



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: February 24, 2026

TO: Mayor and Councilmembers

FROM: Finance Department and Human Resources Department

SUBJECT: Fiscal Year 2026 Second-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 six months ended December 31, 2025;
- B. Accept the Fiscal Year (FY) 2026 Interim Financial Statements for the six months ended December 31, 2025;
- C. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Resolution No. 25-129 to Approve Proposed Second Quarter (Q2) Adjustments to FY2026 Revenue and Expenditure Appropriations as Detailed in the Attached Schedule of Proposed Q2 Adjustments;
- D. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Position Salary Control Resolution No. 25-138 for Authorized Positions for Fiscal Year 2026. Changes are Effective January 10, 2026;
- E. Hear a report from staff regarding revenue generating and expenditure control options to balance the General Fund budget in FY2026 and forecast for FY2027; and
- F. Hear a report from staff related to the development of the Mid-Cycle budget update for FY2027.

EXECUTIVE SUMMARY:

The FY2026 interim financial statements for the six months ending December 31, 2025, are 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 \$5.9 Million requiring additional use of reserves

to balance the budget. In order to address this additional financial pressure, staff worked to develop 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 Q2 budget analysis, staff propose 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 2025. A listing and description of each proposed FY2026 adjustment is provided in Attachment 3.

Revenue and Expenditure Summary

The table below summarizes the General Fund revenue and expenditure budget including actuals through Q2. The total adopted revenue budget is \$208.7 Million, and the total adopted expenditure budget is \$210.3 Million, resulting in an operating deficit of approximately \$1.6 Million. The revised budget incorporates additional expenditure from encumbrances carried forward from prior year contractual commitments, along with any City Council approved adjustments since beginning of the fiscal year. There are still several pending adjustments that will have an impact on the bottom line; however, the overall Q2 result is materially correct. Q2 adjustments are also not represented in the tables below. Revenues from taxes are 45.0% of budget or \$80.0 Million.

General Fund	FY2026 Adopted Budget	FY2026 Revised Budget	Actual FY 2026 – Q2	FY2026 Projections	Actual % of Revised Budget
Revenues	\$208,664,394	\$209,299,372	\$95,597,174	\$207,963,810	45.7%
Expenditures	\$210,270,441	\$218,834,191	\$104,870,665	\$213,894,708	47.9%
Surplus (Deficit)	\$(1,606,047)	\$(9,534,819)	\$(9,273,492)	\$(5,930,898)	

Measure C	FY2026 Adopted Budget	FY2026 Revised Budget	Actual FY 2026 – Q2	FY2026 Projections	Actual % of Revised Budget
Revenues	\$34,235,000	\$34,235,000	\$16,160,754	\$34,235,000	47.2%
Expenditures	\$35,119,802	\$78,405,849	\$13,662,082	\$78,405,849	17.4%
Surplus (Deficit)	\$(884,802)	\$(44,170,849)	\$2,498,672	\$(44,170,849)	

The voters approved a half-cent transaction and use tax on November 5, 2024, which became effective on April 1, 2025, with the first payment to be received at Q4. Measure I tax revenue is projected to generate approximately \$15.1 Million annually beginning in FY2026. At the end of this second quarter, staff received \$5.0 Million of revenue.

Tiers of Staff Recommendations to Address the Budget Deficit

Over the last few months, 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 during the meeting on October 21, 2025, 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, Transient Occupancy Tax (TOT), Utility Users Tax, and a Parcel Tax; and
 - 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.

Below the City Council will find an update regarding the budgetary savings staff are projecting for FY2026 and FY2027 and explanations below the table.

DEPARTMENT	FY2026	FY2027
City Administrator's Office	\$0	\$230,000
Community Development	\$0	\$0
Finance	\$105,600	\$3,487,300
Fire	\$40,000	\$142,900
Human Resources	\$0	\$0
Information Technology	\$0	\$227,373
Library	\$224,186	\$67,509
Parks & Recreation	\$0	\$91,248
Police	\$557,000	\$1,480,000
Public Works	\$37,500	\$402,500
Sustainability & Resilience	\$365,000	\$698,000
Total	\$1,329,286	\$6,826,830

Impacts in FY2026 include items such as:

- Transferring positions to Enterprise Funds
- Minor fee adjustments
- Library reorganization
- Increase parking citation revenues
- Hold positions vacant
- Clean Community taking on General Fund expenses

Impacts in FY2027 include items such as:

- Transferring positions to Enterprise Funds
- Minor fee adjustments
- Library reorganization
- Increase parking citation revenues
- Hold positions vacant
- Clean Community taking on General Fund expenses

Position Changes Summary

Human Resources seeks Council approval for the following adjustments to the Position Salary Control Resolution No. 25-138, effective January 10, 2026, as detailed in Attachment 4.

AIRPORT DEPARTMENT: Pursuant to the 2026-2027 SEIU Airport, Harbor Patrol Officers' and Treatment Plants' MOU we will incorporate the Airport Security Aide (New Job Class 1968) classification into the bargaining unit. Employees in this classification shall be eligible for a five percent (5.0%) cost-of-living adjustment effective January 10, 2026. The cost for FY2026 is \$10,082.

CITY ATTORNEY DEPARTMENT: The City Attorney Department requests the creation of a Business Manager (Job Class 0276) classification in the unrepresented managers' bargaining unit. The subject position will have access to a broad variety of sensitive information, including information which will be used to formulate the City's position during labor relations activities. As such, it would be a potential conflict of interest for this position to be represented.

FIRE DEPARTMENT: The Fire Department requests the creation of an Emergency Medical Services Manager (Job Class 0353) classification. Following a survey of similarly situated positions in other jurisdictions, the salary range will be established at \$137,834 to \$167,477, to ensure a competitive rate to recruit qualified candidates. Emergency Medical Services (EMS) represent the largest and most complex service delivery component of the Fire Department, accounting for the majority of emergency calls, patient contacts, regulatory oversight, and operational risk. The creation of an Emergency Medical Services Manager classification is needed to ensure consistent clinical oversight, regulatory compliance, fiscal accountability, and continuous quality improvement across the Department's EMS system. The position will be funded with existing salary savings within the department.

SUSTAINABILITY & RESILIENCE DEPARTMENT: Reclassification of a 1.0 FTE Environmental Services Supervisor (Job Class 4017) to the newly created classification of Community Engagement Manager (Job Class 0354). The position oversees the Community Engagement Division in the Sustainability & Resilience Department. The division is responsible for both the department's outreach efforts and code enforcement program. Based on the duties and responsibilities of the position, this position should be a manager-level classification. This reclassification will properly classify the position. The cost to reclassify this position for FY2026 is \$2,268. This position is effective March 7, 2026.

Reclassification of a 1.0 FTE Project Planner (Job Class 1507) to the newly created classification of Sustainability Analyst II (Job Class 1616). The position takes the lead on various projects and programs within the Sustainability & Resilience Department, including the City's permeable paver program, stormwater treatment infrastructure projects, and creek restoration projects. The Sustainability & Resilience Department has lacked a classification series that fully captures the work of department staff. The department would like to create a Sustainability Analyst series with three levels to align with the work being done by department staff, including the studied project planner position. The cost to reclassify this position for FY2026 is \$2,278. This position is effective March 7, 2026.

Implement Salary Adjustments Due to Compaction for Certain Positions in the Santa Barbara Supervisor's Unit: Pursuant to the 2022-2026 Supervisor's Association Memorandum of Understanding (MOU), the City agreed to review Supervisory Classification salaries to ensure a minimum fifteen percent (15.0%) differential above the

highest paid subordinate classification. The following salary adjustments are needed to ensure the City is in compliance with the MOU and avoid compaction between a supervisor and the subordinate classification.

The salary adjustments will be applied retroactively on the dates listed in the table below. The budget impact for these salary adjustments in Fiscal Year 2026 is approximately \$84,577.

Job Class	Classification Title	New Minimum Biweekly	New Maximum Biweekly	Effective	Salary Increase
4004	AIRPORT OPERATIONS SUPERVISOR	\$3,917.93	\$4,762.28	1/10/2026	3.98%
4023	CREEKS SUPERVISOR	\$5,335.80	\$6,485.70	9/20/2025	5.15%
4024	HARBOR PATROL SUPERVISOR	\$4,764.28	\$5,791.03	1/10/2026	0.40%
4028	LABORATORY SUPERVISOR	\$5,637.43	\$6,852.32	1/10/2026	3.96%
4038	SR LIBRARIAN	\$3,820.02	\$4,643.24	9/20/2025	0.91%
4049	TREATMENT PLANT TECHNICIAN SUPERVISOR	\$5,637.43	\$6,852.32	1/10/2026	3.96%
4050	URBAN FOREST SUPERINTENDENT	\$4,370.82	\$5,312.74	9/20/2025	3.36%
4052	WW COLLECTION SYSTEM SUPERVISOR	\$5,051.01	\$6,139.54	1/10/2026	3.98%
4053	WW COLLECTION SYSTEM SUPERINTENDENT	\$6,482.87	\$7,879.99	1/10/2026	3.96%
4054	WW TREATMENT SUPERINTENDENT	\$6,482.87	\$7,879.99	1/10/2026	3.96%
4055	WW TREATMENT SUPERVISOR	\$5,637.43	\$6,852.32	1/10/2026	3.96%
4057	WATER TREATMENT SUPERINTENDENT	\$6,482.87	\$7,879.99	1/10/2026	3.96%
4058	WATER TREATMENT SUPERVISOR	\$5,637.43	\$6,852.32	1/10/2026	3.96%
4059	WATER DISTRIBUTION SUPERINTENDENT	\$6,482.87	\$7,879.99	1/10/2026	3.96%
4060	WATER DISTRIBUTION SUPERVISOR	\$5,637.43	\$6,852.32	1/10/2026	3.96%
4069	WATER QUALITY SUPERINTENDENT	\$6,482.87	\$7,879.99	1/10/2026	3.96%
4071	WATER SERVICES SUPERVISOR	\$4,902.20	\$5,958.68	1/10/2026	3.19%
4072	WATER SERVICE SUPERINTENDENT	\$6,482.87	\$7,879.99	1/10/2026	3.96%
4075	SUPERVISING PARK RANGER	\$3,831.14	\$4,656.76	1/10/2026	3.98%

Implement Salary Adjustments Due to Compaction for Certain Positions in the AFSCME, Executive Management, and Unrepresented Manager Unit: Pursuant to the 2024-2026 American Federation of State, County, and Municipal Employees Memorandum of Understanding (MOU), the City agreed to review Manager Classification salaries to ensure a minimum fifteen percent (15.0%) differential above the highest paid subordinate classification. The following salary adjustments are needed to ensure the City is in compliance with the MOU and avoid compaction between a Manager and the subordinate classification.

The salary adjustments will be applied retroactively on the dates listed in the table below. The budget impact for these salary adjustments in Fiscal Year 2026 is approximately \$117,221.

Job Class	Classification Title	New Minimum Biweekly	New Maximum Biweekly	Effective	Salary Increase
207	BUDGET MANAGER	\$5,335.69	\$6,485.55	7/26/2025	1.33%
305	CHIEF BUILDING OFFICIAL	\$6,456.74	\$7,848.25	7/26/2025	0.41%
312	CREEKS RESTORATION CLEAN WATER MGR	\$6,136.04	\$7,458.39	7/26/2025	11.07%
317	ENERGY AND CLIMATE PROGRAM MANAGER	\$5,335.70	\$6,485.57	7/26/2025	1.38%
319	FACILITIES MANAGER	\$5,475.90	\$6,655.98	7/26/2025	1.09%
325	INFORMATION TECHNOLOGY MANAGER	\$6,377.82	\$7,752.30	7/26/2025	2.37%
2100	POLICE CHIEF	\$11,306.75	\$13,743.46	3/7/2026	11.03%
336	PRINCIPAL PROJECT MANAGER	\$7,171.38	\$8,716.89	7/26/2025 - 1/9/2026	3.36%
336	PRINCIPAL PROJECT MANAGER	\$7,455.37	\$9,062.08	1/10/2026	3.96%
346	WATER SERVICES MANAGER	\$7,171.32	\$8,716.78	7/26/2025 - 1/9/2026	4.88%
346	WATER SERVICES MANAGER	\$7,455.30	\$9,061.97	1/10/2026	3.96%
347	WATER SYSTEM MANAGER	\$7,171.32	\$8,716.78	7/26/2025 - 1/9/2026	4.88%
347	WATER SYSTEM MANAGER	\$7,455.30	\$9,061.97	1/10/2026	3.96%
350	WASTEWATER SYSTEM MANAGER	\$7,171.32	\$8,716.78	7/26/2025 - 1/9/2026	4.88%
350	WASTEWATER SYSTEM MANAGER	\$7,455.30	\$9,061.97	1/10/2026	3.96%

BUDGET/FINANCIAL IMPACT:

There is no direct budgetary or financial impact by accepting the interim financial statement for Q2 FY2026. The Q2 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 adopted General Fund budget for FY2026 and FY2027 calls for the use of reserves of \$1.6 Million and \$5.9 Million, respectively, to balance the budget. The General Fund has previously 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's updated projections as of this Q2 report calls for the use of reserves of \$5.9 Million in FY2026 and \$10.9 Million in FY2027.

Since FY2026 began on July 1, 2025, the City negotiated with many collective bargaining units, including the Police Officers Association (POA), Fire Association (FA), Police

Managers Association (PMA) and Fire Managers Association (FMA), all of which are entirely funded by the General Fund. The salary increases assumptions built into the FY2026 and FY2027 budget were 5.0% and 4.0%, respectively. The cost of all recent public safety agreements exceeds the assumptions in the FY2026 and FY2027 budget, which will result in increased deficits. In preparation for the Q1 FY2026 report, staff will incorporate these additional costs into the FY2026 projection.

Without any additional revenue or expenditure reductions in the General Fund, the FY2026 and FY2027 deficits will be larger thus requiring additional reserves to be used to balance the budget. If no budget changes are made, all General Fund contingency reserves will be depleted by the end of FY2026, and all General Fund disaster reserves will be depleted by the middle of FY2028.

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. Reports are no longer printed, saving paper and toner.

- ATTACHMENTS:**
1. Summary by Fund Statement of Revenues and Expenditures for the Six Months Ended December 31, 2025
 2. Interim Financial Statements for the Six Months Ended December 31, 2025 (Narrative Analysis)
 3. Schedule of Proposed Second-Quarter Adjustments
 4. Position Salary Control Revised, Effective January 10, 2026

PREPARED BY: Nathalie Lecolley, Controller

SUBMITTED BY: Keith DeMartini, Finance Director

APPROVED BY: Kelly McAdoo, City Administrator

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Six Months Ended December 31, 2025 (50.0% 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	208,664,394	209,299,372	95,597,175	-	113,702,197	45.7%	101,274,774
Expenditures	210,270,440	218,834,272	104,870,706	7,016,671	106,946,896	51.1%	109,397,733
<i>Addition to / (use of) reserves</i>	<u>(1,606,046)</u>	<u>(9,534,901)</u>	<u>(9,273,531)</u>	<u>(7,016,671)</u>	<u>6,755,301</u>		<u>(8,122,959)</u>
MEASURE C (pages 3-7)							
Revenue	34,235,000	34,235,000	16,160,754	-	18,074,246	47.2%	16,041,047
Expenditures	35,119,802	78,405,849	13,662,082	-	64,743,767	17.4%	16,020,546
<i>Addition to / (use of) reserves</i>	<u>(884,802)</u>	<u>(44,170,849)</u>	<u>2,498,672</u>	<u>-</u>	<u>(46,669,521)</u>		<u>20,501</u>
SOLID WASTE FUND (page 9)							
Revenue	42,990,702	43,199,200	21,596,093	-	21,603,107	50.0%	20,051,014
Expenditures	42,373,212	42,889,098	18,179,450	11,665,717	13,043,932	69.6%	14,967,713
<i>Addition to / (use of) reserves</i>	<u>617,491</u>	<u>310,102</u>	<u>3,416,643</u>	<u>(11,665,717)</u>	<u>8,559,176</u>		<u>5,083,301</u>
WATER OPERATING FUND (page 10)							
Revenue	86,755,946	86,755,946	46,665,999	-	40,089,947	53.8%	42,467,160
Expenditures	89,330,512	92,452,483	40,156,871	6,197,308	46,098,305	50.1%	37,107,158
<i>Addition to / (use of) reserves</i>	<u>(2,574,566)</u>	<u>(5,696,537)</u>	<u>6,509,128</u>	<u>(6,197,308)</u>	<u>(6,008,357)</u>		<u>5,360,002</u>
WASTEWATER OPERATING FUND (page 11)							
Revenue	34,492,415	34,492,415	17,440,968	-	17,051,447	50.6%	16,202,327
Expenditures	37,164,550	38,506,072	15,308,424	2,472,459	20,725,188	46.2%	13,901,930
<i>Addition to / (use of) reserves</i>	<u>(2,672,135)</u>	<u>(4,013,657)</u>	<u>2,132,544</u>	<u>(2,472,459)</u>	<u>(3,673,742)</u>		<u>2,300,397</u>
DOWNTOWN PARKING FUND (page 12)							
Revenue	10,239,915	10,292,475	5,176,602	-	5,115,873	50.3%	5,571,993
Expenditures	10,292,863	10,448,546	4,907,489	453,381	5,087,676	51.3%	5,593,206
<i>Addition to / (use of) reserves</i>	<u>(52,948)</u>	<u>(156,071)</u>	<u>269,113</u>	<u>(453,381)</u>	<u>28,197</u>		<u>(21,214)</u>
AIRPORT OPERATING FUND (page 13)							
Revenue	35,563,735	35,639,385	17,064,432	-	18,574,953	47.9%	16,053,787
Expenditures	41,945,246	44,271,253	19,327,679	3,838,127	21,105,447	52.3%	16,747,830
<i>Addition to / (use of) reserves</i>	<u>(6,381,511)</u>	<u>(8,631,868)</u>	<u>(2,263,247)</u>	<u>(3,838,127)</u>	<u>(2,530,494)</u>		<u>(694,043)</u>
GOLF COURSE FUND (page 14)							
Revenue	5,267,832	5,267,832	2,586,147	-	2,681,685	49.1%	2,511,788
Expenditures	5,741,937	5,744,110	2,544,246	-	3,199,864	44.3%	1,939,298
<i>Addition to / (use of) reserves</i>	<u>(474,105)</u>	<u>(476,278)</u>	<u>41,901</u>	<u>-</u>	<u>(518,178)</u>		<u>572,490</u>
FACILITIES MANAGEMENT FUND (page 15)							
Revenue	8,285,099	8,285,099	4,100,106	-	4,184,992	49.5%	3,484,798
Expenditures	7,844,685	8,024,773	3,547,221	658,599	3,818,953	52.4%	3,039,494
<i>Addition to / (use of) reserves</i>	<u>440,414</u>	<u>260,325</u>	<u>552,885</u>	<u>(658,599)</u>	<u>366,039</u>		<u>445,305</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>%of Budget</u>	<u>Previous YTD</u>
FLEET REPLACEMENT FUND (page 16)							
Revenue	7,517,447	7,550,586	4,041,848	-	3,508,738	53.5%	3,490,101
Expenditures	<u>5,225,193</u>	<u>10,476,607</u>	<u>1,366,195</u>	<u>924,673</u>	<u>8,185,739</u>	21.9%	<u>1,356,037</u>
Addition to / (use of) reserves	<u>2,292,254</u>	<u>(2,926,021)</u>	<u>2,675,653</u>	<u>(924,673)</u>	<u>(4,677,001)</u>		<u>2,134,064</u>
FLEET MAINTENANCE FUND (page 17)							
Revenue	4,174,813	4,176,813	2,089,375	-	2,087,438	50.0%	1,753,099
Expenditures	<u>4,023,444</u>	<u>4,039,468</u>	<u>1,890,079</u>	<u>305,598</u>	<u>1,843,791</u>	54.4%	<u>1,809,343</u>
Addition to / (use of) reserves	<u>151,369</u>	<u>137,344</u>	<u>199,296</u>	<u>(305,598)</u>	<u>243,647</u>		<u>(56,243)</u>
SELF INSURANCE TRUST FUND (page 18)							
Revenue	25,414,322	25,414,322	12,846,886	-	12,567,436	50.5%	10,171,477
Expenditures	<u>24,784,085</u>	<u>24,999,880</u>	<u>10,698,629</u>	<u>611,645</u>	<u>13,689,607</u>	45.2%	<u>8,395,554</u>
Addition to / (use of) reserves	<u>630,237</u>	<u>414,442</u>	<u>2,148,257</u>	<u>(611,645)</u>	<u>(1,122,171)</u>		<u>1,775,923</u>
INFORMATION TECHNOLOGY FUND (page 19)							
Revenue	10,602,324	10,602,327	5,276,776	-	5,325,550	49.8%	4,713,687
Expenditures	<u>9,936,222</u>	<u>10,073,494</u>	<u>5,736,894</u>	<u>184,703</u>	<u>4,151,897</u>	58.8%	<u>5,162,722</u>
Addition to / (use of) reserves	<u>666,102</u>	<u>528,833</u>	<u>(460,118)</u>	<u>(184,703)</u>	<u>1,173,653</u>		<u>(449,035)</u>
WATERFRONT OPERATING FUND (page 20)							
Revenue	20,788,855	20,788,855	10,777,608	-	10,011,247	51.8%	10,756,522
Expenditures	<u>22,732,468</u>	<u>22,941,467</u>	<u>11,041,498</u>	<u>1,263,704</u>	<u>10,636,265</u>	53.6%	<u>10,349,882</u>
Addition to / (use of) reserves	<u>(1,943,613)</u>	<u>(2,152,612)</u>	<u>(263,890)</u>	<u>(1,263,704)</u>	<u>(625,017)</u>		<u>406,640</u>
SANTA BARBARA CLEAN ENERGY FUND (page 21)							
Revenue	47,843,217	47,843,217	18,802,930	-	29,040,287	39.3%	20,225,151
Expenditures	<u>50,573,418</u>	<u>52,623,178</u>	<u>21,288,776</u>	<u>2,929,867</u>	<u>28,404,535</u>	46.0%	<u>22,753,575</u>
Addition to / (use of) reserves	<u>(2,730,201)</u>	<u>(4,779,960)</u>	<u>(2,485,845)</u>	<u>(2,929,867)</u>	<u>635,752</u>		<u>(2,528,424)</u>
ENERGY AND CLIMATE MANAGEMENT FUND (page 22)							
Revenue	2,288,786	2,288,786	1,132,081	-	1,156,705	49.5%	1,108,980
Expenditures	<u>2,313,378</u>	<u>2,705,342</u>	<u>856,839</u>	<u>84,565</u>	<u>1,763,939</u>	34.8%	<u>904,248</u>
Addition to / (use of) reserves	<u>(24,592)</u>	<u>(416,556)</u>	<u>275,242</u>	<u>(84,565)</u>	<u>(607,233)</u>		<u>204,731</u>
TOTAL FOR ALL FUNDS							
Revenue	550,889,802	551,896,629	265,195,026	-	286,701,603	48.1%	259,836,658
Expenditures	<u>564,551,652</u>	<u>589,030,044</u>	<u>261,720,995</u>	<u>38,607,015</u>	<u>288,702,034</u>	51.0%	<u>253,425,723</u>
Addition to / (use of) reserves	<u>(13,661,850)</u>	<u>(37,133,415)</u>	<u>3,474,031</u>	<u>(38,607,015)</u>	<u>(2,000,430)</u>		<u>6,410,935</u>

**** 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 Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent Received</u>	<u>Previous YTD</u>	<u>Change Over Prior Year</u>
TAXES							
Sales and Use	31,960,000	31,960,000	14,734,658	17,225,342	46.1%	15,185,312	-3.0%
Measure C Sales Tax	34,235,000	34,235,000	16,160,754	18,074,246	47.2%	16,041,047	0.7%
Measure I Sales Tax	15,100,000	15,100,000	5,042,100	10,057,900	33.4%	-	0.0%
Property Taxes	53,581,500	53,581,500	20,941,167	32,640,333	39.1%	20,049,973	0.0%
Utility Users Tax	8,200,000	8,200,000	4,086,974	4,113,026	49.8%	4,344,451	-5.9%
Transient Occupancy Tax	29,561,000	29,561,000	17,578,913	11,982,087	59.5%	17,225,187	2.1%
Business License	2,958,000	2,958,000	466,985	2,491,015	15.8%	654,914	-28.7%
Cannabis Excise Tax	1,000,000	1,000,000	593,010	406,990	59.3%	550,225	7.8%
Real Property Transfer Tax	1,000,000	1,000,000	476,252	523,748	47.6%	346,954	37.3%
Total Tax Revenues	177,595,500	177,595,500	80,080,813	97,514,687	45.1%	74,398,062	7.6%
LICENSES & PERMITS							
Licenses & Permits	239,725	239,725	72,310	167,415	30.2%	78,630	-8.0%
Total	239,725	239,725	72,310	167,415	30.2%	78,630	-8.0%
FINES & FORFEITURES							
Police	2,900,252	2,900,252	1,873,863	1,026,389	64.6%	1,046,139	79.1%
Other Fines & Forfeitures	505,400	505,400	252,020	253,380	49.9%	570,634	-55.8%
Total	3,405,652	3,405,652	2,125,883	1,279,769	62.4%	1,616,774	31.5%
USE OF MONEY & PROPERTY							
Investment Income	2,497,391	2,497,391	996,761	1,500,630	39.9%	654,352	52.3%
Rents & Concessions	1,615,325	1,615,325	770,178	845,147	47.7%	673,772	14.3%
Total	4,112,716	4,112,716	1,766,938	2,345,777	43.0%	1,328,125	33.0%
INTERGOVERNMENTAL							
Library	919,983	919,983	37,402	882,582	4.1%	45,601	0.0%
Fire	1,500,000	1,500,000	430,790	1,069,210	28.7%	702,345	0.0%
Other Intergovernmental	497,078	497,078	490,658	6,420	98.7%	205,509	138.8%
Total	2,917,061	2,917,061	958,849	1,958,212	32.9%	953,455	0.6%
FEES & SERVICE CHARGES							
Community Development	7,762,650	7,822,650	4,569,950	3,252,700	58.4%	3,984,144	14.7%
Parks & Recreation	4,869,967	4,906,967	2,811,830	2,095,137	57.3%	2,493,750	12.8%
Other Service Charges	3,262,558	3,782,479	1,602,695	2,179,784	42.4%	1,587,154	1.0%
Total	15,895,175	16,512,096	8,984,475	7,527,621	54.4%	8,065,048	11.4%
OTHER REVENUES							
Interfund Charges & Reimbursement	17,339,859	17,339,859	7,938,585	9,401,274	45.8%	6,934,927	14.5%
Overhead Indirect Allocations	12,953,367	12,921,424	6,440,618	6,480,806	49.8%	4,773,886	34.9%
Interfund Transfers	637,407	587,407	421,478	165,929	71.8%	319,833	31.8%
Interfund Loans	24,140	24,140	-	24,140	0.0%	-	0.0%
Miscellaneous	1,201,292	1,301,292	129,639	1,171,653	10.0%	63,210	105.1%
Donations	77,500	77,500	32,081	45,419	41.4%	32,519	-1.3%
Franchise Fees	6,500,000	6,500,000	2,806,259	3,693,741	43.2%	2,710,306	3.5%
Total	38,733,565	38,751,622	17,768,661	20,982,962	45.9%	14,834,680	19.8%
Subtotal Non-Tax Revenues	65,303,894	65,938,872	31,677,116	34,261,756	48.0%	26,876,711	17.9%
TOTAL REVENUES	242,899,394	243,534,372	111,757,929	131,776,443	45.9%	101,274,774	10.4%

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
GENERAL GOVERNMENT							
<u>Mayor & City Council</u>							
MAYOR & CITY COUNCIL	1,356,249	1,358,463	597,285	1,728	759,450	44.1%	596,256
ARTS & COMMUNITY PROMOTIONS	2,000,318	2,021,798	900,610	594,611	526,577	74.0%	1,258,766
<i>Total</i>	<u>3,356,567</u>	<u>3,380,261</u>	<u>1,497,894</u>	<u>596,340</u>	<u>1,286,027</u>	<u>62.0%</u>	<u>1,855,022</u>
<u>City Attorney</u>							
CITY ATTORNEY-ADMINISTRATION	5,612,505	5,731,728	2,693,083	348,964	2,689,680	53.1%	625,741
CITY ATTORNEY-ADVISORY	-	16,000	15	16,000	(15)	100.1%	703,619
CITY ATTORNEY-CODE ENFORCEMENT	-	-	(581)	-	581	0.0%	468,467
<i>Total</i>	<u>5,612,505</u>	<u>5,747,728</u>	<u>2,692,517</u>	<u>364,964</u>	<u>2,690,246</u>	<u>53.2%</u>	<u>2,596,687</u>
<u>Administration</u>							
CITY ADMINISTRATOR	3,268,068	3,431,498	1,586,841	158,298	1,686,358	50.9%	1,333,825
EMPLOYEE RELATIONS	-	83	41.35	-	41		-
CITY TV	620,913	701,500	267,861	15,003	418,636	40.3%	264,557
DOWNTOWN PROGRAM	1,870,507	1,870,507	705,611	601,006	563,889	69.9%	-
HUMAN SVCS.	461,532	1,414,826	250,889	951,234	212,703	85.0%	-
HOUSING MEDIATION	547,928	548,306	255,707	222	292,376	46.7%	-
COMMUNITY VITALITY	850,162	850,723	209,421	296	641,005	24.7%	-
CITY CLERK	974,650	1,000,982	464,101	24,503	512,379	48.8%	392,607
<i>Total</i>	<u>8,593,758</u>	<u>9,818,423</u>	<u>3,740,473</u>	<u>1,750,563</u>	<u>4,327,387</u>	<u>55.9%</u>	<u>1,990,989</u>
<u>Human Resources</u>							
HUMAN RESOURCES	2,455,968	2,506,311	1,053,336	73,092	1,379,883	44.9%	1,158,944
EMPLOYEE RELATIONS	384,894	494,135	195,568	90,896	207,671	58.0%	144,496
EMPLOYEE DEVELOPMENT	94,447	98,068	28,037	6,193	63,838	34.9%	39,443
<i>Total</i>	<u>2,935,310</u>	<u>3,098,514</u>	<u>1,276,941</u>	<u>170,181</u>	<u>1,651,392</u>	<u>46.7%</u>	<u>1,342,882</u>
<u>Finance</u>							
ADMINISTRATION	342,626	440,384	188,055	91,646	160,683	63.5%	200,068
REVENUE & CASH MANAGEMENT	949,533	1,243,646	436,469	199,004	608,173	51.1%	348,647
CASHIERING & COLLECTION	1,684,907	1,872,193	628,018	183,530	1,060,645	43.3%	637,274
BUDGET MANAGEMENT	1,067,783	1,293,928	632,551	16,500	644,876	50.2%	598,200
ACCOUNTING	1,245,821	1,247,640	573,552	60,519	613,570	50.8%	546,434
MISCELLANEOUS	519,768	520,917	251,366	-	269,550	48.3%	243,217
ACCOUNTS PAYABLE	311,736	324,925	180,505	12,450	131,970	59.4%	179,328
CITY BILLING & CUSTOMER SERVICE	928,460	1,080,161	458,770	97,238	524,153	51.5%	239,788
PURCHASING	858,216	860,454	434,312	-	426,142	50.5%	376,963
CENTRAL WAREHOUSE	220,475	222,407	110,756	-	111,651	49.8%	102,323
MAIL SERVICES	185,000	190,819	87,079	15,499	88,240	53.8%	82,213
<i>Total</i>	<u>8,314,325</u>	<u>9,297,475</u>	<u>3,981,433</u>	<u>676,387</u>	<u>4,639,654</u>	<u>50.1%</u>	<u>3,554,453</u>
TOTAL GENERAL GOVERNMENT	<u>28,812,465</u>	<u>31,342,401</u>	<u>13,189,259</u>	<u>3,558,436</u>	<u>14,594,706</u>	<u>53.4%</u>	<u>11,340,033</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
PUBLIC SAFETY							
<u>Police</u>							
CHIEF'S STAFF	2,711,702	2,741,936	1,882,045	117,451	742,441	72.9%	1,647,430
BUSINESS OFFICE	1,080,247	1,087,284	534,698	-	552,586	49.2%	467,485
RECORDS BUREAU	2,354,721	2,394,342	1,143,833	3,088	1,247,420	47.9%	1,069,667
STRATEGIC OPERATIONS	2,786,798	2,811,642	1,433,933	16,736	1,360,973	51.6%	1,274,395
PROPERTY ROOM	325,300	327,481	166,693	-	160,788	50.9%	125,533
TRAINING, RECRUITMENT/WELLNESS	3,898,322	3,981,067	1,651,974	99,895	2,229,198	44.0%	1,486,917
RANGE AND EQUIPMENT	2,103,076	2,169,291	998,706	67,721	1,102,864	49.2%	838,331
INF. TECHNOLOGY/CRIME ANALYSIS	2,074,900	2,131,461	1,430,836	77,993	622,632	70.8%	1,408,077
CRIMINAL INVESTIGATIONS & INTERNAL OP'S	7,046,070	7,133,433	3,658,162	59,955	3,415,316	52.1%	3,222,067
CRIME LAB	199,614	200,990	92,524	-	108,466	46.0%	88,617
FIELD OPERATIONS DIVISION	25,304,759	25,513,384	12,147,017	38,700	13,327,667	47.8%	11,621,391
TRAFFIC	1,406,459	1,415,159	843,733	-	571,426	59.6%	604,869
SPECIAL EVENTS	676,025	711,399	211,957	75,196	424,246	40.4%	220,343
STREET CRIMES UNIT	2,203,889	2,663,617	1,315,913	-	1,347,704	49.4%	1,138,146
SPECIAL ENFORCEMENT TEAM	108,194	108,194	-	-	108,194	0.0%	28,070
PARKING AND STREET SWEEPING	406,848	409,637	168,615	-	241,022	41.2%	158,791
PARKING ENFORCEMENT	1,186,147	1,205,747	574,445	4,026	627,276	48.0%	457,122
COMBINED COMMUNICATIONS CTR.	4,277,707	4,301,134	1,930,152	-	2,370,982	44.9%	1,894,918
ANIMAL CONTROL	1,042,167	1,066,360	358,349	474,760	233,251	78.1%	249,372
<i>Total</i>	<u>61,192,945</u>	<u>62,373,558</u>	<u>30,543,585</u>	<u>1,035,520</u>	<u>30,794,453</u>	<u>50.6%</u>	<u>28,001,543</u>
<u>Fire</u>							
ADMINISTRATION	1,620,294	1,626,701	1,133,486	-	493,214	69.7%	999,405
EMERGENCY SRVS / PUBLIC ED	543,168	544,545	253,512	-	291,033	46.6%	223,205
PREVENTION	1,516,456	1,629,034	733,524	-	895,510	45.0%	653,396
WILDLAND FIRE MITIGATION PROG.	397,918	436,682	169,483	-	267,198	38.8%	162,070
OPERATIONS	32,499,169	35,714,510	17,118,967	45,484	18,550,060	48.1%	15,306,993
TRAINING AND RECRUITMENT	1,713,641	1,858,595	476,499	4,543	1,377,553	25.9%	856,746
ARFF	4,090,031	4,436,031	2,279,949	-	2,156,082	51.4%	1,872,481
<i>Total</i>	<u>42,380,676</u>	<u>46,246,098</u>	<u>22,165,420</u>	<u>50,027</u>	<u>24,030,650</u>	<u>48.0%</u>	<u>20,074,296</u>
TOTAL PUBLIC SAFETY	<u>103,573,620</u>	<u>108,619,656</u>	<u>52,709,005</u>	<u>1,085,548</u>	<u>54,825,103</u>	<u>49.5%</u>	<u>48,075,839</u>
PUBLIC WORKS							
<u>Public Works</u>							
ADMINISTRATION	1,927,270	1,956,797	819,308	31,078	1,106,411	43.5%	835,667
ENGINEERING SVCS	10,831,773	10,845,794	5,005,569	1,790	5,838,436	46.2%	4,563,404
PUBLIC RT OF WAY MGMT	2,428,203	2,448,302	1,074,742	16,366	1,357,194	44.6%	1,049,187
<i>Total</i>	<u>15,187,246</u>	<u>15,250,893</u>	<u>6,899,618</u>	<u>49,234</u>	<u>8,302,040</u>	<u>45.6%</u>	<u>6,448,258</u>
TOTAL PUBLIC WORKS	<u>15,187,246</u>	<u>15,250,893</u>	<u>6,899,618</u>	<u>49,234</u>	<u>8,302,040</u>	<u>45.6%</u>	<u>6,448,258</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
COMMUNITY SERVICES							
<u>Parks & Recreation</u>							
REC PROGRAM MGMT	883,128	897,508	524,600	9,191	363,716	59.5%	552,874
FACILITIES & SPECIAL EVENTS	2,450,750	2,423,941	1,118,212	177,262	1,128,467	53.4%	1,081,759
YOUTH ACTIVITIES	1,802,962	1,852,783	860,297	33,967	958,520	48.3%	817,088
ACTIVE ADULTS	1,175,653	1,176,905	569,366	5,190	602,349	48.8%	516,722
AQUATICS	2,711,087	2,716,520	1,620,507	183,252	912,761	66.4%	1,424,923
SPORTS	1,593,010	1,585,416	789,138	136,205	660,072	58.4%	660,491
NEIGHBORHOOD/OUTREACH SERV	1,679,472	1,692,130	717,293	20,032	954,805	43.6%	647,815
ADMINISTRATION	1,740,812	1,744,093	848,423	434	895,236	48.7%	746,685
PROJECT MANAGEMENT TEAM	1,141,579	1,166,872	516,388	11,253	639,231	45.2%	410,977
PARK OPERATIONS MNGMNT	1,510,344	1,516,441	686,845	63,929	765,667	49.5%	690,128
GROUNDS & FACILITIES MAINT.	8,243,319	8,349,876	3,564,431	286,659	4,498,785	46.1%	3,286,716
FORESTRY	2,139,374	2,144,523	967,551	89,113	1,087,858	49.3%	977,571
BEACH MAINTENANCE	363,025	363,327	175,473	12,981	174,873	51.9%	118,910
MEDIANS PARKWAYS&CONTRACTS	612,913	613,585	233,875	170,779	208,931	65.9%	192,881
<i>Total</i>	<u>28,047,427</u>	<u>28,243,919</u>	<u>13,192,399</u>	<u>1,200,249</u>	<u>13,851,271</u>	<u>51.0%</u>	<u>12,125,542</u>
<u>Library</u>							
ADMINISTRATION	1,080,355	998,300	473,308	-	524,992	47.4%	563,675
CENTRAL LIBRARY	7,659,841	7,755,010	3,512,783	134,199	4,108,027	47.0%	2,765,220
EASTSIDE LIBRARY	661,165	661,504	325,332	2,215	333,957	49.5%	269,509
LIBRARY ON THE GO	461,718	461,913	219,226	-	242,687	47.5%	177,605
ADULT EDUCATION	-	-	21,225	-	(21,225)	0.0%	201,488
<i>Total</i>	<u>9,863,079</u>	<u>9,876,726</u>	<u>4,551,874</u>	<u>136,414</u>	<u>5,188,438</u>	<u>47.5%</u>	<u>3,977,498</u>
TOTAL COMMUNITY SERVICES	<u>37,910,506</u>	<u>38,120,645</u>	<u>17,744,273</u>	<u>1,336,663</u>	<u>19,039,709</u>	<u>50.1%</u>	<u>16,103,040</u>
COMMUNITY DEVELOPMENT							
<u>Community Development</u>							
ADMINISTRATION	1,165,113	1,169,403	834,247	36,928	298,227	74.5%	1,076,090
HUMAN SERVICES	-	149,733	-	85,756	63,977	57.3%	162,834
LONG RANGE PLAN & SPEC STUDY	1,540,735	1,594,817	576,177	30,808	987,831	38.1%	635,220
DEVEL & ENVIRONMENTAL REVIEW	2,089,169	2,981,378	1,053,081	104,249	1,824,048	38.8%	904,592
ZONING INFO & ENFORCEMENT	1,839,465	1,844,615	873,755	5,708	965,152	47.7%	768,118
DESIGN REV & HIST PRESERVATION	1,909,414	1,916,304	900,334	2,580	1,013,391	47.1%	808,144
BLDG INSP & CODE ENFORCEMENT	2,070,662	2,077,958	1,008,662	1,428	1,067,869	48.6%	787,696
RECORDS ARCHIVES & CLER SVCS	776,448	786,056	370,963	17,068	398,025	49.4%	345,482
BLDG COUNTER & PLAN REV SVCS	3,439,615	3,781,602	1,466,988	591,151	1,723,463	54.4%	1,372,966
CODE COMPLIANCE	1,138,778	1,143,763	545,585	6,004	592,173	48.2%	481,447
<i>Total</i>	<u>15,969,397</u>	<u>17,445,629</u>	<u>7,629,792</u>	<u>881,681</u>	<u>8,934,156</u>	<u>48.8%</u>	<u>7,532,728</u>
TOTAL COMMUNITY DEVELOPMENT	<u>15,969,397</u>	<u>17,445,629</u>	<u>7,629,792</u>	<u>881,681</u>	<u>8,934,156</u>	<u>48.8%</u>	<u>7,532,728</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
SUSTAINABILITY AND RESILIENCE							
<u>Sustainability and Resilience</u>							
ABATEMENT	305,513	500,506	217,625	105,109	177,772	64.5%	197,331
<i>Total</i>	<u>305,513</u>	<u>500,506</u>	<u>217,625</u>	<u>105,109</u>	<u>177,771</u>	<u>64.5%</u>	<u>215,724</u>
TOTAL SUSTAINABILITY AND RESILIENCE	<u>305,513</u>	<u>500,506</u>	<u>217,625</u>	<u>105,109</u>	<u>177,771</u>	<u>64.5%</u>	<u>215,724</u>
NON-DEPARTMENTAL							
<u>Non-Departmental</u>							
TRANSFERS OUT	4,311,777	4,157,777	3,041,929	-	1,115,848	73.2%	2,759,065
CAPITAL OUTLAY TRANSFER	575,026	575,026	439,202	-	135,824	76.4%	902,500
APPROP. RESERVE	500,000	423,000	-	-	423,000	0.0%	-
MEASURE C SALES TAX	35,119,802	78,405,849	13,662,082	-	64,743,767	17.4%	16,020,546
MEASURE I TRANSFER	3,726,150	3,000,000	3,000,000	-	-	100.0%	-
<i>Sub Total</i>	<u>44,232,755</u>	<u>86,561,652</u>	<u>20,143,214</u>	<u>-</u>	<u>66,418,439</u>	<u>23.3%</u>	<u>19,682,110</u>
ANTICIPATED SALARY SAVINGS	<u>(601,260)</u>	<u>(601,260)</u>	<u>-</u>	<u>-</u>	<u>(601,260)</u>	<u>0.0%</u>	<u>-</u>
TOTAL NON-DEPARTMENTAL	<u>43,631,495</u>	<u>85,960,392</u>	<u>20,143,214</u>	<u>-</u>	<u>65,817,179</u>	<u>23.4%</u>	<u>19,682,110</u>
TOTAL EXPENDITURES	<u>245,390,243</u>	<u>297,240,122</u>	<u>118,532,787</u>	<u>7,016,671</u>	<u>171,690,665</u>	<u>42.2%</u>	<u>109,397,733</u>

*** 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 Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
TRAFFIC SAFETY FUND							
Revenue	245,000	245,000	163,278	-	81,722	66.6%	101,661
Expenditures	245,000	245,000	163,278	-	81,722	66.6%	101,661
<i>Revenue Less Expenditures</i>	-	-	-	-	-		-
CREEK RESTORATION/WATER QUALITY IMPRVMT							
Revenue	6,772,647	6,772,647	4,019,988	-	2,752,660	59.4%	3,872,576
Expenditures	7,136,975	7,648,891	3,088,142	1,532,396	3,028,353	60.4%	2,804,939
<i>Revenue Less Expenditures</i>	(364,328)	(876,243)	931,845	(1,532,396)	(275,693)		1,067,637
COMMUNITY DEVELOPMENT BLOCK GRANT							
Revenue	1,147,812	2,066,275	217,817	-	1,848,458	10.5%	284,896
Expenditures	1,146,418	2,849,152	966,873	93,139	1,789,140	37.2%	92,307
<i>Revenue Less Expenditures</i>	1,394	(782,877)	(749,056)	(93,139)	59,318		192,589
COUNTY LIBRARY							
Revenue	498,834	498,834	2,270	-	496,564	0.5%	1,182
Expenditures	487,876	490,058	245,095	3,570	241,394	50.7%	218,583
<i>Revenue Less Expenditures</i>	10,958	8,776	(242,824)	(3,570)	255,169		(217,402)
STREETS FUND							
Revenue	14,454,321	14,454,321	7,314,916	-	7,139,405	50.6%	7,881,923
Expenditures	14,583,350	14,772,237	7,000,591	138,807	7,632,839	48.3%	6,714,177
<i>Revenue Less Expenditures</i>	(129,029)	(317,916)	314,325	(138,807)	(493,435)		1,167,746
MEASURE A FUND							
Revenue	5,211,328	5,211,328	2,924,841	-	2,286,487	56.1%	2,239,037
Expenditures	5,519,615	6,045,862	2,979,336	418,399	2,648,127	56.2%	4,561,212
<i>Revenue Less Expenditures</i>	(308,287)	(834,534)	(54,496)	(418,399)	(361,640)		(2,322,174)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% 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	42,584,431	42,584,431	21,365,666	-	21,218,765	50.2%	19,920,512
Other Fees & Charges	30,000	30,000	13,236	-	16,764	44.1%	13,600
Investment Income	295,599	295,599	199,598	-	96,001	67.5%	114,200
Rents & Concessions	30,133	30,133	17,582	-	12,552	58.3%	-
Grants	21,651	230,149	-	-	230,149	0.0%	-
Miscellaneous	28,888	28,888	11	-	28,877	0.0%	2,702
TOTAL REVENUES	42,990,702	43,199,200	21,596,093	-	21,603,107	50.0%	20,051,014
EXPENSES							
Salaries & Benefits	2,416,512	2,438,536	1,063,611	-	1,374,925	43.6%	981,227
Materials, Supplies & Services	38,686,000	38,910,469	16,586,159	11,595,976	10,728,334	72.4%	13,409,646
Special Projects	810,100	810,100	353,763	1,547	454,789	43.9%	339,675
Transfers-Out	200,000	200,000	100,000	-	100,000	50.0%	100,000
Equipment	220,600	489,994	75,917	68,194	345,883	29.4%	137,165
Other	40,000	40,000	-	-	40,000	0.0%	-
TOTAL EXPENSES	42,373,212	42,889,098	18,179,450	11,665,717	13,043,932	69.6%	14,967,713
<i>Revenue Less Expense</i>	<u>617,491</u>	<u>310,102</u>	<u>3,416,643</u>	<u>(11,665,717)</u>	<u>8,559,176</u>		<u>5,083,301</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% 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	73,480,000	73,480,000	39,151,997	-	34,328,003	53.3%	37,298,226
Service Charges	254,500	254,500	179,241	-	75,259	70.4%	169,715
Cater JPA Treatment	2,400,000	2,400,000	953,140	-	1,446,860	39.7%	888,061
Investment Income	3,770,100	3,770,100	2,166,149	-	1,603,951	57.5%	1,464,753
Reimbursements	6,691,346	6,691,346	3,906,030	-	2,785,316	58.4%	2,297,336
Miscellaneous	160,000	160,000	309,441	-	(149,441)	193.4%	349,068
TOTAL REVENUES	86,755,946	86,755,946	46,665,999	-	40,089,947	53.8%	42,467,160
EXPENSES							
Salaries & Benefits	17,350,630	17,387,644	8,226,350	-	9,161,294	47.3%	7,568,486
Materials, Supplies	26,341,590	29,200,018	8,519,390	5,537,090	15,143,539	48.1%	7,596,230
Special Projects	1,000,535	1,120,795	230,030	259,718	631,047	43.7%	89,746
Water Purchases	8,670,000	8,670,000	4,785,908	-	3,884,092	55.2%	4,214,660
Debt Service	8,531,662	8,531,662	5,047,718	-	3,483,944	59.2%	5,572,401
Transfer-Out	61,392	61,392	27,667	-	33,725	45.1%	28,639
Capital Outlay Transfers	26,247,004	26,247,004	13,123,502	-	13,123,502	50.0%	11,791,475
Equipment	248,899	258,428	37,845	27,180	193,404	25.2%	78,310
Capitalized Fixed Assets	695,000	788,739	120,324	371,820	296,596	62.4%	130,296
Other	33,800	36,800	38,139	1,500	(2,839)	107.7%	36,915
Appropriated Reserve	150,000	150,000	-	-	150,000	0.0%	-
TOTAL EXPENSES	89,330,512	92,452,483	40,156,871	6,197,308	46,098,305	50.1%	37,107,158
<i>Revenue Less Expense</i>	<i>(2,574,566)</i>	<i>(5,696,537)</i>	<i>6,509,128</i>	<i>(6,197,308)</i>	<i>(6,008,357)</i>		<i>5,360,002</i>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% 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	33,022,315	33,022,315	16,824,609	-	16,197,706	50.9%	15,538,195
Fees	636,100	636,100	220,830	-	415,270	34.7%	316,920
Investment Income	788,000	788,000	344,243	-	443,757	43.7%	305,375
Rents & Concessions	41,000	41,000	27,032	-	13,968	65.9%	25,713
Miscellaneous	5,000	5,000	24,255	-	(19,255)	485.1%	16,124
TOTAL REVENUES	34,492,415	34,492,415	17,440,968	-	17,051,447	50.6%	16,202,327
EXPENSES							
Salaries & Benefits	11,447,868	11,468,496	5,434,988	-	6,033,508	47.4%	4,930,600
Materials, Supplies&Servs.	13,786,691	14,932,590	5,651,938	2,322,677	6,957,975	53.4%	4,958,253
Special Projects	762,600	902,095	64,110	18,848	819,137	9.2%	44,281
Transfer-Out	61,392	61,392	27,667	-	33,725	45.1%	28,639
Debt Service	3,557,337	3,557,337	411,506	-	3,145,831	11.6%	533,916
Capital Outlay Transfers	7,230,962	7,230,962	3,615,481	-	3,615,481	50.0%	3,329,875
Equipment	137,900	154,400	21,410	16,500	116,490	24.6%	40,115
Capitalized Fixed Assets	177,000	192,000	81,325	110,434	241	99.9%	36,250
Other	2,800	6,800	-	4,000	2,800	58.8%	-
TOTAL EXPENSES	37,164,550	38,506,072	15,308,424	2,472,459	20,725,188	46.2%	13,901,930
<i>Revenue Less Expense</i>	<u>(2,672,135)</u>	<u>(4,013,657)</u>	<u>2,132,544</u>	<u>(2,472,459)</u>	<u>(3,673,742)</u>		<u>2,300,397</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% 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	422,168	-	577,832	42.2%	476,488
Parking Fees	8,671,008	8,671,008	4,539,437	-	4,131,571	52.4%	4,126,026
Other Fees & Charges	2,000	2,000	53.15	-	1,947	2.7%	2,002
Investment Income	151,000	151,000	67,996	-	83,004	45.0%	57,914
Rents & Concessions	148,399	200,959	58,372	-	142,587	29.0%	159,577
Miscellaneous	133,890	133,890	21,768	-	112,122	16.3%	48,536
Operating Transfers-In	133,618	133,618	66,809	-	66,809	50.0%	701,450
TOTAL REVENUES	10,239,915	10,292,475	5,176,602	-	5,115,873	50.3%	5,571,993
EXPENSES							
Salaries & Benefits	5,456,925	5,469,406	2,814,303	-	2,655,103	51.5%	3,001,590
Materials, Supplies & Servs.	4,036,245	4,065,131	1,768,482	339,064	1,957,584	51.8%	2,264,923
Special Projects	130,093	244,410	(330)	114,317	130,423	46.6%	111,078
Transfer-Out	4,600	4,600	-	-	4,600	0.0%	-
Capital Outlay Transfers	640,000	640,000	320,000	-	320,000	50.0%	212,500
Equipment	15,000	15,000	5,034	-	9,966	33.6%	3,115
Appropriated Reserve	10,000	10,000	-	-	10,000	0.0%	-
TOTAL EXPENSES	10,292,863	10,448,546	4,907,489	453,381	5,087,676	51.3%	5,593,206
<i>Revenue Less Expense</i>	<i>(52,948)</i>	<i>(156,071)</i>	<i>269,113</i>	<i>(453,381)</i>	<i>28,197</i>		<i>(21,214)</i>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% 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	6,212,195	6,212,195	2,874,346	-	3,337,849	46.3%	2,832,962
Leases-Terminal	14,062,360	14,062,360	6,651,241	-	7,411,118	47.3%	6,369,031
Leases-Non-Commercial Aviation	5,621,893	5,621,893	2,944,160	-	2,677,733	52.4%	2,704,961
Leases-Commercial Aviation	7,863,830	7,863,830	3,655,320	-	4,208,510	46.5%	3,368,430
Investment Income	734,000	734,000	353,224	-	380,776	48.1%	281,533
Service Charges	1,719	1,719	-	-	1,719	0.0%	-
Miscellaneous	67,738	67,738	26,031	-	41,707	38.4%	20,101
Operating Transfers-In	1,000,000	1,075,650	560,110	-	515,540	52.1%	476,770
TOTAL REVENUES	35,563,735	35,639,385	17,064,432	-	18,574,953	47.9%	16,053,787
EXPENSES							
Salaries & Benefits	13,500,118	13,520,528	6,431,407	-	7,089,121	47.6%	5,840,230
Materials, Supplies & Services	16,740,663	17,528,217	7,335,318	2,498,376	7,694,523	56.1%	6,616,320
Special Projects	954,200	2,284,153	328,674	1,297,598	657,881	71.2%	666,419
Transfer-Out	315,661	315,661	144,847	-	170,814	45.9%	269,584
Debt Service	1,556,263	1,556,263	778,131	-	778,132	50.0%	778,250
Capital Outlay Transfers	8,495,979	8,489,428	4,244,714	-	4,244,714	50.0%	2,546,572
Equipment	250,806	441,448	64,588	38,153	338,707	23.3%	30,455
Other	-	4,000	-	4,000	-	100.0%	-
Appropriated Reserve	131,556	131,556	-	-	131,556	0.0%	-
TOTAL EXPENSES	41,945,246	44,271,253	19,327,679	3,838,127	21,105,447	52.3%	16,747,830
<i>Revenue Less Expense</i>	<u>(6,381,511)</u>	<u>(8,631,868)</u>	<u>(2,263,247)</u>	<u>(3,838,127)</u>	<u>(2,530,494)</u>		<u>(694,043)</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

GOLF COURSE FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Fees & Card Sales	4,851,282	4,851,282	2,404,175	-	2,447,107	49.6%	2,329,298
Investment Income	174,000	174,000	97,913	-	76,087	56.3%	67,604
Rents & Concessions	242,550	242,550	83,509	-	159,041	34.4%	114,292
Miscellaneous	-	-	550	-	(550)	0.0%	595
TOTAL REVENUES	<u>5,267,832</u>	<u>5,267,832</u>	<u>2,586,147</u>	<u>-</u>	<u>2,681,685</u>	<u>49.1%</u>	<u>2,511,788</u>
EXPENSES							
Salaries & Benefits	119,176	119,389	64,114	-	55,274	53.7%	58,894
Materials, Supplies & Svcs.	3,952,760	3,954,721	1,645,231	-	2,309,490	41.6%	1,580,405
Special Projects	-	-	(99)	-	99	0.0%	-
Capital Outlay Transfers	1,670,000	1,670,000	835,000	-	835,000	50.0%	300,000
TOTAL EXPENSES	<u>5,741,937</u>	<u>5,744,110</u>	<u>2,544,246</u>	<u>-</u>	<u>3,199,864</u>	<u>44.3%</u>	<u>1,939,298</u>
<i>Revenue Less Expense</i>	<u>(474,105)</u>	<u>(476,278)</u>	<u>41,901</u>	<u>-</u>	<u>(518,178)</u>		<u>572,490</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

FACILITIES MANAGEMENT FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Service Charges	3,211,405	3,211,405	1,605,702	-	1,605,702	50.0%	1,254,879
Work Orders - Bldg Maint.	5,068,194	5,068,194	2,491,532	-	2,576,662	49.2%	2,229,325
Miscellaneous	5,500	5,500	2,872	-	2,628	52.2%	594
TOTAL REVENUES	<u>8,285,099</u>	<u>8,285,099</u>	<u>4,100,106</u>	<u>-</u>	<u>4,184,992</u>	<u>49.5%</u>	<u>3,484,798</u>
EXPENSES							
Salaries & Benefits	4,319,283	4,335,413	1,940,683	-	2,394,730	44.8%	1,834,993
Materials, Supplies & Svcs.	2,946,651	3,115,209	1,413,409	449,293	1,252,506	59.8%	1,035,322
Special Projects	534,750	489,781	149,950	209,306	130,526	73.4%	165,603
Equipment	5,000	45,370	43,179	-	2,191	95.2%	3,575
Appropriated Reserve	39,000	39,000	-	-	39,000	0.0%	-
TOTAL EXPENSES	<u>7,844,685</u>	<u>8,024,773</u>	<u>3,547,221</u>	<u>658,599</u>	<u>3,818,953</u>	<u>52.4%</u>	<u>3,039,494</u>
<i>Revenue Less Expense</i>	<u>440,414</u>	<u>260,325</u>	<u>552,885</u>	<u>(658,599)</u>	<u>366,039</u>		<u>445,305</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% of Fiscal Year)

FLEET REPLACEMENT FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Vehicle Rental Charges	6,462,197	6,456,407	3,244,959	-	3,211,448	50.3%	2,941,391
Investment Income	884,077	884,077	531,859	-	352,218	60.2%	338,050
Rents & Concessions	103,173	103,173	51,587	-	51,587	50.0%	51,587
Miscellaneous	68,000	68,000	193,979	-	(125,979)	285.3%	155,244
Operating Transfers-In	-	38,929	19,464	-	19,465	0.0%	3,830
TOTAL REVENUES	<u>7,517,447</u>	<u>7,550,586</u>	<u>4,041,848</u>	<u>-</u>	<u>3,508,738</u>	<u>53.5%</u>	<u>3,490,101</u>
EXPENSES							
Salaries & Benefits	233,427	234,065	101,299	-	132,766	43.3%	104,780
Materials, Supplies & Svcs.	67,178	106,586	40,207	13,019	53,360	49.9%	17,545
Special Projects	-	16,310	-	-	16,310	0.0%	-
Debt Service	624,562	606,371	303,186	303,186	(0)	100.0%	303,186
Capitalized Fixed Assets	4,300,026	9,513,275	921,503	608,468	7,983,304	16.1%	906,204
TOTAL EXPENSES	<u>5,225,193</u>	<u>10,476,607</u>	<u>1,366,195</u>	<u>924,673</u>	<u>8,185,739</u>	<u>21.9%</u>	<u>1,356,037</u>
<i>Revenue Less Expense</i>	<u>2,292,254</u>	<u>(2,926,021)</u>	<u>2,675,653</u>	<u>(924,673)</u>	<u>(4,677,001)</u>		<u>2,134,064</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Six Months Ended December 31, 2025 (50.0% 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	4,042,561	4,044,561	2,021,063	-	2,023,497	50.0%	1,691,808
Reimbursements	5,000	5,000	2,500	-	2,500	50.0%	2,500
Miscellaneous	127,252	127,252	65,812	-	61,440	51.7%	58,791
TOTAL REVENUES	4,174,813	4,176,813	2,089,375	-	2,087,438	50.0%	1,753,099
EXPENSES							
Salaries & Benefits	1,850,256	1,855,530	884,240	-	971,290	47.7%	863,855
Materials, Supplies & Svcs.	2,089,501	2,099,851	992,521	290,761	816,569	61.1%	920,059
Special Projects	56,804	57,204	13,207	14,640	29,357	48.7%	22,410
Equipment	7,884	7,884	112	198	7,575	3.9%	3,019
Appropriated Reserve	19,000	19,000	-	-	19,000	0.0%	-
TOTAL EXPENSES	4,023,444	4,039,468	1,890,079	305,598	1,843,791	54.4%	1,809,343
<i>Revenue Less Expense</i>	<u>151,369</u>	<u>137,344</u>	<u>199,296</u>	<u>(305,598)</u>	<u>243,647</u>		<u>(56,243)</u>

CITY OF SANTA BARBARA
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For Six Months Ended December 31, 2025 (50.0% 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	16,263,468	16,263,468	8,131,734	-	8,131,734	50.0%	6,544,573
Workers' Compensation Premiums	8,369,373	8,369,373	4,273,487	-	4,095,886	51.1%	3,249,255
OSH Charges	361,744	361,744	180,364	-	181,380	49.9%	180,872
Unemployment Insurance Premiums	191,912	191,912	95,956	-	95,956	50.0%	95,956
Investment Income	152,000	152,000	127,433	-	24,567	83.8%	62,909
Operating Transfers-In	75,825	75,825	37,913	-	37,913	50.0%	37,913
TOTAL REVENUES	25,414,322	25,414,322	12,846,886	-	12,567,436	50.5%	10,171,477
EXPENSES							
Salaries & Benefits	1,081,011	1,082,058	538,696	-	543,362	49.8%	495,059
Materials, Supplies & Services	23,702,665	23,892,823	10,138,333	611,645	13,142,845	45.0%	7,898,438
Special Projects	-	25,000	18,363	-	6,637	73.5%	2,057
Capital Outlay Transfers	409	-	-	-	-	0.0%	-
Equipment	-	-	3,237	-	(3,237)	0.0%	-
TOTAL EXPENSES	24,784,085	24,999,880	10,698,629	611,645	13,689,607	45.2%	8,395,554
<i>Revenue Less Expense</i>	<u>630,237</u>	<u>414,442</u>	<u>2,148,257</u>	<u>(611,645)</u>	<u>(1,122,171)</u>		<u>1,775,923</u>

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
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INFORMATION TECHNOLOGY FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Service charges	9,909,521	9,909,524	4,954,764	-	4,954,760	50.0%	4,379,923
Operating Transfers-In	692,803	692,803	319,813	-	372,990	46.2%	333,764
Miscellaneous	-	-	2,200	-	(2,200)	0.0%	-
TOTAL REVENUES	<u>10,602,324</u>	<u>10,602,327</u>	<u>5,276,776</u>	<u>-</u>	<u>5,325,550</u>	<u>49.8%</u>	<u>4,713,687</u>
EXPENSES							
Salaries & Benefits	5,978,120	5,981,069	2,775,782	-	3,205,288	46.4%	2,665,705
Materials, Supplies & Services	3,503,075	3,637,398	2,809,549	116,141	711,708	80.4%	2,350,956
Capital Outlay Transfers	257,586	257,586	128,793	-	128,793	50.0%	121,405
Equipment	197,440	197,440	22,770	68,562	106,108	46.3%	24,657
TOTAL EXPENSES	<u>9,936,222</u>	<u>10,073,494</u>	<u>5,736,894</u>	<u>184,703</u>	<u>4,151,897</u>	<u>58.8%</u>	<u>5,162,722</u>
<i>Revenue Less Expense</i>	<u>666,102</u>	<u>528,833</u>	<u>(460,118)</u>	<u>(184,703)</u>	<u>1,173,653</u>		<u>(449,035)</u>

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WATERFRONT OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Leases - Commercial	2,350,000	2,350,000	1,267,476	-	1,082,524	53.9%	1,201,770
Leases - Food Service	3,150,000	3,150,000	1,991,138	-	1,158,862	63.2%	1,985,509
Slip Rental Fees	6,442,630	6,442,630	3,270,693	-	3,171,937	50.8%	3,108,312
Visitors Fees	861,900	861,900	453,097	-	408,803	52.6%	412,361
Slip Transfer Fees	1,000,000	1,000,000	452,100	-	547,900	45.2%	553,100
Parking Revenue	4,499,350	4,499,350	2,119,035	-	2,380,315	47.1%	2,342,778
Wharf Parking	414,580	414,580	197,486	-	217,094	47.6%	190,646
Other Fees & Charges	235,565	235,565	131,978	-	103,587	56.0%	136,131
Investment Income	556,000	556,000	267,603	-	288,397	48.1%	218,119
Rents & Concessions	466,000	466,000	245,073	-	220,927	52.6%	244,166
Miscellaneous	812,830	812,830	381,929	-	430,901	47.0%	363,631
TOTAL REVENUES	20,788,855	20,788,855	10,777,608	-	10,011,247	51.8%	10,756,522
EXPENSES							
Salaries & Benefits	9,517,459	9,540,432	4,607,364	-	4,933,068	48.3%	4,265,600
Materials, Supplies & Svcs.	8,166,920	8,318,627	3,556,204	1,259,704	3,502,719	57.9%	3,321,000
Special Projects	212,720	243,039	97,807	-	145,232	40.2%	95,564
Debt Service	2,029,369	2,029,369	1,463,999	-	565,370	72.1%	1,465,887
Capital Outlay Transfers	2,595,000	2,595,000	1,297,500	-	1,297,500	50.0%	1,137,500
Equipment	101,000	101,000	16,947	-	84,053	16.8%	64,331
Other	10,000	14,000	1,678	4,000	8,323	40.6%	-
Appropriated Reserve	100,000	100,000	-	-	100,000	0.0%	-
TOTAL EXPENSES	22,732,468	22,941,467	11,041,498	1,263,704	10,636,265	53.6%	10,349,882
<i>Revenue Less Expense</i>	<u>(1,943,613)</u>	<u>(2,152,612)</u>	<u>(263,890)</u>	<u>(1,263,704)</u>	<u>(625,017)</u>		<u>406,640</u>

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SANTA BARBARA CLEAN ENERGY FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Service Charges	47,370,084	47,370,084	18,467,202	-	28,902,883	39.0%	19,737,920
Investment Income	443,000	443,000	240,869	-	202,131	54.4%	487,106
Rents & Concessions	30,133	30,133	17,582	-	12,552	58.3%	-
Miscellaneous	-	-	77,278	-	(77,278)	0.0%	125
TOTAL REVENUES	<u>47,843,217</u>	<u>47,843,217</u>	<u>18,802,930</u>	<u>-</u>	<u>29,040,287</u>	<u>39.3%</u>	<u>20,225,151</u>
EXPENSES							
Salaries & Benefits	1,911,876	1,914,199	846,273	-	1,067,927	44.2%	753,322
Materials, Supplies & Svcs.	46,077,671	47,683,734	19,583,172	2,824,217	25,276,345	47.0%	21,349,961
Special Projects	2,104,671	2,542,511	852,565	105,650	1,584,296	37.7%	649,905
Equipment	5,500	9,032	6,766	-	2,266	74.9%	387
Other	473,701	473,701	-	-	473,701	0.0%	-
TOTAL EXPENSES	<u>50,573,418</u>	<u>52,623,178</u>	<u>21,288,776</u>	<u>2,929,867</u>	<u>28,404,535</u>	<u>46.0%</u>	<u>22,753,575</u>
<i>Revenue Less Expense</i>	<u>(2,730,201)</u>	<u>(4,779,960)</u>	<u>(2,485,845)</u>	<u>(2,929,867)</u>	<u>635,752</u>		<u>(2,528,424)</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
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ENERGY AND CLIMATE MANAGEMENT FUND

	<u>Adopted</u>	<u>Revised</u>	<u>YTD</u>	<u>Encum-</u>	<u>Remaining</u>	<u>Percent of</u>	<u>Previous</u>
	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>	<u>brances</u>	<u>Balance with</u>	<u>Budget</u>	<u>YTD</u>
					<u>Revised budget</u>		
REVENUES							
Service charges	2,221,036	2,221,036	1,110,518	-	1,110,518	50.0%	1,076,005
Miscellaneous	67,750	67,750	21,563	-	46,187	31.8%	32,975
TOTAL REVENUES	<u>2,288,786</u>	<u>2,288,786</u>	<u>1,132,081</u>	<u>-</u>	<u>1,156,705</u>	<u>49.5%</u>	<u>1,108,980</u>
EXPENSES							
Salaries & Benefits	92,493	92,537	22,931	-	69,606	24.8%	43,126
Materials, Supplies & Svcs.	2,097,385	2,287,044	779,849	67,247	1,439,948	37.0%	813,778
Special Projects	123,500	325,761	54,058	17,318	254,384	21.9%	47,345
TOTAL EXPENSES	<u>2,313,378</u>	<u>2,705,342</u>	<u>856,839</u>	<u>84,565</u>	<u>1,763,939</u>	<u>34.8%</u>	<u>904,248</u>
<i>Revenue Less Expense</i>	<u>(24,592)</u>	<u>(416,556)</u>	<u>275,242</u>	<u>(84,565)</u>	<u>(607,233)</u>		<u>204,731</u>

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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 December 31, 2025, in Fiscal Year (FY) 2026. 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 second quarter (Q2), tax revenues are \$80.1 Million, 45.0% of FY2026 budget. Currently, projections reflect revised budget. The largest general tax revenues are discussed in more detail below.

SUMMARY OF REVENUES GENERAL FUND Fiscal Year 2026 For the Six Months Ended December 31, 2025							
Source of Revenue	Adopted Budget	Revised Budget	Year-to-Date Actual	** Projected Full-Year	% Variance Budget with Actual	Last Year- to-Date FY2025	Variance Actual with FY2025
Property Tax	\$53,581,500	\$53,581,500	\$20,941,167	\$53,581,500	39%	\$20,049,973	\$891,194
Sales & Use Tax	\$31,960,000	\$31,960,000	\$14,734,658	\$31,958,003	46%	\$15,185,312	(\$450,654)
Measure C Sales Tax	\$34,235,000	\$34,235,000	\$16,160,754	\$34,235,000	47%	\$16,041,047	\$119,707
Measure I Sales Tax	\$15,100,000	\$15,100,000	\$5,042,100	\$15,100,000	33%	\$0	\$5,042,100
Transient Occupancy Tax	\$29,561,000	\$29,561,000	\$17,578,913	\$29,561,000	59%	\$17,225,187	\$353,726
Utility Users Tax	\$8,200,000	\$8,200,000	\$4,086,974	\$8,200,000	50%	\$4,344,451	(\$257,477)
Business License	\$2,958,000	\$2,958,000	\$466,985	\$2,958,000	16%	\$654,914	(\$187,929)
Cannabis Excise Tax	\$1,000,000	\$1,000,000	\$593,010	\$1,000,000	59%	\$550,225	\$42,784
Property Transfer Tax	\$1,000,000	\$1,000,000	\$476,252	\$1,000,000	48%	\$346,954	\$129,298
Total Taxes	\$177,595,500	\$177,595,500	\$80,080,812	\$177,593,503	45%	\$74,398,062	\$5,682,750
License & Permits	\$239,725	\$239,725	\$72,310	\$147,976	30%	\$78,630	(\$6,320)
Fines & Forfeitures	\$3,405,652	\$3,405,652	\$2,125,883	\$3,622,207	62%	\$1,616,774	\$509,110
Franchise Fee	\$6,500,000	\$6,500,000	\$2,806,259	\$6,500,000	43%	\$2,710,306	\$95,953
Use of Money & Property	\$4,112,716	\$4,112,716	\$1,766,938	\$4,119,034	43%	\$1,328,125	\$438,814
Intergovernmental	\$2,917,061	\$2,917,061	\$958,849	\$2,948,359	33%	\$953,455	\$5,393
Fee & Charges	\$15,895,175	\$16,512,096	\$8,984,475	\$16,537,700	54%	\$8,065,048	\$919,427
Miscellaneous	\$32,233,565	\$32,251,622	\$14,962,402	\$30,730,032	46%	\$12,124,374	\$2,838,028
Total Other	\$65,303,894	\$65,938,872	\$31,677,116	\$64,605,307	48%	\$26,876,711	\$4,800,405
Total Revenues	\$242,899,394	\$243,534,372	\$111,757,928	\$242,198,810	46%	\$101,274,774	\$10,483,154
**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 be presenting 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 XIII A) 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

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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 December 31, 2025, the first installment of property tax revenue has been collected. Projected revenue for FY2026 is estimated at \$53.6 Million, representing an increase of \$2.6 Million over the FY2025 projection, driven by continued growth in assessed real property valuations. Mid-year results are consistent with those recorded during the same period in the prior fiscal year.

Sales, Transaction, and Use Taxes

Bradley-Burns 1.00% Tax: Revenue for Q2 FY2026 is \$14.7 Million, 46.0% of budget or a slight decrease by \$450.6K from Q2 FY2025. This line item is conservatively budgeted for FY2026, expecting a softening of sales tax growth as recent quarter-over-quarter growth has been relatively flat.

Measure C 1.00% for Capital: Voters approved a one-cent transaction and use tax increase in FY2018, which became effective April 1, 2018. Measure C tax revenue is \$16.2 Million, 47.0% of the budget. It follows the same trend as last fiscal year with no noticeable changes. Funds collected under this category are primarily utilized to build, repair, and maintain City buildings and local streets. Major projects under Measure C include the construction of a new police station and renovation of Dwight Murphy Field Park, among many pavements, park, library, and other capital projects.

Measure I 0.50% for Essential Services: The voters approved a half-cent transaction and use tax on November 5, 2024, which became effective on April 1, 2025. Measure I tax revenue is projected to generate approximately \$15.1 Million annually. At the end of Q2, \$5.0 Million is recognized or 33.0% of projection.

Transient Occupancy Tax

Transient Occupancy Tax (TOT) revenue is 59.0% of budget, totaling \$17.6 Million. This includes: an estimated \$1.4 Million in short term rental (STR) and \$650.0K in short-term rental (STR) settlement revenue from the initiated enforcement program. Hotel occupancy rate is 60.0% as of December 31, 2025, a 4.0% increase with the same period last year. 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. Hotels have been submitting the necessary documentation, and the auditors have now started their review process. Of the 24 hotels audited in the first round of TOT audits completed in 2025, two (2) have yet to submit their payments by the end of calendar year 2025. Both hotels have paid by early February.

Cannabis Excise Tax

Cannabis tax revenue is 59.0% of budget or \$593.0K, an increase by \$42.8.0K from last year for the same period. The City completed five (5) cannabis business audits, resulting in no major findings. One (1) cannabis business audit is incomplete due to ownership changes. That audit has been reinitiated. The projection is still set for \$1.0 Million. There is still too much uncertainty in this market, and future projections should stay flat. The City Council will be considering a tax rate increase in FY2026 that could take effect at the beginning of FY2027.

Business License

Business Tax Certificate (License) revenues are due on the first day of the new year. Currently, 16.0% of projected revenue has been collected (\$467.0K) which is normal at this point in the

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calendar year. The majority of revenue is not expected until Q3, which will represent the first three (3) months of the new year.

Other & Department Revenues

Other Revenues include fines, forfeitures, fees, intergovernmental revenues, interfund charges, and reimbursements. This category represents 48.0% of the revised budget, totaling \$31.7 Million, an increase of \$4.8 Million compared to the same period last year.

The primary drivers of this growth are Fees and Charges. Parks & Recreation reports a 57.3% positive variance relative to budget, driven by higher-than-anticipated utilization and program enrollment. Community Development reflects a similarly strong performance, with a 58.4% favorable variance, signaling continued robust development activity during the reporting period.

Miscellaneous Revenues consist of interfund charges, reimbursements, and departmental receipts for indirect cost allocations. The projection for this line item has been reduced by \$1.5 Million due to adjustments in the interfund reimbursement budget.

Overall, Other Revenues are budgeted at \$65.5 Million for the fiscal year, with current projections revised to \$64.6 Million. Actual revenues to date exceed FY2025 actuals by \$4.8 Million, reflecting strengthened fee structures, increased service demand, and improved cost-recovery practices.

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 2026 For the Six Months Ended December 31, 2025							
Department	Adopted Budget	Revised Budget	Year-to-Date Actual	** Projected Full-Year	% Variance with Revised Budget	Last Year-to-Date FY2025	Variance Actual with FY2025
Mayor & Council	\$92,000	\$92,000	\$40,750	\$92,000	44%	\$43,781	(\$3,031)
City Attorney	\$0	\$0	\$2,500	\$0	0%	\$0	\$2,500
City Administrator	\$833,835	\$933,835	\$594,310	\$766,154	64%	\$95,226	\$499,085
Human Resources	\$15,000	\$15,000	\$127	\$15,000	1%	\$4,978	(\$4,851)
Finance	\$836,292	\$836,292	\$382,851	\$836,292	46%	\$400,864	(\$18,013)
General Government	\$1,777,127	\$1,877,127	\$1,020,538	\$1,709,446	54%	\$544,848	\$475,690
Police	\$4,844,052	\$4,844,052	\$2,865,575	\$4,788,242	59%	\$1,727,812	\$1,137,763
Fire	\$6,474,291	\$6,244,212	\$2,872,394	\$6,229,212	46%	\$2,688,771	\$183,623
Public Safety	\$11,318,343	\$11,088,264	\$5,737,969	\$11,017,454	52%	\$4,416,583	\$1,321,386
Parks & Recreation	\$8,709,576	\$8,746,576	\$4,598,482	\$8,746,576	53%	\$4,133,250	\$465,233
Library	\$993,883	\$993,883	\$61,006	\$968,893	6%	\$65,093	(\$4,087)
Community Services	\$9,703,459	\$9,740,459	\$4,659,488	\$9,715,469	48%	\$4,198,342	\$461,146
Public Works	\$12,164,021	\$12,164,021	\$5,440,543	\$10,848,344	45%	\$5,059,988	\$380,556
Sustainability & Resiliency	\$31,096	\$31,096	\$15,649	\$31,096	50%	\$52,057	(\$36,408)
Community Development	\$7,815,150	\$8,625,150	\$4,584,363	\$8,868,747	53%	\$4,215,250	\$369,113
Total	\$42,809,196	\$43,526,117	\$21,458,551	\$42,190,555	49%	\$18,487,068	\$2,971,483

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Departmental revenues are on target with the revised budget at 26.0% or \$11.4 Million.

General Government revenues, representing 54.0% of the budget (\$1.0 Million), are primarily driven by the City Administrator's Office, which contributes \$594.3K, or 64.0% of its total budget. The recent restructuring of Downtown Parking is part of a broader organizational realignment led by the City Administrator to modernize downtown services, strengthen parking system finances, and enhance coordination across departments. As part of this reorganization, new revenue streams—such as Plaza Support, the Downtown Marketing contract, and Planning reimbursements—have been incorporated into this division. FY2026 General Government revenue projections have been modestly reduced by \$168.0K.

Public Safety revenues represent 52.0% of the budget, totaling \$5.7 Million.

The Police Department (PD) accounts for \$2.8 Million, or 59.0% of its budget, driven in part by a 39.0% increase in Parking Violation revenue compared to the prior year. This growth is primarily attributed to the filling of previously vacant Parking Enforcement positions. Additional revenue sources—including False Alarm fees, Special Event reimbursements, and Police Officer Standards and Training reimbursements—total \$884.2K. PD currently projects Fees and Service Charges to finish the fiscal year at 125.0% of the revised budget.

The Fire Department concludes Q2 with \$2.9 Million in revenue, slightly below budget at 46.0%. Overall, Public Safety revenue projections remain just marginally below the revised budget for the fiscal year.

Community Services revenues is led by Parks & Recreation (P&R), totaling \$4.6 Million, while the Library Department has collected 6.0% of its budget, or \$61.0K. P&R revenue is generated through a mix of activities, programs, and facility operations. By the end of Q2, the Recreation Division projects to achieve 96.0% of its budgeted revenue. Revenue within the Sports Program (6181) declined due to the temporary closure of Carrillo Gym for exterior remodeling, increased competition in the pickleball market, and lower-than-anticipated participation in Youth Evolution Sports. The Division expects to offset these impacts through expenditure reductions and currently projects ending the fiscal year on budget.

The Library Department's Q2 projections reflect a modest revenue reduction of \$25.5K. The primary driver of underperformance is the County Per Capita allocation outlined in the annual agreement for the Countywide Library System. This funding source represents approximately 90.0% of the program's budgeted revenue. Although no payments have been received year-to-date, the full amount is expected by early Q4, and no revenue shortfall is anticipated.

Projections for Community Services remain aligned with the revised budget. At the six-month mark, the department collected an additional \$461.1K in revenue compared to the same period in the prior fiscal year.

Public Works (PW) generated \$5.4 Million in revenue by the end of Q2, representing 45.0% of its budget and an increase of \$380.0K compared to the same period last year. Revenue projections have been reduced by \$1.3 Million. Engineering work-order revenues are slightly below target, reflecting both the more ambitious revenue goals established for FY2026 and ongoing vacancies across several units, including Land Development, Real Property, Public Works Inspection, and Water Resources Engineering.

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Land Development Engineering revenues are currently at 43.0% of budget, largely due to staffing shortages at multiple levels within the workgroup and lower-than-anticipated permit counter activity. These conditions are expected to persist into the second half of the fiscal year until vacant positions are successfully filled.

Sustainability & Resiliency (S&R) is performing in line with expectations, with 50.0% of budgeted revenue achieved and \$15.6K recognized through Q2. Activities related to vector control and environmental cleanup remain on track to meet year-end targets. At this time, no adjustments to revenue projections are necessary, as performance continues to align with budgeted assumptions and no significant variances have been identified.

Community Development (CD) continues to outperform expectations in Q2, generating \$4.6 Million in revenue, or 53.0% of its budget. This reflects a favorable variance of \$369.1K compared to the same period in the prior fiscal year. Revenue projections have been increased to reflect an additional \$243.0K above budget. This projection includes a one-time \$750.0K budgeted item for third-party environmental review services. Excluding this one-time item, revenues are expected to conclude the fiscal year roughly \$915.0K above budget.

Revenues from building permits are \$3.0 Million or 61.6% of revised budget when revenue from Planning Commission has reached 49.6% of budget with \$254.2K collected through Q2.

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General Fund Expenditures

The *Summary of Departmental Expenditures, General Fund* table below summarizes General Fund expenditures through December 31, 2025. 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 FY2026 adopted budget included several targeted reduction plans to assist with lowering City expenditures, including salary savings (\$601.3K) partially allocated under the line-item *Non-Departmental* in the table below. As of the end of December 31, 2025, 40.0% of the revised budget was used. Comparing this quarter's result with FY2025, Expenditure is \$9.1 Million higher. It is a combination of increase across all departments, offset by a reduction in Expenditure for Measure C of \$2.4 Million.

SUMMARY OF DEPARTMENTAL EXPENDITURES GENERAL FUND Fiscal Year 2026							
For the Six Months Ended December 31, 2025							
Department	Adopted Budget	Revised Budget	Year-to-Date Actual (without Encumbrance)	% Variance with Revised Budget	Encumbrance	** Projected Full-Year	Remaining Budget after Encumbrances
Mayor & Council	\$3,356,567	\$3,380,261	\$1,497,894	44%	\$596,340	\$3,380,261	\$1,286,027
City Attorney	\$5,612,505	\$5,747,728	\$2,692,517	47%	\$364,964	\$5,747,728	\$2,690,245
City Administrator	\$8,593,758	\$9,818,340	\$3,740,432	38%	\$1,750,563	\$9,673,547	\$4,327,346
Human Resources	\$2,935,310	\$3,098,514	\$1,276,941	41%	\$170,181	\$3,098,514	\$1,651,393
Finance	\$8,314,325	\$9,297,475	\$3,981,433	43%	\$676,387	\$9,297,475	\$4,639,654
General Government	\$28,812,466	\$31,342,319	\$13,189,218	42%	\$3,558,437	\$31,197,525	\$14,594,665
Police	\$61,192,945	\$62,373,558	\$30,543,585	49%	\$1,035,520	\$60,874,930	\$30,794,454
Fire	\$42,380,676	\$46,246,098	\$22,165,420	48%	\$50,027	\$46,246,098	\$24,030,650
Public Safety	\$103,573,620	\$108,619,656	\$52,709,006	49%	\$1,085,547	\$107,121,028	\$54,825,103
Parks & Recreation	\$28,047,427	\$28,243,919	\$13,192,399	47%	\$1,200,249	\$28,234,357	\$13,851,271
Library	\$9,863,079	\$9,876,726	\$4,551,874	46%	\$136,414	\$9,162,415	\$5,188,437
Community Services	\$37,910,506	\$38,120,645	\$17,744,273	47%	\$1,336,663	\$37,396,772	\$19,039,708
Public Works	\$15,187,246	\$15,250,893	\$6,899,618	45%	\$49,234	\$13,780,770	\$8,302,040
Sustainability & Resilience	\$305,513	\$500,506	\$217,625	43%	\$105,109	\$475,577	\$177,771
Community Development	\$15,969,396	\$17,445,628	\$7,629,792	41%	\$881,681	\$16,862,737	\$8,934,155
Measure C Sales Tax	\$35,119,802	\$78,405,849	\$13,662,082	17%	\$0	\$78,405,849	\$64,743,767
Non-Departmental	\$8,511,693	\$7,554,543	\$6,481,132	76%	\$0	\$7,060,300	\$1,073,412
Total	\$245,390,243	\$297,240,040	\$118,532,747	40%	\$7,016,671	\$292,300,557	\$171,690,621

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

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received. Encumbrances that remain open at yearend 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 \$297.2 Million, including \$6.2 Million in carried-forward encumbrances, and is 40.0% expended (\$118.5 Million) as of December 31, 2025.

The *Summary of Departmental Expenditures, General Fund* table above shows performance at department level. 45.0% of the total Revised budget, including Non-Departmental Expenditures, is appropriated to provide public safety services through the Police and Fire Departments. Community Services comprises 15.0% of the total budget, which includes the City’s Parks & Recreation and Library Departments. General Government makes up 11.0% of appropriations which includes Finance, City Administration, Mayor and City Council, City Attorney, Human Resources, and City Clerk Departments. The balance of 29.0% under other departments/services is allocated across Measure C, Community Development, and Public Works.

SUMMARY OF EXPENDITURES BY TYPE GENERAL FUND Fiscal Year 2026					
For the Six Months Ended December 31, 2025					
Expenditure Type	Adopted Budget	Revised Budget	Year-to-Date Actual	% Variance with Revised Budget	** Projected Full-Year
Salaries	\$100,341,567	\$102,381,394	\$48,446,981	47%	\$102,292,694
Benefits	\$59,755,944	\$61,577,128	\$29,135,820	47%	\$59,564,547
Attrition Savings	(\$4,552,205)	(\$4,552,205)	\$0	0%	(\$3,170,732)
Salaries & Benefits	\$155,545,306	\$159,406,317	\$77,582,801	49%	\$158,686,509
Supplies & Services	\$15,800,042	\$18,102,097	\$6,386,520	35%	\$16,243,544
Allocated Costs	\$23,796,620	\$24,151,514	\$11,913,700	49%	\$23,355,210
Special Projects	\$4,776,564	\$7,474,081	\$1,784,273	24%	\$6,072,665
Supplies & Other	\$44,373,226	\$49,727,692	\$20,084,493	40%	\$45,671,419
Equipment	\$1,277,431	\$1,544,008	\$597,628	39%	\$1,480,523
Measure C Sales Tax	\$35,119,802	\$78,405,849	\$13,662,082	17%	\$78,405,849
Transfers	\$8,566,977	\$7,725,756	\$6,595,942	85%	\$7,625,756
Debt Service	\$507,500	\$430,500	\$7,841	2%	\$430,500
Equipment & Capital	\$45,471,710	\$88,106,113	\$20,863,493	24%	\$87,942,628
Expenditure Reductions	\$0	\$0	\$0	0%	
Total	\$245,390,242	\$297,240,121	\$118,530,787	40%	\$292,300,557

General Government actual spending totals \$13.2 Million, representing 42.0% of the revised budget, or 53.5% when including encumbrances. All divisions are tracking within expected expenditure levels for the reporting period, with the exception of the City Administrator’s Office,

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which is at 38.0% due to labor allocation adjustments that will be corrected in Q3, as well as finalization of the Downtown Santa Barbara Improvement Association (DSBIA) contract, which is currently over budget. Compared to FY2025, the variance is primarily attributable to the City Administrator position vacancy during the prior fiscal year, which resulted in temporary personnel cost savings. With the position now filled, General Government spending has returned to normal budgeted levels. General Government expenditures are projected to close the fiscal year with a favorable variance of \$145.0K below the revised budget.

The recent departmental reorganization—which added programs such as Housing & Homelessness and Community Vitality—is still in the implementation phase and may require additional time for full account realignment. Expenditure allocations are being updated to align with the appropriate departmental cost centers and chart-of-accounts structure. Aside from timing differences related to personnel, no significant budgetary concerns have been identified at this time.

Public Safety actual spending totals \$52.7 Million, representing 49.0% of the revised budget and reflecting an increase of \$4.6 Million compared to the same period last year. Payroll and benefit costs remain the primary drivers of Public Safety expenditures. Projections are slightly lower than revised budget at this time.

The Police Department's (PD) Overall Q2 expenditures are aligned with the revised budget, totaling \$30.5 Million, or 49.0%, with year-end spending projected at \$60.9 Million. Salary costs concluded Q2 at \$14.0 Million, representing 48.0% of the revised budget. Based on current vacancy levels and actual spending trends, the department anticipates ending the fiscal year at 96.0%, or \$26.1 Million, though this projection may shift as additional positions are filled throughout the year. Overtime costs are expected to increase in FY2026 and are projected to close at 131.79%, or \$3.0 Million. The department will continue to closely monitor and evaluate overtime expenditure as the fiscal year progresses.

The Fire Department (FD) 48.0% of its revised budget, totaling \$22.2 Million, reflecting an increase of \$2.0 Million compared to Q2 of FY2025, primarily due to higher payroll costs. The department increased its projected spending by \$3.5 Million at the end of Q1 to account for personnel expenditure associated with recent contract negotiation obligations. No further adjustments were made to projections at the end of Q2.

Community Services has actual expenditures of \$17.7 Million, or 47.0% of associated budget for Q2 FY2026, an increase of \$1.6 Million from FY2025. Current expenditure projections remain aligned with revised budget allocations. 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 Q2, the department had spent 47.0% of its budget, totaling \$13.2 Million. Year-over-year expenditure variances remain within expected cost parameters, with modest increases tied to building and vehicle maintenance. The department's projections are currently in line with revised budget.

The 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 Q2 FY2026, the department had utilized \$4.6 Million, or 46.0% of its annual budget. Payroll savings are projected due to two (2) vacant leadership positions. Overall expenditure is currently

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projected to be \$714.3K below the revised budget, and the department continues to operate within normal parameters for service demand and operational needs.

The Public Works (PW) Department has incurred \$6.9 Million in expenditure, utilizing 45.0% of its revised FY2026 budget. Projections reflect a \$1.5 Million reduction relative to the revised budget, driven primarily by Salary & Benefits savings associated with eight (8) staff vacancies. Additional savings in discretionary spending have also been realized, as staff continue to closely monitor expenditures in support of broader General Fund budget challenges.

The Sustainability & Resilience (S&R) Department is currently managing three (3) special projects: the Emergency Remediation at Chapala/Carrillo, the Lot 12 Environmental Remediation, and the removal of underground storage tanks adjacent to Stearns Wharf. The Stearns Wharf project was originally scoped for the removal of three (3) tanks; however, a recent geophysical survey identified six (6) tanks, expanding the project's scope. By the end of Q2, S&R had expended 43.0% of its budget, totaling \$217.6K. Mid-year projections reflect a \$25.0K reduction compared to the revised budget. In total, three (3) underground storage tank removal and remediation projects are planned for FY2026.

The Community Development (CD) Department incurred \$7.6 Million in General Fund expenditure, representing 41.0% of its budget. Overall, CD is projected to finish the fiscal year \$580.0K below the revised budget, driven primarily by unspent appropriations for third-party environmental review services, which are only utilized when specific project requirements are triggered. The department is projected to end the year over budget in Salaries & Benefits, largely due to a new budgeting approach that consolidated anticipated attrition savings into the department's base budget. CD was assigned a 4.5% attrition savings target, compared to the General Fund's overall target of 2.8%. When this attrition assumption is removed, CD is actually projected to achieve approximately \$360.0K in Salary & Benefits savings by yearend. Of this amount, about \$200.0K reflects normal attrition, with the remaining savings resulting from delayed recruitment, policy decisions, and benefit costs coming in lower than budgeted.

Non-Departmental and Measure C expenditure includes transfers from the General Fund to other funds and Fund 3010. Most transfers occurring are to the Measure C fund which supports various capital maintenance and improvement projects. Anticipated year-end attrition savings are also recorded here. At Q2, actual is 17.0% of the revised budget (reduced by savings). Staff revised the accounting treatment for Measure C revenues to be deposited directly into the Measure C fund, which eliminates the unnecessary transfers from the General Fund. However, for transparency, Fund 3010 holding on the expenditure line is displayed in this section of the General Fund table for expenditures.

General Fund Multi-Year Forecast

The City's budget process begins in October, seven (7) months prior to the first budget public hearing. Staff prepare 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-

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specific revenue sources. It has proven to be a critical planning tool to inform labor negotiations, public presentations, and guidance for developing the FY2026 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 FY2025. 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 FY2026 and FY2027 based on base budget assumptions. The primary driver of the deficit projections being larger than the adopted budget is due to lower growth in sales tax revenues as well as salary increases for public safety employees in recent labor negotiations being more than what was budgeted.

The forecast also shows operating deficits continuing into FY2028 and will continue to grow in future years. Ongoing budget-balancing solutions, including identifying additional revenue sources and controlling expenditure, will need to be implemented to balance the General Fund budget.

Late in 2024, the City entered into an agreement with NHA Advisors to conduct a peer review of the General Fund multi-year forecast that staff prepare and maintain throughout the year. NHA has reviewed staff's model, the City's budget, financial statements, and other financial and budgeting resources to prepare an independent opinion regarding General Fund projections going forward. The review was completed in April 2025. The review indicated that the staff's projections are in line with NHA's projections and routinely employs 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, including reserve target goals, from FY2025 through FY2030, and **excludes** Measure C revenues and expenditures.

General Fund	FY2025 Actual Pre Audit	FY2026 Adopted Budget	FY2026 Projections	FY2027 Base Budget	FY2028 Forecast	FY2029 Forecast	FY2030 Forecast
Revenues	\$214.7	\$242.9	\$207.9	\$250.7	\$258.2	\$265.9	\$274.4
Expenditures	\$231.4	\$244.5	\$213.9	\$260.9	\$273.2	\$283.8	\$295.1
Surplus/(Deficit)	\$(16.7)	\$(1.6)	\$(6.0)	\$(10.3)	\$(15.0)	\$(17.9)	\$(20.8)

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. The City Council reviewed the reserve policy on October 14, 2025, and decided not to change any components of the policy.

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

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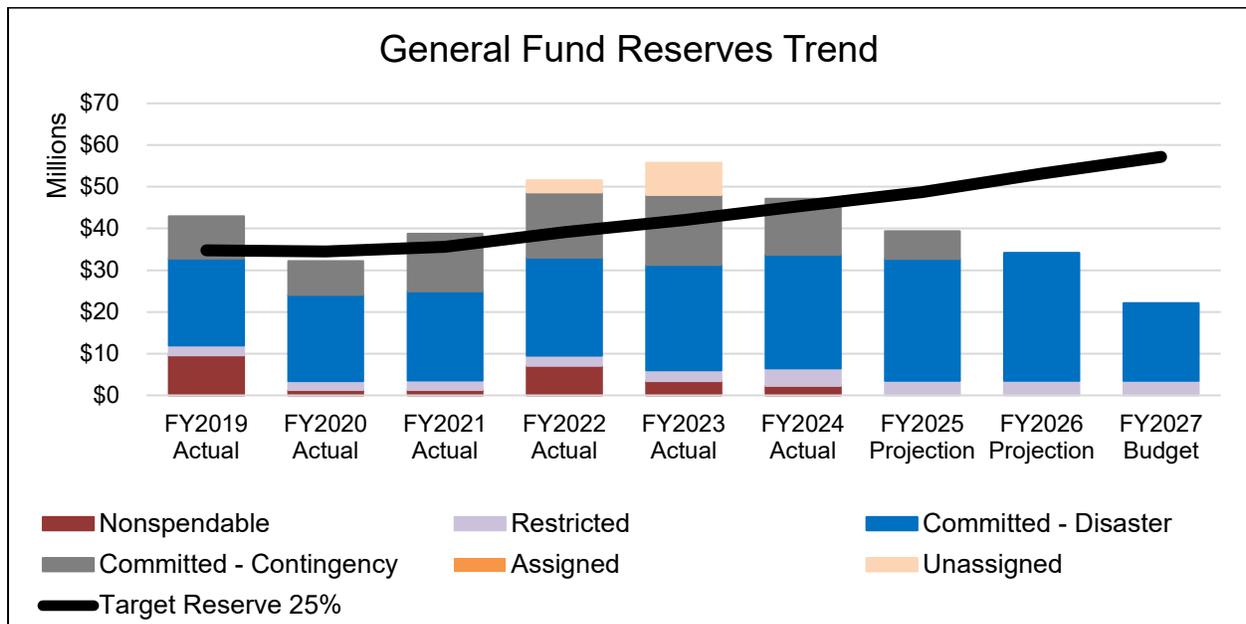
organization and community. The most common of these events would be an economic recession that results in a significant impact on key revenues such as sales, transient occupancy, or property taxes. The Contingency Reserve is calculated based on 10.0% of the most recently adopted fiscal year operating budget expenditure.

Any use of the Disaster or Contingency reserves requires a majority vote of approval by the City Council. The FY2025 adopted budget required a 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 FY2024 General Fund actuals and FY2025 projections show an operating deficit which will result in the use of reserves. The multi-year budget projection indicates operating deficits going forward. As required in prior budget cycles, staff will focus on rebalancing the budget through controlling expenditure and considering revenue increases.

Without any additional revenue or expenditure reductions in the General Fund, the FY2026 and FY2027 deficits will be larger thus requiring additional reserves to be used to balance the budget. If no budget changes are made, all General Fund contingency reserves will be depleted by the end of FY2026, and all General Fund disaster reserves will be depleted by the middle of FY2028.

The graph below shows the General Fund reserves from FY2019 through a projection of FY2027.



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 December 31, 2025, associated Annual Budget,

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projections, and prior-year actuals for this same three-month period. Encumbrances as of December 31, 2025, 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 & EXPENSES ENTERPRISE FUNDS Fiscal Year 2026 For the Six Months Ended December 31, 2025								
Enterprise Fund	Adopted Budget	Revised Budget	Year-to- Date Actual	% Variance with Revised Budget	Encumbered	Projected Full Year	Last Year Actual	% Variance with FY2025
SOLID WASTE FUND								
Revenues	\$42,990,702	\$43,199,200	\$21,596,093	50.0%	\$0	\$44,412,698	\$20,051,014	7.7%
Expenses	\$42,373,212	\$42,889,098	\$18,179,450	42.4%	\$11,665,717	\$43,751,075	\$14,967,713	21.5%
Add/(Use) Reserves	\$617,491	\$310,102	\$3,416,642		(\$11,665,718)	\$661,622	\$5,083,300	
WATER FUND								
Revenues	\$86,755,946	\$86,755,946	\$46,665,999	53.8%	\$0	\$83,872,755	\$42,467,160	9.9%
Expenses	\$89,330,512	\$92,452,483	\$40,156,871	43.4%	\$6,197,308	\$85,922,922	\$37,107,158	8.2%
Add/(Use) Reserves	(\$2,574,566)	(\$5,696,537)	\$6,509,128		(\$6,197,308)	(\$2,050,167)	\$5,360,002	
WASTEWATER FUND								
Revenues	\$34,492,415	\$34,492,415	\$17,440,968	50.6%	\$0	\$33,892,604	\$16,202,327	7.6%
Expenses	\$37,164,550	\$38,506,072	\$15,308,424	39.8%	\$2,472,459	\$36,421,340	\$13,901,930	10.1%
Add/(Use) Reserves	(\$2,672,135)	(\$4,013,657)	\$2,132,543		(\$2,472,460)	(\$2,528,736)	\$2,300,396	
DOWNTOWN PARKING FUND								
Revenues	\$10,239,915	\$10,292,475	\$5,176,602	50.3%	\$0	\$10,552,799	\$5,571,993	-7.1%
Expenses	\$10,292,863	\$10,448,546	\$4,907,489	47.0%	\$453,381	\$10,394,118	\$5,593,206	-12.3%
Add/(Use) Reserves	(\$52,948)	(\$156,071)	\$269,113		(\$453,381)	\$158,681	(\$21,214)	
CLEAN ENERGY FUND								
Revenues	\$47,843,217	\$47,843,217	\$18,802,930	39.3%	\$0	\$46,188,634	\$20,225,151	100.0%
Expenses	\$50,573,418	\$52,623,178	\$21,288,776	40.5%	\$2,929,867	\$44,645,066	\$22,753,575	-6.4%
Add/(Use) Reserves	(\$2,730,201)	(\$4,779,960)	(\$2,485,845)		(\$2,929,867)	\$1,543,568	(\$2,528,424)	
AIRPORT FUND								
Revenues	\$35,563,735	\$35,639,385	\$17,064,432	47.9%	\$0	\$35,639,385	\$16,053,787	6.3%
Expenses	\$41,945,246	\$44,271,253	\$19,327,679	43.7%	\$3,838,127	\$44,271,253	\$16,747,830	15.4%
Add/(Use) Reserves	(\$6,381,511)	(\$8,631,868)	(\$2,263,247)		(\$3,838,127)	(\$8,631,868)	(\$694,043)	
GOLF FUND								
Revenues	\$5,267,832	\$5,267,832	\$2,586,147	49.1%	\$0	\$5,267,832	\$2,511,788	3.0%
Expenses	\$5,741,937	\$5,744,110	\$2,544,246	44.3%	\$0	\$5,744,110	\$1,939,298	31.2%
Add/(Use) Reserves	(\$474,105)	(\$476,278)	\$41,901			(\$476,278)	\$572,490	
WATERFRONT FUND								
Revenues	\$20,788,855	\$20,788,855	\$10,777,608	51.8%	\$0	\$20,788,855	\$10,756,522	0.2%
Expenses	\$22,732,468	\$22,941,467	\$11,041,498	48.1%	\$1,263,704	\$22,941,467	\$10,349,882	6.7%
Add/(Use) Reserves	(\$1,943,612)	(\$2,152,611)	(\$263,890)		(\$1,263,704)	(\$2,152,612)	\$406,640	
* The YTD Budget column has been calculated based on a 3-year average of collections for revenues, and of payments made for expenses through March 31, which has been applied to the annual budget.								

Solid Waste Fund

The Solid Waste Fund supports Trash & Recycling services and related programs. For Q2, revenues totaled \$21.6 Million, representing 50.0% of the annual budget—right on target and \$1.6 Million higher than the same period last year. This growth, driven by increased waste-service subscriptions, prompted staff to revise revenue projections upward by \$1.2 Million.

Expenses are at 42.4% of budget, reflecting savings from vacant positions. However, the department increased its expenditure projection by \$862.0K. Staff and MarBorg underestimated the number of accounts opting for in-place hauler service. MarBorg collects an enhanced fee from the City for these accounts, and the full cost of this service is not reflected in the City's fee schedule.

By the end of Q2, the fund had generated an additional \$3.4 Million in reserves—\$3.1 Million above the revised budget. This variance is temporary and will realign once MarBorg invoices the City for the enhanced service fees.

Water Fund

The Water Fund supports the provision of water services to City residents and portions of the County. As of Q2, revenues total \$46.7 Million, or 53.8% of budget, reflecting a \$4.4 Million increase compared to the same period last year. This growth is primarily driven by rate increases. Despite the strong mid-year performance, reduced demand associated with early winter rainstorms has lowered expectations for year-end results. Rate revenue is now projected to close the fiscal year at \$70.0 Million, or \$3.5 Million (-5.0%) below budget. The projections incorporate a \$2.9 Million downward adjustment to reflect anticipated consumption patterns.

Expenses are trending below the typical run rate, with \$41.1 Million, or 43.4% of the revised budget, spent through Q2. This is largely due to delayed IDE invoice payments pending adequate supporting documentation; however, these payments are expected to be completed by fiscal yearend. Overall, the Water Fund is projected to end the fiscal year at \$85.9 Million, or \$6.6 Million (-7.0%) below budget. Key factors contributing to this variance include:

- Higher-than-budgeted salary costs due to negotiated labor increases exceeding adopted assumptions;
- Savings in employee benefits, as group insurance costs were overestimated in the adopted budget;
- Idling of the Desalination Plant from February through October 2026 due to sufficient surface water supplies, resulting in reduced electrical and chemical costs; and
- Deferral of well maintenance equipment purchases to FY2027 to allow for additional research.

At the six-month mark, the Water Department reported a positive operating result of \$6.5 Million, representing a \$1.2 Million increase in reserves compared to the same period last year.

Wastewater Fund

The Wastewater Fund supports the provision of sewer services to City residents and portions of the County. FY2026 revenues total \$17.4 Million, or 50.6% of the annual budget, and are tracking on target. Because only a portion of Wastewater rates is tied to water consumption, revenue volatility is lower than in the Water Fund. Minor variances in other revenue sources—including sewer tap fees, pre-treatment analysis, and Fats-Oils-Grease (FOG) disposal fees—contributed to the overall revenue balance. Mid-year revenue projections were adjusted downward by \$600.0K in the revised budget. Expenditures through Q2 total \$15.3 Million, or 39.8% of budget.

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for the Six Months Ended December 31, 2025 (50.0% of Year Elapsed)

Overall expenditure projections have been reduced by \$2.0 Million with revised budget. Key factors contributing to this reduction include:

- Labor-related adjustments: Negotiated salary increases exceeded adopted budget assumptions; however, this impact was offset by savings in employee benefits due to group insurance costs being overestimated in the adopted budget.
- Savings in supplies and services:
 - Favorable chemical bid pricing.
 - Improved co-generation electricity output, reducing purchased power costs.
 - Savings resulting from unplanned engineering vacancies.
- Deferred or modified projects:
 - The Wastewater Technology Advisory Group (TAG) pilot was deferred after projected costs exceeded available budget.
 - Phase II of the systemwide CCTV project was postponed by reducing current-year expenses.
- Carryforward adjustments: A prior-year purchase order carried forward into FY2026 reduced current-year spending needs within the Supplies & Services category.

The Wastewater division added \$2.1 Million to its operating reserve at the end of Q2, a similar trend to last year for the same period.

Downtown Parking Fund

The Downtown Parking Fund supports the provision of parking services in the City's downtown area. All activities required to operate and maintain the system—including administration, operations, maintenance, fee collection, capital improvements, construction, and related debt service—are accounted for within this fund. As of Q2 FY2026, revenues total \$5.2 Million, or 50.3% of budget. Hourly parking revenue is performing strongly, up 10.0% compared to the same period in FY2025, and is projected to reach \$6.98 Million, or \$182.0K above budget. PBI assessment revenues are at 42.0% of budget due to lower-than-expected collections and are now projected to finish the year at least 10.0% below the budgeted \$1.0 Million. Mid-year revenue projections have been increased by \$260.0K relative to the revised budget, driven by short-term license agreement rents and rental revenue from Risk Management's use of the Granada Garage.

Expenditures total \$4.9 Million, or 47.0% of budget, reflecting a \$686.0K decrease compared to the same period last year, primarily due to payroll savings. The revised expenditure projection shows a slight decrease, also attributable to payroll savings and lower credit card processing fees.

At the six-month mark, the Downtown Parking Fund reports a positive operating result of \$269.0K, a notable improvement compared to the \$21.2K loss recorded at the same point in the prior fiscal year.

Clean Energy Fund

The Clean Energy Fund supports the procurement of clean and renewable electric energy for the Santa Barbara community. For Q2, revenues totaled \$18.8 Million, or 39.3% of the annual budget, and were \$1.4 Million lower than the same period in FY2025. Revenue projections have been revised downward by \$1.6 Million, reflecting a rate decrease implemented by Southern California Edison (SCE) in January. Expenses through Q2 total \$21.3 Million, or 40.5% of budget, representing a \$1.5 Million decrease compared to last year. The department has reduced its projected spending by \$8.0 Million, primarily due to lower power-supply costs. Staff secured power purchase agreements that are expected to generate up to \$7.4 Million in savings relative to budget. In addition to power-supply management, staff launched an Electric Vehicle (EV) charging initiative for multi-family residential buildings and continued offering rebate programs for

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for the Six Months Ended December 31, 2025 (50.0% of Year Elapsed)

EV purchases, EV charging infrastructure, and home electrification. However, these customer programs are expected to be fully expended by yearend.

As of Q2, the Clean Energy Fund reports an operating loss of \$2.3 Million, consistent with trends observed at the same point in the prior fiscal year.

Airport Fund

The Airport Fund accounts for the operation of the municipal airport and the administration of leases of airport property. As of Q2, the Airport's financial position remains within budget with revenues totaling \$17.0 Million, or 47.9% of the annual budget. Current projections remain consistent with the revised budget. Commercial aviation revenue reached \$3.7 Million, or 46.5% of budget, with timing delays in landing fee reporting contributing to the variance. Terminal revenue totaled \$6.7 Million, or 47.3%, supported by strong performance in parking, retail and restaurant activity, advertising, and ground transportation. All major terminal revenue categories experienced year-over-year growth ranging from 10%-to-34%. Non-commercial aviation revenue totaled \$2.9 Million, or 52.4% of budget, reflecting stronger-than-expected general aviation demand and stable tenant relationships. Commercial and industrial leases also totaled \$2.9 Million, or 46.3% of budget, with the variance tied to temporary vacancies resulting from planned property improvements, redevelopment activities, and intentional space holdbacks to accommodate future high-value tenants when the balance falls under other lease revenues. Expenses are \$19.3 Million or 43.7% of revised budget with no change to projections.

Payroll costs total \$6.4 Million, or 47.6% of budget, representing a 10.1% increase driven by cost-of-living adjustments, benefit changes, and overtime required to backfill vacant positions. As vacancies are filled, Salaries & Benefits are expected to finish the year at or near budget. Supplies & Services expenditures totaled \$5.1 Million, 39.2% of budget. These costs increased 8.6% from the prior year due to higher utility expenses and equipment repair needs. Special projects were at 35.9% of budget, primarily reflecting PFAS testing and ARFF foam replacement, along with parking shuttle costs. At the end of the first six (6) months, the Airport reported a net loss of \$2.3 Million, compared to a \$694.0K loss during the same period last year.

Golf Fund

The Golf Fund supports the full operation of the municipal golf course, encompassing administration, daily operations, maintenance, capital acquisition and construction, financing and related debt service, as well as billing and fee collection. Because golf activity is highly sensitive to weather conditions, revenues for Q2 totaled \$2.6 Million, representing 49.1% of the revised budget, a similar trend as last year during the rainy season. At this point in the fiscal year, the Golf division expects revenues to finish in line with the revised budget. Expenses reached \$2.5 Million, or 44.3% of budget, reflecting a 31.2% increase compared to the same period last year. This year-over-year variance is primarily driven by Capital Outlay transfers. By the close of Q2, the Golf Fund recorded a net operating surplus of \$41.9K.

Waterfront Fund

The Waterfront Fund supports operations at the Harbor and Stearns Wharf and is fully sustained through enterprise revenues, including lease income, slip fees, and parking fees. At the close of Q2, the Waterfront generated \$10.8 Million in revenue, representing 51.8% of the revised budget. The Property Management Program anticipates continued challenges due to unsettled rent from food-service tenants and recent vacancies in two (2) restaurant lease spaces. Parking Services have also experienced revenue declines. These factors, combined with broader economic

uncertainty and the potential federal defunding of the Santa Barbara Harbor Dredging Program, create headwinds as the City moves into the second half of FY2026.

Expenses totaled \$11.0 Million, or 48.1% of budget. The Department continues to manage controllable operating costs closely; however, most expenditure increases are occurring in areas such as employee benefits and interfund transfers. At this time, staff have not adjusted their projections and continue to rely on the revised budget figures. For Q2, the Waterfront Fund reported an operating loss of \$263.9K.

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)

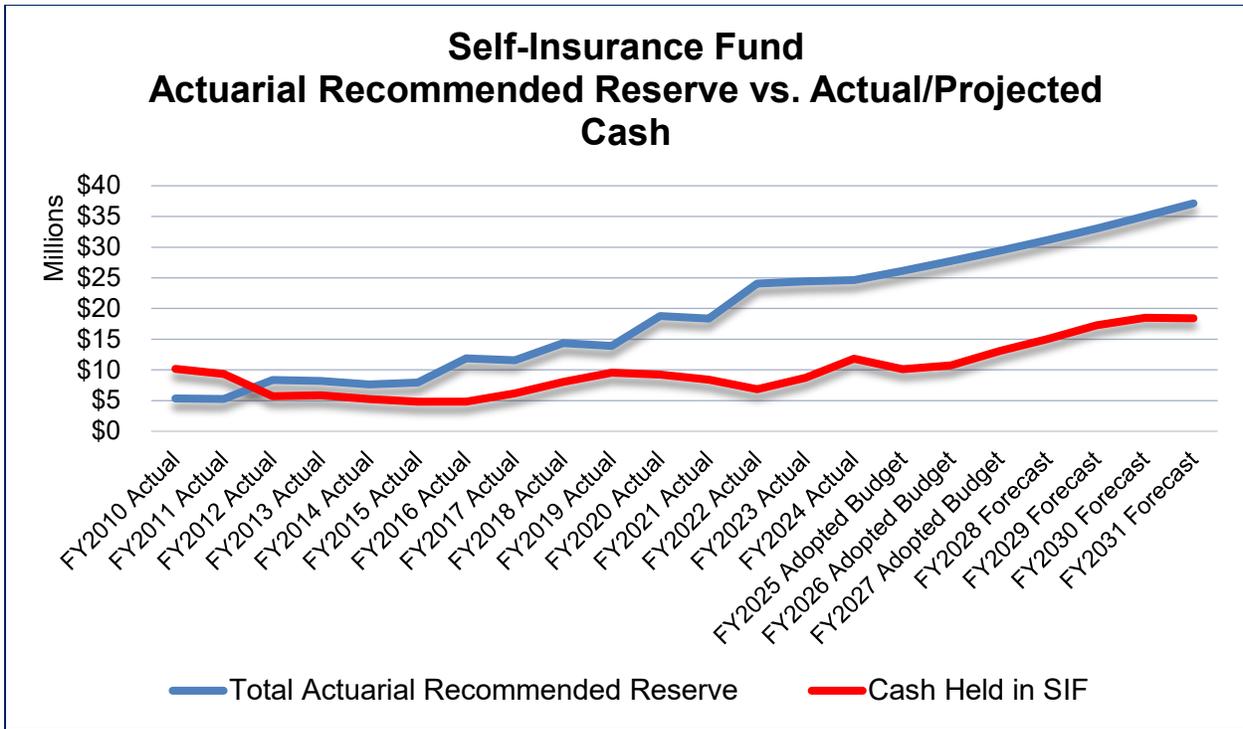
The City purchases insurance policies to cap its exposure to loss for specific hazards. The SIF accumulates revenues through an annual allocation from departments as an expenditure to each department. The SIF then funds the program's annual renewals for insurance coverage for claims that may arise and 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 \$26.1 Million by the end of FY2025 but recommends increasing the balance to \$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. Staff built these allocation increases into the FY2025 budget.

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 2026 Financial Statements Ending - December 31, 2025
 Schedule of Proposed Second Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
GENERAL FUND (Fund 1000)			
Increase in appropriations to Transfer Out revenue received in FY22 from Paterna Settlement to the Miscellaneous Grant Fund to support ongoing tree care.	\$ 129,925		\$ (129,925)
Decrease in appropriations for Fire Benefits-Workers Comp to correct Q1 adjustments. This correction offsets recurring entry offsetting revenue lines.	\$ (176,583)		\$ 176,583
Increase in appropriations for reimbursements to Self Insurance Fund from General Fund. Reserves for money used to attain outside counsel re: Mission LLC Federal Matter.	\$ 100,000		\$ (100,000)
Increase in appropriations from General Fund Reserves to cover approved amendment for year three of Outside Counsel 1609 Grand Ave Builders Remedy contract.	\$ 146,170		\$ (146,170)
Increase in estimated revenues for Recreations Youth Activities Program - Skateboard Camp on June of FY26.		\$ 12,040	\$ 12,040
Increase in appropriations for Recreations Youth Activities Program - Skateboard Camp on June of FY26. Revenue offsets the expense for a net favorable budget of \$702.00.	\$ 8,338		\$ (8,338)
	\$ 3,000		\$ (3,000)
Decrease in estimated revenue and appropriations due to cancellation of Recreation Aquatics contract with Lobster Jo for FY26.	\$ (95,165)	\$ (109,240)	\$ (109,240)
			\$ 95,165
Decrease in appropriations for Training Expenses by transferring the budget from Professional Services Contract Expense to support mandatory trainings.	\$ (5,000)		\$ 5,000
Increase in appropriations for training expense from professional services-contract expense to allow for mandatory trainings.	\$ 5,000		\$ (5,000)
Decrease in appropriations for special supplies expense from facilities maintenance expense to better meet Fire division needs.	\$ (10,000)		\$ 10,000
Increase in appropriations for Special Supplies by transferring the budget from Facilities Maintenance to more effectively meet the operational needs of the Fire Division.	\$ 10,000		\$ (10,000)
Increase in estimated revenue for new process to receive revenue for special event permit insurance.		\$ 1,200	\$ 1,200
Increase in appropriations for new process to reimburse insurance provider for special event insurance coverage.	\$ 1,200		\$ (1,200)
Decrease in appropriations to move budget out of the Social Services project to correct a clerical error.	\$ (82,900)		\$ 82,900
Increase in appropriations to move budget from the Social Services project to a non-project line.	\$ 82,900		\$ (82,900)
Increase in appropriations from vehicle fuel expense for training, meeting & travel and membership dues & licenses accounts to better meet Fire division needs.	\$ 2,500		\$ (2,500)
Decrease in appropriations in Vehicle Fuel and transfer the budget to Training, Meeting & Travel and Membership Dues & Licenses to better support the operational needs of Fire Division.	\$ (2,500)		\$ 2,500
Increase in estimated revenue for Transfer In to Fund 5400 for Downtown Program and Services Plaza Support project.		\$ 200,000	\$ 200,000
Increase in appropriations for Transfer Out for App. Business Continuity Cloud Upgrade to match Fund 6210.	\$ 14,000		\$ (14,000)
Increase in appropriations for Capital Outlay Transfer Business Application Bridge Fund to match Fund 6210.	\$ 14,000		\$ (14,000)
Decrease in appropriations for IT Capital Allocations that have already been transferred in to Fund 6210.	\$ (142,000)		\$ 142,000
Total General Fund (1000)	\$ 2,885	\$ 104,000	\$ 101,115

SPECIAL REVENUE FUNDS

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Library Miscellaneous Grants Fund (2850)			
Increase in revenue and appropriations to accept gift from Friends of Santa Barbara Public Library for library programming in FY26.	\$ 21,775	\$ 21,775	\$ (21,775)
Increase in estimated revenue for Transfer In Fund 7120 (Library Trust) where trust contributions are recorded to meet restrictions for Della Jean Elden Trust.		\$ 5,933	\$ 5,933
Increase in estimated revenue to Transfer In from Fund 7120 (Library Trust) where trust contributions are recorded for CAEP 2022-2023 Yr to fund costs that meet trust restrictions in Fund 2850, Miscellaneous Library Trust Grant.		\$ 56,018	\$ 56,018
Increase in estimated revenue to Transfer In from Fund 7120 (Library Trust) where trust contributions are recorded, to fund costs that meet trust restrictions for Cooper Trust.		\$ 20,000	\$ 20,000
Total Library Miscellaneous Grants Fund (2850)	\$ 21,775	\$ 103,726	\$ 81,951
Parks & Rec Miscellaneous Grants Fund (2860)			
Increase in estimated revenue to Transfer In from Paterna Settlement to the Miscellaneous Grant Fund to Support ongoing tree care.		\$ 129,925	\$ 129,925
Increase in estimated revenue to Transfer In from SB Beautiful to support Band Shell SB Beautiful projects.		\$ 10,000	\$ 10,000
Total Parks & Rec Miscellaneous Grants Fund (2860)	\$ -	\$ 139,925	\$ 139,925
Capital Outlay Fund (3000)			
Increase in appropriations to Transfer Out from SB Beautiful to the Miscellaneous Grant Fund to support Bandshell projects.	\$ 10,000		\$ (10,000)
Total Capital Outlay Fund (3000)	\$ 10,000	\$ -	\$ (10,000)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS (Continued)			
Measure C Capital Fund (3010)			
Increase in estimated revenue and appropriations for Transfer In to Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	\$ 22,500	\$ 22,500	\$ (22,500)
Decrease in appropriations by returning funds to Measure C based on dispatch average call volume to the Regional Fire Comms Center for Q1 FY26.	\$ (170,000)		\$ 170,000
Decrease Measure C appropriations in the Westside Center account, now funded through a grant, and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget.	\$ (150,842)		\$ 150,842
Decrease Measure C appropriations from the Playground Replacement account and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget and include the removal and redesign of playground space.	\$ (50,000)		\$ 50,000
Decrease Measure C appropriations from the Hale Park account, and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget. Remaining funds in the Hale Park project account will be used for trail improvements, tree work and biological surveys.	\$ (50,000)		\$ 50,000
Decrease in appropriations Measure C Fund from the Honda Valley account and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget. Remaining funds in Honda Valley account will be used for biological surveys and	\$ (100,000)		\$ 100,000
Increase in appropriations for Plaza Vera Cruz project account. Project costs exceeded grant budget.	\$ 350,842		\$ (350,842)
Total Measure C Capital Fund (3010)	\$ (147,500)	\$ 22,500	\$ 170,000
Streets Grant Capital Fund (3410)			
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Preliminary Engineering and Right-of-Way Phase of the Westside Lower Westside Active Transportation Program grant.	\$1,100,000	\$ 1,100,000	\$ (1,100,000)
Increase in estimated revenue and appropriations to Transfer In from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$10,000	\$ 10,000	\$ (10,000)
Increase in estimated revenue and appropriations from the Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$8,000	\$ 8,000	\$ (8,000)
Increase in estimated revenue and appropriations from the Measure A Capital Fund Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$5,100	\$ 5,100	\$ (5,100)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Project Approval and Environmental Document phase of the Funk Zone Intersection Safety Enhancements Project.	\$20,000	\$ 20,000	\$ (20,000)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Preliminary Engineering phase of the Cota Street Protected Bike Lane Project.	\$22,860	\$ 22,860	\$ (22,860)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Local Surface Transportation Program apportionments provided by Santa Barbara County Association of Governments.	\$330,700	\$ 330,700	\$ (330,700)
Increase in appropriations for Transfer Out to Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	\$ 22,500		\$ (22,500)
Decrease in appropriations for Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	(\$22,500)		\$ 22,500
Total Streets Grant Capital Fund (3410)	\$ 1,496,660	\$ 1,496,660	\$ -

SPECIAL REVENUE FUNDS (Continued)	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Measure A Capital Fund (3440)			
Decrease in appropriations from the Measure A Capital Fund Resurface Program Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ (8,000)		\$ 8,000
Increase in appropriations from the Measure A Capital Fund Capital Outlay Transfer Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ 8,000		\$ (8,000)
Decrease in appropriations from the Measure A Capital Fund Street Improvements Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ (5,100)		\$ 5,100
Increase in appropriations from the Measure A Capital Fund Capital Outlay Transfer Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ 5,100		\$ (5,100)
Decrease in appropriations for transfer from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$ (10,000)		\$ 10,000
Increase in appropriations for transfer from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$ 10,000		\$ (10,000)
Decrease in appropriations for transfer from the Measure A Capital Fund Overlays Program to the Sidewalks Access Ramps Program to cover additional project costs resulting from a transfer made to support the City's required match for a grant funded project.	\$ (24,270)		\$ 24,270
Increase in appropriations for transfer from the Measure A Capital Fund Overlays Program to the Sidewalks Access Ramps Program to cover additional project costs resulting from a transfer made to support the City's required match for a grant funded project.	\$ 24,270		\$ (24,270)
Total Measure A Capital Fund (3440)	\$ -	\$ -	\$ -
ENTERPRISE FUNDS			
Water Capital Fund (5010)			
Increase appropriations from the Water Capital Reserves, to cover costs to complete construction for the Desal Pump Station Project. This project has experienced schedule delays due to pump performance issues discovered during acceptance testing.	\$ 150,000		\$ (150,000)
Total Water Capital Fund (5010)	\$ 150,000	\$ -	\$ (150,000)
Downtown Parking Operating Fund (5300)			
Increase in appropriations to reallocate Downtown Parking Capital Funds from Parking Lot Maintenance fund to the Downtown Parking Fund for the Granada Garage Flood. The Downtown Parking Fund did not have enough budgeted to cover this emergency expense.	\$ 50,000		\$ (50,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Advertising to Janitorial & Household Supplies to cover increased janitorial costs.	\$ (4,000)		\$ 4,000
Increase in appropriations to reallocate Downtown Parking Funds from Advertising to Janitorial & Household Supplies to cover increased janitorial costs.	\$ 4,000		\$ (4,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Chemical & Landscape Supplies to Special Supplies & Expense to cover additional costs.	\$ (2,000)		\$ 2,000
Increase in appropriations to reallocate Downtown Parking Funds from Chemical & Landscape Supplies to Special Supplies & Expense to cover additional costs.	\$ 2,000		\$ (2,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Minor Tools and Building Materials to Dues Memberships & License to cover the cost of Loopnet for leasing available spaces	\$ (2,000)		\$ 2,000
Increase in appropriations by transferring Downtown Parking funds to cover the cost of Loopnet for leasing available spaces from Minor Tools and Building Materials.	\$ (1,000)		\$ 1,000
	\$ 3,000		\$ (3,000)
Total Downtown Parking Operating Fund (5300)	\$ 50,000	\$ -	\$ (50,000)
Downtown Parking Capital Fund (5310)			
Decrease in appropriations to reallocate Downtown Parking Capital Funds from Parking Lot Maintenance fund to the Downtown Parking Fund for the Granada Garage Flood. The Downtown Parking Fund did not have enough budgeted to cover this emergency expense.	\$ (50,000)	\$ -	\$ 50,000
Total Downtown Parking Capital Fund (5310)	\$ (50,000)	\$ -	\$ 50,000

ENTERPRISE FUNDS (Continued)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Solid Waste Fund (5400)			
Decrease in revenue for updated award for CalRecycle's Container Recycling Grant from Solid Waste Fund.		\$ (21,651)	\$ (21,651)
Increase in revenue and appropriations for CalRecycle's Container Recycling Grant.	\$ 21,620	\$ 21,620	\$ (21,620)
Increase in appropriations for Transfer Out to Library for Hourly position to staff the "Library-of-Things" program.	\$ 30,000		\$ (30,000)
Total Solid Waste Fund (5400)	\$ 51,620	\$ (31)	\$ (51,651)
Golf Course Fund (5600)			
Increase in appropriations to Transfer Out from Golf Operating to fund increase to FY26 capital costs. Three way adjustment entry only as there are sufficient surplus reserve funds off set the increase to capital outlay expenditures.	\$ 600,000		\$ (600,000)
Total Golf Course Fund (5600)	\$ 600,000	\$ -	\$ (600,000)
Golf Course Capital Fund (5610)			
Increase in appropriations in Golf Capital fund due to higher than budgeted costs for infrastructure repair project.	\$ 600,000		\$ (600,000)
Increase in estimated revenue to Transfer In to Golf Capital Fund to account for increased capital expenditures for golf infrastructure repair costs.		\$ 600,000	\$ 600,000
Total Golf Course Capital Fund (5610)	\$ 600,000	\$ 600,000	\$ -
Airport Operating Fund (5700)			
Increase in estimated revenues for possible FEMA reimbursements of insurance deductibles and dredging activities.		\$ 500,000	\$ 500,000
Increase in estimated revenues for insurance coverage of losses and damages from December 2025/January 2026 storms.		\$ 5,500,000	\$ 5,500,000
Increase in appropriations for losses and damages from December 2025/January 2026 storms.	\$ 5,500,000		\$ (5,500,000)
Increase in appropriations for insurance covered Revenue Loss from December 2025/January 2026 storms.	\$ 500,000		\$ (500,000)
Total Airport Operating Fund (5700)	\$ 6,000,000	\$ 6,000,000	\$ -

INTERNAL SERVICE FUNDS

Self-Insurance Trust Fund (6100)

Increase in estimated revenues for reimbursement to Self Insurance Fund from General Fund. Reserves for money used to attain outside counsel re: Mission LLC Federal Matter.

\$ 100,000 \$ 100,000

Total Self-Insurance Trust Fund (6100)

\$ - \$ 100,000 \$ 100,000

Fleet Replacement Fund (6410)

Increase in appropriations funded from the Fleet Replacement Reserves to cover for Fleet Replacements cost study review and reconciliation contract.

\$ 27,000 \$ (27,000)

Total Fleet Replacement Fund (6410)

\$ 27,000 \$ - \$ (27,000)

Library Gift Fund (7120)

Increase in appropriations to Transfer Out from Fund 7120 (Library Trust) where trust contributions are recorded to meet restrictions for Della Jean Elden Trust.

\$ 5,933 \$ (5,933)

Increase in appropriations for Transfer Out Fund 7120 (Library Trust) where trust contributions are recorded for CAEP 2022-2023 Yr8, to meet trust restrictions in Fund 2850, Miscellaneous Library Trust Grant.

\$ 56,018 \$ (56,018)

Increase in appropriations to Transfer Out from Fund 7120 (Library Trust) where trust contributions are recorded to fund costs that meet trust restrictions for Cooper Trust.

\$ 20,000 \$ (20,000)

Total Library Gift Fund (7120)

\$ 81,951 \$ - \$ (81,951)

\$ 8,894,391 \$ 8,566,780 \$ (327,611)

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 2026 fiscal year operating budget:

	Full-Time Positions Authorized	Part-Time Positions Authorized
AIRPORT		
<u>ADMINISTRATION</u>		
Administrative Analyst I	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Airport Business Development Supervisor	1	
Airport Business Manager	1	
Airport Director	1	
Airport Properties Manager	1	
Assistant Airport Director	1	
Marketing Coordinator	1	
Marketing Supervisor	1	
Property Management Specialist	2	
	<u>12</u>	
<u>CAPITAL SUPPORT</u>		
Administrative Analyst III	1	
Principal Project Manager	1	
	<u>2</u>	
<u>CERTIFICATION & OPERATIONS</u>		
Airport Operations Manager	1	
Airport Operations Specialist	7	
Airport Operations Supervisor	3	
Airport Operations Technician	2	
Airport Security Aide	10	
Senior Airport Security Aide	1	
Senior Airport Operations Specialist	6	
	<u>30</u>	
<u>MAINTENANCE</u>		
Accounting Assistant	1	
Airport Facilities Manager	1	
Airport Maintenance Coordinator	1	
Airport Maintenance Supervisor	1	
Airport Maintenance Worker II	3	
Custodial Supervisor	1	
Custodian	8	
Grounds Maintenance Crew Leader	1	
Grounds Maintenance Worker II	1	
Painter	2	
Senior Airport Maintenance Worker	4	
Senior Custodian	1	
	<u>25</u>	
<u>SECURITY</u>		
Airport Police Officer	8	
Airport Police Officer II	4	
Airport Patrol Supervisor	1	
	<u>13</u>	
TOTAL AIRPORT DEPARTMENT	<u>82</u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
CITY ADMINISTRATOR		
<u>CITY ADMINISTRATOR</u>		
Administrative Assistant to Mayor/Council*	1	
Administrative Specialist*	1	
Assistant City Administrator	1	
City Administrator/City Clerk/Treasurer	1	
Deputy City Administrator	1	
Office Manager	1	
Senior Assistant to the City Administrator	2	
	8	
<u>CITY CLERK'S OFFICE</u>		
City Clerk Services Manager	1	
Deputy City Clerk	3	
	4	
<u>CITY TV</u>		
Community Engagement Officer/PIO	1	
Communications Specialist	1	
City TV Production Specialist	1	
City TV Production Supervisor	1	
	4	
<u>COMMUNITY VITALITY INITIATIVES</u>		
Administrative Analyst II	1	
Administrative Analyst III	1	
Project Planner	2	
State Street Master Planner	1	
	5	
<u>DOWNTOWN SERVICES</u>		
Accounting Assistant	1	
Assistant Parking Coordinator		2.4
Downtown Plaza & Parking Manager	1	
Electronics Technician II	1	
Facilities Maintenance Supervisor	1	
Maintenance Crew Leader	2	
Maintenance Worker II	6	
Parking Coordinator	3	
Parking Maintenance Coordinator	1	
Parking Resources Specialist	1	
Parking Supervisor	2	
Project Planner	1	
Public Works Manager	1	
Senior Maintenance Worker	1	
	22	2.4
<u>HOUSING & HUMAN SERVICES</u>		
Administrative Assistant	1	
Community Development Programs Specialist		0.5
Housing & Human Services Manager	1	
Housing Program Specialist	2	
Rental Housing Mediation Specialist	2	
Rental Housing Mediation Supervisor	1	
Sr Community Development Programs Specialist	1	
	8	0.5
TOTAL CITY ADMINISTRATOR	51	2.9

	Full-Time Positions Authorized	Part-Time Positions Authorized
CITY ATTORNEY		
<u>CITY ATTORNEY</u>		
Assistant City Attorney II	1	
Assistant City Attorney III	1	
Assistant City Attorney IV	2	
Assistant City Attorney V	2	0.5
Chief Assistant City Attorney	1	
City Attorney	1	
City Attorney Investigator III*	1	
Law Practice Administrator	1	
Legal Administrative Assistant II*	3	
Litigation Paralegal III*	1	
Senior Legal Administrative Assistant*	1	
	<u>15</u>	<u>0.5</u>
TOTAL CITY ATTORNEY	<u>15</u>	<u>0.5</u>
COMMUNITY DEVELOPMENT		
<u>ADMINISTRATION</u>		
Accounting Assistant	1	
Administrative Assistant*	1	
Administrative Assistant	2	
Administrative Supervisor	1	
Commission Secretary	3	
Community Development Business Manager	1	
Community Development Director	1	
Graphic Designer	1	
	<u>11</u>	
<u>BUILDING & SAFETY</u>		
Administrative Analyst II	1	
Administrative Specialist	2	
Administrative/Clerical Supervisor	1	
Building and Safety Supervisor	3	
Building Inspector	4	
Building Permit Technician	4	
Chief Building Official	1	
Planning Technician II	2	
Plans Examiner	2	
Records Technician	1	
Senior Building Inspector/Specialty	5	
Senior Plan Check Engineer	1	
Senior Plans Examiner	2	
	<u>29</u>	
<u>PLANNING & ZONING</u>		
Administrative Analyst II	1	
Associate Planner	11	
City Planner	1	
Planning Technician II	3	
Principal Planner	1	
Project Planner	10	
Senior Planner II	3	
	<u>30</u>	
TOTAL COMMUNITY DEVELOPMENT DEPARTMENT	<u>70</u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
FINANCE		
<u>ACCOUNTING</u>		
Accountant II	1	
Accounting Technician*	2	
Controller	1	
Finance Analyst I*	1	
Payroll and A/P Supervisor*	1	
Senior Accountant	3	
	<u>9</u>	
<u>ADMINISTRATION</u>		
Administrative Assistant*	1	
Finance Director	1	
	<u>2</u>	
<u>BUDGET</u>		
Administrative Analyst III*	1	
Budget Manager	1	
Finance Analyst II	1	
	<u>3</u>	
<u>GENERAL SERVICES</u>		
Buyer II	1	
General Services Manager	1	
Mail Services Specialist	1	
Purchasing Supervisor	1	
Senior Buyer	1	
Warehouse Specialist	1	
	<u>6</u>	
<u>RISK MANAGEMENT</u>		
Risk Analyst I*	2	
Risk Analyst II*	2	
Risk Manager	1	
	<u>5</u>	
<u>TREASURY</u>		
Accounting Assistant	4	0.5
Accounting Coordinator	1	
Accounting Technician	2	
Administrative Analyst III	1	
Administrative Specialist	2	
Assistant Finance Director	1	
Finance Analyst I	2	
Finance Supervisor	2	
	<u>15</u>	<u>0.5</u>
TOTAL FINANCE DEPARTMENT	<u>40</u>	<u>0.5</u>

	Full-Time Positions Authorized	Part-Time Positions Authorized
FIRE		
<u>ADMINISTRATION</u>		
Administrative Assistant*	1	
Administrative Specialist	1	
Emergency Services Manager	1	
Fire Business Manager	1	
Fire Chief	1	
Office Specialist II	1	
	6	
<u>AIRPORT RESCUE & FIREFIGHTING</u>		
Fire Captain	3	
Fire Engineer	6	
	9	
<u>OPERATIONS</u>		
Fire Battalion Chief	4	
Fire Captain	25	
Fire Engineer	24	
Fire Operations Division Chief	1	
Firefighter	27	
	81	
<u>PREVENTION</u>		
Fire Inspector II	3	
Fire Inspector III	2	
Fire Battalion Chief / Fire Marshal	1	
Fire Public Education Coordinator	1	
Fire Services Specialist	2	
	9	
TOTAL FIRE DEPARTMENT	105	

HUMAN RESOURCES		
<u>HUMAN RESOURCES</u>		
Administrative Specialist*	1	
Human Resources Analyst II*	4	
Human Resources Director	1	
Human Resources Manager	1	
Human Resources Technician*	1	
Labor Relations Manager	1	
Senior Human Resources Analyst*	2	
	11	
TOTAL HUMAN RESOURCES DEPARTMENT	11	

	Full-Time Positions Authorized	Part-Time Positions Authorized
INFORMATION TECHNOLOGY		
INFORMATION TECHNOLOGY		
Administrative Analyst I	1	
Applications Administrator*	1	
Applications Analyst*	1	
Applications Analyst	3	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	1	
Geographic Information Systems Analyst	2	
Geographic Information Systems Technician	2	
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	2	
Information Technology Technician II	3	
Network Analyst	3	
Senior Electronics/Communications Technician	3	
System Administrator	1	
Webmaster	1	
	33	
TOTAL INFORMATION TECHNOLOGY DEPARTMENT	33	

LIBRARY		
LIBRARY		
Administrative Analyst I	1	
Administrative Assistant*	1	
Department Systems Supervisor	1	
Librarian II	9	
Library Circulation Supervisor	2	
Library Director	1	
Library Services Manager	2	
Library Systems Analyst	1	
Library Systems Technician I	1	
Library Systems Technician II	1	
Library Technician	13	1.6
Library Technician (delete by 6/30/2026)	1	
Marketing Coordinator	1	
Outreach Coordinator	2	
Outreach Coordinator (delete by 6/30/2026)	1	
Senior Librarian	3	
Senior Library Technician	1	
Supervising Librarian	2	
	44	1.6
TOTAL LIBRARY DEPARTMENT	44	1.6

MAYOR & CITY COUNCIL		
MAYOR & CITY COUNCIL		
City Councilmember	6	
Mayor	1	
	7	
TOTAL MAYOR & CITY COUNCIL	7	

	Full-Time Positions Authorized	Part-Time Positions Authorized
PARKS AND RECREATION		
<u>ADMINISTRATION</u>		
Administrative Analyst II	1	
Assistant Parks & Recreation Director	1	
Associate Planner	1	
Administrative Assistant*	1	
Capital Projects Supervisor	1	
Parks and Recreation Business Manager	1	
Parks and Recreation Director	1	
Project Engineer I	1	
Project Planner	1	
	<u>9</u>	
<u>NEIGHBORHOOD AND OUTREACH SERVICES</u>		
Neighborhood & Outreach Services Coordinator II	1	
Neighborhood & Outreach Services Supervisor I	1	
Recreation Coordinator	1	
Recreation Specialist	1	
	<u>4</u>	
<u>PARKS</u>		
Administrative Assistant	1	
Automotive/Equipment Technician	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	
Office Specialist II	1	
Park Ranger	3	
Parks Manager	1	
Parks Superintendent	1	
Parks Supervisor	3	
Senior Grounds Maintenance Worker	6	
Senior Maintenance Worker	1	
Senior Tree Trimmer	2	
Street Tree Supervisor	1	
Supervising Park Ranger	1	
Tree Care Specialist	1	
Tree Trimmer II	3	
Urban Forest Superintendent	1	
	<u>48</u>	
<u>RECREATION</u>		
Administrative Assistant	1	
Administrative Specialist	4	
Aquatics Specialist	1	
Marketing Coordinator	1	
Recreation Coordinator	8	
Recreation Programs Manager	2	
Recreation Supervisor I	2	
Senior Recreation Supervisor	4	
	<u>23</u>	
TOTAL PARKS & RECREATION DEPARTMENT	<u>84</u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
POLICE		
<u>CHIEF'S STAFF</u>		
Administrative Assistant*	1	
Police Services Coordinator	1	
	<u>2</u>	
<u>SWORN STAFF</u>		
Assistant Police Chief	2	
Police Chief	1	
Police Commander	4	
Police Lieutenant	3	
Police Sergeant	20	
Police Officer	112	
	<u>142</u>	
<u>STRATEGIC OPERATIONS & PERSONNEL</u>		
Administrative Analyst II	1	
Administrative Specialist	1	
Police Administrative Manager	1	
Police Business Manager	1	
Police Crime Analyst	1	
Police Services Coordinator	2	
	<u>7</u>	
<u>INFORMATION TECHNOLOGY/CRIME ANALYSIS</u>		
Network Administrator	1	
Police Information Technology Manager	1	
Police Services Coordinator	1	
Senior Network / Applications Analyst	2	
	<u>5</u>	
<u>ANIMAL CONTROL</u>		
Animal Control Officer	2	
Animal Control Officer II	1	
	<u>3</u>	
<u>CRIMINAL INVESTIGATIONS & INTERNAL OPERATIONS</u>		
<u>RECORDS BUREAU</u>		
Police Records Manager	1	
Police Records Specialist	12	
Police Records Supervisor	2	
Police Services Specialist	1	
	<u>16</u>	
<u>COMBINED COMMUNICATIONS CENTER</u>		
Public Safety Communications Manager	1	
Public Safety Dispatcher II	9	
Public Safety Dispatcher III	5	
Public Safety Dispatch Supervisor	3	
	<u>18</u>	
<u>INVESTIGATIONS</u>		
Police Services Coordinator	2	
	<u>2</u>	
<u>CRIME LAB</u>		
Identification Technician	1	
	<u>1</u>	
<u>PROPERTY ROOM</u>		
Police Property/Evidence Technician	2	
	<u>2</u>	
<u>FIELD OPERATIONS</u>		
<u>PARKING ENFORCEMENT</u>		
Parking Enforcement Officer	12	
Police Technician	1	
	<u>13</u>	
<u>TOTAL POLICE DEPARTMENT</u>		
	<u><u>211</u></u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
PUBLIC WORKS		
<u>ADMINISTRATION</u>		
Administrative Analyst III	1	
Administrative Assistant	1	
Administrative Assistant*	1	
Outreach Coordinator	1	
Public Works Business Manager	1	
Public Works Director	1	
	6	
<u>DESAL PROGRAM</u>		
Water Treatment Superintendent	1	
	1	
<u>ENGINEERING SERVICES</u>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Assistant Unclassified (Delete by 6/30/28)	1	
Administrative Specialist	1	
Administrative Supervisor	1	
City Engineer	1	
Engineering Technician II	2	
Planning Technician II	1	
Principal Architect	1	
Principal Engineer	4	
Principal Project Manager	1	
Principal Traffic Engineer	1	
Project Engineer II	17	
Project Planner	1	
Public Works Inspector II	2	
Senior Engineering Technician	4	
Senior Planner II	1	
Senior Project Engineer	4	
Senior Project Engineer Unclassified (Delete by 6/30/28)	1	
Senior Public Works Inspector	3	
Senior Real Property Agent	2	
Senior Traffic Signal Technician	1	
Senior Traffic Technician	1	
Supervising Engineer	8	
Supervising Transportation Engineer	1	
Traffic Signal Technician II	2	
Traffic Technician II	1	
	66	
<u>PUBLIC WORKS OPERATIONS</u>		
<u>ADMINISTRATION</u>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Specialist	1	
Public Works Operations Manager	1	
	5	
<u>BUILDING MAINTENANCE</u>		
Carpenter	2	
Electrician	2	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
HVAC Technician	1	
Painter	2	
Plumber	2	
Project Engineer II	2	
Supervising Engineer	1	
Welder/Fabricator	1	
	16	
<u>CUSTODIAL</u>		
Custodial Supervisor	1	
Custodian	7	1
Senior Custodian	3	
	11	1

	Full-Time Positions Authorized	Part-Time Positions Authorized
PUBLIC WORKS (Continued)		
FLEET		
Automotive Parts Specialist	1	
Automotive Service Writer	1	
Fleet Services Superintendent	1	
Fleet Services Technician I	3	
Fleet Services Technician II	4	
Lead Equipment Technician	1	
Vehicle Services Assistant	1	
	<u>12</u>	
STREETS		
Administrative Assistant	1	
Administrative Analyst I	1	
Maintenance Supervisor II	1	
Senior Streets Maintenance Worker	6	
Streets Maintenance Coordinator	3	
Streets Maintenance Crew Leader	2	
Streets Maintenance Superintendent	1	
Streets Maintenance Worker II	16	
	<u>31</u>	
TRANSPORTATION PLANNING		
Administrative Assistant	1	
Associate Transportation Planner	2	
Project Planner Unclassified (Delete by 6/30/2026)	1	
Supervising Transportation Planner	1	
	<u>5</u>	
<u>WATER RESOURCES</u>		
WASTEWATER COLLECTION		
Administrative Specialist	1	
Public Works Operations Assistant	1	
Senior Wastewater Collection System Operator	5	
Senior Wastewater Collection System Outreach Program Coordinator	1	
Wastewater Collection System Lead Operator	1	
Wastewater Collection System Operator II	5	
Wastewater Collection System Project Coordinator	4	
Wastewater Collection System Superintendent	1	
Wastewater Collection System Supervisor	1	
Water Quality Superintendent	1	
Water/Wastewater Maintenance Planner/Scheduler	1	
	<u>22</u>	
WASTEWATER TREATMENT		
Accounting Assistant	1	
Control Systems Operator Specialist II	2	
Senior Control Systems Operator Specialist	1	
Senior Treatment Plant Technician	2	
Senior Wastewater Treatment Plant Operator	1	
Treatment Plant Technician	3	
Treatment Plant Technician Supervisor	1	
Wastewater Compliance Specialist	1	
Wastewater Treatment Plant Chief Operator	1	
Wastewater Treatment Plant Operator III	10	
Wastewater Treatment Superintendent	1	
Wastewater Treatment Supervisor	1	
Water Resources Specialist	1	
Water/Wastewater Maintenance Planner/Scheduler	2	
	<u>28</u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
PUBLIC WORKS (Continued)		
WATER DISTRIBUTION		
Accounting Assistant	1	
Control Systems Operator Specialist II	1	
Cross Connection Specialist	1	
Lead Water Meter Technician	1	
Reservoir & Dam Caretaker/Distribution Operator	1	
Senior Control Systems Operator Specialist	1	
Senior Cross Connection Specialist	1	
Water Distribution Chief Operator	1	
Water Distribution Lead Operator Technician	2	
Water Distribution Operator Technician II	20	
Water Distribution Project Coordinator	2	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Meter Technician II	3	
Water/Wastewater Maintenance Planner/Scheduler	2	
	41	
WATER SUPPLY		
Administrative Analyst II	3	
Public Works Operations Assistant	1	
Water Resources Specialist	2	
Water Services Manager	1	
Water Service Superintendent	1	
Water Services Supervisor	1	
	9	
WATER TREATMENT		
Accounting Assistant		0.8
Control Systems Operator Specialist II	1	
Senior Control Systems Operator Specialist	1	
Water Treatment Chief Operator	1	
Water Treatment Plant Operator III	9	
Water Treatment Superintendent	1	
Water Treatment Supervisor	1	
Water/Wastewater Maintenance Planner/Scheduler	1	
	15	0.8
WATER/WASTEWATER ADMINISTRATION		
Administrative Analyst III	1	
Administrative Assistant	1	
Principal Project Manager	1	
Wastewater System Manager	1	
Water Resources Director	1	
Water System Manager	1	
	6	
WATER/WASTEWATER LABS		
Laboratory Analyst II	7	
Laboratory Analyst Coordinator	2	
Laboratory Supervisor	1	
	10	
WATER/WASTEWATER RECLAMATION		
Senior Wastewater Treatment Plant Operator	1	
Water Distribution Operator Technician II	1	
	2	
TOTAL PUBLIC WORKS DEPARTMENT	286	1.8

SUSTAINABILITY AND RESILIENCE

SUSTAINABILITY AND RESILIENCE

ADMINISTRATION

Administrative Assistant*	1	
Administrative Specialist	1	
Business Manager	1	
Sustainability and Resilience Director	1	
	<u>4</u>	

COMMUNITY ENGAGEMENT

Code Enforcement Officer	2	
Community Engagement Manager	1	
Outreach Coordinator	2	
	<u>5</u>	

CREEKS/WATER QUALITY

Administrative Analyst III	1	
Associate Planner	1	0.5
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	
Project Planner	1	
Sustainability Analyst II	1	
Water Quality Research Analyst	1	
	<u>7</u>	

ENERGY AND CLIMATE

Administrative Analyst II	3	
Administrative Analyst III	1	
Associate Transportation Planner	1	
Energy and Climate Program Manager	2	
Energy and Climate Specialist	1	
Environmental Services Manager	1	
	<u>9</u>	

CLEAN COMMUNITY

Administrative Analyst III	1	
Code Enforcement Officer	1	
Code Enforcement Officer II	1	
Environmental Services Manager	1	
Environmental Services Specialist II	3	
Environmental Services Specialist II	2	
Recycling Educator	1	
	<u>10</u>	<u>0.5</u>

TOTAL SUSTAINABILITY AND RESILIENCE DEPARTMENT

<u><u>35</u></u>	<u><u>0.5</u></u>
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	Full-Time Positions Authorized	Part-Time Positions Authorized
WATERFRONT		
<u>ADMINISTRATIVE SUPPORT & COMMUNITY RELATIONS</u>		
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
	8	
<u>FACILITIES MAINTENANCE</u>		
Heavy Equipment Technician	1	
Senior Waterfront Maintenance Worker	2	
Waterfront Facilities Manager	1	
Waterfront Maintenance Coordinator	1	
Waterfront Maintenance Crew Leader	2	
Waterfront Maintenance Superintendent	1	
Waterfront Maintenance Worker II	10	
	18	
<u>PARKING SERVICES</u>		
Office Specialist II	1	
Parking Coordinator	2	
Waterfront Parking Supervisor	1	
	4	
<u>SECURITY</u>		
Harbor Operations Assistant	2	
Harbor Operations Manager	1	
Harbor Patrol Officer	10	
Harbor Patrol Supervisor	1	
Office Specialist II	1	
Waterfront Vessel Technician	1	
	16	
TOTAL WATERFRONT DEPARTMENT	46	
<u>CITY WIDE TOTAL</u>	1120	7.80
Delete by (included in total)	5	

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)

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

SERVICE STATUS

A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL

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

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	5,664.84	5,948.06	6,245.46	6,557.76	6,885.62	2,614.54	2,745.26	2,882.52	3,026.66	3,177.98	32.6818	34.3158	36.0315	37.8332	39.7248
Accounting Technician*	N	U	16	6004	5,954.54	6,252.22	6,564.87	6,893.10	7,237.79	2,748.25	2,885.64	3,029.94	3,181.43	3,340.52	34.3531	36.0705	37.8743	39.7679	41.7565
Administrative Analyst I*	N	U	16	6001	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Administrative Analyst II*	E	U	16	6003	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Administrative Analyst III*	E	U	16	6002	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Administrative Assistant*	N	U	16	6028	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Administrative Assistant to Mayor/Council*	N	U	16	6029	6,977.32	7,326.19	7,692.49	8,077.16	8,480.98	3,220.30	3,381.32	3,550.38	3,727.92	3,914.30	40.2537	42.2665	44.3798	46.5990	48.9288
Administrative Specialist*	N	U	16	6024	5,174.89	5,433.59	5,705.31	5,990.60	6,290.07	2,388.41	2,507.81	2,633.22	2,764.89	2,903.11	29.8551	31.3476	32.9152	34.5611	36.2889
Applications Administrator*	E	U	16	6019	10,143.45	10,650.62	11,183.10	11,742.34	12,329.42	4,681.59	4,915.67	5,161.43	5,419.54	5,690.50	58.5199	61.4459	64.5179	67.7442	71.1312
Applications Analyst*	E	U	16	6006	8,551.62	8,979.17	9,428.19	9,899.61	10,394.54	3,946.90	4,144.23	4,351.47	4,569.05	4,797.48	49.3362	51.8029	54.3934	57.1131	59.9685
City Attorney Investigator I*	E	U	16	6026	8,599.02	9,028.98	9,480.45	9,954.47	10,452.22	3,968.78	4,167.22	4,375.59	4,594.37	4,824.10	49.6098	52.0903	54.6949	57.4296	60.3013
City Attorney Investigator II*	E	U	16	6036	9,823.17	10,314.33	10,830.06	11,371.56	11,940.07	4,533.77	4,760.46	4,998.49	5,248.41	5,510.80	56.6721	59.5058	62.4811	65.6051	68.8850
City Attorney Investigator III*	E	U	16	6037	10,642.00	11,174.09	11,732.80	12,319.45	12,935.33	4,911.69	5,157.27	5,415.14	5,685.90	5,970.15	61.3961	64.4659	67.6893	71.0737	74.6269
Finance Analyst I*	E	U	16	6009	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Finance Analyst II*	E	U	16	6027	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Human Resources Analyst I*	E	U	16	6014	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Human Resources Analyst II*	E	U	16	6015	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Human Resources Assistant*	N	U	16	6016	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Human Resources Technician*	N	U	16	6017	6,846.97	7,189.30	7,548.73	7,926.23	8,322.49	3,160.14	3,318.14	3,484.03	3,658.26	3,841.15	39.5017	41.4767	43.5504	45.7282	48.0144
Law Clerk*	N	U	16	6008	6,368.94	6,687.42	7,021.76	7,372.86	7,741.52	2,939.51	3,086.50	3,240.81	3,402.86	3,573.01	36.7439	38.5812	40.5101	42.5358	44.6626
Law Practice Administrator*	E	U	16	6033	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Legal Administrative Assistant I*	N	U	16	6010	5,456.56	5,729.43	6,015.92	6,316.66	6,632.54	2,518.41	2,644.35	2,776.58	2,915.38	3,061.17	31.4801	33.0544	34.7073	36.4422	38.2646
Legal Administrative Assistant II*	N	U	16	6011	6,595.20	6,924.99	7,271.23	7,634.79	8,016.54	3,043.94	3,196.15	3,355.95	3,523.75	3,699.94	38.0492	39.9519	41.9494	44.0469	46.2493
Litigation Paralegal I*	N	U	16	6012	6,728.15	7,064.53	7,417.76	7,788.69	8,178.11	3,105.30	3,260.55	3,423.58	3,594.78	3,774.51	38.8162	40.7569	42.7947	44.9348	47.1814
Litigation Paralegal II*	N	U	16	6034	7,501.91	7,877.00	8,270.86	8,684.39	9,118.59	3,462.42	3,635.54	3,817.32	4,008.18	4,208.58	43.2802	45.4443	47.7165	50.1023	52.6073
Litigation Paralegal III*	N	U	16	6035	8,275.67	8,689.44	9,123.90	9,580.13	10,059.05	3,819.54	4,010.51	4,211.03	4,421.60	4,642.64	47.7442	50.1314	52.6379	55.2700	58.0330
Office Specialist II*	N	U	16	6013	4,525.99	4,752.26	4,989.86	5,239.35	5,501.30	2,088.92	2,193.35	2,303.01	2,418.16	2,539.06	26.1115	27.4169	28.7876	30.2270	31.7382
Principal Human Resources Analyst*	E	U	16	6032	10,888.58	11,475.21	12,061.88	12,648.48	13,235.13	5,025.50	5,296.25	5,567.02	5,837.76	6,108.52	62.8187	66.2031	69.5877	72.9720	76.3565
Risk Analyst I*	E	U	16	6020	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Risk Analyst II*	E	U	16	6021	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Risk Assistant*	N	U	16	6025	6,135.42	6,442.17	6,764.29	7,102.51	7,457.67	2,831.73	2,973.31	3,121.98	3,278.08	3,442.00	35.3966	37.1664	39.0248	40.9760	43.0250
Risk Technician*	N	U	16	6030	6,846.97	7,189.30	7,548.73	7,926.23	8,322.49	3,160.14	3,318.14	3,484.03	3,658.26	3,841.15	39.5017	41.4767	43.5504	45.7282	48.0144
Senior Human Resources Analyst*	E	U	16	6018	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Senior Legal Administrative Assistant*	E	U	16	6038	7,404.04	7,782.91	8,161.79	8,580.69	8,999.62	3,417.25	3,592.11	3,766.98	3,960.32	4,153.67	42.7156	44.9014	47.0872	49.5040	51.9209

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					GENERAL														
Accountant I	E	C	14	1400	6,546.39	6,873.66	7,217.38	7,578.29	7,957.15	3,021.41	3,172.46	3,331.10	3,497.67	3,672.53	37.7676	39.6558	41.6387	43.7209	45.9066
Accountant II	E	C	14	1401	7,233.16	7,594.73	7,974.53	8,373.26	8,791.88	3,338.38	3,505.26	3,680.55	3,864.58	4,057.79	41.7297	43.8158	46.0069	48.3072	50.7224
Accounting Assistant	N	C	14	1402	5,664.84	5,948.06	6,245.46	6,557.76	6,885.62	2,614.54	2,745.26	2,882.52	3,026.66	3,177.98	32.6818	34.3158	36.0315	37.8332	39.7248
Accounting Coordinator	N	C	14	1404	6,546.39	6,873.66	7,217.38	7,578.29	7,957.15	3,021.41	3,172.46	3,331.10	3,497.67	3,672.53	37.7676	39.6558	41.6387	43.7209	45.9066
Accounting Technician	N	C	14	1405	5,954.54	6,252.22	6,564.87	6,893.10	7,237.79	2,748.25	2,885.64	3,029.94	3,181.43	3,340.52	34.3531	36.0705	37.8743	39.7679	41.7565
Administrative Analyst I	N	U	14	1406	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Administrative Analyst II	E	U	14	1408	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Administrative Analyst III	E	U	14	1407	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Administrative Assistant	N	U	14	1409	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Administrative Assistant Unclassified	N	U	14	1607	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Administrative Specialist	N	C	14	1531	5,174.89	5,433.59	5,705.31	5,990.60	6,290.07	2,388.41	2,507.81	2,633.22	2,764.89	2,903.11	29.8551	31.3476	32.9152	34.5611	36.2889
Adult Literacy Coordinator	N	C	14	1580	7,614.51	7,995.22	8,395.01	8,814.76	9,255.48	3,514.39	3,690.10	3,874.62	4,068.35	4,271.76	43.9299	46.1263	48.4327	50.8544	53.3970
Airport Maintenance Coordinator	N	C	14	1413	6,385.12	6,704.43	7,039.65	7,391.61	7,761.22	2,946.98	3,094.35	3,249.07	3,411.51	3,582.10	36.8372	38.6794	40.6134	42.6439	44.7762
Airport Maintenance Worker I	N	C	14	1410	4,757.44	4,995.29	5,245.07	5,507.28	5,782.62	2,195.74	2,305.52	2,420.80	2,541.82	2,668.90	27.4468	28.8190	30.2600	31.7727	33.3612
Airport Maintenance Worker II	N	C	14	1411	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Airport Operations Technician	N	C	14	1579	5,360.94	5,629.02	5,910.47	6,205.98	6,516.25	2,474.28	2,598.01	2,727.91	2,864.30	3,007.50	30.9285	32.4751	34.0989	35.8037	37.5938
Airport Security Aide	N	C	14	1415	4,015.38	4,216.03	4,426.98	4,648.28	4,880.68	1,853.25	1,945.86	2,043.22	2,145.36	2,252.62	23.1656	24.3233	25.5403	26.8170	28.1577
Animal Control Officer	N	C	14	1416	5,632.40	5,914.03	6,209.78	6,520.26	6,846.28	2,599.57	2,729.55	2,866.05	3,009.35	3,159.82	32.4946	34.1194	35.8256	37.6169	39.4978
Animal Control Officer II	N	C	14	1417	6,223.27	6,534.45	6,861.16	7,204.21	7,564.38	2,872.28	3,015.90	3,166.69	3,325.02	3,491.25	35.9035	37.6988	39.5836	41.5628	43.6406
Applications Administrator	E	C	14	1596	10,143.45	10,650.62	11,183.10	11,742.34	12,329.42	4,681.59	4,915.67	5,161.43	5,419.54	5,690.50	58.5199	61.4459	64.5179	67.7442	71.1312
Applications Analyst	E	C	14	1595	8,551.62	8,979.17	9,428.19	9,899.61	10,394.54	3,946.90	4,144.23	4,351.47	4,569.05	4,797.48	49.3362	51.8029	54.3934	57.1131	59.9685
Aquatics Specialist	N	C	14	1601	5,580.71	5,859.71	6,152.73	6,460.35	6,783.29	2,575.71	2,704.48	2,839.72	2,981.70	3,130.75	32.1964	33.8060	35.4965	37.2713	39.1344
Assistant Parking Coordinator	N	C	14	1418	5,178.42	5,437.34	5,709.19	5,994.65	6,294.38	2,390.04	2,509.54	2,635.01	2,766.76	2,905.10	29.8755	31.3693	32.9376	34.5845	36.3137
Assistant Planner	E	C	14	1419	7,602.99	7,983.17	8,382.34	8,801.48	9,241.53	3,509.07	3,684.54	3,868.77	4,062.22	4,265.32	43.8634	46.0568	48.3596	50.7777	53.3165
Assistant Transportation Planner	E	C	14	1420	7,602.99	7,983.17	8,382.34	8,801.48	9,241.53	3,509.07	3,684.54	3,868.77	4,062.22	4,265.32	43.8634	46.0568	48.3596	50.7777	53.3165
Associate Planner	E	C	14	1422	8,234.59	8,646.34	9,078.68	9,532.60	10,009.20	3,800.58	3,990.62	4,190.16	4,399.66	4,619.63	47.5073	49.8828	52.3770	54.9958	57.7454
Associate Transportation Planner	E	C	14	1421	8,234.59	8,646.34	9,078.68	9,532.60	10,009.20	3,800.58	3,990.62	4,190.16	4,399.66	4,619.63	47.5073	49.8828	52.3770	54.9958	57.7454
Automotive/Equipment Technician	N	C	14	1578	6,227.91	6,539.35	6,866.28	7,209.58	7,570.07	2,874.42	3,018.16	3,169.05	3,327.50	3,493.88	35.9302	37.7270	39.6131	41.5938	43.6735
Automotive Parts Specialist	N	C	14	1427	6,227.91	6,539.35	6,866.28	7,209.58	7,570.07	2,874.42	3,018.16	3,169.05	3,327.50	3,493.88	35.9302	37.7270	39.6131	41.5938	43.6735
Automotive Service Writer	N	C	14	1428	7,233.16	7,594.73	7,974.53	8,373.26	8,791.88	3,338.38	3,505.26	3,680.55	3,864.58	4,057.79	41.7297	43.8158	46.0069	48.3072	50.7224
Building Inspector	N	C	14	1431	7,686.25	8,070.55	8,474.05	8,897.76	9,342.62	3,547.50	3,724.87	3,911.10	4,106.66	4,311.98	44.3437	46.5609	48.8887	51.3333	53.8998
Building Permit Technician	N	C	14	1432	6,296.05	6,610.89	6,941.42	7,288.45	7,652.91	2,905.87	3,051.18	3,203.73	3,363.90	3,532.11	36.3234	38.1398	40.0466	42.0487	44.1514
Buyer I	N	C	14	1433	6,250.08	6,562.57	6,890.74	7,235.26	7,597.01	2,884.65	3,028.88	3,180.34	3,339.35	3,506.31	36.0581	37.8610	39.7543	41.7419	43.8289
Buyer II	N	C	14	1575	6,944.51	7,291.77	7,656.37	8,039.18	8,441.12	3,205.16	3,365.43	3,533.71	3,710.39	3,895.90	40.0645	42.0679	44.1714	46.3799	48.6987
Carpenter	N	C	14	1434	6,394.72	6,714.50	7,050.20	7,402.70	7,772.83	2,951.41	3,099.00	3,253.94	3,416.63	3,587.46	36.8926	38.7375	40.6742	42.7079	44.8433
City TV Production Specialist	N	C	14	1463	7,722.56	8,108.66	8,514.07	8,939.75	9,386.72	3,644.26	3,742.46	3,929.57	4,126.04	4,332.33	44.5532	46.7807	49.1196	51.5755	54.1541
Code Enforcement Officer	N	C	14	1435	6,812.89	7,153.51	7,511.18	7,886.80	8,281.09	3,144.41	3,301.62	3,466.70	3,640.06	3,822.04	39.3051	41.2702	43.3338	45.5007	47.7755
Code Enforcement Officer II	N	C	14	1614	7,153.53	7,511.18	7,886.75	8,281.13	8,695.14	3,301.63	3,466.70	3,640.04	3,822.06	4,013.14	41.2704	43.3337	45.5005	47.7757	50.1643
Commission Secretary	N	C	14	1514	5,511.31	5,786.80	6,076.20	6,379.97	6,699.01	2,543.68	2,670.83	2,804.40	2,944.60	3,091.85	31.7960	33.3854	35.0550	36.8075	38.6481
Communications Specialist	E	C	14	1436	6,321.79	6,637.93	6,969.78	7,318.26	7,684.19	2,917.75	3,063.66	3,216.82	3,377.66	3,546.55	36.4719	38.2957	40.2103	42.2207	44.3319
Community Development Programs Specialist	N	C	14	1437	7,452.84	7,825.44	8,216.76	8,627.62	9,058.96	3,439.77	3,611.74	3,792.35	3,981.98	4,181.06	42.9971	45.1468	47.4044	49.7747	52.2633
Community Education Liaison	E	C	14	1438	5,525.30	5,801.55	6,091.65	6,396.24	6,716.04	2,550.14	2,677.64	2,811.53	2,952.11	3,099.71	31.8767	33.4705	35.1441	36.9014	38.7464
Computer Training Coordinator	E	C	14	1443	8,392.17	8,811.77	9,252.40	9,715.01	10,200.73	3,873.31	4,066.97	4,270.34	4,483.85	4,708.03	48.4164	50.8371	53.3792	56.0481	58.8504
Creeks Outreach Coordinator	E	C	14	1444	7,197.15	7,556.99	7,934.85	8,331.55	8,748.16	3,321.76	3,487.84	3,662.24	3,845.33	4,037.61	41.5220	43.5980	45.7780	48.0666	50.4701
Custodian	N	C	14	1445	4,436.58	4,658.38	4,891.25	5,135.89	5,392.66	2,047.65	2,150.02	2,257.50	2,370.41	2,488.92	25.5956	26.8753	28.2188	29.6301	31.1115
Deputy City Clerk	N	C	14	1446	7,184.30	7,543.47	7,920.68	8,316.66	8,732.53	3,315.83	3,481.60	3,655.70	3,838.46	4,030.40	41.4479	43.5200	45.6962	47.9808	50.3800
Electrician	N	C	14	1447	6,789.19	7,128.62	7,485.03	7,859.30	8,252.27	3,133.47	3,290.13	3,454.63	3,627.37	3,808.74	39.1684	41.1266	43.1829	45.3421	47.6092
Electronics/Communications Technician I	N	C	14	1450	6,483.58														

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Facilities Maintenance Worker II	N	C	14	1573	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20
Finance Analyst I	E	U	14	1456	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Finance Analyst II	E	U	14	1457	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Fire Public Education Coordinator	E	C	14	1459	7,197.15	7,556.99	7,934.85	8,331.55	8,748.16	3,321.76	3,487.84	3,662.24	3,845.33	4,037.61	41.5220	43.5980	45.7780	48.0666	50.4701
Fire Services Specialist	N	C	14	1460	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Fire Warehouse Specialist	N	C	14	1458	5,101.46	5,356.61	5,624.39	5,905.60	6,200.89	2,354.52	2,472.28	2,595.87	2,725.66	2,861.95	29.4315	30.9035	32.4484	34.0707	35.7744
Fleet Services Technician Trainee	N	U	14	1591	5,605.08	5,885.36	6,179.62	6,488.63	6,813.04	2,586.96	2,716.32	2,852.13	2,994.75	3,144.48	32.3370	33.9540	35.6516	37.4344	39.3060
Fleet Services Technician I	N	C	14	1426	6,227.91	6,539.35	6,866.28	7,209.58	7,570.07	2,874.42	3,018.16	3,169.05	3,327.50	3,493.88	35.9302	37.7270	39.6131	41.5938	43.6735
Fleet Services Technician II	N	C	14	1468	6,881.18	7,225.25	7,586.45	7,965.82	8,364.11	3,175.93	3,334.73	3,501.44	3,676.53	3,860.36	39.6991	41.6841	43.7680	45.9566	48.2545
Geographic Information Systems Analyst	N	C	14	1606	8,551.62	8,979.17	9,428.19	9,899.61	10,394.54	3,946.90	4,144.23	4,351.47	4,569.05	4,797.48	49.3362	51.8029	54.3934	57.1131	59.9685
Geographic Information Systems Coordinator	N	C	14	1423	10,347.78	10,865.18	11,408.48	11,978.85	12,577.83	4,775.90	5,014.70	5,265.45	5,528.70	5,805.15	59.6987	62.6837	65.8181	69.1088	72.5644
Geographic Information Systems Technician	N	C	14	1461	7,269.28	7,632.76	8,014.35	8,415.12	8,835.86	3,355.05	3,522.81	3,698.93	3,883.90	4,078.09	41.9381	44.0351	46.2366	48.5487	50.9761
Graphic Designer	N	C	14	1439	7,756.21	8,144.02	8,551.27	8,978.80	9,427.73	3,579.79	3,758.78	3,946.74	4,144.06	4,351.26	44.7474	46.9847	49.3342	51.8008	54.3908
Grounds Maintenance Crew Leader	N	C	14	1464	5,880.64	6,174.68	6,483.43	6,807.65	7,147.96	2,714.14	2,849.85	2,992.35	3,141.99	3,299.06	33.9268	35.6231	37.4044	39.2749	41.2383
Grounds Maintenance Worker I	N	C	14	1465	4,651.79	4,884.34	5,128.57	5,384.99	5,654.24	2,146.98	2,254.31	2,367.03	2,485.38	2,609.65	26.8372	28.1789	29.5879	31.0672	32.6206
Grounds Maintenance Worker II	N	C	14	1466	5,217.25	5,478.11	5,752.02	6,039.61	6,341.60	2,407.96	2,528.36	2,654.78	2,787.51	2,926.89	30.0995	31.6045	33.1847	34.8439	36.5861
Harbor Operations Assistant	N	C	14	1467	5,360.94	5,629.02	5,910.47	6,205.98	6,516.25	2,474.28	2,598.01	2,727.91	2,864.30	3,007.50	30.9285	32.4751	34.0989	35.8037	37.5938
Head Pool Lifeguard	N	C	14	1572	3,746.43	3,933.69	4,130.43	4,336.95	4,553.77	1,729.12	1,815.55	1,906.35	2,001.67	2,101.74	21.6140	22.6944	23.8294	25.0209	26.2718
Heavy Equipment Technician	N	C	14	1576	6,881.18	7,225.25	7,586.45	7,965.82	8,364.11	3,175.93	3,334.73	3,501.44	3,676.53	3,860.36	39.6991	41.6841	43.7680	45.9566	48.2545
Housing Programs Specialist	N	C	14	1469	8,234.59	8,646.34	9,078.68	9,532.60	10,009.20	3,800.58	3,990.62	4,190.16	4,399.66	4,619.63	47.5073	49.8828	52.3770	54.9958	57.7454
Housing Project Planner	E	C	14	1590	8,830.10	9,271.64	9,735.20	10,221.97	10,733.13	4,075.43	4,279.22	4,493.17	4,717.83	4,953.75	50.9429	53.4902	56.1646	58.9729	61.9219
HVAC Technician	N	C	14	1609	6,789.19	7,128.62	7,485.03	7,859.30	8,252.27	3,133.47	3,290.13	3,454.63	3,627.37	3,808.74	39.1684	41.1266	43.1829	45.3421	47.6092
Information Technology Administrator	E	C	14	1611	10,143.36	10,650.60	11,183.10	11,742.19	12,329.33	4,681.55	4,915.66	5,161.43	5,419.47	5,690.46	58.5194	61.4457	64.5179	67.7434	71.1307
Information Technology Project Manager	E	C	14	1603	10,347.78	10,865.18	11,408.48	11,978.85	12,577.83	4,775.90	5,014.70	5,265.45	5,528.70	5,805.15	59.6987	62.6837	65.8181	69.1088	72.5644
Information Technology Technician I	N	C	14	1440	5,750.27	6,037.74	6,339.60	6,656.61	6,989.41	2,653.97	2,786.65	2,925.97	3,072.28	3,225.88	33.1746	34.8331	36.5746	38.4035	40.3235
Information Technology Technician II	N	C	14	1441	6,259.07	6,571.98	6,900.60	7,245.62	7,607.90	2,888.80	3,033.22	3,184.89	3,344.13	3,511.34	36.1100	37.9153	39.8111	41.8016	43.8918
Irrigation Systems Technician	N	C	14	1471	5,910.04	6,205.64	6,515.90	6,841.68	7,183.76	2,727.71	2,864.14	3,007.34	3,157.70	3,315.58	34.0964	35.8017	37.5917	39.4712	41.4448
Lead Equipment Technician	N	C	14	1472	7,602.99	7,983.17	8,382.34	8,801.48	9,241.53	3,509.07	3,684.54	3,868.77	4,062.22	4,265.32	43.8634	46.0568	48.3596	50.7777	53.3165
Librarian I	E	C	14	1474	6,297.98	6,612.86	6,943.56	7,290.73	7,655.29	2,906.76	3,052.09	3,204.72	3,364.95	3,533.21	36.3345	38.1511	40.0590	42.0619	44.1651
Librarian II	E	C	14	1473	6,924.02	7,270.19	7,633.71	8,015.45	8,416.16	3,195.70	3,365.47	3,523.25	3,699.44	3,884.38	39.9462	41.9434	44.0406	46.2430	48.5548
Library Assistant I	N	C	14	1476	4,720.28	4,956.25	5,204.07	5,464.29	5,737.46	2,178.59	2,287.50	2,401.88	2,521.98	2,648.06	27.2324	28.5938	30.0235	31.5247	33.1008
Library Assistant II	N	C	14	1477	4,912.44	5,158.01	5,415.89	5,686.70	5,971.03	2,267.28	2,380.62	2,499.64	2,624.63	2,755.86	28.3410	29.7578	31.2455	32.8079	34.4483
Library Systems Analyst	E	C	14	1612	8,551.62	8,979.17	9,428.19	9,899.61	10,394.54	3,946.90	4,144.23	4,351.47	4,569.05	4,797.48	49.3362	51.8029	54.3934	57.1131	59.9685
Library Systems Technician I	N	C	14	1479	5,750.27	6,037.74	6,339.60	6,656.61	6,989.41	2,653.97	2,786.65	2,925.97	3,072.28	3,225.88	33.1746	34.8331	36.5746	38.4035	40.3235
Library Systems Technician II	N	C	14	1481	6,259.07	6,571.98	6,900.60	7,245.62	7,607.90	2,888.80	3,033.22	3,184.89	3,344.13	3,511.34	36.1100	37.9153	39.8111	41.8016	43.8918
Library Technician	N	C	14	1480	5,241.45	5,503.57	5,778.74	6,067.62	6,371.00	2,419.13	2,540.11	2,667.11	2,800.44	2,940.46	30.2391	31.7514	33.3389	35.0055	36.7558
Library Technician Trainee	N	U	14	1610	4,717.31	4,953.22	5,200.89	5,460.85	5,733.91	2,177.22	2,286.10	2,400.41	2,520.39	2,646.42	27.2152	28.5763	30.0051	31.5049	33.0803
Library Technician - Unclassified	N	U	14	1594	5,241.45	5,503.57	5,778.74	6,067.62	6,371.00	2,419.13	2,540.11	2,667.11	2,800.44	2,940.46	30.2391	31.7514	33.3389	35.0055	36.7558
Mail Services Specialist	N	C	14	1482	4,015.38	4,216.03	4,426.98	4,648.28	4,880.68	1,853.25	1,945.86	2,043.22	2,145.36	2,252.62	23.1656	24.3233	25.5403	26.8170	28.1577
Maintenance Coordinator	N	C	14	1483	6,166.05	6,474.39	6,798.09	7,138.00	7,494.89	2,845.87	2,988.18	3,137.58	3,294.46	3,459.18	35.5734	37.3523	39.2198	41.1807	43.2397
Maintenance Crew Leader	N	C	14	1484	6,166.29	6,474.65	6,798.37	7,138.26	7,495.22	2,845.98	2,988.30	3,137.71	3,294.58	3,459.33	35.5748	37.3538	39.2214	41.1823	43.2416
Maintenance Worker I	N	C	14	1485	4,436.58	4,658.38	4,891.25	5,135.89	5,392.66	2,047.65	2,150.02	2,257.50	2,370.41	2,488.92	25.5956	26.8753	28.2188	29.6301	31.1115
Maintenance Worker II	N	C	14	1486	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Marketing Coordinator	N	C	14	1487	7,756.21	8,144.02	8,551.27	8,978.80	9,427.73	3,579.79	3,758.78	3,946.74	4,144.06	4,351.26	44.7474	46.9847	49.3342	51.8008	54.3908
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	6,321.79	6,637.93	6,969.78	7,318.26	7,684.19	2,917.75	3,063.66	3,216.82	3,377.66	3,546.55	36.4719	38.2957	40.2103	42.2207	44.3319
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	6,881.18	7,225.25	7,586.45	7,965.82	8,364.11	3,175.93	3,334.73	3,501.44	3,676.53	3,860.36	39.6991	41.6841	43.7680	45.9566	48.2545
Network Administrator	E	C	14	1490	10,143.36	10,650.60	11,183.10	11,742.19	12,329.33	4,681.55	4,915.66	5,161.43	5,419.47	5,690.46	58.5194	61.4457	64.5179	67.7434	71.1307
Network Analyst	E	C	14	1442	8,551														

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Planning Technician I	N	C	14	1499	6,321.79	6,637.93	6,969.78	7,318.26	7,684.19	2,917.75	3,063.66	3,216.82	3,377.66	3,546.55
Planning Technician II	N	C	14	1500	6,846.97	7,189.30	7,548.73	7,926.23	8,322.49	3,160.14	3,318.14	3,484.03	3,658.26	3,841.15	39.5017	41.4767	43.5504	45.7282	48.0144
Plans Examiner	E	C	14	1501	8,886.76	9,331.10	9,797.65	10,287.49	10,801.92	4,101.58	4,306.66	4,521.99	4,748.07	4,985.50	51.2697	53.8333	56.5249	59.3509	62.3187
Plumber	N	C	14	1502	6,556.20	6,883.98	7,228.22	7,589.64	7,969.13	3,025.94	3,177.22	3,336.10	3,502.91	3,678.06	37.8242	39.7153	41.7013	43.7864	45.9757
Pool Technician	N	C	14	1503	5,580.71	5,859.71	6,152.73	6,460.35	6,783.29	2,575.71	2,704.48	2,839.72	2,981.70	3,130.75	32.1964	33.8060	35.4965	37.2713	39.1344
Program Analyst	E	U	14	1600	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Project Engineer I	E	C	14	1505	9,049.91	9,502.42	9,977.54	10,476.44	11,000.28	4,176.88	4,385.73	4,605.02	4,835.28	5,077.05	52.2110	54.8216	57.5627	60.4410	63.4631
Project Engineer II	E	C	14	1506	9,949.46	10,446.93	10,969.27	11,517.72	12,093.62	4,592.06	4,821.66	5,062.74	5,315.87	5,581.67	57.4007	60.2707	63.2843	66.4484	69.7709
Project Planner	E	C	14	1507	8,830.10	9,271.64	9,735.20	10,221.97	10,733.13	4,075.43	4,279.22	4,493.17	4,717.83	4,953.75	50.9429	53.4902	56.1646	58.9729	61.9219
Project Planner Unclassified	E	U	14	1605	8,830.10	9,271.64	9,735.20	10,221.97	10,733.13	4,075.43	4,279.22	4,493.17	4,717.83	4,953.75	50.9429	53.4902	56.1646	58.9729	61.9219
Property Management Specialist	N	C	14	1508	7,090.22	7,444.71	7,817.01	8,207.81	8,618.18	3,272.41	3,436.02	3,607.85	3,788.22	3,977.62	40.9051	42.9503	45.0981	47.3528	49.7203
Public Works Inspector I	N	C	14	1509	6,694.78	7,029.51	7,380.97	7,749.99	8,137.59	3,089.90	3,244.39	3,406.60	3,576.92	3,755.81	38.6238	40.5549	42.5825	44.7115	46.9476
Public Works Inspector II	N	C	14	1510	7,583.88	7,963.06	8,361.19	8,779.25	9,218.19	3,500.25	3,675.26	3,859.01	4,051.96	4,254.55	43.7531	45.9407	48.2376	50.6495	53.1819
Public Works Operations Assistant	N	C	14	1571	5,178.42	5,437.34	5,709.19	5,994.65	6,294.38	2,390.04	2,509.54	2,635.01	2,766.76	2,905.10	29.8755	31.3693	32.9376	34.5845	36.3137
Real Property Agent	N	C	14	1511	8,193.64	8,603.34	9,033.48	9,485.15	9,959.41	3,781.68	3,970.77	4,169.30	4,377.76	4,596.65	47.2710	49.6346	52.1163	54.7220	57.4581
Records Technician	N	C	14	1512	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Recreation Coordinator	N	C	14	1515	6,176.60	6,485.40	6,809.73	7,150.20	7,507.70	2,850.74	2,993.26	3,142.95	3,300.09	3,465.09	35.6343	37.4158	39.2869	41.2511	43.3136
Recreation Program Leader	N	C	14	1517	4,370.62	4,589.20	4,818.69	5,059.60	5,312.56	2,017.21	2,118.09	2,224.01	2,335.20	2,451.95	25.2151	26.4761	27.8001	29.1900	30.6494
Recreation Specialist	N	C	14	1516	5,110.19	5,365.69	5,633.98	5,915.69	6,211.44	2,358.55	2,476.47	2,600.30	2,730.32	2,866.82	29.4819	30.9559	32.5038	34.1290	35.8353
Recycling Educator	N	C	14	1518	6,259.07	6,571.98	6,900.60	7,245.62	7,607.90	2,888.80	3,033.22	3,184.89	3,344.13	3,511.34	36.1100	37.9153	39.8111	41.8016	43.8918
Rental Housing Mediation Specialist	N	C	14	1519	6,779.00	7,117.93	7,473.83	7,847.54	8,239.90	3,128.77	3,285.20	3,449.46	3,621.94	3,803.03	39.1096	41.0650	43.1183	45.2743	47.5379
Senior Accountant	E	C	14	1520	8,358.68	8,776.65	9,215.51	9,676.29	10,160.09	3,857.85	4,050.76	4,253.31	4,465.98	4,689.27	48.2231	50.6345	53.1664	55.8248	58.6159
Senior Airport Maintenance Worker	N	C	14	1521	5,778.98	6,067.92	6,371.32	6,689.91	7,024.38	2,667.22	2,800.58	2,940.61	3,087.65	3,242.02	33.3403	35.0073	36.7576	38.5956	40.5253
Senior Airport Security Aide	N	C	14	1587	4,416.84	4,637.77	4,869.61	5,113.12	5,368.76	2,038.54	2,140.51	2,247.51	2,359.90	2,477.89	25.4818	26.7564	28.0939	29.4987	30.9736
Senior Building Inspector	N	C	14	1523	8,492.53	8,917.07	9,362.90	9,831.12	10,322.65	3,919.63	4,115.57	4,321.34	4,537.44	4,764.30	48.9954	51.4446	54.0167	56.7180	59.5538
Senior Building Inspector Specialty	N	C	14	1574	8,926.73	9,373.11	9,841.74	10,333.85	10,850.52	4,120.03	4,326.05	4,542.34	4,769.47	5,007.93	51.5004	54.0756	56.7792	59.6184	62.5991
Senior Buyer	N	C	14	1522	7,638.93	8,020.96	8,421.99	8,843.10	9,285.25	3,525.66	3,701.98	3,887.07	4,081.43	4,285.50	44.0708	46.2748	48.5884	51.0179	53.6888
Senior Commission Secretary	N	C	14	1513	6,089.42	6,393.88	6,713.57	7,049.23	7,401.72	2,810.50	2,951.02	3,098.57	3,253.49	3,416.18	35.1313	36.8877	38.7321	40.6686	42.7022
Senior Community Development Programs Specialist	N	C	14	1588	8,198.17	8,608.04	9,038.47	9,490.39	9,964.89	3,783.77	3,972.94	4,171.60	4,380.18	4,599.18	47.2971	49.6618	52.1450	54.7522	57.4897
Senior Custodian	N	C	14	1524	4,686.74	4,921.06	5,167.41	5,425.51	5,696.82	2,163.11	2,271.26	2,384.96	2,504.08	2,629.30	27.0389	28.3908	29.8120	31.3010	32.8662
Senior Electronics/Communications Technician	N	C	14	1525	7,643.61	8,025.81	8,427.08	8,848.47	9,290.91	3,527.82	3,704.22	3,889.42	4,083.91	4,288.11	44.0977	46.3027	48.6178	51.0489	53.6014
Senior Engineering Technician	N	C	14	1526	7,291.12	7,655.59	8,038.42	8,440.34	8,862.38	3,365.13	3,533.35	3,710.04	3,895.54	4,090.33	42.0641	44.1669	46.3755	48.6943	51.1291
Senior Grounds Maintenance Worker	N	C	14	1527	5,429.62	5,701.13	5,986.20	6,285.46	6,599.75	2,505.98	2,631.29	2,762.86	2,900.98	3,046.04	31.3247	32.8911	34.5357	36.2622	38.0755
Senior Library Technician	E	C	14	1528	5,733.80	6,020.43	6,321.55	6,637.58	6,969.52	2,646.37	2,778.66	2,917.64	3,063.50	3,216.70	33.0796	34.7333	36.4705	38.2938	40.2087
Senior Maintenance Worker	N	C	14	1529	5,866.34	6,159.62	6,467.61	6,790.98	7,130.46	2,707.54	2,842.90	2,985.05	3,134.30	3,290.98	33.8442	35.5362	37.3131	39.1787	41.1373
Senior Network/Applications Analyst	E	C	14	1504	9,230.54	9,692.09	10,176.64	10,685.52	11,219.76	4,260.25	4,473.27	4,696.91	4,931.78	5,178.35	53.2531	55.9159	58.7114	61.6472	64.7294
Senior Plan Check Engineer	E	C	14	1425	10,269.68	10,783.15	11,322.31	11,888.46	12,482.84	4,739.85	4,976.84	5,225.68	5,486.98	5,761.31	59.2481	62.2105	65.3210	68.5872	72.0164
Senior Plans Examiner	E	C	14	1530	9,294.72	9,759.47	10,247.42	10,759.80	11,297.80	4,289.87	4,504.37	4,729.58	4,966.06	5,214.37	53.6234	56.3046	59.1197	62.0757	65.1796
Senior Project Engineer	N	C	14	1602	10,779.67	11,318.65	11,884.56	12,478.77	13,102.70	4,975.23	5,223.99	5,485.18	5,759.43	6,047.40	62.1904	65.2999	68.5648	71.9929	75.5925
Senior Project Engineer Unclassified	N	U	14	1608	10,779.67	11,318.65	11,884.56	12,478.77	13,102.70	4,975.23	5,223.99	5,485.18	5,759.43	6,047.40	62.1904	65.2999	68.5648	71.9929	75.5925
Senior Property Management Specialist	N	C	14	1534	8,234.59	8,646.34	9,078.68	9,532.60	10,009.20	3,800.58	3,990.62	4,190.16	4,399.66	4,619.63	47.5073	49.8828	52.3770	54.9958	57.7454
Senior Public Works Inspector	N	C	14	1533	8,379.37	8,798.29	9,238.19	9,700.19	10,185.13	3,867.40	4,060.75	4,263.78	4,477.01	4,700.83	48.3425	50.7594	53.2973	55.9626	58.7604
Senior Real Property Agent	E	C	14	1535	9,421.58	9,892.68	10,387.30	10,906.65	11,452.05	4,348.42	4,565.85	4,794.14	5,033.84	5,285.56	54.3553	57.0731	59.9268	62.9230	66.0695
Senior Rental Housing Mediation Specialist	N	C	14	1536	8,198.17	8,608.04	9,038.47	9,490.39	9,964.89	3,783.77	3,972.94	4,171.60	4,380.18	4,599.18	47.2971	49.6618	52.1450	54.7522	57.4897
Senior Streets Maintenance Worker	N	C	14	1537	5,963.92	6,262.10	6,575.18	6,903.98	7,249.15	2,752.58	2,890.20	3,034.70	3,186.45	3,345.76	34.4072	36.1275	37.9338	39.8306	41.8220
Senior Traffic Signal Technician	N	C	14	1583	7,280.20	7,644.22	8,026.40	8,427.77	8,849.14	3,360.09	3,528.10	3,704.49	3,889.74	4,084.22	42.0011	44.1012	46.3061	48.6217	51.0527
Senior Traffic Technician	N	C	14	1538	7,125.69	7,481.96	7,856.03	8,248.87	8,661.32	3,288.78	3,453.21	3,625.86	3,807.17	3,997.53	41.1097	43.1651	45.3233	47.5896	49.9691
Senior Tree Trimmer	N	C	14	1539															

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
Streets Maintenance Worker I	N	C	14	1546	4,663.43	4,896.62	5,141.46	5,398.58	5,668.46	2,152.35	2,259.98	2,372.98	2,491.65	2,616.21	26.9044	28.2498	29.6623	31.1456	32.7026
Streets Maintenance Worker II	N	C	14	1547	5,397.69	5,667.55	5,950.95	6,248.52	6,560.88	2,491.24	2,615.79	2,746.59	2,883.93	3,028.10	31.1405	32.6974	34.3324	36.0491	37.8512
System Administrator	E	C	14	1577	10,143.45	10,650.62	11,183.10	11,742.34	12,329.42	4,681.59	4,915.67	5,161.43	5,419.54	5,690.50	58.5199	61.4459	64.5179	67.7442	71.1312
Traffic Signal Technician I	E	C	14	1581	6,175.30	6,484.10	6,808.32	7,148.72	7,506.11	2,850.14	2,992.66	3,142.30	3,299.41	3,464.36	35.6267	37.4083	39.2788	41.2426	43.3045
Traffic Signal Technician II	E	C	14	1582	6,789.19	7,128.62	7,485.03	7,859.30	8,252.27	3,133.47	3,290.13	3,454.63	3,627.37	3,808.74	39.1684	41.1266	43.1829	45.3421	47.6092
Traffic Technician I	N	C	14	1552	5,750.27	6,037.74	6,339.60	6,656.61	6,989.41	2,653.97	2,786.65	2,925.97	3,072.28	3,225.88	33.1746	34.8331	36.5746	38.4035	40.3235
Traffic Technician II	N	C	14	1553	6,321.79	6,637.93	6,969.78	7,318.26	7,684.19	2,917.75	3,063.66	3,216.82	3,377.66	3,546.55	36.4719	38.2957	40.2103	42.2207	44.3319
Tree Care Specialist	N	C	14	1555	5,389.19	5,658.68	5,941.61	6,238.66	6,550.61	2,487.32	2,611.70	2,742.28	2,879.38	3,023.36	31.0915	32.6462	34.2785	35.9923	37.7920
Tree Trimmer I	N	C	14	1557	4,757.44	4,995.29	5,245.07	5,507.28	5,782.62	2,195.74	2,305.52	2,420.80	2,541.82	2,668.90	27.4468	28.8190	30.2600	31.7727	33.3612
Tree Trimmer II	N	C	14	1556	5,335.68	5,602.50	5,882.65	6,176.78	6,485.64	2,462.62	2,585.77	2,715.07	2,850.82	2,993.37	30.7828	32.3221	33.9384	35.6352	37.4171
Vehicle Services Assistant	N	C	14	1558	4,710.20	4,945.72	5,192.96	5,452.68	5,725.24	2,173.94	2,282.64	2,396.75	2,516.62	2,642.42	27.1743	28.5330	29.9594	31.4577	33.0303
Warehouse Specialist	N	C	14	1559	5,101.46	5,356.61	5,624.39	5,905.60	6,200.89	2,354.52	2,472.28	2,595.87	2,725.66	2,861.95	29.4315	30.9035	32.4484	34.0707	35.7744
Water Conservation Coordinator	E	U	14	1599	9,054.80	9,518.15	9,981.49	10,493.82	11,006.19	4,179.14	4,392.99	4,606.84	4,843.30	5,079.78	52.2393	54.9124	57.5855	60.5413	63.4972
Water Quality Research Analyst	E	C	14	1589	9,281.68	9,745.73	10,233.02	10,744.67	11,281.96	4,283.85	4,498.03	4,722.93	4,959.08	5,207.06	53.5481	56.2254	59.0366	61.9885	65.0882
Water Resources Specialist	E	C	14	1560	7,991.88	8,391.46	8,810.95	9,251.58	9,714.16	3,688.56	3,872.98	4,066.59	4,269.96	4,483.46	46.1070	48.4122	50.8324	53.3745	56.0432
Water Resources Technician	N	C	14	1562	6,259.07	6,571.98	6,900.60	7,245.62	7,607.90	2,888.80	3,033.22	3,184.89	3,344.13	3,511.34	36.1100	37.9153	39.8111	41.8016	43.8918
Waterfront Maintenance Coordinator	N	C	14	1598	6,385.12	6,704.43	7,039.65	7,391.61	7,761.22	2,946.98	3,094.35	3,249.07	3,411.51	3,582.10	36.8372	38.6794	40.6134	42.6439	44.7762
Waterfront Maintenance Crew Leader	N	C	14	1564	6,074.45	6,378.19	6,697.06	7,032.00	7,383.61	2,803.59	2,943.78	3,090.95	3,245.54	3,407.82	35.0449	36.7972	38.6369	40.5692	42.5978
Waterfront Maintenance Worker I	N	C	14	1565	4,757.44	4,995.29	5,245.07	5,507.28	5,782.62	2,195.74	2,305.52	2,420.80	2,541.82	2,668.90	27.4468	28.8190	30.2600	31.7727	33.3612
Waterfront Maintenance Worker II	N	C	14	1566	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Waterfront Vessel Technician	N	C	14	1567	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Web Services Technician	E	C	14	1586	7,269.28	7,632.76	8,014.35	8,415.12	8,835.86	3,355.05	3,522.81	3,698.93	3,883.90	4,078.09	41.9381	44.0351	46.2366	48.5487	50.9761
Webmaster	E	C	14	1550	10,143.36	10,650.60	11,183.10	11,742.19	12,329.33	4,681.55	4,915.66	5,161.43	5,419.47	5,690.46	58.5194	61.4457	64.5179	67.7434	71.1307
Welder/Fabricator	N	C	14	1568	6,299.76	6,614.75	6,945.49	7,292.76	7,657.39	2,907.58	3,052.96	3,205.61	3,365.89	3,534.18	36.3448	38.1620	40.0701	42.0736	44.1773
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	10,215.23	10,726.02	11,262.33	11,825.43	12,416.71	4,714.72	4,950.47	5,198.00	5,457.89	5,730.79	42.0957	44.2006	46.4107	48.7312	51.1678
Fire Captain (40 Hour)	7	C	34	3405	10,215.23	10,726.00	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58.9340	61.8808	64.9748	68.2237	71.6349
Fire Engineer (56 Hour)	7	C	34	3401	8,839.63	9,281.63	9,745.73	10,233.02	10,744.65	4,079.83	4,283.83	4,498.03	4,722.93	4,959.07	36.4271	38.2485	40.1610	42.1690	44.2774
Fire Engineer (40 Hour)	7	C	34	3402	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,498.04	4,722.94	4,959.08	50.9979	53.5480	56.2255	59.0367	61.9885
Fire Inspector I (40 Hour)	7	C	39	3901	7,803.38	8,193.62	8,603.27	9,033.42	9,485.08	3,601.56	3,781.67	3,970.74	4,169.27	4,377.73	45.0195	47.2709	49.6343	52.1159	54.7216
Fire Inspector II (40 Hour)	7	C	39	3902	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,498.04	4,722.94	4,959.08	50.9979	53.5480	56.2255	59.0367	61.9885
Fire Inspector III (40 Hour)	7	C	39	3903	10,215.23	10,726.00	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58.9340	61.8808	64.9748	68.2237	71.6349
Firefighter (56 Hour)	7	C	34	3403	7,803.42	8,193.58	8,603.27	9,033.42	9,485.10	3,601.58	3,781.65	3,970.74	4,169.27	4,377.74	32.1569	33.7647	35.4530	37.2256	39.0869
Firefighter (40 Hour)	7	C	34	3404	7,803.38	8,193.62	8,603.27	9,033.42	9,485.10	3,601.56	3,781.67	3,970.74	4,169.27	4,377.74	45.0195	47.2709	49.6343	52.1159	54.7217
Firefighter - Entry	7	C	39	3904	7,023.06	7,374.23	7,742.93	8,130.07	8,536.58	3,241.41	3,403.49	3,573.66	3,752.34	3,939.96	40.5176	42.5436	44.6707	46.9042	49.2495
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	11,992.35				14,576.86	5,534.93			6,727.78		69.1866				84.0972
Assistant City Attorney II	E	U	01	0104	13,316.55				16,186.34	6,146.10			7,470.62		76.8263				93.3827
Assistant City Attorney III	E	U	01	0105	15,465.82				18,798.82	7,138.07			8,676.38		89.2259				108.4548
Assistant City Attorney IV	E	U	01	0106	17,012.41				20,678.73	7,851.88			9,544.03		98.1485				119.3004
Assistant City Attorney V	E	U	01	0121	19,028.34				23,129.17	8,782.31			10,675.00		109.7789				133.4375
Chief Assistant City Attorney	E	U	01	0124	21,026.50				25,442.08	9,704.54			11,742.50		121.3068				146.7813
Deputy City Attorney	E	U	01	0110	9,971.48				12,120.42	4,602.22			5,594.04		57.5278				69.9255
MANAGEMENT UNREPRESENTED																			
Assistant Airport Director	E	U	02	0274	16,536.17				20,099.86	7,632.08			9,276.86		95.4010				115.9608
Assistant Finance Director	E	U	02	0204	14,460.81				17,569.89	6,674.22			8,109.18		83.4277				101.3647
Assistant Library Director	E	U	02	0253	14,058.24				17,087.94	6,488.42			7,886.74		81.1052				98.5842
Assistant Parks & Recreation Director	E	U	02	0205	14,001.48				17,018.91	6,462.22			7,854.88		80.7777				98.1860
Budget Manager	E	U	02	0207	11,560.66				14,052.03	5,335.69			6,485.55		66.6961				81.0694
Fire Operations Division Chief	E	U	32	3200	19,631.69				23,862.41	9,060.78			11,013.42		113.2597				137.6677
Human Resources Manager	E	U	02	0223	13,221.17				16,070.47	6,102.08			7,417.14		76.2760				92.7142
Labor Relations Manager	E	U	02	0267	11,992.35				14,576.86	5,534.93			6,727.78		69.1866				84.0972
Office Manager	E	U	02	0275	10,748.03				13,064.33	4,960.63			6,029.69		62.0079				75.3711
Senior Assistant to the City Administrator	E	U	02	0248	12,210.03				14,841.41	5,635.40			6,849.88		70.4425				85.6235

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
MANAGEMENT/AFSCME																			
Airport Business Manager	E	U	03	0300	11,066.99				13,452.01	5,107.84				6,208.62	63.8480	77.6078			
Airport Facilities Manager	E	U	03	0301	11,736.27			14,265.51	5,416.74				6,584.08	67.7093	82.3010				
Airport Operations Manager	E	U	03	0302	12,106.51			14,715.55	5,587.62				6,791.79	69.8453	84.8974				
Airport Properties Manager	E	U	03	0303	12,106.51			14,715.55	5,587.62				6,791.79	69.8453	84.8974				
Assistant to the City Administrator	E	U	03	0304	11,177.96			13,586.89	5,159.06				6,270.87	64.4882	78.3859				
Business Manager	E	U	03	0352	11,066.99			13,452.01	5,107.84				6,208.62	63.8480	77.6078				
Chief Building Official	E	U	03	0305	13,989.60			17,004.54	6,456.74				7,848.25	80.7092	98.1031				
City Clerk Services Manager	E	U	03	0306	12,288.99			14,937.41	5,671.84				6,894.19	70.8980	86.1774				
City Engineer	E	U	03	0307	17,288.35			21,014.11	7,979.24				9,698.82	99.7405	121.2352				
City Planner	E	U	03	0308	15,040.48			18,030.87	6,941.76				8,321.94	86.7720	104.0242				
Community Development Business Manager	E	U	03	0309	11,066.99			13,452.01	5,107.84				6,208.62	63.8480	77.6078				
Community Engagement Officer/PIO	E	U	03	0310	11,066.99			13,452.01	5,107.84				6,208.62	63.8480	77.6078				
Controller	E	U	03	0311	12,726.46			15,469.13	5,873.75				7,139.60	73.4219	89.2450				
Creeks Restoration/Clean Water Manager	E	U	03	0312	13,294.75			16,159.85	6,136.04				7,458.39	76.7005	93.2299				
Downtown Plaza & Parking Manager	E	U	03	0314	11,968.41			14,547.74	5,523.88				6,714.34	69.0485	83.9292				
Emergency Services Manager	E	U	03	0316	10,308.98			12,530.66	4,757.99				5,783.38	59.4749	72.2922				
Energy and Climate Program Manager	E	U	03	0317	11,560.68			14,052.07	5,335.70				6,485.57	66.6962	81.0696				
Environmental Services Manager	E	U	03	0318	11,403.21			13,860.64	5,263.02				6,397.22	65.7877	79.9653				
Facilities Manager	E	U	03	0319	11,864.45			14,421.29	5,475.90				6,655.98	68.4487	83.1997				
Fire Business Manager	E	U	03	0320	11,066.99			13,452.01	5,107.84				6,208.62	63.8480	77.6078				
General Services Manager	E	U	03	0322	11,711.09			14,234.96	5,405.12				6,569.98	67.5640	82.1247				
Harbor Operations Manager	E	U	03	0323	12,413.48			15,088.75	5,729.30				6,964.04	71.6163	87.0505				
Housing & Human Services Manager	E	U	03	0324	11,870.76			14,428.96	5,478.81				6,659.52	68.4851	83.2440				
Information Technology Manager	E	U	03	0325	13,818.61			16,796.65	6,377.82				7,752.30	79.7228	96.9037				
Library Services Manager	E	U	03	0326	10,740.73			13,055.47	4,957.26				6,025.60	61.9658	75.3200				
Parks Manager	E	U	03	0327	11,061.81			13,445.71	5,105.45				6,205.71	63.8181	77.5714				
Parks & Recreation Business Manager	E	U	03	0328	11,403.21			13,860.64	5,263.02				6,397.22	65.7877	79.9653				
Police Administrative Manager	E	U	03	0329	13,480.83			16,386.11	6,221.92				7,562.82	77.7740	94.5352				
Police Business Manager	E	U	03	0330	11,066.99			13,452.01	5,107.84				6,208.62	63.8480	77.6078				
Police Information Technology Manager	E	U	03	0331	11,673.68			14,189.48	5,387.85				6,548.99	67.3481	81.8624				
Police Records Manager	E	U	03	0332	10,667.76			12,966.72	4,923.58				5,984.64	61.5447	74.8080				
Principal Architect	E	U	03	0333	15,032.90			18,272.63	6,938.26				8,433.52	86.7282	105.4190				
Principal Engineer	E	U	03	0334	15,032.90			18,272.63	6,938.26				8,433.52	86.7282	105.4190				
Principal Planner	E	U	03	0335	11,870.76			14,428.96	5,478.81				6,659.52	68.4851	83.2440				
Principal Project Manager	E	U	03	0336	15,537.99			18,886.60	7,171.38				8,716.89	89.6423	108.9611				
Principal Traffic Engineer	E	U	03	0337	15,032.90			18,272.63	6,938.26				8,433.52	86.7282	105.4190				
Public Safety Communications Manager	E	U	03	0338	12,087.21			14,692.23	5,578.71				6,781.03	69.7339	84.7629				
Public Works Business Manager	E	U	03	0339	12,106.51			14,715.55	5,587.62				6,791.79	69.8453	84.8974				
Public Works Manager	E	U	03	0340	13,620.58			16,555.93	6,286.42				7,641.20	78.5803	95.5150				
Public Works Operations Manager	E	U	03	0341	15,032.90			18,272.63	6,938.26				8,433.52	86.7282	105.4190				
Recreation Programs Manager	E	U	03	0342	10,968.58			13,332.39	5,062.42				6,153.41	63.2803	76.9176				
Risk Manager	E	U	03	0343	11,551.43			14,040.85	5,331.43				6,480.39	66.6429	81.0049				
State Street Master Planner	E	U	03	0344	13,654.23			16,596.80	6,301.95				7,660.06	78.7744	95.7507				
Wastewater System Manager	E	U	03	0350	15,537.86			18,886.36	7,171.32				8,716.78	89.6415	108.9598				
Water Resources Manager	E	U	03	0351	17,288.51			21,014.41	7,979.31				9,698.96	99.7414	121.2370				
Water Services Manager	E	U	03	0346	15,537.86			18,886.36	7,171.32				8,716.78	89.6415	108.9598				
Water System Manager	E	U	03	0347	15,537.86			18,886.36	7,171.32				8,716.78	89.6415	108.9598				
Waterfront Business Manager	E	U	03	0348	12,106.51			14,715.55	5,587.62				6,791.79	69.8453	84.8974				
Waterfront Facilities Manager	E	U	03	0349	11,736.27			14,265.51	5,416.74				6,584.08	67.7093	82.3010				
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				

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
MANAGEMENT/EXECUTIVE																			
Airport Director	E	U	01	0102	18,444.83				22,419.87	8,513.00				10,347.63	106.4125	129.3454			
Assistant City Administrator	E	U	01	0101	21,300.13				25,890.50	9,830.83				11,949.46	122.8854	149.3682			
Community Development Director	E	U	01	0109	17,519.19				21,294.74	8,085.78				9,828.34	101.0723	122.8543			
Deputy City Administrator	E	U	01	0122	19,067.56				23,176.70	8,800.41				10,696.94	110.0051	133.7118			
Finance Director	E	U	01	0111	17,345.73				21,083.88	8,005.72				9,731.02	100.0715	121.6378			
Fire Chief	E	U	31	3100	21,596.51				26,250.73	9,967.62				12,115.72	124.5952	151.4465			
Human Resources Director	E	U	01	0118	16,633.31				20,217.97	7,676.91				9,331.37	95.9614	116.6421			
Information Technology Director	E	U	01	0119	16,802.13				20,423.13	7,754.83				9,426.06	96.9354	117.8258			
Library Director	E	U	01	0112	16,766.04				20,379.28	7,738.17				9,405.82	96.7271	117.5727			
Parks & Recreation Director	E	U	01	0113	16,802.13				20,423.13	7,754.83				9,426.06	96.9354	117.8258			
Police Chief	E	U	21	2100	22,064.27				26,819.33	10,183.51				12,378.15	127.2939	154.7269			
Public Works Director	E	U	01	0114	20,071.09				24,396.54	9,263.58				11,259.94	115.7947	140.7492			
Sustainability & Resilience Director	E	U	01	0120	16,633.31				20,217.97	7,676.91				9,331.37	95.9614	116.6421			
Water Resources Director	E	U	01	0123	20,071.09				24,396.54	9,263.58				11,259.94	115.7947	140.7492			
Waterfront Director/Harbormaster	E	U	01	0115	18,444.83				22,419.87	8,513.00				10,347.63	106.4125	129.3454			
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	14,277.51				17,354.46	6,589.62				8,009.75	58.8359	71.5156			
Fire Battalion Chief 40 HR	E	C	33	3301	14,277.51				17,354.46	6,589.62				8,009.75	82.3703	100.1219			
Fire Battalion Chief / Fire Marshal	E	C	33	3303	14,277.51				17,354.46	6,589.62				8,009.75	82.3703	100.1219			
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	20,531.27				24,955.88	9,475.97				11,518.10	118.4496	143.9762			
Police Commander	E	C	23	2302	17,852.64				21,699.84	8,239.68				10,015.31	102.9960	125.1914			
Police Lieutenant	E	C	23	2301	15,523.84				18,869.33	7,164.85				8,708.92	89.5606	108.8615			
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,287.34					2,440.31					
Mayor	E			0002					6,609.16					3,050.38					
POLICE																			
Identification Technician	N	C	29	2901	7,545.42	7,922.68	8,318.83	8,734.77	9,171.48	3,482.50	3,656.62	3,839.46	4,031.43	4,232.99	43.5312	45.7078	47.9932	50.3929	52.9124
Parking Enforcement Officer	N	C	29	2902	5,263.22	5,526.37	5,802.66	6,092.88	6,397.50	2,429.18	2,550.63	2,678.15	2,812.10	2,952.69	30.3647	31.8829	33.4769	35.1512	36.9086
Police Crime Analyst	N	C	29	2907	8,517.95	8,943.81	9,391.03	9,860.61	10,353.59	3,931.36	4,127.91	4,334.32	4,551.05	4,778.58	49.1420	51.5989	54.1790	56.8881	59.7322
Police Officer Range A	7	C	24	2400	9,420.78	9,891.81	10,386.44	10,905.70	11,451.01	4,348.05	4,565.45	4,793.74	5,033.40	5,285.08	54.3506	57.0681	59.9217	62.9175	66.0635
Police Officer Range B	7	C	24	2400	9,609.19	10,089.64	10,594.17	11,123.81	11,680.03	4,435.01	4,656.76	4,889.61	5,134.07	5,390.78	55.4376	58.2095	61.1201	64.1759	67.3848
Police Officer Range C	7	C	24	2400	9,797.61	10,287.46	10,801.89	11,341.93	11,909.05	4,521.97	4,748.06	4,985.49	5,234.74	5,496.48	56.5246	59.3508	62.3186	65.4342	68.7060
Police Officer Range D	7	C	24	2400	9,986.02	10,485.32	11,009.62	11,560.06	12,138.07	4,608.93	4,839.38	5,081.36	5,335.41	5,602.18	57.6116	60.4922	63.5170	66.6926	70.0273
Police Officer - Entry	7	C	29	2903	8,512.47	8,938.11	9,385.00	9,854.28	10,346.96	3,928.83	4,125.28	4,331.54	4,548.13	4,775.52	49.1104	51.5660	54.1442	56.8516	59.6940
Police Property/Evidence Assistant	N	C	29	2905	5,321.72	5,587.83	5,867.29	6,160.61	6,468.61	2,456.18	2,579.00	2,707.98	2,843.36	2,985.51	30.7022	32.2375	33.8498	35.5420	37.3189
Police Property/Evidence Technician	N	C	29	2906	6,273.87	6,587.58	6,916.93	7,262.80	7,625.93	2,895.63	3,040.42	3,192.43	3,352.06	3,519.66	36.1954	38.0053	39.9054	41.9008	43.9957
Police Range/Equipment Technician	N	C	29	2917	7,017.23	7,368.10	7,736.50	8,123.31	8,529.50	3,238.72	3,400.66	3,570.69	3,749.22	3,936.69	40.4840	42.5082	44.6336	46.8653	49.2086
Police Records Specialist	N	C	29	2904	5,226.78	5,488.12	5,762.49	6,050.61	6,353.14	2,412.36	2,532.98	2,659.61	2,792.59	2,932.22	30.1545	31.6622	33.2451	34.9074	36.6527
Police Records Supervisor	N	C	29	2914	6,273.87	6,587.58	6,916.93	7,262.80	7,625.93	2,895.63	3,040.42	3,192.43	3,352.06	3,519.66	36.1954	38.0053	39.9054	41.9008	43.9957
Police Sergeant	7	C	24	2401	12,149.39	12,756.86	13,394.72	14,064.44	14,767.70	5,607.41	5,887.78	6,182.18	6,491.28	6,815.86	70.0926	73.5972	77.2772	81.1410	85.1982
Police Services Coordinator	N	C	29	2916	5,538.41	5,815.29	6,106.10	6,411.38	6,731.92	2,556.19	2,683.98	2,818.20	2,959.10	3,107.04	31.9524	33.5498	35.2275	36.9888	38.8380
Police Services Specialist	N	C	29	2915	4,745.00	4,982.19	5,231.33	5,492.87	5,767.54	2,190.00	2,299.47	2,414.46	2,535.17	2,661.94	27.3750	28.7434	30.1808	31.6896	33.2743
Police Technician	N	C	29	2909	5,012.58	5,263.22	5,526.34	5,802.72	6,092.84	2,313.50	2,429.18	2,550.62	2,678.18	2,812.08	28.9188	30.3647	31.8828	33.4773	35.1510
Public Safety Dispatcher I	N	U	29	2910	5,971.55	6,270.03	6,583.59	6,912.75	7,258.38	2,756.10	2,893.86	3,038.58	3,190.50	3,350.02	34.4512	36.1733	37.9823	39.8813	41.8752
Public Safety Dispatcher II	N	C	29	2911	6,276.31	6,590.07	6,919.60	7,265.64	7,628.92	2,896.76	3,041.57	3,193.66	3,353.37	3,521.04	36.2095	38.0196	39.9208	41.9171	44.0130
Public Safety Dispatcher III	N	C	29	2912	6,935.26	7,282.10	7,646.17	8,028.43	8,429.89	3,200.89	3,360.97	3,529.00	3,705.43	3,890.72	40.0111	42.0121	44.1125	46.3179	48.6340
Public Safety Dispatch Supervisor	N	C	29	2913	8,460.66	8,883.64	9,327.87	9,794.24	10,283.95	3,904.92	4,100.14	4,305.17	4,520.42	4,746.44	48.8115	51.2518	53.8146	56.5053	59.3305

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SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	9,783.52				11,891.97	4,515.47				5,488.60	56.4434	68.6075			
Administrative Supervisor	E	U	04	4001	7,871.22				9,567.44	3,632.87				4,415.74	45.4109	55.1968			
Administrative/Clerical Supervisor	E	U	04	4000	6,553.00				7,965.21	3,024.46				3,676.25	37.8058	45.9531			
Airport Business Development Supervisor	E	U	04	4067	8,540.83				10,381.43	3,941.92				4,791.43	49.2740	59.8929			
Airport Maintenance Supervisor	E	U	04	4003	8,588.41				10,439.28	3,963.88				4,818.13	49.5485	60.2266			
Airport Operations Supervisor	E	U	04	4004	8,163.70				9,923.03	3,767.86				4,579.86	47.0982	57.2483			
Airport Patrol Supervisor	E	U	04	4005	11,463.51				13,933.92	5,290.85				6,431.04	66.1356	80.3880			
Billing Supervisor	E	U	04	4008	7,610.68				9,250.80	3,512.62				4,269.60	43.9078	53.3700			
Building and Safety Supervisor	E	U	04	4009	12,164.49				14,786.05	5,614.38				6,824.33	70.1798	85.3041			
Capital Projects Supervisor	E	U	04	4073	10,720.58				13,030.94	4,947.96				6,014.28	61.8495	75.1785			
City TV Production Supervisor	E	U	04	4022	9,147.67				11,119.03	4,222.00				5,131.86	52.7750	64.1483			
Creeks Supervisor	E	U	04	4023	11,560.90				14,052.35	5,335.80				6,485.70	66.6975	81.0712			
Custodial Supervisor	E	U	04	4014	6,174.00				7,504.55	2,849.54				3,463.64	35.6193	43.2955			
Department Systems Supervisor	E	U	04	4077	11,179.63				13,588.86	5,159.83				6,271.78	64.4979	78.3973			
Electronics/Communication Supervisor	E	U	04	4016	8,588.39				10,439.30	3,963.87				4,818.14	49.5484	60.2267			
Environmental Services Supervisor	E	U	04	4017	10,071.12				12,241.49	4,648.21				5,649.92	58.1026	70.6240			
Facilities Maintenance Superintendent	E	U	04	4018	10,316.93				12,540.28	4,761.66				5,787.82	59.5207	72.3478			
Facilities Maintenance Supervisor	E	U	04	4019	8,080.15				9,821.52	3,729.30				4,533.01	46.6163	56.6626			
Finance Supervisor	E	U	04	4020	9,783.52				11,891.97	4,515.47				5,488.60	56.4434	68.6075			
Fleet Services Superintendent	E	U	04	4078	10,316.93				12,540.28	4,761.66				5,787.82	59.5207	72.3478			
Fleet Services Supervisor	E	U	04	4007	8,542.80				10,383.82	3,942.83				4,792.53	49.2854	59.9066			
Harbor Patrol Supervisor	E	U	04	4024	10,281.18				12,496.86	4,745.16				5,767.78	59.3145	72.0973			
Information Technology Supervisor	E	U	04	4027	12,015.88				14,605.33	5,545.79				6,740.92	69.3224	84.2615			
Laboratory Supervisor	E	U	04	4028	11,749.18				14,281.15	5,422.70				6,591.30	67.7837	82.3913			
Library Circulation Supervisor	E	U	04	4029	6,208.50				7,546.46	2,865.46				3,482.98	35.8183	43.5373			
Maintenance Supervisor I	E	U	04	4030	7,170.52				8,715.83	3,309.47				4,022.69	41.3684	50.2836			
Maintenance Supervisor II	E	U	04	4031	7,883.24				9,582.13	3,638.42				4,422.52	45.4803	55.2815			
Marketing Supervisor	E	U	04	4070	9,187.40				11,167.39	4,240.34				5,154.18	53.0042	64.4272			
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,434.29				9,036.43	3,431.21				4,170.66	42.8901	52.1333			
Parking Supervisor	E	U	04	4034	8,448.22				10,268.92	3,899.18				4,739.50	48.7397	59.2437			
Parking/TMP Superintendent	E	U	04	4035	10,217.37				12,419.29	4,715.71				5,731.98	58.9464	71.6498			
Parks Superintendent	E	U	04	4068	8,321.06				10,114.28	3,840.49				4,668.13	48.0061	58.3516			
Parks Supervisor	E	U	04	4033	7,204.38				8,756.97	3,325.10				4,041.68	41.5638	50.5210			
Purchasing Supervisor	E	U	04	4036	9,048.46				10,998.48	4,176.21				5,076.22	52.2026	63.4527			
Recreation Supervisor I	E	U	04	4037	7,957.43				9,672.33	3,672.66				4,464.15	45.9083	55.8019			
Rental Housing Mediation Supervisor	E	U	04	4074	9,155.79				11,128.91	4,225.75				5,136.42	52.8219	64.2053			
Senior Librarian	E	U	04	4038	8,276.71				10,060.35	3,820.02				4,643.24	47.7502	58.0405			
Senior Planner I	E	U	04	4039	10,459.37				12,713.44	4,827.40				5,867.74	60.3425	73.3467			
Senior Planner II	E	U	04	4040	10,982.53				13,349.31	5,068.86				6,161.22	63.3607	77.0153			
Senior Recreation Supervisor	E	U	04	4041	8,565.03				10,410.86	3,953.09				4,805.01	49.4136	60.0626			
Street Tree Supervisor	E	U	04	4042	7,204.38				8,756.97	3,325.10				4,041.68	41.5638	50.5210			
Streets Maintenance Superintendent	E	U	04	4076	10,316.93				12,540.28	4,761.66				5,787.82	59.5207	72.3478			
Supervising Engineer	E	U	04	4043	12,768.58				15,520.31	5,893.19				7,163.22	73.6649	89.5402			
Supervising Librarian	E	U	04	4044	8,620.69				10,478.46	3,978.78				4,836.21	49.7348	60.4526			
Supervising Park Ranger	E	U	04	4075	7,982.85				9,703.16	3,684.39				4,478.38	46.0549	55.9798			
Supervising Transportation Engineer	E	U	04	4047	12,281.43				14,928.20	5,668.35				6,889.94	70.8544	86.1242			
Supervising Transportation Planner	E	U	04	4046	10,459.67				12,713.81	4,827.54				5,867.91	60.3442	73.3489			
Treatment Plant Technician Supervisor	E	U	04	4049	11,749.18				14,281.15	5,422.70				6,591.30	67.7837	82.3913			
Urban Forest Superintendent	E	U	04	4050	9,470.11				11,510.94	4,370.82				5,312.74	54.6353	66.4093			
Wastewater Collection System Superintendent	E	U	04	4053	13,511.18				16,422.97	6,235.93				7,579.83	77.9491	94.7479			
Wastewater Collection System Supervisor	E	U	04	4052	10,524.95				12,793.17	4,857.67				5,904.54	60.7209	73.8068			
Wastewater Treatment Superintendent	E	U	04	4054	13,511.18				16,422.97	6,235.93				7,579.83	77.9491	94.7479			
Wastewater Treatment Supervisor	E	U	04	4055	11,749.18				14,281.15	5,422.70				6,591.30	67.7837	82.3913			
Water Distribution Superintendent	E	U	04	4059	13,511.18				16,422.97	6,235.93				7,579.83	77.9491	94.7479			
Water Distribution Supervisor	E	U	04	4060	11,749.18				14,281.15	5,422.70				6,591.30	67.7837	82.3913			

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly					
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	
Water Quality Superintendent	E	U	04	4069	13,511.18				16,422.97	6,235.93				7,579.83	7,579.83	77.9491		94.7479		
Water Service Superintendent	E	U	04	4072	13,511.18				16,422.97	6,235.93				7,579.83	7,579.83	77.9491		94.7479		
Water Services Supervisor	E	U	04	4071	10,293.10				12,511.35	4,750.66				5,774.47	5,774.47	59.3832		72.1809		
Water Treatment Superintendent	E	U	04	4057	13,511.18				16,422.97	6,235.93				7,579.83	7,579.83	77.9491		94.7479		
Water Treatment Supervisor	E	U	04	4058	11,749.18				14,281.15	5,422.70				6,591.30	6,591.30	67.7837		82.3913		
Waterfront Maintenance Superintendent	E	U	04	4062	9,065.72				11,019.49	4,184.18				5,085.92	5,085.92	52.3023		63.5740		
Waterfront Parking Supervisor	E	U	04	4061	8,277.43				10,061.26	3,820.35				4,643.66	4,643.66	47.7544		58.0458		
SUPERVISOR/CONFIDENTIAL																				
Administrator's Office Supervisor*	E	U	05	5000	8,719.77				10,599.01	4,024.51				4,891.85	4,891.85	50.3064		61.1481		
Payroll and A/P Supervisor*	E	U	05	5005	9,783.52				11,891.97	4,515.47				5,488.60	5,488.60	56.4434		68.6075		
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	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	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	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	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	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	4,215.92	43.3558	45.5233	47.7997	50.1895	52.6990
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	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	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	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	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	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	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	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	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	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	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	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	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	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	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	4,141.10	42.5865	44.7157	46.9517	49.2993	51.7638
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	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	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	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	4,642.42	47.7413	50.1287	52.6351	55.2666	58.0302
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	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	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	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	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	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	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	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	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	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	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	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	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	4,410.14	45.3529	47.6204	50.0016	52.5016	55.1268</

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
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 25-083 = Firefighters' Association salary adjustment, effective 07/12/2025
- Resolution 25-099 = Santa Barbara Police Officers Association salary adjustment, effective 9/20/2025
- Resolution 25-103 = Council Agenda Report 9/16/2025, effective 09/20/2025
- Resolution 25-105 = Fire Management Association salary adjustment, effective 10/4/2025
- Resolution 25-117 = Treatment and Patrol salary adjustment, effective 10/4/2025
- Resolution 25-130 = Council Agenda Report 12/02/2025, effective 11/15/2025
- Resolution 25-130 = Council Agenda Report 12/02/2025, effective 6/28/2025
- Resolution 25-133 = Police Management Association salary adjustment, effective 12/27/2025
- Resolution 25-133 = Police Management Association salary adjustment, effective 1/10/2026
- Resolution 25-138 = Treatment and Patrol salary adjustment, effective 1/10/2026
- Resolution TBD = Council Agenda Report 02/24/2026: Salary Increase for Certain Manager Positions, Effective 7/26/2025
- Resolution TBD = Council Agenda Report 02/24/2026: Salary Increase for Certain Supervisor Positions, Effective 9/20/2025

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.

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 01/10/2026
Revised 2/24/2026

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)

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

SERVICE STATUS

A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL

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

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	5,664.84	5,948.06	6,245.46	6,557.76	6,885.62	2,614.54	2,745.26	2,882.52	3,026.66	3,177.98	32.6818	34.3158	36.0315	37.8332	39.7248
Accounting Technician*	N	U	16	6004	5,954.54	6,252.22	6,564.87	6,893.10	7,237.79	2,748.25	2,885.64	3,029.94	3,181.43	3,340.52	34.3531	36.0705	37.8743	39.7679	41.7565
Administrative Analyst I*	N	U	16	6001	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Administrative Analyst II*	E	U	16	6003	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Administrative Analyst III*	E	U	16	6002	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Administrative Assistant*	N	U	16	6028	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Administrative Assistant to Mayor/Council*	N	U	16	6029	6,977.32	7,326.19	7,692.49	8,077.16	8,480.98	3,220.30	3,381.32	3,550.38	3,727.92	3,914.30	40.2537	42.2665	44.3798	46.5990	48.9288
Administrative Specialist*	N	U	16	6024	5,174.89	5,433.59	5,705.31	5,990.60	6,290.07	2,388.41	2,507.81	2,633.22	2,764.89	2,903.11	29.8551	31.3476	32.9152	34.5611	36.2889
Applications Administrator*	E	U	16	6019	10,143.45	10,650.62	11,183.10	11,742.34	12,329.42	4,681.59	4,915.67	5,161.43	5,419.54	5,690.50	58.5199	61.4459	64.5179	67.7442	71.1312
Applications Analyst*	E	U	16	6006	8,551.62	8,979.17	9,428.19	9,899.61	10,394.54	3,946.90	4,144.23	4,351.47	4,569.05	4,797.48	49.3362	51.8029	54.3934	57.1131	59.9685
City Attorney Investigator I*	E	U	16	6026	8,599.02	9,028.98	9,480.45	9,954.47	10,452.22	3,968.78	4,177.22	4,375.59	4,594.37	4,824.10	49.6098	52.0903	54.6949	57.4296	60.3013
City Attorney Investigator II*	E	U	16	6036	9,823.17	10,314.33	10,830.06	11,371.56	11,940.07	4,533.77	4,760.46	4,998.49	5,248.41	5,510.80	56.6721	59.5058	62.4811	65.6051	68.8850
City Attorney Investigator III*	E	U	16	6037	10,642.00	11,174.09	11,732.80	12,319.45	12,935.33	4,911.69	5,157.27	5,415.14	5,685.90	5,970.15	61.3961	64.4659	67.6893	71.0737	74.6269
Finance Analyst I*	E	U	16	6009	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Finance Analyst II*	E	U	16	6027	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Human Resources Analyst I*	E	U	16	6014	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Human Resources Analyst II*	E	U	16	6015	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Human Resources Assistant*	N	U	16	6016	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Human Resources Technician*	N	U	16	6017	6,846.97	7,189.30	7,548.73	7,926.23	8,322.49	3,160.14	3,318.14	3,484.03	3,658.26	3,841.15	39.5017	41.4767	43.5504	45.7282	48.0144
Law Clerk*	N	U	16	6008	6,368.94	6,687.42	7,021.76	7,372.86	7,741.52	2,939.51	3,086.50	3,240.81	3,402.86	3,573.01	36.7439	38.5812	40.5101	42.5358	44.6626
Law Practice Administrator*	E	U	16	6033	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Legal Administrative Assistant I*	N	U	16	6010	5,456.56	5,729.43	6,015.92	6,316.66	6,632.54	2,518.41	2,644.35	2,776.58	2,915.38	3,061.17	31.4801	33.0544	34.7073	36.4422	38.2646
Legal Administrative Assistant II*	N	U	16	6011	6,595.20	6,924.99	7,271.23	7,634.79	8,016.54	3,043.94	3,196.15	3,355.95	3,523.75	3,699.94	38.0492	39.9519	41.9494	44.0469	46.2493
Litigation Paralegal I*	N	U	16	6012	6,728.15	7,064.53	7,417.76	7,788.69	8,178.11	3,105.30	3,260.55	3,423.58	3,594.78	3,774.51	38.8162	40.7569	42.7947	44.9348	47.1814
Litigation Paralegal II*	N	U	16	6034	7,501.91	7,877.00	8,270.86	8,684.39	9,118.59	3,462.42	3,635.54	3,817.32	4,008.18	4,208.58	43.2802	45.4443	47.7165	50.1023	52.6073
Litigation Paralegal III*	N	U	16	6035	8,275.67	8,689.44	9,123.90	9,580.13	10,059.05	3,819.54	4,010.51	4,211.03	4,421.60	4,642.64	47.7442	50.1314	52.6379	55.2700	58.0330
Office Specialist II*	N	U	16	6013	4,525.99	4,752.26	4,989.86	5,239.35	5,501.30	2,088.92	2,193.35	2,303.01	2,418.16	2,539.06	26.1115	27.4169	28.7876	30.2270	31.7382
Principal Human Resources Analyst*	E	U	16	6032	10,888.58	11,475.21	12,061.88	12,648.48	13,235.13	5,025.50	5,296.25	5,567.02	5,837.76	6,108.52	62.8187	66.2031	69.5877	72.9720	76.3565
Risk Analyst I*	E	U	16	6020	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Risk Analyst II*	E	U	16	6021	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Risk Assistant*	N	U	16	6025	6,135.42	6,442.17	6,764.29	7,102.51	7,457.67	2,831.73	2,973.31	3,121.98	3,278.08	3,442.00	35.3966	37.1664	39.0248	40.9760	43.0250
Risk Technician*	N	U	16	6030	6,846.97	7,189.30	7,548.73	7,926.23	8,322.49	3,160.14	3,318.14	3,484.03	3,658.26	3,841.15	39.5017	41.4767	43.5504	45.7282	48.0144
Senior Human Resources Analyst*	E	U	16	6018	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Senior Legal Administrative Assistant*	E	U	16	6038	7,404.04	7,782.91	8,161.79	8,580.69	8,999.62	3,417.25	3,592.11	3,766.98	3,960.32	4,153.67	42.7156	44.9014	47.0872	49.5040	51.9209

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					GENERAL														
Accountant I	E	C	14	1400	6,546.39	6,873.66	7,217.38	7,578.29	7,957.15	3,021.41	3,172.46	3,331.10	3,497.67	3,672.53	37.7676	39.6558	41.6387	43.7209	45.9066
Accountant II	E	C	14	1401	7,233.16	7,594.73	7,974.53	8,373.26	8,791.88	3,338.38	3,505.26	3,680.55	3,864.58	4,057.79	41.7297	43.8158	46.0069	48.3072	50.7224
Accounting Assistant	N	C	14	1402	5,664.84	5,948.06	6,245.46	6,557.76	6,885.62	2,614.54	2,745.26	2,882.52	3,026.66	3,177.98	32.6818	34.3158	36.0315	37.8332	39.7248
Accounting Coordinator	N	C	14	1404	6,546.39	6,873.66	7,217.38	7,578.29	7,957.15	3,021.41	3,172.46	3,331.10	3,497.67	3,672.53	37.7676	39.6558	41.6387	43.7209	45.9066
Accounting Technician	N	C	14	1405	5,954.54	6,252.22	6,564.87	6,893.10	7,237.79	2,748.25	2,885.64	3,029.94	3,181.43	3,340.52	34.3531	36.0705	37.8743	39.7679	41.7565
Administrative Analyst I	N	U	14	1406	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Administrative Analyst II	E	U	14	1408	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Administrative Analyst III	E	U	14	1407	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Administrative Assistant	N	U	14	1409	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Administrative Assistant Unclassified	N	U	14	1607	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Administrative Specialist	N	C	14	1531	5,174.89	5,433.59	5,705.31	5,990.60	6,290.07	2,388.41	2,507.81	2,633.22	2,764.89	2,903.11	29.8551	31.3476	32.9152	34.5611	36.2889
Adult Literacy Coordinator	N	C	14	1580	7,614.51	7,995.22	8,395.01	8,814.76	9,255.48	3,514.39	3,690.10	3,874.62	4,068.35	4,271.76	43.9299	46.1263	48.4327	50.8544	53.3970
Airport Maintenance Coordinator	N	C	14	1413	6,385.12	6,704.43	7,039.65	7,391.61	7,761.22	2,946.98	3,094.35	3,249.07	3,411.51	3,582.10	36.8372	38.6794	40.6134	42.6439	44.7762
Airport Maintenance Worker I	N	C	14	1410	4,757.44	4,995.29	5,245.07	5,507.28	5,782.62	2,195.74	2,305.52	2,420.80	2,541.82	2,668.90	27.4468	28.8190	30.2600	31.7727	33.3612
Airport Maintenance Worker II	N	C	14	1411	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Airport Operations Technician	N	C	14	1579	5,360.94	5,629.02	5,910.47	6,205.98	6,516.25	2,474.28	2,598.01	2,727.91	2,864.30	3,007.50	30.9285	32.4751	34.0989	35.8037	37.5938
Animal Control Officer	N	C	14	1416	5,632.40	5,914.03	6,209.78	6,520.26	6,846.28	2,599.57	2,729.55	2,866.05	3,009.35	3,159.82	32.4946	34.1194	35.8256	37.6169	39.4978
Animal Control Officer II	N	C	14	1417	6,223.27	6,534.45	6,861.16	7,204.21	7,564.38	2,872.28	3,015.90	3,166.69	3,325.02	3,491.25	35.9035	37.6988	39.5836	41.5628	43.6406
Applications Administrator	E	C	14	1596	10,143.45	10,650.62	11,183.10	11,742.34	12,329.42	4,681.59	4,915.67	5,161.43	5,419.54	5,690.50	58.5199	61.4459	64.5179	67.7442	71.1312
Applications Analyst	E	C	14	1595	8,551.62	8,979.17	9,428.19	9,899.61	10,394.54	3,946.90	4,144.23	4,351.47	4,569.05	4,797.48	49.3362	51.8029	54.3934	57.1131	59.9685
Aquatics Specialist	N	C	14	1601	5,580.71	5,859.71	6,152.73	6,460.35	6,783.29	2,575.71	2,704.48	2,839.72	2,981.70	3,130.75	32.1964	33.8060	35.4965	37.2713	39.1344
Assistant Parking Coordinator	N	C	14	1418	5,178.42	5,437.34	5,709.19	5,994.65	6,294.38	2,390.04	2,509.54	2,635.01	2,766.76	2,905.10	29.8755	31.3693	32.9376	34.5845	36.3137
Assistant Planner	E	C	14	1419	7,602.99	7,983.17	8,382.34	8,801.48	9,241.53	3,509.07	3,684.54	3,868.77	4,062.22	4,265.32	43.8634	46.0568	48.3596	50.7777	53.3165
Assistant Transportation Planner	E	C	14	1420	7,602.99	7,983.17	8,382.34	8,801.48	9,241.53	3,509.07	3,684.54	3,868.77	4,062.22	4,265.32	43.8634	46.0568	48.3596	50.7777	53.3165
Associate Planner	E	C	14	1422	8,234.59	8,646.34	9,078.68	9,532.60	10,009.20	3,800.58	3,990.62	4,190.16	4,399.66	4,619.63	47.5073	49.8828	52.3770	54.9958	57.7454
Associate Transportation Planner	E	C	14	1421	8,234.59	8,646.34	9,078.68	9,532.60	10,009.20	3,800.58	3,990.62	4,190.16	4,399.66	4,619.63	47.5073	49.8828	52.3770	54.9958	57.7454
Automotive/Equipment Technician	N	C	14	1578	6,227.91	6,539.35	6,866.28	7,209.58	7,570.07	2,874.42	3,018.16	3,169.05	3,327.50	3,493.88	35.9302	37.7270	39.6131	41.5938	43.6735
Automotive Parts Specialist	N	C	14	1427	6,227.91	6,539.35	6,866.28	7,209.58	7,570.07	2,874.42	3,018.16	3,169.05	3,327.50	3,493.88	35.9302	37.7270	39.6131	41.5938	43.6735
Automotive Service Writer	N	C	14	1428	7,233.16	7,594.73	7,974.53	8,373.26	8,791.88	3,338.38	3,505.26	3,680.55	3,864.58	4,057.79	41.7297	43.8158	46.0069	48.3072	50.7224
Building Inspector	N	C	14	1431	7,686.25	8,070.55	8,474.05	8,897.76	9,342.62	3,547.50	3,724.87	3,911.10	4,106.66	4,311.98	44.3437	46.5609	48.8887	51.3333	53.8998
Building Permit Technician	N	C	14	1432	6,296.05	6,610.89	6,941.42	7,288.45	7,652.91	2,905.87	3,051.18	3,203.73	3,363.90	3,532.11	36.3234	38.1398	40.0466	42.0487	44.1514
Buyer I	N	C	14	1433	6,250.08	6,562.57	6,890.74	7,235.26	7,597.01	2,884.65	3,028.88	3,180.34	3,339.35	3,506.31	36.0581	37.8610	39.7543	41.7419	43.8289
Buyer II	N	C	14	1575	6,944.51	7,291.77	7,656.37	8,039.18	8,441.12	3,205.16	3,365.43	3,533.71	3,710.39	3,895.90	40.0645	42.0679	44.1714	46.3799	48.6987
Carpenter	N	C	14	1434	6,394.72	6,714.50	7,050.20	7,402.70	7,772.83	2,951.41	3,099.00	3,253.94	3,416.63	3,587.46	36.8926	38.7375	40.6742	42.7079	44.8433
City TV Production Specialist	N	C	14	1463	7,722.56	8,108.66	8,514.07	8,939.75	9,386.72	3,564.26	3,742.46	3,929.57	4,126.04	4,332.33	44.5532	46.7807	49.1196	51.5755	54.1541
Code Enforcement Officer	N	C	14	1435	6,812.89	7,153.51	7,511.18	7,886.80	8,281.09	3,144.41	3,301.62	3,466.70	3,640.06	3,822.04	39.3051	41.2702	43.3338	45.5007	47.7755
Code Enforcement Officer II	N	C	14	1614	7,153.53	7,511.18	7,886.75	8,281.13	8,695.14	3,301.63	3,466.70	3,640.04	3,822.06	4,013.14	41.2704	43.3337	45.5005	47.7757	50.1643
Commission Secretary	N	C	14	1514	5,511.31	5,786.80	6,076.20	6,379.97	6,699.01	2,543.68	2,670.83	2,804.40	2,944.60	3,091.85	31.7960	33.3854	35.0550	36.8075	38.6481
Communications Specialist	E	C	14	1436	6,321.79	6,637.93	6,969.78	7,318.26	7,684.19	2,917.75	3,063.66	3,216.82	3,377.66	3,546.55	36.4719	38.2957	40.2103	42.2207	44.3319
Community Development Programs Specialist	N	C	14	1437	7,452.84	7,825.44	8,216.76	8,627.62	9,058.96	3,439.77	3,611.74	3,792.35	3,981.98	4,181.06	42.9971	45.1468	47.4044	49.7747	52.2633
Community Education Liaison	E	C	14	1438	5,525.30	5,801.55	6,091.65	6,396.24	6,716.04	2,550.14	2,677.64	2,811.53	2,952.11	3,099.71	31.8767	33.4705	35.1441	36.9014	38.7464
Computer Training Coordinator	E	C	14	1443	8,392.17	8,811.77	9,252.40	9,715.01	10,200.73	3,873.31	4,066.97	4,270.34	4,483.85	4,708.03	48.4164	50.8371	53.3792	56.0481	58.8504
Creeks Outreach Coordinator	E	C	14	1444	7,197.15	7,556.99	7,934.85	8,331.55	8,748.16	3,321.76	3,487.84	3,662.24	3,845.33	4,037.61	41.5220	43.5980	45.7780	48.0666	50.4701
Custodian	N	C	14	1445	4,436.58	4,658.38	4,891.25	5,135.89	5,392.66	2,047.65	2,150.02	2,257.50	2,370.41	2,488.92	25.5956	26.8753	28.2188	29.6301	31.1115
Deputy City Clerk	N	C	14	1446	7,184.30	7,543.47	7,920.68	8,316.66	8,732.53	3,315.83	3,481.60	3,655.70	3,838.46	4,030.40	41.4479	43.5200	45.6962	47.9808	50.3800
Electrician	N	C	14	1447	6,789.19	7,128.62	7,485.03	7,859.30	8,252.27	3,133.47	3,290.13	3,454.63	3,627.37	3,808.74	39.1684	41.1266	43.1829	45.3421	47.6092
Electronics/Communications Technician I	N	C	14	1450	6,483.58	6,807.80	7,148.22	7,505.57	7,880.86	2,992.42	3,142.06	3,299.18	3,464.11	3,637.32	37.4053	39.2758	41.2397	43.3014	45.4665
Electronics/Communications Technician II	N	C	14	1451	7,128.12														

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Equipment Operator	N	C	14	1455	5,288.73	5,553.17	5,830.80	6,122.35	6,428.48	2,440.95	2,563.00	2,691.14	2,825.70	2,966.99
Facilities Maintenance Worker II	N	C	14	1573	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Finance Analyst I	E	U	14	1456	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Finance Analyst II	E	U	14	1457	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Fire Public Education Coordinator	E	C	14	1459	7,197.15	7,556.99	7,934.85	8,331.55	8,748.16	3,321.76	3,487.84	3,662.24	3,845.33	4,037.61	41.5220	43.5980	45.7780	48.0666	50.4701
Fire Services Specialist	N	C	14	1460	6,645.08	6,977.27	7,326.24	7,692.51	8,077.14	3,066.96	3,220.28	3,381.34	3,550.39	3,727.91	38.3370	40.2535	42.2667	44.3799	46.5989
Fire Warehouse Specialist	N	C	14	1458	5,101.46	5,356.61	5,624.39	5,905.60	6,200.89	2,354.52	2,472.28	2,595.87	2,725.66	2,861.95	29.4315	30.9035	32.4484	34.0707	35.7744
Fleet Services Technician Trainee	N	U	14	1591	5,605.08	5,885.36	6,179.62	6,488.63	6,813.04	2,586.96	2,716.32	2,852.13	2,994.75	3,144.48	32.3370	33.9540	35.6516	37.4344	39.3060
Fleet Services Technician I	N	C	14	1426	6,227.91	6,539.35	6,866.28	7,209.58	7,570.07	2,874.42	3,018.16	3,169.05	3,327.50	3,493.88	35.9302	37.7270	39.6131	41.5938	43.6735
Fleet Services Technician II	N	C	14	1468	6,881.18	7,225.25	7,586.45	7,965.82	8,364.11	3,175.93	3,334.73	3,501.44	3,676.53	3,860.36	39.6991	41.6841	43.7680	45.9566	48.2545
Geographic Information Systems Analyst	N	C	14	1606	8,551.62	8,979.17	9,428.19	9,899.61	10,394.54	3,946.90	4,144.23	4,351.47	4,569.05	4,797.48	49.3362	51.8029	54.3934	57.1131	59.9685
Geographic Information Systems Coordinator	N	C	14	1423	10,347.78	10,865.18	11,408.48	11,978.85	12,577.83	4,775.90	5,014.70	5,265.45	5,528.70	5,805.15	59.6987	62.6837	65.8181	69.1088	72.5644
Geographic Information Systems Technician	N	C	14	1461	7,269.28	7,632.76	8,014.35	8,415.12	8,835.86	3,355.05	3,522.81	3,698.93	3,883.90	4,078.09	41.9381	44.0351	46.2366	48.5487	50.9761
Graphic Designer	N	C	14	1439	7,756.21	8,144.02	8,551.27	8,978.80	9,427.73	3,579.79	3,758.78	3,946.74	4,144.06	4,351.26	44.7474	46.9847	49.3342	51.8008	54.3908
Grounds Maintenance Crew Leader	N	C	14	1464	5,880.64	6,174.68	6,483.43	6,807.65	7,147.96	2,714.14	2,849.85	2,992.35	3,141.99	3,299.06	33.9268	35.6231	37.4044	39.2749	41.2383
Grounds Maintenance Worker I	N	C	14	1465	4,651.79	4,884.34	5,128.57	5,384.99	5,654.24	2,146.98	2,254.31	2,367.03	2,485.38	2,609.65	26.8372	28.1789	29.5879	31.0672	32.6206
Grounds Maintenance Worker II	N	C	14	1466	5,217.25	5,478.11	5,752.02	6,039.61	6,341.60	2,407.96	2,528.36	2,654.78	2,787.51	2,926.89	30.0995	31.6045	33.1847	34.8439	36.5861
Harbor Operations Assistant	N	C	14	1467	5,360.94	5,629.02	5,910.47	6,205.98	6,516.25	2,474.28	2,598.01	2,727.91	2,864.30	3,007.50	30.9285	32.4751	34.0989	35.8037	37.5938
Head Pool Lifeguard	N	C	14	1572	3,746.43	3,933.69	4,130.43	4,336.95	4,553.77	1,729.12	1,815.55	1,906.35	2,001.67	2,101.74	21.6140	22.6944	23.8294	25.0209	26.2718
Heavy Equipment Technician	N	C	14	1576	6,881.18	7,225.25	7,586.45	7,965.82	8,364.11	3,175.93	3,334.73	3,501.44	3,676.53	3,860.36	39.6991	41.6841	43.7680	45.9566	48.2545
Housing Programs Specialist	N	C	14	1469	8,234.59	8,646.34	9,078.68	9,532.60	10,009.20	3,800.58	3,990.62	4,190.16	4,399.66	4,619.63	47.5073	49.8828	52.3770	54.9958	57.7454
Housing Project Planner	E	C	14	1590	8,830.10	9,271.64	9,735.20	10,221.97	10,733.13	4,075.43	4,279.22	4,493.17	4,717.83	4,953.75	50.9429	53.4902	56.1646	58.9729	61.9219
HVAC Technician	N	C	14	1609	6,789.19	7,128.62	7,485.03	7,859.30	8,252.27	3,133.47	3,290.13	3,454.63	3,627.37	3,808.74	39.1684	41.1266	43.1829	45.3421	47.6092
Information Technology Administrator	E	C	14	1611	10,143.36	10,650.60	11,183.10	11,742.19	12,329.33	4,681.55	4,915.66	5,161.43	5,419.47	5,690.46	58.5194	61.4457	64.5179	67.7434	71.1307
Information Technology Project Manager	E	C	14	1603	10,347.78	10,865.18	11,408.48	11,978.85	12,577.83	4,775.90	5,014.70	5,265.45	5,528.70	5,805.15	59.6987	62.6837	65.8181	69.1088	72.5644
Information Technology Technician I	N	C	14	1440	5,750.27	6,037.74	6,339.60	6,656.61	6,989.41	2,653.97	2,786.65	2,925.97	3,072.28	3,225.88	33.1746	34.8331	36.5746	38.4035	40.3235
Information Technology Technician II	N	C	14	1441	6,259.07	6,571.98	6,900.60	7,245.62	7,607.90	2,888.80	3,033.22	3,184.89	3,344.13	3,511.34	36.1100	37.9153	39.8111	41.8016	43.8918
Irrigation Systems Technician	N	C	14	1471	5,910.04	6,205.64	6,515.90	6,841.68	7,183.76	2,727.71	2,864.14	3,007.34	3,157.70	3,315.58	34.0964	35.8017	37.5917	39.4712	41.4448
Lead Equipment Technician	N	C	14	1472	7,602.99	7,983.17	8,382.34	8,801.48	9,241.53	3,509.07	3,684.54	3,868.77	4,062.22	4,265.32	43.8634	46.0568	48.3596	50.7777	53.3165
Librarian I	E	C	14	1474	6,297.98	6,612.86	6,943.56	7,290.73	7,655.29	2,906.76	3,052.09	3,204.72	3,364.95	3,533.21	36.3345	38.1511	40.0590	42.0619	44.1651
Librarian II	E	C	14	1473	6,924.02	7,270.19	7,633.71	8,015.45	8,416.16	3,195.70	3,355.47	3,523.25	3,699.44	3,884.38	39.9462	41.9434	44.0406	46.2430	48.5548
Library Assistant I	N	C	14	1476	4,720.28	4,956.25	5,204.07	5,464.29	5,737.46	2,178.59	2,287.50	2,401.88	2,521.98	2,648.06	27.2324	28.5938	30.0235	31.5247	33.1008
Library Assistant II	N	C	14	1477	4,912.44	5,158.01	5,415.89	5,686.70	5,971.03	2,267.28	2,380.62	2,499.64	2,624.63	2,755.86	28.3410	29.7578	31.2455	32.8079	34.4483
Library Systems Analyst	E	C	14	1612	8,551.62	8,979.17	9,428.19	9,899.61	10,394.54	3,946.90	4,144.23	4,351.47	4,569.05	4,797.48	49.3362	51.8029	54.3934	57.1131	59.9685
Library Systems Technician I	N	C	14	1479	5,750.27	6,037.74	6,339.60	6,656.61	6,989.41	2,653.97	2,786.65	2,925.97	3,072.28	3,225.88	33.1746	34.8331	36.5746	38.4035	40.3235
Library Systems Technician II	N	C	14	1481	6,259.07	6,571.98	6,900.60	7,245.62	7,607.90	2,888.80	3,033.22	3,184.89	3,344.13	3,511.34	36.1100	37.9153	39.8111	41.8016	43.8918
Library Technician	N	C	14	1480	5,241.45	5,503.57	5,778.74	6,067.62	6,371.00	2,419.13	2,540.11	2,667.11	2,800.44	2,940.46	30.2391	31.7514	33.3389	35.0055	36.7558
Library Technician Trainee	N	U	14	1610	4,717.31	4,953.22	5,200.89	5,460.85	5,733.91	2,177.22	2,286.10	2,400.41	2,520.39	2,646.42	27.2152	28.5763	30.0051	31.5049	33.0803
Library Technician - Unclassified	N	U	14	1594	5,241.45	5,503.57	5,778.74	6,067.62	6,371.00	2,419.13	2,540.11	2,667.11	2,800.44	2,940.46	30.2391	31.7514	33.3389	35.0055	36.7558
Mail Services Specialist	N	C	14	1482	4,015.38	4,216.03	4,426.98	4,648.28	4,880.68	1,853.25	1,945.86	2,043.22	2,145.36	2,252.62	23.1656	24.3233	25.5403	26.8170	28.1577
Maintenance Coordinator	N	C	14	1483	6,166.05	6,474.39	6,798.09	7,138.00	7,494.89	2,845.87	2,988.18	3,137.58	3,294.46	3,459.18	35.5734	37.3523	39.2198	41.1807	43.2397
Maintenance Crew Leader	N	C	14	1484	6,166.29	6,474.65	6,798.37	7,138.26	7,495.22	2,845.98	2,988.30	3,137.71	3,294.58	3,459.33	35.5748	37.3538	39.2214	41.1823	43.2416
Maintenance Worker I	N	C	14	1485	4,436.58	4,658.38	4,891.25	5,135.89	5,392.66	2,047.65	2,150.02	2,257.50	2,370.41	2,488.92	25.5956	26.8753	28.2188	29.6301	31.1115
Maintenance Worker II	N	C	14	1486	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Marketing Coordinator	N	C	14	1487	7,756.21	8,144.02	8,551.27	8,978.80	9,427.73	3,579.79	3,758.78	3,946.74	4,144.06	4,351.26	44.7474	46.9847	49.3342	51.8008	54.3908
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	6,321.79	6,637.93	6,969.78	7,318.26	7,684.19	2,917.75	3,063.66	3,216.82	3,377.66	3,546.55	36.4719	38.2957	40.2103	42.2207	44.3319
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	6,881.18	7,225.25	7,586.45	7,965.82	8,364.11	3,175.93	3,334.73	3,501.44	3,676.53	3,860.36	39.6991	41.6841	43.7680	45.9566	48.2545
Network Administrator	E	C	14	1490	10,143.36</														

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Parking Maintenance Coordinator	N	C	14	1592	6,385.12	6,704.43	7,039.65	7,391.61	7,761.22	2,946.98	3,094.35	3,249.07	3,411.51	3,582.10
Parking Resources Specialist	N	C	14	1497	7,305.61	7,670.89	8,054.43	8,457.17	8,880.00	3,371.82	3,540.41	3,717.43	3,903.31	4,098.46	42.1478	44.2551	46.4679	48.7914	51.2308
Plan Check Engineer	E	C	14	1424	9,294.72	9,759.47	10,247.42	10,759.80	11,297.80	4,289.87	4,504.37	4,729.58	4,966.06	5,214.37	53.6234	56.3046	59.1197	62.0757	65.1796
Planning Technician I	N	C	14	1499	6,321.79	6,637.93	6,969.78	7,318.26	7,684.19	2,917.75	3,063.66	3,216.82	3,377.66	3,546.55	36.4719	38.2957	40.2103	42.2207	44.3319
Planning Technician II	N	C	14	1500	6,846.97	7,189.30	7,548.73	7,926.23	8,322.49	3,160.14	3,318.14	3,484.03	3,658.26	3,841.15	39.5017	41.4767	43.5504	45.7282	48.0144
Plans Examiner	E	C	14	1501	8,886.76	9,331.10	9,797.65	10,287.49	10,801.92	4,101.58	4,306.66	4,521.99	4,748.07	4,985.50	51.2697	53.8333	56.5549	59.3509	62.3187
Plumber	N	C	14	1502	6,556.20	6,883.98	7,228.22	7,589.64	7,969.13	3,025.94	3,177.22	3,336.10	3,502.91	3,678.06	37.8242	39.7153	41.7013	43.7864	45.9757
Pool Technician	N	C	14	1503	5,580.71	5,859.71	6,152.73	6,460.35	6,783.29	2,575.71	2,704.48	2,839.72	2,981.70	3,130.75	32.1964	33.8060	35.4965	37.2713	39.1344
Program Analyst	E	U	14	1600	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
Project Engineer I	E	C	14	1505	9,049.91	9,502.42	9,977.54	10,476.44	11,000.28	4,176.88	4,386.73	4,605.02	4,835.28	5,077.05	52.2110	54.8216	57.5627	60.4410	63.4631
Project Engineer II	E	C	14	1506	9,949.46	10,446.93	10,969.27	11,517.72	12,093.62	4,592.06	4,821.66	5,062.74	5,315.87	5,581.67	57.4007	60.2707	63.2843	66.4484	69.7709
Project Planner	E	C	14	1507	8,830.10	9,271.64	9,735.20	10,221.97	10,733.13	4,075.43	4,279.22	4,493.17	4,717.83	4,953.75	50.9429	53.4902	56.1646	58.9729	61.9219
Project Planner Unclassified	E	U	14	1605	8,830.10	9,271.64	9,735.20	10,221.97	10,733.13	4,075.43	4,279.22	4,493.17	4,717.83	4,953.75	50.9429	53.4902	56.1646	58.9729	61.9219
Property Management Specialist	N	C	14	1508	7,090.22	7,444.71	7,817.01	8,207.81	8,618.18	3,272.41	3,436.02	3,607.85	3,788.22	3,977.62	40.9051	42.9503	45.0981	47.3528	49.7203
Public Works Inspector I	N	C	14	1509	6,694.78	7,029.51	7,380.97	7,749.99	8,137.59	3,089.90	3,244.39	3,406.60	3,576.92	3,755.81	38.6238	40.5549	42.5825	44.7115	46.9476
Public Works Inspector II	N	C	14	1510	7,583.88	7,963.06	8,361.19	8,779.25	9,218.19	3,500.25	3,675.26	3,859.01	4,051.96	4,254.55	43.7531	45.9407	48.2376	50.6495	53.1819
Public Works Operations Assistant	N	C	14	1571	5,178.42	5,437.34	5,709.19	5,994.65	6,294.38	2,390.04	2,509.54	2,635.01	2,766.76	2,905.10	29.8755	31.3693	32.9376	34.5845	36.3137
Real Property Agent	N	C	14	1511	8,193.64	8,603.34	9,033.48	9,485.15	9,959.41	3,781.68	3,970.77	4,169.30	4,377.76	4,596.65	47.2710	49.6346	52.1163	54.7220	57.4581
Records Technician	N	C	14	1512	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Recreation Coordinator	N	C	14	1515	6,176.60	6,485.40	6,809.73	7,150.20	7,507.70	2,850.74	2,993.26	3,142.95	3,300.09	3,465.09	35.6343	37.4158	39.2869	41.2511	43.3136
Recreation Program Leader	N	C	14	1517	4,370.62	4,589.20	4,818.69	5,059.60	5,312.56	2,017.21	2,118.09	2,224.01	2,335.20	2,451.95	25.2151	26.4761	27.8001	29.1900	30.6494
Recreation Specialist	N	C	14	1516	5,110.19	5,365.69	5,633.98	5,915.69	6,211.44	2,358.55	2,476.47	2,600.30	2,730.32	2,866.82	29.4819	30.9559	32.5038	34.1290	35.8353
Recycling Educator	N	C	14	1518	6,259.07	6,571.98	6,900.60	7,245.62	7,607.90	2,888.80	3,033.22	3,184.89	3,344.13	3,511.34	36.1100	37.9153	39.8111	41.8016	43.8918
Rental Housing Mediation Specialist	N	C	14	1519	6,779.00	7,117.93	7,473.83	7,847.54	8,239.90	3,128.77	3,285.20	3,449.46	3,621.94	3,803.03	39.1096	41.0650	43.1183	45.2743	47.5379
Senior Accountant	E	C	14	1520	8,358.68	8,776.65	9,215.51	9,676.29	10,160.09	3,857.85	4,050.76	4,253.31	4,465.98	4,689.27	48.2231	50.6345	53.1664	55.8248	58.6159
Senior Airport Maintenance Worker	N	C	14	1521	5,778.98	6,067.92	6,371.32	6,689.91	7,024.38	2,667.22	2,800.58	2,940.61	3,087.65	3,242.02	33.3403	35.0073	36.7576	38.5956	40.5253
Senior Airport Security Aide	N	C	14	1587	4,416.84	4,637.77	4,869.61	5,113.12	5,368.76	2,038.54	2,140.51	2,247.51	2,359.90	2,477.89	25.4818	26.7564	28.0939	29.4987	30.9736
Senior Building Inspector	N	C	14	1523	8,492.53	8,917.07	9,362.90	9,831.12	10,322.65	3,919.63	4,115.57	4,321.34	4,537.44	4,764.30	48.9954	51.4446	54.0167	56.7180	59.5538
Senior Building Inspector Specialty	N	C	14	1574	8,926.73	9,373.11	9,841.74	10,333.85	10,850.52	4,120.03	4,326.05	4,542.34	4,769.47	5,007.93	51.5004	54.0756	56.7792	59.6184	62.5991
Senior Buyer	N	C	14	1522	7,638.93	8,020.96	8,421.99	8,843.10	9,285.25	3,525.66	3,701.98	3,887.07	4,081.43	4,285.50	44.0708	46.2748	48.5884	51.0179	53.5688
Senior Commission Secretary	N	C	14	1513	6,089.42	6,393.88	6,713.57	7,049.23	7,401.72	2,810.50	2,951.02	3,098.57	3,253.49	3,416.18	35.1313	36.8877	38.7321	40.6686	42.7022
Senior Community Development Programs Specialist	N	C	14	1588	8,198.17	8,608.04	9,038.47	9,490.39	9,964.89	3,783.77	3,972.94	4,171.60	4,380.18	4,599.18	47.2971	49.6618	52.1450	54.7522	57.4897
Senior Custodian	N	C	14	1524	4,686.74	4,921.06	5,167.41	5,425.51	5,696.82	2,163.11	2,271.26	2,384.96	2,504.08	2,629.30	27.0389	28.3908	29.8120	31.3010	32.8662
Senior Electronics/Communications Technician	N	C	14	1525	7,643.61	8,025.81	8,427.08	8,848.47	9,290.91	3,527.82	3,704.22	3,889.42	4,083.91	4,288.11	44.0977	46.3027	48.6178	51.0489	53.6014
Senior Engineering Technician	N	C	14	1526	7,291.12	7,655.59	8,038.42	8,440.34	8,862.38	3,365.13	3,533.35	3,710.04	3,895.54	4,090.33	42.0641	44.1669	46.3755	48.6943	51.1291
Senior Grounds Maintenance Worker	N	C	14	1527	5,429.62	5,701.13	5,986.20	6,285.46	6,599.75	2,505.98	2,631.29	2,762.86	2,900.98	3,046.04	31.3247	32.8911	34.5357	36.2622	38.0755
Senior Library Technician	E	C	14	1528	5,733.80	6,020.43	6,321.55	6,637.58	6,969.52	2,646.37	2,778.66	2,917.64	3,063.50	3,216.70	33.0796	34.7333	36.4705	38.2938	40.2087
Senior Maintenance Worker	N	C	14	1529	5,866.34	6,159.62	6,467.61	6,790.98	7,130.46	2,707.54	2,842.90	2,985.05	3,134.30	3,290.98	33.8442	35.5362	37.3131	39.1787	41.1373
Senior Network/Applications Analyst	E	C	14	1504	9,230.54	9,692.09	10,176.64	10,685.52	11,219.76	4,260.25	4,473.27	4,696.91	4,931.78	5,178.35	53.2531	55.9159	58.7114	61.6472	64.7294
Senior Plan Check Engineer	E	C	14	1425	10,269.68	10,783.15	11,322.31	11,888.46	12,482.84	4,739.85	4,976.84	5,225.68	5,486.98	5,761.31	59.2481	62.2105	65.3210	68.5872	72.0164
Senior Plans Examiner	E	C	14	1530	9,294.72	9,759.47	10,247.42	10,759.80	11,297.80	4,289.87	4,504.37	4,729.58	4,966.06	5,214.37	53.6234	56.3046	59.1197	62.0757	65.1796
Senior Project Engineer	N	C	14	1602	10,779.67	11,318.65	11,884.56	12,478.77	13,102.70	4,975.23	5,223.99	5,485.18	5,759.43	6,047.40	62.1904	65.2999	68.5648	71.9929	75.5925
Senior Project Engineer Unclassified	N	U	14	1608	10,779.67	11,318.65	11,884.56	12,478.77	13,102.70	4,975.23	5,223.99	5,485.18	5,759.43	6,047.40	62.1904	65.2999	68.5648	71.9929	75.5925
Senior Property Management Specialist	N	C	14	1534	8,234.59	8,646.34	9,078.68	9,532.60	10,009.20	3,800.58	3,990.62	4,190.16	4,399.66	4,619.63	47.5073	49.8828	52.3770	54.9958	57.7454
Senior Public Works Inspector	N	C	14	1533	8,379.37	8,798.29	9,238.19	9,700.19	10,185.13	3,867.40	4,060.75	4,263.78	4,477.01	4,700.83	48.3425	50.7594	53.2973	55.9626	58.7604
Senior Real Property Agent	E	C	14	1535	9,421.58	9,892.68	10,387.30	10,906.65	11,452.05	4,348.42	4,565.85	4,794.14	5,033.84	5,285.56	54.3553	57.0731	59.9268	62.9230	66.0695
Senior Rental Housing Mediation Specialist	N	C	14	1536	8,198.17	8,608.04	9,038.47	9,490.39	9,964.89	3,783.77	3,972.94	4,171.60	4,380.18	4,599.18	47.2971	49.6618	52.1450	54.7522	57.4897
Senior Streets Maintenance Worker	N	C	14	1537															

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Streets Maintenance Worker I	N	C	14	1546	4,663.43	4,896.62	5,141.46	5,398.58	5,668.46	2,152.35	2,259.98	2,372.98	2,491.65	2,616.21
Streets Maintenance Worker II	N	C	14	1547	5,397.69	5,667.55	5,950.95	6,248.52	6,560.88	2,491.24	2,615.79	2,746.59	2,883.93	3,028.10	31.1405	32.6974	34.3324	36.0491	37.8512
Sustainability Analyst I	N	U	14	1615	8,112.33	8,517.90	8,943.83	9,391.05	9,860.54	3,744.15	3,931.34	4,127.92	4,334.33	4,551.02	46.8019	49.1418	51.5990	54.1791	56.8878
Sustainability Analyst II	E	U	14	1616	9,281.68	9,745.75	10,233.02	10,744.70	11,281.96	4,283.85	4,498.04	4,722.93	4,959.09	5,207.06	53.5481	56.2255	59.0366	61.9886	65.0882
Sustainability Analyst III	E	U	14	1617	10,052.68	10,555.35	11,083.09	11,637.25	12,219.13	4,639.70	4,871.70	5,115.27	5,371.04	5,639.60	57.9963	60.8963	63.9409	67.1380	70.4950
System Administrator	E	C	14	1577	10,143.45	10,650.62	11,183.10	11,742.34	12,329.42	4,681.59	4,915.67	5,161.43	5,419.54	5,690.50	58.5199	61.4459	64.5179	67.7442	71.1312
Traffic Signal Technician I	E	C	14	1581	6,175.30	6,484.10	6,808.32	7,148.72	7,506.11	2,850.14	2,992.66	3,142.30	3,299.41	3,464.36	35.6267	37.4083	39.2788	41.2426	43.3045
Traffic Signal Technician II	E	C	14	1582	6,789.19	7,128.62	7,485.03	7,859.30	8,252.27	3,133.47	3,290.13	3,454.63	3,627.37	3,808.74	39.1684	41.1266	43.1829	45.3421	47.6092
Traffic Technician I	N	C	14	1552	5,750.27	6,037.74	6,339.60	6,656.61	6,989.41	2,653.97	2,786.65	2,925.97	3,072.28	3,225.88	33.1746	34.8331	36.5746	38.4035	40.3235
Traffic Technician II	N	C	14	1553	6,321.79	6,637.93	6,969.78	7,318.26	7,684.19	2,917.75	3,063.66	3,216.82	3,377.66	3,546.55	36.4719	38.2957	40.2103	42.2207	44.3319
Tree Care Specialist	N	C	14	1555	5,389.19	5,658.68	5,941.61	6,238.66	6,550.61	2,487.32	2,611.70	2,742.28	2,879.38	3,023.36	31.0915	32.6462	34.2785	35.9923	37.7920
Tree Trimmer I	N	C	14	1557	4,757.44	4,995.29	5,245.07	5,507.28	5,782.62	2,195.74	2,305.52	2,420.80	2,541.82	2,668.90	27.4468	28.8190	30.2600	31.7727	33.3612
Tree Trimmer II	N	C	14	1556	5,335.68	5,602.50	5,882.65	6,176.78	6,485.64	2,462.62	2,585.77	2,715.07	2,850.82	2,993.37	30.7828	32.3221	33.9384	35.6352	37.4171
Vehicle Services Assistant	N	C	14	1558	4,710.20	4,945.72	5,192.96	5,452.68	5,725.24	2,173.94	2,282.64	2,396.75	2,516.62	2,642.42	27.1743	28.5330	29.9594	31.4577	33.0303
Warehouse Specialist	N	C	14	1559	5,101.46	5,356.61	5,624.39	5,905.60	6,200.89	2,354.52	2,472.28	2,595.87	2,725.66	2,861.95	29.4315	30.9035	32.4484	34.0707	35.7744
Water Conservation Coordinator	E	U	14	1599	9,054.80	9,518.15	9,981.49	10,493.82	11,006.19	4,179.14	4,392.99	4,606.84	4,843.30	5,079.78	52.2393	54.9124	57.5855	60.5413	63.4972
Water Quality Research Analyst	E	C	14	1589	9,281.68	9,745.73	10,233.02	10,744.67	11,281.96	4,283.85	4,498.03	4,722.93	4,959.08	5,207.06	53.5481	56.2254	59.0366	61.9885	65.0882
Water Resources Specialist	E	C	14	1560	7,991.88	8,391.46	8,810.95	9,251.58	9,714.16	3,688.56	3,872.98	4,066.59	4,269.96	4,483.46	46.1070	48.4122	50.8324	53.3745	56.0432
Water Resources Technician	N	C	14	1562	6,259.07	6,571.98	6,900.60	7,245.62	7,607.90	2,888.80	3,033.22	3,184.89	3,344.13	3,511.34	36.1100	37.9153	39.8111	41.8016	43.8918
Waterfront Maintenance Coordinator	N	C	14	1598	6,385.12	6,704.43	7,039.65	7,391.61	7,761.22	2,946.98	3,094.35	3,249.07	3,411.51	3,582.10	36.8372	38.6794	40.6134	42.6439	44.7762
Waterfront Maintenance Crew Leader	N	C	14	1564	6,074.45	6,378.19	6,697.06	7,032.00	7,383.61	2,803.59	2,943.78	3,090.95	3,245.54	3,407.82	35.0449	36.7972	38.6369	40.5692	42.5978
Waterfront Maintenance Worker I	N	C	14	1565	4,757.44	4,995.29	5,245.07	5,507.28	5,782.62	2,195.74	2,305.52	2,420.80	2,541.82	2,668.90	27.4468	28.8190	30.2600	31.7727	33.3612
Waterfront Maintenance Worker II	N	C	14	1566	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Waterfront Vessel Technician	N	C	14	1567	5,230.33	5,491.81	5,766.41	6,054.75	6,357.43	2,414.00	2,534.68	2,661.42	2,794.50	2,934.20	30.1750	31.6835	33.2678	34.9313	36.6775
Web Services Technician	E	C	14	1586	7,269.28	7,632.76	8,014.35	8,415.12	8,835.86	3,355.05	3,522.81	3,698.93	3,883.90	4,078.09	41.9381	44.0351	46.2366	48.5487	50.9761
Webmaster	E	C	14	1550	10,143.36	10,650.60	11,183.10	11,742.19	12,329.33	4,681.55	4,915.66	5,161.43	5,419.47	5,690.46	58.5194	61.4457	64.5179	67.7434	71.1307
Welder/Fabricator	N	C	14	1568	6,299.76	6,614.75	6,945.49	7,292.76	7,657.39	2,907.58	3,052.96	3,205.61	3,365.89	3,534.18	36.3448	38.1620	40.0701	42.0736	44.1773
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	10,215.23	10,726.02	11,262.33	11,825.43	12,416.71	4,714.72	4,950.47	5,198.00	5,457.89	5,730.79	42.0957	44.2006	46.4107	48.7312	51.1678
Fire Captain (40 Hour)	7	C	34	3405	10,215.23	10,726.00	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58.9340	61.8808	64.9748	68.2237	71.6349
Fire Engineer (56 Hour)	7	C	34	3401	8,839.63	9,281.63	9,745.73	10,233.02	10,744.65	4,079.83	4,283.83	4,498.03	4,722.93	4,959.07	36.4271	38.2485	40.1610	42.1690	44.2774
Fire Engineer (40 Hour)	7	C	34	3402	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,498.04	4,722.94	4,959.08	50.9979	53.5480	56.2255	59.0367	61.9885
Fire Inspector I (40 Hour)	7	C	39	3901	7,803.38	8,193.62	8,603.27	9,033.42	9,485.08	3,601.56	3,781.67	3,970.74	4,169.27	4,377.73	45.0195	47.2709	49.6343	52.1159	54.7216
Fire Inspector II (40 Hour)	7	C	39	3902	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,498.04	4,722.94	4,959.08	50.9979	53.5480	56.2255	59.0367	61.9885
Fire Inspector III (40 Hour)	7	C	39	3903	10,215.23	10,726.00	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58.9340	61.8808	64.9748	68.2237	71.6349
Firefighter (56 Hour)	7	C	34	3403	7,803.42	8,193.58	8,603.27	9,033.42	9,485.10	3,601.58	3,781.65	3,970.74	4,169.27	4,377.74	32.1569	33.7647	35.4530	37.2256	39.0869
Firefighter (40 Hour)	7	C	34	3404	7,803.38	8,193.62	8,603.27	9,033.42	9,485.10	3,601.56	3,781.67	3,970.74	4,169.27	4,377.74	45.0195	47.2709	49.6343	52.1159	54.7217
Firefighter - Entry	7	C	39	3904	7,023.06	7,374.23	7,742.93	8,130.07	8,536.58	3,241.41	3,403.49	3,573.66	3,752.34	3,939.96	40.5176	42.5436	44.6707	46.9042	49.2495
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	11,992.35				14,576.86	5,534.93			6,727.78	69.1866					84.0972
Assistant City Attorney II	E	U	01	0104	13,316.55				16,186.34	6,146.10			7,470.62	76.8263					93.3827
Assistant City Attorney III	E	U	01	0105	15,465.82				18,798.82	7,138.07			8,676.38	89.2259					108.4548
Assistant City Attorney IV	E	U	01	0106	17,012.41				20,678.73	7,851.88			9,544.03	98.1485					119.3004
Assistant City Attorney V	E	U	01	0121	19,028.34				23,129.17	8,782.31			10,675.00	109.7789					133.4375
Chief Assistant City Attorney	E	U	01	0124	21,026.50				25,442.08	9,704.54			11,742.50	121.3068					146.7813
Deputy City Attorney	E	U	01	0110	9,971.48				12,120.42	4,602.22			5,594.04	57.5278					69.9255

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
MANAGEMENT UNREPRESENTED																			
Assistant Airport Director	E	U	02	0274	16,536.17				20,099.86	7,632.08				9,276.86	95.4010		115.9608		
Assistant Finance Director	E	U	02	0204	14,460.81				17,569.89	6,674.22				8,109.18	83.4277		101.3647		
Assistant Library Director	E	U	02	0253	14,058.24				17,087.94	6,488.42				7,886.74	81.1052		98.5842		
Assistant Parks & Recreation Director	E	U	02	0205	14,001.48				17,018.91	6,462.22				7,854.88	80.7777		98.1860		
Budget Manager	E	U	02	0207	11,560.66				14,052.03	5,335.69				6,485.55	66.6961		81.0694		
Business Manager	E	U	02	0276	11,066.99				13,452.01	5,107.84				6,208.62	63.8480		77.6078		
Fire Operations Division Chief	E	U	32	3200	19,631.69				23,862.41	9,060.78				11,013.42	113.2597		137.6677		
Human Resources Manager	E	U	02	0223	13,221.17				16,070.47	6,102.08				7,417.14	76.2760		92.7142		
Labor Relations Manager	E	U	02	0267	11,992.35				14,576.86	5,534.93				6,727.78	69.1866		84.0972		
Office Manager	E	U	02	0275	10,748.03				13,064.33	4,960.63				6,029.69	62.0079		75.3711		
Senior Assistant to the City Administrator	E	U	02	0248	12,210.03				14,841.41	5,635.40				6,849.88	70.4425		85.6235		
MANAGEMENT/AFSCME																			
Airport Business Manager	E	U	03	0300	11,066.99				13,452.01	5,107.84				6,208.62	63.8480		77.6078		
Airport Facilities Manager	E	U	03	0301	11,736.27				14,265.51	5,416.74				6,584.08	67.7093		82.3010		
Airport Operations Manager	E	U	03	0302	12,106.51				14,715.55	5,587.62				6,791.79	69.8453		84.8974		
Airport Properties Manager	E	U	03	0303	12,106.51				14,715.55	5,587.62				6,791.79	69.8453		84.8974		
Assistant to the City Administrator	E	U	03	0304	11,177.96				13,586.89	5,159.06				6,270.87	64.4882		78.3859		
Business Manager	E	U	03	0352	11,066.99				13,452.01	5,107.84				6,208.62	63.8480		77.6078		
Chief Building Official	E	U	03	0305	13,989.60				17,004.54	6,456.74				7,848.25	80.7092		98.1031		
City Clerk Services Manager	E	U	03	0306	12,288.99				14,937.41	5,671.84				6,894.19	70.8980		86.1774		
City Engineer	E	U	03	0307	17,288.35				21,014.11	7,979.24				9,698.82	99.7405		121.2352		
City Planner	E	U	03	0308	15,040.48				18,030.87	6,941.76				8,321.94	86.7720		104.0242		
Community Development Business Manager	E	U	03	0309	11,066.99				13,452.01	5,107.84				6,208.62	63.8480		77.6078		
Community Engagement Manager	E	U	03	0354	11,403.21				13,860.64	5,263.02				6,397.22	65.7877		79.9653		
Community Engagement Officer/PIO	E	U	03	0310	11,066.99				13,452.01	5,107.84				6,208.62	63.8480		77.6078		
Controller	E	U	03	0311	12,726.46				15,469.13	5,873.75				7,139.60	73.4219		89.2450		
Creeks Restoration/Clean Water Manager	E	U	03	0312	13,294.75				16,159.85	6,136.04				7,458.39	76.7005		93.2299		
Downtown Plaza & Parking Manager	E	U	03	0314	11,968.41				14,547.74	5,523.88				6,714.34	69.0485		83.9292		
Emergency Medical Services Manager	E	U	03	0353	11,486.17				13,956.43	5,301.31				6,441.43	66.2664		80.5179		
Emergency Services Manager	E	U	03	0316	10,308.98				12,530.66	4,757.99				5,783.38	59.4749		72.2922		
Energy and Climate Program Manager	E	U	03	0317	11,560.68				14,052.07	5,335.70				6,485.57	66.6962		81.0696		
Environmental Services Manager	E	U	03	0318	11,403.21				13,860.64	5,263.02				6,397.22	65.7877		79.9653		
Facilities Manager	E	U	03	0319	11,864.45				14,421.29	5,475.90				6,655.98	68.4487		83.1997		
Fire Business Manager	E	U	03	0320	11,066.99				13,452.01	5,107.84				6,208.62	63.8480		77.6078		
General Services Manager	E	U	03	0322	11,711.09				14,234.96	5,405.12				6,569.98	67.5640		82.1247		
Harbor Operations Manager	E	U	03	0323	12,413.48				15,088.75	5,729.30				6,964.04	71.6163		87.0505		
Housing & Human Services Manager	E	U	03	0324	11,870.76				14,428.96	5,478.81				6,659.52	68.4851		83.2440		
Information Technology Manager	E	U	03	0325	13,818.61				16,796.65	6,377.82				7,752.30	79.7228		96.9037		
Library Services Manager	E	U	03	0326	10,740.73				13,055.47	4,957.26				6,025.60	61.9658		75.3200		
Parks Manager	E	U	03	0327	11,061.81				13,445.71	5,105.45				6,205.71	63.8181		77.5714		
Parks & Recreation Business Manager	E	U	03	0328	11,403.21				13,860.64	5,263.02				6,397.22	65.7877		79.9653		
Police Administrative Manager	E	U	03	0329	13,480.83				16,386.11	6,221.92				7,562.82	77.7740		94.5352		
Police Business Manager	E	U	03	0330	11,066.99				13,452.01	5,107.84				6,208.62	63.8480		77.6078		
Police Information Technology Manager	E	U	03	0331	11,673.68				14,189.48	5,387.85				6,548.99	67.3481		81.8624		
Police Records Manager	E	U	03	0332	10,667.76				12,966.72	4,923.58				5,984.64	61.5447		74.8080		
Principal Architect	E	U	03	0333	15,032.90				18,272.63	6,938.26				8,433.52	86.7282		105.4190		
Principal Engineer	E	U	03	0334	15,032.90				18,272.63	6,938.26				8,433.52	86.7282		105.4190		
Principal Planner	E	U	03	0335	11,870.76				14,428.96	5,478.81				6,659.52	68.4851		83.2440		
Principal Project Manager	E	U	03	0336	16,153.30				19,634.51	7,455.37				9,062.08	93.1921		113.2760		
Principal Traffic Engineer	E	U	03	0337	15,032.90				18,272.63	6,938.26				8,433.52	86.7282		105.4190		
Public Safety Communications Manager	E	U	03	0338	12,087.21				14,692.23	5,578.71				6,781.03	69.7339		84.7629		
Public Works Business Manager	E	U	03	0339	12,106.51				14,715.55	5,587.62				6,791.79	69.8453		84.8974		
Public Works Manager	E	U	03	0340	13,620.58				16,555.93	6,286.42				7,641.20	78.5803		95.5150		

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
Public Works Operations Manager	E	U	03	0341	15,032.90				18,272.63	6,938.26				8,433.52	86.7282				105.4190
Recreation Programs Manager	E	U	03	0342	10,968.58				13,332.39	5,062.42				6,153.41	63.2803				76.9176
Risk Manager	E	U	03	0343	11,551.43				14,040.85	5,331.43				6,480.39	66.6429				81.0049
State Street Master Planner	E	U	03	0344	13,654.23				16,596.80	6,301.95				7,660.06	78.7744				95.7507
Wastewater System Manager	E	U	03	0350	16,153.15				19,634.27	7,455.30				9,061.97	93.1913				113.2746
Water Resources Manager	E	U	03	0351	17,288.51				21,014.41	7,979.31				9,698.96	99.7414				121.2370
Water Services Manager	E	U	03	0346	16,153.15				19,634.27	7,455.30				9,061.97	93.1913				113.2746
Water System Manager	E	U	03	0347	16,153.15				19,634.27	7,455.30				9,061.97	93.1913				113.2746
Waterfront Business Manager	E	U	03	0348	12,106.51				14,715.55	5,587.62				6,791.79	69.8453				84.8974
Waterfront Facilities Manager	E	U	03	0349	11,736.27				14,265.51	5,416.74				6,584.08	67.7093				82.3010
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	18,444.83				22,419.87	8,513.00				10,347.63	106.4125				129.3454
Assistant City Administrator	E	U	01	0101	21,300.13				25,890.50	9,830.83				11,949.46	122.8854				149.3682
Community Development Director	E	U	01	0109	17,519.19				21,294.74	8,085.78				9,828.34	101.0723				122.8543
Deputy City Administrator	E	U	01	0122	19,067.56				23,176.70	8,800.41				10,696.94	110.0051				133.7118
Finance Director	E	U	01	0111	17,345.73				21,083.88	8,005.72				9,731.02	100.0715				121.6378
Fire Chief	E	U	31	3100	21,596.51				26,250.73	9,967.62				12,115.72	124.5952				151.4465
Human Resources Director	E	U	01	0118	16,633.31				20,217.97	7,676.91				9,331.37	95.9614				116.6421
Information Technology Director	E	U	01	0119	16,802.13				20,423.13	7,754.83				9,426.06	96.9354				117.8258
Library Director	E	U	01	0112	16,766.04				20,379.28	7,738.17				9,405.82	96.7271				117.5727
Parks & Recreation Director	E	U	01	0113	16,802.13				20,423.13	7,754.83				9,426.06	96.9354				117.8258
Police Chief	E	U	21	2100	24,497.96				29,777.50	11,306.75				13,743.46	141.3344				171.7933
Public Works Director	E	U	01	0114	20,071.09				24,396.54	9,263.58				11,259.94	115.7947				140.7492
Sustainability & Resilience Director	E	U	01	0120	16,633.31				20,217.97	7,676.91				9,331.37	95.9614				116.6421
Water Resources Director	E	U	01	0123	20,071.09				24,396.54	9,263.58				11,259.94	115.7947				140.7492
Waterfront Director/Harbormaster	E	U	01	0115	18,444.83				22,419.87	8,513.00				10,347.63	106.4125				129.3454
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	14,277.51				17,354.46	6,589.62				8,009.75	58.8359				71.5156
Fire Battalion Chief 40 HR	E	C	33	3301	14,277.51				17,354.46	6,589.62				8,009.75	82.3703				100.1219
Fire Battalion Chief / Fire Marshal	E	C	33	3303	14,277.51				17,354.46	6,589.62				8,009.75	82.3703				100.1219
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	20,531.27				24,955.88	9,475.97				11,518.10	118.4496				143.9762
Police Commander	E	C	23	2302	17,852.64				21,699.84	8,239.68				10,015.31	102.9960				125.1914
Police Lieutenant	E	C	23	2301	15,523.84				18,869.33	7,164.85				8,708.92	89.5606				108.8615
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,287.34					2,440.31					
Mayor	E			0002					6,609.16					3,050.38					
POLICE																			
Identification Technician	N	C	29	2901	7,545.42	7,922.68	8,318.83	8,734.77	9,171.48	3,482.50	3,656.62	3,839.46	4,031.43	4,232.99	43.5312	45.7078	47.9932	50.3929	52.9124
Parking Enforcement Officer	N	C	29	2902	5,263.22	5,526.37	5,802.66	6,092.88	6,397.50	2,429.18	2,550.63	2,678.15	2,812.10	2,952.69	30.3647	31.8829	33.4769	35.1512	36.9086
Police Crime Analyst	N	C	29	2907	8,517.95	8,943.81	9,391.03	9,860.61	10,353.59	3,931.36	4,127.91	4,334.32	4,551.05	4,778.58	49.1420	51.5989	54.1790	56.8881	59.7322
Police Officer Range A	7	C	24	2400	9,420.78	9,891.81	10,386.44	10,905.70	11,451.01	4,348.05	4,565.45	4,793.74	5,033.40	5,285.08	54.3506	57.0681	59.9217	62.9175	66.0635
Police Officer Range B	7	C	24	2400	9,609.19	10,089.64	10,594.17	11,123.81	11,680.03	4,435.01	4,656.76	4,889.61	5,134.07	5,390.78	55.4376	58.2095	61.1201	64.1759	67.3848
Police Officer Range C	7	C	24	2400	9,797.61	10,287.46	10,801.89	11,341.93	11,909.05	4,521.97	4,748.06	4,985.49	5,234.74	5,496.48	56.5246	59.3508	62.3186	65.4342	68.7060
Police Officer Range D	7	C	24	2400	9,986.02	10,485.32	11,009.62	11,560.06	12,138.07	4,608.93	4,839.38	5,081.36	5,335.41	5,602.18	57.6116	60.4922	63.5170	66.6926	70.0273
Police Officer - Entry	7	C	29	2903	8,512.47	8,938.11	9,385.00	9,854.28	10,346.96	3,928.83	4,125.28	4,331.54	4,548.13	4,775.52	49.1104	51.5660	54.1442	56.8516	59.6940

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					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Police Property/Evidence Assistant	N	C	29	2905	5,321.72	5,587.83	5,867.29	6,160.61	6,468.61	2,456.18	2,579.00	2,707.98	2,843.36	2,985.51
Police Property/Evidence Technician	N	C	29	2906	6,273.87	6,587.58	6,916.93	7,262.80	7,625.93	2,895.63	3,040.42	3,192.43	3,352.06	3,519.66	36.1954	38.0053	39.9054	41.9008	43.9957
Police Range/Equipment Technician	N	C	29	2917	7,017.23	7,368.10	7,736.50	8,123.31	8,529.50	3,238.72	3,400.66	3,570.69	3,749.22	3,936.69	40.4840	42.5082	44.6336	46.8653	49.2086
Police Records Specialist	N	C	29	2904	5,226.78	5,488.12	5,762.49	6,050.61	6,353.14	2,412.36	2,532.98	2,659.61	2,792.59	2,932.22	30.1545	31.6622	33.2451	34.9074	36.6527
Police Records Supervisor	N	C	29	2914	6,273.87	6,587.58	6,916.93	7,262.80	7,625.93	2,895.63	3,040.42	3,192.43	3,352.06	3,519.66	36.1954	38.0053	39.9054	41.9008	43.9957
Police Sergeant	7	C	24	2401	12,149.39	12,756.86	13,394.72	14,064.44	14,767.70	5,607.41	5,887.78	6,182.18	6,491.28	6,815.86	70.0926	73.5972	77.2772	81.1410	85.1982
Police Services Coordinator	N	C	29	2916	5,538.41	5,815.29	6,106.10	6,411.38	6,731.92	2,556.19	2,683.98	2,818.20	2,959.10	3,107.04	31.9524	33.5498	35.2275	36.9888	38.8380
Police Services Specialist	N	C	29	2915	4,745.00	4,982.19	5,231.33	5,492.87	5,767.54	2,190.00	2,299.47	2,414.46	2,535.17	2,661.94	27.3750	28.7434	30.1808	31.6896	33.2743
Police Technician	N	C	29	2909	5,012.58	5,263.22	5,526.34	5,802.72	6,092.84	2,313.50	2,429.18	2,550.62	2,678.18	2,812.08	28.9188	30.3647	31.8828	33.4773	35.1510
Public Safety Dispatcher I	N	U	29	2910	5,971.55	6,270.03	6,583.59	6,912.75	7,258.38	2,756.10	2,893.86	3,038.58	3,190.50	3,350.02	34.4512	36.1733	37.9823	39.8813	41.8752
Public Safety Dispatcher II	N	C	29	2911	6,276.31	6,590.07	6,919.60	7,265.64	7,628.92	2,896.76	3,041.57	3,193.66	3,353.37	3,521.04	36.2095	38.0196	39.9208	41.9171	44.0130
Public Safety Dispatcher III	N	C	29	2912	6,935.26	7,282.10	7,646.17	8,028.43	8,429.89	3,200.89	3,360.97	3,529.00	3,705.43	3,890.72	40.0111	42.0121	44.1125	46.3179	48.6340
Public Safety Dispatch Supervisor	N	C	29	2913	8,460.66	8,883.64	9,327.87	9,794.24	10,283.95	3,904.92	4,100.14	4,305.17	4,520.42	4,746.44	48.8115	51.2518	53.8146	56.5053	59.3305
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	9,783.52				11,891.97	4,515.47			5,488.60	56.4434					68.6075
Administrative Supervisor	E	U	04	4001	7,871.22				9,567.44	3,632.87			4,415.74	45.4109					55.1968
Administrative/Clerical Supervisor	E	U	04	4000	6,553.00				7,965.21	3,024.46			3,676.25	37.8058					45.9531
Airport Business Development Supervisor	E	U	04	4067	8,540.83				10,381.43	3,941.92			4,791.43	49.2740					59.8929
Airport Maintenance Supervisor	E	U	04	4003	8,588.41				10,439.28	3,963.88			4,818.13	49.5485					60.2266
Airport Operations Supervisor	E	U	04	4004	8,488.85				10,318.27	3,917.93			4,762.28	48.9741					59.5285
Airport Patrol Supervisor	E	U	04	4005	11,463.51				13,933.92	5,290.85			6,431.04	66.1356					80.3880
Billing Supervisor	E	U	04	4008	7,610.68				9,250.80	3,512.62			4,269.60	43.9078					53.3700
Building and Safety Supervisor	E	U	04	4009	12,164.49				14,786.05	5,614.38			6,824.33	70.1798					85.3041
Capital Projects Supervisor	E	U	04	4073	10,720.58				13,030.94	4,947.96			6,014.28	61.8495					75.1785
City TV Production Supervisor	E	U	04	4022	9,147.67				11,119.03	4,222.00			5,131.86	52.7750					64.1483
Creeks Supervisor	E	U	04	4023	11,560.90				14,052.35	5,335.80			6,485.70	66.6975					81.0712
Custodial Supervisor	E	U	04	4014	6,174.00				7,504.55	2,849.54			3,463.64	35.6193					43.2955
Department Systems Supervisor	E	U	04	4077	11,179.63				13,588.86	5,159.83			6,271.78	64.4978					78.3973
Electronics/Communication Supervisor	E	U	04	4016	8,588.39				10,439.30	3,963.87			4,818.14	49.5484					60.2267
Environmental Services Supervisor	E	U	04	4017	10,071.12				12,241.49	4,648.21			5,649.92	58.1026					70.6240
Facilities Maintenance Superintendent	E	U	04	4018	10,316.93				12,540.28	4,761.66			5,787.82	59.5207					72.3478
Facilities Maintenance Supervisor	E	U	04	4019	8,080.15				9,821.52	3,729.30			4,533.01	46.6163					56.6626
Finance Supervisor	E	U	04	4020	9,783.52				11,891.97	4,515.47			5,488.60	56.4434					68.6075
Fleet Services Superintendent	E	U	04	4078	10,316.93				12,540.28	4,761.66			5,787.82	59.5207					72.3478
Fleet Services Supervisor	E	U	04	4007	8,542.80				10,383.82	3,942.83			4,792.53	49.2854					59.9066
Harbor Patrol Supervisor	E	U	04	4024	10,322.61				12,547.23	4,764.28			5,791.03	59.5535					72.3879
Information Technology Supervisor	E	U	04	4027	12,015.88				14,605.33	5,545.79			6,740.92	69.3224					84.2615
Laboratory Supervisor	E	U	04	4028	12,214.43				14,846.69	5,637.43			6,852.32	70.4679					85.6540
Library Circulation Supervisor	E	U	04	4029	6,208.50				7,546.46	2,865.46			3,482.98	35.8183					43.5373
Maintenance Supervisor I	E	U	04	4030	7,170.52				8,715.83	3,309.47			4,022.69	41.3684					50.2836
Maintenance Supervisor II	E	U	04	4031	7,883.24				9,582.13	3,638.42			4,422.52	45.4803					55.2815
Marketing Supervisor	E	U	04	4070	9,187.40				11,167.39	4,240.34			5,154.18	53.0042					64.4272
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,434.29				9,036.43	3,431.21			4,170.66	42.8901					52.1333
Parking Supervisor	E	U	04	4034	8,448.22				10,268.92	3,899.18			4,739.50	48.7397					59.2437
Parking/TMP Superintendent	E	U	04	4035	10,217.37				12,419.29	4,715.71			5,731.98	58.9464					71.6498
Parks Superintendent	E	U	04	4068	8,321.06				10,114.28	3,840.49			4,668.13	48.0061					58.3516
Parks Supervisor	E	U	04	4033	7,204.38				8,756.97	3,325.10			4,041.68	41.5638					50.5210
Purchasing Supervisor	E	U	04	4036	9,048.46				10,998.48	4,176.21			5,076.22	52.2026					63.4527
Recreation Supervisor I	E	U	04	4037	7,957.43				9,672.33	3,672.66			4,464.15	45.9083					55.8019
Rental Housing Mediation Supervisor	E	U	04	4074	9,155.79				11,128.91	4,225.75			5,136.42	52.8219					64.2053
Senior Librarian	E	U	04	4038	8,276.71				10,060.35	3,820.02			4,643.24	47.7502					58.0405
Senior Planner I	E	U	04	4039	10,459.37				12,713.44	4,827.40			5,867.74	60.3425					73.3467
Senior Planner II	E	U	04	4040	10,982.53				13,349.31	5,068.86			6,161.22	63.3607					77.0153
Senior Recreation Supervisor	E	U	04	4041	8,565.03				10,410.86	3,953.09			4,805.01	49.4136					60.0626
Street Tree Supervisor	E	U	04	4042	7,204.38				8,756.97	3,325.10			4,041.68	41.5638					50.5210

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					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Streets Maintenance Superintendent	E	U	04	4076	10,316.93				12,540.28	4,761.66				5,787.82
Supervising Engineer	E	U	04	4043	12,768.58				15,520.31	5,893.19				7,163.22	73.6649				89.5402
Supervising Librarian	E	U	04	4044	8,620.69				10,478.46	3,978.78				4,836.21	49.7348				60.4526
Supervising Park Ranger	E	U	04	4075	8,300.80				10,089.65	3,831.14				4,656.76	47.8893				58.2095
Supervising Transportation Engineer	E	U	04	4047	12,281.43				14,928.20	5,668.35				6,889.94	70.8544				86.1242
Supervising Transportation Planner	E	U	04	4046	10,459.67				12,713.81	4,827.54				5,867.91	60.3442				73.3489
Treatment Plant Technician Supervisor	E	U	04	4049	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Urban Forest Superintendent	E	U	04	4050	9,470.11				11,510.94	4,370.82				5,312.74	54.6353				66.4093
Wastewater Collection System Superintendent	E	U	04	4053	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Wastewater Collection System Supervisor	E	U	04	4052	10,943.86				13,302.34	5,051.01				6,139.54	63.1376				76.7443
Wastewater Treatment Superintendent	E	U	04	4054	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Wastewater Treatment Supervisor	E	U	04	4055	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Water Distribution Superintendent	E	U	04	4059	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Distribution Supervisor	E	U	04	4060	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Water Quality Superintendent	E	U	04	4069	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Service Superintendent	E	U	04	4072	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Services Supervisor	E	U	04	4071	10,621.43				12,910.47	4,902.20				5,958.68	61.2775				74.4835
Water Treatment Superintendent	E	U	04	4057	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Treatment Supervisor	E	U	04	4058	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Waterfront Maintenance Superintendent	E	U	04	4062	9,065.72				11,019.49	4,184.18				5,085.92	52.3023				63.5740
Waterfront Parking Supervisor	E	U	04	4061	8,277.43				10,061.26	3,820.35				4,643.66	47.7544				58.0458
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	8,719.77				10,599.01	4,024.51				4,891.85	50.3064				61.1481
Payroll and A/P Supervisor*	E	U	05	5005	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
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	46.5909	48.8209	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 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
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

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					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
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 25-083 = Firefighters' Association salary adjustment, effective 07/12/2025
- Resolution 25-099 = Santa Barbara Police Officers Association salary adjustment, effective 9/20/2025
- Resolution 25-103 = Council Agenda Report 9/16/2025, effective 09/20/2025
- Resolution 25-105 = Fire Management Association salary adjustment, effective 10/4/2025
- Resolution 25-117 = Treatment and Patrol salary adjustment, effective 10/4/2025
- Resolution 25-130 = Council Agenda Report 12/02/2025, effective 11/15/2025
- Resolution 25-130 = Council Agenda Report 12/02/2025, effective 6/28/2025
- Resolution 25-133 = Police Management Association salary adjustment, effective 12/27/2025
- Resolution 25-133 = Police Management Association salary adjustment, effective 1/10/2026
- Resolution 25-138 = Treatment and Patrol salary adjustment, effective 1/10/2026
- Resolution TBD = Council Agenda Report 02/24/2026: Salary Increase for Certain Manager Positions, Effective 7/26/2025
- Resolution TBD = Council Agenda Report 02/24/2026: Salary Increase for Certain Supervisor Positions, Effective 9/20/2025
- Resolution TBD = Council Agenda Report 02/24/2026: Salary Increase for Certain Supervisor and Manager Positions, Effective 1/10/2026
- Resolution TBD = Council Agenda Report 02/24/2026: Salary Increase for Police Chief, Effective 3/07/2026

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 1/10/2026
Revised 02/24/2026

Hourly Assignment to "Regular" Classes			
01 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7332	N/A	Assistant City Attorney IV	\$98.1485 - \$119.3004
7334	N/A	Assistant City Attorney III	\$89.2259 - \$108.4548
7456	N/A	Assistant City Attorney V	\$109.7789 - \$133.4375
7335	N/A	Deputy City Attorney	\$57.5278 - \$69.9255
03 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7446	N/A	Airport Operations Manager	\$69.8453 - \$84.8974
7449	N/A	Airport Properties Manager	\$69.8453 - \$84.8974
7336	N/A	Creeks Restoration/Clean Water Manager	\$76.7005 - \$93.2299
7337	N/A	Library Services Manager	\$61.9658 - \$75.3200
7340	N/A	Parks and Recreation Business Manager	\$65.7877 - \$79.9653
7447	N/A	Principal Project Manager	\$93.1921 - \$113.2760
04 Supervisors			
MUNIS 17	MUNIS 18		Range
7454	N/A	Accounting Supervisor	\$56.4434 - \$68.6075
7448	N/A	Airport Patrol Supervisor	\$66.1356 - \$80.3880
7342	N/A	Custodial Supervisor	\$35.6193 - \$43.2955
7343	N/A	Facilities Maintenance Supervisor	\$46.6163 - \$56.6626
7344	N/A	Parking/TMP Superintendent	\$58.9464 - \$71.6498
7345	N/A	Parks Supervisor	\$41.5638 - \$50.5210
7346	N/A	Senior Librarian	\$47.7502 - \$58.0405
7347	N/A	Water Treatment Superintendent	\$81.0359 - \$98.4999
14 General			
MUNIS 17	MUNIS 18		Range
7013	8008	Accountant II	\$41.7297
7074	8062	Accounting Assistant	\$32.6818
7103	8090	Accounting Coordinator	\$37.7676
7003	8001	Accounting Technician	\$34.3531
7000	N/A	Administrative Analyst I	\$46.8019
7001	N/A	Administrative Analyst II	\$53.5481
7002	8000	Administrative Assistant	\$38.3370
7065	8053	Administrative Specialist	\$29.8551
7004	8002	Assistant Parking Coordinator	\$29.8755
7007	8004	Assistant Planner	\$43.8634
7010	N/A	Assistant Transportation Planner	\$43.8634
7008	8005	Associate Planner	\$47.5073
7009	8301	Associate Transportation Planner	\$47.5073
7062	8050	Automotive/Equipment Tech	\$35.9302
7012	8007	Automotive Service Writer	\$41.7297
7014	8009	Budget Technician	\$36.1100
7015	8010	Building Inspector	\$44.3437
7387	8307	Building Permit Tech	\$36.3234
7016	8011	Buyer II	\$40.0645
7017	8012	Carpenter	\$36.8926
7039	8031	City TV Production Assistant	\$31.0915
7040	8032	City TV Production Specialist	\$44.5532
7018	8013	Code Enforcement Officer	\$39.3051
7079	8067	Commission Secretary	\$31.7960
7020	N/A	Communications Specialist	\$36.4719
7019	8014	Community Development Programs Specialist	\$42.9971
7026	8020	Computer Training Coordinator	\$48.4164
7027	8021	Creeks Outreach Coordinator	\$41.5220
7025	8019	Custodian	\$25.5956
7389	8308	Deputy City Clerk	\$41.4479
7028	8022	Electrician	\$39.1684
7029	8023	Electronics/Communications Technician I	\$37.4053
7031	8025	Engineering Technician I	\$35.6267
7032	8026	Engineering Technician II	\$39.1684
7386	N/A	Environmental Services Specialist II	\$51.7110
7030	8024	Equipment Operator	\$30.5119
7034	N/A	Executive Assistant	\$33.4220
7038	N/A	Executive Assistant to Mayor/Council	\$35.1313
7036	8029	Fire Public Education Coordinator	\$41.5220
7414	8323	Fleet Services Technician I	\$35.9302
7415	8324	Fleet Services Technician II	\$39.6991
7037	8030	Geographic Information Systems Technician	\$41.9381
7457	8359	Geographic Information Systems Analyst	\$49.3362
7021	8015	Graphic Designer	\$44.7474
7043	8035	Grounds Maintenance Crew Leader	\$33.9268
7044	8036	Grounds Maintenance Worker I	\$26.8372

Hourly Rate Classes

Effective 1/10/2026
Revised 02/24/2026

Hourly Assignment to "Regular" Classes			
MUNIS 17	MUNIS 18		Hourly Rate
7045	8037	Grounds Maintenance Worker II	\$30.0995
7046	8038	Heavy Equipment Tech	\$39.6991
7047	8039	Housing Programs Specialist	\$47.5073
7411	8322	Housing Project Planner	\$50.9429
7048	N/A	Human Resources Analyst II	\$53.5481
7416	8325	Human Resources Technician	\$39.5017
7023	8017	Information Technology Technician I	\$33.1746
7024	8018	Information Technology Technician II	\$36.1100
7049	N/A	Law Clerk	\$36.7439
7465	8368	Lead Equipment Technician	\$43.8634
7050	N/A	Legal Administrative Assistant I	\$31.4801
7051	N/A	Legal Administrative Assistant II	\$38.0492
7052	8040	Librarian I	\$36.3345
7053	8041	Librarian II	\$39.9462
7054	8042	Library Assistant I	\$27.2324
7055	8043	Library Assistant II	\$28.3410
7057	8045	Library Systems Technician I	\$33.1746
7056	8044	Library Technician	\$30.2391
7005	N/A	Litigation Paralegal	\$38.8162
7058	8046	Mail Services Specialist	\$23.1656
7061	8049	Maintenance Crew Leader	\$35.5748
7059	8047	Maintenance Worker I	\$25.5956
7060	8048	Maintenance Worker II	\$30.1750
7417	8326	Marketing Coordinator	\$44.7474
7022	8016	Network Analyst	\$49.3362
7063	8051	Office Specialist I	\$23.7504
7064	8052	Office Specialist II	\$26.1115
7067	8055	Outreach Coordinator	\$41.5220
7066	8054	Painter	\$35.6872
7068	8056	Parking Coordinator	\$38.1464
7072	8060	Planning Technician I	\$36.4719
7071	8059	Planning Technician II	\$39.5017
7073	8061	Plumber	\$37.8242
7070	8058	Project Engineer I	\$52.2110
7075	8063	Project Engineer II	\$57.4007
7077	8065	Project Planner	\$50.9429
7078	8066	Public Works Inspector I	\$38.6238
7397	8310	Real Property Agent	\$47.2710
7080	8068	Records Technician	\$30.1750
7382	8306	Recreation Coordinator	\$35.6343
7082	8070	Recreation Program Leader	\$25.2151
7083	8071	Recreation Specialist	\$29.4819
7081	8069	Recycling Educator	\$36.1100
7084	8072	Rental Housing Mediation Specialist	\$39.1096
7085	N/A	Risk Analyst II	\$53.5481
7091	8078	Senior Commission Secretary	\$35.1313
7086	8073	Senior Custodian	\$27.0389
7035	8028	Senior Electronics/Communications Technician	\$44.0977
7033	8027	Senior Engineering Technician	\$42.0641
7087	8074	Senior Grounds Maintenance Worker	\$31.3247
7088	8075	Senior Library Technician	\$33.0796
7089	8076	Senior Maintenance Worker	\$33.8442
7076	8064	Senior Network/Applications Analyst	\$53.2531
7455	8358	Senior Plan Check Engineer	\$59.2481
7380	8303	Senior Plans Examiner	\$53.6234
7090	8077	Senior Real Property Agent	\$54.3553
7092	8079	Stock Clerk	\$26.6375
7094	8081	Survey Technician I	\$33.5070
7093	8080	Survey Technician II	\$36.4719
7096	8083	Traffic Technician I	\$33.1746
7097	8084	Traffic Technician II	\$36.4719
7100	8087	Transportation Engineering Associate	\$48.2231
7098	8085	Tree Trimmer I	\$27.4468
7099	8086	Tree Trimmer II	\$30.7828
7101	8088	Vehicle Services Assistant	\$27.1743
7104	8091	Water Resources Specialist	\$46.1070
7379	8304	Water Resources Technician	\$36.1100
7102	8089	Welder/Fabricator	\$36.3448

Hourly Rate Classes

Effective 1/10/2026
Revised 02/24/2026

Hourly Assignment to "Regular" Classes			
19 SBCEA Treatment & Patrol			
MUNIS 17	MUNIS 18		Range
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
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			
MUNIS 17	MUNIS 18		Range
7390	N/A	Police Chief	\$127.2939 - \$154.7269
23 Police Management			
MUNIS 17	MUNIS 18		Range
7357	N/A	Police Lieutenant	\$89.5606 - \$108.8615
7466	N/A	Assistant Police Chief	\$118.4496 - \$143.9762
24 Police Sworn			
MUNIS 17	MUNIS 18		Range
7359	N/A	Police Officer	\$54.3506
7361	N/A	Police Officer- Entry	\$49.1104
29 Police Non-Sworn			
MUNIS 17	MUNIS 18		Range
7464	N/A	Administrative Polygraph Examiner	\$101.8500
7227	N/A	Background Investigator	\$51.8805
7388	N/A	EMD Dispatcher	\$46.2137
7395	N/A	Identification Technician	\$43.5312
7360	N/A	Parking Enforcement Officer	\$30.3647
7358	N/A	Public Safety Dispatcher II	\$36.2095
7362	N/A	Police Property/Evidence Assistant	\$30.7022
7391	N/A	Police Property/Evidence Technician	\$36.1954
7363	N/A	Police Records Specialist	\$30.1545
7364	N/A	Police Technician	\$28.9188
39 Fire Non-Sworn			
MUNIS 17	MUNIS 18		Range
7432	N/A	Fire Inspector II	\$50.9979

Hourly Rate Classes

Effective 1/10/2026
Revised 02/24/2026

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7461	8363	Administrative Investigator	Human Resources	\$68.24
7220	N/A	Airport Marketing Assistant	Airport	\$18.51
7219	8205	Airport Operations Intern	Airport	\$17.47
7394	8309	Airport Services Coordinator	Airport	\$36.51
7221	8206	Airport Traffic Aide	Airport	\$17.47
7218	8204	Alternative Transportation Planner	Public Works	\$45.06
7396	N/A	ARCON Instructor	Police	\$53.37
7225	N/A	Assistant PAL Coordinator I	Police	\$17.47
7222	N/A	Assistant PAL Coordinator II	Police	\$20.51
7224	8207	Assistant Park Planner	Parks & Recreation	\$26.39
7223	N/A	Assistant to Council I	City Council	\$17.47
7270	N/A	Assistant to Council II	City Council	\$17.92
7271	N/A	Assistant to Council III	City Council	\$20.51
7226	8208	Automotive Parts Aide	Public Works	\$21.58
7145	8132	Beach Lifeguard I	Parks & Recreation	\$24.59
7146	8133	Beach Lifeguard II	Parks & Recreation	\$25.82
7147	8134	Beach Lifeguard III	Parks & Recreation	\$27.11
7228	8209	Cannoneer	Waterfront	\$25.19
7229	N/A	CAO Special Projects Manager	CAO	\$64.28
7240	N/A	CAO Intern	CAO	\$17.47
7243	N/A	City Council Intern	City Council	\$17.47
7425	8334	City Programs Intern I	Various	\$17.91
7426	8335	City Programs Intern II	Various	\$20.29
7427	8336	City Programs Intern III	Various	\$22.67
7428	8337	City Programs Intern IV	Various	\$23.87
7429	8338	City Programs Intern V	Various	\$26.25
7430	8339	City Programs Intern VI	Various	\$27.45
7431	8340	City Programs Intern VII	Various	\$29.85
7253	8222	City TV Production Aid Lead	Admin Services	\$20.07
7251	8220	City TV Production Aide I	Admin Services	\$17.47
7252	8221	City TV Production Aide II	Admin Services	\$19.21
7250	8219	City TV Production Intern	Admin Services	\$17.47
7135	8122	Clerical Assistant	Various	\$17.47
7234	8211	Commercial Driver Trainer	Public Works	\$30.61
7217	N/A	Community Services Liaison	Police	\$19.69
7384	N/A	Community Services Officer	Police	\$26.21
7235	8212	Creeks Resources Technician	Parks & Recreation	\$30.01
7236	8213	Database Specialist	Public Works	\$23.51
7237	N/A	Development Manager	Library	\$38.31
7238	N/A	Dispatch Training Coordinator	Police	\$51.01
7239	8214	Diver	Waterfront	\$25.19
7399	8311	Downtown Ambassador I	Public Works	\$20.75
7400	8312	Downtown Ambassador II	Public Works	\$23.62
7451	8355	Downtown Ambassador III	Public Works	\$27.13
7413	N/A	Elections Advisor	Admin Services	\$121.06
7412	N/A	Elections Assistant	Admin Services	\$28.83
7392	N/A	EMD Auditor	Police	\$58.56
7275	N/A	EMS Nurse Educator	Fire	\$93.15
7245	8215	Extension Aide	Library	\$20.37
7246	N/A	Facilities Project Manager	Public Works	\$41.81
7436	8344	Facility Monitor I - Weekday	Parks & Recreation	\$23.36
7437	8345	Facility Monitor II - Weekday	Parks & Recreation	\$24.53
7438	8346	Facility Monitor III - Weekday	Parks & Recreation	\$25.75
7381	N/A	Financial Systems Analyst	Admin Services	\$58.81
7247	8216	Fire Public Education Assistant	Fire	\$18.31
7231	N/A	Fire Service Mutual Aide Specialist I	Fire	\$42.97
7232	N/A	Fire Service Mutual Aide Specialist II	Fire	\$59.27
7230	N/A	Fire Special Projects Manager	Fire	\$55.71
7248	8217	GIS Mapping Technician	Fire	\$21.58
7249	8218	Golf Course Maintenance Worker	Parks & Recreation	\$17.47
7254	8223	Grounds Maintenance Assistant I	Parks & Recreation	\$22.21
7255	8224	Grounds Maintenance Assistant II	Parks & Recreation	\$24.04
7306	8260	Harbor Patrol Crew I	Waterfront	\$17.47
7307	8261	Harbor Patrol Crew II	Waterfront	\$18.17
7308	8262	Harbor Patrol Crew III	Waterfront	\$19.08
7309	8263	Harbor Patrol Crew IV	Waterfront	\$19.98
7310	8264	Harbor Patrol Crew V	Waterfront	\$20.89
7311	8265	Harbor Patrol Crew VI	Waterfront	\$21.79
7312	8266	Harbor Patrol Crew VII	Waterfront	\$22.70
7313	8267	Harbor Patrol Crew VIII	Waterfront	\$23.59
7314	8268	Harbor Patrol Crew IX	Waterfront	\$24.49
7315	8269	Harbor Patrol Crew X	Waterfront	\$25.41
7316	8270	Harbor Patrol Crew XI	Waterfront	\$26.29

Hourly Rate Classes

Effective 1/10/2026
Revised 02/24/2026

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7187	8174	Head Beach Lifeguard I	Parks & Recreation	\$31.08
7188	8175	Head Beach Lifeguard II	Parks & Recreation	\$32.64
7189	8176	Head Beach Lifeguard III	Parks & Recreation	\$34.27
7296	N/A	Human Resources Specialist	Admin Services	\$30.15
7433	8341	Inclusion Specialist I	Parks & Recreation	\$24.99
7434	8342	Inclusion Specialist II	Parks & Recreation	\$26.24
7435	8343	Inclusion Specialist III	Parks & Recreation	\$27.55
7383	8305	Information Systems Intern	Admin Services	\$17.47
7256	N/A	Internal Affairs Investigator	Police	\$47.16
7105	8092	Job Apprentice I	Parks & Recreation	\$17.47
7151	8138	Junior Lifeguard Instructor I	Parks & Recreation	\$24.59
7152	8139	Junior Lifeguard Instructor II	Parks & Recreation	\$25.82
7153	8140	Junior Lifeguard Instructor III	Parks & Recreation	\$27.11
7192	8179	Junior Lifeguard Program Director I	Parks & Recreation	\$31.08
7193	8180	Junior Lifeguard Program Director II	Parks & Recreation	\$32.64
7194	8181	Junior Lifeguard Program Director III	Parks & Recreation	\$34.27
7257	8225	Library Building Monitor	Library	\$23.98
7280	8243	Library Volunteer Coordinator	Library	\$21.58
7262	8230	Lot Operator	Public Works	\$17.99
7265	8234	Management Intern	Various	\$17.47
7274	8239	Management Intern IV	Various	\$19.21
7268	8236	Marketing Assistant I	Airport	\$17.47
7269	8237	Marketing Assistant II	Airport	\$23.71
7272	N/A	Mayor's Aide	City Council	\$28.12
7330	8302	Meter Reader	Public Works	\$26.04
7279	8242	Page	Library	\$17.47
7281	N/A	Parking Citation Admin Review Officer	Police	\$49.28
7402	8313	Parking Coordinator Aide I	Various	\$19.69
7403	8314	Parking Coordinator Aide II	Various	\$21.93
7404	8315	Parking Coordinator Aide III	Various	\$24.19
7418	8327	Parking Lead I	Various	\$18.57
7419	8328	Parking Lead II	Various	\$19.12
7423	8332	Parking Monitor I	Various	\$17.99
7424	8333	Parking Monitor II	Various	\$18.57
7288	N/A	Parks Project Manager	Parks & Recreation	\$55.19
7442	8350	Park Ranger Assistant III	Parks & Recreation	\$21.53
7282	8244	Planning Intern I	Community Development	\$17.96
7283	8245	Planning Intern II	Community Development	\$20.96
7284	N/A	Police Cadet I	Police	\$20.24
7285	N/A	Police Cadet II	Police	\$21.93
7401	N/A	Police Project Manager	Police	\$53.37
7124	8111	Pool Lifeguard	Parks & Recreation	\$24.59
7125	8112	Pool Lifeguard II	Parks & Recreation	\$25.82
7126	8113	Pool Lifeguard III	Parks & Recreation	\$27.11
7289	8364	Project Manager I	Public Works	\$49.95
7290	8365	Project Manager II	Public Works	\$63.93
7291	8248	Public Information Assistant	Public Works	\$17.47
7119	8106	Recreation Assistant I	Parks & Recreation	\$17.47
7120	8107	Recreation Assistant II	Parks & Recreation	\$17.56
7121	8108	Recreation Assistant III	Parks & Recreation	\$18.43
7162	8149	Recreation Leader I	Parks & Recreation	\$23.36
7163	8150	Recreation Leader II	Parks & Recreation	\$24.53
7164	8151	Recreation Leader III	Parks & Recreation	\$25.75
7172	8159	Recreation Program Director I	Parks & Recreation	\$28.26
7173	8160	Recreation Program Director II	Parks & Recreation	\$29.67
7174	8161	Recreation Program Director III	Parks & Recreation	\$31.15
7376	8298	Recreation Therapist/Nurse I	Parks & Recreation	\$31.72
7377	8299	Recreation Therapist/Nurse II	Parks & Recreation	\$56.51
7292	8249	Rental Mediation Aide I	Community Development	\$17.47
7293	8250	Rental Mediation Aide II	Community Development	\$24.37
7294	8251	Rental Mediation Aide III	Community Development	\$28.23
7393	N/A	Restorative Court Liaison	Police	\$26.48
7295	N/A	Restorative Outreach Specialist	Police	\$24.34
7297	8252	School Crossing Guard I	Police	\$21.84
7298	8253	School Crossing Guard II	Police	\$22.94

Hourly Rate Classes

**Effective 1/10/2026
Revised 02/24/2026**

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7167	8154	Senior Pool Lifeguard I	Parks & Recreation	\$27.53
7168	8155	Senior Pool Lifeguard II	Parks & Recreation	\$28.90
7169	8156	Senior Pool Lifeguard III	Parks & Recreation	\$30.35
7398	N/A	SNAP Officer	Police	\$26.21
7453	8357	Special Investigator I	City Attorney	\$62.84
7460	8362	Special Investigator II	City Attorney	\$65.35
7299	8254	Standby Diver	Waterfront	\$19.17
7140	8127	Swim Instructor I	Parks & Recreation	\$25.56
7141	8128	Swim Instructor II	Parks & Recreation	\$26.84
7459	8361	Swim Instructor III	Parks & Recreation	\$28.18
7301	8256	Traffic Counter	Public Works	\$17.47
7303	N/A	Traffic Engineer	Public Works	\$88.39
7304	8258	Utility Worker I	Public Works	\$23.14
7305	8259	Utility Worker II	Public Works	\$25.94
7405	8316	Waterfront Facilities Aide I	Waterfront	\$20.82
7406	8317	Waterfront Facilities Aide II	Waterfront	\$21.40
7407	8318	Waterfront Facilities Aide III	Waterfront	\$22.01
7408	8319	Waterfront Facilities Aide IV	Waterfront	\$22.59
7420	8329	Waterfront Parking Lot Operator I	Waterfront	\$17.47
7421	8330	Waterfront Parking Lot Operator II	Waterfront	\$18.02
7422	8331	Waterfront Parking Lot Operator III	Waterfront	\$18.60
7328	8282	Web Technician	Administrative Services	\$30.01

EFFECTIVE	REVISIONS
7/12/2025	Firefighters' Association Salary Adjustment
9/20/2025	Santa Barbara Police Officers Association Salary Adjustment
10/4/2025	Treatment and Patrol Salary Adjustment
11/15/2025	Salary Adjustment to Sr Librarian
12/27/2025	Police Management Association salary adjustment
1/10/2026	Police Management Association salary adjustment
1/10/2026	Treatment and Patrol Salary Adjustment
1/10/2026	Salary Adjustment to certain management and supervisor positions

RESOLUTION NO.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING RESOLUTION NO. 25-129 TO APPROVE PROPOSED SECOND-QUARTER (Q2) ADJUSTMENTS TO FY2026 REVENUE AND EXPENDITURE APPROPRIATIONS AS DETAILED IN THE ATTACHED SCHEDULE OF PROPOSED Q2 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, 2025.

WHEREAS the City Council is required to adopt a budget before the beginning of the fiscal year on July 1, 2025.

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. 25-129, 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) 2026, as adopted by Resolution No. 25-129 is hereby amended as itemized in the Proposed Second-Quarter (Q2) Adjustments to FY2026 revenue and expenditure appropriations as detailed in the attached Schedule of Proposed Q2 Adjustments (Exhibit).

City of Santa Barbara
Fiscal Year 2026 Financial Statements Ending - December 31, 2025
 Schedule of Proposed Second Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
GENERAL FUND (Fund 1000)			
Increase in appropriations to Transfer Out revenue received in FY22 from Paterna Settlement to the Miscellaneous Grant Fund to support ongoing tree care.	\$ 129,925		\$ (129,925)
Decrease in appropriations for Fire Benefits-Workers Comp to correct Q1 adjustments. This correction offsets recurring entry offsetting revenue lines.	\$ (176,583)		\$ 176,583
Increase in appropriations for reimbursements to Self Insurance Fund from General Fund. Reserves for money used to attain outside counsel re: Mission LLC Federal Matter.	\$ 100,000		\$ (100,000)
Increase in appropriations from General Fund Reserves to cover approved amendment for year three of Outside Counsel 1609 Grand Ave Builders Remedy contract.	\$ 146,170		\$ (146,170)
Increase in estimated revenues for Recreations Youth Activities Program - Skateboard Camp on June of FY26.		\$ 12,040	\$ 12,040
Increase in appropriations for Recreations Youth Activities Program - Skateboard Camp on June of FY26. Revenue offsets the expense for a net favorable budget of \$702.00.	\$ 8,338		\$ (8,338)
	\$ 3,000		\$ (3,000)
Decrease in estimated revenue and appropriations due to cancellation of Recreation Aquatics contract with Lobster Jo for FY26.	\$ (95,165)	\$ (109,240)	\$ (109,240)
			\$ 95,165
Decrease in appropriations for Training Expenses by transferring the budget from Professional Services Contract Expense to support mandatory trainings.	\$ (5,000)		\$ 5,000
Increase in appropriations for training expense from professional services-contract expense to allow for mandatory trainings.	\$ 5,000		\$ (5,000)
Decrease in appropriations for special supplies expense from facilities maintenance expense to better meet Fire division needs.	\$ (10,000)		\$ 10,000
Increase in appropriations for Special Supplies by transferring the budget from Facilities Maintenance to more effectively meet the operational needs of the Fire Division.	\$ 10,000		\$ (10,000)
Increase in estimated revenue for new process to receive revenue for special event permit insurance.		\$ 1,200	\$ 1,200
Increase in appropriations for new process to reimburse insurance provider for special event insurance coverage.	\$ 1,200		\$ (1,200)
Decrease in appropriations to move budget out of the Social Services project to correct a clerical error.	\$ (82,900)		\$ 82,900
Increase in appropriations to move budget from the Social Services project to a non-project line.	\$ 82,900		\$ (82,900)
Increase in appropriations from vehicle fuel expense for training, meeting & travel and membership dues & licenses accounts to better meet Fire division needs.	\$ 2,500		\$ (2,500)
Decrease in appropriations in Vehicle Fuel and transfer the budget to Training, Meeting & Travel and Membership Dues & Licenses to better support the operational needs of Fire Division.	\$ (2,500)		\$ 2,500
Increase in estimated revenue for Transfer In to Fund 5400 for Downtown Program and Services Plaza Support project.		\$ 200,000	\$ 200,000
Increase in appropriations for Transfer Out for App. Business Continuity Cloud Upgrade to match Fund 6210.	\$ 14,000		\$ (14,000)
Increase in appropriations for Capital Outlay Transfer Business Application Bridge Fund to match Fund 6210.	\$ 14,000		\$ (14,000)
Decrease in appropriations for IT Capital Allocations that have already been transferred in to Fund 6210.	\$ (142,000)		\$ 142,000
Total General Fund (1000)	\$ 2,885	\$ 104,000	\$ 101,115

SPECIAL REVENUE FUNDS

Library Miscellaneous Grants Fund (2850)

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
Increase in revenue and appropriations to accept gift from Friends of Santa Barbara Public Library for library programming in FY26.	\$ 21,775	\$ 21,775	\$ (21,775)
Increase in estimated revenue for Transfer In Fund 7120 (Library Trust) where trust contributions are recorded to meet restrictions for Della Jean Elden Trust.		\$ 5,933	\$ 5,933
Increase in estimated revenue to Transfer In from Fund 7120 (Library Trust) where trust contributions are recorded for CAEP 2022-2023 Yr to fund costs that meet trust restrictions in Fund 2850, Miscellaneous Library Trust Grant.		\$ 56,018	\$ 56,018
Increase in estimated revenue to Transfer In from Fund 7120 (Library Trust) where trust contributions are recorded, to fund costs that meet trust restrictions for Cooper Trust.		\$ 20,000	\$ 20,000
Total Library Miscellaneous Grants Fund (2850)	\$ 21,775	\$ 103,726	\$ 81,951

Parks & Rec Miscellaneous Grants Fund (2860)

Increase in estimated revenue to Transfer In from Paterna Settlement to the Miscellaneous Grant Fund to Support ongoing tree care.		\$ 129,925	\$ 129,925
Increase in estimated revenue to Transfer In from SB Beautiful to support Band Shell SB Beautiful projects.		\$ 10,000	\$ 10,000
Total Parks & Rec Miscellaneous Grants Fund (2860)	\$ -	\$ 139,925	\$ 139,925

Capital Outlay Fund (3000)

Increase in appropriations to Transfer Out from SB Beautiful to the Miscellaneous Grant Fund to support Bandshell projects.	\$ 10,000		\$ (10,000)
Total Capital Outlay Fund (3000)	\$ 10,000	\$ -	\$ (10,000)

SPECIAL REVENUE FUNDS (Continued)

Measure C Capital Fund (3010)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Increase in estimated revenue and appropriations for Transfer In to Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	\$ 22,500	\$ 22,500	\$ (22,500)
Decrease in appropriations by returning funds to Measure C based on dispatch average call volume to the Regional Fire Comms Center for Q1 FY26.	\$ (170,000)		\$ 170,000
Decrease Measure C appropriations in the Westside Center account, now funded through a grant, and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget.	\$ (150,842)		\$ 150,842
Decrease Measure C appropriations from the Playground Replacement account and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget and include the removal and redesign of playground space.	\$ (50,000)		\$ 50,000
Decrease Measure C appropriations from the Hale Park account, and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget. Remaining funds in the Hale Park project account will be used for trail improvements, tree work and biological surveys.	\$ (50,000)		\$ 50,000
Decrease in appropriations Measure C Fund from the Honda Valley account and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget. Remaining funds in Honda Valley account will be used for biological surveys and	\$ (100,000)		\$ 100,000
Increase in appropriations for Plaza Vera Cruz project account. Project costs exceeded grant budget.	\$ 350,842		\$ (350,842)
Total Measure C Capital Fund (3010)	\$ (147,500)	\$ 22,500	\$ 170,000

Streets Grant Capital Fund (3410)

Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Preliminary Engineering and Right-of-Way Phase of the Westside Lower Westside Active Transportation Program grant.	\$1,100,000	\$ 1,100,000	\$ (1,100,000)
Increase in estimated revenue and appropriations to Transfer In from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$10,000	\$ 10,000	\$ (10,000)
Increase in estimated revenue and appropriations from the Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$8,000	\$ 8,000	\$ (8,000)
Increase in estimated revenue and appropriations from the Measure A Capital Fund Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$5,100	\$ 5,100	\$ (5,100)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Project Approval and Environmental Document phase of the Funk Zone Intersection Safety Enhancements Project.	\$20,000	\$ 20,000	\$ (20,000)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Preliminary Engineering phase of the Cota Street Protected Bike Lane Project.	\$22,860	\$ 22,860	\$ (22,860)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Local Surface Transportation Program apportionments provided by Santa Barbara County Association of Governments.	\$330,700	\$ 330,700	\$ (330,700)
Increase in appropriations for Transfer Out to Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	\$ 22,500		\$ (22,500)
Decrease in appropriations for Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	(\$22,500)		\$ 22,500
Total Streets Grant Capital Fund (3410)	\$ 1,496,660	\$ 1,496,660	\$ -

SPECIAL REVENUE FUNDS (Continued)	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Measure A Capital Fund (3440)			
Decrease in appropriations from the Measure A Capital Fund Resurface Program Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ (8,000)		\$ 8,000
Increase in appropriations from the Measure A Capital Fund Capital Outlay Transfer Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ 8,000		\$ (8,000)
Decrease in appropriations from the Measure A Capital Fund Street Improvements Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ (5,100)		\$ 5,100
Increase in appropriations from the Measure A Capital Fund Capital Outlay Transfer Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ 5,100		\$ (5,100)
Decrease in appropriations for transfer from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$ (10,000)		\$ 10,000
Increase in appropriations for transfer from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$ 10,000		\$ (10,000)
Decrease in appropriations for transfer from the Measure A Capital Fund Overlays Program to the Sidewalks Access Ramps Program to cover additional project costs resulting from a transfer made to support the City's required match for a grant funded project.	\$ (24,270)		\$ 24,270
Increase in appropriations for transfer from the Measure A Capital Fund Overlays Program to the Sidewalks Access Ramps Program to cover additional project costs resulting from a transfer made to support the City's required match for a grant funded project.	\$ 24,270		\$ (24,270)
Total Measure A Capital Fund (3440)	\$ -	\$ -	\$ -
ENTERPRISE FUNDS			
Water Capital Fund (5010)			
Increase appropriations from the Water Capital Reserves, to cover costs to complete construction for the Desal Pump Station Project. This project has experienced schedule delays due to pump performance issues discovered during acceptance testing.	\$ 150,000		\$ (150,000)
Total Water Capital Fund (5010)	\$ 150,000	\$ -	\$ (150,000)
Downtown Parking Operating Fund (5300)			
Increase in appropriations to reallocate Downtown Parking Capital Funds from Parking Lot Maintenance fund to the Downtown Parking Fund for the Granada Garage Flood. The Downtown Parking Fund did not have enough budgeted to cover this emergency expense.	\$ 50,000		\$ (50,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Advertising to Janitorial & Household Supplies to cover increased janitorial costs.	\$ (4,000)		\$ 4,000
Increase in appropriations to reallocate Downtown Parking Funds from Advertising to Janitorial & Household Supplies to cover increased janitorial costs.	\$ 4,000		\$ (4,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Chemical & Landscape Supplies to Special Supplies & Expense to cover additional costs.	\$ (2,000)		\$ 2,000
Increase in appropriations to reallocate Downtown Parking Funds from Chemical & Landscape Supplies to Special Supplies & Expense to cover additional costs.	\$ 2,000		\$ (2,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Minor Tools and Building Materials to Dues Memberships & License to cover the cost of Loopnet for leasing available spaces	\$ (2,000)		\$ 2,000
Increase in appropriations by transferring Downtown Parking funds to cover the cost of Loopnet for leasing available spaces from Minor Tools and Building Materials.	\$ (1,000)		\$ 1,000
	\$ 3,000		\$ (3,000)
Total Downtown Parking Operating Fund (5300)	\$ 50,000	\$ -	\$ (50,000)
Downtown Parking Capital Fund (5310)			
Decrease in appropriations to reallocate Downtown Parking Capital Funds from Parking Lot Maintenance fund to the Downtown Parking Fund for the Granada Garage Flood. The Downtown Parking Fund did not have enough budgeted to cover this emergency expense.	\$ (50,000)	\$ -	\$ 50,000
Total Downtown Parking Capital Fund (5310)	\$ (50,000)	\$ -	\$ 50,000

ENTERPRISE FUNDS (Continued)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Solid Waste Fund (5400)			
Decrease in revenue for updated award for CalRecycle's Container Recycling Grant from Solid Waste Fund.		\$ (21,651)	\$ (21,651)
Increase in revenue and appropriations for CalRecycle's Container Recycling Grant.	\$ 21,620	\$ 21,620	\$ (21,620)
Increase in appropriations for Transfer Out to Library for Hourly position to staff the "Library-of-Things" program.	\$ 30,000		\$ (30,000)
Total Solid Waste Fund (5400)	\$ 51,620	\$ (31)	\$ (51,651)
Golf Course Fund (5600)			
Increase in appropriations to Transfer Out from Golf Operating to fund increase to FY26 capital costs. Three way adjustment entry only as there are sufficient surplus reserve funds off set the increase to capital outlay expenditures.	\$ 600,000		\$ (600,000)
Total Golf Course Fund (5600)	\$ 600,000	\$ -	\$ (600,000)
Golf Course Capital Fund (5610)			
Increase in appropriations in Golf Capital fund due to higher than budgeted costs for infrastructure repair project.	\$ 600,000		\$ (600,000)
Increase in estimated revenue to Transfer In to Golf Capital Fund to account for increased capital expenditures for golf infrastructure repair costs.		\$ 600,000	\$ 600,000
Total Golf Course Capital Fund (5610)	\$ 600,000	\$ 600,000	\$ -
Airport Operating Fund (5700)			
Increase in estimated revenues for possible FEMA reimbursements of insurance deductibles and dredging activities.		\$ 500,000	\$ 500,000
Increase in estimated revenues for insurance coverage of losses and damages from December 2025/January 2026 storms.		\$ 5,500,000	\$ 5,500,000
Increase in appropriations for losses and damages from December 2025/January 2026 storms.	\$ 5,500,000		\$ (5,500,000)
Increase in appropriations for insurance covered Revenue Loss from December 2025/January 2026 storms.	\$ 500,000		\$ (500,000)
Total Airport Operating Fund (5700)	\$ 6,000,000	\$ 6,000,000	\$ -

INTERNAL SERVICE FUNDS

Self-Insurance Trust Fund (6100)

Increase in estimated revenues for reimbursement to Self Insurance Fund from General Fund. Reserves for money used to attain outside counsel re: Mission LLC Federal Matter.

Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
	\$ 100,000	\$ 100,000

Total Self-Insurance Trust Fund (6100)

\$ -	\$ 100,000	\$ 100,000
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Fleet Replacement Fund (6410)

Increase in appropriations funded from the Fleet Replacement Reserves to cover for Fleet Replacements cost study review and reconciliation contract.

\$ 27,000		\$ (27,000)
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Total Fleet Replacement Fund (6410)

\$ 27,000	\$ -	\$ (27,000)
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Library Gift Fund (7120)

Increase in appropriations to Transfer Out from Fund 7120 (Library Trust) where trust contributions are recorded to meet restrictions for Della Jean Elden Trust.

\$ 5,933		\$ (5,933)
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Increase in appropriations for Transfer Out Fund 7120 (Library Trust) where trust contributions are recorded for CAEP 2022-2023 Yr8, to meet trust restrictions in Fund 2850, Miscellaneous Library Trust Grant.

\$ 56,018		\$ (56,018)
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Increase in appropriations to Transfer Out from Fund 7120 (Library Trust) where trust contributions are recorded to fund costs that meet trust restrictions for Cooper Trust.

\$ 20,000		\$ (20,000)
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Total Library Gift Fund (7120)

\$ 81,951	\$ -	\$ (81,951)
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\$ 8,894,391	\$ 8,566,780	\$ (327,611)
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RESOLUTION NO.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING POSITION SALARY CONTROL RESOLUTION NO. 25-138 FOR AUTHORIZED POSITIONS FOR FISCAL YEAR 2026. CHANGES ARE EFFECTIVE JANUARY 10, 2026.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA THAT RESOLUTION NO. 25-138, the Position and Salary Control Resolution for Fiscal Year 2026, is hereby amended as follows:

Position Allocations are listed in the updated Position Salary Control Resolution No. 25-138 and incorporated herein by reference as "Exhibit".

Salary Adjustments are listed in the updated Classification and Salary Ranges document attached hereto and incorporated herein by reference as "Exhibit".

The updated Rate Class Schedule, which applies to hourly employees, is attached hereto and incorporated herein by reference as "Exhibit".

City of Santa Barbara
Fiscal Year 2026 Financial Statements Ending - December 31, 2025
 Schedule of Proposed Second Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
GENERAL FUND (Fund 1000)			
Increase in appropriations to Transfer Out revenue received in FY22 from Paterna Settlement to the Miscellaneous Grant Fund to support ongoing tree care.	\$ 129,925		\$ (129,925)
Decrease in appropriations for Fire Benefits-Workers Comp to correct Q1 adjustments. This correction offsets recurring entry offsetting revenue lines.	\$ (176,583)		\$ 176,583
Increase in appropriations for reimbursements to Self Insurance Fund from General Fund. Reserves for money used to attain outside counsel re: Mission LLC Federal Matter.	\$ 100,000		\$ (100,000)
Increase in appropriations from General Fund Reserves to cover approved amendment for year three of Outside Counsel 1609 Grand Ave Builders Remedy contract.	\$ 146,170		\$ (146,170)
Increase in estimated revenues for Recreations Youth Activities Program - Skateboard Camp on June of FY26.		\$ 12,040	\$ 12,040
Increase in appropriations for Recreations Youth Activities Program - Skateboard Camp on June of FY26. Revenue offsets the expense for a net favorable budget of \$702.00.	\$ 8,338		\$ (8,338)
	\$ 3,000		\$ (3,000)
Decrease in estimated revenue and appropriations due to cancellation of Recreation Aquatics contract with Lobster Jo for FY26.	\$ (95,165)	\$ (109,240)	\$ (109,240)
			\$ 95,165
Decrease in appropriations for Training Expenses by transferring the budget from Professional Services Contract Expense to support mandatory trainings.	\$ (5,000)		\$ 5,000
Increase in appropriations for training expense from professional services-contract expense to allow for mandatory trainings.	\$ 5,000		\$ (5,000)
Decrease in appropriations for special supplies expense from facilities maintenance expense to better meet Fire division needs.	\$ (10,000)		\$ 10,000
Increase in appropriations for Special Supplies by transferring the budget from Facilities Maintenance to more effectively meet the operational needs of the Fire Division.	\$ 10,000		\$ (10,000)
Increase in estimated revenue for new process to receive revenue for special event permit insurance.		\$ 1,200	\$ 1,200
Increase in appropriations for new process to reimburse insurance provider for special event insurance coverage.	\$ 1,200		\$ (1,200)
Decrease in appropriations to move budget out of the Social Services project to correct a clerical error.	\$ (82,900)		\$ 82,900
Increase in appropriations to move budget from the Social Services project to a non-project line.	\$ 82,900		\$ (82,900)
Increase in appropriations from vehicle fuel expense for training, meeting & travel and membership dues & licenses accounts to better meet Fire division needs.	\$ 2,500		\$ (2,500)
Decrease in appropriations in Vehicle Fuel and transfer the budget to Training, Meeting & Travel and Membership Dues & Licenses to better support the operational needs of Fire Division.	\$ (2,500)		\$ 2,500
Increase in estimated revenue for Transfer In to Fund 5400 for Downtown Program and Services Plaza Support project.		\$ 200,000	\$ 200,000
Increase in appropriations for Transfer Out for App. Business Continuity Cloud Upgrade to match Fund 6210.	\$ 14,000		\$ (14,000)
Increase in appropriations for Capital Outlay Transfer Business Application Bridge Fund to match Fund 6210.	\$ 14,000		\$ (14,000)
Decrease in appropriations for IT Capital Allocations that have already been transferred in to Fund 6210.	\$ (142,000)		\$ 142,000
Total General Fund (1000)	\$ 2,885	\$ 104,000	\$ 101,115

SPECIAL REVENUE FUNDS

Library Miscellaneous Grants Fund (2850)

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
Increase in revenue and appropriations to accept gift from Friends of Santa Barbara Public Library for library programming in FY26.	\$ 21,775	\$ 21,775	\$ (21,775)
Increase in estimated revenue for Transfer In Fund 7120 (Library Trust) where trust contributions are recorded to meet restrictions for Della Jean Elden Trust.		\$ 5,933	\$ 5,933
Increase in estimated revenue to Transfer In from Fund 7120 (Library Trust) where trust contributions are recorded for CAEP 2022-2023 Yr to fund costs that meet trust restrictions in Fund 2850, Miscellaneous Library Trust Grant.		\$ 56,018	\$ 56,018
Increase in estimated revenue to Transfer In from Fund 7120 (Library Trust) where trust contributions are recorded, to fund costs that meet trust restrictions for Cooper Trust.		\$ 20,000	\$ 20,000
Total Library Miscellaneous Grants Fund (2850)	\$ 21,775	\$ 103,726	\$ 81,951

Parks & Rec Miscellaneous Grants Fund (2860)

Increase in estimated revenue to Transfer In from Paterna Settlement to the Miscellaneous Grant Fund to Support ongoing tree care.		\$ 129,925	\$ 129,925
Increase in estimated revenue to Transfer In from SB Beautiful to support Band Shell SB Beautiful projects.		\$ 10,000	\$ 10,000
Total Parks & Rec Miscellaneous Grants Fund (2860)	\$ -	\$ 139,925	\$ 139,925

Capital Outlay Fund (3000)

Increase in appropriations to Transfer Out from SB Beautiful to the Miscellaneous Grant Fund to support Bandshell projects.	\$ 10,000		\$ (10,000)
Total Capital Outlay Fund (3000)	\$ 10,000	\$ -	\$ (10,000)

SPECIAL REVENUE FUNDS (Continued)

Measure C Capital Fund (3010)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Increase in estimated revenue and appropriations for Transfer In to Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	\$ 22,500	\$ 22,500	\$ (22,500)
Decrease in appropriations by returning funds to Measure C based on dispatch average call volume to the Regional Fire Comms Center for Q1 FY26.	\$ (170,000)		\$ 170,000
Decrease Measure C appropriations in the Westside Center account, now funded through a grant, and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget.	\$ (150,842)		\$ 150,842
Decrease Measure C appropriations from the Playground Replacement account and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget and include the removal and redesign of playground space.	\$ (50,000)		\$ 50,000
Decrease Measure C appropriations from the Hale Park account, and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget. Remaining funds in the Hale Park project account will be used for trail improvements, tree work and biological surveys.	\$ (50,000)		\$ 50,000
Decrease in appropriations Measure C Fund from the Honda Valley account and transfer to the Plaza Vera Cruz account, where project costs exceeded the available grant budget. Remaining funds in Honda Valley account will be used for biological surveys and	\$ (100,000)		\$ 100,000
Increase in appropriations for Plaza Vera Cruz project account. Project costs exceeded grant budget.	\$ 350,842		\$ (350,842)
Total Measure C Capital Fund (3010)	\$ (147,500)	\$ 22,500	\$ 170,000

Streets Grant Capital Fund (3410)

Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Preliminary Engineering and Right-of-Way Phase of the Westside Lower Westside Active Transportation Program grant.	\$1,100,000	\$ 1,100,000	\$ (1,100,000)
Increase in estimated revenue and appropriations to Transfer In from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$10,000	\$ 10,000	\$ (10,000)
Increase in estimated revenue and appropriations from the Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$8,000	\$ 8,000	\$ (8,000)
Increase in estimated revenue and appropriations from the Measure A Capital Fund Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$5,100	\$ 5,100	\$ (5,100)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Project Approval and Environmental Document phase of the Funk Zone Intersection Safety Enhancements Project.	\$20,000	\$ 20,000	\$ (20,000)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Preliminary Engineering phase of the Cota Street Protected Bike Lane Project.	\$22,860	\$ 22,860	\$ (22,860)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund for the Local Surface Transportation Program apportionments provided by Santa Barbara County Association of Governments.	\$330,700	\$ 330,700	\$ (330,700)
Increase in appropriations for Transfer Out to Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	\$ 22,500		\$ (22,500)
Decrease in appropriations for Measure C Capital Fund reversing the transfer from Measure C Capital Fund to the Streets Grant Capital Fund as part of the HSIP Cycle 12 Traffic Signal Improvement Project city match.	(\$22,500)		\$ 22,500
Total Streets Grant Capital Fund (3410)	\$ 1,496,660	\$ 1,496,660	\$ -

SPECIAL REVENUE FUNDS (Continued)	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Measure A Capital Fund (3440)			
Decrease in appropriations from the Measure A Capital Fund Resurface Program Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ (8,000)		\$ 8,000
Increase in appropriations from the Measure A Capital Fund Capital Outlay Transfer Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ 8,000		\$ (8,000)
Decrease in appropriations from the Measure A Capital Fund Street Improvements Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ (5,100)		\$ 5,100
Increase in appropriations from the Measure A Capital Fund Capital Outlay Transfer Sidewalk Repairs Program to the Streets Grant Capital Fund to cover costs not covered by Westside Bike Boulevard Project grant.	\$ 5,100		\$ (5,100)
Decrease in appropriations for transfer from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$ (10,000)		\$ 10,000
Increase in appropriations for transfer from Measure A Capital Fund Overlays Program to the Streets Grant Capital Fund to cover costs not covered by Hope School District Crosswalk Safety grant.	\$ 10,000		\$ (10,000)
Decrease in appropriations for transfer from the Measure A Capital Fund Overlays Program to the Sidewalks Access Ramps Program to cover additional project costs resulting from a transfer made to support the City's required match for a grant funded project.	\$ (24,270)		\$ 24,270
Increase in appropriations for transfer from the Measure A Capital Fund Overlays Program to the Sidewalks Access Ramps Program to cover additional project costs resulting from a transfer made to support the City's required match for a grant funded project.	\$ 24,270		\$ (24,270)
Total Measure A Capital Fund (3440)	\$ -	\$ -	\$ -
ENTERPRISE FUNDS			
Water Capital Fund (5010)			
Increase appropriations from the Water Capital Reserves, to cover costs to complete construction for the Desal Pump Station Project. This project has experienced schedule delays due to pump performance issues discovered during acceptance testing.	\$ 150,000		\$ (150,000)
Total Water Capital Fund (5010)	\$ 150,000	\$ -	\$ (150,000)
Downtown Parking Operating Fund (5300)			
Increase in appropriations to reallocate Downtown Parking Capital Funds from Parking Lot Maintenance fund to the Downtown Parking Fund for the Granada Garage Flood. The Downtown Parking Fund did not have enough budgeted to cover this emergency expense.	\$ 50,000		\$ (50,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Advertising to Janitorial & Household Supplies to cover increased janitorial costs.	\$ (4,000)		\$ 4,000
Increase in appropriations to reallocate Downtown Parking Funds from Advertising to Janitorial & Household Supplies to cover increased janitorial costs.	\$ 4,000		\$ (4,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Chemical & Landscape Supplies to Special Supplies & Expense to cover additional costs.	\$ (2,000)		\$ 2,000
Increase in appropriations to reallocate Downtown Parking Funds from Chemical & Landscape Supplies to Special Supplies & Expense to cover additional costs.	\$ 2,000		\$ (2,000)
Decrease in appropriations to reallocate Downtown Parking Funds from Minor Tools and Building Materials to Dues Memberships & License to cover the cost of Loopnet for leasing available spaces	\$ (2,000)		\$ 2,000
Increase in appropriations by transferring Downtown Parking funds to cover the cost of Loopnet for leasing available spaces from Minor Tools and Building Materials.	\$ (1,000)		\$ 1,000
	\$ 3,000		\$ (3,000)
Total Downtown Parking Operating Fund (5300)	\$ 50,000	\$ -	\$ (50,000)
Downtown Parking Capital Fund (5310)			
Decrease in appropriations to reallocate Downtown Parking Capital Funds from Parking Lot Maintenance fund to the Downtown Parking Fund for the Granada Garage Flood. The Downtown Parking Fund did not have enough budgeted to cover this emergency expense.	\$ (50,000)	\$ -	\$ 50,000
Total Downtown Parking Capital Fund (5310)	\$ (50,000)	\$ -	\$ 50,000

ENTERPRISE FUNDS (Continued)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Solid Waste Fund (5400)			
Decrease in revenue for updated award for CalRecycle's Container Recycling Grant from Solid Waste Fund.		\$ (21,651)	\$ (21,651)
Increase in revenue and appropriations for CalRecycle's Container Recycling Grant.	\$ 21,620	\$ 21,620	\$ (21,620)
Increase in appropriations for Transfer Out to Library for Hourly position to staff the "Library-of-Things" program.	\$ 30,000		\$ (30,000)
Total Solid Waste Fund (5400)	\$ 51,620	\$ (31)	\$ (51,651)
Golf Course Fund (5600)			
Increase in appropriations to Transfer Out from Golf Operating to fund increase to FY26 capital costs. Three way adjustment entry only as there are sufficient surplus reserve funds off set the increase to capital outlay expenditures.	\$ 600,000		\$ (600,000)
Total Golf Course Fund (5600)	\$ 600,000	\$ -	\$ (600,000)
Golf Course Capital Fund (5610)			
Increase in appropriations in Golf Capital fund due to higher than budgeted costs for infrastructure repair project.	\$ 600,000		\$ (600,000)
Increase in estimated revenue to Transfer In to Golf Capital Fund to account for increased capital expenditures for golf infrastructure repair costs.		\$ 600,000	\$ 600,000
Total Golf Course Capital Fund (5610)	\$ 600,000	\$ 600,000	\$ -
Airport Operating Fund (5700)			
Increase in estimated revenues for possible FEMA reimbursements of insurance deductibles and dredging activities.		\$ 500,000	\$ 500,000
Increase in estimated revenues for insurance coverage of losses and damages from December 2025/January 2026 storms.		\$ 5,500,000	\$ 5,500,000
Increase in appropriations for losses and damages from December 2025/January 2026 storms.	\$ 5,500,000		\$ (5,500,000)
Increase in appropriations for insurance covered Revenue Loss from December 2025/January 2026 storms.	\$ 500,000		\$ (500,000)
Total Airport Operating Fund (5700)	\$ 6,000,000	\$ 6,000,000	\$ -

INTERNAL SERVICE FUNDS

Self-Insurance Trust Fund (6100)

Increase in estimated revenues for reimbursement to Self Insurance Fund from General Fund. Reserves for money used to attain outside counsel re: Mission LLC Federal Matter.

Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
	\$ 100,000	\$ 100,000

Total Self-Insurance Trust Fund (6100)

\$ -	\$ 100,000	\$ 100,000
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Fleet Replacement Fund (6410)

Increase in appropriations funded from the Fleet Replacement Reserves to cover for Fleet Replacements cost study review and reconciliation contract.

\$ 27,000		\$ (27,000)
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Total Fleet Replacement Fund (6410)

\$ 27,000	\$ -	\$ (27,000)
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Library Gift Fund (7120)

Increase in appropriations to Transfer Out from Fund 7120 (Library Trust) where trust contributions are recorded to meet restrictions for Della Jean Elden Trust.

\$ 5,933		\$ (5,933)
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Increase in appropriations for Transfer Out Fund 7120 (Library Trust) where trust contributions are recorded for CAEP 2022-2023 Yr8, to meet trust restrictions in Fund 2850, Miscellaneous Library Trust Grant.

\$ 56,018		\$ (56,018)
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Increase in appropriations to Transfer Out from Fund 7120 (Library Trust) where trust contributions are recorded to fund costs that meet trust restrictions for Cooper Trust.

\$ 20,000		\$ (20,000)
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Total Library Gift Fund (7120)

\$ 81,951	\$ -	\$ (81,951)
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\$ 8,894,391	\$ 8,566,780	\$ (327,611)
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