

MANAGEMENT CONFIDENTIAL
Effective 7/5/08

TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
*Accounting Manager	2MC	40.04	42.03	44.14	46.35	48.67
	53	6,940.27	7,285.20	7,650.93	8,034.00	8,436.13
		83,283.20	87,422.40	91,811.20	96,408.00	101,233.60
Administrative Analyst II (Pos. #781 & Pos. #17)	1MC	28.66	30.10	31.60	33.19	34.84
	85	4,967.73	5,217.33	5,477.33	5,752.93	6,038.93
		59,612.80	62,608.00	65,728.00	69,035.20	72,467.20
Administrative Secretary	1MC	21.03	22.08	23.18	24.34	25.56
	20	3,645.20	3,827.20	4,017.87	4,218.93	4,430.40
		43,742.40	45,926.40	48,214.40	50,627.20	53,164.80
Annexation Program Coordinator	2MC	37.34	39.20	41.17	43.22	45.38
	44	6,472.27	6,794.67	7,136.13	7,491.47	7,865.87
		77,667.20	81,536.00	85,633.60	89,897.60	94,390.40
Assistant Internal Auditor	1MC	25.17	26.43	27.76	29.14	30.60
	59	4,362.80	4,581.20	4,811.73	5,050.93	5,304.00
		52,353.60	54,974.40	57,740.80	60,611.20	63,648.00
Business Systems Analyst II (Business & HR; Land Mgmt; Tech Svcs)	2MC	30.74	32.27	33.89	35.58	37.36
	5	5,328.27	5,593.47	5,874.27	6,167.20	6,475.73
		63,939.20	67,121.60	70,491.20	74,006.40	77,708.80
Community Improvement Program Mgr.	2MC	42.09	44.19	46.40	48.72	51.16
	63	7,295.60	7,659.60	8,042.67	8,444.80	8,867.73
		87,547.20	91,915.20	96,512.00	101,337.60	106,412.80
Community Services Manager	2MC	40.04	42.03	44.14	46.35	48.67
	53	6,940.27	7,285.20	7,650.93	8,034.00	8,436.13
		83,283.20	87,422.40	91,811.20	96,408.00	101,233.60
Community Services Supervisor	1MC	28.38	29.80	31.28	32.85	34.49
	83	4,919.20	5,165.33	5,421.87	5,694.00	5,978.27
		59,030.40	61,984.00	65,062.40	68,328.00	71,739.20
Customer Service Coordinator	1MC	25.17	26.43	27.76	29.14	30.60
	59	4,362.80	4,581.20	4,811.73	5,050.93	5,304.00
		52,353.60	54,974.40	57,740.80	60,611.20	63,648.00
Contracts Administrator	2MC	37.34	39.20	41.17	43.22	45.38
	44	6,472.27	6,794.67	7,136.13	7,491.47	7,865.87
		77,667.20	81,536.00	85,633.60	89,897.60	94,390.40

MANAGEMENT CONFIDENTIAL
Effective 7/5/08

TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Database Administrator	2MC 52	39.83	41.82	43.91	46.11	48.41
		6,903.87	7,248.80	7,611.07	7,992.40	8,391.07
		82,846.40	86,985.60	91,332.80	95,908.80	100,692.80
Deputy Management Svcs Director Deputy Public Works Director	2MC 91	48.39	50.81	53.35	56.02	58.81
		8,387.60	8,807.07	9,247.33	9,710.13	10,193.73
		100,651.20	105,684.80	110,968.00	116,521.60	122,324.80
Development Services Coordinator	1MC 59	25.17	26.43	27.76	29.14	30.60
		4,362.80	4,581.20	4,811.73	5,050.93	5,304.00
		52,353.60	54,974.40	57,740.80	60,611.20	63,648.00
Economic Development Manager	2MC 48	39.05	41.00	43.05	45.21	47.46
		6,768.67	7,106.67	7,462.00	7,836.40	8,226.40
		81,224.00	85,280.00	89,544.00	94,036.80	98,716.80
Environmental Control Supervisor	2MC 04	30.58	32.11	33.71	35.40	37.17
		5,300.53	5,565.73	5,843.07	6,136.00	6,442.80
		63,606.40	66,788.80	70,116.80	73,632.00	77,313.60
Executive Secretary to City Manager	1MC 69	28.32	29.73	31.22	32.78	34.42
		4,908.80	5,153.20	5,411.47	5,681.87	5,966.13
		58,905.60	61,838.40	64,937.60	68,182.40	71,593.60
Facilities Maintenance Supervisor	2MC 04	30.58	32.11	33.71	35.40	37.17
		5,300.53	5,565.73	5,843.07	6,136.00	6,442.80
		63,606.40	66,788.80	70,116.80	73,632.00	77,313.60
Finance Manager	2MC 79	45.58	47.85	50.25	52.76	55.40
		7,900.53	8,294.00	8,710.00	9,145.07	9,602.67
		94,806.40	99,528.00	104,520.00	109,740.80	115,232.00
Fleet Supervisor	2MC 04	30.58	32.11	33.71	35.40	37.17
		5,300.53	5,565.73	5,843.07	6,136.00	6,442.80
		63,606.40	66,788.80	70,116.80	73,632.00	77,313.60
GIS Administrator	2MC 52	39.83	41.82	43.91	46.11	48.41
		6,903.87	7,248.80	7,611.07	7,992.40	8,391.07
		82,846.40	86,985.60	91,332.80	95,908.80	100,692.80
Grants & Foundation Coordinator	2MC 17	32.63	34.26	35.98	37.77	39.67
		5,655.87	5,938.40	6,236.53	6,546.80	6,876.13
		67,870.40	71,260.80	74,838.40	78,561.60	82,513.60

MANAGEMENT CONFIDENTIAL**Effective 7/5/08**

TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Housing Development Manager	2MC 48	39.05	41.00	43.05	45.21	47.46
		6,768.67	7,106.67	7,462.00	7,836.40	8,226.40
		81,224.00	85,280.00	89,544.00	94,036.80	98,716.80
Human Resources Analyst	2MC 01	30.13	31.63	33.22	34.88	36.62
		5,222.53	5,482.53	5,758.13	6,045.87	6,348.16
		62,670.40	65,790.40	69,097.60	72,550.40	76,177.92
Human Resources Clerk	1MC 01	17.38	18.25	19.16	20.12	21.13
		3,012.53	3,163.33	3,321.07	3,487.47	3,662.53
		36,150.40	37,960.00	39,852.80	41,849.60	43,950.40
Human Resources Specialist	1MC 63	25.69	26.98	28.33	29.74	31.22
		4,452.93	4,676.53	4,910.53	5,154.93	5,411.47
		53,435.20	56,118.40	58,926.40	61,859.20	64,937.60
Human Resources Technician	1MC 30	21.78	22.88	24.02	25.21	26.48
		3,775.20	3,965.87	4,163.47	4,369.73	4,589.87
		45,302.40	47,590.40	49,961.60	52,436.80	55,078.40
Information Systems Division Manager	2MC 91	48.39	50.81	53.35	56.02	58.81
		8,387.60	8,807.07	9,247.33	9,710.13	10,193.73
		100,651.20	105,684.80	110,968.00	116,521.60	122,324.80
Landscape Project Coordinator	2MC 04	30.58	32.11	33.71	35.40	37.17
		5,300.53	5,565.73	5,843.07	6,136.00	6,442.80
		63,606.40	66,788.80	70,116.80	73,632.00	77,313.60
Network Administrator	2MC 32	35.16	36.93	38.77	40.71	42.75
		6,094.40	6,401.20	6,720.13	7,056.40	7,410.00
		73,132.80	76,814.40	80,641.60	84,676.80	88,920.00
Network Operations Division Manager	2MC 52	39.83	41.82	43.91	46.11	48.41
		6,903.87	7,248.80	7,611.07	7,992.40	8,391.07
		82,846.40	86,985.60	91,332.80	95,908.80	100,692.80
Operations & Construction Project Supervisor	2MC 29	34.64	36.37	38.19	40.10	42.11
		6,004.27	6,304.13	6,619.60	6,950.67	7,299.07
		72,051.20	75,649.60	79,435.20	83,408.00	87,588.80
Park Development Coordinator	2MC 17	32.63	34.26	35.98	37.77	39.67
		5,655.87	5,938.40	6,236.53	6,546.80	6,876.13
		67,870.40	71,260.80	74,838.40	78,561.60	82,513.60

MANAGEMENT CONFIDENTIAL

Effective 7/5/08

TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Parks & Landscape Supervisor	2MC 04	30.58	32.11	33.71	35.40	37.17
		5,300.53	5,565.73	5,843.07	6,136.00	6,442.80
		63,606.40	66,788.80	70,116.80	73,632.00	77,313.60
Payroll Clerk	1MC 04	17.07	17.92	18.82	19.76	20.74
		2,958.80	3,106.13	3,262.13	3,425.07	3,594.93
		35,505.60	37,273.60	39,145.60	41,100.80	43,139.20
Payroll Coordinator	1MC 63	25.69	26.98	28.33	29.74	31.22
		4,452.93	4,676.53	4,910.53	5,154.93	5,411.47
		53,435.20	56,118.40	58,926.40	61,859.20	64,937.60
Payroll Technician	1MC 31	21.89	22.99	24.13	25.34	26.61
		3,794.27	3,984.93	4,182.53	4,392.27	4,612.40
		45,531.20	47,819.20	50,190.40	52,707.20	55,348.80
Police Administrative Manager	2MC 63	42.09	44.19	46.40	48.72	51.16
		7,295.60	7,659.60	8,042.67	8,444.80	8,867.73
		87,547.20	91,915.20	96,512.00	101,337.60	106,412.80
Police Communications Supervisor	1MC 74	27.13	28.49	29.91	31.40	32.98
		4,702.53	4,938.27	5,184.40	5,442.67	5,716.53
		56,430.40	59,259.20	62,212.80	65,312.00	68,598.40
Police Dispatch Shift Supervisor	1MC 49	23.95	25.14	26.40	27.72	29.11
		4,151.33	4,357.60	4,576.00	4,804.80	5,045.73
		49,816.00	52,291.20	54,912.00	57,657.60	60,548.80
Police Records Supervisor	1MC 14	20.60	21.64	22.71	23.85	25.05
		3,570.67	3,750.93	3,936.40	4,134.00	4,342.00
		42,848.00	45,011.20	47,236.80	49,608.00	52,104.00
Police Supervising Property Cont	1MC 42	23.13	24.29	25.50	26.78	28.12
		4,009.20	4,210.27	4,420.00	4,641.87	4,874.13
		48,110.40	50,523.20	53,040.00	55,702.40	58,489.60
Police Support Services Supervis	1MC 74	27.13	28.49	29.91	31.40	32.98
		4,702.53	4,938.27	5,184.40	5,442.67	5,716.53
		56,430.40	59,259.20	62,212.80	65,312.00	68,598.40
Principal Civil Engineer	2MC 74	45.45	47.72	50.10	52.61	55.24
		7,878.00	8,271.47	8,684.00	9,119.07	9,574.93
		94,536.00	99,257.60	104,208.00	109,428.80	114,899.20

MANAGEMENT CONFIDENTIAL**Effective 7/5/08**

TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Principal Planner Principal Planner Transportation	2MC 53	40.04	42.03	44.14	46.35	48.67
		6,940.27	7,285.20	7,650.93	8,034.00	8,436.13
		83,283.20	87,422.40	91,811.20	96,408.00	101,233.60
Public Works Inspection Supervisor	2MC 27	35.06	36.82	38.66	40.59	42.63
		6,077.07	6,382.13	6,701.07	7,035.60	7,389.20
		72,924.80	76,585.60	80,412.80	84,427.20	88,670.40
Public Works Manager	2MC 63	42.09	44.19	46.40	48.72	51.16
		7,295.60	7,659.60	8,042.67	8,444.80	8,867.73
		87,547.20	91,915.20	96,512.00	101,337.60	106,412.80
Purchasing Specialist	1MC 50	24.07	25.28	26.54	27.86	29.26
		4,172.13	4,381.87	4,600.27	4,829.07	5,071.73
		50,065.60	52,582.40	55,203.20	57,948.80	60,860.80
Purchasing Supervisor	1MC 91	29.39	30.86	32.39	34.02	35.72
		5,094.27	5,349.07	5,614.27	5,896.80	6,191.47
		61,131.20	64,188.80	67,371.20	70,761.60	74,297.60
Real Property Analyst	1MC 79	27.82	29.21	30.67	32.21	33.81
		4,822.13	5,063.07	5,316.13	5,583.07	5,860.40
		57,865.60	60,756.80	63,793.60	66,996.80	70,324.80
Records Coordinator	1MC 20	21.03	22.08	23.18	24.34	25.56
		3,645.20	3,827.20	4,017.87	4,218.93	4,430.40
		43,742.40	45,926.40	48,214.40	50,627.20	53,164.80
Resources Budget Officer	2MC 37	36.05	37.85	39.75	41.74	43.82
		6,248.67	6,560.67	6,890.00	7,234.93	7,595.47
		74,984.00	78,728.00	82,680.00	86,819.20	91,145.60
Senior Accountant	1MC 92	29.53	31.01	32.56	34.18	35.89
		5,118.53	5,375.07	5,643.73	5,924.53	6,220.93
		61,422.40	64,500.80	67,724.80	71,094.40	74,651.20
Senior Administrative Aide (Pos. #608)	1MC 45	23.47	24.65	25.88	27.17	28.53
		4,068.13	4,272.67	4,485.87	4,709.47	4,945.20
		48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Senior Administrative Analyst	2MC 17	32.63	34.26	35.98	37.77	39.67
		5,655.87	5,938.40	6,236.53	6,546.80	6,876.13
		67,870.40	71,260.80	74,838.40	78,561.60	82,513.60

MANAGEMENT CONFIDENTIAL
Effective 7/5/08

TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Senior Administrative Secretary	1MC 42	23.13	24.29	25.50	26.78	28.12
		4,009.20	4,210.27	4,420.00	4,641.87	4,874.13
		48,110.40	50,523.20	53,040.00	55,702.40	58,489.60
Senior Associate Engineer	2MC 38	37.04	38.90	40.85	42.89	45.03
		6,420.27	6,742.67	7,080.67	7,434.27	7,805.20
		77,043.20	80,912.00	84,968.00	89,211.20	93,662.40
Sr. Business Analyst - Finance/HR Sr. Business Analyst - Land Mgmt/GIS	2MC 32	35.16	36.93	38.77	40.71	42.75
		6,094.40	6,401.20	6,720.13	7,056.40	7,410.00
		73,132.80	76,814.40	80,641.60	84,676.80	88,920.00
Senior Civil Engineer Senior Engineer	2MC 51	39.92	41.92	44.02	46.22	48.52
		6,919.47	7,266.13	7,630.13	8,011.47	8,410.13
		83,033.60	87,193.60	91,561.60	96,137.60	100,921.60
Sr. Human Resources Analyst	2MC 29	34.64	36.37	38.19	40.10	42.11
		6,004.27	6,304.13	6,619.60	6,950.67	7,299.07
		72,051.20	75,649.60	79,435.20	83,408.00	87,588.80
Senior Internal Auditor	2MC 37	36.05	37.85	39.75	41.74	43.82
		6,248.67	6,560.67	6,890.00	7,234.93	7,595.47
		74,984.00	78,728.00	82,680.00	86,819.20	91,145.60
Senior Planner	2MC 30	34.81	36.55	38.38	40.30	42.31
		6,033.73	6,335.33	6,652.53	6,985.33	7,333.73
		72,404.80	76,024.00	79,830.40	83,824.00	88,004.80
Senior Traffic Engineer	2MC 43	37.98	39.88	41.88	43.97	46.16
		6,583.20	6,912.53	7,259.20	7,621.47	8,001.07
		78,998.40	82,950.40	87,110.40	91,457.60	96,012.80
Service Desk Supervisor	1MC 79	27.82	29.21	30.67	32.21	33.81
		4,822.13	5,063.07	5,316.13	5,583.07	5,860.40
		57,865.60	60,756.80	63,793.60	66,996.80	70,324.80
Software Development Supervisor	2MC 52	39.83	41.82	43.91	46.11	48.41
		6,903.87	7,248.80	7,611.07	7,992.40	8,391.07
		82,846.40	86,985.60	91,332.80	95,908.80	100,692.80
Strategic Transportation Engineering Manager	2MC 79	45.58	47.85	50.25	52.76	55.40
		7,900.53	8,294.00	8,710.00	9,145.07	9,602.67
		94,806.40	99,528.00	104,520.00	109,740.80	115,232.00

MANAGEMENT CONFIDENTIAL
Effective 7/5/08

TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Supervising Accountant	2MC 26	34.12	35.83	37.63	39.50	41.48
		5,914.13	6,210.53	6,522.53	6,846.67	7,189.87
		70,969.60	74,526.40	78,270.40	82,160.00	86,278.40
Supervising Animal Services Officer *	1MC 14	20.60	21.64	22.71	23.85	25.05
		3,570.67	3,750.93	3,936.40	4,134.00	4,342.00
		42,848.00	45,011.20	47,236.80	49,608.00	52,104.00
Supervising Building Inspector Supervising Code Enforcement Inspec Supervising Plans Examiner	2MC 37	36.05	37.85	39.75	41.74	43.82
		6,248.67	6,560.67	6,890.00	7,234.93	7,595.47
		74,984.00	78,728.00	82,680.00	86,819.20	91,145.60
Supervising Real Property Agent	2MC 17	32.63	34.26	35.98	37.77	39.67
		5,655.87	5,938.40	6,236.53	6,546.80	6,876.13
		67,870.40	71,260.80	74,838.40	78,561.60	82,513.60
Supervising Technical Engineer	2MC 33	35.41	37.18	39.05	40.99	43.05
		6,137.73	6,444.53	6,768.67	7,104.93	7,462.00
		73,652.80	77,334.40	81,224.00	85,259.20	89,544.00
Supervising Traffic Systems Specialist	2MC 21	34.03	35.74	37.52	39.39	41.37
		5,898.53	6,194.93	6,503.47	6,827.60	7,170.80
		70,782.40	74,339.20	78,041.60	81,931.20	86,049.60
Systems Administrator	2MC 32	35.16	36.93	38.77	40.71	42.75
		6,094.40	6,401.20	6,720.13	7,056.40	7,410.00
		73,132.80	76,814.40	80,641.60	84,676.80	88,920.00
Systems/Network Specialist	1MC 85	28.66	30.10	31.60	33.19	34.84
		4,967.73	5,217.33	5,477.33	5,752.93	6,038.93
		59,612.80	62,608.00	65,728.00	69,035.20	72,467.20
Tech Svcs Division Manager Tech Svcs Special Projects Mgr	2MC 76	44.90	47.14	49.50	51.97	54.57
		7,782.67	8,170.93	8,580.00	9,008.13	9,458.80
		93,392.00	98,051.20	102,960.00	108,097.60	113,505.60
Transportation Engineering Manager	2MC 94	50.22	52.72	55.37	58.14	61.04
		8,704.80	9,138.13	9,597.47	10,077.60	10,580.27
		104,457.60	109,657.60	115,169.60	120,931.20	126,963.20
Utilities & Streets Supervisor	2MC 04	30.58	32.11	33.71	35.40	37.17
		5,300.53	5,565.73	5,843.07	6,136.00	6,442.80
		63,606.40	66,788.80	70,116.80	73,632.00	77,313.60

* approval per CC 8/28/09

MANAGEMENT CONFIDENTIAL
Effective 7/5/08

TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Web Developer/Programmer		29.39	30.86	32.39	34.02	35.72
	1MC	5,094.27	5,349.07	5,614.27	5,896.80	6,191.47
	91	61,131.20	64,188.80	67,371.20	70,761.60	74,297.60