

ORDINANCE NO.
(New Series)

10584

MAY 27 1971

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES
OF THE CITY OF SAN DIEGO FOR THE FISCAL
YEAR 1971-72.

WHEREAS, both the Civil Service Commission and the
City Council have made detailed studies of salaries and
wages paid by private business and industry in the San Diego
area and comparable public agencies in San Diego and other
California areas; and

WHEREAS, after such detailed investigation upon the
findings and recommendations of the Civil Service Commission,
the City Council finds and determines that the salaries
and wages established herein are comparable to those paid
in private business and industry, as well as other public
agencies or comparable services; NOW, THEREFORE,

BE IT ORDAINED, by the Council of The City of San Diego
as follows:

Section 1. As a schedule of compensation for all
officers and employees of The City of San Diego, including
the Unclassified and Classified Services, there is hereby
adopted and established a Table of Standard Rates of Pay for
biweekly salaries, containing minimum, maximum and intermediate
range steps for each Standard Rate. Said compensation schedule
is attached hereto as Exhibit A.

The "Equivalent Monthly Rates" set forth in Exhibit A
are for comparative and information purposes.

MICROFILMED
APR 28 1978

Section 2. "COMPENSATION," as used in this ordinance, means the remuneration paid in cash out of City funds controlled by the Council of The City of San Diego plus the monetary value, as determined by the department head with the approval of the Civil Service Commission of such housing, lodging, fuel, public utility services, or other advantages similar in character, furnished to an officer or employee in payment of his services.

For purposes of deduction for contributions of officers and employees required by law, the City Auditor and Comptroller shall use the amount fixed in the Standard Rate hereinafter set forth without regard to the monetary value of the advantages herein enumerated furnished to the officer or employee in payment of his services. Warrants issued for compensation to such officers and employees by such City Auditor and Comptroller shall be for the amount set forth in the Standard Rate attached to the position minus the monetary value of the advantages furnished said employee as compensation, as determined above.

Section 3. For all positions in the Unclassified Service, which are identified by the letters (UC), and for all positions in the Classified Service of The City of San Diego, the Standard Rate numbers, providing uniform compensation for like service, attached hereto as Exhibits B and C, are hereby adopted.

Section 4. Increases in compensation for employees in the Classified Service, within the range limits of the Standard Rate number attached to the position, may be granted by the

appointing authority upon the basis of efficiency and seniority after first receiving the approval of the Civil Service Commission therefor.

The compensation for officers and employees in the Unclassified Service shall be determined and set by the appointing authority at any one of the range steps of the Standard Rate numbers attached to the position. In the case of the City Attorney, said determination and setting shall be made by the City Council pursuant to Section 40 of the City Charter.

Increases in compensation for officers and employees in the Unclassified Service, within the range limits of the Standard Rate number attached to the position, may be granted by the appointing authority upon the basis of efficiency and seniority, provided, however, no exceptional merit increases or increases of more than one step shall be granted to all those serving in the positions listed in Exhibit C under ADMINISTRATION without first receiving the approval of the City Council therefor.

Section 5. For the purpose of computing vacations, leaves of absence, overtime and terminal severance pay, the Auditor and Comptroller is hereby authorized to utilize compilations based upon a forty (40) hour week.

Section 6. The members of the Classified Service, other than firemen and part-time employees, shall receive the salaries provided herein as compensation in full for work

performed by them during an average forty (40) hour week throughout the fiscal year, except as hereinafter provided.

The Civil Service Commission shall establish and supervise a uniform extra compensation plan which shall provide overtime pay not to exceed one and one-half (1 1/2) times an eligible employee's regular rate of pay, or time off in lieu, and shall provide for extra compensation of one Standard Rate whenever an eligible employee is required for a significant period to work at times substantially unusual for his class of employment, such as (1) working a night shift in which the majority of the hours of work scheduled for said employee throughout any pay period are before 8 a.m. or after 6 p.m., or (2) on a long-term schedule, working a shift regularly split by more than two (2) consecutive hours or such other work schedule as may be determined by the Civil Service Commission and the City Manager or nonmanagerial appointing authority to be substantially unusual for the class of employment. An eligible employee who is required to work under more than one of the unusual conditions indicated above shall receive one Standard Rate increase for each of said unusual conditions which shall be certified by the appointing authority on the official payroll time sheets to the Personnel Director. Such increases in compensation shall be identified and symbolized on all official payrolls and all records pertaining to said employee's compensation. When one or more of the said working conditions are commonly accepted conditions for the class of

employment, the Civil Service Commission shall take such working conditions into consideration in establishing the compensation for the class.

Employees in the class of Police Patrolman or Policewoman shall receive extra compensation of one Standard Rate when assigned by the appointing authority to special training duties, subject to regulations established by the Civil Service Commission.

The employees in the Classified Service who shall be entitled to receive overtime compensation, as herein provided, shall be designated by the Civil Service Commission after consultation with the City Manager and nonmanagerial department heads and in accordance with definitions and procedures developed by the Civil Service Commission in collaboration with the said appointing authorities, which said definitions and procedures shall be binding on all appointing authorities.

In addition to the foregoing provisions for extra compensation, an employee who has been released from work and has left the work premises shall, if he is called back to duty, be paid for the reasonable estimate of the time required for him to travel from and to his residence and the work area and for the time he actually works. The total time of call-back pay, including travel time, shall not be less than two (2) hours, and shall be computed at the employee's regular rate or at one and one-half (1 1/2) times said rate if the employee is eligible for premium overtime pay.

Section 7. In fixing and approving the Standard Rates for the officers and employees of the City, this Council has recognized the necessity to increase certain salaries heretofore paid, and in so doing the Council has intended and does hereby intend, in fixing said rates, that where a Standard Rate of pay has been increased from that heretofore paid, said officer and employee whose rate of pay has thus been increased, shall be entitled to the percentage rate of increase intended, and that such new rate of pay shall be fixed so as to apply to that same step under the new Standard Rate that said employee occupied under the old Standard Rate.

Section 8. There is hereby created a class to be known as "Terminal Employee." Any employee, Classified or Unclassified, taking terminal leave prior to termination of City service, shall be transferred to the class of "Terminal Employee" as of the date said terminal leave commences. Upon transfer to said class, each employee shall be paid at the rate and step established for the position occupied by him at the time of his transfer. Such employee shall be an employee of the department in which he was serving at the time of his transfer.

Section 9. The compensation schedule established by this ordinance shall become effective July 1, 1971.

Section 10. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

APPROVED: JOHN W. WITT, City Attorney

By Jack Katz
Jack Katz, Deputy

MICROFILMED

APR 28 1978

10584

JK:K
5-10-71

CITY OF SAN DIEGO, CALIFORNIA

(EXHIBIT A)

SALARY SCHEDULE

STANDARD RATES – BIWEEKLY SALARIES					
No.	A	B	C	D	E
11	\$101.60	\$107.20	\$112.80	\$117.60	\$124.00
11.5	104.00	109.60	115.20	120.80	126.40
12	107.20	112.80	117.60	124.00	129.60
12.5	109.60	115.20	120.80	126.40	132.80
13	112.80	117.60	124.00	129.60	136.00
13.5	115.20	120.80	126.40	132.80	139.20
14	117.60	124.00	129.60	136.00	143.20
14.5	120.80	126.40	132.80	139.20	146.40
15	124.00	129.60	136.00	143.20	150.40
15.5	126.40	132.80	139.20	146.40	153.60
16	129.60	136.00	143.20	150.40	157.60
16.5	132.80	139.20	146.40	153.60	161.60
17	136.00	143.20	150.40	157.60	165.60
17.5	139.20	146.40	153.60	161.60	169.60
18	143.20	150.40	157.60	165.60	174.40
18.5	146.40	153.60	161.60	169.60	178.40
19	150.40	157.60	165.60	174.40	183.20
19.5	153.60	161.60	169.60	178.40	187.20
20	157.60	165.60	174.40	183.20	192.00
20.5	161.60	169.60	178.40	187.20	196.80
21	165.60	174.40	183.20	192.00	201.60
21.5	169.60	178.40	187.20	196.80	206.40
22	174.40	183.20	192.00	201.60	212.00
22.5	178.40	187.20	196.80	206.40	216.80
23	183.20	192.00	201.60	212.00	222.40
23.5	187.20	196.80	206.40	216.80	228.00
24	192.00	201.60	212.00	222.40	233.60
24.5	196.80	206.40	216.80	228.00	239.20
25	201.60	212.00	222.40	233.60	244.80
25.5	206.40	216.80	228.00	239.20	251.20
26	212.00	222.40	233.60	244.80	257.60
26.5	216.80	228.00	239.20	251.20	264.00
27	222.40	233.60	244.80	257.60	270.40
27.5	228.00	239.20	251.20	264.00	276.80
28	233.60	244.80	257.60	270.40	283.20
28.5	239.20	251.20	264.00	276.80	290.40
29	244.80	257.60	270.40	283.20	297.60
29.5	251.20	264.00	276.80	290.40	304.80
30	257.60	270.40	283.20	297.60	312.80
30.5	264.00	276.80	290.40	304.80	320.00
31	270.40	283.20	297.60	312.80	328.00
31.5	276.80	290.40	304.80	320.00	336.00
32	283.20	297.60	312.80	328.00	344.80
32.5	290.40	304.80	320.00	336.00	352.80
33	297.60	312.80	328.00	344.80	361.60
33.5	304.80	320.00	336.00	352.80	370.40
34	312.80	328.00	344.80	361.60	380.00
34.5	320.00	336.00	352.80	370.40	388.80
35	328.00	344.80	361.60	380.00	398.40
35.5	336.00	352.80	370.40	388.80	408.00
36	344.80	361.60	380.00	398.40	418.40
36.5	352.80	370.40	388.80	408.00	428.80
37	361.60	380.00	398.40	418.40	439.20
37.5	370.40	388.80	408.00	428.80	449.60
38	380.00	398.40	418.40	439.20	460.80
38.5	388.80	408.00	428.80	449.60	472.00
39	398.40	418.40	439.20	460.80	484.00
39.5	408.00	428.80	449.60	472.00	496.00

EQUIVALENT MONTHLY RATES					
No.	A	B	C	D	E
11	\$221	\$232	\$244	\$256	\$269
11.5	226	238	250	262	275
12	232	244	256	269	282
12.5	238	250	262	275	289
13	244	256	269	282	296
13.5	250	262	275	289	303
14	256	269	282	296	311
14.5	262	275	289	303	319
15	269	282	296	311	327
15.5	275	289	303	319	335
16	282	296	311	327	343
16.5	289	303	319	335	351
17	296	311	327	343	360
17.5	303	319	335	351	369
18	311	327	343	360	378
18.5	319	335	351	369	387
19	327	343	360	378	397
19.5	335	351	369	387	407
20	343	360	378	397	417
20.5	351	369	387	407	427
21	360	378	397	417	438
21.5	369	387	407	427	449
22	378	397	417	438	460
22.5	387	407	427	449	471
23	397	417	438	460	483
23.5	407	427	449	471	495
24	417	438	460	483	507
24.5	427	449	471	495	519
25	438	460	483	507	532
25.5	449	471	495	519	545
26	460	483	507	532	559
26.5	471	495	519	545	573
27	483	507	532	559	587
27.5	495	519	545	573	601
28	507	532	559	587	616
28.5	519	545	573	601	631
29	532	559	587	616	647
29.5	545	573	601	631	663
30	559	587	616	647	679
30.5	573	601	631	663	696
31	587	616	647	679	713
31.5	601	631	663	696	731
32	616	647	679	713	749
32.5	631	663	696	731	767
33	647	679	713	749	786
33.5	663	696	731	767	805
34	679	713	749	786	825
34.5	696	731	767	805	845
35	713	749	786	825	866
35.5	731	767	805	845	887
36	749	786	825	866	909
36.5	767	805	845	887	931
37	786	825	866	909	954
37.5	805	845	887	931	978
38	825	866	909	954	1,002
38.5	845	887	931	978	1,027
39	866	909	954	1,002	1,052
39.5	887	931	978	1,027	1,078

10584
 APR 28 1978 MICROFILMED

CITY OF SAN DIEGO, CALIFORNIA

(EXHIBIT A)

SALARY SCHEDULE

STANDARD RATES – BIWEEKLY SALARIES						EQUIVALENT MONTHLY RATES					
No.	A	B	C	D	E	No.	A	B	C	D	E
40	\$418.40	\$439.20	\$460.80	\$484.00	\$508.80	40	\$909	\$954	\$1,002	\$1,052	\$1,105
40.5	428.80	449.60	472.00	496.00	520.80	40.5	931	978	1,027	1,078	1,132
41	439.20	460.80	484.00	508.80	533.60	41	954	1,002	1,052	1,105	1,160
41.5	449.60	472.00	496.00	520.80	547.20	41.5	978	1,027	1,078	1,132	1,189
42	460.80	484.00	508.80	533.60	560.80	42	1,002	1,052	1,105	1,160	1,218
42.5	472.00	496.00	520.80	547.20	574.40	42.5	1,027	1,078	1,132	1,189	1,248
43	484.00	508.80	533.60	560.80	588.80	43	1,052	1,105	1,160	1,218	1,279
43.5	496.00	520.80	547.20	574.40	603.20	43.5	1,078	1,132	1,189	1,248	1,311
44	508.80	533.60	560.80	588.80	617.60	44	1,105	1,160	1,218	1,279	1,343
44.5	520.80	547.20	574.40	603.20	632.80	44.5	1,132	1,189	1,248	1,311	1,376
45	533.60	560.80	588.80	617.60	648.80	45	1,160	1,218	1,279	1,343	1,410
45.5	547.20	574.40	603.20	632.80	664.80	45.5	1,189	1,248	1,311	1,376	1,445
46	560.80	588.80	617.60	648.80	681.60	46	1,218	1,279	1,343	1,410	1,481
46.5	574.40	603.20	632.80	664.80	698.40	46.5	1,248	1,311	1,376	1,445	1,518
47	588.80	617.60	648.80	681.60	715.20	47	1,279	1,343	1,410	1,481	1,555
47.5	603.20	632.80	664.80	698.40	732.80	47.5	1,311	1,376	1,445	1,518	1,594
48	617.60	648.80	681.60	715.20	751.20	48	1,343	1,410	1,481	1,555	1,633
48.5	632.80	664.80	698.40	732.80	769.60	48.5	1,376	1,445	1,518	1,594	1,674
49	648.80	681.60	715.20	751.20	788.80	49	1,410	1,481	1,555	1,633	1,715
49.5	664.80	698.40	732.80	769.60	808.80	49.5	1,445	1,518	1,594	1,674	1,758
50	681.60	715.20	751.20	788.80	828.80	50	1,481	1,555	1,633	1,715	1,801
50.5	698.40	732.80	769.60	808.80	848.80	50.5	1,518	1,594	1,674	1,758	1,846
51	715.20	751.20	788.80	828.80	869.60	51	1,555	1,633	1,715	1,801	1,891
51.5	732.80	769.60	808.80	848.80	891.20	51.5	1,594	1,674	1,758	1,846	1,938
52	751.20	788.80	828.80	869.60	913.60	52	1,633	1,715	1,801	1,891	1,986
52.5	769.60	808.80	848.80	891.20	936.00	52.5	1,674	1,758	1,846	1,938	2,035
53	788.80	828.80	869.60	913.60	959.20	53	1,715	1,801	1,891	1,986	2,085
53.5	808.80	848.80	891.20	936.00	983.20	53.5	1,758	1,846	1,938	2,035	2,137
54	828.80	869.60	913.60	959.20	1,007.20	54	1,801	1,891	1,986	2,085	2,189
54.5	848.80	891.20	936.00	983.20	1,032.00	54.5	1,846	1,938	2,035	2,137	2,243
55	869.60	913.60	959.20	1,007.20	1,056.80	55	1,891	1,986	2,085	2,189	2,298
55.5	891.20	936.00	983.20	1,032.00	1,083.20	55.5	1,938	2,035	2,137	2,243	2,355
56	913.60	959.20	1,007.20	1,056.80	1,110.40	56	1,986	2,085	2,189	2,298	2,413
56.5	936.00	983.20	1,032.00	1,083.20	1,137.60	56.5	2,035	2,137	2,243	2,355	2,473
57	959.20	1,007.20	1,056.80	1,110.40	1,165.60	57	2,085	2,189	2,298	2,413	2,534
57.5	983.20	1,032.00	1,083.20	1,137.60	1,194.40	57.5	2,137	2,243	2,355	2,473	2,597
58	1,007.20	1,056.80	1,110.40	1,165.60	1,224.00	58	2,189	2,298	2,413	2,534	2,661
58.5	1,032.00	1,083.20	1,137.60	1,194.40	1,254.40	58.5	2,243	2,355	2,473	2,597	2,728
59	1,056.80	1,110.40	1,165.60	1,224.00	1,285.60	59	2,298	2,413	2,534	2,661	2,794
59.5	1,083.20	1,137.60	1,194.40	1,254.40	1,316.80	59.5	2,355	2,473	2,597	2,728	2,864
60	1,110.40	1,165.60	1,224.00	1,285.60	1,349.60	60	2,413	2,534	2,661	2,794	2,934
60.5	1,137.60	1,194.40	1,254.40	1,316.80	1,383.20	60.5	2,473	2,597	2,728	2,864	3,007
61	1,165.60	1,224.00	1,285.60	1,349.60	1,417.60	61	2,534	2,661	2,794	2,934	3,081
61.5	1,194.40	1,254.40	1,316.80	1,383.20	1,452.00	61.5	2,597	2,728	2,864	3,007	3,158
62	1,224.00	1,285.60	1,349.60	1,417.60	1,488.00	62	2,661	2,794	2,934	3,081	3,235
62.5	1,254.40	1,316.80	1,383.20	1,452.00	1,525.60	62.5	2,728	2,864	3,007	3,158	3,316
63	1,285.60	1,349.60	1,417.60	1,488.00	1,562.40	63	2,794	2,934	3,081	3,235	3,397
63.5	1,316.80	1,383.20	1,452.00	1,525.60	1,601.60	63.5	2,864	3,007	3,158	3,316	3,482
64	1,349.60	1,417.60	1,488.00	1,562.40	1,640.80	64	2,934	3,081	3,235	3,397	3,567
64.5	1,383.20	1,452.00	1,525.60	1,601.60	1,681.60	64.5	3,007	3,158	3,316	3,482	3,656
65	1,417.60	1,488.00	1,562.40	1,640.80	1,722.40	65	3,081	3,235	3,397	3,567	3,745
65.5	1,452.00	1,525.60	1,601.60	1,681.60	1,765.60	65.5	3,158	3,316	3,482	3,656	3,839
66	1,488.00	1,562.40	1,640.80	1,722.40	1,808.80	66	3,235	3,397	3,567	3,745	3,932
66.5	1,525.60	1,601.60	1,681.60	1,765.60	1,854.40	66.5	3,316	3,482	3,656	3,839	4,030
67	1,562.40	1,640.80	1,722.40	1,808.80	1,899.20	67	3,397	3,567	3,745	3,932	4,129
67.5	1,601.60	1,681.60	1,765.60	1,854.40	1,946.40	67.5	3,482	3,656	3,839	4,030	4,232
68	1,640.80	1,722.40	1,808.80	1,899.20	1,994.40	68	3,567	3,745	3,932	4,129	4,335
68.5	1,681.60	1,765.60	1,854.40	1,946.40	2,043.20	68.5	3,656	3,839	4,030	4,232	4,443
69	1,722.40	1,808.80	1,899.20	1,994.40	2,093.60	69	3,745	3,932	4,129	4,335	4,552
69.5	1,765.60	1,854.40	1,946.40	2,043.20	2,145.60	69.5	3,839	4,030	4,232	4,443	4,666
70	1,808.80	1,899.20	1,994.40	2,093.60	2,199.20	70	3,932	4,129	4,335	4,552	4,780

CLASSIFIED SERVICE
STANDARD RATES AND CLASSES

	<u>Standard Rate No.</u>
BUILDING INSPECTION	
Building Inspection Supervisor	47.0
Housing Inspection Supervisor	45.5
Senior Building Inspector	42.5
Building Inspector II	40.5
Building Inspector I	39.5
Housing Inspector Trainee II	36.5
Housing Inspector Trainee I	33.5
CHEMISTS	
Senior Chemist	42.5
Associate Chemist	40.5
Assistant Chemist	38.5
Microbiologist II	38.5
Junior Chemist	35.5
Microbiologist I	35.5
Laboratory Technician	33.5
Laboratory Assistant	25.5
CLERICAL	
Principal Clerk	33.5
Legal Stenographer	32.0
Principal Stenographer	32.0
Senior Stenographer	31.0

MICROFILMED
APR 28 1978
10584

CLERICAL (Continued)

Dispatch Clerk	30.5
Senior Account Clerk	30.5
Senior Clerk	30.5
Senior Typist	30.5
Senior Cashier	29.0
Disposal Fee Collector	28.5
Public Information Assistant	28.5
Vari-Typist	28.5
Intermediate Stenographer	28.0
Account Clerk	27.5
Bookmobile Driver	27.5
Intermediate Clerk	26.5
Intermediate Typist	26.5
Book Repairer	25.5
Cashier	25.0
Junior Stenographer	24.0
Auto Messenger	23.5
Assistant Book Repairer	22.5
Junior Clerk	22.5
Junior Typist	22.5
Student Worker	17.5

COMMUNICATIONS

Radio Supervisor	31.5
Radio Operator II	29.5
Radio Operator I	27.5
Telephone Operator	25.5

CONSTRUCTION AND MAINTENANCE

Division Superintendent	50.5
Public Works Superintendent	50.5
Utilities Superintendent	50.5
Assistant Division Superintendent	46.5
Assistant Public Works Superintendent	46.5
Assistant Utilities Superintendent	46.5
Utility General Foreman	43.5
Lakes Superintendent	40.5
Utility Senior Foreman	40.5
Building Services Supervisor	38.5
Utility Foreman II	38.5
Building Foreman	35.5
Utility Foreman I	35.5
Reservoir Keeper	34.5
Tank Maintenceman II	34.5
Assistant Rangemaster	32.5
Assistant Reservoir Keeper	32.5
Lake Ranger II	32.5
Tank Maintenceman I	32.5
Utilityman II	32.5
Lake Ranger I	31.5
Field Sampler	30.5
Utilityman I	30.5
Laborer	29.5

MICROFILMED

APR 28 1978
10584

CUSTODIAL

Stadium Caretaker	31.0
Supervising Custodian	30.5
Window Cleaner	30.5
Recreation Facilityman	29.5
Custodian III	28.5
Custodian II	26.5
Guard	26.5
Custodian I	24.5

DATA PROCESSING

Data Management Supervisor	47.0
Senior Systems Analyst	45.0
Systems Programmer II	45.0
Associate Systems Analyst	42.0
Systems Programmer I	41.0
Programmer III	39.0
Assistant Systems Analyst	38.0
Computer Operations Supervisor	37.0
Programmer II	37.0
Supervising Data Processor	37.0
Computer Shift Supervisor	35.0
Programmer I	34.0
Senior Computer Operator	34.0
Computer Operator	32.0
Key Punch Supervisor	31.5
Senior Key Punch Operator	29.5

DATA PROCESSING (Continued)

Computer Trainee	29.0
Key Punch Operator	27.5
Key Punch Trainee	24.0

ENGINEERING

Principal Civil Engineer	50.5
Principal Structural Engineer	50.5
Project Officer II	47.5
Senior Civil Engineer	47.5
Senior Electrical Engineer	47.5
Senior Structural Engineer	47.5
Senior Traffic Engineer	47.5
Survey Engineer	47.5
Communications Engineer	45.5
Corrosion Engineer	45.5
Associate Civil Engineer	44.5
Associate Electrical Engineer	44.5
Associate Mechanical Engineer	44.5
Associate Structural Engineer	44.5
Associate Traffic Engineer	44.5
Project Officer I	44.5
Survey Supervisor	43.5
Assistant Civil Engineer	41.5
Assistant Electrical Engineer	41.5
Assistant Mechanical Engineer	41.5
Assistant Traffic Engineer	41.5
Project Assistant	41.5

ENGINEERING (Continued)

Surveyor	40.5
Instrumentman	38.5
Junior Civil Engineer	38.5
Junior Electrical Engineer	38.5
Junior Mechanical Engineer	38.5
Principal Engineering Aide	38.5
Draftsman II	36.0
Senior Engineering Aide	36.0
Draftsman I	33.0
Junior Engineering Aide	33.0
Engineering Trainee	30.0
Student Engineer	26.0

EQUIPMENT MAINTENANCE

Equipment Maintenance Supervisor	43.5
Machinist Foreman	41.5
Equipment Maintenance Foreman	39.5
Metal Fabricator Foreman	39.5
Machinist	38.5
Body and Fender Mechanic	37.5
Equipment Mechanic	37.5
Equipment Painter	37.5
Welder	37.5
Equipment Repairman II	35.0
Airport Supervisor	33.5
Equipment Repairman I	33.0

EQUIPMENT MAINTENANCE (Continued)

Equipment Service Foreman	31.5
Airport Operations Assistant	30.5
Equipment Serviceman	29.5

EQUIPMENT OPERATION

Sanitation Senior Foreman	42.0
Sanitation Enforcement Foreman	40.0
Equipment Trainer	39.0
Sanitation Foreman II	39.0
Equipment Operator III	37.0
Sanitation Foreman I	36.5
Equipment Operator II	36.0
Motor Sweeper Operator	35.0
Sanitation Crewman III	34.5
Equipment Operator I	34.0
Sanitation Crewman II	33.5
Heavy Truck Driver	33.0
Light Equipment Operator	32.0
Sanitation Crewman I	31.0

FIELD CONTACT

Supervising Claims Representative	44.5
Claims Representative II	40.5
Claims Representative I	36.5
Utility Billing Supervisor	36.5
Utility Services Coordinator	34.5
Safety Representative	32.5

MICROFILMED

APR 28 1978

10584

FIELD CONTACT (Continued)

Supervising Field Representative	32.5
Supervising Meter Reader	31.5
Field Representative	30.5
Supervising Meter Maid	30.5
Meter Maid	28.5
Meter Reader	28.5
Parking Meter Collector	28.5

FIRE

Assistant Fire Chief	49.0
Fire Battalion Chief	47.0
Fire Captain	43.0
Fire Engineer	40.5
Fireman	38.0

GRAPHICS

Graphics Supervisor	39.5
Graphics Illustrator	36.5
Photographer	34.5
Photographer's Assistant	31.5

LIBRARY

Principal Librarian	44.5
Supervising Librarian	41.5
Senior Librarian	38.5
Librarian	35.5
Library Trainee	32.5
Library Assistant	32.0

LIFEGUARD SERVICE

Aquatic Superintendent	44.5
Lifeguard Captain	40.5
Lifeguard Lieutenant	38.5
Lifeguard III	36.5
Lifeguard II	35.5
Lifeguard I	27.5

MANAGEMENT, FISCAL AND STAFF

Budget Services Supervisor	49.0
Personnel Services Supervisor	49.0
Financial Operations Supervisor	48.5
Examining Physician	47.0
Facility Manager	47.0
Supervising Administrative Analyst	47.0
Supervising Personnel Analyst	47.0
Mayor's Office Manager	46.5
Principal Administrative Analyst	46.5
Senior Administrative Analyst	45.5
Senior Personnel Analyst	45.0
Administrative Assistant	44.5
Principal Accountant	44.5
Personnel Analyst	44.0
Senior Property Agent	44.0
Training Officer	44.0
Public Services Career Supervisor	43.5
Associate Administrative Analyst	42.5
Safety Officer	42.5

MICROFILMED
APR 28 1978

10584

MANAGEMENT, FISCAL AND STAFF (Continued)

Senior Public Information Officer	42.5
Assistant Facility Manager	42.0
Associate Personnel Analyst	42.0
Purchasing Supervisor	42.0
Career Training Specialist	41.5
Senior Accountant	41.5
Associate Property Agent	41.0
Senior Buyer	40.0
Accountant	38.5
Assistant Administrative Analyst	38.5
Assistant Personnel Analyst	38.5
Career Guidance Counselor	38.5
Assistant Property Agent	38.0
Buyer	38.0
Public Information Officer	38.0
Administrative Aide	36.5
Administrative Trainee	35.5
Junior Accountant	35.5
Junior Property Agent	35.0
Relocation Aide	32.5
Personnel Assistant	32.0
PARK MAINTENANCE	
General Park Supervisor	42.5
Golf Superintendent	42.5
Cemetery Manager	40.5
Golf Course Supervisor	39.5

MICROFILMED

APR 28 1978

10584

PARK MAINTENANCE (Continued)

Park Supervisor	39.5
Nursery Foreman	37.0
Tree Maintenance Foreman	37.0
Gardener Foreman	34.5
Greenskeeper Foreman	34.5
Tree Maintenance man	33.0
Nurseryman	32.0
Gardener	31.0
Groundsman-Gardener	29.0

PLANNING AND COMMUNITY DEVELOPMENT

Assistant to the Community Development Director	48.5
Principal Planner	48.5
Deputy Model Cities Director	47.5
Community Development Specialist IV	46.5
Community Development Specialist III	45.5
Senior Planner	45.5
Park Designer	43.5
Associate Planner	42.5
Community Development Specialist II	42.5
Assistant Planner	39.5
Assistant Park Designer	38.5
Community Development Specialist I	38.5
Senior Zoning Representative	38.5
Junior Planner	36.5
Planning Technician III	36.5
Zoning Representative	36.5

PLANNING AND COMMUNITY DEVELOPMENT (Continued)

Zoning Assistant	34.0
Planning Technician II	32.5
Planning Technician I	28.5
Model Cities Technician II	27.5
Model Cities Technician I	25.5

PLANT OPERATION

Treatment Plant Supervisor	42.5
Treatment Plant Foreman	39.5
Plant Maintenance Mechanic	36.5
Plant Lead Operator	36.0
Plant Operator II	33.0
Plant Operator I	31.0

POLICE

Assistant Police Chief	51.0
Police Inspector	49.0
Police Captain	47.0
Senior Criminalist	46.0
Criminalist	44.0
Police Lieutenant	44.0
Community Relations Assistant to the Police Chief	41.5
Police Sergeant	41.5
Assistant Criminalist	40.0
Police Motorcycle Officer (Terminal)	38.5
Police Patrolman	38.5
Policewoman	38.5

MICROFILMED
APR 28 1978
10584

POLICE (Continued)

Evidence Technician	37.5
Senior Identification Technician	31.5
Identification Technician	28.5

Uniformed members of the Police Department shall receive \$13.00 biweekly additional when assigned to 3-wheel motorcycles, and \$29.00 biweekly additional when assigned to 2-wheel motorcycles.

PRINTING

Publications Supervisor	37.5
Publications Foreman	32.0
Layout Composer	30.0
Platemaker	30.0
Senior Offset Pressman	30.0
Offset Pressman	29.0
Bindery Worker II	27.5
Bindery Worker I	23.5

RECREATION

Recreation Superintendent	48.0
General Recreation Supervisor	44.0
Community Services Supervisor	40.0
District Recreation Supervisor	40.0
Supervising Recreation Specialist	40.0
Principal Recreation Leader	37.0
Recreation Specialist	37.0
Swimming Pool Supervisor	36.0
Golf Course Manager	35.5
Senior Recreation Leader	34.0
Neighborhood Recreation Specialist	32.0



RECREATION (Continued)

Intermediate Recreation Leader	29.5
Junior Recreation Leader	26.5
Accompanist	25.5
Golf Starter	25.5
Recreation Aide	17.5

SKILLED TRADES

Building Maintenance Supervisor	44.5
Electrical Maintenance Supervisor	43.5
Electronic Maintenance Supervisor	43.5
Electrician Foreman	40.5
Electronic Technician Foreman	40.5
Plumber Foreman	40.5
Carpenter Foreman	38.5
Electrician	38.5
Electronic Technician	38.5
Painter Foreman	38.5
Plumber	38.5
Refrigeration Mechanic	38.5
Traffic Signal Technician	38.5
Sign Painter	38.0
Gunite Nozzleman	37.5
Plasterer	37.5
Roofing Foreman	37.5
Carpenter	36.5
Cement Finisher	36.5

SKILLED TRADES (Continued)

Painter	36.5
Apprentice III	35.5
Roofing Installer	35.5
Apprentice II	33.5
Apprentice I	30.5
Junior Journeyman	Step C of Journeyman Rate

STOREKEEPING

Stores Supervisor	39.5
Storekeeper II	34.5
Auto Parts Man	33.5
Storekeeper I	32.5
Stock Clerk	29.5

MICROFILMED

APR 28 1978

10584

UNCLASSIFIED SERVICE
STANDARD RATES AND CLASSES

	<u>Standard Rate No.</u>
ADMINISTRATION	
City Manager (UC)	63.5
City Attorney (UC)	60.5
Assistant City Manager (UC)	59.5
Director of Facilities (UC) (Assistant to the City Manager)	58.0
City Engineer (UC)	56.5
Public Works Director (UC)	56.5
Utilities Director (UC)	56.5
Community Development Director (UC) (Assistant to the City Manager)	55.0
Planning Director (UC)	55.0
Public and Employee Affairs Director (UC) (Assistant to the City Manager)	55.0
Assistant City Attorney (UC)	54.5
City Auditor and Comptroller (UC)	54.5
Fire Chief (UC)	54.5
Parks and Public Facilities Director (UC)	54.5
Police Chief (UC)	54.5
Building Inspection Director (UC)	53.0
Personnel Director (UC)	53.0
Data Processing Director (UC)	52.5
Recreation Director (UC)	52.5

MICROFILMED
APR 28 1978

10584

ADMINISTRATION (Continued)

Assistant City Engineer (UC)	51.5
Assistant Public Works Director (UC)	51.5
Assistant Utilities Director (UC)	51.5
Assistant Building Inspection Director (UC)	51.0
Deputy Fire Chief (UC)	51.0
Deputy Police Chief (UC)	51.0
Assistant to the City Manager (UC)	50.5
Assistant Planning Director (UC)	50.5
Budget Director (UC)	50.5
City Librarian (UC)	50.5
Assistant Parks and Public Facilities Director (UC)	50.0
Legislative Representation Director (UC)	50.0
Assistant City Auditor and Comptroller (UC)	49.0
Assistant Community Development Director (UC)	49.0
Assistant Personnel Director (UC)	49.0
Management Assistant (UC)	49.0
Assistant Recreation Director (UC)	48.5
Citizens Assistance Director (UC)	48.5
Property Director (UC)	48.5
Purchasing Agent (UC)	48.5
Assistant Data Processing Director (UC)	47.5
City Clerk (UC)	47.5
Treasurer (UC)	47.5
Model Neighborhood Community Relations Department Director (UC)	47.0
Employee Services Director (UC)	46.5
Public Relations Director (UC)	46.5

SAN DIEGO, CALIF.

1971 MAY 26 AM 10:09

RECEIVED
CITY OF SAN DIEGO

MICROFILMED

10584
APR 28 1978

ADMINISTRATION (Continued)

Airports Director (UC)	46.0
Management Assistant to the City Manager (UC)	46.0
Principal Assistant to City Council (UC)	46.0
Principal Assistant to Mayor (UC)	46.0
Assistant City Librarian (UC)	45.5
Assistant Property Director (UC)	44.0
Assistant to Mayor (UC)	44.0
Principal Assistant to City Attorney (UC)	44.0
Principal Legislative Assistant (UC)	44.0
Retirement Officer (UC)	44.0
Deputy Citizens Assistance Director (UC)	43.5
Assistant Purchasing Agent (UC)	42.5
Assistant Treasurer (UC)	42.5
Principal Assistant to the Model Neighborhood Community Relations Department Director (UC)	42.0
Assistant Airports Director (UC)	41.0
Assistant City Clerk (UC)	39.5

CLERICAL

Confidential Secretary to City Attorney (UC)	33.5
Confidential Secretary to City Council (UC)	33.5
Confidential Secretary to City Manager (UC)	33.5
Confidential Secretary to Mayor (UC)	33.5
Confidential Secretary to Police Chief (UC)	31.5

INTERNS

Senior Legal Intern (UC)	31.0
Legal Intern (UC)	27.0
Administrative Intern (UC)	25.5

REV. 5-20-71

MICROFILMED

RECEIVED
CITY CLERK'S OFFICE
SAN DIEGO, CALIF.
1971 MAY 26 AM 10:09
APR 28 1978
10584

INTERNS (Continued)

Library Intern (UC)	25.5
Planning Intern (UC)	25.5
Police Intern (UC)	25.5

PROFESSIONAL LEGAL

Chief Criminal Deputy City Attorney (UC)	51.5
Chief Deputy City Attorney (UC)	51.5
Deputy City Attorney (UC) (As assigned to Standard Rates and Steps within the range 39.0 through 50.0)	39.0 through 50.0

MICROFILMED
APR 28 1978

Passed and adopted by the Council of The City of San Diego on MAY 27 1971
 by the following vote:

Councilmen	Yeas	Nays	Excused	Absent
Helen Cobb	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sam T. Loftin	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Henry L. Landt	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leon L. Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Floyd L. Morrow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bob Martinet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Allen Hitch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Schaefer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Frank Curran	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

FRANK CURRAN
 Mayor of The City of San Diego, California.
EDWARD NIELSEN
~~**JOHN LOCKWOOD**~~
 City Clerk of The City of San Diego, California.

(Seal)

By Elfo P. Hamel, Deputy.

I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on

MAY 13 1971

MAY 27 1971

~~I FURTHER CERTIFY that said ordinance was read in full prior to its final passage.~~

I FURTHER CERTIFY that the reading of said ordinance in full was dispensed with by a vote of not less than a majority of the members elected to the Council, and that there was available for the consideration of each member of the Council and the public prior to the day of its passage a written or printed copy of said ordinance.

EDWARD NIELSEN
~~**JOHN LOCKWOOD**~~
 City Clerk of The City of San Diego, California.

(Seal)

By Elfo P. Hamel, Deputy.

RECEIVED
 CITY CLERK'S OFFICE
 1971 MAY 12 AM 10:05
 SAN DIEGO, CALIF.

Office of the City Clerk, San Diego, California

Ordinance Number 10584 Adopted MAY 27 1971

MICROFILMED *mr*
 APR 28 1978

ATTORNEY (5)

*City of San Diego
202 "C" Street
Community Concourse
San Diego, California 92101

CERTIFICATE OF PUBLICATION

No.

IN THE MATTER OF

SCHEDULE OF COMPENSATION

RECEIVED
CITY CLERK'S OFFICE
1971 JUN 10 AM 8:41
SAN DIEGO, CALIF.

I, Patricia M. Applestill hereby certify that The Daily Transcript is a daily newspaper of general circulation within the provisions of the Government Code of the State of California, printed and published in the City of San Diego, County of San Diego, State of California; that I am the principal clerk of said newspaper; that the

ORDINANCE NO. 10584
(NEW SERIES)

to a true and correct copy of which this certificate is annexed was published in said newspaper on

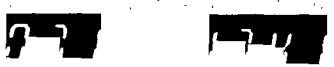
June 3, 1971

I certify under penalty of perjury that the foregoing is true and correct, at San Diego, California, on

June 3, 1971

Patricia M. Applestill
(Signature)

136 " # 571.20
134 3/4 " # 565.95



**ORDINANCE NO. 10584
(NEW SERIES)**

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1971-72.

WHEREAS, both the Civil Service Commission and the City Council have made detailed studies of salaries and wages paid by private business and industry in the San Diego area and comparable public agencies in San Diego and other California areas; and

WHEREAS, after such detailed investigation upon the findings and recommendations of the Civil Service Commission, the City Council finds and determines that the salaries and wages established herein are comparable to those paid in private business and industry, as well as other public agencies of comparable services; NOW, THEREFORE,

BE IT ORDAINED, by the Council of The City of San Diego as follows:

Section 1. As a schedule of compensation for all officers and employees of The City of San Diego, including the Unclassified and Classified Services, there is hereby adopted and established a Table of Standard Rates of Pay for biweekly salaries, containing minimum, maximum and intermediate range steps for each Standard Rate. Said compensation schedule is attached hereto as Exhibit A.

The "Equivalent Monthly Rates" set forth in Exhibit A are for comparative and information purposes.

Section 2. "COMPENSATION," as used in this ordinance, means the remuneration paid in cash out of City funds controlled by the Council of The City of San Diego plus the monetary value, as determined by the department head with the approval of the Civil Service Commission of such housing, lodging, fuel, public utility services, or other advantages similar in character, furnished to an officer or employee in payment of his services.

For purposes of deduction for contributions of officers and employees required by law, the City Auditor and Comptroller shall use the amount fixed in the Standard Rate hereinafter set forth without regard to the monetary value of the advantages herein enumerated furnished to the officer or employee in payment of his services. Warrants issued for compensation to such officers and employees by such City Auditor and Comptroller shall be for the amount set forth in the Standard Rate attached to the position minus the monetary value of the advantages furnished said employee as compensation, as determined above.

Section 3. For all positions in the Unclassified Service, which are identified by the letters (UC), and for all positions in the Classified Service of The City of San Diego, the Standard Rate numbers, providing uniform compensation for like service, attached hereto as Exhibits B and C, are hereby adopted.

Section 4. Increases in compensation for employees in the Classified Service, within the range limits of the Standard Rate number attached to the position, may be granted by the appointing authority upon the basis of efficiency and seniority after first receiving the approval of the Civil Service Commission therefor.

The compensation for officers and employees in the Unclassified Service shall be determined and set by the appointing authority at any one of the range steps of the Standard Rate numbers attached to the position. In the case of the City Attorney, said determination and setting shall be made by the City Council pursuant to Section 40 of the City Charter.

Increases in compensation for officers and employees in the Unclassified Service, within the range limits of the Standard Rate number attached to the position, may be granted by the appointing authority upon the basis of efficiency and seniority, provided, however, no exceptional merit increases or increases of more than one step shall be granted to all those serving in the positions listed in Exhibit C under ADMINISTRATION without first receiving the approval of the City Council therefor.

Section 5. For the purpose of computing vacations, leaves of absence, overtime and terminal severance pay, the Auditor and Comptroller is hereby authorized to utilize compilations based upon a forty (40) hour week.

Section 6. The members of the Classified Service, other than firemen and part-time employees, shall receive the salaries provided herein as compensation in full for work performed by them during an average forty (40) hour week throughout the fiscal year, except as hereinafter provided.

The Civil Service Commission shall establish and supervise a uniform extra compensation plan which shall provide overtime pay not to exceed one and one-half (1½) times an eligible employee's regular rate of pay, or time off in lieu, and shall provide for extra compensation of one Standard Rate whenever an eligible employee is required for a significant period to work at times substantially unusual for his class of employment, such as (1) working a night shift in which the majority of the hours of work scheduled for said employee throughout any pay period are before 5 a.m. or after 6 p.m., or (2) on a long-term schedule, working a shift regularly split by more than two (2) consecutive hours or such other work schedule as may be determined by the Civil Service Commission and the City Manager or nonmanagerial appointing authority to be substantially unusual for the class of employment. An eligible employee who is required to work under more than one of the unusual conditions indicated above shall receive one Standard Rate increase for each of said unusual conditions which shall be certified by the appointing authority on the official payroll time sheets to the Personnel Director. Such increases in compensation shall be identified and symbolized on all official payrolls and all records pertaining to said employee's compensation. When one or more of the said working conditions are commonly accepted conditions for the class of employment, the Civil Service Commission shall take such working conditions into consideration in establishing the compensation for the class.

Employees in the class of Police Patrolman or Policewoman shall receive extra compensation of one Standard Rate when assigned by the appointing authority to special training duties, subject to regulations established by the Civil Service Commission.

The employees in the Classified Service who shall be entitled to receive overtime compensation, as herein provided, shall be designated by the Civil Service Commission after consultation with the City Manager and nonmanagerial department heads and in accordance with definitions and procedures developed by the Civil Service Commission in collaboration with the said appointing authorities, which said definitions and procedures shall be binding on all appointing authorities.

In addition to the foregoing provisions for extra compensation, an employee who has been released from work and has left the work premises shall, if he is called back to duty, be paid for the reasonable estimate of the time required for him to travel from and to his residence and the work area and for the time he actually works. The total time of call-back pay, including travel time, shall not be less than two (2) hours, and shall be computed at the employee's regular rate or at one and one-half (1½) times said rate if the employee is eligible for premium overtime pay.

Section 7. In fixing and approving the Standard Rates for the officers and employees of the City, this Council has recognized the necessity to increase certain salaries heretofore paid, and in so doing the Council has intended and does hereby intend, in fixing said rates, that where a Standard Rate of pay has been increased from that heretofore paid, said officer and employee whose rate of pay has thus been increased, shall be entitled to the percentage rate of increase intended, and that such new rate of pay shall be fixed so as to apply to that same step under the new Standard Rate that said employee occupied under the old Standard Rate.

Section 8. There is hereby created a class to be known as "Terminal Employee." Any employee, Classified or Unclassified, taking terminal leave prior to termination of City service, shall be transferred to the class of "Terminal Employee" as of the date said terminal leave commences. Upon transfer to said class, each employee shall be paid at the rate and step established for the position occupied by him at the time of his transfer. Such employee shall be an employee of the department in which he was serving at the time of his transfer.

Section 9. The compensation schedule established by this ordinance shall become effective July 1, 1971.

Section 10. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

Exhibit B
July 1, 1971

CLASSIFIED SERVICE
STANDARD RATES AND CLASSES

	Standard Rate No.
BUILDING INSPECTION	
Building Inspection Supervisor	47.0
Housing Inspection Supervisor	45.5
Senior Building Inspector	42.5
Building Inspector II	40.5
Building Inspector I	39.5
Housing Inspector Trainee II	36.5
Housing Inspector Trainee I	33.5
CHEMISTS	
Senior Chemist	42.5
Associate Chemist	40.5
Assistant Chemist	38.5
Microbiologist II	38.5
Junior Chemist	35.5
Microbiologist I	35.5
Laboratory Technician	33.5
Laboratory Assistant	25.5
CLERICAL	
Principal Clerk	33.5
Legal Stenographer	32.0
Principal Stenographer	32.0
Senior Stenographer	31.0
Dispatch Clerk	30.5
Senior Account Clerk	30.5
Senior Clerk	30.5
Senior Typist	30.5
Senior Cashier	29.0
Disposal Fee Collector	28.5
Public Information Assistant	28.5
Vari-Typist	28.5
Intermediate Stenographer	28.0
Account Clerk	27.5
Bookmobile Driver	27.5
Intermediate Clerk	26.5
Intermediate Typist	26.5
Book Repairer	25.5
Cashier	25.0
Junior Stenographer	24.0
Auto Messenger	23.5
Assistant Book Repairer	22.5
Junior Clerk	22.5
Junior Typist	22.5
Student Worker	17.5
COMMUNICATIONS	
Radio Supervisor	31.5
Radio Operator II	29.5
Radio Operator I	27.5
Telephone Operator	25.5
CONSTRUCTION AND MAINTENANCE	
Division Superintendent	50.5
Public Works Superintendent	50.5
Utilities Superintendent	50.5
Assistant Division Superintendent	48.5
Assistant Public Works Superintendent	48.5
Assistant Utilities Superintendent	48.5
Utility General Foreman	43.5
Lakes Superintendent	40.5
Utility Senior Foreman	40.5
Building Services Supervisor	38.5
Utility Foreman II	34.5
Building Foreman	35.5
Utility Foreman I	35.5
Reservoir Keeper	34.5
Tank Maintenance II	34.5
Assistant Rangemaster	32.5
Assistant Reservoir Keeper	32.5
Lake Ranger II	32.5
Tank Maintenance I	32.5
Utilityman II	32.5
Lake Ranger I	31.5
Field Sampler	30.5
Utilityman I	30.5
Laborer	29.5
CUSTODIAL	
Stadium Caretaker	31.0
Supervising Custodian	30.5
Window Cleaner	30.5
Recreation Facilityman	29.5
Custodian III	28.5
Custodian II	28.5
Guard	26.5
Custodian I	24.5
DATA PROCESSING	
Data Management Supervisor	47.0
Senior Systems Analyst	45.0
Systems Programmer II	45.0
Associate Systems Analyst	42.0
Systems Programmer I	41.0
Programmer III	39.0
Assistant Systems Analyst	38.0
Computer Operations Supervisor	37.0
Programmer II	37.0
Supervising Data Processor	37.0
Computer Shift Supervisor	35.0
Programmer I	34.0
Senior Computer Operator	34.0
Computer Operator	32.0
Key Punch Supervisor	31.5
Senior Key Punch Operator	29.5
Computer Trainee	29.0
Key Punch Operator	27.5
Key Punch Trainee	24.0
ENGINEERING	
Principal Civil Engineer	50.5
Principal Structural Engineer	50.5
Project Officer II	47.5
Senior Civil Engineer	47.5
Senior Electrical Engineer	47.5
Senior Structural Engineer	47.5

	Standard Rate No.
Senior Traffic Engineer	47.5
Survey Engineer	47.5
Communications Engineer	46.5
Corrosion Engineer	45.5
Associate Civil Engineer	44.5
Associate Electrical Engineer	44.5
Associate Mechanical Engineer	44.5
Associate Structural Engineer	44.5
Associate Traffic Engineer	44.5
Project Officer I	44.5
Survey Supervisor	43.5
Assistant Civil Engineer	41.5
Assistant Electrical Engineer	41.5
Assistant Mechanical Engineer	41.5
Assistant Traffic Engineer	41.5
Project Assistant	41.5
Surveyor	40.5
Instrumentman	38.5
Junior Civil Engineer	38.5
Junior Electrical Engineer	38.5
Junior Mechanical Engineer	38.5
Principal Engineering Aide	38.5
Draftsman II	36.0
Senior Engineering Aide	36.0
Draftsman I	33.0
Junior Engineering Aide	33.0
Engineering Trainee	30.0
Student Engineer	26.0
EQUIPMENT MAINTENANCE	
Equipment Maintenance Supervisor	43.5
Machinist Foreman	41.5
Equipment Maintenance Foreman	39.5
Metal Fabricator Foreman	39.5
Machinist	38.5
Body and Fender Mechanic	37.5
Equipment Mechanic	37.5
Equipment Painter	37.5
Welder	37.5
Equipment Repairman II	35.0
Airport Supervisor	33.5
Equipment Repairman I	33.0
Equipment Service Foreman	31.5
Airport Operations Assistant	30.5
Equipment Serviceman	29.5
EQUIPMENT OPERATION	
Sanitation Senior Foreman	42.0
Sanitation Enforcement Foreman	40.0
Equipment Trainer	39.0
Sanitation Foreman II	39.0
Equipment Operator III	37.0
Sanitation Foreman I	36.5
Equipment Operator II	36.0
Motor Sweeper Operator	35.0
Sanitation Crewman III	34.5
Equipment Operator I	34.0
Sanitation Crewman II	33.5
Heavy Truck Driver	33.0
Light Equipment Operator	32.0
Sanitation Crewman I	31.0
FIELD CONTACT	
Supervising Claims Representative	44.5
Claims Representative II	40.5
Claims Representative I	38.5
Utility Billing Supervisor	38.5
Utility Services Coordinator	34.5
Safety Representative	32.5
Supervising Field Representative	32.5
Supervising Meter Reader	31.5
Field Representative	30.5
Supervising Meter Maid	30.5
Meter Maid	28.5
Meter Reader	28.5
Parking Meter Collector	28.5
FIRE	
Assistant Fire Chief	49.0
Fire Battalion Chief	47.0
Fire Captain	43.0
Fire Engineer	40.5
Fireman	38.0
GRAPHICS	
Graphics Supervisor	39.5
Graphics Illustrator	36.5
Photographer	34.5
Photographer's Assistant	31.5
LIBRARY	
Principal Librarian	44.5
Supervising Librarian	41.5
Senior Librarian	38.5
Librarian	35.5
Library Trainee	32.5
Library Assistant	32.0
LIFEGUARD SERVICE	
Aquatic Superintendent	44.5
Lifeguard Captain	40.5
Lifeguard Lieutenant	38.5
Lifeguard III	36.5
Lifeguard II	35.5
Lifeguard I	27.5

MANAGEMENT, FISCAL AND STAFF

Budget Services Supervisor	49.0
Personnel Services Supervisor	49.0
Financial Operations Supervisor	48.5
Examining Physician	47.0
Facility Manager	47.0
Supervising Administrative Analyst	47.0
Supervising Personnel Analyst	47.0
Mayor's Office Manager	46.5
Principal Administrative Analyst	46.5
Senior Administrative Analyst	45.5
Senior Personnel Analyst	45.0
Administrative Assistant	44.5
Principal Accountant	44.5
Personnel Analyst	44.0
Senior Property Agent	44.0
Training Officer	44.0
Public Services Career Supervisor	43.5
Associate Administrative Analyst	42.5
Safety Officer	42.5
Senior Public Information Officer	42.5
Assistant Facility Manager	42.0
Associate Personnel Analyst	42.0
Purchasing Supervisor	42.0
Career Training Specialist	41.5
Senior Accountant	41.5
Associate Property Agent	41.0
Senior Buyer	40.0
Accountant	38.5
Assistant Administrative Analyst	38.5
Assistant Personnel Analyst	38.5
Career Guidance Counselor	38.5
Assistant Property Agent	38.0
Buyer	38.0
Public Information Officer	38.0
Administrative Aide	36.5
Administrative Trainee	35.5
Junior Accountant	35.5
Junior Property Agent	35.0
Relocation Aide	32.5
Personnel Assistant	32.0
PARK MAINTENANCE	
General Park Supervisor	42.5
Golf Superintendent	42.5
Cemetery Manager	40.5
Golf Course Supervisor	39.5
Park Supervisor	39.5
Nursery Foreman	37.0
Tree Maintenance Foreman	37.0
Gardener Foreman	34.5
Greenskeeper Foreman	34.5
Tree Maintenance Man	33.0
Nurseryman	32.0
Gardener	31.0
Groundsman-Gardener	29.0
PLANNING AND COMMUNITY DEVELOPMENT	
Assistant to the Community Development Director	48.5
Principal Planner	48.5
Deputy Model Cities Director	47.5
Community Development Specialist IV	46.5
Community Development Specialist III	45.5
Senior Planner	45.5
Park Designer	43.5
Associate Planner	42.5
Community Development Specialist II	42.5
Assistant Planner	39.5
Assistant Park Designer	38.5
Community Development Specialist I	38.5
Senior Zoning Representative	38.5
Junior Planner	36.5
Planning Technician III	36.5
Zoning Representative	36.5
Zoning Assistant	34.0
Planning Technician II	32.5
Planning Technician I	28.5
Model Cities Technician II	27.5
Model Cities Technician I	25.5
PLANT OPERATION	
Treatment Plant Supervisor	42.5
Treatment Plant Foreman	39.5
Plant Maintenance Mechanic	38.5
Plant Lead Operator	36.0
Plant Operator II	33.0
Plant Operator I	31.0
POLICE	
Assistant Police Chief	51.0
Police Inspector	49.0
Police Captain	47.0
Senior Criminalist	40.0
Criminalist	41.0
Police Lieutenant	41.0
Community Relations Assistant to the Police Chief	41.5
Police Sergeant	41.5
Assistant Criminalist	40.0
Police Motorcycle Officer (Terminal)	38.5
Police Patrolman	38.5
Policewoman	38.5
Evidence Technician	37.5
Senior Identification Technician	31.5
Identification Technician	28.5
Uniformed members of the Police Department shall receive \$13.00 biweekly additional when assigned to 3-wheel motorcycles, and \$29.00 biweekly additional when assigned to 2-wheel motorcycles.	
PRINTING	
Publications Supervisor	37.5
Publications Foreman	32.0
Layout Composer	30.0
Platemaker	30.0
Senior Offset Pressman	30.0
Offset Pressman	29.0
Bindery Worker II	27.5
Bindery Worker I	25.5

RECREATION

Recreation Superintendent	48.0
General Recreation Supervisor	44.0
Community Services Supervisor	40.0
District Recreation Supervisor	40.0
Supervising Recreation Specialist	40.0
Principal Recreation Leader	37.0
Recreation Specialist	37.0
Swimming Pool Supervisor	36.0
Golf Course Manager	35.5
Senior Recreation Leader	34.0
Neighborhood Recreation Specialist	32.0
Intermediate Recreation Leader	29.5
Junior Recreation Leader	26.5
Accompanist	25.5
Golf Starter	25.5
Recreation Aide	17.5
SKILLED TRADES	
Building Maintenance Supervisor	44.5
Electrical Maintenance Supervisor	43.5
Electronic Maintenance Supervisor	43.5
Electrician Foreman	40.5
Electronic Technician Foreman	40.5
Plumber Foreman	38.5
Carpenter Foreman	38.5
Electrician	38.5
Electronic Technician	38.5
Painter Foreman	38.5
Plumber	38.5

Refrigeration Mechanic	38.5
Traffic Signal Technician	38.5
Sign Painter	38.0
Gunite Nozzleman	37.5
Plasterer	37.5
Roofing Foreman	37.5
Carpenter	36.5
Cement Finisher	36.5
Painter	36.5
Apprentice III	35.5
Roofing Installer	35.5
Apprentice II	33.5
Apprentice I	30.5
Junior Journeyman	29.5

STOREKEEPING

Stores Supervisor	39.5
Storekeeper II	34.5
Auto Parts Man	33.5
Storekeeper I	32.5
Stock Clerk	29.5

Standard Rate No.
Step of Journeyman Rate

UNCLASSIFIED SERVICE STANDARD RATES AND CLASSES

ADMINISTRATION

City Manager (UC)	63.5
City Attorney (UC)	60.5
Assistant City Manager (UC)	59.5
Director of Facilities (UC)	58.0
(Assistant to the City Manager)	
City Engineer (UC)	56.5
Public Works Director (UC)	56.5
Utilities Director (UC)	56.5
Community Development Director (UC)	55.0
(Assistant to the City Manager)	
Planning Director (UC)	55.0
Public and Employee Affairs Director (UC)	55.0
(Assistant to the City Manager)	
Assistant City Attorney (UC)	54.5
City Auditor and Comptroller (UC)	54.5
Fire Chief (UC)	54.5
Parks and Public Facilities Director (UC)	54.5
Police Chief (UC)	54.5
Building Inspection Director (UC)	53.0
Personnel Director (UC)	53.0
Data Processing Director (UC)	52.5
Recreation Director (UC)	52.5
Assistant City Engineer (UC)	51.5
Assistant Public Works Director (UC)	51.5
Assistant Utilities Director (UC)	51.5
Assistant Building Inspection Director (UC)	51.0
Deputy Fire Chief (UC)	51.0
Deputy Police Chief (UC)	51.0
Assistant to the City Manager (UC)	50.5
Assistant Planning Director (UC)	50.5
Budget Director (UC)	50.5
City Librarian (UC)	50.5
Assistant Parks and Public Facilities Director (UC)	50.0
Legislative Representation Director (UC)	50.0
Assistant City Auditor and Comptroller (UC)	49.0
Management Assistant (UC)	49.0
Assistant Community Development Director (UC)	49.0
Assistant Personnel Director (UC)	49.0
Assistant Recreation Director (UC)	48.5
Citizens Assistant Director (UC)	48.5
Property Director (UC)	48.5
Purchasing Agent (UC)	48.5
Assistant Data Processing Director (UC)	47.5
City Clerk (UC)	47.5
Treasurer (UC)	47.5
Model Neighborhood Community Relations Department Director (UC)	47.0

Exhibit C
July 1, 1971

Standard Rate No.



Public Works Director (UC)	48.5
Public Works Director (UC)	48.5
Airports Director (UC)	48.5
Management Assistant to the City Manager (UC)	48.0
Principal Assistant to City Council (UC)	48.0
Principal Assistant to Mayor (UC)	48.0
Assistant City Librarian (UC)	45.5
Assistant Property Director (UC)	44.0
Assistant to Mayor (UC)	44.0
Principal Assistant to City Attorney (UC)	44.0
Principal Legislative Assistant (UC)	44.0
Retirement Officer (UC)	44.0
Deputy Citizens Assistant Director (UC)	43.5
Assistant Purchasing Agent (UC)	42.5
Assistant Treasurer (UC)	42.5
Principal Assistant to the Model Neighborhood Community Relations Department Director (UC)	42.0
Assistant Airports Director (UC)	41.0
Assistant City Clerk (UC)	39.5

CLERICAL	
Confidential Secretary to City Attorney (UC)	33.5
Confidential Secretary to City Council (UC)	33.5
Confidential Secretary to City Manager (UC)	33.5
Confidential Secretary to Mayor (UC)	33.5
Confidential Secretary to Police Chief (UC)	31.5

INTERNS	
Senior Legal Intern (UC)	31.0
Legal Intern (UC)	27.0
Administrative Intern (UC)	25.5
Library Intern (UC)	25.5
Planning Intern (UC)	25.5
Police Intern (UC)	25.5

PROFESSIONAL LEGAL	
Chief Criminal Deputy City Attorney (UC)	51.5
Chief Deputy City Attorney (UC)	51.5
Deputy City Attorney (UC)	39.0
(As assigned to Standard Rates and Steps within the range 39.0 through 50.0)	through 50.0

Passed and adopted by the Council of The City of San Diego on May 27, 1971 by the following vote:
YEAS: Cobb, Loftin, Landt, Williams, Hitch, Curran.
NAYS: Schaefer.
ABSENT: Morrow, Martinet.
AUTHENTICATED BY:

FRANK CURRAN,
 Mayor of The City of San Diego, California.
EDWARD NIELSEN,
 City Clerk of The City of San Diego, California.
 By **ELFA F. HAMEL,** Deputy.

(Seal)
 I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on May 13, 1971, and on May 27, 1971.

I FURTHER CERTIFY that the reading of said ordinance in full was dispensed with by a vote of not less than a majority of the members elected to the Council, and that there was available for the consideration of each member of the Council and the public prior to the date of its passage a written or printed copy of said ordinance.
EDWARD NIELSEN,
 City Clerk of The City of San Diego, California.
 By **ELFA F. HAMEL,** Deputy.

**CITY OF SAN DIEGO, CALIFORNIA
 (EXHIBIT A)
 SALARY SCHEDULE**

STANDARD RATES — BIWEEKLY SALARIES					EQUIVALENT MONTHLY RATES						
No.	A	B	C	D	E	No.	A	B	C	D	E
11	\$101.60	\$107.20	\$112.80	\$117.60	\$124.00	11	\$221	\$232	\$244	\$256	\$268
11.5	104.00	109.60	115.20	120.80	126.40	11.5	226	238	250	262	274
12	107.20	112.80	117.60	124.00	129.60	12	232	244	256	268	280
12.5	109.60	115.20	120.80	126.40	132.00	12.5	238	250	262	274	286
13	112.80	117.60	124.00	129.60	136.00	13	244	256	268	280	292
13.5	115.20	120.80	126.40	132.80	139.20	13.5	250	262	274	286	298
14	117.60	124.00	129.60	136.00	143.20	14	256	268	280	292	304
14.5	120.80	126.40	132.80	139.20	146.40	14.5	262	274	286	298	310
15	124.00	129.60	136.00	143.20	150.40	15	268	280	292	304	316
15.5	126.40	132.80	139.20	146.40	153.60	15.5	275	286	298	310	322
16	129.60	136.00	143.20	150.40	157.60	16	282	294	306	318	330
16.5	132.80	139.20	146.40	153.60	161.60	16.5	289	300	312	324	336
17	136.00	143.20	150.40	157.60	165.60	17	296	307	319	331	343
17.5	139.20	146.40	153.60	161.60	169.60	17.5	303	314	326	338	350
18	143.20	150.40	157.60	165.60	174.40	18	311	322	334	346	358
18.5	146.40	153.60	161.60	169.60	178.40	18.5	319	330	342	354	366
19	150.40	157.60	165.60	174.40	183.20	19	327	338	350	362	374
19.5	153.60	161.60	169.60	178.40	187.20	19.5	335	346	358	370	382
20	157.60	165.60	174.40	183.20	192.00	20	343	354	366	378	390
20.5	161.60	169.60	178.40	187.20	196.80	20.5	351	362	374	386	398
21	165.60	174.40	183.20	192.00	201.60	21	360	371	383	395	407
21.5	169.60	178.40	187.20	196.80	206.40	21.5	369	380	392	404	416
22	174.40	183.20	192.00	201.60	212.00	22	378	389	401	413	425
22.5	178.40	187.20	196.80	206.40	218.00	22.5	387	398	410	422	434
23	183.20	192.00	201.60	211.20	224.00	23	397	408	420	432	444
23.5	187.20	196.80	206.40	216.80	228.00	23.5	407	418	430	442	454
24	192.00	201.60	211.20	222.40	233.60	24	417	428	440	452	464
24.5	196.80	206.40	216.80	228.00	239.20	24.5	427	438	450	462	474
25	201.60	211.20	222.40	233.60	244.80	25	437	448	460	472	484
25.5	206.40	216.80	228.00	239.20	251.20	25.5	448	459	471	483	495
26	212.00	222.40	233.60	244.80	257.60	26	459	470	482	494	506
26.5	216.80	228.00	239.20	251.20	264.00	26.5	471	482	494	506	518
27	222.40	233.60	244.80	257.60	270.40	27	483	494	506	518	530
27.5	228.00	239.20	251.20	264.00	277.60	27.5	495	506	518	530	542
28	233.60	244.80	257.60	270.40	284.00	28	507	518	530	542	554
28.5	239.20	251.20	264.00	277.60	291.20	28.5	519	530	542	554	566
29	244.80	257.60	270.40	284.00	298.40	29	531	542	554	566	578
29.5	251.20	264.00	277.60	291.20	305.60	29.5	543	554	566	578	590
30	257.60	270.40	284.00	298.40	312.80	30	555	566	578	590	602

