

#S504
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(O-2026-113 REV.)
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ORDINANCE NUMBER O- 22098 (NEW SERIES)

DATE OF FINAL PASSAGE MAY 19 2026

AN ORDINANCE OF THE COUNCIL OF THE CITY OF
SAN DIEGO ESTABLISHING A SCHEDULE OF
COMPENSATION, INCLUDING CHANGES TO
CLASSIFICATIONS, FOR OFFICERS AND EMPLOYEES OF
THE CITY OF SAN DIEGO FOR FISCAL YEAR 2027.

RECITALS

The Council of the City of San Diego (City Council or Council) adopts this Ordinance based on the following:

A. San Diego Charter (Charter) sections 11.1 and 290 provide, in pertinent part, that the City Council annually adopts a Salary Ordinance, establishing salaries and wages of all officers and employees of the City of San Diego (City), in accordance with Charter sections 70 and 130.

B. Charter section 290 requires that the Salary Ordinance be proposed by the Mayor for introduction by the City Council no later than April 15 of each year, so that the Salary Ordinance becomes a controlling document for preparation of the City's budget and the Annual Appropriation Ordinance for the ensuing fiscal year.

C. The Mayor also proposes the City's budget for the next fiscal year no later than April 15, as set forth in Charter section 69.

D. In accordance with Charter section 69, the City's fiscal year begins on July 1 of each year and ends on June 30 of the following calendar year; the budget, proposed by the Mayor and adopted by the City Council, must be balanced, such that proposed expenditures must not exceed projected revenues and any other sources to balance the budget.

E. Charter section 11.1 mandates that the City Council adopt the Salary Ordinance no later than May 30 of each year, after considering all relevant evidence including the needs of the citizens for municipal services, giving priority to the funding of police protection, the ability of the citizens to pay for municipal services, local economic conditions, and other relevant factors as the City Council deems appropriate.

F. Charter section 11.1 also requires that the Salary Ordinance comply with any collective bargaining laws binding on the City as a public agency employer.

G. The City is subject to the Meyers-Milias-Brown Act (MMBA), the state law set forth at California Government Code sections 3500 through 3511, that establishes collective bargaining rules for local public agencies.

H. The City has six recognized employee organizations, as defined by the MMBA, which provide representation to the majority of City employees on mandatory subjects of bargaining, including wages, hours, and other terms and conditions of employment.

I. Charter section 290 also mandates that the Salary Ordinance be introduced in a form consistent with existing Memoranda of Understanding (MOUs) with any of the City's recognized employee organizations, or otherwise in conformance with procedures governed by the MMBA or any other legal requirements governing labor relations that are binding upon the City, including the Charter, City Council-approved Civil Service Rules, and Personnel Regulations.

J. The City is presently bound by MOUs with each of its six recognized employee organizations, San Diego Municipal Employees Association (MEA), the Deputy City Attorneys Association of San Diego (DCAA), American Federation of State, County and Municipal Employees AFL-CIO (Local 127), the San Diego City Firefighters, International Association of

Firefighters Local 145 (Local 145), the California Teamsters Local 911, now known as Teamsters Local 986 (Local 986), and the San Diego Police Officers Association (SDPOA), with each of these expiring on June 30, 2026.

K. The City is currently negotiating successor MOUs with MEA, DCAA, Local 127, Local 145, Local 986, and SDPOA, and those negotiations, taking place in accordance with the MMBA and City Council Policy 300-06, have not yet concluded.

L. The City Council is introducing the Fiscal Year 2027 Salary Ordinance in compliance with the April 15 deadline set forth in Charter section 290, but in doing so acknowledges that the terms and conditions of employment for employees represented by MEA, DCAA, Local 127, Local 145, Local 986, and SDPOA may be modified and the Fiscal Year 2027 Salary Ordinance may be amended to reflect those modifications, consistent with the MMBA, City Council Policy 300-06, the Charter, including Charter section 70, and the City's established budget process.

M. Due to uncertainties with the successor MOU negotiations described above, the Mayor recommends to the City Council that unrepresented/Classified and unrepresented/Unclassified employees receive no general salary or wage increase for Fiscal Year 2027. Upon conclusion of contract negotiations, any general salary/wage adjustments for unrepresented /Classified and unrepresented/Unclassified employees will be consistent with general wage adjustments, if any, approved by Council for represented employees, and will include corresponding offsets needed to achieve equivalent compensation.

N. The City Council acknowledges that Charter section 70 provides that the Mayor and those department directors that report to him, as well as department heads of independent departments, have authority to determine the salaries of subordinate employees, so long as those

salary modifications are consistent with the compensation schedules approved by the City Council.

O. The City Council authorizes the Mayor to implement compensation for the City's unrepresented employees under the conditions described in this Ordinance.

P. The Mayor has proposed, and the City Council has considered the Salary Ordinance for Fiscal Year 2027, in accordance with the requirements set forth in the Charter and the MMBA.

Q. Employees referred to as "No standard hours" or "Non-Standard hours" in this Ordinance are scheduled to work on an as-needed basis and do not have a defined number of scheduled work hours in a pay period, unlike full-time, three-quarter time, and half-time employees who are scheduled to work 80/112 hours, 60 hours, and 40 hours per pay period, respectively.

R. Exhibit A is the salary/wage table for employees in the Classified Service, in effect from July 1, 2026, through June 30, 2027, and reflects the legally required increase to the local minimum wage of \$17.75 an hour, effective January 1, 2026.

S. Exhibit C sets forth the standard salary and wage rates for employees in the Unclassified Service, in effect from July 1, 2026, through June 30, 2027, and reflects the legally required increase to the local minimum wage of \$17.75 an hour, effective January 1, 2026.

T. The City Clerk requests that the Assistant City Clerk (Classification Number 2108) be moved from Managerial C to Miscellaneous A in Exhibit C, resulting in the Assistant City Clerk classification having the same salary rates as other Assistant Director positions in other independent City departments.

U. The Mayor recommends changing the title of the Assistant Fire Chief classification (Classification Number 2154) in the Executive IV category in Exhibit C to Deputy Fire Chief and changing the title of the Deputy Fire Chief classification (Classification 2237) in the Managerial C category in Exhibit C to Assistant Fire Chief. The title changes will align the Fire-Rescue Department's rank structure with the National Incident Management System, which sets the standard for emergency command structure and is followed by nearly all fire departments in the country.

V. The Mayor also recommends moving the retitled Assistant Fire Chief position (Classification 2237) and the Assistant Police Chief position (Classification 2238) to the Executive III category to align the positions with the overall position hierarchy of the Unclassified service.

W. In accordance with Charter sections 70 and 130, the City Council must approve compensation schedules for classified and unclassified employees, whether they are represented by one of the City's recognized employee organizations or unrepresented.

X. Charter section 130 requires that the schedule of compensation for employees in the Classified Service, whether they are represented or not, must establish a minimum and maximum for any grade and provide uniform compensation for like service.

Y. In accordance with Charter section 130, the City's Civil Service Commission has prepared and furnished to the City Council a report identifying classifications of employees in the Classified Service, which merit special salary consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors the Commission deems appropriate, and the City Council acknowledges it has received and considered the report required by Charter section 130.

Z. The City's labor negotiations team will schedule meetings with impacted recognized employee organizations concerning special salary adjustments and the City Council recognizes it may be required to consider any agreed upon special salary adjustments for employees represented by these recognized employee organizations by separate action, in compliance with the MMBA, Council Policy 300-06, the Charter, and this Salary Ordinance.

AA. This Ordinance includes only those special salary or wage adjustments for classifications in the Classified Service, already approved and incorporated into MOUs by previous, separate City Council action.

BB. Under California Labor Code (Labor Code) section 1182.12(b), California's minimum wage for employers, including municipalities, who employ 26 or more employees, increased to \$16.90 an hour on January 1, 2026, and the local minimum wage increased to \$17.75 an hour on January 1, 2026; and all City employees must be paid no less than the local minimum wage.

CC. The salary and wage schedules for Fiscal Year 2027 reflect changes to the local minimum wage.

DD. On June 7, 2016, City voters approved San Diego Ordinance O-20390 (Aug. 18, 2014), upon submission of a referendary petition, following approval of the ordinance by the City Council; San Diego Ordinance O-20390 implemented a local minimum wage and earned sick leave for all employees working in the geographic boundaries of the City, including employees working for the City.

EE. As set forth in San Diego Municipal Code (Municipal Code) section 39.0107(b), starting July 11, 2016, the local minimum wage is \$10.50; starting January 1, 2017, the local minimum wage is \$11.50; starting January 1, 2019, and each year thereafter, the local minimum

wage increases by an amount corresponding to the prior year's increase, if any, in the cost of living, measured by a percentage increase as of August of the immediately preceding year over the level as of August of the previous year of the Consumer Price Index (Urban Wage Earners and Clerical Workers, U.S. City Average of All Items); the adjusted minimum wage must be announced by the City by October 1 of each year, to take effect as of January 1 of the succeeding year.

FF. Municipal Code section 39.0107(b)(4) further states that, in the event the federal or California minimum wage is increased above the level of the local minimum wage, then the local minimum wage will be increased to match the higher federal or California wage, effective on the same date as the increase in the federal or California minimum wage takes effect.

GG. In accordance with Civil Service Rule I, codified at San Diego Municipal Code (Municipal Code) section 23.0202, the Civil Service Commission has prepared and furnished to the City Council a report identifying new classifications and title changes for Fiscal Year 2027, shown in Exhibit I.

HH. The 7 new/re-established classifications as well as the 4 title changes to existing classifications are incorporated into Exhibit B of this Ordinance, and the 16 deleted classifications have been removed as required. The salaries/wages of the new/re-established classifications are included in Exhibit A.

II. Charter section 117(a)(17) authorizes the exemption of certain managerial positions from the Classified Service, "by ordinance, upon the initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and approval of the City Council."

JJ. Pursuant to established City practices, City employees are paid on a biweekly basis; therefore, where the terms “Monthly Rates” and “Annual Rates” are used with a certain monetary amount, the City Council intends that monetary amount to be an approximation.

KK. The United States Supreme Court in *Garcia v. San Antonio Metropolitan Transit Authority*, 469 U.S. 528 (1985), held that the provisions of the Fair Labor Standards Act (FLSA), 29 U.S.C. § 201 *et seq.*, as they relate to overtime pay, are applicable to states, cities, and local agencies, including the City.

LL. It is necessary to ensure compliance with the FLSA, including all applicable case law interpreting the FLSA and regulations.

MM. On November 6, 2018, City voters approved Measure L, which amended the Charter to remove the requirement that City Councilmembers set their salaries and those of the Mayor and the City Attorney, requiring instead that the Chief Financial Officer determine the salaries of the City Councilmembers, Mayor, and City Attorney based on specified formulas, beginning December 10, 2020.

NN. Effective December 10, 2020, City elective officers began receiving salaries based on a percentage of the salary prescribed by law and as adjusted by law for judges of Superior Court of the State of California; the Chief Financial Officer is responsible for determining the salary prescribed by law and as adjusted by law for judges of Superior Court of the State of California.

OO. After receipt of information at a public hearing, and after thorough consideration and deliberation of the Mayor’s and Civil Service Commission’s recommendations, the City Council finds that the salaries and wages established in this Ordinance are consistent with City

Council-approved MOUs, and the City Council intends to make final determinations on the information presented.

PP. It is now necessary and appropriate for the City Council, under the authority vested in it by and consistent with the State Constitution and the Charter, to establish the salary and wage schedules for officers and employees, including classified and unclassified employees of the City, for Fiscal Year 2027.

QQ. The City Council intends this Salary Ordinance to be consistent with and to be read in conjunction with all federal and state laws applicable to the City as a public agency employer, as well as approved City ordinances and established City personnel policies and practices, including Civil Service Rules, Personnel Regulations, Administrative Regulations, and payroll practices as established for the Human Capital Management module of the Enterprise Resource Planning system.

RR. All exhibits referenced in this Ordinance are attached to and incorporated into this Ordinance.

SS. The Office of the City Attorney prepared this Ordinance based on the information provided by City staff, including information provided by affected third parties and verified by City staff, with the understanding that this information is complete and accurate.

ACTION ITEMS

Be it ordained by the Council of the City of San Diego:

Section 1. SALARIES ESTABLISHED FOR ELECTED AND APPOINTED OFFICERS

On November 6, 2018, City voters approved Measure L, which amended the Charter to remove the requirement that City Councilmembers set their salaries and those of the Mayor and the City Attorney, requiring instead that the Chief Financial Officer determine the salaries of the

Councilmembers, Mayor, and City Attorney based on a specified formula, beginning December 10, 2020.

Charter section 12.1 provides that effective December 10, 2020, the salary paid to the City Councilmembers will be 60 percent of the salary prescribed by law and as adjusted by law for judges of the Superior Court for the State of California. Charter section 12.1 further provides that effective December 10, 2022, the salary paid to the City Councilmembers will be 75 percent of the salary prescribed by law and as adjusted by law for judges of the Superior Court for the State of California.

Charter section 24.1 provides that effective December 10, 2020, the salary paid to the Mayor will be equal to the salary prescribed by law and as adjusted by law for judges of the Superior Court for the State of California.

Charter section 40 provides, in pertinent part, that effective December 10, 2020, the salary paid to the City Attorney will be equal to the salary prescribed by law and as adjusted by law for judges of the Superior Court for the State of California, provided that the salary of the City Attorney may not be decreased during a term of office.

Charter section 11.1 requires the Chief Financial Officer to determine the salary prescribed by law and as adjusted by law for judges of Superior Court of the State of California, and to set and adjust the salaries of the City Councilmembers, Mayor, and City Attorney.

Charter sections 125 and 126, read together, require the Personnel Director to maintain and certify payroll records, known as the “service register,” of all employees, including elected officers. The Personnel Director must certify that the persons named in the Service Register “have been elected, appointed or employed and are performing service in accordance with the provisions of th[e] Charter and the rules established thereunder, that their names appear upon the

service register for the time for which such salary or compensation is claimed, and that the salary or compensation is at the rate indicated on such register.” Under Charter section 125, the City Clerk must also maintain and provide information about the City’s elected officers.

California Government Code section 68203 establishes July 1 as the date for salary adjustments for judges. The City Council requests that the Chief Financial Officer make the requested determination as mandated by applicable law and provide written notice to the City Clerk, which will be on file in the Office of the City Clerk.

No elected officer accrues annual leave. The salaries of City Council appointed officers in the Unclassified Service, specifically the City Clerk, Independent Budget Analyst, City Auditor, and the Executive Director for the Commission on Police Practices, may be modified by the City Council during the Fiscal Year, following a performance review, as long as the modified salary is consistent with Exhibit C of this Ordinance and the appointing authority complies with the Ralph M. Brown Act, if applicable. The City Clerk, Independent Budget Analyst, City Auditor, and the Executive Director for the Commission on Police Practices will receive no general salary increase in Fiscal Year 2027 consistent with other unrepresented/Unclassified employees.

Section 2. SALARY /WAGE SCHEDULES ESTABLISHED

Section 2.1. Unclassified Service

The City Council adopts the “Unclassified Service Classifications and Standard Salary/Wage Rates,” as the salary/wage schedule for all City officers and employees in the Unclassified Service. Exhibit C establish the Classification and Standard Salary/Wage Rates for July 1, 2026, through June 30, 2027. This Exhibit reflects the local minimum wage rate of \$17.75 an hour, in effect since January 1, 2026.

For comparison purposes, Exhibit C sets forth monthly, biweekly, and hourly salary/wage rates for all employees in the Unclassified Service.

The City Council adopts an “Executive” category within the Unclassified Service with classifications of Executive I through Executive V, for all officers and employees serving in the positions listed under “Executive” in Exhibit C. The City Council also approves the Mayor’s recommendation to change the title of the Assistant Fire Chief position (Classification Number 2154) in the Executive IV category in Exhibit C to Deputy Fire Chief and changing the title of the Deputy Fire Chief position (Classification 2237) in the Managerial C category in Exhibit C to Assistant Fire Chief and moving that classification to the Executive III category. The City Council adopts a “Managerial” category within the Unclassified Service with classifications of Managerial A, B, and C, for all officers and employees serving in the positions listed under “Managerial” in Exhibit C. The City Council adopts a “Miscellaneous Executive and Managerial” category within the Unclassified Service with classifications A through E, and a “Professional Legal” category within the Unclassified Service, as set forth in Exhibit C. The City Council approves the City Clerk’s request to move the Assistant City Clerk (Classification 2108) from Managerial C to Miscellaneous A. The City Council also approves the Mayor’s recommendation to move the Assistant Police Chief (Classification Number 2238) from Executive IV to Executive III. The City Council further adopts an “Interns” category within the Unclassified Service with classifications of Senior Legal Intern, Legal Intern, and Intern in Exhibit C. The salary and wage rates and ranges listed in Exhibit C may be changed only by City Council action.

The City Council approves the Mayor's recommendation that all employees in the Unclassified Service, who are unrepresented, will receive no general salary or wage increase for Fiscal Year 2027.

Section 2.2. Classified Service

For all positions in the Classified Service, the City Council adopts the "Classified Service Classes and Standard Rates," attached to this Ordinance as Exhibit B. The Standard Rate Number in Exhibit B is also referred to as the Classification Number. Exhibit B sets forth all approved classifications in the Classified Service, including those classifications recommended by the Civil Service Commission for approval by the City Council, which are now approved by this Ordinance. Exhibit B also reflects classifications deleted from the Classified Service and classifications determined to be "terminal," meaning no new employees will be hired into them.

The City Council adopts the salary/wage table, attached to this Ordinance as Exhibit A, for July 1, 2026, through June 30, 2027, for all employees in the Classified Service. Exhibit A reflects the local minimum wage rate of \$17.75 an hour, effective January 1, 2026.

For comparison purposes, Exhibits A sets forth hourly and biweekly salary/wage rates for employees in the Classified Service.

Classified employees in fire suppression positions who work a 28-day work period are subject to the partial exemption under the FLSA, as set forth in Section 4.3 of this Ordinance. The wage rate for fire suppression employees, who work a 28-day work period and are subject to the partial exemption under the FLSA, is established by dividing the 40-hour workweek rate for the fire classifications by 1.4. This suppression rate is expressly reflected in Exhibit A. The Comptroller, working with the Personnel Director, is authorized to make any additional

adjustments to wage rates for fire suppression employees who work a 28-day work period, as agreed upon by the City and Local 145 or required under the FLSA.

The pay steps for all Classified Service classifications, as set forth in Exhibit A, are calculated and established at approximately five percent increments. However, the Accountant IV class has a minimum and a maximum salary rate, but no intermediate steps. Employees in the Accountant IV class may be paid any amount within the minimum and maximum salary rates, at the appointing authority's discretion.

The City Council approves the Mayor's recommendation that all Classified employees, who are unrepresented, will receive no salary or wage increase for Fiscal Year 2027.

Section 2.3. Special Salary or Wage Adjustments

Charter section 130 requires the City's Civil Service Commission to prepare and furnish to the City Council, prior to adoption of this Ordinance, a report identifying classifications of employees in the Classified Service, which merit special salary consideration because of recruitment and retention problems, changes in duties or responsibilities, or other special factors the Civil Service Commission deems appropriate. The recommendations of the Civil Service Commission are advisory and must be approved by the City Council to take effect. The City Council acknowledges that it has received and considered the Civil Service Commission's report, as required by Charter section 130.

Any special salary or wage adjustments previously approved by the City Council, by approval of MOUs between the City and its recognized employee organizations, are incorporated into this Ordinance.

Section 2.4. Represented Employees

Every employee working in a classification that is represented by a recognized employee organization will receive salaries or wages consistent with the applicable MOU and set forth in the salary and wage tables at Exhibit A, or as otherwise authorized in accordance with the MMBA.

As set forth more fully in section 6 of this Ordinance, the City Council authorizes the Chief Financial Officer to pay all special pays, including certification pays and other special assignment pays, incorporated into MOUs between the City and its recognized employee organizations and approved by separate City Council action.

Section 2.5. Pay Reductions

Effective July 1, 2006, and continuing in Fiscal Year 2027, subject to compliance with the MMBA and City Council Policy 300-06, employees in the SDPOA and DCAA bargaining units who are participating in the Deferred Retirement Option Plan (DROP) must take a 3.2% reduction in Base Compensation, as that term is defined in Municipal Code section 24.0103.

Section 3. AUTHORIZATION TO USE DEFINED TERMS AND MAKE COMPUTATIONS

The Chief Financial Officer is authorized to use an employee's "base rate" of pay and "scheduled workweek," as defined in the Personnel Manual Index Code H-4, to compute vacations, leaves of absence, pay upon separation of employment, and, for employees represented by Local 145, the amount of time a Member may extend his or her DROP participation period pursuant to Municipal Code section 24.1402(b)(8). The Chief Financial Officer is further authorized to establish and use appropriate computations to determine vacations, other leaves of absence, pay upon separation of employment and other benefits for part-time employees and employees in the classifications listed in the Personnel Manual Index

Code H-4, Addendum A, Group E (fire classes), in accordance with City Council-approved MOUs, Civil Service Rules, Personnel Regulations, and applicable law.

Section 4. OVERTIME COMPENSATION

Section 4.1. Overtime Pay Plan

As stated in Council Policy 300-02, adopted by San Diego Resolution R-217487 (Jan. 12, 1977) and amended by San Diego Resolution R-222521 (Jan. 2, 1979), the City Council has recognized that it is necessary for the efficient and effective administration of the City's government to call upon employees to work in excess of their normal working hours in certain circumstances, with the need for overtime to be determined by the Mayor or designee, or independent department director.

The City Council has established local overtime rules for certain employees, as specified in Council Policy 300-02 and Personnel Manual Index Code H-4. Local overtime is City-authorized working time beyond an employee's normally scheduled hours. This overtime compensation must be paid in accordance with the provisions of Personnel Manual Index Code H-4 and Council-approved MOUs. The local overtime rules distinguish between "regular rate overtime," which is compensation for overtime worked at the employee's "base rate" of pay, and "premium rate overtime," which is compensation at one and one-half times the employee's "base rate" of pay.

The City Council must also ensure compliance with the FLSA. This federal law requires the City to pay those employees covered by the FLSA with overtime pay for hours worked over 40 per workweek, which is defined as any fixed and regularly recurring period of 168 hours or seven consecutive 24-hour periods, at a rate of not less than one and one-half times the regular

rate of pay as that term is defined by the FLSA. Certain employees may be exempt from the overtime protections of the FLSA based on their job duties and salary or wage level.

Effective July 1, 2021, the City implemented a “dual calculation method” of determining overtime compensation for those unrepresented employees eligible for overtime and those represented employees who are eligible for overtime and working under an approved MOU. The specific terms of the “dual calculation method” are set forth in the approved MOU for represented employees eligible for overtime.

Under this “dual calculation method” for unrepresented employees eligible for overtime, the City calculates overtime compensation due under both the City’s local overtime rules and overtime calculation due under the FLSA and then pays employees the higher overtime compensation after comparing the two amounts. When employees receive compensatory time, the overtime premium, as determined by the FLSA or local overtime rules, is paid to them when earned. The base hour then accrues to employees’ compensatory time buckets. The base hour is available to use for leave, or to be cashed out throughout the calendar year in which it was earned. Any remaining balance in the compensatory time bucket as of the first pay period in December will be cashed out on the last pay day of the calendar year.

The Civil Service Commission designates classifications that are covered by and exempt from local overtime rules and the FLSA. This designation must be approved by the City Council in accordance with San Diego Charter sections 11.1 and 130 and Council Policy 300-02.

Section 4.2. Use of the Term “Salary”

Charter section 11.1 requires the City Council to adopt an ordinance each year “establishing salaries for all City employees, except the City’s elective officers.” The Charter refers to this ordinance as the “Salary Ordinance.”

Notwithstanding the use of the term “salary” in the Charter and other City rules and regulations, certain specified employees are covered by federal overtime requirements. Therefore, the use of the term “salary” in the Charter and in this Ordinance, including in the attached tables, is intended to mean “compensation” broadly, and is not intended to infer or imply that each employee receiving a “salary” is paid a fixed amount of compensation each week that does not change, regardless of actual work performed or accrued leave available or used.

In addition, under the City’s local rules, employees who work as “salaried” means they work on a regular basis for 40 or more hours each pay period and for a substantial period of time over a year-long period, and, as such, they are provided with a specified level of flexible benefits, as set forth in Personnel Manual H-5. “Salaried” employees are not hired for temporary, on-call, or seasonal work that may fluctuate given differing workload and staffing needs.

Generally, unless there is an express exception, employees in the Unclassified Service are paid a salary that is a fixed amount of compensation; they are regularly scheduled to work and, in accordance with the FLSA, their compensation is regularly paid and not reduced for variations based on actual work performed or accrued leave available or used. However, there are some positions in the Unclassified Service who are “hourly” employees; their work schedules and work hours may fluctuate each week, and they may not work the same number of hours each workweek. These “hourly” employees must record all hours worked each week on approved time sheets.

Generally, employees in the Classified Service, who are regularly scheduled to work one-half time (20 hours a week), three-quarter time (30 hours a week), or full-time (40 or more hours each week), are characterized as “salaried,” because they are regularly scheduled, their pay is not typically reduced, unless there is specific action by their appointing authority or the City

Council, and they receive a specified level of flexible benefits. However, these employees must record all hours worked each week on approved time sheets, unless they are covered by an MOU which provides for other approved means to record working time. In addition, this characterization as being “salaried,” as applied to Classified Service employees, does not govern the payment of or their right to overtime, which is covered by the FLSA and specific local rules set forth in approved MOUs, Civil Service Rules, Personnel Regulations, and other applicable law, as described more fully below.

Section 4.3. Classified Employees and Compliance with the Local Overtime Rules

Employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Groups A, B, C, and D, and as approved by the City Council by resolution each fiscal year, are eligible for local overtime in accordance with the rules set forth in the Personnel Manual and City Council-approved MOUs.

Employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group E (fire classes), and as approved by the City Council by resolution each fiscal year, are eligible for local overtime in accordance with the rules set forth in the Personnel Manual and City Council-approved MOUs.

Employees in the classifications listed in Personnel Manual Index Code H-4, Addendum A, Group F, and as approved by the City Council by resolution each fiscal year, who are paid on a one-half time (20 hours a week), three-quarter time (30 hours a week), or full-time (40 hours a week), salaried basis, are not eligible for local overtime.

Employees in the classifications listed in Personnel Manual Index Code H-4, Addendum A, Group F, and as approved by the City Council by resolution each fiscal year, who are paid on an

“hourly” basis, are eligible for “regular rate” compensation for all time worked in excess of their scheduled workweek up to 40 hours per week.

As set forth in section 4.1, effective July 1, 2021, the City implemented a “dual calculation method” of determining overtime compensation for those unrepresented and represented employees eligible for overtime.

Section 4.4. Classified Employees and Compliance with the FLSA

Employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Groups A, B, C, and D, are covered by the FLSA and will receive overtime computed in accordance with the FLSA, including all applicable law interpreting the FLSA.

Employees in the classifications listed in Group E (fire classes), whose normal work schedule is 40 hours per week, are eligible for overtime based on a 40-hour workweek, in accordance with the FLSA and all applicable law interpreting the FLSA.

Employees in the classifications listed in Group E (fire classes), whose normal work schedule is more than 40 hours per workweek, are covered by the FLSA partial exemption at 29 U.S.C. section 207(k) and are eligible for overtime, in accordance with the FLSA and all applicable law interpreting the FLSA, after they have worked more than 212 hours in a 28-day work period.

Employees in classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group F, are exempt from the overtime requirements of the FLSA, provided that the employees meet exemption job duty requirements and are paid the minimum salary each week to satisfy the salary basis requirements as defined in 29 C.F.R. § 541.600 (2016), if in effect, or any subsequent federal law or regulation binding on the City.

As set forth in section 4.1, effective July 1, 2021, the City implemented a “dual calculation method” of determining overtime compensation for those unrepresented and represented employees eligible for overtime.

Section 4.5 Unclassified Employees and Compliance with Local Overtime and the FLSA

Unclassified employees, who are salaried, are not eligible for local overtime. These employees are also exempt from the overtime requirements of the FLSA, provided that the employees meet exemption job duty requirements and are paid the minimum salary each week to satisfy the “salary basis” requirements as defined in 29 C.F.R. § 541.600 (2016), if in effect, or any subsequent federal law or regulation binding on the City.

Employees in the Unclassified Service, who are paid on an “hourly” basis, are eligible for “regular rate” compensation for all time worked in excess of their scheduled workweek up to 40 hours per week. Further, they are covered under the FLSA and must be paid overtime for all time worked in excess of 40 hours in their workweek, but they may not receive compensatory time credits in lieu of pay.

As set forth in section 4.1, effective July 1, 2021, the City implemented a “dual calculation method” of determining overtime compensation for those unrepresented and represented employees eligible for overtime.

Provisional retired employees, including those working in an unclassified position, are considered “hourly.” City retirees rehired on a provisional basis are not entitled to receive any negotiated special pays (e.g., add-on pays), other than general salary increases, special salary adjustments, and equity adjustments.

Pursuant to San Diego Resolution R-316513 (November 21, 2025), the City Council has authorized the following unrepresented/Unclassified employees in the City’s Fire-Rescue

Department who are paid on a salary basis to receive payment of “regular rate overtime” for all hours worked outside of their regularly scheduled hours, when assigned to a mutual aid incident under the California Fire Assistance Agreement: Fire Chief, Assistant Fire Chief, Deputy Fire Chief, Lifeguard Chief, and Marine Safety Captain.

Section 4.6. Time Entry for Exempt Employees

Warrant checks issued for salaries paid to FLSA-exempt officers and employees must be for the appropriate amount within the salary or wage range attached to the position in Exhibit A (for classified employees) or Exhibit C (for unclassified employees), or as set forth in section 1 of this Ordinance for the Mayor, City Council, and City Attorney, and for additional amounts authorized in this Ordinance.

Time entry documentation and time sheet posting for an FLSA-exempt employee may not reflect hours worked in excess of the employee’s regular working hours per biweekly pay period, even though the employee may work differing hours as a result of varying duties, responsibilities, and time demands. FLSA-exempt employees, except as otherwise specifically authorized, do not receive pay or credit for hours worked in excess of 40 hours in a workweek and 80 hours in a biweekly pay period.

Further, the Chief Financial Officer is expressly authorized to pay FLSA-exempt employees a full-day wage for absences of less than one workday. In accordance with 29 C.F.R. section 541.602, an FLSA-exempt employee is paid on a “salary basis,” to meet an overtime exemption requirement, if the employee regularly receives each pay period a predetermined amount of compensation, which is not subject to reduction because of variations in the quality or quantity of the work performed. The City Council intends to ensure consistency with this requirement and to also recognize that FLSA-exempt employees may be called to work outside of their regular working

hours, without additional compensation. Therefore, no deduction from an employee's pay, leave credits, or other monetary accounts will be made to recover the cost of a partial-day absence, with the exception of non-working time entered for political campaign-related activities, school volunteer leave, or as provided for under an applicable MOU with one of the City's recognized employee organizations. The City Council determines that this practice does not constitute a gift of public funds because it is in the best interests of the City to ensure that FLSA-exempt employees, who are generally executive, managerial, or professional staff, may work outside of regular working hours, when required, without additional compensation.

The Mayor and independent department directors are responsible for administering the time documentation and time posting process and limits, subject to review by the Personnel Director and Chief Financial Officer.

The provisions in this Ordinance are intended to fully comply with the FLSA overtime exemption requirements as interpreted by the courts. If the FLSA is reinterpreted by the courts or amended in a way that results in this provision conflicting with the FLSA's overtime exemption or other requirements, the Mayor, in conjunction with the Personnel Director and the Chief Financial Officer, is authorized to take whatever actions are legally required to implement further revisions to the City's pay policies.

Section 5. COMPLIANCE WITH CALIFORNIA AND LOCAL MINIMUM WAGE LAW

California Labor Code section 1182.12(b)(1)(B) states that employers, who employ 26 or more employees, must pay their employees at least \$16.90 per hour on and after January 1, 2026.

On June 7, 2016, City voters approved a local minimum wage under San Diego Ordinance O-20390 (August 18, 2014), codified at Municipal Code sections 39.0101 through 39.0116, which, in part, established a minimum wage of \$10.50 upon the ordinance's effective

date, \$11.50 an hour on January 1, 2017, and increasing with the cost of living on January 1, 2019, and annually thereafter. This Ordinance, in part, as codified at San Diego Municipal Code section 39.0107(b)(3), provides: “Starting January 1, 2019, and each year thereafter, the Minimum Wage increases by an amount corresponding to the prior year’s increase, if any, in the cost of living. The prior year’s increase in the cost of living is measured by the percentage increase, if any, as of August of the immediately preceding year over the level as of August of the previous year of the Consumer Price Index (Urban Wage Earners and Clerical Workers, U.S. City Average for all Items) or its successor index as published by the U.S. Department of Labor or its successor agency, with the amount of the minimum wage increase rounded to the nearest multiple of five cents. The adjusted Minimum Wage will be announced by the City by October 1 of each year and will become effective as the new Minimum Wage on January 1 of the succeeding year.” Effective January 1, 2026, the local minimum wage is \$17.75 an hour.

San Diego Ordinance O-20390 also provides that, if the federal or state minimum wage increases above the local minimum wage, then the local minimum wage must be raised to match the higher federal or state minimum wage. The City will comply with state and local minimum wage laws by paying the higher of the two rates.

Exhibits A and C conform to Labor Code section 1182.12 and the local minimum wage law. Exhibit A reflects that the base rate of pay at E Step for all classifications in the Classified Service is no less than the local minimum wage of \$17.75 an hour, which is greater than the state minimum wage of \$16.90 an hour. Exhibit C establishes at least one pay rate in all ranges that is at least the local minimum wage. Appointing authorities are to ensure that no City employee is paid less than the greater of the state or local minimum wage in Fiscal Year 2027. The City is also in compliance with federal minimum wage law. If a cost-of-living increase, identified by

October 1, 2026, requires the local minimum wage to be raised, then the Chief Financial Officer and Personnel Director are authorized to administratively adjust the wages of any employee falling below the local minimum wage, as of January 1, 2027, to ensure the employee is earning the local minimum wage, as legally required. The City Council intends to pay all City employees no less than what is required by state minimum wage and local minimum wage.

Section 6. ELIGIBILITY FOR SPECIAL PAYS

Section 6.1. Shift Differential and Other Shift-Related Pays

The City Council authorizes the Shift Differential pay, as defined in the Personnel Manual at Index Code H-6, and any other shift-related add-on pay, as authorized by a City Council-approved MOU between the City and any recognized employee organization. These shift-related pays are considered extra compensation for eligible employees, who must work for significant periods of time substantially unusual for their employment classifications, such as night shifts, split shifts, split weekend shifts, and other unusual schedules, as defined in the Personnel Manual or approved MOUs.

Section 6.2. Call Back Pay

An eligible employee who has been released from work and has left the work premises will, if called back to duty, be paid for the reasonable estimate of the time required for the employee to travel from and to their residence and the work area and for the time the employee actually works, as more fully described in Personnel Manual Index Code H-4 and applicable MOUs between the City and its recognized employee organizations.

Section 6.3. Stand-By Pay

An eligible employee who is required to be within immediate reach by telephone and ready to report to work without delay, other than necessary dressing and travel time, during all

hours and days other than the employee's regularly scheduled working hours, will receive stand-by pay of approximately five percent of their regular rate of pay, as more fully described in Personnel Manual Index Code H-7 and applicable MOUs between the City and its recognized employee organizations.

Section 6.4. Special Assignment Pay

Special assignment pay is also known as add-on pay or specialty pay. It is the intent of the City Council that the special assignment pay program is authorized by the City Council on an annual basis, subject to the MMBA and City Council Policy 300-06 for represented employees. Special assignment pay is not a property right or continuing vested entitlement to extra pay from year to year.

For represented employees, special assignment pay is limited to the amount set forth in the applicable MOU. For unrepresented employees, special assignment pay is limited to the amount set forth in the Personnel Manual. Special assignment pay is in addition to salaries and other amounts established in this Ordinance.

Special assignment pay applies only during the period of the employee's eligibility, which is determined by the Mayor or independent appointing authority, consistent with City Council-approved MOUs and Civil Service Rules, Personnel Regulations, and Administrative Regulations.

Special assignment pay must be appropriately identified and designated on all official payrolls and all other records pertaining to the employee's pay.

The City Council acknowledges that special assignment pays may fall within the definition of "base compensation," at San Diego Municipal Code section 24.0103 as "base salary or wages paid (standard hours multiplied by the hourly rate) on a regular biweekly basis to an

employee for his or her services in any given pay period,” for purposes of calculating an employee’s pension under the City’s defined benefit pension plan. Any new special assignment pays or other pays, approved by the City Council through this Ordinance or an MOU between the City and a recognized employee organization, must be included in the “Earnings Code Document,” as set forth in San Diego Municipal Code section 24.0103. The “Earnings Code Document” is prepared annually by Mayoral staff including staff with the Department of Finance, in consultation with the Personnel Director and Retirement Administrator. The City Council requests that the “Earnings Code Document,” once completed, following final approval of this Ordinance, be filed with the Office of the City Clerk, as Document Number _____.

Section 6.5. Bilingual Pay

The City will pay \$1.40 per hour as bilingual pay, in addition to base pay, to an eligible employee who is not represented by the SDPOA, Local 145 or DCAA, when the employee meets the established conditions for the pay. For an eligible employee represented by SDPOA or Local 145, the City will pay an extra 3.5% of the employee’s base wages as bilingual pay. Employees represented by DCAA are not eligible for bilingual pay.

Employees will receive bilingual pay on an ongoing basis when the following conditions are satisfied: (1) the appropriate appointing authority certifies that the employee is serving in a position that requires knowledge and use of American Sign Language or a language other than English in performing his or her duties, (2) the language has been approved for additional pay in the Personnel Manual or applicable MOU, and (3) the employee has satisfactorily demonstrated his or her bilingual ability pursuant to an examination administered by the Personnel Department.

Employees represented by Local 986, Local 145, MEA, and SDPOA may receive bilingual pay for incidental use of specified languages other than English, during the pay period when the language was used, in accordance with the rules set forth in their approved MOUs.

Other employees except DCAA may receive bilingual pay for incidental use of a language other than English during the pay period when the language was used, without having to pass the Personnel Department language fluency examination, when the employee's appointing authority requests or directs the employee to use the language as part of his or her job duties and certifies the use to the Personnel Department.

Section 7. SALARY OR WAGE INCREASES

During the Fiscal Year, the appropriate appointing authorities may grant salary or wage increases to employees, consistent with the Charter, including sections 70 and 130, Personnel Manual Index Code H-8, and this Ordinance. The appropriate appointing authorities may grant salary increases to those unclassified officers and employees, listed in Exhibit C, within the standard salary rates set forth in those exhibits, based on merit, performance, or changes in duties.

Section 8. APPRENTICE WAGE TABLE

The pay for Apprentices is established pursuant to the "Apprentice Wage Steps" table, attached to this Ordinance as Exhibit D. The Civil Service Commission has established in the Personnel Manual the necessary rules and regulations to govern training programs and the advancement of Apprentices.

Section 9. REWARDS AND RECOGNITION PROGRAM

The City Council authorizes the Employee Rewards and Recognition Program, described in Administrative Regulation 95.91, which includes the criteria, guidelines, and procedures used

to establish a consistent citywide employee awards program. The City Council declares that there is a public purpose for the Rewards and Recognition Program, in that it is a means to retain highly-valued employees by recognizing and rewarding them, thus reducing the cost of recruiting new employees, and to encourage continued high-level performance and service, thus benefitting City residents, business owners, and taxpayers.

The Rewards and Recognition Program includes authorization of the Employee of the Quarter and Employee of the Year awards and the Exceptional Merit Cash Payments Program (EMCP), to recognize and reward employees for exceptional performance in their classification of employment. These payments are not part of an employee's Base Compensation under the Retirement System or for any other purpose. No employee who receives a payment under the EMCP Program or any reward under the Rewards and Recognition Program has a right, vested or otherwise, to receive future exceptional merit payments or other rewards or benefits.

The City Council authorizes the Mayor to implement the Rewards and Recognition Program and to make any future modifications necessary to implement it, in accordance with its established purpose and policy and with negotiated and approved agreements between the City and its recognized employee organizations.

Section 10. AUTOMOBILE ALLOWANCE

The monthly automobile allowance for the Chief Operating Officer for expenses related to the operation and maintenance of their personal automobiles in the performance of their duties, is \$800, as previously authorized by San Diego Resolution R-263924, adopted on August 19, 1985.

However, effective December 10, 2020, the Mayor, City Councilmembers, and City Attorney are prohibited from continuing to receive the regularly paid automobile allowance as a

form of additional compensation, as stated in Charter section 303(b). These elective officers may be reimbursed for actual miles driven in a personal vehicle while on City business, in accordance with reimbursement policies that comply with federal tax laws and regulations in effect at the time of the request for reimbursement.

If the Mayor, a City Councilmember, the Chief Operating Officer, or the City Attorney elects to use a City-owned or City-leased automobile in the performance of his or her duties, the City will reimburse that official for the actual costs incurred for gasoline, oil, and other normal minor expenses upon submission of paid invoices or other documentation. The City will provide liability protection to the Mayor, City Councilmembers, Chief Operating Officer, and City Attorney, providing coverage if they are involved in an automobile accident while driving a City automobile on their personal time.

The monthly automobile allowance for the Independent Budget Analyst, Chief Financial Officer, City Auditor, Assistant City Attorneys, Public Utilities Director, Executive Assistant Director, and City Clerk is \$475.

The monthly automobile allowance is \$300 for the Personnel Director, Retirement Administrator, Ethics Commission Executive Director, Commission on Police Practices Executive Director, Department Directors, and managerial employees at the Department Director level or other positions designated as eligible by the Mayor.

Exhibit F lists all positions eligible for a monthly auto allowance and the corresponding amount of that allowance. The automobile allowance is approved annually and subject to modification or elimination by the Mayor or appropriate appointing authorities during the fiscal year.

The automobile allowance is paid in accordance with applicable federal tax law. Interim and acting appointees are eligible to receive monthly automobile allowances; provisional appointees are not eligible to receive monthly automobile allowances. All automobile allowances will be prorated for partial months worked upon hire, termination of City employment, and other changes to employment status.

Section 11. PARKING RATES AND TRANSPORTATION ALTERNATIVES

The City Council authorizes the Mayor to implement discounted parking for City employees, through City-subsidized parking fees in parking garages not under the control of the City or a reduction in the regular monthly rate at City-owned or City-controlled parking garages. The discounted or subsidized parking must be available to both represented and unrepresented City employees, on the same terms and in accordance with City Council-approved agreements between the City and its recognized employee organizations.

Presently, represented City employees who park in the Evan V. Jones Parkade, Civic Centre Plaza, the Central Library, Mission Hills Library, and Horton Plaza receive a reduction in the monthly public parking rate based on their respective, City Council-approved MOU. The City Council authorizes the Mayor to identify and secure additional parking facilities for City employees, as needed, and to offer represented employees discounted parking rates at any new facilities consistent with their respective City Council-approved MOU. The City Council also authorizes the Mayor to extend discounted parking rates to unrepresented employees consistent with the most favorable discount rate afforded to represented employees.

The City Council authorizes the Mayor to develop and implement transportation alternatives programs, in accordance with approved MOUs or other procedures required by the MMBA or other applicable law. These programs must be available to both represented and

unrepresented City employees, on the same terms and conditions with City Council-approved agreements between the City and its recognized employee organizations.

Section 12. LIFE INSURANCE

The City Council has authorized life insurance benefits for City employees, including executive coverage equal to two times the annual salary to the Mayor, City Councilmembers, Department Directors, and employees above the Director level who elect the coverage, under the terms and conditions of the group policy provided by The Hartford Life and Accident Insurance Company approved by Mayoral action in November of 2024. The classifications eligible for executive life insurance coverage are set forth in Exhibit H to this Ordinance.

Section 13. ANNUAL LEAVE

All represented employees, who work full time or part time and are paid regularly on a biweekly basis, accrue annual leave consistent with Civil Service Rule X, codified at San Diego Municipal Code section 23.1103, and Personnel Manual I-2, unless their accrual is specified differently in a City Council-approved MOU. If there is a conflict between the rules in an approved MOU and those in Rule X and Personnel Manual I-2, the MOU will control.

All unrepresented employees, who work full time or part time and are paid regularly on a biweekly basis, accrue annual leave consistent with the provisions set forth in Civil Service Rule X, codified at San Diego Municipal Code section 23.1103, and Personnel Manual I-2, except for Unrepresented and sworn members of the Fire-Rescue and Police Departments.

Elected officers do not accrue annual leave, as explained in section 1 of this Ordinance.

Unrepresented, sworn members of the Fire-Rescue and Police Departments accrue annual leave consistent with Civil Service Rule X, codified at San Diego Municipal Code section 23.1103. However, they do not cease to accrue annual leave until they reach the following caps: 980 hours

of annual leave for those unrepresented/unclassified, sworn members of the Fire-Rescue Department hired before July 1, 1994 with 15 or more years of service as of September 8, 2018; 840 hours of annual leave for those unrepresented/unclassified, sworn members of the Fire-Rescue Department hired before July 1, 1994 with less than 15 years of service as September 8, 2018; 552 hours of annual leave for those unrepresented/unclassified, sworn members of the Fire-Rescue Department hired on or after July 1, 1994 and before July 1, 2016; 395 hours of annual leave for those unrepresented/unclassified, sworn members of the Fire-Rescue Department hired on or after July 1, 2016 who regularly work 40 hours per week; and 552 hours of annual leave for those unrepresented/unclassified, sworn members of the Fire-Rescue Department hired on or after July 1, 2016 who regularly work a 56-hour per week schedule.

Unrepresented/classified, sworn members of the Fire-Rescue Department Lifeguard Services Division do not cease to accrue annual leave until they reach the following caps: 700 hours of annual leave for those hired before July 1, 1991, with 15 or more years of service. For those unrepresented/classified, sworn members of the Fire-Rescue Department Lifeguard Services Division hired after July 1, 1993, the annual leave accrual cap is 350 hours.

Unrepresented/unclassified, sworn members of the Police Department do not cease to accrue annual leave until they reach the following caps: 600 hours of annual leave for those hired before July 1, 1994, with less than 15 years of service; and, 700 hours of annual leave for those hired before July 1, 1994, with more than 15 years of service. Unrepresented/unclassified, sworn members of the Police Department hired on or after July 1, 1994, cease to accrue annual leave at 450 hours of annual leave.

Section 14 EARNED PAID SICK LEAVE FOR HOURLY EMPLOYEES

The City Council intends to provide earned paid sick leave to hourly, limited employees, who do not accrue annual leave, in accordance with the Healthy Workplaces, Healthy Families Act of 2014, and related amendments, codified at California Labor Code sections 245 through 249; the City of San Diego Earned Sick Leave and Minimum Wage Ordinance, codified at Municipal Code sections 39.0101 through 39.0116; and as negotiated by the City with its impacted employee organizations under the MMBA.

Hourly, limited employees, who do not accrue annual leave, will accrue paid sick leave at a rate of one hour of earned paid sick leave for every 30 hours worked, up to a maximum accrual of 80 hours or 10 days of earned paid sick leave, whichever is more, to be used for specified purposes and subject to specified terms and limitations. Employees will begin accruing paid sick leave at the commencement of their employment but may not use the earned paid sick leave until their 90th calendar day of employment. Employees may use up to 40 hours or five days of earned paid sick leave, whichever is more, in any fiscal year for any of the specified purposes, subject to the specified terms and limitations. Earned paid sick leave may not be cashed out at any time.

Earned paid sick leave for represented employees will be administered pursuant to the terms and conditions negotiated between the City and its impacted employee organizations, and approved by the City Council, or otherwise authorized by the City Council in accordance with the MMBA and City Council Policy 300-06.

Earned paid sick leave for unrepresented employees will be administered per the same terms and conditions as for represented employees, in accordance with City Council-approved agreements between the City and its recognized employee organizations.

Section 15. ADMINISTRATIVE LEAVE

Section 15.1. Paid Administrative Leave

The City Council authorizes the Mayor, or the Mayor's designee, and independent appointing authorities, at their sole discretion, to place any City employee on paid administrative leave for a period not to exceed 30 calendar days under the conditions specified in this section. The Mayor, or designee, or independent appointing authority must evaluate known facts and make a factual, written determination that immediate, temporary removal of an employee from the workplace is (1) in the best interests of the City and (2) necessary to maintain the wellbeing, safety, security, or protection of any City employee or citizen, City property, or City resources, or otherwise required by federal or state law. Paid Administrative Leave does not apply in circumstances where annual leave or other types of leave more suitably apply.

The Chief Financial Officer, or designee, is authorized to extend the 30-calendar day paid administrative leave period described in this section for any City employee, an additional 30-calendar day period, up to a maximum of four such extensions, when the Chief Financial Officer, in consultation with the City Attorney or designee, and the Human Resources Department Director or the appointing authority of an independent City department, determines and documents in writing that the extension meets the requirements set forth in this section and is in the best interests of the City.

This authorization for paid administrative leave is not intended to modify or supersede the Council's previous authorization of any other leave provision. The authorization of paid administrative leave in this section does not create a right of any employee to any paid administrative leave, nor is it intended to modify or supersede any other provision regarding leave or removal, with or without pay, or disciplinary procedure set forth in the City's Civil Service

Rules or Personnel Regulations, including the provisions set forth at Civil Service Rule XI, section 8, codified at San Diego Municipal Code section 23.1208, and Personnel Manual L-2.

Section 15.2. Police Administrative Leave

In addition to the provisions set forth in Section 15.1 above, the Police Chief is authorized to place any presently employed sworn police officer, covered by the Public Safety Officers Procedural Bill of Rights, on paid administrative leave for that period of time deemed necessary by the Police Chief to ensure the City's compliance with controlling state law and to protect the safety and security of Police Department operations. No sworn police officer has a right to this paid administrative leave. The Police Chief has sole discretion to grant this leave when it is in the best interests of the City.

Section 16. MANAGEMENT ADMINISTRATIVE LEAVE AND EXECUTIVE BENEFITS

The City Council authorizes Management Administrative Leave for officers and employees working in designated management positions, to recognize the significant extra working time inherent in such positions. Management Administrative Leave is limited to 80 hours per fiscal year for each eligible officer or employee. Management Administrative Leave must be used in the year it is authorized and cannot be carried forward from one fiscal year to the next. Management Administrative Leave cannot be cashed out at separation of employment.

Managers in positions identified in Exhibit G attached to this Ordinance are granted 80 hours of Management Administrative Leave, unless the Mayor or other appropriate independent department appointing authority specifically denies this Management Administrative Leave. The Mayor or other independent department appointing authorities may establish guidelines for the granting of Management Administrative Leave for positions not identified in Exhibit G. Management Administrative Leave is approved annually and subject to modification or

elimination by the Mayor or appropriate independent department appointing authorities during the fiscal year. Appointing Authorities responsible for administering the Management Administrative Leave benefit are as follows: the Mayor for eligible employees who report to the Mayor; the City Attorney for eligible employees who report to the City Attorney; the Civil Service Commission president for the Personnel Director; the Retirement System Board of Administration president for the Retirement Administrator; the Ethics Commission chair for the Ethics Commission Executive Director, and the Commission on Police Practices chair for the Commission on Police Practices Executive Director. The City Auditor, City Clerk, and Independent Budget Analyst are granted 80 hours of Management Administrative Leave unless the City Council specifically denies this Management Administrative Leave benefit by subsequent City Council action, related to the establishment of compensation for the employees in these positions. Interim and acting appointees in designated positions identified in Exhibit G are eligible to receive Management Administrative Leave, subject to written approval by the appropriate appointing authorities.

Management Administrative Leave must be prorated based upon the starting date and other changes to employment status.

The City Council authorizes the Mayor and independent department appointing authorities to provide executive management benefits, in the form of moving or relocation compensation, when this additional compensation is necessary to recruit or retain a management-level employee, with special skills or expertise, whose employment is in the best interests of the City as determined by the Mayor. The City Council further authorizes the Mayor to establish regulations (Administrative Regulation 96.05) related to administration of executive management benefits to apply City-wide.

Section 17. PARENTAL LEAVE

The City Council authorizes a paid parental leave benefit for eligible employees of up to 320 hours of paid leave in a 12-month period, following the birth, adoption, or placement of a child. The benefit is reduced to 160 hours of leave for employees who work half-time and 240 hours of leave for employees who work three-quarter time. Employees must receive a flexible benefit allowance from the City to be eligible for the paid parental leave benefit. Further, employees are eligible to receive Parental Leave if they have been employed by the City for at least 30 days and have worked at least half-time during that 30-day period.

Parental leave is limited to one eligible event during a rolling 12-month period, as set forth in Administrative Regulation 95.89. Further eligibility criteria and terms of the benefit, for represented employees, are set forth in City Council-approved MOUs, and in Administrative Regulation 95.89. Elected officers are not eligible for this benefit. No standard hours unrepresented employees are not eligible for this leave.

Section 18. DISCRETIONARY LEAVE

In Fiscal Year 2027, all full-time unrepresented employees will receive 24 hours of discretionary leave, which can be used in the same manner as annual leave, except this discretionary leave may not be cashed out upon separation from City employment and it will be forfeited if not used by June 30, 2027. Unrepresented employees who work three-quarter time will receive 18 hours of discretionary leave under the same conditions as full-time employees. Half-time unrepresented employees will receive 12 hours of discretionary leave under the same conditions as full-time employees. No standard hours unrepresented employees are not eligible for this benefit.

For employees represented by one of the City's recognized employee organizations, discretionary leave is a negotiable benefit. Consequently, represented employees will receive discretionary leave in the amount and on the terms specified in their applicable MOU for Fiscal Year 2027. Elected officers are not eligible for this benefit.

Section 19. BEREAVEMENT LEAVE

The City Council authorizes paid Bereavement Leave of 40 hours per fiscal year for all full-time unrepresented employees and in an amount set forth in approved MOUs for represented employees. This leave may be used upon the death of an employee's spouse or state-registered domestic partner; parent (biological, step, adoptive, in-law, foster, legal guardian, or other person who stood in *loco parentis* (i.e., in place of a parent) to the employee when the employee was a child); sibling (biological, step, foster, adopted); child (biological, step, foster, adopted, legal ward, a child of a domestic partner, or a person to whom the employee stands in *loco parentis*); grandparent (biological, in-law); grandchild (biological, adopted); and reproductive loss event (failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction). Bereavement Leave is not authorized for a death or reproductive loss event that occurred before the employee's date of hire with the City. Bereavement Leave must be taken within 12 months of the covered death or reproductive loss event, not to exceed 40 hours total for any one covered death or reproductive loss event. Unused Bereavement Leave during a fiscal year does not carry over to the next fiscal year. Documentation of the death of the family member (death certificate; published obituary; written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency; employee written attestation; etc.), proof of miscarriage/stillbirth (a note from a healthcare provider), or other reproductive loss event (a note from a healthcare provider; dissolution or breach of an

adoption/surrogacy agreement; employee written attestation; etc.) must be submitted within 30 calendar days of an employee's return to work. Proof related to miscarriage/stillbirth may be submitted directly to the Human Resources Department in lieu of the employee's department payroll specialist or supervisor, if preferred by the employee. If such proof is not submitted within the specified timeframe, the Bereavement Leave will revert to available compensated leave, or unpaid leave, at the employee's direction. Bereavement Leave is prorated to each fiscal year for employees who work three-quarter time and half-time.

Unrepresented employees are eligible for this benefit under the terms set forth in this Ordinance. The eligibility of represented employees is set forth in the applicable MOU approved by the City Council. Elected officers are not eligible for this benefit. Non-standard hour unrepresented employees are not eligible for this allowance. Unused Bereavement Leave during a fiscal year does not carry over to the next fiscal year and may not be cashed out at any time.

Section 20. LEAVE TO VOTE

California Elections Code section 14000 states that, if a voter does not have sufficient time outside of working hours to vote at a statewide election, the voter may, without loss of pay, take no more than two hours working time that, when added to the voting time available outside of working hours, will enable the voter to vote. The time off for voting must be at the beginning or end of the employee's regular shift, whichever allows the most amount of free time for voting and the least time off from the regular working shift. Employees must give the City at least two working days' notice that time off for voting is needed. The City will grant only the amount of time necessary to enable the employee to vote, consistent with California Elections Code section 14000. The City Council authorizes the Mayor or designee to adopt any necessary

regulations to implement these provisions and authorizes the extension of this leave to City and San Diego County elections.

Section 21. LEAVE SHARING PROGRAMS

The City Council authorizes the Mayor or his designee to apply City Council approved leave sharing plans for represented employees to unrepresented employees under the same terms and conditions. These approved leave sharing plans include the City's Medical Leave Sharing Plan, the City's Catastrophic Leave Sharing Plan, and the City's Child Care Annual Leave Sharing Plan. The City Council further authorizes the Mayor or his designee to adopt any necessary regulations to properly implement and administer the above referenced leave sharing programs. No standard hours unrepresented employees are not eligible to participate in these programs.

Section 22. ELECTION OF PAY-IN-LIEU OF ANNUAL LEAVE

The City Council authorizes employees to convert up to 125 hours of annual leave to cash each calendar year. Employees must make an irrevocable election prior to December 31 at 11:59 p.m. PST to receive any annual leave hours they will receive in the following calendar year as pay-in-lieu. An employee may make no more than two requests during the calendar year for a pay out of their pay-in-lieu account. When pay-in-lieu is cashed out, it will be paid based on the employee's rate of pay at the time of payment.

The eligibility of represented employees is set forth in the applicable MOU approved by the City Council. Elected officers are not eligible for this benefit.

Section 23. PAID CITY HOLIDAYS

The City Council authorizes paid leave for all holidays in the City set forth in San Diego Municipal Code Section 21.0104. Eligibility requirements and leave amounts are provided for

under Personnel Regulations, Index Code: H-2, unless otherwise provided for under a current, approved MOU. Procedures related to the cash out of floating holidays for represented employees are set forth under current, approved MOUs.

Section 24. DEDUCTIONS REQUIRED BY LAW

For purposes of determining the amount of any deductions required by law from an elected officer's biweekly pay, the Chief Financial Officer will use the annual salaries established in section 1 of this Ordinance as the base rate of pay, adjusted by any pay reductions requested under section 1. For all other City employees, the Comptroller will determine the amount of deductions required by law using the salaries or wages established in Exhibit A (for classified employees) or Exhibit C (for unclassified employees), and, where applicable, additional pay, benefits, and reimbursements authorized or granted by City Council action.

Section 25. VOLUNTARY FURLOUGH

Eligible employees have the option of participating in a voluntary work furlough program with the approval of the employee's appointing authority, consistent with the Mayor's Voluntary Work Furlough Program. Elected officers and hourly employees, who are not benefitted and do not work regular hours, are not eligible for voluntary furlough. The City Council authorizes the Mayor to develop administrative rules for the implementation of voluntary furlough for classified and unclassified employees, including those who are represented and unrepresented, and who work regular, standard hours.

Section 26. ADDITIONAL BENEFIT PROGRAMS AND MODIFICATIONS TO EXISTING PROGRAMS.

The City Council may, upon the Mayor's recommendation, establish or modify benefit or compensation programs during the fiscal year by separate and specific City Council action. For represented employees, any modifications to compensation or benefits must be based on ratified

and executed MOUs with recognized employee organizations, or otherwise in compliance with the MMBA and City Council Policy 300-06.

Section 27. ACKNOWLEDGEMENT OF DUTY TO COMPLY WITH THE MMBA AND INCORPORATE INTO ORDINANCE TERMS AND CONDITIONS OF EMPLOYMENT FROM APPROVED MOUS

The City Council acknowledges its duty under San Diego Charter section 11.1 to annually adopt the Salary Ordinance, establishing salaries and wages for City employees, not later than May 30 of each year, after considering all relevant evidence, including the needs of the residents of the City of San Diego for municipal services, the ability of the residents to pay for those services, local economic conditions and other relevant factors as the City Council deems appropriate. Charter section 290(c) states that the Salary Ordinance passed by the City Council is a controlling document for preparation of the Annual Appropriation Ordinance for the ensuing fiscal year.

The City Council also acknowledges that San Diego Charter section 11.1 requires that the City Council comply with any collective bargaining laws binding on the City as a public agency employer in considering adoption of the Salary Ordinance. The MMBA is the state collective bargaining law binding on the City.

As required by Charter section 290(a), the City Council must introduce the Salary Ordinance no later than April 15 of each year. The Salary Ordinance is proposed by the Mayor in a form consistent with all existing MOUs with any of the City's recognized employee organizations or otherwise in conformance with procedures governed by the MMBA or any other legal requirements governing labor relations that are binding upon the City.

Charter section 70 limits the authority of the City Council to revise the compensation schedules during a fiscal year. However, Charter section 70 also mandates that increases and

decreases of salary or wages of City officers and employees must be consistent with the salary or wage schedules established by the annual Salary Ordinance and in accordance with the MMBA or legal requirements governing labor relations that are binding upon the City.

In adopting the Salary Ordinance, the City Council also acknowledges its duty set forth in Charter section 130 to ensure that the compensation tables establish uniform compensation for like service.

The City Council acknowledges that any change to a mandatory subject of bargaining covered by this Ordinance requires agreement with the impacted employee organization or completion of any applicable impasse procedures. Where applicable, actions that the City Council takes pursuant to the MMBA will control the interpretation, application, and enforcement of this Ordinance.

The City Council reserves its authority to modify any terms and conditions of employment for the City employees established here, in accordance with the MMBA and compliance with the Charter, including section 70, and City Council Policy 300-06.

The City Council authorizes the Mayor to take any necessary steps to implement and administer MOUs that have been or will be approved by the City Council. However, if the City Council finds and determines that adjustments to the salary or wage tables set forth in this Ordinance are necessary during Fiscal Year 2027, those adjustments will be made by this City Council, in accordance with the Charter and the MMBA.

Section 28. COMPLIANCE WITH APPLICABLE LAW

The City Council intends this Ordinance to comply with all federal, state, and local laws and regulations applicable to the City as a public agency employer. The Ordinance must be implemented in accordance with applicable laws and regulations, including the MMBA. The

Mayor, the Personnel Director, the Comptroller, the Risk Management Director, Human Resources Director, and other City officers are responsible for implementing employee compensation, including pay and benefits, in accordance with applicable laws and with the officers' Charter-mandated duties.

Section 29. EXEMPTION OF POSITIONS FROM THE CLASSIFIED SERVICE

The City Council may exempt additional positions from the Classified Service during Fiscal Year 2027 in accordance with Charter section 117(a)(17).

Section 30. CERTIFICATION OF PAYROLLS AND CREATION OF PAY CODES

In accordance with Charter section 126, the City Treasurer must not pay and the Chief Financial Officer must not issue a warrant for the payment of any salary or compensation to any person holding, or claiming to hold, a position in the classified or unclassified service unless the payroll or account of such salary or wage bears the certificate of the Personnel Director, stating that the person named in the payroll or account has been elected, appointed, or employed by the City and is performing service in accordance with the provisions of the Charter and the rules established thereunder; that the person's name appears upon the service register for the time for which the salary or wage is claimed; and that the salary or wage is at the rate indicated on the register, and in accordance with this Ordinance.

The Chief Financial Officer, in consultation with the Personnel Director, is authorized to create pay codes to properly record the employment status and compensation of City officers and employees, including pay codes to document retroactive payment of compensation when ordered by a court of competent jurisdiction or an administrative agency legally authorized to award retroactive compensation in accordance with the Charter and ordinances adopted thereunder or

controlling state law. The pay codes must be set forth in the annual "Earnings Code Document," referenced in Section 6.4 above.

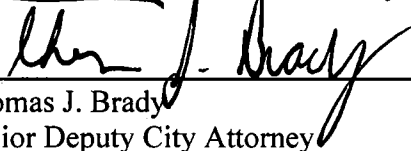
Section 31. The City Council does not intend to ratify the implementation or funding of any illegal employment or retirement benefit by adopting this Ordinance.

Section 32. Exhibits A, B, C, D, E, F, G, H, and I are incorporated into this Ordinance.

Section 33. The Council dispenses with a full reading of this Ordinance before its passage because a written copy of this Ordinance was made available to the Council and the public before the date of its passage.

Section 34. This Ordinance will take effect and be in force on the thirtieth day from and after its final passage.

APPROVED: HEATHER FERBERT, City Attorney

By  _____
Thomas J. Brady
Senior Deputy City Attorney

TJB:jvg
January 20, 2026
April 13, 2026 COR. COPY
April 14, 2026 COR. COPY 2
April 14, 2026 REV.
Or.Dept: Human Resources
Doc. No. 4388064_5

I certify that the Council of the City of San Diego adopted this Ordinance at a meeting held on
MAY 19 2026.

DIANA J.S. FUENTES
City Clerk

By Kristell Medina
Deputy City Clerk

Approved: 4/17/26
(date)

Todd Gloria
TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

I certify that the foregoing Ordinance was introduced by the Council of the City of San Diego on
APR 14 2026; approved by the Mayor pursuant to San Diego
Charter section 290 on APR 17 2026; and passed by the City
Council at its meeting of MAY 19 2026.

DIANA J.S. FUENTES
City Clerk

By Kristell Medina
Deputy City Clerk

EXHIBIT A

SALARY TABLE

EXHIBIT A

EFFECTIVE JULY 1, 2026

Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Account Audit Clerk (1103)	A	25.060		2,004.80		
	B	26.200		2,096.00		
	C	27.300		2,184.00		
	D	28.680		2,294.40		
	E	30.140		2,411.20		
Account Clerk (1104)	A	23.860		1,908.80		
	B	24.970		1,997.60		
	C	26.020		2,081.60		
	D	27.290		2,183.20		
	E	28.700		2,296.00		
Accountant 1 (1102)	A	38.150		3,052.00		
	B	40.080		3,206.40		
	C	42.080		3,366.40		
	D	44.020		3,521.60		
	E	46.380		3,710.40		
Accountant 2 (1842)	A	44.010		3,520.80		
	B	46.120		3,689.60		
	C	48.340		3,867.20		
	D	50.720		4,057.60		
	E	53.170		4,253.60		
Accountant 3 (1100)	A	48.480		3,878.40		
	B	50.850		4,068.00		
	C	53.340		4,267.20		
	D	55.720		4,457.60		
	E	58.570		4,685.60		
***Accountant 4 (1183)	A	59.660	72.500	4,772.80	5,800.00	

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**Classification is unrepresented and paid on an hourly basis.

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Accountant Trainee (1538)	A	30.800		2,464.00		
	B	32.300		2,584.00		
	C	33.860		2,708.80		
	D	35.350		2,828.00		
	E	37.140		2,971.20		
Administrative Aide 1 (1105)	A	28.060		2,244.80		
	B	29.440		2,355.20		
	C	30.730		2,458.40		
	D	32.300		2,584.00		
	E	33.780		2,702.40		
Administrative Aide 2 (1107)	A	32.300		2,584.00		
	B	33.780		2,702.40		
	C	35.360		2,828.80		
	D	37.160		2,972.80		
	E	38.930		3,114.40		
Aging Recreation Specialist (1058)	A	31.620		2,529.60		
	B	33.020		2,641.60		
	C	34.590		2,767.20		
	D	36.330		2,906.40		
	E	37.990		3,039.20		
Agricultural Lease Mgr (1110)	A	45.930		3,674.40		
	B	48.130		3,850.40		
	C	50.530		4,042.40		
	D	53.070		4,245.60		
	E	55.660		4,452.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Air Operations Chief (1149)	A	59.680		4,774.40		42.629
	B	62.670		5,013.60		44.764
	C	65.590		5,247.20		46.850
	D	68.900		5,512.00		49.214
	E	72.220		5,777.60		51.586
Airport Manager (1118)	A	42.660		3,412.80		
	B	44.650		3,572.00		
	C	46.860		3,748.80		
	D	49.040		3,923.20		
	E	51.430		4,114.40		
Airport Noise Abatement Officer (1116)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		
Airport Operations Assistant (1117)	A	28.800		2,304.00		
	B	30.110		2,408.80		
	C	31.420		2,513.60		
	D	32.870		2,629.60		
	E	34.340		2,747.20		
***Applications Prgrmr 1 (1240)	A	40.830		3,266.40		
	B	42.830		3,426.40		
	C	44.940		3,595.20		
	D	46.980		3,758.40		
	E	49.360		3,948.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
***Applications Prgrmr 2 (1241)	A	45.930		3,674.40		
	B	48.130		3,850.40		
	C	50.530		4,042.40		
	D	53.070		4,245.60		
	E	55.660		4,452.80		
***Applications Prgrmr 3 (1242)	A	50.550		4,044.00		
	B	52.930		4,234.40		
	C	55.600		4,448.00		
	D	58.370		4,669.60		
	E	61.220		4,897.60		
Apprentice 1-Bldg Inspctr 1 (1326)	A	27.560		2,204.80		
	B	29.870		2,389.60		
	C	32.170		2,573.60		
	D	34.460		2,756.80		
	E	39.060		3,124.80		
Apprentice 1-Carpenter (1310)	A	22.400		1,792.00		
	B	24.270		1,941.60		
	C	26.130		2,090.40		
	D	28.000		2,240.00		
	E	29.870		2,389.60		
Apprentice 1-Cement Finisher (1335)	A	25.890		2,071.20		
	B	28.070		2,245.60		
	C	30.220		2,417.60		
	D	32.370		2,589.60		
	E	36.660		2,932.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Apprentice 1-Commctns Tech (1314)	A	31.540		2,523.20		
	B	34.190		2,735.20		
	C	36.810		2,944.80		
	D	39.440		3,155.20		
	E	42.060		3,364.80		
Apprentice 1-Electrcn(4 Yr) (1312)	A	28.170		2,253.60		
	B	30.510		2,440.80		
	C	32.850		2,628.00		
	D	35.220		2,817.60		
	E	37.560		3,004.80		
Apprentice 1-Electrcn(5 Yr) (1304)	A	28.170		2,253.60		
	B	30.510		2,440.80		
	C	32.850		2,628.00		
	D	35.220		2,817.60		
	E	37.560		3,004.80		
Apprentice 1-Equip Painter (1318)	A	22.350		1,788.00		
	B	24.210		1,936.80		
	C	26.070		2,085.60		
	D	27.930		2,234.40		
	E	29.790		2,383.20		
Apprentice 1-Fleet Technician (1316)	A	26.970		2,157.60		
	B	29.190		2,335.20		
	C	31.450		2,516.00		
	D	33.710		2,696.80		
	E	35.940		2,875.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Apprentice 1-HVACR Technician (1308)	A	31.060		2,484.80		
	B	33.640		2,691.20		
	C	36.240		2,899.20		
	D	38.820		3,105.60		
	E	41.410		3,312.80		
Apprentice 1-Machinist (1320)	A	23.220		1,857.60		
	B	25.150		2,012.00		
	C	27.090		2,167.20		
	D	29.010		2,320.80		
	E	30.950		2,476.00		
Apprentice 1-Painter (1302)	A	19.480		1,558.40		
	B	21.120		1,689.60		
	C	22.730		1,818.40		
	D	24.340		1,947.20		
	E	27.590		2,207.20		
Apprentice 1-Plumber (1322)	A	25.550		2,044.00		
	B	27.680		2,214.40		
	C	29.800		2,384.00		
	D	31.940		2,555.20		
	E	34.070		2,725.60		
Apprentice 1-Roofer (1337)	A	20.410		1,632.80		
	B	22.120		1,769.60		
	C	23.840		1,907.20		
	D	25.540		2,043.20		
	E	28.940		2,315.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Apprentice 1-Welder (1324)	A	22.350		1,788.00		
	B	24.210		1,936.80		
	C	26.070		2,085.60		
	D	27.930		2,234.40		
	E	29.790		2,383.20		
Apprentice 2-Bldg Inspctr 1 (1327)	A	29.870		2,389.60		
	B	32.170		2,573.60		
	C	34.460		2,756.80		
	D	39.060		3,124.80		
	E	43.670		3,493.60		
Apprentice 2-Carpenter (1311)	A	28.000		2,240.00		
	B	29.870		2,389.60		
	C	31.730		2,538.40		
	D	33.610		2,688.80		
	E	35.460		2,836.80		
Apprentice 2-Cement Finisher (1336)	A	28.070		2,245.60		
	B	30.220		2,417.60		
	C	32.370		2,589.60		
	D	36.660		2,932.80		
	E	40.990		3,279.20		
Apprentice 2-Commctns Tech (1315)	A	39.440		3,155.20		
	B	42.060		3,364.80		
	C	44.700		3,576.00		
	D	47.330		3,786.40		
	E	49.980		3,998.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Apprentice 2-Electrcn(4 Yr) (1313)	A	35.220		2,817.60		
	B	37.560		3,004.80		
	C	39.900		3,192.00		
	D	42.260		3,380.80		
	E	44.600		3,568.00		
Apprentice 2-Electrcn(5 Yr) (1305)	A	39.900		3,192.00		
	B	42.260		3,380.80		
	C	44.600		3,568.00		
	D	46.950		3,756.00		
	E	46.950		3,756.00		
Apprentice 2-Equip Painter (1319)	A	27.930		2,234.40		
	B	29.790		2,383.20		
	C	31.660		2,532.80		
	D	33.530		2,682.40		
	E	35.370		2,829.60		
Apprentice 2-Fleet Technician (1317)	A	33.710		2,696.80		
	B	35.940		2,875.20		
	C	38.190		3,055.20		
	D	40.450		3,236.00		
	E	42.690		3,415.20		
Apprentice 2-HVACR Technician (1309)	A	38.820		3,105.60		
	B	41.410		3,312.80		
	C	44.020		3,521.60		
	D	46.590		3,727.20		
	E	49.170		3,933.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Apprentice 2-Machinist (1321)	A	29.010		2,320.80		
	B	30.950		2,476.00		
	C	32.890		2,631.20		
	D	34.830		2,786.40		
	E	36.760		2,940.80		
Apprentice 2-Painter (1303)	A	21.120		1,689.60		
	B	22.730		1,818.40		
	C	24.340		1,947.20		
	D	27.590		2,207.20		
	E	30.870		2,469.60		
Apprentice 2-Plumber (1323)	A	31.940		2,555.20		
	B	34.070		2,725.60		
	C	36.190		2,895.20		
	D	38.330		3,066.40		
	E	40.460		3,236.80		
Apprentice 2-Roofer (1338)	A	22.120		1,769.60		
	B	23.840		1,907.20		
	C	25.540		2,043.20		
	D	28.940		2,315.20		
	E	32.330		2,586.40		
Apprentice 2-Welder (1325)	A	27.930		2,234.40		
	B	29.790		2,383.20		
	C	31.660		2,532.80		
	D	33.530		2,682.40		
	E	35.370		2,829.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Aquatics Recreation Specialist (1291)	A	32.370		2,589.60		
	B	33.800		2,704.00		
	C	35.410		2,832.80		
	D	37.240		2,979.20		
	E	38.930		3,114.40		
Aquatics Tech 1 (1737)	A	29.680		2,374.40		
	B	30.880		2,470.40		
	C	32.420		2,593.60		
	D	33.780		2,702.40		
	E	35.400		2,832.00		
Aquatics Tech 2 (1732)	A	31.190		2,495.20		
	B	32.460		2,596.80		
	C	34.030		2,722.40		
	D	35.480		2,838.40		
	E	37.140		2,971.20		
Aquatics Tech Supv (1738)	A	34.360		2,748.80		
	B	35.910		2,872.80		
	C	37.650		3,012.00		
	D	39.210		3,136.80		
	E	41.100		3,288.00		
Area Manager (1131)	A	40.050		3,204.00		
	B	41.810		3,344.80		
	C	44.020		3,521.60		
	D	46.310		3,704.80		
	E	48.510		3,880.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Area Refuse Collect Supv (1835)	A	43.890		3,511.20		
	B	45.700		3,656.00		
	C	47.880		3,830.40		
	D	50.050		4,004.00		
	E	52.370		4,189.60		
***ARJIS Adminstr (1253) (Deleted)	A	49.430		3,954.40		
	B	51.780		4,142.40		
	C	54.340		4,347.20		
	D	57.050		4,564.00		
	E	59.890		4,791.20		
Arts Management Assistant (1211)	A	33.740		2,699.20		
	B	35.460		2,836.80		
	C	37.220		2,977.60		
	D	38.930		3,114.40		
	E	41.000		3,280.00		
Arts Management Associate (1212)	A	41.000		3,280.00		
	B	42.980		3,438.40		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.560		3,964.80		
Asoc Commctns Eng (1219)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asoc Compliance Officer (1055)	A	50.380		4,030.40		
	B	52.820		4,225.60		
	C	55.320		4,425.60		
	D	58.010		4,640.80		
	E	60.890		4,871.20		
***Asoc Department HR Analyst (1364)	A	41.000		3,280.00		
	B	42.980		3,438.40		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.560		3,964.80		
Asoc Economist (1222)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		
Asoc Emergency Services Coordinator (1200)	A	41.000		3,280.00		
	B	42.980		3,438.40		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.560		3,964.80		
Asoc Eng-Civil (1221)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asoc Eng-Control Systems (1209)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		
Asoc Eng-Corrosion (1385)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		
Asoc Eng-Electrical (1223)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		
Asoc Eng-Fire Protection (1204)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		
Asoc Eng-Mechanical (1225)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asoc Eng-Traffic (1233)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		
Asoc Mgmt Anlyst (1218)	A	41.000		3,280.00		
	B	42.980		3,438.40		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.560		3,964.80		
***Asoc Pers Anlyst (1226)	A	44.880		3,590.40		
	B	47.020		3,761.60		
	C	49.220		3,937.60		
	D	51.630		4,130.40		
	E	54.190		4,335.20		
Asoc Planner (1227)	A	45.110		3,608.80		
	B	47.290		3,783.20		
	C	49.540		3,963.20		
	D	51.950		4,156.00		
	E	54.510		4,360.80		
Asoc Procurement Contracting Officer (1742)	A	50.380		4,030.40		
	B	52.820		4,225.60		
	C	55.320		4,425.60		
	D	58.010		4,640.80		
	E	60.890		4,871.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asoc Property Agent (1228)	A	41.800		3,344.00		
	B	43.790		3,503.20		
	C	45.900		3,672.00		
	D	48.130		3,850.40		
	E	50.510		4,040.80		
***Asset Management Coordinator (1037)	A	54.370		4,349.60		
	B	56.980		4,558.40		
	C	59.810		4,784.80		
	D	62.730		5,018.40		
	E	65.810		5,264.80		
Asst Compliance Officer (1054)	A	39.470		3,157.60		
	B	41.460		3,316.80		
	C	43.520		3,481.60		
	D	45.540		3,643.20		
	E	47.960		3,836.80		
Asst Customer Servs Supv (1137)	A	41.970		3,357.60		
	B	44.000		3,520.00		
	C	46.070		3,685.60		
	D	48.330		3,866.40		
	E	50.560		4,044.80		
***Asst Department HR Anlyst (1363)	A	33.740		2,699.20		
	B	35.460		2,836.80		
	C	37.220		2,977.60		
	D	38.930		3,114.40		
	E	41.000		3,280.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asst Dispute Resolution Ofcr (1409)	A	32.130		2,570.40		
	B	33.770		2,701.60		
	C	35.440		2,835.20		
	D	37.080		2,966.40		
	E	39.050		3,124.00		
Asst Economist (1158)	A	30.610		2,448.80		
	B	32.170		2,573.60		
	C	33.750		2,700.00		
	D	35.310		2,824.80		
	E	37.190		2,975.20		
Asst Eng-Civil (1153)	A	48.180		3,854.40		
	B	50.390		4,031.20		
	C	52.830		4,226.40		
	D	55.480		4,438.40		
	E	58.030		4,642.40		
Asst Eng-Corrosion (1154)	A	48.180		3,854.40		
	B	50.390		4,031.20		
	C	52.830		4,226.40		
	D	55.480		4,438.40		
	E	58.030		4,642.40		
Asst Eng-Electrical (1157)	A	48.180		3,854.40		
	B	50.390		4,031.20		
	C	52.830		4,226.40		
	D	55.480		4,438.40		
	E	58.030		4,642.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asst Eng-Fire Protection (1203)	A	48.180		3,854.40		
	B	50.390		4,031.20		
	C	52.830		4,226.40		
	D	55.480		4,438.40		
	E	58.030		4,642.40		
Asst Eng-Mechanical (1167)	A	48.180		3,854.40		
	B	50.390		4,031.20		
	C	52.830		4,226.40		
	D	55.480		4,438.40		
	E	58.030		4,642.40		
Asst Eng-Traffic (1207)	A	48.180		3,854.40		
	B	50.390		4,031.20		
	C	52.830		4,226.40		
	D	55.480		4,438.40		
	E	58.030		4,642.40		
Asst Facility Mgr (1159) (Deleted)	A	48.510		3,880.80		
	B	50.800		4,064.00		
	C	53.180		4,254.40		
	D	55.840		4,467.20		
	E	58.520		4,681.60		
Asst Fire Marshal (1156)	A	59.680		4,774.40		42.629
	B	62.670		5,013.60		44.764
	C	65.590		5,247.20		46.850
	D	68.900		5,512.00		49.214
	E	72.220		5,777.60		51.586

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asst Fleet Technician (1450)	A	32.400		2,592.00		
	B	33.780		2,702.40		
	C	35.340		2,827.20		
	D	36.970		2,957.60		
	E	38.610		3,088.80		
Asst Golf Course Superintendent (1483)	A	36.760		2,940.80		
	B	38.490		3,079.20		
	C	40.330		3,226.40		
	D	42.280		3,382.40		
	E	44.180		3,534.40		
Asst Laboratory Tech (1160)	A	26.760		2,140.80		
	B	28.130		2,250.40		
	C	29.530		2,362.40		
	D	30.890		2,471.20		
	E	32.270		2,581.60		
Asst Landscape Designer (1168)	A	39.730		3,178.40		
	B	41.810		3,344.80		
	C	43.960		3,516.80		
	D	46.100		3,688.00		
	E	48.380		3,870.40		
Asst Mgmt Anlyst (1132)	A	33.740		2,699.20		
	B	35.460		2,836.80		
	C	37.220		2,977.60		
	D	38.930		3,114.40		
	E	41.000		3,280.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
***Asst Pers Anlyst (1170)	A	36.910		2,952.80		
	B	38.780		3,102.40		
	C	40.710		3,256.80		
	D	42.590		3,407.20		
	E	44.880		3,590.40		
Asst Planner (1175)	A	38.120		3,049.60		
	B	39.970		3,197.60		
	C	41.920		3,353.60		
	D	43.950		3,516.00		
	E	46.130		3,690.40		
Asst Procurement Contracting Officer (1741)	A	39.470		3,157.60		
	B	41.460		3,316.80		
	C	43.520		3,481.60		
	D	45.540		3,643.20		
	E	47.960		3,836.80		
Asst Property Agent (1181)	A	34.400		2,752.00		
	B	36.150		2,892.00		
	C	37.930		3,034.40		
	D	39.690		3,175.20		
	E	41.800		3,344.00		
Asst Rate Anlyst (1190)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asst Rec Ctr Dir (1192)	A	22.800		1,824.00		
	B	23.910		1,912.80		
	C	25.060		2,004.80		
	D	26.280		2,102.40		
	E	27.560		2,204.80		
Asst Reservoir Keeper (1193)	A	26.740		2,139.20		
	B	27.970		2,237.60		
	C	29.160		2,332.80		
	D	30.510		2,440.80		
	E	31.900		2,552.00		
Asst Trainer (1129)	A	35.430		2,834.40		
	B	37.230		2,978.40		
	C	39.070		3,125.60		
	D	40.880		3,270.40		
	E	43.050		3,444.00		
Asst Wastewater Plant Oper (1205)	A	37.460		2,996.80		
	B	39.170		3,133.60		
	C	40.800		3,264.00		
	D	42.650		3,412.00		
	E	44.590		3,567.20		
Asst Water Distribution Oper (1368)	A	34.350		2,748.00		
	B	35.790		2,863.20		
	C	37.470		2,997.60		
	D	39.100		3,128.00		
	E	41.000		3,280.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asst Water Plant Oper (1206)	A	37.460		2,996.80		
	B	39.170		3,133.60		
	C	40.800		3,264.00		
	D	42.650		3,412.00		
	E	44.590		3,567.20		
Auto Messenger 1 (1236)	A	18.040		1,443.20		
	B	18.920		1,513.60		
	C	19.660		1,572.80		
	D	20.580		1,646.40		
	E	21.670		1,733.60		
Auto Messenger 2 (1194)	A	20.580		1,646.40		
	B	21.670		1,733.60		
	C	22.670		1,813.60		
	D	23.650		1,892.00		
	E	24.800		1,984.00		
Auto Parts Stock Clerk (1294)	A	20.670		1,653.60		
	B	21.660		1,732.80		
	C	22.680		1,814.40		
	D	23.810		1,904.80		
	E	24.970		1,997.60		
Benefits Rep 1 (1255)	A	21.670		1,733.60		
	B	22.670		1,813.60		
	C	23.650		1,892.00		
	D	24.800		1,984.00		
	E	26.090		2,087.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Benefits Rep 2 (1256)	A	22.670		1,813.60		
	B	23.660		1,892.80		
	C	24.800		1,984.00		
	D	26.090		2,087.20		
	E	27.380		2,190.40		
***Bldg Code & Noise Abatemt Supv (1278) (Deleted)	A	47.670		3,813.60		
	B	50.090		4,007.20		
	C	52.520		4,201.60		
	D	55.040		4,403.20		
	E	57.700		4,616.00		
Bldg Maint Supv (1273)	A	49.170		3,933.60		
	B	51.620		4,129.60		
	C	54.090		4,327.20		
	D	56.680		4,534.40		
	E	59.480		4,758.40		
Bldg Service Supv (1275)	A	31.470		2,517.60		
	B	32.830		2,626.40		
	C	34.560		2,764.80		
	D	36.320		2,905.60		
	E	38.050		3,044.00		
Bldg Service Tech (1280)	A	22.700		1,816.00		
	B	23.670		1,893.60		
	C	24.730		1,978.40		
	D	25.820		2,065.60		
	E	27.030		2,162.40		

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Bldg Supv (1274)	A	27.350		2,188.00		
	B	28.580		2,286.40		
	C	29.990		2,399.20		
	D	31.470		2,517.60		
	E	32.830		2,626.40		
Boat Operator (1266)	A	40.350		3,228.00		
	B	42.070		3,365.60		
	C	44.080		3,526.40		
	D	45.980		3,678.40		
	E	48.140		3,851.20		
Body & Fender Mech (1264)	A	32.550		2,604.00		
	B	34.170		2,733.60		
	C	35.700		2,856.00		
	D	37.250		2,980.00		
	E	39.030		3,122.40		
Bookmobile Driver (1268)	A	21.670		1,733.60		
	B	22.670		1,813.60		
	C	23.650		1,892.00		
	D	24.800		1,984.00		
	E	26.090		2,087.20		
Business Systems Aide (1027)	A	29.300		2,344.00		
	B	30.640		2,451.20		
	C	32.080		2,566.40		
	D	33.720		2,697.60		
	E	35.310		2,824.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
***Business Systems Analyst 1 (1023)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		
***Business Systems Analyst 2 (1022)	A	40.910		3,272.80		
	B	42.870		3,429.60		
	C	44.920		3,593.60		
	D	47.110		3,768.80		
	E	49.430		3,954.40		
***Business Systems Analyst 3 (1021)	A	45.000		3,600.00		
	B	47.170		3,773.60		
	C	49.400		3,952.00		
	D	51.820		4,145.60		
	E	54.390		4,351.20		
Buyer's Aide 1 (1286)	A	25.450		2,036.00		
	B	26.700		2,136.00		
	C	27.890		2,231.20		
	D	29.300		2,344.00		
	E	30.640		2,451.20		
Buyer's Aide 2 (1287)	A	28.010		2,240.80		
	B	29.360		2,348.80		
	C	30.680		2,454.40		
	D	32.220		2,577.60		
	E	33.730		2,698.40		

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Cal-Id Technician (1285)	A	24.970		1,997.60		
	B	26.070		2,085.60		
	C	27.300		2,184.00		
	D	28.670		2,293.60		
	E	30.090		2,407.20		
Carpenter (1288)	A	32.660		2,612.80		
	B	34.070		2,725.60		
	C	35.750		2,860.00		
	D	37.340		2,987.20		
	E	39.070		3,125.60		
Carpenter Supv (1290)	A	37.330		2,986.40		
	B	39.090		3,127.20		
	C	41.070		3,285.60		
	D	43.110		3,448.80		
	E	45.180		3,614.40		
Cashier (1330)	A	25.040		2,003.20		
	B	26.200		2,096.00		
	C	27.310		2,184.80		
	D	28.670		2,293.60		
	E	30.120		2,409.60		
Cement Finisher (1293)	A	37.730		3,018.40		
	B	39.390		3,151.20		
	C	41.250		3,300.00		
	D	43.160		3,452.80		
	E	45.210		3,616.80		

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Cement Gun Operator (1498)	A	32.530		2,602.40		
	B	34.070		2,725.60		
	C	35.620		2,849.60		
	D	37.250		2,980.00		
	E	39.010		3,120.80		
Cemetery Manager (1296)	A	37.330		2,986.40		
	B	39.110		3,128.80		
	C	41.030		3,282.40		
	D	43.040		3,443.20		
	E	45.080		3,606.40		
City Atty Invstgtr 1 (1503)	A	40.300		3,224.00		
	B	42.280		3,382.40		
	C	44.270		3,541.60		
	D	46.470		3,717.60		
	E	48.780		3,902.40		
City Atty Invstgtr 2 (1596)	A	46.350		3,708.00		
	B	48.630		3,890.40		
	C	50.910		4,072.80		
	D	53.460		4,276.80		
	E	56.090		4,487.20		
City Atty Invstgtr Trainee (1502)	A	35.050		2,804.00		
	B	36.770		2,941.60		
	C	38.500		3,080.00		
	D	40.400		3,232.00		
	E	42.410		3,392.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Claims Aide (1340)	A	28.060		2,244.80		
	B	29.440		2,355.20		
	C	30.730		2,458.40		
	D	32.300		2,584.00		
	E	33.780		2,702.40		
Claims Clerk (1341)	A	23.900		1,912.00		
	B	25.010		2,000.80		
	C	26.070		2,085.60		
	D	27.340		2,187.20		
	E	28.760		2,300.80		
***Claims & Ins Mgr (1816)	A	50.530		4,042.40		
	B	52.940		4,235.20		
	C	55.530		4,442.40		
	D	58.300		4,664.00		
	E	61.110		4,888.80		
Claims Rep 1 (1342)	A	33.190		2,655.20		
	B	34.860		2,788.80		
	C	36.500		2,920.00		
	D	38.350		3,068.00		
	E	40.160		3,212.80		
Claims Rep 2 (1343)	A	40.160		3,212.80		
	B	42.130		3,370.40		
	C	44.110		3,528.80		
	D	46.230		3,698.40		
	E	48.560		3,884.80		

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Clerical Asst 1 (1569)	A	18.910		1,512.80		
	B	19.880		1,590.40		
	C	20.860		1,668.80		
	D	21.660		1,732.80		
	E	22.680		1,814.40		
Clerical Asst 2 (1535)	A	22.680		1,814.40		
	B	23.900		1,912.00		
	C	25.010		2,000.80		
	D	26.070		2,085.60		
	E	27.340		2,187.20		
***Cmnty Dev Coord (1350)	A	58.210		4,656.80		
	B	60.990		4,879.20		
	C	64.020		5,121.60		
	D	67.140		5,371.20		
	E	70.460		5,636.80		
Cmnty Dev Spec 1 (1351)	A	33.120		2,649.60		
	B	34.800		2,784.00		
	C	36.510		2,920.80		
	D	38.190		3,055.20		
	E	40.230		3,218.40		
Cmnty Dev Spec 2 (1352)	A	40.230		3,218.40		
	B	42.160		3,372.80		
	C	44.160		3,532.80		
	D	46.340		3,707.20		
	E	48.620		3,889.60		

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Cmnty Dev Spec 3 (1353)	A	46.340		3,707.20		
	B	48.620		3,889.60		
	C	50.800		4,064.00		
	D	53.390		4,271.20		
	E	56.000		4,480.00		
***Cmnty Dev Spec 4 (1354)	A	49.680		3,974.40		
	B	52.060		4,164.80		
	C	54.660		4,372.80		
	D	57.390		4,591.20		
	E	60.190		4,815.20		
Cmnty Rel Asst to Pol Chief (1355)	A	52.890		4,231.20		
	B	55.410		4,432.80		
	C	58.140		4,651.20		
	D	60.910		4,872.80		
	E	63.940		5,115.20		
Code Compliance Ofcr (1356)	A	30.510		2,440.80		
	B	31.980		2,558.40		
	C	33.600		2,688.00		
	D	35.100		2,808.00		
	E	36.770		2,941.60		
Code Compliance Supv (1357)	A	35.180		2,814.40		
	B	36.770		2,941.60		
	C	38.640		3,091.20		
	D	40.300		3,224.00		
	E	42.110		3,368.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Collections Invstgtr 1 (1331)	A	30.470		2,437.60		
	B	31.950		2,556.00		
	C	33.360		2,668.80		
	D	35.120		2,809.60		
	E	36.820		2,945.60		
Collections Invstgtr 2 (1332)	A	34.300		2,744.00		
	B	35.880		2,870.40		
	C	37.610		3,008.80		
	D	39.540		3,163.20		
	E	41.400		3,312.00		
Collections Invstgtr Supv (1333)	A	37.700		3,016.00		
	B	39.530		3,162.40		
	C	41.370		3,309.60		
	D	43.520		3,481.60		
	E	45.550		3,644.00		
Collections Invstgtr Trainee (1334)	A	25.010		2,000.80		
	B	26.090		2,087.20		
	C	27.340		2,187.20		
	D	28.760		2,300.80		
	E	30.190		2,415.20		
***Collections Manager (1344)	A	45.930		3,674.40		
	B	48.130		3,850.40		
	C	50.530		4,042.40		
	D	53.070		4,245.60		
	E	55.660		4,452.80		

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Combination Inspctr 1 (1276)	A	39.810		3,184.80		
	B	41.800		3,344.00		
	C	43.910		3,512.80		
	D	45.950		3,676.00		
	E	48.140		3,851.20		
Combination Inspctr 2 (1277)	A	41.800		3,344.00		
	B	43.910		3,512.80		
	C	45.950		3,676.00		
	D	48.140		3,851.20		
	E	50.520		4,041.60		
Commctn Tech (1426)	A	45.910		3,672.80		
	B	48.120		3,849.60		
	C	50.130		4,010.40		
	D	52.570		4,205.60		
	E	55.040		4,403.20		
Commctn Tech Supv (1427)	A	53.140		4,251.20		
	B	55.740		4,459.20		
	C	58.500		4,680.00		
	D	61.300		4,904.00		
	E	64.220		5,137.60		
Communications Equipment Tech 1 (1060)	A	32.220		2,577.60		
	B	33.780		2,702.40		
	C	35.350		2,828.00		
	D	36.780		2,942.40		
	E	38.610		3,088.80		

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Communications Equipment Tech 2 (1061)	A	35.350		2,828.00		
	B	36.780		2,942.40		
	C	38.610		3,088.80		
	D	40.230		3,218.40		
	E	42.160		3,372.80		
***Compliance & Metering Mgr (1805)	A	51.800		4,144.00		
	B	54.260		4,340.80		
	C	56.920		4,553.60		
	D	59.780		4,782.40		
	E	62.650		5,012.00		
Compliance Officer Trainee (1053)	A	34.350		2,748.00		
	B	36.050		2,884.00		
	C	37.800		3,024.00		
	D	39.470		3,157.60		
	E	41.460		3,316.80		
Construction Estimator (1601)	A	36.580		2,926.40		
	B	38.500		3,080.00		
	C	40.310		3,224.80		
	D	42.230		3,378.40		
	E	44.260		3,540.80		
Contracts Processing Clrk (1536)	A	22.670		1,813.60		
	B	23.660		1,892.80		
	C	24.800		1,984.00		
	D	26.090		2,087.20		
	E	27.380		2,190.40		

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**Council Secretary (1381)	A	28.580		2,286.40		
	B	29.930		2,394.40		
	C	31.410		2,512.80		
	D	32.830		2,626.40		
	E	34.570		2,765.60		
Court Support Clerk Supv (1360)	A	28.750		2,300.00		
	B	30.000		2,400.00		
	C	31.450		2,516.00		
	D	33.080		2,646.40		
	E	34.720		2,777.60		
Court Support Clrk 1 (1386)	A	23.900		1,912.00		
	B	25.010		2,000.80		
	C	26.070		2,085.60		
	D	27.340		2,187.20		
	E	28.760		2,300.80		
Court Support Clrk 2 (1388)	A	25.010		2,000.80		
	B	26.090		2,087.20		
	C	27.340		2,187.20		
	D	28.760		2,300.80		
	E	30.190		2,415.20		
Crime Scene Specialist 1 (1495)	A	34.850		2,788.00		
	B	36.600		2,928.00		
	C	38.440		3,075.20		
	D	40.350		3,228.00		
	E	42.370		3,389.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Crime Scene Specialist 2 (1448)	A	38.910		3,112.80		
	B	40.600		3,248.00		
	C	42.660		3,412.80		
	D	44.860		3,588.80		
	E	46.980		3,758.40		
Crime Scene Specialist 3 (1496)	A	40.860		3,268.80		
	B	42.630		3,410.40		
	C	44.800		3,584.00		
	D	47.090		3,767.20		
	E	49.320		3,945.60		
Criminalist 1 (1152)	A	42.560		3,404.80		
	B	44.640		3,571.20		
	C	46.940		3,755.20		
	D	49.170		3,933.60		
	E	51.590		4,127.20		
Criminalist 2 (1384)	A	56.840		4,547.20		
	B	59.490		4,759.20		
	C	62.490		4,999.20		
	D	65.550		5,244.00		
	E	68.690		5,495.20		
Criminalist 3 (1814)	A	59.660		4,772.80		
	B	62.490		4,999.20		
	C	65.630		5,250.40		
	D	68.820		5,505.60		
	E	72.120		5,769.60		

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***Cust Info & Billing Mgr (1795)	A	51.800		4,144.00		
	B	54.260		4,340.80		
	C	56.920		4,553.60		
	D	59.780		4,782.40		
	E	62.650		5,012.00		
Custodian 1 (1387)	A	19.430		1,554.40		
	B	20.400		1,632.00		
	C	21.230		1,698.40		
	D	22.240		1,779.20		
	E	23.230		1,858.40		
Custodian 2 (1389)	A	21.230		1,698.40		
	B	22.240		1,779.20		
	C	23.230		1,858.40		
	D	24.090		1,927.20		
	E	25.260		2,020.80		
Custodian 3 (1390)	A	23.230		1,858.40		
	B	24.090		1,927.20		
	C	25.260		2,020.80		
	D	26.290		2,103.20		
	E	27.510		2,200.80		
Cust Servs Rep (1394)	A	27.570		2,205.60		
	B	28.760		2,300.80		
	C	30.150		2,412.00		
	D	31.710		2,536.80		
	E	33.290		2,663.20		

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Cust Servs Supv (1393)	A	48.330		3,866.40		
	B	50.560		4,044.80		
	C	53.180		4,254.40		
	D	55.770		4,461.60		
	E	58.340		4,667.20		
Deputy City Clerk 1 (1395)	A	24.960		1,996.80		
	B	26.020		2,081.60		
	C	27.290		2,183.20		
	D	28.700		2,296.00		
	E	30.120		2,409.60		
Deputy City Clerk 2 (1396)	A	28.630		2,290.40		
	B	30.010		2,400.80		
	C	31.410		2,512.80		
	D	32.980		2,638.40		
	E	34.640		2,771.20		
Deputy Fire Marshal 1 (1474)	A	35.420		2,833.60		25.300
	B	37.070		2,965.60		26.479
	C	39.020		3,121.60		27.871
	D	40.890		3,271.20		29.207
	E	42.730		3,418.40		30.521
Deputy Fire Marshal 2 (1475)	A	41.900		3,352.00		29.929
	B	44.070		3,525.60		31.479
	C	45.990		3,679.20		32.850
	D	48.330		3,866.40		34.521
	E	50.660		4,052.80		36.186

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Deputy Noise Abatement Ofcr (1397) (Deleted)	A	30.610		2,448.80		
	B	32.170		2,573.60		
	C	33.750		2,700.00		
	D	35.310		2,824.80		
	E	37.190		2,975.20		
Development Project Manager 1 (1184)	A	47.460		3,796.80		
	B	49.670		3,973.60		
	C	52.060		4,164.80		
	D	54.660		4,372.80		
	E	57.190		4,575.20		
Development Project Manager 2 (1185)	A	54.660		4,372.80		
	B	57.190		4,575.20		
	C	60.060		4,804.80		
	D	63.000		5,040.00		
	E	66.000		5,280.00		
Development Project Manager 3 (1186)	A	63.000		5,040.00		
	B	66.000		5,280.00		
	C	69.270		5,541.60		
	D	72.690		5,815.20		
	E	76.170		6,093.60		
Development Services Permit Technician (1252)	A	29.480		2,358.40		
	B	30.850		2,468.00		
	C	32.370		2,589.60		
	D	33.880		2,710.40		
	E	35.530		2,842.40		

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Digital Equity Specialist (1068)	A	37.870		3,029.60		
	B	39.760		3,180.80		
	C	41.750		3,340.00		
	D	43.840		3,507.20		
	E	46.030		3,682.40		
Dispatcher 1 (1410)	A	29.880		2,390.40		
	B	31.440		2,515.20		
	C	32.910		2,632.80		
	D	34.370		2,749.60		
	E	36.030		2,882.40		
Dispatcher 2 (1411)	A	32.870		2,629.60		
	B	34.670		2,773.60		
	C	36.060		2,884.80		
	D	37.820		3,025.60		
	E	39.680		3,174.40		
Disposal Site Rep (1412)	A	24.990		1,999.20		
	B	26.080		2,086.40		
	C	27.340		2,187.20		
	D	28.760		2,300.80		
	E	30.190		2,415.20		
Disposal Site Supv (1413)	A	38.720		3,097.60		
	B	40.600		3,248.00		
	C	42.710		3,416.80		
	D	44.580		3,566.40		
	E	46.790		3,743.20		

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Dispute Resolution Ofcr (1415)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		
District Manager (1418)	A	45.050		3,604.00		
	B	47.210		3,776.80		
	C	49.550		3,964.00		
	D	51.990		4,159.20		
	E	54.330		4,346.40		
District Refuse Collect Supv (1839)	A	51.480		4,118.40		
	B	53.820		4,305.60		
	C	56.400		4,512.00		
	D	58.880		4,710.40		
	E	61.660		4,932.80		
DNA Technical Manager (1414)	A	59.660		4,772.80		
	B	62.490		4,999.20		
	C	65.630		5,250.40		
	D	68.820		5,505.60		
	E	72.120		5,769.60		
Documents Examiner 1 (1420)	A	29.170		2,333.60		
	B	30.510		2,440.80		
	C	32.070		2,565.60		
	D	33.530		2,682.40		
	E	35.210		2,816.80		

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Documents Examiner 2 (1224)	A	35.240		2,819.20		
	B	36.910		2,952.80		
	C	38.750		3,100.00		
	D	40.720		3,257.60		
	E	42.650		3,412.00		
Documents Examiner 3 (1421)	A	46.790		3,743.20		
	B	48.920		3,913.60		
	C	51.480		4,118.40		
	D	53.970		4,317.60		
	E	56.510		4,520.80		
Drafting Aide (1422)	A	26.610		2,128.80		
	B	27.890		2,231.20		
	C	29.300		2,344.00		
	D	30.570		2,445.60		
	E	32.040		2,563.20		
Economist (1424)	A	40.830		3,266.40		
	B	42.830		3,426.40		
	C	44.940		3,595.20		
	D	46.980		3,758.40		
	E	49.360		3,948.80		
Editor/Proofreader (1246) (Deleted)	A	20.580		1,646.40		
	B	21.670		1,733.60		
	C	22.670		1,813.60		
	D	23.650		1,892.00		
	E	24.800		1,984.00		

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Electrical Inspector 1 (1161)	A	39.810		3,184.80		
	B	41.800		3,344.00		
	C	43.910		3,512.80		
	D	45.950		3,676.00		
	E	48.140		3,851.20		
Electrical Inspector 2 (1162)	A	41.800		3,344.00		
	B	43.910		3,512.80		
	C	45.950		3,676.00		
	D	48.140		3,851.20		
	E	50.520		4,041.60		
Electrician (1428)	A	40.890		3,271.20		
	B	42.870		3,429.60		
	C	44.670		3,573.60		
	D	46.950		3,756.00		
	E	49.090		3,927.20		
Electrician Supv (1431)	A	47.080		3,766.40		
	B	49.520		3,961.60		
	C	51.870		4,149.60		
	D	54.330		4,346.40		
	E	56.910		4,552.80		
Electronic Publishing Spec (1583)	A	28.510		2,280.80		
	B	29.850		2,388.00		
	C	31.250		2,500.00		
	D	32.840		2,627.20		
	E	34.340		2,747.20		

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Electronics Tech (1443)	A	33.720		2,697.60		
	B	35.350		2,828.00		
	C	36.820		2,945.60		
	D	38.710		3,096.80		
	E	40.480		3,238.40		
Electronics Tech Supv (1444)	A	38.800		3,104.00		
	B	40.830		3,266.40		
	C	42.780		3,422.40		
	D	44.780		3,582.40		
	E	46.950		3,756.00		
Emergency Medical Technician (1517)	A	26.200		2,096.00		18.714
	B	27.480		2,198.40		19.629
	C	28.700		2,296.00		20.500
	D	30.060		2,404.80		21.471
	E	31.460		2,516.80		22.471
Emergency Services Coordinator (1213)	A	45.010		3,600.80		
	B	47.220		3,777.60		
	C	49.560		3,964.80		
	D	51.790		4,143.20		
	E	54.430		4,354.40		
***Employee Assistance Counselor (1406)	A	36.420		2,913.60		
	B	38.200		3,056.00		
	C	40.020		3,201.60		
	D	41.940		3,355.20		
	E	44.040		3,523.20		

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***Employee Assistance Program Manager (1429)	A	45.930		3,674.40		
	B	48.130		3,850.40		
	C	50.530		4,042.40		
	D	53.070		4,245.60		
	E	55.660		4,452.80		
***Employee Benefits Administrator (1416)	A	45.930		3,674.40		
	B	48.130		3,850.40		
	C	50.530		4,042.40		
	D	53.070		4,245.60		
	E	55.660		4,452.80		
***Employee Benefits Specialist 1 (1417)	A	30.610		2,448.80		
	B	32.170		2,573.60		
	C	33.750		2,700.00		
	D	35.310		2,824.80		
	E	37.190		2,975.20		
***Employee Benefits Specialist 2 (1407)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		
Engrng Trainee (1432)	A	26.660		2,132.80		
	B	28.040		2,243.20		
	C	29.190		2,335.20		
	D	30.700		2,456.00		
	E	32.120		2,569.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Environmental Biologist 1 (1685)	A	37.190		2,975.20		
	B	39.040		3,123.20		
	C	40.940		3,275.20		
	D	42.710		3,416.80		
	E	44.880		3,590.40		
Environmental Biologist 2 (1686)	A	42.710		3,416.80		
	B	44.880		3,590.40		
	C	47.180		3,774.40		
	D	49.410		3,952.80		
	E	51.920		4,153.60		
Environmental Biologist 3 (1687)	A	49.290		3,943.20		
	B	51.680		4,134.40		
	C	54.330		4,346.40		
	D	57.050		4,564.00		
	E	59.670		4,773.60		
Environmental Health Coordinator (1121)	A	46.330		3,706.40		
	B	48.620		3,889.60		
	C	50.790		4,063.20		
	D	53.390		4,271.20		
	E	56.000		4,480.00		
Environmental Health Inspector 1 (1120)	A	35.620		2,849.60		
	B	37.390		2,991.20		
	C	39.210		3,136.80		
	D	41.180		3,294.40		
	E	43.200		3,456.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Environmental Health Inspector 2 (1122)	A	40.970		3,277.60		
	B	43.000		3,440.00		
	C	45.080		3,606.40		
	D	47.320		3,785.60		
	E	49.670		3,973.60		
Environmental Health Manager (1119)	A	54.300		4,344.00		
	B	57.000		4,560.00		
	C	59.820		4,785.60		
	D	62.700		5,016.00		
	E	65.880		5,270.40		
Environmental Scientist 1 (1062)	A	37.190		2,975.20		
	B	39.040		3,123.20		
	C	40.940		3,275.20		
	D	42.710		3,416.80		
	E	44.880		3,590.40		
Environmental Scientist 2 (1063)	A	42.710		3,416.80		
	B	44.880		3,590.40		
	C	47.180		3,774.40		
	D	49.410		3,952.80		
	E	51.920		4,153.60		
Environmental Scientist 3 (1064)	A	49.290		3,943.20		
	B	51.680		4,134.40		
	C	54.330		4,346.40		
	D	57.050		4,564.00		
	E	59.670		4,773.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Equip Operator 1 (1439)	A	26.970		2,157.60		
	B	28.290		2,263.20		
	C	29.610		2,368.80		
	D	30.900		2,472.00		
	E	32.310		2,584.80		
Equip Operator 2 (1440)	A	31.670		2,533.60		
	B	33.050		2,644.00		
	C	34.560		2,764.80		
	D	36.160		2,892.80		
	E	37.870		3,029.60		
Equip Operator 3 (1445)	A	33.050		2,644.00		
	B	34.560		2,764.80		
	C	36.160		2,892.80		
	D	37.870		3,029.60		
	E	39.550		3,164.00		
Equip Painter (1446)	A	32.550		2,604.00		
	B	34.170		2,733.60		
	C	35.700		2,856.00		
	D	37.250		2,980.00		
	E	39.030		3,122.40		
Equip Repair Supv (1435)	A	37.360		2,988.80		
	B	39.290		3,143.20		
	C	41.150		3,292.00		
	D	43.110		3,448.80		
	E	45.170		3,613.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Equip Service Supv (1451) (Deleted)	A	26.910		2,152.80		
	B	28.170		2,253.60		
	C	29.630		2,370.40		
	D	30.960		2,476.80		
	E	32.490		2,599.20		
Equip Tech 1 (1436)	A	25.780		2,062.40		
	B	27.030		2,162.40		
	C	28.290		2,263.20		
	D	29.430		2,354.40		
	E	30.890		2,471.20		
Equip Tech 2 (1438)	A	28.290		2,263.20		
	B	29.430		2,354.40		
	C	30.890		2,471.20		
	D	32.190		2,575.20		
	E	33.720		2,697.60		
Equip Tech 3 (1441)	A	31.060		2,484.80		
	B	32.410		2,592.80		
	C	33.980		2,718.40		
	D	35.460		2,836.80		
	E	37.100		2,968.00		
Equip Trainer (1442)	A	32.730		2,618.40		
	B	34.370		2,749.60		
	C	36.160		2,892.80		
	D	37.620		3,009.60		
	E	39.560		3,164.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Executive Assistant (1876)	A	32.400		2,592.00		
	B	33.940		2,715.20		
	C	35.540		2,843.20		
	D	37.260		2,980.80		
	E	39.210		3,136.80		
FEWD Manager (1254)	A	50.070		4,005.60		
	B	52.550		4,204.00		
	C	55.100		4,408.00		
	D	57.860		4,628.80		
	E	60.670		4,853.60		
Field Rep (1465)	A	27.040		2,163.20		
	B	28.390		2,271.20		
	C	29.820		2,385.60		
	D	31.090		2,487.20		
	E	32.560		2,604.80		
Finance Analyst 1 (1028)	A	38.050		3,044.00		
	B	39.940		3,195.20		
	C	41.940		3,355.20		
	D	44.020		3,521.60		
	E	46.220		3,697.60		
Finance Analyst 2 (1029)	A	43.730		3,498.40		
	B	45.920		3,673.60		
	C	48.220		3,857.60		
	D	50.630		4,050.40		
	E	53.170		4,253.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Finance Analyst 3 (1030)	A	48.140		3,851.20		
	B	50.530		4,042.40		
	C	53.060		4,244.80		
	D	55.700		4,456.00		
	E	58.470		4,677.60		
***Finance Analyst 4 (1031)	A	59.660		4,772.80		
	B	62.650		5,012.00		
	C	65.780		5,262.40		
	D	69.070		5,525.60		
	E	72.500		5,800.00		
Firearms Tech (1191) (Deleted)	A	26.920		2,153.60		
	B	28.010		2,240.80		
	C	29.410		2,352.80		
	D	30.640		2,451.20		
	E	32.100		2,568.00		
Fire Battalion Chief (1453)	A	59.680		4,774.40		42.629
	B	62.670		5,013.60		44.764
	C	65.590		5,247.20		46.850
	D	68.900		5,512.00		49.214
	E	72.220		5,777.60		51.586
Fire Captain (1456)	A	48.740		3,899.20		34.814
	B	51.190		4,095.20		36.564
	C	53.650		4,292.00		38.321
	D	56.240		4,499.20		40.171
	E	59.010		4,720.80		42.150

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Fire Dispatch Administrator (1017)	A	50.750		4,060.00		
	B	53.090		4,247.20		
	C	55.840		4,467.20		
	D	58.570		4,685.60		
	E	61.270		4,901.60		
Fire Dispatcher (1464)	A	36.190		2,895.20		
	B	38.140		3,051.20		
	C	39.760		3,180.80		
	D	41.500		3,320.00		
	E	43.750		3,500.00		
Fire Dispatch Supv (1518)	A	43.860		3,508.80		
	B	46.200		3,696.00		
	C	48.180		3,854.40		
	D	50.370		4,029.60		
	E	52.940		4,235.20		
Fire Engineer (1458)	A	41.900		3,352.00		29.929
	B	44.070		3,525.60		31.479
	C	45.990		3,679.20		32.850
	D	48.330		3,866.40		34.521
	E	50.660		4,052.80		36.186
Fire Fighter 1 (1461)	A	26.390		2,111.20		18.850
	B	27.630		2,210.40		19.736
	C	29.080		2,326.40		20.771
	D	30.480		2,438.40		21.771
	E	31.760		2,540.80		22.686

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Fire Fighter 2 (1462)	A	35.420		2,833.60		25.300
	B	37.070		2,965.60		26.479
	C	39.020		3,121.60		27.871
	D	40.890		3,271.20		29.207
	E	42.730		3,418.40		30.521
Fire Fighter 3 (1020)	A	37.170		2,973.60		26.550
	B	38.920		3,113.60		27.800
	C	40.970		3,277.60		29.264
	D	42.930		3,434.40		30.664
	E	44.860		3,588.80		32.043
Fire Helicopter Pilot (1150)	A	56.330		4,506.40		40.236
	B	59.150		4,732.00		42.250
	C	61.990		4,959.20		44.279
	D	64.980		5,198.40		46.414
	E	68.200		5,456.00		48.714
Fire Lead Dispatcher (1460)	A	39.820		3,185.60		
	B	41.950		3,356.00		
	C	43.750		3,500.00		
	D	45.660		3,652.80		
	E	48.130		3,850.40		
Fire Recruit (1463)	A	20.610		1,648.80		14.721
	B	21.550		1,724.00		15.393
	C	22.700		1,816.00		16.214
	D	23.850		1,908.00		17.036
	E	24.870		1,989.60		17.764

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Fitness Spec (1201)	A	30.610		2,448.80		
	B	32.170		2,573.60		
	C	33.750		2,700.00		
	D	35.310		2,824.80		
	E	37.190		2,975.20		
Fleet Attendant (1454)	A	21.810		1,744.80		
	B	22.720		1,817.60		
	C	23.810		1,904.80		
	D	24.830		1,986.40		
	E	25.920		2,073.60		
***Fleet Manager (1762)	A	62.690		5,015.20		
	B	65.710		5,256.80		
	C	68.890		5,511.20		
	D	72.360		5,788.80		
	E	75.930		6,074.40		
Fleet Parts Buyer (1250)	A	30.700		2,456.00		
	B	32.170		2,573.60		
	C	33.770		2,701.60		
	D	35.310		2,824.80		
	E	37.190		2,975.20		
Fleet Parts Buyer Supv (1249)	A	38.940		3,115.20		
	B	40.920		3,273.60		
	C	42.980		3,438.40		
	D	45.110		3,608.80		
	E	47.370		3,789.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Fleet Repair Supv (1146)	A	53.180		4,254.40		
	B	55.970		4,477.60		
	C	58.620		4,689.60		
	D	61.380		4,910.40		
	E	64.390		5,151.20		
Fleet Team Leader (1138)	A	44.280		3,542.40		
	B	46.590		3,727.20		
	C	49.020		3,921.60		
	D	51.610		4,128.80		
	E	54.340		4,347.20		
Fleet Technician (1437)	A	39.250		3,140.00		
	B	41.210		3,296.80		
	C	43.070		3,445.60		
	D	44.930		3,594.40		
	E	47.080		3,766.40		
Forensic Alcohol Analyst (1466) (Deleted)	A	33.190		2,655.20		
	B	34.830		2,786.40		
	C	36.480		2,918.40		
	D	38.220		3,057.60		
	E	40.140		3,211.20		
General Util Supv (1976)	A	47.270		3,781.60		
	B	49.490		3,959.20		
	C	52.010		4,160.80		
	D	54.400		4,352.00		
	E	57.180		4,574.40		

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General Water Util Supv (1488)	A	53.990		4,319.20		
	B	56.520		4,521.60		
	C	59.400		4,752.00		
	D	62.120		4,969.60		
	E	65.320		5,225.60		
Generator Technician (1140)	A	33.870		2,709.60		
	B	35.350		2,828.00		
	C	37.000		2,960.00		
	D	38.730		3,098.40		
	E	40.450		3,236.00		
***Geographic Info Systems Analyst 1 (1141)	A	34.400		2,752.00		
	B	36.150		2,892.00		
	C	37.930		3,034.40		
	D	39.690		3,175.20		
	E	41.800		3,344.00		
***Geographic Info Systems Analyst 2 (1142)	A	41.800		3,344.00		
	B	43.790		3,503.20		
	C	45.900		3,672.00		
	D	48.130		3,850.40		
	E	50.510		4,040.80		
***Geographic Info Systems Analyst 3 (1143)	A	45.900		3,672.00		
	B	48.130		3,850.40		
	C	50.510		4,040.80		
	D	52.790		4,223.20		
	E	55.470		4,437.60		

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***Geographic Info Systems Analyst 4 (1144)	A	51.600		4,128.00		
	B	54.060		4,324.80		
	C	56.780		4,542.40		
	D	59.620		4,769.60		
	E	62.540		5,003.20		
Geographic Info Systems Tech (1128)	A	32.920		2,633.60		
	B	34.430		2,754.40		
	C	36.040		2,883.20		
	D	37.890		3,031.20		
	E	39.690		3,175.20		
Golf Course Greenskeeper (1482)	A	25.490		2,039.20		
	B	26.520		2,121.60		
	C	27.810		2,224.80		
	D	29.000		2,320.00		
	E	30.280		2,422.40		
Golf Course Mgr (1798)	A	40.920		3,273.60		
	B	42.840		3,427.20		
	C	45.000		3,600.00		
	D	47.170		3,773.60		
	E	49.360		3,948.80		
Golf Course Supt (1509)	A	40.260		3,220.80		
	B	42.240		3,379.20		
	C	44.370		3,549.60		
	D	46.370		3,709.60		
	E	48.670		3,893.60		

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Golf Operations Assistant (1480)	A	25.000		2,000.00		
	B	26.360		2,108.80		
	C	27.570		2,205.60		
	D	28.740		2,299.20		
	E	30.150		2,412.00		
Golf Operations Supv (1481)	A	28.920		2,313.60		
	B	30.160		2,412.80		
	C	31.630		2,530.40		
	D	33.080		2,646.40		
	E	34.710		2,776.80		
Graphic Commctns Mgr (1347)	A	43.440		3,475.20		
	B	45.610		3,648.80		
	C	47.820		3,825.60		
	D	50.120		4,009.60		
	E	52.500		4,200.00		
Graphic Designer (1490)	A	33.430		2,674.40		
	B	34.990		2,799.20		
	C	36.620		2,929.60		
	D	38.460		3,076.80		
	E	40.180		3,214.40		
Graphic Design Supv (1489)	A	37.800		3,024.00		
	B	39.560		3,164.80		
	C	41.490		3,319.20		
	D	43.680		3,494.40		
	E	45.750		3,660.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Grounds Maint Mgr (1642)	A	41.000		3,280.00		
	B	42.820		3,425.60		
	C	45.120		3,609.60		
	D	47.410		3,792.80		
	E	49.700		3,976.00		
Grounds Maint Supv (1470)	A	31.670		2,533.60		
	B	33.150		2,652.00		
	C	34.740		2,779.20		
	D	36.400		2,912.00		
	E	38.060		3,044.80		
Grounds Maint Wrkr 1 (1467)	A	23.780		1,902.40		
	B	24.830		1,986.40		
	C	25.870		2,069.60		
	D	27.050		2,164.00		
	E	28.190		2,255.20		
Grounds Maint Wrkr 2 (1468)	A	26.310		2,104.80		
	B	27.350		2,188.00		
	C	28.700		2,296.00		
	D	29.950		2,396.00		
	E	31.310		2,504.80		
Grounds Maint Wrkr 3 (1469)	A	28.700		2,296.00		
	B	29.950		2,396.00		
	C	31.310		2,504.80		
	D	32.630		2,610.40		
	E	34.190		2,735.20		

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Haz Mat Inspctr 1 (1526)	A	37.090		2,967.20		
	B	38.980		3,118.40		
	C	40.770		3,261.60		
	D	42.870		3,429.60		
	E	44.950		3,596.00		
Haz Mat Inspctr 2 (1527)	A	43.770		3,501.60		
	B	45.950		3,676.00		
	C	48.150		3,852.00		
	D	50.570		4,045.60		
	E	53.080		4,246.40		
Haz Mat Inspctr 3 (1544)	A	48.220		3,857.60		
	B	50.620		4,049.60		
	C	53.060		4,244.80		
	D	55.710		4,456.80		
	E	58.440		4,675.20		
Haz Mat Prgm Mgr (1500)	A	58.010		4,640.80		
	B	60.920		4,873.60		
	C	63.910		5,112.80		
	D	67.000		5,360.00		
	E	70.390		5,631.20		
Haz Mat/Prt Trainee (1524)	A	33.890		2,711.20		
	B	35.400		2,832.00		
	C	37.150		2,972.00		
	D	38.870		3,109.60		
	E	40.760		3,260.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Heat,Vent,& Air Condit Supv (1511)	A	51.880		4,150.40		
	B	54.590		4,367.20		
	C	57.180		4,574.40		
	D	59.880		4,790.40		
	E	62.760		5,020.80		
Heavy Truck Drvr 1 (1513)	A	25.910		2,072.80		
	B	26.970		2,157.60		
	C	28.290		2,263.20		
	D	29.610		2,368.80		
	E	30.900		2,472.00		
Heavy Truck Drvr 2 (1512)	A	26.900		2,152.00		
	B	28.280		2,262.40		
	C	29.610		2,368.80		
	D	31.010		2,480.80		
	E	32.430		2,594.40		
Helicopter Mechanic (1459)	A	48.050		3,844.00		
	B	50.330		4,026.40		
	C	52.680		4,214.40		
	D	55.290		4,423.20		
	E	57.970		4,637.60		
Horticulturist (1514)	A	40.260		3,220.80		
	B	42.240		3,379.20		
	C	44.370		3,549.60		
	D	46.380		3,710.40		
	E	48.670		3,893.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Housing Inspector 1 (1164)	A	37.920		3,033.60		
	B	39.850		3,188.00		
	C	41.830		3,346.40		
	D	43.770		3,501.60		
	E	45.870		3,669.60		
Housing Inspector 2 (1165)	A	39.850		3,188.00		
	B	41.830		3,346.40		
	C	43.770		3,501.60		
	D	45.870		3,669.60		
	E	48.110		3,848.80		
HVACR Technician (1810)	A	45.100		3,608.00		
	B	47.280		3,782.40		
	C	49.250		3,940.00		
	D	51.780		4,142.40		
	E	54.110		4,328.80		
Hydrography Aide (1520)	A	29.250		2,340.00		
	B	30.680		2,454.40		
	C	32.180		2,574.40		
	D	33.660		2,692.80		
	E	35.270		2,821.60		
***Info Sys Admnstr (1243)	A	55.720		4,457.60		
	B	58.370		4,669.60		
	C	61.290		4,903.20		
	D	64.340		5,147.20		
	E	67.490		5,399.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
***Info Sys Anlyst 1 (1151)	A	34.400		2,752.00		
	B	36.150		2,892.00		
	C	37.930		3,034.40		
	D	39.690		3,175.20		
	E	41.800		3,344.00		
***Info Sys Anlyst 2 (1348)	A	41.800		3,344.00		
	B	43.790		3,503.20		
	C	45.900		3,672.00		
	D	48.130		3,850.40		
	E	50.510		4,040.80		
***Info Sys Anlyst 3 (1349)	A	45.900		3,672.00		
	B	48.130		3,850.40		
	C	50.510		4,040.80		
	D	52.790		4,223.20		
	E	55.470		4,437.60		
***Info Sys Anlyst 4 (1926)	A	51.600		4,128.00		
	B	54.060		4,324.80		
	C	56.780		4,542.40		
	D	59.620		4,769.60		
	E	62.540		5,003.20		
***Info Sys Mgr (1244)	A	64.030		5,122.40		
	B	67.120		5,369.60		
	C	70.460		5,636.80		
	D	73.970		5,917.60		
	E	77.570		6,205.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Info Sys Tech (1401)	A	32.920		2,633.60		
	B	34.430		2,754.40		
	C	36.040		2,883.20		
	D	37.890		3,031.20		
	E	39.690		3,175.20		
Instrumentation & Control Supv (1522)	A	51.350		4,108.00		
	B	54.030		4,322.40		
	C	56.530		4,522.40		
	D	59.260		4,740.80		
	E	62.090		4,967.20		
Instrumentation & Control Tech (1523)	A	46.770		3,741.60		
	B	49.010		3,920.80		
	C	51.150		4,092.00		
	D	53.700		4,296.00		
	E	56.160		4,492.80		
Instrumentation & Control Tech Trainee (1521)	A	31.380		2,510.40		
	B	32.840		2,627.20		
	C	34.350		2,748.00		
	D	35.890		2,871.20		
	E	37.460		2,996.80		
Insurance Analyst 1 (1297)	A	37.130		2,970.40		
	B	39.000		3,120.00		
	C	40.940		3,275.20		
	D	42.990		3,439.20		
	E	45.140		3,611.20		

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Insurance Analyst 2 (1298)	A	42.700		3,416.00		
	B	44.850		3,588.00		
	C	47.080		3,766.40		
	D	49.430		3,954.40		
	E	51.900		4,152.00		
Investigation Support Manager (1924) (Deleted)	A	50.490		4,039.20		
	B	52.910		4,232.80		
	C	55.530		4,442.40		
	D	58.240		4,659.20		
	E	60.970		4,877.60		
Irrigation Specialist (1508)	A	27.760		2,220.80		
	B	29.050		2,324.00		
	C	30.400		2,432.00		
	D	31.680		2,534.40		
	E	33.200		2,656.00		
Jr Engineer-Civil (1546)	A	41.640		3,331.20		
	B	43.710		3,496.80		
	C	45.890		3,671.20		
	D	48.180		3,854.40		
	E	50.390		4,031.20		
Jr Engineer-Corrosion (1551)	A	41.640		3,331.20		
	B	43.710		3,496.80		
	C	45.890		3,671.20		
	D	48.180		3,854.40		
	E	50.390		4,031.20		

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Jr Engineer-Electrical (1552)	A	41.640		3,331.20		
	B	43.710		3,496.80		
	C	45.890		3,671.20		
	D	48.180		3,854.40		
	E	50.390		4,031.20		
Jr Engineer-Fire Protection (1202)	A	41.640		3,331.20		
	B	43.710		3,496.80		
	C	45.890		3,671.20		
	D	48.180		3,854.40		
	E	50.390		4,031.20		
Jr Engineering Aide (1555)	A	32.180		2,574.40		
	B	33.740		2,699.20		
	C	35.440		2,835.20		
	D	36.980		2,958.40		
	E	38.780		3,102.40		
Jr Engineer-Mechanical (1562)	A	41.640		3,331.20		
	B	43.710		3,496.80		
	C	45.890		3,671.20		
	D	48.180		3,854.40		
	E	50.390		4,031.20		
Jr Planner (1563)	A	33.130		2,650.40		
	B	34.630		2,770.40		
	C	36.300		2,904.00		
	D	38.120		3,049.60		
	E	39.970		3,197.60		

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Jr Property Agent (1564)	A	29.930		2,394.40		
	B	31.420		2,513.60		
	C	32.920		2,633.60		
	D	34.400		2,752.00		
	E	36.150		2,892.00		
Laboratory Assistant (1578)	A	17.520		1,401.60		
	B	18.360		1,468.80		
	C	19.240		1,539.20		
	D	20.090		1,607.20		
	E	21.120		1,689.60		
Laboratory Technician (1580)	A	32.280		2,582.40		
	B	33.980		2,718.40		
	C	35.560		2,844.80		
	D	37.120		2,969.60		
	E	39.010		3,120.80		
Laborer (1579)	A	23.600		1,888.00		
	B	24.700		1,976.00		
	C	25.730		2,058.40		
	D	26.950		2,156.00		
	E	28.100		2,248.00		
Lake Aide 1 (1572)	A	16.960		1,356.80		
	B	17.760		1,420.80		
	C	18.430		1,474.40		
	D	19.280		1,542.40		
	E	21.020		1,681.60		

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Lake Aide 2 (1560)	A	19.930		1,594.40		
	B	20.840		1,667.20		
	C	21.690		1,735.20		
	D	22.650		1,812.00		
	E	23.610		1,888.80		
Lake Ranger (1530)	A	29.230		2,338.40		
	B	30.620		2,449.60		
	C	32.080		2,566.40		
	D	33.630		2,690.40		
	E	35.280		2,822.40		
Lakes Prgm Mgr (1599)	A	53.080		4,246.40		
	B	55.580		4,446.40		
	C	58.380		4,670.40		
	D	61.290		4,903.20		
	E	64.250		5,140.00		
Landfill Equip Oper (1573)	A	36.390		2,911.20		
	B	37.990		3,039.20		
	C	39.780		3,182.40		
	D	41.580		3,326.40		
	E	43.510		3,480.80		
Landscape Designer (1638)	A	58.430		4,674.40		
	B	61.140		4,891.20		
	C	64.220		5,137.60		
	D	67.420		5,393.60		
	E	70.580		5,646.40		

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Land Surveyng Asoc (1939)	A	55.600		4,448.00		
	B	58.190		4,655.20		
	C	61.090		4,887.20		
	D	64.070		5,125.60		
	E	67.130		5,370.40		
Land Surveyng Assist (1938)	A	48.280		3,862.40		
	B	50.530		4,042.40		
	C	52.940		4,235.20		
	D	55.600		4,448.00		
	E	58.190		4,655.20		
Latent Print Examiner 1 (1229)	A	38.230		3,058.40		
	B	40.040		3,203.20		
	C	41.870		3,349.60		
	D	44.140		3,531.20		
	E	46.170		3,693.60		
Latent Print Examiner 2 (1570)	A	46.110		3,688.80		
	B	48.290		3,863.20		
	C	50.610		4,048.80		
	D	53.180		4,254.40		
	E	55.710		4,456.80		
Latent Print Examiner 3 (1239)	A	48.240		3,859.20		
	B	50.560		4,044.80		
	C	52.950		4,236.00		
	D	55.660		4,452.80		
	E	58.300		4,664.00		

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Latent Print Examiner Aide (1232)	A	31.410		2,512.80		
	B	32.920		2,633.60		
	C	34.390		2,751.20		
	D	36.120		2,889.60		
	E	37.920		3,033.60		
Lead Cemetery Groundskeepr (1568)	A	25.030		2,002.40		
	B	26.090		2,087.20		
	C	27.270		2,181.60		
	D	28.470		2,277.60		
	E	29.800		2,384.00		
Legal Administrative Asst 1 (1379)	A	33.110		2,648.80		
	B	34.790		2,783.20		
	C	36.550		2,924.00		
	D	38.140		3,051.20		
	E	39.930		3,194.40		
Legal Administrative Asst 2 (1577)	A	39.990		3,199.20		
	B	41.840		3,347.20		
	C	43.870		3,509.60		
	D	45.950		3,676.00		
	E	48.360		3,868.80		
Legislative Recorder 1 (1382)	A	31.440		2,515.20		
	B	32.920		2,633.60		
	C	34.560		2,764.80		
	D	36.120		2,889.60		
	E	38.030		3,042.40		

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Legislative Recorder 2 (1383)	A	32.980		2,638.40		
	B	34.610		2,768.80		
	C	36.270		2,901.60		
	D	37.970		3,037.60		
	E	39.930		3,194.40		
Liability Claims Aide (1041)	A	28.060		2,244.80		
	B	29.440		2,355.20		
	C	30.730		2,458.40		
	D	32.300		2,584.00		
	E	33.780		2,702.40		
Liability Claims Rep 1 (1042)	A	33.190		2,655.20		
	B	34.860		2,788.80		
	C	36.500		2,920.00		
	D	38.350		3,068.00		
	E	40.160		3,212.80		
Liability Claims Rep 2 (1043)	A	40.160		3,212.80		
	B	42.130		3,370.40		
	C	44.110		3,528.80		
	D	46.230		3,698.40		
	E	48.560		3,884.80		
Librarian 1 (1571)	A	32.820		2,625.60		
	B	34.350		2,748.00		
	C	35.980		2,878.40		
	D	37.830		3,026.40		
	E	39.540		3,163.20		

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Librarian 2 (1584)	A	37.770		3,021.60		
	B	39.500		3,160.00		
	C	41.450		3,316.00		
	D	43.250		3,460.00		
	E	45.450		3,636.00		
Librarian 3 (1867)	A	41.830		3,346.40		
	B	44.010		3,520.80		
	C	46.150		3,692.00		
	D	48.470		3,877.60		
	E	50.770		4,061.60		
Librarian 4 (1585)	A	45.970		3,677.60		
	B	48.360		3,868.80		
	C	50.740		4,059.20		
	D	53.290		4,263.20		
	E	55.800		4,464.00		
Library Assistant 1 (1588)	A	16.670		1,333.60		
	B	17.510		1,400.80		
	C	18.150		1,452.00		
	D	19.120		1,529.60		
	E	22.640		1,811.20		
Library Assistant 2 (1590)	A	23.210		1,856.80		
	B	24.390		1,951.20		
	C	25.580		2,046.40		
	D	26.730		2,138.40		
	E	28.080		2,246.40		

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Library Assistant 3 (1586)	A	29.530		2,362.40		
	B	30.920		2,473.60		
	C	32.520		2,601.60		
	D	34.060		2,724.80		
	E	35.600		2,848.00		
Library Technician (1758)	A	23.230		1,858.40		
	B	24.240		1,939.20		
	C	25.440		2,035.20		
	D	26.750		2,140.00		
	E	28.080		2,246.40		
Lifeguard 1 (1591)	A	26.200		2,096.00		
	B	27.480		2,198.40		
	C	28.700		2,296.00		
	D	30.060		2,404.80		
	E	31.460		2,516.80		
Lifeguard 2 (1593)	A	33.020		2,641.60		
	B	34.740		2,779.20		
	C	36.340		2,907.20		
	D	38.000		3,040.00		
	E	39.950		3,196.00		
Lifeguard 3 (1603)	A	36.400		2,912.00		
	B	38.250		3,060.00		
	C	40.080		3,206.40		
	D	41.860		3,348.80		
	E	44.020		3,521.60		

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Lifeguard Sergeant (1592)	A	41.860		3,348.80		
	B	43.990		3,519.20		
	C	46.110		3,688.80		
	D	48.330		3,866.40		
	E	50.610		4,048.80		
Life Safety Inspector 1 (1111)	A	39.810		3,184.80		
	B	41.800		3,344.00		
	C	43.910		3,512.80		
	D	45.950		3,676.00		
	E	48.140		3,851.20		
Life Safety Inspector 2 (1112)	A	41.800		3,344.00		
	B	43.910		3,512.80		
	C	45.950		3,676.00		
	D	48.140		3,851.20		
	E	50.520		4,041.60		
Light Equipment Operator (1594)	A	25.450		2,036.00		
	B	26.550		2,124.00		
	C	27.640		2,211.20		
	D	28.970		2,317.60		
	E	30.350		2,428.00		
Literacy Analyst (1216)	A	41.000		3,280.00		
	B	42.980		3,438.40		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.560		3,964.80		

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***Literacy Prgm Admnstr (1757)	A	50.050		4,004.00		
	B	52.450		4,196.00		
	C	55.060		4,404.80		
	D	57.810		4,624.80		
	E	60.640		4,851.20		
Literacy Tutor/Learner Coordinator (1215)	A	33.740		2,699.20		
	B	35.460		2,836.80		
	C	37.220		2,977.60		
	D	38.930		3,114.40		
	E	41.000		3,280.00		
Locksmith (1597)	A	30.120		2,409.60		
	B	31.480		2,518.40		
	C	33.010		2,640.80		
	D	34.430		2,754.40		
	E	36.020		2,881.60		
Machinist (1602)	A	33.850		2,708.00		
	B	35.300		2,824.00		
	C	36.890		2,951.20		
	D	38.690		3,095.20		
	E	40.540		3,243.20		
Management Trainee (1108)	A	27.990		2,239.20		
	B	29.370		2,349.60		
	C	30.800		2,464.00		
	D	32.140		2,571.20		
	E	33.780		2,702.40		

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Marine Mechanic (1608)	A	33.330		2,666.40		
	B	34.990		2,799.20		
	C	36.570		2,925.60		
	D	38.150		3,052.00		
	E	39.970		3,197.60		
***Marine Safety Captain (1587)	A	67.400		5,392.00		
	B	70.750		5,660.00		
	C	74.180		5,934.40		
	D	77.580		6,206.40		
	E	81.350		6,508.00		
Marine Safety Lieutenant (1589)	A	48.080		3,846.40		
	B	50.450		4,036.00		
	C	52.870		4,229.60		
	D	55.350		4,428.00		
	E	58.040		4,643.20		
Master Fleet Technician (1447)	A	42.260		3,380.80		
	B	44.170		3,533.60		
	C	46.130		3,690.40		
	D	48.280		3,862.40		
	E	50.610		4,048.80		
Mechanical Inspector 1 (1171)	A	39.810		3,184.80		
	B	41.800		3,344.00		
	C	43.910		3,512.80		
	D	45.950		3,676.00		
	E	48.140		3,851.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Mechanical Inspector 2 (1172)	A	41.800		3,344.00		
	B	43.910		3,512.80		
	C	45.950		3,676.00		
	D	48.140		3,851.20		
	E	50.520		4,041.60		
Metal Fabrication Serv Supv (1604)	A	47.360		3,788.80		
	B	49.710		3,976.80		
	C	52.090		4,167.20		
	D	54.710		4,376.80		
	E	57.340		4,587.20		
Metal Fabrication Supv (1616)	A	41.190		3,295.20		
	B	43.310		3,464.80		
	C	45.370		3,629.60		
	D	47.530		3,802.40		
	E	49.800		3,984.00		
Micrographics Clerk (1617) (Deleted)	A	20.580		1,646.40		
	B	21.670		1,733.60		
	C	22.670		1,813.60		
	D	23.650		1,892.00		
	E	24.800		1,984.00		
Motive Serv Tech (1452)	A	23.310		1,864.80		
	B	24.480		1,958.40		
	C	25.520		2,041.60		
	D	26.660		2,132.80		
	E	27.910		2,232.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Motive Serv Trainee (1449)	A	20.550		1,644.00		
	B	21.490		1,719.20		
	C	22.550		1,804.00		
	D	23.310		1,864.80		
	E	24.480		1,958.40		
Motor Sweeper Oper (1625)	A	31.000		2,480.00		
	B	32.360		2,588.80		
	C	33.880		2,710.40		
	D	35.440		2,835.20		
	E	37.140		2,971.20		
Motor Sweeper Supv (1618)	A	33.660		2,692.80		
	B	35.330		2,826.40		
	C	36.910		2,952.80		
	D	38.550		3,084.00		
	E	40.310		3,224.80		
Multimedia Prod Coord (1235)	A	33.640		2,691.20		
	B	35.220		2,817.60		
	C	36.940		2,955.20		
	D	38.870		3,109.60		
	E	40.720		3,257.60		
Multimedia Prod Spec (1230)	A	29.770		2,381.60		
	B	31.140		2,491.20		
	C	32.590		2,607.20		
	D	34.230		2,738.40		
	E	35.760		2,860.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Noise Abatement Ofcr (1631) (Deleted)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		
Nursery Gardener (1627)	A	26.410		2,112.80		
	B	27.620		2,209.60		
	C	28.780		2,302.40		
	D	30.080		2,406.40		
	E	31.440		2,515.20		
Nursery Supv (1628)	A	31.650		2,532.00		
	B	33.140		2,651.20		
	C	34.710		2,776.80		
	D	36.370		2,909.60		
	E	38.010		3,040.80		
Office Support Specialist (1746)	A	23.440		1,875.20		
	B	24.540		1,963.20		
	C	25.580		2,046.40		
	D	26.830		2,146.40		
	E	28.210		2,256.80		
Offset Press Oper (1632)	A	22.770		1,821.60		
	B	23.710		1,896.80		
	C	24.800		1,984.00		
	D	25.910		2,072.80		
	E	27.100		2,168.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Offset Press Supv (1765)	A	31.380		2,510.40		
	B	32.940		2,635.20		
	C	34.440		2,755.20		
	D	36.150		2,892.00		
	E	37.700		3,016.00		
***Org Efec Spec 1 (1613)	A	30.610		2,448.80		
	B	32.170		2,573.60		
	C	33.750		2,700.00		
	D	35.310		2,824.80		
	E	37.190		2,975.20		
***Org Efec Spec 2 (1614)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		
***Org Efec Spec 3 (1612)	A	40.830		3,266.40		
	B	42.830		3,426.40		
	C	44.940		3,595.20		
	D	46.980		3,758.40		
	E	49.360		3,948.80		
***Org Efec Supv (1615)	A	45.930		3,674.40		
	B	48.130		3,850.40		
	C	50.530		4,042.40		
	D	53.070		4,245.60		
	E	55.660		4,452.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Painter (1635)	A	28.340		2,267.20		
	B	29.690		2,375.20		
	C	31.060		2,484.80		
	D	32.490		2,599.20		
	E	34.060		2,724.80		
Painter Supervisor (1637)	A	32.590		2,607.20		
	B	34.100		2,728.00		
	C	35.840		2,867.20		
	D	37.620		3,009.60		
	E	39.400		3,152.00		
Paralegal (1598)	A	43.700		3,496.00		
	B	45.840		3,667.20		
	C	47.960		3,836.80		
	D	50.340		4,027.20		
	E	52.710		4,216.80		
Paramedic 1 (1506)	A	26.370		2,109.60		18.836
	B	27.600		2,208.00		19.714
	C	29.060		2,324.80		20.757
	D	30.440		2,435.20		21.743
	E	37.160		2,972.80		26.543
Paramedic 2 (1507)	A	30.330		2,426.40		21.664
	B	31.740		2,539.20		22.671
	C	33.420		2,673.60		23.871
	D	35.010		2,800.80		25.007
	E	42.730		3,418.40		30.521

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Parking Enfrc Ofcr 1 (1640)	A	27.060		2,164.80		
	B	28.300		2,264.00		
	C	29.700		2,376.00		
	D	31.090		2,487.20		
	E	32.520		2,601.60		
Parking Enfrc Ofcr 2 (1630)	A	29.680		2,374.40		
	B	31.140		2,491.20		
	C	32.710		2,616.80		
	D	34.220		2,737.60		
	E	35.740		2,859.20		
Parking Enfrc Ofcr Trainee (1636)	A	23.370		1,869.60		
	B	24.490		1,959.20		
	C	25.690		2,055.20		
	D	26.840		2,147.20		
	E	28.080		2,246.40		
Parking Enfrc Supv (1639)	A	34.340		2,747.20		
	B	36.040		2,883.20		
	C	37.670		3,013.60		
	D	39.500		3,160.00		
	E	41.240		3,299.20		
Parking Meter Supv (1646)	A	32.570		2,605.60		
	B	34.080		2,726.40		
	C	35.600		2,848.00		
	D	37.120		2,969.60		
	E	38.960		3,116.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Parking Meter Tech (1641)	A	28.170		2,253.60		
	B	29.410		2,352.80		
	C	30.840		2,467.20		
	D	32.140		2,571.20		
	E	33.650		2,692.00		
Park Ranger (1634)	A	34.340		2,747.20		
	B	36.040		2,883.20		
	C	37.880		3,030.40		
	D	39.730		3,178.40		
	E	41.720		3,337.60		
Park Ranger Aide (1176)	A	26.200		2,096.00		
	B	27.510		2,200.80		
	C	28.920		2,313.60		
	D	30.260		2,420.80		
	E	31.830		2,546.40		
Patch Truck Operator (1501)	A	28.850		2,308.00		
	B	30.020		2,401.60		
	C	31.500		2,520.00		
	D	32.960		2,636.80		
	E	34.380		2,750.40		
Payroll Audit Spec 1 (1647)	A	30.160		2,412.80		
	B	31.720		2,537.60		
	C	33.300		2,664.00		
	D	34.770		2,781.60		
	E	36.420		2,913.60		

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Payroll Audit Spec 2 (1649)	A	31.630		2,530.40		
	B	33.180		2,654.40		
	C	34.710		2,776.80		
	D	36.480		2,918.40		
	E	38.260		3,060.80		
Payroll Audit Supv (1886)	A	38.210		3,056.80		
	B	40.080		3,206.40		
	C	41.850		3,348.00		
	D	44.010		3,520.80		
	E	46.150		3,692.00		
Payroll Spec 1 (1237)	A	26.360		2,108.80		
	B	27.560		2,204.80		
	C	28.740		2,299.20		
	D	30.160		2,412.80		
	E	31.720		2,537.60		
Payroll Spec 2 (1648)	A	27.560		2,204.80		
	B	28.760		2,300.80		
	C	30.160		2,412.80		
	D	31.720		2,537.60		
	E	33.300		2,664.00		
Payroll Supv (1238)	A	31.630		2,530.40		
	B	33.180		2,654.40		
	C	34.710		2,776.80		
	D	36.480		2,918.40		
	E	38.260		3,060.80		

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Personnel Assistant 1 (1651)	A	25.450		2,036.00		
	B	26.700		2,136.00		
	C	27.890		2,231.20		
	D	29.300		2,344.00		
	E	30.640		2,451.20		
Personnel Assistant 2 (1662)	A	29.300		2,344.00		
	B	30.640		2,451.20		
	C	32.080		2,566.40		
	D	33.720		2,697.60		
	E	35.310		2,824.80		
Pesticide Applicator (1644)	A	30.400		2,432.00		
	B	31.750		2,540.00		
	C	33.110		2,648.80		
	D	34.630		2,770.40		
	E	36.250		2,900.00		
Pesticide Supv (1645)	A	35.360		2,828.80		
	B	37.040		2,963.20		
	C	38.850		3,108.00		
	D	40.650		3,252.00		
	E	42.530		3,402.40		
Photographer (1660) (Deleted)	A	28.420		2,273.60		
	B	29.730		2,378.40		
	C	31.100		2,488.00		
	D	32.670		2,613.60		
	E	34.100		2,728.00		

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Planning Tech 1 (1663)	A	18.890		1,511.20		
	B	19.780		1,582.40		
	C	20.660		1,652.80		
	D	21.650		1,732.00		
	E	22.680		1,814.40		
Planning Tech 2 (1664)	A	22.680		1,814.40		
	B	23.840		1,907.20		
	C	24.800		1,984.00		
	D	26.020		2,081.60		
	E	27.300		2,184.00		
Planning Tech 3 (1665)	A	27.300		2,184.00		
	B	28.560		2,284.80		
	C	29.930		2,394.40		
	D	31.430		2,514.40		
	E	32.940		2,635.20		
Plan Review Spec 1 (1655)	A	34.060		2,724.80		
	B	35.620		2,849.60		
	C	37.390		2,991.20		
	D	39.140		3,131.20		
	E	41.020		3,281.60		
Plan Review Spec 2 (1656)	A	37.420		2,993.60		
	B	39.140		3,131.20		
	C	41.070		3,285.60		
	D	43.010		3,440.80		
	E	45.160		3,612.80		

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Plan Review Spec 3 (1657)	A	42.050		3,364.00		
	B	44.090		3,527.20		
	C	46.210		3,696.80		
	D	48.430		3,874.40		
	E	50.760		4,060.80		
Plan Review Spec 4 (1658)	A	46.130		3,690.40		
	B	48.260		3,860.80		
	C	50.630		4,050.40		
	D	53.070		4,245.60		
	E	55.530		4,442.40		
Plant Maintenance Coordinator (1674)	A	46.570		3,725.60		
	B	49.010		3,920.80		
	C	51.280		4,102.40		
	D	53.750		4,300.00		
	E	56.310		4,504.80		
Plant Operator Trainee (1673)	A	31.380		2,510.40		
	B	32.850		2,628.00		
	C	34.350		2,748.00		
	D	35.890		2,871.20		
	E	37.460		2,996.80		
Plant Procs Cntrl Electrician (1666)	A	46.770		3,741.60		
	B	49.010		3,920.80		
	C	51.150		4,092.00		
	D	53.700		4,296.00		
	E	56.160		4,492.80		

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Plant Procs Cntrl Supv (1668)	A	51.350		4,108.00		
	B	54.030		4,322.40		
	C	56.530		4,522.40		
	D	59.260		4,740.80		
	E	62.090		4,967.20		
Plant Tech 1 (1652)	A	31.330		2,506.40		
	B	32.820		2,625.60		
	C	34.350		2,748.00		
	D	35.790		2,863.20		
	E	37.470		2,997.60		
Plant Tech 2 (1653)	A	34.350		2,748.00		
	B	35.790		2,863.20		
	C	37.470		2,997.60		
	D	39.100		3,128.00		
	E	41.000		3,280.00		
Plant Tech 3 (1654)	A	37.680		3,014.40		
	B	39.420		3,153.60		
	C	41.270		3,301.60		
	D	43.110		3,448.80		
	E	45.100		3,608.00		
Plant Tech Supv (1669)	A	44.070		3,525.60		
	B	45.960		3,676.80		
	C	48.140		3,851.20		
	D	50.360		4,028.80		
	E	52.550		4,204.00		

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Plasterer (1672)	A	31.000		2,480.00		
	B	32.490		2,599.20		
	C	34.060		2,724.80		
	D	35.510		2,840.80		
	E	37.150		2,972.00		
Plumber (1675)	A	37.090		2,967.20		
	B	38.890		3,111.20		
	C	40.510		3,240.80		
	D	42.580		3,406.40		
	E	44.520		3,561.60		
Plumber Supv (1677)	A	42.700		3,416.00		
	B	44.910		3,592.80		
	C	47.050		3,764.00		
	D	49.280		3,942.40		
	E	51.620		4,129.60		
Police 911 Dispatcher (1408)	A	32.870		2,629.60		
	B	34.670		2,773.60		
	C	36.060		2,884.80		
	D	37.820		3,025.60		
	E	39.680		3,174.40		
*Police Captain (1680)	A	87.830		7,026.40		
	B	91.810		7,344.80		
	C	96.090		7,687.20		
	D	100.540		8,043.20		
	E	105.200		8,416.00		

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Police Code Compl Ofcr (1361)	A	33.590		2,687.20		
	B	35.180		2,814.40		
	C	36.980		2,958.40		
	D	38.490		3,079.20		
	E	40.410		3,232.80		
Police Code Compl Supv (1362)	A	38.630		3,090.40		
	B	40.430		3,234.40		
	C	42.530		3,402.40		
	D	44.340		3,547.20		
	E	46.450		3,716.00		
Police Detective (1684)	A	50.020		4,001.60		
	B	52.420		4,193.60		
	C	54.940		4,395.20		
	D	57.720		4,617.60		
	E	60.440		4,835.20		
Police Dispatch Admnstr (1195)	A	54.120		4,329.60		
	B	56.790		4,543.20		
	C	59.630		4,770.40		
	D	62.610		5,008.80		
	E	65.740		5,259.20		
Police Dispatcher (1714)	A	39.720		3,177.60		
	B	41.720		3,337.60		
	C	43.500		3,480.00		
	D	45.550		3,644.00		
	E	47.890		3,831.20		

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Police Dispatch Supv (1918)	A	48.070		3,845.60		
	B	50.590		4,047.20		
	C	52.630		4,210.40		
	D	55.270		4,421.60		
	E	57.980		4,638.40		
Police Invstgtv Serv Ofcr 1 (1699)	A	24.190		1,935.20		
	B	25.520		2,041.60		
	C	26.640		2,131.20		
	D	27.950		2,236.00		
	E	29.300		2,344.00		
Police Invstgtv Serv Ofcr 2 (1678)	A	27.950		2,236.00		
	B	29.300		2,344.00		
	C	30.610		2,448.80		
	D	32.170		2,573.60		
	E	33.750		2,700.00		
Police Lead Dispatcher (1661)	A	43.690		3,495.20		
	B	46.010		3,680.80		
	C	47.860		3,828.80		
	D	50.260		4,020.80		
	E	52.700		4,216.00		
*Police Lieutenant (1683)	A	73.960		5,916.80		
	B	77.280		6,182.40		
	C	80.870		6,469.60		
	D	84.660		6,772.80		
	E	88.540		7,083.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Police Officer 1 (1692)	A	37.350		2,988.00		
	B	39.090		3,127.20		
	C	41.060		3,284.80		
	D	42.950		3,436.00		
	E	45.060		3,604.80		
Police Officer 2 (1693)	A	47.640		3,811.20		
	B	49.940		3,995.20		
	C	52.290		4,183.20		
	D	55.010		4,400.80		
	E	57.560		4,604.80		
Police Officer 3 (1695)	A	50.020		4,001.60		
	B	52.420		4,193.60		
	C	54.940		4,395.20		
	D	57.720		4,617.60		
	E	60.440		4,835.20		
Police Property & Evid Lead Spec (1911)	A	28.880		2,310.40		
	B	30.250		2,420.00		
	C	31.550		2,524.00		
	D	33.100		2,648.00		
	E	34.650		2,772.00		
Police Property & Evid Spec (1719)	A	26.250		2,100.00		
	B	27.530		2,202.40		
	C	28.700		2,296.00		
	D	30.080		2,406.40		
	E	31.490		2,519.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Police Property & Evid Supv (1900)	A	32.400		2,592.00		
	B	33.880		2,710.40		
	C	35.430		2,834.40		
	D	37.310		2,984.80		
	E	38.980		3,118.40		
***Police Property & Records Admnstr (1698)	A	52.910		4,232.80		
	B	55.470		4,437.60		
	C	58.240		4,659.20		
	D	60.910		4,872.80		
	E	64.000		5,120.00		
Police Records Clerk (1720)	A	26.210		2,096.80		
	B	27.340		2,187.20		
	C	28.690		2,295.20		
	D	30.150		2,412.00		
	E	31.650		2,532.00		
Police Records Data Spec (1575)	A	22.070		1,765.60		
	B	23.170		1,853.60		
	C	24.260		1,940.80		
	D	25.520		2,041.60		
	E	26.730		2,138.40		
Police Records Data Spec Supv (1576)	A	26.730		2,138.40		
	B	27.950		2,236.00		
	C	29.320		2,345.60		
	D	30.680		2,454.40		
	E	32.110		2,568.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Police Recruit (1697)	A	31.780		2,542.40		
	B	33.210		2,656.80		
	C	34.830		2,786.40		
	D	36.620		2,929.60		
	E	38.320		3,065.60		
Police Sergeant (1696)	A	57.810		4,624.80		
	B	60.650		4,852.00		
	C	63.590		5,087.20		
	D	66.740		5,339.20		
	E	69.890		5,591.20		
Police Serv Ofcr 1 (1392)	A	24.530		1,962.40		
	B	25.730		2,058.40		
	C	27.000		2,160.00		
	D	28.190		2,255.20		
	E	29.480		2,358.40		
Police Serv Ofcr 2 (1377)	A	26.950		2,156.00		
	B	28.260		2,260.80		
	C	29.680		2,374.40		
	D	31.040		2,483.20		
	E	32.430		2,594.40		
***Police Special Projects Mgr (1754)	A	50.370		4,029.60		
	B	52.780		4,222.40		
	C	55.390		4,431.20		
	D	58.090		4,647.20		
	E	60.910		4,872.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Polygrapher 1 (1716)	A	30.640		2,451.20		
	B	32.080		2,566.40		
	C	33.710		2,696.80		
	D	35.160		2,812.80		
	E	36.890		2,951.20		
Polygrapher 2 (1196)	A	36.980		2,958.40		
	B	38.680		3,094.40		
	C	40.690		3,255.20		
	D	42.790		3,423.20		
	E	44.850		3,588.00		
Polygrapher 3 (1715)	A	49.270		3,941.60		
	B	51.630		4,130.40		
	C	54.170		4,333.60		
	D	56.840		4,547.20		
	E	59.390		4,751.20		
Pool Guard 1 (1667)	A	19.820		1,585.60		
	B	20.740		1,659.20		
	C	21.820		1,745.60		
	D	22.850		1,828.00		
	E	23.880		1,910.40		
Pool Guard 2 (1936)	A	21.760		1,740.80		
	B	22.840		1,827.20		
	C	23.840		1,907.20		
	D	25.010		2,000.80		
	E	26.210		2,096.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Power Plant Oper (1717)	A	44.800		3,584.00		
	B	46.770		3,741.60		
	C	48.950		3,916.00		
	D	51.240		4,099.20		
	E	53.500		4,280.00		
Power Plant Supt (1739)	A	63.210		5,056.80		
	B	66.420		5,313.60		
	C	69.470		5,557.60		
	D	72.860		5,828.80		
	E	76.340		6,107.20		
Power Plant Supv (1718)	A	50.190		4,015.20		
	B	52.700		4,216.00		
	C	55.150		4,412.00		
	D	57.750		4,620.00		
	E	60.610		4,848.80		
Prin Backflow & Cross Connection Spec (1731)	A	37.930		3,034.40		
	B	39.820		3,185.60		
	C	41.800		3,344.00		
	D	43.890		3,511.20		
	E	45.930		3,674.40		
Prin Backflow & Cross Conn Spec Supv (1733)	A	43.610		3,488.80		
	B	45.800		3,664.00		
	C	48.070		3,845.60		
	D	50.480		4,038.40		
	E	52.820		4,225.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Principal City Atty Invstgr (1728)	A	55.920		4,473.60		
	B	58.570		4,685.60		
	C	61.580		4,926.40		
	D	64.490		5,159.20		
	E	67.750		5,420.00		
Principal Clerk (1726)	A	29.960		2,396.80		
	B	31.400		2,512.00		
	C	32.870		2,629.60		
	D	34.440		2,755.20		
	E	36.250		2,900.00		
Principal Customer Servs Rep (1722)	A	36.400		2,912.00		
	B	38.170		3,053.60		
	C	39.890		3,191.20		
	D	41.990		3,359.20		
	E	43.960		3,516.80		
Principal Drafting Aide (1725)	A	34.400		2,752.00		
	B	36.110		2,888.80		
	C	37.910		3,032.80		
	D	39.810		3,184.80		
	E	41.660		3,332.80		
Principal Engrng Aide (1727)	A	41.640		3,331.20		
	B	43.710		3,496.80		
	C	45.890		3,671.20		
	D	48.180		3,854.40		
	E	50.390		4,031.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Principal Legal Administrative Asst (1404)	A	46.240		3,699.20		
	B	48.370		3,869.60		
	C	50.740		4,059.20		
	D	53.110		4,248.80		
	E	55.730		4,458.40		
Principal Paralegal (1147)	A	53.070		4,245.60		
	B	55.530		4,442.40		
	C	58.180		4,654.40		
	D	60.990		4,879.20		
	E	63.810		5,104.80		
*Principal Planner (1566)	A	63.000		5,040.00		
	B	66.000		5,280.00		
	C	69.270		5,541.60		
	D	72.690		5,815.20		
	E	76.170		6,093.60		
Principal Plan Review Spec (1724)	A	58.330		4,666.40		
	B	61.040		4,883.20		
	C	64.130		5,130.40		
	D	67.080		5,366.40		
	E	70.340		5,627.20		
Principal Plant Tech Supv (1670)	A	60.230		4,818.40		
	B	63.050		5,044.00		
	C	66.220		5,297.60		
	D	69.390		5,551.20		
	E	72.680		5,814.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Principal Police Records Clrk (1721)	A	36.410		2,912.80		
	B	38.070		3,045.60		
	C	39.860		3,188.80		
	D	41.950		3,356.00		
	E	43.900		3,512.00		
Principal Survey Aide (1525)	A	41.730		3,338.40		
	B	43.790		3,503.20		
	C	45.980		3,678.40		
	D	48.280		3,862.40		
	E	50.530		4,042.40		
Principal Test Admnstrn Spec (1723)	A	34.580		2,766.40		
	B	36.240		2,899.20		
	C	37.870		3,029.60		
	D	39.860		3,188.80		
	E	41.760		3,340.80		
Principal Traffic Engrng Aide (1730)	A	41.640		3,331.20		
	B	43.710		3,496.80		
	C	45.890		3,671.20		
	D	48.180		3,854.40		
	E	50.390		4,031.20		
Principal Utility Supv (1980)	A	40.450		3,236.00		
	B	42.420		3,393.60		
	C	44.460		3,556.80		
	D	46.570		3,725.60		
	E	48.890		3,911.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Principal Water Resources Specialist (1047)	A	57.150		4,572.00		
	B	59.960		4,796.80		
	C	62.710		5,016.80		
	D	65.800		5,264.00		
	E	69.080		5,526.40		
Principal Water Utility Supv (1734)	A	43.510		3,480.80		
	B	45.610		3,648.80		
	C	47.820		3,825.60		
	D	50.070		4,005.60		
	E	52.550		4,204.00		
Prin Corrosion Engineering Aide (1812)	A	41.640		3,331.20		
	B	43.710		3,496.80		
	C	45.890		3,671.20		
	D	48.180		3,854.40		
	E	50.390		4,031.20		
Print Shop Supv (1736)	A	39.320		3,145.60		
	B	41.000		3,280.00		
	C	42.820		3,425.60		
	D	44.720		3,577.60		
	E	46.870		3,749.60		
Procurement Contracting Trainee (1740)	A	34.350		2,748.00		
	B	36.050		2,884.00		
	C	37.800		3,024.00		
	D	39.470		3,157.60		
	E	41.460		3,316.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Procurement Spec (Terminal) (1282)	A	33.780		2,702.40		
	B	35.400		2,832.00		
	C	37.160		2,972.80		
	D	38.860		3,108.80		
	E	40.920		3,273.60		
Programmer Anlyst 1 (1747)	A	26.640		2,131.20		
	B	27.950		2,236.00		
	C	29.300		2,344.00		
	D	30.610		2,448.80		
	E	32.170		2,573.60		
Programmer Anlyst 2 (1748)	A	30.610		2,448.80		
	B	32.170		2,573.60		
	C	33.750		2,700.00		
	D	35.310		2,824.80		
	E	37.190		2,975.20		
Programmer Anlyst 3 (1749)	A	37.190		2,975.20		
	B	38.990		3,119.20		
	C	40.830		3,266.40		
	D	42.830		3,426.40		
	E	44.940		3,595.20		
Project Assistant (1750)	A	47.460		3,796.80		
	B	49.680		3,974.40		
	C	52.050		4,164.00		
	D	54.670		4,373.60		
	E	57.180		4,574.40		

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Project Ofcr 1 (1751)	A	54.670		4,373.60		
	B	57.180		4,574.40		
	C	60.050		4,804.00		
	D	63.010		5,040.80		
	E	66.000		5,280.00		
Project Ofcr 2 (1752)	A	63.010		5,040.80		
	B	66.000		5,280.00		
	C	69.280		5,542.40		
	D	72.680		5,814.40		
	E	76.160		6,092.80		
Property Agent (1756)	A	45.900		3,672.00		
	B	48.130		3,850.40		
	C	50.510		4,040.80		
	D	52.790		4,223.20		
	E	55.470		4,437.60		
PSCT Claims Rep 1 (1784)	A	25.580		2,046.40		
	B	26.880		2,150.40		
	C	28.140		2,251.20		
	D	29.540		2,363.20		
	E	30.940		2,475.20		
***Public Art Prgm Admnstr (1769)	A	45.930		3,674.40		
	B	48.130		3,850.40		
	C	50.530		4,042.40		
	D	53.070		4,245.60		
	E	55.660		4,452.80		

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Public Info Clerk (1776)	A	23.860		1,908.80		
	B	24.970		1,997.60		
	C	26.020		2,081.60		
	D	27.290		2,183.20		
	E	28.700		2,296.00		
Public Info Ofcr (1777)	A	37.080		2,966.40		
	B	38.760		3,100.80		
	C	40.720		3,257.60		
	D	42.820		3,425.60		
	E	44.920		3,593.60		
Public Info Spec (1774)	A	22.670		1,813.60		
	B	23.660		1,892.80		
	C	24.800		1,984.00		
	D	26.090		2,087.20		
	E	27.380		2,190.40		
Public Info Supv (1778)	A	24.800		1,984.00		
	B	26.090		2,087.20		
	C	27.380		2,190.40		
	D	28.580		2,286.40		
	E	29.930		2,394.40		
Public Works Dispatcher (1766)	A	31.310		2,504.80		
	B	32.980		2,638.40		
	C	34.450		2,756.00		
	D	36.030		2,882.40		
	E	37.740		3,019.20		

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Public Works Dispatch Supv (1767)	A	35.980		2,878.40		
	B	37.890		3,031.20		
	C	39.670		3,173.60		
	D	41.580		3,326.40		
	E	43.430		3,474.40		
Public Works Supt (1977)	A	58.560		4,684.80		
	B	61.300		4,904.00		
	C	64.350		5,148.00		
	D	67.500		5,400.00		
	E	70.700		5,656.00		
Public Works Supv (1961)	A	43.420		3,473.60		
	B	45.450		3,636.00		
	C	47.800		3,824.00		
	D	50.140		4,011.20		
	E	52.550		4,204.00		
Publishing Specialist 1 (1258)	A	17.860		1,428.80		
	B	18.740		1,499.20		
	C	19.460		1,556.80		
	D	20.380		1,630.40		
	E	21.460		1,716.80		
Publishing Specialist 2 (1259)	A	21.650		1,732.00		
	B	22.590		1,807.20		
	C	23.420		1,873.60		
	D	24.590		1,967.20		
	E	25.640		2,051.20		

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Pump Station Oper (1372)	A	32.670		2,613.60		
	B	34.060		2,724.80		
	C	35.660		2,852.80		
	D	37.220		2,977.60		
	E	39.010		3,120.80		
Pump Station Oper Superintendent (1359)	A	47.840		3,827.20		
	B	49.910		3,992.80		
	C	52.290		4,183.20		
	D	54.370		4,349.60		
	E	57.060		4,564.80		
Pump Station Oper Supv (1373)	A	36.170		2,893.60		
	B	37.740		3,019.20		
	C	39.530		3,162.40		
	D	41.120		3,289.60		
	E	43.140		3,451.20		
Pump Station Oper Trainee (1371)	A	28.420		2,273.60		
	B	29.770		2,381.60		
	C	31.150		2,492.00		
	D	32.470		2,597.60		
	E	33.990		2,719.20		
Pure Water Plant Operations Supv (1034)	A	58.670		4,693.60		
	B	61.610		4,928.80		
	C	64.720		5,177.60		
	D	67.920		5,433.60		
	E	71.340		5,707.20		

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Pure Water Plant Operator (1032)	A	50.550		4,044.00		
	B	53.080		4,246.40		
	C	55.710		4,456.80		
	D	58.510		4,680.80		
	E	61.430		4,914.40		
Pure Water Treatment Superintendent (1036)	A	82.370		6,589.60		
	B	86.500		6,920.00		
	C	90.810		7,264.80		
	D	95.370		7,629.60		
	E	100.120		8,009.60		
Ranger/Diver 1 (1398)	A	31.290		2,503.20		
	B	32.790		2,623.20		
	C	34.350		2,748.00		
	D	36.020		2,881.60		
	E	37.800		3,024.00		
Ranger/Diver 2 (1399)	A	34.350		2,748.00		
	B	36.180		2,894.40		
	C	37.830		3,026.40		
	D	39.560		3,164.80		
	E	41.530		3,322.40		
Ranger/Diver Supv (1400)	A	37.700		3,016.00		
	B	39.610		3,168.80		
	C	41.530		3,322.40		
	D	43.410		3,472.80		
	E	45.600		3,648.00		

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Rate Anlyst (1793)	A	46.980		3,758.40		
	B	49.360		3,948.80		
	C	51.780		4,142.40		
	D	54.340		4,347.20		
	E	56.960		4,556.80		
Rec Aide (1794)	A	12.820		1,025.60		
	B	13.420		1,073.60		
	C	14.160		1,132.80		
	D	14.730		1,178.40		
	E	20.020		1,601.60		
Rec Cntr Dir 1 (1873)	A	26.720		2,137.60		
	B	28.060		2,244.80		
	C	29.330		2,346.40		
	D	30.840		2,467.20		
	E	32.180		2,574.40		
Rec Cntr Dir 2 (1796)	A	28.730		2,298.40		
	B	30.040		2,403.20		
	C	31.450		2,516.00		
	D	33.090		2,647.20		
	E	34.560		2,764.80		
Rec Cntr Dir 3 (1735)	A	30.840		2,467.20		
	B	32.180		2,574.40		
	C	33.720		2,697.60		
	D	35.440		2,835.20		
	E	37.040		2,963.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Rec Leader 1 (1565)	A	17.160		1,372.80		
	B	17.980		1,438.40		
	C	18.890		1,511.20		
	D	19.780		1,582.40		
	E	20.660		1,652.80		
Rec Leader 2 (1531)	A	19.780		1,582.40		
	B	20.660		1,652.80		
	C	21.650		1,732.00		
	D	22.680		1,814.40		
	E	23.840		1,907.20		
Records Management Analyst (1247)	A	41.000		3,280.00		
	B	42.980		3,438.40		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.560		3,964.80		
Rec Spec (1797)	A	30.850		2,468.00		
	B	32.190		2,575.20		
	C	33.730		2,698.40		
	D	35.460		2,836.80		
	E	37.080		2,966.40		
***Recycling Prgm Mgr (1556)	A	54.110		4,328.80		
	B	56.710		4,536.80		
	C	59.510		4,760.80		
	D	62.440		4,995.20		
	E	65.510		5,240.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Recycling Spec 1 (1559)	A	32.940		2,635.20		
	B	34.620		2,769.60		
	C	36.330		2,906.40		
	D	38.020		3,041.60		
	E	40.050		3,204.00		
Recycling Spec 2 (1558)	A	40.050		3,204.00		
	B	41.950		3,356.00		
	C	43.950		3,516.00		
	D	46.120		3,689.60		
	E	48.370		3,869.60		
Recycling Spec 3 (1561)	A	43.950		3,516.00		
	B	46.120		3,689.60		
	C	48.370		3,869.60		
	D	50.560		4,044.80		
	E	53.130		4,250.40		
***Rehab Coord (1811)	A	40.070		3,205.60		
	B	41.960		3,356.80		
	C	44.030		3,522.40		
	D	46.130		3,690.40		
	E	48.450		3,876.00		
Reservoir Keeper (1817)	A	30.630		2,450.40		
	B	32.010		2,560.80		
	C	33.480		2,678.40		
	D	35.060		2,804.80		
	E	36.600		2,928.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Reservoir Maintenance Supervisor (1815)	A	40.920		3,273.60		
	B	42.840		3,427.20		
	C	45.000		3,600.00		
	D	47.170		3,773.60		
	E	49.360		3,948.80		
Retirement Assistant (1801)	A	26.030		2,082.40		
	B	27.290		2,183.20		
	C	28.550		2,284.00		
	D	29.990		2,399.20		
	E	31.500		2,520.00		
Retirement Financial Specialist 1 (1049)	A	33.740		2,699.20		
	B	35.460		2,836.80		
	C	37.220		2,977.60		
	D	38.930		3,114.40		
	E	41.000		3,280.00		
Retirement Financial Specialist 2 (1050)	A	41.000		3,280.00		
	B	42.980		3,438.40		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.560		3,964.80		
Retirement Financial Specialist 3 (1051)	A	45.010		3,600.80		
	B	47.220		3,777.60		
	C	49.560		3,964.80		
	D	51.790		4,143.20		
	E	54.430		4,354.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Retirement Financial Specialist Trainee (1048)	A	29.370		2,349.60		
	B	30.840		2,467.20		
	C	32.300		2,584.00		
	D	33.740		2,699.20		
	E	35.460		2,836.80		
Roofer (1819)	A	29.800		2,384.00		
	B	31.170		2,493.60		
	C	32.580		2,606.40		
	D	34.050		2,724.00		
	E	35.700		2,856.00		
Roofing Supervisor (1818)	A	34.210		2,736.80		
	B	35.820		2,865.60		
	C	37.600		3,008.00		
	D	39.520		3,161.60		
	E	41.400		3,312.00		
Safety Ofcr (1823)	A	43.920		3,513.60		
	B	45.980		3,678.40		
	C	48.260		3,860.80		
	D	50.640		4,051.20		
	E	53.070		4,245.60		
Safety Rep 1 (1825)	A	31.660		2,532.80		
	B	33.190		2,655.20		
	C	34.880		2,790.40		
	D	36.510		2,920.80		
	E	38.280		3,062.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Safety Rep 2 (1826)	A	38.280		3,062.40		
	B	40.090		3,207.20		
	C	42.120		3,369.60		
	D	44.120		3,529.60		
	E	46.290		3,703.20		
Safety & Train Mgr (1972)	A	50.640		4,051.20		
	B	53.070		4,245.60		
	C	55.710		4,456.80		
	D	58.510		4,680.80		
	E	61.360		4,908.80		
Sanitation Driver 1 (1834)	A	31.580		2,526.40		
	B	32.960		2,636.80		
	C	34.470		2,757.60		
	D	36.090		2,887.20		
	E	37.740		3,019.20		
Sanitation Driver 2 (1832)	A	38.690		3,095.20		
	B	40.230		3,218.40		
	C	41.930		3,354.40		
	D	43.670		3,493.60		
	E	45.590		3,647.20		
Sanitation Driver 3 (1824)	A	40.610		3,248.80		
	B	42.250		3,380.00		
	C	44.000		3,520.00		
	D	45.830		3,666.40		
	E	47.840		3,827.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sanitation Driver Trainee (1833)	A	28.490		2,279.20		
	B	29.690		2,375.20		
	C	31.020		2,481.60		
	D	32.400		2,592.00		
	E	33.900		2,712.00		
Security Officer (1829)	A	43.920		3,513.60		
	B	45.980		3,678.40		
	C	48.260		3,860.80		
	D	50.640		4,051.20		
	E	53.070		4,245.60		
Security Rep 1 (1827)	A	31.660		2,532.80		
	B	33.190		2,655.20		
	C	34.880		2,790.40		
	D	36.510		2,920.80		
	E	38.280		3,062.40		
Security Rep 2 (1828)	A	38.280		3,062.40		
	B	40.090		3,207.20		
	C	42.120		3,369.60		
	D	44.120		3,529.60		
	E	46.290		3,703.20		
Seven-Gang Mower Operator (1265)	A	26.970		2,157.60		
	B	28.290		2,263.20		
	C	29.610		2,368.80		
	D	30.900		2,472.00		
	E	32.310		2,584.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sewer Maintenance Equipment Operator (1455)	A	26.990		2,159.20		
	B	28.300		2,264.00		
	C	29.620		2,369.60		
	D	30.910		2,472.80		
	E	32.310		2,584.80		
Sign Shop Supv (1895)	A	33.810		2,704.80		
	B	35.290		2,823.20		
	C	36.860		2,948.80		
	D	38.680		3,094.40		
	E	40.440		3,235.20		
Sign Shop Technician (1891)	A	30.420		2,433.60		
	B	31.760		2,540.80		
	C	33.150		2,652.00		
	D	34.850		2,788.00		
	E	36.330		2,906.40		
Special Event Traffic Controller 1 (1934)	A	23.370		1,869.60		
	B	24.490		1,959.20		
	C	25.690		2,055.20		
	D	26.840		2,147.20		
	E	28.080		2,246.40		
Special Event Traffic Controller 2 (1932)	A	24.530		1,962.40		
	B	25.670		2,053.60		
	C	26.930		2,154.40		
	D	28.170		2,253.60		
	E	29.510		2,360.80		

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Special Event Traffic Control Supv (1933)	A	31.110		2,488.80		
	B	32.590		2,607.20		
	C	34.200		2,736.00		
	D	35.740		2,859.20		
	E	37.370		2,989.60		
Sr Account Audit Clrk (1133)	A	28.680		2,294.40		
	B	30.140		2,411.20		
	C	31.580		2,526.40		
	D	33.030		2,642.40		
	E	34.580		2,766.40		
Sr Account Clrk (1844)	A	27.290		2,183.20		
	B	28.700		2,296.00		
	C	30.120		2,409.60		
	D	31.450		2,516.00		
	E	32.920		2,633.60		
Sr Accounts Payable Audit Clrk (1809)	A	26.030		2,082.40		
	B	27.290		2,183.20		
	C	28.550		2,284.00		
	D	29.990		2,399.20		
	E	31.500		2,520.00		
Sr Airport Operations Asst (1808)	A	31.650		2,532.00		
	B	33.090		2,647.20		
	C	34.510		2,760.80		
	D	36.050		2,884.00		
	E	37.800		3,024.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Backflow & Cross Connection Spec (1729)	A	33.710		2,696.80		
	B	35.320		2,825.60		
	C	37.110		2,968.80		
	D	38.870		3,109.60		
	E	40.730		3,258.40		
Sr Benefits Rep (1257)	A	26.030		2,082.40		
	B	27.290		2,183.20		
	C	28.550		2,284.00		
	D	29.990		2,399.20		
	E	31.500		2,520.00		
Sr Boat Operator (1267)	A	44.400		3,552.00		
	B	46.290		3,703.20		
	C	48.530		3,882.40		
	D	50.700		4,056.00		
	E	53.040		4,243.20		
Sr Building Maint Supv (1279)	A	52.910		4,232.80		
	B	55.650		4,452.00		
	C	58.190		4,655.20		
	D	61.070		4,885.60		
	E	64.010		5,120.80		
Sr Cashier (1840)	A	27.290		2,183.20		
	B	28.700		2,296.00		
	C	30.120		2,409.60		
	D	31.440		2,515.20		
	E	32.920		2,633.60		

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Sr City Atty Invstgtr (1885)	A	50.810		4,064.80		
	B	53.260		4,260.80		
	C	55.940		4,475.20		
	D	58.600		4,688.00		
	E	61.580		4,926.40		
Sr Civil Engineer (1855)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Sr Claims Rep (1937)	A	44.180		3,534.40		
	B	46.250		3,700.00		
	C	48.550		3,884.00		
	D	50.850		4,068.00		
	E	53.420		4,273.60		
Sr Clerk/Typist (1879)	A	26.830		2,146.40		
	B	28.210		2,256.80		
	C	29.620		2,369.60		
	D	30.920		2,473.60		
	E	32.350		2,588.00		
Sr Code Compliance Supv (1912)	A	38.700		3,096.00		
	B	40.430		3,234.40		
	C	42.500		3,400.00		
	D	44.350		3,548.00		
	E	46.460		3,716.80		

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Sr Combination Inspector (1849)	A	48.020		3,841.60		
	B	50.520		4,041.60		
	C	52.790		4,223.20		
	D	55.450		4,436.00		
	E	57.980		4,638.40		
Sr Commctns Engineer (1346)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Sr Commctns Tech (1859)	A	48.200		3,856.00		
	B	50.460		4,036.80		
	C	52.640		4,211.20		
	D	55.220		4,417.60		
	E	57.780		4,622.40		
Sr Commctns Tech Supv (1425)	A	61.130		4,890.40		
	B	63.930		5,114.40		
	C	67.110		5,368.80		
	D	70.320		5,625.60		
	E	73.800		5,904.00		
Sr Compliance Officer (1056)	A	58.120		4,649.60		
	B	60.950		4,876.00		
	C	63.950		5,116.00		
	D	66.840		5,347.20		
	E	70.230		5,618.40		

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Sr Control Systems Engineer (1210)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Sr Corrosion Engineering Aide (1813)	A	36.980		2,958.40		
	B	38.780		3,102.40		
	C	40.730		3,258.40		
	D	42.640		3,411.20		
	E	44.720		3,577.60		
Sr Corrosion Specialist (1807)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Sr Customer Srvs Rep (1860)	A	31.660		2,532.80		
	B	33.170		2,653.60		
	C	34.700		2,776.00		
	D	36.450		2,916.00		
	E	38.280		3,062.40		
***Sr Department HR Analyst (1365)	A	45.010		3,600.80		
	B	47.220		3,777.60		
	C	49.560		3,964.80		
	D	51.790		4,143.20		
	E	54.430		4,354.40		

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Sr Digital Equity Specialist (1069)	A	41.550		3,324.00		
	B	43.630		3,490.40		
	C	45.810		3,664.80		
	D	48.100		3,848.00		
	E	50.510		4,040.80		
Sr Disposal Site Rep (1864)	A	27.340		2,187.20		
	B	28.740		2,299.20		
	C	30.220		2,417.60		
	D	31.720		2,537.60		
	E	33.100		2,648.00		
Sr Disposal Site Supv (1866)	A	41.780		3,342.40		
	B	43.890		3,511.20		
	C	46.070		3,685.60		
	D	48.110		3,848.80		
	E	50.470		4,037.60		
Sr Drafting Aide (1423)	A	30.570		2,445.60		
	B	32.040		2,563.20		
	C	33.660		2,692.80		
	D	35.260		2,820.80		
	E	36.940		2,955.20		
Sr Electrical Engineer (1863)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		

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Sr Electrical Inspector (1163)	A	48.020		3,841.60		
	B	50.520		4,041.60		
	C	52.790		4,223.20		
	D	55.450		4,436.00		
	E	57.980		4,638.40		
Sr Electrical Supv (1430)	A	46.590		3,727.20		
	B	48.810		3,904.80		
	C	51.080		4,086.40		
	D	53.690		4,295.20		
	E	56.340		4,507.20		
***Sr Emergency Services Coordinator (1214)	A	48.220		3,857.60		
	B	50.530		4,042.40		
	C	53.070		4,245.60		
	D	55.710		4,456.80		
	E	58.440		4,675.20		
Sr Engineer-Fire Protection (1457)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Sr Engineering Aide (1861)	A	36.980		2,958.40		
	B	38.780		3,102.40		
	C	40.730		3,258.40		
	D	42.640		3,411.20		
	E	44.720		3,577.60		

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Sr Engineering Geologist (1806)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Sr Environmental Scientist (1065)	A	57.050		4,564.00		
	B	59.670		4,773.60		
	C	62.640		5,011.20		
	D	65.560		5,244.80		
	E	68.740		5,499.20		
Sr Housing Inspector (1166)	A	45.790		3,663.20		
	B	48.110		3,848.80		
	C	50.310		4,024.80		
	D	52.860		4,228.80		
	E	55.250		4,420.00		
Sr HVACR Technician (1913)	A	47.330		3,786.40		
	B	49.600		3,968.00		
	C	51.780		4,142.40		
	D	54.340		4,347.20		
	E	56.820		4,545.60		
Sr Land Surveyor (1935)	A	64.070		5,125.60		
	B	67.130		5,370.40		
	C	70.470		5,637.60		
	D	73.940		5,915.20		
	E	77.450		6,196.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Legal Administrative Asst (1820)	A	44.050		3,524.00		
	B	46.060		3,684.80		
	C	48.280		3,862.40		
	D	50.580		4,046.40		
	E	53.090		4,247.20		
Sr Legislative Recorder (1857)	A	36.400		2,912.00		
	B	38.040		3,043.20		
	C	39.920		3,193.60		
	D	41.800		3,344.00		
	E	43.920		3,513.60		
Sr Liability Claims Rep (1044)	A	44.180		3,534.40		
	B	46.250		3,700.00		
	C	48.550		3,884.00		
	D	50.850		4,068.00		
	E	53.420		4,273.60		
Sr Library Tech (1759)	A	26.700		2,136.00		
	B	27.990		2,239.20		
	C	29.270		2,341.60		
	D	30.730		2,458.40		
	E	32.280		2,582.40		
Sr Life Safety Inspector (1113)	A	48.020		3,841.60		
	B	50.520		4,041.60		
	C	52.790		4,223.20		
	D	55.450		4,436.00		
	E	57.980		4,638.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Locksmith (1802)	A	31.650		2,532.00		
	B	33.130		2,650.40		
	C	34.600		2,768.00		
	D	36.110		2,888.80		
	E	37.870		3,029.60		
Sr Mechanical Engineer (1830)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Sr Mechanical Inspector (1173)	A	48.020		3,841.60		
	B	50.520		4,041.60		
	C	52.790		4,223.20		
	D	55.450		4,436.00		
	E	57.980		4,638.40		
Sr Mgmt Anlyst (1106)	A	45.010		3,600.80		
	B	47.220		3,777.60		
	C	49.560		3,964.80		
	D	51.790		4,143.20		
	E	54.430		4,354.40		
Sr Offset Press Operator (1868)	A	25.950		2,076.00		
	B	27.170		2,173.60		
	C	28.380		2,270.40		
	D	29.640		2,371.20		
	E	30.900		2,472.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Paralegal (1822)	A	48.110		3,848.80		
	B	50.380		4,030.40		
	C	52.780		4,222.40		
	D	55.360		4,428.80		
	E	57.930		4,634.40		
Sr Parking Enfrc Supv (1148)	A	41.950		3,356.00		
	B	43.980		3,518.40		
	C	46.110		3,688.80		
	D	48.350		3,868.00		
	E	50.570		4,045.60		
Sr Parking Meter Tech (1803)	A	29.620		2,369.60		
	B	30.870		2,469.60		
	C	32.350		2,588.00		
	D	33.740		2,699.20		
	E	35.300		2,824.00		
Sr Park Ranger (1821)	A	43.030		3,442.40		
	B	44.940		3,595.20		
	C	47.370		3,789.60		
	D	49.780		3,982.40		
	E	52.130		4,170.40		
***Sr Pers Anlyst (1650)	A	49.220		3,937.60		
	B	51.630		4,130.40		
	C	54.190		4,335.20		
	D	56.680		4,534.40		
	E	59.540		4,763.20		

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Sr Planner (1872)	A	51.950		4,156.00		
	B	54.510		4,360.80		
	C	57.020		4,561.60		
	D	59.840		4,787.20		
	E	62.820		5,025.60		
Sr Plant Tech Supv (1671)	A	54.660		4,372.80		
	B	57.280		4,582.40		
	C	60.000		4,800.00		
	D	62.920		5,033.60		
	E	65.970		5,277.60		
Sr Police Prop & Evid Supv (1904)	A	41.000		3,280.00		
	B	42.990		3,439.20		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.550		3,964.00		
Sr Police Records Clerk (1853)	A	30.100		2,408.00		
	B	31.530		2,522.40		
	C	32.990		2,639.20		
	D	34.650		2,772.00		
	E	36.410		2,912.80		
Sr Police Records Data Spec (1865)	A	24.260		1,940.80		
	B	25.460		2,036.80		
	C	26.730		2,138.40		
	D	28.010		2,240.80		
	E	29.320		2,345.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Power Plant Supv (1915)	A	57.690		4,615.20		
	B	60.620		4,849.60		
	C	63.330		5,066.40		
	D	66.540		5,323.20		
	E	69.580		5,566.40		
Sr Procurement Contracting Officer (1743)	A	58.120		4,649.60		
	B	60.950		4,876.00		
	C	63.950		5,116.00		
	D	66.840		5,347.20		
	E	70.230		5,618.40		
Sr Public Info Ofcr (1871)	A	46.080		3,686.40		
	B	48.280		3,862.40		
	C	50.610		4,048.80		
	D	53.070		4,245.60		
	E	55.690		4,455.20		
Sr Publishing Specialist (1263)	A	25.210		2,016.80		
	B	26.440		2,115.20		
	C	27.640		2,211.20		
	D	29.010		2,320.80		
	E	30.360		2,428.80		
Sr Pump Station Oper Supv (1358)	A	41.600		3,328.00		
	B	43.400		3,472.00		
	C	45.470		3,637.60		
	D	47.280		3,782.40		
	E	49.610		3,968.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Pure Water Plant Operations Supv (1035)	A	64.520		5,161.60		
	B	67.770		5,421.60		
	C	71.160		5,692.80		
	D	74.710		5,976.80		
	E	78.470		6,277.60		
Sr Pure Water Plant Operator (1033)	A	53.080		4,246.40		
	B	55.710		4,456.80		
	C	58.510		4,680.80		
	D	61.430		4,914.40		
	E	64.510		5,160.80		
Sr Records Management Analyst (1248)	A	45.010		3,600.80		
	B	47.220		3,777.60		
	C	49.560		3,964.80		
	D	51.790		4,143.20		
	E	54.430		4,354.40		
Sr Stable Attendant (1909) (Deleted)	A	26.110		2,088.80		
	B	27.200		2,176.00		
	C	28.460		2,276.80		
	D	29.770		2,381.60		
	E	31.030		2,482.40		
Sr Structural Inspector (1179)	A	48.020		3,841.60		
	B	50.520		4,041.60		
	C	52.790		4,223.20		
	D	55.450		4,436.00		
	E	57.980		4,638.40		

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Sr Survey Aide (1881)	A	37.050		2,964.00		
	B	38.870		3,109.60		
	C	40.820		3,265.60		
	D	42.760		3,420.80		
	E	44.840		3,587.20		
Sr Systems Analyst (1877)	A	42.780		3,422.40		
	B	44.900		3,592.00		
	C	46.950		3,756.00		
	D	49.340		3,947.20		
	E	51.620		4,129.60		
Sr Test Admin Spec (1852)	A	30.010		2,400.80		
	B	31.510		2,520.80		
	C	32.920		2,633.60		
	D	34.620		2,769.60		
	E	36.360		2,908.80		
Sr Traffic Engineer (1878)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Sr Utility Supv (1975)	A	36.880		2,950.40		
	B	38.630		3,090.40		
	C	40.580		3,246.40		
	D	42.570		3,405.60		
	E	44.660		3,572.80		

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Sr Victim Services Coordinator (1984)	A	33.740		2,699.20		
	B	35.460		2,836.80		
	C	37.220		2,977.60		
	D	38.930		3,114.40		
	E	41.000		3,280.00		
Sr Water Distribution Operations Supv (1380)	A	64.660		5,172.80		
	B	67.730		5,418.40		
	C	71.260		5,700.80		
	D	74.570		5,965.60		
	E	78.190		6,255.20		
Sr Water Operations Supv (1987)	A	64.660		5,172.80		
	B	67.730		5,418.40		
	C	71.260		5,700.80		
	D	74.570		5,965.60		
	E	78.190		6,255.20		
Sr Water Plant Operator (1052)	A	51.430		4,114.40		
	B	53.750		4,300.00		
	C	56.180		4,494.40		
	D	58.850		4,708.00		
	E	61.490		4,919.20		
Sr Water Utility Supv (1870)	A	39.490		3,159.20		
	B	41.330		3,306.40		
	C	43.440		3,475.20		
	D	45.560		3,644.80		
	E	47.780		3,822.40		

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Sr Workers' Compensation Claims Rep (1949)	A	48.490		3,879.20		
	B	50.770		4,061.60		
	C	53.290		4,263.20		
	D	55.790		4,463.20		
	E	58.650		4,692.00		
Sr Wstwtr Oper Supv (1888)	A	62.080		4,966.40		
	B	65.050		5,204.00		
	C	68.440		5,475.20		
	D	71.630		5,730.40		
	E	75.100		6,008.00		
Sr Wstwtr Plant Operator (1134)	A	51.520		4,121.60		
	B	53.890		4,311.20		
	C	56.270		4,501.60		
	D	58.950		4,716.00		
	E	61.610		4,928.80		
Sr Zoning Investigator (1880)	A	39.920		3,193.60		
	B	41.920		3,353.60		
	C	43.910		3,512.80		
	D	46.050		3,684.00		
	E	48.320		3,865.60		
Stable Attendant (1908) (Deleted)	A	20.810		1,664.80		
	B	21.660		1,732.80		
	C	22.700		1,816.00		
	D	23.670		1,893.60		
	E	24.730		1,978.40		

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Stock Clerk (1899)	A	20.670		1,653.60		
	B	21.660		1,732.80		
	C	22.680		1,814.40		
	D	23.810		1,904.80		
	E	24.970		1,997.60		
Storekeeper 1 (1902)	A	23.810		1,904.80		
	B	24.970		1,997.60		
	C	26.030		2,082.40		
	D	27.290		2,183.20		
	E	28.560		2,284.80		
Storekeeper 2 (1903)	A	26.030		2,082.40		
	B	27.290		2,183.20		
	C	28.560		2,284.80		
	D	29.960		2,396.80		
	E	31.470		2,517.60		
Storekeeper 3 (1901)	A	27.380		2,190.40		
	B	28.630		2,290.40		
	C	29.960		2,396.80		
	D	31.540		2,523.20		
	E	32.940		2,635.20		
Stores Operations Supv (1533)	A	37.020		2,961.60		
	B	38.910		3,112.80		
	C	40.640		3,251.20		
	D	42.690		3,415.20		
	E	44.700		3,576.00		

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Storm Water Compliance Mgr (1123)	A	56.210		4,496.80		
	B	58.990		4,719.20		
	C	61.910		4,952.80		
	D	64.880		5,190.40		
	E	68.190		5,455.20		
Storm Water Environmental Specialist 1 (1038)	A	39.840		3,187.20		
	B	41.830		3,346.40		
	C	43.870		3,509.60		
	D	45.750		3,660.00		
	E	48.080		3,846.40		
Storm Water Environmental Specialist 2 (1039)	A	45.750		3,660.00		
	B	48.080		3,846.40		
	C	50.530		4,042.40		
	D	52.940		4,235.20		
	E	55.650		4,452.00		
Storm Water Environmental Specialist 3 (1621)	A	52.800		4,224.00		
	B	55.350		4,428.00		
	C	58.200		4,656.00		
	D	61.100		4,888.00		
	E	63.910		5,112.80		
Storm Water Inspctr 1 (1127)	A	35.740		2,859.20		
	B	37.560		3,004.80		
	C	39.310		3,144.80		
	D	41.310		3,304.80		
	E	43.350		3,468.00		

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Storm Water Inspctr 2 (1126)	A	42.200		3,376.00		
	B	44.290		3,543.20		
	C	46.420		3,713.60		
	D	48.750		3,900.00		
	E	51.170		4,093.60		
Storm Water Inspctr 3 (1125)	A	46.480		3,718.40		
	B	48.780		3,902.40		
	C	51.160		4,092.80		
	D	53.710		4,296.80		
	E	56.330		4,506.40		
Street Lighting Electrician (1497)	A	42.960		3,436.80		
	B	45.010		3,600.80		
	C	46.900		3,752.00		
	D	49.290		3,943.20		
	E	51.540		4,123.20		
Structural Engrng Asoc (1231)	A	55.480		4,438.40		
	B	58.030		4,642.40		
	C	60.950		4,876.00		
	D	63.920		5,113.60		
	E	66.980		5,358.40		
Structural Engrng Asst (1208)	A	48.180		3,854.40		
	B	50.390		4,031.20		
	C	52.830		4,226.40		
	D	55.480		4,438.40		
	E	58.030		4,642.40		

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Structural Engrng Sr (1875)	A	63.920		5,113.60		
	B	66.980		5,358.40		
	C	70.320		5,625.60		
	D	73.760		5,900.80		
	E	77.280		6,182.40		
Structural Inspector 1 (1177)	A	39.810		3,184.80		
	B	41.800		3,344.00		
	C	43.910		3,512.80		
	D	45.950		3,676.00		
	E	48.140		3,851.20		
Structural Inspector 2 (1178)	A	41.800		3,344.00		
	B	43.910		3,512.80		
	C	45.950		3,676.00		
	D	48.140		3,851.20		
	E	50.520		4,041.60		
Student Engineer (1910)	A	18.380		1,470.40		
	B	19.190		1,535.20		
	C	20.100		1,608.00		
	D	21.090		1,687.20		
	E	22.020		1,761.60		
Student Worker (1914)	A	14.410		1,152.80		
	B	15.110		1,208.80		
	C	15.680		1,254.40		
	D	16.510		1,320.80		
	E	20.020		1,601.60		

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Supv Academy Instr (1941)	A	45.400		3,632.00		
	B	47.510		3,800.80		
	C	50.010		4,000.80		
	D	52.570		4,205.60		
	E	55.070		4,405.60		
Supv Aging Recreation Specialist (1059)	A	36.330		2,906.40		
	B	37.990		3,039.20		
	C	40.050		3,204.00		
	D	42.010		3,360.80		
	E	44.060		3,524.80		
Supv Aquatics Recreation Specialist (1292)	A	37.240		2,979.20		
	B	38.930		3,114.40		
	C	41.000		3,280.00		
	D	43.030		3,442.40		
	E	45.120		3,609.60		
Supv Cal-Id Tech (1930)	A	28.610		2,288.80		
	B	30.020		2,401.60		
	C	31.430		2,514.40		
	D	32.980		2,638.40		
	E	34.580		2,766.40		
***Supv Claims Rep (1391)	A	48.550		3,884.00		
	B	50.810		4,064.80		
	C	53.320		4,265.60		
	D	55.970		4,477.60		
	E	58.660		4,692.80		

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Supv Compliance Officer (1057)	A	65.350		5,228.00		
	B	68.490		5,479.20		
	C	71.900		5,752.00		
	D	75.500		6,040.00		
	E	79.180		6,334.40		
Supv Crime Scene Specialist (1018)	A	50.300		4,024.00		
	B	52.650		4,212.00		
	C	55.240		4,419.20		
	D	58.010		4,640.80		
	E	60.800		4,864.00		
Supv Criminalist (1856)	A	65.380		5,230.40		
	B	68.390		5,471.20		
	C	71.840		5,747.20		
	D	75.380		6,030.40		
	E	78.990		6,319.20		
Supv Custodian (1919)	A	25.050		2,004.00		
	B	26.200		2,096.00		
	C	27.560		2,204.80		
	D	28.720		2,297.60		
	E	30.270		2,421.60		
***Supv Department HR Anlyst (1366)	A	50.630		4,050.40		
	B	53.070		4,245.60		
	C	55.710		4,456.80		
	D	58.500		4,680.00		
	E	61.360		4,908.80		

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Supv Deputy Fire Marshal (1476)	A	48.740		3,899.20		34.814
	B	51.190		4,095.20		36.564
	C	53.650		4,292.00		38.321
	D	56.240		4,499.20		40.171
	E	59.010		4,720.80		42.150
*Supv Development Project Manager (1180)	A	69.290		5,543.20		
	B	72.620		5,809.60		
	C	76.210		6,096.80		
	D	79.970		6,397.60		
	E	83.760		6,700.80		
Supv Disposal Site Rep (1920)	A	30.100		2,408.00		
	B	31.560		2,524.80		
	C	33.170		2,653.60		
	D	34.890		2,791.20		
	E	36.370		2,909.60		
***Supv Economist (1923)	A	45.930		3,674.40		
	B	48.130		3,850.40		
	C	50.530		4,042.40		
	D	53.070		4,245.60		
	E	55.660		4,452.80		
Supv Field Rep (1921)	A	31.090		2,487.20		
	B	32.460		2,596.80		
	C	33.960		2,716.80		
	D	35.570		2,845.60		
	E	37.410		2,992.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Supv Haz Mat Inspctr (1896)	A	53.010		4,240.80		
	B	55.600		4,448.00		
	C	58.410		4,672.80		
	D	61.190		4,895.20		
	E	64.300		5,144.00		
Supv Latent Print Examiner (1019)	A	56.430		4,514.40		
	B	59.100		4,728.00		
	C	61.990		4,959.20		
	D	65.130		5,210.40		
	E	68.230		5,458.40		
***Supv Liability Claims Rep (1045)	A	48.550		3,884.00		
	B	50.810		4,064.80		
	C	53.320		4,265.60		
	D	55.970		4,477.60		
	E	58.660		4,692.80		
Supv Librarian (1922)	A	53.190		4,255.20		
	B	55.660		4,452.80		
	C	58.400		4,672.00		
	D	61.280		4,902.40		
	E	64.240		5,139.20		
Supv Meter Reader (1925)	A	31.140		2,491.20		
	B	32.630		2,610.40		
	C	34.110		2,728.80		
	D	35.780		2,862.40		
	E	37.400		2,992.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
***Supv Mgmt Anlyst (1917)	A	48.260		3,860.80		
	B	50.560		4,044.80		
	C	53.090		4,247.20		
	D	55.740		4,459.20		
	E	58.460		4,676.80		
Supv Park Ranger (1633)	A	49.500		3,960.00		
	B	51.690		4,135.20		
	C	54.480		4,358.40		
	D	57.250		4,580.00		
	E	59.960		4,796.80		
***Supv Pers Anlyst (1927)	A	55.410		4,432.80		
	B	58.010		4,640.80		
	C	60.940		4,875.20		
	D	64.010		5,120.80		
	E	67.070		5,365.60		
Supv Plan Review Spec (1928)	A	50.700		4,056.00		
	B	53.070		4,245.60		
	C	55.760		4,460.80		
	D	58.380		4,670.40		
	E	61.140		4,891.20		
Supv Polygrapher (1197)	A	54.190		4,335.20		
	B	56.810		4,544.80		
	C	59.580		4,766.40		
	D	62.530		5,002.40		
	E	65.330		5,226.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Supv Procurement Contracting Officer (1744)	A	65.350		5,228.00		
	B	68.490		5,479.20		
	C	71.900		5,752.00		
	D	75.500		6,040.00		
	E	79.180		6,334.40		
Supv Property Agt (1929)	A	51.600		4,128.00		
	B	54.060		4,324.80		
	C	56.780		4,542.40		
	D	59.620		4,769.60		
	E	62.540		5,003.20		
Supv Public Info Ofcr (1940)	A	50.610		4,048.80		
	B	53.070		4,245.60		
	C	55.690		4,455.20		
	D	58.200		4,656.00		
	E	61.150		4,892.00		
Supv Rec Spec (1931)	A	35.460		2,836.80		
	B	37.080		2,966.40		
	C	39.050		3,124.00		
	D	40.980		3,278.40		
	E	42.970		3,437.60		
***Supv Recycling Spec (1557)	A	47.080		3,766.40		
	B	49.340		3,947.20		
	C	51.800		4,144.00		
	D	54.410		4,352.80		
	E	57.060		4,564.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Supv Storm Water Inspctr (1124)	A	51.110		4,088.80		
	B	53.570		4,285.60		
	C	56.300		4,504.00		
	D	58.980		4,718.40		
	E	61.990		4,959.20		
Supv Therap Recreatn Spec (1187)	A	36.330		2,906.40		
	B	37.990		3,039.20		
	C	40.050		3,204.00		
	D	42.010		3,360.80		
	E	44.060		3,524.80		
***Supv Workers' Compensation Claims Rep (1952)	A	53.290		4,263.20		
	B	55.760		4,460.80		
	C	58.520		4,681.60		
	D	61.410		4,912.80		
	E	64.350		5,148.00		
Supv Wstwtr Pretrmt Inspctr (1378)	A	55.040		4,403.20		
	B	57.720		4,617.60		
	C	60.640		4,851.20		
	D	63.550		5,084.00		
	E	66.770		5,341.60		
Swimming Pool Mgr 1 (1905)	A	25.000		2,000.00		
	B	26.200		2,096.00		
	C	27.310		2,184.80		
	D	28.670		2,293.60		
	E	30.060		2,404.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Swimming Pool Mgr 2 (1906)	A	29.240		2,339.20		
	B	30.730		2,458.40		
	C	32.190		2,575.20		
	D	33.780		2,702.40		
	E	35.320		2,825.60		
Swimming Pool Mgr 3 (1907)	A	32.190		2,575.20		
	B	33.780		2,702.40		
	C	35.320		2,825.60		
	D	37.040		2,963.20		
	E	38.870		3,109.60		
***Systems Administrator 1 (1026)	A	42.880		3,430.40		
	B	44.960		3,596.80		
	C	47.190		3,775.20		
	D	49.330		3,946.40		
	E	51.860		4,148.80		
***Systems Administrator 2 (1025)	A	48.230		3,858.40		
	B	50.510		4,040.80		
	C	53.060		4,244.80		
	D	55.720		4,457.60		
	E	58.430		4,674.40		
***Systems Administrator 3 (1024)	A	53.070		4,245.60		
	B	55.590		4,447.20		
	C	58.380		4,670.40		
	D	61.280		4,902.40		
	E	64.280		5,142.40		

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Tank Service Tech 1 (1946) (Deleted)	A	22.700		1,816.00		
	B	23.670		1,893.60		
	C	24.730		1,978.40		
	D	25.820		2,065.60		
	E	27.030		2,162.40		
Tank Service Tech 2 (1947) (Deleted)	A	24.730		1,978.40		
	B	25.820		2,065.60		
	C	27.030		2,162.40		
	D	28.290		2,263.20		
	E	29.550		2,364.00		
Test Administration Spec (1419)	A	27.280		2,182.40		
	B	28.780		2,302.40		
	C	30.010		2,400.80		
	D	31.500		2,520.00		
	E	32.920		2,633.60		
Test Monitor 1 (1540)	A	17.160		1,372.80		
	B	18.040		1,443.20		
	C	18.920		1,513.60		
	D	19.660		1,572.80		
	E	20.580		1,646.40		
Test Monitor 2 (1541)	A	20.580		1,646.40		
	B	21.670		1,733.60		
	C	22.670		1,813.60		
	D	23.650		1,892.00		
	E	24.800		1,984.00		

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Therap Recreatn Leader (1189)	A	21.290		1,703.20		
	B	22.270		1,781.60		
	C	23.310		1,864.80		
	D	24.420		1,953.60		
	E	25.670		2,053.60		
Therap Recreatn Spec (1188)	A	31.620		2,529.60		
	B	33.020		2,641.60		
	C	34.590		2,767.20		
	D	36.330		2,906.40		
	E	37.990		3,039.20		
Traffic Signal Supervisor (1955)	A	54.170		4,333.60		
	B	56.980		4,558.40		
	C	59.650		4,772.00		
	D	62.600		5,008.00		
	E	65.570		5,245.60		
Traffic Signal Technician 1 (1956)	A	40.890		3,271.20		
	B	42.870		3,429.60		
	C	44.670		3,573.60		
	D	46.950		3,756.00		
	E	49.090		3,927.20		
Traffic Signal Technician 2 (1957)	A	47.020		3,761.60		
	B	49.310		3,944.80		
	C	51.390		4,111.20		
	D	53.980		4,318.40		
	E	56.450		4,516.00		

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Traffic Striper Operator (1626)	A	27.580		2,206.40		
	B	28.800		2,304.00		
	C	30.160		2,412.80		
	D	31.540		2,523.20		
	E	33.060		2,644.80		
Trainer (1217)	A	41.000		3,280.00		
	B	42.990		3,439.20		
	C	45.010		3,600.80		
	D	47.220		3,777.60		
	E	49.550		3,964.00		
Training Supervisor (1971)	A	45.010		3,600.80		
	B	47.220		3,777.60		
	C	49.550		3,964.00		
	D	51.800		4,144.00		
	E	54.420		4,353.60		
Tree Maint Crewleader (1968)	A	26.820		2,145.60		
	B	28.040		2,243.20		
	C	29.250		2,340.00		
	D	30.510		2,440.80		
	E	31.960		2,556.80		
Tree Maint Supv (1970)	A	30.160		2,412.80		
	B	31.620		2,529.60		
	C	33.090		2,647.20		
	D	34.600		2,768.00		
	E	36.350		2,908.00		

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Tree Trimmer (1969)	A	25.640		2,051.20		
	B	26.750		2,140.00		
	C	27.910		2,232.80		
	D	29.190		2,335.20		
	E	30.530		2,442.40		
Utility Supv (1974)	A	34.640		2,771.20		
	B	36.090		2,887.20		
	C	37.840		3,027.20		
	D	39.510		3,160.80		
	E	41.430		3,314.40		
Utility Worker 1 (1978)	A	24.080		1,926.40		
	B	25.100		2,008.00		
	C	26.300		2,104.00		
	D	27.390		2,191.20		
	E	28.640		2,291.20		
Utility Worker 2 (1979)	A	26.300		2,104.00		
	B	27.390		2,191.20		
	C	28.640		2,291.20		
	D	29.930		2,394.40		
	E	31.300		2,504.00		
Vehicle & Fuel Clerk (1982)	A	22.760		1,820.80		
	B	23.810		1,904.80		
	C	24.820		1,985.60		
	D	26.050		2,084.00		
	E	27.380		2,190.40		

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Victim Services Coordinator (1983)	A	30.930		2,474.40		
	B	32.460		2,596.80		
	C	33.880		2,710.40		
	D	35.620		2,849.60		
	E	37.240		2,979.20		
Warehouse Manager (1269)	A	27.380		2,190.40		
	B	28.630		2,290.40		
	C	29.960		2,396.80		
	D	31.540		2,523.20		
	E	32.940		2,635.20		
Water Distribution Operations Supv (1370)	A	52.540		4,203.20		
	B	54.950		4,396.00		
	C	57.460		4,596.80		
	D	60.120		4,809.60		
	E	62.720		5,017.60		
Water Distribution Operator (1369)	A	47.330		3,786.40		
	B	49.490		3,959.20		
	C	51.720		4,137.60		
	D	54.100		4,328.00		
	E	56.500		4,520.00		
Water Distribution Operator Trainee (1367)	A	25.270		2,021.60		
	B	26.330		2,106.40		
	C	27.600		2,208.00		
	D	28.790		2,303.20		
	E	30.060		2,404.80		

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Water Operations Supervisor (1986)	A	56.910		4,552.80		
	B	59.460		4,756.80		
	C	62.200		4,976.00		
	D	65.050		5,204.00		
	E	67.990		5,439.20		
Water Plant Operator (1988)	A	48.990		3,919.20		
	B	51.180		4,094.40		
	C	53.500		4,280.00		
	D	56.050		4,484.00		
	E	58.560		4,684.80		
Water Production Superintendent (1884)	A	71.480		5,718.40		
	B	74.970		5,997.60		
	C	78.870		6,309.60		
	D	82.500		6,600.00		
	E	86.530		6,922.40		
Water Resources Specialist (1046)	A	51.950		4,156.00		
	B	54.510		4,360.80		
	C	57.020		4,561.60		
	D	59.840		4,787.20		
	E	62.820		5,025.60		
Water Safety Instructor (1345)	A	19.820		1,585.60		
	B	20.740		1,659.20		
	C	21.820		1,745.60		
	D	22.850		1,828.00		
	E	23.880		1,910.40		

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Water Sys District Mgr (1016)	A	62.710		5,016.80		
	B	65.710		5,256.80		
	C	68.760		5,500.80		
	D	72.050		5,764.00		
	E	75.400		6,032.00		
Water Sys Tech 1 (1011)	A	25.270		2,021.60		
	B	26.330		2,106.40		
	C	27.600		2,208.00		
	D	28.790		2,303.20		
	E	30.060		2,404.80		
Water Sys Tech 2 (1012)	A	31.300		2,504.00		
	B	32.720		2,617.60		
	C	34.220		2,737.60		
	D	35.810		2,864.80		
	E	37.460		2,996.80		
Water Sys Tech 3 (1013)	A	34.350		2,748.00		
	B	35.790		2,863.20		
	C	37.470		2,997.60		
	D	39.100		3,128.00		
	E	41.000		3,280.00		
Water Sys Tech 4 (1014)	A	39.830		3,186.40		
	B	41.670		3,333.60		
	C	43.530		3,482.40		
	D	45.500		3,640.00		
	E	47.550		3,804.00		

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Water Sys Tech Supv (1015)	A	52.540		4,203.20		
	B	54.950		4,396.00		
	C	57.460		4,596.80		
	D	60.120		4,809.60		
	E	62.720		5,017.60		
Water Utility Parts Buyer (1284)	A	30.700		2,456.00		
	B	32.170		2,573.60		
	C	33.770		2,701.60		
	D	35.310		2,824.80		
	E	37.190		2,975.20		
Water Utility Supv (1991)	A	36.350		2,908.00		
	B	37.870		3,029.60		
	C	39.710		3,176.80		
	D	41.460		3,316.80		
	E	43.490		3,479.20		
Water Utility Worker (1992)	A	27.600		2,208.00		
	B	28.790		2,303.20		
	C	30.060		2,404.80		
	D	31.380		2,510.40		
	E	32.850		2,628.00		
Welder (1985)	A	32.550		2,604.00		
	B	34.170		2,733.60		
	C	35.700		2,856.00		
	D	37.250		2,980.00		
	E	39.030		3,122.40		

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Wildfire Mitigation Specialist (1066)	A	42.240		3,379.20		
	B	44.230		3,538.40		
	C	46.490		3,719.20		
	D	48.380		3,870.40		
	E	50.800		4,064.00		
Wildfire Mitigation Specialist Supv (1067)	A	48.570		3,885.60		
	B	50.810		4,064.80		
	C	53.470		4,277.60		
	D	55.720		4,457.60		
	E	58.400		4,672.00		
Work Control Manager (1994)	A	45.890		3,671.20		
	B	48.020		3,841.60		
	C	50.420		4,033.60		
	D	52.900		4,232.00		
	E	55.400		4,432.00		
Workers' Compensation Claims Aide (1943)	A	28.060		2,244.80		
	B	29.440		2,355.20		
	C	30.730		2,458.40		
	D	32.300		2,584.00		
	E	33.780		2,702.40		
Workers' Compensation Claims Rep 1 (1944)	A	36.410		2,912.80		
	B	38.250		3,060.00		
	C	40.050		3,204.00		
	D	42.050		3,364.00		
	E	44.050		3,524.00		

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Workers' Compensation Claims Rep 2 (1945)	A	44.050		3,524.00		
	B	46.220		3,697.60		
	C	48.420		3,873.60		
	D	50.750		4,060.00		
	E	53.300		4,264.00		
Work Service Aide (1995)	A	11.420		913.60		
	B	12.110		968.80		
	C	12.630		1,010.40		
	D	13.300		1,064.00		
	E	20.020		1,601.60		
***Wstwtr Chief Plant Operator (1174)	A	86.720		6,937.60		
	B	90.940		7,275.20		
	C	95.610		7,648.80		
	D	100.050		8,004.00		
	E	104.910		8,392.80		
Wstwtr Operations Supv (1887)	A	57.340		4,587.20		
	B	59.890		4,791.20		
	C	62.660		5,012.80		
	D	65.550		5,244.00		
	E	68.530		5,482.40		
Wstwtr Plant Operator (1890)	A	48.910		3,912.80		
	B	51.150		4,092.00		
	C	53.430		4,274.40		
	D	56.010		4,480.80		
	E	58.510		4,680.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Wstwtr Pretrmt Inspctr 1 (1374)	A	38.490		3,079.20		
	B	40.470		3,237.60		
	C	42.340		3,387.20		
	D	44.500		3,560.00		
	E	46.690		3,735.20		
Wstwtr Pretrmt Inspctr 2 (1375)	A	45.450		3,636.00		
	B	47.700		3,816.00		
	C	50.000		4,000.00		
	D	52.530		4,202.40		
	E	55.110		4,408.80		
Wstwtr Pretrmt Inspctr 3 (1376)	A	50.070		4,005.60		
	B	52.550		4,204.00		
	C	55.100		4,408.00		
	D	57.860		4,628.80		
	E	60.670		4,853.60		
Wstwtr Pretrmt Prgm Mgr (1528)	A	60.260		4,820.80		
	B	63.250		5,060.00		
	C	66.360		5,308.80		
	D	69.570		5,565.60		
	E	73.070		5,845.60		
Wstwtr Treatment Supt (1883)	A	78.810		6,304.80		
	B	82.680		6,614.40		
	C	86.910		6,952.80		
	D	90.960		7,276.80		
	E	95.370		7,629.60		

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 **Classification is unrepresented and paid on an hourly basis.
 ***Classification is paid on a salaried basis and unrepresented.

Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Zoning Investigator 1 (1997)	A	32.370		2,589.60		
	B	33.920		2,713.60		
	C	35.540		2,843.20		
	D	37.290		2,983.20		
	E	39.070		3,125.60		
Zoning Investigator 2 (1998)	A	36.300		2,904.00		
	B	37.990		3,039.20		
	C	39.920		3,193.60		
	D	41.870		3,349.60		
	E	43.910		3,512.80		

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**Classification is unrepresented and paid on an hourly basis.

***Classification is paid on a salaried basis and unrepresented.

EXHIBIT B

**THE CITY OF SAN DIEGO
CLASSIFIED SERVICE
CLASSES AND STANDARD RATES**

EXHIBIT B

EFFECTIVE JULY 1, 2026

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
BUILDING INSPECTION	
Combination Inspector I	1276
Combination Inspector II	1277
Electrical Inspector I	1161
Electrical Inspector II	1162
Housing Inspector I	1164
Housing Inspector II	1165
Life Safety Inspector I	1111
Life Safety Inspector II	1112
Mechanical Inspector I	1171
Mechanical Inspector II	1172
Senior Combination Inspector	1849
Senior Electrical Inspector	1163
Senior Housing Inspector	1166
Senior Life Safety Inspector	1113
Senior Mechanical Inspector	1173
Senior Structural Inspector	1179
Structural Inspector I	1177
Structural Inspector II	1178

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
CHEMISTS	
Assistant Laboratory Technician	1160
Environmental Biologist I	1685
Environmental Biologist II	1686
Environmental Biologist III	1687
Environmental Health Inspector I	1120
Environmental Health Inspector II	1122
Environmental Scientist I	1062
Environmental Scientist II	1063
Environmental Scientist III	1064
FEWD Manager	1254
Hazardous Materials Inspector I	1526
Hazardous Materials Inspector II	1527
Hazardous Materials Inspector III	1544
Hazardous Material/Pretreatment Trainee	1524
Hazardous Materials Program Manager	1500
Laboratory Assistant	1578
Laboratory Technician	1580
Senior Environmental Scientist	1065
Storm Water Compliance Manager	1123
Storm Water Environmental Specialist I	1038
Storm Water Environmental Specialist II	1039

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Storm Water Environmental Specialist III	1621
Storm Water Inspector I	1127
Storm Water Inspector II	1126
Storm Water Inspector III	1125
Supervising Hazardous Materials Inspector	1896
Supervising Storm Water Inspector	1124
Supervising Wastewater Pretreatment Inspector	1378
Wastewater Pretreatment Inspector I	1374
Wastewater Pretreatment Inspector II	1375
Wastewater Pretreatment Inspector III	1376
Wastewater Pretreatment Program Manager	1528
 CLERICAL	
Account Audit Clerk	1103
Account Clerk	1104
Auto Messenger I	1236
Auto Messenger II	1194
Benefits Representative I	1255
Benefits Representative II	1256
Bookmobile Driver	1268
Cashier	1330
Claims Clerk	1341

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Clerical Assistant I	1569
Clerical Assistant II	1535
Contracts Processing Clerk	1536
Council Secretary	1381
Court Support Clerk I	1386
Court Support Clerk II	1388
Court Support Clerk Supervisor	1360
Customer Services Representative	1394
Deputy City Clerk I	1395
Deputy City Clerk II	1396
Disposal Site Representative	1412
Editor/Proofreader (Deleted)	1246
Executive Assistant	1876
Legal Secretary I <i>Legal Administrative Assistant I</i>	1379
Legal Secretary II <i>Legal Administrative Assistant II</i>	1577
Legislative Recorder I	1382
Legislative Recorder II	1383
Library Assistant I	1588
Library Assistant II	1590
Library Technician	1758
Micrographics Clerk (Deleted)	1617
Office Support Specialist	1746

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Payroll Audit Specialist I	1647
Payroll Audit Specialist II	1649
Payroll Audit Supervisor	1886
Payroll Specialist I	1237
Payroll Specialist II	1648
Payroll Supervisor	1238
Police Records Clerk	1720
Principal Clerk	1726
Principal Customer Services Representative	1722
Principal Legal Secretary <i>Principal Legal Administrative Assistant</i>	1404
Principal Police Records Clerk	1721
Principal Test Administration Specialist	1723
Public Information Clerk	1776
Public Information Specialist	1774
Public Information Supervisor	1778
Public Service Career Trainee	15% below (target class)
Retirement Assistant	1801
Senior Account Audit Clerk	1133
Senior Account Clerk	1844
Senior Accounts Payable Audit Clerk	1809
Senior Benefits Representative	1257
Senior Cashier	1840

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Clerk/Typist	1879
Senior Customer Services Representative	1860
Senior Disposal Site Representative	1864
Senior Legal Secretary <i>Senior Legal Administrative Assistant</i>	1820
Senior Legislative Recorder	1857
Senior Library Technician	1759
Senior Police Records Clerk	1853
Senior Test Administration Specialist	1852
Student Worker	1914
Supervising Disposal Site Representative	1920
Test Administration Specialist	1419
Test Monitor I	1540
Test Monitor II	1541
Vehicle and Fuel Clerk	1982

COMMUNICATIONS

Dispatcher I	1410
Dispatcher II	1411
Fire Dispatch Administrator	1017
Fire Dispatch Supervisor	1518
Fire Dispatcher	1464
Fire Lead Dispatcher	1460

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Police Dispatch Administrator	1195
Police Dispatch Supervisor	1918
Police Dispatcher	1714
Police Lead Dispatcher	1661
Police 911 Dispatcher	1408
Public Works Dispatch Supervisor	1767
Public Works Dispatcher	1766
 CONSTRUCTION AND MAINTENANCE	
Assistant Reservoir Keeper	1193
Building Service Technician	1280
Building Services Supervisor	1275
Building Supervisor	1274
General Utility Supervisor	1976
General Water Utility Supervisor	1488
Laborer	1579
Lake Aide I	1572
Lake Aide II	1560
Principal Utility Supervisor	1980
Principal Water Utility Supervisor	1734
Public Works Superintendent	1977
Public Works Supervisor	1961

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Reservoir Keeper	1817
Reservoir Maintenance Supervisor	1815
Senior Stable Attendant (Deleted)	1909
Senior Utility Supervisor	1975
Senior Water Utility Supervisor	1870
Stable Attendant (Deleted)	1908
Tank Service Technician I (Deleted)	1946
Tank Service Technician II (Deleted)	1947
Utility Supervisor	1974
Utility Worker I	1978
Utility Worker II	1979
Water Systems District Manager	1016
Water Systems Technician I	1011
Water Systems Technician II	1012
Water Systems Technician III	1013
Water Systems Technician IV	1014
Water Systems Technician Supervisor	1015
Water Utility Supervisor	1991
Water Utility Worker	1992
Work Service Aide	1995

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
CUSTODIAL	
Custodian I	1387
Custodian II	1389
Custodian III	1390
Supervising Custodian	1919
DATA PROCESSING	
Police Records Data Specialist	1575
Police Records Data Specialist Supervisor	1576
Programmer Analyst I	1747
Programmer Analyst II	1748
Programmer Analyst III	1749
Senior Police Records Data Specialist Supervisor	1865
Senior Systems Analyst	1877
ENGINEERING	
Assistant Engineer - Civil	1153
Assistant Engineer - Corrosion	1154
Assistant Engineer - Electrical	1157
Assistant Engineer - Fire Protection	1203
Assistant Engineer - Mechanical	1167
Assistant Engineer - Traffic	1207
Assistant Landscape Designer	1168

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Associate Communications Engineer	1219
Associate Engineer - Civil	1221
Associate Engineer - Control Systems	1209
Associate Engineer - Corrosion	1385
Associate Engineer - Electrical	1223
Associate Engineer - Fire Protection	1204
Associate Engineer - Mechanical	1225
Associate Engineer - Traffic	1233
Development Services Permit Technician	1252
Drafting Aide	1422
Engineering Trainee	1432
Hydrography Aide	1520
Junior Engineer - Civil	1546
Junior Engineer - Corrosion	1551
Junior Engineer - Electrical	1552
Junior Engineer - Fire Protection	1202
Junior Engineer - Mechanical	1562
Junior Engineering Aide	1555
Land Surveying Assistant	1938
Land Surveying Associate	1939
Landscape Designer	1638
Plan Review Specialist I	1655

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Plan Review Specialist II	1656
Plan Review Specialist III	1657
Plan Review Specialist IV	1658
Police Special Projects Manager	1754
Principal Backflow and Cross Connection Specialist	1731
Principal Backflow and Cross Connection Specialist Supervisor	1733
Principal Corrosion Engineering Aide	1812
Principal Drafting Aide	1725
Principal Engineering Aide	1727
Principal Plan Review Specialist	1724
Principal Survey Aide	1525
Principal Traffic Engineering Aide	1730
Project Assistant	1750
Project Officer I	1751
Project Officer II	1752
Senior Backflow and Cross Connection Specialist	1729
Senior Civil Engineer	1855
Senior Communications Engineer	1346
Senior Control Systems Engineer	1210
Senior Corrosion Engineering Aide	1813
Senior Corrosion Specialist	1807
Senior Drafting Aide	1423

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Electrical Engineer	1863
Senior Engineer - Fire Protection	1457
Senior Engineering Aide	1861
Senior Engineering Geologist	1806
Senior Land Surveyor	1935
Senior Mechanical Engineer	1830
Senior Survey Aide	1881
Senior Traffic Engineer	1878
Structural Engineering Assistant	1208
Structural Engineering Associate	1231
Structural Engineering Senior	1875
Student Engineer	1910
Supervising Plan Review Specialist	1928
Work Control Manager	1994

EQUIPMENT MAINTENANCE

Assistant Fleet Technician	1450
Assistant Water Distribution Operator	1368
Aquatics Technician I	1737
Aquatics Technician II	1732
Aquatics Technician Supervisor	1738
Body and Fender Mechanic	1264

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Communications Equipment Technician I	1060
Communications Equipment Technician II	1061
Equipment Painter	1446
Equipment Repair Supervisor	1435
Equipment Service Supervisor (Deleted)	1451
Equipment Technician I	1436
Equipment Technician II	1438
Equipment Technician III	1441
Firearms Technician (Deleted)	1191
Fleet Attendant	1454
Fleet Manager	1762
Fleet Repair Supervisor	1146
Fleet Team Leader	1138
Fleet Technician	1437
Generator Technician	1140
Helicopter Mechanic	1459
Machinist	1602
Marine Mechanic	1608
Master Fleet Technician	1447
Metal Fabrication Services Supervisor	1604
Metal Fabrication Supervisor	1616
Motive Service Technician	1452

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Motive Service Trainee	1449
Parking Meter Supervisor	1646
Parking Meter Technician	1641
Plant Technician I	1652
Plant Technician II	1653
Plant Technician III	1654
Plant Technician Supervisor	1669
Power Plant Operator	1717
Power Plant Superintendent	1739
Power Plant Supervisor	1718
Principal Plant Technician Supervisor	1670
Pump Station Operations Superintendent	1359
Pump Station Operations Supervisor	1373
Pump Station Operator	1372
Pump Station Operator Trainee	1371
Senior Parking Meter Technician	1803
Senior Plant Technician Supervisor	1671
Senior Power Plant Supervisor	1915
Senior Pump Station Operations Supervisor	1358
Senior Water Distribution Operations Supervisor	1380
Water Distribution Operations Supervisor	1370
Water Distribution Operator	1369
Water Distribution Operator Trainee	1367

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Welder	1985
EQUIPMENT OPERATION	
Area Refuse Collection Supervisor	1835
Boat Operator	1266
Disposal Site Supervisor	1413
District Refuse Collection Supervisor	1839
Equipment Operator I	1439
Equipment Operator II	1440
Equipment Operator III	1445
Equipment Trainer	1442
Heavy Truck Driver I	1513
Heavy Truck Driver II	1512
Landfill Equipment Operator	1573
Light Equipment Operator	1594
Motor Sweeper Operator	1625
Motor Sweeper Supervisor	1618
Patch Truck Operator	1501
Sanitation Driver I	1834
Sanitation Driver II	1832
Sanitation Driver III	1824
Sanitation Driver Trainee	1833

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Boat Operator	1267
Senior Disposal Site Supervisor	1866
Seven-Gang Mower Operator	1265
Sewer Maintenance Equipment Operator	1455
Traffic Stripper Operator	1626
FIELD CONTACT	
Airport Operations Assistant	1117
Assistant Customer Services Supervisor	1137
City Attorney Investigator I	1503
City Attorney Investigator II	1596
City Attorney Investigator Trainee	1502
Claims Aide	1340
Claims Representative I	1342
Claims Representative II	1343
Code Compliance Officer	1356
Code Compliance Supervisor	1357
Collections Investigator I	1331
Collections Investigator II	1332
Collections Investigator Supervisor	1333
Collections Investigator Trainee	1334
Customer Services Supervisor	1393

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Field Representative	1465
Investigation Support Manager (Deleted)	1924
Liability Claims Aide	1041
Liability Claims Representative I	1042
Liability Claims Representative II	1043
Parking Enforcement Officer I	1640
Parking Enforcement Officer II	1630
Parking Enforcement Officer Trainee	1636
Parking Enforcement Supervisor	1639
Police Code Compliance Officer	1361
Police Code Compliance Supervisor	1362
Principal City Attorney Investigator	1728
Safety Representative I	1825
Safety Representative II	1826
Security Officer	1829
Security Representative I	1827
Security Representative II	1828
Senior Airport Operations Assistant	1808
Senior City Attorney Investigator	1885
Senior Claims Representative	1937
Senior Code Compliance Supervisor	1912
Senior Liability Claims Representative	1044

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Parking Enforcement Supervisor	1148
Senior Workers' Compensation Claims Representative	1949
Special Events Traffic Controller I	1934
Special Events Traffic Controller II	1932
Special Events Traffic Control Supervisor	1933
Supervising Field Representative	1921
Supervising Meter Reader	1925
Wildfire Mitigation Specialist	1066
Wildfire Mitigation Specialist Supervisor	1067
Workers' Compensation Claims Aide	1943
Workers' Compensation Claims Representative I	1944
Workers' Compensation Claims Representative II	1945

FIRE

Air Operations Chief	1149
Assistant Fire Marshal	1156
Deputy Fire Marshal I	1474
Deputy Fire Marshal II	1475
Emergency Medical Technician	1517
Fire Battalion Chief	1453
Fire Captain	1456
Fire Engineer	1458

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Fire Fighter I	1461
Fire Fighter II	1462
Fire Fighter III	1020
Fire Helicopter Pilot	1150
Fire Recruit	1463
Paramedic I	1506
Paramedic II (<i>Terminal</i>)	1507
Supervising Deputy Fire Marshal	1476
 GRAPHICS	
Graphic Communications Manager	1347
Graphic Design Supervisor	1489
Graphic Designer	1490
Multimedia Production Coordinator	1235
Multimedia Production Specialist	1230
Photographer (<i>Deleted</i>)	1660
 LIBRARY	
Librarian I	1571
Librarian II	1584
Librarian III	1867
Librarian IV	1585
Library Assistant III	1586

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Supervising Librarian	1922
MANAGEMENT, FISCAL, AND STAFF	
Accountant I	1102
Accountant II	1842
Accountant III	1100
Accountant IV	1183
Accountant Trainee	1538
Administrative Aide I	1105
Administrative Aide II	1107
Agricultural Lease Manager	1110
Airport Manager	1118
Airport Noise Abatement Officer	1116
Applications Programmer I	1240
Applications Programmer II	1241
Applications Programmer III	1242
ARJIS Administrator (Deleted)	1253
Arts Management Assistant	1211
Arts Management Associate	1212
Asset Management Coordinator	1037
Assistant Compliance Officer	1054
Assistant Department Human Resources Analyst	1363

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Assistant Dispute Resolution Officer	1409
Assistant Economist	1158
Assistant Facility Manager (Deleted)	1159
Assistant Management Analyst	1132
Assistant Personnel Analyst	1170
Assistant Procurement Contracting Officer	1741
Assistant Property Agent	1181
Assistant Rate Analyst	1190
Assistant Trainer	1129
Associate Compliance Officer	1055
Associate Department Human Resources Analyst	1364
Associate Economist	1222
Associate Emergency Services Coordinator	1200
Associate Management Analyst	1218
Associate Personnel Analyst	1226
Associate Procurement Contracting Officer	1742
Associate Property Agent	1228
Building Code and Noise Abatement Supervisor (Deleted)	1278
Business Systems Aide	1027
Business Systems Analyst I	1023
Business Systems Analyst II	1022
Business Systems Analyst III	1021

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Buyer's Aide I	1286
Buyer's Aide II	1287
Cemetery Manager	1296
Claims and Insurance Manager	1816
Collections Manager	1344
Community Development Coordinator	1350
Community Development Specialist I	1351
Community Development Specialist II	1352
Community Development Specialist III	1353
Community Development Specialist IV	1354
Compliance and Metering Manager	1805
Compliance Officer Trainee	1053
Customer Information and Billing Manager	1795
Deputy Noise Abatement Officer (Deleted)	1397
Development Project Manager I	1184
Development Project Manager II	1185
Development Project Manager III	1186
Digital Equity Specialist	1068
Dispute Resolution Officer	1415
Economist	1424
Emergency Services Coordinator	1213
Employee Assistance Counselor	1406

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Employee Assistance Program Manager	1429
Employee Benefits Administrator	1416
Employee Benefits Specialist I	1417
Employee Benefits Specialist II	1407
Environmental Health Coordinator	1121
Environmental Health Manager	1119
Finance Analyst I	1028
Finance Analyst II	1029
Finance Analyst III	1030
Finance Analyst IV	1031
Fitness Specialist	1201
Fleet Parts Buyer	1250
Fleet Parts Buyer Supervisor	1249
Geographic Information Systems Analyst I	1141
Geographic Information Systems Analyst II	1142
Geographic Information Systems Analyst III	1143
Geographic Information Systems Analyst IV	1144
Geographic Information Systems Technician	1128
Information Systems Administrator	1243
Information Systems Analyst I	1151
Information Systems Analyst II	1348
Information Systems Analyst III	1349

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Information Systems Analyst IV	1926
Information Systems Manager	1244
Information Systems Technician	1401
Insurance Analyst I	1297
Insurance Analyst II	1298
Junior Property Agent	1564
Lakes Program Manager	1599
Literacy Analyst	1216
Literacy Program Administrator	1757
Literacy Tutor/Learner Coordinator	1215
Management Trainee	1108
Noise Abatement Officer (Deleted)	1631
Organizational Effectiveness Specialist I	1613
Organizational Effectiveness Specialist II	1614
Organizational Effectiveness Specialist III	1612
Organizational Effectiveness Supervisor	1615
Paralegal	1598
Personnel Assistant I	1651
Personnel Assistant II	1662
Police Property and Records Administrator	1698
Principal Paralegal	1147
Procurement Contracting Trainee	1740

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Procurement Specialist (Terminal)	1282
Property Agent	1756
Public Art Program Administrator	1769
Public Information Officer	1777
Rate Analyst	1793
Records Management Analyst	1247
Recycling Program Manager	1556
Recycling Specialist I	1559
Recycling Specialist II	1558
Recycling Specialist III	1561
Rehabilitation Coordinator	1811
Retirement Financial Specialist I	1049
Retirement Financial Specialist II	1050
Retirement Financial Specialist III	1051
Retirement Financial Specialist Trainee	1048
Safety and Training Manager	1972
Safety Officer	1823
Senior Compliance Officer	1056
Senior Department Human Resources Analyst	1365
Senior Digital Equity Specialist	1069
Senior Emergency Services Coordinator	1214
Senior Management Analyst	1106

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Paralegal	1822
Senior Personnel Analyst	1650
Senior Procurement Contracting Officer	1743
Senior Public Information Officer	1871
Senior Records Management Analyst	1248
Senior Victim Services Coordinator	1984
Supervising Claims Representative	1391
Supervising Compliance Officer	1057
Supervising Department Human Resources Analyst	1366
Supervising Development Project Manager	1180
Supervising Economist	1923
Supervising Liability Claims Representative	1045
Supervising Management Analyst	1917
Supervising Personnel Analyst	1927
Supervising Procurement Contracting Officer	1744
Supervising Property Agent	1929
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
Supervising Workers' Compensation Claims Representative	1952
Systems Administrator I	1026
Systems Administrator II	1025
Systems Administrator III	1024

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Trainer	1217
Training Supervisor	1971
Victim Services Coordinator	1983
Water Utility Parts Buyer	1284
 MARINE SAFETY	
Lake Ranger	1530
Lifeguard I	1591
Lifeguard II	1593
Lifeguard III	1603
Lifeguard Sergeant	1592
Marine Safety Captain	1587
Marine Safety Lieutenant	1589
Ranger/Diver I	1398
Ranger/Diver II	1399
Ranger/Diver Supervisor	1400
 PARK MAINTENANCE	
Assistant Golf Course Superintendent	1483
Golf Course Greenskeeper	1482
Golf Course Superintendent	1509
Grounds Maintenance Manager	1642
Grounds Maintenance Supervisor	1470

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Grounds Maintenance Worker I	1467
Grounds Maintenance Worker II	1468
Grounds Maintenance Worker III	1469
Horticulturist	1514
Irrigation Specialist	1508
Lead Cemetery Groundskeeper	1568
Nursery Gardener	1627
Nursery Supervisor	1628
Pesticide Applicator	1644
Pesticide Supervisor	1645
Tree Maintenance Crewleader	1968
Tree Maintenance Supervisor	1970
Tree Trimmer	1969
 PLANNING	
Assistant Planner	1175
Associate Planner	1227
Junior Planner	1563
Planning Technician I	1663
Planning Technician II	1664
Planning Technician III	1665
Principal Planner	1566

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Principal Water Resources Specialist	1047
Senior Planner	1872
Senior Zoning Investigator	1880
Water Resources Specialist	1046
Zoning Investigator I	1997
Zoning Investigator II	1998

PLANT OPERATION

Assistant Wastewater Plant Operator	1205
Assistant Water Plant Operator	1206
Plant Operator Trainee	1673
Pure Water Plant Operations Supervisor	1034
Pure Water Plant Operator	1032
Pure Water Treatment Superintendent	1036
Senior Pure Water Plant Operations Supervisor	1035
Senior Pure Water Plant Operator	1033
Senior Wastewater Operations Supervisor	1888
Senior Wastewater Plant Operator	1134
Senior Water Operations Supervisor	1987
Senior Water Plant Operator	1052
Wastewater Chief Plant Operator	1174
Wastewater Operations Supervisor	1887
Wastewater Plant Operator	1890

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Wastewater Treatment Superintendent	1883
Water Operations Supervisor	1986
Water Plant Operator	1988
Water Production Superintendent	1884
 POLICE	
Cal-ID Technician	1285
Community Relations Assistant to the Police Chief	1355
Crime Scene Specialist I	1495
Crime Scene Specialist II	1448
Crime Scene Specialist III	1496
Criminalist I	1152
Criminalist II	1384
Criminalist III	1814
DNA Technical Manager	1414
Document Examiner I	1420
Document Examiner II	1224
Document Examiner III	1421
Forensic Alcohol Analyst (Deleted)	1466
Latent Print Examiner I	1229
Latent Print Examiner II	1570
Latent Print Examiner III	1239

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Latent Print Examiner Aide	1232
Police Captain	1680
Police Detective	1684
Police Investigative Service Officer I	1699
Police Investigative Service Officer II	1678
Police Lieutenant	1683
Police Officer I	1692
Police Officer II	1693
Police Officer III	1695
Police Recruit	1697
Police Sergeant	1696
Police Service Officer I	1392
Police Service Officer II	1377
Polygrapher I	1716
Polygrapher II	1196
Polygrapher III	1715
Supervising Academy Instructor	1941
Supervising Cal-ID Technician	1930
Supervising Crime Scene Specialist	1018
Supervising Criminalist	1856
Supervising Latent Print Examiner	1019

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Supervising Polygrapher	1197
PRINTING	
Electronic Publishing Specialist	1583
Offset Press Operator	1632
Offset Press Supervisor	1765
Print Shop Supervisor	1736
Publishing Specialist I	1258
Publishing Specialist II	1259
Senior Offset Press Operator	1868
Senior Publishing Specialist	1263
RECREATION	
Aging Recreation Specialist	1058
Aquatics Recreation Specialist	1291
Area Manager	1131
Assistant Recreation Center Director	1192
District Manager	1418
Golf Course Manager	1798
Golf Operations Assistant	1480
Golf Operations Supervisor	1481
Park Ranger	1634
Park Ranger Aide	1176

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Pool Guard I	1667
Pool Guard II	1936
Recreation Aide	1794
Recreation Center Director I	1873
Recreation Center Director II	1796
Recreation Center Director III	1735
Recreation Leader I	1565
Recreation Leader II	1531
Recreation Specialist	1797
Senior Park Ranger	1821
Supervising Aging Recreation Specialist	1059
Supervising Aquatics Recreation Specialist	1292
Supervising Recreation Specialist	1931
Supervising Park Ranger	1633
Supervising Therapeutic Recreation Specialist	1187
Swimming Pool Manager I	1905
Swimming Pool Manager II	1906
Swimming Pool Manager III	1907
Therapeutic Recreation Leader	1189
Therapeutic Recreation Specialist	1188
Water Safety Instructor	1345

CLASSIFIED SERVICE CLASSES AND STANDARD RATES
**Standard
Rate Number**
SKILLED TRADES

Apprentice	Salary range will be established as a percentage of "D" step of the appropriate journey-level class
Building Maintenance Supervisor	1273
Carpenter	1288
Carpenter Supervisor	1290
Cement Finisher	1293
Cement Gun Operator	1498
Communications Technician	1426
Communications Technician Supervisor	1427
Construction Estimator	1601
Electrician	1428
Street Lighting Electrician	1497
Electrician Supervisor	1431
Electronics Technician	1443
Electronics Technician Supervisor	1444
Heating, Ventilating, and Air Conditioning Supervisor	1511
HVACR Technician	1810
Instrumentation and Control Supervisor	1522
Instrumentation and Control Technician	1523
Instrumentation and Control Technician Trainee	1521
Locksmith	1597

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Painter	1635
Painter Supervisor	1637
Plant Maintenance Coordinator	1674
Plant Process Control Electrician	1666
Plant Process Control Supervisor	1668
Plasterer	1672
Plumber	1675
Plumber Supervisor	1677
Roofer	1819
Roofing Supervisor	1818
Senior Building Maintenance Supervisor	1279
Senior Communications Technician	1859
Senior Communications Technician Supervisor	1425
Senior Electrical Supervisor	1430
Senior HVACR Technician	1913
Senior Locksmith	1802
Sign Shop Supervisor	1895
Sign Shop Technician	1891
Traffic Signal Supervisor	1955
Traffic Signal Technician I	1956
Traffic Signal Technician II	1957

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
STOREKEEPING	
Auto Parts Stock Clerk	1294
Police Property and Evidence Lead Specialist	1911
Police Property and Evidence Specialist	1719
Police Property and Evidence Supervisor	1900
Senior Police Property and Evidence Supervisor	1904
Stock Clerk	1899
Storekeeper I	1902
Storekeeper II	1903
Storekeeper III	1901
Stores Operations Supervisor	1533
Warehouse Manager	1269



EXHIBIT C

**THE CITY OF SAN DIEGO
UNCLASSIFIED SERVICE
CLASSIFICATIONS AND STANDARD SALARY RATES**

EXHIBIT C

EFFECTIVE JULY 1, 2026

UNCLASSIFIED SERVICE

EXECUTIVE

Classification and Class Number

Executive V

Salary Rate-2051/Minimum and Maximum

Monthly	\$ 10,629.00	- \$	42,437.00
Bi-weekly	\$ 4,888.80	- \$	19,519.20
Hourly	\$ 61.11	- \$	243.99

- 2141 City Manager (Chief Operating Officer) (UC)
- 2106 Assistant City Attorney (UC)
- 2111 Assistant City Manager (Assistant Chief Operating Officer) (UC)
- 2119 Assistant Retirement Administrator (UC)
- 2127 Assistant to the City Manager (Assistant to the Chief Operating Officer) (UC)
- 2241 Investment Officer (UC)
- 2180 Retirement Administrator (UC)
- 2290 Retirement Chief Investment Officer (UC)
- 2195 Retirement General Counsel (UC)

Executive IV

Salary Rate-2041/Minimum and Maximum

Monthly	\$ 8,298.00	- \$	31,434.00
Bi-weekly	\$ 3,816.80	- \$	14,458.40
Hourly	\$ 47.71	- \$	180.73

- 2181 Assistant Department Director (UC)
- 2154 ~~Assistant Fire Chief (UC)~~ Deputy Fire Chief (UC)
- 2238 ~~Assistant Police Chief (UC)~~ (Moved to Executive III)
- 2153 Assistant to the City Manager (Deputy Chief Operating Officer) (UC)
- 2130 Budget Officer (Chief Financial Officer) (UC)
- 2112 Business Center Manager (Assistant Deputy Chief Operating Officer) (UC)
- 2109 City Auditor (UC)
- 2138 City Clerk (UC)
- 2140 City Librarian (UC)
- 2137 Comptroller (UC)
- 2132 Department Director (UC)
- 2155 Deputy Police Chief (UC)
- 2131 Development Services Director (UC)
- 2147 Engineering and Capital Projects Director (UC)
- 2192 Environmental Services Director (UC)

- 2231 Executive Assistant Director (UC)
- 2160 Fire Chief (UC)
- 2142 Independent Budget Analyst (UC)
- 2267 Metropolitan Wastewater Director (UC)
- 2179 Park and Recreation Director (UC)
- 2171 Personnel Director (UC)
- 2172 Planning Director (UC)
- 2173 Police Chief (UC)
- 2194 Public Utilities Director (UC)
- 2177 Real Estate Assets Director (UC)
- 2157 Risk Management Director (UC)
- 2159 Transportation Director (UC)
- 2190 Treasurer (UC)

Executive III

Salary Rate-2030/Minimum and Maximum

Monthly	\$ 4,240.00	-	\$ 23,239.00
Bi-weekly	\$ 1,950.40	-	\$ 10,688.80
Hourly	\$ 24.38	-	\$ 133.61

- 2105 Assistant Development Services Director (UC)
- 2123 Assistant Environmental Services Director (UC)
- 2115 Assistant Financial Management Director (UC)
- 2237 ~~Deputy Fire Chief (UC)~~ Assistant Fire Chief (UC)
- 2276 Assistant Metropolitan Wastewater Director (UC)
- 2114 Assistant Planning Director (UC)
- 2238 Assistant Police Chief (UC)
- 2118 Assistant Transportation Director (UC)
- 2255 City Architect (UC)
- 2134 Neighborhood Code Compliance Director (UC)
- 2176 Purchasing Agent (UC)

Executive II

Salary Rate-2020/Minimum and Maximum

Monthly	\$ 3,526.00	-	\$ 21,433.00
Bi-weekly	\$ 1,621.60	-	\$ 9,858.40
Hourly	\$ 20.27	-	\$ 123.23

- 2110 Assistant City Librarian (UC)
- 2116 Assistant Purchasing Agent (UC)
- 2124 Assistant Real Estate Assets Director (UC)
- 2126 Assistant Risk Management Director (UC)
- 2121 Assistant Treasurer (UC)
- 2164 Management Assistant to the City Manager (UC)
- 2182 Principal Assistant to City Attorney (UC)

Executive I

Salary Rate-2010/Minimum and Maximum

Monthly	\$ 2,732.00	-	\$15,860.00
Bi-weekly	\$ 1,256.80	-	\$ 7,295.20
Hourly	\$ 15.71	-	\$ 91.19

- 2117 Assistant to the Engineering and Capital Projects Director (UC)
- 2150 Assistant to the Neighborhood Code Compliance Director (UC)
- 2125 Assistant to the Park and Recreation Director (UC)
- 2122 Assistant to the Water Department Director (UC)

MANAGERIAL

Classification and Class Number

Managerial A

Salary Rate-2070/Minimum and Maximum

Monthly	\$ 2,251.00	-	\$ 14,099.00
Bi-weekly	\$ 1,035.20	-	\$ 6,484.80
Hourly	\$ 12.94	-	\$ 81.06

- 2205 Confidential Secretary to City Attorney (UC)
- 2207 Confidential Secretary to City Manager
(Confidential Secretary to Chief Operating Officer) (UC)
- 2209 Confidential Secretary to Police Chief (UC)
- 2148 Secretary to Labor Relations (UC)

Managerial B

Salary Rate-2073/Minimum and Maximum

Monthly	\$ 3,070.00	-	\$ 18,422.00
Bi-weekly	\$ 1,412.00	-	\$ 8,473.60
Hourly	\$ 17.65	-	\$ 105.92

- 2279 Assistant to the Environmental Services Director (UC)
- 2266 Assistant to the Executive Director, Human Relations Commission (UC)
- 2202 Building Inspection Supervisor (UC)
- 2265 Central Stores Program Manager (UC)
- 2260 Child Care Coordinator (UC)
- 2262 Disability Services Coordinator (UC)
- 2215 Endowment Officer (UC)
- 2261 Equal Opportunity Contracting Manager (UC)
- 2273 Golf Course Operations Manager (UC)
- 2277 Graffiti Program Manager (UC)
- 2272 Homeless Services Coordinator (UC)
- 2275 Neighborhood Services Coordinator (UC)

- 2244 Paramedic Coordinator (UC)
- 2221 Print Shop Manager (UC)
- 2282 Program Coordinator (UC)
- 2162 Quality Management Coordinator (UC)
- 2232 Regional Urban Information Systems Administrator (UC)
- 2243 Resource Development Officer (UC)
- 2286 Retirement Assistant Investment Officer (UC)

Managerial C

Salary Rate-2077/Minimum and Maximum

Monthly	\$ 6,660.00	-	\$ 24,486.00
Bi-weekly	\$ 3,063.20	-	\$ 11,262.40
Hourly	\$ 38.29	-	\$ 140.78

- 2108 ~~Assistant City Clerk (UC)~~ *(Moved to Miscellaneous A)*
- 2250 Assistant Deputy Director (UC)
- 2283 Assistant Golf Operations Manager (UC)
- 2256 Assistant Investment Officer (UC)
- 2245 Assistant Stadium Manager (UC)
- 2278 Assistant to the Development Services Director (UC)
- 2281 Assistant to the Director (UC)
- 2236 Assistant to the Fire Chief (UC)
- 2201 Assistant to the Planning Director (UC)
- 2264 Assistant to the Police Chief (UC)
- 2247 Budget Services Manager (UC)
- 2145 Chief Accountant (UC)
- 2218 City Planner (UC)
- 2203 Community Development Administrator (UC)
- 2220 Crime Laboratory Manager (UC)
- 2214 Deputy Director (UC)
- 2237 ~~Deputy Fire Chief (UC)~~ *Assistant Fire Chief (Moved to Executive III)*
- 2219 Deputy Library Director (UC)
- 2230 Deputy Personnel Director (UC)
- 2225 Deputy Planning Director (UC)
- 2158 Equal Employment Investigations Manager (UC)
- 2268 Executive Director (UC)
- 2216 Facility Manager (UC)
- 2217 Financial Operations Manager (UC)
- 2269 Labor Relations Manager (UC)
- 2280 Lifeguard Chief (UC)
- 2274 Medical Review Officer (UC)
- 2248 Organization Effectiveness Program Manager (UC)
- 2284 Performance Audit Manager (UC)

- 2240 Police Commander (UC)
- 2246 Police Administrative Services Director (UC)
- 2270 Program Manager (UC)
- 2287 Retirement Investment Officer (UC)
- 2288 Retirement Senior Investment Officer (UC)
- 2271 Revenue Programs Manager (UC)
- 2249 Youth Services Administrator (UC)
- 2226 Zoning Administrator (UC)

PROFESSIONAL LEGAL

<u>Classification and Class Number</u>	<u>Salary Rate-2060/Minimum and Maximum</u>		
	Monthly	\$ 2,451.00	- \$28,114.00
	Bi-weekly	\$ 1,127.20	- \$ 12,931.20
	Hourly	\$ 14.09	- \$ 161.64

- 2196 Assistant Retirement General Counsel (UC)
- 2224 Associate Counsel (UC)
- 2151 Deputy City Attorney (UC)
- 2197 General Counsel (UC)

OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL

Classification and Class Number

<u>Miscellaneous A</u>	<u>Salary Rate-2055/Minimum and Maximum</u>		
	Monthly	\$ 4,637.00	- \$27,682.00
	Bi-weekly	\$ 2,132.80	- \$ 12,732.80
	Hourly	\$ 26.66	- \$ 159.16

- 2285 Assistant City Auditor (UC)
- 2108 Assistant City Clerk (UC)**
- 2107 Assistant Comptroller (UC)
- 2113 Assistant Personnel Director (UC)
- 2258 Binational Affairs Officer (UC)
- 2156 Executive Services Director (UC)
- 2167 Governmental Relations Director (UC)
- 2289 Retirement Principal Investment Officer (UC)

Miscellaneous B

Salary Rate-2045/Minimum and Maximum

Monthly	\$ 3,390.00	-	\$ 19,793.00
Bi-weekly	\$ 1,559.20	-	\$ 9,104.00
Hourly	\$ 19.49	-	\$ 113.80

- 2128 Assistant Executive Services Director (UC)
- 2183 Assistant Governmental Relations Director (UC)
- 2120 Assistant to Mayor (UC)
- 2174 Principal Assistant to Mayor (UC)

Miscellaneous C

Salary Rate-2035/Minimum and Maximum

Monthly	\$ 2,725.00	-	\$ 19,946.00
Bi-weekly	\$ 1,253.60	-	\$ 9,174.40
Hourly	\$ 15.67	-	\$ 114.68

- 2133 Council Assistant (Principal Assistant) (UC)

Miscellaneous D

Salary Rate-2025/Minimum and Maximum

Monthly	\$ 2,585.00	-	\$ 20,285.00
Bi-weekly	\$ 1,188.80	-	\$ 9,330.40
Hourly	\$ 14.86	-	\$ 116.63

- 2259 Assistant Binational Affairs Officer (UC)
- 2200 Assistant for Community Outreach (UC)
- 2143 Budget/Legislative Analyst I (UC)
- 2144 Budget/Legislative Analyst II (UC)
- 2210 Council Committee Consultant (UC)
- 2213 Council Representative II (UC)
- 2257 Grants Coordinator (UC)
- 2178 Mayor Representative II (UC)
- 2228 Principal Accountant (UC)
- 2175 Performance Auditor (UC)
- 2223 Senior Council Committee Consultant (UC)

Miscellaneous E

Salary Rate-2015/Minimum and Maximum

Monthly	\$ 2,221.00	-	\$ 14,005.00
Bi-weekly	\$ 1,021.60	-	\$ 6,441.60
Hourly	\$ 12.77	-	\$ 80.52

- 2251 Committee Consultants Secretary (UC)
- 2206 Confidential Secretary to City Council (UC)
- 2208 Confidential Secretary to Mayor (UC)

- 2211 Council Representative I (UC)
- 2212 Council Representative II (UC)
- 2165 Mayor Representative I (UC)

INTERNS

<u>Classification and Class Number</u>		<u>Salary Rate/Minimum and Maximum</u>			
2185	Senior Legal Intern (UC)	(2185) Monthly	\$ 5,520.00	-	\$ 6,703.00
		Bi-weekly	\$ 2,539.20	-	\$ 3,083.20
		Hourly	\$ 31.74	-	\$ 38.54
2166	Legal Intern (UC)	(2166) Monthly	\$ 4,534.00	-	\$ 5,517.00
		Bi-weekly	\$ 2,085.60	-	\$ 2,537.60
		Hourly	\$ 26.07	-	\$ 31.72
2102	Intern (UC)	(2102) Monthly	\$ 3,070.00	-	\$ 3,957.00
		Bi-weekly	\$ 1,412.00	-	\$ 1,820.00
		Hourly	\$ 17.65	-	\$ 22.75

EXHIBIT D

APPRENTICE WAGE STEPS

Approximate % of "D" Step of Appropriate Journey-Level Class

	<u>5-Year Program</u>	<u>4-Year Program</u>	<u>3-Year Program</u>
Period 1	60%	60%	60%
Period 2	65%	65%	65%
Period 3	70%	70%	70%
Period 4	75%	75%	75%
Period 5	80%	80%	85%
Period 6	85%	85%	95%
Period 7	90%	90%	
Period 8	95%	95%	
Period 9	D Step		
Period 10	D Step		

EXHIBIT E

**EXEMPT POSITIONS
FROM THE
CLASSIFIED SERVICE**

EXHIBIT E

EFFECTIVE JULY 1, 2026



**NO POSITIONS TO BE EXEMPTED FROM THE CLASSIFIED SERVICE
VIA THE SALARY ORDINANCE IN FY 2027**

EXHIBIT F

**POSITIONS ENTITLED TO \$800.00 MONTHLY
AUTOMOBILE ALLOWANCE**

- CITY MANAGER (CHIEF OPERATING OFFICER)

**POSITIONS ENTITLED TO \$475.00 MONTHLY
AUTOMOBILE ALLOWANCE**

- INDEPENDENT BUDGET ANALYST
- CHIEF FINANCIAL OFFICER
- CITY AUDITOR
- ASSISTANT CITY MANAGER (ASSISTANT CHIEF OPERATING OFFICER)
- ASSISTANT CITY ATTORNEY
- ASSISTANT TO THE CITY MANAGER (DEPUTY CHIEF OPERATING OFFICER)
- PUBLIC UTILITIES DIRECTOR
- EXECUTIVE ASSISTANT DIRECTOR
- CITY CLERK

**POSITIONS ENTITLED TO \$300.00 MONTHLY
AUTOMOBILE ALLOWANCE**

- PERSONNEL DIRECTOR
- RETIREMENT ADMINISTRATOR
- ETHICS COMMISSION EXECUTIVE DIRECTOR
- COMMISSION ON POLICE PRACTICES EXECUTIVE DIRECTOR
- DEPARTMENT DIRECTORS, OTHER DESIGNATED POSITIONS, AND
MANAGERIAL EMPLOYEES AT THE LEVEL OF DEPARTMENT DIRECTOR
AS DESIGNATED BY THE MAYOR

EXHIBIT G

**POSITIONS ELIGIBLE FOR UP TO 80 HOURS OF
MANAGEMENT ADMINISTRATIVE LEAVE**

- CITY MANAGER (CHIEF OPERATING OFFICER)
- ASSISTANT CITY MANAGER (ASSISTANT CHIEF OPERATING OFFICER)
- ASSISTANT TO THE CITY MANAGER (DEPUTY CHIEF OPERATING OFFICER)
- ASSISTANT DEPUTY CHIEF OPERATING OFFICER
- INDEPENDENT BUDGET ANALYST
- DEPARTMENT DIRECTORS, OTHER DESIGNATED POSITIONS, AND MANAGERIAL EMPLOYEES AT THE LEVEL OF DEPARTMENT DIRECTOR AS DESIGNATED BY THE MAYOR
- ASSISTANT CITY ATTORNEY
- ELIGIBLE EMPLOYEES WHO REPORT TO THE CITY ATTORNEY AS DESIGNATED BY THE CITY ATTORNEY
- CITY AUDITOR
- CITY CLERK
- PERSONNEL DIRECTOR
- RETIREMENT ADMINISTRATOR
- ETHICS COMMISSION EXECUTIVE DIRECTOR
- COMMISSION ON POLICE PRACTICES EXECUTIVE DIRECTOR
- EXECUTIVE ASSISTANT DIRECTOR

EXHIBIT H
POSITIONS ENTITLED TO MANAGEMENT
EXECUTIVE LIFE INSURANCE

- COUNCILMEMBER
- MAYOR
- CITY MANAGER (CHIEF OPERATING OFFICER)
- ASSISTANT CITY MANAGER (ASSISTANT CHIEF OPERATING OFFICER)
- ASSISTANT TO THE CITY MANAGER (DEPUTY CHIEF OPERATING OFFICER)
- INDEPENDENT BUDGET ANALYST
- DEPARTMENT DIRECTORS, OTHER DESIGNATED POSITIONS, AND
MANAGERIAL EMPLOYEES AT THE LEVEL OF DEPARTMENT DIRECTOR AS
DESIGNATED BY THE MAYOR
- CITY AUDITOR
- CITY CLERK
- PERSONNEL DIRECTOR
- RETIREMENT ADMINISTRATOR
- ETHICS COMMISSION EXECUTIVE DIRECTOR
- COMMISSION ON POLICE PRACTICES EXECUTIVE DIRECTOR



THE CITY OF SAN DIEGO

Report to the City Council

TECHNICAL

DEC 15 2025

CITY COUNCIL OFFICES

11:16 AM

DATE ISSUED: December 15, 2025

ATTENTION: Honorable Council President Joe LaCava and Members of the City Council

SUBJECT: New Classifications, Classification Deletions, and Title Changes for Fiscal Year 2027

REQUESTED ACTION:

Incorporate new classifications, classification deletions, and title changes in the Fiscal Year 2027 Salary Ordinance.

STAFF RECOMMENDATION:

Consider requested action.

EXECUTIVE SUMMARY OF ITEM BACKGROUND:

The Civil Service Commission has the responsibility of recommending the creation of new classifications, deletion of unnecessary classifications, and changes in classification titles. For Fiscal Year 2027, the Civil Service Commission has approved the new classifications, classification deletions, and title changes discussed below to be incorporated in the Fiscal Year 2027 Salary Ordinance.

1. **ARJIS Administrator**

Delete the ARJIS Administrator classification.

The Commission approved the deletion of the ARJIS Administrator classification.

2. **Assistant Facility Manager**

Delete the Assistant Facility Manager classification.

The Commission approved the deletion of the Assistant Facility Manager classification.

3. **Building Code and Noise Abatement Supervisor**

Delete the Building Code and Noise Abatement Supervisor classification.

The Commission approved the deletion of the Building Code and Noise Abatement Supervisor classification.

4. **Deputy Noise Abatement Officer**

Delete the Deputy Noise Abatement Officer classification.

The Commission approved the deletion of the Deputy Noise Abatement Officer classification.

5. **Editor/Proofreader**

Delete the Editor/Proofreader classification.

The Commission approved the deletion of the Editor/Proofreader classification.

6. **Emergency Medical Technician**

Re-establish classification of Emergency Medical Technician.

The Commission approved reestablishing the Emergency Medical Technician classification to perform basic life support duties in emergency medical situations as a member of an emergency medical team, at a monthly salary of approximately \$5,472.

7. **Equipment Service Supervisor**

Delete the Equipment Service Supervisor classification.

The Commission approved the deletion of the Equipment Service Supervisor classification.

8. **Firearms Technician**

Delete the Firearms Technician classification.

The Commission approved the deletion of the Firearms Technician classification.

9. **Forensic Alcohol Analyst**

Delete the Forensic Alcohol Analyst classification.

The Commission approved the deletion of the Forensic Alcohol Analyst classification.

10. **Investigation Support Manager**

Delete the Investigation Support Manager classification.

The Commission approved the deletion of the Investigation Support Manager classification.

11. **Junior Engineer - Corrosion**

Create new classification of Junior Engineer - Corrosion.

The Commission approved the creation of a new classification of Junior Engineer - Corrosion to perform entry-level duties and responsibilities, at a monthly salary of approximately \$8,764.

12. **Micrographics Clerk**

Delete the Micrographics Clerk classification.

The Commission approved the deletion of the Micrographics Clerk classification.

13. **Noise Abatement Officer**

Delete the Noise Abatement Officer classification.

The Commission approved the deletion of the Noise Abatement Officer classification.

14. **Paramedic II and Paramedic I**

Re-establish classifications of Paramedic II and Paramedic I.

The Commission approved reestablishing the Paramedic II classification to perform single-role paramedic functions, at a monthly salary of approximately \$7,432. The Commission approved reestablishing the Paramedic I classification to perform paramedic duties, in a training capacity, as part of an emergency medical team, at a monthly salary of approximately \$6,463.

15. **Parking Enforcement Officer Trainee**

Create new classification of Parking Enforcement Officer Trainee.

The Commission approved the creation of a new classification of Parking Enforcement Officer Trainee to perform entry-level parking enforcement duties, at a monthly salary of approximately \$4,884.

16. **Photographer**

Delete the Photographer classification.

The Commission approved the deletion of the Photographer classification.

17. **Principal Legal Secretary, Senior Legal Secretary, Legal Secretary II, and Legal Secretary I**

Change the title of the Principal Legal Secretary classification to Principal Legal Administrative Assistant.

Change the title of the Senior Legal Secretary classification to Senior Legal Administrative Assistant.

Change the title of the Legal Secretary II classification to Legal Administrative Assistant II.

Change the title of the Legal Secretary I classification to Legal Administrative Assistant I.

The Commission approved a title change for the Principal Legal Secretary, Senior Legal Secretary, Legal Secretary II, and Legal Secretary I classifications to Principal Legal Administrative Assistant, Senior Legal Administrative Assistant, Legal Administrative Assistant II, and Legal Administrative Assistant I, respectively, to more clearly reflect the nature of the work performed.

18. **Senior Digital Equity Specialist and Digital Equity Specialist**

Create new classifications of Senior Digital Equity Specialist and Digital Equity Specialist.

The Commission approved the creation of a new classification of Senior Digital Equity Specialist, at a monthly salary of approximately \$8,785, and the creation of a new classification of Digital Equity Specialist, at a monthly salary of approximately \$8,006, to support and provide digital navigation services.

19. **Senior Stable Attendant and Stable Attendant**

Delete the Senior Stable Attendant and Stable Attendant classifications.

The Commission approved the deletion of the Senior Stable Attendant and Stable Attendant classifications.

20. **Tank Service Technician II and Tank Service Technician I**

Delete the Tank Service Technician II and Tank Service Technician I classifications.

The Commission approved the deletion of the Tank Service Technician II and Tank Service Technician I classifications.

Respectfully submitted,



Nicolaz Portillo, President
Civil Service Commission

Passed by the Council of The City of San Diego on May 19, 2026, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Henry L. Foster III	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Date of final passage MAY 19 2026.

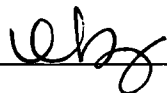
(Please note: When an ordinance is approved by the Mayor, the date of final passage is the date the approved ordinance was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

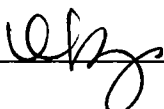
By , Deputy

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 APR 14 2026, and on MAY 19 2026.

I FURTHER CERTIFY that said ordinance was read in full prior to passage or that such reading was dispensed with by a vote of five members of the Council, and that a written copy of the ordinance was made available to each member of the Council and the public prior to the day of its passage.

(Seal)

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

By , Deputy

Office of the City Clerk, San Diego, California

Ordinance Number **O-22098**