

**City of South San Francisco | Salary Schedule**  
**Effective 07/03/2026**

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	MINIMUM	CONTROL POINT	MAXIMUM
Assistant City Manager	N100	7/3/2026	EXEC	Hourly	\$ 139.55	\$ 153.50	\$ 168.85
				Bi-Weekly	\$ 11,164.00	\$ 12,280.00	\$ 13,508.00
				Monthly	\$ 24,188.67	\$ 26,606.67	\$ 29,267.33
Assistant to the City Manager	N180	7/3/2026	EXEC	Hourly	\$ 83.51	\$ 91.86	\$ 101.05
				Bi-Weekly	\$ 6,680.80	\$ 7,348.80	\$ 8,084.00
				Monthly	\$ 14,475.07	\$ 15,922.40	\$ 17,515.33
City Clerk	E100	7/3/2026	ELECT	Hourly		\$ 131.75	
				Bi-Weekly		\$ 10,134.40	
				Monthly		\$ 21,957.87	
City Manager	N115	7/3/2026	CM	Hourly		\$ 190.20	
				Bi-Weekly		\$ 15,216.00	
				Monthly		\$ 32,968.00	
Communications Director	N190	7/3/2026	EXEC	Hourly	\$ 119.77	\$ 131.75	\$ 144.93
				Bi-Weekly	\$ 9,581.60	\$ 10,540.00	\$ 11,594.40
				Monthly	\$ 20,760.13	\$ 22,836.67	\$ 25,121.20
Deputy City Manager	N120	7/3/2026	EXEC	Hourly	\$ 119.77	\$ 131.75	\$ 144.93
				Bi-Weekly	\$ 9,581.60	\$ 10,540.00	\$ 11,594.40
				Monthly	\$ 20,760.13	\$ 22,836.67	\$ 25,121.20
Director of Capital Projects	N195	7/3/2026	EXEC	Hourly	\$ 119.77	\$ 131.75	\$ 144.93
				Bi-Weekly	\$ 9,581.60	\$ 10,540.00	\$ 11,594.40
				Monthly	\$ 20,760.13	\$ 22,836.67	\$ 25,121.20
Director of Economic & Community Development	N140	7/3/2026	EXEC	Hourly	\$ 122.23	\$ 134.45	\$ 147.90
				Bi-Weekly	\$ 9,778.40	\$ 10,756.00	\$ 11,832.00
				Monthly	\$ 21,186.53	\$ 23,304.67	\$ 25,636.00
Director of Finance	N145	7/3/2026	EXEC	Hourly	\$ 124.39	\$ 136.83	\$ 150.51
				Bi-Weekly	\$ 9,951.20	\$ 10,946.40	\$ 12,040.80
				Monthly	\$ 21,560.93	\$ 23,717.20	\$ 26,088.40
Fire Chief	N150	7/3/2026	EXEC	Hourly	\$ 145.57	\$ 160.13	\$ 176.14
				Bi-Weekly	\$ 11,645.60	\$ 12,810.40	\$ 14,091.20
				Monthly	\$ 25,232.13	\$ 27,755.87	\$ 30,530.93

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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	MINIMUM	CONTROL POINT	MAXIMUM
Director of Human Resources	N130	7/3/2026	EXEC	Hourly	\$ 119.77	\$ 131.75	\$ 144.93
				Bi-Weekly	\$ 9,581.60	\$ 10,540.00	\$ 11,594.40
				Monthly	\$ 20,760.13	\$ 22,836.67	\$ 25,121.20
Director of Information Technology	N165	7/3/2026	EXEC	Hourly	\$ 123.22	\$ 135.54	\$ 149.09
				Bi-Weekly	\$ 9,857.60	\$ 10,843.20	\$ 11,927.20
				Monthly	\$ 21,358.13	\$ 23,493.60	\$ 25,842.27
Library Director	N110	7/3/2026	EXEC	Hourly	\$ 120.34	\$ 132.37	\$ 145.61
				Bi-Weekly	\$ 9,627.20	\$ 10,589.60	\$ 11,648.80
				Monthly	\$ 20,858.93	\$ 22,944.13	\$ 25,239.07
Director of Parks and Recreation	N175	7/3/2026	EXEC	Hourly	\$ 125.21	\$ 137.73	\$ 151.50
				Bi-Weekly	\$ 10,016.80	\$ 11,018.40	\$ 12,120.00
				Monthly	\$ 21,703.07	\$ 23,873.20	\$ 26,260.00
Chief of Police	N155	7/3/2026	EXEC	Hourly	\$ 146.39	\$ 161.03	\$ 177.13
				Bi-Weekly	\$ 11,711.20	\$ 12,882.40	\$ 14,170.40
				Monthly	\$ 25,374.27	\$ 27,911.87	\$ 30,702.53
Director of Public Works	N160	7/3/2026	EXEC	Hourly	\$ 129.43	\$ 142.37	\$ 156.61
				Bi-Weekly	\$ 10,354.40	\$ 11,389.60	\$ 12,528.80
				Monthly	\$ 22,434.53	\$ 24,677.47	\$ 27,145.73

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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Accountant - Senior	M625	7/3/2026	MID MGMT	Hourly	\$ 59.60	\$ 62.58	\$ 65.71	\$ 69.00	\$ 72.45			
				Bi-Weekly	\$ 4,768.00	\$ 5,006.40	\$ 5,256.80	\$ 5,520.00	\$ 5,796.00			
				Monthly	\$ 10,330.67	\$ 10,847.20	\$ 11,389.73	\$ 11,960.00	\$ 12,558.00			
Accountant I	M100	7/3/2026	MID MGMT	Hourly	\$ 49.29	\$ 51.75	\$ 54.34	\$ 57.06	\$ 59.91			
				Bi-Weekly	\$ 3,943.20	\$ 4,140.00	\$ 4,347.20	\$ 4,564.80	\$ 4,792.80			
				Monthly	\$ 8,543.60	\$ 8,970.00	\$ 9,418.93	\$ 9,890.40	\$ 10,384.40			
Accountant II	M620	7/3/2026	MID MGMT	Hourly	\$ 54.19	\$ 56.90	\$ 59.74	\$ 62.73	\$ 65.87			
				Bi-Weekly	\$ 4,335.20	\$ 4,552.00	\$ 4,779.20	\$ 5,018.40	\$ 5,269.60			
				Monthly	\$ 9,392.93	\$ 9,862.67	\$ 10,354.93	\$ 10,873.20	\$ 11,417.47			
Accounting Assistant I	A480	7/3/2026	AFSCME	Hourly	\$ 33.05	\$ 34.70	\$ 36.43	\$ 38.25	\$ 40.16			
				Bi-Weekly	\$ 2,644.00	\$ 2,776.00	\$ 2,914.40	\$ 3,060.00	\$ 3,212.80			
				Monthly	\$ 5,728.67	\$ 6,014.67	\$ 6,314.53	\$ 6,630.00	\$ 6,961.07			
Accounting Assistant II	A225	7/3/2026	AFSCME	Hourly	\$ 36.30	\$ 38.12	\$ 40.03	\$ 42.03	\$ 44.13			
				Bi-Weekly	\$ 2,904.00	\$ 3,049.60	\$ 3,202.40	\$ 3,362.40	\$ 3,530.40			
				Monthly	\$ 6,292.00	\$ 6,607.47	\$ 6,938.53	\$ 7,285.20	\$ 7,649.20			
Administrative Assistant - Senior	O340	7/3/2026	CONFID	Hourly	\$ 45.08	\$ 47.33	\$ 49.70	\$ 52.19	\$ 54.80			
				Bi-Weekly	\$ 3,606.40	\$ 3,786.40	\$ 3,976.00	\$ 4,175.20	\$ 4,384.00			
				Monthly	\$ 7,813.87	\$ 8,203.87	\$ 8,614.67	\$ 9,046.27	\$ 9,498.67			
Administrative Assistant I	O315	7/3/2026	CONFID	Hourly	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72	\$ 49.06			
				Bi-Weekly	\$ 3,228.80	\$ 3,390.40	\$ 3,560.00	\$ 3,737.60	\$ 3,924.80			
				Monthly	\$ 6,995.73	\$ 7,345.87	\$ 7,713.33	\$ 8,098.13	\$ 8,503.73			
Administrative Assistant II	O310	7/3/2026	CONFID	Hourly	\$ 42.50	\$ 44.63	\$ 46.86	\$ 49.20	\$ 51.66			
				Bi-Weekly	\$ 3,400.00	\$ 3,570.40	\$ 3,748.80	\$ 3,936.00	\$ 4,132.80			
				Monthly	\$ 7,366.67	\$ 7,735.87	\$ 8,122.40	\$ 8,528.00	\$ 8,954.40			
Accounting Supervisor	M630	7/3/2026	MID MGMT	Hourly	\$ 65.70	\$ 68.99	\$ 72.44	\$ 76.06	\$ 79.86			
				Bi-Weekly	\$ 5,256.00	\$ 5,519.20	\$ 5,795.20	\$ 6,084.80	\$ 6,388.80			
				Monthly	\$ 11,388.00	\$ 11,958.27	\$ 12,556.27	\$ 13,183.73	\$ 13,842.40			
Accounting Technician	A230	7/3/2026	AFSCME	Hourly	\$ 41.09	\$ 43.14	\$ 45.30	\$ 47.56	\$ 49.94			
				Bi-Weekly	\$ 3,287.20	\$ 3,451.20	\$ 3,624.00	\$ 3,804.80	\$ 3,995.20			
				Monthly	\$ 7,122.27	\$ 7,477.60	\$ 7,852.00	\$ 8,243.73	\$ 8,656.27			
Applications Analyst	M810	7/3/2026	MID MGMT	Hourly	\$ 64.82	\$ 68.06	\$ 71.46	\$ 75.03	\$ 78.78			
				Bi-Weekly	\$ 5,185.60	\$ 5,444.80	\$ 5,716.80	\$ 6,002.40	\$ 6,302.40			
				Monthly	\$ 11,235.47	\$ 11,797.07	\$ 12,386.40	\$ 13,005.20	\$ 13,655.20			
Building Inspector	A135	7/3/2026	AFSCME	Hourly	\$ 54.76	\$ 57.50	\$ 60.37	\$ 63.39	\$ 66.56			
				Bi-Weekly	\$ 4,380.80	\$ 4,600.00	\$ 4,829.60	\$ 5,071.20	\$ 5,324.80			
				Monthly	\$ 9,491.73	\$ 9,966.67	\$ 10,464.13	\$ 10,987.60	\$ 11,537.07			
Building Inspector - Senior	A400	7/3/2026	AFSCME	Hourly	\$ 61.80	\$ 64.89	\$ 68.13	\$ 71.54	\$ 75.12			
				Bi-Weekly	\$ 4,944.00	\$ 5,191.20	\$ 5,450.40	\$ 5,723.20	\$ 6,009.60			
				Monthly	\$ 10,712.00	\$ 11,247.60	\$ 11,809.20	\$ 12,400.27	\$ 13,020.80			
Building Maintenance Craftsworker	A465	7/3/2026	AFSCME	Hourly	\$ 44.14	\$ 46.35	\$ 48.67	\$ 51.10	\$ 53.65			
				Bi-Weekly	\$ 3,531.20	\$ 3,708.00	\$ 3,893.60	\$ 4,088.00	\$ 4,292.00			
				Monthly	\$ 7,650.93	\$ 8,034.00	\$ 8,436.13	\$ 8,857.33	\$ 9,299.33			
Building Maintenance Custodian	A140	7/3/2026	AFSCME	Hourly	\$ 32.39	\$ 34.01	\$ 35.71	\$ 37.50	\$ 39.38			
				Bi-Weekly	\$ 2,591.20	\$ 2,720.80	\$ 2,856.80	\$ 3,000.00	\$ 3,150.40			
				Monthly	\$ 5,614.27	\$ 5,895.07	\$ 6,189.73	\$ 6,500.00	\$ 6,825.87			
Building Maintenance Custodian - Lead	A190	7/3/2026	AFSCME	Hourly	\$ 41.04	\$ 43.09	\$ 45.24	\$ 47.50	\$ 49.87			
				Bi-Weekly	\$ 3,283.20	\$ 3,447.20	\$ 3,619.20	\$ 3,800.00	\$ 3,989.60			
				Monthly	\$ 7,113.60	\$ 7,468.93	\$ 7,841.60	\$ 8,233.33	\$ 8,644.13			
Building Maintenance Custodian - Senior	A320	7/3/2026	AFSCME	Hourly	\$ 35.69	\$ 37.47	\$ 39.34	\$ 41.31	\$ 43.38			
				Bi-Weekly	\$ 2,855.20	\$ 2,997.60	\$ 3,147.20	\$ 3,304.80	\$ 3,470.40			
				Monthly	\$ 6,186.27	\$ 6,494.80	\$ 6,818.93	\$ 7,160.40	\$ 7,519.20			
Building Official - Assistant	M215	7/3/2026	MID MGMT	Hourly	\$ 73.55	\$ 77.23	\$ 81.09	\$ 85.14	\$ 89.40			
				Bi-Weekly	\$ 5,884.00	\$ 6,178.40	\$ 6,487.20	\$ 6,811.20	\$ 7,152.00			
				Monthly	\$ 12,748.67	\$ 13,386.53	\$ 14,055.60	\$ 14,757.60	\$ 15,496.00			
Building Plan Reviewer	A690	7/3/2026	AFSCME	Hourly	\$ 59.27	\$ 62.23	\$ 65.34	\$ 68.61	\$ 72.04			

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				Bi-Weekly	\$ 4,741.60	\$ 4,978.40	\$ 5,227.20	\$ 5,488.80	\$ 5,763.20			
				Monthly	\$ 10,273.47	\$ 10,786.53	\$ 11,325.60	\$ 11,892.40	\$ 12,486.93			
Childcare Assistant Supervisor	M800	7/3/2026	MID MGMT	Hourly	\$ 44.52	\$ 46.75	\$ 49.09	\$ 51.54	\$ 54.12			
				Bi-Weekly	\$ 3,561.60	\$ 3,740.00	\$ 3,927.20	\$ 4,123.20	\$ 4,329.60			
				Monthly	\$ 7,716.80	\$ 8,103.33	\$ 8,508.93	\$ 8,933.60	\$ 9,380.80			
City Building Official	M210	7/3/2026	MID MGMT	Hourly	\$ 85.69	\$ 89.97	\$ 94.47	\$ 99.19	\$ 104.15			
				Bi-Weekly	\$ 6,855.20	\$ 7,197.60	\$ 7,557.60	\$ 7,935.20	\$ 8,332.00			
				Monthly	\$ 14,852.93	\$ 15,594.80	\$ 16,374.80	\$ 17,192.93	\$ 18,052.67			
City Clerk - Assistant	M830	7/3/2026	MID MGMT	Hourly	\$ 61.05	\$ 64.10	\$ 67.30	\$ 70.66	\$ 74.19			
				Bi-Weekly	\$ 4,884.00	\$ 5,128.00	\$ 5,384.00	\$ 5,652.80	\$ 5,935.20			
				Monthly	\$ 10,582.00	\$ 11,110.67	\$ 11,665.33	\$ 12,247.73	\$ 12,859.60			
City Clerk – Deputy	O320	7/3/2026	CONFID	Hourly	\$ 47.23	\$ 49.59	\$ 52.07	\$ 54.67	\$ 57.40			
				Bi-Weekly	\$ 3,778.40	\$ 3,967.20	\$ 4,165.60	\$ 4,373.60	\$ 4,592.00			
				Monthly	\$ 8,186.53	\$ 8,595.60	\$ 9,025.47	\$ 9,476.13	\$ 9,949.33			
City Clerk Records Technician	O415	7/3/2026	CONFID	Hourly	\$ 42.50	\$ 44.63	\$ 46.86	\$ 49.20	\$ 51.66			
				Bi-Weekly	\$ 3,400.00	\$ 3,570.40	\$ 3,748.80	\$ 3,936.00	\$ 4,132.80			
				Monthly	\$ 7,366.67	\$ 7,735.87	\$ 8,122.40	\$ 8,528.00	\$ 8,954.40			
City Councilmember	E110	12/11/2024	ELECT	Hourly	\$ 129.23							
City Planner	M155	7/3/2026	MID MGMT	Hourly	\$ 83.21	\$ 87.37	\$ 91.74	\$ 96.33	\$ 101.15			
				Bi-Weekly	\$ 6,656.80	\$ 6,989.60	\$ 7,339.20	\$ 7,706.40	\$ 8,092.00			
				Monthly	\$ 14,423.07	\$ 15,144.13	\$ 15,901.60	\$ 16,697.20	\$ 17,532.67			
City Treasurer	E105	7/12/2019	Elect	Hourly	\$ 7.72							
Code Enforcement Officer	A145	7/3/2026	AFSCME	Hourly	\$ 48.91	\$ 51.36	\$ 53.93	\$ 56.63	\$ 59.46			
				Bi-Weekly	\$ 3,912.80	\$ 4,108.80	\$ 4,314.40	\$ 4,530.40	\$ 4,756.80			
				Monthly	\$ 8,477.73	\$ 8,902.40	\$ 9,347.87	\$ 9,815.87	\$ 10,306.40			
Communications Dispatcher	A150	7/3/2026	AFSCME	Hourly	\$ 48.11	\$ 50.52	\$ 53.05	\$ 55.70	\$ 58.48			
				Bi-Weekly	\$ 3,848.80	\$ 4,041.60	\$ 4,244.00	\$ 4,456.00	\$ 4,678.40			
				Monthly	\$ 8,339.07	\$ 8,756.80	\$ 9,195.33	\$ 9,654.67	\$ 10,136.53			
Communications Dispatcher - Lead	A155	7/3/2026	AFSCME	Hourly	\$ 51.50	\$ 54.07	\$ 56.77	\$ 59.61	\$ 62.59			
				Bi-Weekly	\$ 4,120.00	\$ 4,325.60	\$ 4,541.60	\$ 4,768.80	\$ 5,007.20			
				Monthly	\$ 8,926.67	\$ 9,372.13	\$ 9,840.13	\$ 10,332.40	\$ 10,848.93			
Communications Dispatcher - Supervising	A365	7/3/2026	AFSCME	Hourly	\$ 56.76	\$ 59.60	\$ 62.58	\$ 65.71	\$ 69.00			
				Bi-Weekly	\$ 4,540.80	\$ 4,768.00	\$ 5,006.40	\$ 5,256.80	\$ 5,520.00			
				Monthly	\$ 9,838.40	\$ 10,330.67	\$ 10,847.20	\$ 11,389.73	\$ 11,960.00			
Communications Manager	M310	7/3/2026	MID MGMT	Hourly	\$ 73.70	\$ 77.39	\$ 81.26	\$ 85.32	\$ 89.59			
				Bi-Weekly	\$ 5,896.00	\$ 6,191.20	\$ 6,500.80	\$ 6,825.60	\$ 7,167.20			
				Monthly	\$ 12,774.67	\$ 13,414.27	\$ 14,085.07	\$ 14,788.80	\$ 15,528.93			
Computer Services Technician	O525	7/3/2026	CONFID	Hourly	\$ 51.65	\$ 54.23	\$ 56.94	\$ 59.79	\$ 62.78			
				Bi-Weekly	\$ 4,132.00	\$ 4,338.40	\$ 4,555.20	\$ 4,783.20	\$ 5,022.40			
				Monthly	\$ 8,952.67	\$ 9,399.87	\$ 9,869.60	\$ 10,363.60	\$ 10,881.87			
Computer Services Technician - Senior	O530	7/3/2026	CONFID	Hourly	\$ 54.25	\$ 56.96	\$ 59.81	\$ 62.80	\$ 65.94			
				Bi-Weekly	\$ 4,340.00	\$ 4,556.80	\$ 4,784.80	\$ 5,024.00	\$ 5,275.20			
				Monthly	\$ 9,403.33	\$ 9,873.07	\$ 10,367.07	\$ 10,885.33	\$ 11,429.60			
Crime Analyst	C210	7/3/2026	PO NONWORN	Hourly	\$ 56.50	\$ 59.32	\$ 62.29	\$ 65.40	\$ 68.67			
				Bi-Weekly	\$ 4,520.00	\$ 4,745.60	\$ 4,983.20	\$ 5,232.00	\$ 5,493.60			
				Monthly	\$ 9,793.33	\$ 10,282.13	\$ 10,796.93	\$ 11,336.00	\$ 11,902.80			
Crisis Response Clinician I	M315	7/3/2026	MID MGMT	Hourly	\$ 55.36	\$ 58.13	\$ 61.04	\$ 64.09	\$ 67.29			
				Bi-Weekly	\$ 4,428.80	\$ 4,650.40	\$ 4,883.20	\$ 5,127.20	\$ 5,383.20			
				Monthly	\$ 9,595.73	\$ 10,075.87	\$ 10,580.27	\$ 11,108.93	\$ 11,663.60			
Crisis Response Clinician II	M320	7/3/2026	MID MGMT	Hourly	\$ 61.05	\$ 64.10	\$ 67.30	\$ 70.66	\$ 74.19			
				Bi-Weekly	\$ 4,884.00	\$ 5,128.00	\$ 5,384.00	\$ 5,652.80	\$ 5,935.20			

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				Monthly	\$ 10,582.00	\$ 11,110.67	\$ 11,665.33	\$ 12,247.73	\$ 12,859.60			
Cultural Arts Specialist	A650	7/3/2026	AFSCME	Hourly	\$ 43.85	\$ 46.04	\$ 48.34	\$ 50.76	\$ 53.30			
				Bi-Weekly	\$ 3,508.00	\$ 3,683.20	\$ 3,867.20	\$ 4,060.80	\$ 4,264.00			
				Monthly	\$ 7,600.67	\$ 7,980.27	\$ 8,378.93	\$ 8,798.40	\$ 9,238.67			
Deputy Economic Community Development Director	M145	7/3/2026	MID MGMT	Hourly	\$ 92.67	\$ 97.30	\$ 102.16	\$ 107.27	\$ 112.63			
				Bi-Weekly	\$ 7,413.60	\$ 7,784.00	\$ 8,172.80	\$ 8,581.60	\$ 9,010.40			
				Monthly	\$ 16,062.80	\$ 16,865.33	\$ 17,707.73	\$ 18,593.47	\$ 19,522.53			
Deputy Finance Director	M845	7/3/2026	MID MGMT	Hourly	\$ 92.67	\$ 97.30	\$ 102.16	\$ 107.27	\$ 112.63			
				Bi-Weekly	\$ 7,413.60	\$ 7,784.00	\$ 8,172.80	\$ 8,581.60	\$ 9,010.40			
				Monthly	\$ 16,062.80	\$ 16,865.33	\$ 17,707.73	\$ 18,593.47	\$ 19,522.53			
Diversity, Equity and Inclusion Officer	M540	7/3/2026	MID MGMT	Hourly	\$ 59.88	\$ 62.87	\$ 66.01	\$ 69.31	\$ 72.78			
				Bi-Weekly	\$ 4,790.40	\$ 5,029.60	\$ 5,280.80	\$ 5,544.80	\$ 5,822.40			
				Monthly	\$ 10,379.20	\$ 10,897.47	\$ 11,441.73	\$ 12,013.73	\$ 12,615.20			
Economic Development Manager	M190	7/3/2026	MID MGMT	Hourly	\$ 83.21	\$ 87.37	\$ 91.74	\$ 96.33	\$ 101.15			
				Bi-Weekly	\$ 6,656.80	\$ 6,989.60	\$ 7,339.20	\$ 7,706.40	\$ 8,092.00			
				Monthly	\$ 14,423.07	\$ 15,144.13	\$ 15,901.60	\$ 16,697.20	\$ 17,532.67			
Economic Development Specialist	M170	7/3/2026	MID MGMT	Hourly	\$ 59.88	\$ 62.87	\$ 66.01	\$ 69.31	\$ 72.78			
				Bi-Weekly	\$ 4,790.40	\$ 5,029.60	\$ 5,280.80	\$ 5,544.80	\$ 5,822.40			
				Monthly	\$ 10,379.20	\$ 10,897.47	\$ 11,441.73	\$ 12,013.73	\$ 12,615.20			
Electrical Maintenance Supervisor	M835	7/3/2026	MID MGMT	Hourly	\$ 70.21	\$ 73.72	\$ 77.41	\$ 81.28	\$ 85.34			
				Bi-Weekly	\$ 5,616.80	\$ 5,897.60	\$ 6,192.80	\$ 6,502.40	\$ 6,827.20			
				Monthly	\$ 12,169.73	\$ 12,778.13	\$ 13,417.73	\$ 14,088.53	\$ 14,792.27			
Electrical Technician	A160	7/3/2026	AFSCME	Hourly	\$ 50.89	\$ 53.43	\$ 56.10	\$ 58.90	\$ 61.84			
				Bi-Weekly	\$ 4,071.20	\$ 4,274.40	\$ 4,488.00	\$ 4,712.00	\$ 4,947.20			
				Monthly	\$ 8,820.93	\$ 9,261.20	\$ 9,724.00	\$ 10,209.33	\$ 10,718.93			
Electrical Technician - Assistant	A120	7/3/2026	AFSCME	Hourly	\$ 37.55	\$ 39.43	\$ 41.40	\$ 43.47	\$ 45.64			
				Bi-Weekly	\$ 3,004.00	\$ 3,154.40	\$ 3,312.00	\$ 3,477.60	\$ 3,651.20			
				Monthly	\$ 6,508.67	\$ 6,834.53	\$ 7,176.00	\$ 7,534.80	\$ 7,910.93			
Electrical Technician - Lead	A335	7/3/2026	AFSCME	Hourly	\$ 62.76	\$ 65.90	\$ 69.20	\$ 72.66	\$ 76.29			
				Bi-Weekly	\$ 5,020.80	\$ 5,272.00	\$ 5,536.00	\$ 5,812.80	\$ 6,103.20			
				Monthly	\$ 10,878.40	\$ 11,422.67	\$ 11,994.67	\$ 12,594.40	\$ 13,223.60			
Electrical Technician - Senior	A500	7/3/2026	AFSCME	Hourly	\$ 55.81	\$ 58.60	\$ 61.53	\$ 64.61	\$ 67.84			
				Bi-Weekly	\$ 4,464.80	\$ 4,688.00	\$ 4,922.40	\$ 5,168.80	\$ 5,427.20			
				Monthly	\$ 9,673.73	\$ 10,157.33	\$ 10,665.20	\$ 11,199.07	\$ 11,758.93			
Emergency Services Captain	M780	7/3/2026	MID MGMT	Hourly	\$ 75.73	\$ 79.52	\$ 83.50	\$ 87.68	\$ 92.06			
				Bi-Weekly	\$ 6,058.40	\$ 6,361.60	\$ 6,680.00	\$ 7,014.40	\$ 7,364.80			
				Monthly	\$ 13,126.53	\$ 13,783.47	\$ 14,473.33	\$ 15,197.87	\$ 15,957.07			
EMS Battalion Chief	M420	7/3/2026	PSM FIRE 80	Hourly	\$ 103.85	\$ 109.04	\$ 114.49	\$ 120.21	\$ 126.22			
				Bi-Weekly	\$ 8,308.00	\$ 8,723.20	\$ 9,159.20	\$ 9,616.80	\$ 10,097.60			
				Monthly	\$ 18,000.67	\$ 18,900.27	\$ 19,844.93	\$ 20,836.40	\$ 21,878.13			
Engineer - Associate	M115	7/3/2026	MID MGMT	Hourly	\$ 67.11	\$ 70.47	\$ 73.99	\$ 77.69	\$ 81.57			
				Bi-Weekly	\$ 5,368.80	\$ 5,637.60	\$ 5,919.20	\$ 6,215.20	\$ 6,525.60			
				Monthly	\$ 11,632.40	\$ 12,214.80	\$ 12,824.93	\$ 13,466.27	\$ 14,138.80			
Engineer - Principal	M760	7/3/2026	MID MGMT	Hourly	\$ 87.44	\$ 91.81	\$ 96.40	\$ 101.22	\$ 106.28			
				Bi-Weekly	\$ 6,995.20	\$ 7,344.80	\$ 7,712.00	\$ 8,097.60	\$ 8,502.40			
				Monthly	\$ 15,156.27	\$ 15,913.73	\$ 16,709.33	\$ 17,544.80	\$ 18,421.87			
Engineer- Senior	M340	7/3/2026	MID MGMT	Hourly	\$ 79.86	\$ 83.85	\$ 88.04	\$ 92.44	\$ 97.06			
				Bi-Weekly	\$ 6,388.80	\$ 6,708.00	\$ 7,043.20	\$ 7,395.20	\$ 7,764.80			
				Monthly	\$ 13,842.40	\$ 14,534.00	\$ 15,260.27	\$ 16,022.93	\$ 16,823.73			
Engineering Technician	A167	7/3/2026	AFSCME	Hourly	\$ 44.47	\$ 46.69	\$ 49.02	\$ 51.47	\$ 54.04			
				Bi-Weekly	\$ 3,557.60	\$ 3,735.20	\$ 3,921.60	\$ 4,117.60	\$ 4,323.20			
				Monthly	\$ 7,708.13	\$ 8,092.93	\$ 8,496.80	\$ 8,921.47	\$ 9,366.93			
Engineering Technician - Senior	A168	7/3/2026	AFSCME	Hourly	\$ 48.91	\$ 51.36	\$ 53.93	\$ 56.63	\$ 59.46			
				Bi-Weekly	\$ 3,912.80	\$ 4,108.80	\$ 4,314.40	\$ 4,530.40	\$ 4,756.80			
				Monthly	\$ 8,477.73	\$ 8,902.40	\$ 9,347.87	\$ 9,815.87	\$ 10,306.40			

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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Environmental Compliance Inspector - Senior	D160	7/3/2026	WQCP OP ENG	Hourly	\$ 63.19	\$ 66.35	\$ 69.67	\$ 73.15	\$ 76.81			
				Bi-Weekly	\$ 5,055.20	\$ 5,308.00	\$ 5,573.60	\$ 5,852.00	\$ 6,144.80			
				Monthly	\$ 10,952.93	\$ 11,500.67	\$ 12,076.13	\$ 12,679.33	\$ 13,313.73			
Environmental Compliance Inspector I	D210	7/3/2026	WQCP OP ENG	Hourly	\$ 50.93	\$ 53.48	\$ 56.15	\$ 58.96	\$ 61.91			
				Bi-Weekly	\$ 4,074.40	\$ 4,278.40	\$ 4,492.00	\$ 4,716.80	\$ 4,952.80			
				Monthly	\$ 8,827.87	\$ 9,269.87	\$ 9,732.67	\$ 10,219.73	\$ 10,731.07			
Environmental Compliance Inspector II	D155	7/3/2026	WQCP OP ENG	Hourly	\$ 56.02	\$ 58.82	\$ 61.76	\$ 64.85	\$ 68.09			
				Bi-Weekly	\$ 4,481.60	\$ 4,705.60	\$ 4,940.80	\$ 5,188.00	\$ 5,447.20			
				Monthly	\$ 9,710.13	\$ 10,195.47	\$ 10,705.07	\$ 11,240.67	\$ 11,802.27			
Environmental Compliance Supervisor	M450	7/3/2026	MID MGMT	Hourly	\$ 83.88	\$ 88.07	\$ 92.47	\$ 97.09	\$ 101.94			
				Bi-Weekly	\$ 6,710.40	\$ 7,045.60	\$ 7,397.60	\$ 7,767.20	\$ 8,155.20			
				Monthly	\$ 14,539.20	\$ 15,265.47	\$ 16,028.13	\$ 16,828.93	\$ 17,669.60			
Equipment Mechanic	A170	7/3/2026	AFSCME	Hourly	\$ 44.93	\$ 47.18	\$ 49.54	\$ 52.02	\$ 54.62			
				Bi-Weekly	\$ 3,594.40	\$ 3,774.40	\$ 3,963.20	\$ 4,161.60	\$ 4,369.60			
				Monthly	\$ 7,787.87	\$ 8,177.87	\$ 8,586.93	\$ 9,016.80	\$ 9,467.47			
Equipment Mechanic - Lead	A345	7/3/2026	AFSCME	Hourly	\$ 48.66	\$ 51.09	\$ 53.64	\$ 56.32	\$ 59.14			
				Bi-Weekly	\$ 3,892.80	\$ 4,087.20	\$ 4,291.20	\$ 4,505.60	\$ 4,731.20			
				Monthly	\$ 8,434.40	\$ 8,855.60	\$ 9,297.60	\$ 9,762.13	\$ 10,250.93			
Equipment Operator	A175	7/3/2026	AFSCME	Hourly	\$ 43.46	\$ 45.63	\$ 47.91	\$ 50.31	\$ 52.83			
				Bi-Weekly	\$ 3,476.80	\$ 3,650.40	\$ 3,832.80	\$ 4,024.80	\$ 4,226.40			
				Monthly	\$ 7,533.07	\$ 7,909.20	\$ 8,304.40	\$ 8,720.40	\$ 9,157.20			
Executive Assistant To The City Manager	O410	7/3/2026	CONFID	Hourly	\$ 52.25	\$ 54.86	\$ 57.60	\$ 60.48	\$ 63.50			
				Bi-Weekly	\$ 4,180.00	\$ 4,388.80	\$ 4,608.00	\$ 4,838.40	\$ 5,080.00			
				Monthly	\$ 9,056.67	\$ 9,509.07	\$ 9,984.00	\$ 10,483.20	\$ 11,006.67			
Financial Analyst - Senior	M615	7/3/2026	MID MGMT	Hourly	\$ 63.37	\$ 66.54	\$ 69.87	\$ 73.36	\$ 77.03			
				Bi-Weekly	\$ 5,069.60	\$ 5,323.20	\$ 5,589.60	\$ 5,868.80	\$ 6,162.40			
				Monthly	\$ 10,984.13	\$ 11,533.60	\$ 12,110.80	\$ 12,715.73	\$ 13,351.87			
Financial Analyst I	M600	7/3/2026	MID MGMT	Hourly	\$ 52.42	\$ 55.04	\$ 57.79	\$ 60.68	\$ 63.71			
				Bi-Weekly	\$ 4,193.60	\$ 4,403.20	\$ 4,623.20	\$ 4,854.40	\$ 5,096.80			
				Monthly	\$ 9,086.13	\$ 9,540.27	\$ 10,016.93	\$ 10,517.87	\$ 11,043.07			
Financial Analyst II	M610	7/3/2026	MID MGMT	Hourly	\$ 57.62	\$ 60.50	\$ 63.53	\$ 66.71	\$ 70.05			
				Bi-Weekly	\$ 4,609.60	\$ 4,840.00	\$ 5,082.40	\$ 5,336.80	\$ 5,604.00			
				Monthly	\$ 9,987.47	\$ 10,486.67	\$ 11,011.87	\$ 11,563.07	\$ 12,142.00			
Financial Services Manager	M770	7/3/2026	MID MGMT	Hourly	\$ 76.63	\$ 80.46	\$ 84.48	\$ 88.70	\$ 93.14			
				Bi-Weekly	\$ 6,130.40	\$ 6,436.80	\$ 6,758.40	\$ 7,096.00	\$ 7,451.20			
				Monthly	\$ 13,282.53	\$ 13,946.40	\$ 14,643.20	\$ 15,374.67	\$ 16,144.27			
Fire Apparatus Engineer (56 Hours)	B120	7/3/2026	IAFF	Hourly	\$ 48.86	\$ 51.30	\$ 53.87	\$ 56.56	\$ 59.39			
				Bi-Weekly	\$ 5,472.32	\$ 5,745.60	\$ 6,033.44	\$ 6,334.72	\$ 6,651.68			
				Monthly	\$ 11,856.69	\$ 12,448.80	\$ 13,072.45	\$ 13,725.23	\$ 14,411.97			
Fire Apparatus Engineer (40 Hours)	B121	7/3/2026	IAFF	Hourly	\$ 68.41	\$ 71.83	\$ 75.42	\$ 79.19	\$ 83.15			
				Bi-Weekly	\$ 5,472.80	\$ 5,746.40	\$ 6,033.60	\$ 6,335.20	\$ 6,652.00			
				Monthly	\$ 11,857.73	\$ 12,450.53	\$ 13,072.80	\$ 13,726.27	\$ 14,412.67			
Fire Battalion Chief (40 Hours)	M205	7/3/2026	PSM FIRE 80	Hourly	\$ 103.85	\$ 109.04	\$ 114.49	\$ 120.21	\$ 126.22			
				Bi-Weekly	\$ 8,308.00	\$ 8,723.20	\$ 9,159.20	\$ 9,616.80	\$ 10,097.60			
				Monthly	\$ 18,000.67	\$ 18,900.27	\$ 19,844.93	\$ 20,836.40	\$ 21,878.13			
Fire Battalion Chief (56 Hours)	M390	7/3/2026	PSM FIRE 112	Hourly	\$ 74.18	\$ 77.89	\$ 81.78	\$ 85.87	\$ 90.16			
				Bi-Weekly	\$ 8,308.16	\$ 8,723.68	\$ 9,159.36	\$ 9,617.44	\$ 10,097.92			
				Monthly	\$ 18,001.01	\$ 18,901.31	\$ 19,845.28	\$ 20,837.79	\$ 21,878.83			
Fire Captain (40 Hours)	B101	7/3/2026	IAFF	Hourly	\$ 76.48	\$ 80.30	\$ 84.31	\$ 88.53	\$ 92.96			
				Bi-Weekly	\$ 6,118.40	\$ 6,424.00	\$ 6,744.80	\$ 7,082.40	\$ 7,436.80			
				Monthly	\$ 13,256.53	\$ 13,918.67	\$ 14,613.73	\$ 15,345.20	\$ 16,113.07			
Fire Captain (56 Hours)	B100	7/3/2026	IAFF	Hourly	\$ 54.62	\$ 57.35	\$ 60.22	\$ 63.23	\$ 66.39			
				Bi-Weekly	\$ 6,117.44	\$ 6,423.20	\$ 6,744.64	\$ 7,081.76	\$ 7,435.68			
				Monthly	\$ 13,254.45	\$ 13,916.93	\$ 14,613.39	\$ 15,343.81	\$ 16,110.64			
Fire Chief - Deputy	M110	7/3/2026	PSM FIRE 80	Hourly	\$ 120.86	\$ 126.90	\$ 133.25	\$ 139.91	\$ 146.91			

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				Bi-Weekly	\$ 9,668.80	\$ 10,152.00	\$ 10,660.00	\$ 11,192.80	\$ 11,752.80			
				Monthly	\$ 20,949.07	\$ 21,996.00	\$ 23,096.67	\$ 24,251.07	\$ 25,464.40			
Fire Marshal	M410	7/3/2026	PSM FIRE 80	Hourly	\$ 103.85	\$ 109.04	\$ 114.49	\$ 120.21	\$ 126.22			
				Bi-Weekly	\$ 8,308.00	\$ 8,723.20	\$ 9,159.20	\$ 9,616.80	\$ 10,097.60			
				Monthly	\$ 18,000.67	\$ 18,900.27	\$ 19,844.93	\$ 20,836.40	\$ 21,878.13			
Fire Marshal - Deputy	B205	7/3/2026	IAFF	Hourly	\$ 79.97	\$ 83.97	\$ 88.17	\$ 92.58	\$ 97.21			
				Bi-Weekly	\$ 6,397.60	\$ 6,717.60	\$ 7,053.60	\$ 7,406.40	\$ 7,776.80			
				Monthly	\$ 13,861.47	\$ 14,554.80	\$ 15,282.80	\$ 16,047.20	\$ 16,849.73			
Groundsperson	A505	7/3/2026	AFSCME	Hourly	\$ 41.50	\$ 43.57	\$ 45.75	\$ 48.04	\$ 50.44			
				Bi-Weekly	\$ 3,320.00	\$ 3,485.60	\$ 3,660.00	\$ 3,843.20	\$ 4,035.20			
				Monthly	\$ 7,193.33	\$ 7,552.13	\$ 7,930.00	\$ 8,326.93	\$ 8,742.93			
Housing Manager	M195	7/3/2026	MID MGMT	Hourly	\$ 83.21	\$ 87.37	\$ 91.74	\$ 96.33	\$ 101.15			
				Bi-Weekly	\$ 6,656.80	\$ 6,989.60	\$ 7,339.20	\$ 7,706.40	\$ 8,092.00			
				Monthly	\$ 14,423.07	\$ 15,144.13	\$ 15,901.60	\$ 16,697.20	\$ 17,532.67			
Human Resources Analyst - Senior	M271	7/3/2026	MID MGMT	Hourly	\$ 60.61	\$ 63.64	\$ 66.82	\$ 70.16	\$ 73.67			
				Bi-Weekly	\$ 4,848.80	\$ 5,091.20	\$ 5,345.60	\$ 5,612.80	\$ 5,893.60			
				Monthly	\$ 10,505.73	\$ 11,030.93	\$ 11,582.13	\$ 12,161.07	\$ 12,769.47			
Human Resources Analyst I	M700	7/3/2026	MID MGMT	Hourly	\$ 50.11	\$ 52.62	\$ 55.25	\$ 58.01	\$ 60.91			
				Bi-Weekly	\$ 4,008.80	\$ 4,209.60	\$ 4,420.00	\$ 4,640.80	\$ 4,872.80			
				Monthly	\$ 8,685.73	\$ 9,120.80	\$ 9,576.67	\$ 10,055.07	\$ 10,557.73			
Human Resources Analyst II	M270	7/3/2026	MID MGMT	Hourly	\$ 55.07	\$ 57.82	\$ 60.71	\$ 63.75	\$ 66.94			
				Bi-Weekly	\$ 4,405.60	\$ 4,625.60	\$ 4,856.80	\$ 5,100.00	\$ 5,355.20			
				Monthly	\$ 9,545.47	\$ 10,022.13	\$ 10,523.07	\$ 11,050.00	\$ 11,602.93			
Human Resources Manager	M775	7/3/2026	MID MGMT	Hourly	\$ 80.49	\$ 84.51	\$ 88.74	\$ 93.18	\$ 97.84			
				Bi-Weekly	\$ 6,439.20	\$ 6,760.80	\$ 7,099.20	\$ 7,454.40	\$ 7,827.20			
				Monthly	\$ 13,951.60	\$ 14,648.40	\$ 15,381.60	\$ 16,151.20	\$ 16,958.93			
Human Resources Technician	O265	7/3/2026	CONFID	Hourly	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67			
				Bi-Weekly	\$ 3,335.20	\$ 3,501.60	\$ 3,676.80	\$ 3,860.80	\$ 4,053.60			
				Monthly	\$ 7,226.27	\$ 7,586.80	\$ 7,966.40	\$ 8,365.07	\$ 8,782.80			
Information Systems Administrator	M650	7/3/2026	MID MGMT	Hourly	\$ 70.75	\$ 74.29	\$ 78.00	\$ 81.90	\$ 85.99			
				Bi-Weekly	\$ 5,660.00	\$ 5,943.20	\$ 6,240.00	\$ 6,552.00	\$ 6,879.20			
				Monthly	\$ 12,263.33	\$ 12,876.93	\$ 13,520.00	\$ 14,196.00	\$ 14,904.93			
Information Systems Administrator - Senior	M790	7/3/2026	MID MGMT	Hourly	\$ 74.28	\$ 77.99	\$ 81.89	\$ 85.98	\$ 90.28			
				Bi-Weekly	\$ 5,942.40	\$ 6,239.20	\$ 6,551.20	\$ 6,878.40	\$ 7,222.40			
				Monthly	\$ 12,875.20	\$ 13,518.27	\$ 14,194.27	\$ 14,903.20	\$ 15,648.53			
Information Technology Manager	M805	7/3/2026	MID MGMT	Hourly	\$ 78.15	\$ 82.06	\$ 86.16	\$ 90.47	\$ 94.99			
				Bi-Weekly	\$ 6,252.00	\$ 6,564.80	\$ 6,892.80	\$ 7,237.60	\$ 7,599.20			
				Monthly	\$ 13,546.00	\$ 14,223.73	\$ 14,934.40	\$ 15,681.47	\$ 16,464.93			
Laboratory Chemist	D120	7/3/2026	WQCP OP ENG	Hourly	\$ 58.49	\$ 61.41	\$ 64.48	\$ 67.70	\$ 71.09			
				Bi-Weekly	\$ 4,679.20	\$ 4,912.80	\$ 5,158.40	\$ 5,416.00	\$ 5,687.20			
				Monthly	\$ 10,138.27	\$ 10,644.40	\$ 11,176.53	\$ 11,734.67	\$ 12,322.27			
Laboratory Chemist - Senior	D170	7/3/2026	WQCP OP ENG	Hourly	\$ 67.58	\$ 70.96	\$ 74.51	\$ 78.24	\$ 82.15			
				Bi-Weekly	\$ 5,406.40	\$ 5,676.80	\$ 5,960.80	\$ 6,259.20	\$ 6,572.00			
				Monthly	\$ 11,713.87	\$ 12,299.73	\$ 12,915.07	\$ 13,561.60	\$ 14,239.33			
Laboratory Supervisor	M220	7/3/2026	MID MGMT	Hourly	\$ 74.39	\$ 78.11	\$ 82.02	\$ 86.12	\$ 90.43			
				Bi-Weekly	\$ 5,951.20	\$ 6,248.80	\$ 6,561.60	\$ 6,889.60	\$ 7,234.40			
				Monthly	\$ 12,894.27	\$ 13,539.07	\$ 14,216.80	\$ 14,927.47	\$ 15,674.53			
Librarian I	A210	7/3/2026	AFSCME	Hourly	\$ 42.24	\$ 44.35	\$ 46.57	\$ 48.90	\$ 51.34			
				Bi-Weekly	\$ 3,379.20	\$ 3,548.00	\$ 3,725.60	\$ 3,912.00	\$ 4,107.20			
				Monthly	\$ 7,321.60	\$ 7,687.33	\$ 8,072.13	\$ 8,476.00	\$ 8,898.93			
Librarian II	A240	7/3/2026	AFSCME	Hourly	\$ 46.49	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50			
				Bi-Weekly	\$ 3,719.20	\$ 3,904.80	\$ 4,100.00	\$ 4,304.80	\$ 4,520.00			
				Monthly	\$ 8,058.27	\$ 8,460.40	\$ 8,883.33	\$ 9,327.07	\$ 9,793.33			
Library Assistant I	A220	7/3/2026	AFSCME	Hourly	\$ 31.94	\$ 33.54	\$ 35.22	\$ 36.98	\$ 38.83			
				Bi-Weekly	\$ 2,555.20	\$ 2,683.20	\$ 2,817.60	\$ 2,958.40	\$ 3,106.40			

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				Monthly	\$ 5,536.27	\$ 5,813.60	\$ 6,104.80	\$ 6,409.87	\$ 6,730.53			
Library Assistant II	A215	7/3/2026	AFSCME	Hourly	\$ 35.30	\$ 37.06	\$ 38.91	\$ 40.86	\$ 42.90			
				Bi-Weekly	\$ 2,824.00	\$ 2,964.80	\$ 3,112.80	\$ 3,268.80	\$ 3,432.00			
				Monthly	\$ 6,118.67	\$ 6,423.73	\$ 6,744.40	\$ 7,082.40	\$ 7,436.00			
Library Director - Assistant	M640	7/3/2026	MID MGMT	Hourly	\$ 79.75	\$ 83.74	\$ 87.93	\$ 92.33	\$ 96.95			
				Bi-Weekly	\$ 6,380.00	\$ 6,699.20	\$ 7,034.40	\$ 7,386.40	\$ 7,756.00			
				Monthly	\$ 13,823.33	\$ 14,514.93	\$ 15,241.20	\$ 16,003.87	\$ 16,804.67			
Library Program Manager I	M230	7/3/2026	MID MGMT	Hourly	\$ 57.37	\$ 60.24	\$ 63.25	\$ 66.41	\$ 69.73			
				Bi-Weekly	\$ 4,589.60	\$ 4,819.20	\$ 5,060.00	\$ 5,312.80	\$ 5,578.40			
				Monthly	\$ 9,944.13	\$ 10,441.60	\$ 10,963.33	\$ 11,511.07	\$ 12,086.53			
Library Program Manager II	M235	7/3/2026	MID MGMT	Hourly	\$ 63.24	\$ 66.40	\$ 69.72	\$ 73.21	\$ 76.87			
				Bi-Weekly	\$ 5,059.20	\$ 5,312.00	\$ 5,577.60	\$ 5,856.80	\$ 6,149.60			
				Monthly	\$ 10,961.60	\$ 11,509.33	\$ 12,084.80	\$ 12,689.73	\$ 13,324.13			
Library Specialist - Supervising	A670	7/3/2026	AFSCME	Hourly	\$ 41.77	\$ 43.86	\$ 46.05	\$ 48.35	\$ 50.77			
				Bi-Weekly	\$ 3,341.60	\$ 3,508.80	\$ 3,684.00	\$ 3,868.00	\$ 4,061.60			
				Monthly	\$ 7,240.13	\$ 7,602.40	\$ 7,982.00	\$ 8,380.67	\$ 8,800.13			
Literacy Program Manager	M500	7/3/2026	MID MGMT	Hourly	\$ 63.24	\$ 66.40	\$ 69.72	\$ 73.21	\$ 76.87			
				Bi-Weekly	\$ 5,059.20	\$ 5,312.00	\$ 5,577.60	\$ 5,856.80	\$ 6,149.60			
				Monthly	\$ 10,961.60	\$ 11,509.33	\$ 12,084.80	\$ 12,689.73	\$ 13,324.13			
Literacy Services Coordinator	A445	7/3/2026	AFSCME	Hourly	\$ 45.52	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.34			
				Bi-Weekly	\$ 3,641.60	\$ 3,824.00	\$ 4,015.20	\$ 4,216.00	\$ 4,427.20			
				Monthly	\$ 7,890.13	\$ 8,285.33	\$ 8,699.60	\$ 9,134.67	\$ 9,592.27			
Maintenance Craftsworker	A280	7/3/2026	AFSCME	Hourly	\$ 44.14	\$ 46.35	\$ 48.67	\$ 51.10	\$ 53.65			
				Bi-Weekly	\$ 3,531.20	\$ 3,708.00	\$ 3,893.60	\$ 4,088.00	\$ 4,292.00			
				Monthly	\$ 7,650.93	\$ 8,034.00	\$ 8,436.13	\$ 8,857.33	\$ 9,299.33			
Maintenance Supervisor	M255	7/3/2026	MID MGMT	Hourly	\$ 58.52	\$ 61.45	\$ 64.52	\$ 67.75	\$ 71.14			
				Bi-Weekly	\$ 4,681.60	\$ 4,916.00	\$ 5,161.60	\$ 5,420.00	\$ 5,691.20			
				Monthly	\$ 10,143.47	\$ 10,651.33	\$ 11,183.47	\$ 11,743.33	\$ 12,330.93			
Management Analyst I	M570	7/3/2026	MID MGMT	Hourly	\$ 55.52	\$ 58.30	\$ 61.22	\$ 64.28	\$ 67.49			
				Bi-Weekly	\$ 4,441.60	\$ 4,664.00	\$ 4,897.60	\$ 5,142.40	\$ 5,399.20			
				Monthly	\$ 9,623.47	\$ 10,105.33	\$ 10,611.47	\$ 11,141.87	\$ 11,698.27			
Management Analyst II	M560	7/3/2026	MID MGMT	Hourly	\$ 61.05	\$ 64.10	\$ 67.30	\$ 70.66	\$ 74.19			
				Bi-Weekly	\$ 4,884.00	\$ 5,128.00	\$ 5,384.00	\$ 5,652.80	\$ 5,935.20			
				Monthly	\$ 10,582.00	\$ 11,110.67	\$ 11,665.33	\$ 12,247.73	\$ 12,859.60			
Natural Resources Specialist	A285	7/3/2026	AFSCME	Hourly	\$ 43.85	\$ 46.04	\$ 48.34	\$ 50.76	\$ 53.30			
				Bi-Weekly	\$ 3,508.00	\$ 3,683.20	\$ 3,867.20	\$ 4,060.80	\$ 4,264.00			
				Monthly	\$ 7,600.67	\$ 7,980.27	\$ 8,378.93	\$ 8,798.40	\$ 9,238.67			
Office Specialist	A295	7/3/2026	AFSCME	Hourly	\$ 34.22	\$ 35.93	\$ 37.73	\$ 39.62	\$ 41.60			
				Bi-Weekly	\$ 2,737.60	\$ 2,874.40	\$ 3,018.40	\$ 3,169.60	\$ 3,328.00			
				Monthly	\$ 5,931.47	\$ 6,227.87	\$ 6,539.87	\$ 6,867.47	\$ 7,210.67			
Paramedic Firefighter (56 Hours)	B130	7/3/2026	IAFF	Hourly	\$ 48.86	\$ 51.30	\$ 53.87	\$ 56.56	\$ 59.39			
				Bi-Weekly	\$ 5,472.32	\$ 5,745.60	\$ 6,033.44	\$ 6,334.72	\$ 6,651.68			
				Monthly	\$ 11,856.69	\$ 12,448.80	\$ 13,072.45	\$ 13,725.23	\$ 14,411.97			
Paramedic Firefighter Recruit (40 Hours)	B135	7/3/2026	IAFF	Hourly	\$ 65.15	\$ -	\$ -	\$ -	\$ -			
				Bi-Weekly	\$ 5,212.00	\$ -	\$ -	\$ -	\$ -			
				Monthly	\$ 11,292.67	\$ -	\$ -	\$ -	\$ -			
Park Maintenance Worker	A250	7/3/2026	AFSCME	Hourly	\$ 37.30	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35			
				Bi-Weekly	\$ 2,984.00	\$ 3,133.60	\$ 3,290.40	\$ 3,455.20	\$ 3,628.00			
				Monthly	\$ 6,465.33	\$ 6,789.47	\$ 7,129.20	\$ 7,486.27	\$ 7,860.67			
Park Maintenance Worker - Lead	A195	7/3/2026	AFSCME	Hourly	\$ 44.40	\$ 46.62	\$ 48.95	\$ 51.40	\$ 53.97			
				Bi-Weekly	\$ 3,552.00	\$ 3,729.60	\$ 3,916.00	\$ 4,112.00	\$ 4,317.60			
				Monthly	\$ 7,696.00	\$ 8,080.80	\$ 8,484.67	\$ 8,909.33	\$ 9,354.80			
Park Maintenance Worker - Senior	A350	7/3/2026	AFSCME	Hourly	\$ 40.00	\$ 42.00	\$ 44.10	\$ 46.30	\$ 48.61			
				Bi-Weekly	\$ 3,200.00	\$ 3,360.00	\$ 3,528.00	\$ 3,704.00	\$ 3,888.80			
				Monthly	\$ 6,933.33	\$ 7,280.00	\$ 7,644.00	\$ 8,025.33	\$ 8,425.73			

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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Parking System Technician	A245	7/3/2026	AFSCME	Hourly	\$ 43.98	\$ 46.18	\$ 48.49	\$ 50.91	\$ 53.46			
				Bi-Weekly	\$ 3,518.40	\$ 3,694.40	\$ 3,879.20	\$ 4,072.80	\$ 4,276.80			
				Monthly	\$ 7,623.20	\$ 8,004.53	\$ 8,404.93	\$ 8,824.40	\$ 9,266.40			
Parks and Recreation Deputy Director	M840	7/3/2026	MID MGMT	Hourly	\$ 90.36	\$ 94.88	\$ 99.62	\$ 104.60	\$ 109.83			
				Bi-Weekly	\$ 7,228.80	\$ 7,590.40	\$ 7,969.60	\$ 8,368.00	\$ 8,786.40			
				Monthly	\$ 15,662.40	\$ 16,445.87	\$ 17,267.47	\$ 18,130.67	\$ 19,037.20			
Payroll Specialist I	O275	7/3/2026	CONFID	Hourly	\$ 41.09	\$ 43.14	\$ 45.30	\$ 47.56	\$ 49.94			
				Bi-Weekly	\$ 3,287.20	\$ 3,451.20	\$ 3,624.00	\$ 3,804.80	\$ 3,995.20			
				Monthly	\$ 7,122.27	\$ 7,477.60	\$ 7,852.00	\$ 8,243.73	\$ 8,656.27			
Payroll Specialist II	O270	7/3/2026	CONFID	Hourly	\$ 45.30	\$ 47.57	\$ 49.95	\$ 52.45	\$ 55.07			
				Bi-Weekly	\$ 3,624.00	\$ 3,805.60	\$ 3,996.00	\$ 4,196.00	\$ 4,405.60			
				Monthly	\$ 7,852.00	\$ 8,245.47	\$ 8,658.00	\$ 9,091.33	\$ 9,545.47			
Permit Technician	A460	7/3/2026	AFSCME	Hourly	\$ 47.72	\$ 50.11	\$ 52.62	\$ 55.25	\$ 58.01			
				Bi-Weekly	\$ 3,817.60	\$ 4,008.80	\$ 4,209.60	\$ 4,420.00	\$ 4,640.80			
				Monthly	\$ 8,271.47	\$ 8,685.73	\$ 9,120.80	\$ 9,576.67	\$ 10,055.07			
Permit Technician - Senior	A700	7/3/2026	AFSCME	Hourly	\$ 51.33	\$ 53.90	\$ 56.60	\$ 59.43	\$ 62.40			
				Bi-Weekly	\$ 4,106.40	\$ 4,312.00	\$ 4,528.00	\$ 4,754.40	\$ 4,992.00			
				Monthly	\$ 8,897.20	\$ 9,342.67	\$ 9,810.67	\$ 10,301.20	\$ 10,816.00			
Planner - Associate	M125	7/3/2026	MID MGMT	Hourly	\$ 53.97	\$ 56.67	\$ 59.50	\$ 62.48	\$ 65.60			
				Bi-Weekly	\$ 4,317.60	\$ 4,533.60	\$ 4,760.00	\$ 4,998.40	\$ 5,248.00			
				Monthly	\$ 9,354.80	\$ 9,822.80	\$ 10,313.33	\$ 10,829.87	\$ 11,370.67			
Planner - Principal	M590	7/3/2026	MID MGMT	Hourly	\$ 71.82	\$ 75.41	\$ 79.18	\$ 83.14	\$ 87.30			
				Bi-Weekly	\$ 5,745.60	\$ 6,032.80	\$ 6,334.40	\$ 6,651.20	\$ 6,984.00			
				Monthly	\$ 12,448.80	\$ 13,071.07	\$ 13,724.53	\$ 14,410.93	\$ 15,132.00			
Planner - Senior	M335	7/3/2026	MID MGMT	Hourly	\$ 66.86	\$ 70.20	\$ 73.71	\$ 77.40	\$ 81.27			
				Bi-Weekly	\$ 5,348.80	\$ 5,616.00	\$ 5,896.80	\$ 6,192.00	\$ 6,501.60			
				Monthly	\$ 11,589.07	\$ 12,168.00	\$ 12,776.40	\$ 13,416.00	\$ 14,086.80			
Planning Technician	A462	7/3/2026	AFSCME	Hourly	\$ 47.71	\$ 50.10	\$ 52.60	\$ 55.23	\$ 57.99			
				Bi-Weekly	\$ 3,816.80	\$ 4,008.00	\$ 4,208.00	\$ 4,418.40	\$ 4,639.20			
				Monthly	\$ 8,269.73	\$ 8,684.00	\$ 9,117.33	\$ 9,573.20	\$ 10,051.60			
Plant Electrician I	D105	7/3/2026	WQCP OP ENG	Hourly	\$ 50.27	\$ 52.78	\$ 55.42	\$ 58.19	\$ 61.10			
				Bi-Weekly	\$ 4,021.60	\$ 4,222.40	\$ 4,433.60	\$ 4,655.20	\$ 4,888.00			
				Monthly	\$ 8,713.47	\$ 9,148.53	\$ 9,606.13	\$ 10,086.27	\$ 10,590.67			
Plant Electrician II	D140	7/3/2026	WQCP OP ENG	Hourly	\$ 55.29	\$ 58.05	\$ 60.95	\$ 64.00	\$ 67.20			
				Bi-Weekly	\$ 4,423.20	\$ 4,644.00	\$ 4,876.00	\$ 5,120.00	\$ 5,376.00			
				Monthly	\$ 9,583.60	\$ 10,062.00	\$ 10,564.67	\$ 11,093.33	\$ 11,648.00			
Plant Maintenance Supervisor	M745	7/3/2026	MID MGMT	Hourly	\$ 69.44	\$ 72.91	\$ 76.56	\$ 80.39	\$ 84.41			
				Bi-Weekly	\$ 5,555.20	\$ 5,832.80	\$ 6,124.80	\$ 6,431.20	\$ 6,752.80			
				Monthly	\$ 12,036.27	\$ 12,637.73	\$ 13,270.40	\$ 13,934.27	\$ 14,631.07			
Plant Mechanic - Apprentice	D220	7/3/2026	WQCP OP ENG	Hourly	\$ 37.77	\$ 40.67	\$ 43.58	\$ 46.48	\$ 49.39	\$ 52.29	\$ 55.20	\$ 58.10
				Bi-Weekly	\$ 3,021.60	\$ 3,253.60	\$ 3,486.40	\$ 3,718.40	\$ 3,951.20	\$ 4,183.20	\$ 4,416.00	\$ 4,648.80
				Monthly	\$ 6,546.80	\$ 7,049.47	\$ 7,553.87	\$ 8,056.53	\$ 8,560.93	\$ 9,063.60	\$ 9,568.00	#####
Plant Mechanic I	D130	7/3/2026	WQCP OP ENG	Hourly	\$ 45.35	\$ 47.62	\$ 50.00	\$ 52.50	\$ 55.12			
				Bi-Weekly	\$ 3,628.00	\$ 3,809.60	\$ 4,000.00	\$ 4,200.00	\$ 4,409.60			
				Monthly	\$ 7,860.67	\$ 8,254.13	\$ 8,666.67	\$ 9,100.00	\$ 9,554.13			
Plant Mechanic II	D135	7/3/2026	WQCP OP ENG	Hourly	\$ 49.90	\$ 52.40	\$ 55.02	\$ 57.77	\$ 60.66			
				Bi-Weekly	\$ 3,992.00	\$ 4,192.00	\$ 4,401.60	\$ 4,621.60	\$ 4,852.80			
				Monthly	\$ 8,649.33	\$ 9,082.67	\$ 9,536.80	\$ 10,013.47	\$ 10,514.40			
Plant Mechanic- Lead	D180	7/3/2026	WQCP OP ENG	Hourly	\$ 56.25	\$ 59.06	\$ 62.01	\$ 65.11	\$ 68.37			
				Bi-Weekly	\$ 4,500.00	\$ 4,724.80	\$ 4,960.80	\$ 5,208.80	\$ 5,469.60			
				Monthly	\$ 9,750.00	\$ 10,237.07	\$ 10,748.40	\$ 11,285.73	\$ 11,850.80			
Plant Operations - Supervisor	M510	7/3/2026	MID MGMT	Hourly	\$ 79.88	\$ 83.87	\$ 88.06	\$ 92.46	\$ 97.08			
				Bi-Weekly	\$ 6,390.40	\$ 6,709.60	\$ 7,044.80	\$ 7,396.80	\$ 7,766.40			
				Monthly	\$ 13,845.87	\$ 14,537.47	\$ 15,263.73	\$ 16,026.40	\$ 16,827.20			
Plant Operator - Apprentice	D100	7/3/2026	WQCP OP ENG	Hourly	\$ 37.77	\$ 40.67	\$ 43.58	\$ 46.48	\$ 49.39	\$ 52.29	\$ 55.20	\$ 58.10

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				Bi-Weekly	\$ 3,021.60	\$ 3,253.60	\$ 3,486.40	\$ 3,718.40	\$ 3,951.20	\$ 4,183.20	\$ 4,416.00	\$ 4,648.00
				Monthly	\$ 6,546.80	\$ 7,049.47	\$ 7,553.87	\$ 8,056.53	\$ 8,560.93	\$ 9,063.60	\$ 9,568.00	#####
Plant Operator I	D145	7/3/2026	WQCP OP ENG	Hourly	\$ 43.45	\$ 45.62	\$ 47.90	\$ 50.29	\$ 52.80			
				Bi-Weekly	\$ 3,476.00	\$ 3,649.60	\$ 3,832.00	\$ 4,023.20	\$ 4,224.00			
				Monthly	\$ 7,531.33	\$ 7,907.47	\$ 8,302.67	\$ 8,716.93	\$ 9,152.00			
Plant Operator II	D150	7/3/2026	WQCP OP ENG	Hourly	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.33	\$ 58.10			
				Bi-Weekly	\$ 3,824.00	\$ 4,015.20	\$ 4,216.00	\$ 4,426.40	\$ 4,648.00			
				Monthly	\$ 8,285.33	\$ 8,699.60	\$ 9,134.67	\$ 9,590.53	\$ 10,070.67			
Plant Operator III	D200	7/3/2026	WQCP OP ENG	Hourly	\$ 50.19	\$ 52.70	\$ 55.33	\$ 58.10	\$ 61.00			
				Bi-Weekly	\$ 4,015.20	\$ 4,216.00	\$ 4,426.40	\$ 4,648.00	\$ 4,880.00			
				Monthly	\$ 8,699.60	\$ 9,134.67	\$ 9,590.53	\$ 10,070.67	\$ 10,573.33			
Plant Operator- Lead	D190	7/3/2026	WQCP OP ENG	Hourly	\$ 55.20	\$ 57.96	\$ 60.86	\$ 63.90	\$ 67.10			
				Bi-Weekly	\$ 4,416.00	\$ 4,636.80	\$ 4,868.80	\$ 5,112.00	\$ 5,368.00			
				Monthly	\$ 9,568.00	\$ 10,046.40	\$ 10,549.07	\$ 11,076.00	\$ 11,630.67			
Plant Superintendent	M355	7/3/2026	MID MGMT	Hourly	\$ 92.53	\$ 97.16	\$ 102.02	\$ 107.12	\$ 112.48			
				Bi-Weekly	\$ 7,402.40	\$ 7,772.80	\$ 8,161.60	\$ 8,569.60	\$ 8,998.40			
				Monthly	\$ 16,038.53	\$ 16,841.07	\$ 17,683.47	\$ 18,567.47	\$ 19,496.53			
Plant Superintendent - Assistant	M465	7/3/2026	MID MGMT	Hourly	\$ 88.07	\$ 92.47	\$ 97.09	\$ 101.94	\$ 107.04			
				Bi-Weekly	\$ 7,045.60	\$ 7,397.60	\$ 7,767.20	\$ 8,155.20	\$ 8,563.20			
				Monthly	\$ 15,265.47	\$ 16,028.13	\$ 16,828.93	\$ 17,669.60	\$ 18,553.60			
Plant Utility Worker	D125	7/3/2026	WQCP OP ENG	Hourly	\$ 39.77	\$ 41.76	\$ 43.85	\$ 46.04	\$ 48.34			
				Bi-Weekly	\$ 3,181.60	\$ 3,340.80	\$ 3,508.00	\$ 3,683.20	\$ 3,867.20			
				Monthly	\$ 6,893.47	\$ 7,238.40	\$ 7,600.67	\$ 7,980.27	\$ 8,378.93			
Police Captain	M280	7/3/2026	PSM POLICE	Hourly	\$ 117.95	\$ 123.85	\$ 130.04	\$ 136.54	\$ 143.37			
				Bi-Weekly	\$ 9,436.00	\$ 9,908.00	\$ 10,403.20	\$ 10,923.20	\$ 11,469.60			
				Monthly	\$ 20,444.67	\$ 21,467.33	\$ 22,540.27	\$ 23,666.93	\$ 24,850.80			
Police Chief - Deputy	M765	7/3/2026	PSM POLICE	Hourly	\$ 125.04	\$ 131.29	\$ 137.85	\$ 144.74	\$ 151.98			
				Bi-Weekly	\$ 10,003.20	\$ 10,503.20	\$ 11,028.00	\$ 11,579.20	\$ 12,158.40			
				Monthly	\$ 21,673.60	\$ 22,756.93	\$ 23,894.00	\$ 25,088.27	\$ 26,343.20			
Police Communications & Records Manager	M285	7/3/2026	MID MGMT	Hourly	\$ 75.70	\$ 79.49	\$ 83.46	\$ 87.63	\$ 92.01			
				Bi-Weekly	\$ 6,056.00	\$ 6,359.20	\$ 6,676.80	\$ 7,010.40	\$ 7,360.80			
				Monthly	\$ 13,121.33	\$ 13,778.27	\$ 14,466.40	\$ 15,189.20	\$ 15,948.40			
Police Corporal	C100	7/3/2026	PO SWORN	Hourly	\$ 78.72	\$ 80.69	\$ 82.71	\$ 84.78	\$ -			
				Bi-Weekly	\$ 6,297.60	\$ 6,455.20	\$ 6,616.80	\$ 6,782.40	\$ -			
				Monthly	\$ 13,644.80	\$ 13,986.27	\$ 14,336.40	\$ 14,695.20	\$ -			
Police Lieutenant	M275	7/3/2026	PSM POLICE	Hourly	\$ 101.15	\$ 106.21	\$ 111.52	\$ 117.10	\$ 122.95			
				Bi-Weekly	\$ 8,092.00	\$ 8,496.80	\$ 8,921.60	\$ 9,368.00	\$ 9,836.00			
				Monthly	\$ 17,532.67	\$ 18,409.73	\$ 19,330.13	\$ 20,297.33	\$ 21,311.33			
Police Media Technician	C220	7/3/2026	PO NONWORN	Hourly	\$ 39.99	\$ 41.99	\$ 44.09	\$ 46.29	\$ 48.60			
				Bi-Weekly	\$ 3,199.20	\$ 3,359.20	\$ 3,527.20	\$ 3,703.20	\$ 3,888.00			
				Monthly	\$ 6,931.60	\$ 7,278.27	\$ 7,642.27	\$ 8,023.60	\$ 8,424.00			
Police Officer	C115	7/3/2026	PO SWORN	Hourly	\$ 58.79	\$ 62.90	\$ 67.30	\$ 72.01	\$ 77.05			
				Bi-Weekly	\$ 4,703.20	\$ 5,032.00	\$ 5,384.00	\$ 5,760.80	\$ 6,164.00			
				Monthly	\$ 10,190.27	\$ 10,902.67	\$ 11,665.33	\$ 12,481.73	\$ 13,355.33			
Police Property / Evidence Specialist	C110	7/3/2026	PO NONWORN	Hourly	\$ 39.00	\$ 40.95	\$ 43.00	\$ 45.15	\$ 47.41			
				Bi-Weekly	\$ 3,120.00	\$ 3,276.00	\$ 3,440.00	\$ 3,612.00	\$ 3,792.80			
				Monthly	\$ 6,760.00	\$ 7,098.00	\$ 7,453.33	\$ 7,826.00	\$ 8,217.73			
Police Records Specialist	C105	7/3/2026	PO NONWORN	Hourly	\$ 36.06	\$ 37.86	\$ 39.75	\$ 41.74	\$ 43.83			
				Bi-Weekly	\$ 2,884.80	\$ 3,028.80	\$ 3,180.00	\$ 3,339.20	\$ 3,506.40			
				Monthly	\$ 6,250.40	\$ 6,562.40	\$ 6,890.00	\$ 7,234.93	\$ 7,597.20			
Police Records Specialist - Senior	C180	7/3/2026	PO NONWORN	Hourly	\$ 37.98	\$ 39.88	\$ 41.87	\$ 43.96	\$ 46.16			
				Bi-Weekly	\$ 3,038.40	\$ 3,190.40	\$ 3,349.60	\$ 3,516.80	\$ 3,692.80			
				Monthly	\$ 6,583.20	\$ 6,912.53	\$ 7,257.47	\$ 7,619.73	\$ 8,001.07			
Police Records Specialist - Supervising	C200	7/3/2026	PO NONWORN	Hourly	\$ 41.46	\$ 43.53	\$ 45.71	\$ 48.00	\$ 50.40			

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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Bi-Weekly	\$ 3,316.80	\$ 3,482.40	\$ 3,656.80	\$ 3,840.00	\$ 4,032.00			
				Monthly	\$ 7,186.40	\$ 7,545.20	\$ 7,923.07	\$ 8,320.00	\$ 8,736.00			
Police Recruit	C190	7/3/2026	PO NONWORN	Hourly	\$ 57.64	\$ -	\$ -	\$ -	\$ -			
				Bi-Weekly	\$ 4,611.20	\$ -	\$ -	\$ -	\$ -			
				Monthly	\$ 9,990.93	\$ -	\$ -	\$ -	\$ -			
Police Sergeant	C165	7/3/2026	PO SWORN	Hourly	\$ 84.48	\$ 86.59	\$ 88.75	\$ 90.97	\$ 93.24			
				Bi-Weekly	\$ 6,758.40	\$ 6,927.20	\$ 7,100.00	\$ 7,277.60	\$ 7,459.20			
				Monthly	\$ 14,643.20	\$ 15,008.93	\$ 15,383.33	\$ 15,768.13	\$ 16,161.60			
Police Service Technician	C125	7/3/2026	PO NONWORN	Hourly	\$ 37.10	\$ 38.95	\$ 40.90	\$ 42.95	\$ 45.10			
				Bi-Weekly	\$ 2,968.00	\$ 3,116.00	\$ 3,272.00	\$ 3,436.00	\$ 3,608.00			
				Monthly	\$ 6,430.67	\$ 6,751.33	\$ 7,089.33	\$ 7,444.67	\$ 7,817.33			
Preschool Teacher I	A495	7/3/2026	AFSCME	Hourly	\$ 29.30	\$ 30.76	\$ 32.30	\$ 33.91	\$ 35.61			
				Bi-Weekly	\$ 2,344.00	\$ 2,460.80	\$ 2,584.00	\$ 2,712.80	\$ 2,848.80			
				Monthly	\$ 5,078.67	\$ 5,331.73	\$ 5,598.67	\$ 5,877.73	\$ 6,172.40			
Preschool Teacher II	A680	7/3/2026	AFSCME	Hourly	\$ 32.22	\$ 33.83	\$ 35.52	\$ 37.30	\$ 39.17			
				Bi-Weekly	\$ 2,577.60	\$ 2,706.40	\$ 2,841.60	\$ 2,984.00	\$ 3,133.60			
				Monthly	\$ 5,584.80	\$ 5,863.87	\$ 6,156.80	\$ 6,465.33	\$ 6,789.47			
Program Manager	M750	7/3/2026	MID MGMT	Hourly	\$ 73.70	\$ 77.39	\$ 81.26	\$ 85.32	\$ 89.59			
				Bi-Weekly	\$ 5,896.00	\$ 6,191.20	\$ 6,500.80	\$ 6,825.60	\$ 7,167.20			
				Monthly	\$ 12,774.67	\$ 13,414.27	\$ 14,085.07	\$ 14,788.80	\$ 15,528.93			
Public Works Deputy Director	M820	7/3/2026	MID MGMT	Hourly	\$ 97.08	\$ 101.93	\$ 107.03	\$ 112.38	\$ 118.00			
				Bi-Weekly	\$ 7,766.40	\$ 8,154.40	\$ 8,562.40	\$ 8,990.40	\$ 9,440.00			
				Monthly	\$ 16,827.20	\$ 17,667.87	\$ 18,551.87	\$ 19,479.20	\$ 20,453.33			
Public Works Inspector	A310	7/3/2026	AFSCME	Hourly	\$ 54.00	\$ 56.70	\$ 59.53	\$ 62.51	\$ 65.64			
				Bi-Weekly	\$ 4,320.00	\$ 4,536.00	\$ 4,762.40	\$ 5,000.80	\$ 5,251.20			
				Monthly	\$ 9,360.00	\$ 9,828.00	\$ 10,318.53	\$ 10,835.07	\$ 11,377.60			
Public Works Maintenance Worker	A275	7/3/2026	AFSCME	Hourly	\$ 37.30	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35			
				Bi-Weekly	\$ 2,984.00	\$ 3,133.60	\$ 3,290.40	\$ 3,455.20	\$ 3,628.00			
				Monthly	\$ 6,465.33	\$ 6,789.47	\$ 7,129.20	\$ 7,486.27	\$ 7,860.67			
Public Works Maintenance Worker - Lead	A200	7/3/2026	AFSCME	Hourly	\$ 44.40	\$ 46.62	\$ 48.95	\$ 51.40	\$ 53.97			
				Bi-Weekly	\$ 3,552.00	\$ 3,729.60	\$ 3,916.00	\$ 4,112.00	\$ 4,317.60			
				Monthly	\$ 7,696.00	\$ 8,080.80	\$ 8,484.67	\$ 8,909.33	\$ 9,354.80			
Public Works Maintenance Worker - Senior	A360	7/3/2026	AFSCME	Hourly	\$ 40.00	\$ 42.00	\$ 44.10	\$ 46.30	\$ 48.61			
				Bi-Weekly	\$ 3,200.00	\$ 3,360.00	\$ 3,528.00	\$ 3,704.00	\$ 3,888.80			
				Monthly	\$ 6,933.33	\$ 7,280.00	\$ 7,644.00	\$ 8,025.33	\$ 8,425.73			
Recreation & Community Services Program Coord	M530	7/3/2026	MID MGMT	Hourly	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.04			
				Bi-Weekly	\$ 3,293.60	\$ 3,458.40	\$ 3,631.20	\$ 3,812.80	\$ 4,003.20			
				Monthly	\$ 7,136.13	\$ 7,493.20	\$ 7,867.60	\$ 8,261.07	\$ 8,673.60			
Recreation & Community Services Supervisor	M295	7/3/2026	MID MGMT	Hourly	\$ 58.52	\$ 61.45	\$ 64.52	\$ 67.75	\$ 71.14			
				Bi-Weekly	\$ 4,681.60	\$ 4,916.00	\$ 5,161.60	\$ 5,420.00	\$ 5,691.20			
				Monthly	\$ 10,143.47	\$ 10,651.33	\$ 11,183.47	\$ 11,743.33	\$ 12,330.93			
Recreation Leader II	A610	7/3/2026	AFSCME	Hourly	\$ 22.11	\$ 23.22	\$ 24.38	\$ 25.60	\$ 26.88			
				Bi-Weekly	\$ 1,768.80	\$ 1,857.60	\$ 1,950.40	\$ 2,048.00	\$ 2,150.40			
				Monthly	\$ 3,832.40	\$ 4,024.80	\$ 4,225.87	\$ 4,437.33	\$ 4,659.20			
Recreation Leader III	A620	7/3/2026	AFSCME	Hourly	\$ 24.00	\$ 25.20	\$ 26.46	\$ 27.78	\$ 29.17			
				Bi-Weekly	\$ 1,920.00	\$ 2,016.00	\$ 2,116.80	\$ 2,222.40	\$ 2,333.60			
				Monthly	\$ 4,160.00	\$ 4,368.00	\$ 4,586.40	\$ 4,815.20	\$ 5,056.13			
Recreation Leader IV	A515	7/3/2026	AFSCME	Hourly	\$ 26.61	\$ 27.94	\$ 29.34	\$ 30.81	\$ 32.35			
				Bi-Weekly	\$ 2,128.80	\$ 2,235.20	\$ 2,347.20	\$ 2,464.80	\$ 2,588.00			
				Monthly	\$ 4,612.40	\$ 4,842.93	\$ 5,085.60	\$ 5,340.40	\$ 5,607.33			
Fire Inspector I	B200	7/3/2026	IAFF	Hourly	\$ 66.12	\$ 69.43	\$ 72.90	\$ 76.54	\$ 80.37			
				Bi-Weekly	\$ 5,289.60	\$ 5,554.40	\$ 5,832.00	\$ 6,123.20	\$ 6,429.60			
				Monthly	\$ 11,460.80	\$ 12,034.53	\$ 12,636.00	\$ 13,266.93	\$ 13,930.80			
Fire Inspector II	B195	7/3/2026	IAFF	Hourly	\$ 72.70	\$ 76.34	\$ 80.16	\$ 84.17	\$ 88.38			
				Bi-Weekly	\$ 5,816.00	\$ 6,107.20	\$ 6,412.80	\$ 6,733.60	\$ 7,070.40			

**City of South San Francisco | Salary Schedule**  
**Effective 07/03/2026**

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
				Monthly	\$ 12,601.33	\$ 13,232.27	\$ 13,894.40	\$ 14,589.47	\$ 15,319.20			
Fire Inspector III	B190	7/3/2026	IAFF	Hourly	\$ 78.19	\$ 82.10	\$ 86.21	\$ 90.52	\$ 95.05			
				Bi-Weekly	\$ 6,255.20	\$ 6,568.00	\$ 6,896.80	\$ 7,241.60	\$ 7,604.00			
				Monthly	\$ 13,552.93	\$ 14,230.67	\$ 14,943.07	\$ 15,690.13	\$ 16,475.33			
Sweeper Operator	A370	7/3/2026	AFSCME	Hourly	\$ 43.02	\$ 45.17	\$ 47.43	\$ 49.80	\$ 52.29			
				Bi-Weekly	\$ 3,441.60	\$ 3,613.60	\$ 3,794.40	\$ 3,984.00	\$ 4,183.20			
				Monthly	\$ 7,456.80	\$ 7,829.47	\$ 8,221.20	\$ 8,632.00	\$ 9,063.60			
Tree Trimmer	A375	7/3/2026	AFSCME	Hourly	\$ 44.31	\$ 46.53	\$ 48.86	\$ 51.30	\$ 53.86			
				Bi-Weekly	\$ 3,544.80	\$ 3,722.40	\$ 3,908.80	\$ 4,104.00	\$ 4,308.80			
				Monthly	\$ 7,680.40	\$ 8,065.20	\$ 8,469.07	\$ 8,892.00	\$ 9,335.73			
Van Driver	A510	7/3/2026	AFSCME	Hourly	\$ 21.59	\$ 22.67	\$ 23.80	\$ 24.99	\$ 26.24			
				Bi-Weekly	\$ 1,727.20	\$ 1,813.60	\$ 1,904.00	\$ 1,999.20	\$ 2,099.20			
				Monthly	\$ 3,742.27	\$ 3,929.47	\$ 4,125.33	\$ 4,331.60	\$ 4,548.27			

**City of South San Francisco | Salary Schedule**  
**Effective 07/03/2026**

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Accounting Assistant II - Hourly	X100	7/3/2026	HOURLY	Hourly	\$ 36.30	\$ 38.12	\$ 40.03	\$ 42.03	\$ 44.13			
Administrative Assistant I - Hourly	X110	7/3/2026	HOURLY	Hourly	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72	\$ 49.06			
Administrative Assistant II - Hourly	X130	7/3/2026	HOURLY	Hourly	\$ 42.50	\$ 44.63	\$ 46.86	\$ 49.20	\$ 51.66			
Building Inspector - Hourly	X595	7/3/2026	HOURLY	Hourly	\$ 54.76	\$ 57.50	\$ 60.37	\$ 63.39	\$ 66.56			
Building Maintenance Custodian - Hourly	X185	7/3/2026	HOURLY	Hourly	\$ 32.39	\$ 34.01	\$ 35.71	\$ 37.50	\$ 39.38			
Communications Dispatcher - Hourly	X445	7/3/2026	HOURLY	Hourly	\$ 61.40	\$ -	\$ -	\$ -	\$ -			
Consultant - Hourly	X570	1/1/2026	HOURLY	Hourly	\$ 18.15	\$ -	\$ -	\$ -	\$ 139.05			
Cultural Arts Specialist - Hourly	X650	7/3/2026	HOURLY	Hourly	\$ 43.85	\$ 46.04	\$ 48.34	\$ 50.76	\$ 53.30			
Emergency Medical Technician - Hourly	X281	7/3/2026	HOURLY	Hourly	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.76	\$ 28.10			
Environmental Compliance Inspector - Hourly	X465	7/3/2026	HOURLY	Hourly	\$ 50.93	\$ 53.48	\$ 56.15	\$ 58.96	\$ 61.91			
Equipment Mechanic - Hourly	X510	7/3/2026	HOURLY	Hourly	\$ 44.93	\$ 47.18	\$ 49.54	\$ 52.02	\$ 54.62			
Fire Courier - Hourly	X540	7/3/2026	HOURLY	Hourly	\$ 25.06	\$ 26.31	\$ 27.63	\$ 29.01	\$ 30.46			
Human Resources Technician - Hourly	X265	7/3/2026	HOURLY	Hourly	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67			
Intern - Hourly	X115	1/1/2026	HOURLY	Hourly	\$ 18.15	\$ -	\$ -	\$ -	\$ 40.00			
Laboratory Chemist - Hourly	X545	7/3/2026	HOURLY	Hourly	\$ 58.49	\$ 61.41	\$ 64.48	\$ 67.70	\$ 71.09			
Librarian I - Hourly	X210	7/3/2026	HOURLY	Hourly	\$ 42.24	\$ 44.35	\$ 46.57	\$ 48.90	\$ 51.34			
Librarian II - Hourly	X670	7/3/2026	HOURLY	Hourly	\$ 46.49	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50			
Library Assistant I - Hourly	X220	7/3/2026	HOURLY	Hourly	\$ 31.94	\$ 33.54	\$ 35.22	\$ 36.98	\$ 38.83			
Library Assistant II - Hourly	X225	7/3/2026	HOURLY	Hourly	\$ 35.30	\$ 37.06	\$ 38.91	\$ 40.86	\$ 42.90			
Library Clerk - Hourly	X235	7/3/2026	HOURLY	Hourly	\$ 22.63	\$ 23.76	\$ 24.95	\$ 26.20	\$ 27.51			
Library Page - Hourly	X250	7/3/2026	HOURLY	Hourly	\$ 19.39	\$ 20.36	\$ 21.38	\$ 22.45	\$ 23.57			
Literacy Services Assistant Coordinator - Hourly	X655	7/3/2026	HOURLY	Hourly	\$ 34.48	\$ 36.20	\$ 38.01	\$ 39.91	\$ 41.91			
Literacy Services Assistant I - Hourly	X665	7/3/2026	HOURLY	Hourly	\$ 31.20	\$ 32.76	\$ 34.40	\$ 36.12	\$ 37.93			
Miscellaneous Hourly	X280	1/1/2026	HOURLY	Hourly	\$ 18.15	\$ -	\$ -	\$ -	\$ 87.55			
Office Assistant - Hourly	X440	7/3/2026	HOURLY	Hourly	\$ 30.30	\$ 31.81	\$ 33.40	\$ 35.07	\$ 36.82			
Office Specialist - Hourly	X415	7/3/2026	HOURLY	Hourly	\$ 34.22	\$ 35.93	\$ 37.73	\$ 39.62	\$ 41.60			
Park Maintenance Worker - Hourly	X300	7/3/2026	HOURLY	Hourly	\$ 37.30	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35			
Planner- Associate - Hourly	X125	7/3/2026	HOURLY	Hourly	\$ 53.97	\$ 56.67	\$ 59.50	\$ 62.48	\$ 65.60			
Planner- Senior - Hourly	X335	7/3/2026	HOURLY	Hourly	\$ 66.86	\$ 70.20	\$ 73.71	\$ 77.40	\$ 81.27			
Plant Electrician I - Hourly	X500	7/3/2026	HOURLY	Hourly	\$ 50.27	\$ 52.78	\$ 55.42	\$ 58.19	\$ 61.10			
Plant Mechanic - Hourly	X355	7/3/2026	HOURLY	Hourly	\$ 45.35	\$ 47.62	\$ 50.00	\$ 52.50	\$ 55.12			
Plant Mechanic- Assistant - Hourly	X135	7/3/2026	HOURLY	Hourly	\$ 37.96	\$ 39.86	\$ 41.85	\$ 43.94	\$ 46.14			
Plant Operator I - Contract Ft	X145	7/3/2026	HOURLY	Hourly	\$ 43.45	\$ 45.62	\$ 47.90	\$ 50.29	\$ 52.80			
Plant Operator I - Hourly	X140	7/3/2026	HOURLY	Hourly	\$ 43.45	\$ 45.62	\$ 47.90	\$ 50.29	\$ 52.80			
Plant Operator II - Hourly	X530	7/3/2026	HOURLY	Hourly	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.33	\$ 58.10			
Plant Utility Worker - Hourly	X490	7/3/2026	HOURLY	Hourly	\$ 39.77	\$ 41.76	\$ 43.85	\$ 46.04	\$ 48.34			
Police Court Liaison - Hourly	X193	7/3/2026	HOURLY	Hourly	\$ 34.26	\$ 35.97	\$ 37.77	\$ 39.66	\$ 41.64			
Police Property/Evidence Assistant - Hourly	X190	7/3/2026	HOURLY	Hourly	\$ 32.32	\$ 33.94	\$ 35.64	\$ 37.42	\$ 39.29			
Police Records Specialist - Hourly	X191	7/3/2026	HOURLY	Hourly	\$ 36.06	\$ 37.86	\$ 39.75	\$ 41.74	\$ 43.83			
Police Reserve Officer - Hourly	X325	7/3/2026	HOURLY	Hourly	\$ 53.20	\$ -	\$ -	\$ -	\$ -			
Police Service Technician - Hourly	X192	7/3/2026	HOURLY	Hourly	\$ 37.10	\$ 38.95	\$ 40.90	\$ 42.95	\$ 45.10			
Preschool Teacher I - Hourly	X690	7/3/2026	HOURLY	Hourly	\$ 29.30	\$ 30.76	\$ 32.30	\$ 33.91	\$ 35.61			
Preschool Teacher II - Hourly	X680	7/3/2026	HOURLY	Hourly	\$ 32.22	\$ 33.83	\$ 35.52	\$ 37.30	\$ 39.17			
Public Works Maintenance Worker - Hourly	X345	7/3/2026	HOURLY	Hourly	\$ 37.30	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35			
Recreation & Community Services Prog Coor - Hourly	X700	7/3/2026	HOURLY	Hourly	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.04			
Recreation Instructor - Hourly	X350	1/1/2026	HOURLY	Hourly	\$ 18.15	\$ -	\$ -	\$ -	\$ 41.60			
Recreation Leader I - Hourly	X360	7/3/2026	HOURLY	Hourly	\$ 19.39	\$ 20.36	\$ 21.38	\$ 22.45	\$ 23.57			
Recreation Leader II - Hourly	X365	7/3/2026	HOURLY	Hourly	\$ 22.11	\$ 23.22	\$ 24.38	\$ 25.60	\$ 26.88			
Recreation Leader III - Hourly	X370	7/3/2026	HOURLY	Hourly	\$ 24.00	\$ 25.20	\$ 26.46	\$ 27.78	\$ 29.17			
Recreation Leader IV - Hourly	X375	7/3/2026	HOURLY	Hourly	\$ 26.61	\$ 27.94	\$ 29.34	\$ 30.81	\$ 32.35			
Safety Inspector I - Hourly	X181	7/3/2026	HOURLY	Hourly	\$ 66.12	\$ 69.43	\$ 72.90	\$ 76.54	\$ 80.37			
Safety Inspector Trainee - Hourly	X182	7/3/2026	HOURLY	Hourly	\$ 34.72	\$ 36.46	\$ 38.28	\$ 40.19	\$ 42.20			
Van Driver - Hourly	X555	7/3/2026	HOURLY	Hourly	\$ 21.59	\$ 22.67	\$ 23.80	\$ 24.99	\$ 26.24			