

CITY OF OCEANSIDE SALARY SCHEDULE



Effective: 08/31/2025

Adopted: 08/06/2025 & 09/03/2025

SALARY SCHEDULE
Effective 08/31/2025 Adopted 08/06/2025 and 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 19.12	3,479 20.07	3,649 21.05	3,836 22.13	4,027 23.23	4,224 24.37	4,437 25.60
MGR18	Accounting Manager*	UMGMT	10,024 57.83	10,521 60.70	11,050 63.75	11,603 66.94	12,184 70.29	12,794 73.81	13,432 77.49
ACCT01	Accounting Specialist I	OCEA	3,533 20.38	3,676 21.21	3,865 22.30	4,013 23.15	4,186 24.15	4,391 25.33	4,612 26.61
ACCT04	Accounting Specialist II	OCEA	3,893 22.46	4,051 23.37	4,252 24.53	4,423 25.52	4,618 26.64	4,827 27.85	5,068 29.24
ACCT08	Accounting Technician	OCEA	4,517 26.06	4,729 27.28	4,947 28.54	5,167 29.81	5,389 31.09	5,626 32.46	5,907 34.08
ADMIN130	Active Transportation Coordinator*	UMGMT	8,098 46.72	8,502 49.05	8,927 51.50	9,374 54.08	9,844 56.79	10,336 59.63	10,852 62.61
ADMIN41	Administrative Analyst I*	MECO	5,321 30.70	5,590 32.25	5,876 33.90	6,162 35.55	6,471 37.33	6,795 39.20	7,136 41.17
ADMIN42	Administrative Analyst I*/**	USUPV	5,328 30.74	5,590 32.25	5,878 33.91	6,165 35.57	6,476 37.36	6,802 39.24	7,141 41.20
ADMIN49	Administrative Analyst II*	MECO	5,878 33.91	6,169 35.59	6,474 37.35	6,798 39.22	7,140 41.19	7,497 43.25	7,873 45.42
ADMIN50	Administrative Analyst II*/**	USUPV	5,879 33.92	6,172 35.61	6,477 37.37	6,803 39.25	7,143 41.21	7,500 43.27	7,875 45.43
ADMIN21	Administrative Secretary	MECO	4,384 25.29	4,600 26.54	4,834 27.89	5,075 29.28	5,318 30.68	5,587 32.23	5,867 33.85
ADMIN22	Administrative Secretary**	USUPV	4,389 25.32	4,604 26.56	4,836 27.90	5,077 29.29	5,325 30.72	5,587 32.23	5,871 33.87

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MAINT76	Advanced Water Plant Operator I	OCEA	6,086 35.11	6,389 36.86	6,708 38.70	7,046 40.65	7,398 42.68	7,767 44.81	8,155 47.05
MAINT77	Advanced Water Plant Operator II	OCEA	6,694 38.62	7,030 40.56	7,379 42.57	7,746 44.69	8,138 46.95	8,544 49.29	8,970 51.75
MAINT78	Advanced Water Plant Operator III	OCEA	7,360 42.46	7,734 44.62	8,121 46.85	8,528 49.20	8,956 51.67	9,398 54.22	9,868 56.93
MAINT80	Advanced Water Treatment Chief Plant Operator	MECO	9,913 57.19	10,409 60.05	10,939 63.11	11,485 66.26	12,059 69.57	12,660 73.04	13,288 76.66
ADMIN46	Applications Analyst I	USUPV	5,774 33.31	6,061 34.97	6,379 36.80	6,694 38.62	7,025 40.53	7,374 42.54	7,743 44.67
ADMIN57	Applications Analyst II*	USUPV	6,361 36.70	6,679 38.53	7,011 40.45	7,361 42.47	7,731 44.60	8,117 46.83	8,525 49.18
ADMIN64	Applications Analyst III*	USUPV	6,992 40.34	7,339 42.34	7,715 44.51	8,098 46.72	8,500 49.04	8,932 51.53	9,377 54.10
ADMIN69	Applications Analyst IV*	USUPV	7,694 44.39	8,077 46.60	8,485 48.95	8,904 51.37	9,357 53.98	9,825 56.68	10,312 59.49
RECRE14	Aquatics Program Administrator*	USUPV	6,916 39.90	7,263 41.90	7,623 43.98	8,005 46.18	8,405 48.49	8,826 50.92	9,270 53.48
RECRE11	Aquatics Technician - Pool	UTECH	4,578 26.41	4,807 27.73	5,054 29.16	5,313 30.65	5,569 32.13	5,848 33.74	6,141 35.43
ADMIN128	Asset Management Administrator*	UMGMT	8,462 48.82	8,887 51.27	9,329 53.82	9,799 56.53	10,289 59.36	10,804 62.33	11,343 65.44
MGR49	Assistant Building Official*	UMGMT	8,549 49.32	8,973 51.77	9,426 54.38	9,899 57.11	10,395 59.97	10,911 62.95	11,454 66.08

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MGR36	Assistant City Attorney*	UEXEC							
MGR05	Assistant City Clerk*	UMGMT	8,500 49.04	8,925 51.49	9,367 54.04	9,837 56.75	10,325 59.57	10,844 62.56	11,388 65.70
EXEC15	Assistant City Manager*/**	UEXEC							
ENGR02	Assistant Engineer	WCE	7,615 43.93	7,991 46.10	8,395 48.43	8,812 50.84	9,251 53.37	9,715 56.05	10,199 58.84
FIRE22	Assistant Fire Marshal	OFA	8,816 50.86	9,256 53.40	9,721 56.08				
EXEC19	Assistant Police Chief*/**	UEXEC							
ENGR10	Assistant Traffic Engineer	WCE	7,615 43.93	7,991 46.10	8,395 48.43	8,812 50.84	9,251 53.37	9,715 56.05	10,199 58.84
FIRE15	Assistant Training Officer*	USUPV	8,786 50.69	9,227 53.23	9,691 55.91	10,173 58.69	10,677 61.60	11,215 64.70	11,776 67.94
EXEC20	Assistant Water Utilities Director*/**	UEXEC							
UTIL03	Associate Chemist	OCEA	6,562 37.86	6,885 39.72	7,176 41.40	7,542 43.51	7,871 45.41	8,245 47.57	8,661 49.97
ENGR03	Associate Engineer	WCE	8,774 50.62	9,178 52.95	9,597 55.37	10,074 58.12	10,535 60.78	11,033 63.65	11,586 66.84
CSERV18	Associate Planner	WCE	6,881 39.70	7,231 41.72	7,587 43.77	7,965 45.95	8,369 48.28	8,786 50.69	9,227 53.23

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ENGR11	Associate Traffic Engineer	WCE	8,774 50.62	9,178 52.95	9,597 55.37	10,074 58.12	10,535 60.78	11,033 63.65	11,586 66.84
MAINT08	Automotive Technician I	OCEA	4,018 23.18	4,215 24.32	4,423 25.52	4,651 26.83	4,879 28.15	5,129 29.59	5,387 31.08
MAINT22	Automotive Technician II	OCEA	5,276 30.44	5,547 32.00	5,821 33.58	6,112 35.26	6,422 37.05	6,737 38.87	7,079 40.84
MAINT29	Automotive Technician III	OCEA	6,337 36.56	6,649 38.36	6,987 40.31	7,334 42.31	7,703 44.44	8,089 46.67	8,497 49.02
FIRELG01	Beach Lifeguard Captain	OFMA	9,015 52.01	9,466 54.61	9,942 57.36	10,438 60.22	10,960 63.23	11,506 66.38	12,085 69.72
XTRA02	Beach Lifeguard I	HX	3,631 20.95	3,812 21.99	4,007 23.12	4,205 24.26			
XTRA15	Beach Lifeguard II	HX	4,030 23.25	4,231 24.41	4,441 25.62	4,663 26.90			
FIRELG05	Beach Lifeguard Lieutenant	OMSEA	6,529 37.67	6,859 39.57	7,200 41.54	7,563 43.63	7,942 45.82	8,336 48.09	8,759 50.53
FIRELG06	Beach Lifeguard Sergeant	OMSEA	5,498 31.72	5,772 33.30	6,061 34.97	6,367 36.73	6,684 38.56	7,017 40.48	7,368 42.51
XTRA20	Beach Lifeguard Trainee	HX	3,295 19.01						
XTRA12	Beach Safety Officer	HX	3,262 18.82	3,425 19.76	3,597 20.75	3,777 21.79			
MGR19	Budget Manager*	UMGMT	10,024 57.83	10,521 60.70	11,050 63.75	11,603 66.94	12,184 70.29	12,794 73.81	13,432 77.49

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CSERV06	Building Inspector I	OCEA	5,476 31.59	5,699 32.88	5,964 34.41	6,231 35.95	6,529 37.67	6,835 39.43	7,178 41.41
CSERV12	Building Inspector II	OCEA	5,970 34.44	6,271 36.18	6,533 37.69	6,852 39.53	7,140 41.19	7,483 43.17	7,857 45.33
CSERV14	Building Inspector III	OCEA	6,327 36.50	6,642 38.32	6,937 40.02	7,278 41.99	7,597 43.83	7,951 45.87	8,351 48.18
ADMIN35	Business License Inspector	OCEA	5,042 29.09	5,257 30.33	5,521 31.85	5,744 33.14	6,029 34.78	6,311 36.41	6,628 38.24
ADMIN96	Call Center Coordinator	OCEA	3,897 22.48	4,059 23.42	4,266 24.61	4,436 25.59	4,633 26.73	4,850 27.98	5,094 29.39
EXEC21	Chief Assistant City Attorney*/**	UEXEC							
MGR34	Chief Building Official*/**	UMGMT	10,487 60.50	11,005 63.49	11,556 66.67	12,137 70.02	12,742 73.51	13,380 77.19	14,050 81.06
ADMIN81	CIP Manager I*	USUPV	7,043 40.63	7,384 42.60	7,758 44.76	8,148 47.01	8,549 49.32	8,975 51.78	9,431 54.41
ADMIN82	CIP Manager II*	USUPV	8,375 48.32	8,757 50.52	9,168 52.89	9,617 55.48	10,062 58.05	10,528 60.74	11,057 63.79
ADMIN83	CIP Manager III*	USUPV	9,826 56.69	10,315 59.51	10,828 62.47	11,367 65.58	11,943 68.90	12,535 72.32	13,161 75.93
EXEC01	City Attorney*/**	UEXEC							
ELECT01	City Clerk*	ELECT							

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ENGR08	City Development Engineer*	UMGMT	11,156 64.36	11,717 67.60	12,295 70.93	12,912 74.49	13,555 78.20	14,236 82.13	14,948 86.24
MGR37	City Engineer*/**	UMGMT							
ENGR18	City Land Surveyor*	MECO	9,916 57.21	10,414 60.08	10,927 63.04	11,476 66.21	12,045 69.49	12,648 72.97	13,281 76.62
EXEC14	City Manager*/**	UEXEC							
MGR31	City Planner*/**	UMGMT	10,487 60.50	11,005 63.49	11,556 66.67	12,137 70.02	12,742 73.51	13,380 77.19	14,050 81.06
MGR33	City Traffic Engineer*	UMGMT	11,156 64.36	11,717 67.60	12,295 70.93	12,912 74.49	13,555 78.20	14,236 82.13	14,948 86.24
ELECT02	City Treasurer*	ELECT							
CSERV31	Coastal Zone Administrator*/**	USUPV	9,384 54.14	9,854 56.85	10,350 59.71	10,866 62.69	11,411 65.83	11,977 69.10	12,575 72.55
MGR56	Code Enforcement Division Manager*	UMGMT	9,592 55.34	10,074 58.12	10,572 60.99	11,107 64.08	11,657 67.25	12,239 70.61	12,847 74.12
MGR07	Code Enforcement Manager*	UMGMT	8,095 46.70	8,499 49.03	8,921 51.47	9,369 54.05	9,835 56.74	10,334 59.62	10,851 62.60
CSERV04	Code Enforcement Officer I	OCEA	5,129 29.59	5,387 31.08	5,658 32.64	5,949 34.32	6,235 35.97	6,547 37.77	6,874 39.66

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CSERV09	Code Enforcement Officer II	OCEA	5,651 32.60	5,930 34.21	6,214 35.85	6,533 37.69	6,862 39.59	7,204 41.56	7,559 43.61
CSERV11	Code Enforcement Officer III	OCEA	6,055 34.93	6,342 36.59	6,666 38.46	7,001 40.39	7,346 42.38	7,715 44.51	8,098 46.72
POLICE24	Communications Supervisor	OPON	6,185 35.68	6,498 37.49	6,829 39.40	7,164 41.33	7,526 43.42	7,902 45.59	8,296 47.86
ADMIN94	Community Outreach Coordinator*	USUPV	5,353 30.88	5,626 32.46	5,905 34.07	6,198 35.76	6,514 37.58	6,836 39.44	7,179 41.42
ADMIN131	Community Resource Specialist	OCEA	4,167 24.04	4,377 25.25	4,593 26.50	4,824 27.83	5,065 29.22	5,318 30.68	5,585 32.22
POLICE03	Community Services Officer	OPON	3,883 22.40	4,075 23.51	4,271 24.64	4,474 25.81	4,708 27.16	4,954 28.58	5,197 29.98
POLICE16	Community Services Supervisor	MECO	6,013 34.69	6,311 36.41	6,623 38.21	6,958 40.14	7,308 42.16	7,673 44.27	8,057 46.48
ADMIN93	Compliance Officer*	UMGMT	8,953 51.65	9,400 54.23	9,864 56.91	10,358 59.76	10,877 62.75	11,421 65.89	11,995 69.20
ADMIN146	Compliance Specialist I	MECO	6,015 34.70	6,315 36.43	6,632 38.26	6,963 40.17	7,311 42.18	7,677 44.29	8,060 46.50
ADMIN147	Compliance Specialist II	MECO	6,628 38.24	6,959 40.15	7,308 42.16	7,673 44.27	8,057 46.48	8,459 48.80	8,883 51.25
XTRA17	Consulting Assistant	HX							
ADMIN90	Contract Coordinator	MECO	4,538 26.18	4,765 27.49	5,008 28.89	5,255 30.32	5,514 31.81	5,795 33.43	6,084 35.10

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ADMIN29	Council Aide*/**	USUPV	4,808 27.74	5,047 29.12	5,299 30.57	5,564 32.10	5,845 33.72	6,136 35.40	6,441 37.16
ADMIN06	Courier	OCEA	3,526 20.34	3,701 21.35	3,884 22.41	4,082 23.55	4,283 24.71	4,500 25.96	4,729 27.28
POLICE38	Crime Analysis and Intelligence Manager*	UMGMT	8,412 48.53	8,830 50.94	9,273 53.50	9,738 56.18	10,223 58.98	10,733 61.92	11,270 65.02
POLICE29	Crime and Intelligence Analyst*	USUPV	5,879 33.92	6,172 35.61	6,479 37.38	6,809 39.28	7,143 41.21	7,495 43.24	7,869 45.40
POLICE09	Crime Prevention Specialist	OPON	4,547 26.23	4,767 27.50	5,004 28.87	5,255 30.32	5,519 31.84	5,800 33.46	6,093 35.15
MAINT38	Cross Connection Control Technician	OCEA	6,833 39.42	7,171 41.37	7,531 43.45	7,904 45.60	8,304 47.91	8,715 50.28	9,152 52.80
MAINT03	Custodian	OCEA	3,278 18.91	3,422 19.74	3,565 20.57	3,721 21.47	3,891 22.45	4,059 23.42	4,266 24.61
ACCT03	Customer Account Representative I	OCEA	3,728 21.51	3,895 22.47	4,058 23.41	4,257 24.56	4,429 25.55	4,621 26.66	4,850 27.98
ACCT07	Customer Account Representative II	OCEA	4,089 23.59	4,267 24.62	4,451 25.68	4,645 26.80	4,859 28.03	5,072 29.26	5,328 30.74
ACCT17	Customer Service Supervisor*	MECO	5,930 34.21	6,223 35.90	6,536 37.71	6,861 39.58	7,202 41.55	7,564 43.64	7,942 45.82
MGR38	Deputy City Attorney I*/**	UMGMT							
MGR39	Deputy City Attorney II*/**	UMGMT							

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EXEC02	Deputy City Manager*/**	UEXEC							
FIRE24	Deputy Fire Chief*	OFMA	15,895 91.70	16,683 96.25	17,524 101.10	18,399 106.15			
FIRE33	Deputy Fire Marshal I	OFA	6,077 35.06	6,367 36.73	6,639 38.30	6,940 40.04	7,274 41.96	7,613 43.92	7,991 46.10
FIRE34	Deputy Fire Marshal II	OFA	6,538 37.72	6,861 39.58	7,205 41.57	7,564 43.64	7,948 45.85	8,337 48.10	8,756 50.51
EXEC13	Development Services Director*/**	UEXEC							
ADMIN107	Development Specialist	UCONF	5,190 29.94	5,453 31.46	5,722 33.01	6,006 34.65	6,308 36.39	6,627 38.23	6,959 40.15
POLICE34	Digital Forensics Analyst*	USUPV	6,767 39.04	7,105 40.99	7,460 43.04	7,835 45.20	8,223 47.44	8,634 49.81	9,065 52.30
MAINT14	Distribution Operator I	OCEA	5,959 34.38	6,198 35.76	6,491 37.45	6,781 39.12	7,091 40.91	7,394 42.66	7,765 44.80
MAINT17	Distribution Operator II	OCEA	6,375 36.78	6,687 38.58	7,032 40.57	7,384 42.60	7,753 44.73	8,138 46.95	8,540 49.27
MAINT33	Distribution Operator III	OCEA	6,699 38.65	7,036 40.59	7,387 42.62	7,755 44.74	8,138 46.95	8,540 49.27	8,970 51.75

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ADMIN15	Document Technician	OCEA	4,021 23.20	4,221 24.35	4,436 25.59	4,657 26.87	4,886 28.19	5,132 29.61	5,391 31.10
ADMIN113	Economic Development Manager*/**	UMGMT	10,487 60.50	11,005 63.49	11,556 66.67	12,137 70.02	12,742 73.51	13,380 77.19	14,050 81.06
ADMIN125	Economic Development Specialist**	UCONF	5,675 32.74	5,957 34.37	6,254 36.08	6,568 37.89	6,899 39.80	7,242 41.78	7,602 43.86
MAINT45	Electrical/Traffic Maintenance Supervisor	MECO	6,985 40.30	7,327 42.27	7,698 44.41	8,081 46.62	8,479 48.92	8,906 51.38	9,355 53.97
MAINT30	Electrician	OCEA	5,552 32.03	5,807 33.50	6,074 35.04	6,349 36.63	6,665 38.45	6,954 40.12	7,301 42.12
ADMIN133	Emergency Management Coordinator*	USUPV	7,313 42.19	7,679 44.30	8,062 46.51	8,466 48.84	8,883 51.25	9,336 53.86	9,800 56.54
FIRE30	Emergency Medical Technician I**	EMTFT	3,207 18.50						
FIRE31	Emergency Medical Technician II**	EMTFT	3,380 19.50						
XTRA21	Emergency Medical Technician**	EMTHX	3,207 18.50						
ENGR12	Engineering Assistant I	OCEA	4,623 26.67	4,853 28.00	5,105 29.45	5,353 30.88	5,618 32.41	5,902 34.05	6,195 35.74
ENGR15	Engineering Assistant II	WCE	5,311 30.64	5,581 32.20	5,862 33.82	6,148 35.47	6,462 37.28	6,786 39.15	7,126 41.11
ADMIN86	Environmental Assistant	OCEA	5,321 30.70	5,585 32.22	5,867 33.85	6,159 35.53	6,469 37.32	6,793 39.19	7,131 41.14

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MAINT64	Environmental Compliance Inspector	OCEA	7,557 43.60	7,939 45.80	8,329 48.05	8,743 50.44	9,178 52.95	9,648 55.66	10,130 58.44
POLICE19	Evidence and Property Supervisor	MECO	6,821 39.35	7,162 41.32	7,511 43.33	7,892 45.53	8,291 47.83	8,710 50.25	9,147 52.77
POLICE01	Evidence and Property Technician I	OCEA	3,697 21.33	3,846 22.19	4,035 23.28	4,200 24.23	4,384 25.29	4,595 26.51	4,826 27.84
POLICE04	Evidence and Property Technician II	OCEA	4,075 23.51	4,226 24.38	4,437 25.60	4,628 26.70	4,824 27.83	5,049 29.13	5,301 30.58
MAINT68	Facilities Maintenance Scheduler	OCEA	7,693 44.38	8,076 46.59	8,481 48.93	8,906 51.38	9,351 53.95	9,818 56.64	10,306 59.46
EXEC12	Finance Director*/**	UEXEC							
ACCT23	Financial Analyst*	MECO	6,675 38.51	7,013 40.46	7,360 42.46	7,732 44.61	8,114 46.81	8,523 49.17	8,949 51.63
MGR21	Financial Services Division Manager*	UMGMT	10,024 57.83	10,521 60.70	11,050 63.75	11,603 66.94	12,184 70.29	12,794 73.81	13,432 77.49
FIRE05	Fire Battalion Chief (40 Hour)*	OFMA	13,140 75.81	13,794 79.58	14,491 83.60	15,217 87.79			
FIRE10	Fire Battalion Chief (56 Hour)	OFMA	13,140 54.15	13,796 56.85	14,485 59.69	15,215 62.70			
FIRE06	Fire Captain (40 Hour)	OFA	10,485 60.49	11,012 63.53	11,561 66.70				
FIRE11	Fire Captain (56 Hour)	OFA	10,488 43.22	11,015 45.39	11,565 47.66				

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EXEC05	Fire Chief*/**	UEXEC							
FIRE04	Fire Engineer (40 Hour)	OFA	9,051 52.22	9,504 54.83	9,977 57.56				
FIRE09	Fire Engineer (56 Hour)	OFA	9,049 37.29	9,505 39.17	9,976 41.11				
FIRE03	Firefighter Paramedic (40 Hour)	OFA	7,505 43.30	7,881 45.47	8,277 47.75	8,691 50.14	9,123 52.63	9,582 55.28	
FIRE08	Firefighter Paramedic (56 Hour)	OFA	7,503 30.92	7,872 32.44	8,270 34.08	8,685 35.79	9,119 37.58	9,578 39.47	
FIRE28	Firefighter Paramedic Recruit (40 Hour)	UTECH	5,847 33.73						
FIRE07	Firefighter Paramedic Recruit (56 Hour)	UTECH	5,846 24.09						
MGR09	Fleet Manager*	UMGMT	8,668 50.01	9,103 52.52	9,556 55.13	10,036 57.90	10,539 60.80	11,066 63.84	11,619 67.03
ADMIN97	Fleet Services Technician	OCEA	4,507 26.00	4,741 27.35	4,976 28.71	5,231 30.18	5,484 31.64	5,753 33.19	6,041 34.85
MAINT46	Fleet Supervisor	MECO	7,923 45.71	8,310 47.94	8,733 50.38	9,166 52.88	9,627 55.54	10,109 58.32	10,611 61.22
MGR57	Forensic and Evidence Manager*	UMGMT	8,616 49.71	9,051 52.22	9,500 54.81	9,977 57.56	10,475 60.43	11,000 63.46	11,549 66.63
POLICE36	Forensic Specialist	OPON	5,597 32.29	5,876 33.90	6,171 35.60	6,479 37.38	6,803 39.25	7,143 41.21	7,500 43.27

*Exempt

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
POLICE37	Forensic Supervisor*	USUPV	7,836 45.21	8,228 47.47	8,639 49.84	9,071 52.33	9,525 54.95	10,001 57.70	10,501 60.58
MAINT01	Garage Service Worker	OCEA	3,500 20.19	3,647 21.04	3,806 21.96	3,971 22.91	4,150 23.94	4,335 25.01	4,552 26.26
ADMIN43	Geographic Information Systems Assistant	OCEA	5,656 32.63	5,930 34.21	6,233 35.96	6,540 37.73	6,874 39.66	7,219 41.65	7,580 43.73
ADMIN55	Geographic Information Systems Specialist	OCEA	6,642 38.32	6,954 40.12	7,273 41.96	7,606 43.88	7,979 46.03	8,327 48.04	8,743 50.44
ADMIN61	Geographic Information Systems Supervisor	MECO	9,140 52.73	9,599 55.38	10,081 58.16	10,584 61.06	11,107 64.08	11,660 67.27	12,248 70.66
MGR53	Harbor Division Manager*/**	UMGMT	10,024 57.83	10,521 60.70	11,050 63.75	11,603 66.94	12,184 70.29	12,794 73.81	13,432 77.49
MGR59	Homeless Services Manager*/**	UMGMT	8,930 51.52	9,379 54.11	9,847 56.81	10,339 59.65	10,858 62.64	11,398 65.76	11,970 69.06
XTRA22	Hourly Librarian	HX	5,422 31.28	5,691 32.83	5,975 34.47	6,282 36.24			
MGR54	Housing Administrator*	UMGMT	10,487 60.50	11,010 63.52	11,556 66.67	12,137 70.02	12,742 73.51	13,380 77.19	14,050 81.06
EXEC07	Housing and Neighborhood Services Director*/**	UEXEC							
CSERV34	Housing Program Analyst	OCEA	5,561 32.08	5,841 33.70	6,131 35.37	6,446 37.19	6,757 38.98	7,098 40.95	7,453 43.00
MGR10	Housing Program Manager*	UMGMT	8,932	9,377	9,847	10,339	10,856	11,400	11,970

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN45	Housing Specialist I	OCEA	5,561 32.08	5,841 33.70	6,131 35.37	6,446 37.19	6,757 38.98	7,098 40.95	7,453 43.00
ADMIN54	Housing Specialist II	OCEA	6,115 35.28	6,424 37.06	6,741 38.89	7,086 40.88	7,436 42.90	7,810 45.06	8,200 47.31
ADMIN19	Housing Technician	OCEA	4,155 23.97	4,358 25.14	4,576 26.40	4,805 27.72	5,041 29.08	5,285 30.49	5,557 32.06
ADMIN56	Human Resources Analyst I*	USUPV	6,103 35.21	6,408 36.97	6,739 38.88	7,065 40.76	7,424 42.83	7,798 44.99	8,187 47.23
ADMIN63	Human Resources Analyst II*	USUPV	6,958 40.14	7,313 42.19	7,670 44.25	8,055 46.47	8,452 48.76	8,882 51.24	9,327 53.81
ADMIN122	Human Resources Assistant	UCONF	3,983 22.98	4,186 24.15	4,396 25.36	4,616 26.63	4,841 27.93	5,084 29.33	5,340 30.81
EXEC11	Human Resources Director*/**	UEXEC							
MGR23	Human Resources Division Manager*/**	UMGMT	9,592 55.34	10,074 58.12	10,570 60.98	11,107 64.08	11,657 67.25	12,239 70.61	12,847 74.12
ADMIN26	Human Resources Technician - HR Administration	UCONF	4,963 28.63	5,217 30.10	5,476 31.59	5,743 33.13	6,034 34.81	6,335 36.55	6,649 38.36
ADMIN103	Human Resources Technician - Work Comp and Risk	UCONF	4,963 28.63	5,217 30.10	5,476 31.59	5,743 33.13	6,034 34.81	6,335 36.55	6,649 38.36
ADMIN47	Information Systems Analyst I	USUPV	5,774 33.31	6,061 34.97	6,379 36.80	6,694 38.62	7,025 40.53	7,374 42.54	7,743 44.67
ADMIN58	Information Systems Analyst II*	USUPV	6,361 36.70	6,679 38.53	7,011 40.45	7,361 42.47	7,731 44.60	8,117 46.83	8,525 49.18

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN65	Information Systems Analyst III*	USUPV	6,992 40.34	7,339 42.34	7,715 44.51	8,098 46.72	8,500 49.04	8,932 51.53	9,377 54.10
ADMIN70	Information Systems Analyst IV*	USUPV	7,694 44.39	8,077 46.60	8,485 48.95	8,904 51.37	9,357 53.98	9,825 56.68	10,312 59.49
ADMIN28	Information Systems Specialist I	UCONF	4,755 27.43	4,992 28.80	5,238 30.22	5,502 31.74	5,777 33.33	6,063 34.98	6,368 36.74
ADMIN40	Information Systems Specialist II	UCONF	5,233 30.19	5,495 31.70	5,760 33.23	6,055 34.93	6,358 36.68	6,673 38.50	7,004 40.41
EXEC22	Information Technologies Director*/**	UEXEC							
MGR46	Information Technologies Division Manager*/**	UMGMT	10,487 60.50	11,005 63.49	11,556 66.67	12,137 70.02	12,742 73.51	13,380 77.19	14,050 81.06
ADMIN124	Information Technologies Procurement Analyst*	USUPV	8,765 50.57	9,207 53.12	9,665 55.76	10,149 58.55	10,655 61.47	11,190 64.56	11,745 67.76
ADMIN116	Information Technologies Security Officer*	USUPV	8,932 51.53	9,377 54.10	9,847 56.81	10,339 59.65	10,856 62.63	11,400 65.77	11,970 69.06
MAINT51	Instrumentation Supervisor	MECO	9,471 54.64	9,941 57.35	10,440 60.23	10,967 63.27	11,513 66.42	12,085 69.72	12,685 73.18
MAINT36	Instrumentation Technician I	OCEA	6,940 40.04	7,278 41.99	7,646 44.11	8,029 46.32	8,434 48.66	8,850 51.06	9,292 53.61
MAINT41	Instrumentation Technician II	OCEA	7,620 43.96	8,001 46.16	8,407 48.50	8,826 50.92	9,270 53.48	9,736 56.17	10,223 58.98
XTRA19	Intern	HX	3,137 18.10	3,295 19.01	3,456 19.94	3,633 20.96			

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
UTIL06	Laboratory Analyst	OCEA	5,878 33.91	6,171 35.60	6,477 37.37	6,802 39.24	7,143 41.21	7,493 43.23	7,875 45.43
UTIL01	Laboratory Assistant	OCEA	4,281 24.70	4,458 25.72	4,638 26.76	4,827 27.85	5,051 29.14	5,268 30.39	5,528 31.89
UTIL05	Laboratory Supervisor*	MECO	9,143 52.75	9,601 55.39	10,083 58.17	10,577 61.02	11,105 64.07	11,667 67.31	12,248 70.66
UTIL02	Laboratory Technician	OCEA	5,463 31.52	5,727 33.04	5,980 34.50	6,252 36.07	6,535 37.70	6,815 39.32	7,157 41.29
ENGR09	Landscape Architect	WCE	8,072 46.57	8,474 48.89	8,899 51.34	9,346 53.92	9,814 56.62	10,303 59.44	10,814 62.39
POLICE33	Latent Print Examiner*	USUPV	7,124 41.10	7,479 43.15	7,852 45.30	8,245 47.57	8,656 49.94	9,090 52.44	9,545 55.07
MAINT27	Lead Automotive Technician	OCEA	7,030 40.56	7,379 42.57	7,753 44.73	8,141 46.97	8,545 49.30	8,970 51.75	9,422 54.36
MAINT02	Lead Custodian	OCEA	3,585 20.68	3,773 21.77	3,957 22.83	4,151 23.95	4,359 25.15	4,576 26.40	4,808 27.74
CSERV15	Lead Public Works Inspector	OCEA	6,701 38.66	7,036 40.59	7,341 42.35	7,703 44.44	8,044 46.41	8,422 48.59	8,842 51.01
XTRA11	Lead Seasonal Lifeguard Pool	HX	3,555 20.51	3,732 21.53	3,924 22.64	4,117 23.75			
CSERV32	Lead Water Utilities Inspector	OCEA	7,559 43.61	7,937 45.79	8,334 48.08	8,752 50.49	9,187 53.00	9,648 55.66	10,130 58.44
ADMIN37	Legal Secretary**	USUPV	5,079 29.30	5,333 30.77	5,592 32.26	5,879 33.92	6,171 35.60	6,481 37.39	6,807 39.27

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN27	Librarian I	OCEA	4,919 28.38	5,164 29.79	5,420 31.27	5,691 32.83	5,973 34.46	6,280 36.23	6,595 38.05
ADMIN34	Librarian II	OCEA	5,411 31.22	5,682 32.78	5,964 34.41	6,264 36.14	6,575 37.93	6,906 39.84	7,249 41.82
ADMIN14	Library Assistant	OCEA	3,954 22.81	4,150 23.94	4,349 25.09	4,569 26.36	4,798 27.68	5,034 29.04	5,283 30.48
XTRA23	Library Associate I	HX	3,137 18.10	3,295 19.01	3,456 19.94	3,633 20.96			
XTRA24	Library Associate II	HX	3,597 20.75	3,779 21.80	3,966 22.88	4,160 24.00			
EXEC08	Library Director*/**	UEXEC							
MGR24	Library Division Manager*	UMGMT	9,592 55.34	10,074 58.12	10,570 60.98	11,107 64.08	11,657 67.25	12,239 70.61	12,847 74.12
ADMIN09	Library Technician	OCEA	3,597 20.75	3,779 21.80	3,966 22.88	4,162 24.01	4,371 25.22	4,585 26.45	4,815 27.78
ADMIN85	Library Technology Analyst*	USUPV	6,361 36.70	6,679 38.53	7,011 40.45	7,361 42.47	7,731 44.60	8,117 46.83	8,525 49.18
ENGR17	Licensed Land Surveyor	WCE	7,214 41.62	7,576 43.71	7,953 45.88	8,353 48.19	8,772 50.61	9,211 53.14	9,670 55.79
ADMIN32	Literacy Coordinator	USUPV	5,353 30.88	5,626 32.46	5,905 34.07	6,198 35.76	6,514 37.58	6,836 39.44	7,179 41.42
XTRA07	Maintenance Assistant	HX	3,125	3,281	3,444	3,619			

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MAINT25	Maintenance Specialist	OCEA	5,330 30.75	5,562 32.09	5,800 33.46	6,068 35.01	6,327 36.50	6,642 38.32	6,975 40.24
MAINT42	Maintenance Supervisor	MECO	6,493 37.46	6,817 39.33	7,153 41.27	7,505 43.30	7,887 45.50	8,285 47.80	8,701 50.20
MAINT05	Maintenance Worker I	OCEA	3,763 21.71	3,923 22.63	4,094 23.62	4,267 24.62	4,470 25.79	4,656 26.86	4,888 28.20
MAINT10	Maintenance Worker II	OCEA	4,488 25.89	4,663 26.90	4,886 28.19	5,112 29.49	5,339 30.80	5,567 32.12	5,847 33.73
MAINT13	Maintenance Worker III	OCEA	4,656 26.86	4,850 27.98	5,082 29.32	5,320 30.69	5,557 32.06	5,796 33.44	6,089 35.13
ADMIN67	Management Analyst*	USUPV	7,313 42.19	7,679 44.30	8,062 46.51	8,466 48.84	8,883 51.25	9,336 53.86	9,800 56.54
ADMIN118	Management Analyst*/**	USUPV	7,313 42.19	7,679 44.30	8,062 46.51	8,466 48.84	8,883 51.25	9,336 53.86	9,800 56.54
MAINT16	Mechanic I	OCEA	4,878 28.14	5,105 29.45	5,332 30.76	5,571 32.14	5,812 33.53	6,084 35.10	6,389 36.86
MAINT21	Mechanic II	OCEA	5,129 29.59	5,361 30.93	5,614 32.39	5,867 33.85	6,133 35.38	6,422 37.05	6,741 38.89
MAINT26	Mechanical Technologist I	OCEA	5,961 34.39	6,254 36.08	6,575 37.93	6,899 39.80	7,249 41.82	7,608 43.89	7,985 46.07
MAINT35	Mechanical Technologist II	OCEA	6,550 37.79	6,880 39.69	7,225 41.68	7,589 43.78	7,965 45.95	8,367 48.27	8,786 50.69
MAINT62	Mechanical Technologist III	OCEA	6,883 39.71	7,225 41.68	7,590 43.79	7,968 45.97	8,367 48.27	8,786 50.69	9,225 53.22

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
FIRE32	Medical Services Officer*	UMGMT	9,592 55.34	10,074 58.12	10,572 60.99	11,107 64.08	11,657 67.25	12,239 70.61	12,847 74.12
CSERV01	Meter Service Worker I	OCEA	4,453 25.69	4,651 26.83	4,881 28.16	5,138 29.64	5,396 31.13	5,661 32.66	5,949 34.32
CSERV02	Meter Service Worker II	OCEA	4,872 28.11	5,129 29.59	5,385 31.07	5,654 32.62	5,935 34.24	6,230 35.94	6,543 37.75
CSERV03	Meter Service Worker III	OCEA	5,372 30.99	5,640 32.54	5,918 34.14	6,212 35.84	6,526 37.65	6,854 39.54	7,197 41.52
CSERV26	Meter Services Supervisor	MECO	7,833 45.19	8,223 47.44	8,634 49.81	9,046 52.19	9,513 54.88	9,993 57.65	10,495 60.55
UTIL04	Microbiologist	OCEA	6,900 39.81	7,228 41.70	7,540 43.50	7,916 45.67	8,263 47.67	8,660 49.96	9,093 52.46
MGR25	Neighborhood Services Division Manager*	UMGMT	9,403 54.25	9,875 56.97	10,362 59.78	10,885 62.80	11,430 65.94	11,995 69.20	12,594 72.66
XTRA08	Office Assistant	HX	3,125 18.03	3,281 18.93	3,444 19.87	3,619 20.88			
ADMIN05	Office Specialist I	OCEA	3,224 18.60	3,366 19.42	3,531 20.37	3,669 21.17	3,820 22.04	3,988 23.01	4,191 24.18
ADMIN07	Office Specialist I	UCONF	3,389 19.55	3,533 20.38	3,706 21.38	3,855 22.24	4,016 23.17	4,195 24.20	4,403 25.40
ADMIN08	Office Specialist II	OCEA	3,534 20.39	3,676 21.21	3,865 22.30	4,013 23.15	4,186 24.15	4,391 25.33	4,612 26.61
MAINT50	Ordinance Enforcement Supervisor	MECO	7,164 41.33	7,517 43.37	7,894 45.54	8,294 47.85	8,719 50.30	9,149 52.78	9,604 55.41

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ADMIN23	Paralegal I**	UCONF	4,437 25.60	4,659 26.88	4,891 28.22	5,136 29.63	5,392 31.11	5,663 32.67	5,949 34.32
ADMIN33	Paralegal II**	UCONF	5,392 31.11	5,663 32.67	5,949 34.32	6,242 36.01	6,554 37.81	6,881 39.70	7,225 41.68
MAINT07	Parking Enforcement Officer I	OCEA	3,952 22.80	4,153 23.96	4,340 25.04	4,566 26.34	4,800 27.69	5,034 29.04	5,283 30.48
MAINT09	Parking Enforcement Officer II	OCEA	4,335 25.01	4,550 26.25	4,789 27.63	5,025 28.99	5,275 30.43	5,547 32.00	5,824 33.60
MAINT72	Parking Enforcement Supervisor	MECO	7,164 41.33	7,517 43.37	7,894 45.54	8,294 47.85	8,719 50.30	9,149 52.78	9,604 55.41
MAINT67	Parking Meter Technician	OCEA	4,774 27.54	5,016 28.94	5,264 30.37	5,528 31.89	5,803 33.48	6,093 35.15	6,398 36.91
MAINT70	Parks and Beaches Maintenance Supervisor	MECO	6,722 38.78	7,058 40.72	7,407 42.73	7,781 44.89	8,166 47.11	8,575 49.47	9,005 51.95
EXEC18	Parks and Recreation Director*/**	UEXEC							
MGR51	Parks and Recreation Division Manager*/**	UMGMT	9,403 54.25	9,875 56.97	10,362 59.78	10,885 62.80	11,430 65.94	11,995 69.20	12,594 72.66
ACCT30	Payroll Supervisor*	USUPV	6,795 39.20	7,133 41.15	7,490 43.21	7,864 45.37	8,259 47.65	8,670 50.02	9,107 52.54
ACCT11	Payroll Technician I	UCONF	4,508 26.01	4,739 27.34	4,976 28.71	5,231 30.18	5,484 31.64	5,753 33.19	6,042 34.86
ACCT14	Payroll Technician II	UCONF	4,963 28.63	5,217 30.10	5,476 31.59	5,743 33.13	6,034 34.81	6,335 36.55	6,649 38.36

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ADMIN119	Permit Technician I	OCEA	4,143 23.90	4,351 25.10	4,573 26.38	4,801 27.70	5,041 29.08	5,292 30.53	5,559 32.07
ADMIN120	Permit Technician II	OCEA	4,657 26.87	4,893 28.23	5,132 29.61	5,391 31.10	5,661 32.66	5,947 34.31	6,240 36.00
ADMIN121	Permit Technician III	OCEA	5,226 30.15	5,483 31.63	5,758 33.22	6,046 34.88	6,347 36.62	6,666 38.46	7,001 40.39
CSERV05	Planner I	WCE	5,203 30.02	5,470 31.56	5,743 33.13	6,030 34.79	6,334 36.54	6,644 38.33	6,977 40.25
CSERV13	Planner II	WCE	5,989 34.55	6,285 36.26	6,599 38.07	6,923 39.94	7,273 41.96	7,634 44.04	8,015 46.24
CSERV28	Plans Examiner I	MECO	6,119 35.30	6,420 37.04	6,743 38.90	7,081 40.85	7,439 42.92	7,807 45.04	8,199 47.30
CSERV29	Plans Examiner II	MECO	6,951 40.10	7,297 42.10	7,663 44.21	8,050 46.44	8,452 48.76	8,869 51.17	9,317 53.75
CSERV30	Plans Examiner III	MECO	7,646 44.11	8,031 46.33	8,431 48.64	8,850 51.06	9,291 53.60	9,760 56.31	10,246 59.11
MAINT54	Plant Maintenance Supervisor	MECO	8,809 50.82	9,242 53.32	9,710 56.02	10,192 58.80	10,709 61.78	11,246 64.88	11,807 68.12
XTRA09	Police Cadet	HX	3,054 17.62						
POLICE23	Police Captain*	OPMA	16,607 95.81	17,392 100.34	18,261 105.35				
EXEC09	Police Chief*/**	UEXEC							

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POLICE22	Police Lieutenant*	OPMA	14,135 81.55	14,844 85.64	15,586 89.92				
MGR58	Police Media Relations Manager*	UMGMT	7,521 43.39	7,895 45.55	8,291 47.83	8,705 50.22	9,138 52.72	9,597 55.37	10,078 58.14
POLICE17	Police Officer	OPOS	7,585 43.76	7,965 45.95	8,344 48.14	8,791 50.72	9,246 53.34	9,821 56.66	10,306 59.46
POLICE26	Police Officer Recruit	UTECH	5,957 34.37						
MGR02	Police Records Manager*	UMGMT	7,519 43.38	7,895 45.55	8,285 47.80	8,700 50.19	9,133 52.69	9,592 55.34	10,078 58.14
POLICE10	Police Records Supervisor*	MECO	4,942 28.51	5,186 29.92	5,450 31.44	5,718 32.99	6,006 34.65	6,308 36.39	6,623 38.21
POLICE02	Police Records Technician	OPON	3,836 22.13	3,994 23.04	4,188 24.16	4,361 25.16	4,543 26.21	4,751 27.41	4,989 28.78
POLICE20	Police Sergeant	OPOS	11,735 67.70	12,319 71.07	12,938 74.64				
MGR61	Police Services Administrator*/**	UMGMT	9,707 56.00	10,192 58.80	10,703 61.75	11,237 64.83	11,799 68.07	12,390 71.48	13,009 75.05
MGR55	Principal Civil Engineer*	UMGMT	12,269 70.78	12,877 74.29	13,527 78.04	14,201 81.93	14,912 86.03	15,655 90.32	16,441 94.85
ENGRS05	Principal Engineering Staff Assistant	MECO	6,561 37.85	6,888 39.74	7,231 41.72	7,592 43.80	7,979 46.03	8,367 48.27	8,783 50.67
ADMIN77	Principal Human Resources Analyst*	UMGMT	8,734 50.39	9,171 52.91	9,627 55.54	10,111 58.33	10,615 61.24	11,144 64.29	11,705 67.53

*Exempt

**Unclassified

SALARY SCHEDULE
Effective 08/31/2025 Adopted 08/06/2025 and 09/03/2025

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN60	Principal Librarian*	MECO	7,422 42.82	7,569 43.67	8,187 47.23	8,590 49.56	9,019 52.03	9,471 54.64	9,946 57.38
ADMIN126	Principal Management Analyst*	UMGMT	8,734 50.39	9,171 52.91	9,627 55.54	10,111 58.33	10,615 61.24	11,144 64.29	11,705 67.53
CSERV23	Principal Planner*	MECO	9,611 55.45	10,095 58.24	10,601 61.16	11,130 64.21	11,688 67.43	12,269 70.78	12,882 74.32
XTRA13	Professional Assistant	HX	3,486 20.11	4,061 23.43	5,231 30.18	5,495 31.70	5,772 33.30	6,060 34.96	6,363 36.71
ADMIN30	Program Specialist*	MECO	4,852 27.99	5,096 29.40	5,349 30.86	5,619 32.42	5,902 34.05	6,195 35.74	6,503 37.52
ADMIN31	Program Specialist*/**	USUPV	4,853 28.00	5,103 29.44	5,351 30.87	5,626 32.46	5,904 34.06	6,198 35.76	6,512 37.57
ADMIN114	Property Agent I*	USUPV	5,080 29.31	5,339 30.80	5,607 32.35	5,888 33.97	6,185 35.68	6,486 37.42	6,810 39.29
ADMIN115	Property Agent II*	USUPV	5,873 33.88	6,141 35.43	6,422 37.05	6,717 38.75	7,032 40.57	7,351 42.41	7,722 44.55
POLICE27	Public Safety Call-Taker	OPON	4,404 25.41	4,623 26.67	4,859 28.03	5,105 29.45	5,356 30.90	5,625 32.45	5,909 34.09
MGR12	Public Safety Communications Manager*	UMGMT	8,826 50.92	9,270 53.48	9,727 56.12	10,218 58.95	10,731 61.91	11,265 64.99	11,827 68.23
POLICE28	Public Safety Dispatcher	OPON	5,411 31.22	5,682 32.78	5,963 34.40	6,266 36.15	6,571 37.91	6,900 39.81	7,244 41.79
EXEC04	Public Works Director*/**	UEXEC							

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MGR26	Public Works Division Manager*	UMGMT	10,487 60.50	11,005 63.49	11,556 66.67	12,137 70.02	12,742 73.51	13,380 77.19	14,050 81.06
CSERV10	Public Works Inspector	OCEA	5,888 33.97	6,179 35.65	6,486 37.42	6,815 39.32	7,162 41.32	7,512 43.34	7,888 45.51
ACCT05	Purchasing Technician	OCEA	3,999 23.07	4,200 24.23	4,410 25.44	4,630 26.71	4,859 28.03	5,108 29.47	5,359 30.92
MGR47	Real Estate Manager*	UMGMT	9,592 55.34	10,074 58.12	10,570 60.98	11,107 64.08	11,657 67.25	12,239 70.61	12,847 74.12
ADMIN12	Records Center Technician	OCEA	3,893 22.46	4,051 23.37	4,252 24.53	4,423 25.52	4,618 26.64	4,827 27.85	5,068 29.24
MGR01	Records Manager*	MECO	7,257 41.87	7,618 43.95	7,996 46.13	8,396 48.44	8,819 50.88	9,259 53.42	9,721 56.08
ADMIN129	Recreation Programs Administrator*	UMGMT	8,103 46.75	8,502 49.05	8,932 51.53	9,374 54.08	9,842 56.78	10,336 59.63	10,852 62.61
RECRE01	Recreation Specialist I	OCEA	3,631 20.95	3,812 21.99	4,001 23.08	4,203 24.25	4,413 25.46	4,631 26.72	4,864 28.06
RECRE02	Recreation Specialist II	OCEA	3,990 23.02	4,198 24.22	4,406 25.42	4,626 26.69	4,855 28.01	5,105 29.45	5,356 30.90
RECRE07	Recreation Supervisor*	MECO	5,375 31.01	5,639 32.53	5,919 34.15	6,214 35.85	6,523 37.63	6,855 39.55	7,195 41.51
ACCT29	Revenue Operations Supervisor*	MECO	6,519 37.61	6,845 39.49	7,186 41.46	7,547 43.54	7,925 45.72	8,322 48.01	8,736 50.40

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MGR16	Risk Manager*/**	UMGMT	9,592 55.34	10,074 58.12	10,572 60.99	11,107 64.08	11,657 67.25	12,239 70.61	12,847 74.12
XTRA06	Seasonal Aquatics Adventure Instructor	HX	3,240 18.69	3,399 19.61	3,569 20.59	3,749 21.63			
XTRA04	Seasonal Lifeguard Pool	HX	3,267 18.85	3,430 19.79	3,602 20.78	3,782 21.82			
XTRA03	Seasonal Recreation Leader I	HX	3,137 18.10	3,295 19.01	3,456 19.94	3,633 20.96			
XTRA05	Seasonal Recreation Leader II	HX	3,403 19.63	3,572 20.61	3,753 21.65	3,942 22.74			
FIRELG07	Senior Beach Lifeguard	OMSEA	4,417 25.48	4,637 26.75	4,869 28.09	5,113 29.50	5,368 30.97	5,637 32.52	5,918 34.14
CSERV17	Senior Building Inspector	MECO	7,022 40.51	7,379 42.57	7,739 44.65	8,124 46.87	8,531 49.22	8,958 51.68	9,405 54.26
ADMIN80	Senior Chemist*	MECO	7,953 45.88	8,349 48.17	8,762 50.55	9,204 53.10	9,672 55.80	10,147 58.54	10,651 61.45
ENGR07	Senior Civil Engineer*	MECO	10,634 61.35	11,168 64.43	11,719 67.61	12,307 71.00	12,919 74.53	13,563 78.25	14,241 82.16
CSERV16	Senior Code Enforcement Officer*	MECO	6,769 39.05	7,101 40.97	7,460 43.04	7,831 45.18	8,226 47.46	8,639 49.84	9,067 52.31
ADMIN148	Senior Compliance Specialist	MECO	7,290 42.06	7,654 44.16	8,039 46.38	8,441 48.70	8,863 51.13	9,305 53.68	9,773 56.38
POLICE30	Senior Crime and Intelligence Analyst*	USUPV	6,767 39.04	7,098 40.95	7,452 42.99	7,829 45.17	8,221 47.43	8,632 49.80	9,065 52.30

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MAINT75	Senior Cross Connection Control Technician	OCEA	7,374 42.54	7,738 44.64	8,128 46.89	8,521 49.16	8,954 51.66	9,396 54.21	9,866 56.92
ACCT09	Senior Customer Account Representative	OCEA	4,448 25.66	4,656 26.86	4,871 28.10	5,087 29.35	5,307 30.62	5,541 31.97	5,819 33.57
MGR50	Senior Deputy City Attorney*/**	UMGMT							
MAINT37	Senior Distribution Operator	OCEA	7,374 42.54	7,738 44.64	8,128 46.89	8,521 49.16	8,954 51.66	9,396 54.21	9,866 56.92
MAINT79	Senior Electrical/Traffic Maintenance Supv	MECO	7,682 44.32	8,067 46.54	8,471 48.87	8,894 51.31	9,337 53.87	9,805 56.57	10,294 59.39
ENGR16	Senior Engineering Assistant	WCE	7,091 40.91	7,446 42.96	7,824 45.14	8,213 47.38	8,616 49.71	9,050 52.21	9,502 54.82
POLICE06	Senior Evidence and Property Technician	OCEA	4,469 25.78	4,656 26.86	4,872 28.11	5,103 29.44	5,330 30.75	5,569 32.13	5,848 33.74
ADMIN101	Senior Geographic Information Systems Specialist	OCEA	7,176 41.40	7,535 43.47	7,914 45.66	8,311 47.95	8,726 50.34	9,162 52.86	9,618 55.49
ADMIN73	Senior Human Resources Analyst*	UMGMT	7,712 44.49	8,096 46.71	8,500 49.04	8,921 51.47	9,367 54.04	9,835 56.74	10,324 59.56
ADMIN76	Senior Information Technologies Analyst*	USUPV	8,471 48.87	8,887 51.27	9,337 53.87	9,800 56.54	10,287 59.35	10,807 62.35	11,348 65.47
ADMIN111	Senior Legal Secretary**	USUPV	5,585 32.22	5,867 33.85	6,160 35.54	6,469 37.32	6,793 39.19	7,131 41.14	7,488 43.20
ADMIN44	Senior Librarian	OCEA	5,954 34.35	6,245 36.03	6,559 37.84	6,885 39.72	7,233 41.73	7,595 43.82	7,975 46.01

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ADMIN24	Senior Library Assistant	OCEA	4,553 26.27	4,782 27.59	5,023 28.98	5,269 30.40	5,540 31.96	5,808 33.51	6,101 35.20
MAINT71	Senior Maintenance Supervisor	MECO	7,148 41.24	7,502 43.28	7,878 45.45	8,273 47.73	8,686 50.11	9,121 52.62	9,578 55.26
ADMIN75	Senior Management Analyst*	UMGMT	8,103 46.75	8,502 49.05	8,932 51.53	9,374 54.08	9,842 56.78	10,336 59.63	10,852 62.61
ADMIN127	Senior Management Analyst*/**	UMGMT	8,103 46.75	8,502 49.05	8,932 51.53	9,374 54.08	9,842 56.78	10,336 59.63	10,852 62.61
MAINT69	Senior Mechanical Technologist	OCEA	7,365 42.49	7,731 44.60	8,119 46.84	8,526 49.19	8,951 51.64	9,398 54.22	9,866 56.92
CSERV07	Senior Meter Service Worker	OCEA	5,541 31.97	5,817 33.56	6,110 35.25	6,420 37.04	6,736 38.86	7,077 40.83	7,431 42.87
ADMIN13	Senior Office Specialist	OCEA	3,893 22.46	4,051 23.37	4,252 24.53	4,423 25.52	4,618 26.64	4,827 27.85	5,068 29.24
ADMIN123	Senior Paralegal**	UCONF	6,041 34.85	6,344 36.60	6,656 38.40	6,992 40.34	7,339 42.34	7,706 44.46	8,095 46.70
MAINT15	Senior Parking Enforcement Officer	OCEA	4,774 27.54	5,020 28.96	5,264 30.37	5,529 31.90	5,800 33.46	6,093 35.15	6,398 36.91
MAINT81	Senior Parks and Beaches Maintenance Supervisor	MECO	7,148 41.24	7,502 43.28	7,878 45.45	8,273 47.73	8,686 50.11	9,121 52.62	9,578 55.26
ACCT27	Senior Payroll Technician	UCONF	5,476 31.59	5,743 33.13	6,034 34.81	6,335 36.55	6,649 38.36	6,984 40.29	7,332 42.30
CSERV19	Senior Planner*	MECO	8,356 48.21	8,776 50.63	9,218 53.18	9,681 55.85	10,159 58.61	10,669 61.55	11,204 64.64

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POLICE05	Senior Police Records Technician	OPON	4,311 24.87	4,495 25.93	4,704 27.14	4,926 28.42	5,150 29.71	5,384 31.06	5,654 32.62
ADMIN109	Senior Property Agent*	USUPV	7,245 41.80	7,609 43.90	7,989 46.09	8,382 48.36	8,807 50.81	9,246 53.34	9,710 56.02
ACCT28	Senior Purchasing Technician	OCEA	4,465 25.76	4,690 27.06	4,923 28.40	5,169 29.82	5,427 31.31	5,699 32.88	5,983 34.52
MAINT74	Senior Traffic Signal Technician	OCEA	5,990 34.56	6,294 36.31	6,606 38.11	6,937 40.02	7,285 42.03	7,647 44.12	8,031 46.33
MAINT58	Senior Utility Worker	OCEA	6,380 36.81	6,698 38.64	7,030 40.56	7,382 42.59	7,750 44.71	8,138 46.95	8,545 49.30
ADMIN139	Senior Water Efficiency Specialist*	MECO	7,244 41.79	7,606 43.88	7,985 46.07	8,386 48.38	8,804 50.79	9,246 53.34	9,707 56.00
ADMIN142	Senior Watershed Protection Specialist*	MECO	7,244 41.79	7,606 43.88	7,985 46.07	8,386 48.38	8,804 50.79	9,246 53.34	9,707 56.00
ADMIN136	Senior Zero Waste Specialist*	MECO	7,244 41.79	7,606 43.88	7,985 46.07	8,386 48.38	8,804 50.79	9,246 53.34	9,707 56.00
RECRE15	Special Events Administrator*	MECO	6,498 37.49	6,821 39.35	7,162 41.32	7,519 43.38	7,897 45.56	8,292 47.84	8,703 50.21
ACCT20	Supervising Accountant*	MECO	7,348 42.39	7,717 44.52	8,102 46.74	8,507 49.08	8,932 51.53	9,377 54.10	9,845 56.80
ADMIN62	Supervising Housing Specialist	MECO	6,762 39.01	7,095 40.93	7,452 42.99	7,821 45.12	8,211 47.37	8,625 49.76	9,055 52.24
ADMIN110	Supervising Property Agent*	USUPV	7,609 43.90	7,989 46.09	8,382 48.36	8,807 50.81	9,246 53.34	9,707 56.00	10,192 58.80

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MGR60	Sustainability Program Administrator*	UMGMT	9,192 53.03	9,651 55.68	10,135 58.47	10,643 61.40	11,175 64.47	11,733 67.69	12,319 71.07
XTRA14	Technical Assistant	HX	3,196 18.44	3,359 19.38	3,526 20.34	3,702 21.36	3,886 22.42	4,084 23.56	4,285 24.72
MAINT73	Traffic Signal Technician	OCEA	5,552 32.03	5,807 33.50	6,074 35.04	6,349 36.63	6,665 38.45	6,954 40.12	7,301 42.12
CSERV21	Transportation Planner	WCE	8,330 48.06	8,712 50.26	9,112 52.57	9,563 55.17	10,003 57.71	10,473 60.42	10,998 63.45
MGR27	Treasury Manager*/**	UMGMT	9,592 55.34	10,074 58.12	10,570 60.98	11,107 64.08	11,657 67.25	12,239 70.61	12,847 74.12
ACCT12	Treasury Technician**	UCONF	4,508 26.01	4,739 27.34	4,976 28.71	5,231 30.18	5,484 31.64	5,753 33.19	6,042 34.86
MAINT84	Urban Forestry and Landscape Supervisor	MECO	7,682 44.32	8,067 46.54	8,471 48.87	8,894 51.31	9,337 53.87	9,805 56.57	10,294 59.39
MAINT55	Utility Supervisor	MECO	8,809 50.82	9,253 53.38	9,710 56.02	10,202 58.86	10,709 61.78	11,248 64.89	11,807 68.12
MAINT12	Utility Worker I	OCEA	5,030 29.02	5,269 30.40	5,531 31.91	5,814 33.54	6,105 35.22	6,406 36.96	6,727 38.81
MAINT18	Utility Worker II	OCEA	5,524 31.87	5,796 33.44	6,093 35.15	6,403 36.94	6,718 38.76	7,048 40.66	7,400 42.69
MAINT34	Utility Worker III	OCEA	5,829 33.63	6,119 35.30	6,420 37.04	6,743 38.90	7,075 40.82	7,396 42.67	7,767 44.81
MAINT63	Utility Worker Trainee	OCEA	4,125 23.80	4,333 25.00	4,550 26.25	4,775 27.55	5,018 28.95	5,264 30.37	5,528 31.89

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MAINT20	Wastewater Plant Operator I	OCEA	5,796 33.44	6,086 35.11	6,389 36.86	6,710 38.71	7,046 40.65	7,398 42.68	7,765 44.80
MAINT32	Wastewater Plant Operator II	OCEA	6,377 36.79	6,694 38.62	7,029 40.55	7,377 42.56	7,750 44.71	8,138 46.95	8,544 49.29
MAINT40	Wastewater Plant Operator III	OCEA	7,010 40.44	7,367 42.50	7,734 44.62	8,121 46.85	8,530 49.21	8,951 51.64	9,396 54.21
MAINT59	Wastewater Plant Operator in Training	OCEA	4,831 27.87	5,075 29.28	5,330 30.75	5,595 32.28	5,876 33.90	6,165 35.57	6,471 37.33
MAINT49	Wastewater Plant Supervisor	MECO	8,809 50.82	9,253 53.38	9,710 56.02	10,202 58.86	10,709 61.78	11,248 64.89	11,807 68.12
MAINT82	Wastewater Treatment Superintendent*	MECO	11,253 64.92	11,814 68.16	12,405 71.57	13,028 75.16	13,679 78.92	14,362 82.86	15,080 87.00
MAINT56	Water Distribution Supervisor	MECO	9,256 53.40	9,707 56.00	10,197 58.83	10,705 61.76	11,246 64.88	11,809 68.13	12,400 71.54
ADMIN144	Water Efficiency Program Manager*	UMGMT	8,656 49.94	9,090 52.44	9,540 55.04	10,017 57.79	10,518 60.68	11,043 63.71	11,599 66.92
ADMIN137	Water Efficiency Specialist I*	MECO	5,985 34.53	6,283 36.25	6,606 38.11	6,932 39.99	7,280 42.00	7,642 44.09	8,024 46.29
ADMIN138	Water Efficiency Specialist II*	MECO	6,587 38.00	6,916 39.90	7,263 41.90	7,625 43.99	8,005 46.18	8,401 48.47	8,824 50.91
MGR62	Water Engineering Manager*	UMGMT	12,882 74.32	13,529 78.05	14,201 81.93	14,910 86.02	15,657 90.33	16,441 94.85	17,264 99.60
MAINT19	Water Plant Operator I	OCEA	5,796 33.44	6,086 35.11	6,389 36.86	6,710 38.71	7,046 40.65	7,398 42.68	7,765 44.80

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MAINT31	Water Plant Operator II	OCEA	6,377 36.79	6,694 38.62	7,029 40.55	7,377 42.56	7,750 44.71	8,138 46.95	8,544 49.29
MAINT39	Water Plant Operator III	OCEA	7,010 40.44	7,367 42.50	7,734 44.62	8,121 46.85	8,530 49.21	8,951 51.64	9,396 54.21
MAINT61	Water Plant Operator in Training	OCEA	4,831 27.87	5,075 29.28	5,330 30.75	5,595 32.28	5,876 33.90	6,165 35.57	6,471 37.33
MAINT83	Water Treatment Superintendent*	MECO	11,253 64.92	11,814 68.16	12,405 71.57	13,028 75.16	13,679 78.92	14,362 82.86	15,080 87.00
MAINT48	Water Treatment Supervisor	MECO	8,809 50.82	9,253 53.38	9,710 56.02	10,202 58.86	10,709 61.78	11,248 64.89	11,807 68.12
EXEC10	Water Utilities Director*/**	UEXEC							
MGR28	Water Utilities Division Manager*	UMGMT	12,882 74.32	13,529 78.05	14,201 81.93	14,910 86.02	15,657 90.33	16,441 94.85	17,264 99.60
CSERV33	Water Utilities Inspector	OCEA	6,869 39.63	7,214 41.62	7,576 43.71	7,956 45.90	8,351 48.18	8,769 50.59	9,207 53.12
MAINT65	Water Utilities Plant Electrician I	OCEA	6,698 38.64	7,025 40.53	7,379 42.57	7,748 44.70	8,141 46.97	8,540 49.27	8,968 51.74
MAINT66	Water Utilities Plant Electrician II	OCEA	7,620 43.96	8,001 46.16	8,407 48.50	8,826 50.92	9,270 53.48	9,736 56.17	10,223 58.98
ADMIN145	Watershed Protection Program Manager*	UMGMT	8,656 49.94	9,090 52.44	9,540 55.04	10,017 57.79	10,518 60.68	11,043 63.71	11,599 66.92
ADMIN140	Watershed Protection Specialist I*	MECO	5,985 34.53	6,283 36.25	6,606 38.11	6,932 39.99	7,280 42.00	7,642 44.09	8,024 46.29

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ADMIN141	Watershed Protection Specialist II*	MECO	6,587 38.00	6,916 39.90	7,263 41.90	7,625 43.99	8,005 46.18	8,401 48.47	8,824 50.91
ADMIN143	Zero Waste Program Manager*	UMGMT	8,656 49.94	9,090 52.44	9,540 55.04	10,017 57.79	10,518 60.68	11,043 63.71	11,599 66.92
ADMIN134	Zero Waste Specialist I*	MECO	5,985 34.53	6,283 36.25	6,606 38.11	6,932 39.99	7,280 42.00	7,642 44.09	8,024 46.29
ADMIN135	Zero Waste Specialist II*	MECO	6,587 38.00	6,916 39.90	7,263 41.90	7,625 43.99	8,005 46.18	8,401 48.47	8,824 50.91

* Exempt

** Unclassified