

## BIWEEKLY SALARY SCHEDULE X

A.F.S.C.M.E., LOCAL 829

Effective July 1, 2009

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<b><u>RANGE 16X</u></b>	\$1,703	\$1,789	\$1,878	\$1,972	\$2,070
A – Assistant Recreation Program Coordinator					
<b><u>RANGE 17X</u></b>	\$1,736	\$1,823	\$1,914	\$2,010	\$2,111
C – Library Assistant I					
<b><u>RANGE 25X</u></b>	\$2,001	\$2,101	\$2,206	\$2,317	\$2,432
A – Building Maintenance Worker I					
A – Collection System Maintenance Worker I					
A – Custodian					
A – Distribution System Maintenance Worker I					
A – Groundskeeper/Gardener I					
A – Plant Operations Maintenance Worker I					
A – Street Maintenance Worker I					
A – Utility Maintenance Worker					
<b><u>RANGE 26X</u></b>	\$2,033	\$2,135	\$2,242	\$2,354	\$2,471
C – Library Assistant II					
<b><u>RANGE 27X</u></b>	\$2,064	\$2,168	\$2,276	\$2,390	\$2,509
A – Meter Reader					
A – Parking Meter Service Worker/Stores Clerk					
<b><u>RANGE 29X</u></b>	\$2,137	\$2,244	\$2,356	\$2,474	\$2,598
A – Senior Custodian					
<b><u>RANGE 30X</u></b>	\$2,175	\$2,283	\$2,398	\$2,518	\$2,643
A – Building Maintenance Worker II					
A – Collection System Maintenance Worker II					
A – Distribution System Maintenance Worker II					
A – Groundskeeper/Gardener II					
A – Offset Duplicating Machine Operator					
A – Plant Operations Maintenance Worker II					
A – Street Maintenance Worker II					

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<b><u>RANGE 32X</u></b>	\$2,240	\$2,352	\$2,470	\$2,593	\$2,723
C – Library Assistant III A – Mechanic's Helper A – Recreation Program Coordinator A – Street Painter					
<b><u>RANGE 33X</u></b>	\$2,271	\$2,385	\$2,504	\$2,629	\$2,761
A – Building Permit Technician A – Warehouse Clerk					
<b><u>RANGE 34X</u></b>	\$2,302	\$2,417	\$2,537	\$2,664	\$2,798
A – Street Sweeper/Operator					
<b><u>RANGE 36X</u></b>	\$2,376	\$2,495	\$2,619	\$2,750	\$2,888
A – Certified Tree Worker					
<b><u>RANGE 37X</u></b>	\$2,406	\$2,527	\$2,653	\$2,786	\$2,925
A – Lead Meter Reader					
<b><u>RANGE 38X</u></b>	\$2,441	\$2,563	\$2,691	\$2,826	\$2,967
A – Lead Warehouse Clerk					
<b><u>RANGE 39X</u></b>	\$2,473	\$2,597	\$2,727	\$2,863	\$3,006
A – Automotive/Body Worker Painter A – Equipment Operator/Project Lead A – Junior Engineering Technician A – Librarian I A – Mechanic					
<b><u>RANGE 40X</u></b>	\$2,508	\$2,634	\$2,765	\$2,904	\$3,049
A – Street and Sidewalk Inspector					
<b><u>RANGE 44X</u></b>	\$2,648	\$2,780	\$2,919	\$3,065	\$3,219
A – Engineering Technician *A – Collection System Field Supervisor *A – Distribution System Field Supervisor A – Lead Groundskeeper/Gardener A – Senior Building Maintenance Worker					
<b><u>RANGE 46X</u></b>	\$2,720	\$2,856	\$2,998	\$3,148	\$3,306
A – Librarian II					

\*Effective 09/28/09 per Reso 09-138

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<b><u>RANGE 49X</u></b>	\$2,815	\$2,956	\$3,104	\$3,259	\$3,422
A – Recreation Supervisor					
<b><u>RANGE 51X</u></b>	\$2,875	\$3,019	\$3,170	\$3,328	\$3,494
A – Building Inspector					
A – Chief Mechanic					
A – Electrician					
A – Librarian III					
A – Plant & Equipment Maintenance Electrician					
A – Senior Engineering Technician					
A – Traffic Signal/Street Light Technician					
<b><u>RANGE 52X</u></b>	\$2,914	\$3,060	\$3,213	\$3,374	\$3,542
A – Engineer I					
A – Public Works Inspector					
A – Water & Wastewater Operations Technician					
<b><u>RANGE 62X</u></b>	\$3,249	\$3,411	\$3,582	\$3,761	\$3,949
A – Civil Engineer II					
<b><u>RANGE 67X</u></b>	\$3,411	\$3,582	\$3,761	\$3,949	\$4,147
A – Senior Building Inspector					

A=40 hours/week  
C=37.5 hours/week

R: 1/18/2013

## BIWEEKLY SALARY SCHEDULE E

### ECONOMIC AND COMMUNITY DEVELOPMENT PROFESSIONAL STAFF ASSOCIATION (ECDPSA)

Effective July 1, 2008

(includes .75% increase per M.O.U. "Me Too" Clause)

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 43E</u>	\$2434	\$2555	\$2683	\$2817	\$2958
A – Community Development Specialist I*					
<u>RANGE 46E</u>	\$2529	\$2656	\$2788	\$2928	\$3074
A – Economic & Community Development Analyst					
<u>RANGE 48E</u>	\$2594	\$2724	\$2860	\$3003	\$3153
A – Assistant Planner A – Community Development Specialist II*					
<u>RANGE 51E</u>	\$2688	\$2822	\$2963	\$3111	\$3267
A – Rehabilitation/Construction Inspector					
<u>RANGE 54E</u>	\$2786	\$2925	\$3072	\$3225	\$3386
<u>RANGE 58E</u>	\$2906	\$3051	\$3203	\$3364	\$3532
<u>RANGE 60E</u>	\$2974	\$3122	\$3279	\$3442	\$3615
A – Associate Planner A – Economic Development Coordinator* A – Housing Coordinator					
<u>RANGE 64E</u>	\$3097	\$3252	\$3414	\$3585	\$3764
A – Rehabilitation Coordinator					

A = 40 hours/week

\*As adopted by Resolution No. 08-79

R: 1/22/13

**BIWEEKLY SALARY SCHEDULE Q**

**ELECTED OFFICIALS**

**Effective October 1, 2008**

	<u>Biweekly</u>
<u>RANGE 900</u>	
E - City Treasurer	\$2,731
<u>RANGE 910</u>	
E - City Clerk	\$4,198

**CITY OF DALY CITY**  
**ELECTED OFFICIALS SALARY SCHEDULE**

Effective December 18, 2008

	<u>Biweekly</u>	<u>Monthly</u>	<u>Per Meeting</u>
<u>CITY COUNCIL</u>			
E - Council Members	\$707		

**(No salary increase per Ordinance No. 1327 per Resolution 09-37)**

NORTH SAN MATEO COUNTY SANITATION DISTRICT

District Counsel	\$150		
Chairman			\$170 (\$600/mo. Max.*)
Vice-Chairman			\$170 (\$600/mo. Max.*)
Director			\$170 (\$600/mo. Max.*)

\* Eff. 02-09-01, Ordinance 86

REDEVELOPMENT AGENCY

Agency Attorney	\$150		
Agency Secretary	\$150		
Chairman			\$ 30
Vice-Chairman			\$ 30
Director			\$ 30

**MONTHLY SALARY SCHEDULE F**  
**FIREFIGHTERS ASSOCIATION, LOCAL 1879**

Effective February 1, 2009

<b>Range</b>	<b><u>STEP 1</u></b>	<b><u>STEP 2</u></b>	<b><u>STEP 3</u></b>	<b><u>STEP 4</u></b>	<b><u>STEP 5</u></b>
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**F 250B**

Firefighter		6299	6614	6945	7292	7657
Longevity 2.5%		157	165	174	182	191
Education 2.5%		157	165	174	182	191

**F 255B**

Fire Engineer Operator		7657	8040			
Longevity 2.5%		191	201			
Education 2.5%		191	201			

**F 265B**

Fire Captain		7443	7816	8206	8617	9048
Longevity 2.5%		186	195	205	215	226
Education 2.5%		186	195	205	215	226

**HOURLY**

**F 004**

Firefighter Trainee		\$25.96				
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CITY OF DALY CITY  
 MONTHLY SALARY SCHEDULE  
 FIRE MANAGEMENT

Effective September 17, 2011

(Elimination of 5% educational incentive for completion of 40 hours of course work and 0.67% salary increase and effective September 17, 2011 per Resolution 11-131)

Range	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>G - 275</u>	9401.03	9871.14	10,364.68	10,882.89	11,427.05
A - Fire Battalion Chief (80 hours)					
B - Fire Battalion Chief					
DIFFERENTIAL PAY - for 40 hr/wk					
2.5%	235.03	246.78	259.12	272.07	285.68
EDUCATION					
5.0%	470.05	493.56	518.23	544.14	571.35



BIWEEKLY SALARY SCHEDULE M

EXECUTIVE MANAGEMENT

Effective October 1, 2008

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 311</u> A – Deputy Director of Finance & Administrative Services	4329	4545	4772	5011	5261
<u>RANGE 312</u>	4351	4568	4797	5037	5288
<u>RANGE 313</u>	4375	4593	4823	5064	5317
<u>RANGE 314</u>	4399	4619	4849	5092	5347
<u>RANGE 315</u>	4422	4644	4876	5120	5376
<u>RANGE 316</u>	4446	4668	4901	5146	5404
<u>RANGE 317</u>	4471	4695	4930	5176	5435
<u>RANGE 318</u>	4494	4719	4955	5203	5463
<u>RANGE 319</u>	4518	4744	4981	5230	5492
<u>RANGE 320</u>	4541	4768	5007	5257	5520
<u>RANGE 321</u>	4566	4794	5034	5286	5550
<u>RANGE 322</u> A – Assistant Library Director	4587	4817	5057	5310	5576
<u>RANGE 323</u>	4613	4844	5086	5340	5607
<u>RANGE 324</u>	4636	4868	5111	5367	5635
<u>RANGE 325</u>	4660	4893	5137	5394	5664
<u>RANGE 326</u>	4683	4917	5163	5421	5692
<u>RANGE 327</u>	4708	4943	5190	5450	5722
<u>RANGE 328</u>	4731	4967	5216	5476	5750
<u>RANGE 329</u>	4755	4992	5242	5504	5779
<u>RANGE 330</u>	4779	5018	5269	5533	5809
<u>RANGE 331</u>	4804	5044	5297	5561	5840

**BIWEEKLY EXECUTIVE MANAGEMENT SALARY SCHEDULE M**  
**Effective October 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 332</u> A – Assistant Director of Human Resources	4829	5070	5324	5590	5870
<u>RANGE 333</u> A – Assistant Director of Parks and Recreation	4854	5096	5351	5619	5900
<u>RANGE 334</u>	4879	5122	5379	5648	5930
<u>RANGE 335</u>	4904	5149	5407	5677	5961
<u>RANGE 336</u>	4927	5174	5432	5704	5989
<u>RANGE 337</u>	4952	5200	5460	5733	6019
<u>RANGE 338</u>	4977	5226	5487	5761	6049
<u>RANGE 339</u> A - Assistant City Attorney A – Assistant Director of Economic & Community Development	5003	5253	5515	5791	6081
<u>RANGE 340</u>	5029	5281	5545	5822	6113
<u>RANGE 341</u>	5055	5308	5573	5852	6144
<u>RANGE 342</u>	5081	5335	5602	5882	6176
<u>RANGE 343</u>	5106	5361	5630	5911	6207
<u>RANGE 344</u> A – Assistant Director of Finance and Administrative Services	5133	5389	5659	5942	6239
<u>RANGE 345</u>	5158	5416	5687	5971	6270
<u>RANGE 346</u>	5184	5443	5715	6001	6301
<u>RANGE 347</u>	5211	5471	5745	6032	6334
<u>RANGE 348</u>	5238	5500	5775	6064	6367
<u>RANGE 349</u> A – Deputy Fire Chief A – Fire Marshal/Fire Prevention Services Chief	5264	5527	5803	6093	6398

**BIWEEKLY SALARY SCHEDULE M  
EXECUTIVE MANAGEMENT  
Effective October 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 420</u>	5564	5842	6134	6441	6763
<u>RANGE 421</u>	5595	5875	6168	6477	6801
<u>RANGE 422</u>	5624	5905	6201	6511	6836
<u>RANGE 423</u>	5652	5934	6231	6543	6870
<u>RANGE 424</u>	5682	5966	6264	6577	6906
<u>RANGE 425</u>	5715	6000	6300	6615	6946
<u>RANGE 426</u>	5743	6030	6332	6648	6980
<u>RANGE 427</u>	5773	6062	6365	6683	7017
<u>RANGE 428</u> A - Director of Human Resources A - Director of Parks and Recreation A - Library Director	5807	6097	6402	6722	7058
<u>RANGE 429</u>	5833	6125	6431	6753	7090
<u>RANGE 430</u>	5864	6157	6465	6789	7128
<u>RANGE 431</u>	5896	6191	6500	6825	7167
<u>RANGE 432</u>	5924	6220	6531	6857	7200
<u>RANGE 433</u>	5957	6255	6568	6896	7241
<u>RANGE 434</u>	5989	6289	6603	6933	7280
<u>RANGE 435</u>	6018	6319	6635	6967	7315
<u>RANGE 436</u>	6053	6355	6673	7007	7357
<u>RANGE 437</u>	6084	6388	6707	7043	7395
<u>RANGE 438</u>	6115	6421	6742	7079	7433
<u>RANGE 439</u>	6148	6455	6778	7117	7472

**BIWEEKLY SALARY SCHEDULE M  
EXECUTIVE MANAGEMENT  
Effective October 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 440</u> A - Director of Economic & Community Development A - Director of Public Works A - Director of Water & Wastewater Resources	6178	6487	6811	7151	7509
<u>RANGE 441</u>	6208	6518	6844	7186	7546
<u>RANGE 442</u> A - Chief of Police A - Director of Finance and Administrative Services A - Fire Chief	6241	6553	6880	7224	7585
<u>RANGE 443</u>	6272	6585	6914	7260	7623
<u>RANGE 444</u>	6304	6620	6951	7298	7663
<u>RANGE 445</u>	6336	6653	6986	7335	7702
<u>RANGE 446</u>	6368	6686	7021	7372	7740
<u>RANGE 447</u>	6402	6722	7058	7411	7781
<u>RANGE 448</u>	6433	6754	7092	7447	7819
<u>RANGE 449</u>	6465	6788	7127	7484	7858
<u>RANGE 450</u>	6498	6823	7164	7523	7899
<u>RANGE 451</u>	6532	6859	7201	7561	7940
<u>RANGE 452</u> A - Assistant City Manager	6566	6894	7239	7600	7980

**BIWEEKLY EXECUTIVE MANAGEMENT SALARY SCHEDULE M**  
**Effective October 1, 2008**

**CITY MANAGER**

	<u>Biweekly</u>
<u>RANGE 500</u>	
A - City Manager	\$10,120
Supplemental Pay (Deferred Compensation)	\$506

**BIWEEKLY EXECUTIVE MANAGEMENT SALARY SCHEDULE M**  
Effective October 1, 2008

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 502</u>					
A - City Attorney	6,636	6,968	7,317	7,682	8,067

**BIWEEKLY SALARY SCHEDULE U  
UNREPRESENTED/MISCELLANEOUS EMPLOYEES**

Effective September 1, 2008

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 1</u>	1141	1198	1258	1320	1386
<u>RANGE 2</u>	1173	1232	1294	1358	1426
<u>RANGE 3</u>	1207	1267	1331	1397	1467
<u>RANGE 4</u>	1234	1295	1360	1428	1499
<u>RANGE 5</u>	1268	1332	1398	1468	1541
<u>RANGE 6</u>	1299	1364	1432	1504	1579
<u>RANGE 7</u>	1333	1399	1469	1543	1620
<u>RANGE 8</u>	1366	1435	1506	1582	1661
<u>RANGE 9</u>	1397	1467	1541	1618	1699
<u>RANGE 10</u>	1430	1502	1577	1656	1738
<u>RANGE 11</u>	1463	1536	1613	1694	1778
<u>RANGE 12</u>	1499	1574	1653	1736	1822
<u>RANGE 13</u>	1522	1598	1678	1762	1850
<u>RANGE 14</u> A - Administrative Intern I	1556	1634	1715	1801	1891

**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 15</u>	1590	1669	1753	1840	1932
<u>RANGE 16</u> A - Senior Center Information & Referral Specialist	1622	1703	1789	1878	1972
<u>RANGE 17</u>	1654	1737	1824	1915	2011
<u>RANGE 18</u>	1688	1772	1861	1954	2052
<u>RANGE 19</u> A - Service Specialist I A - Planning Intern	1718	1804	1894	1989	2088
<u>RANGE 20</u>	1746	1834	1925	2022	2123
<u>RANGE 21</u> A - Food Service Assistant II	1784	1874	1967	2066	2169
<u>RANGE 22</u>	1815	1905	2001	2101	2206
<u>RANGE 23</u> A - Business Center Receptionist/Secretary A - Program Assistant	1848	1941	2038	2139	2246
<u>RANGE 24</u> A - Service Specialist II	1874	1968	2066	2169	2278
<u>RANGE 25</u>	1908	2004	2104	2209	2320
<u>RANGE 26</u>	1945	2042	2144	2251	2364
<u>RANGE 27</u>	1965	2063	2166	2275	2389



**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 28</u> A - Executive Assistant A - Legal Office Assistant A - Human Resources Office Assistant A - Office Assistant	2006	2106	2211	2322	2438
<u>RANGE 29</u>	2042	2144	2251	2364	2482
<u>RANGE 30</u> A - Junior PC/LAN Technician	2078	2182	2291	2406	2526
<u>RANGE 31</u>	2099	2204	2314	2430	2551
<u>RANGE 32</u>	2140	2247	2360	2478	2602
<u>RANGE 33</u> A - Lead Custodian	2165	2273	2387	2506	2632
<u>RANGE 34</u> A - Human Resources Technician A - Senior Finance Office Assistant A - Senior Library Office Assistant	2204	2314	2430	2552	2679
<u>RANGE 35</u> A - Senior Executive Assistant	2226	2338	2454	2577	2706
<u>RANGE 36</u>	2267	2380	2499	2624	2756
<u>RANGE 37</u> A - Assistant Senior Center Supervisor	2296	2411	2532	2658	2791
<u>RANGE 38</u>	2326	2443	2565	2693	2828

**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 39</u> A - Information Services Specialist A - Class Development/Cultural Arts Coordinator	2361	2479	2603	2733	2870
<u>RANGE 40</u> A - Administrative Assistant I A - Human Resources Specialist A - Senior Legal Office Assistant	2395	2514	2640	2772	2911
<u>RANGE 41</u> A - Laboratory Technician	2426	2548	2675	2809	2949
<u>RANGE 42</u> A - PC/LAN Technician	2450	2573	2702	2837	2978
<u>RANGE 43</u> A - Code Enforcement Inspector A - Public Information and Volunteer Coordinator	2486	2610	2741	2878	3021
<u>RANGE 44</u> A - Computer Operations Technician A - Crime Analyst A - Information Services Administrator	2527	2653	2785	2925	3071
<u>RANGE 45</u> A - Administrative Assistant II A - ECD Program Administrator A - Fire Program Administrator A - Human Resources Secretary A - Legal Secretary	2554	2682	2816	2957	3104
<u>RANGE 46</u> A - Assistant City Clerk	2580	2709	2844	2986	3136

**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 47</u> A - Administrative Secretary A - Radio/Communications Technician A - Police Records Supervisor	2613	2744	2881	3025	3176
<u>RANGE 48</u> A - Business Center Office Manager A - Enterprise Development Center Coordinator A - Geographic Information System (GIS) Analyst	2650	2783	2922	3068	3222
<u>RANGE 49</u>	2681	2815	2955	3103	3258
<u>RANGE 50</u>	2712	2848	2991	3140	3297
<u>RANGE 51</u>	2744	2882	3026	3177	3336
<u>RANGE 52</u> A - Source Control Inspector	2776	2915	3061	3214	3375
<u>RANGE 53</u> A - Computer Programmer/Analyst A - Human Resources Analyst A - Management Analyst A - Senior PC/LAN Technician A - Systems Analyst A - Utility Billing Supervisor	2810	2950	3098	3253	3415
<u>RANGE 54</u> A - Administrative Assistant III A - Lead Plant and Equipment Maintenance Mechanic A - Supervising Public Safety Dispatcher	2844	2986	3135	3292	3456
<u>RANGE 55</u> A - Code Enforcement Officer A - Street Foreman	2877	3021	3172	3331	3497

**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 56</u> A - Deputy City Attorney I	2906	3052	3204	3365	3533
<u>RANGE 57</u>	2937	3084	3238	3400	3570
<u>RANGE 58</u>	2967	3115	3271	3434	3606
<u>RANGE 59</u> A - Public Works Management Analyst	3003	3153	3311	3476	3650
<u>RANGE 60</u> A - Central Service and Purchasing Supervisor A - Laboratory Supervisor A - Payroll Supervisor A - Police Information and Analysis Supervisor	3035	3187	3346	3513	3689
<u>RANGE 61</u> A - Building Maintenance Foreman	3064	3217	3378	3547	3724
<u>RANGE 62</u>	3096	3251	3413	3584	3763
<u>RANGE 63</u>	3132	3289	3453	3626	3807
<u>RANGE 64</u> A - Community Service Center Supervisor	3164	3322	3488	3663	3846
<u>RANGE 65</u> A - Accountant	3197	3357	3525	3701	3886
<u>RANGE 66</u>	3226	3387	3557	3735	3921
<u>RANGE 67</u>	3255	3418	3589	3768	3957

**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 68</u> A - Risk Manager	3292	3456	3629	3810	4001
<u>RANGE 69</u>	3325	3492	3666	3849	4042
<u>RANGE 70</u>	3352	3519	3695	3880	4074
<u>RANGE 71</u> A - Network Administrator	3386	3555	3733	3919	4115
<u>RANGE 72</u> A - Senior Economic Development Coordinator	3419	3590	3770	3958	4156
<u>RANGE 73</u>	3454	3626	3808	3998	4198
<u>RANGE 74</u> A - Senior Management Analyst	3487	3662	3845	4037	4239
<u>RANGE 75</u>	3516	3691	3876	4070	4273
<u>RANGE 76</u> A - Architect A - Civil Engineering Associate A - Neighborhood Services Manager A - Traffic Engineer	3547	3724	3910	4106	4311
<u>RANGE 77</u> A - Motor Vehicle Supervisor A - Parks Services Supervisor A - Streets Services Supervisor A - Senior Planner	3578	3757	3944	4142	4349
<u>RANGE 78</u>	3612	3793	3982	4182	4391

**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 79</u> A - Assistant Chief of Operations A - Deputy City Attorney II	3643	3825	4017	4217	4428
<u>RANGE 80</u> A - Accounting Services Manager	3678	3862	4055	4257	4470
<u>RANGE 81</u> A - Maintenance Supervisor	3711	3896	4091	4295	4510
<u>RANGE 82</u> A - Building Plans Engineer	3741	3928	4124	4330	4547
<u>RANGE 83</u>	3775	3964	4162	4370	4589
<u>RANGE 84</u> A - Police Management Analyst	3804	3995	4194	4404	4624
<u>RANGE 85</u> A - Housing & Community Development Supervisor	3838	4030	4231	4443	4665
<u>RANGE 86</u>	3869	4062	4266	4479	4703
<u>RANGE 87</u> A - Chief Building Inspector A - Senior Civil Engineer A - Senior Network Administrator	3904	4099	4304	4519	4745
<u>RANGE 88</u>	3935	4132	4339	4556	4784
<u>RANGE 89</u>	3961	4159	4367	4585	4815
<u>RANGE 90</u>	4000	4200	4410	4631	4862

**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 91</u> A - Collection & Distribution System Supervisor A - Plant & Equipment Maintenance Supervisor A - Principal Engineer	4025	4226	4437	4659	4892
<u>RANGE 92</u> A - Chief Building Supervisor/Building Official	4061	4264	4477	4701	4936
<u>RANGE 93</u>	4095	4300	4515	4740	4977
<u>RANGE 94</u>	4125	4331	4548	4775	5014
<u>RANGE 95</u>	4158	4366	4584	4813	5054
<u>RANGE 96</u> A - Assistant to the Library Director A - Chief of Operations	4195	4405	4625	4856	5099
<u>RANGE 97</u> A - Planning Manager	4222	4433	4655	4888	5132
<u>RANGE 98</u>	4255	4468	4691	4926	5172
<u>RANGE 99</u> A - Assistant City Engineer	4287	4501	4726	4963	5211
<u>RANGE 100</u> A -Information Services Manager	4315	4531	4758	4996	5245
<u>RANGE 101</u>	4353	4571	4800	5040	5292
<u>RANGE 102</u>	4385	4605	4835	5077	5330
<u>RANGE 103</u>	4419	4640	4872	5115	5371

**Biweekly Salary Schedule U - Unrepresented/Miscellaneous Employees  
Effective September 1, 2008**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 104</u> A - Manager of Technical Services	4449	4672	4905	5150	5408
<u>RANGE 105</u> A- Community Emergency Planning & Disaster Preparedness Coordinator	4478	4702	4937	5184	5443
<u>RANGE 106</u>	4514	4739	4976	5225	5486
<u>RANGE 107</u>	4540	4767	5006	5256	5519
<u>RANGE 108</u>	4575	4804	5044	5296	5561
<u>RANGE 110</u>	4637	4869	5112	5368	5636
<u>RANGE 111</u>	4684	4918	5164	5422	5693
<u>RANGE 112</u> A - City Engineer	4732	4968	5217	5477	5751
<u>RANGE 113</u> A - Assistant to the City Manager A - Assistant to the Director of Public Works	4778	5017	5268	5532	5808
<u>RANGE 114</u>	4825	5067	5320	5586	5865

A = 40 hours/week

R: 1/22/13



**BIWEEKLY SALARY SCHEDULE W/WW**

**INTERNATIONAL UNION OF OPERATING ENGINEERS/STATIONARY ENGINEERS  
LOCAL 39**

**Effective September 1, 2009**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 38W</u>	\$2,420	\$2,541	\$2,668	\$2,802	\$2,942
A - Plant Operator I					
<u>RANGE 42W</u>	\$2,548	\$2,675	\$2,809	\$2,949	\$3,097
A - Plant Operator II					

**BIWEEKLY SALARY SCHEDULE W/WW**

**INTERNATIONAL UNION OF OPERATING ENGINEERS/STATIONARY ENGINEERS  
LOCAL 39**

**COMBINED OPERATOR AGREEMENT**

**Effective September 1, 2009**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 33WW</u>	\$2,275	\$2,389	\$2,508	\$2,633	\$2,765

A – Water/Wastewater Operator-In-Training

<u>RANGE 41WW</u>	\$2,546	\$2,673	\$2,807	\$2,947	\$3,095
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A - Water/Wastewater Operator I

<u>RANGE 48WW</u>	\$2,945	\$3,092	\$3,246	\$3,409	\$3,579
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A - Water/Wastewater Operator II

<u>RANGE 59WW</u>	\$3,329	\$3,495	\$3,670	\$3,853	\$4,046
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A - Senior Water/Wastewater Operator

**BIWEEKLY SALARY SCHEDULE P**

**PLANT MAINTENANCE**

**Effective September 1, 2008**

**(includes 2% equity adjustment for Plant & Equipment Maintenance Mechanic and Instrument Technician)**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<b><u>RANGE 29P</u></b>	2,000	2,100	2,205	2,315	2,431
A - Plant Maintenance Worker					
<b><u>RANGE 32P</u></b>	2,096	2,201	2,311	2,427	2,548
A - Plant Maintenance Mechanic I					
<b><u>RANGE 44P</u></b>	2,567	2,695	2,830	2,972	3,120
A - Plant and Equipment Maintenance Mechanic					
<b><u>RANGE 62P</u></b>	3,156	3,314	3,480	3,654	3,837
A - Instrument Technician					

R: 1/25/2013

**BIWEEKLY SALARY SCHEDULE A**

**POLICE OFFICERS ASSOCIATION**

**Effective June 1, 2009**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
Base Salary	\$3,071	\$3,225	\$3,386	\$3,555	\$3,733
Intermediate Certificate (4%)	\$ 123	\$ 129	\$ 135	\$ 142	\$ 149
OR					
Advanced Certificate (7%)	\$ 215	\$ 226	\$ 237	\$ 249	\$ 261

Senior Officer (20 Years):      \$46.15      \$46.15      \$46.15      \$46.15      \$46.15

<u>RANGE</u>	<u>POSITION</u>	<u>HOURLY RATE</u>
2A	Police Officer Trainee	\$36.47

**BIWEEKLY SALARY SCHEDULE B**

**POLICE MANAGEMENT ASSOCIATION**

**Effective July 1, 2009**

<u>RANGE &amp; POSITION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<b>235A POLICE SERGEANT</b>	\$3,895	\$4,090	\$4,294	\$4,509	\$4,734
POST Advanced Certificate (2%) <b>OR</b> POST Supervisory Certificate (4%) <b>PLUS</b> Associate Degree (3%)	\$ 78	\$ 82	\$ 86	\$ 90	\$ 95
<b>OR</b> Masters Degree (2%)	\$ 78	\$ 82	\$ 86	\$ 90	\$ 95
<b>240A POLICE LIEUTENANT</b>	\$4,499	\$4,724	\$4,960	\$5,208	\$5,469
POST Management Certificate (2%) <b>AND</b> Associate Degree (2%) <b>OR</b> Bachelor's Degree (5%) <b>OR</b> Master's Degree (2%)	\$ 90	\$ 94	\$ 99	\$ 104	\$ 109
	\$ 90	\$ 94	\$ 99	\$ 104	\$ 109
	\$ 225	\$ 236	\$ 248	\$ 260	\$ 273
	\$ 90	\$ 94	\$ 99	\$ 104	\$ 109
<b>245A POLICE CAPTAIN</b>	\$5,199	\$5,459	\$5,732	\$6,019	\$6,320
Bachelor's Degree (5%) <b>AND</b> Master's Degree (2%)	\$ 260	\$ 273	\$ 287	\$ 301	\$ 316
	\$ 104	\$ 109	\$ 115	\$ 120	\$ 126

A = 40 hours/week

R: 1/22/13

## BIWEEKLY SALARY SCHEDULE Z

### TEAMSTERS LOCAL 856 - CLERICAL TECHNICAL

Effective October 1, 2009

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<b><u>RANGE 16z</u></b>	1,701	1,786	1,875	1,969	2,067
C – Registration Clerk C – Senior Center Office Assistant C – Office Assistant I					
<b><u>RANGE 18z</u></b>	1,822	1,913	2,009	2,109	2,214
C – Police Records Clerk I					
<b><u>RANGE 22z</u></b>	1,895	1,989	2,089	2,193	2,303
C – Community Service Center Senior Office Assistant C – Office Assistant II					
<b><u>RANGE 23z</u></b>	1,928	2,024	2,125	2,231	2,343
C – Staff Secretary					
<b><u>RANGE 24z</u></b>	1,961	2,059	2,162	2,270	2,383
<b><u>RANGE 25z</u></b>	1,996	2,095	2,200	2,310	2,426
A – Account Clerk I					
<b><u>RANGE 26z</u></b>	2,030	2,132	2,239	2,351	2,468
C – Office Assistant III C – Police Records Clerk II					
<b><u>RANGE 29z</u></b>	2,131	2,237	2,349	2,466	2,590
A – Account Clerk II A - Cashier					
<b><u>RANGE 33z</u></b>	2,267	2,380	2,499	2,624	2,755
A – Account Clerk III					
<b><u>RANGE 38z</u></b>	2,433	2,555	2,682	2,816	2,957
A – Accounting Technician A – Capital/Grants Accounting Technician					
<b><u>RANGE 42z</u></b>	2,562	2,690	2,824	2,965	3,114
A – Senior Accounting Technician *A – Public Works Finance Technician					

\*Effective January 1, 2007 per Reso 09-140

A = 40 hours/week  
C = 37.5 hours/week

R: 1/18/2013

**MONTHLY SALARY SCHEDULE I**  
**TEAMSTERS LOCAL 856 - FIRE SAFETY INSPECTORS**

**Effective August 1, 2009**

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
<u>RANGE 268</u>	\$7,561	\$7,939	\$8,336		
A – Safety Inspector I					
<u>RANGE 270</u>	\$7,939	\$8,336	\$8,753	\$9,190	\$9,650
A – Safety Inspector II					
Level I Series (5.0%)	E 397	E 417	E 438	E 459	E 482
Level II Series (2.0%)	E 159	E 167	E 175	E 184	E 193
Level III Series (1.0%)	E 80	E 84	E 88	E 93	E 97

A = 40 hours/week

R: 1/22/2013

**BIWEEKLY SALARY SCHEDULE D**

**TEAMSTERS LOCAL 856 - PUBLIC SAFETY DISPATCHERS & POLICE ASSISTANTS**

**Effective October 1, 2009**

	<b><u>STEP 1</u></b>	<b><u>STEP 2</u></b>	<b><u>STEP 3</u></b>	<b><u>STEP 4</u></b>	<b><u>STEP 5</u></b>
<b><u>RANGE 20D</u></b>	\$1,979	\$2,078	\$2,182	\$2,291	\$2,405
A - Police Assistant I					
<b><u>RANGE 27D</u></b>	\$2,078	\$2,182	\$2,291	\$2,405	\$2,525
A - Police Assistant II					
A - Senior Police Assistant					
<b><u>RANGE 33D</u></b>	\$2,611	\$2,741	\$2,879	\$3,022	\$3,174
A - Public Safety Dispatcher					
Dispatcher Longevity (20 Years)	\$46.15				

A = 40 hours/week

R: 1/22/13