

# CITY OF OCEANSIDE SALARY SCHEDULE



Effective 07/06/2025

Adopted 09/03/2025

SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                     | Employee Group | A Hourly        | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ACCT26   | Accounting Clerk                   | OCEA           | 3,314<br>19.12  | 3,479<br>20.07  | 3,649<br>21.05  | 3,836<br>22.13  | 4,027<br>23.23  | 4,224<br>24.37  | 4,437<br>25.60  |
| MGR18    | Accounting Manager*                | UMGMT          | 10,024<br>57.83 | 10,521<br>60.70 | 11,050<br>63.75 | 11,603<br>66.94 | 12,184<br>70.29 | 12,794<br>73.81 | 13,432<br>77.49 |
| ACCT01   | Accounting Specialist I            | OCEA           | 3,533<br>20.38  | 3,676<br>21.21  | 3,865<br>22.30  | 4,013<br>23.15  | 4,186<br>24.15  | 4,391<br>25.33  | 4,612<br>26.61  |
| ACCT04   | Accounting Specialist II           | OCEA           | 3,893<br>22.46  | 4,051<br>23.37  | 4,252<br>24.53  | 4,423<br>25.52  | 4,618<br>26.64  | 4,827<br>27.85  | 5,068<br>29.24  |
| ACCT08   | Accounting Technician              | OCEA           | 4,517<br>26.06  | 4,729<br>27.28  | 4,947<br>28.54  | 5,167<br>29.81  | 5,389<br>31.09  | 5,626<br>32.46  | 5,907<br>34.08  |
| ADMIN130 | Active Transportation Coordinator* | UMGMT          | 8,098<br>46.72  | 8,502<br>49.05  | 8,927<br>51.50  | 9,374<br>54.08  | 9,844<br>56.79  | 10,336<br>59.63 | 10,852<br>62.61 |
| ADMIN41  | Administrative Analyst I*          | MECO           | 5,321<br>30.70  | 5,590<br>32.25  | 5,876<br>33.90  | 6,162<br>35.55  | 6,471<br>37.33  | 6,795<br>39.20  | 7,136<br>41.17  |
| ADMIN42  | Administrative Analyst I*/**       | USUPV          | 5,328<br>30.74  | 5,590<br>32.25  | 5,878<br>33.91  | 6,165<br>35.57  | 6,476<br>37.36  | 6,802<br>39.24  | 7,141<br>41.20  |
| ADMIN49  | Administrative Analyst II*         | MECO           | 5,878<br>33.91  | 6,169<br>35.59  | 6,474<br>37.35  | 6,798<br>39.22  | 7,140<br>41.19  | 7,497<br>43.25  | 7,873<br>45.42  |
| ADMIN50  | Administrative Analyst II*/**      | USUPV          | 5,879<br>33.92  | 6,172<br>35.61  | 6,477<br>37.37  | 6,803<br>39.25  | 7,143<br>41.21  | 7,500<br>43.27  | 7,875<br>45.43  |
| ADMIN21  | Administrative Secretary           | MECO           | 4,384<br>25.29  | 4,600<br>26.54  | 4,834<br>27.89  | 5,075<br>29.28  | 5,318<br>30.68  | 5,587<br>32.23  | 5,867<br>33.85  |

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| ADMIN22  | Administrative Secretary**                    | USUPV          | 4,389<br>25.32 | 4,604<br>26.56  | 4,836<br>27.90  | 5,077<br>29.29  | 5,325<br>30.72  | 5,587<br>32.23  | 5,871<br>33.87  |
| MAINT76  | Advanced Water Plant Operator I               | OCEA           | 6,086<br>35.11 | 6,389<br>36.86  | 6,708<br>38.70  | 7,046<br>40.65  | 7,398<br>42.68  | 7,767<br>44.81  | 8,155<br>47.05  |
| MAINT77  | Advanced Water Plant Operator II              | OCEA           | 6,694<br>38.62 | 7,030<br>40.56  | 7,379<br>42.57  | 7,746<br>44.69  | 8,138<br>46.95  | 8,544<br>49.29  | 8,970<br>51.75  |
| MAINT78  | Advanced Water Plant Operator III             | OCEA           | 7,360<br>42.46 | 7,734<br>44.62  | 8,121<br>46.85  | 8,528<br>49.20  | 8,956<br>51.67  | 9,398<br>54.22  | 9,868<br>56.93  |
| MAINT80  | Advanced Water Treatment Chief Plant Operator | MECO           | 9,913<br>57.19 | 10,409<br>60.05 | 10,939<br>63.11 | 11,485<br>66.26 | 12,059<br>69.57 | 12,660<br>73.04 | 13,288<br>76.66 |
| ADMIN46  | Applications Analyst I                        | USUPV          | 5,774<br>33.31 | 6,061<br>34.97  | 6,379<br>36.80  | 6,694<br>38.62  | 7,025<br>40.53  | 7,374<br>42.54  | 7,743<br>44.67  |
| ADMIN57  | Applications Analyst II*                      | USUPV          | 6,361<br>36.70 | 6,679<br>38.53  | 7,011<br>40.45  | 7,361<br>42.47  | 7,731<br>44.60  | 8,117<br>46.83  | 8,525<br>49.18  |
| ADMIN64  | Applications Analyst III*                     | USUPV          | 6,992<br>40.34 | 7,339<br>42.34  | 7,715<br>44.51  | 8,098<br>46.72  | 8,500<br>49.04  | 8,932<br>51.53  | 9,377<br>54.10  |
| ADMIN69  | Applications Analyst IV*                      | USUPV          | 7,694<br>44.39 | 8,077<br>46.60  | 8,485<br>48.95  | 8,904<br>51.37  | 9,357<br>53.98  | 9,825<br>56.68  | 10,312<br>59.49 |
| RECRE14  | Aquatics Program Administrator*               | USUPV          | 6,916<br>39.90 | 7,263<br>41.90  | 7,623<br>43.98  | 8,005<br>46.18  | 8,405<br>48.49  | 8,826<br>50.92  | 9,270<br>53.48  |
| RECRE11  | Aquatics Technician - Pool                    | UTECH          | 4,578<br>26.41 | 4,807<br>27.73  | 5,054<br>29.16  | 5,313<br>30.65  | 5,569<br>32.13  | 5,848<br>33.74  | 6,141<br>35.43  |

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|----------|----------------------------------------|----------------|----------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN128 | Asset Management Administrator*        | UMGMT          | 8,462<br>48.82 | 8,887<br>51.27 | 9,329<br>53.82 | 9,799<br>56.53  | 10,289<br>59.36 | 10,804<br>62.33 | 11,343<br>65.44 |
| MGR49    | Assistant Building Official*           | UMGMT          | 8,549<br>49.32 | 8,973<br>51.77 | 9,426<br>54.38 | 9,899<br>57.11  | 10,395<br>59.97 | 10,911<br>62.95 | 11,454<br>66.08 |
| MGR36    | Assistant City Attorney*               | UEXEC          |                |                |                |                 |                 |                 |                 |
| MGR05    | Assistant City Clerk*                  | UMGMT          | 8,500<br>49.04 | 8,925<br>51.49 | 9,367<br>54.04 | 9,837<br>56.75  | 10,325<br>59.57 | 10,844<br>62.56 | 11,388<br>65.70 |
| EXEC15   | Assistant City Manager*/**             | UEXEC          |                |                |                |                 |                 |                 |                 |
| ENGR02   | Assistant Engineer                     | WCE            | 7,615<br>43.93 | 7,991<br>46.10 | 8,395<br>48.43 | 8,812<br>50.84  | 9,251<br>53.37  | 9,715<br>56.05  | 10,199<br>58.84 |
| FIRE22   | Assistant Fire Marshal                 | OFA            | 8,816<br>50.86 | 9,256<br>53.40 | 9,721<br>56.08 |                 |                 |                 |                 |
| EXEC19   | Assistant Police Chief*/**             | UEXEC          |                |                |                |                 |                 |                 |                 |
| ENGR10   | Assistant Traffic Engineer             | WCE            | 7,615<br>43.93 | 7,991<br>46.10 | 8,395<br>48.43 | 8,812<br>50.84  | 9,251<br>53.37  | 9,715<br>56.05  | 10,199<br>58.84 |
| FIRE15   | Assistant Training Officer*            | USUPV          | 8,786<br>50.69 | 9,227<br>53.23 | 9,691<br>55.91 | 10,173<br>58.69 | 10,677<br>61.60 | 11,215<br>64.70 | 11,776<br>67.94 |
| EXEC20   | Assistant Water Utilities Director*/** | UEXEC          |                |                |                |                 |                 |                 |                 |
| UTIL03   | Associate Chemist                      | OCEA           | 6,562<br>37.86 | 6,885<br>39.72 | 7,176<br>41.40 | 7,542<br>43.51  | 7,871<br>45.41  | 8,245<br>47.57  | 8,661<br>49.97  |

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|-----------------|----------------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| ENGR03          | Associate Engineer         | WCE                   | 8,774<br>50.62      | 9,178<br>52.95      | 9,597<br>55.37      | 10,074<br>58.12     | 10,535<br>60.78     | 11,033<br>63.65     | 11,586<br>66.84     |
| CSERV18         | Associate Planner          | WCE                   | 6,881<br>39.70      | 7,231<br>41.72      | 7,587<br>43.77      | 7,965<br>45.95      | 8,369<br>48.28      | 8,786<br>50.69      | 9,227<br>53.23      |
| ENGR11          | Associate Traffic Engineer | WCE                   | 8,774<br>50.62      | 9,178<br>52.95      | 9,597<br>55.37      | 10,074<br>58.12     | 10,535<br>60.78     | 11,033<br>63.65     | 11,586<br>66.84     |
| MAINT08         | Automotive Technician I    | OCEA                  | 4,018<br>23.18      | 4,215<br>24.32      | 4,423<br>25.52      | 4,651<br>26.83      | 4,879<br>28.15      | 5,129<br>29.59      | 5,387<br>31.08      |
| MAINT22         | Automotive Technician II   | OCEA                  | 5,276<br>30.44      | 5,547<br>32.00      | 5,821<br>33.58      | 6,112<br>35.26      | 6,422<br>37.05      | 6,737<br>38.87      | 7,079<br>40.84      |
| MAINT29         | Automotive Technician III  | OCEA                  | 6,337<br>36.56      | 6,649<br>38.36      | 6,987<br>40.31      | 7,334<br>42.31      | 7,703<br>44.44      | 8,089<br>46.67      | 8,497<br>49.02      |
| FIRELG01        | Beach Lifeguard Captain    | OFMA                  | 9,015<br>52.01      | 9,466<br>54.61      | 9,942<br>57.36      | 10,438<br>60.22     | 10,960<br>63.23     | 11,506<br>66.38     | 12,085<br>69.72     |
| XTRA02          | Beach Lifeguard I          | HX                    | 3,631<br>20.95      | 3,812<br>21.99      | 4,007<br>23.12      | 4,205<br>24.26      |                     |                     |                     |
| XTRA15          | Beach Lifeguard II         | HX                    | 4,030<br>23.25      | 4,231<br>24.41      | 4,441<br>25.62      | 4,663<br>26.90      |                     |                     |                     |
| FIRELG05        | Beach Lifeguard Lieutenant | OMSEA                 | 6,529<br>37.67      | 6,859<br>39.57      | 7,200<br>41.54      | 7,563<br>43.63      | 7,942<br>45.82      | 8,336<br>48.09      | 8,759<br>50.53      |
| FIRELG06        | Beach Lifeguard Sergeant   | OMSEA                 | 5,498<br>31.72      | 5,772<br>33.30      | 6,061<br>34.97      | 6,367<br>36.73      | 6,684<br>38.56      | 7,017<br>40.48      | 7,368<br>42.51      |

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|-----------------|-----------------------------------|-----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| XTRA20          | Beach Lifeguard Trainee           | HX                    | 3,295<br>19.01  |                 |                 |                 |                 |                 |                 |
| XTRA12          | Beach Safety Officer              | HX                    | 3,262<br>18.82  | 3,425<br>19.76  | 3,597<br>20.75  | 3,777<br>21.79  |                 |                 |                 |
| MGR19           | Budget Manager*                   | UMGMT                 | 10,024<br>57.83 | 10,521<br>60.70 | 11,050<br>63.75 | 11,603<br>66.94 | 12,184<br>70.29 | 12,794<br>73.81 | 13,432<br>77.49 |
| CSERV06         | Building Inspector I              | OCEA                  | 5,476<br>31.59  | 5,699<br>32.88  | 5,964<br>34.41  | 6,231<br>35.95  | 6,529<br>37.67  | 6,835<br>39.43  | 7,178<br>41.41  |
| CSERV12         | Building Inspector II             | OCEA                  | 5,970<br>34.44  | 6,271<br>36.18  | 6,533<br>37.69  | 6,852<br>39.53  | 7,140<br>41.19  | 7,483<br>43.17  | 7,857<br>45.33  |
| CSERV14         | Building Inspector III            | OCEA                  | 6,327<br>36.50  | 6,642<br>38.32  | 6,937<br>40.02  | 7,278<br>41.99  | 7,597<br>43.83  | 7,951<br>45.87  | 8,351<br>48.18  |
| ADMIN35         | Business License Inspector        | OCEA                  | 5,042<br>29.09  | 5,257<br>30.33  | 5,521<br>31.85  | 5,744<br>33.14  | 6,029<br>34.78  | 6,311<br>36.41  | 6,628<br>38.24  |
| ADMIN96         | Call Center Coordinator           | OCEA                  | 3,897<br>22.48  | 4,059<br>23.42  | 4,266<br>24.61  | 4,436<br>25.59  | 4,633<br>26.73  | 4,850<br>27.98  | 5,094<br>29.39  |
| EXEC21          | Chief Assistant City Attorney*/** | UEXEC                 |                 |                 |                 |                 |                 |                 |                 |
| MGR34           | Chief Building Official*/**       | UMGMT                 | 10,487<br>60.50 | 11,005<br>63.49 | 11,556<br>66.67 | 12,137<br>70.02 | 12,742<br>73.51 | 13,380<br>77.19 | 14,050<br>81.06 |
| ADMIN81         | CIP Manager I*                    | USUPV                 | 7,043<br>40.63  | 7,384<br>42.60  | 7,758<br>44.76  | 8,148<br>47.01  | 8,549<br>49.32  | 8,975<br>51.78  | 9,431<br>54.41  |

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| ADMIN82  | CIP Manager II*                    | USUPV          | 8,375<br>48.32  | 8,757<br>50.52  | 9,168<br>52.89  | 9,617<br>55.48  | 10,062<br>58.05 | 10,528<br>60.74 | 11,057<br>63.79 |
| ADMIN83  | CIP Manager III*                   | USUPV          | 9,826<br>56.69  | 10,315<br>59.51 | 10,828<br>62.47 | 11,367<br>65.58 | 11,943<br>68.90 | 12,535<br>72.32 | 13,161<br>75.93 |
| EXEC01   | City Attorney*/**                  | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| ELECT01  | City Clerk*                        | ELECT          |                 |                 |                 |                 |                 |                 |                 |
| ENGR08   | City Development Engineer*         | UMGMT          | 11,156<br>64.36 | 11,717<br>67.60 | 12,295<br>70.93 | 12,912<br>74.49 | 13,555<br>78.20 | 14,236<br>82.13 | 14,948<br>86.24 |
| MGR37    | City Engineer*/**                  | UMGMT          |                 |                 |                 |                 |                 |                 |                 |
| ENGR18   | City Land Surveyor*                | MECO           | 9,916<br>57.21  | 10,414<br>60.08 | 10,927<br>63.04 | 11,476<br>66.21 | 12,045<br>69.49 | 12,648<br>72.97 | 13,281<br>76.62 |
| EXEC14   | City Manager*/**                   | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| MGR31    | City Planner*/**                   | UMGMT          | 10,487<br>60.50 | 11,005<br>63.49 | 11,556<br>66.67 | 12,137<br>70.02 | 12,742<br>73.51 | 13,380<br>77.19 | 14,050<br>81.06 |
| MGR33    | City Traffic Engineer*             | UMGMT          | 11,156<br>64.36 | 11,717<br>67.60 | 12,295<br>70.93 | 12,912<br>74.49 | 13,555<br>78.20 | 14,236<br>82.13 | 14,948<br>86.24 |
| ELECT02  | City Treasurer*                    | ELECT          |                 |                 |                 |                 |                 |                 |                 |
| CSERV31  | Coastal Zone Administrator*/**     | USUPV          | 9,384<br>54.14  | 9,854<br>56.85  | 10,350<br>59.71 | 10,866<br>62.69 | 11,411<br>65.83 | 11,977<br>69.10 | 12,575<br>72.55 |
| MGR56    | Code Enforcement Division Manager* | UMGMT          | 9,592<br>55.34  | 10,074<br>58.12 | 10,572<br>60.99 | 11,107<br>64.08 | 11,657<br>67.25 | 12,239<br>70.61 | 12,847<br>74.12 |

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|-----------------|---------------------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| MGR07           | Code Enforcement Manager*       | UMGMT                 | 8,095<br>46.70      | 8,499<br>49.03      | 8,921<br>51.47      | 9,369<br>54.05      | 9,835<br>56.74      | 10,334<br>59.62     | 10,851<br>62.60     |
| CSERV04         | Code Enforcement Officer I      | OCEA                  | 5,129<br>29.59      | 5,387<br>31.08      | 5,658<br>32.64      | 5,949<br>34.32      | 6,235<br>35.97      | 6,547<br>37.77      | 6,874<br>39.66      |
| CSERV09         | Code Enforcement Officer II     | OCEA                  | 5,651<br>32.60      | 5,930<br>34.21      | 6,214<br>35.85      | 6,533<br>37.69      | 6,862<br>39.59      | 7,204<br>41.56      | 7,559<br>43.61      |
| CSERV11         | Code Enforcement Officer III    | OCEA                  | 6,055<br>34.93      | 6,342<br>36.59      | 6,666<br>38.46      | 7,001<br>40.39      | 7,346<br>42.38      | 7,715<br>44.51      | 8,098<br>46.72      |
| POLICE24        | Communications Supervisor       | OPON                  | 6,185<br>35.68      | 6,498<br>37.49      | 6,829<br>39.40      | 7,164<br>41.33      | 7,526<br>43.42      | 7,902<br>45.59      | 8,296<br>47.86      |
| ADMIN94         | Community Outreach Coordinator* | USUPV                 | 5,353<br>30.88      | 5,626<br>32.46      | 5,905<br>34.07      | 6,198<br>35.76      | 6,514<br>37.58      | 6,836<br>39.44      | 7,179<br>41.42      |
| ADMIN131        | Community Resource Specialist   | OCEA                  | 4,167<br>24.04      | 4,377<br>25.25      | 4,593<br>26.50      | 4,824<br>27.83      | 5,065<br>29.22      | 5,318<br>30.68      | 5,585<br>32.22      |
| POLICE03        | Community Services Officer      | OPON                  | 3,883<br>22.40      | 4,075<br>23.51      | 4,271<br>24.64      | 4,474<br>25.81      | 4,708<br>27.16      | 4,954<br>28.58      | 5,197<br>29.98      |
| POLICE16        | Community Services Supervisor   | MECO                  | 6,013<br>34.69      | 6,311<br>36.41      | 6,623<br>38.21      | 6,958<br>40.14      | 7,308<br>42.16      | 7,673<br>44.27      | 8,057<br>46.48      |
| ADMIN93         | Compliance Officer*             | UMGMT                 | 8,953<br>51.65      | 9,400<br>54.23      | 9,864<br>56.91      | 10,358<br>59.76     | 10,877<br>62.75     | 11,421<br>65.89     | 11,995<br>69.20     |
| ADMIN132        | Compliance Specialist           | OCEA                  | 6,795<br>39.20      | 7,133<br>41.15      | 7,490<br>43.21      | 7,866<br>45.38      | 8,258<br>47.64      | 8,670<br>50.02      | 9,105<br>52.53      |

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|-----------------|------------------------------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| XTRA17          | Consulting Assistant                     | HX                    |                     |                     |                     |                     |                     |                     |                     |
| ADMIN90         | Contract Coordinator                     | MECO                  | 4,538<br>26.18      | 4,765<br>27.49      | 5,008<br>28.89      | 5,255<br>30.32      | 5,514<br>31.81      | 5,795<br>33.43      | 6,084<br>35.10      |
| ADMIN29         | Council Aide*/**                         | USUPV                 | 4,808<br>27.74      | 5,047<br>29.12      | 5,299<br>30.57      | 5,564<br>32.10      | 5,845<br>33.72      | 6,136<br>35.40      | 6,441<br>37.16      |
| ADMIN06         | Courier                                  | OCEA                  | 3,526<br>20.34      | 3,701<br>21.35      | 3,884<br>22.41      | 4,082<br>23.55      | 4,283<br>24.71      | 4,500<br>25.96      | 4,729<br>27.28      |
| POLICE38        | Crime Analysis and Intelligence Manager* | UMGMT                 | 8,412<br>48.53      | 8,830<br>50.94      | 9,273<br>53.50      | 9,738<br>56.18      | 10,223<br>58.98     | 10,733<br>61.92     | 11,270<br>65.02     |
| POLICE29        | Crime and Intelligence Analyst*          | USUPV                 | 5,879<br>33.92      | 6,172<br>35.61      | 6,479<br>37.38      | 6,809<br>39.28      | 7,143<br>41.21      | 7,495<br>43.24      | 7,869<br>45.40      |
| POLICE09        | Crime Prevention Specialist              | OPON                  | 4,547<br>26.23      | 4,767<br>27.50      | 5,004<br>28.87      | 5,255<br>30.32      | 5,519<br>31.84      | 5,800<br>33.46      | 6,093<br>35.15      |
| MAINT38         | Cross Connection Control Technician      | OCEA                  | 6,833<br>39.42      | 7,171<br>41.37      | 7,531<br>43.45      | 7,904<br>45.60      | 8,304<br>47.91      | 8,715<br>50.28      | 9,152<br>52.80      |
| MAINT03         | Custodian                                | OCEA                  | 3,278<br>18.91      | 3,422<br>19.74      | 3,565<br>20.57      | 3,721<br>21.47      | 3,891<br>22.45      | 4,059<br>23.42      | 4,266<br>24.61      |
| ACCT03          | Customer Account Representative I        | OCEA                  | 3,728<br>21.51      | 3,895<br>22.47      | 4,058<br>23.41      | 4,257<br>24.56      | 4,429<br>25.55      | 4,621<br>26.66      | 4,850<br>27.98      |
| ACCT07          | Customer Account Representative II       | OCEA                  | 4,089<br>23.59      | 4,267<br>24.62      | 4,451<br>25.68      | 4,645<br>26.80      | 4,859<br>28.03      | 5,072<br>29.26      | 5,328<br>30.74      |

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SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                    | Employee Group | A Hourly        | B Hourly        | C Hourly         | D Hourly         | E Hourly       | F Hourly       | G Hourly       |
|----------|-----------------------------------|----------------|-----------------|-----------------|------------------|------------------|----------------|----------------|----------------|
| ACCT17   | Customer Service Supervisor*      | MECO           | 5,930<br>34.21  | 6,223<br>35.90  | 6,536<br>37.71   | 6,861<br>39.58   | 7,202<br>41.55 | 7,564<br>43.64 | 7,942<br>45.82 |
| MGR38    | Deputy City Attorney I*/**        | UMGMT          |                 |                 |                  |                  |                |                |                |
| MGR39    | Deputy City Attorney II*/**       | UMGMT          |                 |                 |                  |                  |                |                |                |
| EXEC02   | Deputy City Manager*/**           | UEXEC          |                 |                 |                  |                  |                |                |                |
| FIRE24   | Deputy Fire Chief*                | OFMA           | 15,895<br>91.70 | 16,683<br>96.25 | 17,524<br>101.10 | 18,399<br>106.15 |                |                |                |
| EXEC13   | Development Services Director*/** | UEXEC          |                 |                 |                  |                  |                |                |                |
| ADMIN107 | Development Specialist            | UCONF          | 5,190<br>29.94  | 5,453<br>31.46  | 5,722<br>33.01   | 6,006<br>34.65   | 6,308<br>36.39 | 6,627<br>38.23 | 6,959<br>40.15 |
| POLICE34 | Digital Forensics Analyst*        | USUPV          | 6,767<br>39.04  | 7,105<br>40.99  | 7,460<br>43.04   | 7,835<br>45.20   | 8,223<br>47.44 | 8,634<br>49.81 | 9,065<br>52.30 |
| MAINT14  | Distribution Operator I           | OCEA           | 5,959<br>34.38  | 6,198<br>35.76  | 6,491<br>37.45   | 6,781<br>39.12   | 7,091<br>40.91 | 7,394<br>42.66 | 7,765<br>44.80 |
| MAINT17  | Distribution Operator II          | OCEA           | 6,375<br>36.78  | 6,687<br>38.58  | 7,032<br>40.57   | 7,384<br>42.60   | 7,753<br>44.73 | 8,138<br>46.95 | 8,540<br>49.27 |
| MAINT33  | Distribution Operator III         | OCEA           | 6,699<br>38.65  | 7,036<br>40.59  | 7,387<br>42.62   | 7,755<br>44.74   | 8,138<br>46.95 | 8,540<br>49.27 | 8,970<br>51.75 |
| ADMIN15  | Document Technician               | OCEA           | 4,021<br>23.20  | 4,221<br>24.35  | 4,436<br>25.59   | 4,657<br>26.87   | 4,886<br>28.19 | 5,132<br>29.61 | 5,391<br>31.10 |

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SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                            | Employee Group | A Hourly       | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|-------------------------------------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN113 | Economic Development Manager*/**          | UMGMT          | 9,530<br>54.98 | 10,001<br>57.70 | 10,506<br>60.61 | 11,029<br>63.63 | 11,575<br>66.78 | 12,159<br>70.15 | 12,768<br>73.66 |
| ADMIN125 | Economic Development Specialist**         | UCONF          | 5,675<br>32.74 | 5,957<br>34.37  | 6,254<br>36.08  | 6,568<br>37.89  | 6,899<br>39.80  | 7,242<br>41.78  | 7,602<br>43.86  |
| MAINT45  | Electrical/Traffic Maintenance Supervisor | MECO           | 6,985<br>40.30 | 7,327<br>42.27  | 7,698<br>44.41  | 8,081<br>46.62  | 8,479<br>48.92  | 8,906<br>51.38  | 9,355<br>53.97  |
| MAINT30  | Electrician                               | OCEA           | 5,552<br>32.03 | 5,807<br>33.50  | 6,074<br>35.04  | 6,349<br>36.63  | 6,665<br>38.45  | 6,954<br>40.12  | 7,301<br>42.12  |
| ADMIN133 | Emergency Management Coordinator*         | USUPV          | 7,313<br>42.19 | 7,679<br>44.30  | 8,062<br>46.51  | 8,466<br>48.84  | 8,883<br>51.25  | 9,336<br>53.86  | 9,800<br>56.54  |
| FIRE30   | Emergency Medical Technician I**          | EMTFT          | 3,207<br>18.50 |                 |                 |                 |                 |                 |                 |
| FIRE31   | Emergency Medical Technician II**         | EMTFT          | 3,380<br>19.50 |                 |                 |                 |                 |                 |                 |
| XTRA21   | Emergency Medical Technician**            | EMTHX          | 3,207<br>18.50 |                 |                 |                 |                 |                 |                 |
| ENGR12   | Engineering Assistant I                   | OCEA           | 4,623<br>26.67 | 4,853<br>28.00  | 5,105<br>29.45  | 5,353<br>30.88  | 5,618<br>32.41  | 5,902<br>34.05  | 6,195<br>35.74  |
| ENGR15   | Engineering Assistant II                  | WCE            | 5,311<br>30.64 | 5,581<br>32.20  | 5,862<br>33.82  | 6,148<br>35.47  | 6,462<br>37.28  | 6,786<br>39.15  | 7,126<br>41.11  |
| ADMIN86  | Environmental Assistant                   | OCEA           | 5,321<br>30.70 | 5,585<br>32.22  | 5,867<br>33.85  | 6,159<br>35.53  | 6,469<br>37.32  | 6,793<br>39.19  | 7,131<br>41.14  |

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Effective 07/06/2025 Adopted 09/03/2025

| <b>Job Type</b> | <b>Classification</b>                | <b>Employee Group</b> | <b>A<br/>Hourly</b> | <b>B<br/>Hourly</b> | <b>C<br/>Hourly</b> | <b>D<br/>Hourly</b> | <b>E<br/>Hourly</b> | <b>F<br/>Hourly</b> | <b>G<br/>Hourly</b> |
|-----------------|--------------------------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| MAINT64         | Environmental Compliance Inspector   | OCEA                  | 7,557<br>43.60      | 7,939<br>45.80      | 8,329<br>48.05      | 8,743<br>50.44      | 9,178<br>52.95      | 9,648<br>55.66      | 10,130<br>58.44     |
| POLICE19        | Evidence and Property Supervisor     | MECO                  | 6,821<br>39.35      | 7,162<br>41.32      | 7,511<br>43.33      | 7,892<br>45.53      | 8,291<br>47.83      | 8,710<br>50.25      | 9,147<br>52.77      |
| POLICE01        | Evidence and Property Technician I   | OCEA                  | 3,697<br>21.33      | 3,846<br>22.19      | 4,035<br>23.28      | 4,200<br>24.23      | 4,384<br>25.29      | 4,595<br>26.51      | 4,826<br>27.84      |
| POLICE04        | Evidence and Property Technician II  | OCEA                  | 4,075<br>23.51      | 4,226<br>24.38      | 4,437<br>25.60      | 4,628<br>26.70      | 4,824<br>27.83      | 5,049<br>29.13      | 5,301<br>30.58      |
| MAINT68         | Facilities Maintenance Scheduler     | OCEA                  | 7,693<br>44.38      | 8,076<br>46.59      | 8,481<br>48.93      | 8,906<br>51.38      | 9,351<br>53.95      | 9,818<br>56.64      | 10,306<br>59.46     |
| EXEC12          | Finance Director*/**                 | UEXEC                 |                     |                     |                     |                     |                     |                     |                     |
| ACCT23          | Financial Analyst*                   | MECO                  | 6,675<br>38.51      | 7,013<br>40.46      | 7,360<br>42.46      | 7,732<br>44.61      | 8,114<br>46.81      | 8,523<br>49.17      | 8,949<br>51.63      |
| MGR21           | Financial Services Division Manager* | UMGMT                 | 10,024<br>57.83     | 10,521<br>60.70     | 11,050<br>63.75     | 11,603<br>66.94     | 12,184<br>70.29     | 12,794<br>73.81     | 13,432<br>77.49     |
| FIRE05          | Fire Battalion Chief (40 Hour)*      | OFMA                  | 13,140<br>75.81     | 13,794<br>79.58     | 14,491<br>83.60     | 15,217<br>87.79     |                     |                     |                     |
| FIRE10          | Fire Battalion Chief (56 Hour)       | OFMA                  | 13,140<br>54.15     | 13,796<br>56.85     | 14,485<br>59.69     | 15,215<br>62.70     |                     |                     |                     |
| FIRE06          | Fire Captain (40 Hour)               | OFA                   | 10,485<br>60.49     | 11,012<br>63.53     | 11,561<br>66.70     |                     |                     |                     |                     |

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| Job Type | Classification                          | Employee Group | A Hourly        | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|-----------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| FIRE11   | Fire Captain (56 Hour)                  | OFA            | 10,488<br>43.22 | 11,015<br>45.39 | 11,565<br>47.66 |                 |                 |                 |                 |
| EXEC05   | Fire Chief*/**                          | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| FIRE04   | Fire Engineer (40 Hour)                 | OFA            | 9,051<br>52.22  | 9,504<br>54.83  | 9,977<br>57.56  |                 |                 |                 |                 |
| FIRE09   | Fire Engineer (56 Hour)                 | OFA            | 9,049<br>37.29  | 9,505<br>39.17  | 9,976<br>41.11  |                 |                 |                 |                 |
| FIRE23   | Fire Plans Examiner                     | USUPV          | 6,507<br>37.54  | 6,828<br>39.39  | 7,171<br>41.37  | 7,528<br>43.43  | 7,909<br>45.63  | 8,297<br>47.87  | 8,713<br>50.27  |
| FIRE13   | Fire Safety Specialist                  | OFA            | 6,077<br>35.06  | 6,367<br>36.73  | 6,639<br>38.30  | 6,940<br>40.04  | 7,273<br>41.96  | 7,613<br>43.92  | 7,991<br>46.10  |
| FIRE03   | Firefighter Paramedic (40 Hour)         | OFA            | 7,505<br>43.30  | 7,881<br>45.47  | 8,277<br>47.75  | 8,691<br>50.14  | 9,123<br>52.63  | 9,582<br>55.28  |                 |
| FIRE08   | Firefighter Paramedic (56 Hour)         | OFA            | 7,503<br>30.92  | 7,872<br>32.44  | 8,270<br>34.08  | 8,685<br>35.79  | 9,119<br>37.58  | 9,578<br>39.47  |                 |
| FIRE28   | Firefighter Paramedic Recruit (40 Hour) | UTECH          | 5,847<br>33.73  |                 |                 |                 |                 |                 |                 |
| FIRE07   | Firefighter Paramedic Recruit (56 Hour) | UTECH          | 5,846<br>24.09  |                 |                 |                 |                 |                 |                 |
| MGR09    | Fleet Manager*                          | UMGMT          | 8,668<br>50.01  | 9,103<br>52.52  | 9,556<br>55.13  | 10,036<br>57.90 | 10,539<br>60.80 | 11,066<br>63.84 | 11,619<br>67.03 |

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|----------|-------------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN97  | Fleet Services Technician                 | OCEA           | 4,507<br>26.00  | 4,741<br>27.35  | 4,976<br>28.71  | 5,231<br>30.18  | 5,484<br>31.64  | 5,753<br>33.19  | 6,041<br>34.85  |
| MAINT46  | Fleet Supervisor                          | MECO           | 7,923<br>45.71  | 8,310<br>47.94  | 8,733<br>50.38  | 9,166<br>52.88  | 9,627<br>55.54  | 10,109<br>58.32 | 10,611<br>61.22 |
| MGR57    | Forensic and Evidence Manager*            | UMGMT          | 8,616<br>49.71  | 9,051<br>52.22  | 9,500<br>54.81  | 9,977<br>57.56  | 10,475<br>60.43 | 11,000<br>63.46 | 11,549<br>66.63 |
| POLICE36 | Forensic Specialist                       | OPON           | 5,597<br>32.29  | 5,876<br>33.90  | 6,171<br>35.60  | 6,479<br>37.38  | 6,803<br>39.25  | 7,143<br>41.21  | 7,500<br>43.27  |
| POLICE37 | Forensic Supervisor*                      | USUPV          | 7,836<br>45.21  | 8,228<br>47.47  | 8,639<br>49.84  | 9,071<br>52.33  | 9,525<br>54.95  | 10,001<br>57.70 | 10,501<br>60.58 |
| MAINT01  | Garage Service Worker                     | OCEA           | 3,500<br>20.19  | 3,647<br>21.04  | 3,806<br>21.96  | 3,971<br>22.91  | 4,150<br>23.94  | 4,335<br>25.01  | 4,552<br>26.26  |
| ADMIN43  | Geographic Information Systems Assistant  | OCEA           | 5,656<br>32.63  | 5,930<br>34.21  | 6,233<br>35.96  | 6,540<br>37.73  | 6,874<br>39.66  | 7,219<br>41.65  | 7,580<br>43.73  |
| ADMIN55  | Geographic Information Systems Specialist | OCEA           | 6,642<br>38.32  | 6,954<br>40.12  | 7,273<br>41.96  | 7,606<br>43.88  | 7,979<br>46.03  | 8,327<br>48.04  | 8,743<br>50.44  |
| ADMIN61  | Geographic Information Systems Supervisor | MECO           | 9,140<br>52.73  | 9,599<br>55.38  | 10,081<br>58.16 | 10,584<br>61.06 | 11,107<br>64.08 | 11,660<br>67.27 | 12,248<br>70.66 |
| MGR53    | Harbor Division Manager*/**               | UMGMT          | 10,024<br>57.83 | 10,521<br>60.70 | 11,050<br>63.75 | 11,603<br>66.94 | 12,184<br>70.29 | 12,794<br>73.81 | 13,432<br>77.49 |
| MGR59    | Homeless Services Manager*/**             | UMGMT          | 8,930<br>51.52  | 9,379<br>54.11  | 9,847<br>56.81  | 10,339<br>59.65 | 10,858<br>62.64 | 11,398<br>65.76 | 11,970<br>69.06 |

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|----------|------------------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| XTRA22   | Hourly Librarian                               | HX             | 5,422<br>31.28  | 5,691<br>32.83  | 5,975<br>34.47  | 6,282<br>36.24  |                 |                 |                 |
| MGR54    | Housing Administrator*                         | UMGMT          | 10,487<br>60.50 | 11,010<br>63.52 | 11,556<br>66.67 | 12,137<br>70.02 | 12,742<br>73.51 | 13,380<br>77.19 | 14,050<br>81.06 |
| EXEC07   | Housing and Neighborhood Services Director*/** | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| CSERV34  | Housing Program Analyst                        | OCEA           | 5,561<br>32.08  | 5,841<br>33.70  | 6,131<br>35.37  | 6,446<br>37.19  | 6,757<br>38.98  | 7,098<br>40.95  | 7,453<br>43.00  |
| MGR10    | Housing Program Manager*                       | UMGMT          | 8,932<br>51.53  | 9,377<br>54.10  | 9,847<br>56.81  | 10,339<br>59.65 | 10,856<br>62.63 | 11,400<br>65.77 | 11,970<br>69.06 |
| ADMIN45  | Housing Specialist I                           | OCEA           | 5,561<br>32.08  | 5,841<br>33.70  | 6,131<br>35.37  | 6,446<br>37.19  | 6,757<br>38.98  | 7,098<br>40.95  | 7,453<br>43.00  |
| ADMIN54  | Housing Specialist II                          | OCEA           | 6,115<br>35.28  | 6,424<br>37.06  | 6,741<br>38.89  | 7,086<br>40.88  | 7,436<br>42.90  | 7,810<br>45.06  | 8,200<br>47.31  |
| ADMIN19  | Housing Technician                             | OCEA           | 4,155<br>23.97  | 4,358<br>25.14  | 4,576<br>26.40  | 4,805<br>27.72  | 5,041<br>29.08  | 5,285<br>30.49  | 5,557<br>32.06  |
| ADMIN56  | Human Resources Analyst I*                     | USUPV          | 6,103<br>35.21  | 6,408<br>36.97  | 6,739<br>38.88  | 7,065<br>40.76  | 7,424<br>42.83  | 7,798<br>44.99  | 8,187<br>47.23  |
| ADMIN63  | Human Resources Analyst II*                    | USUPV          | 6,958<br>40.14  | 7,313<br>42.19  | 7,670<br>44.25  | 8,055<br>46.47  | 8,452<br>48.76  | 8,882<br>51.24  | 9,327<br>53.81  |
| ADMIN122 | Human Resources Assistant                      | UCONF          | 3,983<br>22.98  | 4,186<br>24.15  | 4,396<br>25.36  | 4,616<br>26.63  | 4,841<br>27.93  | 5,084<br>29.33  | 5,340<br>30.81  |

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|-----------------|-------------------------------------------------|-----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| EXEC11          | Human Resources Director*/**                    | UEXEC                 |                 |                 |                 |                 |                 |                 |                 |
| MGR23           | Human Resources Division Manager*/**            | UMGMT                 | 9,592<br>55.34  | 10,074<br>58.12 | 10,570<br>60.98 | 11,107<br>64.08 | 11,657<br>67.25 | 12,239<br>70.61 | 12,847<br>74.12 |
| ADMIN26         | Human Resources Technician - HR Administration  | UCONF                 | 4,963<br>28.63  | 5,217<br>30.10  | 5,476<br>31.59  | 5,743<br>33.13  | 6,034<br>34.81  | 6,335<br>36.55  | 6,649<br>38.36  |
| ADMIN103        | Human Resources Technician - Work Comp and Risk | UCONF                 | 4,963<br>28.63  | 5,217<br>30.10  | 5,476<br>31.59  | 5,743<br>33.13  | 6,034<br>34.81  | 6,335<br>36.55  | 6,649<br>38.36  |
| ADMIN47         | Information Systems Analyst I                   | USUPV                 | 5,774<br>33.31  | 6,061<br>34.97  | 6,379<br>36.80  | 6,694<br>38.62  | 7,025<br>40.53  | 7,374<br>42.54  | 7,743<br>44.67  |
| ADMIN58         | Information Systems Analyst II*                 | USUPV                 | 6,361<br>36.70  | 6,679<br>38.53  | 7,011<br>40.45  | 7,361<br>42.47  | 7,731<br>44.60  | 8,117<br>46.83  | 8,525<br>49.18  |
| ADMIN65         | Information Systems Analyst III*                | USUPV                 | 6,992<br>40.34  | 7,339<br>42.34  | 7,715<br>44.51  | 8,098<br>46.72  | 8,500<br>49.04  | 8,932<br>51.53  | 9,377<br>54.10  |
| ADMIN70         | Information Systems Analyst IV*                 | USUPV                 | 7,694<br>44.39  | 8,077<br>46.60  | 8,485<br>48.95  | 8,904<br>51.37  | 9,357<br>53.98  | 9,825<br>56.68  | 10,312<br>59.49 |
| ADMIN28         | Information Systems Specialist I                | UCONF                 | 4,755<br>27.43  | 4,992<br>28.80  | 5,238<br>30.22  | 5,502<br>31.74  | 5,777<br>33.33  | 6,063<br>34.98  | 6,368<br>36.74  |
| ADMIN40         | Information Systems Specialist II               | UCONF                 | 5,233<br>30.19  | 5,495<br>31.70  | 5,760<br>33.23  | 6,055<br>34.93  | 6,358<br>36.68  | 6,673<br>38.50  | 7,004<br>40.41  |
| EXEC22          | Information Technologies Director*/**           | UEXEC                 |                 |                 |                 |                 |                 |                 |                 |
| MGR46           | Information Technologies Division Manager*/**   | UMGMT                 | 10,487<br>60.50 | 11,005<br>63.49 | 11,556<br>66.67 | 12,137<br>70.02 | 12,742<br>73.51 | 13,380<br>77.19 | 14,050<br>81.06 |

\*Exempt  
\*\*Unclassified



SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                                | Employee Group | A Hourly       | B Hourly       | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|-----------------------------------------------|----------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN124 | Information Technologies Procurement Analyst* | USUPV          | 8,765<br>50.57 | 9,207<br>53.12 | 9,665<br>55.76  | 10,149<br>58.55 | 10,655<br>61.47 | 11,190<br>64.56 | 11,745<br>67.76 |
| ADMIN116 | Information Technologies Security Officer*    | USUPV          | 8,932<br>51.53 | 9,377<br>54.10 | 9,847<br>56.81  | 10,339<br>59.65 | 10,856<br>62.63 | 11,400<br>65.77 | 11,970<br>69.06 |
| MAINT51  | Instrumentation Supervisor                    | MECO           | 9,471<br>54.64 | 9,941<br>57.35 | 10,440<br>60.23 | 10,967<br>63.27 | 11,513<br>66.42 | 12,085<br>69.72 | 12,685<br>73.18 |
| MAINT36  | Instrumentation Technician I                  | OCEA           | 6,940<br>40.04 | 7,278<br>41.99 | 7,646<br>44.11  | 8,029<br>46.32  | 8,434<br>48.66  | 8,850<br>51.06  | 9,292<br>53.61  |
| MAINT41  | Instrumentation Technician II                 | OCEA           | 7,620<br>43.96 | 8,001<br>46.16 | 8,407<br>48.50  | 8,826<br>50.92  | 9,270<br>53.48  | 9,736<br>56.17  | 10,223<br>58.98 |
| XTRA19   | Intern                                        | HX             | 3,137<br>18.10 | 3,295<br>19.01 | 3,456<br>19.94  | 3,633<br>20.96  |                 |                 |                 |
| UTIL06   | Laboratory Analyst                            | OCEA           | 5,878<br>33.91 | 6,171<br>35.60 | 6,477<br>37.37  | 6,802<br>39.24  | 7,143<br>41.21  | 7,493<br>43.23  | 7,875<br>45.43  |
| UTIL01   | Laboratory Assistant                          | OCEA           | 4,281<br>24.70 | 4,458<br>25.72 | 4,638<br>26.76  | 4,827<br>27.85  | 5,051<br>29.14  | 5,268<br>30.39  | 5,528<br>31.89  |
| UTIL05   | Laboratory Supervisor*                        | MECO           | 9,143<br>52.75 | 9,601<br>55.39 | 10,083<br>58.17 | 10,577<br>61.02 | 11,105<br>64.07 | 11,667<br>67.31 | 12,248<br>70.66 |
| UTIL02   | Laboratory Technician                         | OCEA           | 5,463<br>31.52 | 5,727<br>33.04 | 5,980<br>34.50  | 6,252<br>36.07  | 6,535<br>37.70  | 6,815<br>39.32  | 7,157<br>41.29  |
| ENGR09   | Landscape Architect                           | WCE            | 8,072<br>46.57 | 8,474<br>48.89 | 8,899<br>51.34  | 9,346<br>53.92  | 9,814<br>56.62  | 10,303<br>59.44 | 10,814<br>62.39 |

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SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| <b>Job Type</b> | <b>Classification</b>          | <b>Employee Group</b> | <b>A<br/>Hourly</b> | <b>B<br/>Hourly</b> | <b>C<br/>Hourly</b> | <b>D<br/>Hourly</b> | <b>E<br/>Hourly</b> | <b>F<br/>Hourly</b> | <b>G<br/>Hourly</b> |
|-----------------|--------------------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| POLICE33        | Latent Print Examiner*         | USUPV                 | 7,124<br>41.10      | 7,479<br>43.15      | 7,852<br>45.30      | 8,245<br>47.57      | 8,656<br>49.94      | 9,090<br>52.44      | 9,545<br>55.07      |
| MAINT27         | Lead Automotive Technician     | OCEA                  | 7,030<br>40.56      | 7,379<br>42.57      | 7,753<br>44.73      | 8,141<br>46.97      | 8,545<br>49.30      | 8,970<br>51.75      | 9,422<br>54.36      |
| MAINT02         | Lead Custodian                 | OCEA                  | 3,585<br>20.68      | 3,773<br>21.77      | 3,957<br>22.83      | 4,151<br>23.95      | 4,359<br>25.15      | 4,576<br>26.40      | 4,808<br>27.74      |
| CSERV15         | Lead Public Works Inspector    | OCEA                  | 6,701<br>38.66      | 7,036<br>40.59      | 7,341<br>42.35      | 7,703<br>44.44      | 8,044<br>46.41      | 8,422<br>48.59      | 8,842<br>51.01      |
| XTRA11          | Lead Seasonal Lifeguard Pool   | HX                    | 3,555<br>20.51      | 3,732<br>21.53      | 3,924<br>22.64      | 4,117<br>23.75      |                     |                     |                     |
| CSERV32         | Lead Water Utilities Inspector | OCEA                  | 7,559<br>43.61      | 7,937<br>45.79      | 8,334<br>48.08      | 8,752<br>50.49      | 9,187<br>53.00      | 9,648<br>55.66      | 10,130<br>58.44     |
| ADMIN37         | Legal Secretary**              | USUPV                 | 5,079<br>29.30      | 5,333<br>30.77      | 5,592<br>32.26      | 5,879<br>33.92      | 6,171<br>35.60      | 6,481<br>37.39      | 6,807<br>39.27      |
| ADMIN27         | Librarian I                    | OCEA                  | 4,919<br>28.38      | 5,164<br>29.79      | 5,420<br>31.27      | 5,691<br>32.83      | 5,973<br>34.46      | 6,280<br>36.23      | 6,595<br>38.05      |
| ADMIN34         | Librarian II                   | OCEA                  | 5,411<br>31.22      | 5,682<br>32.78      | 5,964<br>34.41      | 6,264<br>36.14      | 6,575<br>37.93      | 6,906<br>39.84      | 7,249<br>41.82      |
| ADMIN14         | Library Assistant              | OCEA                  | 3,954<br>22.81      | 4,150<br>23.94      | 4,349<br>25.09      | 4,569<br>26.36      | 4,798<br>27.68      | 5,034<br>29.04      | 5,283<br>30.48      |
| XTRA23          | Library Associate I            | HX                    | 3,137<br>18.10      | 3,295<br>19.01      | 3,456<br>19.94      | 3,633<br>20.96      |                     |                     |                     |

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Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification              | Employee Group | A Hourly       | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|-----------------------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| XTRA24   | Library Associate II        | HX             | 3,597<br>20.75 | 3,779<br>21.80  | 3,966<br>22.88  | 4,160<br>24.00  |                 |                 |                 |
| EXEC08   | Library Director*/**        | UEXEC          |                |                 |                 |                 |                 |                 |                 |
| MGR24    | Library Division Manager*   | UMGMT          | 9,592<br>55.34 | 10,074<br>58.12 | 10,570<br>60.98 | 11,107<br>64.08 | 11,657<br>67.25 | 12,239<br>70.61 | 12,847<br>74.12 |
| ADMIN09  | Library Technician          | OCEA           | 3,597<br>20.75 | 3,779<br>21.80  | 3,966<br>22.88  | 4,162<br>24.01  | 4,371<br>25.22  | 4,585<br>26.45  | 4,815<br>27.78  |
| ADMIN85  | Library Technology Analyst* | USUPV          | 6,361<br>36.70 | 6,679<br>38.53  | 7,011<br>40.45  | 7,361<br>42.47  | 7,731<br>44.60  | 8,117<br>46.83  | 8,525<br>49.18  |
| ENGR17   | Licensed Land Surveyor      | WCE            | 7,214<br>41.62 | 7,576<br>43.71  | 7,953<br>45.88  | 8,353<br>48.19  | 8,772<br>50.61  | 9,211<br>53.14  | 9,670<br>55.79  |
| ADMIN32  | Literacy Coordinator        | USUPV          | 5,353<br>30.88 | 5,626<br>32.46  | 5,905<br>34.07  | 6,198<br>35.76  | 6,514<br>37.58  | 6,836<br>39.44  | 7,179<br>41.42  |
| XTRA07   | Maintenance Assistant       | HX             | 3,125<br>18.03 | 3,281<br>18.93  | 3,444<br>19.87  | 3,619<br>20.88  |                 |                 |                 |
| MAINT25  | Maintenance Specialist      | OCEA           | 5,330<br>30.75 | 5,562<br>32.09  | 5,800<br>33.46  | 6,068<br>35.01  | 6,327<br>36.50  | 6,642<br>38.32  | 6,975<br>40.24  |
| MAINT42  | Maintenance Supervisor      | MECO           | 6,493<br>37.46 | 6,817<br>39.33  | 7,153<br>41.27  | 7,505<br>43.30  | 7,887<br>45.50  | 8,285<br>47.80  | 8,701<br>50.20  |
| MAINT05  | Maintenance Worker I        | OCEA           | 3,763<br>21.71 | 3,923<br>22.63  | 4,094<br>23.62  | 4,267<br>24.62  | 4,470<br>25.79  | 4,656<br>26.86  | 4,888<br>28.20  |

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Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification              | Employee Group | A Hourly       | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|-----------------------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| MAINT10  | Maintenance Worker II       | OCEA           | 4,488<br>25.89 | 4,663<br>26.90  | 4,886<br>28.19  | 5,112<br>29.49  | 5,339<br>30.80  | 5,567<br>32.12  | 5,847<br>33.73  |
| MAINT13  | Maintenance Worker III      | OCEA           | 4,656<br>26.86 | 4,850<br>27.98  | 5,082<br>29.32  | 5,320<br>30.69  | 5,557<br>32.06  | 5,796<br>33.44  | 6,089<br>35.13  |
| ADMIN67  | Management Analyst*         | USUPV          | 7,313<br>42.19 | 7,679<br>44.30  | 8,062<br>46.51  | 8,466<br>48.84  | 8,883<br>51.25  | 9,336<br>53.86  | 9,800<br>56.54  |
| ADMIN118 | Management Analyst**/**     | USUPV          | 7,313<br>42.19 | 7,679<br>44.30  | 8,062<br>46.51  | 8,466<br>48.84  | 8,883<br>51.25  | 9,336<br>53.86  | 9,800<br>56.54  |
| MAINT16  | Mechanic I                  | OCEA           | 4,878<br>28.14 | 5,105<br>29.45  | 5,332<br>30.76  | 5,571<br>32.14  | 5,812<br>33.53  | 6,084<br>35.10  | 6,389<br>36.86  |
| MAINT21  | Mechanic II                 | OCEA           | 5,129<br>29.59 | 5,361<br>30.93  | 5,614<br>32.39  | 5,867<br>33.85  | 6,133<br>35.38  | 6,422<br>37.05  | 6,741<br>38.89  |
| MAINT26  | Mechanical Technologist I   | OCEA           | 5,961<br>34.39 | 6,254<br>36.08  | 6,575<br>37.93  | 6,899<br>39.80  | 7,249<br>41.82  | 7,608<br>43.89  | 7,985<br>46.07  |
| MAINT35  | Mechanical Technologist II  | OCEA           | 6,550<br>37.79 | 6,880<br>39.69  | 7,225<br>41.68  | 7,589<br>43.78  | 7,965<br>45.95  | 8,367<br>48.27  | 8,786<br>50.69  |
| MAINT62  | Mechanical Technologist III | OCEA           | 6,883<br>39.71 | 7,225<br>41.68  | 7,590<br>43.79  | 7,968<br>45.97  | 8,367<br>48.27  | 8,786<br>50.69  | 9,225<br>53.22  |
| FIRE32   | Medical Services Officer*   | UMGMT          | 9,592<br>55.34 | 10,074<br>58.12 | 10,572<br>60.99 | 11,107<br>64.08 | 11,657<br>67.25 | 12,239<br>70.61 | 12,847<br>74.12 |
| CSERV01  | Meter Service Worker I      | OCEA           | 4,453<br>25.69 | 4,651<br>26.83  | 4,881<br>28.16  | 5,138<br>29.64  | 5,396<br>31.13  | 5,661<br>32.66  | 5,949<br>34.32  |

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|----------|-----------------------------------------|----------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| CSERV02  | Meter Service Worker II                 | OCEA           | 4,872<br>28.11 | 5,129<br>29.59 | 5,385<br>31.07  | 5,654<br>32.62  | 5,935<br>34.24  | 6,230<br>35.94  | 6,543<br>37.75  |
| CSERV03  | Meter Service Worker III                | OCEA           | 5,372<br>30.99 | 5,640<br>32.54 | 5,918<br>34.14  | 6,212<br>35.84  | 6,526<br>37.65  | 6,854<br>39.54  | 7,197<br>41.52  |
| CSERV26  | Meter Services Supervisor               | MECO           | 7,833<br>45.19 | 8,223<br>47.44 | 8,634<br>49.81  | 9,046<br>52.19  | 9,513<br>54.88  | 9,993<br>57.65  | 10,495<br>60.55 |
| UTIL04   | Microbiologist                          | OCEA           | 6,900<br>39.81 | 7,228<br>41.70 | 7,540<br>43.50  | 7,916<br>45.67  | 8,263<br>47.67  | 8,660<br>49.96  | 9,093<br>52.46  |
| MGR25    | Neighborhood Services Division Manager* | UMGMT          | 9,403<br>54.25 | 9,875<br>56.97 | 10,362<br>59.78 | 10,885<br>62.80 | 11,430<br>65.94 | 11,995<br>69.20 | 12,594<br>72.66 |
| XTRA08   | Office Assistant                        | HX             | 3,125<br>18.03 | 3,281<br>18.93 | 3,444<br>19.87  | 3,619<br>20.88  |                 |                 |                 |
| ADMIN05  | Office Specialist I                     | OCEA           | 3,224<br>18.60 | 3,366<br>19.42 | 3,531<br>20.37  | 3,669<br>21.17  | 3,820<br>22.04  | 3,988<br>23.01  | 4,191<br>24.18  |
| ADMIN07  | Office Specialist I                     | UCONF          | 3,389<br>19.55 | 3,533<br>20.38 | 3,706<br>21.38  | 3,855<br>22.24  | 4,016<br>23.17  | 4,195<br>24.20  | 4,403<br>25.40  |
| ADMIN08  | Office Specialist II                    | OCEA           | 3,534<br>20.39 | 3,676<br>21.21 | 3,865<br>22.30  | 4,013<br>23.15  | 4,186<br>24.15  | 4,391<br>25.33  | 4,612<br>26.61  |
| MAINT50  | Ordinance Enforcement Supervisor        | MECO           | 7,164<br>41.33 | 7,517<br>43.37 | 7,894<br>45.54  | 8,294<br>47.85  | 8,719<br>50.30  | 9,149<br>52.78  | 9,604<br>55.41  |
| ADMIN23  | Paralegal I**                           | UCONF          | 4,437<br>25.60 | 4,659<br>26.88 | 4,891<br>28.22  | 5,136<br>29.63  | 5,392<br>31.11  | 5,663<br>32.67  | 5,949<br>34.32  |

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|----------|-------------------------------------------|----------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN33  | Paralegal II**                            | UCONF          | 5,392<br>31.11 | 5,663<br>32.67 | 5,949<br>34.32  | 6,242<br>36.01  | 6,554<br>37.81  | 6,881<br>39.70  | 7,225<br>41.68  |
| MAINT07  | Parking Enforcement Officer I             | OCEA           | 3,952<br>22.80 | 4,153<br>23.96 | 4,340<br>25.04  | 4,566<br>26.34  | 4,800<br>27.69  | 5,034<br>29.04  | 5,283<br>30.48  |
| MAINT09  | Parking Enforcement Officer II            | OCEA           | 4,335<br>25.01 | 4,550<br>26.25 | 4,789<br>27.63  | 5,025<br>28.99  | 5,275<br>30.43  | 5,547<br>32.00  | 5,824<br>33.60  |
| MAINT72  | Parking Enforcement Supervisor            | MECO           | 7,164<br>41.33 | 7,517<br>43.37 | 7,894<br>45.54  | 8,294<br>47.85  | 8,719<br>50.30  | 9,149<br>52.78  | 9,604<br>55.41  |
| MAINT67  | Parking Meter Technician                  | OCEA           | 4,774<br>27.54 | 5,016<br>28.94 | 5,264<br>30.37  | 5,528<br>31.89  | 5,803<br>33.48  | 6,093<br>35.15  | 6,398<br>36.91  |
| MAINT70  | Parks and Beaches Maintenance Supervisor  | MECO           | 6,722<br>38.78 | 7,058<br>40.72 | 7,407<br>42.73  | 7,781<br>44.89  | 8,166<br>47.11  | 8,575<br>49.47  | 9,005<br>51.95  |
| EXEC18   | Parks and Recreation Director*/**         | UEXEC          |                |                |                 |                 |                 |                 |                 |
| MGR51    | Parks and Recreation Division Manager*/** | UMGMT          | 9,403<br>54.25 | 9,875<br>56.97 | 10,362<br>59.78 | 10,885<br>62.80 | 11,430<br>65.94 | 11,995<br>69.20 | 12,594<br>72.66 |
| ACCT30   | Payroll Supervisor*                       | USUPV          | 6,795<br>39.20 | 7,133<br>41.15 | 7,490<br>43.21  | 7,864<br>45.37  | 8,259<br>47.65  | 8,670<br>50.02  | 9,107<br>52.54  |
| ACCT11   | Payroll Technician I                      | UCONF          | 4,508<br>26.01 | 4,739<br>27.34 | 4,976<br>28.71  | 5,231<br>30.18  | 5,484<br>31.64  | 5,753<br>33.19  | 6,042<br>34.86  |
| ACCT14   | Payroll Technician II                     | UCONF          | 4,963<br>28.63 | 5,217<br>30.10 | 5,476<br>31.59  | 5,743<br>33.13  | 6,034<br>34.81  | 6,335<br>36.55  | 6,649<br>38.36  |

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|----------|------------------------------|----------------|-----------------|------------------|------------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN119 | Permit Technician I          | OCEA           | 4,143<br>23.90  | 4,351<br>25.10   | 4,573<br>26.38   | 4,801<br>27.70  | 5,041<br>29.08  | 5,292<br>30.53  | 5,559<br>32.07  |
| ADMIN120 | Permit Technician II         | OCEA           | 4,657<br>26.87  | 4,893<br>28.23   | 5,132<br>29.61   | 5,391<br>31.10  | 5,661<br>32.66  | 5,947<br>34.31  | 6,240<br>36.00  |
| ADMIN121 | Permit Technician III        | OCEA           | 5,226<br>30.15  | 5,483<br>31.63   | 5,758<br>33.22   | 6,046<br>34.88  | 6,347<br>36.62  | 6,666<br>38.46  | 7,001<br>40.39  |
| CSERV05  | Planner I                    | WCE            | 5,203<br>30.02  | 5,470<br>31.56   | 5,743<br>33.13   | 6,030<br>34.79  | 6,334<br>36.54  | 6,644<br>38.33  | 6,977<br>40.25  |
| CSERV13  | Planner II                   | WCE            | 5,989<br>34.55  | 6,285<br>36.26   | 6,599<br>38.07   | 6,923<br>39.94  | 7,273<br>41.96  | 7,634<br>44.04  | 8,015<br>46.24  |
| CSERV28  | Plans Examiner I             | MECO           | 6,119<br>35.30  | 6,420<br>37.04   | 6,743<br>38.90   | 7,081<br>40.85  | 7,439<br>42.92  | 7,807<br>45.04  | 8,199<br>47.30  |
| CSERV29  | Plans Examiner II            | MECO           | 6,951<br>40.10  | 7,297<br>42.10   | 7,663<br>44.21   | 8,050<br>46.44  | 8,452<br>48.76  | 8,869<br>51.17  | 9,317<br>53.75  |
| CSERV30  | Plans Examiner III           | MECO           | 7,646<br>44.11  | 8,031<br>46.33   | 8,431<br>48.64   | 8,850<br>51.06  | 9,291<br>53.60  | 9,760<br>56.31  | 10,246<br>59.11 |
| MAINT54  | Plant Maintenance Supervisor | MECO           | 8,809<br>50.82  | 9,242<br>53.32   | 9,710<br>56.02   | 10,192<br>58.80 | 10,709<br>61.78 | 11,246<br>64.88 | 11,807<br>68.12 |
| XTRA09   | Police Cadet                 | HX             | 3,054<br>17.62  |                  |                  |                 |                 |                 |                 |
| POLICE23 | Police Captain*              | OPMA           | 16,607<br>95.81 | 17,392<br>100.34 | 18,261<br>105.35 |                 |                 |                 |                 |

\*Exempt  
\*\*Unclassified

SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                    | Employee Group | A Hourly        | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|-----------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| EXEC09   | Police Chief*/**                  | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| POLICE22 | Police Lieutenant*                | OPMA           | 14,135<br>81.55 | 14,844<br>85.64 | 15,586<br>89.92 |                 |                 |                 |                 |
| MGR58    | Police Media Relations Manager*   | UMGMT          | 7,521<br>43.39  | 7,895<br>45.55  | 8,291<br>47.83  | 8,705<br>50.22  | 9,138<br>52.72  | 9,597<br>55.37  | 10,078<br>58.14 |
| POLICE17 | Police Officer                    | OPOS           | 7,585<br>43.76  | 7,965<br>45.95  | 8,344<br>48.14  | 8,791<br>50.72  | 9,246<br>53.34  | 9,821<br>56.66  | 10,306<br>59.46 |
| POLICE26 | Police Officer Recruit            | UTECH          | 5,957<br>34.37  |                 |                 |                 |                 |                 |                 |
| MGR02    | Police Records Manager*           | UMGMT          | 7,519<br>43.38  | 7,895<br>45.55  | 8,285<br>47.80  | 8,700<br>50.19  | 9,133<br>52.69  | 9,592<br>55.34  | 10,078<br>58.14 |
| POLICE10 | Police Records Supervisor*        | MECO           | 4,942<br>28.51  | 5,186<br>29.92  | 5,450<br>31.44  | 5,718<br>32.99  | 6,006<br>34.65  | 6,308<br>36.39  | 6,623<br>38.21  |
| POLICE02 | Police Records Technician         | OPON           | 3,836<br>22.13  | 3,994<br>23.04  | 4,188<br>24.16  | 4,361<br>25.16  | 4,543<br>26.21  | 4,751<br>27.41  | 4,989<br>28.78  |
| POLICE20 | Police Sergeant                   | OPOS           | 11,735<br>67.70 | 12,319<br>71.07 | 12,938<br>74.64 |                 |                 |                 |                 |
| MGR61    | Police Services Administrator*/** | UMGMT          | 9,707<br>56.00  | 10,192<br>58.80 | 10,703<br>61.75 | 11,237<br>64.83 | 11,799<br>68.07 | 12,390<br>71.48 | 13,009<br>75.05 |
| MGR55    | Principal Civil Engineer*         | UMGMT          | 12,269<br>70.78 | 12,877<br>74.29 | 13,527<br>78.04 | 14,201<br>81.93 | 14,912<br>86.03 | 15,655<br>90.32 | 16,441<br>94.85 |

\*Exempt  
\*\*Unclassified



SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                        | Employee Group | A Hourly       | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|---------------------------------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ENGRS05  | Principal Engineering Staff Assistant | MECO           | 6,561<br>37.85 | 6,888<br>39.74  | 7,231<br>41.72  | 7,592<br>43.80  | 7,979<br>46.03  | 8,367<br>48.27  | 8,783<br>50.67  |
| ADMIN77  | Principal Human Resources Analyst*    | UMGMT          | 8,734<br>50.39 | 9,171<br>52.91  | 9,627<br>55.54  | 10,111<br>58.33 | 10,615<br>61.24 | 11,144<br>64.29 | 11,705<br>67.53 |
| ADMIN60  | Principal Librarian*                  | MECO           | 7,422<br>42.82 | 7,569<br>43.67  | 8,187<br>47.23  | 8,590<br>49.56  | 9,019<br>52.03  | 9,471<br>54.64  | 9,946<br>57.38  |
| ADMIN126 | Principal Management Analyst*         | UMGMT          | 8,734<br>50.39 | 9,171<br>52.91  | 9,627<br>55.54  | 10,111<br>58.33 | 10,615<br>61.24 | 11,144<br>64.29 | 11,705<br>67.53 |
| CSERV23  | Principal Planner*                    | MECO           | 9,611<br>55.45 | 10,095<br>58.24 | 10,601<br>61.16 | 11,130<br>64.21 | 11,688<br>67.43 | 12,269<br>70.78 | 12,882<br>74.32 |
| XTRA13   | Professional Assistant                | HX             | 3,486<br>20.11 | 4,061<br>23.43  | 5,231<br>30.18  | 5,495<br>31.70  | 5,772<br>33.30  | 6,060<br>34.96  | 6,363<br>36.71  |
| ADMIN30  | Program Specialist*                   | MECO           | 4,852<br>27.99 | 5,096<br>29.40  | 5,349<br>30.86  | 5,619<br>32.42  | 5,902<br>34.05  | 6,195<br>35.74  | 6,503<br>37.52  |
| ADMIN31  | Program Specialist*/**                | USUPV          | 4,853<br>28.00 | 5,103<br>29.44  | 5,351<br>30.87  | 5,626<br>32.46  | 5,904<br>34.06  | 6,198<br>35.76  | 6,512<br>37.57  |
| ADMIN114 | Property Agent I*                     | USUPV          | 5,080<br>29.31 | 5,339<br>30.80  | 5,607<br>32.35  | 5,888<br>33.97  | 6,185<br>35.68  | 6,486<br>37.42  | 6,810<br>39.29  |
| ADMIN115 | Property Agent II*                    | USUPV          | 5,873<br>33.88 | 6,141<br>35.43  | 6,422<br>37.05  | 6,717<br>38.75  | 7,032<br>40.57  | 7,351<br>42.41  | 7,722<br>44.55  |
| POLICE27 | Public Safety Call-Taker              | OPON           | 4,404<br>25.41 | 4,623<br>26.67  | 4,859<br>28.03  | 5,105<br>29.45  | 5,356<br>30.90  | 5,625<br>32.45  | 5,909<br>34.09  |

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SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| <b>Job Type</b> | <b>Classification</b>                 | <b>Employee Group</b> | <b>A Hourly</b> | <b>B Hourly</b> | <b>C Hourly</b> | <b>D Hourly</b> | <b>E Hourly</b> | <b>F Hourly</b> | <b>G Hourly</b> |
|-----------------|---------------------------------------|-----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| MGR12           | Public Safety Communications Manager* | UMGMT                 | 8,826<br>50.92  | 9,270<br>53.48  | 9,727<br>56.12  | 10,218<br>58.95 | 10,731<br>61.91 | 11,265<br>64.99 | 11,827<br>68.23 |
| POLICE28        | Public Safety Dispatcher              | OPON                  | 5,411<br>31.22  | 5,682<br>32.78  | 5,963<br>34.40  | 6,266<br>36.15  | 6,571<br>37.91  | 6,900<br>39.81  | 7,244<br>41.79  |
| EXEC04          | Public Works Director*/**             | UEXEC                 |                 |                 |                 |                 |                 |                 |                 |
| MGR26           | Public Works Division Manager*        | UMGMT                 | 10,487<br>60.50 | 11,005<br>63.49 | 11,556<br>66.67 | 12,137<br>70.02 | 12,742<br>73.51 | 13,380<br>77.19 | 14,050<br>81.06 |
| CSERV10         | Public Works Inspector                | OCEA                  | 5,888<br>33.97  | 6,179<br>35.65  | 6,486<br>37.42  | 6,815<br>39.32  | 7,162<br>41.32  | 7,512<br>43.34  | 7,888<br>45.51  |
| ACCT05          | Purchasing Technician                 | OCEA                  | 3,999<br>23.07  | 4,200<br>24.23  | 4,410<br>25.44  | 4,630<br>26.71  | 4,859<br>28.03  | 5,108<br>29.47  | 5,359<br>30.92  |
| MGR47           | Real Estate Manager*                  | UMGMT                 | 9,592<br>55.34  | 10,074<br>58.12 | 10,570<br>60.98 | 11,107<br>64.08 | 11,657<br>67.25 | 12,239<br>70.61 | 12,847<br>74.12 |
| ADMIN12         | Records Center Technician             | OCEA                  | 3,893<br>22.46  | 4,051<br>23.37  | 4,252<br>24.53  | 4,423<br>25.52  | 4,618<br>26.64  | 4,827<br>27.85  | 5,068<br>29.24  |
| MGR01           | Records Manager*                      | MECO                  | 7,257<br>41.87  | 7,618<br>43.95  | 7,996<br>46.13  | 8,396<br>48.44  | 8,819<br>50.88  | 9,259<br>53.42  | 9,721<br>56.08  |
| ADMIN129        | Recreation Programs Administrator*    | UMGMT                 | 8,103<br>46.75  | 8,502<br>49.05  | 8,932<br>51.53  | 9,374<br>54.08  | 9,842<br>56.78  | 10,336<br>59.63 | 10,852<br>62.61 |
| RECRE01         | Recreation Specialist I               | OCEA                  | 3,631<br>20.95  | 3,812<br>21.99  | 4,001<br>23.08  | 4,203<br>24.25  | 4,413<br>25.46  | 4,631<br>26.72  | 4,864<br>28.06  |

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Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                         | Employee Group | A Hourly       | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|----------------------------------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| RECRE02  | Recreation Specialist II               | OCEA           | 3,990<br>23.02 | 4,198<br>24.22  | 4,406<br>25.42  | 4,626<br>26.69  | 4,855<br>28.01  | 5,105<br>29.45  | 5,356<br>30.90  |
| RECRE07  | Recreation Supervisor*                 | MECO           | 5,375<br>31.01 | 5,639<br>32.53  | 5,919<br>34.15  | 6,214<br>35.85  | 6,523<br>37.63  | 6,855<br>39.55  | 7,195<br>41.51  |
| ACCT29   | Revenue Operations Supervisor*         | MECO           | 6,519<br>37.61 | 6,845<br>39.49  | 7,186<br>41.46  | 7,547<br>43.54  | 7,925<br>45.72  | 8,322<br>48.01  | 8,736<br>50.40  |
| MGR16    | Risk Manager*/**                       | UMGMT          | 9,592<br>55.34 | 10,074<br>58.12 | 10,572<br>60.99 | 11,107<br>64.08 | 11,657<br>67.25 | 12,239<br>70.61 | 12,847<br>74.12 |
| XTRA06   | Seasonal Aquatics Adventure Instructor | HX             | 3,240<br>18.69 | 3,399<br>19.61  | 3,569<br>20.59  | 3,749<br>21.63  |                 |                 |                 |
| XTRA04   | Seasonal Lifeguard Pool                | HX             | 3,267<br>18.85 | 3,430<br>19.79  | 3,602<br>20.78  | 3,782<br>21.82  |                 |                 |                 |
| XTRA03   | Seasonal Recreation Leader I           | HX             | 3,137<br>18.10 | 3,295<br>19.01  | 3,456<br>19.94  | 3,633<br>20.96  |                 |                 |                 |
| XTRA05   | Seasonal Recreation Leader II          | HX             | 3,403<br>19.63 | 3,572<br>20.61  | 3,753<br>21.65  | 3,942<br>22.74  |                 |                 |                 |
| FIRELG07 | Senior Beach Lifeguard                 | OMSEA          | 4,417<br>25.48 | 4,637<br>26.75  | 4,869<br>28.09  | 5,113<br>29.50  | 5,368<br>30.97  | 5,637<br>32.52  | 5,918<br>34.14  |
| CSERV17  | Senior Building Inspector              | MECO           | 7,022<br>40.51 | 7,379<br>42.57  | 7,739<br>44.65  | 8,124<br>46.87  | 8,531<br>49.22  | 8,958<br>51.68  | 9,405<br>54.26  |
| ADMIN80  | Senior Chemist*                        | MECO           | 7,953<br>45.88 | 8,349<br>48.17  | 8,762<br>50.55  | 9,204<br>53.10  | 9,672<br>55.80  | 10,147<br>58.54 | 10,651<br>61.45 |

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Effective 07/06/2025 Adopted 09/03/2025

| <b>Job Type</b> | <b>Classification</b>                            | <b>Employee Group</b> | <b>A Hourly</b> | <b>B Hourly</b> | <b>C Hourly</b> | <b>D Hourly</b> | <b>E Hourly</b> | <b>F Hourly</b> | <b>G Hourly</b> |
|-----------------|--------------------------------------------------|-----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ENGR07          | Senior Civil Engineer*                           | MECO                  | 10,634<br>61.35 | 11,168<br>64.43 | 11,719<br>67.61 | 12,307<br>71.00 | 12,919<br>74.53 | 13,563<br>78.25 | 14,241<br>82.16 |
| CSERV16         | Senior Code Enforcement Officer*                 | MECO                  | 6,769<br>39.05  | 7,101<br>40.97  | 7,460<br>43.04  | 7,831<br>45.18  | 8,226<br>47.46  | 8,639<br>49.84  | 9,067<br>52.31  |
| POLICE30        | Senior Crime and Intelligence Analyst*           | USUPV                 | 6,767<br>39.04  | 7,098<br>40.95  | 7,452<br>42.99  | 7,829<br>45.17  | 8,221<br>47.43  | 8,632<br>49.80  | 9,065<br>52.30  |
| MAINT75         | Senior Cross Connection Control Technician       | OCEA                  | 7,374<br>42.54  | 7,738<br>44.64  | 8,128<br>46.89  | 8,521<br>49.16  | 8,954<br>51.66  | 9,396<br>54.21  | 9,866<br>56.92  |
| ACCT09          | Senior Customer Account Representative           | OCEA                  | 4,448<br>25.66  | 4,656<br>26.86  | 4,871<br>28.10  | 5,087<br>29.35  | 5,307<br>30.62  | 5,541<br>31.97  | 5,819<br>33.57  |
| MGR50           | Senior Deputy City Attorney*/**                  | UMGMT                 |                 |                 |                 |                 |                 |                 |                 |
| MAINT37         | Senior Distribution Operator                     | OCEA                  | 7,374<br>42.54  | 7,738<br>44.64  | 8,128<br>46.89  | 8,521<br>49.16  | 8,954<br>51.66  | 9,396<br>54.21  | 9,866<br>56.92  |
| MAINT79         | Senior Electrical/Traffic Maintenance Supv       | MECO                  | 7,682<br>44.32  | 8,067<br>46.54  | 8,471<br>48.87  | 8,894<br>51.31  | 9,337<br>53.87  | 9,805<br>56.57  | 10,294<br>59.39 |
| ENGR16          | Senior Engineering Assistant                     | WCE                   | 7,091<br>40.91  | 7,446<br>42.96  | 7,824<br>45.14  | 8,213<br>47.38  | 8,616<br>49.71  | 9,050<br>52.21  | 9,502<br>54.82  |
| POLICE06        | Senior Evidence and Property Technician          | OCEA                  | 4,469<br>25.78  | 4,656<br>26.86  | 4,872<br>28.11  | 5,103<br>29.44  | 5,330<br>30.75  | 5,569<br>32.13  | 5,848<br>33.74  |
| ADMIN101        | Senior Geographic Information Systems Specialist | OCEA                  | 7,176<br>41.40  | 7,535<br>43.47  | 7,914<br>45.66  | 8,311<br>47.95  | 8,726<br>50.34  | 9,162<br>52.86  | 9,618<br>55.49  |

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|----------|------------------------------------------|----------------|----------------|----------------|----------------|----------------|-----------------|-----------------|-----------------|
| ADMIN73  | Senior Human Resources Analyst*          | UMGMT          | 7,712<br>44.49 | 8,096<br>46.71 | 8,500<br>49.04 | 8,921<br>51.47 | 9,367<br>54.04  | 9,835<br>56.74  | 10,324<br>59.56 |
| ADMIN76  | Senior Information Technologies Analyst* | USUPV          | 8,471<br>48.87 | 8,887<br>51.27 | 9,337<br>53.87 | 9,800<br>56.54 | 10,287<br>59.35 | 10,807<br>62.35 | 11,348<br>65.47 |
| ADMIN111 | Senior Legal Secretary**                 | USUPV          | 5,585<br>32.22 | 5,867<br>33.85 | 6,160<br>35.54 | 6,469<br>37.32 | 6,793<br>39.19  | 7,131<br>41.14  | 7,488<br>43.20  |
| ADMIN44  | Senior Librarian                         | OCEA           | 5,954<br>34.35 | 6,245<br>36.03 | 6,559<br>37.84 | 6,885<br>39.72 | 7,233<br>41.73  | 7,595<br>43.82  | 7,975<br>46.01  |
| ADMIN24  | Senior Library Assistant                 | OCEA           | 4,553<br>26.27 | 4,782<br>27.59 | 5,023<br>28.98 | 5,269<br>30.40 | 5,540<br>31.96  | 5,808<br>33.51  | 6,101<br>35.20  |
| MAINT71  | Senior Maintenance Supervisor            | MECO           | 7,148<br>41.24 | 7,502<br>43.28 | 7,878<br>45.45 | 8,273<br>47.73 | 8,686<br>50.11  | 9,121<br>52.62  | 9,578<br>55.26  |
| ADMIN75  | Senior Management Analyst*               | UMGMT          | 8,103<br>46.75 | 8,502<br>49.05 | 8,932<br>51.53 | 9,374<br>54.08 | 9,842<br>56.78  | 10,336<br>59.63 | 10,852<br>62.61 |
| ADMIN127 | Senior Management Analyst*/**            | UMGMT          | 8,103<br>46.75 | 8,502<br>49.05 | 8,932<br>51.53 | 9,374<br>54.08 | 9,842<br>56.78  | 10,336<br>59.63 | 10,852<br>62.61 |
| MAINT69  | Senior Mechanical Technologist           | OCEA           | 7,365<br>42.49 | 7,731<br>44.60 | 8,119<br>46.84 | 8,526<br>49.19 | 8,951<br>51.64  | 9,398<br>54.22  | 9,866<br>56.92  |
| CSERV07  | Senior Meter Service Worker              | OCEA           | 5,541<br>31.97 | 5,817<br>33.56 | 6,110<br>35.25 | 6,420<br>37.04 | 6,736<br>38.86  | 7,077<br>40.83  | 7,431<br>42.87  |
| ADMIN13  | Senior Office Specialist                 | OCEA           | 3,893<br>22.46 | 4,051<br>23.37 | 4,252<br>24.53 | 4,423<br>25.52 | 4,618<br>26.64  | 4,827<br>27.85  | 5,068<br>29.24  |

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|----------|-------------------------------------------------|----------------|----------------|----------------|----------------|----------------|-----------------|-----------------|-----------------|
| ADMIN123 | Senior Paralegal**                              | UCONF          | 6,041<br>34.85 | 6,344<br>36.60 | 6,656<br>38.40 | 6,992<br>40.34 | 7,339<br>42.34  | 7,706<br>44.46  | 8,095<br>46.70  |
| MAINT15  | Senior Parking Enforcement Officer              | OCEA           | 4,774<br>27.54 | 5,020<br>28.96 | 5,264<br>30.37 | 5,529<br>31.90 | 5,800<br>33.46  | 6,093<br>35.15  | 6,398<br>36.91  |
| MAINT81  | Senior Parks and Beaches Maintenance Supervisor | MECO           | 7,148<br>41.24 | 7,502<br>43.28 | 7,878<br>45.45 | 8,273<br>47.73 | 8,686<br>50.11  | 9,121<br>52.62  | 9,578<br>55.26  |
| ACCT27   | Senior Payroll Technician                       | UCONF          | 5,476<br>31.59 | 5,743<br>33.13 | 6,034<br>34.81 | 6,335<br>36.55 | 6,649<br>38.36  | 6,984<br>40.29  | 7,332<br>42.30  |
| CSERV19  | Senior Planner*                                 | MECO           | 8,356<br>48.21 | 8,776<br>50.63 | 9,218<br>53.18 | 9,681<br>55.85 | 10,159<br>58.61 | 10,669<br>61.55 | 11,204<br>64.64 |
| POLICE05 | Senior Police Records Technician                | OPON           | 4,311<br>24.87 | 4,495<br>25.93 | 4,704<br>27.14 | 4,926<br>28.42 | 5,150<br>29.71  | 5,384<br>31.06  | 5,654<br>32.62  |
| ADMIN109 | Senior Property Agent*                          | USUPV          | 7,245<br>41.80 | 7,609<br>43.90 | 7,989<br>46.09 | 8,382<br>48.36 | 8,807<br>50.81  | 9,246<br>53.34  | 9,710<br>56.02  |
| ACCT28   | Senior Purchasing Technician                    | OCEA           | 4,465<br>25.76 | 4,690<br>27.06 | 4,923<br>28.40 | 5,169<br>29.82 | 5,427<br>31.31  | 5,699<br>32.88  | 5,983<br>34.52  |
| MAINT74  | Senior Traffic Signal Technician                | OCEA           | 5,990<br>34.56 | 6,294<br>36.31 | 6,606<br>38.11 | 6,937<br>40.02 | 7,285<br>42.03  | 7,647<br>44.12  | 8,031<br>46.33  |
| MAINT58  | Senior Utility Worker                           | OCEA           | 6,380<br>36.81 | 6,698<br>38.64 | 7,030<br>40.56 | 7,382<br>42.59 | 7,750<br>44.71  | 8,138<br>46.95  | 8,545<br>49.30  |
| ADMIN139 | Senior Water Efficiency Specialist*             | MECO           | 7,244<br>41.79 | 7,606<br>43.88 | 7,985<br>46.07 | 8,386<br>48.38 | 8,804<br>50.79  | 9,246<br>53.34  | 9,707<br>56.00  |

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|----------|-----------------------------------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN142 | Senior Watershed Protection Specialist* | MECO           | 7,244<br>41.79 | 7,606<br>43.88  | 7,985<br>46.07  | 8,386<br>48.38  | 8,804<br>50.79  | 9,246<br>53.34  | 9,707<br>56.00  |
| ADMIN136 | Senior Zero Waste Specialist*           | MECO           | 7,244<br>41.79 | 7,606<br>43.88  | 7,985<br>46.07  | 8,386<br>48.38  | 8,804<br>50.79  | 9,246<br>53.34  | 9,707<br>56.00  |
| RECRE15  | Special Events Administrator*           | MECO           | 6,498<br>37.49 | 6,821<br>39.35  | 7,162<br>41.32  | 7,519<br>43.38  | 7,897<br>45.56  | 8,292<br>47.84  | 8,703<br>50.21  |
| ACCT20   | Supervising Accountant*                 | MECO           | 7,348<br>42.39 | 7,717<br>44.52  | 8,102<br>46.74  | 8,507<br>49.08  | 8,932<br>51.53  | 9,377<br>54.10  | 9,845<br>56.80  |
| ADMIN62  | Supervising Housing Specialist          | MECO           | 6,762<br>39.01 | 7,095<br>40.93  | 7,452<br>42.99  | 7,821<br>45.12  | 8,211<br>47.37  | 8,625<br>49.76  | 9,055<br>52.24  |
| ADMIN110 | Supervising Property Agent*             | USUPV          | 7,609<br>43.90 | 7,989<br>46.09  | 8,382<br>48.36  | 8,807<br>50.81  | 9,246<br>53.34  | 9,707<br>56.00  | 10,192<br>58.80 |
| MGR60    | Sustainability Program Administrator*   | UMGMT          | 9,192<br>53.03 | 9,651<br>55.68  | 10,135<br>58.47 | 10,643<br>61.40 | 11,175<br>64.47 | 11,733<br>67.69 | 12,319<br>71.07 |
| XTRA14   | Technical Assistant                     | HX             | 3,196<br>18.44 | 3,359<br>19.38  | 3,526<br>20.34  | 3,702<br>21.36  | 3,886<br>22.42  | 4,084<br>23.56  | 4,285<br>24.72  |
| MAINT73  | Traffic Signal Technician               | OCEA           | 5,552<br>32.03 | 5,807<br>33.50  | 6,074<br>35.04  | 6,349<br>36.63  | 6,665<br>38.45  | 6,954<br>40.12  | 7,301<br>42.12  |
| CSERV21  | Transportation Planner                  | WCE            | 8,330<br>48.06 | 8,712<br>50.26  | 9,112<br>52.57  | 9,563<br>55.17  | 10,003<br>57.71 | 10,473<br>60.42 | 10,998<br>63.45 |
| MGR27    | Treasury Manager*/**                    | UMGMT          | 9,592<br>55.34 | 10,074<br>58.12 | 10,570<br>60.98 | 11,107<br>64.08 | 11,657<br>67.25 | 12,239<br>70.61 | 12,847<br>74.12 |

\*Exempt  
\*\*Unclassified

SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| <b>Job Type</b> | <b>Classification</b>                   | <b>Employee Group</b> | <b>A<br/>Hourly</b> | <b>B<br/>Hourly</b> | <b>C<br/>Hourly</b> | <b>D<br/>Hourly</b> | <b>E<br/>Hourly</b> | <b>F<br/>Hourly</b> | <b>G<br/>Hourly</b> |
|-----------------|-----------------------------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| ACCT12          | Treasury Technician**                   | UCONF                 | 4,508<br>26.01      | 4,739<br>27.34      | 4,976<br>28.71      | 5,231<br>30.18      | 5,484<br>31.64      | 5,753<br>33.19      | 6,042<br>34.86      |
| MAINT84         | Urban Forestry and Landscape Supervisor | MECO                  | 7,682<br>44.32      | 8,067<br>46.54      | 8,471<br>48.87      | 8,894<br>51.31      | 9,337<br>53.87      | 9,805<br>56.57      | 10,294<br>59.39     |
| MAINT55         | Utility Supervisor                      | MECO                  | 8,809<br>50.82      | 9,253<br>53.38      | 9,710<br>56.02      | 10,202<br>58.86     | 10,709<br>61.78     | 11,248<br>64.89     | 11,807<br>68.12     |
| MAINT12         | Utility Worker I                        | OCEA                  | 5,030<br>29.02      | 5,269<br>30.40      | 5,531<br>31.91      | 5,814<br>33.54      | 6,105<br>35.22      | 6,406<br>36.96      | 6,727<br>38.81      |
| MAINT18         | Utility Worker II                       | OCEA                  | 5,524<br>31.87      | 5,796<br>33.44      | 6,093<br>35.15      | 6,403<br>36.94      | 6,718<br>38.76      | 7,048<br>40.66      | 7,400<br>42.69      |
| MAINT34         | Utility Worker III                      | OCEA                  | 5,829<br>33.63      | 6,119<br>35.30      | 6,420<br>37.04      | 6,743<br>38.90      | 7,075<br>40.82      | 7,396<br>42.67      | 7,767<br>44.81      |
| MAINT63         | Utility Worker Trainee                  | OCEA                  | 4,125<br>23.80      | 4,333<br>25.00      | 4,550<br>26.25      | 4,775<br>27.55      | 5,018<br>28.95      | 5,264<br>30.37      | 5,528<br>31.89      |
| MAINT20         | Wastewater Plant Operator I             | OCEA                  | 5,796<br>33.44      | 6,086<br>35.11      | 6,389<br>36.86      | 6,710<br>38.71      | 7,046<br>40.65      | 7,398<br>42.68      | 7,765<br>44.80      |
| MAINT32         | Wastewater Plant Operator II            | OCEA                  | 6,377<br>36.79      | 6,694<br>38.62      | 7,029<br>40.55      | 7,377<br>42.56      | 7,750<br>44.71      | 8,138<br>46.95      | 8,544<br>49.29      |
| MAINT40         | Wastewater Plant Operator III           | OCEA                  | 7,010<br>40.44      | 7,367<br>42.50      | 7,734<br>44.62      | 8,121<br>46.85      | 8,530<br>49.21      | 8,951<br>51.64      | 9,396<br>54.21      |
| MAINT59         | Wastewater Plant Operator in Training   | OCEA                  | 4,831<br>27.87      | 5,075<br>29.28      | 5,330<br>30.75      | 5,595<br>32.28      | 5,876<br>33.90      | 6,165<br>35.57      | 6,471<br>37.33      |

\*Exempt  
\*\*Unclassified



SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                       | Employee Group | A Hourly        | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|--------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| MAINT49  | Wastewater Plant Supervisor          | MECO           | 8,809<br>50.82  | 9,253<br>53.38  | 9,710<br>56.02  | 10,202<br>58.86 | 10,709<br>61.78 | 11,248<br>64.89 | 11,807<br>68.12 |
| MAINT82  | Wastewater Treatment Superintendent* | MECO           | 11,253<br>64.92 | 11,814<br>68.16 | 12,405<br>71.57 | 13,028<br>75.16 | 13,679<br>78.92 | 14,362<br>82.86 | 15,080<br>87.00 |
| MAINT56  | Water Distribution Supervisor        | MECO           | 9,256<br>53.40  | 9,707<br>56.00  | 10,197<br>58.83 | 10,705<br>61.76 | 11,246<br>64.88 | 11,809<br>68.13 | 12,400<br>71.54 |
| ADMIN144 | Water Efficiency Program Manager*    | UMGMT          | 8,656<br>49.94  | 9,090<br>52.44  | 9,540<br>55.04  | 10,017<br>57.79 | 10,518<br>60.68 | 11,043<br>63.71 | 11,599<br>66.92 |
| ADMIN137 | Water Efficiency Specialist I*       | MECO           | 5,985<br>34.53  | 6,283<br>36.25  | 6,606<br>38.11  | 6,932<br>39.99  | 7,280<br>42.00  | 7,642<br>44.09  | 8,024<br>46.29  |
| ADMIN138 | Water Efficiency Specialist II*      | MECO           | 6,587<br>38.00  | 6,916<br>39.90  | 7,263<br>41.90  | 7,625<br>43.99  | 8,005<br>46.18  | 8,401<br>48.47  | 8,824<br>50.91  |
| MGR62    | Water Engineering Manager*           | UMGMT          | 12,882<br>74.32 | 13,529<br>78.05 | 14,201<br>81.93 | 14,910<br>86.02 | 15,657<br>90.33 | 16,441<br>94.85 | 17,264<br>99.60 |
| MAINT19  | Water Plant Operator I               | OCEA           | 5,796<br>33.44  | 6,086<br>35.11  | 6,389<br>36.86  | 6,710<br>38.71  | 7,046<br>40.65  | 7,398<br>42.68  | 7,765<br>44.80  |
| MAINT31  | Water Plant Operator II              | OCEA           | 6,377<br>36.79  | 6,694<br>38.62  | 7,029<br>40.55  | 7,377<br>42.56  | 7,750<br>44.71  | 8,138<br>46.95  | 8,544<br>49.29  |
| MAINT39  | Water Plant Operator III             | OCEA           | 7,010<br>40.44  | 7,367<br>42.50  | 7,734<br>44.62  | 8,121<br>46.85  | 8,530<br>49.21  | 8,951<br>51.64  | 9,396<br>54.21  |
| MAINT61  | Water Plant Operator in Training     | OCEA           | 4,831<br>27.87  | 5,075<br>29.28  | 5,330<br>30.75  | 5,595<br>32.28  | 5,876<br>33.90  | 6,165<br>35.57  | 6,471<br>37.33  |

\*Exempt  
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SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| Job Type | Classification                        | Employee Group | A Hourly        | B Hourly        | C Hourly        | D Hourly        | E Hourly        | F Hourly        | G Hourly        |
|----------|---------------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| MAINT83  | Water Treatment Superintendent*       | MECO           | 11,253<br>64.92 | 11,814<br>68.16 | 12,405<br>71.57 | 13,028<br>75.16 | 13,679<br>78.92 | 14,362<br>82.86 | 15,080<br>87.00 |
| MAINT48  | Water Treatment Supervisor            | MECO           | 8,809<br>50.82  | 9,253<br>53.38  | 9,710<br>56.02  | 10,202<br>58.86 | 10,709<br>61.78 | 11,248<br>64.89 | 11,807<br>68.12 |
| EXEC10   | Water Utilities Director*/**          | UEXEC          |                 |                 |                 |                 |                 |                 |                 |
| MGR28    | Water Utilities Division Manager*     | UMGMT          | 12,882<br>74.32 | 13,529<br>78.05 | 14,201<br>81.93 | 14,910<br>86.02 | 15,657<br>90.33 | 16,441<br>94.85 | 17,264<br>99.60 |
| CSERV33  | Water Utilities Inspector             | OCEA           | 6,869<br>39.63  | 7,214<br>41.62  | 7,576<br>43.71  | 7,956<br>45.90  | 8,351<br>48.18  | 8,769<br>50.59  | 9,207<br>53.12  |
| MAINT65  | Water Utilities Plant Electrician I   | OCEA           | 6,698<br>38.64  | 7,025<br>40.53  | 7,379<br>42.57  | 7,748<br>44.70  | 8,141<br>46.97  | 8,540<br>49.27  | 8,968<br>51.74  |
| MAINT66  | Water Utilities Plant Electrician II  | OCEA           | 7,620<br>43.96  | 8,001<br>46.16  | 8,407<br>48.50  | 8,826<br>50.92  | 9,270<br>53.48  | 9,736<br>56.17  | 10,223<br>58.98 |
| ADMIN145 | Watershed Protection Program Manager* | UMGMT          | 8,656<br>49.94  | 9,090<br>52.44  | 9,540<br>55.04  | 10,017<br>57.79 | 10,518<br>60.68 | 11,043<br>63.71 | 11,599<br>66.92 |
| ADMIN140 | Watershed Protection Specialist I*    | MECO           | 5,985<br>34.53  | 6,283<br>36.25  | 6,606<br>38.11  | 6,932<br>39.99  | 7,280<br>42.00  | 7,642<br>44.09  | 8,024<br>46.29  |
| ADMIN141 | Watershed Protection Specialist II*   | MECO           | 6,587<br>38.00  | 6,916<br>39.90  | 7,263<br>41.90  | 7,625<br>43.99  | 8,005<br>46.18  | 8,401<br>48.47  | 8,824<br>50.91  |
| ADMIN143 | Zero Waste Program Manager*           | UMGMT          | 8,656<br>49.94  | 9,090<br>52.44  | 9,540<br>55.04  | 10,017<br>57.79 | 10,518<br>60.68 | 11,043<br>63.71 | 11,599<br>66.92 |

\*Exempt  
\*\*Unclassified

SALARY SCHEDULE  
Effective 07/06/2025 Adopted 09/03/2025

| <b>Job Type</b> | <b>Classification</b>     | <b>Employee Group</b> | <b>A Hourly</b> | <b>B Hourly</b> | <b>C Hourly</b> | <b>D Hourly</b> | <b>E Hourly</b> | <b>F Hourly</b> | <b>G Hourly</b> |
|-----------------|---------------------------|-----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ADMIN134        | Zero Waste Specialist I*  | MECO                  | 5,985<br>34.53  | 6,283<br>36.25  | 6,606<br>38.11  | 6,932<br>39.99  | 7,280<br>42.00  | 7,642<br>44.09  | 8,024<br>46.29  |
| ADMIN135        | Zero Waste Specialist II* | MECO                  | 6,587<br>38.00  | 6,916<br>39.90  | 7,263<br>41.90  | 7,625<br>43.99  | 8,005<br>46.18  | 8,401<br>48.47  | 8,824<br>50.91  |

\*Exempt

\*\*Unclassified