

Non-Represented Classification Wage Schedule
Fiscal Year 2023-2024

Effective: 04/29/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
000002	Accountant I	10	\$30,207,233	\$45,310,850	
000967	Accountant II	12	\$67,748,643,000	\$101,622,965,000	
000650	Accounting Manager	16	\$94,959.114000	\$142,438.672000	
001438	Accounting Specialist	10	\$28,239,000	\$42,358,000	
000006	Accounting Technician	6	\$24,035,362	\$36,053,043	
001206	Accounts Payable Supervisor	9	\$31,568,746	\$47,353,119	
001125	Accounts Receivable Supervisor	9	\$31,087,432	\$46,631,148	
000007	Administrative Analyst I	10	\$28,239,173	\$42,358,760	
000008	Administrative Analyst II	11	\$31,515,661	\$47,273,491	
000009	Administrative Analyst III	12	\$70,404,832,000	\$105,607,249,000	
000620	Administrative Manager	16	\$93,023.008000	\$139,534.512000	
000144	Administrative Services Officer	16	\$93,023.008000	\$139,534.512000	
001388	Administrative Support Analyst - Internal Audit	10	\$28,239,173	\$42,358,760	
001304	AmeriCorps Grant Coordinator	10	\$55,672.688000	\$83,509.033000	
000016	Animal Control Administrator	16	\$83,232.233000	\$124,848.349000	
001404	Archives and Records Analyst	11	\$33,495,850	\$50,243,775	
000020	Archives and Records Manager	15	\$78,759.732000	\$118,139.599000	
000024	Assistant City Attorney I-Criminal Division	16	\$78,558.112000	\$117,837.169000	
000025	Assistant City Attorney II	19	\$105,004.705000	\$157,507.057000	
000978	Assistant City Attorney II-Criminal Division	18	\$94,923.809000	\$142,385.714000	
000852	Assistant City Attorney III	21	\$128,057.132000	\$192,085.698000	
001285	Assistant City Attorney III-Criminal Division	20	\$118,831.234000	\$178,246.851000	
001339	Assistant City Manager/Chief Financial Officer	24	\$161,677.752000	\$242,516.628000	
001422	Assistant City Surveyor	15	\$90,041.111000	\$135,061.667000	
001154	Assistant City Traffic Engineer	16	\$93,226.423000	\$139,839.635000	
000805	Assistant Court Administrator	20	\$93,365.290000	\$140,047.935000	
000760	Assistant Director of Building and Fire Safety	21	\$116,577.808000	\$174,866.712000	
000530	Assistant Director of Community Development and Services	21	\$116,577.808000	\$174,866.712000	
000031	Assistant Director of Finance	21	\$120,420.787000	\$180,631.181000	
000653	Assistant Director of Human Resources	20	\$112,755.745000	\$169,133.618000	
000933	Assistant Director of Information Technology	21	\$114,625.119000	\$171,937.679000	
000037	Assistant Director of Parks and Recreation	20	\$107,731.345000	\$161,597.018000	
000482	Assistant Director of Public Works	21	\$130,598.518000	\$195,897.777000	
001464	Assistant Manager Fleet Operations and Maintenance	14	\$84,769.909000	\$127,154.863000	
001423	Assistant Manager of Development Services Center	14	\$82,973.404000	\$124,460.106000	
000494	Assistant Manager of Inspection Services	14	\$81,944.137000	\$122,916.206000	
001016	Assistant Manager Wastewater Operations	14	\$83,830.320000	\$125,745.480000	
000587	Assistant Program Specialist-Adaptive Recreation	2	\$11,250,000	\$17,249,000	\$12.801
001316	Assistant SCADA Manager	16	\$96,676.443000	\$145,014.665000	
000038	Budget Manager	18	\$101,416.201000	\$152,124.302000	
000044	Bus Operator	3	\$14,432,000	\$23,148,000	\$15.432
000817	Bus Operator (PERS Eligible)	3	\$14,432,000	\$23,148,000	\$15.120
001211	Business and Sponsorship Specialist	14	\$73,008.604000	\$109,512.906000	
001298	Business License Audit Supervisor	13	\$71,529.631000	\$107,294.446000	
000045	Business License Auditor	11	\$64,368.572000	\$96,552.859000	
000046	Business License Compliance Agent	7	\$25,873,144	\$38,809,717	
001299	Business License Compliance Agent Supervisor	11	\$32,296,859	\$48,445,289	
000317	Business License Supervisor	13	\$78,314.257000	\$117,471.386000	
000911	Business Manager	16	\$93,023.008000	\$139,534.512000	
000786	Business Operations Manager	19	\$110,052.226000	\$165,078.339000	
000052	Chemist	9	\$29,299,767	\$43,949,650	
000320	Chief Court Marshal	PS-18	\$111,468.136000	\$133,761.763000	
001131	Chief Infrastructure Officer/Assistant City Manager	24	\$161,677.752000	\$242,516.628000	
001053	Chief Labor Negotiator	20	\$117,695.107000	\$176,542.661000	
000267	Chief of Police	PS-23	\$208,726.391000	\$240,035.350000	
000055	Chief of Public Works Inspections	16	\$94,406.500000	\$141,609.750000	
001426	Chief of Staff	13	\$77,252.913000	\$115,879.370000	
001130	Chief Strategy Officer/Assistant City Manager	24	\$161,677.752000	\$242,516.628000	
000057	City Attorney	APP	\$182,820.341000	\$274,230.512000	
001075	City Attorney Investigative Assistant	6	\$23,644,000	\$36,966,000	\$24.644
000279	City Attorney Investigator	5	\$30,384,377	\$45,576,565	
000191	City Auditor	22	\$126,916.292000	\$190,374.439000	
000058	City Clerk	APP	\$132,068.219000	\$198,102.328000	
001271	City Clerk Operations Manager	16	\$90,929.990000	\$136,394.985000	
001306	City Clerk Systems Analyst	13	\$33,984,512	\$50,976,769	
000664	City Engineer	18	\$112,501.100000	\$168,751.651000	
000060	City Manager/Chief Executive Officer	APP	\$227,309.298000	\$340,963.947000	
000061	City Marshal	PS-9	\$29,470,000	\$45,710,000	
000529	City Surveyor	17	\$101,008.000000	\$151,512.000000	
000062	City Traffic Engineer	17	\$100,072.861000	\$150,109.292000	
001384	City Veterinarian	14	\$52,242,997	\$78,364,495	
000063	Classification Technician	6	\$25,994,709	\$38,992,063	
001123	Cloud Systems Architect	15	\$89,140.320000	\$133,710.480000	
000067	Communications Center Administrator	16	\$97,119.941000	\$145,679.912000	
000843	Communications Center Operations Manager	14	\$84,400.052000	\$126,600.078000	
000115	Community Development and Services Director	22	\$136,364.730000	\$204,547.096000	
000467	Community Development Grant Specialist	11	\$65,497.281000	\$98,245.921000	
001405	Community Health Coordinator	11	\$66,962.000000	\$100,443.000000	

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Fiscal Year 2023-2024

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Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
001233	Community Resource and Resiliency Center Navigator	9	\$29.572302	\$44.358452	
001390	Community Resource and Resiliency Center Supervisor	16	\$86,094.778000	\$129,142.168000	
001155	Community Resource Coordinator	11	\$66,962.308000	\$100,443.462000	
001205	Compensation and Data Analyst	11	\$29.253899	\$43.880848	
000513	Computer Analyst I	11	\$26.719880	\$40.079820	
000514	Computer Analyst II	12	\$31.267166	\$46.900749	
000515	Computer Analyst III	13	\$66,934.140000	\$100,401.210000	
001428	Constituent Services Assistant II	6	\$27.016362	\$40.524543	
000661	Construction Project Manager	12	\$70,948.647000	\$106,422.971000	
000969	Contract Maintenance Coordinator	13	\$63,914.089000	\$95,871.134000	
000726	Corrections Captain	PS-20	\$172,501.150000	\$207,001.380000	
000205	Council and Commission Services Manager	15	\$72,813.963000	\$109,220.944000	
000089	Court Administrator	22	\$109,359.956000	\$164,039.934000	
000981	Court Systems Analyst	13	\$33.773609	\$50.660414	
001293	Court Systems Specialist	12	\$31.797941	\$47.696911	
001411	Crime and Intelligence Analyst I	11	\$30.954010	\$46.431015	
001410	Crime and Intelligence Analyst II	13	\$72,741.342000	\$109,112.014000	
001036	Crime and Intelligence Analyst Supervisor	15	\$81,789.159000	\$122,683.739000	
001235	Crime and Intelligence Technician	6	\$26.401113	\$39.601670	
000476	Criminalistics Administrator	16	\$101,648.085000	\$152,472.128000	
000977	Custodial Services Manager	13	\$60,206.024000	\$90,309.037000	
000102	Customer Service and Billing Supervisor	13	\$70,381.150000	\$105,571.725000	
001305	Customer Service Strategist	15	\$79,948.399000	\$119,922.598000	
001396	Cyber Security Engineer I	12	\$69,959.082000	\$104,938.623000	
001397	Cyber Security Engineer II	14	\$80,438.150000	\$120,657.225000	
001268	Cyber Security Engineer III - Certified	15	\$91,516.654000	\$137,274.981000	
001183	Data Scientist	14	\$75,478.148000	\$113,217.223000	
000104	Database Administrator	13	\$83,839.281000	\$125,758.921000	
000108	Deputy City Clerk	8	\$26.871629	\$40.307444	
000945	Deputy Director-Utility Engineering and Administration	21	\$130,348.115000	\$195,522.172000	
000944	Deputy Director-Utility Operations	21	\$130,348.115000	\$195,522.172000	
000109	Deputy Fire Chief	PS-21	\$189,751.265000	\$218,213.954000	
000112	Deputy Police Chief	PS-21	\$189,751.265000	\$218,213.954000	
001054	Design and Construction Manager	15	\$92,778.716000	\$139,168.075000	
001441	Design and Construction Project Manager I	13	\$74,761.052000	\$112,141.579000	
001440	Design and Construction Project Manager II	14	\$83,983.991000	\$125,975.987000	
001303	Development Services Center Information Systems Analyst	13	\$33.984512	\$50.976769	
001302	Development Services Center Information Systems Specialist	12	\$31.797941	\$47.696911	
000355	Development Services Center Technical Analyst	13	\$73,630.120000	\$110,940.180000	
001294	Digital Marketing Specialist	10	\$30.480702	\$45.721054	
001284	Digital Marketing Strategist	14	\$71,119.623000	\$106,679.434000	
001337	Director of Communications	22	\$122,936.431000	\$184,404.647000	
000125	Director of Economic Development and Tourism	22	\$124,298.920000	\$186,448.380000	
001447	Director of Emergency Management	22	\$130,583.366000	\$195,875.048000	
001338	Director of Finance	22	\$141,990.538000	\$212,985.807000	
000873	Director of Government and Public Affairs	22	\$124,035.573000	\$186,053.360000	
000116	Director of Human Resources	22	\$133,718.967000	\$200,578.450000	
000053	Director of Information Technology	23	\$136,661.553000	\$204,992.330000	
001448	Director of Organizational Performance and Innovation	22	\$119,002.072000	\$178,503.108000	
000247	Director of Parks and Recreation	22	\$123,034.534000	\$184,551.802000	
000286	Director of Public Works	23	\$145,288.781000	\$217,933.172000	
001446	Director of Redevelopment	22	\$117,055.212000	\$175,582.818000	
000117	Director of Utility Services	23	\$145,380.050000	\$218,070.075000	
000120	Division Chief-EMS	PS-20	\$172,501.150000	\$207,001.380000	
000122	Division Chief-Logistics	PS-20	\$172,501.150000	\$207,001.380000	
000123	Division Chief-Special Operations	PS-20	\$172,501.150000	\$207,001.380000	
000124	Division Chief-Training	PS-20	\$172,501.150000	\$207,001.380000	
000858	Downtown Redevelopment Manager	16	\$87,749.187000	\$131,623.781000	
000789	Economic Development Manager	18	\$93,904.330000	\$140,856.495000	
000126	Economic Development Officer	13	\$78,685.638000	\$118,028.458000	
000790	Economic Development Specialist	11	\$65,706.872000	\$98,560.308000	
001231	Education Initiatives Analyst	13	\$72,331.655000	\$108,497.483000	
001173	Education Initiatives Officer	15	\$82,619.920000	\$123,929.880000	
001424	Education Initiatives Specialist	10	\$28.239173	\$42.358760	
001279	Elections and City Clerk Services Administrator	13	\$62,393.300000	\$93,589.950000	
000683	Electrical and Control Systems Manager	18	\$111,460.550000	\$167,190.825000	
001402	Electrical Engineer	14	\$83,983.991000	\$125,975.987000	
001307	Emergency Management Analyst II	11	\$31.515661	\$47.273491	
001214	Emergency Management Business Analyst III	12	\$70,404.832000	\$105,607.249000	
000999	Emergency Management Officer	13	\$74,538.311000	\$111,807.467000	
001419	Emergency Management Public Outreach and Volunteer Coordinator	5	\$18.558354	\$27.837531	
000924	Emergency Management Specialist	11	\$64,670.832000	\$97,006.248000	
000130	Emergency Manager	16	\$89,112.636000	\$133,668.954000	
001324	Employee Benefits Coordinator	11	\$67,645.483000	\$101,468.224000	
001095	Employee Benefits Manager	16	\$95,133.636000	\$142,700.454000	
000906	Employee Benefits Specialist	9	\$28.619432	\$42.929148	
001030	Engagement and Programs Administrator	12	\$78,685.638000	\$118,028.458000	
000468	Engagement and Programs Specialist	11	\$60,761.048000	\$91,141.572000	

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Fiscal Year 2023-2024

Effective: 04/29/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
001310	Engineering Services Division Manager	20	\$117,068.691000	\$175,603.037000	
001115	Environmental Manager	16	\$94,723.849000	\$142,085.773000	
001165	Environmental Officer	13	\$72,695.289000	\$109,042.933000	
001327	Executive Administrative Assistant in the City Manager's Office	11	\$67,993.348000	\$101,990.023000	
001267	Executive Administrative Assistant to the Chief Financial Officer	10	\$29.916226	\$44.874339	
001150	Executive Administrative Assistant to the City Clerk	10	\$29.916226	\$44.874339	
000700	Executive Administrative Assistant to the City Manager	13	\$82,337.523000	\$123,506.284000	
001153	Executive Administrative Assistant to the Mayor and Council	12	\$70,581.047000	\$105,871.571000	
000199	Executive Legal Administrator	12	\$76,290.552000	\$114,435.828000	
001207	Facilities Maintenance and Operations Manager	17	\$87,573.213000	\$131,359.820000	
000665	Facilities Manager	18	\$101,808.341000	\$152,712.512000	
000577	Financial Analyst II	12	\$70,404.832000	\$105,607.249000	
000148	Fire Battalion Chief	PS-19	\$150,001.000000	\$180,001.000000	
000152	Fire Chief	PS-23	\$208,726.391000	\$240,035.350000	
001026	Fire Department Business Analyst I	10	\$28.239173	\$42.358760	
001027	Fire Department Business Analyst II	11	\$31.515661	\$47.273491	
001028	Fire Department Business Analyst III	12	\$70,404.832000	\$105,607.249000	
001455	Fire Department Media Content Assistant	2	\$20.150593	\$30.225890	
001208	Fire Department Planning and Analysis Manager	16	\$93,023.008000	\$139,534.512000	
001412	Fire Department Trainee (PERS Eligible)	1			\$29.229
000844	Fire Equipment Technician I	5	\$22.939797	\$34.409696	
000788	Fire Equipment Technician II	7	\$26.775815	\$40.163723	
000157	Fire Equipment Technician III	9	\$31.963773	\$47.945659	
000951	Fire Protection Engineer	14	\$87,340.425000	\$131,010.638000	
000935	Fire Services Assistant	1	\$11.250000	\$16.954000	\$11.302
000845	Fire Services Assistant (PERS Eligible)	1	\$11.250000	\$16.954000	\$11.302
000929	Fitness Equipment Technician	5	\$15.562000	\$24.843000	\$16.562
000866	Fitness Equipment Technician (PERS Eligible)	5	\$15.562000	\$24.843000	\$16.227
001109	Fleet Operations and Maintenance Manager	16	\$95,530.832000	\$143,296.249000	
000764	Food Services Assistant	1	\$11.250000	\$18.279000	\$12.186
000820	Food Services Assistant (PERS Eligible)	1	\$11.250000	\$18.279000	\$11.939
000806	Forensic Laboratory Evidence Processing Technician	6	\$26.776037	\$40.164055	
001451	Forensic Quality Assurance Manager	15	\$91,967.315000	\$137,950.973000	
001022	Forensic Scientist I	12	\$36.256488	\$54.384733	
001023	Forensic Scientist II	13	\$39.778014	\$59.667021	
001021	Forensic Scientist Trainee	9	\$29.066103	\$43.599154	
000174	General Services Maintenance Manager	18	\$101,884.308000	\$152,826.462000	
000931	GIS Analyst I	11	\$31.338194	\$47.007290	
000175	GIS Analyst II	12	\$34.920505	\$52.380758	
000913	GIS Coordinator	15	\$89,568.800000	\$134,353.200000	
000912	GIS Specialist	13	\$75,932.259000	\$113,898.388000	
001059	Government Affairs Manager	20	\$97,499.097000	\$146,248.646000	
000409	Government Affairs Specialist	11	\$66,882.792000	\$100,324.189000	
001204	Grants Administrator	14	\$77,737.957000	\$116,606.935000	
001250	Grants Coordinator	11	\$67,324.145000	\$100,986.218000	
000180	Graphic Artist	9	\$29.076778	\$43.615167	
000014	Housing and Grants Coordinator	12	\$73,553.017000	\$110,329.526000	
001442	HRIS and Operations Coordinator	10	\$31.849513	\$47.774270	
000771	Human Resources Analyst I	10	\$28.898551	\$43.347826	
000769	Human Resources Analyst II	12	\$67,385.119000	\$101,077.679000	
001084	Human Resources Assistant	2	\$19.440566	\$29.160849	
000746	Human Resources Business Partner	13	\$77,926.518000	\$116,889.777000	
001229	Human Resources Executive Administrative Assistant	10	\$29.303276	\$43.954914	
001253	Human Resources Manager	16	\$94,544.794000	\$141,817.192000	
000887	Human Resources Programs Coordinator	13	\$77,648.080000	\$116,472.121000	
000966	Human Resources Technician	6	\$23.869211	\$35.803817	
000705	Information Security Manager	19	\$105,217.990000	\$157,826.985000	
001172	Information Technology Intern	1	\$13.378000	\$21.568000	\$15.759
000185	Information Technology Manager	19	\$104,885.246000	\$157,327.870000	
000346	Information Technology Supervisor	16	\$93,575.030000	\$140,362.545000	
001335	Intern - Environmental	1	\$13.378000	\$21.568000	\$15.759
001391	Intern-Communications	1	\$13.378000	\$21.568000	\$15.759
001434	Intern-Community Development and Services	1	\$13.378000	\$21.568000	\$15.759
001403	Intern-GIS	1	\$13.378000	\$21.568000	\$15.759
001182	Intern-Government and Public Affairs	1	\$13.378000	\$21.568000	\$15.759
001181	Intern-Internal Audit	1	\$13.378000	\$21.568000	\$15.759
001134	Intern-Office of Performance and Innovation	1	\$13.378000	\$21.568000	\$15.759
000630	Judicial Assistant	9	\$30.167198	\$45.250798	
000194	Laboratory Assistant	3	\$24.804242	\$37.206363	
001336	Laboratory Information Management System (LIMS) Administrator	13	\$36.124070	\$54.186611	
000195	Laboratory Manager	15	\$99,930.600000	\$149,895.900000	
000318	Laboratory Supervisor	12	\$77,659.136000	\$116,488.704000	
001241	Law Clerk-Civil Division	3	\$21.601000	\$33.902000	\$22.601
000445	Law Clerk-Criminal Division	3	\$21.601000	\$33.902000	\$22.601
000808	Lead Food Services Assistant	3	\$16.180000	\$25.770000	\$17.180
000842	Lead Food Services Assistant (PERS Eligible)	3	\$16.180000	\$25.770000	\$16.832
000737	Lead Recreation Assistant	3	\$14.288000	\$22.932000	\$15.288
000823	Lead Recreation Assistant (PERS Eligible)	3	\$14.288000	\$22.932000	\$14.979

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Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
000903	Learning and Development Specialist	12	\$68,119.548000	\$102,179.322000	
000202	Legal Assistant-Civil Division	7	\$27.160252	\$40.740378	
001122	Legal Assistant-Criminal Division	7	\$27.160252	\$40.740378	
000874	Legal Business Analyst	13	\$74,765.018000	\$112,147.527000	
001439	Licensed Evaluation and Counseling Spec	14	\$71,396.252000	\$107,094.379000	
001389	Licensed Mental Health Clinician	14	\$80,554.075000	\$120,831.112000	
000203	Lifeguard	1	\$11.250000	\$16.954000	\$15.000
001278	Lifeguard (PERS Eligible)	1	\$11.250000	\$16.954000	\$14.697
001119	Lifeguard/Aquatic Safety Instructor	2	\$12.988000	\$20.982000	\$16.250
001120	Lifeguard/Aquatic Safety Instructor (PERS Eligible)	2	\$12.988000	\$20.982000	\$15.921
000762	Manager of Development Services Center	17	\$95,201.657000	\$142,802.486000	
000209	Manager of Inspection Services	17	\$100,198.299000	\$150,297.449000	
000907	Manager of Organizational Effectiveness	16	\$94,544.794000	\$141,817.192000	
000213	Manager of Plans Examining Services	17	\$100,465.165000	\$150,697.748000	
001392	Manager of Sponsorships and Brand Partnerships	14	\$88,608.928000	\$132,913.391000	
001321	Marketing and Communications Assistant	2	\$20.150593	\$30.225890	
001071	Marketing Information Officer	14	\$73,650.715000	\$110,476.073000	
001041	Materials Testing Laboratory Manager	15	\$85,806.549000	\$128,709.823000	
000408	Medical Director	12	\$41.382000	\$63.574000	Varies
001414	Mental Health & Wellness Program Manager	16	\$84,795.752000	\$127,192.128000	
001309	Mental Health and Wellness Coordinator	13	\$73,542.000000	\$110,313.000000	
000227	Meter Services Manager	14	\$82,683.657000	\$124,025.485000	
000656	Multimedia Production Specialist	9	\$30.799700	\$46.199551	
001163	Municipal Court Business Analyst	11	\$31.515661	\$47.273491	
000231	Municipal Court Marshal	PS-9	\$29.470000	\$45.710000	
000558	Municipal Court Marshal Sergeant	PS-12	\$92,881.978000	\$111,458.374000	
001261	Municipal Court Staff Attorney	15	\$79,939.288000	\$119,908.933000	
000649	Municipal Forester	12	\$69,699.760000	\$104,549.640000	
000763	Neighborhood Services Manager	17	\$97,447.703000	\$146,171.555000	
000989	Network Engineer I	12	\$62,809.490000	\$94,214.235000	
000986	Network Engineer II	14	\$77,038.269000	\$115,557.404000	
000236	Network Engineer III	15	\$87,765.113000	\$131,647.669000	
000985	Network Engineer III-Certified	15	\$92,384.329000	\$138,576.494000	
001013	Nutritional Supervisor-Senior Services	11	\$69,694.917000	\$104,542.375000	
001044	Operations Manager	16	\$81,118.301000	\$121,677.451000	
001395	Organizational Performance Manager	17	\$91,516.365000	\$137,274.548000	
000922	Organizational Performance Program Coordinator	15	\$80,868.116000	\$121,302.174000	
001147	Park Aide	5	\$15.562000	\$24.843000	\$16.562
000241	Park Planner	12	\$68,787.063000	\$103,180.595000	
000561	Park Project Manager	12	\$78,763.799000	\$118,145.699000	
001138	Parks and Recreation Business Analyst I	10	\$28.239173	\$42.358760	
001139	Parks and Recreation Business Analyst II	11	\$31.515661	\$47.273491	
001140	Parks and Recreation Business Analyst III	12	\$70,404.832000	\$105,607.249000	
001255	Parks and Recreation Manager	15	\$77,890.816000	\$116,836.225000	
001461	Parks and Recreation Recruitment and Engagement Supervisor	12	\$67,385.119000	\$101,077.679000	
001292	Parks and Recreation Superintendent	17	\$93,023.008000	\$139,534.512000	
001457	Parks and Recreation Systems Specialist	12	\$31.797941	\$47.696911	
000252	Patrol Vehicle Attendant	2	\$13.396000	\$21.594000	\$14.396
000479	Payroll Technician I	6	\$22.833459	\$34.250188	
000480	Payroll Technician II	6	\$28.226055	\$42.339083	
000957	Planner I	10	\$28.656376	\$42.984564	
000958	Planner II	11	\$65,874.298000	\$98,811.447000	
000262	Planning Manager	17	\$101,604.073000	\$152,406.110000	
001443	Police Accreditation and Policy Administrator	16	\$82,226.620000	\$123,339.930000	
001057	Police Business Analyst I	10	\$28.239173	\$42.358760	
001061	Police Business Analyst II	11	\$31.515661	\$47.273491	
001062	Police Business Analyst III	12	\$70,404.832000	\$105,607.249000	
001333	Police Business Operations Administrator	17	\$106,976.459000	\$160,464.688000	
000266	Police Captain	PS-20	\$172,501.150000	\$207,001.380000	
001296	Police Logistics Coordinator	12	\$69,570.425000	\$104,355.638000	
001393	Police Programs Coordinator	10	\$32.182210	\$48.273315	
000270	Police Records Administrator	16	\$88,019.611000	\$132,029.416000	
001282	Police Transcriber	6	\$23.706065	\$35.559097	
001418	Police Volunteer Coordinator	5	\$25.155277	\$37.732915	
000940	Preschool Program Coordinator	7	\$24.722085	\$37.083128	
001066	Preschool Program Instructor	2	\$11.250000	\$17.797000	\$12.801
001067	Preschool Program Instructor (PERS Eligible)	2	\$11.250000	\$17.797000	\$12.542
001068	Preschool Program Lead	5	\$12.645000	\$20.467000	\$14.520
001069	Preschool Program Lead (PERS Eligible)	5	\$12.645000	\$20.467000	\$14.226
000932	Principal GIS Analyst	14	\$80,027.672000	\$120,041.508000	
000277	Principal Planner	14	\$86,342.764000	\$129,514.147000	
000001	Principal Redevelopment Fiscal Administrator	16	\$93,023.008000	\$139,534.512000	
001052	Production Assistant	2	\$18.281000	\$28.922000	\$19.281
001259	Production Assistant (PERS Eligible)	2	\$18.281000	\$28.922000	\$18.891
000544	Production Coordinator	8	\$28.278246	\$42.417369	
000525	Production Technician	6	\$25.300445	\$37.950668	
000640	Program Assistant-Adaptive Recreation	1	\$11.250000	\$15.597000	\$12.000
000442	Project Design Associate	10	\$59,425.147000	\$89,137.721000	

Non-Represented Classification Wage Schedule
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Effective: 04/29/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
000280	Project Engineer I	13	\$74,761.052000	\$112,141.579000	
000281	Project Engineer II	14	\$83,983.991000	\$125,975.987000	
000282	Project Engineer III	15	\$93,407.165000	\$140,110.747000	
001430	Public Affairs Manager	20	\$97,499.097000	\$146,248.646000	
000793	Public Information Officer	14	\$71,613.280000	\$107,419.920000	
001164	Public Records Officer	14	\$74,818.560000	\$112,227.841000	
000550	Public Relations Coordinator	10	\$33.022215	\$49.533323	
001331	Public Response Manager	16	\$81,897.000000	\$129,573.000000	
001433	Public Safety Recruitment Specialist	12	\$67,385.119000	\$101,077.679000	
001217	Public Safety Wellness Program Manager	16	\$84,794.752000	\$127,192.128000	
001000	Public Works Business Analyst I	10	\$28.239173	\$42.358760	
000783	Public Works Business Analyst II	11	\$31.515661	\$47.273491	
000782	Public Works Business Analyst III	12	\$70,404.832000	\$105,607.249000	
001148	Public Works Student Intern	1	\$13.378000	\$21.568000	\$15.759
001240	Public Works Technical Analyst	14	\$73,960.119000	\$110,940.179000	
000785	Purchasing and Contracts Manager	16	\$94,443.283000	\$141,664.924000	
000290	Purchasing Specialist	9	\$30.041834	\$45.062751	
000811	Purchasing Technician	6	\$25.336526	\$38.004789	
000729	Quality Assurance/LIMS Manager	14	\$86,439.903000	\$129,659.854000	
000437	Quality Control Manager	17	\$95,783.200000	\$143,674.800000	
001407	Radio Frequency Technician	11	\$29.023548	\$43.535321	
001234	Real Property Analyst	12	\$76,467.723000	\$114,701.584000	
001126	Records Systems Administrator	13	\$68,815.996000	\$103,223.995000	
000296	Recreation Assistant	1	\$11.250000	\$15.597000	\$12.000
000829	Recreation Assistant (PERS Eligible)	1	\$11.250000	\$15.597000	\$11.757
000462	Recreation Program Coordinator-Therapeutic Services	9	\$50,571.746000	\$75,857.619000	
000032	Recreation Services Coordinator	9	\$50,401.616000	\$75,602.424000	
001244	Recreation Services Leader	6	\$20.556803	\$30.835204	
000299	Recreation Services Supervisor	11	\$61,924.271000	\$92,886.406000	
000791	Redevelopment Communications Specialist	11	\$64,884.322000	\$97,326.483000	
000518	Redevelopment Program Specialist	10	\$61,919.525000	\$92,879.287000	
001089	Redevelopment Project Coordinator	12	\$70,838.500000	\$106,257.750000	
000507	Redevelopment Project Manager	16	\$88,528.193000	\$132,792.289000	
001082	Risk Manager	14	\$83,127.463000	\$124,691.195000	
000855	Safety Manager	16	\$94,881.413000	\$142,322.120000	
000307	Safety Officer	13	\$73,772.116000	\$110,658.175000	
001215	Safety Services Assistant	6	\$20.648000	\$32.473000	\$21.648
001216	Safety Services Assistant (PERS Eligible)	6	\$20.648000	\$32.473000	\$21.648
000557	Sample Custodian	3	\$26.054107	\$39.081161	
000741	SCADA Manager	17	\$106,126.361000	\$159,189.542000	
001280	SCADA System Network Engineer	15	\$87,765.113000	\$131,647.669000	
001281	SCADA System Network Engineer - Certified	15	\$92,384.329000	\$138,576.494000	
000909	SCADA System Technician	10	\$36.449723	\$54.674585	
000996	SCADA Systems Engineer	15	\$88,627.213000	\$132,940.819000	
000720	Security Officer	4	\$17.841460	\$26.762190	
000003	Senior Accountant	13	\$77,333.251000	\$115,999.876000	
000314	Senior Administrative Analyst	13	\$77,252.913000	\$115,879.370000	
000470	Senior Assistant City Attorney-Civil Division	23	\$142,992.914000	\$214,489.372000	
000851	Senior Assistant City Attorney-Criminal Division	22	\$136,183.728000	\$204,275.592000	
001033	Senior Business License Auditor	12	\$71,562.674000	\$107,344.012000	
000469	Senior City Marshal	PS-12	\$92,881.978000	\$111,458.374000	
001108	Senior Communications Officer	17	\$80,608.057000	\$120,912.086000	
000778	Senior Compensation Analyst	14	\$78,172.319000	\$117,258.478000	
000662	Senior Construction Project Coordinator	14	\$75,799.590000	\$113,699.385000	
000993	Senior Court Systems Analyst	14	\$84,370.387000	\$126,555.581000	
001386	Senior Database Administrator	15	\$93,153.320000	\$139,729.980000	
001117	Senior DSC Technical Analyst	14	\$84,370.387000	\$126,555.581000	
001413	Senior Emergency Management Business Analyst	13	\$77,252.913000	\$115,879.370000	
001398	Senior Engagement Officer	17	\$80,608.057000	\$120,912.086000	
001198	Senior Enterprise Resource Planning Application Developer	14	\$91,479.764000	\$137,219.646000	
000995	Senior Financial Systems Analyst	14	\$91,479.764000	\$137,219.646000	
001029	Senior Fire Department Business Analyst	13	\$77,252.913000	\$115,879.370000	
000807	Senior Food Services Assistant	2	\$11.631000	\$18.947000	\$12.801
000832	Senior Food Services Assistant (PERS Eligible)	2	\$11.631000	\$18.947000	\$12.542
000962	Senior Forensic Toxicologist	14	\$85,738.603000	\$128,607.905000	
000784	Senior GIS Analyst	13	\$37.123036	\$55.684554	
001274	Senior Government and Public Affairs Analyst	13	\$77,252.913000	\$115,879.370000	
001110	Senior Graphic Artist	11	\$68,042.762000	\$102,064.143000	
000770	Senior HRIS Business Analyst	14	\$81,281.679000	\$121,922.518000	
000759	Senior Internal Auditor	15	\$91,260.563000	\$136,890.845000	
001064	Senior IT Financial Analyst	13	\$75,449.539000	\$113,174.308000	
001262	Senior IT Innovation Program Manager	16	\$90,594.858000	\$135,892.288000	
001096	Senior Learning and Development Specialist	13	\$77,130.203000	\$115,695.305000	
000440	Senior Legal Assistant	9	\$30.900184	\$46.350277	
001004	Senior Legal Information Systems Analyst	14	\$84,370.387000	\$126,555.581000	
000780	Senior Liability Analyst	14	\$74,374.569000	\$111,561.854000	
000272	Senior Lifeguard	3	\$13.370000	\$21.556000	\$17.000
000828	Senior Lifeguard (PERS Eligible)	3	\$13.370000	\$21.556000	\$16.656

Non-Represented Classification Wage Schedule
Fiscal Year 2023-2024

Effective: 04/29/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
001111	Senior Marketing Information Officer	17	\$84,395.652000	\$126,593.478000	
000959	Senior Planner-Current Planning	13	\$75,062.708000	\$112,594.062000	
000961	Senior Planner-Demographer	13	\$75,062.708000	\$112,594.062000	
000960	Senior Planner-Long Range Planning	13	\$75,062.708000	\$112,594.062000	
001063	Senior Police Business Analyst	13	\$77,252.913000	\$115,879.370000	
000997	Senior Public Information Officer	17	\$80,608.057000	\$120,912.086000	
000781	Senior Public Works Business Analyst	13	\$77,252.913000	\$115,879.370000	
000812	Senior Purchasing Specialist	13	\$73,924.700000	\$110,887.050000	
001408	Senior Radio Frequency Technician	12	\$32.896287	\$49.344431	
001098	Senior Real Property Analyst	13	\$83,720.707000	\$125,581.060000	
000297	Senior Recreation Assistant	2	\$11.801000	\$19.202000	\$12.801
000831	Senior Recreation Assistant (PERS Eligible)	2	\$11.801000	\$19.202000	\$12.542
000331	Senior Systems Support Analyst	14	\$80,604.291000	\$120,906.436000	
001124	Senior Technology Business Analyst	14	\$83,553.428000	\$125,330.142000	
000982	Senior Technology Project Manager	14	\$88,598.128000	\$132,897.192000	
000754	Senior Utilities Business Analyst	13	\$77,252.913000	\$115,879.370000	
001465	Senior Utility Construction Project Manager	15	\$92,546.000000	\$138,818.000000	
000738	Site Leader-Adaptive Recreation	4	\$14.515000	\$23.272000	\$15.972
000830	Site Leader-Adaptive Recreation (PERS Eligible)	4	\$14.515000	\$23.272000	\$15.649
001170	Site Leader-Cultural Arts and Special Events	4	\$14.515000	\$23.272000	\$15.972
001171	Site Leader-Cultural Arts and Special Events (PERS Eligible)	4	\$14.515000	\$23.272000	\$15.649
001042	Site Leader-Outdoor Recreation and Special Events	4	\$14.515000	\$23.272000	\$15.972
001043	Site Leader-Outdoor Recreation and Special Events (PERS Eligible)	4	\$14.515000	\$23.272000	\$15.649
000639	Site Leader-Youth Enrichment	4	\$14.515000	\$23.272000	\$15.972
000837	Site Leader-Youth Enrichment (PERS Eligible)	4	\$14.515000	\$23.272000	\$15.649
001169	Social Media Officer	14	\$71,110.627000	\$106,665.940000	
001313	Social Media Specialist	10	\$30.589086	\$45.883628	
001332	Special Programs and Services Enforcement Officer	8	\$26.534117	\$41.127882	
000750	Special Programs and Services Officer	PS-9	\$29.470000	\$45.710000	
000027	Special Programs and Services Technician	3	\$21.604000	\$33.906000	\$22.604
001449	Specialty Court Coordinator	12	\$80,554.075000	\$120,831.113000	
001301	Sports Marketing Officer	14	\$72,478.964000	\$108,718.446000	
001399	Structural Engineer	14	\$83,983.991000	\$125,975.987000	
000341	Student Assistant	1	\$13.022000	\$21.034381	\$14.022
001425	Sustainability and Climate Manager	17	\$94,832.558000	\$142,248.837000	
000988	Systems Engineer I	12	\$67,755.756000	\$101,633.634000	
000934	Systems Engineer II	14	\$76,725.438000	\$115,088.158000	
000987	Systems Engineer III	15	\$88,627.213000	\$132,940.819000	
000352	Systems Support Analyst	13	\$35.689704	\$53.534557	
001020	Technology Business Analyst	14	\$73,539.805000	\$110,309.707000	
000991	Technology Project Manager	13	\$73,440.271000	\$110,160.406000	
000612	Therapeutic Recreation Supervisor	11	\$67,570.140000	\$101,355.211000	
000537	Tourism Sales Representative	12	\$66,867.600000	\$100,301.400000	
001436	Traffic Maintenance and Operations Manager	16	\$91,579.077000	\$137,368.615000	
001239	Training and Volunteer Programs Coordinator	9	\$28.800652	\$43.200979	
000357	Unified Communications Engineer I	11	\$32.070376	\$48.105564	
000358	Unified Communications Engineer II	12	\$70,319.933000	\$105,479.900000	
001190	Utilities Business Analyst I	10	\$28.239173	\$42.358760	
000752	Utilities Business Analyst II	11	\$31.515661	\$47.273491	
000753	Utilities Business Analyst III	12	\$70,404.832000	\$105,607.249000	
000888	Utility Asset Specialist	10	\$33.239956	\$49.859934	
001167	Utility Business and Analytical Services Manager	14	\$93,023.008000	\$139,534.512000	
001273	Utility Business Transformation Division Manager	19	\$111,592.188000	\$167,388.283000	
000528	Utility Construction Project Manager	14	\$81,400.488000	\$122,100.732000	
000099	Utility Customer Service Billing and Collections Manager	15	\$96,158.869000	\$144,238.304000	
000643	Utility Financial Services Manager	16	\$93,023.008000	\$139,534.512000	
000953	Utility Financial Specialist	14	\$76,045.851000	\$114,068.777000	
001097	Utility Maintenance Contract Coordinator	13	\$63,914.089000	\$95,871.134000	
000756	Utility Maintenance Manager	15	\$95,542.068000	\$143,313.103000	
001156	Utility Security and Emergency Preparedness Coordinator	13	\$72,418.313000	\$108,627.470000	
000642	Utility Services Business Systems Manager	16	\$101,825.157000	\$152,737.736000	
001187	Utility Services Business Systems Supervisor	15	\$90,929.990000	\$136,394.985000	
001080	Utility Services Electrical Engineer	14	\$83,983.991000	\$125,975.987000	
000475	Utility Services Engineer I	13	\$74,761.052000	\$112,141.579000	
000414	Utility Services Engineer II	14	\$83,983.991000	\$125,975.987000	
000917	Utility Services Infrastructure Planning Manager	17	\$105,373.476000	\$158,060.215000	
000915	Utility Services Infrastructure Support Manager	17	\$105,373.476000	\$158,060.215000	
001152	Utility Services New Development Supervisor	15	\$82,750.764000	\$124,126.146000	
000637	Utility Services Project Controls Coordinator	13	\$76,666.315000	\$114,999.473000	
001450	Utility Services Project Controls Specialist	12	\$70,864.094000	\$106,296.142000	
001051	Utility Services Project Delivery Manager	16	\$102,659.673000	\$153,989.510000	
001263	Utility Services Project Engineer III	15	\$93,407.165000	\$140,110.747000	
001325	Utility Services Senior Electrical Engineer	15	\$94,206.884000	\$141,310.326000	
001197	Utility Services Student Intern	1	\$13.378000	\$21.568000	\$15.759
000910	Utility Systems Specialist	13	\$77,907.141000	\$116,860.712000	
000735	Veterinary Technician	4	\$27.370420	\$41.055633	
000376	Victim/Witness Advocate	6	\$26.404287	\$39.606431	
001427	Visual and Public Arts Supervisor	11	\$62,694.864000	\$94,042.296000	

Non-Represented Classification Wage Schedule
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Effective: 04/29/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
000794	Visual Communications Technician	8	\$27,804547	\$41,706820	
001012	Wastewater Operations Intern	1	\$13.378000	\$21.568000	\$15.759
001168	Wastewater Operations Intern (PERS Eligible)	1	\$13.378000	\$21.568000	\$15.448
000380	Wastewater Operations Manager	18	\$111,460.550000	\$167,190.825000	
000946	Water and Wastewater Operations Manager	20	\$117,287.261000	\$175,930.892000	
001308	Water Conservation Program Supervisor	14	\$77,773.184000	\$116,659.776000	
000366	Water Distribution & Wastewater Collection Systems Manager	15	\$95,375.363000	\$143,063.044000	
001226	Water Operations Intern	1	\$13.378000	\$21.568000	\$15.759
001227	Water Operations Intern (PERS Eligible)	1	\$13.378000	\$21.568000	\$15.448
000384	Water Operations Manager	18	\$111,460.550000	\$167,190.825000	
000984	Webmaster	12	\$33.795668	\$50.693502	
001258	Workers' Compensation Analyst	12	\$66,467.077000	\$99,700.616000	
001387	Workers' Compensation Program Coordinator	13	\$74,443.127000	\$111,664.691000	
001435	Workforce and Diversity Programs Administrator	15	\$83,485.883000	\$125,228.825000	