

---

File ID: 2026-00642

3/10/2026

---

**Approval of Salary Range for the Chief Park Ranger Classification, the Employer-Employee Relations Policy, and the Citywide Salary Schedule**

File ID: 2026-00642

**Location:** Citywide

**Recommendation:** Adopt a **Resolution:** 1) approving the salary range for the Chief Park Ranger classification; 2) approving the updated Employer-Employee Relations Policy (EERP); 3) approving the Citywide Salary Schedule; and 4) authorizing the City Manager or designee to make minor changes or adjustments to the exhibits in order to correct omissions and errors.

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

**Presenter:** None

**Attachments:**

- 1-Description/Analysis
- 2-EERP (Redline)
- 3-Citywide Salary Schedule (Redline)
- 4-Resolution
- 5-Exhibit A - EERP
- 6-Exhibit B - Citywide Salary Schedule
- 7-Exhibit C - SCXEA LOU

**Description/Analysis**

**Issue Detail:** The establishment of a Chief Park Ranger classification within the Youth, Parks & Community Enrichment (YPCE) Department is necessary to provide dedicated subject-matter expertise and operational oversight of the Park Safety Services Division. Currently, these responsibilities are managed by the Assistant Director, which limits their capacity to focus on broader, department-wide operational and strategic priorities. Creating this classification will ensure appropriate leadership, enhance operational effectiveness, and allow executive staff to concentrate on overall departmental management.

**Employer-Employee Relations Policy (EERP)**

---

The proposed EERP amendment is necessary to document the added (new) classification of Chief Park Ranger, represented by Sacramento City Exempt Employees Association (SCXEA). The specific changes to the EERP are presented in two versions; a red-lined version of text change to the EERP is included as Attachment 2, and a clean copy of the revised EERP for Council approval is included as Exhibit A to the Resolution.

### **Salary Schedule**

The California Code of Regulations requires that the City Council adopt the City's salary schedules at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed, to ensure that salary rates are transparent and publicly available. These publicly adopted rates are used by California Public Employees' Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit. The specific changes to the City's Salary Schedule are presented in two versions, a red-lined version showing only changes to the Salary Schedule as Attachment 3, and a clean copy of the City's complete Salary Schedule is included as Exhibit B to the Resolution.

**Policy Considerations:** The City Council must publicly adopt any change to the City's Salary Schedule pursuant to California Code of Regulations § 570.5 to ensure transparency and compliance with California Public Employees' Retirement System requirements.

**Economic Impacts:** None.

### **Environmental Considerations:**

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

**Sustainability:** Not applicable.

**Commission/Committee Action:** Not applicable.

**Rationale for Recommendation:** Approval of this action will establish the authorized salary range through adoption of the updated salary schedule in compliance with California Code of Regulations § 570.5.

**Financial Considerations:** The impact of the salary range authorized will be absorbed in the YPCE department's current budgets.

**Local Business Enterprise (LBE):** Not applicable.



## **Employer-Employee Relations Policy**

---

**Scope: CITYWIDE**

**Policy Contact**

Department of Human Resources

(916) 808-5731

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

**Regulatory References**

California Government Code Sections 3500

**Effective Date**

Employer-Employee Relations Policy

~~February 3, 2026~~ March 10, 2026

**Supersedes**

Employer-Employee Relations Policy

~~September 9, 2025~~ February 3, 2026

## Table of Contents

---

Employer-Employee Relations Policy.....	1
POLICY STATEMENT.....	1
PURPOSE .....	1
POLICY.....	1
APPENDIX A - Designation of Representation Units and Unrepresented Classifications .....	11
Represented Units.....	11
A. Building Trades and Craft Unit (Represented Unit 06) .....	11
B. Plant Operator Unit (Represented Unit 04).....	11
C. Water and Sewer Unit (Represented Unit 07).....	12
D. Traffic Engineering Unit (Represented Unit 08) .....	12
E. Fire Department Unit (Represented Unit 05).....	12
F. Police Department Unit (Represented Unit 02).....	12
G. Professional Unit (Represented Unit 17) .....	13
H. Office and Technical Unit (Represented Unit 16).....	13
I. Operations and Maintenance Unit (Represented Unit 03).....	16
J. General Supervisory Unit (Represented Unit 15).....	17
K. Engineering Unit (Represented Unit 11).....	19
L. Automotive/Equipment Mechanics Unit (Represented Unit 12) .....	19
M. Management Support (Represented Unit 14) .....	19
N. Confidential/Administrative (Represented Unit 10).....	20
O. Exempt Management (Represented Unit 01).....	21
Unrepresented Units.....	24
A. Executive Management (Unrepresented Unit 20) .....	24
B. Mayor/Council Support (Unrepresented Unit 21) .....	25
C. Executive Management Support (Unrepresented Unit 22) .....	25
D. Mayor/Council (Unrepresented Unit 23) .....	26
E. Appointed Officers (Unrepresented Unit 24).....	26
F. Non-Career (Unrepresented Unit 09) .....	26
DEFINITIONS.....	28

## **POLICY STATEMENT**

This policy is enacted pursuant to California Government Code Sections 3500 et seq., to establish orderly procedures to promote full communication between the City and its employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between the City and its employee organizations.

Nothing contained herein shall be deemed to supersede the provisions of existing State law, the City Charter, ordinances, resolutions and rules which establish and regulate the merit and civil service system, or which provide for other methods of administering employer-employee relations. This Resolution is intended, instead, to strengthen merit, civil service, and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees and the City.

## **PURPOSE**

It is the purpose of this policy to promote the improvement of personnel management and employer-employee relations within the City by providing a uniform basis for recognizing the right of its employees to join organizations of their own choice and be represented by such organizations in their employment relationship with the City.

## **POLICY**

### **1. Authority of City Manager**

The City hereby declares, as a matter of policy, that the City Council and its members will deal with employee organizations and their representatives solely through the City Manager except when otherwise expressly provided for by the terms of this Resolution.

### **2. Representation Units**

The representation units set forth in Appendix A attached hereto are the appropriate units for representation by recognized employee organizations.

### **3. Recognized Employee Organizations**

a. An employee organization that wishes to be certified as the recognized employee organization for a designated representation unit for which unit no employee organization has been certified shall file a recognition petition with the Employee Relations Officer.

1. Petition – The petition shall be signed by the organization’s duly authorized officers, and shall contain the following information and documentation:

- 1) The name and mailing address of the organization.
  - 2) The names and titles of its officers.
  - 3) Designation of those persons, not exceeding three in number, and their addresses, to whom notice sent by regular mail will be deemed sufficient notice on the organization for any purpose.
  - 4) A statement that the organization does not discriminate or restrict membership or participation based on race, color, creed, national origin, or sex.
  - 5) A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.
  - 6) A statement that the employee organization agrees to comply with the provisions of this Resolution.
  - 7) A copy of its constitution and bylaws, if any.
  - 8) Identification of the representation unit for which petitioner seeks certification as the recognized employee organization.
  - 9) Proof of employee approval of thirty percent (30%) or more of the employees within such representation unit.
2. The Employee Relations Officer shall give written notice of such petition to the petitioner, to the employees involved and to any employee organization that has filed a written request for receipt of such notice to them. Within thirty (30) days of the date of such notice, other employee organizations may file a challenging petition seeking to become the recognized employee organization within such representation unit.
- b. Election
1. Calling of Election – The Employee Relations Officer shall, whether or not a challenging petition is filed, request the State Conciliation Service to call and conduct a secret ballot election in accordance with its own procedures and regulations and pursuant to the election procedures as herein below set forth. If a challenging petition is filed, and is accompanied by proof of employee approval equal to at least ten percent (10%) of the employees within the representation unit, the State Conciliation Service shall include such challenging employee organization on the ballot.

2. Election Procedures – Whenever the State Conciliation Service calls an election pursuant hereto, it shall include the choice of no organization on the ballot. Employees entitled to vote in a representational election shall be those employees within the representation unit whose name appeared on the payroll immediately prior to the date of the election. An employee organization shall be certified by the Employee Relations Officer as the recognized employee organization within the representation unit if:
  - 1) That employee organization has received the vote of a numerical majority of all the employees eligible to vote in the unit of which the election is held, or,
  - 2) More than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, and the employee organization receives a numerical majority of all votes cast in the election, or,
  - 3) In an election involving three or more choices, where none of the choices receives a majority of the ballot votes cast, and where more than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, a run-off election shall be conducted between the two choices receiving the largest number of ballot votes cast; the rules governing an initial election being applicable to a run-off election.
3. Decertification Procedures – A decertification petition may be filed with the Employee Relations Officer by employees or an employee organization to determine whether or not a recognized employee organization continues to represent a majority of the employees in the representation unit. Such petition must be accompanied by proof of employee approval equal to at least thirty percent (30%) of the employees within the representation unit. The time periods for a petition to be filed with the Employee Relations Officer are: a) after the first full year of recognition if no written agreement has been negotiated; b) within the period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of a written agreement; or c) any time after a written agreement has been in effect for five years or more. When such a valid petition has been filed, the State Conciliation Service shall be requested to conduct an election to determine whether or not the incumbent recognized employee organization shall be decertified, and where filed by an employee organization, whether such organization shall be recognized. Such election shall be in accordance with the procedures and regulations of the State Conciliation Service, and the election procedures as hereinabove set forth.

4. In the event that the State Conciliation Service is unable to or unwilling to provide any of the services required of it by paragraphs 2 and 3 above, the American Arbitration Association, or another impartial third party agreed to by the City and the concerned employee organization(s), shall perform said services.
5. Costs of conducting elections, if any, shall be borne equally by the City and the employee organization(s).
6. Recognized employee organizations shall annually, on or before the anniversary date of recognition, file a written statement with the Employee Relations Officer, indicating changes in items 1 through 7 as they appeared in the recognition petition filed pursuant to paragraph 3(a)(1), above, or as subsequently amended by a written statement hereunder, or, as appropriate, shall indicate that there has been no change in such information. The statement shall be signed by the duly authorized officers of the recognized employee organization.

#### **4. Meet and Confer**

- a. Upon request, a recognized employee organization shall have the right to meet and confer in good faith regarding matters within the scope of representation with the Employee Relations Officer and/or their designee. Provided, however, that nothing herein shall require meeting and conferring between parties to a Memorandum of Understanding during the term of such Memorandum regarding matters to take effect during such term, except that such parties may meet and confer during such term on a matter within the scope of representation where (a) the matter was not covered by the Memorandum or expressly raised as an issue during the meeting and conferring process out of which such Memorandum arose, and (b) there shall have arisen a significant change in circumstances with respect to such matter, which could not have reasonably been anticipated by both parties at the time they signed such Memorandum.
- b. Employees in classifications not included in supervisory and confidential representation units shall not participate in meeting and conferring or grievance resolution processes pertaining to supervisory and confidential representation unit classifications.
- c. In the absence of express authorization in advance by the Employee Relations Officer, not more than two City employees representing a recognized employee organization requesting such a meeting shall be entitled to attend without loss of compensation or other benefit, nor shall more than a total of three representatives for each recognized employee organization be entitled to attend such meetings.

- d. City employees who shall represent a recognized employee organization at such meeting shall give reasonable advance notice thereof to their immediate supervisor, but in no event shall such notice be given less than one full working day or shift before the meeting; except, however, that the Employee Relations Officer may, in their discretion, waive this requirement for advance notice.
- e. If agreement is reached on matters subject to approval by the City Council or by the Civil Service Board or Retirement Board, the parties shall jointly prepare a written memorandum of such understanding, and the Employee Relations Officer shall present it to the Council or such Board, as appropriate, for determination. If agreement is reached on matters not subject to such approval, the Employee Relations Officer and the recognized employee organization(s) shall, at the request of one of the parties, prepare a written memorandum of such understanding.

## **5. Payroll Deductions**

- a. Only recognized employee organizations shall have the right to have the regular membership dues of its members deducted from employees' paychecks upon the written authorization of each such employee member in such form as will not infringe upon an employee's rights under California Government Code Sec. 3502.
- b. This Article shall not be construed to restrict a recognized employee organization from meeting and conferring with the City regarding additional payroll deductions upon the written authorization of employees in such representation unit.

## **6. Communication with Employees**

- a. Reasonable access to employee work locations shall be granted to officers of recognized employee organizations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such officers shall not enter any work location without previous notice to and consent from the Department Head or their designee, and access may be restricted so as not to interfere with departmental operations or with established safety and security requirements.
- b. Campaigning for office, conducting meetings or elections, and other internal employee organization business of a similar nature shall not be carried on during work hours.

## **7. Use of City Facilities**

City buildings and other facilities may be made available for use by City employees

or an employee organization or their representatives in accordance with administrative procedures governing such use.

## **8. Advance Notice**

- a. Except in cases of emergency as provided in this Article, the City Council, the Civil Service Board and the Retirement Board, shall give reasonable written notice to each recognized employee organization affected by any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council, the Civil Service Board, or the Retirement Board, and shall give such recognized employee organization the opportunity to meet with the City Council, the Civil Service Board, or the Retirement Board. The Council or such Board shall, upon request of the Employee Relations Officer or a recognized employee organization, delay consideration of the matter proposed to be acted upon for such period of time deemed to be reasonable by the Council or such Board, to give the parties an opportunity to meet and confer thereon in order to endeavor to agree upon a joint recommendation to be made to the Council or such Board.
- b. In cases of emergency when the City Council, the Civil Service Board, or the Retirement Board determine that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with a recognized employee organization, the City Council, the Civil Service Board, or the Retirement Board shall provide such notice and opportunity to meet at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.

## **9. Employee Organization**

Employee organizations may represent their individual employee members in individual employment relations, including grievances, to the extent required by the Government Code.

## **10. Individual Employees**

Nothing in this Resolution shall be construed to restrict or in any way modify the right of an individual employee to present matters involving their individual employment relationship to the appropriate level of management, provided that any action taken is not inconsistent with the terms of a memorandum or understanding then in effect, and that before any action is taken which could affect the terms and conditions of employment of other employees in the representation unit, such proposed action is communicated to the recognized employee organization for its opinion on the merits and the effect on the proposed action.

## 11. Prohibition Against Discrimination

- a. No appointing authority or their representative shall discriminate for or against any employee organization, or in any way coerce or influence any employee in their free choice to join or refrain from joining any employee organization.
- b. It is the policy of the City to affirmatively support and encourage equal opportunity of employment for members of racial, religious and other minority groups. If evidence of such discrimination by an employee organization comes to the attention of the Employee Relations Officer, it shall be their duty to refer such evidence to an appropriate legal authority having jurisdiction thereof, if any.

## 12. Application of Labor Code Section 923

The enactment of this Resolution shall not be construed as making the provisions of Section 923 of the Labor Code applicable to employees or employee organizations.

## 13. Impasse Procedures

- a. Initiation of Impasse Procedures – Impasse procedures may be invoked after the possibility of settlement by direct discussion has been exhausted. Any party may initiate the impasse procedures by filing with the other party or parties a written request for an impasse meeting, together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled by the Employee Relations Officer forthwith after the date of filing of the written request for such meeting, with written notice to all parties affected. The purpose of such impasse meeting shall be two-fold:
  1. To permit a review of the position of all parties in a final effort to reach an agreement on the disputed issues; and
  2. If agreement is not concluded, to discuss arrangements for implementing the specific impasse procedure or procedures to which the dispute shall be submitted.
- b. Impasse Procedures – Impasse procedures are as follows:
  1. If the parties so agree, the dispute shall be submitted directly to the City Council for determination.
  2. If they do not so agree with a reasonable period of time, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues. If the parties are unable to agree on a mediator after a reasonable period

of time, they shall select the mediator from a list of three names to be provided by the State Conciliation Service, or if that body for any reason shall fail to provide such list, by the American Arbitration Association. The recognized employee organization or organizations shall first strike one name, the Employee Relations Officer shall then strike one name, and the name remaining shall be the mediator.

3. If the parties have failed to resolve all their disputes through mediation within fifteen (15) days after the mediator commenced meeting with the parties, the parties may agree to submit the issues in dispute directly to the City Council. In that event the City Council shall finally determine the issues after conducting a public hearing thereon and after such further investigation of the relevant facts as it may deem appropriate.
  4. If the parties fail to agree to submit the dispute directly to the City Council, the disputed issues shall be submitted to fact-finding.
- c. The parties may agree on the appointment of one or more fact-finders. If they fail to so agree, a fact-finding panel of three shall be appointed in the following manner: One member of the panel shall be appointed by the Employee Relations Officer, one member shall be appointed by the recognized employee organization, and those two shall name a third, who shall be the chairman. If they are unable to agree upon a third, they shall select the third member from a list of five names to be provided by the American Arbitration Association, the one to serve to be determined by the alternate striking of names, with the party who is to strike the first name to be determined by chance method.
1. The following constitute the jurisdictional and procedural requirements for fact-finding:
    - 1) Fact-finders shall not have served as mediator in the same impasse under subparagraph (b)(2), and shall not be employees or officers of the City or members of one of the City's employee organizations.
    - 2) Fact-finding is authorized hereunder in connection with all disputed issues that are within the scope of representation.
    - 3) The fact-finder(s) shall, to the extent they are applicable, determine and apply the following standards to the disputed issues in making recommendations:
      - a. City job classifications shall be compared to comparable job classifications in private and public employment in the Sacramento metropolitan area, and in the three California cities next larger and the three

California cities next smaller in population than Sacramento, to the extent such can be reasonably done.

- b. In determining job comparability, the following factors will be considered: The nature and complexity of the duties involved; the degree of supervision received and exercised; the educational, experience and physical qualifications, and the special skills required; the physical working conditions; and the hazards inherent in the job.
  - c. Comparisons shall be in terms of total compensation and benefits of employment, and, to the extent feasible, shall be measured in monetary terms.
  - d. The comparison data as hereinabove provided for shall, to the extent feasible, be adjusted as appropriate for differences in the cost of living in Sacramento as compared to other cities considered; the benefits of job stability and continuity of employment; difficulty of recruiting qualified applicants; and equitable employment benefit relationships between job classifications in City employment.
  - e. The state of the economy in the Sacramento metropolitan area, and the financial condition and resources of City government, shall be considered.
- 4) The fact-finder(s) shall make written findings of fact and recommendations for the resolution of the issues in dispute, which shall be presented in terms of the standards specified in (3) above. The fact-finder or chairman of the fact-finding panel shall serve such findings and recommendations on the Employee Relations Officer and the designated representative of the recognized employee organization. If these parties have not resolved the impasse within ten (10) days after service of the findings and recommendations upon them, and in no event later than ten (10) days prior to the final date set by law for fixing of the tax rate, the fact-finder or the chairman of the fact-finding panel shall make them public by submitting them to the City Clerk for consideration by the City Council in connection with the Council's legislative determination of the issues.
- 5) Costs of mediation and fact-finding shall be divided one-half to the City and one-half to the recognized employee

organization.

## APPENDIX A - Designation of Representation Units and Unrepresented Classifications

### Represented Units

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

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

1. Blacksmith Welder
2. Carpenter
3. Electrical Design Technician
4. Electrician
5. Electrician Supervisor
6. Generator Technician
7. HVAC Supervisor
8. Machinist
9. Machinist Helper
10. Machinist Supervisor
11. Mechanical Maintenance Supervisor
12. Painter
13. Plumber
14. Plumber Apprentice
15. Plumbing Supervisor
16. Senior Carpenter
17. Senior Electrician
18. Senior Generator Technician
19. Senior Painter
20. Senior Plumber
21. Stagehand I
22. Stagehand II
23. Structural Maintenance Supervisor
24. Supervising Generator Technician

B. Plant Operator Unit (Represented Unit 04)

1. Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic
2. Junior Plant Operator
3. Plant Operator
4. Senior Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic

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

5. Senior Plant Operator
6. Senior Stationary Engineer
7. Stationary Engineer

C. Water and Sewer Unit (Represented Unit 07)

1. Assistant Water Cross-Connection Control Specialist
2. Utilities Locator
3. Utilities Operations and Maintenance Serviceworker Apprentice
4. Utilities Operations and Maintenance Leadworker
5. Utilities Operations and Maintenance Serviceworker
6. Water Cross-Connection Control Specialist

D. Traffic Engineering Unit (Represented Unit 08)

1. Traffic Worker I
2. Traffic Worker II
3. Traffic Worker III
4. Traffic Worker Trainee

E. Fire Department Unit (Represented Unit 05)

1. Fire Battalion Chief
2. Fire Captain
3. Fire Engineer
4. Fire Investigator I
5. Fire Investigator II
6. Fire Prevention Officer I
7. Fire Prevention Officer II
8. Fire Prevention Officer Trainee
9. Firefighter
10. Sacramento Fire Emergency Medical Technician
11. Sacramento Fire Paramedic
12. Senior Fire Prevention Officer

F. Police Department Unit (Represented Unit 02)

1. Community Service Officer III
2. Community Service Officer I (Limited-Term)\*
3. Community Service Officer II (Limited-Term)\*
4. Dispatcher I
5. Dispatcher II
6. Dispatcher III

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

---

7. Park Safety Ranger
8. Park Safety Ranger Assistant
9. Park Safety Ranger Supervisor
10. Police Officer
11. Police Sergeant
12. Reserve Community Service Officer\*
13. Reserve Dispatcher\*
14. Reserve Police Officer I\*
15. Reserve Police Officer II\*
16. Reserve Police Officer III\*
17. Reserve Police Sergeant\*
18. Security Officer\*

G. Professional Unit (Represented Unit 17)

1. Arborist/Urban Forester
2. Archivist
3. Art Museum Registrar
4. Assistant Planner
5. Associate Curator of Art
6. Associate Planner
7. Geographic Information Systems (GIS) Specialist I
8. Geographic Information Systems (GIS) Specialist II
9. Geographic Information Systems (GIS) Specialist III
10. Junior Planner
11. Media Production Specialist I
12. Media Production Specialist II
13. Process Control Systems Specialist
14. Public Information Coordinator
15. Real Property Agent I
16. Real Property Agent II
17. Real Property Agent III
18. Registrar
19. Telecommunications Systems Analyst I
20. Telecommunications Systems Analyst II
21. Telecommunications Systems Analyst III
22. Water Quality Chemist

H. Office and Technical Unit (Represented Unit 16)

1. 311 Customer Service Agent
2. 311 Customer Service Specialist
3. Account Clerk I

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

---

4. Account Clerk II
5. Accounting Technician
6. Aquatics Recreation Coordinator
7. Aquatics Specialist\*
8. Architectural Technician I
9. Architectural Technician II
10. Architectural Technician III
11. Arts Program Assistant
12. Arts Program Coordinator
13. Booking Coordinator
14. Building Inspector I
15. Building Inspector II
16. Building Inspector III
17. Building Inspector IV
18. Building Monitor\*
19. Cache Logistics Coordinator
20. Cashier
21. Claims Collector
22. Code Enforcement Officer
23. Community Service Representative I
24. Community Service Representative II
25. Construction Inspector I
26. Construction Inspector II
27. Construction Inspector III
28. Crew Leader, Landscape & Learning\*
29. Customer Service Assistant
30. Customer Service Representative
31. Customer Service Specialist
32. Customer Service Trainee
33. Department Systems Specialist I
34. Department Systems Specialist II
35. Development Services Technician I
36. Development Services Technician II
37. Development Services Technician III
38. Electrical Construction Inspector I
39. Electrical Construction Inspector II
40. Electrical Construction Inspector III
41. Engineering Technician I
42. Engineering Technician II
43. Engineering Technician III
44. Events Coordinator
45. Evidence and Property Technician

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

---

46. Fingerprint Clerk
47. Fleet Management Technician
48. Fleet Service Coordinator
49. Forensic Investigator I
50. Forensic Investigator II
51. Graphics Assistant
52. Information Technology Support Specialist I
53. Information Technology Support Specialist II
54. Information Technology Trainee
55. Landscape Technician I
56. Landscape Technician II
57. Lead Forensic Investigator
58. Mail Processor I
59. Mail Processor II
60. Neighborhood Resources Coordinator I
61. Neighborhood Resources Coordinator II
62. Office Specialist
63. Personnel Transactions Coordinator
64. Pick-Up Driver
65. Plans Examiner I
66. Plans Examiner II
67. Plans Examiner III
68. Police Clerk I
69. Police Clerk II
70. Police Clerk III
71. Police Records Specialist I
72. Police Records Specialist II
73. Police Records Specialist III
74. Program Coordinator
75. Program Coordinator (Adaptive Recreation)
76. Program Coordinator (Older Adults)
77. Program Developer
78. Program Developer (Older Adults)
79. Program Leader
80. Program Leader (Older Adults)
81. Recreation Aide\*
82. Recreation Aide (Older Adults)\*
83. Recreation Leader (Adaptive Recreation)\*
84. Senior Claims Collector
85. Senior Department Systems Specialist
86. Senior Evidence and Property Technician
87. Senior Information Technology (IT) Support Specialist

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

---

- 88. Senior Landfill Engineering Technician
- 89. Senior Office Specialist
- 90. Senior Personnel Transactions Coordinator
- 91. Senior Recreation Aide\*
- 92. Senior Recreation Aide (Older Adults)\*
- 93. Storekeeper
- 94. Stores Clerk I
- 95. Stores Clerk II
- 96. Traffic Investigator I
- 97. Traffic Investigator II
- 98. Traffic Investigator III
- 99. Utility Services Inspector
- 100. Water Conservation Representative
- 101. Water Conservation Specialist
- 102. Water Quality Laboratory Technician
- 103. Zoning Investigator

I. Operations and Maintenance Unit (Represented Unit 03)

- 1. Animal Care Technician
- 2. Animal Control Officer I
- 3. Animal Control Officer II
- 4. Assistant Code Enforcement Officer
- 5. Building Maintenance Worker
- 6. Community Center Attendant I
- 7. Community Center Attendant II
- 8. Custodian I
- 9. Custodian II
- 10. Electronic Maintenance Technician I
- 11. Electronic Maintenance Technician II
- 12. Electronic Maintenance Technician Trainee
- 13. Instrument Technician I
- 14. Instrument Technician II
- 15. Instrument Technician Trainee
- 16. Integrated Waste Equipment Operator
- 17. Irrigation Technician
- 18. Locksmith
- 19. Maintenance Worker
- 20. Marina and Boating Facilities Attendant
- 21. Meter Reader
- 22. Park Equipment Operator
- 23. Park Maintenance Worker

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

24. Park Maintenance Worker I
25. Park Maintenance Worker II
26. Park Maintenance Worker III
27. Parking Enforcement Officer
28. Parking Lot Attendant
29. Parking Meter Coin Collector
30. Parking Meter Repair Worker
31. Registered Veterinary Technician
32. Security Guard
33. Senior Building Maintenance Worker
34. Senior Custodian
35. Senior Electronic Maintenance Technician
36. Senior Integrated Waste Equipment Operator
37. Senior Maintenance Worker
38. Senior Parking Enforcement Officer
39. Senior Parking Lot Attendant
40. Senior Telecommunications Technician
41. Senior Tree Maintenance Worker
42. Senior Tree Pruner
43. Street Construction Equipment Operator
44. Street Construction Laborer
45. Street Construction Laborer Trainee\*
46. Survey Technician I
47. Survey Technician II
48. Telecommunications Technician I
49. Telecommunications Technician II
50. Telecommunications Technician Trainee
51. Traffic Control and Lighting Technician I
52. Traffic Control and Lighting Technician II
53. Traffic Control and Lighting Technician Trainee
54. Tree Maintenance Worker
55. Tree Maintenance Worker Trainee
56. Tree Pruner I
57. Tree Pruner II
58. Tree Pruner Trainee
59. Utility Worker\*
60. Zoo Attendant I
61. Zoo Attendant II

J. General Supervisory Unit (Represented Unit 15)

1. 311 Customer Service Supervisor

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

---

2. Aquatics Recreation Supervisor
3. Assistant Box Office Supervisor
4. Concrete Construction Leadworker
5. Custodial Supervisor
6. Customer Service Supervisor
7. Enforcement and Collections Supervisor
8. Equipment Maintenance Supervisor
9. Financial Services Supervisor
10. Instrumentation Supervisor
11. Integrated Waste Supervisor
12. Meter Reading Supervisor
13. Museum Security Supervisor
14. Parking Enforcement Supervisor
15. Parking Facilities Maintenance Supervisor
16. Parking Lot Supervisor
17. Parking Meter Collection Supervisor
18. Parks Supervisor
19. Permit Services Supervisor
20. Police Records Supervisor
21. Program Supervisor
22. Program Supervisor (Older Adults)
23. Senior Accounting Technician
24. Senior Animal Care Technician
25. Senior Animal Control Officer
26. Senior Code Enforcement Officer
27. Senior Engineering Technician
28. Senior Parking Lot Supervisor
29. Senior Police Records Supervisor
30. Senior Storekeeper
31. Street Maintenance Supervisor
32. Supervising Building Inspector
33. Supervising Code Enforcement Officer
34. Supervising Community Center Attendant
35. Supervising Construction Inspector
36. Supervising Dispatcher
37. Supervising Forensic Investigator
38. Supervising Plant Operator
39. Supervising Police Clerk
40. Supervising Property Assistant
41. Supervising Surveyor
42. Supervising Water Quality Chemist
43. Survey Party Chief

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

---

44. Traffic Control and Lighting Supervisor
45. Traffic Supervisor
46. Tree Maintenance Supervisor
47. Tree Pruner Supervisor
48. Utilities Operations and Maintenance Supervisor
49. Water Conservation Supervisor

K. Engineering Unit (Represented Unit 11)

1. Assistant Architect
2. Assistant Civil Engineer
3. Assistant Electrical Engineer
4. Assistant Mechanical Engineer
5. Associate Architect
6. Associate Civil Engineer
7. Associate Electrical Engineer
8. Associate Landscape Architect
9. Associate Mechanical Engineer
10. Junior Engineer
11. Junior Landscape Assistant
12. Landscape Assistant
13. Telecommunications Engineer I
14. Telecommunications Engineer II
15. Telecommunications Engineer III

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

1. Equipment Mechanic I
2. Equipment Mechanic II
3. Equipment Mechanic III
4. Equipment Serviceworker
5. Fire Service Worker
6. General Repair Worker
7. Senior Equipment Serviceworker
8. Supervising Fire Service Worker
9. Vehicle Service Attendant

M. Management Support (Represented Unit 14)

Titles with “Exempt” or “Ex” are exempt from civil service, at-will classifications.

Represented Unit 14 is a closed unit. All classifications in this unit are duplicated in Represented Unit 10. All new hires, hired on or after December 21, 2019, will

---

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

be placed in the classifications in Unit 10. Once legacy employees attrit out of the Unit 14, Unit 14 will be dissolved.

1. Accountant Auditor
2. Administrative Analyst
3. Budget Analyst
4. Personnel Analyst
5. Senior Accountant Auditor
6. Senior Budget Analyst
7. Senior Deputy City Clerk
8. Special Assistant to the City Attorney (Ex)
9. Treasury Analyst

N. Confidential/Administrative (Represented Unit 10)

Titles with “Exempt” or “Ex” are exempt from civil service, at-will classifications.

1. Accountant Auditor
2. Administrative Analyst
3. Administrative Assistant
4. Administrative Assistant (Confidential/Exempt)
5. Administrative Technician
6. Administrative Technician (Confidential/Exempt)
7. Animal Services Coordinator
8. Applications Developer
9. Budget Analyst
10. Deputy City Clerk
11. Legal Secretary (Exempt)
12. Legal Staff Assistant (Exempt)
13. Paralegal (Exempt)
14. Paralegal Technical Support (Exempt)
15. Payroll Technician
16. Personnel Analyst
17. Personnel Technician
18. Senior Accountant Auditor
19. Senior Budget Analyst
20. Senior Deputy City Clerk
21. Senior Legal Staff Assistant (Exempt)
22. Senior Staff Assistant
23. Special Assistant to the City Attorney (Exempt)
24. Staff Assistant
25. Supervising Legal Secretary (Exempt)
26. Systems Engineer

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

- 27. Treasury Analyst
- 28. Treasury Assistant
- 29. Workers' Compensation Claims Assistant I
- 30. Workers' Compensation Claims Assistant II

O. Exempt Management (Represented Unit 01)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

- 1. 311 Manager
- 2. Administrative Officer
- 3. Animal Care Services Manager
- 4. Arts Administrator
- 5. Arts in Public Places Specialist
- 6. Assistant Camp Sacramento Supervisor
- 7. Assistant Director
- 8. Auditor
- 9. Banking Operations Manager
- 10. Building Services Manager
- 11. Business Services Manager
- 12. Camp Sacramento Supervisor
- 13. Cannabis Manager
- 14. Chief Animal Control Officer
- 15. Chief Building Official
- 16. Chief Investment Officer
- 17. Chief Park Ranger
- 17-18. City Historian
- 18-19. City Housing Manager
- 19-20. Code and Housing Enforcement Chief
- 20-21. Code Enforcement Manager
- 21-22. Contracts and Compliance Specialist
- 22-23. Convention Center General Manager
- 23-24. Cultural Services and Creative Economy Manager
- 24-25. Curator of Art
- 25-26. Curator of Education
- 26-27. Curator of History
- 27-28. Debt Analyst
- 28-29. Deputy Chief Building Official
- 29-30. Deputy City Attorney I
- 30-31. Deputy City Attorney II
- 31-32. Deputy Convention Center General Manager
- 32-33. Development Project Manager
- 33-34. Diversity and Equity Manager

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

<a href="#">34.35.</a>	Economic Development Manager
<a href="#">35.36.</a>	Emergency Communications Manager
<a href="#">36.37.</a>	Emergency Medical Services Coordinator
<a href="#">37.38.</a>	Engineering Manager
<a href="#">38.39.</a>	Environmental Health and Safety Manager
<a href="#">39.40.</a>	Environmental Health and Safety Officer
<a href="#">40.41.</a>	Environmental Health and Safety Specialist
<a href="#">41.42.</a>	Equal Employment Manager
<a href="#">42.43.</a>	Equal Employment Specialist
<a href="#">43.44.</a>	Ethics Program Compliance Officer
<a href="#">44.45.</a>	Events Services Manager
<a href="#">45.46.</a>	Events Services Supervisor
<a href="#">46.47.</a>	Facilities and Real Property Superintendent
<a href="#">47.48.</a>	Facilities Manager
<a href="#">48.49.</a>	Finance Manager
<a href="#">49.50.</a>	Fiscal Policy Analyst
<a href="#">50.51.</a>	Fleet Manager
<a href="#">51.52.</a>	Graphic Designer
<a href="#">52.53.</a>	Homeless Services Manager
<a href="#">53.54.</a>	Human Resources Manager
<a href="#">54.55.</a>	Information Technology (IT) Manager
<a href="#">55.56.</a>	Information Technology (IT) Supervisor
<a href="#">56.57.</a>	Integrated Waste Collections Superintendent
<a href="#">57.58.</a>	Integrated Waste General Manager
<a href="#">58.59.</a>	Integrated Waste General Supervisor
<a href="#">59.60.</a>	Integrated Waste Planning Superintendent
<a href="#">60.61.</a>	Investigator
<a href="#">61.62.</a>	Investment Officer
<a href="#">62.63.</a>	Investment Operations Analyst
<a href="#">63.64.</a>	Law Office Administrator
<a href="#">64.65.</a>	Licensed Land Surveyor
<a href="#">65.66.</a>	Marina Manager
<a href="#">66.67.</a>	Media and Communications Specialist
<a href="#">67.68.</a>	Neighborhood Services Area Manager
<a href="#">68.69.</a>	Neighborhood Services Manager
<a href="#">69.70.</a>	Operations General Supervisor
<a href="#">70.71.</a>	Park Maintenance Manager
<a href="#">71.72.</a>	Park Maintenance Superintendent
<a href="#">72.73.</a>	Park Planning, Design and Development Manager
<a href="#">73.74.</a>	Parking Manager
<a href="#">74.75.</a>	Permit Services Manager
<a href="#">75.76.</a>	Planning Director

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

<del>76-77.</del>	Police Captain
<del>77-78.</del>	Police Lieutenant
<del>78-79.</del>	Police Social Services Administrator
<del>79-80.</del>	Principal Accountant
<del>80-81.</del>	Principal Applications Developer
<del>81-82.</del>	Principal Building Inspector
<del>82-83.</del>	Principal Engineer
<del>83-84.</del>	Principal Fiscal Policy Analyst
<del>84-85.</del>	Principal Planner
<del>85-86.</del>	Principal Systems Engineer
<del>86-87.</del>	Process Control Supervisor
<del>87-88.</del>	Procurement Services Manager
<del>88-89.</del>	Program Manager
<del>89-90.</del>	Program Specialist
<del>90-91.</del>	Public Safety Administrative Manager
<del>91-92.</del>	Public Safety Communications Manager
<del>92-93.</del>	Recreation General Supervisor
<del>93-94.</del>	Recreation Manager
<del>94-95.</del>	Recreation Superintendent
<del>95-96.</del>	Risk Manager
<del>96-97.</del>	Senior Applications Developer
<del>97-98.</del>	Senior Architect
<del>98-99.</del>	Senior Auditor
<del>99-100.</del>	Senior Debt Analyst
<del>100-101.</del>	Senior Deputy City Attorney
<del>101-102.</del>	Senior Development Project Manager
<del>102-103.</del>	Senior Engineer
<del>103-104.</del>	Senior Fiscal Policy Analyst
<del>104-105.</del>	Senior Investment Officer
<del>105-106.</del>	Senior Landscape Architect
<del>106-107.</del>	Senior Personnel Analyst
<del>107-108.</del>	Senior Planner
<del>108-109.</del>	Senior Systems Engineer
<del>109-110.</del>	Special Districts Manager
<del>110-111.</del>	Special Projects Manager
<del>111-112.</del>	Stores Administrator
<del>112-113.</del>	Streets Manager
<del>113-114.</del>	Supervising Architect
<del>114-115.</del>	Supervising Engineer
<del>115-116.</del>	Supervising Financial Analyst
<del>116-117.</del>	Supervising Landscape Architect
<del>117-118.</del>	Support Services Manager

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

- ~~418-119.~~ Training Specialist
- ~~419-120.~~ Treasury Manager
- ~~420-121.~~ Urban Design Manager
- ~~421-122.~~ Utilities Operations and Maintenance Superintendent
- ~~422-123.~~ Utilities Operations and Maintenance Manager
- ~~423-124.~~ Utility Construction Coordinator
- ~~424-125.~~ Veterinarian
- ~~425-126.~~ Website Administrator
- ~~426-127.~~ Workers' Compensation Claims Manager
- ~~427-128.~~ Workers' Compensation Claims Representative
- ~~428-129.~~ Workers' Compensation Claims Supervisor

## Unrepresented Units

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

A. Executive Management (Unrepresented Unit 20)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

1. Assistant City Attorney
2. Assistant City Auditor
3. Assistant City Clerk
4. Assistant City Manager
5. Assistant to the City Manager
6. Budget Manager
7. Chief Assistant City Attorney
8. Chief Information Officer
9. Community Engagement Manager
10. Deputy Fire Chief
11. Deputy Police Chief
12. Director of Community Development
13. Director of Community Response
14. Director of Convention and Culture Services
15. Director of Economic Development
16. Director of Finance
17. Director of Governmental Affairs
18. Director of Human Resources
19. Director of Public Works
20. Director of Utilities
21. Director of Youth, Parks & Community Enrichment (YPCE)
22. Executive Director, SAC CCOMWP
23. Fire Assistant Chief

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

24. Fire Chief
25. Fire Marshal
26. Governmental Affairs Manager
27. Governmental Affairs Manager (Public Safety)
28. Human Resources Manager (Benefits & Retirement, Employment & Classification, and Labor Relations)
29. Labor Relations Administrative and EEO Investigator
30. Labor Relations Analyst
31. Labor Relations Officer
32. Media and Communications Officer
33. Office of Public Safety Accountability Assistant Director
34. Police Chief
35. Principal Budget Analyst (Finance/Budget)
36. Supervising Deputy City Attorney

B. Mayor/Council Support (Unrepresented Unit 21)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

1. Administrator of Government Relations
2. Chief of Staff to the Mayor
3. Council/Clerk Operations Manager
4. Council Representative
5. Office of Public Safety and Accountability Analyst
6. Office of Public Safety and Accountability Community Engagement Coordinator
7. Office of Public Safety and Accountability Deputy Inspector General
8. Office of Public Safety and Accountability Inspector General
9. Office of Public Safety and Accountability Investigator
10. Office of Public Safety and Accountability Senior Investigator
11. Senior Advisor to the Mayor
12. Senior Council Representative
13. Senior Policy Advisor
14. Special Assistant to the Mayor

C. Executive Management Support (Unrepresented Unit 22)

(Civil Service Exempt Unit/At-Will Classifications)

1. Executive Assistant (City Manager's Office)
2. Executive Assistant (Mayor/Council)
3. Mayoral Aide (Mayor/Council)
4. Staff Assistant (Mayor/Council)

---

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

D. Mayor/Council (Unrepresented Unit 23)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

1. Mayor
2. City Council

E. Appointed Officers (Unrepresented Unit 24)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

1. City Attorney
2. City Auditor
3. City Clerk
4. City Manager
5. City Treasurer
6. Director of Public Safety Accountability

F. Non-Career (Unrepresented Unit 09)

(Civil Service Exempt Unit/At-Will Classifications)

1. Assistant Camp Caretaker\*
2. Assistant Camp Chef\*
3. Assistant Pool Manager\*
4. Camp Aide\*
5. Camp Caretaker\*
6. Camp Chef\*
7. Camp Host\*
8. Camp Program Director\*
9. Camp Recreation Leader\*
10. Cashier (Aquatics)\*
11. Dispatcher Recruit\*
12. Emergency Medical Service Trainee\*
13. Events Associate\*
14. Events Duty Person\*
15. Fire Recruit\*
16. Graduate Student Trainee\*
17. General Intern\*
18. Lead Events Associate\*
19. Lifeguard\*
20. Marina Aide\*

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

- 21. Mayor/Council Intern\*
- 22. Nurse\*
- 23. Nurse (Adaptive Recreation)\*
- 24. Pilot\*
- 25. Police Background Investigator\*
- 26. Police Officer Recruit\*
- 27. Pool Manager\*
- 28. Public Service Aide\*
- 29. Reserve Evidence and Property Technician\*
- 30. Reserve Police Records Specialist\*
- 31. Senior Camp Sacramento Aquatics Leader
- 32. Senior Lifeguard\*
- 33. Student Trainee\*
- 34. Ticket Seller (Exempt)\*
- 35. Youth Aide\*

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

---

## DEFINITIONS

### **Confidential Employee**

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

### **Employee**

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

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

### **Employee Organization**

As defined in California Government Code Section 3501.

### **Employee Relations Officer**

The City Manager or their duly authorized representative.

### **Impasse**

A deadlock in discussions between a recognized employee organization and the Employee Relations Officer over any matters concerning which they are required to meet and confer in good faith, or over the scope of such subject matter.

### **Management Employee**

An employee having responsibility for formulating, administering, or managing the implementation of City policies and programs.

### **Mediation**

As defined in California Government Code Section 3501.

### **Professional Employee**

An employee engaged in work (a) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work, and (b) involving the consistent exercise of discretion and judgment in its performance, and (c) of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, and (d) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes.

### **Proof of Employee Approval**

Demonstrated under this Resolution by (a) an authorization card recently signed by an employee, or (b) employee dues deduction authorizations, using the payroll immediately

prior to the date a petition is filed hereunder, except that deductions for more than one employee organization for the account of any one employee shall not be considered proof of employee approval for more than one employee organization, or (c) a verified authorization petition or petitions recently signed by an employee.

**Recently Signed**

Signed within one hundred eighty (180) days prior to the filing of a petition hereunder.

**Recognized Employee Organization**

As defined in California Government Code Section 3501.

**Scope of Representation**

As defined in California Government Code Section 3504.

**Supervisory Employee**

An employee having responsibility for assigning and directing the work of other employees, or for rewarding or disciplining them, or for adjusting their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

# Redline Report

Schedule Effective Date March 10, 2026

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

**[ New ] Chief Park Ranger | 001949 | MGMT**

A	MGMT	174	03/10/2026	43.564766	61.300000	90614.71	127504.00	43.564766	45.743004	48.030154	50.431662	52.953245	55.600907	58.380952	61.300000
---	------	-----	------------	-----------	-----------	----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------

---

Adopted by the Sacramento City Council  
March 10, 2026

**Approval of Salary Range for the Chief Park Ranger  
Classification, the Employer-Employee Relations Policy, the  
Citywide Salary Schedule, and a Letter of Understanding with  
the Sacramento City Exempt Employees Association**

**BACKGROUND**

- A. The Employer-Employee Relations Policy (EERP) attached to this Resolution as Exhibit A has been amended to reflect the addition of a new classification; Chief Park Ranger.
- B. The City of Sacramento (City) and Sacramento City Exempt Employees Association (SCXEA) met and conferred in good faith regarding the job description and salary range for the Chief Park Ranger classification, and have agreed to the terms of a Letter of Understanding (LOU) which is attached to this Resolution as Exhibit C.
- C. The Salary Schedule attached to this Resolution as Exhibit B has been amended to reflect the salary range for the Chief Park Ranger classification and includes all City classifications to ensure that salary ranges are transparent and publicly available.
- D. The California Code of Regulations requires that the City Council adopt the City's salary schedules at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed.
- E. These publicly adopted rates are used by California Public Employees' Retirement System (CalPERS) to determine the appropriate compensation earnable for each City employee when calculating their pension benefit.

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

- Section 1. The EERP attached to this Resolution as Exhibit A is adopted.
- Section 2. The salary schedule attached to this Resolution as Exhibit B is adopted.
- Section 3. The LOU with SCXEA attached to this Resolution as Exhibit C is approved.
- Section 4. The City Manager or designee is authorized to make minor changes or adjustments to Exhibits A and B to correct omissions and errors.
- Section 5. Exhibits A through C are part of this Resolution.

**Table of Contents**

Exhibit A – EERP

Exhibit B – Salary Schedule

Exhibit C – SCXEA LOU

## **Employer-Employee Relations Policy**

---

**Scope: CITYWIDE**

**Policy Contact**

Department of Human Resources

(916) 808-5731

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

**Regulatory References**

California Government Code Sections 3500

**Effective Date**

Employer-Employee Relations Policy

March 10, 2026

**Supersedes**

Employer-Employee Relations Policy

February 3, 2026

## Table of Contents

---

Employer-Employee Relations Policy.....	1
POLICY STATEMENT.....	1
PURPOSE .....	1
POLICY.....	1
APPENDIX A - Designation of Representation Units and Unrepresented Classifications .....	11
Represented Units.....	11
A. Building Trades and Craft Unit (Represented Unit 06) .....	11
B. Plant Operator Unit (Represented Unit 04).....	11
C. Water and Sewer Unit (Represented Unit 07).....	12
D. Traffic Engineering Unit (Represented Unit 08) .....	12
E. Fire Department Unit (Represented Unit 05).....	12
F. Police Department Unit (Represented Unit 02).....	12
G. Professional Unit (Represented Unit 17) .....	13
H. Office and Technical Unit (Represented Unit 16).....	13
I. Operations and Maintenance Unit (Represented Unit 03).....	16
J. General Supervisory Unit (Represented Unit 15).....	17
K. Engineering Unit (Represented Unit 11).....	19
L. Automotive/Equipment Mechanics Unit (Represented Unit 12) .....	19
M. Management Support (Represented Unit 14) .....	19
N. Confidential/Administrative (Represented Unit 10).....	20
O. Exempt Management (Represented Unit 01).....	21
Unrepresented Units.....	24
A. Executive Management (Unrepresented Unit 20) .....	24
B. Mayor/Council Support (Unrepresented Unit 21) .....	25
C. Executive Management Support (Unrepresented Unit 22) .....	25
D. Mayor/Council (Unrepresented Unit 23) .....	26
E. Appointed Officers (Unrepresented Unit 24).....	26
F. Non-Career (Unrepresented Unit 09) .....	26
DEFINITIONS.....	28

## **POLICY STATEMENT**

This policy is enacted pursuant to California Government Code Sections 3500 et seq., to establish orderly procedures to promote full communication between the City and its employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between the City and its employee organizations.

Nothing contained herein shall be deemed to supersede the provisions of existing State law, the City Charter, ordinances, resolutions and rules which establish and regulate the merit and civil service system, or which provide for other methods of administering employer-employee relations. This Resolution is intended, instead, to strengthen merit, civil service, and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees and the City.

## **PURPOSE**

It is the purpose of this policy to promote the improvement of personnel management and employer-employee relations within the City by providing a uniform basis for recognizing the right of its employees to join organizations of their own choice and be represented by such organizations in their employment relationship with the City.

## **POLICY**

### **1. Authority of City Manager**

The City hereby declares, as a matter of policy, that the City Council and its members will deal with employee organizations and their representatives solely through the City Manager except when otherwise expressly provided for by the terms of this Resolution.

### **2. Representation Units**

The representation units set forth in Appendix A attached hereto are the appropriate units for representation by recognized employee organizations.

### **3. Recognized Employee Organizations**

a. An employee organization that wishes to be certified as the recognized employee organization for a designated representation unit for which unit no employee organization has been certified shall file a recognition petition with the Employee Relations Officer.

1. Petition – The petition shall be signed by the organization’s duly authorized officers, and shall contain the following information and documentation:

- 1) The name and mailing address of the organization.
  - 2) The names and titles of its officers.
  - 3) Designation of those persons, not exceeding three in number, and their addresses, to whom notice sent by regular mail will be deemed sufficient notice on the organization for any purpose.
  - 4) A statement that the organization does not discriminate or restrict membership or participation based on race, color, creed, national origin, or sex.
  - 5) A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.
  - 6) A statement that the employee organization agrees to comply with the provisions of this Resolution.
  - 7) A copy of its constitution and bylaws, if any.
  - 8) Identification of the representation unit for which petitioner seeks certification as the recognized employee organization.
  - 9) Proof of employee approval of thirty percent (30%) or more of the employees within such representation unit.
2. The Employee Relations Officer shall give written notice of such petition to the petitioner, to the employees involved and to any employee organization that has filed a written request for receipt of such notice to them. Within thirty (30) days of the date of such notice, other employee organizations may file a challenging petition seeking to become the recognized employee organization within such representation unit.
- b. Election
1. Calling of Election – The Employee Relations Officer shall, whether or not a challenging petition is filed, request the State Conciliation Service to call and conduct a secret ballot election in accordance with its own procedures and regulations and pursuant to the election procedures as herein below set forth. If a challenging petition is filed, and is accompanied by proof of employee approval equal to at least ten percent (10%) of the employees within the representation unit, the State Conciliation Service shall include such challenging employee organization on the ballot.

2. Election Procedures – Whenever the State Conciliation Service calls an election pursuant hereto, it shall include the choice of no organization on the ballot. Employees entitled to vote in a representational election shall be those employees within the representation unit whose name appeared on the payroll immediately prior to the date of the election. An employee organization shall be certified by the Employee Relations Officer as the recognized employee organization within the representation unit if:
  - 1) That employee organization has received the vote of a numerical majority of all the employees eligible to vote in the unit of which the election is held, or,
  - 2) More than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, and the employee organization receives a numerical majority of all votes cast in the election, or,
  - 3) In an election involving three or more choices, where none of the choices receives a majority of the ballot votes cast, and where more than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, a run-off election shall be conducted between the two choices receiving the largest number of ballot votes cast; the rules governing an initial election being applicable to a run-off election.
3. Decertification Procedures – A decertification petition may be filed with the Employee Relations Officer by employees or an employee organization to determine whether or not a recognized employee organization continues to represent a majority of the employees in the representation unit. Such petition must be accompanied by proof of employee approval equal to at least thirty percent (30%) of the employees within the representation unit. The time periods for a petition to be filed with the Employee Relations Officer are: a) after the first full year of recognition if no written agreement has been negotiated; b) within the period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of a written agreement; or c) any time after a written agreement has been in effect for five years or more. When such a valid petition has been filed, the State Conciliation Service shall be requested to conduct an election to determine whether or not the incumbent recognized employee organization shall be decertified, and where filed by an employee organization, whether such organization shall be recognized. Such election shall be in accordance with the procedures and regulations of the State Conciliation Service, and the election procedures as hereinabove set forth.

4. In the event that the State Conciliation Service is unable to or unwilling to provide any of the services required of it by paragraphs 2 and 3 above, the American Arbitration Association, or another impartial third party agreed to by the City and the concerned employee organization(s), shall perform said services.
5. Costs of conducting elections, if any, shall be borne equally by the City and the employee organization(s).
6. Recognized employee organizations shall annually, on or before the anniversary date of recognition, file a written statement with the Employee Relations Officer, indicating changes in items 1 through 7 as they appeared in the recognition petition filed pursuant to paragraph 3(a)(1), above, or as subsequently amended by a written statement hereunder, or, as appropriate, shall indicate that there has been no change in such information. The statement shall be signed by the duly authorized officers of the recognized employee organization.

#### **4. Meet and Confer**

- a. Upon request, a recognized employee organization shall have the right to meet and confer in good faith regarding matters within the scope of representation with the Employee Relations Officer and/or their designee. Provided, however, that nothing herein shall require meeting and conferring between parties to a Memorandum of Understanding during the term of such Memorandum regarding matters to take effect during such term, except that such parties may meet and confer during such term on a matter within the scope of representation where (a) the matter was not covered by the Memorandum or expressly raised as an issue during the meeting and conferring process out of which such Memorandum arose, and (b) there shall have arisen a significant change in circumstances with respect to such matter, which could not have reasonably been anticipated by both parties at the time they signed such Memorandum.
- b. Employees in classifications not included in supervisory and confidential representation units shall not participate in meeting and conferring or grievance resolution processes pertaining to supervisory and confidential representation unit classifications.
- c. In the absence of express authorization in advance by the Employee Relations Officer, not more than two City employees representing a recognized employee organization requesting such a meeting shall be entitled to attend without loss of compensation or other benefit, nor shall more than a total of three representatives for each recognized employee organization be entitled to attend such meetings.

- d. City employees who shall represent a recognized employee organization at such meeting shall give reasonable advance notice thereof to their immediate supervisor, but in no event shall such notice be given less than one full working day or shift before the meeting; except, however, that the Employee Relations Officer may, in their discretion, waive this requirement for advance notice.
- e. If agreement is reached on matters subject to approval by the City Council or by the Civil Service Board or Retirement Board, the parties shall jointly prepare a written memorandum of such understanding, and the Employee Relations Officer shall present it to the Council or such Board, as appropriate, for determination. If agreement is reached on matters not subject to such approval, the Employee Relations Officer and the recognized employee organization(s) shall, at the request of one of the parties, prepare a written memorandum of such understanding.

## **5. Payroll Deductions**

- a. Only recognized employee organizations shall have the right to have the regular membership dues of its members deducted from employees' paychecks upon the written authorization of each such employee member in such form as will not infringe upon an employee's rights under California Government Code Sec. 3502.
- b. This Article shall not be construed to restrict a recognized employee organization from meeting and conferring with the City regarding additional payroll deductions upon the written authorization of employees in such representation unit.

## **6. Communication with Employees**

- a. Reasonable access to employee work locations shall be granted to officers of recognized employee organizations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such officers shall not enter any work location without previous notice to and consent from the Department Head or their designee, and access may be restricted so as not to interfere with departmental operations or with established safety and security requirements.
- b. Campaigning for office, conducting meetings or elections, and other internal employee organization business of a similar nature shall not be carried on during work hours.

## **7. Use of City Facilities**

City buildings and other facilities may be made available for use by City employees

or an employee organization or their representatives in accordance with administrative procedures governing such use.

## **8. Advance Notice**

- a. Except in cases of emergency as provided in this Article, the City Council, the Civil Service Board and the Retirement Board, shall give reasonable written notice to each recognized employee organization affected by any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council, the Civil Service Board, or the Retirement Board, and shall give such recognized employee organization the opportunity to meet with the City Council, the Civil Service Board, or the Retirement Board. The Council or such Board shall, upon request of the Employee Relations Officer or a recognized employee organization, delay consideration of the matter proposed to be acted upon for such period of time deemed to be reasonable by the Council or such Board, to give the parties an opportunity to meet and confer thereon in order to endeavor to agree upon a joint recommendation to be made to the Council or such Board.
- b. In cases of emergency when the City Council, the Civil Service Board, or the Retirement Board determine that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with a recognized employee organization, the City Council, the Civil Service Board, or the Retirement Board shall provide such notice and opportunity to meet at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.

## **9. Employee Organization**

Employee organizations may represent their individual employee members in individual employment relations, including grievances, to the extent required by the Government Code.

## **10. Individual Employees**

Nothing in this Resolution shall be construed to restrict or in any way modify the right of an individual employee to present matters involving their individual employment relationship to the appropriate level of management, provided that any action taken is not inconsistent with the terms of a memorandum or understanding then in effect, and that before any action is taken which could affect the terms and conditions of employment of other employees in the representation unit, such proposed action is communicated to the recognized employee organization for its opinion on the merits and the effect on the proposed action.

## **11. Prohibition Against Discrimination**

- a. No appointing authority or their representative shall discriminate for or against any employee organization, or in any way coerce or influence any employee in their free choice to join or refrain from joining any employee organization.
- b. It is the policy of the City to affirmatively support and encourage equal opportunity of employment for members of racial, religious and other minority groups. If evidence of such discrimination by an employee organization comes to the attention of the Employee Relations Officer, it shall be their duty to refer such evidence to an appropriate legal authority having jurisdiction thereof, if any.

## **12. Application of Labor Code Section 923**

The enactment of this Resolution shall not be construed as making the provisions of Section 923 of the Labor Code applicable to employees or employee organizations.

## **13. Impasse Procedures**

- a. Initiation of Impasse Procedures – Impasse procedures may be invoked after the possibility of settlement by direct discussion has been exhausted. Any party may initiate the impasse procedures by filing with the other party or parties a written request for an impasse meeting, together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled by the Employee Relations Officer forthwith after the date of filing of the written request for such meeting, with written notice to all parties affected. The purpose of such impasse meeting shall be two-fold:
  1. To permit a review of the position of all parties in a final effort to reach an agreement on the disputed issues; and
  2. If agreement is not concluded, to discuss arrangements for implementing the specific impasse procedure or procedures to which the dispute shall be submitted.
- b. Impasse Procedures – Impasse procedures are as follows:
  1. If the parties so agree, the dispute shall be submitted directly to the City Council for determination.
  2. If they do not so agree with a reasonable period of time, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues. If the parties are unable to agree on a mediator after a reasonable period

of time, they shall select the mediator from a list of three names to be provided by the State Conciliation Service, or if that body for any reason shall fail to provide such list, by the American Arbitration Association. The recognized employee organization or organizations shall first strike one name, the Employee Relations Officer shall then strike one name, and the name remaining shall be the mediator.

3. If the parties have failed to resolve all their disputes through mediation within fifteen (15) days after the mediator commenced meeting with the parties, the parties may agree to submit the issues in dispute directly to the City Council. In that event the City Council shall finally determine the issues after conducting a public hearing thereon and after such further investigation of the relevant facts as it may deem appropriate.
  4. If the parties fail to agree to submit the dispute directly to the City Council, the disputed issues shall be submitted to fact-finding.
- c. The parties may agree on the appointment of one or more fact-finders. If they fail to so agree, a fact-finding panel of three shall be appointed in the following manner: One member of the panel shall be appointed by the Employee Relations Officer, one member shall be appointed by the recognized employee organization, and those two shall name a third, who shall be the chairman. If they are unable to agree upon a third, they shall select the third member from a list of five names to be provided by the American Arbitration Association, the one to serve to be determined by the alternate striking of names, with the party who is to strike the first name to be determined by chance method.
1. The following constitute the jurisdictional and procedural requirements for fact-finding:
    - 1) Fact-finders shall not have served as mediator in the same impasse under subparagraph (b)(2), and shall not be employees or officers of the City or members of one of the City's employee organizations.
    - 2) Fact-finding is authorized hereunder in connection with all disputed issues that are within the scope of representation.
    - 3) The fact-finder(s) shall, to the extent they are applicable, determine and apply the following standards to the disputed issues in making recommendations:
      - a. City job classifications shall be compared to comparable job classifications in private and public employment in the Sacramento metropolitan area, and in the three California cities next larger and the three

California cities next smaller in population than Sacramento, to the extent such can be reasonably done.

- b. In determining job comparability, the following factors will be considered: The nature and complexity of the duties involved; the degree of supervision received and exercised; the educational, experience and physical qualifications, and the special skills required; the physical working conditions; and the hazards inherent in the job.
  - c. Comparisons shall be in terms of total compensation and benefits of employment, and, to the extent feasible, shall be measured in monetary terms.
  - d. The comparison data as hereinabove provided for shall, to the extent feasible, be adjusted as appropriate for differences in the cost of living in Sacramento as compared to other cities considered; the benefits of job stability and continuity of employment; difficulty of recruiting qualified applicants; and equitable employment benefit relationships between job classifications in City employment.
  - e. The state of the economy in the Sacramento metropolitan area, and the financial condition and resources of City government, shall be considered.
- 4) The fact-finder(s) shall make written findings of fact and recommendations for the resolution of the issues in dispute, which shall be presented in terms of the standards specified in (3) above. The fact-finder or chairman of the fact-finding panel shall serve such findings and recommendations on the Employee Relations Officer and the designated representative of the recognized employee organization. If these parties have not resolved the impasse within ten (10) days after service of the findings and recommendations upon them, and in no event later than ten (10) days prior to the final date set by law for fixing of the tax rate, the fact-finder or the chairman of the fact-finding panel shall make them public by submitting them to the City Clerk for consideration by the City Council in connection with the Council's legislative determination of the issues.
  - 5) Costs of mediation and fact-finding shall be divided one-half to the City and one-half to the recognized employee

organization.

## APPENDIX A - Designation of Representation Units and Unrepresented Classifications

### Represented Units

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

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

1. Blacksmith Welder
2. Carpenter
3. Electrical Design Technician
4. Electrician
5. Electrician Supervisor
6. Generator Technician
7. HVAC Supervisor
8. Machinist
9. Machinist Helper
10. Machinist Supervisor
11. Mechanical Maintenance Supervisor
12. Painter
13. Plumber
14. Plumber Apprentice
15. Plumbing Supervisor
16. Senior Carpenter
17. Senior Electrician
18. Senior Generator Technician
19. Senior Painter
20. Senior Plumber
21. Stagehand I
22. Stagehand II
23. Structural Maintenance Supervisor
24. Supervising Generator Technician

B. Plant Operator Unit (Represented Unit 04)

1. Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic
2. Junior Plant Operator
3. Plant Operator
4. Senior Heating, Ventilation and Air Conditioning (HVAC) Systems Mechanic

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

5. Senior Plant Operator
6. Senior Stationary Engineer
7. Stationary Engineer

C. Water and Sewer Unit (Represented Unit 07)

1. Assistant Water Cross-Connection Control Specialist
2. Utilities Locator
3. Utilities Operations and Maintenance Serviceworker Apprentice
4. Utilities Operations and Maintenance Leadworker
5. Utilities Operations and Maintenance Serviceworker
6. Water Cross-Connection Control Specialist

D. Traffic Engineering Unit (Represented Unit 08)

1. Traffic Worker I
2. Traffic Worker II
3. Traffic Worker III
4. Traffic Worker Trainee

E. Fire Department Unit (Represented Unit 05)

1. Fire Battalion Chief
2. Fire Captain
3. Fire Engineer
4. Fire Investigator I
5. Fire Investigator II
6. Fire Prevention Officer I
7. Fire Prevention Officer II
8. Fire Prevention Officer Trainee
9. Firefighter
10. Sacramento Fire Emergency Medical Technician
11. Sacramento Fire Paramedic
12. Senior Fire Prevention Officer

F. Police Department Unit (Represented Unit 02)

1. Community Service Officer III
2. Community Service Officer I (Limited-Term)\*
3. Community Service Officer II (Limited-Term)\*
4. Dispatcher I
5. Dispatcher II
6. Dispatcher III

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

---

7. Park Safety Ranger
8. Park Safety Ranger Assistant
9. Park Safety Ranger Supervisor
10. Police Officer
11. Police Sergeant
12. Reserve Community Service Officer\*
13. Reserve Dispatcher\*
14. Reserve Police Officer I\*
15. Reserve Police Officer II\*
16. Reserve Police Officer III\*
17. Reserve Police Sergeant\*
18. Security Officer\*

G. Professional Unit (Represented Unit 17)

1. Arborist/Urban Forester
2. Archivist
3. Art Museum Registrar
4. Assistant Planner
5. Associate Curator of Art
6. Associate Planner
7. Geographic Information Systems (GIS) Specialist I
8. Geographic Information Systems (GIS) Specialist II
9. Geographic Information Systems (GIS) Specialist III
10. Junior Planner
11. Media Production Specialist I
12. Media Production Specialist II
13. Process Control Systems Specialist
14. Public Information Coordinator
15. Real Property Agent I
16. Real Property Agent II
17. Real Property Agent III
18. Registrar
19. Telecommunications Systems Analyst I
20. Telecommunications Systems Analyst II
21. Telecommunications Systems Analyst III
22. Water Quality Chemist

H. Office and Technical Unit (Represented Unit 16)

1. 311 Customer Service Agent
2. 311 Customer Service Specialist
3. Account Clerk I

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

---

4. Account Clerk II
5. Accounting Technician
6. Aquatics Recreation Coordinator
7. Aquatics Specialist\*
8. Architectural Technician I
9. Architectural Technician II
10. Architectural Technician III
11. Arts Program Assistant
12. Arts Program Coordinator
13. Booking Coordinator
14. Building Inspector I
15. Building Inspector II
16. Building Inspector III
17. Building Inspector IV
18. Building Monitor\*
19. Cache Logistics Coordinator
20. Cashier
21. Claims Collector
22. Code Enforcement Officer
23. Community Service Representative I
24. Community Service Representative II
25. Construction Inspector I
26. Construction Inspector II
27. Construction Inspector III
28. Crew Leader, Landscape & Learning\*
29. Customer Service Assistant
30. Customer Service Representative
31. Customer Service Specialist
32. Customer Service Trainee
33. Department Systems Specialist I
34. Department Systems Specialist II
35. Development Services Technician I
36. Development Services Technician II
37. Development Services Technician III
38. Electrical Construction Inspector I
39. Electrical Construction Inspector II
40. Electrical Construction Inspector III
41. Engineering Technician I
42. Engineering Technician II
43. Engineering Technician III
44. Events Coordinator
45. Evidence and Property Technician

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

---

46. Fingerprint Clerk
47. Fleet Management Technician
48. Fleet Service Coordinator
49. Forensic Investigator I
50. Forensic Investigator II
51. Graphics Assistant
52. Information Technology Support Specialist I
53. Information Technology Support Specialist II
54. Information Technology Trainee
55. Landscape Technician I
56. Landscape Technician II
57. Lead Forensic Investigator
58. Mail Processor I
59. Mail Processor II
60. Neighborhood Resources Coordinator I
61. Neighborhood Resources Coordinator II
62. Office Specialist
63. Personnel Transactions Coordinator
64. Pick-Up Driver
65. Plans Examiner I
66. Plans Examiner II
67. Plans Examiner III
68. Police Clerk I
69. Police Clerk II
70. Police Clerk III
71. Police Records Specialist I
72. Police Records Specialist II
73. Police Records Specialist III
74. Program Coordinator
75. Program Coordinator (Adaptive Recreation)
76. Program Coordinator (Older Adults)
77. Program Developer
78. Program Developer (Older Adults)
79. Program Leader
80. Program Leader (Older Adults)
81. Recreation Aide\*
82. Recreation Aide (Older Adults)\*
83. Recreation Leader (Adaptive Recreation)\*
84. Senior Claims Collector
85. Senior Department Systems Specialist
86. Senior Evidence and Property Technician
87. Senior Information Technology (IT) Support Specialist

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

---

- 88. Senior Landfill Engineering Technician
- 89. Senior Office Specialist
- 90. Senior Personnel Transactions Coordinator
- 91. Senior Recreation Aide\*
- 92. Senior Recreation Aide (Older Adults)\*
- 93. Storekeeper
- 94. Stores Clerk I
- 95. Stores Clerk II
- 96. Traffic Investigator I
- 97. Traffic Investigator II
- 98. Traffic Investigator III
- 99. Utility Services Inspector
- 100. Water Conservation Representative
- 101. Water Conservation Specialist
- 102. Water Quality Laboratory Technician
- 103. Zoning Investigator

I. Operations and Maintenance Unit (Represented Unit 03)

- 1. Animal Care Technician
- 2. Animal Control Officer I
- 3. Animal Control Officer II
- 4. Assistant Code Enforcement Officer
- 5. Building Maintenance Worker
- 6. Community Center Attendant I
- 7. Community Center Attendant II
- 8. Custodian I
- 9. Custodian II
- 10. Electronic Maintenance Technician I
- 11. Electronic Maintenance Technician II
- 12. Electronic Maintenance Technician Trainee
- 13. Instrument Technician I
- 14. Instrument Technician II
- 15. Instrument Technician Trainee
- 16. Integrated Waste Equipment Operator
- 17. Irrigation Technician
- 18. Locksmith
- 19. Maintenance Worker
- 20. Marina and Boating Facilities Attendant
- 21. Meter Reader
- 22. Park Equipment Operator
- 23. Park Maintenance Worker

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

24. Park Maintenance Worker I
25. Park Maintenance Worker II
26. Park Maintenance Worker III
27. Parking Enforcement Officer
28. Parking Lot Attendant
29. Parking Meter Coin Collector
30. Parking Meter Repair Worker
31. Registered Veterinary Technician
32. Security Guard
33. Senior Building Maintenance Worker
34. Senior Custodian
35. Senior Electronic Maintenance Technician
36. Senior Integrated Waste Equipment Operator
37. Senior Maintenance Worker
38. Senior Parking Enforcement Officer
39. Senior Parking Lot Attendant
40. Senior Telecommunications Technician
41. Senior Tree Maintenance Worker
42. Senior Tree Pruner
43. Street Construction Equipment Operator
44. Street Construction Laborer
45. Street Construction Laborer Trainee\*
46. Survey Technician I
47. Survey Technician II
48. Telecommunications Technician I
49. Telecommunications Technician II
50. Telecommunications Technician Trainee
51. Traffic Control and Lighting Technician I
52. Traffic Control and Lighting Technician II
53. Traffic Control and Lighting Technician Trainee
54. Tree Maintenance Worker
55. Tree Maintenance Worker Trainee
56. Tree Pruner I
57. Tree Pruner II
58. Tree Pruner Trainee
59. Utility Worker\*
60. Zoo Attendant I
61. Zoo Attendant II

J. General Supervisory Unit (Represented Unit 15)

1. 311 Customer Service Supervisor

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

---

2. Aquatics Recreation Supervisor
3. Assistant Box Office Supervisor
4. Concrete Construction Leadworker
5. Custodial Supervisor
6. Customer Service Supervisor
7. Enforcement and Collections Supervisor
8. Equipment Maintenance Supervisor
9. Financial Services Supervisor
10. Instrumentation Supervisor
11. Integrated Waste Supervisor
12. Meter Reading Supervisor
13. Museum Security Supervisor
14. Parking Enforcement Supervisor
15. Parking Facilities Maintenance Supervisor
16. Parking Lot Supervisor
17. Parking Meter Collection Supervisor
18. Parks Supervisor
19. Permit Services Supervisor
20. Police Records Supervisor
21. Program Supervisor
22. Program Supervisor (Older Adults)
23. Senior Accounting Technician
24. Senior Animal Care Technician
25. Senior Animal Control Officer
26. Senior Code Enforcement Officer
27. Senior Engineering Technician
28. Senior Parking Lot Supervisor
29. Senior Police Records Supervisor
30. Senior Storekeeper
31. Street Maintenance Supervisor
32. Supervising Building Inspector
33. Supervising Code Enforcement Officer
34. Supervising Community Center Attendant
35. Supervising Construction Inspector
36. Supervising Dispatcher
37. Supervising Forensic Investigator
38. Supervising Plant Operator
39. Supervising Police Clerk
40. Supervising Property Assistant
41. Supervising Surveyor
42. Supervising Water Quality Chemist
43. Survey Party Chief

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

---

44. Traffic Control and Lighting Supervisor
45. Traffic Supervisor
46. Tree Maintenance Supervisor
47. Tree Pruner Supervisor
48. Utilities Operations and Maintenance Supervisor
49. Water Conservation Supervisor

K. Engineering Unit (Represented Unit 11)

1. Assistant Architect
2. Assistant Civil Engineer
3. Assistant Electrical Engineer
4. Assistant Mechanical Engineer
5. Associate Architect
6. Associate Civil Engineer
7. Associate Electrical Engineer
8. Associate Landscape Architect
9. Associate Mechanical Engineer
10. Junior Engineer
11. Junior Landscape Assistant
12. Landscape Assistant
13. Telecommunications Engineer I
14. Telecommunications Engineer II
15. Telecommunications Engineer III

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

1. Equipment Mechanic I
2. Equipment Mechanic II
3. Equipment Mechanic III
4. Equipment Serviceworker
5. Fire Service Worker
6. General Repair Worker
7. Senior Equipment Serviceworker
8. Supervising Fire Service Worker
9. Vehicle Service Attendant

M. Management Support (Represented Unit 14)

Titles with “Exempt” or “Ex” are exempt from civil service, at-will classifications.

Represented Unit 14 is a closed unit. All classifications in this unit are duplicated in Represented Unit 10. All new hires, hired on or after December 21, 2019, will

be placed in the classifications in Unit 10. Once legacy employees attrit out of the Unit 14, Unit 14 will be dissolved.

1. Accountant Auditor
2. Administrative Analyst
3. Budget Analyst
4. Personnel Analyst
5. Senior Accountant Auditor
6. Senior Budget Analyst
7. Senior Deputy City Clerk
8. Special Assistant to the City Attorney (Ex)
9. Treasury Analyst

N. Confidential/Administrative (Represented Unit 10)

Titles with “Exempt” or “Ex” are exempt from civil service, at-will classifications.

1. Accountant Auditor
2. Administrative Analyst
3. Administrative Assistant
4. Administrative Assistant (Confidential/Exempt)
5. Administrative Technician
6. Administrative Technician (Confidential/Exempt)
7. Animal Services Coordinator
8. Applications Developer
9. Budget Analyst
10. Deputy City Clerk
11. Legal Secretary (Exempt)
12. Legal Staff Assistant (Exempt)
13. Paralegal (Exempt)
14. Paralegal Technical Support (Exempt)
15. Payroll Technician
16. Personnel Analyst
17. Personnel Technician
18. Senior Accountant Auditor
19. Senior Budget Analyst
20. Senior Deputy City Clerk
21. Senior Legal Staff Assistant (Exempt)
22. Senior Staff Assistant
23. Special Assistant to the City Attorney (Exempt)
24. Staff Assistant
25. Supervising Legal Secretary (Exempt)
26. Systems Engineer

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

---

- 27. Treasury Analyst
- 28. Treasury Assistant
- 29. Workers' Compensation Claims Assistant I
- 30. Workers' Compensation Claims Assistant II

O. Exempt Management (Represented Unit 01)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

- 1. 311 Manager
- 2. Administrative Officer
- 3. Animal Care Services Manager
- 4. Arts Administrator
- 5. Arts in Public Places Specialist
- 6. Assistant Camp Sacramento Supervisor
- 7. Assistant Director
- 8. Auditor
- 9. Banking Operations Manager
- 10. Building Services Manager
- 11. Business Services Manager
- 12. Camp Sacramento Supervisor
- 13. Cannabis Manager
- 14. Chief Animal Control Officer
- 15. Chief Building Official
- 16. Chief Investment Officer
- 17. Chief Park Ranger
- 18. City Historian
- 19. City Housing Manager
- 20. Code and Housing Enforcement Chief
- 21. Code Enforcement Manager
- 22. Contracts and Compliance Specialist
- 23. Convention Center General Manager
- 24. Cultural Services and Creative Economy Manager
- 25. Curator of Art
- 26. Curator of Education
- 27. Curator of History
- 28. Debt Analyst
- 29. Deputy Chief Building Official
- 30. Deputy City Attorney I
- 31. Deputy City Attorney II
- 32. Deputy Convention Center General Manager
- 33. Development Project Manager
- 34. Diversity and Equity Manager

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

---

35. Economic Development Manager
36. Emergency Communications Manager
37. Emergency Medical Services Coordinator
38. Engineering Manager
39. Environmental Health and Safety Manager
40. Environmental Health and Safety Officer
41. Environmental Health and Safety Specialist
42. Equal Employment Manager
43. Equal Employment Specialist
44. Ethics Program Compliance Officer
45. Events Services Manager
46. Events Services Supervisor
47. Facilities and Real Property Superintendent
48. Facilities Manager
49. Finance Manager
50. Fiscal Policy Analyst
51. Fleet Manager
52. Graphic Designer
53. Homeless Services Manager
54. Human Resources Manager
55. Information Technology (IT) Manager
56. Information Technology (IT) Supervisor
57. Integrated Waste Collections Superintendent
58. Integrated Waste General Manager
59. Integrated Waste General Supervisor
60. Integrated Waste Planning Superintendent
61. Investigator
62. Investment Officer
63. Investment Operations Analyst
64. Law Office Administrator
65. Licensed Land Surveyor
66. Marina Manager
67. Media and Communications Specialist
68. Neighborhood Services Area Manager
69. Neighborhood Services Manager
70. Operations General Supervisor
71. Park Maintenance Manager
72. Park Maintenance Superintendent
73. Park Planning, Design and Development Manager
74. Parking Manager
75. Permit Services Manager
76. Planning Director

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

---

- 77. Police Captain
- 78. Police Lieutenant
- 79. Police Social Services Administrator
- 80. Principal Accountant
- 81. Principal Applications Developer
- 82. Principal Building Inspector
- 83. Principal Engineer
- 84. Principal Fiscal Policy Analyst
- 85. Principal Planner
- 86. Principal Systems Engineer
- 87. Process Control Supervisor
- 88. Procurement Services Manager
- 89. Program Manager
- 90. Program Specialist
- 91. Public Safety Administrative Manager
- 92. Public Safety Communications Manager
- 93. Recreation General Supervisor
- 94. Recreation Manager
- 95. Recreation Superintendent
- 96. Risk Manager
- 97. Senior Applications Developer
- 98. Senior Architect
- 99. Senior Auditor
- 100. Senior Debt Analyst
- 101. Senior Deputy City Attorney
- 102. Senior Development Project Manager
- 103. Senior Engineer
- 104. Senior Fiscal Policy Analyst
- 105. Senior Investment Officer
- 106. Senior Landscape Architect
- 107. Senior Personnel Analyst
- 108. Senior Planner
- 109. Senior Systems Engineer
- 110. Special Districts Manager
- 111. Special Projects Manager
- 112. Stores Administrator
- 113. Streets Manager
- 114. Supervising Architect
- 115. Supervising Engineer
- 116. Supervising Financial Analyst
- 117. Supervising Landscape Architect
- 118. Support Services Manager

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

---

119. Training Specialist
120. Treasury Manager
121. Urban Design Manager
122. Utilities Operations and Maintenance Superintendent
123. Utilities Operations and Maintenance Manager
124. Utility Construction Coordinator
125. Veterinarian
126. Website Administrator
127. Workers' Compensation Claims Manager
128. Workers' Compensation Claims Representative
129. Workers' Compensation Claims Supervisor

## **Unrepresented Units**

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

- A. Executive Management (Unrepresented Unit 20)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

1. Assistant City Attorney
2. Assistant City Auditor
3. Assistant City Clerk
4. Assistant City Manager
5. Assistant to the City Manager
6. Budget Manager
7. Chief Assistant City Attorney
8. Chief Information Officer
9. Community Engagement Manager
10. Deputy Fire Chief
11. Deputy Police Chief
12. Director of Community Development
13. Director of Community Response
14. Director of Convention and Culture Services
15. Director of Economic Development
16. Director of Finance
17. Director of Governmental Affairs
18. Director of Human Resources
19. Director of Public Works
20. Director of Utilities
21. Director of Youth, Parks & Community Enrichment (YPCE)
22. Executive Director, SAC CCOMWP
23. Fire Assistant Chief

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

---

24. Fire Chief
25. Fire Marshal
26. Governmental Affairs Manager
27. Governmental Affairs Manager (Public Safety)
28. Human Resources Manager (Benefits & Retirement, Employment & Classification, and Labor Relations)
29. Labor Relations Administrative and EEO Investigator
30. Labor Relations Analyst
31. Labor Relations Officer
32. Media and Communications Officer
33. Office of Public Safety Accountability Assistant Director
34. Police Chief
35. Principal Budget Analyst (Finance/Budget)
36. Supervising Deputy City Attorney

B. Mayor/Council Support (Unrepresented Unit 21)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

1. Administrator of Government Relations
2. Chief of Staff to the Mayor
3. Council/Clerk Operations Manager
4. Council Representative
5. Office of Public Safety and Accountability Analyst
6. Office of Public Safety and Accountability Community Engagement Coordinator
7. Office of Public Safety and Accountability Deputy Inspector General
8. Office of Public Safety and Accountability Inspector General
9. Office of Public Safety and Accountability Investigator
10. Office of Public Safety and Accountability Senior Investigator
11. Senior Advisor to the Mayor
12. Senior Council Representative
13. Senior Policy Advisor
14. Special Assistant to the Mayor

C. Executive Management Support (Unrepresented Unit 22)

(Civil Service Exempt Unit/At-Will Classifications)

1. Executive Assistant (City Manager's Office)
2. Executive Assistant (Mayor/Council)
3. Mayoral Aide (Mayor/Council)
4. Staff Assistant (Mayor/Council)

---

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

D. Mayor/Council (Unrepresented Unit 23)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

1. Mayor
2. City Council

E. Appointed Officers (Unrepresented Unit 24)

(FLSA and Civil Service Exempt Unit/At-Will Classifications)

1. City Attorney
2. City Auditor
3. City Clerk
4. City Manager
5. City Treasurer
6. Director of Public Safety Accountability

F. Non-Career (Unrepresented Unit 09)

(Civil Service Exempt Unit/At-Will Classifications)

1. Assistant Camp Caretaker\*
2. Assistant Camp Chef\*
3. Assistant Pool Manager\*
4. Camp Aide\*
5. Camp Caretaker\*
6. Camp Chef\*
7. Camp Host\*
8. Camp Program Director\*
9. Camp Recreation Leader\*
10. Cashier (Aquatics)\*
11. Dispatcher Recruit\*
12. Emergency Medical Service Trainee\*
13. Events Associate\*
14. Events Duty Person\*
15. Fire Recruit\*
16. Graduate Student Trainee\*
17. General Intern\*
18. Lead Events Associate\*
19. Lifeguard\*
20. Marina Aide\*

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

---

- 21. Mayor/Council Intern\*
- 22. Nurse\*
- 23. Nurse (Adaptive Recreation)\*
- 24. Pilot\*
- 25. Police Background Investigator\*
- 26. Police Officer Recruit\*
- 27. Pool Manager\*
- 28. Public Service Aide\*
- 29. Reserve Evidence and Property Technician\*
- 30. Reserve Police Records Specialist\*
- 31. Senior Camp Sacramento Aquatics Leader
- 32. Senior Lifeguard\*
- 33. Student Trainee\*
- 34. Ticket Seller (Exempt)\*
- 35. Youth Aide\*

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

---

## DEFINITIONS

### **Confidential Employee**

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

### **Employee**

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

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

### **Employee Organization**

As defined in California Government Code Section 3501.

### **Employee Relations Officer**

The City Manager or their duly authorized representative.

### **Impasse**

A deadlock in discussions between a recognized employee organization and the Employee Relations Officer over any matters concerning which they are required to meet and confer in good faith, or over the scope of such subject matter.

### **Management Employee**

An employee having responsibility for formulating, administering, or managing the implementation of City policies and programs.

### **Mediation**

As defined in California Government Code Section 3501.

### **Professional Employee**

An employee engaged in work (a) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work, and (b) involving the consistent exercise of discretion and judgment in its performance, and (c) of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, and (d) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes.

### **Proof of Employee Approval**

Demonstrated under this Resolution by (a) an authorization card recently signed by an employee, or (b) employee dues deduction authorizations, using the payroll immediately

prior to the date a petition is filed hereunder, except that deductions for more than one employee organization for the account of any one employee shall not be considered proof of employee approval for more than one employee organization, or (c) a verified authorization petition or petitions recently signed by an employee.

**Recently Signed**

Signed within one hundred eighty (180) days prior to the filing of a petition hereunder.

**Recognized Employee Organization**

As defined in California Government Code Section 3501.

**Scope of Representation**

As defined in California Government Code Section 3504.

**Supervisory Employee**

An employee having responsibility for assigning and directing the work of other employees, or for rewarding or disciplining them, or for adjusting their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Chief Building Official   001712   MGMT</b>												
A MGTE	015	07/27/2024	63.170413 88.887116	131394.46 184885.20	63.170413	66.328934	69.645381	73.127650	76.784032	80.623234	84.654396	88.887116
<b>Chief Information Officer   020030   EXMG</b>												
U EXMG	085	07/01/2023	73.838908 116.296274	153584.93 241896.25								
<b>Chief Investment Officer   001714   MGMT</b>												
A MGTE	017	07/27/2024	72.480097 101.986776	150758.60 212132.49	72.480097	76.104102	79.909307	83.904772	88.100011	92.505012	97.130263	101.986776
<b>Chief of Staff to the Mayor   021006   MCSU</b>												
U MCSA	070	02/22/2025	56.593428 89.134615	117714.33 185400.00								
<b>Chief Park Ranger   001949   MGMT</b>												
A MGTE	174	03/10/2026	43.564766 61.300000	90614.71 127504.00	43.564766	45.743004	48.030154	50.431662	52.953245	55.600907	58.380952	61.300000
<b>City Attorney   024002   APPO</b>												
U COFF	006	02/07/2026	85.721240 170.673077	178300.18 355000.00								
<b>City Auditor   024004   APPO</b>												
U COFF	010	02/07/2026	58.948716 112.128861	122613.33 233228.03								
<b>City Clerk   024003   APPO</b>												
U COFF	007	02/07/2026	77.176878 115.764802	160527.91 240790.79								
<b>City Council   023001   MCNL</b>												
U MCNL	002	06/14/2025	53.521154 53.521154	111324.00 111324.00								
<b>City Historian   001905   MGMT</b>												
A MGTE	172	07/27/2024	56.918750 80.090395	118391.00 166588.02	56.918750	59.764687	62.752921	65.890567	69.185095	72.644350	76.276567	80.090395
<b>City Housing Manager   001933   MGMT</b>												
A MGTE	205	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>City Manager   024000   APPO</b>												
U COFF	008	02/07/2026	131.351442 202.251923	273211.00 420684.00								
<b>City Treasurer   024001   APPO</b>												
U COFF	009	02/07/2026	77.176878 137.860000	160527.91 286748.80								
<b>Claims Collector   016104   L39A</b>												
A OFFT	058	07/13/2024	23.950704 33.701047	49817.46 70098.18	23.950704	25.148239	26.405651	27.725934	29.112231	30.567843	32.096235	33.701047
<b>Code Enforcement Manager   001861   MGMT</b>												
A MGTE	131	07/27/2024	51.795179 72.881019	107733.97 151592.52	51.795179	54.384938	57.104185	59.959394	62.957364	66.105232	69.410494	72.881019
<b>Code Enforcement Officer   016114   L39A</b>												
A OFFT	065	07/13/2024	29.121152 40.976388	60572.00 85230.89	29.121152	30.577210	32.106071	33.711375	35.396944	37.166791	39.025131	40.976388

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

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

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

<u>Sal Plan</u>	<u>Grade</u>	<u>Effective Date</u>	<u>Hourly Min/Max</u>	<u>Annual Min/Max</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<b>Director of Community Response   020045   EXMG</b>												
U EXMG	218	09/10/2024	73.838909 116.296538	153584.93 241896.80								
<b>Director of Convntion&amp;Culture   020013   EXMG</b>												
U EXMG	120	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of Economic Develpmnt   020014   EXMG</b>												
U EXMG	070	07/01/2023	67.691509 106.614129	140798.34 221757.39								
<b>Director of Finance   020015   EXMG</b>												
U EXMG	100	07/01/2023	73.838908 116.296274	153584.93 241896.25								
<b>Director of Govtal Affairs   020017   EXMG</b>												
U EXMG	080	07/01/2023	57.040548 89.838860	118644.34 186864.83								
<b>Director of Human Resources   020018   EXMG</b>												
U EXMG	160	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of PubSafety Acctblty   024005   APPO</b>												
U EXMG	011	02/07/2026	60.127692 114.345000	125065.60 237837.60								
<b>Director of Public Works   020021   EXMG</b>												
U EXMG	150	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of Utilities   020022   EXMG</b>												
U EXMG	190	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Director of Yth Parks&amp;Comm Enr   020019   EXMG</b>												
U EXMG	130	07/01/2023	73.838908 116.296538	153584.93 241896.80								
<b>Dispatcher I   002049   SPOA</b>												
A POAM	020	01/25/2025	30.542208 37.124244	63527.79 77218.43	30.542208	32.069318	33.672784	35.356423	37.124244			
<b>Dispatcher II   002050   SPOA</b>												
A POAM	021	01/25/2025	37.346285 45.394643	77680.27 94420.86	37.346285	39.213599	41.174279	43.232993	45.394643			
<b>Dispatcher III   002051   SPOA</b>												
A POAM	022	08/09/2025	45.189005 54.927518	93993.13 114249.24	45.189005	47.448455	49.820878	52.311922	54.927518			
<b>Dispatcher Recruit   009113   TEMP</b>												
A TEMP	048	01/25/2025	29.087817 29.087817	60502.66 60502.66	29.087817							
<b>Diversity and Equity Manager   001923   MGMT</b>												
A MGTE	197	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Engineering Technician I   016930   L39A</b>												
A OFFT	110	07/13/2024	26.868812 37.807116	55887.13 78638.80	26.868812	28.212253	29.622866	31.104009	32.659209	34.292169	36.006777	37.807116
<b>Engineering Technician II   016931   L39A</b>												
A OFFT	111	07/13/2024	28.212236 39.697449	58681.45 82570.69	28.212236	29.622848	31.103990	32.659190	34.292149	36.006756	37.807094	39.697449
<b>Engineering Technician III   016939   L39A</b>												
A OFFT	116	07/13/2024	31.033649 43.667461	64549.99 90828.32	31.033649	32.585331	34.214598	35.925328	37.721594	39.607674	41.588058	43.667461
<b>Environmental Hlth &amp; Sfty Mngr   001928   MGMT</b>												
A MGTE	200	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Environmental Hlth &amp; Sfty Offr   001809   MGMT</b>												
A MGTE	091	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Environmental Hlth &amp; Sfty Spec   001810   MGMT</b>												
A MGTE	092	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Equal Employment Manager   001139   MGMT</b>												
A MGTE	189	07/27/2024	50.209710 70.650105	104436.20 146952.22	50.209710	52.720196	55.356206	58.124016	61.030217	64.081728	67.285814	70.650105
<b>Equal Employment Specialist   001748   MGMT</b>												
A MGTE	040	07/27/2024	39.028590 54.917146	81179.47 114227.66	39.028590	40.980019	43.029020	45.180471	47.439495	49.811470	52.302044	54.917146
<b>Equipment Maint Supv   015053   L39C</b>												
A SUPV	026	07/13/2024	35.721274 50.263420	74300.25 104547.91	35.721274	37.507338	39.382705	41.351840	43.419432	45.590404	47.869924	50.263420
<b>Equipment Mechanic I   012009   IAMA</b>												
A IAMA	006	07/01/2023	28.102298 39.542755	58452.78 82248.93	28.102298	29.507413	30.982784	32.531923	34.158519	35.866445	37.659767	39.542755
<b>Equipment Mechanic II   012003   IAMA</b>												
A IAMA	002	07/01/2023	30.754596 43.274804	63969.56 90011.59	30.754596	32.292326	33.906942	35.602289	37.382403	39.251523	41.214099	43.274804
<b>Equipment Mechanic III   012004   IAMA</b>												
A IAMA	003	07/01/2023	32.486287 45.711468	67571.48 95079.85	32.486287	34.110601	35.816131	37.606938	39.487285	41.461649	43.534731	45.711468
<b>Equipment Serviceworker   012006   IAMA</b>												
A IAMA	005	07/01/2023	21.387674 30.094607	44486.36 62596.78	21.387674	22.457058	23.579911	24.758907	25.996852	27.296695	28.661530	30.094607
<b>Ethics Program Compliance Ofc   001930   MGMT</b>												
A MGTE	201	07/27/2024	49.144867 69.151762	102221.32 143835.66	49.144867	51.602110	54.182215	56.891326	59.735892	62.722687	65.858821	69.151762
<b>Events Associate   009093   TEMP</b>												
A TEMP	042	12/13/2025	16.900000 16.900000	35152.00 35152.00								

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Events Coordinator   016043   L39A</b>												
A OFFT	029	07/13/2024	25.622041 36.052785	53293.84 74989.79	25.622041	26.903143	28.248300	29.660715	31.143751	32.700939	34.335986	36.052785
<b>Events Duty Person   009067   TEMP</b>												
A TEMP	036	03/22/2022	22.028399 22.028400	45819.07 45819.07								
<b>Events Services Manager   001749   MGMT</b>												
A MGTE	041	07/27/2024	43.765495 61.582447	91032.23 128091.49	43.765495	45.953770	48.251458	50.664031	53.197233	55.857095	58.649950	61.582447
<b>Events Services Supervisor   001750   MGMT</b>												
A MGTE	042	07/27/2024	37.200671 52.345079	77377.40 108877.76	37.200671	39.060705	41.013740	43.064427	45.217648	47.478530	49.852456	52.345079
<b>Evidence &amp; Property Technician   016071   L39A</b>												
A OFFT	041	07/13/2024	26.264909 36.957364	54631.01 76871.32	26.264909	27.578154	28.957062	30.404915	31.925161	33.521419	35.197490	36.957364
<b>Executive Assistant (CMO)   022000   EMSU</b>												
U EXMB	010	06/15/2024	26.010000 40.976462	54100.80 85231.04								
<b>Executive Assistant (MC)   022001   EMSU</b>												
U MCSB	030	06/15/2024	26.010000 40.976462	54100.80 85231.04								
<b>Executive Director SAC CCOMWP   020023   EXMG</b>												
U EXMG	050	07/01/2023	59.666264 93.974360	124105.83 195466.67								
<b>Facilities &amp; Real Prop Supt   001751   MGMT</b>												
A MGTE	043	07/27/2024	48.421959 68.134561	100717.68 141719.89	48.421959	50.843057	53.385210	56.054471	58.857195	61.800055	64.890058	68.134561
<b>Facilities Manager   001880   MGMT</b>												
A MGTE	143	07/27/2024	62.760187 88.309885	130541.19 183684.56	62.760187	65.898196	69.193106	72.652761	76.285399	80.099669	84.104652	88.309885
<b>Finance Manager   001925   MGMT</b>												
A MGTE	193	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Financial Services Supervisor   015092   L39C</b>												
A SUPV	049	07/13/2024	27.334939 38.463004	56856.67 80003.05	27.334939	28.701686	30.136770	31.643609	33.225789	34.887078	36.631432	38.463004
<b>Fingerprint Clerk   016974   L39A</b>												
A OFFT	134	07/13/2024	23.899967 33.629653	49711.93 69949.68	23.899967	25.094965	26.349713	27.667199	29.050559	30.503087	32.028241	33.629653
<b>Fire Assistant Chief   001753   MGMT</b>												
A FM40	003	07/27/2024	77.004690 108.353330	160169.76 225374.93	77.004690	80.854924	84.897670	89.142553	93.599681	98.279665	103.193648	108.353330
<b>Fire Assistant Chief   020053   EXMG</b>												
U EXMG	223	09/09/2025	77.004692 108.353332	160169.76 225374.93								

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Fire Assistant Chief (2912)   001948   MGMT</b>												
A	FM56 003	11/19/2024	55.003350 77.395237	160169.76 225374.93	55.003350	57.753517	60.641193	63.673253	66.856916	70.199762	73.709750	77.395237
<b>Fire Assistant Chief (56 Hrs)   020055   EXMG</b>												
U	EX56 001	09/09/2025	55.003352 77.395237	160169.76 225374.93								
<b>Fire Battalion Chief   005170   L522</b>												
A	FR56 007	11/02/2024	47.577237 63.758048	138544.91 185663.44	47.577237	49.956099	52.453904	55.076599	57.830429	60.721950	63.758048	
<b>Fire Battalion Chief (Admin)   FA7   L522</b>												
A	FR40 FA7	11/02/2024	66.608131 89.261267	138544.91 185663.44	66.608131	69.938538	73.435465	77.107238	80.962600	85.010730	89.261267	
<b>Fire Captain   005020   L522</b>												
A	FR56 002	11/02/2024	37.978110 50.894298	110592.26 148204.20	37.978110	39.877015	41.870866	43.964409	46.162629	48.470760	50.894298	
<b>Fire Captain (Admin)   FA5   L522</b>												
A	FR40 FA5	11/02/2024	53.923698 72.262913	112161.29 150306.86	53.923698	56.619883	59.450877	62.423421	65.544592	68.821822	72.262913	
<b>Fire Chief   020024   EXMG</b>												
A	FM40 001	07/01/2023	77.196447 137.812500	160568.61 286650.00								
<b>Fire Engineer   005050   L522</b>												
A	FR56 003	11/02/2024	33.592714 45.017450	97821.98 131090.81	33.592714	35.272350	37.035968	38.887766	40.832154	42.873762	45.017450	
<b>Fire Engineer (Admin)   FA3   L522</b>												
A	FR40 FA3	11/02/2024	47.731095 63.964233	99280.68 133045.60	47.731095	50.117650	52.623533	55.254710	58.017445	60.918317	63.964233	
<b>Fire Investigator I   005067   L522</b>												
A	FR40 004	04/12/2025	47.974087 64.289865	99786.10 133722.92	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443	64.289865	
<b>Fire Investigator I (Admin)   FA8   L522</b>												
A	FR40 004	04/12/2025	47.974087 64.289865	99786.10 133722.92	47.974087	50.372791	52.891431	55.536003	58.312803	61.228443	64.289865	
<b>Fire Investigator II   005068   L522</b>												
A	FR40 005	11/02/2024	54.207575 72.643335	112751.76 151098.14	54.207575	56.917954	59.763852	62.752045	65.889647	69.184129	72.643335	
<b>Fire Marshal   001926   MGMT</b>												
A	FM40 004	07/27/2024	77.004690 108.353330	160169.76 225374.93	77.004690	80.854924	84.897670	89.142553	93.599681	98.279665	103.193648	108.353330
<b>Fire Marshal   020054   EXMG</b>												
U	EXMG 224	09/09/2025	77.004692 108.353332	160169.76 225374.93								
<b>Fire Prevention Officer I   005065   L522</b>												
A	FR40 002	11/02/2024	38.823583 52.027314	80753.05 108216.81	38.823583	40.764762	42.803000	44.943150	47.190308	49.549823	52.027314	

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Fire Prevention Officer II   005066   L522</b>												
A FR40	003	11/02/2024	41.902126 56.152857	87156.42 116797.94	41.902126	43.997232	46.197094	48.506949	50.932296	53.478911	56.152857	
<b>Fire Prevention Officer Trnee   005064   L522</b>												
A FR40	001	11/02/2024	30.435811 31.957602	63306.49 66471.81	30.435811	31.957602						
<b>Fire Recruit   009017   TEMP</b>												
A TEMP	076	07/01/2021	25.134000 25.134000	52278.72 52278.72								
<b>Fire Service Worker   012014   IAMA</b>												
A IAMA	009	07/01/2023	24.222627 34.083669	50383.06 70894.03	24.222627	25.433758	26.705446	28.040718	29.442754	30.914892	32.460637	34.083669
<b>Firefighter   005010   L522</b>												
A FR56	001	11/02/2024	30.390654 40.726384	88497.58 118595.23	30.390654	31.910187	33.505696	35.180981	36.940030	38.787032	40.726384	
<b>Firefighter (Admin)   FA1   L522</b>												
A FR40	FA1	11/02/2024	43.140467 57.812351	89732.17 120249.69	43.140467	45.297490	47.562365	49.940483	52.437507	55.059382	57.812351	
<b>Fiscal Policy Analyst   001936   MGMT</b>												
A MGTE	208	07/27/2024	37.131911 52.248328	77234.38 108676.52	37.131911	38.988507	40.937932	42.984829	45.134070	47.390773	49.760312	52.248328
<b>Fleet Management Technician   016045   L39A</b>												
A OFFT	031	07/13/2024	32.657370 45.952200	67927.33 95580.58	32.657370	34.290239	36.004751	37.804989	39.695238	41.680000	43.764000	45.952200
<b>Fleet Manager   001881   MGMT</b>												
A MGTE	144	07/27/2024	54.240906 76.322401	112821.08 158750.59	54.240906	56.952951	59.800599	62.790629	65.930160	69.226668	72.688001	76.322401
<b>Fleet Service Coordinator   016976   L39A</b>												
A OFFT	136	07/13/2024	23.431644 32.970675	48737.82 68579.00	23.431644	24.603226	25.833387	27.125056	28.481309	29.905374	31.400643	32.970675
<b>Forensic Investigator I   016047   L39A</b>												
A OFFT	032	07/13/2024	29.299405 41.227204	60942.76 85752.58	29.299405	30.764375	32.302594	33.917724	35.613610	37.394290	39.264004	41.227204
<b>Forensic Investigator II   016048   L39A</b>												
A OFFT	033	07/13/2024	32.229346 45.349927	67037.04 94327.85	32.229346	33.840813	35.532854	37.309497	39.174972	41.133721	43.190407	45.349927
<b>GIS Specialist I   017026   L39A</b>												
A PROF	014	07/13/2024	38.739870 54.510888	80578.93 113382.65	38.739870	40.676864	42.710707	44.846242	47.088554	49.442982	51.915131	54.510888
<b>GIS Specialist II   017027   L39A</b>												
A PROF	015	07/13/2024	42.615563 59.964376	88640.37 124725.90	42.615563	44.746341	46.983658	49.332841	51.799483	54.389457	57.108930	59.964376
<b>GIS Specialist III   017028   L39A</b>												
A PROF	016	07/13/2024	48.527648 68.283275	100937.51 142029.21	48.527648	50.954030	53.501732	56.176819	58.985660	61.934943	65.031690	68.283275

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>General Intern   009147   TEMP</b>												
A TEMP	079	12/13/2025	16.900000 20.000000	35152.00 41600.00								
<b>General Repair Worker   012010   IAMA</b>												
A IAMA	007	07/01/2023	24.022051 33.801439	49965.87 70306.99	24.022051	25.223154	26.484312	27.808528	29.198954	30.658902	32.191847	33.801439
<b>Generator Technician   006061   BULT</b>												
A BLDG	023	07/01/2023	34.404714 48.410888	71561.80 100694.65	34.404714	36.124950	37.931198	39.827758	41.819146	43.910103	46.105608	48.410888
<b>Gov't Affairs Mgr Public Sfty   020052   EXMG</b>												
U EXMG	002	02/22/2025	57.040548 89.838861	118644.34 186864.83								
<b>Government Affairs Manager   020050   EXMG</b>												
U EXMG	221	01/16/2025	51.855043 81.671692	107858.49 169877.12								
<b>Graduate Student Trainee   009144   TEMP</b>												
A TEMP	075	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Graphic Designer   001929   MGMT</b>												
A MGTE	199	12/14/2024	28.969962 38.822520	60257.52 80750.84		28.969962	30.418460	31.939383	33.536352	35.213170	36.973829	38.822520
<b>Graphics Assistant   016957   L39A</b>												
A OFFT	127	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>HVAC Supervisor   006269   BULT</b>												
A BLDG	027	07/01/2023	37.266903 61.827623	77515.16 128601.46	37.266903	40.061921	43.066565	46.296557	49.768799	53.501459	57.514068	61.827623
<b>HVAC Systems Mechanic   004010   L39B</b>												
A PLNT	006	07/13/2024	36.120871 50.825693	75131.41 105717.44	36.120871	37.926915	39.823261	41.814424	43.905145	46.100402	48.405422	50.825693
<b>Homeless Services Manager   001939   MGMT</b>												
A MGTE	212	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Human Resources Manager   001851   MGMT</b>												
A MGTE	124	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Human Resources Manager-Rep20   020038   EXMG</b>												
U EXMG	042	06/15/2024	54.277298 85.486745	112896.78 177812.43								
<b>IT Manager   001761   MGMT</b>												
A MGTE	052	07/27/2024	61.054172 85.909351	126992.68 178691.45	61.054172	64.106881	67.312225	70.677836	74.211728	77.922314	81.818430	85.909351
<b>IT Supervisor   001762   MGMT</b>												
A MGTE	053	07/27/2024	53.552160 75.353267	111388.49 156734.80	53.552160	56.229768	59.041256	61.993319	65.092985	68.347634	71.765016	75.353267

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>IT Support Specialist I   016219   L39A</b>												
A OFFT	086	07/13/2024	36.009306 50.668711	74899.36 105390.92	36.009306	37.809771	39.700260	41.685273	43.769537	45.958014	48.255915	50.668711
<b>IT Support Specialist II   016220   L39A</b>												
A OFFT	087	07/13/2024	39.611823 55.737814	82392.59 115934.65	39.611823	41.592414	43.672035	45.855637	48.148419	50.555840	53.083632	55.737814
<b>IT Trainee   016221   L39A</b>												
A OFFT	088	07/13/2024	28.334025 39.868818	58934.77 82927.14	28.334025	29.750726	31.238262	32.800175	34.440184	36.162193	37.970303	39.868818
<b>Instrument Technician I   003648   L39A</b>												
A OPMT	030	07/13/2024	31.348824 44.110943	65205.55 91750.76	31.348824	32.916265	34.562078	36.290182	38.104691	40.009926	42.010422	44.110943
<b>Instrument Technician II   003649   L39A</b>												
A OPMT	031	07/13/2024	35.296479 49.665689	73416.68 103304.63	35.296479	37.061303	38.914368	40.860086	42.903090	45.048244	47.300656	49.665689
<b>Instrument Technician Trainee   003646   L39A</b>												
A OPMT	028	07/13/2024	28.489517 40.087612	59258.20 83382.23	28.489517	29.913993	31.409693	32.980178	34.629187	36.360646	38.178678	40.087612
<b>Instrumentation Supervisor   015087   L39C</b>												
A SUPV	046	07/13/2024	40.558978 57.070556	84362.67 118706.76	40.558978	42.586927	44.716273	46.952087	49.299691	51.764676	54.352910	57.070556
<b>Integrated Waste Collctns Supt   001763   MGMT</b>												
A MGTE	054	07/27/2024	50.371744 70.878102	104773.23 147426.45	50.371744	52.890331	55.534848	58.311590	61.227170	64.288528	67.502954	70.878102
<b>Integrated Waste Equip Operatr   003663   L39A</b>												
A OPMT	044	07/13/2024	25.916543 36.467178	53906.41 75851.73	25.916543	27.212370	28.572989	30.001638	31.501720	33.076806	34.730646	36.467178
<b>Integrated Waste General Mgr   001764   MGMT</b>												
A MGTE	055	07/27/2024	59.999470 84.425278	124798.90 175604.58	59.999470	62.999443	66.149415	69.456886	72.929730	76.576216	80.405027	84.425278
<b>Integrated Waste General Supv   001765   MGMT</b>												
A MGTE	056	07/27/2024	45.334568 63.790290	94295.90 132683.80	45.334568	47.601296	49.981361	52.480429	55.104450	57.859673	60.752657	63.790290
<b>Integrated Waste Planning Supt   001766   MGMT</b>												
A MGTE	057	07/27/2024	50.371744 70.878102	104773.23 147426.45	50.371744	52.890331	55.534848	58.311590	61.227170	64.288528	67.502954	70.878102
<b>Integrated Waste Supervisor   015032   L39C</b>												
A SUPV	014	07/13/2024	35.624678 50.127500	74099.33 104265.20	35.624678	37.405912	39.276208	41.240018	43.302019	45.467120	47.740476	50.127500
<b>Investigator   001944   MGMT</b>												
A MGTE	216	07/27/2024	32.730223 46.054712	68078.86 95793.80	32.730223	34.366734	36.085071	37.889325	39.783791	41.772981	43.861630	46.054712
<b>Investment Officer   001767   MGMT</b>												
A MGTE	058	07/27/2024	51.340069 72.240632	106787.34 150260.52	51.340069	53.907072	56.602426	59.432547	62.404174	65.524383	68.800602	72.240632

<u>Sal Plan</u>	<u>Grade</u>	<u>Effective Date</u>	<u>Hourly Min/Max</u>	<u>Annual Min/Max</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<b>Investment Operations Analyst   001890   MGMT</b>												
A MGTE	153	07/27/2024	43.142916 60.706415	89737.26 126269.34	43.142916	45.300062	47.565065	49.943318	52.440484	55.062508	57.815633	60.706415
<b>Irrigation Technician   003921   L39A</b>												
A OPMT	066	07/13/2024	24.622652 34.646544	51215.12 72064.81	24.622652	25.853785	27.146474	28.503798	29.928988	31.425437	32.996709	34.646544
<b>Junior Engineer   011010   WCOE</b>												
A WCOE	001	06/29/2024	31.466198 44.276100	65449.69 92094.29	31.466198	33.039508	34.691483	36.426057	38.247360	40.159728	42.167714	44.276100
<b>Junior Landscape Assistant   011024   WCOE</b>												
A WCOE	015	06/29/2024	31.466198 44.276100	65449.69 92094.29	31.466198	33.039508	34.691483	36.426057	38.247360	40.159728	42.167714	44.276100
<b>Junior Planner   017004   L39A</b>												
A PROF	004	07/13/2024	28.562357 40.190104	59409.70 83595.42	28.562357	29.990475	31.489999	33.064499	34.717724	36.453610	38.276290	40.190104
<b>Junior Plant Operator   004001   L39B</b>												
A PLNT	001	07/13/2024	26.634400 37.477275	55399.55 77952.73	26.634400	27.966120	29.364426	30.832647	32.374279	33.992993	35.692643	37.477275
<b>Labor Relations Adm/EEO Invstg   020048   EXMG</b>												
U EXMG	006	06/15/2024	43.758000 63.703082	91016.64 132502.41								
<b>Labor Relations Analyst   020034   EXMG</b>												
U EXMG	005	06/15/2024	33.113798 52.150000	68876.70 108472.00								
<b>Labor Relations Officer   020036   EXMG</b>												
U EXMG	015	06/15/2024	44.168865 69.565957	91871.24 144697.19								
<b>Landscape Assistant   011017   WCOE</b>												
A WCOE	008	06/29/2024	36.792010 51.770051	76527.38 107681.71	36.792010	38.631610	40.563190	42.591349	44.720916	46.956962	49.304810	51.770051
<b>Landscape Technician I   016209   L39A</b>												
A OFFT	077	07/13/2024	26.868812 37.807116	55887.13 78638.80	26.868812	28.212253	29.622866	31.104009	32.659209	34.292169	36.006777	37.807116
<b>Landscape Technician II   016054   L39A</b>												
A OFFT	035	07/13/2024	28.212236 39.697449	58681.45 82570.69	28.212236	29.622848	31.103990	32.659190	34.292149	36.006756	37.807094	39.697449
<b>Law Office Administrator   001853   MGMT</b>												
A MGTE	126	07/27/2024	46.586798 65.552303	96900.54 136348.79	46.586798	48.916138	51.361945	53.930042	56.626544	59.457871	62.430765	65.552303
<b>Lead Events Associate   009094   TEMP</b>												
A TEMP	043	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Lead Forensic Investigator   016926   L39A</b>												
A OFFT	109	07/13/2024	35.452350 49.885016	73740.89 103760.83	35.452350	37.224967	39.086215	41.040526	43.092552	45.247180	47.509539	49.885016

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Legal Secretary (Ex)   010803   CONF</b>												
A CONF	021	07/27/2024	29.863255 42.020600	62115.57 87402.85	29.863255	31.356418	32.924239	34.570451	36.298974	38.113923	40.019619	42.020600
<b>Legal Staff Assistant (Ex)   010809   CONF</b>												
A CONF	025	07/27/2024	21.214216 29.850533	44125.57 62089.11	21.214216	22.274927	23.388673	24.558107	25.786012	27.075313	28.429079	29.850533
<b>Licensed Land Surveyor   001770   MGMT</b>												
A MGTE	165	07/27/2024	49.303344 69.374756	102550.96 144299.49	49.303344	51.768511	54.356937	57.074784	59.928523	62.924949	66.071196	69.374756
<b>Lifeguard   009013   TEMP</b>												
A TEMP	013	04/20/2024	18.500000 18.500000	38480.00 38480.00	18.500000							
<b>Locksmith   003928   L39A</b>												
A OPMT	074	07/13/2024	28.520990 40.131898	59323.66 83474.35	28.520990	29.947039	31.444391	33.016611	34.667442	36.400814	38.220855	40.131898
<b>Machinist   006009   BULT</b>												
A BLDG	006	07/01/2023	30.980388 51.397986	64439.21 106907.81	30.980388	33.303917	35.801711	38.486839	41.373352	44.476353	47.812080	51.397986
<b>Machinist Helper   006011   BULT</b>												
A BLDG	008	07/01/2023	24.827973 41.190826	51642.18 85676.92	24.827973	26.690071	28.691826	30.843713	33.156991	35.643765	38.317047	41.190826
<b>Machinist Supervisor   006010   BULT</b>												
A BLDG	007	07/01/2023	35.978334 59.689824	74834.94 124154.83	35.978334	38.676709	41.577462	44.695772	48.047955	51.651552	55.525418	59.689824
<b>Mail Processor I   016028   L39A</b>												
A OFFT	154	07/13/2024	20.630181 29.028738	42910.78 60379.78	20.630181	21.661690	22.744775	23.882014	25.076115	26.329921	27.646417	29.028738
<b>Mail Processor II   016022   L39A</b>												
A OFFT	152	07/13/2024	22.186748 31.218981	46148.44 64935.48	22.186748	23.296085	24.460889	25.683933	26.968130	28.316536	29.732363	31.218981
<b>Mail Processor II (Legacy)   016010   L39A</b>												
A OFFT	151	07/13/2024	23.296085 32.779931	48455.86 68182.26	23.296085	24.460889	25.683933	26.968130	28.316537	29.732364	31.218982	32.779931
<b>Maintenance Worker   003651   L39A</b>												
A OPMT	033	07/13/2024	20.430281 28.747458	42494.98 59794.71	20.430281	21.451795	22.524385	23.650604	24.833134	26.074791	27.378531	28.747458
<b>Marina Aide   009061   TEMP</b>												
A TEMP	032	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Marina Manager   001773   MGMT</b>												
A MGTE	062	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Marina&amp;Boating Facilities Attd   003650   L39A</b>												
A OPMT	032	07/13/2024	21.661689 30.480173	45056.31 63398.76	21.661689	22.744773	23.882012	25.076113	26.329919	27.646415	29.028736	30.480173

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Mayor   023000   MCNL</b>												
U MCNL	001	06/14/2025	88.684615 88.684615	184464.00 184464.00								
<b>Mayor Council Intern   009130   TEMP</b>												
A TEMP	064	12/13/2025	16.900000 24.040000	35152.00 50003.20								
<b>Mayoral Aide   022003   EMSU</b>												
U MCSB	010	12/13/2025	16.900000 22.891986	35152.00 47615.33								
<b>Mechanical Maintenance Supv   006054   BULT</b>												
A BLDG	016	07/01/2023	34.506393 57.247802	71773.30 119075.43	34.506393	37.094372	39.876450	42.867184	46.082223	49.538390	53.253769	57.247802
<b>Media &amp; Communications Officer   020027   EXMG</b>												
U EXMG	020	06/15/2024	47.369260 74.612120	98528.06 155193.21								
<b>Media &amp; Communications Spclst   001775   MGMT</b>												
A MGTE	064	07/27/2024	37.874551 53.293298	78779.07 110850.06	37.874551	39.768279	41.756693	43.844528	46.036754	48.338592	50.755522	53.293298
<b>Media Production Specialist I   017013   L39A</b>												
A PROF	007	07/13/2024	28.941960 40.724246	60199.28 84706.43	28.941960	30.389058	31.908511	33.503937	35.179134	36.938091	38.784996	40.724246
<b>Media Production Specialist II   017025   L39A</b>												
A PROF	013	07/13/2024	32.392029 45.578837	67375.42 94803.98	32.392029	34.011630	35.712211	37.497822	39.372713	41.341349	43.408416	45.578837
<b>Meter Reader   003621   L39A</b>												
A OPMT	011	01/25/2025	20.892597 26.664836	43456.60 55462.86		20.892597	21.937227	23.034088	24.185792	25.395082	26.664836	
<b>Meter Reading Supervisor   015094   L39C</b>												
A SUPV	051	07/13/2024	27.852540 39.191320	57933.28 81517.95	27.852540	29.245167	30.707425	32.242796	33.854936	35.547683	37.325067	39.191320
<b>Museum Security Supervisor   015086   L39C</b>												
A SUPV	045	07/13/2024	24.703051 34.759675	51382.35 72300.12	24.703051	25.938204	27.235114	28.596870	30.026714	31.528050	33.104452	34.759675
<b>Neighborhood Rsrcs Coord I   016968   L39A</b>												
A OFFT	129	07/13/2024	26.232809 36.912197	54564.24 76777.37	26.232809	27.544449	28.921671	30.367755	31.886143	33.480450	35.154473	36.912197
<b>Neighborhood Rsrcs Coord II   016969   L39A</b>												
A OFFT	130	07/13/2024	29.562747 41.597752	61490.51 86523.32	29.562747	31.040884	32.592928	34.222574	35.933703	37.730388	39.616907	41.597752
<b>Neighborhood Services Area Mgr   001778   MGMT</b>												
A MGTE	067	07/27/2024	50.561339 71.144880	105167.58 147981.35	50.561339	53.089406	55.743876	58.531070	61.457623	64.530504	67.757029	71.144880
<b>Neighborhood Services Manager   001901   MGMT</b>												
A MGTE	167	07/27/2024	67.414976 94.859642	140223.15 197308.06	67.414976	70.785725	74.325011	78.041262	81.943325	86.040491	90.342516	94.859642

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Nurse   009027   TEMP</b>												
D DALY	006	10/04/2014	52.240000 63.200000	19067.60 23068.00	52.240000	57.460000	63.200000					
<b>OPS Accountability Analyst   021022   MCSU</b>												
U MCSA	132	06/15/2024	32.225726 50.755519	67029.51 105571.48								
<b>OPS Accountability Insp. Gen.   021024   MCSU</b>												
U MCSA	134	06/15/2024	44.452005 70.011913	92460.17 145624.78								
<b>OPSA Assistant Director   020051   EXMG</b>												
U EXMG	222	06/15/2024	49.015611 77.199582	101952.47 160575.13								
<b>OPSA Community Engmt Coord   021028   MCSU</b>												
U MCSA	138	06/15/2024	32.225726 50.755519	67029.51 105571.48								
<b>OPSA Deputy Inspector General   021027   MCSU</b>												
U MCSA	137	06/15/2024	40.410913 63.647192	84054.70 132386.16								
<b>OPSA Investigator   021021   MCSU</b>												
U MCSA	131	06/15/2024	38.648779 60.871832	80389.46 126613.41								
<b>OPSA Senior Investigator   021029   MCSU</b>												
U MCSA	139	06/15/2024	40.581221 63.915423	84408.94 132944.08								
<b>Office Specialist   016095   L39A</b>												
A OFFT	054	01/25/2025	20.888087 26.659081	43447.22 55450.89			20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
<b>Operations General Supervisor   001802   MGMT</b>												
A MGTE	086	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Painter   006012   BULT</b>												
A BLDG	009	07/01/2023	27.781540 46.090939	57785.60 95869.15	27.781540	29.865155	32.105042	34.512920	37.101389	39.883993	42.875292	46.090939
<b>Paralegal (Ex)   010804   CONF</b>												
A CONF	022	07/27/2024	32.664796 45.962649	67942.78 95602.31	32.664796	34.298036	36.012938	37.813585	39.704264	41.689477	43.773951	45.962649
<b>Paralegal Tech Support (Ex)   010805   CONF</b>												
A CONF	36	07/27/2024	39.066249 54.970134	81257.80 114337.88	39.066249	41.019561	43.070539	45.224066	47.485269	49.859532	52.352509	54.970134
<b>Park Equipment Operator   003666   L39A</b>												
A OPMT	046	07/13/2024	24.933571 35.084040	51861.83 72974.80	24.933571	26.180250	27.489263	28.863726	30.306912	31.822258	33.413371	35.084040
<b>Park Maintenance Manager   001781   MGMT</b>												
A MGTE	069	07/27/2024	49.158592 69.171076	102249.87 143875.84	49.158592	51.616522	54.197348	56.907215	59.752576	62.740205	65.877215	69.171076

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Park Maintenance Superintendent   001782   MGMT</b>												
A MGTE	070	07/27/2024	44.242732 62.253968	92024.88 129488.25	44.242732	46.454869	48.777612	51.216493	53.777318	56.466184	59.289493	62.253968
<b>Park Maintenance Worker   003927   L39A</b>												
A OPMT	072	01/25/2025	20.535906 21.562701	42714.68 44850.42							20.535906	21.562701
<b>Park Maintenance Worker I   003653   L39A</b>												
A OPMT	035	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>Park Maintenance Worker II   003654   L39A</b>												
A OPMT	036	07/13/2024	23.077435 32.472268	48001.06 67542.32	23.077435	24.231307	25.442872	26.715016	28.050767	29.453305	30.925970	32.472268
<b>Park Maintenance Worker III   003655   L39A</b>												
A OPMT	037	07/13/2024	26.947414 37.917717	56050.62 78868.85	26.947414	28.294785	29.709524	31.195000	32.754750	34.392487	36.112111	37.917717
<b>Park Plan Design &amp; Devlpmt Mgr   001869   MGMT</b>												
A MGTE	135	07/27/2024	55.653786 78.310466	115759.88 162885.77	55.653786	58.436475	61.358299	64.426214	67.647525	71.029901	74.581396	78.310466
<b>Park Safety Ranger   002061   SPOA</b>												
A POAM	051	01/25/2025	31.711000 44.620562	65958.88 92810.77	31.711000	33.296550	34.961378	36.709447	38.544919	40.472165	42.495773	44.620562
<b>Park Safety Ranger Assistant   002060   SPOA</b>												
A POAM	050	01/25/2025	28.828181 40.564147	59962.62 84373.43	28.828181	30.269590	31.783070	33.372224	35.040835	36.792877	38.632521	40.564147
<b>Park Safety Ranger Supervisor   002062   SPOA</b>												
A POAM	052	01/25/2025	36.467650 51.313646	75852.71 106732.38	36.467650	38.291033	40.205585	42.215864	44.326657	46.542990	48.870139	51.313646
<b>Parking Enforcement Officer   003630   L39A</b>												
A OPMT	016	07/13/2024	22.319123 31.405248	46423.78 65322.92	22.319123	23.435079	24.606833	25.837175	27.129034	28.485486	29.909760	31.405248
<b>Parking Enforcement Supervisor   015025   L39C</b>												
A SUPV	010	07/13/2024	25.643250 36.082627	53337.96 75051.86	25.643250	26.925412	28.271683	29.685267	31.169530	32.728007	34.364407	36.082627
<b>Parking Facilities Maint Supv   015055   L39C</b>												
A SUPV	027	07/13/2024	29.059408 40.889505	60443.57 85050.17	29.059408	30.512378	32.037997	33.639897	35.321892	37.087987	38.942386	40.889505
<b>Parking Lot Attendant   003627   L39A</b>												
A OPMT	013	01/25/2025	20.092417 26.925760	41792.23 56005.58		20.092417	21.097038	22.151890	23.259484	24.422458	25.643581	26.925760
<b>Parking Lot Supervisor   015026   L39C</b>												
A SUPV	011	07/13/2024	22.917037 32.246573	47667.44 67072.87	22.917037	24.062889	25.266033	26.529335	27.855802	29.248592	30.711022	32.246573
<b>Parking Manager   001882   MGMT</b>												
A MGTE	145	07/27/2024	55.162698 77.619457	114738.41 161448.47	55.162698	57.920833	60.816875	63.857719	67.050605	70.403135	73.923292	77.619457

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Plans Examiner II   016008   L39A</b>												
A OFFT	008	07/13/2024	31.338783 44.096814	65184.67 91721.37	31.338783	32.905722	34.551008	36.278558	38.092486	39.997110	41.996966	44.096814
<b>Plans Examiner III   016009   L39A</b>												
A OFFT	009	07/13/2024	36.655229 51.577588	76242.88 107281.38	36.655229	38.487990	40.412390	42.433009	44.554659	46.782392	49.121512	51.577588
<b>Plant Operator   004002   L39B</b>												
A PLNT	002	07/13/2024	31.903836 44.891902	66359.98 93375.16	31.903836	33.499028	35.173979	36.932678	38.779312	40.718278	42.754192	44.891902
<b>Plumber   006014   BULT</b>												
A BLDG	010	07/01/2023	29.789657 49.422505	61962.49 102798.81	29.789657	32.023881	34.425672	37.007597	39.783167	42.766905	45.974423	49.422505
<b>Plumber Apprentice   006264   BULT</b>												
A BLDG	021	07/01/2023	17.796781 29.525733	37017.30 61413.52	17.796781	19.131540	20.566405	22.108885	23.767051	25.549580	27.465798	29.525733
<b>Plumbing Supervisor   006270   BULT</b>												
A BLDG	028	07/01/2023	33.501352 55.580389	69682.81 115607.21	33.501352	36.013953	38.714999	41.618624	44.740021	48.095523	51.702687	55.580389
<b>Police Background Investigator   009104   TEMP</b>												
A TEMP	044	09/16/2019	31.025600 31.025600	64533.25 64533.25	31.025600							
<b>Police Captain   001789   MGMT</b>												
A MGTP	076	07/27/2024	82.395016 115.938062	171381.63 241151.17	82.395016	86.514767	90.840505	95.382530	100.151657	105.159240	110.417202	115.938062
<b>Police Chief   020028   EXMG</b>												
U PEXM	020	07/01/2023	86.581153 149.927884	180088.80 311850.00								
<b>Police Clerk I   016066   L39A</b>												
A OFFT	038	01/25/2025	20.844134 22.980658	43355.80 47799.77						20.844134	21.886341	22.980658
<b>Police Clerk II   016067   L39A</b>												
A OFFT	039	01/25/2025	20.888087 26.659081	43447.22 55450.89			20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
<b>Police Clerk III   016068   L39A</b>												
A OFFT	040	07/13/2024	21.043642 29.610518	43770.78 61589.88	21.043642	22.095824	23.200615	24.360646	25.578678	26.857612	28.200493	29.610518
<b>Police Lieutenant   001870   MGMT</b>												
A MGTP	136	07/27/2024	71.647839 100.815705	149027.50 209696.67	71.647839	75.230231	78.991743	82.941330	87.088396	91.442816	96.014957	100.815705
<b>Police Officer   002027   SPOA</b>												
A SPOA	002	01/25/2025	42.972486 57.587240	89382.77 119781.46	42.972486	45.121110	47.377165	49.746023	52.233324	54.844990	57.587240	
<b>Police Officer Recruit   009123   TEMP</b>												
A TEMP	056	01/25/2025	40.926177 40.926177	85126.45 85126.45	40.926177							

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Police Records Specialist I   016933   L39A</b>												
A OFFT	113	07/13/2024	21.401245 30.113701	44514.59 62636.50	21.401245	22.471307	23.594872	24.774616	26.013347	27.314014	28.679715	30.113701
<b>Police Records Specialist II   016934   L39A</b>												
A OFFT	114	07/13/2024	24.611482 34.630826	51191.88 72032.12	24.611482	25.842056	27.134159	28.490867	29.915410	31.411180	32.981739	34.630826
<b>Police Records Specialist III   016935   L39A</b>												
A OFFT	115	07/13/2024	27.072599 38.093866	56311.01 79235.24	27.072599	28.426229	29.847540	31.339917	32.906913	34.552259	36.279872	38.093866
<b>Police Records Supervisor   015101   L39C</b>												
A SUPV	057	07/13/2024	29.779898 41.903309	61942.19 87158.88	29.779898	31.268893	32.832338	34.473955	36.197653	38.007536	39.907913	41.903309
<b>Police Sergeant   002015   SPOA</b>												
A SPOA	001	01/25/2025	57.326370 69.680560	119238.85 144935.56	57.326370	60.192688	63.202322	66.362438	69.680560			
<b>Police Social Services Admnstr   001932   MGMT</b>												
A MGTE	204	07/27/2024	47.585353 66.957372	98977.53 139271.33	47.585353	49.964621	52.462852	55.085995	57.840295	60.732310	63.768926	66.957372
<b>Pool Manager   009015   TEMP</b>												
A TEMP	015	04/20/2024	24.500000 24.500000	50960.00 50960.00	24.500000							
<b>Principal Accountant   001791   MGMT</b>												
A MGTE	078	07/27/2024	41.273741 58.076299	85849.38 120798.70	41.273741	43.337428	45.504299	47.779514	50.168490	52.676915	55.310761	58.076299
<b>Principal Applications Develpr   001828   MGMT</b>												
A MGTE	109	07/27/2024	52.698739 74.152417	109613.38 154237.03	52.698739	55.333676	58.100360	61.005378	64.055647	67.258429	70.621350	74.152417
<b>Principal Budget Analyst   020041   EXMG</b>												
U EXMG	036	06/15/2024	45.450966 71.585269	94538.01 148897.36								
<b>Principal Building Inspector   001793   MGMT</b>												
A MGTE	079	07/27/2024	47.520140 66.865609	98841.89 139080.47	47.520140	49.896147	52.390954	55.010502	57.761027	60.649078	63.681532	66.865609
<b>Principal Engineer   001918   MGMT</b>												
A MGTE	184	07/27/2024	59.907800 84.296290	124608.22 175336.28	59.907800	62.903190	66.048350	69.350767	72.818305	76.459220	80.282181	84.296290
<b>Principal Fiscal Policy Anlyst   001937   MGMT</b>												
A MGTE	209	07/27/2024	49.876780 70.181639	103743.70 145977.81	49.876780	52.370619	54.989150	57.738608	60.625538	63.656815	66.839656	70.181639
<b>Principal Planner   001795   MGMT</b>												
A MGTE	080	07/27/2024	52.106566 73.319170	108381.66 152503.87	52.106566	54.711894	57.447489	60.319863	63.335856	66.502649	69.827781	73.319170
<b>Principal Systems Engineer   001796   MGMT</b>												
A MGTE	081	07/27/2024	52.698739 74.152417	109613.38 154237.03	52.698739	55.333676	58.100360	61.005378	64.055647	67.258429	70.621350	74.152417

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Process Control Supervisor   001947   MGMT</b>												
A MGTE	219	07/27/2024	45.710288 64.318966	95077.40 133783.45	45.710288	47.995802	50.395592	52.915372	55.561141	58.339198	61.256158	64.318966
<b>Process Control Systems Splst   017037   L39A</b>												
A PROF	023	07/13/2024	42.745630 60.147395	88910.91 125106.58	42.745630	44.882911	47.127057	49.483410	51.957581	54.555460	57.283233	60.147395
<b>Procurement Services Manager   001797   MGMT</b>												
A MGTE	082	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Program Coord. (Adaptive Rec.)   016985   L39A</b>												
A OFFT	146	07/13/2024	23.851438 33.561369	49610.99 69807.65	23.851438	25.044010	26.296210	27.611021	28.991572	30.441151	31.963209	33.561369
<b>Program Coord. (Older Adults)   016984   L39A</b>												
A OFFT	145	07/13/2024	23.851438 33.561369	49610.99 69807.65	23.851438	25.044010	26.296210	27.611021	28.991572	30.441151	31.963209	33.561369
<b>Program Coordinator   016210   L39A</b>												
A OFFT	078	07/13/2024	23.383764 32.903304	48638.23 68438.87	23.383764	24.552952	25.780600	27.069630	28.423111	29.844267	31.336480	32.903304
<b>Program Developer   016211   L39A</b>												
A OFFT	079	01/25/2025	20.904025 28.013392	43480.37 58267.86		20.904025	21.949226	23.046687	24.199021	25.408972	26.679421	28.013392
<b>Program Develpr (Older Adults)   016986   L39A</b>												
A OFFT	147	07/13/2024	20.306767 28.573660	42238.08 59433.21	20.306767	21.322105	22.388210	23.507621	24.683002	25.917152	27.213010	28.573660
<b>Program Leader   016949   L39A</b>												
A OFFT	121	01/25/2025	20.159950 23.337661	41932.70 48542.34					20.159950	21.167947	22.226344	23.337661
<b>Program Leader (Older Adults)   016987   L39A</b>												
A OFFT	148	01/25/2025	20.861166 22.999435	43391.22 47838.82						20.861166	21.904224	22.999435
<b>Program Manager   001798   MGMT</b>												
A MGTE	083	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Program Specialist   001799   MGMT</b>												
A MGTE	084	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Program Supervisor   015091   L39C</b>												
A SUPV	048	07/13/2024	30.455501 42.853950	63347.44 89136.22	30.455501	31.978276	33.577190	35.256050	37.018853	38.869796	40.813286	42.853950
<b>Program Suprvsr (Older Adults)   015112   L39C</b>												
A SUPV	073	07/13/2024	31.064611 43.711029	64614.39 90918.94	31.064611	32.617842	34.248734	35.961171	37.759230	39.647191	41.629551	43.711029
<b>Public Information Coordinator   017022   L39A</b>												
A PROF	011	07/13/2024	27.826904 39.155248	57879.96 81442.92	27.826904	29.218249	30.679161	32.213119	33.823775	35.514964	37.290712	39.155248

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Public Safety Admin. Manager   001788   MGMT</b>												
A MGTE	075	07/27/2024	49.317362 69.394481	102580.11 144340.52	49.317362	51.783230	54.372391	57.091011	59.945562	62.942840	66.089982	69.394481
<b>Public Safety Communicatns Mgr   001931   MGMT</b>												
A MGTE	203	07/27/2024	59.180834 83.273377	123096.14 173208.62	59.180834	62.139876	65.246870	68.509213	71.934674	75.531408	79.307978	83.273377
<b>Public Service Aide   009037   TEMP</b>												
A TEMP	025	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Real Property Agent I   017032   L39A</b>												
A PROF	019	07/13/2024	31.360128 44.126850	65229.07 91783.85	31.360128	32.928134	34.574541	36.303268	38.118431	40.024353	42.025571	44.126850
<b>Real Property Agent II   017033   L39A</b>												
A PROF	020	07/13/2024	36.181020 50.910329	75256.52 105893.48	36.181020	37.990071	39.889575	41.884054	43.978257	46.177170	48.486028	50.910329
<b>Real Property Agent III   017034   L39A</b>												
A PROF	021	07/13/2024	40.098879 56.423150	83405.67 117360.15	40.098879	42.103823	44.209014	46.419465	48.740438	51.177460	53.736333	56.423150
<b>Recreation Aide   016034   L39A</b>												
A TEMP	027	12/13/2025	16.900000 17.120272	35152.00 35610.17								
<b>Recreation Aide (Older Adults)   016035   L39A</b>												
A TEMP	071	12/13/2025	16.900000 17.120272	35152.00 35610.17								
<b>Recreation General Supervisor   001805   MGMT</b>												
A MGTE	089	07/27/2024	38.471393 54.133113	80020.50 112596.88	38.471393	40.394963	42.414711	44.535447	46.762219	49.100330	51.555346	54.133113
<b>Recreation Leader (Adpt Rec)   016036   L39A</b>												
A TEMP	026	12/13/2025	16.900000 17.120272	35152.00 35610.17								
<b>Recreation Manager   001803   MGMT</b>												
A MGTE	087	07/27/2024	50.289403 70.762239	104601.96 147185.46	50.289403	52.803873	55.444067	58.216270	61.127083	64.183437	67.392609	70.762239
<b>Recreation Superintendent   001804   MGMT</b>												
A MGTE	088	07/27/2024	42.745992 60.147904	88911.66 125107.64	42.745992	44.883292	47.127457	49.483830	51.958021	54.555922	57.283718	60.147904
<b>Registered Veterinary Tech   003926   L39A</b>												
A OPMT	071	07/13/2024	27.806854 39.127037	57838.26 81384.24	27.806854	29.197197	30.657057	32.189910	33.799406	35.489376	37.263845	39.127037
<b>Registrar   017014   L39A</b>												
A PROF	008	07/13/2024	26.922875 37.883188	55999.58 78797.03	26.922875	28.269019	29.682470	31.166593	32.724923	34.361169	36.079227	37.883188
<b>Reserve Community Service Off   002000   SPOA</b>												
A TEMP	062	01/25/2025	30.532950 30.532950	63508.54 63508.54	30.532950							

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

<a href="#">Sal Plan</a>	<a href="#">Grade</a>	<a href="#">Effective Date</a>	<a href="#">Hourly Min/Max</a>	<a href="#">Annual Min/Max</a>	<a href="#">Step 1</a>	<a href="#">Step 2</a>	<a href="#">Step 3</a>	<a href="#">Step 4</a>	<a href="#">Step 5</a>	<a href="#">Step 6</a>	<a href="#">Step 7</a>	<a href="#">Step 8</a>
<b>Reserve Dispatcher   002001   SPOA</b>												
A TEMP	049	01/25/2025	45.394643 45.394643	94420.86 94420.86	45.394643							
<b>Reserve Evidence &amp; Prop Tech   009021   TEMP</b>												
A TEMP	060	06/21/2008	19.310800 19.310800	40166.46 40166.46	19.310800							
<b>Reserve Police Officer I   002002   SPOA</b>												
A TEMP	006	01/25/2025	52.735567 57.587240	109689.98 119781.46	57.587240	52.735567	52.735567					
<b>Reserve Police Officer II   002003   SPOA</b>												
A TEMP	004	01/25/2025	42.972486 42.972486	89382.77 89382.77	42.972486							
<b>Reserve Police Officer III   002004   SPOA</b>												
A TEMP	002	01/25/2025	33.662578 33.662578	70018.16 70018.16	33.662578							
<b>Reserve Police Records Spec   009121   TEMP</b>												
A TEMP	055	06/21/2008	19.460300 19.460300	40477.42 40477.42	19.460300							
<b>Reserve Police Sergeant   002005   SPOA</b>												
A TEMP	019	01/25/2025	69.680560 69.680560	144935.56 144935.56	69.680560							
<b>Risk Manager   001864   MGMT</b>												
A MGTE	166	07/27/2024	60.753834 85.486745	126367.98 177812.43	60.753834	63.791526	66.981102	70.330157	73.846665	77.538998	81.415948	85.486745
<b>Sacramento Fire EMT   005180   L522</b>												
A FR42	001	11/02/2024	25.443340 30.926538	55568.26 67543.56	25.443340	26.715507	28.051282	29.453846	30.926538			
<b>Sacramento Fire Paramedic   005181   L522</b>												
A FR42	002	11/02/2024	29.259839 35.565518	63903.49 77675.09	29.259839	30.722831	32.258973	33.871922	35.565518			
<b>Security Guard   003641   L39A</b>												
A OPMT	025	01/25/2025	20.280044 25.883045	42182.49 53836.73		20.280044	21.294046	22.358748	23.476685	24.650519	25.883045	
<b>Security Officer   002006   SPOA</b>												
A TEMP	051	01/25/2025	29.693731 29.693731	61762.96 61762.96	29.693731							
<b>Senior Accountant Auditor   010824   CONF</b>												
A CONF	045	07/27/2024	39.412750 55.457696	81978.52 115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
<b>Senior Accountant Auditor   014013   MSUP</b>												
A MSUP	013	07/27/2024	39.412750 55.457696	81978.52 115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
<b>Senior Accounting Technician   015064   L39C</b>												
A SUPV	032	07/13/2024	25.531670 35.925623	53105.87 74725.30	25.531670	26.808253	28.148666	29.556099	31.033904	32.585599	34.214879	35.925623

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

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

<u>Sal Plan</u>	<u>Grade</u>	<u>Effective Date</u>	<u>Hourly Min/Max</u>	<u>Annual Min/Max</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<b>Senior Debt Analyst   001814   MGMT</b>												
A MGTE	096	07/27/2024	45.324662 63.776351	94275.30 132654.81	45.324662	47.590895	49.970440	52.468962	55.092410	57.847030	60.739382	63.776351
<b>Senior Department Sys Spclst   016222   L39A</b>												
A OFFT	089	07/13/2024	42.908750 60.376920	89250.20 125583.99	42.908750	45.054188	47.306897	49.672242	52.155854	54.763647	57.501829	60.376920
<b>Senior Deputy City Attorney   001815   MGMT</b>												
A MGTE	097	07/27/2024	72.516685 102.038257	150834.70 212239.58	72.516685	76.142519	79.949645	83.947127	88.144483	92.551707	97.179292	102.038257
<b>Senior Deputy City Clerk   010828   CONF</b>												
A CONF	049	07/27/2024	29.864923 42.022945	62119.04 87407.73	29.864923	31.358169	32.926077	34.572381	36.301000	38.116050	40.021852	42.022945
<b>Senior Deputy City Clerk   014004   MSUP</b>												
A MSUP	005	07/27/2024	29.864923 42.022945	62119.04 87407.73	29.864923	31.358169	32.926077	34.572381	36.301000	38.116050	40.021852	42.022945
<b>Senior Development Project Mgr   001816   MGMT</b>												
A MGTE	098	07/27/2024	48.306029 67.971434	100476.54 141380.58	48.306029	50.721330	53.257397	55.920267	58.716280	61.652094	64.734699	67.971434
<b>Senior Electrician   006266   BULT</b>												
A BLDG	022	07/01/2023	33.536660 55.638966	69756.25 115729.05	33.536660	36.051909	38.755802	41.662487	44.787174	48.146212	51.757178	55.638966
<b>Senior Electronic Maint Tech   003633   L39A</b>												
A OPMT	018	07/13/2024	37.095569 52.197191	77158.78 108570.16	37.095569	38.950347	40.897864	42.942757	45.089895	47.344390	49.711610	52.197191
<b>Senior Engineer   001817   MGMT</b>												
A MGTE	099	07/27/2024	51.349245 72.253543	106806.43 150287.37	51.349245	53.916707	56.612542	59.443169	62.415327	65.536093	68.812898	72.253543
<b>Senior Engineering Technician   015111   L39C</b>												
A SUPV	071	07/13/2024	33.500453 47.138502	69680.94 98048.08	33.500453	35.175476	36.934250	38.780962	40.720010	42.756010	44.893811	47.138502
<b>Senior Equipment Service Wrkr   012007   IAMA</b>												
A IAMA	013	07/01/2023	22.015408 30.977889	45792.05 64434.01	22.015408	23.116178	24.271987	25.485586	26.759865	28.097858	29.502751	30.977889
<b>Senior Evidence/Property Tech   016072   L39A</b>												
A OFFT	042	07/13/2024	28.447909 40.029064	59171.65 83260.45	28.447909	29.870304	31.363819	32.932010	34.578610	36.307541	38.122918	40.029064
<b>Senior Fire Prevention Officer   005159   L522</b>												
A FR40	007	11/02/2024	46.118505 61.803208	95926.49 128550.67	46.118505	48.424430	50.845651	53.387934	56.057331	58.860198	61.803208	
<b>Senior Fiscal Policy Analyst   001938   MGMT</b>												
A MGTE	211	07/27/2024	44.532650 62.661910	92627.91 130336.77	44.532650	46.759283	49.097247	51.552109	54.129714	56.836200	59.678010	62.661910
<b>Senior Generator Technician   006062   BULT</b>												
A BLDG	024	07/01/2023	36.600713 51.500879	76129.48 107121.83	36.600713	38.430749	40.352286	42.369900	44.488395	46.712815	49.048456	51.500879

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Senior Planner   001822   MGMT</b>												
A MGTE	104	07/27/2024	44.290581 62.321296	92124.41 129628.30	44.290581	46.505110	48.830366	51.271884	53.835478	56.527252	59.353615	62.321296
<b>Senior Plant Operator   004003   L39B</b>												
A PLNT	003	07/13/2024	38.321534 53.922247	79708.79 112158.27	38.321534	40.237611	42.249492	44.361967	46.580065	48.909068	51.354521	53.922247
<b>Senior Plumber   006258   BULT</b>												
A BLDG	018	07/01/2023	32.863175 54.521623	68355.40 113404.98	32.863175	35.327913	37.977507	40.825820	43.887757	47.179339	50.717789	54.521623
<b>Senior Police Records Supv   015082   L39C</b>												
A SUPV	042	07/13/2024	32.757816 46.093537	68136.26 95874.56	32.757816	34.395707	36.115492	37.921267	39.817330	41.808197	43.898607	46.093537
<b>Senior Policy Advisor   021025   MCSU</b>												
U MCSA	135	07/01/2023	41.415923 65.230076	86145.12 135678.56								
<b>Senior Rec Aide (Older Adults)   016037   L39A</b>												
A TEMP	072	12/13/2025	16.900000 19.775174	35152.00 41132.36								
<b>Senior Recreation Aide   016038   L39A</b>												
A TEMP	052	12/13/2025	16.900000 19.775174	35152.00 41132.36								
<b>Senior Staff Assistant   010712   CONF</b>												
A CONF	012	07/27/2024	23.921445 33.659875	49756.61 70012.54	23.921445	25.117517	26.373393	27.692063	29.076666	30.530499	32.057024	33.659875
<b>Senior Stationary Engineer   004004   L39B</b>												
A PLNT	004	07/13/2024	36.990087 52.048767	76939.38 108261.44	36.990087	38.839591	40.781571	42.820650	44.961682	47.209766	49.570254	52.048767
<b>Senior Store Keeper   015105   L39C</b>												
A SUPV	061	07/13/2024	23.999622 33.769877	49919.21 70241.34	23.999622	25.199603	26.459583	27.782562	29.171690	30.630274	32.161788	33.769877
<b>Senior Systems Engineer   001823   MGMT</b>												
A MGTE	105	07/27/2024	47.272960 66.517801	98327.76 138357.03	47.272960	49.636608	52.118438	54.724360	57.460578	60.333607	63.350287	66.517801
<b>Senior Telecommunications Tech   003923   L39A</b>												
A OPMT	068	07/13/2024	37.720176 53.076076	78457.97 110398.24	37.720176	39.606185	41.586494	43.665819	45.849110	48.141566	50.548644	53.076076
<b>Senior Tree Maintenance Worker   003661   L39A</b>												
A OPMT	042	07/13/2024	25.777054 36.270903	53616.27 75443.48	25.777054	27.065907	28.419202	29.840162	31.332170	32.898778	34.543717	36.270903
<b>Senior Tree Pruner   003680   L39A</b>												
A OPMT	051	07/13/2024	27.211450 38.289243	56599.82 79641.62	27.211450	28.572023	30.000624	31.500655	33.075688	34.729472	36.465946	38.289243
<b>Special Assistant to the Mayor   021005   MCSU</b>												
U MCSA	060	07/01/2023	41.761052 65.773658	86862.99 136809.21								

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Special Asst to City Attny(Ex)   010826   CONF</b>												
A CONF	047	07/27/2024	32.223877 45.342231	67025.66 94311.84	32.223877	33.835071	35.526825	37.303166	39.168324	41.126740	43.183077	45.342231
<b>Special Asst. to City Attorney   014015   MSUP</b>												
A MSUP	015	07/27/2024	32.223877 45.342231	67025.66 94311.84	32.223877	33.835071	35.526825	37.303166	39.168324	41.126740	43.183077	45.342231
<b>Special Districts Manager   001915   MGMT</b>												
A MGTE	202	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Special Projects Manager   001855   MGMT</b>												
A MGTE	127	07/27/2024	48.451730 68.176451	100779.60 141807.02	48.451730	50.874316	53.418032	56.088934	58.893381	61.838050	64.929953	68.176451
<b>Sr Parking Enforcement Officer   003667   L39A</b>												
A OPMT	075	06/14/2025	23.985495 33.750000	49889.83 70200.00	23.985495	25.184770	26.444009	27.766209	29.154519	30.612245	32.142857	33.750000
<b>Staff Assistant   010713   CONF</b>												
A CONF	013	07/27/2024	21.214216 29.850533	44125.57 62089.11	21.214216	22.274927	23.388673	24.558107	25.786012	27.075313	28.429079	29.850533
<b>Staff Assistant-Mayor Council   022002   EMSU</b>												
U MCSB	020	06/15/2024	18.952716 29.850529	39421.65 62089.10								
<b>Stagehand I   006016   BULT</b>												
A BLDG	011	07/01/2023	26.154118 36.801471	54400.56 76547.06	26.154118	27.461824	28.834915	30.276661	31.790494	33.380019	35.049020	36.801471
<b>Stagehand II   006017   BULT</b>												
A BLDG	012	07/01/2023	24.405039 40.489159	50762.48 84217.45	24.405039	26.235417	28.203073	30.318304	32.592177	35.036590	37.664334	40.489159
<b>Stationary Engineer   004005   L39B</b>												
A PLNT	005	07/13/2024	33.623644 47.311843	69937.18 98408.63	33.623644	35.304826	37.070067	38.923570	40.869749	42.913236	45.058898	47.311843
<b>Storekeeper   016087   L39A</b>												
A OFFT	049	07/13/2024	22.315847 31.400637	46416.96 65313.32	22.315847	23.431639	24.603221	25.833382	27.125051	28.481304	29.905369	31.400637
<b>Stores Administrator   001945   MGMT</b>												
A MGTE	217	07/27/2024	36.071000 50.755521	75027.68 105571.48	36.071000	37.874550	39.768278	41.756692	43.844527	46.036753	48.338591	50.755521
<b>Stores Clerk I   016088   L39A</b>												
A OFFT	050	01/25/2025	20.280044 25.883045	42182.49 53836.73			20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
<b>Stores Clerk II   016089   L39A</b>												
A OFFT	051	07/13/2024	20.430583 28.747883	42495.61 59795.60	20.430583	21.452112	22.524718	23.650954	24.833502	26.075177	27.378936	28.747883
<b>Street Construction Equip Optr   003687   L39A</b>												
A OPMT	056	07/13/2024	33.618356 47.304404	69926.18 98393.16	33.618356	35.299274	37.064238	38.917450	40.863323	42.906489	45.051813	47.304404

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Street Construction Laborer   003688   L39A</b>												
A OPMT	057	07/13/2024	30.496600 42.911777	63432.93 89256.50	30.496600	32.021430	33.622501	35.303626	37.068807	38.922247	40.868359	42.911777
<b>Street Construction Lbr Trnee   003690   L39A</b>												
A OPMT	058	07/13/2024	23.518440 23.518440	48918.36 48918.36	23.518440							
<b>Street Maintenance Supv   015099   L39C</b>												
A SUPV	056	07/13/2024	35.304222 49.676586	73432.78 103327.30	35.304222	37.069433	38.922905	40.869050	42.912503	45.058128	47.311034	49.676586
<b>Streets Manager   001883   MGMT</b>												
A MGTE	146	07/27/2024	49.418704 69.537078	102790.90 144637.12	49.418704	51.889639	54.484121	57.208327	60.068743	63.072180	66.225789	69.537078
<b>Structural Maintenance Supv   006053   BULT</b>												
A BLDG	015	07/01/2023	34.479574 57.203306	71717.51 118982.88	34.479574	37.065542	39.845458	42.833867	46.046407	49.499887	53.212378	57.203306
<b>Student Trainee   009009   TEMP</b>												
A TEMP	009	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Supervising Architect   001829   MGMT</b>												
A MGTE	110	07/27/2024	56.385983 79.340739	117282.84 165028.74	56.385983	59.205282	62.165546	65.273823	68.537514	71.964390	75.562609	79.340739
<b>Supervising Building Inspector   015096   L39C</b>												
A SUPV	053	07/13/2024	41.220262 58.001048	85738.14 120642.18	41.220262	43.281275	45.445339	47.717606	50.103486	52.608660	55.239093	58.001048
<b>Supervising Code Enforce Ofcr   015006   L39C</b>												
A SUPV	076	07/13/2024	37.689517 53.032936	78394.20 110308.51	37.689517	39.573993	41.552693	43.630328	45.811844	48.102436	50.507558	53.032936
<b>Supervising Community Ctr Attd   015058   L39C</b>												
A SUPV	029	07/13/2024	26.214954 36.887072	54527.10 76725.11	26.214954	27.525702	28.901987	30.347086	31.864440	33.457662	35.130545	36.887072
<b>Supervising Construction Insp   015074   L39C</b>												
A SUPV	037	07/13/2024	38.931012 54.779844	80976.50 113942.08	38.931012	40.877563	42.921441	45.067513	47.320889	49.686933	52.171280	54.779844
<b>Supervising Deputy City Atty   020037   EXMG</b>												
U EXMG	092	07/01/2023	67.356778 128.869091	140102.10 268047.71								
<b>Supervising Dispatcher   015039   L39C</b>												
A SUPV	018	07/13/2024	43.432306 61.113616	90339.20 127116.32	43.432306	45.603921	47.884117	50.278323	52.792239	55.431851	58.203444	61.113616
<b>Supervising Engineer   001831   MGMT</b>												
A MGTE	112	07/27/2024	57.054715 80.281714	118673.81 166985.96	57.054715	59.907451	62.902824	66.047965	69.350363	72.817881	76.458775	80.281714
<b>Supervising Financial Analyst   001832   MGMT</b>												
A MGTE	113	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

<u>Sal Plan</u>	<u>Grade</u>	<u>Effective Date</u>	<u>Hourly Min/Max</u>	<u>Annual Min/Max</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<b>Supervising Fire Svc Worker   012059   IAMA</b>												
A IAMA	012	07/01/2023	27.856044 39.196251	57940.57 81528.20	27.856044	29.248846	30.711288	32.246852	33.859195	35.552155	37.329763	39.196251
<b>Supervising Forensic Invstg   015060   L39C</b>												
A SUPV	030	07/13/2024	38.997547 54.873464	81114.90 114136.80	38.997547	40.947424	42.994795	45.144535	47.401762	49.771850	52.260442	54.873464
<b>Supervising Generator Tech   006063   BULT</b>												
A BLDG	025	07/01/2023	33.741821 55.979339	70182.99 116437.02	33.741821	36.272458	38.992892	41.917359	45.061161	48.440748	52.073804	55.979339
<b>Supervising Landscape Architct   001898   MGMT</b>												
A MGTE	160	07/27/2024	49.968486 70.310678	103934.45 146246.21	49.968486	52.466910	55.090256	57.844769	60.737007	63.773857	66.962550	70.310678
<b>Supervising Legal Secretary   010816   CONF</b>												
A CONF	028	07/27/2024	34.342745 48.323691	71432.91 100513.28	34.342745	36.059882	37.862876	39.756020	41.743821	43.831012	46.022563	48.323691
<b>Supervising Plant Operator   015040   L39C</b>												
A SUPV	019	07/13/2024	49.902391 70.217676	103796.97 146052.77	49.902391	52.397511	55.017387	57.768256	60.656669	63.689502	66.873977	70.217676
<b>Supervising Police Clerk   015041   L39C</b>												
A SUPV	020	07/13/2024	25.444190 35.802530	52923.92 74469.26	25.444190	26.716399	28.052219	29.454830	30.927571	32.473950	34.097648	35.802530
<b>Supervising Property Assistant   015062   L39C</b>												
A SUPV	031	07/13/2024	30.845014 43.402031	64157.63 90276.22	30.845014	32.387265	34.006628	35.706959	37.492307	39.366922	41.335268	43.402031
<b>Supervising Surveyor   015065   L39C</b>												
A SUPV	033	07/13/2024	42.914654 60.385227	89262.48 125601.27	42.914654	45.060387	47.313406	49.679076	52.163030	54.771181	57.509740	60.385227
<b>Supervising Water Quality Chem   015035   L39C</b>												
A SUPV	016	07/13/2024	42.445982 59.725760	88287.64 124229.58	42.445982	44.568281	46.796695	49.136530	51.593357	54.173025	56.881676	59.725760
<b>Support Services Manager   001834   MGMT</b>												
A MGTE	115	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Survey Party Chief   015102   L39C</b>												
A SUPV	058	07/13/2024	35.261929 49.617074	73344.81 103203.51	35.261929	37.025025	38.876276	40.820090	42.861094	45.004149	47.254356	49.617074
<b>Survey Technician I   003924   L39A</b>												
A OPMT	069	07/13/2024	23.081923 32.478584	48010.40 67555.46	23.081923	24.236019	25.447820	26.720211	28.056222	29.459033	30.931985	32.478584
<b>Survey Technician II   003925   L39A</b>												
A OPMT	070	07/13/2024	26.103631 36.730431	54295.55 76399.30	26.103631	27.408813	28.779254	30.218217	31.729128	33.315584	34.981363	36.730431
<b>Systems Engineer   010714   CONF</b>												
A CONF	014	07/27/2024	43.027896 60.544572	89498.02 125932.71	43.027896	45.179291	47.438256	49.810169	52.300677	54.915711	57.661497	60.544572

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Telecommunications Engineer I   011023   WCOE</b>												
A WCOE	014	06/29/2024	44.754736 62.974408	93089.85 130986.77	44.754736	46.992473	49.342097	51.809202	54.399662	57.119645	59.975627	62.974408
<b>Telecommunications Engn II   011025   WCOE</b>												
A WCOE	016	06/29/2024	48.913117 68.825668	101739.28 143157.39	48.913117	51.358773	53.926712	56.623048	59.454200	62.426910	65.548255	68.825668
<b>Telecommunications Engn III   011026   WCOE</b>												
A WCOE	017	06/29/2024	52.826048 74.331555	109878.18 154609.63	52.826048	55.467350	58.240717	61.152753	64.210391	67.420911	70.791957	74.331555
<b>Telecommunications SysAnls I   017029   L39A</b>												
A PROF	017	07/13/2024	35.326666 49.708167	73479.46 103392.99	35.326666	37.092999	38.947649	40.895031	42.939783	45.086772	47.341111	49.708167
<b>Telecommunications SysAnls II   017030   L39A</b>												
A PROF	018	07/13/2024	38.860888 54.681172	80830.65 113736.84	38.860888	40.803932	42.844129	44.986335	47.235652	49.597435	52.077307	54.681172
<b>Telecommunications SysAnls III   017035   L39A</b>												
A PROF	022	07/13/2024	42.745630 60.147395	88910.91 125106.58	42.745630	44.882911	47.127057	49.483410	51.957581	54.555460	57.283233	60.147395
<b>Telecommunications Tech I   003683   L39A</b>												
A OPMT	054	07/13/2024	34.843825 49.028761	72475.16 101979.82	34.843825	36.586016	38.415317	40.336083	42.352887	44.470531	46.694058	49.028761
<b>Telecommunications Tech II   003684   L39A</b>												
A OPMT	055	07/13/2024	36.586095 51.480310	76099.08 107079.04	36.586095	38.415400	40.336170	42.352979	44.470628	46.694159	49.028867	51.480310
<b>Telecommunications Tech Trnee   003682   L39A</b>												
A OPMT	053	07/13/2024	29.669576 41.748073	61712.72 86835.99	29.669576	31.153055	32.710708	34.346243	36.063555	37.866733	39.760070	41.748073
<b>Ticket Seller (Exempt)   009010   TEMP</b>												
A TEMP	010	12/13/2025	16.900000 16.900000	35152.00 35152.00								
<b>Traffic Ctrl&amp;Light Supv   015045   L39C</b>												
A SUPV	022	07/13/2024	40.611891 57.145009	84472.73 118861.62	40.611891	42.642486	44.774610	47.013341	49.364008	51.832208	54.423818	57.145009
<b>Traffic Ctrl&amp;Light Tech I   003637   L39A</b>												
A OPMT	021	07/13/2024	30.407023 42.785735	63246.61 88994.33	30.407023	31.927374	33.523743	35.199930	36.959927	38.807923	40.748319	42.785735
<b>Traffic Ctrl&amp;Light Tech II   003636   L39A</b>												
A OPMT	020	07/13/2024	33.451575 47.069726	69579.28 97905.03	33.451575	35.124154	36.880362	38.724380	40.660599	42.693629	44.828310	47.069726
<b>Traffic Ctrl&amp;Light Tech Trnee   003635   L39A</b>												
A OPMT	019	07/13/2024	27.012150 38.008808	56185.27 79058.32	27.012150	28.362758	29.780896	31.269941	32.833438	34.475110	36.198865	38.008808
<b>Traffic Investigator I   016202   L39A</b>												
A OFFT	072	07/13/2024	24.766690 34.849220	51514.72 72486.38	24.766690	26.005025	27.305276	28.670540	30.104067	31.609270	33.189733	34.849220

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Traffic Investigator II   016203   L39A</b>												
A OFFT	073	07/13/2024	27.894832 39.250831	58021.25 81641.73	27.894832	29.289574	30.754053	32.291756	33.906344	35.601661	37.381744	39.250831
<b>Traffic Investigator III   016204   L39A</b>												
A OFFT	074	07/13/2024	30.734600 43.246669	63927.97 89953.07	30.734600	32.271330	33.884897	35.579142	37.358099	39.226004	41.187304	43.246669
<b>Traffic Supervisor   015109   L39C</b>												
A SUPV	069	07/13/2024	32.691787 46.000628	67998.92 95681.31	32.691787	34.326376	36.042695	37.844830	39.737072	41.723926	43.810122	46.000628
<b>Traffic Worker I   008001   TRAF</b>												
A TRAF	001	07/13/2024	25.063012 35.266176	52131.06 73353.65	25.063012	26.316163	27.631971	29.013570	30.464249	31.987461	33.586834	35.266176
<b>Traffic Worker II   008002   TRAF</b>												
A TRAF	002	07/13/2024	27.560200 38.779970	57325.22 80662.34	27.560200	28.938210	30.385121	31.904377	33.499596	35.174576	36.933305	38.779970
<b>Traffic Worker III   008003   TRAF</b>												
A TRAF	003	07/13/2024	29.286719 41.209354	60916.38 85715.46	29.286719	30.751055	32.288608	33.903038	35.598190	37.378099	39.247004	41.209354
<b>Traffic Worker Trainee   008005   TRAF</b>												
A TRAF	005	07/13/2024	21.986369 30.937029	45731.65 64349.02	21.986369	23.085687	24.239971	25.451970	26.724569	28.060797	29.463837	30.937029
<b>Training Specialist   001857   MGMT</b>												
A MGTE	129	07/27/2024	39.028590 54.917146	81179.47 114227.66	39.028590	40.980019	43.029020	45.180471	47.439495	49.811470	52.302044	54.917146
<b>Treasury Analyst   010827   CONF</b>												
A CONF	048	07/27/2024	39.412750 55.457696	81978.52 115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
<b>Treasury Analyst   014016   MSUP</b>												
A MSUP	016	07/27/2024	39.412750 55.457696	81978.52 115352.01	39.412750	41.383387	43.452556	45.625184	47.906443	50.301765	52.816853	55.457696
<b>Treasury Assistant   010715   CONF</b>												
A CONF	033	07/27/2024	28.227322 39.718675	58712.83 82614.84	28.227322	29.638688	31.120622	32.676653	34.310486	36.026010	37.827310	39.718675
<b>Treasury Manager   001801   MGMT</b>												
A MGTE	085	07/27/2024	70.535791 99.250941	146714.44 206441.96	70.535791	74.062581	77.765710	81.653995	85.736695	90.023530	94.524706	99.250941
<b>Tree Maintenance Supervisor   015046   L39C</b>												
A SUPV	023	07/13/2024	31.683618 44.582032	65901.92 92730.63	31.683618	33.267799	34.931189	36.677748	38.511635	40.437217	42.459078	44.582032
<b>Tree Maintenance Worker   003660   L39A</b>												
A OPMT	041	07/13/2024	24.343255 34.253405	50633.97 71247.08	24.343255	25.560418	26.838439	28.180361	29.589379	31.068848	32.622290	34.253405
<b>Tree Maintenance Worker Trnee   003917   L39A</b>												
A OPMT	065	07/13/2024	20.854018 29.343699	43376.36 61034.89	20.854018	21.896719	22.991555	24.141133	25.348190	26.615600	27.946380	29.343699

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

Sal Plan	Grade	Effective Date	Hourly Min/Max	Annual Min/Max	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<b>Tree Pruner I   003639   L39A</b>												
A OPMT	023	07/13/2024	22.974092 32.326856	47786.11 67239.86	22.974092	24.122797	25.328937	26.595384	27.925153	29.321411	30.787482	32.326856
<b>Tree Pruner II   003640   L39A</b>												
A OPMT	024	07/13/2024	25.271522 35.559570	52564.77 73963.91	25.271522	26.535098	27.861853	29.254946	30.717693	32.253578	33.866257	35.559570
<b>Tree Pruner Supervisor   015047   L39C</b>												
A SUPV	024	07/13/2024	31.062278 43.707745	64609.54 90912.11	31.062278	32.615392	34.246162	35.958470	37.756393	39.644213	41.626424	43.707745
<b>Tree Pruner Trainee   003638   L39A</b>												
A OPMT	022	07/13/2024	20.074576 28.246946	41755.12 58753.65	20.074576	21.078305	22.132220	23.238831	24.400773	25.620812	26.901853	28.246946
<b>Urban Design Manager   001894   MGMT</b>												
A MGTE	156	07/27/2024	56.385983 79.340739	117282.84 165028.74	56.385983	59.205282	62.165546	65.273823	68.537514	71.964390	75.562609	79.340739
<b>Util Operations &amp; Maint Supt   001841   MGMT</b>												
A MGTE	120	09/20/2025	54.892631 77.239444	114176.67 160658.04	54.892631	57.637526	60.519125	63.545081	66.722335	70.058452	73.561375	77.239444
<b>Utilities Locator   007010   L447</b>												
A WATR	006	07/01/2023	32.094120 45.159650	66755.77 93932.07	32.094120	33.698826	35.383767	37.152955	39.010603	40.961133	43.009190	45.159650
<b>Utilities O&amp;M Leadworker   007002   L447</b>												
A WATR	002	07/01/2023	34.463445 48.493528	71683.97 100866.54	34.463445	36.186617	37.995948	39.895745	41.890532	43.985059	46.184312	48.493528
<b>Utilities O&amp;M Serviceworker   007001   L447</b>												
A WATR	001	07/01/2023	31.311337 44.058194	65127.58 91641.04	31.311337	32.876904	34.520749	36.246786	38.059125	39.962081	41.960185	44.058194
<b>Utilities O&amp;M Supervisor   015103   L39C</b>												
A SUPV	059	07/13/2024	39.714458 55.882231	82606.07 116235.04	39.714458	41.700181	43.785190	45.974449	48.273171	50.686830	53.221172	55.882231
<b>Utilities O&amp;M SvcWrk App   007901   L447</b>												
A WATR	003	07/01/2023	22.450854 27.227273	46697.78 56632.73	22.450854	23.573396	24.752066	27.227273				
<b>Utilities Ops and Maint Mgr   001842   MGMT</b>												
A MGTE	198	07/27/2024	59.999470 84.425278	124798.90 175604.58	59.999470	62.999443	66.149415	69.456886	72.929730	76.576216	80.405027	84.425278
<b>Utility Construction Coord   001839   MGMT</b>												
A MGTE	118	07/27/2024	46.351537 65.221268	96411.20 135660.24	46.351537	48.669114	51.102570	53.657698	56.340583	59.157612	62.115493	65.221268
<b>Utility Services Inspector   016099   L39A</b>												
A OFFT	056	07/13/2024	22.027073 30.994303	45816.31 64468.15	22.027073	23.128427	24.284848	25.499090	26.774045	28.112747	29.518384	30.994303
<b>Utility Worker   003602   L39A</b>												
A TEMP	011	12/13/2025	16.900000 17.462016	35152.00 36320.99								

<u>Sal Plan</u>	<u>Grade</u>	<u>Effective Date</u>	<u>Hourly Min/Max</u>	<u>Annual Min/Max</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<b>Vehicle Service Attendant   012005   IAMA</b>												
A IAMA	004	07/01/2023	18.664168 26.262358	38821.47 54625.70	18.664168	19.597376	20.577245	21.606107	22.686412	23.820733	25.011770	26.262358
<b>Veterinarian   001875   MGMT</b>												
A MGTE	140	07/27/2024	45.598946 64.162296	94845.81 133457.58	45.598946	47.878893	50.272838	52.786480	55.425804	58.197094	61.106949	64.162296
<b>Water Conservation Rep   016978   L39A</b>												
A OFFT	139	07/13/2024	22.027073 30.994303	45816.31 64468.15	22.027073	23.128427	24.284848	25.499090	26.774045	28.112747	29.518384	30.994303
<b>Water Conservation Specialist   016975   L39A</b>												
A OFFT	135	07/13/2024	24.747395 34.822070	51474.58 72429.91	24.747395	25.984765	27.284003	28.648203	30.080613	31.584644	33.163876	34.822070
<b>Water Conservation Supervisor   015107   L39C</b>												
A SUPV	072	07/13/2024	27.852540 39.191320	57933.28 81517.95	27.852540	29.245167	30.707425	32.242796	33.854936	35.547683	37.325067	39.191320
<b>Water Cross Conn Ctrl Spclst   007902   L447</b>												
A WATR	004	07/01/2023	39.627997 55.760571	82426.23 115981.99	39.627997	41.609397	43.689867	45.874360	48.168078	50.576482	53.105306	55.760571
<b>Water Quality Chemist   017008   L39A</b>												
A PROF	005	07/13/2024	37.347990 52.552371	77683.82 109308.93	37.347990	39.215389	41.176158	43.234966	45.396714	47.666550	50.049877	52.552371
<b>Water Quality Lab Tech   016080   L39A</b>												
A OFFT	043	07/13/2024	25.041300 35.235625	52085.90 73290.10	25.041300	26.293365	27.608033	28.988435	30.437857	31.959750	33.557738	35.235625
<b>Website Administrator   001904   MGMT</b>												
A MGTE	170	07/27/2024	50.561339 71.144880	105167.58 147981.35	50.561339	53.089406	55.743876	58.531070	61.457623	64.530504	67.757029	71.144880
<b>Workers Comp Claims Asst I   010818   CONF</b>												
A CONF	037	07/27/2024	27.641467 38.894321	57494.25 80900.19	27.641467	29.023540	30.474717	31.998453	33.598376	35.278295	37.042210	38.894321
<b>Workers Comp Claims Asst II   010819   CONF</b>												
A CONF	038	07/27/2024	30.405614 42.783753	63243.68 88990.21	30.405614	31.925895	33.522190	35.198299	36.958214	38.806125	40.746431	42.783753
<b>Workers Comp Claims Mgr   001927   MGMT</b>												
A MGTE	195	07/27/2024	55.230683 77.715117	114879.82 161647.44	55.230683	57.992217	60.891828	63.936419	67.133240	70.489902	74.014397	77.715117
<b>Workers' Comp Claims Rep   001943   MGMT</b>												
A MGTE	215	07/27/2024	43.260471 60.871829	89981.78 126613.40	43.260471	45.423495	47.694670	50.079404	52.583374	55.212543	57.973170	60.871829
<b>Workers' Comp Claims Supervr   001942   MGMT</b>												
A MGTE	214	07/27/2024	47.586522 66.959014	98979.97 139274.75	47.586522	49.965848	52.464140	55.087347	57.841714	60.733800	63.770490	66.959014
<b>Youth Aide   009068   TEMP</b>												
A TEMP	037	12/13/2025	16.900000 16.900000	35152.00 35152.00								

# Salary Schedule/Classification Listing

Schedule Effective Date: March 10, 2026

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

February 3, 2026

Heather Hoekstra, President  
Ryan Meyerhoff, At-large Director  
Sacramento City Exempt Employees Association  
1017 L Street #503  
Sacramento, California 95814

Jason H. Jasmine, Attorney  
Messing Adam & Jasmine LLP  
2150 River Plaza Drive, Suite 140  
Sacramento, California 95833

**Re: Letter of Understanding – Chief Park Ranger**

Dear Mrs. Hoekstra, Messrs. Meyerhoff and Jasmine:

This letter is to confirm the agreement reached between the City of Sacramento (“City”) and the Sacramento City Exempt Employees Association (“SCXEA”), regarding the above referenced matter.

Specifically, the agreement is as follows:

1. As soon as practicable, the City shall establish the classification of Chief Park Ranger. The classification specification is attached as Exhibit A.
2. City staff shall recommend to the City Council adoption of the salary range attached as Exhibit B for the Chief Park Ranger classification.
3. SCXEA Representation Unit 01 – Exempt Management has been designated as the appropriate representation unit for this classification.

This Agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreement, the Rules and Regulations of the Civil Service Board, or any applicable policies and procedures of the City of Sacramento except as expressly stated herein.

This Agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein and supersedes and replaces all prior negotiations, proposed discussion, whether written or oral.

If this is your understanding of the agreement reached, please sign as indicated below.

[signatures on following pages]

Sincerely,

Christen Snyder  
Labor Relations Officer

**FOR THE CITY**

**AGREED TO:**

Maraskeshia Smith  
City Manager

**AGREED TO:**

Shelley Banks-Robinson  
Human Resources Director

**AGREED TO:**

Aaron Donato  
Labor Relations Manager

**FOR THE ASSOCIATION**

**AGREED TO:**

Heather Hoekstra  
President, SCXEA

Ryan Meyerhoff  
At-large Director, SXCEA

**AGREED TO:**

Jason H. Jasmine  
Counsel for SCXEA

**APPROVED AS TO FORM:**



Brett Witter (Feb 13, 2026 08:50:21 PST) 02/13/2026

Brett M. Witter  
Assistant City Attorney

# EXHIBIT A

## Chief Park Ranger

### DEFINITION

The purpose of this position is to manage, supervise, plan, organize, and coordinate the activities and services of the Park Ranger Division.

### DISTINGUISHING CHARACTERISTICS

The Chief Park Ranger is a single-position management-level classification and designated Peace Officer. The incumbent is responsible for the management, supervision, planning, administering the day-to-day operations of the Park Ranger Division to enforce the application of city ordinances, government codes, and state law related to the use of parks and public facilities of the city.

This classification is distinguished from the next lower-level classification of Park Ranger Supervisor in that the latter is responsible for day-to-day supervision, training, and assigning work of personnel whereas the former is responsible for a broader range of management activities.

### SUPERVISION RECEIVED AND EXERCISED

Limited supervision is provided by the Assistant Director, or other higher-level personnel. Directly and indirectly supervise lower-level supervisory and technical personnel.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

- Plan, organize, coordinate, administer, and direct the work and development of the Park Ranger Division.
- Develop field-training and mentoring programs.
- Oversee the investigation of staff complaints, complete the preparation and processing of appropriate corrective orders and acts.
- Manage the development and implementation of long-range goals, objectives, policies, and priorities for assigned programs.
- Identify opportunities for improving service delivery methods and procedures. Develop and implement systems to enhance efficiency and evaluate impact.
- Ensure compliance of division activities to pertinent codes, regulations, and guidelines. Work closely with public and private organizations or individuals to explain or coordinate proposed programs.
- Manage the preparation of annual budgets, prepare recommendations for budget requests, and authorize and monitor expenditures.
- Prepare or review reports for the Director, Council, boards, commissions and other organizations.
- Serve on a variety of boards, commissions, and committees. Prepare and present staff reports and other necessary correspondence.
- Perform related work of a similar nature and level assigned.

## **QUALIFICATIONS:**

### Knowledge of:

- Public administration principles and methods including goal setting, policy and procedure development, and implementation.
- State and City Codes, laws, regulations, and ordinances pertaining to parks, parkways, multi-use trails, and public recreation facility use.
- Collection and analyses of evidence, equipment, and procedures used to issue citations or warnings, and State and local enactments governing public land, use and occupancy.
- Legal documents and affidavits, police reports, courtroom procedure, due process.
- Effective principles of conflict resolution.

### Skill in:

- Establish priorities, set goals, and objectives and effectively manage projects and programs.
- Development of policies, procedures, and training.
- Navigate volatile enforcement issues with diverse communities in a tactful manner and reach equitable solutions.
- Interpret and enforce regulations with firmness, tact, and impartially.
- Use of modern office equipment, including computers, computer applications, and computer software systems to accomplish a variety of tasks.

## **EDUCATION AND EXPERIENCE**

### Education:

None

### Experience:

Five (5) years of experience supervising personnel performing ranger activities in a public recreational park or historical area, law enforcement work, or investigative work.

OR

Five (5) years of supervisory experience in a position involving field investigations in code, ordinance, or regulation violations.

### Substitution of Experience:

A bachelor's degree from an accredited college or university with major coursework in criminal justice, park administration, recreation administration, natural resource management, or a closely related field may substitute for one two (2) years of the required experience.

OR

An associate degree from an accredited college or university with major coursework in criminal justice, park administration, recreation administration, natural resource management, or a closely related field may substitute for one (1) year of the required experience.

## **SPECIAL QUALIFICATIONS**

### Driver License:

Possession of a valid California Class C Driver License is required at the time of appointment.

### Certification:

- Possession of a State of California Peace Officer Standards and Training (POST) Penal Code 832A Certificate is required at the time of appointment.
- Possession of an American Red Cross First Aid/CPR Certificate is required at the time of appointment.

### Felony Convictions

Free of felony convictions (California Government Code 1029).

### Background:

Must pass a background investigation, which includes a criminal history check for job-related convictions, fingerprinting, and drug use history.

### Medical/Drug Test:

Must pass a medical examination and drug test.

## **PHYSICAL DEMANDS AND WORK ENVIRONMENT**

### Work conditions

Incumbent may be required to work irregular hours, including days, evenings, weekends and holidays.

### Environmental Conditions:

May work outside in various types of weather.

### Physical Conditions:

Walking, running, standing or climbing on slippery, even or uneven, paved or unpaved surfaces, may carry heavy objects up to 50 lbs.

## **PROBATIONARY PERIOD**

Not applicable. This is an exempt from civil service, at-will classification and does not serve a probationary period.

# EXHIBIT B

## Chief Park Ranger

<u>Hourly Min/Max</u>	<u>Annual Min/Max</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
43.564766 61.300000	90,614.71 127,504.00	43.564766	45.743004	48.030154	50.431662	52.953245	55.600907	58.380952	61.300000