
File ID: 2026-00528

2/10/2026

City Attorney Appointment and Contract

File ID: 2026-00528

Location: Citywide

Recommendation: Adopt a **Resolution:** 1) appointing the City Attorney; 2) approving an increase to the City Attorney salary range; 3) setting the City Attorney's compensation at \$355,000, 4) approving the City Attorney contract; and 5) authorizing the City Manager or designee to make minor changes or adjustments to Exhibit A in order to correct omissions and errors.

Contact: Jennifer Wilkinson, Administrative Officer, (916) 808-5295,
jwilkinson@cityofsacramento.org, Department of Human Resources

Presenter: Jennifer Wilkinson, Administrative Officer, (916) 808-5295,
jwilkinson@cityofsacramento.org, Department of Human Resources

Attachments:

- 1-Description/Analysis
- 2-Salary Schedule (Redline)
- 3-Resolution
- 4-Exhibit A - Salary Schedule
- 5-Exhibit B - City Attorney Employment Contract

Description/Analysis

Issue Detail: Effective October 28, 2025, the City Council appointed Gustavo Martinez to serve as Interim City Attorney while a recruitment was conducted to fill the City Attorney position on a permanent basis. The executive search process has now concluded, and the City Council selected Mr. Martinez as the City Attorney for the City of Sacramento effective January 27, 2026. Mr. Martinez's salary will increase consistent with the Resolution on February 7, 2026, to coincide with the start of a pay period.

As part of this appointment, Council action is required to establish the City Attorney's compensation and will approve an employment contract. In addition, the City Attorney salary range must be updated on the City's Salary Schedule to reflect the approved compensation structure.

Salary Schedule Update

The proposed action includes an update to the Citywide Salary Schedule to increase the maximum annual salary for the City Attorney classification to \$355,000. Concurrent with adoption of the updated salary schedule, the City Council is setting the City Attorney's annual salary at \$355,000. Pursuant to California Code of Regulations § 570.5, the City Council is required to adopt the City's Salary Schedule at a public meeting whenever salary ranges are established or modified. Publicly adopted salary schedules are relied upon by the California Public Employees' Retirement System to determine compensation earnable for retirement purposes. Council action is therefore required to implement this change, ensure transparency, and maintain compliance with § 570.5. The specific changes to the City's salary schedule are presented in two versions: a red-lined version of changes to the Salary Schedule as Attachment 2 and a clean copy of the Salary Schedule is included as Exhibit A (Attachment 4) to the Resolution.

Government Code § 54953

Government Code § 54953 requires that prior to taking final action, the legislative body orally report a summary of the recommendation for final action on salaries, salary schedules, or compensation paid in the form of fringe benefits for a local agency executive during the open meeting at which the action is taken. The City Attorney meets the definition of a local agency executive under Government Code § 3511.1(d) because the position is not subject to the Meyers-Milias-Brown Act. Accordingly, a summary of the proposed compensation and salary schedule adjustment for the City Attorney must be orally reported prior to final Council action.

Policy Considerations: The City Council alone is vested with the authority to appoint a City Attorney and establish the salary associated with the position. The City Council must also publicly adopt any change to the City's Salary Schedule pursuant to California Code of Regulations § 570.5 to ensure transparency and compliance with California Public Employees' Retirement System requirements.

Economic Impacts: None.

Environmental Considerations:

California Environmental Quality Act (CEQA): This action is not a project that is subject to CEQA because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines §15378(b)(5)).

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: Approval of this action formalizes the City Council's appointment

of the City Attorney, establishes the authorized salary range through adoption of the updated salary schedule in compliance with California Code of Regulations § 570.5, ensures compliance with Government Code § 54953, and approves an employment agreement consistent with City Charter authority and past practice for charter officers.

Financial Considerations: The City Attorney position is an existing budgeted full-time equivalent position and funding is available in the current budget for the City Attorney's Office. The new salary range maximum and Mr. Martinez's annual salary are \$355,000. Mr. Martinez's benefit package is the same as that of other appointed officers.

Local Business Enterprise (LBE): Not applicable.

Redline Report

Schedule Effective Date: February 10, 2026

[Sal Plan](#) [Grade](#) [Effective Date](#) [Hourly Min/Max](#) [Annual Min/Max](#) [Step 1](#) [Step 2](#) [Step 3](#) [Step 4](#) [Step 5](#) [Step 6](#) [Step 7](#) [Step 8](#)

~~City Attorney | 0240002 | APPO~~

U	COFF	006	02/07/2026	85.721240	168.773168	178300.18	351048.19	
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[New] City Attorney | 024002 | APPO

U	COFF	006	02/07/2026	85.721240	170.673077	178300.18	355000.00	
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Adopted by the Sacramento City Council
February 10, 2026

**City Attorney Appointment, Approval of Salary and
Salary Schedule, and Approval of City Attorney
Employment Contract**

BACKGROUND

- A. On January 27, 2026, the City Council of the City of Sacramento selected Gustavo Martinez to be the new City Attorney.
- B. The City Council is charged with setting the level of compensation for Charter Officers, including the City Attorney.
- C. Government Code § 54953 requires that prior to taking final action, the legislative body orally report a summary of the recommendation for final action on salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive during the open meeting in which the final action is taken. Local agency executives are defined in Government Code § 3511.1(d) as persons not subject to the Meyers-Milias-Brown Act. The City Attorney meets this definition.
- D. The California Code of Regulations § 570.5 requires that the City Council adopt the City's salary schedules at a public meeting whenever salary ranges are established or modified. Publicly adopted salary schedules are relied upon by the California Public Employees' Retirement System to determine compensation earnable for retirement purposes.
- E. As part of this action, the City Council is increasing the maximum annual salary for the City Attorney classification to \$355,000 as reflected in the updated Citywide Salary Schedule attached as Exhibit A and concurrently setting the City Attorney's annual salary at \$355,000.

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

- Section 1. Effective January 27, 2026, Gustavo Martinez is appointed as City Attorney of the City of Sacramento.
- Section 2. Effective February 7, 2026, Mr. Martinez's annual salary as the City Attorney is set at \$355,000.
- Section 3. The City Council approves an increase to the City Attorney salary range,

establishing a maximum annual salary of \$355,000, and adopts the updated Citywide Salary Schedule pursuant to California Code of Regulations § 570.5, as attached as Exhibit A.

Section 4. The City Attorney Employment Contract attached hereto as Exhibit B is approved.

Section 5. The City Manager or designee is authorized to make minor changes or adjustments to Exhibit A to correct omissions and errors, provided such changes do not materially alter the substance or intent of this Resolution.

Section 6. Exhibits A and B are part of this Resolution.

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Exhibit A – Salary Schedule

Exhibit B – City Attorney Employment Contract

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

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

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

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

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

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

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

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

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Associate Planner 017003 L39A												
A PROF	003	07/13/2024	38.792561 54.585028	80688.53 113536.86	38.792561	40.732189	42.768798	44.907238	47.152600	49.510230	51.985741	54.585028
Auditor 001934 MGMT												
A MGTE	207	07/27/2024	30.896280 43.474169	64264.26 90426.27	30.896280	32.441094	34.063149	35.766306	37.554621	39.432352	41.403970	43.474169
Banking Operations Manager 001837 MGMT												
A MGTE	012	07/27/2024	43.142916 60.706415	89737.26 126269.34	43.142916	45.300062	47.565065	49.943318	52.440484	55.062508	57.815633	60.706415
Blacksmith Welder 006001 BULT												
A BLDG	001	07/01/2023	29.784028 49.413166	61950.78 102779.38	29.784028	32.017830	34.419167	37.000605	39.775650	42.758824	45.965736	49.413166
Booking Coordinator 016903 L39A												
A OFFT	103	07/13/2024	25.789422 36.288307	53642.00 75479.68	25.789422	27.078893	28.432838	29.854480	31.347204	32.914564	34.560292	36.288307
Budget Analyst 010822 CONF												
A CONF	042	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
Budget Analyst 014011 MSUP												
A MSUP	011	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
Budget Manager 020005 EXMG												
U EXMG	040	07/01/2023	59.101129 93.084274	122930.35 193615.29								
Building Inspector I 016011 L39A												
A OFFT	010	07/13/2024	33.912020 47.717618	70537.00 99252.64	33.912020	35.607621	37.388002	39.257402	41.220272	43.281286	45.445350	47.717618
Building Inspector II 016012 L39A												
A OFFT	011	07/13/2024	35.607660 50.103553	74063.93 104215.39	35.607660	37.388043	39.257445	41.220317	43.281333	45.445400	47.717670	50.103553
Building Inspector III 016229 L39A												
A OFFT	095	07/13/2024	37.388289 52.609076	77767.64 109426.88	37.388289	39.257703	41.220588	43.281617	45.445698	47.717983	50.103882	52.609076
Building Inspector IV 016230 L39A												
A OFFT	096	07/13/2024	39.257592 55.239375	81655.79 114897.90	39.257592	41.220472	43.281496	45.445571	47.717850	50.103742	52.608929	55.239375
Building Maintenance Worker 003603 L39A												
A OPMT	002	07/13/2024	24.622652 34.646544	51215.12 72064.81	24.622652	25.853785	27.146474	28.503798	29.928988	31.425437	32.996709	34.646544
Building Monitor 016032 L39A												
A TEMP	069	12/13/2025	16.900000 19.779075	35152.00 41140.48								
Building Services Manager 001886 MGMT												
A MGTE	149	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Business Services Manager 001709 MGMT												
A MGTE	013	07/27/2024	54.724500 77.002866	113826.96 160165.96	54.724500	57.460725	60.333761	63.350449	66.517971	69.843870	73.336063	77.002866
Cache Logistics Coordinator 016237 L39A												
A OFFT	155	07/13/2024	22.913087 32.241013	47659.22 67061.31	22.913087	24.058741	25.261678	26.524762	27.851000	29.243550	30.705727	32.241013
Camp Aide 009045 TEMP												
D DALY	007	10/04/2014	38.150000 46.160000	13924.75 16848.40	38.150000	41.960000	46.160000					
Camp Caretaker 009046 TEMP												
D DALY	008	10/04/2014	84.680000 124.032000	30908.20 45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
Camp Chef 009024 TEMP												
D DALY	004	08/17/2019	84.680000 124.032000	30908.20 45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
Camp Host 009025 TEMP												
D DALY	005	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
Camp Program Director 009048 TEMP												
D DALY	009	10/04/2014	84.680000 124.032000	30908.20 45271.68	84.680000	93.140000	102.460000	112.000000	124.032000			
Camp Recreation Leader 009022 TEMP												
D DALY	003	10/04/2014	43.870000 53.080000	16012.55 19374.20	43.870000	48.250000	53.080000					
Camp Sacramento Supervisor 001912 MGMT												
A MGTE	178	07/27/2024	38.471393 54.133113	80020.50 112596.88	38.471393	40.394963	42.414711	44.535447	46.762219	49.100330	51.555346	54.133113
Cannabis Manager 001924 MGMT												
A MGTE	192	07/27/2024	56.974697 80.169121	118507.37 166751.77	56.974697	59.823432	62.814604	65.955334	69.253101	72.715756	76.351544	80.169121
Carpenter 006002 BULT												
A BLDG	002	07/01/2023	27.663161 45.894542	57539.38 95460.65	27.663161	29.737898	31.968240	34.365858	36.943297	39.714044	42.692597	45.894542
Cashier 016018 L39A												
A OFFT	017	01/25/2025	20.280044 25.883045	42182.49 53836.73			20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
Cashier - Aquatics 009012 TEMP												
A TEMP	012	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Chief Animal Control Officer 001827 MGMT												
A MGTE	108	07/27/2024	46.615324 65.592442	96959.87 136432.28	46.615324	48.946090	51.393394	53.963064	56.661217	59.494278	62.468992	65.592442
Chief Assistant City Attorney 020046 EXMG												
U EXMG	219	07/01/2023	75.355187 153.102899	156738.79 318454.03								

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Chief Building Official 001712 MGMT												
A MGTE	015	07/27/2024	63.170413 88.887116	131394.46 184885.20	63.170413	66.328934	69.645381	73.127650	76.784032	80.623234	84.654396	88.887116
Chief Information Officer 020030 EXMG												
U EXMG	085	07/01/2023	73.838908 116.296274	153584.93 241896.25								
Chief Investment Officer 001714 MGMT												
A MGTE	017	07/27/2024	72.480097 101.986776	150758.60 212132.49	72.480097	76.104102	79.909307	83.904772	88.100011	92.505012	97.130263	101.986776
Chief of Staff to the Mayor 021006 MCSU												
U MCSA	070	02/22/2025	56.593428 89.134615	117714.33 185400.00								
City Attorney 024002 APPO												
U COFF	006	02/07/2026	85.721240 170.673077	178300.18 355000.00								
City Auditor 024004 APPO												
U COFF	010	02/07/2026	58.948716 112.128861	122613.33 233228.03								
City Clerk 024003 APPO												
U COFF	007	02/07/2026	77.176878 115.764802	160527.91 240790.79								
City Council 023001 MCNL												
U MCNL	002	06/14/2025	53.521154 53.521154	111324.00 111324.00								
City Historian 001905 MGMT												
A MGTE	172	07/27/2024	56.918750 80.090395	118391.00 166588.02	56.918750	59.764687	62.752921	65.890567	69.185095	72.644350	76.276567	80.090395
City Housing Manager 001933 MGMT												
A MGTE	205	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
City Manager 024000 APPO												
U COFF	008	02/07/2026	131.351442 202.251923	273211.00 420684.00								
City Treasurer 024001 APPO												
U COFF	009	02/07/2026	77.176878 137.860000	160527.91 286748.80								
Claims Collector 016104 L39A												
A OFFT	058	07/13/2024	23.950704 33.701047	49817.46 70098.18	23.950704	25.148239	26.405651	27.725934	29.112231	30.567843	32.096235	33.701047
Code Enforcement Manager 001861 MGMT												
A MGTE	131	07/27/2024	51.795179 72.881019	107733.97 151592.52	51.795179	54.384938	57.104185	59.959394	62.957364	66.105232	69.410494	72.881019
Code Enforcement Officer 016114 L39A												
A OFFT	065	07/13/2024	29.121152 40.976388	60572.00 85230.89	29.121152	30.577210	32.106071	33.711375	35.396944	37.166791	39.025131	40.976388

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Code&Housing Enforcement Chief 001917 MGMT												
A MGTE	183	07/27/2024	56.974697 80.169121	118507.37 166751.77	56.974697	59.823432	62.814604	65.955334	69.253101	72.715756	76.351544	80.169121
Community Center Attendant I 003656 L39A												
A OPMT	038	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
Community Center Attendant II 003657 L39A												
A OPMT	039	07/13/2024	22.987458 32.345664	47813.91 67278.98	22.987458	24.136831	25.343673	26.610857	27.941400	29.338470	30.805394	32.345664
Community Engagement Manager 020049 EXMG												
U EXMG	220	06/15/2024	60.945966 79.966389	126767.61 166330.09								
Community Service Officer I 002037 SPOA												
A POAM	010	01/25/2025	30.532950 30.532950	63508.54 63508.54	30.532950							
Community Service Officer II 002038 SPOA												
A POAM	053	01/25/2025	30.532950 37.112992	63508.54 77195.02	30.532950	32.059598	33.662578	35.345707	37.112992			
Community Service Officer III 002036 SPOA												
A POAM	015	01/25/2025	30.532950 37.112992	63508.54 77195.02	30.532950	32.059598	33.662578	35.345707	37.112992			
Community Service Rep I 016023 L39A												
A OFFT	021	07/13/2024	22.669914 31.898847	47153.42 66349.60	22.669914	23.803410	24.993581	26.243260	27.555423	28.933194	30.379854	31.898847
Community Service Rep II 016125 L39A												
A OFFT	067	07/13/2024	25.119533 35.345707	52248.63 73519.07	25.119533	26.375510	27.694286	29.079000	30.532950	32.059598	33.662578	35.345707
Concrete Construction Leadwrkr 015104 L39C												
A SUPV	060	07/13/2024	33.618356 47.304404	69926.18 98393.16	33.618356	35.299274	37.064238	38.917450	40.863323	42.906489	45.051813	47.304404
Construction Inspector I 016025 L39A												
A OFFT	023	07/13/2024	29.875559 42.037911	62141.16 87438.86	29.875559	31.369337	32.937804	34.584694	36.313929	38.129625	40.036106	42.037911
Construction Inspector II 016026 L39A												
A OFFT	024	07/13/2024	33.582848 47.254437	69852.32 98289.23	33.582848	35.261990	37.025089	38.876343	40.820160	42.861168	45.004226	47.254437
Construction Inspector III 016027 L39A												
A OFFT	025	07/13/2024	35.261929 49.617074	73344.81 103203.51	35.261929	37.025025	38.876276	40.820090	42.861094	45.004149	47.254356	49.617074
Contract and Compliance Spclst 001280 MGMT												
A MGTE	173	07/27/2024	37.874551 53.293298	78779.07 110850.06	37.874551	39.768279	41.756693	43.844528	46.036754	48.338592	50.755522	53.293298
Convention Center General Mgr 001723 MGMT												
A MGTE	020	07/27/2024	63.243055 88.989328	131545.55 185097.80	63.243055	66.405208	69.725468	73.211741	76.872328	80.715944	84.751741	88.989328

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Council Representative 021015 MCSU												
U MCSA	048	12/14/2024	28.200000 35.415274	58656.00 73663.77								
Council/Clerk Operations Mngr 021007 MCSU												
U MCSA	080	07/01/2023	43.040000 67.798500	89523.20 141020.88								
Crew Leader (Landscp&Learning) 016033 L39A												
A TEMP	070	12/13/2025	16.900000 23.337659	35152.00 48542.33								
Cultural&Creative Economy Mgr 001921 MGMT												
A MGTE	187	07/27/2024	63.243055 88.989328	131545.55 185097.80	63.243055	66.405208	69.725468	73.211741	76.872328	80.715944	84.751741	88.989328
Curator of Art 001727 MGMT												
A MGTE	023	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
Curator of Education 001728 MGMT												
A MGTE	024	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
Curator of History 001899 MGMT												
A MGTE	161	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
Custodial Supervisor 015018 L39C												
A SUPV	006	07/13/2024	23.072247 32.464968	47990.27 67527.13	23.072247	24.225859	25.437152	26.709010	28.044460	29.446683	30.919017	32.464968
Custodian I 003606 L39A												
A OPMT	003	01/25/2025	20.280044 25.883045	42182.49 53836.73			20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
Custodian II 003922 L39A												
A OPMT	067	01/25/2025	20.279791 27.176860	42181.96 56527.87		20.279791	21.293781	22.358470	23.476393	24.650213	25.882724	27.176860
Customer Service Assistant 016971 L39A												
A OFFT	131	07/13/2024	21.210124 29.844776	44117.06 62077.13	21.210124	22.270630	23.384162	24.553370	25.781039	27.070091	28.423596	29.844776
Customer Service Rep 016972 L39A												
A OFFT	132	07/13/2024	22.287819 31.361199	46358.66 65231.29	22.287819	23.402210	24.572320	25.800936	27.090983	28.445532	29.867809	31.361199
Customer Service Specialist 016973 L39A												
A OFFT	133	07/13/2024	25.197110 35.454863	52409.99 73746.12	25.197110	26.456965	27.779813	29.168804	30.627244	32.158606	33.766536	35.454863
Customer Service Supervisor 015098 L39C												
A SUPV	055	07/13/2024	28.718066 40.409202	59733.58 84051.14	28.718066	30.153969	31.661667	33.244750	34.906988	36.652337	38.484954	40.409202
Customer Service Trainee 016914 L39A												
A OFFT	106	01/25/2025	20.142065 26.992292	41895.50 56143.97		20.142065	21.149168	22.206626	23.316957	24.482805	25.706945	26.992292

Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Debt Analyst 001729 MGMT												
A MGTE	025	07/27/2024	39.412750 55.457696	81978.52 115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
Department Systems Spclst I 016217 L39A												
A OFFT	084	07/13/2024	35.458156 49.893186	73752.96 103777.83	35.458156	37.231064	39.092617	41.047248	43.099610	45.254590	47.517320	49.893186
Department Systems Spclst II 016218 L39A												
A OFFT	085	07/13/2024	39.008146 54.888378	81136.94 114167.83	39.008146	40.958553	43.006481	45.156805	47.414645	49.785377	52.274646	54.888378
Deputy Chief Building Official 001900 MGMT												
A MGTE	162	07/27/2024	52.800157 74.295123	109824.33 154533.86	52.800157	55.440165	58.212173	61.122782	64.178921	67.387867	70.757260	74.295123
Deputy City Attorney I 001730 MGMT												
A MGTE	026	07/27/2024	47.784982 67.238269	99392.76 139855.60	47.784982	50.174231	52.682943	55.317090	58.082945	60.987092	64.036447	67.238269
Deputy City Attorney II 001731 MGMT												
A MGTE	027	07/27/2024	55.575847 78.200796	115597.76 162657.66	55.575847	58.354639	61.272371	64.335990	67.552789	70.930428	74.476949	78.200796
Deputy City Clerk 010705 CONF												
A CONF	007	07/27/2024	27.677110 38.944473	57568.39 81004.50	27.677110	29.060965	30.514013	32.039714	33.641700	35.323785	37.089974	38.944473
Deputy Convntn Ctr General Mgr 001889 MGMT												
A MGTE	152	07/27/2024	53.756595 75.640928	111813.72 157333.13	53.756595	56.444425	59.266646	62.229978	65.341477	68.608551	72.038979	75.640928
Deputy Fire Chief 020025 EXMG												
A FM40	002	06/15/2024	68.508236 116.192788	142497.13 241681.00								
Deputy Police Chief 020011 EXMG												
U PEXM	010	06/15/2024	74.769885 126.817111	155521.36 263779.59								
Development Project Manager 001744 MGMT												
A MGTE	038	07/27/2024	43.475426 61.174290	90428.89 127242.52	43.475426	45.649197	47.931657	50.328240	52.844652	55.486885	58.261229	61.174290
Development Services Tech I 016004 L39A												
A OFFT	004	07/13/2024	28.152588 39.613517	58557.38 82396.12	28.152588	29.560217	31.038228	32.590139	34.219646	35.930628	37.727159	39.613517
Development Services Tech II 016005 L39A												
A OFFT	005	07/13/2024	29.560151 41.594101	61485.11 86515.73	29.560151	31.038159	32.590067	34.219570	35.930549	37.727076	39.613430	41.594101
Development Services Tech III 016006 L39A												
A OFFT	006	07/13/2024	31.038139 43.673778	64559.33 90841.46	31.038139	32.590046	34.219548	35.930525	37.727051	39.613404	41.594074	43.673778
Director of Community Developmt 020012 EXMG												
U EXMG	180	07/01/2023	73.838908 116.296538	153584.93 241896.80								

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Director of Community Response | 020045 | EXMG

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

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

U EXMG	070	07/01/2023	67.691509	106.614129	140798.34	221757.39							
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Director of Finance | 020015 | EXMG

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

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

U EXMG	160	07/01/2023	73.838908	116.296538	153584.93	241896.80							
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Director of PubSafety Acctblty | 024005 | APPO

U EXMG	011	02/07/2026	60.127692	114.345000	125065.60	237837.60							
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Director of Public Works | 020021 | EXMG

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

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

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

A POAM	020	01/25/2025	30.542208	37.124244	63527.79	77218.43	30.542208	32.069318	33.672784	35.356423	37.124244		
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Dispatcher II | 002050 | SPOA

A POAM	021	01/25/2025	37.346285	45.394643	77680.27	94420.86	37.346285	39.213599	41.174279	43.232993	45.394643		
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Dispatcher III | 002051 | SPOA

A POAM	022	08/09/2025	45.189005	54.927518	93993.13	114249.24	45.189005	47.448455	49.820878	52.311922	54.927518		
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Dispatcher Recruit | 009113 | TEMP

A TEMP	048	01/25/2025	29.087817	29.087817	60502.66	60502.66	29.087817						
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Diversity and Equity Manager | 001923 | MGMT

A MGTE	197	07/27/2024	55.230683	77.715117	114879.82	161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
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Salary Schedule/Classification Listing

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EMS Coordinator 001913 MGMT												
A MGTE	180	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
Economic Development Manager 001745 MGMT												
A MGTE	039	07/27/2024	56.830622 79.966392	118207.69 166330.10	56.830622	59.672153	62.655761	65.788549	69.077976	72.531875	76.158469	79.966392
Electrical Constructn Insp I 016039 L39A												
A OFFT	026	07/13/2024	28.428691 40.002024	59131.68 83204.21	28.428691	29.850126	31.342632	32.909764	34.555252	36.283015	38.097166	40.002024
Electrical Constructn Insp II 016040 L39A												
A OFFT	027	07/13/2024	31.278533 44.012038	65059.35 91545.04	31.278533	32.842460	34.484583	36.208812	38.019253	39.920216	41.916227	44.012038
Electrical Constructn Insp III 016041 L39A												
A OFFT	028	07/13/2024	33.261952 46.802908	69184.86 97350.05	33.261952	34.925050	36.671303	38.504868	40.430111	42.451617	44.574198	46.802908
Electrical Design Technician 006268 BULT												
A BLDG	026	07/01/2023	34.695533 57.561593	72166.71 119728.11	34.695533	37.297698	40.095025	43.102152	46.334813	49.809924	53.545668	57.561593
Electrician 006004 BULT												
A BLDG	003	07/01/2023	31.939676 52.989492	66434.53 110218.14	31.939676	34.335152	36.910288	39.678560	42.654452	45.853536	49.292551	52.989492
Electrician Supervisor 006006 BULT												
A BLDG	004	07/01/2023	37.059478 61.483495	77083.71 127885.67	37.059478	39.838939	42.826859	46.038873	49.491789	53.203673	57.193949	61.483495
Electronic Maint Tech I 003615 L39A												
A OPMT	007	07/13/2024	32.636524 45.922866	67883.97 95519.56	32.636524	34.268350	35.981767	37.780855	39.669898	41.653393	43.736063	45.922866
Electronic Maint Tech II 003616 L39A												
A OPMT	008	07/13/2024	34.268425 48.219114	71278.32 100295.76	34.268425	35.981846	37.780938	39.669985	41.653484	43.736158	45.922966	48.219114
Electronic Maint Tech Trnee 003614 L39A												
A OPMT	006	07/13/2024	29.669576 41.748073	61712.72 86835.99	29.669576	31.153055	32.710708	34.346243	36.063555	37.866733	39.760070	41.748073
Emergency Communications Mgr 001746 MGMT												
A MGTE	164	07/27/2024	49.317362 69.394481	102580.11 144340.52	49.317362	51.783230	54.372391	57.091011	59.945562	62.942840	66.089982	69.394481
Emergency Medical Service Trne 009146 TEMP												
A TEMP	078	02/11/2023	18.254436 20.125516	37969.23 41861.07	18.254436	19.167158	20.125516					
Enforcement & Collections Supv 015044 L39C												
A SUPV	021	07/13/2024	31.283277 44.018713	65069.22 91558.92	31.283277	32.847441	34.489813	36.214304	38.025019	39.926270	41.922584	44.018713
Engineering Manager 001884 MGMT												
A MGTE	147	07/27/2024	67.123194 94.449075	139616.24 196454.08	67.123194	70.479354	74.003322	77.703488	81.588662	85.668095	89.951500	94.449075

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Engineering Technician I 016930 L39A												
A OFFT	110	07/13/2024	26.868812 37.807116	55887.13 78638.80	26.868812	28.212253	29.622866	31.104009	32.659209	34.292169	36.006777	37.807116
Engineering Technician II 016931 L39A												
A OFFT	111	07/13/2024	28.212236 39.697449	58681.45 82570.69	28.212236	29.622848	31.103990	32.659190	34.292149	36.006756	37.807094	39.697449
Engineering Technician III 016939 L39A												
A OFFT	116	07/13/2024	31.033649 43.667461	64549.99 90828.32	31.033649	32.585331	34.214598	35.925328	37.721594	39.607674	41.588058	43.667461
Environmental Hlth & Sfty Mngr 001928 MGMT												
A MGTE	200	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
Environmental Hlth & Sfty Offr 001809 MGMT												
A MGTE	091	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
Environmental Hlth & Sfty Spec 001810 MGMT												
A MGTE	092	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
Equal Employment Manager 001139 MGMT												
A MGTE	189	07/27/2024	50.209710 70.650105	104436.20 146952.22	50.209710	52.720196	55.356206	58.124016	61.030217	64.081728	67.285814	70.650105
Equal Employment Specialist 001748 MGMT												
A MGTE	040	07/27/2024	39.028590 54.917146	81179.47 114227.66	39.028590	40.980019	43.029020	45.180471	47.439495	49.811470	52.302044	54.917146
Equipment Maint Supv 015053 L39C												
A SUPV	026	07/13/2024	35.721274 50.263420	74300.25 104547.91	35.721274	37.507338	39.382705	41.351840	43.419432	45.590404	47.869924	50.263420
Equipment Mechanic I 012009 IAMA												
A IAMA	006	07/01/2023	28.102298 39.542755	58452.78 82248.93	28.102298	29.507413	30.982784	32.531923	34.158519	35.866445	37.659767	39.542755
Equipment Mechanic II 012003 IAMA												
A IAMA	002	07/01/2023	30.754596 43.274804	63969.56 90011.59	30.754596	32.292326	33.906942	35.602289	37.382403	39.251523	41.214099	43.274804
Equipment Mechanic III 012004 IAMA												
A IAMA	003	07/01/2023	32.486287 45.711468	67571.48 95079.85	32.486287	34.110601	35.816131	37.606938	39.487285	41.461649	43.534731	45.711468
Equipment Serviceworker 012006 IAMA												
A IAMA	005	07/01/2023	21.387674 30.094607	44486.36 62596.78	21.387674	22.457058	23.579911	24.758907	25.996852	27.296695	28.661530	30.094607
Ethics Program Compliance Ofc 001930 MGMT												
A MGTE	201	07/27/2024	49.144867 69.151762	102221.32 143835.66	49.144867	51.602110	54.182215	56.891326	59.735892	62.722687	65.858821	69.151762
Events Associate 009093 TEMP												
A TEMP	042	12/13/2025	16.900000 16.900000	35152.00 35152.00								

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Events Coordinator 016043 L39A												
A OFFT	029	07/13/2024	25.622041 36.052785	53293.84 74989.79	25.622041	26.903143	28.248300	29.660715	31.143751	32.700939	34.335986	36.052785
Events Duty Person 009067 TEMP												
A TEMP	036	03/22/2022	22.028399 22.028400	45819.07 45819.07								
Events Services Manager 001749 MGMT												
A MGTE	041	07/27/2024	43.765495 61.582447	91032.23 128091.49	43.765495	45.953770	48.251458	50.664031	53.197233	55.857095	58.649950	61.582447
Events Services Supervisor 001750 MGMT												
A MGTE	042	07/27/2024	37.200671 52.345079	77377.40 108877.76	37.200671	39.060705	41.013740	43.064427	45.217648	47.478530	49.852456	52.345079
Evidence & Property Technician 016071 L39A												
A OFFT	041	07/13/2024	26.264909 36.957364	54631.01 76871.32	26.264909	27.578154	28.957062	30.404915	31.925161	33.521419	35.197490	36.957364
Executive Assistant (CMO) 022000 EMSU												
U EXMB	010	06/15/2024	26.010000 40.976462	54100.80 85231.04								
Executive Assistant (MC) 022001 EMSU												
U MCSB	030	06/15/2024	26.010000 40.976462	54100.80 85231.04								
Executive Director SAC CCOMWP 020023 EXMG												
U EXMG	050	07/01/2023	59.666264 93.974360	124105.83 195466.67								
Facilities & Real Prop Supt 001751 MGMT												
A MGTE	043	07/27/2024	48.421959 68.134561	100717.68 141719.89	48.421959	50.843057	53.385210	56.054471	58.857195	61.800055	64.890058	68.134561
Facilities Manager 001880 MGMT												
A MGTE	143	07/27/2024	62.760187 88.309885	130541.19 183684.56	62.760187	65.898196	69.193106	72.652761	76.285399	80.099669	84.104652	88.309885
Finance Manager 001925 MGMT												
A MGTE	193	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
Financial Services Supervisor 015092 L39C												
A SUPV	049	07/13/2024	27.334939 38.463004	56856.67 80003.05	27.334939	28.701686	30.136770	31.643609	33.225789	34.887078	36.631432	38.463004
Fingerprint Clerk 016974 L39A												
A OFFT	134	07/13/2024	23.899967 33.629653	49711.93 69949.68	23.899967	25.094965	26.349713	27.667199	29.050559	30.503087	32.028241	33.629653
Fire Assistant Chief 001753 MGMT												
A FM40	003	07/27/2024	77.004690 108.353330	160169.76 225374.93	77.004690	80.854924	84.897670	89.142553	93.599681	98.279665	103.193648	108.353330
Fire Assistant Chief 020053 EXMG												
U EXMG	223	09/09/2025	77.004692 108.353332	160169.76 225374.93								

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Fire Assistant Chief (2912) 001948 MGMT												
A FM56	003	11/19/2024	55.003350 77.395237	160169.76 225374.93	55.003350	57.753517	60.641193	63.673253	66.856916	70.199762	73.709750	77.395237
Fire Assistant Chief (56 Hrs) 020055 EXMG												
U EX56	001	09/09/2025	55.003352 77.395237	160169.76 225374.93								
Fire Battalion Chief 005170 L522												
A FR56	007	11/02/2024	47.577237 63.758048	138544.91 185663.44	47.577237	49.956099	52.453904	55.076599	57.830429	60.721950	63.758048	
Fire Battalion Chief (Admin) FA7 L522												
A FR40	FA7	11/02/2024	66.608131 89.261267	138544.91 185663.44	66.608131	69.938538	73.435465	77.107238	80.962600	85.010730	89.261267	
Fire Captain 005020 L522												
A FR56	002	11/02/2024	37.978110 50.894298	110592.26 148204.20	37.978110	39.877015	41.870866	43.964409	46.162629	48.470760	50.894298	
Fire Captain (Admin) FA5 L522												
A FR40	FA5	11/02/2024	53.923698 72.262913	112161.29 150306.86	53.923698	56.619883	59.450877	62.423421	65.544592	68.821822	72.262913	
Fire Chief 020024 EXMG												
A FM40	001	07/01/2023	77.196447 137.812500	160568.61 286650.00								
Fire Engineer 005050 L522												
A FR56	003	11/02/2024	33.592714 45.017450	97821.98 131090.81	33.592714	35.272350	37.035968	38.887766	40.832154	42.873762	45.017450	
Fire Engineer (Admin) FA3 L522												
A FR40	FA3	11/02/2024	47.731095 63.964233	99280.68 133045.60	47.731095	50.117650	52.623533	55.254710	58.017445	60.918317	63.964233	
Fire Investigator I 005067 L522												
A FR40	004	04/12/2025	47.974087 64.289865	99786.10 133722.92	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443	64.289865	
Fire Investigator I (Admin) FA8 L522												
A FR40	004	04/12/2025	47.974087 64.289865	99786.10 133722.92	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443	64.289865	
Fire Investigator II 005068 L522												
A FR40	005	11/02/2024	54.207575 72.643335	112751.76 151098.14	54.207575	56.917954	59.763852	62.752045	65.889647	69.184129	72.643335	
Fire Marshal 001926 MGMT												
A FM40	004	07/27/2024	77.004690 108.353330	160169.76 225374.93	77.004690	80.854924	84.897670	89.142553	93.599681	98.279665	103.193648	108.353330
Fire Marshal 020054 EXMG												
U EXMG	224	09/09/2025	77.004692 108.353332	160169.76 225374.93								
Fire Prevention Officer I 005065 L522												
A FR40	002	11/02/2024	38.823583 52.027314	80753.05 108216.81	38.823583	40.764762	42.803000	44.943150	47.190308	49.549823	52.027314	

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Fire Prevention Officer II 005066 L522															
A	FR40	003	11/02/2024	41.902126	56.152857	87156.42	116797.94	41.902126	43.997232	46.197094	48.506949	50.932296	53.478911	56.152857	
Fire Prevention Officer Trnee 005064 L522															
A	FR40	001	11/02/2024	30.435811	31.957602	63306.49	66471.81	30.435811	31.957602						
Fire Recruit 009017 TEMP															
A	TEMP	076	07/01/2021	25.134000	25.134000	52278.72	52278.72								
Fire Service Worker 012014 IAMA															
A	IAMA	009	07/01/2023	24.222627	34.083669	50383.06	70894.03	24.222627	25.433758	26.705446	28.040718	29.442754	30.914892	32.460637	34.083669
Firefighter 005010 L522															
A	FR56	001	11/02/2024	30.390654	40.726384	88497.58	118595.23	30.390654	31.910187	33.505696	35.180981	36.940030	38.787032	40.726384	
Firefighter (Admin) FA1 L522															
A	FR40	FA1	11/02/2024	43.140467	57.812351	89732.17	120249.69	43.140467	45.297490	47.562365	49.940483	52.437507	55.059382	57.812351	
Fiscal Policy Analyst 001936 MGMT															
A	MGTE	208	07/27/2024	37.131911	52.248328	77234.38	108676.52	37.131911	38.988507	40.937932	42.984829	45.134070	47.390773	49.760312	52.248328
Fleet Management Technician 016045 L39A															
A	OFFT	031	07/13/2024	32.657370	45.952200	67927.33	95580.58	32.657370	34.290239	36.004751	37.804989	39.695238	41.680000	43.764000	45.952200
Fleet Manager 001881 MGMT															
A	MGTE	144	07/27/2024	54.240906	76.322401	112821.08	158750.59	54.240906	56.952951	59.800599	62.790629	65.930160	69.226668	72.688001	76.322401
Fleet Service Coordinator 016976 L39A															
A	OFFT	136	07/13/2024	23.431644	32.970675	48737.82	68579.00	23.431644	24.603226	25.833387	27.125056	28.481309	29.905374	31.400643	32.970675
Forensic Investigator I 016047 L39A															
A	OFFT	032	07/13/2024	29.299405	41.227204	60942.76	85752.58	29.299405	30.764375	32.302594	33.917724	35.613610	37.394290	39.264004	41.227204
Forensic Investigator II 016048 L39A															
A	OFFT	033	07/13/2024	32.229346	45.349927	67037.04	94327.85	32.229346	33.840813	35.532854	37.309497	39.174972	41.133721	43.190407	45.349927
GIS Specialist I 017026 L39A															
A	PROF	014	07/13/2024	38.739870	54.510888	80578.93	113382.65	38.739870	40.676864	42.710707	44.846242	47.088554	49.442982	51.915131	54.510888
GIS Specialist II 017027 L39A															
A	PROF	015	07/13/2024	42.615563	59.964376	88640.37	124725.90	42.615563	44.746341	46.983658	49.332841	51.799483	54.389457	57.108930	59.964376
GIS Specialist III 017028 L39A															
A	PROF	016	07/13/2024	48.527648	68.283275	100937.51	142029.21	48.527648	50.954030	53.501732	56.176819	58.985660	61.934943	65.031690	68.283275

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General Intern 009147 TEMP												
A TEMP	079	12/13/2025	16.900000 20.000000	35152.00 41600.00								
General Repair Worker 012010 IAMA												
A IAMA	007	07/01/2023	24.022051 33.801439	49965.87 70306.99	24.022051	25.223154	26.484312	27.808528	29.198954	30.658902	32.191847	33.801439
Generator Technician 006061 BULT												
A BLDG	023	07/01/2023	34.404714 48.410888	71561.80 100694.65	34.404714	36.124950	37.931198	39.827758	41.819146	43.910103	46.105608	48.410888
Gov't Affairs Mgr Public Sfty 020052 EXMG												
U EXMG	002	02/22/2025	57.040548 89.838861	118644.34 186864.83								
Government Affairs Manager 020050 EXMG												
U EXMG	221	01/16/2025	51.855043 81.671692	107858.49 169877.12								
Graduate Student Trainee 009144 TEMP												
A TEMP	075	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Graphic Designer 001929 MGMT												
A MGTE	199	12/14/2024	28.969962 38.822520	60257.52 80750.84		28.969962	30.418460	31.939383	33.536352	35.213170	36.973829	38.822520
Graphics Assistant 016957 L39A												
A OFFT	127	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
HVAC Supervisor 006269 BULT												
A BLDG	027	07/01/2023	37.266903 61.827623	77515.16 128601.46	37.266903	40.061921	43.066565	46.296557	49.768799	53.501459	57.514068	61.827623
HVAC Systems Mechanic 004010 L39B												
A PLNT	006	07/13/2024	36.120871 50.825693	75131.41 105717.44	36.120871	37.926915	39.823261	41.814424	43.905145	46.100402	48.405422	50.825693
Homeless Services Manager 001939 MGMT												
A MGTE	212	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
Human Resources Manager 001851 MGMT												
A MGTE	124	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
Human Resources Manager-Rep20 020038 EXMG												
U EXMG	042	06/15/2024	54.277298 85.486745	112896.78 177812.43								
IT Manager 001761 MGMT												
A MGTE	052	07/27/2024	61.054172 85.909351	126992.68 178691.45	61.054172	64.106881	67.312225	70.677836	74.211728	77.922314	81.818430	85.909351
IT Supervisor 001762 MGMT												
A MGTE	053	07/27/2024	53.552160 75.353267	111388.49 156734.80	53.552160	56.229768	59.041256	61.993319	65.092985	68.347634	71.765016	75.353267

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IT Support Specialist I 016219 L39A												
A OFFT	086	07/13/2024	36.009306 50.668711	74899.36 105390.92	36.009306	37.809771	39.700260	41.685273	43.769537	45.958014	48.255915	50.668711
IT Support Specialist II 016220 L39A												
A OFFT	087	07/13/2024	39.611823 55.737814	82392.59 115934.65	39.611823	41.592414	43.672035	45.855637	48.148419	50.555840	53.083632	55.737814
IT Trainee 016221 L39A												
A OFFT	088	07/13/2024	28.334025 39.868818	58934.77 82927.14	28.334025	29.750726	31.238262	32.800175	34.440184	36.162193	37.970303	39.868818
Instrument Technician I 003648 L39A												
A OPMT	030	07/13/2024	31.348824 44.110943	65205.55 91750.76	31.348824	32.916265	34.562078	36.290182	38.104691	40.009926	42.010422	44.110943
Instrument Technician II 003649 L39A												
A OPMT	031	07/13/2024	35.296479 49.665689	73416.68 103304.63	35.296479	37.061303	38.914368	40.860086	42.903090	45.048244	47.300656	49.665689
Instrument Technician Trainee 003646 L39A												
A OPMT	028	07/13/2024	28.489517 40.087612	59258.20 83382.23	28.489517	29.913993	31.409693	32.980178	34.629187	36.360646	38.178678	40.087612
Instrumentation Supervisor 015087 L39C												
A SUPV	046	07/13/2024	40.558978 57.070556	84362.67 118706.76	40.558978	42.586927	44.716273	46.952087	49.299691	51.764676	54.352910	57.070556
Integrated Waste Collectns Supt 001763 MGMT												
A MGTE	054	07/27/2024	50.371744 70.878102	104773.23 147426.45	50.371744	52.890331	55.534848	58.311590	61.227170	64.288528	67.502954	70.878102
Integrated Waste Equip Operatr 003663 L39A												
A OPMT	044	07/13/2024	25.916543 36.467178	53906.41 75851.73	25.916543	27.212370	28.572989	30.001638	31.501720	33.076806	34.730646	36.467178
Integrated Waste General Mgr 001764 MGMT												
A MGTE	055	07/27/2024	59.999470 84.425278	124798.90 175604.58	59.999470	62.999443	66.149415	69.456886	72.929730	76.576216	80.405027	84.425278
Integrated Waste General Supv 001765 MGMT												
A MGTE	056	07/27/2024	45.334568 63.790290	94295.90 132683.80	45.334568	47.601296	49.981361	52.480429	55.104450	57.859673	60.752657	63.790290
Integrated Waste Planning Supt 001766 MGMT												
A MGTE	057	07/27/2024	50.371744 70.878102	104773.23 147426.45	50.371744	52.890331	55.534848	58.311590	61.227170	64.288528	67.502954	70.878102
Integrated Waste Supervisor 015032 L39C												
A SUPV	014	07/13/2024	35.624678 50.127500	74099.33 104265.20	35.624678	37.405912	39.276208	41.240018	43.302019	45.467120	47.740476	50.127500
Investigator 001944 MGMT												
A MGTE	216	07/27/2024	32.730223 46.054712	68078.86 95793.80	32.730223	34.366734	36.085071	37.889325	39.783791	41.772981	43.861630	46.054712
Investment Officer 001767 MGMT												
A MGTE	058	07/27/2024	51.340069 72.240632	106787.34 150260.52	51.340069	53.907072	56.602426	59.432547	62.404174	65.524383	68.800602	72.240632

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Investment Operations Analyst 001890 MGMT												
A MGTE	153	07/27/2024	43.142916 60.706415	89737.26 126269.34	43.142916	45.300062	47.565065	49.943318	52.440484	55.062508	57.815633	60.706415
Irrigation Technician 003921 L39A												
A OPMT	066	07/13/2024	24.622652 34.646544	51215.12 72064.81	24.622652	25.853785	27.146474	28.503798	29.928988	31.425437	32.996709	34.646544
Junior Engineer 011010 WCOE												
A WCOE	001	06/29/2024	31.466198 44.276100	65449.69 92094.29	31.466198	33.039508	34.691483	36.426057	38.247360	40.159728	42.167714	44.276100
Junior Landscape Assistant 011024 WCOE												
A WCOE	015	06/29/2024	31.466198 44.276100	65449.69 92094.29	31.466198	33.039508	34.691483	36.426057	38.247360	40.159728	42.167714	44.276100
Junior Planner 017004 L39A												
A PROF	004	07/13/2024	28.562357 40.190104	59409.70 83595.42	28.562357	29.990475	31.489999	33.064499	34.717724	36.453610	38.276290	40.190104
Junior Plant Operator 004001 L39B												
A PLNT	001	07/13/2024	26.634400 37.477275	55399.55 77952.73	26.634400	27.966120	29.364426	30.832647	32.374279	33.992993	35.692643	37.477275
Labor Relations Adm/EEO Invstg 020048 EXMG												
U EXMG	006	06/15/2024	43.758000 63.703082	91016.64 132502.41								
Labor Relations Analyst 020034 EXMG												
U EXMG	005	06/15/2024	33.113798 52.150000	68876.70 108472.00								
Labor Relations Officer 020036 EXMG												
U EXMG	015	06/15/2024	44.168865 69.565957	91871.24 144697.19								
Landscape Assistant 011017 WCOE												
A WCOE	008	06/29/2024	36.792010 51.770051	76527.38 107681.71	36.792010	38.631610	40.563190	42.591349	44.720916	46.956962	49.304810	51.770051
Landscape Technician I 016209 L39A												
A OFFT	077	07/13/2024	26.868812 37.807116	55887.13 78638.80	26.868812	28.212253	29.622866	31.104009	32.659209	34.292169	36.006777	37.807116
Landscape Technician II 016054 L39A												
A OFFT	035	07/13/2024	28.212236 39.697449	58681.45 82570.69	28.212236	29.622848	31.103990	32.659190	34.292149	36.006756	37.807094	39.697449
Law Office Administrator 001853 MGMT												
A MGTE	126	07/27/2024	46.586798 65.552303	96900.54 136348.79	46.586798	48.916138	51.361945	53.930042	56.626544	59.457871	62.430765	65.552303
Lead Events Associate 009094 TEMP												
A TEMP	043	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Lead Forensic Investigator 016926 L39A												
A OFFT	109	07/13/2024	35.452350 49.885016	73740.89 103760.83	35.452350	37.224967	39.086215	41.040526	43.092552	45.247180	47.509539	49.885016

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Legal Secretary (Ex) 010803 CONF														
A CONF	021	07/27/2024	29.863255	42.020600	62115.57	87402.85	29.863255	31.356418	32.924239	34.570451	36.298974	38.113923	40.019619	42.020600
Legal Staff Assistant (Ex) 010809 CONF														
A CONF	025	07/27/2024	21.214216	29.850533	44125.57	62089.11	21.214216	22.274927	23.388673	24.558107	25.786012	27.075313	28.429079	29.850533
Licensed Land Surveyor 001770 MGMT														
A MGTE	165	07/27/2024	49.303344	69.374756	102550.96	144299.49	49.303344	51.768511	54.356937	57.074784	59.928523	62.924949	66.071196	69.374756
Lifeguard 009013 TEMP														
A TEMP	013	04/20/2024	18.500000	18.500000	38480.00	38480.00	18.500000							
Locksmith 003928 L39A														
A OPMT	074	07/13/2024	28.520990	40.131898	59323.66	83474.35	28.520990	29.947039	31.444391	33.016611	34.667442	36.400814	38.220855	40.131898
Machinist 006009 BULT														
A BLDG	006	07/01/2023	30.980388	51.397986	64439.21	106907.81	30.980388	33.303917	35.801711	38.486839	41.373352	44.476353	47.812080	51.397986
Machinist Helper 006011 BULT														
A BLDG	008	07/01/2023	24.827973	41.190826	51642.18	85676.92	24.827973	26.690071	28.691826	30.843713	33.156991	35.643765	38.317047	41.190826
Machinist Supervisor 006010 BULT														
A BLDG	007	07/01/2023	35.978334	59.689824	74834.94	124154.83	35.978334	38.676709	41.577462	44.695772	48.047955	51.651552	55.525418	59.689824
Mail Processor I 016028 L39A														
A OFFT	154	07/13/2024	20.630181	29.028738	42910.78	60379.78	20.630181	21.661690	22.744775	23.882014	25.076115	26.329921	27.646417	29.028738
Mail Processor II 016022 L39A														
A OFFT	152	07/13/2024	22.186748	31.218981	46148.44	64935.48	22.186748	23.296085	24.460889	25.683933	26.968130	28.316536	29.732363	31.218981
Mail Processor II (Legacy) 016010 L39A														
A OFFT	151	07/13/2024	23.296085	32.779931	48455.86	68182.26	23.296085	24.460889	25.683933	26.968130	28.316537	29.732364	31.218982	32.779931
Maintenance Worker 003651 L39A														
A OPMT	033	07/13/2024	20.430281	28.747458	42494.98	59794.71	20.430281	21.451795	22.524385	23.650604	24.833134	26.074791	27.378531	28.747458
Marina Aide 009061 TEMP														
A TEMP	032	12/13/2025	16.900000	16.900000	35152.00	35152.00								
Marina Manager 001773 MGMT														
A MGTE	062	07/27/2024	43.260471	60.871829	89981.78	126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
Marina&Boating Facilities Attd 003650 L39A														
A OPMT	032	07/13/2024	21.661689	30.480173	45056.31	63398.76	21.661689	22.744773	23.882012	25.076113	26.329919	27.646415	29.028736	30.480173

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Mayor 023000 MCNL														
U MCNL	001	06/14/2025	88.684615	88.684615	184464.00	184464.00								
Mayor Council Intern 009130 TEMP														
A TEMP	064	12/13/2025	16.900000	24.040000	35152.00	50003.20								
Mayoral Aide 022003 EMSU														
U MCSB	010	12/13/2025	16.900000	22.891986	35152.00	47615.33								
Mechanical Maintenance Supv 006054 BULT														
A BLDG	016	07/01/2023	34.506393	57.247802	71773.30	119075.43	34.506393	37.094372	39.876450	42.867184	46.082223	49.538390	53.253769	57.247802
Media & Communications Officer 020027 EXMG														
U EXMG	020	06/15/2024	47.369260	74.612120	98528.06	155193.21								
Media & Communications Spclst 001775 MGMT														
A MGTE	064	07/27/2024	37.874551	53.293298	78779.07	110850.06	37.874551	39.768279	41.756693	43.844528	46.036754	48.338592	50.755522	53.293298
Media Production Specialist I 017013 L39A														
A PROF	007	07/13/2024	28.941960	40.724246	60199.28	84706.43	28.941960	30.389058	31.908511	33.503937	35.179134	36.938091	38.784996	40.724246
Media Production Specialist II 017025 L39A														
A PROF	013	07/13/2024	32.392029	45.578837	67375.42	94803.98	32.392029	34.011630	35.712211	37.497822	39.372713	41.341349	43.408416	45.578837
Meter Reader 003621 L39A														
A OPMT	011	01/25/2025	20.892597	26.664836	43456.60	55462.86		20.892597	21.937227	23.034088	24.185792	25.395082	26.664836	
Meter Reading Supervisor 015094 L39C														
A SUPV	051	07/13/2024	27.852540	39.191320	57933.28	81517.95	27.852540	29.245167	30.707425	32.242796	33.854936	35.547683	37.325067	39.191320
Museum Security Supervisor 015086 L39C														
A SUPV	045	07/13/2024	24.703051	34.759675	51382.35	72300.12	24.703051	25.938204	27.235114	28.596870	30.026714	31.528050	33.104452	34.759675
Neighborhood Rsrcs Coord I 016968 L39A														
A OFFT	129	07/13/2024	26.232809	36.912197	54564.24	76777.37	26.232809	27.544449	28.921671	30.367755	31.886143	33.480450	35.154473	36.912197
Neighborhood Rsrcs Coord II 016969 L39A														
A OFFT	130	07/13/2024	29.562747	41.597752	61490.51	86523.32	29.562747	31.040884	32.592928	34.222574	35.933703	37.730388	39.616907	41.597752
Neighborhood Services Area Mgr 001778 MGMT														
A MGTE	067	07/27/2024	50.561339	71.144880	105167.58	147981.35	50.561339	53.089406	55.743876	58.531070	61.457623	64.530504	67.757029	71.144880
Neighborhood Services Manager 001901 MGMT														
A MGTE	167	07/27/2024	67.414976	94.859642	140223.15	197308.06	67.414976	70.785725	74.325011	78.041262	81.943325	86.040491	90.342516	94.859642

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Nurse 009027 TEMP												
D DALY	006	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
OPS Accountability Analyst 021022 MCSU												
U MCSA	132	06/15/2024	32.225726 50.755519	67029.51 105571.48								
OPS Accountability Insp. Gen. 021024 MCSU												
U MCSA	134	06/15/2024	44.452005 70.011913	92460.17 145624.78								
OPSA Assistant Director 020051 EXMG												
U EXMG	222	06/15/2024	49.015611 77.199582	101952.47 160575.13								
OPSA Community Engmt Coord 021028 MCSU												
U MCSA	138	06/15/2024	32.225726 50.755519	67029.51 105571.48								
OPSA Deputy Inspector General 021027 MCSU												
U MCSA	137	06/15/2024	40.410913 63.647192	84054.70 132386.16								
OPSA Investigator 021021 MCSU												
U MCSA	131	06/15/2024	38.648779 60.871832	80389.46 126613.41								
OPSA Senior Investigator 021029 MCSU												
U MCSA	139	06/15/2024	40.581221 63.915423	84408.94 132944.08								
Office Specialist 016095 L39A												
A OFFT	054	01/25/2025	20.888087 26.659081	43447.22 55450.89			20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
Operations General Supervisor 001802 MGMT												
A MGTE	086	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
Painter 006012 BULT												
A BLDG	009	07/01/2023	27.781540 46.090939	57785.60 95869.15	27.781540	29.865155	32.105042	34.512920	37.101389	39.883993	42.875292	46.090939
Paralegal (Ex) 010804 CONF												
A CONF	022	07/27/2024	32.664796 45.962649	67942.78 95602.31	32.664796	34.298036	36.012938	37.813585	39.704264	41.689477	43.773951	45.962649
Paralegal Tech Support (Ex) 010805 CONF												
A CONF	36	07/27/2024	39.066249 54.970134	81257.80 114337.88	39.066249	41.019561	43.070539	45.224066	47.485269	49.859532	52.352509	54.970134
Park Equipment Operator 003666 L39A												
A OPMT	046	07/13/2024	24.933571 35.084040	51861.83 72974.80	24.933571	26.180250	27.489263	28.863726	30.306912	31.822258	33.413371	35.084040
Park Maintenance Manager 001781 MGMT												
A MGTE	069	07/27/2024	49.158592 69.171076	102249.87 143875.84	49.158592	51.616522	54.197348	56.907215	59.752576	62.740205	65.877215	69.171076

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Park Maintenance Superintendent 001782 MGMT												
A MGTE	070	07/27/2024	44.242732 62.253968	92024.88 129488.25	44.242732	46.454869	48.777612	51.216493	53.777318	56.466184	59.289493	62.253968
Park Maintenance Worker 003927 L39A												
A OPMT	072	01/25/2025	20.535906 21.562701	42714.68 44850.42							20.535906	21.562701
Park Maintenance Worker I 003653 L39A												
A OPMT	035	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
Park Maintenance Worker II 003654 L39A												
A OPMT	036	07/13/2024	23.077435 32.472268	48001.06 67542.32	23.077435	24.231307	25.442872	26.715016	28.050767	29.453305	30.925970	32.472268
Park Maintenance Worker III 003655 L39A												
A OPMT	037	07/13/2024	26.947414 37.917717	56050.62 78868.85	26.947414	28.294785	29.709524	31.195000	32.754750	34.392487	36.112111	37.917717
Park Plan Design & Devlpmt Mgr 001869 MGMT												
A MGTE	135	07/27/2024	55.653786 78.310466	115759.88 162885.77	55.653786	58.436475	61.358299	64.426214	67.647525	71.029901	74.581396	78.310466
Park Safety Ranger 002061 SPOA												
A POAM	051	01/25/2025	31.711000 44.620562	65958.88 92810.77	31.711000	33.296550	34.961378	36.709447	38.544919	40.472165	42.495773	44.620562
Park Safety Ranger Assistant 002060 SPOA												
A POAM	050	01/25/2025	28.828181 40.564147	59962.62 84373.43	28.828181	30.269590	31.783070	33.372224	35.040835	36.792877	38.632521	40.564147
Park Safety Ranger Supervisor 002062 SPOA												
A POAM	052	01/25/2025	36.467650 51.313646	75852.71 106732.38	36.467650	38.291033	40.205585	42.215864	44.326657	46.542990	48.870139	51.313646
Parking Enforcement Officer 003630 L39A												
A OPMT	016	07/13/2024	22.319123 31.405248	46423.78 65322.92	22.319123	23.435079	24.606833	25.837175	27.129034	28.485486	29.909760	31.405248
Parking Enforcement Supervisor 015025 L39C												
A SUPV	010	07/13/2024	25.643250 36.082627	53337.96 75051.86	25.643250	26.925412	28.271683	29.685267	31.169530	32.728007	34.364407	36.082627
Parking Facilities Maint Supv 015055 L39C												
A SUPV	027	07/13/2024	29.059408 40.889505	60443.57 85050.17	29.059408	30.512378	32.037997	33.639897	35.321892	37.087987	38.942386	40.889505
Parking Lot Attendant 003627 L39A												
A OPMT	013	01/25/2025	20.092417 26.925760	41792.23 56005.58		20.092417	21.097038	22.151890	23.259484	24.422458	25.643581	26.925760
Parking Lot Supervisor 015026 L39C												
A SUPV	011	07/13/2024	22.917037 32.246573	47667.44 67072.87	22.917037	24.062889	25.266033	26.529335	27.855802	29.248592	30.711022	32.246573
Parking Manager 001882 MGMT												
A MGTE	145	07/27/2024	55.162698 77.619457	114738.41 161448.47	55.162698	57.920833	60.816875	63.857719	67.050605	70.403135	73.923292	77.619457

Salary Schedule/Classification Listing

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parking Meter Coin Collector 003628 L39A												
A OPMT	014	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
Parking Meter Collection Supv 015085 L39C												
A SUPV	044	07/13/2024	25.174667 35.423283	52363.31 73680.43	25.174667	26.433400	27.755070	29.142823	30.599964	32.129962	33.736460	35.423283
Parking Meter Repair Worker 003629 L39A												
A OPMT	015	07/13/2024	22.529211 31.700864	46860.76 65937.80	22.529211	23.655672	24.838456	26.080379	27.384398	28.753618	30.191299	31.700864
Parks Supervisor 015028 L39C												
A SUPV	013	07/13/2024	31.934760 44.935415	66424.30 93465.66	31.934760	33.531498	35.208073	36.968477	38.816901	40.757746	42.795633	44.935415
Payroll Technician 010707 CONF												
A CONF	008	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
Permit Services Manager 001784 MGMT												
A MGTE	071	07/27/2024	46.024120 64.760559	95730.17 134701.96	46.024120	48.325326	50.741592	53.278672	55.942606	58.739736	61.676723	64.760559
Permit Services Supervisor 015114 L39C												
A SUPV	075	07/13/2024	34.141952 48.041156	71015.26 99925.60	34.141952	35.849050	37.641503	39.523578	41.499757	43.574745	45.753482	48.041156
Personnel Analyst 010823 CONF												
A CONF	043	07/27/2024	35.300040 49.670701	73424.08 103315.06	35.300040	37.065042	38.918294	40.864209	42.907419	45.052790	47.305430	49.670701
Personnel Analyst 014012 MSUP												
A MSUP	012	07/27/2024	35.300040 49.670701	73424.08 103315.06	35.300040	37.065042	38.918294	40.864209	42.907419	45.052790	47.305430	49.670701
Personnel Technician 010708 CONF												
A CONF	009	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
Personnel Transactions Coord 016065 L39A												
A OFFT	037	07/13/2024	21.214412 29.850809	44125.98 62089.68	21.214412	22.275133	23.388890	24.558334	25.786251	27.075564	28.429342	29.850809
Pick Up Driver 016988 L39A												
A OFFT	150	01/25/2025	20.354731 23.563146	42337.84 49011.34					20.354731	21.372468	22.441091	23.563146
Pilot 009126 TEMP												
A TEMP	059	06/21/2008	35.433200 41.338800	73701.06 85984.70	35.433200	38.386000	41.338800					
Planning Director 001786 MGMT												
A MGTE	073	07/27/2024	61.301841 86.257848	127507.83 179416.32	61.301841	64.366933	67.585280	70.964544	74.512771	78.238410	82.150331	86.257848
Plans Examiner I 016007 L39A												
A OFFT	007	07/13/2024	29.767130 41.885341	61915.63 87121.51	29.767130	31.255486	32.818260	34.459173	36.182132	37.991239	39.890801	41.885341

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Plans Examiner II 016008 L39A												
A OFFT	008	07/13/2024	31.338783 44.096814	65184.67 91721.37	31.338783	32.905722	34.551008	36.278558	38.092486	39.997110	41.996966	44.096814
Plans Examiner III 016009 L39A												
A OFFT	009	07/13/2024	36.655229 51.577588	76242.88 107281.38	36.655229	38.487990	40.412390	42.433009	44.554659	46.782392	49.121512	51.577588
Plant Operator 004002 L39B												
A PLNT	002	07/13/2024	31.903836 44.891902	66359.98 93375.16	31.903836	33.499028	35.173979	36.932678	38.779312	40.718278	42.754192	44.891902
Plumber 006014 BULT												
A BLDG	010	07/01/2023	29.789657 49.422505	61962.49 102798.81	29.789657	32.023881	34.425672	37.007597	39.783167	42.766905	45.974423	49.422505
Plumber Apprentice 006264 BULT												
A BLDG	021	07/01/2023	17.796781 29.525733	37017.30 61413.52	17.796781	19.131540	20.566405	22.108885	23.767051	25.549580	27.465798	29.525733
Plumbing Supervisor 006270 BULT												
A BLDG	028	07/01/2023	33.501352 55.580389	69682.81 115607.21	33.501352	36.013953	38.714999	41.618624	44.740021	48.095523	51.702687	55.580389
Police Background Investigator 009104 TEMP												
A TEMP	044	09/16/2019	31.025600 31.025600	64533.25 64533.25	31.025600							
Police Captain 001789 MGMT												
A MGTP	076	07/27/2024	82.395016 115.938062	171381.63 241151.17	82.395016	86.514767	90.840505	95.382530	100.151657	105.159240	110.417202	115.938062
Police Chief 020028 EXMG												
U PEXM	020	07/01/2023	86.581153 149.927884	180088.80 311850.00								
Police Clerk I 016066 L39A												
A OFFT	038	01/25/2025	20.844134 22.980658	43355.80 47799.77						20.844134	21.886341	22.980658
Police Clerk II 016067 L39A												
A OFFT	039	01/25/2025	20.888087 26.659081	43447.22 55450.89			20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
Police Clerk III 016068 L39A												
A OFFT	040	07/13/2024	21.043642 29.610518	43770.78 61589.88	21.043642	22.095824	23.200615	24.360646	25.578678	26.857612	28.200493	29.610518
Police Lieutenant 001870 MGMT												
A MGTP	136	07/27/2024	71.647839 100.815705	149027.50 209696.67	71.647839	75.230231	78.991743	82.941330	87.088396	91.442816	96.014957	100.815705
Police Officer 002027 SPOA												
A SPOA	002	01/25/2025	42.972486 57.587240	89382.77 119781.46	42.972486	45.121110	47.377165	49.746023	52.233324	54.844990	57.587240	
Police Officer Recruit 009123 TEMP												
A TEMP	056	01/25/2025	40.926177 40.926177	85126.45 85126.45	40.926177							

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Police Records Specialist I 016933 L39A														
A OFFT	113	07/13/2024	21.401245	30.113701	44514.59	62636.50	21.401245	22.471307	23.594872	24.774616	26.013347	27.314014	28.679715	30.113701
Police Records Specialist II 016934 L39A														
A OFFT	114	07/13/2024	24.611482	34.630826	51191.88	72032.12	24.611482	25.842056	27.134159	28.490867	29.915410	31.411180	32.981739	34.630826
Police Records Specialist III 016935 L39A														
A OFFT	115	07/13/2024	27.072599	38.093866	56311.01	79235.24	27.072599	28.426229	29.847540	31.339917	32.906913	34.552259	36.279872	38.093866
Police Records Supervisor 015101 L39C														
A SUPV	057	07/13/2024	29.779898	41.903309	61942.19	87158.88	29.779898	31.268893	32.832338	34.473955	36.197653	38.007536	39.907913	41.903309
Police Sergeant 002015 SPOA														
A SPOA	001	01/25/2025	57.326370	69.680560	119238.85	144935.56	57.326370	60.192688	63.202322	66.362438	69.680560			
Police Social Services Admnstr 001932 MGMT														
A MGTE	204	07/27/2024	47.585353	66.957372	98977.53	139271.33	47.585353	49.964621	52.462852	55.085995	57.840295	60.732310	63.768926	66.957372
Pool Manager 009015 TEMP														
A TEMP	015	04/20/2024	24.500000	24.500000	50960.00	50960.00	24.500000							
Principal Accountant 001791 MGMT														
A MGTE	078	07/27/2024	41.273741	58.076299	85849.38	120798.70	41.273741	43.337428	45.504299	47.779514	50.168490	52.676915	55.310761	58.076299
Principal Applications Develpr 001828 MGMT														
A MGTE	109	07/27/2024	52.698739	74.152417	109613.38	154237.03	52.698739	55.333676	58.100360	61.005378	64.055647	67.258429	70.621350	74.152417
Principal Budget Analyst 020041 EXMG														
U EXMG	036	06/15/2024	45.450966	71.585269	94538.01	148897.36								
Principal Building Inspector 001793 MGMT														
A MGTE	079	07/27/2024	47.520140	66.865609	98841.89	139080.47	47.520140	49.896147	52.390954	55.010502	57.761027	60.649078	63.681532	66.865609
Principal Engineer 001918 MGMT														
A MGTE	184	07/27/2024	59.907800	84.296290	124608.22	175336.28	59.907800	62.903190	66.048350	69.350767	72.818305	76.459220	80.282181	84.296290
Principal Fiscal Policy Anlyst 001937 MGMT														
A MGTE	209	07/27/2024	49.876780	70.181639	103743.70	145977.81	49.876780	52.370619	54.989150	57.738608	60.625538	63.656815	66.839656	70.181639
Principal Planner 001795 MGMT														
A MGTE	080	07/27/2024	52.106566	73.319170	108381.66	152503.87	52.106566	54.711894	57.447489	60.319863	63.335856	66.502649	69.827781	73.319170
Principal Systems Engineer 001796 MGMT														
A MGTE	081	07/27/2024	52.698739	74.152417	109613.38	154237.03	52.698739	55.333676	58.100360	61.005378	64.055647	67.258429	70.621350	74.152417

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Process Control Supervisor 001947 MGMT														
A MGTE	219	07/27/2024	45.710288	64.318966	95077.40	133783.45	45.710288	47.995802	50.395592	52.915372	55.561141	58.339198	61.256158	64.318966
Process Control Systems Splst 017037 L39A														
A PROF	023	07/13/2024	42.745630	60.147395	88910.91	125106.58	42.745630	44.882911	47.127057	49.483410	51.957581	54.555460	57.283233	60.147395
Procurement Services Manager 001797 MGMT														
A MGTE	082	07/27/2024	55.230683	77.715117	114879.82	161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
Program Coord. (Adaptive Rec.) 016985 L39A														
A OFFT	146	07/13/2024	23.851438	33.561369	49610.99	69807.65	23.851438	25.044010	26.296210	27.611021	28.991572	30.441151	31.963209	33.561369
Program Coord. (Older Adults) 016984 L39A														
A OFFT	145	07/13/2024	23.851438	33.561369	49610.99	69807.65	23.851438	25.044010	26.296210	27.611021	28.991572	30.441151	31.963209	33.561369
Program Coordinator 016210 L39A														
A OFFT	078	07/13/2024	23.383764	32.903304	48638.23	68438.87	23.383764	24.552952	25.780600	27.069630	28.423111	29.844267	31.336480	32.903304
Program Developer 016211 L39A														
A OFFT	079	01/25/2025	20.904025	28.013392	43480.37	58267.86		20.904025	21.949226	23.046687	24.199021	25.408972	26.679421	28.013392
Program Develpr (Older Adults) 016986 L39A														
A OFFT	147	07/13/2024	20.306767	28.573660	42238.08	59433.21	20.306767	21.322105	22.388210	23.507621	24.683002	25.917152	27.213010	28.573660
Program Leader 016949 L39A														
A OFFT	121	01/25/2025	20.159950	23.337661	41932.70	48542.34					20.159950	21.167947	22.226344	23.337661
Program Leader (Older Adults) 016987 L39A														
A OFFT	148	01/25/2025	20.861166	22.999435	43391.22	47838.82						20.861166	21.904224	22.999435
Program Manager 001798 MGMT														
A MGTE	083	07/27/2024	47.586522	66.959014	98979.97	139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
Program Specialist 001799 MGMT														
A MGTE	084	07/27/2024	43.260471	60.871829	89981.78	126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
Program Supervisor 015091 L39C														
A SUPV	048	07/13/2024	30.455501	42.853950	63347.44	89136.22	30.455501	31.978276	33.577190	35.256050	37.018853	38.869796	40.813286	42.853950
Program Suprvsr (Older Adults) 015112 L39C														
A SUPV	073	07/13/2024	31.064611	43.711029	64614.39	90918.94	31.064611	32.617842	34.248734	35.961171	37.759230	39.647191	41.629551	43.711029
Public Information Coordinator 017022 L39A														
A PROF	011	07/13/2024	27.826904	39.155248	57879.96	81442.92	27.826904	29.218249	30.679161	32.213119	33.823775	35.514964	37.290712	39.155248

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Public Safety Admin. Manager 001788 MGMT												
A MGTE	075	07/27/2024	49.317362 69.394481	102580.11 144340.52	49.317362	51.783230	54.372391	57.091011	59.945562	62.942840	66.089982	69.394481
Public Safety Communicatns Mgr 001931 MGMT												
A MGTE	203	07/27/2024	59.180834 83.273377	123096.14 173208.62	59.180834	62.139876	65.246870	68.509213	71.934674	75.531408	79.307978	83.273377
Public Service Aide 009037 TEMP												
A TEMP	025	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Real Property Agent I 017032 L39A												
A PROF	019	07/13/2024	31.360128 44.126850	65229.07 91783.85	31.360128	32.928134	34.574541	36.303268	38.118431	40.024353	42.025571	44.126850
Real Property Agent II 017033 L39A												
A PROF	020	07/13/2024	36.181020 50.910329	75256.52 105893.48	36.181020	37.990071	39.889575	41.884054	43.978257	46.177170	48.486028	50.910329
Real Property Agent III 017034 L39A												
A PROF	021	07/13/2024	40.098879 56.423150	83405.67 117360.15	40.098879	42.103823	44.209014	46.419465	48.740438	51.177460	53.736333	56.423150
Recreation Aide 016034 L39A												
A TEMP	027	12/13/2025	16.900000 17.120272	35152.00 35610.17								
Recreation Aide (Older Adults) 016035 L39A												
A TEMP	071	12/13/2025	16.900000 17.120272	35152.00 35610.17								
Recreation General Supervisor 001805 MGMT												
A MGTE	089	07/27/2024	38.471393 54.133113	80020.50 112596.88	38.471393	40.394963	42.414711	44.535447	46.762219	49.100330	51.555346	54.133113
Recreation Leader (Adpt Rec) 016036 L39A												
A TEMP	026	12/13/2025	16.900000 17.120272	35152.00 35610.17								
Recreation Manager 001803 MGMT												
A MGTE	087	07/27/2024	50.289403 70.762239	104601.96 147185.46	50.289403	52.803873	55.444067	58.216270	61.127083	64.183437	67.392609	70.762239
Recreation Superintendent 001804 MGMT												
A MGTE	088	07/27/2024	42.745992 60.147904	88911.66 125107.64	42.745992	44.883292	47.127457	49.483830	51.958021	54.555922	57.283718	60.147904
Registered Veterinary Tech 003926 L39A												
A OPMT	071	07/13/2024	27.806854 39.127037	57838.26 81384.24	27.806854	29.197197	30.657057	32.189910	33.799406	35.489376	37.263845	39.127037
Registrar 017014 L39A												
A PROF	008	07/13/2024	26.922875 37.883188	55999.58 78797.03	26.922875	28.269019	29.682470	31.166593	32.724923	34.361169	36.079227	37.883188
Reserve Community Service Off 002000 SPOA												
A TEMP	062	01/25/2025	30.532950 30.532950	63508.54 63508.54	30.532950							

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Reserve Dispatcher | 002001 | SPOA

A TEMP	049	01/25/2025	45.394643	45.394643	94420.86	94420.86	45.394643
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Reserve Evidence & Prop Tech | 009021 | TEMP

A TEMP	060	06/21/2008	19.310800	19.310800	40166.46	40166.46	19.310800
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Reserve Police Officer I | 002002 | SPOA

A TEMP	006	01/25/2025	52.735567	57.587240	109689.98	119781.46	57.587240	52.735567	52.735567
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Reserve Police Officer II | 002003 | SPOA

A TEMP	004	01/25/2025	42.972486	42.972486	89382.77	89382.77	42.972486
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Reserve Police Officer III | 002004 | SPOA

A TEMP	002	01/25/2025	33.662578	33.662578	70018.16	70018.16	33.662578
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Reserve Police Records Spec | 009121 | TEMP

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

A TEMP	019	01/25/2025	69.680560	69.680560	144935.56	144935.56	69.680560
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Risk Manager | 001864 | MGMT

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

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

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

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

A TEMP	051	01/25/2025	29.693731	29.693731	61762.96	61762.96	29.693731
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Senior Accountant Auditor | 010824 | CONF

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

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

A SUPV	032	07/13/2024	25.531670	35.925623	53105.87	74725.30	25.531670	26.808253	28.148666	29.556099	31.033904	32.585599	34.214879	35.925623
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Salary Schedule/Classification Listing

Schedule Effective Date: February 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Senior Advisor to the Mayor 021017 MCSU												
U MCSA	100	07/01/2023	41.415923 66.860826	86145.12 139070.52								
Senior Animal Care Technician 015097 L39C												
A SUPV	054	07/13/2024	24.331226 34.236478	50608.95 71211.87	24.331226	25.547787	26.825176	28.166435	29.574757	31.053495	32.606170	34.236478
Senior Animal Control Officer 015033 L39C												
A SUPV	015	07/13/2024	30.420650 42.804909	63274.95 89034.21	30.420650	31.941683	33.538767	35.215705	36.976490	38.825314	40.766580	42.804909
Senior Applications Developer 001812 MGMT												
A MGTE	094	07/27/2024	47.101907 66.277113	97971.97 137856.40	47.101907	49.457002	51.929852	54.526345	57.252662	60.115295	63.121060	66.277113
Senior Architect 001813 MGMT												
A MGTE	095	07/27/2024	50.747384 71.406666	105554.56 148525.86	50.747384	53.284753	55.948991	58.746441	61.683763	64.767951	68.006349	71.406666
Senior Auditor 001935 MGMT												
A MGTE	210	07/27/2024	36.347764 51.144954	75603.35 106381.50	36.347764	38.165152	40.073410	42.077080	44.180934	46.389981	48.709480	51.144954
Senior Budget Analyst 010825 CONF												
A CONF	046	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
Senior Budget Analyst 014014 MSUP												
A MSUP	014	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
Senior Building Maint Worker 003632 L39A												
A OPMT	017	07/13/2024	25.928173 36.483545	53930.60 75885.77	25.928173	27.224582	28.585811	30.015102	31.515857	33.091650	34.746233	36.483545
Senior Camp Aquatics Leader 009133 TEMP												
D DALY	010	03/28/2017	66.120000 80.000000	24133.80 29200.00	66.120000	72.722000	80.000000					
Senior Carpenter 006256 BULT												
A BLDG	017	07/01/2023	29.044788 48.186730	60413.16 100228.40	29.044788	31.223147	33.564883	36.082249	38.788418	41.697549	44.824865	48.186730
Senior Claims Collector 016103 L39A												
A OFFT	057	07/13/2024	27.542102 38.754502	57287.57 80609.36	27.542102	28.919207	30.365167	31.883425	33.477596	35.151476	36.909050	38.754502
Senior Code Enforcement Ofcr 015066 L39C												
A SUPV	034	07/13/2024	32.773679 46.115857	68169.25 95920.98	32.773679	34.412363	36.132981	37.939630	39.836611	41.828442	43.919864	46.115857
Senior Council Representative 021016 MCSU												
U MCSA	050	07/01/2023	30.370000 63.426177	63169.60 131926.45								
Senior Custodian 003678 L39A												
A OPMT	050	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883

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Senior Debt Analyst 001814 MGMT														
A MGTE	096	07/27/2024	45.324662	63.776351	94275.30	132654.81	45.324662	47.590895	49.970440	52.468962	55.092410	57.847030	60.739382	63.776351
Senior Department Sys Spclst 016222 L39A														
A OFFT	089	07/13/2024	42.908750	60.376920	89250.20	125583.99	42.908750	45.054188	47.306897	49.672242	52.155854	54.763647	57.501829	60.376920
Senior Deputy City Attorney 001815 MGMT														
A MGTE	097	07/27/2024	72.516685	102.038257	150834.70	212239.58	72.516685	76.142519	79.949645	83.947127	88.144483	92.551707	97.179292	102.038257
Senior Deputy City Clerk 010828 CONF														
A CONF	049	07/27/2024	29.864923	42.022945	62119.04	87407.73	29.864923	31.358169	32.926077	34.572381	36.301000	38.116050	40.021852	42.022945
Senior Deputy City Clerk 014004 MSUP														
A MSUP	005	07/27/2024	29.864923	42.022945	62119.04	87407.73	29.864923	31.358169	32.926077	34.572381	36.301000	38.116050	40.021852	42.022945
Senior Development Project Mgr 001816 MGMT														
A MGTE	098	07/27/2024	48.306029	67.971434	100476.54	141380.58	48.306029	50.721330	53.257397	55.920267	58.716280	61.652094	64.734699	67.971434
Senior Electrician 006266 BULT														
A BLDG	022	07/01/2023	33.536660	55.638966	69756.25	115729.05	33.536660	36.051909	38.755802	41.662487	44.787174	48.146212	51.757178	55.638966
Senior Electronic Maint Tech 003633 L39A														
A OPMT	018	07/13/2024	37.095569	52.197191	77158.78	108570.16	37.095569	38.950347	40.897864	42.942757	45.089895	47.344390	49.711610	52.197191
Senior Engineer 001817 MGMT														
A MGTE	099	07/27/2024	51.349245	72.253543	106806.43	150287.37	51.349245	53.916707	56.612542	59.443169	62.415327	65.536093	68.812898	72.253543
Senior Engineering Technician 015111 L39C														
A SUPV	071	07/13/2024	33.500453	47.138502	69680.94	98048.08	33.500453	35.175476	36.934250	38.780962	40.720010	42.756010	44.893811	47.138502
Senior Equipment Service Wrkr 012007 IAMA														
A IAMA	013	07/01/2023	22.015408	30.977889	45792.05	64434.01	22.015408	23.116178	24.271987	25.485586	26.759865	28.097858	29.502751	30.977889
Senior Evidence/Property Tech 016072 L39A														
A OFFT	042	07/13/2024	28.447909	40.029064	59171.65	83260.45	28.447909	29.870304	31.363819	32.932010	34.578610	36.307541	38.122918	40.029064
Senior Fire Prevention Officer 005159 L522														
A FR40	007	11/02/2024	46.118505	61.803208	95926.49	128550.67	46.118505	48.424430	50.845651	53.387934	56.057331	58.860198	61.803208	
Senior Fiscal Policy Analyst 001938 MGMT														
A MGTE	211	07/27/2024	44.532650	62.661910	92627.91	130336.77	44.532650	46.759283	49.097247	51.552109	54.129714	56.836200	59.678010	62.661910
Senior Generator Technician 006062 BULT														
A BLDG	024	07/01/2023	36.600713	51.500879	76129.48	107121.83	36.600713	38.430749	40.352286	42.369900	44.488395	46.712815	49.048456	51.500879

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Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Senior HVAC Systems Mechanic 004011 L39B												
A PLNT	007	07/13/2024	39.732899 55.908178	82644.43 116289.01	39.732899	41.719544	43.805521	45.995797	48.295587	50.710366	53.245884	55.908178
Senior IT Support Spclst 016223 L39A												
A OFFT	090	07/13/2024	43.571631 61.309663	90628.99 127524.10	43.571631	45.750213	48.037724	50.439610	52.961591	55.609671	58.390155	61.309663
Senior Intg Was Equip Operator 003664 L39A												
A OPMT	045	07/13/2024	27.631305 38.880020	57473.11 80870.44	27.631305	29.012870	30.463513	31.986689	33.586023	35.265324	37.028590	38.880020
Senior Investment Officer 001818 MGMT												
A MGTE	100	07/27/2024	60.400082 84.988979	125632.17 176777.08	60.400082	63.420086	66.591090	69.920644	73.416676	77.087510	80.941885	84.988979
Senior Landfill Engrn Tech 016208 L39A												
A OFFT	076	07/13/2024	33.500453 47.138502	69680.94 98048.08	33.500453	35.175476	36.934250	38.780962	40.720010	42.756010	44.893811	47.138502
Senior Landscape Architect 001819 MGMT												
A MGTE	101	07/27/2024	45.425821 63.918691	94485.71 132950.88	45.425821	47.697112	50.081968	52.586066	55.215369	57.976137	60.874944	63.918691
Senior Legal Staff Asst (Ex) 010811 CONF												
A CONF	032	07/27/2024	26.272200 36.967623	54646.18 76892.66	26.272200	27.585810	28.965100	30.413355	31.934023	33.530724	35.207260	36.967623
Senior Lifeguard 009016 TEMP												
A TEMP	016	04/20/2024	19.500000 19.500000	40560.00 40560.00	19.500000							
Senior Maintenance Worker 003652 L39A												
A OPMT	034	07/13/2024	22.622775 31.832518	47055.37 66211.64	22.622775	23.753914	24.941610	26.188691	27.498126	28.873032	30.316684	31.832518
Senior Office Specialist 016096 L39A												
A OFFT	055	07/13/2024	21.043642 29.610518	43770.78 61589.88	21.043642	22.095824	23.200615	24.360646	25.578678	26.857612	28.200493	29.610518
Senior Painter 006051 BULT												
A BLDG	013	07/01/2023	29.529226 48.990437	61420.79 101900.11	29.529226	31.743918	34.124712	36.684065	39.435370	42.393023	45.572500	48.990437
Senior Parking Lot Attendant 003668 L39A												
A OPMT	047	07/13/2024	21.105289 29.697259	43899.00 61770.30	21.105289	22.160553	23.268581	24.432010	25.653610	26.936290	28.283104	29.697259
Senior Parking Lot Supervisor 015067 L39C												
A SUPV	035	07/13/2024	29.059408 40.889505	60443.57 85050.17	29.059408	30.512378	32.037997	33.639897	35.321892	37.087987	38.942386	40.889505
Senior Personnel Analyst 001821 MGMT												
A MGTE	103	07/27/2024	40.980019 57.663002	85238.44 119939.04	40.980019	43.029020	45.180471	47.439495	49.811470	52.302043	54.917145	57.663002
Senior Personnel Trans Coord 016131 L39A												
A OFFT	070	07/13/2024	23.341570 32.843933	48550.47 68315.38	23.341570	24.508649	25.734081	27.020785	28.371824	29.790415	31.279936	32.843933

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Senior Planner 001822 MGMT												
A MGTE	104	07/27/2024	44.290581 62.321296	92124.41 129628.30	44.290581	46.505110	48.830366	51.271884	53.835478	56.527252	59.353615	62.321296
Senior Plant Operator 004003 L39B												
A PLNT	003	07/13/2024	38.321534 53.922247	79708.79 112158.27	38.321534	40.237611	42.249492	44.361967	46.580065	48.909068	51.354521	53.922247
Senior Plumber 006258 BULT												
A BLDG	018	07/01/2023	32.863175 54.521623	68355.40 113404.98	32.863175	35.327913	37.977507	40.825820	43.887757	47.179339	50.717789	54.521623
Senior Police Records Supv 015082 L39C												
A SUPV	042	07/13/2024	32.757816 46.093537	68136.26 95874.56	32.757816	34.395707	36.115492	37.921267	39.817330	41.808197	43.898607	46.093537
Senior Policy Advisor 021025 MCSU												
U MCSA	135	07/01/2023	41.415923 65.230076	86145.12 135678.56								
Senior Rec Aide (Older Adults) 016037 L39A												
A TEMP	072	12/13/2025	16.900000 19.775174	35152.00 41132.36								
Senior Recreation Aide 016038 L39A												
A TEMP	052	12/13/2025	16.900000 19.775174	35152.00 41132.36								
Senior Staff Assistant 010712 CONF												
A CONF	012	07/27/2024	23.921445 33.659875	49756.61 70012.54	23.921445	25.117517	26.373393	27.692063	29.076666	30.530499	32.057024	33.659875
Senior Stationary Engineer 004004 L39B												
A PLNT	004	07/13/2024	36.990087 52.048767	76939.38 108261.44	36.990087	38.839591	40.781571	42.820650	44.961682	47.209766	49.570254	52.048767
Senior Store Keeper 015105 L39C												
A SUPV	061	07/13/2024	23.999622 33.769877	49919.21 70241.34	23.999622	25.199603	26.459583	27.782562	29.171690	30.630274	32.161788	33.769877
Senior Systems Engineer 001823 MGMT												
A MGTE	105	07/27/2024	47.272960 66.517801	98327.76 138357.03	47.272960	49.636608	52.118438	54.724360	57.460578	60.333607	63.350287	66.517801
Senior Telecommunications Tech 003923 L39A												
A OPMT	068	07/13/2024	37.720176 53.076076	78457.97 110398.24	37.720176	39.606185	41.586494	43.665819	45.849110	48.141566	50.548644	53.076076
Senior Tree Maintenance Worker 003661 L39A												
A OPMT	042	07/13/2024	25.777054 36.270903	53616.27 75443.48	25.777054	27.065907	28.419202	29.840162	31.332170	32.898778	34.543717	36.270903
Senior Tree Pruner 003680 L39A												
A OPMT	051	07/13/2024	27.211450 38.289243	56599.82 79641.62	27.211450	28.572023	30.000624	31.500655	33.075688	34.729472	36.465946	38.289243
Special Assistant to the Mayor 021005 MCSU												
U MCSA	060	07/01/2023	41.761052 65.773658	86862.99 136809.21								

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Special Asst to City Attny(Ex) 010826 CONF														
A CONF	047	07/27/2024	32.223877	45.342231	67025.66	94311.84	32.223877	33.835071	35.526825	37.303166	39.168324	41.126740	43.183077	45.342231
Special Asst. to City Attorney 014015 MSUP														
A MSUP	015	07/27/2024	32.223877	45.342231	67025.66	94311.84	32.223877	33.835071	35.526825	37.303166	39.168324	41.126740	43.183077	45.342231
Special Districts Manager 001915 MGMT														
A MGTE	202	07/27/2024	55.230683	77.715117	114879.82	161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
Special Projects Manager 001855 MGMT														
A MGTE	127	07/27/2024	48.451730	68.176451	100779.60	141807.02	48.451730	50.874316	53.418032	56.088934	58.893381	61.838050	64.929953	68.176451
Sr Parking Enforcement Officer 003667 L39A														
A OPMT	075	06/14/2025	23.985495	33.750000	49889.83	70200.00	23.985495	25.184770	26.444009	27.766209	29.154519	30.612245	32.142857	33.750000
Staff Assistant 010713 CONF														
A CONF	013	07/27/2024	21.214216	29.850533	44125.57	62089.11	21.214216	22.274927	23.388673	24.558107	25.786012	27.075313	28.429079	29.850533
Staff Assistant-Mayor Council 022002 EMSU														
U MCSB	020	06/15/2024	18.952716	29.850529	39421.65	62089.10								
Stagehand I 006016 BULT														
A BLDG	011	07/01/2023	26.154118	36.801471	54400.56	76547.06	26.154118	27.461824	28.834915	30.276661	31.790494	33.380019	35.049020	36.801471
Stagehand II 006017 BULT														
A BLDG	012	07/01/2023	24.405039	40.489159	50762.48	84217.45	24.405039	26.235417	28.203073	30.318304	32.592177	35.036590	37.664334	40.489159
Stationary Engineer 004005 L39B														
A PLNT	005	07/13/2024	33.623644	47.311843	69937.18	98408.63	33.623644	35.304826	37.070067	38.923570	40.869749	42.913236	45.058898	47.311843
Storekeeper 016087 L39A														
A OFFT	049	07/13/2024	22.315847	31.400637	46416.96	65313.32	22.315847	23.431639	24.603221	25.833382	27.125051	28.481304	29.905369	31.400637
Stores Administrator 001945 MGMT														
A MGTE	217	07/27/2024	36.071000	50.755521	75027.68	105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
Stores Clerk I 016088 L39A														
A OFFT	050	01/25/2025	20.280044	25.883045	42182.49	53836.73			20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
Stores Clerk II 016089 L39A														
A OFFT	051	07/13/2024	20.430583	28.747883	42495.61	59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
Street Construction Equip Optr 003687 L39A														
A OPMT	056	07/13/2024	33.618356	47.304404	69926.18	98393.16	33.618356	35.299274	37.064238	38.917450	40.863323	42.906489	45.051813	47.304404

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Street Construction Laborer 003688 L39A												
A OPMT	057	07/13/2024	30.496600 42.911777	63432.93 89256.50	30.496600	32.021430	33.622501	35.303626	37.068807	38.922247	40.868359	42.911777
Street Construction Lbr Trnee 003690 L39A												
A OPMT	058	07/13/2024	23.518440 23.518440	48918.36 48918.36	23.518440							
Street Maintenance Supv 015099 L39C												
A SUPV	056	07/13/2024	35.304222 49.676586	73432.78 103327.30	35.304222	37.069433	38.922905	40.869050	42.912503	45.058128	47.311034	49.676586
Streets Manager 001883 MGMT												
A MGTE	146	07/27/2024	49.418704 69.537078	102790.90 144637.12	49.418704	51.889639	54.484121	57.208327	60.068743	63.072180	66.225789	69.537078
Structural Maintenance Supv 006053 BULT												
A BLDG	015	07/01/2023	34.479574 57.203306	71717.51 118982.88	34.479574	37.065542	39.845458	42.833867	46.046407	49.499887	53.212378	57.203306
Student Trainee 009009 TEMP												
A TEMP	009	12/13/2025	16.900000 16.900000	35152.00 35152.00								
Supervising Architect 001829 MGMT												
A MGTE	110	07/27/2024	56.385983 79.340739	117282.84 165028.74	56.385983	59.205282	62.165546	65.273823	68.537514	71.964390	75.562609	79.340739
Supervising Building Inspector 015096 L39C												
A SUPV	053	07/13/2024	41.220262 58.001048	85738.14 120642.18	41.220262	43.281275	45.445339	47.717606	50.103486	52.608660	55.239093	58.001048
Supervising Code Enforce Ofcr 015006 L39C												
A SUPV	076	07/13/2024	37.689517 53.032936	78394.20 110308.51	37.689517	39.573993	41.552693	43.630328	45.811844	48.102436	50.507558	53.032936
Supervising Community Ctr Attd 015058 L39C												
A SUPV	029	07/13/2024	26.214954 36.887072	54527.10 76725.11	26.214954	27.525702	28.901987	30.347086	31.864440	33.457662	35.130545	36.887072
Supervising Construction Insp 015074 L39C												
A SUPV	037	07/13/2024	38.931012 54.779844	80976.50 113942.08	38.931012	40.877563	42.921441	45.067513	47.320889	49.686933	52.171280	54.779844
Supervising Deputy City Atty 020037 EXMG												
U EXMG	092	07/01/2023	67.356778 128.869091	140102.10 268047.71								
Supervising Dispatcher 015039 L39C												
A SUPV	018	07/13/2024	43.432306 61.113616	90339.20 127116.32	43.432306	45.603921	47.884117	50.278323	52.792239	55.431851	58.203444	61.113616
Supervising Engineer 001831 MGMT												
A MGTE	112	07/27/2024	57.054715 80.281714	118673.81 166985.96	57.054715	59.907451	62.902824	66.047965	69.350363	72.817881	76.458775	80.281714
Supervising Financial Analyst 001832 MGMT												
A MGTE	113	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014

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Supervising Fire Svc Worker 012059 IAMA														
A IAMA	012	07/01/2023	27.856044	39.196251	57940.57	81528.20	27.856044	29.248846	30.711288	32.246852	33.859195	35.552155	37.329763	39.196251
Supervising Forensic Invstg 015060 L39C														
A SUPV	030	07/13/2024	38.997547	54.873464	81114.90	114136.80	38.997547	40.947424	42.994795	45.144535	47.401762	49.771850	52.260442	54.873464
Supervising Generator Tech 006063 BULT														
A BLDG	025	07/01/2023	33.741821	55.979339	70182.99	116437.02	33.741821	36.272458	38.992892	41.917359	45.061161	48.440748	52.073804	55.979339
Supervising Landscape Architct 001898 MGMT														
A MGTE	160	07/27/2024	49.968486	70.310678	103934.45	146246.21	49.968486	52.466910	55.090256	57.844769	60.737007	63.773857	66.962550	70.310678
Supervising Legal Secretary 010816 CONF														
A CONF	028	07/27/2024	34.342745	48.323691	71432.91	100513.28	34.342745	36.059882	37.862876	39.756020	41.743821	43.831012	46.022563	48.323691
Supervising Plant Operator 015040 L39C														
A SUPV	019	07/13/2024	49.902391	70.217676	103796.97	146052.77	49.902391	52.397511	55.017387	57.768256	60.656669	63.689502	66.873977	70.217676
Supervising Police Clerk 015041 L39C														
A SUPV	020	07/13/2024	25.444190	35.802530	52923.92	74469.26	25.444190	26.716399	28.052219	29.454830	30.927571	32.473950	34.097648	35.802530
Supervising Property Assistant 015062 L39C														
A SUPV	031	07/13/2024	30.845014	43.402031	64157.63	90276.22	30.845014	32.387265	34.006628	35.706959	37.492307	39.366922	41.335268	43.402031
Supervising Surveyor 015065 L39C														
A SUPV	033	07/13/2024	42.914654	60.385227	89262.48	125601.27	42.914654	45.060387	47.313406	49.679076	52.163030	54.771181	57.509740	60.385227
Supervising Water Quality Chem 015035 L39C														
A SUPV	016	07/13/2024	42.445982	59.725760	88287.64	124229.58	42.445982	44.568281	46.796695	49.136530	51.593357	54.173025	56.881676	59.725760
Support Services Manager 001834 MGMT														
A MGTE	115	07/27/2024	47.586522	66.959014	98979.97	139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
Survey Party Chief 015102 L39C														
A SUPV	058	07/13/2024	35.261929	49.617074	73344.81	103203.51	35.261929	37.025025	38.876276	40.820090	42.861094	45.004149	47.254356	49.617074
Survey Technician I 003924 L39A														
A OPMT	069	07/13/2024	23.081923	32.478584	48010.40	67555.46	23.081923	24.236019	25.447820	26.720211	28.056222	29.459033	30.931985	32.478584
Survey Technician II 003925 L39A														
A OPMT	070	07/13/2024	26.103631	36.730431	54295.55	76399.30	26.103631	27.408813	28.779254	30.218217	31.729128	33.315584	34.981363	36.730431
Systems Engineer 010714 CONF														
A CONF	014	07/27/2024	43.027896	60.544572	89498.02	125932.71	43.027896	45.179291	47.438256	49.810169	52.300677	54.915711	57.661497	60.544572

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Telecommunications Engineer I 011023 WCOE														
A WCOE	014	06/29/2024	44.754736	62.974408	93089.85	130986.77	44.754736	46.992473	49.342097	51.809202	54.399662	57.119645	59.975627	62.974408
Telecommunications Engn II 011025 WCOE														
A WCOE	016	06/29/2024	48.913117	68.825668	101739.28	143157.39	48.913117	51.358773	53.926712	56.623048	59.454200	62.426910	65.548255	68.825668
Telecommunications Engn III 011026 WCOE														
A WCOE	017	06/29/2024	52.826048	74.331555	109878.18	154609.63	52.826048	55.467350	58.240717	61.152753	64.210391	67.420911	70.791957	74.331555
Telecommunications SysAnls I 017029 L39A														
A PROF	017	07/13/2024	35.326666	49.708167	73479.46	103392.99	35.326666	37.092999	38.947649	40.895031	42.939783	45.086772	47.341111	49.708167
Telecommunications SysAnls II 017030 L39A														
A PROF	018	07/13/2024	38.860888	54.681172	80830.65	113736.84	38.860888	40.803932	42.844129	44.986335	47.235652	49.597435	52.077307	54.681172
Telecommunications SysAnls III 017035 L39A														
A PROF	022	07/13/2024	42.745630	60.147395	88910.91	125106.58	42.745630	44.882911	47.127057	49.483410	51.957581	54.555460	57.283233	60.147395
Telecommunications Tech I 003683 L39A														
A OPMT	054	07/13/2024	34.843825	49.028761	72475.16	101979.82	34.843825	36.586016	38.415317	40.336083	42.352887	44.470531	46.694058	49.028761
Telecommunications Tech II 003684 L39A														
A OPMT	055	07/13/2024	36.586095	51.480310	76099.08	107079.04	36.586095	38.415400	40.336170	42.352979	44.470628	46.694159	49.028867	51.480310
Telecommunications Tech Trnee 003682 L39A														
A OPMT	053	07/13/2024	29.669576	41.748073	61712.72	86835.99	29.669576	31.153055	32.710708	34.346243	36.063555	37.866733	39.760070	41.748073
Ticket Seller (Exempt) 009010 TEMP														
A TEMP	010	12/13/2025	16.900000	16.900000	35152.00	35152.00								
Traffic Ctrl&Light Supv 015045 L39C														
A SUPV	022	07/13/2024	40.611891	57.145009	84472.73	118861.62	40.611891	42.642486	44.774610	47.013341	49.364008	51.832208	54.423818	57.145009
Traffic Ctrl&Light Tech I 003637 L39A														
A OPMT	021	07/13/2024	30.407023	42.785735	63246.61	88994.33	30.407023	31.927374	33.523743	35.199930	36.959927	38.807923	40.748319	42.785735
Traffic Ctrl&Light Tech II 003636 L39A														
A OPMT	020	07/13/2024	33.451575	47.069726	69579.28	97905.03	33.451575	35.124154	36.880362	38.724380	40.660599	42.693629	44.828310	47.069726
Traffic Ctrl&Light Tech Trnee 003635 L39A														
A OPMT	019	07/13/2024	27.012150	38.008808	56185.27	79058.32	27.012150	28.362758	29.780896	31.269941	32.833438	34.475110	36.198865	38.008808
Traffic Investigator I 016202 L39A														
A OFFT	072	07/13/2024	24.766690	34.849220	51514.72	72486.38	24.766690	26.005025	27.305276	28.670540	30.104067	31.609270	33.189733	34.849220

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Traffic Investigator II 016203 L39A														
A OFFT	073	07/13/2024	27.894832	39.250831	58021.25	81641.73	27.894832	29.289574	30.754053	32.291756	33.906344	35.601661	37.381744	39.250831
Traffic Investigator III 016204 L39A														
A OFFT	074	07/13/2024	30.734600	43.246669	63927.97	89953.07	30.734600	32.271330	33.884897	35.579142	37.358099	39.226004	41.187304	43.246669
Traffic Supervisor 015109 L39C														
A SUPV	069	07/13/2024	32.691787	46.000628	67998.92	95681.31	32.691787	34.326376	36.042695	37.844830	39.737072	41.723926	43.810122	46.000628
Traffic Worker I 008001 TRAF														
A TRAF	001	07/13/2024	25.063012	35.266176	52131.06	73353.65	25.063012	26.316163	27.631971	29.013570	30.464249	31.987461	33.586834	35.266176
Traffic Worker II 008002 TRAF														
A TRAF	002	07/13/2024	27.560200	38.779970	57325.22	80662.34	27.560200	28.938210	30.385121	31.904377	33.499596	35.174576	36.933305	38.779970
Traffic Worker III 008003 TRAF														
A TRAF	003	07/13/2024	29.286719	41.209354	60916.38	85715.46	29.286719	30.751055	32.288608	33.903038	35.598190	37.378099	39.247004	41.209354
Traffic Worker Trainee 008005 TRAF														
A TRAF	005	07/13/2024	21.986369	30.937029	45731.65	64349.02	21.986369	23.085687	24.239971	25.451970	26.724569	28.060797	29.463837	30.937029
Training Specialist 001857 MGMT														
A MGTE	129	07/27/2024	39.028590	54.917146	81179.47	114227.66	39.028590	40.980019	43.029020	45.180471	47.439495	49.811470	52.302044	54.917146
Treasury Analyst 010827 CONF														
A CONF	048	07/27/2024	39.412750	55.457696	81978.52	115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
Treasury Analyst 014016 MSUP														
A MSUP	016	07/27/2024	39.412750	55.457696	81978.52	115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
Treasury Assistant 010715 CONF														
A CONF	033	07/27/2024	28.227322	39.718675	58712.83	82614.84	28.227322	29.638688	31.120622	32.676653	34.310486	36.026010	37.827310	39.718675
Treasury Manager 001801 MGMT														
A MGTE	085	07/27/2024	70.535791	99.250941	146714.44	206441.96	70.535791	74.062581	77.765710	81.653995	85.736695	90.023530	94.524706	99.250941
Tree Maintenance Supervisor 015046 L39C														
A SUPV	023	07/13/2024	31.683618	44.582032	65901.92	92730.63	31.683618	33.267799	34.931189	36.677748	38.511635	40.437217	42.459078	44.582032
Tree Maintenance Worker 003660 L39A														
A OPMT	041	07/13/2024	24.343255	34.253405	50633.97	71247.08	24.343255	25.560418	26.838439	28.180361	29.589379	31.068848	32.622290	34.253405
Tree Maintenance Worker Trnee 003917 L39A														
A OPMT	065	07/13/2024	20.854018	29.343699	43376.36	61034.89	20.854018	21.896719	22.991555	24.141133	25.348190	26.615600	27.946380	29.343699

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Tree Pruner I 003639 L39A												
A OPMT	023	07/13/2024	22.974092 32.326856	47786.11 67239.86	22.974092	24.122797	25.328937	26.595384	27.925153	29.321411	30.787482	32.326856
Tree Pruner II 003640 L39A												
A OPMT	024	07/13/2024	25.271522 35.559570	52564.77 73963.91	25.271522	26.535098	27.861853	29.254946	30.717693	32.253578	33.866257	35.559570
Tree Pruner Supervisor 015047 L39C												
A SUPV	024	07/13/2024	31.062278 43.707745	64609.54 90912.11	31.062278	32.615392	34.246162	35.958470	37.756393	39.644213	41.626424	43.707745
Tree Pruner Trainee 003638 L39A												
A OPMT	022	07/13/2024	20.074576 28.246946	41755.12 58753.65	20.074576	21.078305	22.132220	23.238831	24.400773	25.620812	26.901853	28.246946
Urban Design Manager 001894 MGMT												
A MGTE	156	07/27/2024	56.385983 79.340739	117282.84 165028.74	56.385983	59.205282	62.165546	65.273823	68.537514	71.964390	75.562609	79.340739
Util Operations & Maint Supt 001841 MGMT												
A MGTE	120	09/20/2025	54.892631 77.239444	114176.67 160658.04	54.892631	57.637526	60.519125	63.545081	66.722335	70.058452	73.561375	77.239444
Utilities Locator 007010 L447												
A WATR	006	07/01/2023	32.094120 45.159650	66755.77 93932.07	32.094120	33.698826	35.383767	37.152955	39.010603	40.961133	43.009190	45.159650
Utilities O&M Leadworker 007002 L447												
A WATR	002	07/01/2023	34.463445 48.493528	71683.97 100866.54	34.463445	36.186617	37.995948	39.895745	41.890532	43.985059	46.184312	48.493528
Utilities O&M Serviceworker 007001 L447												
A WATR	001	07/01/2023	31.311337 44.058194	65127.58 91641.04	31.311337	32.876904	34.520749	36.246786	38.059125	39.962081	41.960185	44.058194
Utilities O&M Supervisor 015103 L39C												
A SUPV	059	07/13/2024	39.714458 55.882231	82606.07 116235.04	39.714458	41.700181	43.785190	45.974449	48.273171	50.686830	53.221172	55.882231
Utilities O&M SvcWrk App 007901 L447												
A WATR	003	07/01/2023	22.450854 27.227273	46697.78 56632.73	22.450854	23.573396	24.752066	27.227273				
Utilities Ops and Maint Mgr 001842 MGMT												
A MGTE	198	07/27/2024	59.999470 84.425278	124798.90 175604.58	59.999470	62.999443	66.149415	69.456886	72.929730	76.576216	80.405027	84.425278
Utility Construction Coord 001839 MGMT												
A MGTE	118	07/27/2024	46.351537 65.221268	96411.20 135660.24	46.351537	48.669114	51.102570	53.657698	56.340583	59.157612	62.115493	65.221268
Utility Services Inspector 016099 L39A												
A OFFT	056	07/13/2024	22.027073 30.994303	45816.31 64468.15	22.027073	23.128427	24.284848	25.499090	26.774045	28.112747	29.518384	30.994303
Utility Worker 003602 L39A												
A TEMP	011	12/13/2025	16.900000 17.462016	35152.00 36320.99								

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Vehicle Service Attendant 012005 IAMA												
A IAMA	004	07/01/2023	18.664168 26.262358	38821.47 54625.70	18.664168	19.597376	20.577245	21.606107	22.686412	23.820733	25.011770	26.262358
Veterinarian 001875 MGMT												
A MGTE	140	07/27/2024	45.598946 64.162296	94845.81 133457.58	45.598946	47.878893	50.272838	52.786480	55.425804	58.197094	61.106949	64.162296
Water Conservation Rep 016978 L39A												
A OFFT	139	07/13/2024	22.027073 30.994303	45816.31 64468.15	22.027073	23.128427	24.284848	25.499090	26.774045	28.112747	29.518384	30.994303
Water Conservation Specialist 016975 L39A												
A OFFT	135	07/13/2024	24.747395 34.822070	51474.58 72429.91	24.747395	25.984765	27.284003	28.648203	30.080613	31.584644	33.163876	34.822070
Water Conservation Supervisor 015107 L39C												
A SUPV	072	07/13/2024	27.852540 39.191320	57933.28 81517.95	27.852540	29.245167	30.707425	32.242796	33.854936	35.547683	37.325067	39.191320
Water Cross Conn Ctrl Spclst 007902 L447												
A WATR	004	07/01/2023	39.627997 55.760571	82426.23 115981.99	39.627997	41.609397	43.689867	45.874360	48.168078	50.576482	53.105306	55.760571
Water Quality Chemist 017008 L39A												
A PROF	005	07/13/2024	37.347990 52.552371	77683.82 109308.93	37.347990	39.215389	41.176158	43.234966	45.396714	47.666550	50.049877	52.552371
Water Quality Lab Tech 016080 L39A												
A OFFT	043	07/13/2024	25.041300 35.235625	52085.90 73290.10	25.041300	26.293365	27.608033	28.988435	30.437857	31.959750	33.557738	35.235625
Website Administrator 001904 MGMT												
A MGTE	170	07/27/2024	50.561339 71.144880	105167.58 147981.35	50.561339	53.089406	55.743876	58.531070	61.457623	64.530504	67.757029	71.144880
Workers Comp Claims Asst I 010818 CONF												
A CONF	037	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
Workers Comp Claims Asst II 010819 CONF												
A CONF	038	07/27/2024	30.405614 42.783753	63243.68 88990.21	30.405614	31.925895	33.522190	35.198299	36.958214	38.806125	40.746431	42.783753
Workers Comp Claims Mgr 001927 MGMT												
A MGTE	195	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
Workers' Comp Claims Rep 001943 MGMT												
A MGTE	215	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
Workers' Comp Claims Supvr 001942 MGMT												
A MGTE	214	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
Youth Aide 009068 TEMP												
A TEMP	037	12/13/2025	16.900000 16.900000	35152.00 35152.00								

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Sal Plan	Grade	Effective Date	Hourly Min/Max		Annual Min/Max		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Zoning Investigator 016213 L39A														
A OFFT	080	07/13/2024	35.500728	49.953090	73841.51	103902.43	35.500728	37.275764	39.139552	41.096530	43.151357	45.308925	47.574371	49.953090
Zoo Attendant I 003642 L39A														
A OPMT	026	07/13/2024	21.328029	30.010678	44362.30	62422.21	21.328029	22.394430	23.514151	24.689859	25.924352	27.220570	28.581598	30.010678
Zoo Attendant II 003643 L39A														
A OPMT	027	07/13/2024	23.059578	32.447142	47963.92	67490.06	23.059578	24.212557	25.423185	26.694344	28.029061	29.430514	30.902040	32.447142

EMPLOYMENT AGREEMENT (CITY ATTORNEY)

This Employment Agreement (“Agreement”) is entered into on February 10, 2026, by and between the City of Sacramento, a charter city and municipal corporation (“City”), and Gustavo L. Martinez (“Employee” and collectively, the “Parties”).

RECITALS

A. On January 27, 2026 (“Effective Date”), the governing body of the City of Sacramento (“City Council”) selected Employee as the new Sacramento City Attorney; and

B. The City and Employee now desire to enter into this Agreement memorializing the terms and conditions of such employment.

NOW, THEREFORE, in consideration of the mutual covenants and promises contained herein, the Parties agree as follows:

1. TERM

1.1 Initial Two Year Term. The term of this Agreement shall be from January 27, 2026, until January 26, 2028, unless extended or terminated consistent with its terms.

1.2 At-Will Employment. Notwithstanding the stated term or any extension, Employee serves at the pleasure of the City Council and is an at-will employee. Nothing in this Agreement shall be construed to create a property interest in employment or to require cause for termination.

2. COMPENSATION

2.1 Salary. Employee shall receive an annual base salary of \$355,000, commencing on February 7, 2026, and payable in accordance with the City’s standard payroll practices.

2.2 Adjustments. Any adjustment to compensation shall require approval by the City Council.

3. ADDITIONAL BENEFITS

3.1 Benefits. The sums payable to Employee under Section 2 are in addition to all other fringe benefits, retirement plans and contributions, expense and subsistence allowances, leaves, reimbursements and allowances, and other perquisites provided to the City Attorney

pursuant to the Personnel Resolution Covering Appointed Officers (Appointed Officer Resolution) or any superseding resolution, except where inconsistent with the terms of this Agreement.

3.2 Deferred Compensation. The City shall make an annual payment of \$4,700 to be deposited by Employee into his City-sponsored 457(b) deferred compensation account commencing in the 2026 calendar year. For 2026, the City shall distribute this payment across the remaining pay periods of the 2026 calendar year. Thereafter, contributions shall be paid in equal installments over the 26 regular payroll periods each year. This benefit shall not be subject to pro-rata reduction if the Employee leaves service prior to the end of any calendar year. In the event of retirement or separation mid-year, the unpaid portion of the \$4,700 shall accelerate and be paid to Employee upon separation.

3.2. Management Leave Time. Once per calendar year, Employee may elect to convert up to forty (40) hours of Management Leave Time into a cash payment at his then-current base salary rate. Employee shall exercise this option by providing written notice to the City Manager. The City shall issue the payment within two full pay periods following the City Manager's receipt of the notice. This benefit is in addition to the forty (40) hour cash-out of Management Leave Time provided in subsection 5.4 (b) of the Appointed Officer Resolution, or any superseding resolution in effect for the duration of this Agreement.

4. TERMINATION

4.1 Termination by Mutual Consent. This Agreement may be terminated at any time upon the mutual written agreement of the City and Employee.

4.2 Termination by Employee. Employee may terminate this Agreement and resign employment at any time by providing the City with not less than sixty (60) days' prior written notice, unless such notice requirement is waived by the City Council. Employee's notice shall be provided to the City Clerk.

4.3 Termination by City without Cause. The City may terminate this Agreement and the employment of Employee at any time without cause, as provided in the City Charter. Upon termination of this Agreement without cause, City shall pay Employee the severance payment described in subsection 5.1.

4.4 Termination by City for Cause. The City may terminate Employee for cause, without obligation to make the severance payment described in subsection 5.1, subject to all of the following:

(1) Prior to terminating Employee under this subsection, City shall give Employee written notice of the charges constituting the cause for termination.

(2) Within ten business days, but not earlier than five business days, after the written notice of the charges has been given, the City Council shall meet with Employee in a closed

session lawfully placed on the City Council's agenda, and provide Employee an opportunity to address the City Council regarding the charges in a manner consistent with the Brown Act. After hearing Employee's response to the charges, City Council shall make a decision as to whether to terminate Employee and shall inform Employee in writing of its decision.

(3) "For cause" means Employee's material breach of this Agreement, conviction of a felony or a misdemeanor involving moral turpitude under California law, or a final judicial or administrative decision finding that Employee personally committed unlawful acts of sexual harassment or discrimination against a City official or employee.

5. SEVERANCE

5.1 Severance Upon Termination Without Cause. In the event the City terminates Employee pursuant to subsection 4.3 of this Agreement, the City shall provide Employee with a severance payment equal to nine (9) months of Employee's base salary in effect at the time of termination. The severance payment shall be paid in a lump sum within thirty (30) calendar days following the effective date of the termination, unless otherwise agreed in writing by the Parties.

5.2 Exclusive Severance Obligation. The severance provided in this Section constitutes the sole and exclusive severance obligation of the City arising from termination of employment. Employee shall not be entitled to any additional severance, compensation, or benefits except as required by law.

6. SURVIVAL OF RIGHTS AND BENEFITS

All rights, benefits, obligations, and entitlements of the Employee under this Agreement, whether accrued, vested, or continuing in nature, shall survive the expiration, termination, or lapse of this Agreement and shall remain enforceable thereafter to the fullest extent permitted by law, unless expressly provided otherwise herein.

7. COMPLIANCE WITH LAW

This Agreement shall be governed by and construed in accordance with the laws of the State of California, the Sacramento City Charter, and all applicable federal laws and duly adopted City policies. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, or is found to be in conflict with the Sacramento City Charter or California Government Code such provision shall be deemed modified or severed to the minimum extent necessary to comply with the law, and the remainder of the Agreement shall continue in full force and effect.

8. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between the Parties and supersedes all prior agreements, understandings, or interim appointment arrangements, whether written or oral.

9. AMENDMENTS

This Agreement may be amended only by a written document approved by the City Council and executed by both Parties.

10. GOVERNING LAW AND VENUE

This Agreement shall be governed by the laws of the State of California. Venue for any action arising under this Agreement shall be in Sacramento County, California.

SIGNATURES

CITY OF SACRAMENTO

By: _____
Kevin McCarty, Mayor

CITY ATTORNEY

By: _____
Gustavo L. Martinez

APPROVED AS TO FORM

By: 
Brett Witter (Feb 4, 2026 12:11:30 PST)
Brett M. Witter
Assistant City Attorney

ATTEST

By: _____