

CITY OF SAN MATEO
RESOLUTION NO. ____ (2021)

ADOPTING THE CITY OF SAN MATEO PAYRATES AND RANGES
(SALARY SCHEDULE)

WHEREAS, pursuant to Municipal Code Section 4.02, the City Council provides for the compensation of all officers and employees and salaries shall be fixed by resolution; and

WHEREAS, Title 2 of the California Code of Regulations (CCR), Section 570.5, requires the City Council to adopt a full salary schedule, as a standalone document detailing the rates of pay for each City classification; and

WHEREAS, the City must maintain salary schedules as publicly available documents for at least five years; and

WHEREAS, the California Public Employees' Retirement System (CALPERS) uses the salary schedules to determine "compensation earnable"; and

WHEREAS, the City of San Mateo Merit Salary Schedule and the City Council, City Manager, City Attorney, Department Head and Deputy Director Salary Schedule are consistent with classifications and pay rates for current employees at this time and no changes to the various salary ranges are proposed by the adoption of the salary schedules; and

WHEREAS, this salary schedule reflects salary changes previously approved by the Council in Resolutions; and

WHEREAS, no appropriation of additional funds is necessary;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SAN MATEO, CALIFORNIA, HEREBY RESOLVES that:

1. The pay rates and ranges set forth in the Merit Salary Schedule attached as Exhibit A and the City Council, City Manager, City Attorney, Department Head and Deputy Director Salary Schedule attached as Exhibit B, are approved.



Exhibit A
CITY OF SAN MATEO
Merit Salary Schedule

Effective Date: 01/10/2021 *

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5205	ACCOUNTANT I	NE	STEP 1	38.92	3,113.27	6,745.41	80,944.92
			STEP 2	40.72	3,257.06	7,056.96	84,683.52
			STEP 3	42.52	3,401.82	7,370.60	88,447.20
			STEP 4	44.44	3,555.26	7,703.07	92,436.84
			STEP 5	46.44	3,714.50	8,048.08	96,576.96
2650	ACCOUNTANT II	NE	STEP 1	43.27	3,461.87	7,500.71	90,008.52
			STEP 2	45.21	3,617.63	7,838.20	94,058.40
			STEP 3	47.23	3,779.39	8,188.68	98,264.16
			STEP 4	49.36	3,949.14	8,556.46	102,677.52
			STEP 5	51.59	4,126.88	8,941.57	107,298.84
2651	ACCOUNTANT SR	E	STEP 1	49.74	3,979.09	8,621.37	103,456.44
			STEP 2	51.97	4,157.82	9,008.62	108,103.44
			STEP 3	54.31	4,345.54	9,415.34	112,984.08
			STEP 4	56.79	4,542.26	9,841.56	118,098.72
			STEP 5	59.35	4,746.96	10,285.08	123,420.96
5010	ACCOUNTING ASST I	NE	STEP 1	26.57	2,125.05	4,604.27	55,251.24
			STEP 2	27.75	2,219.63	4,809.19	57,710.28
			STEP 3	29.01	2,320.96	5,028.74	60,344.88
			STEP 4	30.32	2,425.18	5,254.56	63,054.72
			STEP 5	31.67	2,534.23	5,490.83	65,889.96
5350	ACCOUNTING ASST II	NE	STEP 1	29.16	2,334.47	5,058.01	60,696.12
			STEP 2	30.53	2,442.56	5,292.21	63,506.52
			STEP 3	31.90	2,550.64	5,526.39	66,316.68
			STEP 4	33.34	2,667.40	5,779.36	69,352.32
			STEP 5	34.82	2,786.10	6,036.56	72,438.72
5131	ACCOUNTING ASST SR	NE	STEP 1	32.12	2,569.94	5,568.20	66,818.40
			STEP 2	33.59	2,686.72	5,821.22	69,854.64
			STEP 3	35.07	2,806.38	6,080.48	72,965.76
			STEP 4	36.69	2,934.74	6,358.60	76,303.20
			STEP 5	38.31	3,065.02	6,640.87	79,690.44
2101	ACCOUNTING MGR	E	STEP 1	57.21	4,576.54	9,915.84	118,990.08
			STEP 2	59.79	4,782.67	10,362.46	124,349.52
			STEP 3	62.47	4,998.23	10,829.50	129,954.00
			STEP 4	65.29	5,223.20	11,316.93	135,803.16
			STEP 5	68.22	5,458.99	11,827.82	141,933.84



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5025	ADMIN TECH	NE	STEP 1	38.39	3,071.77	6,655.50	79,866.00
			STEP 2	40.11	3,207.85	6,950.34	83,404.08
			STEP 3	41.92	3,353.57	7,266.06	87,192.72
			STEP 4	43.83	3,507.01	7,598.52	91,182.24
			STEP 5	45.77	3,662.38	7,935.16	95,221.92
5340	ADMINISTRATIVE ASSISTANT	NE	STEP 1	31.74	2,539.06	5,501.29	66,015.48
			STEP 2	33.17	2,653.91	5,750.13	69,001.56
			STEP 3	34.65	2,771.64	6,005.22	72,062.64
			STEP 4	36.19	2,896.13	6,274.94	75,299.28
			STEP 5	37.85	3,027.37	6,559.31	78,711.72
5183	ASSIST TO CITY CLERK	NE	STEP 1	31.74	2,539.06	5,501.29	66,015.48
			STEP 2	33.17	2,653.91	5,750.13	69,001.56
			STEP 3	34.65	2,771.64	6,005.22	72,062.64
			STEP 4	36.19	2,896.13	6,274.94	75,299.28
			STEP 5	37.85	3,027.37	6,559.31	78,711.72
5031	BLDG INSP I	NE	STEP 1	38.63	3,091.07	6,697.32	80,367.84
			STEP 2	40.41	3,233.89	7,006.77	84,081.24
			STEP 3	42.26	3,379.61	7,322.49	87,869.88
			STEP 4	44.14	3,531.14	7,650.80	91,809.60
			STEP 5	46.08	3,686.51	7,987.44	95,849.28
5030	BLDG INSP II	NE	STEP 1	42.52	3,401.82	7,370.60	88,447.20
			STEP 2	44.44	3,555.26	7,703.07	92,436.84
			STEP 3	46.45	3,715.46	8,050.16	96,601.92
			STEP 4	48.53	3,881.46	8,409.82	100,917.84
			STEP 5	50.69	4,055.16	8,786.18	105,434.16
5032	BLDG INSP SENIOR	E	STEP 1	46.76	3,740.06	8,103.47	97,241.64
			STEP 2	48.86	3,908.16	8,467.67	101,612.04
			STEP 3	51.05	4,083.81	8,848.26	106,179.12
			STEP 4	53.35	4,267.87	9,247.05	110,964.60
			STEP 5	55.75	4,460.34	9,664.07	115,968.84
5030k	BLDG INSPECTOR II (K RATE)	NE	STEP 1	43.91	3,513.77	7,613.16	91,357.92
			STEP 2	45.89	3,671.07	7,953.99	95,447.88
			STEP 3	47.94	3,836.10	8,311.55	99,738.60
			STEP 4	50.14	4,010.76	8,689.99	104,279.88
			STEP 5	52.38	4,189.31	9,076.83	108,921.96



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2090	BLDG OFFICIAL	E	STEP 1	70.71	5,657.59	12,258.12	147,097.44
			STEP 2	73.90	5,912.22	12,809.81	153,717.72
			STEP 3	77.22	6,178.83	13,387.47	160,649.64
			STEP 4	80.71	6,457.42	13,991.08	167,892.96
			STEP 5	84.35	6,747.98	14,620.63	175,447.56
2026	BUDGET ANALYST	E	STEP 1	50.44	4,036.00	8,744.66	104,935.92
			STEP 2	52.71	4,217.74	9,138.43	109,661.16
			STEP 3	55.09	4,406.45	9,547.31	114,567.72
			STEP 4	57.57	4,605.16	9,977.84	119,734.08
			STEP 5	60.18	4,814.84	10,432.16	125,185.92
2103	BUDGET MANAGER	E	STEP 1	57.21	4,576.54	9,915.84	118,990.08
			STEP 2	59.79	4,782.67	10,362.46	124,349.52
			STEP 3	62.47	4,998.23	10,829.50	129,954.00
			STEP 4	65.29	5,223.20	11,316.93	135,803.16
			STEP 5	68.22	5,458.99	11,827.82	141,933.84
2180	BUILDING MAINT SUPERVISOR	E	STEP 1	49.07	3,926.17	8,506.71	102,080.52
			STEP 2	51.28	4,102.92	8,889.65	106,675.80
			STEP 3	53.60	4,287.63	9,289.87	111,478.44
			STEP 4	55.97	4,477.36	9,700.94	116,411.28
			STEP 5	58.50	4,681.06	10,142.29	121,707.48
2106	BUSINESS MANAGER	E	STEP 1	58.05	4,643.68	10,061.30	120,735.60
			STEP 2	60.65	4,852.25	10,513.20	126,158.40
			STEP 3	63.39	5,070.96	10,987.07	131,844.84
			STEP 4	66.24	5,298.89	11,480.93	137,771.16
			STEP 5	69.22	5,537.07	11,996.99	143,963.88
2035	BUSINESS SYSTEMS ANALYST I	E	STEP 1	45.77	3,661.61	7,933.48	95,201.76
			STEP 2	47.83	3,826.33	8,290.39	99,484.68
			STEP 3	49.99	3,998.58	8,663.60	103,963.20
			STEP 4	52.23	4,178.37	9,053.14	108,637.68
			STEP 5	54.59	4,366.63	9,461.03	113,532.36
2036	BUSINESS SYSTEMS ANALYST II	E	STEP 1	50.83	4,067.95	8,813.90	105,766.80
			STEP 2	53.13	4,249.68	9,207.65	110,491.80
			STEP 3	55.50	4,441.40	9,623.04	115,476.48
			STEP 4	58.05	4,643.10	10,060.06	120,720.72
			STEP 5	60.63	4,851.80	10,512.23	126,146.76



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2038	BUSINESS SYSTEMS ANALYST SR	E	STEP 1	58.47	4,678.05	10,135.78	121,629.36
			STEP 2	61.11	4,887.74	10,590.11	127,081.32
			STEP 3	63.85	5,107.41	11,066.05	132,792.60
			STEP 4	66.74	5,339.07	11,567.98	138,815.76
			STEP 5	69.74	5,578.71	12,087.21	145,046.52
6045	CENTRAL SERVICES WORKER	NE	STEP 1	21.62	1,729.70	3,747.69	44,972.28
			STEP 2	22.60	1,807.86	3,917.04	47,004.48
			STEP 3	23.61	1,889.40	4,093.70	49,124.40
			STEP 4	24.66	1,973.45	4,275.80	51,309.60
5301	CENTRAL SVCS ASSIST	NE	STEP 1	34.96	2,796.73	6,059.58	72,714.96
			STEP 2	36.55	2,924.11	6,335.57	76,026.84
			STEP 3	38.21	3,056.33	6,622.04	79,464.48
			STEP 4	39.89	3,191.43	6,914.76	82,977.12
2015	CITY ATTY ASST	E	STEP 1	73.70	5,896.24	12,775.19	153,302.28
			STEP 2	77.00	6,159.85	13,346.34	160,156.08
			STEP 3	80.47	6,436.44	13,945.63	167,347.56
			STEP 4	84.09	6,727.01	14,575.19	174,902.28
			STEP 5	87.85	7,028.57	15,228.56	182,742.72
2547	CITY ATTY DEP I	E	STEP 1	50.29	4,023.02	8,716.55	104,598.60
			STEP 2	52.54	4,203.76	9,108.15	109,297.80
			STEP 3	54.89	4,392.48	9,517.03	114,204.36
			STEP 4	57.39	4,590.18	9,945.38	119,344.56
			STEP 5	59.94	4,795.88	10,391.07	124,692.84
2548	CITY ATTY DEP II	E	STEP 1	55.35	4,427.43	9,592.76	115,113.12
			STEP 2	57.79	4,624.13	10,018.94	120,227.28
			STEP 3	60.45	4,834.82	10,475.45	125,705.40
			STEP 4	63.12	5,051.50	10,944.91	131,338.92
			STEP 5	65.99	5,279.16	11,438.18	137,258.16
2017	CITY CLERK DEP	E	STEP 1	37.64	3,011.54	6,525.00	78,300.00
			STEP 2	39.32	3,144.95	6,814.06	81,768.72
			STEP 3	41.10	3,287.81	7,123.59	85,483.08
			STEP 4	42.97	3,438.24	7,449.53	89,394.36
			STEP 5	44.87	3,590.57	7,779.57	93,354.84
2055	CODE ENF OFFCR SR	E	STEP 1	46.36	3,708.49	8,035.06	96,420.72
			STEP 2	48.46	3,877.25	8,400.70	100,808.40
			STEP 3	50.62	4,049.99	8,774.98	105,299.76
			STEP 4	52.92	4,233.71	9,173.04	110,076.48
			STEP 5	55.32	4,424.43	9,586.27	115,035.24



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5263	CODE ENF OFFICER I	NE	STEP 1	36.20	2,897.10	6,277.04	75,324.48
			STEP 2	37.86	3,028.35	6,561.42	78,737.04
			STEP 3	39.54	3,164.41	6,856.23	82,274.76
			STEP 4	41.35	3,308.21	7,167.78	86,013.36
			STEP 5	43.20	3,455.86	7,487.70	89,852.40
5262	CODE ENF OFFICER II	NE	STEP 1	39.87	3,189.50	6,910.59	82,927.08
			STEP 2	41.63	3,330.40	7,215.87	86,590.44
			STEP 3	43.50	3,480.94	7,542.04	90,504.48
			STEP 4	45.49	3,638.26	7,882.90	94,594.80
			STEP 5	47.53	3,802.32	8,238.36	98,860.32
2056	CODE ENFORCEMENT MANAGER	E	STEP 1	64.28	5,143.27	11,143.76	133,725.12
			STEP 2	67.18	5,374.56	11,644.88	139,738.56
			STEP 3	70.21	5,616.34	12,168.74	146,024.88
			STEP 4	73.35	5,869.20	12,716.60	152,599.20
			STEP 5	76.67	6,133.45	13,289.14	159,469.68
2001	COMM & PUB RELATIONS ANALYST	E	STEP 1	50.44	4,036.00	8,744.66	104,935.92
			STEP 2	52.71	4,217.74	9,138.43	109,661.16
			STEP 3	55.09	4,406.45	9,547.31	114,567.72
			STEP 4	57.57	4,605.16	9,977.84	119,734.08
			STEP 5	60.18	4,814.84	10,432.16	125,185.92
5483	COMM ENGAGEMENT&PUB REL COORD	NE	STEP 1	42.69	3,415.17	7,399.53	88,794.36
			STEP 2	44.60	3,568.85	7,732.51	92,790.12
			STEP 3	46.61	3,729.45	8,080.48	96,965.76
			STEP 4	48.72	3,897.28	8,444.10	101,329.20
			STEP 5	50.91	4,072.65	8,824.08	105,888.96
4535	COMM SERV OFF I	NE	STEP 1	29.88	2,390.84	5,180.15	62,161.80
			STEP 2	31.21	2,496.25	5,408.54	64,902.48
			STEP 3	32.61	2,609.41	5,653.73	67,844.76
			STEP 4	34.09	2,726.44	5,907.29	70,887.48
			STEP 5	35.62	2,850.24	6,175.51	74,106.12
4545	COMM SERV OFF II	NE	STEP 1	32.74	2,619.09	5,674.69	68,096.28
			STEP 2	34.23	2,738.04	5,932.43	71,189.16
			STEP 3	35.76	2,860.87	6,198.55	74,382.60
			STEP 4	37.36	2,989.50	6,477.26	77,727.12
			STEP 5	39.05	3,122.97	6,766.44	81,197.28



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4546	COMM SERV OFFICER SR	NE	STEP 1	38.89	3,111.14	6,740.80	80,889.60
			STEP 2	40.64	3,251.14	7,044.14	84,529.68
			STEP 3	42.47	3,397.45	7,361.14	88,333.68
			STEP 4	44.38	3,550.32	7,692.37	92,308.44
			STEP 5	46.38	3,710.10	8,038.54	96,462.48
5324	COMM SERV SUPV	E	STEP 1	38.89	3,110.37	6,739.14	80,869.68
			STEP 2	40.62	3,249.33	7,040.22	84,482.64
			STEP 3	42.46	3,397.00	7,360.16	88,321.92
			STEP 4	44.36	3,548.51	7,688.43	92,261.16
			STEP 5	46.37	3,709.66	8,037.59	96,451.08
2266	COMM SERV SUPV SR	E	STEP 1	47.14	3,770.44	8,169.29	98,031.48
			STEP 2	49.25	3,940.54	8,537.83	102,453.96
			STEP 3	51.44	4,116.73	8,919.59	107,035.08
			STEP 4	53.75	4,301.07	9,318.99	111,827.88
			STEP 5	56.20	4,495.60	9,740.47	116,885.64
5334	COMM SVCS COORD	NE	STEP 1	33.77	2,702.16	5,854.67	70,256.04
			STEP 2	35.34	2,826.64	6,124.39	73,492.68
			STEP 3	36.89	2,953.06	6,398.30	76,779.60
			STEP 4	38.59	3,087.20	6,688.93	80,267.16
			STEP 5	40.32	3,226.17	6,990.04	83,880.48
2262	COMM SVCS MGR	E	STEP 1	61.84	4,946.65	10,717.74	128,612.88
			STEP 2	64.60	5,167.32	11,195.87	134,350.44
			STEP 3	67.51	5,399.98	11,699.95	140,399.40
			STEP 4	70.55	5,643.62	12,227.84	146,734.08
			STEP 5	73.72	5,898.24	12,779.52	153,354.24
2265	COMM SVCS SECTION MGR	E	STEP 1	49.24	3,939.15	8,534.83	102,417.96
			STEP 2	51.44	4,116.88	8,919.91	107,038.92
			STEP 3	53.76	4,301.61	9,320.15	111,841.80
			STEP 4	56.20	4,495.33	9,739.88	116,878.56
			STEP 5	58.73	4,698.02	10,179.05	122,148.60
2002	COMMUNICATIONS MANAGER	E	STEP 1	57.21	4,576.54	9,915.84	118,990.08
			STEP 2	59.79	4,782.67	10,362.46	124,349.52
			STEP 3	62.47	4,998.23	10,829.50	129,954.00
			STEP 4	65.29	5,223.20	11,316.93	135,803.16
			STEP 5	68.22	5,458.99	11,827.82	141,933.84



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5290	CONST INSP I	NE	STEP 1	38.07	3,045.71	6,599.03	79,188.36
			STEP 2	39.87	3,189.50	6,910.59	82,927.08
			STEP 3	41.63	3,330.40	7,215.87	86,590.44
			STEP 4	43.49	3,479.99	7,539.97	90,479.64
			STEP 5	45.47	3,636.32	7,878.70	94,544.40
5400	CONST INSP II	NE	STEP 1	41.83	3,346.82	7,251.44	87,017.28
			STEP 2	43.77	3,501.22	7,585.97	91,031.64
			STEP 3	45.73	3,658.53	7,926.81	95,121.72
			STEP 4	47.79	3,822.58	8,282.26	99,387.12
			STEP 5	49.94	3,995.33	8,656.54	103,878.48
2163	CONSULTING & APPLICATIONS MGR	E	STEP 1	68.76	5,500.83	11,918.46	143,021.52
			STEP 2	71.87	5,750.46	12,459.34	149,512.08
			STEP 3	75.12	6,010.08	13,021.83	156,261.96
			STEP 4	78.50	6,279.67	13,605.95	163,271.40
			STEP 5	82.01	6,562.26	14,218.22	170,618.64
6050	CUSTODIAN	NE	STEP 1	26.99	2,158.90	4,677.61	56,131.32
			STEP 2	28.21	2,256.31	4,888.67	58,664.04
			STEP 3	29.49	2,358.65	5,110.40	61,324.80
			STEP 4	30.79	2,463.94	5,338.54	64,062.48
5442	DATABASE SPECIALIST	NE	STEP 1	35.46	2,837.26	6,147.40	73,768.80
			STEP 2	37.05	2,963.69	6,421.32	77,055.84
			STEP 3	38.72	3,097.83	6,711.96	80,543.52
			STEP 4	40.48	3,237.76	7,015.15	84,181.80
			STEP 5	42.32	3,384.44	7,332.96	87,995.52
2099	Deputy Human Resources Direct.	E	STEP 1	79.58	6,366.40	13,793.87	165,526.44
			STEP 2	83.56	6,684.80	14,483.73	173,804.76
			STEP 3	87.73	7,018.40	15,206.53	182,478.36
5177y	DEV REVIEW TECH SR (Y-RATE)	NE	STEP 1	47.94	3,834.67	8,308.45	99,701.40
			STEP 2	50.11	4,009.71	8,687.71	104,252.52
			STEP 3	52.35	4,188.52	9,075.13	108,901.56
			STEP 4	54.72	4,377.75	9,485.13	113,821.56
			STEP 5	57.19	4,574.55	9,911.53	118,938.36
5176	DEVELOPMENT REVIEW TECH I	NE	STEP 1	31.62	2,529.80	5,481.23	65,774.76
			STEP 2	33.04	2,643.26	5,727.06	68,724.72
			STEP 3	34.54	2,762.60	5,985.64	71,827.68
			STEP 4	36.09	2,886.99	6,255.15	75,061.80
			STEP 5	37.72	3,017.26	6,537.40	78,448.80



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5174	DEVELOPMENT REVIEW TECH II	NE	STEP 1	35.15	2,811.21	6,090.95	73,091.40
			STEP 2	36.74	2,938.59	6,366.95	76,403.40
			STEP 3	38.38	3,070.81	6,653.42	79,841.04
			STEP 4	40.08	3,205.91	6,946.13	83,353.56
			STEP 5	41.91	3,352.60	7,263.96	87,167.52
5177	DEVELOPMENT REVIEW TECH SR	NE	STEP 1	38.64	3,091.22	6,697.65	80,371.80
			STEP 2	40.38	3,230.74	6,999.93	83,999.16
			STEP 3	42.21	3,376.14	7,314.97	87,779.64
			STEP 4	44.10	3,528.26	7,644.57	91,734.84
			STEP 5	46.09	3,687.11	7,988.74	95,864.88
2620	DISPATCH SERVS SUPV	E	STEP 1	54.13	4,330.57	9,382.90	112,594.80
			STEP 2	56.57	4,525.28	9,804.77	117,657.24
			STEP 3	59.10	4,728.98	10,246.12	122,953.44
			STEP 4	61.77	4,941.67	10,706.96	128,483.52
			STEP 5	64.54	5,164.33	11,189.38	134,272.56
4555	DISPATCHER I	NE	STEP 1	38.04	3,041.90	6,590.79	79,089.48
			STEP 2	39.70	3,175.93	6,881.18	82,574.16
			STEP 3	41.51	3,321.51	7,196.61	86,359.32
			STEP 4	43.37	3,469.99	7,518.32	90,219.84
			STEP 5	45.32	3,626.18	7,856.72	94,280.64
4556	DISPATCHER II	NE	STEP 1	41.89	3,350.46	7,259.33	87,111.96
			STEP 2	43.71	3,497.87	7,578.72	90,944.64
			STEP 3	45.70	3,655.06	7,919.29	95,031.48
			STEP 4	47.74	3,819.06	8,274.63	99,295.56
			STEP 5	49.91	3,992.83	8,651.13	103,813.56
4557	DISPATCHER SENIOR	NE	STEP 1	46.00	3,680.44	7,974.28	95,691.36
			STEP 2	48.07	3,845.41	8,331.73	99,980.76
			STEP 3	50.25	4,019.19	8,708.24	104,498.88
			STEP 4	52.49	4,198.82	9,097.44	109,169.28
			STEP 5	54.86	4,389.19	9,509.91	114,118.92
2232	ECON DEV MANAGER	E	STEP 1	70.71	5,657.59	12,258.12	147,097.44
			STEP 2	73.90	5,912.22	12,809.81	153,717.72
			STEP 3	77.22	6,178.83	13,387.47	160,649.64
			STEP 4	80.71	6,457.42	13,991.08	167,892.96
			STEP 5	84.35	6,747.98	14,620.63	175,447.56



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2122	ENGINEERING MANAGER	E	STEP 1	71.01	5,680.77	12,308.34	147,700.08
			STEP 2	74.16	5,932.36	12,853.45	154,241.40
			STEP 3	77.51	6,201.59	13,436.77	161,241.24
			STEP 4	81.02	6,480.57	14,041.24	168,494.88
			STEP 5	84.65	6,771.31	14,671.18	176,054.16
5038	ENGR ASSOC	E	STEP 1	52.87	4,229.83	9,164.64	109,975.68
			STEP 2	55.25	4,419.95	9,576.56	114,918.72
			STEP 3	57.79	4,623.58	10,017.75	120,213.00
			STEP 4	60.33	4,827.20	10,458.93	125,507.16
			STEP 5	63.09	5,046.27	10,933.58	131,202.96
5040	ENGR ASST	NE	STEP 1	48.07	3,845.74	8,332.43	99,989.16
			STEP 2	50.27	4,020.42	8,710.91	104,530.92
			STEP 3	52.51	4,199.92	9,099.83	109,197.96
			STEP 4	54.89	4,391.00	9,513.83	114,165.96
			STEP 5	57.32	4,584.98	9,934.13	119,209.56
5210	ENGR JR	NE	STEP 1	43.72	3,496.39	7,575.52	90,906.24
			STEP 2	45.67	3,653.69	7,916.33	94,995.96
			STEP 3	47.73	3,816.78	8,269.70	99,236.40
			STEP 4	49.86	3,988.57	8,641.91	103,702.92
			STEP 5	52.13	4,170.00	9,035.01	108,420.12
2124	ENGR SR	E	STEP 1	64.52	5,164.06	11,188.80	134,265.60
			STEP 2	67.41	5,392.99	11,684.81	140,217.72
			STEP 3	70.46	5,637.63	12,214.87	146,578.44
			STEP 4	73.64	5,891.26	12,764.39	153,172.68
			STEP 5	76.95	6,155.86	13,337.69	160,052.28
2125	ENGR SR TRAFFIC	E	STEP 1	64.52	5,162.34	11,185.06	134,220.72
			STEP 2	67.41	5,392.99	11,684.81	140,217.72
			STEP 3	70.46	5,637.63	12,214.87	146,578.44
			STEP 4	73.64	5,891.26	12,764.39	153,172.68
			STEP 5	76.95	6,155.86	13,337.69	160,052.28
5169	ENGR TECH I	NE	STEP 1	33.44	2,675.13	5,796.12	69,553.44
			STEP 2	34.96	2,796.73	6,059.58	72,714.96
			STEP 3	36.54	2,923.14	6,333.48	76,001.76
			STEP 4	38.17	3,052.46	6,613.67	79,364.04
			STEP 5	39.89	3,191.43	6,914.76	82,977.12



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5171	ENGR TECH II	NE	STEP 1	36.78	2,942.45	6,375.31	76,503.72
			STEP 2	38.47	3,076.60	6,665.97	79,991.64
			STEP 3	40.19	3,214.60	6,964.97	83,579.64
			STEP 4	41.97	3,358.38	7,276.50	87,318.00
			STEP 5	43.86	3,509.90	7,604.78	91,257.36
5370	ENGR TECH SENIOR	NE	STEP 1	40.48	3,237.76	7,015.15	84,181.80
			STEP 2	42.32	3,384.44	7,332.96	87,995.52
			STEP 3	44.19	3,535.96	7,661.24	91,934.88
			STEP 4	46.19	3,695.19	8,006.24	96,074.88
			STEP 5	48.27	3,861.19	8,365.91	100,390.92
5173	ENGR TECH TRAF	NE	STEP 1	36.78	2,942.45	6,375.31	76,503.72
			STEP 2	38.47	3,076.60	6,665.97	79,991.64
			STEP 3	40.19	3,214.60	6,964.97	83,579.64
			STEP 4	41.97	3,358.38	7,276.50	87,318.00
			STEP 5	43.86	3,509.90	7,604.78	91,257.36
5452	ENVIR COMP INSP	NE	STEP 1	38.62	3,090.10	6,695.22	80,342.64
			STEP 2	40.36	3,230.04	6,998.43	83,981.16
			STEP 3	42.19	3,374.80	7,312.06	87,744.72
			STEP 4	44.09	3,527.27	7,642.42	91,709.04
			STEP 5	46.04	3,683.61	7,981.16	95,773.92
5457	ENVIRONMENTAL PROGRAMS COORD	NE	STEP 1	46.25	3,700.02	8,016.70	96,200.40
			STEP 2	48.33	3,866.97	8,378.44	100,541.28
			STEP 3	50.48	4,039.72	8,752.73	105,032.76
			STEP 4	52.76	4,222.11	9,147.91	109,774.92
			STEP 5	55.13	4,411.27	9,557.75	114,693.00
5020	EXECUTIVE ASSISTANT	NE	STEP 1	34.91	2,793.83	6,053.30	72,639.60
			STEP 2	36.50	2,919.29	6,325.12	75,901.44
			STEP 3	38.09	3,046.67	6,601.12	79,213.44
			STEP 4	39.84	3,187.58	6,906.42	82,877.04
			STEP 5	41.63	3,330.40	7,215.87	86,590.44
2078	FACILITIES & FLEET SVCS MGR	E	STEP 1	60.08	4,806.59	10,414.28	124,971.36
			STEP 2	62.77	5,021.95	10,880.89	130,570.68
			STEP 3	65.60	5,248.09	11,370.86	136,450.32
			STEP 4	68.55	5,484.01	11,882.03	142,584.36
			STEP 5	71.65	5,731.68	12,418.65	149,023.80



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5482	FACILITIES COORDINATOR	NE	STEP 1	41.50	3,319.58	7,192.42	86,309.04
			STEP 2	43.36	3,468.96	7,516.08	90,192.96
			STEP 3	45.31	3,625.07	7,854.31	94,251.72
			STEP 4	47.35	3,788.19	8,207.75	98,493.00
			STEP 5	49.48	3,958.66	8,577.10	102,925.20
2079	FIELD MAINTENANCE MANAGER	E	STEP 1	60.08	4,806.59	10,414.28	124,971.36
			STEP 2	62.77	5,021.95	10,880.89	130,570.68
			STEP 3	65.60	5,248.09	11,370.86	136,450.32
			STEP 4	68.55	5,484.01	11,882.03	142,584.36
			STEP 5	71.65	5,731.68	12,418.65	149,023.80
2102	FINANCE SERV MGR SR	E	STEP 1	65.81	5,264.17	11,405.71	136,868.52
			STEP 2	68.75	5,499.83	11,916.29	142,995.48
			STEP 3	71.84	5,747.46	12,452.84	149,434.08
			STEP 4	75.08	6,007.07	13,015.32	156,183.84
			STEP 5	78.43	6,275.69	13,597.32	163,167.84
5016	FINANCE SPEC II	NE	STEP 1	38.57	3,085.27	6,684.76	80,217.12
			STEP 2	40.29	3,223.28	6,983.78	83,805.36
			STEP 3	42.10	3,368.04	7,297.43	87,569.16
			STEP 4	43.98	3,518.58	7,623.60	91,483.20
			STEP 5	45.97	3,677.82	7,968.61	95,623.32
5015	FINANCE SPECIALIST I	NE	STEP 1	35.03	2,802.52	6,072.12	72,865.44
			STEP 2	36.64	2,930.87	6,350.22	76,202.64
			STEP 3	38.27	3,062.12	6,634.59	79,615.08
			STEP 4	39.99	3,198.19	6,929.41	83,152.92
			STEP 5	41.78	3,342.95	7,243.05	86,916.60
2076	FLEET SERVICES SUPERVISOR	E	STEP 1	49.07	3,926.17	8,506.71	102,080.52
			STEP 2	51.28	4,102.92	8,889.65	106,675.80
			STEP 3	53.60	4,287.63	9,289.87	111,478.44
			STEP 4	55.97	4,477.36	9,700.94	116,411.28
			STEP 5	58.50	4,681.06	10,142.29	121,707.48
2152	GIS COORDINATOR	E	STEP 1	58.47	4,678.05	10,135.78	121,629.36
			STEP 2	61.11	4,887.74	10,590.11	127,081.32
			STEP 3	63.85	5,107.41	11,066.05	132,792.60
			STEP 4	66.74	5,339.07	11,567.98	138,815.76
			STEP 5	69.74	5,578.71	12,087.21	145,046.52



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5476	GIS TECHNICIAN I	NE	STEP 1	35.46	2,837.26	6,147.40	73,768.80
			STEP 2	37.05	2,963.69	6,421.32	77,055.84
			STEP 3	38.72	3,097.83	6,711.96	80,543.52
			STEP 4	40.48	3,237.76	7,015.15	84,181.80
			STEP 5	42.32	3,384.44	7,332.96	87,995.52
5477	GIS TECHNICIAN II	NE	STEP 1	39.02	3,120.98	6,762.12	81,145.44
			STEP 2	40.78	3,261.89	7,067.42	84,809.04
			STEP 3	42.61	3,407.62	7,383.17	88,598.04
			STEP 4	44.52	3,562.02	7,717.71	92,612.52
			STEP 5	46.50	3,720.29	8,060.62	96,727.44
2019	GOLF CRSE MTC SUPV	NE	STEP 1	49.07	3,926.17	8,506.71	102,080.52
			STEP 2	51.28	4,102.92	8,889.65	106,675.80
			STEP 3	53.60	4,287.63	9,289.87	111,478.44
			STEP 4	55.98	4,478.34	9,703.08	116,436.96
			STEP 5	58.50	4,681.06	10,142.29	121,707.48
6086	GOLF EQUIPMENT MAINT SPEC	NE	STEP 1	37.03	2,961.84	6,417.32	77,007.84
			STEP 2	38.67	3,094.68	6,705.14	80,461.68
			STEP 3	40.43	3,235.38	7,010.00	84,120.00
			STEP 4	42.25	3,379.06	7,321.29	87,855.48
2160	GOLF SERVICES MGR	E	STEP 1	61.84	4,946.65	10,717.74	128,612.88
			STEP 2	64.60	5,167.32	11,195.87	134,350.44
			STEP 3	67.51	5,399.98	11,699.95	140,399.40
			STEP 4	70.55	5,643.62	12,227.84	146,734.08
			STEP 5	73.72	5,898.24	12,779.52	153,354.24
2095	H.R. ANALYST I	NE	STEP 1	41.78	3,342.04	7,241.08	86,892.96
			STEP 2	43.67	3,493.81	7,569.92	90,839.04
			STEP 3	45.61	3,648.57	7,905.24	94,862.88
			STEP 4	47.67	3,813.34	8,262.23	99,146.76
			STEP 5	49.78	3,983.09	8,630.03	103,560.36
2096	H.R. ANALYST II	E	STEP 1	45.88	3,669.56	7,950.71	95,408.52
			STEP 2	47.96	3,836.30	8,311.99	99,743.88
			STEP 3	50.08	4,007.06	8,681.97	104,183.64
			STEP 4	52.35	4,187.78	9,073.53	108,882.36
			STEP 5	54.68	4,374.49	9,478.07	113,736.84



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5237	HOUSING SPECIALIST I	NE	STEP 1	38.89	3,110.37	6,739.14	80,869.68
			STEP 2	40.62	3,249.33	7,040.22	84,482.64
			STEP 3	42.46	3,397.00	7,360.16	88,321.92
			STEP 4	44.36	3,548.51	7,688.43	92,261.16
			STEP 5	46.37	3,709.66	8,037.59	96,451.08
5234	HOUSING SPECIALIST II	NE	STEP 1	42.77	3,422.09	7,414.52	88,974.24
			STEP 2	44.73	3,577.46	7,751.16	93,013.92
			STEP 3	46.71	3,737.66	8,098.26	97,179.12
			STEP 4	48.82	3,905.58	8,462.08	101,544.96
			STEP 5	51.00	4,079.28	8,838.44	106,061.28
2097	HR ANALY SR RISK MGR	E	STEP 1	50.44	4,036.00	8,744.66	104,935.92
			STEP 2	52.71	4,217.74	9,138.43	109,661.16
			STEP 3	55.09	4,406.45	9,547.31	114,567.72
			STEP 4	57.57	4,605.16	9,977.84	119,734.08
			STEP 5	60.18	4,814.84	10,432.16	125,185.92
2098	HR ANALYST SR	E	STEP 1	50.44	4,036.00	8,744.66	104,935.92
			STEP 2	52.71	4,217.74	9,138.43	109,661.16
			STEP 3	55.09	4,406.45	9,547.31	114,567.72
			STEP 4	57.57	4,605.16	9,977.84	119,734.08
			STEP 5	60.18	4,814.84	10,432.16	125,185.92
5036	HR TECHNICIAN	NE	STEP 1	36.51	2,920.86	6,328.53	75,942.36
			STEP 2	38.13	3,049.66	6,607.59	79,291.08
			STEP 3	39.83	3,186.93	6,905.01	82,860.12
			STEP 4	41.64	3,330.70	7,216.51	86,598.12
			STEP 5	43.50	3,481.13	7,542.44	90,509.28
2239	HSNG & NEIGHBORHOOD SVCS MGR	E	STEP 1	70.71	5,657.59	12,258.12	147,097.44
			STEP 2	73.90	5,912.22	12,809.81	153,717.72
			STEP 3	77.22	6,178.83	13,387.47	160,649.64
			STEP 4	80.71	6,457.42	13,991.08	167,892.96
			STEP 5	84.35	6,747.98	14,620.63	175,447.56
2093	INSPECTION SUPERVISOR	E	STEP 1	52.46	4,196.68	9,092.80	109,113.60
			STEP 2	54.82	4,385.27	9,501.42	114,017.04
			STEP 3	57.29	4,582.89	9,929.60	119,155.20
			STEP 4	59.87	4,789.53	10,377.31	124,527.72
			STEP 5	62.57	5,005.18	10,844.56	130,134.72



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6204	INSTRUMENT CONTROL TECHNICIAN	NE	STEP 1	45.99	3,679.48	7,972.20	95,666.40
			STEP 2	48.06	3,845.40	8,331.71	99,980.52
			STEP 3	50.20	4,017.31	8,704.18	104,450.16
			STEP 4	52.49	4,198.15	9,096.00	109,152.00
6085	IRRIG SPECIALIST	NE	STEP 1	37.03	2,961.84	6,417.32	77,007.84
			STEP 2	38.67	3,094.68	6,705.14	80,461.68
			STEP 3	40.43	3,235.38	7,010.00	84,120.00
			STEP 4	42.25	3,379.06	7,321.29	87,855.48
5473	IS SUPPORT TECH I	NE	STEP 1	35.46	2,837.26	6,147.40	73,768.80
			STEP 2	37.05	2,963.69	6,421.32	77,055.84
			STEP 3	38.72	3,097.83	6,711.96	80,543.52
			STEP 4	40.48	3,237.76	7,015.15	84,181.80
			STEP 5	42.32	3,384.44	7,332.96	87,995.52
5474	IS SUPPORT TECH II	NE	STEP 1	39.02	3,120.98	6,762.12	81,145.44
			STEP 2	40.78	3,261.89	7,067.42	84,809.04
			STEP 3	42.61	3,407.62	7,383.17	88,598.04
			STEP 4	44.52	3,562.02	7,717.71	92,612.52
			STEP 5	46.50	3,720.29	8,060.62	96,727.44
5467	IS SUPPORT TECH SENIOR	NE	STEP 1	44.87	3,589.04	7,776.25	93,315.00
			STEP 2	46.87	3,750.20	8,125.43	97,505.16
			STEP 3	48.96	3,917.16	8,487.18	101,846.16
			STEP 4	51.22	4,097.63	8,878.19	106,538.28
			STEP 5	53.50	4,280.01	9,273.36	111,280.32
2690	LAB SUPERVISOR	E	STEP 1	56.43	4,514.17	9,780.70	117,368.40
			STEP 2	58.98	4,717.77	10,221.83	122,661.96
			STEP 3	61.63	4,930.66	10,683.09	128,197.08
			STEP 4	64.37	5,149.75	11,157.80	133,893.60
			STEP 5	67.28	5,382.28	11,661.61	139,939.32
5451	LABORATORY ANALYST I	NE	STEP 1	39.20	3,136.43	6,795.59	81,547.08
			STEP 2	40.92	3,274.44	7,094.61	85,135.32
			STEP 3	42.78	3,423.04	7,416.59	88,999.08
			STEP 4	44.75	3,578.41	7,753.23	93,038.76
			STEP 5	46.72	3,738.62	8,100.34	97,204.08
5450	LABORATORY ANALYST II	NE	STEP 1	43.10	3,447.18	7,468.90	89,626.80
			STEP 2	45.03	3,603.52	7,807.62	93,691.44
			STEP 3	47.06	3,764.68	8,156.80	97,881.60
			STEP 4	49.18	3,935.49	8,526.90	102,322.80
			STEP 5	51.40	4,112.10	8,909.54	106,914.48



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6101	LABORER	NE	STEP 1	27.11	2,169.27	4,700.09	56,401.08
			STEP 2	28.34	2,266.77	4,911.33	58,935.96
			STEP 3	29.61	2,368.47	5,131.68	61,580.16
			STEP 4	30.94	2,475.21	5,362.96	64,355.52
6171	LANDSCAPE LABORER	NE	STEP 1	26.60	2,128.12	4,610.93	55,331.16
			STEP 2	27.81	2,224.73	4,820.25	57,843.00
			STEP 3	29.06	2,325.82	5,039.28	60,471.36
			STEP 4	30.38	2,429.59	5,264.11	63,169.32
2641	LANDSCPE ARCH SUPV	NE	STEP 1	46.70	3,735.44	8,093.46	97,121.52
			STEP 2	48.77	3,901.20	8,452.60	101,431.20
			STEP 3	50.90	4,071.96	8,822.57	105,870.84
			STEP 4	53.16	4,252.69	9,214.16	110,569.92
			STEP 5	55.50	4,441.40	9,623.04	115,476.48
5333	LEAD TEACHER	NE	STEP 1	28.17	2,253.40	4,882.37	58,588.44
			STEP 2	29.44	2,354.74	5,101.93	61,223.16
			STEP 3	30.78	2,462.82	5,336.11	64,033.32
			STEP 4	32.14	2,571.87	5,572.39	66,868.68
			STEP 5	33.60	2,687.67	5,823.29	69,879.48
8160	LIBRARIAN I	E	STEP 1	33.63	2,521.80	5,463.91	65,566.92
			STEP 2	35.15	2,635.97	5,711.26	68,535.12
			STEP 3	36.69	2,752.00	5,962.67	71,552.04
			STEP 4	38.34	2,875.51	6,230.28	74,763.36
			STEP 5	40.09	3,006.51	6,514.11	78,169.32
8170	LIBRARIAN II	E	STEP 1	36.99	2,773.51	6,009.27	72,111.24
			STEP 2	38.64	2,898.90	6,280.94	75,371.28
			STEP 3	40.40	3,029.91	6,564.80	78,777.60
			STEP 4	42.22	3,166.52	6,860.80	82,329.60
			STEP 5	44.14	3,309.69	7,170.99	86,051.88
8110	LIBRARY ASST I	NE	STEP 1	25.18	1,888.32	4,091.36	49,096.32
			STEP 2	26.30	1,972.52	4,273.80	51,285.60
			STEP 3	27.48	2,061.42	4,466.42	53,597.04
			STEP 4	28.73	2,154.06	4,667.13	56,005.56
			STEP 5	30.01	2,251.37	4,877.97	58,535.64
8120	LIBRARY ASST II	NE	STEP 1	27.68	2,075.46	4,496.84	53,962.08
			STEP 2	28.92	2,169.97	4,701.60	56,419.20
			STEP 3	30.25	2,269.16	4,916.52	58,998.24
			STEP 4	31.58	2,368.35	5,131.42	61,577.04
			STEP 5	33.01	2,475.95	5,364.56	64,374.72



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8130	LIBRARY ASST SR	NE	STEP 1	31.83	2,388.00	5,173.99	62,087.88
			STEP 2	33.29	2,496.54	5,409.17	64,910.04
			STEP 3	34.76	2,607.89	5,650.43	67,805.16
			STEP 4	36.38	2,726.72	5,907.90	70,894.80
			STEP 5	37.98	2,848.38	6,171.48	74,057.76
5469	LIBRARY TECHNOLOGY SPECIALIST	NE	STEP 1	40.96	3,277.03	7,100.24	85,202.88
			STEP 2	42.81	3,424.98	7,420.80	89,049.60
			STEP 3	44.73	3,578.00	7,752.33	93,027.96
			STEP 4	46.76	3,740.12	8,103.59	97,243.08
			STEP 5	48.83	3,906.30	8,463.65	101,563.80
8190	LITERACY PROG COORD	E	STEP 1	36.99	2,773.51	6,009.27	72,111.24
			STEP 2	38.64	2,898.90	6,280.94	75,371.28
			STEP 3	40.40	3,029.91	6,564.80	78,777.60
			STEP 4	42.22	3,166.52	6,860.80	82,329.60
			STEP 5	44.14	3,309.69	7,170.99	86,051.88
8195	LITERACY SPECIALIST	E	STEP 1	33.63	2,521.80	5,463.91	65,566.92
			STEP 2	35.15	2,635.97	5,711.26	68,535.12
			STEP 3	36.69	2,752.00	5,962.67	71,552.04
			STEP 4	38.34	2,875.51	6,230.28	74,763.36
			STEP 5	40.09	3,006.51	6,514.11	78,169.32
6206	MAINT PLANNER	NE	STEP 1	45.99	3,679.47	7,972.19	95,666.28
			STEP 2	48.06	3,845.40	8,331.71	99,980.52
			STEP 3	50.20	4,017.34	8,704.23	104,450.76
			STEP 4	52.49	4,198.15	9,096.00	109,152.00
6065	MAINT WKR FACIL	NE	STEP 1	34.66	2,772.90	6,007.96	72,095.52
			STEP 2	36.20	2,895.91	6,274.47	75,293.64
			STEP 3	37.87	3,028.75	6,562.29	78,747.48
			STEP 4	39.55	3,163.56	6,854.38	82,252.56
6068	MAINT WKR FACIL SR	NE	STEP 1	38.12	3,049.42	6,607.07	79,284.84
			STEP 2	39.85	3,188.16	6,907.68	82,892.16
			STEP 3	41.64	3,330.84	7,216.82	86,601.84
			STEP 4	43.49	3,479.42	7,538.75	90,465.00
6060	MAINT WKR II LDSCP	NE	STEP 1	32.19	2,576.10	5,581.56	66,978.72
			STEP 2	33.65	2,691.24	5,831.01	69,972.12
			STEP 3	35.13	2,811.28	6,091.10	73,093.20
			STEP 4	36.76	2,940.19	6,370.41	76,444.92



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6175	MAINT WKR SR PK/LD	NE	STEP 1	38.64	3,091.72	6,698.73	80,384.76
			STEP 2	40.39	3,232.44	7,003.62	84,043.44
			STEP 3	42.19	3,375.12	7,312.75	87,753.00
			STEP 4	44.09	3,527.64	7,643.21	91,718.52
6141	MAINT WORKER I	NE	STEP 1	28.58	2,286.81	4,954.76	59,457.12
			STEP 2	29.87	2,388.17	5,174.36	62,092.32
			STEP 3	31.21	2,496.41	5,408.89	64,906.68
			STEP 4	32.59	2,607.60	5,649.79	67,797.48
			STEP 5	34.04	2,723.71	5,901.37	70,816.44
6071	MAINT WORKER I LANDSCAPE	NE	STEP 1	29.28	2,340.93	5,072.01	60,864.12
			STEP 2	30.60	2,447.22	5,302.30	63,627.60
			STEP 3	31.98	2,558.40	5,543.20	66,518.40
			STEP 4	33.39	2,672.54	5,790.51	69,486.12
6130	MAINT WORKER II	NE	STEP 1	32.84	2,628.26	5,694.57	68,334.84
			STEP 2	34.30	2,744.38	5,946.16	71,353.92
			STEP 3	35.85	2,868.36	6,214.78	74,577.36
			STEP 4	37.45	2,997.26	6,494.06	77,928.72
6129	MAINTENANCE LEADWORKER PW	NE	STEP 1	36.12	2,889.02	6,259.54	75,114.48
			STEP 2	37.72	3,017.93	6,538.84	78,466.08
			STEP 3	39.46	3,156.66	6,839.44	82,073.28
			STEP 4	41.21	3,296.40	7,142.20	85,706.40
2249	MANAGING ARBORIST	E	STEP 1	53.52	4,280.64	9,274.73	111,296.76
			STEP 2	55.92	4,473.36	9,692.27	116,307.24
			STEP 3	58.45	4,676.05	10,131.44	121,577.28
			STEP 4	61.09	4,885.74	10,585.77	127,029.24
			STEP 5	63.81	5,104.42	11,059.58	132,714.96
6095	MECH LIGHT EQUIP	NE	STEP 1	33.82	2,706.00	5,862.99	70,355.88
			STEP 2	35.32	2,825.07	6,120.98	73,451.76
			STEP 3	36.90	2,953.97	6,400.26	76,803.12
			STEP 4	38.58	3,086.80	6,688.07	80,256.84
2023	MGMT ANALYST I	NE	STEP 1	41.78	3,342.04	7,241.08	86,892.96
			STEP 2	43.67	3,493.81	7,569.92	90,839.04
			STEP 3	45.61	3,648.57	7,905.24	94,862.88
			STEP 4	47.67	3,813.34	8,262.23	99,146.76
			STEP 5	49.78	3,983.09	8,630.03	103,560.36



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2022	MGMT ANALYST II	E	STEP 1	45.88	3,669.56	7,950.71	95,408.52
			STEP 2	47.96	3,836.30	8,311.99	99,743.88
			STEP 3	50.08	4,007.06	8,681.97	104,183.64
			STEP 4	52.35	4,187.78	9,073.53	108,882.36
			STEP 5	54.68	4,374.49	9,478.07	113,736.84
2024	MGMT ANALYST SR	E	STEP 1	50.44	4,036.00	8,744.66	104,935.92
			STEP 2	52.71	4,217.74	9,138.43	109,661.16
			STEP 3	55.09	4,406.45	9,547.31	114,567.72
			STEP 4	57.57	4,605.16	9,977.84	119,734.08
			STEP 5	60.18	4,814.84	10,432.16	125,185.92
2411	NETWORK ADMIN	E	STEP 1	58.47	4,678.05	10,135.78	121,629.36
			STEP 2	61.11	4,887.74	10,590.11	127,081.32
			STEP 3	63.85	5,107.41	11,066.05	132,792.60
			STEP 4	66.74	5,339.07	11,567.98	138,815.76
			STEP 5	69.74	5,578.71	12,087.21	145,046.52
2034	NETWORK ANALYST	E	STEP 1	50.83	4,067.95	8,813.90	105,766.80
			STEP 2	53.13	4,249.68	9,207.65	110,491.80
			STEP 3	55.50	4,441.40	9,623.04	115,476.48
			STEP 4	58.05	4,643.10	10,060.06	120,720.72
			STEP 5	60.63	4,851.80	10,512.23	126,146.76
5465	NETWORK TECH	NE	STEP 1	37.46	2,996.49	6,492.39	77,908.68
			STEP 2	39.14	3,131.59	6,785.12	81,421.44
			STEP 3	40.90	3,272.50	7,090.42	85,085.04
			STEP 4	42.72	3,418.22	7,406.14	88,873.68
			STEP 5	44.67	3,572.63	7,740.70	92,888.40
5230	OFFICE ASST I	NE	STEP 1	24.09	1,927.22	4,175.64	50,107.68
			STEP 2	25.16	2,013.11	4,361.73	52,340.76
			STEP 3	26.27	2,100.93	4,552.01	54,624.12
			STEP 4	27.46	2,197.43	4,761.09	57,133.08
			STEP 5	28.71	2,295.86	4,974.37	59,692.44
5430	OFFICE ASST II	NE	STEP 1	26.48	2,118.30	4,589.65	55,075.80
			STEP 2	27.70	2,215.76	4,800.81	57,609.72
			STEP 3	28.94	2,314.20	5,014.10	60,169.20
			STEP 4	30.22	2,418.42	5,239.92	62,879.04
			STEP 5	31.58	2,527.47	5,476.18	65,714.16



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2250	PARK & LANDSCAPE MGR	E	STEP 1	58.87	4,711.01	10,207.19	122,486.28
			STEP 2	61.55	4,922.69	10,665.82	127,989.84
			STEP 3	64.28	5,143.36	11,143.95	133,727.40
			STEP 4	67.20	5,375.03	11,645.89	139,750.68
			STEP 5	70.22	5,616.66	12,169.43	146,033.16
2642	PARK PLANNING ADMINISTRATOR	E	STEP 1	58.97	4,716.59	10,219.27	122,631.24
			STEP 2	61.61	4,928.84	10,679.15	128,149.80
			STEP 3	64.39	5,150.31	11,159.01	133,908.12
			STEP 4	67.28	5,381.94	11,660.88	139,930.56
			STEP 5	70.30	5,623.73	12,184.74	146,216.88
5365	PARK RANGER SR	NE	STEP 1	36.64	2,930.87	6,350.22	76,202.64
			STEP 2	38.31	3,065.02	6,640.87	79,690.44
			STEP 3	40.02	3,201.08	6,935.68	83,228.16
			STEP 4	41.82	3,345.85	7,249.34	86,992.08
			STEP 5	43.74	3,498.32	7,579.69	90,956.28
2127	PARKING MANAGER	E	STEP 1	58.97	4,717.08	10,220.35	122,644.20
			STEP 2	61.61	4,928.84	10,679.15	128,149.80
			STEP 3	64.39	5,150.31	11,159.01	133,908.12
			STEP 4	67.28	5,381.94	11,660.88	139,930.56
			STEP 5	70.30	5,623.73	12,184.74	146,216.88
2251	PARKS & LANDSCAPE MAINT SUPV	E	STEP 1	46.89	3,751.94	8,129.20	97,550.40
			STEP 2	49.02	3,922.03	8,497.73	101,972.76
			STEP 3	51.23	4,098.45	8,879.97	106,559.64
			STEP 4	53.54	4,283.01	9,279.86	111,358.32
			STEP 5	55.93	4,474.82	9,695.44	116,345.28
2176	PAYROLL ADMINISTRAT	E	STEP 1	46.52	3,721.47	8,063.18	96,758.16
			STEP 2	48.63	3,890.22	8,428.82	101,145.84
			STEP 3	50.81	4,065.96	8,809.58	105,714.96
			STEP 4	53.08	4,246.69	9,201.17	110,414.04
			STEP 5	55.47	4,438.40	9,616.54	115,398.48
2177	PAYROLL SUPERVISOR	E	STEP 1	50.44	4,036.00	8,744.66	104,935.92
			STEP 2	52.71	4,217.74	9,138.43	109,661.16
			STEP 3	55.09	4,406.45	9,547.31	114,567.72
			STEP 4	57.57	4,605.16	9,977.84	119,734.08
			STEP 5	60.18	4,814.84	10,432.16	125,185.92



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5017	PAYROLL TECHNICIAN I	NE	STEP 1	35.03	2,802.52	6,072.12	72,865.44
			STEP 2	36.64	2,930.87	6,350.22	76,202.64
			STEP 3	38.27	3,062.12	6,634.59	79,615.08
			STEP 4	39.99	3,198.19	6,929.41	83,152.92
			STEP 5	41.78	3,342.95	7,243.05	86,916.60
5018	PAYROLL TECHNICIAN II	NE	STEP 1	38.57	3,085.27	6,684.76	80,217.12
			STEP 2	40.29	3,223.28	6,983.78	83,805.36
			STEP 3	42.10	3,368.04	7,297.43	87,569.16
			STEP 4	43.98	3,518.58	7,623.60	91,483.20
			STEP 5	45.97	3,677.82	7,968.61	95,623.32
2089	PERMIT CENTER SUPERVISOR	E	STEP 1	52.46	4,196.68	9,092.80	109,113.60
			STEP 2	54.82	4,385.27	9,501.42	114,017.04
			STEP 3	57.29	4,582.89	9,929.60	119,155.20
			STEP 4	59.87	4,789.53	10,377.31	124,527.72
			STEP 5	62.57	5,005.18	10,844.56	130,134.72
5035	PLAN CHECK ENGINEER	E	STEP 1	52.87	4,229.83	9,164.64	109,975.68
			STEP 2	55.25	4,419.95	9,576.56	114,918.72
			STEP 3	57.79	4,623.58	10,017.75	120,213.00
			STEP 4	60.33	4,827.20	10,458.93	125,507.16
			STEP 5	63.09	5,046.27	10,933.58	131,202.96
5035k	PLAN CHECK ENGR (K RATE)	E	STEP 1	55.13	4,411.27	9,557.75	114,693.00
			STEP 2	57.60	4,607.16	9,982.17	119,786.04
			STEP 3	60.21	4,816.59	10,435.94	125,231.28
			STEP 4	62.90	5,032.76	10,904.31	130,851.72
			STEP 5	65.76	5,260.50	11,397.76	136,773.12
2092	PLAN CHECK SUPERVISOR	E	STEP 1	59.58	4,767.30	10,329.16	123,949.92
			STEP 2	62.27	4,981.57	10,793.41	129,520.92
			STEP 3	65.14	5,211.07	11,290.65	135,487.80
			STEP 4	68.01	5,440.57	11,787.90	141,454.80
			STEP 5	71.09	5,687.48	12,322.88	147,874.56
5062	PLAN CHECKER FIRE	NE	STEP 1	52.87	4,229.83	9,164.64	109,975.68
			STEP 2	55.25	4,419.95	9,576.56	114,918.72
			STEP 3	57.79	4,623.58	10,017.75	120,213.00
			STEP 4	60.33	4,827.20	10,458.93	125,507.16
			STEP 5	63.09	5,046.27	10,933.58	131,202.96



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5061	PLAN CHECKER I	NE	STEP 1	41.14	3,290.84	7,130.15	85,561.80
			STEP 2	42.99	3,438.49	7,450.06	89,400.72
			STEP 3	44.91	3,592.90	7,784.62	93,415.44
			STEP 4	46.93	3,754.07	8,133.81	97,605.72
			STEP 5	49.00	3,921.02	8,495.54	101,946.48
5060	PLAN CHECKER II	NE	STEP 1	45.20	3,616.05	7,834.78	94,017.36
			STEP 2	47.24	3,779.15	8,188.16	98,257.92
			STEP 3	49.37	3,949.97	8,558.26	102,699.12
			STEP 4	51.58	4,128.50	8,945.09	107,341.08
			STEP 5	53.92	4,313.79	9,346.55	112,158.60
5050	PLANNER ASSISTANT	NE	STEP 1	42.17	3,373.83	7,309.96	87,719.52
			STEP 2	44.09	3,527.27	7,642.42	91,709.04
			STEP 3	46.00	3,680.71	7,974.88	95,698.56
			STEP 4	48.10	3,848.63	8,338.70	100,064.40
			STEP 5	50.31	4,023.32	8,717.19	104,606.28
5070	PLANNER ASSOC	E	STEP 1	46.38	3,710.64	8,039.72	96,476.64
			STEP 2	48.51	3,879.52	8,405.62	100,867.44
			STEP 3	50.67	4,053.23	8,782.00	105,384.00
			STEP 4	52.98	4,237.57	9,181.40	110,176.80
			STEP 5	55.29	4,422.85	9,582.84	114,994.08
2132	PLANNER PRINCIPAL	E	STEP 1	64.52	5,162.34	11,185.06	134,220.72
			STEP 2	67.41	5,392.99	11,684.81	140,217.72
			STEP 3	70.46	5,637.63	12,214.87	146,578.44
			STEP 4	73.63	5,890.25	12,762.21	153,146.52
			STEP 5	76.93	6,154.86	13,335.54	160,026.48
5054	PLANNER PUBLIC SERV	NE	STEP 1	38.28	3,063.08	6,636.67	79,640.04
			STEP 2	40.06	3,203.98	6,941.95	83,303.40
			STEP 3	41.83	3,346.82	7,251.44	87,017.28
			STEP 4	43.73	3,497.35	7,577.60	90,931.20
			STEP 5	45.67	3,653.69	7,916.33	94,995.96
2133	PLANNER SR	E	STEP 1	57.17	4,574.21	9,910.78	118,929.36
			STEP 2	59.77	4,780.91	10,358.63	124,303.56
			STEP 3	62.48	4,998.57	10,830.24	129,962.88
			STEP 4	65.29	5,223.25	11,317.04	135,804.48
			STEP 5	68.21	5,456.89	11,823.26	141,879.12



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2130	PLANNING MANAGER	E	STEP 1	70.71	5,657.59	12,258.12	147,097.44
			STEP 2	73.90	5,912.22	12,809.81	153,717.72
			STEP 3	77.22	6,178.83	13,387.47	160,649.64
			STEP 4	80.71	6,457.42	13,991.08	167,892.96
			STEP 5	84.35	6,747.98	14,620.63	175,447.56
6249	PLANT MACHINIST	NE	STEP 1	42.11	3,369.21	7,299.95	87,599.40
			STEP 2	44.04	3,522.72	7,632.56	91,590.72
			STEP 3	46.03	3,683.11	7,980.08	95,760.96
			STEP 4	48.07	3,845.47	8,331.86	99,982.32
2520	POLICE CAPTAIN	E	STEP 1	89.14	7,131.12	15,450.75	185,409.00
			STEP 2	93.15	7,453.18	16,148.55	193,782.60
			STEP 3	97.36	7,789.07	16,876.32	202,515.84
			STEP 4	101.75	8,139.83	17,636.30	211,635.60
			STEP 5	106.32	8,505.47	18,428.52	221,142.24
5286	POLICE DIGITAL FORENSIC SPEC	NE	STEP 1	38.39	3,071.77	6,655.50	79,866.00
			STEP 2	40.11	3,207.85	6,950.34	83,404.08
			STEP 3	41.92	3,353.57	7,266.06	87,192.72
			STEP 4	43.83	3,507.01	7,598.52	91,182.24
			STEP 5	45.77	3,662.38	7,935.16	95,221.92
2622	POLICE EVIDENCE ANALYST	E	STEP 1	45.85	3,668.28	7,947.94	95,375.28
			STEP 2	47.92	3,833.35	8,305.60	99,667.20
			STEP 3	50.07	4,005.85	8,679.35	104,152.20
			STEP 4	52.33	4,186.12	9,069.93	108,839.16
			STEP 5	54.67	4,374.49	9,478.07	113,736.84
2530	POLICE LIEUTENANT	E	STEP 1	79.68	6,374.94	13,812.36	165,748.32
			STEP 2	83.26	6,662.31	14,435.00	173,220.00
			STEP 3	87.02	6,960.62	15,081.35	180,976.20
			STEP 4	90.94	7,275.33	15,763.22	189,158.64
			STEP 5	95.06	7,605.33	16,478.22	197,738.64
4110	POLICE OFFICER	NE	STEP 1	54.64	4,371.28	9,471.11	113,653.32
			STEP 2	57.09	4,566.68	9,894.47	118,733.64
			STEP 3	59.65	4,770.75	10,336.63	124,039.56
			STEP 4	62.33	4,986.77	10,804.66	129,655.92
			STEP 5	65.11	5,209.29	11,286.80	135,441.60
4210	POLICE OFFICER TRAINEE	NE	STEP 1	46.44	3,715.52	8,050.29	96,603.48



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5283	POLICE RCD SPEC I	NE	STEP 1	25.79	2,062.32	4,468.35	53,620.20
			STEP 2	26.95	2,155.93	4,671.18	56,054.16
			STEP 3	28.15	2,251.47	4,878.19	58,538.28
			STEP 4	29.40	2,351.83	5,095.64	61,147.68
			STEP 5	30.75	2,459.92	5,329.83	63,957.96
5282	POLICE RCD SPEC II	NE	STEP 1	28.35	2,267.88	4,913.74	58,964.88
			STEP 2	29.63	2,370.18	5,135.39	61,624.68
			STEP 3	30.96	2,476.33	5,365.38	64,384.56
			STEP 4	32.36	2,590.20	5,612.10	67,345.20
			STEP 5	33.78	2,703.12	5,856.77	70,281.24
5281	POLICE RCD SPEC SR	NE	STEP 1	31.19	2,494.67	5,405.11	64,861.32
			STEP 2	32.59	2,606.61	5,647.65	67,771.80
			STEP 3	34.09	2,725.30	5,904.82	70,857.84
			STEP 4	35.59	2,846.91	6,168.30	74,019.60
			STEP 5	37.16	2,974.30	6,444.31	77,331.72
2195	POLICE RECORD SUPV	E	STEP 1	50.44	4,036.00	8,744.66	104,935.92
			STEP 2	52.71	4,217.74	9,138.43	109,661.16
			STEP 3	55.09	4,406.45	9,547.31	114,567.72
			STEP 4	57.57	4,605.16	9,977.84	119,734.08
			STEP 5	60.18	4,814.84	10,432.16	125,185.92
2621	POLICE RECORDS & COMM. MGR.	E	STEP 1	64.96	5,196.24	11,258.53	135,102.36
			STEP 2	67.88	5,429.97	11,764.93	141,179.16
			STEP 3	70.94	5,674.34	12,294.41	147,532.92
			STEP 4	74.14	5,929.90	12,848.11	154,177.32
			STEP 5	77.46	6,197.16	13,427.17	161,126.04
7120	POLICE SERGEANT	NE	STEP 1	65.53	5,241.87	11,357.38	136,288.56
			STEP 2	68.47	5,477.40	11,867.71	142,412.52
			STEP 3	71.54	5,723.82	12,401.61	148,819.32
			STEP 4	74.75	5,981.08	12,959.01	155,508.12
			STEP 5	78.12	6,250.29	13,542.29	162,507.48
2128	PRINCIPAL TRANSPORTATION PLANR	E	STEP 1	64.52	5,162.34	11,185.06	134,220.72
			STEP 2	67.41	5,392.99	11,684.81	140,217.72
			STEP 3	70.46	5,637.63	12,214.87	146,578.44
			STEP 4	73.63	5,890.25	12,762.21	153,146.52
			STEP 5	76.93	6,154.86	13,335.54	160,026.48



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5433	PROGRAM ASSISTANT I	NE	STEP 1	24.09	1,927.22	4,175.64	50,107.68
			STEP 2	25.16	2,013.11	4,361.73	52,340.76
			STEP 3	26.27	2,100.93	4,552.01	54,624.12
			STEP 4	27.46	2,197.43	4,761.09	57,133.08
			STEP 5	28.71	2,295.86	4,974.37	59,692.44
5434	PROGRAM ASSISTANT II	NE	STEP 1	26.48	2,118.30	4,589.65	55,075.80
			STEP 2	27.70	2,215.76	4,800.81	57,609.72
			STEP 3	28.94	2,314.20	5,014.10	60,169.20
			STEP 4	30.22	2,418.42	5,239.92	62,879.04
			STEP 5	31.58	2,527.47	5,476.18	65,714.16
5342	PROGRAM ASST SR	NE	STEP 1	31.10	2,486.95	5,388.39	64,660.68
			STEP 2	32.48	2,597.92	5,628.83	67,545.96
			STEP 3	33.94	2,716.63	5,886.03	70,632.36
			STEP 4	35.46	2,837.26	6,147.40	73,768.80
			STEP 5	37.05	2,963.69	6,421.32	77,055.84
2066	PROJECT MGR I	NE	STEP 1	48.55	3,883.24	8,413.68	100,964.16
			STEP 2	50.73	4,058.97	8,794.44	105,533.28
			STEP 3	53.02	4,241.70	9,190.36	110,284.32
			STEP 4	55.39	4,431.42	9,601.41	115,216.92
			STEP 5	57.90	4,632.12	10,036.27	120,435.24
2067	PROJECT MGR II	E	STEP 1	53.61	4,288.63	9,292.04	111,504.48
			STEP 2	55.99	4,479.34	9,705.24	116,462.88
			STEP 3	58.51	4,682.05	10,144.44	121,733.28
			STEP 4	61.16	4,892.73	10,600.92	127,211.04
			STEP 5	63.91	5,112.41	11,076.89	132,922.68
2064	PROJECT MGR SR	E	STEP 1	58.98	4,717.50	10,221.26	122,655.12
			STEP 2	61.59	4,927.29	10,675.79	128,109.48
			STEP 3	64.39	5,150.25	11,158.88	133,906.56
			STEP 4	67.28	5,382.01	11,661.02	139,932.24
			STEP 5	70.30	5,623.65	12,184.57	146,214.84
2065	PROJECT SUPT	NE	STEP 1	53.95	4,315.59	9,350.45	112,205.40
			STEP 2	56.39	4,511.30	9,774.48	117,293.76
			STEP 3	58.93	4,715.00	10,215.84	122,590.08
			STEP 4	61.58	4,925.68	10,672.31	128,067.72
			STEP 5	64.35	5,147.35	11,152.59	133,831.08



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2202	PUB WKS SUPV	E	STEP 1	50.06	4,005.05	8,677.61	104,131.32
			STEP 2	52.32	4,184.79	9,067.04	108,804.48
			STEP 3	54.67	4,373.50	9,475.92	113,711.04
			STEP 4	57.13	4,570.22	9,902.14	118,825.68
			STEP 5	59.71	4,775.91	10,347.80	124,173.60
6123	PUMP STATION MECHANIC I	NE	STEP 1	36.45	2,916.58	6,319.25	75,831.00
			STEP 2	38.06	3,044.49	6,596.39	79,156.68
			STEP 3	39.80	3,184.23	6,899.16	82,789.92
			STEP 4	41.61	3,327.88	7,210.41	86,524.92
6124	PUMP STATION MECHANIC II	NE	STEP 1	40.61	3,248.17	7,037.71	84,452.52
			STEP 2	42.39	3,391.85	7,349.01	88,188.12
			STEP 3	44.31	3,544.37	7,679.47	92,153.64
			STEP 4	46.32	3,706.73	8,031.25	96,375.00
6140	PUMP STATION MECHANIC III	NE	STEP 1	44.67	3,573.27	7,742.09	92,905.08
			STEP 2	46.63	3,731.48	8,084.87	97,018.44
			STEP 3	48.74	3,899.34	8,448.57	101,382.84
			STEP 4	50.98	4,077.81	8,835.26	106,023.12
5302	PURCHASING COORDINATOR	NE	STEP 1	44.39	3,550.75	7,693.29	92,319.48
			STEP 2	46.36	3,708.30	8,034.66	96,415.92
			STEP 3	48.45	3,876.10	8,398.21	100,778.52
			STEP 4	50.64	4,049.84	8,774.66	105,295.92
			STEP 5	52.89	4,232.12	9,169.59	110,035.08
2126	REGULATORY COMPLIANCE MANAGER	E	STEP 1	68.31	5,464.41	11,839.55	142,074.60
			STEP 2	71.38	5,710.23	12,372.17	148,466.04
			STEP 3	74.61	5,968.14	12,930.97	155,171.64
			STEP 4	77.96	6,236.11	13,511.58	162,138.96
			STEP 5	81.49	6,518.22	14,122.80	169,473.60
5245	SECTY EXEC TO CITY ATTORNEY	NE	STEP 1	35.62	2,848.85	6,172.50	74,070.00
			STEP 2	37.21	2,978.16	6,452.68	77,432.16
			STEP 3	38.90	3,111.34	6,741.23	80,894.76
			STEP 4	40.68	3,254.16	7,050.68	84,608.16
			STEP 5	42.47	3,397.95	7,362.23	88,346.76
5023	SECTY EXEC TO CITY MANAGER	NE	STEP 1	38.42	3,073.69	6,659.67	79,916.04
			STEP 2	40.14	3,210.73	6,956.58	83,478.96
			STEP 3	41.94	3,355.49	7,270.23	87,242.76
			STEP 4	43.84	3,507.97	7,600.60	91,207.20
			STEP 5	45.82	3,665.28	7,941.45	95,297.40



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5456	SOLID WASTE & RECYC PROG COORD	NE	STEP 1	46.25	3,700.02	8,016.70	96,200.40
			STEP 2	48.33	3,866.97	8,378.44	100,541.28
			STEP 3	50.48	4,039.72	8,752.73	105,032.76
			STEP 4	52.76	4,222.11	9,147.91	109,774.92
			STEP 5	55.13	4,411.27	9,557.75	114,693.00
2230	SUPERVISING LIBRARIAN	E	STEP 1	43.15	3,452.73	7,480.92	89,771.04
			STEP 2	45.08	3,607.90	7,817.11	93,805.32
			STEP 3	47.13	3,770.27	8,168.91	98,026.92
			STEP 4	49.24	3,939.82	8,536.27	102,435.24
			STEP 5	51.46	4,117.60	8,921.47	107,057.64
2229	SUPERVISING LIBRARY ASSISTANT	E	STEP 1	38.83	3,107.17	6,732.21	80,786.52
			STEP 2	40.58	3,247.02	7,035.20	84,422.40
			STEP 3	42.42	3,393.14	7,351.80	88,221.60
			STEP 4	44.31	3,545.83	7,682.64	92,191.68
			STEP 5	46.33	3,705.84	8,029.33	96,351.96
5361	SURVEY TECHNICIAN SR	NE	STEP 1	44.51	3,561.54	7,716.67	92,600.04
			STEP 2	46.52	3,721.64	8,063.56	96,762.72
			STEP 3	48.62	3,889.31	8,426.83	101,121.96
			STEP 4	50.81	4,064.10	8,805.56	105,666.72
			STEP 5	53.09	4,247.31	9,202.50	110,430.00
2037	SUSTAINABILITY ANALYST	E	STEP 1	50.44	4,036.00	8,744.66	104,935.92
			STEP 2	52.71	4,217.74	9,138.43	109,661.16
			STEP 3	55.09	4,406.45	9,547.31	114,567.72
			STEP 4	57.57	4,605.16	9,977.84	119,734.08
			STEP 5	60.18	4,814.84	10,432.16	125,185.92
5460	SYS ANALYST I	NE	STEP 1	44.87	3,589.04	7,776.25	93,315.00
			STEP 2	46.87	3,750.20	8,125.43	97,505.16
			STEP 3	48.96	3,917.16	8,487.18	101,846.16
			STEP 4	51.22	4,097.63	8,878.19	106,538.28
			STEP 5	53.50	4,280.01	9,273.36	111,280.32
2033	SYS ANALYST II	E	STEP 1	50.83	4,067.95	8,813.90	105,766.80
			STEP 2	53.13	4,249.68	9,207.65	110,491.80
			STEP 3	55.50	4,441.40	9,623.04	115,476.48
			STEP 4	58.05	4,643.10	10,060.06	120,720.72
			STEP 5	60.63	4,851.80	10,512.23	126,146.76



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2416	SYSTEMS & NETWORK MGR	E	STEP 1	68.76	5,500.83	11,918.46	143,021.52
			STEP 2	71.87	5,750.46	12,459.34	149,512.08
			STEP 3	75.12	6,010.08	13,021.83	156,261.96
			STEP 4	78.50	6,279.67	13,605.95	163,271.40
			STEP 5	82.01	6,562.26	14,218.22	170,618.64
2031	SYSTEMS ANALYST SR	E	STEP 1	58.47	4,678.05	10,135.78	121,629.36
			STEP 2	61.11	4,887.74	10,590.11	127,081.32
			STEP 3	63.85	5,107.41	11,066.05	132,792.60
			STEP 4	66.74	5,339.07	11,567.98	138,815.76
			STEP 5	69.74	5,578.71	12,087.21	145,046.52
2171	SYSTEMS SPECIALIST	E	STEP 1	50.83	4,067.95	8,813.90	105,766.80
			STEP 2	53.13	4,249.68	9,207.65	110,491.80
			STEP 3	55.50	4,441.40	9,623.04	115,476.48
			STEP 4	58.05	4,643.10	10,060.06	120,720.72
			STEP 5	60.63	4,851.80	10,512.23	126,146.76
2165	TECHNICAL SUPPORT SUPERVISOR	E	STEP 1	50.83	4,067.95	8,813.90	105,766.80
			STEP 2	53.13	4,249.68	9,207.65	110,491.80
			STEP 3	55.50	4,441.40	9,623.04	115,476.48
			STEP 4	58.05	4,643.10	10,060.06	120,720.72
			STEP 5	60.63	4,851.80	10,512.23	126,146.76
6105	TRAF & LIGHT TECH	NE	STEP 1	42.04	3,364.30	7,289.31	87,471.72
			STEP 2	43.92	3,513.85	7,613.35	91,360.20
			STEP 3	45.94	3,674.26	7,960.90	95,530.80
			STEP 4	47.98	3,837.60	8,314.79	99,777.48
5285	TRAFFIC ENFORC COORD	NE	STEP 1	38.39	3,071.77	6,655.50	79,866.00
			STEP 2	40.11	3,207.85	6,950.34	83,404.08
			STEP 3	41.92	3,353.57	7,266.06	87,192.72
			STEP 4	43.83	3,507.01	7,598.52	91,182.24
			STEP 5	45.77	3,662.38	7,935.16	95,221.92
6225	TRAFFIC SAFETY WRKR	NE	STEP 1	36.12	2,889.02	6,259.54	75,114.48
			STEP 2	37.72	3,017.93	6,538.84	78,466.08
			STEP 3	39.45	3,155.69	6,837.33	82,047.96
			STEP 4	41.21	3,296.40	7,142.20	85,706.40
5064	TRANSPORTATION PLANNER ASSOC	E	STEP 1	46.38	3,710.64	8,039.72	96,476.64
			STEP 2	48.51	3,879.52	8,405.62	100,867.44
			STEP 3	50.67	4,053.23	8,782.00	105,384.00
			STEP 4	52.98	4,237.57	9,181.40	110,176.80
			STEP 5	55.29	4,422.85	9,582.84	114,994.08



CITY OF SAN MATEO

Merit Salary Schedule

Effective Date: 01/10/2021 *

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
5063	TRANSPORTATION PLANNER ASST	NE	STEP 1	42.18	3,373.83	7,309.96	87,719.52
			STEP 2	44.09	3,527.27	7,642.42	91,709.04
			STEP 3	46.00	3,680.71	7,974.88	95,698.56
			STEP 4	48.10	3,848.63	8,338.70	100,064.40
			STEP 5	50.31	4,023.32	8,717.19	104,606.28
2028	TREASURY AND DEBT MANAGER	E	STEP 1	57.21	4,576.54	9,915.84	118,990.08
			STEP 2	59.79	4,782.67	10,362.46	124,349.52
			STEP 3	62.47	4,998.23	10,829.50	129,954.00
			STEP 4	65.29	5,223.20	11,316.93	135,803.16
			STEP 5	68.22	5,458.99	11,827.82	141,933.84
6233	TREE MAINT SPEC	NE	STEP 1	42.50	3,400.89	7,368.60	88,423.20
			STEP 2	44.45	3,555.68	7,703.98	92,447.76
			STEP 3	46.42	3,712.63	8,044.03	96,528.36
			STEP 4	48.51	3,880.40	8,407.54	100,890.48
6078	TREE TRIMMER SR PK	NE	STEP 1	34.46	2,757.16	5,973.85	71,686.20
			STEP 2	36.02	2,881.14	6,242.47	74,909.64
			STEP 3	37.62	3,010.06	6,521.80	78,261.60
			STEP 4	39.35	3,148.80	6,822.39	81,868.68
5287	VEHICLE ABATEMENT OFFICER	NE	STEP 1	29.18	2,334.80	5,058.74	60,704.88
			STEP 2	30.50	2,439.86	5,286.36	63,436.32
			STEP 3	31.88	2,549.96	5,524.92	66,299.04
			STEP 4	33.31	2,665.11	5,774.40	69,292.80
			STEP 5	34.81	2,785.29	6,034.80	72,417.60
2129	WASTE MANAGEMENT SUPERVISOR	E	STEP 1	52.46	4,196.68	9,092.80	109,113.60
			STEP 2	54.82	4,385.27	9,501.42	114,017.04
			STEP 3	57.29	4,582.89	9,929.60	119,155.20
			STEP 4	59.87	4,789.53	10,377.31	124,527.72
			STEP 5	62.57	5,005.18	10,844.56	130,134.72
2041	WEB SPECIALIST	E	STEP 1	53.71	4,296.62	9,309.35	111,712.20
			STEP 2	56.20	4,495.33	9,739.88	116,878.56
			STEP 3	58.69	4,694.03	10,170.39	122,044.68
			STEP 4	61.35	4,908.71	10,635.54	127,626.48
			STEP 5	64.10	5,127.39	11,109.34	133,312.08
6207	WWTP ELECT TECHNICIAN	NE	STEP 1	45.99	3,679.48	7,972.20	95,666.40
			STEP 2	48.06	3,845.40	8,331.71	99,980.52
			STEP 3	50.20	4,017.31	8,704.18	104,450.16
			STEP 4	52.49	4,198.15	9,096.00	109,152.00



CITY OF SAN MATEO

Merit Salary Schedule

Effective Date: 01/10/2021 *

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2112	WWTP MAINTENANCE SUPT	E	STEP 1	57.86	4,628.85	10,029.17	120,350.04
			STEP 2	60.45	4,836.46	10,478.99	125,747.88
			STEP 3	63.19	5,054.70	10,951.86	131,422.32
			STEP 4	66.00	5,279.31	11,438.51	137,262.12
			STEP 5	68.97	5,517.79	11,955.22	143,462.64
2115	WWTP MANAGER	E	STEP 1	73.56	5,885.57	12,752.07	153,024.84
			STEP 2	76.88	6,150.07	13,325.15	159,901.80
			STEP 3	80.35	6,427.86	13,927.02	167,124.24
			STEP 4	83.97	6,716.71	14,552.87	174,634.44
			STEP 5	87.75	7,019.96	15,209.91	182,518.92
6245	WWTP MECHANIC I	NE	STEP 1	37.55	3,004.07	6,508.81	78,105.72
			STEP 2	39.20	3,135.82	6,794.28	81,531.36
			STEP 3	41.00	3,279.76	7,106.14	85,273.68
			STEP 4	42.84	3,427.72	7,426.72	89,120.64
6247	WWTP MECHANIC II	NE	STEP 1	41.82	3,345.62	7,248.84	86,986.08
			STEP 2	43.67	3,493.60	7,569.47	90,833.64
			STEP 3	45.63	3,650.70	7,909.86	94,918.32
			STEP 4	47.73	3,817.93	8,272.18	99,266.16
6248	WWTP MECHANIC III	NE	STEP 1	45.97	3,679.07	7,971.32	95,655.84
			STEP 2	48.06	3,845.30	8,331.49	99,977.88
			STEP 3	50.20	4,017.59	8,704.78	104,457.36
			STEP 4	52.49	4,198.00	9,095.67	109,148.04
2110	WWTP OPERATIONS SUPT	E	STEP 1	63.27	5,061.32	10,966.19	131,594.28
			STEP 2	66.12	5,289.53	11,460.64	137,527.68
			STEP 3	69.10	5,527.68	11,976.64	143,719.68
			STEP 4	72.20	5,775.82	12,514.27	150,171.24
			STEP 5	75.45	6,036.14	13,078.31	156,939.72
6240	WWTP OPERATOR I	NE	STEP 1	38.79	3,103.28	6,723.77	80,685.24
			STEP 2	40.51	3,241.75	7,023.80	84,285.60
			STEP 3	42.38	3,390.56	7,346.22	88,154.64
			STEP 4	44.26	3,541.43	7,673.09	92,077.08
6242	WWTP OPERATOR II	NE	STEP 1	42.59	3,407.09	7,382.03	88,584.36
			STEP 2	44.44	3,554.87	7,702.22	92,426.64
			STEP 3	46.45	3,717.12	8,053.75	96,645.00
			STEP 4	48.57	3,886.59	8,420.95	101,051.40



CITY OF SAN MATEO

Merit Salary Schedule

Effective Date: 01/10/2021 *

JOB CODE	TITLE	E=Exempt NE=Non Ex	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
6243	WWTP OPERATOR III	NE	STEP 1	46.80	3,743.99	8,111.97	97,343.64
			STEP 2	48.93	3,913.46	8,479.16	101,749.92
			STEP 3	51.13	4,090.16	8,862.01	106,344.12
			STEP 4	53.38	4,271.02	9,253.87	111,046.44
6235	WWTP OPR IN TRAINING	NE	STEP 1	33.92	2,713.68	5,879.65	70,555.80
			STEP 2	35.52	2,840.79	6,155.05	73,860.60
			STEP 3	37.07	2,965.82	6,425.95	77,111.40
			STEP 4	38.75	3,100.18	6,717.05	80,604.60
2111	WWTP SHIFT SUPV	NE	STEP 1	51.07	4,085.73	8,852.42	106,229.04
			STEP 2	53.35	4,268.66	9,248.76	110,985.12
			STEP 3	55.73	4,458.75	9,660.63	115,927.56
			STEP 4	58.23	4,659.13	10,094.79	121,137.48
			STEP 5	60.87	4,868.77	10,549.00	126,588.00

Exhibit B

Effective Date: 11/04/2002

City Council

JOB CODE	TITLE	HOURLY	MONTHLY
1910	CITY COUNCIL	3.47	600.00

City Manager, City Attorney, Department Heads

Effective Date: 2/9/2020*

JOB CODE	TITLE	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
1110	CITY MANAGER		131.23	10,498.12	22,745.49	272,945.88
1130	CITY ATTORNEY		116.25	9,300.17	20,149.98	241,799.76
1260	ASST CITY MANAGER	STEP 1	100.90	8,072.06	17,489.46	209,873.54
		STEP 2	105.95	8,475.66	18,363.93	220,367.22
		STEP 3	111.24	8,899.45	19,282.13	231,385.58
1140	CHIEF OF POLICE	STEP 1	116.64	9,330.87	20,216.89	242,602.68
		STEP 2	122.47	9,797.42	21,227.73	254,732.81
		STEP 3	128.59	10,287.29	22,289.12	267,469.45
1230	CITY CLERK	STEP 1	86.81	6,944.45	15,046.30	180,555.58
		STEP 2	91.15	7,291.67	15,798.61	189,583.36
		STEP 3	95.70	7,656.25	16,588.54	199,062.53
1210	CITY LIBRARIAN	STEP 1	97.91	7,833.00	16,971.49	203,657.94
		STEP 2	102.81	8,224.65	17,820.07	213,840.83
		STEP 3	107.95	8,635.88	18,711.07	224,532.88
1160	DIR COMM DEVELOPMENT	STEP 1	98.02	7,841.43	16,989.76	203,877.16
		STEP 2	102.92	8,233.50	17,839.25	214,071.01
		STEP 3	108.06	8,645.18	18,731.21	224,774.56
1270	DIR INFO TECHNOLOGY	STEP 1	95.49	7,638.89	16,550.93	198,611.14
		STEP 2	100.26	8,020.83	17,378.47	208,541.70
		STEP 3	105.27	8,421.88	18,247.40	218,968.78
1250	DIR PARKS & RECREATION	STEP 1	98.02	7,841.43	16,989.76	203,877.16
		STEP 2	102.92	8,233.50	17,839.25	214,071.01
		STEP 3	108.06	8,645.18	18,731.21	224,774.56
1120	DIR PUBLIC WORKS	STEP 1	103.50	8,279.92	17,939.82	215,277.86
		STEP 2	108.67	8,693.91	18,836.81	226,041.75
		STEP 3	114.11	9,128.61	19,778.65	237,343.84
1220	FINANCE DIRECTOR	STEP 1	103.26	8,261.14	17,899.14	214,789.73
		STEP 2	108.43	8,674.20	18,794.10	225,529.21
		STEP 3	113.85	9,107.91	19,733.81	236,805.67
1180	HUMAN RESOURCES DIR	STEP 1	95.49	7,638.89	16,550.93	198,611.14
		STEP 2	100.26	8,020.83	17,378.47	208,541.70
		STEP 3	105.27	8,421.88	18,247.40	218,968.78

*3% Increase for City Manager & City Attorney per City Council Action on 02/03/2020

Deputy Directors

Effective Date: 07/01/2020*

JOB CODE	TITLE	STEPS	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
2237	DEPUTY CITY LIBRARIAN	STEP 1	74.07	5,925.55	12,838.69	154,064.27
		STEP 2	77.77	6,221.83	13,480.62	161,767.48
		STEP 3	81.66	6,532.92	14,154.65	169,855.86
2135	DEPUTY CDD DIRECTOR	STEP 1	85.23	6,818.63	14,773.69	177,284.29
		STEP 2	89.49	7,159.56	15,512.37	186,148.50
		STEP 3	93.97	7,517.54	16,287.99	195,455.93
2271	DEPUTY DIRECTOR PARKS & REC	STEP 1	81.63	6,530.66	14,149.77	169,797.22
		STEP 2	85.71	6,857.20	14,857.26	178,287.08
		STEP 3	90.00	7,200.06	15,600.12	187,201.44
2117	DEP DIR PUBLIC WORKS	STEP 1	84.08	6,726.67	14,574.44	174,893.32
		STEP 2	88.29	7,063.00	15,303.17	183,637.99
		STEP 3	92.70	7,416.15	16,068.32	192,819.89
2545	DEPUTY POLICE CHIEF	STEP 1	105.76	8,460.67	18,331.45	219,977.41
		STEP 2	111.05	8,883.70	19,248.02	230,976.28
		STEP 3	116.60	9,327.89	20,210.42	242,525.09
2099	DEP DIRECTOR HUMAN RESOURCES	STEP 1	79.58	6,366.40	13,793.87	165,526.44
		STEP 2	83.56	6,684.80	14,483.73	173,804.76
		STEP 3	87.73	7,018.40	15,206.53	182,478.36

*Added Deputy Director Human Resources