

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

The salary plan serves as a convenient summary to incorporate but not supersede any provisions of applicable Ordinances, Resolutions or authorized amendments or modifications which may occur from time to time for positions in each designated unit during fiscal year 11-12. The salary plan is administered and issued, as necessary, by the Personnel Officer in accordance with City Council Resolution 24055.

* (LT) Limited Term

Unit Descriptions		
02 - Firefighting	07 - Technical	12 - Confidential
03 - Maintenance	08 - Transit	14 - Police Technical
04 - Support Service	09 - Police Sergeants	15 - Council Appointed
05 - Police	10 - Executive Mgmt	
06 - Professional	11 - Supv/Mid Mgmt	

Department: CITY MANAGER

Organization/Classification Title	Authorized		Salary Schedule					Unit	
	Budgeted Positions	Annual/Hourly Rate of Pay							
B0100 CITY MANAGER OFFICE									
CITY MANAGER	1.00		Salary and Benefits Set by Ordinance					210,540	15
ASSISTANT CITY MANAGER	1.00						135,360	169,320	10
CITY CLERK	1.00						85,740	110,040	11
ADMINISTRATIVE SECRETARY-CONFI	2.00		48,912	51,444	53,904	56,592	59,352		12
SR ADMINISTRATIVE ASST CONF	0.50		43,176	45,288	47,532	49,932	52,404		12
INTERIM PROFESSIONAL	1.00				20.00	45.00	95.00		00
EXECUTIVE ASST TO CITY MANAGER	1.00					64,680	78,720		11
	7.50								
Department Total	7.50								

Department: CITY ATTORNEY

Organization/Classification Title	Authorized		Salary Schedule					Unit	
	Budgeted Positions	Annual/Hourly Rate of Pay							
C0000 CITY ATTORNEY'S OFFICE									
CITY ATTORNEY	1.00		Salary and Benefits Set by Ordinance					185,220	15
ASST CITY ATTORNEY	5.90						115,920	144,780	17
ADMINISTRATOR-CITY ATTY'S OFFC	0.90						62,400	75,840	18
LEGAL SECRETARY	3.00		50,268	52,848	55,428	58,188	60,984		12
LEGAL ASSISTANT	1.90		53,088	55,680	58,584	61,560	64,524		12
	12.70								
Department Total	12.70								

Department: HUMAN RESOURCES

Organization/Classification Title	Authorized		Salary Schedule					Unit	
	Budgeted Positions	Annual/Hourly Rate of Pay							
D0101 HUMAN RESOURCES-GENERAL ADMIN									
HUMAN RESOURCES DIRECTOR	1.00						123,060	153,960	10
ADMINISTRATIVE SECRETARY-CONFI	1.00		48,912	51,444	53,904	56,592	59,352		12
SR ADMINISTRATIVE ASST CONF	1.60		43,176	45,288	47,532	49,932	52,404		12
	3.60								
D0102 HR - EMPLOYMENT SERVICES									
HUMAN RESOURCES ANALYST (LT)	1.00				69,900	81,300	92,700		11
HUMAN RESOURCES ANALYST	3.00				69,900	81,300	92,700		11
HUMAN RESOURCES TECHNICIAN	1.60		54,240	57,000	59,772	62,892	66,036		12
	5.60								
D0103 ORG DEVELOPMT & TRAINING SPEC									
ORG DEVELOPMT & TRAINING SPEC	1.00						76,020	100,380	11
	1.00								
D0104 EMPLOYEE RELATIONS MANAGER									
EMPLOYEE RELATIONS MANAGER	1.00						100,380	129,840	11

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

		1.00					
D0200	RISK MANAGEMENT						
EMPLOYEE SVCS/RISK MANAGER	1.00				100,380	129,840	11
HUMAN RESOURCES TECHNICIAN	1.00	54,240	57,000	59,772	62,892	66,036	12
LIABILITY CLAIMS ANALYST	1.00			69,900	81,300	92,700	11
RISK MANAGEMENT ANALYST	1.00			69,900	81,300	92,700	11
SR ADMINISTRATIVE ASST CONF	1.80	43,176	45,288	47,532	49,932	52,404	12
		5.80					
Department Total		17.00					

Department: FINANCE

Organization/Classification Title	Authorized Budgeted Positions	Salary Schedule			Unit		
		Annual/Hourly Rate of Pay					
E0101	FINANCE ADMINISTRATION						
CHIEF FINANCIAL OFFICER	1.00				123,060	153,960	10
ADMINISTRATIVE SECRETARY-CONFI	1.00	48,912	51,444	53,904	56,592	59,352	12
ADMINISTRATIVE SERVICE OFFICER	1.00				76,020	100,380	18
		3.00					
E0201	PURCHASING & STORES						
PURCHASING AGENT	1.00				77,940	100,080	18
PURCHASING TECHNICIAN	1.00	46,020	48,288	50,700	53,196	55,884	07
SENIOR BUYER	1.00	62,628	65,700	68,760	72,156	75,768	07
BUYER	2.00	53,880	56,700	59,688	62,580	65,508	07
		5.00					
E0207	WAREHOUSE						
STORES SPECIALIST	1.00	51,600	54,168	56,892	59,748	62,748	07
STOREKEEPER	1.00	48,972	51,456	54,060	56,676	59,544	07
		2.00					
E0301	REVENUE ADMINISTRATION						
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
SR CUSTOMER SVC REP	1.00	49,836	52,332	54,972	57,708	60,588	04
		2.00					
E0302	UTILITY BILLING - OPERATIONS						
REVENUE OPERATIONS SUPERVISOR	1.00				66,180	87,480	18
SR CUSTOMER SVC REP	1.00	49,836	52,332	54,972	57,708	60,588	04
CUSTOMER SERVICE REP	(LT) 2.00	41,988	44,016	46,272	48,612	51,036	04
CUSTOMER SERVICE REP	6.50	41,988	44,016	46,272	48,612	51,036	04
		10.50					
E0303	REVENUE & COLLECTIONS						
REVENUE OPERATIONS SUPERVISOR	1.00				66,180	87,480	18
FIELD COLLECTION REP	1.00	48,864	51,300	53,892	56,580	59,400	07
SR CUSTOMER SVC REP	1.00	49,836	52,332	54,972	57,708	60,588	04
CUSTOMER SERVICE REP	4.00	41,988	44,016	46,272	48,612	51,036	04
		7.00					
E0304	UTILITY BILLING FIELD & COLL						
REVENUE OPERATIONS SUPERVISOR	1.00				66,180	87,480	18
SR METER SPECIALIST	1.00	48,864	51,300	53,892	56,580	59,400	07
METER SPECIALIST	8.00			46,368	48,360	50,568	07
SR CUSTOMER SVC REP	1.00	49,836	52,332	54,972	57,708	60,588	04
CUSTOMER SERVICE REP	3.75	41,988	44,016	46,272	48,612	51,036	04
		14.75					
E0401	BUDGET TEAM						

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

BUDGET & FINANCIAL ANAL MGR	1.00				88,500	113,340	11
PRINCIPAL FINANCIAL ANALYST	1.00				76,020	100,380	11
INVESTMENT ANALYST	1.00				66,180	87,480	18
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07
	4.00						
E0502 FINANCIAL REPORTING							
FINANCIAL REPORTING MNGR	1.00				88,500	113,340	18
SUPERVISING ACCOUNTANT	1.00				77,940	100,080	18
ACCOUNTANT (LT)	1.00	70,236	73,680	77,484	81,348	85,452	06
ACCOUNTANT	3.00	70,236	73,680	77,484	81,348	85,452	06
ACCOUNTING TECHNICIAN	1.00	49,836	52,332	54,972	57,708	60,588	07
	7.00						
E0504 ACCOUNTS PAYABLE							
ACCOUNTING SERVICES SUPERVISOR	1.00				66,180	87,480	18
ACCOUNTING ASSISTANT	3.00	45,300	47,508	49,836	52,356	54,972	04
ACCOUNTING AIDE	0.60	37,848	39,672	41,616	43,716	45,936	04
	4.60						
E0601 PAYROLL & BENEFITS							
ACCOUNTING TECHNICIAN	1.00	49,836	52,332	54,972	57,708	60,588	07
ACCOUNTING ASSISTANT	3.00	45,300	47,508	49,836	52,356	54,972	04
PAYROLL MANAGER	1.00				74,460	96,180	11
	5.00						
Department Total	64.85						

Department: FIRE DEPT

Organization/Classification Title	Authorized Budgeted Positions	Salary Schedule				Unit	
		Annual/Hourly Rate of Pay					
F0100 FIRE ADMINISTRATION							
FIRE CHIEF	1.00				148,896	191,076	10
ADMINISTRATIVE SERVICE OFFICER	1.00				76,020	100,380	18
ADMIN SECRETARY	1.00	47,604	49,980	52,416	55,044	57,732	04
	3.00						
F0200 FIRE OPERATIONS							
BATTALION CHIEF	2.00				120,784	156,554	09
FIRE CAPTAIN	33.00	92,218	96,441	101,124	105,769	110,675	02
FIRE ENGINEER	39.00	80,208	83,984	87,809	91,896	96,230	02
FIREFIGHTER	33.00	72,893	76,308	79,798	83,500	87,511	02
BATTALION CHIEF-40HR W/STIPEND	3.00				116,375	152,083	09
FIRE CAPTAIN - TRAINING	1.00	65,627	68,683	71,937	75,302	78,830	02
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
	113.00						
F0300 FIRE PREVENTION							
DEP FIRE CHIEF-FIRE MARSHAL	1.00				135,688	175,619	09
SR FIRE INSPECTOR	3.00	105,905	111,221	116,748	122,610	128,758	02
FIRE INSPECTOR I	3.00	80,742	84,766	89,002	93,448	98,130	02
COMMUNITY DEVELOPMENT TECH	1.00	52,656	55,320	58,152	61,080	64,128	07
EMERGENCY PREPAREDNESS COORDIN (LT)	1.00				66,180	87,480	18
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07
ADMIN ASSISTANT	1.00	37,848	39,672	41,616	43,716	45,936	04
	11.00						
F0400 MEASURE "O" FIRE OPERATIONS							

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

FIRE CAPTAIN	3.00	92,218	96,441	101,124	105,769	110,675	02
FIRE ENGINEER	3.00	80,208	83,984	87,809	91,896	96,230	02
FIREFIGHTER	3.00	72,893	76,308	79,798	83,500	87,511	02
	9.00						
Department Total	136.00						

Department: COMMUNITY DEVELOPMENT

Organization/Classification Title	Authorized		Salary Schedule					Unit		
	Budgeted Positions	Annual/Hourly Rate of Pay								
H0100 COMMUNITY DEVELOPMENT										
DEPT TECHNOLOGY COORDINATOR	1.00	70,236	73,680	77,484	81,348	85,452	06			
DIRECTOR OF COMMUNITY DEVELOPM	1.00				123,060	153,960	10			
	2.00									
H0200 BUILDING & CODE COMPLIANCE										
ASST DIR CD CHF BLDG OFFICIAL	1.00				100,380	129,840	18			
PERMIT INTAKE MANAGER	1.00				83,100	109,620	18			
SR BUILDING INSPECTOR	2.00	76,644	80,604	84,480	88,704	93,156	07			
BUILDING INSPECTOR	1.00	66,096	69,360	72,792	76,464	80,268	07			
PLAN CHECK ENGINEER	1.00	88,872	93,252	97,956	102,792	107,940	06			
SUPERVISING ENGINEER	1.00				88,560	113,760	18			
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04			
	8.00									
H0201 COMMUNITY CODE ENFORCEMENT										
SR CODE ENFORCEMENT OFFICER	1.00	76,644	80,604	84,480	88,704	93,156	07			
CODE ENFORCEMENT OFFICER	3.00	66,096	69,360	72,792	76,464	80,268	07			
	4.00									
H0300 PLANNING ADMINISTRATION										
SUPERVISING PLANNER	2.00				88,500	113,340	18			
SENIOR PLANNER	2.00				80,688	98,076	06			
CITY PLANNER	3.80	63,324	66,504	69,828	73,296	76,980	80,820	84,876	89,136	06
COMMUNITY DEVELOPMENT TECH	2.00	52,656	55,320	58,152	61,080	64,128	07			
SR COMMUNITY DEVELOPMENT TECH	1.00	57,900	60,960	64,008	67,260	70,560	07			
ADMIN SECRETARY	3.00	47,604	49,980	52,416	55,044	57,732	04			
	13.80									
Department Total	27.80									

Department: RECREATION,PARKS & COMM SERVIC

Organization/Classification Title	Authorized		Salary Schedule					Unit
	Budgeted Positions	Annual/Hourly Rate of Pay						
J0100 REC & PARKS								
DEPARTMENT APPLICATION SPECIAL	0.75	61,740	64,812	68,088	71,436	75,024	07	
DIR REC & PARKS	1.00				123,060	153,960	10	
RECREATION COORDINATOR	1.00	45,972	48,252	50,676	53,196	55,884	07	
RECREATION SPECIALIST	0.80	38,412	40,368	42,396	44,508	46,716	07	
ADMINISTRATIVE SERVICE OFFICER	1.00				76,020	100,380	18	
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07	
ADMIN SECRETARY	1.00	47,604	49,980	52,416	55,044	57,732	04	
MARKETING & OUTREACH COORDINAT	1.00				77,400	98,820	18	
	7.55							
J0202 NEIGHBORHOOD SERVICES								
RECREATION SUPERVISOR	1.00				66,240	79,020	18	

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

RECREATION SPECIALIST	1.00	38,412	40,368	42,396	44,508	46,716	07
	2.00						
J0203 COMM.CENTERS & SUPPORT SERVICE							
SKILLED MAINTENANCE WORKER	1.00	21.75	22.74	23.66	24.76	25.89	03
FACILITIES ATTENDANT	2.00	15.81	16.59	17.42	18.30	19.20	03
DEP DIR RECREATION	1.00				100,380	129,840	18
RECREATION SUPERVISOR	1.00				66,240	79,020	18
RECREATION COORDINATOR	4.00	45,972	48,252	50,676	53,196	55,884	07
RECREATION SPECIALIST	4.00	38,412	40,368	42,396	44,508	46,716	07
ADMIN SECRETARY	2.00	47,604	49,980	52,416	55,044	57,732	04
	15.00						
J0204 AQUATICS, CAMPS/TRIPS & HOWART							
SKILLED MAINTENANCE WORKER	2.00	21.75	22.74	23.66	24.76	25.89	03
FACILITIES ATTENDANT	1.00	15.81	16.59	17.42	18.30	19.20	03
GROUNDSKEEPER	1.00	19.16	20.00	20.79	21.73	22.72	03
RECREATION SUPERVISOR	2.00				66,240	79,020	18
SR MAINTENANCE WKR-REC & PARKS	1.00	23.94	25.02	26.05	27.26	28.49	03
RECREATION COORDINATOR	4.60	45,972	48,252	50,676	53,196	55,884	07
ADMIN SECRETARY	1.00	47,604	49,980	52,416	55,044	57,732	04
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
	13.60						
J0205 GANG PREVENTION/INTERVENTION							
RECREATION SUPERINTENDENT	1.00				76,860	99,720	18
RECREATION SUPERVISOR	1.00				66,240	79,020	18
RECREATION COORDINATOR	2.00	45,972	48,252	50,676	53,196	55,884	07
RECREATION SPECIALIST	1.00	38,412	40,368	42,396	44,508	46,716	07
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07
SR ADMINISTRATIVE ASSISTANT	0.50	41,988	44,016	46,272	48,612	51,036	04
COMMUNITY OUTREACH SPECIALIST	1.00	53,880	56,640	59,364	62,472	65,580	07
	7.50						
J0301 PARKS ADMINISTRATION							
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
	1.00						
J0302 PARKS PROJECTS SECTION							
PARK PLANNING & DEVELOPMT MGR	1.00				91,440	118,920	18
RESEARCH & PROGRAM COORDINATOR	1.00	62,760	65,880	69,180	72,612	76,248	06
	2.00						
J0303 PARKS AND LANDSCAPE MAINTENANC							
SKILLED MAINTENANCE WORKER	4.00	21.75	22.74	23.66	24.76	25.89	03
PARK MAINTENANCE SUPERINTENDEN	1.00				76,860	99,720	18
OPEN SPACE/PEST MGMT SUP	1.00				66,900	83,700	18
PARKS CREW SUPERVISOR	1.00				66,240	79,020	18
GROUNDSKEEPER	1.00	19.16	20.00	20.79	21.73	22.72	03
SR MAINTENANCE WKR-REC & PARKS	6.00	23.94	25.02	26.05	27.26	28.49	03
	14.00						
J0501 COMMUNITY SERVICES							
RECREATION COORDINATOR	1.00	45,972	48,252	50,676	53,196	55,884	07
	1.00						
J0502 FACILITIES MAINTENANCE							
SKILLED MAINTENANCE WORKER	1.00	21.75	22.74	23.66	24.76	25.89	03
FACILITIES MAINTENANCE COORDIN	1.00				77,940	100,080	18
SR MAINT WORKER-ADMIN SVCS	4.00	23.94	25.02	26.05	27.26	28.49	03
	6.00						

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12
Effective 10AUG2011

J0503 FACILITIES IN-HOUSE CONST.								
CIVIL ENGINEERING TECH I	(LT)	0.50	47,808	50,196	52,656	55,320	58,152	07
SKILLED MAINTENANCE WORKER	(LT)	2.00	21.75	22.74	23.66	24.76	25.89	03
SKILLED MAINTENANCE WORKER		5.00	21.75	22.74	23.66	24.76	25.89	03
FACILITIES CREW SUPERVISOR		1.00				66,240	79,020	18
SR MAINT WORKER-ADMIN SVCS		1.00	23.94	25.02	26.05	27.26	28.49	03
SR MAINTENANCE WKR-REC & PARKS		4.00	23.94	25.02	26.05	27.26	28.49	03
		13.50						
J0504 FACILITIES PLANNER								
FACILITIES PLANNER		1.00				77,940	100,080	18
		1.00						
Department Total		84.15						

Department: PUBLIC WORKS

Organization/Classification Title	Authorized Budgeted Positions	Salary Schedule				Unit
		Annual/Hourly Rate of Pay				
K0100 PUBLIC WORKS ADMINISTRATION						
DIRECTOR OF PUBLIC WORKS	1.00				135,360	169,320 10
ADMINISTRATIVE SERVICE OFFICER	1.00				76,020	100,380 18
ADMIN SUPPORT SUPERVISOR	1.00				59,580	72,540 18
ADMIN SECRETARY	1.00	47,604	49,980	52,416	55,044	57,732 04
SR ADMINISTRATIVE ASSISTANT	4.50	41,988	44,016	46,272	48,612	51,036 04
	8.50					
K0102 PUBLIC INFORMATION & OUTREACH						
MARKETING & OUTREACH COORDINAT	1.00				77,400	98,820 18
	1.00					
K0200 PUBLIC WORKS - RIGHT OF WAY						
RIGHT OF WAY MANAGER	1.00				85,740	110,040 18
RIGHT-OF-WAY AGENT	1.00				77,940	100,080 18
	2.00					
K0302 TRAFFIC ENGINEERING - TRANS.						
TRANSPORTATION PLANNER	1.00				83,880	101,940 18
	1.00					
K0303 TRAFFIC ENGINEERING - OPER.						
SUPERVISING ENGINEER	1.00				88,560	113,760 18
ASSOCIATE CIVIL ENGINEER	1.00	84,924	89,136	93,684	98,304	103,224 06
QUALITY CONTROL ASSOCIATE	1.00	73,260	77,040	80,892	84,924	89,136 06
C ENG TECH III	3.00	65,892	69,144	72,564	76,224	80,016 07
	6.00					
K0401 CAPITAL PROJECTS ENGINEERING						
DEPUTY DIR ENGINEERING SERVICES	1.00				100,380	129,840 18
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036 04
	2.00					
K0402 CIP TEAM 2						
SUPERVISING ENGINEER	1.00				88,560	113,760 18
ASSOCIATE CIVIL ENGINEER	2.00	84,924	89,136	93,684	98,304	103,224 06
QUALITY CONTROL ASSOCIATE	2.00	73,260	77,040	80,892	84,924	89,136 06
CIVIL ENGINEERING TECH III	(LT) 1.00	65,892	69,144	72,564	76,224	80,016 07
CIVIL ENGINEERING TECH III	3.00	65,892	69,144	72,564	76,224	80,016 07
ADMINISTRATIVE TECHNICIAN	(LT) 1.00	52,776	55,356	58,188	61,152	64,200 07
	10.00					
K0403 ENGINEERING SURVEY						
CITY SURVEYOR	1.00	84,924	89,136	93,684	98,304	103,224 06

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

STORES SPECIALIST	1.00	51,600	54,168	56,892	59,748	62,748	07
STORES CLERK	2.00	43,392	45,528	47,688	50,160	52,644	07
FLEET SUPERINTENDENT	1.00				76,860	99,720	18
FLEET MAINTENANCE SUPERVISOR	2.00				68,580	88,620	18
EQUIPMENT SERVICE WRITER	2.00	29.11	30.40	31.66	33.27	34.71	03
EQUIPMENT MECHANIC II	21.00	26.46	27.65	28.80	30.22	31.57	03
EQUIPMENT MECHANIC I	4.00	22.99	23.66	24.70	25.80	26.95	03
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
	34.00						
K0601 ENGINEERING DEV. SERVICES							
DEPUTY DIR ENGINEERING SERVICES	1.00				100,380	129,840	18
	1.00						
K0602 ENGINEERING DEV.SERVICES - UT.							
DEVELOPMENT REVIEW COORDINATOR	1.00				76,860	99,720	18
QUALITY CONTROL ASSOCIATE	1.00	73,260	77,040	80,892	84,924	89,136	06
CIVIL ENGINEERING TECH III	4.00	65,892	69,144	72,564	76,224	80,016	07
	6.00						
K0603 ENGINEERING DEVELOPMENT SERVIC							
ASSOCIATE CIVIL ENGINEER	3.00	84,924	89,136	93,684	98,304	103,224	06
QUALITY CONTROL ASSOCIATE	3.00	73,260	77,040	80,892	84,924	89,136	06
CIVIL ENGINEERING TECH III	1.00	65,892	69,144	72,564	76,224	80,016	07
	7.00						
Department Total		189.50					

Department: ECONOMIC DEVELOPMENT & HOUSING

Organization/Classification Title	Authorized Budgeted Positions	Salary Schedule					Unit
		Annual/Hourly Rate of Pay					
L0000 ECONOMIC DEVELOPMENT & HOUSING							
DIRECTOR OF ECONOMIC DEV&HSG	1.00				123,060	153,960	10
ECON DEV & HOUSING MANAGER	3.00				88,500	113,340	18
PROGRAM SPECIALIST II	10.00	73,356	77,016	80,868	84,900	89,136	06
EC DEV & HOUSING TECHNICIAN	9.00	48,864	51,300	53,892	56,580	59,400	07
ADMINISTRATIVE SERVICE OFFICER	1.00				76,020	100,380	18
ADMIN SECRETARY	1.00	47,604	49,980	52,416	55,044	57,732	04
SR ADMINISTRATIVE ASSISTANT	4.50	41,988	44,016	46,272	48,612	51,036	04
	29.50						
L0400 EDH PARKING							
SKILLED MAINTENANCE WORKER	5.00	21.75	22.74	23.66	24.76	25.89	03
DEPUTY DIRECTOR ECON DEV & HSG	1.00				100,380	129,840	18
PARKING OPERATIONS COORDINATOR	4.00	51,072	53,376	55,572	58,140	60,756	07
PARKING SUPERVISOR	1.00				66,900	83,700	18
SR MAINTENANCE WORKER-PARKING	1.00	23.94	25.02	26.05	27.26	28.49	03
PARKING OPERATIONS AIDE	17.00	34,560	36,324	38,124	40,068	42,024	07
CUSTOMER SERVICE REP	1.00	41,988	44,016	46,272	48,612	51,036	04
	30.00						
L0401 EDH PARKING ENFORCEMENT							
PARKING SUPERVISOR	1.00				66,900	83,700	18
SR PARKING ENFORCEMENT OFFICER	1.00	44,496	46,656	49,056	51,384	54,048	07
PARKING CITATIO REVIEW OFFICER	0.50	44,496	46,656	49,056	51,384	54,048	07
PARKING ENFORCEMENT OFFICER	5.00	41,268	43,260	45,456	47,664	50,100	07
CUSTOMER SERVICE REP	1.00	41,988	44,016	46,272	48,612	51,036	04
	8.50						

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12
Effective 10AUG2011

Department Total 68.00

Department: TRANSIT

Organization/Classification Title	Authorized							Unit
	Budgeted Positions	Salary Schedule Annual/Hourly Rate of Pay						
M0201 TRANSIT ADMINISTRATION								
DEPT TECHNOLOGY COORDINATOR	1.00	70,236 73,680 77,484	81,348	85,452	06			
DEP DIR TRANSIT	1.00		100,380	129,840	18			
DIRECTOR OF TRANSIT	1.00		123,060	153,960	10			
ADMINISTRATIVE SERVICE OFFICER	1.00		76,020	100,380	18			
ADMIN SECRETARY	1.00	47,604 49,980	52,416	55,044	04			
SR ADMINISTRATIVE ASSISTANT	1.00	41,988 44,016	46,272	48,612	04			
CUSTOMER SERVICE REP	1.00	41,988 44,016	46,272	48,612	04			
	7.00							
M0202 TRANSIT - OPERATIONS								
TRANSIT SUPERINTENDENT	1.00		76,860	99,720	18			
TRANSIT FIELD SUPERVISOR	5.00		66,900	83,700	18			
TRANSIT SERVICE REP	3.00	15.73 16.52	17.34	18.23	08			
BUS OPERATOR	58.00	18.79 19.72	20.71	21.73	08			
SR ADMINISTRATIVE ASSISTANT	1.00	41,988 44,016	46,272	48,612	04			
	68.00							
M0203 TRANSIT - VEHICLE MAINTENANCE								
SKILLED MAINTENANCE WORKER	1.00	21.75 22.74	23.66	24.76	03			
BUS SERVICE WORKER	3.00	19.16 20.00	20.79	21.73	03			
	4.00							
M0205 TRANSIT PLANNER								
TRANSIT PLANNER	3.00		83,880	101,940	18			
	3.00							
M0206 MARKETING & OUTREACH COORDINAT								
MARKETING & OUTREACH COORDINAT	1.00		77,400	98,820	18			
	1.00							
Department Total	83.00							

Department: UTILITIES

Organization/Classification Title	Authorized							Unit
	Budgeted Positions	Salary Schedule Annual/Hourly Rate of Pay						
N0101 UTILITIES ADMINISTRATION								
DIRECTOR OF UTILITIES	1.00		135,360	169,320	10			
ADMINISTRATIVE SERVICE OFFICER	2.00		76,020	100,380	18			
ADMIN SUPPORT SUPERVISOR	1.00		59,580	72,540	18			
ADMINISTRATIVE TECHNICIAN	1.00	52,776 55,356	58,188	61,152	07			
ADMIN SECRETARY	1.00	47,604 49,980	52,416	55,044	04			
SR ADMINISTRATIVE ASSISTANT	1.00	41,988 44,016	46,272	48,612	04			
	7.00							
N0102 SAFETY & TRAINING								
SR ADMINISTRATIVE ASSISTANT	1.00	41,988 44,016	46,272	48,612	04			
SAFETY & TRAINING COORDINATOR	2.00		68,580	88,620	18			
	3.00							
N0200 UTILITIES ENGINEERING ADMIN								
DEPUTY DIR ENGINEERING SERVICES	1.00		100,380	129,840	18			
	1.00							
N0203 ASSET MANAGEMENT - PLANNING								

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

SUPERVISING ENGINEER	1.00				88,560	113,760	18
ASSOCIATE CIVIL ENGINEER	2.00	84,924	89,136	93,684	98,304	103,224	06
QUALITY CONTROL ASSOCIATE	4.00	73,260	77,040	80,892	84,924	89,136	06
CIVIL ENGINEERING TECH III	3.00	65,892	69,144	72,564	76,224	80,016	07
	10.00						
N0204 ASSET MANAGEMENT-STORMWATER							
SUPERVISING ENGINEER	1.00				88,560	113,760	18
ASSOCIATE CIVIL ENGINEER	1.00	84,924	89,136	93,684	98,304	103,224	06
QUALITY CONTROL ASSOCIATE	1.00	73,260	77,040	80,892	84,924	89,136	06
CIVIL ENGINEERING TECH III	2.50	65,892	69,144	72,564	76,224	80,016	07
SR ENVIRONMENTAL SPECIALIST	1.00	76,068	80,004	83,988	88,176	92,544	06
ENVIRONMENTAL SPECIALIST	2.00	68,412	71,784	75,336	79,140	83,088	06
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
	10.50						
N0205 ASSET MGMT - MATERIALS ENG							
QUALITY CONTROL ASSOCIATE	1.00	73,260	77,040	80,892	84,924	89,136	06
CIVIL ENGINEERING TECH III	6.00	65,892	69,144	72,564	76,224	80,016	07
MATERIALS ENGINEER	1.00	84,924	89,136	93,684	98,304	103,224	06
	8.00						
N0300 RESOURCES MANAGEMENT							
DEPT TECHNOLOGY COORDINATOR	2.00	70,236	73,680	77,484	81,348	85,452	06
	2.00						
N0305 ENTERPRISE ASSET MANAGEMENT							
TECH APPLICATION SPECIALIST	2.00	67,920	71,280	74,892	78,576	82,524	07
	2.00						
N0500 PROJECT MANAGEMENT							
UTILITY PROJECT DEV MANAGER	1.00				81,720	104,400	18
CLEAN ENERGY ADVOCATE (LT)	2.00	53,880	56,640	59,364	62,472	65,580	07
ADMIN ANALYST	1.00				66,180	87,480	18
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07
RESEARCH & PROGRAM COORDINATOR (LT)	1.00	62,760	65,880	69,180	72,612	76,248	06
RESEARCH & PROGRAM COORDINATOR	2.00	62,760	65,880	69,180	72,612	76,248	06
	8.00						
N0601 WATER ADMINISTRATION							
DEP DIR LOC UTILITY OPERATIONS	1.00				100,380	129,840	18
UTILITY SYSTEM SUPERINTENDENT	1.00				82,140	106,620	18
SR ADMINISTRATIVE ASSISTANT	3.00	41,988	44,016	46,272	48,612	51,036	04
	5.00						
N0602 WATER QUALITY							
SR UTILITY SYSTEMS OPERATOR	1.00	26.00	27.17	28.29	29.61	30.93	16
UTILITIES SYSTEMS OPERATOR II	3.00	23.12	24.28	25.49	26.78	28.11	16
WATER QUALITY SUPERVISOR	1.00				79,140	94,980	18
	5.00						
N0603 WATER MAINTENANCE							
UTILITY SYSTEM SUPERVISOR	4.00				70,980	84,540	18
SR UTILITY SYSTEMS OPERATOR	8.00	26.00	27.17	28.29	29.61	30.93	16
UTILITIES SYSTEMS OPERATOR II	23.00	23.12	24.28	25.49	26.78	28.11	16
MSC YARD ATTENDANT	4.00	34,560	36,324	38,124	40,068	42,024	07
SR WATER SYSTEM TECH	1.00			38.34	40.26	42.24	07
WATER SYSTEM TECH	1.00			36.36	38.16	39.74	07
	41.00						
N0609 DEMAND MANAGEMENT FY11-12+							

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

UTILITIES TECHNICIAN	1.00		50,232	52,716	55,344	58,152	61,056	07
SR WATER RESOURCES PLANNER	1.00					88,500	113,340	18
WATER-USE EFFICIEN PROGRM COOR	1.00					76,860	99,720	18
WATER RESOURCES REP	2.00		65,892	69,144	72,564	76,224	80,016	07
WATER RESOURCES TECHNICIAN (LT)	1.00		51,912	54,492	57,192	60,048	63,084	07
WATER RESOURCES TECHNICIAN	3.00		51,912	54,492	57,192	60,048	63,084	07
	9.00							
N0701 WASTEWATER - ADMINISTRATION								
UTILITY SYSTEM SUPERINTENDENT	1.00					82,140	106,620	18
UTILITIES TECHNICIAN	1.00		50,232	52,716	55,344	58,152	61,056	07
	2.00							
N0703 WASTEWATER COLLECTION								
UTILITY SYSTEM SUPERVISOR	3.00					70,980	84,540	18
SR UTILITY SYSTEMS OPERATOR	8.00		26.00	27.17	28.29	29.61	30.93	16
UTILITIES SYSTEMS OPERATOR II	15.00		23.12	24.28	25.49	26.78	28.11	16
WATER SYSTEM TECH	1.00				36.36	38.16	39.74	07
SR ADMINISTRATIVE ASSISTANT	1.00		41,988	44,016	46,272	48,612	51,036	04
	28.00							
N0801 SUBREGIONAL WASTEWATER ADMIN.								
STORES SPECIALIST	1.00		51,600	54,168	56,892	59,748	62,748	07
STORES CLERK	1.00		43,392	45,528	47,688	50,160	52,644	07
DEP DIR UTILITIES OPERATIONS	1.00					100,380	129,840	18
ADMIN SECRETARY	1.00		47,604	49,980	52,416	55,044	57,732	04
SR ADMINISTRATIVE ASSISTANT	1.00		41,988	44,016	46,272	48,612	51,036	04
	5.00							
N0802 LAGUNA PLANT TREATMENT								
WASTEWATER TREATMENT SUPERINTE	1.00					82,140	106,620	18
TREATMENT SHIFT SUPERVISOR	2.00					72,780	94,200	18
SR WASTEWATER PLANT OPERATOR	4.00		71,280	74,724	78,192	82,092	86,016	07
WASTEWATER OPERATOR II	18.00		63,372	66,684	69,900	73,152	76,704	07
	25.00							
N0803 MECHANICAL SERVICES								
SR MAINTENANCE WORKER-PAINTER	1.00		23.94	25.02	26.05	27.26	28.49	03
SKILLED MAINTENANCE WORKER	2.00		21.75	22.74	23.66	24.76	25.89	03
SR INST TECHNICIAN	1.00				37.74	39.38	41.29	07
INSTRUMENTATION TECH	3.00				34.28	35.97	37.54	07
SR ELECTRICAL TECH-UTILITIES	1.00				37.74	39.38	41.29	07
ELECTRICAL TECH - UTILITIES	4.00				34.28	35.97	37.54	07
UTILITIES MECHANICAL SUPERINTE	1.00					76,860	99,720	18
SR MECHANICAL TECHNOLOGIST	1.00				37.42	39.05	40.94	07
MECHANICAL TECHNOLOGIST	8.00		29.49	30.79	32.08	33.67	35.17	07
SR ADMINISTRATIVE ASSISTANT	1.00		41,988	44,016	46,272	48,612	51,036	04
	23.00							
N0804 WATER RECLAMATION								
SKILLED MAINTENANCE WORKER	2.00		21.75	22.74	23.66	24.76	25.89	03
SR WASTEWATER PLANT OPERATOR	1.00		71,280	74,724	78,192	82,092	86,016	07
SR MAINT WORKER UTILITIES	2.00		23.94	25.02	26.05	27.26	28.49	03
WASTEWATER OPERATOR II	4.00		63,372	66,684	69,900	73,152	76,704	07
WASTEWATER RECLAMATION SUPT	1.00					76,860	99,720	18
IRRIGATION PROGRAM COORDINATOR	1.00		65,892	69,144	72,564	76,224	80,016	07
	11.00							
N0805 WASTEWATER INDUSTRIAL WASTE								
ENV COMPLIANCE INSPECTOR III	3.00		65,052	68,184	71,376	74,916	78,516	07

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

ENVIRONMENTAL COMPLIANCE SUPER	1.00				79,140	94,980	18
ENVIR COMPLIANCE INSPECTOR II	2.00	57,096	59,964	62,952	66,120	69,432	07
ENVIRONMENTA COMPLIANCE INS I	1.00	49,668	52,140	54,780	57,492	60,384	07
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
	8.00						
N0806 SUBREGIONAL LABORATORY							
LABORATORY SUPERVISOR	1.00				79,140	94,980	18
PRINCIPAL LAB ANALYST	4.00	62,640	65,664	68,736	72,156	75,624	07
LAB ANALYST	4.00	55,128	57,912	60,816	63,864	67,116	07
SAMPLE COLLECTION/PREPAR TECH	1.00	50,232	52,716	55,344	58,152	61,056	07
LABORATORY AIDE	1.00	38,052	39,912	41,964	44,076	46,296	07
	11.00						
N0807 BIOSOLIDS RECLAMATION							
SKILLED MAINTENANCE WORKER	6.00	21.75	22.74	23.66	24.76	25.89	03
BIOSOLIDS COORDINATOR	1.00				76,860	99,720	18
UTILITIES TECHNICIAN	1.00	50,232	52,716	55,344	58,152	61,056	07
SR WASTEWATER PLANT OPERATOR	1.00	71,280	74,724	78,192	82,092	86,016	07
SR MAINT WORKER UTILITIES	1.00	23.94	25.02	26.05	27.26	28.49	03
	10.00						
N0809 ENVIRONMENTAL COMPLIANCE							
QUALITY ASSURANCE COORDINATOR	1.00				76,860	99,720	18
NATURAL RESOURCE SPECIALIST	1.00	52,416	54,804	57,096	59,736	62,400	07
DEP DIR ENVIRONMENTAL SERVICES	1.00				100,380	129,840	18
	3.00						
N0901 GEYSERS RECHARGE OPERATIONS							
UTILITIES TECHNICIAN	1.00	50,232	52,716	55,344	58,152	61,056	07
WATER SYSTEM TECH	3.00			36.36	38.16	39.74	07
SR MAINT WORKER UTILITIES	2.00	23.94	25.02	26.05	27.26	28.49	03
GEYSERS OPER & MTNCE COORDINAT	1.00				81,720	104,400	18
	7.00						
Department Total		244.50					

Department: INFORMATION TECHNOLOGY

Organization/Classification Title	Authorized Budgeted Positions	Salary Schedule			Unit
		Annual/Hourly Rate of Pay			
Q0701 INFORMATION TECHNOLOGY-ADMIN.					
CHIEF TECHNOLOGY OFFICER	1.00				107,760 138,360 10
PROGRAMMER ANALYST	0.50	71,124	74,628	78,468	82,404 86,544 06
	1.50				
Q0702 INFORMATION TECHNOLOGY-DEV.					
IT SECTION MANAGER	1.00				85,740 110,040 18
PROGRAMMER ANALYST	4.00	71,124	74,628	78,468	82,404 86,544 06
INFO SYSTEMS DEVELOP SUPV	1.00				77,940 100,080 18
TECHNOLOGY APPLICATION SPEC	2.00	67,920	71,280	74,892	78,576 82,524 07
	8.00				
Q0703 INFO.TECH.-CUSTOMER SERVICE					
IT SECTION MANAGER	1.00				85,740 110,040 18
IT SUPERVISOR	1.00				77,940 100,080 18
SR INFO TECHNOLOGY TECH	4.00	70,236	73,680	77,484	81,348 85,452 07
INFO TECH TECHNICIAN	6.00	61,740	64,812	68,088	71,436 75,024 07
	12.00				
Q0705 GIS SERVICES					

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

GIS ANALYST	2.00	70,236	73,680	77,484	81,348	85,452	06
	2.00						
Department Total	23.50						

Department: POLICE DEPT

Organization/Classification Title	Authorized		Salary Schedule					Unit
	Budgeted Positions	Salary Schedule Annual/Hourly Rate of Pay						
R0101 POLICE ADMINISTRATION								
POLICE CHIEF	1.00					154,980	192,408 10	
POLICE TECHNICIAN	(LT) 4.00	46,212	48,480	50,904	53,340	56,112	14	
CRIME ANALYST	(LT) 2.00	62,760	65,880	69,180	72,612	76,248	06	
POLICE BACKGROUND INVESTIGATOR	(LT) 1.00	66,228	69,504	73,008	76,668	80,508	06	
ADMINISTRATIVE SERVICE OFFICER	1.00				76,020	100,380	18	
ADMIN SECRETARY	1.00	47,604	49,980	52,416	55,044	57,732	04	
COMMUNITY OUTREACH SPECIALIST	(LT) 1.00	53,880	56,640	59,364	62,472	65,580	07	
	11.00							
R0201 INVESTIGATION BUREAU								
POLICE CAPTAIN	1.00				140,892	174,912	09	
POLICE LIEUTENANT	2.00				113,952	147,492	09	
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04	
	4.00							
R0202 DOMESTIC VIOLENCE/SEX.ASSAULT								
POLICE SERGEANT	1.00				97,332	125,712	09	
POLICE OFFICER	7.00	70,860	74,316	78,072	81,960	86,052	05	
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04	
	9.00							
R0203 NARCOTICS INVESTIGATION TEAM								
POLICE SERGEANT	1.00				97,332	125,712	09	
POLICE OFFICER	5.00	70,860	74,316	78,072	81,960	86,052	05	
	6.00							
R0204 PROPERTY CRIMES INVEST.TEAM								
POLICE SERGEANT	1.00				97,332	125,712	09	
POLICE OFFICER	6.00	70,860	74,316	78,072	81,960	86,052	05	
	7.00							
R0205 VIOLENT CRIMES INVESTIGATION								
POLICE SERGEANT	1.00				97,332	125,712	09	
POLICE OFFICER	4.00	70,860	74,316	78,072	81,960	86,052	05	
	5.00							
R0206 GANG CRIME TEAM								
POLICE SERGEANT	1.00				97,332	125,712	09	
POLICE OFFICER	8.00	70,860	74,316	78,072	81,960	86,052	05	
	9.00							
R0208 EVIDENCE								
POLICE FORENSIC SPECIALIST	2.00	61,944	65,052	68,316	71,712	75,300	14	
	2.00							
R0302 POLICE MEASURE O FIELD SERVICE								
POLICE LIEUTENANT	1.00				113,952	147,492	09	
POLICE OFFICER	8.00	70,860	74,316	78,072	81,960	86,052	05	
POLICE FIELD & EVIDENCE TECH	1.00	57,900	60,780	63,816	67,032	70,344	14	
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07	
	11.00							
R0303 POLICE MEASURE O DOWNTOWN								
POLICE SERGEANT	1.00				97,332	125,712	09	

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

POLICE OFFICER	2.00	70,860	74,316	78,072	81,960	86,052	05
	3.00						
R0304 POLICE MEASURE O TRAFFIC BUR.							
POLICE OFFICER	2.00	70,860	74,316	78,072	81,960	86,052	05
	2.00						
R0305 POLICE MEASURE O SUPPORT SERV.							
POLICE TECHNICIAN	1.00	46,212	48,480	50,904	53,340	56,112	14
COMMUNICATIONS SUPERVISOR	1.00				68,580	88,620	18
	2.00						
R0402 POLICE RECRUIT TEST & EMPLOY							
POLICE PERSONNEL SUPERVISOR	1.00				69,900	92,700	18
POLICE PERSONNEL TECHNICIAN	1.00	53,880	56,640	59,364	62,472	65,580	07
	2.00						
R0403 POLICE TRAINING, WELLNESS AND							
STORES SPECIALIST	1.00	51,600	54,168	56,892	59,748	62,748	07
POLICE SERGEANT	1.00				97,332	125,712	09
ADMINISTRATIVE TECHNICIAN	1.00	52,776	55,356	58,188	61,152	64,200	07
	3.00						
R0405 POLICE SCHOOL RESOURCE SECTION							
POLICE SERGEANT	1.00				97,332	125,712	09
POLICE OFFICER	5.00	70,860	74,316	78,072	81,960	86,052	05
	6.00						
R0501 POLICE RECORD & COMMUNICATION							
DEPT TECHNOLOGY COORDINATOR	1.00	70,236	73,680	77,484	81,348	85,452	06
POLICE TECHNICAL SVC DIV MGR	1.00				100,380	129,840	18
ADMIN ANALYST	1.00				66,180	87,480	18
	3.00						
R0502 POLICE RECORDS							
POLICE TECHNICIAN	12.75	46,212	48,480	50,904	53,340	56,112	14
RECORDS SUPERVISOR	2.00				62,580	80,160	18
	14.75						
R0503 POLICE COMMUNICATIONS							
COMMUNICATIONS SUPERVISOR	1.00				68,580	88,620	18
COMMUNICATION DISPATCHER	22.00	60,144	63,144	66,300	69,612	73,080	14
	23.00						
R0506 POLICE PROPERTY STORAGE							
POLICE TECHNICIAN	3.00	46,212	48,480	50,904	53,340	56,112	14
	3.00						
R0601 POLICE FIELD SERVICES DIV.							
POLICE CAPTAIN	1.00				140,892	174,912	09
POLICE LIEUTENANT	3.00				113,952	147,492	09
POLICE SERGEANT	11.00				97,332	125,712	09
POLICE OFFICER	78.00	70,860	74,316	78,072	81,960	86,052	05
POLICE FIELD & EVIDENCE TECH	7.00	57,900	60,780	63,816	67,032	70,344	14
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
RESEARCH & PROGRAM COORDINATOR	1.00	62,760	65,880	69,180	72,612	76,248	06
	102.00						
R0902 POLICE ACCIDENT INVESTIGATIONS							
POLICE SERGEANT	1.00				97,332	125,712	09
POLICE OFFICER	12.00	70,860	74,316	78,072	81,960	86,052	05
SR ADMINISTRATIVE ASSISTANT	1.00	41,988	44,016	46,272	48,612	51,036	04
	14.00						
R0904 ABANDONED VEHICLE PROGRAM							
POLICE FIELD & EVIDENCE TECH	1.00	57,900	60,780	63,816	67,032	70,344	14

SALARY PLAN FOR REGULAR POSITIONS FISCAL YEAR 11-12

Effective 10AUG2011

		1.00						
R0906 POLICE DOWNTOWN								
POLICE OFFICER	4.00		70,860	74,316	78,072	81,960	86,052	05
		4.00						
Department Total	246.75							
City Total	1,205.25							