

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

GRADE	POSITION	STEP 1 RANGE		STEP 2	STEP 3	STEP 4
		LOW STEP	HIGH STEP			
44	Chief of Police	\$ 93,809	\$ 99,531	\$ 105,257	\$ 110,982	\$ 116,702
43	City Attorney	\$ 89,268	\$ 94,709	\$ 100,153	\$ 105,589	\$ 111,029
	Development Director					
	Finance Director/Comptroller					
	Fire Chief					
	Human Resources Director					
	Municipal Court Judge*					
	Parks, Recreation & Forestry Director					
42	Transit Director	\$ 82,736	\$ 87,768	\$ 93,152	\$ 97,832	\$ 102,865
41	Assistant Fire Chief	\$ 77,400	\$ 82,102	\$ 86,800	\$ 91,493	\$ 96,195
	Police Commander					
40	Assessor	\$ 72,481	\$ 76,871	\$ 81,264	\$ 85,656	\$ 90,045
	Assistant Development Director					
	Police Captain					
	Traffic, Parking & Operations Director					
39	Assistant Finance Director/Treasurer	\$ 67,942	\$ 72,052	\$ 76,163	\$ 80,269	\$ 84,374
	Battalion Chief					
	IT Administrator					
38	Assistant City Attorney II	\$ 63,704	\$ 67,608	\$ 71,454	\$ 75,302	\$ 79,145
	Plan Review Administrator					
	Recreation Superintendent					
	Safety Manager					
37	Assistant City Attorney I	\$ 59,761	\$ 63,440	\$ 67,106	\$ 70,713	\$ 74,315
	City Clerk					
	Design and Development Superintendent					
	Housing Administrator					
	Neighborhood Development Manager					
	Park Superintendent					
	Principal Planner/Building Inspector Manager					
	Purchasing Manager					
Support Services and Budget Manager						

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GRADE	POSITION	STEP 1 RANGE		STEP 2	STEP 3	STEP 4
		LOW STEP	HIGH STEP			
36	Appraiser III	\$ 56,120	\$ 59,571	\$ 63,019	\$ 66,468	\$ 69,856
	Chief of Staff					
	City Forester					
	Human Resources Operations Manager					
	Special Facilities Manager					
35	Business/Grant Manager	\$ 52,800	\$ 56,038	\$ 59,279	\$ 62,521	\$ 65,765
	Fleet Manager					
	Maintenance Manager					
	Payroll Manager					
	Public Works Superintendent					
	Senior Planner/Zoning Administrator					
	Wildlife Sanctuary Director					
34	Assistant Park Superintendent	\$ 49,724	\$ 52,775	\$ 55,823	\$ 58,873	\$ 61,920
	Planner II					
	Project and Program Manager					
	Recreation Supervisor					
	Senior Landscape Architect					
	Special Facilities Assistant Manager					
33	Assistant Forester	\$ 46,875	\$ 49,748	\$ 52,619	\$ 55,489	\$ 58,363
	Assistant Wildlife Sanctuary Director					
	Business Development Planning Specialist					
	DPW Financial Supervisor					
	Facility and Equipment Supervisor					
	Grounds Supervisor					
	Municipal Court Clerk					
	Public Works Supervisor					
	Senior Property Manager					
	Web and Graphic Designer					

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GRADE	POSITION	STEP 1 RANGE		STEP 2	STEP 3	STEP 4
		LOW STEP	HIGH STEP			
32	Community Development Specialist	\$ 44,235	\$ 46,937	\$ 49,646	\$ 52,356	\$ 55,064
	Design Specialist					
	Human Resources Generalist II					
	Neighborhood Development Specialist					
	Office Manager (Police)					
	Office Manager/Accountant (Parks)					
	Planner I					
	Real Estate Specialist					
	Senior Accountant - Finance					
	Senior Accountant - Planning					
31	Building Services Supervisor	\$ 41,782	\$ 44,338	\$ 46,887	\$ 49,442	\$ 51,996
	Chief Naturalist					
	Curator of Animals					
	Human Resources Generalist I					
	Paralegal					
	Transit Operations Supervisor					
30	Naturalist	\$ 39,508	\$ 41,918	\$ 44,327	\$ 46,743	\$ 49,151
	Natural Resources & Grounds Specialist					
	Transportation Supervisor					
29	Sr. Animal Keeper	\$ 37,393	\$ 39,672	\$ 41,951	\$ 44,227	\$ 46,509

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

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, 2016 occurs

GRADE	POSITION	STEP 1 RANGE		STEP 2	STEP 3	STEP 4
		LOW STEP	HIGH STEP			
35	Programmer/Analyst	\$ 25.39	\$ 26.94	\$ 28.50	\$ 30.06	\$ 31.62
34	Communication & Electronics Technician Network Technician	\$ 23.91	\$ 25.38	\$ 26.85	\$ 28.29	\$ 29.76
33	Appraiser II	\$ 22.53	\$ 23.92	\$ 25.31	\$ 26.67	\$ 28.06
32	Appraiser I City Sealer Executive Secretary to Mayor (37.5)	\$ 21.27	\$ 22.56	\$ 23.87	\$ 25.16	\$ 26.48
31	Sr. Fire Mechanic	\$ 20.75	\$ 22.04	\$ 23.35	\$ 24.64	\$ 25.96
30	Administrative Assistant Fire Mechanic	\$ 20.26	\$ 21.50	\$ 22.74	\$ 23.96	\$ 25.21
29	Executive Secretary (37.5) Legal Secretary (37.5)	\$ 19.18	\$ 20.34	\$ 21.51	\$ 22.68	\$ 23.85
28	Benefits Specialist Paratransit Coordinator Payroll Specialist Resident Services Coordinator Transit Compliance Coordinator	\$ 18.18	\$ 19.28	\$ 20.38	\$ 21.49	\$ 22.59
27	Patrol Officer Recruit	\$ 17.27	\$ 18.37	\$ 19.47	\$ 20.59	\$ 21.70
26	HR Assistant Receptionist - Confidential (37.5)	\$ 16.35	\$ 17.35	\$ 18.34	\$ 19.33	\$ 20.32

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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.

ENGINEERS SALARY SCHEDULE
EXEMPT (Unless otherwise noted)
Effective with payroll period in which October 1, 2016 occurs

GRADE	POSITION	STEP 1 (87.5%)	STEP 2 (90%)	STEP 3 (92.5%)	STEP 4 (95%)	STEP 5 (97.5%)	CONTROL POINT
T	Director of Public Works	\$ 52.40	\$ 53.90	\$ 55.39	\$ 56.89	\$ 58.39	\$ 59.88
		\$ 108,989	\$ 112,103	\$ 115,217	\$ 118,331	\$ 121,445	\$ 124,559
Q	Assistant Director of Public Works	\$ 42.69	\$ 43.91	\$ 45.13	\$ 46.35	\$ 47.57	\$ 48.79
		\$ 88,791	\$ 91,328	\$ 93,865	\$ 96,402	\$ 98,939	\$ 101,476
P	Utility Manager	\$ 40.52	\$ 41.68	\$ 42.83	\$ 43.99	\$ 45.15	\$ 46.31
		\$ 84,281	\$ 86,689	\$ 89,097	\$ 91,505	\$ 93,913	\$ 96,321
O	Assistant City Engineer	\$ 38.37	\$ 39.46	\$ 40.56	\$ 41.66	\$ 42.75	\$ 43.85
		\$ 79,806	\$ 82,087	\$ 84,367	\$ 86,647	\$ 88,927	\$ 91,207
L	Civil Engineer III	\$ 31.90	\$ 32.81	\$ 33.72	\$ 34.63	\$ 35.54	\$ 36.45
		\$ 66,348	\$ 68,243	\$ 70,139	\$ 72,034	\$ 73,930	\$ 75,826
K	Civil Engineer II	\$ 29.73	\$ 30.58	\$ 31.43	\$ 32.28	\$ 33.13	\$ 33.98
	Construction Inspection Manager	\$ 61,837	\$ 63,604	\$ 65,370	\$ 67,137	\$ 68,904	\$ 70,671
J	Right of Way Specialist (N)	\$ 27.58	\$ 28.37	\$ 29.15	\$ 29.94	\$ 30.73	\$ 31.52
	GIS Analyst (N)	\$ 57,363	\$ 59,002	\$ 60,641	\$ 62,280	\$ 63,919	\$ 65,557
I	Civil Engineer I	\$ 25.42	\$ 26.14	\$ 26.87	\$ 27.60	\$ 28.32	\$ 29.05
	Erosion/Sediment Control Specialist	\$ 52,870	\$ 54,380	\$ 55,891	\$ 57,402	\$ 58,912	\$ 60,423

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

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GENERAL EMPLOYEE SALARY SCHEDULE
PART-TIME EMPLOYEES
Effective with payroll period in which October 1, 2016 occurs

CODE	POSITION	HOURLY RATE	START OF 8TH YEAR	START OF 12TH YEAR	START OF 16TH YEAR
P-9*	Voting Machine Mechanics	\$ 24.06	\$ 24.19	\$ 24.36	\$ 24.43
P-8	Crossing Guards	\$ 13.46	\$ 13.53	\$ 13.59	\$ 13.65
P-7	Bridgetenders	\$ 21.60	\$ 21.67	\$ 21.73	\$ 21.79
P-6	4K Nature Teacher	\$ 20.01			
P-5	Crossing Guard Administrator	\$ 14.27			
P-4	4K Naturalist	\$ 13.36			
	Neighborhood Support Specialist (LTE)	\$ 12.48			
P-3	Community Service Intern Leadworker	\$ 11.88			
P-2 A	Community Services Interns	\$ 11.37			
P-2	Animal Control Interns	\$ 10.61			
	Seasonal Support Staff (Finance)				
	Seasonal Forensic Assistant				
	Housing Interns				
	Mason Manor Seasonal Maintenance				
P-1	Mason Manor Casual Workers	\$ 8.49			
P-0	Welcome Center Aide	\$ 7.70			

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

*Follows Public Works Labor Wage Schedule for Senior Mechanics

GENERAL EMPLOYEE SALARY SCHEDULE
Administrative Bay Area
Effective with payroll period in which October 1, 2016 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 - Muni Court	37.5	\$ 16.02	\$ 17.80						
Account Clerk II - Finance	37.5	\$ 16.79	\$ 18.65						
Account Clerk II/Parking	40	\$ 16.79	\$ 18.65						
Account Clerk III - DPW	37.5	\$ 17.73	\$ 19.70						
Account Clerk III/Parking	40	\$ 17.73	\$ 19.70						
Administrative Clerk	37.5	\$ 18.64	\$ 20.71						
Assistant Parts Clerk	40	\$ 20.03	\$ 22.25						
Building Custodian I	40	\$ 16.16	\$ 17.96						
Building Custodian II	40	\$ 17.87	\$ 19.86						
Building Maintenance Worker	40	\$ 20.00	\$ 22.22						
Building Services Coordinator	40	\$ 20.28	\$ 22.53						
Buyer	37.5	\$ 23.13	\$ 25.70						
Cleaner	37.5	\$ 12.53	\$ 13.92						
Clerk II	37.5	\$ 15.23	\$ 16.92						
Clerk III	37.5	\$ 16.02	\$ 17.80						
Clerk Typist II	37.5	\$ 15.23	\$ 16.92						
Clerk Typist III	37.5	\$ 16.02	\$ 17.80						
Clerk Typist III	40	\$ 16.02	\$ 17.80						
Court Services Coordinator	37.5	\$ 16.02	\$ 17.80						
Criminalistic Specialist	40	\$ 24.46	\$ 25.90		\$ 27.34		\$ 28.78		
Crime Analyst	40	\$ 24.46	\$ 25.90		\$ 27.34		\$ 28.78		
Deputy City Clerk	37.5	\$ 24.30	\$ 27.00						
Dispatcher	40	\$ 15.14	\$ 16.82						
Document Center Operator	37.5	\$ 16.78	\$ 18.64						
Document Center Lead	37.5	\$ 17.73	\$ 19.70						
Elections Specialist	37.5	\$ 18.64	\$ 20.71						
Enforcement Attendant	37.5	\$ 15.93	\$ 17.70						
Engineering Aide I	37.5	\$ 19.36	\$ 21.51						
Engineering Aide II	37.5	\$ 21.01	\$ 23.34						
Engineering Aide III	37.5	\$ 22.69	\$ 25.21						
Engineering Technician	37.5	\$ 26.42	\$ 27.97		\$ 29.53		\$ 31.08		
Evidence Technician	37.5	\$ 18.77	\$ 20.85						

GENERAL EMPLOYEE SALARY SCHEDULE
Administrative Bay Area
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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
Head Mechanic	40	\$ 23.00	\$ 25.56						
Maintenance & Enforcement Attendant	40	\$ 17.78	\$ 19.76						
Maintenance & Operations Attendant I	40	\$ 19.57	\$ 21.74						
Maintenance & Operations Attendant II	40	\$ 20.28	\$ 22.53						
Mechanic	40	\$ 21.47	\$ 23.86						
Mechanic Assistant	40	\$ 19.73	\$ 21.92						
Neighborhood Crime Prevention Coord.	40	\$ 20.79	\$ 22.01		\$ 23.24		\$ 24.46		
Parking Utility Custodian	40	\$ 16.44	\$ 18.27						
Parts Clerk	40	\$ 20.81	\$ 23.12						
Ramp Cashier	40	\$ 11.43		\$ 12.15		\$ 12.86		\$ 13.58	\$ 14.29
Senior Humane Animal Control Officer	40	\$ 20.54	\$ 22.82						
Time Clerk	40	\$ 20.54	\$ 22.82						
Word Processor	40	\$ 15.78	\$ 17.53						
Word Processor Lead Worker	40	\$ 16.14	\$ 17.93						

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GENERAL EMPLOYEE SALARY SCHEDULE
Electricians and Inspectors (Non-exempt)
Effective with payroll in which October 1, 2016 occurs

ELECTRICIANS

POSITION	HOURLY RATE	Start of 8th year	Start of 12th year	Start of 16th year
Leadworker	\$ 32.32	\$ 32.45	\$ 32.58	\$ 32.66
Electrician II	\$ 31.55	\$ 31.67	\$ 31.82	\$ 31.91
Electrician I	\$ 31.05	\$ 31.15	\$ 31.33	\$ 31.42

INSPECTORS

Nuisance Inspector (4 certifications)	\$ 32.00	\$ 32.06	\$ 32.13	\$ 32.21
Building Inspector	\$ 31.38	\$ 31.46	\$ 31.59	\$ 31.68
Electrical Inspector				
Plumbing/Heating Inspector				
Housing/Zoning Inspector with Certification	\$ 30.74	\$ 30.88	\$ 30.94	\$ 31.08
Housing/Zoning Inspector without Certification	\$ 30.23	\$ 30.37	\$ 30.43	\$ 30.57
Neighborhood Compliance Inspector	\$ 19.57	\$ 19.60	\$ 19.67	\$ 19.73