



## **CITY OF SANTA BARBARA**

### **COUNCIL AGENDA REPORT**

**AGENDA DATE:** December 2, 2025

**TO:** Mayor and Councilmembers

**FROM:** Finance Department and Human Resources Department

**SUBJECT:** Fiscal Year 2026 First-Quarter Review [Resolution]

**RECOMMENDATION:** That Council:

- A. Receive a report from staff on the status of revenues and expenditures in relation to budget for the three months ended September 30, 2025;
- B. Accept the Fiscal Year (FY) 2026 Interim Financial Statements for the three months ended September 30, 2025;
- C. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Resolution No. 25-102 to Approve Proposed First-Quarter (Q1) Adjustments to FY2026 Revenue and Expenditure Appropriations as Detailed in the Attached Schedule of Proposed Q1 Adjustments;
- D. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Position Salary Control Resolution No. 25-117 for Authorized Positions for Fiscal Year 2026. Changes are Effective November 15, 2025; and
- E. Provide direction to staff regarding revenue generating and expenditure control options to balance the General Fund budget in FY2026 and forecast for FY2027.

#### **EXECUTIVE SUMMARY:**

The FY2026 interim financial statements for the three months ending September 30, 2025, are presented to the Finance Committee and the City Council. The report also includes staff revenue and expenditure projections for the General Fund and Enterprise Funds. Staff is projecting an operating deficit in the General Fund of \$6.8 Million requiring additional use of reserves to balance the budget. In order to address this additional financial pressure, staff worked to develop a comprehensive set of revenue generating and expenditure reduction/control options for the Finance Committee to consider. More

than 200 individual ideas were generated and evaluated to determine potential service delivery impacts and revenue generating and cost savings ranges, among others. The Finance Committee provided their recommendations on October 21 and November 18, 2025.

## DISCUSSION:

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

In addition to the Q1 budget analysis, staff propose recommended budget adjustments for City Council approval. These adjustments are the result of new information and/or unanticipated events that occurred since the adoption of the budget in June 2025. A listing and description of each proposed FY2026 adjustment is provided in Attachment 3.

## Revenue and Expenditure Summary

The table below summarizes the General Fund revenue and expenditure budget including actuals through Q1. The total adopted revenue budget is \$208.7 Million and the total adopted expenditure budget is \$210.3 Million, resulting in an operating deficit of approximately \$1.6 Million. The revised budget incorporates additional expenditure from encumbrances carried forward from prior year contractual commitments, along with any City Council approved adjustments since beginning of the year. There are still several pending adjustments that will have an impact on the bottom line; however, the overall Q1 result is materially correct. Please note that at the end of this first quarter, property tax and business license fee revenues are recorded as zero, since these revenue sources are typically collected during the last and first parts of the calendar year. Q1 adjustments are also not represented in the tables below. Revenues from taxes are 17.0% of budget or \$29.3 Million. Property taxes are typically received at the beginning of November and February.

General Fund	FY2026 Adopted Budget	FY2026 Revised Budget	Actual FY 2026 – Q1	FY2026 Projections	Actual % of Revised Budget
Revenues	\$208,664,394	\$209,414,394	\$37,801,453	\$208,833,872	18.1%
Expenditures	\$210,270,441	\$214,352,530	\$51,868,280	\$215,592,410	24.2%
Surplus (Deficit)	\$(1,606,047)	\$(4,938,136)	\$(14,066,827)	\$(6,758,538)	

Measure C	FY2026 Adopted Budget	FY2026 Revised Budget	Actual FY 2026 – Q1	FY2026 Projections	Actual % of Revised Budget
Revenues	\$34,235,000	\$34,235,000	\$8,149,945	\$34,235,000	23.8%
Expenditures	\$35,119,802	\$75,034,819	\$4,097,956	\$75,034,819	5.5%

Surplus (Deficit)	\$(884,802)	\$(40,799,819)	\$4,051,989	\$(40,799,819)	
-------------------	-------------	----------------	-------------	----------------	--

The voters approved a half-cent transaction and use tax on November 5, 2024, which became effective on April 1, 2025, with the first payment to be received at Q4. Measure I tax revenue is projected to generate approximately \$15.1 Million annually beginning in FY2026. At the end of this first quarter, staff received \$1.0 Million of revenue.

### **Tiers of Staff Recommendations to Address the Budget Deficit**

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

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

The Finance Committee provided direction to staff during the meetings on October 21 and November 18, 2025, as follows:

Highest priorities (recommending to proceed):

- Increase cannabis excise tax up to the 20.0% voter approved limit and explore the feasibility of adding additional licensed dispensaries in the City;
- Initiate a poll to assess the viability of possible revenue tax measures for the November 2026 ballot, including tax rates increases for Real Property Transfer Tax, Transient Occupancy Tax, Utility Users Tax, and a Parcel Tax; and
- Analyze recreational vehicle camping at the Waterfront parking lots.

Lowest priorities (not recommending to proceed):

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

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

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

- Building electrification; and
- West Beach master plan

Staff is seeking the City Council's direction on December 2, 2025, regarding these options so staff can begin analyzing and implementing them during FY2026.

### **Position Changes Summary**

Human Resources seeks Council approval for the following adjustments to the Position Salary Control Resolution No. 25-117, effective November 15, 2025, as detailed in Attachment 4.

**AIRPORT DEPARTMENT:** Salary change for the Assistant Airport Director classification. Based on a salary review of the Assistant Airport Director classification, a request is being made to update the salary for the position. The Assistant Airport Director will oversee the Principal Project Manager position at the Airport. The current salary range for the Assistant Airport Director is only 2.2% above the salary range for the Principal Project Manager. To promote internal equity between the positions, the recommendation is to increase the Assistant Airport Director salary so that it is 10.0% above the Principal Project Manager. The proposed salary range for the Assistant Airport Director is \$198,434.12 – \$241,198.67. Based on the current incumbent's salary, the approximate cost to update the salary is \$4,739 for FY2026.

**CITY ATTORNEY'S OFFICE:** Reclassification of an Assistant City Attorney V to a newly created classification, Chief Assistant City Attorney. The new classification of Chief Assistant City Attorney will support the City Attorney in managing and directing the operations of the City Attorney's Office. The Chief Assistant City Attorney will be a practicing attorney who performs a variety of the most difficult and technically complex work within areas assigned by the City Attorney. The position will supervise day-to-day activities of staff attorneys and support staff. The proposed annual salary for the Chief Assistant City Attorney will be \$252,318.04 – \$305,305.00 annually. Based on the salary of the current incumbent in the Assistant City Attorney V position, the approximate cost to reclassify this position is \$9,676 for the remainder of FY2026. This position is effective December 13, 2025.

**PUBLIC WORKS DEPARTMENT:** Reclassification of a Facilities Maintenance Superintendent to a Supervising Engineer. The Public Works Department would like to reclassify an allocated 1.0 FTE Facilities Maintenance Superintendent position (Job Class 4018) to a Supervising Engineer (Job Class 4043). The incumbent has been overfilling the allocated position as a Supervising Engineer since 2022. The change would correct the allocated position so that it accurately reflects the incumbent's classification. The department has already budgeted for the position as Supervising Engineer, so there would be no impact on the budget.

## **Implement Salary Adjustments Due to Compaction for Certain Positions in the Santa Barbara Supervisor's Unit**

Pursuant to the 2022-2026 Supervisor's Association Memorandum of Understanding (MOU), the City agreed to review Supervisory Classification salaries to ensure a minimum fifteen percent (15.0%) differential above the highest paid subordinate classification. The following salary adjustments are needed to ensure the City is in compliance with the MOU and avoid compaction between a supervisor and the subordinate classification.

The salary adjustments will be applied retroactively on the dates listed in the table below. The budget impact for these salary adjustments in FY2026 is approximately \$149,926.

Job Class	Classification Title	New Minimum Biweekly	New Maximum Biweekly	Effective	Salary Increase
4001	Administrative Supervisor	\$3,632.87	\$4,415.74	6/28/2025	2.43%
4009	Building & Safety Supervisor	\$5,614.38	\$6,824.33	6/28/2025	2.43%
4022	City TV Production Supervisor	\$4,222.00	\$5,131.86	6/28/2025	2.43%
4023	Creeks Supervisor	\$5,074.46	\$6,168.04	6/28/2025	10.91%
4027 5001	Information Technology Supervisor	\$5,545.79	\$6,740.92	6/28/2025	2.44%
4029	Library Circulation Supervisor	\$2,865.46	\$3,482.98	6/28/2025	0.22%
4036	Purchasing Supervisor	\$4,176.21	\$5,076.22	6/28/2025	2.43%
4038	Sr Librarian	\$3,785.57	\$4,601.37	6/28/2025	2.43%
4039	Sr Planner I	\$4,827.40	\$5,867.74	6/28/2025	2.43%
4040	Sr Planner II	\$4,930.31	\$5,992.82	6/28/2025 to 9/19/2025	2.43%
4040	Sr Planner II	\$5,068.86	\$6,161.22	9/20/2025	2.81%
4043	Supervising Engineer	\$5,893.19	\$7,163.22	6/28/2025	2.43%
4046	Supervising Trans Planner	\$4,827.54	\$5,867.91	6/28/2025	2.43%
4052	Wastewater Collection System Supervisor	\$4,857.67	\$5,904.54	6/28/2025	8.89%
4070	Marketing Supervisor	\$4,240.34	\$5,154.18	6/28/2025	2.43%
4073	Capital Projects Supervisor	\$4,947.96	\$6,014.28	6/28/2025	2.44%

## **Implement Salary Adjustments Due to Compaction for Fire Chief and Fire Operations Division Chief.**

Pursuant to the City's Management Performance and Compensation Plan, the City strives to maintain salaries for management classifications at least fifteen percent (15.0%) above the highest paid subordinate classification. The following salary adjustments are necessary to ensure the City is in compliance with its obligation and to avoid compaction between Management and subordinate classifications.

These salary adjustments will take effect November 15, 2025. The budget impact for these salary adjustments in FY2026 is approximately \$42,012.

Job Class	Classification Title	New Minimum Biweekly	New Maximum Biweekly	Effective	Salary Increase
3100	Fire Chief	\$9,967.62	\$12,115.72	11/15/2025	10.03%
3200	Fire Operations Division Chief	\$9,060.78	\$11,013.42	11/15/2025	16.03%

### **BUDGET/FINANCIAL IMPACT:**

There is no direct budgetary or financial impact by accepting the interim financial statement for Q1 FY2026. The Q1 budget adjustments, as proposed, will change revenue and expenditure appropriations in the General Fund and other funds as itemized in Attachment 3. These budget adjustments have no significant budget impacts. All proposed position changes are projected to be funded through existing appropriations in various departments and funds. No additional expenditure appropriation is required at this time to fund those position changes.

The adopted General Fund budget for FY2026 and FY2027 calls for the use of reserves of \$1.6 Million and \$5.9 Million, respectively, to balance the budget. The General Fund has previously and is projected to continue to have structural operating deficits as ongoing revenue growth is not adequate to fund the ongoing expenditure growth of existing operations.

Since FY2026 began on July 1, 2025, the City has been negotiating with many collective bargaining units, including the Police Officers Association (POA), Fire Association (FA), Police Managers Association (PMA) and Fire Managers Association (FMA), all of which are entirely funded by the General Fund. The salary increases assumptions built into the FY2026 and FY2027 budget were 5.0% and 4.0%, respectively. The cost of all recent public safety agreements exceeds the assumptions in the FY2026 and FY2027 budget, which will result in increased deficits. In preparation for the Q1 FY2026 report, staff will incorporate these additional costs into the FY2026 projection.

Without any additional revenue or expenditure reductions in the General Fund, the FY2026 and FY2027 deficits will be larger thus requiring additional reserves to be used to balance the budget. If no budget changes are made, all General Fund contingency reserves will be depleted by the end of FY2026, and all General Fund disaster reserves will be depleted by the middle of FY2029.

### **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](https://SantaBarbaraCA.gov/Budget-Reports). Reports are no longer printed saving paper and toner.

**ATTACHMENTS:**

1. Interim Financial Statements for the Three Months Ended September 30, 2025 (Narrative Analysis)
2. Summary by Fund Statement of Revenues and Expenditures for the Three Months Ended September 30, 2025
3. Schedule of Proposed First-Quarter Adjustments
4. Position Salary Control Revised, Effective November 15, 2025
5. Staff Budget Recommendations

**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 Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>%of Budget</b>	<b>Previous YTD</b>
<b>GENERAL FUND (pages 3-7)</b>							
Revenue	208,664,394	209,414,394	37,801,454	-	171,612,940	18.1%	42,080,101
Expenditures	210,270,440	214,352,529	51,868,279	6,176,654	156,307,595	27.1%	60,767,431
<i>Addition to / (use of) reserves</i>	<u>(1,606,046)</u>	<u>(4,938,135)</u>	<u>(14,066,825)</u>	<u>(6,176,654)</u>	<u>15,305,345</u>		<u>(18,687,331)</u>
<b>MEASURE C (pages 3-7)</b>							
Revenue	34,235,000	34,235,000	8,149,945	-	26,085,055	23.8%	7,982,967
Expenditures	35,119,802	75,034,819	4,097,956	-	70,936,863	5.5%	8,350,000
<i>Addition to / (use of) reserves</i>	<u>(884,802)</u>	<u>(40,799,819)</u>	<u>4,051,989</u>	<u>-</u>			<u>(367,033)</u>
<b>SOLID WASTE FUND (page 9)</b>							
Revenue	42,990,702	43,199,200	10,697,272	-	32,501,928	24.8%	8,826,536
Expenditures	42,373,212	42,883,909	5,858,244	17,355,080	19,670,585	54.1%	6,552,792
<i>Addition to / (use of) reserves</i>	<u>617,491</u>	<u>315,291</u>	<u>4,839,028</u>	<u>(17,355,080)</u>	<u>12,831,343</u>		<u>2,273,745</u>
<b>WATER OPERATING FUND (page 10)</b>							
Revenue	86,755,946	86,755,946	22,851,803	-	63,904,143	26.3%	18,986,918
Expenditures	89,330,512	92,362,382	19,121,883	8,303,438	64,937,061	29.7%	17,142,863
<i>Addition to / (use of) reserves</i>	<u>(2,574,566)</u>	<u>(5,606,436)</u>	<u>3,729,919</u>	<u>(8,303,438)</u>	<u>(1,032,918)</u>		<u>1,844,056</u>
<b>WASTEWATER OPERATING FUND (page 11)</b>							
Revenue	34,492,415	34,492,415	8,553,569	-	25,938,846	24.8%	7,862,697
Expenditures	37,164,550	38,461,913	7,385,382	2,776,929	28,299,602	26.4%	6,334,993
<i>Addition to / (use of) reserves</i>	<u>(2,672,135)</u>	<u>(3,969,498)</u>	<u>1,168,186</u>	<u>(2,776,929)</u>	<u>(2,360,755)</u>		<u>1,527,703</u>
<b>DOWNTOWN PARKING FUND (page 12)</b>							
Revenue	10,239,915	10,239,915	2,513,891	-	7,726,024	24.5%	2,812,165
Expenditures	10,292,863	10,422,279	2,265,727	630,937	7,525,616	27.8%	2,538,386
<i>Addition to / (use of) reserves</i>	<u>(52,948)</u>	<u>(182,364)</u>	<u>248,165</u>	<u>(630,937)</u>	<u>200,408</u>		<u>273,779</u>
<b>AIRPORT OPERATING FUND (page 13)</b>							
Revenue	35,563,735	35,563,735	8,120,837	-	27,442,898	22.8%	8,254,984
Expenditures	41,945,246	43,501,633	9,088,609	3,572,165	30,840,859	29.1%	7,469,166
<i>Addition to / (use of) reserves</i>	<u>(6,381,511)</u>	<u>(7,937,898)</u>	<u>(967,771)</u>	<u>(3,572,165)</u>	<u>(3,397,961)</u>		<u>785,818</u>
<b>GOLF COURSE FUND (page 14)</b>							
Revenue	5,267,832	5,267,832	1,538,668	-	3,729,164	29.2%	1,423,610
Expenditures	5,741,937	5,741,937	1,280,764	-	4,461,173	22.3%	904,028
<i>Addition to / (use of) reserves</i>	<u>(474,105)</u>	<u>(474,105)</u>	<u>257,904</u>	<u>-</u>	<u>(732,009)</u>		<u>519,582</u>
<b>FACILITIES MANAGEMENT FUND (page 15)</b>							
Revenue	8,285,099	8,285,099	2,046,579	-	6,238,519	24.7%	1,747,355
Expenditures	7,844,685	7,991,976	1,605,187	917,843	5,468,946	31.6%	1,456,379
<i>Addition to / (use of) reserves</i>	<u>440,414</u>	<u>293,123</u>	<u>441,392</u>	<u>(917,843)</u>	<u>769,573</u>		<u>290,976</u>



**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**Summary by Fund**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>%of Budget</u>	<u>Previous YTD</u>
<b>FLEET REPLACEMENT FUND (page 16)</b>							
Revenue	7,517,447	7,517,447	1,712,195	-	5,805,252	22.8%	1,744,934
Expenditures	<u>5,225,193</u>	<u>10,454,752</u>	<u>564,571</u>	<u>904,172</u>	<u>8,986,009</u>	14.0%	<u>546,708</u>
Addition to / (use of) reserves	<u>2,292,254</u>	<u>(2,937,305)</u>	<u>1,147,624</u>	<u>(904,172)</u>	<u>(3,180,757)</u>		<u>1,198,226</u>
<b>FLEET MAINTENANCE FUND (page 17)</b>							
Revenue	4,174,813	4,174,813	1,048,536	-	3,126,277	25.1%	877,884
Expenditures	<u>4,023,444</u>	<u>4,023,844</u>	<u>859,559</u>	<u>429,840</u>	<u>2,734,446</u>	32.0%	<u>869,748</u>
Addition to / (use of) reserves	<u>151,369</u>	<u>150,969</u>	<u>188,977</u>	<u>(429,840)</u>	<u>391,831</u>		<u>8,136</u>
<b>SELF INSURANCE TRUST FUND (page 18)</b>							
Revenue	25,414,322	25,414,322	6,209,746	-	19,204,576	24.4%	5,079,390
Expenditures	<u>24,784,085</u>	<u>24,997,281</u>	<u>4,160,820</u>	<u>460,792</u>	<u>20,375,669</u>	18.5%	<u>3,803,180</u>
Addition to / (use of) reserves	<u>630,237</u>	<u>417,041</u>	<u>2,048,926</u>	<u>(460,792)</u>	<u>(1,171,093)</u>		<u>1,276,210</u>
<b>INFORMATION TECHNOLOGY FUND (page 19)</b>							
Revenue	10,602,324	10,602,324	2,583,845	-	8,018,479	24.4%	2,265,070
Expenditures	<u>9,936,222</u>	<u>10,065,217</u>	<u>3,229,713</u>	<u>127,860</u>	<u>6,707,644</u>	33.4%	<u>2,782,884</u>
Addition to / (use of) reserves	<u>666,102</u>	<u>537,107</u>	<u>(645,868)</u>	<u>(127,860)</u>	<u>1,310,835</u>		<u>(517,814)</u>
<b>WATERFRONT OPERATING FUND (page 20)</b>							
Revenue	20,788,855	20,788,855	5,699,879	-	15,088,976	27.4%	5,596,629
Expenditures	<u>22,732,468</u>	<u>22,890,178</u>	<u>5,419,025</u>	<u>1,164,163</u>	<u>16,306,990</u>	28.8%	<u>4,982,317</u>
Addition to / (use of) reserves	<u>(1,943,613)</u>	<u>(2,101,323)</u>	<u>280,854</u>	<u>(1,164,163)</u>	<u>(1,218,014)</u>		<u>614,312</u>
<b>SANTA BARBARA CLEAN ENERGY FUND (page 21)</b>							
Revenue	47,843,217	47,843,217	6,262,969	-	41,580,249	13.1%	7,337,950
Expenditures	<u>50,573,418</u>	<u>52,596,566</u>	<u>13,949,434</u>	<u>3,684,683</u>	<u>34,962,449</u>	33.5%	<u>9,276,570</u>
Addition to / (use of) reserves	<u>(2,730,201)</u>	<u>(4,753,349)</u>	<u>(7,686,465)</u>	<u>(3,684,683)</u>	<u>6,617,800</u>		<u>(1,938,620)</u>
<b>ENERGY AND CLIMATE MANAGEMENT FUND (page 22)</b>							
Revenue	2,288,786	2,288,786	566,530	-	1,722,256	24.8%	558,717
Expenditures	<u>2,313,378</u>	<u>2,705,298</u>	<u>316,728</u>	<u>129,709</u>	<u>2,258,860</u>	16.5%	<u>428,988</u>
Addition to / (use of) reserves	<u>(24,592)</u>	<u>(416,512)</u>	<u>249,801</u>	<u>(129,709)</u>	<u>(536,604)</u>		<u>129,729</u>
<b>TOTAL FOR ALL FUNDS</b>							
Revenue	550,889,802	551,848,300	118,207,773	-	433,640,527	21.4%	115,454,942
Expenditures	<u>564,551,652</u>	<u>583,451,694</u>	<u>126,973,926</u>	<u>46,634,265</u>	<u>409,843,503</u>	29.8%	<u>125,856,435</u>
Addition to / (use of) reserves	<u>(13,661,850)</u>	<u>(31,603,394)</u>	<u>(8,766,153)</u>	<u>(46,634,265)</u>	<u>23,797,024</u>		<u>(10,401,493)</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 Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent Received</b>	<b>Previous YTD</b>	<b>Change Over Prior Year</b>
<b>TAXES</b>							
Sales and Use	31,960,000	31,960,000	7,302,267	24,657,733	22.8%	7,812,683	-6.5%
Measure C Sales Tax	34,235,000	34,235,000	8,149,945	26,085,055	23.8%	7,982,967	2.1%
Measure I Sales Tax	15,100,000	15,100,000	1,079,380	14,020,620	7.1%	-	0.0%
Property Taxes	53,581,500	53,581,500	-	53,581,500	0.0%	-	0.0%
Utility Users Tax	8,200,000	8,200,000	2,386,351	5,813,649	29.1%	2,362,827	1.0%
Transient Occupancy Tax	29,561,000	29,561,000	9,736,655	19,824,345	32.9%	9,575,460	1.7%
Business License	2,958,000	2,958,000	83,688	2,874,312	2.8%	86,905	-3.7%
Cannabis Excise Tax	1,000,000	1,000,000	351,798	648,202	35.2%	314,718	11.8%
Real Property Transfer Tax	1,000,000	1,000,000	245,425	754,575	24.5%	204,333	20.1%
<i>Total Tax Revenues</i>	<u>177,595,500</u>	<u>177,595,500</u>	<u>29,335,510</u>	<u>148,259,990</u>	<u>16.5%</u>	<u>28,339,893</u>	<u>3.5%</u>
<b>LICENSES &amp; PERMITS</b>							
Licenses & Permits	239,725	239,725	45,107	194,618	18.8%	48,250	-6.5%
<i>Total</i>	<u>239,725</u>	<u>239,725</u>	<u>45,107</u>	<u>194,618</u>	<u>18.8%</u>	<u>48,250</u>	<u>-6.5%</u>
<b>FINES &amp; FORFEITURES</b>							
Police	2,900,252	2,900,252	925,359	1,974,893	31.9%	590,191	56.8%
Other Fines & Forfeitures	505,400	505,400	128,201	377,199	25.4%	262,461	-51.2%
<i>Total</i>	<u>3,405,652</u>	<u>3,405,652</u>	<u>1,053,559</u>	<u>2,352,093</u>	<u>30.9%</u>	<u>852,653</u>	<u>23.6%</u>
<b>USE OF MONEY &amp; PROPERTY</b>							
Investment Income	2,497,391	2,497,391	629,857	1,867,534	25.2%	417,986	50.7%
Rents & Concessions	1,615,325	1,615,325	407,375	1,207,950	25.2%	353,068	15.4%
<i>Total</i>	<u>4,112,716</u>	<u>4,112,716</u>	<u>1,037,232</u>	<u>3,075,484</u>	<u>25.2%</u>	<u>771,054</u>	<u>34.5%</u>
<b>INTERGOVERNMENTAL</b>							
Library	919,983	919,983	-	919,983	0.0%	-	0.0%
Fire	1,500,000	1,500,000	225,381	1,274,619	15.0%	29,636	0.0%
Other Intergovernmental	497,078	497,078	326,214	170,863	65.6%	82,179	297.0%
<i>Total</i>	<u>2,917,061</u>	<u>2,917,061</u>	<u>551,595</u>	<u>2,365,465</u>	<u>18.9%</u>	<u>111,814</u>	<u>393.3%</u>
<b>FEES &amp; SERVICE CHARGES</b>							
Community Development	7,762,650	7,762,650	2,614,034	5,148,616	33.7%	2,036,691	28.3%
Parks & Recreation	4,869,967	4,869,967	2,003,653	2,866,313	41.1%	1,870,430	7.1%
Other Service Charges	3,262,558	4,012,558	750,405	3,262,153	18.7%	891,515	-15.8%
<i>Total</i>	<u>15,895,175</u>	<u>16,645,175</u>	<u>5,368,092</u>	<u>11,277,083</u>	<u>32.3%</u>	<u>4,798,636</u>	<u>11.9%</u>
<b>OTHER REVENUES</b>							
Interfund Charges & Reimbursements	17,339,859	17,339,859	3,880,409	13,459,450	22.4%	3,502,416	10.8%
Overhead Indirect Allocations	12,953,367	12,953,367	3,228,294	9,725,073	24.9%	2,386,943	35.2%
Interfund Transfers	637,407	637,407	173,769	463,638	27.3%	85,844	102.4%
Interfund Loans	24,140	24,140	-	24,140	0.0%	-	0.0%
Miscellaneous	1,201,292	1,201,292	65,999	1,135,293	5.5%	9,562	590.2%
Donations	77,500	77,500	181	77,319	0.2%	785	-76.9%
Franchise Fees	6,500,000	6,500,000	1,211,652	5,288,348	18.6%	1,172,251	3.4%
<i>Total</i>	<u>38,733,565</u>	<u>38,733,565</u>	<u>8,560,304</u>	<u>30,173,261</u>	<u>22.1%</u>	<u>7,157,801</u>	<u>19.6%</u>
<i>Subtotal Non-Tax Revenues</i>	<u>65,303,894</u>	<u>66,053,894</u>	<u>16,615,890</u>	<u>49,438,004</u>	<u>25.2%</u>	<u>13,740,208</u>	<u>20.9%</u>
<b>TOTAL REVENUES</b>	<u>242,899,394</u>	<u>243,649,394</u>	<u>45,951,400</u>	<u>197,697,994</u>	<u>18.9%</u>	<u>42,080,101</u>	<u>9.2%</u>

**General Fund**  
**Interim Statement of Appropriations, Expenditures and Encumbrances**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>YTD Expended and Encumbered</b>	<b>Previous YTD</b>
<b>GENERAL GOVERNMENT</b>							
<u>Mayor &amp; City Council</u>							
MAYOR & CITY COUNCIL	1,356,249	1,356,249	283,942	2,355	1,069,952	21.1%	283,430
ARTS & COMMUNITY PROMOTIONS	2,000,318	2,021,798	336,496	1,034,334	650,969	67.8%	430,781
<i>Total</i>	<u>3,356,567</u>	<u>3,378,047</u>	<u>620,437</u>	<u>1,036,688</u>	<u>1,720,921</u>	<u>49.1%</u>	<u>714,211</u>
<u>City Attorney</u>							
ADMINISTRATION	5,612,505	5,692,376	1,056,035	447,524	4,188,818	26.4%	312,417
CITY ATTORNEY-ADVISORY	-	16,000	80,964	16,000	(80,964)	606.0%	318,097
LITIGATION	-	-	76,442	-	(76,442)	0.0%	372,669
ENFORCEMENT	-	-	68,630	-	(68,630)	0.0%	233,868
<i>Total</i>	<u>5,612,505</u>	<u>5,708,376</u>	<u>1,282,071</u>	<u>463,524</u>	<u>3,962,781</u>	<u>30.6%</u>	<u>1,237,050</u>
<u>Administration</u>							
CITY ADMINISTRATOR	3,268,068	3,410,608	747,694	152,740	2,510,173	26.4%	627,373
CITY TV	620,913	700,708	127,362	20,382	552,964	21.1%	117,459
DOWNTOWN PROGRAM	1,870,507	1,870,507	305,161	23,022	1,542,323	17.5%	-
HUMAN SVCS.	461,532	461,532	71,942	24,199	365,391	20.8%	-
HOUSING MEDIATION	547,928	547,928	118,638	127	429,163	21.7%	-
COMMUNITY VITALITY	850,162	850,162	98,506	169	751,487	11.6%	-
CITY CLERK	974,650	999,152	220,583	24,503	754,067	24.5%	188,276
<i>Total</i>	<u>8,593,758</u>	<u>8,840,596</u>	<u>1,689,886</u>	<u>245,144</u>	<u>6,905,567</u>	<u>21.9%</u>	<u>933,108</u>
<u>Human Resources</u>							
HUMAN RESOURCES	2,455,968	2,505,245	495,408	57,734	1,952,103	22.1%	533,511
EMPLOYEE RELATIONS	384,894	493,567	86,162	101,388	306,017	38.0%	68,219
EMPLOYEE DEVELOPMENT	94,447	98,068	6,143	3,621	88,304	10.0%	13,541
<i>Total</i>	<u>2,935,310</u>	<u>3,096,880</u>	<u>587,713</u>	<u>162,743</u>	<u>2,346,424</u>	<u>24.2%</u>	<u>615,272</u>
<u>Finance</u>							
ADMINISTRATION	342,626	362,240	77,253	19,614	265,374	26.7%	89,653
MANAGEMENT	949,533	1,242,479	214,725	196,896	830,858	33.1%	152,808
CASHIERING & COLLECTION	1,684,907	1,868,437	300,111	183,530	1,384,796	25.9%	304,567
BUDGET MANAGEMENT	1,067,783	1,292,247	189,625	224,464	878,158	32.0%	372,494
ACCOUNTING	1,245,821	1,245,821	251,742	73,953	920,127	26.1%	240,309
MISCELLANEOUS	519,768	519,768	113,823	-	405,945	21.9%	119,583
ACCOUNTS PAYABLE	311,736	324,186	75,960	12,450	235,776	27.3%	84,806
SERVICE	928,460	1,078,808	246,652	130,830	701,325	35.0%	16,625
PURCHASING	858,216	858,216	207,311	-	650,904	24.2%	185,937
CENTRAL WAREHOUSE	220,475	220,475	52,521	-	167,953	23.8%	50,366
MAIL SERVICES	185,000	193,082	41,145	9,310	142,627	26.1%	39,098
<i>Total</i>	<u>8,314,325</u>	<u>9,205,758</u>	<u>1,770,868</u>	<u>851,047</u>	<u>6,583,843</u>	<u>28.5%</u>	<u>1,656,245</u>
<b>TOTAL GENERAL GOVERNMENT</b>	<u>28,812,465</u>	<u>30,229,658</u>	<u>5,950,976</u>	<u>2,759,146</u>	<u>21,519,536</u>	<u>28.8%</u>	<u>5,155,886</u>

**General Fund**  
**Interim Statement of Appropriations, Expenditures and Encumbrances**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>YTD Expended and Encumbered</b>	<b>Previous YTD</b>
<b>PUBLIC SAFETY</b>							
<u>Police</u>							
CHIEF'S STAFF	2,711,702	2,727,053	917,639	15,351	1,794,063	34.2%	796,560
BUSINESS OFFICE	1,080,247	1,080,247	246,044	-	834,203	22.8%	235,566
RECORDS BUREAU	2,354,721	2,379,521	506,299	29,018	1,844,204	22.5%	517,830
STRATEGIC OPERATIONS	2,786,798	2,799,191	621,945	20,474	2,156,772	23.0%	622,886
PROPERTY ROOM	325,300	325,300	75,463	-	249,837	23.2%	46,503
TRAINING, RECRUITMENT/WELLNE:	3,898,322	3,963,147	744,425	133,414	3,085,309	22.2%	647,428
RANGE AND EQUIPMENT	2,103,076	2,169,291	515,372	74,471	1,579,448	27.2%	473,587
INF. TECHNOLOGY/CRIME ANALYSIS	2,074,900	2,123,582	812,112	258,079	1,053,391	50.4%	923,315
CRIMINAL INVESTIGATIONS & INTEF	7,046,070	7,091,243	1,675,746	65,848	5,349,650	24.6%	1,490,714
CRIME LAB	199,614	199,614	43,000	-	156,614	21.5%	41,108
FIELD OPERATIONS DIVISION	25,304,759	25,356,282	5,619,345	43,733	19,693,205	22.3%	5,527,915
TRAFFIC	1,406,459	1,406,459	398,224	-	1,008,235	28.3%	288,197
SPECIAL EVENTS	676,025	710,483	95,270	34,458	580,756	18.3%	114,225
STREET CRIMES UNIT	2,203,889	2,649,866	614,834	-	2,035,033	23.2%	531,929
SPECIAL ENFORCEMENT TEAM	108,194	108,194	-	-	108,194	0.0%	14,035
PARKING AND STREET SWEEPING	406,848	406,848	73,831	-	333,017	18.1%	76,991
PARKING ENFORCEMENT	1,186,147	1,198,101	265,397	4,026	928,678	22.5%	215,506
COMBINED COMMUNICATIONS CTR	4,277,707	4,277,707	875,997	-	3,401,710	20.5%	933,172
ANIMAL CONTROL	1,042,167	1,063,750	105,191	19,731	938,828	11.7%	121,294
<i>Total</i>	<u>61,192,945</u>	<u>62,035,880</u>	<u>14,206,133</u>	<u>698,601</u>	<u>47,131,146</u>	<u>24.0%</u>	<u>13,618,760</u>
<u>Fire</u>							
ADMINISTRATION	1,620,294	1,620,294	553,952	-	1,066,341	34.2%	489,804
EMERGENCY SRVS / PUBLIC ED	543,168	543,168	121,709	-	421,459	22.4%	104,728
PREVENTION	1,516,456	1,516,456	338,608	-	1,177,848	22.3%	301,586
WILDLAND FIRE MITIGATION PROG.	397,918	397,918	89,725	-	308,193	22.5%	81,406
OPERATIONS	32,499,169	32,662,009	7,893,871	90,414	24,677,725	24.4%	7,404,458
TRAINING AND RECRUITMENT	1,713,641	1,731,845	212,641	10,863	1,508,341	12.9%	280,501
ARFF	4,090,031	4,090,031	1,081,714	-	3,008,316	26.4%	918,769
<i>Total</i>	<u>42,380,676</u>	<u>42,561,721</u>	<u>10,292,221</u>	<u>101,277</u>	<u>32,168,222</u>	<u>24.4%</u>	<u>9,581,252</u>
<b>TOTAL PUBLIC SAFETY</b>	<u>103,573,620</u>	<u>104,597,600</u>	<u>24,498,354</u>	<u>799,878</u>	<u>79,299,369</u>	<u>24.2%</u>	<u>23,200,012</u>
<b>PUBLIC WORKS</b>							
<u>Public Works</u>							
ADMINISTRATION	1,927,270	1,936,520	340,303	7,903	1,588,314	18.0%	394,869
ENGINEERING SVCS	10,831,773	10,836,120	2,386,322	23,643	8,426,155	22.2%	2,129,667
PUBLIC RT OF WAY MGMT	2,428,203	2,445,589	551,812	19,901	1,873,875	23.4%	494,359
<i>Total</i>	<u>15,187,246</u>	<u>15,218,229</u>	<u>3,278,438</u>	<u>51,447</u>	<u>11,888,344</u>	<u>21.9%</u>	<u>3,018,896</u>
<b>TOTAL PUBLIC WORKS</b>	<u>15,187,246</u>	<u>15,218,229</u>	<u>3,278,438</u>	<u>51,447</u>	<u>11,888,344</u>	<u>21.9%</u>	<u>3,018,896</u>

**General Fund**  
**Interim Statement of Appropriations, Expenditures and Encumbrances**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>YTD Expended and Encumbered</b>	<b>Previous YTD</b>
<b>COMMUNITY SERVICES</b>							
<u>Parks &amp; Recreation</u>							
REC PROGRAM MGMT	883,128	883,128	286,521	15,179	581,427	34.2%	294,686
FACILITIES & SPECIAL EVENTS	2,450,750	2,415,108	531,823	276,475	1,606,809	33.5%	495,530
YOUTH ACTIVITIES	1,802,962	1,802,962	513,310	2,622	1,287,031	28.6%	498,529
ACTIVE ADULTS	1,175,653	1,175,653	285,126	9,042	881,485	25.0%	262,738
AQUATICS	2,711,087	2,711,087	1,163,616	168,467	1,379,003	49.1%	998,341
SPORTS	1,593,010	1,569,726	433,966	212,265	923,495	41.2%	392,847
TENNIS	-	-	758	-	(758)	0.0%	-
NEIGHBORHOOD/OUTREACH SERV	1,679,472	1,687,859	368,328	25,600	1,293,931	23.3%	313,488
ADMINISTRATION	1,740,812	1,740,812	405,720	657	1,334,435	23.3%	348,678
PROJECT MANAGEMENT TEAM	1,141,579	1,165,241	243,678	17,089	904,474	22.4%	203,151
PARK OPERATIONS MNGMNT	1,510,344	1,510,604	323,686	65,240	1,121,678	25.7%	326,556
GROUNDS & FACILITIES MAINT.	8,243,319	8,330,658	1,618,781	372,642	6,339,235	23.9%	1,588,450
FORESTRY	2,139,374	2,141,311	448,402	162,869	1,530,040	28.5%	383,571
BEACH MAINTENANCE	363,025	363,025	80,313	15,408	267,303	26.4%	56,235
MEDIANS PARKWAYS&CONTRACTS	612,913	612,913	81,257	252,659	278,996	54.5%	65,110
<i>Total</i>	<u>28,047,427</u>	<u>28,110,086</u>	<u>6,785,286</u>	<u>1,596,216</u>	<u>19,728,584</u>	<u>29.8%</u>	<u>6,227,910</u>
<u>Library</u>							
ADMINISTRATION	1,080,355	1,080,355	198,267	-	882,088	18.4%	242,016
CENTRAL LIBRARY	7,659,841	7,660,101	1,512,792	181,604	5,965,705	22.1%	1,246,438
EASTSIDE LIBRARY	661,165	661,165	135,708	2,713	522,744	20.9%	117,814
LIBRARY ON THE GO	461,718	461,718	98,264	-	363,454	21.3%	66,406
ADULT EDUCATION	-	-	21,225	-	(21,225)	0.0%	87,103
<i>Total</i>	<u>9,863,079</u>	<u>9,863,339</u>	<u>1,966,256</u>	<u>184,317</u>	<u>7,712,766</u>	<u>21.8%</u>	<u>1,759,777</u>
<b>TOTAL COMMUNITY SERVICES</b>	<u>37,910,506</u>	<u>37,973,425</u>	<u>8,751,542</u>	<u>1,780,533</u>	<u>27,441,350</u>	<u>27.7%</u>	<u>7,987,687</u>
<b>COMMUNITY DEVELOPMENT</b>							
<u>Community Development</u>							
ADMINISTRATION	1,165,113	1,165,113	422,668	47,357	695,088	40.3%	542,436
RENTAL HOUSING MEDIATION	-	-	-	-	-	0.0%	90,251
HUMAN SERVICES	-	149,733	-	85,756	63,977	57.3%	8,066
LONG RANGE PLAN & SPEC STUDY	1,540,735	1,576,089	251,288	39,509	1,285,292	18.5%	281,115
DEVEL & ENVIRONMENTAL REVIEW	2,089,169	2,907,840	465,687	58,699	2,383,454	18.0%	418,756
ZONING INFO & ENFORCEMENT	1,839,465	1,839,465	401,909	21,719	1,415,837	23.0%	356,417
DESIGN REV & HIST PRESERVATIO	1,909,414	1,909,414	421,269	1,804	1,486,341	22.2%	373,738
BLDG INSP & CODE ENFORCEMENT	2,070,662	2,072,070	482,494	680	1,588,896	23.3%	380,979
RECORDS ARCHIVES & CLER SVCS	776,448	776,448	174,360	22,722	579,366	25.4%	167,110
BLDG COUNTER & PLAN REV SVCS	3,439,615	3,779,598	684,390	319,125	2,776,083	26.6%	630,641
CODE COMPLIANCE	1,138,778	1,143,025	267,323	3,920	871,782	23.7%	218,043
<i>Total</i>	<u>15,969,397</u>	<u>17,318,795</u>	<u>3,571,389</u>	<u>601,291</u>	<u>13,146,115</u>	<u>24.1%</u>	<u>3,467,551</u>
<b>TOTAL COMMUNITY DEVELOPMENT</b>	<u>15,969,397</u>	<u>17,318,795</u>	<u>3,571,389</u>	<u>601,291</u>	<u>13,146,115</u>	<u>24.1%</u>	<u>3,467,551</u>

**General Fund**  
**Interim Statement of Appropriations, Expenditures and Encumbrances**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>YTD Expended and Encumbered</b>	<b>Previous YTD</b>
<b>SUSTAINABILITY AND RESILIENCE</b>							
<u>Sustainability and Resilience</u>							
ABATEMENT	305,513	503,130	91,685	184,359	227,085	54.9%	115,278
<i>Total</i>	305,513	503,130	91,685	184,359	227,085	54.9%	131,616
<b>AL SUSTAINABILITY AND RESILIENCE</b>	<b>305,513</b>	<b>503,130</b>	<b>91,685</b>	<b>184,359</b>	<b>227,085</b>	<b>54.9%</b>	<b>131,616</b>
<b>NON-DEPARTMENTAL</b>							
<u>Non-Departmental</u>							
TRANSFERS OUT	4,311,777	4,311,777	2,506,295	-	1,805,482	58.1%	654,532
DEBT SERVICE TRANSFERS	-	-	-	-	-	#DIV/0!	-
CAPITAL OUTLAY TRANSFER	575,026	575,026	219,601	-	355,425	38.2%	8,801,250
APPROP. RESERVE	500,000	500,000	-	-	500,000	0.0%	-
MEASURE C SALES TAX	35,119,802	75,034,819	4,097,956	-	70,936,863	5.5%	8,350,000
MEASURE I TRANSFER	3,726,150	3,726,150	3,000,000	-	726,150	80.5%	-
SPECIAL PROJECTS	-	-	-	-	-	#DIV/0!	-
<i>Sub Total</i>	44,232,755	84,147,772	9,823,853	-	74,323,920	11.7%	17,805,782
ANTICIPATED SALARY SAVINGS	(601,260)	(601,260)	-	-	(601,260)	0.0%	-
<b>TOTAL NON-DEPARTMENTAL</b>	<b>43,631,495</b>	<b>83,546,512</b>	<b>9,823,853</b>	<b>-</b>	<b>73,722,660</b>	<b>11.8%</b>	<b>17,805,782</b>
<b>TOTAL EXPENDITURES</b>	<b>245,390,243</b>	<b>289,387,349</b>	<b>55,966,235</b>	<b>6,176,654</b>	<b>227,244,459</b>	<b>21.5%</b>	<b>60,767,431</b>

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

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

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**Special Revenue Funds**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

	<u>Adopted Budget</u>	<u>Revised Budget</u>	<u>YTD Actual</u>	<u>Encum- brances</u>	<u>Remaining Balance with Revised budget</u>	<u>Percent of Budget</u>	<u>Previous YTD</u>
<b>TRAFFIC SAFETY FUND</b>							
Revenue	245,000	245,000	51,672	-	193,328	21.1%	17,434
Expenditures	245,000	245,000	51,672	-	193,328	21.1%	38,344
<i>Revenue Less Expenditures</i>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>		<u>(20,911)</u>
<b>CREEK RESTORATION/WATER QUALITY IMPRVMT</b>							
Revenue	6,772,647	6,772,647	2,211,804	-	4,560,843	32.7%	2,034,451
Expenditures	7,136,975	7,587,134	1,377,134	1,896,553	4,313,447	43.1%	1,294,295
<i>Revenue Less Expenditures</i>	<u>(364,328)</u>	<u>(814,487)</u>	<u>834,669</u>	<u>(1,896,553)</u>	<u>247,397</u>		<u>740,156</u>
<b>COMMUNITY DEVELOPMENT BLOCK GRANT</b>							
Revenue	1,147,812	2,066,275	174,031	-	1,892,244	8.4%	199,023
Expenditures	1,146,418	2,847,305	307,831	713,690	1,825,783	35.9%	26,487
<i>Revenue Less Expenditures</i>	<u>1,394</u>	<u>(781,030)</u>	<u>(133,800)</u>	<u>(713,690)</u>	<u>66,461</u>		<u>172,536</u>
<b>COUNTY LIBRARY</b>							
Revenue	498,834	498,834	1,102	-	497,732	0.2%	648
Expenditures	487,876	489,687	82,690	3,723	403,274	17.6%	74,343
<i>Revenue Less Expenditures</i>	<u>10,958</u>	<u>9,147</u>	<u>(81,589)</u>	<u>(3,723)</u>	<u>94,459</u>		<u>(73,695)</u>
<b>STREETS FUND</b>							
Revenue	14,454,321	14,454,321	3,015,564	-	11,438,757	20.9%	4,123,005
Expenditures	14,583,350	14,658,093	3,383,798	144,692	11,129,603	24.1%	3,254,594
<i>Revenue Less Expenditures</i>	<u>(129,029)</u>	<u>(203,772)</u>	<u>(368,234)</u>	<u>(144,692)</u>	<u>309,155</u>		<u>868,411</u>
<b>MEASURE A FUND</b>							
Revenue	5,211,328	5,211,328	929,685	-	4,281,643	17.8%	950,742
Expenditures	5,519,615	5,523,931	1,169,270	576,927	3,777,734	31.6%	1,119,041
<i>Revenue Less Expenditures</i>	<u>(308,287)</u>	<u>(312,603)</u>	<u>(239,585)</u>	<u>(576,927)</u>	<u>503,909</u>		<u>(168,299)</u>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**SOLID WASTE FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Service charges	42,584,431	42,584,431	10,586,069	-	31,998,362	24.9%	8,774,718
Other Fees & Charges	30,000	30,000	9,531	-	20,469	31.8%	4,499
Investment Income	295,599	295,599	91,626	-	203,973	31.0%	47,294
Rents & Concessions	30,133	30,133	10,047	-	20,087	33.3%	-
Grants	21,651	230,149	-	-	230,149	0.0%	-
Miscellaneous	28,888	28,888	-	-	28,888	0.0%	25
<b>TOTAL REVENUES</b>	<b>42,990,702</b>	<b>43,199,200</b>	<b>10,697,272</b>	<b>-</b>	<b>32,501,928</b>	<b>24.8%</b>	<b>8,826,536</b>
<b>EXPENSES</b>							
Salaries & Benefits	2,416,512	2,436,398	487,150	-	1,949,249	20.0%	461,219
Materials, Supplies & Services	38,686,000	38,907,417	5,279,141	17,217,772	16,410,504	57.8%	5,925,459
Special Projects	810,100	810,100	39,268	1,547	769,284	5.0%	37,725
Transfers-Out	200,000	200,000	50,000	-	150,000	25.0%	50,000
Equipment	220,600	489,994	2,685	135,761	351,548	28.3%	78,388
Other	40,000	40,000	-	-	40,000	0.0%	-
<b>TOTAL EXPENSES</b>	<b>42,373,212</b>	<b>42,883,909</b>	<b>5,858,244</b>	<b>17,355,080</b>	<b>19,670,585</b>	<b>54.1%</b>	<b>6,552,792</b>
<i>Revenue Less Expense</i>	<u>617,491</u>	<u>315,291</u>	<u>4,839,028</u>	<u>(17,355,080)</u>	<u>12,831,343</u>		<u>2,273,745</u>



**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**WATER OPERATING FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Water Sales- Metered	73,480,000	73,480,000	19,481,527	-	53,998,473	26.5%	17,739,526
Service Charges	254,500	254,500	119,911	-	134,589	47.1%	91,330
Cater JPA Treatment	2,400,000	2,400,000	160,383	-	2,239,617	6.7%	159,592
Investment Income	3,770,100	3,770,100	1,110,416	-	2,659,684	29.5%	611,152
Reimbursements	6,691,346	6,691,346	1,938,382	-	4,752,964	29.0%	287,126
Miscellaneous	160,000	160,000	41,183	-	118,817	25.7%	98,191
<b>TOTAL REVENUES</b>	<b>86,755,946</b>	<b>86,755,946</b>	<b>22,851,803</b>	<b>-</b>	<b>63,904,143</b>	<b>26.3%</b>	<b>18,986,918</b>
<b>EXPENSES</b>							
Salaries & Benefits	17,350,630	17,350,630	3,784,021	-	13,566,609	21.8%	3,501,690
Materials, Supplies	26,341,590	29,146,932	4,081,768	7,753,634	17,311,530	40.6%	3,151,915
Special Projects	1,000,535	1,120,795	47,219	256,247	817,330	27.1%	74,151
Water Purchases	8,670,000	8,670,000	2,439,688	-	6,230,312	28.1%	2,326,037
Debt Service	8,531,662	8,531,662	2,093,072	-	6,438,590	24.5%	2,045,633
Transfer-Out	61,392	61,392	12,959	-	48,433	21.1%	-
Capital Outlay Transfers	26,247,004	26,247,004	6,561,751	-	19,685,253	25.0%	5,895,737
Equipment	248,899	258,428	9,850	40,176	208,403	19.4%	41,826
Capitalized Fixed Assets	695,000	788,739	91,463	250,381	446,894	43.3%	105,213
Other	33,800	36,800	92	3,000	33,708	8.4%	660
Appropriated Reserve	150,000	150,000	-	-	150,000	0.0%	-
<b>TOTAL EXPENSES</b>	<b>89,330,512</b>	<b>92,362,382</b>	<b>19,121,883</b>	<b>8,303,438</b>	<b>64,937,061</b>	<b>29.7%</b>	<b>17,142,863</b>
<i>Revenue Less Expense</i>	<i>(2,574,566)</i>	<i>(5,606,436)</i>	<i>3,729,919</i>	<i>(8,303,438)</i>	<i>(1,032,918)</i>		<i>1,844,056</i>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**WASTEWATER OPERATING FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>% of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Service Charges	33,022,315	33,022,315	8,220,590	-	24,801,725	24.9%	7,523,925
Fees	636,100	636,100	127,593	-	508,507	20.1%	183,977
Investment Income	788,000	788,000	171,600	-	616,400	21.8%	127,637
Rents & Concessions	41,000	41,000	13,516	-	27,484	33.0%	12,856
Miscellaneous	5,000	5,000	20,269	-	(15,269)	405.4%	14,302
<b>TOTAL REVENUES</b>	<b>34,492,415</b>	<b>34,492,415</b>	<b>8,553,569</b>	<b>-</b>	<b>25,938,846</b>	<b>24.8%</b>	<b>7,862,697</b>
<b>EXPENSES</b>							
Salaries & Benefits	11,447,868	11,447,868	2,545,121	-	8,902,747	22.2%	2,302,442
Materials, Supplies&Servs.	13,786,691	14,924,059	2,653,026	2,678,581	9,592,452	35.7%	2,376,672
Special Projects	762,600	902,095	8,126	74,832	819,137	9.2%	7,440
Transfer-Out	61,392	61,392	12,959	-	48,433	21.1%	-
Debt Service	3,557,337	3,557,337	341,981	-	3,215,356	9.6%	341,981
Capital Outlay Transfers	7,230,962	7,230,962	1,807,741	-	5,423,221	25.0%	1,289,938
Equipment	137,900	154,400	16,429	16,500	121,471	21.3%	16,521
Capitalized Fixed Assets	177,000	177,000	-	3,016	173,984	1.7%	-
Other	2,800	6,800	-	4,000	2,800	58.8%	-
<b>TOTAL EXPENSES</b>	<b>37,164,550</b>	<b>38,461,913</b>	<b>7,385,382</b>	<b>2,776,929</b>	<b>28,299,602</b>	<b>26.4%</b>	<b>6,334,993</b>
<i>Revenue Less Expense</i>	<u>(2,672,135)</u>	<u>(3,969,498)</u>	<u>1,168,186</u>	<u>(2,776,929)</u>	<u>(2,360,755)</u>		<u>1,527,703</u>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**DOWNTOWN PARKING FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>% of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Improvement Tax	1,000,000	1,000,000	219,535	-	780,466	22.0%	256,181
Parking Fees	8,671,008	8,671,008	2,180,060	-	6,490,948	25.1%	2,099,700
Other Fees & Charges	2,000	2,000	53.15	-	1,947	2.7%	(1,983)
Investment Income	151,000	151,000	35,112	-	115,888	23.3%	25,509
Rents & Concessions	148,399	148,399	33,736	-	114,664	22.7%	77,358
Miscellaneous	133,890	133,890	11,993	-	121,897	9.0%	4,676
Operating Transfers-In	133,618	133,618	33,404	-	100,214	25.0%	350,725
<b>TOTAL REVENUES</b>	<b>10,239,915</b>	<b>10,239,915</b>	<b>2,513,891</b>	<b>-</b>	<b>7,726,024</b>	<b>24.5%</b>	<b>2,812,165</b>
<b>EXPENSES</b>							
Salaries & Benefits	5,456,925	5,456,925	1,314,179	-	4,142,746	24.1%	1,386,828
Materials, Supplies & Ser	4,036,245	4,051,344	787,825	516,619	2,746,900	32.2%	1,045,309
Special Projects	130,093	244,410	(330)	114,317	130,423	46.6%	-
Transfer-Out	4,600	4,600	-	-	4,600	0.0%	-
Capital Outlay Transfers	640,000	640,000	160,000	-	480,000	25.0%	106,250
Equipment	15,000	15,000	4,053	-	10,947	27.0%	-
Appropriated Reserve	10,000	10,000	-	-	10,000	0.0%	-
<b>TOTAL EXPENSES</b>	<b>10,292,863</b>	<b>10,422,279</b>	<b>2,265,727</b>	<b>630,937</b>	<b>7,525,616</b>	<b>27.8%</b>	<b>2,538,386</b>
<i>Revenue Less Expense</i>	<i>(52,948)</i>	<i>(182,364)</i>	<i>248,165</i>	<i>(630,937)</i>	<i>200,408</i>		<i>273,779</i>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**AIRPORT OPERATING FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Leases-Commercial/Industr	6,212,195	6,212,195	1,421,130	-	4,791,065	22.9%	1,423,170
Leases-Terminal	14,062,360	14,062,360	3,241,466	-	10,820,894	23.1%	3,130,933
Leases-Non-Commercial A	5,621,893	5,621,893	1,429,513	-	4,192,380	25.4%	1,323,217
Leases-Commercial Aviatio	7,863,830	7,863,830	1,656,095	-	6,207,735	21.1%	1,655,552
Investment Income	734,000	734,000	170,071	-	563,929	23.2%	126,503
Service Charges	1,719	1,719	-	-	1,719	0.0%	-
Miscellaneous	67,738	67,738	6,542	-	61,197	9.7%	152,810
Operating Transfers-In	1,000,000	1,000,000	196,020	-	803,980	19.6%	442,800
<b>TOTAL REVENUES</b>	<b>35,563,735</b>	<b>35,563,735</b>	<b>8,120,837</b>	<b>-</b>	<b>27,442,898</b>	<b>22.8%</b>	<b>8,254,984</b>
<b>EXPENSES</b>							
Salaries & Benefits	13,500,118	13,500,118	3,018,294	-	10,481,824	22.4%	2,736,886
Materials, Supplies & Servi	16,740,663	17,366,579	3,313,718	2,639,466	11,413,395	34.3%	3,198,726
Special Projects	954,200	1,690,030	147,030	890,921	652,078	61.4%	258,480
Transfer-Out	315,661	315,661	67,587	-	248,074	21.4%	127,771
Debt Service	1,556,263	1,556,263	389,066	-	1,167,197	25.0%	389,125
Capital Outlay Transfers	8,495,979	8,495,979	2,122,357	-	6,373,622	25.0%	740,833
Equipment	250,806	441,448	30,557	37,778	373,113	15.5%	17,347
Appropriated Reserve	131,556	131,556	-	-	131,556	0.0%	-
<b>TOTAL EXPENSES</b>	<b>41,945,246</b>	<b>43,501,633</b>	<b>9,088,609</b>	<b>3,572,165</b>	<b>30,840,859</b>	<b>29.1%</b>	<b>7,469,166</b>
<i>Revenue Less Expense</i>	<u>(6,381,511)</u>	<u>(7,937,898)</u>	<u>(967,771)</u>	<u>(3,572,165)</u>	<u>(3,397,961)</u>		<u>785,818</u>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**GOLF COURSE FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Fees & Card Sales	4,851,282	4,851,282	1,422,326	-	3,428,956	29.3%	1,327,575
Investment Income	174,000	174,000	50,727	-	123,273	29.2%	29,224
Rents & Concessions	242,550	242,550	64,990	-	177,560	26.8%	66,327
Miscellaneous	-	-	625	-	(625)	0.0%	485
<b>TOTAL REVENUES</b>	<b>5,267,832</b>	<b>5,267,832</b>	<b>1,538,668</b>	<b>-</b>	<b>3,729,164</b>	<b>29.2%</b>	<b>1,423,610</b>
<b>EXPENSES</b>							
Salaries & Benefits	119,176	119,176	30,048	-	89,128	25.2%	27,226
Materials, Supplies & Svcs.	3,952,760	3,952,760	833,315	-	3,119,445	21.1%	726,802
Capital Outlay Transfers	1,670,000	1,670,000	417,500	-	1,252,500	25.0%	150,000
<b>TOTAL EXPENSES</b>	<b>5,741,937</b>	<b>5,741,937</b>	<b>1,280,764</b>	<b>-</b>	<b>4,461,173</b>	<b>22.3%</b>	<b>904,028</b>
<i>Revenue Less Expense</i>	<i>(474,105)</i>	<i>(474,105)</i>	<i>257,904</i>	<i>-</i>	<i>(732,009)</i>		<i>519,582</i>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**FACILITIES MANAGEMENT FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Service Charges	3,211,405	3,211,405	802,851	-	2,408,553	25.0%	627,440
Work Orders - Bldg Maint.	5,068,194	5,068,194	1,242,815	-	3,825,379	24.5%	1,119,321
Miscellaneous	5,500	5,500	913	-	4,587	16.6%	594
<b>TOTAL REVENUES</b>	<b>8,285,099</b>	<b>8,285,099</b>	<b>2,046,579</b>	<b>-</b>	<b>6,238,519</b>	<b>24.7%</b>	<b>1,747,355</b>
<b>EXPENSES</b>							
Salaries & Benefits	4,319,283	4,319,283	899,147	-	3,420,137	20.8%	894,821
Materials, Supplies & Svcs.	2,946,651	3,053,573	611,385	720,793	1,721,395	43.6%	483,924
Special Projects	534,750	534,750	51,477	197,049	286,224	46.5%	76,339
Equipment	5,000	45,370	43,179	-	2,191	95.2%	1,296
Appropriated Reserve	39,000	39,000	-	-	39,000	0.0%	-
<b>TOTAL EXPENSES</b>	<b>7,844,685</b>	<b>7,991,976</b>	<b>1,605,187</b>	<b>917,843</b>	<b>5,468,946</b>	<b>31.6%</b>	<b>1,456,379</b>
<i>Revenue Less Expense</i>	<u>440,414</u>	<u>293,123</u>	<u>441,392</u>	<u>(917,843)</u>	<u>769,573</u>		<u>290,976</u>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**FLEET REPLACEMENT FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Vehicle Rental Charges	6,462,197	6,462,197	1,317,090	-	5,145,107	20.4%	1,472,787
Investment Income	884,077	884,077	268,276	-	615,801	30.3%	139,185
Rents & Concessions	103,173	103,173	25,793	-	77,380	25.0%	25,793
Miscellaneous	68,000	68,000	101,035	-	(33,035)	148.6%	105,253
Operating Transfers-In	-	-	-	-	-	0.0%	1,915
<b>TOTAL REVENUES</b>	<b>7,517,447</b>	<b>7,517,447</b>	<b>1,712,195</b>	<b>-</b>	<b>5,805,252</b>	<b>22.8%</b>	<b>1,744,934</b>
<b>EXPENSES</b>							
Salaries & Benefits	233,427	233,427	48,116	-	185,311	20.6%	43,145
Materials, Supplies & Svcs.	67,178	67,178	19,984	17,428	29,767	55.7%	12,066
Debt Service	624,562	624,562	-	-	624,562	0.0%	-
Capitalized Fixed Assets	4,300,026	9,529,584	496,471	886,744	8,146,369	14.5%	491,497
<b>TOTAL EXPENSES</b>	<b>5,225,193</b>	<b>10,454,752</b>	<b>564,571</b>	<b>904,172</b>	<b>8,986,009</b>	<b>14.0%</b>	<b>546,708</b>
<i>Revenue Less Expense</i>	<u>2,292,254</u>	<u>(2,937,305)</u>	<u>1,147,624</u>	<u>(904,172)</u>	<u>(3,180,757)</u>		<u>1,198,226</u>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**FLEET MAINTENANCE FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Vehicle Maintenance Charges	4,042,561	4,042,561	1,011,011	-	3,031,549	25.0%	847,639
Reimbursements	5,000	5,000	1,250	-	3,750	25.0%	1,250
Miscellaneous	127,252	127,252	36,274	-	90,978	28.5%	28,994
<b>TOTAL REVENUES</b>	<b>4,174,813</b>	<b>4,174,813</b>	<b>1,048,536</b>	<b>-</b>	<b>3,126,277</b>	<b>25.1%</b>	<b>877,884</b>
<b>EXPENSES</b>							
Salaries & Benefits	1,850,256	1,850,256	408,900	-	1,441,356	22.1%	400,665
Materials, Supplies & Svcs.	2,089,501	2,089,501	440,744	412,452	1,236,305	40.8%	455,825
Special Projects	56,804	57,204	9,804	17,190	30,210	47.2%	12,872
Equipment	7,884	7,884	112	198	7,575	3.9%	386
Appropriated Reserve	19,000	19,000	-	-	19,000	0.0%	-
<b>TOTAL EXPENSES</b>	<b>4,023,444</b>	<b>4,023,844</b>	<b>859,559</b>	<b>429,840</b>	<b>2,734,446</b>	<b>32.0%</b>	<b>869,748</b>
<i>Revenue Less Expense</i>	<i>151,369</i>	<i>150,969</i>	<i>188,977</i>	<i>(429,840)</i>	<i>391,831</i>		<i>8,136</i>



**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**SELF INSURANCE TRUST FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Insurance Premiums	16,263,468	16,263,468	3,900,224	-	12,363,244	24.0%	3,272,286
Workers' Compensation Premiums	8,369,373	8,369,373	2,095,468	-	6,273,905	25.0%	1,624,627
OSH Charges	361,744	361,744	87,311	-	274,433	24.1%	90,436
Unemployment Insurance Premium	191,912	191,912	47,978	-	143,934	25.0%	47,978
Investment Income	152,000	152,000	59,809	-	92,191	39.3%	25,106
Operating Transfers-In	75,825	75,825	18,956	-	56,869	25.0%	18,956
<b>TOTAL REVENUES</b>	<b>25,414,322</b>	<b>25,414,322</b>	<b>6,209,746</b>	<b>-</b>	<b>19,204,576</b>	<b>24.4%</b>	<b>5,079,390</b>
<b>EXPENSES</b>							
Salaries & Benefits	1,081,011	1,081,011	257,885	-	823,126	23.9%	227,354
Materials, Supplies & Services	23,702,665	23,890,862	3,901,054	460,792	19,529,015	18.3%	3,575,682
Special Projects	-	25,000	(26)	-	25,026	-0.1%	145
Capital Outlay Transfers	409	409	-	-	409	0.0%	-
Equipment	-	-	1,906	-	(1,906)	0.0%	-
<b>TOTAL EXPENSES</b>	<b>24,784,085</b>	<b>24,997,281</b>	<b>4,160,820</b>	<b>460,792</b>	<b>20,375,669</b>	<b>18.5%</b>	<b>3,803,180</b>
<i>Revenue Less Expense</i>	<i>630,237</i>	<i>417,041</i>	<i>2,048,926</i>	<i>(460,792)</i>	<i>(1,171,093)</i>		<i>1,276,210</i>

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

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**INFORMATION TECHNOLOGY FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Service charges	9,909,521	9,909,521	2,477,382	-	7,432,139	25.0%	2,199,799
Operating Transfers-In	692,803	692,803	106,463	-	586,340	15.4%	65,271
<b>TOTAL REVENUES</b>	<b>10,602,324</b>	<b>10,602,324</b>	<b>2,583,845</b>	<b>-</b>	<b>8,018,479</b>	<b>24.4%</b>	<b>2,265,070</b>
<b>EXPENSES</b>							
Salaries & Benefits	5,978,120	5,978,120	1,288,324	-	4,689,796	21.6%	1,172,894
Materials, Supplies & Services	3,503,075	3,632,071	1,874,445	127,860	1,629,766	55.1%	1,528,912
Capital Outlay Transfers	257,586	257,586	64,397	-	193,190	25.0%	60,703
Equipment	197,440	197,440	2,548	-	194,892	1.3%	20,376
<b>TOTAL EXPENSES</b>	<b>9,936,222</b>	<b>10,065,217</b>	<b>3,229,713</b>	<b>127,860</b>	<b>6,707,644</b>	<b>33.4%</b>	<b>2,782,884</b>
<i>Revenue Less Expense</i>	<b>666,102</b>	<b>537,107</b>	<b>(645,868)</b>	<b>(127,860)</b>	<b>1,310,835</b>		<b>(517,814)</b>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**WATERFRONT OPERATING FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Leases - Commercial	2,350,000	2,350,000	714,131	-	1,635,869	30.4%	678,619
Leases - Food Service	3,150,000	3,150,000	1,093,601	-	2,056,399	34.7%	1,085,770
Slip Rental Fees	6,442,630	6,442,630	1,633,605	-	4,809,025	25.4%	1,554,694
Visitors Fees	861,900	861,900	219,072	-	642,828	25.4%	220,571
Slip Transfer Fees	1,000,000	1,000,000	273,475	-	726,525	27.3%	239,350
Parking Revenue	4,499,350	4,499,350	1,257,945	-	3,241,406	28.0%	1,352,841
Wharf Parking	414,580	414,580	114,216	-	300,364	27.5%	113,011
Other Fees & Charges	235,565	235,565	68,568	-	166,997	29.1%	68,218
Investment Income	556,000	556,000	139,912	-	416,088	25.2%	94,626
Rents & Concessions	466,000	466,000	125,403	-	340,597	26.9%	122,451
Miscellaneous	812,830	812,830	59,952	-	752,878	7.4%	66,480
<b>TOTAL REVENUES</b>	<b>20,788,855</b>	<b>20,788,855</b>	<b>5,699,879</b>	<b>-</b>	<b>15,088,976</b>	<b>27.4%</b>	<b>5,596,629</b>
<b>EXPENSES</b>							
Salaries & Benefits	9,517,459	9,517,459	2,215,638	-	7,301,821	23.3%	1,996,214
Materials, Supplies & Svcs.	8,166,920	8,290,311	1,595,869	1,160,163	5,534,279	33.2%	1,412,514
Special Projects	212,720	243,039	63,555	-	179,484	26.2%	62,941
Debt Service	2,029,369	2,029,369	889,263	-	1,140,106	43.8%	889,263
Capital Outlay Transfers	2,595,000	2,595,000	648,750	-	1,946,250	25.0%	568,750
Equipment	101,000	101,000	5,951	-	95,049	5.9%	52,634
Other	10,000	14,000	-	4,000	10,000	28.6%	-
Appropriated Reserve	100,000	100,000	-	-	100,000	0.0%	-
<b>TOTAL EXPENSES</b>	<b>22,732,468</b>	<b>22,890,178</b>	<b>5,419,025</b>	<b>1,164,163</b>	<b>16,306,990</b>	<b>28.8%</b>	<b>4,982,317</b>
<i>Revenue Less Expense</i>	<u><b>(1,943,613)</b></u>	<u><b>(2,101,323)</b></u>	<u><b>280,854</b></u>	<u><b>(1,164,163)</b></u>	<u><b>(1,218,014)</b></u>		<u><b>614,312</b></u>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**SANTA BARBARA CLEAN ENERGY FUND**

	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>YTD Actual</b>	<b>Encum- brances</b>	<b>Remaining Balance with Revised budget</b>	<b>Percent of Budget</b>	<b>Previous YTD</b>
<b>REVENUES</b>							
Service Charges	47,370,084	47,370,084	6,121,080	-	41,249,004	12.9%	7,114,742
Investment Income	443,000	443,000	131,842	-	311,158	29.8%	223,083
Rents & Concessions	30,133	30,133	10,047	-	20,087	33.3%	-
<b>TOTAL REVENUES</b>	<b>47,843,217</b>	<b>47,843,217</b>	<b>6,262,969</b>	<b>-</b>	<b>41,580,249</b>	<b>13.1%</b>	<b>7,337,950</b>
<b>EXPENSES</b>							
Salaries & Benefits	1,911,876	1,911,876	409,336	-	1,502,540	21.4%	324,956
Materials, Supplies & Svc	46,077,671	47,659,446	13,212,021	3,684,683	30,762,742	35.5%	8,696,394
Special Projects	2,104,671	2,542,511	325,953	-	2,216,558	12.8%	254,834
Equipment	5,500	9,032	2,124	-	6,908	23.5%	387
Other	473,701	473,701	-	-	473,701	0.0%	-
<b>TOTAL EXPENSES</b>	<b>50,573,418</b>	<b>52,596,566</b>	<b>13,949,434</b>	<b>3,684,683</b>	<b>34,962,449</b>	<b>33.5%</b>	<b>9,276,570</b>
<i>Revenue Less Expense</i>	<i>(2,730,201)</i>	<i>(4,753,349)</i>	<i>(7,686,465)</i>	<i>(3,684,683)</i>	<i>6,617,800</i>		<i>(1,938,620)</i>

**CITY OF SANTA BARBARA**  
**Interim Statement of Revenues and Expenditures**  
**For Three Months Ended September 30, 2025 (25.0% of Fiscal Year)**

**ENERGY AND CLIMATE MANAGEMENT FUND**

	<b>Adopted</b>	<b>Revised</b>	<b>YTD</b>	<b>Encum-</b>	<b>Remaining</b>	<b>Percent of</b>	<b>Previous</b>
	<b>Budget</b>	<b>Budget</b>	<b>Actual</b>	<b>brances</b>	<b>Balance with</b>	<b>Budget</b>	<b>YTD</b>
					<b>Revised budget</b>		
<b>REVENUES</b>							
Service charges	2,221,036	2,221,036	555,259	-	1,665,777	25.0%	538,002
Miscellaneous	67,750	67,750	11,271	-	56,479	16.6%	20,715
<b>TOTAL REVENUES</b>	<b>2,288,786</b>	<b>2,288,786</b>	<b>566,530</b>	<b>-</b>	<b>1,722,256</b>	<b>24.8%</b>	<b>558,717</b>
<b>EXPENSES</b>							
Salaries & Benefits	92,493	92,493	10,476	-	82,016	11.3%	50,052
Materials, Supplies & Services	2,097,385	2,287,044	293,463	101,067	1,892,514	17.3%	355,432
Special Projects	123,500	325,761	12,789	28,642	284,330	12.7%	23,505
<b>TOTAL EXPENSES</b>	<b>2,313,378</b>	<b>2,705,298</b>	<b>316,728</b>	<b>129,709</b>	<b>2,258,860</b>	<b>16.5%</b>	<b>428,988</b>
<i>Revenue Less Expense</i>	<i>(24,592)</i>	<i>(416,512)</i>	<i>249,801</i>	<i>(129,709)</i>	<i>(536,604)</i>		<i>129,729</i>

***Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% 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 September 30, 2025, in Fiscal Year (FY) 2026. For interim financial statement purposes, revenues are reported on a cash basis (i.e., when funds are received). All revenues below have unique collection cycles; therefore, they may vary from other revenues and result in fluctuations when comparing historical actuals. This table highlights the annual revised budget, projections and actual collections for general tax revenues, franchise fees, and other fees/charges. At the end of the first quarter (Q1), tax revenues are \$29.3 Million, 17.0% of FY2026 budget. Currently, projections reflect revised budget. The largest general tax revenues are discussed in more detail below.

<b>SUMMARY OF REVENUES GENERAL FUND Fiscal Year 2026</b> For the Three Months Ended September 30, 2025							
<b>Source of Revenue</b>	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>Year-to-Date Actual</b>	<b>** Projected Full-Year</b>	<b>% Variance Budget with Actual</b>	<b>Last Year-to-Date FY2025</b>	<b>Variance Actual with FY2025</b>
Property Tax	\$53,581,500	\$53,581,500	\$0	\$53,581,500	0%	\$0	\$0
Sales & Use Tax	\$31,960,000	\$31,960,000	\$7,302,267	\$31,960,000	23%	\$7,812,683	(\$510,416)
Measure C Sales Tax	\$34,235,000	\$34,235,000	\$8,149,945	\$34,235,000	24%	\$7,982,967	\$166,978
Measure I Sales Tax	\$15,100,000	\$15,100,000	\$1,079,380	\$15,100,000	7%	\$0	\$1,079,380
Transient Occupancy Tax	\$29,561,000	\$29,561,000	\$9,736,655	\$29,561,000	33%	\$9,575,460	\$161,195
Utility Users Tax	\$8,200,000	\$8,200,000	\$2,386,351	\$8,200,000	29%	\$2,362,827	\$23,524
Business License	\$2,958,000	\$2,958,000	\$83,688	\$2,958,000	3%	\$86,905	(\$3,217)
Cannabis Excise Tax	\$1,000,000	\$1,000,000	\$351,798	\$1,000,000	35%	\$314,718	\$37,080
Property Transfer Tax	\$1,000,000	\$1,000,000	\$245,425	\$1,000,000	25%	\$204,333	\$41,092
<b>Total Taxes</b>	<b>\$177,595,500</b>	<b>\$177,595,500</b>	<b>\$29,335,509</b>	<b>\$177,595,500</b>	<b>17%</b>	<b>\$28,339,893</b>	<b>\$995,616</b>
License & Permits	\$239,725	\$239,725	\$45,107	\$173,716	19%	\$48,250	(\$3,144)
Fines & Forfeitures	\$3,405,652	\$3,405,652	\$1,053,559	\$2,760,589	31%	\$852,653	\$200,907
Franchise Fee	\$6,500,000	\$6,500,000	\$1,211,652	\$6,500,000	19%	\$1,172,251	\$39,401
Use of Money & Property	\$4,112,716	\$4,112,716	\$1,037,232	\$4,113,658	25%	\$771,054	\$266,178
Intergovernmental	\$2,917,061	\$2,917,061	\$551,595	\$3,005,482	19%	\$111,814	\$439,781
Fee & Charges	\$15,895,175	\$16,645,175	\$5,368,092	\$17,003,113	32%	\$4,798,636	\$569,456
Miscellaneous	\$32,233,565	\$32,233,565	\$7,348,652	\$31,916,814	23%	\$5,985,550	\$1,363,102
<b>Total Other</b>	<b>\$65,303,894</b>	<b>\$66,053,894</b>	<b>\$16,615,890</b>	<b>\$65,473,372</b>	<b>25%</b>	<b>\$13,740,208</b>	<b>\$2,875,682</b>
<b>Total Revenues</b>	<b>\$242,899,394</b>	<b>\$243,649,394</b>	<b>\$45,951,399</b>	<b>\$243,068,872</b>	<b>19%</b>	<b>\$42,080,101</b>	<b>\$3,871,298</b>
<b>**Projected Full-Year column projects only the general non-departmental revenues and Franchise Fees. All other revenues assume the same as budget for this table. Departments will be presenting more detailed projections during the Budget presentations in the upcoming months, and staff will provide more complete projections of all General Fund Revenues, as well.</b>							

### **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 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% 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 September 30, 2025, property tax is yet to be collected. Projected revenue for FY2026 is expected to be \$53.6 Million, \$2.6 Million higher than FY2025 projection due to continued assessed valuation increases of real property.

**Sales, Transaction, and Use Taxes**

**Bradley-Burns 1.00% Tax:** Revenue for Q1 of FY2026 is \$7.3 Million, 23.0% of budget or a slight increase of 2.0% with projections. This line item is conservatively budgeted for FY2026, expecting a softening of sales tax growth as recent quarter-over-quarter growth has been relatively flat.

**Measure C 1.00% for Capital:** Voters approved a one-cent transaction and use tax increase in FY2018, which became effective April 1, 2018. Measure C tax revenue is \$8.1 Million, 24.0% of the budget. It follows the same trend as last fiscal year with no noticeable changes. Funds collected under this category are primarily utilized to build, repair, and maintain City buildings and local streets. Major projects under Measure C include the construction of a new police station and renovation of Dwight Murphy Field Park, among many pavements, park, library, and other capital projects.

**Measure I 0.50% for Essential Services:** The voters approved a half-cent transaction and use tax on November 5, 2024, which became effective on April 1, 2025. Measure I tax revenue is projected to generate approximately \$15.1 Million annually. At the end of Q1, \$1.0 Million is recognized or 7.0% of projection.

**Transient Occupancy Tax**

Transient Occupancy Tax (TOT) revenue is 33.0% of budget, totaling \$9.7 Million. This includes: an estimated \$1.0 Million in short term rental (STR) and \$383.0K in short-term rental (STR) settlement revenue from the initiated enforcement program, and \$119.0K from hotel audits. Hotel occupancy rate is 75.0% as of September 30, 2025, an 0.8% increase with same period last year. Projections for the first three months show continued revenue growth of 0.8% above projection but with similar revenue as Q1 for FY2025. The City has completed the first round of 24 hotel TOT audits. Of the 24 hotels audited, 21 had findings related to TOT, and five had findings related to TBID. While most hotels have submitted their TOT payments resulting from the audit, a few are still pending. The City has provided updated instructions on the City's website and enhanced the monthly remittance form so that TOT and TBID revenues are remitted consistently.

**Cannabis Excise Tax**

Cannabis tax revenue is 35.0% of budget or \$351.8K, an increase by \$37.0K from last year for the same period. The City completed five cannabis business audits, resulting in no major findings. One cannabis business audit is incomplete due to ownership changes. That audit has been reinitiated. The projection is still set for \$1.0 Million. There is still too much uncertainty in this market, and future projections should stay flat.

**Business License**

Business Tax Certificate (License) revenues are due on the first day of the new year. Currently, 2.8% of projected revenue has been collected (\$83.7K) which is normal at this point in the calendar year. The majority of revenue is not expected until Q3, which will represent the first three months of the new year.

***Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)***

**Other & Department Revenues**

Other revenues represent Fines, Forfeitures, Fees, and Intergovernmental Revenues, in addition to Interfund Charges and reimbursements. This revenue category represents 25.0% of the revised budget or \$16.6 Million, an increase of \$2.9 Million for the same period last year. The two main drivers are **Fees & Charges: Parks & Recreation** currently demonstrate a positive variance of 41.1% against budget. The overperformance is attributed to higher-than- projected utilization rates and program enrollment. *Community Development* shows a favorable variance of 33.7% of budget, indicating robust development activity during the reporting period. **Miscellaneous Revenues** is a combination of interfund charges, reimbursements, and receipts from various departments for overhead indirect allocations. Due to the nature of cost recovery, this line item is projected to experience incremental growth as operation costs are rising. Other Revenues are budgeted to generate \$65.5 Million for the current fiscal year, representing an increase of \$7.3 Million compared to FY2025 actuals. This growth reflects enhanced fee structures, increased service demand, and improved cost recovery mechanisms.

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**.

<b>SUMMARY OF DEPARTMENTAL REVENUES GENERAL FUND Fiscal Year 2026 For the Three Months Ended September 30, 2025</b>							
<b>Department</b>	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>Year-to-Date Actual</b>	<b>** Projected Full-Year</b>	<b>% Variance with Revised Budget</b>	<b>Last Year-to-Date FY2024</b>	<b>Variance Actual with FY2024</b>
Mayor & Council	\$92,000	\$92,000	\$20,713	\$92,000	23%	\$22,255	(\$1,542)
City Attorney	\$0	\$0	\$0	\$0	0%	(\$16,000)	\$16,000
City Administrator	\$833,835	\$833,835	\$234,363	\$633,835	28%	\$55,751	\$178,612
Human Resources	\$15,000	\$15,000	\$92	\$15,000	1%	\$3,075	(\$2,983)
Finance	\$836,292	\$836,292	\$201,011	\$832,292	24%	\$201,012	(\$1)
<b>General Government</b>	<b>\$1,777,127</b>	<b>\$1,777,127</b>	<b>\$456,178</b>	<b>\$1,573,127</b>	<b>26%</b>	<b>\$266,093</b>	<b>\$190,085</b>
Police	\$4,844,052	\$4,844,052	\$1,286,701	\$4,051,763	27%	\$875,394	\$411,307
Fire	\$6,474,291	\$6,474,291	\$1,378,288	\$6,244,212	21%	\$1,086,590	\$291,698
<b>Public Safety</b>	<b>\$11,318,343</b>	<b>\$11,318,343</b>	<b>\$2,664,989</b>	<b>\$10,295,975</b>	<b>24%</b>	<b>\$1,961,984</b>	<b>\$703,005</b>
Parks & Recreation	\$8,709,576	\$8,709,576	\$2,872,022	\$8,709,576	33%	\$2,693,972	\$178,050
Library	\$993,883	\$993,883	\$11,487	\$993,883	1%	\$8,652	\$2,834
<b>Community Services</b>	<b>\$9,703,459</b>	<b>\$9,703,459</b>	<b>\$2,883,508</b>	<b>\$9,703,459</b>	<b>30%</b>	<b>\$2,702,624</b>	<b>\$180,884</b>
Public Works	\$12,164,021	\$12,164,021	\$2,742,039	\$12,164,021	23%	\$2,629,136	\$112,903
Sustainability & Resiliency	\$31,096	\$31,096	\$7,816	\$31,096	25%	\$7,184	\$631
Community Development	\$7,815,150	\$8,565,150	\$2,617,800	\$9,310,996	31%	\$2,114,383	\$503,417
<b>Total</b>	<b>\$42,809,196</b>	<b>\$43,559,196</b>	<b>\$11,372,330</b>	<b>\$43,078,674</b>	<b>26%</b>	<b>\$9,681,405</b>	<b>\$1,690,926</b>

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

General government, at 26.0% of the budget (\$456.2K) is dominated by revenue from Finance totaling \$201.0K, which covers 24.0% of its budget. There are no significant changes at this point.



*Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)*

---

Public Safety is 24.0% of its budget or \$2.7 Million. The Police Department, with a total of \$1.3 Million in revenue or 27.0% of budget, experiences a peak in Parking Violation income (increase of 35.5% from the prior year). It is attributed to filled vacancies withing Parking Enforcement. Other revenue sources from programs as such as False Alarm, Special Event Reimbursement, and Police Officer Standards & Training Reimbursements are at 26.7% or \$224.7K. The Fire Department concludes Q1 with a total of \$1.4 Million, slightly below budget (21.0%). A contract modification with Santa Barbara County and American Medical Response is projected to reduce revenue by \$230.1K compared to initial estimates bringing projections slightly below revised budget.

Community Services revenue is led by Parks & Recreation (P&R) with a total of \$2.8 Million, while Library is only at 1.0% of its budget or \$11.5K. P&R revenue is a combination of activities, programs, and facilities. Special events represent 33.0% of the total P&R revenue followed by popular activities programs such as Aquatic, Forestry, and Sports. A Q1 budget adjustment for \$37.0K was submitted to line up with a grant from The Woods-Claeysens Foundation that will fund the FY2026 Summer Fun Program.

The Library's main underperformance is related to the County Per Capita set forth in the annual agreement for operation of the Countywide Library System. The County Per Capita accounts for about 90.0% of this program's budgeted revenue and, while none of it has been received year-to-date, it is expected to be received in full by early Q4. No shortfall in revenue is expected at this time.

Projections for Community Services are currently lined up with revised budget.

Public Works (PW) follows a normal trend with revised budget and prior year revenue received at the end of Q1 FY2025. Projection is currently set at revised budget. Engineering Work Order revenues are at 23.0%, slightly below target due to more aggressive goals set for FY2026, and the addition of a new billable group and staffing vacancies. Land Development Engineering revenues are at 23.0%, impacted by (1) waived permit fees and (2) lower-than-expected activity at the public counter.

Sustainability & Resiliency (S&R) is performing exactly at the budgeted threshold of 25.0%, with total revenue of \$7.8K recognized for Q1. There is no adjustment to projections against budget at this time as performance remains within expected parameters with no significant variances identified.

Community Development (CD) is demonstrating above-trend performance for Q1, with revenues of \$2.6 Million representing 31.0% of budget. This reflects a favorable variance of \$503.4K compared to the same period in the prior fiscal year. The department has adjusted revenue projections upward by \$745.8K to account for third-party environmental review service fees. Revenues from building permits are \$1.8 Million or 36.0% of revised budget when revenue from Planning Commission has reached 64.0% of budget with \$93.4K collected through Q1. Community revenues indicate a robust start to the new fiscal year.

## **General Fund Expenditures**

The *Summary of Departmental Expenditures, General Fund* table below summarizes General Fund expenditures through September 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 FY2026 adopted budget included several

***Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)***

targeted reduction plans to assist with lowering City expenditures, including salary savings (\$601.3K) partially allocated under the line-item *Non-Departmental* in the table below. As of the end of September 30, 2025, 19.0% of the revised budget was used. Comparing this quarter's result with FY2025, Expenditure is \$3.5 Million higher. It is a combination of increase across all departments, offset by a reduction in Expenditure for Measure C of \$4.3 Million.

<b>SUMMARY OF DEPARTMENTAL EXPENDITURES GENERAL FUND Fiscal Year 2026 For the Three Months Ended September 30, 2025</b>							
<b>Department</b>	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>Year-to-Date Actual (without Encumbrance)</b>	<b>% Variance with Revised Budget</b>	<b>Encumbrance</b>	<b>** Projected Full-Year</b>	<b>Remaining Budget after Encumbrances</b>
Mayor & Council	\$3,356,567	\$3,378,047	\$620,437	18%	\$1,036,688	\$3,378,047	\$1,720,921
City Attorney	\$5,612,505	\$5,708,376	\$1,282,071	22%	\$463,524	\$5,708,376	\$3,962,780
City Administrator	\$8,593,758	\$8,840,596	\$1,689,886	19%	\$245,144	\$8,589,308	\$6,905,567
Human Resources	\$2,935,310	\$3,096,880	\$587,713	19%	\$162,743	\$2,696,292	\$2,346,425
Finance	\$8,314,325	\$9,205,758	\$1,770,868	19%	\$851,047	\$9,205,758	\$6,583,843
<b>General Government</b>	<b>\$28,812,466</b>	<b>\$30,229,659</b>	<b>\$5,950,976</b>	<b>20%</b>	<b>\$2,759,147</b>	<b>\$29,577,781</b>	<b>\$21,519,536</b>
Police	\$61,192,945	\$62,035,880	\$14,206,133	23%	\$698,601	\$62,113,300	\$47,131,147
Fire	\$42,380,676	\$42,561,721	\$10,292,221	24%	\$101,277	\$46,108,610	\$32,168,222
<b>Public Safety</b>	<b>\$103,573,620</b>	<b>\$104,597,600</b>	<b>\$24,498,355</b>	<b>23%</b>	<b>\$799,877</b>	<b>\$108,221,910</b>	<b>\$79,299,369</b>
Parks & Recreation	\$28,047,427	\$28,110,086	\$6,785,286	24%	\$1,596,216	\$28,100,524	\$19,728,584
Library	\$9,863,079	\$9,863,339	\$1,966,256	20%	\$184,317	\$9,863,339	\$7,712,765
<b>Community Services</b>	<b>\$37,910,506</b>	<b>\$37,973,425</b>	<b>\$8,751,542</b>	<b>23%</b>	<b>\$1,780,533</b>	<b>\$37,963,863</b>	<b>\$27,441,349</b>
Public Works	\$15,187,246	\$15,218,229	\$3,278,438	22%	\$51,447	\$15,090,331	\$11,888,344
Sustainability & Resilience	\$305,513	\$503,130	\$91,685	18%	\$184,359	\$503,130	\$227,085
Community Development	\$15,969,396	\$17,318,794	\$3,571,389	41%	\$601,291	\$16,371,945	\$13,146,114
Measure C Sales Tax	\$35,119,802	\$75,034,819	\$4,097,956	5%	\$0	\$75,034,819	\$70,936,863
Non-Departmental	\$8,511,693	\$8,511,693	\$5,725,896	57%	\$0	\$7,863,450	\$2,785,797
<b>Total</b>	<b>\$245,390,243</b>	<b>\$289,387,349</b>	<b>\$55,966,236</b>	<b>19%</b>	<b>\$6,176,654</b>	<b>\$290,627,229</b>	<b>\$227,244,457</b>

**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 at the time of the Pandemic; all projects were on hold. For this new 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.

***Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)***

**Expenditure Analysis by General Fund**

The General Fund revised budget of \$289.4 Million, which includes \$6.2 Million in carried forward encumbrances, which is 19.0% exhausted (\$55.9 Million) as of September 30, 2025. The *Summary of Departmental Expenditures, General Fund* table above shows performance at department level. 43.7% of the total Revised budget, including Non-Departmental Expenditures, is appropriated to provide public safety services through the Police and Fire Departments. Community Services comprises 15.6% of the total budget, which includes the City's Parks & Recreation and Library Departments. General Government makes up 10.6% of appropriations which includes Finance, City Administration, Mayor and City Council, City Attorney, Human Resources, and City Clerk Departments. The balance of 30.1% under other departments/services is allocated across Measure C, Community Development, and Public Works.

<b>SUMMARY OF EXPENDITURES BY TYPE GENERAL FUND Fiscal Year 2026</b> For the Three Months Ended September 30, 2025					
<b>Expenditure Type</b>	<b>Adopted Budget</b>	<b>Revised Budget</b>	<b>Year-to-Date Actual</b>	<b>% Variance with Revised Budget</b>	<b>** Projected Full-Year</b>
Salaries	\$100,341,567	\$100,350,215	\$22,608,979	23%	\$101,947,877.73
Benefits	\$59,755,944	\$59,756,858	\$13,991,731	23%	\$59,801,289.30
Attrition Savings	(\$4,552,205)	(\$4,552,205)	\$0	0%	\$(2,613,928.00)
<b>Salaries &amp; Benefits</b>	<b>\$155,545,306</b>	<b>\$155,554,868</b>	<b>\$36,600,710</b>	<b>24%</b>	<b>\$159,135,239.04</b>
Supplies & Services	\$15,800,042	\$17,955,531	\$3,079,222	17%	\$17,765,767.32
Allocated Costs	\$23,796,620	\$23,796,620	\$5,558,902	23%	\$23,466,237.75
Special Projects	\$4,776,564	\$6,508,185	\$695,306	11%	\$5,140,926.00
<b>Supplies &amp; Other</b>	<b>\$44,373,226</b>	<b>\$48,260,336</b>	<b>\$9,333,430</b>	<b>19%</b>	<b>\$46,372,931.07</b>
Equipment	\$1,277,431	\$1,462,848	\$191,883	13%	\$1,417,805.84
Measure C Sales Tax	\$35,119,802	\$75,034,819	\$4,097,956	5%	\$75,034,819.00
Transfers	\$8,566,977	\$8,566,977	\$5,742,256	67%	\$8,158,934.00
Debt Service	\$507,500	\$507,500	\$0	0%	\$507,500.00
<b>Equipment &amp; Capital</b>	<b>\$45,471,710</b>	<b>\$85,572,144</b>	<b>\$10,032,095</b>	<b>12%</b>	<b>\$85,119,058.84</b>
Expenditure Reductions	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$245,390,242</b>	<b>\$289,387,348</b>	<b>\$55,966,235</b>	<b>19%</b>	<b>\$290,627,229</b>

**General Government** actual spending of approximately \$5.9 Million represents 20.0% of the revised budget and 28.8% with encumbrances. All divisional expenditures are tracking within expected parameters for the reporting period. In comparison to FY2025, the current variance is attributed to the City Administrator position vacancy that was not yet filled and contributed to personnel cost savings during the prior fiscal year. With this position now occupied, spending for General Government has normalized to budgeted levels. General government expenditures are projected to realize a favorable variance of \$651.8K below the revised budget allocation. The recent departmental reorganization, which incorporated additional programs such as Housing & Homelessness and Community Vitality, is currently in its implementation phase and may require time for full account realignment. Expenditure allocations are being recalibrated to align with the corresponding departmental cost centers and chart of accounts structure. Excluding timing differences related to personnel, there are no significant budgetary issues requiring management attention at this time.

*Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)*

---

**Public Safety** actual spending is \$24.5 Million or 23.0% of the revised budget, an increase of \$1.3 Million in comparison to same period last year. Payroll and benefit expenses are the main drivers for these public safety costs. Recent contract negotiation obligations drove Public Safety to increase their projection by \$3.6 Million.

**The Police Department's (PD)** overall expenses for Q1 are in line with the revised budget at \$14.2 Million or 23.0% with year-end projections of \$62.1 Million. Salaries concluded Q1 at \$6.7 Million. They are expected to reach 96.0% or \$26.1 Million by yearend, based on current vacancy trends and actual figures. This projection may change with additional hiring throughout the fiscal year. Overtime expenses are expected to rise in FY2026, and are projected to finish at 131.79%, or \$3.0 Million. The Department will continue to review and monitor overtime expenses throughout the fiscal year.

**The Fire Department (FD)** used 24.0% of its revised budget or \$10.3 Million, an increase by \$750.0K with Q1 FY2025 (related to payroll costs). FD increased its projected spending by \$3.5 Million due to personnel expenditures to meet contract negotiation obligations.

**Community Services** has actual expenditures of \$8.7 Million, or 23.0% of associated budget for Q1 FY2026, an increase of \$764.0K from FY2025. Current expenditure projections remain aligned with revised budget allocations. Detailed variance analysis and budgetary assumptions are presented at the departmental level for P&R and Library Operations.

**Parks & Recreation (P&R) Department** expenses are mainly "cost of revenue". By the end of Q1, P&R spent 24.0% of its budget or \$6.8 Million. Year-over-year expenditure variances remain within allocated cost parameters, with incremental increases attributed to Building and Vehicle maintenance expenditures. Additionally, Special projects expenditure increased by \$30.0K during the reporting period. There are no other material changes requiring notation at this time.

**The Library Department** is a combination of Administration for the Montecito Branch Library and operations for the Central and Eastside Libraries, as well as an "On the Go" Library, in addition to Adult Education. The Library utilized \$1.9 Million of its budgetary allocation at the end of Q1 FY2026, representing 20.0% of the annual budget. A nominal increase of \$207.0K can be justified by the full operational capacity of the department following facility closures and repairs during FY2024 and FY2025. There is no variance between revised budget and projected expenditure at this juncture. The department continues to track within normal parameters for expected business demands and operational requirements.

**The Public Works (PW) Department** has expenditures of \$3.3 Million, utilizing 22.0% of its revised budget for FY2026. Projections indicate a reduction of \$128.0K against the revised budget due to Salary & Benefits savings from staff turnover. There are also savings in discretionary spending so far this year as staff closely monitor expenditure to help with the budget challenges in the General Fund. Salaries & Benefits are at 22.0% of budget, due to position vacancies and delayed hiring processes, including the vacant Public Works Director position (now filled), vacant Senior Project Engineer (underfill in progress), two FY2026-budgeted positions under recruitment (Principal and Supervising Engineers), and other recently filled or unfilled roles.

**The Sustainability & Resilience (S&R) Department** currently manages three special projects: Emergency Remediation project at Chapala/Carrillo, Lot 12 Environmental Remediation, and removal of storage tanks adjacent to Stearns Wharf. This last one was set with the removal of

*Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)*

---

three storage tanks but recent reports from a geophysical survey indicated that there are six storage tanks. A comprehensive cost estimate based on updated findings will be available in January 2026 which may necessitate expenditure adjustment for the fiscal year. At the mark of Q1, S&R spent 18.0% of their budget or \$91.7K, a decrease of \$39.9K compared to the same period in the prior fiscal year. At the end of Q1, expenditure projections remain consistent with budgeted amounts.

**The Community Development (CD) Department** as of Q1, total expenditure across the budgetary programs within the General Fund amounts to \$3.6 Million, or 41.0% of budget. In comparison to FY2025, spending patterns follow established trends. Even though the department-initiated projects to reduce expenditures by \$946.8K during the current fiscal year, the variance over budget in salary and benefits primarily reflects a change in budgetary practice. This adjustment consolidates anticipated salary savings within the department's budget allocation. The department's internal savings target was established at 4.5% compared to an overall general fund savings target of 2.8%.

**Non-Departmental and Measure C** expenditure includes transfers from the General Fund to other funds and Fund 3010. Most transfers occurring are to the Measure C fund which supports various capital maintenance and improvement projects. Anticipated year-end attrition savings are also recorded here. At Q1, Actual is 11.8% of the revised budget (reduced by savings). Staff revised the accounting treatment for Measure C revenues to be deposited directly into the Measure C fund, which eliminates the unnecessary transfers from the General Fund. However, for transparency, Fund 3010 holding on the expenditure line is displayed in this section of the General Fund table for expenditures.

**General Fund Multi-Year Forecast**

The City's budget process begins in October – seven 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 FY2026 budget.

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

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

***Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)***

---

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 **excludes** Measure C revenues and expenditures.

<b>General Fund</b>	<b>FY2025 Actual Pre Audit</b>	<b>FY2026 Adopted Budget</b>	<b>FY2027 Adopted Budget</b>	<b>FY2028 Forecast</b>	<b>FY2029 Forecast</b>	<b>FY2030 Forecast</b>
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
<b>Surplus / (Deficit)</b>	<b>\$(16.7)</b>	<b>\$(1.6)</b>	<b>\$(5.9)</b>	<b>\$(8.2)</b>	<b>\$(10.8)</b>	<b>\$(13.4)</b>

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

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

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

Any use of the Disaster or Contingency reserves requires a majority vote of approval by the City Council. The 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.

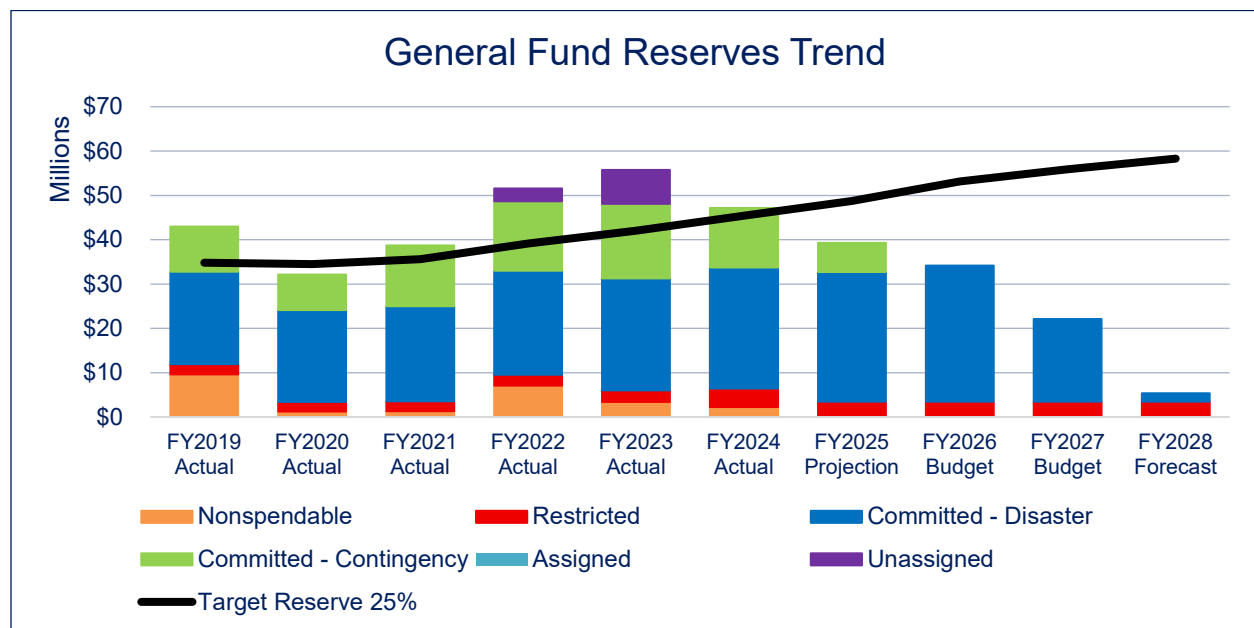
*Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)*

---

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.

Without any additional revenue or expenditure reductions in the General Fund, the FY2026 and FY2027 deficits will be larger thus requiring additional reserves to be used to balance the budget. If no budget changes are made, all General Fund contingency reserves will be depleted by the end of FY2026, and all General Fund disaster reserves will be depleted by the middle of FY2029.

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



## Enterprise Operating Fund Revenues and Expenses

---

Unlike the General Fund, that relies primarily on taxes to fund programs and services, Enterprise Funds, also known as Proprietary Funds, are financed primarily with user fees and other non-tax revenues. The *Summary of Revenues & Expenses, Enterprise Funds* table below reports Enterprise Fund Revenues & Expenses through September 30, 2025, associated Annual Budget, projections, and prior-year actuals for this same three-month period. Encumbrances as of September 3, 2025, are shown separately from expense actuals as the inclusion of encumbrances within actuals can distort trends. Proprietary funds of the City include the Water Fund, Wastewater Fund, Airport Fund, Waterfront Fund, Solid Waste Fund, Downtown Parking Fund, Clean Energy Fund, and Golf Fund.



***Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)***

<b>SUMMARY OF REVENUES &amp; EXPENSES ENTERPRISE FUNDS Fiscal Year 2026 For the Three Months Ended September 30, 2025</b>								
Enterprise Fund	Adopted Budget	Revised Budget	Year-to-Date Actual	% Variance with Revised Budget	Encumbered	Projected Full Year	Last Year Actual	% Variance with FY2024
<b>SOLID WASTE FUND</b>								
Revenues	\$42,990,702	\$43,199,200	\$10,697,272	24.8%	\$0	\$46,617,897	\$8,826,536	21.2%
Expenses	\$42,373,212	\$42,883,909	\$5,858,244	13.7%	\$17,355,080	\$42,376,765	\$6,552,792	-10.6%
<b>Add/(Use) Reserves</b>	<b>\$617,491</b>	<b>\$315,291</b>	<b>\$4,839,027</b>		<b>(\$17,355,081)</b>	<b>\$4,241,133</b>	<b>\$2,273,744</b>	
<b>WATER FUND</b>								
Revenues	\$86,755,946	\$86,755,946	\$22,851,803	26.3%	\$0	\$85,274,166	\$18,986,918	20.4%
Expenses	\$89,330,512	\$92,362,382	\$19,121,883	20.7%	\$8,303,438	\$92,432,932	\$17,142,863	11.5%
<b>Add/(Use) Reserves</b>	<b>(\$2,574,566)</b>	<b>(\$5,606,436)</b>	<b>\$3,729,919</b>		<b>(\$8,303,438)</b>	<b>(\$7,158,766)</b>	<b>\$1,844,056</b>	
<b>WASTEWATER FUND</b>								
Revenues	\$34,492,415	\$34,492,415	\$8,553,569	24.8%	\$0	\$34,366,803	\$7,862,697	8.8%
Expenses	\$37,164,550	\$38,461,913	\$7,385,382	19.2%	\$2,776,929	\$38,461,913	\$6,334,993	16.6%
<b>Add/(Use) Reserves</b>	<b>(\$2,672,135)</b>	<b>(\$3,969,498)</b>	<b>\$1,168,185</b>		<b>(\$2,776,930)</b>	<b>(\$4,095,110)</b>	<b>\$1,527,702</b>	
<b>DOWNTOWN PARKING FUND</b>								
Revenues	\$10,239,915	\$10,239,915	\$2,513,891	24.5%	\$0	\$10,294,326	\$2,812,165	-10.6%
Expenses	\$10,292,863	\$10,422,279	\$2,265,727	21.7%	\$630,937	\$10,292,863	\$2,538,386	-10.7%
<b>Add/(Use) Reserves</b>	<b>(\$52,948)</b>	<b>(\$182,364)</b>	<b>\$248,165</b>		<b>(\$630,937)</b>	<b>\$1,463</b>	<b>\$273,779</b>	
<b>CLEAN ENERGY FUND</b>								
Revenues	\$47,843,217	\$47,843,217	\$6,262,969	13.1%	\$0	\$45,968,078	\$7,337,950	100.0%
Expenses	\$50,573,418	\$52,596,566	\$13,949,434	26.5%	\$3,684,683	\$46,329,449	\$9,276,570	50.4%
<b>Add/(Use) Reserves</b>	<b>(\$2,730,201)</b>	<b>(\$4,753,349)</b>	<b>(\$7,686,465)</b>		<b>(\$3,684,683)</b>	<b>(\$361,371)</b>	<b>(\$1,938,620)</b>	
<b>AIRPORT FUND</b>								
Revenues	\$35,563,735	\$35,563,735	\$8,120,837	22.8%	\$0	\$35,563,735	\$8,254,984	-1.6%
Expenses	\$41,945,246	\$43,501,633	\$9,088,609	20.9%	\$3,572,165	\$43,688,033	\$7,469,166	21.7%
<b>Add/(Use) Reserves</b>	<b>(\$6,381,511)</b>	<b>(\$7,937,898)</b>	<b>(\$967,771)</b>		<b>(\$3,572,165)</b>	<b>(\$8,124,298)</b>	<b>\$785,818</b>	
<b>GOLF FUND</b>								
Revenues	\$5,267,832	\$5,267,832	\$1,538,668	29.2%	\$0	\$5,267,832	\$1,423,610	8.1%
Expenses	\$5,741,937	\$5,741,937	\$1,280,764	22.3%	\$0	\$5,741,937	\$904,028	41.7%
<b>Add/(Use) Reserves</b>	<b>(\$474,105)</b>	<b>(\$474,105)</b>	<b>\$257,904</b>			<b>(\$474,105)</b>	<b>\$519,582</b>	
<b>WATERFRONT FUND</b>								
Revenues	\$20,788,855	\$20,788,855	\$5,699,879	27.4%	\$0	\$20,788,855	\$5,596,629	1.8%
Expenses	\$22,732,468	\$22,890,178	\$5,419,025	23.7%	\$1,164,163	\$22,915,178	\$4,982,317	8.8%
<b>Add/(Use) Reserves</b>	<b>(\$1,943,612)</b>	<b>(\$2,101,322)</b>	<b>\$280,854</b>		<b>(\$1,164,163)</b>	<b>(\$2,126,323)</b>	<b>\$614,312</b>	
* The YTD Budget column has been calculated based on a 3-year average of collections for revenues, and of payments made for expenses through March 31, which has been applied to the annual budget.								

**Solid Waste Fund**

The Solid Waste Fund accounts for Trash & Recycling services, along with related programs. For Q1, Solid Waste revenues totaled \$10.7 Million, representing 24.8% of the annual budget – an



*Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)*

---

increase of \$1.9 Million compared to the same period last year. This revenue growth, driven by an increase in waste services subscriptions, led staff to revise projections upward by \$3.4 Million. Expenditures are currently at 13.7% of the budget, reflecting savings from unfilled positions and reduced salary and benefit costs. The department anticipates further expense reductions of approximately \$507.1K. By the end of Q1, the department had generated an additional reserve of \$4.8 Million, which is \$2.6 Million higher than the reserve recorded during the same period last year.

**Water Fund**

The Water Fund accounts for the provision of water services to the residents of the City and some residents of the County. Revenues for the Water Department are tracking at 26.3% of budget or \$22.8 Million, representing a positive variance of \$3.9 Million compared to the same period in the prior fiscal year. Rate increases constitute the primary driver for this revenue enhancement. Despite a strong start, staff reviewed the seasonal variations in water usage, particularly during the cooler months and projected fiscal year-end revenues to close at 2.1% below budget. The projection was adjusted downward by \$1.5 Million with revised budget to reflect anticipated consumption patterns. Expenses are currently trending below the normalized run rate at 20.7% of revised budget. This performance is consistent with historical trends and timing factors. Year-end expenses are currently expected to align with budgeted levels. Projections remain in line with revised budget parameters. At the mark of Q1, the Water Department reports a net operating surplus of \$3.7 Million. There are no other material items requiring disclosure at this time.

**Wastewater Fund**

The Wastewater Fund accounts for the provision of sewer services to the residents of the City and some residents of the County. FY2026 revenues are on target at \$8.6 Million, 24.8% of its budget. Only a portion of Wastewater rates depends on water usage, which explains why there is less variability in Wastewater rate revenue when compared to Water rate revenue. Various other revenue sources such as sewer tap fees, pre-treatment analysis, and Fats-Oils-Grease (FOG) disposal fees experienced small variances that contributed to the overall balance of revenues. Expenditures end Q1 at \$7.3 Million (19.2% of budget). Projections are expected to meet revised budget. The Wastewater division added \$1.2 Million to its operating reserve at the end of Q1, a similar trend to last year for the same period.

**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 \$2.5 Million or 24.5% of budget. Hourly parking revenue in Q1 of FY2026 increased by roughly \$60.0k over Q1 of FY2025. This increase is largely due to increased occupancy, in part because of the Saturday Farmer's Market moving downtown, as well as Downtown Parking staff reinstating late night operations of the parking lots on Fridays and Saturdays. The REA Building is still vacant, resulting in no revenue on this line item for Q1. Staff are actively working with potential tenants to lease this location. Expenses are \$2.3 Million or 21.7%. This line item is overstated as Downtown Parking is currently covering the cost of utilities for the SBIFF Film Center and two retail storefronts. The reimbursement by tenants will take place at Q2. At the end of Q1, Downtown Parking has an operating surplus of \$248.2K. Staff anticipate meeting revised budget and only have minor changes with their projections. It should be noted that a portion of the organization was transferred to the General Fund for the current fiscal year, resulting in an unbalanced comparison with the prior year.

***Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)***

---

**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. For Q1, revenues totaled \$6.3 Million, 13.1% of the budget and were \$1.0 Million lower than the same period in FY2025. At this time, S&R has revised its revenue projection downward by \$1.9 Million. Southern California Edison (SCE) is expected to implement a rate decrease in January, adding uncertainty to future revenue estimates. Expenses reached \$13.9 Million or 26.5% of the budget, which is significantly higher than the expenses related to last year. Despite this early increase, improved market conditions and favorable power purchase agreements are anticipated to generate up to \$6.0 Million in budget savings over the fiscal year. Staff launched an Electric Vehicle (EV) charging initiative for multi-family residential buildings, and have continued rebate programs directed at EV purchases, EV charging, and home electrification. Staff expect customer programs to be fully spent by yearend. As of Q1, the Clean Energy Fund reports an operating loss of \$7.7 Million.

**Airport Fund**

The Airport Fund accounts for the operation of the municipal airport and the administration of leases of airport property. As of Q1, the Airport's financial position remains strong with revenues totaling \$8.1 Million, or 22.8% of the annual budget. Current projections remain consistent with the revised budget. Commercial aviation and terminal operations generate approximately two-thirds of the total revenues, while non-commercial aviation and property leases contribute the remaining third. The Airport concluded Q1 of FY2026 with record-breaking passenger activity. August 2025 marked an all-time high, with a monthly passenger count of 141,810. Passenger demand continues to grow, and airlines have responded by expanding service. Two new nonstop destinations are scheduled to launch in April 2026, bringing Santa Barbara's total to 14 nonstop routes and increasing average daily departures to 26. Operating expenses reached 20.9% of the annual budget or \$9.0 Million. Projections have been slightly adjusted upward by \$186.4K. The 21.7% increase compared to the same period last year is primarily attributed to higher payroll costs and increased transfers for capital outlays. At the end of Q1, the Airport department reported an operating loss of \$967.8K.

**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 \$1.5 Million in revenue or 29.2% of their revised budget for Q1. Currently, the Golf division projects to keep its revenue in line with its revised budget. Expenses are 22.3% of budget or \$1.3 Million, a variance of 41.7% from the prior year for the same period. The significant variance is related to the Capital Outlay transfers or an additional \$267.5K. At the end of Q1, Golf Fund reports a net operating surplus of \$257.9K.

**Waterfront Fund**

The Waterfront Department manages approximately 252 acres of tidelands and submerged lands, covering the Harbor and Stearns Wharf. As an enterprise fund, it sustains its operations through various revenues such as lease revenue and slip and parking fees. At Q1, Waterfront generated revenues of \$5.7 Million or 27.4% of the revised budget. Q1 revenues exceed the FY2025 Q1 revenues total by 1.8%. This represents a year-over-year revenue increase, mainly due to an increase in slip fees and more parking revenue. Expenses are 23.7% of budget or \$5.4 Million. Payroll cost is the main driver for the increase of 8.8% with last year for the same period. For Q1,

*Fiscal Year 2026 Interim Financial Statements  
for the Three Months Ended September 30, 2025 (25.0% of Year Elapsed)*

---

Waterfront operational results show a favorable positive profit for \$280.9K. Projection for FY2026 is scheduled to meet revised budget.

**Interdepartmental Services Operating Fund Revenues and Expenses**

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

**Self-Insurance Fund (SIF)**

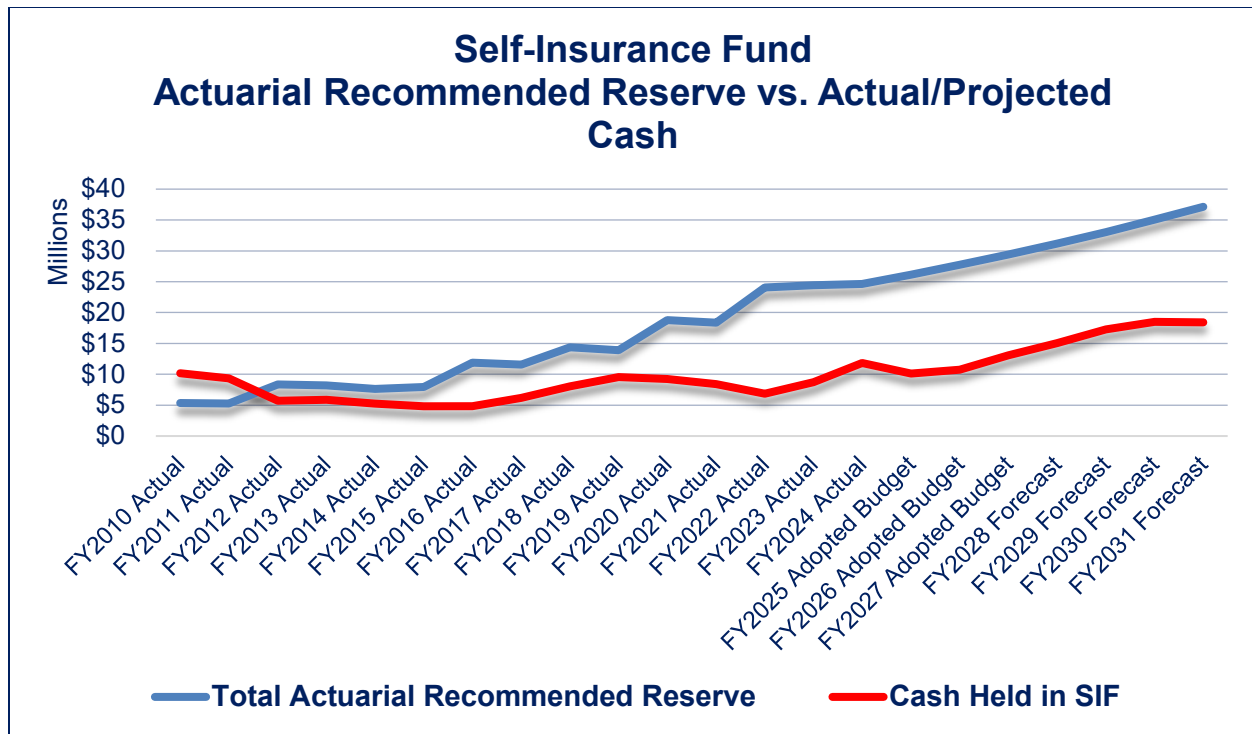
The City purchases insurance policies to cap its exposure to loss for specific hazards. SIF accumulates revenues through an annual allocation from departments as an expenditure to each department. The SIF then funds the program's annual renewals for insurance coverage for claims that may arise and to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

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  
**Fiscal Year 2026 Financial Statements Ending September 30, 2025**  
Schedule of Proposed First Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>GENERAL FUND (Fund 1000)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line	\$ 361,159		\$ (361,159)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 233,727		\$ (233,727)
Decrease in estimated revenues offsetting expenditure line no longer necessary. Decrease to revenue line to zero out recurring entry associated with transfer from Solid Waste to GF.		\$ (50,000)	\$ (50,000)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 103,497		\$ (103,497)
Decrease in appropriations in Fire Operations vehicle-lease allocation to meet actual cost.	\$ (6,265)		\$ 6,265
Increase in appropriations in Fire Operations for leased fire truck insurance - required for lease purchase.	\$ 38,929		\$ (38,929)
Decrease in appropriations to reallocate discretionary funds based on current operational needs	\$ (82,900)		\$ 82,900
Increase in appropriations to reallocate discretionary funds based on current operational needs.	\$ 12,000		\$ (12,000)
	\$ 70,900		\$ (70,900)
Increase in appropriations in hourly STVR salaries of \$30,000 from General Fund required for City Attorney recruiter fees.	\$ 30,000		\$ (30,000)
Decrease in estimated revenue to reconcile FY26 HOME Fund. Expenditure appropriations in both the HOME revenue and grants line-items are decreased to align with the official HUD award amount. Overhead costs that were incorrectly included in the adopted budget are removed, Measure I-supported items are transferred to the General Fund, and appropriations in the administrative balancing account are adjusted to bring the administration budget into balance.		\$ (31,943)	\$ (31,943)
Decrease in appropriations to realign FY26 Human Services Grant funding to ensure it is ready for allocation. It also corrects issues with the adopted budget by retaining Measure I supported items in the General Fund.	\$ (726,150)		\$ 726,150
	\$ (154,000)		\$ 154,000
Increase in appropriations to realign FY26 Human Services Grant funding to ensure it is ready for allocation. It also corrects issues with the adopted budget by retaining Measure I supported items in the General Fund.	\$ 726,150		\$ (726,150)
	\$ 226,730		\$ (226,730)
			\$ -
Increase in appropriations for State and Federal Advocacy to correct budget amount entered incorrectly during the budget process.	\$ 16,200		\$ (16,200)
			\$ -
Increase in estimated revenue and appropriations in the Development Review program within the Community Development Department's General Fund budget. A third-party land use consultant is being utilized to support two major projects, Paseo Nuevo and Sears, with costs paid in advance by the respective applicants.		\$ 60,000	\$ 60,000
	\$ 60,000		\$ (60,000)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>GENERAL FUND (Continued)</b>			
Increase in appropriations in Fire personell costs to meet MOU obligations.	\$ 3,514,225		\$ (3,514,225)
Transfer of funds within the accounts.	\$ 57,000		\$ (57,000)
	\$ (57,000)		\$ 57,000
Decrease in estimated revenue for expired agreement with AMR and Santa Barbara County.		\$ (230,079)	\$ (230,079)
Increase in estimated revenue to recognize grant funds received for the FY2026 Summer Fun program.		\$ 37,000	\$ 37,000
Increase in appropriations for FY2026 Summer Fun program, offset by grant revenue received.	\$ 37,000		\$ (37,000)
Increase in estimated revenue by \$100,000 in the General Fund within the Housing Mediation Program to establish a revenue budget for services provided to neighboring jurisdictions.		\$ 100,000	\$ 100,000
<b>Total General Fund (1000)</b>	<b>\$ 4,461,202</b>	<b>\$ (115,022)</b>	<b>\$ (4,576,224)</b>

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>SPECIAL REVENUE FUNDS</b>			
<b>City Affordable Housing Fund (2120)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 1,122		\$ (1,122)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 223		\$ (223)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 368		\$ (368)
Increase revenue appropriations in the City Housing Fund to include amounts not reflected in the adopted budget. Increase revenue appropriations in the City Housing Fund to establish a revenue budget for items that were inadvertently excluded from the adopted budget. This adjustment ensures all anticipated revenues are properly reflected in the fund.		\$ 185,000	\$ 185,000
		\$ 825,000	\$ 825,000
Decrease in estimated revenue to correct issues with the adopted budget in the City Housing Fund (2120). Measure I related transfers and appropriations are being eliminated, as funding for these efforts will remain in the General Fund. In addition, special projects budgets are being removed to avoid confusion since they are not funded from Fund 2120.		\$ (154,000)	\$ (154,000)
Decrease in appropriations to correct issues with the adopted budget in the City Housing Fund (2120). Measure I related transfers and appropriations are being eliminated, as funding for these efforts will remain in the General Fund. In addition, special projects budgets are being removed to avoid confusion since they are not funded from Fund 2120.	\$ (154,000)		\$ 154,000
	\$ (130,000)		\$ 130,000
	\$ (24,000)		\$ 24,000
<b>Total City Affordable Housing Fund (2120)</b>	<b>\$ (306,287)</b>	<b>\$ 856,000</b>	<b>\$ 1,162,287</b>
<b>Community Development Block Grant Fund (2130)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 310		\$ (310)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 37		\$ (37)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 106		\$ (106)
		\$ -	\$ -
Increase in appropriations to reconcile FY26 in the CDBG Fund. Expenditure appropriations in the CDBG Grants line-item are increased to align with the official HUD award amount, and appropriations in the administrative balancing account are adjusted to bring the administration budget into balance.	\$ 1,115		\$ (1,115)
	\$ 279		\$ (279)
<b>Total Community Development Block Grant Fund (2130)</b>	<b>\$ 1,847</b>	<b>\$ -</b>	<b>\$ (1,847)</b>
<b>Federal Home Loan Program Fund (2140)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 54		\$ (54)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 6		\$ (6)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 19		\$ (19)
		\$ -	\$ -
Increase in estimated revenue in the HOME Fund to allocate program income received in the prior fiscal year. Each year, program income received during the previous fiscal year must be awarded, and this adjustment provides sufficient appropriations to fund that requirement.		\$ 53,358	\$ 53,358
Increase in appropriations in the HOME Fund to allocate program income received in the prior fiscal year. Each year, program income received during the previous fiscal year must be awarded, and this adjustment provides sufficient appropriations to fund that requirement.	\$ 53,358		\$ (53,358)
Decrease in estimated revenue in the HOME Fund to allocate program income received in the prior fiscal year. Each year, program income received during the previous fiscal year must be awarded, and this adjustment provides sufficient appropriations to fund that requirement.		\$ (26,971)	\$ (26,971)
Decrease in appropriations to reconciles FY26 HOME Fund. Expenditure appropriations in both the HOME revenue and grants line-items are decreased to align with the official HUD award amount. Overhead costs that were incorrectly included in the adopted budget are removed, Measure I-supported items are transferred to the General Fund, and appropriations in the administrative balancing account are adjusted to bring the administration budget into balance.	\$ (6,722)		\$ 6,722
	\$ (31,943)		\$ 31,943
	\$ (72,730)		\$ 72,730
	\$ (2,570)		\$ 2,570
<b>Total Federal Home Loan Program Fund (2140)</b>	<b>\$ (60,528)</b>	<b>\$ 26,387</b>	<b>\$ 86,915</b>

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>SPECIAL REVENUE FUNDS (Continued)</b>			
<b>Perm Local Housing Alok Fund (2150)</b>			
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 7		\$ (7)
<b>Total Perm Local Housing Alok Fund (2150)</b>	<b>\$ 7</b>	<b>\$ -</b>	<b>\$ (7)</b>
<b>Wildland Fire Suppress Assessment Fund (2200)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 742		\$ (742)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 145		\$ (145)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 72		\$ (72)
Increase in revenue estimate for Fire Suppression Assessment District to accommodate transfer in from General Fund - Expenditure already appropriated with the budget adoption.		\$ 100,000	\$ 100,000
<b>Total Wildland Fire Suppress Assessment Fund (2200)</b>	<b>\$ 959</b>	<b>\$ 100,000</b>	<b>\$ 99,041</b>
<b>Police Asset Fund (2310)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 513		\$ (513)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 187		\$ (187)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 106		\$ (106)
<b>Total Police Asset (2310)</b>	<b>\$ 805</b>	<b>\$ -</b>	<b>\$ (805)</b>
<b>Police SLESF Fund (2320)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 414	\$ -	\$ (414)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 205	\$ -	\$ (205)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 243		\$ (243)
<b>Total Police SLESF Fund (2320)</b>	<b>\$ 862</b>	<b>\$ -</b>	<b>\$ (862)</b>
<b>Streets Operating Fund (2400)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 67,940		\$ (67,940)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 33,872		\$ (33,872)
Decrease in appropriations for phone VM upgrade no longer a necessary recurring allocations.	\$ (3,656)		\$ 3,656
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 1,888		\$ (1,888)
Increase in appropriations in the amount of \$12,101 for an additional vehicle for the Traffic Signals group for Fleet Replacement that was agreed upon for FY26 rates.	\$ 12,101		\$ (12,101)
Increase in appropriations in the amount of \$2,000 for an additional vehicle for the Traffic Signals group for Fleet Maintenance that was agreed upon for FY26 rates.	\$ 2,000		\$ (2,000)
<b>Total Streets Operating Fund (2400)</b>	<b>\$ 114,145</b>	<b>\$ -</b>	<b>\$ (114,145)</b>



	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>SPECIAL REVENUE FUNDS (Continued)</b>			
<b>Street Sweeping Fund (2405)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 770		\$ (770)
<b>Total Street Sweeping Fund (2405)</b>	<b>\$ 770</b>	<b>\$ -</b>	<b>\$ (770)</b>
<b>Measure A Fund (2440)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 4,704		\$ (4,704)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 3,088		\$ (3,088)
Decrease in appropriations for phone VM upgrade no longer a necessary recurring allocations.	\$ (724)		\$ 724
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 1,458		\$ (1,458)
Increase appropriations in the amount of \$13,406.03 to cover the FY26 EasyLift contract	\$ 13,406		\$ (13,406)
Increase in appropriations in the amount of \$500,000 for project code 47782 - Drainage improvement from Measure A Operating fund reserves to Measure A Capital Fund due to ongoing emergency work within the Laguna Watershed	\$ 500,000		\$ (500,000)
<b>Total Measure A Fund (2440)</b>	<b>\$ 521,932</b>	<b>\$ -</b>	<b>\$ (521,932)</b>
<b>County Library Fund (2500)</b>			
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 315		\$ (315)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 57		\$ (57)
<b>Total County Library Fund (2500)</b>	<b>\$ 372</b>	<b>\$ -</b>	<b>\$ (372)</b>
<b>Creek Restore/Water Quality Imp Fund (2640)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 4,770	\$ -	\$ (4,770)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 748	\$ -	\$ (748)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 959	\$ -	\$ (959)
<b>Total Creek Restore/Water Quality Imp Fund (2640)</b>	<b>\$ 6,477</b>	<b>\$ -</b>	<b>\$ (6,477)</b>
<b>Miscellaneous Grants Fund-City Administrator (2805)</b>			
Increase in estimated revenue in the City Administrator's Miscellaneous Grants Fund by \$100,000 to record the Bloomberg Philanthropies Asphalt Art Grant award.		\$ 100,000	\$ 100,000
Increase in appropriations in the City Administrator's Miscellaneous Grants Fund by \$100,000 to record the Bloomberg Philanthropies Asphalt Art Grant award.	\$ 100,000		\$ (100,000)
<b>Total Miscellaneous Grants Fund-City Administrator (2805)</b>	<b>\$ 100,000</b>	<b>\$ 100,000</b>	<b>\$ -</b>

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>SPECIAL REVENUE FUNDS (Continued)</b>			
<b>Library Miscellaneous Grants Fund (2850)</b>			
Increase in estimated revenues an appropriations for FY2026 Zip Books award from the California State Library to provide library users with expeditious access to books that are otherwise not available through their local library, typically due to vendor availability or publication date	\$ 8,874	\$ 8,874	\$ 8,874
			\$ (8,874)
Increase in estimate revenues an appropriations for FY2026 Literacy award from the California State Library for adult and family literacy services.	\$ 62,829	\$ 69,586	\$ 69,586
	\$ 6,757		\$ (62,829)
			\$ (6,757)
Increase in estimate revenues and appropriations for gifts from the Santa Barbara Public Library Foundation for children's library furniture and supplies that support our Library on the GO program.	\$ 50,000	\$ 50,000	\$ 50,000
		\$ 275,000	\$ (50,000)
	\$ 275,000		\$ 275,000
			\$ (275,000)
Increase in appropriations to reallocate Santa Barbara Public Library Foundation money from supplies to hourly salaries to better support the Orton-Gillingham tutor program.	\$ 100,000		\$ (100,000)
Decrease in appropriations to reallocate Santa Barbara Public Library Foundation money from supplies to hourly salaries to better support the Orton-Gillingham tutor program.	\$ (100,000)		\$ 100,000
<b>Total Library Miscellaneous Grants Fund (2850)</b>	<b>\$ 403,460</b>	<b>\$ 403,460</b>	<b>\$ -</b>
<b>Measure C Capital Fund (3010)</b>			
Deacreate in appropriations due to the project at the Louise Lowry Davis Center is complete. Roof replacement is deferred pending recommendations from the facility assessment. Reallocate remaining funds to Minor renewal -La Mesa Park Restroom which is currently under construction.	\$ (14,985)		\$ 14,985
Increase in appropriations from the Davis Center Renovation project to Minor Renewal-La Mesa Park Restroom project currently under construction.	\$ 14,985		\$ (14,985)
			\$ -
Decrease in appropriations as the project at the Louise Lowry Davis Center is complete. Reallocate remaining funds to the Moreton Bay Fig Tree Project.	\$ (255,262)		\$ 255,262
Increase in appropriations from the Davis Center Renovation project to the Moreton Bay Fig Tree project to support project completion.	\$ 255,262		\$ (255,262)

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>SPECIAL REVENUE FUNDS (Continued)</b>			
<b>Streets Grant Capital Fund (3410)</b>			
Increase in appropriations of state funds for the PS&E phase of the Sidewalk Widening & Crossings Improvements - Milpas Street between Quinientos Street and Canon Perdido Street Active Transportation Program.	\$ 275,000		\$ (275,000)
Increase in estimated revenues of state funds for the PS&E phase of the Sidewalk Widening & Crossings Improvements - Milpas Street between Quinientos Street and Canon Perdido Street Active Transportation Program.		\$ 275,000	\$ 275,000
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund in the amount of \$1,116,000 of state funds for the PS&E and Right-of-Way phase of the Cliff Drive from Arroyo Burro Beach County Park to Castillo Street.	\$1,116,000	\$ 1,116,000	\$ 1,116,000 \$ (1,116,000)
Increase in estimated revenue and appropriations in the Streets Grant Capital Fund in the amount of \$110,588.36 of federal funds for the PE and CON phase of the Bridge Preventative Maintenance at six locations in the City of Santa Barbara.	\$110,588	\$ 110,588	\$ 110,588 \$ (110,588)
<b>Total Streets Grant Capital Fund (3410)</b>	<b>\$ 1,501,588</b>	<b>\$ 1,501,588</b>	<b>\$ -</b>
<b>Measure A Capital Fund (3440)</b>			
Increase in appropriations in the amount of \$500,000 for project code 47782 - <i>Drainage improvement</i> from Measure A Operating fund reserves to Measure A Capital Fund due to ongoing emergency work within the Laguna Watershed	\$ 500,000		\$ (500,000)
		\$ 500,000	\$ 500,000
<b>Total Measure A Capital Fund (3440)</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>	<b>\$ -</b>
<b>2024 Revenue Bond (4200)</b>			
Increase appropriations to recognize the interest payments due on November 2025 & May 2026 for Revenue Bond - PD Station & Park.	\$ 4,555,400		\$ (4,555,400)
	\$ 607,150		\$ (607,150)
<b>Total 2024 Revenue Bond (4200)</b>	<b>\$ 5,162,550</b>	<b>\$ -</b>	<b>\$ (5,162,550)</b>
<b>ENTERPRISE FUNDS</b>			
<b>Water Operating Fund (5000)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 57,816		\$ (57,816)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 29,520		\$ (29,520)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 7,494		\$ (7,494)
			\$ -
<b>Total Water Operating Fund (5000)</b>	<b>\$ 94,830</b>	<b>\$ -</b>	<b>\$ (94,830)</b>
<b>Water Capital Fund (5010)</b>			
Increase in appropriations in the Desal Intake Mitigation project from the Water Capital Reserve to cover project costs as project duration extended beyond original estimate.	\$ 90,000		\$ (90,000)
<b>Total Water Capital Fund (5010)</b>	<b>\$ 90,000</b>	<b>\$ -</b>	<b>\$ (90,000)</b>
<b>Wastewater Operating Fund (5100)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 23,531		\$ (23,531)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 15,369		\$ (15,369)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 5,259		\$ (5,259)
<b>Total Wastewater Operating Fund (5100)</b>	<b>\$ 44,159</b>	<b>\$ -</b>	<b>\$ (44,159)</b>

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>ENTERPRISE FUNDS (continued)</b>			
<b>Downtown Parking Operating Fund (5300)</b>			
Increase estimated revenues to balance expenditures for Transfer of Rent/Utilities Payment from E.S. & Police 911 to Downtown Parking recurring entry.		\$ 2,880	\$ 2,880
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 13,786		\$ (13,786)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 10,870		\$ (10,870)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 1,611		\$ (1,611)
Increase in estimated revenue in Downtown Parking Fund to match updated lease agreements in previosly vacant locations.		\$ 49,680	\$ 49,680
Decrease in appropriations to reallocate Downtown Parking Funds from Building Materials to Dues Membership & Licenses and Training to cover additional costs throughout the fiscal year.	\$ (3,000)		\$ 3,000
Increase in appropriations to reallocate Downtown Parking Funds from Building Materials to Dues Membership & Licenses and Training to cover additional costs throughout the fiscal year.	\$ 2,000		\$ (2,000)
	\$ 1,000		\$ (1,000)
<b>Total Downtown Parking Operating Fund (5300)</b>	<b>\$ 26,267</b>	<b>\$ 52,560</b>	<b>\$ 26,293</b>
<b>Solid Waste Fund (5400)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 9,601		\$ (9,601)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 1,141		\$ (1,141)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 996		\$ (996)
			\$ -
<b>Total Solid Waste Fund (5400)</b>	<b>\$ 11,739</b>	<b>\$ -</b>	<b>\$ (11,739)</b>
<b>SB Clean Energy Fund (5500)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 4,288		\$ (4,288)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 1,499		\$ (1,499)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 825		\$ (825)
			\$ -
Increase in outreach budget - additional work needed with expiration of various federal tax credits, which was not previously part of the work plan--to be funded by SBCE reserves	\$ 20,000		\$ (20,000)
<b>Total SB Clean Energy Fund (5500)</b>	<b>\$ 26,612</b>	<b>\$ -</b>	<b>\$ (26,612)</b>
<b>Golf Course Fund (5600)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 1,961		\$ (1,961)
			\$ -
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 154		\$ (154)
			\$ -
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 58		\$ (58)
<b>Total Golf Course Fund (5600)</b>	<b>\$ 2,173</b>	<b>\$ -</b>	<b>\$ (2,173)</b>

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>ENTERPRISE FUNDS (Continued)</b>			
<b>Airport Operating Fund (5700)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 45,988		\$ (45,988)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 14,987		\$ (14,987)
Decrease in appropriations for phone VM upgrade no longer a necessary recurring allocations.	\$ (6,551)		\$ 6,551
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 5,423		\$ (5,423)
Decrease in appropriations for Jet Bridge 2 Emergency Response.	\$ (240,000)		\$ 240,000
Increase in appropriations funded by reduction in Grant Funded Projects and reduction in other special projects in the Airport Operating Fund.	\$ 200,000		\$ (200,000)
	\$ 40,000		\$ (40,000)
Increase in appropriations to improve runway utilization while recognizing community sensitivity to noise.	\$ 75,650		\$ (75,650)
Increase in estimated revenue funded from reappropriations within Airport Funded Projects.		\$ 75,650	\$ 75,650
<b>Total Airport Operating Fund (5700)</b>	<b>\$ 135,497</b>	<b>\$ 75,650</b>	<b>\$ (59,847)</b>
<b>Airport Capital Fund (5710)</b>			
	\$ 103,296		\$ (103,296)
Increase in appropriation funded from reappropriations within Airport Funded Projects.	\$ 245,960		\$ (245,960)
	\$ 300,000		\$ (300,000)
	\$ 75,650		\$ (75,650)
	\$ (500,000)		\$ 500,000
Decrease in appropriation funded from reappropriations within Airport Funded Projects.	\$ (124,906)		\$ 124,906
	\$ (100,000)		\$ 100,000
<b>Waterfront Operating Fund (5800)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 28,315		\$ (28,315)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 17,491		\$ (17,491)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 5,483		\$ (5,483)
<b>Total Waterfront Operating Fund (5800)</b>	<b>\$ 51,289</b>	<b>\$ -</b>	<b>\$ (51,289)</b>

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
<b>INTERNAL SERVICE FUNDS</b>			
<b>Self-Insurance Trust Fund (6100)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 1,961		\$ (1,961)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 607		\$ (607)
Decrease in appropriations for phone VM upgrade no longer a necessary recurring allocations.	\$ (409)		\$ 409
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 440		\$ (440)
<b>Total Self-Insurance Trust Fund (6100)</b>	<b>\$ 2,599</b>	<b>\$ -</b>	<b>\$ (2,599)</b>
<b>OPEB Fund (6110)</b>			
Increase estimated revenues associated with OPEB vacation cashout to offset expenditure lines.		\$ 420	\$ 420
Increase estimated revenues associated with OPEB sick leave cashout to offset expenditure lines.		\$ 845	\$ 845
Decrease estimated revenues associated with OPEB retiree medical to offset expenditure lines.		\$ (472)	\$ (472)
<b>Total OPEB Fund (6110)</b>	<b>\$ -</b>	<b>\$ 793</b>	<b>\$ 793</b>
<b>Information Technology Fund (6200)</b>			
Increase in estimated revenues to balance expenditures for Desktop Information Systems recurring entry		\$ 3	\$ 3
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 5,328		\$ (5,328)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 524		\$ (524)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 2,425		\$ (2,425)
		\$ -	\$ -
<b>Total Information Technology Fund (6200)</b>	<b>\$ 8,277</b>	<b>\$ 3</b>	<b>\$ (8,274)</b>
<b>Information Technology Capital Fund (6210)</b>			
Decrease in estimated revenues to offset expense line, itemizations for Geodatabase upgrades and IT Strategic plan used this line as placeholder, artificially inflating revenues.		\$ (262,000)	\$ (262,000)
		\$ -	\$ -
<b>Total Information Technology Capital Fund (6210)</b>	<b>\$ -</b>	<b>\$ (262,000)</b>	<b>\$ (262,000)</b>
<b>Facilities Management Fund (6300)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 16,668		\$ (16,668)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 14,351		\$ (14,351)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 1,779		\$ (1,779)
		\$ -	\$ -
<b>Total Facilities Management Fund (6300)</b>	<b>\$ 32,797</b>	<b>\$ -</b>	<b>\$ (32,797)</b>

	<b>Increase (Decrease) in Appropriations</b>	<b>Increase (Decrease) in Estimated Revenues</b>	<b>Addition to (Use of) Reserves</b>
<b>INTERNAL SERVICE FUNDS</b>			
<b>Fleet Maintenance Fund (6400)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 10,350		\$ (10,350)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 4,456		\$ (4,456)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 818		\$ (818)
Increase in estimated revenue in the amount of \$2,000 for an additional vehicle for the Traffic Signals group for Fleet Replacement that was agreed upon for FY26 rates.		\$ 2,000	\$ 2,000
			\$ -
			\$ -
<b>Total Fleet Maintenance Fund (6400)</b>	<b>\$ 15,624</b>	<b>\$ 2,000</b>	<b>\$ (13,624)</b>
<b>Fleet Replacement Fund (6410)</b>			
Increase in appropriations to liability insurance expense lines to offset previously adjusted revenue line.	\$ 479		\$ (479)
Increase in appropriations to increase expenditure lines to offset revenue lines for recurring entry associated with Benefits-Workers Comp/Unemp. OSH Charges.	\$ 500		\$ (500)
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 137		\$ (137)
Decrease in estimated revenues to correct allocations for FY26 Principal and Interest payments of schedule 1 and 2 of Fire Leases.		\$ (17,891)	\$ (17,891)
Decrease in appropriations to correct allocations for FY26 Principal and Interest payments of schedule 1 and 2 of Fire Leases.	\$ (3,373)		\$ 3,373
	\$ (14,818)		\$ 14,818
			\$ -
Increase in estimated revenue to Transfer In to the Fleet Replacement Fund (6410) for insurance of the leased fire truck from the General Fund (1000).		\$ 38,929	\$ 38,929
Increase in appropriations in the Fleet Replacement Fund (6410) for insurance of the leased fire truck.	\$ 38,929		\$ (38,929)
			\$ -
Increase in estimated revenue in the amount of \$12,101 for an additional vehicle for the Traffic Signals group for Fleet Replacement that was agreed upon for FY26 rates.		\$ 12,101	\$ 12,101
<b>Total Fleet Replacement Fund (6410)</b>	<b>\$ 21,855</b>	<b>\$ 33,139</b>	<b>\$ 11,284</b>
<b>Energy Management Fund (6500)</b>			
Increase in appropriations to prepaid UAL CalPERS expense lines to offset prepayment amount.	\$ 45		\$ (45)
<b>Total Energy Management Fund (6500)</b>	<b>\$ 45</b>	<b>\$ -</b>	<b>\$ (45)</b>
	<b>\$ 12,973,924</b>	<b>\$ 3,274,559</b>	<b>\$ (9,699,366)</b>

ATTACHMENT 4

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA, AMENDING THE POSITION SALARY CONTROL RESOLUTION NO. 25-117 FOR AUTHORIZED POSITIONS FOR FISCAL YEAR 2026. CHANGES ARE EFFECTIVE NOVEMBER 15, 2025.

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



	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>CITY ADMINISTRATOR</b>		
<b><u>CITY ADMINISTRATOR</u></b>		
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>	
<b><u>CITY CLERK'S OFFICE</u></b>		
City Clerk Services Manager	1	
Deputy City Clerk	3	
	<u>4</u>	
<b><u>CITY TV</u></b>		
Community Engagement Officer/PIO	1	
Communications Specialist	1	
City TV Production Specialist	1	
City TV Production Supervisor	1	
	<u>4</u>	
<b><u>COMMUNITY VITALITY INITIATIVES</u></b>		
Administrative Analyst II	1	
Administrative Analyst III	1	
Project Planner	2	
State Street Master Planner	1	
	<u>5</u>	
<b><u>DOWNTOWN SERVICES</u></b>		
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>
<b><u>HOUSING &amp; HUMAN SERVICES</u></b>		
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>
<b>TOTAL CITY ADMINISTRATOR</b>	<b><u>51</u></b>	<b><u>2.9</u></b>

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>CITY ATTORNEY</b>		
<b><u>CITY ATTORNEY</u></b>		
Assistant City Attorney II	1	
Assistant City Attorney III	1	
Assistant City Attorney IV	2	
Assistant City Attorney V	2	0.5
Chief Assistant City Attorney	1	
City Attorney	1	
City Attorney Investigator III*	1	
Law Practice Administrator*	1	
Legal Administrative Assistant II*	3	
Litigation Paralegal III*	1	
Senior Legal Administrative Assistant*	1	
	<u>15</u>	<u>0.5</u>
<b>TOTAL CITY ATTORNEY</b>	<b><u>15</u></b>	<b><u>0.5</u></b>
<b>COMMUNITY DEVELOPMENT</b>		
<b><u>ADMINISTRATION</u></b>		
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>	
<b><u>BUILDING &amp; SAFETY</u></b>		
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>	
<b><u>PLANNING &amp; ZONING</u></b>		
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>	
<b>TOTAL COMMUNITY DEVELOPMENT DEPARTMENT</b>	<b><u>70</u></b>	

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

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>FIRE</b>		
<b><u>ADMINISTRATION</u></b>		
Administrative Assistant*	1	
Administrative Specialist	1	
Emergency Services Manager	1	
Fire Business Manager	1	
Fire Chief	1	
Office Specialist II	1	
	<u>6</u>	
<b><u>AIRPORT RESCUE &amp; FIREFIGHTING</u></b>		
Fire Captain	3	
Fire Engineer	6	
	<u>9</u>	
<b><u>OPERATIONS</u></b>		
Fire Battalion Chief	4	
Fire Captain	25	
Fire Engineer	24	
Fire Operations Division Chief	1	
Firefighter	27	
	<u>81</u>	
<b><u>PREVENTION</u></b>		
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>	
<b>TOTAL FIRE DEPARTMENT</b>	<b><u>105</u></b>	
<b>HUMAN RESOURCES</b>		
<b><u>HUMAN RESOURCES</u></b>		
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>	
<b>TOTAL HUMAN RESOURCES DEPARTMENT</b>	<b><u>11</u></b>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>INFORMATION TECHNOLOGY</b>		
<b><u>INFORMATION TECHNOLOGY</u></b>		
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>	
<b>TOTAL INFORMATION TECHNOLOGY DEPARTMENT</b>	<b><u>33</u></b>	
<b>LIBRARY</b>		
<b><u>LIBRARY</u></b>		
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>
<b>TOTAL LIBRARY DEPARTMENT</b>	<b><u>44</u></b>	<b><u>1.6</u></b>
<b>MAYOR &amp; CITY COUNCIL</b>		
<b><u>MAYOR &amp; CITY COUNCIL</u></b>		
City Councilmember	6	
Mayor	1	
	<u>7</u>	
<b>TOTAL MAYOR &amp; CITY COUNCIL</b>	<b><u>7</u></b>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>PARKS AND RECREATION</b>		
<b><u>ADMINISTRATION</u></b>		
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>	
<b><u>NEIGHBORHOOD AND OUTREACH SERVICES</u></b>		
Neighborhood & Outreach Services Coordinator II	1	
Neighborhood & Outreach Services Supervisor I	1	
Recreation Coordinator	1	
Recreation Specialist	1	
	<u>4</u>	
<b><u>PARKS</u></b>		
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>	
<b><u>RECREATION</u></b>		
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>	
<b>TOTAL PARKS &amp; RECREATION DEPARTMENT</b>	<b><u>84</u></b>	

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

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>PUBLIC WORKS</b>		
<b><u>ADMINISTRATION</u></b>		
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>	
<b><u>DESAL PROGRAM</u></b>		
Water Treatment Superintendent	1	
	<u>1</u>	
<b><u>ENGINEERING SERVICES</u></b>		
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>	
<b><u>PUBLIC WORKS OPERATIONS</u></b>		
<b><u>ADMINISTRATION</u></b>		
Accounting Assistant	1	
Administrative Analyst II	1	
Administrative Assistant	1	
Administrative Specialist	1	
Public Works Operations Manager	1	
	<u>5</u>	
<b><u>BUILDING MAINTENANCE</u></b>		
Carpenter	2	
Electrician	2	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
HVAC Technician	1	
Painter	2	
Plumber	2	
Project Engineer II	2	
Supervising Engineer	1	
Welder/Fabricator	1	
	<u>16</u>	
<b><u>CUSTODIAL</u></b>		
Custodial Supervisor	1	
Custodian	7	1
Senior Custodian	3	
	<u>11</u>	<u>1</u>



	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>PUBLIC WORKS (Continued)</b>		
<b>FLEET</b>		
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>	
<b>STREETS</b>		
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>	
<b>TRANSPORTATION PLANNING</b>		
Administrative Assistant	1	
Associate Transportation Planner	2	
Project Planner Unclassified (Delete by 6/30/2026)	1	
Supervising Transportation Planner	1	
	<u>5</u>	
<b><u>WATER RESOURCES</u></b>		
<b>WASTEWATER COLLECTION</b>		
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>	
<b>WASTEWATER TREATMENT</b>		
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
<b>PUBLIC WORKS (Continued)</b>		
<b>WATER DISTRIBUTION</b>		
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>	
<b>WATER SUPPLY</b>		
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>	
<b>WATER TREATMENT</b>		
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>
<b>WATER/WASTEWATER ADMINISTRATION</b>		
Administrative Analyst III	1	
Administrative Assistant	1	
Principal Project Manager	1	
Wastewater System Manager	1	
Water Resources Director	1	
Water System Manager	1	
	<u>6</u>	
<b>WATER/WASTEWATER LABS</b>		
Laboratory Analyst II	7	
Laboratory Analyst Coordinator	2	
Laboratory Supervisor	1	
	<u>10</u>	
<b>WATER/WASTEWATER RECLAMATION</b>		
Senior Wastewater Treatment Plant Operator	1	
Water Distribution Operator Technician II	1	
	<u>2</u>	
<b>TOTAL PUBLIC WORKS DEPARTMENT</b>	<u><b>286</b></u>	<u><b>1.8</b></u>

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>SUSTAINABILITY AND RESILIENCE</b>		
<b><u>SUSTAINABILITY AND RESILIENCE</u></b>		
<b>ADMINISTRATION</b>		
Administrative Assistant*	1	
Administrative Specialist	1	
Business Manager	1	
Sustainability and Resilience Director	1	
	<u>4</u>	
<b>COMMUNITY ENGAGEMENT</b>		
Code Enforcement Officer	2	
Environmental Services Supervisor	1	
Outreach Coordinator	2	
	<u>5</u>	
<b>CREEKS/WATER QUALITY</b>		
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>	
<b>ENERGY AND CLIMATE</b>		
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>	
<b>CLEAN COMMUNITY</b>		
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>
<b>TOTAL SUSTAINABILITY AND RESILIENCE DEPARTMENT</b>	<u><u>35</u></u>	<u><u>0.5</u></u>

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>WATERFRONT</b>		
<b><u>ADMINISTRATIVE SUPPORT &amp; COMMUNITY RELATIONS</u></b>		
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>	
<b><u>FACILITIES MAINTENANCE</u></b>		
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>	
<b><u>PARKING SERVICES</u></b>		
Office Specialist II	1	
Parking Coordinator	2	
Waterfront Parking Supervisor	1	
	<u>4</u>	
<b><u>SECURITY</u></b>		
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>	
<b>TOTAL WATERFRONT DEPARTMENT</b>	<b><u>46</u></b>	
 <b><u>CITY WIDE TOTAL</u></b>		
	<b><u>1120</u></b>	<b><u>7.80</u></b>
Delete by (included in total)	5	

## SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective 11/15/2025

Revised 12/02/2025

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 &amp; 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	47.4		

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	<b>51.7110</b>	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	<b>30.5119</b>	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	<b>30.1750</b>	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	<b>46.8019</b>	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	<b>53.5481</b>	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	<b>41.5220</b>	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	<b>38.3370</b>	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	<b>29.4315</b>	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	<b>32.3370</b>	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	<b>35.9302</b>	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	<b>39.6991</b>	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	<b>49.3362</b>	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	<b>59.6987</b>	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	<b>41.9381</b>	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	<b>44.7474</b>	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	<b>33.9268</b>	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	<b>26.8372</b>	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	<b>30.0995</b>	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	<b>30.9285</b>	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	<b>21.6140</b>	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	<b>39.6991</b>	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	<b>47.5073</b>	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	<b>50.9429</b>	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	<b>39.1684</b>	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	<b>58.5194</b>	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	<b>59.6987</b>	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	<b>33.1746</b>	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	<b>36.1100</b>	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	<b>34.0964</b>	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	<b>43.8634</b>	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	<b>36.3345</b>	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	<b>39.9462</b>	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	<b>27.2324</b>	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	<b>28.3410</b>	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	<b>49.3362</b>	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	<b>33.1746</b>	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	<b>36.1100</b>	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	<b>30.2391</b>	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	<b>27.2152</b>	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	<b>30.2391</b>	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	<b>23.1656</b>	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	<b>35.5734</b>	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	<b>35.5748</b>	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	<b>25.5956</b>	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	<b>30.1750</b>	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	<b>44.7474</b>	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	<b>36.4719</b>	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	<b>39.6991</b>	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	<b>58.5194</b>	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	<b>49.3362</b>	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	2,199.51	2,309.49	<b>23.7504</b> </				

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	<b>38.1464</b>	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	<b>36.8372</b>	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	<b>42.1478</b>	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	<b>53.6234</b>	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	<b>36.4719</b>	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	<b>39.5017</b>	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	<b>51.2697</b>	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	<b>37.8242</b>	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	<b>32.1964</b>	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	<b>57.9963</b>	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	<b>52.2110</b>	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	<b>57.4007</b>	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	<b>50.9429</b>	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	<b>50.9429</b>	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	<b>40.9051</b>	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	<b>38.6238</b>	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	<b>43.7531</b>	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	<b>29.8755</b>	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	<b>47.2710</b>	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	<b>30.1750</b>	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	<b>35.6343</b>	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	<b>25.2151</b>	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	<b>29.4819</b>	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	<b>36.1100</b>	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	<b>39.1096</b>	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	<b>48.2231</b>	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	<b>33.3403</b>	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	<b>25.4818</b>	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	<b>48.9954</b>	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	<b>51.5004</b>	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	<b>44.0708</b>	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	<b>35.1313</b>	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	<b>47.2971</b>	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	<b>27.0389</b>	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	<b>44.0977</b>	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	<b>42.0641</b>	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	<b>31.3247</b>	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	<b>33.0796</b>	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	<b>33.8442</b>	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	<b>53.2531</b>	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	<b>59.2481</b>	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	<b>53.6234</b>	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	<b>62.1904</b>	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	<b>62.1904</b>	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	<b>47.5073</b>	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	<b>48.3425</b>	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	<b>54.3553</b>	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	<b>47.2971</b>	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	<b>34.4072</b>	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	<b>42.0011</b>	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	<b>41.1097</b>	43.1651	45.3233	47.5896	49.969



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	<b>26.9044</b>	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	<b>31.1405</b>	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	<b>58.5199</b>	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	<b>35.6267</b>	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	<b>39.1684</b>	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	<b>33.1746</b>	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	<b>36.4719</b>	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	<b>31.0915</b>	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	<b>27.4468</b>	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	<b>30.7828</b>	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	<b>27.1743</b>	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	<b>29.4315</b>	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	<b>52.2393</b>	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	<b>53.5481</b>	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	<b>46.1070</b>	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	<b>36.1100</b>	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	<b>36.8372</b>	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	<b>35.0449</b>	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	<b>27.4468</b>	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	<b>30.1750</b>	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	<b>30.1750</b>	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	<b>41.9381</b>	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	<b>58.5194</b>	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	<b>36.3448</b>	38.1620	40.0701	42.0736	44.1773
<b>FIRE</b>																			
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	<b>42.0957</b>	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	<b>58.9340</b>	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	<b>36.4271</b>	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	<b>50.9979</b>	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	<b>45.0195</b>	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	<b>50.9979</b>	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	<b>58.9340</b>	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	<b>32.1569</b>	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	<b>45.0195</b>	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	<b>40.5176</b>	42.5436	44.6707	46.9042	49.2495
<b>LEGAL/PROFESSIONAL ATTORNEY</b>																			
Assistant City Attorney I	E	U	01	0103	11,992.35				14,576.86	5,534.93				6,727.78	<b>69.1866</b>				84.0972
Assistant City Attorney II	E	U	01	0104	13,316.55				16,186.34	6,146.10				7,470.62	<b>76.8263</b>				93.3827
Assistant City Attorney III	E	U	01	0105	15,465.82				18,798.82	7,138.07				8,676.38	<b>89.2259</b>				108.4548
Assistant City Attorney IV	E	U	01	0106	17,012.41				20,678.73	7,851.88				9,544.03	<b>98.1485</b>				119.3004
Assistant City Attorney V	E	U	01	0121	19,028.34				23,129.17	8,782.31				10,675.00	<b>109.7789</b>				133.4375
Chief Assistant City Attorney	E	U	01	0124	21,026.50				25,442.08	9,704.54				11,742.50	<b>121.3068</b>				146.7813
Deputy City Attorney	E	U	01	0110	9,971.48				12,120.42	4,602.22				5,594.04	<b>57.5278</b>				69.9255
<b>MANAGEMENT UNREPRESENTED</b>																			
Assistant Airport Director	E	U	02	0274	16,536.17				20,099.86	7,632.08				9,276.86	<b>95.4010</b>				115.9608
Assistant Finance Director	E	U	02	0204	14,460.81				17,569.89	6,674.22				8,109.18	<b>83.4277</b>				101.3647
Assistant Library Director	E	U	02	0253	14,058.24				17,087.94	6,488.42				7,886.74	<b>81.1052</b>				98.5842
Assistant Parks & Recreation Director	E	U	02	0205	14,001.48				17,018.91	6,462.22				7,854.88	<b>80.7777</b>				98.1860
Budget Manager	E	U	02	0207	11,408.93				13,867.58	5,265.66				6,400.42	<b>85.8207</b>				80.0053
Fire Operations Division Chief	E	U	32	3200	19,631.69				23,862.41	9,060.78				11,013.42	<b>113.2597</b>				137.6677
Human Resources Manager	E	U	02	0223	13,221.17				16,070.47	6,102.08				7,417.14	<b>76.2760</b>				92.7142
Labor Relations Manager	E	U	02	0267	11,992.35				14,576.86	5,534.93				6,727.78	<b>69.1866</b>				84.0972
Office Manager	E	U	02	0275	10,748.03				13,064.33	4,960.63				6,029.69	<b>62.0079</b>				75.3711
Senior Assistant to the City Administrator	E	U	02	0248	12,210.03				14,841.41	5,635.40				6,849.88	<b>70.4425</b>				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	29,464.72				29,464.72	13,599.10				13,599.10	169.9887				169.9887
City Attorney	E	U	01	0108	23,477.98				28,408.36	10,835.99				13,111.56	135.4500				163.8945

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

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	7,871.22				9,567.44	3,632.87				4,415.74	45.4109				55.1968
Administrative/Clerical Supervisor	E	U	04	4000	6,553.00				7,965.21	3,024.46				3,676.25	37.8058				45.9531
Airport Business Development Supervisor	E	U	04	4067	8,540.83				10,381.43	3,941.92				4,791.43	49.2740				59.8929
Airport Maintenance Supervisor	E	U	04	4003	8,588.41				10,439.28	3,963.88				4,818.13	49.5485				60.2266
Airport Operations Supervisor	E	U	04	4004	8,163.70				9,923.03	3,767.86				4,579.86	47.0982				57.2483
Airport Patrol Supervisor	E	U	04	4005	11,463.51				13,933.92	5,290.85				6,431.04	66.1356				80.3880
Billing Supervisor	E	U	04	4008	7,610.68				9,250.80	3,512.62				4,269.60	43.9078				53.3700
Building and Safety Supervisor	E	U	04	4009	12,164.49				14,786.05	5,614.38				6,824.33	70.1798				85.3041
Capital Projects Supervisor	E	U	04	4073	10,720.58				13,030.94	4,947.96				6,014.28	61.8495				75.1785
City TV Production Supervisor	E	U	04	4022	9,147.67				11,119.03	4,222.00				5,131.86	52.7750				64.1483
Creeks Supervisor	E	U	04	4023	10,994.66				13,364.09	5,074.46				6,168.04	63.4308				77.1005
Custodial Supervisor	E	U	04	4014	6,174.00				7,504.55	2,849.54				3,463.64	35.6193				43.2955
Department Systems Supervisor	E	U	04	4077	11,179.63				13,588.86	5,159.83				6,271.78	64.4979				78.3973
Electronics/Communication Supervisor	E	U	04	4016	8,588.39				10,439.30	3,963.87				4,818.14	49.5484				60.2267
Environmental Services Supervisor	E	U	04	4017	10,071.12				12,241.49	4,648.21				5,649.92	58.1026				70.6240
Facilities Maintenance Superintendent	E	U	04	4018	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Facilities Maintenance Supervisor	E	U	04	4019	8,080.15				9,821.52	3,729.30				4,533.01	46.6163				56.6626
Finance Supervisor	E	U	04	4020	9,783.52				11,891.97	4,515.47				5,488.60	56.4434				68.6075
Fleet Services Superintendent	E	U	04	4078	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Fleet Services Supervisor	E	U	04	4007	8,542.80				10,383.82	3,942.83				4,792.53	49.2854				59.9066
Harbor Patrol Supervisor	E	U	04	4024	10,281.18				12,496.86	4,745.16				5,767.78	59.3145				72.0973
Information Technology Supervisor	E	U	04	4027	12,015.88				14,605.33	5,545.79				6,740.92	69.3224				84.2615
Laboratory Supervisor	E	U	04	4028	11,749.18				14,281.15	5,422.70				6,591.30	67.7837				82.3913
Library Circulation Supervisor	E	U	04	4029	6,208.50				7,546.46	2,865.46				3,482.98	35.8183				43.5373
Maintenance Supervisor I	E	U	04	4030	7,170.52				8,715.83	3,309.47				4,022.69	41.3684				50.2836
Maintenance Supervisor II	E	U	04	4031	7,883.24				9,582.13	3,638.42				4,422.52	45.4803				55.2815
Marketing Supervisor	E	U	04	4070	9,187.40				11,167.39	4,240.34				5,154.18	53.0042				64.4272
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,434.29				9,036.43	3,431.21				4,170.66	42.8901				52.1333
Parking Supervisor	E	U	04	4034	8,448.22				10,268.92	3,899.18				4,739.50	48.7397				59.2437
Parking/TMP Superintendent	E	U	04	4035	10,217.37				12,419.29	4,715.71				5,731.98	58.9464				71.6498
Parks Superintendent	E	U	04	4068	8,321.06				10,114.28	3,840.49				4,668.13	48.0061				58.3516
Parks Supervisor	E	U	04	4033	7,204.38				8,756.97	3,325.10				4,041.68	41.5638				50.5210
Purchasing Supervisor	E	U	04	4036	9,048.46				10,998.48	4,176.21				5,076.22	52.2026				63.4527
Recreation Supervisor I	E	U	04	4037	7,957.43				9,672.33	3,672.66				4,464.15	45.9083				55.8019
Rental Housing Mediation Supervisor	E	U	04	4074	9,155.79				11,128.91	4,225.75				5,136.42	52.8219				64.2053
Senior Librarian	E	U	04	4038	8,202.07				9,969.64	3,785.57				4,601.37	47.3196				57.5171
Senior Planner I	E	U	04	4039	10,459.37				12,713.44	4,827.40				5,867.74	60.3425				73.3467
Senior Planner II	E	U	04	4040	10,982.53				13,349.31	5,068.86				6,161.22	63.3607				77.0153
Senior Recreation Supervisor	E	U	04	4041	8,565.03				10,410.86	3,953.09				4,805.01	49.4136				60.0626
Street Tree Supervisor	E	U	04	4042	7,204.38				8,756.97	3,325.10				4,041.68	41.5638				50.5210
Streets Maintenance Superintendent	E	U	04	4076	10,316.93				12,540.28	4,761.66				5,787.82	59.5207				72.3478
Supervising Engineer	E	U	04	4043	12,768.58				15,520.31	5,893.19				7,163.22	73.6649				89.5402
Supervising Librarian	E	U	04	4044	8,620.69				10,478.46	3,978.78				4,836.21	49.7348				60.4526
Supervising Park Ranger	E	U	04	4075	7,982.85				9,703.16	3,684.39				4,478.38	46.0549				55.9798
Supervising Transportation Engineer	E	U	04	4047	12,281.43				14,928.20	5,668.35				6,889.94	70.8544				86.1242
Supervising Transportation Planner	E	U	04	4046	10,459.67				12,713.81	4,827.54				5,867.91	60.3442				73.3489
Treatment Plant Technician Supervisor	E	U	04	4049	11,749.18				14,281.15	5,422.70				6,591.30	67.7837				82.3913
Urban Forest Superintendent	E	U	04	4050	9,162.27				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	10,524.95				12,793.17	4,857.67				5,904.54	60.7209				73.8068
Wastewater Treatment Superintendent	E	U	04	4054	13,511.18				16,422.97	6,235.93				7,579.83	77.9491				94.7479
Wastewater Treatment Supervisor	E	U	04	4055	11,749.18				14,281.15	5,422.70				6,591.30	67.7837				82.3913
Water Distribution Superintendent	E	U	04	4059	13,511.18				16,422.97	6,235.93				7,579.83	77.9491				94.7479
Water Distribution Supervisor	E	U	04	4060	11,749.18				14,281.15	5,422.70				6,591.30	67.7837				82.3913

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
Water Quality Superintendent	E	U	04	4069	13,511.18				16,422.97	6,235.93				7,579.83	<b>77.9491</b>				94.7479
Water Service Superintendent	E	U	04	4072	13,511.18				16,422.97	6,235.93				7,579.83	<b>77.9491</b>				94.7479
Water Services Supervisor	E	U	04	4071	10,293.10				12,511.35	4,750.66				5,774.47	<b>59.3832</b>				72.1809
Water Treatment Superintendent	E	U	04	4057	13,511.18				16,422.97	6,235.93				7,579.83	<b>77.9491</b>				94.7479
Water Treatment Supervisor	E	U	04	4058	11,749.18				14,281.15	5,422.70				6,591.30	<b>67.7837</b>				82.3913
Waterfront Maintenance Superintendent	E	U	04	4062	9,065.72				11,019.49	4,184.18				5,085.92	<b>52.3023</b>				63.5740
Waterfront Parking Supervisor	E	U	04	4061	8,277.43				10,061.26	3,820.35				4,643.66	<b>47.7544</b>				58.0458
<b>SUPERVISOR/CONFIDENTIAL</b>																			
Administrator's Office Supervisor*	E	U	05	5000	8,719.77				10,599.01	4,024.51				4,891.85	<b>50.3064</b>				61.1481
Payroll and A/P Supervisor*	E	U	05	5005	9,783.52				11,891.97	4,515.47				5,488.60	<b>56.4434</b>				68.6075
<b>TREATMENT AND PATROL</b>																			
Airport Operations Specialist	N	C	19	1900	6,307.04	6,622.42	6,953.48	7,301.17	7,666.23	2,910.94	3,056.50	3,209.30	3,369.77	3,538.26	<b>36.3867</b>	38.2062	40.1162	42.1221	44.2283
Airport Operations Specialist Trainee	N	U	19	1962	5,045.63	5,297.98	5,562.79	5,840.92	6,133.01	2,328.75	2,445.22	2,567.44	2,695.81	2,830.62	<b>29.1094</b>	30.5652	32.0930	33.6976	35.3828
Airport Police Officer	N	C	19	1964	9,017.99	9,468.83	9,942.36	10,439.41	10,961.38	4,162.15	4,370.23	4,588.78	4,818.19	5,059.10	<b>52.0269</b>	54.6279	57.3597	60.2274	63.2387
Airport Police Officer II	N	C	19	1965	9,871.90	10,365.51	10,883.77	11,427.87	11,999.35	4,556.26	4,784.08	5,023.28	5,274.40	5,538.16	<b>56.9533</b>	59.8010	62.7910	65.9300	69.2270
Airport Police Officer - Entry	N	C	19	1966	8,588.58	9,017.95	9,468.90	9,942.31	10,439.39	3,963.96	4,162.13	4,370.26	4,588.76	4,818.18	<b>49.5495</b>	52.0266	54.6282	57.3595	60.2273
Airport Police Officer - Trainee	N	U	19	1967	7,157.15	7,514.95	7,890.74	8,285.25	8,699.51	3,303.30	3,468.44	3,641.88	3,823.96	4,015.16	<b>41.2912</b>	43.3555	45.5235	47.7995	50.1895
Control Systems Operator Specialist I	N	C	19	1904	8,316.95	8,732.77	9,169.44	9,627.84	10,109.26	3,838.59	4,030.51	4,232.05	4,443.62	4,665.81	<b>47.9824</b>	50.3814	52.9006	55.5453	58.3226
Control Systems Operator Specialist II	N	C	19	1905	9,238.36	9,700.30	10,185.33	10,694.62	11,229.29	4,263.86	4,477.06	4,700.92	4,935.98	5,182.75	<b>53.2983</b>	55.9633	58.7615	61.6997	64.7844
Cross Connection Specialist	N	C	19	1939	8,833.98	9,275.63	9,739.38	10,226.43	10,737.74	4,077.22	4,281.06	4,495.10	4,719.89	4,955.88	<b>50.9652</b>	53.5132	56.1888	58.9986	61.9485
Harbor Patrol Officer	N	C	19	1906	8,548.74	8,976.18	9,425.00	9,896.25	10,391.07	3,945.57	4,142.85	4,350.00	4,567.50	4,795.88	<b>49.3196</b>	51.7856	54.3750	57.0937	59.9485
Harbor Patrol Officer - Entry	N	C	19	1907	7,673.14	8,056.79	8,459.58	8,882.55	9,326.66	3,541.45	3,718.52	3,904.42	4,099.64	4,304.61	<b>44.2681</b>	46.4815	48.8052	51.2455	53.8076
Laboratory Analyst Coordinator	N	C	19	1911	8,940.92	9,387.95	9,857.34	10,350.21	10,867.72	4,126.58	4,332.90	4,549.54	4,777.02	5,015.87	<b>51.5822</b>	54.1612	56.8693	59.7127	62.6984
Laboratory Analyst I	N	C	19	1909	7,361.03	7,729.15	8,115.66	8,521.39	8,947.47	3,397.40	3,567.30	3,745.69	3,932.95	4,129.60	<b>42.4675</b>	44.5913	46.8211	49.1619	51.6200
Laboratory Analyst II	N	C	19	1910	8,168.83	8,577.27	9,006.18	9,456.44	9,929.31	3,770.23	3,958.74	4,156.70	4,364.51	4,582.76	<b>47.1279</b>	49.4842	51.9587	54.5564	57.2845
Lead Park Ranger	N	C	19	1955	7,561.82	7,939.86	8,336.90	8,753.72	9,191.39	3,490.07	3,664.55	3,847.80	4,040.18	4,242.18	<b>43.6259</b>	45.8069	48.0975	50.5023	53.0273
Lead Water Meter Technician	N	C	19	1963	8,796.02	9,235.87	9,697.70	10,182.53	10,691.70	4,059.70	4,262.71	4,475.86	4,699.63	4,934.63	<b>50.7463</b>	53.2839	55.9482	58.7454	61.6829
Meter Reader/Water Distribution OIT	N	C	19	1913	4,878.77	5,122.72	5,378.90	5,647.81	5,930.19	2,251.74	2,364.33	2,482.57	2,606.68	2,737.01	<b>28.1468</b>	29.5541	31.0321	32.5835	34.2126
Park Ranger	N	C	19	1914	6,874.36	7,218.06	7,579.02	7,957.93	8,355.79	3,172.78	3,331.41	3,498.01	3,672.89	3,856.52	<b>39.6598</b>	41.6426	43.7251	45.9111	48.2065
Reclamation Specialist	N	C	19	1924	5,665.83	5,949.13	6,246.57	6,558.89	6,886.90	2,615.00	2,745.75	2,883.03	3,027.18	3,178.57	<b>32.6875</b>	34.3219	36.0379	37.8397	39.7321
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	8,012.53	8,413.12	8,833.78	9,275.52	9,739.28	3,698.09	3,882.98	4,077.13	4,281.01	4,495.05	<b>46.2261</b>	48.5373	50.9641	53.5126	56.1881
Senior Airport Operations Specialist	N	C	19	1916	7,030.16	7,381.64	7,750.75	8,138.30	8,545.14	3,244.69	3,406.91	3,577.27	3,756.14	3,943.91	<b>40.5586</b>	42.5864	44.7159	46.9517	49.2989
Senior Control Systems Operator Specialist	N	C	19	1917	10,114.93	10,620.72	11,151.79	11,709.38	12,294.79	4,668.43	4,901.87	5,146.98	5,404.33	5,674.52	<b>58.3554</b>	61.2734	64.3373	67.5541	70.9315
Senior Cross Connection Specialist	E	C	19	1959	9,574.33	10,053.03	10,555.57	11,083.50	11,637.64	4,418.92	4,639.86	4,871.80	5,115.46	5,371.22	<b>55.2365</b>	57.9982	60.8975	63.9432	67.1402
Senior Treatment Plant Technician	N	C	19	1918	8,928.05	9,374.50	9,843.21	10,335.37	10,852.08	4,120.64	4,326.69	4,543.02	4,770.17	5,008.65	<b>51.5080</b>	54.0836	56.7877	59.6271	62.6081
Senior Wastewater Collection System Operator	N	C	19	1919	7,881.10	8,275.22	8,688.98	9,123.38	9,579.59	3,637.43	3,819.33	4,010.30	4,210.79	4,421.35	<b>45.4679</b>	47.7416	50.1287	52.6349	55.2669
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	9,574.61	10,053.36	10,555.96	11,083.82	11,638.01	4,419.05	4,640.01	4,871.98	5,115.61	5,371.39	<b>55.2381</b>	58.0001	60.8998	63.9451	67.1424
Senior Wastewater Treatment Plant Operator	N	C	19	1921	9,549.82	10,027.29	10,528.66	11,055.07	11,607.85	4,407.61	4,627.98	4,859.38	5,102.34	5,357.47	<b>55.0951</b>	57.8498	60.7422	63.7793	66.9684
Senior Water Distribution Operator	N	C	19	1920	6,318.61	6,634.55	6,966.22	7,314.56	7,680.34	2,916.28	3,062.10	3,215.18	3,375.95	3,544.77	<b>36.4535</b>	38.2763	40.1898	42.1994	44.3096
Treatment Plant Technician	N	C	19	1923	7,763.56	8,151.74	8,559.35	8,987.33	9,436.68	3,583.18	3,762.34	3,950.47	4,148.00	4,355.39	<b>44.7897</b>	47.0292	49.3809	51.8500	54.4424
Wastewater Collection System Lead Operator	N	C	19	1927	9,063.21	9,516.39	9,992.13	10,491.80	11,016.33	4,183.02	4,392.18	4,611.75	4,842.37	5,084.46	<b>52.2878</b>	54.9023	57.6469	60.5296	63.5557
Wastewater Collection System Operator I	N	C	19	1925	6,264.38	6,577.61	6,906.47	7,251.81	7,614.43	2,891.25	3,035.82	3,187.60	3,346.99	3,514.35	<b>36.1406</b>	37.9477	39.8450	41.8374	43.9294
Wastewater Collection System Operator II	N	C	19	1926	7,352.35	7,719.90	8,105.98	8,511.30	8,936.85	3,393.39	3,563.03	3,741.22	3,928.29	4,124.70	<b>42.4174</b>	44.5379	46.7653	49.1036	51.5587
Wastewater Collection System Operator Technician I	N	C	19	1929	6,386.12	6,705.42	7,040.76	7,392.73	7,762.39	2,947.44	3,094.81	3,249.58	3,412.03	3,582.64	<b>36.8430</b>	38.6851	40.6197	42.6504	44.7830
Wastewater Collection System Project Coordinator	N	C	19	1954	8,725.38	9,161.64	9,619.72	10,100.70	10,605.75	4,027.10	4,228.45	4,439.87	4,661.86	4,894.96	<b>50.3387</b>	52.8556	55.4984	58.2733	61.1870
Wastewater Compliance Specialist	N	C	19	1953	8,725.21	9,161.49	9,619.52	10,100.52	10,605.60	4,027.02	4,228.38	4,439.78	4,661.78	4,894.89	<b>50.3377</b>	52.8547	55.4973	58.2722	61.1861
Wastewater Treatment Plant Chief Operator	N	C	19	1932	10,052.47	10,555.09	11,082.83	11,636.97	12,218.77	4,639.60	4,871.58	5,115.15	5,370.91	5,639.43	<b>57.9950</b>	60.8948	63.9394	67.1364	70.4929
Wastewater Treatment Plant OIT	N	U	19	1931	6,264.66	6,577.83	6,906.77	7,252.12	7,614.73	2,891.38	3,035.92	3,187.74	3,347.13	3,514.49	<b>36.1423</b>	37.9490	39.8467	41.8391	43.9311
Wastewater Treatment Plant Operator I	N	C	19	1933	7,486.83	7,861.14	8,254.24	8,666.93	9,100.30	3,455.46	3,628.22	3,809.65	4,000.12	4,200.14	<b>43.1932</b>	45.3528	47.6206	50.0015	52.5017
Wastewater Treatment Plant Operator II	N	C	19	1934	7,881.03	8,275.15	8,688.90	9,123.34	9,579.53	3,637.40	3,819.30	4,010.26	4,210.77	4,421.32	<b>45.4675</b>	47.7412	50.1283	52.6346	55.2665
Wastewater Treatment Plant Operator III	N	C	19	1935	8,745.58	9,182.90	9,641.97	10,124.03	10,630.25	4,036.42	4,238.26	4,450.14	4,672.63	4,906.27	<b>50.4552</b>	52.9783	55.6268	58.4079	61.3284
Water Distribution Chief Operator	N	C	19	1957	10,052.99	10,555.68	11,083.50	11,637.64	12,219.46	4,639.84	4,871.85	5,115.46	5,371.22	5,639.75	<b>57.9980</b>	60.8981	63.9432	67.1403	70.4969

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	6,577.87	6,906.77	7,252.09	7,614.75	7,995.48	3,035.94	3,187.74	3,347.12	3,514.50	3,690.22	<b>37.9493</b>	39.8467	41.8390	43.9312	46.1277
Water Distribution Lead Operator	N	C	19	1937	6,946.70	7,294.02	7,658.69	8,041.67	8,443.74	3,206.17	3,366.47	3,534.78	3,711.54	3,897.11	<b>40.0771</b>	42.0809	44.1848	46.3942	48.7139
Water Distribution Lead Operator Technician	N	C	19	1938	9,254.35	9,717.07	10,202.96	10,713.11	11,248.73	4,271.24	4,484.80	4,709.06	4,944.51	5,191.72	<b>53.3905</b>	56.0600	58.8632	61.8064	64.8965
Water Distribution OIT	N	U	19	1941	4,663.64	4,896.80	5,141.63	5,398.71	5,668.63	2,152.45	2,260.06	2,373.06	2,491.71	2,616.29	<b>26.9056</b>	28.2508	29.6632	31.1464	32.7036
Water Distribution Operator I	N	C	19	1945	5,177.45	5,436.30	5,708.13	5,993.52	6,293.17	2,389.59	2,509.06	2,634.52	2,766.24	2,904.54	<b>29.8699</b>	31.3633	32.9315	34.5780	36.3068
Water Distribution Operator II	N	C	19	1947	5,747.34	6,034.73	6,336.44	6,653.23	6,985.90	2,652.62	2,785.26	2,924.51	3,070.72	3,224.26	<b>33.1577</b>	34.8157	36.5564	38.3840	40.3032
Water Distribution Operator Technician OIT	N	U	19	1936	6,264.83	6,578.09	6,907.03	7,252.31	7,614.92	2,891.46	3,036.04	3,187.86	3,347.22	3,514.58	<b>36.1432</b>	37.9505	39.8483	41.8402	43.9322
Water Distribution Operator Technician I	N	C	19	1948	7,648.79	8,031.21	8,432.82	8,854.43	9,297.15	3,530.21	3,706.71	3,892.07	4,086.66	4,290.99	<b>44.1276</b>	46.3339	48.6509	51.0832	53.6374
Water Distribution Operator Technician II	N	C	19	1949	8,413.36	8,833.93	9,275.70	9,739.51	10,226.47	3,883.09	4,077.20	4,281.09	4,495.16	4,719.91	<b>48.5386</b>	50.9650	53.5136	56.1895	58.9989
Water Distribution Operator/Emergency Services	N	C	19	1950	6,946.70	7,294.02	7,658.69	8,041.67	8,443.74	3,206.17	3,366.47	3,534.78	3,711.54	3,897.11	<b>40.0771</b>	42.0809	44.1848	46.3942	48.7139
Water Distribution Project Coordinator	N	C	19	1956	8,725.38	9,161.64	9,619.72	10,100.70	10,605.75	4,027.10	4,228.45	4,439.87	4,661.86	4,894.96	<b>50.3387</b>	52.8556	55.4984	58.2733	61.1870
Water Meter Technician I	N	C	19	1960	6,264.83	6,578.09	6,907.03	7,252.31	7,614.92	2,891.46	3,036.04	3,187.86	3,347.22	3,514.58	<b>36.1432</b>	37.9505	39.8483	41.8402	43.9322
Water Meter Technician II	N	C	19	1961	7,648.79	8,031.21	8,432.82	8,854.43	9,297.15	3,530.21	3,706.71	3,892.07	4,086.66	4,290.99	<b>44.1276</b>	46.3339	48.6509	51.0832	53.6374
Water Treatment Chief Operator	N	C	19	1940	10,052.97	10,555.68	11,083.48	11,637.64	12,219.46	4,639.83	4,871.85	5,115.45	5,371.22	5,639.75	<b>57.9979</b>	60.8981	63.9431	67.1403	70.4969
Water Treatment Plant OIT	N	U	19	1942	6,264.85	6,577.98	6,906.97	7,252.31	7,614.90	2,891.47	3,035.99	3,187.83	3,347.22	3,514.57	<b>36.1434</b>	37.9499	39.8479	41.8402	43.9321
Water Treatment Plant Operator II	N	C	19	1944	7,881.08	8,275.13	8,688.90	9,123.36	9,579.51	3,637.42	3,819.29	4,010.26	4,210.78	4,421.31	<b>45.4677</b>	47.7411	50.1283	52.6347	55.2664
Water Treatment Plant Operator III	N	C	19	1946	8,745.14	9,182.44	9,641.56	10,123.58	10,629.80	4,036.22	4,238.05	4,449.95	4,672.42	4,906.06	<b>50.4528</b>	52.9756	55.6244	58.4053	61.3257
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	9,574.11	10,052.81	10,555.44	11,083.26	11,637.34	4,418.82	4,639.76	4,871.74	5,115.35	5,371.08	<b>55.2353</b>	57.9970	60.8967	63.9419	67.1385

#### Revisions:

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

Resolution 25-099 = Santa Barbara Police Officers Association salary adjustment, effective 9/20/2025

Resolution 25-103 = Council Agenda Report 9/16/2025, effective 09/20/2025

Resolution 25-105 = Fire Management Association salary adjustment, effective 10/4/2025

Resolution 25-117 = Treatment and Patrol salary adjustment, effective 10/4/2025

Resolution TBD = Council Agenda Report 12/02/2025, effective 11/15/2025

Resolution TBD = Council Agenda Report 12/02/2025, effective 6/28/2025

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 11/15/2025  
Revised 12/02/2025

Hourly Assignment to "Regular" Classes			
<b>01 Management</b>			
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
<b>03 Management</b>			
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
<b>04 Supervisors</b>			
MUNIS 17	MUNIS 18		Range
7454	N/A	Accounting Supervisor	\$56.4434 - \$68.6075
7448	N/A	Airport Patrol Supervisor	\$66.1356 - \$80.3880
7342	N/A	Custodial Supervisor	\$35.6193 - \$43.2955
7343	N/A	Facilities Maintenance Supervisor	\$46.6163 - \$56.6626
7344	N/A	Parking/TMP Superintendent	\$58.9464 - \$71.6498
7345	N/A	Parks Supervisor	\$41.5638 - \$50.5210
7346	N/A	Senior Librarian	\$47.3196 - \$57.5171
7347	N/A	Water Treatment Superintendent	\$77.9491 - \$94.7479
<b>14 General</b>			
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 11/15/2025  
Revised 12/02/2025

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 11/15/2025  
Revised 12/02/2025

Hourly Assignment to "Regular" Classes			
<b>19 SBCEA Treatment &amp; Patrol</b>			
MUNIS 17	MUNIS 18		Range
7006	8003	Airport Operations Specialist	\$36.3867
7462	8366	Airport Police Officer	\$52.0269
7463	8367	Airport Police Officer II	\$56.9533
7352	8287	Harbor Patrol Officer	\$49.3196
7354	8289	Lab Analyst I	\$42.4675
7069	8057	Park Ranger	\$39.6598
7356	8291	Treatment Plant Technician	\$44.7897
7349	8284	Wastewater Treatment Plant OIT	\$36.1423
7350	8285	Wastewater Treatment Plant Operator III	\$50.4552
7351	8286	Water Distribution Operator Technician II	\$48.5386
7458	8360	Water Meter Technician II	\$44.1276
7355	8290	Water Treatment Plant OIT	\$36.1434
7353	8288	Water Treatment Plant Operator II	\$45.4677
7450	8354	Water Treatment Plant Operator III	\$50.4528
<b>21 Police Chief</b>			
MUNIS 17	MUNIS 18		Range
7390	N/A	Police Chief	\$127.2939 - \$154.7269
<b>23 Police Management</b>			
MUNIS 17	MUNIS 18		Range
7357	N/A	Police Lieutenant	\$80.4677 - \$97.8090
7466	N/A	Assistant Police Chief	\$106.4237 - \$129.3587
<b>24 Police Sworn</b>			
MUNIS 17	MUNIS 18		Range
7359	N/A	Police Officer	\$54.3506
7361	N/A	Police Officer- Entry	\$49.1104
<b>29 Police Non-Sworn</b>			
MUNIS 17	MUNIS 18		Range
7464	N/A	Administrative Polygraph Examiner	\$101.8500
7227	N/A	Background Investigator	\$51.8805
7388	N/A	EMD Dispatcher	\$46.2137
7395	N/A	Identification Technician	\$43.5312
7360	N/A	Parking Enforcement Officer	\$30.3647
7358	N/A	Public Safety Dispatcher II	\$36.2095
7362	N/A	Police Property/Evidence Assistant	\$30.7022
7391	N/A	Police Property/Evidence Technician	\$36.1954
7363	N/A	Police Records Specialist	\$30.1545
7364	N/A	Police Technician	\$28.9188
<b>39 Fire Non-Sworn</b>			
MUNIS 17	MUNIS 18		Range
7432	N/A	Fire Inspector II	\$50.9979

# Hourly Rate Classes

Effective 11/15/2025  
Revised 12/02/2025

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 11/15/2025  
Revised 12/02/2025

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 11/15/2025  
Revised 12/02/2025

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
9/20/2025	Santa Barbara Police Officers Association Salary Adjustment
10/4/2025	Treatment and Patrol Salary Adjustment
11/15/2025	Salary Adjustment to Sr Librarian

TIER	REVENUE/COST REDUCTION	CATEGORY	RECOMMENDATION	ESTIMATED EFFECT	
				FY2026	FY2027
TIER 1 RECOMMENDATIONS	Revenue Generation	Buisness Development Opportunities	Sidewalk Dining on 500 Block of State Street	\$120,000	\$120,000
			Pursue Opportunities for commercial development on Airport property that can generate Sales Tax Revenue		
		Fees	Fee study to adjust cost recovery to meet salary negotiations	(\$52,000)	(\$42,900)
			Adjust fees to improve cost recovery	\$275,000	\$275,000
			Move environmental review to a deposit-based fee to better recapture cost of increasingly complex CEQA requirements		
			Increase Waterfront Slip Fees to market rate	\$1,000,000 to \$3,000,000 annually	
		Parking	Convert 90-minute parking to paid parking		
			Convert City Hall parking lot to paid parking outside of normal business hours	\$51,684	\$51,684
			Increase Parking Fee Penalty in Self-Pay lots		\$250,000
		Rentals	Eliminate Fee Waiver option for Room rentals	\$5,000	\$5,000
			Library Rooms and Galleries	\$10,000	\$25,000
			Library lobby for Kiosk space	\$12,000	\$24,000
			Formalize Waterfront event space rentals (Stearns Warf, breakwater, parking lots, etc.)	\$50,000 - \$ 250,000 annually	
			Promote West Beach Event Space for community events, concerts, etc.	\$250,000 - \$500,000 annually	
			Install RV campsites in Waterfront lots	\$250,000 - \$500,000 annually	
		Reimbursement	Seek reimbursement for public safety costs related to special events (Parades, Free Speech, Summer Solstice, Fiesta, Film Festival, etc.)	\$365,000	\$365,000
			Encampment cleanup by Police, Fire, etc. to be reimbursed by Clean Communities program (Sustainability & Resilience)	\$50,000	\$50,000
			Event support by Police, Parks & Recreation, etc. to be reimbursed by Waterfront (Harbor & Seafood, 4th of July, Cruise Ships, etc.)		
			Increase Engineering Service Charges to achieve 100% cost recovery	\$835,000	\$875,000
		Other	Targeted Fundraising (e.g. invitation to donate to the Library with holds, pickups, etc.)	\$1,000	\$5,000
			Offer test proctoring service at the Library for \$30/exam	\$500	up to \$2,000 annually
			Increased merchandise sales (pending Library reorg positions)	\$5,000	\$30,000
			Expand submission for cost recovery (ICAP/ICRP) certification Citywide, allowing expanded allowable grants		
			Hold RFP for different SB90 consultants who may have ideas on how to generate additional money/reimbursement on state mandates/claims		\$100,000
			Increase Parking Citation Revenue by over-hiring (3) Parking Enforcement Officers through underfilling (2) Police Officer positions	\$500,000	\$500,000
			Increase effective Cannabis Tax Rate to voter approved maximum of 20%	\$1,500,000	\$2,000,000
	Reallocation	Sustainability & Resilience up to \$600,000	Redirect Creeks Measure B Transient Occupancy Tax (TOT) revenue to stormwater infrastructure and other projects	\$1,500,000	\$2,000,000
			Redirect portion of Land Development Fees for time spent on Fire Review		
			Fund a Citywide Green Infrastructure Plan, including Master Drainage Study	\$1,000,000	\$2,000,000
			Fund Stormwater Management Program (SWMP) components of City Projects	\$250,000	\$500,000
			Fund Beach Grooming/Trash Removal Program (Measure B and Solid Waste)	\$100,000	\$380,000
			Partially fund Urban Forestry, especially beyond standard repair/replacement schedule for stormwater trees	\$100,000	\$200,000
			Fund a portion of Parks & Recreation positions representing the Integrated Pest Management (IPM) Committee	\$20,000	\$20,000
			Fund one FTE for the Library on the Go and Library of Things programs	\$98,000	\$98,000
			Fund portion of Parks & Recreation planning position as related to fire resilience and watershed restoration		
			Fund portion of Building Inspection Group for Stormwater Management Program (SWMP) inspections	\$72,000-\$145,000	\$72,000-\$145,000
			Consider moving warehouse operations to Water and Wastewater facilities		
		Water Resources	Fund one position dedicated to Water Resources (currently funded by General Fund)	\$52,921	\$109,600
		Golf	Increase salary allocation of administrative staff from Parks & Recreation by .2	\$51,539	\$51,539
		Airport	Integrate three City janitorial staff into Airport's Custodial team when appropriate or through attrition		

TIER	REVENUE/COST REDUCTION	CATEGORY		RECOMMENDATION	ESTIMATED EFFECT	
					FY2026	FY2027
TIER 1 RECOMMENDATIONS	Cost Savings/Expenditure Reduction	Purchasing/Supplies		Implement Just-in-time inventory model at Warehouse, streamline parts available for Water Resource Operations		
				Use online businesses rather than Central Stores (Amazon, Costco, Office Depot, etc.)		
				Consider bulk purchasing for certain items		
				Create a blanket purchase order for procurement of Type 3 wildland engines for Fire, allowing for purchase of demonstration vehicles and other opportunities	Potential savings of \$100,000+ over retail cost on each vehicle	
					Reduction of lead time to obtain vehicle	
				Take advantage of building electrification incentives, reducing financial outlay while still meeting City policy and Council goals	\$100,000	\$100,000
				Take advantage of electric vehicle payment assistance, reducing financial outlay for new vehicle purchases while still meeting City policy and Council goals	\$100,000	\$100,000
		Fleet/travel		Change replacement on Administrative vehicles from 8 to 10 years for low mileage, good condition vehicles		
				Delay replacement of small vehicles		
				Eliminate vehicles with low use, reduce carpool size in light of ride share program sunsetting		\$350,000
				Contract out maintenance services for all administrative and small vehicles		
				Curtail use of take-home vehicles in the Fire Department (except for Operations Chiefs)	\$20,000	\$20,000
				Purchase fleet of e-bikes that can be easily checked out via the Fleetster App to further minimize need for carpool vehicles		
		Parking		Reduce number of pay stations and/or expand replacement cycle	\$50,000	\$50,000
				Automate Harbor main lot completely		\$175,000
		Employee related		Offer a voluntary 4-day (32 hour/week) work week (80% time, 80% pay, 100% benefits)		
				Implement a 4/10 (40 hour/week) schedule, with counters open 4 days a week and closed on Fridays		
				Selective hiring freeze for General Fund, non-public safety positions		
				Hold Police Services Coordinator position vacant for 6 months	\$57,000	
				Internship program		
				Reduce cost for Employee Appreciation activities (biennial picnic and alternating gifts)		
				Reduce cost for quarterly Manager & Supervisor meeting		
				Move Attorney staff to City Hall to reduce rental expenditure, create hoteling space for City Council Members	\$300,00/year after lease ends 07/31/2031	
				Centralize IT positions and services to IT (move to IT fund)		\$80,000
				Make dedicated IT Analyst currently dedicated to Community Development position available to whole city, thus spreading that position's cost across other funds		\$66,400
				Consider transfer of mail services position to Facilities Fund	43,930	\$90,921
				Reduce hourly staffing where feasible		
				Ambassador schedules: One shift per day, 2 shifts City Hall		
				Ambassador schedules: One shift per day, no shifts City Hall		
				Eliminate vacant positions through attrition or transfer positions to other programs not funded by the General Fund	\$7,500-\$134,500	\$7,500-\$274,500
		Other		Retain alternate company for Codification process		
				Reduce number of landline telephones		
				Dissolve Sign Committee (refer to Architectural Board of Review or Historical Landmarks Commission)		
				Hire consultant to assist in expediting Workers' Compensation Claims	Reduction in backfill for injured staff	
					Net zero change	
	Efficiency	Practice change		Account for Mutual Aid (Fire Expenditure and Revenue) as a separate project, not in General Fund	Net zero change	
				Increase dollar threshold from \$12,000 to \$50,000 for Accounts Payable staff reviewing invoices	\$8,600	\$17,200
		Reorganization		Centralization of Code Enforcement from all departments to a single department		
				Library proposed reorganization to eliminate vacant senior leadership positions, reclassify existing administration and marketing roles and expand front-line support staff	\$216,686	\$6,509
				Relocate Purchasing staff to City Hall		
		Review		Review Waterfront Overtime Pay allotment, excluding Harbor Patrol		
		Infrastructure		Laguna Channel capacity improvements (as part of a restoration project)		

TIER	REVENUE/COST REDUCTION	CATEGORY	RECOMMENDATION	ESTIMATED EFFECT	
				FY2026	FY2027
TIER 2 RECOMMENDATIONS	Revenue Generation	Business Development Opportunities	Explore economic development opportunity initiatives		
			Promote Cruise Ship program to allow 20 ship visits per year per Council direction. Get business assurances from Council.		
			Contract Grant Writer to assist with targeting Prop 4 funds for all City projects/Departments	\$100,000	\$150,000
			Add additional temporary dock slips at Waterfront in calm water spaces	\$50,000	\$50,000
		Fees	Flat fee for utilities metering at Waterfront, eliminating the need to manually check meters while giving slip permittees the option to pay a utility fee		\$60,000
			Charge for non-emergency tows by Harbor Patrol (currently provided at no cost)		
			Increase outdoor dining rates to pre-Thomas Fire	\$115,000	\$115,000
			Increase outdoor dining rates to market	\$50,000	\$75,000
			Increase Marborg Franchise Fee		
			Commercial Fishing Dues/Fees or Commercial Fishing Infrastructure Fund, share in \$30M commercial fishing industry. Money to be used for Commercial Fishing Infrastructure.		
		Parking	Increase hourly parking rates		
		Rentals	Revisit all private uses of public right-of-way for rental revenue. At minimum, these uses should at least cover administrative costs (i.e. outdoor dining permits)		
		Reimbursement	Seek reimbursement from School District for Crossing Guard Salaries and Benefits		
		Tax Related	Expand permitted short-term vacation rentals to generate additional Transient Occupancy Tax (TOT)		
			Charge Utility User Tax (UUT) on gross consumption of electricity as opposed to Net for solar customers		\$250,000
			Eliminate UUT reimbursement to Land Development Engineering and increase fees to achieve cost recovery		\$302,875
			Increase Tourism Business Improvement Districts (TBID) rate/assessment to offset annual grant to Visit Santa Barbara		
			Increase Transient Occupancy Tax (TOT) from 12% to 16% for short-term rentals ONLY	\$50,000	\$50,000
			Real property tax rate increase	\$890,000	\$5,800,000
		Other	Update the Real Property Transfer Tax to a tiered ("progressive") rate system		
			Implement Animal Control Administrative Citation/License Enforcement		
			Redevelop West Beach with additional visitor serving, recreation, and ocean dependent uses. Revenue generating opportunities such as restaurant, retail, rentals, event space, etc.		
			Increase charges for franchise agreements related to use of the public right of way for private utilities (i.e., SCE, Gas, Communications)		
			Charge internal service fees to Enterprise funds for Emergency Manager, Division Chief, Training Chief and Training Captain		
			Develop on-street Electric Vehicle (EV) charging network to support transition to EVs and provide revenue to the City		
			Charge internal service fees to Enterprise Funds for services provided by Fire Department		
	Reallocation	Sustainability & Resilience up to \$600,000	Allocate a portion of Community Action Team (CAT) Salary and Benefits to cover time assisting with cleanup efforts	\$160,000	\$175,000
			Transition oversight (in collaboration with Parks & Recreation) of parkways and median maintenance to Creeks	\$380,000	\$380,000
			Take on Transportation Planning Team from Public Works		
		Water Resources	Revisit allocation of Outreach Staff from Public Works to Water Resources	\$32,850	\$32,850
		Airport	Formal transition of Full Time Equivalent (FTE) custodial positions with contracted (airport vacancies will create opportunities for vacancies with shift of custodial staff to Airport)		
			Willing to consider temporary assignment of staff member to upcoming management opening with full reimbursement from Airport		



TIER	REVENUE/COST REDUCTION	CATEGORY	RECOMMENDATION	ESTIMATED EFFECT	
				FY2026	FY2027
TIER 2 RECOMMENDATIONS	Cost Savings/Expenditure Reduction	Fleet/travel	Explore alternative approaches to fleet management (replacement schedule, incentives for longevity, minimizing fleet, etc.)		
			Review potential for leasing standard vehicles (not public safety or specialized equipment), especially for low use vehicles	\$100,000	\$120,000
		Employee related	Contract out services where feasible (janitorial, fleet maintenance, street sweeping, park maintenance, wildland fire fuel mitigation)		
			Explore capping vacation cash out benefits		
			Explore leave bank policy to cash out when an employee transfers from one department (fund) to another		
			Move the 630 Garden Street lobby to self-service for plan viewing and cashiering		
			Change employment type of future Fire Inspectors to non-safety positions		
			Transition downtown core/parking structure area waste collection to Marborg contract		
			Transition parks waste collection to Marborg contract through attrition or reallocation of positions to other functions		
			Eliminate vacant positions through attrition or transfer positions to other programs not funded by the General Fund	up to \$184,312	up to \$279,312
			Library Holiday Closure: 10/22/2025 – 12/26/2025	\$12,500	
			Extended Library Holiday Closure: 12/22/2025 – 01/02/2026	\$29,940	
			Close the business office in City Hall for in-person services and implement a "by appointment only" system		
			Insurance program review to consider changing coverage on certain properties		
			Shared services with neighboring jurisdictions (dispatch, animal control)		
			Modernize business tax ordinance. Minimal additional revenue, but will reduce contract costs of administering the program		\$300,000
		Other			
	Efficiency	Reorganization	Centralize Parking Management from all departments to a single department		
			Centralize Police Department IT to IT Department		
			Centralize Communications from all departments to a single department		
			Centralize Project Management from all departments into a single department		
			Centralize Facility Maintenance from all departments into a single department		
			Share/pool administrative staff across departments (and with Enterprise Funds)		
		Practice Change	Explore Service Level Agreements (SLAs) between departments, working allocations software to reduce staff time spend on rate calculations		
			Use contracted custodial services provided by Facilities, expand contracted services where feasible for park restrooms		\$260,000
			Increase document access on City website/platform to reduce need for public records requests		
			Provide public access to an AI engine to respond to questions, minimizing calls and public records requests		
			Administrative building permit review for internal projects		
			Expand building permit accountability/compliance (perhaps changing model to at-risk approach)		
		Review	Review existing custodial contract to see if it could be more efficiently performed		
			Create workgroup to consider ways to reduce cost of Minimum Staffing Overtime in Fire		
		Infrastructure	Enhanced Infrastructure Finance Districts – storm drains and priority transportation corridors (e.g., Milpas Street)		
			Implement additional water quality projects and allow Public Works to bank them for future Stormwater Management Program (SWMP) compliance		

TIER	REVENUE/COST REDUCTION	CATEGORY	RECOMMENDATION	ESTIMATED EFFECT	
				FY2026	FY2027
Not recommended at this time	Revenue Generation	Tax Related	Increase TOT from 12% to 14%	\$2,000,000	\$6,500,000
			Utility User Tax (UUT) rate increase	\$1,000,000	\$4,500,000
			Vacancy tax		
		Other	Assess City Assets for possible sale		
	Phase Out Mills Act Program				
	Cost Savings/Ex penditure Reduction	Employee related	Unpaid sabbaticals with job security guarantees		
			Early Retirement	\$50,000	\$100,000
			Change vacant Assistant to City Administrator to new Management Fello w position (pay similar to Analyst I or II)		