

RESOLUTION NO. 25-9413

**A RESOLUTION OF THE CITY OF SANTA CLARA,
CALIFORNIA, ADOPTING THE AMENDED CLASSIFIED
SALARY PLANS FOR VARIOUS POSITIONS WITH AN
APPROVAL DATE OF JANUARY 14, 2025 AND AN EFFECTIVE
DATE OF DECEMBER 22, 2024**

WHEREAS, the City of Santa Clara contracts with CalPERS to provide retirement benefits;

WHEREAS, to comply with the California Code Regulations section 570.5, the City of Santa Clara shall among other things, have publicly available pay schedules approved and adopted by the City Council which shall indicate an effective date and date of any revisions; and

WHEREAS, as required by the California Code Regulations section 570.5 and as mandated by CalPERS, the City Council deems it to be in the best interests of the City to adopt the Amended Classified Salary Plans for City of Santa Clara classifications when there are salary modifications to existing classifications, and when new classifications are created and salary ranges need to be established or when existing classifications are deleted, with an approval date of January 14, 2025, and an effective date of December 22, 2024.

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NOW THEREFORE, BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

1. That the City hereby adopts the attached Amended Classified Salary Plan, for various City of Santa Clara positions, reflecting the wage increases for classified positions approved by the City Council in the applicable Memoranda of Understanding between the City of Santa Clara and the American Federation of State County and Municipal Employees (AFSCME), Local 101.
2. Effective date. In accordance with the California Code Regulations section 570.5 and to comply with CalPERS, the attached salary schedules for various classified positions shall be effective December 22, 2024, and adopted with an approval date of January 14, 2025.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 14TH DAY OF JANUARY, 2025, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:	Chahal, Cox, Gonzalez, Hardy, Jain, and Park, and Mayor Gillmor
NOES:	COUNCILORS:	None
ABSENT:	COUNCILORS:	None
ABSTAINED:	COUNCILORS:	None

ATTEST: 
NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Classified Salary Plan effective 12-22-2024 (for Council 01-14-2025)

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Account Clerk I	210	578	A	019	\$ 38.724519	\$ 6,712.25	\$ 80,547.00	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 49.573615	\$ 8,592.76	\$ 103,113.12
Account Clerk II	215	578	A	023	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 54.510058	\$ 9,448.41	\$ 113,380.92
Account Clerk III	220	578	A	025	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 57.262962	\$ 9,925.58	\$ 119,106.96
Accountant	205	578	A	031	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 66.315231	\$ 11,494.64	\$ 137,935.68
Accounting Technician I	216	578	A	018	\$ 37.788808	\$ 6,550.06	\$ 78,600.72	\$ 39.653481	\$ 6,873.27	\$ 82,479.24	\$ 41.721635	\$ 7,231.75	\$ 86,781.00	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 48.326019	\$ 8,376.51	\$ 100,518.12
Accounting Technician II	217	578	A	020	\$ 39.653481	\$ 6,873.27	\$ 82,479.24	\$ 41.721635	\$ 7,231.75	\$ 86,781.00	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40
Associate Engineer (Civil)	321	4	E	034	\$ 64.605577	\$ 11,198.30	\$ 134,379.60	\$ 67.964250	\$ 11,780.47	\$ 141,365.64	\$ 71.240827	\$ 12,348.41	\$ 148,180.92	\$ 74.808462	\$ 12,966.80	\$ 155,601.60	\$ 78.622385	\$ 13,627.88	\$ 163,534.56	\$ 80.682288	\$ 13,984.93	\$ 167,819.16	\$ 82.690096	\$ 14,332.95	\$ 171,995.40
Associate Planner	240	578	A	036	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20	\$ 74.858885	\$ 12,975.54	\$ 155,706.48
Asst Elec Utility Engineer	230	4	E2	032	\$ 67.343769	\$ 11,672.92	\$ 140,075.04	\$ 70.586077	\$ 12,234.92	\$ 146,819.04	\$ 74.244692	\$ 12,869.08	\$ 154,428.96	\$ 77.829058	\$ 13,490.37	\$ 161,884.44	\$ 81.733096	\$ 14,167.07	\$ 170,004.84	\$ 83.807885	\$ 14,526.70	\$ 174,320.40	\$ 85.890115	\$ 14,887.62	\$ 178,651.44
Asst Engineer (Civil)	228	4	E	032	\$ 61.635115	\$ 10,683.42	\$ 128,201.04	\$ 64.605577	\$ 11,198.30	\$ 134,379.60	\$ 67.964250	\$ 11,780.47	\$ 141,365.64	\$ 71.240827	\$ 12,348.41	\$ 148,180.92	\$ 74.808462	\$ 12,966.80	\$ 155,601.60	\$ 76.704173	\$ 13,295.39	\$ 159,544.68	\$ 78.622385	\$ 13,627.88	\$ 163,534.56
Asst Planner	232	578	A	029	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 63.128250	\$ 10,942.23	\$ 131,306.76
Asst Training Officer	233S	1S	C1	041	\$ 63.881126	\$ 15,501.82	\$ 186,021.84	\$ 67.129409	\$ 16,290.07	\$ 195,480.84	\$ 70.480714	\$ 17,103.32	\$ 205,239.84	\$ 74.038104	\$ 17,966.58	\$ 215,598.96	\$ 77.806484	\$ 18,881.04	\$ 226,572.48	\$ 79.685769	\$ 19,337.08	\$ 232,044.96	\$ 81.682830	\$ 19,821.70	\$ 237,860.40
Asst Wtr & Sanitary Swr Super	229	578	A	038	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 74.858885	\$ 12,975.54	\$ 155,706.48	\$ 76.737173	\$ 13,301.11	\$ 159,613.32	\$ 78.649269	\$ 13,632.54	\$ 163,590.48
Auto Services Utility Worker	244	578	A	015	\$ 35.090135	\$ 6,082.29	\$ 72,987.48	\$ 36.832731	\$ 6,384.34	\$ 76,612.08	\$ 38.724519	\$ 6,712.25	\$ 80,547.00	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 44.969596	\$ 7,794.73	\$ 93,536.76
Automotive Technician I	248	6	G	020	\$ 38.973635	\$ 6,755.43	\$ 81,065.16	\$ 40.946712	\$ 7,097.43	\$ 85,169.16	\$ 43.102904	\$ 7,471.17	\$ 89,654.04	\$ 45.347135	\$ 7,860.17	\$ 94,322.04	\$ 47.557558	\$ 8,243.31	\$ 98,919.72	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 49.937481	\$ 8,655.83	\$ 103,869.96
Automotive Technician II	249	6	G	022	\$ 40.946712	\$ 7,097.43	\$ 85,169.16	\$ 43.102904	\$ 7,471.17	\$ 89,654.04	\$ 45.347135	\$ 7,860.17	\$ 94,322.04	\$ 47.557558	\$ 8,243.31	\$ 98,919.72	\$ 49.937481	\$ 8,655.83	\$ 103,869.96	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 52.337712	\$ 9,071.87	\$ 108,862.44
Automotive Technician III	250	6	G	028	\$ 47.557558	\$ 8,243.31	\$ 98,919.72	\$ 49.937481	\$ 8,655.83	\$ 103,869.96	\$ 52.337712	\$ 9,071.87	\$ 108,862.44	\$ 54.880385	\$ 9,512.60	\$ 114,151.20	\$ 57.694269	\$ 10,000.34	\$ 120,004.08	\$ 59.091000	\$ 10,242.44	\$ 122,909.92	\$ 60.508096	\$ 10,488.07	\$ 125,856.84
Building Maint Worker	260	6	G	026	\$ 45.347135	\$ 7,860.17	\$ 94,322.04	\$ 47.557558	\$ 8,243.31	\$ 98,919.72	\$ 49.937481	\$ 8,655.83	\$ 103,869.96	\$ 52.337712	\$ 9,071.87	\$ 108,862.44	\$ 54.880385	\$ 9,512.60	\$ 114,151.20	\$ 56.283981	\$ 9,755.89	\$ 117,070.68	\$ 57.694269	\$ 10,000.34	\$ 120,004.08
Building/Housing Inspector	254	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Business Analyst	262	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Business Analyst-Fiber	262A	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Business Analyst-Public Benef	262B	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Buyer	270	578	A	032	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 68.010346	\$ 11,788.46	\$ 141,461.52
Cemetery Worker I	290	6	G	019	\$ 38.078596	\$ 6,600.29	\$ 79,203.48	\$ 39.950019	\$ 6,924.67	\$ 83,096.04	\$ 41.984135	\$ 7,277.25	\$ 87,327.00	\$ 44.235231	\$ 7,667.44	\$ 92,009.28	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 47.557558	\$ 8,243.31	\$ 98,919.72	\$ 48.744173	\$ 8,448.99	\$ 101,387.88
Cemetery Worker II	295	6	G	021	\$ 39.950019	\$ 6,924.67	\$ 83,096.04	\$ 41.984135	\$ 7,277.25	\$ 87,327.00	\$ 44.235231	\$ 7,667.44	\$ 92,009.28	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 49.937481	\$ 8,655.83	\$ 103,869.96	\$ 51.185077	\$ 8,872.08	\$ 106,464.96
Cemetery Worker III	300	6	G	023	\$ 41.984135	\$ 7,277.25	\$ 87,327.00	\$ 44.235231	\$ 7,667.44	\$ 92,009.28	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 52.337712	\$ 9,071.87	\$ 108,862.44	\$ 53.626038	\$ 9,295.18	\$ 111,542.16
Chief Of Party	310	578	A	034	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,05			

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Meter Technician	426	3	D1	032	\$ 78.110712	\$ 13,539.19	\$ 162,470.28	\$ 81.973038	\$ 14,208.66	\$ 170,503.92	\$ 86.165769	\$ 14,935.40	\$ 179,224.80	\$ 90.316096	\$ 15,654.79	\$ 187,857.48	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56	\$ 99.785596	\$ 17,296.17	\$ 207,554.04
Elec Util Database Administrat	177	578	A	043	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 73.150096	\$ 12,679.35	\$ 152,152.20	\$ 76.737173	\$ 13,301.11	\$ 159,613.32	\$ 80.608846	\$ 13,972.20	\$ 167,666.40	\$ 84.690923	\$ 14,679.76	\$ 176,157.12	\$ 86.752154	\$ 15,037.04	\$ 180,444.48	\$ 88.901654	\$ 15,409.62	\$ 184,915.44
Elec Util Electrician Apprent	887	3	D1	026	\$ 67.709538	\$ 11,736.32	\$ 140,835.84	\$ 70.953577	\$ 12,298.62	\$ 147,583.44	\$ 74.527962	\$ 12,918.18	\$ 155,018.16	\$ 78.110712	\$ 13,539.19	\$ 162,470.28	\$ 81.973038	\$ 14,208.66	\$ 170,503.92	\$ 84.065192	\$ 14,571.30	\$ 174,855.60	\$ 86.165769	\$ 14,935.40	\$ 179,224.80
Elec Util Electrician Tech	890	3	D1	035	\$ 84.065192	\$ 14,571.30	\$ 174,855.60	\$ 88.249442	\$ 15,296.57	\$ 183,558.84	\$ 92.586058	\$ 16,048.25	\$ 192,579.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56	\$ 102.326654	\$ 17,736.62	\$ 212,839.44	\$ 104.876135	\$ 18,178.53	\$ 218,142.36	\$ 107.493346	\$ 18,632.18	\$ 223,586.16
Elec Util Network Administrat	436	578	A	043	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 73.150096	\$ 12,679.35	\$ 152,152.20	\$ 76.737173	\$ 13,301.11	\$ 159,613.32	\$ 80.608846	\$ 13,972.20	\$ 167,666.40	\$ 84.690923	\$ 14,679.76	\$ 176,157.12	\$ 86.752154	\$ 15,037.04	\$ 180,444.48	\$ 88.901654	\$ 15,409.62	\$ 184,915.44
Elec Utility Electrician	885	3	D1	032	\$ 78.110712	\$ 13,539.19	\$ 162,470.28	\$ 81.973038	\$ 14,208.66	\$ 170,503.92	\$ 86.165769	\$ 14,935.40	\$ 179,224.80	\$ 90.316096	\$ 15,654.79	\$ 187,857.48	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56	\$ 99.785596	\$ 17,296.17	\$ 207,554.04
Elec Utility Engineer	428	4	E2	042	\$ 85.890115	\$ 14,887.62	\$ 178,651.44	\$ 90.351923	\$ 15,661.00	\$ 187,932.00	\$ 94.635288	\$ 16,403.45	\$ 196,841.40	\$ 99.424327	\$ 17,233.55	\$ 206,802.60	\$ 104.488385	\$ 18,111.32	\$ 217,335.84	\$ 107.016865	\$ 18,549.59	\$ 222,595.08	\$ 109.530346	\$ 18,985.26	\$ 227,823.12
Elec Utility Equip Operatr	429	3	D2	022	\$ 61.441788	\$ 10,649.91	\$ 127,798.92	\$ 64.567212	\$ 11,191.65	\$ 134,299.80	\$ 67.743404	\$ 11,742.19	\$ 140,906.28	\$ 71.131500	\$ 12,329.46	\$ 147,953.52	\$ 74.714250	\$ 12,950.47	\$ 155,405.64	\$ 76.501442	\$ 13,260.25	\$ 159,123.00	\$ 78.314077	\$ 13,574.44	\$ 162,893.28
Elec Utility Gen Tech	431	3	D1	035	\$ 84.065192	\$ 14,571.30	\$ 174,855.60	\$ 88.249442	\$ 15,296.57	\$ 183,558.84	\$ 92.586058	\$ 16,048.25	\$ 192,579.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56	\$ 102.326654	\$ 17,736.62	\$ 212,839.44	\$ 104.876135	\$ 18,178.53	\$ 218,142.36	\$ 107.493346	\$ 18,632.18	\$ 223,586.16
Elec Utility Prog Analyst	440	578	A	036	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20	\$ 74.785885	\$ 12,975.54	\$ 155,706.48
Electrical Estimator	437	3	D1	027	\$ 69.352731	\$ 12,021.14	\$ 144,253.68	\$ 72.740769	\$ 12,608.40	\$ 151,300.80	\$ 76.315154	\$ 13,227.96	\$ 158,735.52	\$ 80.016577	\$ 13,869.54	\$ 166,434.48	\$ 84.065192	\$ 14,571.30	\$ 174,855.60	\$ 86.165769	\$ 14,935.40	\$ 179,224.80	\$ 88.249442	\$ 15,296.57	\$ 183,558.84
Energy Conservation Specialist	446	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Engineering Aide	460	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Engineering Aide - Fiber	460F	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Engineering Aide (Electric)	460A	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Equipment Operator	470	6	G	027	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 53.626038	\$ 9,295.18	\$ 111,542.16	\$ 56.283981	\$ 9,755.89	\$ 117,070.68	\$ 57.694269	\$ 10,000.34	\$ 120,004.08	\$ 59.091000	\$ 10,242.44	\$ 122,909.28
Fiber Splicing Technician	488	3	D1	032	\$ 78.110712	\$ 13,539.19	\$ 162,470.28	\$ 81.973038	\$ 14,208.66	\$ 170,503.92	\$ 86.165769	\$ 14,935.40	\$ 179,224.80	\$ 90.316096	\$ 15,654.79	\$ 187,857.48	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56	\$ 99.785596	\$ 17,296.17	\$ 207,554.04
Financial Analyst	472	578	A	033	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04
Fire Application Data Analyst	491	578	A	032	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 68.010346	\$ 11,788.46	\$ 141,461.52
Fire Captain - Training	475T	1	C	043	\$ 92.364808	\$ 16,009.90	\$ 192,118.80	\$ 96.975923	\$ 16,809.16	\$ 201,709.92	\$ 101.870596	\$ 17,657.57	\$ 211,890.84	\$ 107.055577	\$ 18,556.30	\$ 222,675.60	\$ 112.389173	\$ 19,480.79	\$ 233,769.48	\$ 115.109942	\$ 19,952.39	\$ 239,428.68	\$ 117.992712	\$ 20,452.07	\$ 245,424.84
Fire Captain 24 Hrs	475S	1S	C1	038	\$ 59.361964	\$ 14,405.17	\$ 172,862.04	\$ 62.776621	\$ 15,112.46	\$ 181,349.52	\$ 65.490495	\$ 15,892.36	\$ 190,708.32	\$ 68.782912	\$ 16,691.32	\$ 200,295.84	\$ 72.173571	\$ 17,514.12	\$ 210,169.44	\$ 74.038104	\$ 17,966.58	\$ 215,598.96	\$ 75.883022	\$ 18,414.28	\$ 220,971.36
Fire Captain 24Hr-Trmg Premium	475P	1S	C1	039	\$ 60.829080	\$ 14,761.19	\$ 177,134.28	\$ 63.881126	\$ 15,501.82	\$ 186,021.84	\$ 67.129409	\$ 16,290.07	\$ 195,480.84	\$ 70.480714	\$ 17,103.32	\$ 205,239.84	\$ 74.038104	\$ 17,966.58	\$ 215,598.96	\$ 75.883022	\$ 18,414.28	\$ 220,971.36	\$ 77.806484	\$ 18,881.04	\$ 226,572.60
Fire Captain 80 Hrs	475	1	C	038	\$ 81.677423	\$ 14,157.42	\$ 169,889.04	\$ 85.687731	\$ 14,852.54	\$ 178,230.48	\$ 90.109788	\$ 15,619.03	\$ 187,428.36	\$ 94.639904	\$ 16,404.25	\$ 196,851.00	\$ 99.305135	\$ 17,212.89	\$ 206,554.68	\$ 101.870596	\$ 17,657.57	\$ 211,890.84	\$ 104.409058	\$ 18,097.57	\$ 217,170.84
Fire Plan Draftsperson	482	578	A	025	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 57.262962	\$ 9,925.58	\$ 119,106.96
Fire Prevention Specialist I	489	10	H2	012	\$ 36.361558	\$ 6,302.67	\$ 75,632.04	\$ 38.189885	\$ 6,619.58	\$ 79,434.96	\$ 39.986654	\$ 6,927.90	\$ 83,134.80	\$ 42.073442	\$ 7,292.73	\$ 87,512.76	\$ 44.178115	\$ 7,657.54	\$ 91,890.48	\$ 45.931906	\$ 7,855.31	\$ 94,263.72	\$ 46.460019	\$ 8,053.07	\$ 96,636.84
Fire Prevention Specialist II	478	10	H2	035	\$ 63.7869																				

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Librarian II - Reference	535A	578	A	030	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 64.640365	\$ 11,204.33	\$ 134,451.96
Librarian II - Youth Services	535B	578	A	030	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 64.640365	\$ 11,204.33	\$ 134,451.96
Library Assistant I	526	578	A	016	\$ 35.896962	\$ 6,222.14	\$ 74,665.68	\$ 37.788808	\$ 6,550.06	\$ 78,600.72	\$ 39.653481	\$ 6,873.27	\$ 82,479.24	\$ 41.721635	\$ 7,231.75	\$ 86,781.00	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 46.088423	\$ 7,988.66	\$ 95,863.92
Library Assistant II	528	578	A	020	\$ 39.653481	\$ 6,873.27	\$ 82,479.24	\$ 41.721635	\$ 7,231.75	\$ 86,781.00	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40
Library Circulation Supver	529	578	A	028	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 61.629750	\$ 10,682.49	\$ 128,189.88
Library Prog Coord - Tech Svcs	534D	578	A	034	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24
Library Prog Coord-Technology	534F	578	A	034	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24
Library Program Coord - Ref	534B	578	A	034	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24
Library Program Coordinator	534	578	A	034	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24
Library Technology Assistant	754C	578	A	025	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 57.262962	\$ 9,925.58	\$ 119,106.96
Literacy Advocate	562	578	A	012	\$ 32.642250	\$ 5,657.99	\$ 67,895.88	\$ 34.296750	\$ 5,944.77	\$ 71,337.24	\$ 35.896962	\$ 6,222.14	\$ 74,665.68	\$ 37.788808	\$ 6,550.06	\$ 78,600.72	\$ 39.653481	\$ 6,873.27	\$ 82,479.24	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 41.721635	\$ 7,231.75	\$ 86,781.00
Literacy Program Supervisor	563	578	A	028	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 61.629750	\$ 10,682.49	\$ 128,189.88
Literacy Student/Tutor Coord	564	578	A	020	\$ 39.653481	\$ 6,873.27	\$ 82,479.24	\$ 41.721635	\$ 7,231.75	\$ 86,781.00	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40
Materials Handler	570	578	A	019	\$ 38.724519	\$ 6,712.25	\$ 80,547.00	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 49.573615	\$ 8,592.76	\$ 103,113.12
Mechanical Maintenance Worker	580	6	G	029	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 53.626038	\$ 9,295.18	\$ 111,542.16	\$ 56.283981	\$ 9,755.89	\$ 117,070.68	\$ 59.091000	\$ 10,242.44	\$ 122,909.28	\$ 60.508096	\$ 10,488.07	\$ 125,856.84	\$ 62.040462	\$ 10,753.68	\$ 129,044.16
Meter Data Analyst	601	578	A	027	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 60.151558	\$ 10,426.27	\$ 125,115.24
Meter Reader	595	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Office Assistant	933	578	A	012	\$ 32.642250	\$ 5,657.99	\$ 67,895.88	\$ 34.296750	\$ 5,944.77	\$ 71,337.24	\$ 35.896962	\$ 6,222.14	\$ 74,665.68	\$ 37.788808	\$ 6,550.06	\$ 78,600.72	\$ 39.653481	\$ 6,873.27	\$ 82,479.24	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 41.721635	\$ 7,231.75	\$ 86,781.00
Office Records Specialist	934	578	A	019	\$ 38.724519	\$ 6,712.25	\$ 80,547.00	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 49.573615	\$ 8,592.76	\$ 103,113.12
Office Specialist II	936	578	A	018	\$ 37.788808	\$ 6,550.06	\$ 78,600.72	\$ 39.653481	\$ 6,873.27	\$ 82,479.24	\$ 41.721635	\$ 7,231.75	\$ 86,781.00	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 48.326019	\$ 8,376.51	\$ 100,518.12
Office Specialist III	938	578	A	022	\$ 41.721635	\$ 7,231.75	\$ 86,781.00	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 53.174135	\$ 9,216.85	\$ 110,602.20
Office Specialist IV	939	578	A	024	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 55.852615	\$ 9,681.12	\$ 116,173.44
Park Foreperson	615	578	A	033	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04
Park Maint Crafts Worker	620	6	G	029	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 53.626038	\$ 9,295.18	\$ 111,542.16	\$ 56.283981	\$ 9,755.89	\$ 117,070.68	\$ 59.091000	\$ 10,242.44	\$ 122,909.28	\$ 60.508096	\$ 10,488.07	\$ 125,856.84	\$ 62.040462	\$ 10,753.68	\$ 129,044.16
Payroll Analyst	614	578	A	033	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04
Permit Contract Supervisor	640	578	A	039	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 73.150096	\$ 12,679.35	\$ 152,152.20	\$ 76.377173	\$ 13,301.11	\$ 159,613.32	\$ 78.649269	\$ 13,632.54	\$ 163,590.48	\$ 80.608846	\$ 13,972.20	\$ 167,666.40
Permit Technician	621	578	A	023	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 54.510058	\$ 9,448.41	\$ 113,380.92

					Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
Job Title	Job Code	Union Code	Sal Plan	Grade	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Recruit Police Officer	689	2R	B2	031	\$ 55.150558	\$ 9,559.43	\$ 114,713.16	\$ 57.909808	\$ 10,037.70	\$ 120,452.40	\$ 60.806019	\$ 10,539.71	\$ 126,476.52	\$ 63.845942	\$ 11,066.63	\$ 132,799.56	\$ 67.036558	\$ 11,619.67	\$ 139,436.04	\$ 68.714019	\$ 11,910.43	\$ 142,925.16	\$ 70.432558	\$ 12,208.31	\$ 146,499.72
Resource Analyst II	696	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Service Coordinator-Inspector	792	3	D1	037	\$ 88.249442	\$ 15,296.57	\$ 183,558.84	\$ 92.586058	\$ 16,048.25	\$ 192,579.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56	\$ 102.326654	\$ 17,736.62	\$ 212,839.44	\$ 107.493346	\$ 18,632.18	\$ 223,586.16	\$ 110.076635	\$ 19,079.95	\$ 228,959.40	\$ 112.871885	\$ 19,564.46	\$ 234,773.52
Service Coord-Inspector(Fiber)	792F	3	D1	034	\$ 81.973038	\$ 14,208.66	\$ 170,503.92	\$ 86.165769	\$ 14,935.40	\$ 179,224.80	\$ 90.316096	\$ 15,654.79	\$ 187,857.48	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 99.785596	\$ 17,296.17	\$ 207,554.04	\$ 102.326654	\$ 17,736.62	\$ 212,839.44	\$ 104.876135	\$ 18,178.53	\$ 218,142.36
Sewer Inspection Technician	783	6	G	027	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 53.626038	\$ 9,295.18	\$ 111,542.16	\$ 56.283981	\$ 9,755.89	\$ 117,070.68	\$ 57.694269	\$ 10,000.34	\$ 120,004.08	\$ 59.091000	\$ 10,242.44	\$ 122,909.28
Sr Accounting Technician	208	578	A	026	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 58.673308	\$ 10,170.04	\$ 122,040.48
Sr Business Analyst	722	578	A	038	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.60365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 74.858885	\$ 12,975.54	\$ 155,706.48	\$ 76.737173	\$ 13,301.11	\$ 159,613.32	\$ 78.649269	\$ 13,632.54	\$ 163,590.48
Sr Center Coordinator	715	578	A	027	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 60.151558	\$ 10,426.27	\$ 125,115.24
Sr Customer Service Rep	724	578	A	022	\$ 41.721635	\$ 7,231.75	\$ 86,781.00	\$ 43.830404	\$ 7,597.27	\$ 91,167.24	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 53.174135	\$ 9,216.85	\$ 110,602.20
Sr Elec & Water Syst Op - Cert	777R	3	R6	040	\$ 100.539462	\$ 17,426.84	\$ 209,122.08	\$ 105.773827	\$ 18,334.13	\$ 220,009.56	\$ 111.169385	\$ 19,269.36	\$ 231,232.32	\$ 116.683327	\$ 20,225.11	\$ 242,701.32	\$ 122.570019	\$ 21,245.47	\$ 254,945.64	\$ 125.644673	\$ 21,778.41	\$ 261,340.92	\$ 128.702365	\$ 22,308.41	\$ 267,700.92
Sr Elec & Water System Operatr	777	3	D1	040	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 99.785596	\$ 17,296.17	\$ 207,554.04	\$ 104.876135	\$ 18,178.53	\$ 218,142.36	\$ 110.076635	\$ 19,079.95	\$ 228,959.40	\$ 115.633038	\$ 20,043.06	\$ 240,516.72	\$ 118.529827	\$ 20,545.17	\$ 246,542.04	\$ 121.418077	\$ 21,045.80	\$ 252,549.60
Sr Elec Crew Foreperson	551	3	D1	551	\$ 99.713942	\$ 17,283.75	\$ 207,405.00	\$ 104.699654	\$ 18,147.94	\$ 217,775.28	\$ 109.934654	\$ 19,055.34	\$ 228,664.08	\$ 115.431346	\$ 20,008.10	\$ 240,097.20	\$ 121.203000	\$ 21,008.52	\$ 252,102.24	\$ 124.233058	\$ 21,533.73	\$ 258,404.76	\$ 127.338808	\$ 22,072.06	\$ 264,864.72
Sr Elec Meter Technician	729	3	D1	038	\$ 90.316096	\$ 15,654.79	\$ 187,857.48	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 99.785596	\$ 17,296.17	\$ 207,554.04	\$ 104.876135	\$ 18,178.53	\$ 218,142.36	\$ 110.076635	\$ 19,079.95	\$ 228,959.40	\$ 112.871885	\$ 19,564.46	\$ 234,773.52	\$ 115.633038	\$ 20,043.06	\$ 240,516.72
Sr Elec Util Elec Tech	785	3	D1	038	\$ 90.316096	\$ 15,654.79	\$ 187,857.48	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 99.785596	\$ 17,296.17	\$ 207,554.04	\$ 104.876135	\$ 18,178.53	\$ 218,142.36	\$ 110.076635	\$ 19,079.95	\$ 228,959.40	\$ 112.871885	\$ 19,564.46	\$ 234,773.52	\$ 115.633038	\$ 20,043.06	\$ 240,516.72
Sr Elec Util Eng	730	4	E2	046	\$ 94.635288	\$ 16,403.45	\$ 196,841.40	\$ 99.424327	\$ 17,233.55	\$ 206,802.60	\$ 104.488385	\$ 18,111.32	\$ 217,335.84	\$ 109.530346	\$ 18,985.26	\$ 227,823.12	\$ 114.951404	\$ 19,924.91	\$ 239,098.92	\$ 117.859038	\$ 20,428.90	\$ 245,146.80	\$ 120.751731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Control-Comm	730I	4	E2	046	\$ 94.635288	\$ 16,403.45	\$ 196,841.40	\$ 99.424327	\$ 17,233.55	\$ 206,802.60	\$ 104.488385	\$ 18,111.32	\$ 217,335.84	\$ 109.530346	\$ 18,985.26	\$ 227,823.12	\$ 114.951404	\$ 19,924.91	\$ 239,098.92	\$ 117.859038	\$ 20,428.90	\$ 245,146.80	\$ 120.751731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Distribn Plan	730D	4	E2	046	\$ 94.635288	\$ 16,403.45	\$ 196,841.40	\$ 99.424327	\$ 17,233.55	\$ 206,802.60	\$ 104.488385	\$ 18,111.32	\$ 217,335.84	\$ 109.530346	\$ 18,985.26	\$ 227,823.12	\$ 114.951404	\$ 19,924.91	\$ 239,098.92	\$ 117.859038	\$ 20,428.90	\$ 245,146.80	\$ 120.751731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Fiber	730L	4	E2	046	\$ 94.635288	\$ 16,403.45	\$ 196,841.40	\$ 99.424327	\$ 17,233.55	\$ 206,802.60	\$ 104.488385	\$ 18,111.32	\$ 217,335.84	\$ 109.530346	\$ 18,985.26	\$ 227,823.12	\$ 114.951404	\$ 19,924.91	\$ 239,098.92	\$ 117.859038	\$ 20,428.90	\$ 245,146.80	\$ 120.751731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Generation	730E	4	E2	046	\$ 94.635288	\$ 16,403.45	\$ 196,841.40	\$ 99.424327	\$ 17,233.55	\$ 206,802.60	\$ 104.488385	\$ 18,111.32	\$ 217,335.84	\$ 109.530346	\$ 18,985.26	\$ 227,823.12	\$ 114.951404	\$ 19,924.91	\$ 239,098.92	\$ 117.859038	\$ 20,428.90	\$ 245,146.80	\$ 120.751731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Opr Planning	730F	4	E2	046	\$ 94.635288	\$ 16,403.45	\$ 196,841.40	\$ 99.424327	\$ 17,233.55	\$ 206,802.60	\$ 104.488385	\$ 18,111.32	\$ 217,335.84	\$ 109.530346	\$ 18,985.26	\$ 227,823.12	\$ 114.951404	\$ 19,924.91	\$ 239,098.92	\$ 117.859038	\$ 20,428.90	\$ 245,146.80	\$ 120.751731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Prot Relay	730A	4	E2	046	\$ 94.635288	\$ 16,403.45	\$ 196,841.40	\$ 99.424327	\$ 17,233.55	\$ 206,802.60	\$ 104.488385	\$ 18,111.32	\$ 217,335.84	\$ 109.530346	\$ 18,985.26	\$ 227,823.12	\$ 114.951404	\$ 19,924.91	\$ 239,098.92	\$ 117.859038	\$ 20,428.90	\$ 245,146.80	\$ 120.751731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Generation Tech	733	3	D1	038	\$ 90.316096	\$ 15,654.79	\$ 187,857.48	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 99.785596	\$ 17,296.17	\$ 207,554.04	\$ 104.876135	\$ 18,178.53	\$ 218,142.36	\$ 110.076635	\$ 19,079.95	\$ 228,959.40	\$ 112.871885	\$ 19,564.46	\$ 234,773.52	\$ 115.633038	\$ 20,043.06	\$ 240,516.72
Sr Electrical Estimator	726	3	D1	031	\$ 76.315154	\$ 13,227.96	\$ 158,735.52	\$ 80.016577	\$ 13,869.54	\$ 166,434.48	\$ 84.065192	\$ 14,571.30	\$ 174,855.60	\$ 88.249442	\$ 15,296.57	\$ 183,558.84	\$ 92.586058	\$ 16,048.25	\$ 192,579.00	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56
Sr Energy Systems Analyst	744	578	A	043	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 73.150096	\$ 12,679.35	\$ 152,152.20	\$ 76.737173	\$ 13,301.11	\$ 159,613.32	\$ 80.608846	\$ 13,972.20	\$ 167,666.40	\$ 84.690923	\$ 14,679.76	\$ 176,157.12	\$ 86.752154	\$ 15,037.04	\$ 180,444.48	\$ 88.901654	\$ 15,409.62	\$ 184,915.44
Sr Engineer (Civil)	322	4	E	041	\$ 76.704173	\$ 13,295.39	\$ 159,544.68	\$ 80.682288	\$ 13,984.93	\$ 167,819.16	\$ 84.645577	\$ 14,671.90	\$ 176,082.60	\$ 88.810327	\$ 15,393.79	\$ 184,725.48	\$ 93.295962	\$ 16,171.30	\$ 194,055.60	\$ 95.639538	\$ 16,577.52	\$ 198,930.24	\$ 97.945846	\$ 16,872.28	\$ 203,727.36
Sr Engineering Aide	745	578	A	028	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 61.629750	\$ 10,682.49	\$ 128,189.88
Sr Human Resources Assistant	510	578	A	020	\$ 39.653481	\$ 6																			

					Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
Job Title	Job Code	Union Code	Sal Plan	Grade	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Utility Business Systems Spc	569	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Utility Conserv/Effcy Coord	913	578	A	028	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 61.629750	\$ 10,682.49	\$ 128,189.88
Utility Crew Supervisor	881	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Utility Crew Supervisor/Water	881A	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Utility Field Services Worker	897	578	A	023	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 54.510058	\$ 9,448.41	\$ 113,380.92
Utility Field Svcs Supervisor	896	578	A	028	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 61.629750	\$ 10,682.49	\$ 128,189.88
Utility Inspection Supervisor	467	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Utility Inspection Technician	469	6	G	027	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 53.626038	\$ 9,295.18	\$ 111,542.16	\$ 56.283981	\$ 9,755.89	\$ 117,070.68	\$ 57.694269	\$ 10,000.34	\$ 120,004.08	\$ 59.091000	\$ 10,242.44	\$ 122,909.28
Utility Locator (Fiber)	899	3	D2	022	\$ 61.441788	\$ 10,649.91	\$ 127,798.92	\$ 64.567212	\$ 11,191.65	\$ 134,299.80	\$ 67.743404	\$ 11,742.19	\$ 140,906.28	\$ 71.131500	\$ 12,329.46	\$ 147,953.52	\$ 74.714250	\$ 12,950.47	\$ 155,405.64	\$ 76.501442	\$ 13,260.25	\$ 159,123.00	\$ 78.314077	\$ 13,574.44	\$ 162,893.28
Utility Services Technician	892	578	A	028	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 61.629750	\$ 10,682.49	\$ 128,189.88
Utility Worker	895	6	G	019	\$ 38.078596	\$ 6,600.29	\$ 79,203.48	\$ 39.950019	\$ 6,924.67	\$ 83,096.04	\$ 41.984135	\$ 7,277.25	\$ 87,327.00	\$ 44.235231	\$ 7,667.44	\$ 92,009.28	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 47.557558	\$ 8,243.31	\$ 98,919.72	\$ 48.744173	\$ 8,448.99	\$ 101,387.88
Water & Sewer System Operator	902	578	A	035	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20
Water Resources Specialist	907	578	A	034	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24
Water Service Technician I	904	6	G	025	\$ 44.235231	\$ 7,667.44	\$ 92,009.28	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 53.626038	\$ 9,295.18	\$ 111,542.16	\$ 54.880385	\$ 9,512.60	\$ 114,151.20	\$ 56.283981	\$ 9,755.89	\$ 117,070.68
Water Service Technician II	903	6	G	027	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 53.626038	\$ 9,295.18	\$ 111,542.16	\$ 56.283981	\$ 9,755.89	\$ 117,070.68	\$ 57.694269	\$ 10,000.34	\$ 120,004.08	\$ 59.091000	\$ 10,242.44	\$ 122,909.28
Water/Sewer Maint Worker I	914	6	G	019	\$ 38.078596	\$ 6,600.29	\$ 79,203.48	\$ 39.950019	\$ 6,924.67	\$ 83,096.04	\$ 41.984135	\$ 7,277.25	\$ 87,327.00	\$ 44.235231	\$ 7,667.44	\$ 92,009.28	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 47.557558	\$ 8,243.31	\$ 98,919.72	\$ 48.744173	\$ 8,448.99	\$ 101,387.88
Water/Sewer Maint Worker II	917	6	G	023	\$ 41.984135	\$ 7,277.25	\$ 87,327.00	\$ 44.235231	\$ 7,667.44	\$ 92,009.28	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 52.337712	\$ 9,071.87	\$ 108,862.44	\$ 53.626038	\$ 9,295.18	\$ 111,542.16