transactions Coordinator
- Plans Examiner I
- Plans Examiner II
- Plans Examiner III
- Police Clerk I
- Police Clerk II
- Police Clerk III

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



- 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)\*
- Revenue Services Representative
- Revenue Services Trainee
- Secretary to the Planning Commission
- Senior Central Services Assistant
- Senior Claims Collector
- Senior Computer Operator
- Senior Customer Service Representative
- Senior Data Entry Technician
- Senior Department Systems Specialist
- Senior Information Technology (IT) Support Specialist
- Senior Key Data Operator
- Senior Landfill Engineering Technician
- Senior Office Specialist
- Senior Personnel Transactions Coordinator
- Senior Property Assistant
- Senior Recreation Aide\*
- Senior Recreation Aide (Older Adults)\*
- Senior Revenue Services Representative
- Senior School Crossing Guard\*
- Service Contract Inspector
- Special Program Leader\*
- Staff Aide (Rep I 6)
- Stenographer Clerk I
- Stenographer Clerk II
- Stenographer Clerk III
- Storekeeper
- Stores Clerk I
- Stores Clerk II
- Surveillance Equipment Technician

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

- Ticket Seller
- Traffic Investigator I
- Traffic Investigator II
- Traffic Investigator III
- Transportation Systems Management Coordinator
- 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
- Cultural Facilities Attendant
- Custodian I
- Custodian II
- Electronic Maintenance Technician I
- Electronic Maintenance Technician II
- Electronic Maintenance Technician Trainee
- Engineering Aide I
- Engineering Aide II
- General Helper
- Instrument Technician I
- Instrument Technician II
- Instrument Technician Trainee
- Integrated Waste Equipment Operator
- Irrigation Technician
- Landfill Equipment Operator
- Landfill Equipment Operator R2
- Locksmith
- Maintenance Worker
- Marina and Boating Facilities Attendant
- Meter Reader
- Motor Sweeper Operator
- Park Equipment Operator
- Park Maintenance Worker

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

- Park Maintenance Worker I
- Park Maintenance Worker I (Pest)
- Park Maintenance Worker II
- Park Maintenance Worker II (Pest)
- 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\*
- Water Waste Inspector
- Zoo Attendant I
- Zoo Attendant II

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

J. General Supervisory Unit (Represented Unit 15)

- 311 Customer Service Supervisor
- Aquatics Recreation Supervisor
- Assistant Box Office Supervisor
- Central Services Supervisor
- Central Stores Supervisor
- Chief Museum Attendant
- Computer Operations Supervisor
- Concrete Construction Leadworker
- Curator of Historical Exhibitions
- Custodial Supervisor
- Customer Service Supervisor
- Drainage Supervisor
- Enforcement and Collections Supervisor
- Equipment Maintenance Supervisor
- Financial Services Supervisor
- Health Coverage Supervisor
- Instrumentation Supervisor
- Integrated Waste Supervisor
- Marina and Boating Facilities Supervisor
- Meter Reading Supervisor
- Museum Security Supervisor
- Parking Enforcement Supervisor
- Parking Facilities Maintenance Supervisor
- Parking Lot Supervisor
- Parking Meter Collection Supervisor
- Parking Meter Repair Supervisor
- Parks Supervisor
- Police Records Supervisor
- Program Supervisor
- Program Supervisor (Older Adults)
- Revenue Supervisor
- 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
- Senior Traffic Control and Lighting Supervisor
- Solid Waste Maintenance Supervisor

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

- Staff Aide (Rep 15)
- Street Maintenance Supervisor
- Supervising Building Inspector
- Supervising Cashier
- Supervising Community Center Attendant
- Supervising Community Service Representative
- Supervising Construction Inspector
- Supervising Dispatcher
- Supervising Forensic Investigator
- Supervising Graphic Designer
- Supervising Plant Operator
- Supervising Police Clerk
- Supervising Property Assistant
- Supervising Surveyor
- Supervising Water Quality Chemist
- Survey Party Chief
- Telecommunications Supervisor
- Traffic Control and Lighting Supervisor
- Traffic Supervisor
- Tree Maintenance Supervisor
- Tree Pruner Supervisor
- Utilities Operations and Maintenance Supervisor
- Water Conservation Supervisor
- Zoo Supervisor

K. Engineering Unit (Represented Unit. I I)

- 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
- Fire Protection Engineer
- Junior Architect
- Junior Engineer
- Junior Landscape Assistant
- Landscape Assistant
- Telecommunications Engineer I
- Telecommunications Engineer II
- Telecommunications Engineer III

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

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

- Equipment Body Mechanic I
- Equipment Body Mechanic II
- Equipment Body Mechanic III
- 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 Pool Serviceworker
- Vehicle Service Attendant

M. Exempt/Management Support (Represented Unit 14)

- Administrative Analyst
- Investigator
- Program Analyst
- Senior Deputy City Clerk
- Stores Administrator
- Workers' Compensation Claims Representative
- Workers' Compensation Claims Supervisor

N. Confidential/Administrative (Represented Unit 10)

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

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

- Senior Staff Assistant
- Staff Aide (Rep 10)
- Staff Assistant
- Staff Assistant (Ex)
- Supervising Legal Secretary
- Systems Engineer
- Treasury Assistant
- Workers' Compensation Claims Assistant I
- Workers' Compensation Claims Assistant II

O. Exempt Management (Represented Unit 01)

- 311 Manager
- Accountant Auditor
- Accounting Manager
- Administrative Officer
- Animal Care Services Manager
- Arts Administrator
- Arts in Public Places Specialist
- Assistant Camp Sacramento Supervisor
- Auditor
- Banking Operations Manager
- Budget Analyst
- Building Services Manager
- Business Services Manager
- Camp Sacramento Supervisor
- 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

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

- 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 Officer
- Environmental Health and Safety Specialist
- Equal Employment Manager
- Equal Employment Specialist
- Ethics Program Compliance Officer
- Events Services Manager
- Events Services Supervisor
- Facilities and Real Property Superintendent
- Facilities Manager
- Finance Manager
- Fire Assistant Chief
- Fire Marshal
- Fiscal Policy Analyst
- Fleet Manager
- Graphic Designer
- 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
- Investment Officer
- Investment Operations Analyst
- Junior Development Project Manager
- Law Office Administrator
- Licensed Land Surveyor
- Loss Prevention Manager
- Management Analyst
- Marijuana Policy and Enforcement Manager
- Marina Manager
- Media and Communications Specialist
- Neighborhood Services Area Manager
- Neighborhood Services Manager
- New Growth Manager

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



- Operations General Supervisor
- Operations Manager
- Organizational Development Specialist
- Park Maintenance Manager
- Park Maintenance Superintendent
- Park Planning, Design and Development Manager
- Parking Manager
- Permit Services Manager
- Personnel Analyst
- Planning Director
- Plant Services Manager
- Police Captain
- Police Lieutenant
- Police Social Services Administrator
- Principal Accountant
- Principal Applications Developer
- Principal Building Inspector
- Principal Engineer
- Principal Fiscal Policy Analyst
- Principal Management 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
- Revenue Manager
- Risk Manager
- Senior Accountant Auditor
- Senior Applications Developer
- Senior Architect
- Senior Auditor
- Senior Budget Analyst
- Senior Debt Analyst
- Senior Deputy City Attorney
- Senior Development Project Manager
- Senior Engineer
- Senior Fiscal Policy Analyst
- Senior Investment Officer

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

- Senior Landscape Architect
- Senior Management Analyst
- Senior Personnel Analyst
- Senior Planner
- Senior Systems Engineer
- Special Assistant to the City Attorney
- Special Districts Manager
- Special Projects Manager
- Staff Aide (Rep 01)
- Streets Manager
- Supervising Architect
- Supervising Engineer
- Supervising Financial Analyst
- Supervising Landscape Architect
- Support Services Manager
- Training Specialist
- Treasury Analyst
- 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

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

A. Executive Management (Unrepresented Unit 20)

- Administrative Analyst (City Manager's Office)
- Assistant City Attorney
- Assistant City Auditor
- Assistant City Clerk
- Assistant City Manager
- Assistant City Treasurer
- Assistant to the City Manager
- Budget Manager
- Chief Information Officer
- City Attorney
- City Auditor
- City Clerk
- City Manager
- City Treasurer

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

- Deputy City Manager
- Deputy Fire Chief
- Deputy Police Chief
- Director of Community Development
- Director of Convention and Culture Services
- Director of Economic Development
- Director of Emergency Management
- Director of Finance
- Director of Governmental Affairs
- Director of Human Resources
- Director of Public Safety Accountability
- Director of Public Works
- Director of Utilities
- Director of Youth, Parks & Community Enrichment (YPCE)
- Executive Director, SAC CCOMWP
- Fire Chief
- Human Resources Manager (Benefits & Retirement)
- Human Resources Manager (Employment & Classification)
- Human Resources Manager (Labor Relations)
- Labor Relations Analyst
- Labor Relations Officer
- Media and Communications Officer
- Police Chief
- Principal Budget Analyst (Finance/Budget)
- Special Projects Manager (City Manager's Office)
- Staff Aide (Rep 20)
- Supervising Deputy City Attorney
- Ticket Policy and Event Services Manager (Rep20)

B. Mayor/Council Support (Unrepresented Unit 21)

- Chief of Staff to the Mayor
- Council Operations Manager
- Council Representative
- Office of Public Safety and Accountability Analyst
- Office of Public Safety and Accountability Specialist
- Senior Advisor to the Mayor
- Senior Council Representative
- Special Assistant to the Mayor
- Staff Aide (Mayor/Council)

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

C. Executive Management Support (Unrepresented Unit 22)

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

D. Mayor/Council (Unrepresented Unit 23)

- Mayor
- City Council

E. Non-Career (Unrepresented Unit 09)

- Arts and Crafts Specialist\*
- Assistant Camp Chef\*
- Assistant Caretaker\*
- Assistant Pool Manager\*
- Assistant Proctor\*
- Building Maintenance Laborer Trainee\*
- Cache Logistics Coordinator\*
- Camp Aide\*
- Camp Chef\*
- Camp Recreation Leader\*
- Caretaker\*
- Cashier (Community Services)\*
- Clerical Assistant\*
- Dispatcher Recruit\*
- Events Associate\*
- Events Duty Person\*
- Fire Recruit\*
- Graduate Student Trainee\*
- Host\*
- Instructor\*
- Law Clerk\*
- Lead Events Associate\*
- Lifeguard\*
- Marina Aide\*
- Mayor/Council Intern\*
- Nurse\*
- Nurse (Adaptive Recreation)\*
- Pilot\*
- Police Background Assistant\*
- Police Cadet\*

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

- Police Recruit\*
- Pool Attendant\*
- Pool Manager\*
- Proctor\*
- Program Director\*
- Promotions Specialist\*
- Public Service Aide\*
- Relief Clerical Assistant\*
- Reserve Police Records Specialist\*
- Reserve Property Assistant\*
- School Crossing Guard\*
- Security Officer\*
- Senior Camp Sacramento Aquatics Leader
- Senior Lifeguard\*
- Staff Aide (Rep 09)\*
- Student Aide\*
- Student Trainee (Engineering, Computer)\*
- Student Trainee (Most Majors)\*
- Student Trainee (Paramedic)\*
- Ticket Seller (Exempt)\*
- Tutor\*
- Vehicle Service Aide\*
- 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: **9/3/2019**

Human Resources Department

PRINT DATE: 9/03/2019



# Index

---

## Salary Schedule A

- For all classifications that are in steps. With the exception to:
  - Bargaining Unit L1176 (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 L1176 (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.



Department of Human Resources

## Salary Schedule/Classification Listing

Effective **9/3/2019**

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
<b>311 Customer Service Agent   016872   L39A</b>																
A	OFFT	18.872847	19.816489	20.807313	21.847679	22.940062	24.087065	25.291419	26.555991	27.899147	23.471626	24.058417	24.659878	25.276374	25.908284	26.555991
B	OFB	18.794397	19.264258	19.745864	20.239510	20.745498	21.264135	21.795738	22.340633	22.899147	23.471626	24.058417	24.659878	25.276374	25.908284	26.555991
<b>311 Customer Svc Specialist   016873   L39A</b>																
A	OFFT	21.336373	22.403190	23.523351	24.699519	25.934495	27.231218	28.592781	30.022419	31.526818	26.535444	27.198829	27.878801	28.575771	29.290164	30.022419
B	OFB	21.247682	21.778874	22.323347	22.881431	23.453466	24.039803	24.640798	25.256818	25.888239	26.535444	27.198829	27.878801	28.575771	29.290164	30.022419
<b>311 Customer Svc Supervisor   015108   L39C</b>																
A	SUPV	24.317843	25.533734	26.810423	28.150943	29.558490	31.036414	32.588235	34.217646	35.926818	30.243414	30.999500	31.774487	32.568849	33.383070	34.217646
B	SUPB	24.216759	24.822179	25.442734	26.078801	26.730771	27.399041	28.084017	28.786118	29.505770	30.243414	30.999500	31.774487	32.568849	33.383070	34.217646
<b>311 Manager   001914   MGMT</b>																
A	MGTE	45.205057	46.335185	47.493563	48.680903	49.897925	51.145373	52.424006	53.734606	55.077974	56.454922	57.866295	59.312952			
<b>Account Clerk I   016001   L39A</b>																
A	OFFT	15.651864	16.434457	17.256180	18.118990	19.024938	19.976186	20.974996	22.023745	23.123094	19.465782	19.952426	20.451237	20.962518	21.486581	22.023745
B	OFB	15.586803	15.976474	16.375885	16.785282	17.204914	17.635037	18.075914	18.527811	18.991007	19.465782	19.952426	20.451237	20.962518	21.486581	22.023745
<b>Account Clerk II   016002   L39A</b>																
A	OFFT	18.051515	18.954090	19.901795	20.896685	21.941729	23.038814	24.190754	25.400294	26.663390	22.450158	23.011411	23.586697	24.176364	24.780775	25.400294
B	OFB	17.976478	18.425890	18.886537	19.358701	19.842669	20.338736	20.847204	21.368384	21.902594	22.450158	23.011411	23.586697	24.176364	24.780775	25.400294
<b>Accountant Auditor   001700   MGMT</b>																
A	MGTE	34.317213	35.175141	36.054521	36.955883	37.879780	38.826775	39.797444	40.792379	41.812189	42.857496	43.928932	45.027156			
<b>Accounting Technician   016003   L39A</b>																
A	OFFT	19.170336	20.128852	21.135295	22.192058	23.301662	24.466744	25.690082	26.974585	28.310082	23.841603	24.437642	25.048584	25.674798	26.316669	26.974585
B	OFB	19.090648	19.567915	20.057112	20.558541	21.072503	21.599316	22.139930	22.692782	23.260100	23.841603	24.437642	25.048584	25.674798	26.316669	26.974585
<b>Administrative Analyst   014000   MSUP</b>																
A	MSUP	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			
<b>Administrative Analyst (Rep20)   020032   EXMG</b>																
U	EXMD	31.423264	47.134897													
<b>Administrative Assistant   010701   CONF</b>																
A	CONF	26.828620	27.499335	28.186818	28.891488	29.613776	30.354120	31.112974	31.890797	32.688067	33.505269	34.342903	35.201473			

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Administrative Asst (Conf/Ex)   010800   CONF</b>																
A	CONF	26.828620	27.499335	28.186818	28.891488	29.613776	30.354120	31.112974	31.890797	32.688067	33.505269	34.342903	35.201473			
<b>Administrative Officer   001702   MGMT</b>																
A	MGTE	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
<b>Administrative Tech (Conf/Ex)   010807   CONF</b>																
A	CONF	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
<b>Administrative Technician   010702   CONF</b>																
A	CONF	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
<b>Animal Care Services Manager   001845   MGMT</b>																
A	MGTE	60.717934	62.235882	63.791779	65.386573	67.021237	68.696769	70.414188	72.174543	73.978906	75.828378	77.724088	79.667190			
<b>Animal Care Technician   003647   L39A</b>																
A	OPMT	17.877362	18.771232	19.709793	20.695282	21.730046	22.816548	23.957377	25.155244							
B	OPMB	17.803050	18.248126	18.704330	19.171939	19.651236	20.142518	20.646080	21.162233	21.691289	22.233571	22.789411	23.359145	23.943124	24.541702	25.155244
<b>Animal Control Officer I   003600   L39A</b>																
A	OPMT	20.722550	21.758677	22.846610	23.988941	25.188388	26.447807	27.770198	29.158707							
B	OPMB	20.636411	21.152320	21.681129	22.223158	22.778737	23.348204	23.931909	24.530207	25.143463	25.772049	26.416351	27.076758	27.753678	28.447520	29.158707
<b>Animal Control Officer II   003601   L39A</b>																
A	OPMT	21.758677	22.846611	23.988941	25.188388	26.447808	27.770199	29.158707	30.616643							
B	OPMB	21.668231	22.209937	22.765185	23.334316	23.917673	24.515614	25.128505	25.756718	26.400636	27.060653	27.737168	28.430597	29.141363	29.869896	30.616643
<b>Animal Services Adoption Coord   010820   CONF</b>																
A	CONF	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
<b>Applications Developer   010703   CONF</b>																
A	CONF	35.886017	36.783168	37.702746	38.645315	39.611448	40.601733	41.616777	42.657197	43.723627	44.816718	45.937136	47.085565			
<b>Aquatic Specialist   009142   TEMP</b>																
A	TEMP	17.890000	21.280000													



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Aquatics Recreation Coord   016980   L39A</b>																
A	OFFT	21.249715	22.312200	23.427810	24.599200	25.829161	27.120619	28.476650	29.900483	25.783093	26.427669	27.088361	27.765570	28.459710	29.171201	29.900483
B	OFFB	21.161385	21.690419	22.232680	22.788496	23.358209	23.942164	24.540719	25.154236	33.580437	34.419948	35.280446	36.162458	37.066520	37.993182	38.943012
<b>Aquatics Recreation Supervisor   015110   L39C</b>																
A	SUPV	27.676071	29.059874	30.512869	32.038512	33.640437	35.322459	37.088582	38.943012	31.182774	31.962344	32.761401	33.580437	34.419948	35.280446	36.162458
B	SUPB	27.561028	28.250055	28.956306	29.680213	30.422218	31.182774	31.962344	32.761401	33.580437	34.419948	35.280446	36.162458	37.066520	37.993182	38.943012
<b>Arborist/Urban Forester   017001   L39A</b>																
A	PROF	27.755264	29.143027	30.600177	32.130186	33.736696	35.423530	37.194707	39.054442	31.271999	32.053800	32.855145	33.676523	34.518436	35.381397	36.265932
B	PRFB	27.639891	28.330889	29.039160	29.765139	30.509268	31.271999	32.053800	32.855145	26.275689	26.932580	27.605894	28.296041	29.003443	29.728528	30.471741
<b>Architectural Technician I   016214   L39A</b>																
A	OFFT	22.197090	23.306945	24.472293	25.695907	26.980701	28.329738	29.746224	31.233534	25.009578	25.634817	26.275689	26.932580	27.605894	28.296041	29.003443
B	OFFB	22.104822	22.657443	23.232880	23.804476	24.399588	25.009578	25.634817	26.275689	28.279188	28.986168	29.710823	30.453593	31.214934	31.995305	32.795189
<b>Architectural Technician II   016215   L39A</b>																
A	OFFT	23.306929	24.472275	25.695888	26.980683	28.329718	29.746203	31.233514	32.795189	26.275689	26.932580	27.605894	28.296041	29.003443	29.728528	30.471741
B	OFFB	23.210047	23.790297	24.385055	24.994683	25.619550	26.260039	26.916538	27.589452	31.107188	31.884866	32.681988	33.499038	34.336515	35.194929	36.074801
<b>Architectural Technician III   016216   L39A</b>																
A	OFFT	25.637688	26.919572	28.265549	29.678828	31.162770	32.720908	34.356953	36.074801	29.608268	30.348476	31.107188	31.884866	32.681988	33.499038	34.336515
B	OFFB	25.531118	26.169396	26.823631	27.494220	28.181578	28.886115	29.608268	30.348476	29.608100	30.348303	31.107010	31.884686	32.681803	33.498847	34.336318
<b>Archivist   017018   L39A</b>																
A	PROF	24.402181	25.622290	26.903404	28.248574	29.661003	31.144053	32.701256	34.336318	28.885951	29.608100	30.348303	31.107010	31.884686	32.681803	33.498847
B	PRFB	24.300747	24.908265	25.530972	26.169246	26.823478	27.494064	28.181416	28.885951	29.608100	30.348303	31.107010	31.884686	32.681803	33.498847	34.336318
<b>Art Museum Registrar   017010   L39A</b>																
A	PROF	22.241671	23.353755	24.521444	25.747516	27.034892	28.386636	29.805969	31.296265	26.986671	27.661339	28.352872	29.061693	29.788236	30.532943	31.296265
B	PRFB	22.149218	22.702949	23.270522	23.852285	24.448594	25.059809	25.686304	26.328460	29.608100	30.348303	31.107010	31.884686	32.681803	33.498847	34.336318
<b>Arts &amp; Crafts Specialist   009031   TEMP</b>																
A	TEMP	12.150000	12.762816	13.400956	14.071004	14.774554										
<b>Arts Administrator   001703   MGMT</b>																
A	MGTE	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

Department of Human Resources

**Effective 9/3/2019**

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
<b>Arts in Public Places Spec   001859   MGMT</b>																
A	MGTE	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			
<b>Arts Program Assistant   016108   L39A</b>																
A	OFFT	19.511000	20.486548	21.510877	22.586420	23.715741	24.901529	26.146605	27.453934							
B	OFFB	19.429897	19.915644	20.413534	20.923873	21.446970	21.983144	22.532723	23.096042	23.673442	24.265278	24.871911	25.493709	26.131051	26.784328	27.453934
<b>Arts Program Coordinator   016109   L39A</b>																
A	OFFT	26.652924	27.985571	29.384847	30.854091	32.396795	34.016636	35.717468	37.503340							
B	OFFB	26.542134	27.205688	27.885829	28.582976	29.297550	30.029988	30.780737	31.550256	32.339012	33.147488	33.976175	34.825580	35.696218	36.588623	37.503340
<b>Assistant Architect   011014   WCOE</b>																
A	WCOE	32.026247	33.627559	35.308936	37.074383	38.928102	40.874507	42.918233	45.064144							
B	WCEB	31.893120	32.690448	33.507710	34.345402	35.204037	36.084138	36.986241	37.910898	38.858671	39.830137	40.825891	41.846538	42.892701	43.965019	45.064144
<b>Assistant Box Office Supv   015010   L39C</b>																
A	SUPV	21.167022	22.225373	23.336640	24.503472	25.728646	27.015078	28.365833	29.784123							
B	SUPB	21.079035	21.606011	22.146161	22.699815	23.267311	23.848993	24.445218	25.056349	25.682759	26.324825	26.982947	27.657519	28.348958	29.057682	29.784123
<b>Assistant Camp Sacramento Supv   001922   MGMT</b>																
A	MGTE	33.835919	34.681817	35.548862	36.437583	37.348524	38.282237	39.239922	40.220273	41.225782	42.256425	43.312837	44.395657			
<b>Assistant Caretaker   009018   TEMP</b>																
D	DALY	52.240000	63.200000	63.200000												
<b>Assistant City Attorney   020001   EXMG</b>																
U	EXMG	71.766844	107.650266													
<b>Assistant City Auditor   001940   EXMG</b>																
U	EXMG	46.429487	69.644231													
<b>Assistant City Clerk   020002   EXMG</b>																
U	EXMG	43.572082	65.358123													
<b>Assistant City Manager   020003   EXMG</b>																
U	EXMG	75.386340	113.079509													



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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		
<b>Assistant City Treasurer   020004   EXMG</b>																		
U	EXMG	62.843561	94.265342															
<b>Assistant Civil Engineer   011011   WCOE</b>																		
A	WCOE	32.026247	45.064144	32.026247	33.627559	35.308936	37.074383	38.928102	40.874507	42.918233	45.064144							
B	WCEB	31.893120	45.064144	31.893120	32.690448	33.507710	34.345402	35.204037	36.084138	36.986241	37.910898	38.858671	39.830137	40.825891	41.846538	42.892701	43.965019	45.064144
<b>Assistant Code Enforcement Ofcr   003912   L39A</b>																		
A	OPMT	18.448626	25.959069	18.448626	19.371058	20.339609	21.356591	22.424422	23.545642	24.722925	25.959069							
B	OPMB	18.371940	25.959069	18.371940	18.831238	19.302019	19.784570	20.279184	20.786165	21.305817	21.838462	22.384425	22.944035	23.517636	24.105576	24.708216	25.325922	25.959069
<b>Assistant Cook   009019   TEMP</b>																		
D	DALY	52.240000	63.200000	52.240000	57.460000	63.200000												
<b>Assistant Electrical Engineer   011019   WCOE</b>																		
A	WCOE	32.026247	45.064144	32.026247	33.627559	35.308936	37.074383	38.928102	40.874507	42.918233	45.064144							
B	WCEB	31.893120	45.064144	31.893120	32.690448	33.507710	34.345402	35.204037	36.084138	36.986241	37.910898	38.858671	39.830137	40.825891	41.846538	42.892701	43.965019	45.064144
<b>Assistant Mechanical Engineer   011021   WCOE</b>																		
A	WCOE	32.026247	45.064144	32.026247	33.627559	35.308936	37.074383	38.928102	40.874507	42.918233	45.064144							
B	WCEB	31.893120	45.064144	31.893120	32.690448	33.507710	34.345402	35.204037	36.084138	36.986241	37.910898	38.858671	39.830137	40.825891	41.846538	42.892701	43.965019	45.064144
<b>Assistant Planner   017002   L39A</b>																		
A	PROF	26.069079	36.681814	26.069079	27.372534	28.741161	30.178220	31.687130	33.271487	34.935060	36.681814							
B	PRFB	25.960718	36.681814	25.960718	26.609736	27.274980	27.956853	28.655774	29.372169	30.106473	30.859134	31.630614	32.421379	33.231912	34.062710	34.914279	35.787136	36.681814
<b>Assistant Pool Manager   009119   TEMP</b>																		
A	TEMP	16.210000	18.810000	16.212631	16.617947	17.033396	17.459231	17.895712	18.343104	18.801682								
<b>Assistant to the City Manager   020040   EXMG</b>																		
U	EXMG	61.488667	92.233000															
<b>Assistant WtrCrsConCtrlSpclst   007903   L447</b>																		
A	WATR	28.533246	40.149144	28.533246	29.959909	31.457906	33.030800	34.682339	36.416457	38.237281	40.149144							
B	WTRB	28.414641	40.149144	28.414641	29.125007	29.853132	30.599459	31.364446	32.148558	32.952272	33.776078	34.620481	35.485993	36.373143	37.282470	38.214533	39.169895	40.149144

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Associate Architect   011015   WCOE</b>																
A	WCOE	38.871110	40.814666	42.855399	44.998169	47.248078	49.610482	52.091005	54.695557	57.399110	60.103663	62.808216	65.512769	68.217322	70.921875	73.626428
B	WCEB	38.709532	39.677272	40.645012	41.612752	42.580492	43.548232	44.515972	45.483712	46.451452	47.419192	48.386932	49.354672	50.322412	51.290152	52.257892
<b>Associate Civil Engineer   011012   WCOE</b>																
A	WCOE	38.871110	40.814666	42.855399	44.998169	47.248078	49.610482	52.091005	54.695557	57.399110	60.103663	62.808216	65.512769	68.217322	70.921875	73.626428
B	WCEB	38.709532	39.677272	40.645012	41.612752	42.580492	43.548232	44.515972	45.483712	46.451452	47.419192	48.386932	49.354672	50.322412	51.290152	52.257892
<b>Associate Curator of Art   017023   L39A</b>																
A	PROF	24.402181	25.622290	26.903404	28.248574	29.661003	31.144053	32.701256	34.336318	35.999110	37.699110	39.439110	41.219110	43.039110	44.899110	46.799110
B	PRFB	24.300747	24.908265	25.530972	26.169246	26.823478	27.494064	28.181416	28.885951	29.608100	30.348303	31.107010	31.884686	32.681803	33.498847	34.336318
<b>Associate Electrical Engineer   011020   WCOE</b>																
A	WCOE	38.871110	40.814666	42.855399	44.998169	47.248078	49.610482	52.091005	54.695557	57.399110	60.103663	62.808216	65.512769	68.217322	70.921875	73.626428
B	WCEB	38.709532	39.677272	40.645012	41.612752	42.580492	43.548232	44.515972	45.483712	46.451452	47.419192	48.386932	49.354672	50.322412	51.290152	52.257892
<b>Associate Landscape Architect   011016   WCOE</b>																
A	WCOE	37.697446	39.582317	41.561434	43.639506	45.821479	48.112554	50.518181	53.044091	55.684201	58.428311	61.276421	64.228531	67.284641	70.444751	73.709861
B	WCEB	37.540746	38.479264	39.441246	40.427278	41.437959	42.473908	43.535756	44.624149	45.739754	46.883247	48.055328	49.256712	50.488129	51.750333	53.044091
<b>Associate Mechanical Engineer   011022   WCOE</b>																
A	WCOE	38.871110	40.814666	42.855399	44.998169	47.248078	49.610482	52.091005	54.695557	57.399110	60.103663	62.808216	65.512769	68.217322	70.921875	73.626428
B	WCEB	38.709532	39.677272	40.645012	41.612752	42.580492	43.548232	44.515972	45.483712	46.451452	47.419192	48.386932	49.354672	50.322412	51.290152	52.257892
<b>Associate Planner   017003   L39A</b>																
A	PROF	32.047522	33.649897	35.332392	37.099012	38.953962	40.901658	42.946743	45.094081	47.339166	49.674251	52.104336	54.624421	57.214506	59.899591	62.654676
B	PRFB	31.914308	32.712166	33.529969	34.368219	35.227423	36.108108	37.010811	37.936083	38.884484	39.856596	40.853011	41.874337	42.921195	43.994225	45.094081
<b>Auditor   001934   MGMT</b>																
A	MGTE	29.890897	30.638169	31.404124	32.189227	32.993957	33.818806	34.664276	35.530883	36.419155	37.329634	38.262875	39.219447	40.196018	41.191589	42.206250
U	MCSA	26.146125	26.999110	27.866110	28.746110	29.639110	30.544110	31.461110	32.389110	33.328110	34.278110	35.239110	36.211110	37.194110	38.178110	39.162110
<b>Banking Operations Manager   001837   MGMT</b>																
A	MGTE	41.739020	42.782494	43.852057	44.948359	46.072068	47.223870	48.404466	49.614578	50.854942	52.126316	53.429475	54.765211	56.136518	57.542625	58.993732
<b>Blacksmith Welder   006001   BULT</b>																
A	BLDG	24.779316	26.637764	28.635596	30.783266	33.092012	35.573912	38.241955	41.110102	44.181250	47.352498	50.623746	54.095000	57.666250	61.337500	65.108750



Department of Human Resources

## Salary Schedule/Classification Listing

Effective **9/3/2019**

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
<b>Booking Coordinator   016903   L39A</b>																
A	OFFT	21.305297	22.370561	23.489090	24.663546	25.896723	27.191559	28.551136	29.978693							
B	OFFB	21.216737	21.747155	22.290834	22.848104	23.419307	24.004790	24.604910	25.220032	25.850534	26.496796	27.159216	27.838197	28.534151	29.247504	29.978693
<b>Boutique Operator   016941   L39A</b>																
A	OFFT	15.808434	16.598857	17.428799	18.300240	19.215251	20.176015	21.184815	22.244056							
B	OFFB	15.742723	16.136291	16.539698	16.953191	17.377020	17.811446	18.256731	18.713151	19.180980	19.660504	20.152017	20.655817	21.172212	21.701518	22.244056
<b>Budget Analyst   001919   MGMT</b>																
A	MGTE	37.580499	37.580499	37.580499	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			
<b>Budget Manager   020005   EXMG</b>																
U	EXMG	57.102539	85.653808													
<b>Building Inspector I   016011   L39A</b>																
A	OFFT	28.015581	29.416360	30.887180	32.431538	34.053115	35.755771	37.543558	39.420738							
B	OFFB	27.899128	28.596606	29.311521	30.044310	30.795417	31.565303	32.354436	33.163297	33.992378	34.842187	35.713243	36.606074	37.521224	38.459255	39.420738
<b>Building Inspector II   016012   L39A</b>																
A	OFFT	29.416395	30.887215	32.431574	34.053153	35.755811	37.543601	39.420783	41.391820							
B	OFFB	29.294116	30.026470	30.777132	31.546560	32.335224	33.143604	33.972194	34.821500	35.692036	36.584338	37.498946	38.436419	39.397350	40.382264	41.391820
<b>Building Inspector III   016229   L39A</b>																
A	OFFT	30.887416	32.431787	34.053375	35.756044	37.543848	39.421040	41.392092	43.461696							
B	OFFB	30.759024	31.527999	32.316199	33.124104	33.952208	34.801012	35.671037	36.562813	37.476884	38.413805	39.374151	40.358505	41.367467	42.401653	43.461696
<b>Building Inspector IV   016230   L39A</b>																
A	OFFT	32.431696	34.053280	35.755945	37.543742	39.420928	41.391975	43.461575	45.634653							
B	OFFB	32.296885	33.104307	33.931915	34.780213	35.649717	36.540960	37.454485	38.390847	39.350618	40.334383	41.342744	42.376312	43.435720	44.521612	45.634653
<b>Building Maint Labor Trnee   009120   TEMP</b>																
A	TEMP	12.000000	12.000000													
<b>Building Maintenance Worker   003603   L39A</b>																
A	OPMT	20.341400	21.358470	22.426393	23.547712	24.725099	25.961353	27.259421	28.622392							
B	OPMB	20.256845	20.763267	21.282348	21.814406	22.359767	22.918760	23.491731	24.079024	24.680999	25.298024	25.930475	26.578737	27.243204	27.924284	28.622392





## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Building Monitor   009137   TEMP</b>																
A	TEMP	12.190000	16.340000													
<b>Building Services Manager   001886   MGMT</b>																
A	MGTE	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
<b>Building Technician   016013   L39A</b>																
A	OFFT	23.257567	24.420446	25.641469	26.923542	28.269719	29.683206	31.167365	32.725734							
B	OFFB	23.160891	23.739914	24.333412	24.941747	25.565291	26.204423	26.859534	27.531023	28.219298	28.924780	29.647899	30.389098	31.148824	31.927544	32.725734
<b>Burglary/Robbery Alarm Insp   016014   L39A</b>																
A	OFFT	24.006717	25.207051	26.467405	27.790775	29.180314	30.639329	32.171296	33.779860							
B	OFFB	23.906925	24.504599	25.117214	25.745145	26.388774	27.048494	27.724706	28.417822	29.128268	29.856475	30.602888	31.367959	32.152157	32.955961	33.779860
<b>Business Services Manager   001709   MGMT</b>																
A	MGTE	52.943730	54.267324	55.624007	57.014608	58.439973	59.900973	61.398497	62.933460	64.506796	66.119465	67.772451	69.466764			
<b>Buyer I   016015   L39A</b>																
A	OFFT	20.645887	21.678182	22.762093	23.900196	25.095206	26.349966	27.667464	29.050838							
B	OFFB	20.560069	21.074070	21.600920	22.140944	22.694469	23.261829	23.843376	24.439460	25.050447	25.676708	26.318625	26.976592	27.651006	28.342281	29.050838
<b>Buyer II   016016   L39A</b>																
A	OFFT	24.572679	25.801312	27.091377	28.445946	29.868243	31.361655	32.929739	34.576224							
B	OFFB	24.470534	25.082299	25.709356	26.352091	27.010892	27.686165	28.378320	29.087777	29.814971	30.560344	31.324353	32.107462	32.910149	33.732902	34.576224
<b>Buyer III   016017   L39A</b>																
A	OFFT	28.199924	29.609920	31.090415	32.644936	34.277184	35.991043	37.790594	39.680124							
B	OFFB	28.082704	28.784770	29.504389	30.241999	30.998050	31.773001	32.567325	33.381508	34.216046	35.071448	35.948234	36.846940	37.768113	38.712316	39.680124
<b>Cache Logistics Coordinator   009127   TEMP</b>																
A	TEMP	20.081900	21.086000	22.140400	23.247300	24.409700	25.630200	26.911700	28.257200							
<b>Camp Aide   009045   TEMP</b>																
D	DALY	38.150000	46.160000													
<b>Camp Recreation Leader   009022   TEMP</b>																
D	DALY	43.870000	53.080000	43.870000	48.250000	53.080000										



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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			
<b>Camp Sacramento Supervisor   001912   MGMT</b>																			
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				
<b>Caretaker   009046   TEMP</b>																			
D	DALY	84.680000	124.030000	84.680000	93.140000	102.460000	112.000000	124.032000											
<b>Carpenter   006002   BULT</b>																			
A	BLDG	23.014825	38.182725	23.014825	24.740937	26.596507	28.591246	30.735589	33.040758	35.518815	38.182725								
<b>Cashier   016018   L39A</b>																			
A	OFFT	15.196246	21.382641	15.196246	15.956057	16.753858	17.591551	18.471130	19.394686	20.364419	21.382641								
B	OFFB	15.133077	21.382641	15.133077	15.511404	15.899190	16.296669	16.704085	17.121687	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307	20.861114	21.382641	
<b>Cashier (Community Svcs)   009012   TEMP</b>																			
A	TEMP	12.150000	12.150000	12.155063															
<b>Central Services Assistant I   016232   L39A</b>																			
A	OFFT	15.196246	21.382641	15.196246	15.956057	16.753858	17.591551	18.471130	19.394686	20.364419	21.382641								
B	OFFB	15.133077	21.382641	15.133077	15.511404	15.899190	16.296669	16.704085	17.121687	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307	20.861114	21.382641	
<b>Central Services Assistant II   016233   L39A</b>																			
A	OFFT	16.878225	23.749357	16.878225	17.722134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357								
B	OFFB	16.808065	23.749357	16.808065	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	20.478995	20.990970	21.515744	22.053639	22.604979	23.170104	23.749357	
<b>Central Services Assistant III   016234   L39A</b>																			
A	OFFT	17.895273	25.180447	17.895273	18.790038	19.729539	20.716015	21.751817	22.839408	23.981379	25.180447								
B	OFFB	17.820887	25.180447	17.820887	18.266410	18.723070	19.191147	19.670924	20.162698	20.666765	21.183434	21.713019	22.255845	22.812243	23.382548	23.967110	24.566289	25.180447	
<b>Central Services Supervisor   015012   L39C</b>																			
A	SUPV	28.199924	39.680124	28.199924	29.609920	31.090415	32.644936	34.277184	35.991043	37.790594	39.680124								
B	SUPB	28.082704	39.680124	28.082704	28.784770	29.504389	30.241999	30.998050	31.773001	32.567325	33.381508	34.216046	35.071448	35.948234	36.846940	37.768113	38.712316	39.680124	
<b>Central Stores Supervisor   015013   L39C</b>																			
A	SUPV	19.826695	27.898151	19.826695	20.818030	21.858930	22.951878	24.099472	25.304445	26.569666	27.898151								
B	SUPB	19.744280	27.898151	19.744280	20.237887	20.743835	21.262430	21.793991	22.338840	22.897312	23.469744	24.056488	24.657901	25.274347	25.906206	26.553861	27.217709	27.898151	
<b>Chief Animal Control Officer   001827   MGMT</b>																			
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				



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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		
<b>Chief Building Inspector   001711   MGMT</b>																		
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			
<b>Chief Building Official   001712   MGMT</b>																		
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			
<b>Chief Information Officer   020030   EXMG</b>																		
U	EXMG	71.341938	107.012907															
<b>Chief Investment Officer   001714   MGMT</b>																		
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			
<b>Chief Museum Attendant   015014   L39C</b>																		
A	SUPV	12.570557	17.688034	12.570557	13.199083	13.859038	14.551989	15.279590	16.043569	16.845747	17.688034							
B	SUPB	12.518304	17.688034	12.518304	12.831260	13.152042	13.480843	13.817864	14.163310	14.517393	14.880329	15.252337	15.633646	16.024486	16.425098	16.835725	17.256618	17.688034
<b>Chief of Staff to the Mayor   021006   MCSU</b>																		
U	MCSA	41.015769	61.523653															
<b>Child Care Assistant   016950   L39A</b>																		
A	OFFT	12.698909	15.435609	12.698913	13.333859	14.000553	14.700579	15.435609										
B	OFFB	12.058274	15.435609	12.058273	12.359730	12.668723	12.985440	13.310077	13.642829	13.983900	14.333498	14.691835	15.059131	15.435609				
<b>City Attorney   020006   EXMG</b>																		
U	COFF	85.721241	128.581862															
<b>City Auditor   020007   EXMG</b>																		
U	EXMG	56.410255	88.423077															
<b>City Clerk   020008   EXMG</b>																		
U	COFF	77.176878	115.764802															
<b>City Council   021002  </b>																		
U	MCNL	44.189904	44.189904															
<b>City Housing Manager   001933   MGMT</b>																		
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			



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>City Manager   020009   EXMG</b>																
U COFF	96.470840	148.084150														
<b>City Treasurer   020010   EXMG</b>																
U COFF	77.176878	115.764802														
<b>Claims Collector   016104   L39A</b>																
A OFFT	18.527159	19.453518	20.426194	21.447502	22.519878	23.645871	24.828166	26.069574								
B OFTB	18.450147	18.911400	19.384185	19.868790	20.365510	20.874648	21.396512	21.931424	22.479712	23.041704	23.617746	24.208190	24.813395	25.433731	26.069574	
<b>Clerical Assistant   009003   TEMP</b>																
A TEMP	12.150000	14.071004	12.762816	13.400956	14.071004											
<b>Code Enforcement Manager   001861   MGMT</b>																
A MGT	50.109733	51.362477	52.646538	53.962702	55.311770	56.694564	58.111928	59.564726	61.053844	62.580190	64.144697	65.748313				
<b>Code Enforcement Officer   016114   L39A</b>																
A OFFT	24.057726	25.260612	26.523643	27.849824	29.242315	30.704431	32.239653	33.851636								
B OFTB	23.957723	24.556665	25.170583	25.799848	26.444843	27.105966	27.783614	28.478205	29.190160	29.919913	30.667911	31.434609	32.220474	33.025985	33.851636	
<b>Code&amp;Housing Enforcement Chief   001917   MGMT</b>																
A MGT	55.120707	56.498725	57.911193	59.358973	60.842947	62.364020	63.923122	65.521200	67.159229	68.838210	70.559166	72.323144				
<b>Communications Assistant   016922   L39A</b>																
A OFFT	22.328775	23.445214	24.617474	25.848347	27.140766	28.497802	29.926695	31.418827								
B OFTB	22.235960	22.791859	23.361655	23.945696	24.544339	25.157946	25.786895	26.431568	27.092357	27.769665	28.463907	29.175504	29.904892	30.652515	31.418827	
<b>Community Center Attendant I   003656   L39A</b>																
A OPMT	16.878225	17.722134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357								
B OPMB	16.808065	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	20.478995	20.990970	21.515744	22.053639	22.604979	23.170104	23.749357	
<b>Community Center Attendant II   003657   L39A</b>																
A OPMT	18.990525	19.940051	20.937054	21.983907	23.083103	24.237257	25.449119	26.721576								
B OPMB	18.911586	19.384377	19.868985	20.365710	20.874853	21.396724	21.931642	22.479934	23.041931	23.617981	24.208430	24.813641	25.433981	26.069831	26.721576	
<b>Community Service Officer I   002037   SPOA</b>																
A POAM	24.250000	24.250000	24.250000	24.257844												



# Salary Schedule/Classification Listing

Department of Human Resources

Effective **9/3/2019**

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		
<b>Community Service Officer II   002038   SPOA</b>																		
A	POAM	24,240,000	29,490,000	24,257,844	25,470,736	26,744,274	28,081,487	29,485,561										
<b>Community Service Officer III   002036   SPOA</b>																		
A	POAM	24,240,000	29,490,000	24,257,844	25,470,736	26,744,274	28,081,487	29,485,561										
<b>Community Service Rep I   016023   L39A</b>																		
A	OFFT	17,525,768	24,660,513	17,525,768	18,402,056	19,322,158	20,288,265	21,302,679	22,367,813	23,486,203	24,660,513							
B	OFFB	17,452,916	24,660,513	17,452,916	17,889,239	18,336,470	18,794,882	19,264,753	19,746,372	20,240,032	20,746,033	21,264,684	21,796,301	22,341,209	22,899,738	23,472,233	24,059,037	24,660,513
<b>Community Service Rep II   016125   L39A</b>																		
A	OFFT	19,419,529	27,325,228	19,419,529	20,390,505	21,410,031	22,480,532	23,604,558	24,784,786	26,024,026	27,325,228							
B	OFFB	19,338,807	27,325,228	19,338,807	19,822,276	20,317,834	20,825,780	21,346,424	21,880,085	22,427,087	22,987,763	23,562,457	24,151,518	24,755,306	25,374,190	26,008,545	26,658,759	27,325,228
<b>Computer Operations Supervisor   015017   L39C</b>																		
A	SUPV	29,658,009	41,731,793	29,658,009	31,140,909	32,697,953	34,332,851	36,049,492	37,851,968	39,744,565	41,731,793							
B	SUPB	29,534,726	41,731,793	29,534,726	30,273,094	31,029,921	31,805,670	32,600,811	33,415,831	34,251,227	35,107,506	35,985,195	36,884,825	37,806,947	38,752,119	39,720,923	40,713,946	41,731,793
<b>Computer Operator I   016024   L39A</b>																		
A	OFFT	22,328,775	31,418,827	22,328,775	23,445,214	24,617,474	25,848,347	27,140,766	28,497,802	29,922,695	31,418,827							
B	OFFB	22,235,960	31,418,827	22,235,960	22,791,859	23,361,655	23,945,696	24,544,339	25,157,946	25,786,695	26,431,568	27,092,357	27,769,665	28,463,907	29,175,504	29,904,892	30,652,515	31,418,827
<b>Computer Operator II   016231   L39A</b>																		
A	OFFT	23,445,205	32,989,759	23,445,205	24,617,465	25,848,339	27,140,756	28,497,793	29,922,683	31,418,817	32,989,759							
B	OFFB	23,347,750	32,989,759	23,347,750	23,931,443	24,529,729	25,142,971	25,771,546	26,415,835	27,076,230	27,753,136	28,446,965	29,158,138	29,887,091	30,634,269	31,400,128	32,185,130	32,989,759
<b>Concrete Construction Leadwrkr   015104   L39C</b>																		
A	SUPV	27,772,981	39,079,371	27,772,981	29,161,629	30,619,710	32,150,695	33,758,232	35,446,141	37,218,449	39,079,371							
B	SUPB	27,657,534	39,079,371	27,657,534	28,348,972	29,057,698	29,784,140	30,528,744	31,291,963	32,074,260	32,876,116	33,698,018	34,540,470	35,403,983	36,289,082	37,196,308	38,126,216	39,079,371
<b>Construction Inspector I   016025   L39A</b>																		
A	OFFT	24,680,959	34,728,587	24,680,959	25,915,006	27,210,757	28,571,294	29,999,861	31,499,851	33,074,845	34,728,587							
B	OFFB	24,578,367	34,728,587	24,578,367	25,192,825	25,822,646	26,468,212	27,129,916	27,808,164	28,503,370	29,215,955	29,946,632	30,695,011	31,462,386	32,248,946	33,055,170	33,881,548	34,728,587
<b>Construction Inspector II   016026   L39A</b>																		
A	OFFT	27,743,643	39,038,093	27,743,643	29,130,826	30,587,367	32,116,735	33,722,572	35,408,701	37,179,136	39,038,093							
B	OFFB	27,628,320	39,038,093	27,628,320	28,319,029	29,027,003	29,752,678	30,496,496	31,258,908	32,040,381	32,841,190	33,662,245	34,503,987	35,366,585	36,250,749	37,157,018	38,085,944	39,038,093



## Salary Schedule/Classification Listing

Department of Human Resources

Effective **9/3/2019**

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
<b>Construction Inspector III   016027   L39A</b>																
A	OFFT	29.130776	30.587315	32.116680	33.722516	35.408642	37.179072	39.038028	40.989927							
B	OFFB	29.009687	29.734929	30.478302	31.240260	32.021266	32.821798	33.642343	34.483401	35.345486	36.229123	37.134851	38.063224	39.014803	39.990174	40.989927
<b>Contract and Compliance Spclst   001280   MGMT</b>																
A	MGTE	36.642091	37.558143	38.497095	39.459525	40.446012	41.457162	42.493591	43.555931	44.644828	45.760950	46.904974	48.077599			
<b>Convention Center General Mgr   001723   MGMT</b>																
A	MGTE	61.185088	62.714715	64.282581	65.889646	67.536888	69.225311	70.955943	72.729842	74.548088	76.411791	78.322085	80.280137			
<b>Council Representative   021015   MCSU</b>																
U	MCSA	18.360000	27.540000													
<b>Council/Clerk Operations Mngrr   021007   MCSU</b>																
U	MCSA	41.589353	62.384029													
<b>Crew Leader (Landscp&amp;Learning)   009138   TEMP</b>																
A	TEMP	13.644865	19.279837													
<b>Cultural Facilities Attendant   003909   L39A</b>																
A	OPMT	17.895273	18.790038	19.729539	20.716015	21.751817	22.839408	23.981379	25.180447							
B	OPMB	17.820887	18.266410	18.723070	19.191147	19.670924	20.162698	20.666765	21.183434	21.713019	22.255845	22.812243	23.382548	23.967110	24.566289	25.180447
<b>Cultural Svcs&amp;Creative EconMgr   001921   MGMT</b>																
A	MGTE	61.185088	62.714715	64.282581	65.889646	67.536888	69.225311	70.955943	72.729842	74.548088	76.411791	78.322085	80.280137			
<b>Curator of Art   001727   MGMT</b>																
A	MGTE	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			
<b>Curator of Education   001728   MGMT</b>																
A	MGTE	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			
<b>Curator of Historical Exhibtns   015088   L39C</b>																
A	SUPV	24.473874	25.697567	26.982446	28.331568	29.748146	31.235552	32.797331	34.437197							
B	SUPB	24.372142	24.981446	25.605982	26.246132	26.902284	27.574841	28.264212	28.970817	29.695088	30.437465	31.198402	31.978363	32.777820	33.597265	34.437197
<b>Curator of History   001899   MGMT</b>																
A	MGTE	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Custodial Supervisor   015018   L39C</b>																
A SUPV	19.060571	20.013599	21.014280	22.064993	23.168241	24.326654	25.542987	26.820136								
B SUPB	18.981340	19.455874	19.942270	20.440827	20.951848	21.475644	22.012535	22.562849	23.126920	23.705093	24.297721	24.905163	25.527792	26.165988	26.820136	
<b>Custodian I   003606   L39A</b>																
A OPMT	15.196246	15.956057	16.753858	17.591551	18.471130	19.394686	20.364419	21.382641								
B OPMB	15.133077	15.511404	15.899190	16.296669	16.704085	17.121687	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307	20.861114	21.382641	
<b>Custodian II   003922   L39A</b>																
A OPMT	15.955858	16.753651	17.591334	18.470902	19.394446	20.364168	21.382376	22.451495								
B OPMB	15.889535	16.286772	16.693940	17.111289	17.539072	17.977549	18.426986	18.887661	19.359854	19.843850	20.339946	20.848445	21.369656	21.903897	22.451495	
<b>Customer Service Assistant   016971   L39A</b>																
A OFFT	17.522223	18.398336	19.318250	20.284165	21.298372	22.363291	23.481455	24.655528								
B OFFB	17.449388	17.885622	18.332763	18.791083	19.260859	19.742381	20.235940	20.741839	21.260384	21.791893	22.336690	22.895109	23.467487	24.054173	24.655528	
<b>Customer Service Rep   016972   L39A</b>																
A OFFT	18.412534	19.333160	20.299817	21.314809	22.380548	23.499577	24.674556	25.908284								
B OFFB	18.335995	18.794397	19.264258	19.745864	20.239509	20.745497	21.264135	21.795738	22.340633	22.899147	23.471626	24.058417	24.659877	25.276374	25.908284	
<b>Customer Service Specialist   016973   L39A</b>																
A OFFT	20.815974	21.856771	22.949610	24.097090	25.301946	26.567043	27.895397	29.290164								
B OFFB	20.729446	21.247682	21.778874	22.323347	22.881431	23.453466	24.039803	24.640798	25.256818	25.888239	26.535444	27.198830	27.878801	28.575771	29.290164	
<b>Customer Service Supervisor   015098   L39C</b>																
A SUPV	23.724726	24.910960	26.156510	27.464335	28.837552	30.279428	31.793400	33.383070								
B SUPB	23.626106	24.216759	24.822179	25.442734	26.078801	26.730771	27.399041	28.084017	28.786118	29.505770	30.243414	30.999500	31.774487	32.568849	33.383070	
<b>Customer Service Trainee   016914   L39A</b>																
A OFFT	15.847495	16.639870	17.471864	18.345458	19.262730	20.225867	21.237160	22.299018								
B OFFB	15.781622	16.176162	16.580566	16.995080	17.419958	17.855457	18.301843	18.759388	19.228373	19.709083	20.201809	20.706855	21.224527	21.755139	22.299018	
<b>Data Entry Technician   016126   L39A</b>																
A OFFT	15.651864	16.434457	17.256180	18.118990	19.024938	19.976186	20.974996	22.023745								
B OFFB	15.586803	15.976474	16.375885	16.785282	17.204914	17.635037	18.075914	18.527811	18.991007	19.465782	19.952426	20.451237	20.962518	21.486581	22.023745	
<b>Debt Analyst   001729   MGMT</b>																
A MGTE	38.130235	39.083491	40.060580	41.062094	42.088644	43.140861	44.219383	45.324867	46.457988	47.619439	48.809926	50.030173				



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Department Systems Spclst I   016217   L39A</b>																
A	OFFT	27.942983	29.340133	30.807139	32.347497	33.964871	35.663113	37.446269	39.318582	33.904290	34.751898	35.620695	36.511213	37.423994	38.359592	39.318582
B	OFFB	27.826830	28.522501	29.235563	29.966453	30.715614	31.483504	32.270592	33.077357	33.904290	34.751898	35.620695	36.511213	37.423994	38.359592	39.318582
<b>Department Systems Spclst II   016218   L39A</b>																
A	OFFT	30.740570	32.277597	33.891478	35.586052	37.365354	39.233621	41.195301	43.255068	37.298709	38.231177	39.186956	40.166630	41.170796	42.200065	43.255068
B	OFFB	30.612788	31.378107	32.162558	32.966623	33.790790	34.635559	35.501448	36.388985	37.298709	38.231177	39.186956	40.166630	41.170796	42.200065	43.255068
<b>Deputy Chief Building Official   001900   MGMT</b>																
A	MGTE	51.082009	52.359059	53.668035	55.009737	56.384980	57.794604	59.239470	60.720455	62.238466	63.794429	65.389290	67.024022			
<b>Deputy City Attorney I   001730   MGMT</b>																
A	MGTE	46.230031	47.385783	48.570426	49.784686	51.029305	52.305035	53.612661	54.952978	56.326803	57.734974	59.178348	60.657807			
<b>Deputy City Attorney II   001731   MGMT</b>																
A	MGTE	49.928352	51.176560	52.455975	53.767374	55.111557	56.489347	57.901581	59.349119	60.832848	62.353669	63.912511	65.510325			
<b>Deputy City Clerk   010705   CONF</b>																
A	CONF	26.776482	27.445893	28.132041	28.835342	29.556225	30.295132	31.052508	31.828821	32.624543	33.440157	34.276162	35.133063			
<b>Deputy Convntn Ctr General Mgr   001889   MGMT</b>																
A	MGTE	52.007324	53.307508	54.640196	56.006200	57.406355	58.841515	60.312552	61.820366	63.365877	64.950022	66.573773	68.238116			
<b>Deputy Fire Chief   020025   EXIMG</b>																
U	FM40	64.893657	97.340485													
<b>Deputy Police Chief   020011   EXIMG</b>																
U	PEXM	70.824936	106.237403													
<b>Development Services Tech I   016004   L39A</b>																
A	OFFT	23.257567	24.420446	25.641469	26.923542	28.269719	29.683206	31.167365	32.725734	28.219298	28.924780	29.647899	30.389098	31.148824	31.927544	32.725734
B	OFFB	23.160891	23.739914	24.333412	24.941747	25.565291	26.204423	26.859534	27.531023	28.219298	28.924780	29.647899	30.389098	31.148824	31.927544	32.725734
<b>Development Services Tech II   016005   L39A</b>																
A	OFFT	24.420393	25.641412	26.923483	28.269657	29.683140	31.167295	32.725661	34.361945	29.630197	30.370953	31.130227	31.908480	32.706194	33.523848	34.361945
B	OFFB	24.318884	24.926855	25.550026	26.188776	26.843496	27.514584	28.202448	28.907509	29.630197	30.370953	31.130227	31.908480	32.706194	33.523848	34.361945





## Salary Schedule/Classification Listing

Department of Human Resources    **Effective 9/3/2019**

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		
<b>Development Services Tech III   016006   L39A</b>																		
A	OFFT	25.641398	36.080018	25.641398	26.923465	28.269639	29.683120	31.167277	32.725641	34.361922	36.080018							
B	OFFB	25.534811	36.080018	25.534811	26.173181	26.827511	27.498198	28.185653	28.890293	29.612551	30.352864	31.111686	31.889480	32.686717	33.503883	34.341480	35.200018	36.080018
<b>Director of Community Developmt   020012   EXMG</b>																		
U	EXMG	69.045340	103.568009															
<b>Director of Convntion&amp;Culture   020013   EXMG</b>																		
U	EXMG	67.990500	101.985750															
<b>Director of Economic Developmt   020014   EXMG</b>																		
U	EXMG	67.691512	101.537268															
<b>Director of Emergency Mgmt   020043   EXMG</b>																		
U	EXMG	57.102327	85.653490															
<b>Director of Finance   020015   EXMG</b>																		
U	EXMG	71.341938	107.012907															
<b>Director of Govt'l Affairs   020017   EXMG</b>																		
U	EXMG	55.111640	82.667460															
<b>Director of Human Resources   020018   EXMG</b>																		
U	EXMG	67.990500	101.985750															
<b>Director of Parks &amp; Recreation   020019   EXMG</b>																		
U	EXMG	69.045340	103.568009															
<b>Director of Public Works   020021   EXMG</b>																		
U	EXMG	74.812191	112.218287															
<b>Director of PubSafety Acctblty   020020   EXMG</b>																		
U	EXMG	60.127692	90.191539															
<b>Director of Utilities   020022   EXMG</b>																		
U	EXMG	74.812191	112.218287															



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Dispatcher I   002049   SPOA</b>																
A POAM	23.805195	28.935362	23.805195	24.995454	26.245226	27.557488	28.935362									
<b>Dispatcher II   002050   SPOA</b>																
A POAM	29.108426	35.381474	29.108426	30.563848	32.092041	33.696642	35.381474									
<b>Dispatcher III   002051   SPOA</b>																
A POAM	34.056860	41.396326	34.056860	35.759703	37.547687	39.425072	41.396326									
<b>Dispatcher Recruit   009113   TEMP</b>																
A TEMP	18.618800	18.618800	18.618800													
<b>Diversity and Equity Manager   001923   MGMT</b>																
A MGT	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		
<b>Drainage Supervisor   015020   L39C</b>																
A SUPV	23.309978	32.799480	23.309978	24.475476	25.699250	26.984213	28.333423	29.750095	31.237599	32.799480						
B SUPB	23.213084	32.799480	23.213084	23.793410	24.388246	24.997953	25.622901	26.263473	26.920060	27.593061	28.282888	28.989961	29.714710	30.457576	31.219016	31.999493
<b>Economic Development Manager   001745   MGMT</b>																
A MGT	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		
<b>Elder Care Assistant   016201   L39A</b>																
A OFFT	12.094202	15.435609	12.094202	12.698913	13.333859	14.000553	14.700579	15.435609								
B OFFB	12.050000	15.435609	12.058273	12.359730	12.668723	12.985440	13.310077	13.642829	13.983900	14.333498	14.691835	15.059131	15.435609			
<b>Electrical Constructn Insp I   016039   L39A</b>																
A OFFT	23.485666	33.046690	23.485666	24.659950	25.892947	27.187595	28.546975	29.974322	31.473038	33.046690						
B OFFB	23.388042	33.046690	23.388042	23.972743	24.572060	25.186362	25.816023	26.461422	27.122958	27.801032	28.496058	29.208460	29.938671	30.687138	31.454316	32.240674
<b>Electrical Constructn Insp II   016040   L39A</b>																
A OFFT	25.839994	36.359465	25.839994	27.131992	28.488592	29.913021	31.408673	32.979107	34.628063	36.359465						
B OFFB	25.732583	36.359465	25.732583	26.375897	27.035294	27.711176	28.403955	29.114055	29.841906	30.587954	31.352653	32.136470	32.939880	33.763378	34.607463	35.472649
<b>Electrical Constructn Insp III   016041   L39A</b>																
A OFFT	27.478545	38.665073	27.478545	28.852473	30.295095	31.809850	33.400344	35.070360	36.823878	38.665073						
B OFFB	27.364323	38.665073	27.364323	28.048431	28.749642	29.468382	30.205092	30.960219	31.734226	32.527581	33.340771	34.174290	35.028647	35.904364	36.801973	37.722023



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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	
<b>Electrical Design Technician   006268   BULT</b>																	
A BLDG	28.315704	46.977144	28.315704	30.439382	32.722335	35.176511	37.814750	40.650855	43.699669	46.977144							
<b>Electrician   006004   BULT</b>																	
A BLDG	26.066595	43.245762	26.066595	28.021589	30.123208	32.382449	34.811133	37.421968	40.228615	43.245762							
<b>Electrician Lineworker   006007   BULT</b>																	
A BLDG	25.299985	41.973919	25.299985	27.197484	29.237295	31.430092	33.787349	36.321400	39.045505	41.973919							
<b>Electrician Supervisor   006006   BULT</b>																	
A BLDG	30.244967	50.177885	30.244967	32.513339	34.951839	37.573227	40.391220	43.420561	46.677102	50.177885							
<b>Electronic Maint Tech I   003615   L39A</b>																	
A OPMT	26.961861	37.938048	26.961861	28.309954	29.725453	31.211727	32.772311	34.410928	36.131473	37.938048							
B OPMB	26.849787	37.938048	26.849787	27.521032	28.209059	28.914286	29.637142	30.378071	31.137522	31.915960	32.713859	33.531706	34.370000	35.229250	36.109979	37.012729	37.938048
<b>Electronic Maint Tech II   003616   L39A</b>																	
A OPMT	28.310018	39.835036	28.310018	29.725518	31.211794	32.772383	34.411003	36.131553	37.938130	39.835036							
B OPMB	28.192339	39.835036	28.192339	28.897148	29.619577	30.360065	31.119067	31.897044	32.694470	33.511832	34.349627	35.208368	36.088578	36.990792	37.915561	38.863450	39.835036
<b>Electronic Maint Tech Trnee   003614   L39A</b>																	
A OPMT	24.510792	34.489145	24.510792	25.736332	27.023148	28.374304	29.793021	31.282672	32.846804	34.489145							
B OPMB	24.408906	34.489145	24.408906	25.019128	25.644606	26.285722	26.942864	27.616437	28.306847	29.014517	29.739880	30.483378	31.245463	32.026600	32.827264	33.647947	34.489145
<b>Emergency Communications Mgr   001746   MGMT</b>																	
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			
<b>EMS Coordinator   001913   MGMT</b>																	
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			
<b>Enforcement &amp; Collections Supv   015044   L39C</b>																	
A SUPV	24.199300	34.050844	24.199300	25.409262	26.679727	28.013714	29.414399	30.885119	32.429374	34.050844							
B SUPB	24.098707	34.050844	24.098707	24.701175	25.318704	25.951672	26.600464	27.265475	27.947112	28.645790	29.361935	30.095983	30.848383	31.619593	32.410083	33.220334	34.050844
<b>Engineering Aide I   003608   L39A</b>																	
A OPMT	18.692713	26.302523	18.692713	19.627348	20.608715	21.639151	22.721108	23.857164	25.050021	26.302523							
B OPMB	18.615011	26.302523	18.615011	19.080385	19.557396	20.046331	20.547490	21.061176	21.587705	22.127399	22.680583	23.247598	23.828788	24.424507	25.035120	25.660997	26.302523



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Engineering Aide II   003609   L39A</b>																
A	OPMT	21.139827	22.196819	23.306659	24.471992	25.695591	26.980373	28.329391	29.745859	25.024157	26.948281	27.621987	28.312538	29.020352	29.745859	
B	OPMB	21.051954	21.578253	22.117711	22.670653	23.237418	23.818354	24.413811	25.024157	25.649762	26.291006	26.948281	27.621987	28.312538	29.020352	29.745859
<b>Engineering Manager   001884   MGMT</b>																
A	MGTE	64.938966	66.562439	68.226502	69.932163	71.680468	73.472478	75.309292	77.192024	79.121826	81.099870	83.127368	85.205551			
<b>Engineering Technician I   016930   L39A</b>																
A	OFFT	22.197009	23.306858	24.472201	25.695812	26.980602	28.329633	29.746113	31.233419	26.275590	26.932480	27.605791	28.295936	29.003335	29.728417	30.471630
B	OFFB	22.104740	22.657359	23.223794	23.804389	24.399498	25.009485	25.634722	26.275590	26.932480	27.605791	28.295936	29.003335	29.728417	30.471630	31.233419
<b>Engineering Technician II   016931   L39A</b>																
A	OFFT	23.306847	24.472189	25.695797	26.980587	28.329617	29.746099	31.233403	32.795073	27.589355	28.279089	28.986066	29.710718	30.453485	31.214822	31.995193
B	OFFB	23.209964	23.790214	24.384969	24.994594	25.619459	26.259946	26.916443	27.589355	28.279089	28.986066	29.710718	30.453485	31.214822	31.995193	32.795073
<b>Engineering Technician III   016939   L39A</b>																
A	OFFT	25.637688	26.919572	28.265549	29.678828	31.162770	32.720908	34.356953	36.074801	28.886115	29.608268	30.348476	31.107188	31.884866	32.681988	33.499038
B	OFFB	25.531118	26.169396	26.823631	27.494220	28.181578	28.886115	29.608268	30.348476	31.107188	31.884866	32.681988	33.499038	34.336515	35.194929	36.074801
<b>Envntl Health &amp; Safety Officer   001809   MGMT</b>																
A	MGTE	46.038026	47.188978	48.368702	49.577921	50.817367	52.087802	53.389997	54.724747	56.092866	57.495187	58.932568	60.405882			
<b>Envntl Health &amp; Safety Spclst   001810   MGMT</b>																
A	MGTE	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
<b>Equal Employment Manager   001139   MGMT</b>																
A	MGTE	48.575857	49.790253	51.035010	52.310885	53.618658	54.959123	56.333102	57.741429	59.184965	60.664589	62.181205	63.735734			
<b>Equal Employment Specialist   001748   MGMT</b>																
A	MGTE	37.758576	38.702539	39.670104	40.661856	41.678403	42.720363	43.788372	44.883081	46.005157	47.155288	48.334169	49.542525			
<b>Equipment Body Mechanic I   012057   IAMA</b>																
A	IAMA	23.380173	24.549180	25.776640	27.065472	28.418746	29.839683	31.331667	32.898250							
<b>Equipment Body Mechanic II   012002   IAMA</b>																
A	IAMA	25.586796	26.866135	28.209441	29.619914	31.100908	32.655954	34.288752	36.003190							



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Equipment Body Mechanic III   012058   IAAMA</b>																
A	IAAMA	27.027506	28.378882	29.797825	31.287717	32.852102	34.494707	36.219443	38.030414							
<b>Equipment Maint Supv   015053   L39C</b>																
A	SUPV	29.510253	30.985768	32.535055	34.161807	35.869898	37.663393	39.546564	41.523891							
B	SUPB	29.387586	30.122276	30.875335	31.647217	32.438397	33.249356	34.080590	34.932606	35.805921	36.701069	37.618596	38.559060	39.523037	40.511114	41.523891
<b>Equipment Mechanic I   012009   IAAMA</b>																
A	IAAMA	23.380173	24.549180	25.776640	27.065472	28.418746	29.839683	31.331667	32.898250							
<b>Equipment Mechanic II   012003   IAAMA</b>																
A	IAAMA	25.586796	26.866135	28.209441	29.619914	31.100908	32.655954	34.288752	36.003190							
<b>Equipment Mechanic III   012004   IAAMA</b>																
A	IAAMA	27.027506	28.378882	29.797825	31.287717	32.852102	34.494707	36.219443	38.030414							
<b>Equipment Serviceworker   012006   IAAMA</b>																
A	IAAMA	17.444934	18.317179	19.233038	20.194690	21.204425	22.264646	23.377879	24.546772							
<b>Ethics Program Compliance Ofc   001930   MGMT</b>																
A	MGTE	47.545662	48.734304	49.952661	51.201478	52.481515	53.793553	55.138391	56.516852	57.929773	59.378017	60.862467	62.384030			
<b>Events Associate   009093   TEMP</b>																
A	TEMP	12.000000	12.000000													
<b>Events Coordinator   016043   L39A</b>																
A	OFFT	21.167022	22.225373	23.336640	24.503472	25.728646	27.015078	28.365833	29.784123							
B	OFFB	21.079035	21.606011	22.146161	22.699815	23.267311	23.848993	24.445218	25.056349	25.682759	26.324825	26.982947	27.657519	28.348958	29.057682	29.784123
<b>Events Duty Person   009067   TEMP</b>																
A	TEMP	15.655100	16.437900	17.259800	18.122800	19.029000	19.980500	20.979500	22.028400							
<b>Events Services Manager   001749   MGMT</b>																
A	MGTE	42.341341	43.399873	44.484871	45.596991	46.736918	47.905340	49.102974	50.330548	51.588812	52.878532	54.200496	55.555507			
<b>Events Services Supervisor   001750   MGMT</b>																
A	MGTE	35.990139	36.889892	37.812139	38.757443	39.726379	40.719538	41.737525	42.780965	43.850488	44.946752	46.070420	47.222181			



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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		
<b>Executive Assistant (CMO)   020031   EMSU</b>																		
U	EXMB	24.641029	36.961544															
<b>Executive Assistant (MC)   021009   EMSU</b>																		
U	MCSB	24.157874	36.236812															
<b>Executive Director SAC CCOMWP   020023   EXMG</b>																		
U	EXMG	57.648563	86.472844															
<b>Exhibits Coordinator   016044   L39A</b>																		
A	OFFT	18.611955	26.188889	18.611955	19.542553	20.519681	21.545664	22.622948	23.754095	24.941799	26.188889							
B	OFFB	18.534589	26.188889	18.534589	18.997954	19.472903	19.959726	20.458719	20.970186	21.494441	22.031802	23.725841	24.318986	24.926961	25.550134	26.188889		
<b>Facilities &amp; Real Prop Supt   001751   MGMT</b>																		
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			
<b>Facilities Manager   001880   MGMT</b>																		
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			
<b>Facility Drawings Technician   016916   L39A</b>																		
A	OFFT	23.257567	32.725734	23.257567	24.420446	25.641469	26.923542	28.269719	29.683206	31.167365	32.725734							
B	OFFB	23.160891	32.725734	23.160891	23.739914	24.333412	24.941747	25.565291	26.204423	26.859534	27.531023	28.219298	28.924780	29.647899	30.389098	31.148824	31.927544	32.725734
<b>Financial Services Manager   001925   MGMT</b>																		
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			
<b>Financial Services Supervisor   015092   L39C</b>																		
A	SUPV	22.582089	31.775266	22.582089	23.711194	24.896754	26.141591	27.448670	28.821104	30.262159	31.775266							
B	SUPB	22.488222	31.775266	22.488222	23.050426	23.626686	24.217355	24.822788	25.443357	26.079442	26.731429	27.399713	28.084706	28.786825	29.506495	30.244157	31.000260	31.775266
<b>Fingerprint Clerk   016974   L39A</b>																		
A	OFFT	19.744373	27.782313	19.744373	20.731592	21.768169	22.856578	23.999407	25.199377	26.459346	27.782313							
B	OFFB	19.662298	27.782313	19.662298	20.153857	20.657702	21.174144	21.703499	22.246086	22.802238	23.372294	23.956601	24.555516	25.169404	25.798640	26.443606	27.104696	27.782313
<b>Fire Assistant Chief   001753   MGMT</b>																		
A	FM40	69.179641	90.769691	69.179641	70.909137	72.681865	74.498913	76.361385	78.270419	80.227178	82.232859	84.288680	86.395898	88.555795	90.769689			
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			



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Fire Battalion Chief   005170   L522</b>																
A FR56	38.366361   46.634552	38.366361	40.284680	42.298913	44.413859	46.634552										
<b>Fire Battalion Chief (Admin)   FA7   L522</b>																
A FR40	53.712906   65.288373	53.712906	56.398551	59.218479	62.179403	65.288373										
<b>Fire Captain   005020   L522</b>																
A FR56	30.625609   37.225619	30.625609	32.156889	33.764734	35.452970	37.225619										
<b>Fire Captain (Admin)   FA5   L522</b>																
A FR40	43.484159   52.855267	43.484159	45.658367	47.941285	50.338349	52.855267										
<b>Fire Captain (Paramedic)   005150   L522</b>																
A FR56	31.850633   38.714644	31.850633	33.443165	35.115323	36.871089	38.714644										
<b>Fire Captain (Paramedic-Admin)   FA6   L522</b>																
A FR40	45.184466   54.922001	45.184466	47.443689	49.815874	52.306668	54.922001										
<b>Fire Chief   020024   EXMG</b>																
U FM40	77.196448   115.794672	77.196448	115.794672													
<b>Fire Engineer   005050   L522</b>																
A FR56	27.089220   32.927116	27.089220	28.443681	29.865866	31.359159	32.927116										
<b>Fire Engineer (Admin)   FA3   L522</b>																
A FR40	38.490433   46.785362	38.490433	40.414955	42.435703	44.557488	46.785362										
<b>Fire Engineer (PAR)   005141   L522</b>																
A FR56	28.172789   34.244202	28.172789	29.581429	31.060500	32.613525	34.244202										
<b>Fire Engineer (Paramedic-Admin)   FA4   L522</b>																
A FR40	39.963827   48.576281	39.963827	41.962018	44.060119	46.263125	48.576281										
<b>Fire Investigator I   005067   L522</b>																
A FR40	36.844173   44.784323	36.844173	38.686382	40.620701	42.651737	44.784323										
<b>Fire Investigator II   005068   L522</b>																
A FR40	41.631502   50.603351	41.631502	43.713078	45.898731	48.193668	50.603351										



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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	
<b>Fire Marshal   001926   MGMT</b>																	
A	FM40	69.179641	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		
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		
<b>Fire Prevention Officer I   005065   L522</b>																	
A	FR40	31.307400	38.054341	31.307400	32.872770	34.516409	36.242229	38.054341									
<b>Fire Prevention Officer II   005066   L522</b>																	
A	FR40	33.789943	41.071888	33.789943	35.479441	37.253414	39.116084	41.071888									
<b>Fire Prevention Officer Trnee   005064   L522</b>																	
A	FR40	24.543489	25.770664	24.543489	25.770664												
<b>Fire Protection Engineer   011018   WCOE</b>																	
A	WCOE	39.648446	55.789346	39.648446	41.630870	43.712413	45.898033	48.192936	50.602583	53.132711	55.789346						
B	WCEB	39.483637	55.789346	39.483637	40.470728	41.482496	42.519560	43.582548	44.672112	45.788914	46.933636	48.106978	49.309652	50.542394	51.805954	53.101102	54.428629
<b>Fire Recruit   005083   L522</b>																	
A	FR40	22.797278	22.797278	22.797278													
<b>Fire Service Worker   012014   IAMA</b>																	
A	IAMA	20.152416	28.356474	20.152416	21.160039	22.218041	23.328942	24.495390	25.720159	27.006167	28.356474						
<b>Firefighter   005010   L522</b>																	
A	FR56	22.797278	27.710234	22.797278	23.937142	25.134000	26.390699	27.710234									
<b>Firefighter (Admin)   FA1   L522</b>																	
A	FR40	32.361436	39.335528	32.361436	33.979508	35.678483	37.462407	39.335528									
<b>Firefighter (Par)   005160   L522</b>																	
A	FR56	25.077007	30.481258	25.077007	26.330857	27.647399	29.029769	30.481258									
<b>Firefighter (Paramedic-Admin)   FA2   L522</b>																	
A	FR40	35.615580	43.290960	35.615580	37.396359	39.266177	41.229486	43.290960									
<b>First Cook   009024   TEMP</b>																	
D	DALY	84.680000	124.030000	84.680000	93.140000	102.460000	112.000000	124.030000									





Department of Human Resources

## Salary Schedule/Classification Listing

Effective **9/3/2019**

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
<b>Fiscal Policy Analyst   001936   MGMT</b>																
A	MGTE	35.920000	36.821708	37.742250	38.685807	39.652952	40.644276	41.660383	42.701892	43.769439	44.863675	45.985267	47.134899			
U	MCSA	31.423264	32.538613	33.682708	34.862755	36.074776	37.3157413	38.58348	39.8734757	41.1896348	42.53126	43.91954	45.341752	46.750047	48.186372	49.652282
<b>Fleet Management Technician   016045   L39A</b>																
A	OFFT	26.979085	28.328039	29.744441	31.231664	32.793247	34.432909	36.154554	37.962282							
B	OFFB	26.866939	27.538613	28.227078	28.932755	29.656075	30.397476	31.157413	31.936348	32.734757	33.553126	34.391954	35.251752	36.133047	37.036372	37.962282
<b>Fleet Manager   001881   MGMT</b>																
A	MGTE	52.475874	53.787773	55.132466	56.510777	57.923547	59.371635	60.855926	62.377325	63.936758	65.535176	67.173557	68.852895			
<b>Fleet Service Coordinator   016976   L39A</b>																
A	OFFT	19.357477	20.325350	21.341618	22.408697	23.529134	24.705590	25.940871	27.237913							
B	OFFB	19.277013	19.758938	20.252912	20.759234	21.278215	21.810170	22.355424	22.914309	23.487167	24.074347	24.676205	25.293110	25.925439	26.573574	27.237913
<b>Forensic Investigator I   016047   L39A</b>																
A	OFFT	24.204985	25.415234	26.685996	28.020295	29.421309	30.892375	32.436993	34.058842							
B	OFFB	24.104371	24.706979	25.324653	25.957770	26.606714	27.271883	27.953680	28.652521	29.368835	30.103055	30.855631	31.627023	32.417698	33.228141	34.058842
<b>Forensic Investigator II   016048   L39A</b>																
A	OFFT	26.625482	27.956757	29.354594	30.822324	32.363441	33.981613	35.680694	37.464728							
B	OFFB	26.514807	27.177677	27.857118	28.553546	29.267385	29.999069	30.749046	31.517773	32.305718	33.113360	33.941195	34.789723	35.659467	36.550953	37.464728
<b>General Helper   003681   L39A</b>																
A	OPMT	12.458654	13.081591	13.735669	14.422454	15.143576										
B	OPMB	12.125891	12.429039	12.739764	13.058258	13.384715	13.719332	14.062317	14.413873	14.774221	15.143576					
<b>General Repair Worker   012010   IAMA</b>																
A	IAMA	19.985544	20.984821	22.034062	23.135766	24.292555	25.507182	26.782541	28.121667							
<b>Generator Technician   006061   BULT</b>																
A	BLDG	28.623573	30.054751	31.557488	33.135363	34.792132	36.531739	38.358324	40.276241							
<b>GIS Specialist I   017026   L39A</b>																
A	PROF	29.184258	30.643469	32.175644	33.784427	35.473648	37.247329	39.109696	41.065181							
B	PRFB	29.062946	29.789520	30.534257	31.297613	32.080053	32.882056	33.704107	34.546708	35.410376	36.295636	37.203027	38.133103	39.086432	40.063592	41.065181

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>GIS Specialist II   017027   L39A</b>																
A	PROF	32.103969	33.709167	35.394625	37.164357	39.022575	40.973702	43.022388	45.173508	38.002902	39.926798	40.924969	41.948093	42.996795	44.071715	45.173508
B	PRFB	31.970520	32.769783	33.589028	34.428753	35.289471	36.171709	37.076001	38.002902	42.846922	43.918095	45.016048	46.141448	47.294985	48.477359	49.689293
<b>GIS Specialist III   017028   L39A</b>																
A	PROF	35.313253	37.078915	38.932862	40.879506	42.923480	45.069654	47.323137	49.689293	41.801876	42.846922	43.918095	45.016048	46.141448	47.294985	48.477359
B	PRFB	35.166465	36.045626	36.946766	37.870436	38.817197	39.787627	40.782317	41.801876	44.846922	45.918095	47.016048	48.141448	49.294985	50.477359	51.689293
<b>Graduate Student Trainee   009005   TEMP</b>																
A	TEMP	12.987000	14.191600	15.396500												
<b>Graphic Designer   001929   MGMT</b>																
A	MGTE	26.692629	27.359946	28.043944	28.745044	29.463670	30.200262	30.955268	31.729149	32.522378	33.335438	34.168823	35.023044			
<b>Graphics Assistant   016957   L39A</b>																
A	OFFT	16.878225	17.722134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357	19.016783	19.979507	20.990970	21.515744	22.053639	22.604979	23.170104
B	OFFB	16.808065	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	63.860350	65.456857	67.093278	68.770611	70.489876	72.252124	
<b>Historic District Manager   001905   MGMT</b>																
A	MGTE	55.066578	56.443245	57.854323	59.300681	60.783199	62.302780	63.860350	65.456857	68.770611	70.489876	72.252124				
<b>Homeless Services Manager   001939   MGMT</b>																
A	MGTE	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308			
<b>Host   009025   TEMP</b>																
D	DALY	52.240000	57.460000	63.200000												
<b>HR Manager (Rep20)   020038   EXMG</b>																
U	EXMG	49.076512	73.614768													
<b>Human Resources Manager   001851   MGMT</b>																
A	MGTE	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308			
<b>HVAC Supervisor   006269   BULT</b>																
A	BLDG	31.004819	33.330180	35.829943	38.517190	41.405979	44.511426	47.849784	51.438516							



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

**Sched/SalPlan**    **Minimum/Maximum**

**HVAC Systems Mechanic | 004010 | L39B**

A	PLNT	29.840370	31.332390	32.899009	34.543960	36.271158	38.084714	39.988952	41.988398										
B	PLNB	29.716332	30.459239	31.220720	32.001239	32.801270	33.621301	34.461834	35.323380	36.206464	37.111625	38.039415	38.990402	39.965162	40.964290	41.988398			

**Independent Budget Analyst | 021008 | MCSU**

U	MCSA	55.982884	83.974325																
---	------	-----------	-----------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**Instructor | 009125 | TEMP**

A	TEMP	29.527700	32.480400	35.433200															
---	------	-----------	-----------	-----------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**Instrument Technician I | 003648 | L39A**

A	OPMT	25.898062	27.192963	28.552612	29.980243	31.479255	33.053217	34.705879	36.441173										
B	OPMB	25.790407	26.435169	27.096047	27.773448	28.467784	29.179480	29.908966	30.656691	31.423107	32.208686	33.013902	33.839250	34.685232	35.552362	36.441172			

**Instrument Technician II | 003649 | L39A**

A	OPMT	29.159317	30.617283	32.148148	33.755554	35.443332	37.215499	39.076273	41.030088										
B	OPMB	29.038109	29.764062	30.508163	31.270867	32.052639	32.853955	33.675305	34.517186	35.380117	36.264620	37.171234	38.100516	39.053030	40.029354	41.030088			

**Instrument Technician Trainee | 003646 | L39A**

A	OPMT	23.535914	24.712709	25.948345	27.245763	28.608051	30.038453	31.540375	33.117395										
B	OPMB	23.438081	24.024032	24.624634	25.240249	25.871255	26.518037	27.180989	27.860513	28.557025	29.270951	30.002725	30.752793	31.521613	32.309653	33.117395			

**Instrumentation Supervisor | 015087 | L39C**

A	SUPV	33.506804	35.182144	36.941252	38.788314	40.727731	42.764117	44.902323	47.147439										
B	SUPB	33.367525	34.201714	35.056755	35.933174	36.831503	37.752291	38.696099	39.663502	40.655090	41.671467	42.713253	43.781085	44.875611	45.997502	47.147439			

**Integ Waste Equip Operator | 003663 | L39A**

A	OPMT	21.410314	22.480832	23.604872	24.785116	26.024372	27.325589	28.691869	30.126463										
B	OPMB	21.321317	21.854350	22.400709	22.960726	23.534744	24.123112	24.726191	25.344346	25.977955	26.627404	27.293088	27.975415	28.674800	29.391671	30.126463			

**Integrated Waste Collectns Supt | 001763 | MGMT**

A	MGTE	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 General Mgr | 001764 | MGMT**

A	MGTE	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	44.955839	46.079734	47.231727	48.412521	49.622833	50.863403	52.134990	53.438365	54.774323	56.143682	57.547274						
---	------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	--	--	--	--	--	--



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Integrated Waste Planning Supt   001766   MGMT</b>																
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	
<b>Integrated Waste Supervisor   015032   L39C</b>																
A	SUPV	29.430452	41.411602	29.430452	30.901975	32.447074	34.069427	35.772898	37.561544	39.439621	41.411602					
B	SUPB	29.308117	41.411602	29.308117	30.040820	30.791841	31.561638	32.350679	33.159445	33.988432	34.838141	35.709095	36.601823	37.516868	38.454789	40.401564 41.411602
<b>Investigator   014001   MSUP</b>																
A	MSUP	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	
<b>Investment Officer   001767   MGMT</b>																
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	
<b>Investment Operations Analyst   001890   MGMT</b>																
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	
<b>Irrigation Technician   003921   L39A</b>																
A	OPMT	20.341400	28.622392	20.341400	21.358470	22.426393	23.547712	24.725099	25.961353	27.259421	28.622392					
B	OPMB	20.256845	28.622392	20.256845	20.763267	21.282348	21.814406	22.359767	22.918760	23.491731	24.079024	24.680999	25.298024	25.930475	26.578737	27.243204 27.924284 28.622392
<b>IT Manager   001761   MGMT</b>																
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	
<b>IT Supervisor   001762   MGMT</b>																
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	
<b>IT Support Specialist I   016219   L39A</b>																
A	OFFT	29.184258	41.065181	29.184258	30.643469	32.175644	33.784427	35.473648	37.247329	39.109696	41.065181					
B	OFFB	29.062946	41.065181	29.062946	29.789520	30.534257	31.297613	32.080053	32.882056	33.704107	34.546708	35.410376	36.295636	37.203027	38.133103	39.086432 40.063592 41.065181
<b>IT Support Specialist II   016220   L39A</b>																
A	OFFT	32.103969	45.173508	32.103969	33.709167	35.394625	37.164357	39.022575	40.973702	43.022388	45.173508					
B	OFFB	31.970520	45.173508	31.970520	32.769783	33.589028	34.428753	35.289471	36.171709	37.076001	38.002902	38.952974	39.926798	40.924969	41.948093	42.996795 44.071715 45.173508
<b>IT Trainee   016221   L39A</b>																
A	OFFT	22.328775	31.418827	22.328775	23.445214	24.617474	25.848347	27.140766	28.497802	29.922695	31.418827					
B	OFFB	22.235960	31.418827	22.235960	22.791859	23.361655	23.945696	24.544339	25.157946	25.786895	26.431568	27.092357	27.769665	28.463907	29.175504	29.904892 30.652515 31.418827



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Junior Architect   011013   WCOE</b>																
A	WCOE	26.256400	27.569221	28.947682	30.395066	31.914819	33.510560	35.186087	36.945392	31.857896	32.654342	33.470701	34.307469	35.165155	36.044285	36.945392
B	WCEB	26.147259	26.800940	27.470963	28.157738	28.861680	29.583224	30.322804	31.080874	31.857896	32.654342	33.470701	34.307469	35.165155	36.044285	36.945392
<b>Junior Development Project Mgr   001744   MGMT</b>																
A	MGTE	42.060711	43.112228	44.190034	45.294786	46.427154	47.587833	48.777530	49.996966	51.246891	52.528063	53.841266	55.187296			
<b>Junior Engineer   011010   WCOE</b>																
A	WCOE	26.256400	27.569221	28.947682	30.395066	31.914819	33.510560	35.186087	36.945392	31.857896	32.654342	33.470701	34.307469	35.165155	36.044285	36.945392
B	WCEB	26.147259	26.800940	27.470963	28.157738	28.861680	29.583224	30.322804	31.080874	31.857896	32.654342	33.470701	34.307469	35.165155	36.044285	36.945392
<b>Junior Landscape Assistant   011024   WCOE</b>																
A	WCOE	26.256400	27.569221	28.947682	30.395066	31.914819	33.510560	35.186087	36.945392	31.857896	32.654342	33.470701	34.307469	35.165155	36.044285	36.945392
B	WCEB	26.147259	26.800940	27.470963	28.157738	28.861680	29.583224	30.322804	31.080874	31.857896	32.654342	33.470701	34.307469	35.165155	36.044285	36.945392
<b>Junior Planner   017004   L39A</b>																
A	PROF	23.596089	24.775895	26.014689	27.315424	28.681194	30.115254	31.621017	33.202067	27.931745	28.630038	29.345790	30.079434	30.831420	31.602206	32.392260
B	PRFB	23.498005	24.085457	24.687593	25.304783	25.937403	26.585838	27.250484	27.931745	28.630038	29.345790	30.079434	30.831420	31.602206	32.392260	33.202067
<b>Junior Plant Operator   004001   L39B</b>																
A	PLNT	22.003355	23.103522	24.258699	25.471634	26.745215	28.082475	29.486601	30.960929	26.697514	27.364951	28.049074	28.750300	29.469058	30.205785	30.960929
B	PLNB	21.911893	22.459691	23.021182	23.596712	24.186630	24.791296	25.411076	26.046353	26.697514	27.364951	28.049074	28.750300	29.469058	30.205785	30.960929
<b>Key Data Operator I   016053   L39A</b>																
A	OFFT	15.196246	15.956057	16.753858	17.591551	18.471130	19.394686	20.364419	21.382641	17.549730	18.438185	19.371618	19.855909	20.352307	20.861114	21.382641
B	OFFB	15.133077	15.511404	15.899190	16.296669	16.704085	17.121687	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307	20.861114	21.382641
<b>Key Data Operator I (UNPY)   016945   L39A</b>																
A	OFFT	15.196246	15.956057	16.753858	17.591551	18.471130	19.394686	20.364419	21.382641	17.549730	18.438185	19.371618	19.855909	20.352307	20.861114	21.382641
B	OFFB	15.133077	15.511404	15.899190	16.296669	16.704085	17.121687	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307	20.861114	21.382641
<b>Labor Relations Analyst   020034   EXMG</b>																
U	EXMG	31.366674	47.050011													
<b>Labor Relations Officer   020036   EXMG</b>																
U	EXMG	41.838461	62.757692													



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Landfill Equipment Operator   003673   L39A</b>																
A	OPMT	21.972371	23.070989	24.224539	25.435766	26.707555	28.042930	29.445077	30.917331	26.659919	27.326416	28.009576	28.709816	29.427561	30.163249	30.917331
B	OPMB	21.881037	22.428063	22.988764	23.563483	24.152570	24.756384	25.375294	26.009677							
<b>Landfill Equipment Operator R2   003674   L39A</b>																
A	OPMT	32.462447	34.085568	35.789846	37.579339	39.458306										
<b>Landscape Assistant   011017   WCOE</b>																
A	WCOE	30.700427	32.235449	33.847220	35.539581	37.316561	39.182388	41.141507	43.198583							
B	WCEB	30.572813	31.337134	32.120561	32.923575	33.746664	34.590331	35.455089	36.341467	37.250002	38.181253	39.135783	40.114179	41.117034	42.144960	43.198583
<b>Landscape Technician I   016209   L39A</b>																
A	OFFT	22.197009	23.306858	24.472201	25.695812	26.980602	28.329633	29.746113	31.233419	26.275590	26.932480	27.605791	28.295936	29.003335	29.728417	30.471630
B	OFFB	22.104740	22.657359	23.223794	23.804389	24.399498	25.009485	25.634722	26.275590							
<b>Landscape Technician II   016054   L39A</b>																
A	OFFT	23.306847	24.472189	25.695797	26.980587	28.329617	29.746099	31.233403	32.795073	27.589355	28.279089	28.986066	29.710718	30.453485	31.214822	31.995193
B	OFFB	23.209964	23.790214	24.384969	24.994594	25.619459	26.259946	26.916443	27.589355							
<b>Law Clerk   009049   TEMP</b>																
A	TEMP	14.192600	14.902200	15.647200	16.429600	17.251100	18.113700	19.019300	19.970300							
<b>Law Office Administrator   001853   MGMT</b>																
A	MGTE	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
<b>Lead Events Associate   009094   TEMP</b>																
A	TEMP	15.065798	15.065798													
<b>Lead Forensic Investigator   016926   L39A</b>																
A	OFFT	29.288088	30.752492	32.290119	33.904625	35.599855	37.379847	39.248839	41.211281	34.669619	35.536359	36.424768	37.335388	38.268771	39.225491	40.206128
B	OFFB	29.166345	29.895504	30.642892	31.408964	32.194188	32.999042	33.824017	34.669619							
<b>Legal Secretary (Ex)   010803   CONF</b>																
A	CONF	26.828620	27.499335	28.186818	28.891488	29.613776	30.354120	31.112974	31.890797	32.688067	33.505269	34.342903	35.201473			
<b>Legal Staff Assistant (Ex)   010809   CONF</b>																
A	CONF	20.523893	21.036993	21.562916	22.101989	22.654539	23.220903	23.801425	24.396460	25.006371	25.631531	26.272320	26.929127			



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Licensed Land Surveyor   001770   MGMT</b>																
A	MGTE	47.698985	48.891459	50.113745	51.366589	52.650753	53.967022	55.316198	56.699103	58.116580	59.569495	61.058733	62.585201			
<b>Lifeguard   009013   TEMP</b>																
A	TEMP	14.320000	15.050000													
<b>Locksmith   003928   L39A</b>																
A	OPMT	23.561916	24.740012	25.977012	27.275864	28.639656	30.071639	31.575221	33.153982							
B	OPMB	23.463975	24.050575	24.651838	25.268135	25.899838	26.547334	27.211017	27.891292	28.588574	29.303289	30.035872	30.786768	31.556438	32.345349	33.153982
<b>Loss Prevention Manager   001928   MGMT</b>																
A	MGTE	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308			
<b>Machinist   006009   BULT</b>																
A	BLDG	25.774648	27.707747	29.785828	32.019765	34.421247	37.002841	39.778054	42.761407							
<b>Machinist Helper   006011   BULT</b>																
A	BLDG	20.656041	22.205244	23.870638	25.660936	27.585506	29.654420	31.878501	34.269389							
<b>Machinist Supervisor   006010   BULT</b>																
A	BLDG	29.932771	32.177729	34.591059	37.185388	39.974293	42.972363	46.195292	49.659938							
<b>Maintenance Worker   003651   L39A</b>																
A	OPMT	16.877977	17.721876	18.607969	19.538368	20.515287	21.541051	22.618103	23.749008							
B	OPMB	16.807820	17.228014	17.658715	18.100183	18.552687	19.016505	19.491917	19.979215	20.478696	20.990663	21.515429	22.053315	22.604647	23.169764	23.749008
<b>Management Analyst   001772   MGMT</b>																
A	MGTE	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			
<b>Marijuana Policy and Enf Mgr   001924   MGMT</b>																
A	MGTE	55.120707	56.498725	57.911193	59.358973	60.842947	62.364020	63.923122	65.521200	67.159229	68.838210	70.559166	72.323144			
<b>Marina Aide   009061   TEMP</b>																
A	TEMP	12.150000	14.774554													
<b>Marina Manager   001773   MGMT</b>																
A	MGTE	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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		
<b>Marina &amp; Boating Facilities Attd   003650   L39A</b>																		
A	OPMT	17.895273	18.790038	19.729539	20.716015	21.751817	22.839408	23.981379	25.180447	21.713019	22.255845	22.812243	23.382548	23.967110	24.566289	25.180447		
B	OPMB	17.820887	18.266410	18.723070	19.191147	19.670924	20.162698	20.666765	21.183434	31.112887	31.890709	32.687977	33.505176	34.342805	35.201376	36.081411		
<b>Marina &amp; Boating Facilities Supv   015056   L39C</b>																		
A	SUPV	25.642385	26.924503	28.270729	29.684264	31.168478	32.726903	34.363247	36.081411	28.891408	29.613694	30.354036	31.112887	31.890709	32.687977	33.505176	34.342805	
B	SUPB	25.535795	26.174189	26.828545	27.499258	28.186740	28.891408	29.613694	30.354036	41.214283	44.305355	47.628256						
<b>Mayor   021001  </b>																		
U	MCNL	65.764327	65.764327															
<b>Mayor Council Intern   009130   TEMP</b>																		
A	TEMP	12.000000	24.040000	12.000000	24.040000													
<b>Mechanical Maintenance Supv   006054   BULT</b>																		
A	BLDG	28.708165	47.628256	28.708165	30.861277	33.175873	35.664064	38.338870	41.214283	44.305355	47.628256							
<b>Media &amp; Communications Officer   020027   EXMG</b>																		
U	EXMG	37.974734	56.962101															
<b>Media &amp; Communications Splct   001775   MGMT</b>																		
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			
<b>Media &amp; Computer Specialist   016118   L39A</b>																		
A	OFFT	24.402181	34.336318	24.402181	25.622290	26.903404	28.248574	29.661003	31.144053	32.701256	34.336318							
B	OFFB	24.300747	34.336318	24.300747	24.908265	25.530972	26.169246	26.823478	27.494064	28.181416	28.885951	29.608100	30.348303	31.107010	31.884686	32.681803	33.498847	34.336318
<b>Media Production Specialist I   017013   L39A</b>																		
A	PROF	21.803110	30.679165	21.803110	22.893265	24.037929	25.239825	26.501815	27.826907	29.218252	30.679165							
B	PRFB	21.712480	30.679165	21.712480	22.255291	22.811674	23.381966	23.966515	24.565678	25.179820	25.809315	26.454548	27.115912	27.793809	28.488655	29.200871	29.930892	30.679165
<b>Media Production Specialist II   017025   L39A</b>																		
A	PROF	24.402181	34.336318	24.402181	25.622290	26.903404	28.248574	29.661003	31.144053	32.701256	34.336318							
B	PRFB	24.300747	34.336318	24.300747	24.908265	25.530972	26.169246	26.823478	27.494064	28.181416	28.885951	29.608100	30.348303	31.107010	31.884686	32.681803	33.498847	34.336318
<b>Meter Reader   003621   L39A</b>																		
A	OPMT	15.655244	22.028499	15.655244	16.438004	17.259905	18.122901	19.029046	19.980498	20.979523	22.028499							
B	OPMB	15.590169	22.028499	15.590169	15.979924	16.379420	16.788906	17.208628	17.638845	18.079816	18.531811	18.995106	19.469983	19.956734	20.455652	20.967042	21.491218	22.028499





## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Meter Reading Supervisor   L39C</b>																
A SUPV	23.009690	24.160176	25.368186	26.636594	27.968426	29.366846	30.835188	32.376947	33.985951	35.651888	37.376947	39.107010	40.876947	42.681803	44.526638	46.405882
B SUPB	22.914046	23.486897	24.074070	24.675922	25.292820	25.925140	26.573268	27.237600	27.918539	28.616503	29.331916	30.065213	30.816844	31.587265	32.376947	
<b>Metropolitan Arts Manager   001776   MGMT</b>																
A MGTE	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882				
<b>Microcomputer Sys Specialist   016110   L39A</b>																
A OFFT	24.402181	25.622290	26.903404	28.248574	29.661003	31.144053	32.701256	34.336318	36.043318	37.826318	39.681318	41.607318	43.601318	45.661318	47.784318	49.967318
B OFTB	24.300747	24.908265	25.530972	26.169246	26.823478	27.494064	28.181416	28.885951	29.608100	30.348303	31.107010	31.884686	32.681803	33.498847	34.336318	
<b>Motor Sweeper Operator   003625   L39A</b>																
A OPMT	21.965532	23.063809	24.211699	25.427848	26.699240	28.034201	29.435912	30.907707	32.445507	34.043307	35.705107	37.426907	39.203707	41.031507	42.907707	44.833707
B OPMB	21.874225	22.421082	22.981609	23.556148	24.145052	24.748679	25.367395	26.001580	26.651621	27.317911	28.000857	28.700879	29.418401	30.153861	30.907707	
<b>Museum Registrar   017014   L39A</b>																
A PROF	22.241671	23.353755	24.521444	25.747516	27.034892	28.386636	29.805969	31.296265	32.855969	34.484304	36.176265	37.926265	39.740265	41.613265	43.540265	45.526265
B PRFB	22.149218	22.702949	23.270522	23.852285	24.448594	25.059809	25.686304	26.328460	26.986671	27.661339	28.352872	29.061693	29.788236	30.532943	31.296265	
<b>Museum Security Supervisor   015086   L39C</b>																
A SUPV	20.407819	21.428210	22.499620	23.624601	24.805831	26.046123	27.348430	28.715850	30.145850	31.632850	33.172850	34.760850	36.392850	38.062850	39.774850	41.522850
B SUPB	20.322988	20.831064	21.351840	21.885635	22.432776	22.993596	23.568435	24.157646	24.761587	25.380627	26.015144	26.665522	27.332161	28.015463	28.715850	
<b>Neighborhood Rsrcs Coord   016968   L39A</b>																
A OFFT	21.671591	22.755172	23.892928	25.087575	26.341953	27.659051	29.042004	30.494105	32.009105	33.580105	35.211105	36.896105	38.631105	40.419105	42.254105	44.139105
B OFTB	21.581506	22.121045	22.674071	23.240921	23.821945	24.417493	25.027932	25.653629	26.294972	26.952345	27.626153	28.316808	29.024277	29.750346	30.494105	
<b>Neighborhood Rsrcs Coord II   016969   L39A</b>																
A OFFT	24.422535	25.643661	26.925845	28.272138	29.685743	31.170031	32.728533	34.364960	36.082960	37.877960	39.745960	41.682960	43.692960	45.770960	47.922960	50.144960
B OFTB	24.321017	24.929042	25.552267	26.191073	26.845851	27.516998	28.204923	28.910046	29.632796	30.373617	31.132957	31.911281	32.709063	33.526789	34.364960	
<b>Neighborhood Services Area Mgr   001778   MGMT</b>																
A MGTE	48.916042	50.138944	51.392416	52.677227	53.994157	55.344011	56.727612	58.145803	59.599448	61.089435	62.616669	64.182086				
<b>Neighborhood Services Manager   001901   MGMT</b>																
A MGTE	65.221253	66.851785	68.523079	70.236156	71.992061	73.791861	75.636658	77.527574	79.465764	81.452408	83.488717	85.575936				



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>New Growth Manager   001777   MGMT</b>																
A	MGTE	58.368760	76.584871	59.827977	61.323677	62.856768	64.428187	66.038892	67.689865	69.382111	71.116664	72.894582	74.716947	76.584871		
<b>Nurse   009027   TEMP</b>																
D	DALY	52.240000	63.200000	52.240000	57.460000	63.200000										
<b>Nurse (Adaptive Recreation)   009136   TEMP</b>																
D	DALY	52.240000	63.200000													
<b>Office Specialist   016095   L39A</b>																
A	OFFT	15.651864	22.023745	17.256180	18.118990	19.024938	19.976186	20.974996	22.023745							
B	OFB	15.586803	22.023745	16.375885	16.785282	17.204914	17.635037	18.075914	18.527811	18.991007	19.465782	19.952426	20.451237	20.962518	21.486581	22.023745
<b>Offset Equipment Operator   016064   L39A</b>																
A	OFFT	16.878225	23.749357	17.72134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357						
B	OFB	16.808065	23.749357	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	20.478995	20.990970	21.515744	22.053639	22.604979	23.170104
<b>Operations General Supervisor   001802   MGMT</b>																
A	MGTE	41.852752	54.914437	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437		
<b>Operations Manager   001896   MGMT</b>																
A	MGTE	61.102158	80.171327	62.629713	64.195455	65.800341	67.445350	69.131483	70.859771	72.631264	74.447047	76.308223	78.215928	80.171327		
<b>OPS Accountability Analyst   021022   MCSU</b>																
U	MCSA	30.525458	45.788188													
<b>OPS Accountability Spec   021021   MCSU</b>																
U	MCSA	36.609624	54.914437													
<b>Organizational Dev Spclst   001780   MGMT</b>																
A	MGTE	37.758576	49.542525	38.702539	39.670104	40.661856	41.678403	42.720363	43.788372	44.883081	46.005157	47.155288	48.334169	49.542525		
<b>Painter   006012   BULT</b>																
A	BLDG	23.113311	38.346120	24.846810	26.710321	28.713595	30.867115	33.182147	35.670810	38.346120						
<b>Paralegal (Ex)   010804   CONF</b>																
A	CONF	29.345474	38.503804	30.079109	30.831088	31.601867	32.391911	33.201709	34.031754	34.882546	35.754610	36.648476	37.564687	38.503804		



Department of Human Resources

## Salary Schedule/Classification Listing

Effective **9/3/2019**

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
<b>Paralegal Technical Support   010805   CONF</b>																
A	CONF	35.096425	35.973836	36.873180	37.795011	38.739885	39.708383	40.701092	41.718621	42.761586	43.830626	44.926391	46.049550			
<b>Park Equipment Operator   003666   L39A</b>																
A	OPMT	20.598258	21.628171	22.709580	23.845058	25.037311	26.289177	27.603637	28.983817							
B	OPMB	20.512637	21.025453	21.551088	22.089865	22.642112	23.208164	23.788369	24.383079	24.992655	25.617471	26.257908	26.914355	27.587215	28.276895	28.983817
<b>Park Maint Worker I (Pest)   003910   L39A</b>																
A	OPMT	17.300386	18.165407	19.073678	20.027361	21.028729	22.080165	23.184175	24.343381							
B	OPMB	17.228475	17.659187	18.100665	18.553182	19.017012	19.492437	19.979748	20.479242	20.991223	21.516003	22.053903	22.605251	23.170382	23.749642	24.343381
<b>Park Maint Worker II (Pest)   003911   L39A</b>																
A	OPMT	19.541903	20.518996	21.544946	22.622192	23.753302	24.940969	26.188017	27.497417							
B	OPMB	19.460670	19.947187	20.445866	20.957013	21.480939	22.017962	22.568411	23.132621	23.710937	24.303710	24.911303	25.534085	26.172437	26.826748	27.497417
<b>Park Maintenance Manager   001781   MGMT</b>																
A	MGTE	47.558942	48.747917	49.966614	51.215777	52.496173	53.808579	55.153792	56.532637	57.945953	59.394603	60.879467	62.401454			
<b>Park Maintenance Superintendent   001782   MGMT</b>																
A	MGTE	42.803048	43.873125	44.969952	46.094200	47.246556	48.427720	49.638413	50.879373	52.151358	53.455141	54.791520	56.161308			
<b>Park Maintenance Worker   003927   L39A</b>																
A	OPMT	12.659719	13.292705	13.957340	14.655207	15.387967	16.157366	16.965235	17.813495							
B	OPMB	12.607095	12.922273	13.245329	13.576463	13.915875	14.263772	14.620365	14.985875	15.360522	15.744534	16.138147	16.541601	16.955142	17.379020	17.813495
<b>Park Maintenance Worker I   003653   L39A</b>																
A	OPMT	16.878225	17.722134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357							
B	OPMB	16.808065	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	20.478995	20.990970	21.515744	22.053639	22.604979	23.170104	23.749357
<b>Park Maintenance Worker II   003654   L39A</b>																
A	OPMT	19.064855	20.018098	21.019003	22.069953	23.173450	24.332122	25.548728	26.826166							
B	OPMB	18.985608	19.460246	19.946754	20.445424	20.956558	21.480473	22.017484	22.567921	23.132120	23.710422	24.303183	24.910762	25.533531	26.171869	26.826166
<b>Park Maintenance Worker III   003655   L39A</b>																
A	OPMT	22.261944	23.375041	24.543794	25.770983	27.059532	28.412508	29.833133	31.324791							
B	OPMB	21.628689	22.169406	22.723642	23.291733	23.874026	24.470876	25.082649	25.709715	26.352458	27.011269	27.686551	28.378714	29.088183	29.815387	30.560772



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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		
<b>Park Plan Design &amp; Devlpmt Mgr   001869   MGMT</b>																		
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			
<b>Park Safety Ranger   002061   SPOA</b>																		
A	POAM	23.586147	33.188077	23.586147	24.765454	25.003727	27.303913	28.669109	30.102564	31.607693	33.188077							
<b>Park Safety Ranger Assistant   002060   SPOA</b>																		
A	POAM	22.462997	31.607693	22.462997	23.586147	24.765454	26.003727	27.303914	28.669109	30.102564	31.607693							
<b>Park Safety Ranger Supervisor   002062   SPOA</b>																		
A	POAM	25.944762	36.506885	25.944762	27.242000	28.604100	30.034305	31.536019	33.112821	34.768463	36.506885							
<b>Parking Enforcement Officer   003630   L39A</b>																		
A	OPMT	18.438396	25.944675	18.438396	19.360316	20.328333	21.344748	22.411985	23.532584	24.709214	25.944675							
B	OPMB	18.361751	25.944675	18.361751	18.820796	19.291316	19.773599	20.267939	20.774637	21.294002	21.826353	22.372011	22.931313	23.504595	24.092209	24.694514	25.311877	25.944675
<b>Parking Enforcement Supervisor   015025   L39C</b>																		
A	SUPV	21.184540	29.808776	21.184540	22.243768	23.355956	24.523754	25.749942	27.037438	28.389311	29.808776							
B	SUPB	21.096482	29.808776	21.096482	21.623894	22.164491	22.718603	23.286568	23.868732	24.465451	25.077088	25.704014	26.346613	27.005280	27.680411	28.372422	29.081733	29.808776
<b>Parking Facilities Maint Supv   015055   L39C</b>																		
A	SUPV	24.006717	33.779860	24.006717	25.207051	26.467405	27.790775	29.180314	30.639329	32.171296	33.779860							
B	SUPB	23.906925	33.779860	23.906925	24.504599	25.117214	25.745145	26.388774	27.048494	27.724706	28.417822	29.128268	29.856475	30.602888	31.367959	32.152157	32.955961	33.779860
<b>Parking Lot Attendant   003627   L39A</b>																		
A	OPMT	15.808434	22.244056	15.808434	16.598857	17.428799	18.300240	19.215251	20.176015	21.184815	22.244056							
B	OPMB	15.742723	22.244056	15.742723	16.136291	16.539698	16.953191	17.377020	17.811446	18.256731	18.713151	19.180980	19.660504	20.152017	20.655817	21.172212	21.701518	22.244056
<b>Parking Lot Supervisor   015026   L39C</b>																		
A	SUPV	18.932346	26.639714	18.932346	19.878964	20.872913	21.916558	23.012387	24.163006	25.371157	26.639714							
B	SUPB	18.853650	26.639714	18.853650	19.324992	19.808114	20.303319	20.810902	21.331175	21.864454	22.411065	22.971341	23.545625	24.134266	24.737622	25.356064	25.989964	26.639714
<b>Parking Manager   001882   MGMT</b>																		
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			
<b>Parking Meter Coin Collector   003628   L39A</b>																		
A	OPMT	16.878225	23.749357	16.878225	17.722134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357							
B	OPMB	16.808065	23.749357	16.808065	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	20.478995	20.990970	21.515744	22.053639	22.604979	23.170104	23.749357



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Parking Meter Collection Supv   015085   L39C</b>																
A SUPV	20.797433	29.264075	20.797433	21.837304	22.929170	24.075626	25.279409	26.543379	27.870547	29.264075						
B SUPB	20.710981	29.264075	20.710981	21.228757	21.759475	22.303462	22.861049	23.432575	24.018389	24.618849	25.234321	25.865179	26.511808	27.174603	27.853969	28.550318 29.264075
<b>Parking Meter Repair Supv   015027   L39C</b>																
A SUPV	20.797433	29.264075	20.797433	21.837304	22.929170	24.075626	25.279409	26.543379	27.870547	29.264075						
B SUPB	20.710981	29.264075	20.710981	21.228757	21.759475	22.303462	22.861049	23.432575	24.018389	24.618849	25.234321	25.865179	26.511808	27.174603	27.853969	28.550318 29.264075
<b>Parking Meter Repair Worker   003629   L39A</b>																
A OPMT	18.611955	26.188889	18.611955	19.542553	20.519681	21.545664	22.622948	23.754095	24.941799	26.188889						
B OPMB	18.534589	26.188889	18.534589	18.997954	19.472903	19.959726	20.458719	20.970186	21.494441	22.031802	22.582597	23.147162	23.725841	24.318986	24.926961	25.550134 26.188889
<b>Parks Supervisor   015028   L39C</b>																
A SUPV	25.160725	35.403665	25.160725	26.418760	27.739700	29.126684	30.583017	32.112168	33.717776	35.403665						
B SUPB	25.056138	35.403665	25.056138	25.682540	26.324603	26.982718	27.657288	28.348719	29.057438	29.783874	30.528470	31.291680	32.073973	32.875824	33.697718	34.540161 35.403665
<b>Payroll Technician   010707   CONF</b>																
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		
<b>Permit Services Manager   001784   MGMT</b>																
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		
<b>Personnel Analyst   001785   MGMT</b>																
A MGTE	34.151355	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		
<b>Personnel Technician   010708   CONF</b>																
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		
<b>Personnel Transactions Coord   016065   L39A</b>																
A OFFT	17.525768	24.660513	17.525768	18.402056	19.322158	20.288265	21.302679	22.367813	23.486203	24.660513						
B OFTB	17.452916	24.660513	17.452916	17.889239	18.336470	18.794882	19.264753	19.746372	20.240032	20.746033	21.264684	21.796301	22.341209	22.899738	23.472233	24.059037 24.660513
<b>Pilot   009126   TEMP</b>																
A TEMP	35.433200	41.338800	35.433200	38.386000	41.338800											
<b>Planning Director   001786   MGMT</b>																
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		



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Plumbing Technician I   016111   L39A</b>																
A	OFFT	19.032223	19.983833	20.983025	22.032176	23.133786	24.290474	25.504999	26.780249	28.122929	29.529292	30.992929	32.512929	34.092929	35.722929	37.402929
B	OFFB	18.953110	19.426937	19.912611	20.410427	20.920689	21.443706	21.979796	22.529292	23.092524	23.669837	24.261583	24.868123	25.489827	26.127073	26.780249
<b>Planning Technician II   016112   L39A</b>																
A	OFFT	20.936040	21.982840	23.081982	24.236082	25.447885	26.720279	28.056294	29.459109	30.929109	32.462929	34.059109	35.702929	37.402929	39.159109	41.979109
B	OFFB	20.849012	21.370237	21.904493	22.452106	23.013409	23.588744	24.178461	24.782924	25.402497	26.037558	26.688497	27.355712	28.039603	28.740594	29.459109
<b>Plans Examiner I   016007   L39A</b>																
A	OFFT	24.591383	25.820953	27.112001	28.467601	29.890980	31.385530	32.954806	34.602546	36.332546	38.142546	40.032546	42.002546	44.052546	46.182546	48.392546
B	OFFB	24.489164	25.101392	25.728927	26.372150	27.031454	27.707240	28.399921	29.109919	29.837668	30.583610	31.348200	32.131904	32.935202	33.758582	34.602546
<b>Plans Examiner II   016008   L39A</b>																
A	OFFT	25.889765	27.184255	28.543468	29.970640	31.469172	33.042631	34.694762	36.429500	38.242500	40.132500	42.102500	44.152500	46.282500	48.492500	50.782500
B	OFFB	25.782148	26.426703	27.087370	27.764553	28.458667	29.170135	29.899389	30.646873	31.413043	32.198370	33.003330	33.828413	34.674122	35.540976	36.429500
<b>Plans Examiner III   016009   L39A</b>																
A	OFFT	30.281817	31.795908	33.385703	35.054989	36.807737	38.648124	40.580532	42.609558	44.729558	46.939558	49.239558	51.629558	54.109558	56.679558	59.339558
B	OFFB	30.155942	30.909841	31.682587	32.474652	33.286519	34.118682	34.971649	35.845939	36.742087	37.660641	38.602157	39.567211	40.556390	41.570300	42.609558
<b>Plant Operator   004002   L39B</b>																
A	PLNT	26.356573	27.674399	29.058121	30.511025	32.036577	33.638406	35.320325	37.086342	38.912342	40.812342	42.782342	44.822342	46.932342	49.102342	51.332342
B	PLNB	26.247013	26.903189	27.575768	28.265162	28.971791	29.696087	30.438489	31.199451	31.979436	32.778922	33.598396	34.438356	35.299314	36.181798	37.086342
<b>Plumber   006014   BULT</b>																
A	BLDG	24.784000	26.642799	28.641008	30.789086	33.098267	35.580636	38.249184	41.117872							
<b>Plumber Apprentice   006264   BULT</b>																
A	BLDG	17.981201	18.880261	19.824274	20.815487	21.856262	22.949075	24.096528	25.301355							
<b>Plumbing Supervisor   006270   BULT</b>																
A	BLDG	28.708165	30.861277	33.175873	35.664064	38.338870	41.214283	44.305355	47.628256							
<b>Police Background Assistant   009104   TEMP</b>																
A	TEMP	31.025600	31.025600													
<b>Police Cadet   002035   SPOA</b>																
A	SPOA	21.231800	21.231800													



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Police Captain   001789   MGMT</b>																
A	MGTP	74.022220	75.872775	77.769595	79.713834	81.706680	83.749348	85.843081	87.989158	90.188886	92.443608	94.754698	97.123566			
<b>Police Chief   020028   EXMG</b>																
U	PEXM	86.581154	129.871731													
<b>Police Clerk I   016066   L39A</b>																
A	OFFT	13.964446	14.662668	15.395802	16.165592	16.973872	17.822564	18.713694	19.649378							
B	OFFB	13.906398	14.254059	14.610411	14.975671	15.350064	15.733815	16.127159	16.530337	16.943597	17.367186	17.801366	18.246401	18.702561	19.170125	19.649378
<b>Police Clerk II   016067   L39A</b>																
A	OFFT	15.651864	16.434457	17.256180	18.118990	19.024938	19.976186	20.974996	22.023745							
B	OFFB	15.586803	15.976474	16.375885	16.785282	17.204914	17.635037	18.075914	18.527811	18.991007	19.465782	19.952426	20.451237	20.962518	21.486581	22.023745
<b>Police Clerk II (UNPY)   016943   L39A</b>																
A	OFFT	15.651864	16.434457	17.256180	18.118990	19.024938	19.976186	20.974996	22.023745							
B	OFFB	15.586803	15.976474	16.375885	16.785282	17.204914	17.635037	18.075914	18.527811	18.991007	19.465782	19.952426	20.451237	20.962518	21.486581	22.023745
<b>Police Clerk III   016068   L39A</b>																
A	OFFT	17.384688	18.253922	19.166620	20.124950	21.131197	22.187757	23.297145	24.462002							
B	OFFB	17.312425	17.745236	18.188865	18.643588	19.109678	19.587420	20.077105	20.579031	21.093508	21.620846	22.161368	22.715400	23.283286	23.865367	24.462002
<b>Police Lieutenant   001870   MGMT</b>																
A	MGTP	64.367143	65.976326	67.625735	69.316376	71.049287	72.825518	74.646158	76.512311	78.425120	80.385747	82.395390	84.455273			
<b>Police Officer   002027   SPOA</b>																
A	SPOA	33.484275	35.158489	36.916414	38.762234	40.700347	42.735363	44.872132								
<b>Police Records Specialist I   016933   L39A</b>																
A	OFFT	17.680113	18.564117	19.492324	20.466941	21.490287	22.564802	23.693041	24.877694							
B	OFFB	17.606620	18.046786	18.497955	18.960404	19.434415	19.920275	20.418282	20.928738	21.451956	21.988256	22.537963	23.101413	23.678947	24.270921	24.877694
<b>Police Records Specialist II   016934   L39A</b>																
A	OFFT	20.332170	21.348779	22.416218	23.537029	24.713880	25.949575	27.247052	28.609406							
B	OFFB	20.247655	20.753845	21.272692	21.804509	22.349622	22.908363	23.481071	24.068099	24.669801	25.286546	25.918710	26.566677	27.230844	27.911616	28.609406



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Police Records Specialist III   016935   L39A</b>																
A	OFFT	22.365362	23.483631	24.657814	25.890703	27.185238	28.544499	29.971724	31.470311							
B	OFFB	22.272396	22.829205	23.399934	23.984934	24.584557	25.199171	25.829150	26.474878	27.136750	27.815169	28.510548	29.223312	29.953894	30.702743	31.470311
<b>Police Records Supervisor   015101   L39C</b>																
A	SUPV	24.601933	25.832028	27.123629	28.479812	29.903803	31.398993	32.968942	34.617389							
B	SUPB	24.499668	25.112159	25.739963	26.383463	27.043049	27.719125	28.412103	29.122406	29.850466	30.596728	31.361644	32.145687	32.949329	33.773063	34.617389
<b>Police Recruit   009123   TEMP</b>																
A	TEMP	21.029700	22.081200	23.185200	24.344500											
<b>Police Sergeant   002015   SPOA</b>																
A	SPOA	44.299697	46.514682	48.840415	51.282436	53.846558										
<b>Police Social Services Admstr   001932   MGMT</b>																
A	MGTE	46.032600	47.188978	48.368702	49.577920	50.817367	52.087802	53.389997	54.724747	56.092866	57.495187	58.932567	60.404400			
<b>Pool Manager   009015   TEMP</b>																
A	TEMP	17.890000	18.343104	18.801682	19.271724	19.753517	20.247355	20.753539	21.272377							
<b>Principal Accountant   001791   MGMT</b>																
A	MGTE	39.930669	40.928937	41.952160	43.000965	44.075989	45.177889	46.307334	47.465019	48.651644	49.867934	51.114633	52.392499			
<b>Principal Applications Develpr   001828   MGMT</b>																
A	MGTE	42.727392	43.795576	44.890465	46.012726	47.163045	48.342121	49.550672	50.789442	52.059178	53.360657	54.694672	56.062039			
<b>Principal Budget Analyst   020041   EXMG</b>																
U	EXMG	43.052918	64.579377													
<b>Principal Building Inspector   001793   MGMT</b>																
A	MGTE	45.973808	47.123152	48.301231	49.508763	50.746481	52.015144	53.315521	54.648410	56.014620	57.414985	58.850361	60.321618			
<b>Principal Engineer   001918   MGMT</b>																
A	MGTE	57.958365	59.407325	60.892508	62.414822	63.975191	65.574571	67.213936	68.709210	70.616641	72.382059	74.191609	76.046397			
<b>Principal Fiscal Policy Anlyst   001937   MGMT</b>																
A	MGTE	48.250000	49.460104	50.696607	51.964022	53.263123	54.594701	55.959568	57.358557	58.792521	60.262334	61.768893	63.313115			
U	MCSA	42.208740	63.313115													



**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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		
<b>Principal Management Analyst   001872   MGMT</b>																		
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			
<b>Principal Mngmnt Analyst Rep20   020033   EXMG</b>																		
U	EXMG	43.052918	64.579377															
<b>Principal Planner   001795   MGMT</b>																		
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			
<b>Principal Systems Engineer   001796   MGMT</b>																		
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			
<b>Process Control Systems Splst   017037   L39A</b>																		
A	PROF	35.313253	49.689293	35.313253	37.078915	38.932861	40.879506	42.923480	45.069654	47.323137	49.689293							
B	PRFB	35.166465	49.689293	35.166465	36.045626	36.946766	37.870436	38.817197	39.787627	40.782317	41.801876	42.846922	43.918095	45.016048	46.141448	47.294985	48.477359	49.689293
<b>Proctor   009007   TEMP</b>																		
A	TEMP	13.000000	15.000000	13.000000	14.000000	15.000000												
<b>Procurement Services Manager   001797   MGMT</b>																		
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			
<b>Program Analyst   014003   MSUP</b>																		
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			
<b>Program Coord. (Adaptive Rec.)   016985   L39A</b>																		
A	OFFT	19.704279	27.725899	19.704281	20.689495	21.723970	22.810168	23.950678	25.148211	26.405622	27.725901							
B	OFFB	19.622375	27.725899	19.622375	20.112935	20.615758	21.131152	21.659431	22.200917	22.75939	23.324838	23.907960	24.505657	25.118300	25.746257	26.389913	27.049661	27.725901
<b>Program Coord. (Older Adults)   016984   L39A</b>																		
A	OFFT	19.704279	27.725899	19.704281	20.689495	21.723970	22.810168	23.950678	25.148211	26.405622	27.725901							
B	OFFB	19.622375	27.725899	19.622375	20.112935	20.615758	21.131152	21.659431	22.200917	22.75939	23.324838	23.907960	24.505657	25.118300	25.746257	26.389913	27.049661	27.725901
<b>Program Coordinator   016210   L39A</b>																		
A	OFFT	19.317923	27.182256	19.317923	20.283819	21.298010	22.362910	23.481057	24.655109	25.887865	27.182256							
B	OFFB	19.237623	27.182256	19.237623	19.718564	20.211527	20.716816	21.234736	21.765605	22.309744	22.867488	23.439176	24.025154	24.625784	25.241428	25.872464	26.519775	27.182256

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Program Developer   016211   L39A</b>																
A	OFFT	16.446995	17.269346	18.132812	19.039454	19.991427	20.990997	22.040547	23.142575	19.955771	20.454664	20.966031	21.490181	22.027434	22.578121	23.142575
B	OFFB	16.378630	16.788095	17.207798	17.637992	18.078942	18.530915	18.994188	19.469043							
<b>Program Devlpr (Older Adults)   016986   L39A</b>																
A	OFFT	16.775935	17.614733	18.495468	19.420243	20.391256	21.410817	22.481358	23.605427	20.354886	20.863757	21.385352	21.919985	22.467983	23.029683	23.605427
B	OFFB	16.706202	17.123857	17.551954	17.990752	18.440521	18.901533	19.374072	19.858424							
<b>Program Director   009048   TEMP</b>																
D	DALY	84.680000	93.140000	102.460000	112.000000	124.032000										
<b>Program Leader   016949   L39A</b>																
A	OFFT	13.701820	14.386909	15.106257	15.861569	16.654646	17.487379	18.361748	19.279836	16.624942	17.040566	17.466579	17.903243	18.350825	18.809596	19.279836
B	OFFB	13.644864	13.985985	14.335635	14.694025	15.061377	15.437911	15.823859	16.219456							
<b>Program Leader (Adaptive Rec)   016987   L39A</b>																
A	OFFT	13.975856	14.674647	15.408382	16.178800	16.987739	17.837127	18.728983	19.665433	16.957441	17.381377	17.815911	18.261308	18.717842	19.185788	19.665433
B	OFFB	13.917761	14.265705	14.622348	14.987906	15.362605	15.746669	16.140336	16.543845							
<b>Program Manager   001798   MGMT</b>																
A	MGTE	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			
<b>Program Specialist   001799   MGMT</b>																
A	MGTE	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
<b>Program Supervisor   015091   L39C</b>																
A	SUPV	25.160065	26.418067	27.738972	29.125919	30.582216	32.111327	33.716893	35.402738	30.527669	31.290860	32.073133	32.874961	33.696835	34.539257	35.402738
B	SUPB	25.055480	25.681868	26.322394	26.982012	27.656563	28.347977	29.056677	29.783092							
<b>Program Supvr (Older Adults)   015112   L39C</b>																
A	SUPV	25.663264	26.946428	28.293751	29.708437	31.193860	32.753554	34.391231	36.110793	31.138222	31.916677	32.714596	33.532460	34.370772	35.230042	36.110793
B	SUPB	25.556590	26.195505	26.850392	27.521652	28.209694	28.914937	29.637811	30.378754							
<b>Property Assistant   016071   L39A</b>																
A	OFFT	20.317321	21.333188	22.399847	23.519839	24.695831	25.930623	27.227153	28.588510	24.651764	25.268058	25.899759	26.547252	27.210934	27.891208	28.588489
B	OFFB	20.232851	20.738673	21.257139	21.788566	22.333280	22.891613	23.463904	24.050500							



## Salary Schedule/Classification Listing

Department of Human Resources

Effective **9/3/2019**

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
<b>Public Information Coordinator   017022   L39A</b>																
A	PROF	22.988512	24.137939	25.344838	26.612077	27.942682	29.339816	30.806805	32.347147	27.212529	28.590164	29.304918	30.037540	30.788480	31.558192	32.347147
B	PRFB	22.892955	23.465280	24.051911	24.653209	25.269539	25.901277	26.548809	27.212529	27.892844	28.590164	29.304918	30.037540	30.788480	31.558192	32.347147
<b>Public Safety Admin. Manager   001788   MGMT</b>																
A	MGTE	47.712546	48.905359	50.127993	51.381194	52.665724	53.982366	55.331925	56.715223	58.133104	59.586432	61.076092	62.602995			
<b>Public Safety Communicatns Mgr   001931   MGMT</b>																
A	MGTE	57.255057	58.686431	60.153593	61.657433	63.198868	64.778840	66.398311	68.058269	69.759725	71.503718	73.291311	75.123594			
<b>Public Service Aide   009037   TEMP</b>																
A	TEMP	12.150000	12.150000													
<b>Real Property Agent I   017032   L39A</b>																
A	PROF	25.907400	27.202771	28.562910	29.991055	31.490608	33.065138	34.718395	36.454314	30.667747	32.220302	33.025810	33.851455	34.697741	35.565185	36.454314
B	PRFB	25.799710	26.444703	27.105821	27.783466	28.478053	29.190003	29.919753	30.667747	31.434442	32.220302	33.025810	33.851455	34.697741	35.565185	36.454314
<b>Real Property Agent II   017033   L39A</b>																
A	PROF	29.890061	31.384565	32.953793	34.601481	36.331556	38.148134	40.055541	42.058318	35.382201	36.266756	37.173425	38.102760	39.055330	40.031713	41.032505
B	PRFB	29.765815	30.509961	31.272710	32.054528	32.855891	33.677288	34.519219	35.382201	36.266756	37.173425	38.102760	39.055330	40.031713	41.032505	42.058318
<b>Real Property Agent III   017034   L39A</b>																
A	PROF	33.126704	34.783039	36.522191	38.348301	40.265716	42.279002	44.392952	46.612600	39.213558	40.193899	41.198746	42.228715	43.284432	44.366543	45.475707
B	PRFB	32.989003	33.813730	34.659074	35.525549	36.413687	37.324031	38.257132	39.213558	40.193899	41.198746	42.228715	43.284432	44.366543	45.475707	46.612600
<b>Recreation Aide   009039   TEMP</b>																
A	TEMP	12.040000	13.280000	12.646128	13.278435											
<b>Recreation Aide (Older Adults)   009140   TEMP</b>																
A	TEMP	12.040000	13.280000													
<b>Recreation General Supervisor   001805   MGMT</b>																
A	MGTE	37.219512	38.149999	39.103748	40.081342	41.083376	42.110460	43.163221	44.242302	45.348360	46.482069	47.644120	48.835223			
<b>Recreation Leader (Spcl Needs)   009038   TEMP</b>																
A	TEMP	12.040000	13.940000	12.646128	13.278435	13.942356										

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Recreation Manager   001803   MGMT</b>																
A	MGTE	48.652955	49.869280	51.116011	52.393912	53.703759	55.046353	56.422513	57.833074	59.278903	60.760875	62.279897	63.836894			
<b>Recreation Superintendent   001804   MGMT</b>																
A	MGTE	41.355012	42.388888	43.448609	44.534824	45.648195	46.789400	47.959135	49.158113	50.387066	51.646744	52.937912	54.261360			
<b>Registered Veterinary Tech   003926   L39A</b>																
A	OPMT	22.971950	24.120548	25.326575	26.592903	27.922549	29.318676	30.784611	32.323840							
B	OPMB	22.876461	23.448373	24.034582	24.635446	25.251332	25.882617	26.529682	27.192924	27.872747	28.569565	29.283803	30.015898	30.766298	31.535454	32.323840
<b>Relief Clerical Assistant   009063   TEMP</b>																
A	TEMP	13.498400	14.992900	15.278800	16.968000											
<b>Reserve Community Service Off   009128   TEMP</b>																
A	TEMP	24.250000	24.250000	24.257844												
<b>Reserve Dispatcher   009115   TEMP</b>																
A	TEMP	27.008600	27.008600													
<b>Reserve Police Officer I   009006   TEMP</b>																
A	TEMP	28.000000	36.000000	28.000000	32.500000	36.000000										
<b>Reserve Police Officer II   009004   TEMP</b>																
A	TEMP	26.000000	26.000000	26.000000												
<b>Reserve Police Officer III   009002   TEMP</b>																
A	TEMP	25.000000	25.000000	25.000000												
<b>Reserve Police Records Spec   009121   TEMP</b>																
A	TEMP	19.460300	19.460300	19.460300	19.460300											
<b>Reserve Police Sergeant   009020   TEMP</b>																
A	TEMP	41.500000	41.500000	41.500000	41.500000											
<b>Reserve Property Assistant   009021   TEMP</b>																
A	TEMP	19.310800	19.310800	19.310800	19.310800											



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Revenue Services Rep   016953   L39A</b>																
A	OFFT	18.051515	18.954090	19.901795	20.896885	21.941729	23.038814	24.190754	25.400294	21.902594	22.450158	23.011411	23.586697	24.176364	24.780775	25.400294
B	OFFB	17.976478	18.425890	18.886537	19.358701	19.842669	20.338736	20.847204	21.368384	18.204052	19.125632	19.603773	20.093866	20.596213	21.111120	21.638897
<b>Revenue Services Trainee   016952   L39A</b>																
A	OFFT	15.378360	16.147278	16.954643	17.802374	18.692493	19.627118	20.608474	21.638897	18.204052	19.125632	19.603773	20.093866	20.596213	21.111120	21.638897
B	OFFB	15.314436	15.697297	16.089730	16.491974	16.904272	17.326879	17.760050	18.204052	18.659153	19.125632	19.603773	20.093866	20.596213	21.111120	21.638897
<b>Revenue Supervisor   015076   L39C</b>																
A	SUPV	23.259793	24.422783	25.643921	26.926117	28.272423	29.686044	31.170347	32.728864	28.221996	28.927548	29.650736	30.392003	31.151804	31.930599	32.728864
B	SUPB	23.163108	23.742184	24.335739	24.944133	25.567737	26.206929	26.862103	27.533655	28.221996	28.927548	29.650736	30.392003	31.151804	31.930599	32.728864
<b>Risk Manager   001864   MGMT</b>																
A	MGTE	58.776869	60.246290	61.752446	63.296259	64.878665	66.500632	68.163147	69.867226	71.613908	73.404255	75.239362	77.120344			
<b>Roofers   006262   BULT</b>																
A	BLDG	23.014825	24.740937	26.596507	28.591246	30.735589	33.040758	35.518815	38.182725							
<b>Secretary to the Planning Commsn   016081   L39A</b>																
A	OFFT	17.716124	18.601929	19.532027	20.508628	21.534059	22.610762	23.741300	24.928365	20.971367	21.495651	22.033043	22.583869	23.148465	23.727178	24.320357
B	OFFB	17.642483	18.083543	18.535632	18.999023	19.473999	19.960849	20.459870	20.971367	21.495651	22.033043	22.583869	23.148465	23.727178	24.320357	24.928365
<b>Security Guard   003641   L39A</b>																
A	OPMT	15.196246	15.956057	16.753858	17.591551	18.471130	19.394686	20.364419	21.382641	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307
B	OPMB	15.133077	15.511404	15.899190	16.296669	16.704085	17.121687	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307	20.861114	21.382641
<b>Security Officer   009117   TEMP</b>																
A	TEMP	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400	24.785400
<b>Senior Accountant Auditor   001811   MGMT</b>																
A	MGTE	38.130235	39.083491	40.060580	41.062094	42.088644	43.140861	44.219383	45.324867	46.457988	47.619439	48.809926	50.030173			
<b>Senior Accounting Technician   015064   L39C</b>																
A	SUPV	21.092362	22.146980	23.254329	24.417046	25.637898	26.919792	28.265782	29.679072	24.967970	25.592170	26.231974	26.887773	27.559968	28.248967	28.955192
B	SUPB	21.004686	21.529803	22.068048	22.619748	23.185243	23.764874	24.358995	24.967970	25.592170	26.231974	26.887773	27.559968	28.248967	28.955192	29.679072
<b>Senior Advisor to the Mayor   021017   MCSU</b>																
U	MCSA	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385	40.015385

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Senior Animal Care Technician   015097   L39C</b>																
A SUPV	20.100644	28.283625	21.105676	23.269007	24.432458	25.654081	26.936785	28.283625	29.690430	31.138882	32.623568	34.1520761	35.720761	37.330761	38.980761	40.670761
B SUPB	20.017091	28.283625	20.017091	21.030457	22.095121	23.213687	24.388882	25.623568	26.949030	28.324282	29.749009	31.213687	32.728273	34.283625	35.933625	37.628625
<b>Senior Animal Control Officer   015033   L39C</b>																
A SUPV	25.131272	35.362224	26.387837	27.707228	29.092589	30.547218	32.074579	33.678308	35.362224	37.138882	38.997734	40.962734	43.033734	45.210734	47.494734	50.000000
B SUPB	25.026807	35.362224	25.026807	26.524478	28.091134	29.724913	31.424913	33.190913	35.023424	36.914913	38.862424	40.864913	42.922424	45.086913	47.364913	50.000000
<b>Senior Applications Developer   001812   MGMT</b>																
A MGTE	40.834722	53.578695	41.855590	43.974530	45.073893	46.200741	47.355760	48.539653	49.753144	50.996973	52.271898	53.578695	54.914437	56.299770	57.716437	59.179000
<b>Senior Architect   001813   MGMT</b>																
A MGTE	49.096035	64.418251	50.323436	51.581521	52.871060	54.192835	55.547656	56.936349	58.359757	59.818751	61.314219	62.847076	64.418251	66.029076	67.684251	69.382251
<b>Senior Auditor   001935   MGMT</b>																
A MGTE	35.164986	46.140000	36.044111	37.868844	38.815565	39.785954	40.780603	41.800118	42.845121	43.916249	45.014155	46.139509	47.289000	48.562000	49.862000	51.182000
U MCSA	30.759500	46.139510	30.759500	32.600000	34.500000	36.450000	38.450000	40.500000	42.600000	44.750000	46.999999	49.349999	51.799999	54.349999	56.999999	59.749999
<b>Senior Budget Analyst   001920   MGMT</b>																
A MGTE	41.852752	54.914437	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437	56.289000	57.693000	59.136000
<b>Senior Building Maint Worker   003632   L39A</b>																
A OPMT	21.419924	30.139984	22.490920	23.615466	24.796240	26.036051	27.337853	28.704747	30.139984	31.600000	33.060000	34.510000	35.960000	37.410000	38.860000	40.310000
B OPMB	21.330886	30.139984	21.864158	22.410763	22.971031	23.545308	24.133940	24.737289	25.355721	25.989614	26.639353	27.305338	27.987972	28.687670	29.404862	30.139984
<b>Senior Camp Aquatics Leader   009133   TEMP</b>																
D DALY	66.120000	80.000000	66.120000	72.722000	80.000000	80.000000	80.000000	80.000000	80.000000	80.000000	80.000000	80.000000	80.000000	80.000000	80.000000	80.000000
<b>Senior Carpenter   006256   BULT</b>																
A BLDG	24.164293	40.089749	25.976615	27.924860	30.019224	32.270667	34.690967	37.292789	40.089749	43.000000	46.000000	49.000000	52.000000	55.000000	58.000000	61.000000
<b>Senior Central Services Asst   016235   L39A</b>																
A OFFT	19.245489	27.080335	20.207763	21.218151	22.279058	23.393012	24.562662	25.790795	27.080335	28.460000	29.930000	31.480000	33.110000	34.810000	36.580000	38.410000
B OFTB	19.165490	27.080335	19.165490	20.135742	20.639135	21.155113	21.683992	22.226092	22.781745	23.351288	23.935070	24.533446	25.146784	25.775454	26.419839	27.080335
<b>Senior Claims Collector   016103   L39A</b>																
A OFFT	21.305297	29.978693	22.370561	23.489090	24.663546	25.896723	27.191559	28.551136	29.978693	31.460000	33.000000	34.590000	36.230000	37.920000	39.660000	41.450000
B OFTB	21.216737	29.978693	21.747155	22.290834	22.848104	23.419307	24.004790	24.604910	25.220032	25.850534	26.496796	27.159216	27.838197	28.534151	29.247504	29.978693



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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	
<b>Senior Code Enforcement Ofcr   L39C</b>																	
A SUPV	27.075171	38.097483	27.075171	28.428927	29.850375	31.342895	32.910039	34.555540	36.283318	38.097483							
B SUPB	26.962625	38.097483	26.962625	27.636691	28.327608	29.035798	29.761694	30.505736	31.268377	32.050088	32.851341	33.672624	34.514440	35.377301	36.261732	37.168276	38.097483
<b>Senior Computer Operator   016908   L39A</b>																	
A OFFT	27.591936	38.824623	27.591936	28.971532	30.420109	31.941114	33.538168	35.215078	36.975831	38.824623							
B OFTB	27.477242	38.824623	27.477242	28.164174	28.868278	29.589984	30.329733	31.087977	31.865177	32.661807	33.478350	34.315311	35.173192	36.052522	36.953835	37.877682	38.824623
<b>Senior Council Representative   021016   MCSU</b>																	
U MCSA	36.230004	54.345006															
<b>Senior Custodian   003678   L39A</b>																	
A OPMT	16.878225	23.749357	16.878225	17.722134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357							
B OPMB	16.808065	23.749357	16.808065	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	20.478995	20.990970	21.515744	22.053639	22.604979	23.170104	23.749357
<b>Senior Customer Service Rep   016912   L39A</b>																	
A OFFT	18.981131	26.708357	18.981131	19.930187	20.926697	21.973032	23.071684	24.225268	25.436531	26.708357							
B OFTB	18.902232	26.708357	18.902232	19.374787	19.859157	20.355636	20.864526	21.386139	21.920792	22.468813	23.030534	23.606297	24.196454	24.801365	25.421400	26.056934	26.708357
<b>Senior Data Entry Technician   016127   L39A</b>																	
A OFFT	17.384688	24.462002	17.384688	18.253922	19.166620	20.124950	21.131197	22.187757	23.297145	24.462002							
B OFTB	17.312425	24.462002	17.312425	17.745236	18.188865	18.643588	19.109678	19.587420	20.077105	20.579031	21.093508	21.620846	22.161368	22.715400	23.283286	23.865367	24.462002
<b>Senior Debt Analyst   001814   MGMT</b>																	
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			
<b>Senior Department Sys Spclst   016222   L39A</b>																	
A OFFT	33.814462	47.580342	33.814462	35.505184	37.280442	39.144465	41.101688	43.156772	45.314612	47.580342							
B OFTB	33.673903	47.580342	33.673903	34.515750	35.378644	36.263110	37.169686	38.098930	39.051404	40.027689	41.028380	42.054089	43.105443	44.183077	45.287654	46.419846	47.580342
<b>Senior Deputy City Attorney   001815   MGMT</b>																	
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			
<b>Senior Deputy City Clerk   014004   MSUP</b>																	
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			
<b>Senior Development Project Mgr   001816   MGMT</b>																	
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			



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Senior Electrician   006266   BULT</b>																
A BLDG	27.034279	44.851197	27.034279	29.061850	31.241488	33.584601	36.103445	38.811204	41.722043	44.851197						
<b>Senior Electronic Maint Tech   003633   L39A</b>																
A OPMT	30.645593	43.121428	32.177874	33.786767	35.476106	37.249911	39.112407	41.068026	43.121428							
B OPMB	30.518207	43.121428	31.281163	32.063191	32.864770	33.686390	34.528550	35.391764	36.276557	37.183471	38.113058	39.065886	40.042532	41.043595	42.069686	43.121428
<b>Senior Engineer   001817   MGMT</b>																
A MGTE	49.678310	65.182247	50.920266	52.193273	53.498105	54.835559	56.206447	57.611608	59.051899	60.528195	62.041400	63.592435	65.182247			
<b>Senior Engineering Technician   015111   L39C</b>																
A SUPV	27.675575	38.942316	27.675575	29.059355	30.512323	32.037940	33.639837	35.321828	37.087919	38.942316						
<b>Senior Equipment Service Wrkr   012007   IAAMA</b>																
A IAAMA	18.316085	25.772567	18.316085	19.231887	20.193482	21.203155	22.263313	23.376478	24.545303	25.772567						
<b>Senior Fire Prevention Officer   005159   L522</b>																
A FR40	37.190040	45.204725	37.190040	39.049541	41.002019	43.052119	45.204725									
<b>Senior Fiscal Policy Analyst   001938   MGMT</b>																
A MGTE	43.080000	56.530000	43.083531	44.160619	45.264635	46.396250	47.556157	48.745061	49.963687	51.212779	52.493099	53.805426	55.150562	56.529326		
U MCSA	37.684611	56.529567														
<b>Senior Generator Technician   006062   BULT</b>																
A BLDG	30.450570	42.847010	30.450570	31.973099	33.571754	35.250341	37.012859	38.863501	40.806676	42.847010						
<b>Senior HVAC Systems Mechanic   004011   L39B</b>																
A PLNT	32.824358	46.187168	32.824358	34.465577	36.188853	37.998298	39.898212	41.893123	43.987779	46.187168						
B PLNB	32.687916	46.187168	32.687916	33.505113	34.342741	35.201309	36.081342	36.983375	37.907959	38.855660	39.827051	40.822727	41.843295	42.889377	43.961611	45.060651
<b>Senior Intg Was Equip Operator   003664   L39A</b>																
A OPMT	22.826925	32.119775	22.826925	23.968271	25.166685	26.425019	27.746268	29.133582	30.590261	32.119775						
B OPMB	22.732038	32.119775	22.732038	23.300340	23.882848	24.479919	25.091917	25.719215	26.362195	27.021249	27.696782	28.389202	29.098930	29.826404	30.572064	31.336366
<b>Senior Investment Officer   001818   MGMT</b>																
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		





## Salary Schedule/Classification Listing

Department of Human Resources

Effective **9/3/2019**

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
<b>Senior IT Support Spcst   L39A</b>																
A	OFFT	35.313253	37.078915	38.932862	40.879506	42.923480	45.069654	47.323137	49.689293							
B	OFFB	35.166465	36.045626	36.946766	37.870436	38.817197	39.787627	40.782317	41.801876	42.846922	43.918095	45.016048	46.141448	47.294985	48.477359	49.689293
<b>Senior Key Data Operator   016083   L39A</b>																
A	OFFT	16.878225	17.722134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357							
B	OFFB	16.808065	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	20.478995	20.990970	21.515744	22.053639	22.604979	23.170104	23.749357
<b>Senior Landfill Engrn Tech   016208   L39A</b>																
A	OFFT	27.675575	29.059355	30.512323	32.037940	33.639837	35.321828	37.087919	38.942316							
B	OFFB	27.560537	28.249550	28.955788	29.679683	30.421675	31.182217	31.961772	32.760816	33.579836	34.419332	35.279816	36.161811	37.065855	37.992504	38.942316
<b>Senior Landscape Architect   001819   MGMT</b>																
A	MGTE	43.947635	45.046326	46.172485	47.326797	48.509966	49.722716	50.965783	52.239928	53.545926	54.884575	56.256691	57.663108			
<b>Senior Legal Staff Asst (Ex)   010811   CONF</b>																
A	CONF	23.602477	24.192539	24.797353	25.417288	26.052719	26.704037	27.371637	28.055930	28.757328	29.476260	30.213168	30.968496			
<b>Senior Lifeguard   009016   TEMP</b>																
A	TEMP	14.680000	15.055040	15.431416	15.817201	16.212631	16.617947									
<b>Senior Maintenance Worker   003652   L39A</b>																
A	OPMT	18.689252	19.623712	20.604899	21.635145	22.716901	23.852746	25.045383	26.297653							
B	OPMB	18.611566	19.076853	19.553774	20.042619	20.543683	21.057276	21.583709	22.123301	22.676384	23.243294	23.824375	24.419984	25.030484	25.656247	26.297653
<b>Senior Management Analyst   001820   MGMT</b>																
A	MGTE	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
<b>Senior Office Specialist   016096   L39A</b>																
A	OFFT	17.384688	18.253922	19.166620	20.124950	21.131197	22.187757	23.297145	24.462002							
B	OFFB	17.312425	17.745236	18.188865	18.643588	19.109678	19.587420	20.077105	20.579031	21.093508	21.620846	22.161368	22.715400	23.283286	23.865367	24.462002
<b>Senior Painter   006051   BULT</b>																
A	BLDG	24.567328	26.409878	28.390619	30.519916	32.808909	35.269577	37.914796	40.758406							
<b>Senior Parking Lot Attendant   003668   L39A</b>																
A	OPMT	17.435616	18.307396	19.222766	20.183903	21.193099	22.252755	23.365391	24.533661							
B	OPMB	17.363141	17.797219	18.242148	18.698202	19.165657	19.644799	20.135919	20.639316	21.155300	21.684182	22.226287	22.781943	23.351491	23.935278	24.533661



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Senior Parking Lot Supervisor   015067   L39C</b>																
A SUPV	24.006717	25.207051	26.467405	27.790775	29.180314	30.639329	32.171296	33.779860	35.529860	37.341296	39.215296	41.144860	43.130860	45.174860	47.269860	49.419860
B SUPB	23.906925	24.504599	25.117214	25.745145	26.388774	27.048494	27.724706	28.417822	29.128268	29.856475	30.602888	31.367959	32.152157	32.955961	33.779860	
<b>Senior Personnel Analyst   001821   MGMT</b>																
A MGTE	39.646506	40.637667	41.653609	42.694948	43.762323	44.856380	45.977791	47.127236	48.305415	49.513052	50.750878	52.019650				
<b>Senior Personnel Trans Coord   016131   L39A</b>																
A OFFT	19.283066	20.247217	21.259578	22.322558	23.438686	24.610620	25.841152	27.133209	28.484860	29.898860	31.378860	32.928860	34.544860	36.232860	37.941860	39.671860
B OFFB	19.202911	19.682984	20.175057	20.679434	21.196420	21.726330	22.269488	22.826226	23.396881	23.981803	24.581348	25.195882	25.825779	26.471424	27.133209	
<b>Senior Planner   001822   MGMT</b>																
A MGTE	42.849338	43.920572	45.018586	46.144050	47.297652	48.480094	49.692095	50.934397	52.207758	53.512952	54.850775	56.222047				
<b>Senior Plant Operator   004003   L39B</b>																
A PLNT	31.658393	33.241313	34.903379	36.648547	38.480976	40.405024	42.425275	44.546540	46.769860	49.098860	51.536860	54.088860	56.756860	59.549860	62.462860	65.491860
B PLNB	31.526798	32.314967	33.122840	33.959913	34.799686	35.669677	36.561420	37.475455	38.412341	39.372651	40.356967	41.365891	42.400037	43.460039	44.546540	
<b>Senior Plumber   006258   BULT</b>																
A BLDG	27.341064	29.391644	31.596018	33.965717	36.513147	39.251633	42.195506	45.360168	48.749860	52.359860	56.199860	60.279860	64.599860	69.169860	73.999860	79.089860
<b>Senior Police Records Supv   015082   L39C</b>																
A SUPV	27.062068	28.415171	29.835929	31.327726	32.894112	34.538817	36.265758	38.079045	39.979860	41.979860	44.079860	46.279860	48.579860	50.979860	53.479860	56.079860
B SUPB	26.949576	27.623317	28.313898	29.021747	29.747290	30.490972	31.253246	32.034577	32.835443	33.656329	34.497736	35.360181	36.244185	37.150289	38.079045	
<b>Senior Property Assistant   016072   L39A</b>																
A OFFT	22.005990	23.106287	24.261602	25.474684	26.748418	28.085837	29.490128	30.964635	32.504860	34.116860	35.806860	37.584860	39.454860	41.414860	43.474860	45.634860
B OFFB	21.914514	22.462378	23.023937	23.599535	24.189523	24.794262	25.414119	26.049471	26.724860	27.420860	28.128860	28.848860	29.580860	30.344860	31.130860	31.948860
<b>Senior Rec Aide (Older Adults)   009141   TEMP</b>																
A TEMP	12.190750	16.336774														
<b>Senior Recreation Aide   009118   TEMP</b>																
A TEMP	12.190000	16.330000	12.800290	13.440303	14.112319	14.817934	15.558832	16.336772								
<b>Senior Revenue Services Rep   016954   L39A</b>																
A OFFT	19.861717	20.854803	21.897544	22.992420	24.142041	25.349144	26.616600	27.947431	29.349860	30.829860	32.384860	34.014860	35.719860	37.504860	39.379860	41.344860
B OFFB	19.779158	20.273636	20.780476	21.299989	21.832489	22.378300	22.937758	23.511201	24.098981	24.701457	25.318993	25.951968	26.600768	27.265786	27.947431	



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Senior School Crossing Guard   016951   L39A</b>																
A	OFFT	16.884651	17.728884	18.615329	19.546095	20.523399	21.549570	22.627048	23.758401	20.486795	20.998964	21.523938	22.062036	22.613588	23.178928	23.758401
B	OFFB	16.814466	17.234829	17.665697	18.107341	18.560024	19.024024	19.499626	19.987115							
<b>Senior Sheet Metal Worker   006260   BULT</b>																
A	BLDG	24.164293	25.976615	27.924860	30.019224	32.270667	34.690967	37.292789	40.089749							
<b>Senior Staff Assistant   010712   CONF</b>																
A	CONF	23.143027	23.721602	24.314642	24.922509	25.545570	26.184210	26.838815	27.509786	28.197530	28.902469	29.625030	30.365656			
<b>Senior Stationary Engineer   004004   L39B</b>																
A	PLNT	30.558452	32.086376	33.690694	35.375228	37.143990	39.001189	40.951251	42.998811							
B	PLNB	30.431428	31.192213	31.972019	32.771321	33.590602	34.430367	35.291127	36.173404	37.077741	38.004684	38.954801	39.928670	40.926887	41.950060	42.998811
<b>Senior Store Keeper   015105   L39C</b>																
A	SUPV	19.826697	20.818027	21.858926	22.951872	24.099472	25.304445	26.569668	27.898155							
B	SUPB	19.744283	20.237890	20.743838	21.262433	21.793994	22.338845	22.897315	23.469748	24.056492	24.657904	25.274352	25.906210	26.553865	27.217713	27.898155
<b>Senior Systems Engineer   001823   MGMT</b>																
A	MGTE	40.983015	42.007590	43.057781	44.134224	45.237581	46.368521	47.527733	48.715927	49.933824	51.182169	52.461723	53.773268			
<b>Senior Telecommunications Tech   003923   L39A</b>																
A	OPMT	29.725580	31.211859	32.772452	34.411074	36.131627	37.938209	39.835119	41.826875							
B	OPMB	29.602017	30.342066	31.100619	31.878135	32.675089	33.491966	34.329265	35.187496	36.067183	36.968864	37.893085	38.840412	39.811422	40.806708	41.826875
<b>Senior Traffic Ctrl&amp;Light Supv   015079   L39C</b>																
A	SUPV	31.597092	33.176947	34.835794	36.577583	38.406462	40.326786	42.343126	44.460282							
B	SUPB	31.465749	32.252394	33.058704	33.885172	34.732302	35.600608	36.490623	37.402889	38.337962	39.296410	40.278820	41.285792	42.317936	43.375884	44.460282
<b>Senior Tree Maintenance Worker   003661   L39A</b>																
A	OPMT	21.295080	22.359834	23.477827	24.651716	25.884301	27.178517	28.537443	29.964316							
B	OPMB	21.206560	21.736724	22.280144	22.837147	23.408075	23.993277	24.593110	25.207936	25.838135	26.484088	27.146190	27.824845	28.520466	29.233478	29.964316
<b>Senior Tree Pruner   003680   L39A</b>																
A	OPMT	22.480071	23.604074	24.784278	26.023493	27.324668	28.690901	30.125445	31.631718							
B	OPMB	22.386627	22.946293	23.519948	24.107950	24.710648	25.328414	25.961624	26.610665	27.275932	27.957828	28.656775	29.373194	30.107525	30.860212	31.631718



## Salary Schedule/Classification Listing

Department of Human Resources

Effective **9/3/2019**

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
<b>Service Contract Inspector   016902   L39A</b>																
A	OFFT	19.987963	20.987360	22.036729	23.138565	24.295493	25.510267	26.785781	28.125070	29.52161	30.979925	32.499925	34.080925	35.723925	37.429925	39.199925
B	OFFB	19.904878	20.402499	20.912562	21.435377	21.971260	22.520540	23.083555	23.660644	24.252161	24.858464	25.479925	26.116924	26.769846	27.439092	28.125070
<b>Sheet Metal Worker   006052   BULT</b>																
A	BLDG	23.014825	24.740937	26.596507	28.591246	30.735589	33.040758	35.518815	38.182725							
<b>Solid Waste Maint Supervisor   015075   L39C</b>																
A	SUPV	24.254180	25.466889	26.740233	28.077246	29.481109	30.955164	32.502922	34.128067							
B	SUPB	24.153362	24.757195	25.376125	26.010528	26.660792	27.327313	28.010494	28.710756	29.428525	30.164240	30.918345	31.691303	32.483586	33.295675	34.128067
<b>Special Assistant to City Atty   001852   MGMT</b>																
A	MGTE	28.949359	29.673092	30.414918	31.175291	31.954675	32.753542	33.572382	34.411691	35.271983	36.153781	37.057627	37.984067			
<b>Special Assistant to the Mayor   021005   MCSU</b>																
U	MCSA	40.348847	60.523270													
<b>Special Districts Manager   001915   MGMT</b>																
A	MGTE	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			
<b>Special Projects Manager   001855   MGMT</b>																
A	MGTE	46.875082	48.046959	49.248132	50.479336	51.741321	53.034854	54.360725	55.719742	57.112736	58.540554	60.004070	61.504171			
U	EXMG	40.175846	60.263770													
<b>Staff Aide CON (Min/Max)   010721   CONF</b>																
A	CONF	20.822560	48.949800													
U	MCSB															
<b>Staff Aide EMS (Min/Max)   02100B   EMSU</b>																
U	MCSB															
<b>Staff Aide EXM (Min/Max)   02000A   EXMG</b>																
U	EXMG															
<b>Staff Aide MCS (Min/Max)   02100A   MCSU</b>																
U	MCSA															
<b>Staff Aide MGM (Min/Max)   001856   MGMT</b>																
A	MGTE	26.683200	97.124400													



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
----------------	-----------------	--------	--------	--------	--------	--------	--------	--------	--------	--------	---------	---------	---------	---------	---------	---------

**Staff Aide OFF (Min/Max) | 016236 | L39A**

A	OFFT	12.430000	47.690000													
---	------	-----------	-----------	--	--	--	--	--	--	--	--	--	--	--	--	--

**Staff Aide SUP (Min/Max) | 015005 | L39C**

A	SUPV	12.570000	58.010000													
---	------	-----------	-----------	--	--	--	--	--	--	--	--	--	--	--	--	--

**Staff Aide TMP (Min/Max) | 009116 | TEMP**

A	TEMP	12.000000	110.862264													
---	------	-----------	------------	--	--	--	--	--	--	--	--	--	--	--	--	--

**Staff Assistant | 010713 | CONF**

A	CONF	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 (Ex) | 010806 | CONF**

A	CONF	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 | 021010 | EMSU**

U	MCSB	17.952749	26.929123													
---	------	-----------	-----------	--	--	--	--	--	--	--	--	--	--	--	--	--

**Stagehand I | 006016 | BULT**

A	BLDG	21.759353	22.847320	23.989686	25.189170	26.448629	27.771061	29.159613	30.617594							
---	------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	--	--	--	--	--	--	--

**Stagehand II | 006017 | BULT**

A	BLDG	23.939746	25.136733	26.393569	27.713248	29.098911	30.553857	32.081549	33.685626							
---	------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	--	--	--	--	--	--	--

**Stationary Engineer | 004005 | L39B**

A	PLNT	27.777348	29.166216	30.624526	32.155753	33.763539	35.451717	37.224301	39.085517							
B	PLNB	27.661883	28.353430	29.062266	29.788824	30.533544	31.296881	32.079305	32.881288	33.703319	34.545902	35.409550	36.294789	37.202158	38.132211	39.085517

**Stenographer Clerk I | 016084 | L39A**

A	OFFT	15.196246	15.956057	16.753858	17.591551	18.471130	19.394686	20.364419	21.382641							
B	OFFB	15.133077	15.511404	15.899190	16.296669	16.704085	17.121687	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307	20.861114	21.382641

**Stenographer Clerk II | 016085 | L39A**

A	OFFT	15.808434	16.598857	17.428799	18.300240	19.215251	20.176015	21.184815	22.244056							
B	OFFB	15.742723	16.136291	16.539698	16.953191	17.377020	17.811446	18.256731	18.713151	19.180980	19.660504	20.152017	20.655817	21.172212	21.701518	22.244056



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Stenographer Clerk III   016086   L39A</b>																
A	OFFT	17.716124	18.601929	19.532027	20.508628	21.534059	22.610762	23.741300	24.928365	26.171367	27.465651	28.810304	30.205465	31.651178	33.147905	34.695766
B	OFFB	17.642483	18.083543	18.535632	18.999023	19.473999	19.960849	20.459870	20.971367	21.495651	22.033043	22.583869	23.148465	23.727178	24.320357	24.928365
<b>Storekeeper   016087   L39A</b>																
A	OFFT	18.435688	19.357473	20.325347	21.341614	22.408694	23.529131	24.705586	25.940865	27.233148	28.571586	29.954145	31.380869	32.850889	34.364162	35.910865
B	OFFB	18.359058	18.818033	19.288484	19.770696	20.264962	20.771586	21.290876	21.823148	22.368726	22.927946	23.501145	24.088673	24.690889	25.308162	25.940865
<b>Stores Administrator   014006   MSUP</b>																
A	MSUP	34.897230	35.769660	36.663902	37.580499	38.520012	39.483011	40.470087	41.481838	42.518886	43.581857	44.671402	45.788189			
<b>Stores Clerk I   016088   L39A</b>																
A	OFFT	15.196246	15.956057	16.753858	17.591551	18.471130	19.394686	20.364419	21.382641	22.448473	23.561339	24.721168	25.929909	27.187637	28.544114	29.998641
B	OFFB	15.133077	15.511404	15.899190	16.296669	16.704085	17.121687	17.549730	17.988473	18.438185	18.899139	19.371618	19.855909	20.352307	20.861114	21.382641
<b>Stores Clerk II   016089   L39A</b>																
A	OFFT	16.878225	17.722134	18.608244	19.538654	20.515586	21.541366	22.618434	23.749357	24.925907	26.148995	27.419700	28.736369	30.099079	31.507979	32.962979
B	OFFB	16.808065	17.228267	17.658974	18.100448	18.552960	19.016783	19.492201	19.979507	20.478995	20.990970	21.515744	22.053639	22.604979	23.170104	23.749357
<b>Street Construction Equip Optr   003687   L39A</b>																
A	OPMT	27.772981	29.161629	30.619710	32.150695	33.758232	35.446141	37.218449	39.079371	40.925907	42.858918	44.879308	46.987982	49.184308	51.468216	53.839731
B	OPMB	27.657534	28.348972	29.057698	29.784140	30.528744	31.291963	32.074260	32.876116	33.698018	34.540470	35.403983	36.289082	37.196308	38.126216	39.079371
<b>Street Construction Laborer   003688   L39A</b>																
A	OPMT	25.194016	26.453715	27.776402	29.165221	30.623484	32.154659	33.762393	35.450510	37.218449	39.079371	40.925907	42.858918	44.879308	46.987982	49.184308
B	OPMB	25.089290	25.716523	26.359436	27.018422	27.693882	28.386230	29.095885	29.823282	30.568863	31.333085	32.116413	32.919323	33.742307	34.585864	35.450510
<b>Street Construction Lbr Trnee   003690   L39A</b>																
A	OPMT	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183
B	OPMB	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183	19.429183
<b>Street Maintenance Supv   015099   L39C</b>																
A	SUPV	29.165717	30.624002	32.155202	33.762963	35.451109	37.223667	39.084851	41.039091	43.084851	45.214851	47.429183	49.728611	52.113040	54.583469	57.138900
B	SUPB	29.044482	29.770593	30.514858	31.277730	32.059673	32.861165	33.682694	34.524761	35.387880	36.272577	37.179392	38.108877	39.061599	40.038140	41.039091
<b>Streets Manager   001883   MGMT</b>																
A	MGTE	47.810590	49.005855	50.231001	51.486776	52.773945	54.093294	55.445627	56.831766	58.252562	59.708875	61.201597	62.731637			



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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		
<b>Structural Maintenance Supv   006053   BULT</b>																		
A	BLDG	28.685851	47.591238	28.685851	30.837290	33.150087	35.636343	38.309068	41.182249	44.270918	47.591238							
<b>Student Aide   009134   TEMP</b>																		
A	TEMP	12.000000	12.000000	12.000000														
<b>Student Trainee (Engn, Comptr)   009108   TEMP</b>																		
A	TEMP	13.121300	16.735400	13.121300	14.325900	15.530700	16.735400											
<b>Student Trainee (Most Majors)   009009   TEMP</b>																		
A	TEMP	12.510000	13.723100	12.518400	13.723100													
A	TEMP	12.510000	13.720000															
<b>Student Trainee (Paramedic)   009071   TEMP</b>																		
A	TEMP	13.121300	16.735400	13.121300	14.325900	15.530700	16.735400											
<b>Supervising Architect   001829   MGMT</b>																		
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			
<b>Supervising Building Inspector   015096   L39C</b>																		
A	SUPV	34.053108	47.916141	34.053108	35.755762	37.543551	39.420729	41.391765	43.461353	45.634421	47.916141							
B	SUPB	33.911555	47.916141	33.911555	34.759345	35.628329	36.519038	37.432013	38.367813	39.327009	40.310184	41.317939	42.350887	43.409661	44.494901	45.607273	46.747455	47.916141
<b>Supervising Cashier   015038   L39C</b>																		
A	SUPV	20.407819	28.715850	20.407819	21.428210	22.499620	23.624601	24.805831	26.046123	27.348430	28.715850							
B	SUPB	20.322988	28.715850	20.322988	20.831064	21.351840	21.885635	22.432776	22.993596	23.568435	24.157646	24.761587	25.380627	26.015144	26.665522	27.332161	28.015463	28.715850
<b>Supervising Community Ctr Attd   015058   L39C</b>																		
A	SUPV	21.656839	30.473349	21.656839	22.739682	23.876666	25.070498	26.324024	27.640225	29.022236	30.473349							
B	SUPB	21.566818	30.473349	21.566818	22.105988	22.658638	23.225103	23.805731	24.400875	25.010896	25.636168	26.277073	26.934000	27.607350	28.297534	29.004972	29.730096	30.473349
<b>Supervising Community Svc Rep   015071   L39C</b>																		
A	SUPV	22.333142	31.424974	22.333142	23.449800	24.622289	25.853403	27.146074	28.503379	29.928545	31.424974							
B	SUPB	22.240308	31.424974	22.240308	22.796317	23.366224	23.950380	24.549140	25.162869	25.791940	26.436737	27.097656	27.775099	28.469476	29.181212	29.910742	30.658511	31.424974
<b>Supervising Construction Insp   015074   L39C</b>																		
A	SUPV	32.161899	45.255023	32.161899	33.769996	35.458494	37.231419	39.092992	41.047641	43.100021	45.255023							
B	SUPB	32.028211	45.255023	32.028211	32.828916	33.649639	34.490881	35.353152	36.236981	37.142904	38.071478	39.023264	39.998846	40.998817	42.023789	43.074384	44.151242	45.255023



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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		
<b>Supervising Deputy City Atty   020037   EXMG</b>																		
U	EXMG	67.356779	101.035169															
<b>Supervising Dispatcher   015039   L39C</b>																		
A	SUPV	35.880531	50.487513	35.880531	37.674560	39.558288	41.536201	43.613012	45.793662	48.083346	50.487513							
B	SUPB	35.731385	50.487513	35.731385	36.624671	37.540287	38.478795	39.440764	40.426784	41.437453	42.473390	43.535224	44.623605	45.739194	46.882675	48.054742	49.256110	50.487513
<b>Supervising Engineer   001831   MGMT</b>																		
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			
<b>Supervising Financial Analyst   001832   MGMT</b>																		
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			
<b>Supervising Fire Svc Worker   012059   IAAMA</b>																		
A	IAAMA	23.175296	32.609970	23.175296	24.334061	25.550764	26.828303	28.169717	29.578204	31.057114	32.609970							
<b>Supervising Forensic Invstg   015060   L39C</b>																		
A	SUPV	32.216863	45.332364	32.216863	33.827708	35.519093	37.295046	39.159800	41.117790	43.173680	45.332364							
B	SUPB	32.082947	45.332364	32.082947	32.885020	33.707145	34.549824	35.413570	36.298908	37.206381	38.136541	39.089954	40.067203	41.068884	42.095606	43.147997	44.226697	45.332364
<b>Supervising Generator Tech   006063   BULT</b>																		
A	BLDG	33.098519	46.572939	33.098519	34.753444	36.491116	38.315672	40.231456	42.243028	44.355179	46.572939							
<b>Supervising Graphic Designer   015084   L39C</b>																		
A	SUPV	26.887367	37.833226	26.887367	28.231736	29.643323	31.125488	32.681763	34.315851	36.031644	37.833226							
B	SUPB	26.775603	37.833226	26.775603	27.444993	28.131119	28.834396	29.555256	30.294138	31.051491	31.827777	32.623473	33.439060	34.275037	35.131910	36.010209	36.910464	37.833226
<b>Supervising Landscape Archittc   001898   MGMT</b>																		
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			
<b>Supervising Legal Secretary   010816   CONF</b>																		
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			
<b>Supervising Plant Operator   015040   L39C</b>																		
A	SUPV	41.225634	58.008608	41.225634	43.286917	45.451261	47.723824	50.110015	52.615517	55.246294	58.008608							
B	SUPB	41.054269	58.008608	41.054269	42.080625	43.132641	44.210958	45.316232	46.449137	47.610366	48.800625	50.020640	51.271156	52.552935	53.866758	55.213427	56.593764	58.008608





## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Supervising Police Clerk   015041   L39C</b>																
A SUPV	21.020093	22.071096	23.174652	24.333384	25.550052	26.827557	28.168933	29.577381	24.882423	25.504482	26.142095	26.795647	27.465537	28.152175	28.855981	29.577381
B SUPB	20.932717	21.456035	21.992435	22.542247	23.105803	23.683447	24.275533	24.882423	28.244476	28.950590	29.674353	30.416212	31.176617	31.956033	32.754934	33.573806
<b>Supervising Property Assistant   015062   L39C</b>																
A SUPV	23.860278	25.053292	26.305956	27.621254	29.002316	30.452432	31.975054	33.573806	26.883499	27.555588	28.244476	28.950590	29.674353	30.416212	31.176617	31.956033
B SUPB	23.761097	24.355123	24.964002	25.588101	26.227804	26.883499	27.555588	28.244476	39.944953	40.943577	41.967167	43.016346	44.091754	45.194048	46.323900	47.481998
<b>Supervising Surveyor   015065   L39C</b>																
A SUPV	35.452889	37.225531	39.086809	41.041148	43.093207	45.247866	47.510261	49.885772	39.508770	40.508770	41.508845	42.546564	43.610229	44.700485	45.817997	46.963447
B SUPB	35.305518	36.188157	37.092860	38.020182	38.970686	39.944953	40.943577	41.967167	49.885772	50.87802	51.92569	53.089997	54.368702	55.753715	57.247866	58.85772
<b>Supervising Water Quality Chem   015035   L39C</b>																
A SUPV	35.065707	36.818992	38.659941	40.592940	42.622585	44.753715	46.991401	49.340970	39.508770	40.508770	41.508845	42.546564	43.610229	44.700485	45.817997	46.963447
B SUPB	34.919948	35.792945	36.687770	37.604964	38.545087	39.508770	40.496433	41.508845	49.885772	50.87802	51.92569	53.089997	54.368702	55.753715	57.247866	58.85772
<b>Support Services Manager   001834   MGMT</b>																
A MGT	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747
<b>Surveillance Equipment Tech   016113   L39A</b>																
A OFFT	19.987963	20.987360	22.036729	23.138565	24.295493	25.510267	26.785781	28.125070	20.987360	22.036729	23.138565	24.295493	25.510267	26.785781	28.125070	29.508770
B OFFB	19.904878	20.402499	20.912562	21.435377	21.971260	22.520540	23.083555	23.660644	29.508770	30.496433	31.508845	32.546564	33.610229	34.700485	35.817997	36.963447
<b>Survey Party Chief   015102   L39C</b>																
A SUPV	29.130776	30.587315	32.116680	33.725216	35.408642	37.179072	39.038028	40.989927	29.130776	30.587315	32.116680	33.725216	35.408642	37.179072	39.038028	40.989927
B SUPB	29.009687	29.734929	30.478302	31.240260	32.021266	32.821798	33.642343	34.483401	40.989927	41.967167	43.016346	44.091754	45.194048	46.323900	47.481998	48.669047
<b>Survey Technician I   003924   L39A</b>																
A OPMT	19.068564	20.021992	21.023091	22.074246	23.177958	24.336855	25.553699	26.831384	19.068564	20.021992	21.023091	22.074246	23.177958	24.336855	25.553699	26.831384
B OPMB	18.989300	19.464033	19.950634	20.449400	20.960635	21.484651	22.021766	22.572309	26.831384	27.555588	28.244476	28.950590	29.674353	30.416212	31.176617	31.956033
<b>Survey Technician II   003925   L39A</b>																
A OPMT	21.564875	22.643119	23.775275	24.964038	26.212241	27.522853	28.898995	30.343944	21.564875	22.643119	23.775275	24.964038	26.212241	27.522853	28.898995	30.343944
B OPMB	21.475235	22.012116	22.562418	23.126478	23.704641	24.297257	24.904689	25.527305	28.898995	29.674353	30.416212	31.176617	31.956033	32.754934	33.573806	34.439944
<b>Systems Engineer   010714   CONF</b>																
A CONF	37.302784	38.235354	39.191238	40.171019	41.175293	42.204675	43.259793	44.341288	37.302784	38.235354	39.191238	40.171019	41.175293	42.204675	43.259793	44.341288

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Telecommunications Engineer I   011023   WCOE</b>																
A	WCOE	35.566460	37.344782	39.212021	41.172622	43.231254	45.392816	47.662457	50.045579							
B	WCEB	35.418618	36.304084	37.211686	38.141978	39.095527	40.072915	41.074739	42.101607	43.154147	44.233001	45.338826	46.472297	47.634104	48.824956	50.045579
<b>Telecommunications Engr II   011025   WCOE</b>																
A	WCOE	38.871110	40.814666	42.855399	44.998169	47.248078	49.610482	52.091005	54.695557							
B	WCEB	38.709532	39.677272	40.669203	41.685933	42.728082	43.796283	44.891190	46.013470	47.163807	48.342902	49.551475	50.790261	52.060018	53.361518	54.695557
<b>Telecommunications Engr III   011026   WCOE</b>																
A	WCOE	40.814575	42.855304	44.998070	47.247972	49.610370	52.090889	54.695435	57.430206							
B	WCEB	40.644918	41.661042	42.702568	43.770132	44.864385	45.985996	47.135645	48.314036	49.521887	50.759934	52.028933	53.329656	54.662897	56.029469	57.430206
<b>Telecommunications Supv   015077   L39C</b>																
A	SUPV	32.556541	34.184367	35.893585	37.688265	39.572678	41.551312	43.628878	45.810321							
B	SUPB	32.421211	33.231741	34.062534	34.914097	35.786950	36.681624	37.598665	38.538631	39.502097	40.489649	41.501891	42.539438	43.602923	44.692996	45.810321
<b>Telecommunications SysAnls I   017029   L39A</b>																
A	PROF	29.184258	30.643469	32.175644	33.784427	35.473648	37.247329	39.109696	41.065181							
B	PRFB	29.062946	29.789520	30.534257	31.297613	32.080053	32.882056	33.704107	34.546708	35.410376	36.295636	37.203027	38.133103	39.086432	40.063592	41.065181
<b>Telecommunications SysAnls II   017030   L39A</b>																
A	PROF	32.103969	33.709167	35.394625	37.164357	39.022575	40.973702	43.022388	45.173508							
B	PRFB	31.970520	32.769783	33.589028	34.428753	35.289471	36.171709	37.076001	38.002902	38.952974	39.926798	40.924969	41.948093	42.996795	44.071715	45.173508
<b>Telecommunications SysAnls III   017035   L39A</b>																
A	PROF	35.313253	37.078915	38.932862	40.879506	42.923480	45.069654	47.323137	49.689293							
B	PRFB	35.166465	36.045626	36.946766	37.870436	38.817197	39.787627	40.782317	41.801876	42.846922	43.918095	45.016048	46.141448	47.294985	48.477359	49.689293
<b>Telecommunications Tech I   003683   L39A</b>																
A	OPMT	26.961861	28.309954	29.725453	31.211727	32.772311	34.410928	36.131473	37.938048							
B	OPMB	26.849787	27.521032	28.209059	28.914286	29.637142	30.378071	31.137522	31.915960	32.713859	33.531706	34.370000	35.229250	36.109979	37.012729	37.938048
<b>Telecommunications Tech II   003684   L39A</b>																
A	OPMT	28.310018	29.725518	31.211794	32.772383	34.411003	36.131553	37.938130	39.835036							
B	OPMB	28.192339	28.897148	29.619577	30.360065	31.119067	31.897044	32.694470	33.511832	34.349627	35.208368	36.088578	36.990792	37.915561	38.863450	39.835036



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Telecommunications Tech Trnee   003682   L39A</b>																
A	OPMT	24.510792	25.736332	27.023148	28.374304	29.793021	31.282672	32.846804	34.489145	29.739880	30.483378	31.245463	32.026600	32.827264	33.647947	34.489145
B	OPMB	24.408906	25.019128	25.644606	26.285722	26.942864	27.616437	28.306847	29.014517	19.180980	19.660504	20.152017	20.655817	21.172212	21.701518	22.244056
<b>Ticket Policy&amp;Event Svcs Mgr   020042   EXMG</b>																
U	EXMG	36.609624	54.914437													
<b>Ticket Seller   016091   L39A</b>																
A	OFFT	15.808434	16.598857	17.428799	18.300240	19.215251	20.176015	21.184815	22.244056							
B	OFFB	15.742723	16.136291	16.539698	16.953191	17.377020	17.811446	18.256731	18.713151							
<b>Ticket Seller (Exempt)   009010   TEMP</b>																
A	TEMP	12.182400	12.791500	13.431100	14.102600	14.807700	15.548100	16.325500								
<b>Traffic Ctrl&amp;Light Supv   015045   L39C</b>																
A	SUPV	33.550516	35.228042	36.989443	38.838916	40.780863	42.819905	44.960901	47.208946							
B	SUPB	33.411055	34.246332	35.102490	35.980052	36.879552	37.801543	38.746581	39.715245	40.708125	41.725829	42.768974	43.838199	44.934154	46.057507	47.208946
<b>Traffic Ctrl&amp;Light Tech I   003637   L39A</b>																
A	OPMT	25.120016	26.376017	27.694816	29.079557	30.533535	32.060213	33.663224	35.346384							
B	OPMB	25.015598	25.640987	26.282012	26.939062	27.612539	28.302853	29.010424	29.735685	30.479076	31.241053	32.022079	32.822632	33.643198	34.484278	35.346384
<b>Traffic Ctrl&amp;Light Tech II   003636   L39A</b>																
A	OPMT	27.635198	29.016957	30.467806	31.991195	33.590756	35.270293	37.033807	38.885498							
B	OPMB	27.520325	28.208334	28.913541	29.636381	30.377290	31.136722	31.915140	32.713018	33.530843	34.369114	35.228343	36.109052	37.011778	37.937071	38.885498
<b>Traffic Ctrl&amp;Light Tech Trnee   003635   L39A</b>																
A	OPMT	22.315424	23.431195	24.602755	25.832893	27.124539	28.480766	29.904804	31.400044							
B	OPMB	22.222666	22.778231	23.347687	23.931380	24.529664	25.142905	25.771478	26.415764	27.076160	27.753063	28.446890	29.158063	29.887014	30.634189	31.400044
<b>Traffic Investigator I   016202   L39A</b>																
A	OFFT	20.460393	21.483413	22.557585	23.685463	24.869737	26.113223	27.418884	28.789827							
B	OFFB	20.375345	20.884727	21.406847	21.942018	22.490569	23.052833	23.629154	24.219882	24.825379	25.446013	26.082163	26.734217	27.402572	28.087637	28.789827
<b>Traffic Investigator II   016203   L39A</b>																
A	OFFT	23.044633	24.196863	25.406707	26.677041	28.010892	29.411440	30.882010	32.426111							
B	OFFB	22.948841	23.522563	24.110626	24.713391	25.331227	25.964508	26.613620	27.278961	27.960935	28.659957	29.376455	30.110867	30.863639	31.635230	32.426111



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Traffic Investigator III   016204   L39A</b>																
A	OFFT	25.390635	26.660167	27.993177	29.392834	30.862476	32.405599	34.023879	35.727173							
B	OFB	25.285092	25.917220	26.565150	27.229279	27.910011	28.607762	29.322956	30.056030	30.807430	31.577617	32.367055	33.176232	34.005638	34.855779	35.727173
<b>Traffic Supervisor   015109   L39C</b>																
A	SUPV	27.007516	28.357892	29.775788	31.264576	32.827805	34.469195	36.192655	38.002288							
B	SUPB	26.895252	27.567633	28.256825	28.963245	29.687325	30.429509	31.190246	31.970003	32.769252	33.588486	34.428198	35.288901	36.171126	37.075403	38.002288
<b>Traffic Worker I   008001   L117</b>																
A	TRAF	20.805282	21.845547	22.937823	24.084714	25.288950	26.553398	27.881068	29.275121							
B	TRFB	20.718803	21.236773	21.767693	22.311885	22.869682	23.441425	24.027460	24.628147	25.243849	25.874946	26.521820	27.184865	27.864486	28.561099	29.275126
<b>Traffic Worker II   008002   L117</b>																
A	TRAF	22.878246	24.072158	25.223266	26.484430	27.808651	29.199083	30.659038	32.191989							
B	TRFB	22.783143	23.352723	23.936541	24.534954	25.148327	25.777035	26.421461	27.081998	27.759048	28.453024	29.164350	29.893458	30.640795	31.406814	32.191985
<b>Traffic Worker III   008003   L117</b>																
A	TRAF	24.311461	25.527033	26.803386	28.143555	29.550732	31.028269	32.579682	34.208667							
B	TRFB	24.210405	24.815665	25.436056	26.071959	26.723757	27.391851	28.076648	28.778565	29.498028	30.235479	30.991365	31.766150	32.560303	33.374310	34.208669
<b>Traffic Worker Trainee   008005   L117</b>																
A	TRAF	18.251302	19.163867	20.122060	21.128164	22.184572	23.293800	24.458490	25.681414							
B	TRFB	18.175437	18.629823	19.095568	19.572957	20.062281	20.563839	21.077935	21.604882	22.145004	22.698629	23.266095	23.847748	24.443942	25.055039	25.681415
<b>Training Specialist   001857   MGMT</b>																
A	MGTE	37.758576	38.702539	39.670104	40.661856	41.678403	42.720363	43.788372	44.883081	46.005157	47.155288	48.334169	49.542525			
<b>Transportation Sys Mgt Coord   016965   L39A</b>																
A	OFFT	21.167022	22.225373	23.336640	24.503472	25.728646	27.015078	28.365833	29.784123							
B	OFB	21.079035	21.606011	22.146161	22.699815	23.267311	23.848993	24.445218	25.056349	25.682759	26.324825	26.982947	27.657519	28.348958	29.057682	29.784123
<b>Treasury Analyst   001836   MGMT</b>																
A	MGTE	38.130235	39.083491	40.060580	41.062094	42.088644	43.140861	44.219383	45.324867	46.457988	47.619439	48.809926	50.030173			
<b>Treasury Assistant   010715   CONF</b>																
A	CONF	27.308788	27.991507	28.691295	29.408577	30.143791	30.897387	31.669821	32.461566	33.273105	34.104934	34.957557	35.831495			

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Treasury Manager   001801   MGMT</b>																
A	MGTE	55.652026	73.020281	58.469411	59.931145	61.429424	62.965161	64.539289	66.152773	67.806591	69.501755	71.239300	73.020281			
<b>Tree Maintenance Supervisor   015046   L39C</b>																
A	SUPV	26.174642	36.830350	28.857542	30.300421	31.815441	33.406213	35.076524	36.830350							
B	SUPB	26.065840	36.830350	27.385423	28.070058	28.771810	29.491106	30.228382	30.984091	31.758696	32.552664	33.366480	34.200640	35.055657	35.932049	36.830350
<b>Tree Maintenance Worker   003660   L39A</b>																
A	OPMT	20.110582	21.116111	22.171916	23.280513	24.444539	25.666766	26.950102	28.297609							
B	OPMB	20.026986	20.527661	21.040854	21.566875	22.106046	22.658697	23.225165	23.805794	24.400940	25.010964	25.636236	26.2777143	26.934071	27.607422	28.297609
<b>Tree Maintenance Worker Trnee   003917   L39A</b>																
A	OPMT	17.228036	18.089438	18.993910	19.943605	20.940785	21.987825	23.087216	24.241576							
B	OPMB	17.156422	17.585332	18.024966	18.475592	18.937481	19.410918	19.896190	20.393594	20.903435	21.426021	21.961672	22.510714	23.073481	23.650318	24.241576
<b>Tree Pruner I   003639   L39A</b>																
A	OPMT	18.979484	19.928458	20.924880	21.971124	23.069681	24.223164	25.434322	26.706038							
B	OPMB	18.900590	19.373104	19.857432	20.353869	20.862716	21.384284	21.918891	22.466862	23.028534	23.604247	24.194354	24.799212	25.419192	26.054672	26.706038
<b>Tree Pruner II   003640   L39A</b>																
A	OPMT	20.877449	21.921321	23.017386	24.168256	25.376670	26.645503	27.977777	29.376665							
B	OPMB	20.790666	21.310433	21.843192	22.389272	22.949006	23.522730	24.110798	24.713569	25.331408	25.964693	26.613809	27.279154	27.961134	28.660162	29.376665
<b>Tree Pruner Supervisor   015047   L39C</b>																
A	SUPV	25.661337	36.108080	28.291625	29.706206	31.191515	32.751092	34.388647	36.108080							
B	SUPB	25.554669	36.108080	26.848375	27.519584	28.207573	28.912763	29.635582	30.376472	31.135884	31.914281	32.712137	33.529941	34.368189	35.227394	36.108080
<b>Tree Pruner Trainee   003638   L39A</b>																
A	OPMT	16.584118	17.413324	18.283992	19.198191	20.158099	21.166006	22.224306	23.335520							
B	OPMB	16.515183	16.928062	17.351263	17.785044	18.229671	18.685414	19.152548	19.631363	20.122146	20.625199	21.140829	21.669350	22.211085	22.766361	23.335520
<b>Tutor   009124   TEMP</b>																
A	TEMP	14.173300	16.535500	18.897700												
<b>Typist Clerk I   016094   L39A</b>																
A	OFFT	13.964446	14.662668	15.395802	16.165592	16.973872	17.822564	18.713694	19.649378							
B	OFFB	13.906398	14.254059	14.610411	14.975671	15.350064	15.733815	16.127159	16.550337	16.943597	17.367186	17.801366	18.246401	18.702561	19.170125	19.649378



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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	
<b>Urban Design Manager   001894   MGMT</b>																	
A	MGTE	54.551150	71.575835	55.914930	57.312803	60.214262	61.719619	63.262609	64.844175	66.465279	68.126911	69.830084	71.575835				
<b>Util Operations &amp; Maint Supt   001841   MGMT</b>																	
A	MGTE	49.825813	65.375784	51.071460	52.348245	54.998375	56.373334	57.782668	59.227235	60.707917	62.225613	63.781253	65.375784				
<b>Utilities Locator   007010   L447</b>																	
A	WATR	26.571619	37.388934	27.900199	29.295208	30.759970	32.297967	33.912865	35.608510	37.388934							
B	WTRB	26.461165	37.388934	27.122695	27.800762	28.495782	29.208175	29.938380	30.686839	31.454011	32.240361	33.046370	33.872529	34.719341	35.587327	36.477008	37.388934
<b>Utilities O&amp;M Leadworker   007002   L447</b>																	
A	WATR	28.533246	40.149144	29.959909	31.457906	33.030800	34.682339	36.416457	38.237281	40.149144							
B	WTRB	28.414641	40.149144	29.125007	29.853132	30.599459	31.364446	32.148558	32.952272	33.776078	34.620481	35.485993	36.373143	37.282470	38.214533	39.169895	40.149144
<b>Utilities O&amp;M Serviceworker   007001   L447</b>																	
A	WATR	25.923530	36.477008	27.219705	28.580692	30.009726	31.510213	33.085725	34.740010	36.477008							
B	WTRB	25.815772	36.477008	26.461165	27.122694	27.800762	28.495781	29.208175	29.938379	30.686839	31.454011	32.240361	33.046369	33.872528	34.719341	35.587326	36.477008
<b>Utilities O&amp;M Specialist   007015   L447</b>																	
A	WATR	27.216744	38.300860	28.580692	30.009726	31.510212	33.085724	34.740010	36.477008	38.300860							
B	WTRB	27.106560	38.300860	27.784225	28.478830	29.190800	29.920571	30.668585	31.435299	32.221182	33.026712	33.852378	34.698688	35.566157	36.455310	37.366692	38.300860
<b>Utilities O&amp;M Supervisor   015103   L39C</b>																	
A	SUPV	32.809125	46.165732	34.449580	36.172059	37.980663	39.879696	41.873681	43.967364	46.165732							
B	SUPB	32.672744	46.165732	33.489563	34.326802	35.184972	36.064597	36.966212	37.890366	38.837626	39.808567	40.803780	41.823875	42.869472	43.941208	45.039739	46.165732
<b>Utilities O&amp;M SvcWrk App   007901   L447</b>																	
A	WATR	18.587688	22.542218	19.517072	20.492927	22.542218											
<b>Utilities Ops and Maint Mgr   001842   MGMT</b>																	
A	MGTE	58.047050	76.162760	59.498227	60.985683	62.510323	64.073083	65.674909	67.316782	68.999701	70.724693	72.492812	74.305132	76.162760			
<b>Utility Construction Coord   001839   MGMT</b>																	
A	MGTE	44.843232	58.838206	45.964312	47.113421	48.291257	49.498538	50.736000	52.004402	53.304512	54.637124	56.003053	57.403128	58.838206			
<b>Utility Serv Inspect (UNPY)   016946   L39A</b>																	
A	OFFT	18.197125	25.605182	19.106982	20.062330	21.065446	22.118719	23.224654	24.385888	25.605182							
B	OFFB	18.121485	25.605182	18.574519	19.038883	19.514856	20.002727	20.502796	21.015366	21.540749	22.079269	22.631249	23.197032	23.776957	24.371382	24.980665	25.605182



## Salary Schedule/Classification Listing

Department of Human Resources

**Effective 9/3/2019**

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
<b>Utility Services Inspector   016099   L39A</b>																
A	OFFT	18.197125	19.106982	20.062330	21.065446	22.118719	23.224654	24.385888	25.605182							
B	OFFB	18.121485	18.574519	19.038883	19.514856	20.002727	20.502796	21.015366	21.540749	22.079269	22.631249	23.197032	23.776957	24.371382	24.980665	25.605182
<b>Utility Worker   009011   TEMP</b>																
A	TEMP	12.040000	12.646128	13.278435	13.942356											
<b>Vehicle Pool Servworker   012013   IAAMA</b>																
A	IAAMA	17.959356	18.857324	19.800191	20.790200	21.829710	22.921196	24.067256	25.270618							
<b>Vehicle Service Aide   009069   TEMP</b>																
A	TEMP	12.150000	12.762816													
<b>Vehicle Service Attendant   012005   IAAMA</b>																
A	IAAMA	15.527964	16.304361	17.119579	17.975558	18.874336	19.818052	20.808955	21.849404							
<b>Veterinarian   001875   MGMT</b>																
A	MGTE	44.115128	45.218008	46.348458	47.507170	48.694847	49.912219	51.160024	52.439026	53.750001	55.093750	56.471094	57.882872			
<b>Water Conservation Rep   016978   L39A</b>																
A	OFFT	18.197125	19.106982	20.062330	21.065446	22.118719	23.224654	24.385888	25.605182							
B	OFFB	18.121485	18.574519	19.038883	19.514856	20.002727	20.502796	21.015366	21.540749	22.079269	22.631249	23.197032	23.776957	24.371382	24.980665	25.605182
<b>Water Conservation Specialist   016975   L39A</b>																
A	OFFT	20.444452	21.466674	22.540009	23.667008	24.850359	26.092877	27.397520	28.767397							
B	OFFB	20.613942	21.129291	21.657523	22.198961	22.753936	23.322783	23.905853	24.503499	25.116086	25.743989	26.387589	27.047278	27.723460	28.416547	29.126961
<b>Water Conservation Supervisor   015107   L39C</b>																
A	SUPV	23.009690	24.160176	25.368186	26.636594	27.968426	29.366846	30.835188	32.376947							
B	SUPB	22.914046	23.486897	24.074070	24.675922	25.292820	25.925140	26.573268	27.237600	27.918539	28.616503	29.331916	30.065213	30.816844	31.587265	32.376947
<b>Water Cross Conn Ctrl Spclst   007902   L447</b>																
A	WATR	32.809125	34.449580	36.172059	37.980663	39.879696	41.873681	43.967364	46.165732							
B	WTRB	32.672744	33.489563	34.326802	35.184972	36.064597	36.966212	37.890366	38.837626	39.808567	40.803780	41.823875	42.869472	43.941208	45.039739	46.165732
<b>Water Quality Chemist   017008   L39A</b>																
A	PROF	30.854125	32.396830	34.016672	35.717506	37.503380	39.378549	41.347477	43.414850							
B	PRFB	30.725870	31.494018	32.281368	33.088402	33.915611	34.763501	35.632590	36.523405	37.436489	38.372403	39.331713	40.315004	41.322880	42.355952	43.414850

**Salary Schedule/Classification Listing**

Department of Human Resources

Effective **9/3/2019**

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
<b>Water Quality Lab Tech   016080   L39A</b>																
A	OFFT	20.687256	21.721618	22.807699	23.948083	25.145489	26.402763	27.722900	29.109046	25.100640	25.728156	26.371361	27.030643	27.706409	28.399068	29.109046
B	OFB	20.601263	21.116295	21.644202	22.185308	22.739941	23.308439	23.891151	24.488430	14.105485	14.458122	14.819575	15.190064	15.569816	15.959062	
<b>Water Waste Inspector   003915   L39A</b>																
A	OPMT	12.504337	13.129559	13.785036	14.475338	15.199106	15.959062									
B	OPMB	12.160000	12.467193	12.778873	13.098344	13.425803	13.761448	14.105485	14.458122	14.819575	15.190064	15.569816	15.959062			
<b>Website Administrator   001904   MGMT</b>																
A	MGTE	48.916042	50.138944	51.392416	52.677227	53.994157	55.344011	56.727612	58.145803	59.599448	61.089435	62.616669	64.182086			
<b>Workers Comp Claims Asst I   010818   CONF</b>																
A	CONF	26.741996	27.410546	28.095811	28.798207	29.518161	30.256115	31.012518	31.787831	32.582527	33.397089	34.232019	35.087818			
<b>Workers Comp Claims Asst II   010819   CONF</b>																
A	CONF	29.416197	30.151601	30.905393	31.678028	32.469978	33.281725	34.113771	34.966614	35.840780	36.736798	37.655220	38.596601			
<b>Workers Comp Claims Mgr   001927   MGMT</b>																
A	MGTE	53.433442	54.769278	56.138511	57.541974	58.980523	60.455036	61.966413	63.515573	65.103462	66.731047	68.399324	70.109308			
<b>Workers Comp Claims Supv   014008   MSUP</b>																
A	MSUP	46.038027	47.188978	48.368702	49.577921	50.817369	52.087802	53.389997	54.724747	56.092866	57.495187	58.932569	60.405882			
<b>Workers' Compensatn Claims Rep   014005   MSUP</b>																
A	MSUP	41.852752	42.899070	43.971548	45.070836	46.197608	47.352548	48.536361	49.749770	50.993516	52.268352	53.575062	54.914437			
<b>Youth Aide   009068   TEMP</b>																
A	TEMP	12.000000	12.000000													
<b>Zoning Investigator   016213   L39A</b>																
A	OFFT	29.328056	30.794459	32.334183	33.950891	35.648434	37.430856	39.302399	41.267518	35.584852	36.474474	37.386335	38.320993	39.279019	40.260994	41.267518
B	OFB	29.206146	29.936299	30.684707	31.451825	32.238121	33.044073	33.870175	34.716929							
<b>Zoo Attendant I   003642   L39A</b>																
A	OPMT	17.619626	18.500608	19.425639	20.396920	21.416767	22.487604	23.611985	24.792584	21.378569	21.913032	22.460857	23.022379	23.597940	24.187886	24.792584
B	OPMB	17.546386	17.985046	18.434672	18.895540	19.367927	19.852124	20.348428	20.857140							



