



DATE: August 23, 2023
TO: Honorable Mayor and City Councilmembers
FROM: Human Resources Department
SUBJECT: **UPDATE TO CITY OF OCEANSIDE SALARY SCHEDULE AND
EXECUTIVE SALARY SCHEDULE**

SYNOPSIS

Staff recommends that the City Council approve and adopt the revised City of Oceanside Salary Schedule and Executive Salary Schedule retroactively effective July 9, 2023.

BACKGROUND

The California Code of Regulations (CCR) Section 570.5, outlines the required elements necessary to meet the definition for a publicly available pay schedule as follows:

- (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
- (2) Identifies the position title for every employee position;
- (3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- (6) Indicates an effective date and date of any revisions;
- (7) Is retained by the employer and available for public inspection for not less than five years; and
- (8) Does not reference another document in lieu of disclosing the pay rate.

The most recent update to the City of Oceanside Salary Schedule was approved by the City Council during the meeting of May 17, 2023, and was effective April 2, 2023; the most recent update to the Executive Salary Schedule was adopted on February 15, 2023, with an effective date of January 8, 2023.

ANALYSIS

Updates to the salary schedules require a separate approval from the Memorandum of Understanding (MOU) and/or Compensation Plan actions taken by the City Council. In addition to complying with the requirements of CCR 570.5, the salary schedules are utilized by CalPERS for the purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1.

The requested changes to the City of Oceanside Salary Schedule that are presented for adoption are reflective of previously approved salary adjustments to bargaining unit agreements; specifically, the Oceanside City Employees' Association (OCEA), Management Employees of the City of Oceanside (MECO), Western Council of Engineers (WCE), Oceanside Police Officers Association – Non-Sworn (OPOA-NS), Oceanside Police Management Association (OPMA), Oceanside Marine Safety Employees Association (OMSEA) and the Compensation Plan for Unrepresented Employees. In addition, the updates to the Salary Schedules reflect salary adjustments to job classifications that were the result of market equity/classification studies completed prior to the end of FY 2022-23.

FISCAL IMPACT

Does not apply.

INSURANCE REQUIREMENTS

Does not apply.

COMMISSION OR COMMITTEE REPORT

Does not apply.

CITY ATTORNEY ANALYSIS

The referenced documents have been reviewed by the City Attorney and approved as to form.

RECOMMENDATION

Staff recommends that the City Council approve and adopt the revised City of Oceanside Salary Schedule and Executive Salary Schedule retroactively effective July 9, 2023.

PREPARED BY:



Robert O'Brien
Deputy City Manager

SUBMITTED BY:



Jonathan Borrego
City Manager

REVIEWED BY:

Jill Moya, Financial Services Director



ATTACHMENTS:

1. City of Oceanside Salary Schedule
2. City of Oceanside Executive Salary Schedule

CITY OF OCEANSIDE SALARY SCHEDULE



Effective 07/09/2023
Adopted 08/23/2023

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ACCT26	Accounting Clerk	OCEA	3,094 17.85	3,248 18.74	3,408 19.66	3,581 20.66	3,758 21.68	3,945 22.76	4,143 23.90
MGR18	Accounting Manager*	UMGMT	9,357 53.98	9,823 56.67	10,315 59.51	10,832 62.49	11,372 65.61	11,943 68.90	12,539 72.34
ACCT01	Accounting Specialist I	OCEA	3,297 19.02	3,432 19.80	3,609 20.82	3,747 21.62	3,909 22.55	4,099 23.65	4,306 24.84
ACCT04	Accounting Specialist II	OCEA	3,635 20.97	3,782 21.82	3,969 22.90	4,131 23.83	4,311 24.87	4,507 26.00	4,732 27.30
ACCT08	Accounting Technician	OCEA	4,217 24.33	4,413 25.46	4,618 26.64	4,824 27.83	5,030 29.02	5,254 30.31	5,515 31.82
ADMIN41	Administrative Analyst I*	MECO	4,943 28.52	5,193 29.96	5,460 31.50	5,723 33.02	6,011 34.68	6,313 36.42	6,630 38.25
ADMIN42	Administrative Analyst I*/**	USUPV	4,975 28.70	5,219 30.11	5,486 31.65	5,756 33.21	6,046 34.88	6,349 36.63	6,666 38.46
ADMIN49	Administrative Analyst II*	MECO	5,462 31.51	5,730 33.06	6,015 34.70	6,315 36.43	6,633 38.27	6,965 40.18	7,313 42.19
ADMIN50	Administrative Analyst II*/**	USUPV	5,488 31.66	5,763 33.25	6,048 34.89	6,351 36.64	6,668 38.47	7,003 40.40	7,351 42.41
ADMIN21	Administrative Secretary	MECO	4,073 23.50	4,274 24.66	4,491 25.91	4,715 27.20	4,940 28.50	5,190 29.94	5,451 31.45
ADMIN22	Administrative Secretary**	USUPV	4,096 23.63	4,297 24.79	4,515 26.05	4,739 27.34	4,971 28.68	5,216 30.09	5,479 31.61

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN46	Applications Analyst I	USUPV	5,389 31.09	5,659 32.65	5,956 34.36	6,249 36.05	6,559 37.84	6,883 39.71	7,228 41.70
ADMIN57	Applications Analyst II*	USUPV	5,938 34.26	6,235 35.97	6,545 37.76	6,871 39.64	7,216 41.63	7,578 43.72	7,958 45.91
ADMIN64	Applications Analyst III*	USUPV	6,528 37.66	6,852 39.53	7,202 41.55	7,559 43.61	7,935 45.78	8,339 48.11	8,753 50.50
ADMIN69	Applications Analyst IV*	USUPV	7,183 41.44	7,540 43.50	7,920 45.69	8,311 47.95	8,734 50.39	9,171 52.91	9,627 55.54
RECRE14	Aquatics Program Administrator*	USUPV	6,457 37.25	6,779 39.11	7,115 41.05	7,472 43.11	7,847 45.27	8,240 47.54	8,653 49.92
RECRE11	Aquatics Technician - Pool	UTECH	4,274 24.66	4,486 25.88	4,718 27.22	4,959 28.61	5,198 29.99	5,460 31.50	5,732 33.07
ADMIN128	Asset Management Administrator*	UMGMT	7,557 43.60	7,937 45.79	8,332 48.07	8,750 50.48	9,187 53.00	9,648 55.66	10,130 58.44
MGR49	Assistant Building Official*	UMGMT	7,980 46.04	8,377 48.33	8,798 50.76	9,240 53.31	9,703 55.98	10,185 58.76	10,693 61.69
MGR36	Assistant City Attorney*	UEXEC							
MGR05	Assistant City Clerk*	UMGMT	7,935 45.78	8,332 48.07	8,743 50.44	9,183 52.98	9,639 55.61	10,123 58.40	10,631 61.33
EXEC15	Assistant City Manager*/**	UEXEC							
ENGR02	Assistant Engineer	WCE	6,505 37.53	6,826 39.38	7,171 41.37	7,526 43.42	7,902 45.59	8,297 47.87	8,712 50.26

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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
FIRE22	Assistant Fire Marshal	OFA	8,029 46.32	8,431 48.64	8,852 51.07				
EXEC19	Assistant Police Chief*/**	UEXEC							
ENGR10	Assistant Traffic Engineer	WCE	6,505 37.53	6,826 39.38	7,171 41.37	7,526 43.42	7,902 45.59	8,297 47.87	8,712 50.26
FIRE15	Assistant Training Officer*	USUPV	8,202 47.32	8,613 49.69	9,046 52.19	9,497 54.79	9,968 57.51	10,469 60.40	10,993 63.42
UTIL03	Associate Chemist	OCEA	5,483 31.63	5,751 33.18	5,994 34.58	6,299 36.34	6,575 37.93	6,888 39.74	7,235 41.74
ENGR03	Associate Engineer	WCE	7,739 44.65	8,095 46.70	8,466 48.84	8,885 51.26	9,292 53.61	9,731 56.14	10,218 58.95
CSERV18	Associate Planner	WCE	6,393 36.88	6,718 38.76	7,049 40.67	7,400 42.69	7,774 44.85	8,162 47.09	8,571 49.45
ENGR11	Associate Traffic Engineer	WCE	7,739 44.65	8,095 46.70	8,466 48.84	8,885 51.26	9,292 53.61	9,731 56.14	10,218 58.95
MAINT08	Automotive Technician I	OCEA	3,751 21.64	3,936 22.71	4,131 23.83	4,342 25.05	4,555 26.28	4,789 27.63	5,028 29.01
MAINT22	Automotive Technician II	OCEA	4,926 28.42	5,179 29.88	5,434 31.35	5,706 32.92	5,996 34.59	6,290 36.29	6,607 38.12
MAINT29	Automotive Technician III	OCEA	5,916 34.13	6,207 35.81	6,524 37.64	6,847 39.50	7,192 41.49	7,552 43.57	7,932 45.76

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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
FIRELG01	Beach Lifeguard Captain	OFMA	8,211 47.37	8,622 49.74	9,053 52.23	9,506 54.84	9,982 57.59	10,480 60.46	11,007 63.50
XTRA02	Beach Lifeguard I	HX	3,390 19.56	3,559 20.53	3,741 21.58	3,926 22.65			
XTRA15	Beach Lifeguard II	HX	3,761 21.70	3,949 22.78	4,144 23.91	4,352 25.11			
FIRELG05	Beach Lifeguard Lieutenant	OMSEA	6,035 34.82	6,339 36.57	6,654 38.39	6,989 40.32	7,341 42.35	7,705 44.45	8,095 46.70
FIRELG06	Beach Lifeguard Sergeant	OMSEA	4,983 28.75	5,231 30.18	5,493 31.69	5,770 33.29	6,058 34.95	6,360 36.69	6,679 38.53
XTRA20	Beach Lifeguard Trainee	HX	3,077 17.75						
XTRA12	Beach Safety Officer	HX	3,045 17.57	3,196 18.44	3,357 19.37	3,526 20.34			
MGR19	Budget Manager*	UMGMT	9,357 53.98	9,823 56.67	10,315 59.51	10,832 62.49	11,372 65.61	11,943 68.90	12,539 72.34
CSERV06	Building Inspector I	OCEA	5,112 29.49	5,321 30.70	5,567 32.12	5,817 33.56	6,096 35.17	6,380 36.81	6,701 38.66
CSERV12	Building Inspector II	OCEA	5,573 32.15	5,855 33.78	6,100 35.19	6,398 36.91	6,666 38.46	6,987 40.31	7,335 42.32
CSERV14	Building Inspector III	OCEA	5,907 34.08	6,202 35.78	6,476 37.36	6,796 39.21	7,093 40.92	7,422 42.82	7,797 44.98

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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN35	Business License Inspector	OCEA	4,708 27.16	4,909 28.32	5,153 29.73	5,363 30.94	5,628 32.47	5,892 33.99	6,188 35.70
ADMIN96	Call Center Coordinator	OCEA	3,638 20.99	3,791 21.87	3,983 22.98	4,141 23.89	4,326 24.96	4,527 26.12	4,756 27.44
MGR34	Chief Building Official*/**	UMGMT	9,788 56.47	10,273 59.27	10,788 62.24	11,329 65.36	11,894 68.62	12,490 72.06	13,116 75.67
MAINT53	Chief Plant Operator	MECO	7,661 44.20	8,046 46.42	8,453 48.77	8,876 51.21	9,320 53.77	9,785 56.45	10,270 59.25
ADMIN81	CIP Manager I*	USUPV	6,575 37.93	6,893 39.77	7,244 41.79	7,606 43.88	7,980 46.04	8,379 48.34	8,804 50.79
ADMIN82	CIP Manager II*	USUPV	7,819 45.11	8,174 47.16	8,557 49.37	8,977 51.79	9,393 54.19	9,830 56.71	10,322 59.55
ADMIN83	CIP Manager III*	USUPV	9,173 52.92	9,630 55.56	10,109 58.32	10,611 61.22	11,149 64.32	11,702 67.51	12,286 70.88
EXEC01	City Attorney*/**	UEXEC							
ELECT01	City Clerk*	ELECT							
ENGR08	City Development Engineer*	UMGMT	9,259 53.42	9,726 56.11	10,206 58.88	10,719 61.84	11,253 64.92	11,816 68.17	12,407 71.58
MGR37	City Engineer*/**	UMGMT							
EXEC14	City Manager*/**	UEXEC							

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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MGR31	City Planner*/**	UMGMT	9,788 56.47	10,273 59.27	10,788 62.24	11,329 65.36	11,894 68.62	12,490 72.06	13,116 75.67
MGR33	City Traffic Engineer*	UMGMT	9,259 53.42	9,726 56.11	10,206 58.88	10,719 61.84	11,253 64.92	11,816 68.17	12,407 71.58
ELECT02	City Treasurer*	ELECT							
CSERV31	Coastal Zone Administrator*/**	USUPV	8,760 50.54	9,199 53.07	9,662 55.74	10,143 58.52	10,651 61.45	11,180 64.50	11,740 67.73
MGR56	Code Enforcement Division Manager*	UMGMT	8,954 51.66	9,403 54.25	9,870 56.94	10,369 59.82	10,882 62.78	11,424 65.91	11,993 69.19
MGR07	Code Enforcement Manager*	UMGMT	7,556 43.59	7,933 45.77	8,329 48.05	8,745 50.45	9,181 52.97	9,646 55.65	10,128 58.43
CSERV04	Code Enforcement Officer I	OCEA	4,789 27.63	5,028 29.01	5,281 30.47	5,554 32.04	5,821 33.58	6,112 35.26	6,417 37.02
CSERV09	Code Enforcement Officer II	OCEA	5,275 30.43	5,536 31.94	5,801 33.47	6,100 35.19	6,406 36.96	6,725 38.80	7,058 40.72
CSERV11	Code Enforcement Officer III	OCEA	5,652 32.61	5,921 34.16	6,223 35.90	6,535 37.70	6,859 39.57	7,202 41.55	7,561 43.62
POLICE24	Communications Supervisor	OPON	5,718 32.99	6,008 34.66	6,313 36.42	6,623 38.21	6,958 40.14	7,306 42.15	7,670 44.25
ADMIN94	Community Outreach Coordinator*	USUPV	4,997 28.83	5,252 30.30	5,514 31.81	5,786 33.38	6,081 35.08	6,382 36.82	6,703 38.67

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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN01	Community Resource Center Assistant	OCEA	3,110 17.94	3,241 18.70	3,396 19.59	3,534 20.39	3,683 21.25	3,843 22.17	4,035 23.28
POLICE03	Community Services Officer	OPON	3,590 20.71	3,768 21.74	3,949 22.78	4,137 23.87	4,354 25.12	4,579 26.42	4,805 27.72
POLICE16	Community Services Supervisor	MECO	5,587 32.23	5,864 33.83	6,153 35.50	6,464 37.29	6,789 39.17	7,129 41.13	7,485 43.18
ADMIN93	Compliance Officer*	UMGMT	8,081 46.62	8,486 48.96	8,906 51.38	9,351 53.95	9,819 56.65	10,310 59.48	10,828 62.47
XTRA17	Consulting Assistant	HX							
ADMIN90	Contract Coordinator	MECO	4,215 24.32	4,427 25.54	4,652 26.84	4,881 28.16	5,124 29.56	5,382 31.05	5,652 32.61
ADMIN29	Council Aide*/**	USUPV	4,488 25.89	4,713 27.19	4,947 28.54	5,193 29.96	5,457 31.48	5,727 33.04	6,013 34.69
ADMIN06	Courier	OCEA	3,292 18.99	3,455 19.93	3,626 20.92	3,812 21.99	3,999 23.07	4,202 24.24	4,413 25.46
POLICE32	Crime and Intelligence Analysis Supervisor*	USUPV	6,945 40.07	7,296 42.09	7,661 44.20	8,043 46.40	8,445 48.72	8,866 51.15	9,311 53.72
POLICE29	Crime and Intelligence Analyst*	USUPV	5,488 31.66	5,763 33.25	6,049 34.90	6,356 36.67	6,668 38.47	6,997 40.37	7,346 42.38
POLICE09	Crime Prevention Specialist	OPON	4,203 24.25	4,406 25.42	4,626 26.69	4,859 28.03	5,103 29.44	5,361 30.93	5,633 32.50

*Exempt
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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MAINT38	Cross Connection Control Technician	OCEA	6,264 36.14	6,575 37.93	6,906 39.84	7,247 41.81	7,613 43.92	7,991 46.10	8,391 48.41
MAINT03	Custodian	OCEA	3,061 17.66	3,195 18.43	3,330 19.21	3,475 20.05	3,633 20.96	3,791 21.87	3,983 22.98
ACCT03	Customer Account Representative I	OCEA	3,482 20.09	3,637 20.98	3,789 21.86	3,975 22.93	4,136 23.86	4,314 24.89	4,527 26.12
ACCT07	Customer Account Representative II	OCEA	3,817 22.02	3,985 22.99	4,155 23.97	4,337 25.02	4,536 26.17	4,735 27.32	4,975 28.70
ACCT17	Customer Service Supervisor*	MECO	5,509 31.78	5,781 33.35	6,072 35.03	6,373 36.77	6,691 38.60	7,027 40.54	7,379 42.57
MGR38	Deputy City Attorney I*/**	UMGMT							
MGR39	Deputy City Attorney II*/**	UMGMT							
EXEC02	Deputy City Manager*/**	UEXEC							
FIRE24	Deputy Fire Chief*	OFMA	14,475 83.51	15,194 87.66	15,961 92.08	16,758 96.68			
EXEC17	Development Services Deputy Director*/**	UEXEC							
EXEC13	Development Services Director*/**	UEXEC							
ADMIN107	Development Specialist	UCONF	4,845 27.95	5,091 29.37	5,340 30.81	5,607 32.35	5,888 33.97	6,186 35.69	6,497 37.48
POLICE34	Digital Forensics Analyst*	USUPV	6,316 36.44	6,632 38.26	6,963 40.17	7,313 42.19	7,677 44.29	8,060 46.50	8,462 48.82

*Exempt

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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MAINT14	Distribution Operator I	OCEA	4,579 26.42	4,763 27.48	4,989 28.78	5,212 30.07	5,450 31.44	5,682 32.78	5,968 34.43
MAINT17	Distribution Operator II	OCEA	4,897 28.25	5,138 29.64	5,401 31.16	5,671 32.72	5,954 34.35	6,250 36.06	6,561 37.85
MAINT33	Distribution Operator III	OCEA	5,685 32.80	5,971 34.45	6,269 36.17	6,581 37.97	6,907 39.85	7,249 41.82	7,613 43.92
ADMIN15	Document Technician	OCEA	3,754 21.66	3,942 22.74	4,141 23.89	4,347 25.08	4,562 26.32	4,793 27.65	5,032 29.03
ADMIN113	Economic Development Manager*/**	UMGMT	8,895 51.32	9,336 53.86	9,807 56.58	10,296 59.40	10,806 62.34	11,352 65.49	11,918 68.76
ADMIN125	Economic Development Specialist**	UCONF	5,297 30.56	5,562 32.09	5,838 33.68	6,131 35.37	6,439 37.15	6,760 39.00	7,098 40.95
MAINT45	Electrical/Traffic Maintenance Supervisor	MECO	6,490 37.44	6,807 39.27	7,152 41.26	7,507 43.31	7,878 45.45	8,273 47.73	8,691 50.14
MAINT30	Electrician	OCEA	5,183 29.90	5,420 31.27	5,671 32.72	5,928 34.20	6,221 35.89	6,491 37.45	6,815 39.32
FIRE30	Emergency Medical Technician I**	EMTFT	3,207 18.50						
FIRE31	Emergency Medical Technician II**	EMTFT	3,380 19.50						
XTRA21	Emergency Medical Technician**	EMTHX	3,207 18.50						

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SALARY SCHEDULE
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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ENGR12	Engineering Assistant I	OCEA	4,316 24.90	4,531 26.14	4,765 27.49	4,997 28.83	5,245 30.26	5,510 31.79	5,784 33.37
ENGR15	Engineering Assistant II	WCE	4,933 28.46	5,184 29.91	5,446 31.42	5,713 32.96	6,004 34.64	6,304 36.37	6,620 38.19
ADMIN86	Environmental Assistant	OCEA	4,968 28.66	5,214 30.08	5,477 31.60	5,749 33.17	6,039 34.84	6,341 36.58	6,658 38.41
MAINT64	Environmental Compliance Inspector	OCEA	6,041 34.85	6,344 36.60	6,658 38.41	6,989 40.32	7,337 42.33	7,712 44.49	8,096 46.71
ADMIN99	Environmental Officer*	UMGMT	8,081 46.62	8,486 48.96	8,906 51.38	9,351 53.95	9,819 56.65	10,310 59.48	10,828 62.47
ADMIN48	Environmental Specialist I*	MECO	5,420 31.27	5,691 32.83	5,980 34.50	6,276 36.21	6,592 38.03	6,919 39.92	7,264 41.91
ADMIN59	Environmental Specialist II*	MECO	5,977 34.48	6,276 36.21	6,592 38.03	6,919 39.92	7,263 41.90	7,625 43.99	8,008 46.20
POLICE19	Evidence and Property Supervisor	MECO	6,337 36.56	6,654 38.39	6,977 40.25	7,332 42.30	7,701 44.43	8,093 46.69	8,497 49.02
POLICE01	Evidence and Property Technician I	OCEA	3,451 19.91	3,591 20.72	3,767 21.73	3,921 22.62	4,092 23.61	4,290 24.75	4,505 25.99
POLICE04	Evidence and Property Technician II	OCEA	3,805 21.95	3,947 22.77	4,143 23.90	4,321 24.93	4,503 25.98	4,715 27.20	4,949 28.55
MAINT68	Facilities Maintenance Scheduler	OCEA	6,126 35.34	6,429 37.09	6,753 38.96	7,091 40.91	7,445 42.95	7,817 45.10	8,206 47.34

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
POLICE12	Field Evidence Technician	OPON	5,073 29.27	5,297 30.56	5,540 31.96	5,795 33.43	6,060 34.96	6,328 36.51	6,646 38.34
POLICE07	Field Evidence Technician Trainee	OPON	3,770 21.75	3,954 22.81	4,150 23.94	4,354 25.12	4,579 26.42	4,805 27.72	5,047 29.12
EXEC12	Finance Director*/**	UEXEC							
ACCT23	Financial Analyst*	MECO	6,202 35.78	6,514 37.58	6,838 39.45	7,183 41.44	7,538 43.49	7,918 45.68	8,313 47.96
MGR21	Financial Services Division Manager*	UMGMT	9,357 53.98	9,823 56.67	10,315 59.51	10,832 62.49	11,372 65.61	11,943 68.90	12,539 72.34
FIRE05	Fire Battalion Chief (40 Hour)*	OFMA	11,967 69.04	12,563 72.48	13,198 76.14	13,858 79.95			
FIRE10	Fire Battalion Chief (56 Hour)	OFMA	11,968 49.32	12,565 51.78	13,191 54.36	13,856 57.10			
FIRE06	Fire Captain (40 Hour)	OFA	9,549 55.09	10,029 57.86	10,530 60.75				
FIRE11	Fire Captain (56 Hour)	OFA	9,554 39.37	10,032 41.34	10,534 43.41				
EXEC05	Fire Chief*/**	UEXEC							
FIRE04	Fire Engineer (40 Hour)	OFA	8,492 48.99	8,915 51.43	9,360 54.00				
FIRE09	Fire Engineer (56 Hour)	OFA	8,491 34.99	8,916 36.74	9,360 38.57				

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
FIRE23	Fire Plans Examiner	USUPV	6,074 35.04	6,373 36.77	6,694 38.62	7,027 40.54	7,384 42.60	7,746 44.69	8,135 46.93
FIRE13	Fire Safety Specialist	OFA	5,521 31.85	5,784 33.37	6,032 34.80	6,306 36.38	6,609 38.13	6,916 39.90	7,259 41.88
FIRE03	Firefighter Paramedic (40 Hour)	OFA	6,819 39.34	7,160 41.31	7,519 43.38	7,895 45.55	8,291 47.83	8,705 50.22	
FIRE08	Firefighter Paramedic (56 Hour)	OFA	6,817 28.09	7,154 29.48	7,513 30.96	7,889 32.51	8,285 34.14	8,700 35.85	
FIRE28	Firefighter Paramedic Recruit (40 Hour)	UTECH	5,458 31.49						
FIRE07	Firefighter Paramedic Recruit (56 Hour)	UTECH	5,458 22.49						
ADMIN97	Fleet Services Technician	OCEA	4,209 24.28	4,425 25.53	4,645 26.80	4,883 28.17	5,120 29.54	5,372 30.99	5,640 32.54
MAINT46	Fleet Supervisor	MECO	7,360 42.46	7,720 44.54	8,112 46.80	8,516 49.13	8,942 51.59	9,391 54.18	9,859 56.88
MAINT01	Garage Service Worker	OCEA	3,267 18.85	3,406 19.65	3,553 20.50	3,708 21.39	3,874 22.35	4,047 23.35	4,250 24.52
ADMIN43	Geographic Information Systems Assistant	OCEA	4,966 28.65	5,209 30.05	5,474 31.58	5,744 33.14	6,037 34.83	6,339 36.57	6,656 38.40
ADMIN55	Geographic Information Systems Specialist	OCEA	5,717 32.98	5,983 34.52	6,259 36.11	6,543 37.75	6,866 39.61	7,164 41.33	7,523 43.40

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN61	Geographic Information Systems Supervisor	MECO	6,767 39.04	7,107 41.00	7,464 43.06	7,836 45.21	8,225 47.45	8,634 49.81	9,069 52.32
MGR53	Harbor Division Manager*/**	UMGMT	9,357 53.98	9,823 56.67	10,315 59.51	10,832 62.49	11,372 65.61	11,943 68.90	12,539 72.34
XTRA22	Hourly Librarian	HX	5,061 29.20	5,313 30.65	5,576 32.17	5,864 33.83			
MGR54	Housing Administrator*	UMGMT	9,788 56.47	10,277 59.29	10,788 62.24	11,329 65.36	11,894 68.62	12,490 72.06	13,116 75.67
EXEC07	Housing and Neighborhood Services Director*/**	UEXEC							
MGR10	Housing Program Manager*	UMGMT	8,339 48.11	8,753 50.50	9,192 53.03	9,651 55.68	10,133 58.46	10,643 61.40	11,173 64.46
ADMIN45	Housing Specialist I	OCEA	5,191 29.95	5,453 31.46	5,723 33.02	6,018 34.72	6,308 36.39	6,627 38.23	6,958 40.14
ADMIN54	Housing Specialist II	OCEA	5,710 32.94	5,997 34.60	6,294 36.31	6,614 38.16	6,942 40.05	7,292 42.07	7,656 44.17
ADMIN19	Housing Technician	OCEA	3,879 22.38	4,068 23.47	4,273 24.65	4,486 25.88	4,706 27.15	4,935 28.47	5,188 29.93
ADMIN56	Human Resources Analyst I*	USUPV	5,697 32.87	5,982 34.51	6,292 36.30	6,595 38.05	6,930 39.98	7,280 42.00	7,642 44.09
ADMIN63	Human Resources Analyst II*	USUPV	6,495 37.47	6,826 39.38	7,159 41.30	7,519 43.38	7,890 45.52	8,292 47.84	8,707 50.23

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN122	Human Resources Assistant	UCONF	3,718 21.45	3,907 22.54	4,103 23.67	4,309 24.86	4,521 26.08	4,746 27.38	4,985 28.76
EXEC11	Human Resources Director*/**	UEXEC							
MGR23	Human Resources Division Manager*	UMGMT	8,954 51.66	9,403 54.25	9,868 56.93	10,369 59.82	10,882 62.78	11,424 65.91	11,993 69.19
ADMIN26	Human Resources Technician - HR Administration	UCONF	4,631 26.72	4,871 28.10	5,112 29.49	5,361 30.93	5,632 32.49	5,914 34.12	6,207 35.81
ADMIN103	Human Resources Technician - Work Comp and Risk	UCONF	4,631 26.72	4,871 28.10	5,112 29.49	5,361 30.93	5,632 32.49	5,914 34.12	6,207 35.81
ADMIN47	Information Systems Analyst I	USUPV	5,389 31.09	5,659 32.65	5,956 34.36	6,249 36.05	6,559 37.84	6,883 39.71	7,228 41.70
ADMIN58	Information Systems Analyst II*	USUPV	5,938 34.26	6,235 35.97	6,545 37.76	6,871 39.64	7,216 41.63	7,578 43.72	7,958 45.91
ADMIN65	Information Systems Analyst III*	USUPV	6,528 37.66	6,852 39.53	7,202 41.55	7,559 43.61	7,935 45.78	8,339 48.11	8,753 50.50
ADMIN70	Information Systems Analyst IV*	USUPV	7,183 41.44	7,540 43.50	7,920 45.69	8,311 47.95	8,734 50.39	9,171 52.91	9,627 55.54
ADMIN28	Information Systems Specialist I	UCONF	4,437 25.60	4,661 26.89	4,890 28.21	5,136 29.63	5,392 31.11	5,661 32.66	5,945 34.30
ADMIN40	Information Systems Specialist II	UCONF	4,885 28.18	5,129 29.59	5,377 31.02	5,652 32.61	5,935 34.24	6,230 35.94	6,538 37.72

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MGR46	Information Technologies Division Manager*/**	UMGMT	9,788 56.47	10,273 59.27	10,788 62.24	11,329 65.36	11,894 68.62	12,490 72.06	13,116 75.67
ADMIN124	Information Technologies Procurement Analyst*	USUPV	8,183 47.21	8,594 49.58	9,022 52.05	9,474 54.66	9,946 57.38	10,447 60.27	10,965 63.26
ADMIN116	Information Technologies Security Officer*	USUPV	8,339 48.11	8,753 50.50	9,192 53.03	9,651 55.68	10,133 58.46	10,643 61.40	11,173 64.46
MAINT51	Instrumentation Supervisor	MECO	7,259 41.88	7,618 43.95	8,001 46.16	8,405 48.49	8,824 50.91	9,263 53.44	9,724 56.10
MAINT36	Instrumentation Technician I	OCEA	5,618 32.41	5,892 33.99	6,188 35.70	6,498 37.49	6,828 39.39	7,164 41.33	7,523 43.40
MAINT41	Instrumentation Technician II	OCEA	5,899 34.03	6,193 35.73	6,509 37.55	6,833 39.42	7,178 41.41	7,537 43.48	7,914 45.66
XTRA19	Intern	HX	2,929 16.90	3,077 17.75	3,227 18.62	3,392 19.57			
UTIL06	Laboratory Analyst	OCEA	4,815 27.78	5,056 29.17	5,307 30.62	5,571 32.14	5,852 33.76	6,141 35.43	6,451 37.22
UTIL01	Laboratory Assistant	OCEA	2,980 17.19	3,101 17.89	3,227 18.62	3,359 19.38	3,515 20.28	3,666 21.15	3,846 22.19
UTIL05	Laboratory Supervisor*	MECO	8,145 46.99	8,551 49.33	8,980 51.81	9,421 54.35	9,892 57.07	10,391 59.95	10,910 62.94
UTIL02	Laboratory Technician	OCEA	4,536 26.17	4,756 27.44	4,966 28.65	5,191 29.95	5,427 31.31	5,659 32.65	5,944 34.29

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ENGR09	Landscape Architect	WCE	7,263 41.90	7,625 43.99	8,008 46.20	8,410 48.52	8,830 50.94	9,270 53.48	9,731 56.14
POLICE33	Latent Print Examiner*	USUPV	6,651 38.37	6,982 40.28	7,330 42.29	7,698 44.41	8,081 46.62	8,486 48.96	8,911 51.41
MAINT27	Lead Automotive Technician	OCEA	6,564 37.87	6,888 39.74	7,238 41.76	7,601 43.85	7,979 46.03	8,375 48.32	8,797 50.75
MAINT02	Lead Custodian	OCEA	3,347 19.31	3,524 20.33	3,694 21.31	3,876 22.36	4,070 23.48	4,273 24.65	4,488 25.89
CSERV15	Lead Public Works Inspector	OCEA	6,257 36.10	6,568 37.89	6,854 39.54	7,192 41.49	7,511 43.33	7,862 45.36	8,256 47.63
XTRA11	Lead Seasonal Lifeguard Pool	HX	3,319 19.15	3,484 20.10	3,663 21.13	3,843 22.17			
CSERV32	Lead Water Utilities Inspector	OCEA	6,491 37.45	6,815 39.32	7,157 41.29	7,516 43.36	7,890 45.52	8,285 47.80	8,698 50.18
ADMIN37	Legal Secretary**	USUPV	4,741 27.35	4,978 28.72	5,221 30.12	5,488 31.66	5,762 33.24	6,051 34.91	6,354 36.66
ADMIN27	Librarian I	OCEA	4,593 26.50	4,820 27.81	5,061 29.20	5,313 30.65	5,576 32.17	5,864 33.83	6,157 35.52
ADMIN34	Librarian II	OCEA	5,053 29.15	5,304 30.60	5,567 32.12	5,848 33.74	6,138 35.41	6,448 37.20	6,767 39.04
ADMIN14	Library Assistant	OCEA	3,690 21.29	3,874 22.35	4,061 23.43	4,266 24.61	4,479 25.84	4,699 27.11	4,933 28.46

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
XTRA23	Library Associate I	HX	2,929 16.90	3,077 17.75	3,227 18.62	3,392 19.57			
XTRA24	Library Associate II	HX	3,357 19.37	3,527 20.35	3,702 21.36	3,884 22.41			
EXEC08	Library Director*/**	UEXEC							
MGR24	Library Division Manager*	UMGMT	8,954 51.66	9,403 54.25	9,868 56.93	10,369 59.82	10,882 62.78	11,424 65.91	11,993 69.19
ADMIN09	Library Technician	OCEA	3,357 19.37	3,527 20.35	3,702 21.36	3,884 22.41	4,080 23.54	4,280 24.69	4,495 25.93
ADMIN85	Library Technology Analyst*	USUPV	5,938 34.26	6,235 35.97	6,545 37.76	6,871 39.64	7,216 41.63	7,578 43.72	7,958 45.91
ENGR17	Licensed Land Surveyor	WCE	6,703 38.67	7,039 40.61	7,389 42.63	7,760 44.77	8,148 47.01	8,557 49.37	8,984 51.83
ADMIN32	Literacy Coordinator	USUPV	4,997 28.83	5,252 30.30	5,514 31.81	5,786 33.38	6,081 35.08	6,382 36.82	6,703 38.67
XTRA07	Maintenance Assistant	HX	2,917 16.83	3,063 17.67	3,215 18.55	3,378 19.49			
MAINT25	Maintenance Specialist	OCEA	4,976 28.71	5,193 29.96	5,413 31.23	5,666 32.69	5,907 34.08	6,202 35.78	6,512 37.57
MAINT42	Maintenance Supervisor	MECO	6,032 34.80	6,334 36.54	6,646 38.34	6,971 40.22	7,327 42.27	7,698 44.41	8,084 46.64

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MAINT05	Maintenance Worker I	OCEA	3,513 20.27	3,663 21.13	3,822 22.05	3,985 22.99	4,174 24.08	4,345 25.07	4,564 26.33
MAINT10	Maintenance Worker II	OCEA	4,189 24.17	4,352 25.11	4,562 26.32	4,772 27.53	4,985 28.76	5,198 29.99	5,458 31.49
MAINT13	Maintenance Worker III	OCEA	4,345 25.07	4,527 26.12	4,744 27.37	4,966 28.65	5,188 29.93	5,411 31.22	5,684 32.79
ADMIN67	Management Analyst*	USUPV	6,826 39.38	7,167 41.35	7,526 43.42	7,902 45.59	8,294 47.85	8,715 50.28	9,149 52.78
ADMIN118	Management Analyst*/**	USUPV	6,826 39.38	7,167 41.35	7,526 43.42	7,902 45.59	8,294 47.85	8,715 50.28	9,149 52.78
MAINT16	Mechanic I	OCEA	4,553 26.27	4,765 27.49	4,978 28.72	5,202 30.01	5,425 31.30	5,680 32.77	5,964 34.41
MAINT21	Mechanic II	OCEA	4,789 27.63	5,006 28.88	5,242 30.24	5,477 31.60	5,725 33.03	5,996 34.59	6,294 36.31
MAINT26	Mechanical Technologist I	OCEA	5,004 28.87	5,252 30.30	5,521 31.85	5,793 33.42	6,086 35.11	6,387 36.85	6,706 38.69
MAINT35	Mechanical Technologist II	OCEA	5,250 30.29	5,514 31.81	5,789 33.40	6,081 35.08	6,382 36.82	6,705 38.68	7,041 40.62
MAINT62	Mechanical Technologist III	OCEA	5,517 31.83	5,789 33.40	6,082 35.09	6,386 36.84	6,705 38.68	7,041 40.62	7,393 42.65
FIRE32	Medical Services Officer*	UMGMT	8,954 51.66	9,403 54.25	9,870 56.94	10,369 59.82	10,882 62.78	11,424 65.91	11,993 69.19

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
CSERV01	Meter Service Worker I	OCEA	3,874 22.35	4,049 23.36	4,248 24.51	4,472 25.80	4,696 27.09	4,926 28.42	5,177 29.87
CSERV02	Meter Service Worker II	OCEA	4,240 24.46	4,463 25.75	4,687 27.04	4,919 28.38	5,165 29.80	5,420 31.27	5,694 32.85
CSERV03	Meter Service Worker III	OCEA	4,680 27.00	4,914 28.35	5,157 29.75	5,413 31.23	5,685 32.80	5,973 34.46	6,271 36.18
CSERV26	Meter Services Supervisor	MECO	6,037 34.83	6,339 36.57	6,654 38.39	6,971 40.22	7,332 42.30	7,701 44.43	8,089 46.67
UTIL04	Microbiologist	OCEA	5,710 32.94	5,980 34.50	6,238 35.99	6,550 37.79	6,836 39.44	7,164 41.33	7,523 43.40
MGR25	Neighborhood Services Division Manager*	UMGMT	8,779 50.65	9,218 53.18	9,674 55.81	10,163 58.63	10,670 61.56	11,197 64.60	11,757 67.83
XTRA08	Office Assistant	HX	2,917 16.83	3,063 17.67	3,215 18.55	3,378 19.49			
ADMIN05	Office Specialist I	OCEA	3,011 17.37	3,143 18.13	3,295 19.01	3,425 19.76	3,565 20.57	3,723 21.48	3,912 22.57
ADMIN07	Office Specialist I	UCONF	3,163 18.25	3,297 19.02	3,460 19.96	3,598 20.76	3,749 21.63	3,916 22.59	4,110 23.71
ADMIN08	Office Specialist II	OCEA	3,299 19.03	3,432 19.80	3,609 20.82	3,747 21.62	3,909 22.55	4,099 23.65	4,306 24.84
MAINT50	Ordinance Enforcement Supervisor	MECO	6,656 38.40	6,984 40.29	7,334 42.31	7,705 44.45	8,100 46.73	8,499 49.03	8,923 51.48

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN23	Paralegal I**	UCONF	4,141 23.89	4,349 25.09	4,567 26.35	4,794 27.66	5,034 29.04	5,287 30.50	5,554 32.04
ADMIN33	Paralegal II**	UCONF	5,034 29.04	5,287 30.50	5,554 32.04	5,826 33.61	6,117 35.29	6,424 37.06	6,744 38.91
MAINT07	Parking Enforcement Officer I	OCEA	3,689 21.28	3,877 22.37	4,053 23.38	4,262 24.59	4,481 25.85	4,699 27.11	4,933 28.46
MAINT09	Parking Enforcement Officer II	OCEA	4,047 23.35	4,248 24.51	4,472 25.80	4,690 27.06	4,924 28.41	5,179 29.88	5,437 31.37
MAINT72	Parking Enforcement Supervisor	MECO	6,656 38.40	6,984 40.29	7,334 42.31	7,705 44.45	8,100 46.73	8,499 49.03	8,923 51.48
MAINT67	Parking Meter Technician	OCEA	4,456 25.71	4,682 27.01	4,914 28.35	5,160 29.77	5,417 31.25	5,687 32.81	5,973 34.46
MAINT70	Parks and Beaches Maintenance Supervisor	MECO	6,245 36.03	6,557 37.83	6,881 39.70	7,228 41.70	7,587 43.77	7,966 45.96	8,365 48.26
EXEC18	Parks and Recreation Director*/**	UEXEC							
MGR51	Parks and Recreation Division Manager*	UMGMT	8,779 50.65	9,218 53.18	9,674 55.81	10,163 58.63	10,670 61.56	11,197 64.60	11,757 67.83
ACCT11	Payroll Technician I	UCONF	4,209 24.28	4,425 25.53	4,645 26.80	4,883 28.17	5,120 29.54	5,372 30.99	5,640 32.54
ACCT14	Payroll Technician II	UCONF	4,631 26.72	4,871 28.10	5,112 29.49	5,361 30.93	5,632 32.49	5,914 34.12	6,207 35.81

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ADMIN119	Permit Technician I	OCEA	3,869 22.32	4,063 23.44	4,269 24.63	4,482 25.86	4,706 27.15	4,942 28.51	5,190 29.94
ADMIN120	Permit Technician II	OCEA	4,347 25.08	4,567 26.35	4,793 27.65	5,032 29.03	5,285 30.49	5,552 32.03	5,826 33.61
ADMIN121	Permit Technician III	OCEA	4,878 28.14	5,119 29.53	5,375 31.01	5,644 32.56	5,926 34.19	6,223 35.90	6,535 37.70
CSERV05	Planner I	WCE	4,834 27.89	5,082 29.32	5,335 30.78	5,602 32.32	5,883 33.94	6,172 35.61	6,481 37.39
CSERV13	Planner II	WCE	5,564 32.10	5,840 33.69	6,131 35.37	6,431 37.10	6,758 38.99	7,093 40.92	7,446 42.96
CSERV28	Plans Examiner I	MECO	5,684 32.79	5,966 34.42	6,264 36.14	6,578 37.95	6,911 39.87	7,254 41.85	7,616 43.94
CSERV29	Plans Examiner II	MECO	6,458 37.26	6,779 39.11	7,119 41.07	7,478 43.14	7,850 45.29	8,240 47.54	8,655 49.93
CSERV30	Plans Examiner III	MECO	7,103 40.98	7,460 43.04	7,833 45.19	8,223 47.44	8,632 49.80	9,067 52.31	9,519 54.92
MAINT54	Plant Maintenance Supervisor	MECO	7,283 42.02	7,642 44.09	8,029 46.32	8,427 48.62	8,852 51.07	9,296 53.63	9,762 56.32
XTRA09	Police Cadet	HX	2,850 16.44						
POLICE23	Police Captain*	OPMA	15,198 87.68	15,917 91.83	16,713 96.42				

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EXEC09	Police Chief*/**	UEXEC							
POLICE22	Police Lieutenant*	OPMA	13,064 75.37	13,718 79.14	14,402 83.09				
POLICE17	Police Officer	OPOS	6,992 40.34	7,342 42.36	7,693 44.38	8,103 46.75	8,523 49.17	9,051 52.22	9,500 54.81
POLICE26	Police Officer Recruit	UTECH	5,562 32.09						
POLICE35	Police Public Information Officer*	USUPV	6,207 35.81	6,517 37.60	6,843 39.48	7,186 41.46	7,547 43.54	7,921 45.70	8,318 47.99
MGR02	Police Records Manager*	UMGMT	7,018 40.49	7,370 42.52	7,734 44.62	8,121 46.85	8,526 49.19	8,954 51.66	9,407 54.27
POLICE10	Police Records Supervisor*	MECO	4,590 26.48	4,819 27.80	5,063 29.21	5,313 30.65	5,580 32.19	5,860 33.81	6,153 35.50
POLICE02	Police Records Technician	OPON	3,546 20.46	3,692 21.30	3,872 22.34	4,032 23.26	4,200 24.23	4,394 25.35	4,612 26.61
POLICE20	Police Sergeant	OPOS	10,818 62.41	11,357 65.52	11,927 68.81				
MGR55	Principal Civil Engineer*	UMGMT	10,183 58.75	10,689 61.67	11,229 64.78	11,788 68.01	12,378 71.41	12,997 74.98	13,647 78.73
ENGRS05	Principal Engineering Staff Assistant	MECO	6,094 35.16	6,399 36.92	6,718 38.76	7,055 40.70	7,412 42.76	7,772 44.84	8,159 47.07

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN77	Principal Human Resources Analyst*	UMGMT	8,154 47.04	8,561 49.39	8,987 51.85	9,438 54.45	9,909 57.17	10,403 60.02	10,927 63.04
ADMIN60	Principal Librarian*	MECO	6,895 39.78	7,032 40.57	7,604 43.87	7,980 46.04	8,379 48.34	8,798 50.76	9,239 53.30
ADMIN126	Principal Management Analyst*	UMGMT	8,154 47.04	8,561 49.39	8,987 51.85	9,438 54.45	9,909 57.17	10,403 60.02	10,927 63.04
CSERV23	Principal Planner*	MECO	8,930 51.52	9,379 54.11	9,849 56.82	10,339 59.65	10,859 62.65	11,398 65.76	11,967 69.04
MGR52	Principal Water Engineer*	UMGMT	10,412 60.07	10,934 63.08	11,478 66.22	12,052 69.53	12,655 73.01	13,288 76.66	13,953 80.50
XTRA13	Professional Assistant	HX	3,253 18.77	3,791 21.87	4,883 28.17	5,129 29.59	5,387 31.08	5,658 32.64	5,940 34.27
ADMIN30	Program Specialist*	MECO	4,507 26.00	4,734 27.31	4,969 28.67	5,221 30.12	5,483 31.63	5,756 33.21	6,042 34.86
ADMIN31	Program Specialist*/**	USUPV	4,531 26.14	4,763 27.48	4,995 28.82	5,252 30.30	5,512 31.80	5,786 33.38	6,079 35.07
ADMIN114	Property Agent I*	USUPV	4,742 27.36	4,983 28.75	5,235 30.20	5,496 31.71	5,772 33.30	6,055 34.93	6,358 36.68
ADMIN115	Property Agent II*	USUPV	5,481 31.62	5,732 33.07	5,996 34.59	6,269 36.17	6,564 37.87	6,862 39.59	7,207 41.58
POLICE27	Public Safety Call-Taker	OPON	4,193 24.19	4,401 25.39	4,625 26.68	4,859 28.03	5,098 29.41	5,354 30.89	5,625 32.45

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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MGR12	Public Safety Communications Manager*	UMGMT	8,240 47.54	8,653 49.92	9,081 52.39	9,539 55.03	10,019 57.80	10,516 60.67	11,040 63.69
POLICE28	Public Safety Dispatcher	OPON	4,980 28.73	5,228 30.16	5,486 31.65	5,765 33.26	6,046 34.88	6,349 36.63	6,665 38.45
EXEC04	Public Works Director*/**	UEXEC							
MGR26	Public Works Division Manager*	UMGMT	9,788 56.47	10,273 59.27	10,788 62.24	11,329 65.36	11,894 68.62	12,490 72.06	13,116 75.67
CSERV10	Public Works Inspector	OCEA	5,496 31.71	5,769 33.28	6,056 34.94	6,363 36.71	6,685 38.57	7,013 40.46	7,365 42.49
ACCT05	Purchasing Technician	OCEA	3,734 21.54	3,921 22.62	4,117 23.75	4,323 24.94	4,536 26.17	4,768 27.51	5,004 28.87
MGR47	Real Estate Manager*	UMGMT	8,954 51.66	9,403 54.25	9,868 56.93	10,369 59.82	10,882 62.78	11,424 65.91	11,993 69.19
ADMIN12	Records Center Technician	OCEA	3,635 20.97	3,782 21.82	3,969 22.90	4,131 23.83	4,311 24.87	4,507 26.00	4,732 27.30
MGR01	Records Manager*	MECO	6,743 38.90	7,077 40.83	7,429 42.86	7,800 45.00	8,193 47.27	8,603 49.63	9,031 52.10
ADMIN129	Recreation Programs Administrator*	UMGMT	7,564 43.64	7,937 45.79	8,339 48.11	8,750 50.48	9,187 53.00	9,648 55.66	10,130 58.44
RECRE01	Recreation Specialist I	OCEA	3,390 19.56	3,559 20.53	3,735 21.55	3,924 22.64	4,120 23.77	4,325 24.95	4,541 26.20

*Exempt
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SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
RECRE02	Recreation Specialist II	OCEA	3,725 21.49	3,919 22.61	4,113 23.73	4,319 24.92	4,533 26.15	4,765 27.49	5,001 28.85
RECRE07	Recreation Supervisor*	MECO	4,994 28.81	5,238 30.22	5,500 31.73	5,772 33.30	6,060 34.96	6,368 36.74	6,684 38.56
ACCT29	Revenue Operations Supervisor*	MECO	6,056 34.94	6,360 36.69	6,677 38.52	7,011 40.45	7,361 42.47	7,731 44.60	8,115 46.82
MGR16	Risk Manager*	UMGMT	8,954 51.66	9,403 54.25	9,870 56.94	10,369 59.82	10,882 62.78	11,424 65.91	11,993 69.19
XTRA06	Seasonal Aquatics Adventure Instructor	HX	3,025 17.45	3,174 18.31	3,331 19.22	3,500 20.19			
XTRA04	Seasonal Lifeguard Pool	HX	3,049 17.59	3,201 18.47	3,363 19.40	3,531 20.37			
XTRA03	Seasonal Recreation Leader I	HX	2,929 16.90	3,077 17.75	3,227 18.62	3,392 19.57			
XTRA05	Seasonal Recreation Leader II	HX	3,177 18.33	3,335 19.24	3,503 20.21	3,680 21.23			
FIRELG07	Senior Beach Lifeguard	OMSEA	4,163 24.02	4,370 25.21	4,590 26.48	4,820 27.81	5,060 29.19	5,313 30.65	5,578 32.18
CSERV17	Senior Building Inspector	MECO	6,523 37.63	6,855 39.55	7,190 41.48	7,549 43.55	7,927 45.73	8,322 48.01	8,738 50.41
ADMIN80	Senior Chemist*	MECO	6,464 37.29	6,788 39.16	7,122 41.09	7,483 43.17	7,861 45.35	8,247 47.58	8,658 49.95

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ENGR07	Senior Civil Engineer*	MECO	9,213 53.15	9,675 55.82	10,152 58.57	10,662 61.51	11,190 64.56	11,750 67.79	12,338 71.18
CSERV16	Senior Code Enforcement Officer*	MECO	6,289 36.28	6,597 38.06	6,930 39.98	7,275 41.97	7,642 44.09	8,025 46.30	8,424 48.60
POLICE30	Senior Crime and Intelligence Analyst*	USUPV	6,316 36.44	6,627 38.23	6,958 40.14	7,308 42.16	7,675 44.28	8,058 46.49	8,462 48.82
ACCT09	Senior Customer Account Representative	OCEA	4,151 23.95	4,345 25.07	4,547 26.23	4,749 27.40	4,954 28.58	5,174 29.85	5,432 31.34
MGR50	Senior Deputy City Attorney*/**	UMGMT							
MAINT37	Senior Distribution Operator	OCEA	5,930 34.21	6,223 35.90	6,536 37.71	6,854 39.54	7,202 41.55	7,557 43.60	7,935 45.78
ENGR16	Senior Engineering Assistant	WCE	6,275 36.20	6,588 38.01	6,921 39.93	7,266 41.92	7,623 43.98	8,006 46.19	8,407 48.50
ADMIN117	Senior Environmental Specialist*	MECO	6,573 37.92	6,902 39.82	7,247 41.81	7,609 43.90	7,991 46.10	8,391 48.41	8,809 50.82
POLICE06	Senior Evidence and Property Technician	OCEA	4,172 24.07	4,345 25.07	4,548 26.24	4,763 27.48	4,976 28.71	5,200 30.00	5,460 31.50
POLICE31	Senior Field Evidence Technician	OPON	6,980 40.27						
ADMIN101	Senior Geographic Information Systems Specialist	OCEA	5,892 33.99	6,186 35.69	6,498 37.49	6,824 39.37	7,164 41.33	7,523 43.40	7,897 45.56

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN73	Senior Human Resources Analyst*	UMGMT	7,200 41.54	7,557 43.60	7,935 45.78	8,329 48.05	8,743 50.44	9,181 52.97	9,637 55.60
ADMIN76	Senior Information Technologies Analyst*	USUPV	7,907 45.62	8,296 47.86	8,717 50.29	9,149 52.78	9,603 55.40	10,088 58.20	10,594 61.12
ADMIN111	Senior Legal Secretary**	USUPV	5,214 30.08	5,477 31.60	5,751 33.18	6,039 34.84	6,341 36.58	6,658 38.41	6,991 40.33
ADMIN44	Senior Librarian	OCEA	5,559 32.07	5,831 33.64	6,124 35.33	6,427 37.08	6,753 38.96	7,091 40.91	7,446 42.96
ADMIN24	Senior Library Assistant	OCEA	4,252 24.53	4,465 25.76	4,689 27.05	4,919 28.38	5,172 29.84	5,422 31.28	5,696 32.86
MAINT71	Senior Maintenance Supervisor	MECO	6,640 38.31	6,970 40.21	7,318 42.22	7,686 44.34	8,069 46.55	8,474 48.89	8,897 51.33
ADMIN75	Senior Management Analyst*	UMGMT	7,564 43.64	7,937 45.79	8,339 48.11	8,750 50.48	9,187 53.00	9,648 55.66	10,130 58.44
ADMIN127	Senior Management Analyst*/**	UMGMT	7,564 43.64	7,937 45.79	8,339 48.11	8,750 50.48	9,187 53.00	9,648 55.66	10,130 58.44
MAINT69	Senior Mechanical Technologist	OCEA	6,126 35.34	6,429 37.09	6,753 38.96	7,091 40.91	7,445 42.95	7,817 45.10	8,206 47.34
CSERV07	Senior Meter Service Worker	OCEA	5,148 29.70	5,405 31.18	5,677 32.75	5,964 34.41	6,259 36.11	6,575 37.93	6,904 39.83
ADMIN13	Senior Office Specialist	OCEA	3,635 20.97	3,782 21.82	3,969 22.90	4,131 23.83	4,311 24.87	4,507 26.00	4,732 27.30

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN123	Senior Paralegal**	UCONF	5,639 32.53	5,921 34.16	6,214 35.85	6,528 37.66	6,852 39.53	7,195 41.51	7,556 43.59
MAINT15	Senior Parking Enforcement Officer	OCEA	4,456 25.71	4,685 27.03	4,914 28.35	5,162 29.78	5,413 31.23	5,687 32.81	5,973 34.46
ACCT27	Senior Payroll Technician	UCONF	5,112 29.49	5,361 30.93	5,632 32.49	5,914 34.12	6,207 35.81	6,519 37.61	6,845 39.49
CSERV19	Senior Planner*	MECO	7,764 44.79	8,152 47.03	8,563 49.40	8,993 51.88	9,438 54.45	9,911 57.18	10,409 60.05
POLICE05	Senior Police Records Technician	OPON	3,985 22.99	4,155 23.97	4,351 25.10	4,555 26.28	4,761 27.47	4,978 28.72	5,228 30.16
ADMIN109	Senior Property Agent*	USUPV	6,763 39.02	7,105 40.99	7,457 43.02	7,824 45.14	8,221 47.43	8,632 49.80	9,065 52.30
ACCT28	Senior Purchasing Technician	OCEA	4,169 24.05	4,378 25.26	4,597 26.52	4,826 27.84	5,067 29.23	5,321 30.70	5,587 32.23
MAINT58	Senior Utility Worker	OCEA	5,677 32.75	5,959 34.38	6,256 36.09	6,568 37.89	6,895 39.78	7,240 41.77	7,604 43.87
RECRE13	Special Events Coordinator*	MECO	5,488 31.66	5,762 33.24	6,049 34.90	6,351 36.64	6,670 38.48	7,003 40.40	7,351 42.41
ACCT20	Supervising Accountant*	MECO	6,826 39.38	7,169 41.36	7,526 43.42	7,902 45.59	8,297 47.87	8,712 50.26	9,147 52.77
ADMIN62	Supervising Housing Specialist	MECO	6,282 36.24	6,592 38.03	6,923 39.94	7,264 41.91	7,628 44.01	8,013 46.23	8,412 48.53

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN110	Supervising Property Agent*	USUPV	7,105 40.99	7,457 43.02	7,824 45.14	8,221 47.43	8,632 49.80	9,062 52.28	9,514 54.89
XTRA14	Technical Assistant	HX	2,985 17.22	3,136 18.09	3,292 18.99	3,456 19.94	3,628 20.93	3,812 21.99	3,999 23.07
CSERV21	Transportation Planner	WCE	7,739 44.65	8,095 46.70	8,466 48.84	8,885 51.26	9,292 53.61	9,731 56.14	10,218 58.95
MGR27	Treasury Manager*/**	UMGMT	8,954 51.66	9,403 54.25	9,868 56.93	10,369 59.82	10,882 62.78	11,424 65.91	11,993 69.19
ACCT12	Treasury Technician**	UCONF	4,209 24.28	4,425 25.53	4,645 26.80	4,883 28.17	5,120 29.54	5,372 30.99	5,640 32.54
MAINT55	Utility Supervisor	MECO	7,283 42.02	7,642 44.09	8,029 46.32	8,427 48.62	8,852 51.07	9,296 53.63	9,762 56.32
MAINT12	Utility Worker I	OCEA	4,290 24.75	4,495 25.93	4,718 27.22	4,957 28.60	5,207 30.04	5,463 31.52	5,737 33.10
MAINT18	Utility Worker II	OCEA	4,708 27.16	4,940 28.50	5,191 29.95	5,457 31.48	5,723 33.02	6,006 34.65	6,306 36.38
MAINT34	Utility Worker III	OCEA	5,184 29.91	5,444 31.41	5,713 32.96	5,997 34.60	6,294 36.31	6,580 37.96	6,911 39.87
MAINT63	Utility Worker Trainee	OCEA	3,851 22.22	4,046 23.34	4,248 24.51	4,458 25.72	4,683 27.02	4,914 28.35	5,160 29.77
MAINT20	Wastewater Plant Operator I	OCEA	5,127 29.58	5,384 31.06	5,652 32.61	5,937 34.25	6,235 35.97	6,545 37.76	6,871 39.64

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MAINT32	Wastewater Plant Operator II	OCEA	5,597 32.29	5,876 33.90	6,169 35.59	6,476 37.36	6,802 39.24	7,143 41.21	7,498 43.26
MAINT40	Wastewater Plant Operator III	OCEA	6,211 35.83	6,528 37.66	6,854 39.54	7,200 41.54	7,557 43.60	7,937 45.79	8,334 48.08
MAINT59	Wastewater Plant Operator in Training	OCEA	4,236 24.44	4,449 25.67	4,675 26.97	4,902 28.28	5,153 29.73	5,406 31.19	5,678 32.76
MAINT49	Wastewater Plant Supervisor	MECO	6,800 39.23	7,143 41.21	7,497 43.25	7,876 45.44	8,266 47.69	8,682 50.09	9,116 52.59
MAINT56	Water Distribution Supervisor	MECO	7,287 42.04	7,642 44.09	8,029 46.32	8,427 48.62	8,852 51.07	9,296 53.63	9,762 56.32
CSERV27	Water Efficiency Specialist	OCEA	4,966 28.65	5,209 30.05	5,472 31.57	5,744 33.14	6,034 34.81	6,335 36.55	6,653 38.38
MAINT19	Water Plant Operator I	OCEA	4,843 27.94	5,087 29.35	5,342 30.82	5,607 32.35	5,888 33.97	6,185 35.68	6,495 37.47
MAINT31	Water Plant Operator II	OCEA	5,285 30.49	5,555 32.05	5,833 33.65	6,126 35.34	6,427 37.08	6,744 38.91	7,086 40.88
MAINT39	Water Plant Operator III	OCEA	5,905 34.07	6,205 35.80	6,516 37.59	6,841 39.47	7,185 41.45	7,540 43.50	7,916 45.67
MAINT61	Water Plant Operator in Training	OCEA	4,004 23.10	4,207 24.27	4,417 25.48	4,637 26.75	4,871 28.10	5,108 29.47	5,363 30.94
MAINT48	Water Treatment Supervisor	MECO	6,729 38.82	7,067 40.77	7,417 42.79	7,786 44.92	8,180 47.19	8,592 49.57	9,020 52.04

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/09/2023 Adopted 08/23/2023

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
EXEC10	Water Utilities Director*/**	UEXEC							
MGR28	Water Utilities Division Manager*	UMGMT	10,412 60.07	10,934 63.08	11,478 66.22	12,052 69.53	12,655 73.01	13,288 76.66	13,953 80.50
CSERV33	Water Utilities Inspector	OCEA	5,840 33.69	6,133 35.38	6,441 37.16	6,763 39.02	7,100 40.96	7,455 43.01	7,828 45.16
MAINT65	Water Utilities Plant Electrician I	OCEA	5,618 32.41	5,892 33.99	6,188 35.70	6,498 37.49	6,828 39.39	7,164 41.33	7,523 43.40
MAINT66	Water Utilities Plant Electrician II	OCEA	5,899 34.03	6,193 35.73	6,509 37.55	6,833 39.42	7,178 41.41	7,537 43.48	7,914 45.66

*Exempt
**Unclassified

Executive and Senior
Management Salary Schedule
Effective July 9, 2023
Ranges Adopted August 23, 2023

Job Description	Monthly Salary Range (not all classifications have a range)		Monthly Auto Allowance
	Low	High	
Office of the City Manager			
City Manager	---	---	\$600
Assistant City Manager	\$14,803	\$20,700	\$475
Fire Chief	\$14,803	\$20,700	**
Police Chief	\$14,803	\$21,503	**
Deputy City Manager	\$14,521	\$20,384	\$400
Development Services Director	\$14,367	\$20,118	\$400
Public Works Director	\$14,367	\$20,118	\$400
Water Utilities Director	\$14,367	\$20,118	\$400
Financial Services Director	\$12,958	\$18,141	\$400
Housing & Neighborhood Services Director	\$12,958	\$18,141	\$400
Assistant Police Chief	\$16,337	\$17,966	**
Human Resources Director	\$12,484	\$17,477	\$400
Library Director	\$12,484	\$17,477	\$400
Parks and Recreation Director	\$12,180	\$17,050	\$400
Development Services Deputy Director	\$11,995	\$15,739	None
City Engineer	\$10,932	\$14,651	\$400
Office of the City Attorney			
City Attorney	---	---	\$500
Assistant City Attorney	\$13,373	\$18,204	\$400
Senior Deputy City Attorney	\$11,134	\$14,783	None
Deputy City Attorney I	\$7,269	\$12,229	None
Deputy City Attorney II	\$9,909	\$13,277	None

**City provides vehicle.

++ More than one employee holds this classification.

Budgeted salary amounts may not reflect actual salaries.