

City of South San Francisco | Salary Schedule
Effective 12/11/2025

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	MINIMUM	CONTROL POINT	MAXIMUM
Assistant City Manager	N100	7/4/2025	EXEC	Hourly	\$ 134.18	\$ 147.60	\$ 162.36
				Bi-Weekly	\$ 10,734.40	\$ 11,808.00	\$ 12,988.80
				Monthly	\$ 23,257.87	\$ 25,584.00	\$ 28,142.40
Assistant to the City Manager	N180	7/4/2025	EXEC	Hourly	\$ 80.30	\$ 88.33	\$ 97.16
				Bi-Weekly	\$ 6,424.00	\$ 7,066.40	\$ 7,772.80
				Monthly	\$ 13,918.67	\$ 15,310.53	\$ 16,841.07
City Clerk	E100	7/4/2025	ELECT	Hourly		\$ 126.68	
				Bi-Weekly		\$ 9,744.80	
				Monthly		\$ 21,113.73	
City Manager	N115	1/5/2026	CM	Hourly		\$ 182.88	
				Bi-Weekly		\$ 14,630.40	
				Monthly		\$ 31,700.00	
Communications Director	N190	7/4/2025	EXEC	Hourly	\$ 115.16	\$ 126.68	\$ 139.35
				Bi-Weekly	\$ 9,212.80	\$ 10,134.40	\$ 11,148.00
				Monthly	\$ 19,961.07	\$ 21,957.87	\$ 24,154.00
Deputy City Manager	N120	7/4/2025	EXEC	Hourly	\$ 115.16	\$ 126.68	\$ 139.35
				Bi-Weekly	\$ 9,212.80	\$ 10,134.40	\$ 11,148.00
				Monthly	\$ 19,961.07	\$ 21,957.87	\$ 24,154.00
Director of Capital Projects	N195	7/4/2025	EXEC	Hourly	\$ 115.16	\$ 126.68	\$ 139.35
				Bi-Weekly	\$ 9,212.80	\$ 10,134.40	\$ 11,148.00
				Monthly	\$ 19,961.07	\$ 21,957.87	\$ 24,154.00
Director of Economic & Community Development	N140	7/4/2025	EXEC	Hourly	\$ 117.53	\$ 129.28	\$ 142.21
				Bi-Weekly	\$ 9,402.40	\$ 10,342.40	\$ 11,376.80
				Monthly	\$ 20,371.87	\$ 22,408.53	\$ 24,649.73
Director of Finance	N145	7/4/2025	EXEC	Hourly	\$ 119.61	\$ 131.57	\$ 144.73
				Bi-Weekly	\$ 9,568.80	\$ 10,525.60	\$ 11,578.40
				Monthly	\$ 20,732.40	\$ 22,805.47	\$ 25,086.53
Fire Chief	N150	7/4/2025	EXEC	Hourly	\$ 139.97	\$ 153.97	\$ 169.37
				Bi-Weekly	\$ 11,197.60	\$ 12,317.60	\$ 13,549.60
				Monthly	\$ 24,261.47	\$ 26,688.13	\$ 29,357.47

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Director of Human Resources	N130	7/4/2025	EXEC	Hourly	\$ 115.16	\$ 126.68	\$ 139.35
				Bi-Weekly	\$ 9,212.80	\$ 10,134.40	\$ 11,148.00
				Monthly	\$ 19,961.07	\$ 21,957.87	\$ 24,154.00
Director of Information Technology	N165	7/4/2025	EXEC	Hourly	\$ 118.48	\$ 130.33	\$ 143.36
				Bi-Weekly	\$ 9,478.40	\$ 10,426.40	\$ 11,468.80
				Monthly	\$ 20,536.53	\$ 22,590.53	\$ 24,849.07
Library Director	N110	7/4/2025	EXEC	Hourly	\$ 115.71	\$ 127.28	\$ 140.01
				Bi-Weekly	\$ 9,256.80	\$ 10,182.40	\$ 11,200.80
				Monthly	\$ 20,056.40	\$ 22,061.87	\$ 24,268.40
Director of Parks and Recreation	N175	7/4/2025	EXEC	Hourly	\$ 120.39	\$ 132.43	\$ 145.67
				Bi-Weekly	\$ 9,631.20	\$ 10,594.40	\$ 11,653.60
				Monthly	\$ 20,867.60	\$ 22,954.53	\$ 25,249.47
Chief of Police	N155	7/4/2025	EXEC	Hourly	\$ 140.76	\$ 154.84	\$ 170.32
				Bi-Weekly	\$ 11,260.80	\$ 12,387.20	\$ 13,625.60
				Monthly	\$ 24,398.40	\$ 26,838.93	\$ 29,522.13
Director of Public Works	N160	7/4/2025	EXEC	Hourly	\$ 124.45	\$ 136.89	\$ 150.58
				Bi-Weekly	\$ 9,956.00	\$ 10,951.20	\$ 12,046.40
				Monthly	\$ 21,571.33	\$ 23,727.60	\$ 26,100.53

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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	7/4/2025	MID MGMT	Hourly	\$ 57.30	\$ 60.17	\$ 63.18	\$ 66.34	\$ 69.66			
				Bi-Weekly	\$ 4,584.00	\$ 4,813.60	\$ 5,054.40	\$ 5,307.20	\$ 5,572.80			
				Monthly	\$ 9,932.00	\$ 10,429.47	\$ 10,951.20	\$ 11,498.93	\$ 12,074.40			
Accountant I	M100	7/4/2025	MID MGMT	Hourly	\$ 47.40	\$ 49.77	\$ 52.26	\$ 54.87	\$ 57.61			
				Bi-Weekly	\$ 3,792.00	\$ 3,981.60	\$ 4,180.80	\$ 4,389.60	\$ 4,608.80			
				Monthly	\$ 8,216.00	\$ 8,626.80	\$ 9,058.40	\$ 9,510.80	\$ 9,985.73			
Accountant II	M620	7/4/2025	MID MGMT	Hourly	\$ 52.10	\$ 54.71	\$ 57.45	\$ 60.32	\$ 63.34			
				Bi-Weekly	\$ 4,168.00	\$ 4,376.80	\$ 4,596.00	\$ 4,825.60	\$ 5,067.20			
				Monthly	\$ 9,030.67	\$ 9,483.07	\$ 9,958.00	\$ 10,455.47	\$ 10,978.93			
Accounting Assistant I	A480	7/4/2025	AFSCME	Hourly	\$ 31.77	\$ 33.36	\$ 35.03	\$ 36.78	\$ 38.62			
				Bi-Weekly	\$ 2,541.60	\$ 2,668.80	\$ 2,802.40	\$ 2,942.40	\$ 3,089.60			
				Monthly	\$ 5,506.80	\$ 5,782.40	\$ 6,071.87	\$ 6,375.20	\$ 6,694.13			
Accounting Assistant II	A225	7/4/2025	AFSCME	Hourly	\$ 34.91	\$ 36.66	\$ 38.49	\$ 40.41	\$ 42.43			
				Bi-Weekly	\$ 2,792.80	\$ 2,932.80	\$ 3,079.20	\$ 3,232.80	\$ 3,394.40			
				Monthly	\$ 6,051.07	\$ 6,354.40	\$ 6,671.60	\$ 7,004.40	\$ 7,354.53			
Administrative Assistant - Senior	O340	7/4/2025	CONFID	Hourly	\$ 43.34	\$ 45.51	\$ 47.79	\$ 50.18	\$ 52.69			
				Bi-Weekly	\$ 3,467.20	\$ 3,640.80	\$ 3,823.20	\$ 4,014.40	\$ 4,215.20			
				Monthly	\$ 7,512.27	\$ 7,888.40	\$ 8,283.60	\$ 8,697.87	\$ 9,132.93			
Administrative Assistant I	O315	7/4/2025	CONFID	Hourly	\$ 38.80	\$ 40.74	\$ 42.78	\$ 44.92	\$ 47.17			
				Bi-Weekly	\$ 3,104.00	\$ 3,259.20	\$ 3,422.40	\$ 3,593.60	\$ 3,773.60			
				Monthly	\$ 6,725.33	\$ 7,061.60	\$ 7,415.20	\$ 7,786.13	\$ 8,176.13			
Administrative Assistant II	O310	7/4/2025	CONFID	Hourly	\$ 40.86	\$ 42.90	\$ 45.05	\$ 47.30	\$ 49.67			
				Bi-Weekly	\$ 3,268.80	\$ 3,432.00	\$ 3,604.00	\$ 3,784.00	\$ 3,973.60			
				Monthly	\$ 7,082.40	\$ 7,436.00	\$ 7,808.67	\$ 8,198.67	\$ 8,609.47			
Accounting Supervisor	M630	7/4/2025	MID MGMT	Hourly	\$ 63.17	\$ 66.33	\$ 69.65	\$ 73.13	\$ 76.79			
				Bi-Weekly	\$ 5,053.60	\$ 5,306.40	\$ 5,572.00	\$ 5,850.40	\$ 6,143.20			
				Monthly	\$ 10,949.47	\$ 11,497.20	\$ 12,072.67	\$ 12,675.87	\$ 13,310.27			
Accounting Technician	A230	7/4/2025	AFSCME	Hourly	\$ 39.50	\$ 41.48	\$ 43.55	\$ 45.73	\$ 48.02			
				Bi-Weekly	\$ 3,160.00	\$ 3,318.40	\$ 3,484.00	\$ 3,658.40	\$ 3,841.60			
				Monthly	\$ 6,846.67	\$ 7,189.87	\$ 7,548.67	\$ 7,926.53	\$ 8,323.47			
Applications Analyst	M810	7/4/2025	MID MGMT	Hourly	\$ 62.31	\$ 65.43	\$ 68.70	\$ 72.14	\$ 75.75			
				Bi-Weekly	\$ 4,984.80	\$ 5,234.40	\$ 5,496.00	\$ 5,771.20	\$ 6,060.00			
				Monthly	\$ 10,800.40	\$ 11,341.20	\$ 11,908.00	\$ 12,504.27	\$ 13,130.00			
Building Inspector	A135	7/4/2025	AFSCME	Hourly	\$ 52.66	\$ 55.29	\$ 58.05	\$ 60.95	\$ 64.00			
				Bi-Weekly	\$ 4,212.80	\$ 4,423.20	\$ 4,644.00	\$ 4,876.00	\$ 5,120.00			
				Monthly	\$ 9,127.73	\$ 9,583.60	\$ 10,062.00	\$ 10,564.67	\$ 11,093.33			
Building Inspector - Senior	A400	7/4/2025	AFSCME	Hourly	\$ 59.42	\$ 62.39	\$ 65.51	\$ 68.79	\$ 72.23			
				Bi-Weekly	\$ 4,753.60	\$ 4,991.20	\$ 5,240.80	\$ 5,503.20	\$ 5,778.40			
				Monthly	\$ 10,299.47	\$ 10,814.27	\$ 11,355.07	\$ 11,923.60	\$ 12,519.87			
Building Maintenance Craftworker	A465	7/4/2025	AFSCME	Hourly	\$ 42.44	\$ 44.56	\$ 46.79	\$ 49.13	\$ 51.59			
				Bi-Weekly	\$ 3,395.20	\$ 3,564.80	\$ 3,743.20	\$ 3,930.40	\$ 4,127.20			
				Monthly	\$ 7,356.27	\$ 7,723.73	\$ 8,110.27	\$ 8,515.87	\$ 8,942.27			
Building Maintenance Custodian	A140	7/4/2025	AFSCME	Hourly	\$ 31.15	\$ 32.71	\$ 34.35	\$ 36.07	\$ 37.87			
				Bi-Weekly	\$ 2,492.00	\$ 2,616.80	\$ 2,748.00	\$ 2,885.60	\$ 3,029.60			
				Monthly	\$ 5,399.33	\$ 5,669.73	\$ 5,954.00	\$ 6,252.13	\$ 6,564.13			
Building Maintenance Custodian - Lead	A190	7/4/2025	AFSCME	Hourly	\$ 39.46	\$ 41.43	\$ 43.50	\$ 45.67	\$ 47.95			
				Bi-Weekly	\$ 3,156.80	\$ 3,314.40	\$ 3,480.00	\$ 3,653.60	\$ 3,836.00			
				Monthly	\$ 6,839.73	\$ 7,181.20	\$ 7,540.00	\$ 7,916.13	\$ 8,311.33			
Building Maintenance Custodian - Senior	A320	7/4/2025	AFSCME	Hourly	\$ 34.31	\$ 36.03	\$ 37.83	\$ 39.72	\$ 41.71			
				Bi-Weekly	\$ 2,744.80	\$ 2,882.40	\$ 3,026.40	\$ 3,177.60	\$ 3,336.80			
				Monthly	\$ 5,947.07	\$ 6,245.20	\$ 6,557.20	\$ 6,884.80	\$ 7,229.73			
Building Official - Assistant	M215	7/4/2025	MID MGMT	Hourly	\$ 70.72	\$ 74.26	\$ 77.97	\$ 81.87	\$ 85.96			
				Bi-Weekly	\$ 5,657.60	\$ 5,940.80	\$ 6,237.60	\$ 6,549.60	\$ 6,876.80			
				Monthly	\$ 12,258.13	\$ 12,871.73	\$ 13,514.80	\$ 14,190.80	\$ 14,899.73			
Building Plan Reviewer	A690	7/4/2025	AFSCME	Hourly	\$ 56.99	\$ 59.84	\$ 62.83	\$ 65.97	\$ 69.27			

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				Bi-Weekly	\$ 4,559.20	\$ 4,787.20	\$ 5,026.40	\$ 5,277.60	\$ 5,541.60			
				Monthly	\$ 9,878.27	\$ 10,372.27	\$ 10,890.53	\$ 11,434.80	\$ 12,006.80			
Childcare Assistant Supervisor	M800	7/4/2025	MID MGMT	Hourly	\$ 42.81	\$ 44.95	\$ 47.20	\$ 49.56	\$ 52.04			
				Bi-Weekly	\$ 3,424.80	\$ 3,596.00	\$ 3,776.00	\$ 3,964.80	\$ 4,163.20			
				Monthly	\$ 7,420.40	\$ 7,791.33	\$ 8,181.33	\$ 8,590.40	\$ 9,020.27			
City Building Official	M210	7/4/2025	MID MGMT	Hourly	\$ 82.38	\$ 86.50	\$ 90.83	\$ 95.37	\$ 100.14			
				Bi-Weekly	\$ 6,590.40	\$ 6,920.00	\$ 7,266.40	\$ 7,629.60	\$ 8,011.20			
				Monthly	\$ 14,279.20	\$ 14,993.33	\$ 15,743.87	\$ 16,530.80	\$ 17,357.60			
City Clerk - Assistant	M830	7/4/2025	MID MGMT	Hourly	\$ 58.69	\$ 61.62	\$ 64.70	\$ 67.94	\$ 71.34			
				Bi-Weekly	\$ 4,695.20	\$ 4,929.60	\$ 5,176.00	\$ 5,435.20	\$ 5,707.20			
				Monthly	\$ 10,172.93	\$ 10,680.80	\$ 11,214.67	\$ 11,776.27	\$ 12,365.60			
City Clerk – Deputy	O320	7/4/2025	CONFID	Hourly	\$ 45.41	\$ 47.68	\$ 50.06	\$ 52.56	\$ 55.19			
				Bi-Weekly	\$ 3,632.80	\$ 3,814.40	\$ 4,004.80	\$ 4,204.80	\$ 4,415.20			
				Monthly	\$ 7,871.07	\$ 8,264.53	\$ 8,677.07	\$ 9,110.40	\$ 9,566.27			
City Clerk Records Technician	O415	7/4/2025	CONFID	Hourly	\$ 40.86	\$ 42.90	\$ 45.05	\$ 47.30	\$ 49.67			
				Bi-Weekly	\$ 3,268.80	\$ 3,432.00	\$ 3,604.00	\$ 3,784.00	\$ 3,973.60			
				Monthly	\$ 7,082.40	\$ 7,436.00	\$ 7,808.67	\$ 8,198.67	\$ 8,609.47			
City Councilmember	E110	12/11/2024	ELECT	Hourly	\$ 129.23							
City Planner	M155	7/4/2025	MID MGMT	Hourly	\$ 80.02	\$ 84.02	\$ 88.22	\$ 92.63	\$ 97.26			
				Bi-Weekly	\$ 6,401.60	\$ 6,721.60	\$ 7,057.60	\$ 7,410.40	\$ 7,780.80			
				Monthly	\$ 13,870.13	\$ 14,563.47	\$ 15,291.47	\$ 16,055.87	\$ 16,858.40			
Code Enforcement Officer	A145	7/4/2025	AFSCME	Hourly	\$ 47.04	\$ 49.39	\$ 51.86	\$ 54.45	\$ 57.17			
				Bi-Weekly	\$ 3,763.20	\$ 3,951.20	\$ 4,148.80	\$ 4,356.00	\$ 4,573.60			
				Monthly	\$ 8,153.60	\$ 8,560.93	\$ 8,989.07	\$ 9,438.00	\$ 9,909.47			
Communications Dispatcher	A150	7/4/2025	AFSCME	Hourly	\$ 46.26	\$ 48.57	\$ 51.00	\$ 53.55	\$ 56.23			
				Bi-Weekly	\$ 3,700.80	\$ 3,885.60	\$ 4,080.00	\$ 4,284.00	\$ 4,498.40			
				Monthly	\$ 8,018.40	\$ 8,418.80	\$ 8,840.00	\$ 9,282.00	\$ 9,746.53			
Communications Dispatcher - Lead	A155	7/4/2025	AFSCME	Hourly	\$ 49.50	\$ 51.98	\$ 54.58	\$ 57.31	\$ 60.18			
				Bi-Weekly	\$ 3,960.00	\$ 4,158.40	\$ 4,366.40	\$ 4,584.80	\$ 4,814.40			
				Monthly	\$ 8,580.00	\$ 9,009.87	\$ 9,460.53	\$ 9,933.73	\$ 10,431.20			
Communications Dispatcher - Supervising	A365	7/4/2025	AFSCME	Hourly	\$ 54.58	\$ 57.31	\$ 60.18	\$ 63.19	\$ 66.35			
				Bi-Weekly	\$ 4,366.40	\$ 4,584.80	\$ 4,814.40	\$ 5,055.20	\$ 5,308.00			
				Monthly	\$ 9,460.53	\$ 9,933.73	\$ 10,431.20	\$ 10,952.93	\$ 11,500.67			
Communications Manager	M310	7/4/2025	MID MGMT	Hourly	\$ 70.87	\$ 74.41	\$ 78.13	\$ 82.04	\$ 86.14			
				Bi-Weekly	\$ 5,669.60	\$ 5,952.80	\$ 6,250.40	\$ 6,563.20	\$ 6,891.20			
				Monthly	\$ 12,284.13	\$ 12,897.73	\$ 13,542.53	\$ 14,220.27	\$ 14,930.93			
Computer Services Technician	O525	7/4/2025	CONFID	Hourly	\$ 49.67	\$ 52.15	\$ 54.76	\$ 57.50	\$ 60.37			
				Bi-Weekly	\$ 3,973.60	\$ 4,172.00	\$ 4,380.80	\$ 4,600.00	\$ 4,829.60			
				Monthly	\$ 8,609.47	\$ 9,039.33	\$ 9,491.73	\$ 9,966.67	\$ 10,464.13			
Computer Services Technician - Senior	O530	7/4/2025	CONFID	Hourly	\$ 52.15	\$ 54.76	\$ 57.50	\$ 60.38	\$ 63.40			
				Bi-Weekly	\$ 4,172.00	\$ 4,380.80	\$ 4,600.00	\$ 4,830.40	\$ 5,072.00			
				Monthly	\$ 9,039.33	\$ 9,491.73	\$ 9,966.67	\$ 10,465.87	\$ 10,989.33			
Crime Analyst	C210	7/4/2025	PO NONWORN	Hourly	\$ 54.33	\$ 57.05	\$ 59.90	\$ 62.89	\$ 66.03			
				Bi-Weekly	\$ 4,346.40	\$ 4,564.00	\$ 4,792.00	\$ 5,031.20	\$ 5,282.40			
				Monthly	\$ 9,417.20	\$ 9,888.67	\$ 10,382.67	\$ 10,900.93	\$ 11,445.20			
Crisis Response Clinician I	M315	9/25/2025	MID MGMT	Hourly	\$ 53.24	\$ 55.90	\$ 58.69	\$ 61.62	\$ 64.70			
				Bi-Weekly	\$ 4,259.20	\$ 4,472.00	\$ 4,695.20	\$ 4,929.60	\$ 5,176.00			
				Monthly	\$ 9,228.27	\$ 9,689.33	\$ 10,172.93	\$ 10,680.80	\$ 11,214.67			
Crisis Response Clinician II	M320	9/25/2025	MID MGMT	Hourly	\$ 58.69	\$ 61.62	\$ 64.70	\$ 67.94	\$ 71.34			
				Bi-Weekly	\$ 4,695.20	\$ 4,929.60	\$ 5,176.00	\$ 5,435.20	\$ 5,707.20			
				Monthly	\$ 10,172.93	\$ 10,680.80	\$ 11,214.67	\$ 11,776.27	\$ 12,365.60			
Cultural Arts Specialist	A650	7/4/2025	AFSCME	Hourly	\$ 42.17	\$ 44.28	\$ 46.49	\$ 48.81	\$ 51.25			
				Bi-Weekly	\$ 3,373.60	\$ 3,542.40	\$ 3,719.20	\$ 3,904.80	\$ 4,100.00			

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				Monthly	\$ 7,309.47	\$ 7,675.20	\$ 8,058.27	\$ 8,460.40	\$ 8,883.33			
Deputy Economic Community Development Director	M145	7/4/2025	MID MGMT	Hourly	\$ 89.10	\$ 93.55	\$ 98.23	\$ 103.14	\$ 108.30			
				Bi-Weekly	\$ 7,128.00	\$ 7,484.00	\$ 7,858.40	\$ 8,251.20	\$ 8,664.00			
				Monthly	\$ 15,444.00	\$ 16,215.33	\$ 17,026.53	\$ 17,877.60	\$ 18,772.00			
Deputy Finance Director	M845	7/4/2025	MID MGMT	Hourly	\$ 89.10	\$ 93.55	\$ 98.23	\$ 103.14	\$ 108.30			
				Bi-Weekly	\$ 7,128.00	\$ 7,484.00	\$ 7,858.40	\$ 8,251.20	\$ 8,664.00			
				Monthly	\$ 15,444.00	\$ 16,215.33	\$ 17,026.53	\$ 17,877.60	\$ 18,772.00			
Diversity, Equity and Inclusion Officer	M540	7/4/2025	MID MGMT	Hourly	\$ 57.58	\$ 60.46	\$ 63.48	\$ 66.65	\$ 69.98			
				Bi-Weekly	\$ 4,606.40	\$ 4,836.80	\$ 5,078.40	\$ 5,332.00	\$ 5,598.40			
				Monthly	\$ 9,980.53	\$ 10,479.73	\$ 11,003.20	\$ 11,552.67	\$ 12,129.87			
Economic Development Manager	M190	7/4/2025	MID MGMT	Hourly	\$ 80.02	\$ 84.02	\$ 88.22	\$ 92.63	\$ 97.26			
				Bi-Weekly	\$ 6,401.60	\$ 6,721.60	\$ 7,057.60	\$ 7,410.40	\$ 7,780.80			
				Monthly	\$ 13,870.13	\$ 14,563.47	\$ 15,291.47	\$ 16,055.87	\$ 16,858.40			
Economic Development Specialist	M170	7/4/2025	MID MGMT	Hourly	\$ 57.58	\$ 60.46	\$ 63.48	\$ 66.65	\$ 69.98			
				Bi-Weekly	\$ 4,606.40	\$ 4,836.80	\$ 5,078.40	\$ 5,332.00	\$ 5,598.40			
				Monthly	\$ 9,980.53	\$ 10,479.73	\$ 11,003.20	\$ 11,552.67	\$ 12,129.87			
Electrical Maintenance Supervisor	M835	7/4/2025	MID MGMT	Hourly	\$ 67.51	\$ 70.89	\$ 74.43	\$ 78.15	\$ 82.06			
				Bi-Weekly	\$ 5,400.80	\$ 5,671.20	\$ 5,954.40	\$ 6,252.00	\$ 6,564.80			
				Monthly	\$ 11,701.73	\$ 12,287.60	\$ 12,901.20	\$ 13,546.00	\$ 14,223.73			
Electrical Technician	A160	7/4/2025	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			
Electrical Technician - Assistant	A120	7/4/2025	AFSCME	Hourly	\$ 36.10	\$ 37.90	\$ 39.80	\$ 41.79	\$ 43.88			
				Bi-Weekly	\$ 2,888.00	\$ 3,032.00	\$ 3,184.00	\$ 3,343.20	\$ 3,510.40			
				Monthly	\$ 6,257.33	\$ 6,569.33	\$ 6,898.67	\$ 7,243.60	\$ 7,605.87			
Electrical Technician - Lead	A335	7/4/2025	AFSCME	Hourly	\$ 60.35	\$ 63.37	\$ 66.54	\$ 69.87	\$ 73.36			
				Bi-Weekly	\$ 4,828.00	\$ 5,069.60	\$ 5,323.20	\$ 5,589.60	\$ 5,868.80			
				Monthly	\$ 10,460.67	\$ 10,984.13	\$ 11,533.60	\$ 12,110.80	\$ 12,715.73			
Electrical Technician - Senior	A500	7/4/2025	AFSCME	Hourly	\$ 53.66	\$ 56.34	\$ 59.16	\$ 62.12	\$ 65.23			
				Bi-Weekly	\$ 4,292.80	\$ 4,507.20	\$ 4,732.80	\$ 4,969.60	\$ 5,218.40			
				Monthly	\$ 9,301.07	\$ 9,765.60	\$ 10,254.40	\$ 10,767.47	\$ 11,306.53			
Emergency Services Captain	M780	7/4/2025	MID MGMT	Hourly	\$ 72.83	\$ 76.47	\$ 80.29	\$ 84.30	\$ 88.52			
				Bi-Weekly	\$ 5,826.40	\$ 6,117.60	\$ 6,423.20	\$ 6,744.00	\$ 7,081.60			
				Monthly	\$ 12,623.87	\$ 13,254.80	\$ 13,916.93	\$ 14,612.00	\$ 15,343.47			
EMS Battalion Chief	M420	7/4/2025	PSM FIRE 80	Hourly	\$ 99.86	\$ 104.85	\$ 110.09	\$ 115.59	\$ 121.37			
				Bi-Weekly	\$ 7,988.80	\$ 8,388.00	\$ 8,807.20	\$ 9,247.20	\$ 9,709.60			
				Monthly	\$ 17,309.07	\$ 18,174.00	\$ 19,082.27	\$ 20,035.60	\$ 21,037.47			
Engineer - Associate	M115	7/4/2025	MID MGMT	Hourly	\$ 64.52	\$ 67.75	\$ 71.14	\$ 74.70	\$ 78.43			
				Bi-Weekly	\$ 5,161.60	\$ 5,420.00	\$ 5,691.20	\$ 5,976.00	\$ 6,274.40			
				Monthly	\$ 11,183.47	\$ 11,743.33	\$ 12,330.93	\$ 12,948.00	\$ 13,594.53			
Engineer - Principal	M760	7/4/2025	MID MGMT	Hourly	\$ 84.08	\$ 88.28	\$ 92.69	\$ 97.32	\$ 102.19			
				Bi-Weekly	\$ 6,726.40	\$ 7,062.40	\$ 7,415.20	\$ 7,785.60	\$ 8,175.20			
				Monthly	\$ 14,573.87	\$ 15,301.87	\$ 16,066.27	\$ 16,868.80	\$ 17,712.93			
Engineer- Senior	M340	7/4/2025	MID MGMT	Hourly	\$ 76.79	\$ 80.63	\$ 84.66	\$ 88.89	\$ 93.33			
				Bi-Weekly	\$ 6,143.20	\$ 6,450.40	\$ 6,772.80	\$ 7,111.20	\$ 7,466.40			
				Monthly	\$ 13,310.27	\$ 13,975.87	\$ 14,674.40	\$ 15,407.60	\$ 16,177.20			
Engineering Technician	A167	7/4/2025	AFSCME	Hourly	\$ 42.75	\$ 44.89	\$ 47.13	\$ 49.49	\$ 51.96			
				Bi-Weekly	\$ 3,420.00	\$ 3,591.20	\$ 3,770.40	\$ 3,959.20	\$ 4,156.80			
				Monthly	\$ 7,410.00	\$ 7,780.93	\$ 8,169.20	\$ 8,578.27	\$ 9,006.40			
Engineering Technician - Senior	A168	7/4/2025	AFSCME	Hourly	\$ 47.04	\$ 49.39	\$ 51.86	\$ 54.45	\$ 57.17			
				Bi-Weekly	\$ 3,763.20	\$ 3,951.20	\$ 4,148.80	\$ 4,356.00	\$ 4,573.60			
				Monthly	\$ 8,153.60	\$ 8,560.93	\$ 8,989.07	\$ 9,438.00	\$ 9,909.47			
Environmental Compliance Inspector - Senior	D160	9/12/2025	WQCP OP ENG	Hourly	\$ 60.76	\$ 63.80	\$ 66.99	\$ 70.34	\$ 73.86			
				Bi-Weekly	\$ 4,860.80	\$ 5,104.00	\$ 5,359.20	\$ 5,627.20	\$ 5,908.80			
				Monthly	\$ 10,531.73	\$ 11,058.67	\$ 11,611.60	\$ 12,192.27	\$ 12,802.40			

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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 I	D210	9/12/2025	WQCP OP ENG	Hourly	\$ 48.98	\$ 51.43	\$ 54.00	\$ 56.70	\$ 59.53			
				Bi-Weekly	\$ 3,938.40	\$ 4,114.40	\$ 4,320.00	\$ 4,536.00	\$ 4,762.40			
				Monthly	\$ 8,489.87	\$ 8,914.53	\$ 9,360.00	\$ 9,828.00	\$ 10,318.53			
Environmental Compliance Inspector II	D155	9/12/2025	WQCP OP ENG	Hourly	\$ 53.86	\$ 56.55	\$ 59.38	\$ 62.35	\$ 65.47			
				Bi-Weekly	\$ 4,308.80	\$ 4,524.00	\$ 4,750.40	\$ 4,988.00	\$ 5,237.60			
				Monthly	\$ 9,335.73	\$ 9,802.00	\$ 10,292.53	\$ 10,807.33	\$ 11,348.13			
Environmental Compliance Supervisor	M450	7/4/2025	MID MGMT	Hourly	\$ 80.64	\$ 84.67	\$ 88.90	\$ 93.35	\$ 98.02			
				Bi-Weekly	\$ 6,451.20	\$ 6,773.60	\$ 7,112.00	\$ 7,468.00	\$ 7,841.60			
				Monthly	\$ 13,977.60	\$ 14,676.13	\$ 15,409.33	\$ 16,180.67	\$ 16,990.13			
Equipment Mechanic	A170	7/4/2025	AFSCME	Hourly	\$ 43.21	\$ 45.37	\$ 47.64	\$ 50.02	\$ 52.52			
				Bi-Weekly	\$ 3,456.80	\$ 3,629.60	\$ 3,811.20	\$ 4,001.60	\$ 4,201.60			
				Monthly	\$ 7,489.73	\$ 7,864.13	\$ 8,257.60	\$ 8,670.13	\$ 9,103.47			
Equipment Mechanic - Lead	A345	7/4/2025	AFSCME	Hourly	\$ 46.78	\$ 49.12	\$ 51.58	\$ 54.16	\$ 56.87			
				Bi-Weekly	\$ 3,742.40	\$ 3,929.60	\$ 4,126.40	\$ 4,332.80	\$ 4,549.60			
				Monthly	\$ 8,108.53	\$ 8,514.13	\$ 8,940.53	\$ 9,387.73	\$ 9,857.47			
Equipment Operator	A175	7/4/2025	AFSCME	Hourly	\$ 41.80	\$ 43.89	\$ 46.08	\$ 48.38	\$ 50.80			
				Bi-Weekly	\$ 3,344.00	\$ 3,511.20	\$ 3,686.40	\$ 3,870.40	\$ 4,064.00			
				Monthly	\$ 7,245.33	\$ 7,607.60	\$ 7,987.20	\$ 8,385.87	\$ 8,805.33			
Executive Assistant To The City Manager	O410	7/4/2025	CONFID	Hourly	\$ 50.23	\$ 52.74	\$ 55.38	\$ 58.15	\$ 61.06			
				Bi-Weekly	\$ 4,018.40	\$ 4,219.20	\$ 4,430.40	\$ 4,652.00	\$ 4,884.80			
				Monthly	\$ 8,706.53	\$ 9,141.60	\$ 9,599.20	\$ 10,079.33	\$ 10,583.73			
Financial Analyst - Senior	M615	7/4/2025	MID MGMT	Hourly	\$ 60.93	\$ 63.98	\$ 67.18	\$ 70.54	\$ 74.07			
				Bi-Weekly	\$ 4,874.40	\$ 5,118.40	\$ 5,374.40	\$ 5,643.20	\$ 5,925.60			
				Monthly	\$ 10,561.20	\$ 11,089.87	\$ 11,644.53	\$ 12,226.93	\$ 12,838.80			
Financial Analyst I	M600	7/4/2025	MID MGMT	Hourly	\$ 50.39	\$ 52.91	\$ 55.56	\$ 58.34	\$ 61.26			
				Bi-Weekly	\$ 4,031.20	\$ 4,232.80	\$ 4,444.80	\$ 4,667.20	\$ 4,900.80			
				Monthly	\$ 8,734.27	\$ 9,171.07	\$ 9,630.40	\$ 10,112.27	\$ 10,618.40			
Financial Analyst II	M610	7/4/2025	MID MGMT	Hourly	\$ 55.42	\$ 58.19	\$ 61.10	\$ 64.15	\$ 67.36			
				Bi-Weekly	\$ 4,433.60	\$ 4,655.20	\$ 4,888.00	\$ 5,132.00	\$ 5,388.80			
				Monthly	\$ 9,606.13	\$ 10,086.27	\$ 10,590.67	\$ 11,119.33	\$ 11,675.73			
Financial Services Manager	M770	7/4/2025	MID MGMT	Hourly	\$ 73.69	\$ 77.37	\$ 81.24	\$ 85.30	\$ 89.56			
				Bi-Weekly	\$ 5,895.20	\$ 6,189.60	\$ 6,499.20	\$ 6,824.00	\$ 7,164.80			
				Monthly	\$ 12,772.93	\$ 13,410.80	\$ 14,081.60	\$ 14,785.33	\$ 15,523.73			
Fire Apparatus Engineer (56 Hours)	B120	7/4/2025	IAFF	Hourly	\$ 46.98	\$ 49.33	\$ 51.80	\$ 54.39	\$ 57.11			
				Bi-Weekly	\$ 5,261.76	\$ 5,524.96	\$ 5,801.60	\$ 6,091.68	\$ 6,396.32			
				Monthly	\$ 11,400.48	\$ 11,970.75	\$ 12,570.13	\$ 13,198.64	\$ 13,858.69			
Fire Apparatus Engineer (40 Hours)	B121	7/4/2025	IAFF	Hourly	\$ 65.77	\$ 69.06	\$ 72.51	\$ 76.14	\$ 79.95			
				Bi-Weekly	\$ 5,261.60	\$ 5,524.80	\$ 5,800.80	\$ 6,091.20	\$ 6,396.00			
				Monthly	\$ 11,400.13	\$ 11,970.40	\$ 12,568.40	\$ 13,197.60	\$ 13,858.00			
Fire Battalion Chief (40 Hours)	M205	7/4/2025	PSM FIRE 80	Hourly	\$ 99.86	\$ 104.85	\$ 110.09	\$ 115.59	\$ 121.37			
				Bi-Weekly	\$ 7,988.80	\$ 8,388.00	\$ 8,807.20	\$ 9,247.20	\$ 9,709.60			
				Monthly	\$ 17,309.07	\$ 18,174.00	\$ 19,082.27	\$ 20,035.60	\$ 21,037.47			
Fire Battalion Chief (56 Hours)	M390	7/4/2025	PSM FIRE 112	Hourly	\$ 71.32	\$ 74.89	\$ 78.63	\$ 82.56	\$ 86.69			
				Bi-Weekly	\$ 7,987.84	\$ 8,387.68	\$ 8,806.56	\$ 9,246.72	\$ 9,709.28			
				Monthly	\$ 17,306.99	\$ 18,173.31	\$ 19,080.88	\$ 20,034.56	\$ 21,036.77			
Fire Captain (40 Hours)	B101	7/4/2025	IAFF	Hourly	\$ 73.53	\$ 77.21	\$ 81.07	\$ 85.12	\$ 89.38			
				Bi-Weekly	\$ 5,882.40	\$ 6,176.80	\$ 6,485.60	\$ 6,809.60	\$ 7,150.40			
				Monthly	\$ 12,745.20	\$ 13,383.07	\$ 14,052.13	\$ 14,754.13	\$ 15,492.53			
Fire Captain (56 Hours)	B100	7/4/2025	IAFF	Hourly	\$ 52.51	\$ 55.14	\$ 57.90	\$ 60.80	\$ 63.84			
				Bi-Weekly	\$ 5,881.12	\$ 6,175.68	\$ 6,484.80	\$ 6,809.60	\$ 7,150.08			
				Monthly	\$ 12,742.43	\$ 13,380.64	\$ 14,050.40	\$ 14,754.13	\$ 15,491.84			
Fire Chief - Deputy	M110	7/4/2025	PSM FIRE 80	Hourly	\$ 116.21	\$ 122.02	\$ 128.12	\$ 134.53	\$ 141.26			
				Bi-Weekly	\$ 9,296.80	\$ 9,761.60	\$ 10,249.60	\$ 10,762.40	\$ 11,300.80			
				Monthly	\$ 20,143.07	\$ 21,150.13	\$ 22,207.47	\$ 23,318.53	\$ 24,485.07			
Fire Marshal	M410	7/4/2025	PSM FIRE 80	Hourly	\$ 99.86	\$ 104.85	\$ 110.09	\$ 115.59	\$ 121.37			

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				Bi-Weekly	\$ 7,988.80	\$ 8,388.00	\$ 8,807.20	\$ 9,247.20	\$ 9,709.60			
				Monthly	\$ 17,309.07	\$ 18,174.00	\$ 19,082.27	\$ 20,035.60	\$ 21,037.47			
Fire Marshal - Deputy	B205	7/4/2025	IAFF	Hourly	\$ 76.90	\$ 80.74	\$ 84.78	\$ 89.02	\$ 93.47			
				Bi-Weekly	\$ 6,152.00	\$ 6,459.20	\$ 6,782.40	\$ 7,121.60	\$ 7,477.60			
				Monthly	\$ 13,329.33	\$ 13,994.93	\$ 14,695.20	\$ 15,430.13	\$ 16,201.47			
Groundsperson	A505	7/4/2025	AFSCME	Hourly	\$ 39.90	\$ 41.90	\$ 43.99	\$ 46.19	\$ 48.50			
				Bi-Weekly	\$ 3,192.00	\$ 3,352.00	\$ 3,519.20	\$ 3,695.20	\$ 3,880.00			
				Monthly	\$ 6,916.00	\$ 7,262.67	\$ 7,624.93	\$ 8,006.27	\$ 8,406.67			
Housing Manager	M195	7/4/2025	MID MGMT	Hourly	\$ 80.02	\$ 84.02	\$ 88.22	\$ 92.63	\$ 97.26			
				Bi-Weekly	\$ 6,401.60	\$ 6,721.60	\$ 7,057.60	\$ 7,410.40	\$ 7,780.80			
				Monthly	\$ 13,870.13	\$ 14,563.47	\$ 15,291.47	\$ 16,055.87	\$ 16,858.40			
Human Resources Analyst - Senior	M271	7/4/2025	MID MGMT	Hourly	\$ 58.29	\$ 61.20	\$ 64.26	\$ 67.47	\$ 70.84			
				Bi-Weekly	\$ 4,663.20	\$ 4,896.00	\$ 5,140.80	\$ 5,397.60	\$ 5,667.20			
				Monthly	\$ 10,103.60	\$ 10,608.00	\$ 11,138.40	\$ 11,694.80	\$ 12,278.93			
Human Resources Analyst I	M700	7/4/2025	MID MGMT	Hourly	\$ 48.18	\$ 50.59	\$ 53.12	\$ 55.78	\$ 58.57			
				Bi-Weekly	\$ 3,854.40	\$ 4,047.20	\$ 4,249.60	\$ 4,462.40	\$ 4,685.60			
				Monthly	\$ 8,351.20	\$ 8,768.93	\$ 9,207.47	\$ 9,668.53	\$ 10,152.13			
Human Resources Analyst II	M270	7/4/2025	MID MGMT	Hourly	\$ 52.95	\$ 55.60	\$ 58.38	\$ 61.30	\$ 64.37			
				Bi-Weekly	\$ 4,236.00	\$ 4,448.00	\$ 4,670.40	\$ 4,904.00	\$ 5,149.60			
				Monthly	\$ 9,178.00	\$ 9,637.33	\$ 10,119.20	\$ 10,625.33	\$ 11,157.47			
Human Resources Manager	M775	7/4/2025	MID MGMT	Hourly	\$ 77.40	\$ 81.27	\$ 85.33	\$ 89.60	\$ 94.08			
				Bi-Weekly	\$ 6,192.00	\$ 6,501.60	\$ 6,826.40	\$ 7,168.00	\$ 7,526.40			
				Monthly	\$ 13,416.00	\$ 14,086.80	\$ 14,790.53	\$ 15,530.67	\$ 16,307.20			
Human Resources Technician	O265	7/4/2025	CONFID	Hourly	\$ 40.09	\$ 42.09	\$ 44.19	\$ 46.40	\$ 48.72			
				Bi-Weekly	\$ 3,207.20	\$ 3,367.20	\$ 3,535.20	\$ 3,712.00	\$ 3,897.60			
				Monthly	\$ 6,948.93	\$ 7,295.60	\$ 7,659.60	\$ 8,042.67	\$ 8,444.80			
Information Systems Administrator	M650	7/4/2025	MID MGMT	Hourly	\$ 68.02	\$ 71.42	\$ 74.99	\$ 78.74	\$ 82.68			
				Bi-Weekly	\$ 5,441.60	\$ 5,713.60	\$ 5,999.20	\$ 6,299.20	\$ 6,614.40			
				Monthly	\$ 11,790.13	\$ 12,379.47	\$ 12,998.27	\$ 13,648.27	\$ 14,331.20			
Information Systems Administrator - Senior	M790	7/4/2025	MID MGMT	Hourly	\$ 71.42	\$ 74.99	\$ 78.74	\$ 82.68	\$ 86.81			
				Bi-Weekly	\$ 5,713.60	\$ 5,999.20	\$ 6,299.20	\$ 6,614.40	\$ 6,944.80			
				Monthly	\$ 12,379.47	\$ 12,998.27	\$ 13,648.27	\$ 14,331.20	\$ 15,047.07			
Information Technology Manager	M805	7/4/2025	MID MGMT	Hourly	\$ 75.14	\$ 78.90	\$ 82.85	\$ 86.99	\$ 91.34			
				Bi-Weekly	\$ 6,011.20	\$ 6,312.00	\$ 6,628.00	\$ 6,959.20	\$ 7,307.20			
				Monthly	\$ 13,024.27	\$ 13,676.00	\$ 14,360.67	\$ 15,078.27	\$ 15,832.27			
Laboratory Chemist	D120	9/12/2025	WQCP OP ENG	Hourly	\$ 56.24	\$ 59.05	\$ 62.00	\$ 65.10	\$ 68.36			
				Bi-Weekly	\$ 4,499.20	\$ 4,724.00	\$ 4,960.00	\$ 5,208.00	\$ 5,468.80			
				Monthly	\$ 9,748.27	\$ 10,235.33	\$ 10,746.67	\$ 11,284.00	\$ 11,849.07			
Laboratory Chemist - Senior	D170	9/12/2025	WQCP OP ENG	Hourly	\$ 64.99	\$ 68.24	\$ 71.65	\$ 75.23	\$ 78.99			
				Bi-Weekly	\$ 5,199.20	\$ 5,459.20	\$ 5,732.00	\$ 6,018.40	\$ 6,319.20			
				Monthly	\$ 11,264.93	\$ 11,828.27	\$ 12,419.33	\$ 13,039.87	\$ 13,691.60			
Laboratory Supervisor	M220	7/4/2025	MID MGMT	Hourly	\$ 71.53	\$ 75.11	\$ 78.87	\$ 82.81	\$ 86.95			
				Bi-Weekly	\$ 5,722.40	\$ 6,008.80	\$ 6,309.60	\$ 6,624.80	\$ 6,956.00			
				Monthly	\$ 12,398.53	\$ 13,019.07	\$ 13,670.80	\$ 14,353.73	\$ 15,071.33			
Librarian I	A210	7/4/2025	AFSCME	Hourly	\$ 40.62	\$ 42.65	\$ 44.78	\$ 47.02	\$ 49.37			
				Bi-Weekly	\$ 3,249.60	\$ 3,412.00	\$ 3,582.40	\$ 3,761.60	\$ 3,949.60			
				Monthly	\$ 7,040.80	\$ 7,392.67	\$ 7,761.87	\$ 8,150.13	\$ 8,557.47			
Librarian II	A240	7/4/2025	AFSCME	Hourly	\$ 44.70	\$ 46.93	\$ 49.28	\$ 51.74	\$ 54.33			
				Bi-Weekly	\$ 3,576.00	\$ 3,754.40	\$ 3,942.40	\$ 4,139.20	\$ 4,346.40			
				Monthly	\$ 7,748.00	\$ 8,134.53	\$ 8,541.87	\$ 8,968.27	\$ 9,417.20			
Library Assistant I	A220	7/4/2025	AFSCME	Hourly	\$ 30.72	\$ 32.26	\$ 33.87	\$ 35.56	\$ 37.34			
				Bi-Weekly	\$ 2,457.60	\$ 2,580.80	\$ 2,709.60	\$ 2,844.80	\$ 2,987.20			
				Monthly	\$ 5,324.80	\$ 5,591.73	\$ 5,870.80	\$ 6,163.73	\$ 6,472.27			
Library Assistant II	A215	7/4/2025	AFSCME	Hourly	\$ 33.94	\$ 35.64	\$ 37.42	\$ 39.29	\$ 41.25			
				Bi-Weekly	\$ 2,715.20	\$ 2,851.20	\$ 2,993.60	\$ 3,143.20	\$ 3,300.00			

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				Monthly	\$ 5,882.93	\$ 6,177.60	\$ 6,486.13	\$ 6,810.27	\$ 7,150.00			
Library Director - Assistant	M640	7/4/2025	MID MGMT	Hourly	\$ 76.69	\$ 80.52	\$ 84.55	\$ 88.78	\$ 93.22			
				Bi-Weekly	\$ 6,135.20	\$ 6,441.60	\$ 6,764.00	\$ 7,102.40	\$ 7,457.60			
				Monthly	\$ 13,292.93	\$ 13,956.80	\$ 14,655.33	\$ 15,388.53	\$ 16,158.13			
Library Program Manager I	M230	7/4/2025	MID MGMT	Hourly	\$ 55.16	\$ 57.92	\$ 60.82	\$ 63.86	\$ 67.05			
				Bi-Weekly	\$ 4,412.80	\$ 4,633.60	\$ 4,865.60	\$ 5,108.80	\$ 5,364.00			
				Monthly	\$ 9,561.07	\$ 10,039.47	\$ 10,542.13	\$ 11,069.07	\$ 11,622.00			
Library Program Manager II	M235	7/4/2025	MID MGMT	Hourly	\$ 60.81	\$ 63.85	\$ 67.04	\$ 70.39	\$ 73.91			
				Bi-Weekly	\$ 4,864.80	\$ 5,108.00	\$ 5,363.20	\$ 5,631.20	\$ 5,912.80			
				Monthly	\$ 10,540.40	\$ 11,067.33	\$ 11,620.27	\$ 12,200.93	\$ 12,811.07			
Library Specialist - Supervising	A670	7/4/2025	AFSCME	Hourly	\$ 40.17	\$ 42.18	\$ 44.29	\$ 46.50	\$ 48.82			
				Bi-Weekly	\$ 3,213.60	\$ 3,374.40	\$ 3,543.20	\$ 3,720.00	\$ 3,905.60			
				Monthly	\$ 6,962.80	\$ 7,311.20	\$ 7,676.93	\$ 8,060.00	\$ 8,462.13			
Literacy Program Manager	M500	7/4/2025	MID MGMT	Hourly	\$ 60.81	\$ 63.85	\$ 67.04	\$ 70.39	\$ 73.91			
				Bi-Weekly	\$ 4,864.80	\$ 5,108.00	\$ 5,363.20	\$ 5,631.20	\$ 5,912.80			
				Monthly	\$ 10,540.40	\$ 11,067.33	\$ 11,620.27	\$ 12,200.93	\$ 12,811.07			
Literacy Services Coordinator	A445	7/4/2025	AFSCME	Hourly	\$ 43.78	\$ 45.97	\$ 48.27	\$ 50.68	\$ 53.21			
				Bi-Weekly	\$ 3,502.40	\$ 3,677.60	\$ 3,861.60	\$ 4,054.40	\$ 4,256.80			
				Monthly	\$ 7,588.53	\$ 7,968.13	\$ 8,366.80	\$ 8,784.53	\$ 9,223.07			
Maintenance Craftworker	A280	7/4/2025	AFSCME	Hourly	\$ 42.44	\$ 44.56	\$ 46.79	\$ 49.13	\$ 51.59			
				Bi-Weekly	\$ 3,395.20	\$ 3,564.80	\$ 3,743.20	\$ 3,930.40	\$ 4,127.20			
				Monthly	\$ 7,356.27	\$ 7,723.73	\$ 8,110.27	\$ 8,515.87	\$ 8,942.27			
Maintenance Supervisor	M255	7/4/2025	MID MGMT	Hourly	\$ 56.28	\$ 59.09	\$ 62.04	\$ 65.14	\$ 68.40			
				Bi-Weekly	\$ 4,502.40	\$ 4,727.20	\$ 4,963.20	\$ 5,211.20	\$ 5,472.00			
				Monthly	\$ 9,755.20	\$ 10,242.27	\$ 10,753.60	\$ 11,290.93	\$ 11,856.00			
Management Analyst I	M570	7/4/2025	MID MGMT	Hourly	\$ 53.39	\$ 56.06	\$ 58.86	\$ 61.80	\$ 64.89			
				Bi-Weekly	\$ 4,271.20	\$ 4,484.80	\$ 4,708.80	\$ 4,944.00	\$ 5,191.20			
				Monthly	\$ 9,254.27	\$ 9,717.07	\$ 10,202.40	\$ 10,712.00	\$ 11,247.60			
Management Analyst II	M560	7/4/2025	MID MGMT	Hourly	\$ 58.69	\$ 61.62	\$ 64.70	\$ 67.94	\$ 71.34			
				Bi-Weekly	\$ 4,695.20	\$ 4,929.60	\$ 5,176.00	\$ 5,435.20	\$ 5,707.20			
				Monthly	\$ 10,172.93	\$ 10,680.80	\$ 11,214.67	\$ 11,776.27	\$ 12,365.60			
Natural Resources Specialist	A285	7/4/2025	AFSCME	Hourly	\$ 42.17	\$ 44.28	\$ 46.49	\$ 48.81	\$ 51.25			
				Bi-Weekly	\$ 3,373.60	\$ 3,542.40	\$ 3,719.20	\$ 3,904.80	\$ 4,100.00			
				Monthly	\$ 7,309.47	\$ 7,675.20	\$ 8,058.27	\$ 8,460.40	\$ 8,883.33			
Office Specialist	A295	7/4/2025	AFSCME	Hourly	\$ 32.91	\$ 34.56	\$ 36.29	\$ 38.10	\$ 40.00			
				Bi-Weekly	\$ 2,632.80	\$ 2,764.80	\$ 2,903.20	\$ 3,048.00	\$ 3,200.00			
				Monthly	\$ 5,704.40	\$ 5,990.40	\$ 6,290.27	\$ 6,604.00	\$ 6,933.33			
Paramedic Firefighter (56 Hours)	B130	7/4/2025	IAFF	Hourly	\$ 46.98	\$ 49.33	\$ 51.80	\$ 54.39	\$ 57.11			
				Bi-Weekly	\$ 5,261.76	\$ 5,524.96	\$ 5,801.60	\$ 6,091.68	\$ 6,396.32			
				Monthly	\$ 11,400.48	\$ 11,970.75	\$ 12,570.13	\$ 13,198.64	\$ 13,858.69			
Paramedic Firefighter Recruit (40 Hours)	B135	7/4/2025	IAFF	Hourly	\$ 62.64	\$ -	\$ -	\$ -	\$ -			
				Bi-Weekly	\$ 5,011.20	\$ -	\$ -	\$ -	\$ -			
				Monthly	\$ 10,857.60	\$ -	\$ -	\$ -	\$ -			
Park Maintenance Worker	A250	7/4/2025	AFSCME	Hourly	\$ 35.88	\$ 37.67	\$ 39.55	\$ 41.53	\$ 43.61			
				Bi-Weekly	\$ 2,870.40	\$ 3,013.60	\$ 3,164.00	\$ 3,322.40	\$ 3,488.80			
				Monthly	\$ 6,219.20	\$ 6,529.47	\$ 6,855.33	\$ 7,198.53	\$ 7,559.07			
Park Maintenance Worker - Lead	A195	7/4/2025	AFSCME	Hourly	\$ 42.70	\$ 44.83	\$ 47.07	\$ 49.42	\$ 51.89			
				Bi-Weekly	\$ 3,416.00	\$ 3,586.40	\$ 3,765.60	\$ 3,953.60	\$ 4,151.20			
				Monthly	\$ 7,401.33	\$ 7,770.53	\$ 8,158.80	\$ 8,566.13	\$ 8,994.27			
Park Maintenance Worker - Senior	A350	7/4/2025	AFSCME	Hourly	\$ 38.45	\$ 40.37	\$ 42.39	\$ 44.51	\$ 46.74			
				Bi-Weekly	\$ 3,076.00	\$ 3,229.60	\$ 3,391.20	\$ 3,560.80	\$ 3,739.20			
				Monthly	\$ 6,664.67	\$ 6,997.47	\$ 7,347.60	\$ 7,715.07	\$ 8,101.60			
Parking System Technician	A245	7/4/2025	AFSCME	Hourly	\$ 42.29	\$ 44.40	\$ 46.62	\$ 48.95	\$ 51.40			
				Bi-Weekly	\$ 3,383.20	\$ 3,552.00	\$ 3,729.60	\$ 3,916.00	\$ 4,112.00			
				Monthly	\$ 7,330.27	\$ 7,696.00	\$ 8,080.80	\$ 8,484.67	\$ 8,909.33			

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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
Parks and Recreation Deputy Director	M840	7/4/2025	MID MGMT	Hourly	\$ 86.89	\$ 91.23	\$ 95.79	\$ 100.58	\$ 105.61			
				Bi-Weekly	\$ 6,951.20	\$ 7,298.40	\$ 7,663.20	\$ 8,046.40	\$ 8,448.80			
				Monthly	\$ 15,060.93	\$ 15,813.20	\$ 16,603.60	\$ 17,433.87	\$ 18,305.73			
Payroll Specialist I	O275	7/4/2025	CONFID	Hourly	\$ 39.50	\$ 41.48	\$ 43.55	\$ 45.73	\$ 48.02			
				Bi-Weekly	\$ 3,160.00	\$ 3,318.40	\$ 3,484.00	\$ 3,658.40	\$ 3,841.60			
				Monthly	\$ 6,846.67	\$ 7,189.87	\$ 7,548.67	\$ 7,926.53	\$ 8,323.47			
Payroll Specialist II	O270	7/4/2025	CONFID	Hourly	\$ 43.56	\$ 45.74	\$ 48.03	\$ 50.43	\$ 52.95			
				Bi-Weekly	\$ 3,484.80	\$ 3,659.20	\$ 3,842.40	\$ 4,034.40	\$ 4,236.00			
				Monthly	\$ 7,550.40	\$ 7,928.27	\$ 8,325.20	\$ 8,741.20	\$ 9,178.00			
Permit Technician	A460	7/4/2025	AFSCME	Hourly	\$ 45.89	\$ 48.18	\$ 50.59	\$ 53.12	\$ 55.78			
				Bi-Weekly	\$ 3,671.20	\$ 3,854.40	\$ 4,047.20	\$ 4,249.60	\$ 4,462.40			
				Monthly	\$ 7,954.27	\$ 8,351.20	\$ 8,768.93	\$ 9,207.47	\$ 9,668.53			
Permit Technician - Senior	A700	7/4/2025	AFSCME	Hourly	\$ 49.36	\$ 51.83	\$ 54.42	\$ 57.14	\$ 60.00			
				Bi-Weekly	\$ 3,948.80	\$ 4,146.40	\$ 4,353.60	\$ 4,571.20	\$ 4,800.00			
				Monthly	\$ 8,555.73	\$ 8,983.87	\$ 9,432.80	\$ 9,904.27	\$ 10,400.00			
Planner - Associate	M125	7/4/2025	MID MGMT	Hourly	\$ 51.90	\$ 54.50	\$ 57.22	\$ 60.08	\$ 63.08			
				Bi-Weekly	\$ 4,152.00	\$ 4,360.00	\$ 4,577.60	\$ 4,806.40	\$ 5,046.40			
				Monthly	\$ 8,996.00	\$ 9,446.67	\$ 9,918.13	\$ 10,413.87	\$ 10,933.87			
Planner - Principal	M590	7/4/2025	MID MGMT	Hourly	\$ 69.05	\$ 72.50	\$ 76.13	\$ 79.94	\$ 83.94			
				Bi-Weekly	\$ 5,524.00	\$ 5,800.00	\$ 6,090.40	\$ 6,395.20	\$ 6,715.20			
				Monthly	\$ 11,968.67	\$ 12,566.67	\$ 13,195.87	\$ 13,856.27	\$ 14,549.60			
Planner - Senior	M335	7/4/2025	MID MGMT	Hourly	\$ 64.29	\$ 67.50	\$ 70.88	\$ 74.42	\$ 78.14			
				Bi-Weekly	\$ 5,143.20	\$ 5,400.00	\$ 5,670.40	\$ 5,953.60	\$ 6,251.20			
				Monthly	\$ 11,143.60	\$ 11,700.00	\$ 12,285.87	\$ 12,899.47	\$ 13,544.27			
Planning Technician	A462	7/4/2025	AFSCME	Hourly	\$ 45.87	\$ 48.16	\$ 50.57	\$ 53.10	\$ 55.76			
				Bi-Weekly	\$ 3,669.60	\$ 3,852.80	\$ 4,045.60	\$ 4,248.00	\$ 4,460.80			
				Monthly	\$ 7,950.80	\$ 8,347.73	\$ 8,765.47	\$ 9,204.00	\$ 9,665.07			
Plant Electrician I	D105	9/12/2025	WQCP OP ENG	Hourly	\$ 48.33	\$ 50.75	\$ 53.29	\$ 55.95	\$ 58.75			
				Bi-Weekly	\$ 3,866.40	\$ 4,060.00	\$ 4,263.20	\$ 4,476.00	\$ 4,700.00			
				Monthly	\$ 8,377.20	\$ 8,796.67	\$ 9,236.93	\$ 9,698.00	\$ 10,183.33			
Plant Electrician II	D140	9/12/2025	WQCP OP ENG	Hourly	\$ 53.16	\$ 55.82	\$ 58.61	\$ 61.54	\$ 64.62			
				Bi-Weekly	\$ 4,252.80	\$ 4,465.60	\$ 4,688.80	\$ 4,923.20	\$ 5,169.60			
				Monthly	\$ 9,214.40	\$ 9,675.47	\$ 10,159.07	\$ 10,666.93	\$ 11,200.80			
Plant Maintenance Supervisor	M745	7/4/2025	MID MGMT	Hourly	\$ 66.77	\$ 70.11	\$ 73.62	\$ 77.30	\$ 81.16			
				Bi-Weekly	\$ 5,341.60	\$ 5,608.80	\$ 5,889.60	\$ 6,184.00	\$ 6,492.80			
				Monthly	\$ 11,573.47	\$ 12,152.40	\$ 12,760.80	\$ 13,398.67	\$ 14,067.73			
Plant Mechanic - Apprentice	D220	9/12/2025	WQCP OP ENG	Hourly	\$ 36.32	\$ 39.11	\$ 41.90	\$ 44.70	\$ 47.49	\$ 50.28	\$ 53.08	\$ 55.87
				Bi-Weekly	\$ 2,905.60	\$ 3,128.80	\$ 3,352.00	\$ 3,576.00	\$ 3,799.20	\$ 4,022.40	\$ 4,246.40	\$ 4,466.40
				Monthly	\$ 6,295.47	\$ 6,779.07	\$ 7,262.67	\$ 7,748.00	\$ 8,231.60	\$ 8,715.20	\$ 9,200.53	#####
Plant Mechanic I	D130	9/12/2025	WQCP OP ENG	Hourly	\$ 43.61	\$ 45.79	\$ 48.08	\$ 50.48	\$ 53.00			
				Bi-Weekly	\$ 3,488.80	\$ 3,663.20	\$ 3,846.40	\$ 4,038.40	\$ 4,240.00			
				Monthly	\$ 7,559.07	\$ 7,936.93	\$ 8,333.87	\$ 8,749.87	\$ 9,186.67			
Plant Mechanic II	D135	9/12/2025	WQCP OP ENG	Hourly	\$ 47.98	\$ 50.38	\$ 52.90	\$ 55.55	\$ 58.33			
				Bi-Weekly	\$ 3,838.40	\$ 4,030.40	\$ 4,232.00	\$ 4,444.00	\$ 4,666.40			
				Monthly	\$ 8,316.53	\$ 8,732.53	\$ 9,169.33	\$ 9,628.67	\$ 10,110.53			
Plant Mechanic- Lead	D180	9/12/2025	WQCP OP ENG	Hourly	\$ 54.09	\$ 56.79	\$ 59.63	\$ 62.61	\$ 65.74			
				Bi-Weekly	\$ 4,327.20	\$ 4,543.20	\$ 4,770.40	\$ 5,008.80	\$ 5,259.20			
				Monthly	\$ 9,375.60	\$ 9,843.60	\$ 10,335.87	\$ 10,852.40	\$ 11,394.93			
Plant Operations - Supervisor	M510	12/11/2025	MID MGMT	Hourly	\$ 76.80	\$ 80.64	\$ 84.67	\$ 88.90	\$ 93.35			
				Bi-Weekly	\$ 6,144.00	\$ 6,451.20	\$ 6,773.60	\$ 7,112.00	\$ 7,468.00			
				Monthly	\$ 13,312.00	\$ 13,977.60	\$ 14,676.13	\$ 15,409.33	\$ 16,180.67			
Plant Operator - Apprentice	D100	9/12/2025	WQCP OP ENG	Hourly	\$ 36.32	\$ 39.11	\$ 41.90	\$ 44.70	\$ 47.49	\$ 50.28	\$ 53.08	\$ 55.87
				Bi-Weekly	\$ 2,905.60	\$ 3,128.80	\$ 3,352.00	\$ 3,576.00	\$ 3,799.20	\$ 4,022.40	\$ 4,246.40	\$ 4,469.60
				Monthly	\$ 6,295.47	\$ 6,779.07	\$ 7,262.67	\$ 7,748.00	\$ 8,231.60	\$ 8,715.20	\$ 9,200.53	\$ 9,684.13
Plant Operator I	D145	9/12/2025	WQCP OP ENG	Hourly	\$ 41.77	\$ 43.86	\$ 46.05	\$ 48.35	\$ 50.77			

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				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			
Plant Operator II	D150	9/12/2025	WQCP OP ENG	Hourly	\$ 45.97	\$ 48.27	\$ 50.68	\$ 53.21	\$ 55.87			
				Bi-Weekly	\$ 3,677.60	\$ 3,861.60	\$ 4,054.40	\$ 4,256.80	\$ 4,469.60			
				Monthly	\$ 7,968.13	\$ 8,366.80	\$ 8,784.53	\$ 9,223.07	\$ 9,684.13			
Plant Operator III	D200	9/12/2025	WQCP OP ENG	Hourly	\$ 48.26	\$ 50.67	\$ 53.20	\$ 55.86	\$ 58.65			
				Bi-Weekly	\$ 3,860.80	\$ 4,053.60	\$ 4,256.00	\$ 4,468.80	\$ 4,692.00			
				Monthly	\$ 8,365.07	\$ 8,782.80	\$ 9,221.33	\$ 9,682.40	\$ 10,166.00			
Plant Operator- Lead	D190	9/12/2025	WQCP OP ENG	Hourly	\$ 53.08	\$ 55.73	\$ 58.52	\$ 61.45	\$ 64.52			
				Bi-Weekly	\$ 4,246.40	\$ 4,458.40	\$ 4,681.60	\$ 4,916.00	\$ 5,161.60			
				Monthly	\$ 9,200.53	\$ 9,659.87	\$ 10,143.47	\$ 10,651.33	\$ 11,183.47			
Plant Superintendent	M355	7/4/2025	MID MGMT	Hourly	\$ 88.98	\$ 93.43	\$ 98.10	\$ 103.00	\$ 108.15			
				Bi-Weekly	\$ 7,118.40	\$ 7,474.40	\$ 7,848.00	\$ 8,240.00	\$ 8,652.00			
				Monthly	\$ 15,423.20	\$ 16,194.53	\$ 17,004.00	\$ 17,853.33	\$ 18,746.00			
Plant Superintendent - Assistant	M465	7/4/2025	MID MGMT	Hourly	\$ 84.67	\$ 88.90	\$ 93.35	\$ 98.02	\$ 102.92			
				Bi-Weekly	\$ 6,773.60	\$ 7,112.00	\$ 7,468.00	\$ 7,841.60	\$ 8,233.60			
				Monthly	\$ 14,676.13	\$ 15,409.33	\$ 16,180.67	\$ 16,990.13	\$ 17,839.47			
Plant Utility Worker	D125	9/12/2025	WQCP OP ENG	Hourly	\$ 38.24	\$ 40.15	\$ 42.16	\$ 44.27	\$ 46.48			
				Bi-Weekly	\$ 3,059.20	\$ 3,212.00	\$ 3,372.80	\$ 3,541.60	\$ 3,718.40			
				Monthly	\$ 6,628.27	\$ 6,959.33	\$ 7,307.73	\$ 7,673.47	\$ 8,056.53			
Police Captain	M280	7/4/2025	PSM POLICE	Hourly	\$ 113.43	\$ 119.10	\$ 125.05	\$ 131.30	\$ 137.86			
				Bi-Weekly	\$ 9,074.40	\$ 9,528.00	\$ 10,004.00	\$ 10,504.00	\$ 11,028.80			
				Monthly	\$ 19,661.20	\$ 20,644.00	\$ 21,675.33	\$ 22,758.67	\$ 23,895.73			
Police Chief - Deputy	M765	7/4/2025	PSM POLICE	Hourly	\$ 120.22	\$ 126.23	\$ 132.54	\$ 139.17	\$ 146.13			
				Bi-Weekly	\$ 9,617.60	\$ 10,098.40	\$ 10,603.20	\$ 11,133.60	\$ 11,690.40			
				Monthly	\$ 20,838.13	\$ 21,879.87	\$ 22,973.60	\$ 24,122.80	\$ 25,329.20			
Police Communications & Records Manager	M285	7/4/2025	MID MGMT	Hourly	\$ 72.79	\$ 76.43	\$ 80.25	\$ 84.26	\$ 88.47			
				Bi-Weekly	\$ 5,823.20	\$ 6,114.40	\$ 6,420.00	\$ 6,740.80	\$ 7,077.60			
				Monthly	\$ 12,616.93	\$ 13,247.87	\$ 13,910.00	\$ 14,605.07	\$ 15,334.80			
Police Corporal	C100	7/4/2025	PO SWORN	Hourly	\$ 75.70	\$ 77.59	\$ 79.53	\$ 81.52	\$ -			
				Bi-Weekly	\$ 6,056.00	\$ 6,207.20	\$ 6,362.40	\$ 6,521.60	\$ -			
				Monthly	\$ 13,121.33	\$ 13,448.93	\$ 13,785.20	\$ 14,130.13	\$ -			
Police Lieutenant	M275	7/4/2025	PSM POLICE	Hourly	\$ 97.26	\$ 102.12	\$ 107.23	\$ 112.59	\$ 118.22			
				Bi-Weekly	\$ 7,780.80	\$ 8,169.60	\$ 8,578.40	\$ 9,007.20	\$ 9,457.60			
				Monthly	\$ 16,858.40	\$ 17,700.80	\$ 18,586.53	\$ 19,515.60	\$ 20,491.47			
Police Media Technician	C220	7/4/2025	PO NONWORN	Hourly	\$ 38.44	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.73			
				Bi-Weekly	\$ 3,075.20	\$ 3,228.80	\$ 3,390.40	\$ 3,560.00	\$ 3,738.40			
				Monthly	\$ 6,662.93	\$ 6,995.73	\$ 7,345.87	\$ 7,713.33	\$ 8,099.87			
Police Officer	C115	7/4/2025	PO SWORN	Hourly	\$ 56.52	\$ 60.48	\$ 64.71	\$ 69.24	\$ 74.09			
				Bi-Weekly	\$ 4,521.60	\$ 4,838.40	\$ 5,176.80	\$ 5,539.20	\$ 5,927.20			
				Monthly	\$ 9,796.80	\$ 10,483.20	\$ 11,216.40	\$ 12,001.60	\$ 12,842.27			
Police Property / Evidence Specialist	C110	7/4/2025	PO NONWORN	Hourly	\$ 37.50	\$ 39.38	\$ 41.35	\$ 43.42	\$ 45.59			
				Bi-Weekly	\$ 3,000.00	\$ 3,150.40	\$ 3,308.00	\$ 3,473.60	\$ 3,647.20			
				Monthly	\$ 6,500.00	\$ 6,825.87	\$ 7,167.33	\$ 7,526.13	\$ 7,902.27			
Police Records Specialist	C105	7/4/2025	PO NONWORN	Hourly	\$ 34.67	\$ 36.40	\$ 38.22	\$ 40.13	\$ 42.14			
				Bi-Weekly	\$ 2,773.60	\$ 2,912.00	\$ 3,057.60	\$ 3,210.40	\$ 3,371.20			
				Monthly	\$ 6,009.47	\$ 6,309.33	\$ 6,624.80	\$ 6,955.87	\$ 7,304.27			
Police Records Specialist - Senior	C180	7/4/2025	PO NONWORN	Hourly	\$ 36.51	\$ 38.34	\$ 40.26	\$ 42.27	\$ 44.38			
				Bi-Weekly	\$ 2,920.80	\$ 3,067.20	\$ 3,220.80	\$ 3,381.60	\$ 3,550.40			
				Monthly	\$ 6,328.40	\$ 6,645.60	\$ 6,978.40	\$ 7,326.80	\$ 7,692.53			
Police Records Specialist - Supervising	C200	7/4/2025	PO NONWORN	Hourly	\$ 39.87	\$ 41.86	\$ 43.95	\$ 46.15	\$ 48.46			
				Bi-Weekly	\$ 3,189.60	\$ 3,348.80	\$ 3,516.00	\$ 3,692.00	\$ 3,876.80			
				Monthly	\$ 6,910.80	\$ 7,255.73	\$ 7,618.00	\$ 7,999.33	\$ 8,399.73			
Police Recruit	C190	7/4/2025	PO NONWORN	Hourly	\$ 55.42	\$ -	\$ -	\$ -	\$ -			
				Bi-Weekly	\$ 4,433.60	\$ -	\$ -	\$ -	\$ -			

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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
				Monthly	\$ 9,606.13	\$ -	\$ -	\$ -	\$ -			
Police Sergeant	C165	7/4/2025	PO SWORN	Hourly	\$ 81.22	\$ 83.25	\$ 85.33	\$ 87.46	\$ 89.65			
				Bi-Weekly	\$ 6,497.60	\$ 6,660.00	\$ 6,826.40	\$ 6,996.80	\$ 7,172.00			
				Monthly	\$ 14,078.13	\$ 14,430.00	\$ 14,790.53	\$ 15,159.73	\$ 15,539.33			
Police Service Technician	C125	7/4/2025	PO NONWORN	Hourly	\$ 35.68	\$ 37.46	\$ 39.33	\$ 41.30	\$ 43.37			
				Bi-Weekly	\$ 2,854.40	\$ 2,996.80	\$ 3,146.40	\$ 3,304.00	\$ 3,469.60			
				Monthly	\$ 6,184.53	\$ 6,493.07	\$ 6,817.20	\$ 7,158.67	\$ 7,517.47			
Preschool Teacher I	A495	7/4/2025	AFSCME	Hourly	\$ 28.17	\$ 29.58	\$ 31.06	\$ 32.61	\$ 34.24			
				Bi-Weekly	\$ 2,253.60	\$ 2,366.40	\$ 2,484.80	\$ 2,608.80	\$ 2,739.20			
				Monthly	\$ 4,882.80	\$ 5,127.20	\$ 5,383.73	\$ 5,652.40	\$ 5,934.93			
Preschool Teacher II	A680	7/4/2025	AFSCME	Hourly	\$ 30.98	\$ 32.53	\$ 34.16	\$ 35.87	\$ 37.66			
				Bi-Weekly	\$ 2,478.40	\$ 2,602.40	\$ 2,732.80	\$ 2,869.60	\$ 3,012.80			
				Monthly	\$ 5,369.87	\$ 5,638.53	\$ 5,921.07	\$ 6,217.47	\$ 6,527.73			
Program Manager	M750	7/4/2025	MID MGMT	Hourly	\$ 70.87	\$ 74.41	\$ 78.13	\$ 82.04	\$ 86.14			
				Bi-Weekly	\$ 5,669.60	\$ 5,952.80	\$ 6,250.40	\$ 6,563.20	\$ 6,891.20			
				Monthly	\$ 12,284.13	\$ 12,897.73	\$ 13,542.53	\$ 14,220.27	\$ 14,930.93			
Public Works Deputy Director	M820	7/4/2025	MID MGMT	Hourly	\$ 93.34	\$ 98.01	\$ 102.91	\$ 108.06	\$ 113.46			
				Bi-Weekly	\$ 7,467.20	\$ 7,840.80	\$ 8,232.80	\$ 8,644.80	\$ 9,076.80			
				Monthly	\$ 16,178.93	\$ 16,988.40	\$ 17,837.73	\$ 18,730.40	\$ 19,666.40			
Public Works Inspector	A310	7/4/2025	AFSCME	Hourly	\$ 51.92	\$ 54.52	\$ 57.25	\$ 60.11	\$ 63.12			
				Bi-Weekly	\$ 4,153.60	\$ 4,361.60	\$ 4,580.00	\$ 4,808.80	\$ 5,049.60			
				Monthly	\$ 8,999.47	\$ 9,450.13	\$ 9,923.33	\$ 10,419.07	\$ 10,940.80			
Public Works Maintenance Worker	A275	7/4/2025	AFSCME	Hourly	\$ 35.88	\$ 37.67	\$ 39.55	\$ 41.53	\$ 43.61			
				Bi-Weekly	\$ 2,870.40	\$ 3,013.60	\$ 3,164.00	\$ 3,322.40	\$ 3,488.80			
				Monthly	\$ 6,219.20	\$ 6,529.47	\$ 6,855.33	\$ 7,198.53	\$ 7,559.07			
Public Works Maintenance Worker - Lead	A200	7/4/2025	AFSCME	Hourly	\$ 42.70	\$ 44.83	\$ 47.07	\$ 49.42	\$ 51.89			
				Bi-Weekly	\$ 3,416.00	\$ 3,586.40	\$ 3,765.60	\$ 3,953.60	\$ 4,151.20			
				Monthly	\$ 7,401.33	\$ 7,770.53	\$ 8,158.80	\$ 8,566.13	\$ 8,994.27			
Public Works Maintenance Worker - Senior	A360	7/4/2025	AFSCME	Hourly	\$ 38.45	\$ 40.37	\$ 42.39	\$ 44.51	\$ 46.74			
				Bi-Weekly	\$ 3,076.00	\$ 3,229.60	\$ 3,391.20	\$ 3,560.80	\$ 3,739.20			
				Monthly	\$ 6,664.67	\$ 6,997.47	\$ 7,347.60	\$ 7,715.07	\$ 8,101.60			
Recreation & Community Services Program Coord	M530	7/4/2025	MID MGMT	Hourly	\$ 39.59	\$ 41.57	\$ 43.65	\$ 45.83	\$ 48.12			
				Bi-Weekly	\$ 3,167.20	\$ 3,325.60	\$ 3,492.00	\$ 3,666.40	\$ 3,849.60			
				Monthly	\$ 6,862.27	\$ 7,205.47	\$ 7,566.00	\$ 7,943.87	\$ 8,340.80			
Recreation & Community Services Supervisor	M295	7/4/2025	MID MGMT	Hourly	\$ 56.28	\$ 59.09	\$ 62.04	\$ 65.14	\$ 68.40			
				Bi-Weekly	\$ 4,502.40	\$ 4,727.20	\$ 4,963.20	\$ 5,211.20	\$ 5,472.00			
				Monthly	\$ 9,755.20	\$ 10,242.27	\$ 10,753.60	\$ 11,290.93	\$ 11,856.00			
Recreation Leader II	A610	7/4/2025	AFSCME	Hourly	\$ 21.27	\$ 22.33	\$ 23.45	\$ 24.62	\$ 25.85			
				Bi-Weekly	\$ 1,701.60	\$ 1,786.40	\$ 1,876.00	\$ 1,969.60	\$ 2,068.00			
				Monthly	\$ 3,686.80	\$ 3,870.53	\$ 4,064.67	\$ 4,267.47	\$ 4,480.67			
Recreation Leader III	A620	7/4/2025	AFSCME	Hourly	\$ 23.08	\$ 24.23	\$ 25.44	\$ 26.71	\$ 28.05			
				Bi-Weekly	\$ 1,846.40	\$ 1,938.40	\$ 2,035.20	\$ 2,136.80	\$ 2,244.00			
				Monthly	\$ 4,000.53	\$ 4,199.87	\$ 4,409.60	\$ 4,629.73	\$ 4,862.00			
Recreation Leader IV	A515	7/4/2025	AFSCME	Hourly	\$ 25.60	\$ 26.88	\$ 28.22	\$ 29.63	\$ 31.11			
				Bi-Weekly	\$ 2,048.00	\$ 2,150.40	\$ 2,257.60	\$ 2,370.40	\$ 2,488.80			
				Monthly	\$ 4,437.33	\$ 4,659.20	\$ 4,891.47	\$ 5,135.87	\$ 5,392.40			
Safety Inspector I	B200	7/4/2025	IAFF	Hourly	\$ 63.58	\$ 66.76	\$ 70.10	\$ 73.60	\$ 77.28			
				Bi-Weekly	\$ 5,086.40	\$ 5,340.80	\$ 5,608.00	\$ 5,888.00	\$ 6,182.40			
				Monthly	\$ 11,020.53	\$ 11,571.73	\$ 12,150.67	\$ 12,757.33	\$ 13,395.20			
Safety Inspector II	B195	7/4/2025	IAFF	Hourly	\$ 69.91	\$ 73.41	\$ 77.08	\$ 80.93	\$ 84.98			
				Bi-Weekly	\$ 5,592.80	\$ 5,872.80	\$ 6,166.40	\$ 6,474.40	\$ 6,798.40			
				Monthly	\$ 12,117.73	\$ 12,724.40	\$ 13,360.53	\$ 14,027.87	\$ 14,729.87			
Safety Inspector III	B190	7/4/2025	IAFF	Hourly	\$ 75.19	\$ 78.95	\$ 82.90	\$ 87.04	\$ 91.39			
				Bi-Weekly	\$ 6,015.20	\$ 6,316.00	\$ 6,632.00	\$ 6,963.20	\$ 7,311.20			
				Monthly	\$ 13,032.93	\$ 13,684.67	\$ 14,369.33	\$ 15,086.93	\$ 15,840.93			

City of South San Francisco | Salary Schedule
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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
Sweeper Operator	A370	7/4/2025	AFSCME	Hourly	\$ 41.37	\$ 43.44	\$ 45.61	\$ 47.89	\$ 50.28			
				Bi-Weekly	\$ 3,309.60	\$ 3,475.20	\$ 3,648.80	\$ 3,831.20	\$ 4,022.40			
				Monthly	\$ 7,170.80	\$ 7,529.60	\$ 7,905.73	\$ 8,300.93	\$ 8,715.20			
Tree Trimmer	A375	7/4/2025	AFSCME	Hourly	\$ 42.60	\$ 44.73	\$ 46.97	\$ 49.32	\$ 51.79			
				Bi-Weekly	\$ 3,408.00	\$ 3,578.40	\$ 3,757.60	\$ 3,945.60	\$ 4,143.20			
				Monthly	\$ 7,384.00	\$ 7,753.20	\$ 8,141.47	\$ 8,548.80	\$ 8,976.93			
Van Driver	A510	7/4/2025	AFSCME	Hourly	\$ 20.76	\$ 21.80	\$ 22.89	\$ 24.03	\$ 25.23			
				Bi-Weekly	\$ 1,660.80	\$ 1,744.00	\$ 1,831.20	\$ 1,922.40	\$ 2,018.40			
				Monthly	\$ 3,598.40	\$ 3,778.67	\$ 3,967.60	\$ 4,165.20	\$ 4,373.20			

City of South San Francisco | Salary Schedule
Effective 12/11/2025

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	8/15/2025	HOURLY	Hourly	\$ 34.91	\$ 36.66	\$ 38.49	\$ 40.41	\$ 42.43			
Administrative Assistant I - Hourly	X110	8/15/2025	HOURLY	Hourly	\$ 38.80	\$ 40.74	\$ 42.78	\$ 44.92	\$ 47.17			
Administrative Assistant II - Hourly	X130	8/15/2025	HOURLY	Hourly	\$ 40.86	\$ 42.90	\$ 45.05	\$ 47.30	\$ 49.67			
Building Inspector - Hourly	X595	8/15/2025	HOURLY	Hourly	\$ 52.66	\$ 55.29	\$ 58.05	\$ 60.95	\$ 64.00			
Building Maintenance Custodian - Hourly	X185	8/15/2025	HOURLY	Hourly	\$ 31.15	\$ 32.71	\$ 34.35	\$ 36.07	\$ 37.87			
Communications Dispatcher - Hourly	X445	8/15/2025	HOURLY	Hourly	\$ 54.90	\$ -	\$ -	\$ -	\$ -			
Consultant - Hourly	X570	1/1/2026	HOURLY	Hourly	\$ 18.15	\$ -	\$ -	\$ -	\$ 139.05			
Cultural Arts Specialist - Hourly	X650	8/15/2025	HOURLY	Hourly	\$ 42.17	\$ 44.28	\$ 46.49	\$ 48.81	\$ 51.25			
Emergency Medical Technician - Hourly	X281	8/15/2025	HOURLY	Hourly	\$ 22.22	\$ 23.33	\$ 24.50	\$ 25.73	\$ 27.02			
Environmental Compliance Inspector - Hourly	X465	8/15/2025	HOURLY	Hourly	\$ 48.98	\$ 51.43	\$ 54.00	\$ 56.70	\$ 59.53			
Equipment Mechanic - Hourly	X510	8/15/2025	HOURLY	Hourly	\$ 43.21	\$ 45.37	\$ 47.64	\$ 50.02	\$ 52.52			
Fire Courier - Hourly	X540	8/15/2025	HOURLY	Hourly	\$ 24.10	\$ 25.30	\$ 26.57	\$ 27.90	\$ 29.29			
Human Resources Technician - Hourly	X265	8/15/2025	HOURLY	Hourly	\$ 40.09	\$ 42.09	\$ 44.19	\$ 46.40	\$ 48.72			
Intern - Hourly	X115	1/1/2026	HOURLY	Hourly	\$ 18.15	\$ -	\$ -	\$ -	\$ 40.00			
Laboratory Chemist - Hourly	X545	8/15/2025	HOURLY	Hourly	\$ 56.24	\$ 59.05	\$ 62.00	\$ 65.10	\$ 68.36			
Librarian I - Hourly	X210	8/15/2025	HOURLY	Hourly	\$ 40.62	\$ 42.65	\$ 44.78	\$ 47.02	\$ 49.37			
Librarian II - Hourly	X670	8/15/2025	HOURLY	Hourly	\$ 44.70	\$ 46.93	\$ 49.28	\$ 51.74	\$ 54.33			
Library Assistant I - Hourly	X220	8/15/2025	HOURLY	Hourly	\$ 30.72	\$ 32.26	\$ 33.87	\$ 35.56	\$ 37.34			
Library Assistant II - Hourly	X225	8/15/2025	HOURLY	Hourly	\$ 33.94	\$ 35.64	\$ 37.42	\$ 39.29	\$ 41.25			
Library Clerk - Hourly	X235	8/15/2025	HOURLY	Hourly	\$ 21.76	\$ 22.85	\$ 23.99	\$ 25.19	\$ 26.45			
Library Page - Hourly	X250	8/15/2025	HOURLY	Hourly	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58	\$ 22.66			
Literacy Services Assistant Coordinator - Hourly	X655	8/15/2025	HOURLY	Hourly	\$ 33.15	\$ 34.81	\$ 36.55	\$ 38.38	\$ 40.30			
Literacy Services Assistant I - Hourly	X665	8/15/2025	HOURLY	Hourly	\$ 30.00	\$ 31.50	\$ 33.08	\$ 34.73	\$ 36.47			
Miscellaneous Hourly	X280	1/1/2026	HOURLY	Hourly	\$ 18.15	\$ -	\$ -	\$ -	\$ 87.55			
Office Assistant - Hourly	X440	8/15/2025	HOURLY	Hourly	\$ 29.11	\$ 30.57	\$ 32.10	\$ 33.71	\$ 35.40			
Office Specialist - Hourly	X415	8/15/2025	HOURLY	Hourly	\$ 32.91	\$ 34.56	\$ 36.29	\$ 38.10	\$ 40.00			
Park Maintenance Worker - Hourly	X300	8/15/2025	HOURLY	Hourly	\$ 35.88	\$ 37.67	\$ 39.55	\$ 41.53	\$ 43.61			
Planner- Associate - Hourly	X125	8/15/2025	HOURLY	Hourly	\$ 51.90	\$ 54.50	\$ 57.22	\$ 60.08	\$ 63.08			
Planner- Senior - Hourly	X335	8/15/2025	HOURLY	Hourly	\$ 64.29	\$ 67.50	\$ 70.88	\$ 74.42	\$ 78.14			
Plant Electrician I - Hourly	X500	8/15/2025	HOURLY	Hourly	\$ 48.33	\$ 50.75	\$ 53.29	\$ 55.95	\$ 58.75			
Plant Mechanic - Hourly	X355	8/15/2025	HOURLY	Hourly	\$ 43.61	\$ 45.79	\$ 48.08	\$ 50.48	\$ 53.00			
Plant Mechanic- Assistant - Hourly	X135	8/15/2025	HOURLY	Hourly	\$ 36.50	\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.37			
Plant Operator I - Contract Ft	X145	8/15/2025	HOURLY	Hourly	\$ 41.77	\$ 43.86	\$ 46.05	\$ 48.35	\$ 50.77			
Plant Operator I - Hourly	X140	8/15/2025	HOURLY	Hourly	\$ 41.77	\$ 43.86	\$ 46.05	\$ 48.35	\$ 50.77			
Plant Operator II - Hourly	X530	8/15/2025	HOURLY	Hourly	\$ 45.97	\$ 48.27	\$ 50.68	\$ 53.21	\$ 55.87			
Plant Utility Worker - Hourly	X490	8/15/2025	HOURLY	Hourly	\$ 38.24	\$ 40.15	\$ 42.16	\$ 44.27	\$ 46.48			
Police Court Liaison - Hourly	X193	8/15/2025	HOURLY	Hourly	\$ 32.93	\$ 34.58	\$ 36.31	\$ 38.13	\$ 40.04			
Police Property/Evidence Assistant - Hourly	X190	8/15/2025	HOURLY	Hourly	\$ 31.09	\$ 32.64	\$ 34.27	\$ 35.98	\$ 37.78			
Police Records Specialist - Hourly	X191	8/15/2025	HOURLY	Hourly	\$ 34.67	\$ 36.40	\$ 38.22	\$ 40.13	\$ 42.14			
Police Reserve Officer - Hourly	X325	8/15/2025	HOURLY	Hourly	\$ 51.15	\$ -	\$ -	\$ -	\$ -			
Police Service Technician - Hourly	X192	8/15/2025	HOURLY	Hourly	\$ 35.68	\$ 37.46	\$ 39.33	\$ 41.30	\$ 43.37			
Preschool Teacher I - Hourly	X690	8/15/2025	HOURLY	Hourly	\$ 28.17	\$ 29.58	\$ 31.06	\$ 32.61	\$ 34.24			
Preschool Teacher II - Hourly	X680	8/15/2025	HOURLY	Hourly	\$ 30.98	\$ 32.53	\$ 34.16	\$ 35.87	\$ 37.66			
Promotores	X120	8/15/2025	HOURLY	Hourly	\$ 32.31	\$ 33.93	\$ 35.63	\$ 37.41	\$ 39.28			
Public Works Maintenance Worker - Hourly	X345	8/15/2025	HOURLY	Hourly	\$ 35.88	\$ 37.67	\$ 39.55	\$ 41.53	\$ 43.61			
Recreation & Community Services Prog Coord - Hourly	X700	8/15/2025	HOURLY	Hourly	\$ 39.59	\$ 41.57	\$ 43.65	\$ 45.83	\$ 48.12			
Recreation Instructor - Hourly	X350	1/1/2026	HOURLY	Hourly	\$ 18.15	\$ -	\$ -	\$ -	\$ 41.60			
Recreation Leader I - Hourly	X360	8/15/2025	HOURLY	Hourly	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58	\$ 22.66			
Recreation Leader II - Hourly	X365	8/15/2025	HOURLY	Hourly	\$ 21.27	\$ 22.33	\$ 23.45	\$ 24.62	\$ 25.85			
Recreation Leader III - Hourly	X370	8/15/2025	HOURLY	Hourly	\$ 23.08	\$ 24.23	\$ 25.44	\$ 26.71	\$ 28.05			
Recreation Leader IV - Hourly	X375	8/15/2025	HOURLY	Hourly	\$ 25.60	\$ 26.88	\$ 28.22	\$ 29.63	\$ 31.11			
Safety Inspector I - Hourly	X181	8/15/2025	HOURLY	Hourly	\$ 63.58	\$ 66.76	\$ 70.10	\$ 73.60	\$ 77.28			
Safety Inspector Trainee - Hourly	X182	8/15/2025	HOURLY	Hourly	\$ 33.39	\$ 35.06	\$ 36.81	\$ 38.65	\$ 40.58			
Van Driver - Hourly	X555	8/15/2025	HOURLY	Hourly	\$ 20.76	\$ 21.80	\$ 22.89	\$ 24.03	\$ 25.23			