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(O-2021-110)

ORDINANCE NUMBER O- 21314 (NEW SERIES)

DATE OF FINAL PASSAGE APR 27 2021

AN ORDINANCE OF THE COUNCIL OF THE CITY OF
SAN DIEGO ESTABLISHING A SCHEDULE OF
COMPENSATION, INCLUDING CHANGES TO
CLASSIFICATIONS, FOR OFFICERS AND EMPLOYEES OF
THE CITY OF SAN DIEGO FOR FISCAL YEAR 2022.

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

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

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

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

WHEREAS, Charter section 11.1 mandates that the City Council adopt the Salary Ordinance no later than May 30 of each year, after considering all relevant evidence including the needs of the citizens for municipal services, giving priority to the funding of police protection, the

ability of the citizens to pay for municipal services, local economic conditions, and other relevant factors as the City Council deems appropriate; and

WHEREAS, Charter section 11.1 also requires that the Salary Ordinance comply with any collective bargaining laws binding on the City as a public agency employer; and

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

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

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

WHEREAS, presently, the City is bound by current MOUs with four of its six recognized employee organizations, the San Diego Municipal Employees Association (MEA), the San Diego City Firefighters, International Association of Firefighters Local 145 (Local 145), the Deputy City Attorneys Association of San Diego (DCAA), and Local 127, American Federation of State, County and Municipal Employees, AFL-CIO (Local 127), with each of these MOUs expiring on June 30, 2021; and

WHEREAS, the City's MOUs with two of its recognized employee organizations, the California Teamsters Local 911 (Teamsters Local 911) and the San Diego Police Officers Association (SDPOA), expired on June 30, 2020; and.

WHEREAS, the City is presently negotiating successor MOUs with each of its recognized employee organizations; those negotiations, taking place in accordance with the MMBA and City Council Policy 300-06, have not yet concluded; and

WHEREAS, the Mayor has proposed, and the City Council has considered the Salary Ordinance for Fiscal Year 2022, in accordance with the requirements set forth in the Charter and the MMBA; and

WHEREAS, the City Council determines that the terms set forth in this Salary Ordinance for Fiscal Year 2022 are consistent with the MOUs between the City and its recognized employee organizations previously approved by the City Council or with the established status quo for Teamsters Local 911 and SDPOA, as required by the MMBA; and

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

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

WHEREAS, in accordance with Charter section 130, the City's Civil Service Commission prepares and furnishes to the City Council, prior to the City Council adoption of the Salary Ordinance, a report identifying classifications of employees in the Classified Service which merit special salary consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors the Commission deems appropriate; and

WHEREAS, the Civil Service Commission has prepared, and the City Council has received and considered the report required by Charter section 130; and

WHEREAS, in accordance with Charter section 11.1, the City Council also considers the following factors, among others, relevant in adopting the Salary Ordinance for Fiscal Year 2022:

(1) The Salary Ordinance is being introduced in compliance with the April 15 deadline set forth in Charter section 290, but the City Council acknowledges that the terms and conditions of employment set forth here for employees represented by one of the City's recognized employee organizations may be modified and this Salary Ordinance may be amended to reflect those modifications, consistent with the MMBA, City Council Policy 300-06, and Charter section 70 and the City's established budget process;

(2) As required by the MMBA and Council Policy 300-06, the City's Management team began labor negotiations with all six of its recognized employee organizations during the fall of 2020, by providing each recognized employee organization with notice and opportunity to meet and confer on successor MOUs; the City and each recognized employee organization have been meeting and conferring for several months, exchanging economic and non-economic proposals, and discussing terms and conditions of employment;

(3) The negotiations with each of the recognized employee organizations are ongoing and the terms of successor MOUs have not been agreed upon;

(4) Charter section 290 and the MMBA require that the Salary Ordinance for Fiscal Year 2022 be introduced with no changes to the wages and other terms and conditions of employment set forth in the City's existing, approved MOUs or with the status quo for those represented employees working under an expired MOU;

(5) On March 4, 2020, Governor Newsom declared a State of Emergency to exist in California because of the emergence of Coronavirus Disease 19 (COVID-19), which has developed into a global pandemic lasting for more than one year;

(6) On March 19, 2020, Governor Newsom issued Executive Order N-33-20 ordering all individuals in California to stay at their place of residence except as needed to maintain continuity of operations of the critical infrastructure sectors; since that time, residents of the County of San Diego have been under various public health orders issued by the State of California, through the County of San Diego Health and Human Services Agency, limiting travel and activities, to slow the spread of COVID-19;

(7) As a result of these public health orders, the City's Department of Finance reports (as of January 2021) that the City's General Fund revenues are projected to be under budget by \$86.0 million, including \$30.3 in major revenues and \$55.7 million in departmental revenues; most of the revenue shortfalls are due to the ongoing COVID-19 pandemic and the impact of the State of California's stay-at-home orders on travel, special events, and revenue generated from City property and facilities;

(8) On March 12, 2021, President Biden signed into law the American Rescue Plan Act of 2021;

(9) The City has received confirmation it will receive approximately \$300 million in relief from this federal legislation; however, the terms and timing of that relief are not yet fully known;

(10) In a report issued by the City Auditor in April 2020, titled "Performance Audit of the City's Strategic Human Capital Management," the City Auditor concluded, among several findings, that widespread uncompetitive compensation in the City poses a growing short- and long-term risk to the City's ability to maintain and attract a high-quality workforce for providing

public services, and has likely contributed to several negative effects on the City workforce and public services, including increased recruitment and retention challenges; damage to the City's brand as an employer; employee dissatisfaction; and increased risk of fraud, waste, and abuse; total compensation surveys conducted by the City during 2020 in preparation for successor MOU negotiations also showed that several classifications are not competitive with regard to salary and benefits among surveyed public agency employers;

(11) The public health and economic uncertainties since March 2020, presented by the global pandemic caused by COVID-19, are creating uncertainties related to the City's ability to provide services to the community, and the City Council must consider these uncertainties and work to resolve them through the budget process, which initially involves consideration of the Salary Ordinance;

(12) Given the current uncertainties, the Salary Ordinance for Fiscal Year 2022 is introduced with no changes to the wages and other terms and conditions of employment set forth in the City's existing, approved MOUs or to the established status quo for Teamsters Local 911 and SDPOA, as required by the MMBA; however, the City and its six recognized employee organizations are continuing to negotiate successor MOUs as the City has received confirmation it will receive federal stimulus funds provided in the American Rescue Plan Act of 2021 and these funds will likely support the dual purpose of mitigating increased COVID-19 related City expenses and bolstering City revenues that will eventually return to pre-pandemic levels after the health crisis is mitigated; and

WHEREAS, due to the uncertainties described above, the Mayor is recommending to the City Council that unrepresented classified and unrepresented unclassified employees receive no general wage or salary adjustment for Fiscal Year 2022, and the City Council acknowledges that

any changes to wages or salaries for unrepresented employees during Fiscal Year 2022 must comply with the requirements of Charter section 70; and

WHEREAS, any future adjustments to employee compensation during Fiscal Year 2022 will be consistent with the MMBA, the Charter, and the City's established budget process; and

WHEREAS, under California Labor Code (Labor Code) section 1182.12(b), California's minimum wage for employers, including municipalities, who employ 26 or more employees, increased to \$14.00 an hour on January 1, 2021 and to \$15.00 an hour on January 1, 2022; and all City employees must be paid no less than California's minimum wage; and

WHEREAS, the salary and wage schedules for Fiscal Year 2022 reflect changes to the California minimum wage; and

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

WHEREAS, as set forth in San Diego Municipal Code (Municipal Code) section 39.0107(b), starting July 11, 2016, the local minimum wage is \$10.50; starting January 1, 2017, the local minimum wage is \$11.50; starting January 1, 2019, and each year thereafter, the local minimum wage increases by an amount corresponding to the prior year's increase, if any, in the cost of living, measured by a percentage increase as of August of the immediately preceding year over the level as of August of the previous year of the Consumer Price Index (Urban Wage Earners and Clerical Workers, U.S. City Average of All Items); the adjusted minimum wage must be announced by the City by October 1 of each year, to take effect as of January 1 of the succeeding year; and

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

WHEREAS, in accordance with Civil Service Rule I, codified at San Diego Municipal Code (Municipal Code) section 23.0202, the Civil Service Commission has studied requests for new classifications and recommended creation of new classifications; and

WHEREAS, the new classifications as well as title changes to existing classifications are incorporated into Exhibit B of this Ordinance and deleted classifications have been removed, as required; and

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

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

WHEREAS, it is necessary to ensure compliance with the FLSA, including all applicable case law interpreting the FLSA and regulations; and

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

salaries of the City Councilmembers, Mayor, and City Attorney based on specified formulas, beginning December 10, 2020; and

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

WHEREAS, after receipt of information at a public hearing, and after thorough consideration and deliberation of the Mayor's and Civil Service Commission's recommendations, the City Council finds that the salaries and wages established in this Ordinance are consistent with City Council-approved MOUs, and the City Council intends to make final determinations on the information presented; and

WHEREAS, it is now necessary and appropriate for the City Council, under the authority vested in it by and consistent with the State Constitution and the Charter, to establish the salary and wage schedules for officers and employees, including classified and unclassified employees of the City, for Fiscal Year 2022; and

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

WHEREAS, all exhibits referenced in this Ordinance are attached to and incorporated into this Ordinance; NOW, THEREFORE,

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

Section 1. SALARIES ESTABLISHED FOR ELECTED AND APPOINTED OFFICERS

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

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

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

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

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

Charter sections 125 and 126, read together, require the Personnel Director to maintain and certify payroll records, known as the "service register," of all employees, including elected officers. The Personnel Director must certify that the persons named in the Service Register "have

been elected, appointed or employed and are performing service in accordance with the provisions of th[e] Charter and the rules established thereunder, that their names appear upon the service register for the time for which such salary or compensation is claimed and that the salary or compensation is at the rate indicated on such register.” Under Charter section 125, the City Clerk must also maintain and provide information about the City’s elected officers.

To satisfy these Charter-mandated duties, the City Council requests that the Chief Financial Officer, upon determining and adjusting the salaries of the City Councilmembers, Mayor, and City Attorney as required by law, provide the salary information by memorandum to the Personnel Director and the City Clerk and also make the memorandum available to the public. The City Council also requests that a copy of this memorandum be submitted for the public’s information and benefit, when the Mayor presents the proposed salary ordinance to the City Council for consideration each April.

Following the Chief Financial Officer’s determination and adjustment of salaries for elected officers, any elected officer may voluntarily choose to receive a reduction in the salary prescribed by law, so long as any applicable minimum wage requirements are met, by submitting a Personnel Change Request (CS-1522) to the Personnel Director.

No elected officer accrues annual leave, which is considered paid compensation, because annual leave is not part of the formula specified in Measure L, and approved by City voters in 2018, as referenced above. The salaries of appointed officers in the Unclassified Service, including the City Clerk, Independent Budget Analyst, City Auditor, and other employees described in San Diego Charter section 117(a), may be modified during the Fiscal Year, following a performance review, as long as the modified salary is consistent with Exhibits C-1 and C-2 of this Ordinance and the appointing authority complies with the Ralph M. Brown Act, if applicable.

Section 2. SALARY /WAGE SCHEDULES ESTABLISHED

Section 2.1. Unclassified Service

The City Council adopts the “Unclassified Service Classifications and Standard Salary/Wage Rates,” as the salary/wage schedule for all City officers and employees in the Unclassified Service. Exhibits C-1 and C-2 establish the Classification and Standard Salary/Wage Rates for Fiscal Year 2022. Exhibit C-1 is in effect from July 1, 2021 through December 31, 2021. Exhibit C-2 is in effect from January 1, 2022 through June 30, 2022, and reflects the increase to California’s minimum wage to \$15.00 an hour, effective January 1, 2022.

For comparison purposes, Exhibits C-1 and C-2 set forth monthly, bi-weekly, and hourly salary/wage rates for all employees in the Unclassified Service.

The City Council adopts an “Executive” category within the Unclassified Service with classifications of Executive I through Executive V, for all officers and employees serving in the positions listed under “Executive” in Exhibits C-1 and C-2. The City Council adopts a “Managerial” category within the Unclassified Service with classifications of Managerial A, B, and C, for all officers and employees serving in the positions listed under “Managerial” in Exhibits C-1 and C-2. The City Council adopts a “Miscellaneous Executive and Managerial” category within the Unclassified Service with classifications A through E, and a “Professional Legal” category within the Unclassified Service, as set forth in Exhibits C-1 and C-2. The City Council also adopts the wage rates for Interns. The salary and wage rates and ranges listed in Exhibits C-1 and C-2 may be changed only by City Council action.

The City Council authorizes moving the Medical Review Officer (Classification 2274) from Miscellaneous F to Managerial C in Exhibits C-1 and C-2; moving the Assistant Retirement Administrator (Classification 2119) from Miscellaneous A to Executive V in Exhibits C-1 and C-2; moving the Retirement General Counsel (Classification 2195) from Professional Legal to

Executive V in Exhibits C-1 and C-2; moving the Assistant Investment Officer (Classification 2256) from Managerial B to Managerial C; and moving the Investment Officer (Classification 2241) from Miscellaneous A to Executive V. The Chief Executive Officer for the San Diego City Employees' Retirement System requested these changes, which result in a higher base rate of pay for these positions.

Section 2.2. Classified Service

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

The City Council adopts the salary/wage table, attached to this Ordinance as Exhibit A-1, for July 1, 2021 through December 31, 2021, and Exhibit A-2, for January 1, 2022 through June 30, 2022, for all employees in the Classified Service. Exhibit A-2 reflects the increase to California's minimum wage to \$15.00 an hour, effective January 1, 2022.

For comparison purposes, Exhibits A-1 and A-2 set forth hourly and biweekly salary/wage rates for employees in the Classified Service.

Classified employees in fire suppression positions who work a 28-day work period and are subject to the partial exemption under the FLSA, as set forth in Section 4.3 of this Ordinance. The wage rate for fire suppression employees, who work a 28-day work period and are subject to the partial exemption under the FLSA, is established by dividing the 40-hour workweek rate for the fire classifications by 1.4. This suppression rate is expressly reflected in Exhibits A-1, and A-2.

The Comptroller, working with the Personnel Director, is authorized to make any additional adjustments to wage rates for fire suppression employees who work a 28-day work period, as agreed upon by the City and Local 145 or required under the FLSA.

The pay steps for all Classified Service classifications, as set forth in Exhibits A-1 and A-2, are calculated and established at approximately five percent increments. However, the Accountant IV class has a minimum and a maximum wage rate, but no intermediate steps. Employees in the Accountant IV class may be paid any amount within the minimum and maximum wage rates, at the appointing authority's discretion.

Section 2.3. Special Salary or Wage Adjustments

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

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

Section 2.4. Represented Employees

Every employee working in a classification that is represented by a recognized employee organization will receive salaries or wages consistent with the applicable MOU and set forth in

the salary and wage tables at Exhibits A-1, A-2, C-1, or C-2, or as otherwise authorized in accordance with the MMBA.

As set forth more fully in section 7 of this Ordinance, the City Council authorizes the Chief Financial Officer to pay all special pays, including certification pays and other special assignment pays, incorporated into MOUs between the City and its recognized employee organizations and approved by separate City Council action.

Section 2.5. Pay Reductions

Effective July 1, 2006, and continuing in Fiscal Year 2022, subject to compliance with the MMBA and City Council Policy 300-06, employees in the SDPOA and DCAA bargaining units who are participating in the Deferred Retirement Option Plan (DROP) must take a 3.2% reduction in Base Compensation, as that term is defined in Municipal Code section 24.0103.

Section 3. AUTHORIZATION TO USE DEFINED TERMS AND MAKE COMPUTATIONS

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

Section 4. OVERTIME COMPENSATION

Section 4.1. Overtime Pay Plan

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

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

The City Council must also ensure compliance with the FLSA. This federal law requires the City to pay those employees covered by the FLSA with overtime pay for hours worked over 40 per workweek, which is defined as any fixed and regularly recurring period of 168 hours or seven consecutive 24-hour periods, at a rate of not less than one and one-half times the regular rate of pay as that term is defined by the FLSA. Certain employees may be exempt from the overtime protections of the FLSA based on their job duties and salary or wage level.

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

Section 4.2. Use of the Term "Salary"

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

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

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

Generally, unless there is an express exception, employees in the Unclassified Service are paid on a "salaried" basis; they are regularly scheduled to work and, in accordance with the FLSA, their compensation is regularly paid and not reduced for variations based on actual work performed or accrued leave available or used. However, there are some positions in the Unclassified Service who are "hourly" employees; their work schedules and work hours may

fluctuate each week and they may not work the same number of hours each workweek. These “hourly” employees must record all hours worked each week on approved time sheets.

Generally, employees in the Classified Service, who are regularly scheduled to work one-half time (20 hours a week), three-quarter time (30 hours a week), or full-time (40 hours each week), are characterized as “salaried,” because they are regularly scheduled, their pay is not typically reduced, unless there is specific action by their appointing authority or the City Council, and they receive a specified level of flexible benefits. However, these employees must record all hours worked each week on approved time sheets, unless they are covered by an MOU which provides for other approved means to record working time. In addition, this characterization as being “salaried,” as applied to Classified Service employees, does not govern the payment of or their right to overtime, which is covered by the FLSA and specific local rules set forth in approved MOUs, Civil Service Rules, Personnel Regulations, and other applicable law, as described more fully below.

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

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

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

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

one-half time (20 hours a week), three-quarter time (30 hours a week), or full-time (40 hours a week), "salaried basis," are not eligible for local overtime.

Employees in the classifications listed in Personnel Manual Index Code H-4, Addendum A, Group F, and as approved by the City Council by resolution each fiscal year, who are paid on an "hourly" basis, are eligible for "regular rate" compensation for all time worked in excess of their scheduled workweek up to 40 hours per week.

Section 4.4. Classified Employees and Compliance with the FLSA

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

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

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

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

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

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

Except as provided in section 4.6 below, employees in the Unclassified Service, who are paid on an “hourly” basis, are eligible for “regular rate” compensation for all time worked in excess of their scheduled workweek up to 40 hours per week. Further, they are covered under the FLSA and must be paid overtime for all time worked in excess of 40 hours in their workweek, except a provisional employee serving in the position of Chief Operating Officer as specified in section 4.6 below, but they may not receive compensatory time credits in lieu of pay.

Provisional employees, including those working in an unclassified position, are considered “hourly,” except a provisional employee serving in the position of Chief Operating Officer, as specified in section 4.6 below.

Section 4.6. Exemption of Provisional Appointment of Chief Operating Officer from Local Overtime and the FLSA

In accordance with Charter section 265(b)(7) and other applicable law, the Mayor appoints the City Manager, subject to confirmation of the appointment by the City Council. The City Manager is also referred to as the City’s Chief Operating Officer.

By San Diego Resolution R-313414 (Feb. 1, 2021), the City Council confirmed the appointment of an interim Chief Operating Officer, who is a retired City employee and who will serve on a full-time basis for a limited appointment. The appointment and confirmation were made in accordance with the provisions of Municipal Code section 24.1001, which governs the

appointment of retired City employees on a provisional basis for a limited period of time, when the retired employee is serving in a position that requires special skills or knowledge, as determined by the appropriate appointing authority, who, in this case, is the Mayor.

In accordance with San Diego Ordinance O-2021-102, the provisional appointee serving in the position of interim Chief Operating Officer is not subject to the 720-hour limit set forth in Municipal Code section 24.1001, and it is expected that the provisional appointee will work full-time during the period of the appointment. The Mayor established the compensation for this provisional employee at \$140.00 per hour, which is \$5,600.00 for a 40-hour work week.

By Charter, the Chief Operating Officer, acting under the supervision and control of the Mayor, is responsible for managing the administrative affairs of the City. Among other duties, the Chief Operating Officer, under the supervision and control of the Mayor, oversees the implementation of all policies of the City, directs the City's work force serving in Mayoral departments, and issues and enforces administrative regulations that give controlling direction to the administrative service of the City. The Chief Operating Officer serves in the City's Unclassified Service, in accordance with Charter section 117(a)(5).

The City Council finds and determines that the duties of the Chief Operating Officer meet the test to exempt the position from the overtime pay requirements of the FLSA, as an executive employee, as set forth in 29 U.S.C. section 213(a)(1), and defined by the FLSA Regulations, at 29 C.F.R. section 541.100. The Chief Operating Officer's primary duties include managing the administrative affairs of the City, customarily and regularly directing the work of at least two or more other full-time employees or their equivalent, and hiring, firing, advancing, promoting, and otherwise changing the status of subordinate employees.

Further, the City Council finds and determines that the interim Chief Operating Officer is exempt from the overtime pay requirements of the FLSA, in that the Mayor has established the

compensation for the appointee at \$140 an hour, which is \$5,600.00 per workweek, and \$11,200.00 bi-weekly, as set forth in Exhibits C-1 and C-2 of this Ordinance. This compensation meets the salary basis requirement for exemption of the position from the overtime pay requirements of the FLSA, as described at 29 U.S.C. section 213(a)(1), and the FLSA Regulations, at 29 C.F.R. section 541.602, so long as the weekly pay for the Chief Operating Officer is not reduced for variations in the quality or quantity of work performed. Therefore, consistent with section 4.7 of this Ordinance, the City Council authorizes the Chief Financial Officer to pay the interim Chief Operating Officer his full weekly compensation of \$5,600.00 per workweek in which he performs any work without regard for the number of days or hours worked. However, the Chief Financial Officer is not authorized to pay the interim Chief Operating Officer for any work week in which the interim Chief Operating Officer performs no work. There is no limit on the number of hours the interim Chief Operating Officer may work in a workweek. In accordance with Municipal Code section 24.1001, retired employees who assume provisional appointments are not eligible for compensated annual leave.

In addition to being exempt from the overtime rules of the FLSA, the City Council exempts the interim Chief Operating Officer from the City's local overtime rules.

Section 4.7. Time Entry for Exempt Employees

Warrant checks issued for salaries paid to FLSA-exempt officers and employees must be for the appropriate amount within the salary or wage range attached to the position in Exhibits A-1 and A-2 (for classified employees and interns) or Exhibits C-1 and C-2 (for unclassified employees), or as set forth in section 1 of this Ordinance for the Mayor, City Council, and City Attorney, and for additional amounts authorized in this Ordinance.

Time entry documentation and time sheet posting for an FLSA-exempt employee may not reflect hours worked in excess of the employee's regular working hours per biweekly pay period,

even though the employee may work differing hours as a result of varying duties, responsibilities, and time demands. FLSA-exempt employees, except as otherwise specifically authorized, do not receive pay or credit for hours worked in excess of 40 hours in a workweek and 80 hours in a biweekly pay period.

Further, the Chief Financial Officer is expressly authorized to pay FLSA-exempt employees a full-day wage for absences of less than one workday. In accordance with 29 C.F.R. section 541.602, an FLSA-exempt employee is paid on a "salary basis," to meet an overtime exemption requirement, if the employee regularly receives each pay period a predetermined amount of compensation, which is not subject to reduction because of variations in the quality or quantity of the work performed. The City Council intends to ensure consistency with this requirement and to also recognize that FLSA-exempt employees may be called to work outside of their regular working hours, without additional compensation. Therefore, no deduction from an employee's pay, leave credits, or other monetary accounts will be made to recover the cost of a partial-day absence. The City Council determines that this practice does not constitute a gift of public funds because it is in the best interests of the City to ensure that FLSA-exempt employees, who are generally executive, managerial, or professional staff, may work outside of regular working hours, when required, without additional compensation.

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

The provisions in this Ordinance are intended to fully comply with the FLSA overtime exemption requirements as interpreted by the courts. If the FLSA is reinterpreted by the courts or amended in a way that results in this provision conflicting with the FLSA's overtime exemption or other requirements, the Mayor, in conjunction with the Personnel Director and the Chief

Financial Officer, is authorized to take whatever actions are legally required to implement further revisions to the City's pay policies.

Section 5. COMPLIANCE WITH CALIFORNIA MINIMUM WAGE LAW

Labor Code section 1182.12(b)(1)(B) states that employers, who employ 26 or more employees, must pay their employees at least \$14.00 per hour on and after January 1, 2021, and \$15.00 per hour on or after January 1, 2022.

Exhibits A-1, A-2, C-1, and C-2 conform to Labor Code section 1182.12.

Exhibits A-1 and A-2 reflect that the base rate of pay at E Step for all classifications in the Classified Service is no less than the California minimum wage. Exhibits C-1 and C-2 establish at least one pay rate in all ranges that is at least the California minimum wage. Appointing authorities are to ensure that no City employee is paid less than the California minimum wage in Fiscal Year 2022. The City is also in compliance with federal minimum wage laws.

Section 6. COMPLIANCE WITH LOCAL MINIMUM WAGE UNDER SAN DIEGO ORDINANCE O-20390

On June 7, 2016, City voters approved San Diego Ordinance O-20390 (Aug. 18, 2014), codified at Municipal Code sections 39.0101 through 39.0116, which, in part, established a minimum wage of \$10.50 upon the ordinance's effective date, \$11.50 an hour on January 1, 2017, and increasing with the cost of living on January 1, 2019, and annually thereafter.

San Diego Ordinance O-20390 provided that, if the federal or state minimum wage increases above the local minimum wage, then the local minimum wage must be raised to match the higher federal or state minimum wage.

Exhibits A-1, A-2, C-1, and C-2 conform to San Diego Ordinance O-20390. Effective January 1, 2022, the local minimum wage is \$15.00 an hour, consistent with state minimum wage. Exhibits A-1 and A-2 reflect that the base rate of pay at E Step for all classifications in the

Classified Service is no less than the local minimum wage. Exhibits C-1 and C-2 establish at least one pay rate in all ranges that is at least the local minimum wage. Appointing authorities are to ensure that no City employee is paid less than the local minimum wage in Fiscal Year 2022.

If a cost-of-living increase, identified by October 1, requires the local minimum wage be raised higher than the state minimum wage, then the Chief Financial Officer and Personnel Director are authorized to adjust the local minimum wage, as legally required. The City Council intends to pay all City employees no less than what is required by state minimum wage and local minimum wage.

Section 7. ELIGIBILITY FOR SPECIAL PAYS

Section 7.1. Shift Differential and Other Shift-Related Pays

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

Section 7.2. Call Back Pay

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

Section 7.3. Stand-By Pay

An eligible employee who is required to be within immediate reach by telephone and ready to report to work without delay, other than necessary dressing and travel time, during all hours and days other than the employee's regularly scheduled working hours, will receive stand-by pay of approximately five percent of his or her regular rate of pay, as more fully described in Personnel Manual Index Code H-7.

Section 7.4. Special Assignment Pay

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

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

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

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

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

employee for his or her services in any given pay period,” for purposes of calculating an employee’s pension under the City’s defined benefit pension plan. Any new special assignment pays or other pays, approved by the City Council through this Ordinance or an MOU between the City and a recognized employee organization, must be included in the “Earnings Code Document,” as set forth in San Diego Municipal Code section 24.0103. The “Earnings Code Document” is prepared annually by Mayoral staff including staff with the Department of Finance, in consultation with the Personnel Director and Retirement Administrator. The City Council requests that the “Earnings Code Document,” once completed, following final approval of this Ordinance, be filed with the Office of the City Clerk, as Document Number 00-21314

Section 7.5. Bilingual Pay

The City will pay \$.70 per hour as bilingual pay, in addition to base pay, to an eligible employee who is not represented by the SDPOA or Local 145, when the employee meets the established conditions for the pay. For an eligible employee represented by SDPOA or Local 145, the City will pay an extra 3.5% of the employee’s base wages as bilingual pay.

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

Employees represented by Local 911, MEA, and SDPOA may receive bilingual pay for incidental use of specified languages other than English, during the pay period when the language was used, in accordance with the rules set forth in their approved MOUs.

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

Section 8. SALARY OR WAGE INCREASES

During the Fiscal Year, the appropriate appointing authorities may grant salary or wage increases to employees, consistent with the Charter, including sections 70 and 130, Personnel Manual Index Code H-8, and this Ordinance. The appropriate appointing authorities may grant salary increases to those unclassified officers and employees, listed in Exhibits C-1 and C-2, within the standard salary rates set forth in those exhibits, based on merit, performance, or changes in duties.

Section 9. APPRENTICE WAGE TABLE

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

Section 10. REWARDS AND RECOGNITION PROGRAM

The City Council authorizes the Employee Rewards and Recognition Program, described in Administrative Regulation 95.91, which includes the criteria, guidelines, and procedures used to establish a consistent citywide employee awards program. The City Council declares that there is a public purpose for the Rewards and Recognition Program, in that it is a means to retain highly-valued employees by recognizing and rewarding them, thus reducing the cost of recruiting new

employees, and to encourage continued high-level performance and service, thus benefitting City residents, business owners, and taxpayers.

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

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

Section 11. AUTOMOBILE ALLOWANCE

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

However, effective December 10, 2020, the Mayor, City Councilmembers, and City Attorney are prohibited from continuing to receive the regularly paid automobile allowance as a form of additional compensation, as stated in Charter section 303(b). These elective officers may be reimbursed for actual miles driven in a personal vehicle while on City business, in accordance with reimbursement policies that comply with federal tax laws and regulations in effect at the time of the request for reimbursement.

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

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

As specified in Exhibit F to this Ordinance, the monthly automobile allowance is \$300 for the City Clerk, Personnel Director, Retirement Administrator, Ethics Commission Executive Director, Department Directors, and managerial employees at the Department Director level or other positions designated as eligible by the Mayor.

The automobile allowance is paid in accordance with applicable federal tax law. Interim appointees are eligible to receive monthly automobile allowances, subject to the discretion of the Mayor and independent department heads. All automobile allowance will be prorated for partial months worked upon hire, termination of City employment, promotion, or demotion.

Section 12. PARKING RATES AND TRANSPORTATION ALTERNATIVES

The City Council authorizes the Mayor to implement discounted parking for City employees, through City-subsidized parking fees in parking garages not under the control of the City or a reduction in the regular monthly rate at City-owned or City-controlled parking garages. The discounted or subsidized parking must be available to both represented and unrepresented

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

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

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

Section 13. LIFE INSURANCE

The City Council has authorized life insurance benefits for City employees, including executive coverage equal to two times the annual salary to the Mayor, City Councilmembers, Department Directors, and employees above the Director level who elect the coverage, under the terms and conditions of the group policy provided by The Hartford Life and Accident Insurance Company, approved by Mayoral action in June of 2019. The classifications eligible for executive life insurance coverage are set forth in Exhibit H to this Ordinance.

Section 14. ANNUAL LEAVE

All represented employees, who work full time or part time and are paid regularly on a biweekly basis, accrue annual leave consistent with Civil Service Rule X, codified at San Diego Municipal Code section 23.1103, and Personnel Manual I-2, unless their accrual is specified

differently in a City Council-approved MOU. If there is a conflict between the rules in an approved MOU and those in Rule X and Personnel Manual I-2, the MOU will control.

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

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

Unrepresented, sworn members of the Fire-Rescue Department accrue annual leave consistent with Civil Service Rule X, codified at San Diego Municipal Code section 23.1103. However, they do not cease to accrue annual leave until they reach the following caps: 980 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired before July 1, 1994 with 15 or more years of service as of September 8, 2018; 840 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired before July 1, 1994 with less than 15 years of service as September 8, 2018; 552 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired on or after July 1, 1994 and before July 1, 2016; 395 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired on or after July 1, 2016 who regularly work 40 hours per week; and 552 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired on or after July 1, 2016 who regularly work a 56-hour per week schedule.

Section 15. SICK LEAVE

Section 15.1. Sick Leave Reimbursement

Officers and employees currently eligible for sick leave reimbursement, under provisions of the Sick Leave Reimbursement Program (Sick Leave Program) set forth in Administrative Regulation 95.90 or San Diego Civil Service Rule X, are deemed to have vested rights to sick leave

reimbursement and continue to be entitled to this benefit even though the Sick Leave Program has been repealed.

Section 15.2. Paid Sick Leave for Employees under AB 1522

Notwithstanding the repeal of the Sick Leave Program described in Section 15.1 above, the City Council intends to provide to those hourly, limited employees, who have no paid annual leave, paid sick leave in conformance with the Healthy Workplaces, Healthy Families Act of 2014 and related amendments, codified at Labor Code sections 245 through 249 (AB 1522), and as negotiated by the City with its impacted employee organizations under the MMBA.

Under AB 1522, an employee who, on or after July 1, 2015, works in California for the same employer for 30 or more days within a year from the commencement of employment is entitled to paid sick leave at a rate of not less than one hour for every 30 hours worked, subject to specified use and accrual limitations set forth in AB 1522.

The paid sick leave under AB 1522 will be administered pursuant to the conditions negotiated between the City and its impacted employee organizations, and approved by the City Council, or otherwise authorized by the City Council in accordance with the MMBA and City Council Policy 300-06.

This paid sick leave for unrepresented employees will be on the same terms and in accordance with City Council-approved agreements between the City and its recognized employee organizations.

Section 15.3. Earned Sick Leave under Ordinance O-20390

In accordance with the City of San Diego Earned Sick Leave and Minimum Wage Ordinance (Ordinance O-20390), codified at Municipal Code sections 39.0101 through 39.0116, hourly, limited City employees, who have no paid annual leave, will have access to one hour of paid leave for every 30 hours worked, up to a maximum balance of 80 hours, to be used for the

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

This paid leave for unrepresented employees will be on the same terms and in accordance with City Council-approved agreements between the City and its recognized employee organizations. Earned sick leave may not be cashed out at any time.

City employees, with no paid annual leave, who receive earned sick leave under Ordinance O-20390, will not receive additional leave under AB 1522, provided that the earned sick leave under Ordinance O-20390 satisfies the requirements of AB 1522.

Section 15.4. COVID-19 Supplemental Paid Sick Leave

The City Council acknowledges the City will comply with Senate Bill 95, which created new Labor Code section 248.2 mandating employers to provide employees with supplemental paid sick leave for various COVID-related absences for the period January 1, 2021 through September 30, 2021.

Section 16. ADMINISTRATIVE LEAVE

Section 16.1. Paid Administrative Leave

The City Council authorizes the Mayor, or the Mayor's designee, and independent appointing authorities to place any City employee on paid administrative leave for a period not to exceed 30 calendar days under the conditions specified in this section. The Mayor, or designee, or independent appointing authority must evaluate known facts and make a factual, written determination that immediate, temporary removal of an employee from the workplace is (1) in the best interests of the City and (2) necessary to maintain the wellbeing, safety, security, or

protection of any City employee or citizen, City property, or City resources, or otherwise required by federal or state law.

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

This authorization for paid administrative leave is not intended to modify or supersede the Council's previous authorization of any other leave provision. The authorization of paid administrative leave in this section does not create a right of any employee to any paid administrative leave, nor is it intended to modify or supersede any other provision regarding leave or removal, with or without pay, or disciplinary procedure set forth in the City's Civil Service Rules or Personnel Regulations, including the provisions set forth at Civil Service Rule XI, section 8, codified at San Diego Municipal Code section 23.1208, and Personnel Manual L-2.

Section 16.2. Police Administrative Leave

In addition to the provisions set forth in Section 16.1 above, the Police Chief is authorized to place any presently employed sworn police officer, covered by the Public Safety Officers Procedural Bill of Rights, on paid administrative leave for that period of time deemed necessary by the Police Chief to ensure the City's compliance with controlling state law and to protect the safety and security of Police Department operations. No sworn police officer has a right to this paid administrative leave. The Police Chief has sole discretion to grant this leave when it is in the best interests of the City.

Section 17. MANAGEMENT ADMINISTRATIVE LEAVE AND EXECUTIVE BENEFITS

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

Managers identified in Exhibit G attached to this Ordinance are eligible for Management Administrative Leave, subject to approval by their appointing authorities and any additional guidelines established by the Mayor or other appointing authority. Specifically, the Mayor must authorize the granting of Management Administrative Leave for eligible employees who report to the Mayor; the City Attorney must authorize the granting of Management Administrative Leave for eligible employees who report to the City Attorney; the Civil Service Commission must authorize the granting of Management Administrative Leave for the Personnel Director; the Retirement System Board of Administration must authorize the granting of Management Administrative Leave for the Retirement Administrator; and the Ethics Commission must authorize the granting of Management Administrative Leave for the Ethics Commission Executive Director. The City Auditor, City Clerk, and Independent Budget Analyst are granted 80 hours of Management Administrative Leave, unless the City Council specifically denies this Management Administrative Leave benefit by subsequent City Council action, related to the establishment of compensation for the employees in these positions.

The City Council authorizes the Mayor and independent department appointing authorities to provide executive management benefits, in the form of moving or relocation compensation,

when this additional compensation is necessary to recruit or retain a management level employee, with special skills or expertise, whose employment is in the best interests of the City as determined by the Mayor. The City Council further authorizes the Mayor to establish regulations related to administration of executive management benefits to apply City-wide.

Section 18. PARENTAL LEAVE

The City Council authorizes a paid parental leave benefit for eligible employees of up to 160 hours of paid leave in a 12-month period, following the birth, adoption, or placement of a child. The benefit is reduced to 80 hours of leave for employees who work half-time and 120 hours of leave for employees who work three-quarter time. Employees must receive a flexible benefit allowance from the City to be eligible for the paid parental leave benefit. Further, employees are eligible to receive Parental Leave if they have been employed by the City for at least one month and have worked at least half-time during that one month.

Parental leave is limited to one eligible event during a rolling 12-month period, as set forth in Administrative Regulation 95.89. Further eligibility criteria and terms of the benefit, for represented employees, are set forth in City Council-approved MOUs, and in Administrative Regulation 95.89. Elected officers are not eligible for this benefit.

Section 19. DISCRETIONARY LEAVE

In Fiscal Year 2022, all full-time unrepresented employees will receive 24 hours of discretionary leave, which can be used in the same manner as annual leave, except this discretionary leave may not be cashed out upon separation from City employment and it will be forfeited, if not used by June 30, 2022. Unrepresented employees who work three-quarter time will receive 18 hours of discretionary leave under the same conditions as full-time employees. Half-time unrepresented employees will receive 12 hours of discretionary leave under the same conditions as full-time employees.

For employees represented by one of the City's recognized employee organizations, discretionary leave is a negotiable benefit. Consequently, represented employees will receive discretionary leave in the amount and on the terms specified in any successor MOU for Fiscal Year 2022. Elected officers are not eligible for this benefit.

Section 20. BEREAVEMENT LEAVE

The City Council authorizes Paid Bereavement Leave of 40 hours per fiscal year for all full-time unrepresented employees and in an amount set forth in approved MOUs for represented employees. This leave may be used upon the death of an employee's spouse or state-registered domestic partner; parent (biological, step, adoptive, in-law), sibling (biological, step, foster, adopted), child (biological, step, foster, adopted, miscarried, stillborn), grandparent, and grandchild (biological, adopted). Bereavement Leave is not authorized for a death that occurred before the employee's date of hire with the City. Bereavement Leave must be taken within 12 months of the eligible death, not to exceed 40 hours total for any one eligible death. Unused Bereavement Leave during a fiscal year does not carry over to the next fiscal year. Proof of death (death certificate, obituary notice, funeral program, etc.) or proof of miscarriage/stillbirth (a note from a healthcare provider) must be provided submitted within 30 calendar days of an employee's return to work. If such proof is not submitted within the specified timeframe, the Bereavement Leave will revert to available compensated leave, or unpaid leave, at the employee's discretion. Bereavement Leave is prorated to each fiscal year for employees who work three-quarter time and half-time. Bereavement Leave may not be cashed out upon separation from City employment, and it will be forfeited, if not used by June 30, 2022.

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

Section 21. LEAVE TO VOTE

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

Section 22. LEAVE SHARING PROGRAMS

The City Council authorizes the Mayor or his designee to apply City Council approved leave sharing plans for represented employees to unrepresented employees under the same terms and conditions. The City Council further authorizes the Mayor or his designee to adopt any necessary regulations to properly implement and administer the leave sharing programs.

Section 23. DEDUCTIONS REQUIRED BY LAW

For purposes of determining the amount of any deductions required by law from an elected officer's biweekly pay, the Chief Financial Officer will use the annual salaries established in section 1 of this Ordinance as the base rate of pay, adjusted by any pay reductions requested under section 1. For all other City employees, the Comptroller will determine the amount of deductions required by law using the salaries or wages established in Exhibits A-1 and A-2 (for classified employees) or Exhibits C-1 and C-2 (for unclassified employees), and, where applicable, additional pay, benefits, and reimbursements authorized or granted by City Council action.

Section 24. VOLUNTARY FURLOUGH

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

Section 25. ADDITIONAL BENEFIT PROGRAMS

The City Council may, upon the Mayor's recommendation, establish additional benefit programs for represented and unrepresented officers and employees by separate and specific City Council action. For represented employees, these additional benefit programs must be based on ratified and executed MOUs with recognized employee organizations, or otherwise in compliance with the MMBA and City Council Policy 300-06. For unrepresented officers or employees, these programs must be based on other requirements that are established by the City Council in its sole discretion.

Section 26. ACKNOWLEDGEMENT OF DUTY TO COMPLY WITH THE MMBA AND INCORPORATE INTO ORDINANCE TERMS AND CONDITIONS OF EMPLOYMENT FROM APPROVED MOUS

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

a controlling document for preparation of the Annual Appropriation Ordinance for the ensuing fiscal year.

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

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

Charter section 70 limits the authority of the City Council to revise the compensation schedules during a fiscal year. However, Charter section 70 also mandates that increases and decreases of salary or wages of City officers and employees must be consistent with the salary or wage schedules established by the annual Salary Ordinance and in accordance with the MMBA or legal requirements governing labor relations that are binding upon the City.

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

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

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

The City Council authorizes the Mayor to take any necessary steps to implement and administer MOUs that have been or will be approved by the City Council. However, if the City Council finds and determines that adjustments to the salary or wage tables set forth in this Ordinance are necessary during Fiscal Year 2022, those adjustments will be made by this City Council, in accordance with the Charter and the MMBA.

Section 27. COMPLIANCE WITH APPLICABLE LAW

The City Council intends this Ordinance to comply with all federal, state, and local laws and regulations applicable to the City as a public agency employer. The Ordinance must be implemented in accordance with applicable laws and regulations, including the MMBA. The Mayor, the Personnel Director, the Comptroller, the Risk Management Director, and other City officers are responsible for implementing employee compensation, including pay and benefits, in accordance with applicable laws and with the officers' Charter-mandated duties.

Section 28. EXEMPTION OF POSITIONS FROM THE CLASSIFIED SERVICE

The City Council may exempt additional positions from the Classified Service during Fiscal Year 2022 in accordance with Charter section 117(a)(17).

Section 29. CERTIFICATION OF PAYROLLS AND CREATION OF PAY CODES

In accordance with Charter section 126, the City Treasurer must not pay and the Chief Financial Officer must not issue a warrant for the payment of any salary or compensation to any person holding, or claiming to hold, a position in the classified or unclassified service unless the payroll or account of such salary or wage bears the certificate of the Personnel Director, stating

that the person named in the payroll or account has been elected, appointed, or employed by the City and is performing service in accordance with the provisions of the Charter and the rules established thereunder; that the person's name appears upon the service register for the time for which the salary or wage is claimed; and that the salary or wage is at the rate indicated on the register, and in accordance with this Ordinance.

The Chief Financial Officer, in consultation with the Personnel Director, is authorized to create pay codes to properly record the employment status and compensation of City officers and employees, including pay codes to document retroactive payment of compensation when ordered by a court of competent jurisdiction or an administrative agency legally authorized to award retroactive compensation in accordance with the Charter and ordinances adopted thereunder or controlling state law. The pay codes must be set forth in the annual "Earnings Code Document," referenced in Section 7.4 above.

Section 30. The City Council does not intend to ratify the implementation or funding of any illegal employment or retirement benefit by adopting this Ordinance.

Section 31. Exhibits A-1, A-2, B, C-1, C-2, D, E, F, G, and H are incorporated into this Ordinance.

Section 32. That a full reading of this Ordinance is dispensed with before its passage, a written or printed copy having been available to the City Council and the public before the day of its passage.

Section 33. This Ordinance will take effect and be in force on the thirtieth day from and after its final passage, with the provisions relating to Fiscal Year 2022 pay to be effective on July 1, 2021, or thereafter, as specified in this Ordinance.

APPROVED: MARA W. ELLIOTT, City Attorney

By /s/Thomas J. Brady
Thomas J. Brady
Deputy City Attorney

TJB:jvg
2/3/21
Or.Dept: Human Resources
Doc. No.: 2617257_3

I hereby certify that the foregoing Ordinance was passed by the Council of the City of San Diego, at this meeting of APR 27 2021.

ELIZABETH S. MALAND
City Clerk

By Connie Patterson
Deputy City Clerk

Approved: 4/14/21
(date)

Todd Gloria
TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

I certify that the foregoing Ordinance was introduced by the Council of the City of San Diego on 04/13/2021; approved by the Mayor pursuant to San Diego Charter section 290 on APR 14 2021; and passed by the City Council at its meeting of APR 27 2021.

ELIZABETH S. MALAND
City Clerk

By Connie Patterson
Deputy City Clerk

ORDINANCE NUMBER O-_____ (NEW SERIES)

DATE OF FINAL PASSAGE _____

AN ORDINANCE OF THE COUNCIL OF THE CITY OF
SAN DIEGO ESTABLISHING A SCHEDULE OF
COMPENSATION, INCLUDING CHANGES TO
CLASSIFICATIONS, FOR OFFICERS AND EMPLOYEES OF
THE CITY OF SAN DIEGO FOR FISCAL YEAR 20242022.

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

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

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

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

WHEREAS, Charter section 11.1 mandates that the City Council adopt the Salary Ordinance no later than May 30 of each year, after considering all relevant evidence including the needs of the citizens for municipal services, giving priority to the funding of police protection, the

ability of the citizens to pay for municipal services, local economic conditions, and other relevant factors as the City Council deems appropriate; and

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

WHEREAS, Charter section ~~290~~11.1 also requires that the Salary Ordinance ~~be proposed by~~comply with any collective bargaining laws binding on the City as a public agency employer; and

~~WHEREAS, the City is subject to the Mayor for introduction by Meyers-Milias-Brown Act (MMBA), the City Council no later than April 15 of each year, so~~state law set forth at California Government Code sections 3500 through 3511, that establishes collective bargaining rules for local public agencies; and

~~WHEREAS, the Salary Ordinance becomes a controlling document for preparation of City has six recognized employee organizations, as defined by the Annual Appropriation Ordinance for MMBA, which provide representation to the ensuing fiscal year; majority of City employees on mandatory subjects of bargaining, including wages, hours, and other terms and~~

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

WHEREAS, ~~the City presently has an existing MOU, the City is bound by current MOUs with each~~four of its six recognized employee organizations ~~and each MOU expires, the San Diego~~

Municipal Employees Association (MEA), the San Diego City Firefighters, International Association of Firefighters Local 145 (Local 145), the Deputy City Attorneys Association of San Diego (DCAA), and Local 127, American Federation of State, County and Municipal Employees, AFL-CIO (Local 127), with each of these MOUs expiring on June 30, 2021; and

WHEREAS, the City's MOUs with two of its recognized employee organizations, the California Teamsters Local 911 (Teamsters Local 911) and the San Diego Police Officers Association (SDPOA), expired on June 30, 2020; and

WHEREAS, the WHEREAS, the City is presently negotiating successor MOUs with each of its recognized employee organizations; those negotiations, taking place in accordance with the MMBA and City Council Policy 300-06, have not yet concluded; and

WHEREAS, the Mayor has proposed, and the City Council has considered the Salary Ordinance for Fiscal Year 2022, in accordance with the requirements set forth in the Charter and the MMBA; and

WHEREAS, the City Council determines that the terms set forth in this Salary Ordinance for Fiscal Year 20212022 are consistent with the City Council approved MOUs between the City and each of its six recognized employee organizations previously approved by the City Council or with the established status quo for Teamsters Local 911 and SDPOA, as required by the MMBA; and

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

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

WHEREAS, in accordance with Charter section 130, the City's Civil Service Commission prepares and furnishes to the City Council, prior to the City Council adoption of the Salary Ordinance, a report identifying classifications of employees in the Classified Service which expire on June 30, 2020; and merit special salary consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors the Commission deems appropriate; and

WHEREAS, this ~~WHEREAS, the Civil Service Commission has prepared, and the City Council has received and considered the report required by Charter section 130; and~~

WHEREAS, in accordance with Charter section 11.1, the City Council also considers the following factors, among others, relevant in adopting the Salary Ordinance for Fiscal Year 2022:

(1) The Salary Ordinance is being introduced in compliance with the April 15 deadline set forth in Charter section 290, but the City Council acknowledges that the terms and conditions of employment set forth here for employees represented by one of the City's recognized employee organizations may be modified and this Salary Ordinance may be amended to reflect those modifications, consistent with the MMBA, City Council Policy 300-06, and Charter section 70; and the City's established budget process;

WHEREAS, as ~~(2) As~~ required by the MMBA and Council Policy 300-06, the City's Management team began labor negotiations with all six of its recognized employee organizations during the months of September, October, and November of 2019 fall of 2020, by providing each recognized employee organization with notice and opportunity to meet and confer on successor MOUs; and

WHEREAS, the City and each recognized employee organization have been meeting and conferring for several months since September, October, and November of 2019, exchanging economic and non-economic proposals, and discussing terms and conditions of employment; and

~~(3) WHEREAS, the~~The negotiations with each of the recognized employee organizations are ongoing and the terms of successor MOUs have not been agreed upon; and

~~(4) WHEREAS, Charter section 290 and the MMBA require that the Salary Ordinance for Fiscal Year 2021~~2022 be introduced with no changes to the wages and other terms and conditions of employment set forth in the City's existing, approved MOUs; and or with the status quo for those represented employees working under an expired MOU;

~~WHEREAS, consistent with past practice, the Mayor is recommending to the City Council that unrepresented classified and unrepresented unclassified employees receive a general wage or salary adjustment for Fiscal Year 2021 consistent with that contained in an any final, approved memorandum of understanding between the City and employees represented by the San Diego Municipal Employees' Association at the conclusion of the ongoing Fiscal Year 2021 labor negotiations; and~~

~~WHEREAS, on~~(5) On March 4, 2020, Governor Newsom declared a State of Emergency to exist in California because of ~~COVID~~the emergence of Coronavirus Disease 19; and

~~WHEREAS, on March 12, 2020, by San Diego Resolution R-312985, the City Council ratified the State of Emergency in San Diego previously proclaimed by the Mayor related to the threat of~~ (COVID-19 to the City; and

~~WHEREAS, on March 18, 2020, President Donald Trump signed), which has developed into law the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act, in response to COVID-19; and~~ a global pandemic lasting for more than one year;

~~WHEREAS, on~~(6) On March 19, 2020, Governor Newsom issued Executive Order N-33-20 ordering all individuals in California to stay at their place of residence except as needed to maintain continuity of operations of the critical infrastructure sectors; and since that time,

residents of the County of San Diego have been under various public health orders issued by the State of California, through the County of San Diego Health and Human Services Agency, limiting travel and activities, to slow the spread of COVID-19;

~~WHEREAS, on March 22, 2020, President Donald Trump issued a Major Disaster Declaration for the State of California (California), in response to the public health crisis caused by the outbreak of COVID-19; and~~

~~WHEREAS, the City Council acknowledges the~~(7) As a result of these public health orders, the City's Department of Finance reports (as of January 2021) that the City's General Fund revenues are projected to be under budget by \$86.0 million, including \$30.3 in major revenues and \$55.7 million in departmental revenues; most of the revenue shortfalls are due to the ongoing COVID-19 pandemic and the impact of the State of California's stay-at-home orders on travel, special events, and revenue generated from City property and facilities;

(8) On March 12, 2021, President Biden signed into law the American Rescue Plan Act of 2021;

(9) The City has received confirmation it will receive approximately \$300 million in relief from this federal legislation; however, the terms and timing of that relief are not yet fully known;

(10) In a report issued by the City Auditor in April 2020, titled "Performance Audit of the City's Strategic Human Capital Management," the City Auditor concluded, among several findings, that widespread uncompetitive compensation in the City poses a growing short- and long-term risk to the City's ability to maintain and attract a high-quality workforce for providing public services, and has likely contributed to several negative effects on the City workforce and public services, including increased recruitment and retention challenges; damage to the City's brand as an employer; employee dissatisfaction; and increased risk of fraud, waste, and abuse;

total compensation surveys conducted by the City during 2020 in preparation for successor MOU negotiations also showed that several classifications are not competitive with regard to salary and benefits among surveyed public agency employers;

(11) The public health and economic uncertainties presented by COVID-19 and the need to comply with controlling laws, in considering this since March 2020, presented by the global pandemic caused by COVID-19, are creating uncertainties related to the City's ability to provide services to the community, and the City Council must consider these uncertainties and work to resolve them through the budget process, which initially involves consideration of the Salary Ordinance; and

(12) Given the current uncertainties, the Salary Ordinance for Fiscal Year 2022 is introduced with no changes to the wages and other terms and conditions of employment set forth in the City's existing, approved MOUs or to the established status quo for Teamsters Local 911 and SDPOA, as required by the MMBA; however, the City and its six recognized employee organizations are continuing to negotiate successor MOUs as the City has received confirmation it will receive federal stimulus funds provided in the American Rescue Plan Act of 2021 and these funds will likely support the dual purpose of mitigating increased COVID-19 related City expenses and bolstering City revenues that will eventually return to pre-pandemic levels after the health crisis is mitigated; and

WHEREAS, due to the uncertainties described above, the Mayor is recommending to the City Council that unrepresented classified and unrepresented unclassified employees receive no general wage or salary adjustment for Fiscal Year 2022, and the City Council acknowledges that any changes to wages or salaries for unrepresented employees during Fiscal Year 2022 must comply with the requirements of Charter section 70; and

WHEREAS, any future adjustments to employee compensation during Fiscal Year 2022 will be consistent with the MMBA, the Charter, and the City's established budget process; and

WHEREAS, under California Labor Code (Labor Code) section 1182.12(b), California's minimum wage for employers, including municipalities, who employ 26 or more employees, increased to \$14.00 an hour on January 1, 2021 and to \$15.00 an hour on January 1, 2022; and all City employees must be paid no less than California's minimum wage; and

WHEREAS, the salary and wage schedules for Fiscal Year 2022 reflect changes to the California minimum wage; and

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

WHEREAS, as set forth in San Diego Municipal Code (Municipal Code) section 39.0107(b), starting July 11, 2016, the local minimum wage is \$10.50; starting January 1, 2017, the local minimum wage is \$11.50; starting January 1, 2019, and each year thereafter, the local minimum wage increases by an amount corresponding to the prior year's increase, if any, in the cost of living, measured by a percentage increase as of August of the immediately preceding year over the level as of August of the previous year of the Consumer Price Index (Urban Wage Earners and Clerical Workers, U.S. City Average of All Items); the adjusted minimum wage must be announced by the City by October 1 of each year, to take effect as of January 1 of the succeeding year; and

WHEREAS, Municipal Code section 39.0107(b)(4) further states that, in the event the federal or California minimum wage is increased above the level of the local minimum wage, then the local minimum wage will be increased to match the higher federal or California wage,

effective on the same date as the increase in the federal or California minimum wage takes effect;

and

~~WHEREAS, the terms set forth in this Salary Ordinance for Fiscal Year 2021 are consistent with City Council approved MOUs between the City and each of its six recognized employee organizations; and~~

~~WHEREAS, Exhibit A-1 is the salary/wage table for employees in the Classified Service, in effect from July 1, 2020 through December 31, 2020, and Exhibit A-2 is the salary/wage table for employees in the Classified Service, in effect from January 1, 2021 through June 30, 2021, and reflects the legally required increases to California's minimum wage of \$14.00 an hour, effective January 1, 2021; and~~

~~WHEREAS, Exhibit C-1 sets forth the standard salary and wage rates for employees in the Unclassified Service, in effect from July 1, 2020 through December 31, 2020, and Exhibit C-2 sets forth the standard salary and wage rates for employees in the Unclassified Service, in effect from January 1, 2021 through June 30, 2021, and reflects the legally required increases to California's minimum wage of \$14.00 an hour, effective January 1, 2021; and~~

~~WHEREAS, the City Council authorizes moving the Assistant Deputy Director (Classification Number 2250) from Managerial B to Managerial C, and moving the Assistant Department Director (Classification Number 2181) from Executive III to Executive IV, in Exhibits C-1 and C-2; and~~

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

~~WHEREAS, effective December 10, 2020, City elective officers will receive annual salaries based on the salary paid to Superior Court judges by the State of California. The Chief Financial Officer is responsible for determining the State salary of Superior Court judges and for setting and adjusting the salaries of the City Councilmembers, Mayor, and City Attorney; and~~

~~WHEREAS, until December 10, 2020, the salaries of City Councilmembers, the Mayor, and the City Attorney will remain as set by the Fiscal Year 2019 Salary Ordinance, approved by the City Council by San Diego Ordinance O-20927 (April 24, 2018); and~~

~~WHEREAS, in accordance with Charter section 130, the Civil Service Commission has prepared and furnished to the City Council a report identifying classifications of employees in the Classified Service, which merit special salary or wage consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors as identified by the Civil Service Commission; and~~

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

~~WHEREAS, in accordance with Civil Service Rule I, codified at San Diego Municipal Code (Municipal Code) section 23.0202, the Civil Service Commission has studied requests for new classifications and recommended creation of new classifications; and~~

~~WHEREAS, the new classifications as well as title changes to existing classifications are incorporated into Exhibit B of this Ordinance and deleted classifications have been removed, as required; and~~

~~WHEREAS, Charter section 117(a)(17) authorizes the exemption of certain managerial positions from the Classified Service, "by ordinance, upon the initiation of the appropriate~~

~~appointing authority and after receiving the advisory review and comment of the Civil Service Commission and the approval of the City Council"; and~~

~~WHEREAS, the classifications that the City Council has previously exempted from the Classified Service are set forth by classification and salary or wage rate in the "Unclassified Service Classifications and Standard Salary/Wage Rates," attached to this Ordinance as Exhibit C-1 and C-2; and~~

~~WHEREAS, on March 5, 2020, the Civil Service Commission reviewed a request from the Public Works Department to exempt a Program Manager position from the Classified Service; and~~

~~WHEREAS, as explained in the March 23, 2020 memorandum from Personnel Director Douglas Edwards to the Honorable Council President and Councilmembers, the Program Manager position will be responsible for overseeing contract delivery and administration for Pure Water Program construction projects; and~~

~~WHEREAS, this position will develop procedures on how to effectively monitor and manage Pure Water contracts; ensure the City is compliant with special program requirements associated with State Revolving Fund loans required for the Pure Water Program; assist in the negotiation of special terms or requirements associated with program funds; act as liaison for the City between stakeholder groups; and make decisions related to contract compliance at the award phase and throughout the life of projects; and~~

~~WHEREAS, upon review of the duties and responsibilities of this Program Manager position, the Civil Service Commission determined that it meets the intent of the San Diego Charter section 117(a)(17) to exempt from the Classified Service, and the Civil Service Commission's advisory review and comment is presented to the City Council in this Ordinance for final determination; and~~

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

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

WHEREAS, it is necessary to ensure compliance with the FLSA, including all applicable case law interpreting the FLSA and regulations; and

~~WHEREAS, under California Labor Code (Labor Code) section 1182.12(b), California's minimum wage for employers, including municipalities, who employ 26 or more employees, increases to \$13.00 an hour on January 1, 2020 and \$14.00 an hour on January 1, 2021; and~~

~~WHEREAS, the salary and wage schedules for Fiscal Year 2021 reflect changes to the California minimum wage; and~~

~~WHEREAS, on June 7, 2016, City voters approved San Diego Ordinance O-20390~~
~~(Aug. WHEREAS, on November 6, 2018, City voters approved Measure L, which amended the Charter to remove the requirement that City Councilmembers set their salaries and those of the Mayor and the City Attorney, requiring instead that the Chief Financial Officer determine the salaries of the City Councilmembers, Mayor, and City Attorney based on specified formulas, beginning December 10, 2020; and~~

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

determining the salary prescribed by law and as adjusted by law for judges of Superior Court of the State of California; and

~~18, 2014), upon submission of a referendary petition, following approval of the ordinance by the City Council; San Diego Ordinance O 20390 implemented a local minimum wage and earned sick leave for all employees working in the geographic boundaries of the City, including employees working for the City; and~~

~~WHEREAS, as set forth in Municipal Code section 39.0107(b), starting July 11, 2016, the local minimum wage is \$10.50; starting January 1, 2017, the local minimum wage is \$11.50; starting January 1, 2019, and each year thereafter, the local minimum wage increases by an amount corresponding to the prior year's increase, if any, in the cost of living, measured by a percentage increase as of August of the immediately preceding year over the level as of August of the previous year of the Consumer Price Index (Urban Wage Earners and Clerical Workers, U.S. City Average of All Items); the adjusted minimum wage must be announced by the City by October 1 of each year, to take effect as of January 1 of the succeeding year; and~~

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

~~WHEREAS, effective January 1, 2020, the local minimum wage is \$13.00 an hour, which is consistent with the California minimum wage; and~~

~~WHEREAS, the salary and wage schedules for Fiscal Year 2021 are intended to be consistent with the mandated minimum wage, so that no City employee is paid less than the minimum wage; and~~

WHEREAS, after receipt of information at a public hearing, and after thorough consideration and deliberation of the Mayor's and Civil Service Commission's recommendations, the City Council finds that the salaries and wages established in this Ordinance are consistent with City Council-approved MOUs, and the City Council intends to make final determinations on the information presented; and

WHEREAS, it is now necessary and appropriate for the City Council, under the authority vested in it by and consistent with the State Constitution and the Charter, to establish the salary and wage schedules for officers and employees, including classified and unclassified employees of the City, for Fiscal Year ~~2021~~2022; and

~~WHEREAS, in considering this Salary Ordinance, the City Council recognizes that the negotiations with the City's six recognized employee organizations for successor MOUs are ongoing and the City Council may be required to consider pay adjustments for employees represented by the recognized labor organizations by separate action, in compliance with the MMBA, the Charter, and this Salary Ordinance; and~~

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

WHEREAS, all exhibits referenced in this Ordinance are attached to and incorporated into this Ordinance; NOW, THEREFORE,

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

Section 1. SALARIES ESTABLISHED FOR ELECTED AND APPOINTED OFFICERS

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

~~December 10, 2020.~~

~~Until December 10, 2020, the salaries of City Councilmembers, the Mayor, and the City Attorney will remain as set by the Fiscal Year 2019 Salary Ordinance, approved by the Council, by San Diego Ordinance O-20927 (April 24, 2018), as follows:~~

Mayor	\$100,464
Councilmember	\$75,386
City Attorney	\$193,648

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

~~Effective~~Charter section 24.1 provides that effective December 10, 2020, the salary paid to the Mayor will be equal to the salary

prescribed by law and as adjusted by law for judges of the Superior Court for the State of California.

~~Effective~~Charter section 40 provides, in pertinent part, that effective December 10, 2020, the salary paid to the City Attorney will be equal to the

salary prescribed by law and as adjusted by law for judges of the Superior Court for the

State of California, provided that the salary of the City Attorney may not be decreased during a term of office.

No elected officer accrues annual leave.

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

Charter sections 125 and 126, read together, require the Personnel Director to maintain and certify payroll records, known as the "service register," of all employees, including elected officers. The Personnel Director must certify that the persons named in the Service Register "have been elected, appointed or employed and are performing service in accordance with the provisions of th[e] Charter and the rules established thereunder, that their names appear upon the service register for the time for which such salary or compensation is claimed and that the salary or compensation is at the rate indicated on such register." Under Charter section 125, the City Clerk must also maintain and provide information about the City's elected officers.

To satisfy these Charter-mandated duties, the City Council requests that the Chief Financial Officer, upon determining and adjusting the salaries of the City Councilmembers, Mayor, and City Attorney as required by law, provide the salary information by memorandum to the Personnel Director and the City Clerk and also make the memorandum available to the public. The City Council also requests that a copy of this memorandum be submitted for the public's information and benefit, when the Mayor presents the proposed salary ordinance to the City Council for consideration each April.

Following the Chief Financial Officer's determination and adjustment of salaries for elected officers, any elected officer may voluntarily choose to receive a reduced amount of

pay reduction in the salary prescribed by law, so long as any applicable minimum wage requirements are met, by submitting a Personnel Change Request (CS-1522) to the Personnel Department Director.

No elected officer accrues annual leave, which is considered paid compensation, because annual leave is not part of the formula specified in Measure L, and approved by City voters in 2018, as referenced above. The salaries of appointed officers in the Unclassified Service, including the City Clerk, Independent Budget Analyst, City Auditor, and other employees described in San Diego Charter section 117(a), may be modified during the Fiscal Year, following a performance review, as long as the modified salary is consistent with Exhibits C-1 and C-2 of this Ordinance and the appointing authority complies with the Ralph M. Brown Act, if applicable.

Section 2. SALARY /WAGE SCHEDULES ESTABLISHED

Section 2.1. Unclassified Service

The City Council adopts the “Unclassified Service Classifications and Standard Salary/Wage Rates,” as the salary/wage schedule for all City officers and employees in the Unclassified Service. Exhibits C-1 and C-2 establish the Classification and Standard Salary/Wage Rates for Fiscal Year ~~2021~~2022. Exhibit C-1 is in effect from July 1, ~~2020~~2021 through December 31, ~~2020~~2021. Exhibit C-2 is in effect from January 1, ~~2021~~2022 through June 30, ~~2021~~2022, and reflects the increase to California’s minimum wage to \$~~14~~15.00 an hour, effective January 1, ~~2021~~2022.

———For comparison purposes, Exhibits C-1 and C-2 set forth monthly, bi-weekly, and hourly salary/wage rates for all employees in the Unclassified Service. ~~Unless otherwise noted in Exhibits C-1 and C-2, all employees in the Unclassified service are paid on a “salaried” basis.~~

The City Council adopts an “Executive” category within the Unclassified Service with classifications of Executive I through Executive V, for all officers and employees serving in the positions listed under “Executive” in Exhibits C-1 and C-2. The City Council ~~further~~ adopts a “Managerial” category within the Unclassified Service with classifications of Managerial A, B, and C, for all officers and employees serving in the positions listed under “Managerial” in

Exhibits C-1 and C-2. The City Council ~~also~~ adopts a “Miscellaneous Executive and Managerial” category within the Unclassified Service with classifications A through ~~FE~~E, and a “Professional Legal” category within the Unclassified Service, as set forth in Exhibits C-1 and C-2. ~~Finally, the~~The City Council also adopts the wage rates for Interns. The salary and wage rates and ranges listed in Exhibits C-1 and C-2 may be changed only by City Council action.

~~Consistent with past practice, all unclassified employees, who are unrepresented, will receive a general wage or salary adjustment for Fiscal Year 2021 consistent with that contained in~~

any final, approved memorandum of understanding entered into between the City and employees represented by the San Diego Municipal Employees' Association at the conclusion of Fiscal Year 2021 labor negotiations.

The City Council authorizes moving the Medical Review Officer (Classification 2274) from Miscellaneous F to Managerial C in Exhibits C-1 and C-2; moving the Assistant Retirement Administrator (Classification 2119) from Miscellaneous A to Executive V in Exhibits C-1 and C-2; moving the Retirement General Counsel (Classification 2195) from Professional Legal to Executive V in Exhibits C-1 and C-2; moving the Assistant Investment Officer (Classification 2256) from Managerial B to Managerial C; and moving the Investment Officer (Classification 2241) from Miscellaneous A to Executive V. The Chief Executive Officer for the San Diego City Employees' Retirement System requested these changes, which result in a higher base rate of pay for these positions.

Section 2.2. Classified Service

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

The City Council adopts the salary/wage table, attached to this Ordinance as Exhibit A-1, for July 1, 2020~~2021~~ through December 31, 2020~~2021~~, and Exhibit A-2, for January 1, 2021~~2022~~ through

June 30, ~~2021~~2022, for all employees in the Classified Service. Exhibit A-2 reflects the increase to California's minimum wage to \$15.00 an hour, effective January 1, 2022.

~~————~~For comparison purposes, Exhibits A-1 and A-2 set forth hourly and biweekly salary/wage rates for employees in the Classified Service, ~~except for those working in fire suppression positions, as discussed below. Unless otherwise noted in Exhibits A-1 and A-2, all employees in the Classified Service are paid on an "hourly" basis.~~

~~Exhibits A-1 and A-2 set forth the hourly and biweekly salary and wage rates for Classified Service employees, except those working in fire suppression positions, who work a 28-day work period and are subject to the partial exemption under the FLSA, as set forth in Section 4.23 of this Ordinance. The wage rate for fire suppression employees, who work a 28-day work period and are subject to the partial exemption under the FLSA, is established by dividing the 40-hour workweek rate for the fire classifications by 1.4. This suppression rate is expressly reflected in Exhibits A-1, and A-2. The Comptroller, working with the Personnel Director, is authorized to make any additional adjustments to wage rates for fire suppression employees who work a 28-day work period, as agreed upon by the City and Local 145 or required under the FLSA.~~

The pay steps for all Classified Service classifications, as set forth in Exhibits A-1 and A-2, are calculated and established at approximately ~~5%~~five percent increments. However, the Accountant IV class has a minimum and a maximum wage rate, but no intermediate steps. Employees in the Accountant-IV class may be paid any amount within the minimum and maximum wage rates, at the appointing authority's discretion.

~~Consistent with past practice, all classified employees, who are unrepresented, will receive a general salary or wage adjustment for Fiscal Year 2021 consistent with that contained in any final, approved memorandum of understanding between the City and employees represented by~~

the San Diego Municipal Employees' Association at the conclusion of Fiscal Year 2021 labor negotiations.

Section 2.3. Special Salary or Wage Adjustments

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

The City Council acknowledges that it has received and considered the Civil Service Commission's report, as required by Charter section 130.

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

Section 2.4. Represented Employees

Every employee working in a classification that is represented by a recognized employee organization will receive salaries or wages consistent with the applicable MOU and set forth in the salary and wage tables at Exhibits A-1, A-2, C-1, or C-2, or as otherwise authorized in accordance with the MMBA.

As set forth more fully in section 7 of this Ordinance, the City Council authorizes the ~~Comptroller~~ Chief Financial Officer to pay all special pays, including certification pays and other

special assignment pays, incorporated into MOUs between the City and its recognized employee organizations and approved by separate City Council action.

Section 2.5. Pay Reductions

Effective July 1, 2006, and continuing in Fiscal Year ~~2021~~2022, subject to compliance with the MMBA and City Council Policy 300-06, employees in the SDPOA and DCAA bargaining units who are participating in the Deferred Retirement Option Plan (DROP) must take a 3.2% reduction in Base Compensation, as that term is defined in Municipal Code section-24.0103.

Section 3. AUTHORIZATION TO USE DEFINED TERMS AND MAKE COMPUTATIONS

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

Section 4. OVERTIME COMPENSATION

Section 4.1. Overtime Pay Plan

As stated in Council Policy 300-02, adopted by San Diego Resolution R-217487 (Jan. 12, 1977) and amended by San Diego Resolution R-222521 (Jan. 2, 1979), the City Council has recognized that it is necessary for the efficient and effective administration of the City's

government to call upon employees to work in excess of their normal working hours in certain circumstances, with the need for overtime to be determined by the Mayor or designee, or independent department director.

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

The City Council must also ensure compliance with the FLSA. This federal law requires the City to pay those employees covered by the FLSA with overtime pay for hours worked over 40 per workweek, which is defined as any fixed and regularly recurring period of 168 hours or seven consecutive 24-hour periods, at a rate of not less than one and one-half times the regular rate of pay as that term is defined by the FLSA. Certain employees may be exempt from the overtime protections of the FLSA based on their job duties and salary or wage level.

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

Section 4.2—Compliance with the Local Overtime Rules and the FLSA. Use of the Term “Salary”

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

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

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

Generally, unless there is an express exception, employees in the Unclassified Service are paid on a “salaried” basis; they are regularly scheduled to work and, in accordance with the FLSA, their compensation is regularly paid and not reduced for variations based on actual work performed or accrued leave available or used. However, there are some positions in the Unclassified Service who are “hourly” employees; their work schedules and work hours may

fluctuate each week and they may not work the same number of hours each workweek. These "hourly" employees must record all hours worked each week on approved time sheets.

Generally, employees in the Classified Service, who are regularly scheduled to work one-half time (20 hours a week), three-quarter time (30 hours a week), or full-time (40 hours each week), are characterized as "salaried," because they are regularly scheduled, their pay is not typically reduced, unless there is specific action by their appointing authority or the City Council, and they receive a specified level of flexible benefits. However, these employees must record all hours worked each week on approved time sheets, unless they are covered by an MOU which provides for other approved means to record working time. In addition, this characterization as being "salaried," as applied to Classified Service employees, does not govern the payment of or their right to overtime, which is covered by the FLSA and specific local rules set forth in approved MOUs, Civil Service Rules, Personnel Regulations, and other applicable law, as described more fully below.

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

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

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

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

one-half time (20 hours a week), three-quarter time (30 hours a week), or full-time (40 hours a week), "salaried basis," are not eligible for local overtime.

Employees in the classifications listed in Personnel Manual Index Code H-4, Addendum A, Group F, and as approved by the City Council by resolution each fiscal year, who are paid on an "hourly" basis, are eligible for "regular rate" compensation for all time worked in excess of their scheduled workweek up to 40 hours per week.

Section 4.4. Classified Employees and Compliance with the FLSA

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

~~Employees in the classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group E (fire classes), are eligible for local overtime in accordance with the rules set forth in the Personnel Manual and City Council approved MOUs. In addition, employees~~
Employees in the classifications listed in Group E (fire classes), whose normal work schedule is 40 hours per week, are eligible for overtime based on a 40-hour workweek, in accordance with the FLSA- and all applicable law interpreting the FLSA.

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

Employees in classifications listed in the Personnel Manual Index Code H-4, Addendum A, Group F, are exempt from the overtime requirements of the FLSA, provided that the employees

meet exemption job duty requirements and are paid the minimum salary each week to satisfy the "salary basis" requirements as defined in 29 C.F.R. § 541.600 (2016), if in effect, or any subsequent federal law or regulation binding on the City.

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

Unclassified employees, who are paid on an "hourly" basis, "salaried," are not eligible for "regular rate" compensation for all time worked in excess of their scheduled workweek up to 40 hours per week. "Hourly" employees may or may not have regular working hours or continual work, as set forth in Personnel Manual Index Code H-5. local overtime. These employees are also covered under the FLSA and must be exempt from the overtime requirements of the FLSA, provided that the employees meet exemption job duty requirements and are paid overtime for all time worked the minimum salary each week to satisfy the "salary basis" requirements as defined in excess of 40 hours 29 C.F.R. § 541.600 (2016), if in their workweek, but they may not receive compensatory time credit effect, or any subsequent federal law or regulation binding on the City.

Except as provided in lieu of pay.

section 4.6 below, employees in the Unclassified employees Service, who are paid on an "hourly" basis, are eligible for "regular rate" compensation for all time worked in excess of their scheduled workweek up to 40 hours per week. Further, they are covered under the FLSA and must be paid overtime for all time worked in excess of 40 hours in their workweek, except a provisional employee serving in the position of Chief Operating Officer as specified in section 4.6 below, but they may not receive compensatory time credits in lieu of pay. All provisional employees, including those working in an unclassified position, are considered "hourly." Interns are also unclassified "hourly" employees.

Section 4.3 — Exempt Employees

~~Classified employees listed in the Personnel Manual Index Code H-4, Addendum A, Group F, who are paid on a one-half, three-quarter, or full-time “salaried basis,” are not eligible for local overtime. Unclassified employees, who are “salaried,” are also not eligible for local overtime. These two groups of employees are also exempt from the FLSA overtime requirements, provided that the employees meet exemption job duty requirements and are paid the minimum salary each week to satisfy the “salary basis” requirements as defined in 29 C.F.R. § 541.600 (2016), if in effect, or any subsequent federal law or regulation binding on the City.~~

Provisional employees, including those working in an unclassified position, are considered “hourly,” except a provisional employee serving in the position of Chief Operating Officer, as specified in section 4.6 below.

Section 4.6. Exemption of Provisional Appointment of Chief Operating Officer from Local Overtime and the FLSA

In accordance with Charter section 265(b)(7) and other applicable law, the Mayor appoints the City Manager, subject to confirmation of the appointment by the City Council. The City Manager is also referred to as the City’s Chief Operating Officer.

By San Diego Resolution R-313414 (Feb. 1, 2021), the City Council confirmed the appointment of an interim Chief Operating Officer, who is a retired City employee and who will serve on a full-time basis for a limited appointment. The appointment and confirmation were made in accordance with the provisions of Municipal Code section 24.1001, which governs the appointment of retired City employees on a provisional basis for a limited period of time, when the retired employee is serving in a position that requires special skills or knowledge, as determined by the appropriate appointing authority, who, in this case, is the Mayor.

In accordance with San Diego Ordinance O-2021-102, the provisional appointee serving in the position of interim Chief Operating Officer is not subject to the 720-hour limit set forth in Municipal Code section 24.1001, and it is expected that the provisional appointee will work full-time during the period of the appointment. The Mayor established the compensation for this provisional employee at \$140.00 per hour, which is \$5,600.00 for a 40-hour work week.

By Charter, the Chief Operating Officer, acting under the supervision and control of the Mayor, is responsible for managing the administrative affairs of the City. Among other duties, the Chief Operating Officer, under the supervision and control of the Mayor, oversees the implementation of all policies of the City, directs the City's work force serving in Mayoral departments, and issues and enforces administrative regulations that give controlling direction to the administrative service of the City. The Chief Operating Officer serves in the City's Unclassified Service, in accordance with Charter section 117(a)(5).

The City Council finds and determines that the duties of the Chief Operating Officer meet the test to exempt the position from the overtime pay requirements of the FLSA, as an executive employee, as set forth in 29 U.S.C. section 213(a)(1), and defined by the FLSA Regulations, at 29 C.F.R. section 541.100. The Chief Operating Officer's primary duties include managing the administrative affairs of the City, customarily and regularly directing the work of at least two or more other full-time employees or their equivalent, and hiring, firing, advancing, promoting, and otherwise changing the status of subordinate employees.

Further, the City Council finds and determines that the interim Chief Operating Officer is exempt from the overtime pay requirements of the FLSA, in that the Mayor has established the compensation for the appointee at \$140 an hour, which is \$5,600.00 per workweek, and \$11,200.00 bi-weekly, as set forth in Exhibits C-1 and C-2 of this Ordinance. This compensation meets the salary basis requirement for exemption of the position from the overtime pay requirements of the

FLSA, as described at 29 U.S.C. section 213(a)(1), and the FLSA Regulations, at 29 C.F.R. section 541.602, so long as the weekly pay for the Chief Operating Officer is not reduced for variations in the quality or quantity of work performed. Therefore, consistent with section 4.7 of this Ordinance, the City Council authorizes the Chief Financial Officer to pay the interim Chief Operating Officer his full weekly compensation of \$5,600.00 per workweek in which he performs any work without regard for the number of days or hours worked. However, the Chief Financial Officer is not authorized to pay the interim Chief Operating Officer for any work week in which the interim Chief Operating Officer performs no work. There is no limit on the number of hours the interim Chief Operating Officer may work in a workweek. In accordance with Municipal Code section 24.1001, retired employees who assume provisional appointments are not eligible for compensated annual leave.

In addition to being exempt from the overtime rules of the FLSA, the City Council exempts the interim Chief Operating Officer from the City's local overtime rules.

Section 4.7. Time Entry for Exempt Employees

Warrant checks issued for salaries paid to FLSA-exempt officers and employees must be for the appropriate amount within the salary or wage range attached to the position in Exhibits A-1 and A-2 (for classified employees and interns) or Exhibits C-1 and C-2 (for unclassified employees), or as set forth in section 1 of this Ordinance for the Mayor, City Council, and City Attorney, and for additional amounts authorized in this Ordinance.

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

receive pay or credit for hours worked in excess of 40 hours in a workweek and 80 hours in a biweekly pay period.

Further, the Chief Financial Officer is expressly authorized to pay FLSA-exempt employees a full-day wage for absences of less than one ~~work day~~workday. In accordance with 29 C.F.R.

~~§section 541.602-(2016),,~~ an FLSA-exempt employee is paid on a "salary basis," to meet an overtime exemption requirement, if the employee regularly receives each pay period a predetermined amount of compensation, which is not subject to reduction because of variations in the quality or quantity of the work performed. The City Council intends to ensure consistency with this requirement and to also recognize that FLSA-exempt employees may be called to work outside of their regular working hours, without additional compensation. Therefore, no deduction from an employee's pay, leave credits, or other monetary accounts will be made to recover the cost of a partial-day absence. The City Council determines that this practice does not constitute a gift of public funds because it is in the best interests of the City to ensure that FLSA-exempt employees, who are generally executive, managerial, or professional staff, may work outside of regular working hours, when required, without additional compensation.

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

The provisions in this Ordinance are intended to fully comply with the FLSA overtime exemption requirements as interpreted by the courts. If the FLSA is reinterpreted by the courts or amended in a way that results in this provision conflicting with the FLSA's overtime exemption or other requirements, the Mayor, in conjunction with the Personnel Director and the Chief

Financial Officer, is authorized to take whatever actions are legally required to implement further revisions to the City's pay policies.

Section 5. COMPLIANCE WITH CALIFORNIA MINIMUM WAGE LAW

Labor Code section 1182.12(b)(1)(B) states that employers, who employ 26 or more employees, must pay their employees at least \$~~13~~14.00 per hour on and after January 1, ~~2020~~2021, and \$~~14~~15.00 per hour on or after January 1, ~~2021~~2022.

Exhibits A-1, A-2, C-1, and C-2 conform to Labor Code section 1182.12.

Exhibits A-1 and A-2 reflect that the base rate of pay at E Step for all classifications in the Classified Service is no less than the California minimum wage. Exhibits C-1 and C-2 establish at least one pay rate in all ranges that is at least the California minimum wage. Appointing authorities are to ensure that no City employee is paid less than the California minimum wage in Fiscal Year ~~2021~~2022. The City is also in compliance with federal minimum wage laws.

Section 6. COMPLIANCE WITH LOCAL MINIMUM WAGE UNDER SAN DIEGO ORDINANCE O-20390

On June 7, 2016, City voters approved San Diego Ordinance O-20390 (Aug. 18, 2014), codified at Municipal Code sections 39.0101 through 39.0116, which, in part, established a minimum wage of \$10.50 upon the ordinance's effective date, \$11.50 an hour on January 1, 2017, and increasing with the cost of living on January 1, 2019, and annually thereafter.

San Diego Ordinance O-20390 provided that, if the federal or state minimum wage increases above the local minimum wage, then the local minimum wage must be raised to match the higher federal or state minimum wage.

Exhibits A-1, A-2, C-1, and C-2 conform to San Diego Ordinance O-20390. Effective January 1, ~~2021~~2022, the local minimum wage is \$~~14~~15.00 an hour, consistent with state minimum wage. Exhibits A-1 and A-2 reflect that the base rate of pay at E Step for all classifications in the Classified Service is no less than the local minimum wage. Exhibits C-1 and C-2 establish at least one pay rate in all ranges that is at least the local minimum wage. Appointing authorities are to ensure that no City employee is paid less than the local minimum wage in Fiscal Year ~~2021~~2022.

If a cost-of-living increase, identified by October 1, requires the local minimum wage be raised higher than the state minimum wage, then the Chief Financial Officer and Personnel Director are authorized to adjust the local minimum wage, as legally required. The City Council intends to pay all City employees no less than what is required by state minimum wage and local minimum wage.

Section 7. ELIGIBILITY FOR SPECIAL PAYS

Section 7.1. Shift Differential and Other Shift-Related Pays

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

Section 7.2. Call Back Pay

An eligible employee who has been released from work and has left the work premises will, if called back to duty, be paid for the reasonable estimate of the time required for the

employee to travel from and to his or her residence and the work area and for the time the employee actually works, as more fully described in Personnel Manual Index Code H-4 and applicable MOUs between the City and its recognized employee organizations.

Section 7.3. Stand-By Pay

An eligible employee who is required to be within immediate reach by telephone and ready to report to work without delay, other than necessary dressing and travel time, during all hours and days other than the employee's regularly scheduled working hours, will receive stand-by pay of approximately five percent of his or her regular rate of pay, as more fully described in Personnel Manual Index Code H-7.

Section 7.4. Special Assignment Pay

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

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

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

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

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

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

Section 7.5.—Sworn Police Officers Incentive Programs

~~The Police Educational Incentive Program is set forth in the MOU between the City and the SDPOA. Sworn personnel in the San Diego Police Department who are eligible for extra pay under the Educational Incentive Program are entitled to receive the additional pay during the period of their eligibility. The extra pay paid under the Educational Incentive Program must be appropriately identified and designated on all official payroll records and all other records pertaining to the employee’s pay.~~

~~_____ The City Council also authorizes the cash payments under the Lateral Police Officer II Incentive Program and the Police Officer Recruitment Incentive Program for Fiscal Year 2021, which was initially approved by San Diego Resolution R-312149 (December 13, 2018). The Lateral Police Officer II Incentive Program provides specified lateral applicants with a \$15,000 incentive award for joining the San Diego Police Department, under the terms specified in the SDPOA MOU. The Police Officer Recruitment Incentive Program is a pay-for-performance plan that is available only for active, sworn police personnel who recruit applicants for the classifications of Police Recruit, Police Officer I, or Police Officer II, as set forth in the SDPOA MOU.~~

Section 7.6. Bilingual Pay

The City will pay \$.70 per hour as bilingual pay, in addition to base pay, to an eligible employee who is not represented by the SDPOA or Local 145, when the employee meets the established conditions for the pay. For an eligible employee represented by SDPOA or ~~Local 145~~Local 145, the City will pay an extra 3.5% of the employee's base wages as bilingual pay.

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

Employees represented by Local 911, MEA, and SDPOA may receive bilingual pay for incidental use of specified languages other than English, during the pay period when the language was used, in accordance with the rules set forth in their approved MOUs.

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

Section 8. SALARY OR WAGE INCREASES

During the Fiscal Year, the appropriate appointing authorities may grant salary or wage increases to employees, consistent with the Charter, including sections 70 and 130, Personnel Manual Index Code H-8, and this Ordinance. The appropriate appointing authorities may grant

salary increases to those unclassified officers and employees, listed in Exhibits C-1 and C-2, within the standard salary rates set forth in those exhibits, based on merit, performance, or changes in duties.

Section 9. APPRENTICE WAGE TABLE

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

Section 10. REWARDS AND RECOGNITION PROGRAM

The City Council authorizes the Employee Rewards and Recognition Program, described in Administrative Regulation 95.91, which includes the criteria, guidelines, and procedures used to establish a consistent citywide employee awards program. The City Council declares that there is a public purpose for the Rewards and Recognition Program, in that it is a means to retain highly-valued employees by recognizing and rewarding them, thus reducing the cost of recruiting new employees, and to encourage continued high-level performance and service, thus benefitting City residents, business owners, and taxpayers.

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

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

Section 11. AUTOMOBILE ALLOWANCE

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

However, effective December 10, 2020, the Mayor, City Councilmembers, and City Attorney are prohibited from continuing to receive the regularly paid automobile allowance as a form of additional compensation, as stated in Charter section 303(b). These elective officers may be reimbursed for actual miles driven in a personal vehicle while on City business, in accordance with reimbursement policies that comply with federal tax laws and regulations in effect at the time of the request for reimbursement.

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

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

As specified in Exhibit F to this Ordinance, the monthly automobile allowance is \$300 for the City Clerk, Personnel Director, Retirement Administrator, Ethics Commission Executive Director, Department Directors, and managerial employees at the Department Director level or other positions designated as eligible by the Mayor.

The automobile allowance is paid in accordance with applicable federal tax law. Interim appointees are eligible to receive monthly automobile allowances, subject to the discretion of the Mayor and independent department heads. All automobile allowance will be prorated for partial months worked upon hire, termination of City employment, promotion, or demotion.

Section 12. PARKING RATES AND TRANSPORTATION ALTERNATIVES

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

Presently, represented City employees who park in the Evan V. Jones Parkade and the garages at, Civic Centre Plaza and 101 Ash Street, the Central Library, Mission Hills Library, and Horton Plaza receive a 75% reduction in the monthly public parking rate. The based on their respective, City Council previously approved City-subsidized parking at Horton Plaza for City employees and City employee discounted parking at the downtown library MOU. The City Council authorizes the Mayor to identify and secure additional parking facilities for City

employees, as needed, and to offer represented employees the same discounted parking rates at any new facilities consistent with their respective City Council-approved MOU. The City Council also authorizes the Mayor to extend discounted parking rates to unrepresented employees consistent with the most favorable discount rate afforded to represented employees.

The City Council ~~also~~ authorizes the Mayor to develop and implement transportation alternatives programs, in accordance with approved MOUs or other procedures required by the MMBA or other applicable law.

Section 13. LIFE INSURANCE

The City Council has authorized life insurance benefits for City employees, including executive coverage equal to two times the annual salary to the Mayor, City Councilmembers, Department Directors, and employees above the Director level who elect the coverage, under the terms and conditions of the group policy provided by The Hartford Life and Accident Insurance Company, approved by Mayoral action in June of 2019. The classifications eligible for executive life insurance coverage are set forth in Exhibit H to this Ordinance.

Section 14. — SICK ANNUAL LEAVE

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

All unrepresented employees, who work full time or part time and are paid regularly on a biweekly basis, accrue annual leave consistent with the provisions set forth in Civil Service

Rule X, codified at San Diego Municipal Code section 23.1103, and Personnel Manual I-2, except for unrepresented and sworn members of the Fire-Rescue Department.

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

Unrepresented, sworn members of the Fire-Rescue Department accrue annual leave consistent with Civil Service Rule X, codified at San Diego Municipal Code section 23.1103. However, they do not cease to accrue annual leave until they reach the following caps: 980 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired before July 1, 1994 with 15 or more years of service as of September 8, 2018; 840 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired before July 1, 1994 with less than 15 years of service as September 8, 2018; 552 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired on or after July 1, 1994 and before July 1, 2016; 395 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired on or after July 1, 2016 who regularly work 40 hours per week; and 552 hours of annual leave for those unrepresented, sworn members of the Fire-Rescue Department hired on or after July 1, 2016 who regularly work a 56-hour per week schedule.

Section 1415. SICK LEAVE

Section 15.1. Sick Leave Reimbursement

Officers and employees currently eligible for sick leave reimbursement, under provisions of the Sick Leave Reimbursement Program (Sick Leave Program) set forth in Administrative Regulation 95.90 or San Diego Civil Service Rule X, are deemed to have vested rights to sick leave reimbursement and continue to be entitled to this benefit even though the Sick Leave Program has been repealed.

Section 1415.2. ———Paid Sick Leave for Employees under AB 1522

Notwithstanding the repeal of the Sick Leave Program described in Section 1415.1 above,

the City Council intends to provide to those hourly, limited employees, who have no paid annual leave, paid sick leave in conformance with the Healthy Workplaces, Healthy Families Act of 2014 and related amendments, codified at Labor Code sections 245 through 249 (AB 1522), and as negotiated by the City with its impacted employee organizations under the MMBA.

Under AB 1522, an employee who, on or after July 1, 2015, works in California for the same employer for 30 or more days within a year from the commencement of employment is entitled to paid sick leave at a rate of not less than one hour for every 30 hours worked, subject to specified use and accrual limitations set forth in AB 1522.

The paid sick leave under AB 1522 will be administered pursuant to the conditions negotiated between the City and its impacted employee organizations, and approved by the City Council, or otherwise authorized by the City Council in accordance with the MMBA and City Council Policy 300-06. ~~This paid leave for unrepresented employees will be administered in accordance with regulations implemented by the Mayor or designee.~~

This paid sick leave for unrepresented employees will be on the same terms and in accordance with City Council-approved agreements between the City and its recognized employee organizations.

Section ~~1415.3~~. Earned Sick Leave under Ordinance O-20390

In accordance with the City of San Diego Earned Sick Leave and Minimum Wage Ordinance (Ordinance O-20390), codified at Municipal Code sections 39.0101 through 39.0116, hourly, limited City employees, who have no paid annual leave, will have access to one hour of paid leave for every 30 hours worked, up to a maximum balance of 80 hours, to be used for the specified purposes and subject to the specified terms and limitations. This paid leave for represented employees will be administered pursuant to negotiated agreements between the City

and its impacted employee organizations and approved by the City Council, or otherwise authorized by the City Council in accordance with the MMBA and City Council Policy 300-06.

This paid leave for unrepresented employees will be ~~administered on the same terms and~~ in accordance with ~~San Diego Ordinance O-20390 and by regulations implemented by the Mayor or designee~~ City Council-approved agreements between the City and its recognized employee organizations. Earned sick leave may not be cashed out at any time.

City employees, with no paid annual leave, who receive earned sick leave under Ordinance O-20390, will not receive additional leave under AB 1522, provided that the earned sick leave under Ordinance O-20390 satisfies the requirements of AB 1522 ~~and negotiated MOUs.~~

~~Section 1415.4.~~ COVID-19 Supplemental Paid Sick Leave under the Emergency Paid Sick Leave Act

~~The federal Emergency Paid Sick Leave Act (EPSLA), effective April 1, 2020, provides that all City employees, regardless of duration of employment, are entitled to the hourly equivalent of two workweeks of paid sick leave, based on the average number of hours the employee would otherwise normally be scheduled to work over a two-week period. The City may exclude employees who are emergency responders.~~

~~Under the EPSLA, these paid leave hours may be used by an employee if an employee is unable to work or telework and needs to be absent from work for certain, specified reasons related to COVID-19. The EPSLA also provides for certain monetary caps on the paid sick leave.~~

~~The EPSLA expires December 31, 2020, unless extended by future legislation or regulations. The City Council acknowledges the EPSLA applies to the City and intends to provide benefits consistent with the federal legislation.~~

The City Council acknowledges the City will comply with Senate Bill 95, which created new Labor Code section 248.2 mandating employers to provide employees with supplemental paid sick leave for various COVID-related absences for the period January 1, 2021 through September 30, 2021.

~~Section 15.~~ 16. ADMINISTRATIVE LEAVE

~~Section 15.1.~~ Paid Administrative Leave

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

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

This authorization for paid administrative leave is not intended to modify or supersede the Council's previous authorization of any other leave provision. The authorization of paid

administrative leave in this section does not create a right of any employee to any paid administrative leave, nor is it intended to modify or supersede any other provision regarding leave or removal, with or without pay, or disciplinary procedure set forth in the City's Civil Service Rules or Personnel Regulations, including the provisions set forth at Civil Service Rule XI, section 8, codified at San Diego Municipal Code section 23.1208, and Personnel Manual L-2.

Section ~~1516.2~~, Police Administrative Leave

In addition to the provisions set forth in Section ~~1516.1~~ above, the Police Chief is authorized to place any presently employed sworn police officer, covered by the Public Safety Officers Procedural Bill of Rights, on paid administrative leave for that period of time deemed necessary by the Police Chief to ensure the City's compliance with controlling state law and to protect the safety and security of Police Department operations. No sworn police officer has a right to this paid administrative leave. The Police Chief has sole discretion to grant this leave when it is in the best interests of the City.

Section ~~1617~~. MANAGEMENT ADMINISTRATIVE LEAVE AND EXECUTIVE BENEFITS

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

Managers identified in Exhibit G attached to this Ordinance are eligible for Management Administrative Leave, subject to approval by their appointing authorities and any additional

guidelines established by the Mayor or other appointing authority. Specifically, the Mayor must authorize the granting of Management Administrative Leave for eligible employees who report to the Mayor; the City Attorney must authorize the granting of Management Administrative Leave for eligible employees who report to the City Attorney; the Civil Service Commission must authorize the granting of Management Administrative Leave for the Personnel Director; the Retirement System Board of Administration must authorize the granting of Management Administrative Leave for the Retirement Administrator; and the Ethics Commission must authorize the granting of Management Administrative Leave for the Ethics Commission Executive Director. The City Auditor, City Clerk, and Independent Budget Analyst are granted 80 hours of Management Administrative Leave, unless the City Council specifically denies this Management Administrative Leave benefit by subsequent City Council action, related to the establishment of compensation for the employees in these positions.

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

Section ~~17~~18. PARENTAL LEAVE

The City Council authorizes a paid parental leave benefit for eligible employees of up to 160 hours of paid leave in a 12-month period, following the birth, adoption, or placement of a child. The benefit is reduced to 80 hours of leave for employees who work half-time and

120 hours of leave for employees who work three-quarter time. Employees must receive a flexible benefit allowance from the City to be eligible for the paid parental leave benefit. Further, employees are eligible to receive Parental Leave if they have been employed by the City for at least one month and have worked at least half-time during that one month.

Parental leave is limited to one eligible event during a rolling 12-month period, as set forth in Administrative Regulation 95.89. Further eligibility criteria and terms of the benefit, for represented employees, are set forth in City Council-approved MOUs, and in Administrative Regulation 95.89. Elected officers are not eligible for this benefit.

Section ~~1819~~. DISCRETIONARY LEAVE

In Fiscal Year ~~2021~~2022, all full-time unrepresented employees will receive 24 hours of discretionary leave, which can be used in the same manner as annual leave, except this discretionary leave may not be cashed out upon separation from City employment and it will be forfeited, if not used by June 30, ~~2021~~2022. Unrepresented employees who work three-quarter time will receive 18 hours of discretionary leave under the same conditions as full-time employees. Half-time unrepresented employees will receive 12 hours of discretionary leave under the same conditions as full-time employees.

~~Employees~~For employees represented by one of the City's recognized employee organizations, discretionary leave is a negotiable benefit. Consequently, represented employees will receive discretionary leave in the amount and on the terms specified in their applicable any successor MOU- for Fiscal Year 2022. Elected officers are not eligible for this benefit.

Section ~~1920~~. BEREAVEMENT LEAVE

The City Council authorizes Paid Bereavement Leave of 40 hours per fiscal year for all

full-time unrepresented employees and in an amount set forth in approved MOUs for represented employees. This leave may be used upon the death of an employee's spouse or state-registered domestic partner; father, father-parent (biological, step, adoptive, in-law, mother, or mother-in-law (including stepparents and stepparents-in-law);), sibling (including biological, step, foster, or adopted);), child (including biological, step, foster, or adopted); miscarried, stillborn grandparent; or, and grandchild: (biological, adopted). Bereavement Leave is not authorized for a death that occurred before the employee's date of hire with the City. Bereavement Leave must be taken within

12 months of the eligible death, not to exceed 40 hours total for any one eligible death. Unused Bereavement Leave during a fiscal year does not carry over to the next fiscal year. Proof of death, such as a (death certificate, obituary notice, or funeral program, etc.) or proof of miscarriage/stillbirth (a note from a healthcare provider) must be provided before an employee can receive Bereavement Leave. The documentation must be submitted within 30 calendar days of an employee's return to work. If such proof is not submitted within the specified timeframe, the Bereavement Leave will revert to available compensated leave, or unpaid leave, at the employee's discretion. Bereavement Leave is prorated to 30 hours each fiscal year for employees who work three-quarter time and half-time. Bereavement Leave may not be cashed out upon separation from City employment, and it will be forfeited, if not used by June 30, 2022. time and 20 hours each fiscal year for employees who work half-time. Bereavement Leave may not be cashed out upon separation from City employment, and it will be forfeited, if not used by June 30, 2021.

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

Section 20. ANNUAL LEAVE ACCRUAL

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

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

~~Elected officers do not accrue annual leave.~~

~~Unrepresented, sworn members of the Fire Rescue Department accrue annual leave consistent with Civil Service Rule X, codified at San Diego Municipal Code section 23.1103. However, they do not cease to accrue annual leave until they reach the following caps: 980 hours of annual leave for those unrepresented, sworn members of the Fire Rescue Department hired before July 1, 1994 with 15 or more years of service as of September 8, 2018; 840 hours of annual leave for those unrepresented, sworn members of the Fire Rescue Department hired before July 1, 1994 with less than 15 years of service as September 8, 2018; 552 hours of annual leave for those unrepresented, sworn members of the Fire Rescue Department hired on or after July 1, 1994 and before July 1, 2016; 395 hours of annual leave for those unrepresented, sworn members of the Fire Rescue Department hired on or after July 1, 2016 who regularly work 40 hours per week; and 552 hours of annual leave for those unrepresented, sworn members of the Fire Rescue Department hired on or after July 1, 2016 who regularly work a 56 hour per week schedule.~~

Section 21. LEAVE TO VOTE

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

Section 22. LEAVE SHARING PROGRAMS

The City Council authorizes the Mayor or his designee to apply City Council approved leave sharing plans for represented employees to unrepresented employees under the same terms and conditions. The City Council further authorizes the Mayor or his designee to adopt any necessary regulations to properly implement and administer the leave sharing programs.

Section 23. DEDUCTIONS REQUIRED BY LAW

For purposes of determining the amount of any deductions required by law from an elected officer's biweekly pay, the Chief Financial Officer will use the annual salaries established in section 1 of this Ordinance as the base rate of pay, adjusted by any pay reductions requested under section 1. For all other City employees, the Comptroller will determine the amount of deductions required by law using the salaries or wages established in Exhibits A-1 and A-2 (for classified employees) or Exhibits C-1 and C-2 (for unclassified employees), and, where applicable, additional pay, benefits, and reimbursements authorized or granted by City Council action.

Section 2324. VOLUNTARY FURLOUGH

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

Section 2425. ADDITIONAL BENEFIT PROGRAMS

The City Council may, upon the Mayor's recommendation, establish additional benefit programs for represented and unrepresented officers and employees by separate and specific City Council action. For represented employees, these additional benefit programs must be based on ratified and executed MOUs with recognized employee organizations, or otherwise in compliance with the MMBA and City Council Policy 300-06. For unrepresented officers or employees, these programs must be based on other requirements that are established by the City Council in its sole discretion. ~~The City Council further acknowledges that the City will comply with the expanded leave provisions in the Emergency Family and Medical Leave Expansion Act, which is effective April 1, 2020 and expires December 31, 2020, unless extended by future legislation or regulations.~~

Section 2526. ACKNOWLEDGEMENT OF DUTY TO COMPLY WITH THE MMBA AND INCORPORATE INTO ORDINANCE TERMS AND CONDITIONS OF EMPLOYMENT FROM APPROVED MOUS

The City Council acknowledges its duty under San Diego Charter section 11.1 to annually adopt the Salary Ordinance, establishing salaries and wages for City employees, not later than May 30 of each year, after considering all relevant evidence, including the needs of the residents of the City of San Diego for municipal services, the ability of the residents to pay for those

services, local economic conditions and other relevant factors as the City Council deems appropriate. Charter section 290(c) states that the Salary Ordinance passed by the City Council is a controlling document for preparation of the Annual Appropriation Ordinance for the ensuing fiscal year.

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

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

Charter section 70 limits the authority of the City Council to revise the compensation schedules during a fiscal year. However, Charter section 70 also mandates that increases and decreases of salary or wages of City officers and employees must be consistent with the salary or wage schedules established by the annual Salary Ordinance and in accordance with the MMBA or legal requirements governing labor relations that are binding upon the City.

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

The City Council acknowledges that any change to a mandatory subject of bargaining covered by this Ordinance requires agreement with the impacted employee organization or completion of any applicable impasse procedures. Where applicable, actions that the City Council

takes pursuant to the MMBA will control the interpretation, application, and enforcement of this Ordinance.

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

The City Council authorizes the Mayor to take any necessary steps to implement and administer MOUs that have been or will be approved by the City Council. However, if the City Council finds and determines that adjustments to the salary or wage tables set forth in this Ordinance are necessary during Fiscal Year 2022, those adjustments will made by this City Council, in accordance with the Charter and the MMBA.

Section ~~26~~27. COMPLIANCE WITH APPLICABLE LAW

The City Council intends this Ordinance to comply with all federal, state, and local laws and regulations applicable to the City as a public agency employer. The Ordinance must be implemented in accordance with applicable laws and regulations, including the MMBA. The Mayor, the Personnel Director, the Comptroller, the Risk Management Director, and other City officers are responsible for implementing employee compensation, including pay and benefits, in accordance with applicable laws and with the officers' Charter-mandated duties.

Section ~~27~~28. EXEMPTION OF POSITIONS FROM THE CLASSIFIED SERVICE

~~Exhibit E documents that the City Council exempts from the Classified Service and places in the Unclassified Service a Program Manager position responsible for overseeing contract delivery and administration for Pure Water construction projects. This position will develop procedures on how to effectively monitor and manage Pure Water contracts; ensure the City is compliant with special program requirements associated with State Revolving Fund loans required for the Pure Water Program; assist in the negotiation of special terms or requirements~~

~~associated with program funds; act as liaison for the City between stakeholder groups; and make decisions related to contract compliance at the award phase and throughout the life of projects.~~

~~The City Council authorizes inclusion of this Program Manager in the Unclassified Service.~~

The City Council may exempt additional positions from the Classified Service during Fiscal Year ~~2021~~2022 in accordance with Charter section 117(a)(17).

Section ~~2829~~. CERTIFICATION OF PAYROLLS AND CREATION OF PAY CODES

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

The Chief Financial Officer, in consultation with the Personnel Director, is authorized to create pay codes to properly record the employment status and compensation of City officers and employees, including pay codes to document retroactive payment of compensation when ordered by a court of competent jurisdiction or an administrative agency legally authorized to award retroactive compensation in accordance with the Charter and ordinances adopted thereunder or controlling state law. The pay codes must be set forth in the annual "Earnings Code Document," referenced in Section 7.4 above.——

Section ~~29~~30. The City Council does not intend to ratify the implementation or funding of any illegal employment or retirement benefit by adopting this Ordinance.

Section ~~30~~31. Exhibits A-1, A-2, B, C-1, C-2, D, E, F, G, and H are incorporated into this Ordinance.

Section ~~31~~32. That a full reading of this Ordinance is dispensed with before its passage, a written or printed copy having been available to the City Council and the public before the day of its passage.

Section ~~3233~~. This Ordinance will take effect and be in force on the thirtieth day from and after its final passage, with the provisions relating to Fiscal Year ~~2021~~2022 pay to be effective on July-1, ~~2020~~2021, or thereafter, as specified in this Ordinance.

APPROVED: MARA W. ELLIOTT, City Attorney

By: _____

By _____

Thomas J. Brady
Deputy City Attorney

TJB:jvg

02/11/20

~~04/13/20 COR. COPY~~

2/3/21

Or.Dept: Human Resources

Doc. No.: ~~2360320~~2617257_3

I hereby certify that the foregoing Ordinance was passed by the Council of the City of San Diego, at this meeting of _____.

ELIZABETH S. MALAND
City Clerk

By _____
Deputy City Clerk

Approved: _____
(date)

~~KEVIN L. FAULCONERTODD~~
GLORIA, Mayor

Vetoed: _____
(date)

~~KEVIN L. FAULCONERTODD~~
GLORIA, Mayor

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

ELIZABETH S. MALAND
City Clerk

By _____
Deputy City Clerk

EXHIBIT A-1

SALARY TABLE

EXHIBIT A-1

EFFECTIVE JULY 1, 2021 THROUGH DECEMBER 31, 2021

Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Account Audit Clerk (1103)	A	16.99		1359.20		
	B	17.76		1420.80		
	C	18.51		1480.80		
	D	19.43		1554.40		
	E	20.43		1634.40		
Account Clerk (1104)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Accountant 1 (1102)	A	26.37		2109.60		
	B	27.70		2216.00		
	C	29.09		2327.20		
	D	30.42		2433.60		
	E	32.05		2564.00		
Accountant 2 (1842)	A	32.05		2564.00		
	B	33.59		2687.20		
	C	35.20		2816.00		
	D	36.92		2953.60		
	E	38.73		3098.40		
Accountant 3 (1100)	A	35.20		2816.00		
	B	36.92		2953.60		
	C	38.73		3098.40		
	D	40.47		3237.60		
	E	42.54		3403.20		
****Accountant 4 (1183)	A	39.59	52.75	3167.20	4220.00	

*Classification is paid on a salaried basis and represented.

**Classification is in the Unclassified Service but was established with steps as indicated.

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

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

Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Accountant Trainee (1538)	A	22.96		1836.80		
	B	24.09		1927.20		
	C	25.25		2020.00		
	D	26.37		2109.60		
	E	27.70		2216.00		
Administrative Aide 1 (1105)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Administrative Aide 2 (1107)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		
Agricultural Lease Mgr (1110)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Air Operations Chief (1149)	A	42.44		3395.20		30.314
	B	44.58		3566.40		31.843
	C	46.65		3732.00		33.321
	D	49.00		3920.00		35.000
	E	51.36		4108.80		36.686

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Airport Manager (1118)	A	31.82		2545.60		
	B	33.30		2664.00		
	C	34.94		2795.20		
	D	36.56		2924.80		
	E	38.36		3068.80		
Airport Noise Abatement Officer (1116)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Airport Operations Assistant (1117)	A	21.69		1735.20		
	B	22.67		1813.60		
	C	23.65		1892.00		
	D	24.74		1979.20		
	E	25.85		2068.00		
**** Applications Prgmr 1 (1240)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
**** Applications Prgmr 2 (1241)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		

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****Applications Prgmr 3 (1242)	A	37.69		3015.20		
	B	39.47		3157.60		
	C	41.45		3316.00		
	D	43.52		3481.60		
	E	45.65		3652.00		
Apprentice 1-Bldg Inspctr 1 (1326)	A	18.65		1492.00		
	B	20.21		1616.80		
	C	21.75		1740.00		
	D	23.31		1864.80		
	E	26.42		2113.60		
Apprentice 1-Carpenter (1310)	A	15.30		1224.00		
	B	16.57		1325.60		
	C	17.85		1428.00		
	D	19.12		1529.60		
	E	20.39		1631.20		
Apprentice 1-Cement Finisher (1335)	A	17.68		1414.40		
	B	19.16		1532.80		
	C	20.63		1650.40		
	D	22.10		1768.00		
	E	25.05		2004.00		
Apprentice 1-Commctns Tech (1314)	A	20.51		1640.80		
	B	22.22		1777.60		
	C	23.92		1913.60		
	D	25.64		2051.20		
	E	27.34		2187.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Apprentice 1-Electrcn(4 Yr) (1312)	A	16.64		1331.20		Step 112
	B	18.03		1442.40		
	C	19.42		1553.60		
	D	20.80		1664.00		
	E	22.19		1775.20		
Apprentice 1-Electrcn(5 Yr) (1304)	A	16.64		1331.20		
	B	18.03		1442.40		
	C	19.42		1553.60		
	D	20.80		1664.00		
	E	22.19		1775.20		
Apprentice 1-Equip Painter (1318)	A	15.63		1250.40		
	B	16.93		1354.40		
	C	18.23		1458.40		
	D	19.54		1563.20		
	E	20.85		1668.00		
Apprentice 1-Fleet Technician (1316)	A	16.38		1310.40		
	B	17.76		1420.80		
	C	19.12		1529.60		
	D	20.48		1638.40		
	E	21.85		1748.00		
Apprentice 1-HVACR Technician (1308)	A	18.35		1468.00		
	B	19.88		1590.40		
	C	21.41		1712.80		
	D	22.94		1835.20		
	E	24.46		1956.80		

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Apprentice 1-Machinist (1320)	A	16.24		1299.20		Step 112
	B	17.59		1407.20		
	C	18.95		1516.00		
	D	20.30		1624.00		
	E	21.65		1732.00		
Apprentice 1-Painter (1302)	A	14.67		1173.60		
	B	15.90		1272.00		
	C	17.12		1369.60		
	D	18.34		1467.20		
	E	20.78		1662.40		
Apprentice 1-Plumber (1322)	A	16.64		1331.20		
	B	18.03		1442.40		
	C	19.42		1553.60		
	D	20.80		1664.00		
	E	22.19		1775.20		
Apprentice 1-Roofer (1337)	A	13.95		1116.00		
	B	15.11		1208.80		
	C	16.27		1301.60		
	D	17.44		1395.20		
	E	19.76		1580.80		
Apprentice 1-Welder (1324)	A	15.63		1250.40		
	B	16.93		1354.40		
	C	18.23		1458.40		
	D	19.54		1563.20		
	E	20.85		1668.00		

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Apprentice 2-Bldg Inspctr 1 (1327)	A	20.21		1616.80		
	B	21.75		1740.00		
	C	23.31		1864.80		
	D	26.42		2113.60		
	E	29.53		2362.40		
Apprentice 2-Carpenter (1311)	A	19.12		1529.60		
	B	20.39		1631.20		
	C	21.67		1733.60		
	D	22.94		1835.20		
	E	24.22		1937.60		
Apprentice 2-Cement Finisher (1336)	A	19.16		1532.80		
	B	20.63		1650.40		
	C	22.10		1768.00		
	D	25.05		2004.00		
	E	28.00		2240.00		
Apprentice 2-Commctns Tech (1315)	A	25.64		2051.20		
	B	27.34		2187.20		
	C	29.06		2324.80		
	D	30.76		2460.80		
	E	32.48		2598.40		
Apprentice 2-Electrcn(4 Yr) (1313)	A	20.80		1664.00		
	B	22.19		1775.20		
	C	23.57		1885.60		
	D	24.97		1997.60		
	E	26.35		2108.00		

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Apprentice 2-Electrcn(5 Yr) (1305)	A	23.57		1885.60		Step 112
	B	24.97		1997.60		
	C	26.35		2108.00		
	D	27.74		2219.20		
	E	27.74		2219.20		
Apprentice 2-Equip Painter (1319)	A	19.54		1563.20		
	B	20.85		1668.00		
	C	22.15		1772.00		
	D	23.45		1876.00		
	E	24.75		1980.00		
Apprentice 2-Fleet Technician (1317)	A	20.48		1638.40		
	B	21.85		1748.00		
	C	23.21		1856.80		
	D	24.59		1967.20		
	E	25.95		2076.00		
Apprentice 2-HVACR Technician (1309)	A	22.94		1835.20		
	B	24.46		1956.80		
	C	25.99		2079.20		
	D	27.52		2201.60		
	E	29.05		2324.00		
Apprentice 2-Machinist (1321)	A	20.30		1624.00		
	B	21.65		1732.00		
	C	23.00		1840.00		
	D	24.36		1948.80		
	E	25.71		2056.80		

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Apprentice 2-Painter (1303)	A	15.90		1272.00		
	B	17.12		1369.60		
	C	18.34		1467.20		
	D	20.78		1662.40		
	E	23.23		1858.40		
Apprentice 2-Plumber (1323)	A	20.80		1664.00		
	B	22.19		1775.20		
	C	23.57		1885.60		
	D	24.97		1997.60		
	E	26.35		2108.00		
Apprentice 2-Roofer (1338)	A	15.11		1208.80		
	B	16.27		1301.60		
	C	17.44		1395.20		
	D	19.76		1580.80		
	E	22.09		1767.20		
Apprentice 2-Welder (1325)	A	19.54		1563.20		
	B	20.85		1668.00		
	C	22.15		1772.00		
	D	23.45		1876.00		
	E	24.75		1980.00		
Aquatics Tech 1 (1737)	A	20.27		1621.60		
	B	21.09		1687.20		
	C	22.13		1770.40		
	D	23.07		1845.60		
	E	24.16		1932.80		

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Aquatics Tech 2 (1732)	A	21.29		1703.20		Step 112
	B	22.16		1772.80		
	C	23.23		1858.40		
	D	24.22		1937.60		
	E	25.37		2029.60		
Aquatics Tech Supv (1738)	A	23.24		1859.20		
	B	24.29		1943.20		
	C	25.46		2036.80		
	D	26.52		2121.60		
	E	27.79		2223.20		
Area Manager 1 (1130)	A	23.46		1876.80		
	B	24.53		1962.40		
	C	25.77		2061.60		
	D	27.06		2164.80		
	E	28.35		2268.00		
Area Manager 2 (1131)	A	27.06		2164.80		
	B	28.27		2261.60		
	C	29.76		2380.80		
	D	31.30		2504.00		
	E	32.79		2623.20		
Area Refuse Collect Supv (1835)	A	26.08		2086.40		
	B	27.17		2173.60		
	C	28.46		2276.80		
	D	29.75		2380.00		
	E	31.13		2490.40		

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***ARJIS Admnstr (1253)	A	36.87		2949.60		
	B	38.61		3088.80		
	C	40.53		3242.40		
	D	42.54		3403.20		
	E	44.66		3572.80		
Asoc Budget Dev Anlyst (Deleted) (1965)	A	30.50		2440.00		
	B	31.97		2557.60		
	C	33.50		2680.00		
	D	35.13		2810.40		
	E	36.87		2949.60		
Asoc Chemist (1220)	A	36.75		2940.00		
	B	38.54		3083.20		
	C	40.48		3238.40		
	D	42.53		3402.40		
	E	44.51		3560.80		
Asoc Commctns Eng (1219)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
***Asoc Department HR Anlyst (1364)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		

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Asoc Economist (1222)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Asoc Eng-Civil (1221)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Control Systems (1209)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Corrosion (1385)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Electrical (1223)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		

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Asoc Eng-Fire Protection (1204)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Mechanical (1225)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Traffic (1233)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Mgmt Anlyst (1218)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
**** Asoc Pers Anlyst (1226)	A	33.46		2676.80		
	B	35.07		2805.60		
	C	36.71		2936.80		
	D	38.51		3080.80		
	E	40.40		3232.00		

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Asoc Planner (1227)	A	33.63		2690.40		
	B	35.27		2821.60		
	C	36.93		2954.40		
	D	38.74		3099.20		
	E	40.64		3251.20		
Asoc Procurement Contracting Officer (1742)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Asoc Property Agent (1228)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Asst Budget Dev Analyst (Deleted) (1964)	A	25.10		2008.00		
	B	26.38		2110.40		
	C	27.69		2215.20		
	D	28.98		2318.40		
	E	30.50		2440.00		
Asst Chemist (1136)	A	31.88		2550.40		
	B	33.46		2676.80		
	C	35.17		2813.60		
	D	36.88		2950.40		
	E	38.73		3098.40		

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Asst Customer Servs Supv (1137)	A	25.74		2059.20		Step 112
	B	26.99		2159.20		
	C	28.27		2261.60		
	D	29.65		2372.00		
	E	31.02		2481.60		
****Asst Department HR Anlyst (1363)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Dispute Resolution Ofcr (1409)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Economist (1158)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Eng-Civil (1153)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		

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Asst Eng-Corrosion (1154)	A	29.69		2375.20		Step 112
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Eng-Electrical (1157)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Eng-Fire Protection (1203)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Eng-Mechanical (1167)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Eng-Traffic (1207)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		

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Asst Facility Mgr (1159)	A	36.17		2893.60		
	B	37.88		3030.40		
	C	39.66		3172.80		
	D	41.63		3330.40		
	E	43.64		3491.20		
Asst Fire Marshal (1156)	A	42.44		3395.20		30.314
	B	44.58		3566.40		31.843
	C	46.65		3732.00		33.321
	D	49.00		3920.00		35.000
	E	51.36		4108.80		36.686
Asst Fleet Technician (1450)	A	19.68		1574.40		
	B	20.54		1643.20		
	C	21.48		1718.40		
	D	22.46		1796.80		
	E	23.46		1876.80		
Asst Laboratory Tech (1160)	A	19.96		1596.80		
	B	20.97		1677.60		
	C	22.02		1761.60		
	D	23.03		1842.40		
	E	24.07		1925.60		
Asst Mgmt Anlyst (1132)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Asst Park Designer (1168)	A	23.26		1860.80		Step 112
	B	24.47		1957.60		
	C	25.73		2058.40		
	D	26.98		2158.40		
	E	28.32		2265.60		
**** Asst Pers Analyst (1170)	A	27.52		2201.60		
	B	28.92		2313.60		
	C	30.36		2428.80		
	D	31.76		2540.80		
	E	33.46		2676.80		
Asst Planner (1175)	A	28.42		2273.60		
	B	29.80		2384.00		
	C	31.25		2500.00		
	D	32.78		2622.40		
	E	34.39		2751.20		
Asst Procurement Contracting Officer (1741)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Property Agent (1181)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Asst Rate Anlyst (1190)	A	27.74		2219.20		Step 112
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Asst Rec Ctr Dir (1192)	A	15.42		1233.60		
	B	16.17		1293.60		
	C	16.94		1355.20		
	D	17.78		1422.40		
	E	18.64		1491.20		
Asst Reservoir Keeper (1193)	A	17.92		1433.60		
	B	18.74		1499.20		
	C	19.54		1563.20		
	D	20.44		1635.20		
	E	21.37		1709.60		
Asst Trainer (1129)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Wastewater Plant Oper (1205)	A	23.21		1856.80		
	B	24.25		1940.00		
	C	25.28		2022.40		
	D	26.43		2114.40		
	E	27.61		2208.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Asst Water Distribution Oper (1368)	A	21.27		1701.60		Step 112
	B	22.16		1772.80		
	C	23.22		1857.60		
	D	24.22		1937.60		
	E	25.40		2032.00		
Asst Water Plant Oper (1206)	A	23.21		1856.80		
	B	24.25		1940.00		
	C	25.28		2022.40		
	D	26.43		2114.40		
	E	27.61		2208.80		
Auto Messenger 1 (1236)	A	13.45		1076.00		
	B	14.12		1129.60		
	C	14.65		1172.00		
	D	15.35		1228.00		
	E	16.16		1292.80		
Auto Messenger 2 (1194)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
Benefits Rep 1 (1255)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		

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Benefits Rep 2 (1256)	A	16.91		1352.80		Step 112
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Biologist 1 (1623)	A	27.61		2208.80		
	B	28.97		2317.60		
	C	30.37		2429.60		
	D	31.69		2535.20		
	E	33.32		2665.60		
Biologist 2 (1624)	A	31.69		2535.20		
	B	33.32		2665.60		
	C	35.01		2800.80		
	D	36.67		2933.60		
	E	38.55		3084.00		
Biologist 3 (1622)	A	36.58		2926.40		
	B	38.35		3068.00		
	C	40.32		3225.60		
	D	42.34		3387.20		
	E	44.29		3543.20		
**** Bldg Code & Noise Abatement Supv (1278)	A	35.55		2844.00		
	B	37.35		2988.00		
	C	39.15		3132.00		
	D	41.05		3284.00		
	E	43.02		3441.60		

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Bldg Maint Supv (1273)	A	31.73		2538.40		Step 112
	B	33.32		2665.60		
	C	34.91		2792.80		
	D	36.58		2926.40		
	E	38.38		3070.40		
Bldg Service Supv (1275)	A	23.46		1876.80		
	B	24.49		1959.20		
	C	25.76		2060.80		
	D	27.09		2167.20		
	E	28.37		2269.60		
Bldg Service Tech (1280)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
Bldg Supv (1274)	A	20.40		1632.00		
	B	21.32		1705.60		
	C	22.37		1789.60		
	D	23.46		1876.80		
	E	24.49		1959.20		
Boat Operator (1266)	A	22.31		1784.80		
	B	23.25		1860.00		
	C	24.37		1949.60		
	D	25.41		2032.80		
	E	26.62		2129.60		

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Body & Fender Mech (1264)	A	22.76		1820.80		Step 112
	B	23.89		1911.20		
	C	24.97		1997.60		
	D	26.05		2084.00		
	E	27.29		2183.20		
Bookmobile Driver (1268)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Business Systems Aide (1027)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		
**** Business Systems Analyst 1 (1023)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
**** Business Systems Analyst 2 (1022)	A	30.50		2440.00		
	B	31.97		2557.60		
	C	33.50		2680.00		
	D	35.13		2810.40		
	E	36.87		2949.60		

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***Business Systems Analyst 3 (1021)	A	33.56		2684.80		Step 112
	B	35.17		2813.60		
	C	36.85		2948.00		
	D	38.63		3090.40		
	E	40.56		3244.80		
Buyer's Aide 1 (1286)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Buyer's Aide 2 (1287)	A	20.88		1670.40		
	B	21.88		1750.40		
	C	22.88		1830.40		
	D	24.03		1922.40		
	E	25.15		2012.00		
Cal-Id Technician (1285)	A	18.61		1488.80		
	B	19.44		1555.20		
	C	20.36		1628.80		
	D	21.37		1709.60		
	E	22.43		1794.40		
Carpenter (1288)	A	22.29		1783.20		
	B	23.26		1860.80		
	C	24.40		1952.00		
	D	25.49		2039.20		
	E	26.68		2134.40		

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Carpenter Supv (1290)	A	25.24		2019.20		Step 112
	B	26.44		2115.20		
	C	27.78		2222.40		
	D	29.15		2332.00		
	E	30.57		2445.60		
Cashier (1330)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Cement Finisher (1293)	A	25.77		2061.60		
	B	26.89		2151.20		
	C	28.18		2254.40		
	D	29.47		2357.60		
	E	30.88		2470.40		
Cement Gun Operator (1498)	A	24.49		1959.20		
	B	25.64		2051.20		
	C	26.81		2144.80		
	D	28.04		2243.20		
	E	29.37		2349.60		
Cemetery Manager (1296)	A	27.83		2226.40		
	B	29.17		2333.60		
	C	30.61		2448.80		
	D	32.10		2568.00		
	E	33.61		2688.80		

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City Atty Invstgr (1596)	A	29.86		2388.80		
	B	31.31		2504.80		
	C	32.80		2624.00		
	D	34.43		2754.40		
	E	36.13		2890.40		
****Claims & Ins Migr (1816)	A	37.68		3014.40		
	B	39.48		3158.40		
	C	41.42		3313.60		
	D	43.48		3478.40		
	E	45.58		3646.40		
Claims Aide (1340)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Claims Clerk (1341)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Claims Rep 1 (1342)	A	22.44		1795.20		
	B	23.58		1886.40		
	C	24.68		1974.40		
	D	25.92		2073.60		
	E	27.16		2172.80		

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Claims Rep 2 (1343)	A	27.16		2172.80		
	B	28.49		2279.20		
	C	29.84		2387.20		
	D	31.27		2501.60		
	E	32.85		2628.00		
Clerical Asst 1 (1569)	A	12.79		1023.20		
	B	13.45		1076.00		
	C	14.12		1129.60		
	D	14.65		1172.00		
	E	15.35		1228.00		
Clerical Asst 2 (1535)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
**** Cmnty Dev Coord (1350)	A	39.37		3149.60		
	B	41.25		3300.00		
	C	43.30		3464.00		
	D	45.42		3633.60		
	E	47.65		3812.00		
Cmnty Dev Spec 1 (1351)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		

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Cmnty Dev Spec 2 (1352)	A	27.74		2219.20		Step 112
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Cmnty Dev Spec 3 (1353)	A	31.94		2555.20		
	B	33.52		2681.60		
	C	35.03		2802.40		
	D	36.82		2945.60		
	E	38.61		3088.80		
**** Cmnty Dev Spec 4 (1354)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Cmnty Rel Asst to Pol Chief (1355)	A	42.97		3437.60		
	B	45.03		3602.40		
	C	47.24		3779.20		
	D	49.51		3960.80		
	E	51.96		4156.80		
Code Compliance Ofcr (1356)	A	19.10		1528.00		
	B	20.01		1600.80		
	C	21.02		1681.60		
	D	21.95		1756.00		
	E	22.98		1838.40		

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Code Compliance Supv (1357)	A	22.00		1760.00		Step 112
	B	22.98		1838.40		
	C	24.16		1932.80		
	D	25.19		2015.20		
	E	26.33		2106.40		
Collections Invstgr 1 (1331)	A	20.62		1649.60		
	B	21.61		1728.80		
	C	22.57		1805.60		
	D	23.75		1900.00		
	E	24.90		1992.00		
Collections Invstgr 2 (1332)	A	23.19		1855.20		
	B	24.27		1941.60		
	C	25.44		2035.20		
	D	26.75		2140.00		
	E	27.99		2239.20		
Collections Invstgr Supv (1333)	A	25.50		2040.00		
	B	26.74		2139.20		
	C	27.98		2238.40		
	D	29.44		2355.20		
	E	30.81		2464.80		
Collections Invstgr Trainee (1334)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
***Collections Manager (1344)	A	34.25		2740.00		Step 112
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Combination Inspctr 1 (1276)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		
Combination Inspctr 2 (1277)	A	28.28		2262.40		
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		
Commctn Tech (1426)	A	29.83		2386.40		
	B	31.26		2500.80		
	C	32.59		2607.20		
	D	34.18		2734.40		
	E	35.78		2862.40		
Commctn Tech Supv (1427)	A	34.21		2736.80		
	B	35.88		2870.40		
	C	37.65		3012.00		
	D	39.46		3156.80		
	E	41.35		3308.00		

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***Compliance & Metering Mgr (1805)	A	37.68		3014.40		Step 112
	B	39.48		3158.40		
	C	41.42		3313.60		
	D	43.48		3478.40		
	E	45.58		3646.40		
Construction Estimator (1601)	A	27.55		2204.00		
	B	28.98		2318.40		
	C	30.36		2428.80		
	D	31.79		2543.20		
	E	33.32		2665.60		
Contracts Processing Clrk (1536)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
***Council Secretary (1381)	A	21.32		1705.60		
	B	22.32		1785.60		
	C	23.41		1872.80		
	D	24.49		1959.20		
	E	25.77		2061.60		
Court Support Clrk 1 (1386)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		

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Court Support Clrk 2 (1388)	A	16.91		1352.80		Step 112
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Crime Scene Specialist (1448)	A	29.02		2321.60		
	B	30.28		2422.40		
	C	31.82		2545.60		
	D	33.44		2675.20		
	E	35.03		2802.40		
Criminalist 1 (1152)	A	31.74		2539.20		
	B	33.29		2663.20		
	C	34.99		2799.20		
	D	36.66		2932.80		
	E	38.47		3077.60		
Criminalist 2 (1384)	A	42.39		3391.20		
	B	44.37		3549.60		
	C	46.61		3728.80		
	D	48.89		3911.20		
	E	51.22		4097.60		
Criminalist 3 (1814)	A	44.50		3560.00		
	B	46.61		3728.80		
	C	48.93		3914.40		
	D	51.32		4105.60		
	E	53.78		4302.40		

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**** Cust Info & Billing Mgr (1795)	A	37.68		3014.40		Step 112
	B	39.48		3158.40		
	C	41.42		3313.60		
	D	43.48		3478.40		
	E	45.58		3646.40		
Cust Servs Rep (1394)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Cust Servs Supv (1393)	A	29.65		2372.00		
	B	31.02		2481.60		
	C	32.63		2610.40		
	D	34.21		2736.80		
	E	35.80		2864.00		
Custodian 1 (1387)	A	12.33		986.40		
	B	12.94		1035.20		
	C	13.47		1077.60		
	D	14.12		1129.60		
	E	14.74		1179.20		
Custodian 2 (1389)	A	13.47		1077.60		
	B	14.12		1129.60		
	C	14.74		1179.20		
	D	15.29		1223.20		
	E	16.03		1282.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Custodian 3 (1390)	A	14.74		1179.20		Step 112
	B	15.29		1223.20		
	C	16.03		1282.40		
	D	16.67		1333.60		
	E	17.43		1394.40		
Custody Transport Officer (1040)	A	25.16		2012.80		
	B	26.42		2113.60		
	C	27.75		2220.00		
	D	29.13		2330.40		
	E	30.59		2447.20		
Deputy City Clerk 1 (1395)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Deputy City Clerk 2 (1396)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
Deputy Noise Abatement Ofcr (1397)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		

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Development Project Manager 1 (1184)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Development Project Manager 2 (1185)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Development Project Manager 3 (1186)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Dispatcher 1 (1410)	A	18.34		1467.20		
	B	19.29		1543.20		
	C	20.18		1614.40		
	D	21.09		1687.20		
	E	22.10		1768.00		
Dispatcher 2 (1411)	A	20.16		1612.80		
	B	21.27		1701.60		
	C	22.12		1769.60		
	D	23.19		1855.20		
	E	24.34		1947.20		

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Disposal Site Rep (1412)	A	16.91		1352.80		Step 112
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Disposal Site Supv (1413)	A	26.73		2138.40		
	B	28.03		2242.40		
	C	29.49		2359.20		
	D	30.78		2462.40		
	E	32.31		2584.80		
Dispute Resolution Ofcr (1415)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
District Manager (1418)	A	31.99		2559.20		
	B	33.53		2682.40		
	C	35.18		2814.40		
	D	36.91		2952.80		
	E	38.59		3087.20		
District Refuse Collect Supv (1839)	A	30.61		2448.80		
	B	32.00		2560.00		
	C	33.53		2682.40		
	D	35.00		2800.00		
	E	36.65		2932.00		

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DNA Technical Manager (1414)	A	44.50		3560.00		
	B	46.61		3728.80		
	C	48.93		3914.40		
	D	51.32		4105.60		
	E	53.78		4302.40		
Documents Examiner 1 (1420)	A	21.75		1740.00		
	B	22.76		1820.80		
	C	23.91		1912.80		
	D	25.00		2000.00		
	E	26.25		2100.00		
Documents Examiner 2 (1224)	A	26.27		2101.60		
	B	27.52		2201.60		
	C	28.89		2311.20		
	D	30.37		2429.60		
	E	31.81		2544.80		
Documents Examiner 3 (1421)	A	34.89		2791.20		
	B	36.48		2918.40		
	C	38.38		3070.40		
	D	40.24		3219.20		
	E	42.13		3370.40		
Drafting Aide (1422)	A	19.84		1587.20		
	B	20.80		1664.00		
	C	21.85		1748.00		
	D	22.79		1823.20		
	E	23.89		1911.20		

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Economist (1424)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Editor/Proofreader (1246)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
Electrical Inspector 1 (1161)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		
Electrical Inspector 2 (1162)	A	28.28		2262.40		
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		
Electrician (1428)	A	24.16		1932.80		
	B	25.34		2027.20		
	C	26.39		2111.20		
	D	27.74		2219.20		
	E	29.01		2320.80		

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Electrician Supv (1431)	A	27.55		2204.00		
	B	28.98		2318.40		
	C	30.36		2428.80		
	D	31.79		2543.20		
	E	33.32		2665.60		
Electronic Publishing Spec (1583)	A	21.26		1700.80		
	B	22.25		1780.00		
	C	23.31		1864.80		
	D	24.50		1960.00		
	E	25.61		2048.80		
Electronics Tech (1443)	A	24.16		1932.80		
	B	25.34		2027.20		
	C	26.39		2111.20		
	D	27.74		2219.20		
	E	29.01		2320.80		
Electronics Tech Supv (1444)	A	27.55		2204.00		
	B	28.98		2318.40		
	C	30.36		2428.80		
	D	31.79		2543.20		
	E	33.32		2665.60		
****Employee Assistance Counselor (1406)	A	27.16		2172.80		
	B	28.49		2279.20		
	C	29.84		2387.20		
	D	31.27		2501.60		
	E	32.85		2628.00		

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****Employee Assistance Program Manager (1429)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
****Employee Benefits Administrator (1416)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
****Employee Benefits Specialist 1 (1417)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
****Employee Benefits Specialist 2 (1407)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Engng Trainee (1432)	A	16.42		1313.60		
	B	17.27		1381.60		
	C	17.98		1438.40		
	D	18.93		1514.40		
	E	19.80		1584.00		

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Environmental Biologist 1 (1685)	A	27.74		2219.20		Step 112
	B	29.12		2329.60		
	C	30.53		2442.40		
	D	31.85		2548.00		
	E	33.46		2676.80		
Environmental Biologist 2 (1686)	A	31.85		2548.00		
	B	33.46		2676.80		
	C	35.18		2814.40		
	D	36.86		2948.80		
	E	38.73		3098.40		
Environmental Biologist 3 (1687)	A	36.75		2940.00		
	B	38.54		3083.20		
	C	40.52		3241.60		
	D	42.54		3403.20		
	E	44.51		3560.80		
Environmental Health Coordinator (1121)	A	31.94		2555.20		
	B	33.52		2681.60		
	C	35.03		2802.40		
	D	36.82		2945.60		
	E	38.61		3088.80		
Environmental Health Inspector 1 (1120)	A	24.56		1964.80		
	B	25.78		2062.40		
	C	27.02		2161.60		
	D	28.38		2270.40		
	E	29.78		2382.40		

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Environmental Health Inspector 2 (1122)	A	28.25		2260.00		Step 112
	B	29.65		2372.00		
	C	31.07		2485.60		
	D	32.63		2610.40		
	E	34.25		2740.00		
Environmental Health Manager (1119)	A	37.44		2995.20		
	B	39.31		3144.80		
	C	41.24		3299.20		
	D	43.23		3458.40		
	E	45.42		3633.60		
Equip Operator 1 (1439)	A	19.34		1547.20		
	B	20.27		1621.60		
	C	21.22		1697.60		
	D	22.14		1771.20		
	E	23.15		1852.00		
Equip Operator 2 (1440)	A	21.22		1697.60		
	B	22.14		1771.20		
	C	23.15		1852.00		
	D	24.22		1937.60		
	E	25.37		2029.60		
Equip Operator 3 (1445)	A	22.14		1771.20		
	B	23.15		1852.00		
	C	24.22		1937.60		
	D	25.37		2029.60		
	E	26.51		2120.80		

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Equip Painter (1446)	A	22.76		1820.80		Step 112
	B	23.89		1911.20		
	C	24.97		1997.60		
	D	26.05		2084.00		
	E	27.29		2183.20		
Equip Repair Supv (1435)	A	27.86		2228.80		
	B	29.31		2344.80		
	C	30.67		2453.60		
	D	32.14		2571.20		
	E	33.69		2695.20		
Equip Service Supv (1451)	A	20.07		1605.60		
	B	21.01		1680.80		
	C	22.10		1768.00		
	D	23.10		1848.00		
	E	24.22		1937.60		
Equip Tech 1 (1436)	A	18.47		1477.60		
	B	19.37		1549.60		
	C	20.27		1621.60		
	D	21.09		1687.20		
	E	22.13		1770.40		
Equip Tech 2 (1438)	A	20.27		1621.60		
	B	21.09		1687.20		
	C	22.13		1770.40		
	D	23.07		1845.60		
	E	24.16		1932.80		

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Equip Tech 3 (1441)	A	22.25		1780.00		Step 112
	B	23.22		1857.60		
	C	24.36		1948.80		
	D	25.41		2032.80		
	E	26.58		2126.40		
Equip Trainer (1442)	A	24.40		1952.00		
	B	25.63		2050.40		
	C	26.96		2156.80		
	D	28.06		2244.80		
	E	29.51		2360.80		
Executive Assistant (1876)	A	22.34		1787.20		
	B	23.40		1872.00		
	C	24.51		1960.80		
	D	25.68		2054.40		
	E	27.02		2161.60		
Field Rep (1465)	A	16.58		1326.40		
	B	17.41		1392.80		
	C	18.29		1463.20		
	D	19.08		1526.40		
	E	19.97		1597.60		
Finance Analyst 1 (1028)	A	28.37		2269.60		
	B	29.78		2382.40		
	C	31.27		2501.60		
	D	32.83		2626.40		
	E	34.47		2757.60		

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Finance Analyst 2 (1029)	A	32.61		2608.80		
	B	34.24		2739.20		
	C	35.96		2876.80		
	D	37.76		3020.80		
	E	39.65		3172.00		
Finance Analyst 3 (1030)	A	35.89		2871.20		
	B	37.68		3014.40		
	C	39.56		3164.80		
	D	41.54		3323.20		
	E	43.61		3488.80		
**** Finance Analyst 4 (1031)	A	44.50		3560.00		
	B	46.72		3737.60		
	C	49.06		3924.80		
	D	51.51		4120.80		
	E	54.08		4326.40		
Fire Battalion Chief (1453)	A	42.44		3395.20		30.314
	B	44.58		3566.40		31.843
	C	46.65		3732.00		33.321
	D	49.00		3920.00		35.000
	E	51.36		4108.80		36.686
Fire Captain (1456)	A	36.41		2912.80		26.007
	B	38.21		3056.80		27.293
	C	40.07		3205.60		28.621
	D	42.00		3360.00		30.000
	E	44.07		3525.60		31.479

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Fire Dispatch Administrator (1017)	A	31.13		2490.40		
	B	32.57		2605.60		
	C	34.26		2740.80		
	D	35.93		2874.40		
	E	37.59		3007.20		
Fire Dispatch Supv (1518)	A	25.55		2044.00		
	B	26.92		2153.60		
	C	28.07		2245.60		
	D	29.35		2348.00		
	E	30.85		2468.00		
Fire Dispatcher (1464)	A	22.21		1776.80		
	B	23.38		1870.40		
	C	24.39		1951.20		
	D	25.47		2037.60		
	E	26.83		2146.40		
Fire Engineer (1458)	A	31.60		2528.00		22.571
	B	33.23		2658.40		23.736
	C	34.66		2772.80		24.757
	D	36.44		2915.20		26.029
	E	38.20		3056.00		27.286
Fire Fighter 1 (1461)	A	20.09		1607.20		14.350
	B	21.03		1682.40		15.021
	C	22.12		1769.60		15.800
	D	23.19		1855.20		16.564
	E	24.17		1933.60		17.264

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Fire Fighter 2 (1462)	A	26.94		2155.20		19.243
	B	28.20		2256.00		20.143
	C	29.69		2375.20		21.207
	D	31.11		2488.80		22.221
	E	32.52		2601.60		23.229
Fire Fighter 3 (1020)	A	28.28		2262.40		20.200
	B	29.62		2369.60		21.157
	C	31.17		2493.60		22.264
	D	32.67		2613.60		23.336
	E	34.14		2731.20		24.386
Fire Helicopter Pilot (1150)	A	36.41		2912.80		26.007
	B	38.21		3056.80		27.293
	C	40.07		3205.60		28.621
	D	42.00		3360.00		30.000
	E	44.07		3525.60		31.479
Fire Prevention Inspctr 1 (1474)	A	26.94		2155.20		19.243
	B	28.20		2256.00		20.143
	C	29.69		2375.20		21.207
	D	31.11		2488.80		22.221
	E	32.52		2601.60		23.229
Fire Prevention Inspctr 2 (1475)	A	31.60		2528.00		22.571
	B	33.23		2658.40		23.736
	C	34.66		2772.80		24.757
	D	36.44		2915.20		26.029
	E	38.20		3056.00		27.286

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Fire Prevention Supv (1476)	A	36.41		2912.80		26.007
	B	38.21		3056.80		27.293
	C	40.07		3205.60		28.621
	D	42.00		3360.00		30.000
	E	44.07		3525.60		31.479
Fire Recruit (1463)	A	15.84		1267.20		11.314
	B	16.57		1325.60		11.836
	C	17.45		1396.00		12.464
	D	18.33		1466.40		13.093
	E	19.11		1528.80		13.650
Firearms Tech (1191)	A	20.27		1621.60		
	B	21.09		1687.20		
	C	22.13		1770.40		
	D	23.07		1845.60		
	E	24.16		1932.80		
Fitness Spec (1201)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Fleet Attendant (1454)	A	16.42		1313.60		
	B	17.11		1368.80		
	C	17.92		1433.60		
	D	18.70		1496.00		
	E	19.52		1561.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
****Fleet Manager (1762)	A	39.39		3151.20		
	B	41.29		3303.20		
	C	43.30		3464.00		
	D	45.46		3636.80		
	E	47.72		3817.60		
Fleet Parts Buyer (1250)	A	22.90		1832.00		
	B	23.98		1918.40		
	C	25.18		2014.40		
	D	26.33		2106.40		
	E	27.74		2219.20		
Fleet Parts Buyer Supv (1249)	A	26.34		2107.20		
	B	27.67		2213.60		
	C	29.06		2324.80		
	D	30.50		2440.00		
	E	32.03		2562.40		
Fleet Repair Supv (1146)	A	32.02		2561.60		
	B	33.68		2694.40		
	C	35.29		2823.20		
	D	36.95		2956.00		
	E	38.75		3100.00		
Fleet Team Leader (1138)	A	26.90		2152.00		
	B	28.31		2264.80		
	C	29.80		2384.00		
	D	31.37		2509.60		
	E	33.03		2642.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Fleet Technician (1437)	A	23.86		1908.80		Step 112
	B	25.05		2004.00		
	C	26.18		2094.40		
	D	27.31		2184.80		
	E	28.61		2288.80		
Forensic Alcohol Analyst (1466)	A	24.75		1980.00		
	B	25.97		2077.60		
	C	27.20		2176.00		
	D	28.51		2280.80		
	E	29.93		2394.40		
General Util Supv (1976)	A	30.44		2435.20		
	B	31.86		2548.80		
	C	33.48		2678.40		
	D	35.02		2801.60		
	E	36.82		2945.60		
General Water Util Supv (1488)	A	36.53		2922.40		
	B	38.23		3058.40		
	C	40.18		3214.40		
	D	42.02		3361.60		
	E	44.18		3534.40		
Generator Technician (1140)	A	25.50		2040.00		
	B	26.62		2129.60		
	C	27.86		2228.80		
	D	29.16		2332.80		
	E	30.44		2435.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
***Geographic Info Systems Analyst 1 (1141)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
***Geographic Info Systems Analyst 2 (1142)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
***Geographic Info Systems Analyst 3 (1143)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
***Geographic Info Systems Analyst 4 (1144)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Geographic Info Systems Tech (1128)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Golf Course Mgr (1798)	A	30.51		2440.80		Step 112
	B	31.95		2556.00		
	C	33.56		2684.80		
	D	35.17		2813.60		
	E	36.82		2945.60		
Golf Course Supt (1509)	A	27.22		2177.60		
	B	28.56		2284.80		
	C	30.01		2400.80		
	D	31.37		2509.60		
	E	32.91		2632.80		
Golf Operations Assistant (1480)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
Golf Operations Supv (1481)	A	17.74		1419.20		
	B	18.51		1480.80		
	C	19.39		1551.20		
	D	20.29		1623.20		
	E	21.30		1704.00		
Graphic Commctns Mgr (1347)	A	28.83		2306.40		
	B	30.28		2422.40		
	C	31.74		2539.20		
	D	33.26		2660.80		
	E	34.85		2788.00		

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Graphic Design Supv (1489)	A	25.09		2007.20		Step 112
	B	26.26		2100.80		
	C	27.55		2204.00		
	D	28.98		2318.40		
	E	30.37		2429.60		
Graphic Designer (1490)	A	22.20		1776.00		
	B	23.22		1857.60		
	C	24.31		1944.80		
	D	25.53		2042.40		
	E	26.66		2132.80		
Greenskeeper (1482)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		
Greenskeeper Supv (1483)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.30		1704.00		
	D	22.32		1785.60		
	E	23.34		1867.20		
Grounds Maint Mgr (1642)	A	26.40		2112.00		
	B	27.58		2206.40		
	C	29.05		2324.00		
	D	30.53		2442.40		
	E	31.99		2559.20		

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Grounds Maint Supv (1470)	A	19.40		1552.00		Step 112
	B	20.33		1626.40		
	C	21.30		1704.00		
	D	22.32		1785.60		
	E	23.34		1867.20		
Grounds Maint Wrkr 1 (1467)	A	14.72		1177.60		
	B	15.37		1229.60		
	C	16.02		1281.60		
	D	16.73		1338.40		
	E	17.44		1395.20		
Grounds Maint Wrkr 2 (1468)	A	16.29		1303.20		
	B	16.94		1355.20		
	C	17.77		1421.60		
	D	18.53		1482.40		
	E	19.38		1550.40		
Grounds Maint Wrkr 3 (1469)	A	17.77		1421.60		
	B	18.53		1482.40		
	C	19.38		1550.40		
	D	20.20		1616.00		
	E	21.16		1692.80		
Haz Mat Inspctr 1 (1526)	A	23.92		1913.60		
	B	25.14		2011.20		
	C	26.32		2105.60		
	D	27.65		2212.00		
	E	29.02		2321.60		

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Haz Mat Inspctr 2 (1527)	A	28.25		2260.00		
	B	29.65		2372.00		
	C	31.07		2485.60		
	D	32.63		2610.40		
	E	34.25		2740.00		
Haz Mat Inspctr 3 (1544)	A	31.12		2489.60		
	B	32.65		2612.00		
	C	34.24		2739.20		
	D	35.95		2876.00		
	E	37.71		3016.80		
Haz Mat Prgm Mgr (1500)	A	37.44		2995.20		
	B	39.31		3144.80		
	C	41.24		3299.20		
	D	43.23		3458.40		
	E	45.42		3633.60		
Haz Mat/Prt Trainee (1524)	A	21.87		1749.60		
	B	22.85		1828.00		
	C	23.98		1918.40		
	D	25.08		2006.40		
	E	26.31		2104.80		
Heat, Vent, & Air Condit Supv (1511)	A	30.37		2429.60		
	B	31.94		2555.20		
	C	33.47		2677.60		
	D	35.05		2804.00		
	E	36.74		2939.20		

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Heavy Truck Dvr 1 (1513)	A	18.58		1486.40		
	B	19.34		1547.20		
	C	20.27		1621.60		
	D	21.22		1697.60		
	E	22.14		1771.20		
Heavy Truck Dvr 2 (1512)	A	19.28		1542.40		
	B	20.26		1620.80		
	C	21.22		1697.60		
	D	22.22		1777.60		
	E	23.24		1859.20		
Helicopter Mechanic (1459)	A	36.17		2893.60		
	B	37.88		3030.40		
	C	39.66		3172.80		
	D	41.63		3330.40		
	E	43.64		3491.20		
Horticulturist (1514)	A	27.22		2177.60		
	B	28.56		2284.80		
	C	30.01		2400.80		
	D	31.37		2509.60		
	E	32.91		2632.80		
Housing Inspector 1 (1164)	A	25.65		2052.00		
	B	26.96		2156.80		
	C	28.30		2264.00		
	D	29.61		2368.80		
	E	31.03		2482.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Housing Inspector 2 (1165)	A	26.96		2156.80		
	B	28.30		2264.00		
	C	29.61		2368.80		
	D	31.03		2482.40		
	E	32.53		2602.40		
HVACR Technician (1810)	A	26.64		2131.20		
	B	27.94		2235.20		
	C	29.11		2328.80		
	D	30.58		2446.40		
	E	31.97		2557.60		
Hydrography Aide (1520)	A	21.82		1745.60		
	B	22.88		1830.40		
	C	23.99		1919.20		
	D	25.10		2008.00		
	E	26.29		2103.20		
****Info Sys Admnstr (1243)	A	37.69		3015.20		
	B	39.47		3157.60		
	C	41.45		3316.00		
	D	43.52		3481.60		
	E	45.65		3652.00		
****Info Sys Anlyst 1 (1151)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		

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***Info Sys Anlyst 2 (1348)	A	27.74		2219.20		Step 112
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
***Info Sys Anlyst 3 (1349)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
***Info Sys Anlyst 4 (1926)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
***Info Sys Mgr (1244)	A	43.31		3464.80		
	B	45.40		3632.00		
	C	47.65		3812.00		
	D	50.04		4003.20		
	E	52.46		4196.80		
Info Sys Tech (1401)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		

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Instrumentation & Control Supv (1522)	A	34.72		2777.60		
	B	36.54		2923.20		
	C	38.24		3059.20		
	D	40.09		3207.20		
	E	42.00		3360.00		
Instrumentation & Control Tech (1523)	A	31.94		2555.20		
	B	33.47		2677.60		
	C	34.92		2793.60		
	D	36.66		2932.80		
	E	38.35		3068.00		
Investigation Support Manager (1924)	A	37.65		3012.00		
	B	39.46		3156.80		
	C	41.42		3313.60		
	D	43.43		3474.40		
	E	45.47		3637.60		
Irrigation Specialist (1508)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.27		1701.60		
	D	22.16		1772.80		
	E	23.22		1857.60		
Jr Chemist (1543)	A	27.70		2216.00		
	B	29.12		2329.60		
	C	30.53		2442.40		
	D	31.88		2550.40		
	E	33.46		2676.80		

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Jr Engineer-Civil (1546)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Jr Engineer-Electrical (1552)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Jr Engineer-Fire Protection (1202)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Jr Engineering Aide (1555)	A	19.84		1587.20		
	B	20.80		1664.00		
	C	21.85		1748.00		
	D	22.79		1823.20		
	E	23.89		1911.20		
Jr Engineer-Mechanical (1562)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		

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Jr Planner (1563)	A	24.70		1976.00		Step 112
	B	25.83		2066.40		
	C	27.07		2165.60		
	D	28.42		2273.60		
	E	29.80		2384.00		
Jr Property Agent (1564)	A	19.87		1589.60		
	B	20.85		1668.00		
	C	21.85		1748.00		
	D	22.82		1825.60		
	E	23.98		1918.40		
Laboratory Assistant (1578)	A	13.07		1045.60		
	B	13.69		1095.20		
	C	14.35		1148.00		
	D	14.97		1197.60		
	E	15.75		1260.00		
Laboratory Technician (1580)	A	24.08		1926.40		
	B	25.35		2028.00		
	C	26.52		2121.60		
	D	27.68		2214.40		
	E	29.09		2327.20		
Laborer (1579)	A	14.97		1197.60		
	B	15.66		1252.80		
	C	16.31		1304.80		
	D	17.10		1368.00		
	E	17.83		1426.40		

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Lake Aide 1 (1572)	A	12.04		963.20		Step 112
	B	12.60		1008.00		
	C	13.09		1047.20		
	D	13.69		1095.20		
	E	14.25		1140.00		
Lake Aide 2 (1560)	A	14.16		1132.80		
	B	14.80		1184.00		
	C	15.41		1232.80		
	D	16.09		1287.20		
	E	16.77		1341.60		
Lake Ranger (1530)	A	21.80		1744.00		
	B	22.83		1826.40		
	C	23.92		1913.60		
	D	25.08		2006.40		
	E	26.30		2104.00		
Lakes Prgm Mgr (1599)	A	37.69		3015.20		
	B	39.47		3157.60		
	C	41.45		3316.00		
	D	43.52		3481.60		
	E	45.63		3650.40		
Land Survying Asoc (1939)	A	37.60		3008.00		
	B	39.35		3148.00		
	C	41.32		3305.60		
	D	43.34		3467.20		
	E	45.41		3632.80		

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Land Surveying Assist (1938)	A	32.66		2612.80		
	B	34.17		2733.60		
	C	35.81		2864.80		
	D	37.60		3008.00		
	E	39.35		3148.00		
Landfill Equip Oper (1573)	A	24.38		1950.40		
	B	25.46		2036.80		
	C	26.66		2132.80		
	D	27.86		2228.80		
	E	29.16		2332.80		
Latent Print Examiner 1 (1229)	A	27.15		2172.00		
	B	28.43		2274.40		
	C	29.74		2379.20		
	D	31.35		2508.00		
	E	32.79		2623.20		
Latent Print Examiner 2 (1570)	A	32.74		2619.20		
	B	34.30		2744.00		
	C	35.94		2875.20		
	D	37.77		3021.60		
	E	39.56		3164.80		
Latent Print Examiner 3 (1239)	A	34.26		2740.80		
	B	35.90		2872.00		
	C	37.61		3008.80		
	D	39.53		3162.40		
	E	41.41		3312.80		

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Latent Print Examiner Aide (1232)	A	22.31		1784.80		
	B	23.37		1869.60		
	C	24.42		1953.60		
	D	25.65		2052.00		
	E	26.93		2154.40		
Lead Cemetery Groundskeeper (1568)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
**Legal Intern (2166)	A	20.01		1600.80		
	B	21.01		1680.80		
	C	22.06		1764.80		
	D	23.16		1852.80		
	E	24.33		1946.40		
Legal Secretary 1 (1379)	A	22.39		1791.20		
	B	23.53		1882.40		
	C	24.72		1977.60		
	D	25.80		2064.00		
	E	27.01		2160.80		
Legal Secretary 2 (1577)	A	27.04		2163.20		
	B	28.31		2264.80		
	C	29.66		2372.80		
	D	31.08		2486.40		
	E	32.70		2616.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Legislative Recorder 1 (1382)	A	21.32		1705.60		Step 112
	B	22.32		1785.60		
	C	23.41		1872.80		
	D	24.49		1959.20		
	E	25.77		2061.60		
Legislative Recorder 2 (1383)	A	22.37		1789.60		
	B	23.46		1876.80		
	C	24.59		1967.20		
	D	25.74		2059.20		
	E	27.07		2165.60		
Librarian 1 (1571)	A	24.48		1958.40		
	B	25.62		2049.60		
	C	26.83		2146.40		
	D	28.20		2256.00		
	E	29.49		2359.20		
Librarian 2 (1584)	A	28.16		2252.80		
	B	29.45		2356.00		
	C	30.91		2472.80		
	D	32.25		2580.00		
	E	33.90		2712.00		
Librarian 3 (1867)	A	31.20		2496.00		
	B	32.82		2625.60		
	C	34.41		2752.80		
	D	36.14		2891.20		
	E	37.86		3028.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Librarian 4 (1585)	A	34.28		2742.40		
	B	36.06		2884.80		
	C	37.83		3026.40		
	D	39.73		3178.40		
	E	41.62		3329.60		
Library Assistant 1 (1588)	A	10.73		858.40		
	B	11.26		900.80		
	C	11.69		935.20		
	D	12.31		984.80		
	E	14.00		1120.00		
Library Assistant 2 (1590)	A	16.47		1317.60		
	B	17.32		1385.60		
	C	18.15		1452.00		
	D	18.97		1517.60		
	E	19.93		1594.40		
Library Assistant 3 (1586)	A	20.96		1676.80		
	B	21.95		1756.00		
	C	23.08		1846.40		
	D	24.16		1932.80		
	E	25.27		2021.60		
**Library Intern (2169)	A	12.46		996.80		
	B	13.07		1045.60		
	C	13.69		1095.20		
	D	14.30		1144.00		
	E	14.98		1198.40		

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Library Technician (1758)	A	17.33		1386.40		
	B	18.08		1446.40		
	C	18.96		1516.80		
	D	19.95		1596.00		
	E	20.94		1675.20		
Life Safety Inspector 1 (1111)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		
Life Safety Inspector 2 (1112)	A	28.28		2262.40		
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		
Lifeguard 1 (1591)	A	17.32		1385.60		
	B	18.16		1452.80		
	C	18.98		1518.40		
	D	19.87		1589.60		
	E	20.80		1664.00		
Lifeguard 2 (1593)	A	25.22		2017.60		
	B	26.54		2123.20		
	C	27.76		2220.80		
	D	29.01		2320.80		
	E	30.51		2440.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Lifeguard 3 (1603)	A	27.80		2224.00		Step 112
	B	29.21		2336.80		
	C	30.60		2448.00		
	D	31.97		2557.60		
	E	33.62		2689.60		
Lifeguard Sergeant (1592)	A	30.45		2436.00		
	B	32.00		2560.00		
	C	33.53		2682.40		
	D	35.14		2811.20		
	E	36.81		2944.80		
Light Equipment Operator (1594)	A	17.80		1424.00		
	B	18.58		1486.40		
	C	19.34		1547.20		
	D	20.27		1621.60		
	E	21.22		1697.60		
****Literacy Prgm Admnstr (1757)	A	37.33		2986.40		
	B	39.12		3129.60		
	C	41.06		3284.80		
	D	43.12		3449.60		
	E	45.22		3617.60		
Locksmith (1597)	A	22.68		1814.40		
	B	23.69		1895.20		
	C	24.86		1988.80		
	D	25.92		2073.60		
	E	27.12		2169.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Machinist (1602)	A	23.67		1893.60		
	B	24.68		1974.40		
	C	25.80		2064.00		
	D	27.06		2164.80		
	E	28.36		2268.80		
**Management Intern (2103)	A	12.46		996.80		
	B	13.07		1045.60		
	C	13.69		1095.20		
	D	14.30		1144.00		
	E	14.98		1198.40		
Management Trainee (1108)	A	19.87		1589.60		
	B	20.85		1668.00		
	C	21.85		1748.00		
	D	22.82		1825.60		
	E	23.98		1918.40		
Marine Biologist 1 (1609)	A	27.74		2219.20		
	B	29.12		2329.60		
	C	30.53		2442.40		
	D	31.85		2548.00		
	E	33.46		2676.80		
Marine Biologist 2 (1610)	A	31.85		2548.00		
	B	33.46		2676.80		
	C	35.18		2814.40		
	D	36.86		2948.80		
	E	38.73		3098.40		

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Marine Biologist 3 (1611)	A	36.75		2940.00		
	B	38.54		3083.20		
	C	40.52		3241.60		
	D	42.54		3403.20		
	E	44.51		3560.80		
Marine Mechanic (1608)	A	22.76		1820.80		
	B	23.89		1911.20		
	C	24.97		1997.60		
	D	26.05		2084.00		
	E	27.29		2183.20		
****Marine Safety Captain (1587)	A	44.19		3535.20		
	B	46.37		3709.60		
	C	48.62		3889.60		
	D	50.86		4068.80		
	E	53.33		4266.40		
Marine Safety Lieutenant (1589)	A	36.71		2936.80		
	B	38.53		3082.40		
	C	40.38		3230.40		
	D	42.27		3381.60		
	E	44.33		3546.40		
Master Fleet Technician (1447)	A	25.66		2052.80		
	B	26.85		2148.00		
	C	28.04		2243.20		
	D	29.35		2348.00		
	E	30.74		2459.20		

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Mechanical Inspector 1 (1171)	A	26.93		2154.40		Step 112
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		
Mechanical Inspector 2 (1172)	A	28.28		2262.40		
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		
Metal Fabrication Serv Supv (1604)	A	32.02		2561.60		
	B	33.62		2689.60		
	C	35.24		2819.20		
	D	37.01		2960.80		
	E	38.78		3102.40		
Metal Fabrication Supv (1616)	A	27.86		2228.80		
	B	29.31		2344.80		
	C	30.67		2453.60		
	D	32.14		2571.20		
	E	33.69		2695.20		
Micrographics Clerk (1617)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		

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Motive Serv Tech (1452)	A	17.54		1403.20		
	B	18.41		1472.80		
	C	19.20		1536.00		
	D	20.07		1605.60		
	E	21.02		1681.60		
Motive Serv Trainee (1449)	A	15.47		1237.60		
	B	16.18		1294.40		
	C	16.98		1358.40		
	D	17.54		1403.20		
	E	18.41		1472.80		
Motor Sweeper Oper (1625)	A	20.77		1661.60		
	B	21.69		1735.20		
	C	22.71		1816.80		
	D	23.75		1900.00		
	E	24.88		1990.40		
Motor Sweeper Supv (1618)	A	23.89		1911.20		
	B	25.09		2007.20		
	C	26.19		2095.20		
	D	27.36		2188.80		
	E	28.62		2289.60		
Multimedia Prod Coord (1235)	A	25.09		2007.20		
	B	26.26		2100.80		
	C	27.55		2204.00		
	D	28.98		2318.40		
	E	30.37		2429.60		

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Multimedia Prod Spec (1230)	A	22.20		1776.00		
	B	23.22		1857.60		
	C	24.31		1944.80		
	D	25.53		2042.40		
	E	26.66		2132.80		
Noise Abatemt Ofcr (1631)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Nursery Gardener (1627)	A	16.39		1311.20		
	B	17.14		1371.20		
	C	17.87		1429.60		
	D	18.67		1493.60		
	E	19.52		1561.60		
Nursery Supv (1628)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.30		1704.00		
	D	22.32		1785.60		
	E	23.34		1867.20		
Offset Press Oper (1632)	A	17.14		1371.20		
	B	17.86		1428.80		
	C	18.67		1493.60		
	D	19.51		1560.80		
	E	20.40		1632.00		

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Offset Press Supv (1765)	A	23.39		1871.20		
	B	24.56		1964.80		
	C	25.68		2054.40		
	D	26.95		2156.00		
	E	28.12		2249.60		
****Org Efec Spec 1 (1613)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
****Org Efec Spec 2 (1614)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
****Org Efec Spec 3 (1612)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
****Org Efec Supv (1615)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		

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Painter (1635)	A	21.34		1707.20		Step 112
	B	22.36		1788.80		
	C	23.38		1870.40		
	D	24.45		1956.00		
	E	25.63		2050.40		
Painter Supervisor (1637)	A	24.31		1944.80		
	B	25.43		2034.40		
	C	26.72		2137.60		
	D	28.06		2244.80		
	E	29.38		2350.40		
Paralegal (1598)	A	29.56		2364.80		
	B	31.00		2480.00		
	C	32.44		2595.20		
	D	34.05		2724.00		
	E	35.66		2852.80		
Paramedic 2 (Terminal) (1507)	A	23.07		1845.60		
	B	24.16		1932.80		
	C	25.43		2034.40		
	D	26.65		2132.00		
	E	32.52		2601.60		
Park Designer (1638)	A	34.20		2736.00		
	B	35.79		2863.20		
	C	37.60		3008.00		
	D	39.46		3156.80		
	E	41.30		3304.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Park Ranger (1634)	A	21.06		1684.80		
	B	22.11		1768.80		
	C	23.24		1859.20		
	D	24.37		1949.60		
	E	25.59		2047.20		
Park Ranger Aide (1176)	A	16.06		1284.80		
	B	16.87		1349.60		
	C	17.73		1418.40		
	D	18.57		1485.60		
	E	19.52		1561.60		
Parking Enfrc Ofcr 1 (1640)	A	19.20		1536.00		
	B	20.09		1607.20		
	C	21.08		1686.40		
	D	22.06		1764.80		
	E	23.08		1846.40		
Parking Enfrc Ofcr 2 (1630)	A	21.06		1684.80		
	B	22.11		1768.80		
	C	23.22		1857.60		
	D	24.30		1944.00		
	E	25.37		2029.60		
Parking Enfrc Supv (1639)	A	24.37		1949.60		
	B	25.58		2046.40		
	C	26.75		2140.00		
	D	28.03		2242.40		
	E	29.28		2342.40		

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Parking Meter Supv (1646)	A	24.29		1943.20		Step 112
	B	25.41		2032.80		
	C	26.55		2124.00		
	D	27.68		2214.40		
	E	29.04		2323.20		
Parking Meter Tech (1641)	A	21.21		1696.80		
	B	22.13		1770.40		
	C	23.20		1856.00		
	D	24.20		1936.00		
	E	25.34		2027.20		
Payroll Audit Spec 1 (1647)	A	21.42		1713.60		
	B	22.53		1802.40		
	C	23.64		1891.20		
	D	24.68		1974.40		
	E	25.87		2069.60		
Payroll Audit Spec 2 (1649)	A	22.45		1796.00		
	B	23.56		1884.80		
	C	24.65		1972.00		
	D	25.90		2072.00		
	E	27.18		2174.40		
Payroll Audit Supv (1886)	A	27.14		2171.20		
	B	28.47		2277.60		
	C	29.73		2378.40		
	D	31.25		2500.00		
	E	32.78		2622.40		

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Payroll Spec 1 (1237)	A	18.72		1497.60		Step 112
	B	19.58		1566.40		
	C	20.41		1632.80		
	D	21.42		1713.60		
	E	22.53		1802.40		
Payroll Spec 2 (1648)	A	19.58		1566.40		
	B	20.42		1633.60		
	C	21.42		1713.60		
	D	22.53		1802.40		
	E	23.64		1891.20		
Payroll Supv (1238)	A	22.45		1796.00		
	B	23.56		1884.80		
	C	24.65		1972.00		
	D	25.90		2072.00		
	E	27.18		2174.40		
Personnel Assistant 1 (1651)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Personnel Assistant 2 (1662)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		

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Pesticide Applicator (1644)	A	20.25		1620.00		112
	B	21.15		1692.00		
	C	22.06		1764.80		
	D	23.07		1845.60		
	E	24.14		1931.20		
Pesticide Supv (1645)	A	23.34		1867.20		
	B	24.43		1954.40		
	C	25.63		2050.40		
	D	26.82		2145.60		
	E	28.06		2244.80		
Photographer (1660)	A	21.19		1695.20		
	B	22.16		1772.80		
	C	23.18		1854.40		
	D	24.36		1948.80		
	E	25.43		2034.40		
Plan Review Spec 1 (1655)	A	20.88		1670.40		
	B	21.85		1748.00		
	C	22.94		1835.20		
	D	24.01		1920.80		
	E	25.17		2013.60		
Plan Review Spec 2 (1656)	A	22.97		1837.60		
	B	24.01		1920.80		
	C	25.19		2015.20		
	D	26.39		2111.20		
	E	27.71		2216.80		

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Plan Review Spec 3 (1657)	A	25.80		2064.00		
	B	27.04		2163.20		
	C	28.35		2268.00		
	D	29.71		2376.80		
	E	31.13		2490.40		
Plan Review Spec 4 (1658)	A	28.30		2264.00		
	B	29.61		2368.80		
	C	31.06		2484.80		
	D	32.55		2604.00		
	E	34.09		2727.20		
**Planning Intern (2186)	A	12.46		996.80		
	B	13.07		1045.60		
	C	13.69		1095.20		
	D	14.30		1144.00		
	E	14.98		1198.40		
Planning Tech 1 (1663)	A	14.09		1127.20		
	B	14.74		1179.20		
	C	15.41		1232.80		
	D	16.14		1291.20		
	E	16.92		1353.60		
Planning Tech 2 (1664)	A	16.92		1353.60		
	B	17.77		1421.60		
	C	18.50		1480.00		
	D	19.40		1552.00		
	E	20.36		1628.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Planning Tech 3 (1665)	A	20.36		1628.80		Step 112
	B	21.30		1704.00		
	C	22.32		1785.60		
	D	23.43		1874.40		
	E	24.56		1964.80		
Plant Maintenance Coordinator (1674)	A	34.72		2777.60		
	B	36.54		2923.20		
	C	38.24		3059.20		
	D	40.09		3207.20		
	E	42.00		3360.00		
Plant Operator Trainee (1673)	A	19.44		1555.20		
	B	20.35		1628.00		
	C	21.27		1701.60		
	D	22.22		1777.60		
	E	23.21		1856.80		
Plant Procs Cntrl Electrician (1666)	A	31.94		2555.20		
	B	33.47		2677.60		
	C	34.92		2793.60		
	D	36.66		2932.80		
	E	38.35		3068.00		
Plant Procs Cntrl Supv (1668)	A	34.72		2777.60		
	B	36.54		2923.20		
	C	38.24		3059.20		
	D	40.09		3207.20		
	E	42.00		3360.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Plant Tech 1 (1652)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.27		1701.60		
	D	22.16		1772.80		
	E	23.22		1857.60		
Plant Tech 2 (1653)	A	21.27		1701.60		
	B	22.16		1772.80		
	C	23.22		1857.60		
	D	24.22		1937.60		
	E	25.40		2032.00		
Plant Tech 3 (1654)	A	23.34		1867.20		
	B	24.40		1952.00		
	C	25.57		2045.60		
	D	26.70		2136.00		
	E	27.92		2233.60		
Plant Tech Supv (1669)	A	27.02		2161.60		
	B	28.18		2254.40		
	C	29.53		2362.40		
	D	30.89		2471.20		
	E	32.24		2579.20		
Plasterer (1672)	A	23.34		1867.20		
	B	24.45		1956.00		
	C	25.63		2050.40		
	D	26.73		2138.40		
	E	27.98		2238.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Plumber (1675)	A	24.16		1932.80		
	B	25.34		2027.20		
	C	26.39		2111.20		
	D	27.74		2219.20		
	E	29.01		2320.80		
Plumber Supv (1677)	A	27.55		2204.00		
	B	28.98		2318.40		
	C	30.36		2428.80		
	D	31.79		2543.20		
	E	33.32		2665.60		
*Police Captain (1680)	A	71.37		5709.60		
	B	74.60		5968.00		
	C	78.08		6246.40		
	D	81.69		6535.20		
	E	85.48		6838.40		
Police Code Compl Ofcr (1361)	A	22.06		1764.80		
	B	23.10		1848.00		
	C	24.29		1943.20		
	D	25.28		2022.40		
	E	26.53		2122.40		
Police Code Compl Supv (1362)	A	25.37		2029.60		
	B	26.54		2123.20		
	C	27.92		2233.60		
	D	29.12		2329.60		
	E	30.49		2439.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Police Detective (1684)	A	40.65		3252.00		
	B	42.59		3407.20		
	C	44.65		3572.00		
	D	46.91		3752.80		
	E	49.12		3929.60		
Police Dispatch Admnstr (1195)	A	33.20		2656.00		
	B	34.85		2788.00		
	C	36.59		2927.20		
	D	38.41		3072.80		
	E	40.34		3227.20		
Police Dispatch Supv (1918)	A	29.49		2359.20		
	B	31.04		2483.20		
	C	32.30		2584.00		
	D	33.91		2712.80		
	E	35.58		2846.40		
Police Dispatcher (1714)	A	24.37		1949.60		
	B	25.59		2047.20		
	C	26.67		2133.60		
	D	27.94		2235.20		
	E	29.38		2350.40		
**Police Intern (2139)	A	12.41		992.80		
	B	13.06		1044.80		
	C	13.67		1093.60		
	D	14.27		1141.60		
	E	14.97		1197.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Police Invstgtv Serv Ofcr 1 (1699)	A	18.04		1443.20		
	B	19.02		1521.60		
	C	19.87		1589.60		
	D	20.85		1668.00		
	E	21.85		1748.00		
Police Invstgtv Serv Ofcr 2 (1678)	A	20.85		1668.00		
	B	21.85		1748.00		
	C	22.82		1825.60		
	D	23.98		1918.40		
	E	25.17		2013.60		
Police Lead Dispatcher (1661)	A	26.82		2145.60		
	B	28.22		2257.60		
	C	29.36		2348.80		
	D	30.84		2467.20		
	E	32.33		2586.40		
*Police Lieutenant (1683)	A	60.10		4808.00		
	B	62.80		5024.00		
	C	65.72		5257.60		
	D	68.79		5503.20		
	E	71.95		5756.00		
Police Officer 1 (1692)	A	30.35		2428.00		
	B	31.76		2540.80		
	C	33.36		2668.80		
	D	34.90		2792.00		
	E	36.62		2929.60		

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Police Officer 2 (1693)	A	38.71		3096.80		
	B	40.58		3246.40		
	C	42.50		3400.00		
	D	44.70		3576.00		
	E	46.78		3742.40		
Police Officer 3 (1695)	A	40.65		3252.00		
	B	42.59		3407.20		
	C	44.65		3572.00		
	D	46.91		3752.80		
	E	49.12		3929.60		
Police Property & Evid Lead Spec (1911)	A	19.52		1561.60		
	B	20.46		1636.80		
	C	21.35		1708.00		
	D	22.39		1791.20		
	E	23.43		1874.40		
Police Property & Evid Spec (1719)	A	17.76		1420.80		
	B	18.61		1488.80		
	C	19.41		1552.80		
	D	20.35		1628.00		
	E	21.30		1704.00		
Police Property & Evid Supv (1900)	A	21.90		1752.00		
	B	22.93		1834.40		
	C	23.96		1916.80		
	D	25.23		2018.40		
	E	26.37		2109.60		

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***Police Property & Records Admnstr (1698)	A	39.46		3156.80		
	B	41.37		3309.60		
	C	43.43		3474.40		
	D	45.42		3633.60		
	E	47.71		3816.80		
Police Records Clerk (1720)	A	19.54		1563.20		
	B	20.39		1631.20		
	C	21.38		1710.40		
	D	22.48		1798.40		
	E	23.60		1888.00		
Police Records Data Spec (1575)	A	16.46		1316.80		
	B	17.29		1383.20		
	C	18.09		1447.20		
	D	19.02		1521.60		
	E	19.93		1594.40		
Police Records Data Spec Supv (1576)	A	19.93		1594.40		
	B	20.85		1668.00		
	C	21.87		1749.60		
	D	22.88		1830.40		
	E	23.94		1915.20		
Police Recruit (1697)	A	25.82		2065.60		
	B	26.99		2159.20		
	C	28.30		2264.00		
	D	29.76		2380.80		
	E	31.13		2490.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Police Sergeant (1696)	A	46.98		3758.40		
	B	49.29		3943.20		
	C	51.67		4133.60		
	D	54.22		4337.60		
	E	56.79		4543.20		
Police Serv Ofcr 1 (1392)	A	18.29		1463.20		
	B	19.18		1534.40		
	C	20.13		1610.40		
	D	21.02		1681.60		
	E	21.99		1759.20		
Police Serv Ofcr 2 (1377)	A	20.10		1608.00		
	B	21.07		1685.60		
	C	22.13		1770.40		
	D	23.15		1852.00		
	E	24.18		1934.40		
****Police Special Projects Mgr (1754)	A	37.57		3005.60		
	B	39.35		3148.00		
	C	41.30		3304.00		
	D	43.32		3465.60		
	E	45.42		3633.60		
Polygrapher 1 (1716)	A	22.85		1828.00		
	B	23.92		1913.60		
	C	25.13		2010.40		
	D	26.23		2098.40		
	E	27.51		2200.80		

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Polygrapher 2 (1196)	A	27.58		2206.40		
	B	28.85		2308.00		
	C	30.34		2427.20		
	D	31.90		2552.00		
	E	33.43		2674.40		
Polygrapher 3 (1715)	A	36.73		2938.40		
	B	38.51		3080.80		
	C	40.38		3230.40		
	D	42.39		3391.20		
	E	44.29		3543.20		
Pool Guard 1 (1667)	A	12.79		1023.20		
	B	13.39		1071.20		
	C	14.09		1127.20		
	D	14.74		1179.20		
	E	15.41		1232.80		
Pool Guard 2 (1936)	A	14.05		1124.00		
	B	14.73		1178.40		
	C	15.38		1230.40		
	D	16.14		1291.20		
	E	16.91		1352.80		
Power Plant Oper (1717)	A	30.60		2448.00		
	B	31.94		2555.20		
	C	33.43		2674.40		
	D	34.99		2799.20		
	E	36.53		2922.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Power Plant Supt (1739)	A	35.63		2850.40		
	B	37.43		2994.40		
	C	39.15		3132.00		
	D	41.07		3285.60		
	E	43.02		3441.60		
Power Plant Supv (1718)	A	33.94		2715.20		
	B	35.64		2851.20		
	C	37.30		2984.00		
	D	39.07		3125.60		
	E	40.99		3279.20		
Prin Backflow & Cross Connection Spec (1731)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Prin Corrosion Engineering Aide (1812)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Principal City Atty Invstgtr (1728)	A	36.02		2881.60		
	B	37.74		3019.20		
	C	39.67		3173.60		
	D	41.54		3323.20		
	E	43.63		3490.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Principal Clerk (1726)	A	22.34		1787.20		Step 112
	B	23.40		1872.00		
	C	24.51		1960.80		
	D	25.68		2054.40		
	E	27.02		2161.60		
Principal Customer Servs Rep (1722)	A	22.34		1787.20		
	B	23.41		1872.80		
	C	24.47		1957.60		
	D	25.76		2060.80		
	E	26.98		2158.40		
Principal Drafting Aide (1725)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Principal Engrng Aide (1727)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Principal Legal Sec (1404)	A	31.28		2502.40		
	B	32.71		2616.80		
	C	34.32		2745.60		
	D	35.92		2873.60		
	E	37.70		3016.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Principal Paralegal (1147)	A	35.88		2870.40		
	B	37.58		3006.40		
	C	39.34		3147.20		
	D	41.25		3300.00		
	E	43.16		3452.80		
Principal Plan Review Spec (1724)	A	35.80		2864.00		
	B	37.44		2995.20		
	C	39.34		3147.20		
	D	41.15		3292.00		
	E	43.15		3452.00		
Principal Plant Tech Supv (1670)	A	38.80		3104.00		
	B	40.62		3249.60		
	C	42.65		3412.00		
	D	44.70		3576.00		
	E	46.82		3745.60		
Principal Police Records Clrk (1721)	A	27.15		2172.00		
	B	28.38		2270.40		
	C	29.73		2378.40		
	D	31.28		2502.40		
	E	32.73		2618.40		
Principal Survey Aide (1525)	A	28.22		2257.60		
	B	29.62		2369.60		
	C	31.10		2488.00		
	D	32.66		2612.80		
	E	34.17		2733.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Principal Test Admnstrn Spec (1723)	A	23.43		1874.40		Step 112
	B	24.56		1964.80		
	C	25.67		2053.60		
	D	27.02		2161.60		
	E	28.30		2264.00		
Principal Traffic Engrng Aide (1730)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Principal Utility Supv (1980)	A	26.68		2134.40		
	B	27.98		2238.40		
	C	29.33		2346.40		
	D	30.72		2457.60		
	E	32.24		2579.20		
Principal Water Utility Supv (1734)	A	26.68		2134.40		
	B	27.98		2238.40		
	C	29.33		2346.40		
	D	30.72		2457.60		
	E	32.24		2579.20		
Print Shop Supv (1736)	A	29.33		2346.40		
	B	30.58		2446.40		
	C	31.93		2554.40		
	D	33.35		2668.00		
	E	34.95		2796.00		

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SALARY TABLE CLASSIFIED SERVICE
EFFECTIVE 07/01/2021

Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Procurement Contracting Trainee (1740)	A	19.87		1589.60		
	B	20.85		1668.00		
	C	21.85		1748.00		
	D	22.82		1825.60		
	E	23.98		1918.40		
Procurement Spec (Terminal) (1282)	A	25.19		2015.20		
	B	26.40		2112.00		
	C	27.72		2217.60		
	D	28.97		2317.60		
	E	30.51		2440.80		
Programmer Anlyst 1 (1747)	A	19.87		1589.60		
	B	20.85		1668.00		
	C	21.85		1748.00		
	D	22.82		1825.60		
	E	23.98		1918.40		
Programmer Anlyst 2 (1748)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Programmer Anlyst 3 (1749)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		

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SALARY TABLE CLASSIFIED SERVICE
EFFECTIVE 07/01/2021

Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Project Assistant (1750)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Project Ofcr 1 (1751)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Project Ofcr 2 (1752)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Property Agent (1756)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
PSCT Claims Rep 1 (1784)	A	19.08		1526.40		
	B	20.05		1604.00		
	C	20.98		1678.40		
	D	22.03		1762.40		
	E	23.08		1846.40		

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***Public Art Prgm Admnstr (1769)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Public Info Clerk (1776)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Public Info Ofcr (1777)	A	22.32		1785.60		
	B	23.34		1867.20		
	C	24.51		1960.80		
	D	25.78		2062.40		
	E	27.04		2163.20		
Public Info Spec (1774)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Public Info Supv (1778)	A	18.50		1480.00		
	B	19.45		1556.00		
	C	20.42		1633.60		
	D	21.32		1705.60		
	E	22.32		1785.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Public Works Dispatch Supv (1767)	A	21.07		1685.60		112
	B	22.20		1776.00		113
	C	23.22		1857.60		114
	D	24.35		1948.00		115
	E	25.43		2034.40		116
Public Works Dispatcher (1766)	A	18.35		1468.00		117
	B	19.32		1545.60		118
	C	20.18		1614.40		119
	D	21.10		1688.00		120
	E	22.11		1768.80		121
Public Works Supt (1977)	A	35.92		2873.60		122
	B	37.60		3008.00		123
	C	39.47		3157.60		124
	D	41.42		3313.60		125
	E	43.37		3469.60		126
Public Works Supv (1961)	A	25.41		2032.80		127
	B	26.61		2128.80		128
	C	27.98		2238.40		129
	D	29.36		2348.80		130
	E	30.76		2460.80		131
Publishing Specialist 1 (1258)	A	13.45		1076.00		132
	B	14.12		1129.60		133
	C	14.65		1172.00		134
	D	15.35		1228.00		135
	E	16.16		1292.80		136

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Publishing Specialist 2 (1259)	A	16.30		1304.00		
	B	17.00		1360.00		
	C	17.63		1410.40		
	D	18.52		1481.60		
	E	19.31		1544.80		
Pump Station Oper (1372)	A	22.31		1784.80		
	B	23.25		1860.00		
	C	24.36		1948.80		
	D	25.41		2032.80		
	E	26.63		2130.40		
Pump Station Oper Supv (1373)	A	24.46		1956.80		
	B	25.53		2042.40		
	C	26.74		2139.20		
	D	27.81		2224.80		
	E	29.18		2334.40		
Pump Station Oper Trainee (1371)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.27		1701.60		
	D	22.16		1772.80		
	E	23.22		1857.60		
Pure Water Plant Operations Supv (1034)	A	36.00		2880.00		
	B	37.80		3024.00		
	C	39.69		3175.20		
	D	41.67		3333.60		
	E	43.76		3500.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Rate Anlyst (1793)	A	35.03		2802.40		
	B	36.82		2945.60		
	C	38.61		3088.80		
	D	40.53		3242.40		
	E	42.47		3397.60		
Rec Aide (1794)	A	9.56		764.80		
	B	10.01		800.80		
	C	10.56		844.80		
	D	10.98		878.40		
	E	14.00		1120.00		
Rec Cntr Dir 1 (1873)	A	18.97		1517.60		
	B	19.92		1593.60		
	C	20.84		1667.20		
	D	21.88		1750.40		
	E	22.85		1828.00		
Rec Cntr Dir 2 (1796)	A	20.40		1632.00		
	B	21.34		1707.20		
	C	22.34		1787.20		
	D	23.50		1880.00		
	E	24.53		1962.40		
Rec Cntr Dir 3 (1735)	A	21.88		1750.40		
	B	22.85		1828.00		
	C	23.94		1915.20		
	D	25.17		2013.60		
	E	26.31		2104.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Rec Leader 1 (1565)	A	12.79		1023.20		
	B	13.39		1071.20		
	C	14.09		1127.20		
	D	14.74		1179.20		
	E	15.41		1232.80		
Rec Leader 2 (1531)	A	14.74		1179.20		
	B	15.41		1232.80		
	C	16.14		1291.20		
	D	16.92		1353.60		
	E	17.77		1421.60		
Rec Spec (1797)	A	21.88		1750.40		
	B	22.85		1828.00		
	C	23.94		1915.20		
	D	25.17		2013.60		
	E	26.31		2104.80		
****Recycling Prgm Mgr (1556)	A	39.37		3149.60		
	B	41.25		3300.00		
	C	43.30		3464.00		
	D	45.42		3633.60		
	E	47.65		3812.00		
Recycling Spec 1 (1559)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		

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Recycling Spec 2 (1558)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Recycling Spec 3 (1561)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Refuse Collect Mgr (1841)	A	32.14		2571.20		
	B	33.61		2688.80		
	C	35.11		2808.80		
	D	36.80		2944.00		
	E	38.47		3077.60		
****Rehab Coord (1811)	A	29.88		2390.40		
	B	31.29		2503.20		
	C	32.84		2627.20		
	D	34.39		2751.20		
	E	36.13		2890.40		
Reservoir Keeper (1817)	A	20.53		1642.40		
	B	21.45		1716.00		
	C	22.44		1795.20		
	D	23.49		1879.20		
	E	24.53		1962.40		

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Retirement Assistant (1801)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
Roofer (1819)	A	20.35		1628.00		
	B	21.29		1703.20		
	C	22.25		1780.00		
	D	23.24		1859.20		
	E	24.38		1950.40		
Roofing Supervisor (1818)	A	23.14		1851.20		
	B	24.22		1937.60		
	C	25.43		2034.40		
	D	26.73		2138.40		
	E	27.99		2239.20		
Safety & Train Mgr (1972)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Safety Ofcr (1823)	A	29.71		2376.80		
	B	31.09		2487.20		
	C	32.64		2611.20		
	D	34.25		2740.00		
	E	35.88		2870.40		

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Safety Rep 1 (1825)	A	21.40		1712.00		
	B	22.44		1795.20		
	C	23.59		1887.20		
	D	24.68		1974.40		
	E	25.89		2071.20		
Safety Rep 2 (1826)	A	25.89		2071.20		
	B	27.12		2169.60		
	C	28.49		2279.20		
	D	29.84		2387.20		
	E	31.31		2504.80		
Sanitation Driver 1 (1834)	A	18.95		1516.00		
	B	19.78		1582.40		
	C	20.69		1655.20		
	D	21.66		1732.80		
	E	22.65		1812.00		
Sanitation Driver 2 (1832)	A	23.22		1857.60		
	B	24.15		1932.00		
	C	25.15		2012.00		
	D	26.20		2096.00		
	E	27.36		2188.80		
Sanitation Driver 3 (1824)	A	24.38		1950.40		
	B	25.36		2028.80		
	C	26.40		2112.00		
	D	27.50		2200.00		
	E	28.71		2296.80		

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Sanitation Driver Trainee (1833)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
Security Officer (1829)	A	29.71		2376.80		
	B	31.09		2487.20		
	C	32.64		2611.20		
	D	34.25		2740.00		
	E	35.88		2870.40		
Security Rep 1 (1827)	A	21.40		1712.00		
	B	22.44		1795.20		
	C	23.59		1887.20		
	D	24.68		1974.40		
	E	25.89		2071.20		
Security Rep 2 (1828)	A	25.89		2071.20		
	B	27.12		2169.60		
	C	28.49		2279.20		
	D	29.84		2387.20		
	E	31.31		2504.80		
Seven-Gang Mower Operator (1265)	A	19.34		1547.20		
	B	20.27		1621.60		
	C	21.22		1697.60		
	D	22.14		1771.20		
	E	23.15		1852.00		

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Sign Painter (1891)	A	21.80		1744.00		
	B	22.76		1820.80		
	C	23.75		1900.00		
	D	24.97		1997.60		
	E	26.05		2084.00		
Sign Shop Supv (1895)	A	25.21		2016.80		
	B	26.31		2104.80		
	C	27.48		2198.40		
	D	28.85		2308.00		
	E	30.14		2411.20		
Special Event Traffic Controller 1 (1934)	A	17.42		1393.60		
	B	18.25		1460.00		
	C	19.15		1532.00		
	D	20.02		1601.60		
	E	20.94		1675.20		
Special Event Traffic Controller 2 (1932)	A	18.29		1463.20		
	B	19.13		1530.40		
	C	20.09		1607.20		
	D	21.01		1680.80		
	E	22.01		1760.80		
Special Event Traffic Control Supv (1933)	A	23.19		1855.20		
	B	24.31		1944.80		
	C	25.50		2040.00		
	D	26.64		2131.20		
	E	27.87		2229.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Account Audit Clerk (1133)	A	19.43		1554.40		
	B	20.43		1634.40		
	C	21.41		1712.80		
	D	22.39		1791.20		
	E	23.43		1874.40		
Sr Account Clerk (1844)	A	18.50		1480.00		
	B	19.45		1556.00		
	C	20.42		1633.60		
	D	21.32		1705.60		
	E	22.32		1785.60		
Sr Accounts Payable Audit Clerk (1809)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
Sr Airport Operations Asst (1808)	A	23.83		1906.40		
	B	24.90		1992.00		
	C	25.98		2078.40		
	D	27.14		2171.20		
	E	28.45		2276.00		
Sr Backflow & Cross Connection Spec (1729)	A	22.79		1823.20		
	B	23.89		1911.20		
	C	25.10		2008.00		
	D	26.28		2102.40		
	E	27.55		2204.00		

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Sr Benefits Rep (1257)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
Sr Biologist (1804)	A	42.34		3387.20		
	B	44.29		3543.20		
	C	46.48		3718.40		
	D	48.67		3893.60		
	E	51.01		4080.80		
Sr Boat Operator (1267)	A	24.54		1963.20		
	B	25.58		2046.40		
	C	26.83		2146.40		
	D	28.03		2242.40		
	E	29.31		2344.80		
Sr Budget Dev Analyst (Deleted) (1966)	A	33.50		2680.00		
	B	35.13		2810.40		
	C	36.87		2949.60		
	D	38.53		3082.40		
	E	40.49		3239.20		
Sr Building Maint Supv (1279)	A	39.46		3156.80		
	B	41.49		3319.20		
	C	43.38		3470.40		
	D	45.54		3643.20		
	E	47.72		3817.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Cashier (1840)	A	18.50		1480.00		
	B	19.45		1556.00		
	C	20.42		1633.60		
	D	21.32		1705.60		
	E	22.32		1785.60		
Sr Chemist (1854)	A	42.53		3402.40		
	B	44.51		3560.80		
	C	46.70		3736.00		
	D	48.90		3912.00		
	E	51.26		4100.80		
Sr City Atty Invstgr (1885)	A	32.73		2618.40		
	B	34.31		2744.80		
	C	36.04		2883.20		
	D	37.76		3020.80		
	E	39.67		3173.60		
Sr Civil Engineer (1855)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Claims Rep (1937)	A	29.88		2390.40		
	B	31.29		2503.20		
	C	32.84		2627.20		
	D	34.39		2751.20		
	E	36.13		2890.40		

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Sr Clerk/Typist (1879)	A	18.50		1480.00		
	B	19.45		1556.00		
	C	20.42		1633.60		
	D	21.32		1705.60		
	E	22.32		1785.60		
Sr Code Compliance Supv (1912)	A	24.20		1936.00		
	B	25.28		2022.40		
	C	26.58		2126.40		
	D	27.74		2219.20		
	E	29.05		2324.00		
Sr Combination Inspector (1849)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		
Sr Commctns Engineer (1346)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Commctns Tech (1859)	A	31.32		2505.60		
	B	32.81		2624.80		
	C	34.22		2737.60		
	D	35.89		2871.20		
	E	37.56		3004.80		

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Sr Commctns Tech Supv (1425)	A	39.36		3148.80		
	B	41.17		3293.60		
	C	43.19		3455.20		
	D	45.26		3620.80		
	E	47.51		3800.80		
Sr Corrosion Engineering Aide (1813)	A	22.79		1823.20		
	B	23.89		1911.20		
	C	25.10		2008.00		
	D	26.28		2102.40		
	E	27.55		2204.00		
Sr Control Systems Engineer (1210)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Corrosion Specialist (1807)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Customer Svcs Rep (1860)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		

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****Sr Department HR Analyst (1365)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Sr Disposal Site Rep (1864)	A	18.50		1480.00		
	B	19.44		1555.20		
	C	20.44		1635.20		
	D	21.45		1716.00		
	E	22.39		1791.20		
Sr Disposal Site Supv (1866)	A	29.38		2350.40		
	B	30.87		2469.60		
	C	32.41		2592.80		
	D	33.84		2707.20		
	E	35.50		2840.00		
Sr Drafting Aide (1423)	A	22.79		1823.20		
	B	23.89		1911.20		
	C	25.10		2008.00		
	D	26.28		2102.40		
	E	27.55		2204.00		
Sr Electrical Engineer (1863)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		

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Sr Electrical Inspector (1163)	A	32.48		2598.40		Step 112
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		
Sr Electrical Supv (1430)	A	34.74		2779.20		
	B	36.40		2912.00		
	C	38.11		3048.80		
	D	40.03		3202.40		
	E	42.02		3361.60		
Sr Engineer-Fire Protection (1457)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Engineering Aide (1861)	A	22.79		1823.20		
	B	23.89		1911.20		
	C	25.10		2008.00		
	D	26.28		2102.40		
	E	27.55		2204.00		
Sr Engineering Geologist (1806)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Housing Inspector (1166)	A	30.97		2477.60		
	B	32.53		2602.40		
	C	34.02		2721.60		
	D	35.75		2860.00		
	E	37.38		2990.40		
Sr HVACR Technician (1913)	A	27.97		2237.60		
	B	29.31		2344.80		
	C	30.58		2446.40		
	D	32.11		2568.80		
	E	33.58		2686.40		
Sr Land Surveyor (1935)	A	43.34		3467.20		
	B	45.41		3632.80		
	C	47.66		3812.80		
	D	50.01		4000.80		
	E	52.39		4191.20		
**Sr Legal Intern (2185)	A	24.35		1948.00		
	B	25.57		2045.60		
	C	26.84		2147.20		
	D	28.18		2254.40		
	E	29.57		2365.60		
Sr Legal Secretary (1820)	A	29.80		2384.00		
	B	31.15		2492.00		
	C	32.66		2612.80		
	D	34.21		2736.80		
	E	35.90		2872.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Sr Legislative Recorder (1857)	A	24.67		1973.60		Step 112
	B	25.78		2062.40		
	C	27.06		2164.80		
	D	28.34		2267.20		
	E	29.77		2381.60		
Sr Library Tech (1759)	A	19.90		1592.00		
	B	20.87		1669.60		
	C	21.83		1746.40		
	D	22.93		1834.40		
	E	24.08		1926.40		
Sr Life Safety Inspector (1113)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		
Sr Locksmith (1802)	A	23.83		1906.40		
	B	24.93		1994.40		
	C	26.05		2084.00		
	D	27.19		2175.20		
	E	28.51		2280.80		
Sr Marine Biologist (1851)	A	42.54		3403.20		
	B	44.51		3560.80		
	C	46.71		3736.80		
	D	48.90		3912.00		
	E	51.26		4100.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Mechanical Engineer (1830)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Mechanical Inspector (1173)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		
Sr Mgmt Anlyst (1106)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Sr Offset Press Operator (1868)	A	19.54		1563.20		
	B	20.45		1636.00		
	C	21.37		1709.60		
	D	22.32		1785.60		
	E	23.26		1860.80		
Sr Paralegal (1822)	A	32.53		2602.40		
	B	34.09		2727.20		
	C	35.68		2854.40		
	D	37.44		2995.20		
	E	39.17		3133.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Sr Park Ranger (1821)	A	26.40		2112.00		Step 112
	B	27.58		2206.40		
	C	29.05		2324.00		
	D	30.53		2442.40		
	E	31.99		2559.20		
Sr Parking Enfrc Supv (1148)	A	29.78		2382.40		
	B	31.23		2498.40		
	C	32.72		2617.60		
	D	34.32		2745.60		
	E	35.89		2871.20		
Sr Parking Meter Tech (1803)	A	22.30		1784.00		
	B	23.23		1858.40		
	C	24.37		1949.60		
	D	25.40		2032.00		
	E	26.57		2125.60		
****Sr Pers Anlyst (1650)	A	36.71		2936.80		
	B	38.51		3080.80		
	C	40.40		3232.00		
	D	42.26		3380.80		
	E	44.39		3551.20		
Sr Planner (1872)	A	38.74		3099.20		
	B	40.64		3251.20		
	C	42.52		3401.60		
	D	44.62		3569.60		
	E	46.84		3747.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Sr Plant Tech Supv (1671)	A	36.97		2957.60		Step 112
	B	38.74		3099.20		
	C	40.58		3246.40		
	D	42.56		3404.80		
	E	44.62		3569.60		
Sr Police Prop & Evid Supv (1904)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Sr Police Records Clerk (1853)	A	22.44		1795.20		
	B	23.52		1881.60		
	C	24.61		1968.80		
	D	25.85		2068.00		
	E	27.15		2172.00		
Sr Police Records Data Spec (1865)	A	18.09		1447.20		
	B	18.98		1518.40		
	C	19.93		1594.40		
	D	20.88		1670.40		
	E	21.87		1749.60		
Sr Power Plant Supv (1915)	A	39.01		3120.80		
	B	41.00		3280.00		
	C	42.83		3426.40		
	D	45.00		3600.00		
	E	47.05		3764.00		

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Sr Procurement Contracting Officer (1743)	A	30.45		2436.00		Step 112
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Sr Public Info Ofcr (1871)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Sr Publishing Specialist (1263)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Sr Pure Water Plant Operations Supv (1035)	A	39.59		3167.20		
	B	41.58		3326.40		
	C	43.65		3492.00		
	D	45.83		3666.40		
	E	48.13		3850.40		
Sr Pure Water Plant Operator (1033)	A	32.87		2629.60		
	B	34.51		2760.80		
	C	36.24		2899.20		
	D	38.05		3044.00		
	E	39.95		3196.00		

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Sr Stable Attendant (1909)	A	19.65		1572.00		Step 112
	B	20.47		1637.60		
	C	21.42		1713.60		
	D	22.41		1792.80		
	E	23.37		1869.60		
Sr Stadium Groundskpr (1893)	A	21.27		1701.60		
	B	22.29		1783.20		
	C	23.31		1864.80		
	D	24.38		1950.40		
	E	25.46		2036.80		
Sr Structural Inspector (1179)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		
Sr Survey Aide (1881)	A	25.07		2005.60		
	B	26.28		2102.40		
	C	27.61		2208.80		
	D	28.91		2312.80		
	E	30.31		2424.80		
Sr Systems Analyst (1877)	A	31.89		2551.20		
	B	33.48		2678.40		
	C	35.00		2800.00		
	D	36.80		2944.00		
	E	38.50		3080.00		

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Sr Test Admin Spec (1852)	A	20.35		1628.00		Step 112
	B	21.36		1708.80		
	C	22.32		1785.60		
	D	23.47		1877.60		
	E	24.64		1971.20		
Sr Traffic Engineer (1878)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Utility Supv (1975)	A	24.22		1937.60		
	B	25.36		2028.80		
	C	26.64		2131.20		
	D	27.95		2236.00		
	E	29.32		2345.60		
Sr Water Distribution Operations Supv (1380)	A	39.66		3172.80		
	B	41.54		3323.20		
	C	43.72		3497.60		
	D	45.76		3660.80		
	E	47.97		3837.60		
Sr Water Operations Supv (1987)	A	39.66		3172.80		
	B	41.54		3323.20		
	C	43.72		3497.60		
	D	45.76		3660.80		
	E	47.97		3837.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Water Utility Supv (1870)	A	24.22		1937.60		
	B	25.36		2028.80		
	C	26.64		2131.20		
	D	27.95		2236.00		
	E	29.32		2345.60		
Sr Workers' Compensation Claims Rep (1949)	A	36.16		2892.80		
	B	37.86		3028.80		
	C	39.73		3178.40		
	D	41.61		3328.80		
	E	43.73		3498.40		
Sr Wstwr Oper Supv (1888)	A	38.09		3047.20		
	B	39.90		3192.00		
	C	41.99		3359.20		
	D	43.94		3515.20		
	E	46.07		3685.60		
Sr Wstwr Plant Operator (1134)	A	31.91		2552.80		
	B	33.37		2669.60		
	C	34.87		2789.60		
	D	36.51		2920.80		
	E	38.16		3052.80		
Sr Zoning Investigator (1880)	A	29.76		2380.80		
	B	31.25		2500.00		
	C	32.74		2619.20		
	D	34.34		2747.20		
	E	36.03		2882.40		

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Stable Attendant (1908)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		
Stadium Groundskpr (1894)	A	19.34		1547.20		
	B	20.27		1621.60		
	C	21.22		1697.60		
	D	22.14		1771.20		
	E	23.15		1852.00		
Stadium Maintenance Supv (1897)	A	23.34		1867.20		
	B	24.45		1956.00		
	C	25.67		2053.60		
	D	26.79		2143.20		
	E	27.98		2238.40		
Stadium Maintenance Tech (1898)	A	19.34		1547.20		
	B	20.27		1621.60		
	C	21.22		1697.60		
	D	22.14		1771.20		
	E	23.15		1852.00		
***Stadium Turf Mgr (1892)	A	30.65		2452.00		
	B	32.22		2577.60		
	C	33.78		2702.40		
	D	35.47		2837.60		
	E	37.26		2980.80		

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Stadium/Field Mgr (1874)	A	36.17		2893.60		Step 112
	B	37.88		3030.40		
	C	39.66		3172.80		
	D	41.63		3330.40		
	E	43.64		3491.20		
Stock Clerk (1899)	A	15.42		1233.60		
	B	16.15		1292.00		
	C	16.92		1353.60		
	D	17.76		1420.80		
	E	18.61		1488.80		
Storekeeper 1 (1902)	A	17.76		1420.80		
	B	18.61		1488.80		
	C	19.41		1552.80		
	D	20.35		1628.00		
	E	21.30		1704.00		
Storekeeper 2 (1903)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.30		1704.00		
	D	22.34		1787.20		
	E	23.46		1876.80		
Storekeeper 3 (1901)	A	20.42		1633.60		
	B	21.36		1708.80		
	C	22.34		1787.20		
	D	23.53		1882.40		
	E	24.56		1964.80		

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Stores Operations Supv (1533)	A	23.38		1870.40		Step 112
	B	24.60		1968.00		
	C	25.68		2054.40		
	D	26.98		2158.40		
	E	28.25		2260.00		
Storm Water Compliance Mgr (1123)	A	37.44		2995.20		
	B	39.31		3144.80		
	C	41.24		3299.20		
	D	43.23		3458.40		
	E	45.42		3633.60		
Storm Water Environmental Specialist 1 (1038)	A	27.61		2208.80		
	B	28.98		2318.40		
	C	30.38		2430.40		
	D	31.69		2535.20		
	E	33.31		2664.80		
Storm Water Environmental Specialist 2 (1039)	A	31.69		2535.20		
	B	33.31		2664.80		
	C	35.01		2800.80		
	D	36.67		2933.60		
	E	38.55		3084.00		
Storm Water Environmental Specialist 3 (1621)	A	36.58		2926.40		
	B	38.35		3068.00		
	C	40.32		3225.60		
	D	42.34		3387.20		
	E	44.29		3543.20		

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Storm Water Inspctr 1 (1127)	A	23.92		1913.60		
	B	25.14		2011.20		
	C	26.32		2105.60		
	D	27.65		2212.00		
	E	29.02		2321.60		
Storm Water Inspctr 2 (1126)	A	28.25		2260.00		
	B	29.65		2372.00		
	C	31.07		2485.60		
	D	32.63		2610.40		
	E	34.25		2740.00		
Storm Water Inspctr 3 (1125)	A	31.12		2489.60		
	B	32.65		2612.00		
	C	34.24		2739.20		
	D	35.95		2876.00		
	E	37.71		3016.80		
Structural Engrng Asoc (1231)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Structural Engrng Asst (1208)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		

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Structural Engrng Sr (1875)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Structural Inspector 1 (1177)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		
Structural Inspector 2 (1178)	A	28.28		2262.40		
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		
Student Engineer (1910)	A	13.70		1096.00		
	B	14.32		1145.60		
	C	14.98		1198.40		
	D	15.73		1258.40		
	E	16.42		1313.60		
**Student Intern (2188)	A	9.56		764.80		
	B	10.01		800.80		
	C	10.46		836.80		
	D	10.98		878.40		
	E	14.00		1120.00		

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Student Worker (1914)	A	10.73		858.40		
	B	11.26		900.80		
	C	11.69		935.20		
	D	12.31		984.80		
	E	14.00		1120.00		
Supv Academy Instr (1941)	A	33.86		2708.80		
	B	35.43		2834.40		
	C	37.29		2983.20		
	D	39.20		3136.00		
	E	41.07		3285.60		
#Supv-Budget-Dev-Anlyst (Deleted) (#1967)	A	37.68		3014.40		
	B	39.46		3156.80		
	C	41.44		3315.20		
	D	43.54		3483.20		
	E	45.65		3652.00		
Supv Cal-Id Tech (1930)	A	21.34		1707.20		
	B	22.39		1791.20		
	C	23.43		1874.40		
	D	24.60		1968.00		
	E	25.78		2062.40		
****Supv Claims Rep (1391)	A	32.84		2627.20		
	B	34.37		2749.60		
	C	36.06		2884.80		
	D	37.85		3028.00		
	E	39.67		3173.60		

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Supv Crime Scene Specialist (1018)	A	37.50		3000.00		
	B	39.27		3141.60		
	C	41.20		3296.00		
	D	43.27		3461.60		
	E	45.33		3626.40		
Supv Criminalist (1856)	A	48.75		3900.00		
	B	51.00		4080.00		
	C	53.57		4285.60		
	D	56.21		4496.80		
	E	58.89		4711.20		
Supv Custodian (1919)	A	15.74		1259.20		
	B	16.46		1316.80		
	C	17.31		1384.80		
	D	18.04		1443.20		
	E	19.02		1521.60		
****Supv Department HR Anlyst (1366)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
*Supv Development Project Manager (1180)	A	43.34		3467.20		
	B	45.41		3632.80		
	C	47.66		3812.80		
	D	50.01		4000.80		
	E	52.39		4191.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Supv Disposal Site Rep (1920)	A	20.36		1628.80		
	B	21.36		1708.80		
	C	22.43		1794.40		
	D	23.60		1888.00		
	E	24.61		1968.80		
****Supv Economist (1923)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Supv Field Rep (1921)	A	19.08		1526.40		
	B	19.90		1592.00		
	C	20.83		1666.40		
	D	21.83		1746.40		
	E	22.95		1836.00		
Supv Haz Mat Inspctr (1896)	A	34.21		2736.80		
	B	35.87		2869.60		
	C	37.68		3014.40		
	D	39.48		3158.40		
	E	41.49		3319.20		
Supv Latent Print Examiner (1019)	A	40.08		3206.40		
	B	41.98		3358.40		
	C	44.04		3523.20		
	D	46.25		3700.00		
	E	48.46		3876.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Supv Librarian (1922)	A	39.67		3173.60		
	B	41.50		3320.00		
	C	43.55		3484.00		
	D	45.69		3655.20		
	E	47.89		3831.20		
Supv Meter Reader (1925)	A	19.11		1528.80		
	B	20.02		1601.60		
	C	20.93		1674.40		
	D	21.94		1755.20		
	E	22.94		1835.20		
****Supv Mgmt Anlyst (1917)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
****Supv Pers Anlyst (1927)	A	41.32		3305.60		
	B	43.27		3461.60		
	C	45.44		3635.20		
	D	47.72		3817.60		
	E	50.02		4001.60		
Supv Plan Review Spec (1928)	A	31.11		2488.80		
	B	32.55		2604.00		
	C	34.21		2736.80		
	D	35.81		2864.80		
	E	37.51		3000.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Supv Procurement Contracting Officer (1744)	A	34.25		2740.00		Step 112
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Supv Property Agt (1929)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Supv Public Info Ofcr (1940)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Supv Rec Spec (1931)	A	25.17		2013.60		
	B	26.31		2104.80		
	C	27.71		2216.80		
	D	29.10		2328.00		
	E	30.50		2440.00		
****Supv Recycling Spec (1557)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Supv Storm Water Inspctr (1124)	A	34.21		2736.80		
	B	35.87		2869.60		
	C	37.68		3014.40		
	D	39.48		3158.40		
	E	41.49		3319.20		
Supv Therap Recreatn Spec (1187)	A	25.80		2064.00		
	B	26.97		2157.60		
	C	28.41		2272.80		
	D	29.83		2386.40		
	E	31.28		2502.40		
****Supv Workers' Compensation Claims Rep (1952)	A	39.73		3178.40		
	B	41.59		3327.20		
	C	43.64		3491.20		
	D	45.79		3663.20		
	E	47.99		3839.20		
Supv Wstwr Pretmnt Inspctr (1378)	A	41.05		3284.00		
	B	43.04		3443.20		
	C	45.22		3617.60		
	D	47.38		3790.40		
	E	49.79		3983.20		
Swimming Pool Mgr 1 (1905)	A	17.75		1420.00		
	B	18.60		1488.00		
	C	19.39		1551.20		
	D	20.35		1628.00		
	E	21.35		1708.00		

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Swimming Pool Mgr 2 (1906)	A	20.77		1661.60		
	B	21.84		1747.20		
	C	22.86		1828.80		
	D	23.99		1919.20		
	E	25.09		2007.20		
Swimming Pool Mgr 3 (1907)	A	22.86		1828.80		
	B	23.99		1919.20		
	C	25.09		2007.20		
	D	26.31		2104.80		
	E	27.60		2208.00		
****Systems Administrator 1 (1026)	A	31.98		2558.40		
	B	33.54		2683.20		
	C	35.19		2815.20		
	D	36.79		2943.20		
	E	38.67		3093.60		
****Systems Administrator 2 (1025)	A	35.97		2877.60		
	B	37.66		3012.80		
	C	39.56		3164.80		
	D	41.56		3324.80		
	E	43.57		3485.60		
****Systems Administrator 3 (1024)	A	39.57		3165.60		
	B	41.44		3315.20		
	C	43.53		3482.40		
	D	45.69		3655.20		
	E	47.93		3834.40		

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Tank Service Tech 1 (1946)	A	17.10		1368.00		Step 112
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
Tank Service Tech 2 (1947)	A	18.62		1489.60		
	B	19.44		1555.20		
	C	20.35		1628.00		
	D	21.29		1703.20		
	E	22.25		1780.00		
Test Administration Spec (1419)	A	18.49		1479.20		
	B	19.51		1560.80		
	C	20.35		1628.00		
	D	21.35		1708.00		
	E	22.32		1785.60		
Test Monitor 1 (1540)	A	12.79		1023.20		
	B	13.45		1076.00		
	C	14.12		1129.60		
	D	14.65		1172.00		
	E	15.35		1228.00		
Test Monitor 2 (1541)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		

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Therap Recreatn Leader (1189)	A	15.12		1209.60		
	B	15.81		1264.80		
	C	16.54		1323.20		
	D	17.34		1387.20		
	E	18.21		1456.80		
Therap Recreatn Spec (1188)	A	22.43		1794.40		
	B	23.43		1874.40		
	C	24.54		1963.20		
	D	25.80		2064.00		
	E	26.97		2157.60		
Traffic Signal Supervisor (1955)	A	31.71		2536.80		
	B	33.36		2668.80		
	C	34.92		2793.60		
	D	36.63		2930.40		
	E	38.38		3070.40		
Traffic Signal Technician 1 (1956)	A	24.16		1932.80		
	B	25.34		2027.20		
	C	26.39		2111.20		
	D	27.74		2219.20		
	E	29.01		2320.80		
Traffic Signal Technician 2 (1957)	A	27.79		2223.20		
	B	29.13		2330.40		
	C	30.37		2429.60		
	D	31.90		2552.00		
	E	33.36		2668.80		

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Traffic Striper Operator (1626)	A	20.77		1661.60		
	B	21.69		1735.20		
	C	22.71		1816.80		
	D	23.75		1900.00		
	E	24.88		1990.40		
Trainer (1217)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Training Supervisor (1971)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Tree Maint Crewleader (1968)	A	18.76		1500.80		
	B	19.60		1568.00		
	C	20.46		1636.80		
	D	21.34		1707.20		
	E	22.35		1788.00		
Tree Maint Supv (1970)	A	20.88		1670.40		
	B	21.89		1751.20		
	C	22.92		1833.60		
	D	23.96		1916.80		
	E	25.18		2014.40		

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Tree Trimmer (1969)	A	17.93		1434.40		
	B	18.71		1496.80		
	C	19.53		1562.40		
	D	20.40		1632.00		
	E	21.35		1708.00		
Utility Supv (1974)	A	22.30		1784.00		
	B	23.23		1858.40		
	C	24.36		1948.80		
	D	25.44		2035.20		
	E	26.66		2132.80		
Utility Worker 1 (1978)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		
Utility Worker 2 (1979)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
Vehicle & Fuel Clerk (1982)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Victim Services Coordinator (1983)	A	18.97		1517.60		Step 112
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Water Distribution Operations Supv (1370)	A	28.10		2248.00		
	B	29.38		2350.40		
	C	30.72		2457.60		
	D	32.14		2571.20		
	E	33.54		2683.20		
Water Distribution Operator (1369)	A	24.44		1955.20		
	B	25.55		2044.00		
	C	26.70		2136.00		
	D	27.92		2233.60		
	E	29.17		2333.60		
Water Distribution Operator Trainee (1367)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		
Water Operations Supervisor (1986)	A	34.91		2792.80		
	B	36.46		2916.80		
	C	38.16		3052.80		
	D	39.90		3192.00		
	E	41.71		3336.80		

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Water Plant Operator (1988)	A	30.34		2427.20		Step 112
	B	31.70		2536.00		
	C	33.13		2650.40		
	D	34.71		2776.80		
	E	36.27		2901.60		
Water Production Superintendent (1884)	A	41.85		3348.00		
	B	43.88		3510.40		
	C	46.15		3692.00		
	D	48.28		3862.40		
	E	50.63		4050.40		
Water Sys District Mgr (1016)	A	38.47		3077.60		
	B	40.31		3224.80		
	C	42.19		3375.20		
	D	44.21		3536.80		
	E	46.25		3700.00		
Water Sys Tech 1 (1011)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		
Water Sys Tech 2 (1012)	A	19.38		1550.40		
	B	20.27		1621.60		
	C	21.20		1696.00		
	D	22.17		1773.60		
	E	23.21		1856.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Water Sys Tech 3 (1013)	A	21.27		1701.60		Step 112
	B	22.16		1772.80		
	C	23.22		1857.60		
	D	24.22		1937.60		
	E	25.40		2032.00		
Water Sys Tech 4 (1014)	A	24.44		1955.20		
	B	25.55		2044.00		
	C	26.70		2136.00		
	D	27.92		2233.60		
	E	29.17		2333.60		
Water Sys Tech Supv (1015)	A	28.10		2248.00		
	B	29.38		2350.40		
	C	30.72		2457.60		
	D	32.14		2571.20		
	E	33.54		2683.20		
Water Utility Supv (1991)	A	22.30		1784.00		
	B	23.23		1858.40		
	C	24.36		1948.80		
	D	25.44		2035.20		
	E	26.66		2132.80		
Water Utility Worker (1992)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		

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Welder (1985)	A	22.76		1820.80		
	B	23.89		1911.20		
	C	24.97		1997.60		
	D	26.05		2084.00		
	E	27.29		2183.20		
Word Processing Oper (1746)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Work Control Manager (1994)	A	34.21		2736.80		
	B	35.81		2864.80		
	C	37.60		3008.00		
	D	39.45		3156.00		
	E	41.31		3304.80		
Work Service Aide (1995)	A	8.60		688.00		
	B	9.12		729.60		
	C	9.51		760.80		
	D	10.01		800.80		
	E	14.00		1120.00		
Workers' Compensation Claims Aide (1943)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Workers' Compensation Claims Rep 1 (1944)	A	27.15		2172.00		
	B	28.53		2282.40		
	C	29.87		2389.60		
	D	31.36		2508.80		
	E	32.86		2628.80		
Workers' Compensation Claims Rep 2 (1945)	A	32.86		2628.80		
	B	34.47		2757.60		
	C	36.11		2888.80		
	D	37.84		3027.20		
	E	39.74		3179.20		
****Wstwtr Chief Plant Operator (1174)	A	53.20		4256.00		
	B	55.79		4463.20		
	C	58.66		4692.80		
	D	61.38		4910.40		
	E	64.36		5148.80		
Wstwtr Operations Supv (1887)	A	35.17		2813.60		
	B	36.74		2939.20		
	C	38.45		3076.00		
	D	40.21		3216.80		
	E	42.04		3363.20		
Wstwtr Plant Operator (1890)	A	30.29		2423.20		
	B	31.67		2533.60		
	C	33.10		2648.00		
	D	34.69		2775.20		
	E	36.24		2899.20		

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Wstwtr Pretmnt Inspctr 1 (1374)	A	28.70		2296.00		
	B	30.17		2413.60		
	C	31.58		2526.40		
	D	33.18		2654.40		
	E	34.82		2785.60		
Wstwtr Pretmnt Inspctr 2 (1375)	A	33.90		2712.00		
	B	35.58		2846.40		
	C	37.28		2982.40		
	D	39.16		3132.80		
	E	41.10		3288.00		
Wstwtr Pretmnt Inspctr 3 (1376)	A	37.34		2987.20		
	B	39.18		3134.40		
	C	41.09		3287.20		
	D	43.14		3451.20		
	E	45.25		3620.00		
Wstwtr Pretmnt Prgm Mgr (1528)	A	44.93		3594.40		
	B	47.17		3773.60		
	C	49.49		3959.20		
	D	51.88		4150.40		
	E	54.50		4360.00		
Wstwtr Treatment Supt (1883)	A	48.36		3868.80		
	B	50.72		4057.60		
	C	53.33		4266.40		
	D	55.80		4464.00		
	E	58.51		4680.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Zoning Investigator 1 (1997)	A	24.14		1931.20		
	B	25.29		2023.20		
	C	26.50		2120.00		
	D	27.80		2224.00		
	E	29.13		2330.40		
Zoning Investigator 2 (1998)	A	27.07		2165.60		
	B	28.34		2267.20		
	C	29.76		2380.80		
	D	31.23		2498.40		
	E	32.74		2619.20		

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EXHIBIT A-2

SALARY TABLE

EXHIBIT A-2

EFFECTIVE JANUARY 1, 2022 THROUGH JUNE 30, 2022

Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Account Audit Clerk (1103)	A	16.99		1359.20		
	B	17.76		1420.80		
	C	18.51		1480.80		
	D	19.43		1554.40		
	E	20.43		1634.40		
Account Clerk (1104)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Accountant 1 (1102)	A	26.37		2109.60		
	B	27.70		2216.00		
	C	29.09		2327.20		
	D	30.42		2433.60		
	E	32.05		2564.00		
Accountant 2 (1842)	A	32.05		2564.00		
	B	33.59		2687.20		
	C	35.20		2816.00		
	D	36.92		2953.60		
	E	38.73		3098.40		
Accountant 3 (1100)	A	35.20		2816.00		
	B	36.92		2953.60		
	C	38.73		3098.40		
	D	40.47		3237.60		
	E	42.54		3403.20		
****Accountant 4 (1183)	A	39.59	52.75	3167.20	4220.00	

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Accountant Trainee (1538)	A	22.96		1836.80		
	B	24.09		1927.20		
	C	25.25		2020.00		
	D	26.37		2109.60		
	E	27.70		2216.00		
Administrative Aide 1 (1105)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Administrative Aide 2 (1107)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		
Agricultural Lease Mgr (1110)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Air Operations Chief (1149)	A	42.44		3395.20		30.314
	B	44.58		3566.40		31.843
	C	46.65		3732.00		33.321
	D	49.00		3920.00		35.000
	E	51.36		4108.80		36.686

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Airport Manager (1118)	A	31.82		2545.60		
	B	33.30		2664.00		
	C	34.94		2795.20		
	D	36.56		2924.80		
	E	38.36		3068.80		
Airport Noise Abatement Officer (1116)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Airport Operations Assistant (1117)	A	21.69		1735.20		
	B	22.67		1813.60		
	C	23.65		1892.00		
	D	24.74		1979.20		
	E	25.85		2068.00		
****Applications Prgmr 1 (1240)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
****Applications Prgmr 2 (1241)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
**** Applications Prgmr 3 (1242)	A	37.69		3015.20		
	B	39.47		3157.60		
	C	41.45		3316.00		
	D	43.52		3481.60		
	E	45.65		3652.00		
Apprentice 1-Bldg Inspctr 1 (1326)	A	18.65		1492.00		
	B	20.21		1616.80		
	C	21.75		1740.00		
	D	23.31		1864.80		
	E	26.42		2113.60		
Apprentice 1-Carpenter (1310)	A	15.30		1224.00		
	B	16.57		1325.60		
	C	17.85		1428.00		
	D	19.12		1529.60		
	E	20.39		1631.20		
Apprentice 1-Cement Finisher (1335)	A	17.68		1414.40		
	B	19.16		1532.80		
	C	20.63		1650.40		
	D	22.10		1768.00		
	E	25.05		2004.00		
Apprentice 1-Commctns Tech (1314)	A	20.51		1640.80		
	B	22.22		1777.60		
	C	23.92		1913.60		
	D	25.64		2051.20		
	E	27.34		2187.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Apprentice 1-Electrcn(4 Yr) (1312)	A	16.64		1331.20		Step 112
	B	18.03		1442.40		
	C	19.42		1553.60		
	D	20.80		1664.00		
	E	22.19		1775.20		
Apprentice 1-Electrcn(5 Yr) (1304)	A	16.64		1331.20		
	B	18.03		1442.40		
	C	19.42		1553.60		
	D	20.80		1664.00		
	E	22.19		1775.20		
Apprentice 1-Equip Painter (1318)	A	15.63		1250.40		
	B	16.93		1354.40		
	C	18.23		1458.40		
	D	19.54		1563.20		
	E	20.85		1668.00		
Apprentice 1-Fleet Technician (1316)	A	16.38		1310.40		
	B	17.76		1420.80		
	C	19.12		1529.60		
	D	20.48		1638.40		
	E	21.85		1748.00		
Apprentice 1-HVACR Technician (1308)	A	18.35		1468.00		
	B	19.88		1590.40		
	C	21.41		1712.80		
	D	22.94		1835.20		
	E	24.46		1956.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Apprentice 1-Machinist (1320)	A	16.24		1299.20		
	B	17.59		1407.20		
	C	18.95		1516.00		
	D	20.30		1624.00		
	E	21.65		1732.00		
Apprentice 1-Painter (1302)	A	14.67		1173.60		
	B	15.90		1272.00		
	C	17.12		1369.60		
	D	18.34		1467.20		
	E	20.78		1662.40		
Apprentice 1-Plumber (1322)	A	16.64		1331.20		
	B	18.03		1442.40		
	C	19.42		1553.60		
	D	20.80		1664.00		
	E	22.19		1775.20		
Apprentice 1-Roofer (1337)	A	13.95		1116.00		
	B	15.11		1208.80		
	C	16.27		1301.60		
	D	17.44		1395.20		
	E	19.76		1580.80		
Apprentice 1-Welder (1324)	A	15.63		1250.40		
	B	16.93		1354.40		
	C	18.23		1458.40		
	D	19.54		1563.20		
	E	20.85		1668.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Apprentice 2-Bldg Inspctr 1 (1327)	A	20.21		1616.80		Step 112
	B	21.75		1740.00		
	C	23.31		1864.80		
	D	26.42		2113.60		
	E	29.53		2362.40		
Apprentice 2-Carpenter (1311)	A	19.12		1529.60		
	B	20.39		1631.20		
	C	21.67		1733.60		
	D	22.94		1835.20		
	E	24.22		1937.60		
Apprentice 2-Cement Finisher (1336)	A	19.16		1532.80		
	B	20.63		1650.40		
	C	22.10		1768.00		
	D	25.05		2004.00		
	E	28.00		2240.00		
Apprentice 2-Commctns Tech (1315)	A	25.64		2051.20		
	B	27.34		2187.20		
	C	29.06		2324.80		
	D	30.76		2460.80		
	E	32.48		2598.40		
Apprentice 2-Electron(4 Yr) (1313)	A	20.80		1664.00		
	B	22.19		1775.20		
	C	23.57		1885.60		
	D	24.97		1997.60		
	E	26.35		2108.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Apprentice 2-Electrcn(5 Yr) (1305)	A	23.57		1885.60		Step 112
	B	24.97		1997.60		
	C	26.35		2108.00		
	D	27.74		2219.20		
	E	27.74		2219.20		
Apprentice 2-Equip Painter (1319)	A	19.54		1563.20		
	B	20.85		1668.00		
	C	22.15		1772.00		
	D	23.45		1876.00		
	E	24.75		1980.00		
Apprentice 2-Fleet Technician (1317)	A	20.48		1638.40		
	B	21.85		1748.00		
	C	23.21		1856.80		
	D	24.59		1967.20		
	E	25.95		2076.00		
Apprentice 2-HVACR Technician (1309)	A	22.94		1835.20		
	B	24.46		1956.80		
	C	25.99		2079.20		
	D	27.52		2201.60		
	E	29.05		2324.00		
Apprentice 2-Machinist (1321)	A	20.30		1624.00		
	B	21.65		1732.00		
	C	23.00		1840.00		
	D	24.36		1948.80		
	E	25.71		2056.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Apprentice 2-Painter (1303)	A	15.90		1272.00		
	B	17.12		1369.60		
	C	18.34		1467.20		
	D	20.78		1662.40		
	E	23.23		1858.40		
Apprentice 2-Plumber (1323)	A	20.80		1664.00		
	B	22.19		1775.20		
	C	23.57		1885.60		
	D	24.97		1997.60		
	E	26.35		2108.00		
Apprentice 2-Roofer (1338)	A	15.11		1208.80		
	B	16.27		1301.60		
	C	17.44		1395.20		
	D	19.76		1580.80		
	E	22.09		1767.20		
Apprentice 2-Welder (1325)	A	19.54		1563.20		
	B	20.85		1668.00		
	C	22.15		1772.00		
	D	23.45		1876.00		
	E	24.75		1980.00		
Aquatics Tech 1 (1737)	A	20.27		1621.60		
	B	21.09		1687.20		
	C	22.13		1770.40		
	D	23.07		1845.60		
	E	24.16		1932.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Aquatics Tech 2 (1732)	A	21.29		1703.20		
	B	22.16		1772.80		
	C	23.23		1858.40		
	D	24.22		1937.60		
	E	25.37		2029.60		
Aquatics Tech Supv (1738)	A	23.24		1859.20		
	B	24.29		1943.20		
	C	25.46		2036.80		
	D	26.52		2121.60		
	E	27.79		2223.20		
Area Manager 1 (1130)	A	23.46		1876.80		
	B	24.53		1962.40		
	C	25.77		2061.60		
	D	27.06		2164.80		
	E	28.35		2268.00		
Area Manager 2 (1131)	A	27.06		2164.80		
	B	28.27		2261.60		
	C	29.76		2380.80		
	D	31.30		2504.00		
	E	32.79		2623.20		
Area Refuse Collect Supv (1835)	A	26.08		2086.40		
	B	27.17		2173.60		
	C	28.46		2276.80		
	D	29.75		2380.00		
	E	31.13		2490.40		

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****ARJIS Admnstr (1253)	A	36.87		2949.60		
	B	38.61		3088.80		
	C	40.53		3242.40		
	D	42.54		3403.20		
	E	44.66		3572.80		
Asoc Chemist (1220)	A	36.75		2940.00		
	B	38.54		3083.20		
	C	40.48		3238.40		
	D	42.53		3402.40		
	E	44.51		3560.80		
Asoc Commctns Eng (1219)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
****Asoc Department HR Analyst (1364)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Asoc Economist (1222)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		

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Asoc Eng-Civil (1221)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Control Systems (1209)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Corrosion (1385)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Electrical (1223)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Fire Protection (1204)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		

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Asoc Eng-Mechanical (1225)	A	34.18		2734.40		Step 112
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Eng-Traffic (1233)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Asoc Mgmt Anlyst (1218)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
**** Asoc Pers Anlyst (1226)	A	33.46		2676.80		
	B	35.07		2805.60		
	C	36.71		2936.80		
	D	38.51		3080.80		
	E	40.40		3232.00		
Asoc Planner (1227)	A	33.63		2690.40		
	B	35.27		2821.60		
	C	36.93		2954.40		
	D	38.74		3099.20		
	E	40.64		3251.20		

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Asoc Procurement Contracting Officer (1742)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Asoc Property Agent (1228)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Asst Chemist (1136)	A	31.88		2550.40		
	B	33.46		2676.80		
	C	35.17		2813.60		
	D	36.88		2950.40		
	E	38.73		3098.40		
Asst Customer Servs Supv (1137)	A	25.74		2059.20		
	B	26.99		2159.20		
	C	28.27		2261.60		
	D	29.65		2372.00		
	E	31.02		2481.60		
****Asst Department HR Anlyst (1363)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		

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Asst Dispute Resolution Ofcr (1409)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Economist (1158)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Eng-Civil (1153)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Eng-Corrosion (1154)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Eng-Electrical (1157)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asst Eng-Fire Protection (1203)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Eng-Mechanical (1167)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Eng-Traffic (1207)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Asst Facility Mgr (1159)	A	36.17		2893.60		
	B	37.88		3030.40		
	C	39.66		3172.80		
	D	41.63		3330.40		
	E	43.64		3491.20		
Asst Fire Marshal (1156)	A	42.44		3395.20		30.314
	B	44.58		3566.40		31.843
	C	46.65		3732.00		33.321
	D	49.00		3920.00		35.000
	E	51.36		4108.80		36.686

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asst Fleet Technician (1450)	A	19.68		1574.40		
	B	20.54		1643.20		
	C	21.48		1718.40		
	D	22.46		1796.80		
	E	23.46		1876.80		
Asst Laboratory Tech (1160)	A	19.96		1596.80		
	B	20.97		1677.60		
	C	22.02		1761.60		
	D	23.03		1842.40		
	E	24.07		1925.60		
Asst Mgmt Anlyst (1132)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Park Designer (1168)	A	23.26		1860.80		
	B	24.47		1957.60		
	C	25.73		2058.40		
	D	26.98		2158.40		
	E	28.32		2265.60		
****Asst Pers Anlyst (1170)	A	27.52		2201.60		
	B	28.92		2313.60		
	C	30.36		2428.80		
	D	31.76		2540.80		
	E	33.46		2676.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Asst Planner (1175)	A	28.42		2273.60		
	B	29.80		2384.00		
	C	31.25		2500.00		
	D	32.78		2622.40		
	E	34.39		2751.20		
Asst Procurement Contracting Officer (1741)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Property Agent (1181)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Rate Anlyst (1190)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Asst Rec Ctr Dir (1192)	A	15.42		1233.60		
	B	16.17		1293.60		
	C	16.94		1355.20		
	D	17.78		1422.40		
	E	18.64		1491.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Asst Reservoir Keeper (1193)	A	17.92		1433.60		
	B	18.74		1499.20		
	C	19.54		1563.20		
	D	20.44		1635.20		
	E	21.37		1709.60		
Asst Trainer (1129)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Asst Wastewater Plant Oper (1205)	A	23.21		1856.80		
	B	24.25		1940.00		
	C	25.28		2022.40		
	D	26.43		2114.40		
	E	27.61		2208.80		
Asst Water Distribution Oper (1368)	A	21.27		1701.60		
	B	22.16		1772.80		
	C	23.22		1857.60		
	D	24.22		1937.60		
	E	25.40		2032.00		
Asst Water Plant Oper (1206)	A	23.21		1856.80		
	B	24.25		1940.00		
	C	25.28		2022.40		
	D	26.43		2114.40		
	E	27.61		2208.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Auto Messenger 1 (1236)	A	13.45		1076.00		
	B	14.12		1129.60		
	C	14.65		1172.00		
	D	15.35		1228.00		
	E	16.16		1292.80		
Auto Messenger 2 (1194)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
Benefits Rep 1 (1255)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Benefits Rep 2 (1256)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Biologist 1 (1623)	A	27.61		2208.80		
	B	28.97		2317.60		
	C	30.37		2429.60		
	D	31.69		2535.20		
	E	33.32		2665.60		

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Biologist 2 (1624)	A	31.69		2535.20		
	B	33.32		2665.60		
	C	35.01		2800.80		
	D	36.67		2933.60		
	E	38.55		3084.00		
Biologist 3 (1622)	A	36.58		2926.40		
	B	38.35		3068.00		
	C	40.32		3225.60		
	D	42.34		3387.20		
	E	44.29		3543.20		
****Bldg Code & Noise Abatement Supv (1278)	A	35.55		2844.00		
	B	37.35		2988.00		
	C	39.15		3132.00		
	D	41.05		3284.00		
	E	43.02		3441.60		
Bldg Maint Supv (1273)	A	31.73		2538.40		
	B	33.32		2665.60		
	C	34.91		2792.80		
	D	36.58		2926.40		
	E	38.38		3070.40		
Bldg Service Supv (1275)	A	23.46		1876.80		
	B	24.49		1959.20		
	C	25.76		2060.80		
	D	27.09		2167.20		
	E	28.37		2269.60		

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Bldg Service Tech (1280)	A	17.10		1368.00		Step 112
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
Bldg Supv (1274)	A	20.40		1632.00		
	B	21.32		1705.60		
	C	22.37		1789.60		
	D	23.46		1876.80		
	E	24.49		1959.20		
Boat Operator (1266)	A	22.31		1784.80		
	B	23.25		1860.00		
	C	24.37		1949.60		
	D	25.41		2032.80		
	E	26.62		2129.60		
Body & Fender Mech (1264)	A	22.76		1820.80		
	B	23.89		1911.20		
	C	24.97		1997.60		
	D	26.05		2084.00		
	E	27.29		2183.20		
Bookmobile Driver (1268)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		

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Business Systems Aide (1027)	A	21.85		1748.00		Step 112
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		
****Business Systems Analyst 1 (1023)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
****Business Systems Analyst 2 (1022)	A	30.50		2440.00		
	B	31.97		2557.60		
	C	33.50		2680.00		
	D	35.13		2810.40		
	E	36.87		2949.60		
****Business Systems Analyst 3 (1021)	A	33.56		2684.80		
	B	35.17		2813.60		
	C	36.85		2948.00		
	D	38.63		3090.40		
	E	40.56		3244.80		
Buyer's Aide 1 (1286)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		

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Buyer's Aide 2 (1287)	A	20.88		1670.40		Step 112
	B	21.88		1750.40		
	C	22.88		1830.40		
	D	24.03		1922.40		
	E	25.15		2012.00		
Cal-Id Technician (1285)	A	18.61		1488.80		
	B	19.44		1555.20		
	C	20.36		1628.80		
	D	21.37		1709.60		
	E	22.43		1794.40		
Carpenter (1288)	A	22.29		1783.20		
	B	23.26		1860.80		
	C	24.40		1952.00		
	D	25.49		2039.20		
	E	26.68		2134.40		
Carpenter Supv (1290)	A	25.24		2019.20		
	B	26.44		2115.20		
	C	27.78		2222.40		
	D	29.15		2332.00		
	E	30.57		2445.60		
Cashier (1330)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Cement Finisher (1293)	A	25.77		2061.60		Step 112
	B	26.89		2151.20		
	C	28.18		2254.40		
	D	29.47		2357.60		
	E	30.88		2470.40		
Cement Gun Operator (1498)	A	24.49		1959.20		
	B	25.64		2051.20		
	C	26.81		2144.80		
	D	28.04		2243.20		
	E	29.37		2349.60		
Cemetery Manager (1296)	A	27.83		2226.40		
	B	29.17		2333.60		
	C	30.61		2448.80		
	D	32.10		2568.00		
	E	33.61		2688.80		
City Atty Invstgr (1596)	A	29.86		2388.80		
	B	31.31		2504.80		
	C	32.80		2624.00		
	D	34.43		2754.40		
	E	36.13		2890.40		
****Claims & Ins Mgr (1816)	A	37.68		3014.40		
	B	39.48		3158.40		
	C	41.42		3313.60		
	D	43.48		3478.40		
	E	45.58		3646.40		

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Claims Aide (1340)	A	18.97		1517.60		Step 112
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Claims Clerk (1341)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Claims Rep 1 (1342)	A	22.44		1795.20		
	B	23.58		1886.40		
	C	24.68		1974.40		
	D	25.92		2073.60		
	E	27.16		2172.80		
Claims Rep 2 (1343)	A	27.16		2172.80		
	B	28.49		2279.20		
	C	29.84		2387.20		
	D	31.27		2501.60		
	E	32.85		2628.00		
Clerical Asst 1 (1569)	A	12.79		1023.20		
	B	13.45		1076.00		
	C	14.12		1129.60		
	D	14.65		1172.00		
	E	15.35		1228.00		

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Clerical Asst 2 (1535)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
****Cmnty Dev Coord (1350)	A	39.37		3149.60		
	B	41.25		3300.00		
	C	43.30		3464.00		
	D	45.42		3633.60		
	E	47.65		3812.00		
Cmnty Dev Spec 1 (1351)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Cmnty Dev Spec 2 (1352)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Cmnty Dev Spec 3 (1353)	A	31.94		2555.20		
	B	33.52		2681.60		
	C	35.03		2802.40		
	D	36.82		2945.60		
	E	38.61		3088.80		

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****Cmnty Dev Spec 4 (1354)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Cmnty Rel Asst to Pol Chief (1355)	A	42.97		3437.60		
	B	45.03		3602.40		
	C	47.24		3779.20		
	D	49.51		3960.80		
	E	51.96		4156.80		
Code Compliance Ofcr (1356)	A	19.10		1528.00		
	B	20.01		1600.80		
	C	21.02		1681.60		
	D	21.95		1756.00		
	E	22.98		1838.40		
Code Compliance Supv (1357)	A	22.00		1760.00		
	B	22.98		1838.40		
	C	24.16		1932.80		
	D	25.19		2015.20		
	E	26.33		2106.40		
Collections Invstgtr 1 (1331)	A	20.62		1649.60		
	B	21.61		1728.80		
	C	22.57		1805.60		
	D	23.75		1900.00		
	E	24.90		1992.00		

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Collections Invstgr 2 (1332)	A	23.19		1855.20		Step 112
	B	24.27		1941.60		
	C	25.44		2035.20		
	D	26.75		2140.00		
	E	27.99		2239.20		
Collections Invstgr Supv (1333)	A	25.50		2040.00		
	B	26.74		2139.20		
	C	27.98		2238.40		
	D	29.44		2355.20		
	E	30.81		2464.80		
Collections Invstgr Trainee (1334)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
****Collections Manager (1344)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Combination Inspctr 1 (1276)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		

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Combination Inspctr 2 (1277)	A	28.28		2262.40		Step 112
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		
Commctn Tech (1426)	A	29.83		2386.40		
	B	31.26		2500.80		
	C	32.59		2607.20		
	D	34.18		2734.40		
	E	35.78		2862.40		
Commctn Tech Supv (1427)	A	34.21		2736.80		
	B	35.88		2870.40		
	C	37.65		3012.00		
	D	39.46		3156.80		
	E	41.35		3308.00		
****Compliance & Metering Mgr (1805)	A	37.68		3014.40		
	B	39.48		3158.40		
	C	41.42		3313.60		
	D	43.48		3478.40		
	E	45.58		3646.40		
Construction Estimator (1601)	A	27.55		2204.00		
	B	28.98		2318.40		
	C	30.36		2428.80		
	D	31.79		2543.20		
	E	33.32		2665.60		

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Contracts Processing Clrk (1536)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
***Council Secretary (1381)	A	21.32		1705.60		
	B	22.32		1785.60		
	C	23.41		1872.80		
	D	24.49		1959.20		
	E	25.77		2061.60		
Court Support Clrk 1 (1386)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Court Support Clrk 2 (1388)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Crime Scene Specialist (1448)	A	29.02		2321.60		
	B	30.28		2422.40		
	C	31.82		2545.60		
	D	33.44		2675.20		
	E	35.03		2802.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Criminalist 1 (1152)	A	31.74		2539.20		Step 112
	B	33.29		2663.20		
	C	34.99		2799.20		
	D	36.66		2932.80		
	E	38.47		3077.60		
Criminalist 2 (1384)	A	42.39		3391.20		
	B	44.37		3549.60		
	C	46.61		3728.80		
	D	48.89		3911.20		
	E	51.22		4097.60		
Criminalist 3 (1814)	A	44.50		3560.00		
	B	46.61		3728.80		
	C	48.93		3914.40		
	D	51.32		4105.60		
	E	53.78		4302.40		
****Cust Info & Billing Mgr (1795)	A	37.68		3014.40		
	B	39.48		3158.40		
	C	41.42		3313.60		
	D	43.48		3478.40		
	E	45.58		3646.40		
Cust Servs Rep (1394)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Cust Servs Supv (1393)	A	29.65		2372.00		
	B	31.02		2481.60		
	C	32.63		2610.40		
	D	34.21		2736.80		
	E	35.80		2864.00		
Custodian 1 (1387)	A	12.33		986.40		
	B	12.94		1035.20		
	C	13.47		1077.60		
	D	14.12		1129.60		
	E	15.00		1200.00		
Custodian 2 (1389)	A	13.47		1077.60		
	B	14.12		1129.60		
	C	14.74		1179.20		
	D	15.29		1223.20		
	E	16.03		1282.40		
Custodian 3 (1390)	A	14.74		1179.20		
	B	15.29		1223.20		
	C	16.03		1282.40		
	D	16.67		1333.60		
	E	17.43		1394.40		
Custody Transport Officer (1040)	A	25.16		2012.80		
	B	26.42		2113.60		
	C	27.75		2220.00		
	D	29.13		2330.40		
	E	30.59		2447.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Deputy City Clerk 1 (1395)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Deputy City Clerk 2 (1396)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
Deputy Noise Abatement Ofcr (1397)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Development Project Manager 1 (1184)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Development Project Manager 2 (1185)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Development Project Manager 3 (1186)	A	39.40		3152.00		Step 112
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Dispatcher 1 (1410)	A	18.34		1467.20		
	B	19.29		1543.20		
	C	20.18		1614.40		
	D	21.09		1687.20		
	E	22.10		1768.00		
Dispatcher 2 (1411)	A	20.16		1612.80		
	B	21.27		1701.60		
	C	22.12		1769.60		
	D	23.19		1855.20		
	E	24.34		1947.20		
Disposal Site Rep (1412)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Disposal Site Supv (1413)	A	26.73		2138.40		
	B	28.03		2242.40		
	C	29.49		2359.20		
	D	30.78		2462.40		
	E	32.31		2584.80		

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Dispute Resolution Ofcr (1415)	A	27.74		2219.20		Step 112
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
District Manager (1418)	A	31.99		2559.20		
	B	33.53		2682.40		
	C	35.18		2814.40		
	D	36.91		2952.80		
	E	38.59		3087.20		
District Refuse Collect Supv (1839)	A	30.61		2448.80		
	B	32.00		2560.00		
	C	33.53		2682.40		
	D	35.00		2800.00		
	E	36.65		2932.00		
DNA Technical Manager (1414)	A	44.50		3560.00		
	B	46.61		3728.80		
	C	48.93		3914.40		
	D	51.32		4105.60		
	E	53.78		4302.40		
Documents Examiner 1 (1420)	A	21.75		1740.00		
	B	22.76		1820.80		
	C	23.91		1912.80		
	D	25.00		2000.00		
	E	26.25		2100.00		

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Documents Examiner 2 (1224)	A	26.27		2101.60		Step 112
	B	27.52		2201.60		
	C	28.89		2311.20		
	D	30.37		2429.60		
	E	31.81		2544.80		
Documents Examiner 3 (1421)	A	34.89		2791.20		
	B	36.48		2918.40		
	C	38.38		3070.40		
	D	40.24		3219.20		
	E	42.13		3370.40		
Drafting Aide (1422)	A	19.84		1587.20		
	B	20.80		1664.00		
	C	21.85		1748.00		
	D	22.79		1823.20		
	E	23.89		1911.20		
Economist (1424)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Editor/Proofreader (1246)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		

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Electrical Inspector 1 (1161)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		
Electrical Inspector 2 (1162)	A	28.28		2262.40		
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		
Electrician (1428)	A	24.16		1932.80		
	B	25.34		2027.20		
	C	26.39		2111.20		
	D	27.74		2219.20		
	E	29.01		2320.80		
Electrician Supv (1431)	A	27.55		2204.00		
	B	28.98		2318.40		
	C	30.36		2428.80		
	D	31.79		2543.20		
	E	33.32		2665.60		
Electronic Publishing Spec (1583)	A	21.26		1700.80		
	B	22.25		1780.00		
	C	23.31		1864.80		
	D	24.50		1960.00		
	E	25.61		2048.80		

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Electronics Tech (1443)	A	24.16		1932.80		Step 112
	B	25.34		2027.20		
	C	26.39		2111.20		
	D	27.74		2219.20		
	E	29.01		2320.80		
Electronics Tech Supv (1444)	A	27.55		2204.00		
	B	28.98		2318.40		
	C	30.36		2428.80		
	D	31.79		2543.20		
	E	33.32		2665.60		
****Employee Assistance Counselor (1406)	A	27.16		2172.80		
	B	28.49		2279.20		
	C	29.84		2387.20		
	D	31.27		2501.60		
	E	32.85		2628.00		
****Employee Assistance Program Manager (1429)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
****Employee Benefits Administrator (1416)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		

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**** Employee Benefits Specialist 1 (1417)	A	22.82		1825.60		Step 112
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
**** Employee Benefits Specialist 2 (1407)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Engrng Trainee (1432)	A	15.42		1313.60		
	B	17.27		1381.60		
	C	17.98		1438.40		
	D	18.93		1514.40		
	E	19.80		1584.00		
Environmental Biologist 1 (1685)	A	27.74		2219.20		
	B	29.12		2329.60		
	C	30.53		2442.40		
	D	31.85		2548.00		
	E	33.46		2676.80		
Environmental Biologist 2 (1686)	A	31.85		2548.00		
	B	33.46		2676.80		
	C	35.18		2814.40		
	D	36.86		2948.80		
	E	38.73		3098.40		

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Environmental Biologist 3 (1687)	A	36.75		2940.00		Step 112
	B	38.54		3083.20		
	C	40.52		3241.60		
	D	42.54		3403.20		
	E	44.51		3560.80		
Environmental Health Coordinator (1121)	A	31.94		2555.20		
	B	33.52		2681.60		
	C	35.03		2802.40		
	D	36.82		2945.60		
	E	38.61		3088.80		
Environmental Health Inspector 1 (1120)	A	24.56		1964.80		
	B	25.78		2062.40		
	C	27.02		2161.60		
	D	28.38		2270.40		
	E	29.78		2382.40		
Environmental Health Inspector 2 (1122)	A	28.25		2260.00		
	B	29.65		2372.00		
	C	31.07		2485.60		
	D	32.63		2610.40		
	E	34.25		2740.00		
Environmental Health Manager (1119)	A	37.44		2995.20		
	B	39.31		3144.80		
	C	41.24		3299.20		
	D	43.23		3458.40		
	E	45.42		3633.60		

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Equip Operator 1 (1439)	A	19.34		1547.20		Step 112
	B	20.27		1621.60		
	C	21.22		1697.60		
	D	22.14		1771.20		
	E	23.15		1852.00		
Equip Operator 2 (1440)	A	21.22		1697.60		
	B	22.14		1771.20		
	C	23.15		1852.00		
	D	24.22		1937.60		
	E	25.37		2029.60		
Equip Operator 3 (1445)	A	22.14		1771.20		
	B	23.15		1852.00		
	C	24.22		1937.60		
	D	25.37		2029.60		
	E	26.51		2120.80		
Equip Painter (1446)	A	22.76		1820.80		
	B	23.89		1911.20		
	C	24.97		1997.60		
	D	26.05		2084.00		
	E	27.29		2183.20		
Equip Repair Supv (1435)	A	27.86		2228.80		
	B	29.31		2344.80		
	C	30.67		2453.60		
	D	32.14		2571.20		
	E	33.69		2695.20		

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Equip Service Supv (1451)	A	20.07		1605.60		Step 112
	B	21.01		1680.80		
	C	22.10		1768.00		
	D	23.10		1848.00		
	E	24.22		1937.60		
Equip Tech 1 (1436)	A	18.47		1477.60		
	B	19.37		1549.60		
	C	20.27		1621.60		
	D	21.09		1687.20		
	E	22.13		1770.40		
Equip Tech 2 (1438)	A	20.27		1621.60		
	B	21.09		1687.20		
	C	22.13		1770.40		
	D	23.07		1845.60		
	E	24.16		1932.80		
Equip Tech 3 (1441)	A	22.25		1780.00		
	B	23.22		1857.60		
	C	24.36		1948.80		
	D	25.41		2032.80		
	E	26.58		2126.40		
Equip Trainer (1442)	A	24.40		1952.00		
	B	25.63		2050.40		
	C	26.96		2156.80		
	D	28.06		2244.80		
	E	29.51		2360.80		

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Executive Assistant (1876)	A	22.34		1787.20		Step 112
	B	23.40		1872.00		
	C	24.51		1960.80		
	D	25.68		2054.40		
	E	27.02		2161.60		
Field Rep (1465)	A	16.58		1326.40		
	B	17.41		1392.80		
	C	18.29		1463.20		
	D	19.08		1526.40		
	E	19.97		1597.60		
Finance Analyst 1 (1028)	A	28.37		2269.60		
	B	29.78		2382.40		
	C	31.27		2501.60		
	D	32.83		2626.40		
	E	34.47		2757.60		
Finance Analyst 2 (1029)	A	32.61		2608.80		
	B	34.24		2739.20		
	C	35.96		2876.80		
	D	37.76		3020.80		
	E	39.65		3172.00		
Finance Analyst 3 (1030)	A	35.89		2871.20		
	B	37.68		3014.40		
	C	39.56		3164.80		
	D	41.54		3323.20		
	E	43.61		3488.80		

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**** Finance Analyst 4 (1031)	A	44.50		3560.00		
	B	46.72		3737.60		
	C	49.06		3924.80		
	D	51.51		4120.80		
	E	54.08		4326.40		
Fire Battalion Chief (1453)	A	42.44		3395.20		30.314
	B	44.58		3566.40		31.843
	C	46.65		3732.00		33.321
	D	49.00		3920.00		35.000
	E	51.36		4108.80		36.686
Fire Captain (1456)	A	36.41		2912.80		26.007
	B	38.21		3056.80		27.293
	C	40.07		3205.60		28.621
	D	42.00		3360.00		30.000
	E	44.07		3525.60		31.479
Fire Dispatch Administrator (1017)	A	31.13		2490.40		
	B	32.57		2605.60		
	C	34.26		2740.80		
	D	35.93		2874.40		
	E	37.59		3007.20		
Fire Dispatch Supv (1518)	A	25.55		2044.00		
	B	26.92		2153.60		
	C	28.07		2245.60		
	D	29.35		2348.00		
	E	30.85		2468.00		

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Fire Dispatcher (1464)	A	22.21		1776.80		
	B	23.38		1870.40		
	C	24.39		1951.20		
	D	25.47		2037.60		
	E	26.83		2146.40		
Fire Engineer (1458)	A	31.60		2528.00		22.571
	B	33.23		2658.40		23.736
	C	34.66		2772.80		24.757
	D	36.44		2915.20		26.029
	E	38.20		3056.00		27.286
Fire Fighter 1 (1461)	A	20.09		1607.20		14.350
	B	21.03		1682.40		15.021
	C	22.12		1769.60		15.800
	D	23.19		1855.20		16.564
	E	24.17		1933.60		17.264
Fire Fighter 2 (1462)	A	26.94		2155.20		19.243
	B	28.20		2256.00		20.143
	C	29.69		2375.20		21.207
	D	31.11		2488.80		22.221
	E	32.52		2601.60		23.229
Fire Fighter 3 (1020)	A	28.28		2262.40		20.200
	B	29.62		2369.60		21.157
	C	31.17		2493.60		22.264
	D	32.67		2613.60		23.336
	E	34.14		2731.20		24.386

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Fire Helicopter Pilot (1150)	A	36.41		2912.80		26.007
	B	38.21		3056.80		27.293
	C	40.07		3205.60		28.621
	D	42.00		3360.00		30.000
	E	44.07		3525.60		31.479
Fire Prevention Inspctr 1 (1474)	A	26.94		2155.20		19.243
	B	28.20		2256.00		20.143
	C	29.69		2375.20		21.207
	D	31.11		2488.80		22.221
	E	32.52		2601.60		23.229
Fire Prevention Inspctr 2 (1475)	A	31.60		2528.00		22.571
	B	33.23		2658.40		23.736
	C	34.66		2772.80		24.757
	D	36.44		2915.20		26.029
	E	38.20		3056.00		27.286
Fire Prevention Supv (1476)	A	36.41		2912.80		26.007
	B	38.21		3056.80		27.293
	C	40.07		3205.60		28.621
	D	42.00		3360.00		30.000
	E	44.07		3525.60		31.479
Fire Recruit (1463)	A	15.84		1267.20		11.314
	B	16.57		1325.60		11.836
	C	17.45		1396.00		12.464
	D	18.33		1466.40		13.093
	E	19.11		1528.80		13.650

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Firearms Tech (1191)	A	20.27		1621.60		Step 112
	B	21.09		1687.20		
	C	22.13		1770.40		
	D	23.07		1845.60		
	E	24.16		1932.80		
Fitness Spec (1201)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Fleet Attendant (1454)	A	16.42		1313.60		
	B	17.11		1368.80		
	C	17.92		1433.60		
	D	18.70		1496.00		
	E	19.52		1561.60		
****Fleet Manager (1762)	A	39.39		3151.20		
	B	41.29		3303.20		
	C	43.30		3464.00		
	D	45.46		3636.80		
	E	47.72		3817.60		
Fleet Parts Buyer (1250)	A	22.90		1832.00		
	B	23.98		1918.40		
	C	25.18		2014.40		
	D	26.33		2106.40		
	E	27.74		2219.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Fleet Parts Buyer Supv (1249)	A	26.34		2107.20		
	B	27.67		2213.60		
	C	29.06		2324.80		
	D	30.50		2440.00		
	E	32.03		2562.40		
Fleet Repair Supv (1146)	A	32.02		2561.60		
	B	33.68		2694.40		
	C	35.29		2823.20		
	D	36.95		2956.00		
	E	38.75		3100.00		
Fleet Team Leader (1138)	A	26.90		2152.00		
	B	28.31		2264.80		
	C	29.80		2384.00		
	D	31.37		2509.60		
	E	33.03		2642.40		
Fleet Technician (1437)	A	23.86		1908.80		
	B	25.05		2004.00		
	C	26.18		2094.40		
	D	27.31		2184.80		
	E	28.61		2288.80		
Forensic Alcohol Analyst (1466)	A	24.75		1980.00		
	B	25.97		2077.60		
	C	27.20		2176.00		
	D	28.51		2280.80		
	E	29.93		2394.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
General Util Supv (1976)	A	30.44		2435.20		Step 112
	B	31.86		2548.80		
	C	33.48		2678.40		
	D	35.02		2801.60		
	E	36.82		2945.60		
General Water Util Supv (1488)	A	36.53		2922.40		
	B	38.23		3058.40		
	C	40.18		3214.40		
	D	42.02		3361.60		
	E	44.18		3534.40		
Generator Technician (1140)	A	25.50		2040.00		
	B	26.62		2129.60		
	C	27.86		2228.80		
	D	29.16		2332.80		
	E	30.44		2435.20		
****Geographic Info Systems Analyst 1 (1141)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
****Geographic Info Systems Analyst 2 (1142)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
****Geographic Info Systems Analyst 3 (1143)	A	30.45		2436.00		Step 112
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
****Geographic Info Systems Analyst 4 (1144)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Geographic Info Systems Tech (1128)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		
Golf Course Mgr (1798)	A	30.51		2440.80		
	B	31.95		2556.00		
	C	33.56		2684.80		
	D	35.17		2813.60		
	E	36.82		2945.60		
Golf Course Supt (1509)	A	27.22		2177.60		
	B	28.56		2284.80		
	C	30.01		2400.80		
	D	31.37		2509.60		
	E	32.91		2632.80		

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Golf Operations Assistant (1480)	A	15.35		1228.00		Step 112
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
Golf Operations Supv (1481)	A	17.74		1419.20		
	B	18.51		1480.80		
	C	19.39		1551.20		
	D	20.29		1623.20		
	E	21.30		1704.00		
Graphic Commctns Mgr (1347)	A	28.83		2306.40		
	B	30.28		2422.40		
	C	31.74		2539.20		
	D	33.26		2660.80		
	E	34.85		2788.00		
Graphic Design Supv (1489)	A	25.09		2007.20		
	B	26.26		2100.80		
	C	27.55		2204.00		
	D	28.98		2318.40		
	E	30.37		2429.60		
Graphic Designer (1490)	A	22.20		1776.00		
	B	23.22		1857.60		
	C	24.31		1944.80		
	D	25.53		2042.40		
	E	26.66		2132.80		

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Greenskeeper (1482)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		
Greenskeeper Supv (1483)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.30		1704.00		
	D	22.32		1785.60		
	E	23.34		1867.20		
Grounds Maint Mgr (1642)	A	26.40		2112.00		
	B	27.58		2206.40		
	C	29.05		2324.00		
	D	30.53		2442.40		
	E	31.99		2559.20		
Grounds Maint Supv (1470)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.30		1704.00		
	D	22.32		1785.60		
	E	23.34		1867.20		
Grounds Maint Wrkr 1 (1467)	A	14.72		1177.60		
	B	15.37		1229.60		
	C	16.02		1281.60		
	D	16.73		1338.40		
	E	17.44		1395.20		

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Grounds Maint Wrkr 2 (1468)	A	16.29		1303.20		Step 112
	B	16.94		1355.20		
	C	17.77		1421.60		
	D	18.53		1482.40		
	E	19.38		1550.40		
Grounds Maint Wrkr 3 (1469)	A	17.77		1421.60		
	B	18.53		1482.40		
	C	19.38		1550.40		
	D	20.20		1616.00		
	E	21.16		1692.80		
Haz Mat Inspctr 1 (1526)	A	23.92		1913.60		
	B	25.14		2011.20		
	C	26.32		2105.60		
	D	27.65		2212.00		
	E	29.02		2321.60		
Haz Mat Inspctr 2 (1527)	A	28.25		2260.00		
	B	29.65		2372.00		
	C	31.07		2485.60		
	D	32.63		2610.40		
	E	34.25		2740.00		
Haz Mat Inspctr 3 (1544)	A	31.12		2489.60		
	B	32.65		2612.00		
	C	34.24		2739.20		
	D	35.95		2876.00		
	E	37.71		3016.80		

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Haz Mat Prgrm Mgr (1500)	A	37.44		2995.20		Step 112
	B	39.31		3144.80		
	C	41.24		3299.20		
	D	43.23		3458.40		
	E	45.42		3633.60		
Haz Mat/Prt Trainee (1524)	A	21.87		1749.60		
	B	22.85		1828.00		
	C	23.98		1918.40		
	D	25.08		2006.40		
	E	26.31		2104.80		
Heat, Vent, & Air Condit Supv (1511)	A	30.37		2429.60		
	B	31.94		2555.20		
	C	33.47		2677.60		
	D	35.05		2804.00		
	E	36.74		2939.20		
Heavy Truck Dvr 1 (1513)	A	18.58		1486.40		
	B	19.34		1547.20		
	C	20.27		1621.60		
	D	21.22		1697.60		
	E	22.14		1771.20		
Heavy Truck Dvr 2 (1512)	A	19.28		1542.40		
	B	20.26		1620.80		
	C	21.22		1697.60		
	D	22.22		1777.60		
	E	23.24		1859.20		

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Helicopter Mechanic (1459)	A	36.17		2893.60		
	B	37.88		3030.40		
	C	39.66		3172.80		
	D	41.63		3330.40		
	E	43.64		3491.20		
Horticulturist (1514)	A	27.22		2177.60		
	B	28.56		2284.80		
	C	30.01		2400.80		
	D	31.37		2509.60		
	E	32.91		2632.80		
Housing Inspector 1 (1164)	A	25.65		2052.00		
	B	26.96		2156.80		
	C	28.30		2264.00		
	D	29.61		2368.80		
	E	31.03		2482.40		
Housing Inspector 2 (1165)	A	26.96		2156.80		
	B	28.30		2264.00		
	C	29.61		2368.80		
	D	31.03		2482.40		
	E	32.53		2602.40		
HVACR Technician (1810)	A	26.64		2131.20		
	B	27.94		2235.20		
	C	29.11		2328.80		
	D	30.58		2446.40		
	E	31.97		2557.60		

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Hydrography Aide (1520)	A	21.82		1745.60		
	B	22.88		1830.40		
	C	23.99		1919.20		
	D	25.10		2008.00		
	E	26.29		2103.20		
****Info Sys Admnstr (1243)	A	37.69		3015.20		
	B	39.47		3157.60		
	C	41.45		3316.00		
	D	43.52		3481.60		
	E	45.65		3652.00		
****Info Sys Anlyst 1 (1151)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
****Info Sys Anlyst 2 (1348)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
****Info Sys Anlyst 3 (1349)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		

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***Info Sys Anlyst 4 (1926)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
***Info Sys Mgr (1244)	A	43.31		3464.80		
	B	45.40		3632.00		
	C	47.65		3812.00		
	D	50.04		4003.20		
	E	52.46		4196.80		
Info Sys Tech (1401)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		
Instrumentation & Control Supv (1522)	A	34.72		2777.60		
	B	36.54		2923.20		
	C	38.24		3059.20		
	D	40.09		3207.20		
	E	42.00		3360.00		
Instrumentation & Control Tech (1523)	A	31.94		2555.20		
	B	33.47		2677.60		
	C	34.92		2793.60		
	D	36.66		2932.80		
	E	38.35		3068.00		

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Investigation Support Manager (1924)	A	37.65		3012.00		
	B	39.46		3156.80		
	C	41.42		3313.60		
	D	43.43		3474.40		
	E	45.47		3637.60		
Irrigation Specialist (1508)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.27		1701.60		
	D	22.16		1772.80		
	E	23.22		1857.60		
Jr Chemist (1543)	A	27.70		2216.00		
	B	29.12		2329.60		
	C	30.53		2442.40		
	D	31.88		2550.40		
	E	33.46		2676.80		
Jr Engineer-Civil (1546)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Jr Engineer-Electrical (1552)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		

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Jr Engineer-Fire Protection (1202)	A	25.65		2052.00		Step 112
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Jr Engineering Aide (1555)	A	19.84		1587.20		
	B	20.80		1664.00		
	C	21.85		1748.00		
	D	22.79		1823.20		
	E	23.89		1911.20		
Jr Engineer-Mechanical (1562)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Jr Planner (1563)	A	24.70		1976.00		
	B	25.83		2066.40		
	C	27.07		2165.60		
	D	28.42		2273.60		
	E	29.80		2384.00		
Jr Property Agent (1564)	A	19.87		1589.60		
	B	20.85		1668.00		
	C	21.85		1748.00		
	D	22.82		1825.60		
	E	23.98		1918.40		

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Laboratory Assistant (1578)	A	13.07		1045.60		Step 112
	B	13.69		1095.20		
	C	14.35		1148.00		
	D	14.97		1197.60		
	E	15.75		1260.00		
Laboratory Technician (1580)	A	24.08		1926.40		
	B	25.35		2028.00		
	C	26.52		2121.60		
	D	27.68		2214.40		
	E	29.09		2327.20		
Laborer (1579)	A	14.97		1197.60		
	B	15.66		1252.80		
	C	16.31		1304.80		
	D	17.10		1368.00		
	E	17.83		1426.40		
Lake Aide 1 (1572)	A	12.04		963.20		
	B	12.60		1008.00		
	C	13.09		1047.20		
	D	13.69		1095.20		
	E	15.00		1200.00		
Lake Aide 2 (1560)	A	14.16		1132.80		
	B	14.80		1184.00		
	C	15.41		1232.80		
	D	16.09		1287.20		
	E	16.77		1341.60		

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Lake Ranger (1530)	A	21.80		1744.00		Step 112
	B	22.83		1826.40		
	C	23.92		1913.60		
	D	25.08		2006.40		
	E	26.30		2104.00		
Lakes Prgm Mgr (1599)	A	37.69		3015.20		
	B	39.47		3157.60		
	C	41.45		3316.00		
	D	43.52		3481.60		
	E	45.63		3650.40		
Land Surveyng Asoc (1939)	A	37.60		3008.00		
	B	39.35		3148.00		
	C	41.32		3305.60		
	D	43.34		3467.20		
	E	45.41		3632.80		
Land Surveyng Assist (1938)	A	32.66		2612.80		
	B	34.17		2733.60		
	C	35.81		2864.80		
	D	37.60		3008.00		
	E	39.35		3148.00		
Landfill Equip Oper (1573)	A	24.38		1950.40		
	B	25.46		2036.80		
	C	26.66		2132.80		
	D	27.86		2228.80		
	E	29.16		2332.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Latent Print Examiner 1 (1229)	A	27.15		2172.00		Step 112
	B	28.43		2274.40		
	C	29.74		2379.20		
	D	31.35		2508.00		
	E	32.79		2623.20		
Latent Print Examiner 2 (1570)	A	32.74		2619.20		
	B	34.30		2744.00		
	C	35.94		2875.20		
	D	37.77		3021.60		
	E	39.56		3164.80		
Latent Print Examiner 3 (1239)	A	34.26		2740.80		
	B	35.90		2872.00		
	C	37.61		3008.80		
	D	39.53		3162.40		
	E	41.41		3312.80		
Latent Print Examiner Aide (1232)	A	22.31		1784.80		
	B	23.37		1869.60		
	C	24.42		1953.60		
	D	25.65		2052.00		
	E	26.93		2154.40		
Lead Cemetery Groundskeepr (1568)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		

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**Legal Intern (2166)	A	20.01		1600.80		
	B	21.01		1680.80		
	C	22.06		1764.80		
	D	23.16		1852.80		
	E	24.33		1946.40		
Legal Secretary 1 (1379)	A	22.39		1791.20		
	B	23.53		1882.40		
	C	24.72		1977.60		
	D	25.80		2064.00		
	E	27.01		2160.80		
Legal Secretary 2 (1577)	A	27.04		2163.20		
	B	28.31		2264.80		
	C	29.66		2372.80		
	D	31.08		2486.40		
	E	32.70		2616.00		
Legislative Recorder 1 (1382)	A	21.32		1705.60		
	B	22.32		1785.60		
	C	23.41		1872.80		
	D	24.49		1959.20		
	E	25.77		2061.60		
Legislative Recorder 2 (1383)	A	22.37		1789.60		
	B	23.46		1876.80		
	C	24.59		1967.20		
	D	25.74		2059.20		
	E	27.07		2165.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Librarian 1 (1571)	A	24.48		1958.40		Step 112
	B	25.62		2049.60		
	C	26.83		2146.40		
	D	28.20		2256.00		
	E	29.49		2359.20		
Librarian 2 (1584)	A	28.16		2252.80		
	B	29.45		2356.00		
	C	30.91		2472.80		
	D	32.25		2580.00		
	E	33.90		2712.00		
Librarian 3 (1867)	A	31.20		2496.00		
	B	32.82		2625.60		
	C	34.41		2752.80		
	D	36.14		2891.20		
	E	37.86		3028.80		
Librarian 4 (1585)	A	34.28		2742.40		
	B	36.06		2884.80		
	C	37.83		3026.40		
	D	39.73		3178.40		
	E	41.62		3329.60		
Library Assistant 1 (1588)	A	10.73		858.40		
	B	11.26		900.80		
	C	11.69		935.20		
	D	12.31		984.80		
	E	15.00		1200.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Library Assistant 2 (1590)	A	16.47		1317.60		Step 112
	B	17.32		1385.60		
	C	18.15		1452.00		
	D	18.97		1517.60		
	E	19.93		1594.40		
Library Assistant 3 (1586)	A	20.96		1676.80		
	B	21.95		1756.00		
	C	23.08		1846.40		
	D	24.16		1932.80		
	E	25.27		2021.60		
**Library Intern (2169)	A	12.46		996.80		
	B	13.07		1045.60		
	C	13.69		1095.20		
	D	14.30		1144.00		
	E	15.00		1200.00		
Library Technician (1758)	A	17.33		1386.40		
	B	18.08		1446.40		
	C	18.96		1516.80		
	D	19.95		1596.00		
	E	20.94		1675.20		
Life Safety Inspector 1 (1111)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		

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Life Safety Inspector 2 (1112)	A	28.28		2262.40		Step 112
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		
Lifeguard 1 (1591)	A	17.32		1385.60		
	B	18.16		1452.80		
	C	18.98		1518.40		
	D	19.87		1589.60		
	E	20.80		1664.00		
Lifeguard 2 (1593)	A	25.22		2017.60		
	B	26.54		2123.20		
	C	27.76		2220.80		
	D	29.01		2320.80		
	E	30.51		2440.80		
Lifeguard 3 (1603)	A	27.80		2224.00		
	B	29.21		2336.80		
	C	30.60		2448.00		
	D	31.97		2557.60		
	E	33.62		2689.60		
Lifeguard Sergeant (1592)	A	30.45		2436.00		
	B	32.00		2560.00		
	C	33.53		2682.40		
	D	35.14		2811.20		
	E	36.81		2944.80		

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Light Equipment Operator (1594)	A	17.80		1424.00		
	B	18.58		1486.40		
	C	19.34		1547.20		
	D	20.27		1621.60		
	E	21.22		1697.60		
****Literacy Prgm Adminstr (1757)	A	37.33		2986.40		
	B	39.12		3129.60		
	C	41.06		3284.80		
	D	43.12		3449.60		
	E	45.22		3617.60		
Locksmith (1597)	A	22.68		1814.40		
	B	23.69		1895.20		
	C	24.86		1988.80		
	D	25.92		2073.60		
	E	27.12		2169.60		
Machinist (1602)	A	23.67		1893.60		
	B	24.68		1974.40		
	C	25.80		2064.00		
	D	27.06		2164.80		
	E	28.36		2268.80		
**Management Intern (2103)	A	12.46		996.80		
	B	13.07		1045.60		
	C	13.69		1095.20		
	D	14.30		1144.00		
	E	15.00		1200.00		

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Management Trainee (1108)	A	19.87		1589.60		
	B	20.85		1668.00		
	C	21.85		1748.00		
	D	22.82		1825.60		
	E	23.98		1918.40		
Marine Biologist 1 (1609)	A	27.74		2219.20		
	B	29.12		2329.60		
	C	30.53		2442.40		
	D	31.85		2548.00		
	E	33.46		2676.80		
Marine Biologist 2 (1610)	A	31.85		2548.00		
	B	33.46		2676.80		
	C	35.18		2814.40		
	D	36.86		2948.80		
	E	38.73		3098.40		
Marine Biologist 3 (1611)	A	36.75		2940.00		
	B	38.54		3083.20		
	C	40.52		3241.60		
	D	42.54		3403.20		
	E	44.51		3560.80		
Marine Mechanic (1608)	A	22.76		1820.80		
	B	23.89		1911.20		
	C	24.97		1997.60		
	D	26.05		2084.00		
	E	27.29		2183.20		

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***Marine Safety Captain (1587)	A	44.19		3535.20		
	B	46.37		3709.60		
	C	48.62		3889.60		
	D	50.86		4068.80		
	E	53.33		4266.40		
Marine Safety Lieutenant (1589)	A	36.71		2936.80		
	B	38.53		3082.40		
	C	40.38		3230.40		
	D	42.27		3381.60		
	E	44.33		3546.40		
Master Fleet Technician (1447)	A	25.66		2052.80		
	B	26.85		2148.00		
	C	28.04		2243.20		
	D	29.35		2348.00		
	E	30.74		2459.20		
Mechanical Inspector 1 (1171)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		
Mechanical Inspector 2 (1172)	A	28.28		2262.40		
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		

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Metal Fabrication Serv Supv (1604)	A	32.02		2561.60		Step 112
	B	33.62		2689.60		
	C	35.24		2819.20		
	D	37.01		2960.80		
	E	38.78		3102.40		
Metal Fabrication Supv (1616)	A	27.86		2228.80		
	B	29.31		2344.80		
	C	30.67		2453.60		
	D	32.14		2571.20		
	E	33.69		2695.20		
Micrographics Clerk (1617)	A	15.35		1228.00		
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
Motive Serv Tech (1452)	A	17.54		1403.20		
	B	18.41		1472.80		
	C	19.20		1536.00		
	D	20.07		1605.60		
	E	21.02		1681.60		
Motive Serv Trainee (1449)	A	15.47		1237.60		
	B	16.18		1294.40		
	C	16.98		1358.40		
	D	17.54		1403.20		
	E	18.41		1472.80		

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Motor Sweeper Oper (1625)	A	20.77		1661.60		
	B	21.69		1735.20		
	C	22.71		1816.80		
	D	23.75		1900.00		
	E	24.88		1990.40		
Motor Sweeper Supv (1618)	A	23.89		1911.20		
	B	25.09		2007.20		
	C	26.19		2095.20		
	D	27.36		2188.80		
	E	28.62		2289.60		
Multimedia Prod Coord (1235)	A	25.09		2007.20		
	B	26.26		2100.80		
	C	27.55		2204.00		
	D	28.98		2318.40		
	E	30.37		2429.60		
Multimedia Prod Spec (1230)	A	22.20		1776.00		
	B	23.22		1857.60		
	C	24.31		1944.80		
	D	25.53		2042.40		
	E	26.66		2132.80		
Noise Abatement Ofcr (1631)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		

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Nursery Gardener (1627)	A	16.39		1311.20		
	B	17.14		1371.20		
	C	17.87		1429.60		
	D	18.67		1493.60		
	E	19.52		1561.60		
Nursery Supv (1628)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.30		1704.00		
	D	22.32		1785.60		
	E	23.34		1867.20		
Offset Press Oper (1632)	A	17.14		1371.20		
	B	17.86		1428.80		
	C	18.67		1493.60		
	D	19.51		1560.80		
	E	20.40		1632.00		
Offset Press Supv (1765)	A	23.39		1871.20		
	B	24.56		1964.80		
	C	25.68		2054.40		
	D	26.95		2156.00		
	E	28.12		2249.60		
****Org Efec Spec 1 (1613)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		

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****Org Efec Spec 2 (1614)	A	27.74		2219.20		Step 112
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
****Org Efec Spec 3 (1612)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
****Org Efec Supv (1615)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Painter (1635)	A	21.34		1707.20		
	B	22.36		1788.80		
	C	23.38		1870.40		
	D	24.45		1956.00		
	E	25.63		2050.40		
Painter Supervisor (1637)	A	24.31		1944.80		
	B	25.43		2034.40		
	C	26.72		2137.60		
	D	28.06		2244.80		
	E	29.38		2350.40		

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Paralegal (1598)	A	29.56		2364.80		
	B	31.00		2480.00		
	C	32.44		2595.20		
	D	34.05		2724.00		
	E	35.66		2852.80		
Paramedic 2 (Terminal) (1507)	A	23.07		1845.60		
	B	24.16		1932.80		
	C	25.43		2034.40		
	D	26.65		2132.00		
	E	32.52		2601.60		
Park Designer (1638)	A	34.20		2736.00		
	B	35.79		2863.20		
	C	37.60		3008.00		
	D	39.46		3156.80		
	E	41.30		3304.00		
Park Ranger (1634)	A	21.06		1684.80		
	B	22.11		1768.80		
	C	23.24		1859.20		
	D	24.37		1949.60		
	E	25.59		2047.20		
Park Ranger Aide (1176)	A	16.06		1284.80		
	B	16.87		1349.60		
	C	17.73		1418.40		
	D	18.57		1485.60		
	E	19.52		1561.60		

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Parking Enfrc Ofcr 1 (1640)	A	19.20		1536.00		Step 112
	B	20.09		1607.20		
	C	21.08		1686.40		
	D	22.06		1764.80		
	E	23.08		1846.40		
Parking Enfrc Ofcr 2 (1630)	A	21.06		1684.80		
	B	22.11		1768.80		
	C	23.22		1857.60		
	D	24.30		1944.00		
	E	25.37		2029.60		
Parking Enfrc Supv (1639)	A	24.37		1949.60		
	B	25.58		2046.40		
	C	26.75		2140.00		
	D	28.03		2242.40		
	E	29.28		2342.40		
Parking Meter Supv (1646)	A	24.29		1943.20		
	B	25.41		2032.80		
	C	26.55		2124.00		
	D	27.68		2214.40		
	E	29.04		2323.20		
Parking Meter Tech (1641)	A	21.21		1696.80		
	B	22.13		1770.40		
	C	23.20		1856.00		
	D	24.20		1936.00		
	E	25.34		2027.20		

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Payroll Audit Spec 1 (1647)	A	21.42		1713.60		
	B	22.53		1802.40		
	C	23.64		1891.20		
	D	24.68		1974.40		
	E	25.87		2069.60		
Payroll Audit Spec 2 (1649)	A	22.45		1796.00		
	B	23.56		1884.80		
	C	24.65		1972.00		
	D	25.90		2072.00		
	E	27.18		2174.40		
Payroll Audit Supv (1886)	A	27.14		2171.20		
	B	28.47		2277.60		
	C	29.73		2378.40		
	D	31.25		2500.00		
	E	32.78		2622.40		
Payroll Spec 1 (1237)	A	18.72		1497.60		
	B	19.58		1566.40		
	C	20.41		1632.80		
	D	21.42		1713.60		
	E	22.53		1802.40		
Payroll Spec 2 (1648)	A	19.58		1566.40		
	B	20.42		1633.60		
	C	21.42		1713.60		
	D	22.53		1802.40		
	E	23.64		1891.20		

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Payroll Supv (1238)	A	22.45		1796.00		Step 112
	B	23.56		1884.80		
	C	24.65		1972.00		
	D	25.90		2072.00		
	E	27.18		2174.40		
Personnel Assistant 1 (1651)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Personnel Assistant 2 (1662)	A	21.85		1748.00		
	B	22.85		1828.00		
	C	23.92		1913.60		
	D	25.14		2011.20		
	E	26.33		2106.40		
Pesticide Applicator (1644)	A	20.25		1620.00		
	B	21.15		1692.00		
	C	22.06		1764.80		
	D	23.07		1845.60		
	E	24.14		1931.20		
Pesticide Supv (1645)	A	23.34		1867.20		
	B	24.43		1954.40		
	C	25.63		2050.40		
	D	26.82		2145.60		
	E	28.06		2244.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Photographer (1660)	A	21.19		1695.20		Step 112
	B	22.16		1772.80		
	C	23.18		1854.40		
	D	24.36		1948.80		
	E	25.43		2034.40		
Plan Review Spec 1 (1655)	A	20.88		1670.40		
	B	21.85		1748.00		
	C	22.94		1835.20		
	D	24.01		1920.80		
	E	25.17		2013.60		
Plan Review Spec 2 (1656)	A	22.97		1837.60		
	B	24.01		1920.80		
	C	25.19		2015.20		
	D	26.39		2111.20		
	E	27.71		2216.80		
Plan Review Spec 3 (1657)	A	25.80		2064.00		
	B	27.04		2163.20		
	C	28.35		2268.00		
	D	29.71		2376.80		
	E	31.13		2490.40		
Plan Review Spec 4 (1658)	A	28.30		2264.00		
	B	29.61		2368.80		
	C	31.06		2484.80		
	D	32.55		2604.00		
	E	34.09		2727.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
**Planning Intern (2186)	A	12.46		996.80		Step 112
	B	13.07		1045.60		
	C	13.69		1095.20		
	D	14.30		1144.00		
	E	15.00		1200.00		
Planning Tech 1 (1663)	A	14.09		1127.20		
	B	14.74		1179.20		
	C	15.41		1232.80		
	D	16.14		1291.20		
	E	16.92		1353.60		
Planning Tech 2 (1664)	A	16.92		1353.60		
	B	17.77		1421.60		
	C	18.50		1480.00		
	D	19.40		1552.00		
	E	20.36		1628.80		
Planning Tech 3 (1665)	A	20.36		1628.80		
	B	21.30		1704.00		
	C	22.32		1785.60		
	D	23.43		1874.40		
	E	24.56		1964.80		
Plant Maintenance Coordinator (1674)	A	34.72		2777.60		
	B	36.54		2923.20		
	C	38.24		3059.20		
	D	40.09		3207.20		
	E	42.00		3360.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Plant Operator Trainee (1673)	A	19.44		1555.20		Step 112
	B	20.35		1628.00		
	C	21.27		1701.60		
	D	22.22		1777.60		
	E	23.21		1856.80		
Plant Procs Cntrl Electrician (1666)	A	31.94		2555.20		
	B	33.47		2677.60		
	C	34.92		2793.60		
	D	36.66		2932.80		
	E	38.35		3068.00		
Plant Procs Cntrl Supv (1668)	A	34.72		2777.60		
	B	36.54		2923.20		
	C	38.24		3059.20		
	D	40.09		3207.20		
	E	42.00		3360.00		
Plant Tech 1 (1652)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.27		1701.60		
	D	22.16		1772.80		
	E	23.22		1857.60		
Plant Tech 2 (1653)	A	21.27		1701.60		
	B	22.16		1772.80		
	C	23.22		1857.60		
	D	24.22		1937.60		
	E	25.40		2032.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Plant Tech 3 (1654)	A	23.34		1867.20		Step 112
	B	24.40		1952.00		
	C	25.57		2045.60		
	D	26.70		2136.00		
	E	27.92		2233.60		
Plant Tech Supv (1669)	A	27.02		2161.60		
	B	28.18		2254.40		
	C	29.53		2362.40		
	D	30.89		2471.20		
	E	32.24		2579.20		
Plasterer (1672)	A	23.34		1867.20		
	B	24.45		1956.00		
	C	25.63		2050.40		
	D	26.73		2138.40		
	E	27.98		2238.40		
Plumber (1675)	A	24.16		1932.80		
	B	25.34		2027.20		
	C	26.39		2111.20		
	D	27.74		2219.20		
	E	29.01		2320.80		
Plumber Supv (1677)	A	27.55		2204.00		
	B	28.98		2318.40		
	C	30.36		2428.80		
	D	31.79		2543.20		
	E	33.32		2665.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
*Police Captain (1680)	A	71.37		5709.60		
	B	74.60		5968.00		
	C	78.08		6246.40		
	D	81.69		6535.20		
	E	85.48		6838.40		
Police Code Compl Ofcr (1361)	A	22.06		1764.80		
	B	23.10		1848.00		
	C	24.29		1943.20		
	D	25.28		2022.40		
	E	26.53		2122.40		
Police Code Compl Supv (1362)	A	25.37		2029.60		
	B	26.54		2123.20		
	C	27.92		2233.60		
	D	29.12		2329.60		
	E	30.49		2439.20		
Police Detective (1684)	A	40.65		3252.00		
	B	42.59		3407.20		
	C	44.65		3572.00		
	D	46.91		3752.80		
	E	49.12		3929.60		
Police Dispatch Admnstr (1195)	A	33.20		2656.00		
	B	34.85		2788.00		
	C	36.59		2927.20		
	D	38.41		3072.80		
	E	40.34		3227.20		

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Police Dispatch Supv (1918)	A	29.49		2359.20		Step 112
	B	31.04		2483.20		
	C	32.30		2584.00		
	D	33.91		2712.80		
	E	35.58		2846.40		
Police Dispatcher (1714)	A	24.37		1949.60		
	B	25.59		2047.20		
	C	26.67		2133.60		
	D	27.94		2235.20		
	E	29.38		2350.40		
**Police Intern (2139)	A	12.41		992.80		
	B	13.06		1044.80		
	C	13.67		1093.60		
	D	14.27		1141.60		
	E	15.00		1200.00		
Police Invstgtv Serv Ofcr 1 (1699)	A	18.04		1443.20		
	B	19.02		1521.60		
	C	19.87		1589.60		
	D	20.85		1668.00		
	E	21.85		1748.00		
Police Invstgtv Serv Ofcr 2 (1678)	A	20.85		1668.00		
	B	21.85		1748.00		
	C	22.82		1825.60		
	D	23.98		1918.40		
	E	25.17		2013.60		

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Police Lead Dispatcher (1661)	A	26.82		2145.60		Step 112
	B	28.22		2257.60		
	C	29.36		2348.80		
	D	30.84		2467.20		
	E	32.33		2586.40		
*Police Lieutenant (1683)	A	60.10		4808.00		
	B	62.80		5024.00		
	C	65.72		5257.60		
	D	68.79		5503.20		
	E	71.95		5756.00		
Police Officer 1 (1692)	A	30.35		2428.00		
	B	31.76		2540.80		
	C	33.36		2668.80		
	D	34.90		2792.00		
	E	36.62		2929.60		
Police Officer 2 (1693)	A	38.71		3096.80		
	B	40.58		3246.40		
	C	42.50		3400.00		
	D	44.70		3576.00		
	E	46.78		3742.40		
Police Officer 3 (1695)	A	40.65		3252.00		
	B	42.59		3407.20		
	C	44.65		3572.00		
	D	46.91		3752.80		
	E	49.12		3929.60		

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Police Property & Evid Lead Spec (1911)	A	19.52		1561.60		Step 112
	B	20.46		1636.80		
	C	21.35		1708.00		
	D	22.39		1791.20		
	E	23.43		1874.40		
Police Property & Evid Spec (1719)	A	17.76		1420.80		
	B	18.61		1488.80		
	C	19.41		1552.80		
	D	20.35		1628.00		
	E	21.30		1704.00		
Police Property & Evid Supv (1900)	A	21.90		1752.00		
	B	22.93		1834.40		
	C	23.96		1916.80		
	D	25.23		2018.40		
	E	26.37		2109.60		
****Police Property & Records Admnstr (1698)	A	39.46		3156.80		
	B	41.37		3309.60		
	C	43.43		3474.40		
	D	45.42		3633.60		
	E	47.71		3816.80		
Police Records Clerk (1720)	A	19.54		1563.20		
	B	20.39		1631.20		
	C	21.38		1710.40		
	D	22.48		1798.40		
	E	23.60		1888.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Police Records Data Spec (1575)	A	16.46		1316.80		Step 112
	B	17.29		1383.20		
	C	18.09		1447.20		
	D	19.02		1521.60		
	E	19.93		1594.40		
Police Records Data Spec Supv (1576)	A	19.93		1594.40		
	B	20.85		1668.00		
	C	21.87		1749.60		
	D	22.88		1830.40		
	E	23.94		1915.20		
Police Recruit (1697)	A	25.82		2065.60		
	B	26.99		2159.20		
	C	28.30		2264.00		
	D	29.76		2380.80		
	E	31.13		2490.40		
Police Sergeant (1696)	A	46.98		3758.40		
	B	49.29		3943.20		
	C	51.67		4133.60		
	D	54.22		4337.60		
	E	56.79		4543.20		
Police Serv Ofcr 1 (1392)	A	18.29		1463.20		
	B	19.18		1534.40		
	C	20.13		1610.40		
	D	21.02		1681.60		
	E	21.99		1759.20		

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Police Serv Ofcr 2 (1377)	A	20.10		1608.00		
	B	21.07		1685.60		
	C	22.13		1770.40		
	D	23.15		1852.00		
	E	24.18		1934.40		
****Police Special Projects Mgr (1754)	A	37.57		3005.60		
	B	39.35		3148.00		
	C	41.30		3304.00		
	D	43.32		3465.60		
	E	45.42		3633.60		
Polygrapher 1 (1716)	A	22.85		1828.00		
	B	23.92		1913.60		
	C	25.13		2010.40		
	D	26.23		2098.40		
	E	27.51		2200.80		
Polygrapher 2 (1196)	A	27.58		2206.40		
	B	28.85		2308.00		
	C	30.34		2427.20		
	D	31.90		2552.00		
	E	33.43		2674.40		
Polygrapher 3 (1715)	A	36.73		2938.40		
	B	38.51		3080.80		
	C	40.38		3230.40		
	D	42.39		3391.20		
	E	44.29		3543.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Pool Guard 1 (1667)	A	12.79		1023.20		Step 112
	B	13.39		1071.20		
	C	14.09		1127.20		
	D	14.74		1179.20		
	E	15.41		1232.80		
Pool Guard 2 (1936)	A	14.05		1124.00		
	B	14.73		1178.40		
	C	15.38		1230.40		
	D	16.14		1291.20		
	E	16.91		1352.80		
Power Plant Oper (1717)	A	30.60		2448.00		
	B	31.94		2555.20		
	C	33.43		2674.40		
	D	34.99		2799.20		
	E	36.53		2922.40		
Power Plant Supt (1739)	A	35.63		2850.40		
	B	37.43		2994.40		
	C	39.15		3132.00		
	D	41.07		3285.60		
	E	43.02		3441.60		
Power Plant Supv (1718)	A	33.94		2715.20		
	B	35.64		2851.20		
	C	37.30		2984.00		
	D	39.07		3125.60		
	E	40.99		3279.20		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Prin Backflow & Cross Connection Spec (1731)	A	25.65		2052.00		Step 112
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Prin Corrosion Engineering Aide (1812)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Principal City Atty Invstgtr (1728)	A	36.02		2881.60		
	B	37.74		3019.20		
	C	39.67		3173.60		
	D	41.54		3323.20		
	E	43.63		3490.40		
Principal Clerk (1726)	A	22.34		1787.20		
	B	23.40		1872.00		
	C	24.51		1960.80		
	D	25.68		2054.40		
	E	27.02		2161.60		
Principal Customer Servs Rep (1722)	A	22.34		1787.20		
	B	23.41		1872.80		
	C	24.47		1957.60		
	D	25.76		2060.80		
	E	26.98		2158.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Principal Drafting Aide (1725)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Principal Engrng Aide (1727)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		
Principal Legal Sec (1404)	A	31.28		2502.40		
	B	32.71		2616.80		
	C	34.32		2745.60		
	D	35.92		2873.60		
	E	37.70		3016.00		
Principal Paralegal (1147)	A	35.88		2870.40		
	B	37.58		3006.40		
	C	39.34		3147.20		
	D	41.25		3300.00		
	E	43.16		3452.80		
Principal Plan Review Spec (1724)	A	35.80		2864.00		
	B	37.44		2995.20		
	C	39.34		3147.20		
	D	41.15		3292.00		
	E	43.15		3452.00		

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Principal Plant Tech Supv (1670)	A	38.80		3104.00		
	B	40.62		3249.60		
	C	42.65		3412.00		
	D	44.70		3576.00		
	E	46.82		3745.60		
Principal Police Records Clrk (1721)	A	27.15		2172.00		
	B	28.38		2270.40		
	C	29.73		2378.40		
	D	31.28		2502.40		
	E	32.73		2618.40		
Principal Survey Aide (1525)	A	28.22		2257.60		
	B	29.62		2369.60		
	C	31.10		2488.00		
	D	32.66		2612.80		
	E	34.17		2733.60		
Principal Test Admnstrn Spec (1723)	A	23.43		1874.40		
	B	24.56		1964.80		
	C	25.67		2053.60		
	D	27.02		2161.60		
	E	28.30		2264.00		
Principal Traffic Engrng Aide (1730)	A	25.65		2052.00		
	B	26.93		2154.40		
	C	28.27		2261.60		
	D	29.69		2375.20		
	E	31.06		2484.80		

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Principal Utility Supv (1980)	A	26.68		2134.40		Step 112
	B	27.98		2238.40		
	C	29.33		2346.40		
	D	30.72		2457.60		
	E	32.24		2579.20		
Principal Water Utility Supv (1734)	A	26.68		2134.40		
	B	27.98		2238.40		
	C	29.33		2346.40		
	D	30.72		2457.60		
	E	32.24		2579.20		
Print Shop Supv (1736)	A	29.33		2346.40		
	B	30.58		2446.40		
	C	31.93		2554.40		
	D	33.35		2668.00		
	E	34.95		2796.00		
Procurement Contracting Trainee (1740)	A	19.87		1589.60		
	B	20.85		1668.00		
	C	21.85		1748.00		
	D	22.82		1825.60		
	E	23.98		1918.40		
Procurement Spec (Terminal) (1282)	A	25.19		2015.20		
	B	26.40		2112.00		
	C	27.72		2217.60		
	D	28.97		2317.60		
	E	30.51		2440.80		

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Programmer Analyst 1 (1747)	A	19.87		1589.60		Step 112
	B	20.85		1668.00		
	C	21.85		1748.00		
	D	22.82		1825.60		
	E	23.98		1918.40		
Programmer Analyst 2 (1748)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Programmer Analyst 3 (1749)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Project Assistant (1750)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Project Ofcr 1 (1751)	A	34.18		2734.40		
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Project Ofcr 2 (1752)	A	39.40		3152.00		Step 112
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Property Agent (1756)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
PSCT Claims Rep 1 (1784)	A	19.08		1526.40		
	B	20.05		1604.00		
	C	20.98		1678.40		
	D	22.03		1762.40		
	E	23.08		1846.40		
****Public Art Prgm Admnstr (1769)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Public Info Clerk (1776)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		

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Public Info Ofcr (1777)	A	22.32		1785.60		
	B	23.34		1867.20		
	C	24.51		1960.80		
	D	25.78		2062.40		
	E	27.04		2163.20		
Public Info Spec (1774)	A	16.91		1352.80		
	B	17.64		1411.20		
	C	18.50		1480.00		
	D	19.45		1556.00		
	E	20.42		1633.60		
Public Info Supv (1778)	A	18.50		1480.00		
	B	19.45		1556.00		
	C	20.42		1633.60		
	D	21.32		1705.60		
	E	22.32		1785.60		
Public Works Dispatch Supv (1767)	A	21.07		1685.60		
	B	22.20		1776.00		
	C	23.22		1857.60		
	D	24.35		1948.00		
	E	25.43		2034.40		
Public Works Dispatcher (1766)	A	18.35		1468.00		
	B	19.32		1545.60		
	C	20.18		1614.40		
	D	21.10		1688.00		
	E	22.11		1768.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Public Works Supt (1977)	A	35.92		2873.60		Step 112
	B	37.60		3008.00		
	C	39.47		3157.60		
	D	41.42		3313.60		
	E	43.37		3469.60		
Public Works Supv (1961)	A	25.41		2032.80		
	B	26.61		2128.80		
	C	27.98		2238.40		
	D	29.36		2348.80		
	E	30.76		2460.80		
Publishing Specialist 1 (1258)	A	13.45		1076.00		
	B	14.12		1129.60		
	C	14.65		1172.00		
	D	15.35		1228.00		
	E	16.16		1292.80		
Publishing Specialist 2 (1259)	A	16.30		1304.00		
	B	17.00		1360.00		
	C	17.63		1410.40		
	D	18.52		1481.60		
	E	19.31		1544.80		
Pump Station Oper (1372)	A	22.31		1784.80		
	B	23.25		1860.00		
	C	24.36		1948.80		
	D	25.41		2032.80		
	E	26.63		2130.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Pump Station Oper Supv (1373)	A	24.46		1956.80		Step 112
	B	25.53		2042.40		
	C	26.74		2139.20		
	D	27.81		2224.80		
	E	29.18		2334.40		
Pump Station Oper Trainee (1371)	A	19.40		1552.00		
	B	20.33		1626.40		
	C	21.27		1701.60		
	D	22.16		1772.80		
	E	23.22		1857.60		
Pure Water Plant Operations Supv (1034)	A	36.00		2880.00		
	B	37.80		3024.00		
	C	39.69		3175.20		
	D	41.67		3333.60		
	E	43.76		3500.80		
Pure Water Plant Operator (1032)	A	31.30		2504.00		
	B	32.87		2629.60		
	C	34.51		2760.80		
	D	36.24		2899.20		
	E	38.05		3044.00		
Pure Water Treatment Superintendent (1036)	A	50.53		4042.40		
	B	53.07		4245.60		
	C	55.72		4457.60		
	D	58.51		4680.80		
	E	61.43		4914.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Ranger/Diver 1 (1398)	A	23.35		1868.00		
	B	24.45		1956.00		
	C	25.62		2049.60		
	D	26.86		2148.80		
	E	28.17		2253.60		
Ranger/Diver 2 (1399)	A	25.62		2049.60		
	B	26.98		2158.40		
	C	28.20		2256.00		
	D	29.51		2360.80		
	E	30.96		2476.80		
Ranger/Diver Supv (1400)	A	28.12		2249.60		
	B	29.54		2363.20		
	C	30.96		2476.80		
	D	32.37		2589.60		
	E	34.00		2720.00		
Rate Anlyst (1793)	A	35.03		2802.40		
	B	36.82		2945.60		
	C	38.61		3088.80		
	D	40.53		3242.40		
	E	42.47		3397.60		
Rec Aide (1794)	A	9.56		764.80		
	B	10.01		800.80		
	C	10.56		844.80		
	D	10.98		878.40		
	E	15.00		1200.00		

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Rec Cntr Dir 1 (1873)	A	18.97		1517.60		
	B	19.92		1593.60		
	C	20.84		1667.20		
	D	21.88		1750.40		
	E	22.85		1828.00		
Rec Cntr Dir 2 (1796)	A	20.40		1632.00		
	B	21.34		1707.20		
	C	22.34		1787.20		
	D	23.50		1880.00		
	E	24.53		1962.40		
Rec Cntr Dir 3 (1735)	A	21.88		1750.40		
	B	22.85		1828.00		
	C	23.94		1915.20		
	D	25.17		2013.60		
	E	26.31		2104.80		
Rec Leader 1 (1565)	A	12.79		1023.20		
	B	13.39		1071.20		
	C	14.09		1127.20		
	D	14.74		1179.20		
	E	15.41		1232.80		
Rec Leader 2 (1531)	A	14.74		1179.20		
	B	15.41		1232.80		
	C	16.14		1291.20		
	D	16.92		1353.60		
	E	17.77		1421.60		

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Rec Spec (1797)	A	21.88		1750.40		
	B	22.85		1828.00		
	C	23.94		1915.20		
	D	25.17		2013.60		
	E	26.31		2104.80		
***Recycling Prgm Mgr (1556)	A	39.37		3149.60		
	B	41.25		3300.00		
	C	43.30		3464.00		
	D	45.42		3633.60		
	E	47.65		3812.00		
Recycling Spec 1 (1559)	A	22.82		1825.60		
	B	23.98		1918.40		
	C	25.17		2013.60		
	D	26.33		2106.40		
	E	27.74		2219.20		
Recycling Spec 2 (1558)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Recycling Spec 3 (1561)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Refuse Collect Mgr (1841)	A	32.14		2571.20		Step 112
	B	33.61		2688.80		
	C	35.11		2808.80		
	D	36.80		2944.00		
	E	38.47		3077.60		
****Rehab Coord (1811)	A	29.88		2390.40		
	B	31.29		2503.20		
	C	32.84		2627.20		
	D	34.39		2751.20		
	E	36.13		2890.40		
Reservoir Keeper (1817)	A	20.53		1642.40		
	B	21.45		1716.00		
	C	22.44		1795.20		
	D	23.49		1879.20		
	E	24.53		1962.40		
Retirement Assistant (1801)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
Roofer (1819)	A	20.35		1628.00		
	B	21.29		1703.20		
	C	22.25		1780.00		
	D	23.24		1859.20		
	E	24.38		1950.40		

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Roofing Supervisor (1818)	A	23.14		1851.20		Step 112
	B	24.22		1937.60		
	C	25.43		2034.40		
	D	26.73		2138.40		
	E	27.99		2239.20		
Safety & Train Mgr (1972)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Safety Ofcr (1823)	A	29.71		2376.80		
	B	31.09		2487.20		
	C	32.64		2611.20		
	D	34.25		2740.00		
	E	35.88		2870.40		
Safety Rep 1 (1825)	A	21.40		1712.00		
	B	22.44		1795.20		
	C	23.59		1887.20		
	D	24.68		1974.40		
	E	25.89		2071.20		
Safety Rep 2 (1826)	A	25.89		2071.20		
	B	27.12		2169.60		
	C	28.49		2279.20		
	D	29.84		2387.20		
	E	31.31		2504.80		

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Sanitation Driver 1 (1834)	A	18.95		1516.00		Step 112
	B	19.78		1582.40		
	C	20.69		1655.20		
	D	21.66		1732.80		
	E	22.65		1812.00		
Sanitation Driver 2 (1832)	A	23.22		1857.60		
	B	24.15		1932.00		
	C	25.15		2012.00		
	D	26.20		2096.00		
	E	27.36		2188.80		
Sanitation Driver 3 (1824)	A	24.38		1950.40		
	B	25.36		2028.80		
	C	26.40		2112.00		
	D	27.50		2200.00		
	E	28.71		2296.80		
Sanitation Driver Trainee (1833)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
Security Officer (1829)	A	29.71		2376.80		
	B	31.09		2487.20		
	C	32.64		2611.20		
	D	34.25		2740.00		
	E	35.88		2870.40		

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Security Rep 1 (1827)	A	21.40		1712.00		Step 112
	B	22.44		1795.20		
	C	23.59		1887.20		
	D	24.68		1974.40		
	E	25.89		2071.20		
Security Rep 2 (1828)	A	25.89		2071.20		
	B	27.12		2169.60		
	C	28.49		2279.20		
	D	29.84		2387.20		
	E	31.31		2504.80		
Seven-Gang Mower Operator (1265)	A	19.34		1547.20		
	B	20.27		1621.60		
	C	21.22		1697.60		
	D	22.14		1771.20		
	E	23.15		1852.00		
Sign Painter (1891)	A	21.80		1744.00		
	B	22.76		1820.80		
	C	23.75		1900.00		
	D	24.97		1997.60		
	E	26.05		2084.00		
Sign Shop Supv (1895)	A	25.21		2016.80		
	B	26.31		2104.80		
	C	27.48		2198.40		
	D	28.85		2308.00		
	E	30.14		2411.20		

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Special Event Traffic Controller 1 (1934)	A	17.42		1393.60		Step 112
	B	18.25		1460.00		
	C	19.15		1532.00		
	D	20.02		1601.60		
	E	20.94		1675.20		
Special Event Traffic Controller 2 (1932)	A	18.29		1463.20		
	B	19.13		1530.40		
	C	20.09		1607.20		
	D	21.01		1680.80		
	E	22.01		1760.80		
Special Event Traffic Control Supv (1933)	A	23.19		1855.20		
	B	24.31		1944.80		
	C	25.50		2040.00		
	D	26.64		2131.20		
	E	27.87		2229.60		
Sr Account Audit Clrk (1133)	A	19.43		1554.40		
	B	20.43		1634.40		
	C	21.41		1712.80		
	D	22.39		1791.20		
	E	23.43		1874.40		
Sr Account Clrk (1844)	A	18.50		1480.00		
	B	19.45		1556.00		
	C	20.42		1633.60		
	D	21.32		1705.60		
	E	22.32		1785.60		

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Sr Accounts Payable Audit Clrk (1809)	A	19.41		1552.80		Step 112
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
Sr Airport Operations Asst (1808)	A	23.83		1906.40		
	B	24.90		1992.00		
	C	25.98		2078.40		
	D	27.14		2171.20		
	E	28.45		2276.00		
Sr Backflow & Cross Connection Spec (1729)	A	22.79		1823.20		
	B	23.89		1911.20		
	C	25.10		2008.00		
	D	26.28		2102.40		
	E	27.55		2204.00		
Sr Benefits Rep (1257)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
Sr Biologist (1804)	A	42.34		3387.20		
	B	44.29		3543.20		
	C	46.48		3718.40		
	D	48.67		3893.60		
	E	51.01		4080.80		

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Sr Boat Operator (1267)	A	24.54		1963.20		
	B	25.58		2046.40		
	C	26.83		2146.40		
	D	28.03		2242.40		
	E	29.31		2344.80		
Sr Building Maint Supv (1279)	A	39.46		3156.80		
	B	41.49		3319.20		
	C	43.38		3470.40		
	D	45.54		3643.20		
	E	47.72		3817.60		
Sr Cashier (1840)	A	18.50		1480.00		
	B	19.45		1556.00		
	C	20.42		1633.60		
	D	21.32		1705.60		
	E	22.32		1785.60		
Sr Chemist (1854)	A	42.53		3402.40		
	B	44.51		3560.80		
	C	46.70		3736.00		
	D	48.90		3912.00		
	E	51.26		4100.80		
Sr City Atty Invstgr (1885)	A	32.73		2618.40		
	B	34.31		2744.80		
	C	36.04		2883.20		
	D	37.76		3020.80		
	E	39.67		3173.60		

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Sr Civil Engineer (1855)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Claims Rep (1937)	A	29.88		2390.40		
	B	31.29		2503.20		
	C	32.84		2627.20		
	D	34.39		2751.20		
	E	36.13		2890.40		
Sr Clerk/Typist (1879)	A	18.50		1480.00		
	B	19.45		1556.00		
	C	20.42		1633.60		
	D	21.32		1705.60		
	E	22.32		1785.60		
Sr Code Compliance Supv (1912)	A	24.20		1936.00		
	B	25.28		2022.40		
	C	26.58		2126.40		
	D	27.74		2219.20		
	E	29.05		2324.00		
Sr Combination Inspector (1849)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		

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Sr Commctns Engineer (1346)	A	39.40		3152.00		Step 112
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Commctns Tech (1859)	A	31.32		2505.60		
	B	32.81		2624.80		
	C	34.22		2737.60		
	D	35.89		2871.20		
	E	37.56		3004.80		
Sr Commctns Tech Supv (1425)	A	39.36		3148.80		
	B	41.17		3293.60		
	C	43.19		3455.20		
	D	45.26		3620.80		
	E	47.51		3800.80		
Sr Corrosion Engineering Aide (1813)	A	22.79		1823.20		
	B	23.89		1911.20		
	C	25.10		2008.00		
	D	26.28		2102.40		
	E	27.55		2204.00		
Sr Control Systems Engineer (1210)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Sr Corrosion Specialist (1807)	A	39.40		3152.00		Step 112
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Customer Svcs Rep (1860)	A	19.41		1552.80		
	B	20.35		1628.00		
	C	21.29		1703.20		
	D	22.37		1789.60		
	E	23.49		1879.20		
****Sr Department HR Analyst (1365)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Sr Disposal Site Rep (1864)	A	18.50		1480.00		
	B	19.44		1555.20		
	C	20.44		1635.20		
	D	21.45		1716.00		
	E	22.39		1791.20		
Sr Disposal Site Supv (1866)	A	29.38		2350.40		
	B	30.87		2469.60		
	C	32.41		2592.80		
	D	33.84		2707.20		
	E	35.50		2840.00		

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Sr Drafting Aide (1423)	A	22.79		1823.20		Step 112
	B	23.89		1911.20		
	C	25.10		2008.00		
	D	26.28		2102.40		
	E	27.55		2204.00		
Sr Electrical Engineer (1863)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Electrical Inspector (1163)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		
Sr Electrical Supv (1430)	A	34.74		2779.20		
	B	36.40		2912.00		
	C	38.11		3048.80		
	D	40.03		3202.40		
	E	42.02		3361.60		
Sr Engineer-Fire Protection (1457)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Sr Engineering Aide (1861)	A	22.79		1823.20		Step 112
	B	23.89		1911.20		
	C	25.10		2008.00		
	D	26.28		2102.40		
	E	27.55		2204.00		
Sr Engineering Geologist (1806)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Housing Inspector (1166)	A	30.97		2477.60		
	B	32.53		2602.40		
	C	34.02		2721.60		
	D	35.75		2860.00		
	E	37.38		2990.40		
Sr HVACR Technician (1913)	A	27.97		2237.60		
	B	29.31		2344.80		
	C	30.58		2446.40		
	D	32.11		2568.80		
	E	33.58		2686.40		
Sr Land Surveyor (1935)	A	43.34		3467.20		
	B	45.41		3632.80		
	C	47.66		3812.80		
	D	50.01		4000.80		
	E	52.39		4191.20		

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**Sr Legal Intern (2185)	A	24.35		1948.00		
	B	25.57		2045.60		
	C	26.84		2147.20		
	D	28.18		2254.40		
	E	29.57		2365.60		
Sr Legal Secretary (1820)	A	29.80		2384.00		
	B	31.15		2492.00		
	C	32.66		2612.80		
	D	34.21		2736.80		
	E	35.90		2872.00		
Sr Legislative Recorder (1857)	A	24.67		1973.60		
	B	25.78		2062.40		
	C	27.06		2164.80		
	D	28.34		2267.20		
	E	29.77		2381.60		
Sr Library Tech (1759)	A	19.90		1592.00		
	B	20.87		1669.60		
	C	21.83		1746.40		
	D	22.93		1834.40		
	E	24.08		1926.40		
Sr Life Safety Inspector (1113)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		

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Sr Locksmith (1802)	A	23.83		1906.40		Step 112
	B	24.93		1994.40		
	C	26.05		2084.00		
	D	27.19		2175.20		
	E	28.51		2280.80		
Sr Marine Biologist (1851)	A	42.54		3403.20		
	B	44.51		3560.80		
	C	46.71		3736.80		
	D	48.90		3912.00		
	E	51.26		4100.80		
Sr Mechanical Engineer (1830)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Mechanical Inspector (1173)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		
Sr Mgmt Anlyst (1106)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		

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Sr Offset Press Operator (1868)	A	19.54		1563.20		
	B	20.45		1636.00		
	C	21.37		1709.60		
	D	22.32		1785.60		
	E	23.26		1860.80		
Sr Paralegal (1822)	A	32.53		2602.40		
	B	34.09		2727.20		
	C	35.68		2854.40		
	D	37.44		2995.20		
	E	39.17		3133.60		
Sr Park Ranger (1821)	A	26.40		2112.00		
	B	27.58		2206.40		
	C	29.05		2324.00		
	D	30.53		2442.40		
	E	31.99		2559.20		
Sr Parking Enfrc Supv (1148)	A	29.78		2382.40		
	B	31.23		2498.40		
	C	32.72		2617.60		
	D	34.32		2745.60		
	E	35.89		2871.20		
Sr Parking Meter Tech (1803)	A	22.30		1784.00		
	B	23.23		1858.40		
	C	24.37		1949.60		
	D	25.40		2032.00		
	E	26.57		2125.60		

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***Sr Pers Anlyst (1650)	A	36.71		2936.80		Step 112
	B	38.51		3080.80		
	C	40.40		3232.00		
	D	42.26		3380.80		
	E	44.39		3551.20		
Sr Planner (1872)	A	38.74		3099.20		
	B	40.64		3251.20		
	C	42.52		3401.60		
	D	44.62		3569.60		
	E	46.84		3747.20		
Sr Plant Tech Supv (1671)	A	36.97		2957.60		
	B	38.74		3099.20		
	C	40.58		3246.40		
	D	42.56		3404.80		
	E	44.62		3569.60		
Sr Police Prop & Evid Supv (1904)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Sr Police Records Clerk (1853)	A	22.44		1795.20		
	B	23.52		1881.60		
	C	24.61		1968.80		
	D	25.85		2068.00		
	E	27.15		2172.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Sr Police Records Data Spec (1865)	A	18.09		1447.20		Step 112
	B	18.98		1518.40		
	C	19.93		1594.40		
	D	20.88		1670.40		
	E	21.87		1749.60		
Sr Power Plant Supv (1915)	A	39.01		3120.80		
	B	41.00		3280.00		
	C	42.83		3426.40		
	D	45.00		3600.00		
	E	47.05		3764.00		
Sr Procurement Contracting Officer (1743)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Sr Public Info Ofcr (1871)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Sr Publishing Specialist (1263)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Sr Pure Water Plant Operations Supv (1035)	A	39.59		3167.20		
	B	41.58		3326.40		
	C	43.65		3492.00		
	D	45.83		3666.40		
	E	48.13		3850.40		
Sr Pure Water Plant Operator (1033)	A	32.87		2629.60		
	B	34.51		2760.80		
	C	36.24		2899.20		
	D	38.05		3044.00		
	E	39.95		3196.00		
Sr Stable Attendant (1909)	A	19.65		1572.00		
	B	20.47		1637.60		
	C	21.42		1713.60		
	D	22.41		1792.80		
	E	23.37		1869.60		
Sr Stadium Groundskpr (1893)	A	21.27		1701.60		
	B	22.29		1783.20		
	C	23.31		1864.80		
	D	24.38		1950.40		
	E	25.46		2036.80		
Sr Structural Inspector (1179)	A	32.48		2598.40		
	B	34.16		2732.80		
	C	35.69		2855.20		
	D	37.50		3000.00		
	E	39.22		3137.60		

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Sr Survey Aide (1881)	A	25.07		2005.60		Step 112
	B	26.28		2102.40		
	C	27.61		2208.80		
	D	28.91		2312.80		
	E	30.31		2424.80		
Sr Systems Analyst (1877)	A	31.89		2551.20		
	B	33.48		2678.40		
	C	35.00		2800.00		
	D	36.80		2944.00		
	E	38.50		3080.00		
Sr Test Admin Spec (1852)	A	20.35		1628.00		
	B	21.36		1708.80		
	C	22.32		1785.60		
	D	23.47		1877.60		
	E	24.64		1971.20		
Sr Traffic Engineer (1878)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Sr Utility Supv (1975)	A	24.22		1937.60		
	B	25.36		2028.80		
	C	26.64		2131.20		
	D	27.95		2236.00		
	E	29.32		2345.60		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
Sr Water Distribution Operations Supv (1380)	A	39.66		3172.80		
	B	41.54		3323.20		
	C	43.72		3497.60		
	D	45.76		3660.80		
	E	47.97		3837.60		
Sr Water Operations Supv (1987)	A	39.66		3172.80		
	B	41.54		3323.20		
	C	43.72		3497.60		
	D	45.76		3660.80		
	E	47.97		3837.60		
Sr Water Utility Supv (1870)	A	24.22		1937.60		
	B	25.36		2028.80		
	C	26.64		2131.20		
	D	27.95		2236.00		
	E	29.32		2345.60		
Sr Workers' Compensation Claims Rep (1949)	A	36.16		2892.80		
	B	37.86		3028.80		
	C	39.73		3178.40		
	D	41.61		3328.80		
	E	43.73		3498.40		
Sr Wstwttr Oper Supv (1888)	A	38.09		3047.20		
	B	39.90		3192.00		
	C	41.99		3359.20		
	D	43.94		3515.20		
	E	46.07		3685.60		

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Sr Wstwr Plant Operator (1134)	A	31.91		2552.80		
	B	33.37		2669.60		
	C	34.87		2789.60		
	D	36.51		2920.80		
	E	38.16		3052.80		
Sr Zoning Investigator (1880)	A	29.76		2380.80		
	B	31.25		2500.00		
	C	32.74		2619.20		
	D	34.34		2747.20		
	E	36.03		2882.40		
Stable Attendant (1908)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		
Stadium Groundskpr (1894)	A	19.34		1547.20		
	B	20.27		1621.60		
	C	21.22		1697.60		
	D	22.14		1771.20		
	E	23.15		1852.00		
Stadium Maintenance Supv (1897)	A	23.34		1867.20		
	B	24.45		1956.00		
	C	25.67		2053.60		
	D	26.79		2143.20		
	E	27.98		2238.40		

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Stadium Maintenance Tech (1898)	A	19.34		1547.20		Step 112
	B	20.27		1621.60		
	C	21.22		1697.60		
	D	22.14		1771.20		
	E	23.15		1852.00		
***Stadium Turf Mgr (1892)	A	30.65		2452.00		
	B	32.22		2577.60		
	C	33.78		2702.40		
	D	35.47		2837.60		
	E	37.26		2980.80		
Stadium/Field Mgr (1874)	A	36.17		2893.60		
	B	37.88		3030.40		
	C	39.66		3172.80		
	D	41.63		3330.40		
	E	43.64		3491.20		
Stock Clerk (1899)	A	15.42		1233.60		
	B	16.15		1292.00		
	C	16.92		1353.60		
	D	17.76		1420.80		
	E	18.61		1488.80		
Storekeeper 1 (1902)	A	17.76		1420.80		
	B	18.61		1488.80		
	C	19.41		1552.80		
	D	20.35		1628.00		
	E	21.30		1704.00		

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Storekeeper 2 (1903)	A	19.41		1552.80		Step 112
	B	20.35		1628.00		
	C	21.30		1704.00		
	D	22.34		1787.20		
	E	23.46		1876.80		
Storekeeper 3 (1901)	A	20.42		1633.60		
	B	21.36		1708.80		
	C	22.34		1787.20		
	D	23.53		1882.40		
	E	24.56		1964.80		
Stores Operations Supv (1533)	A	23.38		1870.40		
	B	24.60		1968.00		
	C	25.68		2054.40		
	D	26.98		2158.40		
	E	28.25		2260.00		
Storm Water Compliance Mgr (1123)	A	37.44		2995.20		
	B	39.31		3144.80		
	C	41.24		3299.20		
	D	43.23		3458.40		
	E	45.42		3633.60		
Storm Water Environmental Specialist 1 (1038)	A	27.61		2208.80		
	B	28.98		2318.40		
	C	30.38		2430.40		
	D	31.69		2535.20		
	E	33.31		2664.80		

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Storm Water Environmental Specialist 2 (1039)	A	31.69		2535.20		Step 112
	B	33.31		2664.80		
	C	35.01		2800.80		
	D	36.67		2933.60		
	E	38.55		3084.00		
Storm Water Environmental Specialist 3 (1621)	A	36.58		2926.40		
	B	38.35		3068.00		
	C	40.32		3225.60		
	D	42.34		3387.20		
	E	44.29		3543.20		
Storm Water Inspctr 1 (1127)	A	23.92		1913.60		
	B	25.14		2011.20		
	C	26.32		2105.60		
	D	27.65		2212.00		
	E	29.02		2321.60		
Storm Water Inspctr 2 (1126)	A	28.25		2260.00		
	B	29.65		2372.00		
	C	31.07		2485.60		
	D	32.63		2610.40		
	E	34.25		2740.00		
Storm Water Inspctr 3 (1125)	A	31.12		2489.60		
	B	32.65		2612.00		
	C	34.24		2739.20		
	D	35.95		2876.00		
	E	37.71		3016.80		

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Structural Engrng Asoc (1231)	A	34.18		2734.40		Step 112
	B	35.77		2861.60		
	C	37.56		3004.80		
	D	39.40		3152.00		
	E	41.28		3302.40		
Structural Engrng Asst (1208)	A	29.69		2375.20		
	B	31.06		2484.80		
	C	32.55		2604.00		
	D	34.18		2734.40		
	E	35.77		2861.60		
Structural Engrng Sr (1875)	A	39.40		3152.00		
	B	41.28		3302.40		
	C	43.33		3466.40		
	D	45.46		3636.80		
	E	47.63		3810.40		
Structural Inspector 1 (1177)	A	26.93		2154.40		
	B	28.28		2262.40		
	C	29.70		2376.00		
	D	31.08		2486.40		
	E	32.56		2604.80		
Structural Inspector 2 (1178)	A	28.28		2262.40		
	B	29.70		2376.00		
	C	31.08		2486.40		
	D	32.56		2604.80		
	E	34.16		2732.80		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Student Engineer (1910)	A	13.70		1096.00		Step 112
	B	14.32		1145.60		
	C	14.98		1198.40		
	D	15.73		1258.40		
	E	16.42		1313.60		
**Student Intern (2188)	A	9.56		764.80		
	B	10.01		800.80		
	C	10.46		836.80		
	D	10.98		878.40		
	E	15.00		1200.00		
Student Worker (1914)	A	10.73		858.40		
	B	11.26		900.80		
	C	11.69		935.20		
	D	12.31		984.80		
	E	15.00		1200.00		
Supv Academy Instr (1941)	A	33.86		2708.80		
	B	35.43		2834.40		
	C	37.29		2983.20		
	D	39.20		3136.00		
	E	41.07		3285.60		
Supv Cal-Id Tech (1930)	A	21.34		1707.20		
	B	22.39		1791.20		
	C	23.43		1874.40		
	D	24.60		1968.00		
	E	25.78		2062.40		

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***Supv Claims Rep (1391)	A	32.84		2627.20		Step 112
	B	34.37		2749.60		
	C	36.06		2884.80		
	D	37.85		3028.00		
	E	39.67		3173.60		
Supv Crime Scene Specialist (1018)	A	37.50		3000.00		
	B	39.27		3141.60		
	C	41.20		3296.00		
	D	43.27		3461.60		
	E	45.33		3626.40		
Supv Criminalist (1856)	A	48.75		3900.00		
	B	51.00		4080.00		
	C	53.57		4285.60		
	D	56.21		4496.80		
	E	58.89		4711.20		
Supv Custodian (1919)	A	15.74		1259.20		
	B	16.46		1316.80		
	C	17.31		1384.80		
	D	18.04		1443.20		
	E	19.02		1521.60		
***Supv Department HR Anlyst (1366)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step 112
*Supv Development Project Manager (1180)	A	43.34		3467.20		
	B	45.41		3632.80		
	C	47.66		3812.80		
	D	50.01		4000.80		
	E	52.39		4191.20		
Supv Disposal Site Rep (1920)	A	20.36		1628.80		
	B	21.36		1708.80		
	C	22.43		1794.40		
	D	23.60		1888.00		
	E	24.61		1968.80		
****Supv Economist (1923)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Supv Field Rep (1921)	A	19.08		1526.40		
	B	19.90		1592.00		
	C	20.83		1666.40		
	D	21.83		1746.40		
	E	22.95		1836.00		
Supv Haz Mat Inspctr (1896)	A	34.21		2736.80		
	B	35.87		2869.60		
	C	37.68		3014.40		
	D	39.48		3158.40		
	E	41.49		3319.20		

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Supv Latent Print Examiner (1019)	A	40.08		3206.40		Step 112
	B	41.98		3358.40		
	C	44.04		3523.20		
	D	46.25		3700.00		
	E	48.46		3876.80		
Supv Librarian (1922)	A	39.67		3173.60		
	B	41.50		3320.00		
	C	43.55		3484.00		
	D	45.69		3655.20		
	E	47.89		3831.20		
Supv Meter Reader (1925)	A	19.11		1528.80		
	B	20.02		1601.60		
	C	20.93		1674.40		
	D	21.94		1755.20		
	E	22.94		1835.20		
****Supv Mgmt Anlyst (1917)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
****Supv Pers Anlyst (1927)	A	41.32		3305.60		
	B	43.27		3461.60		
	C	45.44		3635.20		
	D	47.72		3817.60		
	E	50.02		4001.60		

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Supv Plan Review Spec (1928)	A	31.11		2488.80		Step 112
	B	32.55		2604.00		
	C	34.21		2736.80		
	D	35.81		2864.80		
	E	37.51		3000.80		
Supv Procurement Contracting Officer (1744)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Supv Property Agt (1929)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Supv Public Info Ofcr (1940)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Supv Rec Spec (1931)	A	25.17		2013.60		
	B	26.31		2104.80		
	C	27.71		2216.80		
	D	29.10		2328.00		
	E	30.50		2440.00		

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****Supv Recycling Spec (1557)	A	34.25		2740.00		
	B	35.88		2870.40		
	C	37.68		3014.40		
	D	39.57		3165.60		
	E	41.50		3320.00		
Supv Storm Water Inspctr (1124)	A	34.21		2736.80		
	B	35.87		2869.60		
	C	37.68		3014.40		
	D	39.48		3158.40		
	E	41.49		3319.20		
Supv Therap Recreatn Spec (1187)	A	25.80		2064.00		
	B	26.97		2157.60		
	C	28.41		2272.80		
	D	29.83		2386.40		
	E	31.28		2502.40		
****Supv Workers' Compensation Claims Rep (1952)	A	39.73		3178.40		
	B	41.59		3327.20		
	C	43.64		3491.20		
	D	45.79		3663.20		
	E	47.99		3839.20		
Supv Wstwr Pretrmt Inspctr (1378)	A	41.05		3284.00		
	B	43.04		3443.20		
	C	45.22		3617.60		
	D	47.38		3790.40		
	E	49.79		3983.20		

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Swimming Pool Mgr 1 (1905)	A	17.75		1420.00		Step 112
	B	18.60		1488.00		
	C	19.39		1551.20		
	D	20.35		1628.00		
	E	21.35		1708.00		
Swimming Pool Mgr 2 (1906)	A	20.77		1661.60		
	B	21.84		1747.20		
	C	22.86		1828.80		
	D	23.99		1919.20		
	E	25.09		2007.20		
Swimming Pool Mgr 3 (1907)	A	22.86		1828.80		
	B	23.99		1919.20		
	C	25.09		2007.20		
	D	26.31		2104.80		
	E	27.60		2208.00		
****Systems Administrator 1 (1026)	A	31.98		2558.40		
	B	33.54		2683.20		
	C	35.19		2815.20		
	D	36.79		2943.20		
	E	38.67		3093.60		
****Systems Administrator 2 (1025)	A	35.97		2877.60		
	B	37.66		3012.80		
	C	39.56		3164.80		
	D	41.56		3324.80		
	E	43.57		3485.60		

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***Systems Administrator 3 (1024)	A	39.57		3165.60		
	B	41.44		3315.20		
	C	43.53		3482.40		
	D	45.69		3655.20		
	E	47.93		3834.40		
Tank Service Tech 1 (1946)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
Tank Service Tech 2 (1947)	A	18.62		1489.60		
	B	19.44		1555.20		
	C	20.35		1628.00		
	D	21.29		1703.20		
	E	22.25		1780.00		
Test Administration Spec (1419)	A	18.49		1479.20		
	B	19.51		1560.80		
	C	20.35		1628.00		
	D	21.35		1708.00		
	E	22.32		1785.60		
Test Monitor 1 (1540)	A	12.79		1023.20		
	B	13.45		1076.00		
	C	14.12		1129.60		
	D	14.65		1172.00		
	E	15.35		1228.00		

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Test Monitor 2 (1541)	A	15.35		1228.00		Step 112
	B	16.16		1292.80		
	C	16.91		1352.80		
	D	17.63		1410.40		
	E	18.50		1480.00		
Therap Recreatn Leader (1189)	A	15.12		1209.60		
	B	15.81		1264.80		
	C	16.54		1323.20		
	D	17.34		1387.20		
	E	18.21		1456.80		
Therap Recreatn Spec (1188)	A	22.43		1794.40		
	B	23.43		1874.40		
	C	24.54		1963.20		
	D	25.80		2064.00		
	E	26.97		2157.60		
Traffic Signal Supervisor (1955)	A	31.71		2536.80		
	B	33.36		2668.80		
	C	34.92		2793.60		
	D	36.63		2930.40		
	E	38.38		3070.40		
Traffic Signal Technician 1 (1956)	A	24.16		1932.80		
	B	25.34		2027.20		
	C	26.39		2111.20		
	D	27.74		2219.20		
	E	29.01		2320.80		

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Traffic Signal Technician 2 (1957)	A	27.79		2223.20		Step 112
	B	29.13		2330.40		
	C	30.37		2429.60		
	D	31.90		2552.00		
	E	33.36		2668.80		
Traffic Striper Operator (1626)	A	20.77		1661.60		
	B	21.69		1735.20		
	C	22.71		1816.80		
	D	23.75		1900.00		
	E	24.88		1990.40		
Trainer (1217)	A	27.74		2219.20		
	B	29.07		2325.60		
	C	30.45		2436.00		
	D	31.94		2555.20		
	E	33.52		2681.60		
Training Supervisor (1971)	A	30.45		2436.00		
	B	31.94		2555.20		
	C	33.52		2681.60		
	D	35.03		2802.40		
	E	36.82		2945.60		
Tree Maint Crewleader (1968)	A	18.76		1500.80		
	B	19.60		1568.00		
	C	20.46		1636.80		
	D	21.34		1707.20		
	E	22.35		1788.00		

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Tree Maint Supv (1970)	A	20.88		1670.40		
	B	21.89		1751.20		
	C	22.92		1833.60		
	D	23.96		1916.80		
	E	25.18		2014.40		
Tree Trimmer (1969)	A	17.93		1434.40		
	B	18.71		1496.80		
	C	19.53		1562.40		
	D	20.40		1632.00		
	E	21.35		1708.00		
Utility Supv (1974)	A	22.30		1784.00		
	B	23.23		1858.40		
	C	24.36		1948.80		
	D	25.44		2035.20		
	E	26.66		2132.80		
Utility Worker 1 (1978)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		
Utility Worker 2 (1979)	A	17.10		1368.00		
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		

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Vehicle & Fuel Clerk (1982)	A	16.16		1292.80		Step 112
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Victim Services Coordinator (1983)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Water Distribution Operations Supv (1370)	A	28.10		2248.00		
	B	29.38		2350.40		
	C	30.72		2457.60		
	D	32.14		2571.20		
	E	33.54		2683.20		
Water Distribution Operator (1369)	A	24.44		1955.20		
	B	25.55		2044.00		
	C	26.70		2136.00		
	D	27.92		2233.60		
	E	29.17		2333.60		
Water Distribution Operator Trainee (1367)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		

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Water Operations Supervisor (1986)	A	34.91		2792.80		
	B	36.46		2916.80		
	C	38.16		3052.80		
	D	39.90		3192.00		
	E	41.71		3336.80		
Water Plant Operator (1988)	A	30.34		2427.20		
	B	31.70		2536.00		
	C	33.13		2650.40		
	D	34.71		2776.80		
	E	36.27		2901.60		
Water Production Superintendent (1884)	A	41.85		3348.00		
	B	43.88		3510.40		
	C	46.15		3692.00		
	D	48.28		3862.40		
	E	50.63		4050.40		
Water Sys District Mgr (1016)	A	38.47		3077.60		
	B	40.31		3224.80		
	C	42.19		3375.20		
	D	44.21		3536.80		
	E	46.25		3700.00		
Water Sys Tech 1 (1011)	A	15.66		1252.80		
	B	16.31		1304.80		
	C	17.10		1368.00		
	D	17.83		1426.40		
	E	18.62		1489.60		

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Water Sys Tech 2 (1012)	A	19.38		1550.40		
	B	20.27		1621.60		
	C	21.20		1696.00		
	D	22.17		1773.60		
	E	23.21		1856.80		
Water Sys Tech 3 (1013)	A	21.27		1701.60		
	B	22.16		1772.80		
	C	23.22		1857.60		
	D	24.22		1937.60		
	E	25.40		2032.00		
Water Sys Tech 4 (1014)	A	24.44		1955.20		
	B	25.55		2044.00		
	C	26.70		2136.00		
	D	27.92		2233.60		
	E	29.17		2333.60		
Water Sys Tech Supv (1015)	A	28.10		2248.00		
	B	29.38		2350.40		
	C	30.72		2457.60		
	D	32.14		2571.20		
	E	33.54		2683.20		
Water Utility Supv (1991)	A	22.30		1784.00		
	B	23.23		1858.40		
	C	24.36		1948.80		
	D	25.44		2035.20		
	E	26.66		2132.80		

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Water Utility Worker (1992)	A	17.10		1368.00		Step 112
	B	17.83		1426.40		
	C	18.62		1489.60		
	D	19.44		1555.20		
	E	20.35		1628.00		
Welder (1985)	A	22.76		1820.80		
	B	23.89		1911.20		
	C	24.97		1997.60		
	D	26.05		2084.00		
	E	27.29		2183.20		
Word Processing Oper (1746)	A	16.16		1292.80		
	B	16.91		1352.80		
	C	17.63		1410.40		
	D	18.50		1480.00		
	E	19.45		1556.00		
Work Control Manager (1994)	A	34.21		2736.80		
	B	35.81		2864.80		
	C	37.60		3008.00		
	D	39.45		3156.00		
	E	41.31		3304.80		
Work Service Aide (1995)	A	8.60		688.00		
	B	9.12		729.60		
	C	9.51		760.80		
	D	10.01		800.80		
	E	15.00		1200.00		

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Workers' Compensation Claims Aide (1943)	A	18.97		1517.60		
	B	19.90		1592.00		
	C	20.80		1664.00		
	D	21.85		1748.00		
	E	22.85		1828.00		
Workers' Compensation Claims Rep 1 (1944)	A	27.15		2172.00		
	B	28.53		2282.40		
	C	29.87		2389.60		
	D	31.36		2508.80		
	E	32.86		2628.80		
Workers' Compensation Claims Rep 2 (1945)	A	32.86		2628.80		
	B	34.47		2757.60		
	C	36.11		2888.80		
	D	37.84		3027.20		
	E	39.74		3179.20		
****Wstwr Chief Plant Operator (1174)	A	53.20		4256.00		
	B	55.79		4463.20		
	C	58.66		4692.80		
	D	61.38		4910.40		
	E	64.36		5148.80		
Wstwr Operations Supv (1887)	A	35.17		2813.60		
	B	36.74		2939.20		
	C	38.45		3076.00		
	D	40.21		3216.80		
	E	42.04		3363.20		

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

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

Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Wstwr Plant Operator (1890)	A	30.29		2423.20		Step 112
	B	31.67		2533.60		
	C	33.10		2648.00		
	D	34.69		2775.20		
	E	36.24		2899.20		
Wstwr Pretrmt Inspctr 1 (1374)	A	28.70		2296.00		
	B	30.17		2413.60		
	C	31.58		2526.40		
	D	33.18		2654.40		
	E	34.82		2785.60		
Wstwr Pretrmt Inspctr 2 (1375)	A	33.90		2712.00		
	B	35.58		2846.40		
	C	37.28		2982.40		
	D	39.16		3132.80		
	E	41.10		3288.00		
Wstwr Pretrmt Inspctr 3 (1376)	A	37.34		2987.20		
	B	39.18		3134.40		
	C	41.09		3287.20		
	D	43.14		3451.20		
	E	45.25		3620.00		
Wstwr Pretrmt Prgm Mgr (1528)	A	44.93		3594.40		
	B	47.17		3773.60		
	C	49.49		3959.20		
	D	51.88		4150.40		
	E	54.50		4360.00		

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Class Title	Pay Scale	Min Hourly	Max Hourly	Biweekly Amt	Biweekly Max	Step
Wstwttr Treatment Supt (1883)	A	48.36		3868.80		Step 112
	B	50.72		4057.60		
	C	53.33		4266.40		
	D	55.80		4464.00		
	E	58.51		4680.80		
Zoning Investigator 1 (1997)	A	24.14		1931.20		
	B	25.29		2023.20		
	C	26.50		2120.00		
	D	27.80		2224.00		
	E	29.13		2330.40		
Zoning Investigator 2 (1998)	A	27.07		2165.60		
	B	28.34		2267.20		
	C	29.76		2380.80		
	D	31.23		2498.40		
	E	32.74		2619.20		

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EXHIBIT B

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

EXHIBIT B

EFFECTIVE JULY 1, 2021

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

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

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
CHEMISTS	
Assistant Chemist	1136
Assistant Laboratory Technician	1160
Associate Chemist	1220
Biologist I	1623
Biologist II	1624
Biologist III	1622
Environmental Biologist I	1685
Environmental Biologist II	1686
Environmental Biologist III	1687
Environmental Health Inspector I	1120
Environmental Health Inspector II	1122
Hazardous Materials Inspector I	1526
Hazardous Materials Inspector II	1527
Hazardous Materials Inspector III	1544
Hazardous Material/Pretreatment Trainee	1524
Hazardous Materials Program Manager	1500
Junior Chemist	1543
Laboratory Assistant	1578
Laboratory Technician	1580
Marine Biologist I	1609
Marine Biologist II	1610

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Marine Biologist III	1611
Senior Biologist	1804
Senior Chemist	1854
Senior Marine Biologist	1851
Storm Water Environmental Specialist I	1038
Storm Water Environmental Specialist II	1039
Storm Water Environmental Specialist III	1621
Storm Water Inspector I	1127
Storm Water Inspector II	1126
Storm Water Inspector III	1125
Storm Water Compliance Manager	1123
Supervising Hazardous Materials Inspector	1896
Supervising Storm Water Inspector	1124
Supervising Wastewater Pretreatment Inspector	1378
Wastewater Pretreatment Inspector I	1374
Wastewater Pretreatment Inspector II	1375
Wastewater Pretreatment Inspector III	1376
Wastewater Pretreatment Program Manager	1528
 CLERICAL	
Account Audit Clerk	1103
Account Clerk	1104

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Auto Messenger I	1236
Auto Messenger II	1194
Benefits Representative I	1255
Benefits Representative II	1256
Bookmobile Driver	1268
Cashier	1330
Claims Clerk	1341
Clerical Assistant I	1569
Clerical Assistant II	1535
Contracts Processing Clerk	1536
Council Secretary	1381
Court Support Clerk I	1386
Court Support Clerk II	1388
Customer Services Representative	1394
Deputy City Clerk I	1395
Deputy City Clerk II	1396
Disposal Site Representative	1412
Editor/Proofreader	1246
Executive Assistant	1876
Legal Secretary I	1379
Legal Secretary II	1577
Legislative Recorder I	1382

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Legislative Recorder II	1383
Library Assistant I	1588
Library Assistant II	1590
Library Technician	1758
Micrographics Clerk	1617
Payroll Audit Specialist I	1647
Payroll Audit Specialist II	1649
Payroll Audit Supervisor	1886
Payroll Specialist I	1237
Payroll Specialist II	1648
Payroll Supervisor	1238
Police Records Clerk	1720
Principal Clerk	1726
Principal Customer Services Representative	1722
Principal Legal Secretary	1404
Principal Police Records Clerk	1721
Principal Test Administration Specialist	1723
Public Information Clerk	1776
Public Information Specialist	1774
Public Information Supervisor	1778
Public Service Career Trainee	15% below (target class)
Retirement Assistant	1801

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Account Audit Clerk	1133
Senior Account Clerk	1844
Senior Accounts Payable Audit Clerk	1809
Senior Benefits Representative	1257
Senior Cashier	1840
Senior Clerk/Typist	1879
Senior Customer Services Representative	1860
Senior Disposal Site Representative	1864
Senior Legal Secretary	1820
Senior Legislative Recorder	1857
Senior Library Technician	1759
Senior Police Records Clerk	1853
Senior Test Administration Specialist	1852
Student Worker	1914
Supervising Disposal Site Representative	1920
Test Administration Specialist	1419
Test Monitor I	1540
Test Monitor II	1541
Vehicle and Fuel Clerk	1982
Word Processing Operator	1746

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
COMMUNICATIONS	
Dispatcher I	1410
Dispatcher II	1411
Fire Dispatch Supervisor	1518
Fire Dispatch Administrator	1017
Fire Dispatcher	1464
Police Dispatch Administrator	1195
Police Dispatch Supervisor	1918
Police Dispatcher	1714
Police Lead Dispatcher	1661
Public Works Dispatch Supervisor	1767
Public Works Dispatcher	1766
CONSTRUCTION AND MAINTENANCE	
Assistant Reservoir Keeper	1193
Building Service Technician	1280
Building Services Supervisor	1275
Building Supervisor	1274
General Utility Supervisor	1976
General Water Utility Supervisor	1488
Laborer	1579
Lake Aide I	1572

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Lake Aide II	1560
Principal Utility Supervisor	1980
Principal Water Utility Supervisor	1734
Public Works Superintendent	1977
Public Works Supervisor	1961
Reservoir Keeper	1817
Senior Stable Attendant	1909
Senior Utility Supervisor	1975
Senior Water Utility Supervisor	1870
Stable Attendant	1908
Stadium Maintenance Supervisor	1897
Stadium Maintenance Technician	1898
Tank Service Technician I	1946
Tank Service Technician II	1947
Utility Supervisor	1974
Utility Worker I	1978
Utility Worker II	1979
Water Systems District Manager	1016
Water Systems Technician I	1011
Water Systems Technician II	1012
Water Systems Technician III	1013
Water Systems Technician IV	1014

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Water Systems Technician Supervisor	1015
Water Utility Supervisor	1991
Water Utility Worker	1992
Work Service Aide	1995
 CUSTODIAL	
Custodian I	1387
Custodian II	1389
Custodian III	1390
Supervising Custodian	1919
 DATA PROCESSING	
Police Records Data Specialist	1575
Police Records Data Specialist Supervisor	1576
Programmer Analyst I	1747
Programmer Analyst II	1748
Programmer Analyst III	1749
Senior Police Records Data Specialist Supervisor	1865
Senior Systems Analyst	1877
 ENGINEERING	
Assistant Engineer - Civil	1153
Assistant Engineer - Corrosion	1154
Assistant Engineer - Electrical	1157

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Assistant Engineer - Fire Protection	1203
Assistant Engineer - Mechanical	1167
Assistant Engineer - Traffic	1207
Assistant Park Designer	1168
Associate Communications Engineer	1219
Associate Engineer - Civil	1221
Associate Engineer - Control Systems	1209
Associate Engineer - Corrosion	1385
Associate Engineer - Electrical	1223
Associate Engineer - Fire Protection	1204
Associate Engineer - Mechanical	1225
Associate Engineer - Traffic	1233
Drafting Aide	1422
Engineering Trainee	1432
Hydrography Aide	1520
Junior Engineer - Civil	1546
Junior Engineer - Electrical	1552
Junior Engineer - Fire Protection	1202
Junior Engineer - Mechanical	1562
Junior Engineering Aide	1555
Land Surveying Assistant	1938
Land Surveying Associate	1939

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Park Designer	1638
Plan Review Specialist I	1655
Plan Review Specialist II	1656
Plan Review Specialist III	1657
Plan Review Specialist IV	1658
Police Special Projects Manager	1754
Principal Backflow and Cross Connection Specialist	1731
Principal Corrosion Engineering Aide	1812
Principal Drafting Aide	1725
Principal Engineering Aide	1727
Principal Plan Review Specialist	1724
Principal Survey Aide	1525
Principal Traffic Engineering Aide	1730
Project Assistant	1750
Project Officer I	1751
Project Officer II	1752
Senior Backflow and Cross Connection Specialist	1729
Senior Civil Engineer	1855
Senior Communications Engineer	1346
Senior Control Systems Engineer	1210
Senior Corrosion Engineering Aide	1813
Senior Corrosion Specialist	1807

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Drafting Aide	1423
Senior Electrical Engineer	1863
Senior Engineer - Fire Protection	1457
Senior Engineering Aide	1861
Senior Engineering Geologist	1806
Senior Land Surveyor	1935
Senior Mechanical Engineer	1830
Senior Survey Aide	1881
Senior Traffic Engineer	1878
Structural Engineering Assistant	1208
Structural Engineering Associate	1231
Structural Engineering Senior	1875
Student Engineer	1910
Supervising Plan Review Specialist	1928
Work Control Manager	1994
 EQUIPMENT MAINTENANCE	
Assistant Fleet Technician	1450
Assistant Water Distribution Operator	1368
Aquatics Technician I	1737
Aquatics Technician II	1732
Aquatics Technician Supervisor	1738

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Body and Fender Mechanic	1264
Equipment Painter	1446
Equipment Repair Supervisor	1435
Equipment Service Supervisor	1451
Equipment Technician I	1436
Equipment Technician II	1438
Equipment Technician III	1441
Firearms Technician	1191
Fleet Attendant	1454
Fleet Manager	1762
Fleet Repair Supervisor	1146
Fleet Team Leader	1138
Fleet Technician	1437
Generator Technician	1140
Helicopter Mechanic	1459
Machinist	1602
Marine Mechanic	1608
Master Fleet Technician	1447
Metal Fabrication Services Supervisor	1604
Metal Fabrication Supervisor	1616
Motive Service Technician	1452
Motive Service Trainee	1449

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Parking Meter Supervisor	1646
Parking Meter Technician	1641
Plant Technician I	1652
Plant Technician II	1653
Plant Technician III	1654
Plant Technician Supervisor	1669
Power Plant Operator	1717
Power Plant Superintendent	1739
Power Plant Supervisor	1718
Principal Plant Technician Supervisor	1670
Pump Station Operations Supervisor	1373
Pump Station Operator	1372
Pump Station Operator Trainee	1371
Senior Parking Meter Technician	1803
Senior Plant Technician Supervisor	1671
Senior Power Plant Supervisor	1915
Senior Water Distribution Operations Supervisor	1380
Water Distribution Operations Supervisor	1370
Water Distribution Operator	1369
Water Distribution Operator Trainee	1367
Welder	1985

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
EQUIPMENT OPERATION	
Area Refuse Collection Supervisor	1835
Boat Operator	1266
Disposal Site Supervisor	1413
District Refuse Collection Supervisor	1839
Equipment Operator I	1439
Equipment Operator II	1440
Equipment Operator III	1445
Equipment Trainer	1442
Heavy Truck Driver I	1513
Heavy Truck Driver II	1512
Landfill Equipment Operator	1573
Light Equipment Operator	1594
Motor Sweeper Operator	1625
Motor Sweeper Supervisor	1618
Refuse Collection Manager	1841
Sanitation Driver I	1834
Sanitation Driver II	1832
Sanitation Driver III	1824
Sanitation Driver Trainee	1833
Senior Boat Operator	1267
Senior Disposal Site Supervisor	1866

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Seven-Gang Mower Operator	1265
Traffic Striper Operator	1626
FIELD CONTACT	
Airport Operations Assistant	1117
Assistant Customer Services Supervisor	1137
City Attorney Investigator	1596
Claims Aide	1340
Claims Representative I	1342
Claims Representative II	1343
Code Compliance Officer	1356
Code Compliance Supervisor	1357
Collections Investigator I	1331
Collections Investigator II	1332
Collections Investigator Supervisor	1333
Collections Investigator Trainee	1334
Customer Services Supervisor	1393
Field Representative	1465
Investigation Support Manager	1924
Parking Enforcement Officer I	1640
Parking Enforcement Officer II	1630
Parking Enforcement Supervisor	1639

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Police Code Compliance Officer	1361
Police Code Compliance Supervisor	1362
Principal City Attorney Investigator	1728
Safety Representative I	1825
Safety Representative II	1826
Security Officer	1829
Security Representative I	1827
Security Representative II	1828
Senior Airport Operations Assistant	1808
Senior City Attorney Investigator	1885
Senior Claims Representative	1937
Senior Code Compliance Supervisor	1912
Senior Parking Enforcement Supervisor	1148
Senior Workers' Compensation Claims Representative	1949
Special Events Traffic Controller I	1934
Special Events Traffic Controller II	1932
Special Events Traffic Control Supervisor	1933
Supervising Field Representative	1921
Supervising Meter Reader	1925
Workers' Compensation Claims Aide	1943
Workers' Compensation Claims Representative I	1944
Workers' Compensation Claims Representative II	1945

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
FIRE	
Air Operations Chief	1149
Assistant Fire Marshal	1156
Fire Battalion Chief	1453
Fire Captain	1456
Fire Engineer	1458
Fire Fighter I	1461
Fire Fighter II	1462
Fire Fighter III	1020
Fire Helicopter Pilot	1150
Fire Prevention Inspector I	1474
Fire Prevention Inspector II	1475
Fire Prevention Supervisor	1476
Fire Recruit	1463
Paramedic II (Terminal)	1507
GRAPHICS	
Graphic Communications Manager	1347
Graphic Design Supervisor	1489
Graphic Designer	1490
Multimedia Production Coordinator	1235
Multimedia Production Specialist	1230

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Photographer	1660
LIBRARY	
Librarian I	1571
Librarian II	1584
Librarian III	1867
Librarian IV	1585
Library Assistant III	1586
Supervising Librarian	1922
MANAGEMENT, FISCAL, AND STAFF	
Accountant I	1102
Accountant II	1842
Accountant III	1100
Accountant IV	1183
Accountant Trainee	1538
Administrative Aide I	1105
Administrative Aide II	1107
Agricultural Lease Manager	1110
Airport Manager	1118
Airport Noise Abatement Officer	1116
Applications Programmer I	1240
Applications Programmer II	1241

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Applications Programmer III	1242
ARJIS Administrator	1253
Assistant Budget Development Analyst (Deleted)¹	1964
Assistant Department Human Resources Analyst	1363
Assistant Dispute Resolution Officer	1409
Assistant Economist	1158
Assistant Facility Manager	1159
Assistant Management Analyst	1132
Assistant Personnel Analyst	1170
Assistant Procurement Contracting Officer	1741
Assistant Property Agent	1181
Assistant Rate Analyst	1190
Assistant Trainer	1129
Associate Budget Development Analyst (Deleted)¹	1965
Associate Department Human Resources Analyst	1364
Associate Economist	1222
Associate Management Analyst	1218
Associate Personnel Analyst	1226

¹By San Diego Ordinance O-20994 (October 10, 2018), the City Council established the Finance Analyst classification series to replace the Budget Development Analyst classification series. There are no employees remaining in the Assistant Budget Development Analyst, Associate Budget Development Analyst, Senior Budget Development Analyst, or Supervising Budget Development Analyst classifications which have been terminal classifications since Fiscal Year 2019. Therefore, by this ordinance, the City Council deletes these classifications.

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Associate Procurement Contracting Officer	1742
Associate Property Agent	1228
Building Code and Noise Abatement Supervisor	1278
Business Systems Aide	1027
Business Systems Analyst I	1023
Business Systems Analyst II	1022
Business Systems Analyst III	1021
Buyer's Aide I	1286
Buyer's Aide II	1287
Cemetery Manager	1296
Claims and Insurance Manager	1816
Collections Manager	1344
Community Development Coordinator	1350
Community Development Specialist I	1351
Community Development Specialist II	1352
Community Development Specialist III	1353
Community Development Specialist IV	1354
Compliance and Metering Manager	1805
Customer Information and Billing Manager	1795
Deputy Noise Abatement Officer	1397
Development Project Manager I	1184
Development Project Manager II	1185

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Development Project Manager III	1186
Dispute Resolution Officer	1415
Economist	1424
Employee Assistance Counselor	1406
Employee Assistance Program Manager	1429
Employee Benefits Administrator	1416
Employee Benefits Specialist I	1417
Employee Benefits Specialist II	1407
Environmental Health Coordinator	1121
Environmental Health Manager	1119
Finance Analyst I	1028
Finance Analyst II	1029
Finance Analyst III	1030
Finance Analyst IV	1031
Fitness Specialist	1201
Fleet Parts Buyer	1250
Fleet Parts Buyer Supervisor	1249
Geographic Information Systems Analyst I	1141
Geographic Information Systems Analyst II	1142
Geographic Information Systems Analyst III	1143
Geographic Information Systems Analyst IV	1144
Geographic Information Systems Technician	1128

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Information Systems Administrator	1243
Information Systems Analyst I	1151
Information Systems Analyst II	1348
Information Systems Analyst III	1349
Information Systems Analyst IV	1926
Information Systems Manager	1244
Information Systems Technician	1401
Junior Property Agent	1564
Lakes Program Manager	1599
Literacy Program Administrator	1757
Management Trainee	1108
Noise Abatement Officer	1631
Organizational Effectiveness Specialist I	1613
Organizational Effectiveness Specialist II	1614
Organizational Effectiveness Specialist III	1612
Organizational Effectiveness Supervisor	1615
Paralegal	1598
Personnel Assistant I	1651
Personnel Assistant II	1662
Police Property and Records Administrator	1698
Principal Paralegal	1147
Procurement Contracting Trainee	1740

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Procurement Specialist (Terminal)	1282
Property Agent	1756
Public Art Program Administrator	1769
Public Information Officer	1777
Rate Analyst	1793
Recycling Program Manager	1556
Recycling Specialist I	1559
Recycling Specialist II	1558
Recycling Specialist III	1561
Rehabilitation Coordinator	1811
Safety and Training Manager	1972
Safety Officer	1823
Senior Budget Development Analyst (Deleted)²	1966
Senior Department Human Resources Analyst	1365
Senior Management Analyst	1106
Senior Paralegal	1822
Senior Personnel Analyst	1650
Senior Procurement Contracting Officer	1743

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CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Public Information Officer	1871
Stadium/Field Manager	1874
Supervising Claims Representative	1391
Supervising Workers' Compensation Claims Representative	1952
Supervising Budget Development Analyst (Deleted)³	1967
Supervising Department Human Resources Analyst	1366
Supervising Development Project Manager	1180
Supervising Economist	1923
Supervising Management Analyst	1917
Supervising Personnel Analyst	1927
Supervising Procurement Contracting Officer	1744
Supervising Property Agent	1929
Supervising Public Information Officer	1940
Supervising Recycling Specialist	1557
Systems Administrator I	1026
Systems Administrator II	1025
Systems Administrator III	1024
Trainer	1217

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CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Training Supervisor	1971
Victim Services Coordinator	1983
<hr/>	
MARINE SAFETY	
Lake Ranger	1530
Lifeguard I	1591
Lifeguard II	1593
Lifeguard III	1603
Lifeguard Sergeant	1592
Marine Safety Captain	1587
Marine Safety Lieutenant	1589
Ranger/Diver I	1398
Ranger/Diver II	1399
Ranger/Diver Supervisor	1400
PARK MAINTENANCE	
Golf Course Superintendent	1509
Greenskeeper	1482
Greenskeeper Supervisor	1483
Grounds Maintenance Manager	1642
Grounds Maintenance Supervisor	1470
Grounds Maintenance Worker I	1467
Grounds Maintenance Worker II	1468

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Grounds Maintenance Worker III	1469
Horticulturist	1514
Irrigation Specialist	1508
Lead Cemetery Groundskeeper	1568
Nursery Gardener	1627
Nursery Supervisor	1628
Pesticide Applicator	1644
Pesticide Supervisor	1645
Senior Stadium Groundskeeper	1893
Stadium Groundskeeper	1894
Stadium Turf Manager	1892
Tree Maintenance Crewleader	1968
Tree Maintenance Supervisor	1970
Tree Trimmer	1969

PLANNING

Assistant Planner	1175
Associate Planner	1227
Junior Planner	1563
Planning Technician I	1663
Planning Technician II	1664
Planning Technician III	1665
Senior Planner	1872

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior Zoning Investigator	1880
Zoning Investigator I1997----
Zoning Investigator II1998-----

PLANT OPERATION

Assistant Wastewater Plant Operator	1205
Assistant Water Plant Operator	1206
Plant Operator Trainee	1673
Pure Water Plant Operations Supervisor	1034
Pure Water Plant Operator	1032
Senior Pure Water Plant Operations Supervisor	1035
Senior Pure Water Plant Operator	1033
Pure Water Treatment Superintendent	1036
Senior Wastewater Operations Supervisor	1888
Senior Wastewater Plant Operator	1134
Senior Water Operations Supervisor	1987
Wastewater Chief Plant Operator	1174
Wastewater Operations Supervisor	1887
Wastewater Plant Operator	1890
Wastewater Treatment Superintendent	1883
Water Operations Supervisor	1986
Water Plant Operator	1988
Water Production Superintendent	1884

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
POLICE	
Cal-ID Technician	1285
Community Relations Assistant to the Police Chief	1355
Crime Scene Specialist	1448
Criminalist I	1152
Criminalist II	1384
Criminalist III	1814
Custody Transport Officer	1040
DNA Technical Manager	1414
Document Examiner I	1420
Document Examiner II	1224
Document Examiner III	1421
Forensic Alcohol Analyst	1466
Latent Print Examiner I	1229
Latent Print Examiner II	1570
Latent Print Examiner III	1239
Latent Print Examiner Aide	1232
Police Captain	1680
Police Detective	1684
Police Investigative Service Officer I	1699
Police Investigative Service Officer II	1678
Police Lieutenant	1683

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Police Officer I	1692
Police Officer II	1693
Police Officer III	1695
Police Recruit	1697
Police Sergeant	1696
Police Service Officer I	1392
Police Service Officer II	1377
Polygrapher I	1716
Polygrapher II	1196
Polygrapher III	1715
Supervising Academy Instructor	1941
Supervising Cal-ID Technician	1930
Supervising Crime Scene Specialist	1018
Supervising Criminalist	1856
Supervising Latent Print Examiner	1019
 PRINTING	
Electronic Publishing Specialist	1583
Offset Press Operator	1632
Offset Press Supervisor	1765
Print Shop Supervisor	1736
Publishing Specialist I	1258

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Publishing Specialist II	1259
Senior Offset Press Operator	1868
Senior Publishing Specialist	1263
 RECREATION	
Area Manager I	1130
Area Manager II	1131
Assistant Recreation Center Director	1192
District Manager	1418
Golf Course Manager	1798
Golf Operations Assistant	1480
Golf Operations Supervisor	1481
Park Ranger	1634
Park Ranger Aide	1176
Pool Guard I	1667
Pool Guard II	1936
Recreation Aide	1794
Recreation Center Director I	1873
Recreation Center Director II	1796
Recreation Center Director III	1735
Recreation Leader I	1565
Recreation Leader II	1531

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Recreation Specialist	1797
Senior Park Ranger	1821
Supervising Recreation Specialist	1931
Supervising Therapeutic Recreation Specialist	1187
Swimming Pool Manager I	1905
Swimming Pool Manager II	1906
Swimming Pool Manager III	1907
Therapeutic Recreation Leader	1189
Therapeutic Recreation Specialist	1188

SKILLED TRADES

Apprentice	Salary range will be established as a percentage of "D" step of the appropriate journey-level class
Building Maintenance Supervisor	1273
Carpenter	1288
Carpenter Supervisor	1290
Cement Finisher	1293
Cement Gun Operator	1498
Communications Technician	1426
Communications Technician Supervisor	1427
Construction Estimator	1601
Electrician	1428

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Electrician Supervisor	1431
Electronics Technician	1443
Electronics Technician Supervisor	1444
Heating, Ventilating, and Air Conditioning Supervisor	1511
HVACR Technician	1810
Instrumentation and Control Supervisor	1522
Instrumentation and Control Technician	1523
Locksmith	1597
Painter	1635
Painter Supervisor	1637
Plant Maintenance Coordinator	1674
Plant Process Control Electrician	1666
Plant Process Control Supervisor	1668
Plasterer	1672
Plumber	1675
Plumber Supervisor	1677
Roofer	1819
Roofing Supervisor	1818
Senior Building Maintenance Supervisor	1279
Senior Communications Technician	1859
Senior Communications Technician Supervisor	1425
Senior Electrical Supervisor	1430

CLASSIFIED SERVICE CLASSES AND STANDARD RATES

	<u>Standard Rate Number</u>
Senior HVACR Technician	1913
Senior Locksmith	1802
Sign Painter	1891
Sign Shop Supervisor	1895
Traffic Signal Supervisor	1955
Traffic Signal Technician I	1956
Traffic Signal Technician II	1957

STOREKEEPING

Police Property and Evidence Specialist	1719
Police Property and Evidence Lead Specialist	1911
Police Property and Evidence Supervisor	1900
Senior Police Property and Evidence Supervisor	1904
Stock Clerk	1899
Storekeeper I	1902
Storekeeper II	1903
Storekeeper III	1901
Stores Operations Supervisor	1533



EXHIBIT C-1

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

EXHIBIT C-1

EFFECTIVE JULY 1, 2021 THROUGH DECEMBER 31, 2021

UNCLASSIFIED SERVICE

EXECUTIVE

Classification and Class Number

<u>Executive V</u>	<u>Salary Rate-2051/Minimum and Maximum</u>
	Monthly \$ 6,515.00 - \$ 26,020.00
	Bi-weekly \$ 2,996.80 - \$ 11,968.00
	Hourly \$ 37.46 - \$ 149.60

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

<u>Executive IV</u>	<u>Salary Rate-2041/Minimum and Maximum</u>
	Monthly \$ 5,279.00 - \$ 19,997.00
	Bi-weekly \$ 2,428.00 - \$ 9,197.60
	Hourly \$ 30.35 - \$ 114.97

- 2181 Assistant Department Director (UC)
- 2238 Assistant Police Chief (UC)
- 2153 Assistant to the City Manager (Deputy Chief Operating Officer) (UC)
- 2130 Budget Officer (Chief Financial Officer) (UC)
- 2112 Business Center Manager (Assistant Deputy Chief Operating Officer) (UC)
- 2109 City Auditor (UC)
- 2137 Comptroller (UC)
- 2132 Department Director (UC)
- 2131 Development Services Director (UC)
- 2147 Engineering and Capital Projects Director (UC)
- 2192 Environmental Services Director (UC)
- 2155 Executive Assistant Police Chief (UC)
- 2160 Fire Chief (UC)
- 2142 Independent Budget Analyst (UC)
- 2267 Metropolitan Wastewater Director (UC)
- 2179 Park and Recreation Director (UC)
- 2172 Planning Director (UC)

- 2173 Police Chief (UC)
- 2194 Public Utilities Director (UC)
- 2159 Transportation Director (UC)

Executive III

Salary Rate-2030/Minimum and Maximum

Monthly	\$ 2,832.00	-	\$ 15,523.00
Bi-weekly	\$ 1,302.40	-	\$ 7,140.00
Hourly	\$ 16.28	-	\$ 89.25

- 2105 Assistant Development Services Director (UC)
- 2123 Assistant Environmental Services Director (UC)
- 2115 Assistant Financial Management Director (UC)
- 2154 Assistant Fire Chief (UC)
- 2276 Assistant Metropolitan Wastewater Director (UC)
- 2114 Assistant Planning Director (UC)
- 2118 Assistant Transportation Director (UC)
- 2255 City Architect (UC)
- 2140 City Librarian (UC)
- 2134 Neighborhood Code Compliance Director (UC)
- 2176 Purchasing Agent (UC)
- 2177 Real Estate Assets Director (UC)
- 2157 Risk Management Director (UC)
- 2190 Treasurer (UC)

Executive II

Salary Rate-2020/Minimum and Maximum

Monthly	\$ 2,355.00	-	\$ 14,316.00
Bi-weekly	\$ 1,083.20	-	\$ 6,584.80
Hourly	\$ 13.54	-	\$ 82.31

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

Executive I

Salary Rate-2010/Minimum and Maximum

Monthly	\$ 1,812.00	-	\$ 10,519.00
Bi-weekly	\$ 833.60	-	\$ 4,838.40
Hourly	\$ 10.42	-	\$ 60.48

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

MANAGERIAL

Classification and Class Number

Managerial A

Salary Rate-2070/Minimum and Maximum

Monthly	\$ 1,503.00	-	\$ 9,415.00
Bi-weekly	\$ 691.20	-	\$ 4,330.40
Hourly	\$ 8.64	-	\$ 54.13

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

Managerial B

Salary Rate-2073/Minimum and Maximum

Monthly	\$ 2,052.00	-	\$ 12,305.00
Bi-weekly	\$ 944.00	-	\$ 5,660.00
Hourly	\$ 11.80	-	\$ 70.75

- ~~2256~~ **Assistant Investment Officer (UC) (Moved to Managerial C)**
- 2279 Assistant to the Environmental Services Director (UC)
- 2266 Assistant to the Executive Director, Human Relations Commission (UC)
- 2202 Building Inspection Supervisor (UC)
- 2265 Central Stores Program Manager (UC)
- 2260 Child Care Coordinator (UC)
- 2262 Disability Services Coordinator (UC)
- 2215 Endowment Officer (UC)
- 2261 Equal Opportunity Contracting Manager (UC)
- 2273 Golf Course Operations Manager (UC)
- 2277 Graffiti Program Manager (UC)
- 2272 Homeless Services Coordinator (UC)

- 2275 Neighborhood Services Coordinator (UC)
- 2244 Paramedic Coordinator (UC)
- 2221 Print Shop Manager (UC)
- 2282 Program Coordinator (UC)
- 2162 Quality Management Coordinator (UC)
- 2243 Resource Development Officer (UC)
- 2232 Regional Urban Information Systems Administrator (UC)

Managerial C

Salary Rate-2077/Minimum and Maximum

Monthly	\$ 4,192.00	-	\$ 15,413.00
Bi-weekly	\$ 1,928.00	-	\$ 7,089.60
Hourly	\$ 24.10	-	\$ 88.62

- 2250 Assistant Deputy Director (UC)
- 2283 Assistant Golf Operations Manager (UC)
- 2256 **Assistant Investment Officer (UC)**
- 2245 Assistant Stadium Manager (UC)
- 2278 Assistant to the Development Services Director (UC)
- 2281 Assistant to the Director (UC)
- 2236 Assistant to the Fire Chief (UC)
- 2201 Assistant to the Planning Director (UC)
- 2264 Assistant to the Police Chief (UC)
- 2247 Budget Services Manager (UC)
- 2145 Chief Accountant (UC)
- 2218 City Planner (UC)
- 2203 Community Development Administrator (UC)
- 2220 Crime Laboratory Manager (UC)
- 2214 Deputy Director (UC)
- 2237 Deputy Fire Chief (UC)
- 2219 Deputy Library Director (UC)
- 2225 Deputy Planning Director (UC)
- 2268 Executive Director (UC)
- 2216 Facility Manager (UC)
- 2269 Labor Relations Manager (UC)
- 2280 Lifeguard Chief (UC)
- 2274 **Medical Review Officer (UC)**
- 2248 Organization Effectiveness Program Manager (UC)
- 2284 Performance Audit Manager (UC)
- 2240 Police Commander (UC)
- 2246 Police Administrative Services Director (UC)
- 2234 Principal Planner (UC)
- 2270 Program Manager (UC)

- 2249 Youth Services Administrator (UC)
- 2271 Revenue Programs Manager (UC)
- 2226 Zoning Administrator (UC)

PROFESSIONAL LEGAL

<u>Classification and Class Number</u>	<u>Salary Rate-2060/Minimum and Maximum</u>	
	Monthly	\$ 1,588.00 - \$ 18,222.00
	Bi-weekly	\$ 730.40 - \$ 8,381.60
	Hourly	\$ 9.13 - \$ 104.77

- 2196 Assistant Retirement General Counsel (UC)
- 2224 Associate Counsel (UC)
- 2151 Deputy City Attorney (UC)
- 2197 General Counsel (UC)
- ~~2195 Retirement General Counsel (UC) (Moved to Executive V)~~

OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL

Classification and Class Number

<u>Miscellaneous A</u>	<u>Salary Rate-2055/Minimum and Maximum</u>	
	Monthly	\$ 3,096.00 - \$ 18,490.00
	Bi-weekly	\$ 1,424.00 - \$ 8,504.80
	Hourly	\$ 17.80 - \$ 106.31

- 2285 Assistant City Auditor (UC)
- 2107 Assistant Comptroller (UC)
- 2113 Assistant Personnel Director (UC)
- ~~2119 Assistant Retirement Administrator (UC) (Moved to Executive V)~~
- 2258 Binational Affairs Officer (UC)
- 2138 City Clerk (UC)
- 2156 Executive Services Director (UC)
- 2167 Governmental Relations Director (UC)
- ~~2241 Investment Officer (UC) (Moved to Executive V)~~
- 2171 Personnel Director (UC)

Miscellaneous B

Salary Rate-2045/Minimum and Maximum

Monthly	\$ 2,265.00	-	\$ 13,224.00
Bi-weekly	\$ 1,041.60	-	\$ 6,082.40
Hourly	\$ 13.02	-	\$ 76.03

- 2108 Assistant City Clerk (UC)
- 2128 Assistant Executive Services Director (UC)
- 2183 Assistant Governmental Relations Director (UC)
- 2120 Assistant to Mayor (UC)
- 2230 Deputy Personnel Director (UC)
- 2217 Financial Operations Manager (UC)
- 2174 Principal Assistant to Mayor (UC)

Miscellaneous C

Salary Rate-2035/Minimum and Maximum

Monthly	\$ 1,821.00	-	\$ 13,325.00
Bi-weekly	\$ 837.60	-	\$ 6,128.80
Hourly	\$ 10.47	-	\$ 76.61

- 2133 Council Assistant (Principal Assistant) (UC)

Miscellaneous D

Salary Rate-2025/Minimum and Maximum

Monthly	\$ 1,725.00	-	\$ 13,549.00
Bi-weekly	\$ 793.60	-	\$ 6,232.00
Hourly	\$ 9.92	-	\$ 77.90

- 2259 Assistant Binational Affairs Officer (UC)
- 2200 Assistant for Community Outreach (UC)
- 2143 Budget/Legislative Analyst I (UC)
- 2144 Budget/Legislative Analyst II (UC)
- 2210 Council Committee Consultant (UC)
- 2213 Council Representative II (UC)
- 2158 Equal Employment Investigations Manager (UC)
- 2257 Grants Coordinator (UC)
- 2178 Mayor Representative II (UC)
- 2228 Principal Accountant (UC)
- 2175 Performance Auditor (UC)
- 2223 Senior Council Committee Consultant (UC)

Miscellaneous E

Salary Rate-2015/Minimum and Maximum

Monthly	\$ 1,484.00	-	\$ 9,354.00
Bi-weekly	\$ 682.40	-	\$ 4,302.40
Hourly	\$ 8.53	-	\$ 53.78

- 2251 Committee Consultants Secretary (UC)
- 2206 Confidential Secretary to City Council (UC)
- 2208 Confidential Secretary to Mayor (UC)
- 2211 Council Representative I (UC)
- 2212 Council Representative II (UC)
- 2165 Mayor Representative I (UC)

Miscellaneous F

Salary Rate-2014/Minimum and Maximum (Deleted)

Monthly	\$ 4,797.00	-	\$ 9,354.00
Bi-weekly	\$ 2,206.40	-	\$ 4,302.40
Hourly	\$ 27.58	-	\$ 53.78

~~2274 Medical Review Officer (UC) (Moved to Managerial C)~~

INTERNS

Classification and Class Number

Salary Rate/Minimum and Maximum

2185	Senior Legal Intern (UC)	(2185)	Monthly	\$ 4,235.00	-	\$ 5,143.00
			Bi-weekly	\$ 1,948.00	-	\$ 2,365.60
			Hourly	\$ 24.35	-	\$ 29.57
2166	Legal Intern (UC)	(2166)	Monthly	\$ 3,480.00	-	\$ 4,232.00
			Bi-weekly	\$ 1,600.80	-	\$ 1,946.40
			Hourly	\$ 20.01	-	\$ 24.33
2103	Management Intern (UC)	(2103)	Monthly	\$ 2,167.00	-	\$ 2,605.00
			Bi-weekly	\$ 996.80	-	\$ 1,198.40
			Hourly	\$ 12.46	-	\$ 14.98
2169	Library Intern (UC)	(2169)	Monthly	\$ 2,167.00	-	\$ 2,605.00
			Bi-weekly	\$ 996.80	-	\$ 1,198.40
			Hourly	\$ 12.46	-	\$ 14.98

2186	Planning Intern (UC)	(2186)	Monthly	\$ 2,167.00	-	\$ 2,605.00
			Bi-weekly	\$ 996.80	-	\$ 1,198.40
			Hourly	\$ 12.46	-	\$ 14.98
2139	Police Intern (UC)	(2139)	Monthly	\$ 2,158.00	-	\$ 2,604.00
			Bi-weekly	\$ 992.80	-	\$ 1,197.60
			Hourly	\$ 12.41	-	\$ 14.97
2188	Student Intern (UC)	(2188)	Monthly	\$ 1,663.00	-	\$ 2,435.00
			Bi-weekly	\$ 764.80	-	\$ 1,120.00
			Hourly	\$ 9.56	-	\$ 14.00



EXHIBIT C-2

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

EXHIBIT C-2

EFFECTIVE JANUARY 1, 2022 THROUGH JUNE 30, 2022

UNCLASSIFIED SERVICE

EXECUTIVE

Classification and Class Number

<u>Executive V</u>	<u>Salary Rate-2051/Minimum and Maximum</u>
	Monthly \$ 6,515.00 - \$ 26,020.00
	Bi-weekly \$ 2,996.80 - \$ 11,968.00
	Hourly \$ 37.46 - \$ 149.60

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

<u>Executive IV</u>	<u>Salary Rate-2041/Minimum and Maximum</u>
	Monthly \$ 5,279.00 - \$ 19,997.00
	Bi-weekly \$ 2,428.00 - \$ 9,197.60
	Hourly \$ 30.35 - \$ 114.97

- 2181 Assistant Department Director (UC)
- 2238 Assistant Police Chief (UC)
- 2153 Assistant to the City Manager (Deputy Chief Operating Officer) (UC)
- 2130 Budget Officer (Chief Financial Officer) (UC)
- 2112 Business Center Manager (Assistant Deputy Chief Operating Officer) (UC)
- 2109 City Auditor (UC)
- 2137 Comptroller (UC)
- 2132 Department Director (UC)
- 2131 Development Services Director (UC)
- 2147 Engineering and Capital Projects Director (UC)
- 2192 Environmental Services Director (UC)
- 2155 Executive Assistant Police Chief (UC)
- 2160 Fire Chief (UC)
- 2142 Independent Budget Analyst (UC)
- 2267 Metropolitan Wastewater Director (UC)
- 2179 Park and Recreation Director (UC)
- 2172 Planning Director (UC)

- 2173 Police Chief (UC)
- 2194 Public Utilities Director (UC)
- 2159 Transportation Director (UC)

Executive III

Salary Rate-2030/Minimum and Maximum

Monthly	\$ 2,832.00	-	\$ 15,523.00
Bi-weekly	\$ 1,302.40	-	\$ 7,140.00
Hourly	\$ 16.28	-	\$ 89.25

- 2105 Assistant Development Services Director (UC)
- 2123 Assistant Environmental Services Director (UC)
- 2115 Assistant Financial Management Director (UC)
- 2154 Assistant Fire Chief (UC)
- 2276 Assistant Metropolitan Wastewater Director (UC)
- 2114 Assistant Planning Director (UC)
- 2118 Assistant Transportation Director (UC)
- 2255 City Architect (UC)
- 2140 City Librarian (UC)
- 2134 Neighborhood Code Compliance Director (UC)
- 2176 Purchasing Agent (UC)
- 2177 Real Estate Assets Director (UC)
- 2157 Risk Management Director (UC)
- 2190 Treasurer (UC)

Executive II

Salary Rate-2020/Minimum and Maximum

Monthly	\$ 2,355.00	-	\$ 14,316.00
Bi-weekly	\$ 1,083.20	-	\$ 6,584.80
Hourly	\$ 13.54	-	\$ 82.31

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

Executive I

Salary Rate-2010/Minimum and Maximum

Monthly	\$ 1,812.00	-	\$ 10,519.00
Bi-weekly	\$ 833.60	-	\$ 4,838.40
Hourly	\$ 10.42	-	\$ 60.48

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

MANAGERIAL

Classification and Class Number

Managerial A

Salary Rate-2070/Minimum and Maximum

Monthly	\$ 1,503.00	-	\$ 9,415.00
Bi-weekly	\$ 691.20	-	\$ 4,330.40
Hourly	\$ 8.64	-	\$ 54.13

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

Managerial B

Salary Rate-2073/Minimum and Maximum

Monthly	\$ 2,052.00	-	\$ 12,305.00
Bi-weekly	\$ 944.00	-	\$ 5,660.00
Hourly	\$ 11.80	-	\$ 70.75

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

- 2275 Neighborhood Services Coordinator (UC)
- 2244 Paramedic Coordinator (UC)
- 2221 Print Shop Manager (UC)
- 2282 Program Coordinator (UC)
- 2162 Quality Management Coordinator (UC)
- 2243 Resource Development Officer (UC)
- 2232 Regional Urban Information Systems Administrator (UC)

Managerial C

Salary Rate-2077/Minimum and Maximum

Monthly	\$ 4,192.00	-	\$ 15,413.00
Bi-weekly	\$ 1,928.00	-	\$ 7,089.60
Hourly	\$ 24.10	-	\$ 88.62

- 2250 Assistant Deputy Director (UC)
- 2283 Assistant Golf Operations Manager (UC)
- 2256 Assistant Investment Officer (UC)
- 2245 Assistant Stadium Manager (UC)
- 2278 Assistant to the Development Services Director (UC)
- 2281 Assistant to the Director (UC)
- 2236 Assistant to the Fire Chief (UC)
- 2201 Assistant to the Planning Director (UC)
- 2264 Assistant to the Police Chief (UC)
- 2247 Budget Services Manager (UC)
- 2145 Chief Accountant (UC)
- 2218 City Planner (UC)
- 2203 Community Development Administrator (UC)
- 2220 Crime Laboratory Manager (UC)
- 2214 Deputy Director (UC)
- 2237 Deputy Fire Chief (UC)
- 2219 Deputy Library Director (UC)
- 2225 Deputy Planning Director (UC)
- 2268 Executive Director (UC)
- 2216 Facility Manager (UC)
- 2269 Labor Relations Manager (UC)
- 2280 Lifeguard Chief (UC)
- 2274 Medical Review Officer (UC)
- 2248 Organization Effectiveness Program Manager (UC)
- 2284 Performance Audit Manager (UC)
- 2240 Police Commander (UC)
- 2246 Police Administrative Services Director (UC)
- 2234 Principal Planner (UC)
- 2270 Program Manager (UC)

- 2249 Youth Services Administrator (UC)
- 2271 Revenue Programs Manager (UC)
- 2226 Zoning Administrator (UC)

PROFESSIONAL LEGAL

<u>Classification and Class Number</u>	<u>Salary Rate-2060/Minimum and Maximum</u>		
	Monthly	\$ 1,588.00	- \$ 18,222.00
	Bi-weekly	\$ 730.40	- \$ 8,381.60
	Hourly	\$ 9.13	- \$ 104.77

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

OTHER MISCELLANEOUS EXECUTIVE AND MANAGERIAL

Classification and Class Number

<u>Miscellaneous A</u>	<u>Salary Rate-2055/Minimum and Maximum</u>		
	Monthly	\$ 3,096.00	- \$ 18,490.00
	Bi-weekly	\$ 1,424.00	- \$ 8,504.80
	Hourly	\$ 17.80	- \$ 106.31

- 2285 Assistant City Auditor (UC)
- 2107 Assistant Comptroller (UC)
- 2113 Assistant Personnel Director (UC)
- 2258 Binational Affairs Officer (UC)
- 2138 City Clerk (UC)
- 2156 Executive Services Director (UC)
- 2167 Governmental Relations Director (UC)
- 2171 Personnel Director (UC)

Miscellaneous B

Salary Rate-2045/Minimum and Maximum

Monthly	\$ 2,265.00	-	\$ 13,224.00
Bi-weekly	\$ 1,041.60	-	\$ 6,082.40
Hourly	\$ 13.02	-	\$ 76.03

- 2108 Assistant City Clerk (UC)
- 2128 Assistant Executive Services Director (UC)
- 2183 Assistant Governmental Relations Director (UC)
- 2120 Assistant to Mayor (UC)
- 2230 Deputy Personnel Director (UC)
- 2217 Financial Operations Manager (UC)
- 2174 Principal Assistant to Mayor (UC)

Miscellaneous C

Salary Rate-2035/Minimum and Maximum

Monthly	\$ 1,821.00	-	\$ 13,325.00
Bi-weekly	\$ 837.60	-	\$ 6,128.80
Hourly	\$ 10.47	-	\$ 76.61

- 2133 Council Assistant (Principal Assistant) (UC)

Miscellaneous D

Salary Rate-2025/Minimum and Maximum

Monthly	\$ 1,725.00	-	\$ 13,549.00
Bi-weekly	\$ 793.60	-	\$ 6,232.00
Hourly	\$ 9.92	-	\$ 77.90

- 2259 Assistant Binational Affairs Officer (UC)
- 2200 Assistant for Community Outreach (UC)
- 2143 Budget/Legislative Analyst I (UC)
- 2144 Budget/Legislative Analyst II (UC)
- 2210 Council Committee Consultant (UC)
- 2213 Council Representative II (UC)
- 2158 Equal Employment Investigations Manager (UC)
- 2257 Grants Coordinator (UC)
- 2178 Mayor Representative II (UC)
- 2228 Principal Accountant (UC)
- 2175 Performance Auditor (UC)
- 2223 Senior Council Committee Consultant (UC)

Miscellaneous E

Salary Rate-2015/Minimum and Maximum

Monthly	\$ 1,484.00	-	\$ 9,354.00
Bi-weekly	\$ 682.40	-	\$ 4,302.40
Hourly	\$ 8.53	-	\$ 53.78

- 2251 Committee Consultants Secretary (UC)
- 2206 Confidential Secretary to City Council (UC)
- 2208 Confidential Secretary to Mayor (UC)
- 2211 Council Representative I (UC)
- 2212 Council Representative II (UC)
- 2165 Mayor Representative I (UC)

INTERNS

Classification and Class Number

Salary Rate/Minimum and Maximum

2185	Senior Legal Intern (UC)	(2185)	Monthly	\$ 4,235.00	-	\$ 5,143.00
			Bi-weekly	\$ 1,948.00	-	\$ 2,365.60
			Hourly	\$ 24.35	-	\$ 29.57
2166	Legal Intern (UC)	(2166)	Monthly	\$ 3,480.00	-	\$ 4,232.00
			Bi-weekly	\$ 1,600.80	-	\$ 1,946.40
			Hourly	\$ 20.01	-	\$ 24.33
2103	Management Intern (UC)	(2103)	Monthly	\$ 2,167.00	-	\$ 2,609.00
			Bi-weekly	\$ 996.80	-	\$ 1,200.00
			Hourly	\$ 12.46	-	\$ 15.00
2169	Library Intern (UC)	(2169)	Monthly	\$ 2,167.00	-	\$ 2,609.00
			Bi-weekly	\$ 996.80	-	\$ 1,200.00
			Hourly	\$ 12.46	-	\$ 15.00
2186	Planning Intern (UC)	(2186)	Monthly	\$ 2,167.00	-	\$ 2,609.00
			Bi-weekly	\$ 996.80	-	\$ 1,200.00
			Hourly	\$ 12.46	-	\$ 15.00
2139	Police Intern (UC)	(2139)	Monthly	\$ 2,158.00	-	\$ 2,609.00
			Bi-weekly	\$ 992.80	-	\$ 1,200.00
			Hourly	\$ 12.41	-	\$ 15.00

2188	Student Intern (UC)	(2188) Monthly	\$ 1,663.00	-	\$ 2,609.00
		Bi-weekly	\$ 764.80	-	\$ 1,200.00
		Hourly	\$ 9.56	-	\$ 15.00

EXHIBIT D

APPRENTICE SALARY STEPS

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

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

EXHIBIT E

**EXEMPT POSITIONS
FROM THE
CLASSIFIED SERVICE**

EXHIBIT E

EFFECTIVE JULY 1, 2021



**NO POSITIONS TO BE EXEMPTED FROM THE CLASSIFIED SERVICE
VIA THE SALARY ORDINANCE IN FY 2022**

EXHIBIT F

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

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

EXHIBIT G

**POSITIONS ELIGIBLE FOR MANAGEMENT
ADMINISTRATIVE LEAVE**

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

EXHIBIT H
POSITIONS ENTITLED TO MANAGEMENT
EXECUTIVE LIFE INSURANCE

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

Passed by the Council of The City of San Diego on APR 27 2021, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monica Montgomery Steppe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chris Cate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage APR 27 2021.

AUTHENTICATED BY:

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

(Seal)

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

By Connie Patterson, Deputy

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

APR 13 2021, and on APR 27 2021.

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

(Seal)

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

By Connie Patterson Deputy

Office of the City Clerk, San Diego, California
Ordinance Number O- 21314