



2022

SALARY SCHEDULE

(Revised July 16, 2022)

THIS DOCUMENT REPRESENTS THOSE SALARIES FOR CITY OF STOCKTON CLASSIFICATIONS IN THE

Unrepresented Management/Confidential and Law Department Employees' Compensation Plan, Fire Management Association, Stockton Fire Fighters' Local 456, Stockton Police Management Association, Stockton Police Officers' Association, Management B&C Association, Stockton City Employees' Association, and Operating Engineers' Local No. 3 (Operations and Maintenance, Supervisory Unit/Municipal Utilities Department, and Trades and Maintenance)

AS ESTABLISHED BY PREVIOUS ACTION OF THE STOCKTON CITY COUNCIL

CITY OF STOCKTON SALARY SCHEDULE

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I. The Salary Step Plan

The Memorandum of Understanding for each employee bargaining unit and the Unrepresented Management/Confidential Employees' Compensation Plan contain sections dealing with the Salary Step Plan for each job classification. Please refer to the appropriate section that deals with salary practices.

II. Bargaining Units/Group Codes

01--MA	-	Unrepresented - Department Heads
02--MV	-	Unrepresented - Middle Management
03--MW	-	Unrepresented - Confidential
04--MB	-	B&C - Mid-Management Level
05--MC	-	B&C - Supervisory Level
06--MF	-	Fire Management
07--MP	-	Police Management
10--A	-	SCEA - Professional and Technical Services
15--C	-	SCEA - Administrative, Clerical and Services
16--R	-	SCEA - Fire Telecommunicators
20--F	-	Fire
25--P	-	Police
30--B	-	OE3 - Trades and Maintenance
31--BO	-	OE3 - Operations and Maintenance
32--BP	-	OE3 - Parking Attendant Services
40--EP	-	Unrepresented - Executive Personnel (City Attorney)
41--PP	-	Unrepresented - Professional Personnel (City Attorney)
42--SP	-	Unrepresented - Support Personnel (City Attorney)
70--MS	-	OE3 – Water Supervisory Unit - Municipal Utilities Department

The bargaining unit designation is indicated as the first two (2) digits of the position number and the grade.

III. Salary Provisions

The City Manager is authorized to make adjustments in classifications, including salary and benefit adjustments, to ensure comparability with similar classifications to maintain equity in the City's salary schedules as recommended by the Human Resources Department classification studies

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and reviews, and to incorporate changes into the Salary Schedule, as appropriate (City Council Resolution No. 2019-06-18-1502 dated June 18, 2019).

IV. Special Salary Provisions

The City Manager is authorized to fix the compensation of consultants rendering professional services, non-civil service grant funded positions, and part-time hourly employees rendering temporary service, when the City Manager deems necessary and in the best interest of the City of Stockton, provided that the compensation allowed does not, in the aggregate, exceed the total sum for professional and consultant fees in the annual budget of the City of Stockton, or funds granted to the City or by other political jurisdictions for projects upon which said professional or consultant is employed. Persons employed under these special provisions shall receive no fringe benefits except those mandated employer costs or as required by contract or grant specifications.

HTE GRADE	MUNIS GRADE	POSITION NUMBER	JOB CLASSIFICATION	RATE PER HOUR/EVENT
61B	61B	61003	Accountant Intern	\$15.00 up to \$25.00
50M	50M	50983	Adult/Youth Sports Official	\$15.00 - \$15.60 - \$16.55 - \$18.50 - \$19.25
61B	61J	61001	Administrative Intern	\$15.00 up to \$25.00
61B	61K	61004	Economic Development Intern	\$15.00 up to \$25.00
61B	61M	61002	Engineering Intern	\$15.00 up to \$25.00
61B	61N	61005	Evidence Technician Intern	\$15.00 up to \$25.00
61B	61P	61006	Legislative Intern	\$15.00 up to \$25.00
61E	61E	50750	Library Book Preparer	\$15.00
61E	61F	50701	Library Shelver	\$15.00
61H	61H	50702	Library Support Staff	\$18.54 - \$19.49
50T	50T	50801	Park Laborer	\$15.00 - \$15.60 - \$16.23 - \$16.89
55F	55F	55963	Parking Attendant	\$15.00 - \$15.60 - \$16.23
61B	61Q	61007	Planning Intern	\$15.00 up to \$25.00
61C	61C	61008	Program Aide I	\$15.00 - \$15.60 - \$16.23 - \$16.89
61A	61A	61000	Program Aide II	\$15.95 - \$16.58 - \$17.23 - \$17.92 - \$18.65 - \$19.41
80B	80B	80101	Program Specialist	\$15.00 up to \$150.00
50M	50N	50988	Recreation Aide	\$15.00
50M	50P	50984	Recreation Leader I	\$15.00
50M	50Q	50985	Recreation Leader II	\$15.60
50M	50R	50986	Recreation Leader III	\$15.60 - \$16.23
50M	50U	50987	Recreation Leader IV	\$16.23 - \$16.89
50S	50S	50989	Recreation Leader V	\$17.74 - \$18.50 - \$19.28
55C	55C	55962	Safety Department Aide I	\$15.00 up to \$150.00
55D	55D	55945	Safety Department Aide II	\$15.60 up to \$150.00
61D	61D	60700	Student Intern	\$15.00 up to \$25.00
61G	61G	61009	Transportation Officer	\$35.45

V. Compensation Practices Other Than Base Salary

The Memorandum of Understanding for each bargaining unit and the Unrepresented

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Management/Confidential Employees' Compensation Plan contain sections dealing with specific pay provisions of classifications in that representation unit. Please refer to the appropriate section that deals with salary practices and compensation allowance other than base salary. Indexed headings include:

- Acting Pay
- Administrative Fire Captain Pay
- Bilingual Pay
- Call Back Pay
- Canine Handler Pay
- Court Appearance Pay/Off Duty Status
- Deputy Fire Marshal Pay
- Emergency Medical Services Dispatcher Accreditation Pay
- Emergency Medical Technician (EMT) Pay
- Explosive Ordnance Detail (EOD) Pay
- Field Training Officer (FTO) Pay
- Fire/Engineer Operator Pay
- Fire Intermediate/Advance Certificate Pay
- Fire Paramedic Certificate Pay
- HAZ/MAT Assignment Pay
- Holiday Pay
- Longevity Pay Compensation
- Motorcycle Officer Pay
- On-Call Duty Pay
- Overtime Provisions and Practices
- P.O.S.T. Supervisory/Management Certificate Pay (Police Management)
- P.O.S.T. Intermediate/Advance Certificate Pay (Police Unit)
- Professional Growth Pay
- Salary Provisions for Promotion/Demotion/Transfer/Reinstatement
- Special Assignment Pay
- Special Drivers' License Pay
- Standby Pay
- SWAT Pay
- Uniform Allowance
- Vacation Sell-Back

VI. Other Provisions

"Y" Rate - When an employee's job classification is changed to a lower paid job classification as the result of a classification study or other action, the employee may be placed on a "Y" rate. A "Y" rate means that the monthly base compensation for the employee shall remain in effect until such time as further changes in the salary range of the new classification exceeds the "Y" rate.

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VII. The Salary Schedule

Each position in a class is designated a **Position Number**. The position number is a combination of the Bargaining Unit Code and the Job Code.

For example:

<u>Bargaining Unit Code</u>	<u>Job Code</u>	=	<u>Position Number</u>	<u>Job Title</u>
15	715	=	15715	Office Specialist

Each position in a class is designated a **Grade**. The first two (2) numbers in a grade relates to the Bargaining Unit to which the position is assigned.

For example:

Grade

01	=	Unrepresented - Department Heads
10	=	SCEA - Professional and Technical Services
15	=	SCEA - Administrative, Clerical and Services

Refer to Section II. Bargaining Unit/Group Codes for additional unit designations.

The letter, part of the grade for the Professional and Technical Services Unit (10A, 10B, 10C), indicates the salary level.

In those represented units where there are more than twenty-six (26) classes, the grades have been expanded as follows: 10A - 10Z and 1AA -1AW, etc. The grade is compatible with information in the Payroll/Personnel Module of HTE system. Each grade contains five, six or nine salary steps.

VIII. The Salary Schedule Matrix - Monthly

Effective July 1, 2011, the salary matrix was eliminated for all bargaining groups.

IX. The Salary Schedule by Job Classification (to the nearest one-tenth of a percent)

Effective January 1, 2021, the Salary Schedule by Job Classification reflects a base salary increase for the Mayor to \$7,540 monthly, and the City Council to \$2,446.95 monthly, in accordance with City Council Ordinances 2020-12-01-1103-01 and 2020-12-01-1103-02 adopted on December 1, 2020.

Effective July 27, 2021, the Salary Schedule by Job Classification reflects the new Unclassified/Unrepresented classification of Chief Water Systems Operator for the Municipal Utilities Department and approved salary range in accordance with City Council Resolution 2021-

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07-27-1204.

Effective September 1, 2021, the Salary Schedule by Job Classification reflects the new Unclassified/Unrepresented Unit classification of Staff Development Specialist for the Human Resources Department and approved salary range in accordance with City Manager approved memo dated August 12, 2021.

Effective October 1, 2021, the Salary Schedule by Job Classification reflects a base salary increase of five percent (5%) for the affected classification Deputy Fire Chief II in the Unrepresented-Middle Management Unit, to the nearest one-tenth of a percent, in accordance with City Manager approved memo dated September 23, 2021.

Effective November 18, 2021, the Salary Schedule by Job Classification reflects a title change and change of salary for the affected classification Redevelopment Housing Specialist in the Stockton City Employees' Association (SCEA). The classification is retitled to Grants Analyst in accordance with the City Manager approved memo dated October 26, 2021.

Effective January 20, 2022, the Salary Schedule by Job Classification reflects a base salary increase of fourteen percent (14%) for the affected classification of Materials Supervisor in the B&C – Supervisory Unit, in accordance with the City Manager approved memo dated December 22, 2021.

Effective April 16, 2022, the Salary Schedule by Job Classification reflects a base salary increase of five percent (5%) for the affected classification of Executive Assistant to the City Manager in the Unrepresented-Confidential Unit, to the nearest one-tenth of a percent, in accordance with City Manager approved memo dated April 7, 2022.

Effective April 25, 2022, the Salary Schedule by Job Classification reflects a base salary increase for the affected classifications of Deputy MUD Director/Stormwater, Deputy MUD Director/Wastewater, Deputy MUD Director/Wastewater (PE), and Deputy MUD Director/Water & Sewer (PE) in the B&C – Mid-Management Unit, in accordance with the City Manager approved memo dated April 5, 2022.

Effective April 26, 2022, the Salary Schedule by Job Classification reflects a base salary increase and title change for the affected classification of Supervisory Control and Data Acquisition / Computerized Maintenance Management System Program Manager in the B&C – Supervisory Unit. The classification has been retitled to Utility Technology Manager in accordance with the City Manager approved memo dated April 26, 2022.

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APPENDIX A

**CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION**

POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
10642	Accountant I	A	No	No	1BN	1BN	5,165.22	5,428.88	5,707.18	6,000.12	6,307.72	6,629.97			
10500	Accountant II	A	No	No	1BM	1BM	6,018.49	6,326.95	6,651.88	6,991.88	7,351.06	7,726.70			
02167	Accounting Manager	MV	Yes	Yes	C02	C02	9,007.87	9,458.08	9,930.78	10,427.11	10,948.25	11,495.43			
10806	Administrative Aide I	A	No	No	1AJ	1AJ1	4,421.66	4,648.40	4,885.91	5,136.62	5,399.33	5,676.44			
03805	Administrative Aide I (Confidential)	MW	Yes	No	D03	D03	4,421.66	4,648.40	4,885.91	5,136.62	5,399.33	5,676.44			
10390	Administrative Aide II	A	No	No	10M	10M1	5,141.41	5,405.32	5,682.44	5,972.73	6,279.83	6,601.31			
03391	Administrative Aide II	MW	Yes	No	E03	E03	5,141.41	5,405.32	5,682.44	5,972.73	6,279.83	6,601.31			
10800	Administrative Analyst I	A	No	No	1CD	1CD	4,986.77	5,242.49	5,510.35	5,793.11	6,089.39	6,401.91			
03803	Administrative Analyst I (Confidential)	MW	No	No	F03	F03	4,986.77	5,242.49	5,510.35	5,793.11	6,089.39	6,401.91			
03810	Administrative Analyst I (Grant-funded)	MW	No	No	F03	F031	4,986.77	5,242.49	5,510.35	5,793.11	6,089.39	6,401.91			
10395	Administrative Analyst II	A	No	Yes	1CC	1CC	5,798.52	6,096.15	6,408.68	6,736.08	7,082.42	7,445.00			
03393	Administrative Analyst II (Confidential)	MW	No	Yes	G03	G03	5,798.52	6,096.15	6,408.68	6,736.08	7,082.42	7,445.00			
03398	Administrative Analyst II (Grant-funded)	MW	No	Yes	G03	G031	5,798.52	6,096.15	6,408.68	6,736.08	7,082.42	7,445.00			
03711	Agenda Coordinator	MW	No	No	03L	03L	4,132.42	4,344.25	4,566.61	4,800.68	5,046.44	5,305.09			
15928	Animal Services Assistant I	C	No	No	152	152	3,169.18	3,331.06	3,501.77	3,681.36	3,869.79	4,068.35			
15854	Animal Services Assistant II	C	No	No	153	153	3,491.67	3,671.24	3,858.41	4,056.96	4,264.36	4,483.14			
15821	Animal Services Officer	C	No	No	154	154	3,885.41	4,083.71	4,292.72	4,513.80	4,744.25	4,988.07			
05293	Animal Services Supervisor	MC	No	No	05W	05W	5,520.28	5,803.63	6,100.90	6,413.33	6,742.23	7,087.56			
05343	Arborist	MC	No	Yes	5BZ	5BZ	5,599.74	5,887.32	6,188.46	6,505.67	6,840.13	7,189.43			
05126	Architect	MC	No	Yes	05M	05M	5,925.95	6,229.45	6,548.53	6,884.42	7,237.10	7,607.76			
03397	Arts Commission Director	MW	Yes	Yes	03Y	03Y	6,736.39	7,081.64	7,444.44	7,825.97	8,227.39	8,648.71			
10263	Assessment District Program Coordinator	A	No	Yes	1DA	1DA	5,931.94	6,235.44	6,555.73	6,891.61	7,244.29	7,614.95			
10216	Assistant Architect	A	No	Yes	10E	10E	6,235.44	6,555.73	6,891.61	7,244.29					
02130	Assistant Chief Financial Officer	MV	Yes	Yes	2AA	2AA1	11,592.31	12,171.68	12,780.01	13,418.74	14,089.39	14,793.57			
40065	Assistant City Attorney	EP	Yes	Yes	40B	40B	12,617.79	13,248.41	13,910.55	14,605.78	15,335.76	16,102.24			
02152	Assistant City Auditor	MV	Yes	Yes	02I	02I	7,671.48	8,064.71	8,477.84	8,912.03	9,368.46	9,848.29			
02366	Assistant City Clerk	MV	Yes	Yes	02M	02M	6,433.70	6,763.66	7,109.57	7,473.88	7,857.82	8,260.15			
05225	Assistant City Traffic Engineer	MC	No	Yes	05A	05A1	8,793.49	9,244.08	9,717.41	10,215.96	10,738.48	11,288.79			
10214	Assistant Civil Engineer	A	No	Yes	1BA	1BA1			7,791.57	8,191.29	8,611.19	9,052.54			
02126	Assistant Director of Community Development	MV	Yes	Yes	024	024	11,126.06	11,696.22	12,295.55	12,916.77	13,585.41	14,278.35			
02124	Assistant Director of Economic Development	MV	Yes	Yes	02Y	02Y1	10,401.51	10,921.38	11,467.22	12,040.33	12,642.09	13,273.93			
03138	Assistant Director of Emergency Services	MW	Yes	Yes	03H	03H	4,941.11	5,195.08	5,460.74	5,740.45	6,035.37	6,344.34			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
02131	Assistant Director of Human Resources	MV	Yes	Yes	02Y	02Y2	10,401.51	10,921.38	11,467.22	12,040.33	12,642.09	13,273.93			
02125	Assistant Director of MUD	MV	Yes	Yes	2AA	2AA2	11,592.31	12,171.68	12,780.01	13,418.74	14,089.39	14,793.57			
10215	Assistant Engineer	A	No	Yes	1BQ	1BQ1			7,102.82	7,466.78	7,848.83	8,251.55			
10245	Assistant Engineer/Traffic	A	No	Yes	1BQ	1BQ2			7,102.82	7,466.78	7,848.83	8,251.55			
10129	Assistant Landscape Architect	A	No	Yes	1BF	1BF	4,852.32	5,100.63	5,362.15	5,636.85	5,925.94	6,229.45			
10355	Assistant Planner	A	No	Yes	1BP	1BP	5,044.10	5,302.50	5,574.11	5,860.15	6,160.61	6,476.69			
01114	Assistant to the City Manager	MA	Yes	Yes	01N	01N	8,965.86	9,424.63	9,907.98	10,415.90	10,949.57	11,510.15			
10244	Assistant Traffic Engineer	A	No	Yes	1BA	1BA2			7,791.57	8,191.29	8,611.19	9,052.54			
05125	Associate Civil Engineer	MC	No	Yes	05G	05G1	7,847.05	8,249.29	8,671.72	9,115.59	9,583.41	10,073.92			
05234	Associate Engineer	MC	No	Yes	05L	05L1	7,071.54	7,434.71	7,815.52	8,215.26	8,636.42	9,079.02			
05236	Associate Engineer/Mechanical	MC	No	Yes	05L	05L2	7,071.54	7,434.71	7,815.52	8,215.26	8,636.42	9,079.02			
05237	Associate Engineer/Traffic	MC	No	Yes	05L	05L3	7,071.54	7,434.71	7,815.52	8,215.26	8,636.42	9,079.02			
05127	Associate Mechanical Engineer	MC	No	Yes	05G	05G2	7,847.05	8,249.29	8,671.72	9,115.59	9,583.41	10,073.92			
10348	Associate Planner	A	No	Yes	10D	10D1	6,117.88	6,432.17	6,760.86	7,107.54	7,472.21	7,854.86			
05232	Associate Traffic Engineer	MC	No	Yes	05G	05G3	7,847.05	8,249.29	8,671.72	9,115.59	9,583.41	10,073.92			
03893	Audit Assistant I	MW	Yes	No	03P	03P	3,231.27	3,397.46	3,570.66	3,754.40	3,946.34	4,148.80			
03721	Audit Assistant II	MW	Yes	No	03M	03M1	4,022.41	4,228.39	4,444.90	4,673.11	4,911.86	5,163.48			
03495	Auditor (Confidential)	MW	No	Yes	03V	03V1	4,776.10	5,020.70	5,278.17	5,548.51	5,832.90	6,132.51			
30510	Auto Painter Repair Worker	B	No	No	3BG	3BG	4,972.85	5,228.42	5,497.15	5,779.72	6,076.77				
03707	Benefits Analyst	MW	No	Yes	1BC	1BC	5,016.02	5,273.49	5,543.83	5,827.05	6,126.65	6,440.30			
15790	Bookmobile Driver/Circulation Assistant	C	No	No	11B	11B	3,758.88	3,952.19	4,153.69	4,367.41	4,590.69	4,826.22			
03337	Budget Analyst I (Confidential)	MW	Yes	No	S03	S03	5,316.34	5,582.17	5,861.27	6,154.33	6,462.04	6,785.15			
03205	Budget Analyst II (Confidential)	MW	Yes	Yes	H03	H03	6,507.84	6,833.22	7,174.89	7,533.64	7,910.32	8,305.84			
02142	Budget Officer	MV	Yes	Yes	2AA	2AA3	11,592.31	12,171.68	12,780.01	13,418.74	14,089.39	14,793.57			
10430	Building Permit Technician	A	No	No	1BH	1BH	4,588.41	4,823.53	5,070.64	5,329.75	5,603.27	5,889.96			
31107	Chemist	BO	No	Yes	31Y	31Y	5,161.17	5,420.02	5,690.83	5,974.83	6,273.21				
01009	Chief Financial Officer	MA	Yes	Yes	01S	01S	13,585.13	14,312.99	15,055.73	15,850.56	16,686.30	17,566.68			
01025	Chief of Police	MA	Yes	Yes	01B	01B	15,787.00	16,579.21	17,444.28	18,323.64	19,274.29	20,259.78			
02158	Chief Plant Operator - Wastewater	MV	Yes	Yes	A02	A021	8,581.49	9,021.88	9,484.74	9,970.08	10,480.56	11,018.80			
02159	Chief Plant Operator - Water	MV	Yes	Yes	A02	A022	8,581.49	9,021.88	9,484.74	9,970.08	10,480.56	11,018.80			
02163	Chief Water Systems Operator	MV	Yes	Yes	A02	A023	8,581.49	9,021.88	9,484.74	9,970.08	10,480.56	11,018.80			
15944	Circulation Assistant I	C	No	No	C15	C15	3,411.70	3,585.97	3,769.75	3,963.09	4,165.92	4,379.68			
15934	Circulation Assistant II	C	No	No	B15	B15	3,758.88	3,952.19	4,153.69	4,367.41	4,590.69	4,826.22			
40015	City Attorney	EP	Yes	Yes	40A	40A	20,992.70								
01080	City Auditor	MA	Yes	Yes	01W	01W	9,415.27	9,897.44	10,405.37	10,937.86	11,498.45	12,082.44			
01175	City Clerk	MA	Yes	Yes	01X	01X	12,770.32								
50050	City Council Member	EL	No	Yes	50B	50B	2,446.95								
00005	City Manager	CM	Yes	Yes	00A	00A	23,877.18								

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**CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION**

POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
04158	City Traffic Engineer	MB	Yes	Yes	4AE	4AE	9,719.03	10,216.86	10,739.88	11,290.49	11,868.69	12,468.48			
10249	Code Analyst	A	No	Yes	10K	10K	5,199.00	5,465.31	5,744.81	6,039.91	6,349.41	6,674.48			
10681	Code Enforcement Assistant	A	No	No	1AR	1AR	3,634.74	3,820.68	4,017.41	4,222.53	4,439.66	4,666.39			
05220	Code Enforcement Field Manager	MC	No	Yes	5BW	5BW	7,783.17	8,181.67	8,601.48	9,042.65	9,505.09	9,992.17			
10346	Code Enforcement Officer I	A	No	No	1AE	1AE	4,430.57	4,657.37	4,896.29	5,147.36	5,410.54	5,688.29			
10313	Code Enforcement Officer II	A	No	No	1CN	1CN	4,906.01	5,157.06	5,421.46	5,699.21	5,991.51	6,298.35			
05214	Code Enforcement Supervisor	MC	No	No	5BY	5BY	5,900.12	6,203.13	6,520.43	6,854.64	7,207.06	7,575.09			
31115	Collection Systems Operator (Entry Level)	BO	No	No	31N	31N	4,447.90	4,669.40	4,903.71						
31115	Collection Systems Operator (Journey Level)	BO	No	No	31N	31N1				5,148.25	5,405.59	5,675.74			
70006	Collection Systems Supervisor	MS	No	No	70D	70D	5,917.74	6,219.91	6,539.47	6,873.74	7,226.71	7,597.07			
10318	Combination Inspector I	A	No	No	1AA	1AA	4,844.47	5,091.74	5,353.53	5,627.45	5,915.90	6,218.92			
10240	Combination Inspector II	A	No	No	10P	10P	5,353.53	5,627.45	5,915.90	6,218.92	6,537.68	6,872.20			
04124	Community & Cultural Services Superintendent	MB	Yes	Yes	04H	04H1	7,835.10	8,237.18	8,659.78	9,102.91	9,569.00	10,060.42			
10695	Community Development Technician	A	No	No	1AH	1AH	4,592.84	4,827.86	5,074.95	5,335.48	5,608.11	5,895.50			
03257	Community Engagement Coordinator	MW	Yes	Yes	P03	P03	6,769.44	7,115.66	7,480.23	7,864.47	8,267.07	8,690.65			
02024	Community Relations Officer	MV	Yes	Yes	02B	02B	8,965.86	9,424.63	9,907.98	10,415.90	10,949.57	11,510.15			
15963	Community Service Officer I	C	No	No	15M	15M	3,786.74	3,980.74	4,184.69	4,399.83	4,624.93	4,862.45			
15920	Community Service Officer II	C	No	No	15V	15V	4,069.04	4,277.96	4,496.83	4,728.13	4,970.65	5,224.34			
05209	Computer Operations & Maintenance Supervisor	MC	No	Yes	05Q	05Q1	5,693.22	5,984.72	6,291.82	6,614.51	6,952.79	7,309.07			
15807	Computer Operator I	C	No	No	15N	15N1	3,312.06	3,482.40	3,659.94	3,848.26	4,045.00	4,252.53			
15785	Computer Operator II	C	No	No	15H	15H	3,836.27	4,033.00	4,239.33	4,456.46	4,685.57	4,925.49			
03442	Contract Compliance Specialist	MW	Yes	No	03F	03F	5,026.55	5,284.02	5,554.37	5,838.75	6,138.36	6,453.18			
05472	Craft Maintenance Supervisor	MC	No	Yes	05V	05V	5,309.35	5,580.47	5,867.18	6,167.07	6,483.75	6,816.03			
30772	Craft Maintenance Worker I	B	No	No	3AA	3AA	3,724.76	3,916.22	4,117.53	4,329.15	4,551.66				
30515	Craft Maintenance Worker II	B	No	No	30J	30J1	4,567.23	4,802.01	5,048.80	5,308.31	5,581.19				
10253	Crime Analyst	A	No	No	10O	10O	5,543.93	5,827.62	6,126.04	6,440.49	6,771.00	7,117.58			
15860	Customer Service Assistant	C	No	No	15X	15X	3,416.41	3,591.56	3,775.09	3,969.42	4,172.15	4,385.68			
15900	Data Entry Operator I	C	No	No	15T	15T1	2,929.38	3,079.33	3,236.48	3,403.23	3,577.16	3,760.70			
15852	Data Entry Operator II	C	No	No	15P	15P1	3,234.08	3,399.62	3,573.57	3,757.10	3,949.03	4,151.76			
15827	Data Entry Specialist	C	No	No	15U	15U	3,775.09	3,969.42	4,172.15	4,385.68	4,611.20	4,847.52			
03730	Deferred Compensation Specialist	MW	No	Yes	03S	03S	4,313.82	4,535.01	4,766.74	5,011.33	5,267.64	5,537.98			
04141	Deputy Building Official	MB	Yes	Yes	042	042	8,726.81	9,174.41	9,644.12	10,138.56	10,657.72	11,204.19			
02093	Deputy Chief of Police I	MV	Yes	Yes	02U	02U	13,137.98	13,797.25	14,517.16	15,248.97	16,040.08	16,860.22			
02092	Deputy Chief of Police II	MV	Yes	Yes	02X	02X	13,794.87	14,487.11	15,243.03	16,011.41	16,842.09	17,703.24			

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**CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION**

POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
41066	Deputy City Attorney (16 step salary range)	PP	Yes	Yes	41A	41A	6,498.81	6,831.19	7,181.11	7,549.77	7,935.98	8,343.25	8,770.42	9,219.83	9,692.64
							10,188.86	10,710.82	11,259.70	11,836.67	12,434.71	13,078.39	13,745.47		
03498	Deputy City Auditor I	MW	Yes	No	03T	03T	4,891.96	5,143.58	5,406.90	5,684.27	5,974.51	6,281.14			
03421	Deputy City Auditor II	MW	Yes	Yes	03W	03W	5,974.51	6,281.14	6,602.98	6,941.20	7,296.98	7,671.48			
03940	Deputy City Clerk I	MW	Yes	No	03Q	03Q	3,547.08	3,728.24	3,919.34	4,120.32	4,331.22	4,553.45			
03888	Deputy City Clerk II	MW	Yes	No	T03	T03	3,908.00	4,109.00	4,318.48	4,540.71	4,772.83	5,017.70			
01022	Deputy City Manager I	MA	Yes	Yes	01Y	01Y	10,481.72	11,005.59	11,555.62	12,133.17	12,739.57	13,376.28			
01021	Deputy City Manager II	MA	Yes	Yes	01P	01P	15,990.98	16,774.23	17,595.54	18,457.48	19,362.58	20,310.84			
04150	Deputy Community Development Director/Building & Life Safety	MB	Yes	Yes	4AC	4AC	10,387.01	10,919.16	11,478.43	12,067.25	12,680.71	13,332.36			
04148	Deputy Community Development Director/Engineering & Transportation Planning	MB	Yes	Yes	4AD	4AD	10,114.90	10,633.11	11,177.72	11,751.13	12,348.52	12,983.10			
04153	Deputy Community Development Director/Planning & Engineering	MB	Yes	Yes	04D	04D	10,327.93	10,857.05	11,413.13	11,998.62	12,608.59	13,256.53			
04108	Deputy Director of Community Services - City Librarian	MB	Yes	Yes	04O	04O1	9,190.02	9,660.26	10,155.67	10,676.30	11,223.31	11,797.92			
04109	Deputy Director of Community Services - Recreation	MB	Yes	Yes	04O	04O2	9,190.02	9,660.26	10,155.67	10,676.30	11,223.31	11,797.92			
02133	Deputy Director of Human Resources	MV	Yes	Yes	021	021	9,170.73	9,629.06	10,110.32	10,615.62	11,146.18	11,703.26			
02095	Deputy Fire Chief I	MV	Yes	Yes	02Z	02Z	11,807.73	12,404.39	13,046.50	13,704.14	14,416.79	15,149.77			
02094	Deputy Fire Chief II	MV	Yes	Yes	020	020	12,717.68	13,375.32	14,058.08	14,775.51	15,538.37	16,333.92			
04178	Deputy Housing Director	MB	Yes	Yes	04O	04O3	9,190.02	9,660.26	10,155.67	10,676.30	11,223.31	11,797.92			
04169	Deputy MUD Director/Maintenance & Collection	MB	Yes	Yes	04A	04A1	10,614.66	11,158.11	11,730.71	12,329.98	12,955.94	13,623.15			
04165	Deputy MUD Director/Maintenance & Collection	MB	Yes	Yes	4AA	4AA1	10,978.60	11,541.20	12,132.59	12,745.58	13,405.36	14,089.11			
04147	Deputy MUD Director/Stormwater	MB	Yes	Yes	04U	04U1	10,614.66	11,158.11	11,730.71	12,329.98	12,955.94	13,623.15			
04139	Deputy MUD Director/Wastewater	MB	Yes	Yes	04U	04U2	10,614.66	11,158.11	11,730.71	12,329.98	12,955.94	13,623.15			
04122	Deputy MUD Director/Wastewater (PE)	MB	Yes	Yes	4AB	4AB1	10,978.60	11,541.20	12,132.59	12,745.58	13,405.36	14,089.11			
04140	Deputy MUD Director/Water	MB	Yes	Yes	04A	04A2	10,614.66	11,158.11	11,730.71	12,329.98	12,955.94	13,623.15			
04112	Deputy MUD Director/Water (PE)	MB	Yes	Yes	4AA	4AA2	10,978.60	11,541.20	12,132.59	12,745.58	13,405.36	14,089.11			
04123	Deputy MUD Director/Water & Sewer (PE)	MB	Yes	Yes	4AB	4AB2	10,978.60	11,541.20	12,132.59	12,745.58	13,405.36	14,089.11			
04152	Deputy Public Works Director	MB	Yes	Yes	04A	04A3	10,614.66	11,158.11	11,730.71	12,329.98	12,955.94	13,623.15			
04111	Deputy Public Works Director (PE)	MB	Yes	Yes	4AA	4AA3	10,978.60	11,541.20	12,132.59	12,745.58	13,405.36	14,089.11			
04039	Deputy Public Works Director/City Engineer	MB	Yes	Yes	4AA	4AA4	10,978.60	11,541.20	12,132.59	12,745.58	13,405.36	14,089.11			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
04142	Deputy Public Works Director/Solid Waste & Building	MB	Yes	Yes	04B	04B	8,298.72	8,724.58	9,170.82	9,641.06	10,135.28	10,654.70			
04179	Deputy Redevelopment Director	MB	Yes	Yes	04O	04O4	9,190.02	9,660.26	10,155.67	10,676.30	11,223.31	11,797.92			
01103	Director of Administrative Services	MA	Yes	Yes	01C	01C1	10,971.80	11,533.56	12,117.55	12,743.68	13,387.36	14,082.53			
01046	Director of Community Development	MA	Yes	Yes	01T	01T1	13,096.12	13,750.02	14,436.73	15,158.69	15,917.11	16,711.99			
01056	Director of Community Services	MA	Yes	Yes	01T	01T2	13,096.12	13,750.02	14,436.73	15,158.69	15,917.11	16,711.99			
01172	Director of Economic	MA	Yes	Yes	01T	01T3	13,096.12	13,750.02	14,436.73	15,158.69	15,917.11	16,711.99			
01043	Director of Human Resources	MA	Yes	Yes	01T	01T4	13,096.12	13,750.02	14,436.73	15,158.69	15,917.11	16,711.99			
01071	Director of Information Technology	MA	Yes	Yes	01T	01T5	13,096.12	13,750.02	14,436.73	15,158.69	15,917.11	16,711.99			
01050	Director of Library Services	MA	Yes	Yes	01C	01C2	10,971.80	11,533.56	12,117.55	12,743.68	13,387.36	14,082.53			
01048	Director of Municipal Utilities	MA	Yes	Yes	01U	01U1	13,765.00	14,452.96	15,175.31	15,933.76	16,730.11	17,566.26			
01012	Director of Performance and Data Analytics	MA	Yes	Yes	A05	04O5	9,190.02	9,660.26	10,155.68	10,676.29	11,223.30	11,797.92			
01010	Director of Public Works	MA	Yes	Yes	01U	01U2	13,765.00	14,452.96	15,175.31	15,933.76	16,730.11	17,566.26			
30775	Dispatcher	B	No	No	30Z	30Z	3,796.33	3,991.49	4,196.63	4,412.35	4,639.14				
10196	Economic Development Analyst	A	No	Yes	1BV	1BV	6,084.61	6,395.97	6,723.48	7,068.61	7,431.38	7,811.76			
31109	Electrical Technician (Entry Level)	BO	No	No	31H	31H	5,608.08	5,896.30							
31109	Electrical Technician (Journey Level)	BO	No	No	31H	31H1			6,199.38	6,518.06					
30612	Electrician I	B	No	No	3BM	3BM	4,252.82	4,471.43	4,701.28	4,942.90	5,196.96				
30445	Electrician II	B	No	No	3BN	3BN	5,851.48	6,152.24	6,468.46	6,800.98	7,150.52				
04200	Emergency Communication Dispatch Manager	MB	No	Yes	041	041	7,880.82	8,285.24	8,710.31	9,156.03	9,624.82	10,119.12			
20717	EMS Transport Technician (Tier	F	No	No	20F	20F	4,274.37	4,493.09	4,723.06	4,965.52	5,219.23	5,486.69	5,767.90		
20717	EMS Transport Technician (Tier	F	No	No	20G	20G	3,503.23	3,681.96	3,870.68	4,069.40	4,278.12	4,496.84	4,728.05		
10628	Engineering Aide	A	No	No	1AU	1AU	3,634.99	3,820.95	4,017.62	4,223.65	4,440.38	4,667.82			
04163	Engineering Services Manager	MB	Yes	Yes	04T	04T	10,401.25	10,934.02	11,493.75	12,083.01	12,701.80	13,343.69			
10639	Engineering Technician I	A	No	No	1AG	1AG	4,753.99	4,998.04	5,253.42	5,522.63	5,805.68	6,103.82			
10526	Engineering Technician II	A	No	No	1AC	1AC	5,003.07	5,258.45	5,528.93	5,811.96	6,110.12	6,422.10			
31111	Environmental Control Officer (Entry Level)	BO	No	No	31J	31J1	5,457.58	5,730.66							
31111	Environmental Control Officer (Journey Level)	BO	No	No	31J	31J2			6,017.33	6,317.59					
30777	Equipment Service Worker	B	No	No	30Y	30Y1	3,876.84	4,076.14	4,285.65	4,505.91	4,737.52				
10627	Evidence Technician I	A	No	No	1AS	1AS	4,200.24	4,415.85	4,641.26	4,879.27	5,129.89	5,391.70			
10605	Evidence Technician II	A	No	No	1BE	1BE	4,641.26	4,879.27	5,129.89	5,391.70	5,668.92	5,958.74			
05708	Executive Assistant	MC	No	No	5BE	5BE	4,895.51	5,146.22	5,410.13	5,687.23	5,978.72	6,285.82			
03712	Executive Assistant (Confidential)	MW	Yes	No	033	0331	5,267.64	5,537.98	5,822.37	6,119.63	6,433.28	6,763.31			
42710	Executive Assistant (Legal)	SP	Yes	No	42C	42C	4,776.10	5,020.70	5,278.17	5,548.51	5,832.90	6,132.51			

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**CITY OF STOCKTON
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POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
42709	Executive Assistant to the City Attorney	SP	Yes	No	42B	42B	5,267.64	5,537.98	5,822.37	6,119.63	6,433.28	6,763.31			
03705	Executive Assistant to the City Manager	MW	Yes	No	030	030	5,808.74	6,107.34	6,419.47	6,748.80	7,094.10	7,457.84			
03076	Executive Assistant to the Mayor	MW	Yes	Yes	033	332	5,267.64	5,537.98	5,822.37	6,119.63	6,433.28	6,763.31			
05495	Facilities Maintenance Supervisor	MC	No	No	5AC	5AC	4,818.74	5,064.64	5,324.96	5,597.25	5,883.96	6,186.26			
30965	Facilities Maintenance Worker I	B	No	No	3BO	3BO	3,096.56	3,255.71	3,423.06	3,598.99	3,784.00	3,978.47	4,183.01		
30884	Facilities Maintenance Worker II	B	No	No	3BP	3BP	3,710.94	3,901.66	4,102.22	4,313.06	4,534.76				
30769	Facilities Maintenance Worker III	B	No	No	3BQ	3BQ	4,091.79	4,302.12	4,523.20	4,755.69	5,000.12				
04162	Facilities Manager	MB	Yes	Yes	04Z	04Z1	7,726.35	8,122.98	8,538.52	8,976.98	9,437.01	9,920.00			
30964	Facility Aide	B	No	No	3AK	3AK	2,788.35	2,931.65	3,082.35	3,240.78	3,407.37	3,582.48	3,766.67		
15889	Finance Assistant I	C	No	No	156	156	3,477.88	3,656.33	3,843.28	4,041.15	4,247.51	4,464.80			
15838	Finance Assistant II	C	No	No	157	157	3,707.33	3,897.90	4,096.98	4,306.99	4,527.93	4,759.78			
02132	Finance Officer	MV	Yes	Yes	02L	02L	9,790.75	10,293.01	10,819.78	11,375.13	11,957.70	12,570.22			
06186	Fire Battalion Chief	MF	No	No	06E	06E	10,145.85	10,667.17	11,213.98	11,790.55	12,395.45	13,032.93			
06186	Fire Battalion Chief - Admin	MF	No	No	06F	06F	9,562.00	10,053.40	10,568.82	11,112.29	11,682.46	12,283.33			
06186	Fire Battalion Chief (22 years)	MF	No	No	06G	06G	10,311.23	10,841.05	11,396.76	11,982.74	12,597.49	13,245.37			
06186	Fire Battalion Chief (22 years) - Admin	MF	No	No	06H	06H	9,717.86	10,217.27	10,741.09	11,293.42	11,872.89	12,483.56			
20335	Fire Captain	F	No	No	20I	20I	7,957.47	8,366.62	8,795.89	9,247.93	9,722.83	10,223.19			
20335	Fire Captain - Admin	F	No	No	20J	20J	7,499.34	7,885.00	8,289.62	8,715.73	9,163.34	9,634.99			
20335	Fire Captain (22 years)	F	No	No	20K	20K	8,653.75	9,098.70	9,565.52	10,057.14	10,573.58	11,117.72			
20335	Fire Captain (22 years) - Admin	F	No	No	20L	20L	8,155.53	8,574.94	9,014.97	9,478.34	9,965.14	10,478.05			
01030	Fire Chief	MA	Yes	Yes	01R	01R	14,265.47	15,016.29	15,806.62	16,638.55	17,514.27	18,436.07			
20545	Fire Fighter	F	No	No	20Q	20Q	5,233.23	5,502.37	5,785.52	6,082.60	6,396.17	6,725.00	7,070.33	7,433.42	7,815.57
20545	Fire Fighter - Admin	F	No	No	20R	20R	4,931.56	5,185.27	5,452.13	5,732.15	6,027.75	6,337.69	6,663.20	7,005.44	7,365.64
20545	Fire Fighter (22 years)	F	No	No	20S	20S	5,983.84	6,291.75	6,614.82	6,955.84	7,313.44	7,688.99	8,083.85	8,499.43	
20545	Fire Fighter (22 years) - Admin	F	No	No	20T	20T	5,638.98	5,929.20	6,232.96	6,555.17	6,892.25	7,246.23	7,618.42	8,010.13	
20434	Fire Fighter Engineer	F	No	No	20M	20M	6,968.86	7,326.45	7,704.04	8,098.97	8,515.27	8,952.91			
20434	Fire Fighter Engineer - Admin	F	No	No	20N	20N	6,567.47	6,904.54	7,260.45	7,632.72	8,025.11	8,437.36			
20434	Fire Fighter Engineer (22 years)	F	No	No	20O	20O	7,578.63	7,967.50	8,378.16	8,807.63	9,260.35	9,736.28			
20434	Fire Fighter Engineer (22 years) - Admin	F	No	No	20P	20P	7,142.12	7,508.69	7,895.74	8,300.59	8,727.30	9,175.63			
20543	Fire Fighter Trainee	F	No	No	20U	20U	5,233.23								
10321	Fire Prevention Inspector I	A	No	No	1CF	1CF	4,943.78	5,196.88	5,463.48	5,743.63	6,037.30	6,347.23			
10315	Fire Prevention Inspector II	A	No	No	1CG	1CG	5,474.30	5,754.45	6,049.49	6,359.41	6,685.55	7,027.95			
05505	Fire Telecommunications	MC	No	No	5AA	5AA	5,431.71	5,710.02	6,002.72	6,311.02	6,633.70	6,974.38			
05522	Fire Telecommunications Supervisor (40 hour work week)	MC	No	No	5AV	5AV	5,635.60	5,924.70	6,227.22	6,546.81	6,882.26	7,234.80			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
05518	Fire Telecommunications Supervisor (56 hour work week)	MC	No	No	5AG	5AG	5,635.60	5,924.70	6,227.22	6,546.81	6,882.26	7,234.80			
15642	Fire Telecommunicator Call Taker	C	No	No	5AZ	5AZ	3,113.00	3,268.58	3,431.95	3,603.47	3,783.57	3,972.66			
16876	Fire Telecommunicator I (40 hour work week)	R	No	No	16D	16D	4,560.56	4,794.25	5,040.24	5,298.52	5,569.09	5,854.45			
16864	Fire Telecommunicator I (56 hour work week)	R	No	No	16B	16B	4,560.56	4,794.25	5,040.24	5,298.52	5,569.09	5,854.45			
16837	Fire Telecommunicator II (40 hour work week)	R	No	No	16C	16C	4,794.25	5,040.24	5,298.52	5,569.09	5,854.45	6,154.55			
16832	Fire Telecommunicator II (56 hour work week)	R	No	No	16A	16A	4,794.25	5,040.24	5,298.52	5,569.09	5,854.45	6,154.55			
03726	Firearms Examiner	MW	Yes	No	N03	N03	6,237.84	6,549.14	6,876.83	7,219.74	7,581.37	7,959.38			
30791	Fleet Equipment Parts Assistant	B	No	No	3BH	3BH	3,992.34	4,197.56	4,413.30	4,640.17	4,878.67				
04161	Fleet Manager	MB	Yes	Yes	04Z	04Z2	7,726.35	8,122.98	8,538.52	8,976.98	9,437.01	9,920.00			
05212	Fleet Operations Coordinator	MC	No	No	05R	05R	6,579.81	6,916.90	7,270.85	7,644.25	8,035.81	8,446.80			
05210	Geographic Information Systems Administrator	MC	No	Yes	05Q	05Q2	5,693.22	5,984.72	6,291.82	6,614.51	6,952.79	7,309.07			
10301	Geographic Information Systems Analyst I	A	No	No	1CU	1CU	5,017.28	5,273.78	5,544.94	5,829.30	6,126.85	6,441.99			
10447	Geographic Information Systems Analyst II	A	No	No	10V	10V	6,188.41	6,506.48	6,839.20	7,189.51	7,558.89	7,945.85			
04156	Geographic Information Systems Manager	MB	Yes	Yes	04M	04M1	6,680.48	7,023.57	7,383.45	7,761.31	8,159.57	8,577.03			
10637	Geographic Information Systems Specialist I	A	No	No	1AO	1AO	4,843.12	5,090.74	5,352.49	5,626.97	5,914.19	6,218.40			
10530	Geographic Information Systems Specialist II	A	No	No	1AF	1AF	5,240.71	5,509.53	5,792.51	6,088.21	6,400.91	6,729.17			
05197	Geographic Information Systems Supervisor	MC	No	Yes	5BP	5BP	7,556.04	7,943.65	8,350.26	8,778.54	9,227.17	9,700.18			
02182	Golf Manager	MV	Yes	Yes	02O	02O	6,736.39	7,081.64	7,444.44	7,825.97	8,227.39	8,648.71			
10550	Golf Professional	A	No	Yes	10Y	10Y	4,551.22	4,785.14	5,029.86	5,287.76	5,558.87	5,843.18			
30744	Graffiti Abatement Technician	B	No	No	3AY	3AY	4,310.79	4,532.34	4,765.31	5,010.21	5,267.77	5,537.57	5,823.22		
10195	Grants Analyst	A	No	Yes	1BP	1BP1	5,044.10	5,302.50	5,574.11	5,860.15	6,160.61	6,476.69			
30446	Heating, Ventilation & Air Conditioning Mechanic	B	No	No	30D	30D	5,478.47	5,760.07	6,056.15	6,367.43	6,694.74				
01086	Housing Director	MA	Yes	Yes	01C	01C3	10,971.80	11,533.56	12,117.55	12,743.68	13,387.36	14,082.53			
10363	Housing Financial Advisor	A	No	No	1CK	1CK	4,759.37	5,003.98	5,259.90	5,529.61	5,813.11	6,110.41			
05291	Housing Program Supervisor	MC	No	Yes	05F	05F	6,457.36	6,788.45	7,136.32	7,502.20	7,886.07	8,290.33			
03331	Human Resources Analyst I	MW	Yes	No	03N	03N1	4,791.31	5,035.91	5,294.55	5,566.07	5,850.46	6,151.23			
03183	Human Resources Analyst II	MW	Yes	Yes	Q03	Q031	6,121.97	6,436.79	6,766.82	7,113.24	7,478.38	7,861.08			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
03691	Human Resources Assistant I	MW	No	No	035	035	3,006.57	3,161.05	3,322.55	3,493.42	3,672.48	3,860.90			
03826	Human Resources Assistant II	MW	No	No	036	036	3,313.19	3,482.89	3,660.78	3,849.20	4,045.82	4,254.13			
03277	Human Resources Program Assistant	MW	Yes	No	03J	03J	4,819.40	5,066.34	5,326.15	5,598.84	5,885.57	6,187.51			
03723	Human Resources Specialist	MW	No	No	037	0371	4,127.74	4,339.57	4,561.93	4,795.99	5,041.76	5,299.23			
03396	Human Resources Technician	MW	No	No	038	038	4,339.57	4,561.93	4,795.99	5,041.76	5,299.23	5,570.75			
31124	Hydrant Worker	BO	No	No	31U	31U	3,551.95	3,734.49	3,926.48	4,128.30	4,340.48				
30870	Industrial Electrical Apprentice	B	No	No	3AX	3AX	4,133.33	4,345.77	4,569.18	4,803.99					
10445	Information Technology Interdepartmental Coordinator	A	No	No	1BR	1BR	4,930.30	5,183.41	5,448.51	5,728.02	6,020.72	6,330.21			
02127	Information Technology Officer	MV	Yes	Yes	02Y	02Y3	10,401.51	10,921.38	11,467.22	12,040.33	12,642.09	13,273.93			
05198	Information Technology	MC	No	Yes	5BQ	5BQ	7,787.90	8,187.42	8,606.50	9,047.94	9,510.32	9,997.84			
30447	Instrument Repair Technician	B	No	No	30C	30C1	5,124.91	5,388.33	5,665.28	5,956.51	6,262.65				
03497	Internal Auditor I	MW	Yes	Yes	03V	03V2	4,776.10	5,020.70	5,278.17	5,548.51	5,832.90	6,132.51	6,446.15	6,777.36	
03420	Internal Auditor II	MW	Yes	Yes	039	039	5,278.17	5,548.51	5,832.90	6,132.51	6,446.15	6,777.36			
30885	Janitor	B	No	No	3AI	3AI	3,341.58	3,513.32	3,693.90	3,883.77	4,083.40				
10360	Junior Engineer	A	No	Yes	1BL	1BL1			6,142.22	6,457.45	6,787.83	7,135.86			
10361	Junior Engineer/Traffic	A	No	Yes	1BL	1BL2			6,142.22	6,457.45	6,787.83	7,135.86			
70002	Laboratory Supervisor	MS	No	Yes	70H	70H	6,928.33	7,274.74	7,638.72	8,020.24	8,420.49	8,841.81			
31114	Laboratory Technician	BO	No	No	31M	31M	4,338.54	4,554.76	4,782.85	5,021.64	5,273.49				
30763	Landfill Scale Operator	B	No	No	3AD	3AD1	3,651.73	3,839.39	4,036.77	4,244.25	4,462.41				
42603	Legal Secretary	SP	Yes	No	42H	42H	4,449.58	4,677.79	4,916.54	5,169.33	5,433.82	5,712.36			
02183	Liability Claims Investigator I	MV	Yes	Yes	02O	02O1	6,736.39	7,081.64	7,444.44	7,825.97	8,227.39	8,648.71			
02157	Liability Claims Investigator II	MV	Yes	Yes	02J	02J1	7,594.24	7,983.96	8,393.58	8,823.09	9,274.83	9,751.15			
10640	Librarian I	A	No	No	1AJ	1AJ2	4,421.66	4,648.40	4,885.91	5,136.62	5,399.33	5,676.44			
10520	Librarian II	A	No	No	1CP	1CP	5,399.33	5,676.44	5,967.94	6,272.62	6,594.12	6,932.40			
10655	Librarian Trainee	A	No	No	1AK	1AK	4,029.41	4,235.74	4,452.86	4,680.77	4,920.69	5,172.61			
15925	Library Aide I	C	No	No	15T	15T2	2,929.38	3,079.33	3,236.48	3,403.23	3,577.16	3,760.70			
15894	Library Aide II	C	No	No	15P	15P2	3,234.08	3,399.62	3,573.57	3,757.10	3,949.03	4,151.76			
15850	Library Assistant I	C	No	No	15K	15K1	3,478.79	3,656.33	3,843.46	4,041.40	4,247.73	4,466.05			
15836	Library Assistant II	C	No	No	15F	15F	4,029.41	4,235.74	4,452.86	4,680.77	4,920.69	5,172.61			
05497	Library Building Maintenance Supervisor	MC	No	No	5AF	5AF1	4,588.41	4,823.53	5,070.64	5,329.75	5,603.27	5,889.96			
15855	Library Driver/Clerk	C	No	No	15Q	15Q	3,157.31	3,319.25	3,488.39	3,667.14	3,855.47	4,053.40			
05260	Library Manager	MC	No	Yes	5BB	5BB	6,836.43	7,186.72	7,554.98	7,942.45	8,349.10	8,776.16			
15912	Mail Courier	C	No	No	15S	15S1	3,006.15	3,159.71	3,321.65	3,492.00	3,670.73	3,859.07			
30752	Maintenance Repair Technician I	B	No	No	3BJ	3BJ	3,850.02	4,047.93	4,255.95	4,474.73	4,704.72	4,946.58	5,200.81		
30742	Maintenance Repair Technician II	B	No	No	3BI	3BI	4,310.79	4,532.34	4,765.31	5,010.21	5,267.77	5,537.57	5,823.22		
30816	Maintenance Worker I	B	No	No	3AG	3AG	3,068.67	3,226.40	3,392.23	3,566.62	3,749.94	3,942.69	4,145.35		
30764	Maintenance Worker II	B	No	No	3AD	3AD2	3,651.73	3,839.39	4,036.77	4,244.25	4,462.41				

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							1	2	3	4	5	6	7	8	9
03177	Management Assistant (Confidential)	MW	Yes	No	03C	03C	6,047.07	6,357.21	6,682.56	7,025.46	7,384.75	7,763.94			
04157	Management Information Systems Manager	MB	Yes	Yes	04M	04M2	6,680.48	7,023.57	7,383.45	7,761.31	8,159.57	8,577.03			
30810	Materials Specialist	B	No	No	3AO	3AO	3,824.19	4,020.74	4,227.41	4,444.69	4,673.18				
05680	Materials Supervisor	MC	No	Yes	5CG	05S	6,280.56	6,611.11	6,959.06	7,325.34	7,710.89	8,116.72			
50010	Mayor	EL	No	Yes	50A	50A	7,540.00								
03175	Mayor's Senior Policy Advisor	MW	Yes	Yes	M03	M031	7,281.02	7,654.44	8,046.17	8,459.04	8,891.65	9,348.21			
30794	Mechanic I	B	No	No	3AV	3AV	4,452.51	4,681.39	4,921.99	5,175.01	5,441.01				
30573	Mechanic II (Heavy)	B	No	No	30N	30N1	4,930.20	5,183.63	5,450.07	5,730.21	6,024.73				
30572	Mechanic II (Light)	B	No	No	30N	30N2	4,930.20	5,183.63	5,450.07	5,730.21	6,024.73				
30558	Mechanic III (Heavy)	B	No	No	3AU	3AU1	5,437.29	5,716.74	6,010.56	6,319.53	6,644.31				
30557	Mechanic III (Light)	B	No	No	3AU	3AU2	5,437.29	5,716.74	6,010.56	6,319.53	6,644.31				
30872	Mechanical Maintenance Apprentice	B	No	No	30V	30V	3,936.51	4,138.86	4,351.57	4,575.25					
30762	Mechanical Maintenance Worker I	B	No	No	30R	30R	4,133.33	4,345.77	4,569.18	4,803.99	5,050.62				
30651	Mechanical Maintenance Worker	B	No	No	30J	30J2	4,567.23	4,802.01	5,048.80	5,308.31	5,581.19				
30670	Medium Equipment Operator	B	No	No	30S	30S	4,051.32	4,259.55	4,478.50	4,708.72	4,950.73				
31108	Microbiologist	BO	No	Yes	31G	31G	5,545.83	5,823.95	6,114.95	6,420.13	6,740.75				
05459	Micro-Computer Section Supervisor	MC	No	Yes	05U	05U	5,729.04	6,022.14	6,330.49	6,655.32	6,996.65	7,354.48			
02151	Municipal Utilities Department Finance Officer	MV	Yes	Yes	023	0231	9,454.10	9,926.61	10,422.74	10,943.65	11,490.60	12,064.89			
10299	Network Support Analyst I	A	No	No	1CJ	1CJ	4,993.57	5,248.88	5,518.76	5,801.77	6,097.92	6,411.56			
10448	Network Support Analyst II	A	No	No	1CI	1CI	6,159.18	6,475.74	6,806.91	7,155.55	7,523.18	7,908.31			
05199	Network Support Services Supervisor	MC	No	Yes	5BT	5BT	7,074.06	7,436.95	7,817.63	8,218.59	8,638.60	9,081.44			
70010	Occupational Health & Safety Compliance Specialist	MS	No	Yes	70E	70E	5,415.53	5,692.53	5,984.50	6,291.51	6,613.54	6,951.91			
15694	Office Assistant I	C	No	No	15S	15S2	3,006.15	3,159.71	3,321.65	3,492.00	3,670.73	3,859.07			
03692	Office Assistant I (Confidential)	MW	No	No	I03	I03	3,006.15	3,159.71	3,321.65	3,492.00	3,670.73	3,859.07			
03695	Office Assistant I (Grant-funded)	MW	No	No	I03	I031	3,006.15	3,159.71	3,321.65	3,492.00	3,670.73	3,859.07			
42591	Office Assistant I (Legal)	SP	No	No	42F	42F	3,006.15	3,159.71	3,321.65	3,492.00	3,670.73	3,859.07			
15834	Office Assistant II	C	No	No	15N	15N2	3,312.06	3,482.40	3,659.94	3,848.26	4,045.00	4,252.53			
03833	Office Assistant II (Confidential)	MW	No	No	J03	J03	3,312.06	3,482.40	3,659.94	3,848.26	4,045.00	4,252.53			
03836	Office Assistant II (Grant-funded)	MW	No	No	J03	J031	3,312.06	3,482.40	3,659.94	3,848.26	4,045.00	4,252.53			
42829	Office Assistant II (Legal)	SP	No	No	42E	42E	3,312.06	3,482.40	3,659.94	3,848.26	4,045.00	4,252.53			
01011	Office of Violence Prevention Director	MA	Yes	Yes	A04	A04	13,096.12	13,750.02	14,436.73	15,158.69	15,917.11	16,711.99			
15715	Office Specialist	C	No	No	15E	15E1	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57			

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							1	2	3	4	5	6	7	8	9
03716	Office Specialist (Confidential)	MW	No	No	K03	K031	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57			
03719	Office Specialist (Grant-funded)	MW	No	No	K03	K034	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57			
42712	Office Specialist (Legal)	SP	No	No	42G	42G	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57			
15776	Office Technician	C	No	No	150	150	4,350.89	4,574.02	4,809.13	5,055.05	5,314.16	5,586.47			
03620	Outreach Supervisor	MW	Yes	Yes	03G	03G1	5,016.02	5,273.49	5,543.83	5,827.05	6,126.65	6,440.30			
03735	Outreach Worker	MW	Yes	No	03Z	03Z	3,807.07	4,002.51	4,207.32	4,422.66	4,649.70	4,887.28			
42602	Paralegal	SP	Yes	No	42I	42I	5,543.80	5,820.87	6,111.78	6,417.25	6,737.98	7,074.73			
30990	Park Aide	B	No	No	3AB	3AB	2,251.46	2,363.99	2,482.14	2,606.18	2,736.44				
05287	Park Facility Planner	MC	No	Yes	5BK	5BK	7,784.10	8,183.56	8,603.42	9,043.67	9,506.70	9,994.94			
02144	Parking & Venues Manager	MV	Yes	Yes	D02	D02	8,405.16	8,825.24	9,266.31	9,729.44	10,215.70	10,726.27			
05718	Parking District Supervisor	MC	No	No	5CD	5CD	5,065.79	5,325.69	5,597.63	5,885.21	6,186.03	6,503.69			
15746	Parking Enforcement Officer	C	No	No	150	150	3,368.16	3,541.02	3,722.53	3,912.66	4,113.91	4,325.04			
30750	Parks Equipment Operator	B	No	No	30X	30X	3,900.72	4,101.21	4,312.02	4,533.67	4,766.71				
04129	Parks Manager	MB	Yes	Yes	04H	04H2	7,835.10	8,237.18	8,659.78	9,102.91	9,569.00	10,060.42			
05274	Parks Supervisor	MC	No	No	5AH	5AH	5,065.19	5,324.79	5,597.54	5,883.48	6,185.23	6,502.80			
05361	Payroll Supervisor	MC	No	Yes	5CG	5CG	6,280.56	6,611.11	6,959.06	7,325.34	7,710.89	8,116.72			
05226	Plan Check Engineer	MC	No	Yes	5AB	5AB	7,719.93	8,115.53	8,531.75	8,968.57	9,427.31	9,910.51			
10329	Plan Checker I	A	No	No	10H	10H	5,820.39	6,117.88	6,432.17	6,760.86	7,107.54	7,472.21			
10317	Plan Checker II	A	No	No	10D	10D2	6,117.88	6,432.17	6,760.86	7,107.54	7,472.21	7,854.87			
04145	Planning Manager	MB	Yes	Yes	04C	04C	8,699.62	9,146.08	9,614.35	10,107.00	10,625.32	11,169.27			
10610	Planning Technician I	A	No	No	1CL	1CL	4,291.82	4,512.01	4,743.15	4,985.23	5,240.98	5,510.43			
10696	Planning Technician II	A	No	No	1CX	1CX	4,677.49	4,916.85	5,168.49	5,433.82	5,711.48	6,004.16			
31106	Plant Maintenance Machinist	BO	No	No	31F	31F	5,559.23	5,837.07	6,128.97	6,434.97	6,757.63				
31110	Plant Maintenance Mechanic (Entry Level)	BO	No	No	31I	31I1	5,693.77	5,978.80							
31110	Plant Maintenance Mechanic (Journey Level)	BO	No	No	31I	31I2			6,277.60	6,591.54					
70007	Plant Maintenance Supervisor	MS	No	No	70J	70J	6,494.90	6,826.55	7,177.26	7,544.12	7,931.53	8,338.01			
31119	Plant Maintenance Worker	BO	No	No	31Q	31Q	4,087.97	4,293.39	4,507.62	4,732.12	4,969.82				
70008	Plant Operations Supervisor	MS	No	No	3BT	3BT	7,411.84	7,801.71	8,211.57	8,644.29	9,099.85	9,578.26			
31113	Plant Operator (Entry Level)	BO	No	No	31L	31L	4,934.09	5,179.99	5,439.20						
31113	Plant Operator (Journey Level)	BO	No	No	31L	31L1				5,711.69	5,996.14	6,296.54			
30874	Plant Operator Apprentice	B	No	No	3AH	3AH	4,019.16	4,225.76	4,442.96	4,671.32	4,911.42				
31118	Plant Operator-in-Training	BO	No	No	31P	31P	4,718.82	4,961.36	5,216.39	5,484.52	5,766.41				
07110	Police Captain	MP	No	Yes	07B	07B	12,445.49	13,082.70	13,752.96	14,457.84	15,198.91	15,976.15			
10842	Police Court Coordinator	A	No	No	1CB	1CB	10,787.15	11,340.95	11,921.55	12,532.02	13,173.96	13,848.95			
02141	Police Fiscal Affairs/Planning Manager	MV	Yes	Yes	023	0232	9,454.10	9,926.61	10,422.74	10,943.65	11,490.60	12,064.89			
07190	Police Lieutenant	MP	No	Yes	07C	07C	10,787.15	11,340.95	11,921.55	12,532.02	13,173.96	13,848.95			
25540	Police Officer	P	No	No	25D	25D	6,055.17	6,366.34	6,694.22	7,037.26	7,400.08	7,779.59			

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							1	2	3	4	5	6	7	8	9		
25741	Police Officer Recruit	P	No	No	25C	25C1	5,134.56										
25740	Police Officer Trainee	P	No	No	25C	25C2	5,134.56										
05207	Police Planning Analyst	MC	No	No	05I	05I	6,198.25	6,516.14	6,849.63	7,201.11	7,569.38	7,958.04					
15910	Police Records Assistant I	C	No	No	15R	15R	3,534.17	3,714.53	3,905.91	4,105.54	4,316.19	4,536.47					
15851	Police Records Assistant II	C	No	No	15S	15S	3,801.26	3,996.78	4,200.53	4,416.69	4,642.49	4,880.66					
15698	Police Records Assistant III	C	No	No	15W	15W	4,097.28	4,306.54	4,528.21	4,759.51	5,004.57	5,260.65					
25325	Police Sergeant	P	No	No	25A	25A	7,158.75	7,527.60	7,913.17	8,320.00	8,748.06	9,197.38					
04154	Police Services Manager	MB	No	Yes	04W	04W	8,206.46	8,627.59	9,070.22	9,534.36	10,022.52	10,537.25					
05541	Police Telecommunications Supervisor	MC	No	No	5AW	5AW	6,016.28	6,324.91	6,647.87	6,989.04	7,347.15	7,723.51					
15875	Police Telecommunicator Call Taker	C	No	No	E15	E15	4,158.47	4,371.27	4,595.00	4,830.89	5,077.73	5,337.94					
15863	Police Telecommunicator I	C	No	No	158	158	4,621.38	4,858.19	5,107.46	5,369.18	5,643.37	5,932.53					
15831	Police Telecommunicator II	C	No	No	159	159	4,858.19	5,107.46	5,369.18	5,643.37	5,932.53	6,236.64					
04185	Principal Civil Engineer	MB	Yes	Yes	04V	04V	9,758.38	10,258.75	10,784.63	11,337.33	11,918.12	12,529.53					
02138	Principal Economic Development Analyst	MV	Yes	Yes	02F	02F1	6,736.39	7,081.64	7,444.44	7,825.97	8,227.39	8,648.71					
04199	Procurement Manager	MB	Yes	Yes	4AH	4AH	8,430.27	8,851.60	9,294.00	9,758.51	10,246.22	10,758.31					
10661	Procurement Specialist I	A	No	No	1AN	1AN	4,392.22	4,617.36	4,853.71	5,102.48	5,363.69	5,638.61					
10491	Procurement Specialist II	A	No	No	1CM	1CM	4,848.73	5,097.50	5,358.73	5,632.38	5,920.98	6,224.48					
05349	Program Manager I	MC	No	Yes	5AQ	5AQ	6,769.44	7,115.66	7,480.23	7,864.47	8,267.07	8,690.65					
05173	Program Manager II	MC	No	Yes	5AP	5AP	7,548.43	7,935.29	8,341.83	8,769.33	9,219.15	9,691.25					
03180	Program Manager II (Confidential)	MW	Yes	Yes	L03	L03	7,548.43	7,935.29	8,341.83	8,769.33	9,219.15	9,691.25					
02160	Program Manager III	MV	Yes	Yes	02J	02J2	7,594.24	7,983.96	8,393.58	8,823.09	9,274.83	9,751.15					
10266	Project Manager I	A	No	No	1BD	1BD	5,492.17	5,774.50	6,070.36	6,380.93	6,708.70	7,052.42					
10264	Project Manager II	A	No	Yes	1BK	1BK	5,774.50	6,070.36	6,380.93	6,708.70	7,052.42	7,413.33					
10262	Project Manager III	A	No	Yes	1BJ	1BJ	6,070.36	6,380.93	6,708.70	7,052.42	7,413.33	7,792.64					
15757	Property Clerk	C	No	No	151	151	3,898.78	4,099.30	4,308.29	4,529.98	4,761.56	5,005.85					
05535	Property Room Supervisor	MC	No	No	5CC	5CC	5,587.03	5,873.16	6,174.35	6,490.60	6,823.26	7,173.74					
03394	Public Information Officer I	MW	Yes	No	03G	03G2	5,016.02	5,273.49	5,543.83	5,827.05	6,126.65	6,440.30					
03174	Public Information Officer II	MW	Yes	Yes	M03	M032	7,281.02	7,654.44	8,046.17	8,459.04	8,891.65	9,348.21					
10771	Public Works Field Specialist	A	No	No	1CS	1CS	5,169.33	5,433.82	5,712.36	6,004.94	6,312.74	6,635.75					
30562	Public Works Heavy Equipment Operator	B	No	No	3BA	3BA1	5,227.79	5,496.50	5,779.02	6,076.08	6,388.36						
10350	Public Works Inspector	A	No	No	1CE	1CE	5,741.87	6,035.67	6,345.05	6,670.04	7,011.93	7,370.71					
30863	Public Works Maintenance Worker I	B	No	No	3AJ	3AJ	3,236.35	3,402.70	3,577.60	3,761.47	3,954.82	4,158.09	4,371.85				
30836	Public Works Maintenance Worker II	B	No	No	3AF	3AF	3,941.14	4,143.67	4,356.67	4,580.61	4,816.02						

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP									
							1	2	3	4	5	6	7	8	9	
30506	Public Works Safety/Training Officer	B	No	No	3BA	3BA2	5,227.79	5,496.50	5,779.02	6,076.08	6,388.36					
05460	Public Works Supervisor	MC	No	No	5AL	5AL	6,711.95	7,056.39	7,417.59	7,798.15	8,198.06	8,617.30				
05450	Public Works Supervisor/Electrical	MC	No	No	5BM	5BM	6,760.86	7,107.54	7,472.21	7,854.87	8,257.93	8,680.19				
05130	Quality Improvement Coordinator	MC	No	Yes	5CE	5CE	7,594.24	7,983.96	8,393.58	8,823.09	9,274.83	9,751.15				
10641	Real Property Agent I	A	No	No	1AI	1AI	5,050.17	5,308.68	5,580.77	5,866.48	6,167.15	6,482.79				
10454	Real Property Agent II	A	No	No	10U	10U	5,871.93	6,172.60	6,489.58	6,821.55	7,171.19	7,539.89				
03780	Records Research Specialist	MW	Yes	No	03M	03M2	4,022.41	4,228.39	4,444.90	4,673.11	4,911.86	5,163.48				
15719	Records Specialist	C	No	No	15E	15E2	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57				
15950	Recreation Assistant I	C	No	No	15P	15P3	3,234.08	3,399.62	3,573.57	3,757.10	3,949.03	4,151.76				
15909	Recreation Assistant II	C	No	No	15K	15K2	3,478.79	3,656.33	3,843.46	4,041.40	4,247.73	4,466.05				
10565	Recreation Program Coordinator	A	No	No	1BT	1BT	4,698.78	4,939.89	5,193.00	5,459.32	5,738.81	6,032.71				
04130	Recreation Superintendent	MB	Yes	Yes	04H	04H3	7,835.10	8,237.18	8,659.78	9,102.91	9,569.00	10,060.42				
05345	Recreation Supervisor	MC	No	No	5CA	5CA	5,598.12	5,885.60	6,186.67	6,503.78	6,838.16	7,187.35				
10480	Recycling Specialist	A	No	No	1AW	1AW	4,939.89	5,193.00	5,459.32	5,738.81	6,032.71	6,342.20				
70000	Regulatory Compliance Officer	MS	No	Yes	70A	70A	6,756.29	7,102.71	7,466.68	7,849.37	8,251.97	8,674.45				
05826	Reprographics/Mailroom Supervisor	MC	No	No	5AE	5AE	4,870.31	5,119.82	5,382.53	5,658.44	5,948.74	6,253.44				
15916	Reprographics/Mailroom Technician I	C	No	No	15S	15S3	3,006.15	3,159.71	3,321.65	3,492.00	3,670.73	3,859.07				
15895	Reprographics/Mailroom Technician II	C	No	No	15K	15K3	3,478.79	3,656.33	3,843.46	4,041.40	4,247.73	4,466.05				
15892	Revenue Assistant I	C	No	No	15Z	15Z	3,436.81	3,613.15	3,797.88	3,993.42	4,197.35	4,412.07				
15843	Revenue Assistant II	C	No	No	15G	15G	3,663.53	3,851.87	4,048.60	4,256.12	4,474.45	4,703.57				
15644	Revenue Collector	C	No	No	15D	15D1	4,230.93	4,448.05	4,675.98	4,915.90	5,167.80	5,431.71				
04198	Revenue Officer	MB	Yes	Yes	4AI	4AI	8,430.27	8,851.60	9,294.00	9,758.51	10,246.22	10,758.31				
05741	Revenue Supervisor	MC	No	No	5BJ	5BJ	5,050.25	5,309.35	5,580.47	5,867.18	6,167.07	6,483.75				
03729	Risk Analyst I	MW	Yes	No	03N	03N2	4,791.31	5,035.91	5,294.55	5,566.07	5,850.46	6,151.23				
03395	Risk Analyst II	MW	Yes	Yes	Q03	Q032	6,121.97	6,436.79	6,766.82	7,113.24	7,478.38	7,861.08				
02164	Risk Manager/Safety Officer	MV	Yes	Yes	02T	02T	8,345.79	8,762.91	9,200.87	9,660.71	10,143.56	10,650.52				
05270	Risk/Loss Control Officer	MC	No	No	5BX	5BX	6,103.88	6,416.96	6,745.98	7,092.23	7,455.73	7,837.81				
03724	Risk/Loss Control Specialist	MW	Yes	No	037	0372	4,127.74	4,339.57	4,561.93	4,795.99	5,041.76	5,299.23				
15713	Secretary	C	No	No	15E	15E3	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57				
03814	Secretary (Confidential)	MW	No	No	K03	K032	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57				
03818	Secretary (Grant-funded)	MW	No	No	K03	K035	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57				
10475	Senior Accountant	A	No	No	1BO	1BO	6,785.15	7,131.61	7,497.62	7,881.78	8,285.53	8,710.19				
05169	Senior Administrative Analyst	MC	No	Yes	5BU	5BU	7,281.02	7,654.44	8,046.17	8,459.04	8,891.65	9,348.21				
03173	Senior Administrative Analyst (Confidential)	MW	No	Yes	M03	M033	7,281.02	7,654.44	8,046.17	8,459.04	8,891.65	9,348.21				

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
03182	Senior Administrative Analyst (Grant-funded)	MW	No	Yes	M03	M034	7,281.02	7,654.44	8,046.17	8,459.04	8,891.65	9,348.21			
15775	Senior Animal Services Officer	C	No	No	15C	15C	4,560.28	4,792.98	5,039.58	5,297.57	5,568.20	5,854.00			
02140	Senior Budget Analyst (Confidential)	MV	Yes	Yes	029	029	7,965.88	8,364.18	8,782.39	9,221.51	9,682.59	10,166.71			
10202	Senior Building Inspector	A	No	No	10J	10J1	5,575.66	5,861.16	6,161.06	6,476.56	6,808.84	7,157.92			
05116	Senior Civil Engineer	MC	No	Yes	05A	05A2	8,793.49	9,244.08	9,717.41	10,215.96	10,738.47	11,288.80			
10290	Senior Code Enforcement Officer	A	No	No	1CO	1CO	5,157.06	5,421.46	5,699.21	5,991.51	6,298.35	6,620.98			
31103	Senior Collection Systems Operator	BO	No	No	31X	31X							5,959.99	6,257.01	
70005	Senior Collection Systems Supervisor	MS	No	Yes	70C	70C	6,870.29	7,221.47	7,592.29	7,981.39	8,390.16	8,819.99			
10676	Senior Community Development Technician	A	No	No	1CV	1CV	5,314.00	5,586.63	5,872.66	6,173.47	6,489.06	6,822.10			
05886	Senior Community Service Officer	MC	No	No	5BH	5BH	4,709.48	4,950.75	5,204.44	5,470.57	5,750.38	6,045.11			
03281	Senior Deputy City Auditor	MW	Yes	Yes	03X	03X	6,602.98	6,941.20	7,296.98	7,671.48	8,064.71	8,477.84			
03728	Senior Deputy City Clerk	MW	Yes	No	031	031	5,327.69	5,600.86	5,888.19	6,189.68	6,506.74	6,839.37			
05348	Senior Economic Development Analyst	MC	No	Yes	5AO	5AO	7,499.44	7,883.09	8,288.32	8,712.23	9,159.12	9,627.56			
03347	Senior Economic Development Analyst (Confidential)	MW	Yes	Yes	03B	03B	7,499.44	7,883.09	8,288.32	8,712.23	9,159.12	9,627.56			
10203	Senior Electrical Inspector	A	No	No	10J	10J2	5,575.66	5,861.16	6,161.06	6,476.56	6,808.84	7,157.92			
31105	Senior Electrical Technician	BO	No	No	3BL	3BL					7,237.49	7,609.50			
30300	Senior Electrician	B	No	No	3BV	3BV	6,433.75	6,764.45	7,112.14	7,477.69	7,862.02				
10351	Senior Engineering Technician	A	No	No	10R	10R	5,545.27	5,829.58	6,127.73	6,442.23	6,771.83	7,119.03			
31102	Senior Environmental Control Officer	BO	No	No	31C	31C					6,632.78	6,964.29			
10759	Senior Evidence Technician	A	No	No	1AB	1AB	5,181.69	5,446.31	5,726.32	6,018.94	6,326.95	6,651.76			
05473	Senior Facilities Maintenance Supervisor	MC	No	No	5AY	5AY	6,229.45	6,548.53	6,884.42	7,237.10	7,607.76	7,997.63			
30595	Senior Facilities Maintenance Worker	B	No	No	3BU	3BU	4,659.77	4,899.30	5,151.11	5,415.87	5,694.23				
15813	Senior Finance Assistant	C	No	No	A15	A15	4,281.51	4,501.22	4,731.87	4,974.65	5,229.58	5,496.63			
10458	Senior Geographic Information Systems Analyst	A	No	No	10C	10C	7,334.63	7,711.34	8,105.62	8,521.90	8,958.67	9,417.46			
10353	Senior Geographic Information Systems Specialist	A	No	No	1BX	1BX	5,815.15	6,113.70	6,426.38	6,756.05	7,101.28	7,466.31			
05471	Senior Golf Course Supervisor	MC	No	Yes	05O	05O1	6,034.90	6,343.37	6,669.11	7,010.90	7,369.97	7,747.52			
10411	Senior Housing Financial Advisor	A	No	No	10L	10L	5,425.49	5,703.97	5,996.26	6,302.34	6,625.98	6,965.94			

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POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
10294	Senior Housing Rehabilitation Counselor	A	No	No	10G	10G	5,362.15	5,636.85	5,925.94	6,229.45	6,548.53	6,884.42			
03186	Senior Human Resources Analyst	MW	Yes	Yes	R03	R031	7,347.30	7,721.81	8,118.55	8,534.01	8,971.72	9,431.65			
31125	Senior Hydrant Worker	BO	No	No	31V	31V	4,356.00	4,579.90	4,815.32	5,062.81	5,323.02				
30299	Senior Instrument Repair Technician	B	No	No	30A	30A	5,634.88	5,924.52	6,229.04	6,549.19	6,885.81				
30770	Senior Janitor	B	No	No	3AC	3AC	3,684.52	3,873.92	4,073.00	4,282.35	4,502.44				
15880	Senior Library Aide	C	No	No	15J	15J	3,652.74	3,839.87	4,036.60	4,244.13	4,461.26	4,690.38			
15760	Senior Library Assistant	C	No	No	15A	15A	4,551.22	4,785.14	5,029.86	5,287.76	5,558.87	5,843.18			
30647	Senior Maintenance Repair Technician	B	No	No	3BA	3BA3	5,227.79	5,496.50	5,779.02	6,076.08	6,388.36				
02154	Senior Management Assistant (Confidential)	MV	Yes	Yes	02F	02F2	6,736.39	7,081.64	7,444.44	7,825.97	8,227.39	8,648.71			
30516	Senior Mechanic	B	No	No	30B	30B	5,722.58	6,016.69	6,325.96	6,651.11	6,993.00				
30564	Senior Mechanical Maintenance Worker	B	No	No	3BF	3BF	5,053.34	5,313.09	5,586.18	5,873.33	6,175.22				
10455	Senior Network Support Analyst	A	No	No	1CW	1CW	7,299.99	7,674.90	8,067.33	8,481.64	8,916.36	9,372.97			
15714	Senior Office Assistant	C	No	No	15E	15E4	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57			
03718	Senior Office Assistant (Confidential)	MW	No	No	K03	K033	4,122.98	4,334.11	4,556.02	4,789.95	5,034.66	5,292.57			
05470	Senior Parks Supervisor	MC	No	Yes	05O	05O2	6,034.90	6,343.37	6,669.11	7,010.90	7,369.97	7,747.52			
30725	Senior Parks Worker I	B	No	No	30U	30U	3,951.42	4,154.53	4,368.10	4,592.58	4,828.65				
30705	Senior Parks Worker II	B	No	No	30Q	30Q	4,158.68	4,372.43	4,597.18	4,833.47	5,081.93				
10310	Senior Plan Checker	A	No	No	10A	10A	6,542.53	6,877.22	7,229.89	7,600.57	7,989.23	8,399.48			
05191	Senior Planner	MC	No	Yes	05X	05X	7,318.56	7,693.72	8,087.56	8,502.59	8,938.81	9,396.22			
10677	Senior Planning Technician	A	No	No	1AD	1AD	5,023.34	5,281.06	5,551.45	5,835.81	6,134.14	6,448.97			
31100	Senior Plant Maintenance Mechanic	BO	No	No	31A	31A					7,052.92	7,406.54			
70003	Senior Plant Maintenance Supervisor	MS	No	Yes	3BR	3BR	7,489.84	7,872.69	8,276.95	8,701.14	9,146.77	9,615.37			
70004	Senior Plant Operations	MS	No	Yes	3BS	3BS	7,803.55	8,202.43	8,623.63	9,065.59	9,529.88	10,018.10			
31101	Senior Plant Operator	BO	No	No	31W	31W	5,970.74	6,268.42	6,600.93	6,950.25	7,318.77				
10204	Senior Plumbing/Mechanical Inspector	A	No	No	10J	10J3	5,575.66	5,861.16	6,161.06	6,476.56	6,808.84	7,157.92			
15717	Senior Police Records Assistant	C	No	No	D15	D15	4,629.54	4,866.61	5,115.79	5,378.46	5,653.24	5,942.83			
05155	Senior Procurement Specialist	MC	No	Yes	5CB	5CB	5,506.47	5,787.65	6,084.99	6,396.01	6,724.47	7,069.10			
05221	Senior Public Works Supervisor	MC	No	No	5BD	5BD	6,870.02	7,222.70	7,592.17	7,982.03	8,391.10	8,820.55			
05216	Senior Public Works Supervisor/Electrical	MC	No	No	5BL	5BL	7,442.22	7,823.68	8,224.35	8,646.60	9,089.25	9,554.69			
10413	Senior Real Property Agent	A	No	Yes	10I	10I	6,686.86	7,029.70	7,390.24	7,768.46	8,167.08	8,584.76			

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							1	2	3	4	5	6	7	8	9
15866	Senior Recreation Assistant	C	No	No	15D	15D2	4,230.93	4,448.05	4,675.98	4,915.90	5,167.80	5,431.71			
15645	Senior Revenue Assistant	C	No	No	15D	15D3	4,230.93	4,448.05	4,675.98	4,915.90	5,167.80	5,431.71			
03168	Senior Risk Analyst	MW	Yes	Yes	R03	R032	7,347.30	7,721.81	8,118.55	8,534.01	8,971.72	9,431.65			
10456	Senior Systems Analyst	A	No	No	1BY	1BY	7,320.37	7,696.33	8,089.85	8,505.31	8,941.26	9,399.14			
05202	Senior Telecommunications Supervisor	MC	No	No	05P	05P	6,411.42	6,739.54	7,084.75	7,448.27	7,830.08	8,230.18			
30302	Senior Traffic Signal Electrician	B	No	No	3BD	3BD	5,985.73	6,293.40	6,616.89	6,956.96	7,314.55				
05235	Senior Transportation Planner	MC	No	No	05D	05D	7,009.17	7,367.84	7,745.72	8,142.77	8,560.23	8,999.28			
30581	Senior Tree Surgeon	B	No	No	30M	30M	4,617.92	4,855.28	5,104.83	5,367.22	5,643.10				
31104	Senior Water Systems Operator	BO	No	No	31D	31D							6,635.82	6,966.54	
30792	Service Writer	B	No	No	30Y	30Y2	3,876.84	4,076.14	4,285.65	4,505.91	4,737.52				
30544	Solid Waste Inspector	B	No	No	30L	30L	4,865.49	5,115.55	5,378.50	5,654.93	5,945.63				
04160	Solid Waste Manager	MB	Yes	Yes	04Y	04Y	7,791.44	8,191.28	8,611.54	9,052.20	9,515.67	10,004.37			
02181	Sports Commission Director	MV	Yes	Yes	02O	02O2	6,736.39	7,081.64	7,444.44	7,825.97	8,227.39	8,648.71			
03725	Staff Development Specialist	MW	Yes	No	037	0373	4,127.74	4,339.57	4,561.93	4,796.00	5,041.76	5,299.24			-
30590	Stage Maintenance Worker	B	No	No	30O	30O	4,195.97	4,411.66	4,638.40	4,876.82	5,127.47				
10394	Storm Water Outreach	A	No	No	10M	10M2	5,141.41	5,405.32	5,682.44	5,972.73	6,279.83	6,601.31			
05455	Supervising Accountant	MC	No	Yes	5AN	5AN1	7,006.89	7,366.03	7,743.99	8,140.80	8,557.70	8,995.96			
05485	Supervising Combination	MC	No	No	5AX	5AX	6,458.91	6,791.00	7,138.65	7,504.48	7,888.45	8,293.18			
05215	Supervising Crime Analyst	MC	No	No	5CI	5CI	6,883.11	7,245.38	7,626.72	8,028.13	8,450.66	8,895.43			
03476	Supervising Deputy City Clerk/Operations	MW	Yes	Yes	032	0321	5,994.36	6,301.50	6,624.23	6,963.92	7,320.61	7,695.70			
03477	Supervising Deputy City Clerk/Records	MW	Yes	Yes	032	322	5,994.36	6,301.50	6,624.23	6,963.92	7,320.61	7,695.70			
05727	Supervising Evidence Technician	MC	No	No	05Z	05Z	5,915.31	6,219.34	6,537.38	6,872.23	7,225.32	7,595.20			
05115	Supervising Fire Prevention Inspector	MC	No	No	1CQ	1CQ	5,925.94	6,229.45	6,548.53	6,884.42	7,237.10	7,607.76			
02169	Supervising Human Resources Analyst	MV	Yes	Yes	028	028	8,079.93	8,494.22	8,929.58	9,387.18	9,867.02	10,373.77			
05425	Supervising Librarian	MC	No	Yes	5BC	5BC	5,866.36	6,166.74	6,483.16	6,815.67	7,164.24	7,531.34			
05400	Supervising Mechanic	MC	No	No	05Y	05Y	5,798.43	6,096.07	6,408.92	6,736.96	7,082.74	7,444.99			
05720	Supervising Office Assistant	MC	No	No	5AF	5AF2	4,588.41	4,823.53	5,070.64	5,329.75	5,603.27	5,889.96			
03192	Supervising Office Assistant (Confidential)	MW	No	No	03R	03R	4,588.41	4,823.53	5,070.64	5,329.75	5,603.27	5,889.96			
05722	Supervising Parking Attendant	MC	No	No	5BI	5BI	4,135.67	4,347.43	4,570.04	4,804.68	5,050.14	5,308.51			
05721	Supervising Parking Enforcement Officer	MC	No	No	5CF	5CF	3,786.13	3,975.37	4,174.05	4,382.66	4,601.70	4,831.69			
05117	Supervising Plan Checker/Structural Engineer	MC	No	Yes	05H	05H	8,131.87	8,548.95	8,986.64	9,447.37	9,931.14	10,440.36			

APPENDIX A

**CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION**

POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
05771	Supervising Police Records Assistant	MC	No	No	5CH	5CH	4,960.16	5,214.19	5,481.58	5,762.35	6,057.69	6,368.84			
05454	Supervising Procurement Specialist	MC	No	Yes	5AN	5AN2	7,006.89	7,366.03	7,743.99	8,140.80	8,557.71	8,995.95			
05218	Supervising Public Works Inspector	MC	No	No	5BV	5BV	6,504.11	6,838.53	7,188.63	7,557.00	7,943.66	8,351.23			
05370	Supervising Real Property Agent	MC	No	Yes	05B	05B	8,114.56	8,530.97	8,968.65	9,427.59	9,910.29	10,419.25			
10342	Survey Party Chief	A	No	No	1AV	1AV	4,746.76	4,990.27	5,245.79	5,514.49	5,796.39	6,093.89			
05217	Surveying Supervisor	MC	No	No	5AT	5AT	5,642.84	5,931.94	6,235.44	6,555.73	6,891.61	7,244.29			
10300	Systems Analyst I	A	No	No	1BZ	1BZ	5,007.52	5,263.52	5,534.15	5,817.95	6,114.93	6,429.46			
10449	Systems Analyst II	A	No	No	1CA	1CA	6,176.37	6,493.82	6,825.90	7,175.53	7,544.18	7,930.39			
70001	Technical Services Supervisor	MS	No	No	70B	70B	6,313.69	6,637.04	6,976.81	7,334.13	7,710.22	8,105.03			
10459	Technology Project Coordinator	A	No	No	1CH	1CH	6,347.81	6,673.83	7,015.07	7,375.33	7,753.36	8,150.41			
10302	Technology Support Specialist I	A	No	No	1CR	1CR	4,106.18	4,316.10	4,538.03	4,770.75	5,014.26	5,272.18			
10446	Technology Support Specialist II	A	No	No	1BS	1BS1	4,911.10	5,161.81	5,426.91	5,705.22	5,996.73	6,305.01			
10303	Technology Training Coordinator	A	No	No	1BS	1BS2	4,911.10	5,161.81	5,426.91	5,705.22	5,996.73	6,305.01			
10399	Telecommunications Coordinator	A	No	No	11A	11A	4,883.48	5,133.44	5,396.56	5,672.82	5,963.57	6,268.79			
10634	Traffic Engineering Aide	A	No	No	1AQ	1AQ	3,764.30	3,957.43	4,160.15	4,372.49	4,596.81	4,833.12			
30443	Traffic Signal Electrician	B	No	No	3BE	3BE	5,444.02	5,723.83	6,018.03	6,327.39	6,652.60				
30905	Traffic Signal Electrician Trainee	B	No	No	3AZ	3AZ	4,089.73	4,299.97	4,520.94	4,753.34	4,997.65	5,254.57	5,524.64		
30440	Traffic Signal Systems Operator	B	No	No	30C	30C2	5,124.91	5,388.33	5,665.28	5,956.51	6,262.65				
05461	Tree Maintenance Supervisor	MC	No	Yes	05T	05T	5,442.52	5,722.02	6,014.72	6,323.02	6,648.09	6,987.58			
30699	Tree Surgeon	B	No	No	30W	30W	4,178.42	4,393.19	4,618.99	4,856.41	5,106.04				
30766	Tree Worker	B	No	No	3AP	3AP	3,342.05	3,513.89	3,694.49	3,884.37	4,084.04	4,293.92	4,514.67		
70011	Utilities Safety & Training	MS	No	No	70I	70I	4,161.68	4,374.68	4,598.21	4,834.62	5,081.55	5,342.54			
05196	Utility Technology Manager	MC	No	Yes	5BQ	5BQ1	7,787.90	8,187.42	8,606.50	9,047.94	9,510.32	9,997.84			
10443	Utility Technology Specialist	A	No	No	1CT	1CT	6,548.56	6,875.86	7,219.50	7,580.32	7,959.17	8,356.96			
15680	Vehicle Abatement Specialist	C	No	No	15L	15L	3,396.03	3,569.96	3,752.29	3,945.43	4,146.97	4,360.50			
05686	Warehouse Supervisor	MC	No	No	5AI	5AI	4,265.72	4,484.05	4,713.17	4,955.49	5,208.59	5,476.10			
31117	Water Field Technician	BO	No	No	31O	31O	3,971.30	4,169.99	4,378.09	4,596.94	4,826.51	5,068.17			
31116	Water Systems Operator (Entry Level)	BO	No	No	31Z	31Z	4,872.57	5,115.23	5,371.90						
31116	Water Systems Operator (Journey Level)	BO	No	No	31Z	31Z1				5,639.78	5,921.72	6,217.65			
70012	Water Systems Superintendent	MS	No	Yes	70F	70F	7,882.56	8,276.51	8,690.17	9,124.49	9,580.51	10,059.35			
70013	Water Systems Supervisor	MS	No	No	70G	70G	6,783.52	7,140.34	7,515.46	7,911.50	8,328.44	8,766.29			
31123	Water/Sewer Equipment Operator	BO	No	No	31K	31K	4,903.80	5,148.08	5,406.52	5,676.52	5,959.38				
30555	Welder/Fabricator	B	No	No	30H	30H	4,735.71	4,979.16	5,235.05	5,504.16	5,787.09				
30513	Welder/Fabricator Specialist	B	No	No	3AW	3AW	5,496.22	5,778.69	6,075.73	6,388.03	6,716.35				