



CITY OF SANTA BARBARA

FINANCE COMMITTEE AGENDA REPORT

AGENDA DATE: May 21, 2024

TO: Finance Committee

FROM: Accounting Division, Finance Department
Human Resources Department

SUBJECT: Fiscal Year 2024 Third-Quarter Review

RECOMMENDATION: That Finance Committee:

- A. Receive a report from staff on the status of revenues and expenditures in relation to budget for the nine months ended March 31, 2024;
- B. Receive the Fiscal Year (FY) 2024 Interim Financial Statements for the nine months ended March 31, 2024;
- C. Recommend that Council approve the proposed Third-Quarter (Q3) adjustments to FY2024 revenue and expenditure appropriations as detailed in the attached schedule of Proposed Q3 adjustments; and
- D. Recommend that Council adopt a Resolution of the Council of the City of Santa Barbara Amending Resolution 23-081, the Position Salary Control Resolution for Fiscal Year 2024, to Amend the Established Salary for Positions as Listed and to Establish Classifications Listed.

DISCUSSION:

Each month, staff presents 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 Q3 budget analysis, staff proposes recommended budget adjustments for City Council approval. These adjustments are the result of new information and/or unanticipated events that occurred since the adoption of the budget in June 2023. A listing and description of each proposed FY2024 adjustment is provided in Attachment 3.

Due to economic uncertainties articulated in the FY2024 adopted budget, a required budget reduction plan of \$2.7 Million was implemented and allocated amongst all General

Fund departments. All budget reduction targets are projected to be met by the end of the fiscal year.

Revenue and Expenditure Summary

The table below summarizes the General Fund revenue and expenditure budget including actuals through Q3. The total adopted revenue budget is \$171.7 Million and the total adopted expenditure budget is \$174.6 Million, resulting in an operating deficit of approximately \$2.9 Million. The revised budget includes additional expenditures from encumbrances carried forward from prior year contractual commitments, along with any City Council approved adjustments since beginning of the year. Q3 budget adjustments are also not represented in the tables.

General Fund	FY2024 Adopted Budget	FY2024 Revised Budget	Actuals FY2024 through Q3	FY2024 Projection	Actuals % of Revised Budget (Q1)	Variance (Projection vs. Revised Budget)
Revenues						
Annual FY2024 Revenues	\$171,754,241	\$175,310,680	\$116,835,832	\$170,985,382	66.6%	\$(4,325,299)
Use of Prior Year Revenues/Reserves – Encumbrance Carryover	\$0	\$2,728,885	\$0	\$2,728,885	0%	\$0
Use of Prior Year Revenues/Reserves – Commitment Carryover	\$0	\$6,671,393	\$0	\$6,671,393	0%	\$0
Revenues Total	\$171,754,241	\$184,710,959	\$116,835,832	\$180,385,660	63.3%	\$(4,325,299)
Annual FY2024 Expenditures	\$174,656,720	\$184,742,208	\$128,614,831	\$184,023,508	69.6%	\$718,700
Surplus/(Deficit)	(\$2,902,479)	(\$31,249)	(\$11,778,999)	(\$3,637,848)	0%	\$(3,606,599)

The table below summarizes the Measure C sales tax revenue and expenditure budget including actuals through Q3.

Measure C	FY2024 Adopted Budget	FY2024 Revised Budget	Actuals FY2024 through Q3	FY2024 Projection	Actuals % of Revised Budget (Q3)
Revenues					
Annual FY2024 Revenues	\$31,900,000	\$31,900,000	\$23,773,833	\$31,500,000	49.4%
Use of Prior Year Revenue/Reserves	\$14,937,855	\$17,237,306	\$15,378,597	\$15,337,855	0%
Revenues Total	\$46,837,855	\$49,137,306	\$39,152,430	\$46,837,855	52.3%
Annual FY2024 Expenditures	\$46,837,855	\$49,137,305	\$39,152,430	\$46,837,855	52.3%
Surplus/(Deficit)	\$0	\$0	\$0	\$0	0%

The FY2024 adopted budget called for additional project expenditures using Measure C, utilizing revenues received from prior fiscal years as well. Revenues from tax is 68.0% of budget or \$101.9 Million. A 4.8% growth in property tax revenue is projected for this year. Based on the latest estimates provided by the County, the City will likely receive an additional \$2.2 Million above budget. Staff are projecting a \$3.6 Million deficit in the General Fund when factoring in expenditure budgets for actions taken by the City Council during FY2023 and for commitments into FY2024.

Position Changes Summary

Human Resources seeks Council approval for the following adjustments to the Position Salary Control Resolution No. 23-018, as detailed in Attachments 4, 5, and 6.

1. Reclassification of a vacant position of Electronics Communication Technician II to an Administrative Analyst I, effective May 18, 2024

Reclassify the allocated Electronic Communications Technician II (Job Class 1451) to an Administrative Analyst I (Job Class 1406), effective May 18, 2024. The Information Technology Department has identified a need for a position to support the department in the areas of contract and program management and other work of an administrative and analytical-support nature, including documenting procedures and policies. The approximate cost to add this position in FY2025 is approximately \$4,269. The department will absorb the costs without additional appropriations.

2. Implement Mayor and Council compensation change, effective April 1, 2024

The salary rate for Mayor and Councilmembers is directed by City Charter Section 502 – Compensation. This Charter section states that the compensation for the Mayor and Councilmembers is adjusted each year, effective April 1. The salary adjustment is based on the Santa Barbara County Area Median Income (AMI) as published by the United States Department of Housing and Urban Development (HUD). The Mayor's compensation is to equal 100% of the AMI for a one-person household and the Councilmembers' compensation is set to 80.0% of the one-person household AMI. The 2024 AMI amount is 11.0% above the 2023 amount. Therefore, salaries for Mayor and Councilmember compensations will be adjusted by this percentage (11.0%). The financial impact of this change is \$68,947 for FY2025. The City has budgeted for compensation adjustments, and will not require additional appropriations.

3. Create an hourly Special Investigator II, position in the City Attorney's Office, effective May 18, 2024

Create an hourly job classification in the hourly service for Special Investigator II, with an hourly rate of \$60.13 per hour. This position will focus on the Short-Term Rental program. Currently, the City Attorney's Office hires Special Investigators for investigations related to probing allegations or information received by the City as related to illegal short-term rentals. The Special Investigator II position will allow the

City Attorney's Office to hire and assign more complex work to more experienced investigators.

4. Add a .50 FTE Community Development Programs Specialist position in the Community Development Department, effective May 18, 2024

Reinstate a .50 FTE (50% part-time) Community Development Program Specialist (Job Class 1437) to the Community Development Department allocated positions. The additional allocation will assist with the administration and coordination of the Community Development Block Grant and Human Services grant programs, fair housing/discrimination, and related activities. For FY2024, the department will absorb the costs without additional appropriations. This additional .50 FTE will have a financial impact of \$78,805 in FY2025. This position is included with the FY2025 Affordable Housing Fund budget.

5. Add 1 FTE Associate Planner in the Sustainability & Resilience Department, effective May 18, 2024

The Sustainability & Resilience Department requests the addition of 1.0 FTE Associate Planner (Job Class 1422) in the Creeks Division to focus on plan review, water sampling, design, and construction management. The financial impact of this addition will be approximately \$169,804 for FY2025. This position will be funded by Measure B revenues, in the Creeks Operating Fund.

6. Create an hourly Administrative Investigator for the Human Resources Department, effective May 18, 2024

Create an hourly position of Administrative Investigator classification to conduct professional investigations of an administrative and employment nature in relation to claims, allegations or suspicions of workplace misconduct. This position will be a more cost-effective manner of conducting investigations, and will be cost neutral, as it will be funded by the SIF (Self-Insurance Fund). The hourly rate will be \$65.30.

7. Reclassify a Library Technician to an Outreach Coordinator, effective May 18, 2024

The Library Department would like to reclassify a Library Technician (Job Class 1480) to an Outreach Coordinator (Job Class 1493) for the Library on the Go Program. Mobile outreach services are integral to community engagement. This reclassification is merited due to assumption of significant additional duties by the position, and a natural evolution to an outreach role within the community. The financial impact of this change will be \$38,898 for FY2025. There are sufficient expenditure appropriations in the Library budget to absorb these costs.

- ATTACHMENT(S):**
1. Summary by Fund Statement of Revenues and Expenditures for Nine Months Ended March 31, 2024
 2. Interim Financial Statements for Nine Months Ended March 31, 2024 (Narrative Analysis)
 3. Schedule of Proposed Third Quarter Adjustments
 4. Position Salary Control
 5. Classification and Salary Ranges Document Revised, Effective Date May 21, 2024
 6. Hourly Salary Document, Effective Date May 21, 2024
 7. Proposed Resolution

PREPARED BY: Nathalie Lecolley, Controller

SUBMITTED BY: Keith DeMartini, Finance Director

APPROVED BY: City Administrator's Office

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
GENERAL FUND (pages 3-7)						
Revenue	175,310,680	116,835,833	503	58,475,350	66.6%	112,522,138
Expenditures	<u>184,742,207</u>	<u>128,614,830</u>	<u>4,419,318</u>	51,708,058	72.0%	<u>116,243,864</u>
<i>Addition to / (use of) reserves</i>	<u>(9,431,526)</u>	<u>(11,778,997)</u>	<u>(4,418,815)</u>			<u>(3,721,725)</u>
MEASURE C (pages 3-7)						
Revenue	31,900,000	23,773,833	-	8,126,167	74.5%	23,721,079
Expenditures	<u>49,137,305</u>	<u>39,152,430</u>	-	9,984,876	79.7%	<u>21,299,560</u>
<i>Addition to / (use of) reserves</i>	<u>(17,237,305)</u>	<u>(15,378,597)</u>	-			<u>2,421,519</u>
SOLID WASTE FUND (page 9)						
Revenue	38,291,420	29,096,621	-	9,194,799	76.0%	25,802,740
Expenditures	<u>40,726,490</u>	<u>26,138,808</u>	<u>6,791,502</u>	7,796,179	80.9%	<u>23,915,706</u>
<i>Addition to / (use of) reserves</i>	<u>(2,435,069)</u>	<u>2,957,813</u>	<u>(6,791,502)</u>			<u>1,887,034</u>
WATER OPERATING FUND (page 10)						
Revenue	74,712,846	55,955,934	-	18,756,912	74.9%	51,903,459
Expenditures	<u>81,004,689</u>	<u>52,044,804</u>	<u>5,978,589</u>	22,981,296	71.6%	<u>46,195,188</u>
<i>Addition to / (use of) reserves</i>	<u>(6,291,843)</u>	<u>3,911,130</u>	<u>(5,978,589)</u>			<u>5,708,271</u>
WASTEWATER OPERATING FUND (page 11)						
Revenue	29,143,452	21,727,948	-	7,415,504	74.6%	20,165,426
Expenditures	<u>30,373,752</u>	<u>20,362,631</u>	<u>2,225,557</u>	7,785,565	74.4%	<u>19,083,667</u>
<i>Addition to / (use of) reserves</i>	<u>(1,230,300)</u>	<u>1,365,318</u>	<u>(2,225,557)</u>			<u>1,081,759</u>
DOWNTOWN PARKING FUND (page 12)						
Revenue	11,563,643	7,878,908	-	3,684,735	68.1%	7,395,703
Expenditures	<u>12,008,122</u>	<u>8,481,510</u>	<u>696,748</u>	2,829,864	76.4%	<u>7,385,986</u>
<i>Addition to / (use of) reserves</i>	<u>(444,478)</u>	<u>(602,602)</u>	<u>(696,748)</u>			<u>9,718</u>
AIRPORT OPERATING FUND (page 13)						
Revenue	30,905,271	21,921,513	-	8,983,758	70.9%	18,750,192
Expenditures	<u>33,377,010</u>	<u>21,142,771</u>	<u>2,703,162</u>	9,531,077	71.4%	<u>21,033,006</u>
<i>Addition to / (use of) reserves</i>	<u>(2,471,739)</u>	<u>778,742</u>	<u>(2,703,162)</u>			<u>(2,282,814)</u>
GOLF COURSE FUND (page 14)						
Revenue	4,206,765	3,261,595	-	945,171	77.5%	2,938,237
Expenditures	<u>3,788,996</u>	<u>2,382,120</u>	<u>1,233,007</u>	173,870	95.4%	<u>2,178,339</u>
<i>Addition to / (use of) reserves</i>	<u>417,769</u>	<u>879,475</u>	<u>(1,233,007)</u>			<u>759,898</u>
FACILITIES MANAGEMENT FUND (page 15)						
Revenue	7,594,218	5,131,755	-	2,462,464	67.6%	5,144,326
Expenditures	<u>7,591,854</u>	<u>4,995,600</u>	<u>163,429</u>	2,432,825	68.0%	<u>5,061,620</u>
<i>Addition to / (use of) reserves</i>	<u>2,364</u>	<u>136,154</u>	<u>(163,429)</u>			<u>82,705</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
FLEET REPLACEMENT FUND (page 16)						
Revenue	5,387,373	4,433,003	-	954,370	82.3%	2,913,603
Expenditures	<u>7,830,036</u>	<u>1,753,804</u>	<u>1,753,111</u>	4,323,120	44.8%	<u>1,042,354</u>
Addition to / (use of) reserves	<u>(2,442,663)</u>	<u>2,679,199</u>	<u>(1,753,111)</u>			<u>1,871,249</u>
FLEET MAINTENANCE FUND (page 17)						
Revenue	3,282,335	2,424,762	-	857,572	73.9%	2,429,295
Expenditures	<u>3,529,116</u>	<u>2,558,051</u>	<u>213,821</u>	757,244	78.5%	<u>2,200,106</u>
Addition to / (use of) reserves	<u>(246,781)</u>	<u>(133,289)</u>	<u>(213,821)</u>			<u>229,189</u>
SELF INSURANCE TRUST FUND (page 18)						
Revenue	17,330,117	13,318,420	-	4,011,697	76.9%	13,781,377
Expenditures	<u>20,041,251</u>	<u>12,040,504</u>	<u>1,091,614</u>	6,909,133	65.5%	<u>10,086,801</u>
Addition to / (use of) reserves	<u>(2,711,134)</u>	<u>1,277,916</u>	<u>(1,091,614)</u>			<u>3,694,576</u>
INFORMATION TECHNOLOGY FUND (page 19)						
Revenue	6,537,548	4,777,559	-	1,759,989	73.1%	3,805,393
Expenditures	<u>6,717,821</u>	<u>5,150,842</u>	<u>33,204</u>	1,533,776	77.2%	<u>3,903,566</u>
Addition to / (use of) reserves	<u>(180,273)</u>	<u>(373,283)</u>	<u>(33,204)</u>			<u>(98,173)</u>
WATERFRONT OPERATING FUND (page 20)						
Revenue	19,027,470	14,834,270	-	4,193,200	78.0%	14,062,765
Expenditures	<u>19,311,599</u>	<u>13,359,645</u>	<u>893,131</u>	5,058,823	73.8%	<u>13,586,210</u>
Addition to / (use of) reserves	<u>(284,129)</u>	<u>1,474,625</u>	<u>(893,131)</u>			<u>476,555</u>
SANTA BARBARA CLEAN ENERGY FUND (page 21)						
Revenue	47,660,583	34,713,113	-	12,947,470	72.8%	24,966,910
Expenditures	<u>39,633,105</u>	<u>21,789,106</u>	<u>2,276,813</u>	15,567,186	60.7%	<u>25,171,335</u>
Addition to / (use of) reserves	<u>8,027,478</u>	<u>12,924,007</u>	<u>(2,276,813)</u>			<u>(204,425)</u>
ENERGY AND CLIMATE MANAGEMENT FUND (page 22)						
Revenue	3,078,032	2,185,698	-	892,335	71.0%	1,998,026
Expenditures	<u>3,606,976</u>	<u>2,056,866</u>	<u>253,015</u>	1,297,096	64.0%	<u>1,713,056</u>
Addition to / (use of) reserves	<u>(528,944)</u>	<u>128,832</u>	<u>(253,015)</u>			<u>284,971</u>
TOTAL FOR ALL FUNDS						
Revenue	505,931,755	362,270,764	503	143,661,493	71.6%	332,300,669
Expenditures	<u>543,420,328</u>	<u>362,024,321</u>	<u>30,726,019</u>	150,669,987	72.3%	<u>320,100,363</u>
Addition to / (use of) reserves	<u>(37,488,573)</u>	<u>246,443</u>	<u>(30,726,522)</u>			<u>12,200,307</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 Nine Month Ended March 31, 2024 (75% of Fiscal Year)

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Remaining Balance</u>	<u>Percent Received</u>	<u>Previous YTD</u>	<u>Change Over Prior Year</u>
TAXES						
Sales and Use	30,650,000	22,145,152	8,504,848	72.3%	22,087,846	0.3%
Measure C Sales Tax	31,900,000	23,773,833	8,126,167	74.5%	23,721,079	0.2%
Property Taxes	46,371,460	26,392,554	19,978,906	56.9%	24,327,523	0.0%
Utility Users Tax	7,375,415	5,828,178	1,547,237	79.0%	6,020,007	-3.2%
Transient Occupancy Tax	27,586,000	19,879,619	7,706,381	72.1%	20,096,552	-1.1%
Business License	2,850,000	2,434,213	415,787	85.4%	2,365,663	2.9%
Cannabis Excise Tax	1,518,910	892,506	626,404	58.8%	980,863	-9.0%
Real Property Transfer Tax	1,200,000	601,217	598,783	50.1%	706,430	-14.9%
<i>Total Tax Revenues</i>	<u>149,451,785</u>	<u>101,947,272</u>	<u>47,504,513</u>	<u>68.2%</u>	<u>100,305,962</u>	<u>1.6%</u>
LICENSES & PERMITS						
Licenses & Permits	233,310	94,955	138,355	40.7%	127,113	-25.3%
<i>Total</i>	<u>233,310</u>	<u>94,955</u>	<u>138,355</u>	<u>40.7%</u>	<u>127,113</u>	<u>-25.3%</u>
FINES & FORFEITURES						
Police	2,346,201	1,195,981	1,150,220	51.0%	1,062,861	12.5%
Other Fines & Forfeitures	664,600	460,747	203,853	69.3%	328,939	40.1%
<i>Total</i>	<u>3,010,801</u>	<u>1,656,728</u>	<u>1,354,073</u>	<u>55.0%</u>	<u>1,391,801</u>	<u>19.0%</u>
USE OF MONEY & PROPERTY						
Investment Income	1,456,485	1,588,692	(132,207)	109.1%	1,003,953	58.2%
Rents & Concessions	1,612,593	998,142	614,451	61.9%	996,831	0.1%
<i>Total</i>	<u>3,069,078</u>	<u>2,586,834</u>	<u>482,244</u>	<u>84.3%</u>	<u>2,000,784</u>	<u>29.3%</u>
INTERGOVERNMENTAL						
Library	872,292	455,777	416,515	52.3%	889,143	-48.7%
Fire	1,100,000	974,697	125,303	88.6%	479,972	103.1%
Other Intergovernmental	4,766,251	503,647	4,262,604	10.6%	540,870	-6.9%
<i>Total</i>	<u>6,738,543</u>	<u>1,934,121</u>	<u>4,804,422</u>	<u>28.7%</u>	<u>1,909,985</u>	<u>1.3%</u>
FEES & SERVICE CHARGES						
Community Development	7,101,000	5,401,822	1,699,178	76.1%	5,612,887	-3.8%
Parks & Recreation	4,431,396	3,092,523	1,338,873	69.8%	2,737,724	13.0%
Other Service Charges	2,743,281	2,276,266	467,015	83.0%	3,254,804	-30.1%
<i>Total</i>	<u>14,275,677</u>	<u>10,770,610</u>	<u>3,505,067</u>	<u>75.4%</u>	<u>11,605,414</u>	<u>-7.2%</u>
OTHER REVENUES						
Interfund Charges & Reimbursement	13,289,997	9,880,804	3,409,194	74.3%	8,144,118	21.3%
Overhead Indirect Allocations	9,380,779	6,940,552	2,440,227	74.0%	7,177,928	-3.3%
Interfund Transfers	270,000	166,414	103,586	61.6%	513,974	-67.6%
Interfund Loans	24,140	-	24,140	0.0%	18,105	-100.0%
Miscellaneous	896,592	494,897	401,695	55.2%	133,103	271.8%
Donations	112,109	50,818	61,291	45.3%	54,802	-7.3%
Franchise Fees	6,457,869	4,085,661	2,372,208	63.3%	2,860,127	42.8%
<i>Total</i>	<u>30,431,486</u>	<u>21,619,145</u>	<u>8,812,342</u>	<u>71.0%</u>	<u>18,902,158</u>	<u>14.4%</u>
<i>Subtotal Non-Tax Revenues</i>	<u>57,758,895</u>	<u>38,662,394</u>	<u>19,096,501</u>	<u>66.9%</u>	<u>35,937,256</u>	<u>7.6%</u>
TOTAL REVENUES	<u>207,210,680</u>	<u>140,609,666</u>	<u>66,601,014</u>	<u>67.9%</u>	<u>136,243,217</u>	<u>3.2%</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
GENERAL GOVERNMENT						
<u>Mayor & City Council</u>						
MAYOR & CITY COUNCIL	1,153,795	810,960	1,051	341,784	70.4%	743,502
ARTS AND COMMUNITY PROMOTIONS	2,251,993	1,803,500	360,379	88,115	96.1%	1,831,827
<i>Total</i>	<u>3,405,788</u>	<u>2,614,460</u>	<u>361,430</u>	<u>429,899</u>	<u>87.4%</u>	<u>2,575,329</u>
<u>City Attorney</u>						
CITY ATTORNEY	-	-	-	-		-
CITY ATTORNEY-ADMINISTRATION	1,407,365	983,510	65,006	358,848	74.5%	777,492
CITY ATTORNEY-ADVISORY	1,555,824	1,011,507	17,742	526,575	66.2%	1,207,309
CITY ATTORNEY-CIVIL LITIGATION	1,701,377	940,659	-	760,718	55.3%	984,396
CITY ATTORNEY-CODE ENFORCEMENT	1,877,769	552,416	8,750	1,316,603	29.9%	335,602
<i>Total</i>	<u>6,542,335</u>	<u>3,488,093</u>	<u>91,498</u>	<u>2,962,744</u>	<u>54.7%</u>	<u>3,304,799</u>
<u>Administration</u>						
CITY ADMINISTRATOR	2,760,628	2,141,758	101,116	517,755	81.2%	1,609,709
EMPLOYEE RELATIONS	2,857	2,143	-	714	75.0%	-
CITY TV	656,271	382,201	16,650	257,420	60.8%	544,140
CITY CLERK	812,245	522,670	29,950	259,625	68.0%	485,854
<i>Total</i>	<u>4,232,001</u>	<u>3,049,236</u>	<u>147,715</u>	<u>1,035,050</u>	<u>75.5%</u>	<u>2,639,703</u>
<u>Human Resources</u>						
HUMAN RESOURCES	2,453,343	1,835,012	116,299	502,033	79.5%	1,457,971
EMPLOYEE RELATIONS	428,635	260,026	108,271	60,337	85.9%	226,338
EMPLOYEE DEVELOPMENT	100,234	19,843	3,621	76,770	23.4%	14,538
<i>Total</i>	<u>2,982,212</u>	<u>2,114,881</u>	<u>228,191</u>	<u>639,140</u>	<u>78.6%</u>	<u>1,698,847</u>
<u>Finance</u>						
ADMINISTRATION	345,628	255,391	15,483	74,753	78.4%	248,336
REVENUE & CASH MANAGEMENT	983,660	465,933	4,187	513,540	47.8%	414,110
CASHIERING & COLLECTION	1,053,922	668,013	207,064	178,846	83.0%	416,546
LICENSES & PERMITS	699,217	246,215	-	453,002	35.2%	658,662
BUDGET MANAGEMENT	885,852	687,210	406,025	(207,384)	123.4%	581,423
ACCOUNTING	1,086,039	818,889	11,055	256,095	76.4%	833,182
Miscellaneous	477,161	360,097	-	117,064	75.5%	365,747
ACCOUNTS PAYABLE	262,472	200,855	14,850	46,767	82.2%	217,231
CITY BILLING & CUSTOMER SERVICE	906,178	515,144	-	391,034	56.8%	544,455
PURCHASING	775,791	593,929	43	181,819	76.6%	622,177
CENTRAL WAREHOUSE	224,348	154,788	-	69,560	69.0%	183,590
MAIL SERVICES	173,608	120,133	11,618	41,857	75.9%	116,614
<i>Total</i>	<u>7,873,875</u>	<u>5,086,596</u>	<u>670,325</u>	<u>2,116,954</u>	<u>73.1%</u>	<u>5,202,074</u>
TOTAL GENERAL GOVERNMENT	<u>25,036,211</u>	<u>16,353,267</u>	<u>1,499,159</u>	<u>7,183,786</u>	<u>71.3%</u>	<u>15,420,751</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
PUBLIC SAFETY						
<u>Police</u>						
CHIEF'S STAFF	2,590,022	1,947,707	35,083	607,232	76.6%	1,106,022
BUSINESS OFFICE	948,093	561,968	820	385,305	59.4%	442,106
RECORDS BUREAU	2,124,211	1,318,649	1,339	804,223	62.1%	1,244,334
STRATEGIC OPERATIONS AND PERSONNEL	2,339,144	1,445,958	33,846	859,340	63.3%	1,443,155
PROPERTY ROOM	289,940	203,250	-	86,690	70.1%	204,288
TRAINING, RECRUITMENT AND WELLNESS	3,709,897	1,797,667	56,667	1,855,563	50.0%	1,113,557
RANGE AND EQUIPMENT	2,830,350	1,978,450	397,163	454,737	83.9%	1,151,196
COMMUNITY & MEDIA RELATIONS	213,986	117,829	-	96,157	55.1%	111,113
INFORMATION TECHNOLOGY/CRIME ANALYSIS	1,866,758	1,468,362	124,565	273,831	85.3%	1,407,312
CRIMINAL INVESTIGATIONS & INTERNAL OP'S	7,854,189	4,387,761	6,019	3,460,410	55.9%	4,244,411
CRIME LAB	192,961	126,682	-	66,279	65.7%	117,680
FIELD OPERATIONS DIVISION	23,466,662	15,834,981	8,192	7,623,489	67.5%	15,970,648
TRAFFIC	1,164,209	710,006	1,070	453,134	61.1%	344,499
SPECIAL EVENTS	663,763	634,009	544	29,210	95.6%	548,005
STREET CRIMES UNIT	3,282,102	1,531,765	7,216	1,743,122	46.9%	1,070,733
SPECIAL ENFORCEMENT TEAM	45,723	52,306	-	(6,582)	114.4%	171,299
PARKING AND STREET SWEEPING	491,120	215,830	-	275,290	43.9%	304,061
PARKING ENFORCEMENT	1,068,289	475,382	-	592,907	44.5%	596,166
COMBINED COMMUNICATIONS CENTER	4,006,882	3,022,128	-	984,754	75.4%	2,596,488
ANIMAL CONTROL	1,034,755	610,537	254,721	169,496	83.6%	544,080
<i>Total</i>	<u>60,183,056</u>	<u>38,441,226</u>	<u>927,243</u>	<u>20,814,587</u>	<u>65.4%</u>	<u>34,731,154</u>
 <u>Fire</u>						
ADMINISTRATION	1,684,511	1,337,240	-	347,271	79.4%	970,194
EMERGENCY SERVICES AND PUBLIC ED PREVENTION	437,700	308,918	-	128,781	70.6%	355,682
WILDLAND FIRE MITIGATION PROGRAM	1,333,175	922,168	525	410,482	69.2%	975,719
OPERATIONS	975,632	517,010	66,154	392,468	59.8%	284,786
TRAINING AND RECRUITMENT	26,307,617	20,877,994	108,195	5,321,428	79.8%	19,343,564
ARFF	951,870	702,858	-	249,012	73.8%	611,408
	3,222,082	2,556,908	-	665,174	79.4%	2,436,531
<i>Total</i>	<u>34,912,587</u>	<u>27,223,096</u>	<u>174,873</u>	<u>7,514,617</u>	<u>78.5%</u>	<u>24,977,883</u>
TOTAL PUBLIC SAFETY	<u>95,095,642</u>	<u>65,664,322</u>	<u>1,102,116</u>	<u>28,329,204</u>	<u>70.2%</u>	<u>59,709,037</u>
 PUBLIC WORKS						
<u>Public Works</u>						
ADMINISTRATION	1,727,707	1,099,118	26,349	602,240	65.1%	915,670
ENGINEERING SVCS	9,013,027	5,767,144	12,684	3,233,200	64.1%	4,478,640
PUBLIC RT OF WAY MGMT	2,112,717	1,400,978	19,053	692,687	67.2%	1,216,538
ENVIRONMENTAL PROGRAMS	9,516	(0)	-	9,516	0.0%	349,694
WATER RESOURCES	-	-	-	-	#DIV/0!	-
<i>Total</i>	<u>12,862,969</u>	<u>8,267,240</u>	<u>58,086</u>	<u>4,537,643</u>	<u>64.7%</u>	<u>6,960,542</u>
TOTAL PUBLIC WORKS	<u>12,862,969</u>	<u>8,267,240</u>	<u>58,086</u>	<u>4,537,643</u>	<u>64.7%</u>	<u>6,960,542</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
COMMUNITY SERVICES						
<u>Parks & Recreation</u>						
REC PROGRAM MGMT	1,324,580	832,422	71,960	420,198	68.3%	592,320
FACILITIES & SPECIAL EVENTS	2,042,566	1,306,963	96,838	638,765	68.7%	1,121,507
YOUTH ACTIVITIES	1,618,019	935,451	6,430	676,138	58.2%	1,007,322
ACTIVE ADULTS	1,039,085	701,536	4,273	333,276	67.9%	633,855
AQUATICS	1,904,020	1,429,806	23,861	450,353	76.3%	1,350,869
SPORTS	905,488	597,427	54,461	253,601	72.0%	472,388
TENNIS	580,339	376,646	105,912	97,781	83.2%	294,496
NEIGHBORHOOD & OUTREACH SERV	1,277,373	836,100	16,965	424,307	66.8%	823,324
ADMINISTRATION	1,469,985	1,035,998	517	433,471	70.5%	869,189
PROJECT MANAGEMENT TEAM	878,707	581,371	16,537	280,799	68.0%	491,180
PARK OPERATIONS MANAGEMENT	1,250,419	904,581	2,046	343,792	72.5%	761,331
GROUND & FACILITIES MAINTENANCE	6,782,951	4,640,153	212,827	1,929,970	71.5%	4,103,356
FORESTRY	1,984,435	1,346,421	1,833	636,181	67.9%	1,160,314
BEACH MAINTENANCE	176,154	136,829	14,872	24,453	86.1%	88,626
MEDIANS PARKWAYS & CONTRACTS	551,350	270,369	162,168	118,813	78.5%	347,602
<i>Total</i>	<u>23,785,472</u>	<u>15,932,072</u>	<u>791,501</u>	<u>7,061,900</u>	<u>70.3%</u>	<u>14,117,676</u>
 <u>Library</u>						
ADMINISTRATION	1,086,543	721,994	84,808	279,741	74.3%	650,006
CENTRAL LIBRARY	5,913,814	3,814,708	59,134	2,039,972	65.5%	3,819,657
EASTSIDE LIBRARY	672,773	377,856	2,604	292,313	56.6%	209,674
LIBRARY ON THE GO	290,540	170,725	-	119,815	58.8%	98,525
ADULT EDUCATION	368,863	199,454	-	169,409	54.1%	41,305
<i>Total</i>	<u>8,332,532</u>	<u>5,284,738</u>	<u>146,545</u>	<u>2,901,249</u>	<u>65.2%</u>	<u>4,819,167</u>
TOTAL COMMUNITY SERVICES	<u>32,118,005</u>	<u>21,216,810</u>	<u>938,046</u>	<u>9,963,148</u>	<u>69.0%</u>	<u>18,936,842</u>
 COMMUNITY DEVELOPMENT						
<u>Community Development</u>						
ADMINISTRATION	2,353,352	1,583,300	37,686	732,367	68.9%	1,477,873
RENTAL HOUSING MEDIATION	353,511	255,426	46	98,038	72.3%	237,490
HUMAN SERVICES	984,320	576,071	306,616	101,633	89.7%	501,835
LONG RANGE PLAN & SPEC STUDY	1,239,113	756,921	237	481,956	61.1%	656,528
DEVEL & ENVIRONMENTAL REVIEW	1,901,705	1,187,720	39,419	674,566	64.5%	1,148,662
ZONING INFO & ENFORCEMENT	1,678,546	987,486	5,879	685,182	59.2%	959,431
DESIGN REV & HIST PRESERVATION	1,701,011	1,124,414	1,648	574,949	66.2%	1,022,840
BLDG INSP & CODE ENFORCEMENT	1,897,080	1,241,084	5,201	650,795	65.7%	1,091,312
RECORDS ARCHIVES & CLER SVCS	759,834	469,554	26,366	263,914	65.3%	497,406
BLDG COUNTER & PLAN REV SVCS	2,876,859	1,579,943	316,038	980,879	65.9%	1,772,586
CODE COMPLIANCE	972,215	659,056	92	313,068	67.8%	404,273
<i>Total</i>	<u>16,717,546</u>	<u>10,420,974</u>	<u>739,226</u>	<u>5,557,346</u>	<u>66.8%</u>	<u>9,770,236</u>
TOTAL COMMUNITY DEVELOPMENT	<u>16,717,546</u>	<u>10,420,974</u>	<u>739,226</u>	<u>5,557,346</u>	<u>66.8%</u>	<u>9,770,236</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
SUSTAINABILITY AND RESILIENCE						
<u>Sustainability and Resilience</u>						
ADMINISTRATION	58,387	5,182	43,594	9,611	83.5%	24,187
ABATEMENT	578,836	96,312	39,091	443,433	23.4%	-
<i>Total</i>	<u>637,223</u>	<u>101,495</u>	<u>82,685</u>	<u>453,044</u>	<u>28.9%</u>	<u>24,187</u>
TOTAL SUSTAINABILITY AND RESILIENCE	<u>637,223</u>	<u>101,495</u>	<u>82,685</u>	<u>453,044</u>	<u>28.9%</u>	<u>24,187</u>
NON-DEPARTMENTAL						
<u>Non-Departmental</u>						
ANTICIPATED SALARY SAVINGS	(6,000,000)	-	-	(6,000,000)	0.0%	-
MEASURE C SALES TAX	49,137,305	39,152,430	-	9,984,876	79.7%	21,299,560
TRANSFERS OUT	4,198,142	3,631,973	-	566,169	86.5%	4,644,057
CAPITAL OUTLAY TRANSFER	3,945,000	2,958,750	-	986,250	75.0%	778,210
APPROP. RESERVE	131,469	-	-	131,469	0.0%	-
<i>Total</i>	<u>51,411,916</u>	<u>45,743,152</u>	<u>-</u>	<u>5,668,764</u>	<u>89.0%</u>	<u>26,721,827</u>
TOTAL NON-DEPARTMENTAL	<u>51,411,916</u>	<u>45,743,152</u>	<u>-</u>	<u>5,668,764</u>	<u>89.0%</u>	<u>26,721,827</u>
TOTAL EXPENDITURES	<u>233,879,512</u>	<u>167,767,260</u>	<u>4,419,318</u>	<u>61,692,934</u>	<u>73.6%</u>	<u>137,543,423</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 Nine Month Ended March 31, 2024 (75% of Fiscal Year)

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
TRAFFIC SAFETY FUND						
Revenue	245,000	136,637	-	108,363	55.8%	168,097
Expenditures	245,000	136,637	-	108,363	55.8%	168,097
<i>Revenue Less Expenditures</i>	-	-	-	-		-
CREEK RESTORATION/WATER QUALITY IMPRVMT						
Revenue	6,047,071	4,518,342	-	1,528,729	74.7%	4,202,325
Expenditures	7,299,835	4,207,906	715,572	2,376,357	67.4%	3,128,413
<i>Revenue Less Expenditures</i>	(1,252,764)	310,436	(715,572)	(847,628)		1,073,912
COMMUNITY DEVELOPMENT BLOCK GRANT						
Revenue	2,103,297	885,954	-	1,217,342	42.1%	265,305
Expenditures	2,092,081	554,729	1,140,299	397,053	81.0%	769,201
<i>Revenue Less Expenditures</i>	11,216	331,226	(1,140,299)	820,289		(503,896)
COUNTY LIBRARY						
Revenue	492,475	260,587	-	231,888	52.9%	366,512
Expenditures	492,201	326,580	18,072	147,548	70.0%	309,596
<i>Revenue Less Expenditures</i>	274	(65,993)	(18,072)	84,340		56,917
STREETS FUND						
Revenue	13,231,712	9,991,356	-	3,240,356	75.5%	10,074,598
Expenditures	14,540,361	10,638,692	167,037	3,734,632	74.3%	9,216,527
<i>Revenue Less Expenditures</i>	(1,308,649)	(647,337)	(167,037)	(494,275)		858,071
MEASURE A FUND						
Revenue	5,298,579	3,708,258	-	1,590,321	70.0%	3,835,359
Expenditures	6,152,209	4,186,382	202,442	1,763,385	71.3%	3,120,325
<i>Revenue Less Expenditures</i>	(853,630)	(478,125)	(202,442)	(173,064)		715,034

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

SOLID WASTE FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Service charges	37,623,904	28,764,573	-	8,859,331	76.5%	25,223,604
Other Fees & Charges	355,650	35,643	-	320,007	10.0%	28,141
Investment Income	130,300	132,562	-	(2,262)	101.7%	86,151
Grants	152,678	151,250	-	1,428	99.1%	155,450
Miscellaneous	28,888	12,593	-	16,295	43.6%	309,394
TOTAL REVENUES	<u>38,291,420</u>	<u>29,096,621</u>	<u>-</u>	<u>9,194,799</u>	<u>76.0%</u>	<u>25,802,740</u>
EXPENSES						
Salaries & Benefits	2,168,758	1,231,103	-	937,655	56.8%	1,083,067
Materials, Supplies & Services	36,829,217	24,101,861	6,614,432	6,112,924	83.4%	22,277,070
Special Projects	1,292,874	691,267	116,413	485,195	62.5%	437,725
Transfers-Out	50,000	37,500	-	12,500	75.0%	37,500
Capital Outlay Transfers	-	-	-	-	0.0%	730
Equipment	322,223	77,077	60,657	184,489	42.7%	79,613
Other	40,000	-	-	40,000	0.0%	-
Appropriated Reserve	23,417	-	-	23,417	0.0%	-
TOTAL EXPENSES	<u>40,726,490</u>	<u>26,138,808</u>	<u>6,791,502</u>	<u>7,796,179</u>	<u>80.9%</u>	<u>23,915,706</u>
<i>Revenue Less Expense</i>	<u>(2,435,069)</u>	<u>2,957,813</u>	<u>(6,791,502)</u>	<u>1,398,620</u>		<u>1,887,034</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

WATER OPERATING FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Water Sales- Metered	61,627,176	46,240,420	-	15,386,756	75.0%	43,863,281
Service Charges	251,460	170,106	-	81,354	67.6%	206,107
Cater JPA Treatment Charges	2,400,000	1,335,476	-	1,064,524	55.6%	1,390,060
Investment Income	1,915,150	2,026,418	-	(111,268)	105.8%	1,371,288
Grants	-	15,212	-	(15,212)	0.0%	-
Reimbursements	8,386,167	5,396,768	-	2,989,399	64.4%	4,782,135
Miscellaneous	132,893	771,534	-	(638,641)	580.6%	290,588
TOTAL REVENUES	<u>74,712,846</u>	<u>55,955,934</u>	<u>-</u>	<u>18,756,912</u>	<u>74.9%</u>	<u>51,903,459</u>
EXPENSES						
Salaries & Benefits	14,359,118	10,102,431	-	4,256,687	70.4%	9,426,020
Materials, Supplies & Services	25,897,278	14,081,539	5,841,740	5,973,998	76.9%	12,471,867
Special Projects	840,997	148,170	23,035	669,793	20.4%	383,093
Water Purchases	9,800,000	5,679,523	-	4,120,477	58.0%	6,388,287
Debt Service	9,188,111	5,661,342	-	3,526,769	61.6%	5,667,661
Capital Outlay Transfers	20,007,618	16,080,880	-	3,926,738	80.4%	11,647,139
Equipment	315,884	123,217	9,814	182,853	42.1%	61,262
Capitalized Fixed Assets	411,883	130,538	100,000	181,346	56.0%	114,711
Other	33,800	37,164	4,000	(7,364)	121.8%	35,148
Appropriated Reserve	150,000	-	-	150,000	0.0%	-
TOTAL EXPENSES	<u>81,004,689</u>	<u>52,044,804</u>	<u>5,978,589</u>	<u>22,981,296</u>	<u>71.6%</u>	<u>46,195,188</u>
<i>Revenue Less Expense</i>	<u>(6,291,843)</u>	<u>3,911,130</u>	<u>(5,978,589)</u>	<u>(4,224,384)</u>		<u>5,708,271</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

WASTEWATER OPERATING FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Service Charges	28,099,437	20,880,623	-	7,218,814	74.3%	19,386,943
Fees	613,443	400,760	-	212,683	65.3%	477,947
Investment Income	364,500	423,207	-	(58,707)	116.1%	260,605
Rents & Concessions	61,072	38,569	-	22,503	63.2%	36,752
Grants	-	(15,212)	-	15,212	0.0%	-
Miscellaneous	5,000	-	-	5,000	0.0%	3,179
TOTAL REVENUES	<u>29,143,452</u>	<u>21,727,948</u>	<u>-</u>	<u>7,415,504</u>	<u>74.6%</u>	<u>20,165,426</u>
EXPENSES						
Salaries & Benefits	9,225,935	6,734,622	-	2,491,313	73.0%	6,053,582
Materials, Supplies & Services	11,898,202	7,439,624	1,907,554	2,551,025	78.6%	6,579,892
Special Projects	1,332,061	413,154	307,409	611,498	54.1%	264,942
Debt Service	3,552,087	2,510,187	-	1,041,900	70.7%	2,532,187
Capital Outlay Transfers	4,056,315	3,042,236	-	1,014,079	75.0%	3,557,291
Equipment	161,170	79,172	6,595	75,404	53.2%	38,451
Capitalized Fixed Assets	145,381	141,123	-	4,258	97.1%	55,810
Other	2,600	2,513	4,000	(3,913)	250.5%	1,513
TOTAL EXPENSES	<u>30,373,752</u>	<u>20,362,631</u>	<u>2,225,557</u>	<u>7,785,565</u>	<u>74.4%</u>	<u>19,083,667</u>
<i>Revenue Less Expense</i>	<u>(1,230,300)</u>	<u>1,365,318</u>	<u>(2,225,557)</u>	<u>(370,061)</u>		<u>1,081,759</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

DOWNTOWN PARKING FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Improvement Tax	1,000,000	620,766	-	379,234	62.1%	818,829
Parking Fees	9,023,365	6,036,927	-	2,986,439	66.9%	5,708,567
Other Fees & Charges	15,606	-	-	15,606	0.0%	11,260
Investment Income	77,000	94,099	-	(17,099)	122.2%	58,374
Rents & Concessions	374,590	310,058	-	64,532	82.8%	193,508
Miscellaneous	170,183	89,885	-	80,298	52.8%	69,859
Operating Transfers-In	902,899	727,174	-	175,724	80.5%	535,307
TOTAL REVENUES	<u>11,563,643</u>	<u>7,878,908</u>	<u>-</u>	<u>3,684,735</u>	<u>68.1%</u>	<u>7,395,703</u>
EXPENSES						
Salaries & Benefits	5,769,667	3,908,015	-	1,861,652	67.7%	3,627,005
Materials, Supplies & Services	4,713,116	3,571,784	521,424	619,909	86.8%	3,072,266
Special Projects	575,730	317,701	175,324	82,705	85.6%	140,746
Transfer-Out	4,600	-	-	4,600	0.0%	-
Capital Outlay Transfers	905,000	678,750	-	226,250	75.0%	540,815
Equipment	30,008	5,261	-	24,747	17.5%	5,153
Appropriated Reserve	10,000	-	-	10,000	0.0%	-
TOTAL EXPENSES	<u>12,008,122</u>	<u>8,481,510</u>	<u>696,748</u>	<u>2,829,864</u>	<u>76.4%</u>	<u>7,385,986</u>
<i>Revenue Less Expense</i>	<u>(444,478)</u>	<u>(602,602)</u>	<u>(696,748)</u>	<u>854,871</u>		<u>9,718</u>

NOTE-These figures reflect the operating fund only. Though the capital fund is excluded, the current year contribution

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

AIRPORT OPERATING FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Leases-Commercial/Industrial	5,641,823	4,220,596	-	1,421,226	74.8%	3,369,080
Leases-Terminal	10,953,205	7,398,463	-	3,554,742	67.5%	7,443,185
Leases-Non-Commercial Aviation	5,073,725	3,834,465	-	1,239,261	75.6%	3,228,163
Leases-Commercial Aviation	6,914,542	4,713,992	-	2,200,549	68.2%	4,273,643
Investment Income	621,104	487,374	-	133,730	78.5%	333,218
Grants	437,036	437,036	-	-	100.0%	-
Service Charges	1,669	-	-	1,669	0.0%	1,411
Miscellaneous	178,535	144,356	-	34,180	80.9%	101,492
Operating Transfers-In	1,083,632	685,232	-	398,400	63.2%	-
TOTAL REVENUES	<u>30,905,271</u>	<u>21,921,513</u>	<u>-</u>	<u>8,983,758</u>	<u>70.9%</u>	<u>18,750,192</u>
EXPENSES						
Salaries & Benefits	11,411,379	7,620,301	-	3,791,078	66.8%	7,217,604
Materials, Supplies & Services	14,607,598	9,924,820	2,289,497	2,393,281	83.6%	8,423,478
Special Projects	3,047,707	764,994	342,825	1,939,888	36.3%	488,114
Transfer-Out	628,167	332,486	-	295,681	52.9%	187,500
Debt Service	1,559,205	1,169,404	-	389,801	75.0%	1,163,813
Capital Outlay Transfers	1,676,136	1,257,102	-	419,034	75.0%	3,499,423
Equipment	258,353	18,524	64,071	175,757	32.0%	53,074
Capitalized Fixed Assets	56,910	55,140	1,770	-	100.0%	-
Other	-	-	5,000	(5,000)	0.0%	-
Appropriated Reserve	131,556	-	-	131,556	0.0%	-
TOTAL EXPENSES	<u>33,377,010</u>	<u>21,142,771</u>	<u>2,703,162</u>	<u>9,531,077</u>	<u>71.4%</u>	<u>21,033,006</u>
<i>Revenue Less Expense</i>	<u>(2,471,739)</u>	<u>778,742</u>	<u>(2,703,162)</u>	<u>(547,319)</u>		<u>(2,282,814)</u>

NOTE-These figures reflect the operating fund only. Though the capital fund is excluded, the current year contribution from the operating fund is shown in the Capital Transfers.

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

GOLF COURSE FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Fees & Card Sales	3,918,765	3,008,009	-	910,756	76.8%	2,734,320
Investment Income	57,000	76,276	-	(19,276)	133.8%	41,073
Rents & Concessions	231,000	176,261	-	54,739	76.3%	162,238
Miscellaneous	-	1,047	-	(1,047)	0.0%	607
TOTAL REVENUES	<u>4,206,765</u>	<u>3,261,595</u>	<u>-</u>	<u>945,171</u>	<u>77.5%</u>	<u>2,938,237</u>
EXPENSES						
Salaries & Benefits	110,567	82,813	-	27,754	74.9%	62,375
Materials, Supplies & Services	3,376,451	2,072,823	1,233,007	70,621	97.9%	1,944,801
Capital Outlay Transfers	301,978	226,484	-	75,495	75.0%	171,000
TOTAL EXPENSES	<u>3,788,996</u>	<u>2,382,120</u>	<u>1,233,007</u>	<u>173,870</u>	<u>95.4%</u>	<u>2,178,339</u>
<i>Revenue Less Expense</i>	<u>417,769</u>	<u>879,475</u>	<u>(1,233,007)</u>	<u>771,301</u>		<u>759,898</u>

NOTE-These figures reflect the operating fund only. Though the capital fund is excluded, the current year contribution from the operating fund is shown in the Capital Transfers.

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

FACILITIES MANAGEMENT FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Service Charges	3,645,995	2,643,868	-	1,002,127	72.5%	2,516,916
Work Orders - Bldg Maint.	3,942,723	2,487,887	-	1,454,836	63.1%	2,627,321
Miscellaneous	5,500	-	-	5,500	0.0%	89
TOTAL REVENUES	<u>7,594,218</u>	<u>5,131,755</u>	<u>-</u>	<u>2,462,464</u>	<u>67.6%</u>	<u>5,144,326</u>
EXPENSES						
Salaries & Benefits	4,970,098	3,081,820	-	1,888,278	62.0%	3,179,969
Materials, Supplies & Services	2,308,986	1,668,336	94,430	546,220	76.3%	1,481,394
Special Projects	299,172	239,285	62,943	(3,056)	101.0%	249,286
Capital Outlay Transfers	3,598	2,698	-	900	75.0%	145,198
Equipment	10,000	3,461	6,056	483	95.2%	5,772
TOTAL EXPENSES	<u>7,591,854</u>	<u>4,995,600</u>	<u>163,429</u>	<u>2,432,825</u>	<u>68.0%</u>	<u>5,061,620</u>
<i>Revenue Less Expense</i>	<u>2,364</u>	<u>136,154</u>	<u>(163,429)</u>	<u>29,639</u>		<u>82,705</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

FLEET REPLACEMENT FUND

	Revised Budget	YTD Actual	Encum- brances	Remaining Balance	Percent of Budget	Previous YTD
REVENUES						
Vehicle Rental Charges	4,963,096	3,841,079	-	1,122,017	77.4%	2,226,248
Investment Income	351,897	408,614	-	(56,717)	116.1%	222,790
Rents & Concessions	4,380	77,380	-	(73,000)	1766.7%	77,380
Miscellaneous	68,000	105,931	-	(37,931)	155.8%	164,537
Operating Transfers-In	-	-	-	-	0.0%	222,649
TOTAL REVENUES	5,387,373	4,433,003	-	954,370	82.3%	2,913,603
EXPENSES						
Salaries & Benefits	207,091	125,985	-	81,106	60.8%	134,314
Materials, Supplies & Services	25,316	23,855	-	1,461	94.2%	3,630
Debt Service	606,372	303,186	303,186	1	100.0%	303,186
Capitalized Fixed Assets	6,991,257	1,300,778	1,449,925	4,240,554	39.3%	601,224
TOTAL EXPENSES	7,830,036	1,753,804	1,753,111	4,323,120	44.8%	1,042,354
<i>Revenue Less Expense</i>	<i>(2,442,663)</i>	<i>2,679,199</i>	<i>(1,753,111)</i>	<i>(3,368,751)</i>		<i>1,871,249</i>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

FLEET MAINTENANCE FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Vehicle Maintenance Charges	3,162,732	2,314,867	-	847,865	73.2%	2,355,014
Reimbursements	5,000	7,500	-	(2,500)	150.0%	3,750
Miscellaneous	114,602	102,395	-	12,207	89.3%	70,531
TOTAL REVENUES	<u>3,282,335</u>	<u>2,424,762</u>	<u>-</u>	<u>857,572</u>	<u>73.9%</u>	<u>2,429,295</u>
EXPENSES						
Salaries & Benefits	1,675,980	1,138,774	-	537,206	67.9%	1,136,019
Materials, Supplies & Services	1,757,418	1,376,036	198,315	183,067	89.6%	1,035,872
Special Projects	71,367	40,874	9,449	21,043	70.5%	25,964
Capital Outlay Transfers	1,467	1,100	-	367	75.0%	1,100
Equipment	7,884	1,267	6,056	561	92.9%	1,151
Capitalized Fixed Assets	-	-	-	-	0.0%	-
Appropriated Reserve	15,000	-	-	15,000	0.0%	-
TOTAL EXPENSES	<u>3,529,116</u>	<u>2,558,051</u>	<u>213,821</u>	<u>757,244</u>	<u>78.5%</u>	<u>2,200,106</u>
<i>Revenue Less Expense</i>	<u>(246,781)</u>	<u>(133,289)</u>	<u>(213,821)</u>	<u>100,328</u>		<u>229,189</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

SELF INSURANCE TRUST FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Insurance Premiums	11,001,421	8,480,300	-	2,521,121	77.1%	5,743,949
Workers' Compensation Premiums	5,724,102	4,334,622	-	1,389,480	75.7%	3,426,944
OSH Charges	301,269	228,138	-	73,131	75.7%	219,731
Unemployment Insurance Premium	200,000	143,934	-	56,066	72.0%	307,699
Investment Income	27,500	74,556	-	(47,056)	271.1%	26,186
Operating Transfers-In	75,825	56,869	-	18,956	75.0%	4,056,869
TOTAL REVENUES	<u>17,330,117</u>	<u>13,318,420</u>	<u>-</u>	<u>4,011,697</u>	<u>76.9%</u>	<u>13,781,377</u>
EXPENSES						
Salaries & Benefits	838,683	626,683	-	212,000	74.7%	607,550
Materials, Supplies & Services	19,202,159	11,413,058	1,091,614	6,697,486	65.1%	9,478,465
Capital Outlay Transfers	409	307	-	102	75.0%	307
Equipment	-	456	-	(456)	0%	479
TOTAL EXPENSES	<u>20,041,251</u>	<u>12,040,504</u>	<u>1,091,614</u>	<u>6,909,133</u>	<u>65.5%</u>	<u>10,086,801</u>
<i>Revenue Less Expense</i>	<u>(2,711,134)</u>	<u>1,277,916</u>	<u>(1,091,614)</u>	<u>(2,897,435)</u>		<u>3,694,576</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
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

INFORMATION TECHNOLOGY FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Service charges	6,208,379	4,632,573	-	1,575,806	74.6%	3,805,393
Operating Transfers-In	329,169	144,986	-	184,183	44.0%	-
TOTAL REVENUES	<u>6,537,548</u>	<u>4,777,559</u>	<u>-</u>	<u>1,759,989</u>	<u>73.1%</u>	<u>3,805,393</u>
EXPENSES						
Salaries & Benefits	3,901,398	2,824,701	-	1,076,697	72.4%	2,133,525
Materials, Supplies & Services	2,559,214	2,141,317	33,204	384,694	85.0%	1,649,504
Special Projects	200	150	-	50	75.0%	632
Capital Outlay Transfers	240,830	180,623	-	60,207	75.0%	103,758
Equipment	13,000	4,051	-	8,949	31.2%	16,147
Appropriated Reserve	3,179	-	-	3,179	0.0%	-
TOTAL EXPENSES	<u>6,717,821</u>	<u>5,150,842</u>	<u>33,204</u>	<u>1,533,776</u>	<u>77.2%</u>	<u>3,903,566</u>
<i>Revenue Less Expense</i>	<u>(180,273)</u>	<u>(373,283)</u>	<u>(33,204)</u>	<u>226,214</u>		<u>(98,173)</u>

NOTE-These figures reflect the operating fund only. Though the capital fund is excluded, the current year contribution from the operating fund is shown in the Capital Transfers.

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

WATERFRONT OPERATING FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Leases - Commercial	2,350,000	1,742,626	-	607,374	74.2%	1,733,886
Leases - Food Service	3,575,000	2,491,839	-	1,083,161	69.7%	2,705,126
Slip Rental Fees	5,578,030	4,261,542	-	1,316,488	76.4%	3,884,385
Visitors Fees	765,000	585,409	-	179,591	76.5%	553,935
Slip Transfer Fees	1,100,000	1,004,125	-	95,875	91.3%	890,775
Parking Revenue	3,596,500	3,092,245	-	504,255	86.0%	2,728,551
Wharf Parking	325,000	220,469	-	104,531	67.8%	208,764
Other Fees & Charges	272,740	180,230	-	92,510	66.1%	189,048
Investment Income	243,200	291,773	-	(48,573)	120.0%	180,921
Rents & Concessions	435,000	346,027	-	88,973	79.5%	343,869
Miscellaneous	787,000	617,985	-	169,015	78.5%	630,755
TOTAL REVENUES	<u>19,027,470</u>	<u>14,834,270</u>	<u>-</u>	<u>4,193,200</u>	<u>78.0%</u>	<u>14,062,765</u>
EXPENSES						
Salaries & Benefits	8,132,167	5,676,113	-	2,456,054	69.8%	5,673,172
Materials, Supplies & Services	6,971,241	4,746,780	809,308	1,415,153	79.7%	3,944,973
Special Projects	225,565	124,193	60,638	40,735	81.9%	147,389
Debt Service	2,035,239	1,466,594	-	568,645	72.1%	2,036,965
Capital Outlay Transfers	1,650,000	1,237,500	-	412,500	75.0%	1,750,000
Equipment	174,040	46,818	4,338	122,884	29.4%	32,198
Capitalized Fixed Assets	21,347	-	13,847	7,500	64.9%	-
Other	2,000	61,647	5,000	(64,647)	3332.3%	1,513
Appropriated Reserve	100,000	-	-	100,000	0.0%	-
TOTAL EXPENSES	<u>19,311,599</u>	<u>13,359,645</u>	<u>893,131</u>	<u>5,058,823</u>	<u>73.8%</u>	<u>13,586,210</u>
<i>Revenue Less Expense</i>	<u>(284,129)</u>	<u>1,474,625</u>	<u>(893,131)</u>	<u>(865,624)</u>		<u>476,555</u>

NOTE - These figures reflect the operating fund only. Though the capital fund is excluded, the current year contribution from the operating fund is shown in the Capital Transfers.

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

SANTA BARBARA CLEAN ENERGY FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Service Charges	47,660,583	34,567,811	-	13,092,772	72.5%	24,966,910
Investment Income	-	124,242	-	(124,242)	0.0%	-
Grants	-	21,060	-	(21,060)	0.0%	-
TOTAL REVENUES	<u>47,660,583</u>	<u>34,713,113</u>	<u>-</u>	<u>12,947,470</u>	<u>72.8%</u>	<u>24,966,910</u>
EXPENSES						
Salaries & Benefits	587,742	329,730	-	258,012	56.1%	130,137
Materials, Supplies & Services	37,149,413	20,561,895	2,269,462	14,318,056	61.5%	24,279,267
Special Projects	1,384,649	897,482	7,350	479,817	65.3%	761,931
Debt Service	34,695	-	-	34,695	0.0%	-
Other	476,606	-	-	476,606	0.0%	-
TOTAL EXPENSES	<u>39,633,105</u>	<u>21,789,106</u>	<u>2,276,813</u>	<u>15,567,186</u>	<u>60.7%</u>	<u>25,171,335</u>
<i>Revenue Less Expense</i>	<u>8,027,478</u>	<u>12,924,007</u>	<u>(2,276,813)</u>	<u>(2,619,716)</u>		<u>(204,425)</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Month Ended March 31, 2024 (75% of Fiscal Year)

ENERGY AND CLIMATE MANAGEMENT FUND

	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES						
Service charges	3,014,426	2,132,883	-	881,543	70.8%	1,914,426
Grants	1,606	4,562	-	(2,956)	284.1%	78,600
Miscellaneous	62,000	48,252	-	13,748	77.8%	5,000
TOTAL REVENUES	<u>3,078,032</u>	<u>2,185,698</u>	<u>-</u>	<u>892,335</u>	<u>71.0%</u>	<u>1,998,026</u>
EXPENSES						
Salaries & Benefits	916,003	550,319	-	365,684	60.1%	467,373
Materials, Supplies & Services	2,377,652	1,427,540	138,583	811,528	65.9%	1,131,424
Special Projects	313,022	77,953	107,519	127,549	59.3%	6,245
Debt Service	-	-	-	-	0.0%	18,105
Capital Outlay Transfers	-	-	-	-	0.0%	326
Equipment	300	1,053	6,912	(7,665)	2655.0%	10,982
TOTAL EXPENSES	<u>3,606,976</u>	<u>2,056,866</u>	<u>253,015</u>	<u>1,297,096</u>	<u>64.0%</u>	<u>1,713,056</u>
<i>Revenue Less Expense</i>	<u>(528,944)</u>	<u>128,832</u>	<u>(253,015)</u>	<u>(404,761)</u>		<u>284,971</u>

NOTE-These figures reflect the operating fund only. Though the capital fund is excluded, the current year contribution from the operating fund is shown in the Capital Transfers.

***Fiscal Year 2024 Interim Financial Statements
for the Nine Months Ended March 31, 2024 (75.0% of Year Elapsed)***

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 March 31, 2024, in Fiscal Year (FY) 2024. 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 may vary from other revenues and result in fluctuations when comparing historical actuals. This table highlights the annual revised budget and actual collections for general tax revenues, franchise fees, and other fees/charges. Overall, Revenues are 68.0% of FY2024 budget. The largest general tax revenues are discussed in more detail below.

SUMMARY OF REVENUES GENERAL FUND Fiscal Year 2024							
For the Nine Months Ended March 31, 2024							
	Revised Budget	YTD Actual	Variance	**Projected Full-Year	% Var. Budget With Actual	LYTD FY2023	Change From FY2023
Property Tax	\$46,371,460	\$26,392,554	(\$19,978,906)	\$48,600,000	57%	\$24,327,523	8%
Sales & Use Tax	30,650,000	22,145,152	(8,504,848)	30,000,000	72%	22,087,846	0%
Measure C Sales Tax	31,900,000	23,773,833	(8,126,167)	31,500,000	75%	23,721,079	0%
Transient Occupancy Tax	27,586,000	19,879,619	(7,706,381)	26,800,000	72%	20,096,552	(1%)
Utility Users Tax	7,375,415	5,828,178	(1,547,237)	7,800,000	79%	6,020,007	(3%)
Business License	2,850,000	2,434,213	(415,787)	2,700,000	85%	2,365,663	3%
Cannabis Excise Tax	1,518,910	892,506	(626,404)	1,350,000	59%	980,863	(9%)
Property Transfer tax	1,200,000	601,217	(598,783)	900,000	50%	706,430	(15%)
Total Taxes	\$149,451,785	\$101,947,271	(\$47,504,513)	\$149,650,000	68%	\$100,305,962	2%
License & Permits	233,310	94,955	(138,355)	233,310	41%	127,113	(25%)
Fines & Forfeitures	3,010,801	1,656,728	(1,354,073)	2,822,581	55%	1,391,801	19%
Franchise Fee	6,457,869	4,085,661	(2,372,208)	6,457,869	63%	2,860,127	43%
Use of Money & Property	3,069,078	2,586,834	(482,244)	2,956,773	84%	2,000,784	29%
Intergovernmental	6,738,543	1,934,121	(4,804,422)	2,581,113	29%	1,909,985	1%
Fee & Charges	14,275,677	10,770,610	(3,505,067)	13,619,091	75%	11,605,414	(7%)
Miscellaneous	23,973,617	17,533,484	(6,440,133)	24,164,644	73%	16,042,031	9%
Total Other	\$57,758,895	\$38,662,394	(\$19,096,501)	\$52,835,382	67%	\$35,937,256	8%
Total Revenues	\$207,210,680	\$140,609,665	(\$66,601,014)	\$202,485,382	68%	\$136,243,217	3%

****Projected Full-Year column projects only the general non-departmental revenues and Franchise Fees. All other revenues assume 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.**

Summary of Revenues, General Fund

*Fiscal Year 2024 Interim Financial Statements
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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 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 March 31, 2024, property tax revenue is 57.0% of the budget. Typically, the County does not start issuing property tax payments to the City until November or December each year. Based on the latest estimates provided by the County, the projected revenues at year end are approximately \$48.6 Million, or \$2.2 Million above budget (+4.8%).

Sales Taxes

Based on the nine months of actual collections available for the Third Quarter (Q3) and on the City's sales tax consultant projections, quarterly sales tax revenues are estimated at \$30.0 Million, or 2.12% below budget. After the prior year's strong growth due to increased consumer spending (particularly in online sales and auto sales) and higher-than-expected inflation, sales taxes are showing signs of flattening. For Q3, Actual is 72.0% of budget and slightly higher than Q3 FY2023. Staff continue to monitor this revenue closely and will evaluate a revised projection as additional tax remittances are received in preparation for the Fourth Quarter (Q4) report.

Measure C Sales Tax

Voters approved a one cent Measure C sales tax in FY2018, which became effective April 1, 2018. Measure C sales tax revenues are estimated at \$31.5 Million, or \$400,000 below budget (-1.25%). At Q3, revenue is 75.0% of budget. Staff continue to monitor this revenue closely and will evaluate a revised projection as additional tax remittances are received in preparation for the Q4 report.

Transient Occupancy Tax

Transient occupancy tax (TOT) revenue for Q3 is \$19.9 Million, which includes \$1.1 Million in short term rental (STR) and \$450,000 in STR settlement revenue from the recently initiated enforcement program. The local travel industry is seeing a slowdown in demand, compared to the prior year's strong activity. TOT revenues are 72.0% of the budget at the end of Q3. It is likely that actual TOT revenues will be slightly below budget at year end. Currently, the projection is at \$26.8 Million, a decrease of 2.8% with budget. Staff continue to monitor this revenue closely and will evaluate a revised projection as additional tax remittances are received in preparation for the Q4 report.

Department and Other Revenues

Cannabis tax revenues are in decline (9.0%) in comparison to FY2023 when Business Tax Certificate (License) revenue increases by 3.0% with Q3 FY2023. Various General Fund departments throughout the City generate revenue. These revenue sources combined generated \$38.7 Million for Q3 FY2024 or 67.0% of budget. The current forecast for other revenues is lower by \$5.0 Million with budget.

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.

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SUMMARY OF DEPARTMENTAL REVENUES GENERAL FUND Fiscal Year 2024 For the Nine Months Ended March 31, 2024				
	Revised Budget	YTD Actual	% Var.	**Projected Full Year
Mayor & Council	\$105,000	\$69,929	67%	493,237
City Attorney	0	266,000	0%	266,000
City Administrator	291,239	117,927	40%	167,609
Human Resources	20,000	11,662	58%	20,000
Finance	650,631	509,105	78%	650,631
General Government	\$1,066,870	\$974,623	91%	\$1,197,477
Police	3,834,554	2,156,142	56%	2,884,805
Fire	5,189,969	4,055,185	78%	5,189,969
Public Safety	\$9,024,523	\$6,211,326	69%	\$8,074,774
Parks & Recreation	7,976,551	5,465,333	69%	7,693,357
Library	980,892	504,605	51%	939,042
Community Services	\$8,957,443	\$5,969,939	67%	\$8,632,399
Public Works	8,896,428	6,821,760	77%	9,031,037
Sustainability & Resiliency	100,308	32,847	33%	75,164
Community Development	7,899,967	6,021,576	76%	7,800,000
Total	\$35,945,539	\$26,032,071	72%	\$34,810,851
% of Annual Budget 72.4%				

Summary of Departmental Revenues, General Fund

These revenues are 72.0% of the revised budget. FY2024 projection will shortfall by \$1.1 Million but actual is \$2.1 Million greater in comparison to FY2023. Parks and Recreation will miss their target revenue but is higher than FY2023 by approximately \$0.5 Million. Public Works and Community Development are in trend with budget and projection. The divisions project to end FY2024 in line with their budgets.

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General Fund Expenditures

The *Summary of Departmental Expenditures, General Fund* table below summarizes General Fund expenditures through March 31, 2024, compared to the Revised Budget. 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.

Encumbrances as of March 31, 2024, are shown separately from expense actuals as the inclusion of encumbrances within actuals can distort trends. The City uses encumbrances to control expenditure commitments for the year and to enhance cash management. Encumbrances represent commitments related to contracts not yet performed and purchase orders not yet filled (executory contracts and open purchase orders). Commitments for such expenditure of monies are encumbered to reserve a portion of applicable appropriations. Encumbrances still open at year end are not accounted for as expenditures and liabilities but, rather, as restricted or committed governmental fund balance.

SUMMARY OF DEPARTMENTAL EXPENDITURES GENERAL FUND Fiscal Year 2024 For the Nine Months Ended March 31, 2024								
	Revised Budget	YTD Actual (w/o Encum- brance)	% Var.	**Projected Full-Year	Variance Projection to Budget	YTD Variance (w/o Encum- brance)	Encum- brance	Remaining Budget After Encum- brances
Mayor & Council	\$3,405,788	\$2,614,460	77%	\$3,405,788	(\$6,807)	\$791,328	\$361,430	\$429,899
City Attorney	6,542,335	3,488,093	53%	6,542,335	(449)	3,054,242	91,498	2,962,743
City Administrator	4,232,001	3,049,236	72%	4,229,144	206,288	1,182,765	147,715	1,035,050
Human Resources	2,982,212	2,114,881	71%	2,985,069	60,935	867,331	228,191	639,141
Finance	7,873,875	5,086,596	65%	7,873,875	134,604	2,787,279	670,325	2,116,954
General Government	\$25,036,212	\$16,353,267	65%	\$25,036,211	\$394,571	\$8,682,944	\$1,499,160	\$7,183,786
Police	60,183,056	38,441,226	64%	52,178,353	266,397	21,741,830	927,243	20,814,588
Fire	34,912,587	27,223,096	78%	37,435,077	(2,431,653)	7,689,491	174,873	7,514,617
Public Safety	\$95,095,642	\$65,664,323	69%	\$89,613,430	(\$2,165,256)	\$29,431,320	\$1,102,115	\$28,329,204
Parks & Recreation	23,785,472	15,932,072	67%	23,598,978	456,586	7,853,401	791,501	7,061,900
Library	8,332,532	5,284,738	63%	7,720,523	1,051,546	3,047,794	146,545	2,901,248
Community Services	\$32,118,005	\$21,216,810	66%	\$31,319,501	\$1,508,131	\$10,901,195	\$938,046	\$9,963,147
Public Works	12,862,969	8,267,240	64%	11,566,092	(19,097)	4,595,729	58,086	4,537,643
Sustainability & Resilience	637,223	101,495	16%	627,658	6,523	535,728	82,685	453,044
Community Development	16,717,546	10,420,974	62%	16,242,297	1,112,357	6,296,572	739,226	5,557,346
Measure C Sales Tax	49,137,305	39,152,430	80%	46,837,855	0	9,984,876	0	9,984,876
Non-Departmental	2,274,611	6,590,723	290%	2,393,142	(118,531)	(4,316,112)	0	(4,316,112)
Total	\$233,879,513	\$167,767,261	72%	\$223,636,186	\$718,699	\$66,112,253	\$4,419,318	\$61,692,933
% of Annual Budget		71.7%					1.9%	26%

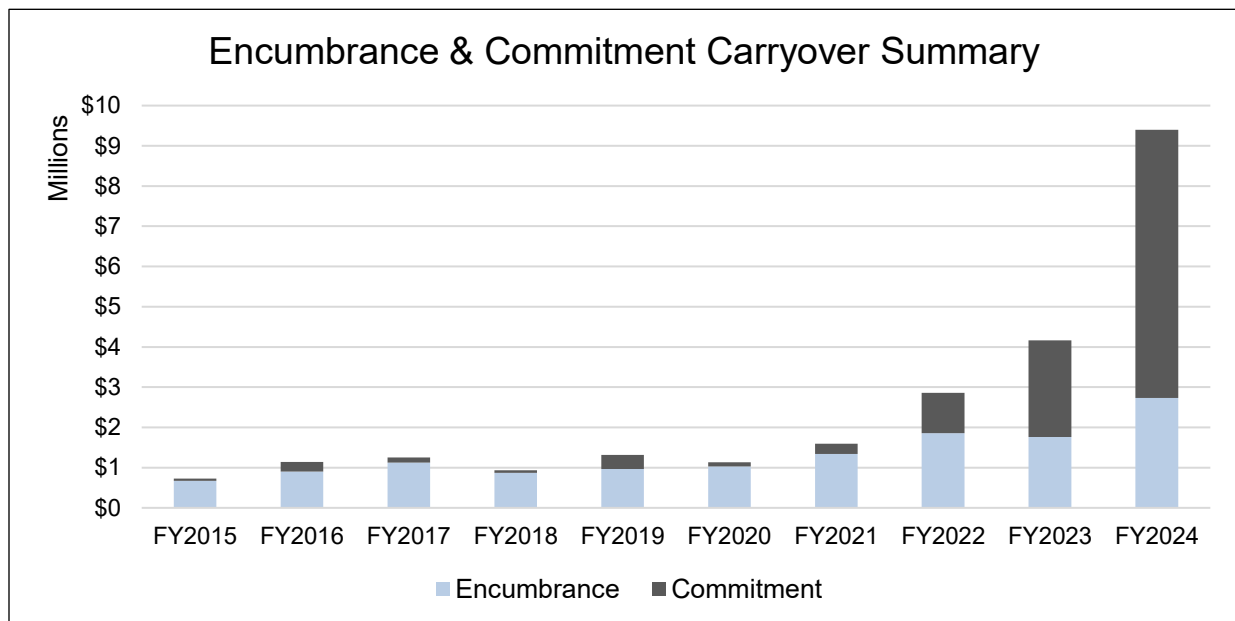
Summary of Departmental Expenditures, General Fund

***Fiscal Year 2024 Interim Financial Statements
for the Nine Months Ended March 31, 2024 (75.0% of Year Elapsed)***

Encumbrance and commitment carryovers have grown in recent years for the following reasons:

- With higher staff vacancies in the last two years compared to pre-COVID levels, planned projects and initiatives experienced delays requiring additional prior year contractual obligations and other commitments to carry forward into the following fiscal year where work will be performed; and
- Multiple community priority projects were appropriated funding through the American Rescue Plan Act (ARPA). Many of these projects will be implemented in more than one year which requires expenditure appropriation to be carried forward into FY2024 and FY2025.

It is critical that adequate General Fund reserves are restricted for these contractual and other commitments in FY2024 and beyond. The graph below shows the trend of contractual encumbrance and commitment carryovers from prior years and the substantial increase in FY2024.



The FY2024 Adopted budget included several targeted reduction plans to assist with lowering City expenditures. A balancing strategy of roughly \$2.7 Million is allocated across General Fund departments, including general reductions and salary-saving measures.

Expenditure Analysis by General Fund

The General Fund revised budget of \$233.9 Million, which includes \$4.4 Million in carried forward encumbrances is 72.0% exhausted (\$167.8 Million) as of March 31, 2024. The *Summary of Departmental Expenditures, General Fund* table above shows performance at department level. 41.0% 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 14.0% of the total budget, which includes the City’s Parks and 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.

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General Government actual spending of approximately \$16.3 Million represents 65.0% of the revised budget. Most divisions are within their targets. City Attorney is at 53.0% of its budget due to vacancies.

Public Safety actual spending is approximately \$65.6 Million or 69.0% of the revised budget. Payroll and benefit expenses drive the cost of public safety to a new level with an increase of \$6.1 Million in comparison to Q3 FY2023. When Police projects a small reduction in its expenditures, Fire expects a surplus of \$2.5 Million due to overtime hours to offset for payroll vacancies.

The Police Department (PD) expended \$38.4 Million (64.0%) of its budget in Q3, a \$3.7 Million increase for the same period last year. At the end of Q3, salaries account for 85.0% of total expenses. Overtime is still the main driver (95.4%) due to storm events during Q3 that required additional staff on duty. Allocated cost experiences a 45.2% increase in comparison to FY2023. Despite all these challenges, the department is still within budget, focuses on keeping other expenses at/or lower than budgeted amounts to contra balance payroll expenses and projects to reduce its spending by \$8.0 Million.

The Fire Department (FD) spent \$27.2 Million, using 78.0% of its budget. In comparison to FY2023, expenditures increased by \$2.4 Million. FY2024 Projection increased by the same amount. A Q3 budget adjustment of \$3.14 Million was submitted to cover unfunded salaries and benefits; Fire prevention and operations battle turnover, retirement, and industrial injuries. Six vacancies still need to be covered. Funding for an academy has been allocated in FY2025; until that time the department will continue to use overtime to fill vacancies that impact operations. Fire expects to expend 100% of its equipment funds but due to timing, projects may be rolled over to FY2025. The department took delivery of two pierce Type 1 pumpers. The new fire engines have been placed in service allowing one 28-year-old apparatus to be removed from the fleet.

Community Services has actual expenditures of \$21.2 Million, or 66.0% of associated budget for FY2024. In comparison to FY2023, \$2.28 Million was additionally spent. Savings are expected with a projected FY2024 below budget by \$0.80 Million.

Parks and Recreation (P&R) Department has Q3 expenditures of \$15.9 million (67.0% of annual budget) with a FY2024 projection lower than revised budget by \$187K. Program revenues have a slight shortfall due to the softening in rental market and past weather conditions, but the department is actively managing programs and will make expenditure reductions where possible to end the year in line with FY2024 forecast.

The Library Department spent \$5.3 Million, or 63.0% of its annual budget. In comparison to Q3 FY2023, the department expenditure is \$465K higher. The General Fund at Q3 is coming lower than revised budget. Payroll is at 64.0% mostly due to an ongoing vacant position for a senior librarian position. This reduction in payroll expenses is offset by non-budgeted expenses for staff members needed to keep the library open 7 days a week. To remedy this overage, intentional expenditure saving primarily in training takes place. Other changes with budget or FY2023 relate to supplies, water, maintenance, and vehicle fuel mainly driven by the changes in hours of operation. The Eastside library is seeing significant impacts from the construction occurring at the Central Library. There is an uptick in public foot traffic as one wants to avoid the distraction. Also, some Central staff had to relocate to Eastside and use the MLK Jr. room that was previously available for rental. Adult education programs are heavily subsidized by grants and if overspent will be offset by savings elsewhere.

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The Public Works Department (PWD) had expenditures of \$8.3 Million, or 64.0% of its annual budget for Q3 FY2024. The main driver for this shortfall is within payroll expenses; The projected saving for this fiscal year is anticipated to be about \$1.0 Million. PWD experienced turnover for all divisions, Administration, Engineering, and Land Development but this situation should change by the beginning of Q4 as vacancies are projected to be filled. Ultimately, the forecast for FY2024 is parallel to the revised budget. In comparison to FY2023, expenses increased by 19.0%.

The Sustainability & Resilience (S&R) Department currently has two general fund programs; Cal Recycle to protect California's environment and climate for the health and prosperity of the future generations and Environmental Compliance to help with environmental activities. As of Q3, \$29.6K was used with an available budget balance left of \$385.3K.

The Community Development Department (CDD) used 62.0% of its budgeted expenditure or \$10.4 Million. CDD holds an encumbrance for \$739K distributed almost equally between Supplies, Services and Special projects. Encumbrance should be fully exhausted by year end. Payroll accounts for 65.0% of actual expenditures. CDD projects to end the year at 97.0% of expenditure appropriations used.

Non-Departmental and Measure C expenditure includes transfers from the General Fund to other funds. 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 (reduction for \$6.0 Million). At Q3, this saving has been reduced to \$1.7 Million. The main reason for this significant change is related to Resolution 22-125. A transfer of \$2.9 Million to the Affordable Housing Trust Fund was recommended. The LHFTF was taken to Council on 1/9/24 and the final entry took place during Q3.

General Fund Reserves Projection

The *General Fund, Fund Balance* table below summarizes reserve projections for FY2024, compared to actual reserves from prior years. General Fund has two reserve targets, Disaster Reserves and Contingency Reserves.

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 event that results in significant damage to City facilities and infrastructure, or a significant reduction of normal operating revenues. The amount of the required Disaster Reserve is calculated based on 15.0% of the most recently adopted fiscal year operating expenditure budget.

The purpose of the Contingency Reserve is to allow for the orderly implementation of a balancing strategy to address the fiscal impacts of unexpected events to minimize the impacts to the organization and community. The most common of these events would be an economic recession that results in a significant impact on key revenues such as sales, transient occupancy, or property taxes. The Contingency Reserve is calculated based on 10.0% of the most recently adopted fiscal year operating expenditure budget. This table summarizes General Fund reserve targets of **15.0% Disaster and 10.0% Contingency** as required by City Council Resolution No. 23-124. Any use of the Disaster or Contingency reserves requires a majority vote of approval by the City Council. Staff will continue to address anticipated changes to reserves based on projections in future quarterly reports to the City Council.

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General Fund, Fund Balance	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2024 v. FY2023
	Actual	Actual	Actual	Actual	Actual	Projected at Q3	Projected Change in Reserve
Contingency Reserve Target 10%	\$13,910,966	\$13,799,412	\$14,255,661	\$15,650,447	\$16,820,295	\$17,892,131	\$1,071,836
Disaster Reserve Target 15%	20,866,449	20,699,118	21,383,491	23,475,670	25,230,442	26,838,197	1,607,755
Total Policy Reserve Target	\$34,777,415	\$34,498,530	\$35,639,152	\$39,126,117	\$42,050,737	\$44,730,328	\$2,679,591
(Below) / Above Policy	(1,513,888)	(8,526,275)	(1,419,589)	464,613	(3,736,772)	0	3,736,772
Actual Reserves	\$33,263,527	\$25,972,255	\$34,219,563	\$39,590,730	\$38,313,965	\$44,730,328	\$6,416,363
Self-Insurance Fund Under-Reserve*	(2,109,073)	(4,580,532)	(4,758,252)	(5,889,878)	(7,118,379)	(\$8,555,105)	(1,436,726)
Remaining Contingency Reserve	\$10,288,005	\$692,605	\$8,077,820	\$10,225,182	\$5,965,144	\$9,337,026	\$3,371,882
*SIF Note: The SIF under-reserve assumes that 46% of the lower reserve position compared to the actuarial recommended level is the responsibility of the General Fund. Actual reserves account for encumbrances and discretionary appropriation carryforwards that are non-spendable commitments on the ACFR.							

General Fund Reserves, Balance Summary

The FY2024 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 are projected to decline 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.

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 from user fees and other non-tax revenues. The *Summary of Revenues & Expenses, Enterprise Funds* table below reports Enterprise Fund revenues and expenses through March 31, 2024, associated Annual Budget, projected end-of-year actuals and prior year actuals for this same nine-month period. Encumbrances as of March 31, 2024, 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.

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SUMMARY OF REVENUES & EXPENSES ENTREPRISE FUNDS Fiscal Year 2024 For the Nine Months Ended March 31, 2024							
	Revised Budget	YTD Actual	Projected Year End	YTD %	Encumbered	Last Year Actual	% Var.
Solid Waste Fund							
Revenues	\$38,291,420	\$29,096,621	\$39,333,282	76.0%	\$0	\$25,802,740	12.8%
Expenses	40,726,490	26,138,808	37,846,574	64.2%	6,791,502	23,915,706	9.3%
Add / (Use) Reserves	(\$2,435,069)	\$2,957,812	\$1,486,708		(\$6,791,503)	\$1,887,033	
Water Fund							
Revenues	74,712,846	55,955,934	74,399,044	74.9%	0	51,903,459	7.8%
Expenses	81,004,689	52,044,804	75,010,934	64.2%	5,978,589	46,195,188	12.7%
Add / (Use) Reserves	(\$6,291,843)	\$3,911,130	(\$611,890)		(\$5,978,589)	\$5,708,271	
Wastewater Fund							
Revenues	29,143,452	21,727,948	28,915,761	74.6%	0	20,165,426	7.7%
Expenses	30,373,752	20,362,631	29,025,634	67.0%	2,225,557	19,083,667	6.7%
Add / (Use) Reserves	(\$1,230,300)	\$1,365,317	(\$109,873)		(\$2,225,558)	\$1,081,758	
Downtown Parking Fund							
Revenues	11,563,643	7,878,908	10,480,787	68.1%	0	7,395,703	6.5%
Expenses	12,008,122	8,481,510	12,261,307	70.6%	696,748	7,385,986	14.8%
Add / (Use) Reserves	(\$444,478)	(\$602,602)	(\$1,780,520)		(\$696,748)	\$9,718	
Clean Energy Fund							
Revenues	47,660,583	34,713,113	53,317,835	72.8%	0	24,966,910	100.0%
Expenses	39,633,105	21,789,106	39,445,748	55.0%	2,276,813	25,171,335	-13.4%
Add / (Use) Reserves	\$8,027,478	\$12,924,007	\$13,872,087		(\$2,276,813)	(\$204,425)	
Airport Fund							
Revenues	30,905,271	21,921,513	30,905,271	70.9%	0	18,750,192	16.9%
Expenses	33,377,010	21,142,771	32,996,337	63.3%	2,703,162	21,033,006	0.5%
Add / (Use) Reserves	(\$2,471,739)	\$778,742	(\$2,091,066)		(\$2,703,162)	(\$2,282,814)	
Golf Fund							
Revenues	4,206,765	3,261,595	4,508,497	77.5%	0	2,938,237	11.0%
Expenses	3,788,996	2,382,120	4,029,789	62.9%	1,233,007	2,178,339	9.4%
Add / (Use) Reserves	\$417,769	\$879,475	\$478,708		(\$1,233,007)	\$759,898	
Waterfront Fund							
Revenues	19,027,470	14,834,270	19,027,470	78.0%	0	14,062,765	5.5%
Expenses	19,311,599	13,359,645	19,311,599	69.2%	893,131	13,586,210	-1.7%
Add / (Use) Reserves	(\$284,128)	\$1,474,625	(\$284,129)		(\$893,131)	\$476,555	

Summary of Revenues & Expenses, Enterprise Funds

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Solid Waste Fund

The Solid Waste Fund accounts for trash and recycling services and related programs. Solid Waste Revenues are \$29.0 Million for Q3, which aligns with the budget (76.0%). A large majority of this revenue comprises of trash and recycling service charged to customers. Revenues are trending ahead of last year and projection is at 3.0% higher than budget for current fiscal year. The main costs are hauler fees paid to MarBorg, County fees related to processing, disposal of waste, and most of the staff programming. Staff expect to be below budget by year end (approx. \$2.25 Million or 6.0% of budget). Staff budgeted \$1.7 Million in costs related to the end of the MarBorg contract in FY2024, but those were eventually recorded in FY2023. Two large contracts make up most of the special projects' accounts. The City partially funds several regionwide initiatives that the County administers (including, for example, the hazardous waste center at UCSB). The costs of these programs are not precisely known in advance and billed several years in arrears. The adopted budget now appears to be about \$70K higher than what staff expect the cost to be. The second contract is related to encampment cleanup efforts. These costs are on target to be fully spent by year end. Salaries and benefits are below budget due to vacancies. \$402K of saving is expected by the fiscal year end. Net result for FY2024 looks promising with a projected \$1.5 Million additional operating reserves, a slight decrease with FY2023.

Water Fund

The Water Fund accounts for the provision of water services to the residents of the City and some residents of the County. For Q3 FY2024, Water Fund revenues have totaled \$55.9 Million, or 74.9% of its budget. In comparison to FY2023, an additional \$4.0 Million of revenue is recognized. Favorable market brings a return of an additional interest income of \$590K for Q3. Rebates from Southern California Edison when raw water is diverted from Gibraltar Reservoir and passed through the City's hydroelectric plant were received (\$772K or 580% of budget as Q3 or \$638K above budget). Other revenues for \$445K and \$85K were received as budget reimbursements from the Cachuma Operations and Maintenance Board and Cachuma Conservation Release Board for project facilities and water rights. These additional sources of revenue will offset an anticipated 2.0% drop in service charges (\$1.2 Million) directly associated with the above normal rainfall and the impact on water-meter rate revenue.

Expenditure ended Q3 at \$52.0 Million or 64.2% of the budget. Projection for end of FY2024 is at 92.0% of budget mainly due to the two following factors: payroll vacancies (\$10.1 Million or 70% of budget at Q3), reduction of supplies and services during the temporary two months offline of the Desalination program (\$9.3 Million or 48.0% of budget at Q3). A significant turnaround for FY2024 driven by positive deviation from budgeted expectations should result in a neutral position at year end.

Wastewater Fund

The Wastewater Fund accounts for the provision of sewer services to the residents of the City and some residents of the County. FY2024 revenues are on target at \$21.7 Million, 74.6% of its budget. Only a portion of Wastewater rates depend on water usage, which explains why there is less variability in Wastewater rate revenue when compared to Water rate revenue. Various other revenue sources such as interest income, sewer tap fees, pre-treatment analysis, and Fats-Oils-Grease (FOG) disposal fees experienced small variances that contributed to the overall balance of revenues.

Expenditures are at \$20.3 Million (67.0% of budget). Vacancies and timing in vendors payments for waste disposal, equipment repair, maintenance line items contributed to this result but projection for FY2024 is at 96.0% of budget. The CCTV contract was originally budgeted under

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this line item but was encumbered in a three-year contract in the capital program (due to competitive pricing at that time). A budget of approximately \$200K related to this project will fall to reserve.

Overall, as an operating result, an anticipated recoup in loss of \$1.1 Million is projected for the year end.

Downtown Parking Fund

Downtown Parking Fund accounts for the provision of parking services in the downtown area of the City. All activities necessary to provide such services are accounted for in this fund including, but not limited to, administration, operations, maintenance, billing and collection of fees, capital acquisition, construction, and financing and related debt service. At Q3, actual revenues for Downtown Parking are approximately \$7.8 Million or 68.0% of its annual budget. Revenue shortfalls can be attributed to changes in parking behavior due to the FY2024 hourly parking fee increase and vacancies in commercial buildings downtown. PBIA revenue is significantly lower as several businesses have failed to submit their assessments. Staff are reviewing available options to ensure timely collection of the fees.

Expenditure for Q3 is \$8.5 Million or 70.6% of the budget. For FY2024, projections are slightly higher than budget. The main driver for this peak is related to several facility repairs that exceeded projections and emergency repairs that were unfunded. Ultimately, operation results for FY2024 are targeted at a loss of \$602K mainly caused by poor revenue performance.

Clean Energy Fund

The Clean Energy Fund accounts for the cost to procure clean and renewable electric energy on behalf of the Santa Barbara Community. Q3 Revenues are \$34.7 Million or 72.8% of budget. According to the Fund's latest pro forma, revenues are expected to exceed the budget by \$5.0 Million. Expenses are 55.0% of the budget or \$21.7 Million. Energy costs are on track with the revised budget. Year end results are impressive with an additional 61.0% projected to be added to the reserves.

Airport Fund

The Airport Fund accounts for the operation of the municipal airport and the administration of leases of airport property. As a strong domestic leisure market, the Santa Barbara Airport continues to see sustained recovery in commercial airline activity and expects further revenue growth particularly due to the introduction of Delta Flights scheduled for June 2024.

YTD Actual revenue collected is \$21.9 Million or 70.9% of the revised budget. It is projected to meet its \$30.5 Million target by the end of the fiscal year. Despite a decline in commercial airline passenger activities at the beginning of the new year due to weather conditions, March came back stronger than expected. Revenue increased by 16.9% (\$3.1 Million) in comparison to Q3 FY2023. Commercial / Industrial lease revenue is at 70.7% of the budget, slightly below projection due to timing in billing and month end accruals.

Total Airport expenses for Q3 are \$21.1 Million, with \$2.7 Million in encumbrances. Its level of expenditure is 63.3% of the FY2024 budget. Projection will be lower than the budget by \$380K. Salaries and benefits are currently at 67.0% with most of the savings with the Administration and Law Enforcements divisions – due to difficulty in filling vacancies. Special projects are 25.0% of the budget. \$781K in parking shuttle is 73.0% spent, \$523K in PFAS cleanup is 37.0% spent and \$1.7 Million allocated to The Goleta Settlement should be invoiced by Q4.

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Golf Fund

The Golf Course Fund accounts for the operation of the municipal golf course. All activities necessary to provide such services are accounted for in this fund including, but not limited to, administration, operations, maintenance, capital acquisition and construction, financing and related debt service, and billing and collection of fees. At Q3, actual golf revenues are \$3.3 Million or 77.5% of budget. Paid rounds remain strong with 80.0% of the budget achieved by the end of Q3 or \$51K. Expenditure ended at \$2.4 Million with a further \$1.2 Million encumbered. Actual expenditure is 62.9% of the budget. The department projects to end the fiscal year 11.0% ahead of budget or an additional \$479K to the reserve.

Waterfront Fund

The Waterfront department manages approximately 252 acres of tidelands and submerged lands, covering the Harbor and Stearns Wharf. As an enterprise fund, it sustains its operations through various revenues such as lease revenue, slip and parking fees. Actual revenues for Q3 are \$14.8 Million or 78.0% of its annual budget. The above budget result is attributed to fee increase for parking and Marina management programs as well as a greater than expected return in investment from our reserves. The department expects to reach its target for FY2024.

Actual expenditure for Q3 is \$13.4 Million (69.2% of annual budget). Salaries and benefits are expected to end the year under budget as department plans on leaving some positions unfilled for an undetermined amount of time to reduce expenses.

Despite the fact that current results show an additional \$1.5 Million in reserve, it is anticipated that the fiscal year end will be at a loss of \$284K.

Enterprise Operating Funds: Projected Reserves

The *Enterprise Operating Funds, Reserves* table below summarizes the anticipated impact on reserves in each major enterprise fund at the end of FY2024 compared to policy reserve targets.

ENTERPRISE FUND RESERVES

Enterprise Operating Funds	FY2023 Policy Reserves	FY2023 Available Reserves*	FY2024 Projected Add (Use) of Reserves	FY2024 Projected Available Reserves
Solid Waste	\$15,683,539	(\$6,587,891)	\$1,486,708	\$3,928,348
Water	34,597,181	15,823,520	(611,890)	14,494,274
Wastewater	11,943,291	(1,250,629)	(109,873)	548,248
Downtown Parking	3,298,273	(325,362)	(1,780,520)	(1,722,077)
Clean Energy	9,734,838	(5,813,381)	13,872,087	4,177,095
Airport	8,249,239	3,775,977	(2,091,066)	3,312,847
Golf	1,108,492	1,888,575	478,708	2,024,771
Waterfront	3,948,744	5,591,759	(284,129)	3,923,077

* Year end entries May affect results.

Enterprise Operating Funds, Reserves

For FY2024, all enterprises except Downtown Parking are anticipated to have a funded position.

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 would typically 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.

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.

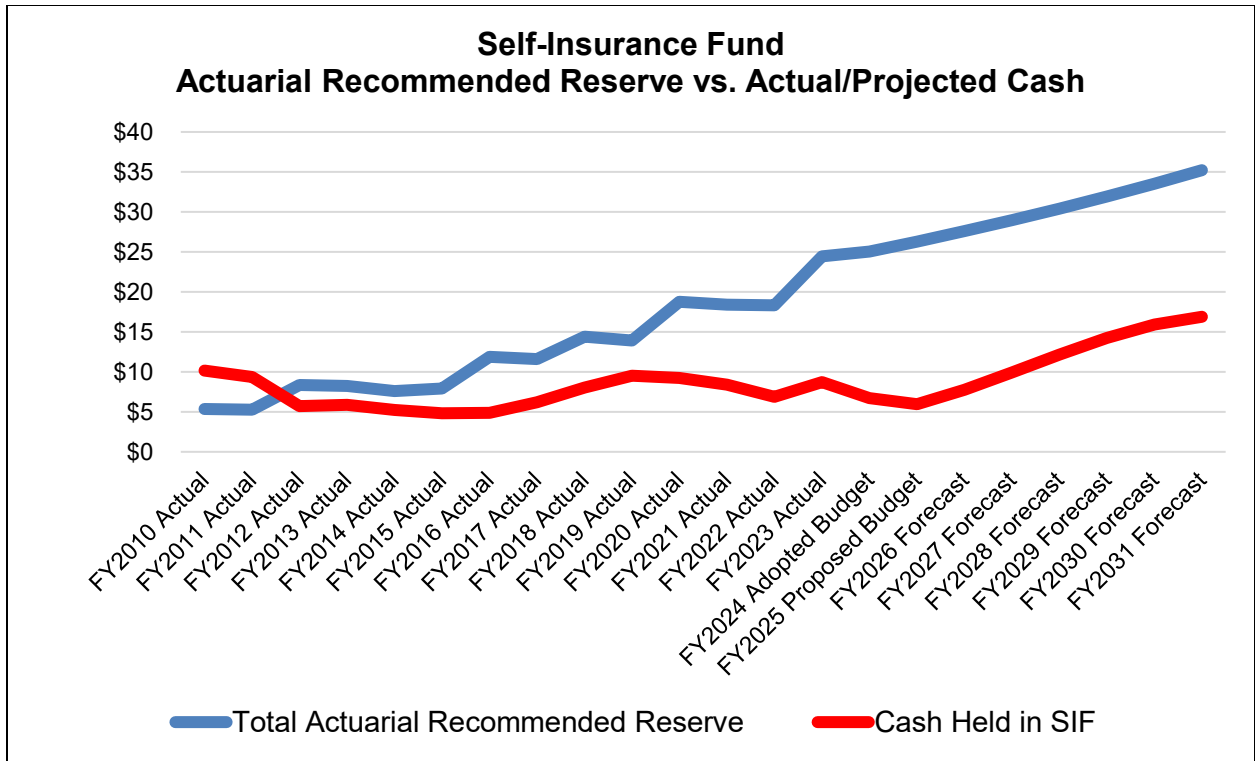
The SIF continues to experience challenges in receiving adequate annual allocations to the fund from operating departments and not having adequate reserves in the fund to pay future claims. The cost to the City to retain existing property, excess general liability, and other insurance programs has increased 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 eight years. The most current actuarial report recommended the SIF maintains a reserve balance of \$26.0 Million by the end of FY2024, a \$1.9 Million increase from the prior fiscal year.

Staff presented an overview to the Finance Committee of major changes anticipated in the insurance industry, budget considerations for FY2024. 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 can be met, and adequate reserves are achieved. The Finance Committee unanimously supported implementing a plan to gradually increase allocations into the SIF over the next eight fiscal years to achieve target reserves at or near the actuarial recommended level. Staff built these allocation increases into the FY2024 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.

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City of Santa Barbara
Fiscal Year 2024 Financial Statements for the Nine Months Ended Mar 31, 2024
 Schedule of Proposed Third Quarter Budget Adjustments

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
GENERAL FUND (Fund 1000)			
Increase appropriation in City Attorney legal services for a tax audit.	\$ 100,000	\$ -	\$ (100,000)
Increase appropriation in Fire Department Payroll to meet fiscal year trend related to minimum staffing overtime	\$ 3,140,093	\$ -	\$ (3,140,093)
Increase appropriation for COVID operations reduction requirement (reserve in appropriation) due to overtime increases, Department is unable to meet the original reduction requirement. Appropriation adjusting to \$0.	\$ 56,626	\$ -	\$ (56,626)
Decrease appropriation for Wildland Mitigation Non-contractual services.	\$ (225,776)	\$ -	\$ 225,776
Increase estimated revenues to reimburse prior year(s) force account labor costs reported to FEMA for reimbursement under DR4308 PW#670 (Jimeno Rd PA project).	\$ -	\$ 16,103	\$ 16,103
Decrease Measure C transfer-out appropriation by \$14,937,855 to align with Measure C revenue budget (clerical adjustment). Measure C transfers should align with projected Measure C tax revenue received.	\$ (14,937,855)	\$ -	\$ 14,937,855
Increase estimated revenues through a transfer-in from the Capital Outlay Fund (3000) Garage for Mobile Delivery Vehicles project to support increased security for the Library Plaza construction project and for additional digital materials.	\$ -	\$ 250,000	\$ 250,000
Increase appropriation in the Library Plaza construction project (1000) for additional security presence to support staff in rule enforcement and to prevent misuse or vandalism of the new space.	\$ 200,000	\$ -	\$ (200,000)
Increase appropriation in Digital Materials by \$50,000.	\$ 50,000	\$ -	\$ (50,000)
Increase estimated revenues related to a transfer-in from the Library's Miscellaneous Grants Fund (2850) to support additional digital materials funded by the reduction in appropriations originally designated for opening the Eastside Library one additional day per week.	\$ -	\$ 60,000	\$ 60,000
Increase appropriation in Digital Materials by \$60,000 by reducing appropriation (funded by ARPA) for the opening of the Eastside Library one additional day per week (Fund 2850).	\$ 60,000	\$ -	\$ (60,000)
Decrease salary appropriation by \$350,000 (projected salary savings) to supplement Library collections.	\$ (350,000)	\$ -	\$ 350,000
Increase appropriation in Print Collections by allocating \$150,000 from projected salary savings.	\$ 150,000	\$ -	\$ (150,000)
Increase appropriation in Digital Collections by allocating \$200,000 from projected salary savings.	\$ 200,000	\$ -	\$ (200,000)
Increase appropriation for the correction of allocated utility costs.	\$ 60,758	\$ -	\$ (60,758)
Increase estimated revenue and appropriation by \$37,000 for the Summer Fun Program. Funded through the PARC Foundation distribution of the Woods ClaeysSENS Foundation grant.	\$ 37,000	\$ 37,000	\$ -
Decrease estimated revenue by \$24,140 to \$0 to match the corresponding Utilities Management Debt Repayment expenditure allocation. Final payment was made in FY23 (clerical adjustment).	\$ -	\$ (24,140)	\$ (24,140)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (1,696,870)	\$ -	\$ 1,696,870
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 1,696,870	\$ -	\$ (1,696,870)
Total General Fund (1000)	<u>\$ (11,459,154)</u>	<u>\$ 338,963</u>	<u>\$ 11,798,117</u>
Police Equipment Replacement Fund (Fund number 1045)			
Decrease estimated revenues to align with expense allocation related to Mobile Data Computer (MDC) replacements	\$ -	\$ (100,000)	\$ (100,000)
Total Police Equipment Replacement Fund (1045)	<u>\$ -</u>	<u>\$ (100,000)</u>	<u>\$ (100,000)</u>
SPECIAL REVENUE FUNDS			
City Affordable Housing Fund (2120)			
Increase appropriation for the correction of allocated utility costs.	\$ 144	\$ -	\$ (144)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (7,478)	\$ -	\$ 7,478
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 7,478	\$ -	\$ (7,478)
Total City Affordable Housing Fund (2120)	<u>\$ 144</u>	<u>\$ -</u>	<u>\$ (144)</u>

SPECIAL REVENUE FUNDS (Continued)	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Community Development Block Grant Fund (2130)			
Increase appropriation for the correction of allocated utility costs.	\$ 46	\$ -	\$ (46)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (1,054)	\$ -	\$ 1,054
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 1,054	\$ -	\$ (1,054)
Total Community Development Block Grant Fund (2130)	\$ 46	\$ -	\$ (46)
Federal Home Loan Program Fund (2140)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (597)	\$ -	\$ 597
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 597	\$ -	\$ (597)
Total Federal Home Loan Program Fund (2140)	\$ -	\$ -	\$ -
Perm Local Housing Alloc Fund (2150)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (1,575)	\$ -	\$ 1,575
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 1,575	\$ -	\$ (1,575)
Total Perm Local Housing Alloc Fund (2150)	\$ -	\$ -	\$ -
Wildland Fire Suppress Assessment Fund (2200)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (1,360)	\$ -	\$ 1,360
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 1,360	\$ -	\$ (1,360)
Total Wildland Fire Suppress Assessment Fund (2200)	\$ -	\$ -	\$ -
Police Asset Fund (2310)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (3,504)	\$ -	\$ 3,504
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 3,504	\$ -	\$ (3,504)
Increase appropriation in the Special Investigation Fund to reconcile account.	\$ 2,120	\$ -	\$ (2,120)
Total Police Asset (2310)	\$ 2,120	\$ -	\$ (2,120)
Police SLESF Fund (2320)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (7,738)	\$ -	\$ 7,738
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 7,738	\$ -	\$ (7,738)
Total Police SLESF Fund (2320)	\$ -	\$ -	\$ -
Streets Operating Fund (2400)			
Increase appropriation for the correction of allocated utility costs.	\$ 50,506	\$ -	\$ (50,506)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (48,463)	\$ -	\$ 48,463
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 48,463	\$ -	\$ (48,463)
Total Streets Operating Fund (2400)	\$ 50,506	\$ -	\$ (50,506)
Street Sweeping Fund (2405)			
Decrease estimated revenue to \$0. Starting in FY24, Creeks staff are administering the residential street sweeping operation directly.	\$ -	\$ (205,663)	\$ (205,663)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (1,447)	\$ -	\$ 1,447
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 1,447	\$ -	\$ (1,447)
Total Street Sweeping Fund (2405)	\$ -	\$ (205,663)	\$ (205,663)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS (Continued)			
Measure A Fund (2440)			
Increase appropriation for the correction of allocated utility costs.	\$ 340	\$ -	\$ (340)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (14,549)	\$ -	\$ 14,549
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 14,549	\$ -	\$ (14,549)
Total Measure A Fund (2440)	\$ 340	\$ -	\$ (340)
County Library Fund (2500)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (1,441)	\$ -	\$ 1,441
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 1,441	\$ -	\$ (1,441)
Total County Library Fund (2500)	\$ -	\$ -	\$ -
Creek Restore/Water Quality Imp Fund (2640)			
Increase appropriation for the correction of allocated utility costs.	\$ 599	\$ -	\$ (599)
Decrease appropriation to correct lease amount based on Creek's agreement (clerical correction).	\$ (100,000)	\$ -	\$ 100,000
Decrease appropriation to \$0. Starting in FY24, Creeks staff is administering the residential street sweeping operation directly.	\$ (10,000)	\$ -	\$ 10,000
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (17,450)	\$ -	\$ 17,450
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 17,450	\$ -	\$ (17,450)
Total Creek Restore/Water Quality Imp Fund (2640)	\$ (109,401)	\$ -	\$ 109,401
Winter Storm Feb17 (2706)			
Increase appropriation to transfer out excess City share related to DR4308 PW#670 (Jimeno Rd Public Assistance project) back to Measure A (3440); original city share calculation included amount CalOES reimbursed to the city.	\$ 29,112	\$ -	\$ (29,112)
Increase appropriation to transfer out amount related FEMA/CalOES Jimeno Rd Public Assistance Project revenue received in the FEMA Fund; expenses related to reimbursement were recorded in the General Fund.	\$ 16,103	\$ -	\$ (16,103)
Total Winter Storm Feb17 (2706)	\$ 45,215	\$ -	\$ (45,215)
Community Development Miscellaneous Grants Fund (2810)			
Increase estimated revenues and appropriations in the Community Development Miscellaneous Grants fund to establish budget for a State Department of Parks and Recreation grant to support a Master Environmental Assessment (MEA) guidelines update for archaeological resources.	\$ 40,000	\$ 40,000	\$ -
Increase estimated revenues and appropriations in the Community Development Miscellaneous Grants fund to establish budget for an Environmental Impact Report for a proposed housing development project	\$ 100,000	\$ 100,000	\$ -
Total Community Development Miscellaneous Grants Fund (2810)	\$ 140,000	\$ 140,000	\$ -
Library Miscellaneous Grants Fund (2850)			
Increase estimated revenues and appropriations by \$5,500 for a California Humanities grant to explore new ways of engaging immigrant communities.	\$ 5,500	\$ 5,500	\$ -
Decrease appropriation in ARPA funding, originally authorized to keep the Eastside Library open one additional day per week to be repurposed for Digital Materials.	\$ (60,000)	\$ -	\$ 60,000
Increase appropriation to transfer-out funding, originally authorized for the Eastside Library, to support transfer-in to the general fund for digital materials.	\$ 60,000	\$ -	\$ (60,000)
Increase estimated revenue supported by a gift from the Packard Foundation and increase appropriations to utilize related funding to support the Stay and Play program.	\$ 625	\$ 625	\$ -
Total Library Miscellaneous Grants Fund (2850)	\$ 6,125	\$ 6,125	\$ -

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS (Continued)			
Capital Outlay Fund (3000)			
Decrease appropriation by \$250,000 in the Eastside Garage project to allocate budget to increase security in the Library Plaza construction project (1000) and to support digital materials (1000).	\$ (250,000)	\$ -	\$ 250,000
Increase appropriation to transfer-out \$250,000 to transfer-in to the General fund to support increased security required for the Library Plaza construction project and for digital materials.	\$ 250,000	\$ -	\$ (250,000)
Increase estimated revenue through a transfer-in to align with FY24 authorized General Fund Capital expense budget (transfer-out appropriation from GF). Expense appropriation is already established (clerical adjustment).	\$ -	\$ 3,645,000	\$ 3,645,000
Total Capital Outlay Fund (3000)	\$ -	\$ 3,645,000	\$ 3,645,000
Measure C Capital Fund (3010)			
Decrease appropriation in Measure C Capital Fund related to City Hall minor renewal project to utilize for storm remediation.	\$ (380,000)	\$ -	\$ 380,000
Increase appropriation in Measure C Capital Fund for December 2023 Storm Remediation	\$ 380,000	\$ -	\$ (380,000)
Decrease appropriation in Measure C Capital Fund related to 630 Garden Building Security Upgrade to reprogram a portion of the reduction for street light maintenance and a facilities condition assessment.	\$ (220,000)	\$ -	\$ 220,000
Increase appropriation in Measure C Capital Fund for Streetlight maintenance.	\$ 100,000	\$ -	\$ (100,000)
Increase appropriation in Measure C Capital Fund for the Facilities Master Plan facilities conditions assessment.	\$ 50,000	\$ -	\$ (50,000)
Increase appropriation by \$75,000 to provide additional funding to complete the Plaza del Mar Bandshell project	\$ 75,000	\$ -	\$ (75,000)
Increase appropriation by \$200,000 to provide funding for the Westside Center Multipurpose Room Renovation project	\$ 200,000	\$ -	\$ (200,000)
Increase appropriation by \$350,000 to provide funding to begin the Faulkner Gallery Interior Renovation project	\$ 350,000	\$ -	\$ (350,000)
Decrease appropriation in Police Station Capital savings to fund the ongoing De La Guerra Plaza Revitalization project.	\$ (200,000)	\$ -	\$ 200,000
Increase appropriation in the De La Guerra Plaza Revitalization from savings in the Police Station Capital project.	\$ 200,000	\$ -	\$ (200,000)
Decrease appropriation to close out Coast Village Assessment District Project. Appropriation is no longer needed.	\$ (1,787)	\$ -	\$ 1,787
Decrease appropriations of \$250,000 from the HSIP W Carrillo Light and Signal Upgrade to return to Overlays	\$ (250,000)	\$ -	\$ 250,000
Increase appropriations in Overlays through HSIP project appropriation reduction.	\$ 250,000	\$ -	\$ (250,000)
Decrease appropriation to close out the 630 Garden Building Fire Protection project. Appropriation is no longer needed.	\$ (180,000)	\$ -	\$ 180,000
Decrease appropriation to close out the Carrillo Castillo Commuter Lot Project. Appropriation is no longer needed.	\$ (250,000)	\$ -	\$ 250,000
Decrease appropriation to close out the City Hall-Fire Protection System Project. Appropriation is no longer needed.	\$ (300,000)	\$ -	\$ 300,000
Decrease appropriations of \$120,000 related to 630 Garden Building minor renewal project to reprogram funds to the 630 Garden Building Office Improvements project.	\$ (120,000)	\$ -	\$ 120,000
Increase appropriations \$120,000 to fund the 630 Garden Building Office Improvements project from the Minor Renewal project for the 630 Garden Building	\$ 120,000	\$ -	\$ (120,000)
Decrease appropriations of \$95,000 to close out the Minor Renewal-Fire Station 6 project. Appropriation is no longer needed.	\$ (95,000)	\$ -	\$ 95,000
Decrease appropriations of \$ 250,000 to close out the Public Works Corporate Yard Master Plan project. Appropriation is no longer needed.	\$ (250,000)	\$ -	\$ 250,000
Decrease Measure C Transfer-in estimated revenue by \$14,937,855 to align with reduced appropriation in GF transfer-out (clerical adjustment). Transfers should align with Measure C tax revenue projections.	\$ -	\$ (14,937,855)	\$ (14,937,855)
Decrease appropriation in the Plaza Vera Cruz Renovation project to move Measure C budget to the Moreton Bay Fig Tree project.	\$ (191,200)	\$ -	\$ 191,200
Increase appropriation in the Moreton Bay Fig Tree project by reduction in appropriation related to the Plaza Vera Cruz Renovation.	\$ 191,200	\$ -	\$ (191,200)
Decrease appropriation in the West Beach Splash Playground project to move funding to support Shoreline Park Safety Improvements.	\$ (250,000)	\$ -	\$ 250,000
Increase appropriation to support the Shoreline Park Safety Improvements from the reduction in appropriation related to the West Beach Splash Playground project.	\$ 250,000	\$ -	\$ (250,000)
Decrease appropriation in the Minor Renewal Municipal Tennis Building project to the Westside Center Event Room Renovation project.	\$ (88,633)	\$ -	\$ 88,633
Increase appropriation for the Westside Center Event Room Renovation through decreasing appropriation related to the Municipal Tennis Building minor renewal project.	\$ 88,633	\$ -	\$ (88,633)
Total Measure C Capital Fund (3010)	\$ (521,787)	\$ (14,937,855)	\$ (14,416,068)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SPECIAL REVENUE FUNDS (Continued)			
Streets Grant Capital Fund (3410)			
Increase revenue and expenditure appropriations in the Streets Grant Capital Fund in the amount of \$1,237,300 to support awarded Highway Safety Improvement Project grant funds, for the Cliff Drive at Alan Drive & San Andres Street Highway Safety Improvement Project.	\$ 1,237,300	\$ 1,237,300	\$ -
Total Streets Grant Capital Fund (3410)	\$ 1,237,300	\$ 1,237,300	\$ -
Measure A Capital Fund (3440)			
Increase estimated revenues in Measure A to transfer-in excess City share from FEMA fund (2706) related to DR4308 PW#670 (Jimeno Rd PA project); reimbursing Measure A for excess share contribution.	\$ -	\$ 29,112	\$ 29,112
Increase appropriation in Measure A Overlays supported by increased revenues received from FEMA transfer-in (excess city share).	\$ 29,112	\$ -	\$ (29,112)
Total Measure A Capital Fund (3440)	\$ 29,112	\$ 29,112	\$ -
ENTERPRISE FUNDS			
Water Operating Fund (5000)			
Increase appropriation for the correction of allocated utility costs.	\$ 509	\$ -	\$ (509)
Increase appropriation to transfer-out \$700,000 from the Water Operating Fund (5000) to the Water Capital Fund (5010) to cover additional costs for the pump station upgrades for the Desalination Plant due to unforeseen conditions during construction, including relocation of the motor controllers and electrical conduits that will power the new pump.	\$ 700,000	\$ -	\$ (700,000)
Increase appropriation to transfer-out \$650,000 from the Water Operating Fund (5000) to the Water Capital Fund (5010) to cover construction costs to repair storm damage to the Skofield Reservoir access road caused by the January 2023 storm event. FEMA/CalOES reimbursement is expected to cover majority of costs (pending PA obligation).	\$ 650,000	\$ -	\$ (650,000)
Increase appropriation to transfer-out \$100,000 from the Water Operating Fund (5000) to the Water Capital Fund (5010) to cover disaster related repairs related to the Barker Pass Water Main.	\$ 100,000	\$ -	\$ (100,000)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (127,286)	\$ -	\$ 127,286
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 127,286	\$ -	\$ (127,286)
Total Water Operating Fund (5000)	\$ 1,450,509	\$ -	\$ (1,450,509)
Water Capital Fund (5010)			
Increase estimated revenue to transfer-in \$700,000 from the Water Operating Fund (5000) to the Water Capital Fund (5010) to cover additional costs for the pump station upgrades for the Desalination Plant due to unforeseen conditions during construction, including relocation of the motor controllers and electrical conduits that will power the new pump.	\$ -	\$ 700,000	\$ 700,000
Increase appropriation in the Water Capital Fund (5010) to cover additional costs for the pump station upgrades for the Desalination Plant due to unforeseen conditions during construction, including relocation of the motor controllers and electrical conduits that will power the new pump.	\$ 700,000	\$ -	\$ (700,000)
Increase estimated revenue to transfer-in \$650,000 from the Water Operating fund (5000) to the Water Capital Fund (5010) to cover construction costs to repair storm damage to the Skofield Reservoir access road caused by the January 2023 storm event.	\$ -	\$ 650,000	\$ 650,000
Increase appropriation in Water Capital Fund (5010) to cover construction costs to repair storm damage to the Skofield Reservoir access road caused by the January 2023 storm event. FEMA/CalOES reimbursement is anticipated to cover majority of costs (pending PA final review and obligation).	\$ 650,000	\$ -	\$ (650,000)
Increase estimated revenue to transfer-in \$100,000 from the Water Operating Fund (5000) to the Water Capital Fund (5010) to cover disaster related repairs to for the Barker Pass Water Main.	\$ -	\$ 100,000	\$ 100,000
Increase appropriation in Water Capital Fund (5010) to cover disaster related repairs to the Barker Pass Water Main.	\$ 100,000	\$ -	\$ (100,000)
Total Water Capital Fund (5010)	\$ 1,450,000	\$ 1,450,000	\$ -
Wastewater Operating Fund (5100)			
Increase appropriation for the correction of allocated utility costs.	\$ 122	\$ -	\$ (122)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (85,327)	\$ -	\$ 85,327
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 85,327	\$ -	\$ (85,327)
Increase appropriation to transfer-out \$100,000 from Wastewater Operating Fund (5100) reserves to transfer-in to Wastewater Capital Fund (5110) for costs to repair damage to the sewer main on Las Alturas Road and implement an emergency sewer bypass as a result of earth movement caused by the February 2024 storm event.	\$ 100,000	\$ -	\$ (100,000)
Total Wastewater Operating Fund (5100)	\$ 100,122	\$ -	\$ (100,122)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
ENTERPRISE FUNDS (continued)			
Wastewater Capital Fund (5110)			
Increase estimated revenue to transfer-in \$100,000 from the Wastewater Operating Fund (5100) to the Wastewater Capital Fund (5110) to cover costs to repair damage to the sewer main on Las Alturas Road and implement an emergency sewer bypass as a result of earth movement caused by the February 2024 storm event.	\$ -	\$ 100,000	\$ 100,000
Increase appropriation in Wastewater Capital Fund by \$100,000 to repair damage to the sewer main on Las Alturas Road and implement an emergency sewer bypass as a result of earth movement caused by the February 2024 storm event.	\$ 100,000	\$ -	\$ (100,000)
Total Wastewater Capital Fund (5110)	\$ 100,000	\$ 100,000	\$ -
Downtown Parking Operating Fund (5300)			
Increase estimated revenue to align with actual rent revenue to be received from the Police Department for rental of building space.	\$ -	\$ 12,856	\$ 12,856
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (30,725)	\$ -	\$ 30,725
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 30,725	\$ -	\$ (30,725)
Increase appropriations in the amount of \$200,000, funded from the Downtown Parking reserves, to cover increased expenditures incurred from rising costs in credit card fees, utilities, janitorial, and general facilities repair and maintenance.	\$ 200,000	\$ -	\$ (200,000)
Total Downtown Parking Operating Fund (5300)	\$ 200,000	\$ 12,856	\$ (187,144)
Solid Waste Fund (5400)			
Increase appropriation for the correction of allocated utility costs.	\$ 213	\$ -	\$ (213)
Increase appropriation in Benefits-Retirement UAL to account for correction.	\$ 6,506	\$ -	\$ (6,506)
Increase estimated revenue to transfer-in OBEB credit related to UAL correction	\$ -	\$ 6,506	\$ 6,506
Total Solid Waste Fund (5400)	\$ 6,719	\$ 6,506	\$ (213)
SB Clean Energy Fund (5500)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (5,418)	\$ -	\$ 5,418
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 5,418	\$ -	\$ (5,418)
Total SB Clean Energy Fund (5500)	\$ -	\$ -	\$ -
Golf Course Fund (5600)			
Increase estimated revenue and appropriations in golf incentive fees and golf course maintenance respectively based on projected year end performance.	\$ 250,000	\$ 250,000	\$ -
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (1,085)	\$ -	\$ 1,085
Increase appropriation to Transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 1,085	\$ -	\$ (1,085)
Reduce appropriation in transfer-out to align with actual Player Course Improvements revenue that is transferred to the Golf Capital Fund (carryover correction).	\$ (1,978)	\$ -	\$ 1,978
Total Golf Course Fund (5600)	\$ 248,022	\$ 250,000	\$ 1,978
Airport Operating Fund (5700)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved.	\$ (100,867)	\$ -	\$ 100,867
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 100,867	\$ -	\$ (100,867)
Total Airport Operating Fund (5700)	\$ -	\$ -	\$ -
Airport Capital Fund (5710)			
Decrease appropriations currently assigned to various programs with planned year-end surplus and reprogram available funding to other Capital Programs; reductions include Taxiway H extension, airport streets resurfacing, Airfield marking sign/light, and terminal boilers.	\$ (263,624)	\$ -	\$ 263,624
Increase appropriations for capital programs that need additional appropriation by reprogramming available funding from other capital programs. Increased appropriations support airport equipment, Aircraft Rescue & Fire Fighting equipment, Gen. Western Aero Hanger Restoration project, airline terminal improvements, South Airfield Development project, and AOA pavement maintenance.	\$ 263,624	\$ -	\$ (263,624)
Total Airport Capital Fund (5710)	\$ -	\$ -	\$ -

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
ENTERPRISE FUNDS (continued)			
Waterfront Operating Fund (5800)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (67,674)	\$ -	\$ 67,674
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 67,674	\$ -	\$ (67,674)
Total Waterfront Operating Fund (5800)	\$ -	\$ -	\$ -
INTERNAL SERVICE FUNDS			
Self-Insurance Trust Fund (6100)			
Increase appropriation for the correction of allocated utility costs.	\$ 240	\$ -	\$ (240)
Increase estimated revenue to align with Workers Comp Premium reimbursement of 95% of total citywide workers compensation allocation (excluding Police's Misc. Grants Fund). Clerical adjustment.	\$ -	\$ 55,394	\$ 55,394
Increase estimated revenue to align with Occupational Safety and Health (OSH) reimbursement of 5% of total citywide workers compensation allocation (excluding Police's Misc. Grants Fund). Clerical adjustment.	\$ -	\$ 2,915	\$ 2,915
Increase estimated revenue related to Insurance Premiums received to align with adopted department allocations (clerical adjustment).	\$ -	\$ 305,646	\$ 305,646
Decrease estimated revenue for Unemployment Insurance Premiums to align with adopted departmental expense allocation for unemployment insurance (clerical adjustment).	\$ -	\$ (8,088)	\$ (8,088)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (8,337)	\$ -	\$ 8,337
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 8,337	\$ -	\$ (8,337)
Total Self-Insurance Trust Fund (6100)	\$ 240	\$ 355,867	\$ 355,627
OPEB Fund (6110)			
Increase Other Post Employment Benefits (OPEB) Appropriations to cover costs related to retiree medical, retiree sick leave cash-out, and vacation cash-out; budget was omitted in FY24 (clerical adjustment).	\$ 1,574,983	\$ -	\$ (1,574,983)
	\$ 1,097,159	\$ -	\$ (1,097,159)
	\$ 755,131	\$ -	\$ (755,131)
Increase Other Post Employment Benefits (OPEB) estimated revenue related to department allocation for premiums to cover costs related to retiree medical, retiree sick leave cash-out, and vacation cash-out; budget was omitted in FY24 (clerical adjustment).	\$ -	\$ 3,427,273	\$ 3,427,273
Increased Estimated Revenues through a transfer-in from PERS Unfunded Actuarial Liability (UAL) appropriation (transfer-out) reduction to help offset negative fund balance due to insufficient allocations since funds infancy.	\$ -	\$ 2,336,825	\$ 2,336,825
Total OPEB Fund (6110)	\$ 3,427,273	\$ 5,764,098	\$ 2,336,825
Information Technology Fund (6200)			
Increase appropriation for the correction of allocated utility costs.	\$ 791	\$ -	\$ (791)
Decrease estimated revenue by \$70,000 to \$0 in Information Technology Fund to align with transfer-out in GF community development (clerical adjustment).	\$ -	\$ (70,000)	\$ (70,000)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (38,680)	\$ -	\$ 38,680
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 38,680	\$ -	\$ (38,680)
Total Information Technology Fund (6200)	\$ 791	\$ (70,000)	\$ (70,791)
Information Technology Capital Fund (6210)			
Increase revenue in the Information Technology Capital fund to equal total expense allocation authorized for the MSOffice 365 Phone and voicemail Upgrade (clerical correction).	\$ -	\$ 16,405	\$ 16,405
Total Information Technology Capital Fund (6210)	\$ -	\$ 16,405	\$ 16,405

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
INTERNAL SERVICE FUNDS (continued)			
Facilities Management Fund (6300)			
Increase appropriation for the correction of allocated utility costs.	\$ 5,430	\$ -	\$ (5,430)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (47,354)	\$ -	\$ 47,354
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 47,354	\$ -	\$ (47,354)
Increase appropriation to transfer-out \$600,000 from the Facilities Operating Fund (6300) reserve to the Facilities Capital Fund (6310) for storm remediation costs for the Eastside Library and 625 Laguna Water Building	\$ 600,000	\$ -	\$ (600,000)
Total Facilities Management Fund (6300)	\$ 605,430	\$ -	\$ (605,430)
Facilities Capital Fund (6310)			
Increase estimated revenue to transfer-in \$600,000 from the Facilities Operating Fund (6300) to the Facilities Capital Fund (6310) for the storm remediation costs for the Eastside Library and 625 Laguna Water Building	\$ -	\$ 600,000	\$ 600,000
Increase appropriation in the Facilities Capital Fund for storm remediation costs for 625 Laguna Water Building.	\$ 400,000	\$ -	\$ (400,000)
Increase appropriation in the Facilities Capital Fund for storm remediation costs for the Eastside Library.	\$ 200,000	\$ -	\$ (200,000)
Total Facilities Capital Fund (6310)	\$ 600,000	\$ 600,000	\$ -
Fleet Maintenance Fund (6400)			
Increase appropriation for the correction of allocated utility costs.	\$ 934	\$ -	\$ (934)
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (15,793)	\$ -	\$ 15,793
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 15,793	\$ -	\$ (15,793)
Total Fleet Maintenance Fund (6400)	\$ 934	\$ -	\$ (934)
Fleet Replacement Fund (6410)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (1,995)	\$ -	\$ 1,995
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 1,995	\$ -	\$ (1,995)
Increase estimated revenues through a transfer-in to support related Fire Truck lease payment allocation from the Fire department. Transfer-out of General Fund appropriation is already established (Equip. Schedule No. 2)	\$ -	\$ 198,778	\$ 198,778
Increase estimated revenues to support related Fire Truck lease payment allocation from the Fire department. Expense appropriation for allocation to Fleet from General Fund is already established (Equip. Schedule No. 1)	\$ -	\$ 215,080	\$ 215,080
Total Fleet Replacement Fund (6410)	\$ -	\$ 413,858	\$ 413,858
Energy Management Fund (6500)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (8,930)	\$ -	\$ 8,930
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 8,930	\$ -	\$ (8,930)
Decrease estimated revenues to align with department expense allocation related to the Alternative Transportation program (clerical adjustment).	\$ -	\$ (523)	\$ (523)
Increase estimated revenues to align with department expense allocation related to the Energy Conservation program (clerical adjustment).	\$ -	\$ 577	\$ 577
Total Energy Management Fund (6500)	\$ -	\$ 54	\$ 54
Library Gift Fund (7120)			
Increase estimated revenues related to receipt of \$152,000 from the Arthur Hall Trust.	\$ -	\$ 152,000	\$ 152,000
Total Library Gift Fund (7120)	\$ -	\$ 152,000	\$ 152,000
Rev Rehab Fund (7800)			
Decrease appropriation in Benefits-Retirement UAL to account for prepayment discount achieved	\$ (336)	\$ -	\$ 336
Increase appropriation to transfer-out excess UAL authority to transfer-in to cover Other Post Employment Benefits (OPEB) fund reserve shortfall.	\$ 336	\$ -	\$ (336)
Total Rev Rehab Fund (7800)	\$ -	\$ -	\$ -
	\$ (2,389,395)	\$ (795,374)	\$ 1,594,020

RESOLUTION NO. 23-081

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA, AUTHORIZING CLASSIFIED AND UNCLASSIFIED POSITIONS IN THE CITY'S SERVICE EFFECTIVE JULY 1, 2023, AND PROVIDING A SCHEDULE OF CLASSIFICATIONS AND SALARIES FOR THE SAME IN ACCORDANCE WITH THE OPERATING BUDGET FOR THE 2024 FISCAL YEAR.

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 2024 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	
Marketing Coordinator	1	
Marketing Supervisor	1	
Property Management Specialist	1	
	10	
<u>CAPITAL SUPPORT</u>		
Principal Project Manager	1	
Administrative Analyst III	1	
	2	
<u>CERTIFICATION & OPERATIONS</u>		
Airport Operations Manager	1	
Airport Operations Specialist	7	
Airport Operations Supervisor	3	
Airport Operations Technician	2	
Senior Airport Operations Specialist	6	
	19	
<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	
	25	
<u>SECURITY</u>		
Airport Patrol Officer	6	
Airport Patrol Officer II	4	
Airport Patrol Supervisor	1	
Airport Security Aide	5	
Senior Airport Security Aide	1	
	17	
TOTAL AIRPORT DEPARTMENT	73	

Full-Time Positions
Authorized

Part-Time Positions
Authorized

CITY ADMINISTRATOR

CITY ADMINISTRATOR

Administrative Specialist*	1
Administrator's Office Supervisor*	1
Assistant City Administrator	1
City Administrator/City Clerk/Treasurer	1
City Clerk Services Manager	1
City TV Production Specialist	1
City TV Production Supervisor	1
Communications Specialist	1
Community Engagement Officer/PIO	1
Deputy City Clerk	3
Senior Assistant to the City Administrator	2
	<hr/> 14
TOTAL CITY ADMINISTRATOR	<hr/><hr/>14

CITY ATTORNEY

CITY ATTORNEY

Assistant City Attorney II	1
Assistant City Attorney III	1
Assistant City Attorney IV	2
Assistant City Attorney V	3
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
	<hr/> 15
TOTAL CITY ATTORNEY	<hr/><hr/>15

	Full-Time Positions Authorized	Part-Time Positions Authorized
COMMUNITY DEVELOPMENT		
<u>ADMINISTRATION</u>		
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Community Development Business Manager	1	
Community Development Director	1	
Graphic Designer	1	
Project Planner	1	
State Street Master Planner	1	
	<hr/>	
	8	
<u>BUILDING & SAFETY</u>		
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Specialist	2	
Administrative/Clerical Supervisor	1	
Building and Safety Supervisor	3	
Building Inspector	4	
Building Permit Technician	4	
Chief Building Official	1	
Plans Examiner	2	
Records Technician	1	
Senior Building Inspector/Specialty	5	
Senior Plan Check Engineer	1	
Senior Plans Examiner	2	
	<hr/>	
	28	
<u>HOUSING & HUMAN SERVICES</u>		
Administrative Assistant	1	
Community Development Programs Specialist		0.5
Housing & Human Services Manager	1	
Housing Program Specialist	2	
Program Analyst	1	
Rental Housing Mediation Specialist	2	
Rental Housing Mediation Supervisor	1	
Sr Community Development Programs Specialist	1	
	<hr/>	
	9	<hr/>
		0.5
<u>PLANNING & ZONING</u>		
Administrative Analyst II	1	
Administrative Supervisor	1	
Associate Planner	11	
City Planner	1	
Commission Secretary	3	
Planning Technician II	5	
Principal Planner	1	
Project Planner	9	
Senior Commission Secretary	1	
Senior Planner II	3	
	<hr/>	
	36	
TOTAL COMMUNITY DEVELOPMENT DEPARTMENT	<hr/> 81 <hr/>	<hr/> 0.5 <hr/>

	Full-Time Positions Authorized	Part-Time Positions Authorized
FINANCE		
<u>ACCOUNTING</u>		
Accountant II	1	
Accounting Assistant	1	
Accounting Assistant*	1	
Accounting Supervisor	1	
Accounting Technician	1	
Accounting Technician*	2	
Administrative Specialist	1	
Controller	1	
Finance Analyst I	1	
Payroll and A/P Supervisor*	1	
Senior Accountant	2	
	<u>13</u>	
<u>ADMINISTRATION</u>		
Administrative Analyst III*	1	
Administrative Assistant*	1	
Budget Manager	1	
Finance Director	1	
	<u>4</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*	1	
Risk Analyst II*	2	
Risk Manager	1	
	<u>4</u>	
<u>TREASURY</u>		
Accounting Assistant	3	0.5
Accounting Coordinator	1	
Accounting Technician	1	
Administrative Analyst III	1	
Assistant Finance Director	1	
Finance Analyst I	1	
Finance Analyst II	1	
Finance Supervisor	2	
	<u>11</u>	<u>0.5</u>
TOTAL FINANCE DEPARTMENT	<u>38</u>	<u>0.5</u>

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

HUMAN RESOURCES		
HUMAN RESOURCES		
Administrative Specialist*	1	
Human Resources Analyst I*	2	
Human Resources Analyst II*	3	
Human Resources Director	1	
Human Resources Manager	1	
Human Resources Technician*	1	
Labor Relations Manager	1	
Senior Human Resources Analyst*	1	
	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 Administrator	1	
Applications Analyst*	1	
Applications Analyst	2	
Geographic Information Systems Analyst	2	
Geographic Information Systems Coordinator	1	
Geographic Information Systems Technician	1	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	2	
Information Technology Director	1	
Information Technology Manager	1	
Information Technology Project Manager	1	
Information Technology Supervisor	2	
Information Technology Supervisor*	1	
Information Technology Technician I	2	
Information Technology Technician II	3	
Network Analyst	4	
Senior Electronics/Communications Technician	2	
System Administrator	1	
Webmaster	1	
	32	
TOTAL INFORMATION TECHNOLOGY DEPARTMENT	32	

LIBRARY		
LIBRARY		
Administrative Analyst I	1	
Administrative Assistant*	1	
Department Systems Supervisor	1	
Librarian II	9	
Library Circulation Supervisor	1	0.8
Library Director	1	
Library Services Manager	2	
Library Systems Technician II	1	
Library Technician	12	2.4
Library Technician (delete by 6/30/2024)	1	
Library Technician (delete by 12/31/2024)		0.8
Marketing Coordinator	1	
Outreach Coordinator	2	
Outreach Coordinator (delete by 6/30/2024)	1	
Senior Librarian	3	
Senior Library Technician	2	
Supervising Librarian	2	
	41	4
TOTAL LIBRARY DEPARTMENT	41	4

MAYOR & CITY COUNCIL		
MAYOR & CITY COUNCIL		
Administrative Assistant to Mayor/Council*	1	
City Councilmember	6	
Mayor	1	
	8	
TOTAL MAYOR & CITY COUNCIL	8	

	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	3	
Grounds Maintenance Worker I	3	
Grounds Maintenance Worker II	9	
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	2	
Urban Forest Superintendent	1	
	<u>47</u>	
<u>RECREATION</u>		
Aquatics Specialist	1	
Administrative Specialist	5	
Marketing Coordinator	1	
Recreation Coordinator	6	
Recreation Programs Manager	2	
Recreation Specialist	1	
Recreation Supervisor I	2	
Senior Recreation Supervisor	4	
	<u>22</u>	
TOTAL PARKS & RECREATION DEPARTMENT	<u>82</u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
POLICE		
<u>CHIEF'S STAFF</u>		
Administrative Assistant*	1	
	<u>1</u>	
<u>SWORN STAFF</u>		
Assistant Police Chief	2	
Police Chief	1	
Police Commander	7	
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 Services Coordinator	3	
Police Technician	1	
	<u>8</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>		
Office Specialist II	1	
Police Records Manager	1	
Police Records Specialist	12	
Police Records Supervisor	2	
Police Services Specialist	1	
	<u>17</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>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>210</u></u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
PUBLIC WORKS		
<u>ADMINISTRATION</u>		
Administrative Analyst III	1	
Administrative Assistant	2	
Administrative Assistant*	1	
Public Works Business Manager	1	
Public Works Director	1	
	<u>6</u>	
<u>DESAL PROGRAM</u>		
Water Treatment Superintendent	1	
	<u>1</u>	
<u>ENGINEERING SERVICES</u>		
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	3	
Principal Project Manager	1	
Project Engineer II	16	
Project Planner	1	
Public Works Inspector II	2	
Senior Engineering Technician	4	
Senior Planner II	1	
Senior Project Engineer	3	
Senior Project Engineer Unclassified (Delete by 6/30/28)	1	
Senior Public Works Inspector	3	
Senior Real Property Agent	2	
Supervising Engineer	7	
	<u>54</u>	
<u>FACILITIES AND FLEET MANAGEMENT</u>		
<u>ADMINISTRATION</u>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Specialist	1	
Public Works Operations Manager	1	
	<u>5</u>	
<u>BUILDING MAINTENANCE</u>		
Carpenter	2	
Electrician	2	
Facilities Maintenance Superintendent	1	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
HVAC Technician	1	
Painter	2	
Plumber	2	
Project Engineer II	2	
Welder/Fabricator	1	
	<u>16</u>	
<u>CUSTODIAL</u>		
Custodial Supervisor	1	
Custodian	7	1
Senior Custodian	3	
	<u>11</u>	<u>1</u>

	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>	
<u>STREETS OPERATIONS AND INFRASTRUCTURE MANAGEMENT</u>		
STREETS		
Accounting Assistant	1	
Administrative Analyst I	1	
Maintenance Supervisor II	1	
Senior Streets Maintenance Worker	6	
Streets Maintenance Coordinator	3	
Streets Maintenance Crew Leader (1 Position, delete when vacant)	3	
Streets Maintenance Superintendent	1	
Streets Maintenance Worker II	16	
	<u>32</u>	
TRAFFIC ENGINEERING		
Principal Traffic Engineer	1	
Project Engineer II	1	
Senior Traffic Signal Technician	1	
Senior Traffic Technician	1	
Supervising Transportation Engineer	1	
Traffic Signal Technician II	2	
Traffic Technician II	1	
	<u>8</u>	
<u>DOWNTOWN TEAM</u>		
DOWNTOWN PLAZA AND PARKING		
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	
Senior Maintenance Worker	1	
	<u>21</u>	<u>2.4</u>
TRANSPORTATION PLANNING		
Administrative Specialist	1	
Associate Transportation Planner	2	
Project Planner Unclassified (Delete by 6/30/2026)	1	
Public Works Manager	1	
Supervising Transportation Planner	1	
	<u>6</u>	

PUBLIC WORKS (Continued)

WATER RESOURCES

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	3	
Wastewater Collection System Superintendent	1	
Wastewater Collection System Supervisor	1	
Water Quality Superintendent	1	
Water/Wastewater Maintenance Planner/Scheduler	1	
	<hr/>	
	21	

WASTEWATER TREATMENT

Accounting Assistant	1	
Water Resources Specialist	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/Wastewater Maintenance Planner/Scheduler	2	
	<hr/>	
	28	

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	18	
Water Distribution Project Coordinator	2	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Meter Technician II	3	
Water/Wastewater Maintenance Planner/Scheduler	1	
	<hr/>	
	38	

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	
	<hr/>	
	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	
	<hr/>	
	15	<hr/>
		0.8

	Full-Time Positions Authorized	Part-Time Positions Authorized
PUBLIC WORKS (Continued)		
WATER/WASTEWATER ADMINISTRATION		
Administrative Analyst III	1	
Administrative Assistant	1	
Principal Project Manager	1	
Wastewater System Manager	1	
Water Resources Manager	1	
Water System Manager	1	
	6	
WATER/WASTEWATER LABS		
Laboratory Analyst II	5	
Laboratory Analyst Coordinator	2	
Laboratory Supervisor	1	
	8	
WATER/WASTEWATER RECLAMATION		
Senior Wastewater Treatment Plant Operator	1	
Water Distribution Operator Technician II	1	
	2	
TOTAL PUBLIC WORKS DEPARTMENT	299	4.2

SUSTAINABILITY AND RESILIENCE

SUSTAINABILITY AND RESILIENCE

ADMINISTRATION

Administrative Assistant*	1	
Administrative Specialist	1	
Finance Analyst II	1	
Sustainability and Resilience Director	1	
	4	

COMMUNITY ENGAGEMENT

Code Enforcement Officer	2	
Environmental Services Specialist II	2	
Environmental Services Supervisor	1	
	5	

CREEKS/WATER QUALITY

Administrative Assistant	1	
Associate Planner	1	
Code Enforcement Officer	1	
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	
Project Planner	3	
Water Quality Research Analyst	1	
	9	

ENERGY AND CLIMATE

Administrative Analyst II	2	
Administrative Analyst III	1	
Associate Transportation Planner	1	
Energy and Climate Program Manager	1	
Energy and Climate Specialist	2	
	7	

ENVIRONMENTAL SERVICES

Environmental Services Manager	1	
Environmental Services Specialist II	5	
	6	

TOTAL SUSTAINABILITY AND RESILIENCE DEPARTMENT

31

	Full-Time Positions Authorized	Part-Time Positions Authorized
WATERFRONT		
<u>ADMINISTRATIVE SUPPORT & COMMUNITY RELATIONS</u>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Senior Property Management Specialist	1	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
	<u>9</u>	
<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	
	<u>18</u>	
<u>PARKING SERVICES</u>		
Office Specialist II	1	
Parking Coordinator	2	
Waterfront Parking Supervisor	1	
	<u>4</u>	
<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	
	<u>16</u>	
TOTAL WATERFRONT DEPARTMENT	<u>47</u>	
<u>CITY WIDE TOTAL</u>	<u>1087</u>	<u>9.20</u>
Delete by (included in total)	6	

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 2024 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 = 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

REVISION HISTORY
Resolution TBD = City Charter Section 502, Mayor & Councilmember compensation, effective 3/25/2023
Resolution 23-110 = Salary adjustments for specific job classifications in BU 01, 14, 16, effective 7/29/2023; BU 19, effective 8/26/2023
Resolutions 23-133 = CAR October 31, 2023
Resolution 23-145 = TAP COLA, effective 12/02/2023
Ordinance 6109 = PMA COLA, effective 12/30/2023
Resolution TBD = Salary adjustments for specific job classifications in BU 29, effective 3/23/2024
Resolution TBD = General Unit COLA, effective 4/6/2024
Resolution TBD = City Charter Section 502, Mayor & Councilmember compensation, effective 4/1/2024

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	5,369.52	5,637.97	5,919.88	6,215.89	6,526.65	2,478.24	2,602.14	2,732.25	2,868.87	3,012.30	30,978.0	32,526.8	34,153.1	35,860.9	37,653.8
Accounting Technician*	N	U	16	6004	5,644.12	5,926.27	6,222.62	6,533.76	6,860.47	2,604.98	2,735.20	2,871.98	3,015.58	3,166.37	32,562.2	34,190.0	35,899.8	37,694.7	39,579.6
Administrative Analyst I*	N	U	16	6001	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,362.0	46,579.9	48,909.0	51,354.6	53,922.1
Administrative Analyst II*	E	U	16	6003	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,756.5	53,294.3	55,958.9	58,750.0	61,695.0
Administrative Analyst III*	E	U	16	6002	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54,972.8	57,721.6	60,607.5	63,637.9	66,819.9
Administrative Assistant*	N	U	16	6028	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36,338.4	38,155.0	40,063.2	42,066.3	44,169.6
Administrative Assistant to Mayor/Council*	N	U	16	6029	6,613.58	6,944.25	7,291.48	7,656.09	8,038.85	3,052.42	3,205.04	3,365.30	3,533.58	3,710.24	38,155.2	40,063.0	42,066.2	44,169.7	46,378.0
Administrative Specialist*	N	U	16	6024	4,905.12	5,150.32	5,407.87	5,678.27	5,962.17	2,263.90	2,377.07	2,495.94	2,620.74	2,751.77	28,298.7	29,713.4	31,199.2	32,759.3	34,397.1
Applications Administrator*	E	U	16	6019	9,614.65	10,095.39	10,600.09	11,130.17	11,686.63	4,437.53	4,659.41	4,892.35	5,137.00	5,393.83	55,469.1	58,242.6	61,154.4	64,212.5	67,422.9
Applications Analyst*	E	U	16	6006	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	46,764.2	49,102.3	51,557.7	54,135.6	56,842.2
City Attorney Investigator I*	E	U	16	6026	8,150.74	8,558.29	8,986.21	9,435.51	9,907.32	3,761.88	3,949.98	4,147.48	4,354.85	4,572.61	47,023.5	49,374.7	51,843.5	54,435.6	57,157.6
City Attorney Investigator II*	E	U	16	6036	9,311.06	9,776.63	10,265.45	10,778.71	11,317.58	4,297.41	4,512.29	4,737.90	4,974.79	5,223.50	53,717.6	56,403.6	59,223.8	62,184.9	65,293.8
City Attorney Investigator III*	E	U	16	6037	10,087.20	10,591.56	11,121.15	11,677.19	12,260.97	4,655.63	4,888.41	5,132.84	5,389.47	5,658.91	58,195.4	61,105.1	64,160.5	67,368.4	70,736.4
Finance Analyst I*	E	U	16	6009	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,362.0	46,579.9	48,909.0	51,354.6	53,922.1
Finance Analyst II*	E	U	16	6027	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,756.5	53,294.3	55,958.9	58,750.0	61,695.0
Human Resources Analyst I*	E	U	16	6014	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,362.0	46,579.9	48,909.0	51,354.6	53,922.1
Human Resources Analyst II*	E	U	16	6015	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,756.5	53,294.3	55,958.9	58,750.0	61,695.0
Human Resources Assistant*	N	U	16	6016	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36,338.4	38,155.0	40,063.2	42,066.3	44,169.6
Human Resources Technician*	N	U	16	6017	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	37,442.4	39,314.4	41,280.0	43,344.3	45,511.3
Law Clerk*	N	U	16	6008	6,036.90	6,338.78	6,655.70	6,988.50	7,337.94	2,786.26	2,925.59	3,071.86	3,225.46	3,386.74	34,828.3	36,569.9	38,398.2	40,318.3	42,334.2
Law Practice Administrator*	E	U	16	6033	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54,972.8	57,721.6	60,607.5	63,637.9	66,819.9
Legal Administrative Assistant I*	N	U	16	6010	5,172.09	5,430.75	5,702.30	5,987.35	6,286.76	2,387.12	2,506.50	2,631.83	2,763.39	2,901.58	29,839.0	31,331.2	32,897.9	34,542.4	36,269.8
Legal Administrative Assistant II*	N	U	16	6011	6,251.38	6,563.98	6,892.17	7,236.78	7,598.63	2,885.25	3,029.53	3,181.00	3,340.05	3,507.06	36,065.6	37,869.1	39,762.5	41,750.6	43,838.2
Litigation Paralegal I*	N	U	16	6012	6,377.39	6,696.24	7,031.05	7,382.66	7,751.77	2,943.41	3,090.57	3,245.10	3,407.38	3,577.74	36,792.6	38,632.1	40,563.7	42,592.2	44,721.7
Litigation Paralegal II*	N	U	16	6034	7,110.81	7,466.38	7,839.67	8,231.64	8,643.22	3,281.91	3,446.02	3,618.31	3,799.22	3,989.18	41,023.9	43,075.2	45,228.9	47,490.3	49,864.7
Litigation Paralegal III*	N	U	16	6035	7,844.24	8,236.43	8,648.25	9,080.70	9,534.66	3,620.42	3,801.43	3,991.50	4,191.09	4,400.61	45,255.2	47,517.9	49,893.7	52,388.6	55,007.6
Office Specialist II*	N	U	16	6013	4,290.04	4,504.52	4,729.70	4,966.22	5,214.50	1,980.02	2,079.01	2,182.94	2,292.10	2,406.69	24,750.2	25,987.6	27,286.8	28,651.2	30,083.6
Principal Human Resources Analyst*	E	U	16	6032	10,320.92	10,876.97	11,433.05	11,989.08	12,545.13	4,763.50	5,020.14	5,276.79	5,533.42	5,790.06	59,543.8	62,751.8	65,959.9	69,167.8	72,375.8
Risk Analyst I*	E	U	16	6020	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,362.0	46,579.9	48,909.0	51,354.6	53,922.1
Risk Analyst II*	E	U	16	6021	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,756.5	53,294.3	55,958.9	58,750.0	61,695.0
Risk Assistant*	N	U	16	6025	5,815.55	6,106.32	6,411.64	6,732.22	7,068.88	2,684.10	2,818.30	2,959.22	3,107.18	3,262.56	33,551.3	35,228.8	36,990.3	38,839.8	40,782.0
Risk Technician*	N	U	16	6030	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	37,442.4	39,314.4	41,280.0	43,344.3	45,511.3
Senior Human Resources Analyst*	E	U	16	6018	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54,972.8	57,721.6	60,607.5	63,637.9	66,819.9
Senior Legal Administrative Assistant*	E	U	16	6038	7,018.05	7,377.18	7,736.28	8,133.36	8,530.45	3,239.10	3,404.85	3,570.59	3,753.86	3,937.13	40,488.7	42,560.6	44,632.4	46,923.2	49,214.1

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	6,205.12	6,515.32	6,841.12	7,183.22	7,542.32	2,863.90	3,007.07	3,157.44	3,315.33	3,481.07	35,7987	37,5884	39,4680	41,4416	43,5134
Accountant II	E	C	14	1401	6,856.07	7,198.82	7,558.79	7,936.72	8,333.54	3,164.34	3,322.53	3,488.67	3,663.10	3,846.25	39,5542	41,5316	43,6084	45,7888	48,0781
Accounting Assistant	N	C	14	1402	5,369.52	5,637.97	5,919.88	6,215.89	6,526.65	2,478.24	2,602.14	2,732.25	2,868.87	3,012.30	30,9780	32,5268	34,1531	35,8609	37,6538
Accounting Coordinator	N	C	14	1404	6,205.12	6,515.32	6,841.12	7,183.22	7,542.32	2,863.90	3,007.07	3,157.44	3,315.33	3,481.07	35,7987	37,5884	39,4680	41,4416	43,5134
Accounting Technician	N	C	14	1405	5,644.12	5,926.27	6,222.62	6,533.76	6,860.47	2,604.98	2,735.20	2,871.98	3,015.58	3,166.37	32,5622	34,1900	35,8998	37,6947	39,5796
Administrative Analyst I	N	U	14	1406	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,3620	46,5799	48,9090	51,3546	53,9221
Administrative Analyst II	E	U	14	1408	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,7565	53,2943	55,9589	58,7570	61,6950
Administrative Analyst III	E	U	14	1407	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54,9728	57,7216	60,6075	63,6379	66,8199
Administrative Assistant	N	U	14	1409	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36,3384	38,1550	40,0632	42,0663	44,1696
Administrative Assistant Unclassified	N	U	14	1607	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36,3384	38,1550	40,0632	42,0663	44,1696
Administrative Specialist	N	C	14	1531	4,905.12	5,150.32	5,407.87	5,678.27	5,962.17	2,263.90	2,377.07	2,495.94	2,620.74	2,751.77	28,2987	29,7134	31,1992	32,7593	34,3971
Adult Literacy Coordinator	N	C	14	1580	7,217.56	7,578.42	7,957.34	8,355.23	8,772.96	3,331.18	3,497.73	3,672.62	3,856.26	4,049.06	41,6397	43,7216	45,9078	48,2032	50,6133
Airport Maintenance Coordinator	N	C	14	1413	6,052.24	6,354.90	6,672.66	7,006.26	7,356.59	2,793.34	2,933.03	3,079.69	3,233.66	3,395.35	34,9168	36,6629	38,4961	40,4208	42,4419
Airport Maintenance Worker I	N	C	14	1410	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	26,0159	27,3166	28,6825	30,1163	31,6220
Airport Maintenance Worker II	N	C	14	1411	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28,6019	30,0318	31,5335	33,1102	34,7654
Airport Operations Technician	N	C	14	1579	5,081.46	5,335.57	5,602.35	5,882.46	6,176.54	2,345.29	2,462.57	2,585.70	2,714.98	2,850.71	29,3161	30,7821	32,3212	33,9372	35,6339
Airport Security Aide	N	C	14	1415	3,806.03	3,996.24	4,196.18	4,405.96	4,626.22	1,756.63	1,844.42	1,936.70	2,033.52	2,135.18	21,9579	23,0553	24,2088	25,4190	26,6898
Animal Control Officer	N	C	14	1416	5,338.78	5,605.73	5,886.03	6,180.33	6,489.38	2,464.05	2,587.26	2,716.63	2,852.46	2,995.10	30,8006	32,3407	33,9579	35,6558	37,4387
Animal Control Officer II	N	C	14	1417	5,898.84	6,193.81	6,503.47	6,828.64	7,170.02	2,722.54	2,858.68	3,001.60	3,151.68	3,309.24	34,0318	35,7335	37,5200	39,3961	41,3655
Applications Administrator	E	C	14	1596	9,614.65	10,095.39	10,600.09	11,130.17	11,686.63	4,437.53	4,659.41	4,892.35	5,137.00	5,393.83	55,4691	58,2426	61,1544	64,2125	67,4229
Applications Analyst	E	C	14	1595	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	46,7642	49,1023	51,5577	54,1356	56,8422
Aquatics Specialist	N	C	14	1601	5,289.77	5,554.23	5,831.97	6,123.56	6,429.67	2,441.43	2,563.49	2,691.68	2,826.26	2,967.54	30,5179	32,0436	33,6460	35,3282	37,0942
Assistant Parking Coordinator	N	C	14	1418	4,908.45	5,153.87	5,411.55	5,682.13	5,966.24	2,265.44	2,378.71	2,497.64	2,622.52	2,753.65	28,3180	29,7339	31,2205	32,7815	34,4206
Assistant Planner	E	C	14	1419	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	41,5767	43,6557	45,8385	48,1305	50,5370
Assistant Transportation Planner	E	C	14	1420	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	41,5767	43,6557	45,8385	48,1305	50,5370
Associate Planner	E	C	14	1422	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	45,0306	47,2823	49,6464	52,1287	54,7350
Associate Transportation Planner	E	C	14	1421	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	45,0306	47,2823	49,6464	52,1287	54,7350
Automotive/Equipment Technician	N	C	14	1578	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	34,0571	35,7602	37,5480	39,4254	41,3967
Automotive Parts Specialist	N	C	14	1427	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	34,0571	35,7602	37,5480	39,4254	41,3967
Automotive Service Writer	N	C	14	1428	6,856.07	7,198.82	7,558.79	7,936.72	8,333.54	3,164.34	3,322.53	3,488.67	3,663.10	3,846.25	39,5542	41,5316	43,6084	45,7888	48,0781
Building Inspector	N	C	14	1431	7,285.53	7,649.83	8,032.27	8,433.92	8,855.58	3,362.55	3,530.69	3,707.20	3,892.58	4,087.19	42,0319	44,1336	46,3400	48,6572	51,0899
Building Permit Technician	N	C	14	1432	5,967.82	6,266.26	6,579.54	6,908.48	7,253.96	2,754.38	2,892.12	3,036.71	3,188.53	3,347.98	34,4298	36,1515	37,9589	39,8566	41,8497
Buyer I	N	C	14	1433	5,924.23	6,220.46	6,531.50	6,858.06	7,200.96	2,734.26	2,870.98	3,014.54	3,165.26	3,323.52	34,1783	35,8872	37,6818	39,5658	41,5440
Buyer II	N	C	14	1575	6,582.46	6,911.62	7,257.23	7,620.08	8,001.05	3,038.06	3,189.98	3,349.49	3,516.96	3,692.79	37,9758	39,8748	41,8686	43,9620	46,1599
Carpenter	N	C	14	1434	6,061.34	6,364.45	6,682.65	7,016.77	7,367.62	2,797.54	2,937.44	3,084.30	3,238.51	3,400.44	34,9693	36,7180	38,5537	40,4814	42,5055
City TV Production Specialist	N	C	14	1463	7,319.95	7,685.93	8,070.21	8,473.70	8,897.35	3,378.44	3,547.35	3,724.71	3,910.94	4,106.47	42,2305	44,3419	46,5589	48,8867	51,3309
Code Enforcement Officer	N	C	14	1435	6,457.71	6,780.58	7,119.62	7,475.63	7,849.36	2,980.48	3,129.50	3,285.98	3,450.29	3,622.78	37,2560	39,1187	41,0747	43,1286	45,2848
Commission Secretary	N	C	14	1514	5,223.99	5,485.11	5,759.43	6,047.36	6,349.76	2,411.07	2,531.59	2,658.20	2,791.09	2,930.66	30,1384	31,6449	33,2275	34,8886	36,6333
Communications Specialist	E	C	14	1436	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	34,5705	36,2992	38,1140	40,0196	42,0208
Community Development Programs Specialist	N	C	14	1437	7,064.29	7,417.50	7,788.41	8,177.82	8,586.72	3,260.44	3,423.46	3,594.65	3,774.38	3,963.10	40,7555	42,7932	44,9331	47,1798	49,5387
Community Education Liaison	E	C	14	1438	5,237.25	5,499.11	5,774.06	6,062.79	6,365.91	2,417.19	2,538.05	2,664.95	2,798.21	2,938.11	30,2149	31,7256	33,3119	34,9776	36,7264
Computer Training Coordinator	E	C	14	1443	7,954.66	8,352.37	8,770.04	9,208.55	9,668.95	3,671.38	3,854.94	4,047.71	4,250.10	4,462.59	45,8923	48,1868	50,5964	53,1262	55,7824
Creeks Outreach Coordinator	E	C	14	1444	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	39,3573	41,3251	43,3915	45,5608	47,8390
Custodian	N	C	14	1445	4,205.28	4,415.54	4,636.28	4,868.13	5,111.54	1,940.90	2,037.94	2,139.82	2,246.83	2,359.17	24,2612	25,4742	26,7477	28,0854	29,4896
Deputy City Clerk	N	C	14	1446	5,771.96	6,060.54	6,363.57	6,681.72	7,015.84	2,663.98	2,797.17	2,937.03	3,083.87	3,238.08	33,2998	34,9646	36,7129	38,5484	40,4760
Electrician	N	C	14	1447	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18	37,1264	38,9826	40,9317	42,9783	45,1272
Electronics/Communications Technician I	N	C	14	1450	6,145.58	6,452.90	6,775.56	7,114.29	7,470.02	2,836.42	2,978.26	3,127.18	3,283.52	3,447.70	35,4553	37,2282	39,0898	41,0440	43,0962
Electronics/Communications Technician II	N	C	14	1451	6,756.51	7													

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	4,945.24	5,192.53	5,452.16	5,724.75	6,010.98	2,282.42	2,396.55	2,516.38	2,642.19	2,774.30
Facilities Maintenance Worker II	N	C	14	1573	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Finance Analyst I	E	U	14	1456	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44.3620	46.5799	48.9090	51.3546	53.9221
Finance Analyst II	E	U	14	1457	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50.7565	53.2943	55.9589	58.7570	61.6950
Fire Public Education Coordinator	E	C	14	1459	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	39.3573	41.3251	43.3915	45.5608	47.8390
Fire Services Specialist	N	C	14	1460	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36.3384	38.1550	40.0632	42.0663	44.1696
Fire Warehouse Specialist	N	C	14	1458	4,835.52	5,077.35	5,331.17	5,597.71	5,877.63	2,231.78	2,343.39	2,460.54	2,583.56	2,712.75	27.8972	29.2924	30.7568	32.2945	33.9094
Fleet Services Technician I	N	C	14	1426	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	34.0571	35.7602	37.5480	39.4254	41.3967
Fleet Services Technician II	N	C	14	1468	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	37.6295	39.5110	41.4863	43.5608	45.7389
Geographic Information Systems Analyst	N	C	14	1606	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	46.7642	49.1023	51.5577	54.1356	56.8422
Geographic Information Systems Coordinator	N	C	14	1423	9,808.31	10,298.73	10,813.70	11,354.37	11,922.11	4,526.91	4,753.26	4,990.94	5,240.48	5,502.51	56.5864	59.4158	62.3868	65.5060	68.7814
Geographic Information Systems Technician	N	C	14	1461	6,890.30	7,234.83	7,596.55	7,976.41	8,375.23	3,180.14	3,339.15	3,506.10	3,681.42	3,865.49	39.7518	41.7394	43.8262	46.0177	48.3186
Graphic Designer	N	C	14	1439	7,351.87	7,719.44	8,105.46	8,510.71	8,936.24	3,393.17	3,562.82	3,740.98	3,928.02	4,124.42	42.4146	44.5353	46.7623	49.1003	51.5553
Grounds Maintenance Crew Leader	N	C	14	1464	5,574.08	5,852.77	6,145.43	6,452.75	6,775.32	2,572.65	2,701.28	2,836.35	2,978.19	3,127.07	32.1581	33.7660	35.4544	37.2274	39.0884
Grounds Maintenance Worker I	N	C	14	1465	4,409.28	4,629.71	4,861.20	5,104.26	5,359.47	2,035.05	2,136.79	2,243.63	2,355.81	2,473.60	25.4381	26.7099	28.0454	29.4476	30.9200
Grounds Maintenance Worker II	N	C	14	1466	4,945.24	5,192.53	5,452.16	5,724.75	6,010.98	2,282.42	2,396.55	2,516.38	2,642.19	2,774.30	28.5303	29.9569	31.4547	33.0274	34.6788
Harbor Operations Assistant	N	C	14	1467	5,081.46	5,335.57	5,602.35	5,882.46	6,176.54	2,345.29	2,462.57	2,585.70	2,714.98	2,850.71	29.3161	30.7821	32.3212	33.9372	35.6339
Head Pool Lifeguard	N	C	14	1572	3,551.12	3,728.62	3,915.10	4,110.86	4,316.39	1,638.98	1,720.90	1,806.97	1,897.32	1,992.18	20.4872	21.5113	22.5871	23.7165	24.9022
Heavy Equipment Technician	N	C	14	1576	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	37.6295	39.5110	41.4863	43.5608	45.7389
Housing Programs Specialist	N	C	14	1469	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	45.0306	47.2823	49.6464	52.1287	54.7350
Housing Project Planner	E	C	14	1590	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	48.2871	50.7016	53.2366	55.8985	58.6937
HVAC Technician	N	C	14	1609	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18	37.1264	38.9826	40.9317	42.9783	45.1272
Information Technology Project Manager	E	C	14	1603	9,808.31	10,298.73	10,813.70	11,354.37	11,922.11	4,526.91	4,753.26	4,990.94	5,240.48	5,502.51	56.5864	59.4158	62.3868	65.5060	68.7814
Information Technology Technician I	N	C	14	1440	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	31.4451	33.0172	34.6679	36.4014	38.2213
Information Technology Technician II	N	C	14	1441	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	34.2275	35.9387	37.7356	39.6224	41.6036
Irrigation Systems Technician	N	C	14	1471	5,601.94	5,882.11	6,176.19	6,485.01	6,809.27	2,585.51	2,714.82	2,850.55	2,993.08	3,142.74	32.3189	33.9353	35.6319	37.4135	39.2842
Lead Equipment Technician	N	C	14	1472	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	41.5767	43.6557	45.8385	48.1305	50.5370
Librarian I	E	C	14	1474	5,969.64	6,268.12	6,581.58	6,910.65	7,256.21	2,755.22	2,892.98	3,037.65	3,189.53	3,349.02	34.4403	36.1622	37.9706	39.8691	41.8627
Librarian II	E	C	14	1473	6,563.05	6,891.17	7,235.74	7,597.59	7,977.41	3,029.10	3,180.54	3,339.57	3,506.58	3,681.88	37.8637	39.7568	41.7446	43.8322	46.0235
Library Assistant I	N	C	14	1476	4,474.21	4,697.88	4,932.76	5,179.42	5,438.38	2,065.02	2,168.25	2,276.66	2,390.50	2,510.02	25.8127	27.1031	28.4583	29.8812	31.3752
Library Assistant II	N	C	14	1477	4,656.34	4,889.11	5,133.55	5,390.23	5,659.75	2,149.08	2,256.51	2,369.33	2,487.80	2,612.19	26.8635	28.2064	29.6166	31.0975	32.6524
Library Systems Technician I	N	C	14	1479	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	31.4451	33.0172	34.6679	36.4014	38.2213
Library Systems Technician II	N	C	14	1481	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	34.2275	35.9387	37.7356	39.6224	41.6036
Library Technician	N	C	14	1480	4,968.21	5,216.66	5,477.49	5,751.31	6,038.87	2,293.02	2,407.69	2,528.07	2,654.45	2,787.17	28.6627	30.0961	31.6009	33.1806	34.8396
Library Technician Trainee	N	U	14	1610	4,471.37	4,694.99	4,929.75	5,176.17	5,435.00	2,063.71	2,166.92	2,275.27	2,389.00	2,508.46	25.7964	27.0865	28.4409	29.8625	31.3557
Library Technician - Unclassified	N	U	14	1594	4,968.21	5,216.66	5,477.49	5,751.31	6,038.87	2,293.02	2,407.69	2,528.07	2,654.45	2,787.17	28.6627	30.0961	31.6009	33.1806	34.8396
Mail Services Specialist	N	C	14	1482	3,806.03	3,996.24	4,196.18	4,405.96	4,626.22	1,756.63	1,844.42	1,936.70	2,033.52	2,135.18	21.9579	23.0553	24.2088	25.4190	26.6898
Maintenance Coordinator	N	C	14	1483	5,844.61	6,136.87	6,443.71	6,765.85	7,104.15	2,697.51	2,832.40	2,974.02	3,122.70	3,278.84	33.7189	35.4050	37.1752	39.0338	40.9855
Maintenance Crew Leader	N	C	14	1484	5,844.84	6,137.11	6,443.97	6,766.13	7,104.46	2,697.62	2,832.51	2,974.14	3,122.83	3,278.98	33.7202	35.4064	37.1767	39.0354	40.9873
Maintenance Worker I	N	C	14	1485	4,205.28	4,415.54	4,636.28	4,868.13	5,111.54	1,940.90	2,037.94	2,139.82	2,246.83	2,359.17	24.2612	25.4742	26.7477	28.0854	29.4896
Maintenance Worker II	N	C	14	1486	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Marketing Coordinator	N	C	14	1487	7,351.87	7,719.44	8,105.46	8,510.71	8,936.24	3,393.17	3,562.82	3,740.98	3,928.02	4,124.42	42.4146	44.5353	46.7623	49.1003	51.5553
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	34.5705	36.2992	38.1140	40.0196	42.0208
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	37.6295	39.5110	41.4863	43.5608	45.7389
Network Administrator	E	C	14	1490	9,614.56	10,095.35	10,600.09	11,130.04	11,686.57	4,437.49	4,659.39	4,892.35	5,136.94	5,393.80	55.4686	58.2424	61.1544	64.2118	67.4225
Network Analyst	E	C	14	1442	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	46.7642	49.1023	51.5577	54.1356	56.8422
Office Specialist I	N	C	14	1491	3,902.12	4,097.21	4,302.09	4,517.18	4,743.03	1,800.98	1,891.02	1,985.58	2,084.85	2,189.09	22.5122	23.6377	24.8198	26.0606	27.3636
Office Specialist II	N	C	14	1492	4,290.04	4,504.52	4,729.70	4,966.22	5,214.50	1,980.02	2,079.01	2,182.94	2,292.10	2,406.69	24.7502	25.9876	27.2868	28.6512	30.0836
Outreach Coordinator	E	C	14	1493	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	39.3573	41.3251	43.3915	45.5608	47.8390
Outreach Coordinator - Unclassified	E	U	14	1604	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	39.3573	41.3251	43.3915	45.5608	47.8390
Painter	N	C	14	1495	5,863.30	6,156.52	6,464.34	6,787.52	7,126.90	2,706.14	2,841.47	2,983.54	3,132.70	3,289.34	33.8267	35.5184	37.2943	39.1588	41.1167
Park Project Technician	N	C	14	1498	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20									

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	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66
Planning Technician II	N	C	14	1500	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	37.4424	39.3144	41.2800	43.3443	45.5113
Plans Examiner	E	C	14	1501	8,423.46	8,844.64	9,286.88	9,751.17	10,238.78	3,887.75	4,082.14	4,286.25	4,500.54	4,725.59	48.5969	51.0268	53.5781	56.2568	59.0699
Plumber	N	C	14	1502	6,214.39	6,525.09	6,851.39	7,193.98	7,553.67	2,868.18	3,011.58	3,162.18	3,320.30	3,486.31	35.8523	37.6448	39.5273	41.5037	43.5789
Pool Technician	N	C	14	1503	5,289.77	5,554.23	5,831.97	6,123.56	6,429.67	2,441.43	2,563.49	2,691.68	2,826.26	2,967.54	30.5179	32.0436	33.6460	35.3282	37.0942
Program Analyst	E	U	14	1600	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54.9728	57.7216	60.6075	63.6379	66.8199
Project Engineer I	E	C	14	1505	8,578.12	9,007.03	9,457.37	9,930.27	10,426.80	3,959.13	4,157.09	4,364.94	4,583.20	4,812.37	49.4891	51.9636	54.5618	57.2900	60.1546
Project Engineer II	E	C	14	1506	9,430.76	9,902.30	10,397.42	10,917.27	11,463.16	4,352.66	4,570.29	4,798.81	5,038.74	5,290.69	54.4082	57.1286	59.9851	62.9843	66.1336
Project Planner	E	C	14	1507	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	48.2871	50.7016	53.2366	55.8985	58.6937
Project Planner Unclassified	E	U	14	1605	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	48.2871	50.7016	53.2366	55.8985	58.6937
Property Management Specialist	N	C	14	1508	6,720.59	7,056.62	7,409.48	7,779.94	8,168.90	3,101.81	3,256.90	3,419.76	3,590.74	3,770.26	38.7726	40.7112	42.7470	44.8842	47.1282
Public Works Inspector I	N	C	14	1509	6,345.78	6,663.06	6,996.19	7,345.98	7,713.36	2,928.82	3,075.26	3,229.01	3,390.45	3,560.01	36.6102	38.4407	40.3626	42.3806	44.5001
Public Works Inspector II	N	C	14	1510	7,188.50	7,547.93	7,925.28	8,321.56	8,737.63	3,317.77	3,483.66	3,657.82	3,840.72	4,032.75	41.4721	43.5457	45.7228	48.0090	50.4094
Public Works Operations Assistant	N	C	14	1571	4,908.45	5,153.87	5,411.55	5,682.13	5,966.24	2,265.44	2,378.71	2,497.64	2,622.52	2,753.65	28.3180	29.7339	31.2205	32.7815	34.4206
Real Property Agent	N	C	14	1511	7,766.48	8,154.81	8,562.54	8,990.67	9,440.21	3,584.53	3,763.76	3,951.94	4,149.54	4,357.02	44.8066	47.0470	49.3993	51.8692	54.4627
Records Technician	N	C	14	1512	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Recreation Coordinator	N	C	14	1515	5,854.62	6,147.31	6,454.72	6,777.44	7,116.29	2,702.13	2,837.22	2,979.10	3,128.05	3,284.44	33.7766	35.4652	37.2388	39.1006	41.0555
Recreation Program Leader	N	C	14	1517	4,142.78	4,349.93	4,567.46	4,795.83	5,035.62	1,912.05	2,007.66	2,108.06	2,213.46	2,324.13	23.9006	25.0958	26.3508	27.6682	29.0516
Recreation Specialist	N	C	14	1516	4,843.78	5,085.97	5,340.27	5,607.29	5,887.64	2,235.59	2,347.37	2,464.74	2,587.98	2,717.37	27.9449	29.3421	30.8093	32.3498	33.9671
Recycling Educator	N	C	14	1518	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	34.2275	35.9387	37.7356	39.6224	41.6036
Rental Housing Mediation Specialist	N	C	14	1519	6,425.60	6,746.87	7,084.20	7,438.43	7,810.34	2,965.66	3,113.94	3,269.63	3,433.12	3,604.77	37.0707	38.9242	40.8704	42.9140	45.0596
Senior Accountant	E	C	14	1520	7,922.92	8,319.09	8,735.09	9,171.85	9,630.42	3,656.73	3,839.58	4,031.58	4,233.16	4,444.81	45.7091	47.9948	50.3947	52.9145	55.5601
Senior Airport Maintenance Worker	N	C	14	1521	5,477.72	5,751.59	6,039.15	6,341.14	6,658.19	2,528.18	2,654.58	2,787.30	2,926.68	3,073.01	31.6022	33.1823	34.8413	36.5835	38.4126
Senior Airport Security Aide	N	C	14	1587	4,186.59	4,395.99	4,615.74	4,846.55	5,088.87	1,932.27	2,028.92	2,130.34	2,236.87	2,348.71	24.1534	25.3615	26.6293	27.9609	29.3589
Senior Building Inspector	N	C	14	1523	8,049.80	8,452.21	8,874.80	9,318.60	9,784.52	3,715.29	3,901.02	4,096.06	4,300.89	4,515.93	46.4411	48.7627	51.2007	53.7611	56.4491
Senior Building Inspector Specialty	N	C	14	1574	8,461.35	8,884.46	9,328.65	9,795.11	10,284.84	3,905.24	4,100.52	4,305.53	4,520.82	4,746.85	48.8155	51.2565	53.8191	56.5103	59.3356
Senior Buyer	N	C	14	1522	7,240.70	7,602.81	7,982.93	8,382.10	8,801.20	3,341.86	3,508.99	3,684.43	3,868.66	4,062.09	41.7733	43.8624	46.0554	48.3582	50.7761
Senior Commission Secretary	N	C	14	1513	5,771.96	6,060.54	6,363.57	6,681.72	7,015.84	2,663.98	2,797.17	2,937.03	3,083.87	3,238.08	33.2998	34.9646	36.7129	38.5484	40.4760
Senior Community Development Programs Specialist	N	C	14	1588	7,770.77	8,159.28	8,567.26	8,995.61	9,445.39	3,586.51	3,765.82	3,954.12	4,151.82	4,359.41	44.8314	47.0728	49.4265	51.8978	54.4926
Senior Custodian	N	C	14	1524	4,442.40	4,664.53	4,898.01	5,142.67	5,399.81	2,050.34	2,152.86	2,260.62	2,373.54	2,492.22	25.6293	26.9107	28.2578	29.6692	31.1528
Senior Electronics/Communications Technician	N	C	14	1525	7,245.12	7,607.38	7,987.76	8,387.19	8,806.55	3,343.90	3,511.10	3,686.66	3,871.01	4,064.56	41.7988	43.8888	46.0832	48.3876	50.8070
Senior Engineering Technician	N	C	14	1526	6,911.02	7,256.49	7,619.34	8,000.33	8,400.36	3,189.70	3,349.15	3,516.62	3,692.46	3,877.09	39.8712	41.8644	43.9578	46.1557	48.4636
Senior Grounds Maintenance Worker	N	C	14	1527	5,146.57	5,403.91	5,674.11	5,957.77	6,255.69	2,375.34	2,494.11	2,618.82	2,749.74	2,887.24	29.6917	31.1764	32.7353	34.3718	36.0905
Senior Library Technician	E	C	14	1528	5,434.89	5,706.59	5,992.00	6,291.55	6,606.17	2,508.41	2,633.81	2,765.54	2,903.79	3,049.00	31.3551	32.9226	34.5692	36.2974	38.1125
Senior Maintenance Worker	N	C	14	1529	5,560.49	5,838.50	6,130.43	6,436.95	6,758.74	2,566.38	2,694.69	2,829.43	2,970.90	3,119.42	32.0798	33.6836	35.3679	37.1362	38.9927
Senior Network/Applications Analyst	E	C	14	1504	8,749.33	9,186.82	9,646.11	10,128.45	10,634.85	4,038.15	4,240.07	4,452.05	4,674.67	4,908.39	50.4769	53.0009	55.6508	58.4334	61.3549
Senior Plan Check Engineer	E	C	14	1425	9,734.27	10,220.99	10,732.04	11,268.68	11,832.08	4,492.74	4,717.38	4,953.25	5,200.93	5,460.96	56.1593	58.9673	61.9156	65.0116	68.2620
Senior Plans Examiner	E	C	14	1530	8,810.17	9,250.67	9,713.19	10,198.85	10,708.82	4,066.23	4,269.54	4,483.01	4,707.16	4,942.53	50.8279	53.3693	56.0376	58.8395	61.7816
Senior Project Engineer	N	C	14	1602	10,217.70	10,728.58	11,264.98	11,828.22	12,419.64	4,715.86	4,951.65	5,199.22	5,459.18	5,732.14	58.9482	61.8956	64.9903	68.2397	71.6517
Senior Project Engineer Unclassified	N	U	14	1608	10,217.70	10,728.58	11,264.98	11,828.22	12,419.64	4,715.86	4,951.65	5,199.22	5,459.18	5,732.14	58.9482	61.8956	64.9903	68.2397	71.6517
Senior Property Management Specialist	N	C	14	1534	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	45.0306	47.2823	49.6464	52.1287	54.7350
Senior Public Works Inspector	N	C	14	1533	7,942.52	8,339.63	8,756.58	9,194.49	9,654.17	3,665.78	3,849.06	4,041.50	4,243.61	4,455.77	45.8223	48.1132	50.5188	53.0451	55.6971
Senior Real Property Agent	E	C	14	1535	8,930.42	9,376.94	9,845.81	10,338.08	10,855.02	4,121.73	4,327.82	4,544.22	4,771.42	5,010.01	51.5216	54.0977	56.8027	59.6427	62.6251
Senior Rental Housing Mediation Specialist	N	C	14	1536	7,770.77	8,159.28	8,567.26	8,995.61	9,445.39	3,586.51	3,765.82	3,954.12	4,151.82	4,359.41	44.8314	47.0728	49.4265	51.8978	54.4926
Senior Streets Maintenance Worker	N	C	14	1537	5,653.01	5,935.65	6,232.42	6,544.05	6,871.24	2,609.08	2,739.53	2,876.50	3,020.33	3,171.34	32.6135	34.2441	35.9562	37.7541	39.6417
Senior Traffic Signal Technician	N	C	14	1583	6,900.66	7,245.70	7,607.95	7,988.39	8,387.82	3,184.92	3,344.17	3,511.36	3,686.95	3,871.30	39.8115	41.8021	43.8920	46.0869	48.3912
Senior Traffic Technician	N	C	14	1538	6,754.19	7,091.89	7,446.49	7,818.83	8,209.78	3,117.32	3,273.18	3,436.84	3,608.69	3,789.13	38.9665	40.9148	42.9605	45.1086	47.3641
Senior Tree Trimmer	N	C	14	1539	5,672.29														

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
					Traffic Signal Technician II	E	C	14	1582	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18
Traffic Technician I	N	C	14	1552	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	31.4451	33.0172	34.6679	36.4014	38.2213
Traffic Technician II	N	C	14	1553	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	34.5705	36.2992	38.1140	40.0196	42.0208
Tree Care Specialist	N	C	14	1555	5,108.24	5,363.67	5,631.86	5,913.42	6,209.10	2,357.65	2,475.54	2,599.32	2,729.27	2,865.74	29.4706	30.9443	32.4915	34.1159	35.8218
Tree Trimmer I	N	C	14	1557	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	26.0159	27.3166	28.6825	30.1163	31.6220
Tree Trimmer II	N	C	14	1556	5,057.52	5,310.44	5,575.98	5,854.75	6,147.51	2,334.24	2,450.97	2,573.53	2,702.19	2,837.31	29.1780	30.6371	32.1691	33.7774	35.4664
Vehicle Services Assistant	N	C	14	1558	4,464.66	4,687.89	4,922.23	5,168.41	5,426.76	2,060.61	2,163.64	2,271.80	2,385.42	2,504.66	25.7576	27.0455	28.3975	29.8177	31.3083
Warehouse Specialist	N	C	14	1559	4,835.52	5,077.35	5,331.17	5,597.71	5,877.63	2,231.78	2,343.39	2,460.54	2,583.56	2,712.75	27.8972	29.2924	30.7568	32.2945	33.9094
Water Conservation Coordinator	E	U	14	1599	8,582.75	9,021.96	9,461.12	9,946.76	10,432.39	3,961.27	4,163.98	4,366.67	4,590.81	4,814.95	49.5159	52.0497	54.5834	57.3851	60.1869
Water Quality Research Analyst	E	C	14	1589	8,797.79	9,237.67	9,699.54	10,184.53	10,693.80	4,060.52	4,263.54	4,476.71	4,700.55	4,935.60	50.7565	53.2942	55.9589	58.7569	61.6950
Water Resources Specialist	E	C	14	1560	7,575.23	7,953.96	8,351.61	8,769.26	9,207.73	3,496.26	3,671.06	3,854.59	4,047.35	4,249.72	43.7033	45.8883	48.1824	50.5919	53.1215
Water Resources Technician	N	C	14	1562	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	34.2275	35.9387	37.7356	39.6224	41.6036
Waterfront Maintenance Coordinator	N	C	14	1598	6,052.24	6,354.90	6,672.66	7,006.26	7,356.59	2,793.34	2,933.03	3,079.69	3,233.66	3,395.35	34.9168	36.6629	38.4961	40.4208	42.4419
Waterfront Maintenance Crew Leader	N	C	14	1564	5,757.77	6,045.67	6,347.94	6,665.40	6,998.70	2,657.43	2,790.31	2,929.82	3,076.34	3,230.17	33.2179	34.8789	36.6227	38.4542	40.3771
Waterfront Maintenance Worker I	N	C	14	1565	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	26.0159	27.3166	28.6825	30.1163	31.6220
Waterfront Maintenance Worker II	N	C	14	1566	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Waterfront Vessel Technician	N	C	14	1567	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Web Services Technician	E	C	14	1586	6,890.30	7,234.83	7,596.55	7,976.41	8,375.23	3,180.14	3,339.15	3,506.10	3,681.42	3,865.49	39.7518	41.7394	43.8262	46.0177	48.3186
Webmaster	E	C	14	1550	9,614.56	10,095.35	10,600.09	11,130.04	11,686.57	4,437.49	4,659.39	4,892.35	5,136.94	5,393.80	55.4686	58.2424	61.1544	64.2118	67.4225
Welder/Fabricator	N	C	14	1568	5,971.33	6,269.90	6,583.40	6,912.58	7,258.20	2,756.00	2,893.80	3,038.49	3,190.42	3,349.94	34.4500	36.1725	37.9811	39.8802	41.8742
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	9,286.57	9,750.91	10,238.50	10,750.39	11,287.92	4,286.11	4,500.42	4,725.46	4,961.72	5,209.81	38.2688	40.1823	42.1916	44.3011	46.5161
Fire Captain (40 Hour)	7	C	34	3405	9,286.57	9,750.91	10,238.45	10,750.39	11,287.92	4,286.11	4,500.42	4,725.44	4,961.72	5,209.81	53.5764	56.2553	59.0680	62.0215	65.1226
Fire Engineer (56 Hour)	7	C	34	3401	8,036.04	8,437.85	8,859.76	9,302.74	9,767.88	3,708.94	3,894.39	4,089.12	4,293.57	4,508.25	33.1155	34.7713	36.5100	38.3355	40.2522
Fire Engineer (40 Hour)	7	C	34	3402	8,036.04	8,437.87	8,859.78	9,302.76	9,767.90	3,708.94	3,894.40	4,089.13	4,293.58	4,508.26	46.3617	48.6800	51.1141	53.6697	56.3532
Fire Inspector I (40 Hour)	7	C	39	3901	7,093.97	7,448.74	7,821.17	8,212.21	8,622.79	3,274.14	3,437.88	3,609.77	3,790.25	3,979.75	40.9268	42.9735	45.1221	47.3781	49.7469
Fire Inspector II (40 Hour)	7	C	39	3902	8,036.04	8,437.87	8,859.78	9,302.76	9,767.90	3,708.94	3,894.40	4,089.13	4,293.58	4,508.26	46.3617	48.6800	51.1141	53.6697	56.3532
Fire Inspector III (40 Hour)	7	C	39	3903	9,286.57	9,750.91	10,238.45	10,750.39	11,287.92	4,286.11	4,500.42	4,725.44	4,961.72	5,209.81	53.5764	56.2553	59.0680	62.0215	65.1226
Firefighter (56 Hour)	7	C	34	3403	7,094.01	7,448.70	7,821.15	8,212.19	8,622.81	3,274.16	3,437.86	3,609.76	3,790.24	3,979.76	29.2336	30.6952	32.2300	33.8415	35.5336
Firefighter (40 Hour)	7	C	34	3404	7,093.97	7,448.74	7,821.17	8,212.21	8,622.81	3,274.14	3,437.88	3,609.77	3,790.25	3,979.76	40.9268	42.9735	45.1221	47.3781	49.7470
Firefighter - Entry	7	C	39	3904	6,384.60	6,703.84	7,039.02	7,390.98	7,760.52	2,946.74	3,094.08	3,248.78	3,411.22	3,581.78	36.8342	38.6760	40.6097	42.6402	44.7723
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	10,761.27				13,080.47	4,966.74				6,037.14	62.0843				75.4643
Assistant City Attorney II	E	U	01	0104	11,949.56				14,524.77	5,515.18				6,703.74	68.9397				83.7967
Assistant City Attorney III	E	U	01	0105	13,878.22				16,869.06	6,405.33				7,785.72	80.0666				97.3215
Assistant City Attorney IV	E	U	01	0106	15,266.03				18,555.98	7,045.86				8,564.30	88.0732				107.0537
Assistant City Attorney V	E	U	01	0121	17,075.02				20,754.87	7,880.78				9,579.17	98.5097				119.7396
Deputy City Attorney	E	U	01	0110	8,947.88				10,876.19	4,129.79				5,019.78	51.6224				62.7473
MANAGEMENT																			
Airport Business Manager	E	U	02	0259	9,935.88				12,077.15	4,585.79				5,574.07	57.3224				69.6759
Airport Facilities Manager	E	U	02	0246	10,536.76				12,807.49	4,863.12				5,911.15	60.7890				73.8894
Airport Operations Manager	E	U	02	0202	10,869.17				13,211.55	5,016.54				6,097.64	62.7068				76.2205
Airport Properties Manager	E	U	02	0289	10,869.17				13,211.55	5,016.54				6,097.64	62.7068				76.2205
Assistant Finance Director	E	U	02	0204	12,976.34				15,766.27	5,989.08				7,276.74	74.8635				90.9593
Assistant Library Director	E	U	02	0253	12,615.11				15,333.80	5,822.36				7,077.14	72.7795				88.4642
Assistant Parks & Recreation Director	E	U	02	0205	12,564.18				15,271.84	5,798.85				7,048.54	72.4856				88.1068
Assistant to the City Administrator	E	U	02	0225	10,035.52				12,198.25	4,631.78				5,629.96	57.8972				70.3745
Budget Manager	E	U	02	0207	10,386.18				12,624.47	4,793.62				5,826.68	59.9203				72.8335
Chief Building Official	E	U	02	0208	12,508.49				15,204.24	5,773.15				7,017.34	72.1644				87.7168
City Clerk Services Manager	E	U	02	0209	11,032.99				13,410.74	5,092.15				6,189.57	63.6519				77.3696
City Engineer	E	U	02	0206	15,521.39				18,866.36	7,163.72				8,707.55	89.5465				108.8444
City Planner	E	U	02	0210	13,503.25				16,188.03	6,232.27				7,471.40	77.9034				93.3925

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
					Community Development Business Manager	E	U	02	0211	9,935.88				12,077.15	4,585.79				5,574.07
Community Engagement Officer/PIO	E	U	02	0264	9,935.88				12,077.15	4,585.79				5,574.07	57.3224				69.6759
Controller	E	U	02	0272	11,425.74				13,888.12	5,273.42				6,409.90	65.9178				80.1237
Creeks Restoration/Clean Water Manager	E	U	02	0212	10,745.95				13,061.75	4,959.67				6,028.50	61.9959				75.3563
Cross Functional Team Manager	E	U	02	0266	12,228.49				14,863.83	5,643.92				6,860.23	70.5490				85.7529
Downtown Plaza & Parking Manager	E	U	02	0258	10,745.17				13,060.88	4,959.31				6,028.10	61.9914				75.3512
Economic Development Manager	E	U	02	0260	14,017.34				17,038.17	6,469.54				7,863.77	80.8692				98.2971
Emergency Services Manager	E	U	02	0215	9,255.35				11,249.94	4,271.70				5,192.28	53.3963				64.9035
Energy and Climate Program Manager	E	U	02	0262	10,237.74				12,444.03	4,725.11				5,743.40	59.0639				71.7925
Environmental Services Manager	E	U	02	0217	10,237.74				12,444.03	4,725.11				5,743.40	59.0639				71.7925
Facilities Manager	E	U	02	0218	10,536.76				12,807.49	4,863.12				5,911.15	60.7890				73.8894
Fire Business Manager	E	U	02	0254	9,935.88				12,077.15	4,585.79				5,574.07	57.3224				69.6759
Fire Operations Division Chief	E	U	32	3200	15,182.14				18,453.93	7,007.14				8,517.20	87.5892				106.4650
Fleet Services Manager	E	U	02	0219	9,577.47				11,641.46	4,420.37				5,372.98	55.2546				67.1623
General Services Manager	E	U	02	0220	10,514.18				12,780.06	4,852.70				5,898.49	60.6587				73.7311
Harbor Operations Manager	E	U	02	0222	11,144.77				13,546.61	5,143.74				6,252.28	64.2968				78.1535
Housing & Human Services Manager	E	U	02	0257	10,657.51				12,954.24	4,918.85				5,978.88	61.4856				74.7360
Human Resources Manager	E	U	02	0223	11,863.97				14,420.77	5,475.68				6,655.74	68.4460				83.1968
Information Technology Manager	E	U	02	0214	12,119.06				14,730.82	5,593.41				6,798.84	69.9176				84.9855
Labor Relations Manager	E	U	02	0267	10,761.27				13,080.47	4,966.74				6,037.14	62.0843				75.4643
Library Services Manager	E	U	02	0224	9,642.99				11,721.13	4,450.61				5,409.75	55.6326				67.6219
Parks & Recreation Business Manager	E	U	02	0226	10,237.74				12,444.03	4,725.11				5,743.40	59.0639				71.7925
Parks Manager	E	U	02	0227	9,931.24				12,071.50	4,583.65				5,571.46	57.2956				69.6432
Police Administrative Manager	E	U	02	0270	12,103.02				14,711.36	5,586.01				6,789.86	69.8251				84.8732
Police Business Manager	E	U	02	0229	9,935.88				12,077.15	4,585.79				5,574.07	57.3224				69.6759
Police Information Technology Manager	E	U	02	0228	10,480.56				12,739.24	4,837.18				5,879.65	60.4648				73.4956
Police Records Manager	E	U	02	0230	9,577.47				11,641.46	4,420.37				5,372.98	55.2546				67.1623
Principal Architect	E	U	02	0271	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Principal Engineer	E	U	02	0231	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Principal Planner	E	U	02	0232	10,657.51				12,954.24	4,918.85				5,978.88	61.4856				74.7360
Principal Project Manager	E	U	02	0256	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Principal Traffic Engineer	E	U	02	0252	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Public Safety Communications Manager	E	U	02	0245	10,851.84				13,190.62	5,008.54				6,087.98	62.6068				76.0997
Public Works Business Manager	E	U	02	0234	10,869.17				13,211.55	5,016.54				6,097.64	62.7068				76.2205
Public Works Manager	E	U	02	0268	12,228.49				14,863.83	5,643.92				6,860.23	70.5490				85.7529
Public Works Operations Manager	E	U	02	0273	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Recreation Programs Manager	E	U	02	0235	9,847.54				11,969.75	4,545.02				5,524.50	56.8127				69.0562
Risk Manager	E	U	02	0236	10,370.82				12,605.80	4,786.53				5,818.06	59.8316				72.7258
Senior Assistant to the City Administrator	E	U	02	0248	10,956.62				13,317.89	5,056.90				6,146.72	63.2113				76.8340
State Street Master Planner	E	U	02	0265	12,258.70				14,900.51	5,657.86				6,877.16	70.7232				85.9645
Transportation Planning & Parking Manager	E	U	02	0250	11,647.78				14,158.02	5,375.90				6,534.47	67.1987				81.6809
Wastewater System Manager	E	U	02	0240	13,300.60				16,166.97	6,138.74				7,461.68	76.7343				93.2710
Water Resources Manager	E	U	02	0242	15,521.52				18,866.62	7,163.78				8,707.67	89.5473				108.8459
Water Services Manager	E	U	02	0263	13,300.60				16,166.97	6,138.74				7,461.68	76.7343				93.2710
Water System Manager	E	U	02	0241	13,300.60				16,166.97	6,138.74				7,461.68	76.7343				93.2710
Waterfront Business Manager	E	U	02	0244	10,869.17				13,211.55	5,016.54				6,097.64	62.7068				76.2205
Waterfront Facilities Manager	E	U	02	0243	10,536.76				12,807.49	4,863.12				5,911.15	60.7890				73.8894
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107	23,573.10				28,523.45	10,879.89				13,164.66	135.9986				164.5583
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																			
Administrative Services Director	E	U	01	0100	14,802.52				17,992.56	6,831.93				8,304.26	85.3991			103.8033	
Airport Director	E	U	01	0102	16,551.38				20,118.39	7,639.10				9,285.41	95.4888			116.0676	
Assistant City Administrator	E	U	01	0101	19,113.60				23,232.76	8,821.66				10,722.81	110.2707			134.0351	
Community Development Director	E	U	01	0109	15,720.77				19,108.74	7,255.74				8,819.42	90.6968			110.2428	
Finance Director	E	U	01	0111	15,565.12				18,919.55	7,183.90				8,732.10	89.7988			109.1512	
Fire Chief	E	U	31	3100	17,612.96				21,408.70	8,129.06				9,880.94	101.6133			123.5118	
Human Resources Director	E	U	01	0118	14,925.84				18,142.52	6,888.85				8,373.47	86.1106			104.6684	
Information Technology Director	E	U	01	0119	15,077.34				18,326.60	6,958.77				8,458.43	86.9846			105.7304	
Library Director	E	U	01	0112	15,044.94				18,287.27	6,943.82				8,440.28	86.7977			105.5035	
Parks & Recreation Director	E	U	01	0113	15,077.34				18,326.60	6,958.77				8,458.43	86.9846			105.7304	
Police Chief	E	U	21	2100	19,516.32				23,722.27	9,007.53				10,948.74	112.5941			136.8592	
Public Works Director	E	U	01	0114	18,010.70				21,892.15	8,312.63				10,104.07	103.9079			126.3009	
Sustainability & Resilience Director	E	U	01	0120	14,925.84				18,142.52	6,888.85				8,373.47	86.1106			104.6684	
Waterfront Director/Harbor Master	E	U	01	0115	16,551.38				20,118.39	7,639.10				9,285.41	95.4888			116.0676	
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	13,201.59				16,046.66	6,093.04				7,406.15	54.4021			66.1263	
Fire Battalion Chief 40 HR	E	C	33	3301	13,201.59				16,046.66	6,093.04				7,406.15	76.1630			92.5769	
Fire Battalion Chief / Fire Marshal	E	C	33	3303	13,201.59				16,046.66	6,093.04				7,406.15	76.1630			92.5769	
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	16,873.46				20,509.80	7,787.75				9,466.06	97.3469			118.3258	
Police Commander	E	C	23	2302	14,224.43				17,289.78	6,565.12				7,979.90	82.0640			99.7487	
Police Lieutenant	E	C	23	2301	13,541.49				16,459.78	6,249.92				7,596.82	78.1240			94.9602	
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,558.00					2,565.23					
Mayor	E			0002					6,947.50					3,206.54					
POLICE																			
Identification Technician	N	C	29	2901	7,186.10	7,545.42	7,922.68	8,318.83	8,734.74	3,316.66	3,482.50	3,656.62	3,839.46	4,031.42	41.4583	43.5312	45.7078	47.9932	50.3928
Parking Enforcement Officer	N	C	29	2902	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
Police Officer Range A	7	C	24	2400	8,564.34	8,992.56	9,442.20	9,914.28	10,410.01	3,952.77	4,150.41	4,357.94	4,575.82	4,804.62	49.4096	51.8801	54.4743	57.1977	60.0577
Police Officer Range B	7	C	24	2400	8,735.61	9,172.41	9,631.05	10,112.56	10,618.21	4,031.82	4,233.42	4,445.10	4,667.34	4,900.71	50.3978	52.9177	55.5638	58.3417	61.2589
Police Officer Range C	7	C	24	2400	8,906.91	9,352.24	9,819.89	10,310.85	10,826.41	4,110.88	4,316.42	4,532.26	4,758.85	4,996.80	51.3860	53.9553	56.6533	59.4856	62.4600
Police Officer Range D	7	C	24	2400	9,078.20	9,532.11	10,008.74	10,509.14	11,034.61	4,189.94	4,399.43	4,619.42	4,850.37	5,092.90	52.3742	54.9929	57.7428	60.6296	63.6612
Police Officer - Entry	7	C	29	2903	8,107.10	8,512.49	8,938.09	9,385.03	9,854.24	3,741.74	3,928.84	4,125.27	4,331.55	4,548.11	46.7718	49.1105	51.5659	54.1444	56.8514
Police Property/Evidence Assistant	N	C	29	2905	5,068.31	5,321.75	5,587.90	5,867.25	6,160.57	2,339.22	2,456.19	2,579.03	2,707.96	2,843.34	29.2402	30.7024	32.2379	33.8495	35.5418
Police Property/Evidence Technician	N	C	29	2906	5,975.10	6,273.89	6,587.56	6,916.95	7,262.80	2,757.74	2,895.64	3,040.41	3,192.44	3,352.06	34.4718	36.1955	38.0051	39.9055	41.9007
Police Range/Equipment Technician	N	C	29	2917	6,683.08	7,017.23	7,368.10	7,736.50	8,123.31	3,084.50	3,238.72	3,400.66	3,570.69	3,749.22	38.5562	40.4840	42.5082	44.6336	46.8653
Police Records Specialist	N	C	29	2904	4,977.90	5,226.78	5,488.08	5,762.49	6,050.59	2,297.49	2,412.36	2,532.96	2,659.61	2,792.58	28.7186	30.1545	31.6620	33.2451	34.9073
Police Records Supervisor	N	C	29	2914	5,975.10	6,273.89	6,587.56	6,916.95	7,262.80	2,757.74	2,895.64	3,040.41	3,192.44	3,352.06	34.4718	36.1955	38.0051	39.9055	41.9007
Police Sergeant	7	C	24	2401	11,044.89	11,597.13	12,177.01	12,785.85	13,425.17	5,097.64	5,352.52	5,620.16	5,901.16	6,196.23	63.7205	66.9065	70.2520	73.7645	77.4529
Police Services Coordinator	N	C	29	2916	5,274.69	5,538.39	5,815.33	6,106.08	6,411.36	2,434.47	2,556.18	2,684.00	2,818.19	2,959.09	30.4309	31.9522	33.5500	35.2274	36.9886
Police Services Specialist	N	C	29	2915	4,519.04	4,744.96	4,982.23	5,231.31	5,492.89	2,085.71	2,189.98	2,299.49	2,414.45	2,535.18	26.0714	27.3747	28.7436	30.1806	31.6898
Police Technician	N	C	29	2909	4,773.90	5,012.58	5,263.20	5,526.41	5,802.70	2,203.34	2,313.50	2,429.17	2,550.65	2,678.17	27.5417	28.9188	30.3646	31.8831	33.4771
Public Safety Dispatcher I	N	U	29	2910	5,687.20	5,971.46	6,270.10	6,583.59	6,912.73	2,624.86	2,756.06	2,893.89	3,038.58	3,190.49	32.8107	34.4508	36.1736	37.9822	39.8811
Public Safety Dispatcher II	N	C	29	2911	5,977.44	6,276.25	6,590.09	6,919.64	7,265.64	2,758.82	2,896.73	3,041.58	3,193.68	3,353.37	34.4852	36.2091	38.0198	39.9210	41.9171
Public Safety Dispatcher III	N	C	29	2912	6,605.00	6,935.33	7,282.06	7,646.12	8,028.48	3,048.46	3,200.92	3,360.95	3,528.98	3,705.45	38.1058	40.0115	42.0119	44.1123	46.3181
Public Safety Dispatch Supervisor	N	C	29	2913	8,057.77	8,460.62	8,883.68	9,327.87	9,794.24	3,718.97	3,904.90	4,100.16	4,305.17	4,520.42	46.4871	48.8112	51.2520	53.8146	56.5052

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
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	9,221.90					11,209.32	4,256.26				5,173.53	53.2033	64.6691		
Administrative Supervisor	E	U	04	4001	7,037.85					8,554.50	3,248.24				3,948.23	40.6030	49.3529		
Administrative/Clerical Supervisor	E	U	04	4000	6,176.84					7,507.98	2,850.85				3,465.22	35.6356	43.3152		
Airport Business Development Supervisor	E	U	04	4067	8,050.53					9,785.49	3,715.63				4,516.38	46.4454	56.4548		
Airport Maintenance Supervisor	E	U	04	4003	8,095.40					9,840.00	3,736.34				4,541.54	46.7042	56.7693		
Airport Operations Supervisor	E	U	04	4004	7,695.07					9,353.41	3,551.57				4,316.96	44.3946	53.9620		
Airport Patrol Supervisor	E	U	04	4005	10,805.45					13,134.05	4,987.13				6,061.87	62.3391	75.7734		
Billing Supervisor	E	U	04	4008	7,173.79					8,719.75	3,310.98				4,024.50	41.3873	50.3063		
Building and Safety Supervisor	E	U	04	4009	10,876.58					13,220.59	5,019.96				6,101.81	62.7495	76.2726		
Capital Projects Supervisor	E	U	04	4073	9,350.23					11,365.25	4,315.49				5,245.50	53.9436	65.5687		
City TV Production Supervisor	E	U	04	4022	8,347.86					10,146.89	3,852.86				4,683.18	48.1608	58.5397		
Creeks Supervisor	E	U	04	4023	9,344.10					11,357.80	4,312.66				5,242.06	53.9082	65.5258		
Custodial Supervisor	E	U	04	4014	5,819.60					7,073.78	2,685.97				3,264.82	33.5746	40.8102		
Department Systems Supervisor	E	U	04	4077	10,537.87					12,808.81	4,863.63				5,911.76	60.7954	73.8970		
Electronics/Communication Supervisor	E	U	04	4016	8,095.38					9,840.03	3,736.33				4,541.55	46.7041	56.7694		
Environmental Services Supervisor	E	U	04	4017	9,492.99					11,538.78	4,381.38				5,325.59	54.7673	66.5699		
Facilities Maintenance Superintendent	E	U	04	4018	9,724.69					11,820.42	4,488.32				5,455.58	56.1040	68.1948		
Facilities Maintenance Supervisor	E	U	04	4019	7,616.31					9,257.71	3,515.22				4,272.79	43.9403	53.4099		
Finance Supervisor	E	U	04	4020	9,221.90					11,209.32	4,256.26				5,173.53	53.2033	64.6691		
Fleet Services Supervisor	E	U	04	4007	8,052.42					9,787.74	3,716.50				4,517.42	46.4562	56.4677		
Fleet Services Superintendent	E	U	04	4078	9,724.69					11,820.42	4,488.32				5,455.58	56.1040	68.1948		
Harbor Patrol Supervisor	E	U	04	4024	9,691.00					11,779.50	4,472.77				5,436.69	55.9096	67.9586		
Information Technology Supervisor	E	U	04	4027	10,537.87					12,808.81	4,863.63				5,911.76	60.7954	73.8970		
Laboratory Supervisor	E	U	04	4028	10,123.14					12,304.72	4,672.22				5,679.10	58.4027	70.9888		
Library Circulation Supervisor	E	U	04	4029	5,839.17					7,097.52	2,695.00				3,275.78	33.6875	40.9472		
Maintenance Supervisor I	E	U	04	4030	6,758.92					8,215.50	3,119.50				3,791.77	38.9937	47.3971		
Maintenance Supervisor II	E	U	04	4031	7,430.71					9,032.10	3,429.56				4,168.66	42.8695	52.1082		
Marketing Supervisor	E	U	04	4070	8,013.81					9,740.86	3,698.68				4,495.78	46.2335	56.1973		
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,007.54					8,517.73	3,234.25				3,931.26	40.4281	49.1407		
Parking Supervisor	E	U	04	4034	7,737.32					9,404.81	3,571.07				4,340.68	44.6384	54.2585		
Parking/TMP Superintendent	E	U	04	4035	9,630.86					11,706.37	4,445.01				5,402.94	55.5626	67.5368		
Parks Superintendent	E	U	04	4068	7,843.40					9,533.66	3,620.03				4,400.15	45.2504	55.0019		
Parks Supervisor	E	U	04	4033	6,790.83					8,254.29	3,134.23				3,809.67	39.1779	47.6209		
Purchasing Supervisor	E	U	04	4036	8,090.46					9,834.02	3,734.06				4,538.78	46.6757	56.7347		
Recreation Supervisor I	E	U	04	4037	7,287.84					8,858.42	3,363.62				4,088.50	42.0452	51.1063		
Rental Housing Mediation Supervisor	E	U	04	4074	8,630.22					10,490.07	3,983.18				4,841.57	49.7897	60.5196		
Senior Librarian	E	U	04	4038	7,391.15					8,983.93	3,411.30				4,146.43	42.6412	51.8304		
Senior Planner I	E	U	04	4039	9,351.98					11,367.42	4,316.30				5,246.50	53.9538	65.5813		
Senior Planner II	E	U	04	4040	9,830.25					11,948.73	4,537.04				5,514.80	56.7130	68.9350		
Senior Recreation Supervisor	E	U	04	4041	8,073.37					9,813.22	3,726.17				4,529.18	46.5771	56.6148		
Street Tree Supervisor	E	U	04	4042	6,790.83					8,254.29	3,134.23				3,809.67	39.1779	47.6209		
Streets Maintenance Superintendent	E	U	04	4076	9,724.69					11,820.42	4,488.32				5,455.58	56.1040	68.1948		
Supervising Engineer	E	U	04	4043	11,576.44					14,071.24	5,342.97				6,494.42	66.7871	81.1803		
Supervising Librarian	E	U	04	4044	8,125.82					9,876.92	3,750.38				4,558.58	46.8798	56.9823		
Supervising Park Ranger	E	U	04	4075	7,524.62					9,146.15	3,472.90				4,221.30	43.4112	52.7663		
Supervising Transportation Engineer	E	U	04	4047	11,576.44					14,071.24	5,342.97				6,494.42	66.7871	81.1803		
Supervising Transportation Planner	E	U	04	4046	9,344.10					11,357.80	4,312.66				5,242.06	53.9082	65.5258		
Treatment Plant Technician Supervisor	E	U	04	4049	10,123.14					12,304.72	4,672.22				5,679.10	58.4027	70.9888		
Urban Forest Superintendent	E	U	04	4050	8,636.31					10,497.46	3,985.99				4,844.98	49.8249	60.5622		
Wastewater Collection System Superintendent	E	U	04	4053	11,641.28					14,150.11	5,372.90				6,530.82	67.1613	81.6353		
Wastewater Collection System Supervisor	E	U	04	4052	9,110.81					11,074.31	4,204.99				5,111.22	52.5624	63.8902		
Wastewater Treatment Superintendent	E	U	04	4054	11,641.28					14,150.11	5,372.90				6,530.82	67.1613	81.6353		
Wastewater Treatment Supervisor	E	U	04	4055	10,122.56					12,304.07	4,671.95				5,678.80	58.3994	70.9850		
Water Distribution Superintendent	E	U	04	4059	11,641.28					14,150.11	5,372.90				6,530.82	67.1613	81.6353		
Water Distribution Supervisor	E	U	04	4060	10,123.14					12,304.72	4,672.22				5,679.10	58.4027	70.9888		

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	11,641.28				14,150.11	5,372.90				6,530.82
Water Service Superintendent	E	U	04	4072	11,641.28				14,150.11	5,372.90				6,530.82	67.1613				81.6353
Water Services Supervisor	E	U	04	4071	9,702.23				11,793.15	4,477.95				5,442.99	55.9744				68.0374
Water Treatment Superintendent	E	U	04	4057	11,641.28				14,150.11	5,372.90				6,530.82	67.1613				81.6353
Water Treatment Supervisor	E	U	04	4058	10,123.14				12,304.72	4,672.22				5,679.10	58.4027				70.9888
Waterfront Maintenance Superintendent	E	U	04	4062	8,545.31				10,386.94	3,943.99				4,793.97	49.2999				59.9246
Waterfront Parking Supervisor	E	U	04	4061	7,802.28				9,483.72	3,601.05				4,377.10	45.0131				54.7137
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	8,219.23				9,990.59	3,793.49				4,611.04	47.4186				57.6380
Information Technology Supervisor*	E	U	05	5001	10,537.87				12,808.81	4,863.63				5,911.76	60.7954				73.8970
Payroll and A/P Supervisor*	E	U	05	5005	9,221.90				11,209.32	4,256.26				5,173.53	53.2033				64.6691
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	6,003.27	6,303.46	6,618.58	6,949.52	7,297.03	2,770.74	2,909.29	3,054.73	3,207.47	3,367.86	34.6342	36.3661	38.1841	40.0934	42.0982
Airport Operations Specialist Trainee	N	U	19	1962	4,802.61	5,042.81	5,294.86	5,559.82	5,837.63	2,216.59	2,327.45	2,443.78	2,565.98	2,694.29	27.7074	29.0931	30.5473	32.0747	33.6786
Airport Patrol Officer	N	C	19	1901	8,583.68	9,012.79	9,463.50	9,936.64	10,433.43	3,961.70	4,159.75	4,367.77	4,586.14	4,815.43	49.5212	51.9969	54.5971	57.3267	60.1929
Airport Patrol Officer II	N	C	19	1903	9,396.44	9,866.26	10,359.57	10,877.49	11,421.41	4,336.82	4,553.66	4,781.34	5,020.38	5,271.42	54.2103	56.9208	59.7668	62.7547	65.8928
Airport Patrol Officer-Trainee	N	U	19	1902	6,866.90	7,210.23	7,570.81	7,949.31	8,346.74	3,169.34	3,327.80	3,494.22	3,668.91	3,852.34	39.6168	41.5975	43.6777	45.8614	48.1543
Control Systems Operator Specialist I	N	C	19	1904	7,238.18	7,600.06	7,980.07	8,379.04	8,797.99	3,340.70	3,507.72	3,683.11	3,867.25	4,060.61	41.7587	43.8465	46.0389	48.3406	50.7576
Control Systems Operator Specialist II	N	C	19	1905	8,040.07	8,442.09	8,864.20	9,307.44	9,772.75	3,710.80	3,896.35	4,091.17	4,295.74	4,510.50	46.3850	48.7044	51.1396	53.6967	56.3813
Cross Connection Specialist	N	C	19	1939	7,095.18	7,449.91	7,822.40	8,213.55	8,624.22	3,274.70	3,438.42	3,610.34	3,790.87	3,980.41	40.9338	42.9802	45.1292	47.3859	49.7551
Harbor Patrol Officer	N	C	19	1906	8,137.00	8,543.86	8,971.06	9,419.61	9,890.62	3,755.54	3,943.32	4,140.49	4,347.51	4,564.90	46.9442	49.2915	51.7561	54.3439	57.0612
Harbor Patrol Officer - Entry	N	C	19	1907	7,303.57	7,668.74	8,052.14	8,454.75	8,877.44	3,370.88	3,539.42	3,716.37	3,902.19	4,097.28	42.1360	44.2428	46.4546	48.7774	51.2160
Laboratory Analyst Coordinator	N	C	19	1911	7,816.94	8,207.75	8,618.16	9,049.06	9,501.51	3,607.82	3,788.19	3,977.61	4,176.49	4,385.31	45.0977	47.3524	49.7201	52.2061	54.8164
Laboratory Analyst I	N	C	19	1909	6,435.65	6,757.53	7,095.42	7,450.15	7,822.66	2,970.30	3,118.86	3,274.81	3,438.53	3,610.46	37.1288	38.9857	40.9351	42.9816	45.1307
Laboratory Analyst II	N	C	19	1910	7,141.92	7,498.99	7,873.97	8,267.65	8,681.08	3,296.27	3,461.07	3,634.14	3,815.84	4,006.65	41.2034	43.2634	45.4268	47.6980	50.0831
Lead Park Ranger	N	C	19	1955	7,197.62	7,557.46	7,935.37	8,332.13	8,748.70	3,321.98	3,488.06	3,662.48	3,845.60	4,037.86	41.5248	43.6007	45.7810	48.0700	50.4733
Lead Water Meter Technician	N	C	19	1963	6,901.07	7,246.16	7,608.49	7,988.89	8,388.36	3,185.11	3,344.38	3,511.61	3,687.18	3,871.55	39.8139	41.8048	43.8951	46.0897	48.3944
Meter Reader/Water Distribution OIT	N	C	19	1913	4,643.82	4,876.00	5,119.83	5,375.80	5,644.58	2,143.30	2,250.46	2,363.00	2,481.14	2,605.19	26.7912	28.1307	29.5375	31.0142	32.5649
Park Ranger	N	C	19	1914	6,543.29	6,870.41	7,213.98	7,574.65	7,953.36	3,019.98	3,170.96	3,329.53	3,495.99	3,670.78	37.7497	39.6370	41.6191	43.6999	45.8848
Reclamation Specialist	N	C	19	1924	5,392.96	5,662.58	5,945.72	6,242.99	6,555.19	2,489.06	2,613.50	2,744.18	2,881.38	3,025.47	31.1132	32.6688	34.3022	36.0172	37.8184
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	6,261.08	6,574.12	6,902.81	7,247.98	7,610.37	2,889.73	3,034.21	3,185.91	3,345.22	3,512.48	36.1216	37.9276	39.8239	41.8153	43.9060
Senior Airport Operations Specialist	N	C	19	1916	6,691.56	7,026.11	7,377.46	7,746.33	8,133.60	3,088.41	3,242.82	3,404.98	3,575.23	3,753.97	38.6051	40.5353	42.5622	44.6904	46.9246
Senior Control Systems Operator Specialist	N	C	19	1917	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	50.7862	53.3257	55.9921	58.7917	61.7310
Senior Cross Connection Specialist	E	C	19	1959	7,430.24	7,801.76	8,191.76	8,601.45	9,031.49	3,429.34	3,600.81	3,780.81	3,969.90	4,168.38	42.8668	45.0101	47.2601	49.6237	52.1048
Senior Treatment Plant Technician	N	C	19	1918	7,094.12	7,448.87	7,821.28	8,212.34	8,622.94	3,274.21	3,437.94	3,609.82	3,790.31	3,979.82	40.9276	42.9742	45.1228	47.3789	49.7477
Senior Wastewater Collection System Operator	N	C	19	1919	6,374.51	6,693.27	7,027.93	7,379.30	7,748.30	2,942.08	3,089.20	3,243.66	3,405.83	3,576.14	36.7760	38.6150	40.5458	42.5729	44.7017
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	8,209.59	8,620.08	9,051.06	9,503.65	9,978.84	3,789.04	3,978.50	4,177.41	4,386.30	4,605.62	47.3630	49.7312	52.2176	54.8287	57.5702
Senior Wastewater Treatment Plant Operator	N	C	19	1921	8,362.34	8,780.46	9,219.47	9,680.45	10,164.48	3,859.54	4,052.52	4,255.14	4,467.90	4,691.30	48.2443	50.6565	53.1892	55.8487	58.6412
Senior Water Distribution Operator	N	C	19	1920	6,014.28	6,315.01	6,630.74	6,962.28	7,310.42	2,775.82	2,914.62	3,060.34	3,213.36	3,374.04	34.6978	36.4328	38.2542	40.1670	42.1755
Treatment Plant Technician	N	C	19	1923	6,452.72	6,775.34	7,114.14	7,469.84	7,843.33	2,978.18	3,127.08	3,283.45	3,447.62	3,620.00	37.2272	39.0885	41.0431	43.0952	45.2500
Wastewater Collection System Lead Operator	N	C	19	1927	6,809.83	7,150.35	7,507.80	7,883.24	8,277.34	3,143.00	3,300.16	3,465.14	3,638.42	3,820.31	39.2875	41.2520	43.3143	45.4802	47.7539
Wastewater Collection System Operator I	N	C	19	1925	5,075.92	5,329.70	5,596.18	5,876.02	6,169.82	2,342.73	2,459.86	2,582.85	2,712.01	2,847.61	29.2841	30.7483	32.2856	33.9001	35.5951
Wastewater Collection System Operator II	N	C	19	1926	5,579.38	5,858.32	6,151.30	6,458.88	6,781.80	2,575.10	2,703.84	2,839.06	2,981.02	3,130.06	32.1888	33.7980	35.4883	37.2627	39.1257
Wastewater Collection System Operator Technician I	N	C	19	1929	6,078.54	6,382.46	6,701.63	7,036.68	7,388.53	2,805.48	2,945.75	3,093.06	3,247.70	3,410.09	35.0685	36.8219	38.6633	40.5962	42.6261
Wastewater Collection System Project Coordinator	N	C	19	1954	7,311.50	7,677.06	8,060.91	8,463.98	8,887.19	3,374.54	3,543.26	3,720.42	3,906.45	4,101.78	42.1817	44.2908	46.5053	48.8306	51.2722
Wastewater Compliance Specialist	N	C	19	1953	6,133.66	6,440.33	6,762.36	7,100.47	7,455.54	2,830.92	2,972.46	3,121.09	3,277.14	3,441.02	35.3865	37.1558	39.0136	40.9643	43.0127
Wastewater Treatment Plant Chief Operator	N	C	19	1932	8,802.47	9,242.61	9,704.74	10,189.96	10,699.43	4,062.68	4,265.82	4,479.11	4,703.06	4,938.20	50.7835	53.3228	55.9889	58.7883	61.7275
Wastewater Treatment Plant OIT	N	U	19	1931	5,485.70	5,759.91	6,047.95	6,350.35	6,667.85	2,531.86	2,658.42	2,791.36	2,930.93	3,077.47	31.6482	33.2303	34.8920	36.6366	38.4684
Wastewater Treatment Plant Operator I	N	C	19	1933	6,555.88	6,883.63	7,227.87	7,589.25	7,968.72	3,025.79	3,177.06	3,335.94	3,502.73	3,677.87	37.8224	39.7133	41.6993	43.7841	45.9734
Wastewater Treatment Plant Operator II	N	C	19	1934	6,901.07	7,246.16	7,608.49	7,988.89	8,388.36	3,185.11	3,344.38	3,511.61	3,687.18	3,871.55	39.8139	41.8048	43.8951	46.0897	48.3944
Wastewater Treatment Plant Operator III	N	C	19	1935	7,658.08	8,041.06	8,443.05	8,865.18	9,308.46	3,534.50	3,711.26	3,896.79	4,091.62	4,296.21	44.1813	46.3907	48.7099	51.1452	53.7026
Water Distribution Chief Operator	N	C	19	1957	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	50.7862	53.3257	55.9921	58.7917	61.7310

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 Equipment Operator	N	C	19	1930	6,261.08	6,574.12	6,902.81	7,247.98	7,610.37	2,889.73	3,034.21	3,185.91	3,345.22	3,512.48	36.1216	37.9276	39.8239	41.8153	43.9060
Water Distribution Lead Operator	N	C	19	1937	6,612.13	6,942.74	7,289.84	7,654.36	8,037.08	3,051.75	3,204.34	3,364.54	3,532.78	3,709.42	38.1469	40.0542	42.0567	44.1597	46.3677
Water Distribution Lead Operator Technician	N	C	19	1938	7,310.68	7,676.20	8,060.04	8,463.04	8,886.17	3,374.16	3,542.86	3,720.02	3,906.02	4,101.31	42.1770	44.2858	46.5003	48.8253	51.2664
Water Distribution OIT	N	U	19	1941	4,439.02	4,660.98	4,894.00	5,138.68	5,395.61	2,048.78	2,151.22	2,258.77	2,371.70	2,490.28	25.6097	26.8902	28.2346	29.6463	31.1285
Water Distribution Operator I	N	C	19	1945	4,928.08	5,174.48	5,433.20	5,704.86	5,990.10	2,274.50	2,388.22	2,507.63	2,633.01	2,764.66	28.4313	29.8527	31.3454	32.9126	34.5582
Water Distribution Operator II	N	C	19	1947	5,470.53	5,744.05	6,031.26	6,332.78	6,649.41	2,524.86	2,651.10	2,783.66	2,922.82	3,068.96	31.5607	33.1388	34.7957	36.5353	38.3620
Water Distribution Operator Technician OIT	N	U	19	1936	5,318.95	5,584.93	5,864.21	6,157.36	6,465.20	2,454.90	2,577.66	2,706.56	2,841.86	2,983.94	30.6863	32.2208	33.8320	35.5232	37.2993
Water Distribution Operator Technician I	N	C	19	1948	6,018.35	6,319.26	6,635.27	6,967.00	7,315.34	2,777.70	2,916.58	3,062.43	3,215.54	3,376.31	34.7213	36.4573	38.2804	40.1942	42.2039
Water Distribution Operator Technician II	N	C	19	1949	6,616.68	6,947.42	7,294.84	7,659.60	8,042.58	3,053.85	3,206.50	3,366.85	3,535.20	3,711.96	38.1731	40.0813	42.0856	44.1900	46.3995
Water Distribution Operator/Emergency Services	N	C	19	1950	6,612.13	6,942.74	7,289.84	7,654.36	8,037.08	3,051.75	3,204.34	3,364.54	3,532.78	3,709.42	38.1469	40.0542	42.0567	44.1597	46.3677
Water Distribution Project Coordinator	N	C	19	1956	7,311.50	7,677.06	8,060.91	8,463.98	8,887.19	3,374.54	3,543.26	3,720.42	3,906.45	4,101.78	42.1817	44.2908	46.5053	48.8306	51.2722
Water Meter Technician I	N	C	19	1960	5,318.95	5,584.93	5,864.21	6,157.36	6,465.20	2,454.90	2,577.66	2,706.56	2,841.86	2,983.94	30.6863	32.2208	33.8320	35.5232	37.2993
Water Meter Technician II	N	C	19	1961	6,018.35	6,319.26	6,635.27	6,967.00	7,315.34	2,777.70	2,916.58	3,062.43	3,215.54	3,376.31	34.7213	36.4573	38.2804	40.1942	42.2039
Water Treatment Chief Operator	N	C	19	1940	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	50.7862	53.3257	55.9921	58.7917	61.7310
Water Treatment Plant OIT	N	U	19	1942	5,485.85	5,760.04	6,048.12	6,350.50	6,668.03	2,531.93	2,658.48	2,791.44	2,931.00	3,077.55	31.6491	33.2310	34.8930	36.6375	38.4694
Water Treatment Plant Operator II	N	C	19	1944	6,901.12	7,246.16	7,608.49	7,988.89	8,388.34	3,185.13	3,344.38	3,511.61	3,687.18	3,871.54	39.8141	41.8047	43.8951	46.0898	48.3943
Water Treatment Plant Operator III	N	C	19	1946	7,657.74	8,040.65	8,442.68	8,864.77	9,308.02	3,534.34	3,711.07	3,896.62	4,091.43	4,296.01	44.1792	46.3884	48.7077	51.1429	53.7001
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	7,997.38	8,397.22	8,817.08	9,257.97	9,720.82	3,691.10	3,875.64	4,069.42	4,272.91	4,486.53	46.1387	48.4455	50.8677	53.4114	56.0816

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 7/01/2023
Revised 5/21/2024

Hourly Assignment to "Regular" Classes			
01 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7332	N/A	Assistant City Attorney IV	\$88.0732 - \$107.0537
7334	N/A	Assistant City Attorney III	\$80.0666 - \$97.3215
7456	N/A	Assistant City Attorney V	\$98.5097 - \$119.7396
7335	N/A	Deputy City Attorney	\$51.6224 - \$62.7473
02 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7446	N/A	Airport Operations Manager	\$62.7068 - \$76.2205
7449	N/A	Airport Properties Manager	\$62.7068 - \$76.2205
7336	N/A	Creeks Restoration/Clean Water Manager	\$61.9959 - \$75.3563
7333	N/A	Facilities & Energy Manager	\$63.9883 - \$77.7782
7337	N/A	Library Services Manager	\$55.6326 - \$67.6219
7340	N/A	Parks and Recreation Business Manager	\$59.0639 - \$71.7925
7447	N/A	Principal Project Manager	\$77.8642 - \$94.6447
7341	N/A	Streets Manager	\$58.4775 - \$71.0798
7338	N/A	Transportation Manager	\$68.5968 - \$83.3798
04 Supervisors			
MUNIS 17	MUNIS 18		Range
7454	N/A	Accounting Supervisor	\$53.2033 - \$64.6691
7448	N/A	Airport Patrol Supervisor	\$62.3391 - \$75.7734
7342	N/A	Custodial Supervisor	\$33.5746 - \$40.8102
7343	N/A	Facilities Maintenance Supervisor	\$43.9403 - \$53.4099
7344	N/A	Parking/TMP Superintendent	\$55.5626 - \$67.5368
7345	N/A	Parks Supervisor	\$39.1779 - \$47.6209
7346	N/A	Senior Librarian	\$42.6412 - \$51.8304
7347	N/A	Water Treatment Superintendent	\$67.1613 - \$81.6353
14 General			
MUNIS 17	MUNIS 18		Range
7013	8008	Accountant II	\$39.5542
7074	8062	Accounting Assistant	\$30.9780
7103	8090	Accounting Coordinator	\$35.7987
7003	8001	Accounting Technician	\$32.5622
7000	N/A	Administrative Analyst I	\$44.3620
7001	N/A	Administrative Analyst II	\$50.7565
7002	8000	Administrative Assistant	\$36.3384
7065	8053	Administrative Specialist	\$28.2987
7011	8006	Airport Security Aide	\$21.9579
7004	8002	Assistant Parking Coordinator	\$28.3180
7007	8004	Assistant Planner	\$41.5767
7010	N/A	Assistant Transportation Planner	\$41.5767
7008	8005	Associate Planner	\$45.0306
7009	8301	Associate Transportation Planner	\$45.0306
7062	8050	Automotive/Equipment Tech	\$34.0571
7012	8007	Automotive Service Writer	\$39.5542
7014	8009	Budget Technician	\$34.2275
7015	8010	Building Inspector	\$42.0319
7387	8307	Building Permit Tech	\$34.4298
7016	8011	Buyer II	\$37.9758
7017	8012	Carpenter	\$34.9693
7039	8031	City TV Production Assistant	\$29.4706
7040	8032	City TV Production Specialist	\$42.2305
7018	8013	Code Enforcement Officer	\$37.2560
7079	8067	Commission Secretary	\$30.1384
7020	N/A	Communications Specialist	\$34.5705
7019	8014	Community Development Programs Specialist	\$40.7555
7026	8020	Computer Training Coordinator	\$45.8923
7027	8021	Creeks Outreach Coordinator	\$39.3573
7025	8019	Custodian	\$24.2612
7389	8308	Deputy City Clerk	\$33.2998
7028	8022	Electrician	\$37.1264
7029	8023	Electronics/Communications Technician I	\$35.4553
7031	8025	Engineering Technician I	\$31.8555
7032	8026	Engineering Technician II	\$35.0218
7386	N/A	Environmental Services Specialist II	\$49.0152
7030	8024	Equipment Operator	\$28.5303
7034	N/A	Executive Assistant	\$31.6796
7038	N/A	Executive Assistant to Mayor/Council	\$33.2998
7036	8029	Fire Public Education Coordinator	\$39.3573
7414	8323	Fleet Services Technician I	\$34.0571
7415	8324	Fleet Services Technician II	\$37.6295
7037	8030	Geographic Information Systems Technician	\$39.7518
7457	8359	Geographic Information Systems Analyst	\$46.7642
7021	8015	Graphic Designer	\$42.4146
7043	8035	Grounds Maintenance Crew Leader	\$32.1581
7044	8036	Grounds Maintenance Worker I	\$25.4381

Hourly Rate Classes

Effective 7/01/2023
Revised 5/21/2024

Hourly Assignment to "Regular" Classes			
MUNIS 17	MUNIS 18		Hourly Rate
7045	8037	Grounds Maintenance Worker II	\$28.5303
7046	8038	Heavy Equipment Tech	\$37.6295
7047	8039	Housing Programs Specialist	\$45.0306
7411	8322	Housing Project Planner	\$48.2871
7048	N/A	Human Resources Analyst II	\$50.7565
7416	8325	Human Resources Technician	\$37.4424
7023	8017	Information Technology Technician I	\$31.4451
7024	8018	Information Technology Technician II	\$34.2275
7049	N/A	Law Clerk	\$34.8283
7050	N/A	Legal Administrative Assistant I	\$29.8390
7051	N/A	Legal Administrative Assistant II	\$36.0656
7052	8040	Librarian I	\$34.4403
7053	8041	Librarian II	\$37.8637
7054	8042	Library Assistant I	\$25.8127
7055	8043	Library Assistant II	\$26.8635
7057	8045	Library Systems Technician I	\$31.4451
7056	8044	Library Technician	\$28.6627
7005	N/A	Litigation Paralegal	\$36.7926
7058	8046	Mail Services Specialist	\$21.9579
7061	8049	Maintenance Crew Leader	\$33.7202
7059	8047	Maintenance Worker I	\$24.2612
7060	8048	Maintenance Worker II	\$28.6019
7417	8326	Marketing Coordinator	\$42.4146
7022	8016	Network Analyst	\$46.7642
7063	8051	Office Specialist I	\$22.5122
7064	8052	Office Specialist II	\$24.7502
7067	8055	Outreach Coordinator	\$39.3573
7066	8054	Painter	\$33.8267
7068	8056	Parking Coordinator	\$36.1577
7072	8060	Planning Technician I	\$34.5705
7071	8059	Planning Technician II	\$37.4424
7073	8061	Plumber	\$35.8523
7070	8058	Project Engineer I	\$49.4891
7075	8063	Project Engineer II	\$54.4082
7077	8065	Project Planner	\$48.2871
7078	8066	Public Works Inspector I	\$36.6102
7397	8310	Real Property Agent	\$44.8066
7080	8068	Records Technician	\$28.6019
7382	8306	Recreation Coordinator	\$33.7766
7082	8070	Recreation Program Leader	\$23.9006
7083	8071	Recreation Specialist	\$27.9449
7081	8069	Recycling Educator	\$34.2275
7084	8072	Rental Housing Mediation Specialist	\$37.0707
7085	N/A	Risk Analyst II	\$50.7565
7091	8078	Senior Commission Secretary	\$33.2998
7086	8073	Senior Custodian	\$25.6293
7035	8028	Senior Electronics/Communications Technician	\$41.7988
7033	8027	Senior Engineering Technician	\$39.8712
7087	8074	Senior Grounds Maintenance Worker	\$29.6917
7088	8075	Senior Library Technician	\$31.3551
7089	8076	Senior Maintenance Worker	\$32.0798
7076	8064	Senior Network/Applications Analyst	\$50.4769
7455	8358	Senior Plan Check Engineer	\$56.1593
7380	8303	Senior Plans Examiner	\$50.8279
7090	8077	Senior Real Property Agent	\$51.5216
7092	8079	Stock Clerk	\$25.2488
7094	8081	Survey Technician I	\$31.7602
7093	8080	Survey Technician II	\$34.5705
7096	8083	Traffic Technician I	\$31.4451
7097	8084	Traffic Technician II	\$34.5705
7100	8087	Transportation Engineering Associate	\$45.7091
7098	8085	Tree Trimmer I	\$26.0159
7099	8086	Tree Trimmer II	\$29.1780
7101	8088	Vehicle Services Assistant	\$25.7576
7104	8091	Water Resources Specialist	\$43.7033
7379	8304	Water Resources Technician	\$34.2275
7102	8089	Welder/Fabricator	\$34.4500

Hourly Rate Classes

Effective 7/01/2023
Revised 5/21/2024

Hourly Assignment to "Regular" Classes			
19 SBCEA Treatment & Patrol			
MUNIS 17	MUNIS 18		Range
7006	8003	Airport Operations Specialist	\$34.6342
7348	8283	Airport Patrol Officer	\$49.5212
7452	8356	Airport Patrol Officer II	\$54.2103
7352	8287	Harbor Patrol Officer	\$46.9442
7354	8289	Lab Analyst I	\$37.1288
7069	8057	Park Ranger	\$37.7497
7356	8291	Treatment Plant Technician	\$37.2272
7349	8284	Wastewater Treatment Plant OIT	\$31.6482
7350	8285	Wastewater Treatment Plant Operator III	\$44.1813
7351	8286	Water Distribution Operator Technician II	\$38.1731
7458	8360	Water Meter Technician II	\$34.7213
7355	8290	Water Treatment Plant OIT	\$31.6491
7353	8288	Water Treatment Plant Operator II	\$39.8141
7450	8354	Water Treatment Plant Operator III	\$44.1792
21 Police Chief			
MUNIS 17	MUNIS 18		Range
7390	N/A	Police Chief	\$112.5941 - \$136.8592
23 Police Management			
MUNIS 17	MUNIS 18		Range
7357	N/A	Police Lieutenant	\$78.1240 - \$94.9602
24 Police Sworn			
MUNIS 17	MUNIS 18		Range
7359	N/A	Police Officer	\$49.4096
7361	N/A	Police Officer- Entry	\$46.7718
29 Police Non-Sworn			
MUNIS 17	MUNIS 18		Range
7388	N/A	EMD Dispatcher	\$44.0130
7395	N/A	Identification Technician	\$41.4583
7360	N/A	Parking Enforcement Officer	\$28.9188
7358	N/A	Public Safety Dispatcher II	\$34.4852
7362	N/A	Police Property/Evidence Assistant	\$29.2402
7391	N/A	Police Property/Evidence Technician	\$34.4718
7363	N/A	Police Records Specialist	\$28.7186
7364	N/A	Police Technician	\$27.5417
39 Fire Non-Sworn			
MUNIS 17	MUNIS 18		Range
7432	N/A	Fire Inspector II	\$46.3617

Hourly Rate Classes

Effective 7/01/2023
Revised 5/21/2024

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7461	8363	Administrative Investigator	Human Resources	\$65.30
7220	N/A	Airport Marketing Assistant	Airport	\$16.95
7219	8205	Airport Operations Intern	Airport	\$16.00
7394	8309	Airport Services Coordinator	Airport	\$33.44
7221	8206	Airport Traffic Aide	Airport	\$16.00
7218	8204	Alternative Transportation Planner	Public Works	\$41.26
7396	N/A	ARCON Instructor	Police	\$48.87
7225	N/A	Assistant PAL Coordinator I	Police	\$16.00
7222	N/A	Assistant PAL Coordinator II	Police	\$18.78
7224	8207	Assistant Park Planner	Parks & Recreation	\$24.16
7223	N/A	Assistant to Council I	City Council	\$16.00
7270	N/A	Assistant to Council II	City Council	\$16.41
7271	N/A	Assistant to Council III	City Council	\$18.78
7226	8208	Automotive Parts Aide	Public Works	\$19.76
7227	N/A	Background Investigator	Police	\$48.87
7145	8132	Beach Lifeguard I	Parks & Recreation	\$23.53
7146	8133	Beach Lifeguard II	Parks & Recreation	\$24.71
7147	8134	Beach Lifeguard III	Parks & Recreation	\$25.94
7228	8209	Cannoneer	Waterfront	\$23.07
7229	N/A	CAO Special Projects Manager	CAO	\$58.86
7240	N/A	CAO Intern	CAO	\$16.00
7243	N/A	City Council Intern	City Council	\$16.00
7425	8334	City Programs Intern I	Various	\$16.40
7426	8335	City Programs Intern II	Various	\$18.58
7427	8336	City Programs Intern III	Various	\$20.76
7428	8337	City Programs Intern IV	Various	\$21.86
7429	8338	City Programs Intern V	Various	\$24.04
7430	8339	City Programs Intern VI	Various	\$25.14
7431	8340	City Programs Intern VII	Various	\$27.33
7253	8222	City TV Production Aid Lead	Admin Services	\$18.38
7251	8220	City TV Production Aide I	Admin Services	\$16.00
7252	8221	City TV Production Aide II	Admin Services	\$17.59
7250	8219	City TV Production Intern	Admin Services	\$16.00
7135	8122	Clerical Assistant	Various	\$16.00
7234	8211	Commercial Driver Trainer	Public Works	\$28.03
7217	N/A	Community Services Liaison	Police	\$18.03
7384	N/A	Community Services Officer	Police	\$24.00
7235	8212	Creeks Resources Technician	Parks & Recreation	\$27.48
7236	8213	Database Specialist	Public Works	\$21.53
7237	N/A	Development Manager	Library	\$35.08
7238	N/A	Dispatch Training Coordinator	Police	\$46.71
7239	8214	Diver	Waterfront	\$23.07
7399	8311	Downtown Ambassador I	Public Works	\$19.00
7400	8312	Downtown Ambassador II	Public Works	\$21.63
7451	8355	Downtown Ambassador III	Public Works	\$24.84
7413	N/A	Elections Advisor	Admin Services	\$110.86
7412	N/A	Elections Assistant	Admin Services	\$26.40
7392	N/A	EMD Auditor	Police	\$53.63
7275	N/A	EMS Nurse Educator	Fire	\$85.30
7245	8215	Extension Aide	Library	\$18.65
7246	N/A	Facilities Project Manager	Public Works	\$38.29
7436	8344	Facility Monitor I - Weekday	Parks & Recreation	\$22.35
7437	8345	Facility Monitor II - Weekday	Parks & Recreation	\$23.47
7438	8346	Facility Monitor III - Weekday	Parks & Recreation	\$24.64
7381	N/A	Financial Systems Analyst	Admin Services	\$53.86
7247	8216	Fire Public Education Assistant	Fire	\$16.77
7231	N/A	Fire Service Mutual Aide Specialist I	Fire	\$39.35
7232	N/A	Fire Service Mutual Aide Specialist II	Fire	\$54.28
7230	N/A	Fire Special Projects Manager	Fire	\$51.01
7248	8217	GIS Mapping Technician	Fire	\$19.76
7249	8218	Golf Course Maintenance Worker	Parks & Recreation	\$16.00
7254	8223	Grounds Maintenance Assistant I	Parks & Recreation	\$21.25
7255	8224	Grounds Maintenance Assistant II	Parks & Recreation	\$23.00
7306	8260	Harbor Patrol Crew I	Waterfront	\$16.00
7307	8261	Harbor Patrol Crew II	Waterfront	\$16.64
7308	8262	Harbor Patrol Crew III	Waterfront	\$17.47
7309	8263	Harbor Patrol Crew IV	Waterfront	\$18.30
7310	8264	Harbor Patrol Crew V	Waterfront	\$19.13
7311	8265	Harbor Patrol Crew VI	Waterfront	\$19.95
7312	8266	Harbor Patrol Crew VII	Waterfront	\$20.78
7313	8267	Harbor Patrol Crew VIII	Waterfront	\$21.60
7314	8268	Harbor Patrol Crew IX	Waterfront	\$22.43
7315	8269	Harbor Patrol Crew X	Waterfront	\$23.27
7316	8270	Harbor Patrol Crew XI	Waterfront	\$24.08

Hourly Rate Classes

Effective 7/01/2023
Revised 5/21/2024

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7187	8174	Head Beach Lifeguard I	Parks & Recreation	\$29.74
7188	8175	Head Beach Lifeguard II	Parks & Recreation	\$31.23
7189	8176	Head Beach Lifeguard III	Parks & Recreation	\$32.79
7296	N/A	Human Resources Specialist	Admin Services	\$27.61
7433	8341	Inclusion Specialist I	Parks & Recreation	\$23.91
7434	8342	Inclusion Specialist II	Parks & Recreation	\$25.11
7435	8343	Inclusion Specialist III	Parks & Recreation	\$26.36
7383	8305	Information Systems Intern	Admin Services	\$16.00
7256	N/A	Internal Affairs Investigator	Police	\$43.19
7105	8092	Job Apprentice I	Parks & Recreation	\$16.00
7151	8138	Junior Lifeguard Instructor I	Parks & Recreation	\$23.53
7152	8139	Junior Lifeguard Instructor II	Parks & Recreation	\$24.71
7153	8140	Junior Lifeguard Instructor III	Parks & Recreation	\$25.94
7192	8179	Junior Lifeguard Program Director I	Parks & Recreation	\$29.74
7193	8180	Junior Lifeguard Program Director II	Parks & Recreation	\$31.23
7194	8181	Junior Lifeguard Program Director III	Parks & Recreation	\$32.79
7257	8225	Library Building Monitor	Library	\$21.96
7280	8243	Library Volunteer Coordinator	Library	\$19.76
7262	8230	Lot Operator	Public Works	\$16.48
7265	8234	Management Intern	Various	\$16.00
7274	8239	Management Intern IV	Various	\$17.59
7268	8236	Marketing Assistant I	Airport	\$16.00
7269	8237	Marketing Assistant II	Airport	\$21.71
7272	N/A	Mayor's Aide	City Council	\$25.75
7330	8302	Meter Reader	Public Works	\$23.85
7279	8242	Page	Library	\$16.00
7281	N/A	Parking Citation Admin Review Officer	Police	\$45.13
7402	8313	Parking Coordinator Aide I	Various	\$18.03
7403	8314	Parking Coordinator Aide II	Various	\$20.09
7404	8315	Parking Coordinator Aide III	Various	\$22.15
7418	8327	Parking Lead I	Various	\$17.00
7419	8328	Parking Lead II	Various	\$17.51
7423	8332	Parking Monitor I	Various	\$16.48
7424	8333	Parking Monitor II	Various	\$17.00
7288	N/A	Parks Project Manager	Parks & Recreation	\$50.54
7442	8350	Park Ranger Assistant III	Parks & Recreation	\$19.71
7282	8244	Planning Intern I	Community Development	\$16.45
7283	8245	Planning Intern II	Community Development	\$19.20
7284	N/A	Police Cadet I	Police	\$18.54
7285	N/A	Police Cadet II	Police	\$20.09
7401	N/A	Police Project Manager	Police	\$48.87
7124	8111	Pool Lifeguard	Parks & Recreation	\$23.53
7125	8112	Pool Lifeguard II	Parks & Recreation	\$24.71
7126	8113	Pool Lifeguard III	Parks & Recreation	\$25.94
7289	8364	Project Manager I	Public Works	\$45.74
7290	8365	Project Manager II	Public Works	\$58.55
7291	8248	Public Information Assistant	Public Works	\$16.00
7119	8106	Recreation Assistant I	Parks & Recreation	\$16.00
7120	8107	Recreation Assistant II	Parks & Recreation	\$16.80
7121	8108	Recreation Assistant III	Parks & Recreation	\$17.64
7162	8149	Recreation Leader I	Parks & Recreation	\$22.35
7163	8150	Recreation Leader II	Parks & Recreation	\$23.47
7164	8151	Recreation Leader III	Parks & Recreation	\$24.64
7172	8159	Recreation Program Director I	Parks & Recreation	\$27.04
7173	8160	Recreation Program Director II	Parks & Recreation	\$28.39
7174	8161	Recreation Program Director III	Parks & Recreation	\$29.81
7376	8298	Recreation Therapist/Nurse I	Parks & Recreation	\$30.35
7377	8299	Recreation Therapist/Nurse II	Parks & Recreation	\$54.08
7292	8249	Rental Mediation Aide I	Community Development	\$16.00
7293	8250	Rental Mediation Aide II	Community Development	\$22.32
7294	8251	Rental Mediation Aide III	Community Development	\$25.85
7393	N/A	Restorative Court Liaison	Police	\$24.25
7295	N/A	Restorative Outreach Specialist	Police	\$22.29
7297	8252	School Crossing Guard I	Police	\$20.00
7298	8253	School Crossing Guard II	Police	\$21.00

Hourly Rate Classes

**Effective 7/01/2023
Revised 5/21/2024**

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7167	8154	Senior Pool Lifeguard I	Parks & Recreation	\$26.34
7168	8155	Senior Pool Lifeguard II	Parks & Recreation	\$27.66
7169	8156	Senior Pool Lifeguard III	Parks & Recreation	\$29.04
7398	N/A	SNAP Officer	Police	\$24.00
7453	8357	Special Investigator	City Attorney	\$57.00
7460	8362	Special Investigator II	City Attorney	\$60.13
7299	8254	Standby Diver	Waterfront	\$17.55
7140	8127	Swim Instructor I	Parks & Recreation	\$24.46
7141	8128	Swim Instructor II	Parks & Recreation	\$25.68
7459	8361	Swim Instructor III	Parks & Recreation	\$26.97
7301	8256	Traffic Counter	Public Works	\$16.00
7303	N/A	Traffic Engineer	Public Works	\$80.94
7304	8258	Utility Worker I	Public Works	\$21.19
7305	8259	Utility Worker II	Public Works	\$23.75
7405	8316	Waterfront Facilities Aide I	Waterfront	\$19.06
7406	8317	Waterfront Facilities Aide II	Waterfront	\$19.60
7407	8318	Waterfront Facilities Aide III	Waterfront	\$20.15
7408	8319	Waterfront Facilities Aide IV	Waterfront	\$20.69
7420	8329	Waterfront Parking Lot Operator I	Waterfront	\$16.00
7421	8330	Waterfront Parking Lot Operator II	Waterfront	\$16.50
7422	8331	Waterfront Parking Lot Operator III	Waterfront	\$17.03
7328	8282	Web Technician	Administrative Services	\$27.48

EFFECTIVE REVISION

- 07/29/2023 Salary adjustments for specific job classifications
- 10/31/2023 Salary adjustments for specific job classifications - CAR 10/31/2023
- 12/05/2023 5.5% COLA - TAP
- 12/30/2023 3% COLA - PMA
- 12/30/2023 2024 Minimum Wage Increase
- 03/23/2024 Salary adjustments for specific job classifications - CAR 3/19/2023
- 04/06/2024 5.5% COLA - General Unit
- 04/06/2024 Salary adjustments for specific job classifications - CAR 4/9/2024
- 05/18/2024 New classifications added - CAR 5/21/2024

RESOLUTION NO. _____

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING RESOLUTION 23-081, THE POSITION SALARY CONTROL RESOLUTION FOR FISCAL YEAR 2024, TO AMEND THE ESTABLISHED SALARY FOR POSITIONS AS LISTED AND TO ESTABLISH CLASSIFICATIONS LISTED.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA THAT RESOLUTION NO. 23-081, the Position and Salary Control Resolution for Fiscal Year 2024, is hereby amended as follows:

Position Allocations are listed in the updated Position Salary Control Resolution No. 23-081 and incorporated herein by reference as "Attachment 4".

Salary Adjustments are listed in the updated Classification and Salary Ranges document attached hereto and incorporated herein by reference as "Attachment 5".

The updated Rate Class Schedule, which applies to hourly employees, is attached hereto and incorporated herein by reference as "Attachment 6".

RESOLUTION NO. 23-081

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA, AUTHORIZING CLASSIFIED AND UNCLASSIFIED POSITIONS IN THE CITY'S SERVICE EFFECTIVE JULY 1, 2023, AND PROVIDING A SCHEDULE OF CLASSIFICATIONS AND SALARIES FOR THE SAME IN ACCORDANCE WITH THE OPERATING BUDGET FOR THE 2024 FISCAL YEAR.

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 2024 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	
Marketing Coordinator	1	
Marketing Supervisor	1	
Property Management Specialist	1	
	<u>10</u>	
<u>CAPITAL SUPPORT</u>		
Principal Project Manager	1	
Administrative Analyst III	1	
	<u>2</u>	
<u>CERTIFICATION & OPERATIONS</u>		
Airport Operations Manager	1	
Airport Operations Specialist	7	
Airport Operations Supervisor	3	
Airport Operations Technician	2	
Senior Airport Operations Specialist	6	
	<u>19</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 Patrol Officer	6	
Airport Patrol Officer II	4	
Airport Patrol Supervisor	1	
Airport Security Aide	5	
Senior Airport Security Aide	1	
	<u>17</u>	
TOTAL AIRPORT DEPARTMENT	<u>73</u>	

Full-Time Positions
Authorized

Part-Time Positions
Authorized

CITY ADMINISTRATOR

CITY ADMINISTRATOR

Administrative Specialist*	1
Administrator's Office Supervisor*	1
Assistant City Administrator	1
City Administrator/City Clerk/Treasurer	1
City Clerk Services Manager	1
City TV Production Specialist	1
City TV Production Supervisor	1
Communications Specialist	1
Community Engagement Officer/PIO	1
Deputy City Clerk	3
Senior Assistant to the City Administrator	2
	<hr/>
	14
 TOTAL CITY ADMINISTRATOR	 <u>14</u>

CITY ATTORNEY

CITY ATTORNEY

Assistant City Attorney II	1
Assistant City Attorney III	1
Assistant City Attorney IV	2
Assistant City Attorney V	3
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
	<hr/>
	15
 TOTAL CITY ATTORNEY	 <u>15</u>

	Full-Time Positions Authorized	Part-Time Positions Authorized
COMMUNITY DEVELOPMENT		
<u>ADMINISTRATION</u>		
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Community Development Business Manager	1	
Community Development Director	1	
Graphic Designer	1	
Project Planner	1	
State Street Master Planner	1	
	<hr/>	
	8	
<u>BUILDING & SAFETY</u>		
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Specialist	2	
Administrative/Clerical Supervisor	1	
Building and Safety Supervisor	3	
Building Inspector	4	
Building Permit Technician	4	
Chief Building Official	1	
Plans Examiner	2	
Records Technician	1	
Senior Building Inspector/Specialty	5	
Senior Plan Check Engineer	1	
Senior Plans Examiner	2	
	<hr/>	
	28	
<u>HOUSING & HUMAN SERVICES</u>		
Administrative Assistant	1	
Community Development Programs Specialist		0.5
Housing & Human Services Manager	1	
Housing Program Specialist	2	
Program Analyst	1	
Rental Housing Mediation Specialist	2	
Rental Housing Mediation Supervisor	1	
Sr Community Development Programs Specialist	1	
	<hr/>	
	9	<hr/>
		0.5
<u>PLANNING & ZONING</u>		
Administrative Analyst II	1	
Administrative Supervisor	1	
Associate Planner	11	
City Planner	1	
Commission Secretary	3	
Planning Technician II	5	
Principal Planner	1	
Project Planner	9	
Senior Commission Secretary	1	
Senior Planner II	3	
	<hr/>	
	36	
TOTAL COMMUNITY DEVELOPMENT DEPARTMENT	<hr/> 81 <hr/>	<hr/> 0.5 <hr/>

	Full-Time Positions Authorized	Part-Time Positions Authorized
FINANCE		
<u>ACCOUNTING</u>		
Accountant II	1	
Accounting Assistant	1	
Accounting Assistant*	1	
Accounting Supervisor	1	
Accounting Technician	1	
Accounting Technician*	2	
Administrative Specialist	1	
Controller	1	
Finance Analyst I	1	
Payroll and A/P Supervisor*	1	
Senior Accountant	2	
	<u>13</u>	
<u>ADMINISTRATION</u>		
Administrative Analyst III*	1	
Administrative Assistant*	1	
Budget Manager	1	
Finance Director	1	
	<u>4</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*	1	
Risk Analyst II*	2	
Risk Manager	1	
	<u>4</u>	
<u>TREASURY</u>		
Accounting Assistant	3	0.5
Accounting Coordinator	1	
Accounting Technician	1	
Administrative Analyst III	1	
Assistant Finance Director	1	
Finance Analyst I	1	
Finance Analyst II	1	
Finance Supervisor	2	
	<u>11</u>	<u>0.5</u>
TOTAL FINANCE DEPARTMENT	<u>38</u>	<u>0.5</u>

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

HUMAN RESOURCES		
HUMAN RESOURCES		
Administrative Specialist*	1	
Human Resources Analyst I*	2	
Human Resources Analyst II*	3	
Human Resources Director	1	
Human Resources Manager	1	
Human Resources Technician*	1	
Labor Relations Manager	1	
Senior Human Resources Analyst*	1	
	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 Administrator	1	
Applications Analyst*	1	
Applications Analyst	2	
Geographic Information Systems Analyst	2	
Geographic Information Systems Coordinator	1	
Geographic Information Systems Technician	1	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	2	
Information Technology Director	1	
Information Technology Manager	1	
Information Technology Project Manager	1	
Information Technology Supervisor	2	
Information Technology Supervisor*	1	
Information Technology Technician I	2	
Information Technology Technician II	3	
Network Analyst	4	
Senior Electronics/Communications Technician	2	
System Administrator	1	
Webmaster	1	
	<u>32</u>	
TOTAL INFORMATION TECHNOLOGY DEPARTMENT	<u>32</u>	

LIBRARY		
LIBRARY		
Administrative Analyst I	1	
Administrative Assistant*	1	
Department Systems Supervisor	1	
Librarian II	9	
Library Circulation Supervisor	1	0.8
Library Director	1	
Library Services Manager	2	
Library Systems Technician II	1	
Library Technician	12	2.4
Library Technician (delete by 6/30/2024)	1	
Library Technician (delete by 12/31/2024)		0.8
Marketing Coordinator	1	
Outreach Coordinator	2	
Outreach Coordinator (delete by 6/30/2024)	1	
Senior Librarian	3	
Senior Library Technician	2	
Supervising Librarian	2	
	<u>41</u>	<u>4</u>
TOTAL LIBRARY DEPARTMENT	<u>41</u>	<u>4</u>

MAYOR & CITY COUNCIL		
MAYOR & CITY COUNCIL		
Administrative Assistant to Mayor/Council*	1	
City Councilmember	6	
Mayor	1	
	<u>8</u>	
TOTAL MAYOR & CITY COUNCIL	<u>8</u>	

	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	3	
Grounds Maintenance Worker I	3	
Grounds Maintenance Worker II	9	
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	2	
Urban Forest Superintendent	1	
	<u>47</u>	
<u>RECREATION</u>		
Aquatics Specialist	1	
Administrative Specialist	5	
Marketing Coordinator	1	
Recreation Coordinator	6	
Recreation Programs Manager	2	
Recreation Specialist	1	
Recreation Supervisor I	2	
Senior Recreation Supervisor	4	
	<u>22</u>	
TOTAL PARKS & RECREATION DEPARTMENT	<u>82</u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
POLICE		
<u>CHIEF'S STAFF</u>		
Administrative Assistant*	1	
	<u>1</u>	
<u>SWORN STAFF</u>		
Assistant Police Chief	2	
Police Chief	1	
Police Commander	7	
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 Services Coordinator	3	
Police Technician	1	
	<u>8</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>		
Office Specialist II	1	
Police Records Manager	1	
Police Records Specialist	12	
Police Records Supervisor	2	
Police Services Specialist	1	
	<u>17</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>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>210</u></u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
PUBLIC WORKS		
<u>ADMINISTRATION</u>		
Administrative Analyst III	1	
Administrative Assistant	2	
Administrative Assistant*	1	
Public Works Business Manager	1	
Public Works Director	1	
	<u>6</u>	
<u>DESAL PROGRAM</u>		
Water Treatment Superintendent	1	
	<u>1</u>	
<u>ENGINEERING SERVICES</u>		
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	3	
Principal Project Manager	1	
Project Engineer II	16	
Project Planner	1	
Public Works Inspector II	2	
Senior Engineering Technician	4	
Senior Planner II	1	
Senior Project Engineer	3	
Senior Project Engineer Unclassified (Delete by 6/30/28)	1	
Senior Public Works Inspector	3	
Senior Real Property Agent	2	
Supervising Engineer	7	
	<u>54</u>	
<u>FACILITIES AND FLEET MANAGEMENT</u>		
<u>ADMINISTRATION</u>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Specialist	1	
Public Works Operations Manager	1	
	<u>5</u>	
<u>BUILDING MAINTENANCE</u>		
Carpenter	2	
Electrician	2	
Facilities Maintenance Superintendent	1	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
HVAC Technician	1	
Painter	2	
Plumber	2	
Project Engineer II	2	
Welder/Fabricator	1	
	<u>16</u>	
<u>CUSTODIAL</u>		
Custodial Supervisor	1	
Custodian	7	1
Senior Custodian	3	
	<u>11</u>	<u>1</u>

	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>	
<u>STREETS OPERATIONS AND INFRASTRUCTURE MANAGEMENT</u>		
STREETS		
Accounting Assistant	1	
Administrative Analyst I	1	
Maintenance Supervisor II	1	
Senior Streets Maintenance Worker	6	
Streets Maintenance Coordinator	3	
Streets Maintenance Crew Leader (1 Position, delete when vacant)	3	
Streets Maintenance Superintendent	1	
Streets Maintenance Worker II	16	
	<u>32</u>	
TRAFFIC ENGINEERING		
Principal Traffic Engineer	1	
Project Engineer II	1	
Senior Traffic Signal Technician	1	
Senior Traffic Technician	1	
Supervising Transportation Engineer	1	
Traffic Signal Technician II	2	
Traffic Technician II	1	
	<u>8</u>	
<u>DOWNTOWN TEAM</u>		
DOWNTOWN PLAZA AND PARKING		
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	
Senior Maintenance Worker	1	
	<u>21</u>	<u>2.4</u>
TRANSPORTATION PLANNING		
Administrative Specialist	1	
Associate Transportation Planner	2	
Project Planner Unclassified (Delete by 6/30/2026)	1	
Public Works Manager	1	
Supervising Transportation Planner	1	
	<u>6</u>	

PUBLIC WORKS (Continued)

WATER RESOURCES

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	3	
Wastewater Collection System Superintendent	1	
Wastewater Collection System Supervisor	1	
Water Quality Superintendent	1	
Water/Wastewater Maintenance Planner/Scheduler	1	
	<hr/>	
	21	

WASTEWATER TREATMENT

Accounting Assistant	1	
Water Resources Specialist	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/Wastewater Maintenance Planner/Scheduler	2	
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	28	

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	18	
Water Distribution Project Coordinator	2	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Meter Technician II	3	
Water/Wastewater Maintenance Planner/Scheduler	1	
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	38	

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	
	<hr/>	
	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	
	<hr/>	
	15	<hr/>
		0.8

	Full-Time Positions Authorized	Part-Time Positions Authorized
PUBLIC WORKS (Continued)		
WATER/WASTEWATER ADMINISTRATION		
Administrative Analyst III	1	
Administrative Assistant	1	
Principal Project Manager	1	
Wastewater System Manager	1	
Water Resources Manager	1	
Water System Manager	1	
	6	
WATER/WASTEWATER LABS		
Laboratory Analyst II	5	
Laboratory Analyst Coordinator	2	
Laboratory Supervisor	1	
	8	
WATER/WASTEWATER RECLAMATION		
Senior Wastewater Treatment Plant Operator	1	
Water Distribution Operator Technician II	1	
	2	
TOTAL PUBLIC WORKS DEPARTMENT	299	4.2

SUSTAINABILITY AND RESILIENCE

SUSTAINABILITY AND RESILIENCE

ADMINISTRATION

Administrative Assistant*	1	
Administrative Specialist	1	
Finance Analyst II	1	
Sustainability and Resilience Director	1	
	4	

COMMUNITY ENGAGEMENT

Code Enforcement Officer	2	
Environmental Services Specialist II	2	
Environmental Services Supervisor	1	
	5	

CREEKS/WATER QUALITY

Administrative Assistant	1	
Associate Planner	1	
Code Enforcement Officer	1	
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	
Project Planner	3	
Water Quality Research Analyst	1	
	9	

ENERGY AND CLIMATE

Administrative Analyst II	2	
Administrative Analyst III	1	
Associate Transportation Planner	1	
Energy and Climate Program Manager	1	
Energy and Climate Specialist	2	
	7	

ENVIRONMENTAL SERVICES

Environmental Services Manager	1	
Environmental Services Specialist II	5	
	6	

TOTAL SUSTAINABILITY AND RESILIENCE DEPARTMENT

31

	Full-Time Positions Authorized	Part-Time Positions Authorized
WATERFRONT		
<u>ADMINISTRATIVE SUPPORT & COMMUNITY RELATIONS</u>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Senior Property Management Specialist	1	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
	<u>9</u>	
<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	
	<u>18</u>	
<u>PARKING SERVICES</u>		
Office Specialist II	1	
Parking Coordinator	2	
Waterfront Parking Supervisor	1	
	<u>4</u>	
<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	
	<u>16</u>	
TOTAL WATERFRONT DEPARTMENT	<u>47</u>	
<u>CITY WIDE TOTAL</u>	<u>1087</u>	<u>9.20</u>
Delete by (included in total)	6	

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 2024 fiscal year. Changes to future salaries may be adopted by the City Council by Ordinance as part of a collective bargaining agreement or long-term salary plan.

LEGEND

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

SERVICE STATUS

A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL

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

UNIT-

01 = Executive Management
02 = 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

REVISION HISTORY

Resolution TBD = City Charter Section 502, Mayor & Councilmember compensation, effective 3/25/2023
Resolution 23-110 = Salary adjustments for specific job classifications in BU 01, 14, 16, effective 7/29/2023; BU 19, effective 8/26/2023
Resolutions 23-133 = CAR October 31, 2023
Resolution 23-145 = TAP COLA, effective 12/02/2023
Ordinance 6109 = PMA COLA, effective 12/30/2023
Resolution TBD = Salary adjustments for specific job classifications in BU 29, effective 3/23/2024
Resolution TBD = General Unit COLA, effective 4/6/2024
Resolution TBD = City Charter Section 502, Mayor & Councilmember compensation, effective 4/1/2024

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	5,369.52	5,637.97	5,919.88	6,215.89	6,526.65	2,478.24	2,602.14	2,732.25	2,868.87	3,012.30	30,9780	32,5268	34,1531	35,8609	37,6538
Accounting Technician*	N	U	16	6004	5,644.12	5,926.27	6,222.62	6,533.76	6,860.47	2,604.98	2,735.20	2,871.98	3,015.58	3,166.37	32,5622	34,1900	35,8998	37,6947	39,5796
Administrative Analyst I*	N	U	16	6001	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,3620	46,5799	48,9090	51,3546	53,9221
Administrative Analyst II*	E	U	16	6003	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,7565	53,2943	55,9589	58,7570	61,6950
Administrative Analyst III*	E	U	16	6002	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54,9728	57,7216	60,6075	63,6379	66,8199
Administrative Assistant*	N	U	16	6028	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36,3384	38,1550	40,0632	42,0663	44,1696
Administrative Assistant to Mayor/Council*	N	U	16	6029	6,613.58	6,944.25	7,291.48	7,656.09	8,038.85	3,052.42	3,205.04	3,365.30	3,533.58	3,710.24	38,1552	40,0630	42,0662	44,1697	46,3780
Administrative Specialist*	N	U	16	6024	4,905.12	5,150.32	5,407.87	5,678.27	5,962.17	2,263.90	2,377.07	2,495.94	2,620.74	2,751.77	28,2987	29,7134	31,1992	32,7593	34,3971
Applications Administrator*	E	U	16	6019	9,614.65	10,095.39	10,600.09	11,130.17	11,686.63	4,437.53	4,659.41	4,892.35	5,137.00	5,393.83	55,4691	58,2426	61,1544	64,2125	67,4229
Applications Analyst*	E	U	16	6006	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	46,7642	49,1023	51,5577	54,1356	56,8422
City Attorney Investigator I*	E	U	16	6026	8,150.74	8,558.29	8,986.21	9,435.51	9,907.32	3,761.88	3,949.98	4,147.48	4,354.85	4,572.61	47,0235	49,3747	51,8435	54,4356	57,1576
City Attorney Investigator II*	E	U	16	6036	9,311.06	9,776.63	10,265.45	10,778.71	11,317.58	4,297.41	4,512.29	4,737.90	4,974.79	5,223.50	53,7176	56,4036	59,2238	62,1849	65,2938
City Attorney Investigator III*	E	U	16	6037	10,087.20	10,591.56	11,121.15	11,677.19	12,260.97	4,655.63	4,888.41	5,132.84	5,389.47	5,658.91	58,1954	61,1051	64,1605	67,3684	70,7364
Finance Analyst I*	E	U	16	6009	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,3620	46,5799	48,9090	51,3546	53,9221
Finance Analyst II*	E	U	16	6027	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,7565	53,2943	55,9589	58,7570	61,6950
Human Resources Analyst I*	E	U	16	6014	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,3620	46,5799	48,9090	51,3546	53,9221
Human Resources Analyst II*	E	U	16	6015	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,7565	53,2943	55,9589	58,7570	61,6950
Human Resources Assistant*	N	U	16	6016	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36,3384	38,1550	40,0632	42,0663	44,1696
Human Resources Technician*	N	U	16	6017	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	37,4424	39,3144	41,2800	43,3443	45,5113
Law Clerk*	N	U	16	6008	6,036.90	6,338.78	6,655.70	6,988.50	7,337.94	2,786.26	2,925.59	3,071.86	3,225.46	3,386.74	34,8283	36,5699	38,3982	40,3183	42,3342
Law Practice Administrator*	E	U	16	6033	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54,9728	57,7216	60,6075	63,6379	66,8199
Legal Administrative Assistant I*	N	U	16	6010	5,172.09	5,430.75	5,702.30	5,987.35	6,286.76	2,387.12	2,506.50	2,631.83	2,763.39	2,901.58	29,8390	31,3312	32,8979	34,5424	36,2698
Legal Administrative Assistant II*	N	U	16	6011	6,251.38	6,563.98	6,892.17	7,236.78	7,598.63	2,885.25	3,029.53	3,181.00	3,340.05	3,507.06	36,0656	37,8691	39,7625	41,7506	43,8382
Litigation Paralegal I*	N	U	16	6012	6,377.39	6,696.24	7,031.05	7,382.66	7,751.77	2,943.41	3,090.57	3,245.10	3,407.38	3,577.74	36,7926	38,6321	40,5637	42,5922	44,7217
Litigation Paralegal II*	N	U	16	6034	7,110.81	7,466.38	7,839.67	8,231.64	8,643.22	3,281.91	3,446.02	3,618.31	3,799.22	3,989.18	41,0239	43,0752	45,2289	47,4903	49,8647
Litigation Paralegal III*	N	U	16	6035	7,844.24	8,236.43	8,648.25	9,080.70	9,534.66	3,620.42	3,801.43	3,991.50	4,191.09	4,400.61	45,2552	47,5179	49,8937	52,3886	55,0076
Office Specialist II*	N	U	16	6013	4,290.04	4,504.52	4,729.70	4,966.22	5,214.50	1,980.02	2,079.01	2,182.94	2,292.10	2,406.69	24,7502	25,9876	27,2868	28,6512	30,0836
Principal Human Resources Analyst*	E	U	16	6032	10,320.92	10,876.97	11,433.05	11,989.08	12,545.13	4,763.50	5,020.14	5,276.79	5,533.42	5,790.06	59,5438	62,7518	65,9599	69,1678	72,3758
Risk Analyst I*	E	U	16	6020	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44,3620	46,5799	48,9090	51,3546	53,9221
Risk Analyst II*	E	U	16	6021	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50,7565	53,2943	55,9589	58,7570	61,6950
Risk Assistant*	N	U	16	6025	5,815.55	6,106.32	6,411.64	6,732.22	7,068.88	2,684.10	2,818.30	2,959.22	3,107.18	3,262.56	33,5513	35,2288	36,9903	38,8398	40,7820
Risk Technician*	N	U	16	6030	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	37,4424	39,3144	41,2800	43,3443	45,5113
Senior Human Resources Analyst*	E	U	16	6018	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54,9728	57,7216	60,6075	63,6379	66,8199
Senior Legal Administrative Assistant*	E	U	16	6038	7,018.05	7,377.18	7,736.28	8,133.36	8,530.45	3,239.10	3,404.85	3,570.59	3,753.86	3,937.13	40,4887	42,5606	44,6324	46,9232	49,2141

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	6,205.12	6,515.32	6,841.12	7,183.22	7,542.32	2,863.90	3,007.07	3,157.44	3,315.33	3,481.07	35.7987	37.5884	39.4680	41.4416	43.5134
Accountant II	E	C	14	1401	6,856.07	7,198.82	7,558.79	7,936.72	8,333.54	3,164.34	3,322.53	3,488.67	3,663.10	3,846.25	39.5542	41.5316	43.6084	45.7888	48.0781
Accounting Assistant	N	C	14	1402	5,369.52	5,637.97	5,919.88	6,215.89	6,526.65	2,478.24	2,602.14	2,732.25	2,868.87	3,012.30	30.9780	32.5268	34.1531	35.8609	37.6538
Accounting Coordinator	N	C	14	1404	6,205.12	6,515.32	6,841.12	7,183.22	7,542.32	2,863.90	3,007.07	3,157.44	3,315.33	3,481.07	35.7987	37.5884	39.4680	41.4416	43.5134
Accounting Technician	N	C	14	1405	5,644.12	5,926.27	6,222.62	6,533.76	6,860.47	2,604.98	2,735.20	2,871.98	3,015.58	3,166.37	32.5622	34.1900	35.8998	37.6947	39.5796
Administrative Analyst I	N	U	14	1406	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44.3620	46.5799	48.9090	51.3546	53.9221
Administrative Analyst II	E	U	14	1408	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50.7565	53.2943	55.9589	58.7570	61.6950
Administrative Analyst III	E	U	14	1407	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54.9728	57.7216	60.6075	63.6379	66.8199
Administrative Assistant	N	U	14	1409	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36.3384	38.1550	40.0632	42.0663	44.1696
Administrative Assistant Unclassified	N	U	14	1607	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36.3384	38.1550	40.0632	42.0663	44.1696
Administrative Specialist	N	C	14	1531	4,905.12	5,150.32	5,407.87	5,678.27	5,962.17	2,263.90	2,377.07	2,495.94	2,620.74	2,751.77	28.2987	29.7134	31.1992	32.7593	34.3971
Adult Literacy Coordinator	N	C	14	1580	7,217.56	7,578.42	7,957.34	8,355.23	8,772.96	3,331.18	3,497.73	3,672.62	3,856.26	4,049.06	41.6397	43.7216	45.9078	48.2032	50.6133
Airport Maintenance Coordinator	N	C	14	1413	6,052.24	6,354.90	6,672.66	7,006.26	7,356.59	2,793.34	2,933.03	3,079.69	3,233.66	3,395.35	34.9168	36.6629	38.4961	40.4208	42.4419
Airport Maintenance Worker I	N	C	14	1410	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	26.0159	27.3166	28.6825	30.1163	31.6220
Airport Maintenance Worker II	N	C	14	1411	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Airport Operations Technician	N	C	14	1579	5,081.46	5,335.57	5,602.35	5,882.46	6,176.54	2,345.29	2,462.57	2,585.70	2,714.98	2,850.71	29.3161	30.7821	32.3212	33.9372	35.6339
Airport Security Aide	N	C	14	1415	3,806.03	3,996.24	4,196.18	4,405.96	4,626.22	1,756.63	1,844.42	1,936.70	2,033.52	2,135.18	21.9579	23.0553	24.2088	25.4190	26.6898
Animal Control Officer	N	C	14	1416	5,338.78	5,605.73	5,886.03	6,180.33	6,489.38	2,464.05	2,587.26	2,716.63	2,852.46	2,995.10	30.8006	32.3407	33.9579	35.6558	37.4387
Animal Control Officer II	N	C	14	1417	5,898.84	6,193.81	6,503.47	6,828.64	7,170.02	2,722.54	2,858.68	3,001.60	3,151.68	3,309.24	34.0318	35.7335	37.5200	39.3960	41.3655
Applications Administrator	E	C	14	1596	9,614.65	10,095.39	10,600.09	11,130.17	11,686.63	4,437.53	4,659.41	4,892.35	5,137.00	5,393.83	55.4691	58.2426	61.1544	64.2125	67.4229
Applications Analyst	E	C	14	1595	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	46.7642	49.1023	51.5577	54.1356	56.8422
Aquatics Specialist	N	C	14	1601	5,289.77	5,554.23	5,831.97	6,123.56	6,429.67	2,441.43	2,563.49	2,691.68	2,826.26	2,967.54	30.5179	32.0436	33.6460	35.3282	37.0942
Assistant Parking Coordinator	N	C	14	1418	4,908.45	5,153.87	5,411.55	5,682.13	5,966.24	2,265.44	2,378.71	2,497.64	2,622.52	2,753.65	28.3180	29.7339	31.2205	32.7815	34.4206
Assistant Planner	E	C	14	1419	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	41.5767	43.6557	45.8385	48.1305	50.5370
Assistant Transportation Planner	E	C	14	1420	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	41.5767	43.6557	45.8385	48.1305	50.5370
Associate Planner	E	C	14	1422	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	45.0306	47.2823	49.6464	52.1287	54.7350
Associate Transportation Planner	E	C	14	1421	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	45.0306	47.2823	49.6464	52.1287	54.7350
Automotive/Equipment Technician	N	C	14	1578	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	34.0571	35.7602	37.5480	39.4254	41.3967
Automotive Parts Specialist	N	C	14	1427	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	34.0571	35.7602	37.5480	39.4254	41.3967
Automotive Service Writer	N	C	14	1428	6,856.07	7,198.82	7,558.79	7,936.72	8,333.54	3,164.34	3,322.53	3,488.67	3,663.10	3,846.25	39.5542	41.5316	43.6084	45.7888	48.0781
Building Inspector	N	C	14	1431	7,285.53	7,649.83	8,032.27	8,433.92	8,855.58	3,362.55	3,530.69	3,707.20	3,892.58	4,087.19	42.0319	44.1336	46.3400	48.6572	51.0899
Building Permit Technician	N	C	14	1432	5,967.82	6,266.26	6,579.54	6,908.48	7,253.96	2,754.38	2,892.12	3,036.71	3,188.53	3,347.98	34.4298	36.1515	37.9589	39.8566	41.8497
Buyer I	N	C	14	1433	5,924.23	6,220.46	6,531.50	6,858.06	7,200.96	2,734.26	2,870.98	3,014.54	3,165.26	3,323.52	34.1783	35.8872	37.6818	39.5658	41.5440
Buyer II	N	C	14	1575	6,582.46	6,911.62	7,257.23	7,620.08	8,001.05	3,038.06	3,189.98	3,349.49	3,516.96	3,692.79	37.9758	39.8748	41.8686	43.9620	46.1599
Carpenter	N	C	14	1434	6,061.34	6,364.45	6,682.65	7,016.77	7,367.62	2,797.54	2,937.44	3,084.30	3,238.51	3,400.44	34.9693	36.7180	38.5537	40.4814	42.5055
City TV Production Specialist	N	C	14	1463	7,319.95	7,685.93	8,070.21	8,473.70	8,897.35	3,378.44	3,547.35	3,724.71	3,910.94	4,106.47	42.2305	44.3419	46.5589	48.8867	51.3309
Code Enforcement Officer	N	C	14	1435	6,457.71	6,780.58	7,119.62	7,475.63	7,849.36	2,980.48	3,129.50	3,285.98	3,450.29	3,622.78	37.2560	39.1187	41.0747	43.1286	45.2848
Commission Secretary	N	C	14	1514	5,223.99	5,485.11	5,759.43	6,047.36	6,349.76	2,411.07	2,531.59	2,658.20	2,791.09	2,930.66	30.1384	31.6449	33.2275	34.8886	36.6333
Communications Specialist	E	C	14	1436	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	34.5705	36.2992	38.1140	40.0196	42.0208
Community Development Programs Specialist	N	C	14	1437	7,064.29	7,417.50	7,788.41	8,177.82	8,586.72	3,260.44	3,423.46	3,594.65	3,774.38	3,963.10	40.7555	42.7932	44.9331	47.1798	49.5387
Community Education Liaison	E	C	14	1438	5,237.25	5,499.11	5,774.06	6,062.79	6,365.91	2,417.19	2,538.05	2,664.95	2,798.21	2,938.11	30.2149	31.7256	33.3119	34.9776	36.7264
Computer Training Coordinator	E	C	14	1443	7,954.66	8,352.37	8,770.04	9,208.55	9,668.95	3,671.38	3,854.94	4,047.71	4,250.10	4,462.59	45.8923	48.1868	50.5964	53.1262	55.7824
Creeks Outreach Coordinator	E	C	14	1444	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	39.3573	41.3251	43.3915	45.5608	47.8390
Custodian	N	C	14	1445	4,205.28	4,415.54	4,636.28	4,868.13	5,115.54	1,940.90	2,037.94	2,139.82	2,246.83	2,359.17	24.2612	25.4742	26.7477	28.0854	29.4896
Deputy City Clerk	N	C	14	1446	5,771.96	6,060.54	6,363.57	6,681.72	7,015.84	2,663.98	2,797.17	2,937.03	3,083.87	3,238.08	33.2998	34.9646	36.7129	38.5484	40.4760
Electrician	N	C	14	1447	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18	37.1264	38.9826	40.9317	42.9783	45.1272
Electronics/Communications Technician I	N	C	14	1450	6,145.58	6,452.90	6,775.56	7,114.29	7,470.02	2,836.42	2,978.26	3,127.18	3,283.52	3,447.70	35.4553	37.2282	39.0898	41.0440	43.0962
Electronics/Communications Technician II	N	C	14	1451	6,756.51														

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	4,945.24	5,192.53	5,452.16	5,724.75	6,010.98	2,282.42	2,396.55	2,516.38	2,642.19	2,774.30
Facilities Maintenance Worker II	N	C	14	1573	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Finance Analyst I	E	U	14	1456	7,689.41	8,073.85	8,477.56	8,901.47	9,346.50	3,548.96	3,726.39	3,912.72	4,108.37	4,313.77	44.3620	46.5799	48.9090	51.3546	53.9221
Finance Analyst II	E	U	14	1457	8,797.79	9,237.67	9,699.54	10,184.55	10,693.80	4,060.52	4,263.54	4,476.71	4,700.56	4,935.60	50.7565	53.2943	55.9589	58.7570	61.6950
Fire Public Education Coordinator	E	C	14	1459	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	39.3573	41.3251	43.3915	45.5608	47.8390
Fire Services Specialist	N	C	14	1460	6,298.65	6,613.53	6,944.30	7,291.48	7,656.07	2,907.07	3,052.40	3,205.06	3,365.30	3,533.57	36.3384	38.1550	40.0632	42.0663	44.1696
Fire Warehouse Specialist	N	C	14	1458	4,835.52	5,077.35	5,331.17	5,597.71	5,877.63	2,231.78	2,343.39	2,460.54	2,583.56	2,712.75	27.8972	29.2924	30.7568	32.2945	33.9094
Fleet Services Technician I	N	C	14	1426	5,903.24	6,198.44	6,508.32	6,833.73	7,175.44	2,724.57	2,860.82	3,003.84	3,154.03	3,311.74	34.0571	35.7602	37.5480	39.4254	41.3967
Fleet Services Technician II	N	C	14	1468	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	37.6295	39.5110	41.4863	43.5608	45.7389
Geographic Information Systems Analyst	N	C	14	1606	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	46.7642	49.1023	51.5577	54.1356	56.8422
Geographic Information Systems Coordinator	N	C	14	1423	9,808.31	10,298.73	10,813.70	11,354.37	11,922.11	4,526.91	4,753.26	4,990.94	5,240.48	5,502.51	56.5864	59.4158	62.3868	65.5060	68.7814
Geographic Information Systems Technician	N	C	14	1461	6,890.30	7,234.83	7,596.55	7,976.41	8,375.23	3,180.14	3,339.15	3,506.10	3,681.42	3,865.49	39.7518	41.7394	43.8262	46.0177	48.3186
Graphic Designer	N	C	14	1439	7,351.87	7,719.44	8,105.46	8,510.71	8,936.24	3,393.17	3,562.82	3,740.98	3,928.02	4,124.42	42.4146	44.5353	46.7623	49.1003	51.5553
Grounds Maintenance Crew Leader	N	C	14	1464	5,574.08	5,852.77	6,145.43	6,452.75	6,775.32	2,572.65	2,701.28	2,836.35	2,978.19	3,127.07	32.1581	33.7660	35.4544	37.2274	39.0884
Grounds Maintenance Worker I	N	C	14	1465	4,409.28	4,629.71	4,861.20	5,104.26	5,359.47	2,035.05	2,136.79	2,243.63	2,355.81	2,473.60	25.4381	26.7099	28.0454	29.4476	30.9200
Grounds Maintenance Worker II	N	C	14	1466	4,945.24	5,192.53	5,452.16	5,724.75	6,010.98	2,282.42	2,396.55	2,516.38	2,642.19	2,774.30	28.5303	29.9569	31.4547	33.0274	34.6788
Harbor Operations Assistant	N	C	14	1467	5,081.46	5,335.57	5,602.35	5,882.46	6,176.54	2,345.29	2,462.57	2,585.70	2,714.98	2,850.71	29.3161	30.7821	32.3212	33.9372	35.6339
Head Pool Lifeguard	N	C	14	1572	3,551.12	3,728.62	3,915.10	4,110.86	4,316.39	1,638.98	1,720.90	1,806.97	1,897.32	1,992.18	20.4872	21.5113	22.5871	23.7165	24.9022
Heavy Equipment Technician	N	C	14	1576	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	37.6295	39.5110	41.4863	43.5608	45.7389
Housing Programs Specialist	N	C	14	1469	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	45.0306	47.2823	49.6464	52.1287	54.7350
Housing Project Planner	E	C	14	1590	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	48.2871	50.7016	53.2366	55.8985	58.6937
HVAC Technician	N	C	14	1609	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18	37.1264	38.9826	40.9317	42.9783	45.1272
Information Technology Project Manager	E	C	14	1603	9,808.31	10,298.73	10,813.70	11,354.37	11,922.11	4,526.91	4,753.26	4,990.94	5,240.48	5,502.51	56.5864	59.4158	62.3868	65.5060	68.7814
Information Technology Technician I	N	C	14	1440	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	31.4451	33.0172	34.6679	36.4014	38.2213
Information Technology Technician II	N	C	14	1441	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	34.2275	35.9387	37.7356	39.6224	41.6036
Irrigation Systems Technician	N	C	14	1471	5,601.94	5,882.11	6,176.19	6,485.01	6,809.27	2,585.51	2,714.82	2,850.55	2,993.08	3,142.74	32.3189	33.9353	35.6319	37.4135	39.2842
Lead Equipment Technician	N	C	14	1472	7,206.64	7,567.00	7,945.34	8,342.62	8,759.75	3,326.14	3,492.46	3,667.08	3,850.44	4,042.96	41.5767	43.6557	45.8385	48.1305	50.5370
Librarian I	E	C	14	1474	5,969.64	6,268.12	6,581.58	6,910.65	7,256.21	2,755.22	2,892.98	3,037.65	3,189.53	3,349.02	34.4403	36.1622	37.9706	39.8691	41.8627
Librarian II	E	C	14	1473	6,563.05	6,891.17	7,235.74	7,597.59	7,977.41	3,029.10	3,180.54	3,339.57	3,506.58	3,681.88	37.8637	39.7568	41.7446	43.8322	46.0235
Library Assistant I	N	C	14	1476	4,474.21	4,697.88	4,932.76	5,179.42	5,438.38	2,065.02	2,168.25	2,276.66	2,390.50	2,510.02	25.8127	27.1031	28.4583	29.8812	31.3752
Library Assistant II	N	C	14	1477	4,656.34	4,889.11	5,133.55	5,390.23	5,659.75	2,149.08	2,256.51	2,369.33	2,487.80	2,612.19	26.8635	28.2064	29.6166	31.0975	32.6524
Library Systems Technician I	N	C	14	1479	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	31.4451	33.0172	34.6679	36.4014	38.2213
Library Systems Technician II	N	C	14	1481	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	34.2275	35.9387	37.7356	39.6224	41.6036
Library Technician	N	C	14	1480	4,968.21	5,216.66	5,477.49	5,751.31	6,038.87	2,293.02	2,407.69	2,528.07	2,654.45	2,787.17	28.6627	30.0961	31.6009	33.1806	34.8396
Library Technician Trainee	N	U	14	1610	4,471.37	4,694.99	4,929.75	5,176.17	5,435.00	2,063.71	2,166.92	2,275.27	2,389.00	2,508.46	25.7964	27.0865	28.4409	29.8625	31.3557
Library Technician - Unclassified	N	U	14	1594	4,968.21	5,216.66	5,477.49	5,751.31	6,038.87	2,293.02	2,407.69	2,528.07	2,654.45	2,787.17	28.6627	30.0961	31.6009	33.1806	34.8396
Mail Services Specialist	N	C	14	1482	3,806.03	3,996.24	4,196.18	4,405.96	4,626.22	1,756.63	1,844.42	1,936.70	2,033.52	2,135.18	21.9579	23.0553	24.2088	25.4190	26.6898
Maintenance Coordinator	N	C	14	1483	5,844.61	6,136.87	6,443.71	6,765.85	7,104.15	2,697.51	2,832.40	2,974.02	3,122.70	3,278.84	33.7189	35.4050	37.1752	39.0338	40.9855
Maintenance Crew Leader	N	C	14	1484	5,844.84	6,137.11	6,443.97	6,766.13	7,104.46	2,697.62	2,832.51	2,974.14	3,122.83	3,278.98	33.7202	35.4064	37.1767	39.0354	40.9873
Maintenance Worker I	N	C	14	1485	4,205.28	4,415.54	4,636.28	4,868.13	5,111.54	1,940.90	2,037.94	2,139.82	2,246.83	2,359.17	24.2612	25.4742	26.7477	28.0854	29.4896
Maintenance Worker II	N	C	14	1486	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Marketing Coordinator	N	C	14	1487	7,351.87	7,719.44	8,105.46	8,510.71	8,936.24	3,393.17	3,562.82	3,740.98	3,928.02	4,124.42	42.4146	44.5353	46.7623	49.1003	51.5553
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	34.5705	36.2992	38.1140	40.0196	42.0208
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	6,522.45	6,848.57	7,190.95	7,550.53	7,928.07	3,010.36	3,160.88	3,318.90	3,484.86	3,659.11	37.6295	39.5110	41.4863	43.5608	45.7389
Network Administrator	E	C	14	1490	9,614.56	10,095.35	10,600.09	11,130.04	11,686.57	4,437.49	4,659.39	4,892.35	5,136.94	5,393.80	55.4686	58.2424	61.1544	64.2118	67.4225
Network Analyst	E	C	14	1442	8,105.80	8,511.06	8,936.68	9,383.51	9,852.66	3,741.14	3,928.18	4,124.62	4,330.85	4,547.38	46.7642	49.1023	51.5577	54.1356	56.8422
Office Specialist I	N	C	14	1491	3,902.12	4,097.21	4,302.09	4,517.18	4,743.03	1,800.98	1,891.02	1,985.58	2,084.85	2,189.09	22.5122	23.6377	24.8198	26.0606	27.3636
Office Specialist II	N	C	14	1492	4,290.04	4,504.52	4,729.70	4,966.22	5,214.50	1,980.02	2,079.01	2,182.94	2,292.10	2,406.69	24.7502	25.9876	27.2868	28.6512	30.0836
Outreach Coordinator	E	C	14	1493	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	39.3573	41.3251	43.3915	45.5608	47.8390
Outreach Coordinator - Unclassified	E	U	14	1604	6,821.92	7,163.02	7,521.19	7,897.20	8,292.09	3,148.58	3,306.01	3,471.32	3,644.86	3,827.12	39.3573	41.3251	43.3915	45.5608	47.8390
Painter	N	C	14	1495	5,863.30	6,156.52	6,464.34	6,787.52	7,126.90	2,706.14	2,841.47	2,983.54	3,132.70	3,289.34	33.8267	35.5184	37.2943	39.1588	41.1167
Park Project Technician	N	C	14	1498	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20									

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	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66
Planning Technician II	N	C	14	1500	6,490.01	6,814.49	7,155.20	7,513.00	7,888.62	2,995.39	3,145.15	3,302.40	3,467.54	3,640.90	37.4424	39.3144	41.2800	43.3443	45.5113
Plans Examiner	E	C	14	1501	8,423.46	8,844.64	9,286.88	9,751.17	10,238.78	3,887.75	4,082.14	4,286.25	4,500.54	4,725.59	48.5969	51.0268	53.5781	56.2568	59.0699
Plumber	N	C	14	1502	6,214.39	6,525.09	6,851.39	7,193.98	7,553.67	2,868.18	3,011.58	3,162.18	3,320.30	3,486.31	35.8523	37.6448	39.5273	41.5037	43.5789
Pool Technician	N	C	14	1503	5,289.77	5,554.23	5,831.97	6,123.56	6,429.67	2,441.43	2,563.49	2,691.68	2,826.26	2,967.54	30.5179	32.0436	33.6460	35.3282	37.0942
Program Analyst	E	U	14	1600	9,528.61	10,005.08	10,505.30	11,030.57	11,582.11	4,397.82	4,617.73	4,848.60	5,091.03	5,345.59	54.9728	57.7216	60.6075	63.6379	66.8199
Project Engineer I	E	C	14	1505	8,578.12	9,007.03	9,457.37	9,930.27	10,426.80	3,959.13	4,157.09	4,364.94	4,583.20	4,812.37	49.4891	51.9636	54.5618	57.2900	60.1546
Project Engineer II	E	C	14	1506	9,430.76	9,902.30	10,397.42	10,917.27	11,463.16	4,352.66	4,570.29	4,798.81	5,038.74	5,290.69	54.4082	57.1286	59.9851	62.9843	66.1336
Project Planner	E	C	14	1507	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	48.2871	50.7016	53.2366	55.8985	58.6937
Project Planner Unclassified	E	U	14	1605	8,369.77	8,788.28	9,227.68	9,689.07	10,173.58	3,862.97	4,056.13	4,258.93	4,471.88	4,695.50	48.2871	50.7016	53.2366	55.8985	58.6937
Property Management Specialist	N	C	14	1508	6,720.59	7,056.62	7,409.48	7,779.94	8,168.90	3,101.81	3,256.90	3,419.76	3,590.74	3,770.26	38.7726	40.7112	42.7470	44.8842	47.1282
Public Works Inspector I	N	C	14	1509	6,345.78	6,663.06	6,996.19	7,345.98	7,713.36	2,928.82	3,075.26	3,229.01	3,390.45	3,560.01	36.6102	38.4407	40.3626	42.3806	44.5001
Public Works Inspector II	N	C	14	1510	7,188.50	7,547.93	7,925.28	8,321.56	8,737.63	3,317.77	3,483.66	3,657.82	3,840.72	4,032.75	41.4721	43.5457	45.7228	48.0090	50.4094
Public Works Operations Assistant	N	C	14	1571	4,908.45	5,153.87	5,411.55	5,682.13	5,966.24	2,265.44	2,378.71	2,497.64	2,622.52	2,753.65	28.3180	29.7339	31.2205	32.7815	34.4206
Real Property Agent	N	C	14	1511	7,766.48	8,154.81	8,562.54	8,990.67	9,440.21	3,584.53	3,763.76	3,951.94	4,149.54	4,357.02	44.8066	47.0470	49.3993	51.8692	54.4627
Records Technician	N	C	14	1512	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Recreation Coordinator	N	C	14	1515	5,854.62	6,147.31	6,454.72	6,777.44	7,116.29	2,702.13	2,837.22	2,979.10	3,128.05	3,284.44	33.7766	35.4652	37.2388	39.1006	41.0555
Recreation Program Leader	N	C	14	1517	4,142.78	4,349.93	4,567.46	4,795.83	5,035.62	1,912.05	2,007.66	2,108.06	2,213.46	2,324.13	23.9006	25.0958	26.3508	27.6682	29.0516
Recreation Specialist	N	C	14	1516	4,843.78	5,085.97	5,340.27	5,607.29	5,887.64	2,235.59	2,347.37	2,464.74	2,587.98	2,717.37	27.9449	29.3421	30.8093	32.3498	33.9671
Recycling Educator	N	C	14	1518	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	34.2275	35.9387	37.7356	39.6224	41.6036
Rental Housing Mediation Specialist	N	C	14	1519	6,425.60	6,746.87	7,084.20	7,438.43	7,810.34	2,965.66	3,113.94	3,269.63	3,433.12	3,604.77	37.0707	38.9242	40.8704	42.9140	45.0596
Senior Accountant	E	C	14	1520	7,922.92	8,319.09	8,735.09	9,171.85	9,630.42	3,656.73	3,839.58	4,031.58	4,233.16	4,444.81	45.7091	47.9948	50.3947	52.9145	55.5601
Senior Airport Maintenance Worker	N	C	14	1521	5,477.72	5,751.59	6,039.15	6,341.14	6,658.19	2,528.18	2,654.58	2,787.30	2,926.68	3,073.01	31.6022	33.1823	34.8413	36.5835	38.4126
Senior Airport Security Aide	N	C	14	1587	4,186.59	4,395.99	4,615.74	4,846.55	5,088.87	1,932.27	2,028.92	2,130.34	2,236.87	2,348.71	24.1534	25.3615	26.6293	27.9609	29.3589
Senior Building Inspector	N	C	14	1523	8,049.80	8,452.21	8,874.80	9,318.60	9,784.52	3,715.29	3,901.02	4,096.06	4,300.89	4,515.93	46.4411	48.7627	51.2007	53.7611	56.4491
Senior Building Inspector Specialty	N	C	14	1574	8,461.35	8,884.46	9,328.65	9,795.11	10,284.84	3,905.24	4,100.52	4,305.53	4,520.82	4,746.85	48.8155	51.2565	53.8191	56.5103	59.3356
Senior Buyer	N	C	14	1522	7,240.70	7,602.81	7,982.93	8,382.10	8,801.20	3,341.86	3,508.99	3,684.43	3,868.66	4,062.09	41.7733	43.8624	46.0554	48.3582	50.7761
Senior Commission Secretary	N	C	14	1513	5,771.96	6,060.54	6,363.57	6,681.72	7,015.84	2,663.98	2,797.17	2,937.03	3,083.87	3,238.08	33.2998	34.9646	36.7129	38.5484	40.4760
Senior Community Development Programs Specialist	N	C	14	1588	7,770.77	8,159.28	8,567.26	8,995.61	9,445.39	3,586.51	3,765.82	3,954.12	4,151.82	4,359.41	44.8314	47.0728	49.4265	51.8978	54.4926
Senior Custodian	N	C	14	1524	4,442.40	4,664.53	4,898.01	5,142.67	5,399.81	2,050.34	2,152.86	2,260.62	2,373.54	2,492.22	25.6293	26.9107	28.2578	29.6692	31.1528
Senior Electronics/Communications Technician	N	C	14	1525	7,245.12	7,607.38	7,987.76	8,387.19	8,806.55	3,343.90	3,511.10	3,686.66	3,871.01	4,064.56	41.7988	43.8888	46.0832	48.3876	50.8070
Senior Engineering Technician	N	C	14	1526	6,911.02	7,256.49	7,619.34	8,000.33	8,400.36	3,189.70	3,349.15	3,516.62	3,692.46	3,877.09	39.8712	41.8644	43.9578	46.1557	48.4636
Senior Grounds Maintenance Worker	N	C	14	1527	5,146.57	5,403.91	5,674.11	5,957.77	6,255.69	2,375.34	2,494.11	2,618.82	2,749.74	2,887.24	29.6917	31.1764	32.7353	34.3718	36.0905
Senior Library Technician	E	C	14	1528	5,434.89	5,706.59	5,992.00	6,291.55	6,606.17	2,508.41	2,633.81	2,765.54	2,903.79	3,049.00	31.3551	32.9226	34.5692	36.2974	38.1125
Senior Maintenance Worker	N	C	14	1529	5,560.49	5,838.50	6,130.43	6,436.95	6,758.74	2,566.38	2,694.69	2,829.43	2,970.90	3,119.42	32.0798	33.6836	35.3679	37.1362	38.9927
Senior Network/Applications Analyst	E	C	14	1504	8,749.33	9,186.82	9,646.11	10,128.45	10,634.85	4,038.15	4,240.07	4,452.05	4,674.67	4,908.39	50.4769	53.0009	55.6508	58.4334	61.3549
Senior Plan Check Engineer	E	C	14	1425	9,734.27	10,220.99	10,732.04	11,268.68	11,832.08	4,492.74	4,717.38	4,953.25	5,200.93	5,460.96	56.1593	58.9673	61.9156	65.0116	68.2620
Senior Plans Examiner	E	C	14	1530	8,810.17	9,250.67	9,713.19	10,198.85	10,708.82	4,066.23	4,269.54	4,483.01	4,707.16	4,942.53	50.8279	53.3693	56.0376	58.8395	61.7816
Senior Project Engineer	N	C	14	1602	10,217.70	10,728.58	11,264.98	11,828.22	12,419.64	4,715.86	4,951.65	5,199.22	5,459.18	5,732.14	58.9482	61.8956	64.9903	68.2397	71.6517
Senior Project Engineer Unclassified	N	U	14	1608	10,217.70	10,728.58	11,264.98	11,828.22	12,419.64	4,715.86	4,951.65	5,199.22	5,459.18	5,732.14	58.9482	61.8956	64.9903	68.2397	71.6517
Senior Property Management Specialist	N	C	14	1534	7,805.31	8,195.59	8,605.37	9,035.65	9,487.40	3,602.45	3,782.58	3,971.71	4,170.30	4,378.80	45.0306	47.2823	49.6464	52.1287	54.7350
Senior Public Works Inspector	N	C	14	1533	7,942.52	8,339.63	8,756.58	9,194.49	9,654.17	3,665.78	3,849.06	4,041.50	4,243.61	4,455.77	45.8223	48.1132	50.5188	53.0451	55.6971
Senior Real Property Agent	E	C	14	1535	8,930.42	9,376.94	9,845.81	10,338.08	10,855.02	4,121.73	4,327.82	4,544.22	4,771.42	5,010.01	51.5216	54.0977	56.8027	59.6427	62.6251
Senior Rental Housing Mediation Specialist	N	C	14	1536	7,770.77	8,159.28	8,567.26	8,995.61	9,445.39	3,586.51	3,765.82	3,954.12	4,151.82	4,359.41	44.8314	47.0728	49.4265	51.8978	54.4926
Senior Streets Maintenance Worker	N	C	14	1537	5,653.01	5,935.65	6,232.42	6,544.05	6,871.24	2,609.08	2,739.53	2,876.50	3,020.33	3,171.34	32.6135	34.2441	35.9562	37.7541	39.6417
Senior Traffic Signal Technician	N	C	14	1583	6,900.66	7,245.70	7,607.95	7,988.39	8,387.82	3,184.92	3,344.17	3,511.36	3,686.95	3,871.30	39.8115	41.8021	43.8920	46.0869	48.3912
Senior Traffic Technician	N	C	14	1538	6,754.19	7,091.89	7,446.49	7,818.83	8,209.78	3,117.32	3,273.18	3,436.84	3,608.69	3,789.13	38.9665	40.9148	42.9605	45.1086	47.3641
Senior Tree Trimmer	N	C	14	1539	5,672.29	5,955.89	6,253.72	6,566.34	6,894.72	2,617.98	2,748.87	2,886.33	3,030.62	3,182.18	32.7247	34.3609	36.0791	37.8828	39.7772
Senior Waterfront Maintenance Worker	N	C	14	1540	5,477.72	5,751.59	6,039.15	6,341.14	6,658.19	2,528.18	2,654.58	2,787.30	2,926.68	3,073.01	31.6022	33.1823	34.8413	36.5835	38.4126
Stock Clerk	N	C	14	1543	4,376.45	4,595.26	4,824.99	5,066.25	5,319.60	2,019.90	2,120.89	2,226.92	2,338.27	2,455.20	25.2488	26.5111	27.8365	29.2284	30.6900
Streets Maintenance Coordinator	N	C	14	1544	6,245.94	6,558.28	6,886.19	7,230.47	7,592.00	2,882.74	3,026.90	3,178.24	3,337.14	3,504.00	36.0342	37.8362	39.7280	41.7143	43.8000
Streets Maintenance Crew Leader	N	C	14	1545	5,942.04	6,239.13	6,551.07	6,878.69	7,222.65										

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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
					Traffic Signal Technician II	E	C	14	1582	6,435.24	6,756.99	7,094.84	7,449.56	7,822.06	2,970.11	3,118.61	3,274.54	3,438.26	3,610.18
Traffic Technician I	N	C	14	1552	5,450.49	5,722.99	6,009.10	6,309.57	6,625.02	2,515.61	2,641.38	2,773.43	2,912.11	3,057.70	31.4451	33.0172	34.6679	36.4014	38.2213
Traffic Technician II	N	C	14	1553	5,992.22	6,291.87	6,606.43	6,936.74	7,283.60	2,765.64	2,903.94	3,049.12	3,201.57	3,361.66	34.5705	36.2992	38.1140	40.0196	42.0208
Tree Care Specialist	N	C	14	1555	5,108.24	5,363.67	5,631.86	5,913.42	6,209.10	2,357.65	2,475.54	2,599.32	2,729.27	2,865.74	29.4706	30.9443	32.4915	34.1159	35.8218
Tree Trimmer I	N	C	14	1557	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	26.0159	27.3166	28.6825	30.1163	31.6220
Tree Trimmer II	N	C	14	1556	5,057.52	5,310.44	5,575.98	5,854.75	6,147.51	2,334.24	2,450.97	2,573.53	2,702.19	2,837.31	29.1780	30.6371	32.1691	33.7774	35.4664
Vehicle Services Assistant	N	C	14	1558	4,464.66	4,687.89	4,922.23	5,168.41	5,426.76	2,060.61	2,163.64	2,271.80	2,385.42	2,504.66	25.7576	27.0455	28.3975	29.8177	31.3083
Warehouse Specialist	N	C	14	1559	4,835.52	5,077.35	5,331.17	5,597.71	5,877.63	2,231.78	2,343.39	2,460.54	2,583.56	2,712.75	27.8972	29.2924	30.7568	32.2945	33.9094
Water Conservation Coordinator	E	U	14	1599	8,582.75	9,021.96	9,461.12	9,946.76	10,432.39	3,961.27	4,163.98	4,366.67	4,590.81	4,814.95	49.5159	52.0497	54.5834	57.3851	60.1869
Water Quality Research Analyst	E	C	14	1589	8,797.79	9,237.67	9,699.54	10,184.53	10,693.80	4,060.52	4,263.54	4,476.71	4,700.55	4,935.60	50.7565	53.2942	55.9589	58.7569	61.6950
Water Resources Specialist	E	C	14	1580	7,575.23	7,953.96	8,351.61	8,769.26	9,207.73	3,496.26	3,671.06	3,854.59	4,047.35	4,249.72	43.7033	45.8883	48.1824	50.5919	53.1215
Water Resources Technician	N	C	14	1562	5,932.77	6,229.38	6,540.84	6,867.88	7,211.30	2,738.20	2,875.10	3,018.85	3,169.79	3,328.29	34.2275	35.9387	37.7356	39.6224	41.6036
Waterfront Maintenance Coordinator	N	C	14	1598	6,052.24	6,354.90	6,672.66	7,006.26	7,356.59	2,793.34	2,933.03	3,079.69	3,233.66	3,395.35	34.9168	36.6629	38.4961	40.4208	42.4419
Waterfront Maintenance Crew Leader	N	C	14	1564	5,757.77	6,045.67	6,347.94	6,665.40	6,998.70	2,657.43	2,790.31	2,929.82	3,076.34	3,230.17	33.2179	34.8789	36.6227	38.4542	40.3771
Waterfront Maintenance Worker I	N	C	14	1565	4,509.42	4,734.88	4,971.63	5,220.15	5,481.15	2,081.27	2,185.33	2,294.60	2,409.30	2,529.76	26.0159	27.3166	28.6825	30.1163	31.6220
Waterfront Maintenance Worker II	N	C	14	1566	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Waterfront Vessel Technician	N	C	14	1567	4,957.66	5,205.50	5,465.81	5,739.11	6,026.00	2,288.15	2,402.54	2,522.68	2,648.82	2,781.23	28.6019	30.0318	31.5335	33.1102	34.7654
Web Services Technician	E	C	14	1586	6,890.30	7,234.83	7,596.55	7,976.41	8,375.23	3,180.14	3,339.15	3,506.10	3,681.42	3,865.49	39.7518	41.7394	43.8262	46.0177	48.3186
Webmaster	E	C	14	1550	9,614.56	10,095.35	10,600.09	11,130.04	11,686.57	4,437.49	4,659.39	4,892.35	5,136.94	5,393.80	55.4686	58.2424	61.1544	64.2118	67.4225
Welder/Fabricator	N	C	14	1568	5,971.33	6,269.90	6,583.40	6,912.58	7,258.20	2,756.00	2,893.80	3,038.49	3,190.42	3,349.94	34.4500	36.1725	37.9811	39.8802	41.8742
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	9,286.57	9,750.91	10,238.50	10,750.39	11,287.92	4,286.11	4,500.42	4,725.46	4,961.72	5,209.81	38.2688	40.1823	42.1916	44.3011	46.5161
Fire Captain (40 Hour)	7	C	34	3405	9,286.57	9,750.91	10,238.45	10,750.39	11,287.92	4,286.11	4,500.42	4,725.44	4,961.72	5,209.81	53.5764	56.2553	59.0680	62.0215	65.1226
Fire Engineer (56 Hour)	7	C	34	3401	8,036.04	8,437.85	8,859.76	9,302.74	9,767.88	3,708.94	3,894.39	4,089.12	4,293.57	4,508.25	33.1155	34.7713	36.5100	38.3355	40.2522
Fire Engineer (40 Hour)	7	C	34	3402	8,036.04	8,437.87	8,859.78	9,302.76	9,767.90	3,708.94	3,894.40	4,089.13	4,293.58	4,508.26	46.3617	48.6800	51.1141	53.6697	56.3532
Fire Inspector I (40 Hour)	7	C	39	3901	7,093.97	7,448.74	7,821.17	8,212.21	8,622.79	3,274.14	3,437.88	3,609.77	3,790.25	3,979.75	40.9268	42.9735	45.1221	47.3781	49.7469
Fire Inspector II (40 Hour)	7	C	39	3902	8,036.04	8,437.87	8,859.78	9,302.76	9,767.90	3,708.94	3,894.40	4,089.13	4,293.58	4,508.26	46.3617	48.6800	51.1141	53.6697	56.3532
Fire Inspector III (40 Hour)	7	C	39	3903	9,286.57	9,750.91	10,238.45	10,750.39	11,287.92	4,286.11	4,500.42	4,725.44	4,961.72	5,209.81	53.5764	56.2553	59.0680	62.0215	65.1226
Firefighter (56 Hour)	7	C	34	3403	7,094.01	7,448.70	7,821.15	8,212.19	8,622.81	3,274.16	3,437.86	3,609.76	3,790.24	3,979.76	29.2336	30.6952	32.2300	33.8415	35.5336
Firefighter (40 Hour)	7	C	34	3404	7,093.97	7,448.74	7,821.17	8,212.21	8,622.81	3,274.14	3,437.88	3,609.77	3,790.25	3,979.76	40.9268	42.9735	45.1221	47.3781	49.7470
Firefighter - Entry	7	C	39	3904	6,384.60	6,703.84	7,039.02	7,390.98	7,760.52	2,946.74	3,094.08	3,248.78	3,411.22	3,581.78	36.8342	38.6760	40.6097	42.6402	44.7723
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	10,761.27				13,080.47	4,966.74				6,037.14	62.0843				75.4643
Assistant City Attorney II	E	U	01	0104	11,949.56				14,524.77	5,515.18				6,703.74	68.9397				83.7967
Assistant City Attorney III	E	U	01	0105	13,878.22				16,869.06	6,405.33				7,785.72	80.0666				97.3215
Assistant City Attorney IV	E	U	01	0106	15,266.03				18,555.98	7,045.86				8,564.30	88.0732				107.0537
Assistant City Attorney V	E	U	01	0121	17,075.02				20,754.87	7,880.78				9,579.17	98.5097				119.7396
Deputy City Attorney	E	U	01	0110	8,947.88				10,876.19	4,129.79				5,019.78	51.6224				62.7473
MANAGEMENT																			
Airport Business Manager	E	U	02	0259	9,935.88				12,077.15	4,585.79				5,574.07	57.3224				69.6759
Airport Facilities Manager	E	U	02	0246	10,536.76				12,807.49	4,863.12				5,911.15	60.7890				73.8894
Airport Operations Manager	E	U	02	0202	10,869.17				13,211.55	5,016.54				6,097.64	62.7068				76.2205
Airport Properties Manager	E	U	02	0289	10,869.17				13,211.55	5,016.54				6,097.64	62.7068				76.2205
Assistant Finance Director	E	U	02	0204	12,976.34				15,766.27	5,989.08				7,276.74	74.8635				90.9593
Assistant Library Director	E	U	02	0253	12,615.11				15,333.80	5,822.36				7,077.14	72.7795				88.4642
Assistant Parks & Recreation Director	E	U	02	0205	12,564.18				15,271.84	5,798.85				7,048.54	72.4856				88.1068
Assistant to the City Administrator	E	U	02	0225	10,035.52				12,198.25	4,631.78				5,629.96	57.8972				70.3745
Budget Manager	E	U	02	0207	10,386.18				12,624.47	4,793.62				5,826.68	59.9203				72.8335
Chief Building Official	E	U	02	0208	12,508.49				15,204.24	5,773.15				7,017.34	72.1644				87.7168
City Clerk Services Manager	E	U	02	0209	11,032.99				13,410.74	5,092.15				6,189.57	63.6519				77.3696
City Engineer	E	U	02	0206	15,521.39				18,866.36	7,163.72				8,707.55	89.5465				108.8444
City Planner	E	U	02	0210	13,503.25				16,188.03	6,232.27				7,471.40	77.9034				93.3925

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
					Community Development Business Manager	E	U	02	0211	9,935.88				12,077.15	4,585.79				5,574.07
Community Engagement Officer/PIO	E	U	02	0264	9,935.88				12,077.15	4,585.79				5,574.07	57.3224				69.6759
Controller	E	U	02	0272	11,425.74				13,888.12	5,273.42				6,409.90	61.99178				80.1237
Creeks Restoration/Clean Water Manager	E	U	02	0212	10,745.95				13,061.75	4,959.67				6,028.50	61.9959				75.3563
Cross Functional Team Manager	E	U	02	0266	12,228.49				14,863.83	5,643.92				6,860.23	70.5490				85.7529
Downtown Plaza & Parking Manager	E	U	02	0258	10,745.17				13,060.88	4,959.31				6,028.10	61.9914				75.3512
Economic Development Manager	E	U	02	0260	14,017.34				17,038.17	6,469.54				7,863.77	80.8692				98.2971
Emergency Services Manager	E	U	02	0215	9,255.35				11,249.94	4,271.70				5,192.28	53.3963				64.9035
Energy and Climate Program Manager	E	U	02	0262	10,237.74				12,444.03	4,725.11				5,743.40	59.0639				71.7925
Environmental Services Manager	E	U	02	0217	10,237.74				12,444.03	4,725.11				5,743.40	59.0639				71.7925
Facilities Manager	E	U	02	0218	10,536.76				12,807.49	4,863.12				5,911.15	60.7890				73.8894
Fire Business Manager	E	U	02	0254	9,935.88				12,077.15	4,585.79				5,574.07	57.3224				69.6759
Fire Operations Division Chief	E	U	32	3200	15,182.14				18,453.93	7,007.14				8,517.20	87.5892				106.4650
Fleet Services Manager	E	U	02	0219	9,577.47				11,641.46	4,420.37				5,372.98	55.2546				67.1623
General Services Manager	E	U	02	0220	10,514.18				12,780.06	4,852.70				5,898.49	60.6587				73.7311
Harbor Operations Manager	E	U	02	0222	11,144.77				13,546.61	5,143.74				6,252.28	64.2968				78.1535
Housing & Human Services Manager	E	U	02	0257	10,657.51				12,954.24	4,918.85				5,978.88	61.4856				74.7360
Human Resources Manager	E	U	02	0223	11,863.97				14,420.77	5,475.68				6,655.74	68.4460				83.1968
Information Technology Manager	E	U	02	0214	12,119.06				14,730.82	5,593.41				6,798.84	69.9176				84.9855
Labor Relations Manager	E	U	02	0267	10,761.27				13,080.47	4,966.74				6,037.14	62.0843				75.4643
Library Services Manager	E	U	02	0224	9,642.99				11,721.13	4,450.61				5,409.75	55.6326				67.6219
Parks & Recreation Business Manager	E	U	02	0226	10,237.74				12,444.03	4,725.11				5,743.40	59.0639				71.7925
Parks Manager	E	U	02	0227	9,931.24				12,071.50	4,583.65				5,571.46	57.2956				69.6432
Police Administrative Manager	E	U	02	0270	12,103.02				14,711.36	5,586.01				6,789.86	69.8251				84.8732
Police Business Manager	E	U	02	0229	9,935.88				12,077.15	4,585.79				5,574.07	57.3224				69.6759
Police Information Technology Manager	E	U	02	0228	10,480.56				12,739.24	4,837.18				5,879.65	60.4648				73.4956
Police Records Manager	E	U	02	0230	9,577.47				11,641.46	4,420.37				5,372.98	55.2546				67.1623
Principal Architect	E	U	02	0271	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Principal Engineer	E	U	02	0231	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Principal Planner	E	U	02	0232	10,657.51				12,954.24	4,918.85				5,978.88	61.4856				74.7360
Principal Project Manager	E	U	02	0256	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Principal Traffic Engineer	E	U	02	0252	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Public Safety Communications Manager	E	U	02	0245	10,851.84				13,190.62	5,008.54				6,087.98	62.6068				76.0997
Public Works Business Manager	E	U	02	0234	10,869.17				13,211.55	5,016.54				6,097.64	62.7068				76.2205
Public Works Manager	E	U	02	0268	12,228.49				14,863.83	5,643.92				6,860.23	70.5490				85.7529
Public Works Operations Manager	E	U	02	0273	13,496.47				16,405.09	6,229.14				7,571.58	77.8642				94.6447
Recreation Programs Manager	E	U	02	0235	9,847.54				11,969.75	4,545.02				5,524.50	56.8127				69.0562
Risk Manager	E	U	02	0236	10,370.82				12,605.80	4,786.53				5,818.06	59.8316				72.7258
Senior Assistant to the City Administrator	E	U	02	0248	10,956.62				13,317.89	5,056.90				6,146.72	63.2113				76.8340
State Street Master Planner	E	U	02	0265	12,258.70				14,900.51	5,657.86				6,877.16	70.7232				85.9645
Transportation Planning & Parking Manager	E	U	02	0250	11,647.78				14,158.02	5,375.90				6,534.47	67.1987				81.6809
Wastewater System Manager	E	U	02	0240	13,300.60				16,166.97	6,138.74				7,461.68	76.7343				93.2710
Water Resources Manager	E	U	02	0242	15,521.52				18,866.62	7,163.78				8,707.67	89.5473				108.8459
Water Services Manager	E	U	02	0263	13,300.60				16,166.97	6,138.74				7,461.68	76.7343				93.2710
Water System Manager	E	U	02	0241	13,300.60				16,166.97	6,138.74				7,461.68	76.7343				93.2710
Waterfront Business Manager	E	U	02	0244	10,869.17				13,211.55	5,016.54				6,097.64	62.7068				76.2205
Waterfront Facilities Manager	E	U	02	0243	10,536.76				12,807.49	4,863.12				5,911.15	60.7890				73.8894
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107	23,573.10				28,523.45	10,879.89				13,164.66	135.9986				164.5583
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																			
Administrative Services Director	E	U	01	0100	14,802.52				17,992.56	6,831.93				8,304.26	85.3991			103.8033	
Airport Director	E	U	01	0102	16,551.38				20,118.39	7,639.10				9,285.41	95.4888			116.0676	
Assistant City Administrator	E	U	01	0101	19,113.60				23,232.76	8,821.66				10,722.81	110.2707			134.0351	
Community Development Director	E	U	01	0109	15,720.77				19,108.74	7,255.74				8,819.42	90.6968			110.2428	
Finance Director	E	U	01	0111	15,565.12				18,919.55	7,183.90				8,732.10	89.7988			109.1512	
Fire Chief	E	U	31	3100	17,612.96				21,408.70	8,129.06				9,880.94	101.6133			123.5118	
Human Resources Director	E	U	01	0118	14,925.84				18,142.52	6,888.85				8,373.47	86.1106			104.6684	
Information Technology Director	E	U	01	0119	15,077.34				18,326.60	6,958.77				8,458.43	86.9846			105.7304	
Library Director	E	U	01	0112	15,044.94				18,287.27	6,943.82				8,440.28	86.7977			105.5035	
Parks & Recreation Director	E	U	01	0113	15,077.34				18,326.60	6,958.77				8,458.43	86.9846			105.7304	
Police Chief	E	U	21	2100	19,516.32				23,722.27	9,007.53				10,948.74	112.5941			136.8592	
Public Works Director	E	U	01	0114	18,010.70				21,892.15	8,312.63				10,104.07	103.9079			126.3009	
Sustainability & Resilience Director	E	U	01	0120	14,925.84				18,142.52	6,888.85				8,373.47	86.1106			104.6684	
Waterfront Director/Harbor Master	E	U	01	0115	16,551.38				20,118.39	7,639.10				9,285.41	95.4888			116.0676	
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	13,201.59				16,046.66	6,093.04				7,406.15	54.4021			66.1263	
Fire Battalion Chief 40 HR	E	C	33	3301	13,201.59				16,046.66	6,093.04				7,406.15	76.1630			92.5769	
Fire Battalion Chief / Fire Marshal	E	C	33	3303	13,201.59				16,046.66	6,093.04				7,406.15	76.1630			92.5769	
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	16,873.46				20,509.80	7,787.75				9,466.06	97.3469			118.3258	
Police Commander	E	C	23	2302	14,224.43				17,289.78	6,565.12				7,979.90	82.0640			99.7487	
Police Lieutenant	E	C	23	2301	13,541.49				16,459.78	6,249.92				7,596.82	78.1240			94.9602	
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,558.00					2,565.23					
Mayor	E			0002					6,947.50					3,206.54					
POLICE																			
Identification Technician	N	C	29	2901	7,186.10	7,545.42	7,922.68	8,318.83	8,734.74	3,316.66	3,482.50	3,656.62	3,839.46	4,031.42	41.4583	43.5312	45.7078	47.9932	50.3928
Parking Enforcement Officer	N	C	29	2902	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
Police Officer Range A	7	C	24	2400	8,564.34	8,992.56	9,442.20	9,914.28	10,410.01	3,952.77	4,150.41	4,357.94	4,575.82	4,804.62	49.4096	51.8801	54.4743	57.1977	60.0577
Police Officer Range B	7	C	24	2400	8,735.61	9,172.41	9,631.05	10,112.56	10,618.21	4,031.82	4,233.42	4,445.10	4,667.34	4,900.71	50.3978	52.9177	55.5638	58.3417	61.2589
Police Officer Range C	7	C	24	2400	8,906.91	9,352.24	9,819.89	10,310.85	10,826.41	4,110.88	4,316.42	4,532.26	4,758.85	4,996.80	51.3860	53.9553	56.6533	59.4856	62.4600
Police Officer Range D	7	C	24	2400	9,078.20	9,532.11	10,008.74	10,509.14	11,034.61	4,189.94	4,399.43	4,619.42	4,850.37	5,092.90	52.3742	54.9929	57.7428	60.6296	63.6612
Police Officer - Entry	7	C	29	2903	8,107.10	8,512.49	8,938.09	9,385.03	9,854.24	3,741.74	3,928.84	4,125.27	4,331.55	4,548.11	46.7718	49.1105	51.5659	54.1444	56.8514
Police Property/Evidence Assistant	N	C	29	2905	5,068.31	5,321.75	5,587.90	5,867.25	6,160.57	2,339.22	2,456.19	2,579.03	2,707.96	2,843.34	29.2402	30.7024	32.2379	33.8495	35.5418
Police Property/Evidence Technician	N	C	29	2906	5,975.10	6,273.89	6,587.56	6,916.95	7,262.80	2,757.74	2,895.64	3,040.41	3,192.44	3,352.06	34.4718	36.1955	38.0051	39.9055	41.9007
Police Range/Equipment Technician	N	C	29	2917	6,683.08	7,017.23	7,368.10	7,736.50	8,123.31	3,084.50	3,238.72	3,400.66	3,570.69	3,749.22	38.5562	40.4840	42.5082	44.6336	46.8653
Police Records Specialist	N	C	29	2904	4,977.90	5,226.78	5,488.08	5,762.49	6,050.59	2,297.49	2,412.36	2,532.96	2,659.61	2,792.58	28.7186	30.1545	31.6620	33.2451	34.9073
Police Records Supervisor	N	C	29	2914	5,975.10	6,273.89	6,587.56	6,916.95	7,262.80	2,757.74	2,895.64	3,040.41	3,192.44	3,352.06	34.4718	36.1955	38.0051	39.9055	41.9007
Police Sergeant	7	C	24	2401	11,044.89	11,597.13	12,177.01	12,785.85	13,425.17	5,097.64	5,352.52	5,620.16	5,901.16	6,196.23	63.7205	66.9065	70.2520	73.7645	77.4529
Police Services Coordinator	N	C	29	2916	5,274.69	5,538.39	5,815.33	6,106.08	6,411.36	2,434.47	2,556.18	2,684.00	2,818.19	2,959.09	30.4309	31.9522	33.5500	35.2274	36.9886
Police Services Specialist	N	C	29	2915	4,519.04	4,744.96	4,982.23	5,231.31	5,492.89	2,085.71	2,189.98	2,299.49	2,414.45	2,535.18	26.0714	27.3747	28.7436	30.1806	31.6898
Police Technician	N	C	29	2909	4,773.90	5,012.58	5,263.20	5,526.41	5,802.70	2,203.34	2,313.50	2,429.17	2,550.65	2,678.17	27.5417	28.9188	30.3646	31.8831	33.4771
Public Safety Dispatcher I	N	U	29	2910	5,687.20	5,971.46	6,270.10	6,583.59	6,912.73	2,624.86	2,756.06	2,893.89	3,038.58	3,190.49	32.8107	34.4508	36.1736	37.9822	39.8811
Public Safety Dispatcher II	N	C	29	2911	5,977.44	6,276.25	6,590.09	6,919.64	7,265.64	2,758.82	2,896.73	3,041.58	3,193.68	3,353.37	34.4852	36.2091	38.0198	39.9210	41.9171
Public Safety Dispatcher III	N	C	29	2912	6,605.00	6,935.33	7,282.06	7,646.12	8,028.48	3,048.46	3,200.92	3,360.95	3,528.98	3,705.45	38.1058	40.0115	42.0119	44.1123	46.3181
Public Safety Dispatch Supervisor	N	C	29	2913	8,057.77	8,460.62	8,883.68	9,327.87	9,794.24	3,718.97	3,904.90	4,100.16	4,305.17	4,520.42	46.4871	48.8112	51.2520	53.8146	56.5052

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
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	9,221.90					11,209.32	4,256.26				5,173.53	53.2033	64.6691		
Administrative Supervisor	E	U	04	4001	7,037.85					8,554.50	3,248.24				3,948.23	40.6030	49.3529		
Administrative/Clerical Supervisor	E	U	04	4000	6,176.84					7,507.98	2,850.85				3,465.22	35.6356	43.3152		
Airport Business Development Supervisor	E	U	04	4067	8,050.53					9,785.49	3,715.63				4,516.38	46.4454	56.4548		
Airport Maintenance Supervisor	E	U	04	4003	8,095.40					9,840.00	3,736.34				4,541.54	46.7042	56.7693		
Airport Operations Supervisor	E	U	04	4004	7,695.07					9,353.41	3,551.57				4,316.96	44.3946	53.9620		
Airport Patrol Supervisor	E	U	04	4005	10,805.45					13,134.05	4,987.13				6,061.87	62.3391	75.7734		
Billing Supervisor	E	U	04	4008	7,173.79					8,719.75	3,310.98				4,024.50	41.3873	50.3063		
Building and Safety Supervisor	E	U	04	4009	10,876.58					13,220.59	5,019.96				6,101.81	62.7495	76.2726		
Capital Projects Supervisor	E	U	04	4073	9,350.23					11,365.25	4,315.49				5,245.50	53.9436	65.5687		
City TV Production Supervisor	E	U	04	4022	8,347.86					10,146.89	3,852.86				4,683.18	48.1608	58.5397		
Creeks Supervisor	E	U	04	4023	9,344.10					11,357.80	4,312.66				5,242.06	53.9082	65.5258		
Custodial Supervisor	E	U	04	4014	5,819.60					7,073.78	2,685.97				3,264.82	33.5746	40.8102		
Department Systems Supervisor	E	U	04	4077	10,537.87					12,808.81	4,863.63				5,911.76	60.7954	73.8970		
Electronics/Communication Supervisor	E	U	04	4016	8,095.38					9,840.03	3,736.33				4,541.55	46.7041	56.7694		
Environmental Services Supervisor	E	U	04	4017	9,492.99					11,538.78	4,381.38				5,325.59	54.7673	66.5699		
Facilities Maintenance Superintendent	E	U	04	4018	9,724.69					11,820.42	4,488.32				5,455.58	56.1040	68.1948		
Facilities Maintenance Supervisor	E	U	04	4019	7,616.31					9,257.71	3,515.22				4,272.79	43.9403	53.4099		
Finance Supervisor	E	U	04	4020	9,221.90					11,209.32	4,256.26				5,173.53	53.2033	64.6691		
Fleet Services Supervisor	E	U	04	4007	8,052.42					9,787.74	3,716.50				4,517.42	46.4562	56.4677		
Fleet Services Superintendent	E	U	04	4078	9,724.69					11,820.42	4,488.32				5,455.58	56.1040	68.1948		
Harbor Patrol Supervisor	E	U	04	4024	9,691.00					11,779.50	4,472.77				5,436.69	55.9096	67.9586		
Information Technology Supervisor	E	U	04	4027	10,537.87					12,808.81	4,863.63				5,911.76	60.7954	73.8970		
Laboratory Supervisor	E	U	04	4028	10,123.14					12,304.72	4,672.22				5,679.10	58.4027	70.9888		
Library Circulation Supervisor	E	U	04	4029	5,839.17					7,097.52	2,695.00				3,275.78	33.6875	40.9472		
Maintenance Supervisor I	E	U	04	4030	6,758.92					8,215.50	3,119.50				3,791.77	38.9937	47.3971		
Maintenance Supervisor II	E	U	04	4031	7,430.71					9,032.10	3,429.56				4,168.66	42.8695	52.1082		
Marketing Supervisor	E	U	04	4070	8,013.81					9,740.86	3,698.68				4,495.78	46.2335	56.1973		
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,007.54					8,517.73	3,234.25				3,931.26	40.4281	49.1407		
Parking Supervisor	E	U	04	4034	7,737.32					9,404.81	3,571.07				4,340.68	44.6384	54.2585		
Parking/TMP Superintendent	E	U	04	4035	9,630.86					11,706.37	4,445.01				5,402.94	55.5626	67.5368		
Parks Superintendent	E	U	04	4068	7,843.40					9,533.66	3,620.03				4,400.15	45.2504	55.0019		
Parks Supervisor	E	U	04	4033	6,790.83					8,254.29	3,134.23				3,809.67	39.1779	47.6209		
Purchasing Supervisor	E	U	04	4036	8,090.46					9,834.02	3,734.06				4,538.78	46.6757	56.7347		
Recreation Supervisor I	E	U	04	4037	7,287.84					8,858.42	3,363.62				4,088.50	42.0452	51.1063		
Rental Housing Mediation Supervisor	E	U	04	4074	8,630.22					10,490.07	3,983.18				4,841.57	49.7897	60.5196		
Senior Librarian	E	U	04	4038	7,391.15					8,983.93	3,411.30				4,146.43	42.6412	51.8304		
Senior Planner I	E	U	04	4039	9,351.98					11,367.42	4,316.30				5,246.50	53.9538	65.5813		
Senior Planner II	E	U	04	4040	9,830.25					11,948.73	4,537.04				5,514.80	56.7130	68.9350		
Senior Recreation Supervisor	E	U	04	4041	8,073.37					9,813.22	3,726.17				4,529.18	46.5771	56.6148		
Street Tree Supervisor	E	U	04	4042	6,790.83					8,254.29	3,134.23				3,809.67	39.1779	47.6209		
Streets Maintenance Superintendent	E	U	04	4076	9,724.69					11,820.42	4,488.32				5,455.58	56.1040	68.1948		
Supervising Engineer	E	U	04	4043	11,576.44					14,071.24	5,342.97				6,494.42	66.7871	81.1803		
Supervising Librarian	E	U	04	4044	8,125.82					9,876.92	3,750.38				4,558.58	46.8798	56.9823		
Supervising Park Ranger	E	U	04	4075	7,524.62					9,146.15	3,472.90				4,221.30	43.4112	52.7663		
Supervising Transportation Engineer	E	U	04	4047	11,576.44					14,071.24	5,342.97				6,494.42	66.7871	81.1803		
Supervising Transportation Planner	E	U	04	4046	9,344.10					11,357.80	4,312.66				5,242.06	53.9082	65.5258		
Treatment Plant Technician Supervisor	E	U	04	4049	10,123.14					12,304.72	4,672.22				5,679.10	58.4027	70.9888		
Urban Forest Superintendent	E	U	04	4050	8,636.31					10,497.46	3,985.99				4,844.98	49.8249	60.5622		
Wastewater Collection System Superintendent	E	U	04	4053	11,641.28					14,150.11	5,372.90				6,530.82	67.1613	81.6353		
Wastewater Collection System Supervisor	E	U	04	4052	9,110.81					11,074.31	4,204.99				5,111.22	52.5624	63.8902		
Wastewater Treatment Superintendent	E	U	04	4054	11,641.28					14,150.11	5,372.90				6,530.82	67.1613	81.6353		
Wastewater Treatment Supervisor	E	U	04	4055	10,122.56					12,304.07	4,671.95				5,678.80	58.3994	70.9850		
Water Distribution Superintendent	E	U	04	4059	11,641.28					14,150.11	5,372.90				6,530.82	67.1613	81.6353		
Water Distribution Supervisor	E	U	04	4060	10,123.14					12,304.72	4,672.22				5,679.10	58.4027	70.9888		

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	11,641.28				14,150.11	5,372.90				6,530.82
Water Service Superintendent	E	U	04	4072	11,641.28				14,150.11	5,372.90				6,530.82	67,1613				81,6353
Water Services Supervisor	E	U	04	4071	9,702.23				11,793.15	4,477.95				5,442.99	55,9744				68,0374
Water Treatment Superintendent	E	U	04	4057	11,641.28				14,150.11	5,372.90				6,530.82	67,1613				81,6353
Water Treatment Supervisor	E	U	04	4058	10,123.14				12,304.72	4,672.22				5,679.10	58,4027				70,9888
Waterfront Maintenance Superintendent	E	U	04	4062	8,545.31				10,386.94	3,943.99				4,793.97	49,2999				59,9246
Waterfront Parking Supervisor	E	U	04	4061	7,802.28				9,483.72	3,601.05				4,377.10	45,0131				54,7137
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	8,219.23				9,990.59	3,793.49				4,611.04	47,4186				57,6380
Information Technology Supervisor*	E	U	05	5001	10,537.87				12,808.81	4,863.63				5,911.76	60,7954				73,8970
Payroll and A/P Supervisor*	E	U	05	5005	9,221.90				11,209.32	4,256.26				5,173.53	53,2033				64,6691
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	6,003.27	6,303.46	6,618.58	6,949.52	7,297.03	2,770.74	2,909.29	3,054.73	3,207.47	3,367.86	34,6342	36,3661	38,1841	40,0934	42,0982
Airport Operations Specialist Trainee	N	U	19	1962	4,802.61	5,042.81	5,294.86	5,559.82	5,837.63	2,216.59	2,327.45	2,443.78	2,565.98	2,694.29	27,7074	29,0931	30,5473	32,0747	33,6786
Airport Patrol Officer	N	C	19	1901	8,583.68	9,012.79	9,463.50	9,936.64	10,433.43	3,961.70	4,159.75	4,367.77	4,586.14	4,815.43	49,5212	51,9969	54,5971	57,3267	60,1929
Airport Patrol Officer II	N	C	19	1903	9,396.44	9,866.26	10,359.57	10,877.49	11,421.41	4,336.82	4,553.66	4,781.34	5,020.38	5,271.42	54,2103	56,9208	59,7668	62,7547	65,8928
Airport Patrol Officer-Trainee	N	U	19	1902	6,866.90	7,210.23	7,570.81	7,949.31	8,346.74	3,169.34	3,327.80	3,494.22	3,668.91	3,852.34	39,6168	41,5975	43,6777	45,8614	48,1543
Control Systems Operator Specialist I	N	C	19	1904	7,238.18	7,600.06	7,980.07	8,379.04	8,797.99	3,340.70	3,507.72	3,683.11	3,867.25	4,060.61	41,7587	43,8465	46,0389	48,3406	50,7576
Control Systems Operator Specialist II	N	C	19	1905	8,040.07	8,442.09	8,864.20	9,307.44	9,772.75	3,710.80	3,896.35	4,091.17	4,295.74	4,510.50	46,3850	48,7044	51,1396	53,6967	56,3813
Cross Connection Specialist	N	C	19	1939	7,095.18	7,449.91	7,822.40	8,213.55	8,624.22	3,274.70	3,438.42	3,610.34	3,790.87	3,980.41	40,9338	42,9802	45,1292	47,3859	49,7551
Harbor Patrol Officer	N	C	19	1906	8,137.00	8,543.86	8,971.06	9,419.61	9,890.62	3,755.54	3,943.32	4,140.49	4,347.51	4,564.90	46,9442	49,2915	51,7561	54,3439	57,0612
Harbor Patrol Officer - Entry	N	C	19	1907	7,303.57	7,668.74	8,052.14	8,454.75	8,877.44	3,370.88	3,539.42	3,716.37	3,902.19	4,097.28	42,1360	44,2428	46,4546	48,7774	51,2160
Laboratory Analyst Coordinator	N	C	19	1911	7,816.94	8,207.75	8,618.16	9,049.06	9,501.51	3,607.82	3,788.19	3,977.61	4,176.49	4,385.31	45,0977	47,3524	49,7201	52,2061	54,8164
Laboratory Analyst I	N	C	19	1909	6,435.65	6,757.53	7,095.42	7,450.15	7,822.66	2,970.30	3,118.86	3,274.81	3,438.53	3,610.46	37,1288	38,9857	40,9351	42,9816	45,1307
Laboratory Analyst II	N	C	19	1910	7,141.92	7,498.99	7,873.97	8,267.65	8,681.08	3,296.27	3,461.07	3,634.14	3,815.84	4,006.65	41,2034	43,2634	45,4268	47,6980	50,0831
Lead Park Ranger	N	C	19	1955	7,197.62	7,557.46	7,935.37	8,332.13	8,748.70	3,321.98	3,488.06	3,662.48	3,845.60	4,037.86	41,5248	43,6007	45,7810	48,0700	50,4733
Lead Water Meter Technician	N	C	19	1963	6,901.07	7,246.16	7,608.49	7,988.89	8,388.36	3,185.11	3,344.38	3,511.61	3,687.18	3,871.55	39,8139	41,8048	43,8951	46,0897	48,3944
Meter Reader/Water Distribution OIT	N	C	19	1913	4,643.82	4,876.00	5,119.83	5,375.80	5,644.58	2,143.30	2,250.46	2,363.00	2,481.14	2,605.19	26,7912	28,1307	29,5375	31,0142	32,5649
Park Ranger	N	C	19	1914	6,543.29	6,870.41	7,213.98	7,574.65	7,953.36	3,019.98	3,170.96	3,329.53	3,495.99	3,670.78	37,7497	39,6370	41,6191	43,6999	45,8848
Reclamation Specialist	N	C	19	1924	5,392.96	5,662.58	5,945.72	6,242.99	6,555.19	2,489.06	2,613.50	2,744.18	2,881.38	3,025.47	31,1132	32,6688	34,3022	36,0172	37,8184
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	6,261.08	6,574.12	6,902.81	7,247.98	7,610.37	2,889.73	3,034.21	3,185.91	3,345.22	3,512.48	36,1216	37,9276	39,8239	41,8153	43,9060
Senior Airport Operations Specialist	N	C	19	1916	6,691.56	7,026.11	7,377.46	7,746.33	8,133.60	3,088.41	3,242.82	3,404.98	3,575.23	3,753.97	38,6051	40,5353	42,5622	44,6904	46,9246
Senior Control Systems Operator Specialist	N	C	19	1917	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	50,7862	53,3257	55,9921	58,7917	61,7310
Senior Cross Connection Specialist	E	C	19	1959	7,430.24	7,801.76	8,191.76	8,601.45	9,031.49	3,429.34	3,600.81	3,780.81	3,969.90	4,168.38	42,8668	45,0101	47,2601	49,6237	52,1048
Senior Treatment Plant Technician	N	C	19	1918	7,094.12	7,448.87	7,821.28	8,212.34	8,622.94	3,274.21	3,437.94	3,609.82	3,790.31	3,979.82	40,9276	42,9742	45,1228	47,3789	49,7477
Senior Wastewater Collection System Operator	N	C	19	1919	6,374.51	6,693.27	7,027.93	7,379.30	7,748.30	2,942.08	3,089.20	3,243.66	3,405.83	3,576.14	36,7760	38,6150	40,5458	42,5729	44,7017
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	8,209.59	8,620.08	9,051.06	9,503.65	9,978.84	3,789.04	3,978.50	4,177.41	4,386.30	4,605.62	47,3630	49,7312	52,2176	54,8287	57,5702
Senior Wastewater Treatment Plant Operator	N	C	19	1921	8,362.34	8,780.46	9,219.47	9,680.45	10,164.48	3,859.54	4,052.52	4,255.14	4,467.90	4,691.30	48,2443	50,6565	53,1892	55,8487	58,6412
Senior Water Distribution Operator	N	C	19	1920	6,014.28	6,315.01	6,630.74	6,962.28	7,310.42	2,775.82	2,914.62	3,060.34	3,213.36	3,374.04	34,6978	36,4328	38,2542	40,1670	42,1755
Treatment Plant Technician	N	C	19	1923	6,452.72	6,775.34	7,114.14	7,469.84	7,843.33	2,978.18	3,127.08	3,283.45	3,447.62	3,620.00	37,2272	39,0885	41,0431	43,0952	45,2500
Wastewater Collection System Lead Operator	N	C	19	1927	6,809.83	7,150.35	7,507.80	7,883.24	8,277.34	3,143.00	3,300.16	3,465.14	3,638.42	3,820.31	39,2875	41,2520	43,3143	45,4802	47,7539
Wastewater Collection System Operator I	N	C	19	1925	5,075.92	5,329.70	5,596.18	5,876.02	6,169.82	2,342.73	2,459.86	2,582.85	2,712.01	2,847.61	29,2841	30,7483	32,2856	33,9001	35,5951
Wastewater Collection System Operator II	N	C	19	1926	5,579.38	5,858.32	6,151.30	6,458.88	6,781.80	2,575.10	2,703.84	2,839.06	2,981.02	3,130.06	32,1888	33,7980	35,4883	37,2627	39,1257
Wastewater Collection System Operator Technician I	N	C	19	1929	6,078.54	6,382.46	6,701.63	7,036.68	7,388.53	2,805.48	2,945.75	3,093.06	3,247.70	3,410.09	35,0685	36,8219	38,6633	40,5962	42,6261
Wastewater Collection System Project Coordinator	N	C	19	1954	7,311.50	7,677.06	8,060.91	8,463.98	8,887.19	3,374.54	3,543.26	3,720.42	3,906.45	4,101.78	42,1817	44,2908	46,5053	48,8306	51,2722
Wastewater Compliance Specialist	N	C	19	1953	6,133.66	6,440.33	6,762.36	7,100.47	7,455.54	2,830.92	2,972.46	3,121.09	3,277.14	3,441.02	35,3865	37,1558	39,0136	40,9643	43,0127
Wastewater Treatment Plant Chief Operator	N	C	19	1932	8,802.47	9,242.61	9,704.74	10,189.96	10,699.43	4,062.68	4,265.82	4,479.11	4,703.06	4,938.20	50,7835	53,3228	55,9889	58,7883	61,7275
Wastewater Treatment Plant OIT	N	U	19	1931	5,485.70	5,759.91	6,047.95	6,350.35	6,667.85	2,531.86	2,658.42	2,791.36	2,930.93	3,077.47	31,6482	33,2303	34,8920	36,6366	38,4684
Wastewater Treatment Plant Operator I	N	C	19	1933	6,555.88	6,883.63	7,227.87	7,589.25	7,968.72	3,025.79	3,177.06	3,335.94	3,502.73	3,677.87	37,8224	39,7133	41,6993	43,7841	45,9734
Wastewater Treatment Plant Operator II	N	C	19	1934	6,901.07	7,246.16	7,608.49	7,988.89	8,388.36	3,185.11	3,344.38	3,511.61	3,687.18	3,871.55	39,8139	41,8048	43,8951	46,0897	48,3944
Wastewater Treatment Plant Operator III	N	C	19	1935	7,658.08	8,041.06	8,443.05	8,865.18	9,308.46	3,534.50	3,711.26	3,896.79	4,091.62	4,296.21	44,1813	46,3907	48,7099	51,1452	53,7026
Water Distribution Chief Operator	N	C	19	1957	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	50,7862	53,3257	55,9921	58,7917	61,7310

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 Equipment Operator	N	C	19	1930	6,261.08	6,574.12	6,902.81	7,247.98	7,610.37	2,889.73	3,034.21	3,185.91	3,345.22	3,512.48	36.1216	37.9276	39.8239	41.8153	43.9060
Water Distribution Lead Operator	N	C	19	1937	6,612.13	6,942.74	7,289.84	7,654.36	8,037.08	3,051.75	3,204.34	3,364.54	3,532.78	3,709.42	38.1469	40.0542	42.0567	44.1597	46.3677
Water Distribution Lead Operator Technician	N	C	19	1938	7,310.68	7,676.20	8,060.04	8,463.04	8,886.17	3,374.16	3,542.86	3,720.02	3,906.02	4,101.31	42.1770	44.2858	46.5003	48.8253	51.2664
Water Distribution OIT	N	U	19	1941	4,439.02	4,660.98	4,894.00	5,138.68	5,395.61	2,048.78	2,151.22	2,258.77	2,371.70	2,490.28	25.6097	26.8902	28.2346	29.6463	31.1285
Water Distribution Operator I	N	C	19	1945	4,928.08	5,174.48	5,433.20	5,704.86	5,990.10	2,274.50	2,388.22	2,507.63	2,633.01	2,764.66	28.4313	29.8527	31.3454	32.9126	34.5582
Water Distribution Operator II	N	C	19	1947	5,470.53	5,744.05	6,031.26	6,332.78	6,649.41	2,524.86	2,651.10	2,783.66	2,922.82	3,068.96	31.5607	33.1388	34.7957	36.5353	38.3620
Water Distribution Operator Technician OIT	N	U	19	1936	5,318.95	5,584.93	5,864.21	6,157.36	6,465.20	2,454.90	2,577.66	2,706.56	2,841.86	2,983.94	30.6863	32.2208	33.8320	35.5232	37.2993
Water Distribution Operator Technician I	N	C	19	1948	6,018.35	6,319.26	6,635.27	6,967.00	7,315.34	2,777.70	2,916.58	3,062.43	3,215.54	3,376.31	34.7213	36.4573	38.2804	40.1942	42.2039
Water Distribution Operator Technician II	N	C	19	1949	6,616.68	6,947.42	7,294.84	7,659.60	8,042.58	3,053.85	3,206.50	3,366.85	3,535.20	3,711.96	38.1731	40.0813	42.0856	44.1900	46.3995
Water Distribution Operator/Emergency Services	N	C	19	1950	6,612.13	6,942.74	7,289.84	7,654.36	8,037.08	3,051.75	3,204.34	3,364.54	3,532.78	3,709.42	38.1469	40.0542	42.0567	44.1597	46.3677
Water Distribution Project Coordinator	N	C	19	1956	7,311.50	7,677.06	8,060.91	8,463.98	8,887.19	3,374.54	3,543.26	3,720.42	3,906.45	4,101.78	42.1817	44.2908	46.5053	48.8306	51.2722
Water Meter Technician I	N	C	19	1960	5,318.95	5,584.93	5,864.21	6,157.36	6,465.20	2,454.90	2,577.66	2,706.56	2,841.86	2,983.94	30.6863	32.2208	33.8320	35.5232	37.2993
Water Meter Technician II	N	C	19	1961	6,018.35	6,319.26	6,635.27	6,967.00	7,315.34	2,777.70	2,916.58	3,062.43	3,215.54	3,376.31	34.7213	36.4573	38.2804	40.1942	42.2039
Water Treatment Chief Operator	N	C	19	1940	8,802.95	9,243.13	9,705.30	10,190.57	10,700.04	4,062.90	4,266.06	4,479.37	4,703.34	4,938.48	50.7862	53.3257	55.9921	58.7917	61.7310
Water Treatment Plant OIT	N	U	19	1942	5,485.85	5,760.04	6,048.12	6,350.50	6,668.03	2,531.93	2,658.48	2,791.44	2,931.00	3,077.55	31.6491	33.2310	34.8930	36.6375	38.4694
Water Treatment Plant Operator II	N	C	19	1944	6,901.12	7,246.16	7,608.49	7,988.89	8,388.34	3,185.13	3,344.38	3,511.61	3,687.18	3,871.54	39.8141	41.8047	43.8951	46.0898	48.3943
Water Treatment Plant Operator III	N	C	19	1946	7,657.74	8,040.65	8,442.68	8,864.77	9,308.02	3,534.34	3,711.07	3,896.62	4,091.43	4,296.01	44.1792	46.3884	48.7077	51.1429	53.7001
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	7,997.38	8,397.22	8,817.08	9,257.97	9,720.82	3,691.10	3,875.64	4,069.42	4,272.91	4,486.53	46.1387	48.4455	50.8677	53.4114	56.0816

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 7/01/2023
Revised 5/21/2024

Hourly Assignment to "Regular" Classes			
01 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7332	N/A	Assistant City Attorney IV	\$88.0732 - \$107.0537
7334	N/A	Assistant City Attorney III	\$80.0666 - \$97.3215
7456	N/A	Assistant City Attorney V	\$98.5097 - \$119.7396
7335	N/A	Deputy City Attorney	\$51.6224 - \$62.7473
02 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7446	N/A	Airport Operations Manager	\$62.7068 - \$76.2205
7449	N/A	Airport Properties Manager	\$62.7068 - \$76.2205
7336	N/A	Creeks Restoration/Clean Water Manager	\$61.9959 - \$75.3563
7333	N/A	Facilities & Energy Manager	\$63.9883 - \$77.7782
7337	N/A	Library Services Manager	\$55.6326 - \$67.6219
7340	N/A	Parks and Recreation Business Manager	\$59.0639 - \$71.7925
7447	N/A	Principal Project Manager	\$77.8642 - \$94.6447
7341	N/A	Streets Manager	\$58.4775 - \$71.0798
7338	N/A	Transportation Manager	\$68.5968 - \$83.3798
04 Supervisors			
MUNIS 17	MUNIS 18		Range
7454	N/A	Accounting Supervisor	\$53.2033 - \$64.6691
7448	N/A	Airport Patrol Supervisor	\$62.3391 - \$75.7734
7342	N/A	Custodial Supervisor	\$33.5746 - \$40.8102
7343	N/A	Facilities Maintenance Supervisor	\$43.9403 - \$53.4099
7344	N/A	Parking/TMP Superintendent	\$55.5626 - \$67.5368
7345	N/A	Parks Supervisor	\$39.1779 - \$47.6209
7346	N/A	Senior Librarian	\$42.6412 - \$51.8304
7347	N/A	Water Treatment Superintendent	\$67.1613 - \$81.6353
14 General			
MUNIS 17	MUNIS 18		Range
7013	8008	Accountant II	\$39.5542
7074	8062	Accounting Assistant	\$30.9780
7103	8090	Accounting Coordinator	\$35.7987
7003	8001	Accounting Technician	\$32.5622
7000	N/A	Administrative Analyst I	\$44.3620
7001	N/A	Administrative Analyst II	\$50.7565
7002	8000	Administrative Assistant	\$36.3384
7065	8053	Administrative Specialist	\$28.2987
7011	8006	Airport Security Aide	\$21.9579
7004	8002	Assistant Parking Coordinator	\$28.3180
7007	8004	Assistant Planner	\$41.5767
7010	N/A	Assistant Transportation Planner	\$41.5767
7008	8005	Associate Planner	\$45.0306
7009	8301	Associate Transportation Planner	\$45.0306
7062	8050	Automotive/Equipment Tech	\$34.0571
7012	8007	Automotive Service Writer	\$39.5542
7014	8009	Budget Technician	\$34.2275
7015	8010	Building Inspector	\$42.0319
7387	8307	Building Permit Tech	\$34.4298
7016	8011	Buyer II	\$37.9758
7017	8012	Carpenter	\$34.9693
7039	8031	City TV Production Assistant	\$29.4706
7040	8032	City TV Production Specialist	\$42.2305
7018	8013	Code Enforcement Officer	\$37.2560
7079	8067	Commission Secretary	\$30.1384
7020	N/A	Communications Specialist	\$34.5705
7019	8014	Community Development Programs Specialist	\$40.7555
7026	8020	Computer Training Coordinator	\$45.8923
7027	8021	Creeks Outreach Coordinator	\$39.3573
7025	8019	Custodian	\$24.2612
7389	8308	Deputy City Clerk	\$33.2998
7028	8022	Electrician	\$37.1264
7029	8023	Electronics/Communications Technician I	\$35.4553
7031	8025	Engineering Technician I	\$31.8555
7032	8026	Engineering Technician II	\$35.0218
7386	N/A	Environmental Services Specialist II	\$49.0152
7030	8024	Equipment Operator	\$28.5303
7034	N/A	Executive Assistant	\$31.6796
7038	N/A	Executive Assistant to Mayor/Council	\$33.2998
7036	8029	Fire Public Education Coordinator	\$39.3573
7414	8323	Fleet Services Technician I	\$34.0571
7415	8324	Fleet Services Technician II	\$37.6295
7037	8030	Geographic Information Systems Technician	\$39.7518
7457	8359	Geographic Information Systems Analyst	\$46.7642
7021	8015	Graphic Designer	\$42.4146
7043	8035	Grounds Maintenance Crew Leader	\$32.1581
7044	8036	Grounds Maintenance Worker I	\$25.4381

Hourly Rate Classes

Effective 7/01/2023
Revised 5/21/2024

Hourly Assignment to "Regular" Classes			
MUNIS 17	MUNIS 18		Hourly Rate
7045	8037	Grounds Maintenance Worker II	\$28.5303
7046	8038	Heavy Equipment Tech	\$37.6295
7047	8039	Housing Programs Specialist	\$45.0306
7411	8322	Housing Project Planner	\$48.2871
7048	N/A	Human Resources Analyst II	\$50.7565
7416	8325	Human Resources Technician	\$37.4424
7023	8017	Information Technology Technician I	\$31.4451
7024	8018	Information Technology Technician II	\$34.2275
7049	N/A	Law Clerk	\$34.8283
7050	N/A	Legal Administrative Assistant I	\$29.8390
7051	N/A	Legal Administrative Assistant II	\$36.0656
7052	8040	Librarian I	\$34.4403
7053	8041	Librarian II	\$37.8637
7054	8042	Library Assistant I	\$25.8127
7055	8043	Library Assistant II	\$26.8635
7057	8045	Library Systems Technician I	\$31.4451
7056	8044	Library Technician	\$28.6627
7005	N/A	Litigation Paralegal	\$36.7926
7058	8046	Mail Services Specialist	\$21.9579
7061	8049	Maintenance Crew Leader	\$33.7202
7059	8047	Maintenance Worker I	\$24.2612
7060	8048	Maintenance Worker II	\$28.6019
7417	8326	Marketing Coordinator	\$42.4146
7022	8016	Network Analyst	\$46.7642
7063	8051	Office Specialist I	\$22.5122
7064	8052	Office Specialist II	\$24.7502
7067	8055	Outreach Coordinator	\$39.3573
7066	8054	Painter	\$33.8267
7068	8056	Parking Coordinator	\$36.1577
7072	8060	Planning Technician I	\$34.5705
7071	8059	Planning Technician II	\$37.4424
7073	8061	Plumber	\$35.8523
7070	8058	Project Engineer I	\$49.4891
7075	8063	Project Engineer II	\$54.4082
7077	8065	Project Planner	\$48.2871
7078	8066	Public Works Inspector I	\$36.6102
7397	8310	Real Property Agent	\$44.8066
7080	8068	Records Technician	\$28.6019
7382	8306	Recreation Coordinator	\$33.7766
7082	8070	Recreation Program Leader	\$23.9006
7083	8071	Recreation Specialist	\$27.9449
7081	8069	Recycling Educator	\$34.2275
7084	8072	Rental Housing Mediation Specialist	\$37.0707
7085	N/A	Risk Analyst II	\$50.7565
7091	8078	Senior Commission Secretary	\$33.2998
7086	8073	Senior Custodian	\$25.6293
7035	8028	Senior Electronics/Communications Technician	\$41.7988
7033	8027	Senior Engineering Technician	\$39.8712
7087	8074	Senior Grounds Maintenance Worker	\$29.6917
7088	8075	Senior Library Technician	\$31.3551
7089	8076	Senior Maintenance Worker	\$32.0798
7076	8064	Senior Network/Applications Analyst	\$50.4769
7455	8358	Senior Plan Check Engineer	\$56.1593
7380	8303	Senior Plans Examiner	\$50.8279
7090	8077	Senior Real Property Agent	\$51.5216
7092	8079	Stock Clerk	\$25.2488
7094	8081	Survey Technician I	\$31.7602
7093	8080	Survey Technician II	\$34.5705
7096	8083	Traffic Technician I	\$31.4451
7097	8084	Traffic Technician II	\$34.5705
7100	8087	Transportation Engineering Associate	\$45.7091
7098	8085	Tree Trimmer I	\$26.0159
7099	8086	Tree Trimmer II	\$29.1780
7101	8088	Vehicle Services Assistant	\$25.7576
7104	8091	Water Resources Specialist	\$43.7033
7379	8304	Water Resources Technician	\$34.2275
7102	8089	Welder/Fabricator	\$34.4500

Hourly Rate Classes

Effective 7/01/2023
Revised 5/21/2024

Hourly Assignment to "Regular" Classes			
19 SBCEA Treatment & Patrol			
MUNIS 17	MUNIS 18		Range
7006	8003	Airport Operations Specialist	\$34.6342
7348	8283	Airport Patrol Officer	\$49.5212
7452	8356	Airport Patrol Officer II	\$54.2103
7352	8287	Harbor Patrol Officer	\$46.9442
7354	8289	Lab Analyst I	\$37.1288
7069	8057	Park Ranger	\$37.7497
7356	8291	Treatment Plant Technician	\$37.2272
7349	8284	Wastewater Treatment Plant OIT	\$31.6482
7350	8285	Wastewater Treatment Plant Operator III	\$44.1813
7351	8286	Water Distribution Operator Technician II	\$38.1731
7458	8360	Water Meter Technician II	\$34.7213
7355	8290	Water Treatment Plant OIT	\$31.6491
7353	8288	Water Treatment Plant Operator II	\$39.8141
7450	8354	Water Treatment Plant Operator III	\$44.1792
21 Police Chief			
MUNIS 17	MUNIS 18		Range
7390	N/A	Police Chief	\$112.5941 - \$136.8592
23 Police Management			
MUNIS 17	MUNIS 18		Range
7357	N/A	Police Lieutenant	\$78.1240 - \$94.9602
24 Police Sworn			
MUNIS 17	MUNIS 18		Range
7359	N/A	Police Officer	\$49.4096
7361	N/A	Police Officer- Entry	\$46.7718
29 Police Non-Sworn			
MUNIS 17	MUNIS 18		Range
7388	N/A	EMD Dispatcher	\$44.0130
7395	N/A	Identification Technician	\$41.4583
7360	N/A	Parking Enforcement Officer	\$28.9188
7358	N/A	Public Safety Dispatcher II	\$34.4852
7362	N/A	Police Property/Evidence Assistant	\$29.2402
7391	N/A	Police Property/Evidence Technician	\$34.4718
7363	N/A	Police Records Specialist	\$28.7186
7364	N/A	Police Technician	\$27.5417
39 Fire Non-Sworn			
MUNIS 17	MUNIS 18		Range
7432	N/A	Fire Inspector II	\$46.3617

Hourly Rate Classes

Effective 7/01/2023
Revised 5/21/2024

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7461	8363	Administrative Investigator	Human Resources	\$65.30
7220	N/A	Airport Marketing Assistant	Airport	\$16.95
7219	8205	Airport Operations Intern	Airport	\$16.00
7394	8309	Airport Services Coordinator	Airport	\$33.44
7221	8206	Airport Traffic Aide	Airport	\$16.00
7218	8204	Alternative Transportation Planner	Public Works	\$41.26
7396	N/A	ARCON Instructor	Police	\$48.87
7225	N/A	Assistant PAL Coordinator I	Police	\$16.00
7222	N/A	Assistant PAL Coordinator II	Police	\$18.78
7224	8207	Assistant Park Planner	Parks & Recreation	\$24.16
7223	N/A	Assistant to Council I	City Council	\$16.00
7270	N/A	Assistant to Council II	City Council	\$16.41
7271	N/A	Assistant to Council III	City Council	\$18.78
7226	8208	Automotive Parts Aide	Public Works	\$19.76
7227	N/A	Background Investigator	Police	\$48.87
7145	8132	Beach Lifeguard I	Parks & Recreation	\$23.53
7146	8133	Beach Lifeguard II	Parks & Recreation	\$24.71
7147	8134	Beach Lifeguard III	Parks & Recreation	\$25.94
7228	8209	Cannoneer	Waterfront	\$23.07
7229	N/A	CAO Special Projects Manager	CAO	\$58.86
7240	N/A	CAO Intern	CAO	\$16.00
7243	N/A	City Council Intern	City Council	\$16.00
7425	8334	City Programs Intern I	Various	\$16.40
7426	8335	City Programs Intern II	Various	\$18.58
7427	8336	City Programs Intern III	Various	\$20.76
7428	8337	City Programs Intern IV	Various	\$21.86
7429	8338	City Programs Intern V	Various	\$24.04
7430	8339	City Programs Intern VI	Various	\$25.14
7431	8340	City Programs Intern VII	Various	\$27.33
7253	8222	City TV Production Aid Lead	Admin Services	\$18.38
7251	8220	City TV Production Aide I	Admin Services	\$16.00
7252	8221	City TV Production Aide II	Admin Services	\$17.59
7250	8219	City TV Production Intern	Admin Services	\$16.00
7135	8122	Clerical Assistant	Various	\$16.00
7234	8211	Commercial Driver Trainer	Public Works	\$28.03
7217	N/A	Community Services Liaison	Police	\$18.03
7384	N/A	Community Services Officer	Police	\$24.00
7235	8212	Creeks Resources Technician	Parks & Recreation	\$27.48
7236	8213	Database Specialist	Public Works	\$21.53
7237	N/A	Development Manager	Library	\$35.08
7238	N/A	Dispatch Training Coordinator	Police	\$46.71
7239	8214	Diver	Waterfront	\$23.07
7399	8311	Downtown Ambassador I	Public Works	\$19.00
7400	8312	Downtown Ambassador II	Public Works	\$21.63
7451	8355	Downtown Ambassador III	Public Works	\$24.84
7413	N/A	Elections Advisor	Admin Services	\$110.86
7412	N/A	Elections Assistant	Admin Services	\$26.40
7392	N/A	EMD Auditor	Police	\$53.63
7275	N/A	EMS Nurse Educator	Fire	\$85.30
7245	8215	Extension Aide	Library	\$18.65
7246	N/A	Facilities Project Manager	Public Works	\$38.29
7436	8344	Facility Monitor I - Weekday	Parks & Recreation	\$22.35
7437	8345	Facility Monitor II - Weekday	Parks & Recreation	\$23.47
7438	8346	Facility Monitor III - Weekday	Parks & Recreation	\$24.64
7381	N/A	Financial Systems Analyst	Admin Services	\$53.86
7247	8216	Fire Public Education Assistant	Fire	\$16.77
7231	N/A	Fire Service Mutual Aide Specialist I	Fire	\$39.35
7232	N/A	Fire Service Mutual Aide Specialist II	Fire	\$54.28
7230	N/A	Fire Special Projects Manager	Fire	\$51.01
7248	8217	GIS Mapping Technician	Fire	\$19.76
7249	8218	Golf Course Maintenance Worker	Parks & Recreation	\$16.00
7254	8223	Grounds Maintenance Assistant I	Parks & Recreation	\$21.25
7255	8224	Grounds Maintenance Assistant II	Parks & Recreation	\$23.00
7306	8260	Harbor Patrol Crew I	Waterfront	\$16.00
7307	8261	Harbor Patrol Crew II	Waterfront	\$16.64
7308	8262	Harbor Patrol Crew III	Waterfront	\$17.47
7309	8263	Harbor Patrol Crew IV	Waterfront	\$18.30
7310	8264	Harbor Patrol Crew V	Waterfront	\$19.13
7311	8265	Harbor Patrol Crew VI	Waterfront	\$19.95
7312	8266	Harbor Patrol Crew VII	Waterfront	\$20.78
7313	8267	Harbor Patrol Crew VIII	Waterfront	\$21.60
7314	8268	Harbor Patrol Crew IX	Waterfront	\$22.43
7315	8269	Harbor Patrol Crew X	Waterfront	\$23.27
7316	8270	Harbor Patrol Crew XI	Waterfront	\$24.08

Hourly Rate Classes

Effective 7/01/2023
Revised 5/21/2024

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7187	8174	Head Beach Lifeguard I	Parks & Recreation	\$29.74
7188	8175	Head Beach Lifeguard II	Parks & Recreation	\$31.23
7189	8176	Head Beach Lifeguard III	Parks & Recreation	\$32.79
7296	N/A	Human Resources Specialist	Admin Services	\$27.61
7433	8341	Inclusion Specialist I	Parks & Recreation	\$23.91
7434	8342	Inclusion Specialist II	Parks & Recreation	\$25.11
7435	8343	Inclusion Specialist III	Parks & Recreation	\$26.36
7383	8305	Information Systems Intern	Admin Services	\$16.00
7256	N/A	Internal Affairs Investigator	Police	\$43.19
7105	8092	Job Apprentice I	Parks & Recreation	\$16.00
7151	8138	Junior Lifeguard Instructor I	Parks & Recreation	\$23.53
7152	8139	Junior Lifeguard Instructor II	Parks & Recreation	\$24.71
7153	8140	Junior Lifeguard Instructor III	Parks & Recreation	\$25.94
7192	8179	Junior Lifeguard Program Director I	Parks & Recreation	\$29.74
7193	8180	Junior Lifeguard Program Director II	Parks & Recreation	\$31.23
7194	8181	Junior Lifeguard Program Director III	Parks & Recreation	\$32.79
7257	8225	Library Building Monitor	Library	\$21.96
7280	8243	Library Volunteer Coordinator	Library	\$19.76
7262	8230	Lot Operator	Public Works	\$16.48
7265	8234	Management Intern	Various	\$16.00
7274	8239	Management Intern IV	Various	\$17.59
7268	8236	Marketing Assistant I	Airport	\$16.00
7269	8237	Marketing Assistant II	Airport	\$21.71
7272	N/A	Mayor's Aide	City Council	\$25.75
7330	8302	Meter Reader	Public Works	\$23.85
7279	8242	Page	Library	\$16.00
7281	N/A	Parking Citation Admin Review Officer	Police	\$45.13
7402	8313	Parking Coordinator Aide I	Various	\$18.03
7403	8314	Parking Coordinator Aide II	Various	\$20.09
7404	8315	Parking Coordinator Aide III	Various	\$22.15
7418	8327	Parking Lead I	Various	\$17.00
7419	8328	Parking Lead II	Various	\$17.51
7423	8332	Parking Monitor I	Various	\$16.48
7424	8333	Parking Monitor II	Various	\$17.00
7288	N/A	Parks Project Manager	Parks & Recreation	\$50.54
7442	8350	Park Ranger Assistant III	Parks & Recreation	\$19.71
7282	8244	Planning Intern I	Community Development	\$16.45
7283	8245	Planning Intern II	Community Development	\$19.20
7284	N/A	Police Cadet I	Police	\$18.54
7285	N/A	Police Cadet II	Police	\$20.09
7401	N/A	Police Project Manager	Police	\$48.87
7124	8111	Pool Lifeguard	Parks & Recreation	\$23.53
7125	8112	Pool Lifeguard II	Parks & Recreation	\$24.71
7126	8113	Pool Lifeguard III	Parks & Recreation	\$25.94
7289	8364	Project Manager I	Public Works	\$45.74
7290	8365	Project Manager II	Public Works	\$58.55
7291	8248	Public Information Assistant	Public Works	\$16.00
7119	8106	Recreation Assistant I	Parks & Recreation	\$16.00
7120	8107	Recreation Assistant II	Parks & Recreation	\$16.80
7121	8108	Recreation Assistant III	Parks & Recreation	\$17.64
7162	8149	Recreation Leader I	Parks & Recreation	\$22.35
7163	8150	Recreation Leader II	Parks & Recreation	\$23.47
7164	8151	Recreation Leader III	Parks & Recreation	\$24.64
7172	8159	Recreation Program Director I	Parks & Recreation	\$27.04
7173	8160	Recreation Program Director II	Parks & Recreation	\$28.39
7174	8161	Recreation Program Director III	Parks & Recreation	\$29.81
7376	8298	Recreation Therapist/Nurse I	Parks & Recreation	\$30.35
7377	8299	Recreation Therapist/Nurse II	Parks & Recreation	\$54.08
7292	8249	Rental Mediation Aide I	Community Development	\$16.00
7293	8250	Rental Mediation Aide II	Community Development	\$22.32
7294	8251	Rental Mediation Aide III	Community Development	\$25.85
7393	N/A	Restorative Court Liaison	Police	\$24.25
7295	N/A	Restorative Outreach Specialist	Police	\$22.29
7297	8252	School Crossing Guard I	Police	\$20.00
7298	8253	School Crossing Guard II	Police	\$21.00

Hourly Rate Classes

**Effective 7/01/2023
Revised 5/21/2024**

Hourly Rate Schedule (Limited Term)				
MUNIS 17	MUNIS 18	Classification	Department	Hourly Rate
7167	8154	Senior Pool Lifeguard I	Parks & Recreation	\$26.34
7168	8155	Senior Pool Lifeguard II	Parks & Recreation	\$27.66
7169	8156	Senior Pool Lifeguard III	Parks & Recreation	\$29.04
7398	N/A	SNAP Officer	Police	\$24.00
7453	8357	Special Investigator	City Attorney	\$57.00
7460	8362	Special Investigator II	City Attorney	\$60.13
7299	8254	Standby Diver	Waterfront	\$17.55
7140	8127	Swim Instructor I	Parks & Recreation	\$24.46
7141	8128	Swim Instructor II	Parks & Recreation	\$25.68
7459	8361	Swim Instructor III	Parks & Recreation	\$26.97
7301	8256	Traffic Counter	Public Works	\$16.00
7303	N/A	Traffic Engineer	Public Works	\$80.94
7304	8258	Utility Worker I	Public Works	\$21.19
7305	8259	Utility Worker II	Public Works	\$23.75
7405	8316	Waterfront Facilities Aide I	Waterfront	\$19.06
7406	8317	Waterfront Facilities Aide II	Waterfront	\$19.60
7407	8318	Waterfront Facilities Aide III	Waterfront	\$20.15
7408	8319	Waterfront Facilities Aide IV	Waterfront	\$20.69
7420	8329	Waterfront Parking Lot Operator I	Waterfront	\$16.00
7421	8330	Waterfront Parking Lot Operator II	Waterfront	\$16.50
7422	8331	Waterfront Parking Lot Operator III	Waterfront	\$17.03
7328	8282	Web Technician	Administrative Services	\$27.48

EFFECTIVE REVISION

- 07/29/2023 Salary adjustments for specific job classifications
- 10/31/2023 Salary adjustments for specific job classifications - CAR 10/31/2023
- 12/05/2023 5.5% COLA - TAP
- 12/30/2023 3% COLA - PMA
- 12/30/2023 2024 Minimum Wage Increase
- 03/23/2024 Salary adjustments for specific job classifications - CAR 3/19/2023
- 04/06/2024 5.5% COLA - General Unit
- 04/06/2024 Salary adjustments for specific job classifications - CAR 4/9/2024
- 05/18/2024 New classifications added - CAR 5/21/2024