CITY OF STOCKTON

2016

SALARY SCHEDULE

(Revised July 6, 2016)

THIS DOCUMENT REPRESENTS THOSE SALARIES FOR CITY OF STOCKTON CLASSIFICATIONS IN THE

Unrepresented Management/Confidential and Law Department Employees' Compensation Plan, Fire Management Association, Stockton Fire Fighters' Local 456, Stockton Police Management Association, Stockton Police Officers' Association, Management B&C Association, Stockton City Employees' Association, and Operating Engineers' Local No. 3 (Operations and Maintenance, Supervisory Unit/Municipal Utilities Department, and Trades and Maintenance)

AS ESTABLISHED BY PREVIOUS ACTION OF THE STOCKTON CITY COUNCIL

CITY OF STOCKTON SALARY SCHEDULE

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I. The Salary Step Plan

The Memorandum of Understanding for each employee bargaining unit and the Unrepresented Management/Confidential Employees' Compensation Plan contain sections dealing with the Salary Step Plan for each job classification. Please refer to the appropriate section that deals with salary practices.

II. Bargaining Units/Group Codes

01--MA	-	Unrepresented - Department Heads
02--MV	-	Unrepresented - Middle Management
03--MW	-	Unrepresented - Confidential
04--MB	-	B&C - Mid-Management Level
05--MC	-	B&C - Supervisory Level
06--MF	-	Fire Management
07--MP	-	Police Management
10--A	-	SCEA - Professional and Technical Services
15--C	-	SCEA - Administrative, Clerical and Services
16--R	-	SCEA - Fire Telecommunicators
20--F	-	Fire
25--P	-	Police
30--B	-	OE3 - Trades and Maintenance
31--BO	-	OE3 - Operations and Maintenance
32--BP	-	OE3 - Parking Attendant Services
40--EP	-	Unrepresented - Executive Personnel (City Attorney)
41--PP	-	Unrepresented - Professional Personnel (City Attorney)
42--SP	-	Unrepresented - Support Personnel (City Attorney)
70--MS	-	OE3 – Water Supervisory Unit - Municipal Utilities Department

The bargaining unit designation is indicated as the first two (2) digits of the position number and the grade.

III. Salary Provisions

For the purpose of implementing department restructuring, the City Manager is authorized to make adjustments in classifications, including salary adjustments, to ensure comparability with

similar classifications to maintain equity in the City's salary schedules as recommended by the Human Resources Department classification studies and reviews, and to incorporate changes into the Salary Schedule, as appropriate (City Council Resolution No. 2016-06-21-1605 dated June 21, 2016).

IV. Special Salary Provisions

The City Manager is authorized to fix the compensation of consultants rendering professional services, non-civil service grant funded positions, and part-time hourly employees rendering temporary service, when the City Manager deems necessary and in the best interest of the City of Stockton, provided that the compensation allowed does not, in the aggregate, exceed the total sum for professional and consultant fees in the annual budget of the City of Stockton, or funds granted to the City or by other political jurisdictions for projects upon which said professional or consultant is employed. Persons employed under these special provisions shall receive no fringe benefits except those mandated employer costs or as required by contract or grant specifications.

POSITION GRADE	POSITION NUMBER	JOB CLASSIFICATION	RATE PER HOUR/EVENT
61B	61003	Accountant Intern	$11.25 - $11.79 - $12.35 - $12.95 - $13.58
50M	50983	Adult/Youth Sports Official	$10.20 - $10.55 - $11.45 - $13.55 - $15.50 - $16.25
61B	61001	Administrative Intern	$11.25 - $11.79 - $12.35 - $12.95 - $13.58
55C	55962	Department Aide I	$10.00
55D	55945	Department Aide II	$10.50
61B	61004	Economic Development Intern	$11.25 - $11.79 - $12.35 - $12.95 - $13.58
61B	61002	Engineering Intern	$11.25 - $11.79 - $12.35 - $12.95 - $13.58
61B	61005	Evidence Technician Intern	$11.25 - $11.79 - $12.35 - $12.95 - $13.58
61B	61006	Legislative Intern	$11.25 - $11.79 - $12.35 - $12.95 - $13.58
61E	50750	Library Book Preparer	$10.00
61E	50701	Library Shelver	$10.00
61E	50702	Library Support Staff	$10.00
50T	50801	Park Laborer	$10.42 - $10.96 - $11.52 - $12.11 - $12.74
55F	55963	Parking Attendant	$10.00 - $10.50 - $11.00
61B	61007	Planning Intern	$11.25 - $11.79 - $12.35 - $12.95 - $13.58
61C	61008	Program Aide I	$10.25 - $10.74 - $11.25 - $11.79 - $12.35
61A	61000	Program Aide II	$12.95 - $13.58 - $14.23 - $14.92 - $15.65 - $16.41
80B	80101	Program Specialist	$10.00 - $150.00
50M	50988	Recreation Aide	$10.00
50M	50984	Recreation Leader I	$10.00
50M	50985	Recreation Leader II	$10.00 - $10.35
50M	50986	Recreation Leader III	$10.00 - $10.35 - $10.60
50M	50987	Recreation Leader IV	$10.60 - $10.95 - $11.70
50S	50989	Recreation Leader V	$11.70 - $12.10 - $13.25 - $14.50 - $15.50 - $16.15
61D	60700	Student Intern	$10.10 - $10.55
61G	61009	Transportation Officer	$34.00

V. Compensation Practices Other Than Base Salary

The Memorandum of Understanding for each bargaining unit and the Unrepresented Management/Confidential Employees' Compensation Plan contain sections dealing with specific pay provisions of classifications in that representation unit. Please refer to the appropriate section that deals with salary practices and compensation allowance other than base salary. Indexed headings include:

- Acting Pay
- Administrative Fire Captain Pay
- Bilingual Pay
- Call Back Pay
- Canine Handler Pay
- Court Appearance Pay/Off Duty Status
- Deputy Fire Marshall Pay
- Emergency Medical Services Dispatcher Accreditation Pay
- Emergency Medical Technician (EMT) Pay
- Explosive Ordnance Detail (EOD) Pay
- Field Training Officer (FTO) Pay
- Fire/Engineer Operator Pay
- Fire Intermediate/Advance Certificate Pay
- Fire Paramedic Certificate Pay
- HAZ/MAT Assignment Pay
- Holiday Pay
- Longevity Pay Compensation
- Motorcycle Officer Pay
- On-Call Duty Pay
- Overtime Provisions and Practices
- P.O.S.T. Supervisory/Management Certificate Pay (Police Management)
- P.O.S.T. Intermediate/Advance Certificate Pay (Police Unit)
- Professional Growth Pay
- Salary Provisions for Promotion/Demotion/Transfer/Reinstatement
- Special Assignment Pay
- Special Drivers' License Pay
- Standby Pay
- SWAT Pay
- Uniform Allowance
- Vacation Sell-Back

VI. Other Provisions

"Y" Rate - When an employee's job classification is changed to a lower paid job classification as the result of a classification study or other action, the employee may be placed on a "Y" rate. A

"Y" rate means that the monthly base compensation for the employee shall remain in effect until such time as further changes in the salary range of the new classification exceeds the "Y" rate.

VII. The Salary Schedule

Each position in a class is designated a **Position Number**. The position number is a combination of the Bargaining Unit Code and the Job Code.

For example:

Bargaining Unit Code	Job Code	=	Position Number	Job Title
15(E)	715	=	15715	Office Specialist

Each position in a class is designated a **Grade**. The first two (2) numbers in a grade relates to the Bargaining Unit to which the position is assigned.

For example:

Grade

01 = Unrepresented - Department Heads
10 = Professional and Technical Services
15 = Administrative, Clerical and Services

Refer to Section II. Bargaining Unit/Group Codes for additional unit designations.

The letter, part of the grade for the Professional and Technical Services Unit (10A, 10B, 10C), indicates the salary level.

In those represented units where there are more than twenty-six (26) classes, the grades have been expanded as follows: 10A - 10Z and 1AA -1AW, etc. The grade is compatible with information in the Payroll/Personnel Module of HTE system. Each grade contains five, six or nine salary steps.

VIII. The Salary Schedule Matrix - Monthly

Effective July 1, 2011, the salary matrix was eliminated for all bargaining groups.

IX. The Salary Schedule by Job Classification (to the nearest one-tenth of a percent)

Effective July 1, 2015, the Salary Schedule by Job Classification reflects a base salary increase of two percent (2%) for the represented Police Unit, to the nearest one-tenth of a percent, in accordance with the successor Memorandum of Understanding adopted by City Council Resolution 2015-06-23-1205 on June 23, 2015.

Effective August 1, 2015, the Salary Schedule by Job Classification reflects base salary ranges for the represented Fire Unit, to the nearest one-tenth of a percent in accordance with the successor Memorandum of Understanding adopted by City Council Resolution 2015-07-21-1209 on July 21, 2015.

Effective May 1, 2016, the Salary Schedule by Job Classification reflects a base salary increase of two percent (2%) for the represented Fire Management Unit, to the nearest one-tenth of a percent in accordance with the successor Memorandum of Understanding adopted by City Council Resolution 2016-04-26-1206 on April 26, 2016.

Effective July 1, 2016, the Salary Schedule by Job Classification reflects a base salary increase of six percent (6%) and a Market Adjustment for affected classifications for the represented Mid-Management/Supervisory Level Unit (B&C), to the nearest one-tenth of a percent, in accordance with the successor Memorandum of Understanding adopted by City Council Motion 2016-06-21-1212 on June 21, 2016.

Effective July 1, 2016, the Salary Schedule by Job Classification reflects a base salary increase of six percent (6%) and a Market Adjustment for affected classifications for the represented Operations and Maintenance Unit, to the nearest one-tenth of a percent, in accordance with the successor Memorandum of Understanding adopted by City Council Resolution 2016-06-07-1209 on June 7, 2016.

Effective July 1, 2016, the Salary Schedule by Job Classification reflects a base salary increase of six percent (6%) for the represented Police Management Unit, to the nearest one-tenth of a percent, in accordance with the successor Memorandum of Understanding adopted by City Council Resolution 2016-06-21-1212 on June 21, 2016.

Effective July 1, 2016, the Salary Schedule by Job Classification reflects a base salary increase of six percent (6%) and a Market Adjustment for affected classifications for the represented Stockton City Employees' Association (SCEA), to the nearest one-tenth of a percent, in accordance with the successor Memorandum of Understanding adopted by City Council Resolution 2016-06-07-1209 on June 7, 2016.

Effective July 1, 2016, the Salary Schedule by Job Classification reflects a base salary increase of six percent (6%) and a Market Adjustment for affected classifications for the represented Trades and Maintenance Unit, to the nearest one-tenth of a percent, in accordance with the successor Memorandum of Understanding adopted by City Council Resolution 2016-06-07-1209 on June 7, 2016.

Effective July 1, 2016, the Salary Schedule by Job Classification reflects a base salary increase of six percent (6%) and a Market Adjustment for affected classifications for Unrepresented Management/Confidential and Law Employees, to the nearest one-tenth of a percent, in accordance with the Compensation Plan adopted by City Council Resolution 2016-06-07-1209 on June 7, 2016.

Effective July 1, 2016, the Salary Schedule by Job Classification reflects a base salary increase of

six percent (6%) and a Market Adjustment for affected classifications for the represented Water Supervisory Unit – Municipal Utilities Department (MUD), to the nearest one-tenth of a percent, in accordance with the successor Memorandum of Understanding adopted by City Council Resolution 2016-06-07-1209 on June 7, 2016.

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
10642	Accountant I	A	No	1BN	4,415.77	4,641.17	4,879.09	5,129.53	5,392.49	5,667.99			
10500	Accountant II	A	No	1BM	5,145.24	5,408.94	5,686.72	5,977.38	6,284.45	6,605.59			
02167	Accounting Manager	MV	Yes	C02	7,280.66	7,654.28	8,046.98	8,458.76	8,891.85	9,348.50			
10806	Administrative Aide I	A	No	1AJ	4,084.93	4,294.40	4,513.83	4,745.44	4,988.15	5,244.15			
03805	Administrative Aide I (Confidential)	MW	No	D03	4,084.93	4,294.40	4,513.83	4,745.44	4,988.15	5,244.15			
10390	Administrative Aide II	A	No	10M	4,749.87	4,993.68	5,249.69	5,517.88	5,801.59	6,098.59			
03391	Administrative Aide II (Confidential)	MW	No	E03	4,749.87	4,993.68	5,249.69	5,517.88	5,801.59	6,098.59			
10800	Administrative Analyst I	A	No	1CD	4,607.01	4,843.25	5,090.71	5,351.94	5,625.65	5,914.37			
03803	Administrative Analyst I (Confidential)	MW	No	F03	4,607.01	4,843.25	5,090.71	5,351.94	5,625.65	5,914.37			
10395	Administrative Analyst II	A	Yes	1CC	5,356.94	5,631.90	5,920.63	6,223.10	6,543.06	6,878.03			
03393	Administrative Analyst II (Confidential)	MW	Yes	G03	5,356.94	5,631.90	5,920.63	6,223.10	6,543.06	6,878.03			
03176	Administrative Assistant	MW	No	03C	5,586.56	5,873.08	6,173.65	6,490.44	6,822.37	7,172.68			
03711	Agenda Coordinator	MW	No	03L	3,817.72	4,013.41	4,218.84	4,435.08	4,662.13	4,901.08			
15928	Animal Services Assistant I	C	No	152	2,927.84	3,077.38	3,235.10	3,401.01	3,575.08	3,758.53			
15854	Animal Services Assistant II	C	No	153	3,225.76	3,391.66	3,564.58	3,748.00	3,939.61	4,141.73			
15821	Animal Services Officer	C	No	154	3,516.01	3,695.45	3,884.58	4,084.64	4,293.18	4,513.83			
05293	Animal Services Supervisor	MC	No	05W	5,099.89	5,361.66	5,636.29	5,924.93	6,228.78	6,547.81			
05343	Arborist	MC	Yes	5BZ	5,173.29	5,438.97	5,717.18	6,010.23	6,319.22	6,641.92			
05126	Architect	MC	Yes	05M	5,474.66	5,755.05	6,049.83	6,360.14	6,685.96	7,028.39			
03397	Arts Commission Director	MW	Yes	03Y	6,223.39	6,542.34	6,877.51	7,229.98	7,600.84	7,990.07			
10263	Assessment District Program Coordinator	A	Yes	1BJ	5,480.20	5,760.58	6,056.48	6,366.78	6,692.61	7,035.04			
10216	Assistant Architect	A	Yes	10E			5,760.58	6,056.48	6,366.78	6,692.61			
02130	Assistant Chief Financial Officer	MV	Yes	02Y	9,609.39	10,089.66	10,593.94	11,123.41	11,679.33	12,263.06			
40065	Assistant City Attorney	EP	Yes	40B	11,656.88	12,239.48	12,851.20	13,493.48	14,167.88	14,875.98			
02152	Assistant City Auditor	MV	Yes	02I	7,087.27	7,450.55	7,832.21	8,233.34	8,655.01	9,098.30			
02366	Assistant City Clerk	MV	Yes	02M	5,884.89	6,186.71	6,503.11	6,836.35	7,187.53	7,555.55			
01020	Assistant City Manager	MA	Yes	01A	11,987.26	12,594.90	13,243.62	13,923.69	14,628.64	15,385.48			
05225	Assistant City Traffic Engineer	MC	Yes	05A	7,728.32	8,124.33	8,540.32	8,978.48	9,437.71	9,921.36			

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
10214	Assistant Civil Engineer	A	Yes	1BA			6,847.76	7,199.06	7,568.10	7,955.99			
02126	Assistant Director of Community Development	MV	Yes	024	10,142.53	10,662.29	11,208.64	11,774.95	12,384.48	13,016.16			
03138	Assistant Director of Emergency Services	MW	Yes	03H	4,564.83	4,799.45	5,044.88	5,303.29	5,575.75	5,861.19			
02131	Assistant Director of Human Resources	MV	Yes	02Y	9,609.39	10,089.66	10,593.94	11,123.41	11,679.33	12,263.06			
10215	Assistant Engineer	A	Yes	1BQ			6,242.43	6,562.32	6,898.09	7,252.02			
10245	Assistant Engineer/Traffic	A	Yes	1BQ			6,242.43	6,562.32	6,898.09	7,252.02			
10129	Assistant Landscape Architect	A	Yes	1BF	4,482.79	4,712.20	4,953.79	5,207.58	5,474.66	5,755.05			
02125	Assistant MUD Director	MV	Yes	024	10,142.53	10,662.29	11,208.64	11,774.95	12,384.48	13,016.16			
10355	Assistant Planner	A	Yes	1BP	4,659.97	4,898.69	5,149.62	5,413.88	5,691.45	5,983.46			
01114	Assistant to the City Manager	MA	Yes	01N	8,283.07	8,706.90	9,153.44	9,622.68	10,115.71	10,633.60			
10244	Assistant Traffic Engineer	A	Yes	1BA			6,847.76	7,199.06	7,568.10	7,955.99			
05125	Associate Civil Engineer	MC	Yes	05G	6,896.52	7,250.04	7,621.30	8,011.40	8,422.55	8,853.65			
05234	Associate Engineer	MC	Yes	05L	6,214.95	6,534.13	6,868.81	7,220.13	7,590.27	7,979.26			
05236	Associate Engineer/Mechanical	MC	Yes	05L	6,214.95	6,534.13	6,868.81	7,220.13	7,590.27	7,979.26			
05237	Associate Engineer/Traffic	MC	Yes	05L	6,214.95	6,534.13	6,868.81	7,220.13	7,590.27	7,979.26			
05127	Associate Mechanical Engineer	MC	Yes	05G	6,896.52	7,250.04	7,621.30	8,011.40	8,422.55	8,853.65			
10348	Associate Planner	A	Yes	10D	5,651.97	5,942.33	6,245.99	6,566.27	6,903.17	7,256.68			
05232	Associate Traffic Engineer	MC	Yes	05G	6,896.52	7,250.04	7,621.30	8,011.40	8,422.55	8,853.65			
03893	Audit Assistant I	MW	No	03P	2,985.19	3,138.72	3,298.74	3,468.49	3,645.81	3,832.85			
03721	Audit Assistant II	MW	No	03M	3,716.08	3,906.38	4,106.40	4,317.23	4,537.80	4,770.25			
03495	Auditor (Confidential)	MW	Yes	03V	4,412.38	4,638.35	4,876.21	5,125.97	5,388.70	5,665.49			
30510	Auto Painter Repair Worker	B	No	3BG	4,594.15	4,830.25	5,078.51	5,339.57	5,613.99				
03707	Benefits Analyst	MW	Yes	03K	4,634.02	4,871.89	5,121.64	5,383.29	5,660.08	5,949.84			
15790	Bookmobile Driver/Circulation Assistant	C	No	11B	3,374.56	3,547.45	3,729.20	3,920.92	4,121.51	4,333.18			
03337	Budget Analyst I (Confidential)	MW	No	S03	4,911.48	5,157.06	5,414.90	5,685.65	5,969.93	6,268.43			
03205	Budget Analyst II (Confidential)	MW	Yes	H03	6,012.24	6,312.84	6,628.49	6,959.92	7,307.92	7,673.31			
02142	Budget Officer	MV	Yes	022	9,289.14	9,752.37	10,238.72	10,749.30	11,285.36	11,848.15			

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
10430	Building Permit Technician	A	No	1BH	4,238.98	4,456.20	4,684.49	4,923.87	5,176.55	5,441.41			
10660	Buyer I	A	No	1AN	4,057.73	4,265.73	4,484.08	4,713.90	4,955.22	5,209.20			
10490	Buyer II	A	No	1CM	4,479.48	4,709.30	4,950.63	5,203.44	5,470.07	5,750.46			
31107	Chemist	BO	Yes	31Y	4,656.73	4,890.27	5,134.62	5,390.86	5,660.08				
01009	Chief Financial Officer	MA	Yes	01S	11,845.63	12,480.29	13,127.93	13,820.98	14,549.71	15,317.36			
01025	Chief of Police	MA	Yes	01B	13,363.67	14,034.28	14,766.56	15,510.94	16,315.66	17,149.88			
02158	Chief Plant Operator - Wastewater	MV	Yes	A02	7,927.97	8,334.82	8,762.44	9,210.82	9,682.42	10,179.67			
02159	Chief Plant Operator - Water	MV	Yes	A02	7,927.97	8,334.82	8,762.44	9,210.82	9,682.42	10,179.67			
15944	Circulation Assistant I	C	No	C15	2,882.02	3,029.24	3,184.49	3,347.81	3,519.15	3,699.72			
15934	Circulation Assistant II	C	No	B15	3,175.29	3,338.60	3,508.81	3,689.36	3,877.97	4,076.93			
40015	City Attorney	EP	Yes	40A	18,470.50								
01080	City Auditor	MA	Yes	01W	8,698.25	9,143.71	9,612.95	10,104.90	10,622.79	11,162.31			
01175	City Clerk	MA	Yes	01K	8,755.70	9,204.09	9,676.43	10,171.63	10,692.94	11,236.02			
50050	City Council Member	EL	Yes	50B	1,377.42								
00005	City Manager	CM	Yes	00A	21,624.00								
04158	City Traffic Engineer	MB	Yes	4AE	8,978.88	9,438.80	9,921.99	10,430.67	10,964.83	11,518.95			
10249	Code Analyst	A	Yes	10K	4,803.07	5,049.10	5,307.31	5,579.95	5,865.87	6,166.19			
10681	Code Enforcement Assistant	A	No	1AR	3,357.94	3,529.72	3,711.46	3,900.97	4,101.56	4,311.02			
05220	Code Enforcement Field Manager	MC	Yes	5BW	6,030.30	6,339.06	6,664.33	7,006.13	7,364.43	7,741.81			
10346	Code Enforcement Officer I	A	No	1AE	4,093.16	4,302.69	4,523.41	4,755.36	4,998.50	5,255.10			
10313	Code Enforcement Officer II	A	No	1CN	4,532.39	4,764.33	5,008.60	5,265.19	5,535.22	5,818.70			
05214	Code Enforcement Supervisor	MC	No	5BY	5,450.80	5,730.73	6,023.87	6,332.63	6,658.21	6,998.22			
31115	Collection Systems Operator (Entry Level)	BO	No	31N	3,756.09	3,943.14	4,141.00						
31115	Collection Systems Operator (Journey Level)	BO	No	31N				4,347.51	4,564.83	4,792.96			
70006	Collection Systems Supervisor	MS	No	70D	4,965.97	5,219.54	5,487.70	5,768.20	6,064.41	6,375.20			
10318	Combination Inspector I	A	No	1AA	4,475.55	4,703.98	4,945.84	5,198.89	5,465.38	5,745.32			
10240	Combination Inspector II	A	No	10P	4,945.84	5,198.89	5,465.38	5,745.32	6,039.81	6,348.85			

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
04124	Community & Cultural Services Superintendent	MB	Yes	04H	7,238.42	7,609.88	8,000.30	8,409.68	8,840.27	9,294.27			
01046	Community Development Director	MA	Yes	01T	11,649.93	12,231.62	12,842.49	13,484.73	14,159.40	14,866.50			
10695	Community Development Technician	A	No	1AH	4,087.02	4,296.16	4,516.04	4,747.88	4,990.48	5,246.22			
02024	Community Relations Officer	MV	Yes	02B	8,283.07	8,706.90	9,153.44	9,622.68	10,115.71	10,633.60			
15963	Community Service Officer I	C	No	15M	3,435.05	3,611.04	3,796.04	3,991.20	4,195.39	4,410.85			
15920	Community Service Officer II	C	No	15V	3,691.13	3,880.65	4,079.19	4,289.01	4,509.00	4,739.13			
05209	Computer Operations & Maintenance Supervisor	MC	Yes	05Q	5,259.66	5,528.96	5,812.67	6,110.78	6,423.30	6,752.45			
15807	Computer Operator I	C	No	15N	3,059.83	3,217.20	3,381.22	3,555.20	3,736.96	3,928.68			
15785	Computer Operator II	C	No	15H	3,544.12	3,725.87	3,916.49	4,117.08	4,328.74	4,550.39			
03442	Contract Compliance Specialist	MW	No	03F	4,643.75	4,881.62	5,131.38	5,394.11	5,670.89	5,961.74			
05472	Craft Maintenance Supervisor	MC	Yes	05V	4,905.02	5,155.49	5,420.36	5,697.42	5,989.99	6,296.96			
30772	Craft Maintenance Worker I	B	No	3AA	3,441.10	3,617.98	3,803.96	3,999.46	4,205.03				
30515	Craft Maintenance Worker II	B	No	30J	4,219.41	4,436.31	4,664.31	4,904.06	5,156.16				
10253	Crime Analyst	A	No	10O	4,920.44	5,172.23	5,437.08	5,716.17	6,009.52	6,317.11			
15860	Customer Service Assistant	C	No	15X	3,156.23	3,318.04	3,487.60	3,667.13	3,854.43	4,051.69			
15900	Data Entry Operator I	C	No	15T	2,706.30	2,844.83	2,990.01	3,144.06	3,304.74	3,474.31			
15852	Data Entry Operator II	C	No	15P	2,987.79	3,140.73	3,301.42	3,470.98	3,648.30	3,835.59			
15827	Data Entry Specialist	C	No	15U	3,487.60	3,667.13	3,854.43	4,051.69	4,260.03	4,478.36			
03730	Deferred Compensation Specialist	MW	Yes	03S	3,985.30	4,189.65	4,403.73	4,629.70	4,866.48	5,116.24			
05286	Deputy Building Official	MC	Yes	5BO	7,327.65	7,703.69	8,098.92	8,513.36	8,949.24	9,408.85			
02093	Deputy Chief of Police I	MV	Yes	02U	11,570.29	12,150.90	12,784.90	13,429.38	14,126.10	14,848.37			
02092	Deputy Chief of Police II	MV	Yes	02X	12,148.80	12,758.44	13,424.16	14,100.85	14,832.41	15,590.80			
41066	Deputy City Attorney (16 step salary range)	PP	Yes	41A	6,003.90	6,310.96	6,634.24	6,974.82	7,331.62	7,707.87	8,102.51	8,517.69	8,954.50
					9,412.93	9,895.14	10,402.23	10,935.26	11,487.75	12,082.41	12,698.69	-	-
03498	Deputy City Auditor I	MW	No	03T	4,519.42	4,751.87	4,995.14	5,251.39	5,519.53	5,802.80			
03421	Deputy City Auditor II	MW	Yes	03W	5,519.53	5,802.80	6,100.13	6,412.60	6,741.28	7,087.27			
03940	Deputy City Clerk I	MW	No	03Q	2,811.73	2,955.35	3,106.82	3,266.14	3,433.32	3,609.47			

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CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
03888	Deputy City Clerk II	MW	No	E03	3,097.84	3,257.17	3,423.22	3,599.38	3,783.38	3,977.49			
01022	Deputy City Manager I	MA	Yes	01N	8,283.07	8,706.90	9,153.44	9,622.68	10,115.71	10,633.60			
01021	Deputy City Manager II	MA	Yes	01P	13,619.88	14,286.98	14,986.51	15,720.65	16,491.54	17,299.20			
04150	Deputy Community Development Director/Building & Life Safety	MB	Yes	4AC	9,595.99	10,087.62	10,604.29	11,148.27	11,715.01	12,317.04			
04148	Deputy Community Development Director/Engineering & Transportation Planning	MB	Yes	4AD	9,344.60	9,823.35	10,326.49	10,856.22	11,408.12	11,994.38			
04153	Deputy Community Development Director/Planning & Engineering	MB	Yes	04D	9,514.36	10,001.80	10,514.08	11,053.44	11,615.36	12,212.26			
02137	Deputy Director of Administrative Services	MV	Yes	02L	7,777.07	8,176.03	8,594.46	9,035.59	9,498.34	9,984.88			
04108	Deputy Director of Community Services - City Librarian	MB	Yes	04O	8,490.15	8,924.59	9,382.27	9,863.25	10,368.60	10,899.45			
04109	Deputy Director of Community Services - Recreation	MB	Yes	04O	8,490.15	8,924.59	9,382.27	9,863.25	10,368.60	10,899.45			
02133	Deputy Director of Human Resources	MV	Yes	021	8,472.34	8,895.76	9,340.37	9,807.19	10,297.35	10,812.00			
04177	Deputy Economic Development Director	MB	Yes	04X	8,810.54	9,261.36	9,736.32	10,235.45	10,759.87	11,310.75			
02095	Deputy Fire Chief I	MV	Yes	02Z	10,908.52	11,459.74	12,052.95	12,660.51	13,318.89	13,996.04			
02094	Deputy Fire Chief II	MV	Yes	020	11,183.58	11,749.16	12,356.73	12,987.49	13,650.28	14,355.06			
04178	Deputy Housing Director	MB	Yes	04O	8,490.15	8,924.59	9,382.27	9,863.25	10,368.60	10,899.45			
04169	Deputy MUD Director/Maintenance & Collection Systems	MB	Yes	04U	8,942.31	9,401.12	9,883.20	10,389.66	10,921.61	11,474.62			
04165	Deputy MUD Director/Maintenance & Collection Systems (PE)	MB	Yes	4AB	9,697.02	10,193.50	10,716.59	11,264.05	11,835.90	12,445.43			
04147	Deputy MUD Director/Stormwater	MB	Yes	04U	8,942.31	9,401.12	9,883.20	10,389.66	10,921.61	11,474.62			
04139	Deputy MUD Director/Wastewater	MB	Yes	04U	8,942.31	9,401.12	9,883.20	10,389.66	10,921.61	11,474.62			
04122	Deputy MUD Director/Wastewater (PE)	MB	Yes	4AB	9,697.02	10,193.50	10,716.59	11,264.05	11,835.90	12,445.43			
04123	Deputy MUD Director/Water & Sewer (PE)	MB	Yes	4AB	9,697.02	10,193.50	10,716.59	11,264.05	11,835.90	12,445.43			
04164	Deputy MUD Director/Water Resources Planning	MB	Yes	4AB	9,697.02	10,193.50	10,716.59	11,264.05	11,835.90	12,445.43			
04152	Deputy Public Works Director	MB	Yes	04A	9,806.30	10,308.37	10,837.37	11,390.99	11,969.29	12,585.69			
04111	Deputy Public Works Director (PE)	MB	Yes	4AA	10,142.53	10,662.29	11,208.64	11,774.95	12,384.48	13,016.16			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
04039	Deputy Public Works Director/City Engineer	MB	Yes	4AA	10,142.53	10,662.29	11,208.64	11,774.95	12,384.48	13,016.16			
04142	Deputy Public Works Director/Solid Waste & Building	MB	Yes	04B	7,666.74	8,060.17	8,472.42	8,906.85	9,363.44	9,843.30			
04179	Deputy Redevelopment Director	MB	Yes	04O	8,490.15	8,924.59	9,382.27	9,863.25	10,368.60	10,899.45			
01103	Director of Administrative Services	MA	Yes	01C	10,136.25	10,655.23	11,194.74	11,773.19	12,367.85	13,010.08			
01056	Director of Community Services	MA	Yes	01T	11,649.93	12,231.62	12,842.49	13,484.73	14,159.40	14,866.50			
01172	Director of Economic Development	MA	Yes	01T	11,649.93	12,231.62	12,842.49	13,484.73	14,159.40	14,866.50			
01043	Director of Human Resources	MA	Yes	01T	11,649.93	12,231.62	12,842.49	13,484.73	14,159.40	14,866.50			
01071	Director of Information Technology	MA	Yes	01T	11,649.93	12,231.62	12,842.49	13,484.73	14,159.40	14,866.50			
01050	Director of Library Services	MA	Yes	01C	10,136.25	10,655.23	11,194.74	11,773.19	12,367.85	13,010.08			
01048	Director of Municipal Utilities	MA	Yes	01U	12,002.46	12,602.34	13,232.19	13,893.53	14,587.91	15,317.00			
01010	Director of Public Works	MA	Yes	01U	12,002.46	12,602.34	13,232.19	13,893.53	14,587.91	15,317.00			
30775	Dispatcher	B	No	30Z	3,507.22	3,687.52	3,877.03	4,076.33	4,285.85				
10196	Economic Development Analyst	A	Yes	1BV	5,362.85	5,637.28	5,925.94	6,230.13	6,549.86	6,885.12			
31109	Electrical Technician I	BO	No	31H	4,487.81	4,718.46	4,960.99	5,216.02	5,484.09				
31105	Electrical Technician II	BO	No	31E	4,934.36	5,188.00	5,454.65	5,735.01	6,029.78				
30612	Electrician I	B	No	3AA	3,441.10	3,617.98	3,803.96	3,999.46	4,205.03				
30445	Electrician II	B	No	3OC	4,734.63	4,977.98	5,233.85	5,502.89	5,785.72				
20717	EMS Transport Technician (Tier A)	F	No	20F	3,420.00	3,595.00	3,779.00	3,973.00	4,176.00	4,390.00	4,615.00		
20717	EMS Transport Technician (Tier B)	F	No	20G	2,803.00	2,946.00	3,097.00	3,256.00	3,423.00	3,598.00	3,783.00		
10628	Engineering Aide	A	No	1AU	3,358.16	3,529.97	3,711.66	3,902.00	4,102.22	4,312.35			
04163	Engineering Services Manager	MB	Yes	04T	9,141.33	9,609.56	10,101.49	10,619.37	11,163.20	11,727.34			
10639	Engineering Technician I	A	No	1AG	4,391.95	4,617.41	4,853.35	5,102.06	5,363.55	5,638.99			
10526	Engineering Technician II	A	No	1AC	4,622.07	4,857.99	5,107.88	5,369.36	5,644.81	5,933.03			
31111	Environmental Control Officer (Entry Level)	BO	No	31J	4,507.07	4,732.60							
31111	Environmental Control Officer (Journey Level)	BO	No	31J			4,969.34	5,217.30					
30777	Equipment Service Worker	B	No	30Y	3,581.60	3,765.72	3,959.28	4,162.77	4,376.74				

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CITY OF STOCKTON
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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
10627	Evidence Technician I	A	No	1AS	3,880.37	4,079.56	4,287.81	4,507.69	4,739.23	4,981.10			
10605	Evidence Technician II	A	No	1BE	4,287.81	4,507.69	4,739.23	4,981.10	5,237.21	5,504.95			
05708	Executive Assistant	MC	No	5BE	4,522.69	4,754.31	4,998.12	5,254.12	5,523.42	5,807.13			
03712	Executive Assistant (Confidential)	MW	No	033	4,866.48	5,116.24	5,378.97	5,653.59	5,943.36	6,248.25			
42710	Executive Assistant (Legal)	SP	No	42C	4,412.38	4,638.35	4,876.21	5,125.97	5,388.70	5,665.49			
42709	Executive Assistant to the City Attorney	SP	No	42B	4,866.48	5,116.24	5,378.97	5,653.59	5,943.36	6,248.25			
03705	Executive Assistant to the City Manager	MW	No	030	5,110.83	5,373.56	5,648.19	5,937.95	6,241.77	6,561.80			
03076	Executive Assistant to the Mayor	MW	No	033	4,866.48	5,116.24	5,378.97	5,653.59	5,943.36	6,248.25			
05495	Facilities Maintenance Supervisor	MC	No	5AC	4,451.77	4,678.95	4,919.44	5,171.00	5,435.87	5,715.15			
30965	Facilities Maintenance Worker I	B	No	3AK	2,576.00	2,708.40	2,847.62	2,993.98	3,147.88	3,309.66	3,479.82		
30884	Facilities Maintenance Worker II	B	No	3AI	3,087.10	3,245.76	3,412.60	3,588.00	3,772.43				
30769	Facilities Maintenance Worker III	B	No	3AC	3,403.93	3,578.90	3,762.82	3,956.23	4,159.56				
30964	Facility Aide	B	No	3AK	2,576.00	2,708.40	2,847.62	2,993.98	3,147.88	3,309.66	3,479.82		
15889	Finance Assistant I	C	No	156	3,213.02	3,377.88	3,550.60	3,733.39	3,924.05	4,124.79			
15838	Finance Assistant II	C	No	157	3,425.00	3,601.05	3,784.97	3,979.00	4,183.11	4,397.30			
02132	Finance Officer	MV	Yes	02L	7,777.07	8,176.03	8,594.46	9,035.59	9,498.34	9,984.88			
06186	Fire Battalion Chief	MF	No	06E	7,275.29	7,649.11	8,041.21	8,454.66	8,888.41	9,345.53			
06186	Fire Battalion Chief - **Admin**	MF	No	06F	6,884.19	7,237.97	7,609.05	8,000.32	8,410.82	8,843.42			
06186	Fire Battalion Chief (22 years)	MF	No	06G	7,393.88	7,773.80	8,172.28	8,592.47	9,033.29	9,497.86			
06186	Fire Battalion Chief (22 years) - **Admin**	MF	No	06H	6,996.40	7,355.95	7,733.08	8,130.73	8,547.92	8,987.57			
20335	Fire Captain	F	No	20I	6,025.83	6,335.66	6,660.72	7,003.04	7,362.65	7,741.55			
20335	Fire Captain (22 years)	F	No	20K	6,553.09	6,890.03	7,243.53	7,615.81	8,006.88	8,418.94			
20335	Fire Captain - **Admin**	F	No	20J	5,701.73	5,994.95	6,302.58	6,626.55	6,966.87	7,325.46			
20335	Fire Captain (22 years) - **Admin**	F	No	20L	6,200.63	6,519.51	6,854.06	7,206.37	7,576.47	7,966.44			
01030	Fire Chief	MA	Yes	01R	12,549.17	13,209.66	13,904.90	14,636.75	15,407.10	16,218.00			
20545	Fire Fighter	F	No	20Q	4,187.20	4,402.55	4,629.09	4,866.79	5,117.69	5,380.79	5,657.09	5,947.61	6,253.38
20545	Fire Fighter (22 years)	F	No	20S	4,787.77	5,034.14	5,292.63	5,565.49	5,851.61	6,152.09	6,468.03	6,800.55	
20545	Fire Fighter - **Admin**	F	No	20R	3,961.69	4,165.50	4,379.88	4,604.83	4,842.29	5,091.28	5,352.77	5,627.71	5,917.07

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
20545	Fire Fighter (22 years) - **Admin**	F	No	20T	4,529.98	4,763.12	5,007.75	5,265.99	5,536.77	5,821.14	6,120.13	6,434.81	
20434	Fire Fighter Engineer	F	No	20M	5,305.62	5,577.86	5,865.34	6,166.01	6,482.95	6,816.14			
20434	Fire Fighter Engineer (22 years)	F	No	20O	5,769.86	6,065.92	6,378.56	6,705.54	7,050.21	7,412.55			
20434	Fire Fighter Engineer - **Admin**	F	No	20N	5,020.13	5,277.78	5,549.84	5,834.40	6,134.34	6,449.46			
20434	Fire Fighter Engineer (22 years) - **Admin**	F	No	20P	5,459.39	5,739.59	6,035.45	6,344.91	6,671.09	7,013.79			
20543	Fire Fighter Trainee	F	No	20U	4,187.20								
10321	Fire Prevention Inspector I	A	No	1CF	4,389.56	4,614.28	4,851.00	5,099.73	5,360.48	5,635.67			
10315	Fire Prevention Inspector II	A	No	1CG	4,860.60	5,109.35	5,371.31	5,646.48	5,936.07	6,240.08			
10370	Fire Protection Specialist	A	No	1CQ	5,474.66	5,755.05	6,049.83	6,360.14	6,685.96	7,028.39			
05505	Fire Telecommunications Specialist	MC	No	5AA	5,018.06	5,275.17	5,545.58	5,830.40	6,128.52	6,443.25			
05522	Fire Telecommunications Supervisor (10-12 hour)	MC	No	5AV	5,206.42	5,473.51	5,752.99	6,048.24	6,358.15	6,683.84			
05518	Fire Telecommunications Supervisor (24 hour)	MC	No	5AG	5,206.42	5,473.51	5,752.99	6,048.24	6,358.15	6,683.84			
16876	Fire Telecommunicator I (10-12 hour/40 hour workweek)	R	No	16D	4,109.31	4,319.88	4,541.53	4,774.25	5,018.06	5,275.17			
16864	Fire Telecommunicator I (24 hour/56 hour workweek)	R	No	16B	4,109.31	4,319.88	4,541.53	4,774.25	5,018.06	5,275.17			
16837	Fire Telecommunicator II (10-12 hour/40 hour workweek)	R	No	16C	4,319.88	4,541.53	4,774.25	5,018.06	5,275.17	5,545.58			
16832	Fire Telecommunicator II (24 hour/56 hour workweek)	R	No	16A	4,319.88	4,541.53	4,774.25	5,018.06	5,275.17	5,545.58			
03726	Firearms Examiner	MW	No	N03	5,762.80	6,050.40	6,353.13	6,669.92	7,004.01	7,353.24			
04159	Fleet and Facilities Manager	MB	Yes	4AG	8,122.14	8,538.97	8,976.16	9,436.11	9,920.01	10,427.87			
30791	Fleet Equipment Parts Assistant	B	No	3BH	3,688.30	3,877.89	4,077.21	4,286.80	4,507.14				
05301	Fleet Manager	MC	Yes	5BS	7,118.54	7,483.97	7,866.82	8,270.78	8,694.63	9,139.63			
05212	Fleet Operations Coordinator	MC	No	05R	6,078.73	6,390.15	6,717.15	7,062.10	7,423.85	7,803.54			
05210	Geographic Information Systems Administrator	MC	Yes	05Q	5,259.66	5,528.96	5,812.67	6,110.78	6,423.30	6,752.45			
10301	Geographic Information Systems Analyst I	A	No	1CU	4,445.25	4,672.51	4,912.77	5,164.70	5,428.32	5,707.54			
10447	Geographic Information Systems Analyst II	A	No	10V	5,482.86	5,764.67	6,059.46	6,369.84	6,697.10	7,039.95			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
04156	Geographic Information Systems Manager	MB	Yes	04M	6,171.73	6,488.69	6,821.16	7,170.25	7,538.18	7,923.85			
10637	Geographic Information Systems Specialist I	A	No	1AO	4,336.14	4,557.83	4,792.18	5,037.93	5,295.08	5,567.44			
10530	Geographic Information Systems Specialist II	A	No	1AF	4,692.10	4,932.78	5,186.14	5,450.89	5,730.85	6,024.74			
05197	Geographic Information Systems Supervisor	MC	Yes	5BP	6,980.61	7,338.71	7,714.35	8,110.02	8,524.48	8,961.46			
02182	Golf Manager	MV	Yes	02O	6,223.39	6,542.34	6,877.51	7,229.98	7,600.84	7,990.07			
10550	Golf Professional	A	Yes	10Y	4,204.63	4,420.73	4,646.82	4,885.07	5,135.54	5,398.20			
30744	Graffiti Abatement Technician	B	No	3AY	3,982.50	4,187.18	4,402.41	4,628.66	4,866.61	5,115.86	5,379.75		
30446	Heating, Ventilation & Air Conditioning Mechanic	B	No	30D	4,844.68	5,093.70	5,355.52	5,630.80	5,920.23				
10344	Housing & Rehabilitation Counselor I	A	No	10X	4,264.46	4,482.79	4,712.20	4,953.79	5,207.58	5,474.66			
10312	Housing & Rehabilitation Counselor II	A	No	10N	4,712.20	4,953.79	5,207.58	5,474.66	5,755.05	6,049.83			
01086	Housing Director	MA	Yes	01C	10,136.25	10,655.23	11,194.74	11,773.19	12,367.85	13,010.08			
10363	Housing Financial Advisor	A	No	1CK	4,396.92	4,622.90	4,859.34	5,108.50	5,370.42	5,645.07			
05291	Housing Program Supervisor	MC	Yes	05F	5,965.61	6,271.48	6,592.86	6,930.87	7,285.51	7,658.99			
03331	Human Resources Analyst I	MW	No	03N	4,426.43	4,652.40	4,891.35	5,142.19	5,404.92	5,682.79			
03183	Human Resources Analyst II	MW	Yes	Q03	5,655.76	5,946.60	6,251.50	6,571.53	6,908.87	7,262.42			
03691	Human Resources Assistant I	MW	No	035	2,777.60	2,920.32	3,069.53	3,227.38	3,392.81	3,566.88			
03826	Human Resources Assistant II	MW	No	036	3,060.88	3,217.65	3,381.99	3,556.07	3,737.71	3,930.16			
02164	Human Resources Manager/Safety Officer	MV	Yes	02T	7,710.22	8,095.57	8,500.18	8,925.01	9,371.08	9,839.43			
03277	Human Resources Program Assistant	MW	No	03J	4,452.38	4,680.51	4,920.54	5,172.46	5,437.35	5,716.30			
03723	Human Resources Specialist	MW	No	037	3,813.39	4,009.09	4,214.52	4,430.76	4,657.81	4,895.67			
03396	Human Resources Technician	MW	No	038	4,009.09	4,214.52	4,430.76	4,657.81	4,895.67	5,146.51			
03708	Human Resources Training Coordinator	MW	Yes	03K	4,634.02	4,871.89	5,121.64	5,383.29	5,660.08	5,949.84			
31124	Hydrant Worker	BO	No	31U	3,197.74	3,362.09	3,534.93	3,716.63	3,907.65				
30870	Industrial Electrical Apprentice	B	No	3AX	3,818.55	4,014.82	4,221.22	4,438.15					
10445	Information Technology Interdepartmental Coordinator	A	No	1BR	4,554.83	4,788.67	5,033.58	5,291.81	5,562.21	5,848.14			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
02127	Information Technology Officer	MV	Yes	02Y	9,609.39	10,089.66	10,593.94	11,123.41	11,679.33	12,263.06			
05198	Information Technology Supervisor	MC	Yes	5BP	6,980.61	7,338.71	7,714.35	8,110.02	8,524.48	8,961.46			
30447	Instrument Repair Technician	B	No	30C	4,734.63	4,977.98	5,233.85	5,502.89	5,785.72				
03497	Internal Auditor I	MW	Yes	03V	4,412.38	4,638.35	4,876.21	5,125.97	5,388.70	5,665.49			
03420	Internal Auditor II	MW	Yes	039	4,876.21	5,125.97	5,388.70	5,665.49	5,955.25	6,261.23			
30885	Janitor	B	No	3AI	3,087.10	3,245.76	3,412.60	3,588.00	3,772.43				
10360	Junior Engineer	A	Yes	1BL			5,398.20	5,675.25	5,965.61	6,271.48			
10361	Junior Engineer/Traffic	A	Yes	1BL			5,398.20	5,675.25	5,965.61	6,271.48			
70002	Laboratory Supervisor	MS	Yes	70H	6,400.70	6,720.74	7,056.99	7,409.46	7,779.23	8,168.47			
31114	Laboratory Technician	BO	No	31M	4,008.14	4,207.89	4,418.62	4,639.22	4,871.89				
30763	Landfill Scale Operator	B	No	3AD	3,373.63	3,547.00	3,729.36	3,921.04	4,122.57				
42603	Legal Secretary	SP	No	42H	4,110.72	4,321.56	4,542.12	4,775.66	5,020.01	5,277.34			
02183	Liability Claims Investigator I	MV	Yes	02O	6,223.39	6,542.34	6,877.51	7,229.98	7,600.84	7,990.07			
02157	Liability Claims Investigator II	MV	Yes	02J	7,015.91	7,375.95	7,754.37	8,151.17	8,568.51	9,008.56			
10640	Librarian I	A	No	1AJ	4,084.93	4,294.40	4,513.83	4,745.44	4,988.15	5,244.15			
10520	Librarian II	A	No	1CP	4,988.15	5,244.15	5,513.45	5,794.94	6,091.95	6,404.47			
10655	Librarian Trainee	A	No	1AK	3,722.55	3,913.17	4,113.75	4,324.31	4,545.96	4,778.69			
15925	Library Aide I	C	No	15T	2,706.30	2,844.83	2,990.01	3,144.06	3,304.74	3,474.31			
15894	Library Aide II	C	No	15P	2,987.79	3,140.73	3,301.42	3,470.98	3,648.30	3,835.59			
15850	Library Assistant I	C	No	15K	3,213.87	3,377.88	3,550.77	3,733.63	3,924.25	4,125.94			
15836	Library Assistant II	C	No	15F	3,722.55	3,913.17	4,113.75	4,324.31	4,545.96	4,778.69			
05497	Library Building Maintenance Supervisor	MC	No	5AF	4,238.98	4,456.20	4,684.49	4,923.87	5,176.55	5,441.41			
05260	Library Division Manager	MC	Yes	5BB	6,315.81	6,639.42	6,979.63	7,337.60	7,713.28	8,107.81			
15855	Library Driver/Clerk	C	No	15Q	2,916.87	3,066.47	3,222.73	3,387.87	3,561.85	3,744.72			
15912	Mail Courier	C	No	15S	2,777.22	2,919.08	3,068.69	3,226.07	3,391.18	3,565.18			
30752	Maintenance Repair Technician I	B	No	3AZ	3,556.82	3,739.66	3,931.84	4,133.96	4,346.43	4,569.87	4,804.75		
30742	Maintenance Repair Technician II	B	No	3BI	3,982.50	4,187.18	4,402.41	4,628.66	4,866.61	5,115.86	5,379.75		
30816	Maintenance Worker I	B	No	3AG	2,834.98	2,980.70	3,133.90	3,295.01	3,464.37	3,642.44	3,829.66		

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
30764	Maintenance Worker II	B	No	3AD	3,373.63	3,547.00	3,729.36	3,921.04	4,122.57				
04157	Management Information Systems Manager	MB	Yes	04M	6,171.73	6,488.69	6,821.16	7,170.25	7,538.18	7,923.85			
30810	Materials Specialist	B	No	3AO	3,420.89	3,596.71	3,781.58	3,975.95	4,180.34				
05680	Materials Supervisor	MC	No	05S	5,098.97	5,360.52	5,635.35	5,924.59	6,228.25	6,547.42			
50010	Mayor	EL	Yes	50A	6,032.00								
30794	Mechanic I	B	No	3AV	3,904.03	4,104.72	4,315.69	4,537.53	4,770.77				
30573	Mechanic II (Heavy)	B	No	30N	4,322.88	4,545.09	4,778.71	5,024.34	5,282.59				
30572	Mechanic II (Light)	B	No	30N	4,322.88	4,545.09	4,778.71	5,024.34	5,282.59				
30558	Mechanic III (Heavy)	B	No	3AU	4,767.51	5,012.52	5,270.16	5,541.06	5,825.84				
30557	Mechanic III (Light)	B	No	3AU	4,767.51	5,012.52	5,270.16	5,541.06	5,825.84				
30872	Mechanical Maintenance Apprentice	B	No	30V	3,636.72	3,823.66	4,020.18	4,226.82					
30762	Mechanical Maintenance Worker I	B	No	30R	3,818.55	4,014.82	4,221.22	4,438.15	4,665.99				
30651	Mechanical Maintenance Worker II	B	No	30J	4,219.41	4,436.31	4,664.31	4,904.06	5,156.16				
30670	Medium Equipment Operator	B	No	30S	3,742.80	3,935.17	4,137.45	4,350.13	4,573.71				
31108	Microbiologist	BO	Yes	31G	4,832.45	5,074.81	5,328.38	5,594.29	5,873.67				
05459	Micro-Computer Section Supervisor	MC	Yes	05U	5,292.75	5,563.53	5,848.39	6,148.49	6,463.83	6,794.40			
02151	Municipal Utilities Department Finance Officer	MV	Yes	023	8,734.12	9,170.65	9,629.00	10,110.24	10,615.54	11,146.09			
10299	Network Support Analyst I	A	No	1CJ	4,162.94	4,375.77	4,600.76	4,836.70	5,083.58	5,345.05			
10448	Network Support Analyst II	A	No	1CI	5,134.66	5,398.56	5,674.64	5,965.29	6,271.77	6,592.84			
05199	Network Support Services Supervisor	MC	Yes	5BT	6,535.33	6,870.59	7,222.28	7,592.71	7,980.73	8,389.85			
70010	Occupational Health & Safety Compliance Specialist	MS	Yes	70E	4,291.28	4,510.77	4,742.14	4,985.41	5,240.58	5,508.71			
15694	Office Assistant I	C	No	15S	2,777.22	2,919.08	3,068.69	3,226.07	3,391.18	3,565.18			
03692	Office Assistant I (Confidential)	MW	No	I03	2,777.22	2,919.08	3,068.69	3,226.07	3,391.18	3,565.18			
42591	Office Assistant I (Legal)	SP	No	42F	2,777.22	2,919.08	3,068.69	3,226.07	3,391.18	3,565.18			
15834	Office Assistant II	C	No	15N	3,059.83	3,217.20	3,381.22	3,555.20	3,736.96	3,928.68			
03833	Office Assistant II (Confidential)	MW	No	J03	3,059.83	3,217.20	3,381.22	3,555.20	3,736.96	3,928.68			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
42829	Office Assistant II (Legal)	SP	No	42E	3,059.83	3,217.20	3,381.22	3,555.20	3,736.96	3,928.68			
02162	Office of Violence Prevention Manager	MV	Yes	02J	7,015.91	7,375.95	7,754.37	8,151.17	8,568.51	9,008.56			
03256	Office of Violence Prevention Program Assistant	MW	Yes	P03	6,253.92	6,573.77	6,910.57	7,265.56	7,637.49	8,028.82			
15715	Office Specialist	C	No	15E	3,808.99	4,004.04	4,209.06	4,425.17	4,651.25	4,889.52			
03716	Office Specialist (Confidential)	MW	No	K03	3,808.99	4,004.04	4,209.06	4,425.17	4,651.25	4,889.52			
42712	Office Specialist (Legal)	SP	No	42G	3,808.99	4,004.04	4,209.06	4,425.17	4,651.25	4,889.52			
15776	Office Technician	C	No	150	4,019.55	4,225.69	4,442.89	4,670.08	4,909.46	5,161.03			
03620	Outreach Supervisor	MW	Yes	03G	4,634.02	4,871.89	5,121.64	5,383.29	5,660.08	5,949.84			
03735	Outreach Worker	MW	No	03Z	3,517.14	3,697.70	3,886.91	4,085.85	4,295.61	4,515.09			
42602	Paralegal	SP	No	42I	5,121.61	5,377.58	5,646.34	5,928.55	6,224.85	6,535.96			
30990	Park Aide	B	No	3AB	2,060.84	2,166.72	2,278.13	2,395.23	2,518.33				
05287	Park Facility Planner	MC	Yes	5BK	7,191.31	7,560.34	7,948.23	8,354.95	8,782.73	9,233.78			
05718	Parking District Supervisor	MC	No	5CD	4,680.01	4,920.12	5,171.35	5,437.03	5,714.94	6,008.41			
15746	Parking Enforcement Officer	C	No	15O	3,111.66	3,271.35	3,439.04	3,614.69	3,800.62	3,995.67			
02145	Parking Facility Manager	MV	Yes	02J	7,015.91	7,375.95	7,754.37	8,151.17	8,568.51	9,008.56			
30750	Parks Equipment Operator	B	No	30X	3,603.66	3,788.89	3,983.64	4,188.41	4,403.71				
04129	Parks Manager	MB	Yes	04H	7,238.42	7,609.88	8,000.30	8,409.68	8,840.27	9,294.27			
05274	Parks Supervisor	MC	No	5AH	4,547.17	4,780.22	5,025.08	5,281.78	5,552.67	5,837.76			
05361	Payroll Supervisor	MC	Yes	5CG	5,398.44	5,682.57	5,981.65	6,296.48	6,627.88	6,976.71			
05226	Plan Check Engineer	MC	Yes	5AB	6,888.89	7,241.90	7,613.31	8,003.11	8,412.46	8,843.66			
10329	Plan Checker I	A	No	10H	5,377.14	5,651.97	5,942.33	6,245.99	6,566.27	6,903.17			
10317	Plan Checker II	A	No	10D	5,651.97	5,942.33	6,245.99	6,566.27	6,903.17	7,256.69			
04145	Planning Manager	MB	Yes	04C	8,037.10	8,449.57	8,882.17	9,337.31	9,816.15	10,318.68			
10610	Planning Technician I	A	No	1CL	3,750.03	3,942.43	4,144.39	4,355.91	4,579.38	4,814.81			
10696	Planning Technician II	A	No	1AH	4,087.02	4,296.16	4,516.04	4,747.88	4,990.48	5,246.22			
31106	Plant Maintenance Machinist	BO	No	31F	4,694.57	4,929.19	5,175.70	5,434.11	5,706.57				
31110	Plant Maintenance Mechanic (Entry Level)	BO	No	31I	4,639.47	4,871.72							

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					1	2	3	4	5	6	7	8	9
31110	Plant Maintenance Mechanic (Journey Level)	BO	No	31I			5,115.20	5,371.01					
70007	Plant Maintenance Supervisor	MS	No	70D	4,965.97	5,219.54	5,487.70	5,768.20	6,064.41	6,375.20			
31119	Plant Maintenance Worker	BO	No	31Q	3,125.89	3,282.97	3,446.78	3,618.45	3,800.21				
70008	Plant Operations Supervisor	MS	No	70G	5,823.18	6,129.49	6,451.50	6,791.47	7,149.38	7,525.25			
31113	Plant Operator (Entry Level)	BO	No	31L	4,164.86	4,372.43	4,591.22						
31113	Plant Operator (Journey Level)	BO	No	31L				4,821.23	5,061.34	5,314.91			
30874	Plant Operator Apprentice	B	No	3AH	3,435.15	3,611.73	3,797.37	3,992.55	4,197.75				
31118	Plant Operator-in-Training	BO	No	31P	3,256.07	3,423.42	3,599.40	3,784.41	3,978.92				
07110	Police Captain	MP	Yes	07B	10,514.95	11,053.31	11,619.60	12,215.14	12,841.25	13,497.93			
10842	Police Court Coordinator	A	No	1CB	4,493.72	4,723.97	4,966.37	5,220.87	5,487.48	5,768.65			
02141	Police Fiscal Affairs/Planning Manager	MV	Yes	023	8,734.12	9,170.65	9,629.00	10,110.24	10,615.54	11,146.09			
07190	Police Lieutenant	MP	Yes	07C	9,113.85	9,581.74	10,072.28	10,588.05	11,130.41	11,700.70			
25540	Police Officer	P	No	25D	5,069.80	5,330.33	5,604.86	5,892.07	6,195.86	6,513.60			
25741	Police Officer Recruit	P	No	25C	4,360.60								
25740	Police Officer Trainee	P	No	25C	4,360.60								
05207	Police Planning Analyst	MC	No	05I	5,726.23	6,019.91	6,328.00	6,652.71	6,992.94	7,352.00			
15910	Police Records Assistant I	C	No	15R	3,017.50	3,171.49	3,334.89	3,505.33	3,685.19	3,873.27			
15851	Police Records Assistant II	C	No	155	3,245.54	3,412.48	3,586.44	3,771.00	3,963.78	4,167.14			
15698	Police Records Assistant III	C	No	15W	3,498.29	3,676.95	3,866.21	4,063.70	4,272.94	4,491.58			
25325	Police Sergeant	P	No	25A	5,993.79	6,302.62	6,625.45	6,966.07	7,324.48	7,700.68			
04154	Police Services Manager	MB	Yes	04W	7,280.66	7,654.28	8,046.98	8,458.76	8,891.85	9,348.50			
05541	Police Telecommunications Supervisor	MC	No	5AV	5,206.42	5,473.51	5,752.99	6,048.24	6,358.15	6,683.84			
15863	Police Telecommunicator I	C	No	158	4,194.60	4,409.54	4,635.79	4,873.34	5,122.21	5,384.66			
15831	Police Telecommunicator II	C	No	159	4,409.54	4,635.79	4,873.34	5,122.21	5,384.66	5,660.68			
04185	Principal Civil Engineer	MB	Yes	04V	8,576.33	9,016.09	9,478.27	9,964.02	10,474.45	11,011.80			
02138	Principal Economic Development Analyst	MV	Yes	02F	6,223.39	6,542.34	6,877.51	7,229.98	7,600.84	7,990.07			
05349	Program Manager I	MC	Yes	5AQ	6,253.92	6,573.77	6,910.57	7,265.56	7,637.49	8,028.82			

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					1	2	3	4	5	6	7	8	9
05173	Program Manager II	MC	Yes	5AP	6,973.58	7,330.98	7,706.56	8,101.51	8,517.07	8,953.22			
03180	Program Manager II (Confidential)	MW	Yes	L03	6,973.58	7,330.98	7,706.56	8,101.51	8,517.07	8,953.22			
02160	Program Manager III	MV	Yes	02J	7,015.91	7,375.95	7,754.37	8,151.17	8,568.51	9,008.56			
10266	Project Manager I	A	No	1BD	4,958.22	5,213.11	5,480.20	5,760.58	6,056.48	6,366.78			
10264	Project Manager II	A	Yes	1BK	5,213.11	5,480.20	5,760.58	6,056.48	6,366.78	6,692.61			
10262	Project Manager III	A	Yes	1BJ	5,480.20	5,760.58	6,056.48	6,366.78	6,692.61	7,035.04			
15757	Property Clerk	C	No	151	3,601.87	3,787.12	3,980.19	4,185.00	4,398.94	4,624.63			
05535	Property Room Supervisor	MC	No	5CC	5,161.55	5,425.90	5,704.15	5,996.31	6,303.64	6,627.43			
03394	Public Information Officer I	MW	No	03G	4,634.02	4,871.89	5,121.64	5,383.29	5,660.08	5,949.84			
02174	Public Information Officer II	MV	Yes	02K	5,670.89	5,961.74	6,266.64	6,587.75	6,926.17	7,280.80			
10771	Public Works Field Specialist	A	No	1CS	4,775.66	5,020.01	5,277.34	5,547.64	5,831.99	6,130.40			
30562	Public Works Heavy Equipment Operator	B	No	3BA	4,829.67	5,077.92	5,338.92	5,613.36	5,901.86				
10350	Public Works Inspector	A	No	1CE	5,304.60	5,576.02	5,861.84	6,162.09	6,477.94	6,809.40			
30863	Public Works Maintenance Worker I	B	No	3AJ	2,704.67	2,843.69	2,989.86	3,143.53	3,305.10	3,474.98	3,653.62		
30836	Public Works Maintenance Worker II	B	No	3AF	3,293.66	3,462.93	3,640.93	3,828.09	4,024.82				
30506	Public Works Safety/Training Officer	B	No	3BA	4,829.67	5,077.92	5,338.92	5,613.36	5,901.86				
05460	Public Works Supervisor	MC	No	5AL	5,766.12	6,062.02	6,372.33	6,699.25	7,042.81	7,402.98			
05450	Public Works Supervisor/Electrical	MC	No	5BM	6,245.99	6,566.27	6,903.17	7,256.69	7,629.05	8,019.15			
04155	Purchasing Agent	MB	Yes	04I	7,191.31	7,560.34	7,948.23	8,354.95	8,782.73	9,233.78			
05130	Quality Improvement Coordinator	MC	Yes	5CE	7,015.91	7,375.95	7,754.37	8,151.17	8,568.51	9,008.56			
10641	Real Property Agent I	A	No	1AI	4,665.58	4,904.40	5,155.77	5,419.72	5,697.49	5,989.10			
10454	Real Property Agent II	A	No	10U	5,424.75	5,702.52	5,995.37	6,302.06	6,625.07	6,965.69			
03780	Records Research Specialist	MW	No	03M	3,716.08	3,906.38	4,106.40	4,317.23	4,537.80	4,770.25			
15719	Records Specialist	C	No	15E	3,808.99	4,004.04	4,209.06	4,425.17	4,651.25	4,889.52			
15950	Recreation Assistant I	C	No	15P	2,987.79	3,140.73	3,301.42	3,470.98	3,648.30	3,835.59			
15909	Recreation Assistant II	C	No	15K	3,213.87	3,377.88	3,550.77	3,733.63	3,924.25	4,125.94			
10565	Recreation Program Coordinator	A	No	1BT	4,340.94	4,563.69	4,797.53	5,043.56	5,301.77	5,573.29			
04130	Recreation Superintendent	MB	Yes	04H	7,238.42	7,609.88	8,000.30	8,409.68	8,840.27	9,294.27			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
05345	Recreation Supervisor	MC	No	5CA	5,171.79	5,437.39	5,715.53	6,008.48	6,317.40	6,640.00			
10480	Recycling Specialist	A	No	1AW	4,563.69	4,797.53	5,043.56	5,301.77	5,573.29	5,859.21			
10195	Redevelopment Specialist	A	No	10B	5,474.66	5,755.05	6,049.83	6,360.14	6,685.96	7,028.39			
70000	Regulatory Compliance Officer	MS	Yes	70A	6,241.77	6,561.80	6,898.06	7,251.61	7,623.54	8,013.85			
05826	Reprographics/Mailroom Supervisor	MC	No	5AE	4,499.41	4,729.92	4,972.63	5,227.53	5,495.72	5,777.21			
15916	Reprographics/Mailroom Technician I	C	No	15S	2,777.22	2,919.08	3,068.69	3,226.07	3,391.18	3,565.18			
15895	Reprographics/Mailroom Technician II	C	No	15K	3,213.87	3,377.88	3,550.77	3,733.63	3,924.25	4,125.94			
15892	Revenue Assistant I	C	No	15Z	3,175.08	3,337.99	3,508.65	3,689.30	3,877.70	4,076.07			
15843	Revenue Assistant II	C	No	15G	3,384.54	3,558.54	3,740.28	3,932.00	4,133.70	4,345.37			
15644	Revenue Collector	C	No	15D	3,908.73	4,109.31	4,319.88	4,541.53	4,774.25	5,018.06			
04198	Revenue Officer	MB	Yes	4AH	7,330.50	7,706.70	8,102.08	8,516.68	8,952.74	9,412.51			
05741	Revenue Supervisor	MC	No	5BJ	4,665.65	4,905.02	5,155.49	5,420.36	5,697.42	5,989.99			
03729	Risk Analyst I	MW	No	03N	4,426.43	4,652.40	4,891.35	5,142.19	5,404.92	5,682.79			
03395	Risk Analyst II	MW	Yes	Q03	5,655.76	5,946.60	6,251.50	6,571.53	6,908.87	7,262.42			
02168	Risk Manager	MV	Yes	02J	7,015.91	7,375.95	7,754.37	8,151.17	8,568.51	9,008.56			
05270	Risk/Loss Control Officer	MC	Yes	5BX	5,639.04	5,928.28	6,232.24	6,552.13	6,887.94	7,240.92			
03724	Risk/Loss Control Specialist	MW	No	037	3,813.39	4,009.09	4,214.52	4,430.76	4,657.81	4,895.67			
15713	Secretary	C	No	15E	3,808.99	4,004.04	4,209.06	4,425.17	4,651.25	4,889.52			
03814	Secretary (Confidential)	MW	No	K03	3,808.99	4,004.04	4,209.06	4,425.17	4,651.25	4,889.52			
10475	Senior Accountant	A	No	1BO	5,800.66	6,096.84	6,409.75	6,738.17	7,083.33	7,446.38			
05169	Senior Administrative Analyst	MC	Yes	5BU	6,496.22	6,829.38	7,178.90	7,547.27	7,933.24	8,340.59			
03173	Senior Administrative Analyst (Confidential)	MW	Yes	M03	6,496.22	6,829.38	7,178.90	7,547.27	7,933.24	8,340.59			
02153	Senior Administrative Assistant	MV	Yes	02F	6,223.39	6,542.34	6,877.51	7,229.98	7,600.84	7,990.07			
15775	Senior Animal Services Officer	C	No	15C	4,212.99	4,427.97	4,655.80	4,894.14	5,144.16	5,408.19			
02140	Senior Budget Analyst (Confidential)	MV	Yes	029	7,359.24	7,727.21	8,113.57	8,519.25	8,945.21	9,392.47			
10202	Senior Building Inspector	A	No	10J	5,151.05	5,414.81	5,691.87	5,983.34	6,290.32	6,612.81			
05154	Senior Buyer	MC	Yes	5CB	5,087.13	5,346.89	5,621.59	5,908.93	6,212.37	6,530.76			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
05116	Senior Civil Engineer	MC	Yes	05A	7,728.32	8,124.33	8,540.32	8,978.48	9,437.71	9,921.36			
10290	Senior Code Enforcement Officer	A	No	1CO	4,764.33	5,008.60	5,265.19	5,535.22	5,818.70	6,116.76			
31103	Senior Collection Systems Operator	BO	No	31X							5,032.99	5,283.82	
70005	Senior Collection Systems Supervisor	MS	Yes	70C	5,487.70	5,768.20	6,064.41	6,375.20	6,701.71	7,045.04			
10676	Senior Community Development Technician	A	No	1CV	4,728.76	4,971.36	5,225.89	5,493.58	5,774.42	6,070.78			
05886	Senior Community Service Officer	MC	No	5BH	4,272.10	4,490.95	4,721.08	4,962.49	5,216.31	5,483.67			
03281	Senior Deputy City Auditor	MW	Yes	03X	6,100.13	6,412.60	6,741.28	7,087.27	7,450.55	7,832.21			
03728	Senior Deputy City Clerk	MW	No	031	4,223.21	4,439.75	4,667.52	4,906.51	5,157.83	5,421.50			
05348	Senior Economic Development Analyst	MC	Yes	5AO	6,609.85	6,948.00	7,305.16	7,678.77	8,072.66	8,485.53			
03347	Senior Economic Development Analyst (Confidential)	MW	Yes	03B	6,609.85	6,948.00	7,305.16	7,678.77	8,072.66	8,485.53			
10203	Senior Electrical Inspector	A	No	10J	5,151.05	5,414.81	5,691.87	5,983.34	6,290.32	6,612.81			
30300	Senior Electrician	B	No	30A	5,205.76	5,473.34	5,754.67	6,050.44	6,361.42				
10351	Senior Engineering Technician	A	No	10R	5,122.97	5,385.63	5,661.08	5,951.62	6,256.12	6,576.89			
31102	Senior Environmental Control Officer	BO	No	31C					5,477.60	5,751.37			
10759	Senior Evidence Technician	A	No	1AB	4,787.08	5,031.54	5,290.24	5,560.57	5,845.13	6,145.20			
05473	Senior Facilities Maintenance Supervisor	MC	No	5AY	5,755.05	6,049.83	6,360.14	6,685.96	7,028.39	7,388.57			
30595	Senior Facilities Maintenance Worker	B	No	30O	3,876.43	4,075.69	4,285.17	4,505.42	4,736.99				
15813	Senior Finance Assistant	C	No	A15	3,955.45	4,158.43	4,371.51	4,595.81	4,831.32	5,078.04			
10458	Senior Geographic Information Systems Analyst	A	No	10C	6,498.40	6,832.17	7,181.49	7,550.31	7,937.29	8,343.78			
10353	Senior Geographic Information Systems Specialist	A	No	1BX	5,206.41	5,473.71	5,753.65	6,048.81	6,357.90	6,684.73			
05471	Senior Golf Course Supervisor	MC	Yes	05O	5,575.31	5,860.29	6,161.23	6,476.99	6,808.71	7,157.51			
10411	Senior Housing Financial Advisor	A	No	10L	5,012.32	5,269.59	5,539.61	5,822.39	6,121.38	6,435.45			
10294	Senior Housing Rehabilitation Counselor	A	No	10G	4,953.79	5,207.58	5,474.66	5,755.05	6,049.83	6,360.14			
03186	Senior Human Resources Analyst	MW	Yes	R03	6,787.77	7,133.76	7,500.28	7,884.11	8,288.48	8,713.39			
31125	Senior Hydrant Worker	BO	No	31V	4,024.27	4,231.12	4,448.61	4,677.25	4,917.65				
30299	Senior Instrument Repair Technician	B	No	30A	5,205.76	5,473.34	5,754.67	6,050.44	6,361.42				

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	FLSA OVERTIME EXEMPT	PAY GRADE	BASE MONTHLY SALARY BY STEP								
					1	2	3	4	5	6	7	8	9
30770	Senior Janitor	B	No	3AC	3,403.93	3,578.90	3,762.82	3,956.23	4,159.56				
15880	Senior Library Aide	C	No	15J	3,374.56	3,547.45	3,729.20	3,920.92	4,121.51	4,333.18			
15760	Senior Library Assistant	C	No	15A	4,204.63	4,420.73	4,646.82	4,885.07	5,135.54	5,398.20			
30647	Senior Maintenance Repair Technician	B	No	3BA	4,829.67	5,077.92	5,338.92	5,613.36	5,901.86				
30516	Senior Mechanic	B	No	30B	5,017.65	5,275.53	5,546.71	5,831.80	6,131.58				
30564	Senior Mechanical Maintenance Worker	B	No	3BF	4,668.51	4,908.48	5,160.77	5,426.04	5,704.95				
10455	Senior Network Support Analyst	A	No	1CW	6,085.70	6,398.25	6,725.40	7,070.79	7,433.21	7,813.86			
15714	Senior Office Assistant	C	No	15E	3,808.99	4,004.04	4,209.06	4,425.17	4,651.25	4,889.52			
03718	Senior Office Assistant (Confidential)	MW	No	K03	3,808.99	4,004.04	4,209.06	4,425.17	4,651.25	4,889.52			
05470	Senior Parks Supervisor	MC	Yes	05O	5,575.31	5,860.29	6,161.23	6,476.99	6,808.71	7,157.51			
30725	Senior Parks Worker I	B	No	30U	3,650.50	3,838.14	4,035.45	4,242.83	4,460.93				
30705	Senior Parks Worker II	B	No	30Q	3,841.98	4,039.45	4,247.08	4,465.38	4,694.92				
10310	Senior Plan Checker	A	No	10A	6,044.29	6,353.49	6,679.30	7,021.75	7,380.81	7,759.83			
05191	Senior Planner	MC	Yes	05X	6,654.87	6,996.01	7,354.13	7,731.52	8,128.19	8,544.12			
10677	Senior Planning Technician	A	No	1AD	4,556.80	4,790.59	5,035.86	5,293.81	5,564.44	5,850.02			
31100	Senior Plant Maintenance Mechanic	BO	No	31A					5,639.17	5,921.92			
70003	Senior Plant Maintenance Supervisor	MS	Yes	70C	5,487.70	5,768.20	6,064.41	6,375.20	6,701.71	7,045.04			
70004	Senior Plant Operations Supervisor	MS	Yes	70C	5,487.70	5,768.20	6,064.41	6,375.20	6,701.71	7,045.04			
31101	Senior Plant Operator	BO	No	31W	5,377.89	5,646.03	5,945.52	6,260.15	6,592.08				
10204	Senior Plumbing/Mechanical Inspector	A	No	10J	5,151.05	5,414.81	5,691.87	5,983.34	6,290.32	6,612.81			
15717	Senior Police Records Assistant	C	No	D15	3,952.73	4,155.14	4,367.89	4,592.16	4,826.77	5,074.03			
05221	Senior Public Works Supervisor	MC	No	5BD	6,346.83	6,672.66	7,013.99	7,374.17	7,752.08	8,148.82			
05216	Senior Public Works Supervisor/Electrical	MC	No	5BL	6,875.46	7,227.88	7,598.03	7,988.12	8,397.07	8,827.05			
10413	Senior Real Property Agent	A	Yes	10I	6,177.63	6,494.36	6,827.44	7,176.86	7,545.12	7,930.99			
15866	Senior Recreation Assistant	C	No	15D	3,908.73	4,109.31	4,319.88	4,541.53	4,774.25	5,018.06			
15645	Senior Revenue Assistant	C	No	15D	3,908.73	4,109.31	4,319.88	4,541.53	4,774.25	5,018.06			
10456	Senior Systems Analyst	A	No	1BY	6,468.85	6,801.08	7,148.82	7,515.96	7,901.19	8,305.81			
05202	Senior Telecommunications Supervisor	MC	No	05P	5,923.16	6,226.29	6,545.21	6,881.05	7,233.78	7,603.41			

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					1	2	3	4	5	6	7	8	9
30302	Senior Traffic Signal Electrician	B	No	3BD	5,402.20	5,679.88	5,971.82	6,278.76	6,601.47				
05235	Senior Transportation Planner	MC	No	05D	6,475.39	6,806.75	7,155.85	7,522.66	7,908.33	8,313.94			
30581	Senior Tree Surgeon	B	No	30M	4,145.64	4,358.73	4,582.75	4,818.31	5,065.97				
31104	Senior Water Systems Operator	BO	No	31D							5,222.91	5,483.21	
30792	Service Writer	B	No	30Y	3,581.60	3,765.72	3,959.28	4,162.77	4,376.74				
30544	Solid Waste Inspector	B	No	30L	4,494.96	4,725.98	4,968.90	5,224.28	5,492.85				
04160	Solid Waste Manager	MB	Yes	04I	7,198.09	7,567.48	7,955.73	8,362.83	8,791.01	9,242.49			
02181	Sports Commission Director	MV	Yes	02O	6,223.39	6,542.34	6,877.51	7,229.98	7,600.84	7,990.07			
30590	Stage Maintenance Worker	B	No	30O	3,876.43	4,075.69	4,285.17	4,505.42	4,736.99				
10394	Storm Water Outreach Coordinator	A	No	10M	4,749.87	4,993.68	5,249.69	5,517.88	5,801.59	6,098.59			
05455	Supervising Accountant	MC	Yes	5AN	6,473.28	6,805.07	7,154.25	7,520.84	7,906.00	8,310.87			
05485	Supervising Combination Inspector	MC	No	5AX	5,967.04	6,273.83	6,595.01	6,932.98	7,287.71	7,661.62			
03476	Supervising Deputy City Clerk/Operations	MW	Yes	032	4,578.88	4,813.50	5,060.02	5,319.50	5,591.97	5,878.48			
03477	Supervising Deputy City Clerk/Records	MW	Yes	032	4,578.88	4,813.50	5,060.02	5,319.50	5,591.97	5,878.48			
05727	Supervising Evidence Technician	MC	No	05Z	5,464.83	5,745.71	6,039.53	6,348.88	6,675.07	7,016.79			
02169	Supervising Human Resources Analyst	MV	Yes	028	7,464.60	7,847.35	8,249.56	8,672.31	9,115.60	9,583.76			
05425	Supervising Librarian	MC	Yes	5BC	5,406.90	5,683.74	5,975.38	6,281.85	6,603.11	6,941.46			
05400	Supervising Mechanic	MC	No	05Y	5,342.28	5,616.51	5,904.75	6,206.98	6,525.56	6,859.31			
05720	Supervising Office Assistant	MC	No	5AF	4,238.98	4,456.20	4,684.49	4,923.87	5,176.55	5,441.41			
03192	Supervising Office Assistant (Confidential)	MW	No	03R	4,238.98	4,456.20	4,684.49	4,923.87	5,176.55	5,441.41			
05722	Supervising Parking Attendant	MC	No	5BI	3,820.72	4,016.35	4,222.01	4,438.78	4,665.55	4,904.24			
05721	Supervising Parking Enforcement Officer	MC	No	5CF	3,497.80	3,672.62	3,856.17	4,048.90	4,251.26	4,463.73			
05117	Supervising Plan Checker/Structural Engineer	MC	Yes	05H	7,512.59	7,897.91	8,302.27	8,727.91	9,174.84	9,645.28			
05771	Supervising Police Records Assistant	MC	No	5BE	4,582.43	4,817.10	5,064.14	5,323.52	5,596.37	5,883.82			
05218	Supervising Public Works Inspector	MC	No	5BV	6,008.79	6,317.74	6,641.18	6,981.50	7,338.72	7,715.24			
05370	Supervising Real Property Agent	MC	Yes	05B	7,462.68	7,845.64	8,248.16	8,670.23	9,114.15	9,582.22			

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					1	2	3	4	5	6	7	8	9
05196	Supervisory Control & Data Acquisition/Computerized Maintenance Management System Program Manager	MC	Yes	05K	6,973.58	7,330.98	7,706.56	8,101.51	8,517.07	8,953.22			
10342	Survey Party Chief	A	No	1AV	4,385.27	4,610.24	4,846.30	5,094.54	5,354.97	5,629.81			
05217	Surveying Supervisor	MC	No	5AT	5,213.11	5,480.20	5,760.58	6,056.48	6,366.78	6,692.61			
10300	Systems Analyst I	A	No	1BZ	4,425.04	4,651.26	4,890.41	5,141.20	5,403.63	5,681.58			
10449	Systems Analyst II	A	No	1CA	5,457.93	5,738.45	6,031.91	6,340.86	6,666.63	7,007.91			
70001	Technical Services Supervisor	MS	No	70B	5,826.59	6,125.00	6,438.55	6,768.31	7,115.38	7,479.74			
10459	Technology Project Coordinator	A	No	1CH	5,864.40	6,165.59	6,480.84	6,813.67	7,162.91	7,529.72			
10302	Technology Support Specialist I	A	No	1CR	3,793.48	3,987.41	4,192.44	4,407.44	4,632.40	4,870.68			
10446	Technology Support Specialist II	A	No	1BS	4,537.10	4,768.72	5,013.63	5,270.74	5,540.05	5,824.86			
10303	Technology Training Coordinator	A	No	1BS	4,537.10	4,768.72	5,013.63	5,270.74	5,540.05	5,824.86			
10399	Telecommunications Coordinator	A	No	11A	4,511.58	4,742.50	4,985.58	5,240.81	5,509.41	5,791.39			
10634	Traffic Engineering Aide	A	No	1AQ	3,477.63	3,656.06	3,843.34	4,039.50	4,246.74	4,465.06			
30443	Traffic Signal Electrician	B	No	3BE	4,913.29	5,165.83	5,431.35	5,710.55	6,004.05				
30905	Traffic Signal Electrician Trainee	B	No	3AZ	3,691.04	3,880.78	4,080.21	4,289.96	4,510.45	4,742.32	4,986.06		
30440	Traffic Signal Systems Operator	B	No	30C	4,734.63	4,977.98	5,233.85	5,502.89	5,785.72				
05461	Tree Maintenance Supervisor	MC	Yes	05T	5,028.05	5,286.26	5,556.67	5,841.49	6,141.81	6,455.44			
30699	Tree Surgeon	B	No	30W	3,751.09	3,943.90	4,146.60	4,359.74	4,583.84				
30766	Tree Worker	B	No	3AP	3,049.87	3,206.68	3,371.49	3,544.76	3,726.98	3,918.51	4,119.96		
70011	Utilities Safety & Training Specialist	MS	No	70I	3,844.75	4,041.53	4,248.03	4,466.44	4,694.57	4,935.68			
10443	Utility Technology Specialist	A	No	1CT	4,919.88	5,165.78	5,423.96	5,695.04	5,979.67	6,278.53			
15680	Vehicle Abatement Specialist	C	No	15L	3,137.41	3,298.09	3,466.54	3,644.97	3,831.16	4,028.42			
05686	Warehouse Supervisor	MC	No	5AI	3,940.87	4,142.56	4,354.24	4,578.11	4,811.93	5,059.07			
31117	Water Field Technician	BO	No	31O	3,318.88	3,484.93	3,658.84	3,841.73	4,033.59	4,235.55			
31116	Water Systems Operator (Entry Level)	BO	No	31Z	3,777.35	3,965.46	4,164.44						
31116	Water Systems Operator (Journey Level)	BO	No	31Z				4,372.11	4,590.67	4,820.09			
70012	Water Systems Superintendent	MS	Yes	70F	6,444.57	6,766.66	7,104.86	7,459.95	7,832.78	8,224.26			

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31123	Water/Sewer Equipment Operator	BO	No	31K	4,139.26	4,345.46	4,563.60	4,791.51	5,030.27				
30555	Welder/Fabricator	B	No	30H	4,375.07	4,599.98	4,836.38	5,084.99	5,346.38				
30513	Welder/Fabricator Specialist	B	No	3AW	5,077.65	5,338.62	5,613.04	5,901.55	6,204.87				