

GENERAL EMPLOYEE SALARY SCHEDULE
Directors, Managers and Professionals (Exempt)
October 1, 2014
Revised July 21, 2015

Grade	Position	Step 1 Range		Step 2	Step 3	Step 4
		Low	High			
44	Chief of Police	90,167	95,666	101,170	106,673	112,171
43	City Attorney Fire Chief Human Resources Director Municipal Court Judge*	85,802	91,031	96,264	101,489	106,718
42	Finance Director/Comptroller	79,524	84,360	89,534	94,033	98,871
41	Community Services Director Park Director Transit Director	74,394	78,914	83,429	87,940	92,460
40	Assessor Assistant Fire Chief Director of Traffic, Parking & Operations Police Captain	69,667	73,886	78,109	82,329	86,548
39	Assistant Finance Director/Treasurer Battalion Chief Division Chief - Fire IT Administrator Economic Development Director	65,304	69,254	73,206	77,152	81,098
38	Assistant City Attorney II Recreation Superintendent Safety Manager	61,230	64,982	68,679	72,377	76,072
37	Assistant City Attorney I City Clerk Design and Development Superintendent Housing Administrator Neighborhood Development Supervisor Park Superintendent Principal Planner/Building Inspector Manager Purchasing Manager Support Services and Budget Manager	57,440	60,976	64,500	67,967	71,429
36	Appraiser III Chief of Staff City Forester Human Resources Operations Manager Plan Review Administrator Special Facilities Manager	53,941	57,258	60,572	63,887	67,143
35	Business/Grant Manager Fleet Manager Payroll Manager Public Works Superintendent Senior Planner/Zoning Admin. Wildlife Sanctuary Director	50,750	53,862	56,977	60,093	63,211

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Grade	Position	Step 1 Range		Step 2	Step 3	Step 4
		Low	High			
34	Assistant Park Superintendent Planner II Project and Program Manager Recreation Supervisor Sr. Landscape Architect Special Facilities Assistant Manager	47,793	50,725	53,655	56,587	59,516
33	Assistant Forester Assistant Wildlife Sanctuary Director Business Development Planning Specialist Facility and Equipment Supervisor Grounds Supervisor Landscape Architect Municipal Court Clerk Public Works Supervisor Sr. Property Manager Web and Graphic Designer	45,055	47,817	50,575	53,334	56,097
32	Community Development Specialist Human Resources Generalist II Neighborhood Development Specialist Office Manager (Police) Office Manager/Accountant (Parks) Planner I Sr. Accountant	42,518	45,115	47,719	50,323	52,925
31	Building Services Supervisor Chief Naturalist Curator of Animals Human Resources Generalist I Paralegal Transit Operations Supervisor	40,160	42,617	45,067	47,523	49,976
30	Naturalist Natural Resources & Grounds Specialist Transportation Supervisor	37,974	40,290	42,606	44,927	47,242
29	Sr. Animal Keeper	35,941	38,131	40,322	42,510	44,703

* 65% of maximum with salary increase to be effective May 2 each year (11/93)
Note: Police and Fire Command Staff follow the appropriate labor agreement for longevity

Longevity paid in accordance with City Policy as follows:
\$.07 per hour beginning the start of the 8th year of employment
\$.13 per hour beginning the start of the 12th year of employment
\$.19 per hour beginning the start of the 16th year of employment

Advancement through the steps is in accordance with Personnel Policy and must be accompanied by a written performance review and recommendation of the Department Head or designee.

GENERAL EMPLOYEES SALARY SCHEDULE

Non-Exempt

October 1, 2014

Revised July 21, 2015

GENERAL POSITIONS (Non-Exempt)						
Grade	Position	Step 1 Range		Step 2	Step 3	Step 4
		Low Step 1	High Step 1			
35	Programmer/Analyst	\$24.40	\$25.90	\$27.39	\$28.89	\$30.39
34	Communication & Electronics Technician Network Technician	\$22.98	\$24.39	\$25.80	\$27.20	\$28.61
33	Appraiser II	\$21.66	\$22.99	\$24.32	\$25.64	\$26.97
32	Appraiser I City Sealer Executive Secretary to Mayor (37.5)	\$20.44	\$21.69	\$22.94	\$24.19	\$25.45
31	Sr. Fire Mechanic	\$19.94	\$21.19	\$22.44	\$23.69	\$24.95
30	Administrative Assistant Fire Mechanic	\$19.47	\$20.67	\$21.85	\$23.03	\$24.24
29	Executive Secretary (37.5) Legal Secretary (37.5)	\$18.43	\$19.55	\$20.68	\$21.80	\$22.92
28	Benefits Specialist Paratransit Coordinator Payroll Specialist Resident Services Coordinator Transit Compliance Coordinator	\$17.47	\$18.53	\$19.59	\$20.66	\$21.72
27		\$16.60	\$17.66	\$18.72	\$19.79	\$20.85
26	HR Assistant Receptionist - Confidential (37.5)	\$15.72	\$16.68	\$17.63	\$18.58	\$19.53

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 \$.07 per hour beginning the start of the 8th year of employment

 \$.13 per hour beginning the start of the 12th year of employment

 \$.19 per hour beginning the start of the 16th year of employment

Advancement through the steps is in accordance with Personnel Policy and must be accompanied by a written performance review and recommendation of the Department Head or designee.

Sr. Fire Mechanic and Fire Mechanic: An additional \$0.50 per hour will be paid upon obtaining a Master Medium/Heavy Truck Technician and Master Automobile Technician certifications. Reimbursed up to \$75.00 for safety shoes and furnished with at least 2-pairs of coveralls per year.

ADMINISTRATIVE SALARY SCHEDULE
Part-Time Employees
October 1, 2014

PART-TIME POSITIONS					
Code	Position	Hourly	Start of 8th Year	Start of 12th Year	Start of 16th year
P-8	Crossing Guards	\$12.94	\$13.01	\$13.07	\$13.13
P-7	Bridgetender	\$20.76	\$20.83	\$20.89	\$20.95
P-6	4K Nature Teacher	\$19.24			
P-5	Crossing Guard Administrator	\$13.72			
P-4	4K Naturalist	\$12.84			
P-3	Community Service Intern Leadworker	\$10.35			
P-2	Animal Control Interns Community Services Interns Seasonal Support Staff (Finance) Housing Interns Mason Manor Seasonal Maintenance	\$10.20			
P-1	Mason Manor Casual Workers	\$8.16			
P-0	Welcome Center Aide	\$7.40			

*New Bridgetenders start at \$.15 cents per hour less than base for the first 30 days of employment.
Bridgetenders who train new employees will be paid an additional \$.50 per hour.*

**GENERAL MUNICIPAL EMPLOYEES
ADMIN BAY AREA
October 1, 2014**

Position Titles	Weekly Hours	Start	After 6 Mos	After 12 Mos	After 18 Mos	After 24 Mos	After 30 Mos	After 36 Mos	After 48 Mos
Account Clerk I	37.5	\$15.40	\$17.11						
Account Clerk II	37.5	\$16.13	\$17.92						
Account Clerk II/Parking	40	\$16.13	\$17.92						
Account Clerk III	37.5	\$17.04	\$18.93						
Account Clerk III/Parking	40	\$17.04	\$18.93						
Administrative Clerk	37.5	\$17.91	\$19.90						
Assistant Duplicating Machine Operator	37.5	\$16.12	\$17.91						
Assistant Parts Clerk	40	\$19.24	\$21.38						
Building Custodian I	40	\$15.53	\$17.26						
Building Custodian II	40	\$17.18	\$19.09						
Building Maintenance Worker	40	\$19.22	\$21.35						
Building Services Coordinator	40	\$19.49	\$21.66						
Buyer	37.5	\$22.24	\$24.71						
Cleaner	37.5	\$12.04	\$13.38						
Clerk II	37.5	\$14.63	\$16.26						
Clerk III	37.5	\$15.40	\$17.11						
Clerk Typist II	37.5	\$14.63	\$16.26						
Clerk Typist III	37.5	\$15.40	\$17.11						
Clerk Typist III	40	\$15.40	\$17.11						
Clerk Typist III /Leadworker	37.5	\$16.11	\$17.90						
Community Service Officer I	40	\$15.25	\$16.94						
Court Services Coordinator	37.5	\$15.40	\$17.11						
Crime Analyst	40	\$23.52	\$24.91		\$26.29		\$27.67		
Deputy City Clerk	37.5	\$23.36	\$25.95						
Dispatcher	40	\$14.55	\$16.17						
Duplicating Machine Operator II/Leadworker	37.5	\$19.46	\$21.62						
Duplicating Machine Operator/Leadworker	37.5	\$17.04	\$18.93						
Elections Specialist	37.5	\$17.91	\$19.90						
Enforcement Attendant	37.5	\$15.31	\$17.01						
Engineering Aide I	37.5	\$18.61	\$20.68						
Engineering Aide II	37.5	\$20.19	\$22.43						
Engineering Aide III	37.5	\$21.82	\$24.24						
Engineering Technician	37.5	\$25.39	\$26.88		\$28.38		\$29.87		
Evidence Technician	37.5	\$18.04	\$20.04						
Evidence Technician/Leadworker	37.5	\$19.22	\$21.36						
Head Mechanic	40	\$22.11	\$24.57						
Horticulturist	37.5	\$12.37	\$13.74						
Maintenance & Enforcement Attendant	40	\$17.09	\$18.99						
Maintenance & Operations Attendant I	40	\$18.80	\$20.89						
Maintenance & Operations Attendant II	40	\$19.49	\$21.66						
Mechanic	40	\$20.64	\$22.93						

**GENERAL MUNICIPAL EMPLOYEES
ADMIN BAY AREA
October 1, 2014**

Position Titles	Weekly Hours	Start	After 6 Mos	After 12 Mos	After 18 Mos	After 24 Mos	After 30 Mos	After 36 Mos	After 48 Mos
Mechanic Assistant	40	\$18.96	\$21.07						
Neighborhood Crime Prevention Coordinator	40	\$19.98	\$21.16		\$22.33		\$23.51		
Parking Utility Custodian	40	\$15.80	\$17.56						
Parts Clerk	40	\$20.01	\$22.23						
Photo ID Technician	37.5	\$18.04	\$20.04						
Ramp Cashier	40	\$10.99		\$11.68		\$12.37		\$13.05	\$13.74
Records Clerk Transcriptionist	37.5	\$14.84	\$16.49						
Senior Humane Animal Control Officer	40	\$19.74	\$21.93						
Time Clerk	40	\$19.74	\$21.93						
Word Processor	40	\$15.17	\$16.85						
Word Processor Lead Worker	40	\$15.52	\$17.24						

Longevity paid in accordance with City Policy as follows:

- \$.07 per hour beginning the start of the 8th year of employment
- \$.13 per hour beginning the start of the 12th year of employment
- \$.19 per hour beginning the start of the 16th year of employment

ENGINEER SALARY SCHEDULE
Effective March 8, 2015

Grade	Title	Step 1 (87.5%)	Step 2 (90.0%)	Step 3 (92.5%)	Step 4 (95.0%)	Step 5 (97.5%)	Control Point
T	Director of Public Works	50.37	51.80	53.24	54.68	56.12	57.56
		104,759	107,752	110,745	113,739	116,732	119,725
Q	Assistant Director of Public Works	41.03	42.20	43.37	44.55	45.72	46.89
		85,340	87,778	90,216	92,655	95,093	97,531
O	Assistant City Engineer	36.88	37.94	38.99	40.04	41.10	42.15
		76,713	78,905	81,097	83,288	85,480	87,672
L	Civil Engineer III	30.66	31.54	32.41	33.29	34.16	35.04
		63,773	65,595	67,417	69,239	71,061	72,883
K	Civil Engineer II	28.58	29.39	30.21	31.03	31.84	32.66
	Construction Inspection Manager	59,441	61,140	62,838	64,536	66,234	67,933
J	Right of Way Specialist (N)	26.50	27.26	28.02	28.78	29.53	30.29
		55,128	56,703	58,278	59,853	61,428	63,003
I	Civil Eningeer I	24.43	25.13	25.83	26.52	27.22	27.92
		50,814	52,266	53,718	55,170	56,622	58,074

- Annual Salary is calculated based on 2080 hours.
- Eligible for step increase on anniversary date.
- Advancement to any step on the schedule must be accompanied by a written performance review.
- Longevity benefits are paid in accordance with City Policy as follows:
 - \$.07 per hour beginning the start of the 8th year of employment.
 - \$.13 per hour beginning the start of the 12th year of employment.
 - \$.19 per hour beginning the start of the 16th year of employment.