

CITY OF OCEANSIDE SALARY SCHEDULE



Effective 07/05/2026
Adopted 08/05/2026

SALARY SCHEDULE
Effective 07/05/2026 Adopted 08/05/2026

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
ACCT26	Accounting Clerk	OCEA	3,380 19.50	3,548 20.47	3,721 21.47	3,912 22.57	4,106 23.69	4,309 24.86	4,526 26.11
MGR18	Accounting Manager*	UMGMT	10,324 59.56	10,837 62.52	11,381 65.66	11,951 68.95	12,549 72.40	13,177 76.02	13,834 79.81
ACCT01	Accounting Specialist I	OCEA	3,604 20.79	3,749 21.63	3,943 22.75	4,092 23.61	4,269 24.63	4,479 25.84	4,704 27.14
ACCT04	Accounting Specialist II	OCEA	3,971 22.91	4,132 23.84	4,337 25.02	4,512 26.03	4,709 27.17	4,924 28.41	5,169 29.82
ACCT08	Accounting Technician	OCEA	4,607 26.58	4,824 27.83	5,046 29.11	5,271 30.41	5,496 31.71	5,739 33.11	6,025 34.76
ADMIN130	Active Transportation Coordinator*	UMGMT	8,341 48.12	8,757 50.52	9,195 53.05	9,655 55.70	10,138 58.49	10,646 61.42	11,178 64.49
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	5,488 31.66	5,758 33.22	6,055 34.93	6,351 36.64	6,670 38.48	7,006 40.42	7,356 42.44
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	6,056 34.94	6,358 36.68	6,672 38.49	7,008 40.43	7,358 42.45	7,725 44.57	8,110 46.79
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

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ADMIN22	Administrative Secretary**	USUPV	4,521 26.08	4,742 27.36	4,982 28.74	5,229 30.17	5,484 31.64	5,755 33.20	6,048 34.89
MAINT76	Advanced Water Plant Operator I	OCEA	6,207 35.81	6,517 37.60	6,841 39.47	7,186 41.46	7,545 43.53	7,923 45.71	8,318 47.99
MAINT77	Advanced Water Plant Operator II	OCEA	6,828 39.39	7,171 41.37	7,526 43.42	7,901 45.58	8,301 47.89	8,715 50.28	9,150 52.79
MAINT78	Advanced Water Plant Operator III	OCEA	7,507 43.31	7,888 45.51	8,284 47.79	8,698 50.18	9,135 52.70	9,585 55.30	10,065 58.07
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	5,947 34.31	6,243 36.02	6,569 37.90	6,895 39.78	7,237 41.75	7,595 43.82	7,975 46.01
ADMIN57	Applications Analyst II*	USUPV	6,552 37.80	6,880 39.69	7,221 41.66	7,582 43.74	7,963 45.94	8,360 48.23	8,781 50.66
ADMIN64	Applications Analyst III*	USUPV	7,202 41.55	7,559 43.61	7,947 45.85	8,341 48.12	8,755 50.51	9,201 53.08	9,658 55.72
ADMIN69	Applications Analyst IV*	USUPV	7,925 45.72	8,320 48.00	8,739 50.42	9,171 52.91	9,637 55.60	10,119 58.38	10,620 61.27
RECRE14	Aquatics Program Administrator*	USUPV	7,124 41.10	7,481 43.16	7,852 45.30	8,245 47.57	8,656 49.94	9,091 52.45	9,547 55.08
RECRE11	Aquatics Technician - Pool	UTECH	4,715 27.20	4,950 28.56	5,205 30.03	5,472 31.57	5,736 33.09	6,023 34.75	6,325 36.49

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ADMIN128	Asset Management Administrator*	UMGMT	8,715 50.28	9,154 52.81	9,608 55.43	10,093 58.23	10,598 61.14	11,128 64.20	11,683 67.40
MGR49	Assistant Building Official*	UMGMT	8,805 50.80	9,242 53.32	9,708 56.01	10,195 58.82	10,707 61.77	11,239 64.84	11,797 68.06
MGR36	Assistant City Attorney*	UEXEC							
MGR05	Assistant City Clerk*	UMGMT	8,755 50.51	9,192 53.03	9,648 55.66	10,131 58.45	10,636 61.36	11,170 64.44	11,729 67.67
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	9,081 52.39	9,533 55.00	10,012 57.76				
EXEC19	Assistant Police Chief*/**	UEXEC							
EXEC23	Assistant Public Works Director*/**	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	9,050 52.21	9,504 54.83	9,982 57.59	10,478 60.45	10,998 63.45	11,551 66.64	12,130 69.98
EXEC20	Assistant Water Utilities Director*/**	UEXEC							
UTIL03	Associate Chemist	OCEA	6,694 38.62	7,022 40.51	7,320 42.23	7,693 44.38	8,029 46.32	8,410 48.52	8,835 50.97

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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
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	4,098 23.64	4,300 24.81	4,512 26.03	4,744 27.37	4,976 28.71	5,231 30.18	5,495 31.70
MAINT22	Automotive Technician II	OCEA	5,382 31.05	5,658 32.64	5,937 34.25	6,235 35.97	6,550 37.79	6,873 39.65	7,221 41.66
MAINT29	Automotive Technician III	OCEA	6,464 37.29	6,783 39.13	7,127 41.12	7,481 43.16	7,857 45.33	8,251 47.60	8,667 50.00
FIRELG01	Beach Lifeguard Captain	OFMA	9,376 54.09	9,844 56.79	10,339 59.65	10,856 62.63	11,398 65.76	11,967 69.04	12,568 72.51
XTRA02	Beach Lifeguard I	HX	3,741 21.58	3,926 22.65	4,127 23.81	4,332 24.99			
XTRA15	Beach Lifeguard II	HX	4,151 23.95	4,358 25.14	4,574 26.39	4,803 27.71			
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

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XTRA20	Beach Lifeguard Trainee	HX	3,394 19.58						
XTRA12	Beach Safety Officer	HX	3,359 19.38	3,527 20.35	3,704 21.37	3,890 22.44			
MGR19	Budget Manager*	UMGMT	10,324 59.56	10,837 62.52	11,381 65.66	11,951 68.95	12,549 72.40	13,177 76.02	13,834 79.81
CSERV06	Building Inspector I	OCEA	5,585 32.22	5,814 33.54	6,084 35.10	6,356 36.67	6,659 38.42	6,971 40.22	7,322 42.24
CSERV12	Building Inspector II	OCEA	6,089 35.13	6,396 36.90	6,663 38.44	6,989 40.32	7,282 42.01	7,632 44.03	8,015 46.24
CSERV14	Building Inspector III	OCEA	6,453 37.23	6,776 39.09	7,075 40.82	7,424 42.83	7,750 44.71	8,110 46.79	8,518 49.14
ADMIN35	Business License Inspector	OCEA	5,143 29.67	5,363 30.94	5,632 32.49	5,859 33.80	6,150 35.48	6,438 37.14	6,760 39.00
ADMIN96	Call Center Coordinator	OCEA	3,975 22.93	4,141 23.89	4,351 25.10	4,524 26.10	4,725 27.26	4,947 28.54	5,197 29.98
EXEC21	Chief Assistant City Attorney*/**	UEXEC							
MGR34	Chief Building Official*/**	UMGMT	10,802 62.32	11,334 65.39	11,903 68.67	12,501 72.12	13,125 75.72	13,782 79.51	14,472 83.49
ADMIN81	CIP Manager I*	USUPV	7,254 41.85	7,606 43.88	7,991 46.10	8,393 48.42	8,805 50.80	9,244 53.33	9,714 56.04

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ADMIN82	CIP Manager II*	USUPV	8,627 49.77	9,020 52.04	9,443 54.48	9,904 57.14	10,364 59.79	10,844 62.56	11,388 65.70
ADMIN83	CIP Manager III*	USUPV	10,121 58.39	10,625 61.30	11,152 64.34	11,709 67.55	12,301 70.97	12,912 74.49	13,556 78.21
EXEC01	City Attorney*/**	UEXEC							
ELECT01	City Clerk*	ELECT							
ENGR08	City Development Engineer*	UMGMT	11,490 66.29	12,069 69.63	12,664 73.06	13,298 76.72	13,962 80.55	14,662 84.59	15,397 88.83
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	12,352 71.26	12,969 74.82	13,617 78.56	14,297 82.48	15,012 86.61	15,763 90.94	16,552 95.49
MGR33	City Traffic Engineer*	UMGMT	11,490 66.29	12,069 69.63	12,664 73.06	13,298 76.72	13,962 80.55	14,662 84.59	15,397 88.83
ELECT02	City Treasurer*	ELECT							
MGR63	Coastal Program Manager*/**	UMGMT	11,126 64.19	11,683 67.40	12,269 70.78	12,880 74.31	13,525 78.03	14,201 81.93	14,912 86.03
MGR56	Code Enforcement Division Manager*	UMGMT	9,880 57.00	10,376 59.86	10,889 62.82	11,440 66.00	12,007 69.27	12,607 72.73	13,232 76.34

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MGR07	Code Enforcement Manager*	UMGMT	8,337 48.10	8,753 50.50	9,188 53.01	9,649 55.67	10,130 58.44	10,644 61.41	11,177 64.48
CSERV04	Code Enforcement Officer I	OCEA	5,231 30.18	5,495 31.70	5,770 33.29	6,068 35.01	6,360 36.69	6,679 38.53	7,011 40.45
CSERV09	Code Enforcement Officer II	OCEA	5,763 33.25	6,048 34.89	6,339 36.57	6,663 38.44	6,999 40.38	7,348 42.39	7,710 44.48
CSERV11	Code Enforcement Officer III	OCEA	6,176 35.63	6,469 37.32	6,800 39.23	7,141 41.20	7,493 43.23	7,869 45.40	8,259 47.65
MGR64	Communication & Engagement Manager*/**	UMGMT	9,660 55.73	10,137 58.48	10,644 61.41	11,178 64.49	11,736 67.71	12,324 71.10	12,939 74.65
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	5,514 31.81	5,795 33.43	6,082 35.09	6,384 36.83	6,710 38.71	7,041 40.62	7,394 42.66
ADMIN153	Community Programs 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
ADMIN131	Community Resource Specialist	OCEA	4,250 24.52	4,465 25.76	4,685 27.03	4,921 28.39	5,165 29.80	5,424 31.29	5,696 32.86
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

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ADMIN93	Compliance Officer*	UMGMT	9,221 53.20	9,682 55.86	10,161 58.62	10,669 61.55	11,203 64.63	11,764 67.87	12,355 71.28
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
ADMIN29	Council Aide*/**	USUPV	4,952 28.57	5,198 29.99	5,458 31.49	5,730 33.06	6,020 34.73	6,320 36.46	6,633 38.27
ADMIN06	Courier	OCEA	3,597 20.75	3,775 21.78	3,962 22.86	4,163 24.02	4,368 25.20	4,590 26.48	4,824 27.83
POLICE38	Crime Analysis and Intelligence Manager*	UMGMT	8,665 49.99	9,095 52.47	9,552 55.11	10,031 57.87	10,530 60.75	11,055 63.78	11,608 66.97
POLICE29	Crime and Intelligence Analyst*	USUPV	6,056 34.94	6,358 36.68	6,673 38.50	7,013 40.46	7,358 42.45	7,720 44.54	8,105 46.76
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	6,970 40.21	7,315 42.20	7,682 44.32	8,062 46.51	8,471 48.87	8,890 51.29	9,336 53.86

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MAINT03	Custodian	OCEA	3,344 19.29	3,489 20.13	3,637 20.98	3,796 21.90	3,969 22.90	4,141 23.89	4,351 25.10
ACCT03	Customer Account Representative I	OCEA	3,803 21.94	3,973 22.92	4,139 23.88	4,342 25.05	4,517 26.06	4,713 27.19	4,947 28.54
ACCT07	Customer Account Representative II	OCEA	4,170 24.06	4,352 25.11	4,540 26.19	4,739 27.34	4,956 28.59	5,174 29.85	5,434 31.35
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							
EXEC02	Deputy City Manager**/**	UEXEC							
FIRE24	Deputy Fire Chief*	OFMA	16,531 95.37	17,351 100.10	18,224 105.14	19,136 110.40			
FIRE33	Deputy Fire Marshal I	OFA	6,259 36.11	6,557 37.83	6,838 39.45	7,148 41.24	7,491 43.22	7,842 45.24	8,230 47.48
FIRE34	Deputy Fire Marshal II	OFA	6,734 38.85	7,067 40.77	7,422 42.82	7,791 44.95	8,187 47.23	8,587 49.54	9,019 52.03
EXEC13	Development Services Director**/**	UEXEC							
ADMIN107	Development Specialist	UCONF	5,346 30.84	5,616 32.40	5,893 34.00	6,186 35.69	6,497 37.48	6,826 39.38	7,167 41.35

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POLICE34	Digital Forensics Analyst*	USUPV	6,970 40.21	7,318 42.22	7,684 44.33	8,070 46.56	8,469 48.86	8,892 51.30	9,337 53.87
MAINT14	Distribution Operator I	OCEA	6,079 35.07	6,323 36.48	6,621 38.20	6,916 39.90	7,233 41.73	7,542 43.51	7,921 45.70
MAINT17	Distribution Operator II	OCEA	6,503 37.52	6,821 39.35	7,173 41.38	7,531 43.45	7,907 45.62	8,301 47.89	8,712 50.26
MAINT33	Distribution Operator III	OCEA	6,833 39.42	7,176 41.40	7,535 43.47	7,909 45.63	8,301 47.89	8,712 50.26	9,150 52.79
ADMIN15	Document Technician	OCEA	4,101 23.66	4,306 24.84	4,524 26.10	4,751 27.41	4,983 28.75	5,235 30.20	5,498 31.72
ADMIN113	Economic Development Manager*/**	UMGMT	10,802 62.32	11,334 65.39	11,903 68.67	12,501 72.12	13,125 75.72	13,782 79.51	14,472 83.49
ADMIN125	Economic Development Specialist**	UCONF	5,845 33.72	6,136 35.40	6,441 37.16	6,765 39.03	7,105 40.99	7,459 43.03	7,831 45.18
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	5,663 32.67	5,923 34.17	6,195 35.74	6,476 37.36	6,798 39.22	7,093 40.92	7,446 42.96
ADMIN133	Emergency Management Coordinator*	USUPV	7,533 43.46	7,909 45.63	8,304 47.91	8,720 50.31	9,150 52.79	9,617 55.48	10,095 58.24
FIRE35	Emergency Medical Services Coordinator*	MECO	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

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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	4,715 27.20	4,950 28.56	5,207 30.04	5,460 31.50	5,730 33.06	6,020 34.73	6,318 36.45
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	5,427 31.31	5,696 32.86	5,985 34.53	6,282 36.24	6,599 38.07	6,928 39.97	7,273 41.96
MAINT64	Environmental Compliance Inspector	OCEA	7,708 44.47	8,098 46.72	8,495 49.01	8,918 51.45	9,362 54.01	9,840 56.77	10,332 59.61
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	3,772 21.76	3,923 22.63	4,117 23.75	4,283 24.71	4,472 25.80	4,687 27.04	4,923 28.40
POLICE04	Evidence and Property Technician II	OCEA	4,157 23.98	4,311 24.87	4,526 26.11	4,720 27.23	4,921 28.39	5,150 29.71	5,406 31.19
MAINT68	Facilities Maintenance Scheduler	OCEA	7,847 45.27	8,237 47.52	8,651 49.91	9,084 52.41	9,539 55.03	10,013 57.77	10,513 60.65

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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	10,324 59.56	10,837 62.52	11,381 65.66	11,951 68.95	12,549 72.40	13,177 76.02	13,834 79.81
FIRE05	Fire Battalion Chief (40 Hour)*	OFMA	13,666 78.84	14,345 82.76	15,070 86.94	15,825 91.30			
FIRE10	Fire Battalion Chief (56 Hour)	OFMA	13,667 56.32	14,346 59.12	15,065 62.08	15,824 65.21			
FIRE06	Fire Captain (40 Hour)	OFA	11,008 63.51	11,563 66.71	12,140 70.04				
FIRE11	Fire Captain (56 Hour)	OFA	11,012 45.38	11,565 47.66	12,143 50.04				
EXEC05	Fire Chief*/**	UEXEC							
FIRE04	Fire Engineer (40 Hour)	OFA	9,414 54.31	9,883 57.02	10,376 59.86				
FIRE09	Fire Engineer (56 Hour)	OFA	9,411 38.78	9,886 40.74	10,374 42.75				
FIRE03	Firefighter Paramedic (40 Hour)	OFA	7,731 44.60	8,117 46.83	8,525 49.18	8,951 51.64	9,396 54.21	9,870 56.94	
FIRE08	Firefighter Paramedic (56 Hour)	OFA	7,729 31.85	8,107 33.41	8,518 35.10	8,945 36.86	9,394 38.71	9,864 40.65	

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FIRE28	Firefighter Paramedic Recruit (40 Hour)	UTECH	6,022 34.74						
FIRE07	Firefighter Paramedic Recruit (56 Hour)	UTECH	6,021 24.81						
MGR09	Fleet Manager*	UMGMT	8,928 51.51	9,377 54.10	9,842 56.78	10,338 59.64	10,854 62.62	11,398 65.76	11,967 69.04
ADMIN97	Fleet Services Technician	OCEA	4,597 26.52	4,836 27.90	5,075 29.28	5,335 30.78	5,593 32.27	5,867 33.85	6,162 35.55
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	8,875 51.20	9,324 53.79	9,785 56.45	10,277 59.29	10,788 62.24	11,329 65.36	11,896 68.63
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
POLICE37	Forensic Supervisor*	USUPV	8,072 46.57	8,474 48.89	8,899 51.34	9,343 53.90	9,811 56.60	10,301 59.43	10,816 62.40
XTRA26	Fuels Crew Member	FCMHX	3,207 18.50						
MAINT01	Garage Service Worker	OCEA	3,569 20.59	3,720 21.46	3,883 22.40	4,051 23.37	4,233 24.42	4,422 25.51	4,644 26.79
ADMIN43	Geographic Information Systems Assistant	OCEA	5,769 33.28	6,048 34.89	6,358 36.68	6,670 38.48	7,011 40.45	7,363 42.48	7,731 44.60

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ADMIN55	Geographic Information Systems Specialist	OCEA	6,776 39.09	7,093 40.92	7,419 42.80	7,758 44.76	8,138 46.95	8,493 49.00	8,918 51.45
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	10,324 59.56	10,837 62.52	11,381 65.66	11,951 68.95	12,549 72.40	13,177 76.02	13,834 79.81
ADMIN151	Homeless Outreach Coordinator*	MECO	7,098 40.95	7,453 43.00	7,826 45.15	8,218 47.41	8,629 49.78	9,060 52.27	9,513 54.88
MGR59	Homeless Services Manager*/**	UMGMT	9,199 53.07	9,660 55.73	10,142 58.51	10,650 61.44	11,183 64.52	11,740 67.73	12,329 71.13
XTRA22	Hourly Librarian	HX	5,585 32.22	5,860 33.81	6,153 35.50	6,471 37.33			
MGR54	Housing Administrator*	UMGMT	10,802 62.32	11,341 65.43	11,903 68.67	12,501 72.12	13,125 75.72	13,782 79.51	14,472 83.49
EXEC07	Housing and Neighborhood Services Director*/**	UEXEC							
CSERV34	Housing Program Analyst	OCEA	5,671 32.72	5,957 34.37	6,254 36.08	6,575 37.93	6,892 39.76	7,240 41.77	7,602 43.86
MGR10	Housing Program Manager*	UMGMT	9,201 53.08	9,658 55.72	10,142 58.51	10,650 61.44	11,182 64.51	11,742 67.74	12,329 71.13
ADMIN45	Housing Specialist I	OCEA	5,671 32.72	5,957 34.37	6,254 36.08	6,575 37.93	6,892 39.76	7,240 41.77	7,602 43.86

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ADMIN54	Housing Specialist II	OCEA	6,238 35.99	6,552 37.80	6,876 39.67	7,228 41.70	7,585 43.76	7,966 45.96	8,365 48.26
ADMIN19	Housing Technician	OCEA	4,238 24.45	4,444 25.64	4,668 26.93	4,900 28.27	5,141 29.66	5,391 31.10	5,668 32.70
ADMIN56	Human Resources Analyst I*	USUPV	6,287 36.27	6,601 38.08	6,942 40.05	7,277 41.98	7,646 44.11	8,032 46.34	8,433 48.65
ADMIN63	Human Resources Analyst II*	USUPV	7,166 41.34	7,533 43.46	7,901 45.58	8,296 47.86	8,705 50.22	9,149 52.78	9,606 55.42
ADMIN122	Human Resources Assistant	UCONF	4,103 23.67	4,311 24.87	4,527 26.12	4,755 27.43	4,987 28.77	5,236 30.21	5,500 31.73
EXEC11	Human Resources Director*/**	UEXEC							
MGR23	Human Resources Division Manager*/**	UMGMT	9,880 57.00	10,376 59.86	10,887 62.81	11,440 66.00	12,007 69.27	12,607 72.73	13,232 76.34
ADMIN26	Human Resources Technician - HR Administration	UCONF	5,112 29.49	5,373 31.00	5,640 32.54	5,914 34.12	6,214 35.85	6,526 37.65	6,848 39.51
ADMIN103	Human Resources Technician - Work Comp and Risk	UCONF	5,112 29.49	5,373 31.00	5,640 32.54	5,914 34.12	6,214 35.85	6,526 37.65	6,848 39.51
ADMIN47	Information Systems Analyst I	USUPV	5,947 34.31	6,243 36.02	6,569 37.90	6,895 39.78	7,237 41.75	7,595 43.82	7,975 46.01
ADMIN58	Information Systems Analyst II*	USUPV	6,552 37.80	6,880 39.69	7,221 41.66	7,582 43.74	7,963 45.94	8,360 48.23	8,781 50.66

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ADMIN65	Information Systems Analyst III*	USUPV	7,202 41.55	7,559 43.61	7,947 45.85	8,341 48.12	8,755 50.51	9,201 53.08	9,658 55.72
ADMIN70	Information Systems Analyst IV*	USUPV	7,925 45.72	8,320 48.00	8,739 50.42	9,171 52.91	9,637 55.60	10,119 58.38	10,620 61.27
ADMIN28	Information Systems Specialist I	UCONF	4,897 28.25	5,141 29.66	5,396 31.13	5,666 32.69	5,951 34.33	6,245 36.03	6,559 37.84
ADMIN40	Information Systems Specialist II	UCONF	5,391 31.10	5,659 32.65	5,933 34.23	6,237 35.98	6,549 37.78	6,874 39.66	7,214 41.62
EXEC22	Information Technologies Director*/**	UEXEC							
MGR46	Information Technologies Division Manager*/**	UMGMT	10,802 62.32	11,334 65.39	11,903 68.67	12,501 72.12	13,125 75.72	13,782 79.51	14,472 83.49
ADMIN124	Information Technologies Procurement Analyst*	USUPV	9,029 52.09	9,483 54.71	9,955 57.43	10,454 60.31	10,974 63.31	11,527 66.50	12,097 69.79
ADMIN116	Information Technologies Security Officer*	USUPV	9,201 53.08	9,658 55.72	10,142 58.51	10,650 61.44	11,182 64.51	11,742 67.74	12,329 71.13
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	7,079 40.84	7,424 42.83	7,798 44.99	8,190 47.25	8,603 49.63	9,027 52.08	9,478 54.68
MAINT41	Instrumentation Technician II	OCEA	7,772 44.84	8,161 47.08	8,575 49.47	9,003 51.94	9,455 54.55	9,930 57.29	10,428 60.16

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XTRA19	Intern	HX	3,231 18.64	3,394 19.58	3,560 20.54	3,742 21.59			
UTIL06	Laboratory Analyst	OCEA	5,996 34.59	6,294 36.31	6,607 38.12	6,937 40.02	7,285 42.03	7,642 44.09	8,032 46.34
UTIL01	Laboratory Assistant	OCEA	4,366 25.19	4,547 26.23	4,732 27.30	4,924 28.41	5,151 29.72	5,373 31.00	5,639 32.53
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	5,573 32.15	5,841 33.70	6,100 35.19	6,377 36.79	6,665 38.45	6,952 40.11	7,301 42.12
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	7,337 42.33	7,703 44.44	8,088 46.66	8,493 49.00	8,916 51.44	9,362 54.01	9,831 56.72
MAINT27	Lead Automotive Technician	OCEA	7,171 41.37	7,526 43.42	7,907 45.62	8,304 47.91	8,717 50.29	9,150 52.79	9,611 55.45
MAINT02	Lead Custodian	OCEA	3,656 21.09	3,850 22.21	4,037 23.29	4,235 24.43	4,446 25.65	4,668 26.93	4,904 28.29
CSERV15	Lead Public Works Inspector	OCEA	6,835 39.43	7,176 41.40	7,488 43.20	7,857 45.33	8,206 47.34	8,590 49.56	9,019 52.03
XTRA11	Lead Seasonal Lifeguard Pool	HX	3,663 21.13	3,845 22.18	4,042 23.32	4,240 24.46			

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CSERV32	Lead Water Utilities Inspector	OCEA	7,710 44.48	8,096 46.71	8,500 49.04	8,927 51.50	9,370 54.06	9,840 56.77	10,332 59.61
ADMIN37	Legal Secretary**	USUPV	5,231 30.18	5,493 31.69	5,760 33.23	6,056 34.94	6,356 36.67	6,675 38.51	7,011 40.45
ADMIN27	Librarian I	OCEA	5,018 28.95	5,268 30.39	5,529 31.90	5,805 33.49	6,093 35.15	6,405 36.95	6,727 38.81
ADMIN34	Librarian II	OCEA	5,519 31.84	5,796 33.44	6,084 35.10	6,389 36.86	6,706 38.69	7,044 40.64	7,394 42.66
ADMIN14	Library Assistant	OCEA	4,033 23.27	4,233 24.42	4,436 25.59	4,661 26.89	4,893 28.23	5,134 29.62	5,389 31.09
XTRA23	Library Associate I	HX	3,231 18.64	3,394 19.58	3,560 20.54	3,742 21.59			
XTRA24	Library Associate II	HX	3,704 21.37	3,891 22.45	4,085 23.57	4,285 24.72			
EXEC08	Library Director*/**	UEXEC							
MGR24	Library Division Manager*	UMGMT	9,880 57.00	10,376 59.86	10,887 62.81	11,440 66.00	12,007 69.27	12,607 72.73	13,232 76.34
ADMIN09	Library Technician	OCEA	3,669 21.17	3,855 22.24	4,046 23.34	4,245 24.49	4,458 25.72	4,677 26.98	4,912 28.34
ADMIN85	Library Technology Analyst*	USUPV	6,552 37.80	6,880 39.69	7,221 41.66	7,582 43.74	7,963 45.94	8,360 48.23	8,781 50.66

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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	5,514 31.81	5,795 33.43	6,082 35.09	6,384 36.83	6,710 38.71	7,041 40.62	7,394 42.66
XTRA07	Maintenance Assistant	HX	3,219 18.57	3,380 19.50	3,548 20.47	3,728 21.51			
MAINT25	Maintenance Specialist	OCEA	5,437 31.37	5,673 32.73	5,916 34.13	6,190 35.71	6,453 37.23	6,776 39.09	7,114 41.04
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	3,838 22.14	4,001 23.08	4,176 24.09	4,352 25.11	4,560 26.31	4,749 27.40	4,985 28.76
MAINT10	Maintenance Worker II	OCEA	4,578 26.41	4,756 27.44	4,983 28.75	5,214 30.08	5,446 31.42	5,678 32.76	5,963 34.40
MAINT13	Maintenance Worker III	OCEA	4,749 27.40	4,947 28.54	5,184 29.91	5,425 31.30	5,668 32.70	5,912 34.11	6,211 35.83
ADMIN67	Management Analyst*	USUPV	7,533 43.46	7,909 45.63	8,304 47.91	8,720 50.31	9,150 52.79	9,617 55.48	10,095 58.24
ADMIN118	Management Analyst*/**	USUPV	7,533 43.46	7,909 45.63	8,304 47.91	8,720 50.31	9,150 52.79	9,617 55.48	10,095 58.24
MAINT16	Mechanic I	OCEA	4,975 28.70	5,207 30.04	5,439 31.38	5,682 32.78	5,928 34.20	6,205 35.80	6,517 37.60

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MAINT21	Mechanic II	OCEA	5,231 30.18	5,469 31.55	5,727 33.04	5,985 34.53	6,256 36.09	6,550 37.79	6,876 39.67
MAINT26	Mechanical Technologist I	OCEA	6,081 35.08	6,379 36.80	6,706 38.69	7,037 40.60	7,394 42.66	7,760 44.77	8,145 46.99
MAINT35	Mechanical Technologist II	OCEA	6,682 38.55	7,017 40.48	7,368 42.51	7,741 44.66	8,124 46.87	8,535 49.24	8,961 51.70
MAINT62	Mechanical Technologist III	OCEA	7,020 40.50	7,368 42.51	7,743 44.67	8,128 46.89	8,535 49.24	8,961 51.70	9,409 54.28
FIRE32	Medical Services Officer*	UMGMT	9,880 57.00	10,376 59.86	10,889 62.82	11,440 66.00	12,007 69.27	12,607 72.73	13,232 76.34
CSERV35	Meter Service Technician I	OCEA	4,541 26.20	4,744 27.37	4,978 28.72	5,240 30.23	5,503 31.75	5,774 33.31	6,068 35.01
CSERV36	Meter Service Technician II	OCEA	4,969 28.67	5,231 30.18	5,493 31.69	5,767 33.27	6,053 34.92	6,354 36.66	6,675 38.51
CSERV37	Meter Service Technician III	OCEA	5,479 31.61	5,753 33.19	6,035 34.82	6,337 36.56	6,656 38.40	6,991 40.33	7,341 42.35
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	7,039 40.61	7,372 42.53	7,691 44.37	8,074 46.58	8,427 48.62	8,833 50.96	9,275 53.51
MGR25	Neighborhood Services Division Manager*	UMGMT	9,686 55.88	10,171 58.68	10,672 61.57	11,211 64.68	11,773 67.92	12,355 71.28	12,972 74.84

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XTRA08	Office Assistant	HX	3,219 18.57	3,380 19.50	3,548 20.47	3,728 21.51			
ADMIN05	Office Specialist I	OCEA	3,288 18.97	3,434 19.81	3,602 20.78	3,742 21.59	3,897 22.48	4,068 23.47	4,274 24.66
ADMIN07	Office Specialist I	UCONF	3,491 20.14	3,638 20.99	3,817 22.02	3,971 22.91	4,137 23.87	4,321 24.93	4,534 26.16
ADMIN08	Office Specialist II	OCEA	3,605 20.80	3,749 21.63	3,943 22.75	4,092 23.61	4,269 24.63	4,479 25.84	4,704 27.14
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
ADMIN23	Paralegal I**	UCONF	4,571 26.37	4,800 27.69	5,039 29.07	5,290 30.52	5,554 32.04	5,833 33.65	6,127 35.35
ADMIN33	Paralegal II**	UCONF	5,554 32.04	5,833 33.65	6,127 35.35	6,429 37.09	6,750 38.94	7,088 40.89	7,441 42.93
MAINT07	Parking Enforcement Officer I	OCEA	4,032 23.26	4,236 24.44	4,427 25.54	4,657 26.87	4,895 28.24	5,134 29.62	5,389 31.09
MAINT09	Parking Enforcement Officer II	OCEA	4,422 25.51	4,642 26.78	4,885 28.18	5,125 29.57	5,380 31.04	5,658 32.64	5,940 34.27
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	4,869 28.09	5,117 29.52	5,370 30.98	5,639 32.53	5,919 34.15	6,214 35.85	6,526 37.65

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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	9,686 55.88	10,171 58.68	10,672 61.57	11,211 64.68	11,773 67.92	12,355 71.28	12,972 74.84
ACCT30	Payroll Supervisor*	USUPV	6,999 40.38	7,346 42.38	7,715 44.51	8,100 46.73	8,507 49.08	8,930 51.52	9,381 54.12
ACCT11	Payroll Technician I	UCONF	4,644 26.79	4,881 28.16	5,125 29.57	5,389 31.09	5,649 32.59	5,926 34.19	6,224 35.91
ACCT14	Payroll Technician II	UCONF	5,112 29.49	5,373 31.00	5,640 32.54	5,914 34.12	6,214 35.85	6,526 37.65	6,848 39.51
ADMIN119	Permit Technician I	OCEA	4,226 24.38	4,437 25.60	4,664 26.91	4,897 28.25	5,141 29.66	5,398 31.14	5,670 32.71
ADMIN120	Permit Technician II	OCEA	4,751 27.41	4,990 28.79	5,235 30.20	5,498 31.72	5,774 33.31	6,067 35.00	6,365 36.72
ADMIN121	Permit Technician III	OCEA	5,330 30.75	5,592 32.26	5,873 33.88	6,167 35.58	6,474 37.35	6,800 39.23	7,141 41.20
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

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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	3,146 18.15						
POLICE23	Police Captain*	OPMA	17,172 99.07	17,983 103.75	18,881 108.93				
EXEC09	Police Chief*/**	UEXEC							
POLICE22	Police Lieutenant*	OPMA	14,615 84.32	15,349 88.55	16,117 92.98				
MGR58	Police Media Relations Manager*	UMGMT	7,746 44.69	8,133 46.92	8,538 49.26	8,967 51.73	9,412 54.30	9,885 57.03	10,379 59.88
POLICE17	Police Officer	OPOS	7,843 45.25	8,235 47.51	8,629 49.78	9,090 52.44	9,559 55.15	10,156 58.59	10,657 61.48
POLICE26	Police Officer Recruit	UTECH	6,136 35.40						

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Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
MGR02	Police Records Manager*	UMGMT	9,091 52.45	9,547 55.08	10,019 57.80	10,525 60.72	11,053 63.77	11,603 66.94	12,182 70.28
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	12,133 70.00	12,738 73.49	13,378 77.18				
MGR61	Police Services Administrator*/**	UMGMT	9,998 57.68	10,497 60.56	11,024 63.60	11,573 66.77	12,152 70.11	12,761 73.62	13,399 77.30
MGR55	Principal Civil Engineer*	UMGMT	12,636 72.90	13,263 76.52	13,933 80.38	14,628 84.39	15,359 88.61	16,125 93.03	16,935 97.70
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	8,996 51.90	9,447 54.50	9,916 57.21	10,414 60.08	10,934 63.08	11,478 66.22	12,057 69.56
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	8,996 51.90	9,447 54.50	9,916 57.21	10,414 60.08	10,934 63.08	11,478 66.22	12,057 69.56
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

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ACCT31	Procurement & Accounts Payable Supervisor*	MECO	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
XTRA13	Professional Assistant	HX	3,590 20.71	4,183 24.13	5,389 31.09	5,659 32.65	5,945 34.30	6,242 36.01	6,554 37.81
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	4,999 28.84	5,255 30.32	5,512 31.80	5,795 33.43	6,081 35.08	6,384 36.83	6,708 38.70
ADMIN114	Property Agent I*	USUPV	5,233 30.19	5,498 31.72	5,775 33.32	6,065 34.99	6,370 36.75	6,680 38.54	7,015 40.47
ADMIN115	Property Agent II*	USUPV	6,049 34.90	6,325 36.49	6,614 38.16	6,918 39.91	7,244 41.79	7,571 43.68	7,954 45.89
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	9,091 52.45	9,547 55.08	10,019 57.80	10,525 60.72	11,053 63.77	11,603 66.94	12,182 70.28
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							
MGR26	Public Works Division Manager*	UMGMT	10,802 62.32	11,334 65.39	11,903 68.67	12,501 72.12	13,125 75.72	13,782 79.51	14,472 83.49

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CSERV10	Public Works Inspector	OCEA	6,006 34.65	6,302 36.36	6,616 38.17	6,952 40.11	7,306 42.15	7,663 44.21	8,046 46.42
ACCT05	Purchasing Technician	OCEA	4,079 23.53	4,283 24.71	4,498 25.95	4,722 27.24	4,956 28.59	5,210 30.06	5,467 31.54
MGR47	Real Estate Manager*	UMGMT	9,880 57.00	10,376 59.86	10,887 62.81	11,440 66.00	12,007 69.27	12,607 72.73	13,232 76.34
ADMIN12	Records Center Technician	OCEA	3,971 22.91	4,132 23.84	4,337 25.02	4,512 26.03	4,709 27.17	4,924 28.41	5,169 29.82
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	8,346 48.15	8,757 50.52	9,201 53.08	9,655 55.70	10,137 58.48	10,646 61.42	11,178 64.49
RECRE01	Recreation Specialist I	OCEA	3,704 21.37	3,888 22.43	4,080 23.54	4,288 24.74	4,501 25.97	4,723 27.25	4,961 28.62
RECRE02	Recreation Specialist II	OCEA	4,070 23.48	4,281 24.70	4,495 25.93	4,718 27.22	4,952 28.57	5,207 30.04	5,463 31.52
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
ADMIN154	Risk Analyst I*	USUPV	6,287 36.27	6,601 38.08	6,942 40.05	7,277 41.98	7,646 44.11	8,032 46.34	8,433 48.65

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ADMIN155	Risk Analyst II*	USUPV	7,166 41.34	7,533 43.46	7,901 45.58	8,296 47.86	8,705 50.22	9,149 52.78	9,606 55.42
MGR16	Risk Manager*/**	UMGMT	9,880 57.00	10,376 59.86	10,889 62.82	11,440 66.00	12,007 69.27	12,607 72.73	13,232 76.34
XTRA06	Seasonal Aquatics Adventure Instructor	HX	3,337 19.25	3,501 20.20	3,676 21.21	3,862 22.28			
XTRA04	Seasonal Lifeguard Pool	HX	3,366 19.42	3,533 20.38	3,709 21.40	3,895 22.47			
XTRA03	Seasonal Recreation Leader I	HX	3,231 18.64	3,394 19.58	3,560 20.54	3,742 21.59			
XTRA05	Seasonal Recreation Leader II	HX	3,505 20.22	3,680 21.23	3,865 22.30	4,059 23.42			
ACCT32	Senior Accountant*	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
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

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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	6,970 40.21	7,311 42.18	7,675 44.28	8,065 46.53	8,467 48.85	8,890 51.29	9,337 53.87
POLICE39	Senior Crime Prevention Specialist	OPON	5,046 29.11	5,290 30.52	5,555 32.05	5,833 33.65	6,127 35.35	6,438 37.14	6,763 39.02
MAINT75	Senior Cross Connection Control Technician	OCEA	7,521 43.39	7,892 45.53	8,291 47.83	8,691 50.14	9,133 52.69	9,584 55.29	10,064 58.06
ACCT09	Senior Customer Account Representative	OCEA	4,536 26.17	4,749 27.40	4,968 28.66	5,190 29.94	5,413 31.23	5,652 32.61	5,935 34.24
MGR50	Senior Deputy City Attorney*/**	UMGMT							
MAINT37	Senior Distribution Operator	OCEA	7,521 43.39	7,892 45.53	8,291 47.83	8,691 50.14	9,133 52.69	9,584 55.29	10,064 58.06
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
ADMIN152	Senior Employee Relations Analyst*	UMGMT	8,726 50.34	9,154 52.81	9,618 55.49	10,095 58.24	10,596 61.13	11,131 64.22	11,688 67.43
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

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POLICE06	Senior Evidence and Property Technician	OCEA	4,559 26.30	4,749 27.40	4,969 28.67	5,205 30.03	5,437 31.37	5,680 32.77	5,964 34.41
ADMIN101	Senior Geographic Information Systems Specialist	OCEA	7,320 42.23	7,686 44.34	8,072 46.57	8,478 48.91	8,901 51.35	9,346 53.92	9,811 56.60
ADMIN73	Senior Human Resources Analyst*	UMGMT	7,942 45.82	8,339 48.11	8,755 50.51	9,188 53.01	9,648 55.66	10,130 58.44	10,634 61.35
ADMIN76	Senior Information Technologies Analyst*	USUPV	8,726 50.34	9,154 52.81	9,618 55.49	10,095 58.24	10,596 61.13	11,131 64.22	11,688 67.43
ADMIN111	Senior Legal Secretary**	USUPV	5,753 33.19	6,044 34.87	6,346 36.61	6,663 38.44	6,997 40.37	7,344 42.37	7,713 44.50
ADMIN44	Senior Librarian	OCEA	6,074 35.04	6,370 36.75	6,691 38.60	7,022 40.51	7,377 42.56	7,748 44.70	8,135 46.93
ADMIN24	Senior Library Assistant	OCEA	4,645 26.80	4,878 28.14	5,124 29.56	5,375 31.01	5,651 32.60	5,925 34.18	6,223 35.90
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	8,346 48.15	8,757 50.52	9,201 53.08	9,655 55.70	10,137 58.48	10,646 61.42	11,178 64.49
ADMIN127	Senior Management Analyst*/**	UMGMT	8,346 48.15	8,757 50.52	9,201 53.08	9,655 55.70	10,137 58.48	10,646 61.42	11,178 64.49
MAINT69	Senior Mechanical Technologist	OCEA	7,512 43.34	7,885 45.49	8,282 47.78	8,696 50.17	9,129 52.67	9,585 55.30	10,064 58.06

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CSERV38	Senior Meter Service Technician	OCEA	5,652 32.61	5,933 34.23	6,233 35.96	6,549 37.78	6,871 39.64	7,219 41.65	7,580 43.73
ADMIN13	Senior Office Specialist	OCEA	3,971 22.91	4,132 23.84	4,337 25.02	4,512 26.03	4,709 27.17	4,924 28.41	5,169 29.82
ADMIN123	Senior Paralegal**	UCONF	6,223 35.90	6,535 37.70	6,855 39.55	7,202 41.55	7,559 43.61	7,937 45.79	8,337 48.10
MAINT15	Senior Parking Enforcement Officer	OCEA	4,869 28.09	5,120 29.54	5,370 30.98	5,640 32.54	5,916 34.13	6,214 35.85	6,526 37.65
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	5,640 32.54	5,914 34.12	6,214 35.85	6,526 37.65	6,848 39.51	7,193 41.50	7,552 43.57
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
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	7,462 43.05	7,838 45.22	8,228 47.47	8,634 49.81	9,071 52.33	9,523 54.94	10,001 57.70
ACCT28	Senior Purchasing Technician	OCEA	4,555 26.28	4,784 27.60	5,021 28.97	5,273 30.42	5,536 31.94	5,814 33.54	6,103 35.21
MAINT74	Senior Traffic Signal Technician	OCEA	6,110 35.25	6,420 37.04	6,737 38.87	7,075 40.82	7,431 42.87	7,800 45.00	8,192 47.26

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MAINT58	Senior Utility Worker	OCEA	6,509 37.55	6,831 39.41	7,171 41.37	7,530 43.44	7,904 45.60	8,301 47.89	8,717 50.29
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
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	7,838 45.22	8,228 47.47	8,634 49.81	9,071 52.33	9,523 54.94	9,998 57.68	10,497 60.56
CSERV39	Supervising Water Utilities Inspector	MECO	8,400 48.46	8,819 50.88	9,261 53.43	9,724 56.10	10,209 58.90	10,721 61.85	11,256 64.94
MGR60	Sustainability Program Administrator*	UMGMT	9,467 54.62	9,941 57.35	10,438 60.22	10,962 63.24	11,509 66.40	12,085 69.72	12,688 73.20
XTRA14	Technical Assistant	HX	3,292 18.99	3,460 19.96	3,631 20.95	3,813 22.00	4,002 23.09	4,207 24.27	4,413 25.46
MAINT73	Traffic Signal Technician	OCEA	5,663 32.67	5,923 34.17	6,195 35.74	6,476 37.36	6,798 39.22	7,093 40.92	7,446 42.96

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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	9,880 57.00	10,376 59.86	10,887 62.81	11,440 66.00	12,007 69.27	12,607 72.73	13,232 76.34
ACCT12	Treasury Technician**	UCONF	4,644 26.79	4,881 28.16	5,125 29.57	5,389 31.09	5,649 32.59	5,926 34.19	6,224 35.91
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	5,131 29.60	5,375 31.01	5,642 32.55	5,930 34.21	6,226 35.92	6,535 37.70	6,862 39.59
MAINT18	Utility Worker II	OCEA	5,635 32.51	5,912 34.11	6,214 35.85	6,531 37.68	6,854 39.54	7,188 41.47	7,547 43.54
MAINT34	Utility Worker III	OCEA	5,945 34.30	6,242 36.01	6,549 37.78	6,878 39.68	7,218 41.64	7,543 43.52	7,923 45.71
MAINT63	Utility Worker Trainee	OCEA	4,209 24.28	4,420 25.50	4,642 26.78	4,871 28.10	5,119 29.53	5,370 30.98	5,639 32.53
MAINT20	Wastewater Plant Operator I	OCEA	5,912 34.11	6,207 35.81	6,517 37.60	6,843 39.48	7,186 41.46	7,545 43.53	7,921 45.70
MAINT32	Wastewater Plant Operator II	OCEA	6,505 37.53	6,828 39.39	7,169 41.36	7,524 43.41	7,904 45.60	8,301 47.89	8,715 50.28

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MAINT40	Wastewater Plant Operator III	OCEA	7,150 41.25	7,514 43.35	7,888 45.51	8,284 47.79	8,700 50.19	9,129 52.67	9,584 55.29
MAINT59	Wastewater Plant Operator in Training	OCEA	4,928 28.43	5,177 29.87	5,437 31.37	5,708 32.93	5,994 34.58	6,289 36.28	6,601 38.08
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	11,816 68.17	12,405 71.57	13,026 75.15	13,679 78.92	14,364 82.87	15,080 87.00	15,834 91.35
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	8,916 51.44	9,362 54.01	9,826 56.69	10,317 59.52	10,833 62.50	11,374 65.62	11,948 68.93
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	13,269 76.55	13,934 80.39	14,628 84.39	15,357 88.60	16,127 93.04	16,935 97.70	17,782 102.59
MAINT19	Water Plant Operator I	OCEA	5,912 34.11	6,207 35.81	6,517 37.60	6,843 39.48	7,186 41.46	7,545 43.53	7,921 45.70
MAINT31	Water Plant Operator II	OCEA	6,505 37.53	6,828 39.39	7,169 41.36	7,524 43.41	7,904 45.60	8,301 47.89	8,715 50.28

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MAINT39	Water Plant Operator III	OCEA	7,150 41.25	7,514 43.35	7,888 45.51	8,284 47.79	8,700 50.19	9,129 52.67	9,584 55.29
MAINT61	Water Plant Operator in Training	OCEA	4,928 28.43	5,177 29.87	5,437 31.37	5,708 32.93	5,994 34.58	6,289 36.28	6,601 38.08
MAINT83	Water Treatment Superintendent*	MECO	11,816 68.17	12,405 71.57	13,026 75.15	13,679 78.92	14,364 82.87	15,080 87.00	15,834 91.35
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	13,269 76.55	13,934 80.39	14,628 84.39	15,357 88.60	16,127 93.04	16,935 97.70	17,782 102.59
CSERV33	Water Utilities Inspector	OCEA	7,006 40.42	7,358 42.45	7,727 44.58	8,115 46.82	8,518 49.14	8,944 51.60	9,391 54.18
MAINT65	Water Utilities Plant Electrician I	OCEA	6,831 39.41	7,166 41.34	7,526 43.42	7,902 45.59	8,304 47.91	8,712 50.26	9,147 52.77
MAINT66	Water Utilities Plant Electrician II	OCEA	7,772 44.84	8,161 47.08	8,575 49.47	9,003 51.94	9,455 54.55	9,930 57.29	10,428 60.16
ADMIN145	Watershed Protection Program Manager*	UMGMT	8,916 51.44	9,362 54.01	9,826 56.69	10,317 59.52	10,833 62.50	11,374 65.62	11,948 68.93
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

*Exempt
**Unclassified

SALARY SCHEDULE
Effective 07/05/2026 Adopted 08/05/2026

Job Type	Classification	Employee Group	A Hourly	B Hourly	C Hourly	D Hourly	E Hourly	F Hourly	G Hourly
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	8,916 51.44	9,362 54.01	9,826 56.69	10,317 59.52	10,833 62.50	11,374 65.62	11,948 68.93
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