



City of Santa Barbara Council Agenda Report

Agenda Date: May 19, 2026

To: Mayor and Councilmembers

From: Finance Department and Human Resources Department

Subject: Fiscal Year 2026 Third-Quarter Review [Resolution]

Recommendation: That Council:

- A. Receive a report from staff on the status of revenues and expenditures in relation to budget for the nine months ended March 31, 2026;
- B. Accept the Fiscal Year (FY) 2026 Interim Financial Statements for the nine months ended March 31, 2026;
- C. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Resolution No. 2026-012 to Approve the Proposed Third-Quarter (Q3) Adjustments to FY2026 Revenue and Expenditure Appropriations as Detailed in the Attached Schedule of Proposed Q3 Adjustments; and
- D. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending the Position Salary Control Resolution No. 2026-020 for Authorized Positions for Fiscal Year 2026. Changes are Effective May 30, 2026.

Executive Summary:

The FY2026 interim financial statements for the nine months ending March 31, 2026, are presented to the Finance Committee. The report also includes staff revenue and expenditure projections for the General Fund and Enterprise Funds. Staff is projecting an operating deficit in the General Fund of \$7.5 Million, requiring additional use of reserves to balance the budget. In order to address this additional financial pressure, staff worked to develop a comprehensive set of revenue generating and expenditure reduction/control options for the Finance Committee to consider. More than 200 individual ideas were generated and evaluated to determine potential service delivery impacts and revenue generating and cost savings ranges, among others. The Finance Committee provided their recommendations on October 21, 2025, and the City Council provided their direction on December 2, 2025.

Discussion:

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

In addition to the Q3 budget analysis, staff propose recommended budget adjustments for City Council approval. These adjustments are the result of new information and/or unanticipated events that occurred since the adoption of the budget in June 2025. A listing and description of each proposed FY2026 adjustment is provided in Attachment 3.

Revenue and Expenditure Summary

The table below summarizes the General Fund revenue and expenditure budget including actuals through Q3. The total adopted revenue budget is \$208.7 Million, and the total adopted expenditure budget is \$210.3 Million, resulting in an operating deficit of approximately \$1.6 Million. The revised budget incorporates additional expenditure from encumbrances carried forward from prior year contractual commitments, along with any City Council approved adjustments since beginning of the fiscal year. There are still several pending adjustments that will have an impact on the bottom line; however, the overall Q3 result is materially correct. Q3 adjustments are also not represented in the tables below. Revenues from taxes are 66.0% of budget or \$117.1 Million.

General Fund Revenue and Expenditure Summary Table

General Fund	FY2026 Adopted Budget	FY2026 Revised Budget	Actual FY2026 – Q3	FY2026 Projections	Actual % of Revised Budget
Revenue	\$208,664,394	\$209,534,702	\$139,200,293	\$209,103,301	66.4%
Expenditure	\$210,270,441	\$219,140,192	\$152,552,179	\$216,568,669	69.6%
Surplus (Deficit)	\$(1,606,047)	\$(9,605,490)	\$(13,351,886)	\$(7,465,367)	

Measure C Revenue and Expenditure Summary Table

Measure C	FY2026 Adopted Budget	FY2026 Revised Budget	Actual FY2026 – Q3	FY2026 Projections	Actual % of Revised Budget
Revenue	\$34,235,000	\$34,257,500	\$24,297,740	\$34,257,500	70.9%

Expenditure	\$35,119,802	\$79,250,495	\$18,849,116	\$79,250,495	23.8%
Surplus (Deficit)	\$(884,802)	\$(44,992,995)	\$5,448,624	\$(44,992,995)	

The voters approved a half-cent transaction and use tax (Measure I) on November 5, 2024, which became effective on April 1, 2025, with the first payment to be received at Q4. Measure I tax revenue is projected to generate approximately \$15.1 Million annually beginning in FY2026. At the end of this third quarter, staff received \$9.0 Million of revenue.

Tiers of Staff Recommendations to Address the Budget Deficit

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

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

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

Highest priorities (recommending to proceed):

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

Lowest priorities (not recommending to proceed):

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

On March 17, 2026, the City Council approved of an increase from 6.0% to 8.0% for the cannabis excise tax rate. The rate will take effect on July 1, 2026. On April 9, 2026, during

the FY2027 budget work session, the City Council gave direction to pause work on exploring potential revenue measures for the upcoming November 2026 ballot.

Below is a table showing an update regarding the budgetary savings impacts staff are projecting for FY2026 and FY2027 and explanations below the table.

DEPARTMENT	FY2026	FY2027
City Administrator's Office	\$0	\$150,000
Community Development	\$70,000	\$317,335
Finance	\$71,000	\$1,240,100
Fire	\$48,000	\$158,900
Human Resources	\$0	\$0
Information Technology	\$0	\$74,038
Library	\$224,186	\$67,509
Parks & Recreation	\$0	\$91,248
Police	\$557,000	\$1,340,000
Public Works	\$57,500	\$376,729
Sustainability & Resilience	\$315,000	\$648,000
Total Projected Savings	\$1,342,686	\$4,463,859

Impacts in FY2026 include items such as:

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

Impacts in FY2027 include items such as:

- Transferring positions to Enterprise Funds;
- Minor fee adjustments;

- Library reorganization;
- Increase parking citation revenues;
- Hold positions vacant;
- Clean Community taking on General Fund expenses.

Position Changes Summary

Human Resources seeks Council approval for the following adjustments to the Position Salary Control Resolution No. 2026-020, effective May 30, 2026, as detailed in Attachment 4.

AIRPORT

Reclassification of a 1.00 FTE Administrative Assistant - Confidential (Job Class 6028) to the classification of Administrative Supervisor (Job Class 4001). This position serves as the office lead for the Airport Department, assuming responsibility over the department's administrative functions. The position also serves as the supervisor for an Administrative Specialist position who staffs the department's public counter. The cost to reclassify this position for FY2026 is \$1,410.

INFORMATION TECHNOLOGY

Deletion of a 1.00 FTE Information Technology Technician I (Job Class 1440). The position is currently vacant and is no longer needed operationally.

PARKS & RECREATION

Reclassification of a 1.00 FTE Marketing Coordinator (Job Class 1487) to the classification of Administrative Analyst I (Job Class 1406). This position serves as the lead for the Parks & Recreation Department's outreach and marketing efforts. The position analyzes various program/project audiences and develops and implements targeted campaigns, initiatives, and communication in line with the department's goals. The cost to reclassify this position for FY2026 is \$948.

Reclassification of a 1.00 FTE Associate Planner (Job Class 1422) to the classification of Project Planner (Job Class 1507). This position performs complex planning and project management work involving oversight and coordination of special projects, contractor and consultant oversight, grant administration and reporting, research, data analysis, budgeting, public presentations, and project implementation. The cost to reclassify this position for FY2026 is \$1,585.

Reclassification of a 1.00 FTE Project Engineer I (Job Class 1505) to the classification of Project Engineer II (Job Class 1506). This position supports a variety of City engineering and construction projects. The position exercises independent decision-making in

managing construction projects, which is in line with level II Project Engineer. The cost to reclassify this position for FY2026 is \$2,394.

Implement Salary Adjustments Due to Compaction for Certain Positions in the Santa Barbara Supervisors’ Unit

Pursuant to the 2022-2026 Memorandum of Understanding between the City of Santa Barbara and the Santa Barbara City Supervisory Employees Bargaining Unit (Supervisors’ Unit), the City shall adjust salaries to provide for a minimum 15.0% salary differential between the supervisor and highest paid subordinate classification. The following salary adjustments are needed to comply with the MOU compaction requirements and will be effective May 30, 2026.

The fiscal impact for these salary adjustments in Fiscal Year 2026 is approximately \$2,300.

Supervisors’ Unit Salary Adjustment Table

Job Class	Classification Title	New Minimum Biweekly	New Maximum Biweekly	Effective	Salary Increase
4073	Capital Projects Supervisor	\$5,492.02	\$6,675.58	05/30/2026	9.94%
4050	Urban Forest Superintendent	\$4,874.30	\$5,924.74	05/30/2026	7.23%

Implement Salary Adjustments Due to Compaction for Certain Positions in AFSCME Unit

Pursuant to the 2024-2026 Memorandum of Understanding Between City of Santa Barbara and District 36, American Federation of State, County, and Municipal Employees (AFSCME Unit), the City shall adjust salaries to provide for a minimum 15.0% salary differential between the manager and the highest paid subordinate classification. The following salary adjustments are needed to comply with the MOU compaction requirements and will be effective May 30, 2026.

The fiscal impact for these salary adjustments in Fiscal Year 2026 is approximately \$950.

AFSCME Unit Salary Adjustment Table

Job Class	Classification Title	New Minimum Biweekly	New Maximum Biweekly	Effective	Salary Increase
0327	Parks Manager	\$5,605.42	\$6,813.43	05/30/2026	7.23%

Budget/Financial Impact:

There is no direct budgetary or financial impact by accepting the interim financial statement for Q3 FY2026. The Q3 budget adjustments, as proposed, will change revenue and expenditure appropriations in the General Fund and other funds as itemized in Attachment 3. These budget adjustments have no significant budget impacts. All proposed position changes are projected to be funded through existing appropriations in various departments and funds. No additional expenditure appropriation is required at this time to fund those position changes.

The adopted General Fund budget for FY2026 and recommended budget for FY2027 calls for the use of reserves of \$4.3 Million and \$3.4 Million, including the required reserve contribution, respectively, to balance the budget. The General Fund has previously and is projected to continue to have structural operating deficits as ongoing revenue growth is not adequate to fund the ongoing expenditure growth of existing operations.

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

Sustainability Impact:

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

Attachments:

1. Summary by Fund Statement of Revenues and Expenditures for the Nine Months Ended March 31, 2026.
2. Interim Financial Statements for the Nine Months Ended March 31, 2026 (Narrative Analysis).
3. Schedule of Proposed Third-Quarter Adjustments.
4. Position Salary Control Revised, Effective May 30, 2026.

Prepared By: Nathalie Lecolley, Controller

Submitted By: Keith DeMartini, Finance Director

Approved By: Kelly McAdoo, City Administrator

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	%of Budget	Previous YTD
GENERAL FUND (pages 3-7)							
Revenue	208,664,394	209,534,702	139,200,294	-	70,334,408	66.4%	146,750,318
Expenditures	210,270,440	219,140,273	152,552,240	5,108,939	61,479,094	71.9%	166,456,808
<i>Addition to / (use of) reserves</i>	<u>(1,606,046)</u>	<u>(9,605,572)</u>	<u>(13,351,946)</u>	<u>(5,108,939)</u>	<u>8,855,314</u>		<u>(19,706,490)</u>
MEASURE C (pages 3-7)							
Revenue	34,235,000	34,257,500	24,297,740	-	9,959,760	70.9%	23,841,715
Expenditures	35,119,802	79,250,495	18,849,116	-	60,401,379	23.8%	28,824,870
<i>Addition to / (use of) reserves</i>	<u>(884,802)</u>	<u>(44,992,995)</u>	<u>5,448,624</u>	<u>-</u>	<u>(50,441,619)</u>		<u>(4,983,155)</u>
SOLID WASTE FUND (page 9)							
Revenue	42,990,702	43,199,169	32,480,621	-	10,718,548	75.2%	30,329,673
Expenditures	42,373,212	42,940,718	29,999,294	5,889,099	7,052,325	83.6%	27,136,714
<i>Addition to / (use of) reserves</i>	<u>617,491</u>	<u>258,451</u>	<u>2,481,327</u>	<u>(5,889,099)</u>	<u>3,666,222</u>		<u>3,192,959</u>
WATER OPERATING FUND (page 10)							
Revenue	86,755,946	86,755,946	64,950,552	-	21,805,394	74.9%	61,652,932
Expenditures	89,330,512	92,373,085	60,714,730	8,040,580	23,617,775	74.4%	53,804,607
<i>Addition to / (use of) reserves</i>	<u>(2,574,566)</u>	<u>(5,617,139)</u>	<u>4,235,822</u>	<u>(8,040,580)</u>	<u>(1,812,381)</u>		<u>7,848,325</u>
WASTEWATER OPERATING FUND (page 11)							
Revenue	34,492,415	34,492,415	25,700,733	-	8,791,682	74.5%	24,203,523
Expenditures	37,164,550	38,506,072	25,016,441	2,318,868	11,170,763	71.0%	22,737,643
<i>Addition to / (use of) reserves</i>	<u>(2,672,135)</u>	<u>(4,013,657)</u>	<u>684,292</u>	<u>(2,318,868)</u>	<u>(2,379,081)</u>		<u>1,465,880</u>
DOWNTOWN PARKING FUND (page 12)							
Revenue	10,239,915	10,292,475	7,692,733	-	2,599,742	74.7%	8,318,018
Expenditures	10,292,863	10,490,559	7,306,324	311,217	2,873,019	72.6%	8,457,238
<i>Addition to / (use of) reserves</i>	<u>(52,948)</u>	<u>(198,084)</u>	<u>386,409</u>	<u>(311,217)</u>	<u>(273,277)</u>		<u>(139,220)</u>
AIRPORT OPERATING FUND (page 13)							
Revenue	35,563,735	41,639,385	25,250,141	-	16,389,244	60.6%	24,442,916
Expenditures	41,945,246	50,271,253	29,767,842	5,374,159	15,129,252	69.9%	26,433,878
<i>Addition to / (use of) reserves</i>	<u>(6,381,511)</u>	<u>(8,631,868)</u>	<u>(4,517,701)</u>	<u>(5,374,159)</u>	<u>1,259,991</u>		<u>(1,990,962)</u>
GOLF COURSE FUND (page 14)							
Revenue	5,267,832	5,267,832	3,583,433	-	1,684,399	68.0%	3,456,677
Expenditures	5,741,937	6,344,110	4,291,019	-	2,053,091	67.6%	2,780,540
<i>Addition to / (use of) reserves</i>	<u>(474,105)</u>	<u>(1,076,278)</u>	<u>(707,586)</u>	<u>-</u>	<u>(368,691)</u>		<u>676,137</u>
FACILITIES MANAGEMENT FUND (page 15)							
Revenue	8,285,099	8,285,099	6,317,456	-	1,967,642	76.3%	5,194,474
Expenditures	7,844,685	8,205,455	5,401,568	468,899	2,334,988	71.5%	4,482,139
<i>Addition to / (use of) reserves</i>	<u>440,414</u>	<u>79,644</u>	<u>915,888</u>	<u>(468,899)</u>	<u>(367,346)</u>		<u>712,335</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>%of Budget</u>	<u>Previous YTD</u>
FLEET REPLACEMENT FUND (page 16)							
Revenue	7,517,447	7,550,586	6,027,820	-	1,522,766	79.8%	5,229,040
Expenditures	<u>5,225,193</u>	<u>12,040,879</u>	<u>1,610,282</u>	<u>2,832,132</u>	<u>7,598,465</u>	36.9%	<u>2,076,745</u>
<i>Addition to / (use of) reserves</i>	<u>2,292,254</u>	<u>(4,490,293)</u>	<u>4,417,538</u>	<u>(2,832,132)</u>	<u>(6,075,699)</u>		<u>3,152,294</u>
FLEET MAINTENANCE FUND (page 17)							
Revenue	4,174,813	4,176,813	3,134,823	-	1,041,990	75.1%	2,628,112
Expenditures	<u>4,023,444</u>	<u>4,039,468</u>	<u>2,897,692</u>	<u>216,118</u>	<u>925,658</u>	77.1%	<u>2,824,194</u>
<i>Addition to / (use of) reserves</i>	<u>151,369</u>	<u>137,344</u>	<u>237,131</u>	<u>(216,118)</u>	<u>116,332</u>		<u>(196,082)</u>
SELF INSURANCE TRUST FUND (page 18)							
Revenue	25,414,322	25,514,322	19,305,089	-	6,209,233	75.7%	15,283,978
Expenditures	<u>24,784,085</u>	<u>24,999,880</u>	<u>14,833,091</u>	<u>486,534</u>	<u>9,680,256</u>	61.3%	<u>13,191,688</u>
<i>Addition to / (use of) reserves</i>	<u>630,237</u>	<u>514,442</u>	<u>4,471,999</u>	<u>(486,534)</u>	<u>(3,471,023)</u>		<u>2,092,290</u>
INFORMATION TECHNOLOGY FUND (page 19)							
Revenue	10,602,324	10,602,327	7,908,873	-	2,693,454	74.6%	7,102,084
Expenditures	<u>9,936,222</u>	<u>10,073,494</u>	<u>7,480,898</u>	<u>142,086</u>	<u>2,450,510</u>	75.7%	<u>6,803,990</u>
<i>Addition to / (use of) reserves</i>	<u>666,102</u>	<u>528,833</u>	<u>427,974</u>	<u>(142,086)</u>	<u>242,944</u>		<u>298,094</u>
WATERFRONT OPERATING FUND (page 20)							
Revenue	20,788,855	20,788,855	15,657,630	-	5,131,225	75.3%	15,538,942
Expenditures	<u>22,732,468</u>	<u>22,941,467</u>	<u>15,931,790</u>	<u>916,122</u>	<u>6,093,555</u>	73.4%	<u>14,785,301</u>
<i>Addition to / (use of) reserves</i>	<u>(1,943,613)</u>	<u>(2,152,612)</u>	<u>(274,160)</u>	<u>(916,122)</u>	<u>(962,330)</u>		<u>753,641</u>
SANTA BARBARA CLEAN ENERGY FUND (page 21)							
Revenue	47,843,217	47,843,217	31,354,785	-	16,488,433	65.5%	31,677,867
Expenditures	<u>50,573,418</u>	<u>52,623,178</u>	<u>31,347,061</u>	<u>5,002,693</u>	<u>16,273,424</u>	69.1%	<u>38,941,700</u>
<i>Addition to / (use of) reserves</i>	<u>(2,730,201)</u>	<u>(4,779,960)</u>	<u>7,724</u>	<u>(5,002,693)</u>	<u>215,008</u>		<u>(7,263,832)</u>
ENERGY AND CLIMATE MANAGEMENT FUND (page 22)							
Revenue	2,288,786	2,288,786	1,710,292	-	578,494	74.7%	1,667,204
Expenditures	<u>2,313,378</u>	<u>2,705,342</u>	<u>1,456,010</u>	<u>81,160</u>	<u>1,168,172</u>	56.8%	<u>1,418,183</u>
<i>Addition to / (use of) reserves</i>	<u>(24,592)</u>	<u>(416,556)</u>	<u>254,282</u>	<u>(81,160)</u>	<u>(589,678)</u>		<u>249,021</u>
TOTAL FOR ALL FUNDS							
Revenue	550,889,802	558,231,928	390,275,275	-	167,956,653	69.9%	383,475,757
Expenditures	<u>564,551,652</u>	<u>597,695,234</u>	<u>390,606,282</u>	<u>37,188,604</u>	<u>169,900,348</u>	71.6%	<u>392,331,370</u>
<i>Addition to / (use of) reserves</i>	<u>(13,661,850)</u>	<u>(39,463,306)</u>	<u>(331,007)</u>	<u>(37,188,604)</u>	<u>(1,943,695)</u>		<u>(8,855,612)</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 Months Ended March 31, 2026 (75.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent Received</u>	<u>Previous YTD</u>	<u>Change Over Prior Year</u>
TAXES							
Sales and Use	31,960,000	31,960,000	22,298,412	9,661,588	69.8%	22,714,420	-1.8%
Measure C Sales Tax	34,235,000	34,257,500	24,297,740	9,959,760	70.9%	23,841,715	1.9%
Measure I Sales Tax	15,100,000	15,100,000	9,079,559	6,020,441	60.1%	-	0.0%
Property Taxes	53,581,500	53,581,500	28,476,398	25,105,102	53.1%	27,207,266	0.0%
Utility Users Tax	8,200,000	8,200,000	5,912,117	2,287,883	72.1%	6,377,582	-7.3%
Transient Occupancy Tax	29,561,000	29,561,000	23,159,739	6,401,261	78.3%	22,341,632	3.7%
Business License	2,958,000	2,958,000	2,413,462	544,538	81.6%	2,500,848	-3.5%
Cannabis Excise Tax	1,000,000	1,000,000	726,027	273,973	72.6%	686,325	5.8%
Real Property Transfer Tax	1,000,000	1,000,000	706,639	293,361	70.7%	666,904	6.0%
Total Tax Revenues	177,595,500	177,618,000	117,070,093	60,547,907	65.9%	106,336,693	10.1%
LICENSES & PERMITS							
Licenses & Permits	239,725	240,925	90,268	150,657	37.5%	103,182	-12.5%
Total	239,725	240,925	90,268	150,657	37.5%	103,182	-12.5%
FINES & FORFEITURES							
Police	2,900,252	2,900,252	2,308,200	592,052	79.6%	1,554,319	48.5%
Other Fines & Forfeitures	505,400	505,400	382,886	122,514	75.8%	748,754	-48.9%
Total	3,405,652	3,405,652	2,691,086	714,566	79.0%	2,303,073	16.8%
USE OF MONEY & PROPERTY							
Investment Income	2,497,391	2,497,391	1,554,677	942,714	62.3%	1,164,601	33.5%
Rents & Concessions	1,615,325	1,640,325	1,167,959	472,366	71.2%	983,719	18.7%
Total	4,112,716	4,137,716	2,722,636	1,415,080	65.8%	2,148,321	26.7%
INTERGOVERNMENTAL							
Library	919,983	919,983	37,402	882,582	4.1%	68,401	0.0%
Fire	1,500,000	1,500,000	1,010,832	489,168	67.4%	1,155,937	0.0%
Other Intergovernmental	497,078	497,078	602,482	(105,404)	121.2%	458,216	31.5%
Total	2,917,061	2,917,061	1,650,715	1,266,345	56.6%	1,682,553	-1.9%
FEES & SERVICE CHARGES							
Community Development	7,762,650	7,822,650	7,092,092	730,558	90.7%	6,211,940	14.2%
Parks & Recreation	4,869,967	4,809,767	3,473,797	1,335,970	72.2%	3,146,153	10.4%
Other Service Charges	3,262,558	3,782,479	2,201,167	1,581,312	58.2%	2,269,678	-3.0%
Total	15,895,175	16,414,896	12,767,056	3,647,840	77.8%	11,627,770	9.8%
OTHER REVENUES							
Interfund Charges & Reimbursement	17,339,859	17,339,859	11,820,527	5,519,332	68.2%	11,003,243	7.4%
Overhead Indirect Allocations	12,953,367	12,921,424	9,660,926	3,260,498	74.8%	7,130,687	35.5%
Interfund Transfers	637,407	893,737	680,976	212,761	76.2%	377,222	80.5%
Interfund Loans	24,140	24,140	-	24,140	0.0%	-	0.0%
Miscellaneous	1,201,292	1,301,292	314,689	986,603	24.2%	191,265	64.5%
Donations	77,500	77,500	32,418	45,083	41.8%	32,877	-1.4%
Franchise Fees	6,500,000	6,500,000	3,996,644	2,503,356	61.5%	3,813,433	4.8%
Total	38,733,565	39,057,953	26,506,180	12,551,773	67.9%	22,548,727	17.6%
Subtotal Non-Tax Revenues	65,303,894	66,174,202	46,427,941	19,746,261	70.2%	40,413,625	14.9%
TOTAL REVENUES	242,899,394	243,792,202	163,498,034	80,294,168	67.1%	146,750,318	11.4%

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
GENERAL GOVERNMENT							
<u>Mayor & City Council</u>							
MAYOR & CITY COUNCIL	1,356,249	1,358,463	893,168	14,627	450,669	66.8%	891,996
ARTS & COMMUNITY PROMOTIONS	2,000,318	2,021,798	1,454,738	402,361	164,699	91.9%	1,741,176
<i>Total</i>	<u>3,356,567</u>	<u>3,380,261</u>	<u>2,347,905</u>	<u>416,988</u>	<u>615,367</u>	<u>81.8%</u>	<u>2,633,172</u>
<u>City Attorney</u>							
CITY ATTORNEY-ADMINISTRATION	5,612,505	5,877,898	3,869,871	239,628	1,768,399	69.9%	919,906
CITY ATTORNEY-ADVISORY	-	16,000	34	16,000	(34)	100.2%	1,035,428
CITY ATTORNEY-CODE ENFORCEMENT	-	-	(1,462)	-	1,462	0.0%	673,984
<i>Total</i>	<u>5,612,505</u>	<u>5,893,898</u>	<u>3,868,459</u>	<u>255,628</u>	<u>1,769,810</u>	<u>70.0%</u>	<u>3,607,929</u>
<u>Administration</u>							
CITY ADMINISTRATOR	3,268,068	3,477,710	2,613,018	150,271	714,421	79.5%	2,208,005
EMPLOYEE RELATIONS	-	83	62.02	-	21		4,346
CITY TV	620,913	701,500	396,927	9,753	294,820	58.0%	412,574
DOWNTOWN PROGRAM	1,870,507	1,976,837	1,265,974	507,321	203,542	89.7%	-
HUMAN SVCS.	461,532	1,414,826	639,443	828,266	(52,883)	103.7%	-
HOUSING MEDIATION	547,928	548,306	384,766	187	163,353	70.2%	-
COMMUNITY VITALITY	850,162	850,723	319,890	249	530,584	37.6%	-
CITY CLERK	974,650	1,000,982	721,728	24,503	254,752	74.5%	594,259
<i>Total</i>	<u>8,593,758</u>	<u>9,970,966</u>	<u>6,341,808</u>	<u>1,520,549</u>	<u>2,108,609</u>	<u>78.9%</u>	<u>3,219,185</u>
<u>Human Resources</u>							
HUMAN RESOURCES	2,455,968	2,506,311	1,616,581	76,320	813,410	67.5%	1,694,578
EMPLOYEE RELATIONS	384,894	494,135	262,342	88,882	142,911	71.1%	219,879
EMPLOYEE DEVELOPMENT	94,447	97,947	28,341	5,000	64,606	34.0%	41,366
<i>Total</i>	<u>2,935,310</u>	<u>3,098,393</u>	<u>1,907,264</u>	<u>170,202</u>	<u>1,020,927</u>	<u>67.0%</u>	<u>1,955,823</u>
<u>Finance</u>							
ADMINISTRATION	342,626	440,384	316,248	53,146	70,990	83.9%	299,861
REVENUE & CASH MANAGEMENT	949,533	1,243,646	635,142	158,111	450,393	63.8%	590,278
CASHIERING & COLLECTION	1,684,907	1,872,193	1,096,342	23,522	752,329	59.8%	948,314
BUDGET MANAGEMENT	1,067,783	1,284,428	827,525	7,000	449,903	65.0%	774,872
ACCOUNTING	1,245,821	1,247,640	890,800	11,495	345,345	72.3%	886,183
MISCELLANEOUS	519,768	520,917	378,055	-	142,862	72.6%	364,421
ACCOUNTS PAYABLE	311,736	324,925	261,756	12,450	50,718	84.4%	271,671
CITY BILLING & CUSTOMER SERVICE	928,460	1,080,161	718,878	26,625	334,659	69.0%	560,110
PURCHASING	858,216	860,454	639,599	-	220,856	74.3%	566,301
CENTRAL WAREHOUSE	220,475	222,407	164,027	-	58,380	73.8%	153,718
MAIL SERVICES	185,000	190,819	132,053	10,851	47,916	74.9%	124,363
<i>Total</i>	<u>8,314,325</u>	<u>9,287,975</u>	<u>6,060,424</u>	<u>303,200</u>	<u>2,924,351</u>	<u>68.5%</u>	<u>5,540,094</u>
TOTAL GENERAL GOVERNMENT	<u>28,812,465</u>	<u>31,631,493</u>	<u>20,525,860</u>	<u>2,666,568</u>	<u>8,439,065</u>	<u>73.3%</u>	<u>16,956,202</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
PUBLIC SAFETY							
<u>Police</u>							
CHIEF'S STAFF	2,711,702	2,741,935	2,884,048	80,440	(222,552)	108.1%	2,446,665
BUSINESS OFFICE	1,080,247	1,087,284	787,426	-	299,858	72.4%	713,602
RECORDS BUREAU	2,354,721	2,394,342	1,690,672	2,088	701,582	70.7%	1,546,835
STRATEGIC OPERATIONS	2,786,798	2,811,642	2,131,362	11,236	669,044	76.2%	1,973,105
PROPERTY ROOM	325,300	327,481	248,111	-	79,370	75.8%	197,393
TRAINING, RECRUITMENT/WELLNESS	3,898,322	3,981,067	2,250,531	125,764	1,604,772	59.7%	2,084,307
RANGE AND EQUIPMENT	2,103,076	2,169,286	1,519,226	55,632	594,428	72.6%	1,374,216
INF. TECHNOLOGY/CRIME ANALYSIS	2,074,900	2,131,461	1,744,733	77,467	309,262	85.5%	1,790,116
CRIMINAL INVESTIGATIONS & INTERNAL OP'S	7,046,070	7,133,433	5,351,373	19,955	1,762,106	75.3%	4,695,928
CRIME LAB	199,614	200,990	137,079	-	63,910	68.2%	132,354
FIELD OPERATIONS DIVISION	25,304,759	25,513,384	18,523,062	21,842	6,968,481	72.7%	17,089,491
TRAFFIC	1,406,459	1,415,159	1,248,468	-	166,691	88.2%	884,945
SPECIAL EVENTS	676,025	711,399	261,899	40,738	408,762	42.5%	261,401
STREET CRIMES UNIT	2,203,889	2,663,617	1,999,475	-	664,142	75.1%	1,706,421
SPECIAL ENFORCEMENT TEAM	108,194	108,194	-	-	108,194	0.0%	42,106
PARKING AND STREET SWEEPING	406,848	409,637	245,517	-	164,120	59.9%	232,914
PARKING ENFORCEMENT	1,186,147	1,205,747	852,151	4,026	349,570	71.0%	695,227
COMBINED COMMUNICATIONS CTR.	4,277,707	4,301,134	2,861,959	-	1,439,176	66.5%	2,826,988
ANIMAL CONTROL	1,042,167	1,066,360	439,842	471,922	154,596	85.5%	644,047
<i>Total</i>	<u>61,192,945</u>	<u>62,373,553</u>	<u>45,176,932</u>	<u>911,110</u>	<u>16,285,511</u>	<u>73.9%</u>	<u>41,338,063</u>
<u>Fire</u>							
ADMINISTRATION	1,620,294	1,626,701	1,699,333	-	(72,633)	104.5%	1,558,936
EMERGENCY SRVS / PUBLIC ED	543,168	544,545	418,160	-	126,385	76.8%	332,271
PREVENTION	1,516,456	1,623,253	1,084,960	-	538,293	66.8%	946,055
WILDLAND FIRE MITIGATION PROG.	397,918	435,245	261,130	-	174,115	60.0%	232,869
OPERATIONS	32,499,169	35,563,185	24,919,991	36,053	10,607,142	70.2%	22,435,043
TRAINING AND RECRUITMENT	1,713,641	1,850,530	720,806	4,543	1,125,181	39.2%	1,132,643
ARFF	4,090,031	4,420,055	3,330,659	-	1,089,395	75.4%	2,694,349
<i>Total</i>	<u>42,380,676</u>	<u>46,063,514</u>	<u>32,435,040</u>	<u>40,596</u>	<u>13,587,878</u>	<u>70.5%</u>	<u>29,332,166</u>
TOTAL PUBLIC SAFETY	<u>103,573,620</u>	<u>108,437,067</u>	<u>77,611,972</u>	<u>951,706</u>	<u>29,873,389</u>	<u>72.5%</u>	<u>70,670,228</u>
PUBLIC WORKS							
<u>Public Works</u>							
ADMINISTRATION	1,927,270	1,956,797	1,235,940	22,486	698,370	64.3%	1,500,991
ENGINEERING SVCS	10,831,773	10,845,794	7,314,262	588	3,530,944	67.4%	6,755,028
PUBLIC RT OF WAY MGMT	2,428,203	2,437,802	1,492,611	1,835	943,356	61.3%	1,529,279
<i>Total</i>	<u>15,187,246</u>	<u>15,240,393</u>	<u>10,042,814</u>	<u>24,909</u>	<u>5,172,670</u>	<u>66.1%</u>	<u>9,785,298</u>
TOTAL PUBLIC WORKS	<u>15,187,246</u>	<u>15,240,393</u>	<u>10,042,814</u>	<u>24,909</u>	<u>5,172,670</u>	<u>66.1%</u>	<u>9,785,298</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
COMMUNITY SERVICES							
<u>Parks & Recreation</u>							
REC PROGRAM MGMT	883,128	898,708	756,466	7,244	134,998	85.0%	822,274
FACILITIES & SPECIAL EVENTS	2,450,750	2,423,941	1,630,655	130,944	662,341	72.7%	1,623,991
YOUTH ACTIVITIES	1,802,962	1,864,121	1,154,907	32,737	676,477	63.7%	1,083,838
ACTIVE ADULTS	1,175,653	1,176,905	833,127	2,005	341,773	71.0%	701,020
AQUATICS	2,711,087	2,621,355	2,043,481	61,402	516,473	80.3%	1,808,690
SPORTS	1,593,010	1,585,416	1,059,735	106,521	419,160	73.6%	916,566
NEIGHBORHOOD/OUTREACH SERV	1,679,472	1,692,130	1,050,468	9,842	631,820	62.7%	937,293
ADMINISTRATION	1,740,812	1,744,093	1,265,971	1,186	476,936	72.7%	1,132,052
PROJECT MANAGEMENT TEAM	1,141,579	1,166,872	760,864	7,447	398,561	65.8%	573,184
PARK OPERATIONS MNGMNT	1,510,344	1,516,441	1,049,950	45,447	421,044	72.2%	1,017,238
GROUNDS & FACILITIES MAINT.	8,243,319	8,349,876	5,219,446	129,592	3,000,837	64.1%	4,858,033
FORESTRY	2,139,374	2,274,448	1,676,842	27,568	570,038	74.9%	1,456,024
BEACH MAINTENANCE	363,025	363,327	248,578	10,692	104,057	71.4%	166,254
MEDIANS PARKWAYS&CONTRACTS	612,913	613,585	358,044	116,797	138,744	77.4%	310,696
<i>Total</i>	<u>28,047,427</u>	<u>28,291,217</u>	<u>19,108,533</u>	<u>689,424</u>	<u>8,493,260</u>	<u>70.0%</u>	<u>17,407,153</u>
<u>Library</u>							
ADMINISTRATION	1,080,355	998,300	742,995	-	255,305	74.4%	803,101
CENTRAL LIBRARY	7,659,841	7,755,010	5,147,661	116,874	2,490,474	67.9%	4,146,870
EASTSIDE LIBRARY	661,165	661,504	475,709	1,661	184,135	72.2%	426,368
LIBRARY ON THE GO	461,718	461,913	331,106	-	130,807	71.7%	271,843
ADULT EDUCATION	-	-	21,225	-	(21,225)	0.0%	299,134
<i>Total</i>	<u>9,863,079</u>	<u>9,876,726</u>	<u>6,718,696</u>	<u>118,535</u>	<u>3,039,495</u>	<u>69.2%</u>	<u>5,947,315</u>
TOTAL COMMUNITY SERVICES	<u>37,910,506</u>	<u>38,167,944</u>	<u>25,827,230</u>	<u>807,959</u>	<u>11,532,755</u>	<u>69.8%</u>	<u>23,354,468</u>
COMMUNITY DEVELOPMENT							
<u>Community Development</u>							
ADMINISTRATION	1,165,113	1,169,403	1,224,930	23,923	(79,451)	106.8%	1,611,023
HUMAN SERVICES	-	149,733	-	-	149,733	0.0%	430,336
LONG RANGE PLAN & SPEC STUDY	1,540,735	1,594,817	868,478	30,730	695,610	56.4%	934,373
DEVEL & ENVIRONMENTAL REVIEW	2,089,169	2,981,378	1,566,526	172,368	1,242,484	58.3%	1,375,812
ZONING INFO & ENFORCEMENT	1,839,465	1,844,615	1,250,636	3,912	590,067	68.0%	1,145,553
DESIGN REV & HIST PRESERVATION	1,909,414	1,916,304	1,274,394	2,146	639,764	66.6%	1,200,117
BLDG INSP & CODE ENFORCEMENT	2,070,662	2,077,958	1,479,498	1,009	597,451	71.2%	1,194,665
RECORDS ARCHIVES & CLER SVCS	776,448	786,056	545,686	11,622	228,747	70.9%	511,054
BLDG COUNTER & PLAN REV SVCS	3,439,615	3,781,602	2,366,145	339,282	1,076,176	71.5%	2,055,966
CODE COMPLIANCE	1,138,778	1,143,763	807,323	2,374	334,065	70.8%	676,735
<i>Total</i>	<u>15,969,397</u>	<u>17,445,629</u>	<u>11,383,616</u>	<u>587,366</u>	<u>5,474,647</u>	<u>68.6%</u>	<u>11,416,173</u>
TOTAL COMMUNITY DEVELOPMENT	<u>15,969,397</u>	<u>17,445,629</u>	<u>11,383,616</u>	<u>587,366</u>	<u>5,474,647</u>	<u>68.6%</u>	<u>11,416,173</u>

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>YTD Expended and Encumbered</u>	<u>Previous YTD</u>
SUSTAINABILITY AND RESILIENCE							
<u>Sustainability and Resilience</u>							
ABATEMENT	305,513	500,506	252,340	70,431	177,735	64.5%	347,162
<i>Total</i>	<u>305,513</u>	<u>500,506</u>	<u>252,340</u>	<u>70,431</u>	<u>177,735</u>	<u>64.5%</u>	<u>365,555</u>
TOTAL SUSTAINABILITY AND RESILIENCE	<u>305,513</u>	<u>500,506</u>	<u>252,340</u>	<u>70,431</u>	<u>177,735</u>	<u>64.5%</u>	<u>365,555</u>
NON-DEPARTMENTAL							
<u>Non-Departmental</u>							
TRANSFERS OUT	4,311,777	4,343,677	3,466,638	-	877,039	79.8%	3,730,263
CAPITAL OUTLAY TRANSFER	575,026	589,026	441,769	-	147,257	75.0%	1,353,750
APPROP. RESERVE	500,000	385,799	-	-	385,799	0.0%	-
MEASURE C SALES TAX	35,119,802	79,250,495	18,849,116	-	60,401,379	23.8%	28,824,870
MEASURE I TRANSFER	<u>3,726,150</u>	<u>3,000,000</u>	<u>3,000,000</u>	-	-	100.0%	-
<i>Sub Total</i>	<u>44,232,755</u>	<u>87,568,997</u>	<u>25,757,524</u>	<u>-</u>	<u>61,811,474</u>	<u>29.4%</u>	<u>33,908,884</u>
ANTICIPATED SALARY SAVINGS	<u>(601,260)</u>	<u>(601,260)</u>	<u>-</u>	<u>-</u>	<u>(601,260)</u>	<u>0.0%</u>	<u>-</u>
TOTAL NON-DEPARTMENTAL	<u>43,631,495</u>	<u>86,967,737</u>	<u>25,757,524</u>	<u>-</u>	<u>61,210,214</u>	<u>29.6%</u>	<u>33,908,884</u>
TOTAL EXPENDITURES	<u>245,390,243</u>	<u>298,390,769</u>	<u>171,401,356</u>	<u>5,108,939</u>	<u>121,880,474</u>	<u>59.2%</u>	<u>166,456,808</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 Months Ended March 31, 2026 (75.0% of Fiscal Year)

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
TRAFFIC SAFETY FUND							
Revenue	245,000	245,000	184,031	-	60,969	75.1%	166,470
Expenditures	245,000	245,000	186,096	-	58,904	76.0%	166,470
<i>Revenue Less Expenditures</i>	-	-	(2,065)	-	2,065		-
CREEK RESTORATION/WATER QUALITY IMPRVMT							
Revenue	6,772,647	6,772,647	5,382,613	-	1,390,034	79.5%	5,102,814
Expenditures	7,136,975	7,648,891	4,672,194	1,092,089	1,884,608	75.4%	4,449,058
<i>Revenue Less Expenditures</i>	(364,328)	(876,243)	710,419	(1,092,089)	(494,574)		653,756
COMMUNITY DEVELOPMENT BLOCK GRANT							
Revenue	1,147,812	2,066,275	878,082	-	1,188,193	42.5%	394,270
Expenditures	1,146,418	2,849,152	1,042,206	948,691	858,256	69.9%	192,483
<i>Revenue Less Expenditures</i>	1,394	(782,877)	(164,124)	(948,691)	329,938		201,787
COUNTY LIBRARY							
Revenue	498,834	498,834	2,019	-	496,815	0.4%	1,026
Expenditures	487,876	490,058	314,902	5,477	169,679	65.4%	338,661
<i>Revenue Less Expenditures</i>	10,958	8,776	(312,883)	(5,477)	327,136		(337,635)
STREETS FUND							
Revenue	14,454,321	14,454,321	10,468,532	-	3,985,789	72.4%	11,301,973
Expenditures	14,583,350	14,735,691	10,424,237	152,339	4,159,115	71.8%	9,941,366
<i>Revenue Less Expenditures</i>	(129,029)	(281,370)	44,295	(152,339)	(173,326)		1,360,607
MEASURE A FUND							
Revenue	5,211,328	5,211,328	3,287,960	-	1,923,368	63.1%	3,610,799
Expenditures	5,519,615	6,045,862	4,290,933	268,970	1,485,959	75.4%	5,677,387
<i>Revenue Less Expenditures</i>	(308,287)	(834,534)	(1,002,973)	(268,970)	437,409		(2,066,589)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

SOLID WASTE FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service charges	42,584,431	42,584,431	32,136,017	-	10,448,414	75.5%	30,055,715
Other Fees & Charges	30,000	30,000	18,819	-	11,181	62.7%	18,167
Investment Income	295,599	295,599	281,548	-	14,051	95.2%	179,632
Rents & Concessions	30,133	30,133	22,605	-	7,528	75.0%	-
Grants	21,651	230,118	21,620	-	208,498	9.4%	73,435
Miscellaneous	28,888	28,888	12	-	28,876	0.0%	2,725
TOTAL REVENUES	42,990,702	43,199,169	32,480,621	-	10,718,548	75.2%	30,329,673
EXPENSES							
Salaries & Benefits	2,416,512	2,438,536	1,586,577	-	851,958	65.1%	1,429,305
Materials, Supplies & Services	38,686,000	38,953,146	27,824,375	5,826,383	5,302,387	86.4%	25,029,890
Special Projects	810,100	810,100	353,085	1,547	455,468	43.8%	389,920
Transfers-Out	200,000	230,000	150,000	-	80,000	65.2%	150,000
Equipment	220,600	468,937	85,257	61,168	322,512	31.2%	137,598
Other	40,000	40,000	-	-	40,000	0.0%	-
TOTAL EXPENSES	42,373,212	42,940,718	29,999,294	5,889,099	7,052,325	83.6%	27,136,714
<i>Revenue Less Expense</i>	<u>617,491</u>	<u>258,451</u>	<u>2,481,327</u>	<u>(5,889,099)</u>	<u>3,666,222</u>		<u>3,192,959</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

WATER OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Water Sales- Metered	73,480,000	73,480,000	52,825,390	-	20,654,610	71.9%	52,287,050
Service Charges	254,500	254,500	270,355	-	(15,855)	106.2%	238,404
Cater JPA Treatment	2,400,000	2,400,000	1,729,442	-	670,558	72.1%	1,539,246
Investment Income	3,770,100	3,770,100	3,206,420	-	563,680	85.0%	2,356,496
Reimbursements	6,691,346	6,691,346	5,994,036	-	697,310	89.6%	4,643,739
Miscellaneous	160,000	160,000	924,909	-	(764,909)	578.1%	587,997
TOTAL REVENUES	86,755,946	86,755,946	64,950,552	-	21,805,394	74.9%	61,652,932
EXPENSES							
Salaries & Benefits	17,350,630	17,387,644	12,346,839	-	5,040,805	71.0%	11,244,893
Materials, Supplies	26,341,590	29,188,433	15,855,536	7,647,948	5,684,950	80.5%	11,908,561
Special Projects	1,000,535	1,052,983	331,180	169,864	551,939	47.6%	211,260
Water Purchases	8,670,000	8,670,000	6,979,901	-	1,690,099	80.5%	6,259,921
Debt Service	8,531,662	8,531,662	5,069,093	-	3,462,569	59.4%	5,634,876
Transfer-Out	61,392	61,392	40,613	-	20,779	66.2%	38,689
Capital Outlay Transfers	26,247,004	26,247,004	19,685,253	-	6,561,751	75.0%	18,187,212
Equipment	248,899	258,428	101,737	28,832	127,860	50.5%	119,858
Capitalized Fixed Assets	695,000	788,739	256,826	192,436	339,477	57.0%	159,930
Other	33,800	36,800	47,754	1,500	(12,454)	133.8%	39,408
Appropriated Reserve	150,000	150,000	-	-	150,000	0.0%	-
TOTAL EXPENSES	89,330,512	92,373,085	60,714,730	8,040,580	23,617,775	74.4%	53,804,607
<i>Revenue Less Expense</i>	<i>(2,574,566)</i>	<i>(5,617,139)</i>	<i>4,235,822</i>	<i>(8,040,580)</i>	<i>(1,812,381)</i>		<i>7,848,325</i>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

WASTEWATER OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	% of Budget	Previous YTD
REVENUES							
Service Charges	33,022,315	33,022,315	24,859,275	-	8,163,040	75.3%	23,115,759
Fees	636,100	636,100	276,196	-	359,904	43.4%	533,977
Investment Income	788,000	788,000	499,927	-	288,073	63.4%	478,461
Rents & Concessions	41,000	41,000	40,666	-	334	99.2%	38,569
Miscellaneous	5,000	5,000	24,670	-	(19,670)	493.4%	36,756
TOTAL REVENUES	34,492,415	34,492,415	25,700,733	-	8,791,682	74.5%	24,203,523
EXPENSES							
Salaries & Benefits	11,447,868	11,468,496	8,161,028	-	3,307,468	71.2%	7,274,215
Materials, Supplies&Servs.	13,786,691	14,932,590	8,644,376	1,956,510	4,331,703	71.0%	7,738,648
Special Projects	762,600	902,095	64,110	333,123	504,862	44.0%	387,335
Transfer-Out	61,392	61,392	40,613	-	20,779	66.2%	38,689
Debt Service	3,557,337	3,557,337	2,462,812	-	1,094,525	69.2%	2,487,062
Capital Outlay Transfers	7,230,962	7,230,962	5,423,222	-	1,807,740	75.0%	4,619,813
Equipment	137,900	154,400	28,505	25,235	100,661	34.8%	57,643
Capitalized Fixed Assets	177,000	192,000	191,776	-	224	99.9%	134,240
Other	2,800	6,800	-	4,000	2,800	58.8%	-
TOTAL EXPENSES	37,164,550	38,506,072	25,016,441	2,318,868	11,170,763	71.0%	22,737,643
<i>Revenue Less Expense</i>	<u>(2,672,135)</u>	<u>(4,013,657)</u>	<u>684,292</u>	<u>(2,318,868)</u>	<u>(2,379,081)</u>		<u>1,465,880</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

DOWNTOWN PARKING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	% of Budget	Previous YTD
REVENUES							
Improvement Tax	1,000,000	1,000,000	664,410	-	335,590	66.4%	689,869
Parking Fees	8,671,008	8,671,008	6,678,496	-	1,992,513	77.0%	6,150,584
Other Fees & Charges	2,000	2,000	53.15	-	1,947	2.7%	2,002
Investment Income	151,000	151,000	102,662	-	48,338	68.0%	89,261
Rents & Concessions	148,399	200,959	106,469	-	94,490	53.0%	265,213
Miscellaneous	133,890	133,890	37,218	-	96,672	27.8%	68,914
Operating Transfers-In	133,618	133,618	103,426	-	30,192	77.4%	1,052,174
TOTAL REVENUES	10,239,915	10,292,475	7,692,733	-	2,599,742	74.7%	8,318,018
EXPENSES							
Salaries & Benefits	5,456,925	5,469,406	3,963,693	-	1,505,713	72.5%	4,429,978
Materials, Supplies & Servs.	4,036,245	4,115,131	2,717,302	295,261	1,102,568	73.2%	3,504,619
Special Projects	130,093	130,093	31,570	15,956	82,567	36.5%	181,964
Transfer-Out	4,600	110,930	106,330	-	4,600	95.9%	-
Capital Outlay Transfers	640,000	640,000	480,000	-	160,000	75.0%	337,500
Equipment	15,000	15,000	7,429	-	7,571	49.5%	3,177
Appropriated Reserve	10,000	10,000	-	-	10,000	0.0%	-
TOTAL EXPENSES	10,292,863	10,490,559	7,306,324	311,217	2,873,019	72.6%	8,457,238
<i>Revenue Less Expense</i>	<i>(52,948)</i>	<i>(198,084)</i>	<i>386,409</i>	<i>(311,217)</i>	<i>(273,277)</i>		<i>(139,220)</i>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

AIRPORT OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Leases-Commercial/Industrial	6,212,195	6,212,195	4,240,582	-	1,971,613	68.3%	4,200,790
Leases-Terminal	14,062,360	14,062,360	9,481,737	-	4,580,623	67.4%	9,190,014
Leases-Non-Commercial Aviation	5,621,893	5,621,893	4,384,536	-	1,237,357	78.0%	4,032,143
Leases-Commercial Aviation	7,863,830	7,863,830	5,614,262	-	2,249,568	71.4%	4,752,874
Investment Income	734,000	734,000	552,475	-	181,525	75.3%	432,862
Service Charges	1,719	1,719	-	-	1,719	0.0%	-
Miscellaneous & Ins. Proceed	67,738	6,067,738	168,999	-	5,898,740	2.8%	25,174
Operating Transfers-In	1,000,000	1,075,650	807,550	-	268,100	75.1%	1,809,059
TOTAL REVENUES	35,563,735	41,639,385	25,250,141	-	16,389,244	60.6%	24,442,916
EXPENSES							
Salaries & Benefits	13,500,118	13,520,528	9,554,256	-	3,966,271	70.7%	8,694,869
Materials, Supplies & Services	16,740,663	18,277,031	11,051,875	2,039,705	5,185,451	71.6%	10,391,664
Special Projects	954,200	7,535,339	1,341,648	3,283,431	2,910,260	61.4%	2,400,139
Transfer-Out	315,661	315,661	214,943	-	100,718	68.1%	388,671
Debt Service	1,556,263	1,556,263	1,167,197	-	389,066	75.0%	1,167,375
Capital Outlay Transfers	8,495,979	8,489,428	6,367,071	-	2,122,357	75.0%	3,287,405
Equipment	250,806	441,448	70,852	47,023	323,573	26.7%	103,756
Other	-	4,000	-	4,000	-	100.0%	-
Appropriated Reserve	131,556	131,556	-	-	131,556	0.0%	-
TOTAL EXPENSES	41,945,246	50,271,253	29,767,842	5,374,159	15,129,252	69.9%	26,433,878
<i>Revenue Less Expense</i>	<u>(6,381,511)</u>	<u>(8,631,868)</u>	<u>(4,517,701)</u>	<u>(5,374,159)</u>	<u>1,259,991</u>		<u>(1,990,962)</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

GOLF COURSE FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Fees & Card Sales	4,851,282	4,851,282	3,271,907	-	1,579,375	67.4%	3,180,839
Investment Income	174,000	174,000	146,711	-	27,289	84.3%	105,904
Rents & Concessions	242,550	242,550	164,340	-	78,210	67.8%	169,141
Miscellaneous	-	-	474	-	(474)	0.0%	792
TOTAL REVENUES	<u>5,267,832</u>	<u>5,267,832</u>	<u>3,583,433</u>	<u>-</u>	<u>1,684,399</u>	<u>68.0%</u>	<u>3,456,677</u>
EXPENSES							
Salaries & Benefits	119,176	119,389	97,312	-	22,076	81.5%	91,557
Materials, Supplies & Svcs.	3,952,760	3,954,721	2,341,306	-	1,613,415	59.2%	2,238,983
Special Projects	-	-	(99)	-	99	0.0%	-
Capital Outlay Transfers	1,670,000	1,670,000	1,252,500	-	417,500	75.0%	450,000
TOTAL EXPENSES	<u>5,741,937</u>	<u>6,344,110</u>	<u>4,291,019</u>	<u>-</u>	<u>2,053,091</u>	<u>67.6%</u>	<u>2,780,540</u>
<i>Revenue Less Expense</i>	<u>(474,105)</u>	<u>(1,076,278)</u>	<u>(707,586)</u>	<u>-</u>	<u>(368,691)</u>		<u>676,137</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

FACILITIES MANAGEMENT FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Service Charges	3,211,405	3,211,405	2,408,554	-	802,851	75.0%	1,882,319
Work Orders - Bldg Maint.	5,068,194	5,068,194	3,744,595	-	1,323,599	73.9%	3,311,561
Miscellaneous & Ins. Proceed	5,500	5,500	164,308	-	(158,808)	2987.4%	594
TOTAL REVENUES	<u>8,285,099</u>	<u>8,285,099</u>	<u>6,317,456</u>	<u>-</u>	<u>1,967,642</u>	<u>76.3%</u>	<u>5,194,474</u>
EXPENSES							
Salaries & Benefits	4,319,283	4,335,413	2,860,938	-	1,474,475	66.0%	2,662,560
Materials, Supplies & Svcs.	2,946,651	3,115,209	2,195,646	217,655	701,909	77.5%	1,558,214
Special Projects	534,750	670,463	301,806	251,244	117,413	82.5%	256,466
Equipment	5,000	45,370	43,179	-	2,191	95.2%	4,899
Appropriated Reserve	39,000	39,000	-	-	39,000	0.0%	-
TOTAL EXPENSES	<u>7,844,685</u>	<u>8,205,455</u>	<u>5,401,568</u>	<u>468,899</u>	<u>2,334,988</u>	<u>71.5%</u>	<u>4,482,139</u>
<i>Revenue Less Expense</i>	<u>440,414</u>	<u>79,644</u>	<u>915,888</u>	<u>(468,899)</u>	<u>(367,346)</u>		<u>712,335</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

FLEET REPLACEMENT FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Vehicle Rental Charges	6,462,197	6,456,407	4,846,533	-	1,609,874	75.1%	4,419,344
Investment Income	884,077	884,077	812,460	-	71,617	91.9%	539,351
Rents & Concessions	103,173	103,173	77,380	-	25,793	75.0%	77,380
Miscellaneous& Auction Proceed	68,000	68,000	262,251	-	(194,251)	385.7%	187,219
Operating Transfers-In	-	38,929	29,197	-	9,732	0.0%	5,745
TOTAL REVENUES	<u>7,517,447</u>	<u>7,550,586</u>	<u>6,027,820</u>	<u>-</u>	<u>1,522,766</u>	<u>79.8%</u>	<u>5,229,040</u>
EXPENSES							
Salaries & Benefits	233,427	234,065	151,877	-	82,188	64.9%	160,048
Materials, Supplies & Svcs.	67,178	106,586	61,801	8,611	36,174	66.1%	33,445
Special Projects	-	54,138	-	-	54,138	0.0%	-
Debt Service	624,562	606,371	303,186	303,186	(0)	100.0%	303,186
Capitalized Fixed Assets	4,300,026	11,039,718	1,093,419	2,520,335	7,425,964	32.7%	1,555,744
TOTAL EXPENSES	<u>5,225,193</u>	<u>12,040,879</u>	<u>1,610,282</u>	<u>2,832,132</u>	<u>7,598,465</u>	<u>36.9%</u>	<u>2,076,745</u>
<i>Revenue Less Expense</i>	<u>2,292,254</u>	<u>(4,490,293)</u>	<u>4,417,538</u>	<u>(2,832,132)</u>	<u>(6,075,699)</u>		<u>3,152,294</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

FLEET MAINTENANCE FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Vehicle Maintenance Charges	4,042,561	4,044,561	3,023,975	-	1,020,586	74.8%	2,534,805
Reimbursements	5,000	5,000	3,750	-	1,250	75.0%	3,750
Miscellaneous	127,252	127,252	107,098	-	20,154	84.2%	89,557
TOTAL REVENUES	<u>4,174,813</u>	<u>4,176,813</u>	<u>3,134,823</u>	<u>-</u>	<u>1,041,990</u>	<u>75.1%</u>	<u>2,628,112</u>
EXPENSES							
Salaries & Benefits	1,850,256	1,855,530	1,321,014	-	534,516	71.2%	1,286,252
Materials, Supplies & Svcs.	2,089,501	2,099,851	1,556,288	201,400	342,163	83.7%	1,489,986
Special Projects	56,804	57,204	20,278	8,450	28,476	50.2%	44,912
Equipment	7,884	7,884	112	6,269	1,503	80.9%	3,045
Appropriated Reserve	19,000	19,000	-	-	19,000	0.0%	-
TOTAL EXPENSES	<u>4,023,444</u>	<u>4,039,468</u>	<u>2,897,692</u>	<u>216,118</u>	<u>925,658</u>	<u>77.1%</u>	<u>2,824,194</u>
<i>Revenue Less Expense</i>	<u>151,369</u>	<u>137,344</u>	<u>237,131</u>	<u>(216,118)</u>	<u>116,332</u>		<u>(196,082)</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

SELF INSURANCE TRUST FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Insurance Premiums	16,263,468	16,263,468	12,197,601	-	4,065,867	75.0%	9,816,859
Workers' Compensation Premiums	8,369,373	8,369,373	6,408,147	-	1,961,226	76.6%	4,873,602
OSH Charges	361,744	361,744	272,629	-	89,115	75.4%	271,308
Unemployment Insurance Premiums	191,912	191,912	143,934	-	47,978	75.0%	143,933
Investment Income	152,000	152,000	225,903	-	(73,903)	148.6%	121,406
Operating Transfers-In	75,825	75,825	56,869	-	18,956	75.0%	56,869
TOTAL REVENUES	25,414,322	25,514,322	19,305,089	-	6,209,233	75.7%	15,283,978
EXPENSES							
Salaries & Benefits	1,081,011	1,082,058	762,284	-	319,774	70.4%	741,090
Materials, Supplies & Services	23,702,665	23,892,823	14,047,198	486,534	9,359,091	60.8%	12,448,540
Special Projects	-	25,000	19,993	-	5,007	80.0%	2,057
Capital Outlay Transfers	409	-	-	-	-	0.0%	-
Equipment	-	-	3,616	-	(3,616)	0.0%	-
TOTAL EXPENSES	24,784,085	24,999,880	14,833,091	486,534	9,680,256	61.3%	13,191,688
<i>Revenue Less Expense</i>	<u>630,237</u>	<u>514,442</u>	<u>4,471,999</u>	<u>(486,534)</u>	<u>(3,471,023)</u>		<u>2,092,290</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 Months Ended March 31, 2026 (75.0% of Fiscal Year)

INFORMATION TECHNOLOGY FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service charges	9,909,521	9,909,524	7,432,146	-	2,477,378	75.0%	6,567,069
Operating Transfers-In	692,803	692,803	474,527	-	218,276	68.5%	535,015
Miscellaneous	-	-	2,200	-	(2,200)	0.0%	-
TOTAL REVENUES	10,602,324	10,602,327	7,908,873	-	2,693,454	74.6%	7,102,084
EXPENSES							
Salaries & Benefits	5,978,120	5,981,069	4,094,814	-	1,886,255	68.5%	3,975,272
Materials, Supplies & Services	3,503,075	3,637,398	3,117,566	87,729	432,104	88.1%	2,615,169
Capital Outlay Transfers	257,586	257,586	193,190	-	64,397	75.0%	182,108
Equipment	197,440	197,440	75,329	54,357	67,754	65.7%	31,442
TOTAL EXPENSES	9,936,222	10,073,494	7,480,898	142,086	2,450,510	75.7%	6,803,990
<i>Revenue Less Expense</i>	<u>666,102</u>	<u>528,833</u>	<u>427,974</u>	<u>(142,086)</u>	<u>242,944</u>		<u>298,094</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

WATERFRONT OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Leases - Commercial	2,350,000	2,350,000	1,733,676	-	616,324	73.8%	1,649,280
Leases - Food Service	3,150,000	3,150,000	2,532,143	-	617,857	80.4%	2,778,729
Slip Rental Fees	6,442,630	6,442,630	4,912,577	-	1,530,053	76.3%	4,663,073
Visitors Fees	861,900	861,900	573,477	-	288,423	66.5%	576,168
Slip Transfer Fees	1,000,000	1,000,000	792,925	-	207,075	79.3%	744,075
Parking Revenue	4,499,350	4,499,350	3,335,218	-	1,164,132	74.1%	3,422,565
Wharf Parking	414,580	414,580	269,614	-	144,966	65.0%	263,080
Other Fees & Charges	235,565	235,565	182,538	-	53,027	77.5%	190,649
Investment Income	556,000	556,000	409,179	-	146,821	73.6%	342,309
Rents & Concessions	466,000	466,000	354,521	-	111,479	76.1%	370,495
Miscellaneous	812,830	812,830	503,114	-	309,716	61.9%	538,519
TOTAL REVENUES	20,788,855	20,788,855	15,657,630	-	5,131,225	75.3%	15,538,942
EXPENSES							
Salaries & Benefits	9,517,459	9,540,432	6,817,462	-	2,722,970	71.5%	6,257,195
Materials, Supplies & Svcs.	8,166,920	8,318,627	5,539,789	911,048	1,867,790	77.5%	5,102,718
Special Projects	212,720	243,039	132,060	-	110,979	54.3%	128,186
Debt Service	2,029,369	2,029,369	1,463,999	-	565,370	72.1%	1,465,887
Capital Outlay Transfers	2,595,000	2,595,000	1,946,250	-	648,750	75.0%	1,706,250
Equipment	101,000	101,000	30,552	1,074	69,374	31.3%	90,065
Other	10,000	14,000	1,678	4,000	8,323	40.6%	-
Appropriated Reserve	100,000	100,000	-	-	100,000	0.0%	-
TOTAL EXPENSES	22,732,468	22,941,467	15,931,790	916,122	6,093,555	73.4%	14,785,301
<i>Revenue Less Expense</i>	<u>(1,943,613)</u>	<u>(2,152,612)</u>	<u>(274,160)</u>	<u>(916,122)</u>	<u>(962,330)</u>		<u>753,641</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

SANTA BARBARA CLEAN ENERGY FUND

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
REVENUES							
Service Charges	47,370,084	47,370,084	30,872,701	-	16,497,383	65.2%	31,104,906
Investment Income	443,000	443,000	382,201	-	60,799	86.3%	572,836
Rents & Concessions	30,133	30,133	22,605	-	7,528	75.0%	-
Fed Tax Crd. EV Vehicles	-	-	77,278	-	(77,278)	0.0%	125
TOTAL REVENUES	<u>47,843,217</u>	<u>47,843,217</u>	<u>31,354,785</u>	<u>-</u>	<u>16,488,433</u>	<u>65.5%</u>	<u>31,677,867</u>
EXPENSES							
Salaries & Benefits	1,911,876	1,829,398	1,258,494	-	570,904	68.8%	1,107,524
Materials, Supplies & Svcs.	46,077,671	47,768,536	28,604,350	4,800,058	14,364,127	69.9%	36,740,126
Special Projects	2,104,671	2,542,511	1,475,084	202,634	864,793	66.0%	1,092,625
Equipment	5,500	9,032	9,133	-	(101)	101.1%	1,425
Other	473,701	473,701	-	-	473,701	0.0%	-
TOTAL EXPENSES	<u>50,573,418</u>	<u>52,623,178</u>	<u>31,347,061</u>	<u>5,002,693</u>	<u>16,273,424</u>	<u>69.1%</u>	<u>38,941,700</u>
<i>Revenue Less Expense</i>	<u>(2,730,201)</u>	<u>(4,779,960)</u>	<u>7,724</u>	<u>(5,002,693)</u>	<u>215,008</u>		<u>(7,263,832)</u>

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Nine Months Ended March 31, 2026 (75.0% of Fiscal Year)

ENERGY AND CLIMATE MANAGEMENT FUND

	<u>Adopted</u>	<u>Revised</u>	<u>YTD</u>	<u>Encum-</u>	<u>Remaining</u>	<u>Percent of</u>	<u>Previous</u>
	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>	<u>brances</u>	<u>Balance with</u>	<u>Budget</u>	<u>YTD</u>
					<u>Revised budget</u>		
REVENUES							
Service charges	2,221,036	2,221,036	1,665,777	-	555,259	75.0%	1,614,007
Miscellaneous	67,750	67,750	44,516	-	23,234	65.7%	53,197
TOTAL REVENUES	<u>2,288,786</u>	<u>2,288,786</u>	<u>1,710,292</u>	<u>-</u>	<u>578,494</u>	<u>74.7%</u>	<u>1,667,204</u>
EXPENSES							
Salaries & Benefits	92,493	92,537	38,587	-	53,951	41.7%	62,523
Materials, Supplies & Svcs.	2,097,385	2,287,044	1,356,014	45,216	885,814	61.3%	1,300,457
Special Projects	123,500	325,761	61,410	35,944	228,407	29.9%	55,204
TOTAL EXPENSES	<u>2,313,378</u>	<u>2,705,342</u>	<u>1,456,010</u>	<u>81,160</u>	<u>1,168,172</u>	<u>56.8%</u>	<u>1,418,183</u>
<i>Revenue Less Expense</i>	<u>(24,592)</u>	<u>(416,556)</u>	<u>254,282</u>	<u>(81,160)</u>	<u>(589,678)</u>		<u>249,021</u>

Fiscal Year 2026 Interim Financial Statements for the Nine Months Ended March 31, 2026 (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, 2026, in Fiscal Year (FY) 2026. For interim financial statement purposes, revenues are reported on a cash basis (i.e., when funds are received). All revenues below have unique collection cycles; therefore, they may vary from other revenues and result in fluctuations when comparing historical actuals. This table highlights the annual revised budget, projections, and actual collections for general tax revenues, franchise fees, and other fees/charges. At the end of the third quarter (Q3), tax revenues are \$117.1 Million, 65.9% of the FY2026 budget. Currently, projections reflect the revised budget. The largest general tax revenues are discussed in more detail below.

Summary of Revenues General Fund Fiscal Year 2026 For the Nine Months Ended March 31, 2026

Source of Revenue	Adopted Budget	Revised Budget	Year-to-Date Actual	**Projected Full-Year	% Variance Budget w/ Actual	Last Year-to Date FY2025	Variance Actual w/ FY2025
Property Tax	\$53,581,500	\$53,581,500	\$28,476,398	\$53,581,500	53%	\$27,207,266	\$1,269,133
Sales & Use Tax	\$31,960,000	\$31,960,000	\$22,298,412	\$31,939,142	70%	\$22,714,420	(\$416,008)
Measure C Sales Tax	\$34,235,000	\$34,257,500	\$24,297,740	\$34,257,500	71%	\$23,841,715	\$456,024
Measure I Sales Tax	\$15,100,000	\$15,100,000	\$9,079,559	\$15,100,000	60%	\$0	\$9,079,559
Transient Occupancy Tax	\$29,561,000	\$29,561,000	\$23,159,739	\$29,561,000	78%	\$22,341,632	\$818,107
Utility Users Tax	\$8,200,000	\$8,200,000	\$5,912,117	\$8,200,000	72%	\$6,377,582	(\$465,465)
Business License	\$2,958,000	\$2,958,000	\$2,413,462	\$2,958,000	82%	\$2,500,848	(\$87,387)
Cannabis Excise Tax	\$1,000,000	\$1,000,000	\$726,027	\$1,000,000	73%	\$686,325	\$39,702
Property Transfer Tax	\$1,000,000	\$1,000,000	\$706,639	\$1,000,000	71%	\$666,904	\$39,735
Total Taxes	\$177,595,500	\$177,618,000	\$117,070,092	\$177,597,142	66%	\$106,336,693	\$10,733,399
License & Permits	\$239,725	\$240,925	\$90,268	\$155,367	37%	\$103,182	(\$12,914)
Fines & Forfeitures	\$3,405,652	\$3,405,652	\$2,691,086	\$3,705,101	79%	\$2,303,073	\$388,014
Franchise Fee	\$6,500,000	\$6,500,000	\$3,996,644	\$6,500,000	61%	\$3,813,433	\$183,210
Use of Money & Property	\$4,112,716	\$4,137,716	\$2,722,636	\$4,132,060	66%	\$2,148,321	\$574,315
Intergovernmental	\$2,917,061	\$2,917,061	\$1,650,715	\$3,059,423	57%	\$1,682,553	(\$31,838)
Fee & Charges	\$15,895,175	\$16,414,896	\$12,767,056	\$16,805,340	78%	\$11,627,770	\$1,139,286
Miscellaneous	\$32,233,565	\$32,557,953	\$22,509,53	\$31,406,37	69%	\$18,735,293	\$3,774,243
Total Other	\$65,303,894	\$66,174,20	\$46,427,941	\$65,763,660	70%	\$40,413,625	\$6,014,315
Total Revenues	\$242,899,394	\$243,792,202	\$163,498,033	\$243,360,802	67%	\$146,750,31	\$16,747,715

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

Property Tax

In 1978, a State constitutional amendment (Article 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, 2026, the first installment of property tax revenue has been collected. Projected revenue for FY2026 is estimated at \$53.6 Million. Current results are \$1.3 Million higher than those recorded during the same period in the prior fiscal year. This increase is driven by continued growth in assessed real property valuations.

Sales, Transaction, and Use Taxes

Bradley-Burns 1.00% Tax: Revenue for Q3 FY2026 is \$22.3 Million, 69.8% of budget or a slight decrease by 1.8% from Q3 FY2025. This line item is conservatively budgeted for FY2026, expecting a softening of sales tax growth as recent quarter-over-quarter growth has been relatively flat.

Measure C 1.00% for Capital: Voters approved a one-cent transaction and use tax increase in FY2018, which became effective April 1, 2018. Measure C tax revenue is \$24.3 Million, 70.9% of the budget. It follows the same trend—a slight increase (1.9%) as last fiscal year with no noticeable changes. Funds collected under this category are primarily utilized to build, repair, and maintain City buildings and local streets. Major projects under Measure C include the construction of a new police station and renovation of Dwight Murphy Field Park, among many pavements, park, library, and other capital projects.

Measure I 0.50% for Essential Services: The voters approved a half-cent transaction and use tax on November 5, 2024, which became effective on April 1, 2025. Measure I tax revenue is projected to generate approximately \$15.1 Million annually. At the end of Q3, \$9.0 Million is recognized, or 60.1% of projection.

Transient Occupancy Tax

Transient Occupancy Tax (TOT) revenue is 78.3% of budget, totaling \$23.2 Million. This includes an estimated \$1.9 Million in Short-Term Rental (STR) and \$920.0K in STR settlement revenue from the initiated enforcement program. Hotel occupancy rate is 79.0% as of March 31, 2026, a 13.0% increase with the same period last year. There is no change in projection at this point with the adopted budget. The City began the second round of 25 hotel TOT audits in November 2025. Hotels have been submitting the necessary documentation, and the auditors have issued the draft audit report. Staff are currently reviewing the report and will issue notices to hotels in the coming weeks. All hotels audited in the first round of TOT audits have been completed.

Cannabis Excise Tax

Cannabis tax revenue is 72.6% of budget or \$726.0K, an increase by \$39.7.0K from last year for the same period. The City completed five (5) cannabis business audits, resulting in no major findings. One (1) cannabis business audit is incomplete due to ownership changes. That audit has been reinitiated. The projection is still set for \$1.0 Million. There is still too much uncertainty in this market, and future projections should stay flat. The City Council approved a tax rate increase from 6.0% to 8.0% that takes effect at the beginning of FY2027.

Business (License) Tax

Business Tax Certificate revenues are due on the first day of the new year. 81.6% of projected revenue has been collected (\$2.4 Million), a slight decrease of 3.5% from Q3 FY2025. Projection reflects the adopted budget.

Other & Department Revenues

Other Revenues include fines, forfeitures, fees, intergovernmental revenues, interfund charges, and reimbursements. This category represents 70.0% of the revised budget, totaling \$46.4 Million, an increase of \$6.0 Million compared to the same period last year.

The primary drivers of this growth are Fees and Charges. Community Development reports a 14.2% positive variance compared to the prior year and reached 90.7% of its revised budget. Changes are within Building permits. Parks & Recreation fees and service charges increased by 10.4% compared with the same period last year, driven by higher than anticipated utilization and program enrollment.

Miscellaneous Revenues consist of interfund charges, reimbursements, and departmental receipts for indirect cost allocations. At the end of Q3, revenue reached 69.0% of the revised budget and shows a positive change of \$3.8 Million compared with the same period in the prior year due to an increase in interfund transfers. The projection for this line item has been reduced by \$1.1 Million due to adjustments in the interfund reimbursement budget.

Overall, Other Revenues are budgeted at \$66.2 Million for the fiscal year, with current projections revised to \$65.8 Million. Actual revenues-to-date exceeded FY2025 actuals by \$6.0 Million, reflecting strengthened fee structures, increased service demand, and improved cost-recovery practices.

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

**Summary of Departmental Revenues General Fund Fiscal Year 2026
 For the Nine Months Ended March 31, 2026**

Department	Adopted Budget	Revised Budget	Year-to-Date Actual	Projected Full-Year	% Variance		Variance Actual w/ FY2025
					Budget w/ Actual	Last Year-to-Date FY2025	
Mayor & Council	\$92,000	\$92,000	\$60,241	\$92,000	65%	\$66,435	(\$6,194)
City Attorney	\$0	\$0	\$2,500	\$0	0%	\$0	\$2,500
City Administrator	\$833,835	\$1,265,165	\$919,157	\$1,065,165	73%	\$135,838	\$783,320
Human Resources	\$15,000	\$15,000	\$127	\$15,000	1%	\$6,096	(\$5,969)
Finance	\$836,292	\$836,292	\$592,068	\$836,292	71%	\$625,651	(\$33,583)
General Government	\$1,777,127	\$2,208,457	\$1,574,093	\$2,008,457	71%	\$834,020	\$740,073
Police	\$4,844,052	\$4,844,052	\$3,563,269	\$5,300,911	74%	\$2,554,145	\$1,009,124
Fire	\$6,474,291	\$6,244,212	\$4,628,703	\$6,244,212	74%	\$4,570,968	\$57,734
Public Safety	\$11,318,343	\$11,088,264	\$8,191,971	\$11,545,123	74%	\$7,125,113	\$1,066,858
Parks & Recreation	\$8,709,576	\$8,650,576	\$6,125,566	\$8,650,576	71%	\$5,675,928	\$449,638
Library	\$993,883	\$993,883	\$76,862	\$993,883	8%	\$99,385	(\$22,523)
Community Services	\$9,703,459	\$9,644,459	\$6,202,428	\$9,644,459	64%	\$5,775,312	\$427,116
Public Works	\$12,164,021	\$12,164,021	\$8,165,84	\$10,919,812	67%	\$7,518,679	\$647,163
Sustainability & Resiliency	\$31,096	\$31,096	\$23,457	\$31,096	75%	\$59,241	(\$35,784)
Community Development	\$7,815,150	\$8,625,150	\$7,139,997	\$9,181,100	83%	\$6,650,118	\$489,880
Total	\$42,809,196	\$43,761,447	\$31,297,789	\$43,330,047	72%	\$27,962,484	\$3,335,305

Departmental revenues are on target with the revised budget at 72.0% or \$31.3 Million.

General Government revenue, representing 71.0% of the budget (\$1.6 Million), are primarily driven by the City Administrator’s Office, which contributes \$919.2K, or 73.0% of its total budget. The recent restructuring of Downtown Parking is part of a broader organizational realignment led by the City Administrator to modernize downtown services, strengthen parking system finances, and enhance coordination across departments. As part of this reorganization, new revenue streams—such as Plaza Support, the Downtown Marketing contract, and Planning reimbursements—have been incorporated into this division. FY2026 General Government revenue projections have been modestly reduced by \$200.0K.

Public Safety revenue represents 74.0% of the budget, totaling \$8.2 Million.

The Police Department (PD) accounts for \$3.6 Million, or 74.0% of its budget, driven in part by a 55.0% increase in Parking Violation revenue compared to the prior year. This growth is primarily attributed to the filling of previously vacant Parking Enforcement positions. Additional revenue sources include False Alarm fees, Special Event reimbursements, and Police Officer Standards and Training reimbursements. PD projection has been modified to reflect an increase of \$456.0K compared with the revised budget.

The Fire Department concludes Q3 with \$4.6 Million in revenue, on target with the expected trend for this period of 74.0% of the revised budget. Public Safety revenue projections remain aligned with the revised budget for the fiscal year and are slightly higher than the same period last year, reflecting an increase of \$57.7K.

Community Services revenue is led by Parks & Recreation (P&R), totaling \$6.1 Million, while the Library Department has collected 8.0% of its budget, or \$76.9K. P&R revenue is generated through a mix of activities, programs, and facility operations. By the end of Q3, the Recreation Division projects to stay on track with its budgeted revenue. Revenue within the Sports Program (6181) declined due to the temporary closure of Carrillo Gym for exterior remodeling, increased competition in the pickleball market, and lower-than-anticipated participation in Youth Evolution Sports. The Division expects to offset these impacts through expenditure reductions and currently projects ending the fiscal year on budget.

The Library Department's Q3 projections stay on track with revised budget. The current primary driver of underperformance is the County Per Capita allocation outlined in the annual agreement for the Countywide Library System. This funding source represents approximately 90.0% of the program's budgeted revenue. Although no payments have been received year-to-date, the full amount is expected by early Q4, and no revenue shortfall is anticipated.

Projections for Community Services remain aligned with the revised budget. At the nine-month mark, the department collected an additional \$427.1K in revenue compared to the same period in the prior fiscal year, for a fiscal year-to-date total of \$6.2 Million.

Public Works' (PW) Q3 actual revenue totals \$8.2 Million, or 67.0% of budget. Engineering work order revenue is at 67.0% of budget due to vacancies in all Engineering groups. Compared to FY2025 year-to-date, this revenue is \$727.0K higher due to a more aggressive billing target this year. Land Development Engineering revenue is 64.0% of budget, which is under budget by \$223.0K, mainly due to lower permit fees and vacancies. Compared to FY2025 year-to-date, these revenues are lower by \$110.0K largely due to lower street and utility permits. At year end, revenues are projected to be under budget by \$1.2 Million, mainly due to lower Engineering work order revenue and lower Land Development Engineering revenue. These lower revenues are anticipated to be offset by total projected expenditure savings of \$1.7 Million.

Sustainability & Resilience (S&R) is performing in line with expectations, with 75.0% of budgeted revenue achieved and \$23.5K recognized through Q3. Activities related to vector control and environmental cleanup remain on track to meet year-end targets. At this time, no adjustments to revenue projections are necessary, as performance continues to align with budgeted assumptions and no significant variances have been identified.

Community Development (CD) continues to outperform expectations in Q3, generating \$7.1 Million in revenue, or 83.0% of its budget. This reflects a favorable variance of \$489.9K compared to the same period in the prior fiscal year. Revenue projection has been increased to reflect an additional \$556.0K above budget. This projection includes a one-time \$750.0K budgeted item for third-party environmental review services. Revenue from building permits is \$4.7 Million or 92.0% of revised budget, an increase of \$753.0K from Q3 FY2025.

General Fund Expenditures

The *Summary of Departmental Expenditures, General Fund* table below summarizes General Fund expenditures through March 31, 2026. The Revised Budget column represents the adopted budget, appropriation carryovers from the prior year, and all supplemental appropriations approved by the City Council in the current year. The FY2026 adopted budget included several targeted reduction plans to assist with lowering City expenditures, including salary savings (\$601.3K) partially allocated under the line-item *Non-Departmental* in the table below. As of March 31, 2026, 57.0% of the revised budget was used. Comparing this quarter's result with FY2025, Expenditure is \$4.9 Million higher. It is a combination of increases across all departments, offset by a reduction of \$10.0 Million in Expenditure for Measure C.

Summary of Departmental Expenditures General Fund Fiscal Year 2026 For the Nine Months Ended March 31, 2026

Department	Adopted Budget	Revised Budget	Year-to-Date Actual	Projected Full-Year	% Variance		Variance Actual w/ FY2025
					Budget w/ Actual	Last Year-to-Date FY2025	
Mayor & Council	\$3,356,567	\$3,380,261	\$2,347,905	\$3,380,261	69%	\$2,633,172	(\$285,267)
City Attorney	\$5,612,505	\$5,893,898	\$3,868,459	\$5,893,898	66%	\$3,607,929	\$260,530
City Administrator	\$8,593,758	\$9,970,883	\$6,341,746	\$9,731,379	64%	\$3,219,185	\$3,122,561
Human Resources	\$2,935,310	\$3,098,393	\$1,907,264	\$3,098,393	62%	\$1,955,823	(\$48,559)
Finance	\$8,314,325	\$9,287,975	\$6,060,424	\$9,287,975	65%	\$5,540,165	\$520,259
General Government	\$28,812,466	\$31,631,411	\$20,525,798	\$31,391,906	65%	\$16,956,273	\$3,569,524
Police	\$61,192,945	\$62,373,553	\$45,176,932	\$63,662,211	72%	\$41,338,063	\$3,838,869
Fire	\$42,380,676	\$46,063,514	\$32,435,040	\$46,063,514	70%	\$29,332,166	\$3,102,874
Public Safety	\$103,573,620	\$108,437,067	\$77,611,973	\$109,725,725	72%	\$70,670,229	\$6,941,743
Parks & Recreation	\$28,047,427	\$28,291,217	\$19,108,533	\$28,291,217	68%	\$17,407,153	\$1,701,380
Library	\$9,863,079	\$9,876,726	\$6,718,696	\$9,416,483	68%	\$5,947,315	\$771,381
Community Services	\$37,910,506	\$38,167,944	\$25,827,230	\$37,707,700	68%	\$23,354,468	\$2,472,761
Public Works	\$15,187,246	\$15,240,393	\$10,042,814	\$13,448,063	66%	\$9,785,298	\$257,516
Sustainability & Resilience	\$305,513	\$500,506	\$252,340	\$475,577	50%	\$365,555	(\$113,215)
Community Development	\$15,969,396	\$17,445,628	\$11,383,616	\$16,102,456	41%	\$11,416,173	(\$32,557)
Measure C Sales Tax	\$35,119,802	\$79,250,495	\$18,849,116	\$79,250,495	24%	\$28,824,870	(\$9,975,754)
Non-Departmental	\$8,511,693	\$7,717,242	\$6,908,408	\$7,717,325	83%	\$5,084,013	\$1,824,395
Total	\$245,390,243	\$298,390,687	\$171,401,295	\$295,819,248	57%	\$166,456,880	\$4,944,415

Encumbrances & Carryovers

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

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liabilities; instead, they are reported as restricted or committed fund balance within the governmental funds.

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

Expenditure Analysis by General Fund

The General Fund's revised budget totals \$298.4 Million, including \$6.2 Million in carried-forward encumbrances, and is 57.0% expended (\$171.4 Million) as of March 31, 2026.

The *Summary of Departmental Expenditures, General Fund* table above shows performance at department level. 36.3% 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 13.0% of the total budget, which includes the City's P&R and Library Departments. General Government makes up 11.0% of appropriations which include Finance, City Administration, Mayor & City Council, City Attorney, Human Resources, and City Clerk Departments. The balance of 39.7% under other departments/services is allocated across Measure C, Community Development, and Public Works.

Summary of Expenditures by Type General Fund Fiscal Year 2026 For the Nine Months Ended March 31, 2026

Expenditure Type	Adopted Budget	Revised Budget	Year-to-Date Actual	% Variance Budget w/ Actual	Projected Full-Year
Salaries	\$100,341,567	\$102,389,732	\$70,358,734	69%	\$99,740,847
Benefits	\$59,755,944	\$61,400,545	\$43,839,360	71%	\$60,031,131
Attrition Savings	(\$4,552,205)	(\$4,552,205)	\$0	0%	(\$4,552,205)
Salaries & Benefits	\$155,545,306	\$159,238,071	\$114,198,094	72%	\$155,219,773
Supplies & Services	\$15,800,042	\$18,131,176	\$9,399,380	52%	\$20,613,987
Allocated Costs	\$23,796,620	\$24,009,514	\$18,007,139	75%	\$24,009,514
Special Projects	\$4,776,564	\$7,626,624	\$3,114,846	41%	\$6,605,331
Supplies & Other	\$44,373,226	\$49,767,314	\$30,521,365	61%	\$51,228,831
Equipment	\$1,277,431	\$1,544,008	\$779,516	50%	\$1,529,273
Measure C Sales Tax	\$35,119,802	\$79,250,495	\$18,849,116	24%	\$79,250,495
Transfers	\$8,566,977	\$8,197,582	\$7,043,424	86%	\$8,194,056
Debt Service	\$507,500	\$393,299	\$7,841	2%	\$396,819
Equipment & Capital	\$45,471,710	\$89,385,384	\$26,679,898	30%	\$89,370,642
Expenditure Reductions	\$0	\$0	\$0	0%	\$0
Total	\$245,390,242	\$298,390,768	\$171,399,356	57%	\$295,819,248

General Government actual spending totals \$20.5 Million, representing 65.0% of the revised budget, or 73.3% when including encumbrances. All divisions are tracking within expected expenditure levels for the reporting period. Compared to FY2025, the variance is primarily attributable to the City Administrator position vacancy during the prior fiscal year, which resulted in temporary personnel cost savings. With the position now filled, General Government spending has returned to normal budgeted levels. General Government expenditures are projected to close the fiscal year with a favorable variance of \$239.0K below the revised budget.

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

Public Safety actual spending totals \$77.6 Million, representing 72.0% of the revised budget and reflecting an increase of \$6.9 Million compared to the same period last year. Payroll and benefits costs remain the primary drivers of Public Safety expenditures. Projections are at \$1.3 Million over revised budget at this time.

The Police Department's (PD) overall Q3 expenditures are aligned with the revised budget, totaling \$45.2 Million, or 72.0%, with year-end spending projected at \$63.7 Million. PD salaries finished Q3 at 71.88%, totaling \$21,890,920. This category is projected to reach 97.99%, or \$29.8 Million by year end based on current vacancy trends and actual figures. Due to salary increases that were higher than budgeted, PD's overtime expenses increased in FY2026 and are projected to finish at 121.27%, or \$2.7 Million. PD will continue to review and monitor overtime expenses for the remainder of the fiscal year.

The Fire Department's (FD) expenditures are 70.0% of its revised budget, totaling \$32.4 Million, reflects an increase of \$3.1 Million compared to Q3 FY2025, primarily due to higher payroll costs. FD kept its projected spending at revised budget of \$46.1 Million.

Community Services has actual expenditures of \$25.8 Million, or 68.0% of associated budget for Q3 FY2026, an increase of \$2.5 Million from FY2025. Current expenditure projections remain aligned with revised budget allocations. Detailed variance analysis and budgetary assumptions are presented at the departmental level for P&R and Library Operations.

Parks & Recreation (P&R) Department expenses are primarily driven by cost-of-revenue activities. By the end of Q3, P&R had spent 68.0% of its budget, totaling \$19.1 Million. Year-over-year expenditure variances remain within expected cost parameters, with modest increases tied to building and vehicle maintenance. P&R's projections are currently in line with revised budget. Salaries & Benefits savings total an estimated \$308.4K at the end of Q3, driven

by five (5) frozen permanent vacancies and slower recruitment for hourly positions. P&R projects to achieve its budgeted attrition savings of \$392.0K by fiscal year end.

The Library Department includes administration for the Montecito Branch Library, operations for the Central and Eastside Libraries, the “On the Go” Library, and Adult Education services. By the end of Q3 FY2026, the Library had utilized \$6.7 Million, or 68.0% of its annual budget. Payroll savings are projected due to two (2) vacant leadership positions. Overall expenditure is currently projected to be \$460.0K below the revised budget, and the Library continues to operate within normal parameters for service demand and operational needs.

The Public Works (PW) Department has incurred \$10.0 Million in expenditure, utilizing 66.0% of its revised FY2026 budget. Projections reflect a \$1.8 Million reduction relative to the revised budget, driven primarily by Salaries & Benefits savings at 67.0% of budget, associated with nine (9) staff vacancies that directly affect the ability to meet work order engineering revenue targets. Additional savings in discretionary spending have also been realized, as staff continue to closely monitor expenditures in support of broader General Fund budget challenges.

The Sustainability & Resilience (S&R) Department is currently managing three (3) special projects—underground storage tank removal and remediation projects—in FY2026. The first project, an emergency project resulting from the discovery of old fuel tanks in the right-of-way outside of the old post office on Chapala, is complete. The second project, the Lot 12 remediation, is on target. Site work has been completed, and staff are working through the post-remedial groundwater monitoring phase. The third project involves the removal of storage tanks adjacent to Stearns Wharf and is still in the scoping phase. Staff expect to have a work plan shortly, with work anticipated to begin in summer 2026. By the end of Q3, S&R had expended 50.0% of its budget, totaling \$252.3K, a reduction of \$113.2K compared to FY2025 for the same period. Q3 projections reflect a \$25.0K reduction compared to the revised budget.

The Community Development (CD) Department incurred \$11.4 Million in General Fund expenditure, representing 41.0% of its budget. Overall, CD is projected to finish the fiscal year \$1.3 Million below the revised budget, driven primarily by unspent appropriations for third-party environmental review services, which are only utilized when specific project requirements are triggered. CD is projected to end the fiscal year over budget in salaries, primarily due to a revised budgetary approach that consolidated anticipated attrition savings within the department’s base budget. CD’s attrition savings target was set at 4.5%, compared to an overall General Fund target of 2.8%. With 72 full-time equivalent (FTE) positions, a 4.5% attrition target equates to approximately three (3) FTEs, which exceeds the department’s typical attrition experience of approximately two (2) FTEs. Excluding the attrition savings assumption, CD is projected to achieve approximately \$480.0K in salary savings by the end of the fiscal year. Of this amount, an estimated \$200.0K is attributable to normal attrition, with the remaining savings driven by delayed recruitment, policy decisions, and higher-than-budgeted benefit cost assumptions.

Non-Departmental and Measure C expenditures include transfers from the General Fund to other funds and Fund 3010. Most transfers occurring are to the Measure C fund which supports various capital maintenance and improvement projects. Anticipated year-end attrition savings are also recorded here. At Q3, actual is 24.0% of the revised budget (reduced by savings). Staff revised the accounting treatment for Measure C revenues to be deposited directly into the Measure C fund, which eliminates the unnecessary transfers from the General Fund. However, for transparency, Fund 3010 holding on the expenditure line is displayed in this section of the General Fund table for expenditures.

General Fund expenditures are \$171.4 Million at the end of Q3 or 57.0% of revised budget, an increase for \$4.9 Million from Q3 FY2025.

General Fund Multi-Year Forecast

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

This multi-year forecast process is particularly important during the budget development process to understand major economic indicators and trends that will likely impact City and department-specific revenue sources. It has proven to be a critical planning tool to inform labor negotiations, public presentations, and guidance for developing the FY2026 budget.

Overall, the multi-year forecast assumes the recovery and continued, modest growth of all major General Fund revenue sources into the foreseeable future. The forecast also includes the Measure I sales tax revenue source that took effect during the last few months of FY2025. With nearly three quarters of the General Fund allocated to Salaries & Benefits, the forecast includes known increases in benefits and pension costs, which consume most of the anticipated revenue growth, as well as impacts due to high inflation on goods and services.

The forecast shows a growing projected deficit in FY2026 and FY2027 based on base budget assumptions. The primary driver of the deficit projections being larger than the adopted budget is due to lower growth in sales tax revenues as well as salary increases for public safety employees in recent labor negotiations being more than what was budgeted.

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

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

The table below shows the General Fund revenue and expenditures, including reserve target goals, from FY2025 through FY2030, and **excludes** Measure C revenues and expenditures.

General Fund	FY2025 Actual Audited	FY2026 Projections	Recommended FY2027 Budget	FY2028 Forecast	FY2029 Forecast	FY2030 Forecast
Revenues	\$185.3	\$209.1	\$222.4	\$227.9	\$232.6	\$240.1
Expenditures	\$195.3	\$216.6	\$225.7	\$237.2	\$246.9	\$256.9
Surplus / (Deficit)	(\$10.1)	(\$7.5)	(\$3.4)	(\$9.3)	(\$14.3)	(\$16.8)

General Fund Reserves Projection

The General Fund has two (2) reserve targets, Disaster Reserves and Contingency Reserves, as required by City Council Resolution No. 23-124. The City Council reviewed the reserve policy on October 14, 2025, and decided not to change any components of the policy.

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

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

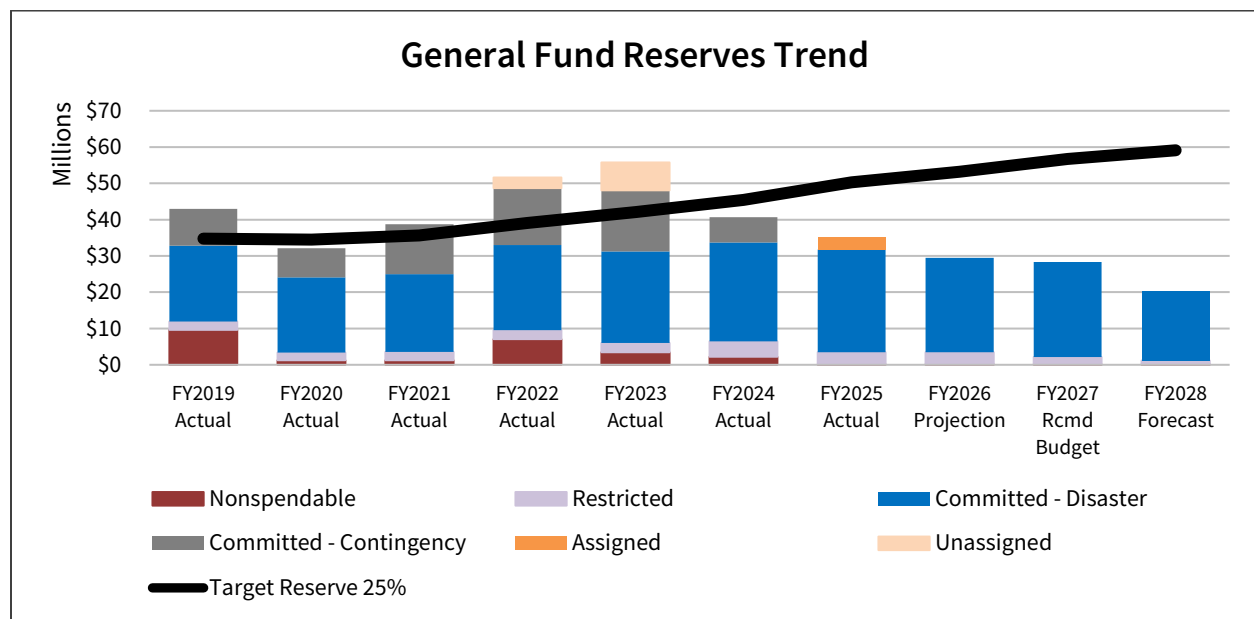
Any use of the Disaster or Contingency reserves requires a majority vote of approval by the City Council. The FY2026 adopted budget required a strategic use of a small number of reserves to balance the budget. Reserves were largely replenished in FY2022 and held steady in FY2023; however, they declined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

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Staff will continue to address the anticipated changes to reserves based on projections in future quarterly reports to the City Council. The FY2025 General Fund actuals and FY2026 projections show an operating deficit which will result in the use of reserves. The multi-year budget projection indicates operating deficits going forward. As required in prior budget cycles, staff will focus on rebalancing the budget through controlling expenditure and considering revenue increases.

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

The graph below shows the General Fund reserves trend from FY2019 through a projection of FY2028.



Enterprise Operating Fund Revenues and Expenses

Unlike the General Fund, that relies primarily on taxes to fund programs and services, Enterprise Funds, also known as Proprietary Funds, are financed primarily with user fees and other non-tax revenues. The *Summary of Revenues & Expenses, Enterprise Funds* table below reports Enterprise Fund Revenues & Expenses through March 31, 2026, associated Annual Budget, projections, and prior-year actuals for this same nine (9) month period. Encumbrances as of March 31, 2026, are shown separately from expense actuals as the inclusion of encumbrances within actuals can distort trends. Proprietary funds of the City include the Water Fund, Wastewater Fund, Airport Fund, Waterfront Fund, Solid Waste Fund, Downtown Parking Fund, Clean Energy Fund, and Golf Fund.

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Summary of Revenues and Expenses for Enterprise Funds
 For the Nine Months Ended March 31, 2026

Enterprise Funds	Adopted Budget	Revised Budget	Year-to-Date Actual	% Variance w/ Revised Budget	Encumbered	Projected Full Year	Last Year-to-Date FY2025	% Variance w/ FY2025
Solid Waste Fund								
Revenues	\$42,990,702	\$43,199,169	\$32,480,621	75.2%	\$0	\$44,425,980	\$30,329,673	7.1%
Expenses	\$42,373,212	\$42,940,718	\$29,999,294	69.9%	\$5,889,099	\$43,976,238	\$27,136,714	10.5%
Add/(Use) Reserves	\$617,491	\$258,451	\$2,481,326		(\$5,889,100)	\$449,742	\$3,192,958	
Water Fund								
Revenues	\$86,755,946	\$86,755,946	\$64,950,552	74.9%	\$0	\$83,731,136	\$61,652,932	5.3%
Expenses	\$89,330,512	\$92,373,085	\$60,714,730	65.7%	\$8,040,580	\$87,691,051	\$53,804,607	12.8%
Add/(Use) Reserves	(\$2,574,566)	(\$5,617,139)	\$4,235,822		(\$8,040,580)	(\$3,959,915)	\$7,848,325	
Wastewater Fund								
Revenues	\$34,492,415	\$34,492,415	\$25,700,733	74.5%	\$0	\$33,961,612	\$24,203,523	6.2%
Expenses	\$37,164,550	\$38,506,072	\$25,016,441	65.0%	\$2,318,868	\$36,105,401	\$22,737,643	10.0%
Add/(Use) Reserves	(\$2,672,135)	(\$4,013,657)	\$684,291		(\$2,318,869)	(\$2,143,789)	\$1,465,879	
Downtown Parking								
Fund Revenues	\$10,239,915	\$10,292,475	\$7,692,733	74.7%	\$0	\$10,292,475	\$8,318,018	-7.5%
Expenses	\$10,292,863	\$10,490,559	\$7,306,324	69.6%	\$311,217	\$10,490,559	\$8,457,238	-13.6%
Add/(Use) Reserves	(\$52,948)	(\$198,084)	\$386,409		(\$311,217)	(\$198,084)	(\$139,220)	
Clean Energy Fund								
Revenues	\$47,843,217	\$47,843,217	\$31,354,785	65.5%	\$0	\$46,453,911	\$31,677,867	100.0%
Expenses	\$50,573,418	\$52,623,178	\$31,347,061	59.6%	\$5,002,693	\$43,678,487	\$38,941,700	-19.5%
Add/(Use) Reserves	(\$2,730,201)	(\$4,779,960)	\$7,724		(\$5,002,693)	\$2,775,424	(\$7,263,832)	
Airport Fund								
Revenues	\$35,563,735	\$41,639,385	\$25,250,141	60.6%	\$0	\$41,639,385	\$24,442,916	3.3%
Expenses	\$41,945,246	\$50,271,253	\$29,767,842	59.2%	\$5,374,159	\$50,271,253	\$26,433,878	12.6%
Add/(Use) Reserves	(\$6,381,511)	(\$8,631,868)	(\$4,517,701)		(\$5,374,159)	(\$8,631,868)	(\$1,990,962)	
Golf Fund								
Revenues	\$5,267,832	\$5,267,832	\$3,583,433	68.0%	\$0	\$5,267,832	\$3,456,677	3.7%
Expenses	\$5,741,937	\$6,344,110	\$4,291,019	67.6%	\$0	\$6,344,110	\$2,780,540	54.3%
Add/(Use) Reserves	(\$474,105)	(\$1,076,278)	(\$707,586)			(\$1,076,278)	\$676,137	
Waterfront Fund								
Revenues	\$20,788,855	\$20,788,855	\$15,657,630	75.3%	\$0	\$20,788,855	\$15,538,942	0.8%
Expenses	\$22,732,468	\$22,941,467	\$15,931,790	69.4%	\$916,122	\$22,941,467	\$14,785,301	7.8%
Add/(Use) Reserves	(\$1,943,612)	(\$2,152,611)	(\$274,160)		(\$916,122)	(\$2,152,612)	\$753,641	

Solid Waste Fund

The Solid Waste Fund supports Trash & Recycling services and related programs. For Q3, revenues totaled \$32.5 Million, representing 75.2% of the annual budget—right on target—and \$2.1 Million higher than the same period last year. This growth, driven by increased waste-service subscriptions, prompted staff to revise revenue projections upward by \$1.2 Million.

Expenses are at 69.9% of budget, reflecting savings from vacant positions (\$254.8K by year end). However, the department increased its expenditure projection by \$1.0 Million. Staff and MarBorg underestimated the number of accounts opting for in-place hauler service. MarBorg collects an

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enhanced fee from the City for these accounts, and the full cost of this service is not reflected in the City's fee schedule.

By the end of Q3, the fund had generated an additional \$2.5 Million in reserves—\$2.2 Million above the revised budget. This variance is temporary and will realign once MarBorg invoices the City for the enhanced service fees.

Water Fund

The Water Fund supports the delivery of water services to City residents and portions of the County. As of Q3, revenues total \$64.9 Million, or 74.9% of budget, representing a \$3.3 Million increase compared to the same period last year. This growth is primarily attributable to rate increases. Despite the strong year-to-date performance, reduced demand during recent rainstorms has lowered expectations for year-end results. Rate revenue is now projected to close the fiscal year at \$68.9 Million, which is \$4.5 Million (-6.0%) below budget. The projection includes a \$3.0 Million downward adjustment to reflect anticipated consumption trends. This expected shortfall is partially offset by approximately \$600.0K in refunds from Cachuma Operation and Maintenance Board (COMB) and Central Coast Water Authority (CCWA) for unspent FY2025 funds, higher-than-anticipated hydroelectric energy savings due to increased diversions from Gibraltar, and stronger-than-expected interest earnings on investments.

Expenses through Q3 are trending below the typical run rate, with \$60.7 Million, or 65.7% of the revised budget. The Water Fund is projected to end the fiscal year at \$87.7 Million, which is \$4.6 Million below revised budget. This variance is driven by several key factors. Savings in employee benefits are anticipated due to group insurance costs being overestimated in the adopted budget. In addition, with sufficient surface water supplies available, the Desalination Plant will be idled from February through October 2026 for maintenance, resulting in reduced electrical and chemical costs. Finally, the planned purchase of groundwater well maintenance equipment has been deferred to FY2027 to allow additional time for research, further contributing to the year-end variance.

At Q3, the Water Resources Department reported a positive operating result of \$4.2 Million, representing a \$3.6 Million decrease in reserves compared to the same period last year.

Wastewater Fund

The Wastewater Fund supports the provision of sewer services to City residents and portions of the County. FY2026 revenues total \$25.7 Million, or 74.5% of the annual budget, and are tracking on target. Because only a portion of Wastewater rates is tied to water consumption, revenue volatility is lower than in the Water Fund. Minor variances in other revenue sources—including sewer tap fees, pre-treatment analysis, and Fats-Oils-Grease (FOG) disposal fees—contributed to the overall revenue balance. Revenue projections were adjusted downward by \$531.0K in the revised budget. Expenditures through Q3 total \$25.0 Million, or 65.0% of budget. Overall expenditure projections have been reduced by \$2.4 Million with revised budget. Key factors

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contributing to this reduction are savings in benefits due to group insurance costs being overestimated in the adopted budget. Additional savings in Supplies & Services are expected across multiple accounts, driven by favorable chemical bids and improved co-generation output of electricity, which has reduced electrical costs. Further savings result from unplanned engineering vacancies. Several projects have also been deferred, including the Wastewater Technology Advisory Group (TAG) pilot, which exceeded its budget, and Phase II of the systemwide CCTV project, which has been postponed reducing costs. In addition, the carryforward of a purchase order from the prior fiscal year has contributed to lower expenditures within the Supplies & Services group.

The Wastewater division added \$684.3K to its operating reserve at the end of Q3, a decrease by \$781.5K from last year for the same period.

Downtown Parking Fund

The Downtown Parking Fund supports the provision of parking services in the City's downtown area. All activities required to operate and maintain the system, including administration, operations, maintenance, fee collection, capital improvements, construction, and related debt service—are accounted for within this fund. As of Q3, revenues total \$7.7 Million, or 74.7% of budget. Hourly parking revenue is performing strongly, up 8.7% compared to the same period in FY2025. Revenue projections are aligned with revised budget.

Expenditures total \$7.3 Million, or 69.6% of budget, reflecting a \$1.1 Million decrease compared to the same period last year, primarily due to payroll savings and supplies. The expenditure projection aligns with revised budget.

As of Q3, the Downtown Parking Fund reports a positive operating result of \$386.4K, a notable improvement compared to the \$139.2K loss recorded at the same point in the prior fiscal year.

Clean Energy Fund

The Clean Energy Fund supports the procurement of clean and renewable electric energy for the Santa Barbara community. For Q3, revenues totaled \$31.4 Million, or 65.5% of the annual budget, and were \$323.0K lower than the same period in FY2025. Revenue projections have been revised downward by \$1.4 Million, reflecting a rate decrease implemented by Southern California Edison (SCE) in January 2026. Expenses through Q3 total \$31.3 Million, or 59.6% of budget, representing a \$7.6 Million decrease compared to last year. The fund reduced its projected spending by \$8.9 Million, primarily due to lower power-supply costs. Staff secured power purchase agreements that are expected to generate up to \$7.4 Million in savings relative to budget. In addition to power-supply management, staff launched an Electric Vehicle (EV) charging initiative for multi-family residential buildings and continued offering rebate programs for EV purchases, EV charging infrastructure, and home electrification. However, these customer programs are expected to be fully expended by year end. At the end of Q3, the Clean Energy Fund reports an operating gain of \$7.7K resulting from the significant reduction in expenses.

Airport Fund

The Airport Fund accounts for the operation of the municipal airport and the administration of leases of airport property. The Airport closed Q3 FY2026 on a high note, marking the busiest March in its history with 123,699 passengers. Calendar year 2025 also finished strong, reaching 1.48 Million passengers, a 4.4% increase from the prior year and the highest annual total to date. Through Q3, airline market share remained well distributed, with United Airlines at 37.0%, Southwest at 22.0%, American at 21.0%, Delta at 9.0%, and Alaska at 10.0%. The addition of new Delta service, along with expanded offerings from existing carriers, highlights the Airport's ability to respond to changing market conditions and pursue opportunities that support long-term growth. Revenues at \$25.2 Million is 60.6% of budget, an increase by \$808.0K. Commercial and industrial leases generated \$4.2 Million, or 68.0% of the budget. The variance is largely the result of temporary vacancies tied to planned property improvements, redevelopment activity, and intentional space holdbacks designed to attract higher-value tenants. Commercial aviation revenue totaled \$5.6 Million, or 71.0% of the budget. Terminal revenue reached \$9.5 Million, or 67.0% of the budget. Non-commercial aviation revenue totaled \$5.9 Million, or 78.0% of the budget. Expenses totaled \$29.7 Million, or 59.2% of the revised budget, which is \$3.3 Million higher than the same period last year. This increase is mainly driven by higher payroll and benefit costs, along with rising utility expenses and necessary equipment repairs within Supplies & Services. Despite these pressures, the Airport projects to stay within its revised budget. As of the close of Q3, the department is reporting an operating loss of \$4.5 Million.

Golf Fund

The Golf Fund supports the full operation of the municipal golf course, encompassing administration, daily operations, maintenance, capital acquisition and construction, financing and related debt service, as well as billing and fee collection. Because golf activity is highly sensitive to weather conditions, revenues for Q3 totaled \$3.6 Million, representing 68.0% of the revised budget, a similar trend to last year during the rainy season. At this point in the fiscal year, the Golf division expects revenues to finish in line with the revised budget. Expenses reached \$4.3 Million, or 67.6% of budget, reflecting a 54.6% increase compared to the same period last year. This year-over-year variance is primarily driven by Capital Outlay transfers. By the close of Q3, the Golf Fund recorded a net operating loss of \$ 707.6K.

Waterfront Fund

The Waterfront Fund supports operations at the Harbor and Stearns Wharf and is fully sustained through enterprise revenues, including lease income, slip fees, and parking fees. As the Waterfront Department concludes Q3 FY2026, overall financial performance reflects a generally stable trajectory, though several significant challenges continue to influence results. The Waterfront is navigating an unpredictable economic environment, ongoing difficulties among food service tenants, and the potential for future federal defunding of the Santa Barbara Harbor Dredging Program. These factors, combined with operational pressures in key revenue programs, create a cautious outlook as the City enters Q4 FY2026. Through the end of Q3, the Waterfront generated

Fiscal Year 2026 Interim Financial Statements for the
Nine Months Ended March 31, 2026 (75.0% of Year Elapsed)

\$16 Million in revenue, representing 75.3% of the revised budget. Revenue performance has been affected by multiple program-level challenges. The Property Management Program continues to experience reduced income due to unsettled rent from food service tenants and vacancies in two (2) restaurant lease spaces. Parking revenue remains below FY2025 levels, reflecting softer activity compared to last year. While Marina Management has shown areas of growth, the combined pressures within Property Management and Parking Services have created notable headwinds for overall revenue performance. Projections stay within revised budget. Expenses totaled \$15.9 Million, or 69.4% of budget. The Waterfront continues to manage controllable operating costs closely and remains slightly below target in these areas. Most expenditure increases are occurring in categories outside of the Department's direct control, including employee benefits and interfund transfers. Capital Outlay Transfers for FY2026 total \$2.6 Million, supporting planned capital and infrastructure needs. For Q3, the Waterfront Fund reported an operating loss of \$274.2K. Staff have not adjusted projections at this time and continue to rely on the revised budget figures as the fiscal year progresses.

Interdepartmental Services Operating Fund Revenues and Expenses

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

The Self-Insurance Fund (SIF)

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

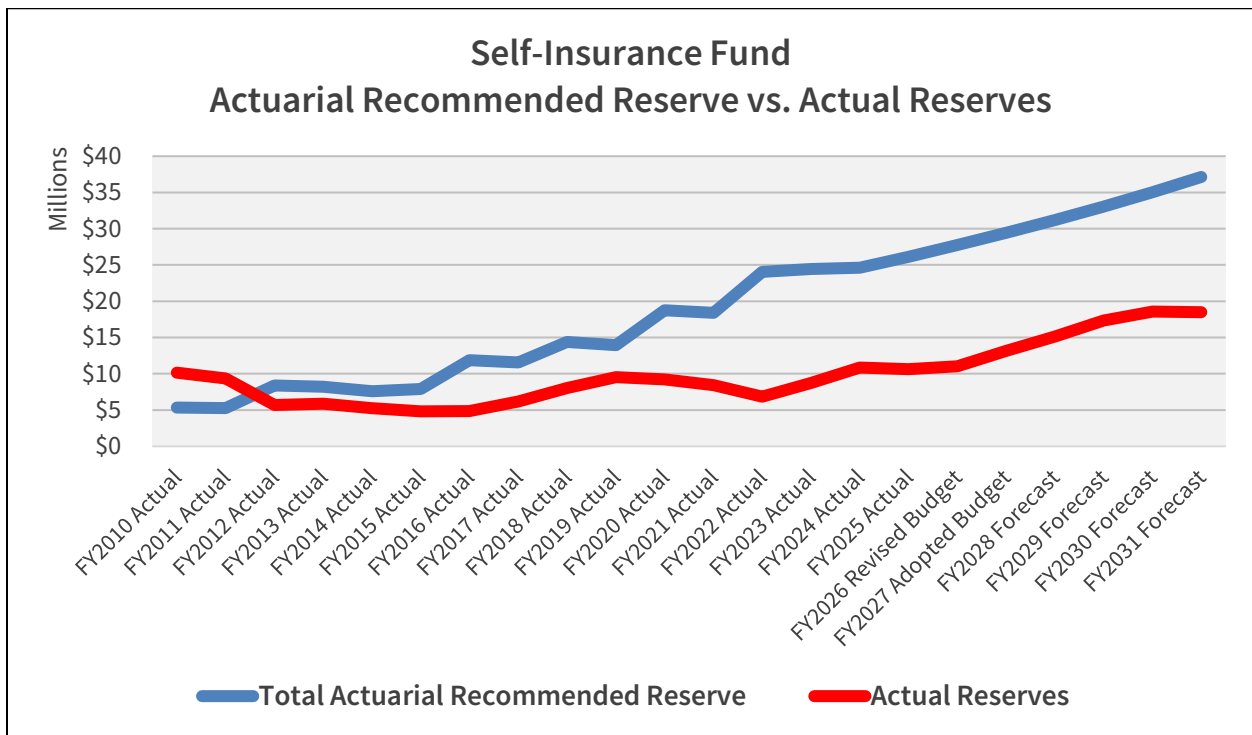
The SIF continues to experience challenges in receiving adequate annual allocations to the funds from operating departments and not having adequate reserves in the fund to pay future claims. The cost to the City to retain existing property, excess general liability, and other insurance programs has increased substantially over the years. Liability coverage has become more expensive across the nation due to various substantial claims; notable claims related to law enforcement and droughts and wildfires in the Western United States and California included.

The adopted budget included additional allocations into the SIF to begin to increase reserves to achieve the actuarial recommended level over the next seven (7) years. The most current actuarial report recommended the SIF maintain a reserve balance of \$26.1 Million by the end of FY2025 but recommends increasing the balance to \$29.4 Million by the end of FY2027.

Fiscal Year 2026 Interim Financial Statements for the
 Nine Months Ended March 31, 2026 (75.0% of Year Elapsed)

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

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



City of Santa Barbara
Fiscal Year 2026 Financial Statements Ending - March 31, 2026
 Schedule of Proposed Third Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
GENERAL FUND (Fund 1000)			
Increase in appropriations for transfer out from General Fund to Street Operating Fund that offsets the impact of the elimination of the Refuse Utility Users Tax in the current solid waste agreement with Marborg to align it with the change in solid waste rates.	\$ 58,464		\$ (58,464)
Increase in appropriations for Executive Coaching Agreement for CAO Leadership Team.	\$ 60,000		\$ (60,000)
Increase in estimated revenue and appropriations for bullet proof vest partnership reimbursement.		\$ 11,337	\$ 11,337
Increase in estimated revenue for Development Review program within the Community Development Department's General Fund budget. A third-party land use consultant is supporting several major projects, with costs paid in advance by the respective applicants.		\$ 41,419	\$ 41,419
Increase in appropriations for Development Review program within the Community Development Department's General Fund budget. A third-party land use consultant is supporting several major projects, with costs paid in advance by the respective applicants.	\$ 41,419		\$ (41,419)
Decrease in appropriations for Transfer Out Downtown Marketing Contract to zero out GL for it is no longer part of the recurring entry.	\$ (294,686)		\$ 294,686
Increase in estimated revenue for Risk Management's FY26 office rent with Downtown Parking.		\$ 45,526	\$ 45,526
Increase in appropriations for City Administrator Office meeting and travel expenses, Professional Conferences and Community Engagement.	\$ 72,412		\$ (72,412)
Increase in appropriations for City Administrator Office for membership dues for CA League of Cities Legal.	\$ 26,288		\$ (26,288)
Increase in appropriations for City Administrator Office special supplies & expenses.	\$ 42,510		\$ (42,510)
Increase in appropriations for City Administrator Office subscriptions.	\$ 1,250		\$ (1,250)
Increase in appropriations for professional services for the City Admin Office Evaluation.	\$ 17,500		\$ (17,500)
Increase in appropriations for City Administrator Office professional services for Special Elections in June.	\$ 170,000		\$ (170,000)
Increase in appropriations for City Administrator Office professional fees to account unanticipated contract services.	\$ 62,200		\$ (62,200)
Increase in appropriations for City Administrator Office employee housing allowance to account for contract adjustment on City Administrator Housing.	\$ 34,230		\$ (34,230)
Increase in appropriations for City Administrator Office special projects to account for increased public communication polling contract for possible initiative.	\$ 25,550		\$ (25,550)
Increase in appropriations for City Administrator Office special projects to account for subscriptions.	\$ 31,235		\$ (31,235)
			\$ -
Total General Fund (1000)	\$ 348,371	\$ 98,283	\$ (250,088)
GPU 1030 Fund (Fund number 1030)			
Increase in appropriations in the General Plan Update (GPU) Fund to fund a consultant agreement for technical peer review, ordinance support and implementation guidance for the Master Environmental Assessment (MEA) Guidelines for Hazardous Materials and Oil & Gas Wells.	\$ 75,052		\$ (75,052)
	\$ -		\$ -
	\$ 75,052	\$ -	\$ (75,052)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Community Development Block Grant Fund (2130)			
Increase in appropriations for Council to write-off uncollectible loans in the CDBG Fund. The loans were originated in 1995 & 1996, the borrowers are deceased and the debt is unsecured and no longer collectible.	\$ 4,816		\$ (4,816)
Total Community Development Block Grant Fund (2130)	\$ 4,816	\$ -	\$ (4,816)
Federal Home Loan Program Fund (2140)			
	\$ 73,343		\$ (73,343)
Increase in appropriations for salaries and benefits (group insurance, retirement & medicare) in the HOME Fund under the ARP program for eligible grant funds not carried forward to FY 2026 and will be reimbursed through the HOME-ARP grant.	\$ 10,268		\$ (10,268)
	\$ 8,435		\$ (8,435)
	\$ 1,063		\$ (1,063)
Total Federal Home Loan Program Fund (2140)	\$ 93,109	\$ -	\$ (93,109)
Wildland Fire Suppress Assessment Fund (2200)			
Increase in appropriations for Wildland Fire Suppress Assessment reserves in expense account to address vegetation management needs caused by excessive rain.	\$ 50,000		\$ (50,000)
Total Wildland Fire Suppress Assessment Fund (2200)	\$ 50,000	\$ -	\$ (50,000)
Streets Operating Fund (2400)			
Increase in estimated revenue for transfer in from General Fund to Street Operating Fund that offsets the impact of the elimination of the Refuse Utility Users Tax in the current solid waste agreement with Marborg to align it with the change in solid waste rates.		\$ 58,464	\$ 58,464
Increase in appropriations from Street Funds Reserves for Vision Zero Education Project.	\$ 37,700		\$ (37,700)
Total Streets Operating Fund (2400)	\$ 37,700	\$ 58,464	\$ 20,764
Community Development Miscellaneous Grants Fund (2810)			
	\$ 64,733		\$ (64,733)
Increase in appropriations for salary and benefits (medicare, retirement & health care reimbursement) for the City Administrator's Miscellaneous Grants Fund for eligible California Encapment Resolution Fund (CERF) grant funds now carried forward to FY 2026. Expenditures will be reimbursed through the California Encapment Resolution Fund grant.	\$ 939		\$ (939)
	\$ 842		\$ (842)
	\$ 650		\$ (650)
Total Community Development Miscellaneous Grants Fund (2810)	\$ 67,164	\$ -	\$ (67,164)
Library Miscellaneous Grants Fund (2850)			
Increase in estimated revenue from the California State Library to fund Lunch at the Library summer programming in 2026.		\$ 36,747	\$ 36,747
			\$ -
Increase in appropriations for salaries and special supplies for Lunch at the Library summer programming in 2026 grant.	\$ 19,847		\$ (19,847)
	\$ 16,900		\$ (16,900)
		\$ (7,000)	\$ (7,000)
Decrease in estimated revenue to correct error for project Della Jean Elden Trust and Cooper Trust		\$ (20,000)	\$ (20,000)
Increase in appropriations to correct error for special supplies and expense for Santa Barbara Public Library Foundation project.	\$ 527		\$ (527)
Increase in estimated revenue for transfer in from Fund Library Trust to fund costs that meet trust restrictions in Miscellaneous Grants-Library.		\$ 26,390	\$ 26,390
Increase in estimated revenue from donations for the Friends of the Santa Barbara Public Library project to support programming supplies and services		\$ 60,000	\$ 60,000
Increase in appropriations to support programming supplies and services from donataions for the friends of the Santa Barbara Public Library project.	\$ 60,000		\$ (60,000)
Increase in estimated revenue for donations from the Santa Barbara Public Library Foundation to support annual SB Reads program.		\$ 45,000	\$ 45,000
Increase in appropriations to support annual SB Reads program from the Santa Barbara Public Library Foundation.	\$ 45,000		\$ (45,000)
Decrease in appropriations to correct error for Motor Vehicles charges for Patricia Clancy Trust.	\$ (2,702)		\$ 2,702

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Decrease in estimated revenue to correct error for Library donations for grant California Adult Education Program 2022-2023 Yr8.		\$ (186,352)	\$ (186,352)
Decrease in appropriations to correct error for Special Supplies and Expense for English as Second Language (ESL) 2025/2026.	\$ (8,998)		\$ 8,998
Decrease in appropriations to correct error for Salaries and Special Supplies and Expense for California Adult Education Program 2022-2023 Yr8.	\$ (30,420)		\$ 30,420
	\$ (6,969)		\$ 6,969
Increase in estimated revenue for donations from the Santa Barbara Public Library Foundation to support library programming.		\$ 4,000	\$ 4,000
Increase in appropriations for special supplies and expense to support library programming from the Santa Barbara Public Library Foundation .	\$ 4,000		\$ (4,000)
Total Library Miscellaneous Grants Fund (2850)	\$ 97,186	\$ (41,215)	\$ (138,401)
Parks & Rec Miscellaneous Grants Fund (2860)			
Increase in estimated revenue for Transfer In from General fund Capital to Miscellaneous Grants fund. Funds are deed restricted and will fund projects in Hilda Ray Park.		\$ 107,251	\$ 107,251
Increase in appropriations to move from General fund Capital to Miscellaneous Grants fund. Funds are restricted and will fund projects in Hilda Ray Park.	\$ 107,251		\$ (107,251)
Increase in estimated revenue for Transfer In from General fund Capital to Miscellaneous Grants fund. Funds were donated from the PARC Foundation to fund Capital Improvemners at the Cabrillo Pavilion.		\$ 40,188	\$ 40,188
Increase in appropriations to move from General fund Capital to Miscellaneous Grants fund. Funds were donated from the Park and Recreation Community (PARC) Foundation to fund Capital Improvemnets at the Cabrillo Pavilion.	\$ 40,188		\$ (40,188)
Increase in estimated revenue to move grant fund from General Fund Capital to Misc. Grants Fund-Dwight Murphy Field Renovation.		\$ 5,000,000	\$ 5,000,000
Increase in appropriations for transfer of funds from General Fund Capital to Misc. Grants Fund-Dwight Murphy Field Renovation.	\$ 5,000,000		\$ (5,000,000)
Increase in estimated revenue to move grant from General Fund Capital to Miscellaneous Grants Fund-CPF-Dwight Murphy.		\$ 1,500,000	\$ 1,500,000
Increase in appropriations to move grant from General Fund Capital to Miscellaneous Grants Fund-CPF-Dwight Murphy.	\$ 1,500,000		\$ (1,500,000)
Increase in estimated revenue to move donations from General Fund Capital to Miscellaneous Grants Fund-GSF-Dwight Murphy.		\$ 6,000,000	\$ 6,000,000
Increase in appropriations to move funds for Non-Building Improvements from General Fund Capital to Miscellaneous Grants Fund-GSF-Dwight Murphy.	\$ 6,000,000		\$ (6,000,000)
Increase in estimated revenue to move Coastal Conservancy fund from General Fund Capital to Miscellaneous Grants Fund-Ambassador Park.		\$ 240,000	\$ 240,000
Increase in appropriations to move Non-Building Improvemnets fund from General Fund Capital to Miscellaneous Grants Fund-Ambassador Park.	\$ 240,000		\$ (240,000)
Increase in estimated revenues and appropriations for Misc. Grant Fund to account for Monument Clock donation	\$ 25,000	\$ 25,000	\$ (25,000)
Increase in estimated revenue and appropriations for Douglas Family Preserve in the Misc Grant Fund to account for disbursement from PARC Foundation.	\$ 150,000	\$ 150,000	\$ (150,000)
Total Parks & Rec Miscellaneous Grants Fund (2860)	\$ 13,062,438	\$ 13,062,438	\$ -

SPECIAL REVENUE FUNDS**Capital Outlay Fund (3000)**

Increase in appropriation for Transfer Out from General fund Capital to Miscellaneous Grants fund. Funds are deed restricted and will fund projects in Hilda Ray Park.	\$ 107,251		\$ (107,251)
Decrease in appropriations to move from General fund Capital to Miscellaneous Grants fund. Funds are restricted and will fund projects in Hilda Ray Park.	\$ (107,251)		\$ 107,251
Increase in appropriation for Transfer Out from General fund Capital to Miscellaneous Grants fund. Funds were donated from the Park and Recreation Community (PARC) Foundation to fund Capital Improvemners at the Cabrillo Pavilion.	\$ 40,188		\$ (40,188)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Decrease in appropriations to move from General fund Capital to Miscellaneous Grants fund. Funds were donated from the Park and Recreation Community (PARC) Foundation to fund Capital Improvemners at the Cabrillo Pavilion.	\$ (40,188)		\$ 40,188
Decrease in estimated revenue to move grant fund from General Fund Capital to Misc. Grants Fund-Dwight Murphy Field Renovation.		\$ (5,000,000)	\$ (5,000,000)
Decrease in appropriations for transfer of funds from General Fund Capital to Misc. Grants Fund-Dwight Murphy Field Renovation.	\$ (5,000,000)		\$ 5,000,000
Decrease in estimated revenue to move grant from General Fund Capital to Miscellaneous Grants Fund-CPF-Dwight Murphy.		\$ (1,500,000)	\$ (1,500,000)
Decrease in appropriations to move grant from General Fund Capital to Miscellaneous Grants Fund-CPF-Dwight Murphy.	\$ (1,500,000)		\$ 1,500,000
Decrease in estimated revenue to move donations from General Fund Capital to Miscellaneous Grants Fund-GSF-Dwight Murphy.		\$ (6,000,000)	\$ (6,000,000)
Decrease in appropriations to move funds for Non-Building Improvements from General Fund Capital to Miscellaneous Grants Fund-GSF-Dwight Murphy.	\$ (6,000,000)		\$ 6,000,000
Decrease in estimated revenue to move Coastal Conservancy fund from General Fund Capital to Miscellaneous Grants Fund-Ambassador Park.		\$ (240,000)	\$ (240,000)
Decrease in appropriations to move Non-Building Improvemnets fund from General Fund Capital to Miscellaneous Grants Fund-Ambassador Park.	\$ (240,000)		\$ 240,000
Total Capital Outlay Fund (3000)	\$ (12,740,000)	\$ (12,740,000)	\$ -

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
Measure C Capital Fund (3010)			
Decrease in appropriations to move back to funds until Spencer Adams project begins.	\$ (200,000)		\$ 200,000
Decrease in appropriations to move back to funds until Municipal Tennis Center Reno project begins.	\$ (260,000)		\$ 260,000
Decrease in appropriations to move fund from Alameda Plaza to fund paving project at Shoreline Park.	\$ (74,413)		\$ 74,413
Increase in appropriations to fund paving project at Shoreline Park from Alameda Plaza Renovation project.	\$ 74,413		\$ (74,413)
Decrease in appropriations to move from Plaza del Mar to fund paving project at Shoreline Park.	\$ (114,848)		\$ 114,848
Increase in appropriations to fund parking lot paving project at Shoreline Park from Plaza Del Mar Lighting project.	\$ 114,848		\$ (114,848)
Decrease in appropriations from Chase Palm Park to fund paving project at Shoreline Park.	\$ (59,548)		\$ 59,548
Increase in appropriations to fund parking lot paving project at Shoreline Park from Chase Palm Park Renovation project.	\$ 59,548		\$ (59,548)
Total Measure C Capital Fund (3010)	\$ (460,000)	\$ -	\$ 460,000
Streets Capital Fund (3400)			
Decrease in appropriations from Winter Storm - January 2023 to the Streets Capital Fund Overlays project to address the anticipated loss of Measure A capital funding.	\$ (89,910)		\$ 89,910
Increase in appropriations for Streets Capital Fund Overlays project to address the anticipated loss of the Measure A capital funding from Winter Storm - January 2023.	\$ 89,910		\$ (89,910)
Decrease in appropriations from the Winter Storm - January 2023 project to the Streets Engineering Capital Fund to address the anticipated loss of Measure A capital funding.	\$ (101,867)		\$ 101,867
Increase in appropriations from the Winter Storm - January 2023 project to the Streets Engineering Capital Fund to address the anticipated loss of Measure A capital funding.	\$ 101,867		\$ (101,867)
Decrease in appropriations from the Winter Storm - January 2023 to the Bridge Preventative Mitigation project in the Streets Capital Fund to address the anticipated loss of Measure A capital funding.	\$ (100,000)		\$ 100,000
Increase in appropriations from the Winter Storm - January 2023 to the Bridge Preventative Mitigation project in the Streets Capital Fund to address the anticipated loss of Measure A capital funding.	\$ 100,000		\$ (100,000)
Decrease in appropriations from the Winter Storm - January 2023 project to the Sidewalk Repairs project in the Streets Capital Fund to address the anticipated loss of Measure A capital funding.	\$ (50,000)		\$ 50,000
Increase in appropriations from the Winter Storm - January 2023 project to the Sidewalk Repairs project in the Streets Capital Fund to address the anticipated loss of Measure A capital funding.	\$ 50,000		\$ (50,000)
Decrease in appropriations from the Winter Storm - January 2023 to the Traffic Safety/Capacity Improv project in the Streets Capital Fund for the anticipated loss of Measure A capital funding.	\$ (45,317)		\$ 45,317
Increase in appropriations from the Winter Storm - January 2023 to the Traffic Safety/Capacity Improv project in the Streets Capital Fund for the anticipated loss of Measure A capital funding.	\$ 45,317		\$ (45,317)
Decrease in appropriations from the February 2024 Storms project to the Traffic Safety/Capacity Improv. Project in the Streets Capital Fund for the anticipated loss of Measure A capital funding.	\$ (4,683)		\$ 4,683
Increase in appropriations from the February 2024 Storms project to the Traffic Safety/Capacity Improv. Project in the Streets Capital Fund for the anticipated loss of Measure A capital funding.	\$ 4,683		\$ (4,683)
Decrease in appropriations from the February 2024 Storms project to the Sidewalk Access Ramps project for the anticipated loss of Measure A capital funding.	\$ (50,000)		\$ 50,000
Increase in appropriations from the February 2024 Storms project to the Sidewalk Access Ramps project for the anticipated loss of Measure A capital funding.	\$ 50,000		\$ (50,000)
Total Streets Capital Fund (3400)	\$ -	\$ -	\$ -
Streets Grant Capital Fund (3410)			

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
Increase estimated revenue and appropriations in the Streets Grant Capital Fund funded from State grant funds for the PS&E phase of the Funk Zone Bicycle Improvements Active Transportation Project.	\$90,000	\$ 90,000	\$ 90,000 \$ (90,000)
Increase estimated revenue and appropriations in the Streets Grant Capital Fund from Local State funds for the construction phase of the Milpas Street Crosswalk Safety and Sidewalk Widening Project.	\$689,126	\$ 689,126	\$ 689,126 \$ (689,126)
Total Streets Grant Capital Fund (3410)	\$ 779,126	\$ 779,126	\$ -

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
Wastewater Operating Fund (5100)			
Increase in estimated revenue from the transfer of reserves from Wastewater Capital Fund to the Wastewater Operating Fund generated from savings from closed capital projects.		\$ 3,500,000	\$ 3,500,000
Total Wastewater Operating Fund (5100)	<u>\$ -</u>	<u>\$ 3,500,000</u>	<u>\$ 3,500,000</u>
Wastewater Capital Fund (5110)			
Increase in appropriations from the transfer of reserves from Wastewater Capital Fund to the Wastewater Operating Fund generated from savings from closed capital projects.	\$ 3,500,000		\$ (3,500,000)
Total Wastewater Capital Fund (5110)	<u>\$ 3,500,000</u>	<u>\$ -</u>	<u>\$ (3,500,000)</u>
Wastewater SRF Fund (5130)			
Increase in estimated revenue to correct the carryover amount of Braemar SRF revenue GL occurred from FY24 to FY25 to reflect the correct beginning of FY26 balance and brings the budgeted revenue in line with expected loan proceeds.		\$ 1,224,186	\$ 1,224,186
Total Wastewater SRF Fund (5130)	<u>\$ -</u>	<u>\$ 1,224,186</u>	<u>\$ 1,224,186</u>

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Solid Waste Fund (5400)			
Increase in appropriations to cover MarBorg charges through the end of FY26 to be covered by Fund Reserves.	\$ 2,150,000		\$ (2,150,000)
Total Solid Waste Fund (5400)	\$ 2,150,000	\$ -	\$ (2,150,000)
Waterfront Operating Fund (5800)			
Decrease in appropriations for Abandoned Vessel Account Fund dues membership & license.	\$ (100,000)		\$ 100,000
Total Waterfront Operating Fund (5800)	\$ (100,000)	\$ -	\$ 100,000
Waterfront Capital Fund (5810)			
Increase in appropriations for Abandoned Vessel Account Fund special projects.	\$ 100,000		\$ (100,000)
Total Waterfront Capital Fund (5810)	\$ 100,000	\$ -	\$ (100,000)

INTERNAL SERVICE FUNDS

Self-Insurance Trust Fund (6100)

Increase in appropriations for Risk Management's FY26 office rent with Downtown Parking.

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
	\$ 45,526		\$ (45,526)
Total Self-Insurance Trust Fund (6100)	\$ 45,526	\$ -	\$ (45,526)

Facilities Management Fund (6300)

Increase in appropriations in the Facilities Maintenance Fund funded from the Facilities Maintenance Reserves to cover Facilities asset replacement workplan.

	\$ 500,000		\$ (500,000)
Total Facilities Management Fund (6300)	\$ 500,000	\$ -	\$ (500,000)

Facilities Capital Fund (6310)

Increase in appropriations to refund to CalOES duplicate benefits for Project code 730172 under event DR 4683 for project code 90017 (CalOES and Insurance Proceed)

	\$ 234,375	\$ -	\$ (234,375)
Total Facilities Capital Fund (6310)	\$ 234,375	\$ -	\$ (234,375)

Fleet Maintenance Fund (6400)

Increase in appropriations from Fleet Maintenance Fund policy reserves, for needed unplanned maintenance costs, especially related to accident repairs (recoverable & non-recoverable), & vehicle repairs, such as brake replacements, drive shaft repairs, engine and turbo repairs for emergency vehicles (Police & Fire).

	\$ 150,000		\$ (150,000)
Total Fleet Maintenance Fund (6400)	\$ 150,000	\$ -	\$ (150,000)

Energy Management Fund (6500)

Increase in estimated revenue from the agreement of the City with CSG who manages and operates various public-facing EV charger throughout the city that includes license fee and leases of space the EV charger occupies to CSG.

		\$ 14,300	\$ 14,300
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Increase in appropriations for the City agreement with CSG who manages and operates various public-facing EV charger throughout the city.

	\$ 14,300		\$ (14,300)
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Increase in estimated revenue from the agreement City entered with SBCAG to promote SmartRide, as SBCAG agreed to offer heightened benefit in the first 90 days after launch.

		\$ 12,432	\$ 12,432
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Increase in appropriations from the agreement City entered with SBCAG to promote SmartRide, as SBCAG agreed to offer heightened benefit in the first 90 days after launch.

	\$ 12,432		\$ (12,432)
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Total Energy Management Fund (6500)

	\$ 26,732	\$ 26,732	\$ -
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Library Gift Fund (7120)

Increase in appropriations for transfer out from Fund Library Trust to fund costs that meet trust restrictions in Miscellaneous Grants-Library.

	\$ 26,390		\$ (26,390)
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Total Library Gift Fund (7120)

	\$ 26,390	\$ -	\$ (26,390)
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	\$ 8,047,985	\$ 5,968,014	\$ (2,079,972)
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SECTION 1. DEPARTMENT/DIVISION POSITIONS:

The Council hereby authorizes the following positions in each of the Departments and/or Divisions as provided for in the 2026 fiscal year operating budget:

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

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

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

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

	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	3	
Fire Inspector III	2	
Fire Battalion Chief / Fire Marshal	1	
Fire Public Education Coordinator	1	
Fire Services Specialist	2	
	9	
TOTAL FIRE DEPARTMENT	105	

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

	Full-Time Positions Authorized	Part-Time Positions Authorized
INFORMATION TECHNOLOGY		
INFORMATION TECHNOLOGY		
Administrative Analyst I	1	
Applications Administrator*	1	
Applications Analyst*	1	
Applications Analyst	3	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	1	
Geographic Information Systems Analyst	2	
Geographic Information Systems Technician	2	
Information Technology Administrator	1	
Information Technology Director	1	
Information Technology Manager	1	
Information Technology Project Manager	1	
Information Technology Supervisor	4	
Information Technology Technician I	1	
Information Technology Technician II	3	
Network Analyst	3	
Senior Electronics/Communications Technician	3	
System Administrator	1	
Webmaster	1	
	32	
TOTAL INFORMATION TECHNOLOGY DEPARTMENT	32	

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

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

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

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

	Full-Time Positions Authorized	Part-Time Positions Authorized
PUBLIC WORKS		
<u>ADMINISTRATION</u>		
Administrative Analyst III	1	
Administrative Assistant	1	
Administrative Assistant*	1	
Outreach Coordinator	1	
Public Works Business Manager	1	
Public Works Director	1	
	<u>6</u>	
<u>DESAL PROGRAM</u>		
Water Treatment Superintendent	1	
	<u>1</u>	
<u>ENGINEERING SERVICES</u>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Assistant Unclassified (Delete by 6/30/28)	1	
Administrative Specialist	1	
Administrative Supervisor	1	
City Engineer	1	
Engineering Technician II	2	
Planning Technician II	1	
Principal Architect	1	
Principal Engineer	4	
Principal Project Manager	1	
Principal Traffic Engineer	1	
Project Engineer II	17	
Project Planner	1	
Public Works Inspector II	2	
Senior Engineering Technician	4	
Senior Planner II	1	
Senior Project Engineer	4	
Senior Project Engineer Unclassified (Delete by 6/30/28)	1	
Senior Public Works Inspector	3	
Senior Real Property Agent	2	
Senior Traffic Signal Technician	1	
Senior Traffic Technician	1	
Supervising Engineer	8	
Supervising Transportation Engineer	1	
Traffic Signal Technician II	2	
Traffic Technician II	1	
	<u>66</u>	
<u>PUBLIC WORKS OPERATIONS</u>		
<u>ADMINISTRATION</u>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Specialist	1	
Public Works Operations Manager	1	
	<u>5</u>	
<u>BUILDING MAINTENANCE</u>		
Carpenter	2	
Electrician	2	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
HVAC Technician	1	
Painter	2	
Plumber	2	
Project Engineer II	2	
Supervising Engineer	1	
Welder/Fabricator	1	
	<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>	
STREETS		
Administrative Assistant	1	
Administrative Analyst I	1	
Maintenance Supervisor II	1	
Senior Streets Maintenance Worker	6	
Streets Maintenance Coordinator	3	
Streets Maintenance Crew Leader	2	
Streets Maintenance Superintendent	1	
Streets Maintenance Worker II	16	
	<u>31</u>	
TRANSPORTATION PLANNING		
Administrative Assistant	1	
Associate Transportation Planner	2	
Project Planner Unclassified (Delete by 6/30/2026)	1	
Supervising Transportation Planner	1	
	<u>5</u>	
<u>WATER RESOURCES</u>		
WASTEWATER COLLECTION		
Administrative Specialist	1	
Public Works Operations Assistant	1	
Senior Wastewater Collection System Operator	5	
Senior Wastewater Collection System Outreach Program Coordinator	1	
Wastewater Collection System Lead Operator	1	
Wastewater Collection System Operator II	5	
Wastewater Collection System Project Coordinator	4	
Wastewater Collection System Superintendent	1	
Wastewater Collection System Supervisor	1	
Water Quality Superintendent	1	
Water/Wastewater Maintenance Planner/Scheduler	1	
	<u>22</u>	
WASTEWATER TREATMENT		
Accounting Assistant	1	
Control Systems Operator Specialist II	2	
Senior Control Systems Operator Specialist	1	
Senior Treatment Plant Technician	2	
Senior Wastewater Treatment Plant Operator	1	
Treatment Plant Technician	3	
Treatment Plant Technician Supervisor	1	
Wastewater Compliance Specialist	1	
Wastewater Treatment Plant Chief Operator	1	
Wastewater Treatment Plant Operator III	10	
Wastewater Treatment Superintendent	1	
Wastewater Treatment Supervisor	1	
Water Resources Specialist	1	
Water/Wastewater Maintenance Planner/Scheduler	2	
	<u>28</u>	

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

SUSTAINABILITY AND RESILIENCE

SUSTAINABILITY AND RESILIENCE

ADMINISTRATION

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

COMMUNITY ENGAGEMENT

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

CREEKS/WATER QUALITY

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

ENERGY AND CLIMATE

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

CLEAN COMMUNITY

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

TOTAL SUSTAINABILITY AND RESILIENCE DEPARTMENT

<u>35</u>	<u>0.5</u>
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	Full-Time Positions Authorized	Part-Time Positions Authorized
WATERFRONT		
<u>ADMINISTRATIVE SUPPORT & COMMUNITY RELATIONS</u>		
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
	<u>8</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>46</u>	
<u>CITY WIDE TOTAL</u>	<u>1119</u>	<u>7.80</u>
Delete by (included in total)	5	

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 05/30/2026
Revised 05/19/2026

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

LEGEND

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

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

SERVICE STATUS

A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL

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

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	33.9891	35.6884	37.4728	39.3465	41.3138
Accounting Technician*	N	U	16	6004	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	35.7272	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I*	N	U	16	6001	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II*	E	U	16	6003	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III*	E	U	16	6002	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Administrative Assistant*	N	U	16	6028	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Administrative Specialist*	N	U	16	6024	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	31.0493	32.6015	34.2318	35.9435	37.7405
Applications Administrator*	E	U	16	6019	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	60.8607	63.9037	67.0986	70.4540	73.9764
Applications Analyst*	E	U	16	6006	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
City Attorney Investigator I*	E	U	16	6026	8,943.00	9,390.14	9,859.68	10,352.64	10,870.32	4,127.54	4,333.91	4,550.62	4,778.14	5,017.07	51.5942	54.1739	56.8827	59.7268	62.7134
City Attorney Investigator II*	E	U	16	6036	10,216.09	10,726.91	11,263.24	11,826.40	12,417.67	4,715.12	4,950.88	5,198.42	5,458.34	5,731.23	58.9390	61.8860	64.9803	68.2293	71.6404
City Attorney Investigator III*	E	U	16	6037	11,067.66	11,621.05	12,202.13	12,812.22	13,452.75	5,108.15	5,363.56	5,631.75	5,913.33	6,208.96	63.8519	67.0445	70.3969	73.9166	77.6120
Executive Assistant - Mayor and Council*	N	U	16	6022	8,263.88	8,677.09	9,111.03	9,566.57	10,044.91	3,814.10	4,004.81	4,205.09	4,415.34	4,636.11	47.6763	50.0601	52.5636	55.1918	57.9514
Finance Analyst I*	E	U	16	6009	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Finance Analyst II*	E	U	16	6027	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Human Resources Analyst I*	E	U	16	6014	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Human Resources Analyst II*	E	U	16	6015	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Human Resources Assistant*	N	U	16	6016	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Human Resources Technician*	N	U	16	6017	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41.0818	43.1358	45.2924	47.5573	49.9350
Law Clerk*	N	U	16	6008	6,623.72	6,954.89	7,302.62	7,667.79	8,051.18	3,057.10	3,209.95	3,370.44	3,538.98	3,715.93	38.2137	40.1244	42.1305	44.2372	46.4491
Law Practice Administrator*	E	U	16	6033	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Legal Administrative Assistant I*	N	U	16	6010	5,674.80	5,958.62	6,256.58	6,569.31	6,897.84	2,619.14	2,750.13	2,887.65	3,031.99	3,183.62	32.7393	34.3766	36.0956	37.8999	39.7952
Legal Administrative Assistant II*	N	U	16	6011	6,859.02	7,202.00	7,562.08	7,940.18	8,337.20	3,165.70	3,324.00	3,490.19	3,664.70	3,847.94	39.5712	41.5500	43.6274	45.8088	48.0993
Litigation Paralegal I*	N	U	16	6012	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	40.3688	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II*	N	U	16	6034	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	45.0114	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III*	N	U	16	6035	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	49.6540	52.1367	54.7434	57.4808	60.3543
Office Specialist II*	N	U	16	6013	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	27.1560	28.5136	29.9391	31.4361	33.0077
Principal Human Resources Analyst*	E	U	16	6032	11,324.11	11,934.22	12,544.35	13,154.42	13,764.53	5,226.51	5,508.10	5,789.70	6,071.27	6,352.86	65.3314	68.8512	72.3712	75.8909	79.4108
Risk Analyst I*	E	U	16	6020	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Risk Analyst II*	E	U	16	6021	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Risk Assistant*	N	U	16	6025	6,380.83	6,699.88	7,034.86	7,386.60	7,755.97	2,945.00	3,092.25	3,246.86	3,409.20	3,579.68	36.8125	38.6531	40.5858	42.6150	44.7460
Risk Technician*	N	U	16	6030	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41.0818	43.1358	45.2924	47.5573	49.9350
Senior Human Resources Analyst*	E	U	16	6018	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Senior Legal Administrative Assistant*	E	U	16	6038	7,700.20	8,094.23	8,488.26	8,923.94	9,359.61	3,553.94	3,735.80	3,917.66	4,118.74	4,319.82	44.4242	46.6975	48.9707	51.4842	53.9977

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

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Equipment Operator	N	C	14	1455	5,500.28	5,775.29	6,064.05	6,367.27	6,685.62	2,538.59	2,665.52	2,798.79	2,938.74	3,085.67
Facilities Maintenance Worker II	N	C	14	1573	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Finance Analyst I	E	U	14	1456	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Finance Analyst II	E	U	14	1457	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Fire Public Education Coordinator	E	C	14	1459	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43.1829	45.3419	47.6091	49.9893	52.4889
Fire Services Specialist	N	C	14	1460	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Fire Warehouse Specialist	N	C	14	1458	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	30.6088	32.1396	33.7463	35.4335	37.2054
Fleet Services Technician Trainee	N	U	14	1591	5,829.29	6,120.79	6,426.81	6,748.17	7,085.56	2,690.44	2,824.98	2,966.22	3,114.54	3,270.26	33.6305	35.3122	37.0777	38.9318	40.8782
Fleet Services Technician I	N	C	14	1426	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	37.3674	39.2361	41.1976	43.2576	45.4204
Fleet Services Technician II	N	C	14	1468	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Geographic Information Systems Analyst	N	C	14	1606	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Geographic Information Systems Coordinator	N	C	14	1423	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	62.0866	65.1910	68.4508	71.8732	75.4670
Geographic Information Systems Technician	N	C	14	1461	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	43.6156	45.7965	48.0861	50.4906	53.0151
Graphic Designer	N	C	14	1439	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	46.5373	48.8641	51.3076	53.8728	56.5664
Grounds Maintenance Crew Leader	N	C	14	1464	6,115.87	6,421.65	6,742.78	7,079.95	7,433.88	2,822.71	2,963.84	3,112.05	3,267.67	3,431.02	35.2839	37.0480	38.9006	40.8459	42.8878
Grounds Maintenance Worker I	N	C	14	1465	4,837.86	5,079.73	5,333.71	5,600.38	5,880.40	2,232.86	2,344.49	2,461.71	2,584.79	2,714.03	27.9107	29.3061	30.7714	32.3099	33.9254
Grounds Maintenance Worker II	N	C	14	1466	5,425.94	5,697.25	5,982.10	6,281.21	6,595.25	2,504.28	2,629.50	2,760.97	2,899.02	3,043.96	31.3035	32.8687	34.5121	36.2377	38.0495
Harbor Operations Assistant	N	C	14	1467	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	32.1656	33.7741	35.4629	37.2358	39.0976
Head Pool Lifeguard	N	C	14	1572	3,896.30	4,091.06	4,295.66	4,510.44	4,735.94	1,798.29	1,888.18	1,982.61	2,081.74	2,185.82	22.4786	23.6022	24.7826	26.0217	27.3227
Heavy Equipment Technician	N	C	14	1576	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Housing Programs Specialist	N	C	14	1469	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49.4076	51.8781	54.4721	57.1956	60.0552
Housing Project Planner	E	C	14	1590	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
HVAC Technician	N	C	14	1609	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	40.7351	42.7717	44.9102	47.1558	49.5136
Information Technology Administrator	E	C	14	1611	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Information Technology Project Manager	E	C	14	1603	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	62.0866	65.1910	68.4508	71.8732	75.4670
Information Technology Technician I	N	C	14	1440	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Information Technology Technician II	N	C	14	1441	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Irrigation Systems Technician	N	C	14	1471	6,146.44	6,453.85	6,776.53	7,115.33	7,471.12	2,836.82	2,978.70	3,127.63	3,284.00	3,448.21	35.4603	37.2338	39.0954	41.0500	43.1026
Lead Equipment Technician	N	C	14	1472	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	45.6179	47.8991	50.2940	52.8088	55.4492
Librarian I	E	C	14	1474	6,549.90	6,877.37	7,221.31	7,582.36	7,961.50	3,023.03	3,174.17	3,332.91	3,499.55	3,674.54	37.7879	39.6771	41.6614	43.7444	45.9317
Librarian II	E	C	14	1473	7,200.96	7,561.00	7,939.06	8,336.08	8,752.81	3,323.52	3,489.69	3,664.18	3,847.42	4,039.76	41.5440	43.6211	45.8022	48.0927	50.4970
Library Assistant I	N	C	14	1476	4,909.10	5,154.52	5,412.23	5,682.86	5,966.96	2,265.74	2,379.01	2,497.95	2,622.86	2,753.98	28.3217	29.7376	31.2244	32.7857	34.4248
Library Assistant II	N	C	14	1477	5,108.94	5,364.34	5,632.51	5,914.18	6,209.88	2,357.97	2,475.85	2,599.62	2,729.62	2,866.10	29.4746	30.9481	32.4953	34.1202	35.8262
Library Systems Analyst	E	C	14	1612	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Library Systems Technician I	N	C	14	1479	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Library Systems Technician II	N	C	14	1481	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Library Technician	N	C	14	1480	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	31.4487	33.0215	34.6725	36.4057	38.2260
Library Technician Trainee	N	U	14	1610	4,905.98	5,151.36	5,408.91	5,679.29	5,963.27	2,264.30	2,377.55	2,496.42	2,621.21	2,752.28	28.3038	29.7194	31.2053	32.7651	34.4035
Library Technician - Unclassified	N	U	14	1594	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	31.4487	33.0215	34.6725	36.4057	38.2260
Mail Services Specialist	N	C	14	1482	4,175.99	4,384.68	4,604.06	4,834.22	5,075.89	1,927.38	2,023.70	2,124.95	2,231.18	2,342.72	24.0922	25.2962	26.5619	27.8897	29.2840
Maintenance Coordinator	N	C	14	1483	6,412.68	6,733.37	7,070.03	7,423.50	7,794.67	2,959.70	3,107.71	3,263.09	3,426.23	3,597.54	36.9963	38.8464	40.7886	42.8279	44.9693
Maintenance Crew Leader	N	C	14	1484	6,412.94	6,733.65	7,070.31	7,423.80	7,795.02	2,959.82	3,107.84	3,263.22	3,426.37	3,597.70	36.9978	38.8480	40.7903	42.8296	44.9713
Maintenance Worker I	N	C	14	1485	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	26.6194	27.9503	29.3476	30.8153	32.3560
Maintenance Worker II	N	C	14	1486	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Marketing Coordinator	N	C	14	1487	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	46.5373	48.8641	51.3076	53.8728	56.5664
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Network Administrator	E	C	14	1490	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Network Analyst	E	C	14	1442	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Office Specialist I	N	C	14	1491	4,281.40	4,495.44	4,720.26	4,956.25	5,204.03	1,976.03	2,074.82	2,178.58	2,287.50	2,401.86	24.7004	25.9353	27.2323	28.5937	30.0233
Office Specialist II	N	C	14	1492	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	27.1560	28.5136	29.9391	31.4361	33.0077
Outreach Coordinator	E	C	14	1493	7,485.03	7,859.26	8,252.25	8,664.80	9,0										

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Parking Maintenance Coordinator	N	C	14	1592	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38
Parking Resources Specialist	N	C	14	1497	7,597.85	7,977.71	8,376.62	8,795.48	9,235.20	3,506.70	3,682.02	3,866.13	4,059.45	4,262.40	43.8337	46.0253	48.3266	50.7431	53.2800
Plan Check Engineer	E	C	14	1424	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	55.7683	58.5568	61.4845	64.5587	67.7868
Planning Technician I	N	C	14	1499	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Planning Technician II	N	C	14	1500	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41.0818	43.1358	45.2924	47.5573	49.9350
Plans Examiner	E	C	14	1501	9,242.22	9,704.35	10,189.55	10,698.98	11,233.97	4,265.64	4,478.93	4,702.87	4,937.99	5,184.91	53.3205	55.9866	58.7859	61.7249	64.8114
Plumber	N	C	14	1502	6,818.46	7,159.34	7,517.36	7,893.23	8,287.89	3,146.98	3,304.31	3,469.55	3,643.03	3,825.18	39.3372	41.3039	43.3694	45.5379	47.8147
Pool Technician	N	C	14	1503	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	33.4843	35.1582	36.9164	38.7622	40.6998
Program Analyst	E	U	14	1600	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Project Engineer I	E	C	14	1505	9,411.89	9,882.51	10,376.64	10,895.50	11,440.28	4,343.95	4,561.16	4,789.22	5,028.69	5,280.13	54.2994	57.0145	59.8652	62.8586	66.0016
Project Engineer II	E	C	14	1506	10,347.44	10,864.79	11,408.06	11,978.42	12,577.37	4,775.74	5,014.52	5,265.26	5,528.50	5,804.94	59.6967	62.6815	65.8157	69.1063	72.5617
Project Planner	E	C	14	1507	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
Project Planner Unclassified	E	U	14	1605	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
Property Management Specialist	N	C	14	1508	7,373.82	7,742.50	8,129.68	8,536.13	8,962.92	3,403.30	3,573.46	3,752.16	3,939.75	4,136.73	42.5413	44.6683	46.9020	49.2469	51.7091
Public Works Inspector I	N	C	14	1509	6,962.58	7,310.70	7,676.20	8,060.00	8,463.09	3,213.50	3,374.17	3,542.86	3,720.00	3,906.04	40.1688	42.1771	44.2858	46.5000	48.8255
Public Works Inspector II	N	C	14	1510	7,887.23	8,281.56	8,695.64	9,130.42	9,586.94	3,640.26	3,822.26	4,013.37	4,214.04	4,424.74	45.5032	47.7783	50.1671	52.6755	55.3092
Public Works Operations Assistant	N	C	14	1571	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	31.0705	32.6241	34.2551	35.9679	37.7662
Real Property Agent	N	C	14	1511	8,521.37	8,947.47	9,394.84	9,864.55	10,357.77	3,932.94	4,129.60	4,336.08	4,552.87	4,780.51	49.1618	51.6200	54.2010	56.9109	59.7564
Records Technician	N	C	14	1512	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Recreation Coordinator	N	C	14	1515	6,423.69	6,744.81	7,082.12	7,436.20	7,808.00	2,964.78	3,112.99	3,268.67	3,432.09	3,603.69	37.0597	38.9124	40.8584	42.9011	45.0461
Recreation Program Leader	N	C	14	1517	4,545.45	4,772.76	5,011.44	5,261.99	5,525.07	2,097.90	2,202.81	2,312.97	2,428.61	2,550.03	26.2237	27.5351	28.9121	30.3576	31.8754
Recreation Specialist	N	C	14	1516	5,314.62	5,580.32	5,859.36	6,152.34	6,459.92	2,452.90	2,575.53	2,704.32	2,839.54	2,981.50	30.6612	32.1941	33.8040	35.4942	37.2687
Recycling Educator	N	C	14	1518	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Rental Housing Mediation Specialist	N	C	14	1519	7,050.16	7,402.66	7,772.79	8,161.44	8,569.49	3,253.92	3,416.61	3,587.44	3,766.82	3,955.15	40.6740	42.7076	44.8430	47.0853	49.4394
Risk Analyst I	E	U	14	6018	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Risk Analyst II	E	U	14	6019	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Senior Accountant	E	C	14	1520	8,693.01	9,127.71	9,584.14	10,063.34	10,566.49	4,012.16	4,212.79	4,423.45	4,644.62	4,876.84	50.1520	52.6599	55.2931	58.0578	60.9605
Senior Airport Maintenance Worker	N	C	14	1521	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	34.6739	36.4076	38.2279	40.1394	42.1463
Senior Building Inspector	N	C	14	1523	8,832.24	9,273.75	9,737.41	10,224.37	10,735.57	4,076.42	4,280.19	4,494.19	4,718.94	4,954.88	50.9552	53.5024	56.1774	58.9867	61.9360
Senior Building Inspector Specialty	N	C	14	1574	9,283.80	9,748.03	10,235.40	10,747.21	11,284.54	4,284.83	4,499.09	4,724.03	4,960.25	5,208.25	53.5604	56.2386	59.0504	62.0031	65.1031
Senior Buyer	N	C	14	1522	7,944.50	8,341.80	8,758.86	9,196.83	9,656.68	3,666.69	3,850.06	4,042.55	4,244.69	4,456.93	45.8336	48.1258	50.5319	53.0586	55.7116
Senior Commission Secretary	N	C	14	1513	6,333.02	6,649.63	6,982.11	7,331.18	7,697.78	2,922.93	3,069.06	3,222.51	3,383.62	3,552.82	36.5366	38.3632	40.2814	42.2953	44.4103
Senior Community Development Programs Specialist	N	C	14	1588	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	49.1890	51.6483	54.2308	56.9423	59.7893
Senior Custodian	N	C	14	1524	4,874.22	5,117.91	5,374.11	5,642.52	5,924.66	2,249.64	2,362.11	2,480.36	2,604.24	2,734.46	28.1205	29.5264	31.0045	32.5530	34.1808
Senior Electronics/Communications Technician	N	C	14	1525	7,949.35	8,346.82	8,764.17	9,202.42	9,662.55	3,668.93	3,852.38	4,045.00	4,247.27	4,459.64	45.8616	48.1548	50.5265	53.0909	55.7455
Senior Engineering Technician	N	C	14	1526	7,582.77	7,961.83	8,359.95	8,777.97	9,216.87	3,499.74	3,674.69	3,858.44	4,051.37	4,253.94	43.7467	45.9336	48.2603	50.6421	53.1743
Senior Grounds Maintenance Worker	N	C	14	1527	5,646.81	5,929.17	6,225.64	6,536.88	6,863.74	2,606.22	2,736.54	2,873.37	3,017.02	3,167.88	32.5777	34.2067	35.9171	37.7127	39.5985
Senior Library Technician	E	C	14	1528	5,963.14	6,261.26	6,574.40	6,903.11	7,248.28	2,752.22	2,889.81	3,034.34	3,186.05	3,345.36	34.4028	36.1226	37.9293	39.8256	41.8170
Senior Maintenance Worker	N	C	14	1529	6,100.99	6,405.99	6,726.31	7,062.60	7,415.68	2,815.84	2,956.61	3,104.45	3,259.66	3,422.62	35.1980	36.9576	38.8056	40.7458	42.7828
Senior Network/Applications Analyst	E	C	14	1504	9,599.76	10,079.77	10,583.71	11,112.94	11,668.56	4,430.66	4,652.20	4,884.79	5,129.05	5,385.49	55.3832	58.1525	61.0599	64.1131	67.3186
Senior Plan Check Engineer	E	C	14	1425	10,680.45	11,214.47	11,775.18	12,364.00	12,982.17	4,929.44	5,175.91	5,434.70	5,706.46	5,991.77	61.6180	64.6989	67.9338	71.3307	74.8971
Senior Plans Examiner	E	C	14	1530	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	55.7683	58.5568	61.4845	64.5587	67.7868
Senior Project Engineer	N	C	14	1602	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	64.6780	67.9119	71.3074	74.8726	78.6162
Senior Project Engineer Unclassified	N	U	14	1608	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	64.6780	67.9119	71.3074	74.8726	78.6162
Senior Property Management Specialist	N	C	14	1534	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49.4076	51.8781	54.4721	57.1956	60.0552
Senior Public Works Inspector	N	C	14	1533	8,714.55	9,150.22	9,607.74	10,088.20	10,592.53	4,022.10	4,223.18	4,434.34	4,656.09	4,888.86	50.2762	52.7898	55.4292	58.2011	61.1108
Senior Real Property Agent	E	C	14	1535	9,798.45	10,288.37	10,802.81	11,342.91	11,910.12	4,522.36	4,748.48	4,985.91	5,235.19	5,496.98	56.5295	59.3560	62.3239	65.4399	68.7123
Senior Rental Housing Mediation Specialist	N	C</																	

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Streets Maintenance Worker I	N	C	14	1546	4,849.98	5,092.49	5,347.12	5,614.51	5,895.20	2,238.45	2,350.38	2,467.90	2,591.31	2,720.86
Streets Maintenance Worker II	N	C	14	1547	5,613.60	5,894.24	6,189.00	6,498.46	6,823.31	2,590.89	2,720.42	2,856.46	2,999.29	3,149.22	32.3861	34.0053	35.7057	37.4911	39.3652
Sustainability Analyst I	N	U	14	1615	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Sustainability Analyst II	E	U	14	1616	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Sustainability Analyst III	E	U	14	1617	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
System Administrator	E	C	14	1577	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	60.8607	63.9037	67.0986	70.4540	73.9764
Traffic Signal Technician I	E	C	14	1581	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	37.0518	38.9046	40.8500	42.8923	45.0367
Traffic Signal Technician II	E	C	14	1582	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	40.7351	42.7717	44.9102	47.1558	49.5136
Traffic Technician I	N	C	14	1552	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Traffic Technician II	N	C	14	1553	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Tree Care Specialist	N	C	14	1555	5,604.78	5,885.01	6,179.27	6,488.21	6,812.65	2,586.82	2,716.16	2,851.97	2,994.56	3,144.30	32.3352	33.9520	35.6496	37.4320	39.3037
Tree Trimmer I	N	C	14	1557	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28.5447	29.9718	31.4704	33.0436	34.6956
Tree Trimmer II	N	C	14	1556	5,549.12	5,826.60	6,117.95	6,423.84	6,745.05	2,561.13	2,689.20	2,823.67	2,964.85	3,113.10	32.0141	33.6150	35.2959	37.0606	38.9138
Vehicle Services Assistant	N	C	14	1558	4,898.62	5,143.54	5,400.68	5,670.77	5,954.26	2,260.90	2,373.94	2,492.62	2,617.28	2,748.12	28.2613	29.6743	31.1578	32.7160	34.3515
Warehouse Specialist	N	C	14	1559	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	30.6088	32.1396	33.7463	35.4335	37.2054
Water Conservation Coordinator	E	U	14	1599	9,417.01	9,898.87	10,380.74	10,913.59	11,446.44	4,346.31	4,568.71	4,791.11	5,037.04	5,282.97	54.3289	57.1089	59.8889	62.9630	66.0371
Water Quality Research Analyst	E	C	14	1589	9,652.93	10,135.56	10,642.34	11,174.45	11,733.24	4,455.20	4,677.95	4,911.85	5,157.44	5,415.34	55.6900	58.4744	61.3981	64.4680	67.6917
Water Resources Specialist	E	C	14	1560	8,311.55	8,727.12	9,163.40	9,621.65	10,102.71	3,836.10	4,027.90	4,229.26	4,440.76	4,662.79	47.9513	50.3487	52.8657	55.5095	58.2849
Water Resources Technician	N	C	14	1562	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Waterfront Maintenance Coordinator	N	C	14	1598	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	38.3107	40.2266	42.2379	44.3497	46.5672
Waterfront Maintenance Crew Leader	N	C	14	1564	6,317.44	6,633.32	6,964.95	7,313.28	7,678.97	2,915.74	3,061.53	3,214.59	3,375.36	3,544.14	36.4447	38.2691	40.1824	42.1920	44.3017
Waterfront Maintenance Worker I	N	C	14	1565	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28.5447	29.9718	31.4704	33.0436	34.6956
Waterfront Maintenance Worker II	N	C	14	1566	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Waterfront Vessel Technician	N	C	14	1567	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Web Services Technician	E	C	14	1586	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	43.6156	45.7965	48.0861	50.4906	53.0151
Webmaster	E	C	14	1550	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Welder/Fabricator	N	C	14	1568	6,551.76	6,879.34	7,223.30	7,584.46	7,963.69	3,023.89	3,175.08	3,333.83	3,500.52	3,675.55	37.7986	39.6885	41.6729	43.7565	45.9444
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	10,215.23	10,726.02	11,262.33	11,825.43	12,416.71	4,714.72	4,950.47	5,198.00	5,457.89	5,730.79	42.0957	44.2006	46.4107	48.7312	51.1678
Fire Captain (40 Hour)	7	C	34	3405	10,215.23	10,726.00	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58.9340	61.8808	64.9748	68.2237	71.6349
Fire Engineer (56 Hour)	7	C	34	3401	8,839.63	9,281.63	9,745.73	10,233.02	10,744.65	4,079.83	4,283.83	4,498.03	4,722.93	4,959.07	36.4271	38.2485	40.1610	42.1690	44.2774
Fire Engineer (40 Hour)	7	C	34	3402	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,498.04	4,722.94	4,959.08	50.9979	53.5480	56.2255	59.0367	61.9885
Fire Inspector I (40 Hour)	7	C	39	3901	7,803.38	8,193.62	8,603.27	9,033.42	9,485.08	3,601.56	3,781.67	3,970.74	4,169.27	4,377.73	45.0195	47.2709	49.6343	52.1159	54.7216
Fire Inspector II (40 Hour)	7	C	39	3902	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,498.04	4,722.94	4,959.08	50.9979	53.5480	56.2255	59.0367	61.9885
Fire Inspector III (40 Hour)	7	C	39	3903	10,215.23	10,726.00	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58.9340	61.8808	64.9748	68.2237	71.6349
Firefighter (56 Hour)	7	C	34	3403	7,803.42	8,193.58	8,603.27	9,033.42	9,485.10	3,601.58	3,781.65	3,970.74	4,169.27	4,377.74	32.1569	33.7647	35.4530	37.2256	39.0869
Firefighter (40 Hour)	7	C	34	3404	7,803.38	8,193.62	8,603.27	9,033.42	9,485.10	3,601.56	3,781.67	3,970.74	4,169.27	4,377.74	45.0195	47.2709	49.6343	52.1159	54.7217
Firefighter - Entry	7	C	39	3904	7,023.06	7,374.23	7,742.93	8,130.07	8,536.58	3,241.41	3,403.49	3,573.66	3,752.34	3,939.96	40.5176	42.5436	44.6707	46.9042	49.2495
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	11,992.35				14,576.86	5,534.93			6,727.78	69.1866					84.0972
Assistant City Attorney II	E	U	01	0104	13,316.55				16,186.34	6,146.10			7,470.62	76.8263					93.3827
Assistant City Attorney III	E	U	01	0105	15,465.82				18,798.82	7,138.07			8,676.38	89.2259					108.4548
Assistant City Attorney IV	E	U	01	0106	17,012.41				20,678.73	7,851.88			9,544.03	98.1485					119.3004
Assistant City Attorney V	E	U	01	0121	19,028.34				23,129.17	8,782.31			10,675.00	109.7789					133.4375
Chief Assistant City Attorney	E	U	01	0124	21,026.50				25,442.08	9,704.54			11,742.50	121.3068					146.7813
Deputy City Attorney	E	U	01	0110	9,971.48				12,120.42	4,602.22			5,594.04	57.5278					69.9255

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
MANAGEMENT UNREPRESENTED																			
Assistant Airport Director	E	U	02	0274	16,536.17					20,099.86	7,632.08				9,276.86	95.4010	115.9608		
Assistant Finance Director	E	U	02	0204	14,460.81					17,569.89	6,674.22				8,109.18	83.4277	101.3647		
Assistant Library Director	E	U	02	0253	14,058.24					17,087.94	6,488.42				7,886.74	81.1052	98.5842		
Assistant Parks & Recreation Director	E	U	02	0205	14,001.48					17,018.91	6,462.22				7,854.88	80.7777	98.1860		
Budget Manager	E	U	02	0207	11,560.66					14,052.03	5,335.69				6,485.55	66.6961	81.0694		
Business Manager	E	U	02	0276	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Fire Operations Division Chief	E	U	32	3200	19,631.69					23,862.41	9,060.78				11,013.42	113.2597	137.6677		
Human Resources Manager	E	U	02	0223	13,221.17					16,070.47	6,102.08				7,417.14	76.2760	92.7142		
Labor Relations Manager	E	U	02	0267	11,992.35					14,576.86	5,534.93				6,727.78	69.1866	84.0972		
Office Manager	E	U	02	0275	10,748.03					13,064.33	4,960.63				6,029.69	62.0079	75.3711		
Senior Assistant to the City Administrator	E	U	02	0248	12,210.03					14,841.41	5,635.40				6,849.88	70.4425	85.6235		
MANAGEMENT/AFSCME																			
Airport Business Manager	E	U	03	0300	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Airport Facilities Manager	E	U	03	0301	11,736.27					14,265.51	5,416.74				6,584.08	67.7093	82.3010		
Airport Operations Manager	E	U	03	0302	12,106.51					14,715.55	5,587.62				6,791.79	69.8453	84.8974		
Airport Properties Manager	E	U	03	0303	12,106.51					14,715.55	5,587.62				6,791.79	69.8453	84.8974		
Assistant to the City Administrator	E	U	03	0304	11,177.96					13,586.89	5,159.06				6,270.87	64.4882	78.3859		
Business Manager	E	U	03	0352	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Chief Building Official	E	U	03	0305	14,125.30					17,169.49	6,519.37				7,924.38	81.4921	99.0547		
City Clerk Services Manager	E	U	03	0306	12,288.99					14,937.41	5,671.84				6,894.19	70.8980	86.1774		
City Engineer	E	U	03	0307	17,288.35					21,014.11	7,979.24				9,698.82	99.7405	121.2352		
City Planner	E	U	03	0308	15,040.48					18,030.87	6,941.76				8,321.94	86.7720	104.0242		
Community Development Business Manager	E	U	03	0309	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Community Engagement Manager	E	U	03	0354	11,403.21					13,860.64	5,263.02				6,397.22	65.7877	79.9653		
Community Engagement Officer/PIO	E	U	03	0310	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Controller	E	U	03	0311	12,726.46					15,469.13	5,873.75				7,139.60	73.4219	89.2450		
Creeks Restoration/Clean Water Manager	E	U	03	0312	13,826.54					16,806.25	6,381.48				7,756.73	79.7685	96.9591		
Downtown Plaza & Parking Manager	E	U	03	0314	11,968.41					14,547.74	5,523.88				6,714.34	69.0485	83.9292		
Emergency Medical Services Manager	E	U	03	0353	11,486.17					13,956.43	5,301.31				6,441.43	66.2664	80.5179		
Emergency Services Manager	E	U	03	0316	10,308.98					12,530.66	4,757.99				5,783.38	59.4749	72.2922		
Energy and Climate Program Manager	E	U	03	0317	11,560.68					14,052.07	5,335.70				6,485.57	66.6962	81.0696		
Environmental Services Manager	E	U	03	0318	11,403.21					13,860.64	5,263.02				6,397.22	65.7877	79.9653		
Facilities Manager	E	U	03	0319	11,864.45					14,421.29	5,475.90				6,655.98	68.4487	83.1997		
Fire Business Manager	E	U	03	0320	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
General Services Manager	E	U	03	0322	11,711.09					14,234.96	5,405.12				6,569.98	67.5640	82.1247		
Harbor Operations Manager	E	U	03	0323	12,413.48					15,088.75	5,729.30				6,964.04	71.6163	87.0505		
Housing & Human Services Manager	E	U	03	0324	11,870.76					14,428.96	5,478.81				6,659.52	68.4851	83.2440		
Information Technology Manager	E	U	03	0325	13,951.28					16,957.89	6,439.05				7,826.72	80.4881	97.8340		
Library Services Manager	E	U	03	0326	10,740.73					13,055.47	4,957.26				6,025.60	61.9658	75.3200		
Parks Manager	E	U	03	0327	12,145.08					14,762.43	5,605.42				6,813.43	70.0677	85.1679		
Parks & Recreation Business Manager	E	U	03	0328	11,403.21					13,860.64	5,263.02				6,397.22	65.7877	79.9653		
Police Administrative Manager	E	U	03	0329	13,480.83					16,386.11	6,221.92				7,562.82	77.7740	94.5352		
Police Business Manager	E	U	03	0330	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Police Information Technology Manager	E	U	03	0331	11,673.68					14,189.48	5,387.85				6,548.99	67.3481	81.8624		
Police Records Manager	E	U	03	0332	10,667.76					12,966.72	4,923.58				5,984.64	61.5447	74.8080		
Principal Architect	E	U	03	0333	15,032.90					18,272.63	6,938.26				8,433.52	86.7282	105.4190		
Principal Engineer	E	U	03	0334	15,032.90					18,272.63	6,938.26				8,433.52	86.7282	105.4190		
Principal Planner	E	U	03	0335	11,870.76					14,428.96	5,478.81				6,659.52	68.4851	83.2440		
Principal Project Manager	E	U	03	0336	16,153.30					19,634.51	7,455.37				9,062.08	93.1921	113.2760		
Principal Traffic Engineer	E	U	03	0337	15,032.90					18,272.63	6,938.26				8,433.52	86.7282	105.4190		
Public Safety Communications Manager	E	U	03	0338	12,087.21					14,692.23	5,578.71				6,781.03	69.7339	84.7629		
Public Works Business Manager	E	U	03	0339	12,106.51					14,715.55	5,587.62				6,791.79	69.8453	84.8974		
Public Works Manager	E	U	03	0340	13,620.58					16,555.93	6,286.42				7,641.20	78.5803	95.5150		

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly					
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	
Public Works Operations Manager	E	U	03	0341	15,032.90				18,272.63	6,938.26			8,433.52			86.7282			105.4190	
Recreation Programs Manager	E	U	03	0342	10,968.58				13,332.39	5,062.42			6,153.41			63.2803			76.9176	
Risk Manager	E	U	03	0343	11,551.43				14,040.85	5,331.43			6,480.39			66.6429			81.0049	
State Street Master Planner	E	U	03	0344	13,654.23				16,596.80	6,301.95			7,660.06			78.7744			95.7507	
Wastewater System Manager	E	U	03	0350	16,153.15				19,634.27	7,455.30			9,061.97			93.1913			113.2746	
Water Resources Manager	E	U	03	0351	17,288.51				21,014.41	7,979.31			9,698.96			99.7414			121.2370	
Water Services Manager	E	U	03	0346	16,153.15				19,634.27	7,455.30			9,061.97			93.1913			113.2746	
Water System Manager	E	U	03	0347	16,153.15				19,634.27	7,455.30			9,061.97			93.1913			113.2746	
Waterfront Business Manager	E	U	03	0348	12,106.51				14,715.55	5,587.62			6,791.79			69.8453			84.8974	
Waterfront Facilities Manager	E	U	03	0349	11,736.27				14,265.51	5,416.74			6,584.08			67.7093			82.3010	
MANAGEMENT/APPOINTED																				
City Administrator/Clerk/Treasurer	E	U	01	0107	29,464.72				29,464.72	13,599.10			13,599.10			169.9887			169.9887	
City Attorney	E	U	01	0108	23,477.98				28,408.36	10,835.99			13,111.56			135.4500			163.8945	
MANAGEMENT/EXECUTIVE																				
Airport Director	E	U	01	0102	18,444.83				22,419.87	8,513.00			10,347.63			106.4125			129.3454	
Assistant City Administrator	E	U	01	0101	21,300.13				25,890.50	9,830.83			11,949.46			122.8854			149.3682	
Community Development Director	E	U	01	0109	17,519.19				21,294.74	8,085.78			9,828.34			101.0723			122.8543	
Deputy City Administrator	E	U	01	0122	19,067.56				23,176.70	8,800.41			10,696.94			110.0051			133.7118	
Finance Director	E	U	01	0111	17,345.73				21,083.88	8,005.72			9,731.02			100.0715			121.6378	
Fire Chief	E	U	31	3100	21,596.51				26,250.73	9,967.62			12,115.72			124.5952			151.4465	
Human Resources Director	E	U	01	0118	16,633.31				20,217.97	7,676.91			9,331.37			95.9614			116.6421	
Information Technology Director	E	U	01	0119	16,802.13				20,423.13	7,754.83			9,426.06			96.9354			117.8258	
Library Director	E	U	01	0112	16,766.04				20,379.28	7,738.17			9,405.82			96.7271			117.5727	
Parks & Recreation Director	E	U	01	0113	16,802.13				20,423.13	7,754.83			9,426.06			96.9354			117.8258	
Police Chief	E	U	21	2100	24,497.96				29,777.50	11,306.75			13,743.46			141.3344			171.7933	
Public Works Director	E	U	01	0114	20,071.09				24,396.54	9,263.58			11,259.94			115.7947			140.7492	
Sustainability & Resilience Director	E	U	01	0120	16,633.31				20,217.97	7,676.91			9,331.37			95.9614			116.6421	
Water Resources Director	E	U	01	0123	20,071.09				24,396.54	9,263.58			11,259.94			115.7947			140.7492	
Waterfront Director/Harbormaster	E	U	01	0115	18,444.83				22,419.87	8,513.00			10,347.63			106.4125			129.3454	
MANAGEMENT/FIRE																				
Fire Battalion Chief	E	C	33	3300	14,277.51				17,354.46	6,589.62			8,009.75			58.8359			71.5156	
Fire Battalion Chief 40 HR	E	C	33	3301	14,277.51				17,354.46	6,589.62			8,009.75			82.3703			100.1219	
Fire Battalion Chief / Fire Marshal	E	C	33	3303	14,277.51				17,354.46	6,589.62			8,009.75			82.3703			100.1219	
MANAGEMENT/POLICE																				
Assistant Police Chief	E	C	23	2303	20,531.27				24,955.88	9,475.97			11,518.10			118.4496			143.9762	
Police Commander	E	C	23	2302	17,852.64				21,699.84	8,239.68			10,015.31			102.9960			125.1914	
Police Lieutenant	E	C	23	2301	15,523.84				18,869.33	7,164.85			8,708.92			89.5606			108.8615	
MAYOR/CITY COUNCIL																				
City Councilmember	E			0001					5,287.34				2,440.31							
Mayor	E			0002					6,609.16				3,050.38							
POLICE																				
Identification Technician	N	C	29	2901	7,545.42	7,922.68	8,318.83	8,734.77	9,171.48	3,482.50	3,656.62	3,839.46	4,031.43	4,232.99		43.5312	45.7078	47.9932	50.3929	52.9124
Parking Enforcement Officer	N	C	29	2902	5,263.22	5,526.37	5,802.66	6,092.88	6,397.50	2,429.18	2,550.63	2,678.15	2,812.10	2,952.69		30.3647	31.8829	33.4769	35.1512	36.9086
Parking Enforcement Officer Unclassified	N	U	29	2918	5,263.22	5,526.37	5,802.66	6,092.88	6,397.50	2,429.18	2,550.63	2,678.15	2,812.10	2,952.69		30.3647	31.8829	33.4769	35.1512	36.9086
Police Crime Analyst	N	C	29	2907	8,517.95	8,943.81	9,391.03	9,860.61	10,353.59	3,931.36	4,127.91	4,334.32	4,551.05	4,778.58		49.1420	51.5989	54.1790	56.8881	59.7322
Police Officer Range A	7	C	24	2400	9,420.78	9,891.81	10,386.44	10,905.70	11,451.01	4,348.05	4,565.45	4,793.74	5,033.40	5,285.08		54.3506	57.0681	59.9217	62.9175	66.0635
Police Officer Range B	7	C	24	2400	9,609.19	10,089.64	10,594.17	11,123.81	11,680.03	4,435.01	4,656.76	4,889.61	5,134.07	5,390.78		55.4376	58.2095	61.1201	64.1759	67.3848
Police Officer Range C	7	C	24	2400	9,797.61	10,287.46	10,801.89	11,341.93	11,909.05	4,521.97	4,748.06	4,985.49	5,234.74	5,496.48		56.5246	59.3508	62.3186	65.4342	68.7060
Police Officer Range D	7	C	24	2400	9,986.02	10,485.32	11,009.62	11,560.06	12,138.07	4,608.93	4,839.38	5,081.36	5,335.41	5,602.18		57.6116	60.4922	63.5170	66.6926	70.0273

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
					Police Officer - Entry	7	C	29	2903	8,512.47	8,938.11	9,385.00	9,854.28	10,346.96	3,928.83	4,125.28	4,331.54	4,548.13	4,775.52
Police Property/Evidence Assistant	N	C	29	2905	5,321.72	5,587.83	5,867.29	6,160.61	6,468.61	2,456.18	2,579.00	2,707.98	2,843.36	2,985.51	30.7022	32.2375	33.8498	35.5420	37.3189
Police Property/Evidence Technician	N	C	29	2906	6,273.87	6,587.58	6,916.93	7,262.80	7,625.93	2,895.63	3,040.42	3,192.43	3,352.06	3,519.66	36.1954	38.0053	39.9054	41.9008	43.9957
Police Range/Equipment Technician	N	C	29	2917	7,017.23	7,368.10	7,736.50	8,123.31	8,529.50	3,238.72	3,400.66	3,570.69	3,749.22	3,936.69	40.4840	42.5082	44.6336	46.8653	49.2086
Police Records Specialist	N	C	29	2904	5,226.78	5,488.12	5,762.49	6,050.61	6,353.14	2,412.36	2,532.98	2,659.61	2,792.59	2,932.22	30.1545	31.6622	33.2451	34.9074	36.6527
Police Records Supervisor	N	C	29	2914	6,273.87	6,587.58	6,916.93	7,262.80	7,625.93	2,895.63	3,040.42	3,192.43	3,352.06	3,519.66	36.1954	38.0053	39.9054	41.9008	43.9957
Police Sergeant	7	C	24	2401	12,149.39	12,756.86	13,394.72	14,064.44	14,767.70	5,607.41	5,887.78	6,182.18	6,491.28	6,815.86	70.0926	73.5972	77.2772	81.1410	85.1982
Police Services Coordinator	N	C	29	2916	5,538.41	5,815.29	6,106.10	6,411.38	6,731.92	2,556.19	2,683.98	2,818.20	2,959.10	3,107.04	31.9524	33.5498	35.2275	36.9888	38.8380
Police Services Specialist	N	C	29	2915	4,745.00	4,982.19	5,231.33	5,492.87	5,767.54	2,190.00	2,299.47	2,414.46	2,535.17	2,661.94	27.3750	28.7434	30.1808	31.6896	33.2743
Police Technician	N	C	29	2909	5,012.58	5,263.22	5,526.34	5,802.72	6,092.84	2,313.50	2,429.18	2,550.62	2,678.18	2,812.08	28.9188	30.3647	31.8828	33.4773	35.1510
Public Safety Dispatcher I	N	U	29	2910	5,971.55	6,270.03	6,583.59	6,912.75	7,258.38	2,756.10	2,893.86	3,038.58	3,190.50	3,350.02	34.4512	36.1733	37.9823	39.8813	41.8752
Public Safety Dispatcher II	N	C	29	2911	6,276.31	6,590.07	6,919.60	7,265.64	7,628.92	2,896.76	3,041.57	3,193.66	3,353.37	3,521.04	36.2095	38.0196	39.9208	41.9171	44.0130
Public Safety Dispatcher III	N	C	29	2912	6,935.26	7,282.10	7,646.17	8,028.43	8,429.89	3,200.89	3,360.97	3,529.00	3,705.43	3,890.72	40.0111	42.0121	44.1125	46.3179	48.6340
Public Safety Dispatch Supervisor	N	C	29	2913	8,460.66	8,883.64	9,327.87	9,794.24	10,283.95	3,904.92	4,100.14	4,305.17	4,520.42	4,746.44	48.8115	51.2518	53.8146	56.5053	59.3305
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
Administrative Supervisor	E	U	04	4001	7,947.57				9,660.26	3,668.11				4,458.58	45.8514				55.7322
Administrative/Clerical Supervisor	E	U	04	4000	6,553.00				7,965.21	3,024.46				3,676.25	37.8058				45.9531
Airport Business Development Supervisor	E	U	04	4067	8,540.83				10,381.43	3,941.92				4,791.43	49.2740				59.8929
Airport Maintenance Supervisor	E	U	04	4003	8,588.41				10,439.28	3,963.88				4,818.13	49.5485				60.2266
Airport Operations Supervisor	E	U	04	4004	8,488.85				10,318.27	3,917.93				4,762.28	48.9741				59.5285
Airport Patrol Supervisor	E	U	04	4005	11,463.51				13,933.92	5,290.85				6,431.04	66.1356				80.3880
Billing Supervisor	E	U	04	4008	7,610.68				9,250.80	3,512.62				4,269.60	43.9078				53.3700
Building and Safety Supervisor	E	U	04	4009	12,282.49				14,929.46	5,668.84				6,890.52	70.8605				86.1315
Capital Projects Supervisor	E	U	04	4073	11,899.38				14,463.76	5,492.02				6,675.58	68.6502				83.4447
City TV Production Supervisor	E	U	04	4022	9,236.39				11,226.89	4,262.95				5,181.64	53.2869				64.7705
Creeks Supervisor	E	U	04	4023	12,023.33				14,614.43	5,549.23				6,745.12	69.3654				84.3140
Custodial Supervisor	E	U	04	4014	6,174.00				7,504.55	2,849.54				3,463.64	35.6193				43.2955
Department Systems Supervisor	E	U	04	4077	11,179.63				13,588.86	5,159.83				6,271.78	64.4979				78.3973
Electronics/Communication Supervisor	E	U	04	4016	8,588.39				10,439.30	3,963.87				4,818.14	49.5484				60.2267
Environmental Services Supervisor	E	U	04	4017	10,071.12				12,241.49	4,648.21				5,649.92	58.1026				70.6240
Facilities Maintenance Superintendent	E	U	04	4018	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Facilities Maintenance Supervisor	E	U	04	4019	8,119.76				9,869.64	3,747.58				4,555.22	46.8447				56.9402
Finance Supervisor	E	U	04	4020	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
Fleet Services Superintendent	E	U	04	4078	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Fleet Services Supervisor	E	U	04	4007	8,542.80				10,383.82	3,942.83				4,792.53	49.2854				59.9066
Harbor Patrol Supervisor	E	U	04	4024	10,322.61				12,547.23	4,764.28				5,791.03	59.5535				72.3879
Information Technology Supervisor	E	U	04	4027	12,131.23				14,745.53	5,599.03				6,805.63	69.9879				85.0704
Laboratory Supervisor	E	U	04	4028	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Library Circulation Supervisor	E	U	04	4029	6,268.73				7,619.67	2,893.26				3,516.77	36.1657				43.9596
Maintenance Supervisor I	E	U	04	4030	7,170.52				8,715.83	3,309.47				4,022.69	41.3684				50.2836
Maintenance Supervisor II	E	U	04	4031	7,883.24				9,582.13	3,638.42				4,422.52	45.4803				55.2815
Marketing Supervisor	E	U	04	4070	9,276.50				11,275.70	4,281.46				5,204.17	53.5183				65.0521
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,434.29				9,036.43	3,431.21				4,170.66	42.8901				52.1333
Parking Supervisor	E	U	04	4034	8,448.22				10,268.92	3,899.18				4,739.50	48.7397				59.2437
Parking/TMP Superintendent	E	U	04	4035	10,217.37				12,419.29	4,715.71				5,731.98	58.9464				71.6498
Parks Superintendent	E	U	04	4068	8,321.06				10,114.28	3,840.49				4,668.13	48.0061				58.3516
Parks Supervisor	E	U	04	4033	7,204.38				8,756.97	3,325.10				4,041.68	41.5638				50.5210
Purchasing Supervisor	E	U	04	4036	9,136.23				11,105.16	4,216.72				5,125.46	52.7090				64.0682
Recreation Supervisor I	E	U	04	4037	7,957.43				9,672.33	3,672.66				4,464.15	45.9083				55.8019
Rental Housing Mediation Supervisor	E	U	04	4074	9,155.79				11,128.91	4,225.75				5,136.42	52.8219				64.2053
Senior Librarian	E	U	04	4038	8,607.78				10,462.77	3,972.82				4,828.97	49.6602				60.3621
Senior Planner I	E	U	04	4039	10,560.81				12,836.76	4,874.22				5,924.66	60.9278				74.0582
Senior Planner II	E	U	04	4040	11,089.04				13,478.79	5,118.02				6,220.98	63.9753				77.7623
Senior Recreation Supervisor	E	U	04	4041	8,565.03				10,410.86	3,953.09				4,805.01	49.4136				60.0626

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
					Street Tree Supervisor	E	U	04	4042	7,204.38				8,756.97	3,325.10				4,041.68
Streets Maintenance Superintendent	E	U	04	4076	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Supervising Engineer	E	U	04	4043	12,892.43				15,670.85	5,950.35				7,232.70	74.3794				90.4087
Supervising Librarian	E	U	04	4044	8,620.69				10,478.46	3,978.78				4,836.21	49.7348				60.4526
Supervising Park Ranger	E	U	04	4075	8,300.80				10,089.65	3,831.14				4,656.76	47.8893				58.2095
Supervising Transportation Engineer	E	U	04	4047	12,281.43				14,928.20	5,668.35				6,889.94	70.8544				86.1242
Supervising Transportation Planner	E	U	04	4046	10,561.11				12,837.13	4,874.36				5,924.83	60.9295				74.0604
Treatment Plant Technician Supervisor	E	U	04	4049	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Urban Forest Superintendent	E	U	04	4050	10,560.98				12,836.94	4,874.30				5,924.74	60.9288				74.0592
Wastewater Collection System Superintendent	E	U	04	4053	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Wastewater Collection System Supervisor	E	U	04	4052	10,943.86				13,302.34	5,051.01				6,139.54	63.1376				76.7443
Wastewater Treatment Superintendent	E	U	04	4054	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Wastewater Treatment Supervisor	E	U	04	4055	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Water Distribution Superintendent	E	U	04	4059	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Distribution Supervisor	E	U	04	4060	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Water Quality Superintendent	E	U	04	4069	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Service Superintendent	E	U	04	4072	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Services Supervisor	E	U	04	4071	10,621.43				12,910.47	4,902.20				5,958.68	61.2775				74.4835
Water Treatment Superintendent	E	U	04	4057	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Treatment Supervisor	E	U	04	4058	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Waterfront Maintenance Superintendent	E	U	04	4062	9,065.72				11,019.49	4,184.18				5,085.92	52.3023				63.5740
Waterfront Parking Supervisor	E	U	04	4061	8,277.43				10,061.26	3,820.35				4,643.66	47.7544				58.0458
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	8,719.77				10,599.01	4,024.51				4,891.85	50.3064				61.1481
Payroll and A/P Supervisor*	E	U	05	5005	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	6,622.37	6,953.53	7,301.15	7,666.23	8,049.56	3,056.48	3,209.32	3,369.76	3,538.26	3,715.18	38.2060	40.1165	42.1220	44.2282	46.4397
Airport Operations Specialist Trainee	N	U	19	1962	5,297.91	5,562.87	5,840.94	6,132.97	6,439.66	2,445.19	2,567.48	2,695.82	2,830.60	2,972.15	30.5649	32.0935	33.6977	35.3825	37.1519
Airport Police Officer	N	C	19	1964	9,468.90	9,942.27	10,439.48	10,961.38	11,509.44	4,370.26	4,588.74	4,818.22	5,059.10	5,312.05	54.6282	57.3593	60.2277	63.2388	66.4006
Airport Police Officer II	N	C	19	1965	10,365.51	10,883.80	11,427.98	11,999.26	12,599.32	4,784.08	5,023.29	5,274.45	5,538.12	5,815.07	59.8010	62.7911	65.9306	69.2265	72.6884
Airport Police Officer - Entry	N	C	19	1966	9,018.01	9,468.83	9,942.34	10,439.43	10,961.38	4,162.16	4,370.23	4,588.77	4,818.20	5,059.10	52.0270	54.6279	57.3596	60.2275	63.2387
Airport Police Officer - Trainee	N	U	19	1967	7,515.00	7,890.70	8,285.29	8,699.51	9,134.49	3,468.46	3,641.86	3,823.98	4,015.16	4,215.92	43.3558	45.5233	47.7997	50.1895	52.6990
Airport Security Aide	N	C	19	1968	4,216.14	4,426.85	4,648.32	4,880.70	5,124.71	1,945.91	2,043.16	2,145.38	2,252.63	2,365.25	24.3239	25.5395	26.8173	28.1579	29.5656
Control Systems Operator Specialist I	N	C	19	1904	8,732.79	9,169.42	9,627.91	10,109.26	10,614.72	4,030.52	4,232.04	4,443.65	4,665.81	4,899.10	50.3815	52.9005	55.5456	58.3226	61.2387
Control Systems Operator Specialist II	N	C	19	1905	9,700.30	10,185.33	10,694.60	11,229.36	11,790.76	4,477.06	4,700.92	4,935.97	5,182.78	5,441.89	55.9632	58.7615	61.6996	64.7847	68.0236
Cross Connection Specialist	N	C	19	1939	9,275.67	9,739.41	10,226.36	10,737.74	11,274.62	4,281.08	4,495.11	4,719.86	4,955.88	5,203.67	53.5135	56.1889	58.9982	61.9485	65.0459
Harbor Patrol Officer	N	C	19	1906	8,976.18	9,424.98	9,896.25	10,391.05	10,910.62	4,142.85	4,349.99	4,567.50	4,795.87	5,035.67	51.7856	54.3749	57.0938	59.9484	62.9459
Harbor Patrol Officer - Entry	N	C	19	1907	8,056.79	8,459.64	8,882.55	9,326.68	9,792.99	3,718.52	3,904.45	4,099.64	4,304.62	4,519.84	46.4815	48.8056	51.2455	53.8078	56.4980
Laboratory Analyst Coordinator	N	C	19	1911	9,387.95	9,857.34	10,350.21	10,867.70	11,411.10	4,332.90	4,549.54	4,777.02	5,015.86	5,266.66	54.1613	56.8693	59.7128	62.6983	65.8333
Laboratory Analyst I	N	C	19	1909	7,729.09	8,115.62	8,521.46	8,947.47	9,394.84	3,567.27	3,745.67	3,932.98	4,129.60	4,336.08	44.5909	46.8209	49.1622	51.6200	54.2010
Laboratory Analyst II	N	C	19	1910	8,577.27	9,006.12	9,456.48	9,929.27	10,425.78	3,958.74	4,156.67	4,364.53	4,582.74	4,811.90	49.4843	51.9584	54.5566	57.2842	60.1487
Lead Park Ranger	N	C	19	1955	7,939.92	8,336.86	8,753.75	9,191.41	9,650.98	3,664.58	3,847.78	4,040.19	4,242.19	4,454.30	45.8072	48.0972	50.5024	53.0274	55.6787
Lead Water Meter Technician	N	C	19	1963	9,235.83	9,697.68	10,182.58	10,691.68	11,226.28	4,262.69	4,475.85	4,699.65	4,934.62	5,181.36	53.2836	55.9481	58.7456	61.6827	64.7670
Meter Reader/Water Distribution OIT	N	C	19	1913	5,122.72	5,378.84	5,647.85	5,930.21	6,226.70	2,364.33	2,482.54	2,606.70	2,737.02	2,873.86	29.5541	31.0318	32.5837	34.2127	35.9232
Park Ranger	N	C	19	1914	7,218.08	7,578.96	7,957.97	8,355.84	8,773.57	3,331.42	3,497.98	3,672.91	3,856.54	4,049.34	41.6428	43.7247	45.9114	48.2067	50.6168
Reclamation Specialist	N	C	19	1924	5,949.13	6,246.59	6,558.89	6,886.84	7,231.25	2,745.75	2,883.04	3,027.18	3,178.54	3,337.50	34.3219	36.0380	37.8398	39.7317	41.7187
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	8,413.15	8,833.80	9,275.46	9,739.30	10,226.23	3,882.99	4,077.14	4,280.98	4,495.06	4,719.80	48.5374	50.9642	53.5123	56.1882	58.9975
Senior Airport Operations Specialist	N	C	19	1916	7,381.66	7,750.73	8,138.30	8,545.20	8,972.38	3,406.92	3,577.26	3,756.14	3,943.94	4,141.10	42.5865	44.7157	46.9517	49.2993	51.7638
Senior Airport Security Aide	N	C	19	1969	4,637.69	4,869.67	5,113.10	5,368.76	5,637.19	2,140.47	2,247.54	2,359.89	2,477.89	2,601.78	26.7559	28.0942	29.4986	30.9736	32.5223
Senior Control Systems Operator Specialist	N	C	19	1917	10,620.70	11,151.77	11,709.40	12,294.84	12,909.54	4,901.86	5,146.97	5,404.34	5,674.54	5,958.25	61.2732	64.3371	67.5542	70.9318	74.4781
Senior Cross Connection Specialist	E	C	19	1959	10,053.03	10,555.68	11,083.35	11,637.67	12,219.52	4,639.86	4,871.85	5,115.39	5,371.23	5,639.78	57.9983	60.8981	63.9424	67.1404	70.4972
Senior Treatment Plant Technician	N	C	19	1918	9,374.45	9,843.21	10,335.37	10,852.14	11,394.67	4,326.67	4,510.02	4,770.17	5,008.68	5,259.08	54.0834	56.7878	59.6271	62.6085	65.7385
Senior Wastewater Collection System Operator	N	C	19	1919	8,275.15	8,688.98	9,123.42	9,579.55	10,058.58	3,819.30	4,014.30	4,210.81	4,421.33	4,642.42	47.7413	50.1287	52.6351	55.2666	58.0302

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	10,053.33	10,556.02	11,083.76	11,638.01	12,219.91	4,640.00	4,872.01	5,115.58	5,371.39	5,639.96
Senior Wastewater Treatment Plant Operator	N	C	19	1921	10,027.31	10,528.66	11,055.07	11,607.83	12,188.24	4,627.99	4,859.38	5,102.34	5,357.46	5,625.34	57.8499	60.7423	63.7793	66.9683	70.3168
Senior Water Distribution Operator	N	C	19	1920	6,634.55	6,966.29	7,314.54	7,680.29	8,064.36	3,062.10	3,215.21	3,375.94	3,544.75	3,722.01	38.2762	40.1901	42.1993	44.3094	46.5251
Treatment Plant Technician	N	C	19	1923	8,151.74	8,559.33	8,987.31	9,436.70	9,908.51	3,762.34	3,950.46	4,147.99	4,355.40	4,573.16	47.0292	49.3807	51.8499	54.4425	57.1645
Wastewater Collection System Lead Operator	N	C	19	1927	9,516.39	9,992.21	10,491.74	11,016.40	11,567.14	4,392.18	4,611.79	4,842.34	5,084.49	5,338.68	54.9022	57.6474	60.5292	63.5561	66.7335
Wastewater Collection System Operator I	N	C	19	1925	6,577.59	6,906.49	7,251.79	7,614.40	7,995.15	3,035.81	3,187.61	3,346.98	3,514.34	3,690.07	37.9476	39.8451	41.8373	43.9293	46.1259
Wastewater Collection System Operator II	N	C	19	1926	7,719.96	8,105.89	8,511.30	8,936.85	9,383.68	3,563.06	3,741.18	3,928.29	4,124.70	4,330.93	44.5383	46.7648	49.1036	51.5588	54.1366
Wastewater Collection System Operator Technician I	N	C	19	1929	6,705.44	7,040.69	7,392.80	7,762.37	8,150.52	3,094.82	3,249.55	3,412.06	3,582.63	3,761.78	38.6852	40.6194	42.6507	44.7829	47.0222
Wastewater Collection System Project Coordinator	N	C	19	1954	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	52.8556	55.4984	58.2733	61.1870	64.2464
Wastewater Compliance Specialist	N	C	19	1953	9,161.47	9,619.55	10,100.52	10,605.53	11,135.87	4,228.37	4,439.79	4,661.78	4,894.86	5,139.63	52.8546	55.4974	58.2722	61.1858	64.2454
Wastewater Treatment Plant Chief Operator	N	C	19	1932	10,555.09	11,082.85	11,636.97	12,218.83	12,829.70	4,871.58	5,115.16	5,370.91	5,639.46	5,921.40	60.8948	63.9395	67.1364	70.4932	74.0175
Wastewater Treatment Plant OIT	N	U	19	1931	6,577.89	6,906.73	7,252.09	7,614.73	7,995.48	3,035.95	3,187.72	3,347.12	3,514.49	3,690.22	37.9494	39.8465	41.8390	43.9311	46.1277
Wastewater Treatment Plant Operator I	N	C	19	1933	7,861.17	8,254.20	8,666.95	9,100.28	9,555.30	3,628.23	3,809.63	4,000.13	4,200.13	4,410.14	45.3529	47.6204	50.0016	52.5016	55.1268
Wastewater Treatment Plant Operator II	N	C	19	1934	8,275.09	8,688.90	9,123.36	9,579.48	10,058.49	3,819.27	4,010.26	4,210.78	4,421.30	4,642.38	47.7409	50.1283	52.6347	55.2663	58.0298
Wastewater Treatment Plant Operator III	N	C	19	1935	9,182.85	9,642.06	10,124.08	10,630.23	11,161.76	4,238.24	4,450.18	4,672.65	4,906.26	5,151.58	52.9780	55.6272	58.4081	61.3283	64.3948
Water Distribution Chief Operator	N	C	19	1957	10,555.63	11,083.45	11,637.67	12,219.52	12,830.44	4,871.83	5,115.44	5,371.23	5,639.78	5,921.74	60.8979	63.9430	67.1404	70.4973	74.0217
Water Distribution Equipment Operator	N	C	19	1930	6,906.77	7,252.09	7,614.71	7,995.48	8,395.25	3,187.74	3,347.12	3,514.48	3,690.22	3,874.73	39.8468	41.8390	43.9310	46.1278	48.4341
Water Distribution Lead Operator	N	C	19	1937	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	42.0810	44.1849	46.3940	48.7139	51.1496
Water Distribution Lead Operator Technician	N	C	19	1938	9,717.07	10,202.92	10,713.11	11,248.77	11,811.15	4,484.80	4,709.04	4,944.51	5,191.74	5,451.30	56.0600	58.8630	61.8064	64.8967	68.1413
Water Distribution OIT	N	U	19	1941	4,896.82	5,141.63	5,398.71	5,668.65	5,952.05	2,260.07	2,373.06	2,491.71	2,616.30	2,747.10	28.2509	29.6633	31.1464	32.7037	34.3388
Water Distribution Operator I	N	C	19	1945	5,436.32	5,708.13	5,993.54	6,293.19	6,607.84	2,509.07	2,634.52	2,766.25	2,904.55	3,049.77	31.3634	32.9315	34.5781	36.3069	38.1221
Water Distribution Operator II	N	C	19	1947	6,034.71	6,336.46	6,653.27	6,985.90	7,335.19	2,785.25	2,924.52	3,070.74	3,224.26	3,385.47	34.8156	36.5565	38.3842	40.3032	42.3184
Water Distribution Operator Technician OIT	N	U	19	1936	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	37.9504	39.8480	41.8407	43.9322	46.1288
Water Distribution Operator Technician I	N	C	19	1948	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	46.3340	48.6506	51.0834	53.6374	56.3193
Water Distribution Operator Technician II	N	C	19	1949	8,834.02	9,275.63	9,739.47	10,226.49	10,737.78	4,077.24	4,281.06	4,495.14	4,719.92	4,955.90	50.9655	53.5133	56.1893	58.9990	61.9488
Water Distribution Operator/Emergency Services	N	C	19	1950	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	42.0810	44.1849	46.3940	48.7139	51.1496
Water Distribution Project Coordinator	N	C	19	1956	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	52.8556	55.4984	58.2733	61.1870	64.2464
Water Meter Technician I	N	C	19	1960	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	37.9504	39.8480	41.8407	43.9322	46.1288
Water Meter Technician II	N	C	19	1961	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	46.3340	48.6506	51.0834	53.6374	56.3193
Water Treatment Chief Operator	N	C	19	1940	10,555.61	11,083.45	11,637.64	12,219.52	12,830.44	4,871.82	5,115.44	5,371.22	5,639.78	5,921.74	60.8978	63.9430	67.1403	70.4973	74.0217
Water Treatment Plant OIT	N	U	19	1942	6,578.11	6,906.88	7,252.31	7,614.92	7,995.65	3,036.05	3,187.79	3,347.22	3,514.58	3,690.30	37.9506	39.8474	41.8403	43.9322	46.1287
Water Treatment Plant Operator II	N	C	19	1944	8,275.13	8,688.90	9,123.36	9,579.51	10,058.49	3,819.29	4,010.26	4,210.78	4,421.31	4,642.38	47.7411	50.1282	52.6347	55.2664	58.0297
Water Treatment Plant Operator III	N	C	19	1946	9,182.40	9,641.56	10,123.64	10,629.78	11,161.28	4,238.03	4,449.95	4,672.45	4,906.05	5,151.36	52.9754	55.6244	58.4056	61.3256	64.3920
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	10,052.84	10,555.46	11,083.19	11,637.43	12,219.20	4,639.77	4,871.75	5,115.32	5,371.12	5,639.63	57.9971	60.8969	63.9415	67.1390	70.4954

Revisions:

- Resolution 25-083 = Firefighters' Association salary adjustment, effective 07/12/2025
- Resolution 25-099 = Santa Barbara Police Officers Association salary adjustment, effective 9/20/2025
- Resolution 25-103 = Council Agenda Report 9/16/2025, effective 09/20/2025
- Resolution 25-105 = Fire Management Association salary adjustment, effective 10/4/2025
- Resolution 25-117 = Treatment and Patrol salary adjustment, effective 10/4/2025
- Resolution 25-130 = Council Agenda Report 12/02/2025, effective 11/15/2025
- Resolution 25-130 = Council Agenda Report 12/02/2025, effective 6/28/2025
- Resolution 25-133 = Police Management Association salary adjustment, effective 12/27/2025
- Resolution 25-133 = Police Management Association salary adjustment, effective 1/10/2026
- Resolution 25-138 = Treatment and Patrol salary adjustment, effective 1/10/2026
- Resolution 2026-013 = Council Agenda Report 02/24/2026: Salary Increase for Certain Manager Positions, Effective 7/26/2025
- Resolution 2026-013 = Council Agenda Report 02/24/2026: Salary Increase for Certain Supervisor Positions, Effective 9/20/2025
- Resolution 2026-013 = Council Agenda Report 02/24/2026: Salary Increase for Certain Supervisor and Manager Positions, Effective 1/10/2026
- Resolution 2026-013 = Council Agenda Report 02/24/2026: Salary Increase for Police Chief, Effective 3/07/2026
- Resolution 2026-020 = Council Agenda Report 04/07/2026, effective 04/04/2026
- Resolution TBD = Council Agenda Report 5/19/2026, effective 5/30/2026

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

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

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

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

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

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

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

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

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

Hourly Assignment to "Regular" Classes			
01 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7332	N/A	Assistant City Attorney IV	\$98.1485 - \$119.3004
7334	N/A	Assistant City Attorney III	\$89.2259 - \$108.4548
7456	N/A	Assistant City Attorney V	\$109.7789 - \$133.4375
7335	N/A	Deputy City Attorney	\$57.5278 - \$69.9255
03 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7446	N/A	Airport Operations Manager	\$69.8453 - \$84.8974
7449	N/A	Airport Properties Manager	\$69.8453 - \$84.8974
7336	N/A	Creeks Restoration/Clean Water Manager	\$79.7685 - \$96.9591
7337	N/A	Library Services Manager	\$61.9658 - \$75.3200
7340	N/A	Parks and Recreation Business Manager	\$65.7877 - \$79.9653
7447	N/A	Principal Project Manager	\$93.1921 - \$113.2760
04 Supervisors			
MUNIS 17	MUNIS 18		Range
7454	N/A	Accounting Supervisor	\$56.4434 - \$68.6075
7448	N/A	Airport Patrol Supervisor	\$66.1356 - \$80.3880
7342	N/A	Custodial Supervisor	\$35.6193 - \$43.2955
7343	N/A	Facilities Maintenance Supervisor	\$46.8447 - \$56.9402
7344	N/A	Parking/TMP Superintendent	\$58.9464 - \$71.6498
7345	N/A	Parks Supervisor	\$41.5638 - \$50.5210
7346	N/A	Senior Librarian	\$49.6602 - \$60.3621
7347	N/A	Water Treatment Superintendent	\$81.0359 - \$98.4999
14 General			
MUNIS 17	MUNIS 18		Range
7013	8008	Accountant II	\$43.3989
7074	8062	Accounting Assistant	\$33.9891
7103	8090	Accounting Coordinator	\$39.2783
7003	8001	Accounting Technician	\$35.7272
7000	N/A	Administrative Analyst I	\$48.6740
7001	N/A	Administrative Analyst II	\$55.6900
7002	8000	Administrative Assistant	\$39.8705
7065	8053	Administrative Specialist	\$31.0493
7004	8002	Assistant Parking Coordinator	\$31.0705
7007	8004	Assistant Planner	\$45.6179
7010	N/A	Assistant Transportation Planner	\$45.6179
7008	8005	Associate Planner	\$49.4076
7009	8301	Associate Transportation Planner	\$49.4076
7062	8050	Automotive/Equipment Tech	\$37.3674
7012	8007	Automotive Service Writer	\$43.3989
7015	8010	Building Inspector	\$46.1174
7387	8307	Building Permit Tech	\$37.7763
7016	8011	Buyer II	\$41.6671
7017	8012	Carpenter	\$38.3683
7040	8032	City TV Production Specialist	\$46.3353
7018	8013	Code Enforcement Officer	\$40.8773
7079	8067	Commission Secretary	\$33.0678
7020	N/A	Communications Specialist	\$37.9308
7019	8014	Community Development Programs Specialist	\$44.7170
7026	8020	Computer Training Coordinator	\$50.3531
7027	8021	Creeks Outreach Coordinator	\$43.1829
7025	8019	Custodian	\$26.6194
7389	8308	Deputy City Clerk	\$43.1058
7028	8022	Electrician	\$40.7351
7029	8023	Electronics/Communications Technician I	\$38.9015
7031	8025	Engineering Technician I	\$34.9519
7032	8026	Engineering Technician II	\$38.4259
7386	N/A	Environmental Services Specialist II	\$53.7794
7030	8024	Equipment Operator	\$31.7324
7036	8029	Fire Public Education Coordinator	\$43.1829
7414	8323	Fleet Services Technician I	\$37.3674
7415	8324	Fleet Services Technician II	\$41.2871
7037	8030	Geographic Information Systems Technician	\$43.6156
7457	8359	Geographic Information Systems Analyst	\$51.3096
7021	8015	Graphic Designer	\$46.5373
7043	8035	Grounds Maintenance Crew Leader	\$35.2839
7044	8036	Grounds Maintenance Worker I	\$27.9107

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

Hourly Assignment to "Regular" Classes			
MUNIS 17	MUNIS 18		Hourly Rate
7045	8037	Grounds Maintenance Worker II	\$31.3035
7046	8038	Heavy Equipment Tech	\$41.2871
7047	8039	Housing Programs Specialist	\$49.4076
7411	8322	Housing Project Planner	\$52.9806
7048	N/A	Human Resources Analyst II	\$55.6900
7416	8325	Human Resources Technician	\$41.0818
7023	8017	Information Technology Technician I	\$34.5016
7024	8018	Information Technology Technician II	\$37.5544
7049	N/A	Law Clerk	\$38.2137
7465	8368	Lead Equipment Technician	\$45.6179
7050	N/A	Legal Administrative Assistant I	\$32.7393
7051	N/A	Legal Administrative Assistant II	\$39.5712
7052	8040	Librarian I	\$37.7879
7053	8041	Librarian II	\$41.5440
7054	8042	Library Assistant I	\$28.3217
7055	8043	Library Assistant II	\$29.4746
7057	8045	Library Systems Technician I	\$34.5016
7056	8044	Library Technician	\$31.4487
7005	N/A	Litigation Paralegal	\$40.3688
7058	8046	Mail Services Specialist	\$24.0922
7061	8049	Maintenance Crew Leader	\$36.9978
7059	8047	Maintenance Worker I	\$26.6194
7060	8048	Maintenance Worker II	\$31.3820
7417	8326	Marketing Coordinator	\$46.5373
7022	8016	Network Analyst	\$51.3096
7063	8051	Office Specialist I	\$24.7004
7064	8052	Office Specialist II	\$27.1560
7067	8055	Outreach Coordinator	\$43.1829
7066	8054	Painter	\$37.1147
7068	8056	Parking Coordinator	\$39.6723
7072	8060	Planning Technician I	\$37.9308
7071	8059	Planning Technician II	\$41.0818
7073	8061	Plumber	\$39.3372
7070	8058	Project Engineer I	\$54.2994
7075	8063	Project Engineer II	\$59.6967
7077	8065	Project Planner	\$52.9806
7078	8066	Public Works Inspector I	\$40.1688
7397	8310	Real Property Agent	\$49.1618
7080	8068	Records Technician	\$31.3820
7382	8306	Recreation Coordinator	\$37.0597
7082	8070	Recreation Program Leader	\$26.2237
7083	8071	Recreation Specialist	\$30.6612
7081	8069	Recycling Educator	\$37.5544
7084	8072	Rental Housing Mediation Specialist	\$40.6740
7085	N/A	Risk Analyst II	\$55.6900
7091	8078	Senior Commission Secretary	\$36.5366
7086	8073	Senior Custodian	\$28.1205
7035	8028	Senior Electronics/Communications Technician	\$45.8616
7033	8027	Senior Engineering Technician	\$43.7467
7087	8074	Senior Grounds Maintenance Worker	\$32.5777
7088	8075	Senior Library Technician	\$34.4028
7089	8076	Senior Maintenance Worker	\$35.1980
7076	8064	Senior Network/Applications Analyst	\$55.3832
7455	8358	Senior Plan Check Engineer	\$61.6180
7380	8303	Senior Plans Examiner	\$55.7683
7090	8077	Senior Real Property Agent	\$56.5295
7092	8079	Stock Clerk	\$27.7030
7096	8083	Traffic Technician I	\$34.5016
7097	8084	Traffic Technician II	\$37.9308
7098	8085	Tree Trimmer I	\$28.5447
7099	8086	Tree Trimmer II	\$32.0141
7101	8088	Vehicle Services Assistant	\$28.2613
7104	8091	Water Resources Specialist	\$47.9513
7379	8304	Water Resources Technician	\$37.5544
7102	8089	Welder/Fabricator	\$37.7986

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

Hourly Assignment to "Regular" Classes			
19 SBCEA Treatment & Patrol			
MUNIS 17	MUNIS 18		Range
7006	8003	Airport Operations Specialist	\$38.2060
7462	8366	Airport Police Officer	\$54.6282
7463	8367	Airport Police Officer II	\$59.8010
7352	8287	Harbor Patrol Officer	\$51.7856
7011	8006	Airport Security Aide	\$24.3239
7354	8289	Lab Analyst I	\$44.5909
7069	8057	Park Ranger	\$41.6428
7356	8291	Treatment Plant Technician	\$47.0292
7349	8284	Wastewater Treatment Plant OIT	\$37.9494
7350	8285	Wastewater Treatment Plant Operator III	\$52.9780
7351	8286	Water Distribution Operator Technician II	\$50.9655
7458	8360	Water Meter Technician II	\$46.3340
7355	8290	Water Treatment Plant OIT	\$37.9506
7353	8288	Water Treatment Plant Operator II	\$47.7411
7450	8354	Water Treatment Plant Operator III	\$52.9754
21 Police Chief			
MUNIS 17	MUNIS 18		Range
7390	N/A	Police Chief	\$127.2939 - \$154.7269
23 Police Management			
MUNIS 17	MUNIS 18		Range
7357	N/A	Police Lieutenant	\$89.5606 - \$108.8615
7466	N/A	Assistant Police Chief	\$118.4496 - \$143.9762
24 Police Sworn			
MUNIS 17	MUNIS 18		Range
7359	N/A	Police Officer	\$54.3506
7361	N/A	Police Officer- Entry	\$49.1104
29 Police Non-Sworn			
MUNIS 17	MUNIS 18		Range
7464	N/A	Administrative Polygraph Examiner	\$101.8500
7227	N/A	Background Investigator	\$51.8805
7388	N/A	EMD Dispatcher	\$46.2137
7395	N/A	Identification Technician	\$43.5312
7360	N/A	Parking Enforcement Officer	\$30.3647
7358	N/A	Public Safety Dispatcher II	\$36.2095
7362	N/A	Police Property/Evidence Assistant	\$30.7022
7391	N/A	Police Property/Evidence Technician	\$36.1954
7363	N/A	Police Records Specialist	\$30.1545
7364	N/A	Police Technician	\$28.9188
39 Fire Non-Sworn			
MUNIS 17	MUNIS 18		Range
7432	N/A	Fire Inspector II	\$50.9979

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

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

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

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

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

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

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

RESOLUTION NO.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING RESOLUTION NO. 2026-012 TO APPROVE THE PROPOSED THIRD-QUARTER (Q3) ADJUSTMENTS TO FY2026 REVENUE AND EXPENDITURE APPROPRIATIONS AS DETAILED IN THE ATTACHED SCHEDULE OF PROPOSED Q3 ADJUSTMENTS

WHEREAS, in accordance with the City Charter, the City Administrator filed with the City Council a proposed budget for the fiscal year beginning July 1, 2025.

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

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

WHEREAS, as authorized by Resolution No. 2026-012, this Resolution approves the amendment to the budget as provided herein.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA THAT in accordance with the provisions of Section 1205 of the City Charter, the budget for the Fiscal Year (FY) 2026, as adopted by Resolution No. 2026-012 is hereby amended as itemized in the Proposed Third-Quarter (Q3) Adjustments to FY2026 revenue and expenditure appropriations as detailed in the attached Schedule of Proposed Q3 Adjustments.

City of Santa Barbara
Fiscal Year 2026 Financial Statements Ending - March 31, 2026
 Schedule of Proposed Third Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
GENERAL FUND (Fund 1000)			
Increase in appropriations for transfer out from General Fund to Street Operating Fund that offsets the impact of the elimination of the Refuse Utility Users Tax in the current solid waste agreement with Marborg to align it with the change in solid waste rates.	\$ 58,464		\$ (58,464)
Increase in appropriations for Executive Coaching Agreement for CAO Leadership Team.	\$ 60,000		\$ (60,000)
Increase in estimated revenue and appropriations for bullet proof vest partnership reimbursement.		\$ 11,337	\$ 11,337
Increase in estimated revenue for Development Review program within the Community Development Department's General Fund budget. A third-party land use consultant is supporting several major projects, with costs paid in advance by the respective applicants.		\$ 41,419	\$ 41,419
Increase in appropriations for Development Review program within the Community Development Department's General Fund budget. A third-party land use consultant is supporting several major projects, with costs paid in advance by the respective applicants.	\$ 41,419		\$ (41,419)
Decrease in appropriations for Transfer Out Downtown Marketing Contract to zero out GL for it is no longer part of the recurring entry.	\$ (294,686)		\$ 294,686
Increase in estimated revenue for Risk Management's FY26 office rent with Downtown Parking.		\$ 45,526	\$ 45,526
Increase in appropriations for City Administrator Office meeting and travel expenses, Professional Conferences and Community Engagement.	\$ 72,412		\$ (72,412)
Increase in appropriations for City Administrator Office for membership dues for CA League of Cities Legal.	\$ 26,288		\$ (26,288)
Increase in appropriations for City Administrator Office special supplies & expenses.	\$ 42,510		\$ (42,510)
Increase in appropriations for City Administrator Office subscriptions.	\$ 1,250		\$ (1,250)
Increase in appropriations for professional services for the City Admin Office Evaluation.	\$ 17,500		\$ (17,500)
Increase in appropriations for City Administrator Office professional services for Special Elections in June.	\$ 170,000		\$ (170,000)
Increase in appropriations for City Administrator Office professional fees to account unanticipated contract services.	\$ 62,200		\$ (62,200)
Increase in appropriations for City Administrator Office employee housing allowance to account for contract adjustment on City Administrator Housing.	\$ 34,230		\$ (34,230)
Increase in appropriations for City Administrator Office special projects to account for increased public communication polling contract for possible initiative.	\$ 25,550		\$ (25,550)
Increase in appropriations for City Administrator Office special projects to account for subscriptions.	\$ 31,235		\$ (31,235)
			\$ -
Total General Fund (1000)	\$ 348,371	\$ 98,283	\$ (250,088)
GPU 1030 Fund (Fund number 1030)			
Increase in appropriations in the General Plan Update (GPU) Fund to fund a consultant agreement for technical peer review, ordinance support and implementation guidance for the Master Environmental Assessment (MEA) Guidelines for Hazardous Materials and Oil & Gas Wells.	\$ 75,052		\$ (75,052)
	\$ -		\$ -
	\$ 75,052	\$ -	\$ (75,052)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Community Development Block Grant Fund (2130)			
Increase in appropriations for Council to write-off uncollectible loans in the CDBG Fund. The loans were originated in 1995 & 1996, the borrowers are deceased and the debt is unsecured and no longer collectible.	\$ 4,816		\$ (4,816)
Total Community Development Block Grant Fund (2130)	\$ 4,816	\$ -	\$ (4,816)
Federal Home Loan Program Fund (2140)			
	\$ 73,343		\$ (73,343)
Increase in appropriations for salaries and benefits (group insurance, retirement & medicare) in the HOME Fund under the ARP program for eligible grant funds not carried forward to FY 2026 and will be reimbursed through the HOME-ARP grant.	\$ 10,268		\$ (10,268)
	\$ 8,435		\$ (8,435)
	\$ 1,063		\$ (1,063)
Total Federal Home Loan Program Fund (2140)	\$ 93,109	\$ -	\$ (93,109)
Wildland Fire Suppress Assessment Fund (2200)			
Increase in appropriations for Wildland Fire Suppress Assessment reserves in expense account to address vegetation management needs caused by excessive rain.	\$ 50,000		\$ (50,000)
Total Wildland Fire Suppress Assessment Fund (2200)	\$ 50,000	\$ -	\$ (50,000)
Streets Operating Fund (2400)			
Increase in estimated revenue for transfer in from General Fund to Street Operating Fund that offsets the impact of the elimination of the Refuse Utility Users Tax in the current solid waste agreement with Marborg to align it with the change in solid waste rates.		\$ 58,464	\$ 58,464
Increase in appropriations from Street Funds Reserves for Vision Zero Education Project.	\$ 37,700		\$ (37,700)
Total Streets Operating Fund (2400)	\$ 37,700	\$ 58,464	\$ 20,764
Community Development Miscellaneous Grants Fund (2810)			
	\$ 64,733		\$ (64,733)
Increase in appropriations for salary and benefits (medicare, retirement & health care reimbursement) for the City Administrator's Miscellaneous Grants Fund for eligible California Encapment Resolution Fund (CERF) grant funds now carried forward to FY 2026. Expenditures will be reimbursed through the California Encapment Resolution Fund grant.	\$ 939		\$ (939)
	\$ 842		\$ (842)
	\$ 650		\$ (650)
Total Community Development Miscellaneous Grants Fund (2810)	\$ 67,164	\$ -	\$ (67,164)
Library Miscellaneous Grants Fund (2850)			
Increase in estimated revenue from the California State Library to fund Lunch at the Library summer programming in 2026.		\$ 36,747	\$ 36,747
			\$ -
Increase in appropriations for salaries and special supplies for Lunch at the Library summer programming in 2026 grant.	\$ 19,847		\$ (19,847)
	\$ 16,900		\$ (16,900)
		\$ (7,000)	\$ (7,000)
Decrease in estimated revenue to correct error for project Della Jean Elden Trust and Cooper Trust		\$ (20,000)	\$ (20,000)
Increase in appropriations to correct error for special supplies and expense for Santa Barbara Public Library Foundation project.	\$ 527		\$ (527)
Increase in estimated revenue for transfer in from Fund Library Trust to fund costs that meet trust restrictions in Miscellaneous Grants-Library.		\$ 26,390	\$ 26,390
Increase in estimated revenue from donations for the Friends of the Santa Barbara Public Library project to support programming supplies and services		\$ 60,000	\$ 60,000
Increase in appropriations to support programming supplies and services from donataions for the friends of the Santa Barbara Public Library project.	\$ 60,000		\$ (60,000)
Increase in estimated revenue for donations from the Santa Barbara Public Library Foundation to support annual SB Reads program.		\$ 45,000	\$ 45,000
Increase in appropriations to support annual SB Reads program from the Santa Barbara Public Library Foundation.	\$ 45,000		\$ (45,000)
Decrease in appropriations to correct error for Motor Vehicles charges for Patricia Clancy Trust.	\$ (2,702)		\$ 2,702

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Decrease in estimated revenue to correct error for Library donations for grant California Adult Education Program 2022-2023 Yr8.		\$ (186,352)	\$ (186,352)
Decrease in appropriations to correct error for Special Supplies and Expense for English as Second Language (ESL) 2025/2026.	\$ (8,998)		\$ 8,998
Decrease in appropriations to correct error for Salaries and Special Supplies and Expense for California Adult Education Program 2022-2023 Yr8.	\$ (30,420)		\$ 30,420
	\$ (6,969)		\$ 6,969
Increase in estimated revenue for donations from the Santa Barbara Public Library Foundation to support library programming.		\$ 4,000	\$ 4,000
Increase in appropriations for special supplies and expense to support library programming from the Santa Barbara Public Library Foundation .	\$ 4,000		\$ (4,000)
Total Library Miscellaneous Grants Fund (2850)	\$ 97,186	\$ (41,215)	\$ (138,401)
Parks & Rec Miscellaneous Grants Fund (2860)			
Increase in estimated revenue for Transfer In from General fund Capital to Miscellaneous Grants fund. Funds are deed restricted and will fund projects in Hilda Ray Park.		\$ 107,251	\$ 107,251
Increase in appropriations to move from General fund Capital to Miscellaneous Grants fund. Funds are restricted and will fund projects in Hilda Ray Park.	\$ 107,251		\$ (107,251)
Increase in estimated revenue for Transfer In from General fund Capital to Miscellaneous Grants fund. Funds were donated from the PARC Foundation to fund Capital Improvemners at the Cabrillo Pavilion.		\$ 40,188	\$ 40,188
Increase in appropriations to move from General fund Capital to Miscellaneous Grants fund. Funds were donated from the Park and Recreation Community (PARC) Foundation to fund Capital Improvemnets at the Cabrillo Pavilion.	\$ 40,188		\$ (40,188)
Increase in estimated revenue to move grant fund from General Fund Capital to Misc. Grants Fund-Dwight Murphy Field Renovation.		\$ 5,000,000	\$ 5,000,000
Increase in appropriations for transfer of funds from General Fund Capital to Misc. Grants Fund-Dwight Murphy Field Renovation.	\$ 5,000,000		\$ (5,000,000)
Increase in estimated revenue to move grant from General Fund Capital to Miscellaneous Grants Fund-CPF-Dwight Murphy.		\$ 1,500,000	\$ 1,500,000
Increase in appropriations to move grant from General Fund Capital to Miscellaneous Grants Fund-CPF-Dwight Murphy.	\$ 1,500,000		\$ (1,500,000)
Increase in estimated revenue to move donations from General Fund Capital to Miscellaneous Grants Fund-GSF-Dwight Murphy.		\$ 6,000,000	\$ 6,000,000
Increase in appropriations to move funds for Non-Building Improvements from General Fund Capital to Miscellaneous Grants Fund-GSF-Dwight Murphy.	\$ 6,000,000		\$ (6,000,000)
Increase in estimated revenue to move Coastal Conservancy fund from General Fund Capital to Miscellaneous Grants Fund-Ambassador Park.		\$ 240,000	\$ 240,000
Increase in appropriations to move Non-Building Improvemnets fund from General Fund Capital to Miscellaneous Grants Fund-Ambassador Park.	\$ 240,000		\$ (240,000)
Increase in estimated revenues and appropriations for Misc. Grant Fund to account for Monument Clock donation	\$ 25,000	\$ 25,000	\$ (25,000)
Increase in estimated revenue and appropriations for Douglas Family Preserve in the Misc Grant Fund to account for disbursement from PARC Foundation.	\$ 150,000	\$ 150,000	\$ (150,000)
Total Parks & Rec Miscellaneous Grants Fund (2860)	\$ 13,062,438	\$ 13,062,438	\$ -

SPECIAL REVENUE FUNDS**Capital Outlay Fund (3000)**

Increase in appropriation for Transfer Out from General fund Capital to Miscellaneous Grants fund. Funds are deed restricted and will fund projects in Hilda Ray Park.	\$ 107,251		\$ (107,251)
Decrease in appropriations to move from General fund Capital to Miscellaneous Grants fund. Funds are restricted and will fund projects in Hilda Ray Park.	\$ (107,251)		\$ 107,251
Increase in appropriation for Transfer Out from General fund Capital to Miscellaneous Grants fund. Funds were donated from the Park and Recreation Community (PARC) Foundation to fund Capital Improvemners at the Cabrillo Pavilion.	\$ 40,188		\$ (40,188)

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
Decrease in appropriations to move from General fund Capital to Miscellaneous Grants fund. Funds were donated from the Park and Recreation Community (PARC) Foundation to fund Capital Improvemners at the Cabrillo Pavilion.	\$ (40,188)		\$ 40,188
Decrease in estimated revenue to move grant fund from General Fund Capital to Misc. Grants Fund-Dwight Murphy Field Renovation.		\$ (5,000,000)	\$ (5,000,000)
Decrease in appropriations for transfer of funds from General Fund Capital to Misc. Grants Fund-Dwight Murphy Field Renovation.	\$ (5,000,000)		\$ 5,000,000
Decrease in estimated revenue to move grant from General Fund Capital to Miscellaneous Grants Fund-CPF-Dwight Murphy.		\$ (1,500,000)	\$ (1,500,000)
Decrease in appropriations to move grant from General Fund Capital to Miscellaneous Grants Fund-CPF-Dwight Murphy.	\$ (1,500,000)		\$ 1,500,000
Decrease in estimated revenue to move donations from General Fund Capital to Miscellaneous Grants Fund-GSF-Dwight Murphy.		\$ (6,000,000)	\$ (6,000,000)
Decrease in appropriations to move funds for Non-Building Improvements from General Fund Capital to Miscellaneous Grants Fund-GSF-Dwight Murphy.	\$ (6,000,000)		\$ 6,000,000
Decrease in estimated revenue to move Coastal Conservancy fund from General Fund Capital to Miscellaneous Grants Fund-Ambassador Park.		\$ (240,000)	\$ (240,000)
Decrease in appropriations to move Non-Building Improvemnets fund from General Fund Capital to Miscellaneous Grants Fund-Ambassador Park.	\$ (240,000)		\$ 240,000
Total Capital Outlay Fund (3000)	<u><u>\$ (12,740,000)</u></u>	<u><u>\$ (12,740,000)</u></u>	<u><u>\$ -</u></u>

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
Measure C Capital Fund (3010)			
Decrease in appropriations to move back to funds until Spencer Adams project begins.	\$ (200,000)		\$ 200,000
Decrease in appropriations to move back to funds until Municipal Tennis Center Reno project begins.	\$ (260,000)		\$ 260,000
Decrease in appropriations to move fund from Alameda Plaza to fund paving project at Shoreline Park.	\$ (74,413)		\$ 74,413
Increase in appropriations to fund paving project at Shoreline Park from Alameda Plaza Renovation project.	\$ 74,413		\$ (74,413)
Decrease in appropriations to move from Plaza del Mar to fund paving project at Shoreline Park.	\$ (114,848)		\$ 114,848
Increase in appropriations to fund parking lot paving project at Shoreline Park from Plaza Del Mar Lighting project.	\$ 114,848		\$ (114,848)
Decrease in appropriations from Chase Palm Park to fund paving project at Shoreline Park.	\$ (59,548)		\$ 59,548
Increase in appropriations to fund parking lot paving project at Shoreline Park from Chase Palm Park Renovation project.	\$ 59,548		\$ (59,548)
Total Measure C Capital Fund (3010)	\$ (460,000)	\$ -	\$ 460,000
Streets Capital Fund (3400)			
Decrease in appropriations from Winter Storm - January 2023 to the Streets Capital Fund Overlays project to address the anticipated loss of Measure A capital funding.	\$ (89,910)		\$ 89,910
Increase in appropriations for Streets Capital Fund Overlays project to address the anticipated loss of the Measure A capital funding from Winter Storm - January 2023.	\$ 89,910		\$ (89,910)
Decrease in appropriations from the Winter Storm - January 2023 project to the Streets Engineering Capital Fund to address the anticipated loss of Measure A capital funding.	\$ (101,867)		\$ 101,867
Increase in appropriations from the Winter Storm - January 2023 project to the Streets Engineering Capital Fund to address the anticipated loss of Measure A capital funding.	\$ 101,867		\$ (101,867)
Decrease in appropriations from the Winter Storm - January 2023 to the Bridge Preventative Mitigation project in the Streets Capital Fund to address the anticipated loss of Measure A capital funding.	\$ (100,000)		\$ 100,000
Increase in appropriations from the Winter Storm - January 2023 to the Bridge Preventative Mitigation project in the Streets Capital Fund to address the anticipated loss of Measure A capital funding.	\$ 100,000		\$ (100,000)
Decrease in appropriations from the Winter Storm - January 2023 project to the Sidewalk Repairs project in the Streets Capital Fund to address the anticipated loss of Measure A capital funding.	\$ (50,000)		\$ 50,000
Increase in appropriations from the Winter Storm - January 2023 project to the Sidewalk Repairs project in the Streets Capital Fund to address the anticipated loss of Measure A capital funding.	\$ 50,000		\$ (50,000)
Decrease in appropriations from the Winter Storm - January 2023 to the Traffic Safety/Capacity Improv project in the Streets Capital Fund for the anticipated loss of Measure A capital funding.	\$ (45,317)		\$ 45,317
Increase in appropriations from the Winter Storm - January 2023 to the Traffic Safety/Capacity Improv project in the Streets Capital Fund for the anticipated loss of Measure A capital funding.	\$ 45,317		\$ (45,317)
Decrease in appropriations from the February 2024 Storms project to the Traffic Safety/Capacity Improv. Project in the Streets Capital Fund for the anticipated loss of Measure A capital funding.	\$ (4,683)		\$ 4,683
Increase in appropriations from the February 2024 Storms project to the Traffic Safety/Capacity Improv. Project in the Streets Capital Fund for the anticipated loss of Measure A capital funding.	\$ 4,683		\$ (4,683)
Decrease in appropriations from the February 2024 Storms project to the Sidewalk Access Ramps project for the anticipated loss of Measure A capital funding.	\$ (50,000)		\$ 50,000
Increase in appropriations from the February 2024 Storms project to the Sidewalk Access Ramps project for the anticipated loss of Measure A capital funding.	\$ 50,000		\$ (50,000)
Total Streets Capital Fund (3400)	\$ -	\$ -	\$ -
Streets Grant Capital Fund (3410)			

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Increase estimated revenue and appropriations in the Streets Grant Capital Fund funded from State grant funds for the PS&E phase of the Funk Zone Bicycle Improvements Active Transportation Project.	\$90,000	\$ 90,000	\$ 90,000 \$ (90,000)
Increase estimated revenue and appropriations in the Streets Grant Capital Fund from Local State funds for the construction phase of the Milpas Street Crosswalk Safety and Sidewalk Widening Project.	\$689,126	\$ 689,126	\$ 689,126 \$ (689,126)
Total Streets Grant Capital Fund (3410)	\$ 779,126	\$ 779,126	\$ -

	<u>Increase (Decrease) in Appropriations</u>	<u>Increase (Decrease) in Estimated Revenues</u>	<u>Addition to (Use of) Reserves</u>
Wastewater Operating Fund (5100)			
Increase in estimated revenue from the transfer of reserves from Wastewater Capital Fund to the Wastewater Operating Fund generated from savings from closed capital projects.		\$ 3,500,000	\$ 3,500,000
Total Wastewater Operating Fund (5100)	<u>\$ -</u>	<u>\$ 3,500,000</u>	<u>\$ 3,500,000</u>
Wastewater Capital Fund (5110)			
Increase in appropriations from the transfer of reserves from Wastewater Capital Fund to the Wastewater Operating Fund generated from savings from closed capital projects.	\$ 3,500,000		\$ (3,500,000)
Total Wastewater Capital Fund (5110)	<u>\$ 3,500,000</u>	<u>\$ -</u>	<u>\$ (3,500,000)</u>
Wastewater SRF Fund (5130)			
Increase in estimated revenue to correct the carryover amount of Braemar SRF revenue GL occurred from FY24 to FY25 to reflect the correct beginning of FY26 balance and brings the budgeted revenue in line with expected loan proceeds.		\$ 1,224,186	\$ 1,224,186
Total Wastewater SRF Fund (5130)	<u>\$ -</u>	<u>\$ 1,224,186</u>	<u>\$ 1,224,186</u>

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Solid Waste Fund (5400)			
Increase in appropriations to cover MarBorg charges through the end of FY26 to be covered by Fund Reserves.	\$ 2,150,000		\$ (2,150,000)
Total Solid Waste Fund (5400)	\$ 2,150,000	\$ -	\$ (2,150,000)
Waterfront Operating Fund (5800)			
Decrease in appropriations for Abandoned Vessel Account Fund dues membership & license.	\$ (100,000)		\$ 100,000
Total Waterfront Operating Fund (5800)	\$ (100,000)	\$ -	\$ 100,000
Waterfront Capital Fund (5810)			
Increase in appropriations for Abandoned Vessel Account Fund special projects.	\$ 100,000		\$ (100,000)
Total Waterfront Capital Fund (5810)	\$ 100,000	\$ -	\$ (100,000)

INTERNAL SERVICE FUNDS

Self-Insurance Trust Fund (6100)

Increase in appropriations for Risk Management's FY26 office rent with Downtown Parking.

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
	\$ 45,526		\$ (45,526)
Total Self-Insurance Trust Fund (6100)	\$ 45,526	\$ -	\$ (45,526)

Facilities Management Fund (6300)

Increase in appropriations in the Facilities Maintenance Fund funded from the Facilities Maintenance Reserves to cover Facilities asset replacement workplan.

	\$ 500,000		\$ (500,000)
Total Facilities Management Fund (6300)	\$ 500,000	\$ -	\$ (500,000)

Facilities Capital Fund (6310)

Increase in appropriations to refund to CalOES duplicate benefits for Project code 730172 under event DR 4683 for project code 90017 (CalOES and Insurance Proceed)

	\$ 234,375	\$ -	\$ (234,375)
Total Facilities Capital Fund (6310)	\$ 234,375	\$ -	\$ (234,375)

Fleet Maintenance Fund (6400)

Increase in appropriations from Fleet Maintenance Fund policy reserves, for needed unplanned maintenance costs, especially related to accident repairs (recoverable & non-recoverable), & vehicle repairs, such as brake replacements, drive shaft repairs, engine and turbo repairs for emergency vehicles (Police & Fire).

	\$ 150,000		\$ (150,000)
Total Fleet Maintenance Fund (6400)	\$ 150,000	\$ -	\$ (150,000)

Energy Management Fund (6500)

Increase in estimated revenue from the agreement of the City with CSG who manages and operates various public-facing EV charger throughout the city that includes license fee and leases of space the EV charger occupies to CSG.

		\$ 14,300	\$ 14,300
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Increase in appropriations for the City agreement with CSG who manages and operates various public-facing EV charger throughout the city.

	\$ 14,300		\$ (14,300)
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Increase in estimated revenue from the agreement City entered with SBCAG to promote SmartRide, as SBCAG agreed to offer heightened benefit in the first 90 days after launch.

		\$ 12,432	\$ 12,432
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Increase in appropriations from the agreement City entered with SBCAG to promote SmartRide, as SBCAG agreed to offer heightened benefit in the first 90 days after launch.

	\$ 12,432		\$ (12,432)
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Total Energy Management Fund (6500)

	\$ 26,732	\$ 26,732	\$ -
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Library Gift Fund (7120)

Increase in appropriations for transfer out from Fund Library Trust to fund costs that meet trust restrictions in Miscellaneous Grants-Library.

	\$ 26,390		\$ (26,390)
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Total Library Gift Fund (7120)

	\$ 26,390	\$ -	\$ (26,390)
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	\$ 8,047,985	\$ 5,968,014	\$ (2,079,972)
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RESOLUTION NO.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING THE POSITION SALARY CONTROL RESOLUTION NO. 2026-020 FOR AUTHORIZED POSITIONS FOR FISCAL YEAR 2026. CHANGES ARE EFFECTIVE MAY 30, 2026.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA THAT RESOLUTION NO. 2026-020, the Position and Salary Control Resolution for Fiscal Year 2026, is hereby amended as follows:

Position Allocations are listed in the updated Position Salary Control Resolution No. 2026-020 and incorporated herein by reference as "Exhibit".

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

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

SECTION 1. DEPARTMENT/DIVISION POSITIONS:

The Council hereby authorizes the following positions in each of the Departments and/or Divisions as provided for in the 2026 fiscal year operating budget:

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

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

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

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

	Full-Time Positions Authorized	Part-Time Positions Authorized
FIRE		
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	3	
Fire Inspector III	2	
Fire Battalion Chief / Fire Marshal	1	
Fire Public Education Coordinator	1	
Fire Services Specialist	2	
	9	
TOTAL FIRE DEPARTMENT	105	

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

	Full-Time Positions Authorized	Part-Time Positions Authorized
INFORMATION TECHNOLOGY		
INFORMATION TECHNOLOGY		
Administrative Analyst I	1	
Applications Administrator*	1	
Applications Analyst*	1	
Applications Analyst	3	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	1	
Geographic Information Systems Analyst	2	
Geographic Information Systems Technician	2	
Information Technology Administrator	1	
Information Technology Director	1	
Information Technology Manager	1	
Information Technology Project Manager	1	
Information Technology Supervisor	4	
Information Technology Technician I	1	
Information Technology Technician II	3	
Network Analyst	3	
Senior Electronics/Communications Technician	3	
System Administrator	1	
Webmaster	1	
	32	
TOTAL INFORMATION TECHNOLOGY DEPARTMENT	32	

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

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

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

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

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

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

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

SUSTAINABILITY AND RESILIENCE

SUSTAINABILITY AND RESILIENCE

ADMINISTRATION

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

COMMUNITY ENGAGEMENT

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

CREEKS/WATER QUALITY

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

ENERGY AND CLIMATE

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

CLEAN COMMUNITY

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

TOTAL SUSTAINABILITY AND RESILIENCE DEPARTMENT

<u>35</u>	<u>0.5</u>
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	Full-Time Positions Authorized	Part-Time Positions Authorized
WATERFRONT		
<u>ADMINISTRATIVE SUPPORT & COMMUNITY RELATIONS</u>		
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
	8	
<u>FACILITIES MAINTENANCE</u>		
Heavy Equipment Technician	1	
Senior Waterfront Maintenance Worker	2	
Waterfront Facilities Manager	1	
Waterfront Maintenance Coordinator	1	
Waterfront Maintenance Crew Leader	2	
Waterfront Maintenance Superintendent	1	
Waterfront Maintenance Worker II	10	
	18	
<u>PARKING SERVICES</u>		
Office Specialist II	1	
Parking Coordinator	2	
Waterfront Parking Supervisor	1	
	4	
<u>SECURITY</u>		
Harbor Operations Assistant	2	
Harbor Operations Manager	1	
Harbor Patrol Officer	10	
Harbor Patrol Supervisor	1	
Office Specialist II	1	
Waterfront Vessel Technician	1	
	16	
TOTAL WATERFRONT DEPARTMENT	46	
<u>CITY WIDE TOTAL</u>	1119	7.80
Delete by (included in total)	5	

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 05/30/2026
Revised 05/19/2026

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

LEGEND

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

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

SERVICE STATUS

A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL

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

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	33.9891	35.6884	37.4728	39.3465	41.3138
Accounting Technician*	N	U	16	6004	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	35.7272	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I*	N	U	16	6001	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II*	E	U	16	6003	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III*	E	U	16	6002	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Administrative Assistant*	N	U	16	6028	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Administrative Specialist*	N	U	16	6024	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	31.0493	32.6015	34.2318	35.9435	37.7405
Applications Administrator*	E	U	16	6019	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	60.8607	63.9037	67.0986	70.4540	73.9764
Applications Analyst*	E	U	16	6006	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
City Attorney Investigator I*	E	U	16	6026	8,943.00	9,390.14	9,859.68	10,352.64	10,870.32	4,127.54	4,333.91	4,550.62	4,778.14	5,017.07	51.5942	54.1739	56.8827	59.7268	62.7134
City Attorney Investigator II*	E	U	16	6036	10,216.09	10,726.91	11,263.24	11,826.40	12,417.67	4,715.12	4,950.88	5,198.42	5,458.34	5,731.23	58.9390	61.8860	64.9803	68.2293	71.6404
City Attorney Investigator III*	E	U	16	6037	11,067.66	11,621.05	12,202.13	12,812.22	13,452.75	5,108.15	5,363.56	5,631.75	5,913.33	6,208.96	63.8519	67.0445	70.3969	73.9166	77.6120
Executive Assistant - Mayor and Council*	N	U	16	6022	8,263.88	8,677.09	9,111.03	9,566.57	10,044.91	3,814.10	4,004.81	4,205.09	4,415.34	4,636.11	47.6763	50.0601	52.5636	55.1918	57.9514
Finance Analyst I*	E	U	16	6009	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Finance Analyst II*	E	U	16	6027	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Human Resources Analyst I*	E	U	16	6014	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Human Resources Analyst II*	E	U	16	6015	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Human Resources Assistant*	N	U	16	6016	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Human Resources Technician*	N	U	16	6017	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41.0818	43.1358	45.2924	47.5573	49.9350
Law Clerk*	N	U	16	6008	6,623.72	6,954.89	7,302.62	7,667.79	8,051.18	3,057.10	3,209.95	3,370.44	3,538.98	3,715.93	38.2137	40.1244	42.1305	44.2372	46.4491
Law Practice Administrator*	E	U	16	6033	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Legal Administrative Assistant I*	N	U	16	6010	5,674.80	5,958.62	6,256.58	6,569.31	6,897.84	2,619.14	2,750.13	2,887.65	3,031.99	3,183.62	32.7393	34.3766	36.0956	37.8999	39.7952
Legal Administrative Assistant II*	N	U	16	6011	6,859.02	7,202.00	7,562.08	7,940.18	8,337.20	3,165.70	3,324.00	3,490.19	3,664.70	3,847.94	39.5712	41.5500	43.6274	45.8088	48.0993
Litigation Paralegal I*	N	U	16	6012	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	40.3688	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II*	N	U	16	6034	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	45.0114	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III*	N	U	16	6035	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	49.6540	52.1367	54.7434	57.4808	60.3543
Office Specialist II*	N	U	16	6013	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	27.1560	28.5136	29.9391	31.4361	33.0077
Principal Human Resources Analyst*	E	U	16	6032	11,324.11	11,934.22	12,544.35	13,154.42	13,764.53	5,226.51	5,508.10	5,789.70	6,071.27	6,352.86	65.3314	68.8512	72.3712	75.8909	79.4108
Risk Analyst I*	E	U	16	6020	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Risk Analyst II*	E	U	16	6021	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Risk Assistant*	N	U	16	6025	6,380.83	6,699.88	7,034.86	7,386.60	7,755.97	2,945.00	3,092.25	3,246.86	3,409.20	3,579.68	36.8125	38.6531	40.5858	42.6150	44.7460
Risk Technician*	N	U	16	6030	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41.0818	43.1358	45.2924	47.5573	49.9350
Senior Human Resources Analyst*	E	U	16	6018	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Senior Legal Administrative Assistant*	E	U	16	6038	7,700.20	8,094.23	8,488.26	8,923.94	9,359.61	3,553.94	3,735.80	3,917.66	4,118.74	4,319.82	44.4242	46.6975	48.9707	51.4842	53.9977

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 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	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	39.2783	41.2420	43.3042	45.4697	47.7429
Accountant II	E	C	14	1401	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	43.3989	45.5684	47.8472	50.2395	52.7513
Accounting Assistant	N	C	14	1402	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	33.9891	35.6884	37.4728	39.3465	41.3138
Accounting Coordinator	N	C	14	1404	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	39.2783	41.2420	43.3042	45.4697	47.7429
Accounting Technician	N	C	14	1405	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	35.7272	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I	N	U	14	1406	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II	E	U	14	1408	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III	E	U	14	1407	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Administrative Assistant	N	U	14	1409	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Administrative Assistant Unclassified	N	U	14	1607	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Administrative Specialist	N	C	14	1531	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	31.0493	32.6015	34.2318	35.9435	37.7405
Adult Literacy Coordinator	N	C	14	1580	7,919.10	8,315.04	8,730.80	9,167.36	9,625.70	3,654.97	3,837.71	4,029.60	4,231.09	4,442.63	45.6871	47.9714	50.3700	52.8886	55.5329
Airport Maintenance Coordinator	N	C	14	1413	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	38.3107	40.2266	42.2379	44.3497	46.5672
Airport Maintenance Worker I	N	C	14	1410	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28.5447	29.9718	31.4704	33.0436	34.6956
Airport Maintenance Worker II	N	C	14	1411	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Airport Operations Technician	N	C	14	1579	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	32.1656	33.7741	35.4629	37.2358	39.0976
Animal Control Officer	N	C	14	1416	5,857.69	6,150.60	6,458.16	6,781.08	7,120.14	2,703.55	2,838.74	2,980.69	3,129.73	3,286.22	33.7944	35.4842	37.2586	39.1216	41.0777
Animal Control Officer II	N	C	14	1417	6,472.20	6,795.84	7,135.59	7,492.38	7,866.95	2,987.17	3,136.54	3,293.35	3,458.02	3,630.90	37.3396	39.2068	41.1669	43.2253	45.3862
Applications Administrator	E	C	14	1596	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	60.8607	63.9037	67.0986	70.4540	73.9764
Applications Analyst	E	C	14	1595	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Aquatics Specialist	N	C	14	1601	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	33.4843	35.1582	36.9164	38.7622	40.6998
Assistant Parking Coordinator	N	C	14	1418	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	31.0705	32.6241	34.2551	35.9679	37.7662
Assistant Planner	E	C	14	1419	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	45.6179	47.8991	50.2940	52.8088	55.4492
Assistant Transportation Planner	E	C	14	1420	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	45.6179	47.8991	50.2940	52.8088	55.4492
Associate Planner	E	C	14	1422	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49.4076	51.8781	54.4721	57.1956	60.0552
Associate Transportation Planner	E	C	14	1421	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49.4076	51.8781	54.4721	57.1956	60.0552
Automotive/Equipment Technician	N	C	14	1578	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	37.3674	39.2361	41.1976	43.2576	45.4204
Automotive Parts Specialist	N	C	14	1427	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	37.3674	39.2361	41.1976	43.2576	45.4204
Automotive Service Writer	N	C	14	1428	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	43.3989	45.5684	47.8472	50.2395	52.7513
Building Inspector	N	C	14	1431	7,993.68	8,393.36	8,813.00	9,253.68	9,716.33	3,689.39	3,873.86	4,067.54	4,270.93	4,484.46	46.1174	48.4233	50.8442	53.3866	56.0558
Building Permit Technician	N	C	14	1432	6,547.88	6,875.33	7,219.07	7,579.98	7,959.03	3,022.10	3,173.23	3,331.88	3,498.45	3,673.40	37.7763	39.6654	41.6485	43.7306	45.9175
Buyer I	N	C	14	1433	6,500.07	6,825.07	7,166.38	7,524.68	7,900.90	3,000.03	3,150.03	3,307.56	3,472.93	3,646.57	37.5004	39.3754	41.3445	43.4116	45.5821
Buyer II	N	C	14	1575	7,222.30	7,583.44	7,962.63	8,360.76	8,778.75	3,333.37	3,500.05	3,675.06	3,858.81	4,051.73	41.6671	43.7506	45.9383	48.2351	50.6466
Carpenter	N	C	14	1434	6,650.50	6,983.08	7,332.22	7,698.82	8,083.75	3,069.46	3,222.96	3,384.10	3,553.30	3,730.96	38.3683	40.2870	42.3012	44.4162	46.6370
City TV Production Specialist	N	C	14	1463	8,031.44	8,432.99	8,854.63	9,297.34	9,762.18	3,706.82	3,892.15	4,086.75	4,291.08	4,505.62	46.3353	48.6519	51.0844	53.6385	56.3203
Code Enforcement Officer	N	C	14	1435	7,085.39	7,439.64	7,811.66	8,202.26	8,612.33	3,270.18	3,433.68	3,605.38	3,785.66	3,974.92	40.8773	42.9210	45.0672	47.3207	49.6865
Code Enforcement Officer II	N	C	14	1614	7,439.68	7,811.61	8,202.22	8,612.37	9,042.95	3,433.70	3,605.36	3,785.64	3,974.94	4,173.67	42.9212	45.0670	47.3205	49.6867	52.1709
Commission Secretary	N	C	14	1514	5,731.74	6,018.26	6,319.26	6,635.16	6,966.96	2,645.42	2,777.66	2,916.58	3,062.38	3,215.52	33.0678	34.7208	36.4572	38.2798	40.1940
Communications Specialist	E	C	14	1436	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Community Development Programs Specialist	N	C	14	1437	7,750.95	8,138.48	8,545.44	8,972.73	9,421.32	3,577.36	3,756.22	3,944.05	4,141.26	4,348.30	44.7170	46.9527	49.3006	51.7657	54.3538
Community Education Liaison	E	C	14	1438	5,746.30	6,033.60	6,335.31	6,652.10	6,984.68	2,652.14	2,784.74	2,923.99	3,070.20	3,223.70	33.1518	34.8093	36.5499	38.3775	40.2963
Computer Training Coordinator	E	C	14	1443	8,727.88	9,164.24	9,622.49	10,103.60	10,608.76	4,028.25	4,229.65	4,441.15	4,663.20	4,896.35	50.3531	52.8706	55.5144	58.2900	61.2044
Creeks Outreach Coordinator	E	C	14	1444	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43.1829	45.3419	47.6091	49.9893	52.4889
Custodian	N	C	14	1445	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	26.6194	27.9503	29.3476	30.8153	32.3560
Deputy City Clerk	N	C	14	1446	7,471.66	7,845.20	8,237.49	8,649.33	9,081.84	3,448.46	3,620.86	3,801.92	3,992.00	4,191.62	43.1058	45.2608	47.5240	49.9000	52.3952
Electrician	N	C	14	1447	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	40.7351	42.7717	44.9102	47.1558	49.5136
Electronics/Communications Technician I	N	C	14	1450	6,742.93	7,080.10	7,434.14	7,805.81	8,196.11	3,112.12	3,267.74	3,431.14	3,602.68	3,782.82	38.9015	40.8468	42.8893	45.0335	47.2852
Electronics/Communications Technician II	N	C	14	1451	7,41														

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Equipment Operator	N	C	14	1455	5,500.28	5,775.29	6,064.05	6,367.27	6,685.62	2,538.59	2,665.52	2,798.79	2,938.74	3,085.67
Facilities Maintenance Worker II	N	C	14	1573	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Finance Analyst I	E	U	14	1456	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Finance Analyst II	E	U	14	1457	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Fire Public Education Coordinator	E	C	14	1459	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43.1829	45.3419	47.6091	49.9893	52.4889
Fire Services Specialist	N	C	14	1460	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Fire Warehouse Specialist	N	C	14	1458	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	30.6088	32.1396	33.7463	35.4335	37.2054
Fleet Services Technician Trainee	N	U	14	1591	5,829.29	6,120.79	6,426.81	6,748.17	7,085.56	2,690.44	2,824.98	2,966.22	3,114.54	3,270.26	33.6305	35.3122	37.0777	38.9318	40.8782
Fleet Services Technician I	N	C	14	1426	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	37.3674	39.2361	41.1976	43.2576	45.4204
Fleet Services Technician II	N	C	14	1468	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Geographic Information Systems Analyst	N	C	14	1606	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Geographic Information Systems Coordinator	N	C	14	1423	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	62.0866	65.1910	68.4508	71.8732	75.4670
Geographic Information Systems Technician	N	C	14	1461	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	43.6156	45.7965	48.0861	50.4906	53.0151
Graphic Designer	N	C	14	1439	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	46.5373	48.8641	51.3076	53.8728	56.5664
Grounds Maintenance Crew Leader	N	C	14	1464	6,115.87	6,421.65	6,742.78	7,079.95	7,433.88	2,822.71	2,963.84	3,112.05	3,267.67	3,431.02	35.2839	37.0480	38.9006	40.8459	42.8878
Grounds Maintenance Worker I	N	C	14	1465	4,837.86	5,079.73	5,333.71	5,600.38	5,880.40	2,232.86	2,344.49	2,461.71	2,584.79	2,714.03	27.9107	29.3061	30.7714	32.3099	33.9254
Grounds Maintenance Worker II	N	C	14	1466	5,425.94	5,697.25	5,982.10	6,281.21	6,595.25	2,504.28	2,629.50	2,760.97	2,899.02	3,043.96	31.3035	32.8687	34.5121	36.2377	38.0495
Harbor Operations Assistant	N	C	14	1467	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	32.1656	33.7741	35.4629	37.2358	39.0976
Head Pool Lifeguard	N	C	14	1572	3,896.30	4,091.06	4,295.66	4,510.44	4,735.94	1,798.29	1,888.18	1,982.61	2,081.74	2,185.82	22.4786	23.6022	24.7826	26.0217	27.3227
Heavy Equipment Technician	N	C	14	1576	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Housing Programs Specialist	N	C	14	1469	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49.4076	51.8781	54.4721	57.1956	60.0552
Housing Project Planner	E	C	14	1590	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
HVAC Technician	N	C	14	1609	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	40.7351	42.7717	44.9102	47.1558	49.5136
Information Technology Administrator	E	C	14	1611	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Information Technology Project Manager	E	C	14	1603	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	62.0866	65.1910	68.4508	71.8732	75.4670
Information Technology Technician I	N	C	14	1440	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Information Technology Technician II	N	C	14	1441	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Irrigation Systems Technician	N	C	14	1471	6,146.44	6,453.85	6,776.53	7,115.33	7,471.12	2,836.82	2,978.70	3,127.63	3,284.00	3,448.21	35.4603	37.2338	39.0954	41.0500	43.1026
Lead Equipment Technician	N	C	14	1472	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	45.6179	47.8991	50.2940	52.8088	55.4492
Librarian I	E	C	14	1474	6,549.90	6,877.37	7,221.31	7,582.36	7,961.50	3,023.03	3,174.17	3,332.91	3,499.55	3,674.54	37.7879	39.6771	41.6614	43.7444	45.9317
Librarian II	E	C	14	1473	7,200.96	7,561.00	7,939.06	8,336.08	8,752.81	3,323.52	3,489.69	3,664.18	3,847.42	4,039.76	41.5440	43.6211	45.8022	48.0927	50.4970
Library Assistant I	N	C	14	1476	4,909.10	5,154.52	5,412.23	5,682.86	5,966.96	2,265.74	2,379.01	2,497.95	2,622.86	2,753.98	28.3217	29.7376	31.2244	32.7857	34.4248
Library Assistant II	N	C	14	1477	5,108.94	5,364.34	5,632.51	5,914.18	6,209.88	2,357.97	2,475.85	2,599.62	2,729.62	2,866.10	29.4746	30.9481	32.4953	34.1202	35.8262
Library Systems Analyst	E	C	14	1612	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Library Systems Technician I	N	C	14	1479	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Library Systems Technician II	N	C	14	1481	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Library Technician	N	C	14	1480	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	31.4487	33.0215	34.6725	36.4057	38.2260
Library Technician Trainee	N	U	14	1610	4,905.98	5,151.36	5,408.91	5,679.29	5,963.27	2,264.30	2,377.55	2,496.42	2,621.21	2,752.28	28.3038	29.7194	31.2053	32.7651	34.4035
Library Technician - Unclassified	N	U	14	1594	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	31.4487	33.0215	34.6725	36.4057	38.2260
Mail Services Specialist	N	C	14	1482	4,175.99	4,384.68	4,604.06	4,834.22	5,075.89	1,927.38	2,023.70	2,124.95	2,231.18	2,342.72	24.0922	25.2962	26.5619	27.8897	29.2840
Maintenance Coordinator	N	C	14	1483	6,412.68	6,733.37	7,070.03	7,423.50	7,794.67	2,959.70	3,107.71	3,263.09	3,426.23	3,597.54	36.9963	38.8464	40.7886	42.8279	44.9693
Maintenance Crew Leader	N	C	14	1484	6,412.94	6,733.65	7,070.31	7,423.80	7,795.02	2,959.82	3,107.84	3,263.22	3,426.37	3,597.70	36.9978	38.8480	40.7903	42.8296	44.9713
Maintenance Worker I	N	C	14	1485	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	26.6194	27.9503	29.3476	30.8153	32.3560
Maintenance Worker II	N	C	14	1486	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Marketing Coordinator	N	C	14	1487	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	46.5373	48.8641	51.3076	53.8728	56.5664
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Network Administrator	E	C	14	1490	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Network Analyst	E	C	14	1442	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Office Specialist I	N	C	14	1491	4,281.40	4,495.44	4,720.26	4,956.25	5,204.03	1,976.03	2,074.82	2,178.58	2,287.50	2,401.86	24.7004	25.9353	27.2323	28.5937	30.0233
Office Specialist II	N	C	14	1492	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	27.1560	28.5136	29.9391	31.4361	33.0077
Outreach Coordinator	E	C	14	1493	7,485.03	7,859.26	8,252.25	8,664.80	9,0										

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Parking Maintenance Coordinator	N	C	14	1592	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38
Parking Resources Specialist	N	C	14	1497	7,597.85	7,977.71	8,376.62	8,795.48	9,235.20	3,506.70	3,682.02	3,866.13	4,059.45	4,262.40	43.8337	46.0253	48.3266	50.7431	53.2800
Plan Check Engineer	E	C	14	1424	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	55.7683	58.5568	61.4845	64.5587	67.7868
Planning Technician I	N	C	14	1499	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Planning Technician II	N	C	14	1500	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	41.0818	43.1358	45.2924	47.5573	49.9350
Plans Examiner	E	C	14	1501	9,242.22	9,704.35	10,189.55	10,698.98	11,233.97	4,265.64	4,478.93	4,702.87	4,937.99	5,184.91	53.3205	55.9866	58.7859	61.7249	64.8114
Plumber	N	C	14	1502	6,818.46	7,159.34	7,517.36	7,893.23	8,287.89	3,146.98	3,304.31	3,469.55	3,643.03	3,825.18	39.3372	41.3039	43.3694	45.5379	47.8147
Pool Technician	N	C	14	1503	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	33.4843	35.1582	36.9164	38.7622	40.6998
Program Analyst	E	U	14	1600	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
Project Engineer I	E	C	14	1505	9,411.89	9,882.51	10,376.64	10,895.50	11,440.28	4,343.95	4,561.16	4,789.22	5,028.69	5,280.13	54.2994	57.0145	59.8652	62.8586	66.0016
Project Engineer II	E	C	14	1506	10,347.44	10,864.79	11,408.06	11,978.42	12,577.37	4,775.74	5,014.52	5,265.26	5,528.50	5,804.94	59.6967	62.6815	65.8157	69.1063	72.5617
Project Planner	E	C	14	1507	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
Project Planner Unclassified	E	U	14	1605	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
Property Management Specialist	N	C	14	1508	7,373.82	7,742.50	8,129.68	8,536.13	8,962.92	3,403.30	3,573.46	3,752.16	3,939.75	4,136.73	42.5413	44.6683	46.9020	49.2469	51.7091
Public Works Inspector I	N	C	14	1509	6,962.58	7,310.70	7,676.20	8,060.00	8,463.09	3,213.50	3,374.17	3,542.86	3,720.00	3,906.04	40.1688	42.1771	44.2858	46.5000	48.8255
Public Works Inspector II	N	C	14	1510	7,887.23	8,281.56	8,695.64	9,130.42	9,586.94	3,640.26	3,822.26	4,013.37	4,214.04	4,424.74	45.5032	47.7783	50.1671	52.6755	55.3092
Public Works Operations Assistant	N	C	14	1571	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	31.0705	32.6241	34.2551	35.9679	37.7662
Real Property Agent	N	C	14	1511	8,521.37	8,947.47	9,394.84	9,864.55	10,357.77	3,932.94	4,129.60	4,336.08	4,552.87	4,780.51	49.1618	51.6200	54.2010	56.9109	59.7564
Records Technician	N	C	14	1512	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Recreation Coordinator	N	C	14	1515	6,423.69	6,744.81	7,082.12	7,436.20	7,808.00	2,964.78	3,112.99	3,268.67	3,432.09	3,603.69	37.0597	38.9124	40.8584	42.9011	45.0461
Recreation Program Leader	N	C	14	1517	4,545.45	4,772.76	5,011.44	5,261.99	5,525.07	2,097.90	2,202.81	2,312.97	2,428.61	2,550.03	26.2237	27.5351	28.9121	30.3576	31.8754
Recreation Specialist	N	C	14	1516	5,314.62	5,580.32	5,859.36	6,152.34	6,459.92	2,452.90	2,575.53	2,704.32	2,839.54	2,981.50	30.6612	32.1941	33.8040	35.4942	37.2687
Recycling Educator	N	C	14	1518	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Rental Housing Mediation Specialist	N	C	14	1519	7,050.16	7,402.66	7,772.79	8,161.44	8,569.49	3,253.92	3,416.61	3,587.44	3,766.82	3,955.15	40.6740	42.7076	44.8430	47.0853	49.4394
Risk Analyst I	E	U	14	6018	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Risk Analyst II	E	U	14	6019	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Senior Accountant	E	C	14	1520	8,693.01	9,127.71	9,584.14	10,063.34	10,566.49	4,012.16	4,212.79	4,423.45	4,644.62	4,876.84	50.1520	52.6599	55.2931	58.0578	60.9605
Senior Airport Maintenance Worker	N	C	14	1521	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	34.6739	36.4076	38.2279	40.1394	42.1463
Senior Building Inspector	N	C	14	1523	8,832.24	9,273.75	9,737.41	10,224.37	10,735.57	4,076.42	4,280.19	4,494.19	4,718.94	4,954.88	50.9552	53.5024	56.1774	58.9867	61.9360
Senior Building Inspector Specialty	N	C	14	1574	9,283.80	9,748.03	10,235.40	10,747.21	11,284.54	4,284.83	4,499.09	4,724.03	4,960.25	5,208.25	53.5604	56.2386	59.0504	62.0031	65.1031
Senior Buyer	N	C	14	1522	7,944.50	8,341.80	8,758.86	9,196.83	9,656.68	3,666.69	3,850.06	4,042.55	4,244.69	4,456.93	45.8336	48.1258	50.5319	53.0586	55.7116
Senior Commission Secretary	N	C	14	1513	6,333.02	6,649.63	6,982.11	7,331.18	7,697.78	2,922.93	3,069.06	3,222.51	3,383.62	3,552.82	36.5366	38.3632	40.2814	42.2953	44.4103
Senior Community Development Programs Specialist	N	C	14	1588	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	49.1890	51.6483	54.2308	56.9423	59.7893
Senior Custodian	N	C	14	1524	4,874.22	5,117.91	5,374.11	5,642.52	5,924.66	2,249.64	2,362.11	2,480.36	2,604.24	2,734.46	28.1205	29.5264	31.0045	32.5530	34.1808
Senior Electronics/Communications Technician	N	C	14	1525	7,949.35	8,346.82	8,764.17	9,202.42	9,662.55	3,668.93	3,852.38	4,045.00	4,247.27	4,459.64	45.8616	48.1548	50.5265	53.0909	55.7455
Senior Engineering Technician	N	C	14	1526	7,582.77	7,961.83	8,359.95	8,777.97	9,216.87	3,499.74	3,674.69	3,858.44	4,051.37	4,253.94	43.7467	45.9336	48.2603	50.6421	53.1743
Senior Grounds Maintenance Worker	N	C	14	1527	5,646.81	5,929.17	6,225.64	6,536.88	6,863.74	2,606.22	2,736.54	2,873.37	3,017.02	3,167.88	32.5777	34.2067	35.9171	37.7127	39.5985
Senior Library Technician	E	C	14	1528	5,963.14	6,261.26	6,574.40	6,903.11	7,248.28	2,752.22	2,889.81	3,034.34	3,186.05	3,345.36	34.4028	36.1226	37.9293	39.8256	41.8170
Senior Maintenance Worker	N	C	14	1529	6,100.99	6,405.99	6,726.31	7,062.60	7,415.68	2,815.84	2,956.61	3,104.45	3,259.66	3,422.62	35.1980	36.9576	38.8056	40.7458	42.7828
Senior Network/Applications Analyst	E	C	14	1504	9,599.76	10,079.77	10,583.71	11,112.94	11,668.56	4,430.66	4,652.20	4,884.79	5,129.05	5,385.49	55.3832	58.1525	61.0599	64.1131	67.3186
Senior Plan Check Engineer	E	C	14	1425	10,680.45	11,214.47	11,775.18	12,364.00	12,982.17	4,929.44	5,175.91	5,434.70	5,706.46	5,991.77	61.6180	64.6989	67.9338	71.3307	74.8971
Senior Plans Examiner	E	C	14	1530	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	55.7683	58.5568	61.4845	64.5587	67.7868
Senior Project Engineer	N	C	14	1602	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	64.6780	67.9119	71.3074	74.8726	78.6162
Senior Project Engineer Unclassified	N	U	14	1608	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	64.6780	67.9119	71.3074	74.8726	78.6162
Senior Property Management Specialist	N	C	14	1534	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49.4076	51.8781	54.4721	57.1956	60.0552
Senior Public Works Inspector	N	C	14	1533	8,714.55	9,150.22	9,607.74	10,088.20	10,592.53	4,022.10	4,223.18	4,434.34	4,656.09	4,888.86	50.2762	52.7898	55.4292	58.2011	61.1108
Senior Real Property Agent	E	C	14	1535	9,798.45	10,288.37	10,802.81	11,342.91	11,910.12	4,522.36	4,748.48	4,985.91	5,235.19	5,496.98	56.5295	59.3560	62.3239	65.4399	68.7123
Senior Rental Housing Mediation Specialist	N	C</																	

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Streets Maintenance Worker I	N	C	14	1546	4,849.98	5,092.49	5,347.12	5,614.51	5,895.20	2,238.45	2,350.38	2,467.90	2,591.31	2,720.86
Streets Maintenance Worker II	N	C	14	1547	5,613.60	5,894.24	6,189.00	6,498.46	6,823.31	2,590.89	2,720.42	2,856.46	2,999.29	3,149.22	32.3861	34.0053	35.7057	37.4911	39.3652
Sustainability Analyst I	N	U	14	1615	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Sustainability Analyst II	E	U	14	1616	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Sustainability Analyst III	E	U	14	1617	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
System Administrator	E	C	14	1577	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	60.8607	63.9037	67.0986	70.4540	73.9764
Traffic Signal Technician I	E	C	14	1581	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	37.0518	38.9046	40.8500	42.8923	45.0367
Traffic Signal Technician II	E	C	14	1582	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	40.7351	42.7717	44.9102	47.1558	49.5136
Traffic Technician I	N	C	14	1552	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Traffic Technician II	N	C	14	1553	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Tree Care Specialist	N	C	14	1555	5,604.78	5,885.01	6,179.27	6,488.21	6,812.65	2,586.82	2,716.16	2,851.97	2,994.56	3,144.30	32.3352	33.9520	35.6496	37.4320	39.3037
Tree Trimmer I	N	C	14	1557	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28.5447	29.9718	31.4704	33.0436	34.6956
Tree Trimmer II	N	C	14	1556	5,549.12	5,826.60	6,117.95	6,423.84	6,745.05	2,561.13	2,689.20	2,823.67	2,964.85	3,113.10	32.0141	33.6150	35.2959	37.0606	38.9138
Vehicle Services Assistant	N	C	14	1558	4,898.62	5,143.54	5,400.68	5,670.77	5,954.26	2,260.90	2,373.94	2,492.62	2,617.28	2,748.12	28.2613	29.6743	31.1578	32.7160	34.3515
Warehouse Specialist	N	C	14	1559	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	30.6088	32.1396	33.7463	35.4335	37.2054
Water Conservation Coordinator	E	U	14	1599	9,417.01	9,898.87	10,380.74	10,913.59	11,446.44	4,346.31	4,568.71	4,791.11	5,037.04	5,282.97	54.3289	57.1089	59.8889	62.9630	66.0371
Water Quality Research Analyst	E	C	14	1589	9,652.93	10,135.56	10,642.34	11,174.45	11,733.24	4,455.20	4,677.95	4,911.85	5,157.44	5,415.34	55.6900	58.4744	61.3981	64.4680	67.6917
Water Resources Specialist	E	C	14	1560	8,311.55	8,727.12	9,163.40	9,621.65	10,102.71	3,836.10	4,027.90	4,229.26	4,440.76	4,662.79	47.9513	50.3487	52.8657	55.5095	58.2849
Water Resources Technician	N	C	14	1562	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Waterfront Maintenance Coordinator	N	C	14	1598	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	38.3107	40.2266	42.2379	44.3497	46.5672
Waterfront Maintenance Crew Leader	N	C	14	1564	6,317.44	6,633.32	6,964.95	7,313.28	7,678.97	2,915.74	3,061.53	3,214.59	3,375.36	3,544.14	36.4447	38.2691	40.1824	42.1920	44.3017
Waterfront Maintenance Worker I	N	C	14	1565	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28.5447	29.9718	31.4704	33.0436	34.6956
Waterfront Maintenance Worker II	N	C	14	1566	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Waterfront Vessel Technician	N	C	14	1567	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Web Services Technician	E	C	14	1586	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	43.6156	45.7965	48.0861	50.4906	53.0151
Webmaster	E	C	14	1550	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Welder/Fabricator	N	C	14	1568	6,551.76	6,879.34	7,223.30	7,584.46	7,963.69	3,023.89	3,175.08	3,333.83	3,500.52	3,675.55	37.7986	39.6885	41.6729	43.7565	45.9444
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	10,215.23	10,726.02	11,262.33	11,825.43	12,416.71	4,714.72	4,950.47	5,198.00	5,457.89	5,730.79	42.0957	44.2006	46.4107	48.7312	51.1678
Fire Captain (40 Hour)	7	C	34	3405	10,215.23	10,726.00	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58.9340	61.8808	64.9748	68.2237	71.6349
Fire Engineer (56 Hour)	7	C	34	3401	8,839.63	9,281.63	9,745.73	10,233.02	10,744.65	4,079.83	4,283.83	4,498.03	4,722.93	4,959.07	36.4271	38.2485	40.1610	42.1690	44.2774
Fire Engineer (40 Hour)	7	C	34	3402	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,498.04	4,722.94	4,959.08	50.9979	53.5480	56.2255	59.0367	61.9885
Fire Inspector I (40 Hour)	7	C	39	3901	7,803.38	8,193.62	8,603.27	9,033.42	9,485.08	3,601.56	3,781.67	3,970.74	4,169.27	4,377.73	45.0195	47.2709	49.6343	52.1159	54.7216
Fire Inspector II (40 Hour)	7	C	39	3902	8,839.63	9,281.65	9,745.75	10,233.04	10,744.67	4,079.83	4,283.84	4,498.04	4,722.94	4,959.08	50.9979	53.5480	56.2255	59.0367	61.9885
Fire Inspector III (40 Hour)	7	C	39	3903	10,215.23	10,726.00	11,262.29	11,825.45	12,416.71	4,714.72	4,950.46	5,197.98	5,457.90	5,730.79	58.9340	61.8808	64.9748	68.2237	71.6349
Firefighter (56 Hour)	7	C	34	3403	7,803.42	8,193.58	8,603.27	9,033.42	9,485.10	3,601.58	3,781.65	3,970.74	4,169.27	4,377.74	32.1569	33.7647	35.4530	37.2256	39.0869
Firefighter (40 Hour)	7	C	34	3404	7,803.38	8,193.62	8,603.27	9,033.42	9,485.10	3,601.56	3,781.67	3,970.74	4,169.27	4,377.74	45.0195	47.2709	49.6343	52.1159	54.7217
Firefighter - Entry	7	C	39	3904	7,023.06	7,374.23	7,742.93	8,130.07	8,536.58	3,241.41	3,403.49	3,573.66	3,752.34	3,939.96	40.5176	42.5436	44.6707	46.9042	49.2495
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	11,992.35				14,576.86	5,534.93			6,727.78	69.1866					84.0972
Assistant City Attorney II	E	U	01	0104	13,316.55				16,186.34	6,146.10			7,470.62	76.8263					93.3827
Assistant City Attorney III	E	U	01	0105	15,465.82				18,798.82	7,138.07			8,676.38	89.2259					108.4548
Assistant City Attorney IV	E	U	01	0106	17,012.41				20,678.73	7,851.88			9,544.03	98.1485					119.3004
Assistant City Attorney V	E	U	01	0121	19,028.34				23,129.17	8,782.31			10,675.00	109.7789					133.4375
Chief Assistant City Attorney	E	U	01	0124	21,026.50				25,442.08	9,704.54			11,742.50	121.3068					146.7813
Deputy City Attorney	E	U	01	0110	9,971.48				12,120.42	4,602.22			5,594.04	57.5278					69.9255

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
MANAGEMENT UNREPRESENTED																			
Assistant Airport Director	E	U	02	0274	16,536.17					20,099.86	7,632.08				9,276.86	95.4010	115.9608		
Assistant Finance Director	E	U	02	0204	14,460.81					17,569.89	6,674.22				8,109.18	83.4277	101.3647		
Assistant Library Director	E	U	02	0253	14,058.24					17,087.94	6,488.42				7,886.74	81.1052	98.5842		
Assistant Parks & Recreation Director	E	U	02	0205	14,001.48					17,018.91	6,462.22				7,854.88	80.7777	98.1860		
Budget Manager	E	U	02	0207	11,560.66					14,052.03	5,335.69				6,485.55	66.6961	81.0694		
Business Manager	E	U	02	0276	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Fire Operations Division Chief	E	U	32	3200	19,631.69					23,862.41	9,060.78				11,013.42	113.2597	137.6677		
Human Resources Manager	E	U	02	0223	13,221.17					16,070.47	6,102.08				7,417.14	76.2760	92.7142		
Labor Relations Manager	E	U	02	0267	11,992.35					14,576.86	5,534.93				6,727.78	69.1866	84.0972		
Office Manager	E	U	02	0275	10,748.03					13,064.33	4,960.63				6,029.69	62.0079	75.3711		
Senior Assistant to the City Administrator	E	U	02	0248	12,210.03					14,841.41	5,635.40				6,849.88	70.4425	85.6235		
MANAGEMENT/AFSCME																			
Airport Business Manager	E	U	03	0300	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Airport Facilities Manager	E	U	03	0301	11,736.27					14,265.51	5,416.74				6,584.08	67.7093	82.3010		
Airport Operations Manager	E	U	03	0302	12,106.51					14,715.55	5,587.62				6,791.79	69.8453	84.8974		
Airport Properties Manager	E	U	03	0303	12,106.51					14,715.55	5,587.62				6,791.79	69.8453	84.8974		
Assistant to the City Administrator	E	U	03	0304	11,177.96					13,586.89	5,159.06				6,270.87	64.4882	78.3859		
Business Manager	E	U	03	0352	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Chief Building Official	E	U	03	0305	14,125.30					17,169.49	6,519.37				7,924.38	81.4921	99.0547		
City Clerk Services Manager	E	U	03	0306	12,288.99					14,937.41	5,671.84				6,894.19	70.8980	86.1774		
City Engineer	E	U	03	0307	17,288.35					21,014.11	7,979.24				9,698.82	99.7405	121.2352		
City Planner	E	U	03	0308	15,040.48					18,030.87	6,941.76				8,321.94	86.7720	104.0242		
Community Development Business Manager	E	U	03	0309	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Community Engagement Manager	E	U	03	0354	11,403.21					13,860.64	5,263.02				6,397.22	65.7877	79.9653		
Community Engagement Officer/PIO	E	U	03	0310	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Controller	E	U	03	0311	12,726.46					15,469.13	5,873.75				7,139.60	73.4219	89.2450		
Creeks Restoration/Clean Water Manager	E	U	03	0312	13,826.54					16,806.25	6,381.48				7,756.73	79.7685	96.9591		
Downtown Plaza & Parking Manager	E	U	03	0314	11,968.41					14,547.74	5,523.88				6,714.34	69.0485	83.9292		
Emergency Medical Services Manager	E	U	03	0353	11,486.17					13,956.43	5,301.31				6,441.43	66.2664	80.5179		
Emergency Services Manager	E	U	03	0316	10,308.98					12,530.66	4,757.99				5,783.38	59.4749	72.2922		
Energy and Climate Program Manager	E	U	03	0317	11,560.68					14,052.07	5,335.70				6,485.57	66.6962	81.0696		
Environmental Services Manager	E	U	03	0318	11,403.21					13,860.64	5,263.02				6,397.22	65.7877	79.9653		
Facilities Manager	E	U	03	0319	11,864.45					14,421.29	5,475.90				6,655.98	68.4487	83.1997		
Fire Business Manager	E	U	03	0320	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
General Services Manager	E	U	03	0322	11,711.09					14,234.96	5,405.12				6,569.98	67.5640	82.1247		
Harbor Operations Manager	E	U	03	0323	12,413.48					15,088.75	5,729.30				6,964.04	71.6163	87.0505		
Housing & Human Services Manager	E	U	03	0324	11,870.76					14,428.96	5,478.81				6,659.52	68.4851	83.2440		
Information Technology Manager	E	U	03	0325	13,951.28					16,957.89	6,439.05				7,826.72	80.4881	97.8340		
Library Services Manager	E	U	03	0326	10,740.73					13,055.47	4,957.26				6,025.60	61.9658	75.3200		
Parks Manager	E	U	03	0327	12,145.08					14,762.43	5,605.42				6,813.43	70.0677	85.1679		
Parks & Recreation Business Manager	E	U	03	0328	11,403.21					13,860.64	5,263.02				6,397.22	65.7877	79.9653		
Police Administrative Manager	E	U	03	0329	13,480.83					16,386.11	6,221.92				7,562.82	77.7740	94.5352		
Police Business Manager	E	U	03	0330	11,066.99					13,452.01	5,107.84				6,208.62	63.8480	77.6078		
Police Information Technology Manager	E	U	03	0331	11,673.68					14,189.48	5,387.85				6,548.99	67.3481	81.8624		
Police Records Manager	E	U	03	0332	10,667.76					12,966.72	4,923.58				5,984.64	61.5447	74.8080		
Principal Architect	E	U	03	0333	15,032.90					18,272.63	6,938.26				8,433.52	86.7282	105.4190		
Principal Engineer	E	U	03	0334	15,032.90					18,272.63	6,938.26				8,433.52	86.7282	105.4190		
Principal Planner	E	U	03	0335	11,870.76					14,428.96	5,478.81				6,659.52	68.4851	83.2440		
Principal Project Manager	E	U	03	0336	16,153.30					19,634.51	7,455.37				9,062.08	93.1921	113.2760		
Principal Traffic Engineer	E	U	03	0337	15,032.90					18,272.63	6,938.26				8,433.52	86.7282	105.4190		
Public Safety Communications Manager	E	U	03	0338	12,087.21					14,692.23	5,578.71				6,781.03	69.7339	84.7629		
Public Works Business Manager	E	U	03	0339	12,106.51					14,715.55	5,587.62				6,791.79	69.8453	84.8974		
Public Works Manager	E	U	03	0340	13,620.58					16,555.93	6,286.42				7,641.20	78.5803	95.5150		

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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
Public Works Operations Manager	E	U	03	0341	15,032.90				18,272.63	6,938.26				8,433.52	86.7282				105.4190
Recreation Programs Manager	E	U	03	0342	10,968.58				13,332.39	5,062.42				6,153.41	63.2803				76.9176
Risk Manager	E	U	03	0343	11,551.43				14,040.85	5,331.43				6,480.39	66.6429				81.0049
State Street Master Planner	E	U	03	0344	13,654.23				16,596.80	6,301.95				7,660.06	78.7744				95.7507
Wastewater System Manager	E	U	03	0350	16,153.15				19,634.27	7,455.30				9,061.97	93.1913				113.2746
Water Resources Manager	E	U	03	0351	17,288.51				21,014.41	7,979.31				9,698.96	99.7414				121.2370
Water Services Manager	E	U	03	0346	16,153.15				19,634.27	7,455.30				9,061.97	93.1913				113.2746
Water System Manager	E	U	03	0347	16,153.15				19,634.27	7,455.30				9,061.97	93.1913				113.2746
Waterfront Business Manager	E	U	03	0348	12,106.51				14,715.55	5,587.62				6,791.79	69.8453				84.8974
Waterfront Facilities Manager	E	U	03	0349	11,736.27				14,265.51	5,416.74				6,584.08	67.7093				82.3010
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107	29,464.72				29,464.72	13,599.10				13,599.10	169.9887				169.9887
City Attorney	E	U	01	0108	23,477.98				28,408.36	10,835.99				13,111.56	135.4500				163.8945
MANAGEMENT/EXECUTIVE																			
Airport Director	E	U	01	0102	18,444.83				22,419.87	8,513.00				10,347.63	106.4125				129.3454
Assistant City Administrator	E	U	01	0101	21,300.13				25,890.50	9,830.83				11,949.46	122.8854				149.3682
Community Development Director	E	U	01	0109	17,519.19				21,294.74	8,085.78				9,828.34	101.0723				122.8543
Deputy City Administrator	E	U	01	0122	19,067.56				23,176.70	8,800.41				10,696.94	110.0051				133.7118
Finance Director	E	U	01	0111	17,345.73				21,083.88	8,005.72				9,731.02	100.0715				121.6378
Fire Chief	E	U	31	3100	21,596.51				26,250.73	9,967.62				12,115.72	124.5952				151.4465
Human Resources Director	E	U	01	0118	16,633.31				20,217.97	7,676.91				9,331.37	95.9614				116.6421
Information Technology Director	E	U	01	0119	16,802.13				20,423.13	7,754.83				9,426.06	96.9354				117.8258
Library Director	E	U	01	0112	16,766.04				20,379.28	7,738.17				9,405.82	96.7271				117.5727
Parks & Recreation Director	E	U	01	0113	16,802.13				20,423.13	7,754.83				9,426.06	96.9354				117.8258
Police Chief	E	U	21	2100	24,497.96				29,777.50	11,306.75				13,743.46	141.3344				171.7933
Public Works Director	E	U	01	0114	20,071.09				24,396.54	9,263.58				11,259.94	115.7947				140.7492
Sustainability & Resilience Director	E	U	01	0120	16,633.31				20,217.97	7,676.91				9,331.37	95.9614				116.6421
Water Resources Director	E	U	01	0123	20,071.09				24,396.54	9,263.58				11,259.94	115.7947				140.7492
Waterfront Director/Harbormaster	E	U	01	0115	18,444.83				22,419.87	8,513.00				10,347.63	106.4125				129.3454
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	14,277.51				17,354.46	6,589.62				8,009.75	58.8359				71.5156
Fire Battalion Chief 40 HR	E	C	33	3301	14,277.51				17,354.46	6,589.62				8,009.75	82.3703				100.1219
Fire Battalion Chief / Fire Marshal	E	C	33	3303	14,277.51				17,354.46	6,589.62				8,009.75	82.3703				100.1219
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	20,531.27				24,955.88	9,475.97				11,518.10	118.4496				143.9762
Police Commander	E	C	23	2302	17,852.64				21,699.84	8,239.68				10,015.31	102.9960				125.1914
Police Lieutenant	E	C	23	2301	15,523.84				18,869.33	7,164.85				8,708.92	89.5606				108.8615
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,287.34					2,440.31					
Mayor	E			0002					6,609.16					3,050.38					
POLICE																			
Identification Technician	N	C	29	2901	7,545.42	7,922.68	8,318.83	8,734.77	9,171.48	3,482.50	3,656.62	3,839.46	4,031.43	4,232.99	43.5312	45.7078	47.9932	50.3929	52.9124
Parking Enforcement Officer	N	C	29	2902	5,263.22	5,526.37	5,802.66	6,092.88	6,397.50	2,429.18	2,550.63	2,678.15	2,812.10	2,952.69	30.3647	31.8829	33.4769	35.1512	36.9086
Parking Enforcement Officer Unclassified	N	U	29	2918	5,263.22	5,526.37	5,802.66	6,092.88	6,397.50	2,429.18	2,550.63	2,678.15	2,812.10	2,952.69	30.3647	31.8829	33.4769	35.1512	36.9086
Police Crime Analyst	N	C	29	2907	8,517.95	8,943.81	9,391.03	9,860.61	10,353.59	3,931.36	4,127.91	4,334.32	4,551.05	4,778.58	49.1420	51.5989	54.1790	56.8881	59.7322
Police Officer Range A	7	C	24	2400	9,420.78	9,891.81	10,386.44	10,905.70	11,451.01	4,348.05	4,565.45	4,793.74	5,033.40	5,285.08	54.3506	57.0681	59.9217	62.9175	66.0635
Police Officer Range B	7	C	24	2400	9,609.19	10,089.64	10,594.17	11,123.81	11,680.03	4,435.01	4,656.76	4,889.61	5,134.07	5,390.78	55.4376	58.2095	61.1201	64.1759	67.3848
Police Officer Range C	7	C	24	2400	9,797.61	10,287.46	10,801.89	11,341.93	11,909.05	4,521.97	4,748.06	4,985.49	5,234.74	5,496.48	56.5246	59.3508	62.3186	65.4342	68.7060
Police Officer Range D	7	C	24	2400	9,986.02	10,485.32	11,009.62	11,560.06	12,138.07	4,608.93	4,839.38	5,081.36	5,335.41	5,602.18	57.6116	60.4922	63.5170	66.6926	70.0273

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
					Police Officer - Entry	7	C	29	2903	8,512.47	8,938.11	9,385.00	9,854.28	10,346.96	3,928.83	4,125.28	4,331.54	4,548.13	4,775.52
Police Property/Evidence Assistant	N	C	29	2905	5,321.72	5,587.83	5,867.29	6,160.61	6,468.61	2,456.18	2,579.00	2,707.98	2,843.36	2,985.51	30.7022	32.2375	33.8498	35.5420	37.3189
Police Property/Evidence Technician	N	C	29	2906	6,273.87	6,587.58	6,916.93	7,262.80	7,625.93	2,895.63	3,040.42	3,192.43	3,352.06	3,519.66	36.1954	38.0053	39.9054	41.9008	43.9957
Police Range/Equipment Technician	N	C	29	2917	7,017.23	7,368.10	7,736.50	8,123.31	8,529.50	3,238.72	3,400.66	3,570.69	3,749.22	3,936.69	40.4840	42.5082	44.6336	46.8653	49.2086
Police Records Specialist	N	C	29	2904	5,226.78	5,488.12	5,762.49	6,050.61	6,353.14	2,412.36	2,532.98	2,659.61	2,792.59	2,932.22	30.1545	31.6622	33.2451	34.9074	36.6527
Police Records Supervisor	N	C	29	2914	6,273.87	6,587.58	6,916.93	7,262.80	7,625.93	2,895.63	3,040.42	3,192.43	3,352.06	3,519.66	36.1954	38.0053	39.9054	41.9008	43.9957
Police Sergeant	7	C	24	2401	12,149.39	12,756.86	13,394.72	14,064.44	14,767.70	5,607.41	5,887.78	6,182.18	6,491.28	6,815.86	70.0926	73.5972	77.2772	81.1410	85.1982
Police Services Coordinator	N	C	29	2916	5,538.41	5,815.29	6,106.10	6,411.38	6,731.92	2,556.19	2,683.98	2,818.20	2,959.10	3,107.04	31.9524	33.5498	35.2275	36.9888	38.8380
Police Services Specialist	N	C	29	2915	4,745.00	4,982.19	5,231.33	5,492.87	5,767.54	2,190.00	2,299.47	2,414.46	2,535.17	2,661.94	27.3750	28.7434	30.1808	31.6896	33.2743
Police Technician	N	C	29	2909	5,012.58	5,263.22	5,526.34	5,802.72	6,092.84	2,313.50	2,429.18	2,550.62	2,678.18	2,812.08	28.9188	30.3647	31.8828	33.4773	35.1510
Public Safety Dispatcher I	N	U	29	2910	5,971.55	6,270.03	6,583.59	6,912.75	7,258.38	2,756.10	2,893.86	3,038.58	3,190.50	3,350.02	34.4512	36.1733	37.9823	39.8813	41.8752
Public Safety Dispatcher II	N	C	29	2911	6,276.31	6,590.07	6,919.60	7,265.64	7,628.92	2,896.76	3,041.57	3,193.66	3,353.37	3,521.04	36.2095	38.0196	39.9208	41.9171	44.0130
Public Safety Dispatcher III	N	C	29	2912	6,935.26	7,282.10	7,646.17	8,028.43	8,429.89	3,200.89	3,360.97	3,529.00	3,705.43	3,890.72	40.0111	42.0121	44.1125	46.3179	48.6340
Public Safety Dispatch Supervisor	N	C	29	2913	8,460.66	8,883.64	9,327.87	9,794.24	10,283.95	3,904.92	4,100.14	4,305.17	4,520.42	4,746.44	48.8115	51.2518	53.8146	56.5053	59.3305

SUPERVISOR

Accounting Supervisor	E	U	04	4064	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
Administrative Supervisor	E	U	04	4001	7,947.57				9,660.26	3,668.11				4,458.58	45.8514				55.7322
Administrative/Clerical Supervisor	E	U	04	4000	6,553.00				7,965.21	3,024.46				3,676.25	37.8058				45.9531
Airport Business Development Supervisor	E	U	04	4067	8,540.83				10,381.43	3,941.92				4,791.43	49.2740				59.8929
Airport Maintenance Supervisor	E	U	04	4003	8,588.41				10,439.28	3,963.88				4,818.13	49.5485				60.2266
Airport Operations Supervisor	E	U	04	4004	8,488.85				10,318.27	3,917.93				4,762.28	48.9741				59.5285
Airport Patrol Supervisor	E	U	04	4005	11,463.51				13,933.92	5,290.85				6,431.04	66.1356				80.3880
Billing Supervisor	E	U	04	4008	7,610.68				9,250.80	3,512.62				4,269.60	43.9078				53.3700
Building and Safety Supervisor	E	U	04	4009	12,282.49				14,929.46	5,668.84				6,890.52	70.8605				86.1315
Capital Projects Supervisor	E	U	04	4073	11,899.38				14,463.76	5,492.02				6,675.58	68.6502				83.4447
City TV Production Supervisor	E	U	04	4022	9,236.39				11,226.89	4,262.95				5,181.64	53.2869				64.7705
Creeks Supervisor	E	U	04	4023	12,023.33				14,614.43	5,549.23				6,745.12	69.3654				84.3140
Custodial Supervisor	E	U	04	4014	6,174.00				7,504.55	2,849.54				3,463.64	35.6193				43.2955
Department Systems Supervisor	E	U	04	4077	11,179.63				13,588.86	5,159.83				6,271.78	64.4979				78.3973
Electronics/Communication Supervisor	E	U	04	4016	8,588.39				10,439.30	3,963.87				4,818.14	49.5484				60.2267
Environmental Services Supervisor	E	U	04	4017	10,071.12				12,241.49	4,648.21				5,649.92	58.1026				70.6240
Facilities Maintenance Superintendent	E	U	04	4018	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Facilities Maintenance Supervisor	E	U	04	4019	8,119.76				9,869.64	3,747.58				4,555.22	46.8447				56.9402
Finance Supervisor	E	U	04	4020	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
Fleet Services Superintendent	E	U	04	4078	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Fleet Services Supervisor	E	U	04	4007	8,542.80				10,383.82	3,942.83				4,792.53	49.2854				59.9066
Harbor Patrol Supervisor	E	U	04	4024	10,322.61				12,547.23	4,764.28				5,791.03	59.5535				72.3879
Information Technology Supervisor	E	U	04	4027	12,131.23				14,745.53	5,599.03				6,805.63	69.9879				85.0704
Laboratory Supervisor	E	U	04	4028	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Library Circulation Supervisor	E	U	04	4029	6,268.73				7,619.67	2,893.26				3,516.77	36.1657				43.9596
Maintenance Supervisor I	E	U	04	4030	7,170.52				8,715.83	3,309.47				4,022.69	41.3684				50.2836
Maintenance Supervisor II	E	U	04	4031	7,883.24				9,582.13	3,638.42				4,422.52	45.4803				55.2815
Marketing Supervisor	E	U	04	4070	9,276.50				11,275.70	4,281.46				5,204.17	53.5183				65.0521
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,434.29				9,036.43	3,431.21				4,170.66	42.8901				52.1333
Parking Supervisor	E	U	04	4034	8,448.22				10,268.92	3,899.18				4,739.50	48.7397				59.2437
Parking/TMP Superintendent	E	U	04	4035	10,217.37				12,419.29	4,715.71				5,731.98	58.9464				71.6498
Parks Superintendent	E	U	04	4068	8,321.06				10,114.28	3,840.49				4,668.13	48.0061				58.3516
Parks Supervisor	E	U	04	4033	7,204.38				8,756.97	3,325.10				4,041.68	41.5638				50.5210
Purchasing Supervisor	E	U	04	4036	9,136.23				11,105.16	4,216.72				5,125.46	52.7090				64.0682
Recreation Supervisor I	E	U	04	4037	7,957.43				9,672.33	3,672.66				4,464.15	45.9083				55.8019
Rental Housing Mediation Supervisor	E	U	04	4074	9,155.79				11,128.91	4,225.75				5,136.42	52.8219				64.2053
Senior Librarian	E	U	04	4038	8,607.78				10,462.77	3,972.82				4,828.97	49.6602				60.3621
Senior Planner I	E	U	04	4039	10,560.81				12,836.76	4,874.22				5,924.66	60.9278				74.0582
Senior Planner II	E	U	04	4040	11,089.04				13,478.79	5,118.02				6,220.98	63.9753				77.7623
Senior Recreation Supervisor	E	U	04	4041	8,565.03				10,410.86	3,953.09				4,805.01	49.4136				60.0626

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
					Street Tree Supervisor	E	U	04	4042	7,204.38				8,756.97	3,325.10				4,041.68
Streets Maintenance Superintendent	E	U	04	4076	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Supervising Engineer	E	U	04	4043	12,892.43				15,670.85	5,950.35				7,232.70	74.3794				90.4087
Supervising Librarian	E	U	04	4044	8,620.69				10,478.46	3,978.78				4,836.21	49.7348				60.4526
Supervising Park Ranger	E	U	04	4075	8,300.80				10,089.65	3,831.14				4,656.76	47.8893				58.2095
Supervising Transportation Engineer	E	U	04	4047	12,281.43				14,928.20	5,668.35				6,889.94	70.8544				86.1242
Supervising Transportation Planner	E	U	04	4046	10,561.11				12,837.13	4,874.36				5,924.83	60.9295				74.0604
Treatment Plant Technician Supervisor	E	U	04	4049	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Urban Forest Superintendent	E	U	04	4050	10,560.98				12,836.94	4,874.30				5,924.74	60.9288				74.0592
Wastewater Collection System Superintendent	E	U	04	4053	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Wastewater Collection System Supervisor	E	U	04	4052	10,943.86				13,302.34	5,051.01				6,139.54	63.1376				76.7443
Wastewater Treatment Superintendent	E	U	04	4054	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Wastewater Treatment Supervisor	E	U	04	4055	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Water Distribution Superintendent	E	U	04	4059	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Distribution Supervisor	E	U	04	4060	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Water Quality Superintendent	E	U	04	4069	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Service Superintendent	E	U	04	4072	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Services Supervisor	E	U	04	4071	10,621.43				12,910.47	4,902.20				5,958.68	61.2775				74.4835
Water Treatment Superintendent	E	U	04	4057	14,046.22				17,073.31	6,482.87				7,879.99	81.0359				98.4999
Water Treatment Supervisor	E	U	04	4058	12,214.43				14,846.69	5,637.43				6,852.32	70.4679				85.6540
Waterfront Maintenance Superintendent	E	U	04	4062	9,065.72				11,019.49	4,184.18				5,085.92	52.3023				63.5740
Waterfront Parking Supervisor	E	U	04	4061	8,277.43				10,061.26	3,820.35				4,643.66	47.7544				58.0458
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	8,719.77				10,599.01	4,024.51				4,891.85	50.3064				61.1481
Payroll and A/P Supervisor*	E	U	05	5005	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	6,622.37	6,953.53	7,301.15	7,666.23	8,049.56	3,056.48	3,209.32	3,369.76	3,538.26	3,715.18	38.2060	40.1165	42.1220	44.2282	46.4397
Airport Operations Specialist Trainee	N	U	19	1962	5,297.91	5,562.87	5,840.94	6,132.97	6,439.66	2,445.19	2,567.48	2,695.82	2,830.60	2,972.15	30.5649	32.0935	33.6977	35.3825	37.1519
Airport Police Officer	N	C	19	1964	9,468.90	9,942.27	10,439.48	10,961.38	11,509.44	4,370.26	4,588.74	4,818.22	5,059.10	5,312.05	54.6282	57.3593	60.2277	63.2388	66.4006
Airport Police Officer II	N	C	19	1965	10,365.51	10,883.80	11,427.98	11,999.26	12,599.32	4,784.08	5,023.29	5,274.45	5,538.12	5,815.07	59.8010	62.7911	65.9306	69.2265	72.6884
Airport Police Officer - Entry	N	C	19	1966	9,018.01	9,468.83	9,942.34	10,439.43	10,961.38	4,162.16	4,370.23	4,588.77	4,818.20	5,059.10	52.0270	54.6279	57.3596	60.2275	63.2387
Airport Police Officer - Trainee	N	U	19	1967	7,515.00	7,890.70	8,285.29	8,699.51	9,134.49	3,468.46	3,641.86	3,823.98	4,015.16	4,215.92	43.3558	45.5233	47.7997	50.1895	52.6990
Airport Security Aide	N	C	19	1968	4,216.14	4,426.85	4,648.32	4,880.70	5,124.71	1,945.91	2,043.16	2,145.38	2,252.63	2,365.25	24.3239	25.5395	26.8173	28.1579	29.5656
Control Systems Operator Specialist I	N	C	19	1904	8,732.79	9,169.42	9,627.91	10,109.26	10,614.72	4,030.52	4,232.04	4,443.65	4,665.81	4,899.10	50.3815	52.9005	55.5456	58.3226	61.2387
Control Systems Operator Specialist II	N	C	19	1905	9,700.30	10,185.33	10,694.60	11,229.36	11,790.76	4,477.06	4,700.92	4,935.97	5,182.78	5,441.89	55.9632	58.7615	61.6996	64.7847	68.0236
Cross Connection Specialist	N	C	19	1939	9,275.67	9,739.41	10,226.36	10,737.74	11,274.62	4,281.08	4,495.11	4,719.86	4,955.88	5,203.67	53.5135	56.1889	58.9982	61.9485	65.0459
Harbor Patrol Officer	N	C	19	1906	8,976.18	9,424.98	9,896.25	10,391.05	10,910.62	4,142.85	4,349.99	4,567.50	4,795.87	5,035.67	51.7856	54.3749	57.0938	59.9484	62.9459
Harbor Patrol Officer - Entry	N	C	19	1907	8,056.79	8,459.64	8,882.55	9,326.88	9,792.99	3,718.52	3,904.45	4,099.64	4,304.62	4,519.84	46.4815	48.8056	51.2455	53.8078	56.4980
Laboratory Analyst Coordinator	N	C	19	1911	9,387.95	9,857.34	10,350.21	10,867.70	11,411.10	4,332.90	4,549.54	4,777.02	5,015.86	5,266.66	54.1613	56.8693	59.7128	62.6983	65.8333
Laboratory Analyst I	N	C	19	1909	7,729.09	8,115.62	8,521.46	8,947.47	9,394.84	3,567.27	3,745.67	3,932.98	4,129.60	4,336.08	44.5909	46.8209	49.1622	51.6200	54.2010
Laboratory Analyst II	N	C	19	1910	8,577.27	9,006.12	9,456.48	9,929.27	10,425.78	3,958.74	4,156.67	4,364.53	4,582.74	4,811.90	49.4843	51.9584	54.5566	57.2842	60.1487
Lead Park Ranger	N	C	19	1955	7,939.92	8,336.86	8,753.75	9,191.41	9,650.98	3,664.58	3,847.78	4,040.19	4,242.19	4,454.30	45.8072	48.0972	50.5024	53.0274	55.6787
Lead Water Meter Technician	N	C	19	1963	9,235.83	9,697.68	10,182.58	10,691.68	11,226.28	4,262.69	4,475.85	4,699.65	4,934.62	5,181.36	53.2836	55.9481	58.7456	61.6827	64.7670
Meter Reader/Water Distribution OIT	N	C	19	1913	5,122.72	5,378.84	5,647.85	5,930.21	6,226.70	2,364.33	2,482.54	2,606.70	2,737.02	2,873.86	29.5541	31.0318	32.5837	34.2127	35.9232
Park Ranger	N	C	19	1914	7,218.08	7,578.96	7,957.97	8,355.84	8,773.57	3,331.42	3,497.98	3,672.91	3,856.54	4,049.34	41.6428	43.7247	45.9114	48.2067	50.6168
Reclamation Specialist	N	C	19	1924	5,949.13	6,246.59	6,558.89	6,886.84	7,231.25	2,745.75	2,883.04	3,027.18	3,178.54	3,337.50	34.3219	36.0380	37.8398	39.7317	41.7187
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	8,413.15	8,833.80	9,275.46	9,739.30	10,226.23	3,882.99	4,077.14	4,280.98	4,495.06	4,719.80	48.5374	50.9642	53.5123	56.1882	58.9975
Senior Airport Operations Specialist	N	C	19	1916	7,381.66	7,750.73	8,138.30	8,545.20	8,972.38	3,406.92	3,577.26	3,756.14	3,943.94	4,141.10	42.5865	44.7157	46.9517	49.2993	51.7638
Senior Airport Security Aide	N	C	19	1969	4,637.69	4,869.67	5,113.10	5,368.76	5,637.19	2,140.47	2,247.54	2,359.89	2,477.89	2,601.78	26.7559	28.0942	29.4986	30.9736	32.5223
Senior Control Systems Operator Specialist	N	C	19	1917	10,620.70	11,151.77	11,709.40	12,294.84	12,909.54	4,901.86	5,146.97	5,404.34	5,674.54	5,958.25	61.2732	64.3371	67.5542	70.9318	74.4781
Senior Cross Connection Specialist	E	C	19	1959	10,053.03	10,555.68	11,083.35	11,637.67	12,219.52	4,639.86	4,871.85	5,115.39	5,371.23	5,639.78	57.9983	60.8981	63.9424	67.1404	70.4972
Senior Treatment Plant Technician	N	C	19	1918	9,374.45	9,843.21	10,335.37	10,852.14	11,394.67	4,326.67	4,510.02	4,770.17	5,008.68	5,259.08	54.0834	56.7878	59.6271	62.6085	65.7385
Senior Wastewater Collection System Operator	N	C	19	1919	8,275.15	8,688.98	9,123.42	9,579.55	10,058.58	3,819.30	4,014.30	4,210.81	4,421.33	4,642.42	47.7413	50.1287	52.6351	55.2666	58.0302

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
					Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	10,053.33	10,556.02	11,083.76	11,638.01	12,219.91	4,640.00	4,872.01	5,115.58	5,371.39	5,639.96
Senior Wastewater Treatment Plant Operator	N	C	19	1921	10,027.31	10,528.66	11,055.07	11,607.83	12,188.24	4,627.99	4,859.38	5,102.34	5,357.46	5,625.34	57.8499	60.7423	63.7793	66.9683	70.3168
Senior Water Distribution Operator	N	C	19	1920	6,634.55	6,966.29	7,314.54	7,680.29	8,064.36	3,062.10	3,215.21	3,375.94	3,544.75	3,722.01	38.2762	40.1901	42.1993	44.3094	46.5251
Treatment Plant Technician	N	C	19	1923	8,151.74	8,559.33	8,987.31	9,436.70	9,908.51	3,762.34	3,950.46	4,147.99	4,355.40	4,573.16	47.0292	49.3807	51.8499	54.4425	57.1645
Wastewater Collection System Lead Operator	N	C	19	1927	9,516.39	9,992.21	10,491.74	11,016.40	11,567.14	4,392.18	4,611.79	4,842.34	5,084.49	5,338.68	54.9022	57.6474	60.5292	63.5561	66.7335
Wastewater Collection System Operator I	N	C	19	1925	6,577.59	6,906.49	7,251.79	7,614.40	7,995.15	3,035.81	3,187.61	3,346.98	3,514.34	3,690.07	37.9476	39.8451	41.8373	43.9293	46.1259
Wastewater Collection System Operator II	N	C	19	1926	7,719.96	8,105.89	8,511.30	8,936.85	9,383.68	3,563.06	3,741.18	3,928.29	4,124.70	4,330.93	44.5383	46.7648	49.1036	51.5588	54.1366
Wastewater Collection System Operator Technician I	N	C	19	1929	6,705.44	7,040.69	7,392.80	7,762.37	8,150.52	3,094.82	3,249.55	3,412.06	3,582.63	3,761.78	38.6852	40.6194	42.6507	44.7829	47.0222
Wastewater Collection System Project Coordinator	N	C	19	1954	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	52.8556	55.4984	58.2733	61.1870	64.2464
Wastewater Compliance Specialist	N	C	19	1953	9,161.47	9,619.55	10,100.52	10,605.53	11,135.87	4,228.37	4,439.79	4,661.78	4,894.86	5,139.63	52.8546	55.4974	58.2722	61.1858	64.2454
Wastewater Treatment Plant Chief Operator	N	C	19	1932	10,555.09	11,082.85	11,636.97	12,218.83	12,829.70	4,871.58	5,115.16	5,370.91	5,639.46	5,921.40	60.8948	63.9395	67.1364	70.4932	74.0175
Wastewater Treatment Plant OIT	N	U	19	1931	6,577.89	6,906.73	7,252.09	7,614.73	7,995.48	3,035.95	3,187.72	3,347.12	3,514.49	3,690.22	37.9494	39.8465	41.8390	43.9311	46.1277
Wastewater Treatment Plant Operator I	N	C	19	1933	7,861.17	8,254.20	8,666.95	9,100.28	9,555.30	3,628.23	3,809.63	4,000.13	4,200.13	4,410.14	45.3529	47.6204	50.0016	52.5016	55.1268
Wastewater Treatment Plant Operator II	N	C	19	1934	8,275.09	8,688.90	9,123.36	9,579.48	10,058.49	3,819.27	4,010.26	4,210.78	4,421.30	4,642.38	47.7409	50.1283	52.6347	55.2663	58.0298
Wastewater Treatment Plant Operator III	N	C	19	1935	9,182.85	9,642.06	10,124.08	10,630.23	11,161.76	4,238.24	4,450.18	4,672.65	4,906.26	5,151.58	52.9780	55.6272	58.4081	61.3283	64.3948
Water Distribution Chief Operator	N	C	19	1957	10,555.63	11,083.45	11,637.67	12,219.52	12,830.44	4,871.83	5,115.44	5,371.23	5,639.78	5,921.74	60.8979	63.9430	67.1404	70.4973	74.0217
Water Distribution Equipment Operator	N	C	19	1930	6,906.77	7,252.09	7,614.71	7,995.48	8,395.25	3,187.74	3,347.12	3,514.48	3,690.22	3,874.73	39.8468	41.8390	43.9310	46.1278	48.4341
Water Distribution Lead Operator	N	C	19	1937	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	42.0810	44.1849	46.3940	48.7139	51.1496
Water Distribution Lead Operator Technician	N	C	19	1938	9,717.07	10,202.92	10,713.11	11,248.77	11,811.15	4,484.80	4,709.04	4,944.51	5,191.74	5,451.30	56.0600	58.8630	61.8064	64.8967	68.1413
Water Distribution OIT	N	U	19	1941	4,896.82	5,141.63	5,398.71	5,668.65	5,952.05	2,260.07	2,373.06	2,491.71	2,616.30	2,747.10	28.2509	29.6633	31.1464	32.7037	34.3388
Water Distribution Operator I	N	C	19	1945	5,436.32	5,708.13	5,993.54	6,293.19	6,607.84	2,509.07	2,634.52	2,766.25	2,904.55	3,049.77	31.3634	32.9315	34.5781	36.3069	38.1221
Water Distribution Operator II	N	C	19	1947	6,034.71	6,336.46	6,653.27	6,985.90	7,335.19	2,785.25	2,924.52	3,070.74	3,224.26	3,385.47	34.8156	36.5565	38.3842	40.3032	42.3184
Water Distribution Operator Technician OIT	N	U	19	1936	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	37.9504	39.8480	41.8407	43.9322	46.1288
Water Distribution Operator Technician I	N	C	19	1948	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	46.3340	48.6506	51.0834	53.6374	56.3193
Water Distribution Operator Technician II	N	C	19	1949	8,834.02	9,275.63	9,739.47	10,226.49	10,737.78	4,077.24	4,281.06	4,495.14	4,719.92	4,955.90	50.9655	53.5133	56.1893	58.9990	61.9488
Water Distribution Operator/Emergency Services	N	C	19	1950	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	42.0810	44.1849	46.3940	48.7139	51.1496
Water Distribution Project Coordinator	N	C	19	1956	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	52.8556	55.4984	58.2733	61.1870	64.2464
Water Meter Technician I	N	C	19	1960	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	37.9504	39.8480	41.8407	43.9322	46.1288
Water Meter Technician II	N	C	19	1961	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	46.3340	48.6506	51.0834	53.6374	56.3193
Water Treatment Chief Operator	N	C	19	1940	10,555.61	11,083.45	11,637.64	12,219.52	12,830.44	4,871.82	5,115.44	5,371.22	5,639.78	5,921.74	60.8978	63.9430	67.1403	70.4973	74.0217
Water Treatment Plant OIT	N	U	19	1942	6,578.11	6,906.88	7,252.31	7,614.92	7,995.65	3,036.05	3,187.79	3,347.22	3,514.58	3,690.30	37.9506	39.8474	41.8403	43.9322	46.1287
Water Treatment Plant Operator II	N	C	19	1944	8,275.13	8,688.90	9,123.36	9,579.51	10,058.49	3,819.29	4,010.26	4,210.78	4,421.31	4,642.38	47.7411	50.1282	52.6347	55.2664	58.0297
Water Treatment Plant Operator III	N	C	19	1946	9,182.40	9,641.56	10,123.64	10,629.78	11,161.28	4,238.03	4,449.95	4,672.45	4,906.05	5,151.36	52.9754	55.6244	58.4056	61.3256	64.3920
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	10,052.84	10,555.46	11,083.19	11,637.43	12,219.20	4,639.77	4,871.75	5,115.32	5,371.12	5,639.63	57.9971	60.8969	63.9415	67.1390	70.4954

Revisions:

- Resolution 25-083 = Firefighters' Association salary adjustment, effective 07/12/2025
- Resolution 25-099 = Santa Barbara Police Officers Association salary adjustment, effective 9/20/2025
- Resolution 25-103 = Council Agenda Report 9/16/2025, effective 09/20/2025
- Resolution 25-105 = Fire Management Association salary adjustment, effective 10/4/2025
- Resolution 25-117 = Treatment and Patrol salary adjustment, effective 10/4/2025
- Resolution 25-130 = Council Agenda Report 12/02/2025, effective 11/15/2025
- Resolution 25-130 = Council Agenda Report 12/02/2025, effective 6/28/2025
- Resolution 25-133 = Police Management Association salary adjustment, effective 12/27/2025
- Resolution 25-133 = Police Management Association salary adjustment, effective 1/10/2026
- Resolution 25-138 = Treatment and Patrol salary adjustment, effective 1/10/2026
- Resolution 2026-013 = Council Agenda Report 02/24/2026: Salary Increase for Certain Manager Positions, Effective 7/26/2025
- Resolution 2026-013 = Council Agenda Report 02/24/2026: Salary Increase for Certain Supervisor Positions, Effective 9/20/2025
- Resolution 2026-013 = Council Agenda Report 02/24/2026: Salary Increase for Certain Supervisor and Manager Positions, Effective 1/10/2026
- Resolution 2026-013 = Council Agenda Report 02/24/2026: Salary Increase for Police Chief, Effective 3/07/2026
- Resolution 2026-020 = Council Agenda Report 04/07/2026, effective 04/04/2026
- Resolution TBD = Council Agenda Report 5/19/2026, effective 5/30/2026

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

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

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

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

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

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

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

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

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

Hourly Assignment to "Regular" Classes			
01 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7332	N/A	Assistant City Attorney IV	\$98.1485 - \$119.3004
7334	N/A	Assistant City Attorney III	\$89.2259 - \$108.4548
7456	N/A	Assistant City Attorney V	\$109.7789 - \$133.4375
7335	N/A	Deputy City Attorney	\$57.5278 - \$69.9255
03 Management			
MUNIS 17	MUNIS 18		Hourly Rate
7446	N/A	Airport Operations Manager	\$69.8453 - \$84.8974
7449	N/A	Airport Properties Manager	\$69.8453 - \$84.8974
7336	N/A	Creeks Restoration/Clean Water Manager	\$79.7685 - \$96.9591
7337	N/A	Library Services Manager	\$61.9658 - \$75.3200
7340	N/A	Parks and Recreation Business Manager	\$65.7877 - \$79.9653
7447	N/A	Principal Project Manager	\$93.1921 - \$113.2760
04 Supervisors			
MUNIS 17	MUNIS 18		Range
7454	N/A	Accounting Supervisor	\$56.4434 - \$68.6075
7448	N/A	Airport Patrol Supervisor	\$66.1356 - \$80.3880
7342	N/A	Custodial Supervisor	\$35.6193 - \$43.2955
7343	N/A	Facilities Maintenance Supervisor	\$46.8447 - \$56.9402
7344	N/A	Parking/TMP Superintendent	\$58.9464 - \$71.6498
7345	N/A	Parks Supervisor	\$41.5638 - \$50.5210
7346	N/A	Senior Librarian	\$49.6602 - \$60.3621
7347	N/A	Water Treatment Superintendent	\$81.0359 - \$98.4999
14 General			
MUNIS 17	MUNIS 18		Range
7013	8008	Accountant II	\$43.3989
7074	8062	Accounting Assistant	\$33.9891
7103	8090	Accounting Coordinator	\$39.2783
7003	8001	Accounting Technician	\$35.7272
7000	N/A	Administrative Analyst I	\$48.6740
7001	N/A	Administrative Analyst II	\$55.6900
7002	8000	Administrative Assistant	\$39.8705
7065	8053	Administrative Specialist	\$31.0493
7004	8002	Assistant Parking Coordinator	\$31.0705
7007	8004	Assistant Planner	\$45.6179
7010	N/A	Assistant Transportation Planner	\$45.6179
7008	8005	Associate Planner	\$49.4076
7009	8301	Associate Transportation Planner	\$49.4076
7062	8050	Automotive/Equipment Tech	\$37.3674
7012	8007	Automotive Service Writer	\$43.3989
7015	8010	Building Inspector	\$46.1174
7387	8307	Building Permit Tech	\$37.7763
7016	8011	Buyer II	\$41.6671
7017	8012	Carpenter	\$38.3683
7040	8032	City TV Production Specialist	\$46.3353
7018	8013	Code Enforcement Officer	\$40.8773
7079	8067	Commission Secretary	\$33.0678
7020	N/A	Communications Specialist	\$37.9308
7019	8014	Community Development Programs Specialist	\$44.7170
7026	8020	Computer Training Coordinator	\$50.3531
7027	8021	Creeks Outreach Coordinator	\$43.1829
7025	8019	Custodian	\$26.6194
7389	8308	Deputy City Clerk	\$43.1058
7028	8022	Electrician	\$40.7351
7029	8023	Electronics/Communications Technician I	\$38.9015
7031	8025	Engineering Technician I	\$34.9519
7032	8026	Engineering Technician II	\$38.4259
7386	N/A	Environmental Services Specialist II	\$53.7794
7030	8024	Equipment Operator	\$31.7324
7036	8029	Fire Public Education Coordinator	\$43.1829
7414	8323	Fleet Services Technician I	\$37.3674
7415	8324	Fleet Services Technician II	\$41.2871
7037	8030	Geographic Information Systems Technician	\$43.6156
7457	8359	Geographic Information Systems Analyst	\$51.3096
7021	8015	Graphic Designer	\$46.5373
7043	8035	Grounds Maintenance Crew Leader	\$35.2839
7044	8036	Grounds Maintenance Worker I	\$27.9107

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

Hourly Assignment to "Regular" Classes			
MUNIS 17	MUNIS 18		Hourly Rate
7045	8037	Grounds Maintenance Worker II	\$31.3035
7046	8038	Heavy Equipment Tech	\$41.2871
7047	8039	Housing Programs Specialist	\$49.4076
7411	8322	Housing Project Planner	\$52.9806
7048	N/A	Human Resources Analyst II	\$55.6900
7416	8325	Human Resources Technician	\$41.0818
7023	8017	Information Technology Technician I	\$34.5016
7024	8018	Information Technology Technician II	\$37.5544
7049	N/A	Law Clerk	\$38.2137
7465	8368	Lead Equipment Technician	\$45.6179
7050	N/A	Legal Administrative Assistant I	\$32.7393
7051	N/A	Legal Administrative Assistant II	\$39.5712
7052	8040	Librarian I	\$37.7879
7053	8041	Librarian II	\$41.5440
7054	8042	Library Assistant I	\$28.3217
7055	8043	Library Assistant II	\$29.4746
7057	8045	Library Systems Technician I	\$34.5016
7056	8044	Library Technician	\$31.4487
7005	N/A	Litigation Paralegal	\$40.3688
7058	8046	Mail Services Specialist	\$24.0922
7061	8049	Maintenance Crew Leader	\$36.9978
7059	8047	Maintenance Worker I	\$26.6194
7060	8048	Maintenance Worker II	\$31.3820
7417	8326	Marketing Coordinator	\$46.5373
7022	8016	Network Analyst	\$51.3096
7063	8051	Office Specialist I	\$24.7004
7064	8052	Office Specialist II	\$27.1560
7067	8055	Outreach Coordinator	\$43.1829
7066	8054	Painter	\$37.1147
7068	8056	Parking Coordinator	\$39.6723
7072	8060	Planning Technician I	\$37.9308
7071	8059	Planning Technician II	\$41.0818
7073	8061	Plumber	\$39.3372
7070	8058	Project Engineer I	\$54.2994
7075	8063	Project Engineer II	\$59.6967
7077	8065	Project Planner	\$52.9806
7078	8066	Public Works Inspector I	\$40.1688
7397	8310	Real Property Agent	\$49.1618
7080	8068	Records Technician	\$31.3820
7382	8306	Recreation Coordinator	\$37.0597
7082	8070	Recreation Program Leader	\$26.2237
7083	8071	Recreation Specialist	\$30.6612
7081	8069	Recycling Educator	\$37.5544
7084	8072	Rental Housing Mediation Specialist	\$40.6740
7085	N/A	Risk Analyst II	\$55.6900
7091	8078	Senior Commission Secretary	\$36.5366
7086	8073	Senior Custodian	\$28.1205
7035	8028	Senior Electronics/Communications Technician	\$45.8616
7033	8027	Senior Engineering Technician	\$43.7467
7087	8074	Senior Grounds Maintenance Worker	\$32.5777
7088	8075	Senior Library Technician	\$34.4028
7089	8076	Senior Maintenance Worker	\$35.1980
7076	8064	Senior Network/Applications Analyst	\$55.3832
7455	8358	Senior Plan Check Engineer	\$61.6180
7380	8303	Senior Plans Examiner	\$55.7683
7090	8077	Senior Real Property Agent	\$56.5295
7092	8079	Stock Clerk	\$27.7030
7096	8083	Traffic Technician I	\$34.5016
7097	8084	Traffic Technician II	\$37.9308
7098	8085	Tree Trimmer I	\$28.5447
7099	8086	Tree Trimmer II	\$32.0141
7101	8088	Vehicle Services Assistant	\$28.2613
7104	8091	Water Resources Specialist	\$47.9513
7379	8304	Water Resources Technician	\$37.5544
7102	8089	Welder/Fabricator	\$37.7986

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

Hourly Assignment to "Regular" Classes			
19 SBCEA Treatment & Patrol			
MUNIS 17	MUNIS 18		Range
7006	8003	Airport Operations Specialist	\$38.2060
7462	8366	Airport Police Officer	\$54.6282
7463	8367	Airport Police Officer II	\$59.8010
7352	8287	Harbor Patrol Officer	\$51.7856
7011	8006	Airport Security Aide	\$24.3239
7354	8289	Lab Analyst I	\$44.5909
7069	8057	Park Ranger	\$41.6428
7356	8291	Treatment Plant Technician	\$47.0292
7349	8284	Wastewater Treatment Plant OIT	\$37.9494
7350	8285	Wastewater Treatment Plant Operator III	\$52.9780
7351	8286	Water Distribution Operator Technician II	\$50.9655
7458	8360	Water Meter Technician II	\$46.3340
7355	8290	Water Treatment Plant OIT	\$37.9506
7353	8288	Water Treatment Plant Operator II	\$47.7411
7450	8354	Water Treatment Plant Operator III	\$52.9754
21 Police Chief			
MUNIS 17	MUNIS 18		Range
7390	N/A	Police Chief	\$127.2939 - \$154.7269
23 Police Management			
MUNIS 17	MUNIS 18		Range
7357	N/A	Police Lieutenant	\$89.5606 - \$108.8615
7466	N/A	Assistant Police Chief	\$118.4496 - \$143.9762
24 Police Sworn			
MUNIS 17	MUNIS 18		Range
7359	N/A	Police Officer	\$54.3506
7361	N/A	Police Officer- Entry	\$49.1104
29 Police Non-Sworn			
MUNIS 17	MUNIS 18		Range
7464	N/A	Administrative Polygraph Examiner	\$101.8500
7227	N/A	Background Investigator	\$51.8805
7388	N/A	EMD Dispatcher	\$46.2137
7395	N/A	Identification Technician	\$43.5312
7360	N/A	Parking Enforcement Officer	\$30.3647
7358	N/A	Public Safety Dispatcher II	\$36.2095
7362	N/A	Police Property/Evidence Assistant	\$30.7022
7391	N/A	Police Property/Evidence Technician	\$36.1954
7363	N/A	Police Records Specialist	\$30.1545
7364	N/A	Police Technician	\$28.9188
39 Fire Non-Sworn			
MUNIS 17	MUNIS 18		Range
7432	N/A	Fire Inspector II	\$50.9979

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

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

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

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

Hourly Rate Classes

Effective 04/04/2026
Revised 04/07/2026

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

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