

Non-Represented Classification Wage Schedule
Fiscal Year 2024-2025

Effective: 06/24/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
000002	Accountant I	10	\$31.12	\$46.68	
000967	Accountant II	12	\$69,781.11	\$104,671.66	
000650	Accounting Manager	16	\$97,807.90	\$146,711.85	
001438	Accounting Specialist	10	\$29.09	\$43.63	
000006	Accounting Technician	6	\$24.76	\$37.14	
001206	Accounts Payable Supervisor	9	\$32.52	\$48.78	
001125	Accounts Receivable Supervisor	9	\$32.03	\$48.04	
000007	Administrative Analyst I	10	\$29.09	\$43.63	
000008	Administrative Analyst II	11	\$32.47	\$48.70	
000009	Administrative Analyst III	12	\$72,516.99	\$108,775.48	
000620	Administrative Manager	16	\$95,813.71	\$143,720.56	
000144	Administrative Services Officer	16	\$95,813.71	\$143,720.56	
001388	Administrative Support Analyst - Internal Audit	10	\$29.09	\$43.63	
001304	AmeriCorps Grant Coordinator	10	\$57,342.88	\$86,014.31	
000016	Animal Control Administrator	16	\$85,729.20	\$128,593.80	
001404	Archives and Records Analyst	11	\$34.51	\$51.76	
000020	Archives and Records Manager	15	\$81,122.53	\$121,683.80	
000024	Assistant City Attorney I-Criminal Division	16	\$80,914.87	\$121,372.30	
000025	Assistant City Attorney II	19	\$108,154.85	\$162,232.28	
000978	Assistant City Attorney II-Criminal Division	18	\$97,771.53	\$146,657.30	
000852	Assistant City Attorney III	21	\$131,898.85	\$197,848.28	
001285	Assistant City Attorney III-Criminal Division	20	\$122,396.18	\$183,594.27	
001339	Assistant City Manager/Chief Financial Officer	24	\$166,528.09	\$249,792.14	
001422	Assistant City Surveyor	15	\$92,742.36	\$139,113.53	
001154	Assistant City Traffic Engineer	16	\$94,326.46	\$141,489.69	
000805	Assistant Court Administrator	20	\$96,166.26	\$144,249.39	
000530	Assistant Director of Community Development and Services	21	\$120,075.15	\$180,112.72	
000031	Assistant Director of Finance	21	\$124,033.42	\$186,050.13	
000653	Assistant Director of Human Resources	20	\$116,138.43	\$174,207.64	
000933	Assistant Director of Information Technology	21	\$118,063.88	\$177,095.82	
000037	Assistant Director of Parks and Recreation	20	\$110,963.29	\$166,444.94	
000482	Assistant Director of Public Works	21	\$134,516.48	\$201,774.72	
001464	Assistant Manager Fleet Operations and Maintenance	14	\$89,877.06	\$134,815.58	
001423	Assistant Manager of Development Services Center	14	\$85,462.61	\$128,193.92	
000494	Assistant Manager of Inspection Services	14	\$84,402.47	\$126,603.70	
001016	Assistant Manager Wastewater Operations	14	\$86,345.24	\$129,517.85	
000587	Assistant Program Specialist-Adaptive Recreation	2	\$12.00	\$17.77	\$12.81
001316	Assistant SCADA Manager	16	\$99,576.75	\$149,365.12	
000038	Budget Manager	18	\$104,458.69	\$156,688.04	
000044	Bus Operator	3	\$15.90	\$23.85	\$15.90
000817	Bus Operator (PERS Eligible)	3	\$15.90	\$23.85	\$15.58
001211	Business and Sponsorship Specialist	14	\$75,198.87	\$112,798.30	
001298	Business License Audit Supervisor	13	\$73,675.53	\$110,513.30	
000045	Business License Auditor	11	\$66,299.64	\$99,449.45	
000046	Business License Compliance Agent	7	\$26.65	\$39.98	
001299	Business License Compliance Agent Supervisor	11	\$33.27	\$49.90	
000317	Business License Supervisor	13	\$80,663.69	\$120,995.54	
000911	Business Manager	16	\$95,813.71	\$143,720.56	
000786	Business Operations Manager	19	\$113,353.80	\$170,030.70	
000052	Chemist	9	\$30.18	\$45.27	
000320	Chief Court Marshal	PS-18	\$114,812.19	\$137,774.62	
001131	Chief Infrastructure Officer/Assistant City Manager	24	\$166,528.09	\$249,792.14	
001053	Chief Labor Negotiator	20	\$121,225.97	\$181,838.96	
000267	Chief of Police	PS-23	\$214,988.19	\$247,236.42	
000055	Chief of Public Works Inspections	16	\$97,238.70	\$145,858.05	
001426	Chief of Staff	13	\$79,570.51	\$119,355.76	
001130	Chief Strategy Officer/Assistant City Manager	24	\$166,528.09	\$249,792.14	
000057	City Attorney	APP	\$188,304.96	\$282,457.43	
001075	City Attorney Investigative Assistant	6	\$25.39	\$38.08	\$24.65
000279	City Attorney Investigator	5	\$31.30	\$46.95	
000191	City Auditor	22	\$130,723.79	\$196,085.68	
000058	City Clerk	APP	\$136,030.28	\$204,045.41	
001271	City Clerk Operations Manager	16	\$93,657.90	\$140,486.85	
001306	City Clerk Systems Analyst	13	\$35.01	\$52.51	
000664	City Engineer	18	\$115,876.14	\$173,814.21	
000060	City Manager/Chief Executive Officer	APP	\$234,128.59	\$351,192.88	
000061	City Marshal	PS-9	\$30.36	\$47.09	
000529	City Surveyor	17	\$104,038.24	\$156,057.36	
000062	City Traffic Engineer	17	\$103,075.05	\$154,612.58	
001384	City Veterinarian	14	\$53.82	\$80.72	
000063	Classification Technician	6	\$26.78	\$40.17	
001123	Cloud Systems Architect	15	\$91,814.54	\$137,721.81	
000067	Communications Center Administrator	16	\$100,033.55	\$150,050.32	
000843	Communications Center Operations Manager	14	\$86,932.06	\$130,398.09	
000115	Community Development and Services Director	22	\$140,455.68	\$210,683.52	
000467	Community Development Grant Specialist	11	\$67,462.20	\$101,193.30	
001405	Community Health Coordinator	11	\$68,971.19	\$103,456.78	
001233	Community Resource and Resiliency Center Navigator	9	\$30.46	\$45.69	

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Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
001390	Community Resource and Resiliency Center Supervisor	16	\$88,677.63	\$133,016.44	
001155	Community Resource Coordinator	11	\$68,971.19	\$103,456.78	
001205	Compensation and Data Analyst	11	\$30.14	\$45.20	
000513	Computer Analyst I	11	\$27.53	\$41.29	
000514	Computer Analyst II	12	\$32.21	\$48.31	
000515	Computer Analyst III	13	\$68,942.17	\$103,413.26	
001428	Constituent Services Assistant II	6	\$27.83	\$41.75	
000661	Construction Project Manager	12	\$73,077.12	\$109,615.67	
000969	Contract Maintenance Coordinator	13	\$65,831.52	\$98,747.28	
000726	Corrections Captain	PS-20	\$177,676.19	\$213,211.43	
000205	Council and Commission Services Manager	15	\$74,998.39	\$112,497.58	
000089	Court Administrator	22	\$112,640.76	\$168,961.14	
000981	Court Systems Analyst	13	\$34.79	\$52.19	
001293	Court Systems Specialist	12	\$32.76	\$49.13	
001411	Crime and Intelligence Analyst I	11	\$31.89	\$47.83	
001410	Crime and Intelligence Analyst II	13	\$74,923.59	\$112,385.38	
001036	Crime and Intelligence Analyst Supervisor	15	\$84,242.84	\$126,364.26	
001235	Crime and Intelligence Technician	6	\$27.20	\$40.79	
000476	Criminalistics Administrator	16	\$104,697.54	\$157,046.31	
000977	Custodial Services Manager	13	\$62,012.21	\$93,018.32	
000102	Customer Service and Billing Supervisor	13	\$72,492.60	\$108,738.89	
001305	Customer Service Strategist	15	\$82,346.86	\$123,520.29	
001396	Cyber Security Engineer I	12	\$72,057.86	\$108,086.79	
001397	Cyber Security Engineer II	14	\$82,851.30	\$124,276.95	
001268	Cyber Security Engineer III - Certified	15	\$94,262.16	\$141,393.24	
001183	Data Scientist	14	\$77,742.50	\$116,613.75	
000104	Database Administrator	13	\$86,354.47	\$129,531.70	
000108	Deputy City Clerk	8	\$27.68	\$41.52	
000945	Deputy Director-Utility Engineering and Administration	21	\$134,258.56	\$201,387.84	
000944	Deputy Director-Utility Operations	21	\$134,258.56	\$201,387.84	
000109	Deputy Fire Chief	PS-21	\$195,443.81	\$224,760.38	
000112	Deputy Police Chief	PS-21	\$195,443.81	\$224,760.38	
001054	Design and Construction Manager	15	\$95,562.08	\$143,343.12	
001441	Design and Construction Project Manager I	13	\$77,003.89	\$115,505.84	
001440	Design and Construction Project Manager II	14	\$86,503.52	\$129,755.27	
001303	Development Services Center Information Systems Analyst	13	\$35.01	\$52.51	
001302	Development Services Center Information Systems Specialist	12	\$32.76	\$49.13	
000355	Development Services Center Technical Analyst	13	\$76,178.93	\$114,268.40	
001294	Digital Marketing Specialist	10	\$31.40	\$47.10	
001284	Digital Marketing Strategist	14	\$73,253.22	\$109,879.83	
001473	Director of Building/Fire Safety and Development Services Center	22	\$132,167.24	\$198,250.86	
001337	Director of Communications	22	\$126,624.53	\$189,936.80	
000125	Director of Economic Development and Tourism	22	\$128,027.89	\$192,041.84	
001447	Director of Emergency Management	22	\$134,500.88	\$201,751.31	
001338	Director of Finance	22	\$146,250.26	\$219,375.39	
000873	Director of Government and Public Affairs	22	\$127,756.65	\$191,634.98	
000116	Director of Human Resources	22	\$137,730.55	\$206,595.82	
000053	Director of Information Technology	23	\$140,761.41	\$211,142.12	
001448	Director of Organizational Performance and Innovation	22	\$122,572.14	\$183,858.21	
000247	Director of Parks and Recreation	22	\$126,725.58	\$190,088.37	
000286	Director of Public Works	23	\$149,647.45	\$224,471.18	
001446	Director of Redevelopment	22	\$120,566.88	\$180,850.31	
000117	Director of Utility Services	23	\$149,741.46	\$224,612.19	
000120	Division Chief-EMS	PS-20	\$177,676.19	\$213,211.43	
000122	Division Chief-Logistics	PS-20	\$177,676.19	\$213,211.43	
000123	Division Chief-Special Operations	PS-20	\$177,676.19	\$213,211.43	
000124	Division Chief-Training	PS-20	\$177,676.19	\$213,211.43	
001476	Division Head - Education Initiatives	21	\$108,900.53	\$163,350.79	
000858	Downtown Redevelopment Manager	16	\$90,381.67	\$135,572.50	
000789	Economic Development Manager	18	\$96,721.47	\$145,082.20	
000126	Economic Development Officer	13	\$81,046.21	\$121,569.32	
000790	Economic Development Specialist	11	\$67,678.08	\$101,517.12	
001231	Education Initiatives Analyst	13	\$74,501.61	\$111,752.42	
001173	Education Initiatives Officer	15	\$85,098.52	\$127,647.78	
001424	Education Initiatives Specialist	10	\$29.09	\$43.63	
001279	Elections and City Clerk Services Administrator	13	\$64,265.11	\$96,397.66	
000683	Electrical and Control Systems Manager	18	\$114,804.37	\$172,206.56	
001468	Electrical Engineer I (EIT)	13	\$77,003.89	\$115,505.84	
001402	Electrical Engineer II	14	\$86,503.52	\$129,755.27	
001307	Emergency Management Analyst II	11	\$32.47	\$48.70	
001214	Emergency Management Business Analyst III	12	\$72,516.99	\$108,775.48	
000999	Emergency Management Officer	13	\$76,774.47	\$115,161.70	
001419	Emergency Management Public Outreach and Volunteer Coordinator	5	\$19.12	\$28.68	
000924	Emergency Management Specialist	11	\$66,610.96	\$99,916.44	
000130	Emergency Manager	16	\$91,786.02	\$137,679.03	
001324	Employee Benefits Coordinator	11	\$69,674.85	\$104,512.28	
001095	Employee Benefits Manager	16	\$97,987.65	\$146,981.48	
000906	Employee Benefits Specialist	9	\$29.48	\$44.22	

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Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
001030	Engagement and Programs Administrator	12	\$81,046.21	\$121,569.32	
000468	Engagement and Programs Specialist	11	\$62,583.88	\$93,875.82	
001310	Engineering Services Division Manager	20	\$120,580.76	\$180,871.13	
001115	Environmental Manager	16	\$97,565.57	\$146,348.36	
001165	Environmental Officer	13	\$74,876.16	\$112,314.23	
001327	Executive Administrative Assistant in the City Manager's Office	11	\$70,033.16	\$105,049.73	
001267	Executive Administrative Assistant to the Chief Financial Officer	10	\$30.82	\$46.23	
001150	Executive Administrative Assistant to the City Clerk	10	\$30.82	\$46.23	
000700	Executive Administrative Assistant to the City Manager	13	\$84,807.66	\$127,211.49	
001153	Executive Administrative Assistant to the Mayor and Council	12	\$72,698.48	\$109,047.72	
000199	Executive Legal Administrator	12	\$78,579.28	\$117,868.91	
001207	Facilities Maintenance and Operations Manager	17	\$90,200.42	\$135,300.63	
000665	Facilities Manager	18	\$104,862.60	\$157,293.89	
000577	Financial Analyst II	12	\$72,516.99	\$108,775.48	
000148	Fire Battalion Chief	PS-19	\$154,501.03	\$185,401.03	
000152	Fire Chief	PS-23	\$214,988.19	\$247,236.42	
001026	Fire Department Business Analyst I	10	\$29.09	\$43.63	
001027	Fire Department Business Analyst II	11	\$32.47	\$48.70	
001028	Fire Department Business Analyst III	12	\$72,516.99	\$108,775.48	
001455	Fire Department Media Content Assistant	2	\$20.76	\$31.14	
001208	Fire Department Planning and Analysis Manager	16	\$95,813.71	\$143,720.56	
001412	Fire Department Trainee (PERS Eligible)	PS-1	\$33.61	\$33.61	\$33.61
000844	Fire Equipment Technician I	5	\$23.63	\$35.45	
000788	Fire Equipment Technician II	7	\$27.58	\$41.37	
000157	Fire Equipment Technician III	9	\$32.93	\$49.39	
001470	Fire Protection Engineer I (EIT)	13	\$80,328.29	\$120,492.43	
000951	Fire Protection Engineer II	14	\$89,960.64	\$134,940.96	
000935	Fire Services Assistant	1	\$12.00	\$17.47	\$12.00
000845	Fire Services Assistant (PERS Eligible)	1	\$12.00	\$17.47	\$12.00
000929	Fitness Equipment Technician	5	\$17.06	\$25.59	\$17.06
000866	Fitness Equipment Technician (PERS Eligible)	5	\$17.06	\$25.59	\$16.72
001109	Fleet Operations and Maintenance Manager	16	\$98,396.76	\$147,595.14	
000764	Food Services Assistant	1	\$12.56	\$18.83	\$12.56
000820	Food Services Assistant (PERS Eligible)	1	\$12.56	\$18.83	\$12.31
000806	Forensic Laboratory Evidence Processing Technician	6	\$27.58	\$41.37	
001451	Forensic Quality Assurance Manager	15	\$94,726.34	\$142,089.51	
001022	Forensic Scientist I	12	\$37.35	\$56.02	
001023	Forensic Scientist II	13	\$40.98	\$61.46	
001021	Forensic Scientist Trainee	9	\$29.94	\$44.91	
000174	General Services Maintenance Manager	18	\$104,940.84	\$157,411.26	
000931	GIS Analyst I	11	\$32.28	\$48.42	
000175	GIS Analyst II	12	\$35.97	\$53.96	
000913	GIS Coordinator	15	\$92,255.87	\$138,383.80	
000912	GIS Specialist	13	\$78,210.24	\$117,315.35	
001059	Government Affairs Manager	20	\$100,424.08	\$150,636.11	
000409	Government Affairs Specialist	11	\$68,889.28	\$103,333.92	
001204	Grants Administrator	14	\$80,070.11	\$120,105.16	
001250	Grants Coordinator	11	\$69,343.88	\$104,015.81	
000180	Graphic Artist	9	\$29.95	\$44.93	
000014	Housing and Grants Coordinator	12	\$75,759.62	\$113,639.43	
001442	HRIS and Operations Coordinator	10	\$32.81	\$49.21	
000771	Human Resources Analyst I	10	\$29.77	\$44.65	
000769	Human Resources Analyst II	12	\$69,406.68	\$104,110.02	
001084	Human Resources Assistant	2	\$20.03	\$30.04	
000746	Human Resources Business Partner	13	\$80,264.32	\$120,396.48	
001229	Human Resources Executive Administrative Assistant	10	\$30.19	\$45.28	
001253	Human Resources Manager	16	\$97,381.15	\$146,071.72	
000887	Human Resources Programs Coordinator	13	\$79,977.53	\$119,966.30	
000966	Human Resources Technician	6	\$24.59	\$36.88	
000705	Information Security Manager	19	\$108,374.54	\$162,561.81	
001172	Information Technology Intern	1	\$14.81	\$22.22	\$15.76
000185	Information Technology Manager	19	\$108,031.81	\$162,047.72	
000346	Information Technology Supervisor	16	\$96,382.29	\$144,573.44	
001335	Intern - Environmental	1	\$14.81	\$22.22	\$15.76
001391	Intern-Communications	1	\$14.81	\$22.22	\$15.76
001434	Intern-Community Development and Services	1	\$14.81	\$22.22	\$15.76
001403	Intern-GIS	1	\$14.81	\$22.22	\$15.76
001182	Intern-Government and Public Affairs	1	\$14.81	\$22.22	\$15.76
001181	Intern-Internal Audit	1	\$14.81	\$22.22	\$15.76
001134	Intern-Office of Performance and Innovation	1	\$14.81	\$22.22	\$15.76
000630	Judicial Assistant	9	\$31.08	\$46.61	
000194	Laboratory Assistant	3	\$25.55	\$38.33	
001336	Laboratory Information Management System (LIMS) Administrator	13	\$37.21	\$55.82	
000195	Laboratory Manager	15	\$102,928.52	\$154,392.78	
000318	Laboratory Supervisor	12	\$79,988.92	\$119,983.37	
001241	Law Clerk-Civil Division	3	\$23.28	\$34.92	\$22.61
000445	Law Clerk-Criminal Division	3	\$23.28	\$34.92	\$22.61
000808	Lead Food Services Assistant	3	\$17.70	\$26.55	\$17.70

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Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
000842	Lead Food Services Assistant (PERS Eligible)	3	\$17.70	\$26.55	\$17.35
000737	Lead Recreation Assistant	3	\$15.75	\$23.63	\$15.75
000823	Lead Recreation Assistant (PERS Eligible)	3	\$15.75	\$23.63	\$15.44
000903	Learning and Development Specialist	12	\$70,163.14	\$105,244.71	
000202	Legal Assistant-Civil Division	7	\$27.98	\$41.97	
001122	Legal Assistant-Criminal Division	7	\$27.98	\$41.97	
000874	Legal Business Analyst	13	\$77,007.98	\$115,511.97	
001475	Liability Analyst	11	\$32.25	\$48.38	
001439	Licensed Evaluation and Counseling Spec	14	\$73,538.15	\$110,307.22	
001389	Licensed Mental Health Clinician	14	\$82,970.71	\$124,456.06	
000203	Lifeguard	1	\$12.00	\$17.47	\$15.00
001278	Lifeguard (PERS Eligible)	1	\$12.00	\$17.47	\$14.70
001119	Lifeguard/Aquatic Safety Instructor	2	\$14.41	\$21.62	\$16.25
001120	Lifeguard/Aquatic Safety Instructor (PERS Eligible)	2	\$14.41	\$21.62	\$15.93
000762	Manager of Development Services Center	17	\$98,057.72	\$147,086.57	
000209	Manager of Inspection Services	17	\$103,204.26	\$154,806.39	
000907	Manager of Organizational Effectiveness	16	\$97,381.15	\$146,071.72	
000213	Manager of Plans Examining Services	17	\$103,479.13	\$155,218.70	
001392	Manager of Sponsorships and Brand Partnerships	14	\$91,267.20	\$136,900.80	
001321	Marketing and Communications Assistant	2	\$20.76	\$31.14	
001071	Marketing Information Officer	14	\$75,860.24	\$113,790.36	
001041	Materials Testing Laboratory Manager	15	\$88,380.76	\$132,571.13	
001472	Mechanical Engineer I (EIT)	13	\$77,003.89	\$115,505.84	
001471	Mechanical Engineer II	14	\$86,503.52	\$129,755.27	
000408	Medical Director	12	\$43.66	\$65.49	Varies
001414	Mental Health & Wellness Program Manager	16	\$87,338.60	\$131,007.90	
001309	Mental Health and Wellness Coordinator	13	\$75,748.27	\$113,622.40	
000227	Meter Services Manager	14	\$85,164.17	\$127,746.26	
000656	Multimedia Production Specialist	9	\$31.73	\$47.59	
001163	Municipal Court Business Analyst	11	\$32.47	\$48.70	
000231	Municipal Court Marshal	PS-9	\$30.36	\$47.09	
000558	Municipal Court Marshal Sergeant	PS-12	\$95,668.44	\$114,802.13	
001261	Municipal Court Staff Attorney	15	\$82,337.48	\$123,506.21	
000649	Municipal Forester	12	\$71,790.76	\$107,686.14	
000763	Neighborhood Services Manager	17	\$100,371.14	\$150,556.71	
000989	Network Engineer I	12	\$64,693.78	\$97,040.67	
000986	Network Engineer II	14	\$79,349.43	\$119,024.14	
000236	Network Engineer III	15	\$90,398.08	\$135,597.11	
000985	Network Engineer III-Certified	15	\$95,155.87	\$142,733.80	
001013	Nutritional Supervisor-Senior Services	11	\$71,785.77	\$107,678.66	
001044	Operations Manager	16	\$83,551.86	\$125,327.79	
001395	Organizational Performance Manager	17	\$94,261.87	\$141,392.80	
000922	Organizational Performance Program Coordinator	15	\$83,294.16	\$124,941.24	
001147	Park Aide	5	\$17.06	\$25.59	\$17.06
000241	Park Planner	12	\$70,850.68	\$106,276.02	
000561	Park Project Manager	12	\$81,126.72	\$121,690.08	
001138	Parks and Recreation Business Analyst I	10	\$29.09	\$43.63	
001139	Parks and Recreation Business Analyst II	11	\$32.47	\$48.70	
001140	Parks and Recreation Business Analyst III	12	\$72,516.99	\$108,775.48	
001255	Parks and Recreation Manager	15	\$80,227.55	\$120,341.32	
001461	Parks and Recreation Recruitment and Engagement Supervisor	12	\$69,406.68	\$104,110.02	
001292	Parks and Recreation Superintendent	17	\$95,813.71	\$143,720.56	
001457	Parks and Recreation Systems Specialist	12	\$32.76	\$49.13	
000252	Patrol Vehicle Attendant	2	\$14.83	\$22.25	\$14.40
000479	Payroll Technician I	6	\$23.52	\$35.28	
000480	Payroll Technician II	6	\$29.08	\$43.61	
000957	Planner I	10	\$29.52	\$44.28	
000958	Planner II	11	\$67,850.53	\$101,775.80	
000262	Planning Manager	17	\$104,652.20	\$156,978.30	
001443	Police Accreditation and Policy Administrator	16	\$84,693.43	\$127,040.14	
001057	Police Business Analyst I	10	\$29.09	\$43.63	
001061	Police Business Analyst II	11	\$32.47	\$48.70	
001062	Police Business Analyst III	12	\$72,516.99	\$108,775.48	
001333	Police Business Operations Administrator	17	\$110,185.76	\$165,278.64	
001466	Police Cadet	PS-7	\$21.32	\$21.32	\$21.32
000266	Police Captain	PS-20	\$177,676.19	\$213,211.43	
001467	Police Department Planning and Analysis Manager	16	\$95,813.71	\$143,720.56	
001296	Police Logistics Coordinator	12	\$71,657.55	\$107,486.32	
001393	Police Programs Coordinator	10	\$33.15	\$49.73	
000270	Police Records Administrator	16	\$90,660.20	\$135,990.30	
001282	Police Transcriber	6	\$24.42	\$36.63	
001418	Police Volunteer Coordinator	5	\$25.91	\$38.87	
000940	Preschool Program Coordinator	7	\$25.47	\$38.20	
001066	Preschool Program Instructor	2	\$12.23	\$18.34	\$12.81
001067	Preschool Program Instructor (PERS Eligible)	2	\$12.23	\$18.34	\$12.55
001068	Preschool Program Lead	5	\$14.06	\$21.09	\$14.52
001069	Preschool Program Lead (PERS Eligible)	5	\$14.06	\$21.09	\$14.23
000932	Principal GIS Analyst	14	\$82,428.51	\$123,642.76	

Non-Represented Classification Wage Schedule
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Effective: 06/24/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
000277	Principal Planner	14	\$88,933.05	\$133,399.58	
000001	Principal Redevelopment Fiscal Administrator	16	\$95,813.71	\$143,720.56	
001052	Production Assistant	2	\$19.87	\$29.80	\$19.87
001259	Production Assistant (PERS Eligible)	2	\$19.87	\$29.80	\$19.47
000544	Production Coordinator	8	\$29.13	\$43.69	
000525	Production Technician	6	\$26.06	\$39.09	
000640	Program Assistant-Adaptive Recreation	1	\$12.50	\$18.75	\$12.50
000442	Project Design Associate	10	\$61,207.91	\$91,811.86	
000280	Project Engineer I	13	\$77,003.89	\$115,505.84	
000281	Project Engineer II	14	\$86,503.52	\$129,755.27	
000282	Project Engineer III	15	\$96,209.39	\$144,314.08	
001430	Public Affairs Manager	20	\$100,424.08	\$150,636.11	
000793	Public Information Officer	14	\$73,761.68	\$110,642.52	
001164	Public Records Officer	14	\$77,063.12	\$115,594.68	
000550	Public Relations Coordinator	10	\$34.02	\$51.02	
001331	Public Response Manager	16	\$96,163.88	\$144,245.82	
001433	Public Safety Recruitment Specialist	12	\$69,406.68	\$104,110.02	
001474	Public Safety Wellness Coordinator	13	\$76,159.41	\$114,239.11	
001217	Public Safety Wellness Program Manager	16	\$87,338.60	\$131,007.90	
001000	Public Works Business Analyst I	10	\$29.09	\$43.63	
000783	Public Works Business Analyst II	11	\$32.47	\$48.70	
000782	Public Works Business Analyst III	12	\$72,516.99	\$108,775.48	
001148	Public Works Student Intern	1	\$14.81	\$22.22	\$15.76
001240	Public Works Technical Analyst	14	\$76,178.93	\$114,268.40	
000785	Purchasing and Contracts Manager	16	\$97,276.59	\$145,914.88	
000290	Purchasing Specialist	9	\$30.95	\$46.42	
000811	Purchasing Technician	6	\$26.10	\$39.15	
000729	Quality Assurance/LIMS Manager	14	\$89,033.11	\$133,549.66	
000437	Quality Control Manager	17	\$98,656.70	\$147,985.05	
001407	Radio Frequency Technician	11	\$29.90	\$44.85	
001234	Real Property Analyst	12	\$78,761.76	\$118,142.64	
001126	Records Systems Administrator	13	\$70,880.48	\$106,320.72	
000296	Recreation Assistant	1	\$12.00	\$16.07	\$12.25
000829	Recreation Assistant (PERS Eligible)	1	\$12.00	\$16.07	\$12.00
000462	Recreation Program Coordinator-Therapeutic Services	9	\$52,088.91	\$78,133.36	
000032	Recreation Services Coordinator	9	\$51,913.68	\$77,870.51	
001244	Recreation Services Leader	6	\$21.18	\$31.77	
000299	Recreation Services Supervisor	11	\$63,782.00	\$95,673.00	
000791	Redevelopment Communications Specialist	11	\$66,830.86	\$100,246.29	
000518	Redevelopment Program Specialist	10	\$63,777.12	\$95,665.67	
001089	Redevelopment Project Coordinator	12	\$72,963.66	\$109,445.49	
000507	Redevelopment Project Manager	16	\$91,184.04	\$136,776.06	
001082	Risk Manager	14	\$85,621.29	\$128,431.94	
000855	Safety Manager	16	\$97,727.87	\$146,591.80	
000307	Safety Officer	13	\$75,985.29	\$113,977.94	
001215	Safety Services Assistant	6	\$22.30	\$33.45	\$21.65
001216	Safety Services Assistant (PERS Eligible)	6	\$22.30	\$33.45	\$21.65
000557	Sample Custodian	3	\$26.84	\$40.26	
000741	SCADA Manager	17	\$109,310.16	\$163,965.24	
001280	SCADA System Network Engineer	15	\$90,398.08	\$135,597.11	
001281	SCADA System Network Engineer - Certified	15	\$95,155.87	\$142,733.80	
000909	SCADA System Technician	10	\$37.55	\$56.32	
000996	SCADA Systems Engineer	15	\$91,286.04	\$136,929.05	
000720	Security Officer	4	\$18.38	\$27.57	
000003	Senior Accountant	13	\$79,653.26	\$119,479.89	
000314	Senior Administrative Analyst	13	\$79,570.51	\$119,355.76	
000470	Senior Assistant City Attorney-Civil Division	23	\$147,282.71	\$220,924.06	
000851	Senior Assistant City Attorney-Criminal Division	22	\$140,269.24	\$210,403.86	
001033	Senior Business License Auditor	12	\$73,709.56	\$110,564.34	
000469	Senior City Marshal	PS-12	\$95,668.44	\$114,802.13	
000778	Senior Compensation Analyst	14	\$80,517.50	\$120,776.25	
000662	Senior Construction Project Coordinator	14	\$78,073.59	\$117,110.38	
000993	Senior Court Systems Analyst	14	\$86,901.51	\$130,352.26	
001386	Senior Database Administrator	15	\$95,947.93	\$143,921.90	
001117	Senior DSC Technical Analyst	14	\$86,901.51	\$130,352.26	
001413	Senior Emergency Management Business Analyst	13	\$79,570.51	\$119,355.76	
001398	Senior Engagement Officer	17	\$83,026.31	\$124,539.46	
001198	Senior Enterprise Resource Planning Application Developer	14	\$94,224.16	\$141,336.24	
000995	Senior Financial Systems Analyst	14	\$94,224.16	\$141,336.24	
001029	Senior Fire Department Business Analyst	13	\$79,570.51	\$119,355.76	
000807	Senior Food Services Assistant	2	\$13.02	\$19.52	\$13.02
000832	Senior Food Services Assistant (PERS Eligible)	2	\$13.02	\$19.52	\$12.76
000962	Senior Forensic Toxicologist	14	\$88,310.77	\$132,466.16	
000784	Senior GIS Analyst	13	\$38.24	\$57.36	
001274	Senior Government and Public Affairs Analyst	13	\$79,570.51	\$119,355.76	
001110	Senior Graphic Artist	11	\$70,084.05	\$105,126.08	
000770	Senior HRIS Business Analyst	14	\$83,720.14	\$125,580.21	
000759	Senior Internal Auditor	15	\$93,998.39	\$140,997.58	

Non-Represented Classification Wage Schedule
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Effective: 06/24/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
001064	Senior IT Financial Analyst	13	\$77,713.04	\$116,569.55	
001262	Senior IT Innovation Program Manager	16	\$93,312.72	\$139,969.07	
001096	Senior Learning and Development Specialist	13	\$79,444.12	\$119,166.17	
000440	Senior Legal Assistant	9	\$31.83	\$47.75	
001004	Senior Legal Information Systems Analyst	14	\$86,901.51	\$130,352.26	
000780	Senior Liability Analyst	14	\$76,605.81	\$114,908.72	
000272	Senior Lifeguard	3	\$14.81	\$22.21	\$17.00
000828	Senior Lifeguard (PERS Eligible)	3	\$14.81	\$22.21	\$16.66
001111	Senior Marketing Information Officer	17	\$86,927.53	\$130,391.30	
000959	Senior Planner-Current Planning	13	\$77,314.60	\$115,971.89	
000961	Senior Planner-Demographer	13	\$77,314.60	\$115,971.89	
000960	Senior Planner-Long Range Planning	13	\$77,314.60	\$115,971.89	
001063	Senior Police Business Analyst	13	\$79,570.51	\$119,355.76	
000997	Senior Public Information Officer	17	\$83,026.31	\$124,539.46	
000781	Senior Public Works Business Analyst	13	\$79,570.51	\$119,355.76	
000812	Senior Purchasing Specialist	13	\$76,142.45	\$114,213.68	
001408	Senior Radio Frequency Technician	12	\$33.89	\$50.83	
001098	Senior Real Property Analyst	13	\$86,232.34	\$129,348.51	
000297	Senior Recreation Assistant	2	\$13.19	\$19.78	\$13.19
000831	Senior Recreation Assistant (PERS Eligible)	2	\$13.19	\$19.78	\$12.93
000331	Senior Systems Support Analyst	14	\$83,022.43	\$124,533.64	
001124	Senior Technology Business Analyst	14	\$86,060.04	\$129,090.05	
000982	Senior Technology Project Manager	14	\$91,256.08	\$136,884.11	
000754	Senior Utilities Business Analyst	13	\$79,570.51	\$119,355.76	
001465	Senior Utility Construction Project Manager	15	\$98,418.61	\$147,627.92	
000738	Site Leader-Adaptive Recreation	4	\$15.99	\$23.98	\$15.99
000830	Site Leader-Adaptive Recreation (PERS Eligible)	4	\$15.99	\$23.98	\$15.67
001170	Site Leader-Cultural Arts and Special Events	4	\$15.99	\$23.98	\$15.99
001171	Site Leader-Cultural Arts and Special Events (PERS Eligible)	4	\$15.99	\$23.98	\$15.67
001042	Site Leader-Outdoor Recreation and Special Events	4	\$15.99	\$23.98	\$15.99
001043	Site Leader-Outdoor Recreation and Special Events (PERS Eligible)	4	\$15.99	\$23.98	\$15.67
000639	Site Leader-Youth Enrichment	4	\$15.99	\$23.98	\$15.99
000837	Site Leader-Youth Enrichment (PERS Eligible)	4	\$15.99	\$23.98	\$15.67
001169	Social Media Officer	14	\$73,243.96	\$109,865.93	
001313	Social Media Specialist	10	\$31.51	\$47.27	
001332	Special Programs and Services Enforcement Officer	8	\$29.35	\$44.02	
000750	Special Programs and Services Officer	PS-9	\$30.36	\$47.09	
000027	Special Programs and Services Technician	3	\$23.29	\$34.93	\$22.61
001449	Specialty Court Coordinator	12	\$82,970.71	\$124,456.06	
001301	Sports Marketing Officer	14	\$74,653.34	\$111,980.01	
001469	Structural Engineer I (EIT)	13	\$77,003.89	\$115,505.84	
001399	Structural Engineer II	14	\$86,503.52	\$129,755.27	
000341	Student Assistant	1	\$14.45	\$21.67	\$14.03
001425	Sustainability and Climate Manager	17	\$97,677.54	\$146,516.31	
000988	Systems Engineer I	12	\$69,788.44	\$104,682.65	
000934	Systems Engineer II	14	\$79,027.21	\$118,540.82	
000987	Systems Engineer III	15	\$91,286.04	\$136,929.05	
000352	Systems Support Analyst	13	\$36.77	\$55.15	
001020	Technology Business Analyst	14	\$75,746.00	\$113,619.00	
000991	Technology Project Manager	13	\$75,643.48	\$113,465.22	
000612	Therapeutic Recreation Supervisor	11	\$69,597.25	\$104,395.88	
000537	Tourism Sales Representative	12	\$68,873.64	\$103,310.45	
001436	Traffic Maintenance and Operations Manager	16	\$94,326.46	\$141,489.69	
001239	Training and Volunteer Programs Coordinator	9	\$29.67	\$44.50	
000357	Unified Communications Engineer I	11	\$33.04	\$49.55	
000358	Unified Communications Engineer II	12	\$72,429.54	\$108,644.31	
001190	Utilities Business Analyst I	10	\$29.09	\$43.63	
000752	Utilities Business Analyst II	11	\$32.47	\$48.70	
000753	Utilities Business Analyst III	12	\$72,516.99	\$108,775.48	
000888	Utility Asset Specialist	10	\$34.24	\$51.36	
001167	Utility Business and Analytical Services Manager	14	\$95,813.71	\$143,720.56	
001273	Utility Business Transformation Division Manager	19	\$114,939.96	\$172,409.94	
000528	Utility Construction Project Manager	14	\$83,842.51	\$125,763.76	
000099	Utility Customer Service Billing and Collections Manager	15	\$99,043.64	\$148,565.46	
000643	Utility Financial Services Manager	16	\$95,813.71	\$143,720.56	
000953	Utility Financial Specialist	14	\$78,327.24	\$117,490.85	
001097	Utility Maintenance Contract Coordinator	13	\$65,831.52	\$98,747.28	
000756	Utility Maintenance Manager	15	\$98,408.34	\$147,612.51	
001156	Utility Security and Emergency Preparedness Coordinator	13	\$74,590.87	\$111,886.30	
000642	Utility Services Business Systems Manager	16	\$104,879.92	\$157,319.88	
001187	Utility Services Business Systems Supervisor	15	\$93,657.90	\$140,486.85	
001080	Utility Services Electrical Engineer	14	\$86,503.52	\$129,755.27	
000475	Utility Services Engineer I	13	\$77,003.89	\$115,505.84	
000414	Utility Services Engineer II	14	\$86,503.52	\$129,755.27	
000917	Utility Services Infrastructure Planning Manager	17	\$108,534.69	\$162,802.04	
000915	Utility Services Infrastructure Support Manager	17	\$108,534.69	\$162,802.04	
001152	Utility Services New Development Supervisor	15	\$85,233.29	\$127,849.94	
000637	Utility Services Project Controls Coordinator	13	\$78,966.32	\$118,449.47	

Non-Represented Classification Wage Schedule
Fiscal Year 2024-2025

Effective: 06/24/2024

Job Code	Classification Title	Level	Minimum	Maximum	Starting Rate (PT)
001450	Utility Services Project Controls Specialist	12	\$72,990.03	\$109,485.04	
001051	Utility Services Project Delivery Manager	16	\$105,739.47	\$158,609.20	
001263	Utility Services Project Engineer III	15	\$96,209.39	\$144,314.08	
001325	Utility Services Senior Electrical Engineer	15	\$97,033.10	\$145,549.65	
001197	Utility Services Student Intern	1	\$14.81	\$22.22	\$15.76
000910	Utility Systems Specialist	13	\$80,244.36	\$120,366.54	
000735	Veterinary Technician	4	\$28.20	\$42.29	
000376	Victim/Witness Advocate	6	\$27.20	\$40.80	
001427	Visual and Public Arts Supervisor	11	\$64,575.72	\$96,863.57	
000794	Visual Communications Technician	8	\$28.64	\$42.96	
001012	Wastewater Operations Intern	1	\$14.81	\$22.22	\$15.76
001168	Wastewater Operations Intern (PERS Eligible)	1	\$14.81	\$22.22	\$15.45
000380	Wastewater Operations Manager	18	\$114,804.37	\$172,206.56	
000946	Water and Wastewater Operations Manager	20	\$120,805.88	\$181,208.82	
001308	Water Conservation Program Supervisor	14	\$80,106.39	\$120,159.58	
000366	Water Distribution & Wastewater Collection Systems Manager	15	\$98,236.64	\$147,354.95	
001226	Water Operations Intern	1	\$14.81	\$22.22	\$15.76
001227	Water Operations Intern (PERS Eligible)	1	\$14.81	\$22.22	\$15.45
000384	Water Operations Manager	18	\$114,804.37	\$172,206.56	
000984	Webmaster	12	\$34.81	\$52.22	
001258	Workers' Compensation Analyst	12	\$68,461.10	\$102,691.65	
001387	Workers' Compensation Program Coordinator	13	\$76,676.43	\$115,014.64	
001435	Workforce and Diversity Programs Administrator	15	\$85,990.47	\$128,985.70	