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**File ID:** 2026-01341

7/21/2026

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

File ID: 2026-01341

**Location:** Citywide

**Recommendation:** Adopt a **Resolution:** 1) approving the salary range for the Chief Strategy Officer 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.

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**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

**Description/Analysis**

**Issue Detail:** The establishment of a Chief Strategy Officer classification within the Police Department is necessary to provide dedicated subject-matter expertise and operational oversight of the Office of Strategy and Compliance. The responsibilities of the Office of Strategy and Compliance have evolved significantly and now encompass a broad portfolio of strategic, administrative, and compliance functions that impact the Police Department as a whole. This organizational structure provides greater clarity, aligns executive leadership authority with the scope of operational responsibilities, and ensures these critical strategic and compliance functions are represented at the executive command level. Consistent with City practice, the salary for the new classification is subject to City Council review and approval.

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

The proposed EERP amendment is necessary to document the added (new) unrepresented classification of Chief Strategy Officer. 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 must be absorbed in the Police Department's current budget.

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



## Employer-Employee Relations Policy

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**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~~ July 21, 2026

**Supersedes**

Employer-Employee Relations Policy

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

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## **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

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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

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\*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

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\*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
- ~~8-9.~~ Chief Strategy Officer
- ~~9-10.~~ Community Engagement Manager
- ~~10-11.~~ Deputy Fire Chief
- ~~11-12.~~ Deputy Police Chief
- ~~12-13.~~ Director of Community Development
- ~~13-14.~~ Director of Community Response
- ~~14-15.~~ Director of Convention and Culture Services
- ~~15-16.~~ Director of Economic Development
- ~~16-17.~~ Director of Finance
- ~~17-18.~~ Director of Governmental Affairs
- ~~18-19.~~ Director of Human Resources
- ~~19-20.~~ Director of Public Works
- ~~20-21.~~ Director of Utilities
- ~~21-22.~~ Director of Youth, Parks & Community Enrichment (YPCE)
- ~~22-23.~~ Executive Director, SAC CCOMWP

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

|                   |                                                                                                   |
|-------------------|---------------------------------------------------------------------------------------------------|
| <del>23-24.</del> | Fire Assistant Chief                                                                              |
| <del>24-25.</del> | Fire Chief                                                                                        |
| <del>25-26.</del> | Fire Marshal                                                                                      |
| <del>26-27.</del> | Governmental Affairs Manager                                                                      |
| <del>27-28.</del> | Governmental Affairs Manager (Public Safety)                                                      |
| <del>28-29.</del> | Human Resources Manager (Benefits & Retirement, Employment & Classification, and Labor Relations) |
| <del>29-30.</del> | Labor Relations Administrative and EEO Investigator                                               |
| <del>30-31.</del> | Labor Relations Analyst                                                                           |
| <del>31-32.</del> | Labor Relations Officer                                                                           |
| <del>32-33.</del> | Media and Communications Officer                                                                  |
| <del>33-34.</del> | Office of Public Safety Accountability Assistant Director                                         |
| <del>34-35.</del> | Police Chief                                                                                      |
| <del>35-36.</del> | Principal Budget Analyst (Finance/Budget)                                                         |
| <del>36-37.</del> | 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)

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

4. Staff Assistant (Mayor/Council)

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\*

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

20. Marina Aide\*
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

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## 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: July 21, 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 Strategy Officer | 020056 | EXMG

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Adopted by the Sacramento City Council  
July 21, 2026

**Approval of Salary Range for the Chief Strategy Officer  
Classification, Amendment of the Employer-Employee  
Relations Policy and the Citywide Salary Schedule**

**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 Strategy Officer.
- B. The Salary Schedule attached to this Resolution as Exhibit B has been amended to reflect the salary range for the Chief Strategy Officer classification and includes all City classifications to ensure that salary ranges are transparent and publicly available.
- C. The California Code of Regulations requires that the City Council adopt the City's salary schedules at a public meeting (2 CCR § 570.5). This obligation arises whenever salary ranges are changed.
- D. These publicly adopted rates are used by California Public Employees' Retirement System (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 City Manager or designee is authorized to make minor changes or adjustments to Exhibits A and B to correct omissions and errors.
- Section 4. Exhibits A and B are part of this Resolution.

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Exhibit A – EERP

Exhibit B – Salary Schedule

# **Employer-Employee Relations Policy**

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**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

July 21, 2026

**Supersedes**

Employer-Employee Relations Policy

March 10, 2026

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## **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

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\*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

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\*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

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\*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

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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

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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

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\*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

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\*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

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\*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

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\*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

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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

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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. Chief Strategy Officer
10. Community Engagement Manager
11. Deputy Fire Chief
12. Deputy Police Chief
13. Director of Community Development
14. Director of Community Response
15. Director of Convention and Culture Services
16. Director of Economic Development
17. Director of Finance
18. Director of Governmental Affairs
19. Director of Human Resources
20. Director of Public Works
21. Director of Utilities
22. Director of Youth, Parks & Community Enrichment (YPCE)
23. Executive Director, SAC CCOMWP

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

24. Fire Assistant Chief
25. Fire Chief
26. Fire Marshal
27. Governmental Affairs Manager
28. Governmental Affairs Manager (Public Safety)
29. Human Resources Manager (Benefits & Retirement, Employment & Classification, and Labor Relations)
30. Labor Relations Administrative and EEO Investigator
31. Labor Relations Analyst
32. Labor Relations Officer
33. Media and Communications Officer
34. Office of Public Safety Accountability Assistant Director
35. Police Chief
36. Principal Budget Analyst (Finance/Budget)
37. 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)

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

4. Staff Assistant (Mayor/Council)

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\*

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

20. Marina Aide\*
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\*

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\*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: July 21, 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   | 09/20/2025     | 23.073464      | 32.466681 | 47992.80       | 67530.70  | 23.073464 | 24.227137 | 25.438494 | 26.710419 | 28.045940 | 29.448237 | 30.920649 | 32.466681 |
| <b>311 Customer Svc Specialist   016873   L39A</b>    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                                | 141   | 09/20/2025     | 26.085308      | 36.704648 | 54257.44       | 76345.67  | 26.085308 | 27.389573 | 28.759052 | 30.197005 | 31.706855 | 33.292198 | 34.956808 | 36.704648 |
| <b>311 Customer Svc Supervisor   015108   L39C</b>    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A SUPV                                                | 068   | 09/20/2025     | 29.730376      | 41.833625 | 61839.18       | 87013.94  | 29.730376 | 31.216895 | 32.777740 | 34.416627 | 36.137458 | 37.944331 | 39.841548 | 41.833625 |
| <b>311 Manager   001914   MGMT</b>                    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                                | 181   | 09/20/2025     | 47.192790      | 66.404992 | 98161.00       | 138122.38 | 47.192790 | 49.552429 | 52.030050 | 54.631552 | 57.363130 | 60.231286 | 63.242850 | 66.404992 |
| <b>Account Clerk I   016001   L39A</b>                |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                                | 001   | 09/20/2025     | 21.096969      | 26.925672 | 43881.70       | 56005.40  |           |           | 21.096969 | 22.151817 | 23.259408 | 24.422378 | 25.643497 | 26.925672 |
| <b>Account Clerk II   016002   L39A</b>               |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                                | 002   | 09/20/2025     | 22.069324      | 31.053755 | 45904.19       | 64591.81  | 22.069324 | 23.172790 | 24.331430 | 25.548001 | 26.825401 | 28.166671 | 29.575005 | 31.053755 |
| <b>Accountant Auditor   010821   CONF</b>             |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                                | 040   | 09/20/2025     | 35.826188      | 50.411045 | 74518.47       | 104854.97 | 35.826188 | 37.617497 | 39.498372 | 41.473291 | 43.546956 | 45.724304 | 48.010519 | 50.411045 |
| <b>Accountant Auditor   014010   MSUP</b>             |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MSUP                                                | 010   | 09/20/2025     | 35.826188      | 50.411045 | 74518.47       | 104854.97 | 35.826188 | 37.617497 | 39.498372 | 41.473291 | 43.546956 | 45.724304 | 48.010519 | 50.411045 |
| <b>Accounting Technician   016003   L39A</b>          |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                                | 003   | 09/20/2025     | 23.437165      | 32.978444 | 48749.30       | 68595.16  | 23.437165 | 24.609023 | 25.839474 | 27.131448 | 28.488020 | 29.912421 | 31.408042 | 32.978444 |
| <b>Admin. of Government Relations   021026   MCSU</b> |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| U MCSA                                                | 136   | 09/20/2025     | 41.761052      | 66.431394 | 86862.99       | 138177.30 |           |           |           |           |           |           |           |           |
| <b>Administrative Analyst   010700   CONF</b>         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                                | 041   | 09/20/2025     | 36.431710      | 51.263076 | 75777.96       | 106627.20 | 36.431710 | 38.253296 | 40.165961 | 42.174259 | 44.282972 | 46.497121 | 48.821977 | 51.263076 |
| <b>Administrative Analyst   014000   MSUP</b>         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MSUP                                                | 001   | 09/20/2025     | 36.431710      | 51.263076 | 75777.96       | 106627.20 | 36.431710 | 38.253296 | 40.165961 | 42.174259 | 44.282972 | 46.497121 | 48.821977 | 51.263076 |
| <b>Administrative Assistant   010701   CONF</b>       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                                | 003   | 09/20/2025     | 28.008312      | 39.410508 | 58257.29       | 81973.86  | 28.008312 | 29.408728 | 30.879164 | 32.423122 | 34.044278 | 35.746492 | 37.533817 | 39.410508 |
| <b>Administrative Asst (Conf/Ex)   010800   CONF</b>  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                                | 018   | 09/20/2025     | 28.008312      | 39.410508 | 58257.29       | 81973.86  | 28.008312 | 29.408728 | 30.879164 | 32.423122 | 34.044278 | 35.746492 | 37.533817 | 39.410508 |
| <b>Administrative Officer   001702   MGMT</b>         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                                | 006   | 09/20/2025     | 43.693077      | 61.480547 | 90881.60       | 127879.54 | 43.693077 | 45.877731 | 48.171618 | 50.580199 | 53.109209 | 55.764669 | 58.552902 | 61.480547 |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 2026

| Sal Plan                                       | Grade | Effective Date | Hourly Min/Max |           | Annual Min/Max |           | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    |
|------------------------------------------------|-------|----------------|----------------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Administrative Tech (Conf/Ex)   010807   CONF  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                         | 024   | 09/20/2025     | 27.917882      | 39.283264 | 58069.20       | 81709.19  | 27.917882 | 29.313776 | 30.779465 | 32.318438 | 33.934360 | 35.631078 | 37.412632 | 39.283264 |
| Administrative Technician   010702   CONF      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                         | 004   | 09/20/2025     | 27.917882      | 39.283264 | 58069.20       | 81709.19  | 27.917882 | 29.313776 | 30.779465 | 32.318438 | 33.934360 | 35.631078 | 37.412632 | 39.283264 |
| Animal Care Services Manager   001845   MGMT   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 122   | 09/20/2025     | 63.387789      | 89.192984 | 131846.60      | 185521.41 | 63.387789 | 66.557178 | 69.885037 | 73.379289 | 77.048253 | 80.900666 | 84.945699 | 89.192984 |
| Animal Care Technician   003647   L39A         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 029   | 09/20/2025     | 21.856410      | 30.754163 | 45461.33       | 63968.66  | 21.856410 | 22.949230 | 24.096691 | 25.301526 | 26.566602 | 27.894932 | 29.289679 | 30.754163 |
| Animal Control Officer I   003600   L39A       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 073   | 09/20/2025     | 25.334863      | 35.648695 | 52696.52       | 74149.29  | 25.334863 | 26.601606 | 27.931686 | 29.328270 | 30.794683 | 32.334417 | 33.951138 | 35.648695 |
| Animal Control Officer II   003601   L39A      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 001   | 09/20/2025     | 26.601606      | 37.431130 | 55331.34       | 77856.75  | 26.601606 | 27.931686 | 29.328270 | 30.794683 | 32.334417 | 33.951138 | 35.648695 | 37.431130 |
| Animal Services Coordinator   010820   CONF    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                         | 039   | 09/20/2025     | 27.917882      | 39.283264 | 58069.20       | 81709.19  | 27.917882 | 29.313776 | 30.779465 | 32.318438 | 33.934360 | 35.631078 | 37.412632 | 39.283264 |
| Applications Developer   010703   CONF         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                         | 005   | 09/20/2025     | 41.807628      | 58.827530 | 86959.87       | 122361.26 | 41.807628 | 43.898009 | 46.092909 | 48.397554 | 50.817432 | 53.358304 | 56.026219 | 58.827530 |
| Aquatic Specialist   016031   L39A             |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A TEMP                                         | 073   | 09/20/2025     | 19.629356      | 26.016389 | 40829.06       | 54114.09  |           |           |           |           |           |           |           |           |
| Aquatics Recreation Coord   016980   L39A      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 143   | 09/20/2025     | 25.979362      | 36.555571 | 54037.07       | 76035.59  | 25.979362 | 27.278330 | 28.642247 | 30.074359 | 31.578077 | 33.156981 | 34.814830 | 36.555571 |
| Aquatics Recreation Supervisor   015110   L39C |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A SUPV                                         | 070   | 09/20/2025     | 33.836062      | 47.610737 | 70379.01       | 99030.33  | 33.836062 | 35.527865 | 37.304258 | 39.169471 | 41.127945 | 43.184342 | 45.343559 | 47.610737 |
| Arborist/Urban Forester   017001   L39A        |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PROF                                         | 001   | 09/20/2025     | 33.932880      | 47.746968 | 70580.39       | 99313.69  | 33.932880 | 35.629524 | 37.411000 | 39.281550 | 41.245627 | 43.307908 | 45.473303 | 47.746968 |
| Architectural Technician I   016214   L39A     |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 081   | 09/20/2025     | 27.137598      | 38.185326 | 56446.20       | 79425.48  | 27.137598 | 28.494478 | 29.919202 | 31.415162 | 32.985920 | 34.635216 | 36.366977 | 38.185326 |
| Architectural Technician II   016215   L39A    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 082   | 09/20/2025     | 28.494459      | 40.094566 | 59268.48       | 83396.70  | 28.494459 | 29.919182 | 31.415141 | 32.985898 | 34.635193 | 36.366953 | 38.185301 | 40.094566 |
| Architectural Technician III   016216   L39A   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 083   | 09/20/2025     | 31.343986      | 44.104136 | 65195.49       | 91736.60  | 31.343986 | 32.911185 | 34.556744 | 36.284581 | 38.098810 | 40.003751 | 42.003939 | 44.104136 |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Archivist   017018   L39A</b>                      |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A PROF                                                | 010   | 09/20/2025     | 29.833487 41.978712  | 62053.65 87315.72   | 29.833487 | 31.325161 | 32.891419 | 34.535990 | 36.262790 | 38.075930 | 39.979726 | 41.978712 |
| <b>Art Museum Registrar   017010   L39A</b>           |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A PROF                                                | 006   | 09/20/2025     | 27.192103 38.262020  | 56559.57 79585.00   | 27.192103 | 28.551708 | 29.979293 | 31.478258 | 33.052171 | 34.704780 | 36.440019 | 38.262020 |
| <b>Arts Administrator   001703   MGMT</b>             |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 007   | 09/20/2025     | 40.074883 56.389384  | 83355.76 117289.92  | 40.074883 | 42.078627 | 44.182558 | 46.391686 | 48.711270 | 51.146833 | 53.704175 | 56.389384 |
| <b>Arts Program Assistant   016108   L39A</b>         |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 059   | 09/20/2025     | 23.853651 33.564484  | 49615.59 69814.13   | 23.853651 | 25.046334 | 26.298651 | 27.613584 | 28.994263 | 30.443976 | 31.966175 | 33.564484 |
| <b>Arts Program Coordinator   016109   L39A</b>       |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 060   | 09/20/2025     | 32.585189 45.850632  | 67777.19 95369.32   | 32.585189 | 34.214448 | 35.925170 | 37.721429 | 39.607500 | 41.587875 | 43.667269 | 45.850632 |
| <b>Arts Program Specialist   001859   MGMT</b>        |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 130   | 09/20/2025     | 36.431710 51.263076  | 75777.96 106627.20  | 36.431710 | 38.253296 | 40.165961 | 42.174259 | 44.282972 | 46.497121 | 48.821977 | 51.263076 |
| <b>Assistant Architect   011014   WCOE</b>            |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A WCOE                                                | 005   | 12/27/2025     | 38.764707 54.545835  | 80630.59 113455.34  | 38.764707 | 40.702942 | 42.738089 | 44.874993 | 47.118743 | 49.474680 | 51.948414 | 54.545835 |
| <b>Assistant Box Office Supv   015010   L39C</b>      |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 001   | 09/20/2025     | 25.878263 36.413313  | 53826.79 75739.69   | 25.878263 | 27.172176 | 28.530785 | 29.957324 | 31.455190 | 33.027949 | 34.679346 | 36.413313 |
| <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   | 09/20/2025     | 35.323732 49.704039  | 73473.36 103384.40  | 35.323732 | 37.089919 | 38.944415 | 40.891636 | 42.936218 | 45.083029 | 47.337180 | 49.704039 |
| <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: July 21, 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>Assistant Civil Engineer   011011   WCOE</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                               | 002                   | 12/27/2025                     | 38.764707 54.545835            | 80630.59 113455.34             | 38.764707              | 40.702942              | 42.738089              | 44.874993              | 47.118743              | 49.474680              | 51.948414              | 54.545835              |
| <b>Assistant Code Enforcmnt Ofcr   003912   L39A</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                               | 062                   | 09/20/2025                     | 22.554822 31.736899            | 46914.03 66012.75              | 22.554822              | 23.682563              | 24.866691              | 26.110026              | 27.415527              | 28.786303              | 30.225618              | 31.736899              |
| <b>Assistant Director   001896   MGMT</b>            |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                               | 158                   | 09/20/2025                     | 63.788908 89.757400            | 132680.93 186695.39            | 63.788908              | 66.978353              | 70.327271              | 73.843635              | 77.535817              | 81.412608              | 85.483238              | 89.757400              |
| <b>Assistant Electrical Engineer   011019   WCOE</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                               | 010                   | 12/27/2025                     | 38.764707 54.545835            | 80630.59 113455.34             | 38.764707              | 40.702942              | 42.738089              | 44.874993              | 47.118743              | 49.474680              | 51.948414              | 54.545835              |
| <b>Assistant Mechanical Engineer   011021   WCOE</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                               | 012                   | 12/27/2025                     | 38.764707 54.545835            | 80630.59 113455.34             | 38.764707              | 40.702942              | 42.738089              | 44.874993              | 47.118743              | 49.474680              | 51.948414              | 54.545835              |
| <b>Assistant Planner   017002   L39A</b>             |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                               | 002                   | 09/20/2025                     | 31.871395 44.846254            | 66292.50 93280.21              | 31.871395              | 33.464965              | 35.138213              | 36.895124              | 38.739880              | 40.676874              | 42.710718              | 44.846254              |
| <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                   | 07/12/2025                     | 34.808080 48.978463            | 72400.81 101875.20             | 34.808080              | 36.548484              | 38.375908              | 40.294703              | 42.309438              | 44.424910              | 46.646155              | 48.978463              |
| <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                   | 12/27/2025                     | 47.049760 66.203737            | 97863.50 137703.77             | 47.049760              | 49.402248              | 51.872360              | 54.465978              | 57.189277              | 60.048741              | 63.051178              | 66.203737              |
| <b>Associate Civil Engineer   011012   WCOE</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                               | 003                   | 12/27/2025                     | 47.049760 66.203737            | 97863.50 137703.77             | 47.049760              | 49.402248              | 51.872360              | 54.465978              | 57.189277              | 60.048741              | 63.051178              | 66.203737              |
| <b>Associate Curator of Art   017023   L39A</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                               | 012                   | 09/20/2025                     | 29.833487 41.978712            | 62053.65 87315.72              | 29.833487              | 31.325161              | 32.891419              | 34.535990              | 36.262790              | 38.075930              | 39.979726              | 41.978712              |
| <b>Associate Electrical Engineer   011020   WCOE</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                               | 011                   | 12/27/2025                     | 47.049760 66.203737            | 97863.50 137703.77             | 47.049760              | 49.402248              | 51.872360              | 54.465978              | 57.189277              | 60.048741              | 63.051178              | 66.203737              |
| <b>Associate Landscape Architect   011016   WCOE</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                               | 007                   | 12/27/2025                     | 45.629150 64.204796            | 94908.63 133545.98             | 45.629150              | 47.910608              | 50.306138              | 52.821445              | 55.462517              | 58.235643              | 61.147425              | 64.204796              |
| <b>Associate Mechanical Engineer   011022   WCOE</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                               | 013                   | 12/27/2025                     | 47.049760 66.203737            | 97863.50 137703.77             | 47.049760              | 49.402248              | 51.872360              | 54.465978              | 57.189277              | 60.048741              | 63.051178              | 66.203737              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Associate Planner   017003   L39A</b>           |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                             | 003                   | 09/20/2025                     | 39.180486 55.130878            | 81495.41 114672.23             | 39.180486              | 41.139510              | 43.196486              | 45.356310              | 47.624125              | 50.005331              | 52.505598              | 55.130878              |
| <b>Auditor   001934   MGMT</b>                     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                             | 207                   | 09/20/2025                     | 31.205244 43.908911            | 64906.91 91330.54              | 31.205244              | 32.765506              | 34.403781              | 36.123970              | 37.930168              | 39.826676              | 41.818010              | 43.908911              |
| <b>Banking Operations Manager   001837   MGMT</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                             | 012                   | 09/20/2025                     | 43.574345 61.313479            | 90634.64 127532.04             | 43.574345              | 45.753062              | 48.040715              | 50.442751              | 52.964889              | 55.613133              | 58.393790              | 61.313479              |
| <b>Blacksmith Welder   006001   BULT</b>           |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                             | 001                   | 07/12/2025                     | 30.081868 49.907298            | 62570.28 103807.18             | 30.081868              | 32.338008              | 34.763359              | 37.370611              | 40.173407              | 43.186412              | 46.425393              | 49.907298              |
| <b>Booking Coordinator   016903   L39A</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                             | 103                   | 09/20/2025                     | 26.047317 36.651190            | 54178.42 76234.48              | 26.047317              | 27.349683              | 28.717167              | 30.153025              | 31.660676              | 33.243710              | 34.905895              | 36.651190              |
| <b>Budget Analyst   010822   CONF</b>              |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                             | 042                   | 09/20/2025                     | 36.431710 51.263076            | 75777.96 106627.20             | 36.431710              | 38.253296              | 40.165961              | 42.174259              | 44.282972              | 46.497121              | 48.821977              | 51.263076              |
| <b>Budget Analyst   014011   MSUP</b>              |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MSUP                                             | 011                   | 09/20/2025                     | 36.431710 51.263076            | 75777.96 106627.20             | 36.431710              | 38.253296              | 40.165961              | 42.174259              | 44.282972              | 46.497121              | 48.821977              | 51.263076              |
| <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                   | 09/20/2025                     | 34.251140 48.194794            | 71242.37 100245.17             | 34.251140              | 35.963697              | 37.761882              | 39.649976              | 41.632475              | 43.714099              | 45.899804              | 48.194794              |
| <b>Building Inspector II   016012   L39A</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                             | 011                   | 09/20/2025                     | 35.963737 50.604589            | 74804.57 105257.54             | 35.963737              | 37.761924              | 39.650020              | 41.632521              | 43.714147              | 45.899854              | 48.194847              | 50.604589              |
| <b>Building Inspector III   016229   L39A</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                             | 095                   | 09/20/2025                     | 37.762170 53.135167            | 78545.31 110521.15             | 37.762170              | 39.650279              | 41.632793              | 43.714433              | 45.900155              | 48.195163              | 50.604921              | 53.135167              |
| <b>Building Inspector IV   016230   L39A</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                             | 096                   | 09/20/2025                     | 39.650169 55.791769            | 82472.35 116046.88             | 39.650169              | 41.632677              | 43.714311              | 45.900027              | 48.195028              | 50.604779              | 53.135018              | 55.791769              |
| <b>Building Maintenance Worker   003603   L39A</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                             | 002                   | 09/20/2025                     | 24.868877 34.993009            | 51727.26 72785.46              | 24.868877              | 26.112321              | 27.417937              | 28.788834              | 30.228276              | 31.739690              | 33.326675              | 34.993009              |
| <b>Building Monitor   016032   L39A</b>            |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                             | 069                   | 12/13/2025                     | 16.900000 19.976865            | 35152.00 41551.88              |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Building Services Manager   001886   MGMT</b>   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                             | 149                   | 09/20/2025                     | 43.693077 61.480547            | 90881.60 127879.54             | 43.693077              | 45.877731              | 48.171618              | 50.580199              | 53.109209              | 55.764669              | 58.552902              | 61.480547              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Business Services Manager   001709   MGMT</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                               | 013                   | 09/20/2025                     | 55.271744 77.772895            | 114965.23 161767.62            | 55.271744              | 58.035331              | 60.937098              | 63.983953              | 67.183151              | 70.542309              | 74.069424              | 77.772895              |
| <b>Cache Logistics Coordinator   016237   L39A</b>   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                               | 155                   | 09/20/2025                     | 23.142218 32.563423            | 48135.81 67731.92              | 23.142218              | 24.299329              | 25.514295              | 26.790010              | 28.129510              | 29.535985              | 31.012784              | 32.563423              |
| <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                   | 09/20/2025                     | 38.856106 54.674444            | 80820.70 113722.84             | 38.856106              | 40.798911              | 42.838857              | 44.980800              | 47.229840              | 49.591332              | 52.070899              | 54.674444              |
| <b>Cannabis Manager   001924   MGMT</b>              |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                               | 192                   | 09/20/2025                     | 57.544445 80.970812            | 119692.45 168419.29            | 57.544445              | 60.421667              | 63.442750              | 66.614887              | 69.945631              | 73.442913              | 77.115059              | 80.970812              |
| <b>Carpenter   006002   BULT</b>                     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                               | 002                   | 07/12/2025                     | 27.939791 46.353487            | 58114.76 96415.25              | 27.939791              | 30.035275              | 32.287921              | 34.709515              | 37.312729              | 40.111184              | 43.119523              | 46.353487              |
| <b>Cashier   016018   L39A</b>                       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                               | 017                   | 09/20/2025                     | 20.482843 26.141875            | 42604.31 54375.10              |                        |                        | 20.482843              | 21.506985              | 22.582334              | 23.711451              | 24.897024              | 26.141875              |
| <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                   | 09/20/2025                     | 47.081477 66.248366            | 97929.47 137796.60             | 47.081477              | 49.435551              | 51.907329              | 54.502695              | 57.227830              | 60.089221              | 63.093682              | 66.248366              |
| <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: July 21, 2026

| Sal Plan                                    | Grade | Effective Date | Hourly Min/Max |            | Annual Min/Max |           | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8     |
|---------------------------------------------|-------|----------------|----------------|------------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| Chief Building Official   001712   MGMT     |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A MGTE                                      | 015   | 09/20/2025     | 63.802118      | 89.775987  | 132708.40      | 186734.05 | 63.802118 | 66.992224 | 70.341835 | 73.858927 | 77.551873 | 81.429467 | 85.500940 | 89.775987  |
| Chief Information Officer   020030   EXMG   |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U EXMG                                      | 085   | 07/01/2023     | 73.838908      | 116.296274 | 153584.93      | 241896.25 |           |           |           |           |           |           |           |            |
| Chief Investment Officer   001714   MGMT    |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A MGTE                                      | 017   | 09/20/2025     | 73.204899      | 103.006644 | 152266.19      | 214253.82 | 73.204899 | 76.865144 | 80.708401 | 84.743821 | 88.981012 | 93.430063 | 98.101566 | 103.006644 |
| Chief Park Ranger   001949   MGMT           |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A MGTE                                      | 206   | 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  |
| Chief Strategy Officer   020056   EXMG      |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U EXMG                                      | 225   | 07/25/2026     | 72.716923      | 102.320000 | 151251.20      | 212825.60 |           |           |           |           |           |           |           |            |
| Chief of Staff to the Mayor   021006   MCSU |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U MCSA                                      | 070   | 09/20/2025     | 56.593428      | 90.025962  | 117714.33      | 187254.00 |           |           |           |           |           |           |           |            |
| City Attorney   024002   APPO               |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U COFF                                      | 006   | 02/07/2026     | 85.721240      | 170.673077 | 178300.18      | 355000.00 |           |           |           |           |           |           |           |            |
| City Auditor   024004   APPO                |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U COFF                                      | 010   | 02/07/2026     | 58.948716      | 112.128861 | 122613.33      | 233228.03 |           |           |           |           |           |           |           |            |
| City Clerk   024003   APPO                  |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U COFF                                      | 007   | 02/07/2026     | 77.176880      | 115.764803 | 160527.91      | 240790.79 |           |           |           |           |           |           |           |            |
| City Council   023001   MCNL                |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U MCNL                                      | 002   | 06/14/2025     | 53.521154      | 53.521154  | 111324.00      | 111324.00 |           |           |           |           |           |           |           |            |
| City Historian   001905   MGMT              |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A MGTE                                      | 172   | 09/20/2025     | 57.487935      | 80.891299  | 119574.90      | 168253.90 | 57.487935 | 60.362332 | 63.380449 | 66.549471 | 69.876945 | 73.370792 | 77.039332 | 80.891299  |
| City Housing Manager   001933   MGMT        |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A MGTE                                      | 205   | 09/20/2025     | 55.782990      | 78.492268  | 116028.62      | 163263.92 | 55.782990 | 58.572139 | 61.500746 | 64.575783 | 67.804572 | 71.194801 | 74.754541 | 78.492268  |
| City Manager   024000   APPO                |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U COFF                                      | 008   | 02/07/2026     | 131.351442     | 202.251923 | 273211.00      | 420684.00 |           |           |           |           |           |           |           |            |
| City Treasurer   024001   APPO              |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| U COFF                                      | 009   | 02/07/2026     | 77.176880      | 137.860000 | 160527.91      | 286748.80 |           |           |           |           |           |           |           |            |
| Claims Collector   016104   L39A            |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A OFFT                                      | 058   | 09/20/2025     | 24.190211      | 34.038057  | 50315.64       | 70799.16  | 24.190211 | 25.399722 | 26.669708 | 28.003193 | 29.403353 | 30.873521 | 32.417197 | 34.038057  |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Code Enforcement Manager   001861   MGMT</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 131   | 09/20/2025     | 52.313132 73.609829 | 108811.32 153108.44 | 52.313132 | 54.928789 | 57.675228 | 60.558989 | 63.586938 | 66.766285 | 70.104599 | 73.609829 |
| <b>Code Enforcement Officer   016114   L39A</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 065   | 09/20/2025     | 29.412366 41.386152 | 61177.72 86083.20   | 29.412366 | 30.882984 | 32.427133 | 34.048490 | 35.750914 | 37.538460 | 39.415383 | 41.386152 |
| <b>Code&amp;Housing Enforcement Chief   001917   MGMT</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 183   | 09/20/2025     | 57.544445 80.970812 | 119692.45 168419.29 | 57.544445 | 60.421667 | 63.442750 | 66.614887 | 69.945631 | 73.442913 | 77.115059 | 80.970812 |
| <b>Community Center Attendant I   003656   L39A</b>       |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                    | 038   | 09/20/2025     | 20.634890 29.035362 | 42920.57 60393.55   | 20.634890 | 21.666635 | 22.749967 | 23.887465 | 25.081838 | 26.335930 | 27.652726 | 29.035362 |
| <b>Community Center Attendant II   003657   L39A</b>      |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                    | 039   | 09/20/2025     | 23.217334 32.669121 | 48292.06 67951.77   | 23.217334 | 24.378201 | 25.597111 | 26.876967 | 28.220815 | 29.631856 | 31.113449 | 32.669121 |
| <b>Community Engagement Manager   020049   EXMG</b>       |       |                |                     |                     |           |           |           |           |           |           |           |           |
| U EXMG                                                    | 220   | 09/20/2025     | 60.945966 80.766053 | 126767.61 167993.39 |           |           |           |           |           |           |           |           |
| <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   | 09/20/2025     | 22.896613 32.217835 | 47624.96 67013.10   | 22.896613 | 24.041444 | 25.243516 | 26.505692 | 27.830977 | 29.222526 | 30.683652 | 32.217835 |
| <b>Community Service Rep II   016125   L39A</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 067   | 09/20/2025     | 25.370730 35.699164 | 52771.12 74254.26   | 25.370730 | 26.639266 | 27.971229 | 29.369790 | 30.838280 | 32.380194 | 33.999204 | 35.699164 |
| <b>Concrete Construction Leadwrkr   015104   L39C</b>     |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                    | 060   | 09/20/2025     | 33.954540 47.777448 | 70625.44 99377.09   | 33.954540 | 35.652267 | 37.434880 | 39.306624 | 41.271955 | 43.335553 | 45.502331 | 47.777448 |
| <b>Construction Inspector I   016025   L39A</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 023   | 09/20/2025     | 30.174314 42.458290 | 62762.57 88313.24   | 30.174314 | 31.683030 | 33.267182 | 34.930541 | 36.677068 | 38.510921 | 40.436467 | 42.458290 |
| <b>Construction Inspector II   016026   L39A</b>          |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 024   | 09/20/2025     | 33.918675 47.726981 | 70550.84 99272.12   | 33.918675 | 35.614609 | 37.395339 | 39.265106 | 41.228361 | 43.289779 | 45.454268 | 47.726981 |
| <b>Construction Inspector III   016027   L39A</b>         |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 025   | 09/20/2025     | 35.614547 50.113245 | 74078.26 104235.55  | 35.614547 | 37.395274 | 39.265038 | 41.228290 | 43.289705 | 45.454190 | 47.726900 | 50.113245 |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Contract and Compliance Spclst   001280   MGMT</b>     |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 173   | 09/20/2025     | 38.253297 53.826231 | 79566.86 111958.56  | 38.253297 | 40.165962 | 42.174260 | 44.282973 | 46.497122 | 48.821978 | 51.263077 | 53.826231 |
| <b>Convention Center General Mgr   001723   MGMT</b>      |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 020   | 09/20/2025     | 63.875484 89.879221 | 132861.01 186948.78 | 63.875484 | 67.069258 | 70.422721 | 73.943857 | 77.641050 | 81.523103 | 85.599258 | 89.879221 |
| <b>Council Representative   021015   MCSU</b>             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| U MCSA                                                    | 048   | 09/20/2025     | 28.200000 35.769428 | 58656.00 74400.41   |           |           |           |           |           |           |           |           |
| <b>Council/Clerk Operations Mngr   021007   MCSU</b>      |       |                |                     |                     |           |           |           |           |           |           |           |           |
| U MCSA                                                    | 080   | 09/20/2025     | 43.040000 68.476486 | 89523.20 142431.09  |           |           |           |           |           |           |           |           |
| <b>Crew Leader (Landscp&amp;Learning)   016033   L39A</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A TEMP                                                    | 070   | 12/13/2025     | 16.900000 23.571034 | 35152.00 49027.75   |           |           |           |           |           |           |           |           |
| <b>Cultural&amp;Creative Economy Mgr   001921   MGMT</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 187   | 09/20/2025     | 63.875484 89.879221 | 132861.01 186948.78 | 63.875484 | 67.069258 | 70.422721 | 73.943857 | 77.641050 | 81.523103 | 85.599258 | 89.879221 |
| <b>Curator of Art   001727   MGMT</b>                     |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 023   | 09/20/2025     | 48.062386 67.628604 | 99969.76 140667.50  | 48.062386 | 50.465505 | 52.988780 | 55.638219 | 58.420130 | 61.341137 | 64.408194 | 67.628604 |
| <b>Curator of Education   001728   MGMT</b>               |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 024   | 09/20/2025     | 48.062386 67.628604 | 99969.76 140667.50  | 48.062386 | 50.465505 | 52.988780 | 55.638219 | 58.420130 | 61.341137 | 64.408194 | 67.628604 |
| <b>Curator of History   001899   MGMT</b>                 |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 161   | 09/20/2025     | 48.062386 67.628604 | 99969.76 140667.50  | 48.062386 | 50.465505 | 52.988780 | 55.638219 | 58.420130 | 61.341137 | 64.408194 | 67.628604 |
| <b>Custodial Supervisor   015018   L39C</b>               |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                    | 006   | 09/20/2025     | 23.302970 32.789618 | 48470.18 68202.40   | 23.302970 | 24.468118 | 25.691524 | 26.976100 | 28.324905 | 29.741150 | 31.228208 | 32.789618 |
| <b>Custodian I   003606   L39A</b>                        |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                    | 003   | 09/20/2025     | 20.482843 26.141875 | 42604.31 54375.10   |           |           | 20.482843 | 21.506985 | 22.582334 | 23.711451 | 24.897024 | 26.141875 |
| <b>Custodian II   003922   L39A</b>                       |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                    | 067   | 09/20/2025     | 20.482589 27.448629 | 42603.78 57093.15   |           | 20.482589 | 21.506718 | 22.582054 | 23.711157 | 24.896715 | 26.141551 | 27.448629 |
| <b>Customer Service Assistant   016971   L39A</b>         |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 131   | 09/20/2025     | 21.422227 30.143224 | 44558.23 62697.91   | 21.422227 | 22.493338 | 23.618005 | 24.798905 | 26.038850 | 27.340792 | 28.707832 | 30.143224 |
| <b>Customer Service Rep   016972   L39A</b>               |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 132   | 09/20/2025     | 22.510697 31.674811 | 46822.25 65883.61   | 22.510697 | 23.636232 | 24.818044 | 26.058946 | 27.361893 | 28.729988 | 30.166487 | 31.674811 |
| <b>Customer Service Specialist   016973   L39A</b>        |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 133   | 09/20/2025     | 25.449079 35.809412 | 52934.08 74483.58   | 25.449079 | 26.721533 | 28.057610 | 29.460491 | 30.933516 | 32.480192 | 34.104202 | 35.809412 |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Customer Service Supervisor   015098   L39C</b>    |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 055   | 09/20/2025     | 29.005247 40.813294  | 60330.91 84891.65   | 29.005247 | 30.455509 | 31.978284 | 33.577198 | 35.256058 | 37.018861 | 38.869804 | 40.813294 |
| <b>Customer Service Trainee   016914   L39A</b>       |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 106   | 09/20/2025     | 20.343484 27.262215  | 42314.45 56705.41   |           | 20.343484 | 21.360658 | 22.428691 | 23.550126 | 24.727632 | 25.964014 | 27.262215 |
| <b>Debt Analyst   001729   MGMT</b>                   |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 025   | 09/20/2025     | 39.806877 56.012273  | 82798.30 116505.53  | 39.806877 | 41.797221 | 43.887082 | 46.081436 | 48.385508 | 50.804783 | 53.345022 | 56.012273 |
| <b>Department Systems Spclst I   016217   L39A</b>    |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 084   | 09/20/2025     | 35.812737 50.392118  | 74490.49 104815.60  | 35.812737 | 37.603374 | 39.483543 | 41.457720 | 43.530606 | 45.707136 | 47.992493 | 50.392118 |
| <b>Department Systems Spclst II   016218   L39A</b>   |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 085   | 09/20/2025     | 39.398226 55.437262  | 81948.31 115309.50  | 39.398226 | 41.368137 | 43.436544 | 45.608371 | 47.888790 | 50.283230 | 52.797392 | 55.437262 |
| <b>Deputy Chief Building Official   001900   MGMT</b> |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 162   | 09/20/2025     | 53.328159 75.038074  | 110922.57 156079.19 | 53.328159 | 55.994567 | 58.794295 | 61.734010 | 64.820710 | 68.061745 | 71.464832 | 75.038074 |
| <b>Deputy City Attorney I   001730   MGMT</b>         |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 026   | 09/20/2025     | 48.262831 67.910652  | 100386.69 141254.16 | 48.262831 | 50.675973 | 53.209772 | 55.870261 | 58.663774 | 61.596963 | 64.676811 | 67.910652 |
| <b>Deputy City Attorney II   001731   MGMT</b>        |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 027   | 09/20/2025     | 56.131604 78.982804  | 116753.74 164284.23 | 56.131604 | 58.938184 | 61.885093 | 64.979348 | 68.228315 | 71.639731 | 75.221718 | 78.982804 |
| <b>Deputy City Clerk   010705   CONF</b>              |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A CONF                                                | 007   | 09/20/2025     | 27.953880 39.333918  | 58144.07 81814.55   | 27.953880 | 29.351574 | 30.819153 | 32.360111 | 33.978117 | 35.677023 | 37.460874 | 39.333918 |
| <b>Deputy Convntn Ctr General Mgr   001889   MGMT</b> |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 152   | 09/20/2025     | 54.294161 76.397337  | 112931.86 158906.46 | 54.294161 | 57.008869 | 59.859312 | 62.852278 | 65.994892 | 69.294637 | 72.759369 | 76.397337 |
| <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   | 09/20/2025     | 43.910180 61.786033  | 91333.17 128514.95  | 43.910180 | 46.105689 | 48.410973 | 50.831522 | 53.373098 | 56.041753 | 58.843841 | 61.786033 |
| <b>Development Services Tech I   016004   L39A</b>    |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 004   | 09/20/2025     | 28.434112 40.009652  | 59142.95 83220.08   | 28.434112 | 29.855818 | 31.348609 | 32.916039 | 34.561841 | 36.289933 | 38.104430 | 40.009652 |
| <b>Development Services Tech II   016005   L39A</b>   |       |                |                      |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 005   | 09/20/2025     | 29.855753 42.010042  | 62099.97 87380.89   | 29.855753 | 31.348541 | 32.915968 | 34.561766 | 36.289854 | 38.104347 | 40.009564 | 42.010042 |

| <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>Development Services Tech III   016006   L39A</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 006                   | 09/20/2025                     | 31.348520 44.110516            | 65204.92 91749.87              | 31.348520              | 32.915946              | 34.561743              | 36.289830              | 38.104322              | 40.009538              | 42.010015              | 44.110516              |
| <b>Director of Community Developmt   020012   EXMG</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U EXMG                                                    | 180                   | 07/01/2023                     | 73.838908 116.296538           | 153584.93 241896.80            |                        |                        |                        |                        |                        |                        |                        |                        |
| <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 Developmnt   020014   EXMG</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U EXMG                                                    | 070                   | 06/27/2026                     | 73.838909 116.296274           | 153584.93 241896.25            |                        |                        |                        |                        |                        |                        |                        |                        |
| <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 COFF                                                    | 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              |                        |                        |                        |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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    |
|------------------------------------------------|-------|----------------|----------------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Dispatcher Recruit   009113   TEMP             |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A TEMP                                         | 048   | 01/25/2025     | 29.087817      | 29.087817 | 60502.66       | 60502.66  | 29.087817 |           |           |           |           |           |           |           |
| Diversity and Equity Manager   001923   MGMT   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 197   | 09/20/2025     | 55.782990      | 78.492268 | 116028.62      | 163263.92 | 55.782990 | 58.572139 | 61.500746 | 64.575783 | 67.804572 | 71.194801 | 74.754541 | 78.492268 |
| EMS Coordinator   001913   MGMT                |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 180   | 09/20/2025     | 48.062386      | 67.628604 | 99969.76       | 140667.50 | 48.062386 | 50.465505 | 52.988780 | 55.638219 | 58.420130 | 61.341137 | 64.408194 | 67.628604 |
| Economic Development Manager   001745   MGMT   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 039   | 09/20/2025     | 57.398927      | 80.766056 | 119389.77      | 167993.40 | 57.398927 | 60.268873 | 63.282317 | 66.446433 | 69.768755 | 73.257193 | 76.920053 | 80.766056 |
| Electrical Constructn Insp I   016039   L39A   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 026   | 09/20/2025     | 28.712979      | 40.402044 | 59723.00       | 84036.25  | 28.712979 | 30.148628 | 31.656059 | 33.238862 | 34.900805 | 36.645845 | 38.478137 | 40.402044 |
| Electrical Constructn Insp II   016040   L39A  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 027   | 09/20/2025     | 31.591320      | 44.452158 | 65709.95       | 92460.49  | 31.591320 | 33.170886 | 34.829430 | 36.570901 | 38.399446 | 40.319418 | 42.335389 | 44.452158 |
| Electrical Constructn Insp III   016041   L39A |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 028   | 09/20/2025     | 33.594571      | 47.270937 | 69876.71       | 98323.55  | 33.594571 | 35.274300 | 37.038015 | 38.889916 | 40.834412 | 42.876133 | 45.019940 | 47.270937 |
| Electrical Design Technician   006268   BULT   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A BLDG                                         | 026   | 07/12/2025     | 35.042487      | 58.137209 | 72888.37       | 120925.40 | 35.042487 | 37.670674 | 40.495975 | 43.533173 | 46.798161 | 50.308023 | 54.081125 | 58.137209 |
| Electrician   006004   BULT                    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A BLDG                                         | 003   | 07/12/2025     | 32.259073      | 53.519387 | 67098.87       | 111320.32 | 32.259073 | 34.678503 | 37.279391 | 40.075345 | 43.080996 | 46.312071 | 49.785476 | 53.519387 |
| Electrician Supervisor   006006   BULT         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A BLDG                                         | 004   | 07/12/2025     | 37.430072      | 62.098330 | 77854.55       | 129164.53 | 37.430072 | 40.237327 | 43.255127 | 46.499262 | 49.986707 | 53.735710 | 57.765888 | 62.098330 |
| Electronic Maint Tech I   003615   L39A        |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 007   | 09/20/2025     | 32.962890      | 46.382095 | 68562.81       | 96474.76  | 32.962890 | 34.611034 | 36.341586 | 38.158665 | 40.066598 | 42.069928 | 44.173424 | 46.382095 |
| Electronic Maint Tech II   003616   L39A       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 008   | 09/20/2025     | 34.611109      | 48.701305 | 71991.11       | 101298.71 | 34.611109 | 36.341664 | 38.158747 | 40.066684 | 42.070018 | 44.173519 | 46.382195 | 48.701305 |
| Electronic Maint Tech Trnee   003614   L39A    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 006   | 09/20/2025     | 29.966271      | 42.165554 | 62329.84       | 87704.35  | 29.966271 | 31.464585 | 33.037814 | 34.689705 | 36.424190 | 38.245400 | 40.157670 | 42.165554 |
| Emergency Communications Mgr   001746   MGMT   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 164   | 09/20/2025     | 49.810536      | 70.088426 | 103605.92      | 145783.93 | 49.810536 | 52.301063 | 54.916116 | 57.661922 | 60.545018 | 63.572269 | 66.750882 | 70.088426 |
| Emergency Medical Service Trne   009146   TEMP |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A TEMP                                         | 078   | 02/11/2023     | 18.254436      | 20.125516 | 37969.23       | 41861.07  | 18.254436 | 19.167158 | 20.125516 |           |           |           |           |           |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Enforcement &amp; Collections Supv   015044   L39C</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                    | 021   | 09/20/2025     | 31.596110 44.458900 | 65719.91 92474.51   | 31.596110 | 33.175916 | 34.834712 | 36.576448 | 38.405270 | 40.325533 | 42.341810 | 44.458900 |
| <b>Engineering Manager   001884   MGMT</b>                |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 147   | 09/20/2025     | 67.794427 95.393566 | 141012.41 198418.62 | 67.794427 | 71.184148 | 74.743355 | 78.480523 | 82.404549 | 86.524776 | 90.851015 | 95.393566 |
| <b>Engineering Technician I   016930   L39A</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 110   | 09/20/2025     | 27.137499 38.185187 | 56446.00 79425.19   | 27.137499 | 28.494374 | 29.919093 | 31.415048 | 32.985800 | 34.635090 | 36.366845 | 38.185187 |
| <b>Engineering Technician II   016931   L39A</b>          |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 111   | 09/20/2025     | 28.494358 40.094423 | 59268.26 83396.40   | 28.494358 | 29.919076 | 31.415030 | 32.985781 | 34.635070 | 36.366824 | 38.185165 | 40.094423 |
| <b>Engineering Technician III   016939   L39A</b>         |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                    | 116   | 09/20/2025     | 31.343986 44.104136 | 65195.49 91736.60   | 31.343986 | 32.911185 | 34.556744 | 36.284581 | 38.098810 | 40.003751 | 42.003939 | 44.104136 |
| <b>Environmental Hlth &amp; Sfty Mngr   001928   MGMT</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 200   | 09/20/2025     | 55.782990 78.492268 | 116028.62 163263.92 | 55.782990 | 58.572139 | 61.500746 | 64.575783 | 67.804572 | 71.194801 | 74.754541 | 78.492268 |
| <b>Environmental Hlth &amp; Sfty Offr   001809   MGMT</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 091   | 09/20/2025     | 48.062386 67.628604 | 99969.76 140667.50  | 48.062386 | 50.465505 | 52.988780 | 55.638219 | 58.420130 | 61.341137 | 64.408194 | 67.628604 |
| <b>Environmental Hlth &amp; Sfty Spec   001810   MGMT</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 092   | 09/20/2025     | 43.693077 61.480547 | 90881.60 127879.54  | 43.693077 | 45.877731 | 48.171618 | 50.580199 | 53.109209 | 55.764669 | 58.552902 | 61.480547 |
| <b>Equal Employment Manager   001139   MGMT</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 189   | 09/20/2025     | 50.711808 71.356606 | 105480.56 148421.74 | 50.711808 | 53.247398 | 55.909768 | 58.705256 | 61.640519 | 64.722545 | 67.958672 | 71.356606 |
| <b>Equal Employment Specialist   001748   MGMT</b>        |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                    | 040   | 09/20/2025     | 39.418875 55.466317 | 81991.26 115369.94  | 39.418875 | 41.389819 | 43.459310 | 45.632276 | 47.913890 | 50.309585 | 52.825064 | 55.466317 |
| <b>Equipment Maint Supv   015053   L39C</b>               |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                    | 026   | 09/20/2025     | 36.078487 50.766054 | 75043.25 105593.39  | 36.078487 | 37.882411 | 39.776532 | 41.765359 | 43.853627 | 46.046308 | 48.348623 | 50.766054 |
| <b>Equipment Mechanic I   012009   IAMA</b>               |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A IAMA                                                    | 006   | 07/12/2025     | 28.383322 39.938183 | 59037.31 83071.42   | 28.383322 | 29.802488 | 31.292612 | 32.857243 | 34.500105 | 36.225110 | 38.036365 | 39.938183 |
| <b>Equipment Mechanic II   012003   IAMA</b>              |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A IAMA                                                    | 002   | 07/12/2025     | 31.062141 43.707552 | 64609.25 90911.71   | 31.062141 | 32.615248 | 34.246010 | 35.958311 | 37.756227 | 39.644038 | 41.626240 | 43.707552 |
| <b>Equipment Mechanic III   012004   IAMA</b>             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A IAMA                                                    | 003   | 07/12/2025     | 32.811150 46.168583 | 68247.19 96030.65   | 32.811150 | 34.451708 | 36.174293 | 37.983008 | 39.882158 | 41.876266 | 43.970079 | 46.168583 |
| <b>Equipment Serviceworker   012006   IAMA</b>            |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A IAMA                                                    | 005   | 07/12/2025     | 21.601552 30.395553 | 44931.23 63222.75   | 21.601552 | 22.681630 | 23.815711 | 25.006497 | 26.256822 | 27.569663 | 28.948146 | 30.395553 |

| <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>Ethics Program Compliance Ofc   001930   MGMT</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 001                   | 09/20/2025                     | 49.636314 69.843280            | 103243.53 145274.02            | 49.636314              | 52.118130              | 54.724037              | 57.460239              | 60.333251              | 63.349914              | 66.517410              | 69.843280              |
| <b>Events Associate   009093   TEMP</b>                   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                    | 042                   | 12/13/2025                     | 16.900000 16.900000            | 35152.00 35152.00              |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Events Coordinator   016043   L39A</b>                 |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 029                   | 09/20/2025                     | 25.878263 36.413313            | 53826.79 75739.69              | 25.878263              | 27.172176              | 28.530785              | 29.957324              | 31.455190              | 33.027949              | 34.679346              | 36.413313              |
| <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                   | 09/20/2025                     | 44.203150 62.198271            | 91942.55 129372.40             | 44.203150              | 46.413308              | 48.733973              | 51.170672              | 53.729206              | 56.415666              | 59.236449              | 62.198271              |
| <b>Events Services Supervisor   001750   MGMT</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 042                   | 09/20/2025                     | 37.572676 52.868530            | 78151.17 109966.54             | 37.572676              | 39.451310              | 41.423876              | 43.495070              | 45.669824              | 47.953315              | 50.350981              | 52.868530              |
| <b>Evidence &amp; Property Technician   016071   L39A</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 041                   | 09/20/2025                     | 26.527557 37.326938            | 55177.32 77640.03              | 26.527557              | 27.853935              | 29.246632              | 30.708964              | 32.244412              | 33.856633              | 35.549465              | 37.326938              |
| <b>Executive Assistant (CMO)   022000   EMSU</b>          |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U EXMB                                                    | 010                   | 09/20/2025                     | 26.010000 41.386226            | 54100.80 86083.35              |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Executive Assistant (MC)   022001   EMSU</b>           |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSB                                                    | 030                   | 09/20/2025                     | 26.010000 41.386226            | 54100.80 86083.35              |                        |                        |                        |                        |                        |                        |                        |                        |
| <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                   | 09/20/2025                     | 48.906181 68.815907            | 101724.86 143137.09            | 48.906181              | 51.351490              | 53.919064              | 56.615017              | 59.445768              | 62.418056              | 65.538959              | 68.815907              |
| <b>Facilities Manager   001880   MGMT</b>                 |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 143                   | 09/20/2025                     | 63.387789 89.192984            | 131846.60 185521.41            | 63.387789              | 66.557178              | 69.885037              | 73.379289              | 77.048253              | 80.900666              | 84.945699              | 89.192984              |
| <b>Finance Manager   001925   MGMT</b>                    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 193                   | 09/20/2025                     | 55.782990 78.492268            | 116028.62 163263.92            | 55.782990              | 58.572139              | 61.500746              | 64.575783              | 67.804572              | 71.194801              | 74.754541              | 78.492268              |
| <b>Financial Services Supervisor   015092   L39C</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                    | 049                   | 09/20/2025                     | 27.608290 38.847634            | 57425.24 80803.08              | 27.608290              | 28.988704              | 30.438139              | 31.960046              | 33.558048              | 35.235950              | 36.997747              | 38.847634              |
| <b>Fingerprint Clerk   016974   L39A</b>                  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 134                   | 09/20/2025                     | 24.138966 33.965950            | 50209.05 70649.18              | 24.138966              | 25.345914              | 26.613210              | 27.943871              | 29.341065              | 30.808118              | 32.348524              | 33.965950              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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](#)

## Fire Assistant Chief | 020053 | EXMG

|        |     |            |           |            |           |           |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|------------|-----------|-----------|--|--|--|--|--|--|--|--|
| U EXMG | 223 | 09/09/2025 | 77.004692 | 108.353332 | 160169.76 | 225374.93 |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|------------|-----------|-----------|--|--|--|--|--|--|--|--|

## Fire Assistant Chief (56 Hrs) | 020055 | EXMG

|        |     |            |           |           |           |           |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|-----------|-----------|--|--|--|--|--|--|--|--|
| U EX56 | 001 | 09/09/2025 | 55.003352 | 77.395237 | 160169.76 | 225374.93 |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|-----------|-----------|--|--|--|--|--|--|--|--|

## Fire Battalion Chief | 005170 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR56 | 007 | 10/04/2025 | 49.004554 | 65.670789 | 142701.26 | 191233.34 | 49.004554 | 51.454782 | 54.027521 | 56.728897 | 59.565342 | 62.543609 | 65.670789 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Battalion Chief (Admin) | FA7 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR40 | FA7 | 10/04/2025 | 68.606375 | 91.939105 | 142701.26 | 191233.34 | 68.606375 | 72.036694 | 75.638529 | 79.420455 | 83.391478 | 87.561052 | 91.939105 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Captain | 005020 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR56 | 002 | 10/04/2025 | 39.117452 | 52.421127 | 113910.02 | 152650.32 | 39.117452 | 41.073325 | 43.126991 | 45.283341 | 47.547508 | 49.924883 | 52.421127 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Captain (Admin) | FA5 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR40 | FA5 | 10/04/2025 | 55.541410 | 74.430800 | 115526.13 | 154816.06 | 55.541410 | 58.318480 | 61.234404 | 64.296124 | 67.510930 | 70.886476 | 74.430800 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Chief | 020024 | EXMG

|        |     |            |           |            |           |           |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|------------|-----------|-----------|--|--|--|--|--|--|--|
| A FM40 | 001 | 07/01/2023 | 77.196447 | 137.812500 | 160568.61 | 286650.00 |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|------------|-----------|-----------|--|--|--|--|--|--|--|

## Fire Engineer | 005050 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR56 | 003 | 10/04/2025 | 34.600496 | 46.367974 | 100756.64 | 135023.54 | 34.600496 | 36.330521 | 38.147047 | 40.054399 | 42.057119 | 44.159975 | 46.367974 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Engineer (Admin) | FA3 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR40 | FA3 | 10/04/2025 | 49.163029 | 65.883160 | 102259.10 | 137036.97 | 49.163029 | 51.621180 | 54.202239 | 56.912351 | 59.757969 | 62.745867 | 65.883160 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Investigator I | 005067 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR40 | 004 | 10/04/2025 | 49.413310 | 66.218561 | 102779.68 | 137734.61 | 49.413310 | 51.883975 | 54.478174 | 57.202083 | 60.062187 | 63.065296 | 66.218561 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Investigator I (Admin) | FA8 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR40 | 004 | 10/04/2025 | 49.413310 | 66.218561 | 102779.68 | 137734.61 | 49.413310 | 51.883975 | 54.478174 | 57.202083 | 60.062187 | 63.065296 | 66.218561 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Investigator II | 005068 | L522

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR40 | 005 | 10/04/2025 | 55.833802 | 74.822635 | 116134.31 | 155631.08 | 55.833802 | 58.625492 | 61.556767 | 64.634605 | 67.866335 | 71.259652 | 74.822635 |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Marshal | 020054 | EXMG

|        |     |            |           |            |           |           |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|------------|-----------|-----------|--|--|--|--|--|--|--|
| U EXMG | 224 | 09/09/2025 | 77.004692 | 108.353332 | 160169.76 | 225374.93 |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|------------|-----------|-----------|--|--|--|--|--|--|--|

## Fire Prevention Officer I | 005065 | L522

|        |     |            |           |           |          |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR40 | 002 | 10/04/2025 | 39.988290 | 53.588133 | 83175.64 | 111463.32 | 39.988290 | 41.987705 | 44.087090 | 46.291444 | 48.606016 | 51.036317 | 53.588133 |
|--------|-----|------------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

## Fire Prevention Officer II | 005066 | L522

|        |     |            |           |           |          |           |           |           |           |           |           |           |           |
|--------|-----|------------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| A FR40 | 003 | 10/04/2025 | 43.159190 | 57.837443 | 89771.12 | 120301.88 | 43.159190 | 45.317150 | 47.583008 | 49.962158 | 52.460266 | 55.083279 | 57.837443 |
|--------|-----|------------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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    |
|-----------------------------------------------|-------|----------------|----------------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Fire Prevention Officer Trnee   005064   L522 |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A FR40                                        | 001   | 10/04/2025     | 31.348885      | 32.916330 | 65205.68       | 68465.97  | 31.348885 | 32.916330 |           |           |           |           |           |           |
| Fire Recruit   009017   TEMP                  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A TEMP                                        | 076   | 07/01/2021     | 25.134000      | 25.134000 | 52278.72       | 52278.72  |           |           |           |           |           |           |           |           |
| Fire Service Worker   012014   IAMA           |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A IAMA                                        | 009   | 07/12/2025     | 24.464854      | 34.424506 | 50886.90       | 71602.97  | 24.464854 | 25.688097 | 26.972502 | 28.321127 | 29.737183 | 31.224042 | 32.785244 | 34.424506 |
| Firefighter   005010   L522                   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A FR56                                        | 001   | 10/04/2025     | 31.302374      | 41.948176 | 91152.51       | 122153.09 | 31.302374 | 32.867493 | 34.510868 | 36.236411 | 38.048232 | 39.950644 | 41.948176 |           |
| Firefighter (Admin)   FA1   L522              |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A FR40                                        | FA1   | 10/04/2025     | 44.434680      | 59.546722 | 92424.13       | 123857.18 | 44.434680 | 46.656414 | 48.989235 | 51.438697 | 54.010632 | 56.711164 | 59.546722 |           |
| Fiscal Policy Analyst   001936   MGMT         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                        | 208   | 09/20/2025     | 37.503229      | 52.770811 | 78006.72       | 109763.29 | 37.503229 | 39.378390 | 41.347310 | 43.414676 | 45.585410 | 47.864681 | 50.257915 | 52.770811 |
| Fleet Management Technician   016045   L39A   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                        | 031   | 09/20/2025     | 32.983944      | 46.411722 | 68606.60       | 96536.38  | 32.983944 | 34.633141 | 36.364798 | 38.183038 | 40.092190 | 42.096800 | 44.201640 | 46.411722 |
| Fleet Manager   001881   MGMT                 |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                        | 144   | 09/20/2025     | 54.783314      | 77.085625 | 113949.29      | 160338.10 | 54.783314 | 57.522480 | 60.398604 | 63.418534 | 66.589461 | 69.918934 | 73.414881 | 77.085625 |
| Fleet Service Coordinator   016976   L39A     |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                        | 136   | 09/20/2025     | 23.665961      | 33.300382 | 49225.20       | 69264.80  | 23.665961 | 24.849259 | 26.091722 | 27.396308 | 28.766123 | 30.204429 | 31.714650 | 33.300382 |
| Forensic Investigator I   016047   L39A       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                        | 032   | 09/20/2025     | 29.592398      | 41.639476 | 61552.19       | 86610.11  | 29.592398 | 31.072018 | 32.625619 | 34.256900 | 35.969745 | 37.768232 | 39.656644 | 41.639476 |
| Forensic Investigator II   016048   L39A      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                        | 033   | 09/20/2025     | 32.551639      | 45.803426 | 67707.41       | 95271.13  | 32.551639 | 34.179221 | 35.888182 | 37.682591 | 39.566721 | 41.545057 | 43.622310 | 45.803426 |
| GIS Specialist I   017026   L39A              |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PROF                                        | 014   | 09/20/2025     | 39.127269      | 55.055997 | 81384.72       | 114516.47 | 39.127269 | 41.083632 | 43.137814 | 45.294705 | 47.559440 | 49.937412 | 52.434283 | 55.055997 |
| GIS Specialist II   017027   L39A             |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PROF                                        | 015   | 09/20/2025     | 43.041718      | 60.564020 | 89526.77       | 125973.16 | 43.041718 | 45.193804 | 47.453494 | 49.826169 | 52.317477 | 54.933351 | 57.680019 | 60.564020 |
| GIS Specialist III   017028   L39A            |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PROF                                        | 016   | 09/20/2025     | 49.012925      | 68.966108 | 101946.88      | 143449.50 | 49.012925 | 51.463571 | 54.036750 | 56.738588 | 59.575517 | 62.554293 | 65.682008 | 68.966108 |
| General Intern   009147   TEMP                |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A TEMP                                        | 079   | 12/13/2025     | 16.900000      | 20.000000 | 35152.00       | 41600.00  |           |           |           |           |           |           |           |           |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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    |
|------------------------------------------------|-------|----------------|----------------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| General Repair Worker   012010   IAMA          |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A IAMA                                         | 007   | 07/12/2025     | 24.262271      | 34.139453 | 50465.52       | 71010.06  | 24.262271 | 25.475385 | 26.749154 | 28.086612 | 29.490943 | 30.965490 | 32.513765 | 34.139453 |
| Generator Technician   006061   BULT           |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A BLDG                                         | 023   | 07/12/2025     | 34.748762      | 48.894997 | 72277.42       | 101701.59 | 34.748762 | 36.486200 | 38.310510 | 40.226035 | 42.237337 | 44.349204 | 46.566664 | 48.894997 |
| Gov't Affairs Mgr Public Sffty   020052   EXMG |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| U EXMG                                         | 002   | 02/22/2025     | 57.040548      | 89.838861 | 118644.34      | 186864.83 |           |           |           |           |           |           |           |           |
| Government Affairs Manager   020050   EXMG     |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| U EXMG                                         | 221   | 01/16/2025     | 51.855043      | 81.671692 | 107858.49      | 169877.12 |           |           |           |           |           |           |           |           |
| Graduate Student Trainee   009144   TEMP       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A TEMP                                         | 075   | 12/13/2025     | 16.900000      | 16.900000 | 35152.00       | 35152.00  |           |           |           |           |           |           |           |           |
| Graphic Designer   001929   MGMT               |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 199   | 09/20/2025     | 29.259662      | 39.210745 | 60860.10       | 81558.35  |           | 29.259662 | 30.722645 | 32.258777 | 33.871716 | 35.565302 | 37.343567 | 39.210745 |
| Graphics Assistant   016957   L39A             |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 127   | 09/20/2025     | 20.634890      | 29.035362 | 42920.57       | 60393.55  | 20.634890 | 21.666635 | 22.749967 | 23.887465 | 25.081838 | 26.335930 | 27.652726 | 29.035362 |
| HVAC Supervisor   006269   BULT                |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A BLDG                                         | 027   | 07/12/2025     | 37.639572      | 62.445899 | 78290.31       | 129887.47 | 37.639572 | 40.462540 | 43.497231 | 46.759523 | 50.266487 | 54.036473 | 58.089208 | 62.445899 |
| HVAC Systems Mechanic   004010   L39B          |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PLNT                                         | 006   | 12/27/2025     | 36.482080      | 51.333950 | 75882.73       | 106774.62 | 36.482080 | 38.306184 | 40.221493 | 42.232568 | 44.344196 | 46.561406 | 48.889476 | 51.333950 |
| Homeless Services Manager   001939   MGMT      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 212   | 09/20/2025     | 55.782990      | 78.492268 | 116028.62      | 163263.92 | 55.782990 | 58.572139 | 61.500746 | 64.575783 | 67.804572 | 71.194801 | 74.754541 | 78.492268 |
| Human Resources Manager   001851   MGMT        |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 124   | 09/20/2025     | 55.782990      | 78.492268 | 116028.62      | 163263.92 | 55.782990 | 58.572139 | 61.500746 | 64.575783 | 67.804572 | 71.194801 | 74.754541 | 78.492268 |
| Human Resources Manager-Rep20   020038   EXMG  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| U EXMG                                         | 042   | 09/20/2025     | 54.277298      | 86.341611 | 112896.78      | 179590.55 |           |           |           |           |           |           |           |           |
| IT Manager   001761   MGMT                     |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 052   | 09/20/2025     | 61.664714      | 86.768445 | 128262.60      | 180478.37 | 61.664714 | 64.747950 | 67.985347 | 71.384614 | 74.953845 | 78.701537 | 82.636614 | 86.768445 |
| IT Supervisor   001762   MGMT                  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 053   | 09/20/2025     | 54.087682      | 76.106800 | 112502.38      | 158302.14 | 54.087682 | 56.792066 | 59.631669 | 62.613252 | 65.743915 | 69.031111 | 72.482667 | 76.106800 |
| IT Support Specialist I   016219   L39A        |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 086   | 09/20/2025     | 36.369400      | 51.175398 | 75648.35       | 106444.83 | 36.369400 | 38.187870 | 40.097263 | 42.102126 | 44.207232 | 46.417594 | 48.738474 | 51.175398 |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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 II   016220   L39A</b>        |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                 | 087   | 09/20/2025     | 40.007942 56.295192 | 83216.52 117094.00  | 40.007942 | 42.008339 | 44.108756 | 46.314194 | 48.629904 | 51.061399 | 53.614469 | 56.295192 |
| <b>IT Trainee   016221   L39A</b>                      |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                 | 088   | 09/20/2025     | 28.617365 40.267506 | 59524.12 83756.41   | 28.617365 | 30.048233 | 31.550645 | 33.128177 | 34.784586 | 36.523815 | 38.350006 | 40.267506 |
| <b>Instrument Technician I   003648   L39A</b>         |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                 | 030   | 09/20/2025     | 31.662312 44.552052 | 65857.61 92668.27   | 31.662312 | 33.245428 | 34.907699 | 36.653084 | 38.485738 | 40.410025 | 42.430526 | 44.552052 |
| <b>Instrument Technician II   003649   L39A</b>        |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                 | 031   | 09/20/2025     | 35.649443 50.162346 | 74150.84 104337.68  | 35.649443 | 37.431915 | 39.303511 | 41.268687 | 43.332121 | 45.498727 | 47.773663 | 50.162346 |
| <b>Instrument Technician Trainee   003646   L39A</b>   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                 | 028   | 09/20/2025     | 28.774412 40.488488 | 59850.78 84216.06   | 28.774412 | 30.213133 | 31.723790 | 33.309979 | 34.975478 | 36.724252 | 38.560465 | 40.488488 |
| <b>Instrumentation Supervisor   015087   L39C</b>      |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                 | 046   | 09/20/2025     | 40.964570 57.641262 | 85206.31 119893.82  | 40.964570 | 43.012798 | 45.163438 | 47.421610 | 49.792690 | 52.282324 | 54.896440 | 57.641262 |
| <b>Integrated Waste Collectns Supt   001763   MGMT</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                 | 054   | 09/20/2025     | 50.875461 71.586883 | 105820.96 148900.72 | 50.875461 | 53.419234 | 56.090196 | 58.894706 | 61.839441 | 64.931413 | 68.177984 | 71.586883 |
| <b>Integrated Waste Equip Operatr   003663   L39A</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                 | 044   | 04/04/2026     | 28.008010 39.410080 | 58256.66 81972.97   | 28.008010 | 29.408410 | 30.878830 | 32.422771 | 34.043910 | 35.746105 | 37.533410 | 39.410080 |
| <b>Integrated Waste General Mgr   001764   MGMT</b>    |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                 | 055   | 09/20/2025     | 60.599464 85.269531 | 126046.88 177360.62 | 60.599464 | 63.629437 | 66.810909 | 70.151454 | 73.659027 | 77.341978 | 81.209077 | 85.269531 |
| <b>Integrated Waste General Supv   001765   MGMT</b>   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                 | 056   | 09/20/2025     | 45.787913 64.428193 | 95238.86 134010.64  | 45.787913 | 48.077309 | 50.481174 | 53.005233 | 55.655495 | 58.438270 | 61.360184 | 64.428193 |
| <b>Integrated Waste Planning Supt   001766   MGMT</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                 | 057   | 09/20/2025     | 50.875461 71.586883 | 105820.96 148900.72 | 50.875461 | 53.419234 | 56.090196 | 58.894706 | 61.839441 | 64.931413 | 68.177984 | 71.586883 |
| <b>Integrated Waste Supervisor   015032   L39C</b>     |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                 | 014   | 04/04/2026     | 38.499590 54.172789 | 80079.15 112679.40  | 38.499590 | 40.424569 | 42.445797 | 44.568087 | 46.796491 | 49.136316 | 51.593132 | 54.172789 |
| <b>Investigator   001944   MGMT</b>                    |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                 | 216   | 09/20/2025     | 33.057527 46.515259 | 68759.66 96751.74   | 33.057527 | 34.710403 | 36.445923 | 38.268219 | 40.181630 | 42.190711 | 44.300247 | 46.515259 |
| <b>Investment Officer   001767   MGMT</b>              |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                 | 058   | 09/20/2025     | 51.853470 72.963038 | 107855.22 151763.12 | 51.853470 | 54.446143 | 57.168450 | 60.026872 | 63.028216 | 66.179627 | 69.488608 | 72.963038 |
| <b>Investment Operations Analyst   001890   MGMT</b>   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                 | 153   | 09/20/2025     | 43.574345 61.313479 | 90634.64 127532.04  | 43.574345 | 45.753062 | 48.040715 | 50.442751 | 52.964889 | 55.613133 | 58.393790 | 61.313479 |

| <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>Irrigation Technician   003921   L39A</b>          |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                | 006                   | 09/20/2025                     | 24.868877 34.993009            | 51727.26 72785.46              | 24.868877              | 26.112321              | 27.417937              | 28.788834              | 30.228276              | 31.739690              | 33.326675              | 34.993009              |
| <b>Junior Engineer   011010   WCOE</b>                |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                                | 001                   | 12/27/2025                     | 31.780859 44.718861            | 66104.19 93015.23              | 31.780859              | 33.369902              | 35.038397              | 36.790317              | 38.629833              | 40.561325              | 42.589391              | 44.718861              |
| <b>Junior Landscape Assistant   011024   WCOE</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                                | 015                   | 12/27/2025                     | 31.780859 44.718861            | 66104.19 93015.23              | 31.780859              | 33.369902              | 35.038397              | 36.790317              | 38.629833              | 40.561325              | 42.589391              | 44.718861              |
| <b>Junior Planner   017004   L39A</b>                 |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                                | 004                   | 09/20/2025                     | 28.847980 40.592005            | 60003.80 84431.37              | 28.847980              | 30.290379              | 31.804898              | 33.395143              | 35.064900              | 36.818145              | 38.659052              | 40.592005              |
| <b>Junior Plant Operator   004001   L39B</b>          |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PLNT                                                | 001                   | 12/27/2025                     | 26.900744 37.852048            | 55953.55 78732.26              | 26.900744              | 28.245781              | 29.658070              | 31.140974              | 32.698023              | 34.332924              | 36.049570              | 37.852048              |
| <b>Labor Relations Adm/EEO Invstg   020048   EXMG</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U EXMG                                                | 006                   | 09/20/2025                     | 43.758000 64.340111            | 91016.64 133827.43             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Labor Relations Analyst   020034   EXMG</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U EXMG                                                | 005                   | 09/20/2025                     | 33.113798 52.671500            | 68876.70 109556.72             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Labor Relations Officer   020036   EXMG</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U EXMG                                                | 015                   | 09/20/2025                     | 44.168865 70.261615            | 91871.24 146144.16             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Landscape Assistant   011017   WCOE</b>            |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WCOE                                                | 008                   | 12/27/2025                     | 37.159930 52.287752            | 77292.65 108758.52             | 37.159930              | 39.017926              | 40.968822              | 43.017263              | 45.168126              | 47.426532              | 49.797859              | 52.287752              |
| <b>Landscape Technician I   016209   L39A</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                | 077                   | 09/20/2025                     | 27.137499 38.185187            | 56446.00 79425.19              | 27.137499              | 28.494374              | 29.919093              | 31.415048              | 32.985800              | 34.635090              | 36.366845              | 38.185187              |
| <b>Landscape Technician II   016054   L39A</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                | 035                   | 09/20/2025                     | 28.494358 40.094423            | 59268.26 83396.40              | 28.494358              | 29.919076              | 31.415030              | 32.985781              | 34.635070              | 36.366824              | 38.185165              | 40.094423              |
| <b>Law Office Administrator   001853   MGMT</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 126                   | 09/20/2025                     | 47.052667 66.207826            | 97869.55 137712.28             | 47.052667              | 49.405300              | 51.875565              | 54.469343              | 57.192810              | 60.052450              | 63.055072              | 66.207826              |
| <b>Lead Events Associate   009094   TEMP</b>          |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                | 043                   | 06/27/2026                     | 18.590000 18.590000            | 38667.20 38667.20              |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Lead Forensic Investigator   016926   L39A</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                | 109                   | 09/20/2025                     | 35.806871 50.383866            | 74478.29 104798.44             | 35.806871              | 37.597215              | 39.477076              | 41.450930              | 43.523477              | 45.699651              | 47.984634              | 50.383866              |
| <b>Legal Secretary (Ex)   010803   CONF</b>           |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                                | 021                   | 09/20/2025                     | 30.161889 42.440806            | 62736.73 88276.88              | 30.161889              | 31.669983              | 33.253482              | 34.916156              | 36.661964              | 38.495062              | 40.419815              | 42.440806              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Legal Staff Assistant (Ex)   010809   CONF</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                                    | 025                   | 09/20/2025                     | 21.426359 30.149038            | 44566.83 62710.00              | 21.426359              | 22.497677              | 23.622561              | 24.803689              | 26.043873              | 27.346067              | 28.713370              | 30.149038              |
| <b>Licensed Land Surveyor   001770   MGMT</b>             |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 165                   | 09/20/2025                     | 49.796378 70.068504            | 103576.47 145742.49            | 49.796378              | 52.286197              | 54.900507              | 57.645532              | 60.527809              | 63.554199              | 66.731909              | 70.068504              |
| <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                   | 09/20/2025                     | 28.806200 40.533217            | 59916.90 84309.09              | 28.806200              | 30.246510              | 31.758836              | 33.346778              | 35.014117              | 36.764823              | 38.603064              | 40.533217              |
| <b>Machinist   006009   BULT</b>                          |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                    | 006                   | 07/12/2025                     | 31.290192 51.911966            | 65083.60 107976.89             | 31.290192              | 33.636956              | 36.159728              | 38.871708              | 41.787086              | 44.921117              | 48.290201              | 51.911966              |
| <b>Machinist Helper   006011   BULT</b>                   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                    | 008                   | 07/12/2025                     | 25.076252 41.602734            | 52158.60 86533.69              | 25.076252              | 26.956971              | 28.978744              | 31.152150              | 33.488561              | 36.000203              | 38.700218              | 41.602734              |
| <b>Machinist Supervisor   006010   BULT</b>               |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                    | 007                   | 07/12/2025                     | 36.338116 60.286722            | 75583.28 125396.38             | 36.338116              | 39.063475              | 41.993236              | 45.142729              | 48.528434              | 52.168067              | 56.080672              | 60.286722              |
| <b>Mail Processor I   016028   L39A</b>                   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 154                   | 09/20/2025                     | 20.836484 29.319025            | 43339.89 60983.57              | 20.836484              | 21.878308              | 22.972223              | 24.120834              | 25.326876              | 26.593220              | 27.922881              | 29.319025              |
| <b>Mail Processor II   016022   L39A</b>                  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 152                   | 09/20/2025                     | 22.408614 31.531171            | 46609.92 65584.84              | 22.408614              | 23.529045              | 24.705497              | 25.940772              | 27.237811              | 28.599702              | 30.029687              | 31.531171              |
| <b>Mail Processor II (Legacy)   016010   L39A</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 151                   | 09/20/2025                     | 23.529045 33.107730            | 48940.41 68864.08              | 23.529045              | 24.705497              | 25.940772              | 27.237811              | 28.599702              | 30.029687              | 31.531171              | 33.107730              |
| <b>Maintenance Worker   003651   L39A</b>                 |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 033                   | 09/20/2025                     | 20.634585 29.034933            | 42919.94 60392.66              | 20.634585              | 21.666314              | 22.749630              | 23.887111              | 25.081467              | 26.335540              | 27.652317              | 29.034933              |
| <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                   | 09/20/2025                     | 43.693077 61.480547            | 90881.60 127879.54             | 43.693077              | 45.877731              | 48.171618              | 50.580199              | 53.109209              | 55.764669              | 58.552902              | 61.480547              |
| <b>Marina&amp;Boating Facilities Attd   003650   L39A</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 032                   | 09/20/2025                     | 21.878307 30.784975            | 45506.88 64032.75              | 21.878307              | 22.972222              | 24.120833              | 25.326875              | 26.593219              | 27.922880              | 29.319024              | 30.784975              |
| <b>Mayor   023000   MCNL</b>                              |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCNL                                                    | 001                   | 06/14/2025                     | 88.684615 88.684615            | 184464.00 184464.00            |                        |                        |                        |                        |                        |                        |                        |                        |

| <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>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                     | 16.500000 23.120904            | 34320.00 48091.48              |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Mechanical Maintenance Supv   006054   BULT</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                    | 016                   | 07/12/2025                     | 34.851458 57.820280            | 72491.03 120266.18             | 34.851458              | 37.465317              | 40.275216              | 43.295857              | 46.543046              | 50.033774              | 53.786307              | 57.820280              |
| <b>Media &amp; Communications Officer   020027   EXMG</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U EXMG                                                    | 020                   | 09/20/2025                     | 47.369260 75.358240            | 98528.06 156745.14             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Media &amp; Communications Spclst   001775   MGMT</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 064                   | 09/20/2025                     | 38.253297 53.826231            | 79566.86 111958.56             | 38.253297              | 40.165962              | 42.174260              | 44.282973              | 46.497122              | 48.821978              | 51.263077              | 53.826231              |
| <b>Media Production Specialist I   017013   L39A</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                                    | 007                   | 09/20/2025                     | 29.231381 41.131488            | 60801.27 85553.50              | 29.231381              | 30.692950              | 32.227597              | 33.838977              | 35.530926              | 37.307472              | 39.172846              | 41.131488              |
| <b>Media Production Specialist II   017025   L39A</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                                    | 013                   | 09/20/2025                     | 32.715949 46.034625            | 68049.17 95752.02              | 32.715949              | 34.351746              | 36.069333              | 37.872800              | 39.766440              | 41.754762              | 43.842500              | 46.034625              |
| <b>Meter Reader   003621   L39A</b>                       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 011                   | 09/20/2025                     | 21.101523 26.931484            | 43891.17 56017.49              |                        |                        | 21.101523              | 22.156599              | 23.264429              | 24.427650              | 25.649032              | 26.931484              |
| <b>Meter Reading Supervisor   015094   L39C</b>           |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                    | 051                   | 09/20/2025                     | 28.131065 39.583233            | 58512.62 82333.12              | 28.131065              | 29.537618              | 31.014499              | 32.565224              | 34.193485              | 35.903159              | 37.698317              | 39.583233              |
| <b>Museum Security Supervisor   015086   L39C</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                    | 045                   | 09/20/2025                     | 24.950083 35.107272            | 51896.17 73023.13              | 24.950083              | 26.197587              | 27.507466              | 28.882839              | 30.326981              | 31.843330              | 33.435497              | 35.107272              |
| <b>Neighborhood Rsrcs Coord I   016968   L39A</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 129                   | 09/20/2025                     | 26.495137 37.281319            | 55109.88 77545.14              | 26.495137              | 27.819894              | 29.210889              | 30.671433              | 32.205005              | 33.815255              | 35.506018              | 37.281319              |
| <b>Neighborhood Rsrcs Coord II   016969   L39A</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                    | 130                   | 09/20/2025                     | 29.858372 42.013730            | 62105.41 87388.56              | 29.858372              | 31.351291              | 32.918856              | 34.564799              | 36.293039              | 38.107691              | 40.013076              | 42.013730              |
| <b>Neighborhood Services Area Mgr   001778   MGMT</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 067                   | 09/20/2025                     | 51.066951 71.856329            | 106219.26 149461.16            | 51.066951              | 53.620299              | 56.301314              | 59.116380              | 62.072199              | 65.175809              | 68.434599              | 71.856329              |
| <b>Neighborhood Services Manager   001901   MGMT</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 167                   | 09/20/2025                     | 68.089126 95.808238            | 141625.38 199281.14            | 68.089126              | 71.493582              | 75.068261              | 78.821674              | 82.762758              | 86.900896              | 91.245941              | 95.808238              |
| <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              |                        |                        |                        |                        |                        |

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|-------------------------------------------------------|-----------------------|--------------------------------|--------------------------------|--------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| <b>OPS Accountability Analyst   021022   MCSU</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSA                                                | 132                   | 09/20/2025                     | 32.225726 51.263072            | 67029.51 106627.19             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>OPS Accountability Insp. Gen.   021024   MCSU</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSA                                                | 134                   | 09/20/2025                     | 44.452005 70.712034            | 92460.17 147081.03             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>OPSA Assistant Director   020051   EXMG</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U EXMG                                                | 222                   | 09/20/2025                     | 49.015611 77.971577            | 101952.47 162180.88            |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>OPSA Community Engmt Coord   021028   MCSU</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSA                                                | 138                   | 09/20/2025                     | 32.225726 51.263072            | 67029.51 106627.19             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>OPSA Deputy Inspector General   021027   MCSU</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSA                                                | 137                   | 09/20/2025                     | 40.410913 64.283663            | 84054.70 133710.02             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>OPSA Investigator   021021   MCSU</b>              |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSA                                                | 131                   | 09/20/2025                     | 38.648779 61.480548            | 80389.46 127879.54             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>OPSA Senior Investigator   021029   MCSU</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSA                                                | 139                   | 09/20/2025                     | 40.581221 64.554577            | 84408.94 134273.52             |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Office Specialist   016095   L39A</b>              |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                | 054                   | 09/20/2025                     | 21.096969 26.925672            | 43881.70 56005.40              |                        |                        | 21.096969              | 22.151817              | 23.259408              | 24.422378              | 25.643497              | 26.925672              |
| <b>Operations General Supervisor   001802   MGMT</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 086                   | 09/20/2025                     | 43.693077 61.480547            | 90881.60 127879.54             | 43.693077              | 45.877731              | 48.171618              | 50.580199              | 53.109209              | 55.764669              | 58.552902              | 61.480547              |
| <b>Painter   006012   BULT</b>                        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                | 009                   | 07/12/2025                     | 28.059355 46.551848            | 58363.46 96827.84              | 28.059355              | 30.163807              | 32.426092              | 34.858049              | 37.472403              | 40.282833              | 43.304045              | 46.551848              |
| <b>Paralegal (Ex)   010804   CONF</b>                 |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                                | 022                   | 09/20/2025                     | 32.991444 46.422275            | 68622.20 96558.33              | 32.991444              | 34.641016              | 36.373067              | 38.191720              | 40.101306              | 42.106371              | 44.211690              | 46.422275              |
| <b>Paralegal Tech Support (Ex)   010805   CONF</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                                | 36                    | 09/20/2025                     | 39.456910 55.519835            | 82070.37 115481.26             | 39.456910              | 41.429756              | 43.501244              | 45.676306              | 47.960121              | 50.358127              | 52.876033              | 55.519835              |
| <b>Park Equipment Operator   003666   L39A</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                | 046                   | 09/20/2025                     | 25.182908 35.434880            | 52380.45 73704.55              | 25.182908              | 26.442053              | 27.764156              | 29.152364              | 30.609982              | 32.140481              | 33.747505              | 35.434880              |
| <b>Park Maintenance Manager   001781   MGMT</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 069                   | 09/20/2025                     | 49.650180 69.862787            | 103272.37 145314.60            | 49.650180              | 52.132689              | 54.739323              | 57.476289              | 60.350103              | 63.367608              | 66.535988              | 69.862787              |
| <b>Park Maintenance Superintendnt   001782   MGMT</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 070                   | 09/20/2025                     | 44.685161 62.876508            | 92945.14 130783.14             | 44.685161              | 46.919419              | 49.265390              | 51.728659              | 54.315092              | 57.030847              | 59.882389              | 62.876508              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Park Maintenance Worker   003927   L39A</b>            |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 072                   | 09/20/2025                     | 20.741265 21.778328            | 43141.83 45298.92              |                        |                        |                        |                        |                        | 20.741265              | 21.778328              |                        |
| <b>Park Maintenance Worker I   003653   L39A</b>          |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 035                   | 09/20/2025                     | 20.634890 29.035362            | 42920.57 60393.55              | 20.634890              | 21.666635              | 22.749967              | 23.887465              | 25.081838              | 26.335930              | 27.652726              | 29.035362              |
| <b>Park Maintenance Worker II   003654   L39A</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 036                   | 09/20/2025                     | 23.308210 32.796991            | 48481.08 68217.74              | 23.308210              | 24.473620              | 25.697301              | 26.982166              | 28.331274              | 29.747838              | 31.235230              | 32.796991              |
| <b>Park Maintenance Worker III   003655   L39A</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 037                   | 09/20/2025                     | 27.216887 38.296894            | 56611.12 79657.54              | 27.216887              | 28.577731              | 30.006618              | 31.506949              | 33.082296              | 34.736411              | 36.473232              | 38.296894              |
| <b>Park Plan Design &amp; Devlpmt Mgr   001869   MGMT</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 135                   | 09/20/2025                     | 56.210324 79.093571            | 116917.47 164514.63            | 56.210324              | 59.020840              | 61.971882              | 65.070476              | 68.324000              | 71.740200              | 75.327210              | 79.093571              |
| <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                   | 09/20/2025                     | 22.542314 31.719300            | 46888.01 65976.14              | 22.542314              | 23.669430              | 24.852902              | 26.095547              | 27.400324              | 28.770340              | 30.208857              | 31.719300              |
| <b>Parking Enforcement Supervisor   015025   L39C</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                    | 010                   | 09/20/2025                     | 25.899682 36.443453            | 53871.34 75802.38              | 25.899682              | 27.194666              | 28.554399              | 29.982119              | 31.481225              | 33.055286              | 34.708050              | 36.443453              |
| <b>Parking Facilities Maint Supv   015055   L39C</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                    | 027                   | 09/20/2025                     | 29.350002 41.298400            | 61048.00 85900.67              | 29.350002              | 30.817502              | 32.358377              | 33.976296              | 35.675111              | 37.458867              | 39.331810              | 41.298400              |
| <b>Parking Lot Attendant   003627   L39A</b>              |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 013                   | 09/20/2025                     | 20.293342 27.195018            | 42210.15 56565.64              |                        | 20.293342              | 21.308009              | 22.373409              | 23.492079              | 24.666683              | 25.900017              | 27.195018              |
| <b>Parking Lot Supervisor   015026   L39C</b>             |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                    | 011                   | 09/20/2025                     | 23.146208 32.569039            | 48144.11 67743.60              | 23.146208              | 24.303518              | 25.518694              | 26.794629              | 28.134360              | 29.541078              | 31.018132              | 32.569039              |
| <b>Parking Manager   001882   MGMT</b>                    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                    | 145                   | 09/20/2025                     | 55.714327 78.395652            | 115885.80 163062.96            | 55.714327              | 58.500043              | 61.425045              | 64.496297              | 67.721112              | 71.107168              | 74.662526              | 78.395652              |
| <b>Parking Meter Coin Collector   003628   L39A</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                    | 014                   | 09/20/2025                     | 20.634890 29.035362            | 42920.57 60393.55              | 20.634890              | 21.666635              | 22.749967              | 23.887465              | 25.081838              | 26.335930              | 27.652726              | 29.035362              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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 Collection Supv   015085   L39C</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                               | 044   | 09/20/2025     | 25.426412 35.777516 | 52886.94 74417.23   | 25.426412 | 26.697733 | 28.032620 | 29.434251 | 30.905964 | 32.451262 | 34.073825 | 35.777516 |
| <b>Parking Meter Repair Worker   003629   L39A</b>   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                               | 015   | 09/20/2025     | 22.754505 32.017873 | 47329.37 66597.18   | 22.754505 | 23.892230 | 25.086841 | 26.341183 | 27.658242 | 29.041154 | 30.493212 | 32.017873 |
| <b>Parks Supervisor   015028   L39C</b>              |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                               | 013   | 09/20/2025     | 32.254108 45.384769 | 67088.54 94400.32   | 32.254108 | 33.866813 | 35.560154 | 37.338162 | 39.205070 | 41.165324 | 43.223590 | 45.384769 |
| <b>Payroll Technician   010707   CONF</b>            |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A CONF                                               | 008   | 09/20/2025     | 27.917882 39.283264 | 58069.20 81709.19   | 27.917882 | 29.313776 | 30.779465 | 32.318438 | 33.934360 | 35.631078 | 37.412632 | 39.283264 |
| <b>Permit Services Manager   001784   MGMT</b>       |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                               | 071   | 09/20/2025     | 46.484361 65.408165 | 96687.47 136048.98  | 46.484361 | 48.808579 | 51.249008 | 53.811458 | 56.502031 | 59.327133 | 62.293490 | 65.408165 |
| <b>Permit Services Supervisor   015114   L39C</b>    |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                               | 075   | 09/20/2025     | 34.483371 48.521568 | 71725.41 100924.86  | 34.483371 | 36.207540 | 38.017917 | 39.918813 | 41.914754 | 44.010492 | 46.211017 | 48.521568 |
| <b>Personnel Analyst   010823   CONF</b>             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A CONF                                               | 043   | 09/20/2025     | 35.653039 50.167408 | 74158.32 104348.21  | 35.653039 | 37.435691 | 39.307476 | 41.272850 | 43.336493 | 45.503318 | 47.778484 | 50.167408 |
| <b>Personnel Analyst   014012   MSUP</b>             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MSUP                                               | 012   | 09/20/2025     | 35.653039 50.167408 | 74158.32 104348.21  | 35.653039 | 37.435691 | 39.307476 | 41.272850 | 43.336493 | 45.503318 | 47.778484 | 50.167408 |
| <b>Personnel Technician   010708   CONF</b>          |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A CONF                                               | 009   | 09/20/2025     | 27.917882 39.283264 | 58069.20 81709.19   | 27.917882 | 29.313776 | 30.779465 | 32.318438 | 33.934360 | 35.631078 | 37.412632 | 39.283264 |
| <b>Personnel Transactions Coord   016065   L39A</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                               | 037   | 09/20/2025     | 21.426556 30.149317 | 44567.24 62710.58   | 21.426556 | 22.497884 | 23.622778 | 24.803917 | 26.044113 | 27.346319 | 28.713635 | 30.149317 |
| <b>Pick Up Driver   016988   L39A</b>                |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                               | 150   | 09/20/2025     | 20.558278 23.798777 | 42761.22 49501.46   |           |           |           |           | 20.558278 | 21.586192 | 22.665502 | 23.798777 |
| <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   | 09/20/2025     | 61.914860 87.120426 | 128782.91 181210.49 | 61.914860 | 65.010603 | 68.261133 | 71.674190 | 75.257899 | 79.020794 | 82.971834 | 87.120426 |
| <b>Plans Examiner I   016007   L39A</b>              |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                               | 007   | 09/20/2025     | 30.064801 42.304194 | 62534.79 87992.72   | 30.064801 | 31.568041 | 33.146443 | 34.803765 | 36.543953 | 38.371151 | 40.289709 | 42.304194 |
| <b>Plans Examiner II   016008   L39A</b>             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                               | 008   | 09/20/2025     | 31.652170 44.537782 | 65836.51 92638.59   | 31.652170 | 33.234778 | 34.896517 | 36.641343 | 38.473410 | 40.397081 | 42.416935 | 44.537782 |

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| Sal Plan                                       | Grade | Effective Date | Hourly Min/Max |           | Annual Min/Max |           | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6     | Step 7     | Step 8     |            |
|------------------------------------------------|-------|----------------|----------------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|
| Plans Examiner III   016009   L39A             |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | OFFT  | 009            | 09/20/2025     | 37.021781 | 52.093364      | 77005.30  | 108354.20 | 37.021781 | 38.872870 | 40.816514 | 42.857340 | 45.000207  | 47.250217  | 49.612728  | 52.093364  |
| Plant Operator   004002   L39B                 |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | PLNT  | 002            | 12/27/2025     | 32.222875 | 45.340821      | 67023.58  | 94308.91  | 32.222875 | 33.834019 | 35.525720 | 37.302006 | 39.167106  | 41.125461  | 43.181734  | 45.340821  |
| Plumber   006014   BULT                        |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | BLDG  | 010            | 07/12/2025     | 30.087553 | 49.916730      | 62582.11  | 103826.80 | 30.087553 | 32.344119 | 34.769928 | 37.377673 | 40.180999  | 43.194574  | 46.434167  | 49.916730  |
| Plumber Apprentice   006264   BULT             |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | BLDG  | 021            | 07/12/2025     | 17.974748 | 29.820990      | 37387.48  | 62027.66  | 17.974748 | 19.322854 | 20.772068 | 22.329973 | 24.004721  | 25.805075  | 27.740456  | 29.820990  |
| Plumbing Supervisor   006270   BULT            |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | BLDG  | 028            | 07/12/2025     | 33.836365 | 56.136193      | 70379.64  | 116763.28 | 33.836365 | 36.374092 | 39.102149 | 42.034810 | 45.187421  | 48.576478  | 52.219714  | 56.136193  |
| Police Background Investigator   009104   TEMP |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | TEMP  | 044            | 09/16/2019     | 31.025600 | 31.025600      | 64533.25  | 64533.25  | 31.025600 |           |           |           |            |            |            |            |
| Police Captain   001789   MGMT                 |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | MGTP  | 076            | 09/20/2025     | 83.218966 | 117.097443     | 173095.45 | 243562.68 | 83.218966 | 87.379914 | 91.748910 | 96.336355 | 101.153173 | 106.210832 | 111.521374 | 117.097443 |
| Police Chief   020028   EXMG                   |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| U                                              | PEXM  | 020            | 07/01/2023     | 86.581153 | 149.927884     | 180088.80 | 311850.00 |           |           |           |           |            |            |            |            |
| Police Clerk I   016066   L39A                 |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | OFFT  | 038            | 09/20/2025     | 21.052576 | 23.210465      | 43789.36  | 48277.77  |           |           |           |           |            | 21.052576  | 22.105205  | 23.210465  |
| Police Clerk II   016067   L39A                |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | OFFT  | 039            | 09/20/2025     | 21.096969 | 26.925672      | 43881.70  | 56005.40  |           |           | 21.096969 | 22.151817 | 23.259408  | 24.422378  | 25.643497  | 26.925672  |
| Police Clerk III   016068   L39A               |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | OFFT  | 040            | 09/20/2025     | 21.254079 | 29.906623      | 44208.48  | 62205.78  | 21.254079 | 22.316783 | 23.432622 | 24.604253 | 25.834466  | 27.126189  | 28.482498  | 29.906623  |
| Police Lieutenant   001870   MGMT              |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | MGTP  | 136            | 09/20/2025     | 72.364318 | 101.823862     | 150517.78 | 211793.63 | 72.364318 | 75.982534 | 79.781661 | 83.770744 | 87.959281  | 92.357245  | 96.975107  | 101.823862 |
| Police Officer   002027   SPOA                 |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | SPOA  | 002            | 01/25/2025     | 42.972486 | 57.587240      | 89382.77  | 119781.46 | 42.972486 | 45.121110 | 47.377165 | 49.746023 | 52.233324  | 54.844990  | 57.587240  |            |
| Police Officer Recruit   009123   TEMP         |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | TEMP  | 056            | 01/25/2025     | 40.926177 | 40.926177      | 85126.45  | 85126.45  | 40.926177 |           |           |           |            |            |            |            |
| Police Records Specialist I   016933   L39A    |       |                |                |           |                |           |           |           |           |           |           |            |            |            |            |
| A                                              | OFFT  | 113            | 09/20/2025     | 21.615257 | 30.414838      | 44959.74  | 63262.86  | 21.615257 | 22.696020 | 23.830821 | 25.022362 | 26.273480  | 27.587154  | 28.966512  | 30.414838  |

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|------------------------------------------------|-------|----------------|---------------------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Police Records Specialist II   016934   L39A   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                         | 114   | 09/20/2025     | 24.857595 34.977134 | 51703.80 72752.44   | 24.857595 | 26.100475 | 27.405499 | 28.775774 | 30.214563 | 31.725291 | 33.311556 | 34.977134 |
| Police Records Specialist III   016935   L39A  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                         | 115   | 09/20/2025     | 27.343325 38.474805 | 56874.12 80027.59   | 27.343325 | 28.710491 | 30.146016 | 31.653317 | 33.235983 | 34.897782 | 36.642671 | 38.474805 |
| Police Records Supervisor   015101   L39C      |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                         | 057   | 09/20/2025     | 30.077698 42.322342 | 62561.61 88030.47   | 30.077698 | 31.581583 | 33.160662 | 34.818695 | 36.559630 | 38.387611 | 40.306992 | 42.322342 |
| Police Sergeant   002015   SPOA                |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SPOA                                         | 001   | 01/25/2025     | 57.326370 69.680560 | 119238.85 144935.56 | 57.326370 | 60.192688 | 63.202322 | 66.362438 | 69.680560 |           |           |           |
| Police Social Services Admnstr   001932   MGMT |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 204   | 09/20/2025     | 48.061208 67.626946 | 99967.31 140664.05  | 48.061208 | 50.464268 | 52.987481 | 55.636855 | 58.418698 | 61.339633 | 64.406615 | 67.626946 |
| Pool Manager   009015   TEMP                   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A TEMP                                         | 015   | 04/20/2024     | 24.500000 24.500000 | 50960.00 50960.00   | 24.500000 |           |           |           |           |           |           |           |
| Principal Accountant   001791   MGMT           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 078   | 09/20/2025     | 41.686479 58.657062 | 86707.88 122006.69  | 41.686479 | 43.770803 | 45.959343 | 48.257310 | 50.670176 | 53.203685 | 55.863869 | 58.657062 |
| Principal Applications Develpr   001828   MGMT |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 109   | 09/20/2025     | 53.225725 74.893941 | 110709.51 155779.40 | 53.225725 | 55.887011 | 58.681362 | 61.615430 | 64.696202 | 67.931012 | 71.327563 | 74.893941 |
| Principal Budget Analyst   020041   EXMG       |       |                |                     |                     |           |           |           |           |           |           |           |           |
| U EXMG                                         | 036   | 09/20/2025     | 45.450966 72.301120 | 94538.01 150386.33  |           |           |           |           |           |           |           |           |
| Principal Building Inspector   001793   MGMT   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 079   | 09/20/2025     | 47.995343 67.534265 | 99830.31 140471.27  | 47.995343 | 50.395110 | 52.914865 | 55.560608 | 58.338638 | 61.255570 | 64.318348 | 67.534265 |
| Principal Engineer   001918   MGMT             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 184   | 09/20/2025     | 60.506877 85.139253 | 125854.30 177089.65 | 60.506877 | 63.532221 | 66.708832 | 70.044274 | 73.546488 | 77.223812 | 81.085003 | 85.139253 |
| Principal Fiscal Policy Anlyst   001937   MGMT |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 209   | 09/20/2025     | 50.375548 70.883455 | 104781.14 147437.59 | 50.375548 | 52.894325 | 55.539041 | 58.315993 | 61.231793 | 64.293383 | 67.508052 | 70.883455 |
| Principal Planner   001795   MGMT              |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 080   | 09/20/2025     | 52.627630 74.052362 | 109465.47 154028.91 | 52.627630 | 55.259012 | 58.021963 | 60.923061 | 63.969214 | 67.167675 | 70.526059 | 74.052362 |
| Principal Systems Engineer   001796   MGMT     |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 081   | 09/20/2025     | 53.225725 74.893941 | 110709.51 155779.40 | 53.225725 | 55.887011 | 58.681362 | 61.615430 | 64.696202 | 67.931012 | 71.327563 | 74.893941 |
| Process Control Supervisor   001947   MGMT     |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                         | 219   | 09/20/2025     | 46.167391 64.962156 | 96028.17 135121.28  | 46.167391 | 48.475761 | 50.899549 | 53.444526 | 56.116752 | 58.922590 | 61.868720 | 64.962156 |

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|-------------------------------------------------------|-------|----------------|---------------------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>Process Control Systems Splst   017037   L39A</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A PROF                                                | 023   | 09/20/2025     | 43.173088 60.748869 | 89800.02 126357.65  | 43.173088 | 45.331742 | 47.598329 | 49.978245 | 52.477157 | 55.101015 | 57.856066 | 60.748869 |
| <b>Procurement Services Manager   001797   MGMT</b>   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 082   | 09/20/2025     | 55.782990 78.492268 | 116028.62 163263.92 | 55.782990 | 58.572139 | 61.500746 | 64.575783 | 67.804572 | 71.194801 | 74.754541 | 78.492268 |
| <b>Program Coord. (Adaptive Rec.)   016985   L39A</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 146   | 09/20/2025     | 24.089952 33.896983 | 50107.10 70505.72   | 24.089952 | 25.294450 | 26.559173 | 27.887132 | 29.281489 | 30.745563 | 32.282841 | 33.896983 |
| <b>Program Coord. (Older Adults)   016984   L39A</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 145   | 09/20/2025     | 24.089952 33.896983 | 50107.10 70505.72   | 24.089952 | 25.294450 | 26.559173 | 27.887132 | 29.281489 | 30.745563 | 32.282841 | 33.896983 |
| <b>Program Coordinator   016210   L39A</b>            |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 078   | 09/20/2025     | 23.617603 33.232337 | 49124.61 69123.26   | 23.617603 | 24.798483 | 26.038407 | 27.340327 | 28.707343 | 30.142710 | 31.649845 | 33.232337 |
| <b>Program Developer   016211   L39A</b>              |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 079   | 09/20/2025     | 21.113064 28.293526 | 43915.17 58850.53   |           | 21.113064 | 22.168717 | 23.277153 | 24.441011 | 25.663062 | 26.946215 | 28.293526 |
| <b>Program Develpr (Older Adults)   016986   L39A</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 147   | 09/20/2025     | 20.509834 28.859397 | 42660.46 60027.55   | 20.509834 | 21.535326 | 22.612092 | 23.742697 | 24.929832 | 26.176324 | 27.485140 | 28.859397 |
| <b>Program Leader   016949   L39A</b>                 |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 121   | 09/20/2025     | 20.361550 23.571038 | 42352.02 49027.76   |           |           |           |           | 20.361550 | 21.379627 | 22.448608 | 23.571038 |
| <b>Program Leader (Older Adults)   016987   L39A</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                                | 148   | 09/20/2025     | 21.069777 23.229429 | 43825.14 48317.21   |           |           |           |           |           | 21.069777 | 22.123266 | 23.229429 |
| <b>Program Manager   001798   MGMT</b>                |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 083   | 09/20/2025     | 48.062386 67.628604 | 99969.76 140667.50  | 48.062386 | 50.465505 | 52.988780 | 55.638219 | 58.420130 | 61.341137 | 64.408194 | 67.628604 |
| <b>Program Specialist   001799   MGMT</b>             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 084   | 09/20/2025     | 43.693077 61.480547 | 90881.60 127879.54  | 43.693077 | 45.877731 | 48.171618 | 50.580199 | 53.109209 | 55.764669 | 58.552902 | 61.480547 |
| <b>Program Supervisor   015091   L39C</b>             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 048   | 09/20/2025     | 30.760057 43.282490 | 63980.92 90027.58   | 30.760057 | 32.298060 | 33.912963 | 35.608611 | 37.389042 | 39.258494 | 41.221419 | 43.282490 |
| <b>Program Suprvsr (Older Adults)   015112   L39C</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 073   | 09/20/2025     | 31.375259 44.148139 | 65260.54 91828.13   | 31.375259 | 32.944022 | 34.591223 | 36.320784 | 38.136823 | 40.043664 | 42.045847 | 44.148139 |
| <b>Public Information Coordinator   017022   L39A</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A PROF                                                | 011   | 09/20/2025     | 28.105171 39.546800 | 58458.76 82257.34   | 28.105171 | 29.510430 | 30.985952 | 32.535250 | 34.162012 | 35.870113 | 37.663619 | 39.546800 |
| <b>Public Safety Admin. Manager   001788   MGMT</b>   |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 075   | 09/20/2025     | 49.810536 70.088426 | 103605.92 145783.93 | 49.810536 | 52.301063 | 54.916116 | 57.661922 | 60.545018 | 63.572269 | 66.750882 | 70.088426 |

| <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>Public Safety Communicatns Mgr   001931   MGMT</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 203                   | 09/20/2025                     | 59.772643 84.106111            | 124327.10 174940.71            | 59.772643              | 62.761275              | 65.899339              | 69.194306              | 72.654021              | 76.286722              | 80.101058              | 84.106111              |
| <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                   | 09/20/2025                     | 31.673730 44.568119            | 65881.36 92701.69              | 31.673730              | 33.257417              | 34.920288              | 36.666302              | 38.499617              | 40.424598              | 42.445828              | 44.568119              |
| <b>Real Property Agent II   017033   L39A</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                                | 020                   | 09/20/2025                     | 36.542830 51.419432            | 76009.09 106952.42             | 36.542830              | 38.369971              | 40.288470              | 42.302894              | 44.418039              | 46.638941              | 48.970888              | 51.419432              |
| <b>Real Property Agent III   017034   L39A</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                                | 021                   | 09/20/2025                     | 40.499869 56.987382            | 84239.73 118533.76             | 40.499869              | 42.524862              | 44.651105              | 46.883660              | 49.227843              | 51.689235              | 54.273697              | 56.987382              |
| <b>Recreation Aide   016034   L39A</b>                |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                | 027                   | 12/13/2025                     | 16.900000 17.291476            | 35152.00 35966.27              |                        |                        |                        |                        |                        |                        |                        |                        |
| <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                   | 09/20/2025                     | 38.856106 54.674444            | 80820.70 113722.84             | 38.856106              | 40.798911              | 42.838857              | 44.980800              | 47.229840              | 49.591332              | 52.070899              | 54.674444              |
| <b>Recreation Leader (Adpt Rec)   016036   L39A</b>   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                | 026                   | 12/13/2025                     | 16.900000 17.291476            | 35152.00 35966.27              |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Recreation Manager   001803   MGMT</b>             |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 087                   | 09/20/2025                     | 50.792295 71.469861            | 105647.97 148657.31            | 50.792295              | 53.331910              | 55.998505              | 58.798430              | 61.738352              | 64.825270              | 68.066534              | 71.469861              |
| <b>Recreation Superintendent   001804   MGMT</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 088                   | 09/20/2025                     | 43.173452 60.749383            | 89800.78 126358.72             | 43.173452              | 45.332125              | 47.598731              | 49.978668              | 52.477601              | 55.101481              | 57.856555              | 60.749383              |
| <b>Registered Veterinary Tech   003926   L39A</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                | 071                   | 09/20/2025                     | 28.084924 39.518307            | 58416.64 82198.08              | 28.084924              | 29.489170              | 30.963629              | 32.511810              | 34.137400              | 35.844270              | 37.636483              | 39.518307              |
| <b>Registrar   017014   L39A</b>                      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                                | 008                   | 09/20/2025                     | 27.192103 38.262020            | 56559.57 79585.00              | 27.192103              | 28.551708              | 29.979293              | 31.478258              | 33.052171              | 34.704780              | 36.440019              | 38.262020              |
| <b>Reserve Community Service Off   002000   SPOA</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                | 062                   | 01/25/2025                     | 30.532950 30.532950            | 63508.54 63508.54              | 30.532950              |                        |                        |                        |                        |                        |                        |                        |
| <b>Reserve Dispatcher   002001   SPOA</b>             |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                | 049                   | 01/25/2025                     | 45.394643 45.394643            | 94420.86 94420.86              | 45.394643              |                        |                        |                        |                        |                        |                        |                        |

[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](#)

## Reserve Evidence & Prop Tech | 009021 | TEMP

|        |     |            |           |           |          |          |           |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|
| A TEMP | 060 | 06/21/2008 | 19.310800 | 19.310800 | 40166.46 | 40166.46 | 19.310800 |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|

## Reserve Police Officer I | 002002 | SPOA

|        |     |            |           |           |           |           |           |           |           |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|--|--|--|--|--|
| A TEMP | 006 | 01/25/2025 | 52.735567 | 57.587240 | 109689.98 | 119781.46 | 57.587240 | 52.735567 | 52.735567 |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|--|--|--|--|--|

## Reserve Police Officer II | 002003 | SPOA

|        |     |            |           |           |          |          |           |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|
| A TEMP | 004 | 01/25/2025 | 42.972486 | 42.972486 | 89382.77 | 89382.77 | 42.972486 |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|

## Reserve Police Officer III | 002004 | SPOA

|        |     |            |           |           |          |          |           |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|
| A TEMP | 002 | 01/25/2025 | 33.662578 | 33.662578 | 70018.16 | 70018.16 | 33.662578 |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|

## Reserve Police Records Spec | 009121 | TEMP

|        |     |            |           |           |          |          |           |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|
| A TEMP | 055 | 06/21/2008 | 19.460300 | 19.460300 | 40477.42 | 40477.42 | 19.460300 |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|

## Reserve Police Sergeant | 002005 | SPOA

|        |     |            |           |           |           |           |           |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|--|--|--|--|--|--|--|--|
| A TEMP | 019 | 01/25/2025 | 69.680560 | 69.680560 | 144935.56 | 144935.56 | 69.680560 |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|--|--|--|--|--|--|--|--|

## Risk Manager | 001864 | MGMT

|        |     |            |           |           |           |           |           |           |           |           |           |           |           |           |  |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
| A MGTE | 166 | 09/20/2025 | 61.361371 | 86.341612 | 127631.65 | 179590.55 | 61.361371 | 64.429440 | 67.650912 | 71.033458 | 74.585131 | 78.314388 | 82.230107 | 86.341612 |  |
|--------|-----|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|

## Sacramento Fire EMT | 005180 | L522

|        |     |            |           |           |          |          |           |           |           |           |           |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|--|--|--|--|
| A FR42 | 001 | 10/04/2025 | 26.206639 | 31.854334 | 57235.30 | 69569.86 | 26.206639 | 27.516971 | 28.892820 | 30.337461 | 31.854334 |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|--|--|--|--|

## Sacramento Fire Paramedic | 005181 | L522

|        |     |            |           |           |          |          |           |           |           |           |           |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|--|--|--|--|
| A FR42 | 002 | 10/04/2025 | 30.137635 | 36.632484 | 65820.60 | 80005.34 | 30.137635 | 31.644517 | 33.226743 | 34.888080 | 36.632484 |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|--|--|--|--|

## Security Guard | 003641 | L39A

|        |     |            |           |           |          |          |  |  |           |           |           |           |           |           |  |
|--------|-----|------------|-----------|-----------|----------|----------|--|--|-----------|-----------|-----------|-----------|-----------|-----------|--|
| A OPMT | 025 | 09/20/2025 | 20.482843 | 26.141875 | 42604.31 | 54375.10 |  |  | 20.482843 | 21.506985 | 22.582334 | 23.711451 | 24.897024 | 26.141875 |  |
|--------|-----|------------|-----------|-----------|----------|----------|--|--|-----------|-----------|-----------|-----------|-----------|-----------|--|

## Security Officer | 002006 | SPOA

|        |     |            |           |           |          |          |           |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|
| A TEMP | 051 | 01/25/2025 | 29.693731 | 29.693731 | 61762.96 | 61762.96 | 29.693731 |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|--|--|--|--|--|--|--|--|

## Senior Accountant Auditor | 010824 | CONF

|        |     |            |           |           |          |           |           |           |           |           |           |           |           |           |  |
|--------|-----|------------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
| A CONF | 045 | 09/20/2025 | 39.806877 | 56.012273 | 82798.30 | 116505.53 | 39.806877 | 41.797221 | 43.887082 | 46.081436 | 48.385508 | 50.804783 | 53.345022 | 56.012273 |  |
|--------|-----|------------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|

## Senior Accountant Auditor | 014013 | MSUP

|        |     |            |           |           |          |           |           |           |           |           |           |           |           |           |  |
|--------|-----|------------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
| A MSUP | 013 | 09/20/2025 | 39.806877 | 56.012273 | 82798.30 | 116505.53 | 39.806877 | 41.797221 | 43.887082 | 46.081436 | 48.385508 | 50.804783 | 53.345022 | 56.012273 |  |
|--------|-----|------------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|

## Senior Accounting Technician | 015064 | L39C

|        |     |            |           |           |          |          |           |           |           |           |           |           |           |           |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
| A SUPV | 032 | 09/20/2025 | 25.786986 | 36.284879 | 53636.93 | 75472.55 | 25.786986 | 27.076335 | 28.430152 | 29.851660 | 31.344243 | 32.911455 | 34.557028 | 36.284879 |  |
|--------|-----|------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|

## Senior Advisor to the Mayor | 021017 | MCSU

|        |     |            |           |           |          |           |  |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|-----------|--|--|--|--|--|--|--|--|--|
| U MCSA | 100 | 09/20/2025 | 41.415923 | 67.529438 | 86145.12 | 140461.23 |  |  |  |  |  |  |  |  |  |
|--------|-----|------------|-----------|-----------|----------|-----------|--|--|--|--|--|--|--|--|--|

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Senior Animal Care Technician   015097   L39C</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                               | 054   | 09/20/2025     | 24.574539 34.578843 | 51115.04 71923.99   | 24.574539 | 25.803266 | 27.093429 | 28.448100 | 29.870505 | 31.364030 | 32.932231 | 34.578843 |
| <b>Senior Animal Control Officer   015033   L39C</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                               | 015   | 09/20/2025     | 30.724856 43.232958 | 63907.70 89924.55   | 30.724856 | 32.261099 | 33.874154 | 35.567862 | 37.346255 | 39.213568 | 41.174246 | 43.232958 |
| <b>Senior Applications Developer   001812   MGMT</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                               | 094   | 09/20/2025     | 47.572926 66.939884 | 98951.69 139234.96  | 47.572926 | 49.951572 | 52.449151 | 55.071609 | 57.825189 | 60.716448 | 63.752270 | 66.939884 |
| <b>Senior Architect   001813   MGMT</b>              |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                               | 095   | 09/20/2025     | 51.254858 72.120733 | 106610.10 150011.12 | 51.254858 | 53.817601 | 56.508481 | 59.333905 | 62.300600 | 65.415630 | 68.686412 | 72.120733 |
| <b>Senior Auditor   001935   MGMT</b>                |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                               | 210   | 09/20/2025     | 36.711242 51.656404 | 76359.38 107445.32  | 36.711242 | 38.546804 | 40.474144 | 42.497851 | 44.622744 | 46.853881 | 49.196575 | 51.656404 |
| <b>Senior Budget Analyst   010825   CONF</b>         |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A CONF                                               | 046   | 09/20/2025     | 43.693077 61.480547 | 90881.60 127879.54  | 43.693077 | 45.877731 | 48.171618 | 50.580199 | 53.109209 | 55.764669 | 58.552902 | 61.480547 |
| <b>Senior Budget Analyst   014014   MSUP</b>         |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MSUP                                               | 014   | 09/20/2025     | 43.693077 61.480547 | 90881.60 127879.54  | 43.693077 | 45.877731 | 48.171618 | 50.580199 | 53.109209 | 55.764669 | 58.552902 | 61.480547 |
| <b>Senior Building Maint Worker   003632   L39A</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                               | 017   | 09/20/2025     | 26.187456 36.848380 | 54469.91 76644.63   | 26.187456 | 27.496829 | 28.871670 | 30.315253 | 31.831016 | 33.422567 | 35.093695 | 36.848380 |
| <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   | 07/12/2025     | 29.335235 48.668597 | 61017.29 101230.68  | 29.335235 | 31.535378 | 33.900531 | 36.443071 | 39.176301 | 42.114524 | 45.273113 | 48.668597 |
| <b>Senior Claims Collector   016103   L39A</b>       |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OFFT                                               | 057   | 09/20/2025     | 27.817521 39.142047 | 57860.44 81415.46   | 27.817521 | 29.208397 | 30.668817 | 32.202258 | 33.812371 | 35.502990 | 37.278140 | 39.142047 |
| <b>Senior Code Enforcement Ofcr   015066   L39C</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                               | 034   | 09/20/2025     | 33.101416 46.577016 | 68850.94 96880.19   | 33.101416 | 34.756487 | 36.494311 | 38.319027 | 40.234978 | 42.246727 | 44.359063 | 46.577016 |
| <b>Senior Council Representative   021016   MCSU</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| U MCSA                                               | 050   | 09/20/2025     | 30.370000 64.060438 | 63169.60 133245.71  |           |           |           |           |           |           |           |           |
| <b>Senior Custodian   003678   L39A</b>              |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                               | 050   | 09/20/2025     | 20.634890 29.035362 | 42920.57 60393.55   | 20.634890 | 21.666635 | 22.749967 | 23.887465 | 25.081838 | 26.335930 | 27.652726 | 29.035362 |
| <b>Senior Debt Analyst   001814   MGMT</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                               | 096   | 09/20/2025     | 45.777909 64.414115 | 95218.05 133981.36  | 45.777909 | 48.066804 | 50.470144 | 52.993651 | 55.643334 | 58.425501 | 61.346776 | 64.414115 |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Senior Department Sys Spclst   016222   L39A</b>   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                | 089                   | 09/20/2025                     | 43.337838 60.980689            | 90142.70 126839.83             | 43.337838              | 45.504730              | 47.779966              | 50.168964              | 52.677412              | 55.311283              | 58.076847              | 60.980689              |
| <b>Senior Deputy City Attorney   001815   MGMT</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 097                   | 09/20/2025                     | 73.241852 103.058640           | 152343.05 214361.97            | 73.241852              | 76.903945              | 80.749142              | 84.786599              | 89.025929              | 93.477225              | 98.151086              | 103.058640             |
| <b>Senior Deputy City Clerk   010828   CONF</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                                | 049                   | 09/20/2025                     | 30.163571 42.443174            | 62740.23 88281.80              | 30.163571              | 31.671750              | 33.255338              | 34.918105              | 36.664010              | 38.497210              | 40.422070              | 42.443174              |
| <b>Senior Deputy City Clerk   014004   MSUP</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MSUP                                                | 005                   | 09/20/2025                     | 30.163571 42.443174            | 62740.23 88281.80              | 30.163571              | 31.671750              | 33.255338              | 34.918105              | 36.664010              | 38.497210              | 40.422070              | 42.443174              |
| <b>Senior Development Project Mgr   001816   MGMT</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 098                   | 09/20/2025                     | 48.789090 68.651148            | 101481.31 142794.39            | 48.789090              | 51.228544              | 53.789971              | 56.479470              | 59.303443              | 62.268615              | 65.382046              | 68.651148              |
| <b>Senior Electrician   006266   BULT</b>             |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                | 022                   | 07/12/2025                     | 33.872027 56.195356            | 70453.82 116886.34             | 33.872027              | 36.412429              | 39.143361              | 42.079113              | 45.235046              | 48.627674              | 52.274750              | 56.195356              |
| <b>Senior Electronic Maint Tech   003633   L39A</b>   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                | 018                   | 09/20/2025                     | 37.466525 52.719163            | 77930.37 109655.86             | 37.466525              | 39.339851              | 41.306844              | 43.372186              | 45.540795              | 47.817835              | 50.208727              | 52.719163              |
| <b>Senior Engineer   001817   MGMT</b>                |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 099                   | 09/20/2025                     | 51.862736 72.976078            | 107874.49 151790.24            | 51.862736              | 54.455873              | 57.178667              | 60.037600              | 63.039480              | 66.191454              | 69.501027              | 72.976078              |
| <b>Senior Engineering Technician   015111   L39C</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                | 071                   | 09/20/2025                     | 33.835457 47.609887            | 70377.75 99028.56              | 33.835457              | 35.527230              | 37.303591              | 39.168771              | 41.127210              | 43.183571              | 45.342750              | 47.609887              |
| <b>Senior Equipment Service Wrkr   012007   IAMA</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A IAMA                                                | 013                   | 07/12/2025                     | 22.235562 31.287668            | 46249.97 65078.35              | 22.235562              | 23.347340              | 24.514707              | 25.740442              | 27.027464              | 28.378837              | 29.797779              | 31.287668              |
| <b>Senior Evidence/Property Tech   016072   L39A</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                | 042                   | 09/20/2025                     | 28.732388 40.429355            | 59763.37 84093.06              | 28.732388              | 30.169007              | 31.677457              | 33.261330              | 34.924397              | 36.670617              | 38.504148              | 40.429355              |
| <b>Senior Fire Prevention Officer   005159   L522</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A FR40                                                | 007                   | 10/04/2025                     | 47.502060 63.657304            | 98804.28 132407.19             | 47.502060              | 49.877163              | 52.371021              | 54.989572              | 57.739051              | 60.626004              | 63.657304              |                        |
| <b>Senior Fiscal Policy Analyst   001938   MGMT</b>   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 211                   | 09/20/2025                     | 44.977976 63.288529            | 93554.19 131640.14             | 44.977976              | 47.226875              | 49.588219              | 52.067630              | 54.671011              | 57.404562              | 60.274790              | 63.288529              |
| <b>Senior Generator Technician   006062   BULT</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                | 024                   | 07/12/2025                     | 36.966721 52.015888            | 76890.78 108193.05             | 36.966721              | 38.815057              | 40.755810              | 42.793600              | 44.933280              | 47.179944              | 49.538941              | 52.015888              |
| <b>Senior HVAC Systems Mechanic   004011   L39B</b>   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PLNT                                                | 007                   | 12/27/2025                     | 40.130228 56.467260            | 83470.87 117451.90             | 40.130228              | 42.136739              | 44.243576              | 46.455755              | 48.778543              | 51.217470              | 53.778343              | 56.467260              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 2026

| Sal Plan                                       | Grade | Effective Date | Hourly Min/Max |           | Annual Min/Max |           | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    |
|------------------------------------------------|-------|----------------|----------------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Senior IT Support Spclst   016223   L39A       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 090   | 09/20/2025     | 44.007350      | 61.922760 | 91535.29       | 128799.34 | 44.007350 | 46.207718 | 48.518104 | 50.944009 | 53.491209 | 56.165769 | 58.974057 | 61.922760 |
| Senior Intg Was Equip Operator   003664   L39A |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 045   | 04/04/2026     | 29.861150      | 42.017637 | 62111.19       | 87396.68  | 29.861150 | 31.354207 | 32.921917 | 34.568013 | 36.296414 | 38.111235 | 40.016797 | 42.017637 |
| Senior Investment Officer   001818   MGMT      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 100   | 09/20/2025     | 61.004082      | 85.838869 | 126888.49      | 178544.85 | 61.004082 | 64.054286 | 67.257000 | 70.619850 | 74.150843 | 77.858385 | 81.751304 | 85.838869 |
| Senior Landfill Engn Tech   016208   L39A      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 076   | 09/20/2025     | 33.835457      | 47.609887 | 70377.75       | 99028.56  | 33.835457 | 35.527230 | 37.303591 | 39.168771 | 41.127210 | 43.183571 | 45.342750 | 47.609887 |
| Senior Landscape Architect   001819   MGMT     |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 101   | 09/20/2025     | 45.880079      | 64.557878 | 95430.56       | 134280.39 | 45.880079 | 48.174083 | 50.582787 | 53.111926 | 55.767522 | 58.555898 | 61.483693 | 64.557878 |
| Senior Legal Staff Asst (Ex)   010811   CONF   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                         | 032   | 09/20/2025     | 26.534921      | 37.337299 | 55192.64       | 77661.58  | 26.534921 | 27.861667 | 29.254750 | 30.717488 | 32.253362 | 33.866030 | 35.559332 | 37.337299 |
| Senior Lifeguard   009016   TEMP               |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A TEMP                                         | 016   | 06/27/2026     | 20.350000      | 20.350000 | 42328.00       | 42328.00  | 20.350000 |           |           |           |           |           |           |           |
| Senior Maintenance Worker   003652   L39A      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 034   | 09/20/2025     | 22.849004      | 32.150843 | 47525.93       | 66873.75  | 22.849004 | 23.991454 | 25.191027 | 26.450578 | 27.773107 | 29.161762 | 30.619850 | 32.150843 |
| Senior Office Specialist   016096   L39A       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 055   | 09/20/2025     | 21.254079      | 29.906623 | 44208.48       | 62205.78  | 21.254079 | 22.316783 | 23.432622 | 24.604253 | 25.834466 | 27.126189 | 28.482498 | 29.906623 |
| Senior Painter   006051   BULT                 |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A BLDG                                         | 013   | 07/12/2025     | 29.824518      | 49.480341 | 62035.00       | 102919.11 | 29.824518 | 32.061357 | 34.465959 | 37.050906 | 39.829724 | 42.816953 | 46.028224 | 49.480341 |
| Senior Parking Lot Attendant   003668   L39A   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 047   | 09/20/2025     | 21.316341      | 29.994232 | 44337.99       | 62388.00  | 21.316341 | 22.382158 | 23.501266 | 24.676329 | 25.910145 | 27.205652 | 28.565935 | 29.994232 |
| Senior Parking Lot Supervisor   015067   L39C  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A SUPV                                         | 035   | 09/20/2025     | 29.350002      | 41.298400 | 61048.00       | 85900.67  | 29.350002 | 30.817502 | 32.358377 | 33.976296 | 35.675111 | 37.458867 | 39.331810 | 41.298400 |
| Senior Personnel Analyst   001821   MGMT       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 103   | 09/20/2025     | 41.389819      | 58.239632 | 86090.82       | 121138.44 | 41.389819 | 43.459310 | 45.632276 | 47.913890 | 50.309584 | 52.825063 | 55.466316 | 58.239632 |
| Senior Personnel Trans Coord   016131   L39A   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 070   | 09/20/2025     | 23.574985      | 33.172372 | 49035.97       | 68998.53  | 23.574985 | 24.753734 | 25.991421 | 27.290992 | 28.655542 | 30.088319 | 31.592735 | 33.172372 |
| Senior Planner   001822   MGMT                 |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 104   | 09/20/2025     | 44.733488      | 62.944509 | 93045.66       | 130924.58 | 44.733488 | 46.970162 | 49.318670 | 51.784603 | 54.373833 | 57.092525 | 59.947151 | 62.944509 |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Senior Plant Operator   004003   L39B</b>          |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A PLNT                                                | 003                   | 12/27/2025                     | 38.704750                      | 54.461469 | 80505.88                       | 113279.86 | 38.704750              | 40.639988              | 42.671987              | 44.805586              | 47.045865              | 49.398158              | 51.868066              | 54.461469              |
| <b>Senior Plumber   006258   BULT</b>                 |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                | 018                   | 07/12/2025                     | 33.191807                      | 55.066839 | 69038.96                       | 114539.02 | 33.191807              | 35.681193              | 38.357282              | 41.234078              | 44.326634              | 47.651132              | 51.224967              | 55.066839              |
| <b>Senior Police Records Supv   015082   L39C</b>     |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                | 042                   | 09/20/2025                     | 33.085394                      | 46.554472 | 68817.62                       | 96833.30  | 33.085394              | 34.739664              | 36.476647              | 38.300479              | 40.215503              | 42.226278              | 44.337592              | 46.554472              |
| <b>Senior Policy Advisor   021025   MCSU</b>          |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSA                                                | 135                   | 09/20/2025                     | 41.415923                      | 65.882380 | 86145.12                       | 137035.35 |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Senior Rec Aide (Older Adults)   016037   L39A</b> |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                | 072                   | 12/13/2025                     | 16.900000                      | 19.972928 | 35152.00                       | 41543.69  |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Senior Recreation Aide   016038   L39A</b>         |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                | 052                   | 12/13/2025                     | 16.900000                      | 19.972928 | 35152.00                       | 41543.69  |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Senior Staff Assistant   010712   CONF</b>         |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                                | 012                   | 09/20/2025                     | 24.160659                      | 33.996474 | 50254.17                       | 70712.67  | 24.160659              | 25.368692              | 26.637127              | 27.968983              | 29.367432              | 30.835804              | 32.377594              | 33.996474              |
| <b>Senior Stationary Engineer   004004   L39B</b>     |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A PLNT                                                | 004                   | 12/27/2025                     | 37.359989                      | 52.569255 | 77708.78                       | 109344.05 | 37.359989              | 39.227988              | 41.189387              | 43.248856              | 45.411299              | 47.681864              | 50.065957              | 52.569255              |
| <b>Senior Store Keeper   015105   L39C</b>            |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                | 061                   | 09/20/2025                     | 24.239618                      | 34.107576 | 50418.40                       | 70943.76  | 24.239618              | 25.451599              | 26.724179              | 28.060388              | 29.463407              | 30.936577              | 32.483406              | 34.107576              |
| <b>Senior Systems Engineer   001823   MGMT</b>        |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 105                   | 09/20/2025                     | 47.745690                      | 67.182979 | 99311.04                       | 139740.60 | 47.745690              | 50.132974              | 52.639623              | 55.271604              | 58.035184              | 60.936943              | 63.983790              | 67.182979              |
| <b>Senior Telecommunications Tech   003923   L39A</b> |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                | 068                   | 09/20/2025                     | 38.097378                      | 53.606837 | 79242.55                       | 111502.22 | 38.097378              | 40.002247              | 42.002359              | 44.102477              | 46.307601              | 48.622981              | 51.054130              | 53.606837              |
| <b>Senior Tree Maintenance Worker   003661   L39A</b> |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                | 042                   | 09/20/2025                     | 26.034824                      | 36.633612 | 54152.43                       | 76197.91  | 26.034824              | 27.336565              | 28.703393              | 30.138563              | 31.645491              | 33.227766              | 34.889154              | 36.633612              |
| <b>Senior Tree Pruner   003680   L39A</b>             |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                | 051                   | 09/20/2025                     | 27.483565                      | 38.672135 | 57165.82                       | 80438.04  | 27.483565              | 28.857743              | 30.300630              | 31.815662              | 33.406445              | 35.076767              | 36.830605              | 38.672135              |
| <b>Special Assistant to the Mayor   021005   MCSU</b> |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| U MCSA                                                | 060                   | 09/20/2025                     | 41.761052                      | 66.431394 | 86862.99                       | 138177.30 |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Special Asst to City Attny(Ex)   010826   CONF</b> |                       |                                |                                |           |                                |           |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                                | 047                   | 09/20/2025                     | 32.546116                      | 45.795653 | 67695.92                       | 95254.96  | 32.546116              | 34.173422              | 35.882093              | 37.676198              | 39.560008              | 41.538008              | 43.614908              | 45.795653              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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    |
|------------------------------------------------|-------|----------------|----------------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Special Asst. to City Attorney   014015   MSUP |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MSUP                                         | 015   | 09/20/2025     | 32.546116      | 45.795653 | 67695.92       | 95254.96  | 32.546116 | 34.173422 | 35.882093 | 37.676198 | 39.560008 | 41.538008 | 43.614908 | 45.795653 |
| Special Districts Manager   001915   MGMT      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 202   | 09/20/2025     | 55.782990      | 78.492268 | 116028.62      | 163263.92 | 55.782990 | 58.572139 | 61.500746 | 64.575783 | 67.804572 | 71.194801 | 74.754541 | 78.492268 |
| Special Projects Manager   001855   MGMT       |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 127   | 09/20/2025     | 48.936248      | 68.858216 | 101787.40      | 143225.09 | 48.936248 | 51.383060 | 53.952213 | 56.649824 | 59.482315 | 62.456431 | 65.579253 | 68.858216 |
| Sr Parking Enforcement Officer   003667   L39A |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 075   | 09/20/2025     | 24.225350      | 34.087500 | 50388.73       | 70902.00  | 24.225350 | 25.436618 | 26.708449 | 28.043871 | 29.446065 | 30.918368 | 32.464286 | 34.087500 |
| Staff Assistant   010713   CONF                |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A CONF                                         | 013   | 09/20/2025     | 21.426359      | 30.149038 | 44566.83       | 62710.00  | 21.426359 | 22.497677 | 23.622561 | 24.803689 | 26.043873 | 27.346067 | 28.713370 | 30.149038 |
| Staff Assistant-Mayor Council   022002   EMSU  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| U MCSB                                         | 020   | 09/20/2025     | 18.952716      | 30.149034 | 39421.65       | 62709.99  |           |           |           |           |           |           |           |           |
| Stagehand I   006016   BULT                    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A BLDG                                         | 011   | 07/12/2025     | 26.415660      | 37.169486 | 54944.57       | 77312.53  | 26.415660 | 27.736443 | 29.123265 | 30.579428 | 32.108399 | 33.713819 | 35.399510 | 37.169486 |
| Stagehand II   006017   BULT                   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A BLDG                                         | 012   | 07/12/2025     | 24.649089      | 40.894051 | 51270.10       | 85059.63  | 24.649089 | 26.497771 | 28.485104 | 30.621487 | 32.918099 | 35.386956 | 38.040978 | 40.894051 |
| Stationary Engineer   004005   L39B            |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PLNT                                         | 005   | 12/27/2025     | 33.959881      | 47.784961 | 70636.55       | 99392.72  | 33.959881 | 35.657875 | 37.440769 | 39.312807 | 41.278447 | 43.342369 | 45.509487 | 47.784961 |
| Storekeeper   016087   L39A                    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 049   | 09/20/2025     | 22.539004      | 31.714643 | 46881.13       | 65966.46  | 22.539004 | 23.665954 | 24.849252 | 26.091715 | 27.396301 | 28.766116 | 30.204422 | 31.714643 |
| Stores Administrator   001945   MGMT           |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A MGTE                                         | 217   | 09/20/2025     | 36.431710      | 51.263076 | 75777.96       | 106627.20 | 36.431710 | 38.253296 | 40.165961 | 42.174259 | 44.282972 | 46.497121 | 48.821977 | 51.263076 |
| Stores Clerk I   016088   L39A                 |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 050   | 09/20/2025     | 20.482843      | 26.141875 | 42604.31       | 54375.10  |           |           | 20.482843 | 21.506985 | 22.582334 | 23.711451 | 24.897024 | 26.141875 |
| Stores Clerk II   016089   L39A                |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 051   | 09/20/2025     | 20.634890      | 29.035362 | 42920.57       | 60393.55  | 20.634890 | 21.666635 | 22.749967 | 23.887465 | 25.081838 | 26.335930 | 27.652726 | 29.035362 |
| Street Construction Equip Optr   003687   L39A |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 056   | 09/20/2025     | 33.954540      | 47.777448 | 70625.44       | 99377.09  | 33.954540 | 35.652267 | 37.434880 | 39.306624 | 41.271955 | 43.335553 | 45.502331 | 47.777448 |
| Street Construction Laborer   003688   L39A    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 057   | 09/20/2025     | 30.801566      | 43.340895 | 64067.26       | 90149.06  | 30.801566 | 32.341644 | 33.958726 | 35.656662 | 37.439495 | 39.311470 | 41.277043 | 43.340895 |

| <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>Street Construction Lbr Trnee   003690   L39A</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                | 058                   | 09/20/2025                     | 23.753624 23.753624            | 49407.54 49407.54              | 23.753624              |                        |                        |                        |                        |                        |                        |                        |
| <b>Street Maintenance Supv   015099   L39C</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                | 056                   | 09/20/2025                     | 35.657266 50.173352            | 74167.11 104360.57             | 35.657266              | 37.440129              | 39.312135              | 41.277742              | 43.341629              | 45.508710              | 47.784145              | 50.173352              |
| <b>Streets Manager   001883   MGMT</b>                |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 146                   | 09/20/2025                     | 49.912890 70.232449            | 103818.81 146083.49            | 49.912890              | 52.408535              | 55.028962              | 57.780410              | 60.669430              | 63.702902              | 66.888047              | 70.232449              |
| <b>Structural Maintenance Supv   006053   BULT</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A BLDG                                                | 015                   | 07/12/2025                     | 34.824369 57.775339            | 72434.69 120172.70             | 34.824369              | 37.436197              | 40.243912              | 43.262205              | 46.506870              | 49.994885              | 53.744501              | 57.775339              |
| <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                   | 09/20/2025                     | 56.949841 80.134146            | 118455.67 166679.02            | 56.949841              | 59.797333              | 62.787200              | 65.926560              | 69.222888              | 72.684032              | 76.318234              | 80.134146              |
| <b>Supervising Building Inspector   015096   L39C</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                | 053                   | 09/20/2025                     | 41.632465 58.581058            | 86595.53 121848.60             | 41.632465              | 43.714088              | 45.899792              | 48.194782              | 50.604521              | 53.134747              | 55.791484              | 58.581058              |
| <b>Supervising Code Enforce Ofcr   015006   L39C</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                | 076                   | 09/20/2025                     | 38.066411 53.563265            | 79178.14 111411.59             | 38.066411              | 39.969732              | 41.968219              | 44.066630              | 46.269962              | 48.583460              | 51.012633              | 53.563265              |
| <b>Supervising Community Ctr Attd   015058   L39C</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                | 029                   | 09/20/2025                     | 26.477103 37.255943            | 55072.37 77492.36              | 26.477103              | 27.800958              | 29.191006              | 30.650556              | 32.183084              | 33.792238              | 35.481850              | 37.255943              |
| <b>Supervising Construction Insp   015074   L39C</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                | 037                   | 09/20/2025                     | 39.320322 55.327642            | 81786.27 115081.50             | 39.320322              | 41.286338              | 43.350655              | 45.518188              | 47.794097              | 50.183802              | 52.692992              | 55.327642              |
| <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                   | 04/04/2026                     | 46.059961 64.810990            | 95804.72 134806.86             | 46.059961              | 48.362959              | 50.781107              | 53.320162              | 55.986170              | 58.785478              | 61.724752              | 64.810990              |
| <b>Supervising Engineer   001831   MGMT</b>           |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 112                   | 09/20/2025                     | 57.625263 81.084531            | 119860.55 168655.82            | 57.625263              | 60.506526              | 63.531852              | 66.708445              | 70.043867              | 73.546060              | 77.223363              | 81.084531              |
| <b>Supervising Financial Analyst   001832   MGMT</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                | 113                   | 09/20/2025                     | 48.062386 67.628604            | 99969.76 140667.50             | 48.062386              | 50.465505              | 52.988780              | 55.638219              | 58.420130              | 61.341137              | 64.408194              | 67.628604              |
| <b>Supervising Fire Svc Worker   012059   IAMA</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A IAMA                                                | 012                   | 07/12/2025                     | 28.134605 39.588214            | 58519.98 82343.48              | 28.134605              | 29.541335              | 31.018402              | 32.569322              | 34.197788              | 35.907677              | 37.703061              | 39.588214              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Supervising Forensic Invstg   015060   L39C</b>    |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 030   | 09/20/2025     | 39.387523 55.422199 | 81926.05 115278.17  | 39.387523 | 41.356899 | 43.424744 | 45.595981 | 47.875780 | 50.269569 | 52.783047 | 55.422199 |
| <b>Supervising Generator Tech   006063   BULT</b>     |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A BLDG                                                | 025   | 07/12/2025     | 34.079238 56.539132 | 70884.82 117601.40  | 34.079238 | 36.635181 | 39.382820 | 42.336531 | 45.511771 | 48.925154 | 52.594541 | 56.539132 |
| <b>Supervising Landscape Architct   001898   MGMT</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 160   | 09/20/2025     | 50.468170 71.013785 | 104973.79 147708.67 | 50.468170 | 52.991579 | 55.641158 | 58.423216 | 61.344377 | 64.411596 | 67.632176 | 71.013785 |
| <b>Supervising Legal Secretary   010816   CONF</b>    |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A CONF                                                | 028   | 09/20/2025     | 34.686173 48.806928 | 72147.24 101518.41  | 34.686173 | 36.420482 | 38.241506 | 40.153581 | 42.161260 | 44.269323 | 46.482789 | 48.806928 |
| <b>Supervising Plant Operator   015040   L39C</b>     |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 019   | 09/20/2025     | 50.401415 70.919853 | 104834.94 147513.29 | 50.401415 | 52.921486 | 55.567560 | 58.345938 | 61.263235 | 64.326397 | 67.542717 | 70.919853 |
| <b>Supervising Police Clerk   015041   L39C</b>       |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 020   | 09/20/2025     | 25.698632 36.160555 | 53453.16 75213.95   | 25.698632 | 26.983564 | 28.332742 | 29.749379 | 31.236848 | 32.798690 | 34.438624 | 36.160555 |
| <b>Supervising Property Assistant   015062   L39C</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 031   | 09/20/2025     | 31.153463 43.836051 | 64799.20 91178.99   | 31.153463 | 32.711136 | 34.346693 | 36.064028 | 37.867229 | 39.760590 | 41.748620 | 43.836051 |
| <b>Supervising Surveyor   015065   L39C</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 033   | 09/20/2025     | 43.343800 60.989079 | 90155.10 126857.28  | 43.343800 | 45.510990 | 47.786539 | 50.175866 | 52.684659 | 55.318892 | 58.084837 | 60.989079 |
| <b>Supervising Water Quality Chem   015035   L39C</b> |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 016   | 09/20/2025     | 42.870442 60.323018 | 89170.52 125471.88  | 42.870442 | 45.013964 | 47.264662 | 49.627895 | 52.109290 | 54.714755 | 57.450493 | 60.323018 |
| <b>Support Services Manager   001834   MGMT</b>       |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A MGTE                                                | 115   | 09/20/2025     | 48.062386 67.628604 | 99969.76 140667.50  | 48.062386 | 50.465505 | 52.988780 | 55.638219 | 58.420130 | 61.341137 | 64.408194 | 67.628604 |
| <b>Survey Party Chief   015102   L39C</b>             |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A SUPV                                                | 058   | 09/20/2025     | 35.614547 50.113245 | 74078.26 104235.55  | 35.614547 | 37.395274 | 39.265038 | 41.228290 | 43.289705 | 45.454190 | 47.726900 | 50.113245 |
| <b>Survey Technician I   003924   L39A</b>            |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                | 069   | 09/20/2025     | 23.312743 32.803370 | 48490.50 68231.01   | 23.312743 | 24.478380 | 25.702299 | 26.987414 | 28.336785 | 29.753624 | 31.241305 | 32.803370 |
| <b>Survey Technician II   003925   L39A</b>           |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A OPMT                                                | 070   | 09/20/2025     | 26.364668 37.097735 | 54838.51 77163.29   | 26.364668 | 27.682901 | 29.067046 | 30.520398 | 32.046418 | 33.648739 | 35.331176 | 37.097735 |
| <b>Systems Engineer   010714   CONF</b>               |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A CONF                                                | 014   | 09/20/2025     | 43.458176 61.150018 | 90393.01 127192.04  | 43.458176 | 45.631085 | 47.912639 | 50.308271 | 52.823685 | 55.464869 | 58.238112 | 61.150018 |
| <b>Telecommunications Engineer I   011023   WCOE</b>  |       |                |                     |                     |           |           |           |           |           |           |           |           |
| A WCOE                                                | 014   | 12/27/2025     | 45.202283 63.604152 | 94020.75 132296.64  | 45.202283 | 47.462397 | 49.835517 | 52.327293 | 54.943658 | 57.690841 | 60.575383 | 63.604152 |

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| Sal Plan                                       | Grade | Effective Date | Hourly Min/Max |           | Annual Min/Max |           | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    |
|------------------------------------------------|-------|----------------|----------------|-----------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Telecommunications Engn II   011025   WCOE     |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A WCOE                                         | 016   | 12/27/2025     | 49.402249      | 69.513925 | 102756.68      | 144588.96 | 49.402249 | 51.872361 | 54.465979 | 57.189278 | 60.048742 | 63.051179 | 66.203738 | 69.513925 |
| Telecommunications Engn III   011026   WCOE    |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A WCOE                                         | 017   | 12/27/2025     | 53.354310      | 75.074871 | 110976.96      | 156155.73 | 53.354310 | 56.022025 | 58.823126 | 61.764282 | 64.852496 | 68.095121 | 71.499877 | 75.074871 |
| Telecommunications SysAnls I   017029   L39A   |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PROF                                         | 017   | 09/20/2025     | 35.679933      | 50.205249 | 74214.26       | 104426.92 | 35.679933 | 37.463930 | 39.337127 | 41.303983 | 43.369182 | 45.537641 | 47.814523 | 50.205249 |
| Telecommunications SysAnls II   017030   L39A  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PROF                                         | 018   | 09/20/2025     | 39.249497      | 55.227984 | 81638.95       | 114874.21 | 39.249497 | 41.211972 | 43.272571 | 45.436200 | 47.708010 | 50.093410 | 52.598080 | 55.227984 |
| Telecommunications SysAnls III   017035   L39A |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A PROF                                         | 022   | 09/20/2025     | 43.173088      | 60.748869 | 89800.02       | 126357.65 | 43.173088 | 45.331742 | 47.598329 | 49.978245 | 52.477157 | 55.101015 | 57.856066 | 60.748869 |
| Telecommunications Tech I   003683   L39A      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 054   | 09/20/2025     | 35.192263      | 49.519049 | 73199.91       | 102999.62 | 35.192263 | 36.951876 | 38.799470 | 40.739444 | 42.776416 | 44.915237 | 47.160999 | 49.519049 |
| Telecommunications Tech II   003684   L39A     |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 055   | 09/20/2025     | 36.951955      | 51.995113 | 76860.07       | 108149.84 | 36.951955 | 38.799553 | 40.739531 | 42.776508 | 44.915333 | 47.161100 | 49.519155 | 51.995113 |
| Telecommunications Tech Trnee   003682   L39A  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 053   | 09/20/2025     | 29.966271      | 42.165554 | 62329.84       | 87704.35  | 29.966271 | 31.464585 | 33.037814 | 34.689705 | 36.424190 | 38.245400 | 40.157670 | 42.165554 |
| Ticket Seller (Exempt)   009010   TEMP         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A TEMP                                         | 010   | 12/13/2025     | 16.900000      | 16.900000 | 35152.00       | 35152.00  |           |           |           |           |           |           |           |           |
| Traffic Ctrl&Light Supv   015045   L39C        |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A SUPV                                         | 022   | 09/20/2025     | 41.018010      | 57.716459 | 85317.46       | 120050.24 | 41.018010 | 43.068910 | 45.222356 | 47.483474 | 49.857648 | 52.350530 | 54.968056 | 57.716459 |
| Traffic Ctrl&Light Tech I   003637   L39A      |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 021   | 09/20/2025     | 30.711094      | 43.213592 | 63879.08       | 89884.27  | 30.711094 | 32.246649 | 33.858981 | 35.551930 | 37.329526 | 39.196002 | 41.155802 | 43.213592 |
| Traffic Ctrl&Light Tech II   003636   L39A     |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 020   | 09/20/2025     | 33.786091      | 47.540423 | 70275.07       | 98884.08  | 33.786091 | 35.475396 | 37.249166 | 39.111624 | 41.067205 | 43.120565 | 45.276593 | 47.540423 |
| Traffic Ctrl&Light Tech Trnee   003635   L39A  |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OPMT                                         | 019   | 09/20/2025     | 27.282271      | 38.388896 | 56747.12       | 79848.90  | 27.282271 | 28.646385 | 30.078704 | 31.582639 | 33.161771 | 34.819860 | 36.560853 | 38.388896 |
| Traffic Investigator I   016202   L39A         |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 072   | 09/20/2025     | 25.014357      | 35.197712 | 52029.86       | 73211.24  | 25.014357 | 26.265075 | 27.578329 | 28.957245 | 30.405107 | 31.925362 | 33.521630 | 35.197712 |
| Traffic Investigator II   016203   L39A        |       |                |                |           |                |           |           |           |           |           |           |           |           |           |
| A OFFT                                         | 073   | 09/20/2025     | 28.173781      | 39.643339 | 58601.46       | 82458.14  | 28.173781 | 29.582470 | 31.061593 | 32.614673 | 34.245407 | 35.957677 | 37.755561 | 39.643339 |

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|-----------------------------------------------|-------|----------------|----------------|------------|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| Traffic Investigator III   016204   L39A      |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A OFFT                                        | 074   | 09/20/2025     | 31.041947      | 43.679136  | 64567.25       | 90852.60  | 31.041947 | 32.594044 | 34.223746 | 35.934933 | 37.731680 | 39.618264 | 41.599177 | 43.679136  |
| Traffic Supervisor   015109   L39C            |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A SUPV                                        | 069   | 09/20/2025     | 33.018706      | 46.460634  | 68678.91       | 96638.12  | 33.018706 | 34.669641 | 36.403123 | 38.223279 | 40.134443 | 42.141165 | 44.248223 | 46.460634  |
| Traffic Worker I   008001   TRAF              |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A TRAF                                        | 001   | 01/10/2026     | 25.313643      | 35.618838  | 52652.38       | 74087.18  | 25.313643 | 26.579325 | 27.908291 | 29.303706 | 30.768891 | 32.307336 | 33.922703 | 35.618838  |
| Traffic Worker II   008002   TRAF             |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A TRAF                                        | 002   | 01/10/2026     | 27.835802      | 39.167770  | 57898.47       | 81468.96  | 27.835802 | 29.227592 | 30.688972 | 32.223421 | 33.834592 | 35.526322 | 37.302638 | 39.167770  |
| Traffic Worker III   008003   TRAF            |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A TRAF                                        | 003   | 01/10/2026     | 29.579586      | 41.621448  | 61525.54       | 86572.61  | 29.579586 | 31.058565 | 32.611493 | 34.242068 | 35.954171 | 37.751880 | 39.639474 | 41.621448  |
| Traffic Worker Trainee   008005   TRAF        |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A TRAF                                        | 005   | 01/10/2026     | 22.206232      | 31.246399  | 46188.96       | 64992.51  | 22.206232 | 23.316544 | 24.482371 | 25.706490 | 26.991814 | 28.341405 | 29.758475 | 31.246399  |
| Training Specialist   001857   MGMT           |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A MGTE                                        | 129   | 09/20/2025     | 39.418875      | 55.466317  | 81991.26       | 115369.94 | 39.418875 | 41.389819 | 43.459310 | 45.632276 | 47.913890 | 50.309585 | 52.825064 | 55.466317  |
| Treasury Analyst   010827   CONF              |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A CONF                                        | 048   | 09/20/2025     | 39.806877      | 56.012273  | 82798.30       | 116505.53 | 39.806877 | 41.797221 | 43.887082 | 46.081436 | 48.385508 | 50.804783 | 53.345022 | 56.012273  |
| Treasury Analyst   014016   MSUP              |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A MSUP                                        | 016   | 09/20/2025     | 39.806877      | 56.012273  | 82798.30       | 116505.53 | 39.806877 | 41.797221 | 43.887082 | 46.081436 | 48.385508 | 50.804783 | 53.345022 | 56.012273  |
| Treasury Assistant   010715   CONF            |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A CONF                                        | 033   | 09/20/2025     | 28.509594      | 40.115862  | 59299.96       | 83440.99  | 28.509594 | 29.935074 | 31.431828 | 33.003419 | 34.653590 | 36.386270 | 38.205583 | 40.115862  |
| Treasury Manager   001801   MGMT              |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A MGTE                                        | 085   | 09/20/2025     | 71.241149      | 100.243450 | 148181.59      | 208506.38 | 71.241149 | 74.803206 | 78.543366 | 82.470534 | 86.594061 | 90.923764 | 95.469952 | 100.243450 |
| Tree Maintenance Supervisor   015046   L39C   |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A SUPV                                        | 023   | 09/20/2025     | 32.000454      | 45.027852  | 66560.94       | 93657.93  | 32.000454 | 33.600477 | 35.280501 | 37.044526 | 38.896752 | 40.841590 | 42.883669 | 45.027852  |
| Tree Maintenance Worker   003660   L39A       |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A OPMT                                        | 041   | 09/20/2025     | 24.586688      | 34.595939  | 51140.31       | 71959.55  | 24.586688 | 25.816022 | 27.106823 | 28.462164 | 29.885272 | 31.379536 | 32.948513 | 34.595939  |
| Tree Maintenance Worker Trnee   003917   L39A |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A OPMT                                        | 065   | 09/20/2025     | 21.062559      | 29.637136  | 43810.12       | 61645.24  | 21.062559 | 22.115687 | 23.221471 | 24.382545 | 25.601672 | 26.881756 | 28.225844 | 29.637136  |
| Tree Pruner I   003639   L39A                 |       |                |                |            |                |           |           |           |           |           |           |           |           |            |
| A OPMT                                        | 023   | 09/20/2025     | 23.203835      | 32.650125  | 48263.98       | 67912.26  | 23.203835 | 24.364027 | 25.582228 | 26.861339 | 28.204406 | 29.614626 | 31.095357 | 32.650125  |

| <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>Tree Pruner II   003640   L39A</b>                   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                  | 024                   | 09/20/2025                     | 25.524237 35.915166            | 53090.41 74703.54              | 25.524237              | 26.800449              | 28.140471              | 29.547495              | 31.024870              | 32.576114              | 34.204920              | 35.915166              |
| <b>Tree Pruner Supervisor   015047   L39C</b>           |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                  | 024                   | 09/20/2025                     | 31.372901 44.144822            | 65255.63 91821.23              | 31.372901              | 32.941546              | 34.588623              | 36.318054              | 38.133957              | 40.040655              | 42.042688              | 44.144822              |
| <b>Tree Pruner Trainee   003638   L39A</b>              |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                                  | 022                   | 09/20/2025                     | 20.275323 28.529415            | 42172.67 59341.18              | 20.275323              | 21.289089              | 22.353543              | 23.471220              | 24.644781              | 25.877020              | 27.170871              | 28.529415              |
| <b>Urban Design Manager   001894   MGMT</b>             |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                  | 156                   | 09/20/2025                     | 56.949841 80.134146            | 118455.67 166679.02            | 56.949841              | 59.797333              | 62.787200              | 65.926560              | 69.222888              | 72.684032              | 76.318234              | 80.134146              |
| <b>Util Operations &amp; Maint Supt   001841   MGMT</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                  | 120                   | 09/20/2025                     | 55.441556 78.011838            | 115318.44 162264.62            | 55.441556              | 58.213634              | 61.124316              | 64.180532              | 67.389559              | 70.759037              | 74.296989              | 78.011838              |
| <b>Utilities Locator   007010   L447</b>                |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WATR                                                  | 006                   | 07/12/2025                     | 32.415062 45.611247            | 67423.33 94871.39              | 32.415062              | 34.035815              | 35.737606              | 37.524486              | 39.400710              | 41.370746              | 43.439283              | 45.611247              |
| <b>Utilities O&amp;M Leadworker   007002   L447</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WATR                                                  | 002                   | 07/12/2025                     | 34.808080 48.978463            | 72400.81 101875.20             | 34.808080              | 36.548484              | 38.375908              | 40.294703              | 42.309438              | 44.424910              | 46.646155              | 48.978463              |
| <b>Utilities O&amp;M Serviceworker   007001   L447</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WATR                                                  | 001                   | 07/12/2025                     | 31.624449 44.498776            | 65778.85 92557.45              | 31.624449              | 33.205671              | 34.865955              | 36.609253              | 38.439716              | 40.361702              | 42.379787              | 44.498776              |
| <b>Utilities O&amp;M Supervisor   015103   L39C</b>     |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                                  | 059                   | 09/20/2025                     | 40.111603 56.441053            | 83432.13 117397.39             | 40.111603              | 42.117183              | 44.223042              | 46.434194              | 48.755904              | 51.193699              | 53.753384              | 56.441053              |
| <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                   | 09/20/2025                     | 60.599464 85.269531            | 126046.88 177360.62            | 60.599464              | 63.629437              | 66.810909              | 70.151454              | 73.659027              | 77.341978              | 81.209077              | 85.269531              |
| <b>Utility Construction Coord   001839   MGMT</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                                  | 118                   | 09/20/2025                     | 46.815053 65.873481            | 97375.31 137016.84             | 46.815053              | 49.155806              | 51.613596              | 54.194276              | 56.903990              | 59.749190              | 62.736649              | 65.873481              |
| <b>Utility Services Inspector   016099   L39A</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                                  | 056                   | 09/20/2025                     | 22.247343 31.304246            | 46274.47 65112.83              | 22.247343              | 23.359710              | 24.527696              | 25.754081              | 27.041785              | 28.393874              | 29.813568              | 31.304246              |
| <b>Utility Worker   003602   L39A</b>                   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                                  | 011                   | 12/13/2025                     | 16.900000 17.636635            | 35152.00 36684.20              |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Vehicle Service Attendant   012005   IAMA</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A IAMA                                                  | 004                   | 07/12/2025                     | 18.850810 26.524982            | 39209.68 55171.96              | 18.850810              | 19.793350              | 20.783018              | 21.822169              | 22.913277              | 24.058941              | 25.261888              | 26.524982              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Veterinarian   001875   MGMT</b>                  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                               | 140                   | 09/20/2025                     | 46.054936 64.803919            | 95794.27 134792.15             | 46.054936              | 48.357683              | 50.775567              | 53.314345              | 55.980062              | 58.779065              | 61.718018              | 64.803919              |
| <b>Water Conservation Rep   016978   L39A</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                               | 139                   | 09/20/2025                     | 22.247343 31.304246            | 46274.47 65112.83              | 22.247343              | 23.359710              | 24.527696              | 25.754081              | 27.041785              | 28.393874              | 29.813568              | 31.304246              |
| <b>Water Conservation Specialist   016975   L39A</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                               | 135                   | 09/20/2025                     | 24.994869 35.170291            | 51989.33 73154.20              | 24.994869              | 26.244612              | 27.556843              | 28.934685              | 30.381419              | 31.900490              | 33.495515              | 35.170291              |
| <b>Water Conservation Supervisor   015107   L39C</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A SUPV                                               | 072                   | 09/20/2025                     | 28.131065 39.583233            | 58512.62 82333.12              | 28.131065              | 29.537618              | 31.014499              | 32.565224              | 34.193485              | 35.903159              | 37.698317              | 39.583233              |
| <b>Water Cross Conn Ctrl Spclst   007902   L447</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A WATR                                               | 004                   | 07/12/2025                     | 40.024277 56.318177            | 83250.50 117141.81             | 40.024277              | 42.025491              | 44.126766              | 46.333104              | 48.649759              | 51.082247              | 53.636359              | 56.318177              |
| <b>Water Quality Chemist   017008   L39A</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A PROF                                               | 005                   | 09/20/2025                     | 37.721469 53.077895            | 78460.66 110402.02             | 37.721469              | 39.607542              | 41.587919              | 43.667315              | 45.850681              | 48.143215              | 50.550376              | 53.077895              |
| <b>Water Quality Lab Tech   016080   L39A</b>        |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                               | 043                   | 09/20/2025                     | 25.291713 35.587981            | 52606.76 74023.00              | 25.291713              | 26.556299              | 27.884114              | 29.278320              | 30.742236              | 32.279348              | 33.893315              | 35.587981              |
| <b>Website Administrator   001904   MGMT</b>         |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                               | 170                   | 09/20/2025                     | 51.066951 71.856329            | 106219.26 149461.16            | 51.066951              | 53.620299              | 56.301314              | 59.116380              | 62.072199              | 65.175809              | 68.434599              | 71.856329              |
| <b>Workers Comp Claims Asst I   010818   CONF</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                               | 037                   | 09/20/2025                     | 27.917882 39.283264            | 58069.20 81709.19              | 27.917882              | 29.313776              | 30.779465              | 32.318438              | 33.934360              | 35.631078              | 37.412632              | 39.283264              |
| <b>Workers Comp Claims Asst II   010819   CONF</b>   |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A CONF                                               | 038                   | 09/20/2025                     | 30.709670 43.211591            | 63876.11 89880.11              | 30.709670              | 32.245154              | 33.857412              | 35.550283              | 37.327797              | 39.194187              | 41.153896              | 43.211591              |
| <b>Workers Comp Claims Mgr   001927   MGMT</b>       |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                               | 195                   | 09/20/2025                     | 55.782990 78.492268            | 116028.62 163263.92            | 55.782990              | 58.572139              | 61.500746              | 64.575783              | 67.804572              | 71.194801              | 74.754541              | 78.492268              |
| <b>Workers' Comp Claims Rep   001943   MGMT</b>      |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                               | 215                   | 09/20/2025                     | 43.693077 61.480547            | 90881.60 127879.54             | 43.693077              | 45.877731              | 48.171618              | 50.580199              | 53.109209              | 55.764669              | 58.552902              | 61.480547              |
| <b>Workers' Comp Claims Supvr   001942   MGMT</b>    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A MGTE                                               | 214                   | 09/20/2025                     | 48.062386 67.628604            | 99969.76 140667.50             | 48.062386              | 50.465505              | 52.988780              | 55.638219              | 58.420130              | 61.341137              | 64.408194              | 67.628604              |
| <b>Youth Aide   009068   TEMP</b>                    |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A TEMP                                               | 037                   | 12/13/2025                     | 16.900000 16.900000            | 35152.00 35152.00              |                        |                        |                        |                        |                        |                        |                        |                        |
| <b>Zoning Investigator   016213   L39A</b>           |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OFFT                                               | 080                   | 09/20/2025                     | 35.855735 50.452621            | 74579.93 104941.45             | 35.855735              | 37.648522              | 39.530948              | 41.507495              | 43.582870              | 45.762014              | 48.050115              | 50.452621              |

# Salary Schedule/Classification Listing

Schedule Effective Date: July 21, 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>Zoo Attendant I   003642   L39A</b>  |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                  | 026                   | 09/20/2025                     | 21.541308 30.310785            | 44805.92 63046.43              | 21.541308              | 22.618373              | 23.749292              | 24.936757              | 26.183595              | 27.492775              | 28.867414              | 30.310785              |
| <b>Zoo Attendant II   003643   L39A</b> |                       |                                |                                |                                |                        |                        |                        |                        |                        |                        |                        |                        |
| A OPMT                                  | 027                   | 09/20/2025                     | 23.290173 32.771613            | 48443.56 68164.96              | 23.290173              | 24.454682              | 25.677416              | 26.961287              | 28.309351              | 29.724819              | 31.211060              | 32.771613              |