



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: September 16, 2025

TO: Mayor and Councilmembers

FROM: Finance Department and Human Resources Department

SUBJECT: Fiscal Year 2025 Fourth-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 twelve months ended June 30, 2025;
- B. Accept the Fiscal Year (FY) 2025 Interim Financial Statements for the twelve months ended June 30, 2025;
- C. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Resolution No. 25-052 to Approve Proposed Fourth-Quarter (Q4) Adjustments to FY2025 Revenue and Expenditure Appropriations as Detailed in the Attached Schedule of Proposed Q4 Adjustments; and
- D. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Position Salary Control Resolution No. 25-053 for Authorized Positions for Fiscal Year 2025. The Human Resources Department Requests Council Approval for the Following Adjustments, Including the Following Position Changes. Changes are Effective September 20, 2025.

EXECUTIVE SUMMARY:

The FY2025 interim financial statements for the twelve months ended June 30, 2025, are presented to the City Council. These statements represent preliminary financial results for FY2025. Final results will be presented to the City Council once the Annual Comprehensive Financial Statements (ACFR) is produced in a few months. The projected deficit in the General Fund in FY2025 is \$(6.8 Million). Preliminary results indicate that General Fund revenues and expenditures have exceeded initial projections. However, it is important to note that year-end closing activities and audit adjustments are still in process, and the final audited figures may differ from the amounts currently reported.

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 Q4 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 2024. A listing and description of each proposed FY2025 adjustment is provided in Attachment 3.

Due to economic uncertainties articulated in the FY2025 adopted budget, a required budget reduction plan of \$4.1 Million was implemented and allocated amongst all General Fund departments. All budget reduction targets are projected to be met by the end of FY2025.

Revenue and Expenditure Summary

The table below summarizes the General Fund revenue and expenditure budget including actuals through Q4. The total adopted revenue budget is \$182.8 Million and the total adopted expenditure budget is \$187.3 Million, which resulted in a projected operating deficit of approximately \$(4.6 Million). The revised budget includes additional expenditures from encumbrances carried forward from prior year contractual commitments, along with any City Council approved adjustments since the beginning of the year. There are still several pending adjustments that will have an impact on the bottom line; however, the overall Q4 result is materially correct. Q4 adjustments are also not represented in the tables below. Revenues from taxes are 98.0% of budget or \$155.9 Million. Property taxes are typically received at the beginning of November and February.

| General Fund | FY2025 Adopted Budget | FY2025 Revised Budget | Actual FY 2025 - Q4 | Actual % of Revised Budget |
|-------------------|--------------------------|--------------------------|------------------------|-------------------------------|
| Revenues | \$182,752,119 | \$186,845,732 | \$183,216,809 | 98.1% |
| Expenditures | \$187,311,014 | \$195,730,783 | \$190,048,096 | 97.1% |
| Surplus (Deficit) | \$(4,558,895) | \$(8,885,051) | \$(6,831,287) | |

| Measure C | FY2025 Adopted Budget | FY2025 Revised Budget | Actual FY 2025 - Q4 | Actual % of Revised Budget |
|-------------------|--------------------------|--------------------------|------------------------|-------------------------------|
| Revenues | \$33,400,000 | \$33,400,000 | \$31,502,290 | 94.3% |
| Expenditures | \$37,313,123 | \$37,313,123 | \$41,341,569 | 110.8% |
| Surplus (Deficit) | \$(3,913,123) | \$(3,913,123) | \$(9,839,279) | |

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. For FY2025, staff received \$879.1K for the month of June. An additional \$2.9 Million in Measure I revenue will be recognized for FY2025 as part of the year-end close and accrual process, bringing this revenue line above the projected \$3.0 Million for the year.

Position Changes Summary

Human Resources seeks Council approval for the following adjustments to the Position Salary Control Resolution No. 25-053, as detailed in Attachment 4. Changes are effective September 20, 2025, unless otherwise noted below.

CITY ADMINISTRATOR'S OFFICE: Reclassification of Administrator's Office Supervisor to Office Manager: The City Administrator's Office requests the reclassification of the Administrator's Office Supervisor (Job Class 5000) to an Office Manager (Job Class 0275). This position is responsible for being the primary point of contact for the City Administrator's Office. It is also responsible for the management and maintenance of the office files, records, and contracts, along with the coordination of meeting logistics, advisory boards and commissions, and the preparation and editing of documents, spreadsheets, and presentations as needed. This reclassification will provide proper alignment to the duties being performed. Effective as of June 28, 2025, the cost to reclassify this position for FY2026 is \$27,741 annually.

COMMUNITY DEVELOPMENT DEPARTMENT: Maintain Classification Differentials between Senior Planner I and Senior Planner II: When created, the Senior Planner I and II classifications maintained a 5.0% salary differential. Due to compaction, the Senior Planner I classification was increased, whereas the Senior Planner II was not, as it was previously vacant. These two classifications are now essentially paid the same. To correct this and maintain a 5.0% differential within the series, a 2.81% increase is needed for the Senior Planner II.

FINANCE DEPARTMENT: Reclassification of Accounting Supervisor position to Senior Accountant: The Finance Department requests the reclassification of 1.0 FTE Accounting Supervisor (Job Class 4064) to a Senior Accountant (Job Class 1520). The position is currently filled as a Senior Accountant (overhire). This reclassification will provide proper alignment and reporting structure for the department. The savings to reclassify this position is \$22,422 annually.

HUMAN RESOURCES DEPARTMENT: Reclassification of two (2) Human Resources Analyst I positions to two (2) Human Resources Analyst II positions: The Human Resources Department requests the reclassification of 2.0 FTE Human Resources Analyst I (Job Class 1614) to 2.0 FTE Human Resources Analyst II (Job Class 1615). The Human Resources Analyst II is responsible for professional, technical, and analytical

human resources functions including recruitment, testing and selection, classification and compensation, discipline, grievances, investigations, employee relations, labor relations support, benefits administration, and employee training. This reclassification will provide proper alignment to the duties being performed and will be paid for via salary savings. The cost to reclassify these positions for FY2026 is \$29,147 annually.

PUBLIC WORKS DEPARTMENT: Reclassification of Administrative Assistant to Outreach Coordinator: An Administrative Assistant (Job Class 1409) in the Public Works Department requests the reclassification of her position to an Outreach Coordinator position (Job Class 1493). This position is responsible for all marketing, communication, advertising campaigns, community-based social media, broadcast, and electronic media for Public Works capital improvement projects including street paving, water main replacements, and community events. This reclassification will provide proper alignment to the duties being performed. The cost to reclassify this position for FY2026 is \$15,293 annually.

SUSTAINABILITY & RESILIENCE DEPARTMENT: Reclassification of Project Planner position to Administrative Analyst III: The Sustainability & Resilience Department requests the reclassification of 1.0 FTE Project Planner (Job Class 1507) to an Administrative Analyst III (Job Class 1407). The position serves as the lead on the City's Storm Water Management Program (SWMP). The incumbent works with City departments, private companies, and property owners to ensure current facilities and upcoming projects meet the SWMP requirements. Additionally, this position serves as a quasi-supervisor over the Department's Creeks Plan Review staff. This reclassification will provide proper alignment to the duties being performed. The cost to reclassify this position for FY2026 is \$20,536 annually.

Reclassification of Finance Analyst II to New Classification of Business Manager: The Sustainability & Resilience Department requests the reclassification of 1.0 FTE Finance Analyst II (Job Class 1457) to the newly created classification of Business Manager. This position is responsible for developing the department's annual budget. The position also monitors and manages department finances throughout the year. The duties of this position align with the duties of other department-specific Business Manager classifications throughout the City. This reclassification will provide proper alignment to the duties being performed. The cost to reclassify this position for FY2026 is \$10,785 annually.

BUDGET/FINANCIAL IMPACT:

There is no direct budgetary or financial impact by accepting the interim financial statement for Q4 FY2025. The Q4 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.

SUSTAINABILITY IMPACT:

Budget and financial reports can be accessed by the public on the City's Budget and Reporting webpage at SantaBarbaraCA.gov/Budget-Reports. Reports are no longer printed saving paper and toner.

ATTACHMENTS:

1. Summary by Fund Statement of Revenues and Expenditures for the Twelve Months Ended June 30, 2025
2. Interim Financial Statements for the Twelve Months Ended June 30, 2025 (Narrative Analysis)
3. Schedule of Proposed Fourth Quarter Adjustments
4. Position Salary Control Revised, Effective September 20, 2025

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 Twelve Months Ended June 30, 2025 (100% 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 | 182,752,119 | 186,845,732 | 183,216,810 | - | 3,628,922 | 98.1% | 173,266,631 |
| Expenditures | 187,311,014 | 195,730,783 | 190,052,441 | 2,824,097 | 2,854,245 | 98.5% | 215,335,093 |
| <i>Addition to / (use of) reserves</i> | <u>(4,558,895)</u> | <u>(8,885,051)</u> | <u>(6,835,631)</u> | <u>(2,824,097)</u> | <u>774,677</u> | | <u>(42,068,462)</u> |
| MEASURE C (pages 3-7) | | | | | | | |
| Revenue | 33,400,000 | 33,400,000 | 31,502,290 | - | 1,897,710 | 94.3% | 31,096,991 |
| Expenditures | 37,313,123 | 37,313,123 | 41,341,569 | - | (4,028,446) | 110.8% | 34,199,450 |
| <i>Addition to / (use of) reserves</i> | <u>(3,913,123)</u> | <u>(3,913,123)</u> | <u>(9,839,279)</u> | <u>-</u> | | | <u>(3,102,459)</u> |
| SOLID WASTE FUND (page 9) | | | | | | | |
| Revenue | 40,327,843 | 40,729,889 | 40,408,978 | - | 320,911 | 99.2% | 39,407,171 |
| Expenditures | 39,609,106 | 40,678,058 | 38,813,702 | 347,553 | 1,516,803 | 96.3% | 37,568,800 |
| <i>Addition to / (use of) reserves</i> | <u>718,737</u> | <u>51,831</u> | <u>1,595,276</u> | <u>(347,553)</u> | <u>(1,195,892)</u> | | <u>1,838,371</u> |
| WATER OPERATING FUND (page 10) | | | | | | | |
| Revenue | 80,625,863 | 78,825,863 | 80,153,125 | - | (1,327,262) | 101.7% | 72,949,067 |
| Expenditures | 83,755,501 | 86,842,643 | 75,538,800 | 5,576,533 | 5,727,311 | 93.4% | 77,871,814 |
| <i>Addition to / (use of) reserves</i> | <u>(3,129,638)</u> | <u>(8,016,780)</u> | <u>4,614,325</u> | <u>(5,576,533)</u> | <u>(7,054,572)</u> | | <u>(4,922,746)</u> |
| WASTEWATER OPERATING FUND (page 11) | | | | | | | |
| Revenue | 31,282,314 | 31,315,314 | 32,044,607 | - | (729,293) | 102.3% | 29,403,072 |
| Expenditures | 31,971,687 | 33,636,050 | 32,250,448 | 1,276,831 | 108,771 | 99.7% | 28,867,544 |
| <i>Addition to / (use of) reserves</i> | <u>(689,373)</u> | <u>(2,320,736)</u> | <u>(205,841)</u> | <u>(1,276,831)</u> | <u>(838,064)</u> | | <u>535,528</u> |
| DOWNTOWN PARKING FUND (page 12) | | | | | | | |
| Revenue | 15,376,580 | 11,187,036 | 11,428,288 | - | (241,251) | 102.2% | 10,550,950 |
| Expenditures | 13,634,491 | 12,849,263 | 11,530,644 | 163,726 | 1,154,893 | 91.0% | 11,618,448 |
| <i>Addition to / (use of) reserves</i> | <u>1,742,089</u> | <u>(1,662,227)</u> | <u>(102,356)</u> | <u>(163,726)</u> | <u>(1,396,144)</u> | | <u>(1,067,498)</u> |
| AIRPORT OPERATING FUND (page 13) | | | | | | | |
| Revenue | 32,685,752 | 33,787,621 | 33,750,492 | - | 37,129 | 99.9% | 30,813,314 |
| Expenditures | 32,958,862 | 39,512,511 | 35,695,626 | 1,119,140 | 2,697,745 | 93.2% | 30,040,919 |
| <i>Addition to / (use of) reserves</i> | <u>(273,111)</u> | <u>(5,724,890)</u> | <u>(1,945,134)</u> | <u>(1,119,140)</u> | <u>(2,660,616)</u> | | <u>772,395</u> |
| GOLF COURSE FUND (page 14) | | | | | | | |
| Revenue | 4,700,502 | 4,700,502 | 4,987,166 | - | (286,664) | 106.1% | 4,701,353 |
| Expenditures | 4,353,846 | 4,552,182 | 4,374,030 | - | 178,153 | 96.1% | 3,642,130 |
| <i>Addition to / (use of) reserves</i> | <u>346,656</u> | <u>148,320</u> | <u>613,137</u> | <u>-</u> | <u>(464,817)</u> | | <u>1,059,223</u> |
| FACILITIES MANAGEMENT FUND (page 15) | | | | | | | |
| Revenue | 6,795,568 | 7,206,466 | 7,292,897 | - | (86,431) | 101.2% | 6,851,976 |
| Expenditures | 6,503,281 | 7,140,075 | 6,356,262 | 115,199 | 668,614 | 90.6% | 7,811,645 |
| <i>Addition to / (use of) reserves</i> | <u>292,286</u> | <u>66,390</u> | <u>936,635</u> | <u>(115,199)</u> | <u>(755,046)</u> | | <u>(959,669)</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

| | Adopted Budget | Revised Budget | YTD Actual | Encum- brances | Remaining Balance with Revised budget | %of Budget | Previous YTD |
|---|---------------------------|---------------------------|-----------------------|---------------------------|--|-----------------------|-------------------------|
| FLEET REPLACEMENT FUND (page 16) | | | | | | | |
| Revenue | 5,977,251 | 6,956,468 | 7,025,042 | - | (68,573) | 101.0% | 6,285,192 |
| Expenditures | 4,522,282 | 8,652,134 | 3,284,120 | 1,105,796 | 4,262,219 | 50.7% | 3,639,630 |
| <i>Addition to / (use of) reserves</i> | <u>1,454,969</u> | <u>(1,695,666)</u> | <u>3,740,922</u> | <u>(1,105,796)</u> | <u>(4,330,792)</u> | | <u>2,645,562</u> |
| FLEET MAINTENANCE FUND (page 17) | | | | | | | |
| Revenue | 3,581,759 | 3,508,147 | 3,622,681 | - | (114,534) | 103.3% | 3,229,465 |
| Expenditures | 3,893,937 | 4,100,496 | 3,886,836 | 13,492 | 200,168 | 95.1% | 3,521,436 |
| <i>Addition to / (use of) reserves</i> | <u>(312,178)</u> | <u>(592,349)</u> | <u>(264,155)</u> | <u>(13,492)</u> | <u>(314,702)</u> | | <u>(291,971)</u> |
| SELF INSURANCE TRUST FUND (page 18) | | | | | | | |
| Revenue | 20,896,719 | 20,297,138 | 20,477,164 | - | (180,026) | 100.9% | 18,117,619 |
| Expenditures | 22,630,509 | 22,983,479 | 18,271,018 | 213,197 | 4,499,265 | 80.4% | 16,499,506 |
| <i>Addition to / (use of) reserves</i> | <u>(1,733,790)</u> | <u>(2,686,341)</u> | <u>2,206,147</u> | <u>(213,197)</u> | <u>(4,679,291)</u> | | <u>1,618,112</u> |
| INFORMATION TECHNOLOGY FUND (page 19) | | | | | | | |
| Revenue | 9,384,047 | 9,384,036 | 9,484,957 | - | (100,920) | 101.1% | 6,396,819 |
| Expenditures | 9,737,489 | 9,736,597 | 8,722,937 | 25,044 | 988,617 | 89.8% | 6,667,936 |
| <i>Addition to / (use of) reserves</i> | <u>(353,441)</u> | <u>(352,561)</u> | <u>762,020</u> | <u>(25,044)</u> | <u>(1,089,537)</u> | | <u>(271,117)</u> |
| WATERFRONT OPERATING FUND (page 20) | | | | | | | |
| Revenue | 20,459,725 | 20,514,360 | 20,897,022 | - | (382,662) | 101.9% | 19,915,818 |
| Expenditures | 21,050,805 | 21,370,197 | 20,446,785 | 161,546 | 761,865 | 96.4% | 18,444,360 |
| <i>Addition to / (use of) reserves</i> | <u>(591,080)</u> | <u>(855,837)</u> | <u>450,237</u> | <u>(161,546)</u> | <u>(1,144,527)</u> | | <u>1,471,458</u> |
| SANTA BARBARA CLEAN ENERGY FUND (page 21) | | | | | | | |
| Revenue | 53,307,781 | 53,307,781 | 45,237,917 | - | 8,069,864 | 84.9% | 54,439,247 |
| Expenditures | 55,457,671 | 58,341,049 | 56,337,601 | 1,572,814 | 430,635 | 99.3% | 33,571,505 |
| <i>Addition to / (use of) reserves</i> | <u>(2,149,890)</u> | <u>(5,033,268)</u> | <u>(11,099,683)</u> | <u>(1,572,814)</u> | <u>7,639,228</u> | | <u>20,867,742</u> |
| ENERGY AND CLIMATE MANAGEMENT FUND (page 22) | | | | | | | |
| Revenue | 2,273,443 | 2,269,760 | 2,249,750 | - | 20,010 | 99.1% | 3,036,366 |
| Expenditures | 2,326,253 | 2,710,994 | 2,167,681 | 146,063 | 397,250 | 85.3% | 2,925,818 |
| <i>Addition to / (use of) reserves</i> | <u>(52,810)</u> | <u>(441,234)</u> | <u>82,069</u> | <u>(146,063)</u> | <u>(377,240)</u> | | <u>110,547</u> |
| TOTAL FOR ALL FUNDS | | | | | | | |
| Revenue | 543,827,266 | 544,236,114 | 533,779,185 | - | 10,456,929 | 98.1% | 510,461,052 |
| Expenditures | 557,029,857 | 586,149,635 | 549,070,497 | 14,661,029 | 22,418,109 | 96.2% | 532,226,034 |
| <i>Addition to / (use of) reserves</i> | <u>(13,202,591)</u> | <u>(41,913,521)</u> | <u>(15,291,312)</u> | <u>(14,661,029)</u> | <u>(11,961,180)</u> | | <u>(21,764,983)</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 Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

| | Adopted Budget | Revised Budget | YTD Actual | Remaining Balance with Revised budget | Percent Received | Previous YTD | Change Over Prior Year |
|------------------------------------|---------------------------|---------------------------|-----------------------|--|-----------------------------|-------------------------|-----------------------------------|
| TAXES | | | | | | | |
| Sales and Use | 31,200,000 | 30,000,000 | 29,932,496 | 67,504 | 99.8% | 29,153,870 | 2.7% |
| Measure C Sales Tax | 33,400,000 | 33,400,000 | 31,502,290 | 1,897,710 | 94.3% | 31,096,991 | 1.3% |
| Measure I Sales Tax | - | 3,000,000 | 879,112 | 2,120,888 | 29.3% | - | 0.0% |
| Property Taxes | 51,030,000 | 51,000,000 | 50,658,248 | 341,752 | 99.3% | 48,672,111 | 4.1% |
| Utility Users Tax | 7,950,000 | 8,200,000 | 8,984,926 | (784,926) | 109.6% | 7,290,419 | 23.2% |
| Transient Occupancy Tax | 28,700,000 | 29,300,000 | 29,330,696 | (30,696) | 100.1% | 26,505,138 | 10.7% |
| Business License | 2,900,000 | 2,900,000 | 2,729,185 | 170,815 | 94.1% | 2,846,122 | -4.1% |
| Cannabis Excise Tax | 1,400,000 | 1,030,000 | 991,164 | 38,836 | 96.2% | 1,311,001 | -24.4% |
| Real Property Transfer Tax | 1,200,000 | 910,000 | 917,956 | (7,956) | 100.9% | 847,825 | 8.3% |
| <i>Total Tax Revenues</i> | <u>157,780,000</u> | <u>159,740,000</u> | <u>155,926,073</u> | <u>3,813,927</u> | <u>97.6%</u> | <u>147,723,477</u> | <u>5.6%</u> |
| LICENSES & PERMITS | | | | | | | |
| Licenses & Permits | 237,886 | 237,886 | 141,616 | 96,270 | 59.5% | 141,767 | -0.1% |
| <i>Total</i> | <u>237,886</u> | <u>237,886</u> | <u>141,616</u> | <u>96,270</u> | <u>59.5%</u> | <u>141,767</u> | <u>-0.1%</u> |
| FINES & FORFEITURES | | | | | | | |
| Police | 2,540,600 | 2,540,600 | 1,886,768 | 653,832 | 74.3% | 1,618,571 | 16.6% |
| Other Fines & Forfeitures | 483,000 | 483,000 | 988,839 | (505,839) | 204.7% | 677,760 | 45.9% |
| <i>Total</i> | <u>3,023,600</u> | <u>3,023,600</u> | <u>2,875,607</u> | <u>147,993</u> | <u>95.1%</u> | <u>2,296,331</u> | <u>25.2%</u> |
| USE OF MONEY & PROPERTY | | | | | | | |
| Investment Income | 2,327,858 | 2,327,858 | 1,735,491 | 592,367 | 74.6% | 2,250,500 | -22.9% |
| Rents & Concessions | 1,539,676 | 1,542,356 | 1,374,520 | 167,836 | 89.1% | 1,391,115 | -1.2% |
| <i>Total</i> | <u>3,867,534</u> | <u>3,870,214</u> | <u>3,110,010</u> | <u>760,204</u> | <u>80.4%</u> | <u>3,641,615</u> | <u>-14.6%</u> |
| INTERGOVERNMENTAL | | | | | | | |
| Library | 884,966 | 911,764 | 888,964 | 22,800 | 97.5% | 872,292 | 1.9% |
| Fire | 1,500,000 | 1,800,000 | 1,757,483 | 42,517 | 97.6% | 1,035,722 | 69.7% |
| Other Intergovernmental | 627,078 | 1,798,436 | 762,703 | 1,035,734 | 42.4% | 3,140,752 | -75.7% |
| <i>Total</i> | <u>3,012,044</u> | <u>4,510,200</u> | <u>3,409,149</u> | <u>1,101,051</u> | <u>75.6%</u> | <u>5,048,766</u> | <u>-32.5%</u> |
| FEES & SERVICE CHARGES | | | | | | | |
| Community Development | 7,230,640 | 7,280,640 | 8,646,053 | (1,365,413) | 118.8% | 7,901,857 | 9.4% |
| Parks & Recreation | 4,320,477 | 4,825,449 | 4,334,278 | 491,171 | 89.8% | 4,278,329 | 1.3% |
| Other Service Charges | 2,821,667 | 2,653,870 | 3,066,854 | (412,984) | 115.6% | 3,096,276 | -1.0% |
| <i>Total</i> | <u>14,372,784</u> | <u>14,759,959</u> | <u>16,047,185</u> | <u>(1,287,226)</u> | <u>108.7%</u> | <u>15,276,461</u> | <u>5.0%</u> |
| OTHER REVENUES | | | | | | | |
| Interfund Charges & Reimbursement | 13,921,095 | 14,467,457 | 14,911,035 | (443,578) | 103.1% | 13,437,607 | 11.0% |
| Overhead Indirect Allocations | 9,547,772 | 9,547,772 | 9,507,582 | 40,190 | 99.6% | 9,207,353 | 3.3% |
| Interfund Transfers | 466,300 | 465,538 | 467,177 | (1,638) | 100.4% | 834,058 | -44.0% |
| Interfund Loans | 2,191,004 | 2,191,004 | 2,166,864 | 24,140 | 98.9% | - | - |
| Miscellaneous | 1,121,592 | 1,121,592 | 247,774 | 873,818 | 22.1% | 566,635 | -56.3% |
| Donations | 110,509 | 110,509 | 99,488 | 11,021 | 90.0% | 110,739 | -10.2% |
| Franchise Fees | 6,500,000 | 6,200,000 | 5,809,540 | 390,460 | 93.7% | 6,078,814 | -4.4% |
| <i>Total</i> | <u>33,858,272</u> | <u>34,103,873</u> | <u>33,209,460</u> | <u>894,412</u> | <u>97.4%</u> | <u>30,235,206</u> | <u>9.8%</u> |
| <i>Subtotal Non-Tax Revenues</i> | <u>58,372,119</u> | <u>60,505,732</u> | <u>58,793,028</u> | <u>1,712,704</u> | <u>97.2%</u> | <u>56,640,146</u> | <u>3.8%</u> |
| TOTAL REVENUES | <u>216,152,119</u> | <u>220,245,732</u> | <u>214,719,100</u> | <u>5,526,631</u> | <u>97.5%</u> | <u>204,363,622</u> | <u>5.1%</u> |

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Twelve Months Ended June 30, 2025 (100% 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 | 1,298,908 | 1,281,661 | 1,212,621 | - | 69,039 | 94.6% | 1,128,861 |
| ARTS & COMMUNITY PROMOTIONS | 2,178,925 | 2,411,135 | 2,379,383 | 21,480 | 10,271 | 99.6% | 2,226,687 |
| <i>Total</i> | <u>3,477,833</u> | <u>3,692,795</u> | <u>3,592,005</u> | <u>21,480</u> | <u>79,310</u> | <u>97.9%</u> | <u>3,355,548</u> |
| <u>City Attorney</u> | | | | | | | |
| ADMINISTRATION | 1,382,822 | 1,584,730 | 1,311,832 | 31,885 | 241,013 | 84.8% | 1,343,107 |
| CITY ATTORNEY-ADVISORY | 1,993,320 | 1,549,882 | 1,441,584 | 16,000 | 92,297 | 94.0% | 1,408,673 |
| LITIGATION | 1,718,292 | 1,604,737 | 1,341,575 | 146,170 | 116,991 | 92.7% | 1,311,520 |
| ENFORCEMENT | 770,328 | 1,206,160 | 946,151 | - | 260,009 | 78.4% | 781,028 |
| <i>Total</i> | <u>5,864,762</u> | <u>5,945,509</u> | <u>5,041,143</u> | <u>194,055</u> | <u>710,310</u> | <u>88.1%</u> | <u>4,844,328</u> |
| <u>Administration</u> | | | | | | | |
| CITY ADMINISTRATOR | 2,599,989 | 3,292,073 | 3,195,840 | 117,442 | (21,208) | 100.6% | 2,830,152 |
| EMPLOYEE RELATIONS | - | - | - | - | - | | 2,857 |
| CITY TV | 624,883 | 743,071 | 633,718 | 24,303 | 85,051 | 88.6% | 530,525 |
| CITY CLERK | 1,242,002 | 1,210,947 | 1,018,257 | 24,503 | 168,188 | 86.1% | 750,553 |
| ELECTIONS | - | - | 152 | - | (152) | | 464 |
| <i>Total</i> | <u>4,466,875</u> | <u>5,246,092</u> | <u>4,847,814</u> | <u>166,248</u> | <u>232,030</u> | <u>95.6%</u> | <u>4,114,086</u> |
| <u>Human Resources</u> | | | | | | | |
| HUMAN RESOURCES | 2,400,886 | 2,406,224 | 2,268,648 | 39,277 | 98,300 | 95.9% | 2,453,591 |
| EMPLOYEE RELATIONS | 378,121 | 409,112 | 362,748 | 108,673 | (62,309) | 115.2% | 341,192 |
| EMPLOYEE DEVELOPMENT | 39,447 | 72,590 | 63,124 | 3,621 | 5,845 | 91.9% | 48,193 |
| <i>Total</i> | <u>2,818,454</u> | <u>2,887,925</u> | <u>2,694,520</u> | <u>151,571</u> | <u>41,835</u> | <u>98.6%</u> | <u>2,842,976</u> |
| <u>Finance</u> | | | | | | | |
| ADMINISTRATION | 377,593 | 439,662 | 420,071 | 29,614 | (10,023) | 102.3% | 344,110 |
| MANAGEMENT | 897,324 | 1,081,667 | 793,530 | 249,946 | 38,191 | 96.5% | 646,547 |
| CASHIERING & COLLECTION | 1,721,444 | 1,916,588 | 1,586,415 | 183,530 | 146,643 | 92.3% | 1,252,415 |
| LICENSES & PERMITS | - | 94 | 234 | - | (140) | | 266,233 |
| BUDGET MANAGEMENT | 977,338 | 1,376,072 | 999,904 | 224,464 | 151,704 | 89.0% | 876,787 |
| ACCOUNTING | 1,182,596 | 1,185,311 | 1,185,791 | - | (480) | 100.0% | 1,124,441 |
| MISCELLANEOUS | 515,876 | 512,056 | 494,349 | - | 17,707 | 96.5% | 513,782 |
| ACCOUNTS PAYABLE | 308,213 | 320,306 | 348,982 | 12,450 | (41,126) | 112.8% | 284,755 |
| SERVICE | 935,654 | 878,857 | 876,247 | 150,348 | (147,738) | 116.8% | 697,389 |
| PURCHASING | 838,350 | 839,574 | 803,154 | - | 36,419 | 95.7% | 808,384 |
| CENTRAL WAREHOUSE | 219,506 | 213,859 | 213,729 | - | 131 | 99.9% | 215,926 |
| MAIL SERVICES | 176,934 | 186,223 | 172,456 | 8,082 | 5,685 | 96.9% | 167,152 |
| <i>Total</i> | <u>8,150,828</u> | <u>8,950,267</u> | <u>7,894,860</u> | <u>858,434</u> | <u>196,974</u> | <u>97.8%</u> | <u>7,197,923</u> |
| TOTAL GENERAL GOVERNMENT | <u>24,778,752</u> | <u>26,722,588</u> | <u>24,070,341</u> | <u>1,391,787</u> | <u>1,260,460</u> | <u>95.3%</u> | <u>22,354,861</u> |

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Twelve Months Ended June 30, 2025 (100% 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 | 2,746,596 | 3,005,144 | 3,353,149 | 15,351 | (363,356) | 112.1% | 2,659,938 |
| BUSINESS OFFICE | 1,107,733 | 1,068,110 | 984,858 | - | 83,253 | 92.2% | 807,507 |
| RECORDS BUREAU | 2,539,652 | 2,412,404 | 2,128,867 | 24,800 | 258,737 | 89.3% | 1,870,297 |
| STRATEGIC OPERATIONS | 2,114,775 | 2,208,272 | 2,785,858 | 21,872 | (599,459) | 127.1% | 2,064,857 |
| PROPERTY ROOM | 338,792 | 320,455 | 281,408 | - | 39,048 | 87.8% | 248,985 |
| TRAINING, RECRUITMENT/WELLNE! | 2,389,726 | 2,532,279 | 2,785,797 | 64,826 | (318,344) | 112.6% | 2,741,561 |
| RANGE AND EQUIPMENT | 1,900,458 | 1,985,356 | 1,845,555 | 66,215 | 73,586 | 96.3% | 2,726,847 |
| COMMUNITY & MEDIA RELATIONS | - | - | - | - | - | | 157,105 |
| INF.TECHNOLOGY/CRIME ANALYSIS | 1,853,534 | 2,205,068 | 2,542,932 | 48,682 | (386,545) | 117.5% | 2,024,957 |
| CRIMINAL INVESTIGATIONS & INTEI | 7,144,333 | 7,627,379 | 6,516,390 | 45,173 | 1,065,817 | 86.0% | 6,067,837 |
| CRIME LAB | 218,380 | 206,448 | 179,911 | - | 26,537 | 87.1% | 172,585 |
| FIELD OPERATIONS DIVISION | 22,923,235 | 23,818,838 | 23,153,876 | 51,524 | 613,438 | 97.4% | 21,743,901 |
| TRAFFIC | 1,121,763 | 1,176,459 | 1,291,130 | - | (114,672) | 109.7% | 1,036,937 |
| SPECIAL EVENTS | 699,244 | 668,486 | 330,780 | 34,458 | 303,248 | 54.6% | 743,830 |
| STREET CRIMES UNIT | 2,147,719 | 2,777,957 | 2,354,195 | - | 423,762 | 84.7% | 2,146,399 |
| SPECIAL ENFORCEMENT TEAM | 166,766 | 164,335 | 56,141 | - | 108,194 | 34.2% | 69,909 |
| PARKING AND STREET SWEEPING | 563,810 | 533,221 | 316,218 | - | 217,003 | 59.3% | 302,807 |
| PARKING ENFORCEMENT | 1,196,801 | 1,138,440 | 931,912 | 11,954 | 194,574 | 82.9% | 710,144 |
| COMBINED COMMUNICATIONS CTR | 4,577,784 | 4,372,182 | 3,876,350 | - | 495,833 | 88.7% | 4,103,197 |
| ANIMAL CONTROL | 1,077,991 | 1,094,964 | 1,054,018 | 21,583 | 19,362 | 98.2% | 987,893 |
| <i>Total</i> | <u>56,829,092</u> | <u>59,315,798</u> | <u>56,769,344</u> | <u>406,437</u> | <u>2,140,017</u> | <u>96.4%</u> | <u>53,387,492</u> |
| <u>Fire</u> | | | | | | | |
| ADMINISTRATION | 1,996,743 | 2,033,780 | 2,126,326 | - | (92,545) | 104.6% | 1,800,543 |
| EMERGENCY SRVS / PUBLIC ED | 469,292 | 464,320 | 477,601 | - | (13,280) | 102.9% | 430,148 |
| PREVENTION | 1,358,357 | 1,359,305 | 1,270,912 | - | 88,393 | 93.5% | 1,251,571 |
| WILDLAND FIRE MITIGATION PROG | 405,247 | 417,356 | 328,315 | - | 89,040 | 78.7% | 664,661 |
| OPERATIONS | 30,288,202 | 30,927,092 | 30,166,408 | 162,977 | 597,707 | 98.1% | 28,350,735 |
| TRAINING AND RECRUITMENT | 1,702,279 | 1,688,064 | 1,455,358 | 18,205 | 214,501 | 87.3% | 958,543 |
| ARFF | 3,671,451 | 3,695,737 | 3,706,249 | - | (10,513) | 100.3% | 3,371,227 |
| <i>Total</i> | <u>39,891,571</u> | <u>40,585,654</u> | <u>39,531,169</u> | <u>181,182</u> | <u>873,303</u> | <u>97.8%</u> | <u>36,827,428</u> |
| TOTAL PUBLIC SAFETY | <u>96,720,663</u> | <u>99,901,451</u> | <u>96,300,513</u> | <u>587,619</u> | <u>3,013,320</u> | <u>97.0%</u> | <u>90,214,920</u> |
| PUBLIC WORKS | | | | | | | |
| <u>Public Works</u> | | | | | | | |
| ADMINISTRATION | 1,905,266 | 1,893,092 | 1,861,959 | 9,250 | 21,883 | 98.8% | 1,586,809 |
| ENGINEERING SVCS | 10,188,284 | 10,104,678 | 9,442,101 | 4,346 | 658,230 | 93.5% | 7,984,816 |
| PUBLIC RT OF WAY MGMT | 2,383,963 | 2,390,501 | 2,098,809 | 17,386 | 274,306 | 88.5% | 1,964,124 |
| WATER RESOURCES | - | 3,113 | 3,113 | - | - | - | - |
| <i>Total</i> | <u>14,477,514</u> | <u>14,391,384</u> | <u>13,405,983</u> | <u>30,982</u> | <u>954,419</u> | <u>93.4%</u> | <u>11,529,813</u> |
| TOTAL PUBLIC WORKS | <u>14,477,514</u> | <u>14,391,384</u> | <u>13,405,983</u> | <u>30,982</u> | <u>954,419</u> | <u>93.4%</u> | <u>11,529,813</u> |

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Twelve Months Ended June 30, 2025 (100% 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 | 1,228,259 | 1,226,361 | 1,201,014 | - | 25,347 | 97.9% | 1,256,304 |
| FACILITIES & SPECIAL EVENTS | 2,271,060 | 2,406,144 | 2,310,267 | 5,235 | 90,643 | 96.2% | 1,831,424 |
| YOUTH ACTIVITIES | 1,694,474 | 1,657,904 | 1,540,877 | - | 117,027 | 92.9% | 1,284,367 |
| ACTIVE ADULTS | 1,063,688 | 1,074,197 | 949,256 | - | 124,941 | 88.4% | 945,703 |
| AQUATICS | 2,333,117 | 2,544,018 | 2,418,382 | - | 125,636 | 95.1% | 1,992,642 |
| SPORTS | 1,324,457 | 1,552,156 | 1,339,887 | - | 212,269 | 86.3% | 818,676 |
| TENNIS | - | - | - | - | - | | 515,920 |
| NEIGHBORHOOD/OUTREACH SERV | 1,460,701 | 1,477,090 | 1,340,001 | 762 | 136,328 | 90.8% | 1,185,525 |
| ADMINISTRATION | 1,586,827 | 1,575,183 | 1,544,235 | - | 30,948 | 98.0% | 1,416,568 |
| PROJECT MANAGEMENT TEAM | 924,758 | 936,478 | 868,332 | 23,662 | 44,485 | 95.2% | 838,502 |
| PARK OPERATIONS MNGMNT | 1,446,676 | 1,449,086 | 1,388,376 | 260 | 60,449 | 95.8% | 1,225,869 |
| GROUND & FACILITIES MAINT. | 7,423,775 | 7,472,153 | 6,981,224 | 23,179 | 467,751 | 93.7% | 6,518,651 |
| FORESTRY | 1,998,175 | 2,016,953 | 1,953,151 | - | 63,802 | 96.8% | 1,803,890 |
| BEACH MAINTENANCE | 200,757 | 199,713 | 236,771 | - | (37,058) | 118.6% | 194,601 |
| MEDIANS PARKWAYS&CONTRACTS | 573,082 | 613,753 | 483,082 | - | 130,671 | 78.7% | 462,984 |
| <i>Total</i> | <u>25,529,806</u> | <u>26,201,189</u> | <u>24,554,855</u> | <u>53,097</u> | <u>1,593,237</u> | <u>93.9%</u> | <u>22,291,627</u> |
| <u>Library</u> | | | | | | | |
| ADMINISTRATION | 1,198,662 | 1,153,719 | 1,033,435 | 45,832 | 74,452 | 93.5% | 1,058,938 |
| CENTRAL LIBRARY | 6,304,296 | 6,370,326 | 5,817,455 | 260 | 552,610 | 91.3% | 5,830,575 |
| EASTSIDE LIBRARY | 722,641 | 683,378 | 576,206 | - | 107,172 | 84.3% | 593,127 |
| LIBRARY ON THE GO | 379,079 | 352,667 | 383,483 | - | (30,816) | 108.7% | 231,584 |
| ADULT EDUCATION | 384,951 | 384,040 | 411,478 | - | (27,438) | 107.1% | 298,226 |
| <i>Total</i> | <u>8,989,630</u> | <u>8,944,130</u> | <u>8,222,057</u> | <u>46,092</u> | <u>675,981</u> | <u>92.4%</u> | <u>8,012,449</u> |
| TOTAL COMMUNITY SERVICES | <u>34,519,436</u> | <u>35,145,320</u> | <u>32,776,912</u> | <u>99,189</u> | <u>2,269,219</u> | <u>93.5%</u> | <u>30,304,076</u> |
| COMMUNITY DEVELOPMENT | | | | | | | |
| <u>Community Development</u> | | | | | | | |
| ADMINISTRATION | 2,375,354 | 2,362,163 | 2,192,179 | - | 169,984 | 92.8% | 2,146,850 |
| RENTAL HOUSING MEDIATION | 381,964 | 377,131 | 396,083 | - | (18,952) | 105.0% | 352,002 |
| HUMAN SERVICES | 938,860 | 1,190,998 | 992,606 | 170,376 | 28,017 | 97.6% | 960,345 |
| LONG RANGE PLAN & SPEC STUDY | 1,543,144 | 1,631,805 | 1,392,439 | 35,354 | 204,012 | 87.5% | 1,060,688 |
| DEVEL & ENVIRONMENTAL REVIEW | 2,038,135 | 2,238,697 | 1,974,972 | 68,671 | 195,053 | 91.3% | 1,717,862 |
| ZONING INFO & ENFORCEMENT | 1,749,051 | 1,736,784 | 1,610,881 | - | 125,903 | 92.8% | 1,398,644 |
| DESIGN REV & HIST PRESERVATIO | 1,824,762 | 1,811,155 | 1,683,791 | - | 127,364 | 93.0% | 1,573,680 |
| BLDG INSP & CODE ENFORCEMENT | 1,992,719 | 1,956,647 | 1,745,732 | 1,408 | 209,507 | 89.3% | 1,673,988 |
| RECORDS ARCHIVES & CLER SVCS | 745,718 | 753,227 | 703,794 | - | 49,433 | 93.4% | 648,491 |
| BLDG COUNTER & PLAN REV SVCS | 3,045,582 | 3,360,480 | 3,039,813 | 339,983 | (19,315) | 100.6% | 2,412,901 |
| CODE COMPLIANCE | 1,062,674 | 1,058,201 | 939,658 | 4,248 | 114,295 | 89.2% | 985,000 |
| <i>Total</i> | <u>17,697,964</u> | <u>18,477,288</u> | <u>16,671,948</u> | <u>620,040</u> | <u>1,185,300</u> | <u>93.6%</u> | <u>14,930,451</u> |
| TOTAL COMMUNITY DEVELOPMENT | <u>17,697,964</u> | <u>18,477,288</u> | <u>16,671,948</u> | <u>620,040</u> | <u>1,185,300</u> | <u>93.6%</u> | <u>14,930,451</u> |

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Twelve Months Ended June 30, 2025 (100% 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> | | | | | | | |
| ADMINISTRATION | - | 27,644 | 17,892 | - | 9,752 | 64.7% | 16,216 |
| ABATEMENT | 352,576 | 811,269 | 575,724 | 94,479 | 141,066 | 82.6% | 151,135 |
| <i>Total</i> | 352,576 | 838,913 | 593,616 | 94,479 | 150,818 | 82.0% | 167,350 |
| TOTAL SUSTAINABILITY AND RESILIENCE | 352,576 | 838,913 | 593,616 | 94,479 | 150,818 | 82.0% | 167,350 |
| NON-DEPARTMENTAL | | | | | | | |
| <u>Non-Departmental</u> | | | | | | | |
| MEASURE C SALES TAX | 37,313,123 | 37,313,123 | 41,341,569 | - | (4,028,446) | 110.8% | 34,199,450 |
| TRANSFERS OUT | 2,709,015 | 4,419,015 | 4,428,129 | - | (9,114) | 100.2% | 5,487,431 |
| CAPITAL OUTLAY TRANSFER | 1,805,000 | 1,805,000 | 1,805,000 | - | - | 100.0% | 40,346,190 |
| APPROP. RESERVE | 250,000 | 29,824 | - | - | 29,824 | 0.0% | - |
| <i>Sub Total</i> | 42,077,138 | 43,566,962 | 47,574,698 | - | (4,007,736) | 109.2% | 80,033,072 |
| ANTICIPATED SALARY SAVINGS | (6,000,000) | (6,000,000) | - | - | (6,000,000) | 0.0% | - |
| TOTAL NON-DEPARTMENTAL | 36,077,138 | 37,566,962 | 47,574,698 | - | (10,007,736) | 126.6% | 80,033,072 |
| TOTAL EXPENDITURES | 224,624,042 | 233,043,906 | 231,394,010 | 2,824,097 | (1,174,201) | 100.5% | 249,534,543 |

*** 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 Twelve Months Ended June 30, 2025 (100% 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 | 231,793 | - | 13,207 | 94.6% | 233,145 |
| Expenditures | <u>245,000</u> | <u>245,000</u> | <u>231,933</u> | <u>-</u> | <u>13,067</u> | <u>94.7%</u> | <u>212,584</u> |
| Revenue Less Expenditures | <u>-</u> | <u>-</u> | <u>(140)</u> | <u>-</u> | <u>140</u> | | <u>20,561</u> |
| CREEK RESTORATION/WATER QUALITY IMPRVMT | | | | | | | |
| Revenue | 6,522,314 | 6,522,314 | 6,740,008 | - | (217,694) | 103.3% | 6,044,713 |
| Expenditures | <u>6,926,031</u> | <u>7,544,550</u> | <u>6,300,638</u> | <u>126,194</u> | <u>1,117,719</u> | <u>85.2%</u> | <u>5,857,303</u> |
| Revenue Less Expenditures | <u>(403,717)</u> | <u>(1,022,236)</u> | <u>439,370</u> | <u>(126,194)</u> | <u>(1,335,413)</u> | | <u>187,409</u> |
| COMMUNITY DEVELOPMENT BLOCK GRANT | | | | | | | |
| Revenue | 1,176,711 | 1,386,673 | 649,190 | - | 737,483 | 46.8% | 1,131,120 |
| Expenditures | <u>1,179,563</u> | <u>2,097,621</u> | <u>338,585</u> | <u>1,028,215</u> | <u>730,822</u> | <u>65.2%</u> | <u>1,549,815</u> |
| Revenue Less Expenditures | <u>(2,852)</u> | <u>(710,948)</u> | <u>310,605</u> | <u>(1,028,215)</u> | <u>6,661</u> | | <u>(418,695)</u> |
| COUNTY LIBRARY | | | | | | | |
| Revenue | 417,924 | 496,071 | 489,681 | - | 6,390 | 98.7% | 505,144 |
| Expenditures | <u>562,009</u> | <u>552,130</u> | <u>448,658</u> | <u>1,810</u> | <u>101,662</u> | <u>81.6%</u> | <u>492,199</u> |
| Revenue Less Expenditures | <u>(144,085)</u> | <u>(56,059)</u> | <u>41,023</u> | <u>(1,810)</u> | <u>(95,272)</u> | | <u>12,945</u> |
| STREETS FUND | | | | | | | |
| Revenue | 13,697,673 | 14,565,167 | 15,202,288 | - | (637,122) | 104.4% | 13,672,689 |
| Expenditures | <u>14,307,637</u> | <u>14,804,965</u> | <u>13,450,162</u> | <u>74,743</u> | <u>1,280,060</u> | <u>91.4%</u> | <u>14,266,243</u> |
| Revenue Less Expenditures | <u>(609,964)</u> | <u>(239,799)</u> | <u>1,752,126</u> | <u>(74,743)</u> | <u>(1,917,182)</u> | | <u>(593,554)</u> |
| MEASURE A FUND | | | | | | | |
| Revenue | 5,010,416 | 5,010,416 | 5,213,434 | - | (203,018) | 104.1% | 5,263,234 |
| Expenditures | <u>5,277,829</u> | <u>7,558,230</u> | <u>7,138,515</u> | <u>4,315</u> | <u>415,400</u> | <u>94.5%</u> | <u>4,548,463</u> |
| Revenue Less Expenditures | <u>(267,413)</u> | <u>(2,547,814)</u> | <u>(1,925,081)</u> | <u>(4,315)</u> | <u>(618,418)</u> | | <u>714,772</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% 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 | 40,007,726 | 40,107,726 | 40,010,460 | - | 97,266 | 99.8% | 39,078,672 |
| Other Fees & Charges | 58,350 | 58,350 | 28,754 | - | 29,596 | 49.3% | 47,182 |
| Investment Income | 209,600 | 209,600 | 254,384 | - | (44,784) | 121.4% | 183,002 |
| Grants | 23,279 | 325,325 | 115,240 | - | 210,085 | 35.4% | 78,964 |
| Miscellaneous | 28,888 | 28,888 | 139 | - | 28,749 | 0.5% | 12,846 |
| TOTAL REVENUES | 40,327,843 | 40,729,889 | 40,408,978 | - | 320,911 | 99.2% | 39,407,171 |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 2,106,867 | 2,125,265 | 1,970,940 | - | 154,325 | 92.7% | 1,820,373 |
| Materials, Supplies & Services | 35,689,310 | 36,413,144 | 35,692,550 | 133,151 | 587,444 | 98.4% | 34,480,141 |
| Special Projects | 1,241,338 | 1,241,338 | 763,883 | 157,825 | 319,631 | 74.3% | 1,087,772 |
| Transfers-Out | 200,000 | 200,000 | 200,000 | - | - | 100.0% | 50,383 |
| Equipment | 309,256 | 635,975 | 186,329 | 56,578 | 393,068 | 38.2% | 130,130 |
| Other | 40,000 | 40,000 | - | - | 40,000 | 0.0% | - |
| Appropriated Reserve | 22,335 | 22,335 | - | - | 22,335 | 0.0% | - |
| TOTAL EXPENSES | 39,609,106 | 40,678,058 | 38,813,702 | 347,553 | 1,516,803 | 96.3% | 37,568,800 |
| <i>Revenue Less Expense</i> | 718,737 | 51,831 | 1,595,276 | (347,553) | (1,195,892) | | 1,838,371 |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

WATER OPERATING 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 | | | | | | | |
| Water Sales- Metered | 66,474,000 | 66,474,000 | 66,061,352 | - | 412,648 | 99.4% | 57,539,551 |
| Service Charges | 251,460 | 251,460 | 355,189 | - | (103,729) | 141.3% | 244,957 |
| Cater JPA Treatment | 2,400,000 | 2,400,000 | 3,581,610 | - | (1,181,610) | 149.2% | 2,620,440 |
| Investment Income | 2,900,100 | 2,900,100 | 3,374,083 | - | (473,983) | 116.3% | 2,813,623 |
| Grants | - | - | - | - | - | | 905,864 |
| Reimbursements | 8,515,303 | 6,715,303 | 6,045,673 | - | 669,630 | 90.0% | 7,636,429 |
| Miscellaneous | 85,000 | 85,000 | 735,217 | - | (650,217) | 865.0% | 1,188,204 |
| TOTAL REVENUES | <u>80,625,863</u> | <u>78,825,863</u> | <u>80,153,125</u> | <u>-</u> | <u>(1,327,262)</u> | <u>101.7%</u> | <u>72,949,067</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 15,924,842 | 15,749,659 | 15,832,179 | - | (82,521) | 100.5% | 13,967,619 |
| Materials, Supplies | 24,984,192 | 27,475,695 | 17,806,717 | 5,332,900 | 4,336,078 | 84.2% | 19,705,880 |
| Special Projects | 834,235 | 904,730 | 302,155 | 120,260 | 482,315 | 46.7% | 325,539 |
| Water Purchases | 8,290,000 | 8,290,000 | 7,823,606 | - | 466,394 | 94.4% | 7,294,640 |
| Debt Service | 9,187,487 | 9,187,487 | 9,161,644 | - | 25,843 | 99.7% | 8,338,270 |
| Transfer-Out | 56,755 | 56,755 | 53,257 | - | 3,498 | 93.8% | 129,771 |
| Capital Outlay Transfers | 23,582,950 | 24,082,950 | 24,082,950 | - | - | 100.0% | 26,870,330 |
| Equipment | 298,690 | 336,734 | 149,807 | 9,529 | 177,398 | 47.3% | 158,218 |
| Capitalized Fixed Assets | 412,550 | 570,833 | 287,076 | 110,843 | 172,914 | 69.7% | 189,814 |
| Other | 33,800 | 37,800 | 39,408 | 3,000 | (4,608) | 112.2% | 891,733 |
| Appropriated Reserve | 150,000 | 150,000 | - | - | 150,000 | 0.0% | - |
| TOTAL EXPENSES | <u>83,755,501</u> | <u>86,842,643</u> | <u>75,538,800</u> | <u>5,576,533</u> | <u>5,727,311</u> | <u>93.4%</u> | <u>77,871,814</u> |
| <i>Revenue Less Expense</i> | <u>(3,129,638)</u> | <u>(8,016,780)</u> | <u>4,614,325</u> | <u>(5,576,533)</u> | <u>(7,054,572)</u> | | <u>(4,922,746)</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

WASTEWATER OPERATING 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>% of Budget</u> | <u>Previous YTD</u> |
|-----------------------------|---------------------------|---------------------------|-----------------------|---------------------------|--|------------------------|-------------------------|
| REVENUES | | | | | | | |
| Service Charges | 30,110,997 | 30,110,997 | 30,617,991 | - | (506,994) | 101.7% | 27,578,835 |
| Fees | 512,317 | 512,317 | 709,454 | - | (197,137) | 138.5% | 663,797 |
| Investment Income | 600,000 | 600,000 | 648,457 | - | (48,457) | 108.1% | 586,133 |
| Rents & Concessions | 54,000 | 54,000 | 53,866 | - | 134 | 99.8% | 51,426 |
| Grants | - | - | - | - | - | | 520,696 |
| Miscellaneous | 5,000 | 38,000 | 14,838 | - | 23,162 | 39.0% | 2,186 |
| TOTAL REVENUES | <u>31,282,314</u> | <u>31,315,314</u> | <u>32,044,607</u> | <u>-</u> | <u>(729,293)</u> | <u>102.3%</u> | <u>29,403,072</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 10,295,923 | 10,184,038 | 10,080,606 | - | 103,432 | 99.0% | 9,371,209 |
| Materials, Supplies&Servs. | 12,028,121 | 12,533,915 | 11,054,147 | 1,181,499 | 298,269 | 97.6% | 10,292,932 |
| Special Projects | 562,600 | 1,001,066 | 749,508 | 74,832 | 176,726 | 82.3% | 652,265 |
| Transfer-Out | 56,755 | 56,755 | 703,311 | - | (646,556) | 1239.2% | 86,943 |
| Debt Service | 3,550,838 | 3,550,838 | 3,550,837 | - | 1 | 100.0% | 3,552,087 |
| Capital Outlay Transfers | 5,159,750 | 5,909,750 | 5,909,750 | - | - | 100.0% | 4,156,315 |
| Equipment | 137,900 | 178,631 | 68,049 | 16,500 | 94,081 | 47.3% | 91,461 |
| Capitalized Fixed Assets | 177,000 | 214,258 | 134,240 | - | 80,018 | 62.7% | 141,123 |
| Other | 2,800 | 6,800 | - | 4,000 | 2,800 | 58.8% | 523,208 |
| TOTAL EXPENSES | <u>31,971,687</u> | <u>33,636,050</u> | <u>32,250,448</u> | <u>1,276,831</u> | <u>108,771</u> | <u>99.7%</u> | <u>28,867,544</u> |
| <i>Revenue Less Expense</i> | <u>(689,373)</u> | <u>(2,320,736)</u> | <u>(205,841)</u> | <u>(1,276,831)</u> | <u>(838,064)</u> | | <u>535,528</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

DOWNTOWN PARKING 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>% of Budget</u> | <u>Previous YTD</u> |
|-----------------------------|----------------------------------|----------------------------------|------------------------------|----------------------------------|---|-------------------------------|--------------------------------|
| REVENUES | | | | | | | |
| Improvement Tax | 1,000,000 | 1,000,000 | 928,164 | - | 71,836 | 92.8% | 834,744 |
| Parking Fees | 12,263,819 | 8,061,419 | 8,471,071 | - | (409,652) | 105.1% | 8,186,477 |
| Other Fees & Charges | 20,000 | 20,000 | 3,987.78 | - | 16,012 | 19.9% | - |
| Investment Income | 140,000 | 140,000 | 124,649 | - | 15,351 | 89.0% | 127,262 |
| Rents & Concessions | 374,590 | 387,446 | 356,730 | - | 30,716 | 92.1% | 401,102 |
| Miscellaneous | 175,272 | 175,272 | 131,572 | - | 43,700 | 75.1% | 98,466 |
| Operating Transfers-In | 1,402,899 | 1,402,899 | 1,412,114 | - | (9,215) | 100.7% | 902,899 |
| TOTAL REVENUES | <u>15,376,580</u> | <u>11,187,036</u> | <u>11,428,288</u> | <u>-</u> | <u>(241,251)</u> | <u>102.2%</u> | <u>10,550,950</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 6,538,289 | 6,805,832 | 6,046,132 | - | 759,699 | 88.8% | 5,474,111 |
| Materials, Supplies & Ser | 5,101,222 | 5,126,104 | 4,780,227 | 49,409 | 296,469 | 94.2% | 4,793,120 |
| Special Projects | 433,893 | 437,887 | 249,307 | 114,317 | 74,262 | 83.0% | 406,994 |
| Transfer-Out | 4,600 | - | - | - | - | | 33,809 |
| Capital Outlay Transfers | 1,502,048 | 425,000 | 450,000 | - | (25,000) | 105.9% | 905,000 |
| Equipment | 44,440 | 44,440 | 4,977 | - | 39,463 | 11.2% | 5,414 |
| Appropriated Reserve | 10,000 | 10,000 | - | - | 10,000 | 0.0% | - |
| TOTAL EXPENSES | <u>13,634,491</u> | <u>12,849,263</u> | <u>11,530,644</u> | <u>163,726</u> | <u>1,154,893</u> | <u>91.0%</u> | <u>11,618,448</u> |
| <i>Revenue Less Expense</i> | <u>1,742,089</u> | <u>(1,662,227)</u> | <u>(102,356)</u> | <u>(163,726)</u> | <u>(1,396,144)</u> | | <u>(1,067,498)</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

AIRPORT OPERATING 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 | | | | | | | |
| Leases-Commercial/Industria | 6,352,589 | 6,352,589 | 5,674,083 | - | 678,506 | 89.3% | 5,673,770 |
| Leases-Terminal | 11,933,771 | 11,933,771 | 13,043,500 | - | (1,109,729) | 109.3% | 10,870,274 |
| Leases-Non-Commercial Avi: | 5,193,119 | 5,193,119 | 5,406,257 | - | (213,137) | 104.1% | 5,337,487 |
| Leases-Commercial Aviation | 7,324,595 | 7,324,595 | 6,806,489 | - | 518,107 | 92.9% | 6,583,853 |
| Investment Income | 700,000 | 700,000 | 583,932 | - | 116,068 | 83.4% | 654,279 |
| Grants | - | - | - | - | - | | 437,036 |
| Service Charges | 1,719 | 1,719 | - | - | 1,719 | 0.0% | - |
| Miscellaneous | 179,958 | 179,958 | 36,862 | - | 143,096 | 20.5% | 200,493 |
| Operating Transfers-In | 1,000,000 | 2,101,869 | 2,199,369 | - | (97,500) | 104.6% | 1,056,122 |
| TOTAL REVENUES | 32,685,752 | 33,787,621 | 33,750,492 | - | 37,129 | 99.9% | 30,813,314 |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 13,120,829 | 12,855,655 | 12,209,775 | - | 645,880 | 95.0% | 10,646,911 |
| Materials, Supplies & Service | 13,599,246 | 16,370,483 | 14,533,069 | 626,021 | 1,211,393 | 92.6% | 13,761,791 |
| Special Projects | 792,500 | 3,606,920 | 2,670,059 | 451,340 | 485,520 | 86.5% | 1,298,874 |
| Transfer-Out | 532,544 | 532,544 | 530,326 | - | 2,218 | 99.6% | 569,775 |
| Debt Service | 1,556,500 | 1,556,500 | 1,556,500 | - | - | 100.0% | 1,559,205 |
| Capital Outlay Transfers | 2,969,881 | 4,028,237 | 4,028,237 | - | - | 100.0% | 2,076,136 |
| Equipment | 255,806 | 426,616 | 167,659 | 37,778 | 221,179 | 48.2% | 70,317 |
| Other | - | 4,000 | - | 4,000 | - | 100.0% | 1,000 |
| Appropriated Reserve | 131,556 | 131,556 | - | - | 131,556 | 0.0% | - |
| TOTAL EXPENSES | 32,958,862 | 39,512,511 | 35,695,626 | 1,119,140 | 2,697,745 | 93.2% | 30,040,919 |
| <i>Revenue Less Expense</i> | <u>(273,111)</u> | <u>(5,724,890)</u> | <u>(1,945,134)</u> | <u>(1,119,140)</u> | <u>(2,660,616)</u> | | <u>772,395</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% 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 | 4,347,952 | 4,347,952 | 4,587,037 | - | (239,085) | 105.5% | 4,330,270 |
| Investment Income | 110,000 | 110,000 | 149,660 | - | (39,660) | 136.1% | 109,276 |
| Rents & Concessions | 242,550 | 242,550 | 249,058 | - | (6,508) | 102.7% | 248,924 |
| Miscellaneous | - | - | 1,411 | - | (1,411) | | 12,882 |
| TOTAL REVENUES | <u>4,700,502</u> | <u>4,700,502</u> | <u>4,987,166</u> | <u>-</u> | <u>(286,664)</u> | <u>106.1%</u> | <u>4,701,353</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 122,516 | 120,853 | 125,329 | - | (4,476) | 103.7% | 113,197 |
| Materials, Supplies & Srvs. | 3,631,330 | 3,631,329 | 3,448,701 | - | 182,628 | 95.0% | 3,227,847 |
| Capital Outlay Transfers | 600,000 | 600,000 | 600,000 | - | - | 100.0% | 300,000 |
| TOTAL EXPENSES | <u>4,353,846</u> | <u>4,552,182</u> | <u>4,374,030</u> | <u>-</u> | <u>178,153</u> | <u>96.1%</u> | <u>3,642,130</u> |
| <i>Revenue Less Expense</i> | <u>346,656</u> | <u>148,320</u> | <u>613,137</u> | <u>-</u> | <u>(464,817)</u> | | <u>1,059,223</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% 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 | 2,487,997 | 2,898,895 | 2,898,896 | - | (1) | 100.0% | 3,525,157 |
| Work Orders - Bldg Maint. | 4,302,071 | 4,302,071 | 4,393,408 | - | (91,337) | 102.1% | 3,326,819 |
| Miscellaneous | 5,500 | 5,500 | 594 | - | 4,906 | 10.8% | - |
| TOTAL REVENUES | <u>6,795,568</u> | <u>7,206,466</u> | <u>7,292,897</u> | <u>-</u> | <u>(86,431)</u> | <u>101.2%</u> | <u>6,851,976</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 4,241,025 | 4,184,002 | 3,658,091 | - | 525,911 | 87.4% | 4,369,725 |
| Materials, Supplies & Svcs. | 1,941,956 | 2,436,873 | 2,223,126 | 97,815 | 115,932 | 95.2% | 2,472,883 |
| Special Projects | 315,300 | 503,800 | 462,777 | 17,383 | 23,639 | 95.3% | 307,225 |
| Capital Outlay Transfers | - | - | - | - | - | | 603,598 |
| Equipment | 5,000 | 15,400 | 12,268 | - | 3,132 | 79.7% | 10,171 |
| TOTAL EXPENSES | <u>6,503,281</u> | <u>7,140,075</u> | <u>6,356,262</u> | <u>115,199</u> | <u>668,614</u> | <u>90.6%</u> | <u>7,811,645</u> |
| <i>Revenue Less Expense</i> | <u>292,286</u> | <u>66,390</u> | <u>936,635</u> | <u>(115,199)</u> | <u>(755,046)</u> | | <u>(959,669)</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% 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 | 5,282,423 | 6,070,807 | 5,892,764 | - | 178,044 | 97.1% | 5,222,521 |
| Investment Income | 622,448 | 702,448 | 770,429 | - | (67,981) | 109.7% | 568,780 |
| Rents & Concessions | 4,380 | 107,553 | 103,173 | - | 4,380 | 95.9% | 103,173 |
| Miscellaneous | 68,000 | 68,000 | 251,016 | - | (183,016) | 369.1% | 191,940 |
| Operating Transfers-In | - | 7,660 | 7,660 | - | - | 100.0% | 198,778 |
| TOTAL REVENUES | <u>5,977,251</u> | <u>6,956,468</u> | <u>7,025,042</u> | <u>-</u> | <u>(68,573)</u> | <u>101.0%</u> | <u>6,285,192</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 246,665 | 350,633 | 210,938 | - | 139,695 | 60.2% | 174,643 |
| Materials, Supplies & Svcs. | 31,417 | 39,077 | 40,135 | - | (1,058) | 102.7% | 28,005 |
| Debt Service | 606,371 | 606,371 | 606,371 | - | (0) | 100.0% | 606,371 |
| Capital Outlay Transfers | - | 49,238 | 49,238 | - | - | 100.0% | - |
| Capitalized Fixed Assets | 3,637,829 | 7,606,815 | 2,377,437 | 1,105,796 | 4,123,582 | 45.8% | 2,828,616 |
| TOTAL EXPENSES | <u>4,522,282</u> | <u>8,652,134</u> | <u>3,284,120</u> | <u>1,105,796</u> | <u>4,262,219</u> | <u>50.7%</u> | <u>3,639,630</u> |
| <i>Revenue Less Expense</i> | <u>1,454,969</u> | <u>(1,695,666)</u> | <u>3,740,922</u> | <u>(1,105,796)</u> | <u>(4,330,792)</u> | | <u>2,645,562</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% 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 Charg | 3,447,007 | 3,375,895 | 3,484,723 | - | (108,828) | 103.2% | 3,086,935 |
| Reimbursements | 7,500 | 5,000 | 5,000 | - | - | 100.0% | 5,000 |
| Miscellaneous | 127,252 | 127,252 | 132,958 | - | (5,705) | 104.5% | 137,530 |
| TOTAL REVENUES | <u>3,581,759</u> | <u>3,508,147</u> | <u>3,622,681</u> | <u>-</u> | <u>(114,534)</u> | <u>103.3%</u> | <u>3,229,465</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 1,921,196 | 1,798,871 | 1,792,763 | - | 6,108 | 99.7% | 1,614,361 |
| Materials, Supplies & Svcs. | 1,897,522 | 2,210,706 | 2,028,880 | 1,860 | 179,967 | 91.9% | 1,828,998 |
| Special Projects | 50,867 | 83,034 | 62,028 | 11,632 | 9,375 | 88.7% | 52,804 |
| Capital Outlay Transfers | 1,467 | - | - | - | - | | 17,679 |
| Equipment | 7,884 | 7,884 | 3,165 | - | 4,719 | 40.1% | 7,594 |
| Appropriated Reserve | 15,000 | - | - | - | - | | - |
| TOTAL EXPENSES | <u>3,893,937</u> | <u>4,100,496</u> | <u>3,886,836</u> | <u>13,492</u> | <u>200,168</u> | <u>95.1%</u> | <u>3,521,436</u> |
| <i>Revenue Less Expense</i> | <u>(312,178)</u> | <u>(592,349)</u> | <u>(264,155)</u> | <u>(13,492)</u> | <u>(314,702)</u> | | <u>(291,971)</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

SELF INSURANCE TRUST 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 | | | | | | | |
| Insurance Premiums | 13,688,728 | 13,089,147 | 13,089,146 | - | 2 | 100.0% | 11,307,067 |
| Workers' Compensation Premiur | 6,498,510 | 6,498,510 | 6,500,780 | - | (2,270) | 100.0% | 5,779,496 |
| OSH Charges | 361,744 | 361,744 | 361,744 | - | - | 100.0% | 304,184 |
| Unemployment Insurance Premi | 191,912 | 191,912 | 191,911 | - | 1 | 100.0% | 191,912 |
| Investment Income | 80,000 | 80,000 | 206,664 | - | (126,664) | 258.3% | 136,227 |
| Operating Transfers-In | 75,825 | 75,825 | 75,825 | - | - | 100.0% | 75,825 |
| TOTAL REVENUES | <u>20,896,719</u> | <u>20,297,138</u> | <u>20,477,164</u> | <u>-</u> | <u>(180,026)</u> | <u>100.9%</u> | <u>18,117,619</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 964,940 | 954,543 | 1,047,409 | - | (92,865) | 109.7% | 883,360 |
| Materials, Supplies & Services | 21,665,161 | 22,028,936 | 17,221,552 | 213,197 | 4,594,187 | 79.1% | 15,606,944 |
| Special Projects | 409 | - | 2,057 | - | (2,057) | | 9,202 |
| Capital Outlay Transfers | 409 | - | - | - | - | | 8,746 |
| TOTAL EXPENSES | <u>22,630,509</u> | <u>22,983,479</u> | <u>18,271,018</u> | <u>213,197</u> | <u>4,499,265</u> | <u>80.4%</u> | <u>16,499,506</u> |
| <i>Revenue Less Expense</i> | <u>(1,733,790)</u> | <u>(2,686,341)</u> | <u>2,206,147</u> | <u>(213,197)</u> | <u>(4,679,291)</u> | | <u>1,618,112</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 Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

INFORMATION TECHNOLOGY FUND

| | <u>Adopted Budget</u> | <u>Revised Budget</u> | <u>YTD Actual</u> | <u>Encum- brances</u> | <u>Remaining Balance with Revised budget</u> | <u>Percent of Budget</u> | <u>Previous YTD</u> |
|-----------------------------|---------------------------|---------------------------|-----------------------|---------------------------|--|------------------------------|-------------------------|
| REVENUES | | | | | | | |
| Service charges | 8,753,519 | 8,753,508 | 8,765,407 | - | (11,899) | 100.1% | 6,179,498 |
| Operating Transfers-In | 630,528 | 630,528 | 719,550 | - | (89,022) | 114.1% | 217,321 |
| TOTAL REVENUES | <u>9,384,047</u> | <u>9,384,036</u> | <u>9,484,957</u> | <u>-</u> | <u>(100,920)</u> | <u>101.1%</u> | <u>6,396,819</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 6,127,811 | 6,009,039 | 5,521,331 | - | 487,708 | 91.9% | 4,031,300 |
| Materials, Supplies & Sen | 3,207,927 | 3,265,809 | 2,860,936 | 25,044 | 379,829 | 88.4% | 2,350,451 |
| Special Projects | 200 | 200 | - | - | 200 | | 150 |
| Capital Outlay Transfers | 242,810 | 302,810 | 302,810 | - | - | 100.0% | 280,108 |
| Equipment | 158,940 | 158,940 | 37,860 | - | 121,080 | 23.8% | 6,077 |
| TOTAL EXPENSES | <u>9,737,489</u> | <u>9,736,597</u> | <u>8,722,937</u> | <u>25,044</u> | <u>988,617</u> | <u>89.8%</u> | <u>6,667,936</u> |
| <i>Revenue Less Expense</i> | <u>(353,441)</u> | <u>(352,561)</u> | <u>762,020</u> | <u>(25,044)</u> | <u>(1,089,537)</u> | | <u>(271,117)</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

WATERFRONT OPERATING 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 | | | | | | | |
| Leases - Commercial | 2,300,000 | 2,300,000 | 2,244,346 | - | 55,655 | 97.6% | 2,327,678 |
| Leases - Food Service | 3,250,000 | 3,250,000 | 3,773,982 | - | (523,982) | 116.1% | 3,214,658 |
| Slip Rental Fees | 6,135,835 | 6,135,835 | 6,211,594 | - | (75,759) | 101.2% | 5,678,152 |
| Visitors Fees | 845,000 | 845,000 | 779,815 | - | 65,185 | 92.3% | 766,818 |
| Slip Transfer Fees | 1,100,000 | 1,100,000 | 942,450 | - | 157,550 | 85.7% | 1,470,575 |
| Parking Revenue | 4,368,275 | 4,368,275 | 4,594,489 | - | (226,214) | 105.2% | 4,222,623 |
| Wharf Parking | 402,500 | 402,500 | 369,335 | - | 33,165 | 91.8% | 307,707 |
| Grants | - | 27,000 | 12,253 | - | 14,747 | 45.4% | 12,012 |
| Other Fees & Charges | 277,540 | 277,540 | 247,798 | - | 29,742 | 89.3% | 232,806 |
| Investment Income | 394,100 | 394,100 | 476,766 | - | (82,666) | 121.0% | 409,673 |
| Rents & Concessions | 475,000 | 475,000 | 495,815 | - | (20,815) | 104.4% | 466,479 |
| Miscellaneous | 911,475 | 911,475 | 720,746 | - | 190,729 | 79.1% | 806,635 |
| Operating Transfers-In | - | 27,635 | 27,635 | - | - | 100.0% | - |
| TOTAL REVENUES | <u>20,459,725</u> | <u>20,514,360</u> | <u>20,897,022</u> | <u>-</u> | <u>(382,662)</u> | <u>101.9%</u> | <u>19,915,818</u> |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 8,945,652 | 8,804,560 | 8,635,016 | - | 169,544 | 98.1% | 7,755,194 |
| Materials, Supplies & Svcs. | 7,305,281 | 7,691,325 | 7,122,083 | 127,228 | 442,014 | 94.3% | 6,634,905 |
| Special Projects | 202,590 | 282,909 | 241,128 | 30,319 | 11,463 | 95.9% | 186,184 |
| Debt Service | 2,033,432 | 2,033,432 | 2,033,462 | - | (30) | 100.0% | 2,035,240 |
| Capital Outlay Transfers | 2,275,000 | 2,275,000 | 2,275,000 | - | - | 100.0% | 1,650,000 |
| Equipment | 146,350 | 167,971 | 104,096 | - | 63,875 | 62.0% | 51,421 |
| Capitalized Fixed Assets | 32,500 | - | - | - | - | - | - |
| Other | 10,000 | 15,000 | 1,000 | 4,000 | 10,000 | 33.3% | 61,647 |
| Appropriated Reserve | 100,000 | 65,000 | - | - | 65,000 | 0.0% | - |
| TOTAL EXPENSES | <u>21,050,805</u> | <u>21,370,197</u> | <u>20,446,785</u> | <u>161,546</u> | <u>761,865</u> | <u>96.4%</u> | <u>18,444,360</u> |
| <i>Revenue Less Expense</i> | <u>(591,080)</u> | <u>(855,837)</u> | <u>450,237</u> | <u>(161,546)</u> | <u>(1,144,527)</u> | | <u>1,471,458</u> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

SANTA BARBARA CLEAN ENERGY FUND

| | Adopted Budget | Revised Budget | YTD Actual | Encum- brances | Remaining Balance with Revised budget | Percent of Budget | Previous YTD |
|-----------------------------|---------------------------|---------------------------|-----------------------|---------------------------|--|------------------------------|-------------------------|
| REVENUES | | | | | | | |
| Service Charges | 53,000,781 | 53,000,781 | 44,441,474 | - | 8,559,307 | 83.9% | 54,115,670 |
| Investment Income | 307,000 | 307,000 | 796,318 | - | (489,318) | 259.4% | 302,517 |
| Miscellaneous | - | - | 125 | - | (125) | | - |
| Grants | - | - | - | - | - | | 21,060 |
| TOTAL REVENUES | 53,307,781 | 53,307,781 | 45,237,917 | - | 8,069,864 | 84.9% | 54,439,247 |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 1,719,294 | 1,700,739 | 1,535,867 | - | 164,872 | 90.3% | 555,749 |
| Materials, Supplies & Svc | 47,673,244 | 50,546,797 | 50,805,808 | 1,572,814 | (1,831,824) | 103.6% | 31,099,894 |
| Special Projects | 3,329,223 | 3,329,969 | 1,644,184 | - | 1,685,786 | 49.4% | 1,347,407 |
| Debt Service | 2,202,038 | 2,202,038 | 2,202,037 | - | 1 | 100.0% | 34,695 |
| Equipment | 6,500 | 6,500 | 1,887 | - | 4,613 | 29.0% | - |
| Other | 527,371 | 527,371 | 120,183 | - | 407,188 | 22.8% | 528,343 |
| TOTAL EXPENSES | 55,457,671 | 58,341,049 | 56,337,601 | 1,572,814 | 430,635 | 99.3% | 33,571,505 |
| <i>Revenue Less Expense</i> | <i>(2,149,890)</i> | <i>(5,033,268)</i> | <i>(11,099,683)</i> | <i>(1,572,814)</i> | <i>7,639,228</i> | | <i>20,867,742</i> |

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2025 (100% of Fiscal Year)

ENERGY AND CLIMATE MANAGEMENT FUND

| | Adopted | Revised | YTD | Encum- | Remaining | Percent of | Previous |
|------------------------------|------------------|------------------|------------------|------------------|-----------------------|-------------------|------------------|
| | Budget | Budget | Actual | brances | Balance with | Budget | YTD |
| | | | | | Revised budget | | |
| REVENUES | | | | | | | |
| Service charges | 2,205,693 | 2,202,010 | 2,157,654 | - | 44,356 | 98.0% | 2,964,476 |
| Miscellaneous | 67,750 | 67,750 | 92,096 | - | (24,346) | 135.9% | 70,284 |
| TOTAL REVENUES | 2,273,443 | 2,269,760 | 2,249,750 | - | 20,010 | 99.1% | 3,036,366 |
| EXPENSES | | | | | | | |
| Salaries & Benefits | 96,540 | 95,344 | 115,595 | - | (20,251) | 121.2% | 748,761 |
| Materials, Supplies & Servic | 2,056,213 | 2,277,251 | 1,964,030 | 123,865 | 189,357 | 91.7% | 2,025,552 |
| Special Projects | 173,500 | 338,399 | 88,056 | 22,199 | 228,144 | 32.6% | 132,045 |
| Transfer-Out | - | - | - | - | - | | 9,169 |
| Equipment | - | - | - | - | - | | 10,291 |
| TOTAL EXPENSES | 2,326,253 | 2,710,994 | 2,167,681 | 146,063 | 397,250 | 85.3% | 2,925,818 |
| <i>Revenue Less Expense</i> | (52,810) | (441,234) | 82,069 | (146,063) | (377,240) | | 110,547 |

***Fiscal Year 2025 Interim Financial Statements
for the Twelve Months Ended June 30, 2025 (100.0% 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 June 30, 2025, in Fiscal Year (FY) 2025. 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 factors. This table highlights the annual revised budget, actual collections for general tax revenues, franchise fees, and other fees/charges. At the end of the fourth quarter (Q4), tax revenues are \$155.9 Million, 98.0% of the FY2025 revised budget. The largest general tax revenues are discussed in more detail below.

| SUMMARY OF REVENUES GENERAL FUND Fiscal Year 2025 For the Twelve Months Ended June 30, 2025 | | | | | | |
|--|-----------------------|-----------------------|----------------------------|--------------------------------------|---------------------------------|------------------------------------|
| Source of Revenue | Adopted Budget | Revised Budget | Year-to-Date Actual | % Variance Budget with Actual | Last Year-to-Date FY2024 | Variance Actual with FY2024 |
| Property Tax | \$51,030,000 | \$51,000,000 | \$50,658,248 | 99% | 48,672,111 | \$1,986,137 |
| Sales & Use Tax | \$31,200,000 | \$30,000,000 | \$29,932,496 | 100% | \$29,153,870 | \$778,626 |
| Measure C Sales Tax | \$33,400,000 | \$33,400,000 | \$31,502,290 | 94% | \$31,096,991 | \$405,299 |
| Measure I Sales Tax | \$0 | \$3,000,000 | \$879,112 | 29% | \$0 | \$879,112 |
| Transient Occupancy Tax | \$28,700,000 | \$29,300,000 | \$29,330,696 | 100% | \$26,505,138 | \$2,825,558 |
| Utility Users Tax | \$7,950,000 | \$8,200,000 | \$8,984,926 | 110% | \$7,290,419 | \$1,694,507 |
| Business License | \$2,900,000 | \$2,900,000 | \$2,729,185 | 94% | \$2,846,122 | (\$116,936) |
| Cannabis Excise Tax | \$1,400,000 | \$1,030,000 | \$991,164 | 96% | \$1,311,001 | (\$319,837) |
| Property Transfer tax | \$1,200,000 | \$910,000 | \$917,956 | 101% | \$847,825 | \$70,131 |
| Total Taxes | \$157,780,000 | \$159,740,000 | \$155,926,072 | 98% | \$147,723,477 | \$8,202,595 |
| License & Permits | \$237,886 | \$237,886 | \$141,616 | 60% | \$141,767 | (\$151) |
| Fines & Forfeitures | \$3,023,600 | \$3,023,600 | \$2,875,607 | 95% | \$2,296,331 | \$579,276 |
| Franchise Fee | \$6,500,000 | \$6,200,000 | \$5,809,540 | 94% | \$6,078,814 | (\$269,273) |
| Use of Money & Property | \$3,867,534 | \$3,870,214 | \$3,110,010 | 80% | \$3,641,615 | (\$531,605) |
| Intergovernmental | \$3,012,044 | \$4,510,200 | \$3,409,149 | 76% | \$5,048,766 | (\$1,639,617) |
| Fees & Charges | \$14,372,784 | \$14,759,959 | \$16,047,185 | 109% | \$15,276,461 | \$770,724 |
| Miscellaneous | \$27,358,272 | \$27,903,873 | \$27,399,920 | 98% | \$24,156,393 | \$3,243,527 |
| Total Other | \$58,372,119 | \$60,505,732 | \$58,793,028 | 97% | \$56,640,146 | \$2,152,882 |
| Total Revenues | \$216,152,119 | \$220,245,732 | \$214,719,099 | 97% | \$204,363,622 | \$10,355,477 |

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

*Fiscal Year 2025 Interim Financial Statements
for the Twelve Months Ended June 30, 2025 (100.0% of Year Elapsed)*

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 June 30, 2025, \$50.6 Million was collected, 99.0% of the budget, and \$2.0 Million additional revenue with FY2024 (due to continued assessed valuation increases of real property).

Sales, Transaction, and Use Taxes

Bradley-Burns 1.00% Tax: Revenue for Q4 of FY2025 is \$29.9 Million, 100.0% of budget or a slight increase of \$778.6K with Q4 FY2024. This line item came right on target with budget, despite a softening of sales tax growth in the recent months.

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 \$31.5 Million, 94.0% of the budget. It follows the same trend as last fiscal year with no noticeable changes. Funds collected under this category are primarily utilized to build, repair, and maintain City buildings and local streets. Major projects under Measure C include the construction of a new police station and renovation of Dwight Murphy Field Park, among many pavements, park, library, and other capital projects.

Measure I 0.50% for Essential Services: The voters approved a half-cent transaction and use tax on November 5, 2024, which became effective on April 1, 2025, with the first payment received at Q4 for \$879.0K. For FY2025, staff projected \$3.0 Million to be received. Additional revenue of \$3M was received in July for last fiscal year. It will be accrued back to June to reflect the correct information or a total of \$3.8 Million for FY2025. Measure I tax revenue is projected to generate approximately \$15.1 Million annually beginning in FY2026

Transient Occupancy Tax

Transient Occupancy Tax (TOT) revenue is 100.0% of budget or \$29.3 Million which includes \$2.2 Million in short term rental (STR) and \$1.2 Million in STR settlement revenue from the initiated enforcement program. Hotel occupancy rate is 71.0% as of June 30, 2025, a 1.0% increase with same period last year. Projections were on target with results for this year which ended \$2.5 Million higher than FY2024. The City is nearing completion of the first round of TOT hotel audits. Findings are anticipated across most hotels. The City will work with hotels to ensure compliance with the municipal code, provide updated guidance on the City's website and revise and enhance the monthly remittance form so that TOT and Tourism Business Improvement District (TBID) revenues are remitted consistently.

Cannabis Excise Tax

Cannabis tax revenue is 96.0% of budget or \$991.2K, a decline by \$319.8K with Q4 FY2024. The City is nearing completion of the cannabis audit. No major findings are anticipated as a result of the audit but payment in arrears is still pending for one of the main suppliers. There is still too much uncertainty in this market, and future projections should stay flat.

Business License

Business Tax Certificate (License) revenues are due on the first day of the new year. 94.0% of projections were collected or \$2.7 Million. FY2025 had a shortfall in comparison to FY2024 by \$116.9K.

***Fiscal Year 2025 Interim Financial Statements
for the Twelve Months Ended June 30, 2025 (100.0% of Year Elapsed)***

Other & Department Revenues

Other revenues represent Fines, Forfeitures, Fees and Intergovernmental Revenues, and Interfund Charges and Reimbursements. Collections in this category totaled \$58.8 Million or 97.0% of the revised budget, representing an increase of \$2.1 Million compared to the same period last year. Within Miscellaneous Fee revenue, the increase over FY2024 is largely due to the repayment of the outstanding SBCE loan balance to the General Fund, totaling \$2.0 Million. Intergovernmental Revenue, which reflects reimbursements and shared costs, amounts to \$3.4 Million. The variance with FY2024 is primarily related to the American Rescue Plan Act (ARPA) unearned revenue, with an adjustment of \$1.1 Million expected to be booked in Period 13. This results in a total of \$4.4 Million for the line item, which aligns with the revised budget.

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

| SUMMARY OF DEPARTMENTAL REVENUES GENERAL FUND Fiscal Year 2025 For the Twelve Months Ended June 30, 2025 | | | | | | |
|--|-----------------------|-----------------------|----------------------------|---------------------------------------|---------------------------------|------------------------------------|
| Department | Adopted Budget | Revised Budget | Year-to-Date Actual | % Variance with Revised Budget | Last Year-to-Date FY2024 | Variance Actual with FY2024 |
| Mayor & Council | \$107,000 | \$107,000 | \$87,774 | 82% | \$92,933 | (\$5,159) |
| City Attorney | \$0 | \$0 | \$0 | 0% | \$266,000 | (\$266,000) |
| City Administrator | \$276,584 | \$276,584 | \$183,856 | 66% | \$188,672 | (\$4,817) |
| Human Resources | \$20,000 | \$20,000 | \$6,111 | 31% | \$14,228 | (\$8,117) |
| Finance | \$675,631 | \$675,631 | \$821,542 | 122% | \$695,618 | \$125,924 |
| General Government | \$1,079,215 | \$1,079,215 | \$1,099,282 | 102% | \$1,257,451 | (\$158,169) |
| Police | \$4,111,178 | \$4,111,178 | \$3,469,706 | 84% | \$3,360,550 | \$109,156 |
| Fire | \$5,558,476 | \$6,385,731 | \$6,349,830 | 99% | \$5,246,613 | \$1,103,217 |
| Public Safety | \$9,669,654 | \$10,496,909 | \$9,819,536 | 94% | \$8,607,163 | \$1,212,373 |
| Parks & Recreation | \$7,893,786 | \$8,252,245 | \$7,791,371 | 94% | \$7,657,437 | \$133,934 |
| Library | \$1,003,466 | \$1,030,264 | \$932,277 | 90% | \$1,240,170 | (\$307,893) |
| Community Services | \$8,897,252 | \$9,282,509 | \$8,723,648 | 94% | \$8,897,607 | (\$173,959) |
| Public Works | \$9,571,387 | \$9,571,387 | \$10,379,217 | 108% | \$9,393,095 | \$986,122 |
| Sustainability & Resiliency | \$28,738 | \$89,614 | \$66,426 | 74% | \$122,813 | (\$56,387) |
| Community Development | \$7,883,607 | \$7,982,845 | \$9,227,611 | 116% | \$8,707,992 | \$519,619 |
| Total | \$37,129,852 | \$38,502,479 | \$39,315,721 | 102% | \$36,986,121 | \$2,329,600 |

Departmental revenues are over budget at 102.0% or \$39.3 Million and exceeds last year for the same period by \$2.3 Million.

General government at 102.0% of the budget (\$1.1 Million) is dominated by revenue from Finance totaling \$821.5K, which covers 75.0% of total revenue for this division. The surplus in Finance with FY2024 is due to a higher-than-normal collection of late fees and TBID Administrative fees.

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Under the line item, City Attorney, a settlement for \$250.0K was received in the past fiscal year, a financial position that was not repeated in FY2025.

Public Safety is 94.0% of its budget or \$9.8 Million. The Police Department, with a total of \$3.5 Million in revenue, experiences a slight peak in Parking Violation income due to the fact, staff vacancies are filled withing the Parking Enforcement. The Fire department concludes Q4 with a total of \$6.3 Million, right in target with budget at 99.0%.

Community Services revenue is led by Parks & Recreation (P&R) with a total of \$7.8 Million, while Library is at 90.0% of its budget or \$932.3K. P&R / Facilities & Special Events: This program closed the fiscal year with a 12.0% (\$231.0K) revenue shortfall. While Public Special Events, Picnics, Photo and Film Shoots, Setup Fees, and Cleaning Fees exceeded budget, revenues declined due to delayed implementation of current-year rental rates. Aquatics: This program exceeded its revenue budget by a 1.0% (\$16.0K) due to higher-than-expected participation in the Junior Lifeguard Summer Camp and other Summer Swim activities. Active Adults: This program finished the year 7.0% (\$41.0K) ahead of budget, despite revenues ending 18.0% (\$84.0.K) under budget due to the loss of a church group rental and lower participation in select dance classes. Revenue is primarily generated from facility rental fees, camps, classes, and the Arts and Crafts Show.

The Library's main underperformance, \$932.3K (90.0% of budget) is related to the foot traffic that is still under its recovery phase compared to prior years as closures for some of the libraries forced residents to change their reading habits. Fees & Services Charges and Other revenue came on target with budget when Fines & Forfeitures collected by the library for unreturned, lost or damaged items reached 77.0% of its budget.

Public Works (PW) followed a successful path with 108.0% of its budget or \$10.4 Million. PW delivered an additional \$986.1K in comparison to FY2024. At Q4, Engineering Services brought in \$8.3 Million. This favorable variance was primarily driven by billable staffing growth and limited vacancies, as several new hires were onboarded through the year. Land Development added \$1.9 Million in total revenues. This increase was largely the result of elevated utility work activity during the fiscal year. Both sources of revenue surpassed the adopted/revised budget.

Sustainability & Resiliency (S&R) came short of its budget and FY2024. One of the significant variances with prior year is related to revenue source from the State of California for \$83.4K for Underground Tank Abatement. Total revenue for FY2025 is \$66.4K or 74.0% of budget.

Community Development (CD) the fiscal year at 16.0% above budget or \$9.2 Million in revenue. A \$519.6K additional income has been received in comparison to last year. Two subdivision revenues drove the positive outcome for this year. Under Service charges, the sustained demand for land development services and permits drove the revenue to a surplus. Under Other Revenues, Actuals totaled \$244.0K compared to the budget of \$10.5K. This includes \$15.0K in Code Compliance citation revenue (budgeted at \$10.0K) and \$229.0K in unbudgeted inclusionary housing revenue. Since inclusionary housing revenue is unpredictable, it is not budgeted. In accordance with the Local Housing Trust Fund (LHTF) ordinance, these funds are to be transferred to LHTF, which is included in the requested Q4 budget adjustments.

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General Fund Expenditures

The *Summary of Departmental Expenditures, General Fund* table below summarizes General Fund expenditures through June 30, 2025. The Revised Budget column represents the adopted budget, appropriation carryovers from the prior year, and all supplemental appropriations approved by the City Council in the current year. The FY2025 adopted budget included several targeted reduction plans to assist with lowering City expenditures. A balancing strategy of roughly \$2.7 Million is allocated across General Fund departments, including general reductions and salary-saving measures partially allocated under the line-item *Non-Departmental* in the table below. As of the end of June 2025, 99.0% of the revised budget was used.

| SUMMARY OF DEPARTMENTAL EXPENDITURES GENERAL FUND Fiscal Year 2025 For the Twelve Months Ended June 30, 2025 | | | | | | |
|---|-----------------------|-----------------------|--|---------------------------------------|--------------------|--|
| Department | Adopted Budget | Revised Budget | Year-to-Date Actual (without Encumbrance) | % Variance with Revised Budget | Encumbrance | Remaining Budget after Encumbrances |
| Mayor & Council | \$3,477,833 | \$3,692,795 | \$3,592,005 | 97% | \$21,480 | \$79,310 |
| City Attorney | \$5,864,762 | \$5,945,509 | \$5,041,143 | 85% | \$194,055 | \$710,309 |
| City Administrator | \$4,466,875 | \$5,246,092 | \$4,847,814 | 92% | \$166,248 | \$232,030 |
| Human Resources | \$2,818,454 | \$2,887,925 | \$2,694,520 | 93% | \$151,571 | \$41,836 |
| Finance | \$8,150,922 | \$8,950,267 | \$7,890,514 | 88% | \$858,434 | \$201,320 |
| General Government | \$24,778,847 | \$26,722,589 | \$24,065,995 | 90% | \$1,391,788 | \$1,264,806 |
| Police | \$56,829,092 | \$59,315,798 | \$56,769,344 | 96% | \$406,437 | \$2,140,018 |
| Fire | \$39,891,571 | \$40,585,654 | \$39,531,169 | 97% | \$181,182 | \$873,303 |
| Public Safety | \$96,720,663 | \$99,901,451 | \$96,300,514 | 96% | \$587,618 | \$3,013,320 |
| Parks & Recreation | \$25,529,806 | \$26,201,189 | \$24,554,855 | 94% | \$53,097 | \$1,593,237 |
| Library | \$8,989,630 | \$8,944,130 | \$8,222,057 | 92% | \$46,092 | \$675,980 |
| Community Services | \$34,519,436 | \$35,145,320 | \$32,776,912 | 93% | \$99,189 | \$2,269,218 |
| Public Works | \$14,477,514 | \$14,391,384 | \$13,405,983 | 93% | \$30,982 | \$954,419 |
| Sustainability & Resilience | \$352,576 | \$838,913 | \$593,616 | 71% | \$94,479 | \$150,818 |
| Community Development | \$17,697,964 | \$18,477,288 | \$16,671,948 | 90% | \$620,040 | \$1,185,300 |
| Measure C Sales Tax | \$37,313,123 | \$37,313,123 | \$41,341,569 | 111% | \$0 | (\$4,028,446) |
| Non-Departmental | (\$1,235,985) | \$253,839 | \$6,233,129 | 2456% | \$0 | (\$5,979,290) |
| Total | \$224,624,137 | \$233,043,907 | \$231,389,665 | 99% | \$2,824,097 | (\$1,169,856) |

Encumbrances & Carryovers

The City uses encumbrances to control expenditure commitments for the year and to enhance cash management. Encumbrances represent commitments related to contracts not yet performed and purchase orders not yet filled (executory contracts and open purchase orders). Commitments for such expenditure of monies are encumbered to reserve a portion of applicable appropriations. Encumbrances still open at year end are not accounted for as expenditures and liabilities but, rather, as restricted or committed governmental fund balance. Carryovers increased significantly

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at the time of the Pandemic; all projects were on hold. For this fiscal year, staff reevaluated these initial transactions, considered cost and market assumptions, reassessed the project scopes and streamed down these transactions to have a better evaluation of their expenditures.

Expenditure Analysis by General Fund

The General Fund revised budget of \$233.0 Million, which includes \$2.8 Million in carried forward encumbrances is 99.0% exhausted (\$231.4 Million) as of June 30, 2025. The *Summary of Departmental Expenditures, General Fund* table below shows performance at department level. 43.0% of the total Revised budget, including Non-Departmental Expenditures, is appropriated to provide public safety services through the Police and Fire Departments. Community Services comprises 14.0% of the total budget, which includes the City's P&R and Library Departments. General Government makes up 11.0% of appropriations which includes Finance, City Administration, Mayor and City Council, City Attorney, Human Resources, and City Clerk Departments. The balance of 32.0% under other departments/services is allocated across Measure C, Community Development, and Public Works.

| SUMMARY OF EXPENDITURES BY TYPE GENERAL FUND Fiscal Year 2025 For the Twelve Months Ended June 30, 2025 | | | | |
|---|-----------------------|-----------------------|----------------------------|---------------------------------------|
| Expenditure Type | Adopted Budget | Revised Budget | Year-to-Date Actual | % Variance with Revised Budget |
| Salaries | \$90,385,757 | \$90,789,885 | \$88,931,501 | 98% |
| Benefits | \$57,680,948 | \$58,296,443 | \$53,920,568 | 92% |
| Attrition Savings | (\$6,000,000) | (\$6,083,500) | \$0 | 0% |
| Salaries & Benefits | \$142,066,704 | \$143,002,828 | \$142,852,069 | 100% |
| Supplies & Services | \$13,909,783 | \$17,681,963 | \$13,817,466 | 78% |
| Allocated Costs | \$19,721,530 | \$20,498,877 | \$20,464,027 | 100% |
| Special Projects | \$4,974,283 | \$6,392,179 | \$4,976,413 | 78% |
| Supplies & Other | \$38,605,596 | \$44,573,019 | \$39,257,906 | 88% |
| Equipment | \$1,043,758 | \$1,483,092 | \$1,189,562 | 80% |
| Measure C Sales Tax | \$37,313,123 | \$37,313,123 | \$41,341,569 | 111% |
| Transfers | \$5,309,562 | \$6,594,618 | \$6,744,524 | 102% |
| Debt Service | \$285,393 | \$77,226 | \$8,380 | 11% |
| Equipment & Capital | \$43,951,836 | \$45,468,059 | \$49,284,035 | 108% |
| Total | \$224,624,136 | \$233,043,906 | \$231,394,010 | 99% |

General Government actual spending totaled approximately \$24.1 Million, representing 90.0% of the revised budget, or 96.0% when including encumbrances. Overall, divisions remained within expected spending levels, apart from Finance at 88.0% and the City Attorney 's office at 85.0% of budget. The Finance department's lower expenditure was due to staff turnover and the elimination of one management position in accounting. The City Attorney's office remained under budget across all programs, while Code Enforcement operated short of 0.5 FTE for an Assistant City Attorney position. In comparison to Q4 FY2024, General Government added \$1.7 Million to its expense line. The result is a combination of an offset of variances between payroll and benefits costs against other expenses related to employee relations, development, and/or carryovers.

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Public Safety actual spending is \$96.3 Million or 96.0% of the revised budget, an increase of \$9.7 Million in comparison to same period last year. Payroll and benefit expenses are the main drivers for these public safety costs that are due to variances in number of vacancies between FY2024 and FY2025. Many of these positions have been filled which will result in some reduction to overtime expense going forward.

The Police Department's (PD) overall expenses for Q4 are in line with the revised budget at \$56.7 Million or 96.0% of the revised budget. PD's efforts to fill vacancies have reduced the vacancy rate, which is reflected in an increase in Salary & Benefits expenses through Q4. In addition, few unfunded cash outs took place by the end of this fiscal year. Supplies & Services expenses are slightly higher than the prior year, but some of these variances are offset by non-capital equipment that shifted from \$1.0 Million in 2024 to \$294.6K for 2025.

The Fire Department (FD) expended 97.0% of its revised budget, or \$39.5 Million, representing a \$2.7 Million increase compared to Q4 FY2024, primarily due to payroll costs. Fire administration expenses exceeded projections as a result of unbudgeted IT personnel, annual vacation, and comp time cashouts. Training, recruitment, and operational costs were also higher than anticipated. These increases were partially offset by salary savings from an unfilled Fire Inspector III position withing the Fire prevention program. In addition, the Fire Department received a Cal Fire Grant that reduced personnel costs under the Wildland Mitigation program.

Community Services Actual expenditures totaled \$32.8 Million, or 93.0% of the associated Q4 FY2025 budget, an increase of \$2.5 Million compared to FY2024. Variances and budget comparisons are reflected within the P&R and Library Departments below.

The Parks & Recreation (P&R) Department. The department expended 94.0% of its budget, or \$24.6 Million, by year-end. Savings of \$1.6 Million offset revenue shortfalls, allowing the department to close the year 6.0% (\$1.1 Million) under budget. Notable budget variances occurred in the Recreation division: The Active Adults program achieved 12.0% (\$125.0K) in savings, while Aquatics realized an additional \$126.0K in savings due to lower-than-expected contractor reimbursement costs for Lobster Jo's camps.

The Library Department is a combination of Administration for the Montecito Branch Library, operations for the Central and Eastside Libraries as well as an "On the Go" Library, in addition to Adult Education. At the twelve-month mark, the Department spent 92.0% of its budget or \$8.2 Million, a decrease of \$200.0K with FY2024. Payroll costs came at 89.0% of budget when special projects and allocated costs met 100.0% of revised budget. Supplies & Services were over budget by 3.0% due to ARPA funding for \$28.6K that was refunded to the US Treasury. Overall, the Department works diligently to control its costs for this fiscal year. Eastside Library was reopened in Q1 FY2025 after extensive repairs and the department tries to reestablish "normal business".

The Public Works (PW) Department expenditure totaled \$13.4 Million representing 93.0% of the revised FY2025 budget. Administrative expenditures ended at 99.0% of budget, reflecting strong management of supply and project-related costs. Savings in this category, along with salary and benefit savings, offset one-time salary payouts from staff turnover, keeping results nearly balanced overall. Engineering services expenditures concluded at 93.0% of budget, primarily due to underspending on Supplies & Services, as well as using only 94.0% of the budgeted amount for Salary & Benefits. Careful cost management supported balanced department growth. Land development expenditures closed at 88.0% of budget, with savings

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largely driven by \$99.0K in the special projects category, contributing to a favorable year-end position. In comparison to prior year (FY2024), expenditures highlight disciplined cost management and continued emphasis on limiting non-essential spending, producing notable savings in discretionary areas for both years. The increase in Salaries & Benefits in FY2025 reflects one-time payouts and staffing adjustments, accounting for the year-over-year variance. Overall, the PW General Fund demonstrated stable year-end performance, with careful oversight and targeted savings offsetting onetime costs, closing the year with \$985.4K in savings.

The Sustainability & Resilience (S&R) Department currently has two special projects: Emergency Remediation project at Chapala/Carrillo, and Lot 12 Environmental Remediation. 71.0% of the current budget has been used for these purposes or \$593.6K, an increase of \$426.3K with FY2024. Any unspent funds will rollover to FY2026 to help fund the Stearns Wharf environmental remediation project and phase 2 of the Lot 12 remediation project or \$245.3K.

The Community Development (CD) Department overall expenditures for the eleven budgetary programs in the General Fund totaled \$16.67 Million, or 90.0% of budget. Encumbrances of \$604.0K are included, with total funds used at 94.0% of appropriations. This resulted in \$1.2 Million in expenditure savings, explained as follows: Salary & Benefits: The largest expenditure category, ended the year at \$12.6 Million (92.0% of budget), creating \$1.06 Million in savings. This was primarily due to vacancies, staff turnover, and over budgeted benefit allocations. Supplies & Services ended with \$187.0K in savings, or 62.0% of budget spent. After including encumbrances of \$428.0K, appropriated funds used were 86.0%. Encumbrances include agreements for plan check, building inspection, planning consulting, and other minor contracts. Special projects ended the year at 82.0% of budget. Transfers are currently over budget, at \$143.0K, which will be corrected with Q4 budget adjustments. Most of the overage is due to Technology fee revenue transfers to the Capital Fund (3000), reconciled at year-end. A submitted adjustment will correct the \$131.0K overage in this area. Capital Outlay (Non-capital) ended the year with \$526.0K savings, or 61.0% of budget spent. Most year-end journal entries have been processed. Grant reconciliations and adjustments will be completed by early September.

Non-Departmental and Measure C expenditure in this category includes transfers from the General Fund to other funds and Fund 3010. Most transfers are to the Measure C Fund, which supports various capital maintenance and improvement projects. At Q4, actuals were 111.0% of the revised budget. Staff are reviewing final transfers for Measure C, consistent with prior years, and adjustments will be reflected in the year-end closing process.

General Fund Multi-Year Forecast

The City's budget process begins in October – seven months prior to the first budget public hearing. Staff prepare an initial financial forecast for the General Fund that extends for five 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 FY2025 budget.

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Overall, the multi-year forecast assumed the recovery and continued modest growth of all major General Fund revenue sources into the foreseeable future. The forecast also included the new Measure I sales tax revenue source in FY2025. At the end of this fiscal year, the General Fund adjusted Salaries & Benefits including known increases in benefits and pension costs, which consumed most of the anticipated revenue growth, as well as impacted high inflation on goods and services.

The forecast shows a deficit in FY2026 and FY2027. The primary driver why prior-year operating deficits have been higher is the realization of Measure I Essential Services transactions and use revenues. Once Measure I revenues are programmed to fund maintaining essential services, including a transfer into the Local Housing Trust Fund or other housing and homeless services, the deficit was reduced. The deficit grows in future years due to rising costs of labor, insurance and other operating costs exceeding projected revenue growth.

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

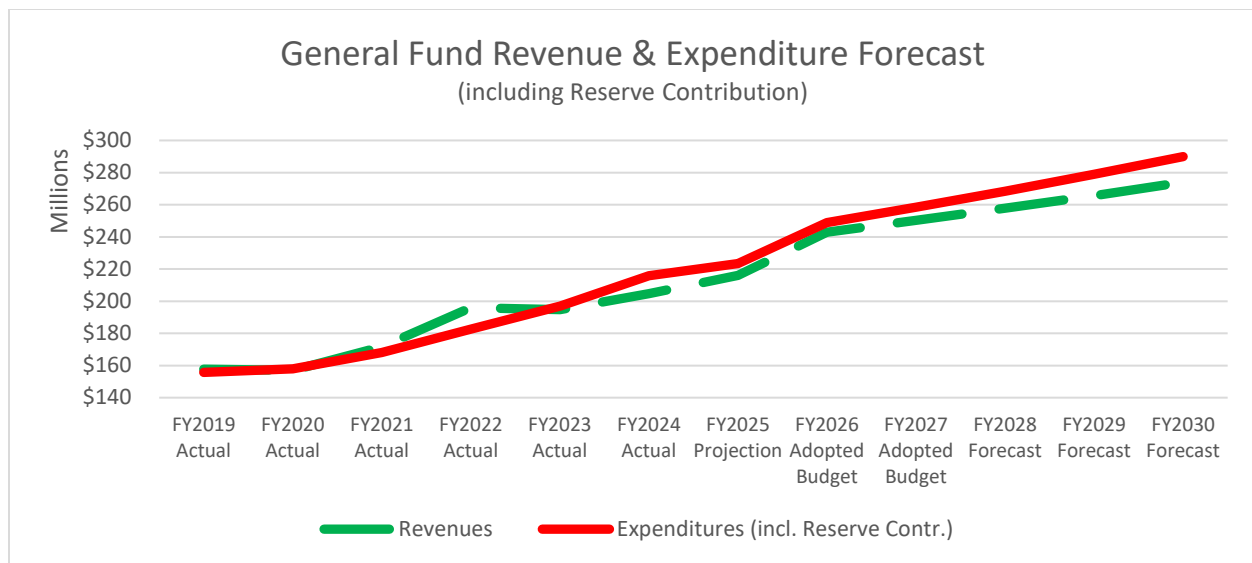
Late in 2024, the City entered into an agreement with NHA Advisors to conduct a peer review of the General Fund multi-year forecast that staff prepare and maintain throughout the year. NHA has reviewed staff's model, the City's budget, financial statements, and other financial and budgeting resources to prepare an independent opinion regarding General Fund projections going forward. The review was completed in April 2025. The review indicated that the staff's projections are in line with NHA's projections. Certain tax revenue increase assumptions that staff have used are slightly more aggressive than the more conservative assumptions suggested by NHA. 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 includes Measure C revenues and expenditures.

| General Fund | FY2025 Actual Pre Audit | FY2026 Adopted Budget | FY2027 Adopted Budget | FY2028 Forecast | FY2029 Forecast | FY2030 Forecast |
|--------------------------|--|--------------------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|
| Revenues | \$214.7 | \$242.9 | \$250.3 | \$257.8 | \$265.6 | \$274.0 |
| Expenditures | \$231.4 | \$244.5 | \$256.2 | \$266.1 | \$276.4 | \$287.5 |
| Surplus/(Deficit) | \$(16.7) | \$(1.6) | \$(5.9) | \$(8.2) | \$(10.8) | \$(13.4) |

The graph below shows the General Fund revenues and expenditures, including reserve target goals, from FY2019 through FY2030.

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General Fund Reserves Projection

The General Fund has two reserve targets, Disaster Reserves and Contingency Reserves, as required by City Council Resolution No. 23-124.

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.

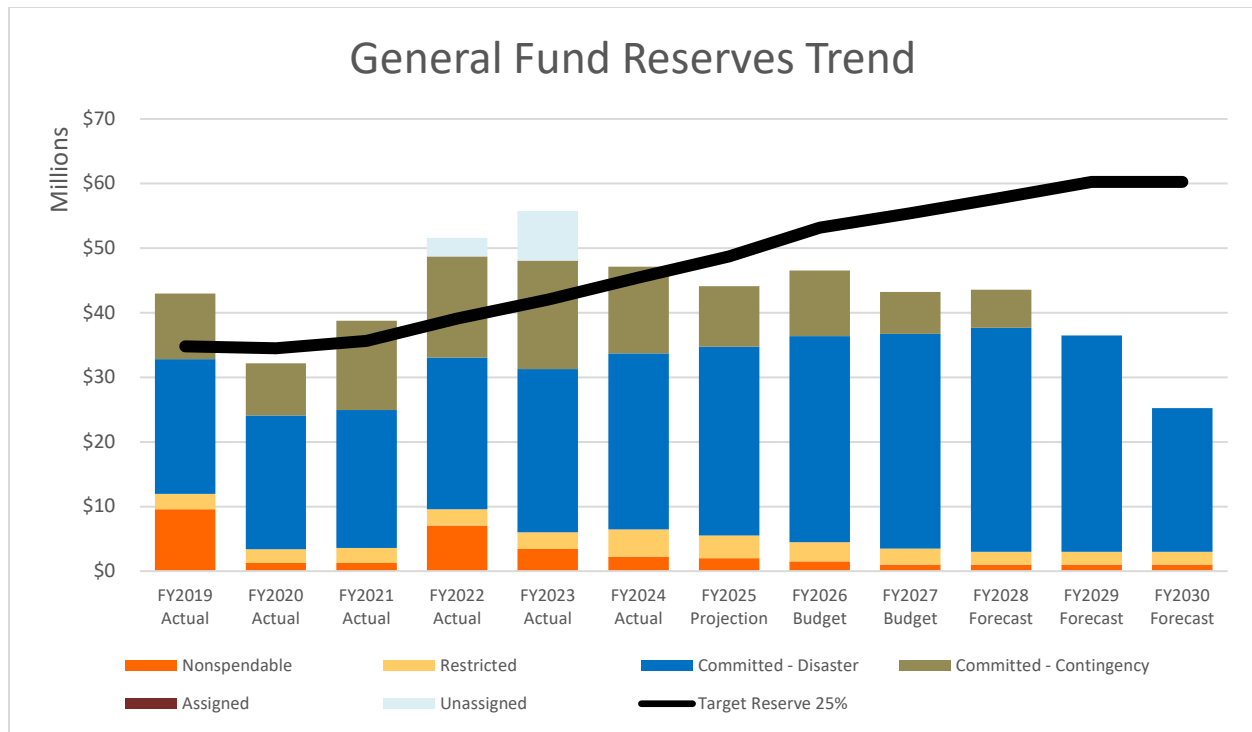
The purpose of the Contingency Reserve is to allow for the orderly implementation of a balancing strategy to address the fiscal impacts of unexpected events to minimize the impacts to the organization and community. The most common of these events would be an economic recession that results in a significant 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 FY2025 adopted budget required a strategic use of a small number of reserves to balance the budget. Reserves were largely replenished in FY2022 and held steady in FY2023; however, they declined in FY2024. The Self-Insurance Fund (SIF) is still underfunded based on the actuarial recommended level, which continues to present a burden on the General Fund.

Staff will continue to address the anticipated changes to reserves based on projections in future quarterly reports to the City Council. The FY2024 General Fund actuals and FY2025 projection shows 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.

The graph below shows the General Fund reserves from FY2019 through the FY2030 forecast.

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Enterprise Operating Fund Revenues and Expenses

Unlike the General Fund, which relies primarily on taxes to fund programs and services, Enterprise Funds – Also referred to as Proprietary Funds- are financed mainly through user fees and other non-tax revenues. The summary of Revenues and Expenses, Enterprise Funds table below presents revenues and expenditures from Enterprise Funds through June 30, 2025, along with adopted annual budget, actuals and prior-year actuals for the same twelve-month period. Encumbrances as of June 30, 2025, are reported separately from expense actuals to avoid distorting trends. The City's Enterprise Funds include the Water Fund, Wastewater Fund, Airport Fund, Waterfront Fund, Solid waste Fund, Downtown Parking Fund, Clean Energy Funds, and Golf Fund.

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| SUMMARY OF REVENUES & EXPENSES ENTERPRISE FUNDS Fiscal Year 2025 For the Twelve Months Ended June 30, 2025 | | | | | | | |
|--|----------------------|----------------------|-----------------------|--------------------------------|----------------------|----------------------|------------------------|
| Enterprise Fund | Adopted Budget | Revised Budget | Year-to-Date Actual | % Variance with Revised Budget | Encumbered | Last Year Actual | % Variance with FY2024 |
| Solid Waste Fund | | | | | | | |
| Revenues | \$40,327,843 | \$40,729,889 | \$40,408,978 | 99.2% | \$0 | \$39,407,171 | 2.5% |
| Expenses | \$39,609,106 | \$40,678,058 | \$38,813,702 | 95.4% | \$347,553 | \$37,568,800 | 3.3% |
| Add / (Use) Reserves | \$718,737 | \$51,831 | \$1,595,275 | | (\$347,554) | \$1,838,370 | |
| Water Fund | | | | | | | |
| Revenues | \$80,625,863 | \$78,825,863 | \$80,153,125 | 101.7% | \$0 | \$72,949,067 | 9.9% |
| Expenses | \$83,755,501 | \$86,842,643 | \$75,538,800 | 87.0% | \$5,576,533 | \$77,871,814 | -3.0% |
| Add / (Use) Reserves | (\$3,129,638) | (\$8,016,780) | \$4,614,325 | | (\$5,576,533) | (\$4,922,746) | |
| Wastewater Fund | | | | | | | |
| Revenues | \$31,282,314 | \$31,315,314 | \$32,044,607 | 102.3% | \$0 | \$29,403,072 | 9.0% |
| Expenses | \$31,971,687 | \$33,636,050 | \$32,250,448 | 95.9% | \$1,276,831 | \$28,867,544 | 11.7% |
| Add / (Use) Reserves | (\$689,373) | (\$2,320,736) | (\$205,842) | | (\$1,276,832) | \$535,527 | |
| Downtown Parking Fund | | | | | | | |
| Revenues | \$15,376,580 | \$11,187,036 | \$11,428,288 | 102.2% | \$0 | \$10,550,950 | 8.3% |
| Expenses | \$13,634,491 | \$12,849,263 | \$11,530,644 | 89.7% | \$163,726 | \$11,618,448 | -0.8% |
| Add / (Use) Reserves | \$1,742,089 | (\$1,662,227) | (\$102,356) | | (\$163,726) | (\$1,067,498) | |
| Clean Energy Fund | | | | | | | |
| Revenues | \$53,307,781 | \$53,307,781 | \$45,237,917 | 84.9% | \$0 | \$54,439,247 | 100.0% |
| Expenses | \$55,457,671 | \$58,341,049 | \$56,337,601 | 96.6% | \$1,572,814 | \$33,571,505 | 67.8% |
| Add / (Use) Reserves | (\$2,149,890) | (\$5,033,268) | (\$11,099,683) | | (\$1,572,814) | \$20,867,742 | |
| Airport Fund | | | | | | | |
| Revenues | \$32,685,752 | \$33,787,621 | \$33,750,492 | 99.9% | \$0 | \$30,813,314 | 9.5% |
| Expenses | \$32,958,862 | \$39,512,511 | \$35,695,626 | 90.3% | \$1,119,140 | \$30,040,919 | 18.8% |
| Add / (Use) Reserves | (\$273,111) | (\$5,724,890) | (\$1,945,134) | | (\$1,119,140) | \$772,395 | |
| Golf Fund | | | | | | | |
| Revenues | \$4,700,502 | \$4,700,502 | \$4,987,166 | 106.1% | \$0 | \$4,701,353 | 6.1% |
| Expenses | \$4,353,846 | \$4,552,182 | \$4,374,030 | 96.1% | \$0 | \$3,642,130 | 20.1% |
| Add / (Use) Reserves | \$346,656 | \$148,320 | \$613,137 | | | \$1,059,223 | |
| Waterfront Fund | | | | | | | |
| Revenues | \$20,459,725 | \$20,514,360 | \$20,897,022 | 101.9% | \$0 | \$19,915,818 | 4.9% |
| Expenses | \$21,050,805 | \$21,370,197 | \$20,446,785 | 95.7% | \$161,546 | \$18,444,360 | 10.9% |
| Add / (Use) Reserves | (\$591,079) | (\$855,836) | \$450,237 | | (\$161,546) | \$1,471,458 | |

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Solid Waste Fund

The Solid Waste Fund supports trash and recycling services, along with related programs. Revenues totaled \$40.4 Million, or 99.2% of budget, reflecting a \$1.0 Million increase from the prior year. Expenses came in at 95.4% of budget, underspending by \$1.8 Million, though costs rose 3.3% compared to FY2024. The division maintained full staffing with no permanent vacancies. Shifting priorities contributed to lower-than-expected hourly costs, and overall employee compensation spending was \$154.0K under budget. Supplies & Services, including hauler fees paid to Marborg, processing and disposal costs, and staff programming, utilized 98.37% of budget (\$35.1 Million). Special projects include two major contracts. The first supports regionwide initiatives led by the County, including the Community Hazardous Waste Center at UCSB. These contracts are billed several years in arrears and are not always predictable. The second addresses encampment cleanup efforts, with expenses \$319.6K under budget. Capital outlays' spending reached \$194.4K, leaving a remaining balance of \$323.0K at year end, primarily for the purchase and maintenance of public containers. Several large software integration projects, expected to begin in FY2026, will require a carryover of approximately \$80.0K in appropriations. At year end, financial results reflect a \$1.6 Million surplus to add to the department's reserve, an increase of \$1.5 Million compared to the FY2025 revised budget.

Water Fund

The Water Fund provides water services to City and County Residents. For FY2025, revenues were strong, ending the year with positive variances. The main driver was lower expenditure, particularly due to ongoing renegotiations of the Desalination Plant Operations Contract. Contingencies built into FY2025 budget covered multiple operating scenarios until a contract amendment was finalized in December 2024. Revenues for FY2025 totaled \$80.1 Million (101.7% of budget), up \$7.2 Million from FY2024. Key revenue highlights include Water rate revenue of \$53.6 Million (1.0% over budget), Investment income of \$474.0K above forecast and Intergovernmental revenues from local agencies for water supply agreements totaling \$5.1 Million, which was \$758.0K below budget due to timing under the Montecito Water District (MWD) agreement. MWD is billed monthly based on the adopted fiscal year budget, with reconciliation completed at year end. The City anticipates issuing MWD a credit of approximately \$300.0K for FY2025, related to delayed projects under the Desal Contract.

The remaining \$458.0K underage is due to transferring a deposit (Debt Service Coverage Deposit) received in the revenue account to the deposit account. Other revenues are comprised of reimbursements and refunds. Revenue in this category totaled \$729.0K, which is \$644.0K above budget. The Water Fund receives rebates from Southern California Edison when raw water is diverted from Gibraltar Reservoir and passed through the City's hydroelectric plant. The Desal Plant participates in an energy demand reduction program with Enel-X during power emergencies. Payments are made quarterly based on the plant's capacity to reduce electrical loads during such events. This revenue, totaling \$137.0K at year end, was not included in the FY2025 budget as the agreement was finalized after the budget was developed. Water issued AT&T a license for a temporary cell tower at the Vic Trace Reservoir site. This revenue, totaling \$180.0K at year end, was not budgeted in FY2025 as the agreement was finalized after the budget development process.

The Water Division spent \$75.5 Million or 87.0% of its budget, representing a \$2.3 Million decrease compared to Q4 FY2024. After accounting for encumbrances of \$5.6 Million, total expenditure reached 95.0% of budget for FY2025. Salaries and benefits totaled \$15.8 Million, or 1.0% above budget, due to mid-year labor cost adjustments per approved MOUs. However, this overage was offset by benefit savings, resulting in overall personnel costs ending below budget.

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Supplies & services concluded the year at \$16.5 Million, which was \$4.3 Million (21.0%) under budget, including encumbrances. The largest variance was in electrical usage, primarily related to desalination operations, which experienced lower costs due to delayed operations (four months). Other notable variances include saving by 10.0% under budget for State water and Cachuma operations, Capital outlays with \$560.0K, or 39.0% below budget, due to deferred equipment purchases and postponement of certain FY2025 purchases to FY2026 as workload and contractual constraints delayed progress, including those tied to the Energy Master Plan. As a result of the significant changes listed above, the Water department ends the twelve-month mark with a profit of \$4.6 Million, a change with revised budget sets at a loss of \$8.0 Million and prior year at \$4.9 Million loss.

Wastewater Fund

The Wastewater Fund provides sewer services to City and County residents. FY2025 revenues were \$32.0 Million, or 2.3% below budget, primarily due to lower indoor water usage affecting rate model assumptions. Total expenses reached \$32.3 Million (95.3% of budget), resulting in a modest variance. Key expenditure details include Salaries for \$10.1 Million (2.0%) under budget, Supplies and services for \$8.6 Million, or (12.0%) under budget mainly due to reduced chemical costs. Lower wet weather flows required less chemical use and bid renewals for chemical purchases also yielded savings. Electric costs were lower than anticipated, as the cogeneration facility at El Estero generated more power using Biogas, reducing reliance on Southern California Edison and Santa Barbara Clean Energy. Although per-kilowatt – hour costs increased, overall savings were achieved. Other factors are savings with professional services due to reprioritization of projects and delays in contractual work, special projects at 825.0K or 18.0% below budget with savings from ocean outfall monitoring and root control contracts delayed due to staffing constraints. Capital Outlays was also under budget by 44.0% with staff postponing equipment purchases to FY2026. At year end, the Wastewater Fund recorded a net loss of \$205.8K, an improvement compared to the projected deficit of \$2.3 Million.

Downtown Parking Fund

Downtown Parking Fund accounts for the provision of parking services in the downtown area of the City. All activities necessary to provide such services are accounted for in this fund including, but not limited to, administration, operations, maintenance, billing and collection of fees, capital acquisition, construction, and financing and related debt service. Revenues are \$8.3 Million or 55.6% of budget. Major breakdowns and changes are: Hourly Parking Revenue is \$4.7 Million through Q3. This reflects a slight increase over last year. Outdoor Business Facility rent revenue is significantly below budget at 56.0%, or \$141.8K. Staff continue to work with business owners, utilizing payment plans, to improve payment compliance. PBIA revenue came in at 69.0% of budget, or \$691.0K through Q3. In comparison to FY2024, revenue increased by \$436.1K or 5.5%. A Q3 adjustment will reduce the revised revenue budget by \$3.76 Million. Taking this adjustment into consideration, current fiscal year revenues are on track with the budget at 74.0%. Expenses are 66.8% of budget at \$8.4 Million. Projection is set at a reduction of \$314.3K while current spending follows a very similar trend to last year for the same period. At Q3, Downtown Parking operating result is a loss for \$139.2K, an improvement from Q3 FY2024 that was at negative \$602.7K. Staff anticipates finishing the year by using \$565.5K of their operating reserves.

Clean Energy Fund

The Clean Energy Fund accounts for the cost to procure clean and renewable electric energy on behalf of the Santa Barbara community. Revenue for \$45.3 Million is 84.9% of the budget and lower than FY2024 by \$9.2 Million. The S&R department decided to reduce its revenue projection.

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Southern California Edison (SCE) implemented a mid-year rate decrease of 12.0%. As Santa Barbara Clean Energy (SBCE) rates are benchmarked to SCE rates by policy, revenues are down.

Expenses reached 96.6% of budget (\$56.3 Million) and are \$22.7 Million higher than last year due to Renewable Energy Certificates (RECs). Power supply costs were below budget. In addition, the department had savings in Salaries & Benefits. New SBCE customer programs launched around the end of the calendar year have slower than expected rollout results driving additional saving in operations. A portion of this money may be rolled over to the following year. At the end of the twelve months, S&R experienced a loss of \$ 11.0 Million.

Airport Fund

The Airport Fund supports operations of the municipal airport and the administration of airport property leases. FY2025 closed with 1.49 Million passengers, representing a 14.0% year-over-year increase and marking the highest passenger volume in Airport history. Market share was primarily divided between United and Southwest Airlines, with the introduction of new Delta service also contributing to revenue growth. Revenues reached \$33.7 Million or 99.9% of budget, exceeding the prior year by \$2.9 Million. Lease revenues slightly surpassed expectations at 100.19% of budget, reflecting an 8.42% increase compared to FY2024. Variances in Commercial/Industrial leases (\$5.7 Million, 89.3% of budget) were tied to temporary vacancies from planned property improvements, redevelopment, and space holdbacks for future high-value tenants. These strategies are intended to position the Airport to secure higher lease rates and stronger tenant relationships beginning in FY2026.

Commercial Aviation revenues totaled \$6.7 Million or 92.1% of budget. Although landing fees were modestly lower due to airline efficiency measures, strong passenger load factors sustained growth. Terminal revenues were \$13.0 Million (109.0% of budget), reflecting robust demand in parking, retail, restaurant, advertising, and ground transportation. Non-commercial aviation contributed \$5.7 Million, supported by steady general aviation demand. Expenses totaled \$35.7 Million, or 90.3% of the revised budget, up by \$5.65 Million from FY2024. Salary & Benefits were \$12.2 Million, reflecting cost-of-living adjustments, higher benefit costs, and overtime in operations and airport police. Overtime was primarily used to support the Aviation screening program and enhance security through random inspections and deterrence measures. Supplies & Services were \$10.7 Million (90.0% of budget), while Special projects ended at 87.0% of budget. Net results for FY2025 showed a loss of \$1.9 Million, which was significantly better than the projected budget deficit of \$5.7 Million.

Golf Fund

The Golf Fund accounts for the operation of the municipal golf course. All activities necessary to provide such services are accounted for in this fund including, but not limited to, administration, operations, maintenance, capital acquisition and construction, financing and related debt service, and billing and collection of fees. Highly dependent on weather conditions, Golf activities brought \$4.9 Million in revenue or a successful 6.1% over its revised budget for FY2025. Expenses at Q4 are \$4.4 Million or 96.1% of the budget. The Golf Division keeps a strong consistency across its business. At fiscal year-end, the Golf Fund reported net operational results of \$613.0K, which will be allocated to reserves.

Waterfront Fund

The Waterfront Department manages approximately 252 acres of tidelands and submerged lands, covering the Harbor and Stearns Wharf. As an enterprise fund, it sustains its operations through

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various revenues such as lease revenue and slip and parking fees. At Q4, the Department generated revenues of \$20.9 Million or a surplus of 1.9% over its revised budget. The Waterfront department saw only modest revenue growth, with the exception in Property Management which has unresolved revenue issues from some key large food service tenants. It is unclear at this time if this level of revenue generation, due to decreased consumer spending and activity, can be expected to sustain itself into FY2026 and beyond due an unstable economic climate.

Expenses end at \$20.4 Million, 95.7% of its budget mainly driven by reductions in Administration, Facility maintenance for Harbor and the Wharf. Salaries ended Q4 under budget by 2.9%. Allocated Cost is 100.0% expended at Q4, as expected. Supplies & Services are 12.0% below projections when you exclude encumbrances. Capital Outlays represent the Waterfront's annual equipment purchases, which varied throughout the year. The Waterfront came in 38.0% under budget for Q4 (excluding encumbrances). The Waterfront department contributed \$450.0K to its reserves, marking a favorable variance compared to the revised budget which had projected a deficit of \$855.0K.

Interdepartmental Services Operating Fund Revenues and Expenses

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

Self-Insurance Fund (SIF)

The City purchases insurance policies to cap its exposure to loss for specific hazards. 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.

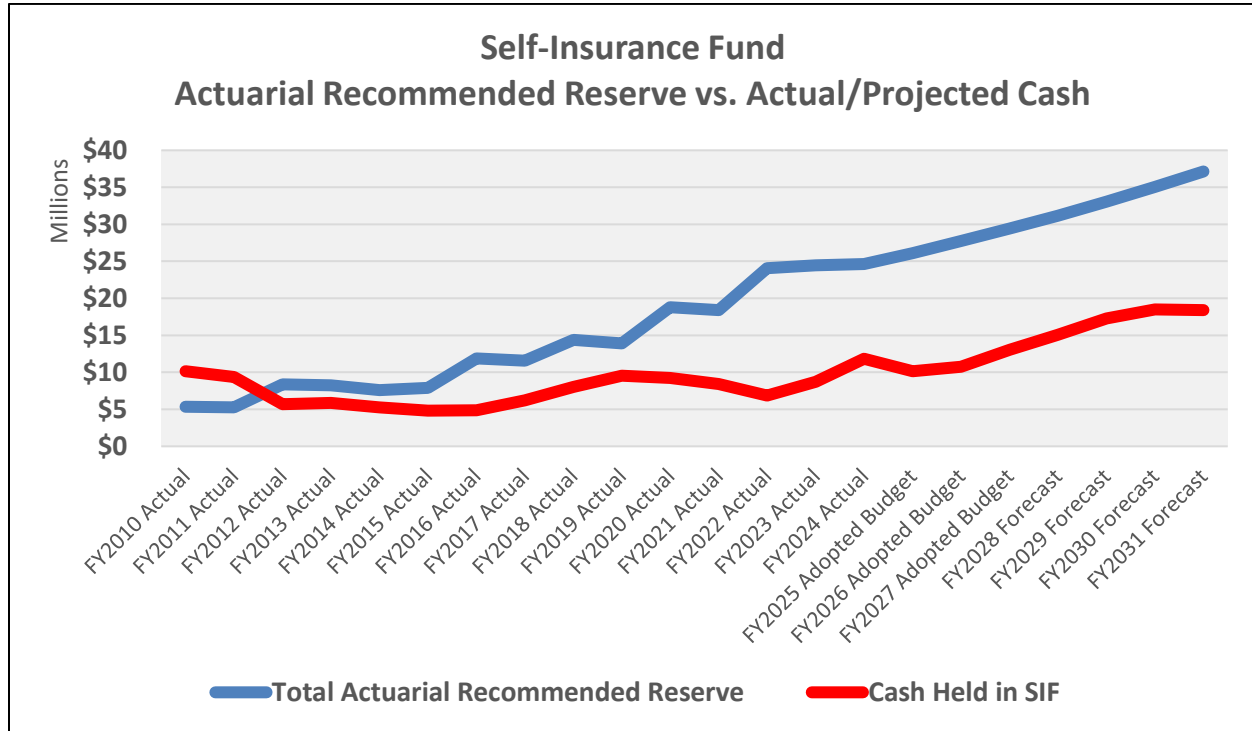
SIF continues to experience challenges in receiving adequate annual allocations to the funds from operating departments and not having adequate reserves in the fund to pay future claims. The cost to the City to retain existing property, excess general liability, and other insurance programs has increased 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 SIF to begin to increase reserves to achieve the actuarial recommended level over the next seven years. The most current actuarial report recommended SIF maintain a reserve balance of \$26.1 Million by the end of FY2025 but recommends increasing the balance to \$29.4 Million by the end of FY2027.

Staff presented an overview to the Finance Committee of major changes anticipated in the insurance industry budget considerations for FY2025. The presentation recommended substantial increases to allocations into SIF from the operating departments to ensure 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 SIF over the next seven fiscal years to achieve target reserves at or near the actuarial recommended level. Staff built these allocation increases into the FY2025 budget.

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



City of Santa Barbara
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 Schedule of Proposed Fourth Quarter Budget Adjustments

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|--|---|--|-------------------------------------|
| GENERAL FUND (Fund 1000) | | | |
| Reduce appropriation and transfer to IT Capital - CAO approved use of salary savings for EOC update project | \$ (60,000) | \$ - | \$ 60,000 |
| Increase appropriation for transfer to IT Capital Fund for EOC update project | \$ 60,000 | \$ - | \$ (60,000) |
| Increase appropriations in the amount of \$1,210 for insurance of the Fire Lease to Transfer-Out from the Fire Department to Fleet Fund. | \$ 1,210 | \$ - | \$ (1,210) |
| | | \$ - | \$ - |
| Increase estimated revenue to Transfer In for \$16,168.66 to the General Fund (1000) from the Library's Miscellaneous Grant Fund (2850) | \$ - | \$ 16,169 | \$ 16,169 |
| Increase appropriations in Benefits-Retirements for UAL expenses moved from the Miscellaneous Grant Fund (2850) to it's corresponding program in the General Fund (1000) for Central Library. | \$ 16,169 | \$ - | \$ (16,169) |
| Increase estimated revenue to Transfer In for \$15,571.67 to the General Fund (1000) from the Library's Miscellaneous Grant Fund (2850) | \$ - | \$ 15,572 | \$ 15,572 |
| Increase appropriations in Benefits-Retirement for UAL expenses moved from the Miscellaneous Grant Fund (2850) to it's corresponding program in the General Fund (1000) for Adult Education. | \$ 15,572 | \$ - | \$ (15,572) |
| Increase estimated revenue to Transfer In for \$20,363.33 to the General Fund (1000) from the Library's Miscellaneous Grant Fund (2850) | \$ - | \$ 20,363 | \$ 20,363 |
| Increase appropriations in Benefits-Retirement for UAL expenses moved from the Miscellaneous Grant Fund (2850) to it's corresponding program in the General Fund (1000) for Adult Education. | \$ 20,363 | \$ - | \$ (20,363) |
| Reduce Estimated Revenues to match corresponding transfer from 7130 in Q4. No changes to Expense appropriations. | \$ - | \$ (846) | \$ (846) |
| | | \$ - | \$ - |
| Increase appropriations in Transfer-Out in the General Fund to match the corresponding Transfer-In in the Downtown Parking Operating Fund (5300) | \$ 9,114 | \$ - | \$ (9,114) |
| Increase appropriations to Transfer-Out of Canine Unit Trust Fund (7130) to the General Fund (1000) to cover the annual expenditures related to the care of the K9's. | \$ 11,154 | \$ - | \$ (11,154) |
| Increase estimated revenues to Transfer-In to the General Fund (1000) from the Canine Unit Trust Fund to cover the annual expenditures related to the care of the K9's. | \$ - | \$ 11,154 | \$ 11,154 |
| | | \$ - | \$ - |
| Increase appropriations to Transfer-Out of the General Fund (1000) to the CDBG Fund (2130) to reimburse FY24 expenditures that were incurred but not covered by the grant. | \$ 23 | \$ - | \$ (23) |
| Decrease appropriations to transfer to the CDBG Fund (2130) to reimburse FY24 expenditures that were incurred but not covered by the grant. | \$ (23) | \$ - | \$ 23 |
| | | \$ - | \$ - |
| Increase appropriations to Transfer-Out of the General Fund (1000) to the Home Fund (2140) to reimburse FY24 expenditures that were incurred but not covered by the grant. | \$ 6 | \$ - | \$ (6) |
| Decrease appropriations to transfer to the Home Fund (2140) to reimburse FY24 expenditures that were incurred but not covered by the grant. | \$ (6) | \$ - | \$ 6 |
| | | \$ - | \$ - |
| Increase appropriations to Transfer-Out of the General Fund for all inclusionary housing in-lieu of fees collected through June 30, 2025, that have not been previously transferred to the Local Housing Trust Fund (2160) | \$ 574,901 | \$ - | \$ (574,901) |

GENERAL FUND (Continued)

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|--|--|--|--|
| Increase appropriations in Transfers-Out to IT to cover the overage due to a Community Development GIS Analyst position reclassification in FY2025 that resulted in higher costs than budgeted. | \$ 8,056 | | \$ (8,056) |
| | \$ 575 | | \$ (575) |
| | \$ 1,151 | | \$ (1,151) |
| | \$ 1,726 | | \$ (1,726) |
| Increase estimated revenue in Planning Services Revenue to fund the higher cost due to the Community Development GIS Analyst position reclassification | | \$ 11,508 | \$ 11,508 |
| | | | \$ - |
| Increase estimated revenues for Community Development Technology Fees in the General Fund (1000) to offset the increase in appropriations for the Transfer-Out to the Capital Outlay Fund (3000) | \$ - | \$ 50,582 | \$ 50,582 |
| | \$ - | \$ 18,870 | \$ 18,870 |
| Increase appropriations in Community Development Technology Updates for unbudgeted purchase of Accela software licenses. | \$ 3,794 | \$ - | \$ (3,794) |
| Increase appropriations to Transfer-Out of the General Fund (1000) to the Capital Outlay Fund (3000) | \$ 65,659 | | \$ (65,659) |
| | | | \$ - |
| Increase estimated revenues to reevaluate Measure C sales tax within the general fund | | \$ 1,800,000 | \$ 1,800,000 |
| Total General Fund (1000) | \$ 729,443 | \$ 1,943,372 | \$ 1,213,929 |

SPECIAL REVENUE FUNDS**Community Development Block Grant Fund (2130)**

| | | | |
|--|------------------|--------------|--------------------|
| Increase estimated revenues to Transfer-In to the CDBG Fund (2130) from the General Fund (1000) to reimburse FY24 expenditures that were incurred but not covered by the Grant. | \$ - | \$ 23 | \$ 23 |
| | | | \$ - |
| Increase appropriations to write off a loan in the CDBG Fund that is no longer collectible. The loan originated in 1994 and the borrower is deceased. The property has changed ownership multiple times, and per the City Attorney's Office, the statute of limitations has expired. | \$ 36,007 | \$ - | \$ (36,007) |
| Total Community Development Block Grant Fund (2130) | \$ 36,007 | \$ 23 | \$ (35,984) |

Federal Home Loan Program Fund (2140)

| | | | |
|---|-----------------|-----------------|-------------|
| Increase estimated revenues to Transfer-In to the Home Fund (2140) from the General Fund (1000) to reimburse FY24 expenditures that were incurred but not covered by the Grant. | \$ - | \$ 6 | \$ 6 |
| Increase estimated revenues and appropriations to program the increase in previously awarded HOME-ARP Grant. | \$ 2,777 | \$ 2,777 | \$ - |
| | | | \$ - |
| Total Federal Home Loan Program Fund (2140) | \$ 2,777 | \$ 2,783 | \$ 6 |

Local Housing Trust Fund (2160)

| | | | |
|---|-------------|-------------------|-------------------|
| Increase estimated revenues to Transfer-In from the General Fund for all inclusionary housing in-lieu of fees collected through June 30, 2025, that have not been previously transferred to the Local Housing Trust Fund (2160) | \$ - | \$ 574,901 | \$ 574,901 |
| Total Local Housing Trust Fund (2160) | \$ - | \$ 574,901 | \$ 574,901 |

Police SLESF Fund (2320)

| | | | |
|---|-------------|------------------|------------------|
| Increase in estimated revenue to match actuals received in FY25. Corresponding expenditures were over budgeted at \$265,628.67 or \$7,595.32 over \$258,033.35 revenues received. | \$ - | \$ 39,929 | \$ 39,929 |
| Total Police SLESF Fund (2320) | \$ - | \$ 39,929 | \$ 39,929 |

SPECIAL REVENUE FUNDS (Continued)**FEMA Hazard Mitigation Fund (2710)**

Decrease appropriation in the FEMA fund (2710) Transfer Out to correct Transfer Out adjustment done in Q3 to Water Capital Fund (5010)

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|---|--|--|--|
| \$ | (464,765) | | \$ 464,765 |
| | | | \$ - |
| Total FEMA Hazard Mitigation Fund (2710) | \$ (464,765) | \$ - | \$ 464,765 |

Police Miscellaneous Grants Fund (2830)

Increase in appropriations to match revenue received - Walgreens Settlement

Increase in appropriations to match revenue received - Walgreens Settlement

Increase in appropriations to match revenue received - NOAT-II Settlement

Increase in appropriations to match revenue received - NOAT-II Settlement

Increase in revenues to match revenue received - Endo Settlement

Increase in appropriations to match revenue received - Endo Settlement

Total Police Miscellaneous Grants Fund (2830)

| | | | |
|--|------------------|------------------|-------------|
| \$ | 22,220 | \$ 22,220 | \$ 22,220 |
| | | | \$ (22,220) |
| | | | \$ - |
| | | \$ 23,969 | \$ 23,969 |
| \$ | 23,969 | | \$ (23,969) |
| | | \$ 22,675 | \$ 22,675 |
| \$ | 22,675 | | \$ (22,675) |
| | | | \$ - |
| Total Police Miscellaneous Grants Fund (2830) | \$ 68,864 | \$ 68,864 | \$ - |

Library Miscellaneous Grants Fund (2850)

Increase estimated revenues to Transfer-In from the Library Gift Fund (7210) to the Central Library Maximus Trust (2850)

Increase estimated revenues and appropriations to help pay for print collections in FY26 for the Central Library Maximus Trust.

Increase estimated revenues to Transfer-In from the Library Gift Fund (7210) to the Central Library Cooper Trust (2850)

Increase estimated revenues and appropriations to help pay for print collections in FY26 for the Central Library Cooper Trust.

Increase estimated revenues to Transfer-In from the Library Gift Fund (7210) to the Central Library Jane Ayers Trust (2850)

Increase estimated revenues and appropriations to help pay for print collections in FY26 for the Central Library Jane Ayers Trust.

Increase estimated revenues to Transfer-In from the Library Gift Fund (7210) to the Central Library Della Jean Elden Trust (2850)

Increase estimated revenues and appropriations to help pay for print collections in FY26 for the Central Library Della Jean Elden Trust.

Increase estimated revenues to Transfer-In from the Library Gift Fund (7210) to the Central Library Knaupp Trust (2850)

Increase estimated revenues and appropriations to help pay for print collections in FY26 for the Central Library Knaupp Trust.

Increase estimated revenues and appropriations for funds earned by the vending machine at the Eastside Library in FY25.

Decrease appropriations to move Santa Barbara Public Library Foundation funds from Library Material Acquisitions to Special Supplies to help meet current supply needs.

Increase appropriations in the Santa Barbara Public Library Foundation funds in Special Supplies to meet current supply needs.

Increase estimated revenues and appropriations for donations received to support the Central and Eastside Libraries Special Supplies and Expenses.

Increase estimated revenues and appropriations to accept a gift from the Santa Barbara Public Library Foundation for Raíces y Sueños programming in FY26.

Decrease appropriations in Central Library Benefits-Retirement for UAL expenses to move expense from Miscellaneous Grant Fund (2850) to it's corresponding program in the General Fund (1000).

Increase appropriations to Transfer Out for \$16,168.66 from the Library's Miscellaneous Grant Fund (2850) to the General Fund (1000).

Decrease appropriations in Adult Education Benefits-Retirement for UAL expenses to move expense from Miscellaneous Grant Fund (2850) to it's corresponding program in the General Fund (1000).

Increase appropriations to Transfer Out for \$16,168.66 from the Library's Miscellaneous Grant Fund (2850) to the General Fund (1000).

| | | | |
|----|----------|------------|--------------|
| \$ | - | \$ 131,900 | \$ 131,900 |
| \$ | - | \$ 131,900 | \$ 131,900 |
| \$ | 131,900 | \$ - | \$ (131,900) |
| \$ | - | \$ 20,000 | \$ 20,000 |
| \$ | - | \$ 20,000 | \$ 20,000 |
| \$ | 20,000 | \$ - | \$ (20,000) |
| | | \$ 80,000 | \$ 80,000 |
| | | \$ 80,000 | \$ 80,000 |
| \$ | 80,000 | | \$ (80,000) |
| | | \$ 7,000 | \$ 7,000 |
| | | \$ 7,000 | \$ 7,000 |
| \$ | 7,000 | | \$ (7,000) |
| | | \$ 80,000 | \$ 80,000 |
| | | \$ 80,000 | \$ 80,000 |
| \$ | 80,000 | | \$ (80,000) |
| \$ | 411 | \$ 411 | \$ - |
| \$ | (52,318) | \$ - | \$ 52,318 |
| \$ | 52,318 | \$ - | \$ (52,318) |
| \$ | 4,765 | \$ 4,765 | \$ - |
| \$ | 2,861 | \$ 2,861 | \$ - |
| \$ | 10,000 | \$ 10,000 | \$ - |
| \$ | (16,169) | \$ - | \$ 16,169 |
| \$ | 16,169 | \$ - | \$ (16,169) |
| \$ | (15,572) | \$ - | \$ 15,572 |
| \$ | 15,572 | \$ - | \$ (15,572) |

SPECIAL REVENUE FUNDS (Continued)

Decrease appropriations in Adult Education Benefits-Retirement for UAL expenses to move expense from Miscellaneous Grant Fund (2850) to its corresponding program in the General Fund (1000).

Increase appropriations to Transfer Out for \$16,168.66 from the Library's Miscellaneous Grant Fund (2850) to the General Fund (1000).

Total Library Miscellaneous Grants Fund (2850)**S&R-Energy & Climate Mgmt Miscellaneous Grants Fund (2855)**

Increase estimated revenues and appropriations to correct the amount of the grant award for the REACH 2.0 Grant from the California Energy Commission, which will install EV charging infrastructure at Santa Barbara Unified School District and Santa Barbara Housing Authority locations.

Total S&R-Energy & Climate Mgmt Miscellaneous Grants Fund (2855)**Capital Outlay Fund (3000)**

Increase estimated revenues to Transfer-In to Capital Outlay (3000) from the General Fund (1000) for technology fees received in excess of technology related costs for the year to support future technology needs and upgrades.

Total Capital Outlay Fund (3000)**Measure C Capital Fund (3010)**

Decrease expenditure appropriations in the Measure C Capital Fund Buildings Program to the Resurface Program for the purchase of 11 surplus trees needed for the Police Station Project

Increase expenditure appropriations in the Measure C Capital Fund Resurface Program for providing 11 surplus trees needed for the Police Station Project

Decrease expenditure appropriations in Measure C Cap fund (3010) Minor Facilities Renewal project to cover additional unexpected project cost within several Measure C Cap (3010) funds.

Increase expenditure appropriations for additional unexpected project costs within Measure C Cap Fund(3010) for the Paving Cost project.

Increase expenditure appropriations for additional unexpected project costs within Measure C Cap Fund(3010) for the Remediation Repairs &

Increase expenditure appropriations for additional unexpected project costs within Measure C Cap Fund(3010) for the DEC23 Storm-Purch P&R Remediation project. By decreasing expenditure appropriations in Measure C Cap fund (3010) Minor Facilities Renewal project .

Increase expenditure appropriations for additional unexpected project costs within Measure C Cap Fund(3010) for the Carrillo Gym Minor

Increase expenditure appropriations for additional unexpected project costs within Measure C Cap Fund(3010) for the HVAC Maintenance & Replacement project. By decreasing expenditure appropriations in Measure C Cap fund (3010) Minor Facilities Renewal project .

Decrease appropriations in Debt Service Transfers for the Police Station Capital Project to move to the Capital Project accounts, since the Measure C funding is needed for the capital projects rather than debt service in FY25.

Increase appropriations to move appropriations from Debt Service Transfer to the Capital Projects Buildings account for the Police Station Capital Project, since the Measure C funding is needed for the Capital Projects rather than Debt Service.

Decrease appropriations in Debt Service Transfers for the Dwight Murphy Field Renovation to move to the capital Project accounts, since the Measure C funding is needed for the capital projects rather than debt service in FY25.

Increase appropriations to move appropriations from Debt Service Transfer to the Capital Projects Buildings account for the Dwight Murphy Field Renovations, since the Measure C funding is needed for the Capital Projects rather than Debt Service.

Total Measure C Capital Fund (3010)

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|-----------|--|--|--|
| \$ | (20,363) | \$ - | \$ 20,363 |
| \$ | 20,363 | \$ - | \$ (20,363) |
| \$ | 336,937 | \$ 655,837 | \$ 318,900 |
| \$ | 60,000 | \$ 60,000 | \$ - |
| \$ | 60,000 | \$ 60,000 | \$ - |
| \$ | - | \$ 65,659 | \$ 65,659 |
| \$ | - | \$ 65,659 | \$ 65,659 |
| \$ | (37,356) | \$ - | \$ 37,356 |
| \$ | 37,356 | \$ - | \$ (37,356) |
| \$ | (17,775) | \$ - | \$ 17,775 |
| \$ | 15,230 | \$ - | \$ (15,230) |
| \$ | 2,180 | \$ - | \$ (2,180) |
| \$ | 264 | \$ - | \$ (264) |
| \$ | 94 | \$ - | \$ (94) |
| \$ | 7 | \$ - | \$ (7) |
| \$ | (2,277,700) | \$ - | \$ 2,277,700 |
| \$ | 2,277,700 | \$ - | \$ (2,277,700) |
| \$ | (303,575) | \$ - | \$ 303,575 |
| \$ | 303,575 | \$ - | \$ (303,575) |
| \$ | - | \$ - | \$ - |

| | | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|--|-----------|--|--|--|
| SPECIAL REVENUE FUNDS (Continued) | | | | |
| PD Station Fund (3011) | | | | |
| Decrease estimated revenues in Transfers-In from fund 3011 to shift partial project fund associated with interest to the Capital Interest Fund (4200) to agree with year-end statements. | \$ | - | \$ (12,197,732) | \$ (12,197,732) |
| Increase estimated revenues to Transfer-In PD Station Capital Fund (3011) the gains from fair market value earned in Costs of issuance and interest US bank Accounts. The revenue was originally booked in Interest Capitalized Account and needs to be reclassified to Project Funds. | \$ | - | \$ 19,488 | \$ 19,488 |
| Total PD Station Fund (3011) | \$ | - | \$ (12,178,244) | \$ (12,178,244) |
| Dwight Murphy Capital Fund (3012) | | | | |
| Decrease estimated revenues in Transfers-In from fund 3012 to shift partial project fund associated with interest to the Capital Interest Fund (4200) to agree with year-end statements. | \$ | - | \$ (1,626,179) | \$ (1,626,179) |
| Increase estimated revenues to Transfer-In Dwight Murphy Fund (3012) the gains from fair market value earned in Costs of issuance and interest US bank Accounts. The revenue was originally booked in Interest Capitalized Account and needs to be reclassified to Project Funds. | \$ | - | \$ 2,597 | \$ 2,597 |
| Total Dwight Murphy Capital Fund (3012) | \$ | - | \$ (1,623,582) | \$ (1,623,582) |
| Streets Capital Fund (3400) | | | | |
| Increase estimated revenues to transfer in from the Lower State Street Railroad Crossing Improvement Project in the Streets Grant Capital Fund (3410) to the Resurface Program in the Streets Capital Fund. Project is now complete and the extra funding is not needed. | \$ | - | \$ 31,019 | \$ 31,019 |
| Increase appropriations in the Streets Capital Fund for the Resurface Program | \$ | 31,019 | \$ - | \$ (31,019) |
| Increase estimated revenues to transfer in from the Mission Creek Floodplain Management Services in the Streets Grant Capital Fund (3410) to the Bridges Program in the Streets Capital Fund. Project is now complete and the extra funding is not needed. | \$ | - | \$ 688 | \$ 688 |
| Increase appropriations in the Streets Capital Fund for the Bridges program. | \$ | 688 | | \$ (688) |
| Increase estimated revenues to transfer in from the Quinientos Street Bridge Replacement Project in the Streets Grant Capital Fund (3410) to the Resurface Program in the Streets Capital Fund. Project is now complete and the extra funding is not needed. | | | \$ 3,142 | \$ 3,142 |
| Increase appropriations in the Streets Capital Fund for the Resurface program. | \$ | 3,142 | | \$ (3,142) |
| Increase estimated revenues to transfer in from the Mission Canyon Bridge Rehabilitation Project in the Streets Grant Capital Fund (3410) to the Resurface Program in the Streets Capital Fund. Project is now complete and the extra funding is not needed. | \$ | - | \$ 228,356 | \$ 228,356 |
| Increase appropriations in the Streets Capital Fund for the Resurface program. | \$ | 228,356 | \$ - | \$ (228,356) |
| Total Streets Capital Fund (3400) | \$ | 263,205 | \$ 263,205 | \$ - |
| Streets Grant Capital Fund (3410) | | | | |
| Increase appropriations to transfer out from the Lower State Street Railroad Crossing Improvement Project to the Resurface Program in the Streets Capital Fund (3400). Project is now complete and the extra funding is not needed. | \$ | 31,019 | \$ - | \$ (31,019) |
| Increase appropriations to transfer out from the HSIP W Carrillo Lighting & Signal Upgrade to the Resurface Program in the Measure A Capital Fund (3440). Project is now complete and the extra funding is not needed. | | \$14,538.70 | \$ - | \$ (14,539) |
| Increase appropriations to transfer out from the HSIP Bath St Enhanced Crosswalk Project to the Resurface Program in the Measure A Capital Fund (3440). Project is now complete and the extra funding is not needed. | | \$28,379 | \$ - | \$ (28,379) |
| Increase appropriations to transfer out from the HSIP Canon Perdido/Nopal Crossing to the Resurface Program in the Measure A Capital Fund (3440). Project is now complete and the extra funding is not needed. | \$ | 2,062 | \$ - | \$ (2,062) |
| Increase appropriations to transfer out from the Castillo St. Undercrossing Project to the Resurface Program in the Measure A Capital Fund (3440). Project is now complete and the extra funding is not needed. | \$ | 14,876.52 | | \$ (14,877) |
| Increase appropriations to transfer out from the Chapala De La Vina Green Lanes Project to the Resurface Program in the Measure A Capital Fund (3440). Project is now complete and the extra funding is not needed. | \$ | 137,568.00 | \$ - | \$ (137,568) |
| Increase appropriations to transfer out from the Quinientos Street Bridge Replacement Project to the Resurface Program in the Streets Capital Fund (3400). Project is now complete and the extra funding is not needed. | \$ | 3,142 | \$ - | \$ (3,142) |

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|---|---|--|-------------------------------------|
| SPECIAL REVENUE FUNDS (Continued) | | | |
| Increase appropriations to transfer out from the De La Guerra Bridge Project to the Resurface Program in the Measure A Capital Fund (3440). Project is now complete and the extra funding is not needed. | \$149,310 | \$ - | \$ (149,310) |
| | | | \$ - |
| Increase appropriations to transfer out from the Mission Creek Floodplain Management Services to the Bridges Program in the Streets Capital Fund (3400). Project is now complete and the extra funding is not needed. | \$688 | \$ - | \$ (688) |
| | | | \$ - |
| Increase appropriations to transfer out from the Mission Canyon Bridge Rehabilitation Project to the Resurface Program in the Streets Capital Fund (3400). Project is now complete and the extra funding is not needed. | \$ 228,356 | \$ - | \$ (228,356) |
| | | | \$ - |
| Increase estimated revenues to transfer in from the Measure A Capital Fund (3440) to the Streets Grants Capital Fund to cover the costs for the completed Habitat Restoration Mitigation Project not covered by the grant. | \$ - | \$ 30,818 | \$ 30,818 |
| | | | |
| Increase estimated revenues to transfer in from the Measure A Capital Fund (3440) to the Streets Grant Capital Fund to cover the costs for the completed Olive Mill Coast Village 101 Intersection Project not covered by the grant. | \$ - | \$ 37,889 | \$ 37,889 |
| | | | |
| Increase revenue appropriations in the amount of \$1,116,000 in the Streets Grant Capital Fund for the project engineering and right-of-way phase of the Cliff Drive Vision Zero Project. | \$ - | \$ 1,116,000 | \$ 1,116,000 |
| | | | |
| Increase expenditure appropriations in the amount of \$1,116,000 in the Streets Grant Capital Fund for the project engineering and right-of-way phase of the Cliff Drive Vision Zero Project. | \$ 1,116,000 | \$ - | \$ (1,116,000) |
| | | | |
| Increase estimated revenues in the Streets Grant Capital fund for the project engineering phase of the Milpas Street Safe Crosswalks Project | \$ - | \$ 275,000 | \$ 275,000 |
| | | | |
| Increase expenditure appropriations in the Streets Grant Capital Fund for the project engineering phase of the Milpas Street Safe Crosswalks Project | \$275,000 | \$ - | \$ (275,000) |
| | | | |
| Total Streets Grant Capital Fund (3410) | \$ 2,000,939 | \$ 1,459,707 | \$ (541,232) |
| Measure A Capital Fund (3440) | | | |
| Increase estimated revenues to transfer in from the HSIP W Carrillo Lighting & Signal Upgrade Project in the Streets Grant Capital Fund (3410) to the Resurface Program in the Measure A Capital Fund. Project is now complete and the extra funding is not needed. | \$ - | \$ 14,539 | \$ 14,539 |
| | | | |
| Increase appropriations in the Measure A Capital Fund for the Resurface program. | \$ 14,539 | \$ - | \$ (14,539) |
| | | | |
| Increase estimated revenues to transfer in from the HSIP Bath St Enhanced Crosswalk Project in the Streets Grant Capital Fund (3410) to the Resurface Program in the Measure A Capital Fund. Project is now complete and the extra funding is not needed. | \$ - | \$ 28,379 | \$ 28,379 |
| | | | |
| Increase appropriations in the Measure A Capital Fund for the Resurface program. | \$ 28,379 | \$ - | \$ (28,379) |
| | | | |
| Increase estimated revenues to transfer in from the HSIP Canon Perdido/Nopal Crossing in the Streets Grant Capital Fund (3410) to the Resurface Program in the Measure A Capital Fund. Project is now complete and the extra funding is not needed. | \$ - | \$ 2,062 | \$ 2,062 |
| | | | |
| Increase appropriations in the Measure A Capital Fund for the Resurface program. | \$ 2,062 | \$ - | \$ (2,062) |
| | | | |
| Increase estimated revenues to transfer in from the Castillo St. Undercrossing Project in the Streets Grant Capital Fund (3410) to the Resurface Program in the Measure A Capital Fund. Project is now complete and the extra funding is not needed. | \$ - | \$ 14,877 | \$ 14,877 |
| | | | |
| Increase appropriations in the Measure A Capital Fund for the Resurface program. | \$ 14,877 | \$ - | \$ (14,877) |
| | | | |
| Increase estimated revenues to transfer in from the Chapala De La Vina Green Lanes Project in the Streets Grant Capital Fund (3410) to the Resurface Program in the Measure A Capital Fund. Project is now complete and the extra funding is not needed. | \$ - | \$ 137,568 | \$ 137,568 |
| | | | |
| Increase appropriations in the Measure A Capital Fund for the Resurface program. | \$ 137,568 | \$ - | \$ (137,568) |
| | | | |
| Increase estimated revenues to transfer in from the De La Guerra Bridge Project in the Streets Grant Capital Fund (3410) to the Resurface Program in the Measure A Capital Fund. Project is now complete and the extra funding is not needed. | \$ - | \$ 149,310 | \$ 149,310 |
| | | | |
| Increase appropriations in the Measure A Capital Fund for the Resurface program. | \$ 149,310 | \$ - | \$ (149,310) |

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|---|---|--|-------------------------------------|
| SPECIAL REVENUE FUNDS (Continued) | | | |
| Decrease expenditure appropriations in the Measure A Capital Fund Resurface Program | \$ (30,818) | \$ - | \$ 30,818 |
| Increase expenditure appropriations to transfer out from the Resurface Program to the Streets Grants Capital Fund (3410) to cover the costs for the completed Habitat Restoration Mitigation Project not covered by the grant. | \$ 30,818 | \$ - | \$ (30,818) |
| Decrease expenditure appropriations in the Measure A Capital Fund Resurface Program to increase estimated revenues in the Street Grant Capital Fund. | \$ (37,889) | | \$ 37,889 |
| Increase appropriations to transfer out from the Resurface Program to the Streets Grant Capital Fund (3410) to cover costs for the completed Olive Mill Coast Village 101 Intersection Project not covered by the grant. | \$ 37,889 | | \$ (37,889) |
| Total Measure A Capital Fund (3440) | \$ 346,734 | \$ 346,734 | \$ - |
| 2024 Revenue Bond (4200) | | | |
| Decrease initial appropriations in transfers-out from the 2024 Revenue bond fund (4200) to PD Station Capital Fund (3011) related to principal amount of the revenue Bond but directly associated with Capitalized interest reserve so it matches Year end statements. | \$ (1,626,179) | \$ - | \$ 1,626,179 |
| | \$ (12,197,732) | \$ - | \$ 12,197,732 |
| Increase appropriation in Transfer out of 2024 revenue bond fund (4200) to redirect gains on FMV from Costs of issuance and Interest accounts that were initially booked under Capitalized Interest Account (4200) to PD Station Capital Fund (3011) and Dwight Murphy Capital Fund (3012). | \$ 2,597 | \$ - | \$ (2,597) |
| | \$ 19,488 | \$ - | \$ (19,488) |
| Total 2024 Revenue Bond (4200) | \$ (13,801,826) | \$ - | \$ 13,801,826 |
| ENTERPRISE FUNDS | | | |
| Water Operating Fund (5000) | | | |
| Increase estimated revenues to Transfer funds collected for the replacement of returned Water vehicles (#2281 and #2285) from Public Works - Fleet Replacement (6410) to reimburse Public Works - Water Metering (5100) | \$ - | \$ 44,456 | \$ 44,456 |
| Decrease appropriation/actuals in the Desal program for vehicle maintenance charges as the Desal program does not have vehicles. | \$ (15) | \$ - | \$ 15 |
| Total Water Operating Fund (5000) | \$ (15) | \$ 44,456 | \$ 44,471 |
| Water Capital Fund (5010) | | | |
| Decrease estimated revenues in the Water Capital fund (5010) to correct Transfer In adjustment done in Q3 from the FEMA Fund (2710) | \$ - | \$ (464,765) | \$ (464,765) |
| Increase appropriations in the Water Main Replacement project from the Water Capital Reserve to cover increased inflation experienced across the construction market which increased costs above project estimates. | \$ 550,000 | \$ - | \$ (550,000) |
| Increase appropriations in the Desal Intake Mitigation project from the Water Capital Reserve to cover project costs as project duration extended beyond original estimate. | \$ 15,834 | \$ - | \$ (15,834) |
| Increase appropriations in the Water Resources Maintenance Building project from the Water Capital Reserve to cover projects costs as project duration extended beyond original estimate. | \$ 19,604 | \$ - | \$ (19,604) |
| | | \$ - | \$ - |
| Total Water Capital Fund (5010) | \$ 585,438 | \$ (464,765) | \$ (1,050,203) |
| Wastewater Operating Fund (5100) | | | |
| Increase estimated revenues to Transfer funds collected for the replacement of returned Wastewater vehicles (#2137 and #2715) from Public Works - Fleet Replacement (6410) to reimburse Public Works - Wastewater Treatment (5100) | \$ - | \$ 154,874 | \$ 154,874 |
| Total Wastewater Operating Fund (5100) | \$ - | \$ 154,874 | \$ 154,874 |
| Downtown Parking Operating Fund (5300) | | | |
| Decrease expenditure appropriations funded from reserves, to reflect the Arrears & CalPERS contribution for two staff members that were unaccounted for in FY2025. (See Q3 for initial entry). Payroll adjustment NL | \$ (233,527) | \$ - | \$ 233,527 |

ENTERPRISE FUNDS (Continued)

Increase expenditure appropriations in the Downtown Parking Operations fund Capital Outlay Transfer-Out account.

Total Downtown Parking Operating Fund (5300)**Downtown Parking Capital Fund (5310)**

Increase estimated revenue in the Downtown Parking Capital fund Transfer-In account.

Decrease expenditure appropriations in Downtown Parking Capital fund (5310) parking lot maintenance project for additional unexpected project costs in Downtown Parking Capital fund Lot 7 Roof Repair project .

Total Downtown Parking Capital Fund (5310)**Solid Waste Fund (5400)**

Decrease estimated revenues to adjust California State Recycling Grant to correct available budget. The City qualifies for beverage recycling grant funds from the state based on population, but exact amount and qualifying expenses were not precisely known in advance of budget adoption.

Increase estimated revenues and appropriations to adjust California State Recycling Grant to correct available budget. The City qualifies for beverage recycling grant funds from the state based on population, but exact amount and qualifying expenses were not precisely known in advance of budget adoption.

Increase appropriations in Salaries and Benefits to bring appropriations in line with actuals. To be funded by Solid Waste Fund reserves.

Total Solid Waste Fund (5400)**SB Clean Energy Fund (5500)**

Increase appropriations in Non-contractual Services and Special Projects for SBCE energy purchases and related vendor payments, due to the rate and volume of energy costs, which can vary significantly and can be difficult to forecast.

Total SB Clean Energy Fund (5500)**Golf Course Fund (5600)**

Increase estimated revenues to transfer to Golf Capital Fund for player course improvement.

Increase appropriations to Transfer-out funds from the Golf Operating Fund (5600) to the Golf Capital Fund (5610).

Total Golf Course Fund (5600)**Golf Course Capital Fund (5610)**

Increase estimated revenue to Transfer-In funds from the Golf Operating Fund (5600).

Increase appropriations for player course improvements.

Total Golf Course Capital Fund (5610)

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|---------------------|---|--|-------------------------------------|
| | | | \$ - |
| \$ 25,000 | \$ - | \$ (25,000) | |
| \$ (208,527) | \$ - | \$ 208,527 | |
| | | | |
| \$ - | \$ 50,000 | \$ 50,000 | |
| \$ (4,150) | \$ - | \$ 4,150 | |
| \$ 4,150 | \$ - | \$ (4,150) | |
| \$ - | \$ 50,000 | \$ 50,000 | |
| | | | |
| \$ - | \$ (23,279) | \$ (23,279) | |
| \$ 21,692 | \$ 21,692 | \$ - | |
| \$ 9,500 | \$ - | \$ (9,500) | |
| \$ 5,750 | \$ - | \$ (5,750) | |
| \$ 36,942 | \$ (1,587) | \$ (38,529) | |
| | | | |
| \$ 2,040,750 | \$ - | \$ (2,040,750) | |
| \$ 101,000 | \$ - | \$ (101,000) | |
| \$ 2,141,750 | \$ - | \$ (2,141,750) | |
| | | | |
| \$ - | \$ 5,616 | \$ 5,616 | |
| \$ 5,616 | \$ - | \$ (5,616) | |
| \$ 5,616 | \$ 5,616 | \$ - | |
| | | | |
| \$ - | \$ 5,616 | \$ 5,616 | |
| \$ 5,616 | \$ - | \$ (5,616) | |
| \$ 5,616 | \$ 5,616 | \$ - | |

ENTERPRISE FUNDS (Continued)**Airport Operating Fund (5700)**

Increase estimated revenues to Transfer-In funds from the Airport PFC Fund (5730) for the ARFF Truck.

| | | | | | |
|----|---|----|-----------|----|-----------|
| \$ | - | \$ | 3,632,225 | \$ | 3,632,225 |
|----|---|----|-----------|----|-----------|

Decrease appropriations in the Airport Operating Fund (5700) to use in a number of projects in the Airport Capital Fund (5710).

| | | | | | |
|----|-----------|--|--|----|---------|
| \$ | (452,966) | | | \$ | 452,966 |
| \$ | 8,000 | | | \$ | (8,000) |

Increase appropriations to Transfer-Out of the Airport Operating Fund (5700) to the Airport Capital Fund (5710).

| | | | | | |
|----|-----------|--|--|----|-----------|
| \$ | (186,400) | | | \$ | 186,400 |
| \$ | 631,366 | | | \$ | (631,366) |
| | | | | \$ | - |

Total Airport Operating Fund (5700)

| | | | | | |
|-----------|----------|-----------|------------------|-----------|------------------|
| \$ | - | \$ | 3,632,225 | \$ | 3,632,225 |
|-----------|----------|-----------|------------------|-----------|------------------|

Airport Capital Fund (5710)

Increase estimated revenues to Transfer-In funds from the Airport PFC Fund (5730) for the ARFF Truck.

| | | | | | |
|----|---|----|-----------|----|-----------|
| \$ | - | \$ | 1,500,000 | \$ | 1,500,000 |
|----|---|----|-----------|----|-----------|

Increase appropriations in the Airport Capital Fund for the ARFF truck as approved by the FAA.

| | | | | | |
|----|-----------|----|---|----|-------------|
| \$ | 1,500,000 | \$ | - | \$ | (1,500,000) |
|----|-----------|----|---|----|-------------|

Increase estimated revenues to Transfer-in funds from the Airport Operating Fund (5700).

| | | | | | |
|--|--|----|---------|----|---------|
| | | \$ | 631,366 | \$ | 631,366 |
|--|--|----|---------|----|---------|

Increase appropriations by a net of \$631,366 across various projects.

| | | | | | |
|----|---------|--|--|----|-----------|
| \$ | 631,366 | | | \$ | (631,366) |
| | | | | \$ | - |

Total Airport Capital Fund (5710)

| | | | | | |
|-----------|------------------|-----------|------------------|-----------|----------|
| \$ | 2,131,366 | \$ | 2,131,366 | \$ | - |
|-----------|------------------|-----------|------------------|-----------|----------|

Airport PFC Fund (5730)

Increase appropriations to Transfer-Out of the Airport PFC Fund (5730) to the Airport Operating Fund (5700) and Airport Capital Fund (5710) for the ARFF Truck as approved by the FAA

| | | | | | |
|----|-----------|--|--|----|-------------|
| \$ | 5,132,225 | | | \$ | (5,132,225) |
|----|-----------|--|--|----|-------------|

Total Airport PFC Fund (5730)

| | | | | | |
|-----------|------------------|-----------|----------|-----------|--------------------|
| \$ | 5,132,225 | \$ | - | \$ | (5,132,225) |
|-----------|------------------|-----------|----------|-----------|--------------------|

INTERNAL SERVICE FUNDS**Self-Insurance Trust Fund (6100)**

Decrease estimated revenues in Worker's Comp Premium to match the decrease in corresponding appropriations by \$374.18 in Q2 FY2025.

| | | | | | |
|--|--|----|-------|----|-------|
| | | \$ | (374) | \$ | (374) |
|--|--|----|-------|----|-------|

Increase estimated revenues in Worker's Comp Premium to match the increase in corresponding appropriations by \$2,643.82 in Q2 FY2025.

| | | | | | |
|--|--|----|-------|----|-------|
| | | \$ | 2,644 | \$ | 2,644 |
|--|--|----|-------|----|-------|

Total Self-Insurance Trust Fund (6100)

| | | | | | |
|-----------|----------|-----------|--------------|-----------|--------------|
| \$ | - | \$ | 2,270 | \$ | 2,270 |
|-----------|----------|-----------|--------------|-----------|--------------|

OPEB Fund (6110)

Increase estimated revenues in Retiree Med Premiums by \$357.00 due to an increase in corresponding appropriation for object 510370.

| | | | | | |
|----|---|----|-----|----|-----|
| \$ | - | \$ | 357 | \$ | 357 |
|----|---|----|-----|----|-----|

Decrease estimated revenues in Retiree Med Premiums by \$357.00 due to a decrease in corresponding appropriation for object 510370.

| | | | | | |
|----|---|----|-------|----|-------|
| \$ | - | \$ | (357) | \$ | (357) |
|----|---|----|-------|----|-------|

Decrease estimated revenues in Retiree Med Premiums by \$788.00 due to a decrease in corresponding appropriation for object 510370.

| | | | | | |
|----|---|----|-------|----|-------|
| \$ | - | \$ | (788) | \$ | (788) |
|----|---|----|-------|----|-------|

Increase estimated revenues in Retiree Med Premiums by \$788.00 due to an increase in corresponding appropriation for object 510370.

| | | | | | |
|----|---|----|-----|----|-----|
| \$ | - | \$ | 788 | \$ | 788 |
|----|---|----|-----|----|-----|

Total OPEB Fund (6110)

| | | | | | |
|-----------|----------|-----------|----------|-----------|----------|
| \$ | - | \$ | - | \$ | - |
|-----------|----------|-----------|----------|-----------|----------|

INTERNAL SERVICE FUNDS (continued)**Information Technology Fund (6200)**

Reduce appropriation and transfer to IT Capital - CAO approved use of salary savings for EOC update project
 Increase appropriation - Transfer Out to transfer to IT Capital - CAO approved use of salary savings for EOC update project.

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|---|--|--|--|
| | \$ (30,000) | \$ - | \$ 30,000 |
| | \$ 30,000 | | \$ (30,000) |
| Total Information Technology Fund (6200) | \$ - | \$ - | \$ - |

Information Technology Capital Fund (6210)

Increase appropriation - Transferred in from Fire and IT Operating Fund CAO approved Salary Savings to be used for EOC update project
 Increase appropriation to receive transfers from Fire and IT Operating Funds for EOC update project

| | | | |
|---|------------------|------------------|-------------|
| | \$ 90,000 | \$ - | \$ (90,000) |
| | \$ - | \$ 90,000 | \$ 90,000 |
| Total Information Technology Capital Fund (6210) | \$ 90,000 | \$ 90,000 | \$ - |

Fleet Maintenance Fund (6400)

Increase estimated revenue in vehicle maintenance charges to equal the total appropriations for Object 529500 (Vehicle Maintenance)

Decrease estimated revenues in the Fleet Mnt vehicle maintenance charges as the Desal program does not have vehicles.

| | | | |
|--|-------------|-------------------|-------------------|
| | \$ - | \$ 173,667 | \$ 173,667 |
| | \$ - | \$ (15) | \$ (15) |
| Total Fleet Maintenance Fund (6400) | \$ - | \$ 173,652 | \$ 173,652 |

Fleet Replacement Fund (6410)

Increase appropriations to Transfer Out funds collected for the replacement of returned Wastewater vehicles (#2137 and #2715) from Public Works - Fleet Replacement (6410) to reimburse Public Works - Wastewater Treatment (5100)

Increase appropriations to Transfer Out funds collected for the replacement of returned Water vehicles (#2281 and #2285) from Public Works - Fleet Replacement (6410) to reimburse Public Works - Water Metering (5100)

Increase estimated revenue by \$1,210 for insurance of the Fire Lease to Transfer-In from the Fire department (1000) to the Fleet Fund (6410).

Increase appropriations by \$1,210 for insurance of the Fire Lease.

| | | | |
|--|-------------------|-----------------|---------------------|
| | \$ 154,874 | \$ - | \$ (154,874) |
| | \$ 44,456 | | \$ (44,456) |
| | | \$ 1,210 | \$ 1,210 |
| | \$ 1,210 | | \$ (1,210) |
| | | \$ | \$ - |
| Total Fleet Replacement Fund (6410) | \$ 200,541 | \$ 1,210 | \$ (199,331) |

Library Gift Fund (7120)

Increase appropriations to Transfer-Out of the Library Gift Fund (7120) to help pay for print collections in FY26 for the Central Library Maximus Trust (2850)

Increase appropriations to Transfer-Out of the Library Gift Fund (7120) to help pay for print collections in FY26 for the Central Library Cooper Trust (2850)

Increase appropriations to Transfer-Out of the Library Gift Fund (7120) to help pay for print collections in FY26 for the Central Library Jane Ayers Trust (2850)

Increase appropriations to Transfer-Out of the Library Gift Fund (7120) to help pay for print collections in FY26 for the Central Library Della Jean Elden Trust (2850)

Increase appropriations to Transfer-Out of the Library Gift Fund (7120) to help pay for print collections in FY26 for the Central Library Knaupp Trust (2850)

| | | | |
|--|------------|------|--------------|
| | \$ 131,900 | \$ - | \$ (131,900) |
| | \$ 20,000 | \$ - | \$ (20,000) |
| | \$ 80,000 | \$ - | \$ (80,000) |
| | \$ 7,000 | \$ - | \$ (7,000) |
| | \$ 80,000 | \$ - | \$ (80,000) |

INTERNAL SERVICE FUNDS (continued)

| | Increase (Decrease) in Appropriations | Increase (Decrease) in Estimated Revenues | Addition to (Use of) Reserves |
|--|--|--|--|
| Increase estimated revenues to true-up interest earned from Library Miscellaneous Trust. | \$ - | \$ 244,415 | \$ 244,415 |
| Decrease estimated revenues to true-up interest earned from Library Eastside Technology Trust. | \$ - | \$ (548) | \$ (548) |
| Decrease estimated revenues to true-up interest earned from Library Fenton Davison Trust. | \$ - | \$ (10,417) | \$ (10,417) |
| Decrease estimated revenues to true-up interest earned from Library Maximus Trust. | \$ - | \$ (22,179) | \$ (22,179) |
| Decrease estimated revenues to true-up interest earned from Library Wais Trust. | \$ - | \$ (664) | \$ (664) |
| Decrease estimated revenues to true-up interest earned from Central Children's Library Gift Trust. | \$ - | \$ (1,831) | \$ (1,831) |
| Decrease estimated revenues to true-up interest earned from Library Cooper Trust. | \$ - | \$ (6,848) | \$ (6,848) |
| Decrease estimated revenues to true-up interest earned from Library De Castle Trust. | \$ - | \$ (961) | \$ (961) |
| Decrease estimated revenues to true-up interest earned from Library Kogan Trust. | \$ - | \$ (28,596) | \$ (28,596) |
| Decrease estimated revenues to true-up interest earned from Library Arthur Hall Trust. | \$ - | \$ (6,103) | \$ (6,103) |
| Decrease estimated revenues to true-up interest earned from Library Vander Hoof Trust. | \$ - | \$ (3,307) | \$ (3,307) |
| Decrease estimated revenues to true-up interest earned from Library Trust Foundation. | \$ - | \$ (4,940) | \$ (4,940) |
| Decrease estimated revenues to true-up interest earned from Library Jane Ayres Trust. | \$ - | \$ (1,922) | \$ (1,922) |
| Decrease estimated revenues to true-up interest earned from Library Della Jean Elden Trust. | \$ - | \$ (152) | \$ (152) |
| Decrease estimated revenues to true-up interest earned from Library Patricia Clancy Trust. | \$ - | \$ (1,385) | \$ (1,385) |
| Decrease estimated revenues to true-up interest earned from Library Hann Central Trust. | \$ - | \$ (3,321) | \$ (3,321) |
| Decrease estimated revenues to true-up interest earned from Library Yardi Teen Trust. | \$ - | \$ (2,911) | \$ (2,911) |
| Decrease estimated revenues to true-up interest earned from Library Yardi Education Trust. | \$ - | \$ (7,902) | \$ (7,902) |
| Decrease estimated revenues to true-up interest earned from Library Hann Eastside Trust. | \$ - | \$ (3,321) | \$ (3,321) |
| Decrease estimated revenues to true-up interest earned from Library Knaupp Trust. | \$ - | \$ (2,759) | \$ (2,759) |
| Decrease estimated revenues to true-up interest earned from Library William Wagner 1988InterVivos Trust. | \$ - | \$ (12,765) | \$ (12,765) |
| Decrease estimated revenues to true-up interest earned from Library Baum & Lansing Trust. | \$ - | \$ (83) | \$ (83) |
| Total Library Gift Fund (7120) | \$ 318,900 | \$ 121,500 | \$ (197,400) |
| Canine Unit Trust Fund (7130) | | | \$ - |
| Total Canine Unit Trust Fund (7130) | \$ - | \$ - | \$ - |
| | \$ 18,166 | \$ (2,374,379) | \$ (2,392,545) |

RESOLUTION NO.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA, AUTHORIZING CLASSIFIED AND UNCLASSIFIED POSITIONS IN THE CITY'S SERVICE EFFECTIVE JUNE 28, 2025, AND PROVIDING A SCHEDULE OF CLASSIFICATIONS AND SALARIES FOR THE SAME IN ACCORDANCE WITH THE OPERATING BUDGET FOR THE 2026 FISCAL YEAR.

SECTION 1. DEPARTMENT/DIVISION POSITIONS:

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

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

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

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

| | Full-Time Positions Authorized | Part-Time Positions Authorized |
|---|-----------------------------------|-----------------------------------|
| FIRE | | |
| <u>ADMINISTRATION</u> | | |
| Administrative Assistant* | 1 | |
| Administrative Specialist | 1 | |
| Emergency Services Manager | 1 | |
| Fire Business Manager | 1 | |
| Fire Chief | 1 | |
| Office Specialist II | 1 | |
| | <u>6</u> | |
| <u>AIRPORT RESCUE & FIREFIGHTING</u> | | |
| Fire Captain | 3 | |
| Fire Engineer | 6 | |
| | <u>9</u> | |
| <u>OPERATIONS</u> | | |
| Fire Battalion Chief | 4 | |
| Fire Captain | 25 | |
| Fire Engineer | 24 | |
| Fire Operations Division Chief | 1 | |
| Firefighter | 27 | |
| | <u>81</u> | |
| <u>PREVENTION</u> | | |
| Fire Inspector II | 3 | |
| Fire Inspector III | 2 | |
| Fire Battalion Chief / Fire Marshal | 1 | |
| Fire Public Education Coordinator | 1 | |
| Fire Services Specialist | 2 | |
| | <u>9</u> | |
| TOTAL FIRE DEPARTMENT | <u>105</u> | |
| HUMAN RESOURCES | | |
| <u>HUMAN RESOURCES</u> | | |
| Administrative Specialist* | 1 | |
| Human Resources Analyst II* | 4 | |
| Human Resources Director | 1 | |
| Human Resources Manager | 1 | |
| Human Resources Technician* | 1 | |
| Labor Relations Manager | 1 | |
| Senior Human Resources Analyst* | 2 | |
| | <u>11</u> | |
| TOTAL HUMAN RESOURCES DEPARTMENT | <u>11</u> | |

| | Full-Time Positions Authorized | Part-Time Positions Authorized |
|--|-----------------------------------|-----------------------------------|
| INFORMATION TECHNOLOGY | | |
| <u>INFORMATION TECHNOLOGY</u> | | |
| Administrative Analyst I | 1 | |
| Applications Administrator* | 1 | |
| Applications Analyst* | 1 | |
| Applications Analyst | 3 | |
| Electronics/Communications Supervisor | 1 | |
| Electronics/Communications Technician II | 1 | |
| Geographic Information Systems Analyst | 2 | |
| Geographic Information Systems Technician | 2 | |
| Information Technology Administrator | 1 | |
| Information Technology Director | 1 | |
| Information Technology Manager | 1 | |
| Information Technology Project Manager | 1 | |
| Information Technology Supervisor | 4 | |
| Information Technology Technician I | 2 | |
| Information Technology Technician II | 3 | |
| Network Analyst | 3 | |
| Senior Electronics/Communications Technician | 3 | |
| System Administrator | 1 | |
| Webmaster | 1 | |
| | <u>33</u> | |
| TOTAL INFORMATION TECHNOLOGY DEPARTMENT | <u>33</u> | |
| LIBRARY | | |
| <u>LIBRARY</u> | | |
| Administrative Analyst I | 1 | |
| Administrative Assistant* | 1 | |
| Department Systems Supervisor | 1 | |
| Librarian II | 9 | |
| Library Circulation Supervisor | 2 | |
| Library Director | 1 | |
| Library Services Manager | 2 | |
| Library Systems Analyst | 1 | |
| Library Systems Technician I | 1 | |
| Library Systems Technician II | 1 | |
| Library Technician | 13 | 1.6 |
| Library Technician (delete by 6/30/2026) | 1 | |
| Marketing Coordinator | 1 | |
| Outreach Coordinator | 2 | |
| Outreach Coordinator (delete by 6/30/2026) | 1 | |
| Senior Librarian | 3 | |
| Senior Library Technician | 1 | |
| Supervising Librarian | 2 | |
| | <u>44</u> | <u>1.6</u> |
| TOTAL LIBRARY DEPARTMENT | <u>44</u> | <u>1.6</u> |
| MAYOR & CITY COUNCIL | | |
| <u>MAYOR & CITY COUNCIL</u> | | |
| City Councilmember | 6 | |
| Mayor | 1 | |
| | <u>7</u> | |
| TOTAL MAYOR & CITY COUNCIL | <u>7</u> | |

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

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

| | Full-Time Positions Authorized | Part-Time Positions Authorized |
|---|-----------------------------------|-----------------------------------|
| PUBLIC WORKS | | |
| <u>ADMINISTRATION</u> | | |
| Administrative Analyst III | 1 | |
| Administrative Assistant | 1 | |
| Administrative Assistant* | 1 | |
| Outreach Coordinator | 1 | |
| Public Works Business Manager | 1 | |
| Public Works Director | 1 | |
| | <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 Superintendent | 1 | |
| Facilities Maintenance Supervisor | 1 | |
| Facilities Maintenance Worker II | 1 | |
| Facilities Manager | 1 | |
| HVAC Technician | 1 | |
| Painter | 2 | |
| Plumber | 2 | |
| Project Engineer II | 2 | |
| Welder/Fabricator | 1 | |
| | <u>16</u> | |
| <u>CUSTODIAL</u> | | |
| Custodial Supervisor | 1 | |
| Custodian | 7 | 1 |
| Senior Custodian | 3 | |
| | <u>11</u> | <u>1</u> |

| | Full-Time Positions Authorized | Part-Time Positions Authorized |
|--|-----------------------------------|-----------------------------------|
| PUBLIC WORKS (Continued) | | |
| FLEET | | |
| Automotive Parts Specialist | 1 | |
| Automotive Service Writer | 1 | |
| Fleet Services Superintendent | 1 | |
| Fleet Services Technician I | 3 | |
| Fleet Services Technician II | 4 | |
| Lead Equipment Technician | 1 | |
| Vehicle Services Assistant | 1 | |
| | <u>12</u> | |
| 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 | |
| | <u>41</u> | |
| 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 | |
| | <u>9</u> | |
| 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 | |
| | <u>15</u> | <u>0.8</u> |
| WATER/WASTEWATER ADMINISTRATION | | |
| Administrative Analyst III | 1 | |
| Administrative Assistant | 1 | |
| Principal Project Manager | 1 | |
| Wastewater System Manager | 1 | |
| Water Resources Manager | 1 | |
| Water System Manager | 1 | |
| | <u>6</u> | |
| WATER/WASTEWATER LABS | | |
| Laboratory Analyst II | 7 | |
| Laboratory Analyst Coordinator | 2 | |
| Laboratory Supervisor | 1 | |
| | <u>10</u> | |
| WATER/WASTEWATER RECLAMATION | | |
| Senior Wastewater Treatment Plant Operator | 1 | |
| Water Distribution Operator Technician II | 1 | |
| | <u>2</u> | |
| TOTAL PUBLIC WORKS DEPARTMENT | <u>286</u> | <u>1.8</u> |

| | Full-Time Positions Authorized | Part-Time Positions Authorized |
|---|-----------------------------------|-----------------------------------|
| SUSTAINABILITY AND RESILIENCE | | |
| <u>SUSTAINABILITY AND RESILIENCE</u> | | |
| ADMINISTRATION | | |
| Administrative Assistant* | 1 | |
| Administrative Specialist | 1 | |
| Business Manager | 1 | |
| Sustainability and Resilience Director | 1 | |
| | <u>4</u> | |
| COMMUNITY ENGAGEMENT | | |
| Code Enforcement Officer | 2 | |
| Environmental Services Supervisor | 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 | 2 | |
| 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> |

| | 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>1120</u> | <u>7.80</u> |
| Delete by (included in total) | 5 | |

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 09/20/2025

Revised 09/16/2025

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

| Classification Title | FLSA | Service Status | Unit | Job Class | Monthly | | | | | Biweekly | | | | | Hourly | | | | |
|---|------|----------------|------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|---------|---------|---------|---------|---------|
| | | | | | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 |
| GENERAL | | | | | | | | | | | | | | | | | | | |
| Accountant I | E | C | 14 | 1400 | 6,546.39 | 6,873.66 | 7,217.38 | 7,578.29 | 7,957.15 | 3,021.41 | 3,172.46 | 3,331.10 | 3,497.67 | 3,672.53 | 37.7676 | 39.6558 | 41.6387 | 43.7209 | 45.9066 |
| Accountant II | E | C | 14 | 1401 | 7,233.16 | 7,594.73 | 7,974.53 | 8,373.26 | 8,791.88 | 3,338.38 | 3,505.26 | 3,680.55 | 3,864.58 | 4,057.79 | 41.7297 | 43.8158 | 46.0069 | 48.3072 | 50.7224 |
| Accounting Assistant | N | C | 14 | 1402 | 5,664.84 | 5,948.06 | 6,245.46 | 6,557.76 | 6,885.62 | 2,614.54 | 2,745.26 | 2,882.52 | 3,026.66 | 3,177.98 | 32.6818 | 34.3158 | 36.0315 | 37.8332 | 39.7248 |
| Accounting Coordinator | N | C | 14 | 1404 | 6,546.39 | 6,873.66 | 7,217.38 | 7,578.29 | 7,957.15 | 3,021.41 | 3,172.46 | 3,331.10 | 3,497.67 | 3,672.53 | 37.7676 | 39.6558 | 41.6387 | 43.7209 | 45.9066 |
| Accounting Technician | N | C | 14 | 1405 | 5,954.54 | 6,252.22 | 6,564.87 | 6,893.10 | 7,237.79 | 2,748.25 | 2,885.64 | 3,029.94 | 3,181.43 | 3,340.52 | 34.3531 | 36.0705 | 37.8743 | 39.7679 | 41.7565 |
| Administrative Analyst I | N | U | 14 | 1406 | 8,112.33 | 8,517.90 | 8,943.83 | 9,391.05 | 9,860.54 | 3,744.15 | 3,931.34 | 4,127.92 | 4,334.33 | 4,551.02 | 46.8019 | 49.1418 | 51.5990 | 54.1791 | 56.8878 |
| Administrative Analyst II | E | U | 14 | 1408 | 9,281.68 | 9,745.75 | 10,233.02 | 10,744.70 | 11,281.96 | 4,283.85 | 4,498.04 | 4,722.93 | 4,959.09 | 5,207.06 | 53.5481 | 56.2255 | 59.0366 | 61.9886 | 65.0882 |
| Administrative Analyst III | E | U | 14 | 1407 | 10,052.68 | 10,555.35 | 11,083.09 | 11,637.25 | 12,219.13 | 4,639.70 | 4,871.70 | 5,115.27 | 5,371.04 | 5,639.60 | 57.9963 | 60.8963 | 63.9409 | 67.1380 | 70.4950 |
| Administrative Assistant | N | U | 14 | 1409 | 6,645.08 | 6,977.27 | 7,326.24 | 7,692.51 | 8,077.14 | 3,066.96 | 3,220.28 | 3,381.34 | 3,550.39 | 3,727.91 | 38.3370 | 40.2535 | 42.2667 | 44.3799 | 46.5989 |
| Administrative Assistant Unclassified | N | U | 14 | 1607 | 6,645.08 | 6,977.27 | 7,326.24 | 7,692.51 | 8,077.14 | 3,066.96 | 3,220.28 | 3,381.34 | 3,550.39 | 3,727.91 | 38.3370 | 40.2535 | 42.2667 | 44.3799 | 46.5989 |
| Administrative Specialist | N | C | 14 | 1531 | 5,174.89 | 5,433.59 | 5,705.31 | 5,990.60 | 6,290.07 | 2,388.41 | 2,507.81 | 2,633.22 | 2,764.89 | 2,903.11 | 29.8551 | 31.3476 | 32.9152 | 34.5611 | 36.2889 |
| Adult Literacy Coordinator | N | C | 14 | 1580 | 7,614.51 | 7,995.22 | 8,395.01 | 8,814.76 | 9,255.48 | 3,514.39 | 3,690.10 | 3,874.62 | 4,068.35 | 4,271.76 | 43.9299 | 46.1263 | 48.4327 | 50.8544 | 53.3970 |
| Airport Maintenance Coordinator | N | C | 14 | 1413 | 6,385.12 | 6,704.43 | 7,039.65 | 7,391.61 | 7,761.22 | 2,946.98 | 3,094.35 | 3,249.07 | 3,411.51 | 3,582.10 | 36.8372 | 38.6794 | 40.6134 | 42.6439 | 44.7762 |
| Airport Maintenance Worker I | N | C | 14 | 1410 | 4,757.44 | 4,995.29 | 5,245.07 | 5,507.28 | 5,782.62 | 2,195.74 | 2,305.52 | 2,420.80 | 2,541.82 | 2,668.90 | 27.4468 | 28.8190 | 30.2600 | 31.7727 | 33.3612 |
| Airport Maintenance Worker II | N | C | 14 | 1411 | 5,230.33 | 5,491.81 | 5,766.41 | 6,054.75 | 6,357.43 | 2,414.00 | 2,534.68 | 2,661.42 | 2,794.50 | 2,934.20 | 30.1750 | 31.6835 | 33.2678 | 34.9313 | 36.6775 |
| Airport Operations Technician | N | C | 14 | 1579 | 5,360.94 | 5,629.02 | 5,910.47 | 6,205.98 | 6,516.25 | 2,474.28 | 2,598.01 | 2,727.91 | 2,864.30 | 3,007.50 | 30.9285 | 32.4751 | 34.0989 | 35.8037 | 37.5938 |
| Airport Security Aide | N | C | 14 | 1415 | 4,015.38 | 4,216.03 | 4,426.98 | 4,648.28 | 4,880.68 | 1,853.25 | 1,945.86 | 2,043.22 | 2,145.36 | 2,252.62 | 23.1656 | 24.3233 | 25.5403 | 26.8170 | 28.1577 |
| Animal Control Officer | N | C | 14 | 1416 | 5,632.40 | 5,914.03 | 6,209.78 | 6,520.26 | 6,846.28 | 2,599.57 | 2,729.55 | 2,866.05 | 3,009.35 | 3,159.82 | 32.4946 | 34.1194 | 35.8256 | 37.6169 | 39.4978 |
| Animal Control Officer II | N | C | 14 | 1417 | 6,223.27 | 6,534.45 | 6,861.16 | 7,204.21 | 7,564.38 | 2,872.28 | 3,015.90 | 3,166.69 | 3,325.02 | 3,491.25 | 35.9035 | 37.6988 | 39.5836 | 41.5628 | 43.6406 |
| Applications Administrator | E | C | 14 | 1596 | 10,143.45 | 10,650.62 | 11,183.10 | 11,742.34 | 12,329.42 | 4,681.59 | 4,915.67 | 5,161.43 | 5,419.54 | 5,690.50 | 58.5199 | 61.4459 | 64.5179 | 67.7442 | 71.1312 |
| Applications Analyst | E | C | 14 | 1595 | 8,551.62 | 8,979.17 | 9,428.19 | 9,899.61 | 10,394.54 | 3,946.90 | 4,144.23 | 4,351.47 | 4,569.05 | 4,797.48 | 49.3362 | 51.8029 | 54.3934 | 57.1131 | 59.9685 |
| Aquatics Specialist | N | C | 14 | 1601 | 5,580.71 | 5,859.71 | 6,152.73 | 6,460.35 | 6,783.29 | 2,575.71 | 2,704.48 | 2,839.72 | 2,981.70 | 3,130.75 | 32.1964 | 33.8060 | 35.4965 | 37.2713 | 39.1344 |
| Assistant Parking Coordinator | N | C | 14 | 1418 | 5,178.42 | 5,437.34 | 5,709.19 | 5,994.65 | 6,294.38 | 2,390.04 | 2,509.54 | 2,635.01 | 2,766.76 | 2,905.10 | 29.8755 | 31.3693 | 32.9376 | 34.5845 | 36.3137 |
| Assistant Planner | E | C | 14 | 1419 | 7,602.99 | 7,983.17 | 8,382.34 | 8,801.48 | 9,241.53 | 3,509.07 | 3,684.54 | 3,868.77 | 4,062.22 | 4,265.32 | 43.8634 | 46.0568 | 48.3596 | 50.7777 | 53.3165 |
| Assistant Transportation Planner | E | C | 14 | 1420 | 7,602.99 | 7,983.17 | 8,382.34 | 8,801.48 | 9,241.53 | 3,509.07 | 3,684.54 | 3,868.77 | 4,062.22 | 4,265.32 | 43.8634 | 46.0568 | 48.3596 | 50.7777 | 53.3165 |
| Associate Planner | E | C | 14 | 1422 | 8,234.59 | 8,646.34 | 9,078.68 | 9,532.60 | 10,009.20 | 3,800.58 | 3,990.62 | 4,190.16 | 4,399.66 | 4,619.63 | 47.5073 | 49.8828 | 52.3770 | 54.9958 | 57.7454 |
| Associate Transportation Planner | E | C | 14 | 1421 | 8,234.59 | 8,646.34 | 9,078.68 | 9,532.60 | 10,009.20 | 3,800.58 | 3,990.62 | 4,190.16 | 4,399.66 | 4,619.63 | 47.5073 | 49.8828 | 52.3770 | 54.9958 | 57.7454 |
| Automotive/Equipment Technician | N | C | 14 | 1578 | 6,227.91 | 6,539.35 | 6,866.28 | 7,209.58 | 7,570.07 | 2,874.42 | 3,018.16 | 3,169.05 | 3,327.50 | 3,493.88 | 35.9302 | 37.7270 | 39.6131 | 41.5938 | 43.6735 |
| Automotive Parts Specialist | N | C | 14 | 1427 | 6,227.91 | 6,539.35 | 6,866.28 | 7,209.58 | 7,570.07 | 2,874.42 | 3,018.16 | 3,169.05 | 3,327.50 | 3,493.88 | 35.9302 | 37.7270 | 39.6131 | 41.5938 | 43.6735 |
| Automotive Service Writer | N | C | 14 | 1428 | 7,233.16 | 7,594.73 | 7,974.53 | 8,373.26 | 8,791.88 | 3,338.38 | 3,505.26 | 3,680.55 | 3,864.58 | 4,057.79 | 41.7297 | 43.8158 | 46.0069 | 48.3072 | 50.7224 |
| Building Inspector | N | C | 14 | 1431 | 7,686.25 | 8,070.55 | 8,474.05 | 8,897.76 | 9,342.62 | 3,547.50 | 3,724.87 | 3,911.10 | 4,106.66 | 4,311.98 | 44.3437 | 46.5609 | 48.8887 | 51.3333 | 53.8998 |
| Building Permit Technician | N | C | 14 | 1432 | 6,296.05 | 6,610.89 | 6,941.42 | 7,288.45 | 7,652.91 | 2,905.87 | 3,051.18 | 3,203.73 | 3,363.90 | 3,532.11 | 36.3234 | 38.1398 | 40.0466 | 42.0487 | 44.1514 |
| Buyer I | N | C | 14 | 1433 | 6,250.08 | 6,562.57 | 6,890.74 | 7,235.26 | 7,597.01 | 2,884.65 | 3,028.88 | 3,180.34 | 3,339.35 | 3,506.31 | 36.0581 | 37.8610 | 39.7543 | 41.7419 | 43.8289 |
| Buyer II | N | C | 14 | 1575 | 6,944.51 | 7,291.77 | 7,656.37 | 8,039.18 | 8,441.12 | 3,205.16 | 3,365.43 | 3,533.71 | 3,710.39 | 3,895.90 | 40.0645 | 42.0679 | 44.1714 | 46.3799 | 48.6987 |
| Carpenter | N | C | 14 | 1434 | 6,394.72 | 6,714.50 | 7,050.20 | 7,402.70 | 7,772.83 | 2,951.41 | 3,099.00 | 3,253.94 | 3,416.63 | 3,587.46 | 36.8926 | 38.7375 | 40.6742 | 42.7079 | 44.8433 |
| City TV Production Specialist | N | C | 14 | 1463 | 7,722.56 | 8,108.66 | 8,514.07 | 8,939.75 | 9,386.72 | 3,564.26 | 3,742.46 | 3,929.57 | 4,126.04 | 4,332.33 | 44.5532 | 46.7807 | 49.1196 | 51.5755 | 54.1541 |
| Code Enforcement Officer | N | C | 14 | 1435 | 6,812.89 | 7,153.51 | 7,511.18 | 7,886.80 | 8,281.09 | 3,144.41 | 3,301.62 | 3,466.70 | 3,640.06 | 3,822.04 | 39.3051 | 41.2702 | 43.3338 | 45.5007 | 47.7755 |
| Code Enforcement Officer II | N | C | 14 | 1614 | 7,153.53 | 7,511.18 | 7,886.75 | 8,281.13 | 8,695.14 | 3,301.63 | 3,466.70 | 3,640.04 | 3,822.06 | 4,013.14 | 41.2704 | 43.3337 | 45.5005 | 47.7757 | 50.1643 |
| Commission Secretary | N | C | 14 | 1514 | 5,511.31 | 5,786.80 | 6,076.20 | 6,379.97 | 6,699.01 | 2,543.68 | 2,670.83 | 2,804.40 | 2,944.60 | 3,091.85 | 31.7960 | 33.3854 | 35.0550 | 36.8075 | 38.6481 |
| Communications Specialist | E | C | 14 | 1436 | 6,321.79 | 6,637.93 | 6,969.78 | 7,318.26 | 7,684.19 | 2,917.75 | 3,063.66 | 3,216.82 | 3,377.66 | 3,546.55 | 36.4719 | 38.2957 | 40.2103 | 42.2207 | 44.3319 |
| Community Development Programs Specialist | N | C | 14 | 1437 | 7,452.84 | 7,825.44 | 8,216.76 | 8,627.62 | 9,058.96 | 3,439.77 | 3,611.74 | 3,792.35 | 3,981.98 | 4,181.06 | 42.9971 | 45.1468 | 47.4044 | 49.7747 | 52.2633 |

| 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 |
| Environmental Services Specialist II | E | C | 14 | 1542 | 8,963.24 | 9,411.39 | 9,881.97 | 10,376.08 | 10,894.89 | 4,136.88 | 4,343.72 | 4,560.91 | 4,788.96 | 5,028.41 | 51.7110 | 54.2965 | 57.0114 | 59.8620 | 62.8551 |
| Equipment Operator | N | C | 14 | 1455 | 5,288.73 | 5,553.17 | 5,830.80 | 6,122.35 | 6,428.48 | 2,440.95 | 2,563.00 | 2,691.14 | 2,825.70 | 2,966.99 | 30.5119 | 32.0375 | 33.6393 | 35.3213 | 37.0874 |
| Facilities Maintenance Worker II | N | C | 14 | 1573 | 5,230.33 | 5,491.81 | 5,766.41 | 6,054.75 | 6,357.43 | 2,414.00 | 2,534.68 | 2,661.42 | 2,794.50 | 2,934.20 | 30.1750 | 31.6835 | 33.2678 | 34.9313 | 36.6775 |
| Finance Analyst I | E | U | 14 | 1456 | 8,112.33 | 8,517.90 | 8,943.83 | 9,391.05 | 9,860.54 | 3,744.15 | 3,931.34 | 4,127.92 | 4,334.33 | 4,551.02 | 46.8019 | 49.1418 | 51.5990 | 54.1791 | 56.8878 |
| Finance Analyst II | E | U | 14 | 1457 | 9,281.68 | 9,745.75 | 10,233.02 | 10,744.70 | 11,281.96 | 4,283.85 | 4,498.04 | 4,722.93 | 4,959.09 | 5,207.06 | 53.5481 | 56.2255 | 59.0366 | 61.9886 | 65.0882 |
| Fire Public Education Coordinator | E | C | 14 | 1459 | 7,197.15 | 7,556.99 | 7,934.85 | 8,331.55 | 8,748.16 | 3,321.76 | 3,487.84 | 3,662.24 | 3,845.33 | 4,037.61 | 41.5220 | 43.5980 | 45.7780 | 48.0666 | 50.4701 |
| Fire Services Specialist | N | C | 14 | 1460 | 6,645.08 | 6,977.27 | 7,326.24 | 7,692.51 | 8,077.14 | 3,066.96 | 3,220.28 | 3,381.34 | 3,550.39 | 3,727.91 | 38.3370 | 40.2535 | 42.2667 | 44.3799 | 46.5989 |
| Fire Warehouse Specialist | N | C | 14 | 1458 | 5,101.46 | 5,356.61 | 5,624.39 | 5,905.60 | 6,200.89 | 2,354.52 | 2,472.28 | 2,595.87 | 2,725.66 | 2,861.95 | 29.4315 | 30.9035 | 32.4484 | 34.0707 | 35.7744 |
| Fleet Services Technician Trainee | N | U | 14 | 1591 | 5,605.08 | 5,885.36 | 6,179.62 | 6,488.63 | 6,813.04 | 2,586.96 | 2,716.32 | 2,852.13 | 2,994.75 | 3,144.48 | 32.3370 | 33.9540 | 35.6516 | 37.4344 | 39.3060 |
| Fleet Services Technician I | N | C | 14 | 1426 | 6,227.91 | 6,539.35 | 6,866.28 | 7,209.58 | 7,570.07 | 2,874.42 | 3,018.16 | 3,169.05 | 3,327.50 | 3,493.88 | 35.9302 | 37.7270 | 39.6131 | 41.5938 | 43.6735 |
| Fleet Services Technician II | N | C | 14 | 1468 | 6,881.18 | 7,225.25 | 7,586.45 | 7,965.82 | 8,364.11 | 3,175.93 | 3,334.73 | 3,501.44 | 3,676.53 | 3,860.36 | 39.6991 | 41.6841 | 43.7680 | 45.9566 | 48.2545 |
| Geographic Information Systems Analyst | N | C | 14 | 1606 | 8,551.62 | 8,979.17 | 9,428.19 | 9,899.61 | 10,394.54 | 3,946.90 | 4,144.23 | 4,351.47 | 4,569.05 | 4,797.48 | 49.3362 | 51.8029 | 54.3934 | 57.1131 | 59.9685 |
| Geographic Information Systems Coordinator | N | C | 14 | 1423 | 10,347.78 | 10,865.18 | 11,408.48 | 11,978.85 | 12,577.83 | 4,775.90 | 5,014.70 | 5,265.45 | 5,528.70 | 5,805.15 | 59.6987 | 62.6837 | 65.8181 | 69.1088 | 72.5644 |
| Geographic Information Systems Technician | N | C | 14 | 1461 | 7,269.28 | 7,632.76 | 8,014.35 | 8,415.12 | 8,835.86 | 3,355.05 | 3,522.81 | 3,698.93 | 3,883.90 | 4,078.09 | 41.9381 | 44.0351 | 46.2366 | 48.5487 | 50.9761 |
| Graphic Designer | N | C | 14 | 1439 | 7,756.21 | 8,144.02 | 8,551.27 | 8,978.80 | 9,427.73 | 3,579.79 | 3,758.78 | 3,946.74 | 4,144.06 | 4,351.26 | 44.7474 | 46.9847 | 49.3342 | 51.8008 | 54.3908 |
| Grounds Maintenance Crew Leader | N | C | 14 | 1464 | 5,880.64 | 6,174.68 | 6,483.43 | 6,807.65 | 7,147.96 | 2,714.14 | 2,849.85 | 2,992.35 | 3,141.99 | 3,299.06 | 33.9268 | 35.6231 | 37.4044 | 39.2749 | 41.2383 |
| Grounds Maintenance Worker I | N | C | 14 | 1465 | 4,651.79 | 4,884.34 | 5,128.57 | 5,384.99 | 5,654.24 | 2,146.98 | 2,254.31 | 2,367.03 | 2,485.38 | 2,609.65 | 26.8372 | 28.1789 | 29.5879 | 31.0672 | 32.6206 |
| Grounds Maintenance Worker II | N | C | 14 | 1466 | 5,217.25 | 5,478.11 | 5,752.02 | 6,039.61 | 6,341.60 | 2,407.96 | 2,528.36 | 2,654.78 | 2,787.51 | 2,926.89 | 30.0995 | 31.6045 | 33.1847 | 34.8439 | 36.5861 |
| Harbor Operations Assistant | N | C | 14 | 1467 | 5,360.94 | 5,629.02 | 5,910.47 | 6,205.98 | 6,516.25 | 2,474.28 | 2,598.01 | 2,727.91 | 2,864.30 | 3,007.50 | 30.9285 | 32.4751 | 34.0989 | 35.8037 | 37.5938 |
| Head Pool Lifeguard | N | C | 14 | 1572 | 3,746.43 | 3,933.69 | 4,130.43 | 4,336.95 | 4,553.77 | 1,729.12 | 1,815.55 | 1,906.35 | 2,001.67 | 2,101.74 | 21.6140 | 22.6944 | 23.8294 | 25.0209 | 26.2718 |
| Heavy Equipment Technician | N | C | 14 | 1576 | 6,881.18 | 7,225.25 | 7,586.45 | 7,965.82 | 8,364.11 | 3,175.93 | 3,334.73 | 3,501.44 | 3,676.53 | 3,860.36 | 39.6991 | 41.6841 | 43.7680 | 45.9566 | 48.2545 |
| Housing Programs Specialist | N | C | 14 | 1469 | 8,234.59 | 8,646.34 | 9,078.68 | 9,532.60 | 10,009.20 | 3,800.58 | 3,990.62 | 4,190.16 | 4,399.66 | 4,619.63 | 47.5073 | 49.8828 | 52.3770 | 54.9958 | 57.7454 |
| Housing Project Planner | E | C | 14 | 1590 | 8,830.10 | 9,271.64 | 9,735.20 | 10,221.97 | 10,733.13 | 4,075.43 | 4,279.22 | 4,493.17 | 4,717.83 | 4,953.75 | 50.9429 | 53.4902 | 56.1646 | 58.9729 | 61.9219 |
| HVAC Technician | N | C | 14 | 1609 | 6,789.19 | 7,128.62 | 7,485.03 | 7,859.30 | 8,252.27 | 3,133.47 | 3,290.13 | 3,454.63 | 3,627.37 | 3,808.74 | 39.1684 | 41.1266 | 43.1829 | 45.3421 | 47.6092 |
| Information Technology Administrator | E | C | 14 | 1611 | 10,143.36 | 10,650.60 | 11,183.10 | 11,742.19 | 12,329.33 | 4,681.55 | 4,915.66 | 5,161.43 | 5,419.47 | 5,690.46 | 58.5194 | 61.4457 | 64.5179 | 67.7434 | 71.1307 |
| Information Technology Project Manager | E | C | 14 | 1603 | 10,347.78 | 10,865.18 | 11,408.48 | 11,978.85 | 12,577.83 | 4,775.90 | 5,014.70 | 5,265.45 | 5,528.70 | 5,805.15 | 59.6987 | 62.6837 | 65.8181 | 69.1088 | 72.5644 |
| Information Technology Technician I | N | C | 14 | 1440 | 5,750.27 | 6,037.74 | 6,339.60 | 6,656.61 | 6,989.41 | 2,653.97 | 2,786.65 | 2,925.97 | 3,072.28 | 3,225.88 | 33.1746 | 34.8331 | 36.5746 | 38.4035 | 40.3235 |
| Information Technology Technician II | N | C | 14 | 1441 | 6,259.07 | 6,571.98 | 6,900.60 | 7,245.62 | 7,607.90 | 2,888.80 | 3,033.22 | 3,184.89 | 3,344.13 | 3,511.34 | 36.1100 | 37.9153 | 39.8111 | 41.8016 | 43.8918 |
| Irrigation Systems Technician | N | C | 14 | 1471 | 5,910.04 | 6,205.64 | 6,515.90 | 6,841.68 | 7,183.76 | 2,727.71 | 2,864.14 | 3,007.34 | 3,157.70 | 3,315.58 | 34.0964 | 35.8017 | 37.5917 | 39.4712 | 41.4448 |
| Lead Equipment Technician | N | C | 14 | 1472 | 7,602.99 | 7,983.17 | 8,382.34 | 8,801.48 | 9,241.53 | 3,509.07 | 3,684.54 | 3,868.77 | 4,062.22 | 4,265.32 | 43.8634 | 46.0568 | 48.3596 | 50.7777 | 53.3165 |
| Librarian I | E | C | 14 | 1474 | 6,297.98 | 6,612.86 | 6,943.56 | 7,290.73 | 7,655.29 | 2,906.76 | 3,052.09 | 3,204.72 | 3,364.95 | 3,533.21 | 36.3345 | 38.1511 | 40.0590 | 42.0619 | 44.1651 |
| Librarian II | E | C | 14 | 1473 | 6,924.02 | 7,270.19 | 7,633.71 | 8,015.45 | 8,416.16 | 3,195.70 | 3,355.47 | 3,523.25 | 3,699.44 | 3,884.38 | 39.9462 | 41.9434 | 44.0406 | 46.2430 | 48.5548 |
| Library Assistant I | N | C | 14 | 1476 | 4,720.28 | 4,956.25 | 5,204.07 | 5,464.29 | 5,737.46 | 2,178.59 | 2,287.50 | 2,401.88 | 2,521.98 | 2,648.06 | 27.2324 | 28.5938 | 30.0235 | 31.5247 | 33.1008 |
| Library Assistant II | N | C | 14 | 1477 | 4,912.44 | 5,158.01 | 5,415.89 | 5,686.70 | 5,971.03 | 2,267.28 | 2,380.62 | 2,499.64 | 2,624.63 | 2,755.86 | 28.3410 | 29.7578 | 31.2455 | 32.8079 | 34.4483 |
| Library Systems Analyst | E | C | 14 | 1612 | 8,551.62 | 8,979.17 | 9,428.19 | 9,899.61 | 10,394.54 | 3,946.90 | 4,144.23 | 4,351.47 | 4,569.05 | 4,797.48 | 49.3362 | 51.8029 | 54.3934 | 57.1131 | 59.9685 |
| Library Systems Technician I | N | C | 14 | 1479 | 5,750.27 | 6,037.74 | 6,339.60 | 6,656.61 | 6,989.41 | 2,653.97 | 2,786.65 | 2,925.97 | 3,072.28 | 3,225.88 | 33.1746 | 34.8331 | 36.5746 | 38.4035 | 40.3235 |
| Library Systems Technician II | N | C | 14 | 1481 | 6,259.07 | 6,571.98 | 6,900.60 | 7,245.62 | 7,607.90 | 2,888.80 | 3,033.22 | 3,184.89 | 3,344.13 | 3,511.34 | 36.1100 | 37.9153 | 39.8111 | 41.8016 | 43.8918 |
| Library Technician | N | C | 14 | 1480 | 5,241.45 | 5,503.57 | 5,778.74 | 6,067.62 | 6,371.00 | 2,419.13 | 2,540.11 | 2,667.11 | 2,800.44 | 2,940.46 | 30.2391 | 31.7514 | 33.3389 | 35.0055 | 36.7558 |
| Library Technician Trainee | N | U | 14 | 1610 | 4,717.31 | 4,953.22 | 5,200.89 | 5,460.85 | 5,733.91 | 2,177.22 | 2,286.10 | 2,400.41 | 2,520.39 | 2,646.42 | 27.2152 | 28.5763 | 30.0051 | 31.5049 | 33.0803 |
| Library Technician - Unclassified | N | U | 14 | 1594 | 5,241.45 | 5,503.57 | 5,778.74 | 6,067.62 | 6,371.00 | 2,419.13 | 2,540.11 | 2,667.11 | 2,800.44 | 2,940.46 | 30.2391 | 31.7514 | 33.3389 | 35.0055 | 36.7558 |
| Mail Services Specialist | N | C | 14 | 1482 | 4,015.38 | 4,216.03 | 4,426.98 | 4,648.28 | 4,880.68 | 1,853.25 | 1,945.86 | 2,043.22 | 2,145.36 | 2,252.62 | 23.1656 | 24.3233 | 25.5403 | 26.8170 | 28.1577 |
| Maintenance Coordinator | N | C | 14 | 1483 | 6,166.05 | 6,474.39 | 6,798.09 | 7,138.00 | 7,494.89 | 2,845.87 | 2,988.18 | 3,137.58 | 3,294.46 | 3,459.18 | 35.5734 | 37.3523 | 39.2198 | 41.1807 | 43.2397 |
| Maintenance Crew Leader | N | C | 14 | 1484 | 6,166.29 | 6,474.65 | 6,798.37 | 7,138.26 | 7,495.22 | 2,845.98 | 2,988.30 | 3,137.71 | 3,294.58 | 3,459.33 | 35.5748 | 37.3538 | 39.2214 | 41.1823 | 43.2416 |
| Maintenance Worker I | N | C | 14 | 1485 | 4,436.58 | 4,658.38 | 4,891.25 | 5,135.89 | 5,392.66 | 2,047.65 | 2,150.02 | 2,257.50 | 2,370.41 | 2,488.92 | 25.5956 | 26.8753 | 28.2188 | 29.6301 | 31.1115 |
| Maintenance Worker II | N | C | 14 | 1486 | 5,230.33 | 5,491.81 | 5,766.41 | 6,054.75 | 6,357.43 | 2,414.00 | 2,534.68 | 2,661.42 | 2,794.50 | 2,934.20 | 30.1750 | 31.6835 | 33.2678 | 34.9313 | 36.6775 |
| Marketing Coordinator | N | C | 14 | 1487 | 7,756.21 | 8,144.02 | 8,551.27 | 8,978.80 | 9,427.73 | 3,579.79 | 3,758.78 | 3,946.74 | 4,144.06 | 4,351.26 | 44.7474 | 46.9847 | 49.3342 | 51.8008 | 54.3908 |
| Neighborhood & Outreach Services Coordinator I | N | C | 14 | 1488 | 6,321.79 | 6,637.93 | 6,969.78 | 7,318.26 | 7,684.19 | 2,917.75 | 3,063.66 | 3,216.82 | 3,377.66 | 3,546.55 | 36.4719 | 38.2957 | 40.2103 | 42.2207 | 44.3319 |
| Neighborhood & Outreach Services Coordinator II | N | C | 14 | 1489 | 6,881.18 | 7,225.25 | 7,586.45 | 7,965.82 | 8,364.11 | 3,175.93 | 3,334.73 | 3,501.44 | 3,676.53 | 3,860.36 | 39.6991 | 41.6841 | 43.7680 | 45.9566 | 48.2545 |
| Network Administrator | E | C | 14 | 1490 | 10,143.36 | 10,650.60 | 11,183.10 | 11,742.19 | 12,329.33 | 4,681.55 | 4,915.66 | 5,161.43 | 5,419.47 | 5,690.46 | 58.5194 | 61.4457 | 64.5179 | 67.7434 | 71.1307 |
| Network Analyst | E | C | 14 | 1442 | 8,551.62 | 8,979.17 | 9,428.19 | 9,899.61 | 10,394.54 | 3,946.90 | 4,144.23 | 4,351.47 | 4,569.05 | 4,797.48 | 49.3362 | 51.8029 | 54.3934 | 57.1131 | 59.9685 |
| Office Specialist I | N | C | 14 | 1491 | 4,116.73 | 4,322.54 | 4,538.71 | 4,765.61 | 5,003.90 | 1,900.03 | 1,995.02 | 2,094.79 | 2,19 | | | | | | |

| 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 Coordinator | N | C | 14 | 1496 | 6,612.04 | 6,942.63 | 7,289.75 | 7,654.25 | 8,036.90 | 3,051.71 | 3,204.29 | 3,364.50 | 3,532.73 | 3,709.34 | 38.1464 | 40.0536 | 42.0563 | 44.1591 | 46.3668 |
| Parking Maintenance Coordinator | N | C | 14 | 1592 | 6,385.12 | 6,704.43 | 7,039.65 | 7,391.61 | 7,761.22 | 2,946.98 | 3,094.35 | 3,249.07 | 3,411.51 | 3,582.10 | 36.8372 | 38.6794 | 40.6134 | 42.6439 | 44.7762 |
| Parking Resources Specialist | N | C | 14 | 1497 | 7,305.61 | 7,670.89 | 8,054.43 | 8,457.17 | 8,880.00 | 3,371.82 | 3,540.41 | 3,717.43 | 3,903.31 | 4,098.46 | 42.1478 | 44.2551 | 46.4679 | 48.7914 | 51.2308 |
| Plan Check Engineer | E | C | 14 | 1424 | 9,294.72 | 9,759.47 | 10,247.42 | 10,759.80 | 11,297.80 | 4,289.87 | 4,504.37 | 4,729.58 | 4,966.06 | 5,214.37 | 53.6234 | 56.3046 | 59.1197 | 62.0757 | 65.1796 |
| Planning Technician I | N | C | 14 | 1499 | 6,321.79 | 6,637.93 | 6,969.78 | 7,318.26 | 7,684.19 | 2,917.75 | 3,063.66 | 3,216.82 | 3,377.66 | 3,546.55 | 36.4719 | 38.2957 | 40.2103 | 42.2207 | 44.3319 |
| Planning Technician II | N | C | 14 | 1500 | 6,846.97 | 7,189.30 | 7,548.73 | 7,926.23 | 8,322.49 | 3,160.14 | 3,318.14 | 3,484.03 | 3,658.26 | 3,841.15 | 39.5017 | 41.4767 | 43.5504 | 45.7282 | 48.0144 |
| Plans Examiner | E | C | 14 | 1501 | 8,886.76 | 9,331.10 | 9,797.65 | 10,287.49 | 10,801.92 | 4,101.58 | 4,306.66 | 4,521.99 | 4,748.07 | 4,985.50 | 51.2697 | 53.8333 | 56.5249 | 59.3509 | 62.3187 |
| Plumber | N | C | 14 | 1502 | 6,556.20 | 6,883.98 | 7,228.22 | 7,589.64 | 7,969.13 | 3,025.94 | 3,177.22 | 3,336.10 | 3,502.91 | 3,678.06 | 37.8242 | 39.7153 | 41.7013 | 43.7864 | 45.9757 |
| Pool Technician | N | C | 14 | 1503 | 5,580.71 | 5,859.71 | 6,152.73 | 6,460.35 | 6,783.29 | 2,575.71 | 2,704.48 | 2,839.72 | 2,981.70 | 3,130.75 | 32.1964 | 33.8060 | 35.4965 | 37.2713 | 39.1344 |
| Program Analyst | E | U | 14 | 1600 | 10,052.68 | 10,555.35 | 11,083.09 | 11,637.25 | 12,219.13 | 4,639.70 | 4,871.70 | 5,115.27 | 5,371.04 | 5,639.60 | 57.9963 | 60.8963 | 63.9409 | 67.1380 | 70.4950 |
| Project Engineer I | E | C | 14 | 1505 | 9,049.91 | 9,502.42 | 9,977.54 | 10,476.44 | 11,000.28 | 4,176.88 | 4,385.73 | 4,605.02 | 4,835.28 | 5,077.05 | 52.2110 | 54.8216 | 57.5627 | 60.4410 | 63.4631 |
| Project Engineer II | E | C | 14 | 1506 | 9,949.46 | 10,446.93 | 10,969.27 | 11,517.72 | 12,093.62 | 4,592.06 | 4,821.66 | 5,062.74 | 5,315.87 | 5,581.67 | 57.4007 | 60.2707 | 63.2843 | 66.4484 | 69.7709 |
| Project Planner | E | C | 14 | 1507 | 8,830.10 | 9,271.64 | 9,735.20 | 10,221.97 | 10,733.13 | 4,075.43 | 4,279.22 | 4,493.17 | 4,717.83 | 4,953.75 | 50.9429 | 53.4902 | 56.1646 | 58.9729 | 61.9219 |
| Project Planner Unclassified | E | U | 14 | 1605 | 8,830.10 | 9,271.64 | 9,735.20 | 10,221.97 | 10,733.13 | 4,075.43 | 4,279.22 | 4,493.17 | 4,717.83 | 4,953.75 | 50.9429 | 53.4902 | 56.1646 | 58.9729 | 61.9219 |
| Property Management Specialist | N | C | 14 | 1508 | 7,090.22 | 7,444.71 | 7,817.01 | 8,207.81 | 8,618.18 | 3,272.41 | 3,436.02 | 3,607.85 | 3,788.22 | 3,977.62 | 40.9051 | 42.9503 | 45.0981 | 47.3528 | 49.7203 |
| Public Works Inspector I | N | C | 14 | 1509 | 6,694.78 | 7,029.51 | 7,380.97 | 7,749.99 | 8,137.59 | 3,089.90 | 3,244.39 | 3,406.60 | 3,576.92 | 3,755.81 | 38.6238 | 40.5549 | 42.5825 | 44.7115 | 46.9476 |
| Public Works Inspector II | N | C | 14 | 1510 | 7,583.88 | 7,963.06 | 8,361.19 | 8,779.25 | 9,218.19 | 3,500.25 | 3,675.26 | 3,859.01 | 4,051.96 | 4,254.55 | 43.7531 | 45.9407 | 48.2376 | 50.6495 | 53.1819 |
| Public Works Operations Assistant | N | C | 14 | 1571 | 5,178.42 | 5,437.34 | 5,709.19 | 5,994.65 | 6,294.38 | 2,390.04 | 2,509.54 | 2,635.01 | 2,766.76 | 2,905.10 | 29.8755 | 31.3693 | 32.9376 | 34.5845 | 36.3137 |
| Real Property Agent | N | C | 14 | 1511 | 8,193.64 | 8,603.34 | 9,033.48 | 9,485.15 | 9,959.41 | 3,781.68 | 3,970.77 | 4,169.30 | 4,377.76 | 4,596.65 | 47.2710 | 49.6346 | 52.1163 | 54.7220 | 57.4581 |
| Records Technician | N | C | 14 | 1512 | 5,230.33 | 5,491.81 | 5,766.41 | 6,054.75 | 6,357.43 | 2,414.00 | 2,534.68 | 2,661.42 | 2,794.50 | 2,934.20 | 30.1750 | 31.6835 | 33.2678 | 34.9313 | 36.6775 |
| Recreation Coordinator | N | C | 14 | 1515 | 6,176.60 | 6,485.40 | 6,809.73 | 7,150.20 | 7,507.70 | 2,850.74 | 2,993.26 | 3,142.95 | 3,300.09 | 3,465.09 | 35.6343 | 37.4158 | 39.2869 | 41.2511 | 43.3136 |
| Recreation Program Leader | N | C | 14 | 1517 | 4,370.62 | 4,589.20 | 4,818.69 | 5,059.60 | 5,312.56 | 2,017.21 | 2,118.09 | 2,224.01 | 2,335.20 | 2,451.95 | 25.2151 | 26.4761 | 27.8001 | 29.1900 | 30.6494 |
| Recreation Specialist | N | C | 14 | 1516 | 5,110.19 | 5,365.69 | 5,633.98 | 5,915.69 | 6,211.44 | 2,358.55 | 2,476.47 | 2,600.30 | 2,730.32 | 2,866.82 | 29.4819 | 30.9559 | 32.5038 | 34.1290 | 35.8353 |
| Recycling Educator | N | C | 14 | 1518 | 6,259.07 | 6,571.98 | 6,900.60 | 7,245.62 | 7,607.90 | 2,888.80 | 3,033.22 | 3,184.89 | 3,344.13 | 3,511.34 | 36.1100 | 37.9153 | 39.8111 | 41.8016 | 43.8918 |
| Rental Housing Mediation Specialist | N | C | 14 | 1519 | 6,779.00 | 7,117.93 | 7,473.83 | 7,847.54 | 8,239.90 | 3,128.77 | 3,285.20 | 3,449.46 | 3,621.94 | 3,803.03 | 39.1096 | 41.0650 | 43.1183 | 45.2743 | 47.5379 |
| Senior Accountant | E | C | 14 | 1520 | 8,358.68 | 8,776.65 | 9,215.51 | 9,676.29 | 10,160.09 | 3,857.85 | 4,050.76 | 4,253.31 | 4,465.98 | 4,689.27 | 48.2231 | 50.6345 | 53.1664 | 55.8248 | 58.6159 |
| Senior Airport Maintenance Worker | N | C | 14 | 1521 | 5,778.98 | 6,067.92 | 6,371.32 | 6,689.91 | 7,024.38 | 2,667.22 | 2,800.58 | 2,940.61 | 3,087.65 | 3,242.02 | 33.3403 | 35.0073 | 36.7576 | 38.5956 | 40.5253 |
| Senior Airport Security Aide | N | C | 14 | 1587 | 4,416.84 | 4,637.77 | 4,869.61 | 5,113.12 | 5,368.76 | 2,038.54 | 2,140.51 | 2,247.51 | 2,359.90 | 2,477.89 | 25.4818 | 26.7564 | 28.0939 | 29.4987 | 30.9736 |
| Senior Building Inspector | N | C | 14 | 1523 | 8,492.53 | 8,917.07 | 9,362.90 | 9,831.12 | 10,322.65 | 3,919.63 | 4,115.57 | 4,321.34 | 4,537.44 | 4,764.30 | 48.9954 | 51.4446 | 54.0167 | 56.7180 | 59.5538 |
| Senior Building Inspector Specialty | N | C | 14 | 1574 | 8,926.73 | 9,373.11 | 9,841.74 | 10,333.85 | 10,850.52 | 4,120.03 | 4,326.05 | 4,542.34 | 4,769.47 | 5,007.93 | 51.5004 | 54.0756 | 56.7792 | 59.6184 | 62.5991 |
| Senior Buyer | N | C | 14 | 1522 | 7,638.93 | 8,020.96 | 8,421.99 | 8,843.10 | 9,285.25 | 3,525.66 | 3,701.98 | 3,887.07 | 4,081.43 | 4,285.50 | 44.0708 | 46.2748 | 48.5884 | 51.0179 | 53.5688 |
| Senior Commission Secretary | N | C | 14 | 1513 | 6,089.42 | 6,393.88 | 6,713.57 | 7,049.23 | 7,401.72 | 2,810.50 | 2,951.02 | 3,098.57 | 3,253.49 | 3,416.18 | 35.1313 | 36.8877 | 38.7321 | 40.6686 | 42.7022 |
| Senior Community Development Programs Specialist | N | C | 14 | 1588 | 8,198.17 | 8,608.04 | 9,038.47 | 9,490.39 | 9,964.89 | 3,783.77 | 3,972.94 | 4,171.60 | 4,380.18 | 4,599.18 | 47.2971 | 49.6618 | 52.1450 | 54.7522 | 57.4897 |
| Senior Custodian | N | C | 14 | 1524 | 4,686.74 | 4,921.06 | 5,167.41 | 5,425.51 | 5,696.82 | 2,163.11 | 2,271.26 | 2,384.96 | 2,504.08 | 2,629.30 | 27.0389 | 28.3908 | 29.8120 | 31.3010 | 32.8662 |
| Senior Electronics/Communications Technician | N | C | 14 | 1525 | 7,643.61 | 8,025.81 | 8,427.08 | 8,848.47 | 9,290.91 | 3,527.82 | 3,704.22 | 3,889.42 | 4,083.91 | 4,288.11 | 44.0977 | 46.3027 | 48.6178 | 51.0489 | 53.6014 |
| Senior Engineering Technician | N | C | 14 | 1526 | 7,291.12 | 7,655.59 | 8,038.42 | 8,440.34 | 8,862.38 | 3,365.13 | 3,533.35 | 3,710.04 | 3,895.54 | 4,090.33 | 42.0641 | 44.1669 | 46.3755 | 48.6943 | 51.1291 |
| Senior Grounds Maintenance Worker | N | C | 14 | 1527 | 5,429.62 | 5,701.13 | 5,986.20 | 6,285.46 | 6,599.75 | 2,505.98 | 2,631.29 | 2,762.86 | 2,900.98 | 3,046.04 | 31.3247 | 32.8911 | 34.5357 | 36.2622 | 38.0755 |
| Senior Library Technician | E | C | 14 | 1528 | 5,733.80 | 6,020.43 | 6,321.55 | 6,637.58 | 6,969.52 | 2,646.37 | 2,778.66 | 2,917.64 | 3,063.50 | 3,216.70 | 33.0796 | 34.7333 | 36.4705 | 38.2938 | 40.2087 |
| Senior Maintenance Worker | N | C | 14 | 1529 | 5,866.34 | 6,159.62 | 6,467.61 | 6,790.98 | 7,130.46 | 2,707.54 | 2,842.90 | 2,985.05 | 3,134.30 | 3,290.98 | 33.8442 | 35.5362 | 37.3131 | 39.1787 | 41.1373 |
| Senior Network/Applications Analyst | E | C | 14 | 1504 | 9,230.54 | 9,692.09 | 10,176.64 | 10,685.52 | 11,219.76 | 4,260.25 | 4,473.27 | 4,696.91 | 4,931.78 | 5,178.35 | 53.2531 | 55.9159 | 58.7114 | 61.6472 | 64.7294 |
| Senior Plan Check Engineer | E | C | 14 | 1425 | 10,269.68 | 10,783.15 | 11,322.31 | 11,888.46 | 12,482.84 | 4,739.85 | 4,976.84 | 5,225.68 | 5,486.98 | 5,761.31 | 59.2481 | 62.2105 | 65.3210 | 68.5872 | 72.0164 |
| Senior Plans Examiner | E | C | 14 | 1530 | 9,294.72 | 9,759.47 | 10,247.42 | 10,759.80 | 11,297.80 | 4,289.87 | 4,504.37 | 4,729.58 | 4,966.06 | 5,214.37 | 53.6234 | 56.3046 | 59.1197 | 62.0757 | 65.1796 |
| Senior Project Engineer | N | C | 14 | 1602 | 10,779.67 | 11,318.65 | 11,884.56 | 12,478.77 | 13,102.70 | 4,975.23 | 5,223.99 | 5,485.18 | 5,759.43 | 6,047.40 | 62.1904 | 65.2999 | 68.5648 | 71.9929 | 75.5925 |
| Senior Project Engineer Unclassified | N | U | 14 | 1608 | 10,779.67 | 11,318.65 | 11,884.56 | 12,478.77 | 13,102.70 | 4,975.23 | 5,223.99 | 5,485.18 | 5,759.43 | 6,047.40 | 62.1904 | 65.2999 | 68.5648 | 71.9929 | 75.5925 |
| Senior Property Management Specialist | N | C | 14 | 1534 | 8,234.59 | 8,646.34 | 9,078.68 | 9,532.60 | 10,009.20 | 3,800.58 | 3,990.62 | 4,190.16 | 4,399.66 | 4,619.63 | 47.5073 | 49.8828 | 52.3770 | 54.9958 | 57.7454 |
| Senior Public Works Inspector | N | C | 14 | 1533 | 8,379.37 | 8,798.29 | 9,238.19 | 9,700.19 | 10,185.13 | 3,867.40 | 4,060.75 | 4,263.78 | 4,477.01 | 4,700.83 | 48.3425 | 50.7594 | 53.2973 | 55.9626 | 58.7604 |
| Senior Real Property Agent | E | C | 14 | 1535 | 9,421.58 | 9,892.68 | 10,387.30 | 10,906.65 | 11,452.05 | 4,348.42 | 4,565.85 | 4,794.14 | 5,033.84 | 5,285.56 | 54.3553 | 57.0731 | 59.9268 | 62.9230 | 66.0695 |
| Senior Rental Housing Mediation Specialist | N | C | 14 | 1536 | 8,198.17 | 8,608.04 | 9,038.47 | 9,490.39 | 9,964.89 | 3,783.77 | 3,972.94 | 4,171.60 | 4,380.18 | 4,599.18 | 47.2971 | 49.6618 | 52.1450 | 54.7522 | 57.4897 |
| Senior Streets Maintenance Worker | N | C | 14 | 1537 | 5,963.92 | 6,262.10 | 6,575.18 | 6,903.98 | 7,249.15 | 2,752.58 | 2,890.20 | 3,034.70 | 3,186.45 | 3,345.76 | 34.4072 | 36.1275 | 37.9338 | 39.8306 | 41.8220 |
| Senior Traffic Signal Technician | N | C | 14 | 1583 | 7,280.20 | 7,644.22 | 8,026.40 | 8,427.77 | 8,849.14 | 3,360.09 | 3,528.10 | 3,704.49 | 3,889.74 | 4,084.22 | 42.0011 | 44.1012 | 46.3061 | 48.6217 | 51.0527 |
| Senior Traffic Technician | N | C | 14 | 1538 | 7,125.69 | 7,481.96 | 7,856.03 | 8,248.87 | 8,661.32 | 3,288.78 | 3,453.21 | 3,625.86 | 3,807.17 | 3,997.53 | 41.1097 | 43.1651</ | | | |

| Classification Title | FLSA | Service Status | Unit | Job Class | Monthly | | | | | Biweekly | | | | | Hourly | | | | |
|--|------|----------------|------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|-----------|-----------------|---------|---------|---------|----------|
| | | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| Streets Maintenance Worker I | N | C | 14 | 1546 | 4,663.43 | 4,896.62 | 5,141.46 | 5,398.58 | 5,668.46 | 2,152.35 | 2,259.98 | 2,372.98 | 2,491.65 | 2,616.21 | 26.9044 | 28.2498 | 29.6623 | 31.1456 | 32.7026 |
| Streets Maintenance Worker II | N | C | 14 | 1547 | 5,397.69 | 5,667.55 | 5,950.95 | 6,248.52 | 6,560.88 | 2,491.24 | 2,615.79 | 2,746.59 | 2,883.93 | 3,028.10 | 31.1405 | 32.6974 | 34.3324 | 36.0491 | 37.8512 |
| System Administrator | E | C | 14 | 1577 | 10,143.45 | 10,650.62 | 11,183.10 | 11,742.34 | 12,329.42 | 4,681.59 | 4,915.67 | 5,161.43 | 5,419.54 | 5,690.50 | 58.5199 | 61.4459 | 64.5179 | 67.7442 | 71.1312 |
| Traffic Signal Technician I | E | C | 14 | 1581 | 6,175.30 | 6,484.10 | 6,808.32 | 7,148.72 | 7,506.11 | 2,850.14 | 2,992.66 | 3,142.30 | 3,299.41 | 3,464.36 | 35.6267 | 37.4083 | 39.2788 | 41.2426 | 43.3045 |
| Traffic Signal Technician II | E | C | 14 | 1582 | 6,789.19 | 7,128.62 | 7,485.03 | 7,859.30 | 8,252.27 | 3,133.47 | 3,290.13 | 3,454.63 | 3,627.37 | 3,808.74 | 39.1684 | 41.1266 | 43.1829 | 45.3421 | 47.6092 |
| Traffic Technician I | N | C | 14 | 1552 | 5,750.27 | 6,037.74 | 6,339.60 | 6,656.61 | 6,989.41 | 2,653.97 | 2,786.65 | 2,925.97 | 3,072.28 | 3,225.88 | 33.1746 | 34.8331 | 36.5746 | 38.4035 | 40.3235 |
| Traffic Technician II | N | C | 14 | 1553 | 6,321.79 | 6,637.93 | 6,969.78 | 7,318.26 | 7,684.19 | 2,917.75 | 3,063.66 | 3,216.82 | 3,377.66 | 3,546.55 | 36.4719 | 38.2957 | 40.2103 | 42.2207 | 44.3319 |
| Tree Care Specialist | N | C | 14 | 1555 | 5,389.19 | 5,658.68 | 5,941.61 | 6,238.66 | 6,550.61 | 2,487.32 | 2,611.70 | 2,742.28 | 2,879.38 | 3,023.36 | 31.0915 | 32.6462 | 34.2785 | 35.9923 | 37.7920 |
| Tree Trimmer I | N | C | 14 | 1557 | 4,757.44 | 4,995.29 | 5,245.07 | 5,507.28 | 5,782.62 | 2,195.74 | 2,305.52 | 2,420.80 | 2,541.82 | 2,668.90 | 27.4468 | 28.8190 | 30.2600 | 31.7727 | 33.3612 |
| Tree Trimmer II | N | C | 14 | 1556 | 5,335.68 | 5,602.50 | 5,882.65 | 6,176.78 | 6,485.64 | 2,462.62 | 2,585.77 | 2,715.07 | 2,850.82 | 2,993.37 | 30.7828 | 32.3221 | 33.9384 | 35.6352 | 37.4171 |
| Vehicle Services Assistant | N | C | 14 | 1558 | 4,710.20 | 4,945.72 | 5,192.96 | 5,452.68 | 5,725.24 | 2,173.94 | 2,282.64 | 2,396.75 | 2,516.62 | 2,642.42 | 27.1743 | 28.5330 | 29.9594 | 31.4577 | 33.0303 |
| Warehouse Specialist | N | C | 14 | 1559 | 5,101.46 | 5,356.61 | 5,624.39 | 5,905.60 | 6,200.89 | 2,354.52 | 2,472.28 | 2,595.87 | 2,725.66 | 2,861.95 | 29.4315 | 30.9035 | 32.4484 | 34.0707 | 35.7744 |
| Water Conservation Coordinator | E | U | 14 | 1599 | 9,054.80 | 9,518.15 | 9,981.49 | 10,493.82 | 11,006.19 | 4,179.14 | 4,392.99 | 4,606.84 | 4,843.30 | 5,079.78 | 52.2393 | 54.9124 | 57.5855 | 60.5413 | 63.4972 |
| Water Quality Research Analyst | E | C | 14 | 1589 | 9,281.68 | 9,745.73 | 10,233.02 | 10,744.67 | 11,281.96 | 4,283.85 | 4,498.03 | 4,722.93 | 4,959.08 | 5,207.06 | 53.5481 | 56.2254 | 59.0366 | 61.9885 | 65.0882 |
| Water Resources Specialist | E | C | 14 | 1560 | 7,991.88 | 8,391.46 | 8,810.95 | 9,251.58 | 9,714.16 | 3,688.56 | 3,872.98 | 4,066.59 | 4,269.96 | 4,483.46 | 46.1070 | 48.4122 | 50.8324 | 53.3745 | 56.0432 |
| Water Resources Technician | N | C | 14 | 1562 | 6,259.07 | 6,571.98 | 6,900.60 | 7,245.62 | 7,607.90 | 2,888.80 | 3,033.22 | 3,184.89 | 3,344.13 | 3,511.34 | 36.1100 | 37.9153 | 39.8111 | 41.8016 | 43.8918 |
| Waterfront Maintenance Coordinator | N | C | 14 | 1598 | 6,385.12 | 6,704.43 | 7,039.65 | 7,391.61 | 7,761.22 | 2,946.98 | 3,094.35 | 3,249.07 | 3,411.51 | 3,582.10 | 36.8372 | 38.6794 | 40.6134 | 42.6439 | 44.7762 |
| Waterfront Maintenance Crew Leader | N | C | 14 | 1564 | 6,074.45 | 6,378.19 | 6,697.06 | 7,032.00 | 7,383.61 | 2,803.59 | 2,943.78 | 3,090.95 | 3,245.54 | 3,407.82 | 33.0449 | 36.7972 | 38.6369 | 40.5692 | 42.5978 |
| Waterfront Maintenance Worker I | N | C | 14 | 1565 | 4,757.44 | 4,995.29 | 5,245.07 | 5,507.28 | 5,782.62 | 2,195.74 | 2,305.52 | 2,420.80 | 2,541.82 | 2,668.90 | 27.4468 | 28.8190 | 30.2600 | 31.7727 | 33.3612 |
| Waterfront Maintenance Worker II | N | C | 14 | 1566 | 5,230.33 | 5,491.81 | 5,766.41 | 6,054.75 | 6,357.43 | 2,414.00 | 2,534.68 | 2,661.42 | 2,794.50 | 2,934.20 | 30.1750 | 31.6835 | 33.2678 | 34.9313 | 36.6775 |
| Waterfront Vessel Technician | N | C | 14 | 1567 | 5,230.33 | 5,491.81 | 5,766.41 | 6,054.75 | 6,357.43 | 2,414.00 | 2,534.68 | 2,661.42 | 2,794.50 | 2,934.20 | 30.1750 | 31.6835 | 33.2678 | 34.9313 | 36.6775 |
| Web Services Technician | E | C | 14 | 1586 | 7,269.28 | 7,632.76 | 8,014.35 | 8,415.12 | 8,835.86 | 3,355.05 | 3,522.81 | 3,698.93 | 3,883.90 | 4,078.09 | 41.9381 | 44.0351 | 46.2366 | 48.5487 | 50.9761 |
| Webmaster | E | C | 14 | 1550 | 10,143.36 | 10,650.60 | 11,183.10 | 11,742.19 | 12,329.33 | 4,681.55 | 4,915.66 | 5,161.43 | 5,419.47 | 5,690.46 | 58.5194 | 61.4457 | 64.5179 | 67.7434 | 71.1307 |
| Welder/Fabricator | N | C | 14 | 1568 | 6,299.76 | 6,614.75 | 6,945.49 | 7,292.76 | 7,657.39 | 2,907.58 | 3,052.96 | 3,205.61 | 3,365.89 | 3,534.18 | 36.3448 | 38.1620 | 40.0701 | 42.0736 | 44.1773 |
| FIRE | | | | | | | | | | | | | | | | | | | |
| Fire Captain (56 Hour) | 7 | C | 34 | 3400 | 10,215.23 | 10,726.02 | 11,262.33 | 11,825.43 | 12,416.71 | 4,714.72 | 4,950.47 | 5,198.00 | 5,457.89 | 5,730.79 | 42.0957 | 44.2006 | 46.4107 | 48.7312 | 51.1678 |
| Fire Captain (40 Hour) | 7 | C | 34 | 3405 | 10,215.23 | 10,726.00 | 11,262.29 | 11,825.45 | 12,416.71 | 4,714.72 | 4,950.46 | 5,197.98 | 5,457.90 | 5,730.79 | 58.9340 | 61.8808 | 64.9748 | 68.2237 | 71.6349 |
| Fire Engineer (56 Hour) | 7 | C | 34 | 3401 | 8,839.63 | 9,281.63 | 9,745.73 | 10,233.02 | 10,744.65 | 4,079.83 | 4,283.83 | 4,498.03 | 4,722.93 | 4,959.07 | 36.4271 | 38.2485 | 40.1610 | 42.1690 | 44.2774 |
| Fire Engineer (40 Hour) | 7 | C | 34 | 3402 | 8,839.63 | 9,281.65 | 9,745.75 | 10,233.04 | 10,744.67 | 4,079.83 | 4,283.84 | 4,498.04 | 4,722.94 | 4,959.08 | 50.9979 | 53.5480 | 56.2255 | 59.0367 | 61.9885 |
| Fire Inspector I (40 Hour) | 7 | C | 39 | 3901 | 7,803.38 | 8,193.62 | 8,603.27 | 9,033.42 | 9,485.08 | 3,601.56 | 3,781.67 | 3,970.74 | 4,169.27 | 4,377.73 | 45.0195 | 47.2709 | 49.6343 | 52.1159 | 54.7216 |
| Fire Inspector II (40 Hour) | 7 | C | 39 | 3902 | 8,839.63 | 9,281.65 | 9,745.75 | 10,233.04 | 10,744.67 | 4,079.83 | 4,283.84 | 4,498.04 | 4,722.94 | 4,959.08 | 50.9979 | 53.5480 | 56.2255 | 59.0367 | 61.9885 |
| Fire Inspector III (40 Hour) | 7 | C | 39 | 3903 | 10,215.23 | 10,726.00 | 11,262.29 | 11,825.45 | 12,416.71 | 4,714.72 | 4,950.46 | 5,197.98 | 5,457.90 | 5,730.79 | 58.9340 | 61.8808 | 64.9748 | 68.2237 | 71.6349 |
| Firefighter (56 Hour) | 7 | C | 34 | 3403 | 7,803.42 | 8,193.58 | 8,603.27 | 9,033.42 | 9,485.10 | 3,601.58 | 3,781.65 | 3,970.74 | 4,169.27 | 4,377.74 | 32.1569 | 33.7647 | 35.4530 | 37.2256 | 39.0869 |
| Firefighter (40 Hour) | 7 | C | 34 | 3404 | 7,803.38 | 8,193.62 | 8,603.27 | 9,033.42 | 9,485.10 | 3,601.56 | 3,781.67 | 3,970.74 | 4,169.27 | 4,377.74 | 45.0195 | 47.2709 | 49.6343 | 52.1159 | 54.7217 |
| Firefighter - Entry | 7 | C | 39 | 3904 | 7,023.06 | 7,374.23 | 7,742.93 | 8,130.07 | 8,536.58 | 3,241.41 | 3,403.49 | 3,573.66 | 3,752.34 | 3,939.96 | 40.5176 | 42.5436 | 44.6707 | 46.9042 | 49.2495 |
| LEGAL/PROFESSIONAL ATTORNEY | | | | | | | | | | | | | | | | | | | |
| Assistant City Attorney I | E | U | 01 | 0103 | 11,992.35 | | | | 14,576.86 | 5,534.93 | | | | 6,727.78 | 69.1866 | | | | 84.0972 |
| Assistant City Attorney II | E | U | 01 | 0104 | 13,316.55 | | | | 16,186.34 | 6,146.10 | | | | 7,470.62 | 76.8263 | | | | 93.3827 |
| Assistant City Attorney III | E | U | 01 | 0105 | 15,465.82 | | | | 18,798.82 | 7,138.07 | | | | 8,676.38 | 89.2259 | | | | 108.4548 |
| Assistant City Attorney IV | E | U | 01 | 0106 | 17,012.41 | | | | 20,678.73 | 7,851.88 | | | | 9,544.03 | 98.1485 | | | | 119.3004 |
| Assistant City Attorney V | E | U | 01 | 0121 | 19,028.34 | | | | 23,129.17 | 8,782.31 | | | | 10,675.00 | 109.7789 | | | | 133.4375 |
| Deputy City Attorney | E | U | 01 | 0110 | 9,971.48 | | | | 12,120.42 | 4,602.22 | | | | 5,594.04 | 57.5278 | | | | 69.9255 |
| MANAGEMENT UNREPRESENTED | | | | | | | | | | | | | | | | | | | |
| Assistant Airport Director | E | U | 02 | 0274 | 15,370.70 | | | | 18,683.23 | 7,094.17 | | | | 8,623.03 | 88.6771 | | | | 107.7879 |
| 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 | 11,408.93 | | | | 13,867.58 | 5,265.66 | | | | 6,400.42 | 65.8207 | | | | 80.0053 |
| Fire Operations Division Chief | E | U | 32 | 3200 | 16,918.92 | | | | 20,565.00 | 7,808.73 | | | | 9,491.54 | 97.6091 | | | | 118.6443 |
| Human Resources Manager | E | U | 02 | 0223 | 13,221.17 | | | | 16,070.47 | 6,102.08 | | | | 7,417.14 | 76.2760 | | | | 92.7142 |
| Labor Relations Manager | E | U | 02 | 0267 | 11,992.35 | | | | 14,576.86 | 5,534.93 | | | | 6,727.78 | 69.1866 | | | | 84.0972 |
| Office Manager | E | U | 02 | 0275 | 10,748.03 | | | | 13,064.33 | 4,960.63 | | | | 6,029.69 | 62.0079 | | | | 75.3711 |
| Senior Assistant to the City Administrator | E | U | 02 | 0248 | 12,210.03 | | | | 14,841.41 | 5,635.40 | | | | 6,849.88 | 70.4425 | | | | 85.6235 |

| Classification Title | FLSA | Service Status | Unit | Job Class | Monthly | | | | | Biweekly | | | | | Hourly | | | | |
|--|------|----------------|------|-----------|-----------|--------|--------|--------|-----------|-----------|--------|--------|--------|-----------|----------|--------|--------|--------|----------|
| | | | | | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 |
| | | | | | | | | | | | | | | | | | | | |
| MANAGEMENT/AFSCME | | | | | | | | | | | | | | | | | | | |
| Airport Business Manager | E | U | 03 | 0300 | 11,066.99 | | | | 13,452.01 | 5,107.84 | | | | 6,208.62 | 63.8480 | | | | 77.6078 |
| Airport Facilities Manager | E | U | 03 | 0301 | 11,736.27 | | | | 14,265.51 | 5,416.74 | | | | 6,584.08 | 67.7093 | | | | 82.3010 |
| Airport Operations Manager | E | U | 03 | 0302 | 12,106.51 | | | | 14,715.55 | 5,587.62 | | | | 6,791.79 | 69.8453 | | | | 84.8974 |
| Airport Properties Manager | E | U | 03 | 0303 | 12,106.51 | | | | 14,715.55 | 5,587.62 | | | | 6,791.79 | 69.8453 | | | | 84.8974 |
| Assistant to the City Administrator | E | U | 03 | 0304 | 11,177.96 | | | | 13,586.89 | 5,159.06 | | | | 6,270.87 | 64.4882 | | | | 78.3859 |
| Business Manager | E | U | 03 | 0352 | 11,066.99 | | | | 13,452.01 | 5,107.84 | | | | 6,208.62 | 63.8480 | | | | 77.6078 |
| Chief Building Official | E | U | 03 | 0305 | 13,932.47 | | | | 16,935.10 | 6,430.37 | | | | 7,816.20 | 80.3796 | | | | 97.7025 |
| City Clerk Services Manager | E | U | 03 | 0306 | 12,288.99 | | | | 14,937.41 | 5,671.84 | | | | 6,894.19 | 70.8980 | | | | 86.1774 |
| City Engineer | E | U | 03 | 0307 | 17,288.35 | | | | 21,014.11 | 7,979.24 | | | | 9,698.82 | 99.7405 | | | | 121.2352 |
| City Planner | E | U | 03 | 0308 | 15,040.48 | | | | 18,030.87 | 6,941.76 | | | | 8,321.94 | 86.7720 | | | | 104.0242 |
| Community Development Business Manager | E | U | 03 | 0309 | 11,066.99 | | | | 13,452.01 | 5,107.84 | | | | 6,208.62 | 63.8480 | | | | 77.6078 |
| Community Engagement Officer/PIO | E | U | 03 | 0310 | 11,066.99 | | | | 13,452.01 | 5,107.84 | | | | 6,208.62 | 63.8480 | | | | 77.6078 |
| Controller | E | U | 03 | 0311 | 12,726.46 | | | | 15,469.13 | 5,873.75 | | | | 7,139.60 | 73.4219 | | | | 89.2450 |
| Creeks Restoration/Clean Water Manager | E | U | 03 | 0312 | 11,969.27 | | | | 14,548.71 | 5,524.28 | | | | 6,714.79 | 69.0535 | | | | 83.9349 |
| Downtown Plaza & Parking Manager | E | U | 03 | 0314 | 11,968.41 | | | | 14,547.74 | 5,523.88 | | | | 6,714.34 | 69.0485 | | | | 83.9292 |
| Emergency Services Manager | E | U | 03 | 0316 | 10,308.98 | | | | 12,530.66 | 4,757.99 | | | | 5,783.38 | 59.4749 | | | | 72.2922 |
| Energy and Climate Program Manager | E | U | 03 | 0317 | 11,403.21 | | | | 13,860.64 | 5,263.02 | | | | 6,397.22 | 65.7877 | | | | 79.9653 |
| 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 | 11,736.27 | | | | 14,265.51 | 5,416.74 | | | | 6,584.08 | 67.7093 | | | | 82.3010 |
| 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 | 13,498.70 | | | | 16,407.78 | 6,230.17 | | | | 7,572.82 | 77.8771 | | | | 94.6603 |
| Library Services Manager | E | U | 03 | 0326 | 10,740.73 | | | | 13,055.47 | 4,957.26 | | | | 6,025.60 | 61.9658 | | | | 75.3200 |
| Parks Manager | E | U | 03 | 0327 | 11,061.81 | | | | 13,445.71 | 5,105.45 | | | | 6,205.71 | 63.8181 | | | | 77.5714 |
| Parks & Recreation Business Manager | E | U | 03 | 0328 | 11,403.21 | | | | 13,860.64 | 5,263.02 | | | | 6,397.22 | 65.7877 | | | | 79.9653 |
| Police Administrative Manager | E | U | 03 | 0329 | 13,480.83 | | | | 16,386.11 | 6,221.92 | | | | 7,562.82 | 77.7740 | | | | 94.5352 |
| Police Business Manager | E | U | 03 | 0330 | 11,066.99 | | | | 13,452.01 | 5,107.84 | | | | 6,208.62 | 63.8480 | | | | 77.6078 |
| Police Information Technology Manager | E | U | 03 | 0331 | 11,673.68 | | | | 14,189.48 | 5,387.85 | | | | 6,548.99 | 67.3481 | | | | 81.8624 |
| Police Records Manager | E | U | 03 | 0332 | 10,667.76 | | | | 12,966.72 | 4,923.58 | | | | 5,984.64 | 61.5447 | | | | 74.8080 |
| Principal Architect | E | U | 03 | 0333 | 15,032.90 | | | | 18,272.63 | 6,938.26 | | | | 8,433.52 | 86.7282 | | | | 105.4190 |
| Principal Engineer | E | U | 03 | 0334 | 15,032.90 | | | | 18,272.63 | 6,938.26 | | | | 8,433.52 | 86.7282 | | | | 105.4190 |
| Principal Planner | E | U | 03 | 0335 | 11,870.76 | | | | 14,428.96 | 5,478.81 | | | | 6,659.52 | 68.4851 | | | | 83.2440 |
| Principal Project Manager | E | U | 03 | 0336 | 15,032.90 | | | | 18,272.63 | 6,938.26 | | | | 8,433.52 | 86.7282 | | | | 105.4190 |
| Principal Traffic Engineer | E | U | 03 | 0337 | 15,032.90 | | | | 18,272.63 | 6,938.26 | | | | 8,433.52 | 86.7282 | | | | 105.4190 |
| Public Safety Communications Manager | E | U | 03 | 0338 | 12,087.21 | | | | 14,692.23 | 5,578.71 | | | | 6,781.03 | 69.7339 | | | | 84.7629 |
| Public Works Business Manager | E | U | 03 | 0339 | 12,106.51 | | | | 14,715.55 | 5,587.62 | | | | 6,791.79 | 69.8453 | | | | 84.8974 |
| Public Works Manager | E | U | 03 | 0340 | 13,620.58 | | | | 16,555.93 | 6,286.42 | | | | 7,641.20 | 78.5803 | | | | 95.5150 |
| Public Works Operations Manager | E | U | 03 | 0341 | 15,032.90 | | | | 18,272.63 | 6,938.26 | | | | 8,433.52 | 86.7282 | | | | 105.4190 |
| Recreation Programs Manager | E | U | 03 | 0342 | 10,968.58 | | | | 13,332.39 | 5,062.42 | | | | 6,153.41 | 63.2803 | | | | 76.9176 |
| Risk Manager | E | U | 03 | 0343 | 11,551.43 | | | | 14,040.85 | 5,331.43 | | | | 6,480.39 | 66.6429 | | | | 81.0049 |
| State Street Master Planner | E | U | 03 | 0344 | 13,654.23 | | | | 16,596.80 | 6,301.95 | | | | 7,660.06 | 78.7744 | | | | 95.7507 |
| Wastewater System Manager | E | U | 03 | 0350 | 14,814.76 | | | | 18,007.43 | 6,837.58 | | | | 8,311.12 | 85.4697 | | | | 103.8890 |
| 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 | 14,814.76 | | | | 18,007.43 | 6,837.58 | | | | 8,311.12 | 85.4697 | | | | 103.8890 |
| Water System Manager | E | U | 03 | 0347 | 14,814.76 | | | | 18,007.43 | 6,837.58 | | | | 8,311.12 | 85.4697 | | | | 103.8890 |
| 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 | 23,573.10 | | | | 28,523.45 | 10,879.89 | | | | 13,164.66 | 135.9986 | | | | 164.5583 |
| City Attorney | E | U | 01 | 0108 | 23,477.98 | | | | 28,408.36 | 10,835.99 | | | | 13,111.56 | 135.4500 | | | | 163.8945 |

| Classification Title | FLSA | Service Status | Unit | Job Class | Monthly | | | | | Biweekly | | | | | Hourly | | | | |
|--------------------------------------|------|----------------|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|-----------|----------|---------|---------|---------|----------|
| | | | | | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 |
| | | | | | | | | | | | | | | | | | | | |
| MANAGEMENT/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 | 19,627.83 | | | | 23,857.80 | 9,059.00 | | | | 11,011.29 | 113.2375 | | | | 137.6411 |
| Human Resources Director | E | U | 01 | 0118 | 16,633.31 | | | | 20,217.97 | 7,676.91 | | | | 9,331.37 | 95.9614 | | | | 116.6421 |
| Information Technology Director | E | U | 01 | 0119 | 16,802.13 | | | | 20,423.13 | 7,754.83 | | | | 9,426.06 | 96.9354 | | | | 117.8258 |
| Library Director | E | U | 01 | 0112 | 16,766.04 | | | | 20,379.28 | 7,738.17 | | | | 9,405.82 | 96.7271 | | | | 117.5727 |
| Parks & Recreation Director | E | U | 01 | 0113 | 16,802.13 | | | | 20,423.13 | 7,754.83 | | | | 9,426.06 | 96.9354 | | | | 117.8258 |
| Police Chief | E | U | 21 | 2100 | 22,064.27 | | | | 26,819.33 | 10,183.51 | | | | 12,378.15 | 127.2939 | | | | 154.7269 |
| Public Works Director | E | U | 01 | 0114 | 20,071.09 | | | | 24,396.54 | 9,263.58 | | | | 11,259.94 | 115.7947 | | | | 140.7492 |
| Sustainability & Resilience Director | E | U | 01 | 0120 | 16,633.31 | | | | 20,217.97 | 7,676.91 | | | | 9,331.37 | 95.9614 | | | | 116.6421 |
| 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 | 13,597.63 | | | | 16,528.05 | 6,275.83 | | | | 7,628.33 | 56.0342 | | | | 68.1101 |
| Fire Battalion Chief 40 HR | E | C | 33 | 3301 | 13,597.63 | | | | 16,528.07 | 6,275.83 | | | | 7,628.34 | 78.4479 | | | | 95.3542 |
| Fire Battalion Chief / Fire Marshal | E | C | 33 | 3303 | 13,597.63 | | | | 16,528.07 | 6,275.83 | | | | 7,628.34 | 78.4479 | | | | 95.3542 |
| | | | | | | | | | | | | | | | | | | | |
| MANAGEMENT/POLICE | | | | | | | | | | | | | | | | | | | |
| Assistant Police Chief | E | C | 23 | 2303 | 18,446.78 | | | | 22,422.18 | 8,513.90 | | | | 10,348.70 | 106.4237 | | | | 129.3587 |
| Police Commander | E | C | 23 | 2302 | 16,040.09 | | | | 19,496.71 | 7,403.12 | | | | 8,998.48 | 92.5390 | | | | 112.4810 |
| Police Lieutenant | E | C | 23 | 2301 | 13,947.74 | | | | 16,953.56 | 6,437.42 | | | | 7,824.72 | 80.4677 | | | | 97.8090 |
| | | | | | | | | | | | | | | | | | | | |
| 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 | 7,186.10 | 7,545.42 | 7,922.68 | 8,318.83 | 8,734.74 | 3,316.66 | 3,482.50 | 3,656.62 | 3,839.46 | 4,031.42 | 41.4583 | 43.5312 | 45.7078 | 47.9932 | 50.3928 |
| Parking Enforcement Officer | N | C | 29 | 2902 | 5,012.58 | 5,263.22 | 5,526.34 | 5,802.72 | 6,092.84 | 2,313.50 | 2,429.18 | 2,550.62 | 2,678.18 | 2,812.08 | 28.9188 | 30.3647 | 31.8828 | 33.4773 | 35.1510 |
| Police Crime Analyst | N | C | 29 | 2907 | 8,112.33 | 8,517.90 | 8,943.83 | 9,391.05 | 9,860.54 | 3,744.15 | 3,931.34 | 4,127.92 | 4,334.33 | 4,551.02 | 46.8019 | 49.1418 | 51.5990 | 54.1791 | 56.8878 |
| Police Officer Range A | 7 | C | 24 | 2400 | 8,564.34 | 8,992.56 | 9,442.20 | 9,914.28 | 10,410.01 | 3,952.77 | 4,150.41 | 4,357.94 | 4,575.82 | 4,804.62 | 49.4096 | 51.8801 | 54.4743 | 57.1977 | 60.0577 |
| Police Officer Range B | 7 | C | 24 | 2400 | 8,735.61 | 9,172.41 | 9,631.05 | 10,112.56 | 10,618.21 | 4,031.82 | 4,233.42 | 4,445.10 | 4,667.34 | 4,900.71 | 50.3978 | 52.9177 | 55.5638 | 58.3417 | 61.2589 |
| Police Officer Range C | 7 | C | 24 | 2400 | 8,906.91 | 9,352.24 | 9,819.89 | 10,310.85 | 10,826.41 | 4,110.88 | 4,316.42 | 4,532.26 | 4,758.85 | 4,996.80 | 51.3860 | 53.9553 | 56.6533 | 59.4856 | 62.4600 |
| Police Officer Range D | 7 | C | 24 | 2400 | 9,078.20 | 9,532.11 | 10,008.74 | 10,509.14 | 11,034.61 | 4,189.94 | 4,399.43 | 4,619.42 | 4,850.37 | 5,092.90 | 52.3742 | 54.9929 | 57.7428 | 60.6296 | 63.6612 |
| Police Officer - Entry | 7 | C | 29 | 2903 | 8,107.10 | 8,512.49 | 8,938.09 | 9,385.03 | 9,854.24 | 3,741.74 | 3,928.84 | 4,125.27 | 4,331.55 | 4,548.11 | 46.7718 | 49.1105 | 51.5659 | 54.1444 | 56.8514 |
| Police Property/Evidence Assistant | N | C | 29 | 2905 | 5,068.31 | 5,321.75 | 5,587.90 | 5,867.25 | 6,160.57 | 2,339.22 | 2,456.19 | 2,579.03 | 2,707.96 | 2,843.34 | 29.2402 | 30.7024 | 32.2379 | 33.8495 | 35.5418 |
| Police Property/Evidence Technician | N | C | 29 | 2906 | 5,975.10 | 6,273.89 | 6,587.56 | 6,916.95 | 7,262.80 | 2,757.74 | 2,895.64 | 3,040.41 | 3,192.44 | 3,352.06 | 34.4718 | 36.1955 | 38.0051 | 39.9055 | 41.9007 |
| Police Range/Equipment Technician | N | C | 29 | 2917 | 6,683.08 | 7,017.23 | 7,368.10 | 7,736.50 | 8,123.31 | 3,084.50 | 3,238.72 | 3,400.66 | 3,570.69 | 3,749.22 | 38.5562 | 40.4840 | 42.5082 | 44.6336 | 46.8653 |
| Police Records Specialist | N | C | 29 | 2904 | 4,977.90 | 5,226.78 | 5,488.08 | 5,762.49 | 6,050.59 | 2,297.49 | 2,412.36 | 2,532.96 | 2,659.61 | 2,792.58 | 28.7186 | 30.1545 | 31.6620 | 33.2451 | 34.9073 |
| Police Records Supervisor | N | C | 29 | 2914 | 5,975.10 | 6,273.89 | 6,587.56 | 6,916.95 | 7,262.80 | 2,757.74 | 2,895.64 | 3,040.41 | 3,192.44 | 3,352.06 | 34.4718 | 36.1955 | 38.0051 | 39.9055 | 41.9007 |
| Police Sergeant | 7 | C | 24 | 2401 | 11,044.89 | 11,597.13 | 12,177.01 | 12,785.85 | 13,425.17 | 5,097.64 | 5,352.52 | 5,620.16 | 5,901.16 | 6,196.23 | 63.7205 | 66.9065 | 70.2520 | 73.7645 | 77.4529 |
| Police Services Coordinator | N | C | 29 | 2916 | 5,274.69 | 5,538.39 | 5,815.33 | 6,106.08 | 6,411.36 | 2,434.47 | 2,556.18 | 2,684.00 | 2,818.19 | 2,959.09 | 30.4309 | 31.9522 | 33.5500 | 35.2274 | 36.9886 |
| Police Services Specialist | N | C | 29 | 2915 | 4,519.04 | 4,744.96 | 4,982.23 | 5,231.31 | 5,492.89 | 2,085.71 | 2,189.98 | 2,299.49 | 2,414.45 | 2,535.18 | 26.0714 | 27.3747 | 28.7436 | 30.1806 | 31.6898 |
| Police Technician | N | C | 29 | 2909 | 4,773.90 | 5,012.58 | 5,263.20 | 5,526.41 | 5,802.70 | 2,203.34 | 2,313.50 | 2,429.17 | 2,550.65 | 2,678.17 | 27.5417 | 28.9188 | 30.3646 | 31.8831 | 33.4771 |
| Public Safety Dispatcher I | N | U | 29 | 2910 | 5,687.20 | 5,971.46 | 6,270.10 | 6,583.59 | 6,912.73 | 2,624.86 | 2,756.06 | 2,893.89 | 3,038.58 | 3,190.49 | 32.8107 | 34.4508 | 36.1736 | 37.9822 | 39.8811 |
| Public Safety Dispatcher II | N | C | 29 | 2911 | 5,977.44 | 6,276.25 | 6,590.09 | 6,919.64 | 7,265.64 | 2,758.82 | 2,896.73 | 3,041.58 | 3,193.68 | 3,353.37 | 34.4852 | 36.2091 | 38.0198 | 39.9210 | 41.9171 |
| Public Safety Dispatcher III | N | C | 29 | 2912 | 6,605.00 | 6,935.33 | 7,282.06 | 7,646.12 | 8,028.48 | 3,048.46 | 3,200.92 | 3,360.95 | 3,528.98 | 3,705.45 | 38.1058 | 40.0115 | 42.0119 | 44.1123 | 46.3181 |
| Public Safety Dispatch Supervisor | N | C | 29 | 2913 | 8,057.77 | 8,460.62 | 8,883.68 | 9,327.87 | 9,794.24 | 3,718.97 | 3,904.90 | 4,100.16 | 4,305.17 | 4,520.42 | 46.4871 | 48.8112 | 51.2520 | 53.8146 | 56.5052 |

| Classification Title | FLSA | Service Status | Unit | Job Class | Monthly | | | | | Biweekly | | | | | Hourly | | | | |
|---|------|----------------|------|-----------|-----------|--------|--------|--------|-----------|----------|--------|--------|--------|----------|---------|--------|--------|--------|---------|
| | | | | | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 |
| | | | | | | | | | | | | | | | | | | | |
| 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 | 7,684.50 | | | | 9,340.46 | 3,546.69 | | | | 4,310.98 | 44.3336 | | | | 53.8873 |
| Administrative/Clerical Supervisor | E | U | 04 | 4000 | 6,553.00 | | | | 7,965.21 | 3,024.46 | | | | 3,676.25 | 37.8058 | | | | 45.9531 |
| Airport Business Development Supervisor | E | U | 04 | 4067 | 8,540.83 | | | | 10,381.43 | 3,941.92 | | | | 4,791.43 | 49.2740 | | | | 59.8929 |
| Airport Maintenance Supervisor | E | U | 04 | 4003 | 8,588.41 | | | | 10,439.28 | 3,963.88 | | | | 4,818.13 | 49.5485 | | | | 60.2266 |
| Airport Operations Supervisor | E | U | 04 | 4004 | 8,163.70 | | | | 9,923.03 | 3,767.86 | | | | 4,579.86 | 47.0982 | | | | 57.2483 |
| Airport Patrol Supervisor | E | U | 04 | 4005 | 11,463.51 | | | | 13,933.92 | 5,290.85 | | | | 6,431.04 | 66.1356 | | | | 80.3880 |
| Billing Supervisor | E | U | 04 | 4008 | 7,610.68 | | | | 9,250.80 | 3,512.62 | | | | 4,269.60 | 43.9078 | | | | 53.3700 |
| Building and Safety Supervisor | E | U | 04 | 4009 | 11,875.91 | | | | 14,435.27 | 5,481.19 | | | | 6,662.43 | 68.5149 | | | | 83.2804 |
| Capital Projects Supervisor | E | U | 04 | 4073 | 10,465.22 | | | | 12,720.54 | 4,830.10 | | | | 5,871.02 | 60.3763 | | | | 73.3878 |
| City TV Production Supervisor | E | U | 04 | 4022 | 8,930.65 | | | | 10,855.26 | 4,121.84 | | | | 5,010.12 | 51.5230 | | | | 62.6265 |
| Creeks Supervisor | E | U | 04 | 4023 | 9,913.15 | | | | 12,049.48 | 4,575.30 | | | | 5,561.30 | 57.1912 | | | | 69.5163 |
| Custodial Supervisor | E | U | 04 | 4014 | 6,174.00 | | | | 7,504.55 | 2,849.54 | | | | 3,463.64 | 35.6193 | | | | 43.2955 |
| Department Systems Supervisor | E | U | 04 | 4077 | 11,179.63 | | | | 13,588.86 | 5,159.83 | | | | 6,271.78 | 64.4979 | | | | 78.3973 |
| Electronics/Communication Supervisor | E | U | 04 | 4016 | 8,588.39 | | | | 10,439.30 | 3,963.87 | | | | 4,818.14 | 49.5484 | | | | 60.2267 |
| Environmental Services Supervisor | E | U | 04 | 4017 | 10,071.12 | | | | 12,241.49 | 4,648.21 | | | | 5,649.92 | 58.1026 | | | | 70.6240 |
| Facilities Maintenance Superintendent | E | U | 04 | 4018 | 10,316.93 | | | | 12,540.28 | 4,761.66 | | | | 5,787.82 | 59.5207 | | | | 72.3478 |
| Facilities Maintenance Supervisor | E | U | 04 | 4019 | 8,080.15 | | | | 9,821.52 | 3,729.30 | | | | 4,533.01 | 46.6163 | | | | 56.6626 |
| Finance Supervisor | E | U | 04 | 4020 | 9,783.52 | | | | 11,891.97 | 4,515.47 | | | | 5,488.60 | 56.4434 | | | | 68.6075 |
| Fleet Services Superintendent | E | U | 04 | 4078 | 10,316.93 | | | | 12,540.28 | 4,761.66 | | | | 5,787.82 | 59.5207 | | | | 72.3478 |
| Fleet Services Supervisor | E | U | 04 | 4007 | 8,542.80 | | | | 10,383.82 | 3,942.83 | | | | 4,792.53 | 49.2854 | | | | 59.9066 |
| Harbor Patrol Supervisor | E | U | 04 | 4024 | 10,281.18 | | | | 12,496.86 | 4,745.16 | | | | 5,767.78 | 59.3145 | | | | 72.0973 |
| Information Technology Supervisor | E | U | 04 | 4027 | 11,729.68 | | | | 14,257.45 | 5,413.70 | | | | 6,580.36 | 67.6712 | | | | 82.2545 |
| Laboratory Supervisor | E | U | 04 | 4028 | 11,749.18 | | | | 14,281.15 | 5,422.70 | | | | 6,591.30 | 67.7837 | | | | 82.3913 |
| Library Circulation Supervisor | E | U | 04 | 4029 | 6,194.76 | | | | 7,529.75 | 2,859.12 | | | | 3,475.27 | 35.7390 | | | | 43.4409 |
| 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 | 8,969.44 | | | | 10,902.45 | 4,139.74 | | | | 5,031.90 | 51.7468 | | | | 62.8988 |
| 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 | 8,833.80 | | | | 10,737.55 | 4,077.14 | | | | 4,955.79 | 50.9642 | | | | 61.9474 |
| 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 | 8,007.48 | | | | 9,733.12 | 3,695.76 | | | | 4,492.21 | 46.1970 | | | | 56.1526 |
| Senior Planner I | E | U | 04 | 4039 | 10,211.24 | | | | 12,411.84 | 4,712.88 | | | | 5,728.54 | 58.9110 | | | | 71.6067 |
| Senior Planner II | E | U | 04 | 4040 | 10,721.97 | | | | 13,032.63 | 4,948.60 | | | | 6,015.06 | 61.8575 | | | | 75.1882 |
| Senior Recreation Supervisor | E | U | 04 | 4041 | 8,565.03 | | | | 10,410.86 | 3,953.09 | | | | 4,805.01 | 49.4136 | | | | 60.0626 |
| Street Tree Supervisor | E | U | 04 | 4042 | 7,204.38 | | | | 8,756.97 | 3,325.10 | | | | 4,041.68 | 41.5638 | | | | 50.5210 |
| Streets Maintenance Superintendent | E | U | 04 | 4076 | 10,316.93 | | | | 12,540.28 | 4,761.66 | | | | 5,787.82 | 59.5207 | | | | 72.3478 |
| Supervising Engineer | E | U | 04 | 4043 | 12,465.66 | | | | 15,152.11 | 5,753.38 | | | | 6,993.28 | 71.9173 | | | | 87.4160 |
| Supervising Librarian | E | U | 04 | 4044 | 8,620.69 | | | | 10,478.46 | 3,978.78 | | | | 4,836.21 | 49.7348 | | | | 60.4526 |
| Supervising Park Ranger | E | U | 04 | 4075 | 7,982.85 | | | | 9,703.16 | 3,684.39 | | | | 4,478.38 | 46.0549 | | | | 55.9798 |
| Supervising Transportation Engineer | E | U | 04 | 4047 | 12,281.43 | | | | 14,928.20 | 5,668.35 | | | | 6,889.94 | 70.8544 | | | | 86.1242 |
| Supervising Transportation Planner | E | U | 04 | 4046 | 10,211.52 | | | | 12,412.18 | 4,713.01 | | | | 5,728.70 | 58.9126 | | | | 71.6088 |
| Treatment Plant Technician Supervisor | E | U | 04 | 4049 | 11,749.18 | | | | 14,281.15 | 5,422.70 | | | | 6,591.30 | 67.7837 | | | | 82.3913 |
| Urban Forest Superintendent | E | U | 04 | 4050 | 9,162.27 | | | | 11,136.75 | 4,228.74 | | | | 5,140.04 | 52.8592 | | | | 64.2505 |
| Wastewater Collection System Superintendent | E | U | 04 | 4053 | 13,511.18 | | | | 16,422.97 | 6,235.93 | | | | 7,579.83 | 77.9491 | | | | 94.7479 |
| Wastewater Collection System Supervisor | E | U | 04 | 4052 | 9,665.67 | | | | 11,748.73 | 4,461.08 | | | | 5,422.49 | 55.7635 | | | | 67.7811 |
| Wastewater Treatment Superintendent | E | U | 04 | 4054 | 13,511.18 | | | | 16,422.97 | 6,235.93 | | | | 7,579.83 | 77.9491 | | | | 94.7479 |
| Wastewater Treatment Supervisor | E | U | 04 | 4055 | 11,749.18 | | | | 14,281.15 | 5,422.70 | | | | 6,591.30 | 67.7837 | | | | 82.3913 |
| Water Distribution Superintendent | E | U | 04 | 4059 | 13,511.18 | | | | 16,422.97 | 6,235.93 | | | | 7,579.83 | 77.9491 | | | | 94.7479 |
| Water Distribution Supervisor | E | U | 04 | 4060 | 11,749.18 | | | | 14,281.15 | 5,422.70 | | | | 6,591.30 | 67.7837 | | | | 82.3913 |

| Classification Title | FLSA | Service Status | Unit | Job Class | Monthly | | | | | Biweekly | | | | | Hourly | | | | |
|--|------|----------------|------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|----------------|---------|---------|---------|---------|
| | | | | | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 | Step I | Step 2 | Step 3 | Step 4 | Step 5 |
| Water Quality Superintendent | E | U | 04 | 4069 | 13,511.18 | | | | 16,422.97 | 6,235.93 | | | | 7,579.83 | 77.9491 | | | | 94.7479 |
| Water Service Superintendent | E | U | 04 | 4072 | 13,511.18 | | | | 16,422.97 | 6,235.93 | | | | 7,579.83 | 77.9491 | | | | 94.7479 |
| Water Services Supervisor | E | U | 04 | 4071 | 10,293.10 | | | | 12,511.35 | 4,750.66 | | | | 5,774.47 | 59.3832 | | | | 72.1809 |
| Water Treatment Superintendent | E | U | 04 | 4057 | 13,511.18 | | | | 16,422.97 | 6,235.93 | | | | 7,579.83 | 77.9491 | | | | 94.7479 |
| Water Treatment Supervisor | E | U | 04 | 4058 | 11,749.18 | | | | 14,281.15 | 5,422.70 | | | | 6,591.30 | 67.7837 | | | | 82.3913 |
| Waterfront Maintenance Superintendent | E | U | 04 | 4062 | 9,065.72 | | | | 11,019.49 | 4,184.18 | | | | 5,085.92 | 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 | 6,183.36 | 6,492.57 | 6,817.14 | 7,158.02 | 7,515.93 | 2,853.86 | 2,996.57 | 3,146.37 | 3,303.70 | 3,468.89 | 35.6732 | 37.4571 | 39.3296 | 41.2962 | 43.3611 |
| Airport Operations Specialist Trainee | N | U | 19 | 1962 | 4,946.70 | 5,194.09 | 5,453.72 | 5,726.39 | 6,012.76 | 2,283.09 | 2,397.27 | 2,517.10 | 2,642.95 | 2,775.12 | 28.5386 | 29.9659 | 31.4637 | 33.0369 | 34.6890 |
| Airport Police Officer | N | C | 19 | 1964 | 8,841.17 | 9,283.17 | 9,747.40 | 10,234.73 | 10,746.45 | 4,080.54 | 4,284.54 | 4,498.80 | 4,723.72 | 4,959.90 | 51.0068 | 53.5568 | 56.2350 | 59.0465 | 61.9987 |
| Airport Police Officer II | N | C | 19 | 1965 | 9,678.35 | 10,162.25 | 10,670.36 | 11,203.79 | 11,764.07 | 4,466.93 | 4,690.27 | 4,924.78 | 5,170.98 | 5,429.57 | 55.8366 | 58.6284 | 61.5598 | 64.6373 | 67.8696 |
| Airport Police Officer - Entry | N | C | 19 | 1966 | 8,420.17 | 8,841.13 | 9,283.24 | 9,747.36 | 10,234.71 | 3,886.23 | 4,080.52 | 4,284.57 | 4,498.78 | 4,723.71 | 48.5779 | 51.0065 | 53.5571 | 56.2348 | 59.0464 |
| Airport Police Officer - Trainee | N | U | 19 | 1967 | 7,016.82 | 7,367.60 | 7,736.02 | 8,122.79 | 8,528.93 | 3,238.53 | 3,400.43 | 3,570.47 | 3,748.98 | 3,936.43 | 40.4816 | 42.5054 | 44.6309 | 46.8623 | 49.2054 |
| Control Systems Operator Specialist I | N | C | 19 | 1904 | 8,153.88 | 8,561.54 | 8,989.63 | 9,439.08 | 9,911.03 | 3,763.33 | 3,951.48 | 4,149.06 | 4,356.50 | 4,574.32 | 47.0416 | 49.3935 | 51.8633 | 54.4562 | 57.1790 |
| Control Systems Operator Specialist II | N | C | 19 | 1905 | 9,057.23 | 9,510.11 | 9,985.60 | 10,484.91 | 11,009.12 | 4,180.26 | 4,389.28 | 4,608.74 | 4,839.19 | 5,081.13 | 52.2532 | 54.8660 | 57.6093 | 60.4899 | 63.5141 |
| Cross Connection Specialist | N | C | 19 | 1939 | 8,660.75 | 9,093.74 | 9,548.44 | 10,025.90 | 10,527.18 | 3,997.27 | 4,197.11 | 4,406.97 | 4,627.34 | 4,858.70 | 49.9659 | 52.4639 | 55.0871 | 57.8418 | 60.7338 |
| Harbor Patrol Officer | N | C | 19 | 1906 | 8,381.10 | 8,800.18 | 9,240.18 | 9,702.20 | 10,187.32 | 3,868.20 | 4,061.62 | 4,264.70 | 4,477.94 | 4,701.84 | 48.3525 | 50.7702 | 53.3088 | 55.9742 | 58.7730 |
| Harbor Patrol Officer - Entry | N | C | 19 | 1907 | 7,522.69 | 7,898.82 | 8,293.70 | 8,708.40 | 9,143.77 | 3,472.01 | 3,645.61 | 3,827.86 | 4,019.26 | 4,220.20 | 43.4001 | 45.5701 | 47.8482 | 50.2407 | 52.7525 |
| Laboratory Analyst Coordinator | N | C | 19 | 1911 | 8,765.60 | 9,203.87 | 9,664.07 | 10,147.26 | 10,654.63 | 4,045.66 | 4,247.94 | 4,460.34 | 4,683.35 | 4,917.52 | 50.5708 | 53.0992 | 55.7542 | 58.5419 | 61.4690 |
| Laboratory Analyst I | N | C | 19 | 1909 | 7,216.69 | 7,577.61 | 7,956.52 | 8,354.30 | 8,772.01 | 3,330.78 | 3,497.36 | 3,672.24 | 3,855.83 | 4,048.62 | 41.6348 | 43.7170 | 45.9030 | 48.1979 | 50.6078 |
| Laboratory Analyst II | N | C | 19 | 1910 | 8,008.65 | 8,409.07 | 8,829.58 | 9,271.04 | 9,734.62 | 3,696.30 | 3,881.11 | 4,075.19 | 4,278.94 | 4,492.90 | 46.2038 | 48.5139 | 50.9399 | 53.4867 | 56.1613 |
| Lead Park Ranger | N | C | 19 | 1955 | 7,413.55 | 7,784.18 | 8,173.43 | 8,582.10 | 9,011.17 | 3,421.64 | 3,592.70 | 3,772.35 | 3,960.97 | 4,159.00 | 42.7705 | 44.9087 | 47.1544 | 49.5121 | 51.9875 |
| Lead Water Meter Technician | N | C | 19 | 1963 | 8,623.55 | 9,054.78 | 9,507.55 | 9,982.87 | 10,482.05 | 3,980.10 | 4,179.13 | 4,388.10 | 4,607.48 | 4,837.87 | 49.7513 | 52.2391 | 54.8512 | 57.5935 | 60.4734 |
| Meter Reader/Water Distribution OIT | N | C | 19 | 1913 | 4,783.11 | 5,022.27 | 5,273.43 | 5,537.07 | 5,813.90 | 2,207.59 | 2,317.97 | 2,433.89 | 2,555.57 | 2,683.34 | 27.5949 | 28.9746 | 30.4236 | 31.9446 | 33.5418 |
| Park Ranger | N | C | 19 | 1914 | 6,739.59 | 7,076.53 | 7,430.41 | 7,801.89 | 8,191.95 | 3,110.58 | 3,266.09 | 3,429.42 | 3,600.87 | 3,780.90 | 38.8822 | 40.8261 | 42.8677 | 45.0109 | 47.2613 |
| Reclamation Specialist | N | C | 19 | 1924 | 5,554.75 | 5,832.47 | 6,124.08 | 6,430.28 | 6,751.85 | 2,563.73 | 2,691.91 | 2,826.50 | 2,967.82 | 3,116.24 | 32.0466 | 33.6489 | 35.3313 | 37.0977 | 38.9530 |
| Reservoir & Dam Caretaker/Distribution Operator | N | C | 19 | 1915 | 7,855.42 | 8,248.18 | 8,660.56 | 9,093.63 | 9,548.31 | 3,625.58 | 3,806.85 | 3,997.18 | 4,197.06 | 4,406.91 | 45.3197 | 47.5856 | 49.9648 | 52.4633 | 55.0864 |
| Senior Airport Operations Specialist | N | C | 19 | 1916 | 6,892.30 | 7,236.91 | 7,598.78 | 7,978.73 | 8,377.59 | 3,181.06 | 3,340.11 | 3,507.13 | 3,682.49 | 3,866.58 | 39.7633 | 41.7514 | 43.8391 | 46.0311 | 48.3323 |
| Senior Control Systems Operator Specialist | N | C | 19 | 1917 | 9,916.62 | 10,412.48 | 10,933.13 | 11,479.78 | 12,053.73 | 4,576.90 | 4,805.76 | 5,046.06 | 5,298.36 | 5,563.26 | 57.2112 | 60.0720 | 63.0758 | 66.2295 | 69.5407 |
| Senior Cross Connection Specialist | E | C | 19 | 1959 | 9,386.59 | 9,855.91 | 10,348.59 | 10,866.16 | 11,409.45 | 4,332.27 | 4,548.88 | 4,776.27 | 5,015.15 | 5,265.90 | 54.1534 | 56.8610 | 59.7034 | 62.6894 | 65.8237 |
| Senior Treatment Plant Technician | N | C | 19 | 1918 | 8,752.99 | 9,190.68 | 9,650.20 | 10,132.70 | 10,639.29 | 4,039.84 | 4,241.85 | 4,453.94 | 4,676.63 | 4,910.44 | 50.4980 | 53.0231 | 55.6742 | 58.4579 | 61.3805 |
| Senior Wastewater Collection System Operator | N | C | 19 | 1919 | 7,726.57 | 8,112.95 | 8,518.60 | 8,944.48 | 9,391.76 | 3,566.11 | 3,744.44 | 3,931.66 | 4,128.22 | 4,334.66 | 44.5764 | 46.8055 | 49.1458 | 51.6028 | 54.1832 |
| Senior Wastewater Collection System Outreach Program Coordinator | N | C | 19 | 1958 | 9,386.87 | 9,856.21 | 10,349.00 | 10,866.48 | 11,409.82 | 4,332.40 | 4,549.02 | 4,776.46 | 5,015.30 | 5,266.07 | 54.1550 | 56.8628 | 59.7057 | 62.6913 | 65.8259 |
| Senior Wastewater Treatment Plant Operator | N | C | 19 | 1921 | 9,362.56 | 9,830.69 | 10,322.22 | 10,838.32 | 11,380.24 | 4,321.18 | 4,537.24 | 4,764.10 | 5,002.30 | 5,252.42 | 54.0148 | 56.7155 | 59.5512 | 62.5287 | 65.6553 |
| Senior Water Distribution Operator | N | C | 19 | 1920 | 6,194.72 | 6,504.46 | 6,829.64 | 7,171.15 | 7,529.73 | 2,859.10 | 3,002.06 | 3,152.14 | 3,309.76 | 3,475.26 | 35.7387 | 37.5258 | 39.4018 | 41.3720 | 43.4408 |
| Treatment Plant Technician | N | C | 19 | 1923 | 7,611.33 | 7,991.90 | 8,391.52 | 8,811.10 | 9,251.65 | 3,512.92 | 3,688.57 | 3,873.01 | 4,066.66 | 4,269.99 | 43.9115 | 46.1071 | 48.4126 | 50.8333 | 53.3749 |
| Wastewater Collection System Lead Operator | N | C | 19 | 1927 | 8,885.50 | 9,329.80 | 9,796.22 | 10,286.08 | 10,800.31 | 4,101.00 | 4,306.06 | 4,521.33 | 4,747.42 | 4,984.76 | 51.2625 | 53.8258 | 56.5166 | 59.3427 | 62.3095 |
| Wastewater Collection System Operator I | N | C | 19 | 1925 | 6,141.55 | 6,448.63 | 6,771.05 | 7,109.64 | 7,465.12 | 2,834.56 | 2,976.29 | 3,125.10 | 3,281.37 | 3,445.44 | 35.4320 | 37.2036 | 39.0637 | 41.0171 | 43.0680 |
| Wastewater Collection System Operator II | N | C | 19 | 1926 | 7,208.20 | 7,568.54 | 7,947.03 | 8,344.40 | 8,761.61 | 3,326.86 | 3,493.17 | 3,667.86 | 3,851.26 | 4,043.82 | 41.5857 | 43.6646 | 45.8483 | 48.1408 | 50.5477 |
| Wastewater Collection System Operator Technician I | N | C | 19 | 1929 | 6,260.91 | 6,573.95 | 6,902.70 | 7,247.78 | 7,610.18 | 2,889.65 | 3,034.13 | 3,185.86 | 3,345.13 | 3,512.39 | 36.1206 | 37.9266 | 39.8232 | 41.8141 | 43.9049 |
| Wastewater Collection System Project Coordinator | N | C | 19 | 1954 | 8,554.30 | 8,982.00 | 9,431.11 | 9,902.66 | 10,397.79 | 3,948.14 | 4,145.54 | 4,352.82 | 4,570.46 | 4,798.98 | 49.3517 | 51.8192 | 54.4102 | 57.1307 | 59.9873 |
| Wastewater Compliance Specialist | N | C | 19 | 1953 | 8,554.13 | 8,981.83 | 9,430.92 | 9,902.47 | 10,397.64 | 3,948.06 | 4,145.46 | 4,352.73 | 4,570.37 | 4,798.91 | 49.3507 | 51.8183 | 54.4091 | 57.1296 | 59.9864 |
| Wastewater Treatment Plant Chief Operator | N | C | 19 | 1932 | 9,855.34 | 10,348.13 | 10,865.53 | 11,408.80 | 11,979.20 | 4,548.62 | 4,776.06 | 5,014.86 | 5,265.60 | 5,528.86 | 56.8578 | 59.7008 | 62.6857 | 65.8200 | 69.1107 |
| Wastewater Treatment Plant OIT | N | U | 19 | 1931 | 6,141.83 | 6,448.85 | 6,771.33 | 7,109.92 | 7,465.42 | 2,834.69 | 2,976.39 | 3,125.23 | 3,281.50 | 3,445.58 | 35.4336 | 37.2049 | 39.0654 | 41.0187 | 43.0697 |
| Wastewater Treatment Plant Operator I | N | C | 19 | 1933 | 7,340.02 | 7,707.01 | 8,092.39 | 8,497.00 | 8,921.86 | 3,387.70 | 3,557.08 | 3,734.95 | 3,921.69 | 4,117.78 | 42.3463 | 44.4635 | 46.6869 | 49.0211 | 51.4723 |
| Wastewater Treatment Plant Operator II | N | C | 19 | 1934 | 7,726.51 | 8,112.89 | 8,518.53 | 8,944.43 | 9,391.68 | 3,566.08 | 3,744.41 | 3,931.63 | 4,128.20 | 4,334.62 | 44.5760 | 46.8051 | 49.1454 | 51.6025 | 54.1828 |
| Wastewater Treatment Plant Operator III | N | C | 19 | 1935 | 8,574.09 | 9,002.85 | 9,452.93 | 9,925.52 | 10,421.82 | 3,957.27 | 4,155.16 | 4,362.89 | 4,581.01 | 4,810.07 | 49.4659 | 51.9395 | 54.5361 | 57.2626 | 60.1259 |
| Water Distribution Chief Operator | N | C | 19 | 1957 | 9,855.86 | 10,348.69 | 10,866.16 | 11,409.45 | 11,979.87 | 4,548.86 | 4,776.32 | 5,015.15 | 5,265.90 | 5,529.17 | 56.8608 | 59.7040 | 62.6894 | 65.8238 | 69.1146 |

| Classification Title | FLSA | Service Status | Unit | Job Class | Monthly | | | | | Biweekly | | | | | Hourly | | | | |
|--|------|----------------|------|-----------|----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|----------------|---------|---------|---------|---------|
| | | | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| Water Distribution Equipment Operator | N | C | 19 | 1930 | 6,448.91 | 6,771.33 | 7,109.90 | 7,465.42 | 7,838.70 | 2,976.42 | 3,125.23 | 3,281.49 | 3,445.58 | 3,617.86 | 37.2052 | 39.0654 | 41.0186 | 43.0698 | 45.2232 |
| Water Distribution Lead Operator | N | C | 19 | 1937 | 6,810.48 | 7,151.00 | 7,508.52 | 7,883.98 | 8,278.18 | 3,143.30 | 3,300.46 | 3,465.47 | 3,638.76 | 3,820.70 | 39.2913 | 41.2558 | 43.3184 | 45.4845 | 47.7587 |
| Water Distribution Lead Operator Technician | N | C | 19 | 1938 | 9,072.90 | 9,526.53 | 10,002.89 | 10,503.05 | 11,028.16 | 4,187.49 | 4,396.86 | 4,616.72 | 4,847.56 | 5,089.92 | 52.3436 | 54.9608 | 57.7090 | 60.5945 | 63.6240 |
| Water Distribution OIT | N | U | 19 | 1941 | 4,572.19 | 4,800.79 | 5,040.82 | 5,292.86 | 5,557.48 | 2,110.24 | 2,215.75 | 2,326.53 | 2,442.86 | 2,564.99 | 26.3780 | 27.6969 | 29.0816 | 30.5357 | 32.0624 |
| Water Distribution Operator I | N | C | 19 | 1945 | 5,075.94 | 5,329.70 | 5,596.20 | 5,876.00 | 6,169.78 | 2,342.74 | 2,459.86 | 2,582.86 | 2,712.00 | 2,847.59 | 29.2842 | 30.7483 | 32.2858 | 33.9000 | 35.5949 |
| Water Distribution Operator II | N | C | 19 | 1947 | 5,634.63 | 5,916.39 | 6,212.20 | 6,522.77 | 6,848.90 | 2,600.60 | 2,730.64 | 2,867.17 | 3,010.51 | 3,161.03 | 32.5075 | 34.1330 | 35.8396 | 37.6314 | 39.5129 |
| Water Distribution Operator Technician OIT | N | U | 19 | 1936 | 6,141.98 | 6,449.11 | 6,771.61 | 7,110.09 | 7,465.60 | 2,834.76 | 2,976.51 | 3,125.36 | 3,281.58 | 3,445.66 | 35.4345 | 37.2064 | 39.0670 | 41.0198 | 43.0708 |
| Water Distribution Operator Technician I | N | C | 19 | 1948 | 7,498.81 | 7,873.73 | 8,267.48 | 8,680.82 | 9,114.86 | 3,460.99 | 3,634.03 | 3,815.76 | 4,006.53 | 4,206.86 | 43.2624 | 45.4254 | 47.6970 | 50.0816 | 52.5857 |
| Water Distribution Operator Technician II | N | C | 19 | 1949 | 8,248.39 | 8,660.73 | 9,093.80 | 9,548.54 | 10,025.97 | 3,806.95 | 3,997.26 | 4,197.14 | 4,407.02 | 4,627.37 | 47.5869 | 49.9657 | 52.4643 | 55.0877 | 57.8421 |
| Water Distribution Operator/Emergency Services | N | C | 19 | 1950 | 6,810.48 | 7,151.00 | 7,508.52 | 7,883.98 | 8,278.18 | 3,143.30 | 3,300.46 | 3,465.47 | 3,638.76 | 3,820.70 | 39.2913 | 41.2558 | 43.3184 | 45.4845 | 47.7587 |
| Water Distribution Project Coordinator | N | C | 19 | 1956 | 8,554.30 | 8,982.00 | 9,431.11 | 9,902.66 | 10,397.79 | 3,948.14 | 4,145.54 | 4,352.82 | 4,570.46 | 4,798.98 | 49.3517 | 51.8192 | 54.4102 | 57.1307 | 59.9873 |
| Water Meter Technician I | N | C | 19 | 1960 | 6,141.98 | 6,449.11 | 6,771.61 | 7,110.09 | 7,465.60 | 2,834.76 | 2,976.51 | 3,125.36 | 3,281.58 | 3,445.66 | 35.4345 | 37.2064 | 39.0670 | 41.0198 | 43.0708 |
| Water Meter Technician II | N | C | 19 | 1961 | 7,498.81 | 7,873.73 | 8,267.48 | 8,680.82 | 9,114.86 | 3,460.99 | 3,634.03 | 3,815.76 | 4,006.53 | 4,206.86 | 43.2624 | 45.4254 | 47.6970 | 50.0816 | 52.5857 |
| Water Treatment Chief Operator | N | C | 19 | 1940 | 9,855.86 | 10,348.69 | 10,866.14 | 11,409.45 | 11,979.87 | 4,548.86 | 4,776.32 | 5,015.14 | 5,265.90 | 5,529.17 | 56.8607 | 59.7040 | 62.6893 | 65.8238 | 69.1146 |
| Water Treatment Plant OIT | N | U | 19 | 1942 | 6,142.02 | 6,449.00 | 6,771.55 | 7,110.09 | 7,465.60 | 2,834.78 | 2,976.46 | 3,125.33 | 3,281.58 | 3,445.66 | 35.4347 | 37.2058 | 39.0666 | 41.0198 | 43.0707 |
| Water Treatment Plant Operator II | N | C | 19 | 1944 | 7,726.55 | 8,112.87 | 8,518.53 | 8,944.46 | 9,391.68 | 3,566.10 | 3,744.40 | 3,931.63 | 4,128.21 | 4,334.62 | 44.5762 | 46.8050 | 49.1454 | 51.6026 | 54.1827 |
| Water Treatment Plant Operator III | N | C | 19 | 1946 | 8,573.67 | 9,002.39 | 9,452.52 | 9,925.09 | 10,421.36 | 3,957.08 | 4,154.95 | 4,362.70 | 4,580.81 | 4,809.86 | 49.4635 | 51.9369 | 54.5337 | 57.2601 | 60.1232 |
| Water/Wastewater Maintenance Planner/Scheduler | N | C | 19 | 1951 | 9,386.39 | 9,855.69 | 10,348.46 | 10,865.94 | 11,409.17 | 4,332.18 | 4,548.78 | 4,776.21 | 5,015.05 | 5,265.77 | 54.1523 | 56.8598 | 59.7026 | 62.6881 | 65.8221 |

Revisions:

Resolution 25-083 = Firefighters' Association salary adjustment, effective 07/12/2025

Resolution TBD = Council Agenda Report 9/16/2025, effective 09/20/2025

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

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

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

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

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

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

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

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

Hourly Rate Classes

Effective 07/12/2025

Revised 07/29/2025

| 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 | \$69.0535 - \$83.9349 |
| 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 | \$86.7282 - \$105.4190 |
| 04 Supervisors | | | |
| MUNIS 17 | MUNIS 18 | | Range |
| 7454 | N/A | Accounting Supervisor | \$56.4434 - \$68.6075 |
| 7448 | N/A | Airport Patrol Supervisor | \$66.1356 - \$80.3880 |
| 7342 | N/A | Custodial Supervisor | \$35.6193 - \$43.2955 |
| 7343 | N/A | Facilities Maintenance Supervisor | \$46.6163 - \$56.6626 |
| 7344 | N/A | Parking/TMP Superintendent | \$58.9464 - \$71.6498 |
| 7345 | N/A | Parks Supervisor | \$41.5638 - \$50.5210 |
| 7346 | N/A | Senior Librarian | \$46.1970 - \$56.1526 |
| 7347 | N/A | Water Treatment Superintendent | \$77.9491 - \$94.7479 |
| 14 General | | | |
| MUNIS 17 | MUNIS 18 | | Range |
| 7013 | 8008 | Accountant II | \$41.7297 |
| 7074 | 8062 | Accounting Assistant | \$32.6818 |
| 7103 | 8090 | Accounting Coordinator | \$37.7676 |
| 7003 | 8001 | Accounting Technician | \$34.3531 |
| 7000 | N/A | Administrative Analyst I | \$46.8019 |
| 7001 | N/A | Administrative Analyst II | \$53.5481 |
| 7002 | 8000 | Administrative Assistant | \$38.3370 |
| 7065 | 8053 | Administrative Specialist | \$29.8551 |
| 7011 | 8006 | Airport Security Aide | \$23.1656 |
| 7004 | 8002 | Assistant Parking Coordinator | \$29.8755 |
| 7007 | 8004 | Assistant Planner | \$43.8634 |
| 7010 | N/A | Assistant Transportation Planner | \$43.8634 |
| 7008 | 8005 | Associate Planner | \$47.5073 |
| 7009 | 8301 | Associate Transportation Planner | \$47.5073 |
| 7062 | 8050 | Automotive/Equipment Tech | \$35.9302 |
| 7012 | 8007 | Automotive Service Writer | \$41.7297 |
| 7014 | 8009 | Budget Technician | \$36.1100 |
| 7015 | 8010 | Building Inspector | \$44.3437 |
| 7387 | 8307 | Building Permit Tech | \$36.3234 |
| 7016 | 8011 | Buyer II | \$40.0645 |
| 7017 | 8012 | Carpenter | \$36.8926 |
| 7039 | 8031 | City TV Production Assistant | \$31.0915 |
| 7040 | 8032 | City TV Production Specialist | \$44.5532 |
| 7018 | 8013 | Code Enforcement Officer | \$39.3051 |
| 7079 | 8067 | Commission Secretary | \$31.7960 |
| 7020 | N/A | Communications Specialist | \$36.4719 |
| 7019 | 8014 | Community Development Programs Specialist | \$42.9971 |
| 7026 | 8020 | Computer Training Coordinator | \$48.4164 |
| 7027 | 8021 | Creeks Outreach Coordinator | \$41.5220 |
| 7025 | 8019 | Custodian | \$25.5956 |
| 7389 | 8308 | Deputy City Clerk | \$41.4479 |
| 7028 | 8022 | Electrician | \$39.1684 |
| 7029 | 8023 | Electronics/Communications Technician I | \$37.4053 |
| 7031 | 8025 | Engineering Technician I | \$35.6267 |
| 7032 | 8026 | Engineering Technician II | \$39.1684 |
| 7386 | N/A | Environmental Services Specialist II | \$51.7110 |
| 7030 | 8024 | Equipment Operator | \$30.5119 |
| 7034 | N/A | Executive Assistant | \$33.4220 |
| 7038 | N/A | Executive Assistant to Mayor/Council | \$35.1313 |
| 7036 | 8029 | Fire Public Education Coordinator | \$41.5220 |
| 7414 | 8323 | Fleet Services Technician I | \$35.9302 |
| 7415 | 8324 | Fleet Services Technician II | \$39.6991 |
| 7037 | 8030 | Geographic Information Systems Technician | \$41.9381 |
| 7457 | 8359 | Geographic Information Systems Analyst | \$49.3362 |
| 7021 | 8015 | Graphic Designer | \$44.7474 |
| 7043 | 8035 | Grounds Maintenance Crew Leader | \$33.9268 |
| 7044 | 8036 | Grounds Maintenance Worker I | \$26.8372 |

Hourly Rate Classes

Effective 07/12/2025

Revised 07/29/2025

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

Hourly Rate Classes

Effective 07/12/2025
Revised 07/29/2025

| Hourly Assignment to "Regular" Classes | | | |
|--|----------|---|-------------------------|
| 19 SBCEA Treatment & Patrol | | | |
| MUNIS 17 | MUNIS 18 | | Range |
| 7006 | 8003 | Airport Operations Specialist | \$35.6732 |
| 7462 | 8366 | Airport Police Officer | \$51.0068 |
| 7463 | 8367 | Airport Police Officer II | \$55.8366 |
| 7352 | 8287 | Harbor Patrol Officer | \$48.3525 |
| 7354 | 8289 | Lab Analyst I | \$41.6348 |
| 7069 | 8057 | Park Ranger | \$38.8822 |
| 7356 | 8291 | Treatment Plant Technician | \$43.9115 |
| 7349 | 8284 | Wastewater Treatment Plant OIT | \$35.4336 |
| 7350 | 8285 | Wastewater Treatment Plant Operator III | \$49.4669 |
| 7351 | 8286 | Water Distribution Operator Technician II | \$47.5869 |
| 7458 | 8360 | Water Meter Technician II | \$43.2624 |
| 7355 | 8290 | Water Treatment Plant OIT | \$35.4347 |
| 7353 | 8288 | Water Treatment Plant Operator II | \$44.5762 |
| 7450 | 8354 | Water Treatment Plant Operator III | \$49.4635 |
| 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 | \$80.4677 - \$97.8090 |
| 7466 | N/A | Assistant Police Chief | \$106.4237 - \$129.3587 |
| 24 Police Sworn | | | |
| MUNIS 17 | MUNIS 18 | | Range |
| 7359 | N/A | Police Officer | \$49.4096 |
| 7361 | N/A | Police Officer- Entry | \$46.7718 |
| 29 Police Non-Sworn | | | |
| MUNIS 17 | MUNIS 18 | | Range |
| 7464 | N/A | Administrative Polygraph Examiner | \$97.0000 |
| 7227 | N/A | Background Investigator | \$49.4100 |
| 7388 | N/A | EMD Dispatcher | \$44.0130 |
| 7395 | N/A | Identification Technician | \$41.4583 |
| 7360 | N/A | Parking Enforcement Officer | \$28.9188 |
| 7358 | N/A | Public Safety Dispatcher II | \$34.4852 |
| 7362 | N/A | Police Property/Evidence Assistant | \$29.2402 |
| 7391 | N/A | Police Property/Evidence Technician | \$34.4718 |
| 7363 | N/A | Police Records Specialist | \$28.7186 |
| 7364 | N/A | Police Technician | \$27.5417 |
| 39 Fire Non-Sworn | | | |
| MUNIS 17 | MUNIS 18 | | Range |
| 7432 | N/A | Fire Inspector II | \$50.9979 |

Hourly Rate Classes

Effective 07/12/2025

Revised 07/29/2025

| 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 07/12/2025

Revised 07/29/2025

| 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 07/12/2025
Revised 07/29/2025

| 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 | | | |