

Exhibit B
City of South San Francisco
Mid-management Unit
Effective July 1, 2017

JOB TITLE	JOB CODE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ACCOUNTANT I	M100	MID MGMT	Hourly Rate	35.65	37.43	39.32	41.27	43.34
			Bi-Weekly Rate	2852.00	2994.40	3145.60	3301.60	3467.20
			Monthly	6179.33	6487.87	6815.47	7153.47	7512.27
ACCOUNTANT II	M620	MID MGMT	Hourly Rate	39.19	41.16	43.22	45.38	47.66
			Bi-Weekly Rate	3135.20	3292.80	3457.60	3630.40	3812.80
			Monthly	6792.93	7134.40	7491.47	7865.87	8261.07
ACCOUNTANT, SENIOR	M625	MID MGMT	Hourly Rate	43.13	45.28	47.53	49.91	52.41
			Bi-Weekly Rate	3450.40	3622.40	3802.40	3992.80	4192.80
			Monthly	7475.87	7848.53	8238.53	8651.07	9084.40
BUILDING OFFICIAL	M210	MID MGMT	Hourly Rate	60.29	63.30	66.47	69.79	73.28
			Bi-Weekly Rate	4823.20	5064.00	5317.60	5583.20	5862.40
			Monthly	10450.27	10972.00	11521.47	12096.93	12701.87
BUILDING OFFICIAL, ASSISTANT	M215	MID MGMT	Hourly Rate	51.74	54.32	57.04	59.88	62.89
			Bi-Weekly Rate	4139.20	4345.60	4563.20	4790.40	5031.20
			Monthly	8968.27	9415.47	9886.93	10379.20	10900.93
CHILDCARE ASSISTANT SUPERVISOR	M800	MID MGMT	Hourly Rate	30.29	31.81	33.39	35.06	36.82
			Bi-Weekly Rate	2423.20	2544.80	2671.20	2804.80	2945.60
			Monthly	5250.27	5513.73	5787.60	6077.07	6382.13
CITY PLANNER	M155	MID MGMT	Hourly Rate	59.26	62.21	65.33	68.60	72.03
			Bi-Weekly Rate	4740.80	4976.80	5226.40	5488.00	5762.40
			Monthly	10271.73	10783.07	11323.87	11890.67	12485.20
COMMUNITY DEVELOPMENT COORDINATOR	M725	MID MGMT	Hourly Rate	38.43	40.33	42.36	44.49	46.71
			Bi-Weekly Rate	3074.40	3226.40	3388.80	3559.20	3736.80
			Monthly	6661.20	6990.53	7342.40	7711.60	8096.40
DEPUTY DIRECTOR OF ECD	M145	MID MGMT	Hourly Rate	65.18	68.44	71.86	75.46	79.23
			Bi-Weekly Rate	5214.40	5475.20	5748.80	6036.80	6338.40
			Monthly	11297.87	11862.93	12455.73	13079.73	13733.20

ECONOMIC DEVELOPMENT COORDINATOR	M185	MID MGMT	Hourly Rate	51.13	53.69	56.37	59.18	62.16
			Bi-Weekly Rate	4090.40	4295.20	4509.60	4734.40	4972.80
			Monthly	8862.53	9306.27	9770.80	10257.87	10774.40
EMERGENCY SERVICES MANAGER	M780	MID MGMT	Hourly Rate	40.52	42.54	44.67	46.92	49.25
			Bi-Weekly Rate	3241.60	3403.20	3573.60	3753.60	3940.00
			Monthly	7023.47	7373.60	7742.80	8132.80	8536.67
ENGINEER, ASSOCIATE	M115	MID MGMT	Hourly Rate	48.54	50.97	53.53	56.21	59.01
			Bi-Weekly Rate	3883.20	4077.60	4282.40	4496.80	4720.80
			Monthly	8413.60	8834.80	9278.53	9743.07	10228.40
ENGINEER, PRINCIPAL	M760	MID MGMT	Hourly Rate	63.27	66.44	69.74	73.22	76.88
			Bi-Weekly Rate	5061.60	5315.20	5579.20	5857.60	6150.40
			Monthly	10966.80	11516.27	12088.27	12691.47	13325.87
ENGINEER, SENIOR	M340	MID MGMT	Hourly Rate	57.77	60.67	63.70	66.88	70.22
			Bi-Weekly Rate	4621.60	4853.60	5096.00	5350.40	5617.60
			Monthly	10013.47	10516.13	11041.33	11592.53	12171.47
ENVIRONMENTAL COMPLIANCE SUPERVISOR	M450	MID MGMT	Hourly Rate	47.51	49.88	52.39	55.01	57.75
			Bi-Weekly Rate	3800.80	3990.40	4191.20	4400.80	4620.00
			Monthly	8235.07	8645.87	9080.93	9535.07	10010.00
FINANCIAL ANALYST I	M600	MID MGMT	Hourly Rate	35.65	37.43	39.32	41.27	43.34
			Bi-Weekly Rate	2852.00	2994.40	3145.60	3301.60	3467.20
			Monthly	6179.33	6487.87	6815.47	7153.47	7512.27
FINANCIAL ANALYST II	M610	MID MGMT	Hourly Rate	39.19	41.16	43.22	45.38	47.66
			Bi-Weekly Rate	3135.20	3292.80	3457.60	3630.40	3812.80
			Monthly	6792.93	7134.40	7491.47	7865.87	8261.07
FINANCIAL ANALYST, SENIOR	M615	MID MGMT	Hourly Rate	43.13	45.28	47.53	49.91	52.41
			Bi-Weekly Rate	3450.40	3622.40	3802.40	3992.80	4192.80
			Monthly	7475.87	7848.53	8238.53	8651.07	9084.40

FINANCIAL SERVICES MANAGER	M770	MID MGMT	Hourly Rate	55.43	58.22	61.12	64.19	67.39
			Bi-Weekly Rate	4434.40	4657.60	4889.60	5135.20	5391.20
			Monthly	9607.87	10091.47	10594.13	11126.27	11680.93
HUMAN RESOURCES ANALYST I	M700	MID MGMT	Hourly Rate	35.59	37.36	39.21	41.18	43.24
			Bi-Weekly Rate	2847.20	2988.80	3136.80	3294.40	3459.20
			Monthly	6168.93	6475.73	6796.40	7137.87	7494.93
HUMAN RESOURCES ANALYST II	M270	MID MGMT	Hourly Rate	39.12	41.08	43.13	45.28	47.53
			Bi-Weekly Rate	3129.60	3286.40	3450.40	3622.40	3802.40
			Monthly	6780.80	7120.53	7475.87	7848.53	8238.53
HUMAN RESOURCES ANALYST, SENIOR	M271	MID MGMT	Hourly Rate	43.03	45.19	47.44	49.81	52.31
			Bi-Weekly Rate	3442.40	3615.20	3795.20	3984.80	4184.80
			Monthly	7458.53	7832.93	8222.93	8633.73	9067.07
HUMAN RESOURCES MANAGER	M775	MID MGMT	Hourly Rate	55.54	58.33	61.23	64.31	67.52
			Bi-Weekly Rate	4443.20	4666.40	4898.40	5144.80	5401.60
			Monthly	9626.93	10110.53	10613.20	11147.07	11703.47
INFORMATION SYSTEMS ADMINISTRATOR	M650	MID MGMT	Hourly Rate	51.18	53.74	56.42	59.26	62.20
			Bi-Weekly Rate	4094.40	4299.20	4513.60	4740.80	4976.00
			Monthly	8871.20	9314.93	9779.47	10271.73	10781.33
INFORMATION SYSTEMS ADMINISTRATOR, SENIOR	M790	MID MGMT	Hourly Rate	53.72	56.41	59.26	62.20	65.31
			Bi-Weekly Rate	4297.60	4512.80	4740.80	4976.00	5224.80
			Monthly	9311.47	9777.73	10271.73	10781.33	11320.40
INFORMATION TECHNOLOGY MANAGER	M805	MID MGMT	Hourly Rate	56.55	59.38	62.35	65.47	68.73
			Bi-Weekly Rate	4524.00	4750.40	4988.00	5237.60	5498.40
			Monthly	9802.00	10292.53	10807.33	11348.13	11913.20
LABORATORY SUPERVISOR	M220	MID MGMT	Hourly Rate	49.16	51.62	54.20	56.91	59.77
			Bi-Weekly Rate	3932.80	4129.60	4336.00	4552.80	4781.60
			Monthly	8521.07	8947.47	9394.67	9864.40	10360.13

LANDSCAPE ARCHITECT	M815	MID MGMT	Hourly Rate	52.39	55.00	57.75	60.64	63.67
			Bi-Weekly Rate	4191.20	4400.00	4620.00	4851.20	5093.60
			Monthly	9080.93	9533.33	10010.00	10510.93	11036.13
LIBRARY DIRECTOR, ASSISTANT	M640	MID MGMT	Hourly Rate	55.05	57.79	60.69	63.72	66.90
			Bi-Weekly Rate	4404.00	4623.20	4855.20	5097.60	5352.00
			Monthly	9542.00	10016.93	10519.60	11044.80	11596.00
LIBRARY PROGRAM MANAGER	M235	MID MGMT	Hourly Rate	43.63	45.82	48.12	50.53	53.05
			Bi-Weekly Rate	3490.40	3665.60	3849.60	4042.40	4244.00
			Monthly	7562.53	7942.13	8340.80	8758.53	9195.33
LITERACY PROGRAM MANAGER	M500	MID MGMT	Hourly Rate	43.63	45.82	48.12	50.53	53.05
			Bi-Weekly Rate	3490.40	3665.60	3849.60	4042.40	4244.00
			Monthly	7562.53	7942.13	8340.80	8758.53	9195.33
MAINTENANCE SUPERVISOR	M255	MID MGMT	Hourly Rate	40.02	42.00	44.11	46.31	48.62
			Bi-Weekly Rate	3201.60	3360.00	3528.80	3704.80	3889.60
			Monthly	6936.80	7280.00	7645.73	8027.07	8427.47
MANAGEMENT ANALYST I	M570	MID MGMT	Hourly Rate	38.30	40.22	42.22	44.33	46.56
			Bi-Weekly Rate	3064.00	3217.60	3377.60	3546.40	3724.80
			Monthly	6638.67	6971.47	7318.13	7683.87	8070.40
MANAGEMENT ANALYST II	M560	MID MGMT	Hourly Rate	42.13	44.24	46.44	48.76	51.20
			Bi-Weekly Rate	3370.40	3539.20	3715.20	3900.80	4096.00
			Monthly	7302.53	7668.27	8049.60	8451.73	8874.67
PAYROLL ADMINISTRATOR	M785	MID MGMT	Hourly Rate	37.43	39.32	41.27	43.34	45.52
			Bi-Weekly Rate	2994.40	3145.60	3301.60	3467.20	3641.60
			Monthly	6487.87	6815.47	7153.47	7512.27	7890.13
PLANNER, ASSOCIATE	M125	MID MGMT	Hourly Rate	38.43	40.33	42.36	44.49	46.71
			Bi-Weekly Rate	3074.40	3226.40	3388.80	3559.20	3736.80
			Monthly	6661.20	6990.53	7342.40	7711.60	8096.40

PLANNER, PRINCIPAL	M590	MID MGMT	Hourly Rate	51.13	53.69	56.37	59.18	62.16
			Bi-Weekly Rate	4090.40	4295.20	4509.60	4734.40	4972.80
			Monthly	8862.53	9306.27	9770.80	10257.87	10774.40
PLANNER, SENIOR	M335	MID MGMT	Hourly Rate	47.61	49.98	52.46	55.09	57.84
			Bi-Weekly Rate	3808.80	3998.40	4196.80	4407.20	4627.20
			Monthly	8252.40	8663.20	9093.07	9548.93	10025.60
PLANT MAINTENANCE SUPERVISOR	M745	MID MGMT	Hourly Rate	48.95	51.40	53.98	56.67	59.49
			Bi-Weekly Rate	3916.00	4112.00	4318.40	4533.60	4759.20
			Monthly	8484.67	8909.33	9356.53	9822.80	10311.60
PLANT SUPERINTENDENT	M355	MID MGMT	Hourly Rate	57.03	59.89	62.89	66.04	69.33
			Bi-Weekly Rate	4562.40	4791.20	5031.20	5283.20	5546.40
			Monthly	9885.20	10380.93	10900.93	11446.93	12017.20
PLANT SUPERINTENDENT, ASSISTANT	M465	MID MGMT	Hourly Rate	53.13	55.78	58.58	61.50	64.57
			Bi-Weekly Rate	4250.40	4462.40	4686.40	4920.00	5165.60
			Monthly	9209.20	9668.53	10153.87	10660.00	11192.13
POLICE COMMUNICATIONS & RECORDS MANAGER	M285	MID MGMT	Hourly Rate	52.25	54.86	57.60	60.47	63.50
			Bi-Weekly Rate	4180.00	4388.80	4608.00	4837.60	5080.00
			Monthly	9056.67	9509.07	9984.00	10481.47	11006.67
PROGRAM MANAGER	M750	MID MGMT	Hourly Rate	50.09	52.60	55.22	57.98	60.89
			Bi-Weekly Rate	4007.20	4208.00	4417.60	4638.40	4871.20
			Monthly	8682.27	9117.33	9571.47	10049.87	10554.27
PUBLIC WORKS ADMINISTRATOR	M795	MID MGMT	Hourly Rate	49.31	51.78	54.36	57.08	59.95
			Bi-Weekly Rate	3944.80	4142.40	4348.80	4566.40	4796.00
			Monthly	8547.07	8975.20	9422.40	9893.87	10391.33
PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER	M755	MID MGMT	Hourly Rate	72.68	76.31	80.13	84.14	88.33
			Bi-Weekly Rate	5814.40	6104.80	6410.40	6731.20	7066.40
			Monthly	12597.87	13227.07	13889.20	14584.27	15310.53

RECREATION & COMMUNITY SERVICES PROGRAM COOR	M530	MID MGMT	Hourly Rate	28.02	29.41	30.87	32.43	34.05
			Bi-Weekly Rate	2241.60	2352.80	2469.60	2594.40	2724.00
			Monthly	4856.80	5097.73	5350.80	5621.20	5902.00
RECREATION & COMMUNITY SERVICES SUPERVISOR	M295	MID MGMT	Hourly Rate	40.02	42.00	44.11	46.31	48.62
			Bi-Weekly Rate	3201.60	3360.00	3528.80	3704.80	3889.60
			Monthly	6936.80	7280.00	7645.73	8027.07	8427.47
TECHNICAL SERVICES SUPERVISOR	M735	MID MGMT	Hourly Rate	49.85	52.35	54.97	57.72	60.61
			Bi-Weekly Rate	3988.00	4188.00	4397.60	4617.60	4848.80
			Monthly	8640.67	9074.00	9528.13	10004.80	10505.73