

GENERAL EMPLOYEE SALARY SCHEDULE
Directors, Managers and Professionals (Exempt)
Effective with payroll period in which October 1, 2015 occurs
Updated with Reclassifications January, 2016

Grade	Position	Step 1 Range		Step 2	Step 3	Step 4
		Low	High			
44	Chief of Police	91,970	97,579	103,193	108,806	114,414
43	City Attorney Finance Director/Comptroller Fire Chief Human Resources Director Municipal Court Judge* Parks, Recreation & Forestry Director	87,518	92,852	98,189	103,519	108,852
42		81,114	86,047	91,325	95,914	100,848
41	Assistant Fire Chief Community Services Director Transit Director	75,882	80,492	85,098	89,699	94,309
40	Assessor Police Captain Traffic, Parking & Operations Director	71,060	75,364	79,671	83,976	88,279
39	Assistant Finance Director/Treasurer Battalion Chief Economic Development Director IT Administrator	66,610	70,639	74,670	78,695	82,720
38	Assistant City Attorney II Plan Review Administrator Recreation Superintendent Safety Manager	62,455	66,282	70,053	73,825	77,593
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	58,589	62,196	65,790	69,326	72,858
36	Appraiser III Chief of Staff City Forester Human Resources Operations Manager Special Facilities Manager	55,020	58,403	61,783	65,165	68,486

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		Low	High			
35	Business/Grant Manager Fleet Manager Payroll Manager Public Works Superintendent Senior Planner/Zoning Administrator Wildlife Sanctuary Director	51,765	54,939	58,117	61,295	64,475
34	Assistant Park Superintendent Planner II Project and Program Manager Recreation Supervisor Sr. Landscape Architect Special Facilities Assistant Manager	48,749	51,740	54,728	57,719	60,706
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	45,956	48,773	51,587	54,401	57,219
32	Community Development Specialist Human Resources Generalist II Neighborhood Development Specialist Office Manager (Police) Office Manager/Accountant (Parks) Planner I Sr. Accountant	43,368	46,017	48,673	51,329	53,984
31	Building Services Supervisor Chief Naturalist Curator of Animals Human Resources Generalist I Paralegal Transit Operations Supervisor	40,963	43,469	45,968	48,473	50,976

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Grade	Position	Step 1 Range		Step 2	Step 3	Step 4
		Low	High			
30	Naturalist Natural Resources & Grounds Specialist Transportation Supervisor	38,733	41,096	43,458	45,826	48,187
29	Sr. Animal Keeper	36,660	38,894	41,128	43,360	45,597

* 65% of maximum with salary increase to be effective May 2 each year (11/93)

ENGINEERS SALARY SCHEDULE

Grade	Position	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	\$ 51.37	\$ 52.84	\$ 54.31	\$ 55.77	\$ 57.24	\$ 58.71
		\$ 106,852	\$ 109,905	\$ 112,958	\$ 116,011	\$ 119,064	\$ 122,117
Q	Assistant Director of Public Works	\$ 41.85	\$ 43.05	\$ 44.24	\$ 45.44	\$ 46.63	\$ 47.83
		\$ 87,051	\$ 89,538	\$ 92,025	\$ 94,512	\$ 96,999	\$ 99,486
O	Assistant City Engineer	\$ 37.62	\$ 38.69	\$ 39.77	\$ 40.84	\$ 41.92	\$ 42.99
		\$ 78,242	\$ 80,477	\$ 82,713	\$ 84,948	\$ 87,184	\$ 89,419
L	Civil Engineer III	\$ 31.27	\$ 32.17	\$ 33.06	\$ 33.95	\$ 34.85	\$ 35.74
		\$ 65,047	\$ 66,905	\$ 68,764	\$ 70,622	\$ 72,481	\$ 74,339
K	Civil Engineer II Construction Inspection Manager	\$ 29.15	\$ 29.98	\$ 30.81	\$ 31.64	\$ 32.48	\$ 33.31
		\$ 60,624	\$ 62,356	\$ 64,088	\$ 65,821	\$ 67,553	\$ 69,285
J	Right of Way Specialist (N)	\$ 27.04	\$ 27.81	\$ 28.58	\$ 29.36	\$ 30.13	\$ 30.90
		\$ 56,238	\$ 57,845	\$ 59,452	\$ 61,058	\$ 62,665	\$ 64,272
I	Civil Engineer I	\$ 24.92	\$ 25.63	\$ 26.34	\$ 27.06	\$ 27.77	\$ 28.48
		\$ 51,834	\$ 53,315	\$ 54,796	\$ 56,276	\$ 57,757	\$ 59,238

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 EMPLOYEE SALARY SCHEDULE
Non-Exempt
Effective with payroll period in which October 1, 2015 occurs

Grade	Position	Step 1 Range		Step 2	Step 3	Step 4
		Low Step 1	High Step 1			
35	Programmer/Analyst	\$24.89	\$26.41	\$27.94	\$29.47	\$31.00
34	Communication & Electronics Technician Network Technician	\$23.44	\$24.88	\$26.32	\$27.74	\$29.18
33	Appraiser II	\$22.09	\$23.45	\$24.81	\$26.15	\$27.51
32	Appraiser I City Sealer Executive Secretary to Mayor (37.5)	\$20.85	\$22.12	\$23.40	\$24.67	\$25.96
31	Sr. Fire Mechanic	\$20.34	\$21.61	\$22.89	\$24.16	\$25.45
30	Administrative Assistant Fire Mechanic	\$19.86	\$21.08	\$22.29	\$23.49	\$24.72
29	Executive Secretary (37.5) Legal Secretary (37.5)	\$18.80	\$19.94	\$21.09	\$22.24	\$23.38
28	Benefits Specialist Paratransit Coordinator Payroll Specialist Resident Services Coordinator Transit Compliance Coordinator	\$17.82	\$18.90	\$19.98	\$21.07	\$22.15
27		\$16.93	\$18.01	\$19.09	\$20.19	\$21.27
26	HR Assistant Receptionist - Confidential (37.5)	\$16.03	\$17.01	\$17.98	\$18.95	\$19.92

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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.

GENERAL EMPLOYEE SALARY SCHEDULE

Admin Bay Area

Effective with payroll period in which October 1, 2015 occurs

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	\$15.71	\$17.45						
Account Clerk II	37.5	\$16.45	\$18.28						
Account Clerk II/Parking	40	\$16.45	\$18.28						
Account Clerk III	37.5	\$17.38	\$19.31						
Account Clerk III/Parking	40	\$17.38	\$19.31						
Administrative Clerk	37.5	\$18.27	\$20.30						
Assistant Duplicating Machine Operator	37.5	\$16.44	\$18.27						
Assistant Parts Clerk	40	\$19.63	\$21.81						
Building Custodian I	40	\$15.85	\$17.61						
Building Custodian II	40	\$17.52	\$19.47						
Building Maintenance Worker	40	\$19.60	\$21.78						
Building Services Coordinator	40	\$19.88	\$22.09						
Buyer	37.5	\$22.68	\$25.20						
Cleaner	37.5	\$12.29	\$13.65						
Clerk II	37.5	\$14.93	\$16.59						
Clerk III	37.5	\$15.71	\$17.45						
Clerk Typist II	37.5	\$14.93	\$16.59						
Clerk Typist III	37.5	\$15.71	\$17.45						
Clerk Typist III	40	\$15.71	\$17.45						
Clerk Typist III /Leadworker	37.5	\$16.43	\$18.26						
Court Services Coordinator	37.5	\$15.71	\$17.45						
Crime Analyst	40	\$23.99	\$25.40		\$26.81		\$28.22		
Deputy City Clerk	37.5	\$23.82	\$26.47						
Dispatcher	40	\$14.84	\$16.49						
Duplicating Machine Operator II/Leadworker	37.5	\$19.85	\$22.05						
Duplicating Machine Operator/Leadworker	37.5	\$17.38	\$19.31						
Elections Specialist	37.5	\$18.27	\$20.30						
Enforcement Attendant	37.5	\$15.62	\$17.35						
Engineering Aide I	37.5	\$18.98	\$21.09						
Engineering Aide II	37.5	\$20.59	\$22.88						
Engineering Aide III	37.5	\$22.25	\$24.72						
Engineering Technician	37.5	\$25.90	\$27.42		\$28.95		\$30.47		
Evidence Technician	37.5	\$18.40	\$20.44						
Evidence Technician/Leadworker	37.5	\$19.61	\$21.79						
Head Mechanic	40	\$22.55	\$25.06						
Horticulturist	40	\$12.61	\$14.01						
Maintenance & Enforcement Attendant	40	\$17.43	\$19.37						
Maintenance & Operations Attendant I	40	\$19.18	\$21.31						
Maintenance & Operations Attendant II	40	\$19.88	\$22.09						
Mechanic	40	\$21.05	\$23.39						
Mechanic Assistant	40	\$19.34	\$21.49						

GENERAL EMPLOYEE SALARY SCHEDULE

Admin Bay Area

Effective with payroll period in which October 1, 2015 occurs

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
Neighborhood Crime Prevention Coordinator	40	\$20.38	\$21.58		\$22.78		\$23.98		
Parking Utility Custodian	40	\$16.12	\$17.91						
Parts Clerk	40	\$20.40	\$22.67						
Photo ID Technician	37.5	\$18.40	\$20.44						
Ramp Cashier	40	\$11.21		\$11.91		\$12.61		\$13.31	\$14.01
Senior Humane Animal Control Officer	40	\$20.13	\$22.37						
Time Clerk	40	\$20.13	\$22.37						
Word Processor	40	\$15.47	\$17.19						
Word Processor Lead Worker	40	\$15.82	\$17.58						

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ELECTRICIANS

Position	Hourly Rate	Start of 8th year	Start of 12th	Start of 16th
Leadworker	\$ 31.69	\$ 31.81	\$ 31.94	\$ 32.02
Electrician II	\$ 30.93	\$ 31.05	\$ 31.20	\$ 31.28
Electrician I	\$ 30.44	\$ 30.54	\$ 30.72	\$ 30.80

INSPECTORS

Position	Hourly Rate	Start of 8th year	Start of 12th	Start of 16th
Nuisance Inspector (4 certifications)	\$ 31.37	\$ 31.43	\$ 31.50	\$ 31.58
Building Inspector	\$ 30.76	\$ 30.84	\$ 30.97	\$ 31.06
Electrical Inspector				
Plumbing/Heating Inspector				
Housing/Zoning Inspector with Certification	\$ 30.14	\$ 30.27	\$ 30.33	\$ 30.47
Housing/Zoning Inspector without Certification	\$ 29.64	\$ 29.77	\$ 29.83	\$ 29.97
Neighborhood Compliance Inspector	\$ 19.19	\$ 19.22	\$ 19.28	\$ 19.34

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PART-TIME EMPLOYEES

Code	Position	Hourly Rate	Start of 8th year	Start of 12th year	Start of 16th year
P-8	Crossing Guards	\$ 13.20	\$ 13.27	\$ 13.33	\$ 13.39
P-7	Bridgetender	\$ 21.18	\$ 21.25	\$ 21.31	\$ 21.37
P-6	4K Nature Teacher	\$ 19.62			
P-5	Crossing Guard Administrator	\$ 13.99			
P-4	4K Naturalist	\$ 13.10			
P-3*	Community Service Intern Leadworker	\$ 11.65			
P-2 A*	Community Services Interns	\$ 11.15			
P-2	Animal Control Interns Seasonal Support Staff (Finance) Seasonal Forensic Assistant Housing Interns Mason Manor Seasonal Maintenance	\$ 10.40			
P-1	Mason Manor Casual Workers	\$ 8.32			
P-0	Welcome Center Aide	\$ 7.55			

Bridgetenders who train new employees will be paid an additional \$.50 per hour.

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