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DATE: March 13, 2024  
TO: Honorable Mayor and City Councilmembers  
FROM: Human Resources Department  
SUBJECT: **UPDATE TO CITY OF OCEANSIDE SALARY SCHEDULE**

**SYNOPSIS**

Staff recommends that the City Council approve and adopt the revised City of Oceanside Salary Schedule retroactively effective February 18, 2024.

**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.

As further described below, the most recent update to the City of Oceanside Salary Schedule was approved by the City Council during the meeting of February 14, 2024, and was retroactively effective January 7, 2024.

### **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 the recently adopted Police Media Relations Manager classification and salary adjustments as prescribed in the new Oceanside Police Officers' Association (OPOA) MOU which was approved by the City Council on February 14, 2024.

### **FISCAL IMPACT**

Does not apply.

### **INSURANCE REQUIREMENTS**

Does not apply.

### **COMMISSION OR COMMITTEE REPORT**

Does not apply.

### **CITY ATTORNEY ANALYSIS**

Does not apply.

## **RECOMMENDATION**

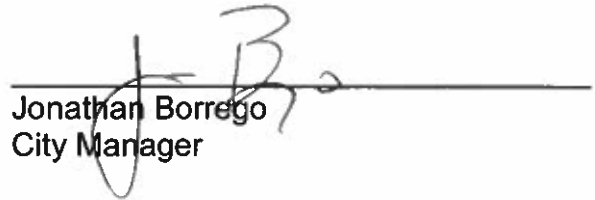
Staff recommends that the City Council approve and adopt the revised City of Oceanside Salary Schedule retroactively effective February 18, 2024.

PREPARED BY:



Robert O'Brien  
Deputy City Manager

SUBMITTED BY:



Jonathan Borrego  
City Manager

REVIEWED BY:

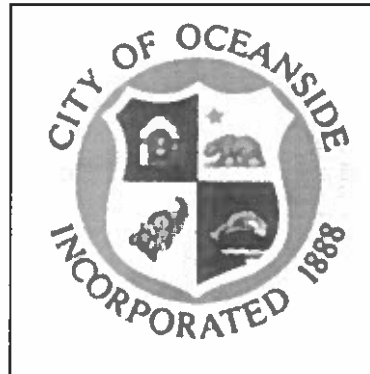
Jill Moya, Financial Services Director



ATTACHMENTS:

1. City of Oceanside Salary Schedule

# CITY OF OCEANSIDE SALARY SCHEDULE



Effective 02/18/2024  
Adopted 03/13/2024

SALARY SCHEDULE  
Effective 02/18/2024 Adopted 03/13/2024

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

\*Exempt  
\*\*Unclassified

SALARY SCHEDULE  
Effective 02/18/2024 Adopted 03/13/2024

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

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SALARY SCHEDULE  
Effective 02/18/2024 Adopted 03/13/2024

| Job Type | Classification                          | Employee Group | A Hourly       | B Hourly       | C Hourly       | D Hourly       | E Hourly       | F Hourly        | G Hourly        |
|----------|-----------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------|-----------------|
| FIRE22   | Assistant Fire Marshal                  | OFA            | 8,270<br>47.71 | 8,684<br>50.10 | 9,117<br>52.60 |                |                |                 |                 |
| EXEC19   | Assistant Police Chief <sup>f</sup> /** | UEXEC          |                |                |                |                |                |                 |                 |
| ENGR10   | Assistant Traffic Engineer              | WCE            | 6,505<br>37.53 | 6,826<br>39.38 | 7,171<br>41.37 | 7,526<br>43.42 | 7,902<br>45.59 | 8,297<br>47.87  | 8,712<br>50.26  |
| FIRE15   | Assistant Training Officer*             | USUPV          | 8,202<br>47.32 | 8,613<br>49.69 | 9,046<br>52.19 | 9,497<br>54.79 | 9,968<br>57.51 | 10,469<br>60.40 | 10,993<br>63.42 |
| UTIL03   | Associate Chemist                       | OCEA           | 5,483<br>31.63 | 5,751<br>33.18 | 5,994<br>34.58 | 6,299<br>36.34 | 6,575<br>37.93 | 6,888<br>39.74  | 7,235<br>41.74  |
| ENGR03   | Associate Engineer                      | WCE            | 7,739<br>44.65 | 8,095<br>46.70 | 8,466<br>48.84 | 8,885<br>51.26 | 9,292<br>53.61 | 9,731<br>56.14  | 10,218<br>58.95 |
| CSERV18  | Associate Planner                       | WCE            | 6,393<br>36.88 | 6,718<br>38.76 | 7,049<br>40.67 | 7,400<br>42.69 | 7,774<br>44.85 | 8,162<br>47.09  | 8,571<br>49.45  |
| ENGR11   | Associate Traffic Engineer              | WCE            | 7,739<br>44.65 | 8,095<br>46.70 | 8,466<br>48.84 | 8,885<br>51.26 | 9,292<br>53.61 | 9,731<br>56.14  | 10,218<br>58.95 |
| MAINT08  | Automotive Technician I                 | OCEA           | 3,751<br>21.64 | 3,936<br>22.71 | 4,131<br>23.83 | 4,342<br>25.05 | 4,555<br>26.28 | 4,789<br>27.63  | 5,028<br>29.01  |
| MAINT22  | Automotive Technician II                | OCEA           | 4,926<br>28.42 | 5,179<br>29.88 | 5,434<br>31.35 | 5,706<br>32.92 | 5,996<br>34.59 | 6,290<br>36.29  | 6,607<br>38.12  |
| MAINT29  | Automotive Technician III               | OCEA           | 5,916<br>34.13 | 6,207<br>35.81 | 6,524<br>37.64 | 6,847<br>39.50 | 7,192<br>41.49 | 7,552<br>43.57  | 7,932<br>45.76  |

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|----------|----------------------------|----------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| FIRELG01 | Beach Lifeguard Captain    | OFMA           | 8,415<br>48.55 | 8,837<br>50.98 | 9,280<br>53.54  | 9,743<br>56.21  | 10,232<br>59.03 | 10,741<br>61.97 | 11,282<br>65.09 |
| XTRA02   | Beach Lifeguard I          | HX             | 3,390<br>19.56 | 3,559<br>20.53 | 3,741<br>21.58  | 3,926<br>22.65  |                 |                 |                 |
| XTRA15   | Beach Lifeguard II         | HX             | 3,761<br>21.70 | 3,949<br>22.78 | 4,144<br>23.91  | 4,352<br>25.11  |                 |                 |                 |
| FIRELG05 | Beach Lifeguard Lieutenant | OMSEA          | 6,035<br>34.82 | 6,339<br>36.57 | 6,654<br>38.39  | 6,989<br>40.32  | 7,341<br>42.35  | 7,705<br>44.45  | 8,095<br>46.70  |
| FIRELG06 | Beach Lifeguard Sergeant   | OMSEA          | 4,983<br>28.75 | 5,231<br>30.18 | 5,493<br>31.69  | 5,770<br>33.29  | 6,058<br>34.95  | 6,360<br>36.69  | 6,679<br>38.53  |
| XTRA20   | Beach Lifeguard Trainee    | HX             | 3,077<br>17.75 |                |                 |                 |                 |                 |                 |
| XTRA12   | Beach Safety Officer       | HX             | 3,045<br>17.57 | 3,196<br>18.44 | 3,357<br>19.37  | 3,526<br>20.34  |                 |                 |                 |
| MGR19    | Budget Manager*            | UMGMT          | 9,357<br>53.98 | 9,823<br>56.67 | 10,315<br>59.51 | 10,832<br>62.49 | 11,372<br>65.61 | 11,943<br>68.90 | 12,539<br>72.34 |
| CSERV06  | Building Inspector I       | OCEA           | 5,112<br>29.49 | 5,321<br>30.70 | 5,567<br>32.12  | 5,817<br>33.56  | 6,096<br>35.17  | 6,380<br>36.81  | 6,701<br>38.66  |
| CSERV12  | Building Inspector II      | OCEA           | 5,573<br>32.15 | 5,855<br>33.78 | 6,100<br>35.19  | 6,398<br>36.91  | 6,666<br>38.46  | 6,987<br>40.31  | 7,335<br>42.32  |
| CSERV14  | Building Inspector III     | OCEA           | 5,907<br>34.08 | 6,202<br>35.78 | 6,476<br>37.36  | 6,796<br>39.21  | 7,093<br>40.92  | 7,422<br>42.82  | 7,797<br>44.98  |

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

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

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

\*Exempt  
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Effective 02/18/2024 Adopted 03/13/2024

| Job Type | Classification                            | Employee Group | A<br>Hourly     | B<br>Hourly     | C<br>Hourly     | D<br>Hourly     | E<br>Hourly    | F<br>Hourly    | G<br>Hourly    |
|----------|-------------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|----------------|----------------|----------------|
| MAINT38  | Cross Connection Control Technician       | OCEA           | 6,264<br>36.14  | 6,575<br>37.93  | 6,906<br>39.84  | 7,247<br>41.81  | 7,613<br>43.92 | 7,991<br>46.10 | 8,391<br>48.41 |
| MAINT03  | Custodian                                 | OCEA           | 3,061<br>17.66  | 3,195<br>18.43  | 3,330<br>19.21  | 3,475<br>20.05  | 3,633<br>20.96 | 3,791<br>21.87 | 3,983<br>22.98 |
| ACCT03   | Customer Account Representative I         | OCEA           | 3,482<br>20.09  | 3,637<br>20.98  | 3,789<br>21.86  | 3,975<br>22.93  | 4,136<br>23.86 | 4,314<br>24.89 | 4,527<br>26.12 |
| ACCT07   | Customer Account Representative II        | OCEA           | 3,817<br>22.02  | 3,985<br>22.99  | 4,155<br>23.97  | 4,337<br>25.02  | 4,536<br>26.17 | 4,735<br>27.32 | 4,975<br>28.70 |
| ACCT17   | Customer Service Supervisor*              | MECO           | 5,509<br>31.78  | 5,781<br>33.35  | 6,072<br>35.03  | 6,373<br>36.77  | 6,691<br>38.60 | 7,027<br>40.54 | 7,379<br>42.57 |
| MGR38    | Deputy City Attorney I**/**               | UMGMT          |                 |                 |                 |                 |                |                |                |
| MGR39    | Deputy City Attorney II**/**              | UMGMT          |                 |                 |                 |                 |                |                |                |
| EXEC02   | Deputy City Manager**/**                  | UEXEC          |                 |                 |                 |                 |                |                |                |
| FIRE24   | Deputy Fire Chief*                        | OFMA           | 14,837<br>85.60 | 15,574<br>89.85 | 16,359<br>94.38 | 17,177<br>99.10 |                |                |                |
| EXEC17   | Development Services Deputy Director**/** | UEXEC          |                 |                 |                 |                 |                |                |                |
| EXEC13   | Development Services Director**/**        | UEXEC          |                 |                 |                 |                 |                |                |                |
| ADMIN107 | Development Specialist                    | UCONF          | 4,845<br>27.95  | 5,091<br>29.37  | 5,340<br>30.81  | 5,607<br>32.35  | 5,888<br>33.97 | 6,186<br>35.69 | 6,497<br>37.48 |
| POLICE34 | Digital Forensics Analyst*                | USUPV          | 6,316<br>36.44  | 6,632<br>38.26  | 6,963<br>40.17  | 7,313<br>42.19  | 7,677<br>44.29 | 8,060<br>46.50 | 8,462<br>48.82 |

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Effective 02/18/2024 Adopted 03/13/2024

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

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

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|----------|--------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| POLICE12 | Field Evidence Technician            | OPON           | 5,073<br>29.27  | 5,297<br>30.56  | 5,540<br>31.96  | 5,795<br>33.43  | 6,060<br>34.96  | 6,328<br>36.51  | 6,646<br>38.34  |
| POLICE07 | Field Evidence Technician Trainee    | OPON           | 3,770<br>21.75  | 3,954<br>22.81  | 4,150<br>23.94  | 4,354<br>25.12  | 4,579<br>26.42  | 4,805<br>27.72  | 5,047<br>29.12  |
| EXEC12   | Finance Director*/**                 | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| ACCT23   | Financial Analyst*                   | MECO           | 6,202<br>35.78  | 6,514<br>37.58  | 6,838<br>39.45  | 7,183<br>41.44  | 7,538<br>43.49  | 7,918<br>45.68  | 8,313<br>47.96  |
| MGR21    | Financial Services Division Manager* | UMGMT          | 9,357<br>53.98  | 9,823<br>56.67  | 10,315<br>59.51 | 10,832<br>62.49 | 11,372<br>65.61 | 11,943<br>68.90 | 12,539<br>72.34 |
| FIRE05   | Fire Battalion Chief (40 Hour)*      | OFMA           | 12,267<br>70.77 | 12,877<br>74.29 | 13,527<br>78.04 | 14,205<br>81.95 |                 |                 |                 |
| FIRE10   | Fire Battalion Chief (56 Hour)       | OFMA           | 12,267<br>50.55 | 12,878<br>53.07 | 13,521<br>55.72 | 14,203<br>58.53 |                 |                 |                 |
| FIRE06   | Fire Captain (40 Hour)               | OFA            | 9,835<br>56.74  | 10,331<br>59.60 | 10,845<br>62.57 |                 |                 |                 |                 |
| FIRE11   | Fire Captain (56 Hour)               | OFA            | 9,840<br>40.55  | 10,333<br>42.58 | 10,850<br>44.71 |                 |                 |                 |                 |
| EXEC05   | Fire Chief*/**                       | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| FIRE04   | Fire Engineer (40 Hour)              | OFA            | 8,492<br>48.99  | 8,915<br>51.43  | 9,360<br>54.00  |                 |                 |                 |                 |
| FIRE09   | Fire Engineer (56 Hour)              | OFA            | 8,491<br>34.99  | 8,916<br>36.74  | 9,360<br>38.57  |                 |                 |                 |                 |

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|----------|-------------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| FIRE23   | Fire Plans Examiner                       | USUPV          | 6,074<br>35.04 | 6,373<br>36.77 | 6,694<br>38.62 | 7,027<br>40.54 | 7,384<br>42.60 | 7,746<br>44.69 | 8,135<br>46.93 |
| FIRE13   | Fire Safety Specialist                    | OFA            | 5,687<br>32.81 | 5,957<br>34.37 | 6,212<br>35.84 | 6,495<br>37.47 | 6,807<br>39.27 | 7,124<br>41.10 | 7,478<br>43.14 |
| FIRE03   | Firefighter Paramedic (40 Hour)           | OFA            | 7,023<br>40.52 | 7,375<br>42.55 | 7,745<br>44.68 | 8,133<br>46.92 | 8,538<br>49.26 | 8,967<br>51.73 |                |
| FIRE08   | Firefighter Paramedic (56 Hour)           | OFA            | 7,020<br>28.93 | 7,367<br>30.36 | 7,739<br>31.89 | 8,127<br>33.49 | 8,532<br>35.16 | 8,962<br>36.93 |                |
| FIRE28   | Firefighter Paramedic Recruit (40 Hour)   | UTECH          | 5,458<br>31.49 |                |                |                |                |                |                |
| FIRE07   | Firefighter Paramedic Recruit (56 Hour)   | UTECH          | 5,458<br>22.49 |                |                |                |                |                |                |
| ADMIN97  | Fleet Services Technician                 | OCEA           | 4,209<br>24.28 | 4,425<br>25.53 | 4,645<br>26.80 | 4,883<br>28.17 | 5,120<br>29.54 | 5,372<br>30.99 | 5,640<br>32.54 |
| MAINT46  | Fleet Supervisor                          | MECO           | 7,360<br>42.46 | 7,720<br>44.54 | 8,112<br>46.80 | 8,516<br>49.13 | 8,942<br>51.59 | 9,391<br>54.18 | 9,859<br>56.88 |
| MAINT01  | Garage Service Worker                     | OCEA           | 3,267<br>18.85 | 3,406<br>19.65 | 3,553<br>20.50 | 3,708<br>21.39 | 3,874<br>22.35 | 4,047<br>23.35 | 4,250<br>24.52 |
| ADMIN43  | Geographic Information Systems Assistant  | OCEA           | 4,966<br>28.65 | 5,209<br>30.05 | 5,474<br>31.58 | 5,744<br>33.14 | 6,037<br>34.83 | 6,339<br>36.57 | 6,656<br>38.40 |
| ADMIN55  | Geographic Information Systems Specialist | OCEA           | 5,717<br>32.98 | 5,983<br>34.52 | 6,259<br>36.11 | 6,543<br>37.75 | 6,866<br>39.61 | 7,164<br>41.33 | 7,523<br>43.40 |

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

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

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

\*Exempt  
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Effective 02/18/2024 Adopted 03/13/2024

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

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

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Effective 02/18/2024 Adopted 03/13/2024

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

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

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

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|----------|------------------------------|----------------|-----------------|-----------------|-----------------|----------------|----------------|----------------|----------------|
| ADMIN119 | Permit Technician I          | OCEA           | 3,869<br>22.32  | 4,063<br>23.44  | 4,269<br>24.63  | 4,482<br>25.86 | 4,706<br>27.15 | 4,942<br>28.51 | 5,190<br>29.94 |
| ADMIN120 | Permit Technician II         | OCEA           | 4,347<br>25.08  | 4,567<br>26.35  | 4,793<br>27.65  | 5,032<br>29.03 | 5,285<br>30.49 | 5,552<br>32.03 | 5,826<br>33.61 |
| ADMIN121 | Permit Technician III        | OCEA           | 4,878<br>28.14  | 5,119<br>29.53  | 5,375<br>31.01  | 5,644<br>32.56 | 5,926<br>34.19 | 6,223<br>35.90 | 6,535<br>37.70 |
| CSERV05  | Planner I                    | WCE            | 4,834<br>27.89  | 5,082<br>29.32  | 5,335<br>30.78  | 5,602<br>32.32 | 5,883<br>33.94 | 6,172<br>35.61 | 6,481<br>37.39 |
| CSERV13  | Planner II                   | WCE            | 5,564<br>32.10  | 5,840<br>33.69  | 6,131<br>35.37  | 6,431<br>37.10 | 6,758<br>38.99 | 7,093<br>40.92 | 7,446<br>42.96 |
| CSERV28  | Plans Examiner I             | MECO           | 5,684<br>32.79  | 5,966<br>34.42  | 6,264<br>36.14  | 6,578<br>37.95 | 6,911<br>39.87 | 7,254<br>41.85 | 7,616<br>43.94 |
| CSERV29  | Plans Examiner II            | MECO           | 6,458<br>37.26  | 6,779<br>39.11  | 7,119<br>41.07  | 7,478<br>43.14 | 7,850<br>45.29 | 8,240<br>47.54 | 8,655<br>49.93 |
| CSERV30  | Plans Examiner III           | MECO           | 7,103<br>40.98  | 7,460<br>43.04  | 7,833<br>45.19  | 8,223<br>47.44 | 8,632<br>49.80 | 9,067<br>52.31 | 9,519<br>54.92 |
| MAINT54  | Plant Maintenance Supervisor | MECO           | 7,283<br>42.02  | 7,642<br>44.09  | 8,029<br>46.32  | 8,427<br>48.62 | 8,852<br>51.07 | 9,296<br>53.63 | 9,762<br>56.32 |
| XTRA09   | Police Cadet                 | HX             | 2,850<br>16.44  |                 |                 |                |                |                |                |
| POLICE23 | Police Captain*              | OPMA           | 15,730<br>90.75 | 16,474<br>95.04 | 17,297<br>99.79 |                |                |                |                |

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|----------|---------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| EXEC09   | Police Chief*/**                      | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| POLICE22 | Police Lieutenant*                    | OPMA           | 13,390<br>77.25 | 14,061<br>81.12 | 14,763<br>85.17 |                 |                 |                 |                 |
| MGR58    | Police Media Relations Manager*       | UMGMT          | 7,020<br>40.50  | 7,370<br>42.52  | 7,739<br>44.65  | 8,126<br>46.88  | 8,531<br>49.22  | 8,960<br>51.69  | 9,407<br>54.27  |
| POLICE17 | Police Officer                        | OPOS           | 7,185<br>41.45  | 7,543<br>43.52  | 7,904<br>45.60  | 8,327<br>48.04  | 8,757<br>50.52  | 9,301<br>53.66  | 9,762<br>56.32  |
| POLICE26 | Police Officer Recruit                | UTECH          | 5,562<br>32.09  |                 |                 |                 |                 |                 |                 |
| MGR02    | Police Records Manager*               | UMGMT          | 7,018<br>40.49  | 7,370<br>42.52  | 7,734<br>44.62  | 8,121<br>46.85  | 8,526<br>49.19  | 8,954<br>51.66  | 9,407<br>54.27  |
| POLICE10 | Police Records Supervisor*            | MECO           | 4,590<br>26.48  | 4,819<br>27.80  | 5,063<br>29.21  | 5,313<br>30.65  | 5,580<br>32.19  | 5,860<br>33.81  | 6,153<br>35.50  |
| POLICE02 | Police Records Technician             | OPON           | 3,546<br>20.46  | 3,692<br>21.30  | 3,872<br>22.34  | 4,032<br>23.26  | 4,200<br>24.23  | 4,394<br>25.35  | 4,612<br>26.61  |
| POLICE20 | Police Sergeant                       | OPOS           | 11,116<br>64.13 | 11,669<br>67.32 | 12,255<br>70.70 |                 |                 |                 |                 |
| MGR55    | Principal Civil Engineer*             | UMGMT          | 10,183<br>58.75 | 10,689<br>61.67 | 11,229<br>64.78 | 11,788<br>68.01 | 12,378<br>71.41 | 12,997<br>74.98 | 13,647<br>78.73 |
| ENGRS05  | Principal Engineering Staff Assistant | MECO           | 6,094<br>35.16  | 6,399<br>36.92  | 6,718<br>38.76  | 7,055<br>40.70  | 7,412<br>42.76  | 7,772<br>44.84  | 8,159<br>47.07  |

\*Exempt  
\*\*Unclassified

SALARY SCHEDULE  
Effective 02/18/2024 Adopted 03/13/2024

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

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Effective 02/18/2024 Adopted 03/13/2024

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

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Effective 02/18/2024 Adopted 03/13/2024

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

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

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

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|----------|------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------|
| ADMIN123 | Senior Paralegal**                 | UCONF          | 5,639<br>32.53 | 5,921<br>34.16 | 6,214<br>35.85 | 6,528<br>37.66 | 6,852<br>39.53 | 7,195<br>41.51 | 7,556<br>43.59  |
| MAINT15  | Senior Parking Enforcement Officer | OCEA           | 4,456<br>25.71 | 4,685<br>27.03 | 4,914<br>28.35 | 5,162<br>29.78 | 5,413<br>31.23 | 5,687<br>32.81 | 5,973<br>34.46  |
| ACCT27   | Senior Payroll Technician          | UCONF          | 5,112<br>29.49 | 5,361<br>30.93 | 5,632<br>32.49 | 5,914<br>34.12 | 6,207<br>35.81 | 6,519<br>37.61 | 6,845<br>39.49  |
| CSERV19  | Senior Planner*                    | MECO           | 7,764<br>44.79 | 8,152<br>47.03 | 8,563<br>49.40 | 8,993<br>51.88 | 9,438<br>54.45 | 9,911<br>57.18 | 10,409<br>60.05 |
| POLICE05 | Senior Police Records Technician   | OPON           | 3,985<br>22.99 | 4,155<br>23.97 | 4,351<br>25.10 | 4,555<br>26.28 | 4,761<br>27.47 | 4,978<br>28.72 | 5,228<br>30.16  |
| ADMIN109 | Senior Property Agent*             | USUPV          | 6,763<br>39.02 | 7,105<br>40.99 | 7,457<br>43.02 | 7,824<br>45.14 | 8,221<br>47.43 | 8,632<br>49.80 | 9,065<br>52.30  |
| ACCT28   | Senior Purchasing Technician       | OCEA           | 4,169<br>24.05 | 4,378<br>25.26 | 4,597<br>26.52 | 4,826<br>27.84 | 5,067<br>29.23 | 5,321<br>30.70 | 5,587<br>32.23  |
| MAINT74  | Senior Traffic Signal Technician   | OCEA           | 5,593<br>32.27 | 5,874<br>33.89 | 6,167<br>35.58 | 6,476<br>37.36 | 6,800<br>39.23 | 7,140<br>41.19 | 7,497<br>43.25  |
| MAINT58  | Senior Utility Worker              | OCEA           | 5,677<br>32.75 | 5,959<br>34.38 | 6,256<br>36.09 | 6,568<br>37.89 | 6,895<br>39.78 | 7,240<br>41.77 | 7,604<br>43.87  |
| RECRE13  | Special Events Coordinator*        | MECO           | 5,488<br>31.66 | 5,762<br>33.24 | 6,049<br>34.90 | 6,351<br>36.64 | 6,670<br>38.48 | 7,003<br>40.40 | 7,351<br>42.41  |
| ACCT20   | Supervising Accountant*            | MECO           | 6,826<br>39.38 | 7,169<br>41.36 | 7,526<br>43.42 | 7,902<br>45.59 | 8,297<br>47.87 | 8,712<br>50.26 | 9,147<br>52.77  |

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|----------|--------------------------------|----------------|----------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN62  | Supervising Housing Specialist | MECO           | 6,282<br>36.24 | 6,592<br>38.03 | 6,923<br>39.94 | 7,264<br>41.91  | 7,628<br>44.01  | 8,013<br>46.23  | 8,412<br>48.53  |
| ADMIN110 | Supervising Property Agent*    | USUPV          | 7,105<br>40.99 | 7,457<br>43.02 | 7,824<br>45.14 | 8,221<br>47.43  | 8,632<br>49.80  | 9,062<br>52.28  | 9,514<br>54.89  |
| XTRA14   | Technical Assistant            | HX             | 2,985<br>17.22 | 3,136<br>18.09 | 3,292<br>18.99 | 3,456<br>19.94  | 3,628<br>20.93  | 3,812<br>21.99  | 3,999<br>23.07  |
| MAINT73  | Traffic Signal Technician      | OCEA           | 5,183<br>29.90 | 5,420<br>31.27 | 5,671<br>32.72 | 5,928<br>34.20  | 6,221<br>35.89  | 6,491<br>37.45  | 6,815<br>39.32  |
| CSERV21  | Transportation Planner         | WCE            | 7,739<br>44.65 | 8,095<br>46.70 | 8,466<br>48.84 | 8,885<br>51.26  | 9,292<br>53.61  | 9,731<br>56.14  | 10,218<br>58.95 |
| MGR27    | Treasury Manager*/**           | UMGMT          | 8,954<br>51.66 | 9,403<br>54.25 | 9,868<br>56.93 | 10,369<br>59.82 | 10,882<br>62.78 | 11,424<br>65.91 | 11,993<br>69.19 |
| ACCT12   | Treasury Technician**          | UCONF          | 4,209<br>24.28 | 4,425<br>25.53 | 4,645<br>26.80 | 4,883<br>28.17  | 5,120<br>29.54  | 5,372<br>30.99  | 5,640<br>32.54  |
| MAINT55  | Utility Supervisor             | MECO           | 7,283<br>42.02 | 7,642<br>44.09 | 8,029<br>46.32 | 8,427<br>48.62  | 8,852<br>51.07  | 9,296<br>53.63  | 9,762<br>56.32  |
| MAINT12  | Utility Worker I               | OCEA           | 4,290<br>24.75 | 4,495<br>25.93 | 4,718<br>27.22 | 4,957<br>28.60  | 5,207<br>30.04  | 5,463<br>31.52  | 5,737<br>33.10  |
| MAINT18  | Utility Worker II              | OCEA           | 4,708<br>27.16 | 4,940<br>28.50 | 5,191<br>29.95 | 5,457<br>31.48  | 5,723<br>33.02  | 6,006<br>34.65  | 6,306<br>36.38  |
| MAINT34  | Utility Worker III             | OCEA           | 5,184<br>29.91 | 5,444<br>31.41 | 5,713<br>32.96 | 5,997<br>34.60  | 6,294<br>36.31  | 6,580<br>37.96  | 6,911<br>39.87  |

\*Exempt  
\*\*Unclassified

SALARY SCHEDULE  
Effective 02/18/2024 Adopted 03/13/2024

| Job Type | Classification                        | Employee Group | A<br>Hourly    | B<br>Hourly    | C<br>Hourly    | D<br>Hourly    | E<br>Hourly    | F<br>Hourly    | G<br>Hourly    |
|----------|---------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| MAINT63  | Utility Worker Trainee                | OCEA           | 3,851<br>22.22 | 4,046<br>23.34 | 4,248<br>24.51 | 4,458<br>25.72 | 4,683<br>27.02 | 4,914<br>28.35 | 5,160<br>29.77 |
| MAINT20  | Wastewater Plant Operator I           | OCEA           | 5,127<br>29.58 | 5,384<br>31.06 | 5,652<br>32.61 | 5,937<br>34.25 | 6,235<br>35.97 | 6,545<br>37.76 | 6,871<br>39.64 |
| MAINT32  | Wastewater Plant Operator II          | OCEA           | 5,597<br>32.29 | 5,876<br>33.90 | 6,169<br>35.59 | 6,476<br>37.36 | 6,802<br>39.24 | 7,143<br>41.21 | 7,498<br>43.26 |
| MAINT40  | Wastewater Plant Operator III         | OCEA           | 6,211<br>35.83 | 6,528<br>37.66 | 6,854<br>39.54 | 7,200<br>41.54 | 7,557<br>43.60 | 7,937<br>45.79 | 8,334<br>48.08 |
| MAINT59  | Wastewater Plant Operator in Training | OCEA           | 4,236<br>24.44 | 4,449<br>25.67 | 4,675<br>26.97 | 4,902<br>28.28 | 5,153<br>29.73 | 5,406<br>31.19 | 5,678<br>32.76 |
| MAINT49  | Wastewater Plant Supervisor           | MECO           | 6,800<br>39.23 | 7,143<br>41.21 | 7,497<br>43.25 | 7,876<br>45.44 | 8,266<br>47.69 | 8,682<br>50.09 | 9,116<br>52.59 |
| MAINT56  | Water Distribution Supervisor         | MECO           | 7,287<br>42.04 | 7,642<br>44.09 | 8,029<br>46.32 | 8,427<br>48.62 | 8,852<br>51.07 | 9,296<br>53.63 | 9,762<br>56.32 |
| CSERV27  | Water Efficiency Specialist           | OCEA           | 4,966<br>28.65 | 5,209<br>30.05 | 5,472<br>31.57 | 5,744<br>33.14 | 6,034<br>34.81 | 6,335<br>36.55 | 6,653<br>38.38 |
| MAINT19  | Water Plant Operator I                | OCEA           | 4,843<br>27.94 | 5,087<br>29.35 | 5,342<br>30.82 | 5,607<br>32.35 | 5,888<br>33.97 | 6,185<br>35.68 | 6,495<br>37.47 |
| MAINT31  | Water Plant Operator II               | OCEA           | 5,285<br>30.49 | 5,555<br>32.05 | 5,833<br>33.65 | 6,126<br>35.34 | 6,427<br>37.08 | 6,744<br>38.91 | 7,086<br>40.88 |
| MAINT39  | Water Plant Operator III              | OCEA           | 5,905<br>34.07 | 6,205<br>35.80 | 6,516<br>37.59 | 6,841<br>39.47 | 7,185<br>41.45 | 7,540<br>43.50 | 7,916<br>45.67 |

\*Exempt  
\*\*Unclassified

SALARY SCHEDULE  
Effective 02/18/2024 Adopted 03/13/2024

| Job Type | Classification                       | Employee Group | A Hourly        | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|--------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| MAINT61  | Water Plant Operator in Training     | OCEA           | 4,004<br>23.10  | 4,207<br>24.27  | 4,417<br>25.48  | 4,637<br>26.75  | 4,871<br>28.10  | 5,108<br>29.47  | 5,363<br>30.94  |
| MAINT48  | Water Treatment Supervisor           | MECO           | 6,729<br>38.82  | 7,067<br>40.77  | 7,417<br>42.79  | 7,786<br>44.92  | 8,180<br>47.19  | 8,592<br>49.57  | 9,020<br>52.04  |
| EXEC10   | Water Utilities Director*/**         | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| MGR28    | Water Utilities Division Manager*    | UMGMT          | 10,412<br>60.07 | 10,934<br>63.08 | 11,478<br>66.22 | 12,052<br>69.53 | 12,655<br>73.01 | 13,288<br>76.66 | 13,953<br>80.50 |
| CSERV33  | Water Utilities Inspector            | OCEA           | 5,840<br>33.69  | 6,133<br>35.38  | 6,441<br>37.16  | 6,763<br>39.02  | 7,100<br>40.96  | 7,455<br>43.01  | 7,828<br>45.16  |
| MAINT65  | Water Utilities Plant Electrician I  | OCEA           | 5,618<br>32.41  | 5,892<br>33.99  | 6,188<br>35.70  | 6,498<br>37.49  | 6,828<br>39.39  | 7,164<br>41.33  | 7,523<br>43.40  |
| MAINT66  | Water Utilities Plant Electrician II | OCEA           | 5,899<br>34.03  | 6,193<br>35.73  | 6,509<br>37.55  | 6,833<br>39.42  | 7,178<br>41.41  | 7,537<br>43.48  | 7,914<br>45.66  |

\*Exempt  
\*\*Unclassified