

A F S C M E

CHIEF EXECUTIVE EMPLOYEES

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Budget Officer	169	\$81,948	\$85,260	\$88,716	\$92,316	\$96,060
Chief Building Official	214	\$128,232	\$133,440	\$138,852	\$144,492	\$150,360
City Controller	213	\$126,960	\$132,120	\$137,472	\$143,054	\$148,872
Community Development, Director of	215	\$129,516	\$134,772	\$140,244	\$145,932	\$151,860
Employment and Training Services, Director of	174	\$86,112	\$89,604	\$93,240	\$97,020	\$100,956
Fire Chief	219	\$134,772	\$140,244	\$145,932	\$151,860	\$158,028
General Services, Director of	186	\$97,020	\$100,956	\$105,060	\$109,320	\$113,760
Housing Director	182	\$93,240	\$97,020	\$100,956	\$105,060	\$109,320
Human Resources Director	206	\$118,392	\$123,216	\$128,232	\$133,440	\$138,852
Parks and Recreation, Director of	198	\$109,320	\$113,760	\$118,392	\$123,216	\$128,232
Planning Director	178	\$89,604	\$93,240	\$97,020	\$100,956	\$105,060
Planning and Economic Development, Director of	197	\$108,240	\$112,632	\$117,216	\$121,992	\$126,960
Director of Public Works and Municipal Utilities	214	\$128,232	\$133,440	\$138,852	\$144,492	\$150,360
Redevelopment, Director of	182	\$93,240	\$97,020	\$100,956	\$105,060	\$109,320
Street Superintendent	170	\$82,764	\$86,112	\$89,604	\$93,240	\$97,020

CHIEF EXECUTIVE EMPLOYEE

Unclassified

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
		STEP A	STEP B	STEP C	STEP D	STEP E
City Manager (Unclassified)	(Per Contract)	-	-	-	-	\$221,000
Assistant City Manager (Unclassified)	233	\$154,920	\$161,208	\$167,748	\$174,564	\$181,664

CONFIDENTIAL EMPLOYEES

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Council Liaison Officer	115	\$47,928	\$49,848	\$51,840	\$53,940	\$56,136
Human Resource Specialist	124	\$52,356	\$54,480	\$56,700	\$59,004	\$61,404
Secretary to the City Manager	122	\$51,324	\$53,412	\$55,584	\$57,840	\$60,192
Secretary to the Mayor and Council	117	\$48,864	\$50,820	\$52,884	\$55,032	\$57,264

A F S C M E

EXECUTIVE EMPLOYEES

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Chief Deputy City Attorney	197	\$108,240	\$112,632	\$117,216	\$121,992	\$126,960
Chief Deputy City Clerk	143	\$63,264	\$65,832	\$68,508	\$71,292	\$74,184
Chief Deputy City Treasurer	143	\$63,264	\$65,832	\$68,508	\$71,292	\$74,184
City Controller, Deputy	170	\$82,764	\$86,112	\$89,604	\$93,240	\$97,020
City Engineer, Assistant	172	\$84,420	\$87,840	\$91,404	\$95,112	\$98,976
Deputy City Attorney I	152	\$69,192	\$72,000	\$74,928	\$77,964	\$81,132
Deputy City Attorney II	167	\$80,328	\$83,592	\$86,976	\$90,504	\$94,176
Deputy City Attorney III	182	\$93,240	\$97,020	\$100,956	\$105,060	\$109,320
Deputy Director of Community Redevelopment	172	\$84,420	\$87,840	\$91,404	\$95,112	\$98,976
Fire Battalion Chief	180	\$91,404	\$95,112	\$98,976	\$102,984	\$107,172
Fire Chief, Deputy	191	\$101,964	\$106,116	\$110,412	\$114,900	\$119,580
Grants Manager	161	\$75,672	\$78,744	\$81,948	\$85,260	\$88,716
Human Resources Analyst	150	\$67,824	\$70,584	\$73,452	\$76,428	\$79,536
Internal Auditor	153	\$69,888	\$72,720	\$75,672	\$78,744	\$81,948
Parks and Recreation, Deputy Director of	165	\$78,744	\$81,948	\$85,260	\$88,716	\$92,316
Redevelopment Manager	162	\$76,428	\$79,536	\$82,764	\$86,112	\$89,604
Risk Manager	188	\$98,976	\$102,984	\$107,172	\$111,516	\$116,052
Deputy Director of Public Works & Municipal Utilities	184	\$95,112	\$98,976	\$102,984	\$107,172	\$111,516

FIRE FIGHTERS ASSOCIATION

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Fire Captain	172	\$84,420	\$87,840	\$91,404	\$95,112	\$98,976
Fire Engineer	156	\$72,000	\$74,928	\$77,964	\$81,132	\$84,420
Fire Fighter	140	\$61,404	\$63,900	\$66,492	\$69,192	\$72,000

HOURLY AND SEASONAL EMPLOYEES

EFFECTIVE JULY 1, 2015

CLASSIFICATION TITLE	HOURLY PAY RATE				
	Step A	Step B	Step C	Step D	Step E
Administrative Intern, Jr.	\$10.66	\$11.09	\$11.53	\$11.99	\$12.47
Administrative Intern, Sr.	\$15.52	\$16.14	\$16.79	\$17.46	\$18.16
Cashier	—	—	—	—	\$10.36
City Council Assistant	\$23.04	\$23.96	\$24.92	\$25.92	\$26.95
Lifeguard	\$10.92	\$11.35	\$11.81	\$12.28	\$12.77
Locker Room Attendant	—	—	—	\$10.03	\$10.43
Recreation Activities Specialist	\$15.30	\$15.91	\$16.54	\$17.21	\$17.89
Recreation Aide	\$11.63	\$12.09	\$12.58	\$13.08	\$13.60
Swim Pool Manager	\$18.38	\$19.11	\$19.87	\$20.67	\$21.50

HOURLY AND SEASONAL EMPLOYEES

CLASSIFICATION TITLE	HOURLY PAY RATE			
	EFFECTIVE DATE			
	(07/01/15)	(01/01/16)		
Community Service Worker (<i>Res#24,322 approved 04/05/16</i>)	—	\$10.00		
Fire Prevention Assistant (<i>Res# 23,686 approved 01/22/13</i>)	\$21.93			
Production Aide I	\$15.86			
Secretary to the Mayor	\$30.55			
Swim Pool Manager, Assistant	\$13.61			

S E I U

MAINTENANCE & TRADES UNIT

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Custodian	75	\$32,376	\$33,672	\$35,016	\$36,420	\$37,872
Custodian Leadworker	103	\$42,600	\$44,304	\$46,080	\$47,928	\$49,848
Electrician	131	\$56,136	\$58,416	\$60,792	\$63,264	\$65,832
Electrician, Assistant	96	\$39,768	\$41,352	\$43,008	\$44,736	\$46,524
Electrician, Traffic & Lighting	131	\$56,136	\$58,416	\$60,792	\$63,264	\$65,832
Engineering Aide	88	\$36,768	\$38,232	\$39,768	\$41,352	\$43,008
Engineering Aide, Senior	103	\$42,600	\$44,304	\$46,080	\$47,928	\$49,848
Facilities Maintenance Worker I	86	\$36,048	\$37,488	\$38,988	\$40,548	\$42,180
Facilities Maintenance Worker II	96	\$39,768	\$41,352	\$43,008	\$44,736	\$46,524
Facilities Maintenance Worker III	110	\$45,624	\$47,448	\$49,356	\$51,324	\$53,412
Maintenance Worker I	90	\$37,488	\$38,988	\$40,548	\$42,180	\$43,860
Maintenance Worker II	102	\$42,180	\$43,860	\$45,624	\$47,448	\$49,356
Maintenance Leadworker	114	\$47,448	\$49,356	\$51,324	\$53,412	\$55,584
Mechanic	102	\$42,180	\$43,860	\$45,624	\$47,448	\$49,356
Mechanic Leadworker	108	\$44,736	\$46,524	\$48,396	\$50,328	\$52,356
Meter Reader	116	\$48,396	\$50,328	\$52,356	\$54,480	\$56,700
Parks Maintenance Worker I	90	\$37,488	\$38,988	\$40,548	\$42,180	\$43,860
Parks Maintenance Worker II	102	\$42,180	\$43,860	\$45,624	\$47,448	\$49,356
Parks Maintenance Leadworker	114	\$47,448	\$49,356	\$51,324	\$53,412	\$55,584
Plumber	131	\$56,136	\$58,416	\$60,792	\$63,264	\$65,832
Public Works Inspector	106	\$43,860	\$45,624	\$47,448	\$49,356	\$51,324
Pump Operator	123	\$51,840	\$53,940	\$56,136	\$58,416	\$60,792
Small Engine Mechanic	88	\$36,768	\$38,232	\$39,768	\$41,352	\$43,008
Storekeeper	99	\$40,956	\$42,600	\$44,304	\$46,080	\$47,928
Traffic Signal Technician	127	\$53,940	\$56,136	\$58,416	\$60,792	\$63,264
Wastewater Technician	122	\$51,324	\$53,412	\$55,584	\$57,840	\$60,192
Water Serviceworker, Grade I	110	\$45,624	\$47,448	\$49,356	\$51,324	\$53,412
Water Serviceworker, Grade II	123	\$51,840	\$53,940	\$56,136	\$58,416	\$60,792
Water Serviceworker, Grade III	138	\$60,192	\$62,640	\$65,184	\$67,824	\$70,584

MISCELLANEOUS EMPLOYEES

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Ambulance Operator	26	\$20,016	\$20,820	\$21,648	\$22,512	\$23,412

A F S C M E

(NON-SUPERVISORY)

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Account Clerk I	77	\$33,000	\$34,320	\$35,688	\$37,116	\$38,604
Accountant	133	\$57,264	\$59,592	\$62,016	\$64,536	\$67,152
Accountant II	149	\$67,152	\$69,888	\$72,720	\$75,672	\$78,744
Accounting Specialist	99	\$40,956	\$42,600	\$44,304	\$46,080	\$47,928
Administrative Analyst I	115	\$47,928	\$49,848	\$51,840	\$53,940	\$56,136
Administrative Analyst II	133	\$57,264	\$59,592	\$62,016	\$64,536	\$67,152
Administrative Specialist	99	\$40,956	\$42,600	\$44,304	\$46,080	\$47,928
Building and Permit Technician	81	\$34,320	\$35,688	\$37,116	\$38,604	\$40,152
Building Inspector I	123	\$51,840	\$53,940	\$56,136	\$58,416	\$60,792
Building Inspector II	135	\$58,416	\$60,792	\$63,264	\$65,832	\$68,508
Business License Inspector	124	\$52,356	\$54,480	\$56,700	\$59,004	\$61,404
Case Manager	102	\$42,180	\$43,860	\$45,624	\$47,448	\$49,356
Civil Engineer, Assistant	128	\$54,480	\$56,700	\$59,004	\$61,404	\$63,900
Civil Engineer, Junior	121	\$50,832	\$52,884	\$55,032	\$57,264	\$59,592
Claims Technician	99	\$40,956	\$42,600	\$44,304	\$46,080	\$47,928
Code Enforcement Officer I	124	\$52,356	\$54,480	\$56,700	\$59,004	\$61,404
Code Enforcement Officer II	134	\$57,840	\$60,192	\$62,640	\$65,184	\$67,824
Community Center Supervisor	92	\$38,232	\$39,768	\$41,352	\$43,008	\$44,736
Customer Service Representative	103	\$42,600	\$44,304	\$46,080	\$47,928	\$49,848
Engineering Clerk	78	\$33,336	\$34,668	\$36,048	\$37,488	\$38,988
Family Self-Sufficiency Project Coordinator	123	\$51,840	\$53,940	\$56,136	\$58,416	\$60,792
Housing Coordinator	148	\$66,492	\$69,192	\$72,000	\$74,928	\$77,964
Housing Eligibility Aide	109	\$45,168	\$46,980	\$48,864	\$50,820	\$52,884
Housing Eligibility Specialist	121	\$50,832	\$52,884	\$55,032	\$57,264	\$59,592
Housing Program Development Specialist, Senior	132	\$56,700	\$59,004	\$61,404	\$63,900	\$66,492
Information Systems Analyst	100	\$41,352	\$43,008	\$44,736	\$46,524	\$48,396
Legal Technician	99	\$40,956	\$42,600	\$44,304	\$46,080	\$47,928
Office Aide	44	\$23,880	\$24,828	\$25,824	\$26,856	\$27,936
Office Assistant I	60	\$27,936	\$29,052	\$30,216	\$31,428	\$32,688
Office Assistant I/Bilingual	63	\$28,776	\$29,928	\$31,128	\$32,376	\$33,672
Office Assistant III	81	\$34,320	\$35,688	\$37,116	\$38,604	\$40,152
Para-Transit Driver	62	\$28,488	\$29,628	\$30,816	\$32,052	\$33,336
PBX Operator/Clerk I	59	\$27,672	\$28,776	\$29,928	\$31,128	\$32,376
Planner, Assistant	132	\$56,700	\$59,004	\$61,404	\$63,900	\$66,492
Planner, Associate	146	\$65,184	\$67,824	\$70,584	\$73,452	\$76,428

A F S C M E

(NON-SUPERVISORY)

CLASSIFICATION TITLE		ANNUAL SALARY STEPS				
	RANGE					
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Planning Technician	110	\$45,624	\$47,448	\$49,356	\$51,324	\$53,412
Program Development Specialist	132	\$56,700	\$59,004	\$61,404	\$63,900	\$66,492
Property Inspector	100	\$41,352	\$43,008	\$44,736	\$46,524	\$48,396
Recreation Leader	84	\$35,352	\$36,768	\$38,232	\$39,768	\$41,352
Recreation Leader/Senior Citizens Program	84	\$35,352	\$36,768	\$38,232	\$39,768	\$41,352
Redevelopment Aide	53	\$26,076	\$27,120	\$28,200	\$29,328	\$30,504
Redevelopment Assistant	85	\$35,688	\$37,116	\$38,604	\$40,152	\$41,760
Redevelopment Technician I	116	\$48,396	\$50,328	\$52,356	\$54,480	\$56,700
Redevelopment Technician II	132	\$56,700	\$59,004	\$61,404	\$63,900	\$66,492
Rehabilitation Assistant	95	\$39,384	\$40,956	\$42,600	\$44,304	\$46,080
Relocation Specialist	90	\$37,488	\$38,988	\$40,548	\$42,180	\$43,860
Reprographics Equipment Operator II	98	\$40,548	\$42,180	\$43,860	\$45,624	\$47,448
Training and Services Coordinator	119	\$49,848	\$51,840	\$53,940	\$56,136	\$58,416
Utility Billing Specialist	103	\$42,600	\$44,304	\$46,080	\$47,928	\$49,848
Video Production Specialist	71	\$31,128	\$32,376	\$33,672	\$35,016	\$36,420

S E I U

PUBLIC SAFETY AUXILIARY UNIT

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Parking Control Officer	83	\$35,016	\$36,420	\$37,872	\$39,384	\$40,956
Security Officer	76	\$32,688	\$33,996	\$35,352	\$36,768	\$38,232
Security Services Coordinator	134	\$57,840	\$60,192	\$62,640	\$65,184	\$67,824

A F S C M E

(SUPERVISORY)

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Accounting Supervisor	145	\$64,536	\$67,152	\$69,888	\$72,720	\$75,672
Administrative Analyst, Senior	145	\$64,536	\$67,152	\$69,888	\$72,720	\$75,672
Administrative Assistant	106	\$43,860	\$45,624	\$47,448	\$49,356	\$51,324
Building Inspector, Senior	160	\$74,928	\$77,964	\$81,132	\$84,420	\$87,840
Building Maintenance Supervisor	143	\$63,264	\$65,832	\$68,508	\$71,292	\$74,184
Business Licensing Supervisor	134	\$57,840	\$60,192	\$62,640	\$65,184	\$67,824
Civil Engineer, Associate	137	\$59,592	\$62,016	\$64,536	\$67,152	\$69,888
Civil Engineer, Senior	159	\$74,184	\$77,196	\$80,328	\$83,592	\$86,976
Claims Examiner	132	\$56,700	\$59,004	\$61,404	\$63,900	\$66,492
Code Enforcement Manager	171	\$83,592	\$86,976	\$90,504	\$94,176	\$97,992
Community Development Specialist	135	\$58,416	\$60,792	\$63,264	\$65,832	\$68,508
Community Development Specialist, Senior	150	\$67,824	\$70,584	\$73,452	\$76,428	\$79,536
Computer Technician	133	\$57,264	\$59,592	\$62,016	\$64,536	\$67,152
Construction and Maintenance Supervisor	152	\$69,192	\$72,000	\$74,928	\$77,964	\$81,132
Customer Services Supervisor	127	\$53,940	\$56,136	\$58,416	\$60,792	\$63,264
Deputy City Clerk	127	\$53,940	\$56,136	\$58,416	\$60,792	\$63,264
Deputy City Treasurer	127	\$53,940	\$56,136	\$58,416	\$60,792	\$63,264
Economic Development Specialist	132	\$56,700	\$59,004	\$61,404	\$63,900	\$66,492
Economic Development Specialist, Senior	147	\$65,832	\$68,508	\$71,292	\$74,184	\$77,196
Emergency Management Coordinator	147	\$65,832	\$68,508	\$71,292	\$74,184	\$77,196
Equipment Maintenance Supervisor	140	\$61,404	\$63,900	\$66,492	\$69,192	\$72,000
Executive Assistant	127	\$53,940	\$56,136	\$58,416	\$60,792	\$63,264
Fire Protection Specialist I	122	\$51,324	\$53,412	\$55,584	\$57,840	\$60,192
Fire Protection Specialist II	137	\$59,592	\$62,016	\$64,536	\$67,152	\$69,888
Grants Coordinator	132	\$56,700	\$59,004	\$61,404	\$63,900	\$66,492
Housing Rehabilitation Supervisor	141	\$62,016	\$64,536	\$67,152	\$69,888	\$72,720
Housing Services Supervisor	136	\$59,004	\$61,404	\$63,900	\$66,492	\$69,192
Housing Specialist, Senior	133	\$57,264	\$59,592	\$62,016	\$64,536	\$67,152
Information Systems Engineer/Administrator	170	\$82,764	\$86,112	\$89,604	\$93,240	\$97,020
Maintenance Superintendent	141	\$62,016	\$64,536	\$67,152	\$69,888	\$72,720
Mechanic Foreman	123	\$51,840	\$53,940	\$56,136	\$58,416	\$60,792
Paralegal	140	\$61,404	\$63,900	\$66,492	\$69,192	\$72,000
Parks Maintenance Supervisor	138	\$60,192	\$62,640	\$65,184	\$67,824	\$70,584
Payroll Services Supervisor	133	\$57,264	\$59,592	\$62,016	\$64,536	\$67,152
Planner, Senior	160	\$74,928	\$77,964	\$81,132	\$84,420	\$87,840
Printing Services Supervisor	143	\$63,264	\$65,832	\$68,508	\$71,292	\$74,184

A F S C M E

(SUPERVISORY)

CLASSIFICATION TITLE	RANGE	ANNUAL SALARY STEPS				
	(07/01/15)	STEP A	STEP B	STEP C	STEP D	STEP E
Program Development Specialist, Senior	152	\$69,192	\$72,000	\$74,928	\$77,964	\$81,132
Project Manager	154	\$70,584	\$73,452	\$76,428	\$79,536	\$82,764
Recreation Supervisor	122	\$51,324	\$53,412	\$55,584	\$57,840	\$60,192
Street Foreman	122	\$51,324	\$53,412	\$55,584	\$57,840	\$60,192
Street Maintenance Supervisor	138	\$60,192	\$62,640	\$65,184	\$67,824	\$70,584
Systems Coordinator	152	\$69,192	\$72,000	\$74,928	\$77,964	\$81,132
Traffic and Lighting Foreman	136	\$59,004	\$61,404	\$63,900	\$66,492	\$69,192
Water Construction and Maintenance Supervisor	145	\$64,536	\$67,152	\$69,888	\$72,720	\$75,672
Water Operations and Division Supervisor	152	\$69,192	\$72,000	\$74,928	\$77,964	\$81,132
Water Production and Distribution Supervisor	152	\$69,192	\$72,000	\$74,928	\$77,964	\$81,132
Workers' Compensation Claims Administrator	171	\$83,592	\$86,976	\$90,504	\$94,176	\$97,992