CITY OF SANTA BARBARA

Agenda Item No. 9

Council Agenda Report

Agenda Date: November 17, 2026

To: Mayor and Councilmembers

From: Finance Department and Human Resources Department

Subject: Fiscal Year 2027 First-Quarter Review [Resolution]

Recommendation: That Council:

A. Receive a report from staff on the status of revenues and expenditures in relation to budget for the three months ending September 30, 2026;

B. Accept the Fiscal Year (FY) 2027 Interim Financial Statements for the three months ended September 30, 2026;

C. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Resolution No. 2026-082 to Approve the Proposed First-Quarter (Q1) Adjustments to FY2027 Revenue and Expenditure Appropriations as Detailed in the Attached Schedule of Proposed Q1 Adjustments;

D. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending the Position Salary Control Resolution No. 2026-108 for Authorized Positions for Fiscal Year 2027. Changes are Effective November 14, 2026;

E. Receive a report from staff on the Operational Sustainability Initiative (OSI), including the initiatives prioritized by the OSI Executive Board and the five-year delivery road map;

F. Endorse the OSI as the City's framework for developing, analyzing, and recommending revenue enhancements and expenditure controls to achieve financial stability as a priority identified in the Citywide Strategic Plan; and

G. Provide direction to staff on the OSI prioritized initiatives, direct staff to begin analyzing each initiative, and direct staff to return to the Finance Committee in early 2027 to provide an update and receive further direction.

Executive Summary

The FY2027 interim financial statements for the three months ending September 30, 2026, were presented to the Finance Committee. The report also includes staff revenue and expenditure projections for the General Fund and Enterprise Funds. Staff is projecting an operating deficit

in the General Fund of $3.5 Million, requiring additional use of reserves to balance the budget. In order to address this additional financial pressure, staff have initiated the OSI and developed a comprehensive set of revenue generating and expenditure reduction/control options for the Finance Committee to consider. More than 200 individual ideas were generated and evaluated to determine potential service delivery impacts and revenue generating and cost savings ranges, among others. The Finance Committee provided their recommendations on October 21, 2025, and the City Council provided their direction on December 2, 2025.

Discussion

Each month, staff present interim financial statements (Attachment 1) showing the status of revenues and expenditures in relation to budget for City Funds. Each quarter, the interim financial statements are expanded to include a detailed narrative analysis of General Fund and Enterprise Funds (Attachment 2).

In addition to the Q1 budget analysis, staff proposes recommended budget adjustments for City Council approval. These adjustments are the result of new information and/or unanticipated events that occurred since the adoption of the budget in June 2026. A listing and description of each proposed FY2027 adjustment is provided in Attachment 3.

Revenue and Expenditure Summary

The table below summarizes the General Fund revenue and expenditure budget, including actual results through Q1. The adopted revenue budget totals $222.3 Million, while the adopted expenditure budget totals $221.9 Million, resulting in an operating surplus of approximately $384,916. The revised budget reflects additional expenditure from encumbrances carried forward due to prior-year contractual commitments. As a result, the revised expenditure budget increased by $3.9 Million at the end of Q1. Note that Q1 budget adjustments are not included in the tables below.

General Fund Revenue and Expenditure Summary Table

General Fund	FY2027 Adopted Budget	FY2027 Revised Budget	Actual FY2027 – Q1	FY2027 Projections	Actual % of Revised Budget
Revenue	$222,327,890	$222,327,890	$30,251,657	$222,252,450	13.6%
Expenditure	$221,942,975	$225,842,975	$43,666,776	$225,818,438	19.3%
Surplus **(Deficit)**	**$384,915**	**$(3,515,085)**	**$(13,415,119)**	**$(3,565,988)**	

Measure C Revenue and Expenditure Summary Table

Measure C	FY2027 Adopted Budget	FY2027 Revised Budget	Actual FY2027 – Q1	FY2027 Projections	Actual % of Revised Budget
Revenue	$34,800,000	$34,800,000	$2,604,322	$34,800,000	7.5%
Expenditure	$33,901,429	$76,589,090	$3,808,797	$76,589,090	5.0%
Surplus **(Deficit)**	**$898,571**	**$(41,789,090)**	**$(1,204,475)**	**$(41,789,090)**	

The voters approved a half-cent transaction and use tax (Measure I) on November 5, 2024, which became effective on April 1, 2025, with the first payment to be received at Q4 FY2025. Measure I tax revenue is projected to generate approximately $16.4 Million annually. As of the end of Q1, the City has received $1.3 Million in revenue.

Operational Sustainability Initiative (OSI)

Staff has developed the OSI governance structure in order to deliver on the goal of closing the deficit and hold a balanced budget creating sustainable operations and promoting best practices across the organization, prioritizing the most impactful initiatives from across both operational and strategic plan activity.

The shared values and commitments of staff across the organization working on these initiatives include the following:

- **Focus:** We focus on what matters most. We resist the pull of activity for its own sake and keep our effort directed at the initiatives with the greatest impact on the goal.
- **Accountability:** When we agree to something, we follow through and work with our teams to find shared solutions.
- **Collaboration:** Departments, functions, and roles are different, but the goal is shared. We support each other and escalate problems that need wider support rather than absorbing them silently.
- **Recognition:** Delivering against the City's financial goals is hard work and a full team effort. We recognize effort and achievement at every stage, not just at the end. Celebrating teams and individuals for their contributions and impact is important.
- **Learning:** We reflect on what is working and what is not, and we adapt to get better over time.

Over the last year, staff developed a comprehensive set of revenue generating and expenditure reduction/control options for the Finance Committee to consider. More than 200 individual ideas were generated and evaluated to determine potential service delivery impacts and revenue generating and cost savings ranges, among others. Staff also categorized the ideas into the following tiers:

- Tier 1 – Can be implemented fairly quickly.
- Tier 2 – May take more time, but still worth exploring and implementing.
- Tier 3 – Do not recommend at this time but to be considered in the future.

The Finance Committee provided direction to staff at the October 21, 2025, meeting, as follows:

Highest priorities (recommending to proceed)

- Cannabis excise tax revenue generators:
    - Increase cannabis excise tax up to the 20.0% voter approved limit; and
    - Consider additional revenue generating sales opportunities;
- Initiate a poll to assess the viability of possible revenue tax measures for the November 2026 ballot, including tax rates increases for Real Property Transfer Tax (RPTT), Transient Occupancy Tax (TOT), Utility Users Tax (UUT), and a Parcel Tax;
- Analyze recreational vehicle camping at the Waterfront parking lots.

Lowest priorities (not recommending to proceed)

- Library closures or reduced hours of operation;
- Allow short-term rentals throughout the City which would generate additional TOT revenue; and
- Increase parking fees.

The Finance Committee also expressed interest in pursuing the following recommendations:

- Sustainability & Resilience allocating up to $600,000 of Measure B creeks revenue for various projects and initiatives;
- Consider options to adjust staff schedules for more flexibility, reduced hours, and lower operating costs;
- Consider a business tax certificate (license) modernization ballot measure;
- Building electrification; and
- West Beach master plan.

The City Council received a report from staff and provided direction to staff on December 2, 2025, regarding these options. Since then, staff have analyzed and have already implemented many options as well as proposed additional items to implement as part of the FY2027 budget. These actions include:

- Effective July 1, 2026, the Cannabis excise tax rate increased from 6.0% to 8.0%, and this change is projected to generate an additional $200,000 tax revenue in FY2027.
- Staff analyzed the viability and potential revenue from increasing the RPTT. The City Council directed staff to stop pursuing this option for the November 2026 election and consider it for a future election.
- Multiple positions that were previously funded by the General Fund are funded by Enterprise and/or Internal Service Funds in the FY2027 budget, and those positions will provide more effective support to operating departments.
- Staff have reduced the warehouse inventory and have implemented just-in-time ordering procedures.
- Multiple General Fund positions remain vacant.

During the budget hearing process in June 2026, the City Council also gave direction to staff to identify a permanent, ongoing funding source for the Local Housing Trust Fund (LHTF). Staff are evaluating funding options as a core component of this effort. On August 25, 2026, staff presented multiple funding options for the LHTF to the Finance Committee. These options included the following:

- **Measure C Sales Tax Revenue:** Santa Barbara voters passed the Measure C 1.00% district sales tax measure on November 7, 2017, and it generates approximately $32.0 Million annually to fund critical infrastructure and capital projects. The FY2027 budget includes a $1.0 Million transfer of Measure C revenues into the LHTF. The City Council can continue to appropriate a transfer into the LHTF in future budget cycles.
- **Measure I Sales Tax Revenue:** Santa Barbara voters passed the Measure I 0.50% district sales tax measure on November 5, 2024, and it generates approximately $16.0 Million annually to fund essential city services. The FY2026 and FY2027 budgets included a $1.5 Million transfer of Measure I revenues into the LHTF. The City Council can continue to appropriate a transfer into the LHTF in future budget cycles.
- **In-Lieu Fees:** Since 2011, in-lieu fees totaling approximately $1.5 Million have been collected. The collection of in-lieu fees depends on development project schedules and can be unpredictable. All revenue collected has been transferred into the LHTF, and the

City Council can continue to appropriate the transfer of in-lieu fees into the LHTF in future budget cycles.

- **Vacancy Tax:** The City Council may consider a vacancy tax for the November 2028 election, at the earliest. However, in light of the recent appellate decision described below and the legal uncertainty surrounding such taxes, staff recommends that the City Council not direct staff to pursue a vacancy tax at this time.

  In a 2026 decision in *Debbane v. City and County of San Francisco*, the Court of Appeal affirmed the trial court's ruling invalidating San Francisco's 2022 Measure M, which imposed a tax on vacant residential units in buildings containing two or more units.

  The decision raises substantial questions about the legal viability of a local vacancy tax. Given this uncertainty and the significant staff resources, public outreach, and legal analysis necessary to develop a potential measure, staff recommends monitoring further judicial developments, including any request for California Supreme Court review, rather than initiating that work now. Should the City Council subsequently direct staff to explore a vacancy tax, staff would conduct extensive public outreach and evaluate the applicable legal constraints, potential fiscal and housing impacts, administrative requirements, and implementation costs before returning to the City Council for further consideration.

- **Other Future Funding Sources:** The City Council can direct staff to analyze future funding sources to transfer into the LHTF. These sources may be future revenue measures during a general election, including a TOT increase, RPTT increase, and external fundraising, among others.

The tables below list the priority projects identified by staff thus far that are being recommended to pursue as part of the OSI. They are grouped by the Citywide Strategic Plan priority areas.

Ensure a Thriving City Organization – Achieve Financial Stability

Item	Initiative	Department	Amount
187	Tax measures — RPTT or TOT increase, November 2028 ballot	Finance	**$7,300,000**
1	Waterfront slip fees to market rate	Waterfront	**$1,500,000**
43	TBID assessment rate increase	City Administration	**$950,000**
6	Engineering services full cost recovery	Public Works	**$800,000**
146	Minimize Streets Fund overhead costs	Public Works	**$657,000**

13	Event support services cost recovery	Police	**$500,000**
76	Cap on vacation cash-out benefits	Human Resources	**$500,000**
128	Review in-house & contractor services	Public Works	**>$500,000**
183	Review currently vacant General Fund positions	City Administration	**>$500,000**
184	Strategic review of service levels	City Administration	**>$500,000**
190	Property insurance review	Finance	**$500,000**
185	Centralization review program	Finance	**$300,000**
11	Slip transfer fees	Waterfront	**$250,000**
45	City-owned asset review & sale	City Administrator's Office	**To be estimated**

Stimulate Economic and Community Vitality

Item	Initiative	Department	Amount
21	Airport commercial development	Airport	**$1,000,000**
158	RV campsites at Chase Palm Park	Waterfront	**$250,000**
91	West Beach activation	Parks & Recreation	**$250,000**

Enhance Community Resilience and Safety

Item	Initiative	Department	Amount
189	Bond measure for capital renewal	Finance	**$1,500,000**

Position Changes Summary

Human Resources seeks Council approval for the following adjustments to the Position Salary Control Resolution No. 2026-108, as detailed in Attachment 4. Changes are effective November 14, 2026, unless otherwise noted below:

LIBRARY:

Deletion of 1.0 FTE Administrative Analyst I: During the FY2027 budget process, the department was authorized to add one FTE contingent upon the deletion of an existing FTE. An internal recruitment was conducted for the newly authorized Supervising Librarian position, with the understanding that the position vacated by the selected candidate would be deleted. The proposed deletion of this vacant Administrative Analyst I position will provide the funding necessary to support the previously approved Supervising Librarian FTE.

PUBLIC WORKS:

Delete 1.0 FTE Administrative Assistant – Confidential (Job Class 6028). The Public Works Department is requesting to delete one Administrative Assistant –Confidential FTE from its staffing allocation and transfer this position authority to the Water Resources Division. This adjustment reflects an operational shift in administrative workload and will allow Public Works to realign its resources with current service needs.

WATER RESOURCES:

Add 1.0 FTE Administrative Assistant (Job Class 1409). The Water Resources Division is requesting approval to add the transferred Administrative Assistant FTE to its staffing allocation. This addition will support ongoing program needs, ensure adequate administrative capacity, and formally accept the transfer of the position authority from Public Works.

Budget/Financial Impact

There is no direct budgetary or financial impact by accepting the interim financial statement for Q1 FY2027. The Q1 budget adjustments, as proposed, will change revenue and expenditure appropriations in the General Fund and other funds as itemized in Attachment 3. These budget adjustments have no significant budget impacts. All proposed position changes are projected to be funded through existing appropriations in various departments and funds. No additional expenditure appropriation is required at this time to fund those position changes.

The General Fund has previously had and is projected to continue to have structural operating deficits as ongoing revenue growth is not adequate to fund the ongoing expenditure growth of existing operations.

Staff continue to work on the list of revenue generating and expenditure control options that the City Council has reviewed. Staff anticipate additional solutions to be implemented in the coming years. As operating deficits continue, additional reserves will be required to balance the budget. All General Fund contingency reserves were depleted in FY2026.

Sustainability Impact

Budget and financial reports can be accessed by the public on the City's Budget and Reporting webpage at SantaBarbaraCA.gov/Budget-Reports.

Environmental Review

Reports are no longer printed, saving paper and toner.

Attachment(s):

1. Summary by Fund Statement of Revenues and Expenditures for the Three Months Ended September 30, 2026.
2. Interim Financial Statements for the Three Months Ended September 30, 2026 (Narrative Analysis).
3. Schedule of Proposed First-Quarter Adjustments.
4. Position Salary Control Revised, Effective November 14, 2026.
5. Operational Sustainability Initiative Priority Projects Road Map

Prepared by: Nathalie Lecolley, Controller

Submitted by: Keith DeMartini, Finance Director

Approved by: Kelly McAdoo, City Administrator

ATTACHMENT 1

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	%of Budget	Previous YTD
GENERAL FUND (pages 3-7)							
Revenue	222,327,890	222,327,890	30,251,658	-	192,076,232	13.6%	36,758,385
Expenditures	221,942,974	225,842,974	43,666,777	6,818,982	175,357,216	22.4%	51,840,501
Addition to / (use of) reserves	384,917	(3,515,084)	(13,415,118)	(6,818,982)	16,719,016		(15,082,116)
MEASURE C							
Revenue	34,800,000	34,800,000	2,604,322	-	32,195,678	7.5%	8,149,945
Expenditures	33,901,429	76,589,090	3,808,797	16,309,015	56,471,278	26.3%	4,134,267
Addition to / (use of) reserves	898,571	(41,789,090)	(1,204,475)	(16,309,015)	(24,275,600)		4,015,679
SOLID WASTE FUND (page 9)							
Revenue	47,209,731	47,418,229	11,111,061	-	36,307,168	23.4%	10,697,272
Expenditures	47,196,177	48,007,454	8,973,308	20,543,545	18,490,601	61.5%	5,858,244
Addition to / (use of) reserves	13,554	(589,224)	2,137,753	(20,543,545)	17,816,568		4,839,028
WATER OPERATING FUND (page 10)							
Revenue	91,119,446	91,119,446	24,778,978	-	66,340,468	27.2%	22,851,803
Expenditures	93,452,729	96,373,858	19,051,069	5,339,806	71,982,984	25.3%	19,122,547
Addition to / (use of) reserves	(2,333,283)	(5,254,412)	5,727,909	(5,339,806)	(5,642,516)		3,729,255
WASTEWATER OPERATING FUND (page 11)							
Revenue	37,612,366	37,612,366	9,200,365	-	28,412,001	24.5%	8,553,569
Expenditures	39,309,989	40,237,959	7,241,147	4,085,492	28,911,320	28.1%	7,385,382
Addition to / (use of) reserves	(1,697,623)	(2,625,593)	1,959,218	(4,085,492)	(499,319)		1,168,186
DOWNTOWN PARKING FUND (page 12)							
Revenue	11,041,562	11,041,562	2,755,258	-	8,286,304	25.0%	2,513,891
Expenditures	10,932,642	10,932,648	2,290,872	508,778	8,132,998	25.6%	2,265,727
Addition to / (use of) reserves	108,920	108,914	464,386	(508,778)	153,306		248,165
AIRPORT OPERATING FUND (page 13)							
Revenue	44,421,154	49,124,654	8,111,476	-	41,013,178	16.5%	8,120,837
Expenditures	41,953,038	48,074,112	10,105,105	5,917,742	32,051,266	33.3%	9,046,688
Addition to / (use of) reserves	2,468,116	1,050,542	(1,993,629)	(5,917,742)	8,961,913		(925,851)
GOLF COURSE FUND (page 14)							
Revenue	5,529,543	5,529,543	1,504,850	-	4,024,693	27.2%	1,538,668
Expenditures	6,529,768	6,529,768	1,342,831	-	5,186,938	20.6%	1,280,764
Addition to / (use of) reserves	(1,000,225)	(1,000,225)	162,020	-	(1,162,245)		257,904
FACILITIES MANAGEMENT FUND (page 15)							
Revenue	8,370,862	8,370,862	2,065,808	-	6,305,055	24.7%	2,046,579
Expenditures	8,315,312	8,806,736	1,497,136	1,427,272	5,882,329	33.2%	1,605,187
Addition to / (use of) reserves	55,551	(435,874)	568,672	(1,427,272)	422,726		441,392

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	%of Budget	Previous YTD
FLEET REPLACEMENT FUND (page 16)							
Revenue	7,977,751	7,977,751	2,080,949	-	5,896,802	26.1%	1,712,195
Expenditures	10,238,304	15,143,696	967,537	2,047,319	12,128,840	19.9%	564,571
Addition to / (use of) reserves	(2,260,553)	(7,165,945)	1,113,412	(2,047,319)	(6,232,038)		1,147,624
FLEET MAINTENANCE FUND (page 17)							
Revenue	4,096,793	4,096,793	1,010,651	-	3,086,142	24.7%	1,048,536
Expenditures	4,167,887	4,167,887	882,072	441,385	2,844,430	31.8%	859,559
Addition to / (use of) reserves	(71,094)	(71,094)	128,579	(441,385)	241,712		188,977
SELF INSURANCE TRUST FUND (page 18)							
Revenue	28,836,346	28,836,346	7,204,710	-	21,631,636	25.0%	6,209,746
Expenditures	27,811,340	28,453,921	4,654,910	949,955	22,849,056	19.7%	4,162,727
Addition to / (use of) reserves	1,025,006	382,425	2,549,801	(949,955)	(1,217,421)		2,047,020
INFORMATION TECHNOLOGY FUND (page 19)							
Revenue	10,820,522	10,820,522	2,715,333	-	8,105,190	25.1%	2,583,845
Expenditures	11,020,545	11,024,648	3,756,894	457,288	6,810,466	38.2%	3,229,713
Addition to / (use of) reserves	(200,023)	(204,126)	(1,041,561)	(457,288)	1,294,723		(645,868)
WATERFRONT OPERATING FUND (page 20)							
Revenue	21,568,147	21,578,147	5,846,153	-	15,731,994	27.1%	5,699,879
Expenditures	23,279,304	23,460,042	5,094,924	1,064,186	17,300,931	26.3%	5,419,025
Addition to / (use of) reserves	(1,711,157)	(1,881,895)	751,229	(1,064,186)	(1,568,937)		280,854
SANTA BARBARA CLEAN ENERGY FUND (page 21)							
Revenue	38,685,711	38,685,711	5,825,358	-	32,860,353	15.1%	6,262,969
Expenditures	40,866,452	45,212,831	4,592,282	3,625,361	36,995,187	18.2%	13,949,434
Addition to / (use of) reserves	(2,180,741)	(6,527,120)	1,233,076	(3,625,361)	(4,134,834)		(7,686,465)
ENERGY AND CLIMATE MANAGEMENT FUND (page 22)							
Revenue	2,286,149	2,286,149	571,538	-	1,714,611	25.0%	566,530
Expenditures	2,368,296	2,727,161	471,896	35,799	2,219,466	18.6%	316,728
Addition to / (use of) reserves	(82,147)	(441,012)	99,641	(35,799)	(504,855)		249,801
TOTAL FOR ALL FUNDS							
INCLUDE MEASURE C							
Revenue	616,703,974	621,625,972	117,638,467	-	503,987,505	18.9%	125,314,649
Expenditures	623,286,187	691,584,786	118,397,557	69,571,925	503,615,305	27.2%	131,041,064
Addition to / (use of) reserves	(6,582,213)	(69,958,814)	(759,089)	(69,571,925)	372,200		(5,726,415)

*** It is City policy to adopt a balanced budget. In most cases, encumbrance balances exist at year-end. These encumbrance balances are obligations of each fund and must be reported at the beginning of each fiscal year. In addition, a corresponding appropriations entry must be made in order to accommodate the 'carried-over' encumbrance amount. Most differences between budgeted annual revenues and expenses are due to these encumbrance carryovers.*

CITY OF SANTA BARBARA
General Fund
Interim Statement of Budgeted and Actual Revenues
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Remaining Balance with Revised budget	Percent Received	Previous YTD	Change Over Prior Year
TAXES							
Sales and Use	32,500,000	32,500,000	2,305,487	30,194,513	7.1%	7,302,267	-68.4%
Measure I Sales Tax	16,400,000	16,400,000	1,292,696	15,107,304	7.9%	-	0.0%
Property Taxes	56,500,000	56,500,000	-	56,500,000	0.0%	-	0.0%
Utility Users Tax	10,540,000	10,540,000	3,242,388	7,297,612	30.8%	2,386,351	35.9%
Transient Occupancy Tax	31,000,000	31,000,000	7,939,247	23,060,753	25.6%	9,736,655	-18.5%
Business License	3,065,476	3,065,476	140,325	2,925,151	4.6%	83,688	67.7%
Cannabis Excise Tax	1,200,000	1,200,000	160,449	1,039,551	13.4%	351,798	-54.4%
Real Property Transfer Tax	1,100,000	1,100,000	75,064	1,024,936	6.8%	245,425	-69.4%
Total Tax Revenues	152,305,476	152,305,476	15,155,655	137,149,821	10.0%	20,106,184	-24.6%
LICENSES & PERMITS							
Licenses & Permits	237,831	237,831	41,705	196,126	17.5%	45,107	-7.5%
Total	237,831	237,831	41,705	196,126	17.5%	45,107	-7.5%
FINES & FORFEITURES							
Police	3,755,452	3,755,452	556,920	3,198,532	14.8%	925,359	-39.8%
Other Fines & Forfeitures	525,800	525,800	191,190	334,610	36.4%	128,201	49.1%
Total	4,281,252	4,281,252	748,110	3,533,142	17.5%	1,053,559	-29.0%
USE OF MONEY & PROPERTY							
Investment Income	2,497,391	2,497,391	623,490	1,873,901	25.0%	629,857	-1.0%
Rents & Concessions	1,673,573	1,673,573	317,419	1,356,154	19.0%	407,375	-22.1%
Total	4,170,964	4,170,964	940,909	3,230,055	22.6%	1,037,232	-9.3%
INTERGOVERNMENTAL							
Library	888,719	888,719	19,337	869,382	2.2%	-	0.0%
Fire	1,500,000	1,500,000	137,069	1,362,931	9.1%	225,381	0.0%
Other Intergovernmental	501,078	501,078	440,147	60,931	87.8%	326,214	34.9%
Total	2,889,796	2,889,796	596,552	2,293,244	20.6%	551,595	8.2%
FEES & SERVICE CHARGES							
Community Development	8,425,457	8,425,457	2,077,693	6,347,764	24.7%	2,614,034	-20.5%
Parks & Recreation	4,779,585	4,779,585	1,888,985	2,890,600	39.5%	2,003,653	-5.7%
Other Service Charges	2,894,456	2,894,456	728,955	2,165,501	25.2%	750,405	-2.9%
Total	16,099,497	16,099,497	4,695,632	11,403,865	29.2%	5,368,092	-12.5%
OTHER REVENUES							
Interfund Charges & Reimbursement	19,904,715	19,904,715	4,135,428	15,769,287	20.8%	3,916,720	5.6%
Inner - City Contracted Servs.	324,000	324,000	81,000	243,000	25.0%	-	0.0%
Overhead Indirect Allocations	12,921,424	12,921,424	3,220,309	9,701,115	24.9%	3,228,294	-0.2%
Interfund Transfers	1,306,935	1,306,935	176,428	1,130,507	13.5%	173,769	1.5%
Interfund Loans	24,140	24,140	-	24,140	0.0%	-	0.0%
Miscellaneous	1,334,360	1,334,360	79,845	1,254,515	6.0%	65,999	21.0%
Donations	77,500	77,500	309	77,191	0.4%	181	0.0%
Franchise Fees	6,450,000	6,450,000	379,776	6,070,224	5.9%	1,211,652	-68.7%
Total	42,343,074	42,343,074	8,073,095	34,269,979	19.1%	8,596,615	-6.1%
Subtotal Non-Tax Revenues	70,022,414	70,022,414	15,096,003	54,926,411	21.6%	16,652,201	-9.3%
TOTAL REVENUES	222,327,890	222,327,890	30,251,658	192,076,232	13.6%	36,758,385	-17.7%

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
GENERAL GOVERNMENT							
Mayor & City Council							
MAYOR & CITY COUNCIL	1,394,884	1,395,250	271,036	646	1,123,568	19.5%	283,942
ARTS & COMMUNITY PROMOTIONS	2,007,402	2,007,402	176,958	226,723	1,603,722	20.1%	336,496
Total	3,402,286	3,402,652	447,994	227,369	2,727,289	19.8%	620,437
City Attorney							
CITY ATTORNEY-ADMINISTRATION	6,385,971	6,674,942	1,084,553	526,114	5,064,275	24.1%	1,056,035
CITY ATTORNEY-ADVISORY	-	-	11	-	(11)	0.0%	80,964
Total	6,385,971	6,674,942	1,084,553	526,114	5,064,275	24.1%	1,282,071
Administration							
CITY ADMINISTRATOR	2,976,096	3,103,310	512,544	201,021	2,389,744	23.0%	747,694
EMPLOYEE RELATIONS	-	-	-	-	-	0.0%	-
CITY TV	725,170	725,807	110,754	18,261	596,791	17.8%	127,362
DOWNTOWN PROGRAM	2,248,739	2,367,021	241,274	944,283	1,181,463	50.1%	305,161
HUMAN SVCS.	1,338,156	1,423,880	30,228	154,413	1,239,240	13.0%	71,942
HOUSING MEDIATION	634,460	634,460	124,456	211	509,793	19.6%	118,638
COMMUNITY VITALITY	892,830	892,830	149,688	281	742,861	16.8%	98,506
CITY CLERK	1,379,641	1,388,452	206,681	8,811	1,172,959	15.5%	220,583
Total	10,195,092	10,535,759	1,375,627	1,327,280	7,832,851	25.7%	1,689,886
Human Resources							
HUMAN RESOURCES	3,079,704	3,174,433	650,709	56,494	2,467,230	22.3%	495,408
EMPLOYEE RELATIONS	-	102,016	28,425	45,019	28,572	72.0%	86,162
EMPLOYEE DEVELOPMENT	79,447	83,697	3,787	4,250	75,660	9.6%	6,143
Total	3,159,151	3,360,146	682,920	105,763	2,571,462	23.5%	587,713
Finance							
ADMINISTRATION	234,723	314,542	47,957	60,694	205,891	34.5%	77,302
REVENUE & CASH MANAGEMENT	929,796	1,351,245	144,062	158,949	1,048,234	22.4%	217,151
CASHIERING & COLLECTION	1,684,436	1,873,793	256,011	549,357	1,068,425	43.0%	300,111
BUDGET MANAGEMENT	1,173,086	1,356,896	348,453	204,103	804,339	40.7%	189,625
ACCOUNTING	1,274,338	1,287,908	230,172	115,630	942,106	26.8%	251,742
MISCELLANEOUS	665,783	665,783	109,801	-	555,982	16.5%	113,823
ACCOUNTS PAYABLE	290,794	290,794	75,729	-	215,065	26.0%	75,960
CITY BILLING & CUSTOMER SERVICE	1,076,797	1,111,590	207,693	204,728	699,169	37.1%	212,976
PURCHASING	911,390	911,390	205,249	-	706,141	22.5%	207,311
CENTRAL WAREHOUSE	130,931	130,931	16,816	-	114,116	12.8%	52,521
MAIL SERVICES	96,713	97,755	12,785	198	84,773	13.3%	41,145
Total	8,468,788	9,392,627	1,654,728	1,293,658	6,444,241	31.4%	1,739,667
TOTAL GENERAL GOVERNMENT	31,611,288	33,366,126	5,245,822	3,480,184	24,640,119	26.2%	5,919,774

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
PUBLIC SAFETY							
Police							
CHIEF'S STAFF	2,450,901	2,486,971	947,506	16,850	1,522,615	38.8%	917,639
BUSINESS OFFICE	1,261,827	1,261,827	213,482	-	1,048,345	16.9%	246,044
RECORDS BUREAU	2,601,193	2,601,334	452,613	4,740	2,143,981	17.6%	506,299
STRATEGIC OPERATIONS	2,670,661	2,676,304	578,999	13,731	2,083,574	22.1%	621,945
PROPERTY ROOM	347,341	347,341	60,046	-	287,295	17.3%	75,463
TRAINING, RECRUITMENT/WELLNESS	3,191,381	3,290,426	645,584	221,593	2,423,249	26.4%	744,425
RANGE AND EQUIPMENT	2,160,698	2,189,117	525,293	67,373	1,596,452	27.1%	515,372
INF.TECHNOLOGY/CRIME ANALYSIS	2,476,258	2,484,593	811,516	18,268	1,654,809	33.4%	812,112
CRIMINAL INVESTIGATIONS & INTERNAL OP	8,369,612	8,389,535	1,620,847	65,419	6,703,269	20.1%	1,675,746
CRIME LAB	213,418	213,418	39,028	-	174,391	18.3%	43,000
FIELD OPERATIONS DIVISION	27,573,311	27,674,254	5,769,805	101,796	21,802,654	21.2%	5,619,345
TRAFFIC	1,866,857	1,866,857	344,340	-	1,522,517	18.4%	398,224
SPECIAL EVENTS	550,107	550,107	64,748	22,041	463,318	15.8%	95,270
STREET CRIMES UNIT	3,191,588	3,191,588	684,498	-	2,507,090	21.4%	614,834
SPECIAL ENFORCEMENT TEAM	108,194	108,194	-	-	108,194	0.0%	-
PARKING AND STREET SWEEPING	320,280	320,280	68,971	-	251,309	21.5%	73,831
PARKING ENFORCEMENT	1,704,820	1,704,820	313,396	-	1,391,424	18.4%	265,397
COMBINED COMMUNICATIONS CTR.	3,991,448	3,991,448	809,194	-	3,182,253	20.3%	875,997
ANIMAL CONTROL	1,231,088	1,395,756	271,413	11,926	1,112,417	20.3%	105,191
Total	66,280,982	66,744,170	14,221,278	543,736	51,979,155	22.1%	14,206,133
Fire							
ADMINISTRATION	1,368,935	1,368,935	512,116	-	856,819	37.4%	553,961
EMERGENCY SRVS / PUBLIC ED	528,467	578,267	113,062	45,062	420,143	27.3%	121,718
PREVENTION	1,999,967	1,999,967	451,493	-	1,548,474	22.6%	338,617
WILDLAND FIRE MITIGATION PROG.	549,146	550,431	113,309	6,377	430,745	21.7%	89,734
OPERATIONS	37,696,583	37,769,310	7,647,172	71,985	30,050,153	20.4%	7,897,156
TRAINING AND RECRUITMENT	1,165,202	1,924,217	213,447	19,975	1,690,795	12.1%	212,641
ARFF	4,183,599	4,183,599	881,131	-	3,302,468	21.1%	1,081,714
Total	47,491,899	48,374,726	9,931,730	143,399	38,299,597	20.8%	10,295,541
TOTAL PUBLIC SAFETY	113,772,881	115,118,896	24,153,008	687,134	90,278,753	21.6%	24,501,674
PUBLIC WORKS							
Public Works							
ADMINISTRATION	2,083,585	2,103,593	387,961	21,268	1,694,364	19.5%	340,303
ENGINEERING SVCS	12,779,288	12,779,288	2,019,797	11,492	10,748,000	15.9%	2,386,322
PUBLIC RT OF WAY MGMT	2,284,207	2,290,996	417,911	7,515	1,865,570	18.6%	551,812
Total	17,147,080	17,173,876	2,825,668	40,274	14,307,934	16.7%	3,278,438
TOTAL PUBLIC WORKS	17,147,080	17,173,876	2,825,668	40,274	14,307,934	16.7%	3,278,438

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
COMMUNITY SERVICES							
Parks & Recreation							
REC PROGRAM MGMT	811,604	811,604	224,568	15,366	571,670	29.6%	286,521
FACILITIES & SPECIAL EVENTS	2,750,934	2,710,934	521,152	346,734	1,843,048	32.0%	531,823
YOUTH ACTIVITIES	1,800,515	1,800,515	433,548	2,622	1,364,345	24.2%	513,310
ACTIVE ADULTS	1,200,340	1,200,340	276,741	9,643	913,956	23.9%	285,126
AQUATICS	2,451,886	2,455,550	795,574	102,035	1,557,941	36.6%	1,163,616
SPORTS	1,559,997	1,591,108	388,208	227,036	975,864	38.7%	434,724
NEIGHBORHOOD/OUTREACH SERV	1,689,109	1,689,109	307,450	27,707	1,353,952	19.8%	368,328
ADMINISTRATION	1,888,011	1,888,011	378,699	1,342	1,507,971	20.1%	405,720
PROJECT MANAGEMENT TEAM	1,221,030	1,229,187	250,967	8,160	970,060	21.1%	243,678
PARK OPERATIONS MNGMNT	1,564,032	1,564,032	305,496	63,927	1,194,608	23.6%	323,789
GROUNDS & FACILITIES MAINT.	8,578,360	8,648,449	1,587,167	291,397	6,769,885	21.7%	1,618,781
FORESTRY	2,366,180	2,366,180	391,873	240,500	1,733,806	26.7%	448,402
BEACH MAINTENANCE	326,571	330,180	67,438	16,363	246,379	25.4%	80,313
MEDIANS PARKWAYS&CONTRACTS	638,509	647,909	79,804	266,262	301,843	53.4%	81,257
Total	28,847,078	28,933,107	6,008,686	1,619,093	21,305,328	26.4%	6,785,389
Library							
ADMINISTRATION	1,855,200	1,855,200	374,925	-	1,480,275	20.2%	198,267
CENTRAL LIBRARY	6,561,213	6,561,213	1,348,582	269,871	4,942,761	24.7%	1,512,792
EASTSIDE LIBRARY	1,207,587	1,207,587	191,632	80,528	935,426	22.5%	135,708
LIBRARY ON THE GO	909,276	909,276	150,474	-	758,802	16.5%	98,264
Total	10,533,275	10,533,275	2,065,612	350,399	8,117,264	22.9%	1,966,256
TOTAL COMMUNITY SERVICES	39,380,353	39,466,382	8,074,298	1,969,492	29,422,592	25.4%	8,751,644
COMMUNITY DEVELOPMENT							
Community Development							
ADMINISTRATION	1,183,270	1,183,270	315,975	-	867,295	26.7%	422,668
LONG RANGE PLAN & SPEC STUDY	1,517,237	1,533,685	241,598	12,413	1,279,673	16.6%	251,288
DEVEL & ENVIRONMENTAL REVIEW	2,175,956	2,292,009	445,260	91,511	1,755,238	23.4%	465,687
ZONING INFO & ENFORCEMENT	1,935,377	1,936,481	312,903	5,873	1,617,705	16.5%	401,909
DESIGN REV & HIST PRESERVATION	2,008,587	2,008,587	346,069	1,421	1,661,097	17.3%	421,269
BLDG INSP & CODE ENFORCEMENT	2,257,541	2,257,541	551,856	4,206	1,701,478	24.6%	482,494
RECORDS ARCHIVES & CLER SVCS	808,484	808,484	153,244	24,739	630,501	22.0%	174,360
BLDG COUNTER & PLAN REV SVCS	3,670,444	4,089,182	641,615	376,449	3,071,118	24.9%	684,390
CODE COMPLIANCE	1,204,027	1,204,027	228,234	4,449	971,344	19.3%	267,323
Total	16,760,923	17,313,266	3,236,755	521,061	13,555,450	21.7%	3,571,389
TOTAL COMMUNITY DEVELOPMENT	16,760,923	17,313,266	3,236,755	521,061	13,555,450	21.7%	3,571,389

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
SUSTAINABILITY AND RESILIENCE							
Sustainability and Resilience							
ABATEMENT	128,072	303,051	9,912	68,264	224,874	25.8%	91,685
Total	128,072	303,051	9,912	68,264	224,874	25.8%	91,685
TOTAL SUSTAINABILITY AND RESILIENCE	128,072	303,051	9,912	68,264	224,874	25.8%	91,685
NON-DEPARTMENTAL							
Non-Departmental							
DUES, MEMBERSHIPS, & LICENSES	124,500	124,500	75,873	52,571	(3,944)	103.2%	-
OTHER	76,366	76,366	14,284	-	62,082	18.7%	-
TRANSFERS OUT	3,159,164	3,159,164	585,569	-	2,573,596	18.5%	2,506,295
CAPITAL OUTLAY TRANSFER	-	-	-	-	-	0.0%	219,601
ICS REBATES	(2,217,653)	(2,217,653)	(554,413)	-	(1,663,240)	25.0%	-
APPROP. RESERVE	500,000	459,000	-	-	459,000	0.0%	-
MEASURE I TRANSFER	3,000,000	3,000,000	-	-	3,000,000	0.0%	3,000,000
Sub Total	4,642,377	4,601,377	121,312	52,571	4,427,494	3.8%	5,725,896
ANTICIPATED SALARY SAVINGS	***(1,500,000)***	*(1,500,000)*	-	-	*(1,500,000)*	*0.0%*	-
TOTAL NON-DEPARTMENTAL	3,142,377	3,101,377	121,312	52,571	2,927,494	5.6%	5,725,896
TOTAL EXPENDITURES	221,942,974	225,842,974	43,666,777	6,818,982	175,357,216	22.4%	51,840,501

*** The legal level of budgetary control is at the department level for the General Fund. Therefore, as long as the department as a whole is within budget, budgetary compliance has been achieved. The City actively monitors the budget status of each department and takes measures to address potential over budget situations before they occur.*

For Enterprise and Internal Service Funds, the level of budgetary control is at the fund level. The City also monitors and addresses these fund types for potential over budget situations.

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Special Revenue Funds
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
TRAFFIC SAFETY FUND							
Revenue	245,000	245,000	63,928	-	181,072	26.1%	51,672
Expenditures	245,000	245,000	63,928	-	181,072	26.1%	51,672
Revenue Less Expenditures	-	-	-	-	-		-
CREEK RESTORATION/WATER QUALITY IMPRVMT							
Revenue	7,183,381	7,183,381	1,874,548	-	5,308,832	26.1%	2,211,804
Expenditures	9,403,034	9,821,386	1,764,518	1,601,995	6,454,873	34.3%	1,377,134
Revenue Less Expenditures	(2,219,654)	(2,638,005)	110,031	(1,601,995)	(1,146,041)		834,669
COMMUNITY DEVELOPMENT BLOCK GRANT							
Revenue	1,146,418	1,972,008	46,871	-	1,925,137	2.4%	174,031
Expenditures	1,079,305	1,630,426	39,742	336,392	1,254,292	23.1%	307,831
Revenue Less Expenditures	67,113	341,582	7,129	(336,392)	670,845		(133,800)
COUNTY LIBRARY							
Revenue	501,073	501,073	1,194	-	499,879	0.2%	1,102
Expenditures	500,753	500,753	96,819	1,863	402,072	19.7%	82,690
Revenue Less Expenditures	320	320	(95,625)	(1,863)	97,808		(81,589)
STREETS FUND							
Revenue	15,278,432	15,278,432	3,815,948	-	11,462,484	25.0%	3,015,564
Expenditures	16,356,103	16,472,087	3,447,572	423,220	12,601,295	23.5%	3,383,798
Revenue Less Expenditures	(1,077,671)	(1,193,655)	368,376	(423,220)	(1,138,812)		(368,234)
MEASURE A FUND							
Revenue	4,873,589	4,873,589	491,862	-	4,381,727	10.1%	929,685
Expenditures	4,777,950	4,779,442	840,050	505,856	3,433,536	28.2%	1,169,270
Revenue Less Expenditures	95,639	94,147	(348,189)	(505,856)	948,191		(239,585)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

SOLID WASTE FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service charges	46,671,076	46,671,076	10,952,864	-	35,718,212	23.5%	10,586,069
Other Fees & Charges	30,000	30,000	6,531	-	23,469	21.8%	9,531
Investment Income	443,600	443,600	90,086	-	353,514	20.3%	91,626
Rents & Concessions	15,067	15,067	7,535	-	7,532	50.0%	10,047
Grants	21,651	230,149	-	-	230,149	0.0%	-
Miscellaneous	28,338	28,338	54,045	-	(25,707)	190.7%	-
TOTAL REVENUES	47,209,731	47,418,229	11,111,061	-	36,307,168	23.4%	10,697,272
EXPENSES							
Salaries & Benefits	2,675,132	2,687,855	502,273	-	2,185,583	18.7%	487,150
Materials, Supplies & Services	43,214,945	43,669,537	8,356,985	20,471,242	14,841,309	66.0%	5,279,141
Special Projects	840,100	890,100	19,736	-	870,364	2.2%	39,268
Transfers-Out	200,000	200,000	50,000	-	150,000	25.0%	50,000
Equipment	226,000	519,962	44,314	72,303	403,345	22.4%	2,685
Other	40,000	40,000	-	-	40,000	0.0%	-
TOTAL EXPENSES	47,196,177	48,007,454	8,973,308	20,543,545	18,490,601	61.5%	5,858,244
Revenue Less Expense	13,554	(589,224)	2,137,753	(20,543,545)	17,816,568		4,839,028

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

WATER OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Water Sales- Metered	76,980,000	76,980,000	21,439,361	-	55,540,639	27.9%	19,481,527
Service Charges	278,000	278,000	111,527	-	166,473	40.1%	119,911
Cater JPA Treatment	2,500,000	2,500,000	1,088,299	-	1,411,701	43.5%	160,383
Investment Income	4,660,100	4,660,100	1,210,806	-	3,449,294	26.0%	1,110,416
Reimbursements	6,591,346	6,591,346	899,086	-	5,692,260	13.6%	1,938,382
Miscellaneous	110,000	110,000	29,900	-	80,100	27.2%	41,183
TOTAL REVENUES	91,119,446	91,119,446	24,778,978	-	66,340,468	27.2%	22,851,803
EXPENSES							
Salaries & Benefits	20,322,169	20,322,169	3,577,661	-	16,744,509	17.6%	3,784,021
Materials, Supplies	36,088,783	38,951,339	6,791,688	4,920,480	27,239,171	30.1%	4,082,432
Special Projects	687,015	722,800	86,189	231,867	404,745	44.0%	47,219
Water Purchases	-	-	126,626	-	(126,626)	0.0%	2,439,688
Debt Service	7,718,773	7,718,773	1,446,375	-	6,272,398	18.7%	2,093,072
Transfer-Out	-	-	-	-	-	0.0%	12,959
Capital Outlay Transfers	27,678,790	27,678,790	6,919,697	-	20,759,093	25.0%	6,561,751
Equipment	350,399	371,686	27,292	47,297	297,097	20.1%	9,850
Capitalized Fixed Assets	415,000	415,000	74,720	138,661	201,619	51.4%	91,463
Other	41,800	43,300	821	1,500	40,979	5.4%	92
Appropriated Reserve	150,000	150,000	-	-	150,000	0.0%	-
TOTAL EXPENSES	93,452,729	96,373,858	19,051,069	5,339,806	71,982,984	25.3%	19,122,547
Revenue Less Expense	(2,333,283)	(5,254,412)	5,727,909	(5,339,806)	(5,642,516)		3,729,255

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

WASTEWATER OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	% of Budget	Previous YTD
REVENUES							
Service Charges	36,189,366	36,189,366	9,000,616	-	27,188,750	24.9%	8,220,590
Fees	640,000	640,000	73,089	-	566,911	11.4%	127,593
Investment Income	737,000	737,000	112,505	-	624,495	15.3%	171,600
Rents & Concessions	41,000	41,000	13,871	-	27,129	33.8%	13,516
Miscellaneous	5,000	5,000	284	-	4,716	5.7%	20,269
TOTAL REVENUES	37,612,366	37,612,366	9,200,365	-	28,412,001	24.5%	8,553,569
EXPENSES							
Salaries & Benefits	12,633,099	12,633,099	2,398,431	-	10,234,668	19.0%	2,545,121
Materials, Supplies&Servs.	15,108,071	15,862,074	2,634,928	3,991,924	9,235,223	41.8%	2,653,026
Special Projects	187,600	341,067	108,141	73,069	159,858	53.1%	8,126
Transfer-Out	-	-	-	-	-	0.0%	12,959
Debt Service	4,121,283	4,121,283	341,981	-	3,779,302	8.3%	341,981
Capital Outlay Transfers	7,003,736	7,003,736	1,750,934	-	5,252,802	25.0%	1,807,741
Equipment	113,400	129,900	6,733	16,500	106,667	17.9%	16,429
Capitalized Fixed Assets	140,000	140,000	-	-	140,000	0.0%	-
Other	2,800	6,800	-	4,000	2,800	58.8%	-
TOTAL EXPENSES	39,309,989	40,237,959	7,241,147	4,085,492	28,911,320	28.1%	7,385,382
Revenue Less Expense	(1,697,623)	(2,625,593)	1,959,218	(4,085,492)	(499,319)		1,168,186

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

DOWNTOWN PARKING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	% of Budget	Previous YTD
REVENUES							
Improvement Tax	1,000,000	1,000,000	258,758	-	741,242	25.9%	219,535
Parking Fees	9,403,546	9,403,546	2,142,579	-	7,260,967	22.8%	2,180,060
Other Fees & Charges	2,000	2,000	-	-	2,000	0.0%	53
Investment Income	145,000	145,000	49,558	-	95,442	34.2%	35,112
Rents & Concessions	206,057	206,057	53,662	-	152,395	26.0%	33,736
Miscellaneous	151,341	151,341	229,260	-	(77,919)	151.5%	11,993
Operating Transfers-In	133,618	133,618	21,440	-	112,178	16.0%	33,404
TOTAL REVENUES	11,041,562	11,041,562	2,755,258	-	8,286,304	25.0%	2,513,891
EXPENSES							
Salaries & Benefits	5,474,777	5,474,777	1,064,378	-	4,410,400	19.4%	1,314,179
Materials, Supplies & Servs.	4,230,172	4,230,172	956,983	464,904	2,808,285	33.6%	787,825
Special Projects	130,093	130,099	5,658	43,875	80,567	38.1%	(330)
Transfer-Out	4,600	4,600	-	-	4,600	0.0%	-
Capital Outlay Transfers	1,055,000	1,055,000	263,750	-	791,250	25.0%	160,000
Equipment	28,000	28,000	103	-	27,897	0.4%	4,053
Appropriated Reserve	10,000	10,000	-	-	10,000	0.0%	-
TOTAL EXPENSES	10,932,642	10,932,648	2,290,872	508,778	8,132,998	25.6%	2,265,727
Revenue Less Expense	108,920	108,914	464,386	(508,778)	153,306		248,165

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

AIRPORT OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Leases-Commercial/Industrial	6,628,015	6,628,015	1,386,048	-	5,241,968	20.9%	1,421,130
Leases-Terminal	15,419,653	15,419,653	3,454,151	-	11,965,503	22.4%	3,241,466
Leases-Non-Commercial Aviation	6,189,103	6,189,103	1,271,053	-	4,918,050	20.5%	1,429,513
Leases-Commercial Aviation	8,372,628	8,372,628	1,755,736	-	6,616,892	21.0%	1,656,095
Investment Income	756,000	756,000	235,822	-	520,178	31.2%	170,071
Service Charges	1,719	1,719	-	-	1,719	0.0%	-
Miscellaneous & Ins. Proceed	54,035	4,757,535	6,965	-	4,750,571	0.1%	6,542
Operating Transfers-In	7,000,000	7,000,000	1,702	-	6,998,298	0.0%	196,020
TOTAL REVENUES	44,421,154	49,124,654	8,111,476	-	41,013,178	16.5%	8,120,837
EXPENSES							
Salaries & Benefits	15,089,726	15,089,726	2,908,322	-	12,181,404	19.3%	3,018,294
Materials, Supplies & Services	17,992,365	19,610,242	4,283,796	3,574,131	11,752,315	40.1%	3,271,798
Special Projects	1,062,000	5,232,505	1,003,961	2,286,549	1,941,994	62.9%	147,030
Transfer-Out	-	-	-	-	-	0.0%	67,587
Debt Service	1,555,205	1,555,205	388,801	-	1,166,404	25.0%	389,066
Capital Outlay Transfers	5,868,380	5,868,380	1,467,095	-	4,401,285	25.0%	2,122,357
Equipment	253,806	582,499	53,129	53,062	476,308	18.2%	30,557
Other	-	4,000	-	4,000	-	100.0%	-
Appropriated Reserve	131,556	131,556	-	-	131,556	0.0%	-
TOTAL EXPENSES	41,953,038	48,074,112	10,105,105	5,917,742	32,051,266	33.3%	9,046,688
Revenue Less Expense	2,468,116	1,050,542	(1,993,629)	(5,917,742)	8,961,913		(925,851)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

GOLF COURSE FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Fees & Card Sales	5,076,993	5,076,993	1,386,616	-	3,690,377	27.3%	1,422,326
Investment Income	210,000	210,000	53,421	-	156,579	25.4%	50,727
Rents & Concessions	242,550	242,550	64,152	-	178,398	26.4%	64,990
Miscellaneous	-	-	661	-	(661)	0.0%	625
TOTAL REVENUES	5,529,543	5,529,543	1,504,850	-	4,024,693	27.2%	1,538,668
EXPENSES							
Salaries & Benefits	213,512	213,512	28,380	-	185,133	13.3%	30,048
Materials, Supplies & Srvs.	4,091,256	4,091,256	758,300	-	3,332,955	18.5%	833,315
Special Projects	-	-	(99)	-	99	0.0%	(99)
Capital Outlay Transfers	2,225,000	2,225,000	556,250	-	1,668,750	25.0%	417,500
TOTAL EXPENSES	6,529,768	6,529,768	1,342,831	-	5,186,938	20.6%	1,280,764
Revenue Less Expense	(1,000,225)	(1,000,225)	162,020	-	(1,162,245)		257,904

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

FACILITIES MANAGEMENT FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service Charges	3,239,851	3,239,851	809,963	-	2,429,888	25.0%	802,851
Work Orders - Bldg Maint.	5,125,511	5,125,511	1,255,321	-	3,870,191	24.5%	1,242,815
Miscellaneous & Ins. Proceed	5,500	5,500	524	-	4,976	9.5%	913
TOTAL REVENUES	8,370,862	8,370,862	2,065,808	-	6,305,055	24.7%	2,046,579
EXPENSES							
Salaries & Benefits	4,552,518	4,552,518	805,817	-	3,746,701	17.7%	899,147
Materials, Supplies & Svcs.	3,170,948	3,481,867	640,902	1,021,582	1,819,384	47.7%	611,385
Special Projects	547,846	728,351	50,402	402,851	275,098	62.2%	51,477
Equipment	5,000	5,000	15	2,838	2,147	57.1%	43,179
Appropriated Reserve	39,000	39,000	-	-	39,000	0.0%	-
TOTAL EXPENSES	8,315,312	8,806,736	1,497,136	1,427,272	5,882,329	33.2%	1,605,187
Revenue Less Expense	55,551	(435,874)	568,672	(1,427,272)	422,726		441,392

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

FLEET REPLACEMENT FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Vehicle Rental Charges	6,608,613	6,608,613	1,657,930	-	4,950,684	25.1%	1,317,090
Investment Income	1,158,148	1,158,148	352,666	-	805,482	30.5%	268,276
Rents & Concessions	102,990	102,990	25,748	-	77,243	25.0%	25,793
Miscellaneous& Auction Proceed	68,000	68,000	44,606	-	23,394	65.6%	101,035
Operating Transfers-In	40,000	40,000	-	-	40,000	0.0%	-
TOTAL REVENUES	7,977,751	7,977,751	2,080,949	-	5,896,802	26.1%	1,712,195
EXPENSES							
Salaries & Benefits	222,775	222,775	38,143	-	184,632	17.1%	48,116
Materials, Supplies & Svcs.	2,079,230	2,099,230	523,073	20,464	1,555,694	25.9%	19,984
Debt Service	606,371	606,371	-	-	606,371	0.0%	-
Capitalized Fixed Assets	7,329,928	12,215,319	406,321	2,026,855	9,782,143	19.9%	496,471
TOTAL EXPENSES	10,238,304	15,143,696	967,537	2,047,319	12,128,840	19.9%	564,571
Revenue Less Expense	(2,260,553)	(7,165,945)	1,113,412	(2,047,319)	(6,232,038)		1,147,624

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

FLEET MAINTENANCE FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Vehicle Maintenance Charges	3,969,541	3,969,541	981,187	-	2,988,354	24.7%	1,011,011
Reimbursements	-	-	-	-	-	0.0%	1,250
Miscellaneous	127,252	127,252	29,464	-	97,788	23.2%	36,274
TOTAL REVENUES	4,096,793	4,096,793	1,010,651	-	3,086,142	24.7%	1,048,536
EXPENSES							
Salaries & Benefits	2,057,804	2,057,804	357,013	-	1,700,790	17.3%	408,900
Materials, Supplies & Svcs.	1,997,345	1,997,345	489,620	419,827	1,087,898	45.5%	440,744
Special Projects	56,854	56,854	9,591	17,140	30,123	47.0%	9,804
Equipment	40,884	40,884	25,848	4,418	10,618	74.0%	112
Appropriated Reserve	15,000	15,000	-	-	15,000	0.0%	-
TOTAL EXPENSES	4,167,887	4,167,887	882,072	441,385	2,844,430	31.8%	859,559
Revenue Less Expense	(71,094)	(71,094)	128,579	(441,385)	241,712		188,977

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

SELF INSURANCE TRUST FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Insurance Premiums	18,554,959	18,554,959	4,638,740	-	13,916,219	25.0%	3,900,224
Workers' Compensation Premiums	9,229,906	9,229,906	2,307,476	-	6,922,430	25.0%	2,095,468
OSH Charges	361,744	361,744	87,903	-	273,841	24.3%	87,311
Unemployment Insurance Premiums	191,912	191,912	47,978	-	143,934	25.0%	47,978
Investment Income	422,000	422,000	103,656	-	318,344	24.6%	59,809
Operating Transfers-In	75,825	75,825	18,956	-	56,869	25.0%	18,956
TOTAL REVENUES	28,836,346	28,836,346	7,204,710	-	21,631,636	25.0%	6,209,746
EXPENSES							
Salaries & Benefits	1,113,469	1,113,469	230,695	-	882,775	20.7%	257,885
Materials, Supplies & Services	26,284,645	26,927,226	4,424,241	949,955	21,553,031	20.0%	3,901,054
Special Projects	-	-	(26)	-	26	0.0%	1,881
Capital Outlay Transfers	408,225	408,225	-	-	408,225	0.0%	-
Equipment	5,000	5,000	-	-	5,000	0.0%	1,906
TOTAL EXPENSES	27,811,340	28,453,921	4,654,910	949,955	22,849,056	19.7%	4,162,727
Revenue Less Expense	1,025,006	382,425	2,549,801	(949,955)	(1,217,421)		2,047,020

The Self Insurance Trust Fund is an internal service fund of the City, which accounts for the cost of providing workers' compensation, property and liability insurance as well as unemployment insurance and certain self-insured employee benefits on a city-wide basis. Internal Service Funds charge other funds for the cost of providing their specific services.

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

INFORMATION TECHNOLOGY FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service charges	10,340,051	10,340,051	2,585,013	-	7,755,038	25.0%	2,477,382
Operating Transfers-In	480,471	480,471	130,319	-	350,151	27.1%	106,463
TOTAL REVENUES	10,820,522	10,820,522	2,715,333	-	8,105,190	25.1%	2,583,845
EXPENSES							
Salaries & Benefits	6,575,061	6,575,061	1,223,205	-	5,351,857	18.6%	1,288,324
Materials, Supplies & Services	4,248,044	4,248,044	2,519,127	424,454	1,304,463	69.3%	1,874,445
Capital Outlay Transfers	-	-	-	-	-	0.0%	64,397
Equipment	197,440	201,543	14,563	32,834	154,147	23.5%	2,548
TOTAL EXPENSES	11,020,545	11,024,648	3,756,894	457,288	6,810,466	38.2%	3,229,713
Revenue Less Expense	(200,023)	(204,126)	(1,041,561)	(457,288)	1,294,723		(645,868)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

WATERFRONT OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Leases - Commercial	2,397,000	2,397,000	743,361	-	1,653,639	31.0%	714,131
Leases - Food Service	2,675,000	2,675,000	911,217	-	1,763,783	34.1%	1,093,601
Slip Rental Fees	7,626,614	7,626,614	1,817,652	-	5,808,962	23.8%	1,633,605
Visitors Fees	785,000	785,000	216,752	-	568,248	27.6%	219,072
Slip Transfer Fees	950,000	950,000	220,875	-	729,125	23.3%	273,475
Parking Revenue	4,822,180	4,822,180	1,237,513	-	3,584,667	25.7%	1,257,945
Wharf Parking	425,000	425,000	118,611	-	306,389	27.9%	114,216
Other Fees & Charges	224,353	224,353	65,486	-	158,867	29.2%	68,568
Investment Income	555,500	555,500	163,760	-	391,740	29.5%	139,912
Rents & Concessions	473,700	473,700	111,114	-	362,586	23.5%	125,403
Miscellaneous	633,800	643,800	239,812	-	403,988	37.2%	59,952
TOTAL REVENUES	21,568,147	21,578,147	5,846,153	-	15,731,994	27.1%	5,699,879
EXPENSES							
Salaries & Benefits	9,819,745	9,819,745	1,860,150	-	7,959,595	18.9%	2,215,638
Materials, Supplies & Svcs.	8,661,911	8,830,149	1,684,852	1,055,686	6,089,610	31.0%	1,595,869
Special Projects	339,100	339,100	94,263	-	244,837	27.8%	63,555
Debt Service	2,023,048	2,023,048	889,263	-	1,133,785	44.0%	889,263
Capital Outlay Transfers	2,235,000	2,235,000	558,750	-	1,676,250	25.0%	648,750
Equipment	90,500	100,500	7,645	6,000	86,855	13.6%	5,951
Other	10,000	12,500	-	2,500	10,000	20.0%	-
Appropriated Reserve	100,000	100,000	-	-	100,000	0.0%	-
TOTAL EXPENSES	23,279,304	23,460,042	5,094,924	1,064,186	17,300,931	26.3%	5,419,025
Revenue Less Expense	(1,711,157)	(1,881,895)	751,229	(1,064,186)	(1,568,937)		280,854

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

SANTA BARBARA CLEAN ENERGY FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service Charges	38,290,644	38,290,644	5,637,607	-	32,653,037	14.7%	6,121,080
Investment Income	380,000	380,000	177,742	-	202,258	46.8%	131,842
Rents & Concessions	15,067	15,067	7,535	-	7,532	50.0%	10,047
Fed Tax Crd. EV Vehicles	-	-	2,474	-	(2,474)	0.0%	-
TOTAL REVENUES	38,685,711	38,685,711	5,825,358	-	32,860,353	15.1%	6,262,969
EXPENSES							
Salaries & Benefits	2,064,980	2,064,980	394,225	-	1,670,755	19.1%	409,336
Materials, Supplies & Svcs.	35,513,900	39,280,822	3,768,147	3,281,465	32,231,210	17.9%	13,212,021
Special Projects	2,786,626	3,366,083	429,423	304,490	2,632,169	21.8%	325,953
Equipment	118,040	118,040	487	39,406	78,147	33.8%	2,124
Other	382,906	382,906	-	-	382,906	0.0%	-
TOTAL EXPENSES	40,866,452	45,212,831	4,592,282	3,625,361	36,995,187	18.2%	13,949,434
Revenue Less Expense	(2,180,741)	(6,527,120)	1,233,076	(3,625,361)	(4,134,834)		(7,686,465)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Three Months Ended September 30, 2026 (25.0% of Fiscal Year)

ENERGY AND CLIMATE MANAGEMENT FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service charges	2,286,149	2,286,149	571,538	-	1,714,611	25.0%	555,259
Miscellaneous	-	-	-	-	-	0.0%	11,271
TOTAL REVENUES	2,286,149	2,286,149	571,538	-	1,714,611	25.0%	566,530
EXPENSES							
Salaries & Benefits	84,930	84,930	14,950	-	69,980	17.6%	10,476
Materials, Supplies & Svcs.	2,081,848	2,238,839	408,427	29,811	1,800,601	19.6%	293,463
Special Projects	201,518	397,603	48,519	5,988	343,097	13.7%	12,789
Capital Outlay Transfers	-	5,788	-	-	5,788	0.0%	-
TOTAL EXPENSES	2,368,296	2,727,161	471,896	35,799	2,219,466	18.6%	316,728
Revenue Less Expense	(82,147)	(441,012)	99,641	(35,799)	(504,855)		249,801

General Fund Revenues

The General Fund is the City's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund. The *Summary of Revenues, General Fund* table below reports preliminary General Fund revenues for the month ending September 30, 2026, in Fiscal Year (FY) 2027. For interim financial statement purposes, revenues are reported on a cash basis (i.e., when funds are received). All revenues below have unique collection cycles; therefore, they may vary from other revenues and result in fluctuations when comparing historical actuals. This table highlights the annual revised budget, projections, and actual collections for general tax revenues, franchise fees, and other fees/charges. At the end of the first quarter (Q1), tax revenues are $15.2 Million, 10.0% of the FY2027 budget. Current projections remain consistent with the revised budget. The City's major general tax revenue sources are outlined in greater detail in the following section.

Summary of Revenues General Fund Fiscal Year 2027
For the Three Months Ended September 30, 2026

Source of Revenue	Adopted Budget	Revised Budget	Year-to-Date Actual	**Projected Full-Year	% Variance Budget w/ Actual	Last Year-to-Date FY2026	Variance Actual w/ FY2026
Property Tax	$56,500,000	$56,500,000	$0	$56,500,000	0.0%	$0	$0
Sales & Use Tax	$32,500,000	$32,500,000	$2,305,487	$32,500,000	7.1%	$7,302,267	($4,996,780)
Measure I Sales Tax	$16,400,000	$16,400,000	$1,292,696	$16,400,000	7.9%	$0	$1,292,696
Transient Occupancy Tax	$31,000,000	$31,000,000	$7,939,247	$31,000,000	25.6%	$9,736,655	($1,797,408)
Utility Users Tax	$10,540,000	$10,540,000	$3,242,388	$10,540,000	30.8%	$2,386,351	$856,037
Business License	$3,065,476	$3,065,476	$140,325	$3,065,476	4.6%	$83,688	$56,637
Cannabis Excise Tax	$1,200,000	$1,200,000	$160,449	$1,200,000	13.4%	$351,798	($191,349)
Property Transfer Tax	$1,100,000	$1,100,000	$75,064	$1,100,000	6.8%	$245,425	($170,361)
Total Taxes	**$152,305,476**	**$152,305,476**	**$15,155,654**	**$152,305,476**	**10%**	**$20,106,184**	**($4,950,530)**
License & Permits	$237,831	$237,831	$41,705	$237,831	18%	$45,107	($3,402)
Fines & Forfeitures	$4,281,252	$4,281,252	$748,110	$4,281,252	17%	$1,053,559	($305,449)
Franchise Fee	$6,450,000	$6,450,000	$379,776	$6,450,000	6%	$1,211,652	($831,876)
Use of Money & Property	$4,170,964	$4,170,964	$940,909	$4,149,164	23%	$1,037,232	($96,324)
Intergovernmental	$2,889,796	$2,889,796	$596,552	$2,889,796	21%	$551,595	$44,957
Fee & Charges	$16,099,497	$16,099,497	$4,695,632	$16,069,997	29%	$5,368,092	($672,460)
Miscellaneous	$35,893,074	$35,893,074	$7,693,319	$35,868,934	21%	$7,384,963	$308,356
Total Other	**$70,022,414**	**$70,022,414**	**$15,096,003**	**$69,946,974**	**22%**	**$16,652,201**	**($1,556,197)**
Total Revenues	**$222,327,890**	**$222,327,890**	**$30,251,657**	**$222,252,450**	**14%**	**$36,758,385**	**($6,506,728)**

**Projected Full-Year column projects only the general, non-departmental revenues and Franchise Fees. All other revenues assume the same as budget for this table. Departments will present more detailed projections during the Budget presentations in the upcoming months, and staff will provide more complete projections of all General Fund Revenues, as well.

Property Tax

In 1978, a State constitutional amendment (Article XIIIA) provided that the ad valorem real property tax rate be limited to 1.0% of market value and be levied only by the county and shared with all other jurisdictions. The County of Santa Barbara collects the property taxes and distributes them to taxing jurisdictions because of the taxing jurisdictions' assessed valuations, subject to adjustments for voter

approved debt. Property taxes are formally due on November 1 and February 1 and become delinquent as of December 10 and April 10, respectively.

As of September 30, 2026, no installments of property tax revenue have been collected. Revenue for FY2027 is estimated at $56.5 Million.

Sales, Transaction and Use Taxes

Bradley-Burns 1.00% Tax: Tax revenue for Q1 FY2027 is $2.3 Million, which represents 7.0% of the budget ($32.5 Million). The $5.0 Million variance with FY2026 is attributable to the proper period recognition of revenue. Revenue accrued in FY2026 was correctly recognized in FY2026 and reversed in Q1 FY2027, resulting in the appropriate revenue recognition for Q1 FY2027. The variance is temporary and is expected to be fully offset by Q4 FY2027. Projection is in line with budgeted for FY2027 at this time.

Measure I 0.50% for Essential Services: Voter-approved one-half cent transactions and use tax effective April 1, 2025, has generated $1.3 Million in revenue year-to-date, consistent with transfers recorded during the same period in FY2026. Total FY2027 revenue is projected at $16.4 Million.

Transient Occupancy Tax (TOT)

TOT revenue is 25.0% of budget, totaling $13.2 Million. This includes an estimated $1.2 Million in Short-Term Rental (STR) and $285.0K in STR settlement revenue from the initiated enforcement program. Hotel occupancy reached 81.0% as of September 30, 2026, representing a 7.0% increase compared to the same period in 2025. This improvement is largely attributed to stronger seasonal demand and broad-based growth that extended beyond the luxury segment. In addition, despite rising room rates, Santa Barbara continued to attract tourists, indicating that higher pricing did not deter demand during Q1. There is no change in projection at this point with the adopted budget. The City began the second round of 25 hotel TOT audits in November 2025. Most hotels complied with the audit, and the auditors have issued the audit reports. Staff will continue to follow up with all audited hotels to ensure back TOT and Tourism Business Improvement District (TBID) assessments are paid and audits are closed. A third round of audits for the remaining 20 hotels will commence in Fall of 2026.

Cannabis Excise Tax

Cannabis tax revenue is 15.7% of budget or $160.4K, a decrease by $191.3K from Q1 FY2026. The City Council approved a tax rate increase from 6.0% to 8.0% that took effect at the start of FY2027.

Business (License) Tax

Business Tax Certificate revenues are due January 1 each calendar year. 4.6% of projected revenue has been collected $140.3K, a slight increase from Q1 FY2026. Projection reflects the adopted budget.

Other & Department Revenues

Other Revenues include Fines & Forfeitures, fees, Intergovernmental revenues, interfund charges, and reimbursements. The Miscellaneous Revenue category, totaling $7.7 Million, is primarily driven by indirect cost allocations. Year-to-date, Other & Department Revenue totals $15.0 Million, which is $1.6 Million lower than Q1 FY2026, reflecting a slight decrease year over year.

License & Permits: Revenue has decreased by $3.4K compared to Q1 FY2026 and has achieved 18.0% of the annual budget to date.

Fines & Forfeitures: This revenue category experienced a significant positive shift in FY2026, driven primarily by increased Police fine collections as staffing levels returned to normal. With a fully staffed police force, enforcement activity increased, enabling officers to more effectively monitor streets and issue citations for violations. In FY2027, only a moderate change from FY2026 is expected, as this trend has become established and police operations have stabilized at normal staffing levels.

Use of Money & Property: Results are aligned with the adopted budget, and market conditions remain highly favorable throughout year 2026. Revenue performance continues to track budgeted expectations with no significant deviations anticipated.

Intergovernmental Revenue: This revenue category consists of receipts from the Library, Fire Department, and other interdepartmental sources, primarily Public, Educational, and Governmental (PEG) fees and Mutual Aid reimbursements. As of the end of Q1, this revenue category reached 21.0% of the annual budget, with only a minor change compared to Q1 FY2026.

Fees & Service Charges: Of the $4.7 Million generated in this category, Community Development accounted for $2.1 Million, while Parks & Recreation (P&R) collected $1.9 Million, representing 39.5% of its annual budget. Several summer recreation programs, including Spotlight Theater Camp, Bizzy Girls, LEGO, and Pottery experienced higher-than-budgeted participation. P&R will continue to monitor enrollment trends in Q2 and adjust revenue projections and associated expenditures as needed to reflect actual participation levels. Other charges generated $7.0K in revenue.

Revenues from departments are comprised of various categories in the *Summary of Revenues, General Fund* table above, but for transparency purposes these variances are broken out by department in the *Summary of Departmental Revenues, General Fund* table below.

Summary of Departmental Revenues General Fund Fiscal Year 2027
For the Three Months Ended September 30, 2026

Department	Adopted Budget	Revised Budget	Year-to-Date Actual	Projected Full-Year	% Variance Budget w/ Actual	Last Year-to-Date FY2026	Variance Actual w/ FY2026
Mayor & Council	$94,000	$94,000	$19,771	$94,000	21%	$20,713	($942)
City Attorney	$408,225	$408,225	$0	$408,225	0%	$0	$0
City Administrator	$845,382	$845,382	$146,404	$845,382	17%	$234,363	($87,959)
Human Resources	$0	$0	$0	$0	0%	$92	($92)
Finance	$851,700	$851,700	$272,926	$851,700	32%	$201,011	$71,915
General Government	**$2,199,307**	**$2,199,307**	**$439,101**	**$2,199,307**	**20%**	**$456,178**	**($17,077)**
Police	$5,735,555	$5,735,555	$895,394	$5,605,365	16%	$1,286,701	($391,307)
Fire	$6,947,504	$6,947,504	$1,494,201	$6,947,504	22%	$1,378,288	$115,913
Public Safety	**$12,683,059**	**$12,683,059**	**$2,389,595**	**$12,552,869**	**19%**	**$2,664,989**	**($275,395)**
Parks & Recreation	$8,990,003	$8,990,003	$2,830,364	$8,990,003	31%	$2,908,333	($77,969)
Library	$1,170,019	$1,170,019	$73,997	$1,118,719	6%	$11,487	$62,510
Community Services	**$10,160,021**	**$10,160,021**	**$2,904,361**	**$10,108,721**	**29%**	**$2,919,819**	**($15,459)**
Public Works	$14,057,869	$14,057,869	$2,844,632	$14,057,869	20%	$2,742,039	$102,593
Sustainability & Resiliency	$32,307	$32,307	$8,077	$32,307	25%	$7,816	$261
Community Development	$8,477,957	$8,477,957	$2,081,192	$8,477,957	25%	$2,617,800	($536,608)
Total	**$47,610,519**	**$47,610,519**	**$10,666,957**	**$47,429,029**	**22%**	**$11,408,641**	**($741,685)**

General Government: Revenues total $439.1K, representing 4.1% of the overall General Fund revenue budget. Revenue in this category is primarily driven by the City Administrator's Office (CAO) and Finance. CAO generated $146.4K, or 17.0% of its annual budget, while Finance collected $272.9K. The primary source of revenue for Finance is late penalty fees. Within CAO, the recent restructuring of Downtown Parking reflects a broader organizational realignment aimed at modernizing downtown services, strengthening the finances of the parking system, and improving interdepartmental coordination. As part of this restructuring, new revenue sources, including Plaza Support, the Downtown Marketing contract, and Planning reimbursements, have been incorporated into this division.

Public Safety: Revenue represents 22.4% of total budget for General Fund Revenues. Actual is currently at $2.4 Million or 19.0% of its budget.

Police Department (PD): Actual revenue totals $895.0K, representing 16.0% of the annual budget. This is a slight decrease compared to Q1 FY2026; however, revenues are expected to remain within budget projections. There are no significant updates to report for this revenue category at this time.

Fire Department (FD): This revenue category concluded Q1 with $1.5 Million in revenue, tracking closely to expectations at 22.0% of the revised budget. Revenue projections remain aligned with the budget and are consistent with the Q1 FY2026. Revenue performance was supported by increased life-safety and building inspections conducted by fire engine companies. In addition, Mutual Aid reimbursement requests totaling $603.0K have been submitted to Cal OES, the California Governor's Office of Emergency Services, and are pending payment.

Community Services: revenue is led by P&R, totaling $2.8 Million, while the Library has collected 6.0% of its budget, or $74.0K.

Parks & Recreation (P&R): This revenue category reached 31.0% of its budget at the end of Q1, a slight decrease compared to Q1 FY2026. However, several summer recreation programs, including Spotlight Theater Camp, Bizzy Girls, LEGO, and Pottery have experienced higher-than-budgeted participation, indicating strong enrollment trends. P&R will continue to monitor enrollment trends in Q2 and adjust revenue projections and associated expenditures as needed to reflect actual participation levels.

Library: The Library has been unable to meet current revenue targets for merchandise sales and room rentals due to vacancies in front-line Library Technician positions. Despite these challenges, the Library is currently performing better than during the same period last year and continues to project that it will meet its revised budget.

Public Works (PW): Actual revenue totaled $2.8 Million, or 20.0% of the annual budget, which is consistent with Q1 FY2026. Revenue in this category is primarily driven by Work Orders and Engineering fees, which generated $2.3 Million, representing 19.3% of its budget, followed by Street Permit revenue of $132.1K. Many service-related fees are currently performing above budget. Currently, PW has not made any changes to its revenue projections and continues to project revenues in line with the adopted budget.

Sustainability & Resilience (S&R): is performing in line with expectations, with 25.0% of budgeted revenue achieved and $8.0K recognized for Q1. Projections reflect budget.

Community Development (CD): Actual revenue totaled $2.1 Million, or 25.0% of the annual budget. Fees & Service Charges revenue is trending below the prior-year level. Building Permit revenue, the primary driver of CD revenue, totaled $1.3 Million, approximately $400.0K lower than Q1 FY2026. Although CD is maintaining budget-level projections at the end of Q1, current activity indicates that revenue will likely finish below FY2026 actuals and may fall short of the FY2027 budget. Other Revenue is currently higher than expected due to an incorrect posting that requires reclassification. This variance is administrative in nature and is expected to be resolved through an accounting adjustment.

General Fund Expenditures

The *Summary of Departmental Expenditures, General Fund* table below summarizes General Fund expenditures through September 30, 2026. The Revised Budget column represents the adopted budget, appropriation carryovers from the prior year, and all supplemental appropriations approved by the City Council in the current year. The FY2027 adopted budget included several targeted reduction plans to assist with lowering City expenditures, including salary savings ($1.5 Million) partially allocated under the line-item *Non-Departmental* in the table below. As of September 30, 2026, 19.0% of the revised budget had been expended. Compared to Q1 FY2026, expenditures are $8.2 Million lower. The decrease is primarily attributable to several transfer-related items. A $3.0 Million Measure I transfer had not yet occurred as of the end of Q1 FY2027. In addition, a $2.0 Million transfer from the General Fund to the Local Housing Trust Fund (LHTF) was completed during FY2026. These differences largely explain the lower expenditure level reported through Q1 FY2027 compared to Q1 FY2026.

Summary of Departmental Expenditures General Fund Fiscal Year 2027
For the Three Months Ended September 30, 2026

Department	Adopted Budget	Revised Budget	Year-to-Date Actual	Projected Full-Year	% Variance Budget w/ Actual	Last Year-to-Date FY2026	Variance Actual w/ FY2026
Mayor & Council	$3,402,286	$3,402,652	$447,994	$3,402,652	13%	$620,437	-28%
City Attorney	$6,385,971	$6,674,942	$1,082,621	$6,674,942	16%	$1,282,071	-16%
City Administrator	$10,195,092	$10,535,759	$1,375,627	$10,708,227	13%	$1,689,886	-19%
Human Resources	$3,159,151	$3,360,146	$682,920	$3,307,451	20%	$587,713	16%
Finance	$8,468,788	$9,392,627	$1,654,728	$9,392,628	18%	$1,739,667	-5%
General Government	**$31,611,289**	**$33,366,127**	**$5,243,890**	**$33,485,900**	**16%**	**$5,919,774**	**-11%**
Police	$66,280,982	$66,744,170	$14,221,278	$66,744,170	21%	$14,206,133	0%
Fire	$47,491,899	$48,374,726	$9,931,730	$48,374,725	21%	$10,295,541	-4%
Public Safety	**$113,772,881**	**$115,118,896**	**$24,153,009**	**$115,118,895**	**21%**	**$24,501,673**	**-1%**
Parks & Recreation	$28,847,078	$28,933,107	$6,008,686	$28,933,107	21%	$6,785,389	-11%
Library	$10,533,275	$10,533,275	$2,065,612	$10,533,275	20%	$1,966,256	5%
Community Services	**$39,380,353**	**$39,466,382**	**$8,074,298**	**$39,466,382**	**20%**	**$8,751,644**	**-8%**
Public Works	$17,147,080	$17,173,876	$2,825,668	$17,029,567	16%	$3,278,438	-14%
Sustainability & Resilience	$128,072	$303,051	$9,912	$303,051	3%	$91,685	-89%
Community Development	$16,760,923	$17,313,266	$3,236,755	$17,313,266	19%	$3,571,389	-9%
Non-Departmental	$3,142,377	$3,101,377	$123,243	$3,101,377	4%	$8,725,896	71%
Total	**$221,942,975**	**$225,842,975**	**$43,666,776**	**$225,818,438**	**19%**	**$51,840,501**	**-16%**

Encumbrances & Carryovers

The City uses encumbrances to manage expenditure commitments throughout the fiscal year and to support effective cash management. Encumbrances represent obligations for contracts not yet executed and purchase orders not yet fulfilled. These commitments reserve a portion of the applicable appropriations to ensure funds are available when the related goods or services are received. Encumbrances that remain open at year end are not recorded as expenditures or liabilities; instead, they are reported as restricted or committed fund balance within the governmental funds.

Carryover balances increased significantly during the pandemic, when many projects were placed on hold. For the current fiscal year, staff reviewed these outstanding transactions, reassessed project scopes, evaluated cost and market conditions, and streamlined the encumbrances to provide a more accurate assessment of anticipated expenditures.

Expenditure Analysis by General Fund

The General Fund's revised budget totals $225.8 Million, including $6.8 Million in carried-forward encumbrances, and is 19.0% expended ($43.7 Million) as of September 30, 2026.

The *Summary of Departmental Expenditures, General Fund* table above shows performance at the department level. 51.0% of the total revised budget, including Non-Departmental Expenditures, is appropriated to provide public safety services through PD and FD. Community Services comprises 17.0% of the total budget, which includes P&R and Library. General Government makes up 15.0% of appropriations which include Finance, CAO, Mayor & City Council, City Attorney, Human Resources, and City Clerk Departments. The balance of 17.0% under other departments/services is allocated across Measure I, Community Development, S&R, and PW.

The table below presents General Fund expenditures by type rather than by department. The primary categories include Salaries & Benefits, Supplies & Other, and Equipment & Capital.

Summary of Expenditures by Type General Fund Fiscal Year 2027
For the Three Months Ended September 30, 2026

Expenditure Type	Adopted Budget	Revised Budget	Year-to-Date Actual	% Variance Budget w/ Actual	Projected Full-Year
Salaries	$110,365,007	$110,307,643	$18,719,560	17%	$110,254,194
Benefits	$66,250,499	$66,234,119	$15,027,830	23%	$66,205,430
Attrition Savings	($6,731,940)	($6,731,940)	$0	0%	($6,679,940)
Salaries & Benefits	**$169,883,566**	**$169,809,822**	**$33,747,390**	**20%**	**$169,779,685**
Supplies & Services	$17,097,330	$19,760,543	$3,122,437	16%	$19,754,042
Allocated Costs	$22,830,911	$22,830,911	$5,710,005	25%	$22,830,911
Special Projects	$3,996,154	$5,176,538	$216,305	4%	$5,188,640
Supplies & Other	**$43,924,395**	**$47,767,991**	**$9,048,747**	**19%**	**$47,773,593**
Equipment	$1,229,242	$1,400,390	$256,044	18%	$1,400,390
Transfers	$6,398,271	$6,398,271	$614,594	10%	$6,398,271
Debt Service	$507,500	$466,500	$0	0%	$466,500
Equipment & Capital	**$8,135,013**	**$8,265,161**	**$870,639**	**11%**	**$8,265,161**
Expenditure Reductions	$0	$0	$0	0%	$0
Total	**$221,942,974**	**$225,842,974**	**$43,666,777**	**19%**	**$225,818,438**

General Government: Actual spending totals $5.2 Million, representing 16.0% of the revised budget. All divisions are tracking below budget for the reporting period. CAO/Downtown Services appear over budget when encumbrances are included; however, the variance is primarily attributable to the annual custodial services contract with the Downtown Santa Barbara Improvement Association (DSBIA). Expenditures in other categories, including salaries, remain at or below budget levels. The Office of Housing & Community Vitality (OHCV) is maintaining FY2027 projections at the revised budget level

pending additional year-to-date financial information, with a more comprehensive forecast planned during the Q2 review. Year-over-year salary variances are largely the result of a citywide accounting methodology change and do not reflect a significant change in actual personnel costs. City Attorney's Office expenditures are below budget primarily due to staffing vacancies and recruitment delays, including an Assistant City Attorney II position that became vacant at the end of Q1. The Office is actively recruiting for several attorney and paralegal positions and anticipates additional retirements in the coming months. To maintain service levels, the Office continues to utilize retired annuitants while recruitment efforts remain underway. Despite lower expenditures, the Office continues to manage significant legal workloads associated with major policy initiatives, code amendments, and regulatory programs.

Public Safety: Actual spending totaled $24.2 Million, representing 21.0% of the revised budget. Expenditures are consistent with the same period in FY2026. No changes to expenditure projections are expected at this time, and projections remain aligned with the revised budget.

Police Department (PD): Overall Q1 expenditures totaled $14.2 Million, representing 21.0% of the revised budget and tracking in line with both budget expectations and spending patterns from the same period in the prior fiscal year. At this time, expenditure projections remain consistent with the adopted budget. Payroll expenditures totaled 20.0% of the budget, reflecting normal spending levels through Q1. Supplies & Services expenditures reached 37.3% of budget, primarily due to the timing of annual contract renewals and related encumbrances recorded early in the fiscal year.

Fire Department (FD): Expenditures totaled $9.9 Million through Q1, representing 21.0% of the revised budget and reflecting a spending pattern consistent with the same period in the prior fiscal year. Based on current expenditure trends, the Department is maintaining projections at the adopted budget level. Payroll expenditures continue to be influenced by staffing challenges, including two (2) vacancies and four (4) long-term employee injuries that require ongoing station coverage. Recruitment efforts are currently underway, with the next academy class tentatively scheduled to graduate during Q4. Despite these staffing pressures, expenditure remains in line with budget expectations at this time.

Community Services: Actual expenditures of $8.0 Million, or 20.0% of associated budget for Q1 FY2027, a decrease of $677.3K from FY2026. Projections are aligned with revised budget. Detailed variance analysis and budgetary assumptions are presented at the departmental level for P&R and Library Operations.

Parks & Recreation (P&R) Department: Expenses are primarily driven by cost-of-revenue activities. By the end of Q1, the Department spent $6.0 Million, representing 21.0% of the annual budget. Overall spending is tracking in line with budget expectations, and P&R is maintaining expenditure projections at the revised budget level. As of Q1, P&R spent $2.9 Million, or 20.0% of its annual salary budget. Salary savings are tracking approximately 5.0% ahead of budget, including the $500.0K in anticipated annual savings incorporated into the adopted budget. P&R has requested expenditure increases for various summer programs to support higher participation levels. These additional costs are expected to be offset by corresponding revenue increases generated from stronger-than-anticipated program enrollment. At this time, there are no changes to P&R's overall budget projections.

Library Department: Includes administration for the Montecito Branch Library, operations for the Central and Eastside Libraries, the On the Go Library, and Adult Education services. By the end of Q1

FY2027, the Library had utilized $2.0 Million, or 20.0% of its annual budget, and projections remain consistent with the adopted budget. For FY2027, the Library is fully relying on trust funds to support print collections. The Library is also fully relying on grant and donor funds to support programming supplies and services.

Public Works (PW) Department: Utilized 16.0% of its revised budget at the end of Q1 ($2.8 Million), which represents a 14.0% decrease compared to the same period in the prior fiscal year. Salaries & Benefits expenditures are below budget due to vacancies and staffing changes, resulting in approximately 16.0% savings through Q1. Administration expenditures are at 19.0% of budget due to the absence of hourly staffing and the elimination of the Executive Assistant position, with savings expected to continue through year end. Engineering expenditures are at 16.0% of budget as a result of several vacant positions, including the Streets Engineering Supervisor Engineer, for which recruitment is active; three (3) Water Resources Supervising Engineers, for which offers have been accepted and positions are expected to be filled in Q2; five (5) Project Engineers, including three (3) in Water Resources Engineering, one (1) in Streets Engineering, and one (1) in Land Development Engineering, for which offers have been accepted and positions are expected to be filled in Q2; one (1) Planning Technician; one (1) Project Planner, for which recruitment is active; and two (2) Senior Public Works Inspectors. Projections are within revised budget.

Sustainability & Resilience (S&R) Department: At the end of Q1, S&R utilized 3.0% of its budget, representing an 89.0% decrease compared to the same period last year. The primary driver of this variance is the Underground Tank Abatement account. During the prior year, significant activity occurred in Q1 following the unexpected discovery of an underground tank outside the post office that required remediation. An emergency purchase order was issued to address the situation, and most of the related expenditures were incurred during that period. In contrast, there were no unexpected underground tank discoveries this year. As a result, expenditures were primarily associated with planned work related to Parking Lot 12. The year-end projection remains aligned with the approved budget.

Community Development (CD) Department: Incurred $3.2 Million in General Fund expenditures through Q1, representing 19.0% of the FY2027 budget. Total General Fund expenditures were $334.6K below Q1 FY2026. Due to the preliminary nature of Q1 results, expenditure projections remain at the revised budget level until additional year-to-date financial information is available. The year-over-year variance in Salaries is attributable to a citywide change in accounting methodology and does not represent a substantive change in personnel-related expenditures. As part of the FY2027 Q1 Review, CD submitted several expenditure-related budget adjustments. A $9.5K increase in General Fund expenditure appropriations is requested to fully fund the City's FY2027 Local Agency Formation Commission (LAFCO) contribution, which exceeded the adopted budget. An additional $4.3K is requested in Fund 1030 to cover a County filing fee associated with the Housing Plan Environmental Impact Report. CD is also requesting a $3.1K increase in expenditure appropriations to facilitate payment of County filing fees. In addition, a $50.0K increase in expenditure appropriations is requested to support a professional services agreement for third-party geotechnical review services, with all associated costs recovered from applicants.

Non-Departmental: This section includes Measure I transfers, transfers out, internal service fund rebates, and other minor expenditures. At the end of Q1, expenditure totaled $123.0K, compared to $2.9 Million in Q1 FY2026. The variance is primarily attributable to a $3.0 Million Measure I transfer that had

not occurred as of the end of Q1, as well as a one-time $2.3 Million transfer from the General Fund to the LHTF in the prior year. Projections continue to reflect the revised budget.

General Fund Multi-Year Financial Forecast

The City's budget process begins in October, seven (7) months prior to the first, budget public hearing. Staff prepared an initial financial forecast for the General Fund that extends for five (5) fiscal years to better understand the long-term impacts of the City's major taxes and other revenues, as well as known and reasonably anticipated expenditure increases. This robust forecasting process provides insight into identifying major trends, potential budget imbalances, and a reasonable assessment of General Fund reserves over time.

This multi-year forecast process is particularly important during the budget development process to understand major economic indicators and trends that will likely impact City and department-specific revenue sources. It has proven to be a critical planning tool to inform labor negotiations, public presentations, and guidance for developing the FY2027 budget.

Overall, the multi-year forecast assumes the recovery and continued, modest growth of all major General Fund revenue sources into the foreseeable future. The forecast also includes the Measure I sales tax revenue source that took effect during the last few months of FY2026. With nearly three quarters of the General Fund allocated to Salaries & Benefits, the forecast includes known increases in benefits and pension costs, which consume most of the anticipated revenue growth, as well as impacts due to high inflation on goods and services.

The forecast shows a growing projected deficit in FY2028 and beyond based on base budget assumptions. The primary drivers of the growing deficit projections are due to sluggish growth in sales tax revenues as well as insurance, materials and supplies, and Salaries & Benefits cost increases. Ongoing budget-balancing solutions, including identifying additional revenue sources and controlling expenditures, will need to be implemented to balance the General Fund budget.

Late in 2024, the City entered into an agreement with NHA Advisors (NHA) to conduct a peer review of the General Fund multi-year forecast that staff prepare and maintain throughout the year. NHA reviewed staff's model, the City's budget, financial statements, and other financial and budgeting resources to prepare an independent analysis, forecast model, and professional opinion regarding General Fund projections going forward. The review was completed in April 2025. The review indicated that staff projections are in line with NHA's projections and routinely employ best practices and procedures for developing and updating forecasts throughout the fiscal year. Staff will continue to refine and enhance the multi-year forecast accordingly.

The table below shows the General Fund revenue and expenditures projected in FY2026 and FY2027 and forecasts out to FY2031. Measure C sales tax revenues and associated expenditures are excluded.

General Fund Revenue & Expenditure Projections & Forecasts: FY2026 to FY2031

General Fund	FY2026 Projections	FY2027 Projections	FY2028 Forecast	FY2029 Forecast	FY2030 Forecast	FY2031 Forecast
Revenues	$215.0	$222.3	$227.2	$232.1	$239.6	$247.3
Expenditures	$216.6	$221.9	$233.0	$242.3	$251.5	$261.3
Surplus / (Deficit)	**($1.6)**	**$0.3**	**($5.8)**	**($10.2)**	**($12.0)**	**($14.0)**

General Fund Reserves Projection

The General Fund has two (2) reserve targets, Disaster Reserves and Contingency Reserves, as required by City Council Resolution No. 23-124. On October 27, 2026, the City Council reviewed the reserve policy and adopted changes to the policy that make it more restrictive to use disaster reserves, adding clarity regarding reserve provisions and a definition for a balanced budget, and added the Local Housing Trust Fund as a option for allocating future General Fund surpluses. Council removed an example of financial impacts that would justify the use of Disaster Reserves and directed staff to return with clarification on whether emergency reserve use could require a supermajority vote and whether such a requirement is allowed under the City Charter. Council called for a clearer definition of a balanced budget below the reserve-policy target

The Disaster Reserve is restricted to use in addressing the financial impacts of natural disasters, such as storms, floods, wildfires, droughts, tsunamis, earthquakes, and any other events that result in significant damage to City facilities and infrastructure, or a significant reduction of normal operating revenues. The amount of the required Disaster Reserve is calculated based on 15.0% of the most recently adopted fiscal year operating expenditure budget.

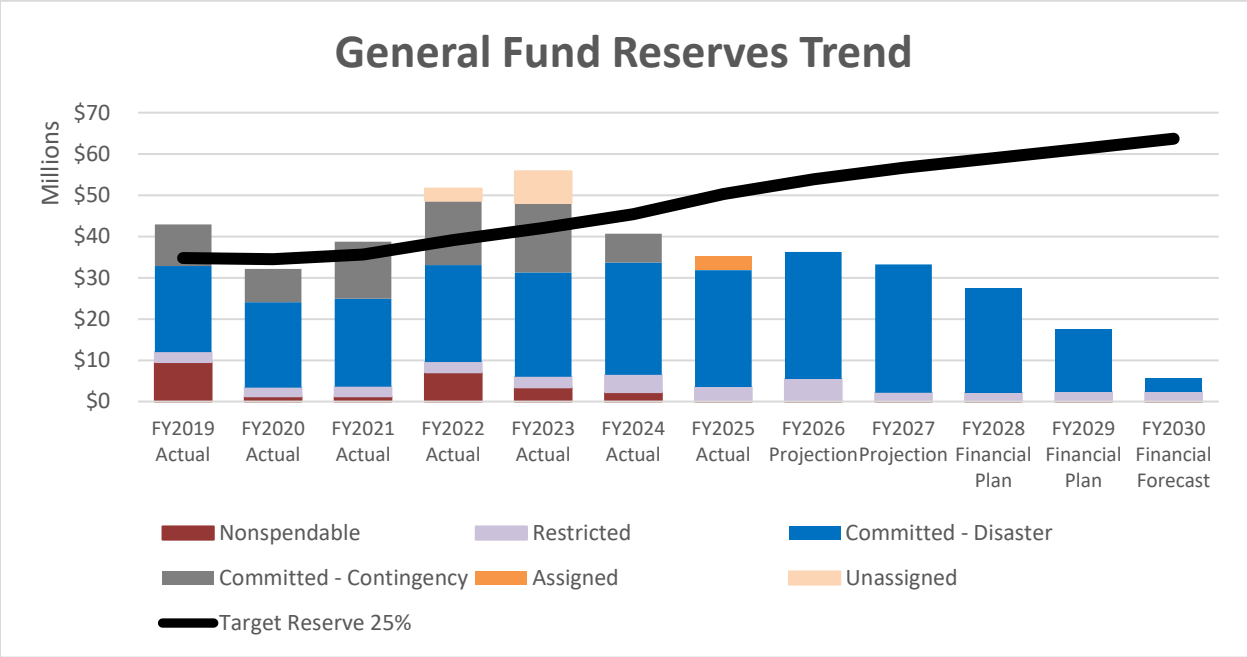
The purpose of the Contingency Reserve is to allow for the orderly implementation of a balancing strategy to address the fiscal impacts of unexpected events to minimize the impacts to the organization and community. The most common of these events would be an economic recession that results in a significant impact on key revenues such as sales, TOT, or property taxes. The Contingency Reserve is calculated based on 10.0% of the most recently adopted fiscal year operating budget expenditure.

Any use of the Disaster or Contingency Reserves requires a majority vote of approval by the City Council. The FY2026 adopted budget required strategic use of a small number of reserves to balance the budget. Reserves were largely replenished in FY2022 and held steady in FY2023; however, they declined in FY2024. The Self-Insurance Fund (SIF) is still underfunded based on the actuarial recommended level, which continues to present a burden on the General Fund.

Staff will continue to address the anticipated changes to reserves based on projections in future quarterly reports to the City Council. The multi-year budget projection indicates operating deficits going forward. As required in prior budget cycles, staff will focus on rebalancing the budget through considering increasing revenues and controlling expenditures.

Without any additional revenue or expenditure reductions in the General Fund, operating deficits will continue to grow, thus requiring additional reserves to be used to balance the budget. Contingency reserves have already been depleted. If no budget changes are made, disaster reserves will be depleted during FY2031.

The following graph shows the *General Fund Reserves Trend* from FY2019 through a projection of FY2030.


General Fund Reserves Trend
Millions
$70
$60
$50
$40
$30
$20
$10
$0
FY2019 Actual
FY2020 Actual
FY2021 Actual
FY2022 Actual
FY2023 Actual
FY2024 Actual
FY2025 Actual
FY2026 Projection
FY2027 Projection
FY2028 Financial Plan
FY2029 Financial Plan
FY2030 Financial Forecast
Nonspendable
Restricted
Committed - Disaster
Committed - Contingency
Assigned
Unassigned
Target Reserve 25%

Enterprise Operating Fund Revenues and Expenses

Unlike the General Fund, that relies primarily on taxes to fund programs and services, Enterprise Funds, also known as Proprietary Funds, are financed primarily with user fees and other non-tax revenues. The *Summary of Revenues & Expenses, Enterprise Funds* table below reports Enterprise Fund Revenues & Expenses through September 30, 2026, associated Annual Budget, projections, and prior-year actuals for this same 3-month period. Encumbrances as of September 30, 2026, are shown separately from expense actuals as the inclusion of encumbrances within actuals can distort trends. Proprietary funds of the City include the Water Fund, Wastewater Fund, Airport Fund, Waterfront Fund, Solid Waste Fund, Downtown Parking Fund, Clean Energy Fund, and Golf Fund.

Summary of Revenues and Expenses for Enterprise Funds
For the Three Months Ended September 30, 2026

Enterprise Funds	Adopted Budget	Revised Budget	Year-to-Date Actual	% Variance w/ Revised Budget	Encumbered	Projected Full Year	Last Year-to-Date FY2026	% Variance w/ FY2026
Solid Waste Fund								
Revenues	$47,209,731	$47,418,229	$11,111,061	23%	$0	$47,405,432	$10,697,272	4%
Expenses	$47,196,177	$48,007,454	$8,973,308	19%	$20,543,545	$47,362,870	$5,858,244	53%
Add/(Use) Reserves	**$13,554**	**($589,224)**	**$2,137,752**		**($20,543,546)**	**$42,562**	**$4,839,027**	
Water Fund								
Revenues	$91,119,446	$91,119,446	$24,778,978	27%	$0	$90,595,054	$22,851,803	8%
Expenses	$93,452,729	$96,373,858	$19,051,069	20%	$5,339,806	$96,668,175	$19,122,547	0%
Add/(Use) Reserves	**($2,333,283)**	**($5,254,412)**	**$5,727,909**		**($5,339,806)**	**($6,073,121)**	**$3,729,255**	
Wastewater Fund								
Revenues	$37,612,366	$37,612,366	$9,200,365	24%	$0	$37,503,359	$8,553,569	8%
Expenses	$39,309,989	$40,237,959	$7,241,147	18%	$4,085,492	$40,237,959	$7,385,382	-2%
Add/(Use) Reserves	**($1,697,623)**	**($2,625,593)**	**$1,959,217**		**($4,085,493)**	**($2,734,600)**	**$1,168,185**	
Downtown Parking								
Fund Revenues	$11,041,562	$11,041,562	$2,755,258	25%	$0	$11,041,562	$2,513,891	10%
Expenses	$10,932,642	$10,932,648	$2,290,872	21%	$508,778	$10,932,648	$2,265,727	1%
Add/(Use) Reserves	**$108,920**	**$108,914**	**$464,386**		**($508,778)**	**108,914**	**248,165**	
Clean Energy Fund								
Revenues	$38,685,711	$38,685,711	$5,825,358	15%	$0	$39,461,301	$6,262,969	-7%
Expenses	$40,866,452	$45,212,831	$4,592,282	10%	$3,625,361	$41,030,300	$13,949,434	-67%
Add/(Use) Reserves	**($2,180,741)**	**($6,527,120)**	**$1,233,076**		**($3,625,361)**	**($1,568,999)**	**($7,686,465)**	
Airport Fund								
Revenues	$44,421,154	$49,124,654	$8,111,476	17%	$0	$49,124,654	$8,120,837	0%
Expenses	$41,953,038	$48,074,112	$10,105,105	21%	$5,917,742	$48,074,112	$9,046,688	12%
Add/(Use) Reserves	**$2,468,116**	**$1,050,542**	**($1,993,629)**		**($5,917,742)**	**$1,050,542**	**($925,851)**	
Golf Fund								
Revenues	$5,529,543	$5,529,543	$1,504,850	27%	$0	$5,529,543	$1,538,668	-2%
Expenses	$6,529,768	$6,529,768	$1,342,831	21%	$0	$6,529,768	$1,280,764	5%
Add/(Use) Reserves	**($1,000,225)**	**($1,000,225)**	**$162,020**		**$0**	**($1,000,225)**	**$257,904**	
Waterfront Fund								
Revenues	$21,568,147	$21,578,147	$5,846,153	27%	$0	$21,578,147	$5,699,879	3%
Expenses	$23,279,304	$23,460,042	$5,094,924	22%	$1,064,186	$23,460,042	$5,419,025	-6%
Add/(Use) Reserves	**($1,711,156)**	**($1,881,894)**	**$751,229**		**($1,064,186)**	**($1,881,894)**	**$280,854**	

Solid Waste Fund

The Solid Waste Fund supports Trash & Recycling services and related programs in S&R. Revenue of $11.0 Million represents 23.4% of the budget and is 3.9% higher than the same period in the prior year. Expenses of $8.9 Million represent 18.7% of the budget. However, there is a significant variance compared to the same period last year. The City has an agreement with the County for disposal services. In FY2026, the County experienced staff turnover and implemented system updates. As a result, invoices for the first five (5) months were not received until December. Consequently, Q1 expenses appear unusual, but activity is expected to catch up and become comparable in Q2.

At this time, S&R reports a positive operating result of $2.0 Million. Projections remain favorable, with a reduction in expenses of $645.0K. This would improve the fiscal year outlook from a projected loss of $589.0K to a surplus contribution to reserves of $43.0K.

Water Fund

The Water Fund supports the delivery of water services to City residents and portions of the County. As of Q1, revenues total $24.8 Million, or 27.2% of budget, representing an increase of $1.9 Million compared to Q1 FY2026, primarily due to higher rate revenue. Q1 expenses are slightly below budget across various categories. This is consistent with historical trends and is largely attributable to normal timing factors, including the closeout of the prior fiscal year and reduced activity during the summer vacation period. As of Q1, the Water Division has expended 25.3% of its budget.

The Water Resources Department reported a positive operating result of $5.7 Million, an increase of $2.0 Million compared to Q1 FY2026. The forecast has been revised to reflect lower-than-expected revenues. Rate revenue is currently projected to end the fiscal year approximately 1.0%, or $524.0K below budget.

Wastewater Fund

The Wastewater Fund supports the provision of sewer services to City residents and portions of the County. FY2027 revenues total $9.2 Million, representing 24.5% of the annual budget. This is an increase of $646.0K compared to FY2026, primarily due to higher service charge revenues.

Expenses through Q1 total $7.2 Million, or 28.0% of the annual budget, and are consistent with spending levels reported during Q1 FY2026.

At the end of Q1, the Wastewater Division added $1.9 Million to its operating reserve, an increase of $791.0K compared to Q1 FY2026. The revenue projection has been reduced by $100.0K due to forecasted rainstorms, which are expected to significantly reduce wastewater usage.

Downtown Parking Fund

The Downtown Parking Fund supports parking services in the City's downtown area, including administration, operations, maintenance, fee collection, capital improvements, construction, and related debt service. As of Q1, revenues total $2.7 Million, or 25.0% of the annual budget, representing a 9.6% increase compared to Q1 FY2026. Downtown Parking reduced the monthly commuter permit rate in Lot 2 from $165 to $95. As a result, permit revenue declined both from the lower rate and from permit holders transferring from other lots to Lot 2. This decrease was anticipated during the budget process, with the largest impact expected in Q1. Permit revenue is currently 2.0% below last year and 8.0% below budget. Hourly parking revenue increased by approximately $117.0K, or 7.0%, compared

to Q1 FY2026. However, it remains approximately $42.0K below budget. Revenue projections assume modest growth later in the year following planned payment system enhancements.

Rental income was impacted by a billing delay related to the Santa Barbara International Film Festival (SBIFF) Film Center. Revenue expected in Q1 will instead be recognized in Q2. Rental income is also expected to increase as two (2) currently vacant properties become occupied. Parking citation revenue is not expected to increase significantly until later in the year, when self-pay parking systems and fee-due notices are implemented. These improvements are currently planned for Q3 and Q4. Q1 expenses total $2.3 Million, or 21.0% of budget, and are consistent with spending levels from Q1 FY2026. Salary savings for Q1 are projected at approximately $89.0K. Hourly employee expenses are expected to gradually decline as operations transition to self-service lots and increased automation. As of Q1, the Downtown Parking Fund reports a positive operating result of $464.4K, which is $216.2K higher than last year.

The year-end projection remains unchanged from the adopted budget at this time.

Clean Energy Fund

The Clean Energy Fund supports the procurement of clean and renewable electric energy for the Santa Barbara community. As of Q1, revenues totaled $5.8 Million, or 15.0% of the annual budget, a decrease of 7.0% compared to Q1 FY2026.

Q1 expenses totaled $4.6 Million, or 10.2% of budget, which is $9.4 Million lower than Q1 FY2026. Energy procurement costs are driven by conditions in the state power market. Favorable market trends have allowed staff to secure power purchase agreements that are expected to produce up to $4.0 Million in savings compared to budget. The Clean Energy Division has launched an electric vehicle charging initiative for multi-family residential buildings and continues to provide rebates for electric vehicle purchases, charging equipment, and home electrification projects. Funding for these customer programs is expected to be fully utilized by year-end.

At the close of Q1, the Clean Energy Fund reports an operating gain of $1.2 Million. The year-end forecast has been updated to reflect a $4.1 Million reduction in projected expenses, primarily due to lower energy procurement costs resulting from favorable market conditions and the recently secured power purchase agreements.

Airport Fund

The Airport Fund accounts for the operation of the municipal airport and the administration of airport property leases. The Airport ended Q1 FY2026 with total revenue of $8.1 Million, consistent with the same period in the prior fiscal year.

Total expenses were $10.1 Million, representing an 11.7% increase compared to Q1 FY2026. Supplies & Services expenses totaled $1.6 Million, reflecting a 64.0% increase compared to Q1 FY2026. Much of this increase is attributable to storm damage repair work completed during Q1, which is reimbursable through insurance. In addition, other special project-related costs totaled $1.0 Million and were $857.0K higher than year-to-date expenses during Q1 FY2026. This increase is also primarily due to costs associated with 2026 storm damage repairs, most of which are expected to be recovered through insurance.

The Airport ended the Q1 with a loss of $2.0 Million. Current projections remain consistent with the revised budget.

Golf Fund

The Golf Fund supports the full operation of the municipal golf course, including administration, daily operations, maintenance, capital acquisition and construction, financing and debt service, as well as billing and fee collection. At the end of Q1, revenues totaled $1.5 Million, representing 27.2% of the adopted budget and a decrease of 2.2% compared to Q1 FY2026. Expenses totaled $1.3 Million, or 21.0% of budget, and were modestly higher than the prior year by approximately $62.0K. There are no significant items to report at this time, and no budget adjustments are anticipated as part of Q1 review. As a result, year-end projections remain consistent with the adopted budget.

The Golf Fund closed Q1 with an operating gain of $162.0K.

Waterfront Fund

The Waterfront Fund supports operations at the Harbor and Stearns Wharf and is fully funded through enterprise revenues, including lease income, slip fees, and parking fees. At the end of Q1, revenues totaled $5.8 Million, an increase of 2.6% compared to Q1 FY2026. Expenses totaled $5.0 Million, which is 6.0% lower than the prior year and currently trending slightly below budget. While overall financial performance remains positive, Property Management revenues were impacted by two (2) recent restaurant vacancies and a decline in food service rental income. Parking revenues are performing slightly above Q1 FY2026, and Marina Management revenues increased modestly due to slip fee adjustments and slip transfer fees.

The Waterfront Fund ended Q1 with a gain of $751.0K, an increase of $470.4K compared to Q1 FY2026. Current year-end projections remain consistent with the revised budget.

Interdepartmental Services Operating Fund Revenues and Expenses

The City has established internal service funds for centralized services that provide support across most or all funds and departments. These functions primarily include Fleet, Facilities, Risk Management, Creeks, and Information Technology. The interim quarterly reports typically do not discuss in detail major changes in the City's internal services departments and funds, as major changes typically do not occur during the year. For additional information, please see Attachment 1, *Interim Statement of Revenues and Expenditures* for additional details.

The Self-Insurance Fund (SIF)

The City purchases insurance policies to cap its exposure to loss for specific hazards. The SIF accumulates revenues through an annual allocation from departments as an expenditure to each department. The SIF then funds the program's annual renewals for insurance coverage for claims that may arise and to cover Salaries & Benefits of staff administering the program.

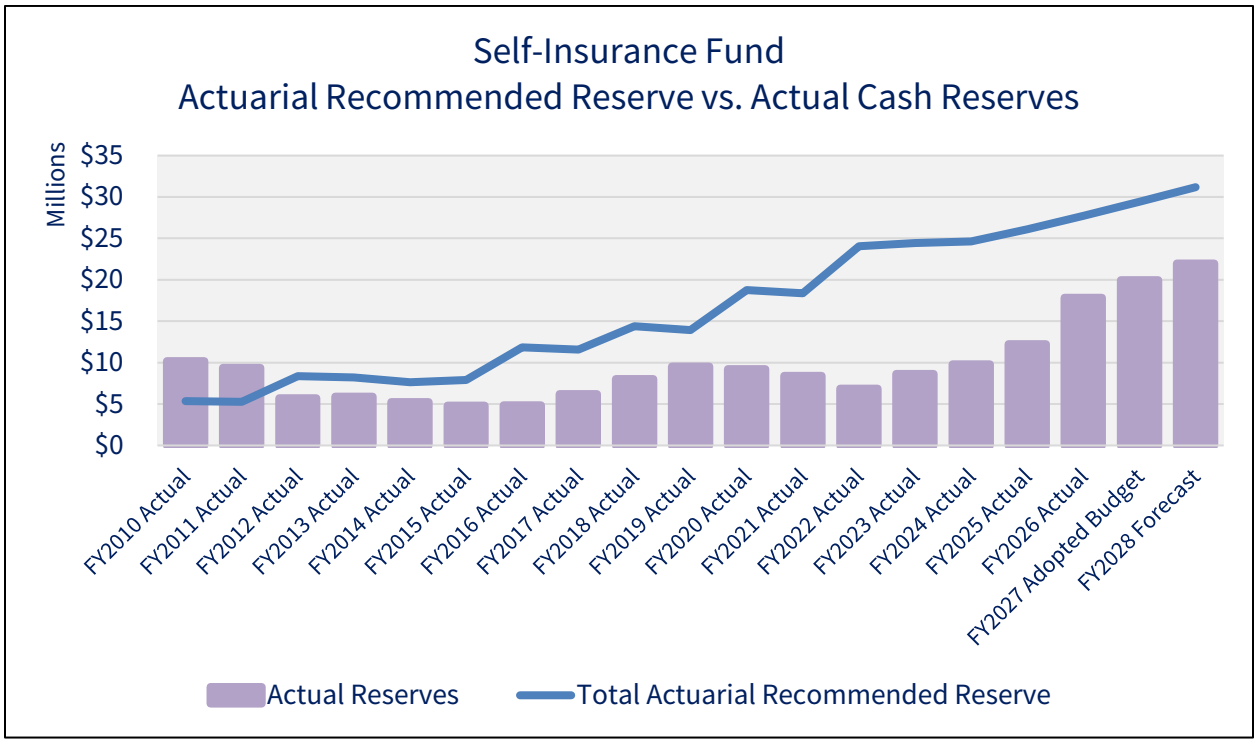
The SIF continues to experience challenges in receiving adequate annual allocations to the funds from operating departments and not having adequate reserves in the fund to pay future claims. The cost to the City to retain existing property, excess general liability, and other insurance programs has increased substantially over the years. Liability coverage has become more expensive across the nation due to

various substantial claims; notable claims related to law enforcement and droughts and wildfires in the Western United States and California included.

The adopted budget included additional allocations into the SIF to begin to increase reserves to achieve the actuarial recommended level over the next seven (7) years. The most current actuarial report recommended the SIF maintain a reserve balance of $29.4 Million by the end of FY2027.

Staff presented an overview to the Finance Committee of major changes anticipated in the insurance industry budget considerations for FY2025. The presentation recommended substantial increases to allocations into the SIF from the operating departments to ensure the SIF can meet the ongoing premium and claim payments costs, and adequate reserves are achieved. The Finance Committee unanimously supported implementing a plan to gradually increase allocations to the SIF over the next seven (7) fiscal years to achieve target reserves at or near the actuarial recommended level.

The graph below, *Self-Insurance Fund, Actuarial Recommendation*, shows the actuarial recommended reserve, the actual/projected cash in the SIF over the past 12 years, and the gradual/substantial reduced reserve levels in recent years.



City of Santa Barbara
Fiscal Year 2027 Financial Statements Ending Sep 30, 2026
Schedule of Proposed First Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
GENERAL FUND (Fund 1000)			
Decrease in estimated revenue for Utilities Management Debt Repayment concluded in FY23.		$ (24,140)	$ (24,140)
Decrease in appropriations for salaries and benefits for the removal of management fellow position from the budget.	$ (160,348)		$ 160,348
			$ -
Decrease in appropriations for Finance - Central Warehouse for inactive program and moved to Water Resources.	$ (43,766)		$ 43,766
Decrease in appropriations for Finance - Central Warehouse inactive program and moved to Purchasing.	$ (87,165)		$ 87,165
Decrease in appropriations for Finance - Mail Courier Services inactive program and moved to Purchasing.	$ (54,487)		$ 54,487
Increase in appropriations for Finance - Purchasing from inactive programs Central Warehouse and Mail Courier Services.	$ 141,652		$ (141,652)
			$ -
Decrease in appropriations for Finance - Mail Courier Services inactive program and moved to Public Works - Mail Courier Services.	$ (43,269)		$ 43,269
			$ -
Decrease in appropriations for the General Fund – City Administrator due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Decrease in estimated revenues for transfer in associated from Solid Waste Fund no longer occuring.		$ (50,000)	$ (50,000)
Decrease in appropriations for the General Fund – Police Community Services Division due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (30,405)		$ 30,405
Increase in estimated revenue for Bizzy Girls to adjust for clerical error when budget was entered.		$ 18,920	$ 18,920
Increase in appropriations for Bizzy Girls expenditures to account for increased revenues.	$ 12,298		$ (12,298)
Increase in appropriations for Bach Volley Ball as enrollment is projected to be slightly higher. This increase is accounted for in the revenue as originally appporpriated and offsets the expense.	$ 7,326		$ (7,326)
Increase in estimated revenue for the Junior Guards to align with year-to-date actual revenue.		$ 19,442	$ 19,442
Increase in appropriations for the Junior Guard Overtime budget to align with projected FY27 expenses.	$ 6,347		$ (6,347)
Increase in appropriations for the Junior Guard Special Supplies budget to align with actual program expenses, including uniforms and other necessary supplies.	$ 13,095		$ (13,095)
			$ -
Decrease in estimated revenue for Public Works Administration due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (33,934)	$ (33,934)
Decrease in estimated revenue for Public Works Land Development due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (73,689)	$ (73,689)
Decrease in estimated revenue for S&R Environmental Compliance due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (7,566)	$ (7,566)
			$ -
Decrease in estimated revenue for PR Forestry due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (273,532)	$ (273,532)
Decrease in estimated revenue for PR Median Parkways due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (55,886)	$ (55,886)
Decrease in appropriations for FY27 Fire leases' insurances.	$ (40,875)		$ 40,875
Decrease in appropriations for FY27 Fire truck leases.	$ (6,265)		$ 6,265
Increase in appropriations to pay New Beginnings directly from OHCV.	$ 47,856		$ (47,856)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Decrease in appropriations for transfer out from OHCV.	$ (47,856)		$ 47,856
Increase in appropriations to meet the City's funding obligation for the Downtown Community Benefit Improvement District (CBID) in Fiscal Year 2027.	$ 186,000		$ (186,000)
Increase in appropriations to fully fund the City's FY27 Local Agency Formation Commission (LAFCO) contribution.	$ 9,444		$ (9,444)
Increase estimated revenue and appropriations in the Community Development Planning General Fund to support a process improvement under which County filing fees associated with development applications are billed directly to applicants and paid by the City on their behalf. This change streamlines the application process and reduces the time and coordination required of applicants and City staff.	$ 3,094	$ 3,094	$ 3,094 $ (3,094)
Increase in estimated revenue and appropriations in the Community Development Planning Division General Fund for a professional services agreement for third-party geotechnical review services.	$ 50,000	$ 50,000	$ 50,000 $ (50,000)
Total General Fund (1000)	**$ (44,925)**	**$ (427,292)**	**$ (382,366)**
City Allocation 1020 Fund (Fund number 1020)			
Increase in appropriations to fully fund the FY27 City Net agreement from previously unprogrammed Flexible Fund resources.	$ 29,874		$ (29,874)
Total City Allocation 1020 Fund (Fund number 1020)	**$ 29,874**	**$ -**	**$ (29,874)**
GPU 1030 Fund (Fund number 1030)			
GPU 1030 Fund (Fund number 1030)			
Increase in appropriations to cover County filing fee associated with the Housing Plan Environmental Impact Report (EIR).	$ 4,278		$ (4,278)
Total GPU 1030 Fund (Fund number 1030)	**$ 4,278**	**$ -**	**$ (4,278)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS			
Community Development Block Grant Fund (2130)			
Increase in appropriations uncollectible loans in CDBG Fund. The loans were from 1995 and 1996 and the borrowers are deceased and the debt is unsecured and no longer collectible.	$ 4,816		$ (4,816)
Total Community Development Block Grant Fund (2130)	**$ 4,816**	**$ -**	**$ (4,816)**
Federal Home Loan Program Fund (2140)			
Decrease estimated revenue in the HOME Fund to reconcile the FY27 budgeted program income with actual program income received in FY26. Program income received in the prior fiscal year must be appropriated in the subsequent fiscal year.		$ (53,035)	$ (53,035)
Decrease in appropriations for Housing Rehab Loan and anticipated salary savings.	$ (53,035)		$ 53,035
Total Federal Home Loan Program Fund (2140)	**$ (53,035)**	**$ (53,035)**	**$ -**
Streets Operating Fund (2400)			
Decrease in appropriations for salaries and benefits for Public Works - Traffic Engineering. On June 30, Attachment I of resolutions 2026-057 included various duplication of Salary and Benefits amounts, resulting in overall budget being oversated in the Streets Fund.	$ (716,031)		$ 716,031
Decrease in appropriations for the Public Works - Traffic Signal Management due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Decrease in appropriations for Public Works Transportation Admin due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.	$ (444,607)		$ 444,607
Increase in estimated revenue is due to a reimbursement from the Water Main Replacement project in the Water Capital Fund to the Streets Fund. This reimbursement offsets trench paving costs associated with the State Street water main replacement conducted as part of a larger repaving project.		$ 283,949	$ 283,949
Increase in estimated revenue from reimbursement of Pavemnt, Surface and Paseo Maintenance project in the Downtown Parking Capital Fund to the Streets Fund. This reimbursement covers the costs of demolition and landscape work in Lot 3 Paseo.		$ 22,445	$ 22,445
			$ -
Increase in estimated revenue from the Citywide Strategic Energy Plam in the S&R Fund to the Streets Fund to cover costs of bike rack installations.		$ 8,240	$ 8,240
Total Streets Operating Fund (2400)	**$ (1,168,239)**	**$ 314,634**	**$ 1,482,873**
Creek Restore/Water Quality Imp Fund (2640)			
Decrease in appropriations for the S&R - Creeks due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Total Creek Restore/Water Quality Imp Fund (2640)	**$ (7,601)**	**$ -**	**$ 7,601**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS (Continued)			
Community Development Miscellaneous Grants Fund (2810)			
Increase in estimated budget and appropriations in the Community Development Miscellaneous Grants Fund to establish budget authority for a recently awarded state grant supporting historic preservation activities.	$ 10,500	$ 10,500	$ 10,500 $ (10,500)
			$ -
Increase in estimated revenue and appropraitions to establish budget authority for third-party environmental review services funded through applicant reimbursements. Establishing this authority in advance allows staff to engage services promptly as needs arise and meet required project deadlines.	$ 600,000	$ 600,000	$ 600,000 $ (600,000)
Total Community Development Miscellaneous Grants Fund (2810)	**$ 610,500**	**$ 610,500**	**$ -**
Police Miscellaneous Grants Fund (2830)			
Increase in appropriations for authority obtained in FY2025 via Q4 adjustment that have not carried over to FY2026 and carried over into FY2027.	$ 19,848		$ (19,848)
Total Police Miscellaneous Grants Fund (2830)	**$ 19,848**	**$ -**	**$ (19,848)**
Parks & Rec Miscellaneous Grants Fund (2860)			
Increase in estimated revenue for Miscellaneous Grant Fund to account for Annual Distribution of trust funds for Parma Park Maintenance.		$ 130,093	$ 130,093
Increase in appropriations for Parma Park to account increased revenue.	$ 130,093		$ (130,093)
Total Parks & Rec Miscellaneous Grants Fund (2860)	**$ 130,093**	**$ 130,093**	**$ -**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS (Continued)			
Capital Outlay Fund (3000)			
Increase in appropriations for building improvements from the Automated Material Handling System projects to meet resiliency goals at the Eastside Library for the back up battery power project.	$ 33,020		$ (33,020)
Decrease in appropriations for equipments from the Automated Material Handling System projects to meet resiliency goals at the Eastside Library for the back up battery power project.	$ (33,020)		$ 33,020
Total Capital Outlay Fund (3000)	**$ -**	**$ -**	**$ -**
Measure C Capital Fund (3010)			
Decrease in appropriations in Park Infrastructure and move to Chase Palm Park Renovations to balance budget over run.	$ (2,682)		$ 2,682
			$ -
Increase in appropriations for Chase Palm Park Renovations from Park Infrastructure to balance budget over run.	$ 2,682		$ (2,682)
			$ -
Increase in appropriations for building improvements from the Faulkner Gallery Renovation projects to meet resiliency goals at the Eastside Library for the back up battery power project.	$ 9,722		$ (9,722)
			$ -
Decrease in appropriations for building improvements from the Faulkner Gallery Renovation projects to meet resiliency goals at the Eastside Library for the back up battery power project.	$ (9,722)		$ 9,722
Total Measure C Capital Fund (3010)	**$ -**	**$ -**	**$ -**
Streets Grant Capital Fund (3410)			
Increase in estimated revenue in the Street Grant Capital Fund from State grant funds for the Plans, Specifications and Estimates phase of the Eastside Pedestrian Improvements Project.		$ 202,000	$ 202,000
Increase in appropriations in the Street Grant Capital Fund from State grant funds for the Plans, Specifications and Estimates phase of the Eastside Pedestrian Improvements Project.	$202,000.00		$ (202,000)
Increase in estimated revenue in the Streets Grant Capital Fund for the Local Surface Transportation Program appointments provided by Santa Barbara County Association of Governments.		$ 329,015	$ 329,015
Increase in appropriations in the Streets Grant Capital Fund for the Local Surface Transportation Program appointments provided by Santa Barbara County Association of Governments.	$ 329,015		$ (329,015)
			$ -
Increase in estimated revenue to correct prior year carryover in the Streets Grant Capital Fund for FY25 LSTP Surface Transportation Fund project.		$ 329,945	$ 329,945
Total Streets Grant Capital Fund (3410)	**$ 531,015**	**$ 860,960**	**$ 329,945**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
ENTERPRISE FUNDS			
Water Operating Fund (5000)			
Increase in appropriations for Public Works - Meter Reading from Finance for Central Warehouse.	$ 43,766		$ (43,766)
Decrease in appropriations with the creation of the Water Resources Department, seperating out from Public Works. Certain positions continued to be charged through the Overhead Allocation to Water Resources, such as the Public Works Director, Public Works Business Manager and several administrative positions.	$ (137,704)		$ 137,704
Decrease in appropriations for Water Operating Fund - Water Distribution due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (15,202)		$ 15,202
Decrease in appropriations for Water Operating Fund - Meter Reading due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Total Water Operating Fund (5000)	**$ (116,741)**	**$ -**	**$ 116,741**
Wastewater Operating Fund (5100)			
Decrease in appropriations for salaries and benefits for Public Works - Wastewater. On June 30, Attachment I of resolutions 2026-057 included various duplication of Salary and Benefits amounts, resulting in overall budget being oversated in the Wastewater Fund.	$ (1,845,079)		$ 1,845,079
Decrease in appropriations with the creation of the Water Resources Department, seperating out from Public Works. Certain positions continued to be charged through the Overhead Allocation to Water Resources, such as the Public Works Director, Public Works Business Manager and several administrative positions.	$ (83,508)		$ 83,508
Decrease in appropriations for Wastewater Operating Fund - Wastewater Treatment due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Total Wastewater Operating Fund (5100)	**$ (1,936,188)**	**$ -**	**$ 1,936,188**
Downtown Parking Operating Fund (5300)			
Decrease in estimated revenue for transfer in paid directly from OHCV.		$ (47,856)	$ (47,856)
Decrease in appropriations for Downtown Parking special projects - New Beginnings Counseling Center.	$ (47,856)		$ 47,856
			$ -
Increase in appropriations, using reserves that were budgeted but not utilized in the prior year ,for Lot 6 bathrooms flooded in FY26 requiring extensive repair.	$ 19,379		$ (19,379)
Total Downtown Parking Operating Fund (5300)	**$ (28,477)**	**$ (47,856)**	**$ (19,379)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
ENTERPRISE FUNDS (Continued)			
Solid Waste Fund (5400)			
Decrease in appropriations for Solid Waste Fund due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Decrease in estimated revenue for the S&R Clean Community State Grant is due to updated population-based allocations for the Bottles & Cans recycling initiative. This adjustment trues up expected revenue and establishes the corresponding appropriation.		$ (21,651)	$ (21,651)
			$ -
Increase in estimated revenue for the S&R Clean Community CalRecycle Grant for updated population-based allocations for the Bottles & Cans recycling initiative. This adjustment trues up expected revenue and establishes the corresponding appropriation.		$ 21,248	$ 21,248
Increase in appropriations for the S&R Solid Waste Collection for updated population-based allocations for the Bottles & Cans recycling initiative.	$ 21,248		$ (21,248)
Total Solid Waste Fund (5400)	**$ 13,647**	**$ (403)**	**$ (14,050)**
SB Clean Energy Fund (5500)			
Increase in appropriations for ChargeUp SB reflects additional funding needed for SBCE's customer incentive program supporting EV charger installations at multifamily residences, a priority identified in the City's Climate Action Plan. Because these projects can take up to 18 months to approve, permit, and construct, several projects currently in development require incentive payments in this fiscal year. The requested increase will be funded with available reserves.	$ 80,302		$ (80,302)
Increase in appropriations for higher-than-anticipated participation in the Residential EV customer incentive program, which provides electric vehicles for income-qualified customers. Customer demand has exceeded the original program design, and additional funding is needed to keep the program open for the remainder of the fiscal year.	$ 100,000		$ (100,000)
Increase in appropriations for new outreach initiative with See Change that will support customer survey and website redesign.	$ 17,165		$ (17,165)
Total SB Clean Energy Fund (5500)	**$ 197,467**	**$ -**	**$ (197,467)**
Airport Operating Fund (5700)			
Decrease in appropriations for salaries and benefits for Airport. On June 30, Attachment I of resolutions 2026-057 included various duplication of Salary and Benefits amounts, resulting in overall budget being oversated in the Airport Funds.	$ (479,521)		$ 479,521
Decrease in appropriations for Airport Properties due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (15,202)		$ 15,202
Decrease in appropriations for Airport Facilities due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (15,202)		$ 15,202
			$ -
Decrease in appropriations for Airport Security due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
			$ -
Decrease in appropriations for Airport Cert & Oeprations due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (15,202)		$ 15,202
Total Airport Operating Fund (5700)	**$ (532,729)**	**$ -**	**$ 532,729**
Airport Capital Fund (5710)			
Decrease in appropriations for Airport Facility Maintenance Building and Non-building Improvements.	$ (508,578)		$ 508,578
Increase in appropriations to reallocate from projects with anticipated savings to projects requiring additional fund from Airport Capital Reserves.	$ 1,327,985		$ (1,327,985)
Total Airport Capital Fund (5710)	**$ 819,407**	**$ -**	**$ (819,407)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
ENTERPRISE FUNDS (Continued)			
Waterfront Operating Fund (5800)			
Decrease in appropriations for salaries and benefits for Waterfront. On June 30, Attachment I of resolutions 2026-057 included various	$ (1,428,080)		$ 1,428,080
Total Waterfront Operating Fund (5800)	**$ (1,428,080)**	**$ -**	**$ 1,428,080**
Waterfront Capital Fund (5810)			
Increase in appropriations from reserves to assure continuity of certain capital projects and to facilitate response to storm damage.	$ 563,795		$ (563,795)
Total Waterfront Capital Fund (5810)	**$ 563,795**	**$ -**	**$ (563,795)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
INTERNAL SERVICE FUNDS			
Information Technology Capital Fund (6210)			
Increase in estimated revenue for transfer in for IT Capital Fund for the first phase of City Hall Security Imrpovements project.		$ 28,500	$ 28,500
Increase in appropriations for IT Capital Fund for equipments for the first phase of City Hall Security Imrpovements project.	$ 28,500		$ (28,500)
Total Information Technology Capital Fund (6210)	**$ 28,500**	**$ 28,500**	**$ -**
Facilities Management Fund (6300)			
Increase in appropriations for Facilities Management - Mail Courier Services from Finance - Mail Courier Services, inactive program.	$ 43,269		$ (43,269)
Decrease in appropriations for Facilities Maintenance - Mail Services Specialists and move to Facilities Management - Mail Services.	$ (89,787)		$ 89,787
Increase in appropriations for Facilities Management - Mail Services from Facilities Maintenance - Mail Services Specialists.	$ 89,787		$ (89,787)
Decrease in appropriations for Facilities Maintenance due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,377)		$ 7,377
Total Facilities Management Fund (6300)	**$ 35,892**	**$ -**	**$ (35,892)**
Facilities Capital Fund (6310)			
Increase in appropriations for Facilities Capital Fund Reserves for the first phase of City Hall Security Imrpovements project.	$ 28,500		$ (28,500)
Total Facilities Capital Fund (6310)	**$ 28,500**	**$ -**	**$ (28,500)**
Fleet Maintenance Fund (6400)			
Decrease in appropriations for Fleet Maintenance due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (19,349)		$ 19,349
Total Fleet Maintenance Fund (6400)	**$ (19,349)**	**$ -**	**$ 19,349**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
INTERNAL SERVICE FUNDS (continued)			
Fleet Replacement Fund (6410)			
Increase in appropriations fom Fleet Replacement Fund Reserves for federal tax credit revenue received in late FY26 from the electric vehicle purchased in 2024 and 2025. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ 171,148		$ (171,148)
Increase in appropriations from reserves for new 3D printer to support citywide vehicle replacements.	$ 10,000		$ (10,000)
Decrease in estimated revenue for FY27 Fire leases' insurances.		$ (40,000)	$ (40,000)
Total Fleet Replacement Fund (6410)	**$ 181,148**	**$ (40,000)**	**$ (221,148)**
	$ (2,136,586)	**$ 1,376,102**	**$ 3,512,688**

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

SECTION 1. DEPARTMENT/DIVISION POSITIONS

The Council hereby authorizes the following positions in each of the Departments and/or Divisions as provided for in the 2027 fiscal year operating budget:

AIRPORT DEPARTMENT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst I	1	
Administrative Analyst III	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Airport Business Development Supervisor	1	
Airport Business Manager	1	
Airport Director	1	
Airport Facilities Manager	1	
Airport Maintenance Coordinator	1	
Airport Maintenance Supervisor	1	
Airport Maintenance Worker II	3	
Airport Operations Manager	1	
Airport Operations Specialist	7	
Airport Operations Supervisor	3	
Airport Operations Technician	2	
Airport Patrol Supervisor	1	
Airport Police Officer	8	
Airport Police Officer II	4	
Airport Properties Manager	1	
Airport Security Aide	10	
Assistant Airport Director	1	
Custodial Supervisor	1	
Custodian	8	
Grounds Maintenance Crew Leader	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Grounds Maintenance Worker II	1	
Marketing Coordinator	1	
Marketing Supervisor	1	
Painter	2	
Principal Project Manager	1	
Property Management Specialist	2	
Senior Airport Maintenance Worker	4	
Senior Airport Operations Specialist	6	
Senior Airport Security Aide	1	
Senior Custodian	1	
AIRPORT DEPARTMENT TOTAL	**82**	**0**

CITY ADMINISTRATOR

Administration

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist*	1	
Assistant City Administrator	1	
City Administrator/City Clerk/Treasurer	1	
City Clerk Services Manager	1	
City TV Production Specialist	1	
City TV Production Supervisor	1	
Communications Specialist II	1	
Community Engagement Officer/PIO	1	
Deputy City Clerk	3	
Executive Assistant - Mayor and Council*	1	
Office Manager	1	
Senior Assistant to the City Administrator	1	
ADMINISTRATION DIVISION TOTAL	**14**	**0**

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Housing and Community Vitality

Accounting Assistant	**1**	
Administrative Analyst II	1	
Administrative Analyst III	2	
Assistant Parking Coordinator		2.4
Deputy City Administrator	1	
Downtown Plaza & Parking Manager	1	
Electronics Technician II	1	
Facilities Maintenance Supervisor	1	
Housing & Human Services Manager	1	
Housing Program Specialist	1	
Maintenance Crew Leader	2	
Maintenance Worker II	6	
Parking Coordinator	3	
Parking Maintenance Coordinator	1	
Parking Resources Specialist	1	
Parking Supervisor	1	
Project Planner	1	
Public Works Manager	1	
Rental Housing Mediation Specialist	2	
Rental Housing Mediation Supervisor	1	
Rental Housing Programs Manager	1	
Senior Housing Programs Specialist	1	
Senior Maintenance Worker	1	
Sr Community Development Programs Specialist	1	
State Street Master Planner	1	
HOUSING AND COMMUNITY VITALITY DIVISION TOTAL	**33**	**2.4**
CITY ADMINISTRATOR DEPARTMENT TOTAL	**48**	**2.4**

CITY ATTORNEY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Assistant City Attorney II	1	
Assistant City Attorney III	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Assistant City Attorney IV	2	
Assistant City Attorney V	2	
Business Manager	1	
Chief Assistant City Attorney	1	
City Attorney	1	
City Attorney Investigator III*	1	
Deputy City Attorney	1	
Legal Administrative Assistant II*	3	
Litigation Paralegal III*	2	
Senior Legal Administrative Assistant*	1	
CITY ATTORNEY DEPARTMENT TOTAL	**18**	**0**

COMMUNITY DEVELOPMENT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst II	2	
Administrative Assistant	3	
Administrative Assistant*	1	
Administrative Specialist	2	
Administrative Supervisor	1	
Administrative/Clerical Supervisor	1	
Associate Planner	11	
Building and Safety Supervisor	3	
Building Inspector	3	
Building Permit Technician	4	
Chief Building Official	1	
City Planner	1	
Commission Secretary	3	
Community Development Business Manager	1	
Community Development Director	1	
Graphic Designer	1	
Planning Technician II	5	
Plans Examiner	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Principal Planner	1	
Project Planner	11	
Records Technician	1	
Senior Building Inspector/Specialty	6	
Senior Plan Check Engineer	1	
Senior Planner II	3	
Senior Plans Examiner	2	
COMMUNITY DEVELOPMENT DEPARTMENT TOTAL	**72**	**0**

FINANCE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accountant II	1	
Accounting Assistant	4	0.5
Accounting Coordinator	1	
Accounting Technician	2	
Accounting Technician*	2	
Administrative Analyst I	2	
Administrative Analyst III	1	
Administrative Analyst III*	1	
Administrative Specialist	2	
Assistant Finance Director	1	
Budget Manager	1	
Buyer II	1	
Controller	1	
Finance Analyst I	2	
Finance Analyst I*	1	
Finance Analyst II	1	
Finance Director	1	
Finance Supervisor	2	
General Services Manager	1	
Payroll and A/P Supervisor*	1	
Purchasing Supervisor	1	
Risk Analyst I	1	
Risk Analyst II*	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Risk Manager	1	
Senior Accountant	3	
Senior Buyer	1	
FINANCE DEPARTMENT TOTAL	**38**	**0.5**

FIRE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Assistant*	1	
Administrative Specialist	1	
Emergency Medical Services Manager	1	
Emergency Services Manager	1	
Fire Business Manager	1	
Fire Chief	1	
Office Specialist II	1	
Fire Captain	3	
Fire Engineer	6	
Fire Battalion Chief	4	
Fire Captain	25	
Fire Engineer	24	
Fire Operations Division Chief	1	
Firefighter	27	
Fire Inspector II	3	
Fire Inspector III	2	
Fire Battalion Chief / Fire Marshal	1	
Fire Public Education Coordinator	1	
Fire Services Specialist	2	
FIRE DEPARTMENT TOTAL	**106**	**0**

HUMAN RESOURCES

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist*	1	
Administrative Specialist* (Delete by 6/30/2027)	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Human Resources Analyst II*	4	
Human Resources Director	1	
Human Resources Manager	2	
Human Resources Technician*	1	
Senior Human Resources Analyst*	2	
HUMAN RESOURCES DEPARTMENT TOTAL	**12**	**0**

INFORMATION TECHNOLOGY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Applications Administrator*	1	
Applications Analyst	3	
Applications Analyst*	1	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	1	
Geographic Information Systems Analyst	2	
Geographic Information Systems Technician	3	
Information Technology Administrator	1	
Information Technology Director	1	
Information Technology Manager	1	
Information Technology Project Manager	1	
Information Technology Supervisor	4	
Information Technology Technician I	1	
Information Technology Technician II	3	
Network Analyst	4	
Senior Electronics/Communications Technician	2	
System Administrator	1	
Webmaster	1	
INFORMATION TECHNOLGOY DEPARTMENT TOTAL	**33**	**0**

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

LIBRARY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist		0.8
Department Systems Supervisor	1	
Librarian II	9	
Library Circulation Supervisor	2	
Library Director	1	
Library Services Manager	1	
Library Systems Analyst	1	
Library Systems Technician I	1	
Library Systems Technician II	1	
Library Technician	15	1.6
Marketing Coordinator	2	
Outreach Coordinator	2	
Outreach Coordinator (Delete by 6/30/2027)	1	
Senior Librarian	2	
Senior Library Technician	1	
Supervising Librarian	3	
LIBRARY DEPARTMENT TOTAL	**43**	**2.4**

MAYOR & CITY COUNCIL

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
City Councilmember	6	
Mayor	1	
MAYOR & COUNCIL DEPARTMENT TOTAL	**7**	**0**

PARKS & RECREATION

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Administrative Analyst II	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Assistant	2	
Administrative Assistant*	1	
Administrative Specialist	4	
Aquatics Specialist	1	
Assistant Parks & Recreation Director	1	
Automotive/Equipment Technician	1	
Capital Projects Supervisor	1	
Custodian	1	
Equipment Operator	3	
Grounds Maintenance Crew Leader	4	
Grounds Maintenance Worker I	3	
Grounds Maintenance Worker II	8	
Irrigation Systems Technician	2	
Neighborhood & Outreach Services Coordinator II	1	
Office Specialist II	1	
Park Ranger	3	
Parks and Recreation Business Manager	1	
Parks and Recreation Director	1	
Parks Manager	1	
Parks Planning Manager	1	
Parks Superintendent	1	
Parks Supervisor	3	
Project Engineer II	1	
Project Planner	2	
Project Planner (Delete by 06/30/2027)	1	
Recreation Coordinator	9	
Recreation Programs Manager	2	
Recreation Specialist	1	
Recreation Supervisor I	2	
Senior Grounds Maintenance Worker	6	
Senior Maintenance Worker	1	
Senior Recreation Supervisor	3	
Senior Tree Trimmer	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Street Tree Supervisor	1	
Supervising Park Ranger	1	
Tree Care Specialist	1	
Tree Trimmer II	3	
Urban Forest Superintendent	1	
PARKS & RECREATION DEPARTMENT TOTAL	**84**	**0**

POLICE

Sworn Staff

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Assistant Police Chief	2	
Police Chief	1	
Police Commander	4	
Police Lieutenant	3	
Police Officer	112	
Police Sergeant	20	
TOTAL SWORN STAFF	**142**	**0**

Professional Staff

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Animal Control Officer	2	
Animal Control Officer II	1	
Identification Technician	1	
Information Technology Technician II	1	
Network Administrator	1	
Parking Enforcement Officer	10	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Parking Enforcement Officer (Delete by 6/30/2027)	3	
Parking Enforcement Officer II	2	
Police Administrative Manager	1	
Police Business Manager	1	
Police Crime Analyst	1	
Police Information Technology Manager	1	
Police Property/Evidence Technician	2	
Police Records Manager	1	
Police Records Specialist	12	
Police Records Supervisor	2	
Police Services Coordinator	5	
Police Services Specialist	1	
Police Technician	1	
Public Safety Communications Manager	1	
Public Safety Dispatch Supervisor	3	
Public Safety Dispatcher II	9	
Public Safety Dispatcher III	5	
Senior Network / Applications Analyst	2	
TOTAL PROFESSIONAL STAFF	**72**	
POLICE DEPARTMENT TOTAL	**214**	**0**

PUBLIC WORKS

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	2	
Administrative Analyst I	1	
Administrative Analyst II	2	
Administrative Analyst III	1	
Administrative Assistant	5	
Administrative Assistant Unclassified (Delete by 6/30/28)	1	
Administrative Specialist	2	
Administrative Supervisor	1	
Associate Transportation Planner	2	
Automotive Parts Specialist	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Automotive Service Writer	1	
Carpenter	2	
City Engineer	1	
Custodial Supervisor	1	
Custodian	7	1
Electrician	2	
Engineering Technician II	2	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
Fleet Services Superintendent	1	
Fleet Services Technician I	3	
Fleet Services Technician II	4	
HVAC Technician	1	
Lead Equipment Technician	1	
Maintenance Supervisor II	1	
Outreach Coordinator	1	
Painter	2	
Planning Technician II	1	
Plumber	2	
Principal Architect	1	
Principal Engineer	4	
Principal Project Manager	1	
Principal Traffic Engineer	1	
Project Engineer II	22	
Project Planner	2	
Public Works Business Manager	1	
Public Works Director	1	
Public Works Inspector II	2	
Public Works Operations Manager	1	
Senior Custodian	3	
Senior Engineering Technician	4	
Senior Planner II	1	
Senior Project Engineer	4	
Senior Project Engineer Unclassified (Delete by 6/30/28)	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Senior Public Works Inspector	4	
Senior Real Property Agent	2	
Senior Streets Maintenance Worker	6	
Senior Traffic Signal Technician	1	
Senior Traffic Technician	1	
Streets Maintenance Coordinator	3	
Streets Maintenance Crew Leader	2	
Streets Maintenance Superintendent	1	
Streets Maintenance Worker II	16	
Supervising Engineer	9	
Supervising Transportation Engineer	1	
Supervising Transportation Planner	1	
Traffic Signal Technician II	2	
Traffic Technician II	1	
Vehicle Services Assistant	1	
Mail Services Specialist	1	
Welder/Fabricator	1	
PUBLIC WORKS DEPARTMENT TOTAL	**156**	**1**

SUSTAINABILITY & RESILIENCE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	3	
Administrative Analyst III	3	
Administrative Assistant*	1	
Administrative Specialist	1	
Associate Planner	1	0.5
Associate Transportation Planner	1	
Business Manager	1	
Code Enforcement Officer	3	
Code Enforcement Officer II	1	
Community Engagement Manager	1	
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Energy and Climate Program Manager	2	
Energy and Climate Specialist	1	
Environmental Services Manager	1	
Environmental Services Manager	1	
Environmental Services Specialist II	5	
Outreach Coordinator	2	
Project Planner	1	
Recycling Educator	1	
Sustainability Analyst II	1	
Sustainability and Resilience Director	1	
Water Quality Research Analyst	1	
SUSTAINABILITY & RESILIENCE DEPARTMENT TOTAL	**35**	**0.5**

WATER RESOURCES

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	2	0.8
Administrative Analyst II	4	
Administrative Assistant	2	
Administrative Specialist	1	
Control Systems Operator Specialist II	4	
Cross Connection Specialist	1	
Laboratory Analyst Coordinator	2	
Laboratory Analyst II	7	
Laboratory Supervisor	1	
Lead Water Meter Technician	1	
Principal Project Manager	1	
Public Works Business Manager	1	
Public Works Operations Assistant	2	
Reservoir & Dam Caretaker/Distribution Operator	1	
Senior Control Systems Operator Specialist	3	
Senior Cross Connection Specialist	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Senior Treatment Plant Technician	2	
Senior Wastewater Collection System Operator	5	
Senior Wastewater Collection System Outreach Program Coordinator	1	
Senior Wastewater Treatment Plant Operator	2	
Treatment Plant Technician	3	
Treatment Plant Technician Supervisor	1	
Warehouse Specialist	1	
Wastewater Collection System Lead Operator	1	
Wastewater Collection System Operator I	2	
Wastewater Collection System Operator II	5	
Wastewater Collection System Project Coordinator	4	
Wastewater Collection System Superintendent	1	
Wastewater Collection System Supervisor	1	
Wastewater Compliance Specialist	1	
Wastewater System Manager	1	
Wastewater Treatment Plant Chief Operator	1	
Wastewater Treatment Plant OIT	2	
Wastewater Treatment Plant Operator III	10	
Wastewater Treatment Superintendent	1	
Wastewater Treatment Supervisor	1	
Water Distribution Chief Operator	1	
Water Distribution Lead Operator Technician	2	
Water Distribution Operator Technician II	21	
Water Distribution Operator Technician OIT	5	
Water Distribution Project Coordinator	2	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Meter Technician II	3	
Water Quality Superintendent	1	
Water Resources Director	1	
Water Resources Specialist	3	
Water Service Superintendent	1	
Water Services Manager	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Water Services Supervisor	1	
Water System Manager	1	
Water Treatment Chief Operator	1	
Water Treatment Plant Operator III	9	
Water Treatment Superintendent	2	
Water Treatment Supervisor	1	
Water/Wastewater Maintenance Planner/Scheduler	6	
WATER RESOURCES DEPARTMENT TOTAL	**146**	**0.8**

WATERFRONT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Harbor Operations Assistant	2	
Harbor Operations Manager	1	
Harbor Patrol Officer	10	
Harbor Patrol Supervisor	1	
Heavy Equipment Technician	1	
Office Specialist II	2	
Parking Coordinator	2	
Senior Waterfront Maintenance Worker	2	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
Waterfront Facilities Manager	1	
Waterfront Maintenance Coordinator	1	
Waterfront Maintenance Crew Leader	2	
Waterfront Maintenance Superintendent	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Waterfront Maintenance Worker II	10	
Waterfront Parking Supervisor	1	
Waterfront Vessel Technician	1	
WATERFRONT DEPARTMENT TOTAL	**46**	**0**

CITY WIDE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
CITY WIDE TOTAL	**1140**	**7.60**

NOTES

Delete by positions included in city wide total: 8

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective: 10/03/2026
Revised: 10/27/2026

Council hereby authorizes the following classified and unclassified regular full-time and regular part-time classifications and positions; and the salary ranges therefore for the 2026 fiscal year. Changes to future salaries may be adopted by the City Council by Ordinance as part of a collective bargaining agreement or long-term salary plan.

LEGEND

FLSA-
N = Non-Exempt under provisions of Fair Labor Standards Act (FLSA)
E = Exempt under provisions of Fair Labor Standards Act (FLSA)
7 = 7K Exemption under provisions of Fair Labor Standards Act (FLSA)

SERVICE STATUS
A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL
* = Classifications are designated as confidential and receive an additional 2.5%

UNIT-
01 = Executive Management
02 = Unrepresented Managers
03 = AFSCME Represented Managers
04 = Supervisors
05 = Confidential Supervisors
14 = General Unit
16 = Confidential
19 = Treatment & Patrol
21 = Police Chief
22 = Police Deputy Chief
23 = Police Management Association
24 = Police Sworn
29 = Police Non-Sworn
31 = Fire Chief
32 = Fire Operations Division Chief
33 = Fire Battalion Chiefs
34 = Fire Sworn
39 = Fire Non-Sworn

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	**33.9891**	35.6884	37.4728	39.3465	41.3138
Accounting Technician*	N	U	16	6004	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	**35.7272**	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I*	N	U	16	6001	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II*	E	U	16	6003	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III*	E	U	16	6002	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Administrative Assistant*	N	U	16	6028	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Specialist*	N	U	16	6024	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	**31.0493**	32.6015	34.2318	35.9435	37.7405
Applications Administrator*	E	U	16	6019	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	**60.8607**	63.9037	67.0986	70.4540	73.9764
Applications Analyst*	E	U	16	6006	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
City Attorney Investigator I*	E	U	16	6026	8,943.00	9,390.14	9,859.68	10,352.64	10,870.32	4,127.54	4,333.91	4,550.62	4,778.14	5,017.07	**51.5942**	54.1739	56.8827	59.7268	62.7134
City Attorney Investigator II*	E	U	16	6036	10,216.09	10,726.91	11,263.24	11,826.40	12,417.67	4,715.12	4,950.88	5,198.42	5,458.34	5,731.23	**58.9390**	61.8860	64.9803	68.2293	71.6404
City Attorney Investigator III*	E	U	16	6037	11,067.66	11,621.05	12,202.13	12,812.22	13,452.75	5,108.15	5,363.56	5,631.75	5,913.33	6,208.96	**63.8519**	67.0445	70.3969	73.9166	77.6120
Executive Assistant - Mayor and Council*	N	U	16	6022	8,263.88	8,677.09	9,111.03	9,566.57	10,044.91	3,814.10	4,004.81	4,205.09	4,415.34	4,636.11	**47.6763**	50.0601	52.5636	55.1918	57.9514
Finance Analyst I*	E	U	16	6009	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Finance Analyst II*	E	U	16	6027	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Human Resources Analyst I*	E	U	16	6014	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Human Resources Analyst II*	E	U	16	6015	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Human Resources Assistant*	N	U	16	6016	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Human Resources Technician*	N	U	16	6017	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Law Clerk*	N	U	16	6008	6,623.72	6,954.89	7,302.62	7,667.79	8,051.18	3,057.10	3,209.95	3,370.44	3,538.98	3,715.93	**38.2137**	40.1244	42.1305	44.2372	46.4491
Law Practice Administrator*	E	U	16	6033	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Legal Administrative Assistant I*	N	U	16	6010	5,674.80	5,958.62	6,256.58	6,569.31	6,897.84	2,619.14	2,750.13	2,887.65	3,031.99	3,183.62	**32.7393**	34.3766	36.0956	37.8999	39.7952
Legal Administrative Assistant II*	N	U	16	6011	6,859.02	7,202.00	7,562.08	7,940.18	8,337.20	3,165.70	3,324.00	3,490.19	3,664.70	3,847.94	**39.5712**	41.5500	43.6274	45.8088	48.0993
Litigation Paralegal I*	N	U	16	6012	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	**40.3688**	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II*	N	U	16	6034	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	**45.0114**	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III*	N	U	16	6035	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	**49.6540**	52.1367	54.7434	57.4808	60.3543
Office Specialist II*	N	U	16	6013	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	**27.1560**	28.5136	29.9391	31.4361	33.0077
Principal Human Resources Analyst*	E	U	16	6032	11,324.11	11,934.22	12,544.35	13,154.42	13,764.53	5,226.51	5,508.10	5,789.70	6,071.27	6,352.86	**65.3314**	68.8512	72.3712	75.8909	79.4108
Risk Analyst I*	E	U	16	6020	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Risk Analyst II*	E	U	16	6021	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Risk Assistant*	N	U	16	6025	6,380.83	6,699.88	7,034.86	7,386.60	7,755.97	2,945.00	3,092.25	3,246.86	3,409.20	3,579.68	**36.8125**	38.6531	40.5858	42.6150	44.7460
Risk Technician*	N	U	16	6030	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Senior Human Resources Analyst*	E	U	16	6018	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Senior Legal Administrative Assistant*	E	U	16	6038	7,700.20	8,094.23	8,488.26	8,923.94	9,359.61	3,553.94	3,735.80	3,917.66	4,118.74	4,319.82	**44.4242**	46.6975	48.9707	51.4842	53.9977

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
GENERAL																			
Accountant I	E	C	14	1400	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	**39.2783**	41.2420	43.3042	45.4697	47.7429
Accountant II	E	C	14	1401	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	**43.3989**	45.5684	47.8472	50.2395	52.7513
Accounting Assistant	N	C	14	1402	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	**33.9891**	35.6884	37.4728	39.3465	41.3138
Accounting Coordinator	N	C	14	1404	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	**39.2783**	41.2420	43.3042	45.4697	47.7429
Accounting Technician	N	C	14	1405	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	**35.7272**	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I	N	U	14	1406	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II	E	U	14	1408	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III	E	U	14	1407	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Administrative Assistant	N	U	14	1409	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Assistant Unclassified	N	U	14	1607	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Specialist	N	C	14	1531	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	**31.0493**	32.6015	34.2318	35.9435	37.7405
Adult Literacy Coordinator	N	C	14	1580	7,919.10	8,315.04	8,730.80	9,167.36	9,625.70	3,654.97	3,837.71	4,029.60	4,231.09	4,442.63	**45.6871**	47.9714	50.3700	52.8886	55.5329
Airport Maintenance Coordinator	N	C	14	1413	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	**38.3107**	40.2266	42.2379	44.3497	46.5672
Airport Maintenance Worker I	N	C	14	1410	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	**28.5447**	29.9718	31.4704	33.0436	34.6956
Airport Maintenance Worker II	N	C	14	1411	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Airport Operations Technician	N	C	14	1579	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	**32.1656**	33.7741	35.4629	37.2358	39.0976
Animal Control Officer	N	C	14	1416	5,857.69	6,150.60	6,458.16	6,781.08	7,120.14	2,703.55	2,838.74	2,980.69	3,129.73	3,286.22	**33.7944**	35.4842	37.2586	39.1216	41.0777
Animal Control Officer II	N	C	14	1417	6,472.20	6,795.84	7,135.59	7,492.38	7,866.95	2,987.17	3,136.54	3,293.35	3,458.02	3,630.90	**37.3396**	39.2068	41.1669	43.2253	45.3862
Applications Administrator	E	C	14	1596	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	**60.8607**	63.9037	67.0986	70.4540	73.9764
Applications Analyst	E	C	14	1595	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Aquatics Specialist	N	C	14	1601	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	**33.4843**	35.1582	36.9164	38.7622	40.6998
Assistant Parking Coordinator	N	C	14	1418	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	**31.0705**	32.6241	34.2551	35.9679	37.7662
Assistant Planner	E	C	14	1419	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	**45.6179**	47.8991	50.2940	52.8088	55.4492
Assistant Transportation Planner	E	C	14	1420	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	**45.6179**	47.8991	50.2940	52.8088	55.4492
Associate Planner	E	C	14	1422	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Associate Transportation Planner	E	C	14	1421	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Automotive/Equipment Technician	N	C	14	1578	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	**37.3674**	39.2361	41.1976	43.2576	45.4204
Automotive Parts Specialist	N	C	14	1427	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	**37.3674**	39.2361	41.1976	43.2576	45.4204
Automotive Service Writer	N	C	14	1428	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	**43.3989**	45.5684	47.8472	50.2395	52.7513
Building Inspector	N	C	14	1431	7,993.68	8,393.36	8,813.00	9,253.68	9,716.33	3,689.39	3,873.86	4,067.54	4,270.93	4,484.46	**46.1174**	48.4233	50.8442	53.3866	56.0558
Building Permit Technician	N	C	14	1432	6,547.88	6,875.33	7,219.07	7,579.98	7,959.03	3,022.10	3,173.23	3,331.88	3,498.45	3,673.40	**37.7763**	39.6654	41.6485	43.7306	45.9175
Buyer I	N	C	14	1433	6,500.07	6,825.07	7,166.38	7,524.68	7,900.90	3,000.03	3,150.03	3,307.56	3,472.93	3,646.57	**37.5004**	39.3754	41.3445	43.4116	45.5821
Buyer II	N	C	14	1575	7,222.30	7,583.44	7,962.63	8,360.76	8,778.75	3,333.37	3,500.05	3,675.06	3,858.81	4,051.73	**41.6671**	43.7506	45.9383	48.2351	50.6466
Carpenter	N	C	14	1434	6,650.50	6,983.08	7,332.22	7,698.82	8,083.75	3,069.46	3,222.96	3,384.10	3,553.30	3,730.96	**38.3683**	40.2870	42.3012	44.4162	46.6370
City TV Production Specialist	N	C	14	1463	8,031.44	8,432.99	8,854.63	9,297.34	9,762.18	3,706.82	3,892.15	4,086.75	4,291.08	4,505.62	**46.3353**	48.6519	51.0844	53.6385	56.3203
Code Enforcement Officer	N	C	14	1435	7,085.39	7,439.64	7,811.66	8,202.26	8,612.33	3,270.18	3,433.68	3,605.38	3,785.66	3,974.92	**40.8773**	42.9210	45.0672	47.3207	49.6865
Code Enforcement Officer II	N	C	14	1614	7,439.68	7,811.61	8,202.22	8,612.37	9,042.95	3,433.70	3,605.36	3,785.64	3,974.94	4,173.67	**42.9212**	45.0670	47.3205	49.6867	52.1709
Commission Secretary	N	C	14	1514	5,731.74	6,018.26	6,319.26	6,635.16	6,966.96	2,645.42	2,777.66	2,916.58	3,062.38	3,215.52	**33.0678**	34.7208	36.4572	38.2798	40.1940
Communications Specialist	E	C	14	1436	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Communications Specialist II	E	C	14	1621	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Community Development Programs Specialist	N	C	14	1437	7,750.95	8,138.48	8,545.44	8,972.73	9,421.32	3,577.36	3,756.22	3,944.05	4,141.26	4,348.30	**44.7170**	46.9527	49.3006	51.7657	54.3538
Community Education Liaison	E	C	14	1438	5,746.30	6,033.60	6,335.31	6,652.10	6,984.68	2,652.14	2,784.74	2,923.99	3,070.20	3,223.70	**33.1518**	34.8093	36.5499	38.3775	40.2963
Computer Training Coordinator	E	C	14	1443	8,727.88	9,164.24	9,622.49	10,103.60	10,608.76	4,028.25	4,229.65	4,441.15	4,663.20	4,896.35	**50.3531**	52.8706	55.5144	58.2900	61.2044
Creeks Outreach Coordinator	E	C	14	1444	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Custodian	N	C	14	1445	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	**26.6194**	27.9503	29.3476	30.8153	32.3560
Deputy City Clerk	N	C	14	1446	7,471.66	7,845.20	8,237.49	8,649.33	9,081.84	3,448.46	3,620.86	3,801.92	3,992.00	4,191.62	**43.1058**	45.2608	47.5240	49.9000	52.3952
Electrician	N	C	14	1447	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Electronics/Communications Technician I	N	C	14	1450	6,742.93	7,080.10	7,434.14	7,805.81	8,196.11	3,112.12	3,267.74	3,431.14	3,602.68	3,782.82	**38.9015**	40.8468	42.8893	45.0335	47.2852
Electronics/Communications Technician II	N	C	14	1451	7,413.25	7,783.88	8,173.06	8,581.69	9,010.84	3,421.50	3,592.56	3,772.18	3,960.78	4,158.85	**42.7688**	44.9070	47.1522	49.5098	51.9856
Electronics Technician I	N	C	14	1448	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	**37.0518**	38.9046	40.8500	42.8923	45.0367
Electronics Technician II	N	C	14	1449	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Energy and Climate Specialist	E	C	14	1593	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Engineering Technician I	N	C	14	1452	6,058.33	6,361.23	6,679.25	7,013.26	7,363.89	2,796.15	2,935.95	3,082.73	3,236.89	3,398.72	**34.9519**	36.6994	38.5341	40.4611	42.4840
Engineering Technician II	N	C	14	1453	6,660.49	6,993.52	7,343.16	7,710.34	8,095.84	3,074.07	3,227.78	3,389.15	3,558.62	3,736.54	**38.4259**	40.3472	42.3644	44.4828	46.7068
Environmental Services Specialist I	E	C	14	1541	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Environmental Services Specialist II	E	C	14	1542	9,321.76	9,787.85	10,277.26	10,791.13	11,330.67	4,302.35	4,517.47	4,743.35	4,980.52	5,229.54	**53.7794**	56.4684	59.2919	62.2565	65.3693

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Equipment Operator	N	C	14	1455	5,500.28	5,775.29	6,064.05	6,367.27	6,685.62	2,538.59	2,665.52	2,798.79	2,938.74	3,085.67	**31.7324**	33.3190	34.9849	36.7342	38.5709
Facilities Maintenance Worker II	N	C	14	1573	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Finance Analyst I	E	U	14	1456	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Finance Analyst II	E	U	14	1457	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Fire Public Education Coordinator	E	C	14	1459	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Fire Services Specialist	N	C	14	1460	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Fire Warehouse Specialist	N	C	14	1458	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	**30.6088**	32.1396	33.7463	35.4335	37.2054
Fleet Services Technician Trainee	N	U	14	1591	5,829.29	6,120.79	6,426.81	6,748.17	7,085.56	2,690.44	2,824.98	2,966.22	3,114.54	3,270.26	**33.6305**	35.3122	37.0777	38.9318	40.8782
Fleet Services Technician I	N	C	14	1426	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	**37.3674**	39.2361	41.1976	43.2576	45.4204
Fleet Services Technician II	N	C	14	1468	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	**41.2871**	43.3515	45.5187	47.7949	50.1847
Geographic Information Systems Analyst	N	C	14	1606	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Geographic Information Systems Coordinator	N	C	14	1423	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	**62.0866**	65.1910	68.4508	71.8732	75.4670
Geographic Information Systems Technician	N	C	14	1461	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	**43.6156**	45.7965	48.0861	50.4906	53.0151
Graphic Designer	N	C	14	1439	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	**46.5373**	48.8641	51.3076	53.8728	56.5664
Grounds Maintenance Crew Leader	N	C	14	1464	6,115.87	6,421.65	6,742.78	7,079.95	7,433.88	2,822.71	2,963.84	3,112.05	3,267.67	3,431.02	**35.2839**	37.0480	38.9006	40.8459	42.8878
Grounds Maintenance Worker I	N	C	14	1465	4,837.86	5,079.73	5,333.71	5,600.38	5,880.40	2,232.86	2,344.49	2,461.71	2,584.79	2,714.03	**27.9107**	29.3061	30.7714	32.3099	33.9254
Grounds Maintenance Worker II	N	C	14	1466	5,425.94	5,697.25	5,982.10	6,281.21	6,595.25	2,504.28	2,629.50	2,760.97	2,899.02	3,043.96	**31.3035**	32.8687	34.5121	36.2377	38.0495
Harbor Operations Assistant	N	C	14	1467	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	**32.1656**	33.7741	35.4629	37.2358	39.0976
Head Pool Lifeguard	N	C	14	1572	3,896.30	4,091.06	4,295.66	4,510.44	4,735.94	1,798.29	1,888.18	1,982.61	2,081.74	2,185.82	**22.4786**	23.6022	24.7826	26.0217	27.3227
Heavy Equipment Technician	N	C	14	1576	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	**41.2871**	43.3515	45.5187	47.7949	50.1847
Housing Programs Specialist	N	C	14	1469	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Housing Project Planner	E	C	14	1590	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	**52.9806**	55.6298	58.4112	61.3318	64.3988
HVAC Technician	N	C	14	1609	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Information Technology Administrator	E	C	14	1611	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	**60.8602**	63.9035	67.0986	70.4531	73.9759
Information Technology Project Manager	E	C	14	1603	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	**62.0866**	65.1910	68.4508	71.8732	75.4670
Information Technology Technician I	N	C	14	1440	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	**34.5016**	36.2264	38.0376	39.9396	41.9364
Information Technology Technician II	N	C	14	1441	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Irrigation Systems Technician	N	C	14	1471	6,146.44	6,453.85	6,776.53	7,115.33	7,471.12	2,836.82	2,978.70	3,127.63	3,284.00	3,448.21	**35.4603**	37.2338	39.0954	41.0500	43.1026
Lead Equipment Technician	N	C	14	1472	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	**45.6179**	47.8991	50.2940	52.8088	55.4492
Librarian I	E	C	14	1474	6,549.90	6,877.37	7,221.31	7,582.36	7,961.50	3,023.03	3,174.17	3,332.91	3,499.55	3,674.54	**37.7879**	39.6771	41.6614	43.7444	45.9317
Librarian II	E	C	14	1473	7,200.96	7,561.00	7,939.06	8,336.08	8,752.81	3,323.52	3,489.69	3,664.18	3,847.42	4,039.76	**41.5440**	43.6211	45.8022	48.0927	50.4970
Library Assistant I	N	C	14	1476	4,909.10	5,154.52	5,412.23	5,682.86	5,966.96	2,265.74	2,379.01	2,497.95	2,622.86	2,753.98	**28.3217**	29.7376	31.2244	32.7857	34.4248
Library Assistant II	N	C	14	1477	5,108.94	5,364.34	5,632.51	5,914.18	6,209.88	2,357.97	2,475.85	2,599.62	2,729.62	2,866.10	**29.4746**	30.9481	32.4953	34.1202	35.8262
Library Systems Analyst	E	C	14	1612	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Library Systems Technician I	N	C	14	1479	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	**34.5016**	36.2264	38.0376	39.9396	41.9364
Library Systems Technician II	N	C	14	1481	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Library Technician	N	C	14	1480	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	**31.4487**	33.0215	34.6725	36.4057	38.2260
Library Technician Trainee	N	U	14	1610	4,905.98	5,151.36	5,408.91	5,679.29	5,963.27	2,264.30	2,377.55	2,496.42	2,621.21	2,752.28	**28.3038**	29.7194	31.2053	32.7651	34.4035
Library Technician - Unclassified	N	U	14	1594	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	**31.4487**	33.0215	34.6725	36.4057	38.2260
Litigation Paralegal I	N	U	14	1622	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	**40.3688**	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II	N	U	14	1623	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	**45.0114**	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III	N	U	14	1624	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	**49.6540**	52.1367	54.7434	57.4808	60.3543
Mail Services Specialist	N	C	14	1482	4,175.99	4,384.68	4,604.06	4,834.22	5,075.89	1,927.38	2,023.70	2,124.95	2,231.18	2,342.72	**24.0922**	25.2962	26.5619	27.8897	29.2840
Maintenance Coordinator	N	C	14	1483	6,412.68	6,733.37	7,070.03	7,423.50	7,794.67	2,959.70	3,107.71	3,263.09	3,426.23	3,597.54	**36.9963**	38.8464	40.7886	42.8279	44.9693
Maintenance Crew Leader	N	C	14	1484	6,412.94	6,733.65	7,070.31	7,423.80	7,795.02	2,959.82	3,107.84	3,263.22	3,426.37	3,597.70	**36.9978**	38.8480	40.7903	42.8296	44.9713
Maintenance Worker I	N	C	14	1485	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	**26.6194**	27.9503	29.3476	30.8153	32.3560
Maintenance Worker II	N	C	14	1486	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Marketing Coordinator	N	C	14	1487	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	**46.5373**	48.8641	51.3076	53.8728	56.5664
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	**41.2871**	43.3515	45.5187	47.7949	50.1847
Network Administrator	E	C	14	1490	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	**60.8602**	63.9035	67.0986	70.4531	73.9759
Network Analyst	E	C	14	1442	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Office Specialist I	N	C	14	1491	4,281.40	4,495.44	4,720.26	4,956.25	5,204.03	1,976.03	2,074.82	2,178.58	2,287.50	2,401.86	**24.7004**	25.9353	27.2323	28.5937	30.0233
Office Specialist II	N	C	14	1492	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	**27.1560**	28.5136	29.9391	31.4361	33.0077
Outreach Coordinator	E	C	14	1493	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Outreach Coordinator - Unclassified	E	U	14	1604	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Painter	N	C	14	1495	6,433.22	6,754.93	7,092.67	7,447.27	7,819.63	2,969.18	3,117.66	3,273.54	3,437.20	3,609.06	**37.1147**	38.9708	40.9193	42.9650	45.1132
Park Project Technician	N	C	14	1498	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Parking Coordinator	N	C	14	1496	6,876.52	7,220.33	7,581.36	7,960.42	8,358.39	3,173.78	3,332.46	3,499.09	3,674.04	3,857.72	**39.6723**	41.6557	43.7386	45.9255	48.2215
Parking Maintenance Coordinator	N	C	14	1592	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	**38.3107**	40.2266	42.2379	44.3497	46.5672
Parking Resources Specialist	N	C	14	1497	7,597.85	7,977.71	8,376.62	8,795.48	9,235.20	3,506.70	3,682.02	3,866.13	4,059.45	4,262.40	**43.8337**	46.0253	48.3266	50.7431	53.2800
Plan Check Engineer	E	C	14	1424	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	**55.7683**	58.5568	61.4845	64.5587	67.7868
Planning Technician I	N	C	14	1499	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Planning Technician II	N	C	14	1500	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Plans Examiner	E	C	14	1501	9,242.22	9,704.35	10,189.55	10,698.98	11,233.97	4,265.64	4,478.93	4,702.87	4,937.99	5,184.91	**53.3205**	55.9866	58.7859	61.7249	64.8114
Plumber	N	C	14	1502	6,818.46	7,159.34	7,517.36	7,893.23	8,287.89	3,146.98	3,304.31	3,469.55	3,643.03	3,825.18	**39.3372**	41.3039	43.3694	45.5379	47.8147
Pool Technician	N	C	14	1503	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	**33.4843**	35.1582	36.9164	38.7622	40.6998
Program Analyst	E	U	14	1600	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Project Engineer I	E	C	14	1505	9,411.89	9,882.51	10,376.64	10,895.50	11,440.28	4,343.95	4,561.16	4,789.22	5,028.69	5,280.13	**54.2994**	57.0145	59.8652	62.8586	66.0016
Project Engineer II	E	C	14	1506	10,347.44	10,864.79	11,408.06	11,978.42	12,577.37	4,775.74	5,014.52	5,265.26	5,528.50	5,804.94	**59.6967**	62.6815	65.8157	69.1063	72.5617
Project Planner	E	C	14	1507	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	**52.9806**	55.6298	58.4112	61.3318	64.3988
Project Planner Unclassified	E	U	14	1605	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	**52.9806**	55.6298	58.4112	61.3318	64.3988
Property Management Specialist	N	C	14	1508	7,373.82	7,742.50	8,129.68	8,536.13	8,962.92	3,403.30	3,573.46	3,752.16	3,939.75	4,136.73	**42.5413**	44.6683	46.9020	49.2469	51.7091
Public Works Inspector I	N	C	14	1509	6,962.58	7,310.70	7,676.20	8,060.00	8,463.09	3,213.50	3,374.17	3,542.86	3,720.00	3,906.04	**40.1688**	42.1771	44.2858	46.5000	48.8255
Public Works Inspector II	N	C	14	1510	7,887.23	8,281.56	8,695.64	9,130.42	9,586.94	3,640.26	3,822.26	4,013.37	4,214.04	4,424.74	**45.5032**	47.7783	50.1671	52.6755	55.3092
Public Works Operations Assistant	N	C	14	1571	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	**31.0705**	32.6241	34.2551	35.9679	37.7662
Real Property Agent	N	C	14	1511	8,521.37	8,947.47	9,394.84	9,864.55	10,357.77	3,932.94	4,129.60	4,336.08	4,552.87	4,780.51	**49.1618**	51.6200	54.2010	56.9109	59.7564
Records Technician	N	C	14	1512	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Recreation Coordinator	N	C	14	1515	6,423.69	6,744.81	7,082.12	7,436.20	7,808.00	2,964.78	3,112.99	3,268.67	3,432.09	3,603.69	**37.0597**	38.9124	40.8584	42.9011	45.0461
Recreation Program Leader	N	C	14	1517	4,545.45	4,772.76	5,011.44	5,261.99	5,525.07	2,097.90	2,202.81	2,312.97	2,428.61	2,550.03	**26.2237**	27.5351	28.9121	30.3576	31.8754
Recreation Specialist	N	C	14	1516	5,314.62	5,580.32	5,859.36	6,152.34	6,459.92	2,452.90	2,575.53	2,704.32	2,839.54	2,981.50	**30.6612**	32.1941	33.8040	35.4942	37.2687
Recycling Educator	N	C	14	1518	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Rental Housing Mediation Specialist	N	C	14	1519	7,050.16	7,402.66	7,772.79	8,161.44	8,569.49	3,253.92	3,416.61	3,587.44	3,766.82	3,955.15	**40.6740**	42.7076	44.8430	47.0853	49.4394
Risk Analyst I	E	U	14	6018	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Risk Analyst II	E	U	14	6019	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Senior Accountant	E	C	14	1520	8,693.01	9,127.71	9,584.14	10,063.34	10,566.49	4,012.16	4,212.79	4,423.45	4,644.62	4,876.84	**50.1520**	52.6599	55.2931	58.0578	60.9605
Senior Airport Maintenance Worker	N	C	14	1521	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	**34.6739**	36.4076	38.2279	40.1394	42.1463
Senior Building Inspector	N	C	14	1523	8,832.24	9,273.75	9,737.41	10,224.37	10,735.57	4,076.42	4,280.19	4,494.19	4,718.94	4,954.88	**50.9552**	53.5024	56.1774	58.9867	61.9360
Senior Building Inspector Specialty	N	C	14	1574	9,283.80	9,748.03	10,235.40	10,747.21	11,284.54	4,284.83	4,499.09	4,724.03	4,960.25	5,208.25	**53.5604**	56.2386	59.0504	62.0031	65.1031
Senior Buyer	N	C	14	1522	7,944.50	8,341.80	8,758.86	9,196.83	9,656.68	3,666.69	3,850.06	4,042.55	4,244.69	4,456.93	**45.8336**	48.1258	50.5319	53.0586	55.7116
Senior Commission Secretary	N	C	14	1513	6,333.02	6,649.63	6,982.11	7,331.18	7,697.78	2,922.93	3,069.06	3,222.51	3,383.62	3,552.82	**36.5366**	38.3632	40.2814	42.2953	44.4103
Senior Community Development Programs Specialist	N	C	14	1588	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	**49.1890**	51.6483	54.2308	56.9423	59.7893
Senior Custodian	N	C	14	1524	4,874.22	5,117.91	5,374.11	5,642.52	5,924.66	2,249.64	2,362.11	2,480.36	2,604.24	2,734.46	**28.1205**	29.5264	31.0045	32.5530	34.1808
Senior Electronics/Communications Technician	N	C	14	1525	7,949.35	8,346.82	8,764.17	9,202.42	9,662.55	3,668.93	3,852.38	4,045.00	4,247.27	4,459.64	**45.8616**	48.1548	50.5625	53.0909	55.7455
Senior Engineering Technician	N	C	14	1526	7,582.77	7,961.83	8,359.95	8,777.97	9,216.87	3,499.74	3,674.69	3,858.44	4,051.37	4,253.94	**43.7467**	45.9336	48.2305	50.6421	53.1743
Senior Grounds Maintenance Worker	N	C	14	1527	5,646.81	5,929.17	6,225.64	6,536.88	6,863.74	2,606.22	2,736.54	2,873.37	3,017.02	3,167.88	**32.5777**	34.2067	35.9171	37.7127	39.5985
Senior Housing Programs Specialist	N	C	14	1620	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Senior Library Technician	E	C	14	1528	5,963.14	6,261.26	6,574.40	6,903.11	7,248.28	2,752.22	2,889.81	3,034.34	3,186.05	3,345.36	**34.4028**	36.1226	37.9293	39.8256	41.8170
Senior Maintenance Worker	N	C	14	1529	6,100.99	6,405.99	6,726.31	7,062.60	7,415.68	2,815.84	2,956.61	3,104.45	3,259.66	3,422.62	**35.1980**	36.9576	38.8056	40.7458	42.7828
Senior Network/Applications Analyst	E	C	14	1504	9,599.76	10,079.77	10,583.71	11,112.94	11,668.56	4,430.66	4,652.20	4,884.79	5,129.05	5,385.49	**55.3832**	58.1525	61.0599	64.1131	67.3186
Senior Plan Check Engineer	E	C	14	1425	10,680.45	11,214.47	11,775.18	12,364.00	12,982.17	4,929.44	5,175.91	5,434.70	5,706.46	5,991.77	**61.6180**	64.6989	67.9338	71.3307	74.8971
Senior Plans Examiner	E	C	14	1530	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	**55.7683**	58.5568	61.4845	64.5587	67.7868
Senior Project Engineer	N	C	14	1602	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	**64.6780**	67.9119	71.3074	74.8726	78.6162
Senior Project Engineer Unclassified	N	U	14	1608	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	**64.6780**	67.9119	71.3074	74.8726	78.6162
Senior Property Management Specialist	N	C	14	1534	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Senior Public Works Inspector	N	C	14	1533	8,714.55	9,150.22	9,607.74	10,088.20	10,592.53	4,022.10	4,223.18	4,434.34	4,656.09	4,888.86	**50.2762**	52.7898	55.4292	58.2011	61.1108
Senior Real Property Agent	E	C	14	1535	9,798.45	10,288.37	10,802.81	11,342.91	11,910.12	4,522.36	4,748.48	4,985.91	5,235.19	5,496.98	**56.5295**	59.3560	62.3239	65.4399	68.7123
Senior Rental Housing Mediation Specialist	N	C	14	1536	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	**49.1890**	51.6483	54.2308	56.9423	59.7893
Senior Streets Maintenance Worker	N	C	14	1537	6,202.47	6,512.59	6,838.22	7,180.12	7,539.11	2,862.68	3,005.81	3,156.10	3,313.90	3,479.59	**35.7835**	37.5726	39.4512	41.4238	43.4949
Senior Traffic Signal Technician	N	C	14	1583	7,571.40	7,949.98	8,347.43	8,764.88	9,203.09	3,494.49	3,669.22	3,852.66	4,045.33	4,247.58	**43.6811**	45.8652	48.1583	50.5666	53.0948
Senior Traffic Technician	N	C	14	1538	7,410.72	7,781.24	8,170.28	8,578.83	9,007.77	3,420.33	3,591.34	3,770.90	3,959.46	4,157.43	**42.7541**	44.8917	47.1362	49.4932	51.9679

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Senior Tree Trimmer	N	C	14	1539	6,223.64	6,534.80	6,861.57	7,204.62	7,564.87	2,872.45	3,016.06	3,166.88	3,325.21	3,491.48	**35.9056**	37.7007	39.5860	41.5651	43.6435
Senior Waterfront Maintenance Worker	N	C	14	1540	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	**34.6739**	36.4076	38.2279	40.1394	42.1463
Stock Clerk	N	C	14	1543	4,801.85	5,041.92	5,293.99	5,558.69	5,836.68	2,216.24	2,327.04	2,443.38	2,565.55	2,693.85	**27.7030**	29.0880	30.5422	32.0694	33.6731
Streets Maintenance Coordinator	N	C	14	1544	6,853.04	7,195.74	7,555.51	7,933.27	8,329.95	3,162.94	3,321.11	3,487.16	3,661.51	3,844.59	**39.5367**	41.5139	43.5895	45.7689	48.0574
Streets Maintenance Crew Leader	N	C	14	1545	6,519.63	6,845.58	7,187.83	7,547.32	7,924.67	3,009.06	3,159.50	3,317.46	3,483.38	3,657.54	**37.6132**	39.4937	41.4682	43.5422	45.7193
Streets Maintenance Worker I	N	C	14	1546	4,849.98	5,092.49	5,347.12	5,614.51	5,895.20	2,238.45	2,350.38	2,467.90	2,591.31	2,720.86	**27.9806**	29.3798	30.8488	32.3914	34.0107
Streets Maintenance Worker II	N	C	14	1547	5,613.60	5,894.24	6,189.00	6,498.46	6,823.31	2,590.89	2,720.42	2,856.46	2,999.29	3,149.22	**32.3861**	34.0053	35.7057	37.4911	39.3652
Sustainability Analyst I	N	U	14	1615	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Sustainability Analyst II	E	U	14	1616	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Sustainability Analyst III	E	U	14	1617	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
System Administrator	E	C	14	1577	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	**60.8607**	63.9037	67.0986	70.4540	73.9764
Traffic Signal Technician I	E	C	14	1581	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	**37.0518**	38.9046	40.8500	42.8923	45.0367
Traffic Signal Technician II	E	C	14	1582	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Traffic Technician I	N	C	14	1552	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	**34.5016**	36.2264	38.0376	39.9396	41.9364
Traffic Technician II	N	C	14	1553	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Tree Care Specialist	N	C	14	1555	5,604.78	5,885.01	6,179.27	6,488.21	6,812.65	2,586.82	2,716.16	2,851.97	2,994.56	3,144.30	**32.3352**	33.9520	35.6496	37.4320	39.3037
Tree Trimmer I	N	C	14	1557	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	**28.5447**	29.9718	31.4704	33.0436	34.6956
Tree Trimmer II	N	C	14	1556	5,549.12	5,826.60	6,117.95	6,423.84	6,745.05	2,561.13	2,689.20	2,823.67	2,964.85	3,113.10	**32.0141**	33.6150	35.2959	37.0606	38.9138
Vehicle Services Assistant	N	C	14	1558	4,898.62	5,143.54	5,400.68	5,670.77	5,954.26	2,260.90	2,373.94	2,492.62	2,617.28	2,748.12	**28.2613**	29.6743	31.1578	32.7160	34.3515
Warehouse Specialist	N	C	14	1559	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	**30.6088**	32.1396	33.7463	35.4335	37.2054
Water Conservation Coordinator	E	U	14	1599	9,417.01	9,898.87	10,380.74	10,913.59	11,446.44	4,346.31	4,568.71	4,791.11	5,037.04	5,282.97	**54.3289**	57.1089	59.8889	62.9630	66.0371
Water Quality Research Analyst	E	C	14	1589	9,652.93	10,135.56	10,642.34	11,174.45	11,733.24	4,455.20	4,677.95	4,911.85	5,157.44	5,415.34	**55.6900**	58.4744	61.3981	64.4680	67.6917
Water Resources Specialist	E	C	14	1560	8,311.55	8,727.12	9,163.40	9,621.65	10,102.71	3,836.10	4,027.90	4,229.26	4,440.76	4,662.79	**47.9513**	50.3487	52.8657	55.5095	58.2849
Water Resources Technician	N	C	14	1562	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Waterfront Maintenance Coordinator	N	C	14	1598	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	**38.3107**	40.2266	42.2379	44.3497	46.5672
Waterfront Maintenance Crew Leader	N	C	14	1564	6,317.44	6,633.32	6,964.95	7,313.28	7,678.97	2,915.74	3,061.53	3,214.59	3,375.36	3,544.14	**36.4467**	38.2691	40.1824	42.1920	44.3017
Waterfront Maintenance Worker I	N	C	14	1565	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	**28.5447**	29.9718	31.4704	33.0436	34.6956
Waterfront Maintenance Worker II	N	C	14	1566	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Waterfront Vessel Technician	N	C	14	1567	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Web Services Technician	E	C	14	1586	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	**43.6156**	45.7965	48.0861	50.4906	53.0151
Webmaster	E	C	14	1550	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	**60.8602**	63.9035	67.0986	70.4531	73.9759
Welder/Fabricator	N	C	14	1568	6,551.76	6,879.34	7,223.30	7,584.46	7,963.69	3,023.89	3,175.08	3,333.83	3,500.52	3,675.55	**37.7986**	39.6885	41.6729	43.7565	45.9444
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	10,981.38	11,530.46	12,107.01	12,712.33	13,347.97	5,068.33	5,321.75	5,587.85	5,867.23	6,160.60	**45.2529**	47.5156	49.8915	52.3860	55.0053
Fire Captain (40 Hour)	7	C	34	3405	10,981.38	11,530.46	12,106.97	12,712.35	13,347.97	5,068.33	5,321.75	5,587.83	5,867.24	6,160.60	**63.3541**	66.5219	69.8479	73.3405	77.0075
Fire Engineer (56 Hour)	7	C	34	3401	9,502.61	9,977.76	10,476.66	11,000.49	11,550.50	4,385.82	4,605.12	4,835.38	5,077.15	5,331.00	**39.1591**	41.1171	43.1731	45.3317	47.5982
Fire Engineer (40 Hour)	7	C	34	3402	9,502.61	9,977.78	10,476.68	11,000.51	11,550.52	4,385.82	4,605.13	4,835.39	5,077.16	5,331.01	**54.8227**	57.5641	60.4424	63.4645	66.6376
Fire Inspector I (40 Hour)	7	C	39	3901	8,388.64	8,808.15	9,248.53	9,710.94	10,196.46	3,871.68	4,065.30	4,268.55	4,481.97	4,706.06	**48.3960**	50.8162	53.3569	56.0246	58.8257
Fire Inspector II (40 Hour)	7	C	39	3902	9,502.61	9,977.78	10,476.68	11,000.51	11,550.52	4,385.82	4,605.13	4,835.39	5,077.16	5,331.01	**54.8227**	57.5641	60.4424	63.4645	66.6376
Fire Inspector III (40 Hour)	7	C	39	3903	10,981.38	11,530.46	12,106.97	12,712.35	13,347.97	5,068.33	5,321.75	5,587.83	5,867.24	6,160.60	**63.3541**	66.5219	69.8479	73.3405	77.0075
Firefighter (56 Hour)	7	C	34	3403	8,388.68	8,808.09	9,248.53	9,710.91	10,196.49	3,871.70	4,065.27	4,268.55	4,481.96	4,706.07	**34.5687**	36.2971	38.1120	40.0175	42.0185
Firefighter (40 Hour)	7	C	34	3404	8,388.64	8,808.15	9,248.53	9,710.94	10,196.46	3,871.68	4,065.30	4,268.55	4,481.97	4,706.06	**48.3960**	50.8162	53.3569	56.0246	58.8258
Firefighter - Entry	7	C	39	3904	7,549.77	7,927.29	8,323.64	8,739.81	9,176.83	3,484.51	3,658.75	3,841.68	4,033.76	4,235.46	**43.5564**	45.7344	48.0210	50.4220	52.9432
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	12,472.05				15,159.93	5,756.33				6,996.89	**71.9541**				87.4611
Assistant City Attorney II	E	U	01	0104	13,849.23				16,833.79	6,391.95				7,769.44	**79.8994**				97.1180
Assistant City Attorney III	E	U	01	0105	16,084.45				19,550.79	7,423.59				9,023.44	**92.7949**				112.7930
Assistant City Attorney IV	E	U	01	0106	17,692.89				21,505.88	8,165.95				9,925.79	**102.0744**				124.0724
Assistant City Attorney V	E	U	01	0121	20,528.95				24,952.94	9,474.90				11,516.74	**118.4363**				143.9593
Chief Assistant City Attorney	E	U	01	0124	21,867.58				26,459.79	10,092.73				12,212.21	**126.1591**				152.6526
Deputy City Attorney	E	U	01	0110	10,370.34				12,605.23	4,786.31				5,817.80	**59.8289**				72.7225

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
MANAGEMENT UNREPRESENTED																			
Assistant Airport Director	E	U	02	0274	17,197.61		20,903.87			7,937.36		9,647.94			**99.2170**		120.5992		
Assistant Finance Director	E	U	02	0204	15,039.22		18,272.67			6,941.18		8,433.54			**86.7648**		105.4193		
Assistant Library Director	E	U	02	0253	14,620.56		17,771.46			6,747.95		8,202.21			**84.3494**		102.5276		
Assistant Parks & Recreation Director	E	U	02	0205	14,561.52		17,699.65			6,720.70		8,169.07			**84.0088**		102.1134		
Budget Manager	E	U	02	0207	12,023.07		14,614.12			5,549.11		6,744.98			**69.3639**		84.3122		
Business Manager	E	U	02	0276	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Fire Operations Division Chief	E	U	32	3200	20,416.96		24,816.89			9,423.21		11,453.95			**117.7901**		143.1744		
Human Resources Manager	E	U	02	0223	13,750.01		16,713.28			6,346.16		7,713.82			**79.3270**		96.4228		
Labor Relations Manager	E	U	02	0267	12,472.05		15,159.93			5,756.33		6,996.89			**71.9541**		87.4611		
Office Manager	E	U	02	0275	11,177.96		13,586.89			5,159.06		6,270.87			**64.4882**		78.3859		
Senior Assistant to the City Administrator	E	U	02	0248	12,698.44		15,435.05			5,860.82		7,123.87			**73.2602**		89.0484		
MANAGEMENT/AFSCME																			
Airport Business Manager	E	U	03	0300	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Airport Facilities Manager	E	U	03	0301	12,205.74		14,836.12			5,633.42		6,847.44			**70.4177**		85.5930		
Airport Operations Manager	E	U	03	0302	12,590.78		15,304.16			5,811.13		7,063.46			**72.6391**		88.2933		
Airport Properties Manager	E	U	03	0303	12,590.78		15,304.16			5,811.13		7,063.46			**72.6391**		88.2933		
Assistant to the City Administrator	E	U	03	0304	11,625.08		14,130.35			5,365.42		6,521.70			**67.0677**		81.5213		
Business Manager	E	U	03	0352	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Chief Building Official	E	U	03	0305	14,690.30		17,856.26			6,780.14		8,241.35			**84.7518**		103.0169		
City Clerk Services Manager	E	U	03	0306	12,780.54		15,534.91			5,898.71		7,169.96			**73.7339**		89.6245		
City Engineer	E	U	03	0307	17,979.89		21,854.67			8,298.41		10,086.77			**103.7301**		126.0846		
City Planner	E	U	03	0308	15,642.10		18,752.11			7,219.43		8,654.82			**90.2429**		108.1852		
Community Development Business Manager	E	U	03	0309	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Community Engagement Manager	E	U	03	0354	11,859.34		14,415.07			5,473.54		6,653.11			**68.4192**		83.1639		
Community Engagement Officer/PIO	E	U	03	0310	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Controller	E	U	03	0311	13,235.52		16,087.89			6,108.70		7,425.18			**76.3588**		92.8148		
Creeks Restoration/Clean Water Manager	E	U	03	0312	14,379.60		17,478.50			6,636.74		8,067.00			**82.9592**		100.8375		
Downtown Plaza & Parking Manager	E	U	03	0314	12,447.13		15,129.64			5,744.83		6,982.91			**71.8104**		87.2864		
Emergency Medical Services Manager	E	U	03	0353	11,945.64		14,514.70			5,513.37		6,699.09			**68.9171**		83.7386		
Emergency Services Manager	E	U	03	0316	10,721.34		13,031.87			4,948.31		6,014.71			**61.8539**		75.1839		
Energy and Climate Program Manager	E	U	03	0317	12,023.09		14,614.15			5,549.12		6,744.99			**69.3640**		84.3124		
Environmental Services Manager	E	U	03	0318	11,859.34		14,415.07			5,473.54		6,653.11			**68.4192**		83.1639		
Facilities Manager	E	U	03	0319	12,339.02		14,998.14			5,694.93		6,922.22			**71.1866**		86.5277		
Fire Business Manager	E	U	03	0320	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
General Services Manager	E	U	03	0322	12,179.55		14,804.36			5,621.33		6,832.78			**70.2666**		85.4097		
Harbor Operations Manager	E	U	03	0323	12,910.04		15,692.30			5,958.48		7,242.60			**74.4810**		90.5325		
Housing & Human Services Manager	E	U	03	0324	12,345.58		15,006.12			5,697.96		6,925.90			**71.2245**		86.5738		
Information Technology Manager	E	U	03	0325	14,509.32		17,636.21			6,696.61		8,139.79			**83.7076**		101.7474		
Library Services Manager	E	U	03	0326	11,170.36		13,577.68			5,155.55		6,266.62			**64.4444**		78.3328		
Parks Manager	E	U	03	0327	12,630.87		15,352.94			5,829.63		7,085.97			**72.8704**		88.5746		
Parks Planning Manager	E	U	03	0355	13,684.28		16,633.31			6,315.82		7,676.91			**78.9477**		95.9614		
Parks & Recreation Business Manager	E	U	03	0328	11,859.34		14,415.07			5,473.54		6,653.11			**68.4192**		83.1639		
Police Administrative Manager	E	U	03	0329	14,020.07		17,041.55			6,470.80		7,865.33			**80.8850**		98.3166		
Police Business Manager	E	U	03	0330	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Police Information Technology Manager	E	U	03	0331	12,140.61		14,757.06			5,603.36		6,810.95			**70.0420**		85.1369		
Police Records Manager	E	U	03	0332	11,094.46		13,485.38			5,120.52		6,224.02			**64.0065**		77.8003		
Principal Architect	E	U	03	0333	15,634.19		19,003.53			7,215.78		8,770.86			**90.1973**		109.6358		
Principal Engineer	E	U	03	0334	15,634.19		19,003.53			7,215.78		8,770.86			**90.1973**		109.6358		
Principal Planner	E	U	03	0335	12,345.58		15,006.12			5,697.96		6,925.90			**71.2245**		86.5738		
Principal Project Manager	E	U	03	0336	16,799.42		20,419.88			7,753.58		9,424.56			**96.9198**		117.8070		
Principal Traffic Engineer	E	U	03	0337	15,634.19		19,003.53			7,215.78		8,770.86			**90.1973**		109.6358		
Public Safety Communications Manager	E	U	03	0338	12,570.70		15,279.92			5,801.86		7,052.27			**72.5233**		88.1534		
Public Works Business Manager	E	U	03	0339	12,590.78		15,304.16			5,811.13		7,063.46			**72.6391**		88.2933		

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Public Works Manager	E	U	03	0340	14,165.41				17,218.18	6,537.88				7,946.85	**81.7235**				99.3356
Public Works Operations Manager	E	U	03	0341	15,634.19				19,003.53	7,215.78				8,770.86	**90.1973**				109.6358
Recreation Programs Manager	E	U	03	0342	11,407.33				13,865.67	5,264.92				6,399.54	**65.8115**				79.9943
Rental Housing Programs Manager	E	U	03	0356	13,348.18				16,224.76	6,160.70				7,488.35	**77.0087**				93.6044
Risk Manager	E	U	03	0343	13,261.69				16,119.57	6,120.78				7,439.80	**76.5097**				92.9975
State Street Master Planner	E	U	03	0344	14,200.40				17,260.66	6,554.03				7,966.46	**81.9254**				99.5807
Wastewater System Manager	E	U	03	0350	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Water Resources Manager	E	U	03	0351	17,980.06				21,854.99	8,298.49				10,086.92	**103.7311**				126.0865
Water Services Manager	E	U	03	0346	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Water System Manager	E	U	03	0347	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Waterfront Business Manager	E	U	03	0348	12,590.78				15,304.16	5,811.13				7,063.46	**72.6391**				88.2933
Waterfront Facilities Manager	E	U	03	0349	12,205.74				14,836.12	5,633.42				6,847.44	**70.4177**				85.5930
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107	29,464.72				29,464.72	13,599.10				**13,599.10**	169.9887				169.9887
City Attorney	E	U	01	0108	23,477.98				28,408.36	10,835.99				**13,111.56**	135.4500				163.8945
MANAGEMENT/EXECUTIVE																			
Airport Director	E	U	01	0102	19,182.63				23,316.67	8,853.52				10,761.54	**110.6690**				134.5192
Assistant City Administrator	E	U	01	0101	22,152.13				26,926.10	10,224.06				12,427.43	**127.8008**				155.3429
Community Development Director	E	U	01	0109	18,219.98				22,146.54	8,409.22				10,221.48	**105.1152**				127.7685
Deputy City Administrator	E	U	01	0122	19,830.24				24,103.78	9,152.42				11,124.82	**114.4053**				139.0603
Finance Director	E	U	01	0111	18,039.56				21,927.23	8,325.95				10,120.26	**104.0744**				126.5033
Fire Chief	E	U	31	3100	22,460.36				27,300.76	10,366.32				12,600.35	**129.5790**				157.5044
Human Resources Director	E	U	01	0118	17,298.65				21,026.68	7,983.99				9,704.62	**99.7999**				121.3078
Information Technology Director	E	U	01	0119	17,474.21				21,240.05	8,065.02				9,803.10	**100.8128**				122.5388
Library Director	E	U	01	0112	17,436.68				21,194.44	8,047.70				9,782.05	**100.5962**				122.2756
Parks & Recreation Director	E	U	01	0113	17,474.21				21,240.05	8,065.02				9,803.10	**100.8128**				122.5388
Police Chief	E	U	21	2100	25,477.88				30,968.60	11,759.02				14,293.20	**146.9878**				178.6650
Public Works Director	E	U	01	0114	20,873.93				25,372.40	9,634.12				11,710.34	**120.4265**				146.3792
Sustainability & Resilience Director	E	U	01	0120	17,298.65				21,026.68	7,983.99				9,704.62	**99.7999**				121.3078
Water Resources Director	E	U	01	0123	20,873.93				25,372.40	9,634.12				11,710.34	**120.4265**				146.3792
Waterfront Director/Harbormaster	E	U	01	0115	19,182.63				23,316.67	8,853.52				10,761.54	**110.6690**				134.5192
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	14,991.38				18,222.19	6,919.10				8,410.24	**61.7777**				75.0914
Fire Battalion Chief 40 HR	E	C	33	3301	14,991.38				18,222.19	6,919.10				8,410.24	**86.4888**				105.1280
Fire Battalion Chief / Fire Marshal	E	C	33	3303	14,991.38				18,222.19	6,919.10				8,410.24	**86.4888**				105.1280
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	21,455.16				26,078.89	9,902.38				12,036.41	**123.7798**				150.4551
Police Commander	E	C	23	2302	18,656.00				22,676.33	8,610.46				10,466.00	**107.6308**				130.8250
Police Lieutenant	E	C	23	2301	16,222.40				19,718.44	7,487.26				9,100.82	**93.5908**				113.7603
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,534.66					**2,554.46**					
Mayor	E			0002					6,918.34					**3,193.08**					
POLICE																			
Identification Technician	N	C	29	2901	7,884.96	8,279.22	8,693.17	9,127.84	9,584.21	3,639.21	3,821.18	4,012.23	4,212.85	4,423.48	**45.4901**	47.7647	50.1529	52.6606	55.2935
Parking Enforcement Officer	N	C	29	2902	5,500.06	5,775.06	6,063.79	6,367.05	6,685.38	2,538.49	2,665.41	2,798.67	2,938.64	3,085.56	**31.7311**	33.3176	34.9834	36.7330	38.5695
Parking Enforcement Officer II	N	C	29	2919	6,050.07	6,352.56	6,670.17	7,003.75	7,353.93	2,792.34	2,931.95	3,078.54	3,232.50	3,394.12	**34.9043**	36.6494	38.4817	40.4063	42.4265
Parking Enforcement Officer Unclassified	N	U	29	2918	5,500.06	5,775.06	6,063.79	6,367.05	6,685.38	2,538.49	2,665.41	2,798.67	2,938.64	3,085.56	**31.7311**	33.3176	34.9834	36.7330	38.5695
Police Crime Analyst	N	C	29	2907	8,901.25	9,346.29	9,813.64	10,304.34	10,819.49	4,108.27	4,313.67	4,529.37	4,755.85	4,993.61	**51.3534**	53.9209	56.6171	59.4481	62.4201
Police Officer Range A	7	C	24	2400	10,080.22	10,584.23	11,113.48	11,669.10	12,252.57	4,652.41	4,885.03	5,129.30	5,385.74	5,655.03	**58.1551**	61.0629	64.1162	67.3217	70.6879

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					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Police Officer Range B	7	C	24	2400	10,281.83	10,795.94	11,335.74	11,902.49	12,497.64	4,745.46	4,982.74	5,231.88	5,493.45	5,768.14	**59.3182**	62.2842	65.3985	68.6681	72.1017
Police Officer Range C	7	C	24	2400	10,483.42	11,007.60	11,558.00	12,135.87	12,742.67	4,838.50	5,080.43	5,334.46	5,601.17	5,881.23	**60.4813**	63.5054	66.6808	70.0146	73.5154
Police Officer Range D	7	C	24	2400	10,685.03	11,219.30	11,780.29	12,369.24	12,987.74	4,931.55	5,178.14	5,437.06	5,708.88	5,994.34	**61.6444**	64.7267	67.9632	71.3610	74.9292
Police Officer - Entry	7	C	29	2903	8,895.53	9,340.33	9,807.33	10,297.71	10,812.58	4,105.63	4,310.92	4,526.46	4,752.79	4,990.42	**51.3204**	53.8865	56.5807	59.4099	62.3802
Police Property/Evidence Assistant	N	C	29	2905	5,561.18	5,839.30	6,131.32	6,437.84	6,759.70	2,566.70	2,695.06	2,829.84	2,971.31	3,119.86	**32.0838**	33.6882	35.3730	37.1414	38.9983
Police Property/Evidence Technician	N	C	29	2906	6,556.20	6,884.02	7,228.20	7,589.62	7,969.09	3,025.94	3,177.24	3,336.09	3,502.90	3,678.04	**37.8242**	39.7155	41.7011	43.7863	45.9755
Police Range/Equipment Technician	N	C	29	2917	7,333.00	7,699.66	8,084.64	8,488.87	8,913.32	3,384.46	3,553.69	3,731.37	3,917.94	4,113.84	**42.3058**	44.4211	46.6421	48.9742	51.4230
Police Records Specialist	N	C	29	2904	5,461.99	5,735.08	6,021.80	6,322.90	6,639.04	2,520.92	2,646.96	2,779.29	2,918.26	3,064.17	**31.5115**	33.0870	34.7411	36.4782	38.3021
Police Records Supervisor	N	C	29	2914	6,556.20	6,884.02	7,228.20	7,589.62	7,969.09	3,025.94	3,177.24	3,336.09	3,502.90	3,678.04	**37.8242**	39.7155	41.7011	43.7863	45.9755
Police Sergeant	7	C	24	2401	12,999.85	13,649.83	14,332.35	15,048.95	15,801.44	5,999.93	6,299.92	6,614.93	6,945.67	7,292.97	**74.9991**	78.7490	82.6866	86.8209	91.1621
Police Services Coordinator	N	C	29	2916	5,787.64	6,076.98	6,380.88	6,699.90	7,034.86	2,671.22	2,804.76	2,945.02	3,092.26	3,246.86	**33.3903**	35.0595	36.8127	38.6533	40.5857
Police Services Specialist	N	C	29	2915	4,958.53	5,206.39	5,466.74	5,740.04	6,027.08	2,288.55	2,402.95	2,523.11	2,649.25	2,781.73	**28.6069**	30.0369	31.5389	33.1156	34.7716
Police Technician	N	C	29	2909	5,238.16	5,500.06	5,775.03	6,063.85	6,367.01	2,417.61	2,538.49	2,665.40	2,798.70	2,938.62	**30.2201**	31.7311	33.3175	34.9838	36.7328
Public Safety Dispatcher I	N	U	29	2910	6,240.26	6,552.20	6,879.86	7,223.84	7,585.00	2,880.12	3,024.09	3,175.32	3,334.08	3,500.77	**36.0015**	37.8011	39.6915	41.6760	43.7596
Public Safety Dispatcher II	N	C	29	2911	6,558.74	6,886.62	7,230.99	7,592.59	7,972.23	3,027.11	3,178.44	3,337.38	3,504.27	3,679.49	**37.8389**	39.7305	41.7172	43.8034	45.9936
Public Safety Dispatcher III	N	C	29	2912	7,247.35	7,609.79	7,990.26	8,389.72	8,809.23	3,344.93	3,512.21	3,687.81	3,872.18	4,065.80	**41.8116**	43.9026	46.0976	48.4022	50.8225
Public Safety Dispatch Supervisor	N	C	29	2913	8,841.39	9,283.41	9,747.62	10,234.99	10,746.73	4,080.64	4,284.65	4,498.90	4,723.84	4,960.03	**51.0080**	53.5581	56.2363	59.0480	62.0004
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
Administrative Supervisor	E	U	04	4001	8,265.49				10,046.66	3,814.84				4,636.92	**47.6855**				57.9615
Administrative/Clerical Supervisor	E	U	04	4000	6,815.12				8,283.82	3,145.44				3,823.30	**39.3180**				47.7912
Airport Business Development Supervisor	E	U	04	4067	8,882.47				10,796.70	4,099.60				4,983.09	**51.2450**				62.2886
Airport Maintenance Supervisor	E	U	04	4003	8,931.93				10,856.86	4,122.43				5,010.86	**51.5304**				62.6357
Airport Operations Supervisor	E	U	04	4004	8,828.41				10,731.00	4,074.65				4,952.77	**50.9331**				61.9096
Airport Patrol Supervisor	E	U	04	4005	11,922.04				14,491.27	5,502.48				6,688.28	**68.7810**				83.6035
Billing Supervisor	E	U	04	4008	7,915.12				9,620.82	3,653.13				4,440.38	**45.6641**				55.5048
Building and Safety Supervisor	E	U	04	4009	12,773.78				15,526.64	5,895.59				7,166.14	**73.6949**				89.5768
Capital Projects Supervisor	E	U	04	4073	12,375.35				15,042.30	5,711.70				6,942.60	**71.3962**				86.7825
City TV Production Supervisor	E	U	04	4022	9,605.85				11,675.95	4,433.47				5,388.90	**55.4184**				67.3613
Creeks Supervisor	E	U	04	4023	12,504.27				15,199.02	5,771.20				7,014.93	**72.1400**				87.6866
Custodial Supervisor	E	U	04	4014	6,420.98				7,804.72	2,963.53				3,602.18	**37.0441**				45.0273
Department Systems Supervisor	E	U	04	4077	11,626.81				14,132.43	5,366.22				6,522.66	**67.0778**				81.5332
Electronics/Communication Supervisor	E	U	04	4016	8,931.91				10,856.86	4,122.42				5,010.86	**51.5303**				62.6358
Environmental Services Supervisor	E	U	04	4017	10,473.97				12,731.16	4,834.14				5,875.92	**60.4267**				73.4490
Facilities Maintenance Superintendent	E	U	04	4018	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Facilities Maintenance Supervisor	E	U	04	4019	8,444.54				10,264.41	3,897.48				4,737.42	**48.7185**				59.2178
Finance Supervisor	E	U	04	4020	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
Fleet Services Superintendent	E	U	04	4078	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Fleet Services Supervisor	E	U	04	4007	8,884.50				10,799.17	4,100.54				4,984.23	**51.2568**				62.3029
Harbor Patrol Supervisor	E	U	04	4024	10,735.51				13,049.12	4,954.85				6,022.67	**61.9356**				75.2834
Information Technology Supervisor	E	U	04	4027	12,616.48				15,335.36	5,822.99				7,077.86	**72.7874**				88.4732
Laboratory Supervisor	E	U	04	4028	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Library Circulation Supervisor	E	U	04	4029	6,519.46				7,924.45	3,008.98				3,657.44	**37.6123**				45.7180
Maintenance Supervisor I	E	U	04	4030	7,457.34				9,064.45	3,441.85				4,183.59	**43.0231**				52.2949
Maintenance Supervisor II	E	U	04	4031	8,198.58				9,965.41	3,783.96				4,599.42	**47.2995**				57.4928
Marketing Supervisor	E	U	04	4070	9,647.56				11,726.74	4,452.72				5,412.34	**55.6590**				67.6542
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,731.66				9,397.90	3,568.46				4,337.49	**44.6057**				54.2186
Parking Supervisor	E	U	04	4034	8,786.14				10,679.65	4,055.14				4,929.07	**50.6893**				61.6134
Parking/TMP Superintendent	E	U	04	4035	10,626.07				12,916.06	4,904.34				5,961.26	**61.3043**				74.5158
Parks Superintendent	E	U	04	4068	8,653.88				10,518.86	3,994.10				4,854.86	**49.9263**				60.6857
Parks Supervisor	E	U	04	4033	7,492.57				9,107.24	3,458.11				4,203.34	**43.2264**				52.5418
Purchasing Supervisor	E	U	04	4036	9,501.68				11,549.35	4,385.39				5,330.47	**54.8174**				66.6309
Recreation Supervisor I	E	U	04	4037	8,275.74				10,059.23	3,819.57				4,642.72	**47.7446**				58.0340
Rental Housing Mediation Supervisor	E	U	04	4074	9,522.02				11,574.07	4,394.78				5,341.88	**54.9348**				66.7735
Senior Librarian	E	U	04	4038	8,952.08				10,881.28	4,131.73				5,022.13	**51.6466**				62.7766

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Senior Planner I	E	U	04	4039	10,983.25				13,350.22	5,069.19				6,161.64	**63.3649**				77.0205
Senior Planner II	E	U	04	4040	11,532.60				14,017.94	5,322.74				6,469.82	**66.5343**				80.8728
Senior Recreation Supervisor	E	U	04	4041	8,907.62				10,827.29	4,111.21				4,997.21	**51.3901**				62.4651
Street Tree Supervisor	E	U	04	4042	7,492.57				9,107.24	3,458.11				4,203.34	**43.2264**				52.5418
Streets Maintenance Superintendent	E	U	04	4076	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Supervising Engineer	E	U	04	4043	13,408.14				16,297.67	6,188.37				7,522.00	**77.3546**				94.0250
Supervising Librarian	E	U	04	4044	8,965.54				10,897.60	4,137.94				5,029.66	**51.7242**				62.8707
Supervising Park Ranger	E	U	04	4075	8,632.85				10,493.23	3,984.39				4,843.03	**49.8049**				60.5379
Supervising Transportation Engineer	E	U	04	4047	12,772.70				15,525.34	5,895.09				7,165.54	**73.6886**				89.5692
Supervising Transportation Planner	E	U	04	4046	10,983.57				13,350.61	5,069.34				6,161.82	**63.3667**				77.0228
Treatment Plant Technician Supervisor	E	U	04	4049	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Urban Forest Superintendent	E	U	04	4050	10,983.44				13,350.42	5,069.28				6,161.73	**63.3660**				77.0216
Wastewater Collection System Superintendent	E	U	04	4053	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Wastewater Collection System Supervisor	E	U	04	4052	11,381.61				13,834.45	5,253.05				6,385.13	**65.6631**				79.8141
Wastewater Treatment Superintendent	E	U	04	4054	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Wastewater Treatment Supervisor	E	U	04	4055	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Water Distribution Superintendent	E	U	04	4059	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Distribution Supervisor	E	U	04	4060	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Water Quality Superintendent	E	U	04	4069	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Service Superintendent	E	U	04	4072	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Services Supervisor	E	U	04	4071	11,046.30				13,426.88	5,098.29				6,197.02	**63.7286**				77.4628
Water Treatment Superintendent	E	U	04	4057	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Treatment Supervisor	E	U	04	4058	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Waterfront Maintenance Superintendent	E	U	04	4062	9,428.36				11,460.28	4,351.55				5,289.36	**54.3944**				66.1170
Waterfront Parking Supervisor	E	U	04	4061	8,608.54				10,463.72	3,973.17				4,829.41	**49.6646**				60.3676
SUPERVISOR/CONFIDENTIAL																			
Payroll and A/P Supervisor*	E	U	05	5005	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	6,622.37	6,953.53	7,301.15	7,666.23	8,049.56	3,056.48	3,209.32	3,369.76	3,538.26	3,715.18	**38.2060**	40.1165	42.1220	44.2282	46.4397
Airport Operations Specialist Trainee	N	U	19	1962	5,297.91	5,562.87	5,840.94	6,132.97	6,439.66	2,445.19	2,567.48	2,695.82	2,830.60	2,972.15	**30.5649**	32.0935	33.6977	35.3825	37.1519
Airport Police Officer	N	C	19	1964	9,468.90	9,942.27	10,439.48	10,961.38	11,509.44	4,370.26	4,588.74	4,818.22	5,059.10	5,312.05	**54.6282**	57.3593	60.2277	63.2388	66.4006
Airport Police Officer II	N	C	19	1965	10,365.51	10,883.80	11,427.98	11,999.26	12,599.32	4,784.08	5,023.29	5,274.45	5,538.12	5,815.07	**59.8010**	62.7911	65.9306	69.2265	72.6884
Airport Police Officer - Entry	N	C	19	1966	9,018.01	9,468.83	9,942.34	10,439.43	10,961.38	4,162.16	4,370.23	4,588.77	4,818.20	5,059.10	**52.0270**	54.6279	57.3596	60.2275	63.2387
Airport Police Officer - Trainee	N	U	19	1967	7,515.00	7,890.70	8,285.29	8,699.51	9,134.49	3,468.46	3,641.86	3,823.98	4,015.16	4,215.92	**43.3558**	45.5233	47.7997	50.1895	52.6990
Airport Security Aide	N	C	19	1968	4,216.14	4,426.85	4,648.32	4,880.70	5,124.71	1,945.91	2,043.16	2,145.38	2,252.63	2,365.25	**24.3239**	25.5395	26.8173	28.1579	29.5656
Control Systems Operator Specialist I	N	C	19	1904	8,732.79	9,169.42	9,627.91	10,109.26	10,614.72	4,030.52	4,232.04	4,443.65	4,665.81	4,899.10	**50.3815**	52.9005	55.5456	58.3226	61.2387
Control Systems Operator Specialist II	N	C	19	1905	9,700.30	10,185.33	10,694.60	11,229.36	11,790.76	4,477.06	4,700.92	4,935.97	5,182.78	5,441.89	**55.9632**	58.7615	61.6996	64.7847	68.0236
Cross Connection Specialist	N	C	19	1939	9,275.67	9,739.41	10,226.36	10,737.74	11,274.62	4,281.08	4,495.11	4,719.86	4,955.88	5,203.67	**53.5135**	56.1889	58.9982	61.9485	65.0459
Harbor Patrol Officer	N	C	19	1906	8,976.18	9,424.98	9,896.25	10,391.05	10,910.62	4,142.85	4,349.99	4,567.50	4,795.87	5,035.67	**51.7856**	54.3749	57.0938	59.9484	62.9459
Harbor Patrol Officer - Entry	N	C	19	1907	8,056.79	8,459.64	8,882.55	9,326.68	9,792.99	3,718.52	3,904.45	4,099.64	4,304.62	4,519.84	**46.4815**	48.8056	51.2455	53.8078	56.4980
Laboratory Analyst Coordinator	N	C	19	1911	9,387.95	9,857.34	10,350.21	10,867.70	11,411.10	4,332.90	4,549.54	4,777.02	5,015.86	5,266.66	**54.1613**	56.8693	59.7128	62.6983	65.8333
Laboratory Analyst I	N	C	19	1909	7,729.09	8,115.62	8,521.46	8,947.47	9,394.84	3,567.27	3,745.67	3,932.98	4,129.60	4,336.08	**44.5909**	46.8209	49.1622	51.6200	54.2010
Laboratory Analyst II	N	C	19	1910	8,577.27	9,006.12	9,456.48	9,929.27	10,425.78	3,958.74	4,156.67	4,364.53	4,582.74	4,811.90	**49.4843**	51.9584	54.5566	57.2842	60.1487
Lead Park Ranger	N	C	19	1955	7,939.92	8,336.86	8,753.75	9,191.41	9,650.98	3,664.58	3,847.78	4,040.19	4,242.19	4,454.30	**45.8072**	48.0972	50.5024	53.0274	55.6787
Lead Water Meter Technician	N	C	19	1963	9,235.83	9,697.68	10,182.58	10,691.68	11,226.28	4,262.69	4,475.85	4,699.65	4,934.62	5,181.36	**53.2836**	55.9481	58.7456	61.6827	64.7670
Meter Reader/Water Distribution OIT	N	C	19	1913	5,122.72	5,378.84	5,647.85	5,930.21	6,226.70	2,364.33	2,482.54	2,606.70	2,737.02	2,873.86	**29.5541**	31.0318	32.5837	34.2127	35.9232
Park Ranger	N	C	19	1914	7,218.08	7,578.96	7,957.97	8,355.84	8,773.57	3,331.42	3,497.98	3,672.91	3,856.54	4,049.34	**41.6428**	43.7247	45.9114	48.2067	50.6168
Reclamation Specialist	N	C	19	1924	5,949.13	6,246.59	6,558.89	6,886.84	7,231.25	2,745.75	2,883.04	3,027.18	3,178.54	3,337.50	**34.3219**	36.0380	37.8398	39.7317	41.7187
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	8,413.15	8,833.80	9,275.46	9,739.30	10,226.23	3,882.99	4,077.14	4,280.98	4,495.06	4,719.80	**48.5374**	50.9642	53.5123	56.1882	58.9975
Senior Airport Operations Specialist	N	C	19	1916	7,381.66	7,750.73	8,138.30	8,545.20	8,972.38	3,406.92	3,577.26	3,756.14	3,943.94	4,141.10	**42.5865**	44.7157	46.9517	49.2993	51.7638
Senior Airport Security Aide	N	C	19	1969	4,637.69	4,869.67	5,113.10	5,368.76	5,637.19	2,140.47	2,247.54	2,359.89	2,477.89	2,601.78	**26.7559**	28.0942	29.4986	30.9736	32.5223
Senior Control Systems Operator Specialist	N	C	19	1917	10,620.70	11,151.77	11,709.40	12,294.84	12,909.54	4,901.86	5,146.97	5,404.34	5,674.54	5,958.25	**61.2732**	64.3371	67.5542	70.9318	74.4781
Senior Cross Connection Specialist	E	C	19	1959	10,053.03	10,555.68	11,083.35	11,637.67	12,219.52	4,639.86	4,871.85	5,115.39	5,371.23	5,639.78	**57.9983**	60.8981	63.9424	67.1404	70.4972
Senior Treatment Plant Technician	N	C	19	1918	9,374.45	9,843.21	10,335.37	10,852.14	11,394.67	4,326.67	4,543.02	4,770.17	5,008.68	5,259.08	**54.0834**	56.7878	59.6271	62.6085	65.7385
Senior Wastewater Collection System Operator	N	C	19	1919	8,275.15	8,688.98	9,123.42	9,579.55	10,058.58	3,819.30	4,010.30	4,210.81	4,421.33	4,642.42	**47.7413**	50.1287	52.6351	55.2666	58.0302

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	10,053.33	10,556.02	11,083.76	11,638.01	12,219.91	4,640.00	4,872.01	5,115.58	5,371.39	5,639.96	**58.0000**	60.9001	63.9448	67.1424	70.4995
Senior Wastewater Treatment Plant Operator	N	C	19	1921	10,027.31	10,528.66	11,055.07	11,607.83	12,188.24	4,627.99	4,859.38	5,102.34	5,357.46	5,625.34	**57.8499**	60.7423	63.7793	66.9683	70.3168
Senior Water Distribution Operator	N	C	19	1920	6,634.55	6,966.29	7,314.54	7,680.29	8,064.36	3,062.10	3,215.21	3,375.94	3,544.75	3,722.01	**38.2762**	40.1901	42.1993	44.3094	46.5251
Treatment Plant Technician	N	C	19	1923	8,151.74	8,559.33	8,987.31	9,436.70	9,908.51	3,762.34	3,950.46	4,147.99	4,355.40	4,573.16	**47.0292**	49.3807	51.8499	54.4425	57.1645
Wastewater Collection System Lead Operator	N	C	19	1927	9,516.39	9,992.21	10,491.74	11,016.40	11,567.14	4,392.18	4,611.79	4,842.34	5,084.49	5,338.68	**54.9022**	57.6474	60.5292	63.5561	66.7335
Wastewater Collection System Operator I	N	C	19	1925	6,577.59	6,906.49	7,251.79	7,614.40	7,995.15	3,035.81	3,187.61	3,346.98	3,514.34	3,690.07	**37.9476**	39.8451	41.8373	43.9293	46.1259
Wastewater Collection System Operator II	N	C	19	1926	7,719.96	8,105.89	8,511.30	8,936.85	9,383.68	3,563.06	3,741.18	3,928.29	4,124.70	4,330.93	**44.5383**	46.7648	49.1036	51.5588	54.1366
Wastewater Collection System Operator Technician I	N	C	19	1929	6,705.44	7,040.69	7,392.80	7,762.37	8,150.52	3,094.82	3,249.55	3,412.06	3,582.63	3,761.78	**38.6852**	40.6194	42.6507	44.7829	47.0222
Wastewater Collection System Project Coordinator	N	C	19	1954	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	**52.8556**	55.4984	58.2733	61.1870	64.2464
Wastewater Compliance Specialist	N	C	19	1953	9,161.47	9,619.55	10,100.52	10,605.53	11,135.87	4,228.37	4,439.79	4,661.78	4,894.86	5,139.63	**52.8546**	55.4974	58.2722	61.1858	64.2454
Wastewater Treatment Plant Chief Operator	N	C	19	1932	10,555.09	11,082.85	11,636.97	12,218.83	12,829.70	4,871.58	5,115.16	5,370.91	5,639.46	5,921.40	**60.8948**	63.9395	67.1364	70.4932	74.0175
Wastewater Treatment Plant OIT	N	U	19	1931	6,577.89	6,906.73	7,252.09	7,614.73	7,995.48	3,035.95	3,187.72	3,347.12	3,514.49	3,690.22	**37.9494**	39.8465	41.8390	43.9311	46.1277
Wastewater Treatment Plant Operator I	N	C	19	1933	7,861.17	8,254.20	8,666.95	9,100.28	9,555.30	3,628.23	3,809.63	4,000.13	4,200.13	4,410.14	**45.3529**	47.6204	50.0016	52.5016	55.1268
Wastewater Treatment Plant Operator II	N	C	19	1934	8,275.09	8,688.90	9,123.36	9,579.48	10,058.49	3,819.27	4,010.26	4,210.78	4,421.30	4,642.38	**47.7409**	50.1283	52.6347	55.2663	58.0298
Wastewater Treatment Plant Operator III	N	C	19	1935	9,182.85	9,642.06	10,124.08	10,630.23	11,161.76	4,238.24	4,450.18	4,672.65	4,906.26	5,151.58	**52.9780**	55.6272	58.4081	61.3283	64.3948
Water Distribution Chief Operator	N	C	19	1957	10,555.63	11,083.45	11,637.67	12,219.52	12,830.44	4,871.83	5,115.44	5,371.23	5,639.78	5,921.74	**60.8979**	63.9430	67.1404	70.4973	74.0217
Water Distribution Equipment Operator	N	C	19	1930	6,906.77	7,252.09	7,614.71	7,995.48	8,395.25	3,187.74	3,347.12	3,514.48	3,690.22	3,874.73	**39.8468**	41.8390	43.9310	46.1278	48.4341
Water Distribution Lead Operator	N	C	19	1937	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	**42.0810**	44.1849	46.3940	48.7139	51.1496
Water Distribution Lead Operator Technician	N	C	19	1938	9,717.07	10,202.92	10,713.11	11,248.77	11,811.15	4,484.80	4,709.04	4,944.51	5,191.74	5,451.30	**56.0600**	58.8630	61.8064	64.8967	68.1413
Water Distribution OIT	N	U	19	1941	4,896.82	5,141.63	5,398.71	5,668.65	5,952.05	2,260.07	2,373.06	2,491.71	2,616.30	2,747.10	**28.2509**	29.6633	31.1464	32.7037	34.3388
Water Distribution Operator I	N	C	19	1945	5,436.32	5,708.13	5,993.54	6,293.19	6,607.84	2,509.07	2,634.52	2,766.25	2,904.55	3,049.77	**31.3634**	32.9315	34.5781	36.3069	38.1221
Water Distribution Operator II	N	C	19	1947	6,034.71	6,336.46	6,653.27	6,985.90	7,335.19	2,785.25	2,924.52	3,070.74	3,224.26	3,385.47	**34.8156**	36.5565	38.3842	40.3032	42.3184
Water Distribution Operator Technician OIT	N	U	19	1936	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	**37.9504**	39.8480	41.8407	43.9322	46.1288
Water Distribution Operator Technician I	N	C	19	1948	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	**46.3340**	48.6506	51.0834	53.6374	56.3193
Water Distribution Operator Technician II	N	C	19	1949	8,834.02	9,275.63	9,739.47	10,226.49	10,737.78	4,077.24	4,281.06	4,495.14	4,719.92	4,955.90	**50.9655**	53.5133	56.1893	58.9990	61.9488
Water Distribution Operator/Emergency Services	N	C	19	1950	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	**42.0810**	44.1849	46.3940	48.7139	51.1496
Water Distribution Project Coordinator	N	C	19	1956	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	**52.8556**	55.4984	58.2733	61.1870	64.2464
Water Meter Technician I	N	C	19	1960	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	**37.9504**	39.8480	41.8407	43.9322	46.1288
Water Meter Technician II	N	C	19	1961	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	**46.3340**	48.6506	51.0834	53.6374	56.3193
Water Treatment Chief Operator	N	C	19	1940	10,555.61	11,083.45	11,637.64	12,219.52	12,830.44	4,871.82	5,115.44	5,371.22	5,639.78	5,921.74	**60.8978**	63.9430	67.1403	70.4973	74.0217
Water Treatment Plant OIT	N	U	19	1942	6,578.11	6,906.88	7,252.31	7,614.92	7,995.65	3,036.05	3,187.79	3,347.22	3,514.58	3,690.30	**37.9506**	39.8474	41.8403	43.9322	46.1287
Water Treatment Plant Operator II	N	C	19	1944	8,275.13	8,688.90	9,123.36	9,579.51	10,058.49	3,819.29	4,010.26	4,210.78	4,421.31	4,642.38	**47.7411**	50.1282	52.6347	55.2664	58.0297
Water Treatment Plant Operator III	N	C	19	1946	9,182.40	9,641.56	10,123.64	10,629.78	11,161.28	4,238.03	4,449.95	4,672.45	4,906.05	5,151.36	**52.9754**	55.6244	58.4056	61.3256	64.3920
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	10,052.84	10,555.46	11,083.19	11,637.43	12,219.20	4,639.77	4,871.75	5,115.32	5,371.12	5,639.63	**57.9971**	60.8969	63.9415	67.1390	70.4954

Revisions:

Resolution 2026-063 = Mayor & Council salary adjustment, effective 04/04/2026; CAR 06/30/2026
Resolution 2026-072 = Police Management Association salary adjustment, effective 07/11/2026; CAR 07/28/2026
Resolution 2026-072 = Firefighters Association salary adjustment, effective 07/11/2026; CAR 07/28/2026
Resolution 2026-085 = Council Agenda Report 09/15/2026, effective 09/19/2026
Resolution 2026-108 = Council Agenda Report 10/27/2026, effective 10/03/2026

Subsection 2(a). The salaries of employees holding classifications or positions which are reclassified downward or for which the salary is adjusted as a result of salary surveys or other studies conducted by the City may be "Y" rated. When "Y" rated, the employee's salary shall be maintained at its current salary level until the salary applicable to the appropriate step in the employee's assigned classification is increased to equal the employee's current salary level. Thereafter, the employee's salary shall no longer be "Y" rated. As used herein, the term "current salary level" shall mean the salary which the employee was receiving at the time the salary for his assigned classification was reduced.

Subsection 2(b). As provided by Municipal Code Section 3.04.161, regular part-time employees working in the classifications contained herein shall serve in the unclassified service. Regular part-time employees shall be paid on an hourly basis the salaries provided herein for the appropriate classification.

Subsection 2(c). Any employee designated as "Confidential" by the City Administrator shall be paid an increase in pay equal to two and one-half percent (2½%) for the applicable step and range.

Subsection 2(d). Managers and Professional Attorneys will receive salary and benefits as established by resolution, ordinance, and administrative procedure, and as reflected in the Management and Performance Compensation Plan, the Professional Attorney's Performance and Compensation Plan, the Police Managers' Association (PMA) MOU/Agreement, and the Fire Managers' Association (FMA) MOU/Agreement .

Subsection 2(e). Any employee designated by the City Administrator as an Administrative Fire Captain, working forty (40) hours a week, shall be paid an increase in pay equal to three percent (3.0%) in order to maintain a salary approximately equal to a fifty-six (56) hours per week Fire Captain.

Subsection 2(f): Salary ranges for non-management positions shall have 5 steps. Appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. All step increases shall be based upon the equivalent of one year of satisfactory performance at the lower step in the appropriate range.

Subsection 2(g): The City Administrator may appoint a professional attorney or management employee to a salary anywhere between the minimum and maximum of the salary range.

Subsection 2(h): Employees may serve in an hourly assignment in the classifications listed herein as provided under Santa Barbara Municipal Code Section 3.04.160. All such appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. In the alternative, the City Administrator may authorize the creation of limited or temporary hourly classifications. Such limited or temporary ("L/T") hourly classifications shall be paid an hourly rate of not less than the applicable state or federal minimum wage and not greater than $150.00 per hour, or such greater amount as may be provided by ordinance. The official salary schedules for such limited or temporary hourly classifications shall be made publicly available on the City's web site.

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

Hourly Assignments to Regular Classes

01 Management

B/U 17	B/U 18	Title	Hourly Rate
7332	N/A	Assistant City Attorney IV	$102.0744 - $124.0724
7334	N/A	Assistant City Attorney III	$92.7949 - $112.7930
7456	N/A	Assistant City Attorney V	$118.4363 - $143.9593
7335	N/A	Deputy City Attorney	$59.8289 - $72.7225

03 Management

B/U 17	B/U 18	Title	Hourly Rate
7446	N/A	Airport Operations Manager	$72.6391 - $88.2933
7449	N/A	Airport Properties Manager	$72.6391 - $88.2933
7336	N/A	Creeks Restoration/Clean Water Manager	$82.9592 - $100.8375
7337	N/A	Library Services Manager	$64.4444 - $78.3328
7340	N/A	Parks and Recreation Business Manager	$68.4192 - $83.1639
7447	N/A	Principal Project Manager	$96.9198 - $117.8070

04 Supervisors

B/U 17	B/U 18	Title	Hourly Rate
7454	N/A	Accounting Supervisor	$58.7011 - $71.3518
7448	N/A	Airport Patrol Supervisor	$68.7810 - $83.6035
7342	N/A	Custodial Supervisor	$37.0441 - $45.0273
7343	N/A	Facilities Maintenance Supervisor	$48.7185 - $59.2178
7344	N/A	Parking/TMP Superintendent	$61.3043 - $74.5158
7345	N/A	Parks Supervisor	$43.2264 - $52.5418
7346	N/A	Senior Librarian	$51.6466 - $62.7766
7347	N/A	Water Treatment Superintendent	$84.2773 - $102.4399

14 General

B/U 17	B/U 18	Title	Hourly Rate
7013	8008	Accountant II	$43.3989
7074	8062	Accounting Assistant	$33.9891
7103	8090	Accounting Coordinator	$39.2783
7003	8001	Accounting Technician	$35.7272
7000	N/A	Administrative Analyst I	$48.6740
7001	N/A	Administrative Analyst II	$55.6900

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7002	8000	Administrative Assistant	$39.8705
7065	8053	Administrative Specialist	$31.0493
7004	8002	Assistant Parking Coordinator	$31.0705
7007	8004	Assistant Planner	$45.6179
7010	N/A	Assistant Transportation Planner	$45.6179
7008	8005	Associate Planner	$49.4076
7009	8301	Associate Transportation Planner	$49.4076
7062	8050	Automotive/Equipment Tech	$37.3674
7012	8007	Automotive Service Writer	$43.3989
7015	8010	Building Inspector	$46.1174
7387	8307	Building Permit Tech	$37.7763
7016	8011	Buyer II	$41.6671
7017	8012	Carpenter	$38.3683
7040	8032	City TV Production Specialist	$46.3353
7018	8013	Code Enforcement Officer	$40.8773
7079	8067	Commission Secretary	$33.0678
7020	N/A	Communications Specialist	$37.9308
7019	8014	Community Development Programs Specialist	$44.7170
7026	8020	Computer Training Coordinator	$50.3531
7027	8021	Creeks Outreach Coordinator	$43.1829
7025	8019	Custodian	$26.6194
7389	8308	Deputy City Clerk	$43.1058
7028	8022	Electrician	$40.7351
7029	8023	Electronics/Communications Technician I	$38.9015
7031	8025	Engineering Technician I	$34.9519
7032	8026	Engineering Technician II	$38.4259
7386	N/A	Environmental Services Specialist II	$53.7794
7030	8024	Equipment Operator	$31.7324
7036	8029	Fire Public Education Coordinator	$43.1829
7414	8323	Fleet Services Technician I	$37.3674
7415	8324	Fleet Services Technician II	$41.2871
7037	8030	Geographic Information Systems Technician	$43.6156
7457	8359	Geographic Information Systems Analyst	$51.3096
7021	8015	Graphic Designer	$46.5373
7043	8035	Grounds Maintenance Crew Leader	$35.2839
7044	8036	Grounds Maintenance Worker I	$27.9107
7045	8037	Grounds Maintenance Worker II	$31.3035

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7046	8038	Heavy Equipment Tech	$41.2871
7047	8039	Housing Programs Specialist	$49.4076
7411	8322	Housing Project Planner	$52.9806
7048	N/A	Human Resources Analyst II	$55.6900
7416	8325	Human Resources Technician	$41.0818
7023	8017	Information Technology Technician I	$34.5016
7024	8018	Information Technology Technician II	$37.5544
7049	N/A	Law Clerk	$38.2137
7465	8368	Lead Equipment Technician	$45.6179
7050	N/A	Legal Administrative Assistant I	$32.7393
7051	N/A	Legal Administrative Assistant II	$39.5712
7052	8040	Librarian I	$37.7879
7053	8041	Librarian II	$41.5440
7054	8042	Library Assistant I	$28.3217
7055	8043	Library Assistant II	$29.4746
7057	8045	Library Systems Technician I	$34.5016
7056	8044	Library Technician	$31.4487
7005	N/A	Litigation Paralegal	$40.3688
7058	8046	Mail Services Specialist	$24.0922
7061	8049	Maintenance Crew Leader	$36.9978
7059	8047	Maintenance Worker I	$26.6194
7060	8048	Maintenance Worker II	$31.3820
7417	8326	Marketing Coordinator	$46.5373
7022	8016	Network Analyst	$51.3096
7063	8051	Office Specialist I	$24.7004
7064	8052	Office Specialist II	$27.1560
7067	8055	Outreach Coordinator	$43.1829
7066	8054	Painter	$37.1147
7068	8056	Parking Coordinator	$39.6723
7072	8060	Planning Technician I	$37.9308
7071	8059	Planning Technician II	$41.0818
7073	8061	Plumber	$39.3372
7070	8058	Project Engineer I	$54.2994
7075	8063	Project Engineer II	$59.6967
7077	8065	Project Planner	$52.9806
7078	8066	Public Works Inspector I	$40.1688
7397	8310	Real Property Agent	$49.1618

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7080	8068	Records Technician	$31.3820
7382	8306	Recreation Coordinator	$37.0597
7082	8070	Recreation Program Leader	$26.2237
7083	8071	Recreation Specialist	$30.6612
7081	8069	Recycling Educator	$37.5544
7084	8072	Rental Housing Mediation Specialist	$40.6740
7085	N/A	Risk Analyst II	$55.6900
7091	8078	Senior Commission Secretary	$36.5366
7086	8073	Senior Custodian	$28.1205
7035	8028	Senior Electronics/Communications Technician	$45.8616
7033	8027	Senior Engineering Technician	$43.7467
7087	8074	Senior Grounds Maintenance Worker	$32.5777
7088	8075	Senior Library Technician	$34.4028
7089	8076	Senior Maintenance Worker	$35.1980
7076	8064	Senior Network/Applications Analyst	$55.3832
7455	8358	Senior Plan Check Engineer	$61.6180
7380	8303	Senior Plans Examiner	$55.7683
7090	8077	Senior Real Property Agent	$56.5295
7092	8079	Stock Clerk	$27.7030
7096	8083	Traffic Technician I	$34.5016
7097	8084	Traffic Technician II	$37.9308
7098	8085	Tree Trimmer I	$28.5447
7099	8086	Tree Trimmer II	$32.0141
7101	8088	Vehicle Services Assistant	$28.2613
7104	8091	Water Resources Specialist	$47.9513
7379	8304	Water Resources Technician	$37.5544
7102	8089	Welder/Fabricator	$37.7986

19 Treatment & Patrol

B/U 17	B/U 18	Title	Hourly Rate
7006	8003	Airport Operations Specialist	$38.2060
7462	8366	Airport Police Officer	$54.6282
7463	8367	Airport Police Officer II	$59.8010
7352	8287	Harbor Patrol Officer	$51.7856
7011	8006	Airport Security Aide	$24.3239
7354	8289	Lab Analyst I	$44.5909
7069	8057	Park Ranger	$41.6428

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

7356	8291	Treatment Plant Technician	$47.0292
7349	8284	Wastewater Treatment Plant OIT	$37.9494
7350	8285	Wastewater Treatment Plant Operator III	$52.9780
7351	8286	Water Distribution Operator Technician II	$50.9655
7458	8360	Water Meter Technician II	$46.3340
7355	8290	Water Treatment Plant OIT	$37.9506
7353	8288	Water Treatment Plant Operator II	$47.7411
7450	8354	Water Treatment Plant Operator III	$52.9754

21 Police Chief

B/U 17	B/U 18	Title	Hourly Rate
7390	N/A	Police Chief	$127.2939 - $154.7269

23 Police Management

B/U 17	B/U 18	Title	Hourly Rate
7357	N/A	Police Lieutenant	$93.5908 - $113.7603
7466	N/A	Assistant Police Chief	$123.7798 - $150.4551

24 Police Sworn

B/U 17	B/U 18	Title	Hourly Rate
7359	N/A	Police Officer	$58.1551
7361	N/A	Police Officer- Entry	$51.3204

29 Police Non-Sworn

B/U 17	B/U 18	Title	Hourly Rate
7464	N/A	Administrative Polygraph Examiner	$106.4333
7227	N/A	Background Investigator	$54.2151
7388	N/A	EMD Dispatcher	$48.2933
7395	N/A	Identification Technician	$45.4901
7360	N/A	Parking Enforcement Officer	$31.7311
7358	N/A	Public Safety Dispatcher II	$37.8389
7362	N/A	Police Property/Evidence Assistant	$32.0838
7391	N/A	Police Property/Evidence Technician	$37.8242
7363	N/A	Police Records Specialist	$31.5115
7364	N/A	Police Technician	$30.2201

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

39 Fire Non-Sworn

B/U 17	B/U 18	Title	Hourly Rate
7432	N/A	Fire Inspector II	$54.8227

Hourly Rate Schedule (Limited Term)

B/U 17	B/U 18	Title	Hourly Rate
7461	8363	Administrative Investigator	$70.97
7220	N/A	Airport Marketing Assistant	$19.25
7219	8205	Airport Operations Intern	$18.17
7394	8309	Airport Services Coordinator	$37.97
7221	8206	Airport Traffic Aide	$18.17
7218	8204	Alternative Transportation Planner	$46.86
7396	N/A	ARCON Instructor	$55.50
7225	N/A	Assistant PAL Coordinator I	$18.17
7222	N/A	Assistant PAL Coordinator II	$21.33
7224	8207	Assistant Park Planner	$27.45
7223	N/A	Assistant to Council I	$18.17
7270	N/A	Assistant to Council II	$18.64
7271	N/A	Assistant to Council III	$21.33
7226	8208	Automotive Parts Aide	$22.44
7145	8132	Beach Lifeguard I	$25.57
7146	8133	Beach Lifeguard II	$26.85
7147	8134	Beach Lifeguard III	$28.19
7228	8209	Cannoneer	$26.20
7229	N/A	CAO Special Projects Manager	$66.85
7240	N/A	CAO Intern	$18.17
7243	N/A	City Council Intern	$18.17
7425	8334	City Programs Intern I	$18.63
7426	8335	City Programs Intern II	$21.10
7427	8336	City Programs Intern III	$23.58
7428	8337	City Programs Intern IV	$24.82
7429	8338	City Programs Intern V	$27.30
7430	8339	City Programs Intern VI	$28.55
7431	8340	City Programs Intern VII	$31.04
7253	8222	City TV Production Aid Lead	$20.87
7251	8220	City TV Production Aide I	$18.17
7252	8221	City TV Production Aide II	$19.98

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7250	8219	City TV Production Intern	$18.17
7135	8122	Clerical Assistant	$18.17
7234	8211	Commercial Driver Trainer	$31.83
7217	N/A	Community Services Liaison	$20.48
7384	N/A	Community Services Officer	$27.26
7235	8212	Creeks Resources Technician	$31.21
7236	8213	Database Specialist	$24.45
7237	N/A	Development Manager	$39.84
7238	N/A	Dispatch Training Coordinator	$53.05
7239	8214	Diver	$26.20
7399	8311	Downtown Ambassador I	$21.58
7400	8312	Downtown Ambassador II	$24.56
7451	8355	Downtown Ambassador III	$28.22
7413	N/A	Elections Advisor	$125.90
7412	N/A	Elections Assistant	$29.98
7392	N/A	EMD Auditor	$60.90
7275	N/A	EMS Nurse Educator	$96.88
7245	8215	Extension Aide	$21.18
7246	N/A	Facilities Project Manager	$43.48
7436	8344	Facility Monitor I - Weekday	$24.29
7437	8345	Facility Monitor II - Weekday	$25.51
7438	8346	Facility Monitor III - Weekday	$26.78
7381	N/A	Financial Systems Analyst	$61.16
7247	8216	Fire Public Education Assistant	$19.04
7231	N/A	Fire Service Mutual Aide Specialist I	$44.69
7232	N/A	Fire Service Mutual Aide Specialist II	$61.64
7230	N/A	Fire Special Projects Manager	$57.94
7248	8217	GIS Mapping Technician	$22.44
7249	8218	Golf Course Maintenance Worker	$18.17
7254	8223	Grounds Maintenance Assistant I	$23.10
7255	8224	Grounds Maintenance Assistant II	$25.00
7306	8260	Harbor Patrol Crew I	$18.17
7307	8261	Harbor Patrol Crew II	$18.90
7308	8262	Harbor Patrol Crew III	$19.84
7309	8263	Harbor Patrol Crew IV	$20.78
7310	8264	Harbor Patrol Crew V	$21.73
7311	8265	Harbor Patrol Crew VI	$22.66

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7312	8266	Harbor Patrol Crew VII	$23.61
7313	8267	Harbor Patrol Crew VIII	$24.53
7314	8268	Harbor Patrol Crew IX	$25.47
7315	8269	Harbor Patrol Crew X	$26.43
7316	8270	Harbor Patrol Crew XI	$27.34
7187	8174	Head Beach Lifeguard I	$32.32
7188	8175	Head Beach Lifeguard II	$33.95
7189	8176	Head Beach Lifeguard III	$35.64
7296	N/A	Human Resources Specialist	$31.36
7433	8341	Inclusion Specialist I	$25.99
7434	8342	Inclusion Specialist II	$27.29
7435	8343	Inclusion Specialist III	$28.65
7383	8305	Information Systems Intern	$18.17
7256	N/A	Internal Affairs Investigator	$49.05
7105	8092	Job Apprentice I	$18.17
7151	8138	Junior Lifeguard Instructor I	$25.57
7152	8139	Junior Lifeguard Instructor II	$26.85
7153	8140	Junior Lifeguard Instructor III	$28.19
7192	8179	Junior Lifeguard Program Director I	$32.32
7193	8180	Junior Lifeguard Program Director II	$33.95
7194	8181	Junior Lifeguard Program Director III	$35.64
7257	8225	Library Building Monitor	$24.94
7280	8243	Library Volunteer Coordinator	$22.44
7262	8230	Lot Operator	$18.71
7265	8234	Management Intern	$18.17
7274	8239	Management Intern IV	$19.98
7268	8236	Marketing Assistant I	$18.17
7269	8237	Marketing Assistant II	$24.66
7272	N/A	Mayor's Aide	$29.24
7330	8302	Meter Reader	$27.08
7279	8242	Page	$18.17
7281	N/A	Parking Citation Admin Review Officer	$51.25
7402	8313	Parking Coordinator Aide I	$20.48
7403	8314	Parking Coordinator Aide II	$22.81
7404	8315	Parking Coordinator Aide III	$25.16
7418	8327	Parking Lead I	$19.31
7419	8328	Parking Lead II	$19.88

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7423	8332	Parking Monitor I	$18.71
7424	8333	Parking Monitor II	$19.31
7288	N/A	Parks Project Manager	$57.40
7442	8350	Park Ranger Assistant III	$22.39
7282	8244	Planning Intern I	$18.68
7283	8245	Planning Intern II	$21.80
7284	N/A	Police Cadet I	$21.05
7285	N/A	Police Cadet II	$22.81
7401	N/A	Police Project Manager	$55.50
7124	8111	Pool Lifeguard	$25.57
7125	8112	Pool Lifeguard II	$26.85
7126	8113	Pool Lifeguard III	$28.19
7289	8364	Project Manager I	$51.95
7290	8365	Project Manager II	$66.49
7291	8248	Public Information Assistant	$18.17
7119	8106	Recreation Assistant I	$18.17
7120	8107	Recreation Assistant II	$18.26
7121	8108	Recreation Assistant III	$19.17
7162	8149	Recreation Leader I	$24.29
7163	8150	Recreation Leader II	$25.51
7164	8151	Recreation Leader III	$26.78
7172	8159	Recreation Program Director I	$29.39
7173	8160	Recreation Program Director II	$30.86
7174	8161	Recreation Program Director III	$32.40
7376	8298	Recreation Therapist/Nurse I	$32.99
7377	8299	Recreation Therapist/Nurse II	$58.77
7292	8249	Rental Mediation Aide I	$18.17
7293	8250	Rental Mediation Aide II	$25.34
7294	8251	Rental Mediation Aide III	$29.36
7393	N/A	Restorative Court Liaison	$27.54
7295	N/A	Restorative Outreach Specialist	$25.31
7297	8252	School Crossing Guard I	$22.71
7298	8253	School Crossing Guard II	$23.86
7167	8154	Senior Pool Lifeguard I	$28.63
7168	8155	Senior Pool Lifeguard II	$30.06
7169	8156	Senior Pool Lifeguard III	$31.56
7398	N/A	SNAP Officer	$27.26

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7453	8357	Special Investigator I	$65.35
7460	8362	Special Investigator II	$67.96
7299	8254	Standby Diver	$19.94
7140	8127	Swim Instructor I	$26.58
7141	8128	Swim Instructor II	$27.91
7459	8361	Swim Instructor III	$29.31
7301	8256	Traffic Counter	$18.17
7303	N/A	Traffic Engineer	$91.93
7304	8258	Utility Worker I	$24.07
7305	8259	Utility Worker II	$26.98
7405	8316	Waterfront Facilities Aide I	$21.65
7406	8317	Waterfront Facilities Aide II	$22.26
7407	8318	Waterfront Facilities Aide III	$22.89
7408	8319	Waterfront Facilities Aide IV	$23.49
7420	8329	Waterfront Parking Lot Operator I	$18.17
7421	8330	Waterfront Parking Lot Operator II	$18.74
7422	8331	Waterfront Parking Lot Operator III	$19.34
7328	8282	Web Technician	$31.21

Revisions

Effective 7/11/2026 – Police Management Association Salary Adjustment

Effective 7/11/2026 – Firefighters Association Salary Adjustment

Effective 9/19/2026 – Assistant City Attorney V Salary Adjustment

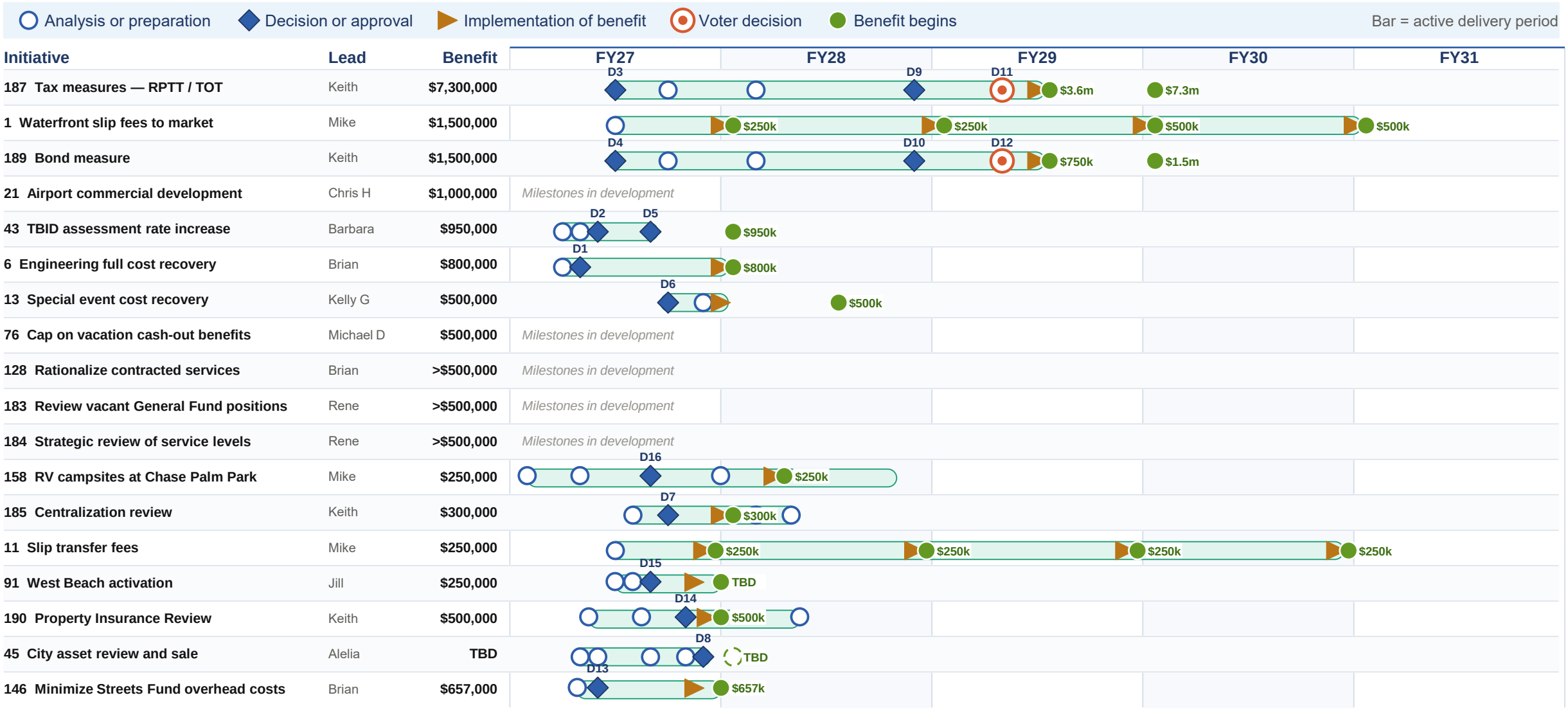
Effective 9/19/2026 – 4% Salary Adjustment for Limited Term Classifications

Effective 10/03/2026 – 4% Salary Adjustment for Supervisors

ROAD MAP — Operational Sustainability Initiative

Delivery roadmap · all initiatives being taken forward · October 2026

ATTACHMENT 5



Decisions required

D1 Agree the engineering rate-setting strategy
Nov 2026 · ref 6 · Committee

D2 Initiate a ballot on the assessment rate
Dec 2026 · ref 43 · TBID Committee, lodging businesses

D3 Direct which tax measures to advance
Jan 2027 · ref 187 · Finance Committee

D4 Direct whether to advance a bond measure
Jan 2027 · ref 189 · Finance Committee

D5 Approve the TBID rate increase
Mar 2027 · ref 43 · City Council

D6 Approve full cost recovery for special events
Apr 2027 · ref 13 · City Council

D7 Agree which functions to centralize
Apr 2027 · ref 185 · Department directors

D8 Agree a pilot portfolio of 3-5 assets
Jun 2027 · ref 45 · City Administrator's Office

D9 Resolve to place tax measures on the ballot
Jun 2028 · ref 187 · City Council

D10 Resolve to place the bond on the ballot
Jun 2028 · ref 189 · City Council

D11 Vote on the tax measures
Nov 2028 · ref 187 · Voters

D12 Vote on the bond measure
Nov 2028 · ref 189 · Voters

D13 Decide Transportation Planning transfer option
Nov 2026 · ref 146 · Public Works

D14 Approve insurance coverage changes
Q4 FY2027 · ref 190 · Department Directors

D15 Approve the West Beach activation plan
Mar 2027 · ref 91 · City Council

D16 Approve seasonal RV sites at Chase Palm Park
Mar 2027 · ref 158 · City Council

Resolution No.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING RESOLUTION NO. 2026-082 TO APPROVE THE PROPOSED FIRST-QUARTER (Q1) ADJUSTMENTS TO FY2027 REVENUE AND EXPENDITURE APPROPRIATIONS AS DETAILED IN THE ATTACHED SCHEDULE OF PROPOSED Q1 ADJUSTMENTS

WHEREAS, in accordance with the City Charter, the City Administrator filed with the City Council a proposed budget for the fiscal year beginning July 1, 2026.

WHEREAS, the City Council is required to adopt a budget before the beginning of the fiscal year on July 1, 2026.

WHEREAS, the City Charter provides that at any public meeting after the adoption of the budget, the City Council may amend or supplement the budget by motion adopted by the affirmative votes of at least a majority of the total members of the City Council; and

WHEREAS, as authorized by Resolution No. 2026-082, this Resolution approves the amendment to the budget as provided herein.

NOW, **THEREFORE**, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA THAT in accordance with the provisions of Section 1205 of the City Charter, the budget for the Fiscal Year (FY) 2027, as adopted by Resolution No. 2026-082 is hereby amended as itemized in the Proposed First-Quarter (Q1) Adjustments to FY2027 revenue and expenditure appropriations as detailed in the attached Schedule of Proposed Q1 Adjustments.

City of Santa Barbara
Fiscal Year 2027 Financial Statements Ending Sep 30, 2026
Schedule of Proposed First Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
GENERAL FUND (Fund 1000)			
Decrease in estimated revenue for Utilities Management Debt Repayment concluded in FY23.		$ (24,140)	$ (24,140)
Decrease in appropriations for salaries and benefits for the removal of management fellow position from the budget.	$ (160,348)		$ 160,348
			$ -
Decrease in appropriations for Finance - Central Warehouse for inactive program and moved to Water Resources.	$ (43,766)		$ 43,766
Decrease in appropriations for Finance - Central Warehouse inactive program and moved to Purchasing.	$ (87,165)		$ 87,165
Decrease in appropriations for Finance - Mail Courier Services inactive program and moved to Purchasing.	$ (54,487)		$ 54,487
Increase in appropriations for Finance - Purchasing from inactive programs Central Warehouse and Mail Courier Services.	$ 141,652		$ (141,652)
			$ -
Decrease in appropriations for Finance - Mail Courier Services inactive program and moved to Public Works - Mail Courier Services.	$ (43,269)		$ 43,269
			$ -
Decrease in appropriations for the General Fund – City Administrator due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Decrease in estimated revenues for transfer in associated from Solid Waste Fund no longer occuring.		$ (50,000)	$ (50,000)
Decrease in appropriations for the General Fund – Police Community Services Division due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (30,405)		$ 30,405
Increase in estimated revenue for Bizzy Girls to adjust for clerical error when budget was entered.		$ 18,920	$ 18,920
Increase in appropriations for Bizzy Girls expenditures to account for increased revenues.	$ 12,298		$ (12,298)
Increase in appropriations for Bach Volley Ball as enrollment is projected to be slightly higher. This increase is accounted for in the revenue as originally appporpriated and offsets the expense.	$ 7,326		$ (7,326)
Increase in estimated revenue for the Junior Guards to align with year-to-date actual revenue.		$ 19,442	$ 19,442
Increase in appropriations for the Junior Guard Overtime budget to align with projected FY27 expenses.	$ 6,347		$ (6,347)
Increase in appropriations for the Junior Guard Special Supplies budget to align with actual program expenses, including uniforms and other necessary supplies.	$ 13,095		$ (13,095)
			$ -
Decrease in estimated revenue for Public Works Administration due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (33,934)	$ (33,934)
Decrease in estimated revenue for Public Works Land Development due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (73,689)	$ (73,689)
Decrease in estimated revenue for S&R Environmental Compliance due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (7,566)	$ (7,566)
			$ -
Decrease in estimated revenue for PR Forestry due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (273,532)	$ (273,532)
Decrease in estimated revenue for PR Median Parkways due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.		$ (55,886)	$ (55,886)
Decrease in appropriations for FY27 Fire leases' insurances.	$ (40,875)		$ 40,875
Decrease in appropriations for FY27 Fire truck leases.	$ (6,265)		$ 6,265
Increase in appropriations to pay New Beginnings directly from OHCV.	$ 47,856		$ (47,856)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Decrease in appropriations for transfer out from OHCV.	$ (47,856)		$ 47,856
Increase in appropriations to meet the City's funding obligation for the Downtown Community Benefit Improvement District (CBID) in Fiscal Year 2027.	$ 186,000		$ (186,000)
Increase in appropriations to fully fund the City's FY27 Local Agency Formation Commission (LAFCO) contribution.	$ 9,444		$ (9,444)
Increase estimated revenue and appropriations in the Community Development Planning General Fund to support a process improvement under which County filing fees associated with development applications are billed directly to applicants and paid by the City on their behalf. This change streamlines the application process and reduces the time and coordination required of applicants and City staff.	$ 3,094	$ 3,094	$ 3,094 $ (3,094)
Increase in estimated revenue and appropriations in the Community Development Planning Division General Fund for a professional services agreement for third-party geotechnical review services.	$ 50,000	$ 50,000	$ 50,000 $ (50,000)
Total General Fund (1000)	**$ (44,925)**	**$ (427,292)**	**$ (382,366)**
City Allocation 1020 Fund (Fund number 1020)			
Increase in appropriations to fully fund the FY27 City Net agreement from previously unprogrammed Flexible Fund resources.	$ 29,874		$ (29,874)
Total City Allocation 1020 Fund (Fund number 1020)	**$ 29,874**	**$ -**	**$ (29,874)**
GPU 1030 Fund (Fund number 1030)			
GPU 1030 Fund (Fund number 1030)			
Increase in appropriations to cover County filing fee associated with the Housing Plan Environmental Impact Report (EIR).	$ 4,278		$ (4,278)
Total GPU 1030 Fund (Fund number 1030)	**$ 4,278**	**$ -**	**$ (4,278)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS			
Community Development Block Grant Fund (2130)			
Increase in appropriations uncollectible loans in CDBG Fund. The loans were from 1995 and 1996 and the borrowers are deceased and the debt is unsecured and no longer collectible.	$ 4,816		$ (4,816)
Total Community Development Block Grant Fund (2130)	**$ 4,816**	**$ -**	**$ (4,816)**
Federal Home Loan Program Fund (2140)			
Decrease estimated revenue in the HOME Fund to reconcile the FY27 budgeted program income with actual program income received in FY26. Program income received in the prior fiscal year must be appropriated in the subsequent fiscal year.		$ (53,035)	$ (53,035)
Decrease in appropriations for Housing Rehab Loan and anticipated salary savings.	$ (53,035)		$ 53,035
Total Federal Home Loan Program Fund (2140)	**$ (53,035)**	**$ (53,035)**	**$ -**
Streets Operating Fund (2400)			
Decrease in appropriations for salaries and benefits for Public Works - Traffic Engineering. On June 30, Attachment I of resolutions 2026-057 included various duplication of Salary and Benefits amounts, resulting in overall budget being oversated in the Streets Fund.	$ (716,031)		$ 716,031
Decrease in appropriations for the Public Works - Traffic Signal Management due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Decrease in appropriations for Public Works Transportation Admin due to lower annual Streets Fund reimbursements to the General Fund that are tied to Utility Users Tax (UUT) collections.	$ (444,607)		$ 444,607
Increase in estimated revenue is due to a reimbursement from the Water Main Replacement project in the Water Capital Fund to the Streets Fund. This reimbursement offsets trench paving costs associated with the State Street water main replacement conducted as part of a larger repaving project.		$ 283,949	$ 283,949
Increase in estimated revenue from reimbursement of Pavemnt, Surface and Paseo Maintenance project in the Downtown Parking Capital Fund to the Streets Fund. This reimbursement covers the costs of demolition and landscape work in Lot 3 Paseo.		$ 22,445	$ 22,445
			$ -
Increase in estimated revenue from the Citywide Strategic Energy Plam in the S&R Fund to the Streets Fund to cover costs of bike rack installations.		$ 8,240	$ 8,240
Total Streets Operating Fund (2400)	**$ (1,168,239)**	**$ 314,634**	**$ 1,482,873**
Creek Restore/Water Quality Imp Fund (2640)			
Decrease in appropriations for the S&R - Creeks due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Total Creek Restore/Water Quality Imp Fund (2640)	**$ (7,601)**	**$ -**	**$ 7,601**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS (Continued)			
Community Development Miscellaneous Grants Fund (2810)			
Increase in estimated budget and appropriations in the Community Development Miscellaneous Grants Fund to establish budget authority for a recently awarded state grant supporting historic preservation activities.	$ 10,500	$ 10,500	$ 10,500 $ (10,500)
			$ -
Increase in estimated revenue and appropraitions to establish budget authority for third-party environmental review services funded through applicant reimbursements. Establishing this authority in advance allows staff to engage services promptly as needs arise and meet required project deadlines.	$ 600,000	$ 600,000	$ 600,000 $ (600,000)
Total Community Development Miscellaneous Grants Fund (2810)	**$ 610,500**	**$ 610,500**	**$ -**
Police Miscellaneous Grants Fund (2830)			
Increase in appropriations for authority obtained in FY2025 via Q4 adjustment that have not carried over to FY2026 and carried over into FY2027.	$ 19,848		$ (19,848)
Total Police Miscellaneous Grants Fund (2830)	**$ 19,848**	**$ -**	**$ (19,848)**
Parks & Rec Miscellaneous Grants Fund (2860)			
Increase in estimated revenue for Miscellaneous Grant Fund to account for Annual Distribution of trust funds for Parma Park Maintenance.		$ 130,093	$ 130,093
Increase in appropriations for Parma Park to account increased revenue.	$ 130,093		$ (130,093)
Total Parks & Rec Miscellaneous Grants Fund (2860)	**$ 130,093**	**$ 130,093**	**$ -**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS (Continued)			
Capital Outlay Fund (3000)			
Increase in appropriations for building improvements from the Automated Material Handling System projects to meet resiliency goals at the Eastside Library for the back up battery power project.	$ 33,020		$ (33,020)
Decrease in appropriations for equipments from the Automated Material Handling System projects to meet resiliency goals at the Eastside Library for the back up battery power project.	$ (33,020)		$ 33,020
Total Capital Outlay Fund (3000)	**$ -**	**$ -**	**$ -**
Measure C Capital Fund (3010)			
Decrease in appropriations in Park Infrastructure and move to Chase Palm Park Renovations to balance budget over run.	$ (2,682)		$ 2,682
			$ -
Increase in appropriations for Chase Palm Park Renovations from Park Infrastructure to balance budget over run.	$ 2,682		$ (2,682)
			$ -
Increase in appropriations for building improvements from the Faulkner Gallery Renovation projects to meet resiliency goals at the Eastside Library for the back up battery power project.	$ 9,722		$ (9,722)
			$ -
Decrease in appropriations for building improvements from the Faulkner Gallery Renovation projects to meet resiliency goals at the Eastside Library for the back up battery power project.	$ (9,722)		$ 9,722
Total Measure C Capital Fund (3010)	**$ -**	**$ -**	**$ -**
Streets Grant Capital Fund (3410)			
Increase in estimated revenue in the Street Grant Capital Fund from State grant funds for the Plans, Specifications and Estimates phase of the Eastside Pedestrian Improvements Project.		$ 202,000	$ 202,000
Increase in appropriations in the Street Grant Capital Fund from State grant funds for the Plans, Specifications and Estimates phase of the Eastside Pedestrian Improvements Project.	$202,000.00		$ (202,000)
Increase in estimated revenue in the Streets Grant Capital Fund for the Local Surface Transportation Program appointments provided by Santa Barbara County Association of Governments.		$ 329,015	$ 329,015
Increase in appropriations in the Streets Grant Capital Fund for the Local Surface Transportation Program appointments provided by Santa Barbara County Association of Governments.	$ 329,015		$ (329,015)
			$ -
Increase in estimated revenue to correct prior year carryover in the Streets Grant Capital Fund for FY25 LSTP Surface Transportation Fund project.		$ 329,945	$ 329,945
Total Streets Grant Capital Fund (3410)	**$ 531,015**	**$ 860,960**	**$ 329,945**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
ENTERPRISE FUNDS			
Water Operating Fund (5000)			
Increase in appropriations for Public Works - Meter Reading from Finance for Central Warehouse.	$ 43,766		$ (43,766)
Decrease in appropriations with the creation of the Water Resources Department, seperating out from Public Works. Certain positions continued to be charged through the Overhead Allocation to Water Resources, such as the Public Works Director, Public Works Business Manager and several administrative positions.	$ (137,704)		$ 137,704
Decrease in appropriations for Water Operating Fund - Water Distribution due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (15,202)		$ 15,202
Decrease in appropriations for Water Operating Fund - Meter Reading due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Total Water Operating Fund (5000)	**$ (116,741)**	**$ -**	**$ 116,741**
Wastewater Operating Fund (5100)			
Decrease in appropriations for salaries and benefits for Public Works - Wastewater. On June 30, Attachment I of resolutions 2026-057 included various duplication of Salary and Benefits amounts, resulting in overall budget being oversated in the Wastewater Fund.	$ (1,845,079)		$ 1,845,079
Decrease in appropriations with the creation of the Water Resources Department, seperating out from Public Works. Certain positions continued to be charged through the Overhead Allocation to Water Resources, such as the Public Works Director, Public Works Business Manager and several administrative positions.	$ (83,508)		$ 83,508
Decrease in appropriations for Wastewater Operating Fund - Wastewater Treatment due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Total Wastewater Operating Fund (5100)	**$ (1,936,188)**	**$ -**	**$ 1,936,188**
Downtown Parking Operating Fund (5300)			
Decrease in estimated revenue for transfer in paid directly from OHCV.		$ (47,856)	$ (47,856)
Decrease in appropriations for Downtown Parking special projects - New Beginnings Counseling Center.	$ (47,856)		$ 47,856
			$ -
Increase in appropriations, using reserves that were budgeted but not utilized in the prior year ,for Lot 6 bathrooms flooded in FY26 requiring extensive repair.	$ 19,379		$ (19,379)
Total Downtown Parking Operating Fund (5300)	**$ (28,477)**	**$ (47,856)**	**$ (19,379)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
ENTERPRISE FUNDS (Continued)			
Solid Waste Fund (5400)			
Decrease in appropriations for Solid Waste Fund due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
Decrease in estimated revenue for the S&R Clean Community State Grant is due to updated population-based allocations for the Bottles & Cans recycling initiative. This adjustment trues up expected revenue and establishes the corresponding appropriation.		$ (21,651)	$ (21,651)
			$ -
Increase in estimated revenue for the S&R Clean Community CalRecycle Grant for updated population-based allocations for the Bottles & Cans recycling initiative. This adjustment trues up expected revenue and establishes the corresponding appropriation.		$ 21,248	$ 21,248
Increase in appropriations for the S&R Solid Waste Collection for updated population-based allocations for the Bottles & Cans recycling initiative.	$ 21,248		$ (21,248)
Total Solid Waste Fund (5400)	**$ 13,647**	**$ (403)**	**$ (14,050)**
SB Clean Energy Fund (5500)			
Increase in appropriations for ChargeUp SB reflects additional funding needed for SBCE's customer incentive program supporting EV charger installations at multifamily residences, a priority identified in the City's Climate Action Plan. Because these projects can take up to 18 months to approve, permit, and construct, several projects currently in development require incentive payments in this fiscal year. The requested increase will be funded with available reserves.	$ 80,302		$ (80,302)
Increase in appropriations for higher-than-anticipated participation in the Residential EV customer incentive program, which provides electric vehicles for income-qualified customers. Customer demand has exceeded the original program design, and additional funding is needed to keep the program open for the remainder of the fiscal year.	$ 100,000		$ (100,000)
Increase in appropriations for new outreach initiative with See Change that will support customer survey and website redesign.	$ 17,165		$ (17,165)
Total SB Clean Energy Fund (5500)	**$ 197,467**	**$ -**	**$ (197,467)**
Airport Operating Fund (5700)			
Decrease in appropriations for salaries and benefits for Airport. On June 30, Attachment I of resolutions 2026-057 included various duplication of Salary and Benefits amounts, resulting in overall budget being oversated in the Airport Funds.	$ (479,521)		$ 479,521
Decrease in appropriations for Airport Properties due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (15,202)		$ 15,202
Decrease in appropriations for Airport Facilities due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (15,202)		$ 15,202
			$ -
Decrease in appropriations for Airport Security due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,601)		$ 7,601
			$ -
Decrease in appropriations for Airport Cert & Oeprations due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (15,202)		$ 15,202
Total Airport Operating Fund (5700)	**$ (532,729)**	**$ -**	**$ 532,729**
Airport Capital Fund (5710)			
Decrease in appropriations for Airport Facility Maintenance Building and Non-building Improvements.	$ (508,578)		$ 508,578
Increase in appropriations to reallocate from projects with anticipated savings to projects requiring additional fund from Airport Capital Reserves.	$ 1,327,985		$ (1,327,985)
Total Airport Capital Fund (5710)	**$ 819,407**	**$ -**	**$ (819,407)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
ENTERPRISE FUNDS (Continued)			
Waterfront Operating Fund (5800)			
Decrease in appropriations for salaries and benefits for Waterfront. On June 30, Attachment I of resolutions 2026-057 included various	$ (1,428,080)		$ 1,428,080
Total Waterfront Operating Fund (5800)	**$ (1,428,080)**	**$ -**	**$ 1,428,080**
Waterfront Capital Fund (5810)			
Increase in appropriations from reserves to assure continuity of certain capital projects and to facilitate response to storm damage.	$ 563,795		$ (563,795)
Total Waterfront Capital Fund (5810)	**$ 563,795**	**$ -**	**$ (563,795)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
INTERNAL SERVICE FUNDS			
Information Technology Capital Fund (6210)			
Increase in estimated revenue for transfer in for IT Capital Fund for the first phase of City Hall Security Imrpovements project.		$ 28,500	$ 28,500
Increase in appropriations for IT Capital Fund for equipments for the first phase of City Hall Security Imrpovements project.	$ 28,500		$ (28,500)
Total Information Technology Capital Fund (6210)	**$ 28,500**	**$ 28,500**	**$ -**
Facilities Management Fund (6300)			
Increase in appropriations for Facilities Management - Mail Courier Services from Finance - Mail Courier Services, inactive program.	$ 43,269		$ (43,269)
Decrease in appropriations for Facilities Maintenance - Mail Services Specialists and move to Facilities Management - Mail Services.	$ (89,787)		$ 89,787
Increase in appropriations for Facilities Management - Mail Services from Facilities Maintenance - Mail Services Specialists.	$ 89,787		$ (89,787)
Decrease in appropriations for Facilities Maintenance due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (7,377)		$ 7,377
Total Facilities Management Fund (6300)	**$ 35,892**	**$ -**	**$ (35,892)**
Facilities Capital Fund (6310)			
Increase in appropriations for Facilities Capital Fund Reserves for the first phase of City Hall Security Imrpovements project.	$ 28,500		$ (28,500)
Total Facilities Capital Fund (6310)	**$ 28,500**	**$ -**	**$ (28,500)**
Fleet Maintenance Fund (6400)			
Decrease in appropriations for Fleet Maintenance due to federal tax credit revenue received in late FY26 for electric vehicles purchased in 2024 and 2025 under the Fleet Replacement Fund. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ (19,349)		$ 19,349
Total Fleet Maintenance Fund (6400)	**$ (19,349)**	**$ -**	**$ 19,349**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
INTERNAL SERVICE FUNDS (continued)			
Fleet Replacement Fund (6410)			
Increase in appropriations fom Fleet Replacement Fund Reserves for federal tax credit revenue received in late FY26 from the electric vehicle purchased in 2024 and 2025. These federal revenues are being rebated back to the respective department budgets to help offset current related expenses such as vehicle damage repairs, accessories, and other operational costs.	$ 171,148		$ (171,148)
Increase in appropriations from reserves for new 3D printer to support citywide vehicle replacements.	$ 10,000		$ (10,000)
Decrease in estimated revenue for FY27 Fire leases' insurances.		$ (40,000)	$ (40,000)
Total Fleet Replacement Fund (6410)	**$ 181,148**	**$ (40,000)**	**$ (221,148)**
	$ (2,136,586)	**$ 1,376,102**	**$ 3,512,688**

Resolution No.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING THE POSITION SALARY CONTROL RESOLUTION NO. 2026-108 FOR AUTHORIZED POSITIONS FOR FISCAL YEAR 2027. CHANGES ARE EFFECTIVE NOVEMBER 14, 2026

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA THAT Resolution No. 2026-108, the Position and Salary Control Resolution for Fiscal Year 2027, is hereby amended as follows:

1. Position Allocations are listed in the updated Position Salary Control Resolution No. 2026-108 and incorporated herein by reference as “Exhibit 1”.
2. Salary Adjustments are listed in the updated Classification and Salary Ranges document attached hereto and incorporated herein by reference as “Exhibit 1”.
3. The updated Rate Class Schedule, which applies to hourly employees, is attached hereto and incorporated herein by reference as “Exhibit 1”.

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

SECTION 1. DEPARTMENT/DIVISION POSITIONS

The Council hereby authorizes the following positions in each of the Departments and/or Divisions as provided for in the 2027 fiscal year operating budget:

AIRPORT DEPARTMENT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst I	1	
Administrative Analyst III	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Airport Business Development Supervisor	1	
Airport Business Manager	1	
Airport Director	1	
Airport Facilities Manager	1	
Airport Maintenance Coordinator	1	
Airport Maintenance Supervisor	1	
Airport Maintenance Worker II	3	
Airport Operations Manager	1	
Airport Operations Specialist	7	
Airport Operations Supervisor	3	
Airport Operations Technician	2	
Airport Patrol Supervisor	1	
Airport Police Officer	8	
Airport Police Officer II	4	
Airport Properties Manager	1	
Airport Security Aide	10	
Assistant Airport Director	1	
Custodial Supervisor	1	
Custodian	8	
Grounds Maintenance Crew Leader	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Grounds Maintenance Worker II	1	
Marketing Coordinator	1	
Marketing Supervisor	1	
Painter	2	
Principal Project Manager	1	
Property Management Specialist	2	
Senior Airport Maintenance Worker	4	
Senior Airport Operations Specialist	6	
Senior Airport Security Aide	1	
Senior Custodian	1	
AIRPORT DEPARTMENT TOTAL	**82**	**0**

CITY ADMINISTRATOR

Administration

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist*	1	
Assistant City Administrator	1	
City Administrator/City Clerk/Treasurer	1	
City Clerk Services Manager	1	
City TV Production Specialist	1	
City TV Production Supervisor	1	
Communications Specialist II	1	
Community Engagement Officer/PIO	1	
Deputy City Clerk	3	
Executive Assistant - Mayor and Council*	1	
Office Manager	1	
Senior Assistant to the City Administrator	1	
ADMINISTRATION DIVISION TOTAL	**14**	**0**

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Housing and Community Vitality

Accounting Assistant	**1**	
Administrative Analyst II	1	
Administrative Analyst III	2	
Assistant Parking Coordinator		2.4
Deputy City Administrator	1	
Downtown Plaza & Parking Manager	1	
Electronics Technician II	1	
Facilities Maintenance Supervisor	1	
Housing & Human Services Manager	1	
Housing Program Specialist	1	
Maintenance Crew Leader	2	
Maintenance Worker II	6	
Parking Coordinator	3	
Parking Maintenance Coordinator	1	
Parking Resources Specialist	1	
Parking Supervisor	1	
Project Planner	1	
Public Works Manager	1	
Rental Housing Mediation Specialist	2	
Rental Housing Mediation Supervisor	1	
Rental Housing Programs Manager	1	
Senior Housing Programs Specialist	1	
Senior Maintenance Worker	1	
Sr Community Development Programs Specialist	1	
State Street Master Planner	1	
HOUSING AND COMMUNITY VITALITY DIVISION TOTAL	**33**	**2.4**
CITY ADMINISTRATOR DEPARTMENT TOTAL	**48**	**2.4**

CITY ATTORNEY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Assistant City Attorney II	1	
Assistant City Attorney III	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Assistant City Attorney IV	2	
Assistant City Attorney V	2	
Business Manager	1	
Chief Assistant City Attorney	1	
City Attorney	1	
City Attorney Investigator III*	1	
Deputy City Attorney	1	
Legal Administrative Assistant II*	3	
Litigation Paralegal III*	2	
Senior Legal Administrative Assistant*	1	
CITY ATTORNEY DEPARTMENT TOTAL	**18**	**0**

COMMUNITY DEVELOPMENT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst II	2	
Administrative Assistant	3	
Administrative Assistant*	1	
Administrative Specialist	2	
Administrative Supervisor	1	
Administrative/Clerical Supervisor	1	
Associate Planner	11	
Building and Safety Supervisor	3	
Building Inspector	3	
Building Permit Technician	4	
Chief Building Official	1	
City Planner	1	
Commission Secretary	3	
Community Development Business Manager	1	
Community Development Director	1	
Graphic Designer	1	
Planning Technician II	5	
Plans Examiner	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Principal Planner	1	
Project Planner	11	
Records Technician	1	
Senior Building Inspector/Specialty	6	
Senior Plan Check Engineer	1	
Senior Planner II	3	
Senior Plans Examiner	2	
COMMUNITY DEVELOPMENT DEPARTMENT TOTAL	**72**	**0**

FINANCE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accountant II	1	
Accounting Assistant	4	0.5
Accounting Coordinator	1	
Accounting Technician	2	
Accounting Technician*	2	
Administrative Analyst I	2	
Administrative Analyst III	1	
Administrative Analyst III*	1	
Administrative Specialist	2	
Assistant Finance Director	1	
Budget Manager	1	
Buyer II	1	
Controller	1	
Finance Analyst I	2	
Finance Analyst I*	1	
Finance Analyst II	1	
Finance Director	1	
Finance Supervisor	2	
General Services Manager	1	
Payroll and A/P Supervisor*	1	
Purchasing Supervisor	1	
Risk Analyst I	1	
Risk Analyst II*	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Risk Manager	1	
Senior Accountant	3	
Senior Buyer	1	
FINANCE DEPARTMENT TOTAL	**38**	**0.5**

FIRE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Assistant*	1	
Administrative Specialist	1	
Emergency Medical Services Manager	1	
Emergency Services Manager	1	
Fire Business Manager	1	
Fire Chief	1	
Office Specialist II	1	
Fire Captain	3	
Fire Engineer	6	
Fire Battalion Chief	4	
Fire Captain	25	
Fire Engineer	24	
Fire Operations Division Chief	1	
Firefighter	27	
Fire Inspector II	3	
Fire Inspector III	2	
Fire Battalion Chief / Fire Marshal	1	
Fire Public Education Coordinator	1	
Fire Services Specialist	2	
FIRE DEPARTMENT TOTAL	**106**	**0**

HUMAN RESOURCES

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist*	1	
Administrative Specialist* (Delete by 6/30/2027)	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Human Resources Analyst II*	4	
Human Resources Director	1	
Human Resources Manager	2	
Human Resources Technician*	1	
Senior Human Resources Analyst*	2	
HUMAN RESOURCES DEPARTMENT TOTAL	**12**	**0**

INFORMATION TECHNOLOGY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Applications Administrator*	1	
Applications Analyst	3	
Applications Analyst*	1	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	1	
Geographic Information Systems Analyst	2	
Geographic Information Systems Technician	3	
Information Technology Administrator	1	
Information Technology Director	1	
Information Technology Manager	1	
Information Technology Project Manager	1	
Information Technology Supervisor	4	
Information Technology Technician I	1	
Information Technology Technician II	3	
Network Analyst	4	
Senior Electronics/Communications Technician	2	
System Administrator	1	
Webmaster	1	
INFORMATION TECHNOLGOY DEPARTMENT TOTAL	**33**	**0**

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

LIBRARY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist		0.8
Department Systems Supervisor	1	
Librarian II	9	
Library Circulation Supervisor	2	
Library Director	1	
Library Services Manager	1	
Library Systems Analyst	1	
Library Systems Technician I	1	
Library Systems Technician II	1	
Library Technician	15	1.6
Marketing Coordinator	2	
Outreach Coordinator	2	
Outreach Coordinator (Delete by 6/30/2027)	1	
Senior Librarian	2	
Senior Library Technician	1	
Supervising Librarian	3	
LIBRARY DEPARTMENT TOTAL	**43**	**2.4**

MAYOR & CITY COUNCIL

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
City Councilmember	6	
Mayor	1	
MAYOR & COUNCIL DEPARTMENT TOTAL	**7**	**0**

PARKS & RECREATION

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Administrative Analyst II	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Assistant	2	
Administrative Assistant*	1	
Administrative Specialist	4	
Aquatics Specialist	1	
Assistant Parks & Recreation Director	1	
Automotive/Equipment Technician	1	
Capital Projects Supervisor	1	
Custodian	1	
Equipment Operator	3	
Grounds Maintenance Crew Leader	4	
Grounds Maintenance Worker I	3	
Grounds Maintenance Worker II	8	
Irrigation Systems Technician	2	
Neighborhood & Outreach Services Coordinator II	1	
Office Specialist II	1	
Park Ranger	3	
Parks and Recreation Business Manager	1	
Parks and Recreation Director	1	
Parks Manager	1	
Parks Planning Manager	1	
Parks Superintendent	1	
Parks Supervisor	3	
Project Engineer II	1	
Project Planner	2	
Project Planner (Delete by 06/30/2027)	1	
Recreation Coordinator	9	
Recreation Programs Manager	2	
Recreation Specialist	1	
Recreation Supervisor I	2	
Senior Grounds Maintenance Worker	6	
Senior Maintenance Worker	1	
Senior Recreation Supervisor	3	
Senior Tree Trimmer	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Street Tree Supervisor	1	
Supervising Park Ranger	1	
Tree Care Specialist	1	
Tree Trimmer II	3	
Urban Forest Superintendent	1	
PARKS & RECREATION DEPARTMENT TOTAL	**84**	**0**

POLICE

Sworn Staff

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Assistant Police Chief	2	
Police Chief	1	
Police Commander	4	
Police Lieutenant	3	
Police Officer	112	
Police Sergeant	20	
TOTAL SWORN STAFF	**142**	**0**

Professional Staff

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Animal Control Officer	2	
Animal Control Officer II	1	
Identification Technician	1	
Information Technology Technician II	1	
Network Administrator	1	
Parking Enforcement Officer	10	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Parking Enforcement Officer (Delete by 6/30/2027)	3	
Parking Enforcement Officer II	2	
Police Administrative Manager	1	
Police Business Manager	1	
Police Crime Analyst	1	
Police Information Technology Manager	1	
Police Property/Evidence Technician	2	
Police Records Manager	1	
Police Records Specialist	12	
Police Records Supervisor	2	
Police Services Coordinator	5	
Police Services Specialist	1	
Police Technician	1	
Public Safety Communications Manager	1	
Public Safety Dispatch Supervisor	3	
Public Safety Dispatcher II	9	
Public Safety Dispatcher III	5	
Senior Network / Applications Analyst	2	
TOTAL PROFESSIONAL STAFF	**72**	
POLICE DEPARTMENT TOTAL	**214**	**0**

PUBLIC WORKS

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	2	
Administrative Analyst I	1	
Administrative Analyst II	2	
Administrative Analyst III	1	
Administrative Assistant	5	
Administrative Assistant Unclassified (Delete by 6/30/28)	1	
Administrative Specialist	2	
Administrative Supervisor	1	
Associate Transportation Planner	2	
Automotive Parts Specialist	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Automotive Service Writer	1	
Carpenter	2	
City Engineer	1	
Custodial Supervisor	1	
Custodian	7	1
Electrician	2	
Engineering Technician II	2	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
Fleet Services Superintendent	1	
Fleet Services Technician I	3	
Fleet Services Technician II	4	
HVAC Technician	1	
Lead Equipment Technician	1	
Maintenance Supervisor II	1	
Outreach Coordinator	1	
Painter	2	
Planning Technician II	1	
Plumber	2	
Principal Architect	1	
Principal Engineer	4	
Principal Project Manager	1	
Principal Traffic Engineer	1	
Project Engineer II	22	
Project Planner	2	
Public Works Business Manager	1	
Public Works Director	1	
Public Works Inspector II	2	
Public Works Operations Manager	1	
Senior Custodian	3	
Senior Engineering Technician	4	
Senior Planner II	1	
Senior Project Engineer	4	
Senior Project Engineer Unclassified (Delete by 6/30/28)	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Senior Public Works Inspector	4	
Senior Real Property Agent	2	
Senior Streets Maintenance Worker	6	
Senior Traffic Signal Technician	1	
Senior Traffic Technician	1	
Streets Maintenance Coordinator	3	
Streets Maintenance Crew Leader	2	
Streets Maintenance Superintendent	1	
Streets Maintenance Worker II	16	
Supervising Engineer	9	
Supervising Transportation Engineer	1	
Supervising Transportation Planner	1	
Traffic Signal Technician II	2	
Traffic Technician II	1	
Vehicle Services Assistant	1	
Mail Services Specialist	1	
Welder/Fabricator	1	
PUBLIC WORKS DEPARTMENT TOTAL	**156**	**1**

SUSTAINABILITY & RESILIENCE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	3	
Administrative Analyst III	3	
Administrative Assistant*	1	
Administrative Specialist	1	
Associate Planner	1	0.5
Associate Transportation Planner	1	
Business Manager	1	
Code Enforcement Officer	3	
Code Enforcement Officer II	1	
Community Engagement Manager	1	
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Energy and Climate Program Manager	2	
Energy and Climate Specialist	1	
Environmental Services Manager	1	
Environmental Services Manager	1	
Environmental Services Specialist II	5	
Outreach Coordinator	2	
Project Planner	1	
Recycling Educator	1	
Sustainability Analyst II	1	
Sustainability and Resilience Director	1	
Water Quality Research Analyst	1	
SUSTAINABILITY & RESILIENCE DEPARTMENT TOTAL	**35**	**0.5**

WATER RESOURCES

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	2	0.8
Administrative Analyst II	4	
Administrative Assistant	2	
Administrative Specialist	1	
Control Systems Operator Specialist II	4	
Cross Connection Specialist	1	
Laboratory Analyst Coordinator	2	
Laboratory Analyst II	7	
Laboratory Supervisor	1	
Lead Water Meter Technician	1	
Principal Project Manager	1	
Public Works Business Manager	1	
Public Works Operations Assistant	2	
Reservoir & Dam Caretaker/Distribution Operator	1	
Senior Control Systems Operator Specialist	3	
Senior Cross Connection Specialist	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Senior Treatment Plant Technician	2	
Senior Wastewater Collection System Operator	5	
Senior Wastewater Collection System Outreach Program Coordinator	1	
Senior Wastewater Treatment Plant Operator	2	
Treatment Plant Technician	3	
Treatment Plant Technician Supervisor	1	
Warehouse Specialist	1	
Wastewater Collection System Lead Operator	1	
Wastewater Collection System Operator I	2	
Wastewater Collection System Operator II	5	
Wastewater Collection System Project Coordinator	4	
Wastewater Collection System Superintendent	1	
Wastewater Collection System Supervisor	1	
Wastewater Compliance Specialist	1	
Wastewater System Manager	1	
Wastewater Treatment Plant Chief Operator	1	
Wastewater Treatment Plant OIT	2	
Wastewater Treatment Plant Operator III	10	
Wastewater Treatment Superintendent	1	
Wastewater Treatment Supervisor	1	
Water Distribution Chief Operator	1	
Water Distribution Lead Operator Technician	2	
Water Distribution Operator Technician II	21	
Water Distribution Operator Technician OIT	5	
Water Distribution Project Coordinator	2	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Meter Technician II	3	
Water Quality Superintendent	1	
Water Resources Director	1	
Water Resources Specialist	3	
Water Service Superintendent	1	
Water Services Manager	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Water Services Supervisor	1	
Water System Manager	1	
Water Treatment Chief Operator	1	
Water Treatment Plant Operator III	9	
Water Treatment Superintendent	2	
Water Treatment Supervisor	1	
Water/Wastewater Maintenance Planner/Scheduler	6	
WATER RESOURCES DEPARTMENT TOTAL	**146**	**0.8**

WATERFRONT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Harbor Operations Assistant	2	
Harbor Operations Manager	1	
Harbor Patrol Officer	10	
Harbor Patrol Supervisor	1	
Heavy Equipment Technician	1	
Office Specialist II	2	
Parking Coordinator	2	
Senior Waterfront Maintenance Worker	2	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
Waterfront Facilities Manager	1	
Waterfront Maintenance Coordinator	1	
Waterfront Maintenance Crew Leader	2	
Waterfront Maintenance Superintendent	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 11/14/2026
Revised: 11/17/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Waterfront Maintenance Worker II	10	
Waterfront Parking Supervisor	1	
Waterfront Vessel Technician	1	
WATERFRONT DEPARTMENT TOTAL	**46**	**0**

CITY WIDE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
CITY WIDE TOTAL	**1140**	**7.60**

NOTES

Delete by positions included in city wide total: 8

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective: 10/03/2026
Revised: 10/27/2026

Council hereby authorizes the following classified and unclassified regular full-time and regular part-time classifications and positions; and the salary ranges therefore for the 2026 fiscal year. Changes to future salaries may be adopted by the City Council by Ordinance as part of a collective bargaining agreement or long-term salary plan.

LEGEND

FLSA-
N = Non-Exempt under provisions of Fair Labor Standards Act (FLSA)
E = Exempt under provisions of Fair Labor Standards Act (FLSA)
7 = 7K Exemption under provisions of Fair Labor Standards Act (FLSA)

SERVICE STATUS
A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL
* = Classifications are designated as confidential and receive an additional 2.5%

UNIT-
01 = Executive Management
02 = Unrepresented Managers
03 = AFSCME Represented Managers
04 = Supervisors
05 = Confidential Supervisors
14 = General Unit
16 = Confidential
19 = Treatment & Patrol
21 = Police Chief
22 = Police Deputy Chief
23 = Police Management Association
24 = Police Sworn
29 = Police Non-Sworn
31 = Fire Chief
32 = Fire Operations Division Chief
33 = Fire Battalion Chiefs
34 = Fire Sworn
39 = Fire Non-Sworn

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	**33.9891**	35.6884	37.4728	39.3465	41.3138
Accounting Technician*	N	U	16	6004	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	**35.7272**	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I*	N	U	16	6001	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II*	E	U	16	6003	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III*	E	U	16	6002	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Administrative Assistant*	N	U	16	6028	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Specialist*	N	U	16	6024	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	**31.0493**	32.6015	34.2318	35.9435	37.7405
Applications Administrator*	E	U	16	6019	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	**60.8607**	63.9037	67.0986	70.4540	73.9764
Applications Analyst*	E	U	16	6006	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
City Attorney Investigator I*	E	U	16	6026	8,943.00	9,390.14	9,859.68	10,352.64	10,870.32	4,127.54	4,333.91	4,550.62	4,778.14	5,017.07	**51.5942**	54.1739	56.8827	59.7268	62.7134
City Attorney Investigator II*	E	U	16	6036	10,216.09	10,726.91	11,263.24	11,826.40	12,417.67	4,715.12	4,950.88	5,198.42	5,458.34	5,731.23	**58.9390**	61.8860	64.9803	68.2293	71.6404
City Attorney Investigator III*	E	U	16	6037	11,067.66	11,621.05	12,202.13	12,812.22	13,452.75	5,108.15	5,363.56	5,631.75	5,913.33	6,208.96	**63.8519**	67.0445	70.3969	73.9166	77.6120
Executive Assistant - Mayor and Council*	N	U	16	6022	8,263.88	8,677.09	9,111.03	9,566.57	10,044.91	3,814.10	4,004.81	4,205.09	4,415.34	4,636.11	**47.6763**	50.0601	52.5636	55.1918	57.9514
Finance Analyst I*	E	U	16	6009	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Finance Analyst II*	E	U	16	6027	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Human Resources Analyst I*	E	U	16	6014	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Human Resources Analyst II*	E	U	16	6015	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Human Resources Assistant*	N	U	16	6016	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Human Resources Technician*	N	U	16	6017	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Law Clerk*	N	U	16	6008	6,623.72	6,954.89	7,302.62	7,667.79	8,051.18	3,057.10	3,209.95	3,370.44	3,538.98	3,715.93	**38.2137**	40.1244	42.1305	44.2372	46.4491
Law Practice Administrator*	E	U	16	6033	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Legal Administrative Assistant I*	N	U	16	6010	5,674.80	5,958.62	6,256.58	6,569.31	6,897.84	2,619.14	2,750.13	2,887.65	3,031.99	3,183.62	**32.7393**	34.3766	36.0956	37.8999	39.7952
Legal Administrative Assistant II*	N	U	16	6011	6,859.02	7,202.00	7,562.08	7,940.18	8,337.20	3,165.70	3,324.00	3,490.19	3,664.70	3,847.94	**39.5712**	41.5500	43.6274	45.8088	48.0993
Litigation Paralegal I*	N	U	16	6012	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	**40.3688**	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II*	N	U	16	6034	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	**45.0114**	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III*	N	U	16	6035	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	**49.6540**	52.1367	54.7434	57.4808	60.3543
Office Specialist II*	N	U	16	6013	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	**27.1560**	28.5136	29.9391	31.4361	33.0077
Principal Human Resources Analyst*	E	U	16	6032	11,324.11	11,934.22	12,544.35	13,154.42	13,764.53	5,226.51	5,508.10	5,789.70	6,071.27	6,352.86	**65.3314**	68.8512	72.3712	75.8909	79.4108
Risk Analyst I*	E	U	16	6020	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Risk Analyst II*	E	U	16	6021	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Risk Assistant*	N	U	16	6025	6,380.83	6,699.88	7,034.86	7,386.60	7,755.97	2,945.00	3,092.25	3,246.86	3,409.20	3,579.68	**36.8125**	38.6531	40.5858	42.6150	44.7460
Risk Technician*	N	U	16	6030	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Senior Human Resources Analyst*	E	U	16	6018	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Senior Legal Administrative Assistant*	E	U	16	6038	7,700.20	8,094.23	8,488.26	8,923.94	9,359.61	3,553.94	3,735.80	3,917.66	4,118.74	4,319.82	**44.4242**	46.6975	48.9707	51.4842	53.9977

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
GENERAL																			
Accountant I	E	C	14	1400	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	**39.2783**	41.2420	43.3042	45.4697	47.7429
Accountant II	E	C	14	1401	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	**43.3989**	45.5684	47.8472	50.2395	52.7513
Accounting Assistant	N	C	14	1402	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	**33.9891**	35.6884	37.4728	39.3465	41.3138
Accounting Coordinator	N	C	14	1404	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	**39.2783**	41.2420	43.3042	45.4697	47.7429
Accounting Technician	N	C	14	1405	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	**35.7272**	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I	N	U	14	1406	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II	E	U	14	1408	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III	E	U	14	1407	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Administrative Assistant	N	U	14	1409	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Assistant Unclassified	N	U	14	1607	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Specialist	N	C	14	1531	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	**31.0493**	32.6015	34.2318	35.9435	37.7405
Adult Literacy Coordinator	N	C	14	1580	7,919.10	8,315.04	8,730.80	9,167.36	9,625.70	3,654.97	3,837.71	4,029.60	4,231.09	4,442.63	**45.6871**	47.9714	50.3700	52.8886	55.5329
Airport Maintenance Coordinator	N	C	14	1413	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	**38.3107**	40.2266	42.2379	44.3497	46.5672
Airport Maintenance Worker I	N	C	14	1410	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	**28.5447**	29.9718	31.4704	33.0436	34.6956
Airport Maintenance Worker II	N	C	14	1411	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Airport Operations Technician	N	C	14	1579	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	**32.1656**	33.7741	35.4629	37.2358	39.0976
Animal Control Officer	N	C	14	1416	5,857.69	6,150.60	6,458.16	6,781.08	7,120.14	2,703.55	2,838.74	2,980.69	3,129.73	3,286.22	**33.7944**	35.4842	37.2586	39.1216	41.0777
Animal Control Officer II	N	C	14	1417	6,472.20	6,795.84	7,135.59	7,492.38	7,866.95	2,987.17	3,136.54	3,293.35	3,458.02	3,630.90	**37.3396**	39.2068	41.1669	43.2253	45.3862
Applications Administrator	E	C	14	1596	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	**60.8607**	63.9037	67.0986	70.4540	73.9764
Applications Analyst	E	C	14	1595	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Aquatics Specialist	N	C	14	1601	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	**33.4843**	35.1582	36.9164	38.7622	40.6998
Assistant Parking Coordinator	N	C	14	1418	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	**31.0705**	32.6241	34.2551	35.9679	37.7662
Assistant Planner	E	C	14	1419	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	**45.6179**	47.8991	50.2940	52.8088	55.4492
Assistant Transportation Planner	E	C	14	1420	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	**45.6179**	47.8991	50.2940	52.8088	55.4492
Associate Planner	E	C	14	1422	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Associate Transportation Planner	E	C	14	1421	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Automotive/Equipment Technician	N	C	14	1578	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	**37.3674**	39.2361	41.1976	43.2576	45.4204
Automotive Parts Specialist	N	C	14	1427	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	**37.3674**	39.2361	41.1976	43.2576	45.4204
Automotive Service Writer	N	C	14	1428	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	**43.3989**	45.5684	47.8472	50.2395	52.7513
Building Inspector	N	C	14	1431	7,993.68	8,393.36	8,813.00	9,253.68	9,716.33	3,689.39	3,873.86	4,067.54	4,270.93	4,484.46	**46.1174**	48.4233	50.8442	53.3866	56.0558
Building Permit Technician	N	C	14	1432	6,547.88	6,875.33	7,219.07	7,579.98	7,959.03	3,022.10	3,173.23	3,331.88	3,498.45	3,673.40	**37.7763**	39.6654	41.6485	43.7306	45.9175
Buyer I	N	C	14	1433	6,500.07	6,825.07	7,166.38	7,524.68	7,900.90	3,000.03	3,150.03	3,307.56	3,472.93	3,646.57	**37.5004**	39.3754	41.3445	43.4116	45.5821
Buyer II	N	C	14	1575	7,222.30	7,583.44	7,962.63	8,360.76	8,778.75	3,333.37	3,500.05	3,675.06	3,858.81	4,051.73	**41.6671**	43.7506	45.9383	48.2351	50.6466
Carpenter	N	C	14	1434	6,650.50	6,983.08	7,332.22	7,698.82	8,083.75	3,069.46	3,222.96	3,384.10	3,553.30	3,730.96	**38.3683**	40.2870	42.3012	44.4162	46.6370
City TV Production Specialist	N	C	14	1463	8,031.44	8,432.99	8,854.63	9,297.34	9,762.18	3,706.82	3,892.15	4,086.75	4,291.08	4,505.62	**46.3353**	48.6519	51.0844	53.6385	56.3203
Code Enforcement Officer	N	C	14	1435	7,085.39	7,439.64	7,811.66	8,202.26	8,612.33	3,270.18	3,433.68	3,605.38	3,785.66	3,974.92	**40.8773**	42.9210	45.0672	47.3207	49.6865
Code Enforcement Officer II	N	C	14	1614	7,439.68	7,811.61	8,202.22	8,612.37	9,042.95	3,433.70	3,605.36	3,785.64	3,974.94	4,173.67	**42.9212**	45.0670	47.3205	49.6867	52.1709
Commission Secretary	N	C	14	1514	5,731.74	6,018.26	6,319.26	6,635.16	6,966.96	2,645.42	2,777.66	2,916.58	3,062.38	3,215.52	**33.0678**	34.7208	36.4572	38.2798	40.1940
Communications Specialist	E	C	14	1436	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Communications Specialist II	E	C	14	1621	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Community Development Programs Specialist	N	C	14	1437	7,750.95	8,138.48	8,545.44	8,972.73	9,421.32	3,577.36	3,756.22	3,944.05	4,141.26	4,348.30	**44.7170**	46.9527	49.3006	51.7657	54.3538
Community Education Liaison	E	C	14	1438	5,746.30	6,033.60	6,335.31	6,652.10	6,984.68	2,652.14	2,784.74	2,923.99	3,070.20	3,223.70	**33.1518**	34.8093	36.5499	38.3775	40.2963
Computer Training Coordinator	E	C	14	1443	8,727.88	9,164.24	9,622.49	10,103.60	10,608.76	4,028.25	4,229.65	4,441.15	4,663.20	4,896.35	**50.3531**	52.8706	55.5144	58.2900	61.2044
Creeks Outreach Coordinator	E	C	14	1444	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Custodian	N	C	14	1445	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	**26.6194**	27.9503	29.3476	30.8153	32.3560
Deputy City Clerk	N	C	14	1446	7,471.66	7,845.20	8,237.49	8,649.33	9,081.84	3,448.46	3,620.86	3,801.92	3,992.00	4,191.62	**43.1058**	45.2608	47.5240	49.9000	52.3952
Electrician	N	C	14	1447	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Electronics/Communications Technician I	N	C	14	1450	6,742.93	7,080.10	7,434.14	7,805.81	8,196.11	3,112.12	3,267.74	3,431.14	3,602.68	3,782.82	**38.9015**	40.8468	42.8893	45.0335	47.2852
Electronics/Communications Technician II	N	C	14	1451	7,413.25	7,783.88	8,173.06	8,581.69	9,010.84	3,421.50	3,592.56	3,772.18	3,960.78	4,158.85	**42.7688**	44.9070	47.1522	49.5098	51.9856
Electronics Technician I	N	C	14	1448	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	**37.0518**	38.9046	40.8500	42.8923	45.0367
Electronics Technician II	N	C	14	1449	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Energy and Climate Specialist	E	C	14	1593	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Engineering Technician I	N	C	14	1452	6,058.33	6,361.23	6,679.25	7,013.26	7,363.89	2,796.15	2,935.95	3,082.73	3,236.89	3,398.72	**34.9519**	36.6994	38.5341	40.4611	42.4840
Engineering Technician II	N	C	14	1453	6,660.49	6,993.52	7,343.16	7,710.34	8,095.84	3,074.07	3,227.78	3,389.15	3,558.62	3,736.54	**38.4259**	40.3472	42.3644	44.4828	46.7068
Environmental Services Specialist I	E	C	14	1541	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Environmental Services Specialist II	E	C	14	1542	9,321.76	9,787.85	10,277.26	10,791.13	11,330.67	4,302.35	4,517.47	4,743.35	4,980.52	5,229.54	**53.7794**	56.4684	59.2919	62.2565	65.3693

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Equipment Operator	N	C	14	1455	5,500.28	5,775.29	6,064.05	6,367.27	6,685.62	2,538.59	2,665.52	2,798.79	2,938.74	3,085.67	**31.7324**	33.3190	34.9849	36.7342	38.5709
Facilities Maintenance Worker II	N	C	14	1573	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Finance Analyst I	E	U	14	1456	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Finance Analyst II	E	U	14	1457	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Fire Public Education Coordinator	E	C	14	1459	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Fire Services Specialist	N	C	14	1460	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Fire Warehouse Specialist	N	C	14	1458	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	**30.6088**	32.1396	33.7463	35.4335	37.2054
Fleet Services Technician Trainee	N	U	14	1591	5,829.29	6,120.79	6,426.81	6,748.17	7,085.56	2,690.44	2,824.98	2,966.22	3,114.54	3,270.26	**33.6305**	35.3122	37.0777	38.9318	40.8782
Fleet Services Technician I	N	C	14	1426	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	**37.3674**	39.2361	41.1976	43.2576	45.4204
Fleet Services Technician II	N	C	14	1468	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	**41.2871**	43.3515	45.5187	47.7949	50.1847
Geographic Information Systems Analyst	N	C	14	1606	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Geographic Information Systems Coordinator	N	C	14	1423	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	**62.0866**	65.1910	68.4508	71.8732	75.4670
Geographic Information Systems Technician	N	C	14	1461	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	**43.6156**	45.7965	48.0861	50.4906	53.0151
Graphic Designer	N	C	14	1439	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	**46.5373**	48.8641	51.3076	53.8728	56.5664
Grounds Maintenance Crew Leader	N	C	14	1464	6,115.87	6,421.65	6,742.78	7,079.95	7,433.88	2,822.71	2,963.84	3,112.05	3,267.67	3,431.02	**35.2839**	37.0480	38.9006	40.8459	42.8878
Grounds Maintenance Worker I	N	C	14	1465	4,837.86	5,079.73	5,333.71	5,600.38	5,880.40	2,232.86	2,344.49	2,461.71	2,584.79	2,714.03	**27.9107**	29.3061	30.7714	32.3099	33.9254
Grounds Maintenance Worker II	N	C	14	1466	5,425.94	5,697.25	5,982.10	6,281.21	6,595.25	2,504.28	2,629.50	2,760.97	2,899.02	3,043.96	**31.3035**	32.8687	34.5121	36.2377	38.0495
Harbor Operations Assistant	N	C	14	1467	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	**32.1656**	33.7741	35.4629	37.2358	39.0976
Head Pool Lifeguard	N	C	14	1572	3,896.30	4,091.06	4,295.66	4,510.44	4,735.94	1,798.29	1,888.18	1,982.61	2,081.74	2,185.82	**22.4786**	23.6022	24.7826	26.0217	27.3227
Heavy Equipment Technician	N	C	14	1576	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	**41.2871**	43.3515	45.5187	47.7949	50.1847
Housing Programs Specialist	N	C	14	1469	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Housing Project Planner	E	C	14	1590	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	**52.9806**	55.6298	58.4112	61.3318	64.3988
HVAC Technician	N	C	14	1609	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Information Technology Administrator	E	C	14	1611	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	**60.8602**	63.9035	67.0986	70.4531	73.9759
Information Technology Project Manager	E	C	14	1603	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	**62.0866**	65.1910	68.4508	71.8732	75.4670
Information Technology Technician I	N	C	14	1440	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	**34.5016**	36.2264	38.0376	39.9396	41.9364
Information Technology Technician II	N	C	14	1441	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Irrigation Systems Technician	N	C	14	1471	6,146.44	6,453.85	6,776.53	7,115.33	7,471.12	2,836.82	2,978.70	3,127.63	3,284.00	3,448.21	**35.4603**	37.2338	39.0954	41.0500	43.1026
Lead Equipment Technician	N	C	14	1472	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	**45.6179**	47.8991	50.2940	52.8088	55.4492
Librarian I	E	C	14	1474	6,549.90	6,877.37	7,221.31	7,582.36	7,961.50	3,023.03	3,174.17	3,332.91	3,499.55	3,674.54	**37.7879**	39.6771	41.6614	43.7444	45.9317
Librarian II	E	C	14	1473	7,200.96	7,561.00	7,939.06	8,336.08	8,752.81	3,323.52	3,489.69	3,664.18	3,847.42	4,039.76	**41.5440**	43.6211	45.8022	48.0927	50.4970
Library Assistant I	N	C	14	1476	4,909.10	5,154.52	5,412.23	5,682.86	5,966.96	2,265.74	2,379.01	2,497.95	2,622.86	2,753.98	**28.3217**	29.7376	31.2244	32.7857	34.4248
Library Assistant II	N	C	14	1477	5,108.94	5,364.34	5,632.51	5,914.18	6,209.88	2,357.97	2,475.85	2,599.62	2,729.62	2,866.10	**29.4746**	30.9481	32.4953	34.1202	35.8262
Library Systems Analyst	E	C	14	1612	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Library Systems Technician I	N	C	14	1479	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	**34.5016**	36.2264	38.0376	39.9396	41.9364
Library Systems Technician II	N	C	14	1481	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Library Technician	N	C	14	1480	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	**31.4487**	33.0215	34.6725	36.4057	38.2260
Library Technician Trainee	N	U	14	1610	4,905.98	5,151.36	5,408.91	5,679.29	5,963.27	2,264.30	2,377.55	2,496.42	2,621.21	2,752.28	**28.3038**	29.7194	31.2053	32.7651	34.4035
Library Technician - Unclassified	N	U	14	1594	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	**31.4487**	33.0215	34.6725	36.4057	38.2260
Litigation Paralegal I	N	U	14	1622	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	**40.3688**	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II	N	U	14	1623	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	**45.0114**	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III	N	U	14	1624	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	**49.6540**	52.1367	54.7434	57.4808	60.3543
Mail Services Specialist	N	C	14	1482	4,175.99	4,384.68	4,604.06	4,834.22	5,075.89	1,927.38	2,023.70	2,124.95	2,231.18	2,342.72	**24.0922**	25.2962	26.5619	27.8897	29.2840
Maintenance Coordinator	N	C	14	1483	6,412.68	6,733.37	7,070.03	7,423.50	7,794.67	2,959.70	3,107.71	3,263.09	3,426.23	3,597.54	**36.9963**	38.8464	40.7886	42.8279	44.9693
Maintenance Crew Leader	N	C	14	1484	6,412.94	6,733.65	7,070.31	7,423.80	7,795.02	2,959.82	3,107.84	3,263.22	3,426.37	3,597.70	**36.9978**	38.8480	40.7903	42.8296	44.9713
Maintenance Worker I	N	C	14	1485	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	**26.6194**	27.9503	29.3476	30.8153	32.3560
Maintenance Worker II	N	C	14	1486	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Marketing Coordinator	N	C	14	1487	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	**46.5373**	48.8641	51.3076	53.8728	56.5664
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	**41.2871**	43.3515	45.5187	47.7949	50.1847
Network Administrator	E	C	14	1490	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	**60.8602**	63.9035	67.0986	70.4531	73.9759
Network Analyst	E	C	14	1442	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Office Specialist I	N	C	14	1491	4,281.40	4,495.44	4,720.26	4,956.25	5,204.03	1,976.03	2,074.82	2,178.58	2,287.50	2,401.86	**24.7004**	25.9353	27.2323	28.5937	30.0233
Office Specialist II	N	C	14	1492	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	**27.1560**	28.5136	29.9391	31.4361	33.0077
Outreach Coordinator	E	C	14	1493	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Outreach Coordinator - Unclassified	E	U	14	1604	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Painter	N	C	14	1495	6,433.22	6,754.93	7,092.67	7,447.27	7,819.63	2,969.18	3,117.66	3,273.54	3,437.20	3,609.06	**37.1147**	38.9708	40.9193	42.9650	45.1132
Park Project Technician	N	C	14	1498	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Parking Coordinator	N	C	14	1496	6,876.52	7,220.33	7,581.36	7,960.42	8,358.39	3,173.78	3,332.46	3,499.09	3,674.04	3,857.72	**39.6723**	41.6557	43.7386	45.9255	48.2215
Parking Maintenance Coordinator	N	C	14	1592	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	**38.3107**	40.2266	42.2379	44.3497	46.5672
Parking Resources Specialist	N	C	14	1497	7,597.85	7,977.71	8,376.62	8,795.48	9,235.20	3,506.70	3,682.02	3,866.13	4,059.45	4,262.40	**43.8337**	46.0253	48.3266	50.7431	53.2800
Plan Check Engineer	E	C	14	1424	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	**55.7683**	58.5568	61.4845	64.5587	67.7868
Planning Technician I	N	C	14	1499	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Planning Technician II	N	C	14	1500	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Plans Examiner	E	C	14	1501	9,242.22	9,704.35	10,189.55	10,698.98	11,233.97	4,265.64	4,478.93	4,702.87	4,937.99	5,184.91	**53.3205**	55.9866	58.7859	61.7249	64.8114
Plumber	N	C	14	1502	6,818.46	7,159.34	7,517.36	7,893.23	8,287.89	3,146.98	3,304.31	3,469.55	3,643.03	3,825.18	**39.3372**	41.3039	43.3694	45.5379	47.8147
Pool Technician	N	C	14	1503	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	**33.4843**	35.1582	36.9164	38.7622	40.6998
Program Analyst	E	U	14	1600	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Project Engineer I	E	C	14	1505	9,411.89	9,882.51	10,376.64	10,895.50	11,440.28	4,343.95	4,561.16	4,789.22	5,028.69	5,280.13	**54.2994**	57.0145	59.8652	62.8586	66.0016
Project Engineer II	E	C	14	1506	10,347.44	10,864.79	11,408.06	11,978.42	12,577.37	4,775.74	5,014.52	5,265.26	5,528.50	5,804.94	**59.6967**	62.6815	65.8157	69.1063	72.5617
Project Planner	E	C	14	1507	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	**52.9806**	55.6298	58.4112	61.3318	64.3988
Project Planner Unclassified	E	U	14	1605	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	**52.9806**	55.6298	58.4112	61.3318	64.3988
Property Management Specialist	N	C	14	1508	7,373.82	7,742.50	8,129.68	8,536.13	8,962.92	3,403.30	3,573.46	3,752.16	3,939.75	4,136.73	**42.5413**	44.6683	46.9020	49.2469	51.7091
Public Works Inspector I	N	C	14	1509	6,962.58	7,310.70	7,676.20	8,060.00	8,463.09	3,213.50	3,374.17	3,542.86	3,720.00	3,906.04	**40.1688**	42.1771	44.2858	46.5000	48.8255
Public Works Inspector II	N	C	14	1510	7,887.23	8,281.56	8,695.64	9,130.42	9,586.94	3,640.26	3,822.26	4,013.37	4,214.04	4,424.74	**45.5032**	47.7783	50.1671	52.6755	55.3092
Public Works Operations Assistant	N	C	14	1571	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	**31.0705**	32.6241	34.2551	35.9679	37.7662
Real Property Agent	N	C	14	1511	8,521.37	8,947.47	9,394.84	9,864.55	10,357.77	3,932.94	4,129.60	4,336.08	4,552.87	4,780.51	**49.1618**	51.6200	54.2010	56.9109	59.7564
Records Technician	N	C	14	1512	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Recreation Coordinator	N	C	14	1515	6,423.69	6,744.81	7,082.12	7,436.20	7,808.00	2,964.78	3,112.99	3,268.67	3,432.09	3,603.69	**37.0597**	38.9124	40.8584	42.9011	45.0461
Recreation Program Leader	N	C	14	1517	4,545.45	4,772.76	5,011.44	5,261.99	5,525.07	2,097.90	2,202.81	2,312.97	2,428.61	2,550.03	**26.2237**	27.5351	28.9121	30.3576	31.8754
Recreation Specialist	N	C	14	1516	5,314.62	5,580.32	5,859.36	6,152.34	6,459.92	2,452.90	2,575.53	2,704.32	2,839.54	2,981.50	**30.6612**	32.1941	33.8040	35.4942	37.2687
Recycling Educator	N	C	14	1518	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Rental Housing Mediation Specialist	N	C	14	1519	7,050.16	7,402.66	7,772.79	8,161.44	8,569.49	3,253.92	3,416.61	3,587.44	3,766.82	3,955.15	**40.6740**	42.7076	44.8430	47.0853	49.4394
Risk Analyst I	E	U	14	6018	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Risk Analyst II	E	U	14	6019	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Senior Accountant	E	C	14	1520	8,693.01	9,127.71	9,584.14	10,063.34	10,566.49	4,012.16	4,212.79	4,423.45	4,644.62	4,876.84	**50.1520**	52.6599	55.2931	58.0578	60.9605
Senior Airport Maintenance Worker	N	C	14	1521	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	**34.6739**	36.4076	38.2279	40.1394	42.1463
Senior Building Inspector	N	C	14	1523	8,832.24	9,273.75	9,737.41	10,224.37	10,735.57	4,076.42	4,280.19	4,494.19	4,718.94	4,954.88	**50.9552**	53.5024	56.1774	58.9867	61.9360
Senior Building Inspector Specialty	N	C	14	1574	9,283.80	9,748.03	10,235.40	10,747.21	11,284.54	4,284.83	4,499.09	4,724.03	4,960.25	5,208.25	**53.5604**	56.2386	59.0504	62.0031	65.1031
Senior Buyer	N	C	14	1522	7,944.50	8,341.80	8,758.86	9,196.83	9,656.68	3,666.69	3,850.06	4,042.55	4,244.69	4,456.93	**45.8336**	48.1258	50.5319	53.0586	55.7116
Senior Commission Secretary	N	C	14	1513	6,333.02	6,649.63	6,982.11	7,331.18	7,697.78	2,922.93	3,069.06	3,222.51	3,383.62	3,552.82	**36.5366**	38.3632	40.2814	42.2953	44.4103
Senior Community Development Programs Specialist	N	C	14	1588	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	**49.1890**	51.6483	54.2308	56.9423	59.7893
Senior Custodian	N	C	14	1524	4,874.22	5,117.91	5,374.11	5,642.52	5,924.66	2,249.64	2,362.11	2,480.36	2,604.24	2,734.46	**28.1205**	29.5264	31.0045	32.5530	34.1808
Senior Electronics/Communications Technician	N	C	14	1525	7,949.35	8,346.82	8,764.17	9,202.42	9,662.55	3,668.93	3,852.38	4,045.00	4,247.27	4,459.64	**45.8616**	48.1548	50.5625	53.0909	55.7455
Senior Engineering Technician	N	C	14	1526	7,582.77	7,961.83	8,359.95	8,777.97	9,216.87	3,499.74	3,674.69	3,858.44	4,051.37	4,253.94	**43.7467**	45.9336	48.2305	50.6421	53.1743
Senior Grounds Maintenance Worker	N	C	14	1527	5,646.81	5,929.17	6,225.64	6,536.88	6,863.74	2,606.22	2,736.54	2,873.37	3,017.02	3,167.88	**32.5777**	34.2067	35.9171	37.7127	39.5985
Senior Housing Programs Specialist	N	C	14	1620	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Senior Library Technician	E	C	14	1528	5,963.14	6,261.26	6,574.40	6,903.11	7,248.28	2,752.22	2,889.81	3,034.34	3,186.05	3,345.36	**34.4028**	36.1226	37.9293	39.8256	41.8170
Senior Maintenance Worker	N	C	14	1529	6,100.99	6,405.99	6,726.31	7,062.60	7,415.68	2,815.84	2,956.61	3,104.45	3,259.66	3,422.62	**35.1980**	36.9576	38.8056	40.7458	42.7828
Senior Network/Applications Analyst	E	C	14	1504	9,599.76	10,079.77	10,583.71	11,112.94	11,668.56	4,430.66	4,652.20	4,884.79	5,129.05	5,385.49	**55.3832**	58.1525	61.0599	64.1131	67.3186
Senior Plan Check Engineer	E	C	14	1425	10,680.45	11,214.47	11,775.18	12,364.00	12,982.17	4,929.44	5,175.91	5,434.70	5,706.46	5,991.77	**61.6180**	64.6989	67.9338	71.3307	74.8971
Senior Plans Examiner	E	C	14	1530	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	**55.7683**	58.5568	61.4845	64.5587	67.7868
Senior Project Engineer	N	C	14	1602	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	**64.6780**	67.9119	71.3074	74.8726	78.6162
Senior Project Engineer Unclassified	N	U	14	1608	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	**64.6780**	67.9119	71.3074	74.8726	78.6162
Senior Property Management Specialist	N	C	14	1534	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Senior Public Works Inspector	N	C	14	1533	8,714.55	9,150.22	9,607.74	10,088.20	10,592.53	4,022.10	4,223.18	4,434.34	4,656.09	4,888.86	**50.2762**	52.7898	55.4292	58.2011	61.1108
Senior Real Property Agent	E	C	14	1535	9,798.45	10,288.37	10,802.81	11,342.91	11,910.12	4,522.36	4,748.48	4,985.91	5,235.19	5,496.98	**56.5295**	59.3560	62.3239	65.4399	68.7123
Senior Rental Housing Mediation Specialist	N	C	14	1536	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	**49.1890**	51.6483	54.2308	56.9423	59.7893
Senior Streets Maintenance Worker	N	C	14	1537	6,202.47	6,512.59	6,838.22	7,180.12	7,539.11	2,862.68	3,005.81	3,156.10	3,313.90	3,479.59	**35.7835**	37.5726	39.4512	41.4238	43.4949
Senior Traffic Signal Technician	N	C	14	1583	7,571.40	7,949.98	8,347.43	8,764.88	9,203.09	3,494.49	3,669.22	3,852.66	4,045.33	4,247.58	**43.6811**	45.8652	48.1583	50.5666	53.0948
Senior Traffic Technician	N	C	14	1538	7,410.72	7,781.24	8,170.28	8,578.83	9,007.77	3,420.33	3,591.34	3,770.90	3,959.46	4,157.43	**42.7541**	44.8917	47.1362	49.4932	51.9679

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Senior Tree Trimmer	N	C	14	1539	6,223.64	6,534.80	6,861.57	7,204.62	7,564.87	2,872.45	3,016.06	3,166.88	3,325.21	3,491.48	**35.9056**	37.7007	39.5860	41.5651	43.6435
Senior Waterfront Maintenance Worker	N	C	14	1540	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	**34.6739**	36.4076	38.2279	40.1394	42.1463
Stock Clerk	N	C	14	1543	4,801.85	5,041.92	5,293.99	5,558.69	5,836.68	2,216.24	2,327.04	2,443.38	2,565.55	2,693.85	**27.7030**	29.0880	30.5422	32.0694	33.6731
Streets Maintenance Coordinator	N	C	14	1544	6,853.04	7,195.74	7,555.51	7,933.27	8,329.95	3,162.94	3,321.11	3,487.16	3,661.51	3,844.59	**39.5367**	41.5139	43.5895	45.7689	48.0574
Streets Maintenance Crew Leader	N	C	14	1545	6,519.63	6,845.58	7,187.83	7,547.32	7,924.67	3,009.06	3,159.50	3,317.46	3,483.38	3,657.54	**37.6132**	39.4937	41.4682	43.5422	45.7193
Streets Maintenance Worker I	N	C	14	1546	4,849.98	5,092.49	5,347.12	5,614.51	5,895.20	2,238.45	2,350.38	2,467.90	2,591.31	2,720.86	**27.9806**	29.3798	30.8488	32.3914	34.0107
Streets Maintenance Worker II	N	C	14	1547	5,613.60	5,894.24	6,189.00	6,498.46	6,823.31	2,590.89	2,720.42	2,856.46	2,999.29	3,149.22	**32.3861**	34.0053	35.7057	37.4911	39.3652
Sustainability Analyst I	N	U	14	1615	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Sustainability Analyst II	E	U	14	1616	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Sustainability Analyst III	E	U	14	1617	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
System Administrator	E	C	14	1577	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	**60.8607**	63.9037	67.0986	70.4540	73.9764
Traffic Signal Technician I	E	C	14	1581	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	**37.0518**	38.9046	40.8500	42.8923	45.0367
Traffic Signal Technician II	E	C	14	1582	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Traffic Technician I	N	C	14	1552	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	**34.5016**	36.2264	38.0376	39.9396	41.9364
Traffic Technician II	N	C	14	1553	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Tree Care Specialist	N	C	14	1555	5,604.78	5,885.01	6,179.27	6,488.21	6,812.65	2,586.82	2,716.16	2,851.97	2,994.56	3,144.30	**32.3352**	33.9520	35.6496	37.4320	39.3037
Tree Trimmer I	N	C	14	1557	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	**28.5447**	29.9718	31.4704	33.0436	34.6956
Tree Trimmer II	N	C	14	1556	5,549.12	5,826.60	6,117.95	6,423.84	6,745.05	2,561.13	2,689.20	2,823.67	2,964.85	3,113.10	**32.0141**	33.6150	35.2959	37.0606	38.9138
Vehicle Services Assistant	N	C	14	1558	4,898.62	5,143.54	5,400.68	5,670.77	5,954.26	2,260.90	2,373.94	2,492.62	2,617.28	2,748.12	**28.2613**	29.6743	31.1578	32.7160	34.3515
Warehouse Specialist	N	C	14	1559	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	**30.6088**	32.1396	33.7463	35.4335	37.2054
Water Conservation Coordinator	E	U	14	1599	9,417.01	9,898.87	10,380.74	10,913.59	11,446.44	4,346.31	4,568.71	4,791.11	5,037.04	5,282.97	**54.3289**	57.1089	59.8889	62.9630	66.0371
Water Quality Research Analyst	E	C	14	1589	9,652.93	10,135.56	10,642.34	11,174.45	11,733.24	4,455.20	4,677.95	4,911.85	5,157.44	5,415.34	**55.6900**	58.4744	61.3981	64.4680	67.6917
Water Resources Specialist	E	C	14	1560	8,311.55	8,727.12	9,163.40	9,621.65	10,102.71	3,836.10	4,027.90	4,229.26	4,440.76	4,662.79	**47.9513**	50.3487	52.8657	55.5095	58.2849
Water Resources Technician	N	C	14	1562	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Waterfront Maintenance Coordinator	N	C	14	1598	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	**38.3107**	40.2266	42.2379	44.3497	46.5672
Waterfront Maintenance Crew Leader	N	C	14	1564	6,317.44	6,633.32	6,964.95	7,313.28	7,678.97	2,915.74	3,061.53	3,214.59	3,375.36	3,544.14	**36.4467**	38.2691	40.1824	42.1920	44.3017
Waterfront Maintenance Worker I	N	C	14	1565	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	**28.5447**	29.9718	31.4704	33.0436	34.6956
Waterfront Maintenance Worker II	N	C	14	1566	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Waterfront Vessel Technician	N	C	14	1567	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Web Services Technician	E	C	14	1586	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	**43.6156**	45.7965	48.0861	50.4906	53.0151
Webmaster	E	C	14	1550	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	**60.8602**	63.9035	67.0986	70.4531	73.9759
Welder/Fabricator	N	C	14	1568	6,551.76	6,879.34	7,223.30	7,584.46	7,963.69	3,023.89	3,175.08	3,333.83	3,500.52	3,675.55	**37.7986**	39.6885	41.6729	43.7565	45.9444
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	10,981.38	11,530.46	12,107.01	12,712.33	13,347.97	5,068.33	5,321.75	5,587.85	5,867.23	6,160.60	**45.2529**	47.5156	49.8915	52.3860	55.0053
Fire Captain (40 Hour)	7	C	34	3405	10,981.38	11,530.46	12,106.97	12,712.35	13,347.97	5,068.33	5,321.75	5,587.83	5,867.24	6,160.60	**63.3541**	66.5219	69.8479	73.3405	77.0075
Fire Engineer (56 Hour)	7	C	34	3401	9,502.61	9,977.76	10,476.66	11,000.49	11,550.50	4,385.82	4,605.12	4,835.38	5,077.15	5,331.00	**39.1591**	41.1171	43.1731	45.3317	47.5982
Fire Engineer (40 Hour)	7	C	34	3402	9,502.61	9,977.78	10,476.68	11,000.51	11,550.52	4,385.82	4,605.13	4,835.39	5,077.16	5,331.01	**54.8227**	57.5641	60.4424	63.4645	66.6376
Fire Inspector I (40 Hour)	7	C	39	3901	8,388.64	8,808.15	9,248.53	9,710.94	10,196.46	3,871.68	4,065.30	4,268.55	4,481.97	4,706.06	**48.3960**	50.8162	53.3569	56.0246	58.8257
Fire Inspector II (40 Hour)	7	C	39	3902	9,502.61	9,977.78	10,476.68	11,000.51	11,550.52	4,385.82	4,605.13	4,835.39	5,077.16	5,331.01	**54.8227**	57.5641	60.4424	63.4645	66.6376
Fire Inspector III (40 Hour)	7	C	39	3903	10,981.38	11,530.46	12,106.97	12,712.35	13,347.97	5,068.33	5,321.75	5,587.83	5,867.24	6,160.60	**63.3541**	66.5219	69.8479	73.3405	77.0075
Firefighter (56 Hour)	7	C	34	3403	8,388.68	8,808.09	9,248.53	9,710.91	10,196.49	3,871.70	4,065.27	4,268.55	4,481.96	4,706.07	**34.5687**	36.2971	38.1120	40.0175	42.0185
Firefighter (40 Hour)	7	C	34	3404	8,388.64	8,808.15	9,248.53	9,710.94	10,196.46	3,871.68	4,065.30	4,268.55	4,481.97	4,706.06	**48.3960**	50.8162	53.3569	56.0246	58.8258
Firefighter - Entry	7	C	39	3904	7,549.77	7,927.29	8,323.64	8,739.81	9,176.83	3,484.51	3,658.75	3,841.68	4,033.76	4,235.46	**43.5564**	45.7344	48.0210	50.4220	52.9432
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	12,472.05				15,159.93	5,756.33				6,996.89	**71.9541**				87.4611
Assistant City Attorney II	E	U	01	0104	13,849.23				16,833.79	6,391.95				7,769.44	**79.8994**				97.1180
Assistant City Attorney III	E	U	01	0105	16,084.45				19,550.79	7,423.59				9,023.44	**92.7949**				112.7930
Assistant City Attorney IV	E	U	01	0106	17,692.89				21,505.88	8,165.95				9,925.79	**102.0744**				124.0724
Assistant City Attorney V	E	U	01	0121	20,528.95				24,952.94	9,474.90				11,516.74	**118.4363**				143.9593
Chief Assistant City Attorney	E	U	01	0124	21,867.58				26,459.79	10,092.73				12,212.21	**126.1591**				152.6526
Deputy City Attorney	E	U	01	0110	10,370.34				12,605.23	4,786.31				5,817.80	**59.8289**				72.7225

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
MANAGEMENT UNREPRESENTED																			
Assistant Airport Director	E	U	02	0274	17,197.61		20,903.87			7,937.36		9,647.94			**99.2170**		120.5992		
Assistant Finance Director	E	U	02	0204	15,039.22		18,272.67			6,941.18		8,433.54			**86.7648**		105.4193		
Assistant Library Director	E	U	02	0253	14,620.56		17,771.46			6,747.95		8,202.21			**84.3494**		102.5276		
Assistant Parks & Recreation Director	E	U	02	0205	14,561.52		17,699.65			6,720.70		8,169.07			**84.0088**		102.1134		
Budget Manager	E	U	02	0207	12,023.07		14,614.12			5,549.11		6,744.98			**69.3639**		84.3122		
Business Manager	E	U	02	0276	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Fire Operations Division Chief	E	U	32	3200	20,416.96		24,816.89			9,423.21		11,453.95			**117.7901**		143.1744		
Human Resources Manager	E	U	02	0223	13,750.01		16,713.28			6,346.16		7,713.82			**79.3270**		96.4228		
Labor Relations Manager	E	U	02	0267	12,472.05		15,159.93			5,756.33		6,996.89			**71.9541**		87.4611		
Office Manager	E	U	02	0275	11,177.96		13,586.89			5,159.06		6,270.87			**64.4882**		78.3859		
Senior Assistant to the City Administrator	E	U	02	0248	12,698.44		15,435.05			5,860.82		7,123.87			**73.2602**		89.0484		
MANAGEMENT/AFSCME																			
Airport Business Manager	E	U	03	0300	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Airport Facilities Manager	E	U	03	0301	12,205.74		14,836.12			5,633.42		6,847.44			**70.4177**		85.5930		
Airport Operations Manager	E	U	03	0302	12,590.78		15,304.16			5,811.13		7,063.46			**72.6391**		88.2933		
Airport Properties Manager	E	U	03	0303	12,590.78		15,304.16			5,811.13		7,063.46			**72.6391**		88.2933		
Assistant to the City Administrator	E	U	03	0304	11,625.08		14,130.35			5,365.42		6,521.70			**67.0677**		81.5213		
Business Manager	E	U	03	0352	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Chief Building Official	E	U	03	0305	14,690.30		17,856.26			6,780.14		8,241.35			**84.7518**		103.0169		
City Clerk Services Manager	E	U	03	0306	12,780.54		15,534.91			5,898.71		7,169.96			**73.7339**		89.6245		
City Engineer	E	U	03	0307	17,979.89		21,854.67			8,298.41		10,086.77			**103.7301**		126.0846		
City Planner	E	U	03	0308	15,642.10		18,752.11			7,219.43		8,654.82			**90.2429**		108.1852		
Community Development Business Manager	E	U	03	0309	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Community Engagement Manager	E	U	03	0354	11,859.34		14,415.07			5,473.54		6,653.11			**68.4192**		83.1639		
Community Engagement Officer/PIO	E	U	03	0310	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Controller	E	U	03	0311	13,235.52		16,087.89			6,108.70		7,425.18			**76.3588**		92.8148		
Creeks Restoration/Clean Water Manager	E	U	03	0312	14,379.60		17,478.50			6,636.74		8,067.00			**82.9592**		100.8375		
Downtown Plaza & Parking Manager	E	U	03	0314	12,447.13		15,129.64			5,744.83		6,982.91			**71.8104**		87.2864		
Emergency Medical Services Manager	E	U	03	0353	11,945.64		14,514.70			5,513.37		6,699.09			**68.9171**		83.7386		
Emergency Services Manager	E	U	03	0316	10,721.34		13,031.87			4,948.31		6,014.71			**61.8539**		75.1839		
Energy and Climate Program Manager	E	U	03	0317	12,023.09		14,614.15			5,549.12		6,744.99			**69.3640**		84.3124		
Environmental Services Manager	E	U	03	0318	11,859.34		14,415.07			5,473.54		6,653.11			**68.4192**		83.1639		
Facilities Manager	E	U	03	0319	12,339.02		14,998.14			5,694.93		6,922.22			**71.1866**		86.5277		
Fire Business Manager	E	U	03	0320	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
General Services Manager	E	U	03	0322	12,179.55		14,804.36			5,621.33		6,832.78			**70.2666**		85.4097		
Harbor Operations Manager	E	U	03	0323	12,910.04		15,692.30			5,958.48		7,242.60			**74.4810**		90.5325		
Housing & Human Services Manager	E	U	03	0324	12,345.58		15,006.12			5,697.96		6,925.90			**71.2245**		86.5738		
Information Technology Manager	E	U	03	0325	14,509.32		17,636.21			6,696.61		8,139.79			**83.7076**		101.7474		
Library Services Manager	E	U	03	0326	11,170.36		13,577.68			5,155.55		6,266.62			**64.4444**		78.3328		
Parks Manager	E	U	03	0327	12,630.87		15,352.94			5,829.63		7,085.97			**72.8704**		88.5746		
Parks Planning Manager	E	U	03	0355	13,684.28		16,633.31			6,315.82		7,676.91			**78.9477**		95.9614		
Parks & Recreation Business Manager	E	U	03	0328	11,859.34		14,415.07			5,473.54		6,653.11			**68.4192**		83.1639		
Police Administrative Manager	E	U	03	0329	14,020.07		17,041.55			6,470.80		7,865.33			**80.8850**		98.3166		
Police Business Manager	E	U	03	0330	11,509.66		13,990.10			5,312.15		6,456.97			**66.4019**		80.7121		
Police Information Technology Manager	E	U	03	0331	12,140.61		14,757.06			5,603.36		6,810.95			**70.0420**		85.1369		
Police Records Manager	E	U	03	0332	11,094.46		13,485.38			5,120.52		6,224.02			**64.0065**		77.8003		
Principal Architect	E	U	03	0333	15,634.19		19,003.53			7,215.78		8,770.86			**90.1973**		109.6358		
Principal Engineer	E	U	03	0334	15,634.19		19,003.53			7,215.78		8,770.86			**90.1973**		109.6358		
Principal Planner	E	U	03	0335	12,345.58		15,006.12			5,697.96		6,925.90			**71.2245**		86.5738		
Principal Project Manager	E	U	03	0336	16,799.42		20,419.88			7,753.58		9,424.56			**96.9198**		117.8070		
Principal Traffic Engineer	E	U	03	0337	15,634.19		19,003.53			7,215.78		8,770.86			**90.1973**		109.6358		
Public Safety Communications Manager	E	U	03	0338	12,570.70		15,279.92			5,801.86		7,052.27			**72.5233**		88.1534		
Public Works Business Manager	E	U	03	0339	12,590.78		15,304.16			5,811.13		7,063.46			**72.6391**		88.2933		

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Public Works Manager	E	U	03	0340	14,165.41				17,218.18	6,537.88				7,946.85	**81.7235**				99.3356
Public Works Operations Manager	E	U	03	0341	15,634.19				19,003.53	7,215.78				8,770.86	**90.1973**				109.6358
Recreation Programs Manager	E	U	03	0342	11,407.33				13,865.67	5,264.92				6,399.54	**65.8115**				79.9943
Rental Housing Programs Manager	E	U	03	0356	13,348.18				16,224.76	6,160.70				7,488.35	**77.0087**				93.6044
Risk Manager	E	U	03	0343	13,261.69				16,119.57	6,120.78				7,439.80	**76.5097**				92.9975
State Street Master Planner	E	U	03	0344	14,200.40				17,260.66	6,554.03				7,966.46	**81.9254**				99.5807
Wastewater System Manager	E	U	03	0350	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Water Resources Manager	E	U	03	0351	17,980.06				21,854.99	8,298.49				10,086.92	**103.7311**				126.0865
Water Services Manager	E	U	03	0346	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Water System Manager	E	U	03	0347	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Waterfront Business Manager	E	U	03	0348	12,590.78				15,304.16	5,811.13				7,063.46	**72.6391**				88.2933
Waterfront Facilities Manager	E	U	03	0349	12,205.74				14,836.12	5,633.42				6,847.44	**70.4177**				85.5930
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107	29,464.72				29,464.72	13,599.10				**13,599.10**	169.9887				169.9887
City Attorney	E	U	01	0108	23,477.98				28,408.36	10,835.99				**13,111.56**	135.4500				163.8945
MANAGEMENT/EXECUTIVE																			
Airport Director	E	U	01	0102	19,182.63				23,316.67	8,853.52				10,761.54	**110.6690**				134.5192
Assistant City Administrator	E	U	01	0101	22,152.13				26,926.10	10,224.06				12,427.43	**127.8008**				155.3429
Community Development Director	E	U	01	0109	18,219.98				22,146.54	8,409.22				10,221.48	**105.1152**				127.7685
Deputy City Administrator	E	U	01	0122	19,830.24				24,103.78	9,152.42				11,124.82	**114.4053**				139.0603
Finance Director	E	U	01	0111	18,039.56				21,927.23	8,325.95				10,120.26	**104.0744**				126.5033
Fire Chief	E	U	31	3100	22,460.36				27,300.76	10,366.32				12,600.35	**129.5790**				157.5044
Human Resources Director	E	U	01	0118	17,298.65				21,026.68	7,983.99				9,704.62	**99.7999**				121.3078
Information Technology Director	E	U	01	0119	17,474.21				21,240.05	8,065.02				9,803.10	**100.8128**				122.5388
Library Director	E	U	01	0112	17,436.68				21,194.44	8,047.70				9,782.05	**100.5962**				122.2756
Parks & Recreation Director	E	U	01	0113	17,474.21				21,240.05	8,065.02				9,803.10	**100.8128**				122.5388
Police Chief	E	U	21	2100	25,477.88				30,968.60	11,759.02				14,293.20	**146.9878**				178.6650
Public Works Director	E	U	01	0114	20,873.93				25,372.40	9,634.12				11,710.34	**120.4265**				146.3792
Sustainability & Resilience Director	E	U	01	0120	17,298.65				21,026.68	7,983.99				9,704.62	**99.7999**				121.3078
Water Resources Director	E	U	01	0123	20,873.93				25,372.40	9,634.12				11,710.34	**120.4265**				146.3792
Waterfront Director/Harbormaster	E	U	01	0115	19,182.63				23,316.67	8,853.52				10,761.54	**110.6690**				134.5192
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	14,991.38				18,222.19	6,919.10				8,410.24	**61.7777**				75.0914
Fire Battalion Chief 40 HR	E	C	33	3301	14,991.38				18,222.19	6,919.10				8,410.24	**86.4888**				105.1280
Fire Battalion Chief / Fire Marshal	E	C	33	3303	14,991.38				18,222.19	6,919.10				8,410.24	**86.4888**				105.1280
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	21,455.16				26,078.89	9,902.38				12,036.41	**123.7798**				150.4551
Police Commander	E	C	23	2302	18,656.00				22,676.33	8,610.46				10,466.00	**107.6308**				130.8250
Police Lieutenant	E	C	23	2301	16,222.40				19,718.44	7,487.26				9,100.82	**93.5908**				113.7603
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,534.66					**2,554.46**					
Mayor	E			0002					6,918.34					**3,193.08**					
POLICE																			
Identification Technician	N	C	29	2901	7,884.96	8,279.22	8,693.17	9,127.84	9,584.21	3,639.21	3,821.18	4,012.23	4,212.85	4,423.48	**45.4901**	47.7647	50.1529	52.6606	55.2935
Parking Enforcement Officer	N	C	29	2902	5,500.06	5,775.06	6,063.79	6,367.05	6,685.38	2,538.49	2,665.41	2,798.67	2,938.64	3,085.56	**31.7311**	33.3176	34.9834	36.7330	38.5695
Parking Enforcement Officer II	N	C	29	2919	6,050.07	6,352.56	6,670.17	7,003.75	7,353.93	2,792.34	2,931.95	3,078.54	3,232.50	3,394.12	**34.9043**	36.6494	38.4817	40.4063	42.4265
Parking Enforcement Officer Unclassified	N	U	29	2918	5,500.06	5,775.06	6,063.79	6,367.05	6,685.38	2,538.49	2,665.41	2,798.67	2,938.64	3,085.56	**31.7311**	33.3176	34.9834	36.7330	38.5695
Police Crime Analyst	N	C	29	2907	8,901.25	9,346.29	9,813.64	10,304.34	10,819.49	4,108.27	4,313.67	4,529.37	4,755.85	4,993.61	**51.3534**	53.9209	56.6171	59.4481	62.4201
Police Officer Range A	7	C	24	2400	10,080.22	10,584.23	11,113.48	11,669.10	12,252.57	4,652.41	4,885.03	5,129.30	5,385.74	5,655.03	**58.1551**	61.0629	64.1162	67.3217	70.6879

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Police Officer Range B	7	C	24	2400	10,281.83	10,795.94	11,335.74	11,902.49	12,497.64	4,745.46	4,982.74	5,231.88	5,493.45	5,768.14	**59.3182**	62.2842	65.3985	68.6681	72.1017
Police Officer Range C	7	C	24	2400	10,483.42	11,007.60	11,558.00	12,135.87	12,742.67	4,838.50	5,080.43	5,334.46	5,601.17	5,881.23	**60.4813**	63.5054	66.6808	70.0146	73.5154
Police Officer Range D	7	C	24	2400	10,685.03	11,219.30	11,780.29	12,369.24	12,987.74	4,931.55	5,178.14	5,437.06	5,708.88	5,994.34	**61.6444**	64.7267	67.9632	71.3610	74.9292
Police Officer - Entry	7	C	29	2903	8,895.53	9,340.33	9,807.33	10,297.71	10,812.58	4,105.63	4,310.92	4,526.46	4,752.79	4,990.42	**51.3204**	53.8865	56.5807	59.4099	62.3802
Police Property/Evidence Assistant	N	C	29	2905	5,561.18	5,839.30	6,131.32	6,437.84	6,759.70	2,566.70	2,695.06	2,829.84	2,971.31	3,119.86	**32.0838**	33.6882	35.3730	37.1414	38.9983
Police Property/Evidence Technician	N	C	29	2906	6,556.20	6,884.02	7,228.20	7,589.62	7,969.09	3,025.94	3,177.24	3,336.09	3,502.90	3,678.04	**37.8242**	39.7155	41.7011	43.7863	45.9755
Police Range/Equipment Technician	N	C	29	2917	7,333.00	7,699.66	8,084.64	8,488.87	8,913.32	3,384.46	3,553.69	3,731.37	3,917.94	4,113.84	**42.3058**	44.4211	46.6421	48.9742	51.4230
Police Records Specialist	N	C	29	2904	5,461.99	5,735.08	6,021.80	6,322.90	6,639.04	2,520.92	2,646.96	2,779.29	2,918.26	3,064.17	**31.5115**	33.0870	34.7411	36.4782	38.3021
Police Records Supervisor	N	C	29	2914	6,556.20	6,884.02	7,228.20	7,589.62	7,969.09	3,025.94	3,177.24	3,336.09	3,502.90	3,678.04	**37.8242**	39.7155	41.7011	43.7863	45.9755
Police Sergeant	7	C	24	2401	12,999.85	13,649.83	14,332.35	15,048.95	15,801.44	5,999.93	6,299.92	6,614.93	6,945.67	7,292.97	**74.9991**	78.7490	82.6866	86.8209	91.1621
Police Services Coordinator	N	C	29	2916	5,787.64	6,076.98	6,380.88	6,699.90	7,034.86	2,671.22	2,804.76	2,945.02	3,092.26	3,246.86	**33.3903**	35.0595	36.8127	38.6533	40.5857
Police Services Specialist	N	C	29	2915	4,958.53	5,206.39	5,466.74	5,740.04	6,027.08	2,288.55	2,402.95	2,523.11	2,649.25	2,781.73	**28.6069**	30.0369	31.5389	33.1156	34.7716
Police Technician	N	C	29	2909	5,238.16	5,500.06	5,775.03	6,063.85	6,367.01	2,417.61	2,538.49	2,665.40	2,798.70	2,938.62	**30.2201**	31.7311	33.3175	34.9838	36.7328
Public Safety Dispatcher I	N	U	29	2910	6,240.26	6,552.20	6,879.86	7,223.84	7,585.00	2,880.12	3,024.09	3,175.32	3,334.08	3,500.77	**36.0015**	37.8011	39.6915	41.6760	43.7596
Public Safety Dispatcher II	N	C	29	2911	6,558.74	6,886.62	7,230.99	7,592.59	7,972.23	3,027.11	3,178.44	3,337.38	3,504.27	3,679.49	**37.8389**	39.7305	41.7172	43.8034	45.9936
Public Safety Dispatcher III	N	C	29	2912	7,247.35	7,609.79	7,990.26	8,389.72	8,809.23	3,344.93	3,512.21	3,687.81	3,872.18	4,065.80	**41.8116**	43.9026	46.0976	48.4022	50.8225
Public Safety Dispatch Supervisor	N	C	29	2913	8,841.39	9,283.41	9,747.62	10,234.99	10,746.73	4,080.64	4,284.65	4,498.90	4,723.84	4,960.03	**51.0080**	53.5581	56.2363	59.0480	62.0004
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
Administrative Supervisor	E	U	04	4001	8,265.49				10,046.66	3,814.84				4,636.92	**47.6855**				57.9615
Administrative/Clerical Supervisor	E	U	04	4000	6,815.12				8,283.82	3,145.44				3,823.30	**39.3180**				47.7912
Airport Business Development Supervisor	E	U	04	4067	8,882.47				10,796.70	4,099.60				4,983.09	**51.2450**				62.2886
Airport Maintenance Supervisor	E	U	04	4003	8,931.93				10,856.86	4,122.43				5,010.86	**51.5304**				62.6357
Airport Operations Supervisor	E	U	04	4004	8,828.41				10,731.00	4,074.65				4,952.77	**50.9331**				61.9096
Airport Patrol Supervisor	E	U	04	4005	11,922.04				14,491.27	5,502.48				6,688.28	**68.7810**				83.6035
Billing Supervisor	E	U	04	4008	7,915.12				9,620.82	3,653.13				4,440.38	**45.6641**				55.5048
Building and Safety Supervisor	E	U	04	4009	12,773.78				15,526.64	5,895.59				7,166.14	**73.6949**				89.5768
Capital Projects Supervisor	E	U	04	4073	12,375.35				15,042.30	5,711.70				6,942.60	**71.3962**				86.7825
City TV Production Supervisor	E	U	04	4022	9,605.85				11,675.95	4,433.47				5,388.90	**55.4184**				67.3613
Creeks Supervisor	E	U	04	4023	12,504.27				15,199.02	5,771.20				7,014.93	**72.1400**				87.6866
Custodial Supervisor	E	U	04	4014	6,420.98				7,804.72	2,963.53				3,602.18	**37.0441**				45.0273
Department Systems Supervisor	E	U	04	4077	11,626.81				14,132.43	5,366.22				6,522.66	**67.0778**				81.5332
Electronics/Communication Supervisor	E	U	04	4016	8,931.91				10,856.86	4,122.42				5,010.86	**51.5303**				62.6358
Environmental Services Supervisor	E	U	04	4017	10,473.97				12,731.16	4,834.14				5,875.92	**60.4267**				73.4490
Facilities Maintenance Superintendent	E	U	04	4018	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Facilities Maintenance Supervisor	E	U	04	4019	8,444.54				10,264.41	3,897.48				4,737.42	**48.7185**				59.2178
Finance Supervisor	E	U	04	4020	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
Fleet Services Superintendent	E	U	04	4078	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Fleet Services Supervisor	E	U	04	4007	8,884.50				10,799.17	4,100.54				4,984.23	**51.2568**				62.3029
Harbor Patrol Supervisor	E	U	04	4024	10,735.51				13,049.12	4,954.85				6,022.67	**61.9356**				75.2834
Information Technology Supervisor	E	U	04	4027	12,616.48				15,335.36	5,822.99				7,077.86	**72.7874**				88.4732
Laboratory Supervisor	E	U	04	4028	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Library Circulation Supervisor	E	U	04	4029	6,519.46				7,924.45	3,008.98				3,657.44	**37.6123**				45.7180
Maintenance Supervisor I	E	U	04	4030	7,457.34				9,064.45	3,441.85				4,183.59	**43.0231**				52.2949
Maintenance Supervisor II	E	U	04	4031	8,198.58				9,965.41	3,783.96				4,599.42	**47.2995**				57.4928
Marketing Supervisor	E	U	04	4070	9,647.56				11,726.74	4,452.72				5,412.34	**55.6590**				67.6542
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,731.66				9,397.90	3,568.46				4,337.49	**44.6057**				54.2186
Parking Supervisor	E	U	04	4034	8,786.14				10,679.65	4,055.14				4,929.07	**50.6893**				61.6134
Parking/TMP Superintendent	E	U	04	4035	10,626.07				12,916.06	4,904.34				5,961.26	**61.3043**				74.5158
Parks Superintendent	E	U	04	4068	8,653.88				10,518.86	3,994.10				4,854.86	**49.9263**				60.6857
Parks Supervisor	E	U	04	4033	7,492.57				9,107.24	3,458.11				4,203.34	**43.2264**				52.5418
Purchasing Supervisor	E	U	04	4036	9,501.68				11,549.35	4,385.39				5,330.47	**54.8174**				66.6309
Recreation Supervisor I	E	U	04	4037	8,275.74				10,059.23	3,819.57				4,642.72	**47.7446**				58.0340
Rental Housing Mediation Supervisor	E	U	04	4074	9,522.02				11,574.07	4,394.78				5,341.88	**54.9348**				66.7735
Senior Librarian	E	U	04	4038	8,952.08				10,881.28	4,131.73				5,022.13	**51.6466**				62.7766

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Senior Planner I	E	U	04	4039	10,983.25				13,350.22	5,069.19				6,161.64	**63.3649**				77.0205
Senior Planner II	E	U	04	4040	11,532.60				14,017.94	5,322.74				6,469.82	**66.5343**				80.8728
Senior Recreation Supervisor	E	U	04	4041	8,907.62				10,827.29	4,111.21				4,997.21	**51.3901**				62.4651
Street Tree Supervisor	E	U	04	4042	7,492.57				9,107.24	3,458.11				4,203.34	**43.2264**				52.5418
Streets Maintenance Superintendent	E	U	04	4076	10,729.59				13,041.90	4,952.12				6,019.34	**61.9015**				75.2417
Supervising Engineer	E	U	04	4043	13,408.14				16,297.67	6,188.37				7,522.00	**77.3546**				94.0250
Supervising Librarian	E	U	04	4044	8,965.54				10,897.60	4,137.94				5,029.66	**51.7242**				62.8707
Supervising Park Ranger	E	U	04	4075	8,632.85				10,493.23	3,984.39				4,843.03	**49.8049**				60.5379
Supervising Transportation Engineer	E	U	04	4047	12,772.70				15,525.34	5,895.09				7,165.54	**73.6886**				89.5692
Supervising Transportation Planner	E	U	04	4046	10,983.57				13,350.61	5,069.34				6,161.82	**63.3667**				77.0228
Treatment Plant Technician Supervisor	E	U	04	4049	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Urban Forest Superintendent	E	U	04	4050	10,983.44				13,350.42	5,069.28				6,161.73	**63.3660**				77.0216
Wastewater Collection System Superintendent	E	U	04	4053	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Wastewater Collection System Supervisor	E	U	04	4052	11,381.61				13,834.45	5,253.05				6,385.13	**65.6631**				79.8141
Wastewater Treatment Superintendent	E	U	04	4054	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Wastewater Treatment Supervisor	E	U	04	4055	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Water Distribution Superintendent	E	U	04	4059	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Distribution Supervisor	E	U	04	4060	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Water Quality Superintendent	E	U	04	4069	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Service Superintendent	E	U	04	4072	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Services Supervisor	E	U	04	4071	11,046.30				13,426.88	5,098.29				6,197.02	**63.7286**				77.4628
Water Treatment Superintendent	E	U	04	4057	14,608.06				17,756.25	6,742.18				8,195.19	**84.2773**				102.4399
Water Treatment Supervisor	E	U	04	4058	12,703.02				15,440.58	5,862.93				7,126.42	**73.2866**				89.0802
Waterfront Maintenance Superintendent	E	U	04	4062	9,428.36				11,460.28	4,351.55				5,289.36	**54.3944**				66.1170
Waterfront Parking Supervisor	E	U	04	4061	8,608.54				10,463.72	3,973.17				4,829.41	**49.6646**				60.3676
SUPERVISOR/CONFIDENTIAL																			
Payroll and A/P Supervisor*	E	U	05	5005	10,174.86				12,367.64	4,696.09				5,708.14	**58.7011**				71.3518
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	6,622.37	6,953.53	7,301.15	7,666.23	8,049.56	3,056.48	3,209.32	3,369.76	3,538.26	3,715.18	**38.2060**	40.1165	42.1220	44.2282	46.4397
Airport Operations Specialist Trainee	N	U	19	1962	5,297.91	5,562.87	5,840.94	6,132.97	6,439.66	2,445.19	2,567.48	2,695.82	2,830.60	2,972.15	**30.5649**	32.0935	33.6977	35.3825	37.1519
Airport Police Officer	N	C	19	1964	9,468.90	9,942.27	10,439.48	10,961.38	11,509.44	4,370.26	4,588.74	4,818.22	5,059.10	5,312.05	**54.6282**	57.3593	60.2277	63.2388	66.4006
Airport Police Officer II	N	C	19	1965	10,365.51	10,883.80	11,427.98	11,999.26	12,599.32	4,784.08	5,023.29	5,274.45	5,538.12	5,815.07	**59.8010**	62.7911	65.9306	69.2265	72.6884
Airport Police Officer - Entry	N	C	19	1966	9,018.01	9,468.83	9,942.34	10,439.43	10,961.38	4,162.16	4,370.23	4,588.77	4,818.20	5,059.10	**52.0270**	54.6279	57.3596	60.2275	63.2387
Airport Police Officer - Trainee	N	U	19	1967	7,515.00	7,890.70	8,285.29	8,699.51	9,134.49	3,468.46	3,641.86	3,823.98	4,015.16	4,215.92	**43.3558**	45.5233	47.7997	50.1895	52.6990
Airport Security Aide	N	C	19	1968	4,216.14	4,426.85	4,648.32	4,880.70	5,124.71	1,945.91	2,043.16	2,145.38	2,252.63	2,365.25	**24.3239**	25.5395	26.8173	28.1579	29.5656
Control Systems Operator Specialist I	N	C	19	1904	8,732.79	9,169.42	9,627.91	10,109.26	10,614.72	4,030.52	4,232.04	4,443.65	4,665.81	4,899.10	**50.3815**	52.9005	55.5456	58.3226	61.2387
Control Systems Operator Specialist II	N	C	19	1905	9,700.30	10,185.33	10,694.60	11,229.36	11,790.76	4,477.06	4,700.92	4,935.97	5,182.78	5,441.89	**55.9632**	58.7615	61.6996	64.7847	68.0236
Cross Connection Specialist	N	C	19	1939	9,275.67	9,739.41	10,226.36	10,737.74	11,274.62	4,281.08	4,495.11	4,719.86	4,955.88	5,203.67	**53.5135**	56.1889	58.9982	61.9485	65.0459
Harbor Patrol Officer	N	C	19	1906	8,976.18	9,424.98	9,896.25	10,391.05	10,910.62	4,142.85	4,349.99	4,567.50	4,795.87	5,035.67	**51.7856**	54.3749	57.0938	59.9484	62.9459
Harbor Patrol Officer - Entry	N	C	19	1907	8,056.79	8,459.64	8,882.55	9,326.68	9,792.99	3,718.52	3,904.45	4,099.64	4,304.62	4,519.84	**46.4815**	48.8056	51.2455	53.8078	56.4980
Laboratory Analyst Coordinator	N	C	19	1911	9,387.95	9,857.34	10,350.21	10,867.70	11,411.10	4,332.90	4,549.54	4,777.02	5,015.86	5,266.66	**54.1613**	56.8693	59.7128	62.6983	65.8333
Laboratory Analyst I	N	C	19	1909	7,729.09	8,115.62	8,521.46	8,947.47	9,394.84	3,567.27	3,745.67	3,932.98	4,129.60	4,336.08	**44.5909**	46.8209	49.1622	51.6200	54.2010
Laboratory Analyst II	N	C	19	1910	8,577.27	9,006.12	9,456.48	9,929.27	10,425.78	3,958.74	4,156.67	4,364.53	4,582.74	4,811.90	**49.4843**	51.9584	54.5566	57.2842	60.1487
Lead Park Ranger	N	C	19	1955	7,939.92	8,336.86	8,753.75	9,191.41	9,650.98	3,664.58	3,847.78	4,040.19	4,242.19	4,454.30	**45.8072**	48.0972	50.5024	53.0274	55.6787
Lead Water Meter Technician	N	C	19	1963	9,235.83	9,697.68	10,182.58	10,691.68	11,226.28	4,262.69	4,475.85	4,699.65	4,934.62	5,181.36	**53.2836**	55.9481	58.7456	61.6827	64.7670
Meter Reader/Water Distribution OIT	N	C	19	1913	5,122.72	5,378.84	5,647.85	5,930.21	6,226.70	2,364.33	2,482.54	2,606.70	2,737.02	2,873.86	**29.5541**	31.0318	32.5837	34.2127	35.9232
Park Ranger	N	C	19	1914	7,218.08	7,578.96	7,957.97	8,355.84	8,773.57	3,331.42	3,497.98	3,672.91	3,856.54	4,049.34	**41.6428**	43.7247	45.9114	48.2067	50.6168
Reclamation Specialist	N	C	19	1924	5,949.13	6,246.59	6,558.89	6,886.84	7,231.25	2,745.75	2,883.04	3,027.18	3,178.54	3,337.50	**34.3219**	36.0380	37.8398	39.7317	41.7187
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	8,413.15	8,833.80	9,275.46	9,739.30	10,226.23	3,882.99	4,077.14	4,280.98	4,495.06	4,719.80	**48.5374**	50.9642	53.5123	56.1882	58.9975
Senior Airport Operations Specialist	N	C	19	1916	7,381.66	7,750.73	8,138.30	8,545.20	8,972.38	3,406.92	3,577.26	3,756.14	3,943.94	4,141.10	**42.5865**	44.7157	46.9517	49.2993	51.7638
Senior Airport Security Aide	N	C	19	1969	4,637.69	4,869.67	5,113.10	5,368.76	5,637.19	2,140.47	2,247.54	2,359.89	2,477.89	2,601.78	**26.7559**	28.0942	29.4986	30.9736	32.5223
Senior Control Systems Operator Specialist	N	C	19	1917	10,620.70	11,151.77	11,709.40	12,294.84	12,909.54	4,901.86	5,146.97	5,404.34	5,674.54	5,958.25	**61.2732**	64.3371	67.5542	70.9318	74.4781
Senior Cross Connection Specialist	E	C	19	1959	10,053.03	10,555.68	11,083.35	11,637.67	12,219.52	4,639.86	4,871.85	5,115.39	5,371.23	5,639.78	**57.9983**	60.8981	63.9424	67.1404	70.4972
Senior Treatment Plant Technician	N	C	19	1918	9,374.45	9,843.21	10,335.37	10,852.14	11,394.67	4,326.67	4,543.02	4,770.17	5,008.68	5,259.08	**54.0834**	56.7878	59.6271	62.6085	65.7385
Senior Wastewater Collection System Operator	N	C	19	1919	8,275.15	8,688.98	9,123.42	9,579.55	10,058.58	3,819.30	4,010.30	4,210.81	4,421.33	4,642.42	**47.7413**	50.1287	52.6351	55.2666	58.0302

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	10,053.33	10,556.02	11,083.76	11,638.01	12,219.91	4,640.00	4,872.01	5,115.58	5,371.39	5,639.96	**58.0000**	60.9001	63.9448	67.1424	70.4995
Senior Wastewater Treatment Plant Operator	N	C	19	1921	10,027.31	10,528.66	11,055.07	11,607.83	12,188.24	4,627.99	4,859.38	5,102.34	5,357.46	5,625.34	**57.8499**	60.7423	63.7793	66.9683	70.3168
Senior Water Distribution Operator	N	C	19	1920	6,634.55	6,966.29	7,314.54	7,680.29	8,064.36	3,062.10	3,215.21	3,375.94	3,544.75	3,722.01	**38.2762**	40.1901	42.1993	44.3094	46.5251
Treatment Plant Technician	N	C	19	1923	8,151.74	8,559.33	8,987.31	9,436.70	9,908.51	3,762.34	3,950.46	4,147.99	4,355.40	4,573.16	**47.0292**	49.3807	51.8499	54.4425	57.1645
Wastewater Collection System Lead Operator	N	C	19	1927	9,516.39	9,992.21	10,491.74	11,016.40	11,567.14	4,392.18	4,611.79	4,842.34	5,084.49	5,338.68	**54.9022**	57.6474	60.5292	63.5561	66.7335
Wastewater Collection System Operator I	N	C	19	1925	6,577.59	6,906.49	7,251.79	7,614.40	7,995.15	3,035.81	3,187.61	3,346.98	3,514.34	3,690.07	**37.9476**	39.8451	41.8373	43.9293	46.1259
Wastewater Collection System Operator II	N	C	19	1926	7,719.96	8,105.89	8,511.30	8,936.85	9,383.68	3,563.06	3,741.18	3,928.29	4,124.70	4,330.93	**44.5383**	46.7648	49.1036	51.5588	54.1366
Wastewater Collection System Operator Technician I	N	C	19	1929	6,705.44	7,040.69	7,392.80	7,762.37	8,150.52	3,094.82	3,249.55	3,412.06	3,582.63	3,761.78	**38.6852**	40.6194	42.6507	44.7829	47.0222
Wastewater Collection System Project Coordinator	N	C	19	1954	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	**52.8556**	55.4984	58.2733	61.1870	64.2464
Wastewater Compliance Specialist	N	C	19	1953	9,161.47	9,619.55	10,100.52	10,605.53	11,135.87	4,228.37	4,439.79	4,661.78	4,894.86	5,139.63	**52.8546**	55.4974	58.2722	61.1858	64.2454
Wastewater Treatment Plant Chief Operator	N	C	19	1932	10,555.09	11,082.85	11,636.97	12,218.83	12,829.70	4,871.58	5,115.16	5,370.91	5,639.46	5,921.40	**60.8948**	63.9395	67.1364	70.4932	74.0175
Wastewater Treatment Plant OIT	N	U	19	1931	6,577.89	6,906.73	7,252.09	7,614.73	7,995.48	3,035.95	3,187.72	3,347.12	3,514.49	3,690.22	**37.9494**	39.8465	41.8390	43.9311	46.1277
Wastewater Treatment Plant Operator I	N	C	19	1933	7,861.17	8,254.20	8,666.95	9,100.28	9,555.30	3,628.23	3,809.63	4,000.13	4,200.13	4,410.14	**45.3529**	47.6204	50.0016	52.5016	55.1268
Wastewater Treatment Plant Operator II	N	C	19	1934	8,275.09	8,688.90	9,123.36	9,579.48	10,058.49	3,819.27	4,010.26	4,210.78	4,421.30	4,642.38	**47.7409**	50.1283	52.6347	55.2663	58.0298
Wastewater Treatment Plant Operator III	N	C	19	1935	9,182.85	9,642.06	10,124.08	10,630.23	11,161.76	4,238.24	4,450.18	4,672.65	4,906.26	5,151.58	**52.9780**	55.6272	58.4081	61.3283	64.3948
Water Distribution Chief Operator	N	C	19	1957	10,555.63	11,083.45	11,637.67	12,219.52	12,830.44	4,871.83	5,115.44	5,371.23	5,639.78	5,921.74	**60.8979**	63.9430	67.1404	70.4973	74.0217
Water Distribution Equipment Operator	N	C	19	1930	6,906.77	7,252.09	7,614.71	7,995.48	8,395.25	3,187.74	3,347.12	3,514.48	3,690.22	3,874.73	**39.8468**	41.8390	43.9310	46.1278	48.4341
Water Distribution Lead Operator	N	C	19	1937	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	**42.0810**	44.1849	46.3940	48.7139	51.1496
Water Distribution Lead Operator Technician	N	C	19	1938	9,717.07	10,202.92	10,713.11	11,248.77	11,811.15	4,484.80	4,709.04	4,944.51	5,191.74	5,451.30	**56.0600**	58.8630	61.8064	64.8967	68.1413
Water Distribution OIT	N	U	19	1941	4,896.82	5,141.63	5,398.71	5,668.65	5,952.05	2,260.07	2,373.06	2,491.71	2,616.30	2,747.10	**28.2509**	29.6633	31.1464	32.7037	34.3388
Water Distribution Operator I	N	C	19	1945	5,436.32	5,708.13	5,993.54	6,293.19	6,607.84	2,509.07	2,634.52	2,766.25	2,904.55	3,049.77	**31.3634**	32.9315	34.5781	36.3069	38.1221
Water Distribution Operator II	N	C	19	1947	6,034.71	6,336.46	6,653.27	6,985.90	7,335.19	2,785.25	2,924.52	3,070.74	3,224.26	3,385.47	**34.8156**	36.5565	38.3842	40.3032	42.3184
Water Distribution Operator Technician OIT	N	U	19	1936	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	**37.9504**	39.8480	41.8407	43.9322	46.1288
Water Distribution Operator Technician I	N	C	19	1948	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	**46.3340**	48.6506	51.0834	53.6374	56.3193
Water Distribution Operator Technician II	N	C	19	1949	8,834.02	9,275.63	9,739.47	10,226.49	10,737.78	4,077.24	4,281.06	4,495.14	4,719.92	4,955.90	**50.9655**	53.5133	56.1893	58.9990	61.9488
Water Distribution Operator/Emergency Services	N	C	19	1950	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	**42.0810**	44.1849	46.3940	48.7139	51.1496
Water Distribution Project Coordinator	N	C	19	1956	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	**52.8556**	55.4984	58.2733	61.1870	64.2464
Water Meter Technician I	N	C	19	1960	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	**37.9504**	39.8480	41.8407	43.9322	46.1288
Water Meter Technician II	N	C	19	1961	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	**46.3340**	48.6506	51.0834	53.6374	56.3193
Water Treatment Chief Operator	N	C	19	1940	10,555.61	11,083.45	11,637.64	12,219.52	12,830.44	4,871.82	5,115.44	5,371.22	5,639.78	5,921.74	**60.8978**	63.9430	67.1403	70.4973	74.0217
Water Treatment Plant OIT	N	U	19	1942	6,578.11	6,906.88	7,252.31	7,614.92	7,995.65	3,036.05	3,187.79	3,347.22	3,514.58	3,690.30	**37.9506**	39.8474	41.8403	43.9322	46.1287
Water Treatment Plant Operator II	N	C	19	1944	8,275.13	8,688.90	9,123.36	9,579.51	10,058.49	3,819.29	4,010.26	4,210.78	4,421.31	4,642.38	**47.7411**	50.1282	52.6347	55.2664	58.0297
Water Treatment Plant Operator III	N	C	19	1946	9,182.40	9,641.56	10,123.64	10,629.78	11,161.28	4,238.03	4,449.95	4,672.45	4,906.05	5,151.36	**52.9754**	55.6244	58.4056	61.3256	64.3920
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	10,052.84	10,555.46	11,083.19	11,637.43	12,219.20	4,639.77	4,871.75	5,115.32	5,371.12	5,639.63	**57.9971**	60.8969	63.9415	67.1390	70.4954

Revisions:

Resolution 2026-063 = Mayor & Council salary adjustment, effective 04/04/2026; CAR 06/30/2026
Resolution 2026-072 = Police Management Association salary adjustment, effective 07/11/2026; CAR 07/28/2026
Resolution 2026-072 = Firefighters Association salary adjustment, effective 07/11/2026; CAR 07/28/2026
Resolution 2026-085 = Council Agenda Report 09/15/2026, effective 09/19/2026
Resolution 2026-108 = Council Agenda Report 10/27/2026, effective 10/03/2026

Subsection 2(a). The salaries of employees holding classifications or positions which are reclassified downward or for which the salary is adjusted as a result of salary surveys or other studies conducted by the City may be "Y" rated. When "Y" rated, the employee's salary shall be maintained at its current salary level until the salary applicable to the appropriate step in the employee's assigned classification is increased to equal the employee's current salary level. Thereafter, the employee's salary shall no longer be "Y" rated. As used herein, the term "current salary level" shall mean the salary which the employee was receiving at the time the salary for his assigned classification was reduced.

Subsection 2(b). As provided by Municipal Code Section 3.04.161, regular part-time employees working in the classifications contained herein shall serve in the unclassified service. Regular part-time employees shall be paid on an hourly basis the salaries provided herein for the appropriate classification.

Subsection 2(c). Any employee designated as "Confidential" by the City Administrator shall be paid an increase in pay equal to two and one-half percent (2½%) for the applicable step and range.

Subsection 2(d). Managers and Professional Attorneys will receive salary and benefits as established by resolution, ordinance, and administrative procedure, and as reflected in the Management and Performance Compensation Plan, the Professional Attorney's Performance and Compensation Plan, the Police Managers' Association (PMA) MOU/Agreement, and the Fire Managers' Association (FMA) MOU/Agreement .

Subsection 2(e). Any employee designated by the City Administrator as an Administrative Fire Captain, working forty (40) hours a week, shall be paid an increase in pay equal to three percent (3.0%) in order to maintain a salary approximately equal to a fifty-six (56) hours per week Fire Captain.

Subsection 2(f): Salary ranges for non-management positions shall have 5 steps. Appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. All step increases shall be based upon the equivalent of one year of satisfactory performance at the lower step in the appropriate range.

Subsection 2(g): The City Administrator may appoint a professional attorney or management employee to a salary anywhere between the minimum and maximum of the salary range.

Subsection 2(h): Employees may serve in an hourly assignment in the classifications listed herein as provided under Santa Barbara Municipal Code Section 3.04.160. All such appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. In the alternative, the City Administrator may authorize the creation of limited or temporary hourly classifications. Such limited or temporary ("L/T") hourly classifications shall be paid an hourly rate of not less than the applicable state or federal minimum wage and not greater than $150.00 per hour, or such greater amount as may be provided by ordinance. The official salary schedules for such limited or temporary hourly classifications shall be made publicly available on the City's web site.

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

Hourly Assignments to Regular Classes

01 Management

B/U 17	B/U 18	Title	Hourly Rate
7332	N/A	Assistant City Attorney IV	$102.0744 - $124.0724
7334	N/A	Assistant City Attorney III	$92.7949 - $112.7930
7456	N/A	Assistant City Attorney V	$118.4363 - $143.9593
7335	N/A	Deputy City Attorney	$59.8289 - $72.7225

03 Management

B/U 17	B/U 18	Title	Hourly Rate
7446	N/A	Airport Operations Manager	$72.6391 - $88.2933
7449	N/A	Airport Properties Manager	$72.6391 - $88.2933
7336	N/A	Creeks Restoration/Clean Water Manager	$82.9592 - $100.8375
7337	N/A	Library Services Manager	$64.4444 - $78.3328
7340	N/A	Parks and Recreation Business Manager	$68.4192 - $83.1639
7447	N/A	Principal Project Manager	$96.9198 - $117.8070

04 Supervisors

B/U 17	B/U 18	Title	Hourly Rate
7454	N/A	Accounting Supervisor	$58.7011 - $71.3518
7448	N/A	Airport Patrol Supervisor	$68.7810 - $83.6035
7342	N/A	Custodial Supervisor	$37.0441 - $45.0273
7343	N/A	Facilities Maintenance Supervisor	$48.7185 - $59.2178
7344	N/A	Parking/TMP Superintendent	$61.3043 - $74.5158
7345	N/A	Parks Supervisor	$43.2264 - $52.5418
7346	N/A	Senior Librarian	$51.6466 - $62.7766
7347	N/A	Water Treatment Superintendent	$84.2773 - $102.4399

14 General

B/U 17	B/U 18	Title	Hourly Rate
7013	8008	Accountant II	$43.3989
7074	8062	Accounting Assistant	$33.9891
7103	8090	Accounting Coordinator	$39.2783
7003	8001	Accounting Technician	$35.7272
7000	N/A	Administrative Analyst I	$48.6740
7001	N/A	Administrative Analyst II	$55.6900

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7002	8000	Administrative Assistant	$39.8705
7065	8053	Administrative Specialist	$31.0493
7004	8002	Assistant Parking Coordinator	$31.0705
7007	8004	Assistant Planner	$45.6179
7010	N/A	Assistant Transportation Planner	$45.6179
7008	8005	Associate Planner	$49.4076
7009	8301	Associate Transportation Planner	$49.4076
7062	8050	Automotive/Equipment Tech	$37.3674
7012	8007	Automotive Service Writer	$43.3989
7015	8010	Building Inspector	$46.1174
7387	8307	Building Permit Tech	$37.7763
7016	8011	Buyer II	$41.6671
7017	8012	Carpenter	$38.3683
7040	8032	City TV Production Specialist	$46.3353
7018	8013	Code Enforcement Officer	$40.8773
7079	8067	Commission Secretary	$33.0678
7020	N/A	Communications Specialist	$37.9308
7019	8014	Community Development Programs Specialist	$44.7170
7026	8020	Computer Training Coordinator	$50.3531
7027	8021	Creeks Outreach Coordinator	$43.1829
7025	8019	Custodian	$26.6194
7389	8308	Deputy City Clerk	$43.1058
7028	8022	Electrician	$40.7351
7029	8023	Electronics/Communications Technician I	$38.9015
7031	8025	Engineering Technician I	$34.9519
7032	8026	Engineering Technician II	$38.4259
7386	N/A	Environmental Services Specialist II	$53.7794
7030	8024	Equipment Operator	$31.7324
7036	8029	Fire Public Education Coordinator	$43.1829
7414	8323	Fleet Services Technician I	$37.3674
7415	8324	Fleet Services Technician II	$41.2871
7037	8030	Geographic Information Systems Technician	$43.6156
7457	8359	Geographic Information Systems Analyst	$51.3096
7021	8015	Graphic Designer	$46.5373
7043	8035	Grounds Maintenance Crew Leader	$35.2839
7044	8036	Grounds Maintenance Worker I	$27.9107
7045	8037	Grounds Maintenance Worker II	$31.3035

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7046	8038	Heavy Equipment Tech	$41.2871
7047	8039	Housing Programs Specialist	$49.4076
7411	8322	Housing Project Planner	$52.9806
7048	N/A	Human Resources Analyst II	$55.6900
7416	8325	Human Resources Technician	$41.0818
7023	8017	Information Technology Technician I	$34.5016
7024	8018	Information Technology Technician II	$37.5544
7049	N/A	Law Clerk	$38.2137
7465	8368	Lead Equipment Technician	$45.6179
7050	N/A	Legal Administrative Assistant I	$32.7393
7051	N/A	Legal Administrative Assistant II	$39.5712
7052	8040	Librarian I	$37.7879
7053	8041	Librarian II	$41.5440
7054	8042	Library Assistant I	$28.3217
7055	8043	Library Assistant II	$29.4746
7057	8045	Library Systems Technician I	$34.5016
7056	8044	Library Technician	$31.4487
7005	N/A	Litigation Paralegal	$40.3688
7058	8046	Mail Services Specialist	$24.0922
7061	8049	Maintenance Crew Leader	$36.9978
7059	8047	Maintenance Worker I	$26.6194
7060	8048	Maintenance Worker II	$31.3820
7417	8326	Marketing Coordinator	$46.5373
7022	8016	Network Analyst	$51.3096
7063	8051	Office Specialist I	$24.7004
7064	8052	Office Specialist II	$27.1560
7067	8055	Outreach Coordinator	$43.1829
7066	8054	Painter	$37.1147
7068	8056	Parking Coordinator	$39.6723
7072	8060	Planning Technician I	$37.9308
7071	8059	Planning Technician II	$41.0818
7073	8061	Plumber	$39.3372
7070	8058	Project Engineer I	$54.2994
7075	8063	Project Engineer II	$59.6967
7077	8065	Project Planner	$52.9806
7078	8066	Public Works Inspector I	$40.1688
7397	8310	Real Property Agent	$49.1618

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7080	8068	Records Technician	$31.3820
7382	8306	Recreation Coordinator	$37.0597
7082	8070	Recreation Program Leader	$26.2237
7083	8071	Recreation Specialist	$30.6612
7081	8069	Recycling Educator	$37.5544
7084	8072	Rental Housing Mediation Specialist	$40.6740
7085	N/A	Risk Analyst II	$55.6900
7091	8078	Senior Commission Secretary	$36.5366
7086	8073	Senior Custodian	$28.1205
7035	8028	Senior Electronics/Communications Technician	$45.8616
7033	8027	Senior Engineering Technician	$43.7467
7087	8074	Senior Grounds Maintenance Worker	$32.5777
7088	8075	Senior Library Technician	$34.4028
7089	8076	Senior Maintenance Worker	$35.1980
7076	8064	Senior Network/Applications Analyst	$55.3832
7455	8358	Senior Plan Check Engineer	$61.6180
7380	8303	Senior Plans Examiner	$55.7683
7090	8077	Senior Real Property Agent	$56.5295
7092	8079	Stock Clerk	$27.7030
7096	8083	Traffic Technician I	$34.5016
7097	8084	Traffic Technician II	$37.9308
7098	8085	Tree Trimmer I	$28.5447
7099	8086	Tree Trimmer II	$32.0141
7101	8088	Vehicle Services Assistant	$28.2613
7104	8091	Water Resources Specialist	$47.9513
7379	8304	Water Resources Technician	$37.5544
7102	8089	Welder/Fabricator	$37.7986

19 Treatment & Patrol

B/U 17	B/U 18	Title	Hourly Rate
7006	8003	Airport Operations Specialist	$38.2060
7462	8366	Airport Police Officer	$54.6282
7463	8367	Airport Police Officer II	$59.8010
7352	8287	Harbor Patrol Officer	$51.7856
7011	8006	Airport Security Aide	$24.3239
7354	8289	Lab Analyst I	$44.5909
7069	8057	Park Ranger	$41.6428

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

7356	8291	Treatment Plant Technician	$47.0292
7349	8284	Wastewater Treatment Plant OIT	$37.9494
7350	8285	Wastewater Treatment Plant Operator III	$52.9780
7351	8286	Water Distribution Operator Technician II	$50.9655
7458	8360	Water Meter Technician II	$46.3340
7355	8290	Water Treatment Plant OIT	$37.9506
7353	8288	Water Treatment Plant Operator II	$47.7411
7450	8354	Water Treatment Plant Operator III	$52.9754

21 Police Chief

B/U 17	B/U 18	Title	Hourly Rate
7390	N/A	Police Chief	$127.2939 - $154.7269

23 Police Management

B/U 17	B/U 18	Title	Hourly Rate
7357	N/A	Police Lieutenant	$93.5908 - $113.7603
7466	N/A	Assistant Police Chief	$123.7798 - $150.4551

24 Police Sworn

B/U 17	B/U 18	Title	Hourly Rate
7359	N/A	Police Officer	$58.1551
7361	N/A	Police Officer- Entry	$51.3204

29 Police Non-Sworn

B/U 17	B/U 18	Title	Hourly Rate
7464	N/A	Administrative Polygraph Examiner	$106.4333
7227	N/A	Background Investigator	$54.2151
7388	N/A	EMD Dispatcher	$48.2933
7395	N/A	Identification Technician	$45.4901
7360	N/A	Parking Enforcement Officer	$31.7311
7358	N/A	Public Safety Dispatcher II	$37.8389
7362	N/A	Police Property/Evidence Assistant	$32.0838
7391	N/A	Police Property/Evidence Technician	$37.8242
7363	N/A	Police Records Specialist	$31.5115
7364	N/A	Police Technician	$30.2201

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

39 Fire Non-Sworn

B/U 17	B/U 18	Title	Hourly Rate
7432	N/A	Fire Inspector II	$54.8227

Hourly Rate Schedule (Limited Term)

B/U 17	B/U 18	Title	Hourly Rate
7461	8363	Administrative Investigator	$70.97
7220	N/A	Airport Marketing Assistant	$19.25
7219	8205	Airport Operations Intern	$18.17
7394	8309	Airport Services Coordinator	$37.97
7221	8206	Airport Traffic Aide	$18.17
7218	8204	Alternative Transportation Planner	$46.86
7396	N/A	ARCON Instructor	$55.50
7225	N/A	Assistant PAL Coordinator I	$18.17
7222	N/A	Assistant PAL Coordinator II	$21.33
7224	8207	Assistant Park Planner	$27.45
7223	N/A	Assistant to Council I	$18.17
7270	N/A	Assistant to Council II	$18.64
7271	N/A	Assistant to Council III	$21.33
7226	8208	Automotive Parts Aide	$22.44
7145	8132	Beach Lifeguard I	$25.57
7146	8133	Beach Lifeguard II	$26.85
7147	8134	Beach Lifeguard III	$28.19
7228	8209	Cannoneer	$26.20
7229	N/A	CAO Special Projects Manager	$66.85
7240	N/A	CAO Intern	$18.17
7243	N/A	City Council Intern	$18.17
7425	8334	City Programs Intern I	$18.63
7426	8335	City Programs Intern II	$21.10
7427	8336	City Programs Intern III	$23.58
7428	8337	City Programs Intern IV	$24.82
7429	8338	City Programs Intern V	$27.30
7430	8339	City Programs Intern VI	$28.55
7431	8340	City Programs Intern VII	$31.04
7253	8222	City TV Production Aid Lead	$20.87
7251	8220	City TV Production Aide I	$18.17
7252	8221	City TV Production Aide II	$19.98

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7250	8219	City TV Production Intern	$18.17
7135	8122	Clerical Assistant	$18.17
7234	8211	Commercial Driver Trainer	$31.83
7217	N/A	Community Services Liaison	$20.48
7384	N/A	Community Services Officer	$27.26
7235	8212	Creeks Resources Technician	$31.21
7236	8213	Database Specialist	$24.45
7237	N/A	Development Manager	$39.84
7238	N/A	Dispatch Training Coordinator	$53.05
7239	8214	Diver	$26.20
7399	8311	Downtown Ambassador I	$21.58
7400	8312	Downtown Ambassador II	$24.56
7451	8355	Downtown Ambassador III	$28.22
7413	N/A	Elections Advisor	$125.90
7412	N/A	Elections Assistant	$29.98
7392	N/A	EMD Auditor	$60.90
7275	N/A	EMS Nurse Educator	$96.88
7245	8215	Extension Aide	$21.18
7246	N/A	Facilities Project Manager	$43.48
7436	8344	Facility Monitor I - Weekday	$24.29
7437	8345	Facility Monitor II - Weekday	$25.51
7438	8346	Facility Monitor III - Weekday	$26.78
7381	N/A	Financial Systems Analyst	$61.16
7247	8216	Fire Public Education Assistant	$19.04
7231	N/A	Fire Service Mutual Aide Specialist I	$44.69
7232	N/A	Fire Service Mutual Aide Specialist II	$61.64
7230	N/A	Fire Special Projects Manager	$57.94
7248	8217	GIS Mapping Technician	$22.44
7249	8218	Golf Course Maintenance Worker	$18.17
7254	8223	Grounds Maintenance Assistant I	$23.10
7255	8224	Grounds Maintenance Assistant II	$25.00
7306	8260	Harbor Patrol Crew I	$18.17
7307	8261	Harbor Patrol Crew II	$18.90
7308	8262	Harbor Patrol Crew III	$19.84
7309	8263	Harbor Patrol Crew IV	$20.78
7310	8264	Harbor Patrol Crew V	$21.73
7311	8265	Harbor Patrol Crew VI	$22.66

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7312	8266	Harbor Patrol Crew VII	$23.61
7313	8267	Harbor Patrol Crew VIII	$24.53
7314	8268	Harbor Patrol Crew IX	$25.47
7315	8269	Harbor Patrol Crew X	$26.43
7316	8270	Harbor Patrol Crew XI	$27.34
7187	8174	Head Beach Lifeguard I	$32.32
7188	8175	Head Beach Lifeguard II	$33.95
7189	8176	Head Beach Lifeguard III	$35.64
7296	N/A	Human Resources Specialist	$31.36
7433	8341	Inclusion Specialist I	$25.99
7434	8342	Inclusion Specialist II	$27.29
7435	8343	Inclusion Specialist III	$28.65
7383	8305	Information Systems Intern	$18.17
7256	N/A	Internal Affairs Investigator	$49.05
7105	8092	Job Apprentice I	$18.17
7151	8138	Junior Lifeguard Instructor I	$25.57
7152	8139	Junior Lifeguard Instructor II	$26.85
7153	8140	Junior Lifeguard Instructor III	$28.19
7192	8179	Junior Lifeguard Program Director I	$32.32
7193	8180	Junior Lifeguard Program Director II	$33.95
7194	8181	Junior Lifeguard Program Director III	$35.64
7257	8225	Library Building Monitor	$24.94
7280	8243	Library Volunteer Coordinator	$22.44
7262	8230	Lot Operator	$18.71
7265	8234	Management Intern	$18.17
7274	8239	Management Intern IV	$19.98
7268	8236	Marketing Assistant I	$18.17
7269	8237	Marketing Assistant II	$24.66
7272	N/A	Mayor's Aide	$29.24
7330	8302	Meter Reader	$27.08
7279	8242	Page	$18.17
7281	N/A	Parking Citation Admin Review Officer	$51.25
7402	8313	Parking Coordinator Aide I	$20.48
7403	8314	Parking Coordinator Aide II	$22.81
7404	8315	Parking Coordinator Aide III	$25.16
7418	8327	Parking Lead I	$19.31
7419	8328	Parking Lead II	$19.88

Hourly Rate Classes

Effective: 10/03/2026
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B/U 17	B/U 18	Title	Hourly Rate
7423	8332	Parking Monitor I	$18.71
7424	8333	Parking Monitor II	$19.31
7288	N/A	Parks Project Manager	$57.40
7442	8350	Park Ranger Assistant III	$22.39
7282	8244	Planning Intern I	$18.68
7283	8245	Planning Intern II	$21.80
7284	N/A	Police Cadet I	$21.05
7285	N/A	Police Cadet II	$22.81
7401	N/A	Police Project Manager	$55.50
7124	8111	Pool Lifeguard	$25.57
7125	8112	Pool Lifeguard II	$26.85
7126	8113	Pool Lifeguard III	$28.19
7289	8364	Project Manager I	$51.95
7290	8365	Project Manager II	$66.49
7291	8248	Public Information Assistant	$18.17
7119	8106	Recreation Assistant I	$18.17
7120	8107	Recreation Assistant II	$18.26
7121	8108	Recreation Assistant III	$19.17
7162	8149	Recreation Leader I	$24.29
7163	8150	Recreation Leader II	$25.51
7164	8151	Recreation Leader III	$26.78
7172	8159	Recreation Program Director I	$29.39
7173	8160	Recreation Program Director II	$30.86
7174	8161	Recreation Program Director III	$32.40
7376	8298	Recreation Therapist/Nurse I	$32.99
7377	8299	Recreation Therapist/Nurse II	$58.77
7292	8249	Rental Mediation Aide I	$18.17
7293	8250	Rental Mediation Aide II	$25.34
7294	8251	Rental Mediation Aide III	$29.36
7393	N/A	Restorative Court Liaison	$27.54
7295	N/A	Restorative Outreach Specialist	$25.31
7297	8252	School Crossing Guard I	$22.71
7298	8253	School Crossing Guard II	$23.86
7167	8154	Senior Pool Lifeguard I	$28.63
7168	8155	Senior Pool Lifeguard II	$30.06
7169	8156	Senior Pool Lifeguard III	$31.56
7398	N/A	SNAP Officer	$27.26

Hourly Rate Classes

Effective: 10/03/2026
Revised: 10/27/2026

B/U 17	B/U 18	Title	Hourly Rate
7453	8357	Special Investigator I	$65.35
7460	8362	Special Investigator II	$67.96
7299	8254	Standby Diver	$19.94
7140	8127	Swim Instructor I	$26.58
7141	8128	Swim Instructor II	$27.91
7459	8361	Swim Instructor III	$29.31
7301	8256	Traffic Counter	$18.17
7303	N/A	Traffic Engineer	$91.93
7304	8258	Utility Worker I	$24.07
7305	8259	Utility Worker II	$26.98
7405	8316	Waterfront Facilities Aide I	$21.65
7406	8317	Waterfront Facilities Aide II	$22.26
7407	8318	Waterfront Facilities Aide III	$22.89
7408	8319	Waterfront Facilities Aide IV	$23.49
7420	8329	Waterfront Parking Lot Operator I	$18.17
7421	8330	Waterfront Parking Lot Operator II	$18.74
7422	8331	Waterfront Parking Lot Operator III	$19.34
7328	8282	Web Technician	$31.21

Revisions

Effective 7/11/2026 – Police Management Association Salary Adjustment

Effective 7/11/2026 – Firefighters Association Salary Adjustment

Effective 9/19/2026 – Assistant City Attorney V Salary Adjustment

Effective 9/19/2026 – 4% Salary Adjustment for Limited Term Classifications

Effective 10/03/2026 – 4% Salary Adjustment for Supervisors