Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
City Attorney's Office	Leadership	City Attorney	Non-Union	Exempt	N-17S	214,468.80	268,091.20	321,713.60
City Attorney's Office	Leadership	Deputy City Attorney	Non-Union	Exempt	N-13S	146,494,40		219,731.20
City Attorney's Office	Leadership	Prosecutorial Deputy City Attorney	Non-Union	Exempt	N-13S	146,494,40		219,731.20
City Attorney's Office	Legal Counsel	Assistant City Attorney I	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
City Attorney's Office	Legal Counsel	Assistant City Attorney II	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
City Attorney's Office	Legal Counsel	Assistant City Attorney III	Non-Union	Exempt	N-10S	110.052.80	137,571.20	
City Attorney's Office	Legal Counsel	Police Legal Advisor	Non-Union	Exempt	N-09S	100.048.00	125,070.40	
City Attorney's Office	Legal Counsel	Prosecution Senior Manager	Non-Union	Exempt	N-11S	121,056.00		
City Attorney's Office	Legal Counsel	Senior Counsel	Non-Union	Exempt	N-12S	133,161,60	166,462,40	
City Attorney's Office	Legal Support	Legal Administration Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
City Manager's Office	Administrative Support	Business Operations Administrator	Non-Union	Exempt	N-06S	75.171.20	92,029.60	
City Manager's Office	Administrative Support	City Council Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
City Manager's Office	City Clerk	City Clerk	Non-Union	Exempt	N-045	90,958.40	113,027.20	
City Manager's Office	City Clerk	Deputy City Clerk	Non-Union	Exempt	N-06S	75.171.20	92,029.60	
City Manager's Office	City Clerk	Elections Administrator	Non-Union		N-06S N-05S	68,328.00	83,720.00	
City Manager's Office	Economic Vitality	Economic Vitality Manager		Exempt	N-055	100,048.00	125,070.40	
			Non-Union	Exempt				
City Manager's Office	Economic Vitality	SBDC Principal Program Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
City Manager's Office	Economic Vitality	SBDC Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
City Manager's Office	Economic Vitality	SBDC Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	
City Manager's Office	Leadership	Assistant City Manager	Non-Union	Exempt	N-14S	161,137.60	201,427.20	
City Manager's Office	Leadership	City Manager	Non-Union	Exempt	N-18S			353,870.40
City Manager's Office	Leadership	Deputy City Manager	Non-Union	Exempt	N-16S		243,713.60	
City Manager's Office	Policy	Business Equity Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
City Manager's Office	Policy	Equity and Belonging Officer	Non-Union	Exempt	N-10S	110,052.80		
City Manager's Office	Policy	Equity and Belonging Policy Advisor	Non-Union	Exempt	N-09S	100,048.00	125,070.40	
City Manager's Office	Policy	Independent Police Monitor	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
City Manager's Office	Policy	Intergovernmental Officer	Non-Union	Exempt	N-10S	110,052.80		
City Manager's Office	Project Management	City Principal Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
City Manager's Office	Records	Records Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Climate Initiatives	Climate Initiatives Project Management	Climate Initiatives Principal Project Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Climate Initiatives	Ecology	Ecologist Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Climate Initiatives	Electrical Engineering	Electrical Engineer Senior	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Climate Initiatives	Leadership	Climate Initiatives Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Climate Initiatives	Policy	Policy Advisor	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Climate Initiatives	Policy	Policy Advisor Senior	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Climate Initiatives	Sustainability	Sustainability Data Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Climate Initiatives	Sustainability	Sustainability Senior Manager	Non-Union	Exempt	N-09S	100.048.00	125.070.40	150.072.00
Climate Initiatives	Sustainability	Sustainability Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Communications & Engagement	Community Engagement	Bilingual Community Engagement Program Manager	Non-Union	Exempt	N-05S	68.328.00	83,720.00	
Communications & Engagement	Community Engagement	Bilingual Community Engagement Senior Program Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Communications & Engagement	Community Engagement	Community Engagement Program Manager	Non-Union	Exempt	N-04S	62.129.60	76,148.80	
Communications & Engagement	Community Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Communications & Engagement	Community Engagement	Community Engagement Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Communications & Engagement	Digital Communications	Digital Communications Senior Program Manager	Non-Union	Exempt	N-06S	75.171.20	92.029.60	
Communications & Engagement	Digital Communications	Digital Communications Technical Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	
Communications & Engagement	General Communications	Communications and Engagement Operations Administrator	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Communications & Engagement	General Communications	Communications and Engagement Operations Administrator	Non-Union	Exempt	N-045	90,958.40	113.027.20	
Communications & Engagement	General Communications	Communications Manager  Communications Program Manager	Non-Union	Exempt	N-04S	62.129.60	76.148.80	,
Communications & Engagement	General Communications	Communications Program Manager  Communications Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	
Communications & Engagement	General Communications	Communications Senior Program Manager	Non-Union	Exempt	N-103	75,171.20	92,029.60	
Communications & Engagement	General Communications	Communications Senior Project Manager	Non-Union	Exempt	N-003	82,680.00	102,752.00	
Communications & Engagement  Communications & Engagement	General Communications  General Communications	Community Engagement Manager	Non-Union	Exempt	N-075 N-08S	90,958.40	113,027.20	
Communications & Engagement  Communications & Engagement	General Communications  General Communications	Public Information Officer	Non-Union	Exempt	N-085 N-06S	75,171.20	92,029.60	
					N-06S N-13S			
Communications & Engagement	Leadership	Communications and Engagement Director	Non-Union	Exempt	N-13S N-06S	146,494.40		
Communications & Engagement	Multimedia Services	Bilingual Senior Producer and Anchor	Non-Union	Exempt		75,171.20	92,029.60	
Communications & Engagement	Multimedia Services	Creative Design Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Communications & Engagement	Multimedia Services	Creative Services Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Communications & Engagement	Multimedia Services	Creative Services Producer	Non-Union	Exempt	N-03S	56,472.00	69,212.00	
Communications & Engagement	Multimedia Services	Multimedia Services Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Communications & Engagement	Multimedia Services	Multimedia Services Producer Senior	Non-Union	Exempt	N-05S	68,328.00	83,720.00	
Community Vitality	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	<b>Union Designation</b>	FLSA	Range	Min	Mid	Max
Community Vitality	Arts	Arts and Culture Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Community Vitality	Arts	Arts Program Manager	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81.952.00
Community Vitality	Budget Analysis	Budget Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Community Vitality	Community Outreach	Events Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Community Vitality	Community Vitality	Community Vitality Project Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Community Vitality	Community Vitality	Community Vitality Senior Project Manager	Non-Union	Exempt	N-07S	82.680.00	102.752.00	
Community Vitality	Community Vitality	Cultural Vibrancy and District Vitality Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	, , , , , , , , , , , , , , , , , , , ,
Community Vitality	Customer Service	Customer Service Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Community Vitality	Facility/Building Maintenance	Parking Maintenance Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Community Vitality	Leadership	Community Vitality Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
Community Vitality	Leadership	Community Vitality Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	
Community Vitality	Parking Enforcement	Community Vitality Operations and Maintenance Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Community Vitality	Parking Enforcement	Parking Enforcement Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Facilities & Fleet	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Facilities Project Management	Facilities Architectural Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Facilities Project Management	Facilities Architectural Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Facilities & Fleet	Facilities Project Management	Facilities Energy Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Facilities & Fleet	Facilities Project Management	Facilities Project Planner II	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Facilities & Fleet	Facilities Project Management	Facilities Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Facilities & Fleet	Facilities Project Management	Facilities Systems Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Facility/Building Maintenance	Custodian Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Facilities & Fleet	Fleet Maintenance	Fleet & Radio Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	
Facilities & Fleet	Fleet Maintenance	Fleet Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Facilities & Fleet	Leadership	Facilities and Fleet Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
Facilities & Fleet	Leadership	Facilities and Fleet Director	Non-Union	Exempt	N-113	146,494.40		
Facilities & Fleet	Radio Systems	Radio Systems Architect	Non-Union	Exempt	N-08S	90,958.40	113.027.20	
Facilities & Fleet	Radio Systems	Radio Systems Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Budget Analysis	Budget Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Finance	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Finance	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Budget Analysis	Budget Affairyst Genici	Non-Union	Exempt	N-10S	110.052.80	137,571.20	
Finance	Budget Analysis	Grants Program Administrator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Finance	Budget Analysis	Grants Program Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Budget Analysis	Grants Senior Program Manager	Non-Union	Exempt	N-043	75,171.20	92,029.60	
Finance	Budget Analysis	P&DS Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92.029.60	108,888.00
Finance	General Accounting	Accountant	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	General Accounting	Accountant Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Finance	General Accounting	Assistant Controller	Non-Union	Exempt	N-09S	100,048.00	125,070.40	
Finance	General Accounting	Controller	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
Finance	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
Finance	Leadership	Chief Financial Officer	Non-Union	Exempt	N-15S	177.257.60	221,561.60	
Finance	Leadership	Finance Deputy Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	
Finance	Licensing & Permits	Licensing Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Licensing & Permits	Licensing Manager	Non-Union	Exempt	N-043	90,958.40	113,027.20	
Finance	Payroll	Payroll Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Finance	Procurement	Procurement Buyer	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Procurement	Procurement Buyer Senior	Non-Union	Exempt	N-043	75,171.20	92.029.60	108.888.00
Finance	Procurement	Purchasing Manager	Non-Union	Exempt	N-09S	100.048.00	125.070.40	,
Finance	Risk Management	ADA Coordinator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Finance	Risk Management	Digital Accessibility Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Finance	Risk Management	Internal Auditor Senior	Non-Union	Exempt	N-05S	75,171.20	92,029.60	108,888.00
Finance	Risk Management	Risk Analyst	Non-Union	Exempt	N-065 N-04S	62.129.60	76.148.80	90.168.00
Finance	Risk Management	Risk Analyst Senior	Non-Union	Exempt	N-045 N-06S	75,171.20	92,029.60	108,888.00
Finance	Risk Management	Risk Manager Senior	Non-Union	Exempt	N-06S	100.048.00	125,070.40	
	Тах	Tax Audit Supervisor	Non-Union Non-Union	Exempt	N-095 N-07S	82,680.00	102,752.00	
Finance Finance	Tax	Tax Audit Supervisor  Tax Auditor	Non-Union Non-Union	Exempt	N-07S N-04S	62,129.60	76,148.80	90.168.00
Finance	Tax	Tax Auditor  Tax Auditor Senior	Non-Union Non-Union	Exempt	N-045 N-06S	75,171.20	92,029.60	
		Tax Collections Agent			N-065 N-04S	62,129.60	76,148.80	
Finance	Tax		Non-Union	Exempt				
Finance	Tax	Tax Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Finance	Tax	Tax Operations Supervisor	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Finance	Tax	Taxpayer Services and Compliance Analyst	Non-Union	Exempt	N-04S	62,129.60	76.148.80	, , , , , , , , , , , , , , , , , , , ,
Fire	Budget Analysis	Business Services Administrator Senior	Non-Union	Exempt	N-06S	75,171.20	92.029.60	
Fire	Fire	Community Risk Reduction Senior Program Manager	Non-Union	Exempt	N-06S	75,171,20	92,029.60	,
Fire	Fire	Community Risk Reduction Specialist	Non-Union	Exempt	N-05S	68,328.00	83.720.00	
Fire	Fire	Emergency Medical Services Educator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	
Fire	Fire	Fire Protection Engineer	Non-Union	Exempt	N-06S	75,171,20	92.029.60	108,888.00
Fire	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Housing & Human Services	Behavioral Health	Behavioral Health Co-Responder Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Clinician	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Clinical Case Manager	Non-Union	Exempt	N-04S	62,129.60	76.148.80	
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Manager	Non-Union	Exempt	N-043	90,958.40	113,027.20	
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Program Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Supervising Clinician	Non-Union	Exempt	N-045 N-07S	82,680.00	102.752.00	
			Non-Union		N-075 N-08S	90,958.40	113,027.20	
Housing & Human Services	Budget Analysis	Budget Analyst Principal		Exempt	N-06S	75,171.20	92,029.60	
Housing & Human Services	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt				
Housing & Human Services	Community Relations Services	Community Relations Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Housing & Human Services	Community Relations Services	Community Relations Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
Housing & Human Services	Community Relations Services	Community Relations Senior Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	Community Resolution Services	Community Resolution Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Housing & Human Services	Community Resolution Services	Community Resolution Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
Housing & Human Services	Family & Youth Services	Childcare Subsidy Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
Housing & Human Services	Family & Youth Services	Family and Youth Services Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	, , , , , , , , , , , , , , , , , , , ,
Housing & Human Services	Family & Youth Services	Youth Opportunities Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
Housing & Human Services	Family Resource Schools	Bilingual Family Resource Schools Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	General Accounting	Financial Analyst	Non-Union	Exempt	N-03S	56,472.00	69,212.00	
Housing & Human Services	Housing & Human Services	Business Analysis Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	,
Housing & Human Services	Housing & Human Services	Grants Specialist	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
Housing & Human Services	Housing & Human Services	Homeownership Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Housing & Human Services	Housing Project Planner	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Housing & Human Services	Housing & Human Services	Housing Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Housing & Human Services	Housing & Human Services	Human Services Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Housing & Human Services	Housing & Human Services	Operations and Homelessness Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Housing & Human Services	Housing Services	Compliance and Monitoring Administrator	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing Services	Grants Administrator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Housing & Human Services	Housing Services	Homelessness Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing Services	Homeownership Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing Services	Housing Investment Senior Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	Housing Services	Housing Policy Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Housing Services	Housing Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing Services	Housing Project Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Housing & Human Services	Housing Services	Housing Senior Compliance Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Housing Services	Inclusionary Housing Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Housing & Human Services	Human Services	Human Services Investment Senior Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Housing & Human Services	IT Data Analytics	Data Strategy Analyst Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Housing & Human Services	Leadership	Housing and Human Services Deputy Director	Non-Union	Exempt	N-11S	121.056.00		
Housing & Human Services	Leadership	Housing and Human Services Director	Non-Union	Exempt	N-13S	146,494,40		
Housing & Human Services	Older Adult Services	Older Adult Services Case Manager	Non-Union	Exempt	N-03S	56,472.00	69.212.00	
Housing & Human Services	Older Adult Services	Older Adult Services Gase Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Housing & Human Services	Older Adult Services	Older Adult Services Programs Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
Housing & Human Services	Older Adult Services	Older Adult Services Programs Manager  Older Adult Services Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	
Housing & Human Services	Policy	Policy Advisor	Non-Union	Exempt	N-035	90,958.40	113,027.20	
Human Resources	General Human Resources	Human Resources Business Partner	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Human Resources	General Human Resources	Human Resources Business Partner Senior	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Human Resources	General Human Resources	Human Resources Program Manager	Non-Union	Exempt	N-06S	75.171.20	92.029.60	
Human Resources	General Human Resources	Labor Relations Senior Manager	Non-Union	Exempt	N-00S	110,052.80		,
	General Human Resources	Learning Program Manager	Non-Union		N-105 N-04S	62.129.60		
	General Hullian Resources	Learning Frogram Wanager		Exempt		. ,		
Human Resources	UD Systems & Operations	Human Passurass Analyst	Mon Union					
Human Resources	HR Systems & Operations	Human Resources Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	
	HR Systems & Operations HR Systems & Operations HR Systems & Operations	Human Resources Analyst Human Resources Generalist Human Resources Manager	Non-Union Non-Union Non-Union	Exempt Exempt Exempt	N-05S N-04S N-08S	68,328.00 62,129.60 90,958.40	76,148.80	

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Human Resources	HR Systems & Operations	Human Resources Systems and Operations Senior Manager	Non-Union	Exempt	N-10S	110.052.80	137,571.20	165.089.60
Human Resources	HRIS	Human Resources Information Systems Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Human Resources	Leadership	Chief Human Resources Officer	Non-Union	Exempt	N-15S	177,257.60		265,865.60
Human Resources	Leadership	Human Resources Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
Human Resources	Talent Acquisition	Recruiter	Non-Union	Exempt	N-04S	62.129.60	76.148.80	90.168.00
Human Resources	Talent Acquisition	Recruiter Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Human Resources	Talent Acquisition	Talent Acquisition Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150.072.00
Human Resources	Total Rewards	Benefits Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Human Resources	Total Rewards	Benefits Senior Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Human Resources	Total Rewards	Compensation Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Human Resources	Total Rewards	Total Rewards Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Human Resources	Total Rewards	Total Rewards Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	
Innovation & Technology	Budget Analysis	Budget Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Innovation & Technology	GIS	Asset Management Senior Program Manager	Non-Union	Exempt	N-06S	75,171,20	92.029.60	108.888.00
Innovation & Technology	GIS	GIS Administrator Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Innovation & Technology	GIS	GIS Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888,00
Innovation & Technology	GIS	GIS Applications Developer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Innovation & Technology	GIS	GIS Applications Developer Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Innovation & Technology	Innovation & Technology	Time Information Management Analyst I	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Innovation & Technology	Innovation Management	Digital Transformation Senior Manager	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Innovation & Technology	Innovation Management	IT Innovation Manager	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
Innovation & Technology	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Innovation & Technology	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Innovation & Technology	IT Applications	IT Applications Developer Senior	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Innovation & Technology	IT Applications	IT Applications Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Innovation & Technology	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Innovation & Technology	IT Business Analysis	IT Business Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Innovation & Technology	IT Business Analysis	IT Business Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Innovation & Technology	IT Data Analytics	Business Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Innovation & Technology	IT Data Analytics	Chief Data Officer	Non-Union	Exempt	N-12S	133,161.60	166,462.40	199,763.20
Innovation & Technology	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Innovation & Technology	IT Data Analytics	Data Engineer	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Innovation & Technology	IT Data Analytics	Database Administrator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Innovation & Technology	IT Infrastructure	IT Systems Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Innovation & Technology	IT Infrastructure	Network Administrator II	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Innovation & Technology	IT Infrastructure	Network Administrator Senior	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Innovation & Technology	IT Infrastructure	Network Architect	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Innovation & Technology	IT Infrastructure	Network Engineer Senior	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Innovation & Technology	IT Infrastructure	Systems Administrator II	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Innovation & Technology	IT Infrastructure	Systems Administrator Senior	Non-Union	Exempt	N-09S	100,048.00	125,070.40	
Innovation & Technology	IT Product Management	Enterprise Application Security & Data Architect	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Innovation & Technology	IT Product Management	Finance Information Systems Analyst I	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Innovation & Technology	IT Product Management	HR Information Systems Architect I	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Innovation & Technology	IT Product Management	IT Product Owner	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Innovation & Technology	IT Project Management	IT PMO Senior Manager	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
Innovation & Technology	IT Project Management	IT Project Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Innovation & Technology	IT Project Management	IT Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Innovation & Technology	IT Project Management	IT Senior Project Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	
Innovation & Technology	IT Security	Chief Information Security Officer	Non-Union	Exempt	N-12S	133,161.60	166,462.40	199,763.20
Innovation & Technology	IT Technical Support & Service Desk	IT AV Technical Support Administrator I	Non-Union	Exempt	N-02S	51,334.40	62,899.20	74,464.00
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator I	Non-Union	Exempt	N-02S	51,334.40	62,899.20	74,464.00
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator II	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator Senior	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Innovation & Technology	Leadership	Chief Innovation and Technology Officer	Non-Union	Exempt	N-15S	177,257.60	221,561.60	265,865.60
Innovation & Technology	Leadership	Innovation and Technology Deputy Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	
Municipal Court	IT Data Analytics	Court Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Municipal Court	Leadership	Associate Municipal Judge	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Municipal Court	Leadership	Municipal Judge	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Municipal Court	Municipal Court Administration	Administrative Assistant	Non-Union	Exempt	N-01H	22.44	27.50	32.55
Municipal Court	Municipal Court Administration	Court Administrator	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60

Marriage Court   American Court   Amer	Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
International Court   Munrage Court Administration   Deptit Supervisor   Non-Linean   Non-Line		7/	Court Navigation Manager		Exempt				
Marcipate Coast Administration   Depart (Seast Administration)   Depart (Seast Administratio									
Quest   Speed A Mountain Parks									
Comp Space & Mountain Prints							. ,	. ,	, , , , , , , , , , , , , , , , , , , ,
Qent Speec & Mountain Fants									
Quent Space & Mountain Fants							. ,		
Comp   Space A Mountain Parts									
Commonstration   Process									,
Quen Space & Mourtain Paries									
Community Engagement   Community Engagement   Community Engagement   Community Engagement   Community Engagement   Community Engagement   Configer   Con		J	3 3						
Content   Partia   Coology   Ecologist   Nort-Union   Exempt   Not-State   88,322.00   83,720.00   99,112.00									
Coest   Separa & Mortatian Parties   Ecology   Ecologist Principal   Resource Project Manager and Advisor Principal   Non-Union   Exempt   Not-19 75,171-20   20,202-80   103,207-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   135,086-20   102,076-20   10									
Deep Space & Mourtain Partis		- 03							
Deep Space & Mountain Parks   Ecology									
Denn Space & Mountain Paris   Ecosystem Research & Connervation   Ecosystem Research & Connervation   Widting Residence Program Manager   Non-Livnon   Essengt   Non-Livnon   Essengt			J						
Quest   Sance & Mountain Parks   Ecosystem Research & Conservation   Wildland Fire Senior Program Manager   Non-Union   Exempt   Non-Union   Non-Uni		0,							
Comp Space & Mountain Parks									
Commission & Mourtain Parks   Environmental Education & Outreach   Community Outreach   Service Manager   Nov-Umon   Exempt   90,988.46   113,027.20   126,028.00   102,028.		,							
Qeen Space & Mountain Paritis   Environmental Education & Outreach   Education and Outreach Program Manager   Non-Union   Exempt   Not- 6 (27,298 b)									
Open Space & Mountain Parks   Environmental Education & Outreach   Education and Outreach Program Manager   Non-Linion   Exempt   Nos-S   75,172,0   92,095,0   108,880,0									
Open Space & Mountain Parks   Environmental Education & Outreach   Education and Outreach Senior Program Manager   Non-Union   Exempt   No85   75,171.20   92,029.00   108,888.00   Open Space & Mountain Parks   Facility Building Maintenance   Facilities Maintenance   Fa			J						
Open Space & Mountain Parks   Facilities Project Management   Facilities Project Management   Facilities Project Management   Facilities Maintenance   Facilities Mainten									
Open Space & Mountain Parks   Facility Edukting Maintenance   Road and Bridge Asset Service   Non-Union   Exempt   Most Service   Most Serv									
Open Space & Mourtain Parks									
Copen Space & Mountain Parks   Fleet and Equipment Senior Program Manager   Non-Union   Exempt   Nos-   63.37.20.00   99,112.00									
Den Space & Mourtain Parks   General Accounting   Accountant Senior   Non-Union   Exempt									,
Open Space & Mountain Parks   General Accourting   Accourtain Senior   Non-Union   Exempt									
Deen Space & Mountain Parks   General Parks & Recreation   Recreation Program Manager   Non-Union   Exempt   Nos   59,598,40   13,027,20   63,212,00   63,120,00   60,000		1	, , , , , , , , , , , , , , , , , , , ,						
Open Space & Mourtain Parks   GIS   GIS Administrator Principal   Non-Union   Exempt   Non-									
Open Space & Mourtain Parks   GIS									
Open Space & Mourtain Parks   GIS   GIS Analyst Senior   Non-Union   Exempt   N-968   75,171,20   92,029.60   108,888.00   Open Space & Mourtain Parks   Non-Union   Exempt   N-968   9,958.40   113,072.70   135,080.00   Open Space & Mourtain Parks   Non-Union   Exempt   N-968   9,958.40   113,072.70   135,000.00   Open Space & Mourtain Parks   Non-Union   Exempt   N-968   0,958.40   113,072.70   135,000.00   0,9112.00   0									
Open Space & Mourtain Parks   Human Dimensions   Human Dimensions Analyst   Human Dimensions   Human Dimen									
Open Space & Mountain Parks									,
Deen Space & Mountain Parks   Human Dimensions   Human Dimensions Analyst Sentor   Non-Union   Exempt   Non-Unio									
Deen Space & Mountain Parks   Human Dimensions   Human Dimensions   Human Dimensions   Human Dimensions   Human Dimensions   TApplications			, , , , , , , , , , , , , , , , , , ,				,		
Open Space & Mountain Parks         IT Applications         IT Applications         IT Applications         IT Applications         Non-Union         Exempt         N-05S         75,117.20         92,026,01         10,888,00         0,989,02         Non-Union         Exempt         N-05S         68,328,00         83,720,00         99,112.00           Open Space & Mountain Parks         IT Data Analytics         Data Operations Analyst         Non-Union         Exempt         N-05S         68,328,00         83,720,00         99,112.00           Open Space & Mountain Parks         IT Data Analytics         Data Operations Analyst         Non-Union         Exempt         N-05S         68,328,00         83,720,00         99,112.00           Open Space & Mountain Parks         Leadership         Open Space & Mountain Parks         Leadership         Open Space & Mountain Parks         Leadership         Non-Union         Exempt         Non-Union									
Tappications			V				. ,		
Open Space & Mountain Parks         IT Data Analytics         Data Analyst         Non-Union         Exempt         N-05S         68.328.00         8.720.00         99.112.00           Open Space & Mountain Parks         IT Data Analytics         Data Operations Analyst         Non-Union         Exempt         N-05S         68.328.00         8.720.00         99.112.00           Open Space & Mountain Parks         Leadership         Open Space and Mountain Parks Director         Non-Union         Exempt         N-11S         114,056.00         151,320.00         181,004.80         181,004.80         183,102.40         121,731.20         09en Space & Mountain Parks         Leadership         Open Space & Mountain Parks         Non-Union         Exempt         N-13S         146,494.01         183,102.40         121,9731.20         09en Space & Mountain Parks         Parks & Landscaping Maintenance         Vegetation Stewardship Serior Manager         Non-Union         Exempt         N-08S         90,958.40         113,027.20         135,096.00         Open Space & Mountain Parks         Parks & Landscaping Maintenance         Vegetation Stewardship Serior Manager         Non-Union         Exempt         N-04S         82,680.00         102,752.00         122,824.00         020,2752.00         122,824.00         020,2752.00         122,824.00         020,2752.00         122,824.00         020,2752.00 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>									
Open Space & Mountain Parks         IT Data Analytics         Data Operations Analyst         Non-Union         Exempt         N-05S         68,328.00         83,720.00         99,112.00           Open Space & Mountain Parks         Leadership         Open Space and Mountain Parks Director         Non-Union         Exempt         N-11S         112,056.00         151,320.00         181,604.80           Open Space & Mountain Parks         Leadership         Open Space & Mountain Parks         Leadership         Non-Union         Exempt         N-13S         1146,249.40         183,102.40         219,731.20           Open Space & Mountain Parks         Open Space & Mountain Parks         Open Space & Mountain Parks         Non-Union         Exempt         N-08S         109,048.00         125,077.40         150,072.00           Open Space & Mountain Parks         Planning & Zoning         Landscape Architect Senior         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Open Space & Mountain Parks         Planning & Zoning         Open Space & Mountain Parks         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Open Space & Mountain Par									
Open Space & Mountain Parks         Leadership         Open Space and Mountain Parks Deputy Director         Non-Union         Exempt         N-11S         121,056.00         151,320.00         181,604.80           Open Space & Mountain Parks         Leadership         Open Space & Mountain Parks         Parks & Landscaping Maintenance         Vegetation Stewardship Senior Manager         Non-Union         Exempt         Non-Bos Space & Mountain Parks         Parks & Landscaping Maintenance         Vegetation Stewardship Senior Manager         Non-Union         Exempt         Non-Winion         Exempt			,						
Open Space & Mountain Parks         Leadership         Open Space & Mountain Parks         Leadership         Open Space & Mountain Parks         Non-Union         Exempt         N-988         100,048.00         125,079.00         130,072.00         130,072.00         133,002.00         129,095.00         130,002.00         130,002.00         130,002.00         130,002.00         130,002.00         130,002.00         120,002.00         130,002.00		,							
Open Space & Mountain Parks         Open Space & Mountain Parks         Science and Climate Resilience Senior Manager         Non-Union         Exempt         N-9S         100,048.00         125,070.40         150,072.00           Open Space & Mountain Parks         Parks & Landscaping Maintenance         Vegetation Stewardship Senior Manager         Non-Union         Exempt         N-98S         90,958.40         113,027.20         135,096.00           Open Space & Mountain Parks         Planning & Zoning         Open Space Planner         Non-Union         Exempt         N-04S         62,129.60         76,148.80         90,168.00           Open Space & Mountain Parks         Planning & Zoning         Open Space Planner Principal         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Open Space Planner Principal         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Open Space & Mountain Parks         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Policy         Policy Analyst Senior         Non-Union         Exempt         N-06S									
Open Space & Mountain Parks         Parks & Landscaping Maintenance         Vegetation Stewardship Senior Manager         Non-Union         Exempt         N-08S         90,958.40         113,027.20         135,096.00           Open Space & Mountain Parks         Planning & Zoning         Landscape Architect Senior         Non-Union         Exempt         N-04S         62,129.60         76,148.80         90,168.00           Open Space & Mountain Parks         Planning & Zoning         Open Space Planner         Non-Union         Exempt         N-04S         62,129.60         76,148.80         90,168.00           Open Space & Mountain Parks         Planning & Zoning         Open Space Planner Principal         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Planning Senior Manager         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Planning Senior Manager         Non-Union         Exempt         N-09S         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Rangers         Ranger Senior Manager         Non-Union         Exempt         N-04S         62,129.60         76,14								,	
Open Space & Mountain Parks         Planning & Zoning         Landscape Architect Senior         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Open Space Planner         Non-Union         Exempt         N-045         62,129.60         76,148.80         90,168.00           Open Space & Mountain Parks         Planning & Zoning         Open Space Panner Principal         Non-Union         Exempt         N-045         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Planning Senior Manager         Non-Union         Exempt         N-095         100,048.00         125,070.40         150,072.00           Open Space & Mountain Parks         Policy         Policy Analyst Senior         Non-Union         Exempt         N-065         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Ranger S         Ranger Senior Manager         Non-Union         Exempt         N-095         100,48.00         125,070.40         150,072.00           Open Space & Mountain Parks         Ranger Senior Manager         Non-Union         Exempt         N-095         100,488.00         125,070.40         150,072.00           Open							,		
Open Space & Mountain Parks         Planning & Zoning         Open Space Planner         Non-Union         Exempt         N-04S         62,129.60         76,148.80         90,168.00           Open Space & Mountain Parks         Planning & Zoning         Open Space Planner Principal         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Planning Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,072.00           Open Space & Mountain Parks         Policy         Policy Analyst Senior         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Rangers         Ranger Project Specialist         Non-Union         Exempt         N-04S         62,129.60         76,148.80         90,168.00           Open Space & Mountain Parks         Rangers         Ranger Senior Manager         Non-Union         Exempt         N-04S         62,129.60         76,148.80         90,168.00           Open Space & Mountain Parks         Rangers         Ranger Supervisor         Non-Union         Exempt         N-04S         62,179.60         76,148.80         90,168.00           O									
Open Space & Mountain Parks         Planning & Zoning         Open Space Planner Principal         Non-Union         Exempt         N-07S         82,680.00         102,752.00         122,824.00           Open Space & Mountain Parks         Planning & Zoning         Planning Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,072.00           Open Space & Mountain Parks         Policy         Policy Analyst Senior         Non-Union         Exempt         N-04S         75,171.20         92,029.60         108,088.00           Open Space & Mountain Parks         Rangers         Ranger Project Specialist         Non-Union         Exempt         N-04S         62,129.60         76,148.80         109,688.00           Open Space & Mountain Parks         Rangers         Ranger Senior Manager         Non-Union         Exempt         N-04S         62,129.60         76,148.80         109,688.00           Open Space & Mountain Parks         Rangers         Ranger Senior Manager         Non-Union         Exempt         N-04S         50,072.00         135,072.00         135,072.00         136,088.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Open Space Real Estate Services Senior Manager         Non-Union         Exempt         N-04S         62,129.60         <							. ,	. ,	, , , , , , , , , , , , , , , , , , , ,
Open Space & Mountain Parks         Planning & Zoning         Planning Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,072.00           Open Space & Mountain Parks         Policy         Policy Analyst Senior         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Ranger S         Ranger Senior Manager         Non-Union         Exempt         N-04S         62,129.60         76,148.80         190,072.00           Open Space & Mountain Parks         Rangers         Ranger Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         190,168.00           Open Space & Mountain Parks         Rangers         Ranger Supervisor         Non-Union         Exempt         N-09S         100,048.00         125,070.40         190,072.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Open Space Real Estate Senior Program Manager         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Open Space Real Estate Services Senior Manager         Non-Union         Exempt         N-04S         62,129.60									
Open Space & Mountain Parks         Policy         Policy Analyst Senior         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Ranger S         Ranger Project Specialist         Non-Union         Exempt         N-04S         62,129.60         76,148.80         90,168.00           Open Space & Mountain Parks         Ranger S         Ranger Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,070.00           Open Space & Mountain Parks         Ranger Supervisor         Non-Union         Exempt         N-08S         90,958.40         113,072.00         135,096.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Open Space Real Estate Services Senior Program Manager         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Open Space Real Estate Services Senior Manager         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Open Space & Mountain Parks         Real Estate & Land Acquisition         Property Agent Senior         Non-Union <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>, , , , , , , , , , , , , , , , , , , ,</td>									, , , , , , , , , , , , , , , , , , , ,
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Open Space & Mountain Parks         Rangers         Ranger Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,072.00           Open Space & Mountain Parks         Rangers         Ranger Supervisor         Non-Union         Exempt         N-08S         90,958.40         113,027.20         135,096.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Open Space Real Estate Senior Program Manager         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,088.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Open Space Real Estate Services Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         10,50,072.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Property Agent         Non-Union         Exempt         N-04S         62,129.60         76,148.40         90,168.00           Open Space & Mountain Parks         Real Estate & Land Acquisition         Property Agent         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Open Space & Mountain Parks         Recreation & Cultural Stewardship         Cultural Stewardship Forgram Manager         Non-Union         Exempt		1							
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Open Space & Mountain ParksRecreation & Cultural StewardshipCultural Stewardship Program ManagerNon-UnionExemptN-04S62,129.6076,148.8090,168.00Open Space & Mountain ParksRecreation & Cultural StewardshipCultural Stewardship Senior Program ManagerNon-UnionExemptN-06S75,171.2092,029.60108,888.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation & Cultural StewardshipNon-UnionExemptN-08S90,958.40113,096.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation & Cultural StewardshipNon-UnionExemptN-07S82,680.00102,752.00122,824.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation Stewardship Senior Program ManagerNon-UnionExemptN-06S75,171.2092,029.60108,888.00	Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain ParksRecreation & Cultural StewardshipCultural Stewardship Senior Program ManagerNon-UnionExemptN-06S75,171.2092,029.60108,888.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation and Cultural Stewardship Senior ManagerNon-UnionExemptN-08S90,958.40113,027.20135,096.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation Stewardship ManagerNon-UnionExemptN-07S82,680.00102,752.00122,824.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation Stewardship Senior Program ManagerNon-UnionExemptN-06S75,171.2092,029.60108,888.00	Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation and Cultural Stewardship Senior ManagerNon-UnionExemptN-08S90,958.40113,027.20135,096.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation Stewardship ManagerNon-UnionExemptN-07S82,680.00102,752.00122,824.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation Stewardship Senior Program ManagerNon-UnionExemptN-06S75,171.2092,029.60108,888.00	Open Space & Mountain Parks	Recreation & Cultural Stewardship	Cultural Stewardship Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
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Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation Stewardship ManagerNon-UnionExemptN-07S82,680.00102,752.00122,824.00Open Space & Mountain ParksRecreation & Cultural StewardshipRecreation Stewardship Senior Program ManagerNon-UnionExemptN-06S75,171.2092,029.60108,888.00						N-08S	90,958.40	113,027.20	
Open Space & Mountain Parks Recreation & Cultural Stewardship Recreation Stewardship Senior Program Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00	Open Space & Mountain Parks	Recreation & Cultural Stewardship		Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
	Open Space & Mountain Parks				Exempt	N-06S		92,029.60	108,888.00
	Open Space & Mountain Parks	Risk Management	Safety and Infrastructure Operations Program Manager			N-05S		83,720.00	

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Signs and Graphics Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Asset Manager	Non-Union	Exempt	N-06S	75,171.20	92.029.60	108.888.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Asset Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Visitor Infrastructure	Visitor Infrastructure Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Service Learning Program Lead	Non-Union	Exempt	N-02S	51,334.40	62,899.20	74,464.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteerism and Service Learning Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteerism and Service Learning Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Water Resources	Water Resources Maintenance and Fuels Mitigation Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Water Resources	Water Resources Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Water Resources	Water Resources Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Parks & Recreation	Aquatic Operations	Aquatic Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Aquatic Operations	Water Safety Services Program Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Aquatic Operations	Water Safety Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Community Outreach	Community Access Administrator	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Community Outreach	Volunteer Program Manager	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Construction	Construction Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Digital Communications	Digital Communications Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Ecosystem Research & Conservation	Ecology Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Forestry	Forester	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Forestry	Forestry Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	,
Parks & Recreation	Forestry	Forestry Operations Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Forestry	Forestry Planner Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	General Parks & Recreation	Community Programs and Partnerships Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Parks & Recreation	General Parks & Recreation	Natural Resources Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Parks & Recreation	General Parks & Recreation	Parks and Recreation Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	General Parks & Recreation	Parks and Recreation Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Parks & Recreation	General Parks & Recreation	Parks and Recreation Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	,
Parks & Recreation	General Parks & Recreation	Recreation Program Coordinator	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	General Parks & Recreation	Recreation Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Parks & Recreation	General Parks & Recreation	Regional Facilities Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Parks & Recreation	GIS	GIS Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Golf Course Maintenance	Golf Superintendent	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Golf Operations	Golf Operations Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Parks & Recreation	IT Data Analytics	Database Administrator II	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Leadership	Parks and Recreation Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
Parks & Recreation	Leadership	Parks and Recreation Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	
Parks & Recreation	Marketing	Marketing Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Parks & Recreation	Multimedia Services	Graphic Designer	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Parks & Landscaping Maintenance	Downtown Parks Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Parks & Landscaping Maintenance	Irrigation Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping and Irrigation Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Operations Supervisor	Non-Union	Exempt	N-05S N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Supervisor	Non-Union	Exempt		68,328.00	83,720.00	99,112.00
Parks & Recreation	Parks & Landscaping Maintenance	Parks Asset Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation Parks & Recreation	Parks & Landscaping Maintenance	Sports Field and Parks Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
	Planning & Zoning	Urban Parks Senior Manager City Planner	Non-Union	Exempt	N-08S N-04S	90,958.40 62,129.60	113,027.20 76,148.80	135,096.00 90,168.00
Parks & Recreation	Planning & Zoning		Non-Union	Exempt	N-04S N-05S			
Parks & Recreation	Planning & Zoning	Landscape Architect	Non-Union	Exempt	N-05S N-07S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Planning & Zoning Planning & Zoning	Landscape Architect Senior	Non-Union	Exempt	N-07S N-09S	82,680.00	102,752.00	
Parks & Recreation		Planning Senior Manager	Non-Union	Exempt	N-09S N-07S	100,048.00	125,070.40	
Parks & Recreation Parks & Recreation	Rangers Rangers	Urban Ranger Manager Urban Ranger Supervisor	Non-Union Non-Union	Exempt Exempt	N-07S N-06S	82,680.00 75,171.20	102,752.00 92.029.60	108.888.00
Parks & Recreation Parks & Recreation			Non-Union Non-Union	Exempt	N-065 N-08S	90,958.40	113,027.20	
Parks & Recreation Parks & Recreation	Recreation Operations Recreation Operations	Business Services Senior Manager Recreation Center Supervisor	Non-Union Non-Union	Exempt	N-08S	68,328.00	83,720.00	99,112.00
Parks & Recreation Parks & Recreation	Recreation Operations Recreation Operations	Recreation Center Supervisor  Recreation Member Service Supervisor	Non-Union Non-Union	Exempt	N-05S N-03S	56,472.00	,	
I aiks a Necreation	Incoreation Operations	Lizeri earrott Michinger Get Arce Orther Apol	NOT-OTION	Exempl	N-035	30,472.00	09,212.00	01,902.00

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Parks & Recreation	Recreation Programs & Instruction	Parks and Recreation Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Recreation Programs & Instruction	Physical Therapist	Non-Union	Exempt	N-06S	75,171,20	92.029.60	
Parks & Recreation	Recreation Programs & Instruction	Recreation Program Supervisor	Non-Union	Exempt	N-04S	62.129.60	76,148.80	
Parks & Recreation	Volunteer Services	Volunteer Services and Partnerships Supervisor	Non-Union	Exempt	N-04S	62,129.60	76.148.80	
Planning & Development Services	Building Inspection	Building Inspection Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Planning & Development Services	City Project Management	City Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Planning & Development Services	Civil Engineering	Civil Engineer	Non-Union	Exempt	N-06S	75,171,20	92.029.60	
Planning & Development Services	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Planning & Development Services	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Planning & Development Services	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	Civil Engineering	Engineering Permit and Inspection Supervisor	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	Code Compliance	Building Code Compliance Examiner	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Planning & Development Services	Code Compliance	Building Code Compliance Examiner Senior	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Planning & Development Services	Code Compliance	Building Code Compliance Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Code Compliance	Chief Building Official	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Planning & Development Services	Code Compliance	Code Compliance Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Code Compliance	Energy Code Compliance Examiner Principal	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Ecology	Resource Project Manager and Advisor Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	GIS	GIS Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Planning & Development Services	GIS	GIS Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Planning & Development Services	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	IT Applications	IT Applications Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Planning & Development Services	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	
Planning & Development Services	Leadership	Planning and Development Services Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	
Planning & Development Services	Leadership	Planning and Development Services Director	Non-Union	Exempt	N-13S	146,494.40	, -	
Planning & Development Services	Licensing & Permits	Contractor and Rental Licensing Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Planning & Development Services	Licensing & Permits	Permits Operations Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Planning & Development Services	Licensing & Permits	Planning and Development Operations Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	
Planning & Development Services	Planning & Zoning	City Planner	Non-Union	Exempt	N-04S	62,129.60	76,148.80	
Planning & Development Services	Planning & Zoning	City Planner Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Planning & Development Services	Planning & Zoning	Code Amendment Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Planning & Development Services	Planning & Zoning	Comprehensive Planning Manager Senior	Non-Union	Exempt	N-10S	110,052.80	137,571.20	
Planning & Development Services	Planning & Zoning	Comprehensive Planning Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Planning & Development Services	Planning & Zoning	Development Review Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Planning & Development Services	Planning & Zoning	Development Review Planning Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	
Planning & Development Services	Planning & Zoning	Historic Preservation Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	,
Planning & Development Services	Planning & Zoning	Internal Operations and Board Support Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	
Planning & Development Services	Planning & Zoning	Landscape Architect Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Planning & Development Services	Planning & Zoning	Planning Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Planning & Development Services	Planning & Zoning	Urban Design Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Planning & Development Services	Planning & Zoning	Zoning Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner	Non-Union	Exempt	N-03S	56,472.00	69,212.00	
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner Senior	Non-Union	Exempt	N-05S	68,328.00	83,720.00	
Planning & Development Services	Policy	Policy Advisor Senior	Non-Union	Exempt	N-09S	100,048.00	125,070.40	
Planning & Development Services	Records	Records Administrator	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Police	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Police	General Accounting	Financial Analyst	Non-Union	Exempt	N-03S	56,472.00	69,212.00	
Police	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N-07S N-05S	82,680.00	102,752.00	
Police Police	Police Police	Animal Protection Supervisor	Non-Union	Exempt	N-05S N-05S	68,328.00	83,720.00	
		Code Enforcement Supervisor	Non-Union	Exempt		68,328.00	83,720.00	
Police Police	Police Police	Dispatch Supervisor Photo Enforcement Supervisor	Non-Union Non-Union	Exempt	N-05S N-05S	68,328.00 68,328.00	83,720.00 83,720.00	99,112.00 99,112.00
				Exempt	N-05S N-08S			
Police	Police	Police Communications Manager	Non-Union	Exempt	N-08S N-06S	90,958.40	113,027.20	
Police	Police	Police Records Manager	Non-Union	Exempt	N-06S N-05S	75,171.20 68,328.00	92,029.60 83,720.00	
Police Police	Police Police	Police Records Supervisor	Non-Union	Exempt	N-05S N-06S		92.029.60	
Public Works - Business Services Division	Administrative Support	Victim Services Senior Program Manager Business Services Senior Manager	Non-Union Non-Union	Exempt Exempt	N-06S N-08S	75,171.20 90,958.40	113.027.20	
Public Works - Business Services Division  Public Works - Business Services Division	Administrative Support	Business Services Senior Manager Business Services Supervisor		Exempt	N-085 N-05S	68.328.00	83.720.00	,
Public Works - Business Services Division  Public Works - Business Services Division		Financial Services Supervisor  Financial Services Senior Manager	Non-Union Non-Union	Exempt	N-055 N-09S	100,048.00	,	
Public Works - Business Services Division  Public Works - Business Services Division		Senior Operations Specialist	Non-Union	Exempt	N-095 N-03S	56,472.00	_	
I upile AAOLKS - Drailless Selvices DIVISION	Administrative Support	Detilor Oberations obecialist	INOH-UHIOH	Exempt	N-035	30,472.00	08,212.00	01,932.00

Public Words - Description	Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Pack Water   Burners Services Devices   Devi		7/				_			111607
Final Notices - Basinesis Secretors Directors   10.50   Co. Amenistrator Principal   Not-Union   Secretical   Not-Union   No		- 7 1	, , , ,						
Problem   Vest   Boundary Seventors (Dresson College   Vest   V									
Public Words - Binness Bevords Division   IS									
Public Words - Bardenes Servicia Division   Computer									
Pablic Works - Banness Services Division   If Applications   If									
Pablic Words - Business Services Division   IT Agelications									
Pade Works - Business Services Devision   T. Appiratorions   T. Appiratorions   T. Appiratorions   T. Appiratorions   T. Appiratorions   P. Appi									
Public Wards - Basiness Services Division   Leadership   Public Wards Deput Precior   Mon-Linon   Exempt   Margin Coperations   Amont Deput Precior   Mon-Linon   Exempt   Margin Coperations   Amont Deput Precior   Margin Coperations   Mar									
Transportation & Mobility									
Transportation & Mobility									
Transportation & Mobility						N-05S			
Transportation & Mobility						N-07S			122,824.00
Francepotation & Mobility	Transportation & Mobility	Airport Operations	Manager of Administration, Compliance and Revenue Generation	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Transportation & Mobility		Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Transportation & Mobility	Civil Engineering	Civil Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Transportation & Mobility	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Transportation & Mobility	Transportation & Mobility	Civil Engineering	Civil Engineering Associate	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Transportation & Mobility	Transportation & Mobility	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Transportation & Mobility									
Transportation & Mobility	Transportation & Mobility	Civil Engineering	Civil Engineering Senior Associate	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Transportation & Mobility	Transportation & Mobility	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Transportation & Mobility	Transportation & Mobility	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Transportation & Mobility   Leadership   Transportation and Mobility Director   Non-Union   Exempt   183, 124, 1968,00   181,320.00   197,381.00   Transportation & Mobility   Transportation Maintenance   Traffic Signal Maintenance Supervisor   Non-Union   Exempt   Nos. 75,171.20   92,029.00   108,888.00   Transportation Maintenance   Non-Union   Exempt   Nos. 82,860.00   105,072.00   122,220.00   Transportation Maintenance   Transportation Maintenance   Non-Union   Exempt   Nos. 82,860.00   107,972.00   122,220.00   Transportation Maintenance   Transportation Maintenance   Non-Union   Exempt   Non-Unio	Transportation & Mobility	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Transportation & Mobility	Construction Project Management	Construction Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Transportation & Mobility   Transportation Maintenance   Traffic Signs and Markings Maintenance Supervisor   Non-Union   Exempt   Ness   75,171.20   92,029.60   108,888.00   Transportation Maintenance   Non-Union   Exempt   Non-Union   E	Transportation & Mobility	Leadership	Transportation and Mobility Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Transportation Mobility   Transportation Maintenance   Traffic Signs and Markings Maintenance Serior Project Manager   Non-Union   Exempt   N-98   10,048,00   125,0774.0   150,072.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   128,082.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   135,096.00   102,772.00   128,082.00   102,082.00	Transportation & Mobility	Leadership	Transportation and Mobility Director	Non-Union	Exempt	N-13S			219,731.20
Transportation Maintenance   Transportation Maintenance Senior Manager   Non-Union   Exempt   Nor9   10,048.00   125,070.40   150,072.00   Transportation Maintenance Senior Manager   Non-Union   Exempt   Nor9   10,048.00   125,070.40   150,072.00   Transportation Maintenance Senior Manager   Non-Union   Exempt   Nor9   10,048.00   125,070.40   150,072.00   123,049.40   10,072.00   174,049.40   10,072.00   174,049.40   10,072.00   174,049.40   10,072.00   174,049.40   10,072.00   174,049.40   10,072.00   174,049.40   1	Transportation & Mobility	Transportation Maintenance	Traffic Signal Maintenance Supervisor	Non-Union		N-06S	75,171.20		108,888.00
Transportation Maintenance	Transportation & Mobility			Non-Union	Exempt		-, -		
Transportation Meintenance   Transportation Maintenance   Transportation Maintenance   Transportation   Panning   Pelicy Advisor   Non-Union   Exempt   Non-Union   Non-Unio	Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Senior Manager	Non-Union	Exempt	N-09S		125,070.40	150,072.00
Transportation   Mobility   Transportation   Paloning   Policy Advisor   Non-Union   Exempt   N-98   \$0,958.40   113,027.20   135,096.00									
Transportation   Mobility   Transportation   Planning   Planni							-,		
Transportation & Mobility   Transportation Planning   Transportation Planning   Transportation & Mobility   Transportation Planning   Transportation   Transportation Planning   Transportation   Transportation   Transportation   Transpor									
Transportation   Mobility   Transportation   Planning   Project   Manager   Non-Union   Exempt   N-098   0.958.40   15.072.0									
Transportation Planning   Transportation P									,
Transportation Planning   Transportation Planning   Transportation Planning   Transportation Principal Project Manager   Non-Union   Exempt   N-088   90,958.40   113,027.20   335,096.00   Utilities   Billing Services   Billing Services   Billing Services   Billing Services   Non-Union   Exempt   N-088   75,171.20   92,029.60   108,888.00   Utilities   Budget Analysis   Budget Analysis   Non-Union   Exempt   N-088   75,171.20   92,029.60   108,888.00   Utilities   Budget Analysis   Budget Analysis   Non-Union   Exempt   N-088   90,958.40   113,027.00   135,096.00   Utilities   Civil Engineering   C									
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Utilities Civil Engineering Treatment Process Engineer Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Civil Engineering Treatment Process Senior Engineer Non-Union Exempt N-07S 82,680.00 102,752.00 122,824.90.0 Utilities Civil Engineering Utilities Engineering Manager Non-Union Exempt N-07S 82,680.00 102,752.00 122,824.90.0 Utilities Civil Engineering Utilities Engineering Senior Manager Non-Union Exempt N-10S 110,052.80 137,571.20 165,089.60 Utilities Civil Engineering Water Quality Engineer Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Community Engagement Community Engagement Senior Program Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Construction Project Management Construction Project Analyst Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Flood and Greenways Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Stormwater Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Stormwater Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Field Services Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Field Services Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Maintenance Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Maintenance Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,00.048.00 125,070.40 105,072.00 Utilities Field Operations Utilities Maintenance Senior Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,00.048.00 125,070.40 105,072.00 Utilities Field Operations Utilities Maintenance Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Maintenance Senior Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Maintenance Man		- 5					.,	- ,	,
Utilities									
UtilitiesCivil EngineeringUtilities Engineering ManagerNon-UnionExemptN-10S110,052.80137,571.20165,089.60UtilitiesCivil EngineeringUtilities Engineering Senior ManagerNon-UnionExemptN-10S110,052.80137,571.20165,089.60UtilitiesCivil EngineeringWater Quality EngineerNon-UnionExemptN-06S75,171.2092,029.60108,888.00UtilitiesCommunity EngagementCommunity Engagement Senior Program ManagerNon-UnionExemptN-06S75,171.2092,029.60108,888.00UtilitiesConstruction Project ManagementConstruction Project AnalystNon-UnionExemptN-06S75,171.2092,029.60108,888.00UtilitiesField OperationsFlood and Greenways SupervisorNon-UnionExemptN-06S75,171.2092,029.60108,888.00UtilitiesField OperationsPublic Space Management SupervisorNon-UnionExemptN-06S75,171.2092,029.60108,888.00UtilitiesField OperationsStormwater SupervisorNon-UnionExemptN-06S75,171.2092,029.60108,888.00UtilitiesField OperationsUtilities SupervisorNon-UnionExemptN-06S75,171.2092,029.60108,888.00UtilitiesField OperationsUtilities Maintenance ManagerNon-UnionExemptN-06S75,171.2092,029.60108,888.00UtilitiesField OperationsUtilities Maintenance ManagerN									
Utilities Civil Engineering Utilities Engineering Senior Manager Non-Union Exempt N-06S 137,571.20 165,089.60 Utilities Civil Engineering Water Quality Engineer Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Community Engagement Community Engagement Senior Program Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Construction Project Management Construction Project Analyst Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Flood and Greenways Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Public Space Management Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Stormwater Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Field Services Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Field Services Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Maintenance Manager Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00 Utilities Field Operations Utilities Maintenance Manager Non-Union Exempt N-06S 90,958.40 113,097.20 150,070.20 Utilities Field Operations Utilities Maintenance Senior Manager Non-Union Exempt N-09S 100,048.00 125,070.40 150,072.00 Utilities Field Operations Wastewater Collection Supervisor Non-Union Exempt N-06S 75,171.20 92,029.60 108,888.00		- 5							,
Utilities							.,		,
Utilities         Community Engagement         Community Engagement Senior Program Manager         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Construction Project Management         Construction Project Analyst         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Flood and Greenways Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Public Space Management Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Stormwater Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Fie									
Utilities         Construction Project Management         Construction Project Analyst         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Flood and Greenways Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Public Space Management Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Stornwater Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Maintenance Manager         Non-Union         Exempt         N-08S         90,958.40         113,027.20         135,096.00           Utilities         Field Operations <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td> ,</td>									,
Utilities         Field Operations         Flood and Greenways Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Public Space Management Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Stormwater Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Maintenance Manager         Non-Union         Exempt         N-08S         90,952.40         108,888.00           Utilities         Field Operations         Utilities Maintenance Senior Manager         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Wastewater Collection									
Utilities         Field Operations         Public Space Management Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Stormwater Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Maintenance Manager         Non-Union         Exempt         N-08S         90,958.40         113,096.00           Utilities         Field Operations         Utilities Maintenance Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,072.00           Utilities         Field Operations         Wastewater Collection Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00		,						. ,	
Utilities         Field Operations         Stormwater Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Guervices Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Maintenance Manager         Non-Union         Exempt         N-08S         90,958.40         113,027.20         135,096.00           Utilities         Field Operations         Utilities Maintenance Senior Manager         Non-Union         Exempt         N-09S         100,048.00         150,072.00         150,072.00         150,072.00         150,072.00         100,048.00         150,072.00         150,072.00         150,072.00         100,048.00         150,072.00         150,072.00         100,048.00         150,072.00         150,072.00         100,048.00         150,072.00         150,072.00         100,048.00         150,072.00         100,048.00         150,072.00         150,072.00         100,048.00         150,072.00         150,072.00         150,072.00         150,072.00         150,072.00         150,072.00         150,072.00         150,072.00         150,072.00         150,072.00         150,072.00         150,072.00<									
Utilities         Field Operations         Utilities Field Services Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00           Utilities         Field Operations         Utilities Maintenance Manager         Non-Union         Exempt         N-08S         90,958.40         113,027.20         135,096.00           Utilities         Field Operations         Utilities Maintenance Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,072.00           Utilities         Field Operations         Wastewater Collection Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00							-,		
Utilities         Field Operations         Utilities Maintenance Manager         Non-Union         Exempt         N-08S         90,958.40         113,027.20         135,096.00           Utilities         Field Operations         Utilities Maintenance Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,072.00           Utilities         Field Operations         Wastewater Collection Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00									
Utilities         Field Operations         Utilities Maintenance Senior Manager         Non-Union         Exempt         N-09S         100,048.00         125,070.40         150,072.00           Utilities         Field Operations         Wastewater Collection Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00								. ,	,
Utilities         Field Operations         Wastewater Collection Supervisor         Non-Union         Exempt         N-06S         75,171.20         92,029.60         108,888.00									
		Field Operations	Water Distribution Supervisor				75,171.20	92,029.60	

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Utilities	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90.168.00
Utilities	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N-048	75,171.20	92,029.60	108,888.00
Utilities	Leadership	Public Utilities Deputy Director	Non-Union	Exempt	N-11S	121,056.00		
Utilities	Leadership	Public Utilities Director	Non-Union	Exempt	N-13S			219,731.20
Utilities	Plant Operations	Hydroelectric Plant Supervisor	Non-Union	Exempt	N-06S	75.171.20	92.029.60	108.888.00
Utilities	Plant Operations	Plant Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Plant Operations	Plant Operations Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Plant Operations	Plant Process Automation Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Plant Operations	Plant Process Automation Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	
Utilities	Plant Operations	Plant Process Automation Senior Analyst	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Utilities	Plant Operations	Treatment Plant Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Utilities	Plant Operations	Treatment Plant Senior Program Manager	Non-Union	Exempt	N-06S	75,171,20	92,029.60	108,888.00
Utilities	Plant Operations	Utilities Operations Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	
Utilities	Water Quality	Greenways Program Manager	Non-Union	Exempt	N-04S	62.129.60	76.148.80	90.168.00
Utilities	Water Quality	Water Quality Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Quality	Water Quality Chemist	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Quality	Water Quality Chemist Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Utilities	Water Quality	Water Quality Compliance Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90.168.00
Utilities	Water Quality	Water Quality Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	,
Utilities	Water Quality	Water Quality Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Utilities	Water Quality	Water Quality Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	
Utilities	Water Resources	Water Conservation Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Resources	Water Resources Lead Operator	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Resources	Water Resources Operations Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Water Resources	Water Resources Project Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Resources	Water Resources Senior Engineer	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Utilities	Water Resources	Water Resources Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	
Utilities	Water Resources	Water Resources Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
City Attorney's Office	Legal Support	Legal Secretary Senior	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
City Attorney's Office	Legal Support	Paralegal I	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
City Attorney's Office	Legal Support	Paralegal II	Non-Union	Non-Exempt	N-05H	32.85	40.25	47.65
City Attorney's Office	Legal Support	Paralegal Senior	Non-Union	Non-Exempt	N-06H	36.14	44.25	52.35
City Manager's Office	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
City Manager's Office	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
City Manager's Office	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
City Manager's Office	Economic Vitality	SBDC Program Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Climate Initiatives	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Climate Initiatives	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Climate Initiatives	City Project Management	City Senior Project Manager	Non-Union	Non-Exempt	N-07H	39.75	49.40	59.05
Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Communications & Engagement	Community Engagement	Community Engagement Specialist	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
Communications & Engagement	Multimedia Services	Creative Services Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Community Vitality	Administrative Support	Community Vitality Operations Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Community Vitality	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Community Vitality	Community Vitality	District Vitality Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Community Vitality	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Facilities & Fleet	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Facilities & Fleet	Facilities Project Management	Facilities Project Planner I	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Facilities & Fleet	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Facilities & Fleet	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Finance	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Finance	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Finance	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Finance	Licensing & Permits	Licensing Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
i ilialicc				N = 1	N-03H	27.15	33.28	39.40
Finance	Payroll	Payroll Specialist	Non-Union	Non-Exempt				
	Payroll Tax	Tax Operations Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Finance	Payroll				N-01H N-01H	22.44 22.44	27.50 27.50	32.55 32.55
Finance Finance Fire Fire	Payroll Tax Administrative Support Administrative Support	Tax Operations Specialist Administrative Assistant Executive Assistant	Non-Union Non-Union Non-Union	Non-Exempt Non-Exempt Non-Exempt	N-01H N-01H N-04H	22.44 22.44 29.87	27.50 27.50 36.61	32.55 43.35
Finance Firance Fire Fire Housing & Human Services	Payroll Tax Administrative Support Administrative Support Community Resolution Services	Tax Operations Specialist Administrative Assistant Executive Assistant Community Resolution Specialist	Non-Union Non-Union Non-Union Non-Union	Non-Exempt Non-Exempt Non-Exempt Non-Exempt	N-01H N-01H N-04H N-01H	22.44 22.44 29.87 22.44	27.50 27.50 36.61 27.50	32.55 43.35 32.55
Finance Finance Fire Fire Housing & Human Services Housing & Human Services	Payroll Tax Administrative Support Administrative Support Community Resolution Services Facilities Project Management	Tax Operations Specialist Administrative Assistant Executive Assistant Community Resolution Specialist Facilities Operations Specialist	Non-Union Non-Union Non-Union Non-Union Non-Union	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt	N-01H N-01H N-04H N-01H N-02H	22.44 22.44 29.87 22.44 24.68	27.50 27.50 36.61 27.50 30.24	32.55 43.35 32.55 35.80
Finance Firance Fire Fire Housing & Human Services	Payroll Tax Administrative Support Administrative Support Community Resolution Services	Tax Operations Specialist Administrative Assistant Executive Assistant Community Resolution Specialist	Non-Union Non-Union Non-Union Non-Union	Non-Exempt Non-Exempt Non-Exempt Non-Exempt	N-01H N-01H N-04H N-01H	22.44 22.44 29.87 22.44	27.50 27.50 36.61 27.50	32.55 43.35 32.55

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Housing & Human Services	Housing & Human Services	Customer Service Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Housing & Human Services	Housing & Human Services	Homeownership Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Housing & Human Services	Housing & Human Services	Housing and Human Services Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Housing & Human Services	Housing Services	Compliance and Monitoring Administrator	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Housing & Human Services	Housing Services	Homeownership Program Manager	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Housing & Human Services	Older Adult Services	Older Adult Services Program Support Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Human Resources	General Human Resources	Human Resources Specialist - Time Information	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Human Resources	HR Systems & Operations	Human Resources Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Human Resources	Talent Acquisition	Recruiting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Human Resources	Total Rewards	Total Rewards Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Innovation & Technology	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Innovation & Technology	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Innovation & Technology	IT Applications	IT Applications Developer Senior	Non-Union	Non-Exempt	N-08H	43.73	54.34	64.95
Innovation & Technology	IT Infrastructure	Network Administrator II	Non-Union	Non-Exempt	N-07H	39.75	49.40	59.05
Innovation & Technology	IT Project Management	IT Project Specialist	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Municipal Court	Budget Analysis	Budget Specialist	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Open Space & Mountain Parks	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Assistant Crew Lead	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Crew Member	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Customer Service	Customer Service Representative	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Ecology	Ecological Restoration Crew Member	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildlife Ecology Technician I	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildlife Ecology Technician II	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Representative	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Senior Representative	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Open Space & Mountain Parks	Forestry	Forestry Crew Member	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	GIS	GIS Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Field Technician I	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Field Technician II	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Open Space & Mountain Parks	Parks & Landscaping Maintenance	Agricultural Land Restoration Crew Lead	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
Open Space & Mountain Parks	Planning & Zoning	Environmental Planning Senior Project Manager	Non-Union	Non-Exempt	N-07H	39.75	49.40	59.05
Open Space & Mountain Parks	Planning & Zoning	Open Space Planning Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Rangers	Limited Commission Ranger	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Open Space & Mountain Parks	Rangers	Limited Commission Ranger Crew Lead	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Assistant Crew Lead	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Crew Member	Non-Union	Non-Exempt	N-01H	22.44 22.44	27.50 27.50	32.55 32.55
Open Space & Mountain Parks	Visitor Infrastructure	Signs Crew Member	Non-Union	Non-Exempt	N-01H			
Open Space & Mountain Parks	Visitor Infrastructure	Trail Assistant Crew Lead	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Visitor Infrastructure	Trail Crew Member	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Assistant Crew Lead	Non-Union	Non-Exempt	N-01H N-01H	22.44 22.44	27.50 27.50	32.55 32.55
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Crew Member	Non-Union Non-Union	Non-Exempt	N-01H N-01H	22.44	27.50	32.55
Open Space & Mountain Parks Open Space & Mountain Parks	Volunteerism & Service Learning Volunteerism & Service Learning	Bilingual Junior Ranger Program Coordinator Senior Bilingual Volunteer Crew Lead	Non-Union	Non-Exempt Non-Exempt	N-01H N-02H	24.68	30.24	35.80
Open Space & Mountain Parks	Volunteerism & Service Learning  Volunteerism & Service Learning	Volunteer Crew Lead	Non-Union	Non-Exempt	N-02H N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Volunteerism & Service Learning  Volunteerism & Service Learning	Volunteerism and Service Learning Program	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Open Space & Mountain Parks	Water Resources	Water Resources Technician	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Parks & Recreation	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-01H N-04H	29.87	36.61	43.35
Parks & Recreation	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N-04H N-01H	22.44	27.50	32.55
Parks & Recreation	Aquatic Operations	Water Safety Program Lead	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Parks & Recreation	Community Outreach	Volunteer Program Lead	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Parks & Recreation	Forestry	Forestry Crew Member	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Parks & Recreation	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Parks & Recreation	General Parks & Recreation	Recreation Program Coordinator	Non-Union	Non-Exempt	N-01H	27.15	33.28	39.40
Parks & Recreation	Rangers	Urban Ranger I	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
Parks & Recreation	Rangers	Urban Ranger II	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Parks & Recreation	Recreation Programs & Instruction	Recreation Instructor - EXPAND	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Parks & Recreation	Recreation Programs & Instruction	Recreation Program Lead	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Planning & Development Services	Administrative Support	Board Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Planning & Development Services	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Planning & Development Services	Administrative Support	Program Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Planning & Development Services	City Project Management	Project Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Planning & Development Services	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
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# N-Schedule Job Structure Last Updated 12/04/2024

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	<b>Union Designation</b>	FLSA	Range	Min	Mid	Max
Planning & Development Services	GIS	GIS Analyst	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Planning & Development Services	Licensing & Permits	Licensing Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Planning & Development Services	Licensing & Permits	Licensing Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Planning & Development Services	Licensing & Permits	Permits Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Planning & Development Services	Licensing & Permits	Permits Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Planning & Development Services	Planning & Zoning	Planning and Zoning Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Planning & Development Services	Planning & Zoning	Planning Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Police	Administrative Support	Animal Protection & Code Enforcement Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Police	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Police	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Police	Administrative Support	Patrol Services Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Police	Administrative Support	Police Support Services Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Police	Administrative Support	Professional Standards Unit Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Police	Administrative Support	Sex Offender Registry Specialist	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
Police	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Police	Police	Criminalist	Non-Union	Non-Exempt	N-07H	39.75	49.40	59.05
Police	Police	Investigation Specialist	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
Police	Police	Police Communications Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Police	Police	Police Training Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Police	Police	Unhoused Program Manager	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Public Works - Business Services Division	Administrative Support	Board Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Public Works - Business Services Division	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Public Works - Business Services Division	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Public Works - Business Services Division	City Project Management	City Senior Project Manager	Non-Union	Non-Exempt	N-07H	39.75	49.40	59.05
Public Works - Business Services Division	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Public Works - Business Services Division	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Transportation & Mobility	Civil Engineering	Civil Engineering Principal Project Manager (Hourly)	Non-Union	Non-Exempt	N-09H	48.10	60.13	72.15
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Associate (Hourly)	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
	Policy	Policy Advisor Senior	Non-Union	Non-Exempt	N-09H	48.10	60.13	72.15