



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
761	ACCOUNTANT I	5,301					7,175				
		30.5842					41.3942				
701	ACCOUNTANT II	5,831					7,892				
		33.6405					45.5308				
101	ACCOUNTING ASSISTANT I	2,970	3,119	3,275	3,439	3,611	3,792	3,982	4,181	4,390	4,610
		17.1346	17.9942	18.8942	19.8404	20.8327	21.8769	22.9731	24.1212	25.3269	26.5962
102	ACCOUNTING ASSISTANT II	3,180	3,339	3,506	3,681	3,865	4,058	4,261	4,474	4,698	4,933
		18.3462	19.2635	20.2269	21.2365	22.2981	23.4115	24.5827	25.8115	27.1038	28.4596
344	ACCOUNTING SERVICES SUPERVISOR	4,538	4,765	5,003	5,253	5,516	5,792	6,082	6,386	6,705	7,040
		26.1808	27.4904	28.8635	30.3058	31.8231	33.4154	35.0885	36.8423	38.6827	40.6168
291	ACCOUNTING TECHNICIAN	3,835	4,027	4,228	4,439	4,661	4,894	5,139	5,396	5,666	5,949
		22.1250	23.2327	24.3923	25.6096	26.8904	28.2346	29.6481	31.1308	32.6885	34.3212
105	ADMINISTRATIVE ASSISTANT I	2,830	2,971	3,120	3,276	3,440	3,612	3,793	3,983	4,182	4,391
		16.3269	17.1404	18.0000	18.9000	19.8462	20.8385	21.8827	22.9788	24.1269	25.3327
106	ADMINISTRATIVE ASSISTANT II	2,970	3,119	3,275	3,439	3,611	3,792	3,982	4,181	4,390	4,610
		17.1346	17.9942	18.8942	19.8404	20.8327	21.8769	22.9731	24.1212	25.3269	26.5962
107	ADMINISTRATIVE ASSISTANT III	3,508	3,683	3,867	4,060	4,263	4,476	4,700	4,935	5,182	5,441
		20.2385	21.2481	22.3096	23.4231	24.5942	25.8231	27.1154	28.4712	29.8962	31.3904
901	AQUATIC INSTRUCTOR/COACH		13.3502	14.0194	14.7222	15.4582	16.2311				
780	ARTS PROGRAMS MANAGER	5,451					7,377				
		31.4453					42.5596				
898	ASSISTANT CITY ATTORNEY	7,641									
801	ASSISTANT CITY MANAGER	13,782				17,588					
		79.5129				101.4684					
704	ASSISTANT DIRECTOR OF FINANCE	9,473					12,821				
		54.6509					73.9673				



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833	ASSISTANT DIRECTOR OF IT	9,434					12,769				
		54.4293					73.6673				
108	ASSISTANT ENGINEER I	4,803	5,043	5,295	5,560	5,838	6,130	6,437	6,759	7,097	7,452
		27.7096	29.0942	30.5481	32.0769	33.6808	35.3654	37.1365	38.9942	40.9442	42.9923
109	ASSISTANT ENGINEER II	5,160	5,418	5,689	5,973	6,272	6,586	6,915	7,261	7,624	8,005
		29.7692	31.2577	32.8212	34.4596	36.1846	37.9962	39.8942	41.8904	43.9846	46.1827
301	ASSISTANT GOLF COURSE SUPT	4,261	4,474	4,698	4,933	5,180	5,439	5,711	5,997	6,297	6,612
		24.5827	25.8115	27.1038	28.4596	29.8846	31.3788	32.9481	34.5981	36.3288	38.1453
297	ASSISTANT PLANS EXAMINER	5,110	5,365	5,633	5,915	6,211	6,522	6,848	7,190	7,549	7,926
		29.4808	30.9519	32.4981	34.1250	35.8327	37.6269	39.5077	41.4808	43.5519	45.7269
777	ASSOCIATE PLANNER I	5,919					8,012				
		34.1481					46.2231				
778	ASSOCIATE PLANNER II	6,512					8,814				
		37.5707					50.8500				
707	ASSOCIATE PROF ENGINEER	7,595					10,280				
		43.8196					59.3077				
773	ASST DIR PLAN AND COMM DEVELOP	9,906					13,406				
		57.1500					77.3423				
830	ASST DIRECTOR OF LIBRARIES	9,434					12,769				
		54.4293					73.6673				
710	ASST DIRECTOR OF PW/CITY ENG	10,285					13,920				
		59.3355					80.3077				
787	ASST TO THE CM	8,415					11,388				
		48.5481					65.7000				
902	BEACH CAPTAIN		19.6005	20.5776	21.6081	22.6884	23.8228				
903	BEACH LIEUTENANT		17.4256	18.2955	19.2120	20.1729	21.1815				



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904	BEACH LIFEGUARD I		14.8962	15.6388	16.4217	17.2429	18.1050				
905	BEACH LIFEGUARD II		16.7029	17.5395	18.4161	19.3368	20.3036				
115	BICYCLE/PEDESTRIAN COORDINATOR	4,439	4,661	4,894	5,139	5,396	5,666	5,949	6,246	6,558	6,886
		25.6096	26.8904	28.2346	29.6481	31.1308	32.6885	34.3212	36.0346	37.8346	39.7269
284	BOOKMOBILE LIB ASST	3,239	3,401	3,571	3,750	3,938	4,135	4,342	4,559	4,787	5,026
		18.6865	19.6212	20.6019	21.6346	22.7192	23.8558	25.0500	26.3019	27.6173	28.9962
231	BOX OFFICE REPRESENTATIVE	2,970	3,119	3,275	3,439	3,611	3,792	3,982	4,181	4,390	4,610
		17.1346	17.9942	18.8942	19.8404	20.8327	21.8769	22.9731	24.1212	25.3269	26.5962
116	BUILDING INSPECTOR	4,776	5,015	5,266	5,529	5,805	6,095	6,400	6,720	7,056	7,409
		27.5538	28.9327	30.3808	31.8981	33.4904	35.1635	36.9231	38.7692	40.7077	42.7442
117	BUILDING MAINTENANCE WORKER I	3,122	3,278	3,442	3,614	3,795	3,985	4,184	4,393	4,613	4,844
		18.0115	18.9115	19.8577	20.8500	21.8942	22.9904	24.1385	25.3442	26.6135	27.9462
118	BUILDING MAINTENANCE WORKER II	3,596	3,776	3,965	4,163	4,371	4,590	4,819	5,060	5,313	5,579
		20.7462	21.7846	22.8750	24.0173	25.2173	26.4808	27.8019	29.1923	30.6519	32.1865
834	BUSINESS LIAISON	7,042					9,531				
		40.6269					54.9865				
828	BUSINESS SYSTEMS ANALYST I	5,362					7,258				
		30.9346					41.8731				
829	BUSINESS SYSTEMS ANALYST II	5,991					8,109				
		34.5655					46.7827				
837	BUSINESS SYSTEMS ANALYST III	6,668					9,023				
		38.4692					52.0558				
826	BUYER I	4,523					6,123				
		26.0942					35.3250				
827	BUYER II	4,749					6,427				
		27.3958					37.0788				



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120	CHEMIST I	4,743	4,980	5,229	5,490	5,765	6,053	6,356	6,674	7,008	7,358
		27.3635	28.7308	30.1673	31.6731	33.2596	34.9212	36.6692	38.5038	40.4308	42.4500
121	CHEMIST II	4,981	5,230	5,492	5,767	6,055	6,358	6,676	7,010	7,360	7,728
		28.7365	30.1731	31.6846	33.2712	34.9327	36.6808	38.5154	40.4423	42.4615	44.5846
711	CHIEF BUILDING OFFICIAL	9,906					13,406				
		57.1500					77.3423				
802	CHIEF OF FIRE DEPARTMENT	13,782				17,588					
		79.5129				101.4684					
803	CHIEF OF POLICE	13,782				17,588					
		79.5129				101.4684					
305	CHIEF RANGER	4,680	4,914	5,160	5,418	5,689	5,973	6,272	6,586	6,915	7,261
		27.0000	28.3500	29.7692	31.2577	32.8212	34.4596	36.1846	37.9962	39.8942	41.8889
899	CITY ATTORNEY	15,346									
786	CITY CLERK ADMINISTRATOR	7,333					9,925				
		42.3064					57.2596				
805	CITY MANAGER	17,700				19,469					
		102.1154				112.3212					
717	CODE COMPLIANCE MANAGER	7,223					9,776				
		41.6713					56.4000				
288	CODE COMPLIANCE SER TECHNICIAN	3,835	4,027	4,228	4,439	4,661	4,894	5,139	5,396	5,666	5,949
		22.1250	23.2327	24.3923	25.6096	26.8904	28.2346	29.6481	31.1308	32.6885	34.3212
127	CODE COMPLIANCE SPECIALIST	4,776	5,015	5,266	5,529	5,805	6,095	6,400	6,720	7,056	7,409
		27.5538	28.9327	30.3808	31.8981	33.4904	35.1635	36.9231	38.7692	40.7077	42.7442
758	COMMUNITY RELATIONS MANAGER	7,829					10,596				
		45.1666					61.1308				
757	COMMUNITY RELATIONS SPECIALIST	7,042					9,531				
		40.6269					54.9865				



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907	COMMUNITY SERVICE AIDE I		15.7795	16.0939	16.8981	17.7430					
908	COMMUNITY SERVICE AIDE II		17.6063	18.4896	19.4128	20.3837	21.4029				
501	COMMUNITY SERVICE OFFICER	4,093	4,298	4,513	4,739	4,976	5,225	5,486	5,760	6,048	
		23.6135	24.7962	26.0365	27.3404	28.7077	30.1442	31.6500	33.2308	34.8923	
131	CONSTRUCTION SPECIALIST	3,682	3,866	4,059	4,262	4,475	4,699	4,934	5,181	5,440	5,712
		21.2423	22.3038	23.4173	24.5885	25.8173	27.1096	28.4654	29.8904	31.3846	32.9538
909	COUNCIL ASSISTANT	12.0000				25.0038	25.0038				
806	COUNCILMEMBER	1,710.34				1,710.34					
		9.8673				9.8673					
132	COURIER/DRIVER	2,785	2,924	3,070	3,223	3,384	3,553	3,731	3,918	4,114	4,320
		16.0673	16.8692	17.7115	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346	24.9231
835	CRIME ANALYST	5,652					7,650				
		32.6090					44.1346				
133	CUSTODIAN	2,785	2,924	3,070	3,223	3,384	3,553	3,731	3,918	4,114	4,320
		16.0673	16.8692	17.7115	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346	24.9231
712	CUSTOMER SERVICE MGR	7,735					10,470				
		44.6250					60.4038				
764	DEPUTY BUILDING OFFICIAL	7,935					10,739				
		45.7762					61.9558				
713	DEPUTY CITY CLERK ADMIN	5,451					7,377				
		31.4453					42.5596				
818	DEPUTY CITY MANAGER	10,469				14,284					
		60.3997				82.4082					
601	DEPUTY FIRE MARSHAL	7,590	8,045	8,528	9,040	9,582	10,157	10,766			
		43.7885	46.4135	49.2000	52.1538	55.2808	58.5981	62.1115			



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550	DEPUTY POLICE CHIEF	12,720	13,356	14,024	14,725	15,461					
		73.3846	77.0538	80.9077	84.9519	89.1981					
714	DEPUTY WATER DIR/ENGINEER MGR	9,906					13,406				
		57.1500					77.3423				
715	DEPUTY WATER DIR/OPER MGR	9,906					13,406				
		57.1500					77.3423				
776	DESALINATION PROGRAM COORD	7,895					10,686				
		45.5503					61.6500				
735	DEVELOPMENT MANAGER	7,682					10,397				
		44.3184					59.9827				
811	DIR OF PLNNG/COMM DEVELOPMENT	12,564				16,031					
		72.4846				92.4865					
807	DIRECTOR OF FINANCE	12,564				16,031					
		72.4846				92.4865					
810	DIRECTOR OF HR	12,564				16,031					
		72.4846				92.4865					
816	DIRECTOR OF IT	12,564				16,031					
		72.4846				92.4865					
808	DIRECTOR OF LIBRARIES	12,564				16,031					
		72.4846				92.4865					
809	DIRECTOR OF PARKS & RECREATION	12,564				16,031					
		72.4846				92.4865					
812	DIRECTOR OF PUBLIC WORKS	13,201				16,844					
		76.1587				97.1785					
813	DIRECTOR OF WATER DEPARTMENT	13,201				16,844					
		76.1587				97.1785					
782	ECONOMIC DEVEL CORD I	5,729					7,754				
		33.0523					44.7346				



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783	ECONOMIC DEVEL CORD II	6,014					8,141				
		34.6962					46.9673				
765	ECONOMIC DEVELOPMENT MANAGER	7,682					10,397				
		44.3184					59.9827				
716	ENGINEERING ASSOCIATE	6,512					8,814				
		37.5707					50.8500				
135	ENGINEERING TECHNICIAN	4,300	4,515	4,741	4,978	5,227	5,488	5,762	6,050	6,353	6,671
		24.8077	26.0481	27.3519	28.7192	30.1558	31.6615	33.2423	34.9038	36.6519	38.4865
143	ENVIRONMENTAL COMPLIANCE INSP	4,520	4,746	4,983	5,232	5,494	5,769	6,057	6,360	6,678	7,012
		26.0769	27.3808	28.7481	30.1846	31.6962	33.2827	34.9442	36.6923	38.5269	40.4538
255	ENVIRONMENTAL MICROBIO I	4,743	4,980	5,229	5,490	5,765	6,053	6,356	6,674	7,008	7,358
		27.3635	28.7308	30.1673	31.6731	33.2596	34.9212	36.6692	38.5038	40.4308	42.4500
256	ENVIRONMENTAL MICROBIO II	4,981	5,230	5,492	5,767	6,055	6,358	6,676	7,010	7,360	7,728
		28.7365	30.1731	31.6846	33.2712	34.9327	36.6808	38.5154	40.4423	42.4615	44.5846
257	ENVIRONMENTAL MICROBIO III	5,477	5,751	6,039	6,341	6,658	6,991	7,341	7,708	8,093	8,498
		31.5981	33.1788	34.8404	36.5827	38.4115	40.3327	42.3519	44.4692	46.6904	49.0269
136	ENVIRONMENTAL PROJECTS ANALYST	4,701	4,936	5,183	5,442	5,714	6,000	6,300	6,615	6,946	7,293
		27.1212	28.4769	29.9019	31.3962	32.9654	34.6154	36.3462	38.1635	40.0731	42.0750
137	EQUIPMENT MECHANIC I	3,586	3,765	3,953	4,151	4,359	4,577	4,806	5,046	5,298	5,563
		20.6885	21.7212	22.8058	23.9481	25.1481	26.4058	27.7269	29.1115	30.5654	32.0942
138	EQUIPMENT MECHANIC II	4,096	4,301	4,516	4,742	4,979	5,228	5,489	5,763	6,051	6,354
		23.6308	24.8135	26.0538	27.3577	28.7250	30.1615	31.6673	33.2481	34.9096	36.6577
139	EQUIPMENT SERVICE WORKER	3,255	3,418	3,589	3,768	3,956	4,154	4,362	4,580	4,809	5,049
		18.7788	19.7192	20.7058	21.7385	22.8231	23.9654	25.1654	26.4231	27.7442	29.1288
286	EXECUTIVE ASSIST TO CM	4,236	4,448	4,670	4,904	5,149	5,406	5,676	5,960	6,258	6,571
		24.4385	25.6615	26.9423	28.2923	29.7058	31.1885	32.7462	34.3846	36.1038	37.9096
280	FAC MAINT/ENERGY PROJ COORD	4,580	4,809	5,049	5,301	5,566	5,844	6,136	6,443	6,765	7,103
		26.4231	27.7442	29.1288	30.5827	32.1115	33.7154	35.4000	37.1712	39.0288	40.9788



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350	FACILITIES MAINT SUPERVISOR	5,087	5,341	5,608	5,888	6,182	6,491	6,816	7,157	7,515	7,891
		29,3481	30,8135	32,3538	33,9692	35,6654	37,4481	39,3231	41,2904	43,3558	45,5236
140	FACILITY ATTENDANT	2,537	2,664	2,797	2,937	3,084	3,238	3,400	3,570	3,749	3,936
		14,6365	15,3692	16,1365	16,9442	17,7923	18,6808	19,6154	20,5962	21,6288	22,7077
308	FIELD SUPERVISOR	5,369	5,637	5,919	6,215	6,526	6,852	7,195	7,555	7,933	8,330
		30,9750	32,5212	34,1481	35,8558	37,6500	39,5308	41,5096	43,5865	45,7673	48,0577
775	FINANCE MANAGER	7,561					10,233				
		43,6193					59,0365				
652	FIRE BATT CHIEF-40 HR	11,292	11,970	12,688	13,449	14,256	15,111				
		65,1462	69,0577	73,2000	77,5904	82,2462	87,1778				
651	FIRE BATTALION CHIEF	11,292	11,970	12,688	13,449	14,256	15,111				
		46,5330	49,3269	52,2857	55,4217	58,7473	62,2706				
602	FIRE CAPTAIN	7,590	8,045	8,528	9,040	9,582	10,157	10,766			
		31,2775	33,1525	35,1429	37,2527	39,4863	41,8558	44,3654			
603	FIRE CAPTAIN-40 HR	7,590	8,045	8,528	9,040	9,582	10,157	10,766			
		43,7885	46,4135	49,2000	52,1538	55,2808	58,5981	62,1115			
654	FIRE DIVISION CHIEF	12,006	12,726	13,490	14,299	15,157	16,066				
		69,2654	73,4192	77,8269	82,4942	87,4442	92,6885				
604	FIRE ENGINEER	6,632	7,030	7,452	7,899	8,373	8,875	9,407			
		27,3297	28,9698	30,7088	32,5508	34,5041	36,5728	38,7651			
609	FIRE ENGINEER-40/HR	6,631	7,030	7,451	7,898	8,372	8,874	9,407			
		38,2558	40,5559	42,9865	45,5654	48,3004	51,1973	54,2704			
605	FIRE PREVENTION INSPECTOR I	5,710	6,053	6,416	6,801	7,209	7,642	8,101			
		32,9423	34,9212	37,0154	39,2365	41,5904	44,0885	46,7365			
606	FIRE PREVENTION INSPECTOR II	6,179	6,550	6,943	7,360	7,802	8,270	8,766			
		35,6481	37,7885	40,0558	42,4615	45,0115	47,7115	50,5731			
296	FIRE PREVENTION TECHNICIAN	3,835	4,027	4,228	4,439	4,661	4,894	5,139	5,396	5,666	5,949
		22,1250	23,2327	24,3923	25,6096	26,8904	28,2346	29,6481	31,1308	32,6885	34,3212



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607	FIREFIGHTER	6,179	6,550	6,943	7,360	7,802	8,270	8,766			
		25.4629	26.9918	28.6113	30.3297	32.1511	34.0797	36.1236			
608	FIREFIGHTER - 40/HR	6,179	6,550	6,943	7,360	7,802	8,270	8,766			
		35.6495	37.7883	40.0564	42.4597	45.0099	47.7128	50.5744			
309	GARAGE SERVICE SUPERVISOR	4,970	5,218	5,479	5,753	6,041	6,343	6,660	6,993	7,343	7,710
		28.6731	30.1038	31.6096	33.1904	34.8519	36.5942	38.4231	40.3442	42.3635	44.4816
719	GOLF COURSE SUPERINTENDENT	6,963					9,424				
		40.1708					54.3692				
237	GREEN BLDG ENVIRO SPECIALIST	4,441	4,663	4,896	5,141	5,398	5,668	5,951	6,249	6,561	6,889
		25.6212	26.9019	28.2462	29.6596	31.1423	32.7000	34.3327	36.0519	37.8519	39.7442
836	HOUSING & COMM DEVELP MANAGER	8,165					11,049				
		47.1058					63.7442				
142	HOUSING AND HUD PROG SPEC	4,701	4,936	5,183	5,442	5,714	6,000	6,300	6,615	6,946	7,293
		27.1212	28.4769	29.9019	31.3962	32.9654	34.6154	36.3462	38.1635	40.0731	42.0750
720	HUMAN RESOURCES ANALYST I	5,451					7,377				
		31.4453					42.5596				
721	HUMAN RESOURCES ANALYST II	5,831					7,892				
		33.6405					45.5308				
169	HUMAN RESOURCES TECHNICIAN	3,835	4,027	4,228	4,439	4,661	4,894	5,139	5,396	5,666	5,949
		22.1250	23.2327	24.3923	25.6096	26.8904	28.2346	29.6481	31.1308	32.6885	34.3212
232	INFORMATION TEC SPECIALIST III	5,000	5,250	5,513	5,789	6,078	6,382	6,701	7,036	7,388	7,757
		28.8462	30.2885	31.8058	33.3981	35.0654	36.8192	38.6596	40.5923	42.6231	44.7519
144	INFORMATION TECH SPECIALIST I	4,122	4,328	4,544	4,771	5,010	5,261	5,524	5,800	6,090	6,395
		23.7808	24.9692	26.2154	27.5250	28.9038	30.3519	31.8692	33.4615	35.1346	36.8942
145	INFORMATION TECH SPECIALIST II	4,544	4,771	5,010	5,261	5,524	5,800	6,090	6,394	6,714	7,050
		26.2154	27.5250	28.9038	30.3519	31.8692	33.4615	35.1346	36.8885	38.7346	40.6731
832	IT MANAGER	8,444					11,429				
		48.7174					65.9365				



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766	IT PROJECT MGR/TRAIN COORD	7,595					10,280				
		43.8196					59.3077				
215	LABORATORY TECHNICIAN	3,502	3,677	3,861	4,054	4,257	4,470	4,693	4,928	5,174	5,433
		20.2038	21.2135	22.2750	23.3885	24.5596	25.7885	27.0750	28.4308	29.8500	31.3442
146	LANDFILL GATE ATTENDANT	2,646	2,778	2,917	3,063	3,216	3,377	3,546	3,723	3,909	4,104
		15.2654	16.0269	16.8288	17.6712	18.5538	19.4827	20.4577	21.4788	22.5519	23.6769
312	LEAD EQUIPMENT MECHANIC	4,510	4,735	4,972	5,221	5,482	5,756	6,044	6,346	6,663	6,996
		26.0192	27.3173	28.6846	30.1212	31.6269	33.2077	34.8692	36.6115	38.4404	40.3624
742	LIBRARIAN I	4,454					6,029				
		25.6962					34.7827				
750	LIBRARIAN II	4,766					6,450				
		27.4938					37.2115				
831	LIBRARIAN III	6,512					8,814				
		37.5707					50.8500				
925	LIBRARY AIDE		13.0392	13.6886	14.3752	15.0938	15.8485				
282	LIBRARY ASSISTANT I	2,863	3,006	3,156	3,314	3,480	3,654	3,837	4,029	4,230	4,441
		16.5173	17.3423	18.2077	19.1192	20.0769	21.0808	22.1365	23.2442	24.4038	25.6212
283	LIBRARY ASSISTANT II	3,239	3,401	3,571	3,750	3,938	4,135	4,342	4,559	4,787	5,026
		18.6865	19.6212	20.6019	21.6346	22.7192	23.8558	25.0500	26.3019	27.6173	28.9962
363	LIBRARY ASSISTANT III	3,409	3,579	3,758	3,946	4,143	4,350	4,567	4,795	5,035	5,287
		19.6673	20.6481	21.6808	22.7654	23.9019	25.0962	26.3481	27.6635	29.0481	30.5005
364	LIBRARY ASSISTANT IV	3,648	3,830	4,021	4,222	4,433	4,655	4,888	5,132	5,389	5,658
		21.0462	22.0962	23.1981	24.3577	25.5750	26.8558	28.2000	29.6077	31.0904	32.6423
285	LIBRARY INFORMATION SPECIALIST	3,581	3,760	3,948	4,145	4,352	4,570	4,798	5,038	5,290	5,554
		20.6596	21.6923	22.7769	23.9135	25.1077	26.3654	27.6808	29.0654	30.5192	32.0423
740	LIBRARY SPECIALIST	4,242					5,741				
		24.4716					33.1212				



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153	LIGHT EQUIPMENT MECHANIC	3,670	3,853	4,046	4,248	4,460	4,683	4,917	5,163	5,421	5,692
		21.1731	22.2288	23.3423	24.5077	25.7308	27.0173	28.3673	29.7865	31.2750	32.8385
911	MAINTENANCE WORKER AIDE I		12.6000	13.2300	13.8915	14.5861	15.3154				
913	MAINTENANCE WORKER AIDE II		14.4900	15.2145	15.9752	16.7740	17.6127				
702	MANAGEMENT ANALYST	5,652					7,650				
		32.6090					44.1346				
912	MANAGEMENT ASSISTANT	12.0000		25.0385							
977	MANAGEMENT PROF & TECH ASST	20.0000									
365	MARINE SAFETY OFFICER	4,023	4,224	4,435	4,657	4,890	5,134	5,391	5,661	5,944	6,241
		23.2096	24.3692	25.5865	26.8673	28.2115	29.6192	31.1019	32.6596	34.2923	36.0069
814	MAYOR	3,420.69				3,420.69					
		19.7348				19.7348					
726	NETWORK & SYSTEMS ADMIN	7,595					10,280				
		43.8196					59.3077				
914	OFFICE ASSISTANT		12.6000	13.2300	13.8915	14.5861	15.3154				
316	OFFICE SUPERVISOR	4,286	4,500	4,725	4,961	5,209	5,469	5,742	6,029	6,330	6,647
		24.7269	25.9615	27.2596	28.6212	30.0519	31.5519	33.1269	34.7827	36.5192	38.3481
162	PARKING ATTENDANT	2,646	2,778	2,917	3,063	3,216	3,377	3,546	3,723	3,909	4,104
		15.2654	16.0269	16.8288	17.6712	18.5538	19.4827	20.4577	21.4788	22.5519	23.6769
164	PARKING CONTROL MAINT WKR	3,323	3,489	3,663	3,846	4,038	4,240	4,452	4,675	4,909	5,154
		19.1712	20.1288	21.1327	22.1885	23.2962	24.4615	25.6846	26.9712	28.3212	29.7346
163	PARKING ENFORCEMENT OFFICER	3,323	3,489	3,663	3,846	4,038	4,240	4,452	4,675	4,909	5,154
		19.1712	20.1288	21.1327	22.1885	23.2962	24.4615	25.6846	26.9712	28.3212	29.7346



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227	PARKING FACILITY MAINT ASST	2,881	3,025	3,176	3,335	3,502	3,677	3,861	4,054	4,257	4,470
		16.6212	17.4519	18.3231	19.2404	20.2038	21.2135	22.2750	23.3885	24.5596	25.7885
165	PARKING OFFICE REPRESENTATIVE	3,323	3,489	3,663	3,846	4,038	4,240	4,452	4,675	4,909	5,154
		19.1712	20.1288	21.1327	22.1885	23.2962	24.4615	25.6846	26.9712	28.3212	29.7346
320	PARKING OFFICE SUPERVISOR	4,286	4,500	4,725	4,961	5,209	5,469	5,742	6,029	6,330	6,647
		24.7269	25.9615	27.2596	28.6212	30.0519	31.5519	33.1269	34.7827	36.5192	38.3481
727	PARKING PROGRAM MANAGER	7,661					10,369				
		44.1990					59.8212				
348	PARKING SERVICES SUPERVISOR	4,434	4,656	4,889	5,133	5,390	5,660	5,943	6,240	6,552	6,880
		25.5808	26.8615	28.2058	29.6135	31.0962	32.6538	34.2865	36.0000	37.8000	39.6923
321	PARKS FIELD CREW LEADER	4,023	4,224	4,435	4,657	4,890	5,134	5,391	5,661	5,944	6,241
		23.2096	24.3692	25.5865	26.8673	28.2115	29.6192	31.1019	32.6596	34.2923	36.0069
167	PARKS MAINTENANCE WORKER	3,122	3,278	3,442	3,614	3,795	3,985	4,184	4,393	4,613	4,844
		18.0115	18.9115	19.8577	20.8500	21.8942	22.9904	24.1385	25.3442	26.6135	27.9462
126	PAYROLL TECHNICIAN	3,835	4,027	4,228	4,439	4,661	4,894	5,139	5,396	5,666	5,949
		22.1250	23.2327	24.3923	25.6096	26.8904	28.2346	29.6481	31.1308	32.6885	34.3212
170	PLANT MAINTENANCE MECHANIC I	3,758	3,946	4,143	4,350	4,568	4,796	5,036	5,288	5,552	5,830
		21.6808	22.7654	23.9019	25.0962	26.3538	27.6692	29.0538	30.5077	32.0308	33.6346
171	PLANT MAINTENANCE MECHANIC II	4,293	4,508	4,733	4,970	5,218	5,479	5,753	6,041	6,343	6,660
		24.7673	26.0077	27.3058	28.6731	30.1038	31.6096	33.1904	34.8519	36.5942	38.4231
552	POLICE LIEUTENANT	12,676	13,310	13,975							
		73.1308	76.7885	80.6250							
			6,292	6,607	6,937	7,284	7,648	8,030	8,432	8,854	
504	POLICE OFFICER		36.3000	38.1173	40.0212	42.0231	44.1231	46.3269	48.6462	51.0808	
503	POLICE OFFICER TRAINEE	5,708									
		32.9321									
174	POLICE PAYROLL & PURCH CLERK	3,292	3,457	3,630	3,812	4,003	4,203	4,413	4,634	4,866	5,109
		18.9923	19.9442	20.9423	21.9923	23.0942	24.2481	25.4596	26.7346	28.0731	29.4750



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175	POLICE PROPERTY ATTENDANT	3,427	3,598	3,778	3,967	4,165	4,373	4,592	4,822	5,063	5,316
		19.7712	20.7577	21.7962	22.8865	24.0288	25.2288	26.4923	27.8192	29.2096	30.6692
728	POLICE RECORDS MANAGER	6,963					9,424				
		40.1708					54.3692				
176	POLICE RECORDS TECHNICIAN	3,255	3,418	3,589	3,768	3,956	4,154	4,362	4,580	4,809	5,049
		18.7788	19.7192	20.7058	21.7385	22.8231	23.9654	25.1654	26.4231	27.7442	29.1288
505	POLICE SERGEANT	7,305	7,670	8,054	8,457	8,880	9,324	9,790	10,279	10,793	
		42.1442	44.2500	46.4654	48.7904	51.2308	53.7923	56.4808	59.3019	62.2673	
915	POOL LIFEGUARD		12.2058	12.8149	13.4576	14.1303	14.8368				
916	POOL MANAGER		14.8962	15.6388	16.4217	17.2429	18.1050				
730	PRINCIPAL HR ANALYST	7,042					9,531				
		40.6269					54.9865				
729	PRINCIPAL MGMT ANALYST	7,042					9,531				
		40.6269					54.9865				
731	PRINCIPAL PLANNER	8,327					11,270				
		48.0396					65.0192				
917	PROFESSIONAL & TECH ASSIST	12.0000		34.9472							
705	PROGRAMMER ANALYST I	5,362					7,258				
		30.9346					41.8731				
706	PROGRAMMER ANALYST II	5,991					8,109				
		34.5655					46.7827				
770	PROPERTY MANAGER	6,014					8,141				
		34.6962					46.9673				
759	PUBLIC WORKS OPER SUPT	6,722					9,098				
		38.7812					52.4885				



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732	PUBLIC WORKS OPERATIONS MGR	7,829					10,596				
		45.1666					61.1308				
281	PURCHASING ASSISTANT	3,180	3,339	3,506	3,681	3,865	4,058	4,261	4,474	4,698	4,933
		18.3462	19.2635	20.2269	21.2365	22.2981	23.4115	24.5827	25.8115	27.1038	28.4596
733	PURCHASING MANAGER	7,561					10,233				
		43.6193					59.0365				
359	QA/QC LABORATORY CHEMIST	5,314	5,580	5,859	6,152	6,460	6,783	7,122	7,478	7,852	8,245
		30.6577	32.1923	33.8019	35.4923	37.2692	39.1327	41.0885	43.1423	45.3000	47.5673
238	RANGER ASSISTANT	2,790	2,930	3,076	3,230	3,392	3,562	3,740	3,927	4,123	4,329
		16.0962	16.9038	17.7462	18.6346	19.5692	20.5500	21.5769	22.6558	23.7865	24.9750
294	RANGER I	3,399	3,569	3,747	3,934	4,131	4,338	4,555	4,783	5,022	5,273
		19.6096	20.5904	21.6173	22.6962	23.8327	25.0269	26.2788	27.5942	28.9731	30.4212
179	RANGER II	3,667	3,850	4,042	4,244	4,456	4,679	4,913	5,159	5,417	5,688
		21.1558	22.2115	23.3192	24.4846	25.7077	26.9942	28.3442	29.7635	31.2519	32.8154
918	RANGER TRAINEE		16,7029	17,5395	18,4161	19,3368	20,3036				
223	RECORDS COORDINATOR	3,615	3,796	3,986	4,185	4,394	4,614	4,845	5,087	5,341	5,608
		20.8558	21.9000	22.9962	24.1442	25.3500	26.6192	27.9519	29.3481	30.8135	32.3538
919	RECREATION AREA AIDE		12,6000	13,2300	13,8915	14,5861	15,3154				
180	RECREATION ASSISTANT	3,721	3,907	4,102	4,307	4,522	4,748	4,985	5,234	5,496	5,771
		21.4673	22.5404	23.6654	24.8481	26.0885	27.3923	28.7596	30.1962	31.7077	33.2942
920	RECREATION I		12,6000	13,2300	13,8915	14,5861					
921	RECREATION II		13,8600	14,5530	15,2807	16,0447	16,8469				
922	RECREATION III		15,2565	16,0193	16,8203	17,6613	18,5444				



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923	RECREATION IV		16.7895	17.6290	18.5104	19.4359	20.4077				
734	RECREATION SUPERINTENDENT	7,829					10,596				
		45.1666					61.1308				
323	RECREATION SUPERVISOR	4,361	4,579	4,808	5,048	5,300	5,565	5,843	6,135	6,442	6,764
		25.1596	26.4173	27.7385	29.1231	30.5769	32.1058	33.7096	35.3942	37.1654	39.0237
924	RECREATION V		18.1058	19.0111	19.9616	20.9597	22.0077				
181	RECYCLE CENTER MAINT MECHANIC	4,096	4,301	4,516	4,742	4,979	5,228	5,489	5,763	6,051	6,354
		23.6308	24.8135	26.0538	27.3577	28.7250	30.1615	31.6673	33.2481	34.9096	36.6577
815	REDEVELOPMENT DIRECTOR	12,564				16,031					
		72.4846				92.4865					
182	RESOURCE RECOVERY EQUIP OPERAT	3,738	3,925	4,121	4,327	4,543	4,770	5,008	5,258	5,521	5,797
		21.5654	22.6442	23.7750	24.9635	26.2096	27.5192	28.8923	30.3346	31.8519	33.4442
349	RESOURCE RECOVERY SUPERVISOR	4,470	4,693	4,928	5,174	5,433	5,705	5,990	6,290	6,605	6,935
		25.7885	27.0750	28.4308	29.8500	31.3442	32.9135	34.5577	36.2885	38.1058	40.0111
218	RESOURCE RECOVERY WORKER I	2,785	2,924	3,070	3,223	3,384	3,553	3,731	3,918	4,114	4,320
		16.0673	16.8692	17.7115	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346	24.9231
219	RESOURCE RECOVERY WORKER II	2,922	3,068	3,221	3,382	3,551	3,729	3,915	4,111	4,317	4,533
		16.8577	17.7000	18.5827	19.5115	20.4865	21.5135	22.5865	23.7173	24.9058	26.1519
279	REVENUE COLLECTIONS SPECIALIST	4,122	4,328	4,544	4,771	5,010	5,261	5,524	5,800	6,090	6,395
		23.7808	24.9692	26.2154	27.5250	28.9038	30.3519	31.8692	33.4615	35.1346	36.8942
703	RISK AND SAFETY MANAGER	8,796					11,905				
		50.7464					68.6827				
797	SCADA SYSTEM NETWORK ADMINISTR	7,595					10,280				
		43.8196					59.3077				
762	SENIOR ACCOUNTANT	6,722					9,098				
		38.7812					52.4885				



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184	SENIOR BUILDING INSPECTOR	5,288	5,552	5,830	6,122	6,428	6,749	7,086	7,440	7,812	8,203
		30.5077	32.0308	33.6346	35.3192	37.0846	38.9365	40.8808	42.9231	45.0692	47.3250
345	SENIOR ELECTRICIAN	5,533	5,810	6,101	6,406	6,726	7,062	7,415	7,786	8,175	8,584
		31.9212	33.5192	35.1981	36.9577	38.8038	40.7423	42.7788	44.9192	47.1635	49.5216
264	SENIOR PARKING SERVICES WORKER	3,670	3,853	4,046	4,248	4,460	4,683	4,917	5,163	5,421	5,692
		21.1731	22.2288	23.3423	24.5077	25.7308	27.0173	28.3673	29.7865	31.2750	32.8385
234	SENIOR PAYMENTS TECHNICIAN	4,122	4,328	4,544	4,771	5,010	5,261	5,524	5,800	6,090	6,395
		23.7808	24.9692	26.2154	27.5250	28.9038	30.3519	31.8692	33.4615	35.1346	36.8942
741	SENIOR PLANNER	7,561					10,233				
		43.6193					59.0365				
277	SENIOR PLANS EXAMINER	5,620	5,901	6,196	6,506	6,831	7,173	7,532	7,909	8,304	8,719
		32.4231	34.0442	35.7462	37.5346	39.4096	41.3827	43.4538	45.6288	47.9077	50.3019
292	SENIOR POLICE RECORDS TECH	3,508	3,683	3,867	4,060	4,263	4,476	4,700	4,935	5,182	5,441
		20.2385	21.2481	22.3096	23.4231	24.5942	25.8231	27.1154	28.4712	29.8962	31.3904
708	SENIOR PROFESSIONAL ENGINEER	8,412					11,385				
		48.5298					65.6827				
293	SENIOR RANGER	4,000	4,200	4,410	4,631	4,863	5,106	5,361	5,629	5,910	6,205
		23.0769	24.2308	25.4423	26.7173	28.0558	29.4577	30.9288	32.4750	34.0962	35.7981
366	SENIOR WW PLANT OPER IV	5,913	6,209	6,519	6,845	7,187	7,546	7,923	8,319	8,735	9,172
		34.1135	35.8212	37.6096	39.4904	41.4635	43.5346	45.7096	47.9942	50.3942	52.9139
330	SERVICE FIELD CREW LEADER	4,023	4,224	4,435	4,657	4,890	5,134	5,391	5,661	5,944	6,241
		23.2096	24.3692	25.5865	26.8673	28.2115	29.6192	31.1019	32.6596	34.2923	36.0069
189	SERVICE MAINTENANCE TRAINEE	2,881	3,025	3,176	3,335	3,502	3,677	3,861	4,054	4,257	4,470
		16.6212	17.4519	18.3231	19.2404	20.2038	21.2135	22.2750	23.3885	24.5596	25.7885
190	SERVICE MAINTENANCE WORKER	3,122	3,278	3,442	3,614	3,795	3,985	4,184	4,393	4,613	4,844
		18.0115	18.9115	19.8577	20.8500	21.8942	22.9904	24.1385	25.3442	26.6135	27.9462
191	SOLID WASTE WORKER	3,392	3,562	3,740	3,927	4,123	4,329	4,545	4,772	5,011	5,262
		19.5692	20.5500	21.5769	22.6558	23.7865	24.9750	26.2212	27.5308	28.9096	30.3577



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287	SPECIAL EVENTS COORDINATOR	4,390	4,609	4,839	5,081	5,335	5,602	5,882	6,176	6,485	6,809
		25.3269	26.5904	27.9173	29.3135	30.7788	32.3192	33.9346	35.6308	37.4135	39.2827
360	SR ENVIR COMPLIANCE INSPECTOR	4,711	4,947	5,194	5,454	5,727	6,013	6,314	6,630	6,961	7,309
		27.1788	28.5404	29.9654	31.4654	33.0404	34.6904	36.4269	38.2500	40.1596	42.1676
361	SR ENVIRON PROJECTS ANALYST	4,790	5,029	5,280	5,544	5,821	6,112	6,418	6,739	7,076	7,430
		27.6346	29.0135	30.4615	31.9846	33.5827	35.2615	37.0269	38.8788	40.8231	42.8642
186	SR PARKS MAINTENANCE WKR	3,399	3,569	3,747	3,934	4,131	4,338	4,555	4,783	5,022	5,273
		19.6096	20.5904	21.6173	22.6962	23.8327	25.0269	26.2788	27.5942	28.9731	30.4212
328	SR PLANT MAINTENANCE MECHANIC	4,807	5,047	5,299	5,564	5,842	6,134	6,441	6,763	7,101	7,456
		27.7327	29.1173	30.5712	32.1000	33.7038	35.3885	37.1596	39.0173	40.9673	43.0157
220	SR RESOURCE RECOVERY WKR	3,182	3,341	3,508	3,683	3,867	4,060	4,263	4,476	4,700	4,935
		18.3577	19.2750	20.2385	21.2481	22.3096	23.4231	24.5942	25.8231	27.1154	28.4712
187	SR SERVICE MAINTENANCE WKR	3,399	3,569	3,747	3,934	4,131	4,338	4,555	4,783	5,022	5,273
		19.6096	20.5904	21.6173	22.6962	23.8327	25.0269	26.2788	27.5942	28.9731	30.4212
329	SR WASTEWATER PLANT OPER III	5,767	6,055	6,358	6,676	7,010	7,361	7,729	8,115	8,521	8,947
		33.2712	34.9327	36.6808	38.5154	40.4423	42.4673	44.5904	46.8173	49.1596	51.6176
243	SR WATER DISTRIBUTION OPERATOR	4,471	4,695	4,930	5,176	5,435	5,707	5,992	6,292	6,607	6,937
		25.7942	27.0865	28.4423	29.8615	31.3558	32.9250	34.5692	36.3000	38.1173	40.0212
205	SR WW COLLECTION MAINT TECH	4,471	4,695	4,930	5,176	5,435	5,707	5,992	6,292	6,607	6,937
		25.7942	27.0865	28.4423	29.8615	31.3558	32.9250	34.5692	36.3000	38.1173	40.0212
743	SUPERINTENDENT OF PARKS	7,829					10,596				
		45.1666					61.1308				
367	SUPERVISING BUILDING INSPECTOR	5,760	6,048	6,350	6,667	7,000	7,350	7,717	8,103	8,508	8,933
		33.2308	34.8923	36.6346	38.4635	40.3846	42.4038	44.5212	46.7481	49.0846	51.5365
362	SUPERVISING PLANS EXAMINER	5,992	6,292	6,607	6,937	7,284	7,648	8,030	8,432	8,854	9,297
		34.5692	36.3000	38.1173	40.0212	42.0231	44.1231	46.3269	48.6462	51.0808	53.6348
771	SUPT OF PARKING SERVICES	5,844					7,910				
		33.7173					45.6346				



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744	SUPT OF R R COLLECT-SWEEPING	6,975					9,441				
		40.2404					54.4673				
745	SUPT OF R R PROCESS - DISPOSAL	6,975					9,441				
		40.2404					54.4673				
754	SUPT OF WATER DISTRIBUTION	8,697					11,772				
		50.1750					67.9154				
747	SUPT OF WATER TREATMENT & PROD	8,918					12,070				
		51.4497					69.6346				
738	SUSTAIN - CLIMATE ACTION MGR	7,561					10,233				
		43.6193					59.0365				
793	SYSTEMS COORDINATOR	7,595					10,280				
		43.8196					59.3077				
749	TRAFFIC ENGINEER	9,906					13,406				
		57.1482					77.3423				
196	TRAFFIC SIGNAL WORKER	3,479	3,653	3,836	4,028	4,229	4,440	4,662	4,895	5,140	5,397
		20.0712	21.0750	22.1308	23.2385	24.3981	25.6154	26.8962	28.2404	29.6538	31.1365
198	TRANSPORTATION COORDINATOR	4,439	4,661	4,894	5,139	5,396	5,666	5,949	6,246	6,558	6,886
		25.6096	26.8904	28.2346	29.6481	31.1308	32.6885	34.3212	36.0346	37.8346	39.7269
722	TRANSPORTATION PLANNER I	6,512					8,814				
		37.5707					50.8500				
723	TRANSPORTATION PLANNER II	7,561					10,233				
		43.6193					59.0365				
751	URBAN FORESTER	6,354					8,600				
		36.6585					49.6154				
271	UTILITY ACCOUNT SPECIALIST	3,696	3,881	4,075	4,279	4,493	4,718	4,954	5,202	5,462	5,735
		21.3231	22.3904	23.5096	24.6865	25.9212	27.2192	28.5808	30.0115	31.5115	33.0865
295	UTILITY MAINT TECH TRAINEE	3,586	3,765	3,953	4,151	4,359	4,577	4,806	5,046	5,298	5,563
		20.6885	21.7212	22.8058	23.9481	25.1481	26.4058	27.7269	29.1115	30.5654	32.0942



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260	UTILITY MAINT TECHNICIAN	3,816	4,007	4,207	4,417	4,638	4,870	5,114	5,370	5,639	5,921
		22.0154	23.1173	24.2712	25.4827	26.7577	28.0962	29.5038	30.9808	32.5327	34.1596
274	UTILITY SER FIELD TECH I	3,201	3,361	3,529	3,705	3,890	4,084	4,288	4,502	4,727	4,963
		18.4673	19.3904	20.3596	21.3750	22.4423	23.5615	24.7385	25.9731	27.2712	28.6327
275	UTILITY SER FIELD TECH II	3,362	3,530	3,706	3,891	4,086	4,290	4,505	4,730	4,966	5,214
		19.3962	20.3654	21.3808	22.4481	23.5731	24.7500	25.9904	27.2885	28.6500	30.0808
272	UTILITY SERVICE REP I	3,201	3,361	3,529	3,705	3,890	4,084	4,288	4,502	4,727	4,963
		18.4673	19.3904	20.3596	21.3750	22.4423	23.5615	24.7385	25.9731	27.2712	28.6327
273	UTILITY SERVICE REP II	3,362	3,530	3,706	3,891	4,086	4,290	4,505	4,730	4,966	5,214
		19.3962	20.3654	21.3808	22.4481	23.5731	24.7500	25.9904	27.2885	28.6500	30.0808
333	UTILITY SUPERVISOR	4,410	4,630	4,862	5,105	5,360	5,628	5,909	6,204	6,514	6,840
		25.4423	26.7115	28.0500	29.4519	30.9231	32.4692	34.0904	35.7923	37.5808	39.4598
506	VICTIM ADVOCATE	4,044	4,246	4,458	4,681	4,915	5,161	5,419	5,690	5,975	
		23.3308	24.4962	25.7192	27.0058	28.3558	29.7750	31.2635	32.8269	34.4712	
289	VOLUNTEER COORDINATOR ASSIST	2,912	3,058	3,211	3,372	3,541	3,718	3,904	4,099	4,304	4,519
		16.8000	17.6423	18.5250	19.4538	20.4288	21.4500	22.5231	23.6481	24.8308	26.0712
225	WASTE REDUCTION ASSITANT	3,399	3,569	3,747	3,934	4,131	4,338	4,555	4,783	5,022	5,273
		19.6096	20.5904	21.6173	22.6962	23.8327	25.0269	26.2788	27.5942	28.9731	30.4212
746	WASTEWATER SYSTEMS MANAGER	9,721					13,157				
		56.0832					75.9058				
753	WATER CONSERVATION MANAGER	8,023					10,859				
		46.2877					62.6481				
208	WATER CONSERVATION REPRES.	3,768	3,956	4,154	4,362	4,580	4,809	5,049	5,301	5,566	5,844
		21.7385	22.8231	23.9654	25.1654	26.4231	27.7442	29.1288	30.5827	32.1115	33.7154
355	WATER DIST CREW LEADER III	4,726	4,962	5,210	5,470	5,744	6,031	6,333	6,650	6,982	7,331
		27.2654	28.6269	30.0577	31.5577	33.1385	34.7942	36.5365	38.3654	40.2808	42.2948
356	WATER DIST CREW LEADER IV	4,844	5,086	5,340	5,607	5,887	6,181	6,490	6,815	7,156	7,514
		27.9462	29.3423	30.8077	32.3481	33.9635	35.6596	37.4423	39.3173	41.2846	43.3488



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244	WATER DISTRIBUTION OIT	3,122	3,278	3,442	3,614	3,795	3,985	4,184	4,393	4,613	4,844
		18.0115	18.9115	19.8577	20.8500	21.8942	22.9904	24.1385	25.3442	26.6135	27.9462
246	WATER DISTRIBUTION OPER III	4,000	4,200	4,410	4,631	4,863	5,106	5,361	5,629	5,910	6,205
		23.0769	24.2308	25.4423	26.7173	28.0558	29.4577	30.9288	32.4750	34.0962	35.7981
245	WATER DISTRIBUTION OPERATOR II	3,665	3,848	4,040	4,242	4,454	4,677	4,911	5,157	5,415	5,686
		21.1442	22.2000	23.3077	24.4731	25.6962	26.9827	28.3327	29.7519	31.2404	32.8038
352	WATER DISTRIBUTION SUP V	5,950	6,248	6,560	6,888	7,232	7,594	7,974	8,373	8,792	9,232
		34.3269	36.0462	37.8462	39.7385	41.7231	43.8115	46.0038	48.3058	50.7231	53.2615
351	WATER DISTRIBUTION SUPERV IV	5,810	6,100	6,405	6,725	7,061	7,414	7,785	8,174	8,583	9,012
		33.5192	35.1923	36.9519	38.7981	40.7365	42.7731	44.9135	47.1577	49.5173	51.9932
370	WATER FAC MECH SUPERVISOR	5,305	5,570	5,849	6,141	6,448	6,770	7,108	7,463	7,836	8,228
		30.6058	32.1346	33.7442	35.4288	37.2000	39.0577	41.0077	43.0558	45.2077	47.4681
258	WATER FAC MECHANICAL TECH II	4,399	4,619	4,850	5,092	5,347	5,614	5,895	6,190	6,499	6,824
		25.3788	26.6481	27.9808	29.3769	30.8481	32.3885	34.0096	35.7115	37.4942	39.3692
259	WATER FAC MECHANICAL TECH III	4,748	4,985	5,234	5,496	5,771	6,060	6,363	6,681	7,015	7,366
		27.3923	28.7596	30.1962	31.7077	33.2942	34.9615	36.7096	38.5442	40.4712	42.4962
340	WATER FACILITIES FIELD SUPV	6,164	6,472	6,796	7,136	7,493	7,868	8,261	8,674	9,108	9,563
		35.5615	37.3385	39.2077	41.1692	43.2288	45.3923	47.6596	50.0423	52.5462	55.1712
276	WATER METER SPECIALIST	3,383	3,552	3,730	3,916	4,112	4,318	4,534	4,761	4,999	5,249
		19.5173	20.4923	21.5192	22.5923	23.7231	24.9115	26.1577	27.4673	28.8404	30.2827
339	WATER METER SUPERVISOR	4,395	4,615	4,846	5,088	5,342	5,609	5,889	6,183	6,492	6,817
		25.3558	26.6250	27.9577	29.3538	30.8192	32.3596	33.9750	35.6712	37.4538	39.3288
212	WATER METER TECHNICIAN	3,009	3,159	3,317	3,483	3,657	3,840	4,032	4,234	4,446	4,668
		17.3596	18.2250	19.1365	20.0942	21.0981	22.1538	23.2615	24.4269	25.6500	26.9308
251	WATER QUALITY CHEMIST I	4,743	4,980	5,229	5,490	5,765	6,053	6,356	6,674	7,008	7,358
		27.3635	28.7308	30.1673	31.6731	33.2596	34.9212	36.6692	38.5038	40.4308	42.4500
252	WATER QUALITY CHEMIST II	4,981	5,230	5,492	5,767	6,055	6,358	6,676	7,010	7,360	7,728
		28.7365	30.1731	31.6846	33.2712	34.9327	36.6808	38.5154	40.4423	42.4615	44.5846



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253	WATER QUALITY CHEMIST III	5,477	5,751	6,039	6,341	6,658	6,991	7,341	7,708	8,093	8,498
		31.5981	33.1788	34.8404	36.5827	38.4115	40.3327	42.3519	44.4692	46.6904	49.0269
755	WATER QUALITY MANAGER	8,023					10,859				
		46.2877					62.6481				
354	WATER TREAT SUP V	6,145	6,452	6,775	7,114	7,470	7,844	8,236	8,648	9,080	9,534
		35.4519	37.2231	39.0865	41.0423	43.0962	45.2538	47.5154	49.8923	52.3846	55.0038
239	WATER TREATMENT OIT	3,827	4,018	4,219	4,430	4,651	4,884	5,128	5,384	5,653	5,936
		22.0788	23.1808	24.3404	25.5577	26.8327	28.1769	29.5846	31.0615	32.6135	34.2462
240	WATER TREATMENT OPERATOR II	4,246	4,458	4,681	4,915	5,161	5,419	5,690	5,974	6,273	6,587
		24.4962	25.7192	27.0058	28.3558	29.7750	31.2635	32.8269	34.4654	36.1904	38.0019
241	WATER TREATMENT OPERATOR III	4,996	5,246	5,508	5,783	6,072	6,376	6,695	7,030	7,381	7,750
		28.8231	30.2654	31.7769	33.3635	35.0308	36.7846	38.6250	40.5577	42.5827	44.7115
242	WATER TREATMENT OPERATOR IV	5,248	5,510	5,785	6,074	6,378	6,697	7,032	7,384	7,753	8,141
		30.2769	31.7885	33.3750	35.0423	36.7962	38.6365	40.5692	42.6000	44.7288	46.9673
353	WATER TREATMENT SUPV IV	5,852	6,145	6,452	6,775	7,114	7,470	7,843	8,235	8,647	9,079
		33.7615	35.4519	37.2231	39.0865	41.0423	43.0962	45.2481	47.5096	49.8865	52.3788
779	WATERSHED COMPLIANCE MANAGER	8,023					10,859				
		46.2877					62.6481				
341	WHARF CONSTRUCTION CREW LDR	4,241	4,453	4,676	4,910	5,155	5,413	5,684	5,968	6,266	6,579
		24.4673	25.6904	26.9769	28.3269	29.7404	31.2288	32.7923	34.4308	36.1500	37.9575
216	WHARF CONSTRUCTION WORKER	3,958	4,156	4,364	4,582	4,811	5,052	5,305	5,570	5,848	6,140
		22.8346	23.9769	25.1769	26.4346	27.7558	29.1462	30.6058	32.1346	33.7385	35.4231
343	WHARF SUPERVISOR	5,369	5,637	5,919	6,215	6,526	6,852	7,195	7,555	7,933	8,330
		30.9750	32.5212	34.1481	35.8558	37.6500	39.5308	41.5096	43.5865	45.7673	48.0577
265	WTR FAC ELEC/INSTR TECH II	4,743	4,980	5,229	5,490	5,765	6,053	6,356	6,674	7,008	7,358
		27.3635	28.7308	30.1673	31.6731	33.2596	34.9212	36.6692	38.5038	40.4308	42.4500
266	WTR FAC ELEC/INSTR TECH III	5,257	5,520	5,796	6,086	6,390	6,710	7,045	7,397	7,767	8,155
		30.3288	31.8462	33.4385	35.1115	36.8654	38.7115	40.6442	42.6750	44.8096	47.0481



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346	WW COLLECTION FIELD CREW LDR	4,726	4,962	5,210	5,470	5,744	6,031	6,333	6,650	6,982	7,331
		27.2654	28.6269	30.0577	31.5577	33.1385	34.7942	36.5365	38.3654	40.2808	42.2948
204	WW COLLECTION MAINT TECH I	3,665	3,848	4,040	4,242	4,454	4,677	4,911	5,157	5,415	5,686
		21.1442	22.2000	23.3077	24.4731	25.6962	26.9827	28.3327	29.7519	31.2404	32.8038
202	WW COLLECTION MAINT TECH II	4,000	4,200	4,410	4,631	4,863	5,106	5,361	5,629	5,910	6,205
		23.0769	24.2308	25.4423	26.7173	28.0558	29.4577	30.9288	32.4750	34.0962	35.7981
203	WW COLLECTION MAINT TRAINEE	3,122	3,278	3,442	3,614	3,795	3,985	4,184	4,393	4,613	4,844
		18.0115	18.9115	19.8577	20.8500	21.8942	22.9904	24.1385	25.3442	26.6135	27.9462
774	WW COLLECTION MANAGER	8,415					11,389				
		48.5469					65.7058				
261	WW COLLECTION MECH TECH II	4,399	4,619	4,850	5,092	5,347	5,614	5,895	6,190	6,499	6,824
		25.3788	26.6481	27.9808	29.3769	30.8481	32.3885	34.0096	35.7115	37.4942	39.3692
262	WW FAC ELEC/ INSTR TECH I	3,816	4,007	4,207	4,417	4,638	4,870	5,114	5,370	5,639	5,921
		22.0154	23.1173	24.2712	25.4827	26.7577	28.0962	29.5038	30.9808	32.5327	34.1596
358	WW FAC ELEC/INSTR SUPV	5,671	5,955	6,253	6,566	6,894	7,239	7,601	7,981	8,380	8,799
		32.7173	34.3558	36.0750	37.8808	39.7731	41.7635	43.8519	46.0442	48.3462	50.7635
263	WW FAC ELEC/INSTR TECH II	4,743	4,980	5,229	5,490	5,765	6,053	6,356	6,674	7,008	7,358
		27.3635	28.7308	30.1673	31.6731	33.2596	34.9212	36.6692	38.5038	40.4308	42.4500
268	WW FAC INSTR TECH II	4,473	4,697	4,932	5,179	5,438	5,710	5,996	6,296	6,611	6,942
		25.8058	27.0981	28.4538	29.8788	31.3731	32.9423	34.5923	36.3231	38.1404	40.0500
249	WW FAC LEAD MECH TECH	4,748	4,985	5,234	5,496	5,771	6,060	6,363	6,681	7,015	7,366
		27.3923	28.7596	30.1962	31.7077	33.2942	34.9615	36.7096	38.5442	40.4712	42.4962
247	WW FAC MECH TECH I	3,816	4,007	4,207	4,417	4,638	4,870	5,114	5,370	5,639	5,921
		22.0154	23.1173	24.2712	25.4827	26.7577	28.0962	29.5038	30.9808	32.5327	34.1596
248	WW FAC MECH TECH II	4,399	4,619	4,850	5,092	5,347	5,614	5,895	6,190	6,499	6,824
		25.3788	26.6481	27.9808	29.3769	30.8481	32.3885	34.0096	35.7115	37.4942	39.3692
269	WW FACILITIES ELEC TECH I	3,816	4,007	4,207	4,417	4,638	4,870	5,114	5,370	5,639	5,921
		22.0154	23.1173	24.2712	25.4827	26.7577	28.0962	29.5038	30.9808	32.5327	34.1596



City of Santa Cruz
California
Human Resources

Salary Compensation Plans

Sorted by: Grade Description

Grade Code	Description	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
270	WW FACILITIES ELEC TECH II	4,473	4,697	4,932	5,179	5,438	5,710	5,996	6,296	6,611	6,942
		25.8058	27.0981	28.4538	29.8788	31.3731	32.9423	34.5923	36.3231	38.1404	40.0500
267	WW FACILITIES INSTR TECH I	3,816	4,007	4,207	4,417	4,638	4,870	5,114	5,370	5,639	5,921
		22.0154	23.1173	24.2712	25.4827	26.7577	28.0962	29.5038	30.9808	32.5327	34.1596
357	WW FACILITIES MECH SUP	5,305	5,570	5,849	6,141	6,448	6,770	7,108	7,463	7,836	8,228
		30.6058	32.1346	33.7442	35.4288	37.2000	39.0577	41.0077	43.0558	45.2077	47.4681
752	WW LAB/ENVIRO COMPLIANCE MGR	8,415					11,389				
		48.5469					65.7058				
111	WW PLANT OPER IN TRAIN	3,357	3,525	3,701	3,886	4,080	4,284	4,498	4,723	4,959	5,207
		19.3673	20.3365	21.3519	22.4192	23.5385	24.7154	25.9500	27.2481	28.6096	30.0404
206	WW PLANT OPERATOR I	3,393	3,563	3,741	3,928	4,124	4,330	4,547	4,774	5,013	5,264
		19.5750	20.5558	21.5827	22.6615	23.7923	24.9808	26.2327	27.5423	28.9212	30.3692
207	WW PLANT OPERATOR II	4,707	4,942	5,189	5,448	5,720	6,006	6,306	6,621	6,952	7,300
		27.1558	28.5115	29.9365	31.4308	33.0000	34.6500	36.3808	38.1981	40.1077	42.1154
236	WW PLANT OPERATOR III	5,173	5,432	5,704	5,989	6,288	6,602	6,932	7,279	7,643	8,025
		29.8442	31.3385	32.9077	34.5519	36.2769	38.0885	39.9923	41.9942	44.0942	46.2981
760	WW TREATMENT FACIL OPER MGR	8,836					11,958				
		50.9769					68.9885				
368	WW TREATMENT OPER SUPERVISOR	6,504	6,829	7,170	7,528	7,904	8,299	8,714	9,150	9,608	10,088
		37.5231	39.3981	41.3654	43.4308	45.6000	47.8788	50.2731	52.7885	55.4308	58.2000