Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
City Attorney's Office	Legal Support	Legal Secretary Senior	Non-Union	Non-Exempt	N 03H	\$ 27.96 \$	34.27	
City Attorney's Office	Legal Support	Paralegal I	Non-Union	Non-Exempt	N 04H	\$ 30.77 \$		\$ 44.65
City Attorney's Office	Legal Support	Paralegal II	Non-Union	Non-Exempt	N 05H	\$ 33.84 \$	41.46	
City Attorney's Office	Legal Support	Paralegal Senior	Non-Union	Non-Exempt	N 06H	\$ 37.22 \$	45.57	\$ 53.92
City Manager's Office	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	
City Manager's Office	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$ 30.77 \$	37.71	\$ 44.65
City Manager's Office	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	\$ 36.87
Climate Initiatives	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$		\$ 33.53
Climate Initiatives	Administrative Support	Climate Initiative Associate	Non-Union	Non-Exempt	N 03H	\$ 27.96 \$	34.27	\$ 40.58
Climate Initiatives	City Project Management	City Senior Project Manager	Non-Union	Non-Exempt	N 07H	\$ 40.94 \$		\$ 60.82
Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Non-Exempt	N 04H	\$ 30.77 \$	37.71	
Communications & Engagement	Community Engagement	Community Engagement Specialist	Non-Union	Non-Exempt	N 03H	\$ 27.96 \$		\$ 40.58
Communications & Engagement	Multimedia Services	Creative Services Coordinator	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	
Community Vitality	Administrative Support	Community Vitality Operations Specialist	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	
Community Vitality	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$ 30.77 \$	37.71	
Community Vitality	Administrative Support	Operations Associate	Non-Union	Non-Exempt	N 04H	\$ 30.77 \$		\$ 44.65
Community Vitality	Arts	Arts and Culture Specialist	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	\$ 33.53
Facilities & Fleet	Administrative Support	Facilities and Fleet Support Coordinator	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$		\$ 33.53
Facilities & Fleet	Fleet Maintenance	Fleet Mechanic Assistant	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	
Facilities & Fleet	Fleet Maintenance	Skilled Mechanic	Non-Union	Non-Exempt	N 05H	\$ 33.84 \$		\$ 49.08
Finance	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$ 30.77 \$	37.71	
Finance	Payroll	Payroll Specialist	Non-Union	Non-Exempt	N 03H	\$ 27.96 \$	34.27	
Fire	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	
Fire	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$ 30.77 \$ \$ 50.59 \$	37.71	
Fire Housing & Human Services	Fire Family Resource Schools	Battalion Chief Bilingual Family Resource Schools Program Assistant	Non-Union Non-Union	Non-Exempt Non-Exempt	F 01H N 02H	\$ 50.59 \$ \$ 25.42 \$	54.70 31.15	\$ 58.80 \$ 36.87
					N 02H N 01H	\$ 25.42 \$		\$ 33.53
Housing & Human Services Housing & Human Services	Family Resource Schools Housing & Human Services	Family Resource Schools Program Assistant Customer Service Coordinator	Non-Union Non-Union	Non-Exempt Non-Exempt	N 01H	\$ 23.11 \$		\$ 33.53
Housing & Human Services	Housing & Human Services	Housing and Human Services Specialist	Non-Union	Non-Exempt	N 01H N 02H	\$ 25.42 \$	31.15	
Human Resources	General Human Resources	Human Resources Specialist - Time Information	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	
Human Resources	HR Systems & Operations	Human Resources Coordinator	Non-Union	Non-Exempt	N 02H N 01H	\$ 23.11 \$	28.32	
Human Resources	Talent Acquisition	Recruiting Coordinator	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$		\$ 33.53
Human Resources	Total Rewards	Total Rewards Specialist	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	\$ 36.87
Innovation & Technology	IT Applications	IT Applications Developer Senior	Non-Union	Non-Exempt	N 08H	\$ 45.04 \$		\$ 66.90
Municipal Court	Municipal Court Administration	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$		\$ 33.53
Open Space & Mountain Parks	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$		\$ 33.53
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Assistant Crew Lead	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Crew Member	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	\$ 33.53
Open Space & Mountain Parks	Customer Service	Customer Service Representative	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	
Open Space & Mountain Parks	Ecology	Ecological Restoration Crew Member	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	\$ 33.53
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildlife Ecology Technician I	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	\$ 33.53
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildlife Ecology Technician II	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	\$ 36.87
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Representative	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	\$ 33.53
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Senior Representative	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	\$ 36.87
Open Space & Mountain Parks	Forestry	Forestry Crew Member	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	
Open Space & Mountain Parks	GIS	GIS Specialist	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Field Technician I	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Field Technician II	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$		\$ 36.87
Open Space & Mountain Parks	Parks & Landscaping Maintenance	Agricultural Land Restoration Crew Lead	Non-Union	Non-Exempt	N 03H	\$ 27.96 \$	34.27	\$ 40.58
Open Space & Mountain Parks	Planning & Zoning	Environmental Planning Senior Project Manager	Non-Union	Non-Exempt	N 07H	\$ 40.94 \$		\$ 60.82
Open Space & Mountain Parks	Planning & Zoning	Open Space Planning Coordinator	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	
Open Space & Mountain Parks	Rangers	Limited Commission Ranger	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$		\$ 36.87
Open Space & Mountain Parks	Rangers	Limited Commission Ranger Crew Lead	Non-Union	Non-Exempt	N 03H	\$ 27.96 \$	34.27	
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Assistant Crew Lead	Non-Union	Non-Exempt	N 02H	\$ 25.42 \$	31.15	
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Crew Member	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$	28.32	
Open Space & Mountain Parks	Visitor Infrastructure	LWCF Grant Trail Crew Lead	Non-Union	Non-Exempt	N 03H	\$ 27.96 \$ \$ 23.11 \$	34.27 28.32	\$ 40.58 \$ 33.53
Open Space & Mountain Parks	Visitor Infrastructure	Signs Crew Member	Non-Union	Non-Exempt	N 01H	\$ 23.11 \$ \$ 23.11 \$		
Open Space & Mountain Parks Open Space & Mountain Parks	Visitor Infrastructure Visitor Infrastructure	Trail Assistant Crew Lead Trail Crew Member	Non-Union Non-Union	Non-Exempt Non-Exempt	N 01H N 01H	\$ 23.11 \$	28.32 28.32	
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Open Space & Mountain Parks Open Space & Mountain Parks	Visitor Infrastructure Visitor Infrastructure	Trailheads Assistant Crew Lead Trailheads Crew Member	Non-Union Non-Union	Non-Exempt Non-Exempt	N 01H N 01H	\$ 23.11 \$ \$ 23.11 \$	28.32 28.32	
Open Space & Mountain Parks Open Space & Mountain Parks	Volunteerism & Service Learning	Bilingual Junior Ranger Program Coordinator Senior	Non-Union	Non-Exempt	N 01H N 01H	\$ 23.11 \$	28.32	
Open Space & Mountain Parks Open Space & Mountain Parks	Volunteerism & Service Learning Volunteerism & Service Learning	Bilingual Volunteer Crew Lead	Non-Union	Non-Exempt	N 01H	\$ 25.42 \$	31.15	
Open Space & Mountain Parks	Volunteerism & Service Learning Volunteerism & Service Learning	Volunteer Crew Lead	Non-Union	Non-Exempt	N 0211	\$ 23.11 \$	28.32	
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City Attorney's Office Legal Counsel Assistant City Attorney III Non-Union Exempt Nos \$113,380.00 \$141,889.60 \$170,040.00				Non-Union	Exempt	N 08S	\$ 93,683.20		\$ 139,152.00
City Attorney's Office Legal Counsel Police Legal Advisor Non-Union Exempt N 98 \$103,043.20 \$128,814.40 \$154,564.80 \$105 (Ity Attorney's Office Legal Counsel Prosecution Senior Manager Non-Union Exempt N 118 \$124,596.00 \$174,1554.40 \$205,753.80 \$174,000 \$		Legal Counsel	Assistant City Attorney III	Non-Union	Exempt	N 10S	\$ 113,360.00	\$ 141,689.60	\$ 170,040.00
City Attorney's Office	City Attorney's Office	Legal Counsel	Police Legal Advisor	Non-Union		N 09S	\$ 103,043.20	\$ 128,814.40	\$ 154,564.80
City Attorney's Office Legal Support Legal Administration Manager Non-Union Exempt Nos \$9,388.32 \$116,417.60 \$139,152.00 City Council Member Non-Union Exempt Nos \$15,088.29	City Attorney's Office	Legal Counsel	Prosecution Senior Manager	Non-Union	Exempt	N 11S	\$ 124,696.00	\$ 155,875.20	\$ 187,054.40
City Council Leadership City Council Member Non-Union Exempt 2-0ity Count \$15,088.29 \$15,088.	City Attorney's Office	Legal Counsel	Senior Counsel	Non-Union	Exempt	N 12S	\$ 137,155.20	\$ 171,454.40	\$ 205,753.60
City Manager's Office Administrative Support Business Operations Administrator Non-Union Exempt N 068 \$ 77,417.00 \$ 94,785.60 \$ 112,153.60 City Manager's Office Administrative Support City Council Program Manager Non-Union Exempt N 048 \$ 64,001.60 \$ 78,436.80 \$ 92,972.00 City Manager's Office City Clerk Non-Union Exempt N 088 \$ 93,683.20 \$ 114,176.00 \$ 139,152.00 City Manager's Office City Clerk Non-Union Exempt N 068 \$ 77,417.60 \$ 94,785.60 \$ 112,153.60 City Manager's Office City Clerk Non-Union Exempt N 068 \$ 77,417.60 \$ 94,785.60 \$ 112,153.60 City Manager's Office City Clerk Deputy City Clerk Non-Union Exempt N 068 \$ 77,417.60 \$ 94,785.60 \$ 112,153.60 City Manager's Office City Clerk Elections Administrator Non-Union Exempt N 058 \$ 70,387.20 \$ 86,236.80 \$ 102,086.40 City Manager's Office Economic Vitality Economic Vitalit	City Attorney's Office	Legal Support	Legal Administration Manager	Non-Union	Exempt	N 08S	\$ 93,683.20	\$ 116,417.60	\$ 139,152.00
City Manager's Office Administrative Support City Council Program Manager Non-Union Exempt N 4S \$ 64,001.60 \$ 78,436.80 \$ 92,872.00 City Manager's Office City Clerk City Clerk Non-Union Exempt N 08S \$ 93,683.20 \$ \$116,417.60 \$ 139,152.00 City Manager's Office City Clerk Deputy City Clerk Non-Union Exempt N 06S \$ 77,417.60 \$ 94,785.60 \$ 112,153.60 City Manager's Office City Clerk Economic Vitality SBDC Principal Program Manager Non-Union Exempt N 04S \$ 64,001.60 \$ 78,436.80 \$ 92,872.00 City Manager's Office Economic Vitality SBDC Principal Program Manager Non-Union Exempt N 04S \$ 64,001.60 \$ 78,436.80 \$ 92,872.00 City Manager's Office Economic Vitality <	City Council	Leadership	City Council Member	Non-Union	Exempt	C - City Cour	\$ 15,088.29	\$ 15,088.29	\$ 15,088.29
City Manager's Office City Clerk City Clerk Non-Union Exempt N 08S \$ 93,683.20 \$ 116,417.60 \$ 139,152.00 City Manager's Office City Clerk Deputy City Clerk Non-Union Exempt N 06S \$ 77,387.20 \$ 94,785.60 \$ 112,153.60 City Manager's Office City Clerk Elections Administrator Non-Union Exempt N 05S \$ 70,387.20 \$ 86,236.80 \$ 102,086.40 City Manager's Office Economic Vitality Economic Vitality Manager Non-Union Exempt N 09S \$ 103,043.20 \$ 128,814.40 \$ 154,564.80 City Manager's Office Economic Vitality Economic Vitality Economic Vitality SBDC Principal Program Manager Non-Union Exempt N 04S \$ 64,001.60 \$ 78,436.80 \$ 92,872.00 City Manager's Office Economic Vitality SBDC Principal Program Manager Non-Union Exempt N 04S \$ 64,001.60 \$ 78,436.80 \$ 92,872.00 City Manager's Office Economic Vitality SBDC Principal Program Manager Non-Union Exempt N 04S \$ 64	City Manager's Office	Administrative Support	Business Operations Administrator	Non-Union	Exempt	N 06S	\$ 77,417.60	\$ 94,785.60	\$ 112,153.60
City Manager's Office City Clerk Deputy City Clerk Non-Union Exempt N 06S \$ 77,417.60 \$ 94,785.60 \$ 112,153.60 City Manager's Office City Clerk Elections Administrator Non-Union Exempt N 05S \$ 70,387.20 \$ 86,236.80 \$ 102,086.40 City Manager's Office Economic Vitality S 64,001.60 \$ 78,436.80 \$ 92,872.00 City Manager's Office Economic Vitality SBDC Principal Program Manager Non-Union Exempt N 08S \$ 36,832.20 \$ 116,417.60 \$ 139,152.00 City Manager's Office Economic Vitality SBDC Principal Program Manager Non-Union Exempt N 04S \$ 64,001.60 \$ 78,436.80 \$ 92,872.00 City Manager's Office Economic Vitality SBDC Program Manager Non-Union Exempt N 04S \$ 64,001.60 \$ 78,436.80 \$ 92,872.00 City Manager's Office Economic Vitality SBDC Program Manager Non-Union Exempt	City Manager's Office	Administrative Support	City Council Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60	\$ 78,436.80	\$ 92,872.00
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City Manager's Office Leadership Assistant City Manager Non-Union Exempt N 14S \$ 165,963.20 \$ 247,459.20 \$ 248,955.20 City Manager's Office Leadership City Manager Non-Union Exempt N 18S \$ 242,985.60 \$ 303,742.50 \$ 364,718.40 City Manager's Office Leadership Deputy City Manager Non-Union Exempt N 16S \$ 200,824.00 \$ 251,034.70 \$ 301,246.40 City Manager's Office Policy Business Equity Project Manager Non-Union Exempt N 08S \$ 33,683.20 \$ 116,417.60 \$ 319,152.00 City Manager's Office Policy Equity and Belonging Officer Non-Union Exempt N 10S \$ 113,360.00 \$ 141,689.60 \$ 170,040.00 City Manager's Office Policy Equity and Belonging Policy Advisor Non-Union Exempt N 09S \$ 103,043.20 \$ 128,814.40 \$ 154,564.80 City Manager's Office Policy Independent Police Monitor Non-Union Exempt N 11S \$ 124,696.00 \$ 155,875.20 \$ 170,040.00									
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City Manager's Office Policy Equity and Belonging Policy Advisor Non-Union Exempt N 09S \$ 103,043.20 \$ 128,814.40 \$ 154,564.80 City Manager's Office Policy Independent Police Monitor Non-Union Exempt N 11S \$ 124,696.00 \$ 155,875.20 \$ 187,054.40 City Manager's Office Policy Intergovernmental Officer Non-Union Exempt N 10S \$ 113,360.00 \$ 141,68.60 \$ 170,040.00 City Manager's Office Project Management City Principal Project Manager Non-Union Exempt N 08S \$ 93,683.20 \$ 116,417.60 \$ 139,152.00 City Manager's Office Records Records Supervisor Non-Union Exempt N 05S \$ 70,387.20 \$ 86,236.80 \$ 102,086.40		,							
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City Manager's Office Project Management City Principal Project Manager Non-Union Exempt N 08S \$ 93,683.20 \$ 116,417.60 \$ 139,152.00 City Manager's Office Records Records Supervisor Non-Union Exempt N 05S \$ 70,387.20 \$ 86,236.80 \$ 102,086.40									
City Manager's Office Records Records Supervisor Non-Union Exempt N 05S \$ 70,387.20 \$ 86,236.80 \$ 102,086.40		,							
Climate Initiatives Administrative Support Business Services Administrator Non-Union Exempt Non-Union Exempt Non-Union Services Non-Union No									
	Climate Initiatives	Administrative Support	Business Services Administrator	Non-Union	Exempt	N 05S	\$ 70,387.20	\$ 86,236.80	\$ 102,086.40

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Department Climate Initiatives	Job Family	Job Title Climate Initiatives Principal Project Manager	Union Designation Non-Union	Exempt	Grade N 09S	Min Mid Max \$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Climate Initiatives	Ecology	Ecologist Senior	Non-Union	Exempt	N 095 N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Climate Initiatives Climate Initiatives	Electrical Engineering	Electrical Engineer Senior	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Climate Initiatives Climate Initiatives	Leadership	Climate Initiatives Director	Non-Union	Exempt	N 085 N 13S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00 \$ 150,883.20 \$ 188,614.40 \$ 226,324.80
Climate Initiatives Climate Initiatives	Policy	Policy Advisor	Non-Union	Exempt	N 135 N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
	Policy		Non-Union		N 085 N 09S	\$ 93,683.20 \$ 116,417.80 \$ 139,152.00 \$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Climate Initiatives Climate Initiatives	Sustainability	Policy Advisor Senior Sustainability Data Analyst Senior	Non-Union	Exempt Exempt	N 095 N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Climate Initiatives Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Exempt	N 075 N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Climate Initiatives Climate Initiatives	Sustainability	Sustainability Frogram Manager Sustainability Senior Manager	Non-Union	Exempt	N 043	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Climate Initiatives Climate Initiatives	Sustainability	Sustainability Senior Program Manager	Non-Union	Exempt	N 095	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Communications & Engagement	Community Engagement	Bilingual Community Engagement Senior Program Manager	Non-Union	Exempt	N 003	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Communications & Engagement	Community Engagement	Community Engagement Program Manager	Non-Union	Exempt	N 073	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Communications & Engagement	Community Engagement	Community Engagement Program Manager Community Engagement Senior Program Manager	Non-Union	Exempt	N 043	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Communications & Engagement	Community Engagement	Community Engagement Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Communications & Engagement	Digital Communications	Digital Communications Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Communications & Engagement	Digital Communications	Digital Communications Technical Program Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Communications & Engagement	General Communications	Communications and Engagement Operations Administrator	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Communications & Engagement	General Communications	Communications Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Communications & Engagement	General Communications	Communications Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Communications & Engagement	General Communications	Communications Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Communications & Engagement	General Communications	Communications Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Communications & Engagement	General Communications	Communications Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Communications & Engagement	General Communications	Community Engagement Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Communications & Engagement	General Communications	Public Information Officer	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Communications & Engagement	Leadership	Communications and Engagement Director	Non-Union	Exempt	N 13S	\$ 150,883.20 \$ 188,614.40 \$ 226,324.80
Communications & Engagement	Multimedia Services	Bilingual Senior Producer and Anchor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Communications & Engagement	Multimedia Services	Creative Design Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Communications & Engagement	Multimedia Services	Creative Services Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Communications & Engagement	Multimedia Services	Creative Services Producer	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Community Vitality	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00
Community Vitality	Arts	Arts and Culture Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00
Community Vitality	Arts	Arts Program Manager	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Community Vitality	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Community Vitality	Community Outreach	Events Senior Program Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Community Vitality	Community Vitality	Community Vitality Project Analyst	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Community Vitality	Community Vitality	Community Vitality Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Community Vitality	Community Vitality	Cultural Vibrancy and District Vitality Senior Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Community Vitality	Customer Service	Customer Service Supervisor	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Community Vitality	Facility/Building Maintenance	Parking Maintenance Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Community Vitality	Leadership	Community Vitality Director	Non-Union	Exempt	N 13S	\$ 150,883.20 \$ 188,614.40 \$ 226,324.80
Community Vitality	Parking Enforcement	Community Vitality Operations and Maintenance Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Community Vitality	Parking Enforcement	Parking Enforcement Supervisor	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Facilities & Fleet	Facilities Project Management	Facilities Energy Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Facilities & Fleet	Facilities Project Management	Facilities Energy Manager Senior	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00
Facilities & Fleet	Facilities Project Management	Facilities Principal Project Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Facilities & Fleet	Facilities Project Management	Facilities Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Facilities & Fleet	Facilities Project Management	Facilities Project Planner II	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Facilities & Fleet	Facilities Project Management	Facilities Senior Project Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Facilities & Fleet	Facility/Building Maintenance	Facilities Supervisor	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Facilities & Fleet	Fleet Maintenance	Fleet & Radio Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Facilities & Fleet	Fleet Maintenance	Fleet Maintenance Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Facilities & Fleet	Leadership	Facilities and Fleet Deputy Director	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Facilities & Fleet	Leadership	Facilities and Fleet Director	Non-Union	Exempt	N 13S	\$150,883.20 \$188,614.40 \$226,324.80
Facilities & Fleet	Radio Systems	Radio Systems Architect	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Facilities & Fleet	Radio Systems	Radio Systems Engineer	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Finance	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Finance	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Finance	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Finance	Budget Analysis	Budget Officer	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Finance	Budget Analysis	Grants Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Finance	Budget Analysis	Grants Program Administrator	Non-Union	Exempt	N 05S N 04S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Finance	Budget Analysis	Grants Program Analyst	Non-Union	Exempt	N 045	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00

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Department	Job Family	Job Title	Union Designation Non-Union		Grade N 06S	Min Mid Max \$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Finance	Budget Analysis	Grants Senior Program Manager		Exempt	N 065 N 06S	
Finance Finance	Budget Analysis General Accounting	P&DS Budget Analyst Senior Accountant	Non-Union	Exempt		\$ 77,417.60 \$ 94,785.60 \$ 112,153.60 \$ 64,001.60 \$ 78,436.80 \$ 92,872.00
	General Accounting		Non-Union Non-Union	Exempt Exempt	N 04S N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Finance Finance	General Accounting General Accounting	Accountant Senior Assistant Controller	Non-Union	Exempt	N 005 N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
					N 095 N 11S	
Finance Finance	General Accounting	Controller Chief Financial Officer	Non-Union	Exempt Exempt	N 115 N 15S	
	Leadership		Non-Union		N 155 N 13S	\$ 182,582.40 \$ 228,217.60 \$ 273,832.00
Finance Finance	Leadership	Finance Deputy Director	Non-Union	Exempt	N 135 N 04S	\$ 150,883.20 \$ 188,614.40 \$ 226,324.80
	Licensing & Permits	Licensing Analyst	Non-Union	Exempt		\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Finance	Licensing & Permits	Licensing Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Finance	Payroll	Payroll Manager	Non-Union	Exempt	N 08S N 04S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Finance	Procurement	Procurement Buyer	Non-Union	Exempt	N 045 N 06S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Finance	Procurement	Procurement Buyer Senior	Non-Union	Exempt		\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Finance	Procurement	Purchasing Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Finance	Risk Management	ADA Coordinator	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Finance	Risk Management	Digital Accessibility Program Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Finance	Risk Management	Internal Auditor Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Finance	Risk Management	Risk Analyst	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Finance	Risk Management	Risk Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Finance	Risk Management	Risk Manager Senior	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Finance	Tax	Tax Audit Supervisor	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Finance	Tax	Tax Auditor	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Finance	Tax	Tax Auditor Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Finance	Tax	Tax Collections Agent	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Finance	Tax	Tax Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Finance	Tax	Tax Operations Supervisor	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Finance	Tax	Taxpayer Services and Compliance Analyst	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Fire	Budget Analysis	Business Services Administrator Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Fire	Fire	Community Risk Reduction Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Fire	Fire	Community Risk Reduction Specialist	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Fire	Fire	Emergency Medical Services Educator	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Fire	Fire	Fire Protection Engineer	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Fire	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Fire	Leadership	Deputy Fire Chief	Non-Union	Exempt	F 03S	\$171,088.00 \$190,098.20 \$209,108.02
Fire	Leadership	Division Chief - Emergency Medical Services	Non-Union	Exempt	F 02S	\$ 159,855.31 \$ 172,816.55 \$ 185,777.79
Fire	Leadership	Division Chief - Fire Marshal	Non-Union	Exempt	F 02S	\$ 159,855.31 \$ 172,816.55 \$ 185,777.79
Fire	Leadership	Division Chief - Logistics	Non-Union	Exempt	F 02S	\$ 159.855.31 \$ 172.816.55 \$ 185.777.79
Fire	Leadership	Division Chief - Operations	Non-Union	Exempt	F 02S	\$159,855.31 \$172,816.55 \$185,777.79
Fire	Leadership	Division Chief - Training	Non-Union	Exempt	F 02S	\$ 159.855.31 \$ 172.816.55 \$ 185.777.79
Fire	Leadership	Division Chief - Wildland	Non-Union	Exempt	F 02S	\$159,855.31 \$172,816.55 \$ 185,777.79
Fire	Leadership	Fire Chief	Non-Union	Exempt	F 04S	\$177,741.82 \$209,108.02 \$ 240,474.23
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Clinical Case Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Clinician	Non-Union	Exempt	N 06S	\$ 77.417.60 \$ 94.785.60 \$ 112.153.60
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Program Analyst	Non-Union	Exempt	N 04S	\$ 64.001.60 \$ 78.436.80 \$ 92.872.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Supervising Clinician	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Housing & Human Services	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Housing & Human Services	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Housing & Human Services	Community Relations Services	Community Relations Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Housing & Human Services	Community Relations Services	Community Relations Senior Project Manager	Non-Union	Exempt	N 043	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Housing & Human Services	Community Resolution Services	Community Resolution Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Housing & Human Services	Community Resolution Services	Community Resolution Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Housing & Human Services	Family & Youth Services	Child Care Subsidy Program Manager	Non-Union	Exempt	N 045	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00 \$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Housing & Human Services Housing & Human Services	Family & Youth Services	Family and Youth Services Manager	Non-Union	Exempt	N 045 N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Housing & Human Services	Family & Youth Services	Youth Opportunities Program Manager	Non-Union	Exempt	N 075	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
	 				N 045 N 04S	
Housing & Human Services	Family Resource Schools	Bilingual Family Resource Schools Program Manager	Non-Union	Exempt		\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Housing & Human Services	General Accounting	Financial Analyst	Non-Union	Exempt	N 03S N 04S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Housing & Human Services	Housing & Human Services	Grants Program Associate	Non-Union	Exempt		\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Housing & Human Services	Housing & Human Services	Homeownership Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Housing & Human Services	Housing & Human Services	Housing Project Planner	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Housing & Human Services	Housing & Human Services	Housing Senior Manager	Non-Union	Exempt	N 10S	\$ 113,360.00 \$ 141,689.60 \$ 170,040.00
Housing & Human Services	Housing & Human Services	Human Services Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Housing & Human Services	Housing & Human Services	Operations and Homelessness Strategy Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Housing & Human Services	Housing Services	Compliance and Monitoring Administrator	Non-Union	Exempt	N 04S	 \$ 64,001.60 \$ 78,436.80 \$ 92,872.00

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Department	Job Family	Job Title	Union Designation Non-Union		Grade N 05S	Min Mid Max \$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Housing & Human Services	Housing Services	Grants Administrator		Exempt	N 055 N 04S	
Housing & Human Services Housing & Human Services	Housing Services Housing Services	Homelessness Program Manager Homeownership Analyst	Non-Union Non-Union	Exempt Exempt	N 045 N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00 \$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Housing & Human Services Housing & Human Services		Housing Compliance Manager	Non-Union	Exempt	N 045 N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Housing & Human Services Housing & Human Services	Housing Services Housing Services	Housing Compliance Manager Housing Investment Senior Project Manager	Non-Union	Exempt	N 075	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
		, ,			N 065 N 07S	
Housing & Human Services	Housing Services	Housing Policy Senior Project Manager	Non-Union	Exempt Exempt	N 07S N 05S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60 \$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Housing & Human Services	Housing Services	Housing Project Manager	Non-Union			
Housing & Human Services	Housing Services	Inclusionary Housing Principal Planner	Non-Union	Exempt	N 07S N 06S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Housing & Human Services	Human Services	Human Services Investment Senior Project Manager	Non-Union	Exempt	N 065 N 07S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60 \$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Housing & Human Services Housing & Human Services	IT Data Analytics IT Data Analytics	Data Analyst Senior	Non-Union Non-Union	Exempt Exempt	N 075 N 08S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60 \$ 93,683.20 \$ 116,417.60 \$ 139,152.00
	j	Data Strategy Analyst Principal			N 085 N 11S	
Housing & Human Services Housing & Human Services	Leadership Leadership	Housing and Human Services Deputy Director Housing and Human Services Director	Non-Union Non-Union	Exempt Exempt	N 115 N 13S	\$ 124,696.00
					N 135	
Housing & Human Services Housing & Human Services	Older Adult Services Older Adult Services	Older Adult Services Case Manager Older Adult Services Manager	Non-Union Non-Union	Exempt Exempt	N 035 N 07S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40 \$ 85,155.20 \$ 105,830.40 \$ 126,505.60
					N 075 N 04S	
Housing & Human Services	Older Adult Services	Older Adult Services Program Manager	Non-Union	Exempt	N 045 N 05S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00 \$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Housing & Human Services	Older Adult Services	Older Adult Services Senior Program Manager	Non-Union	Exempt	N 055 N 08S	
Housing & Human Services	Policy	Homelessness Policy Advisor	Non-Union	Exempt		\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Human Resources	General Human Resources	Employee and Labor Relations Senior Manager	Non-Union	Exempt	N 10S	\$ 113,360.00
Human Resources	General Human Resources	Human Resources Generalist III	Non-Union	Exempt	N 07S N 06S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60 \$ 77,417.60 \$ 04,785.60 \$ 113,153.60
Human Resources Human Resources	General Human Resources General Human Resources	Human Resources Program Manager	Non-Union Non-Union	Exempt Exempt	N 06S N 04S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60 \$ 64,001.60 \$ 78,436.80 \$ 03,873.00
		Learning Program Manager			N 045 N 05S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Human Resources	HR Systems & Operations	Human Resources Analyst	Non-Union	Exempt		\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Human Resources	HR Systems & Operations	Human Resources Generalist I	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Human Resources	HR Systems & Operations	Human Resources Generalist II	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Human Resources	HR Systems & Operations	Human Resources Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Human Resources	HR Systems & Operations	Human Resources Senior Analyst	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Human Resources	HR Systems & Operations	Human Resources Systems and Operations Senior Manager	Non-Union	Exempt	N 10S	\$ 113,360.00 \$ 141,689.60 \$ 170,040.00
Human Resources	Leadership	Chief Human Resources Officer	Non-Union	Exempt	N 15S	\$ 182,582.40
Human Resources	Leadership	Human Resources Deputy Director	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Human Resources	Talent Acquisition	Recruiter	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Human Resources	Talent Acquisition	Recruiter Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Human Resources	Talent Acquisition	Talent Acquisition Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Human Resources	Total Rewards	Benefits Analyst	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Human Resources	Total Rewards	Benefits Senior Analyst	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Human Resources	Total Rewards	Compensation Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Human Resources	Total Rewards	Total Rewards Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Human Resources	Total Rewards	Total Rewards Senior Manager	Non-Union	Exempt	N 10S	\$ 113,360.00 \$ 141,689.60 \$ 170,040.00
Innovation & Technology	Budget Analysis	IT Resource Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Innovation & Technology	GIS	Asset Management Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Innovation & Technology	GIS	GIS Administration Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Innovation & Technology	GIS	GIS Administrator Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Innovation & Technology	GIS	GIS Analysis Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Innovation & Technology	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Innovation & Technology	GIS	GIS Applications Developer Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Innovation & Technology	GIS	IT Product Administrator Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Innovation & Technology	Innovation Management	Digital Transformation Senior Manager	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Innovation & Technology	IT Applications	IT Applications Developer Senior	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Innovation & Technology	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N 10S	\$ 113,360.00 \$ 141,689.60 \$ 170,040.00
Innovation & Technology	IT Applications	IT Product Administrator I	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Innovation & Technology	IT Applications	IT Product Administrator II	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Innovation & Technology	IT Applications	IT Product Administrator Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Innovation & Technology	IT Applications	Product Division Manager	Non-Union	Exempt	N 12S	\$ 137,155.20 \$ 171,454.40 \$ 205,753.60
Innovation & Technology	IT Business Analysis	IT Business Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Innovation & Technology	IT Business Analysis	IT Business Analyst Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Innovation & Technology	IT Data Analytics	Business Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Innovation & Technology	IT Data Analytics	Chief Data Officer	Non-Union	Exempt	N 12S	\$ 137,155.20 \$ 171,454.40 \$ 205,753.60
Innovation & Technology	IT Data Analytics	Data Analysis Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Innovation & Technology	IT Data Analytics	Data Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Innovation & Technology	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Innovation & Technology	IT Data Analytics	Data Engineer	Non-Union	Exempt	N 10S	\$ 113,360.00 \$ 141,689.60 \$ 170,040.00
Innovation & Technology	IT Data Analytics	Data Programs Analyst	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Innovation & Technology	IT Data Analytics	Data Programs Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Innovation & Technology	IT Data Analytics	Data Programs Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00

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Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min Mid Max \$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Innovation & Technology	IT Data Analytics	Data Scientist	Non-Union	Exempt	N 08S	
Innovation & Technology Innovation & Technology	IT Infrastructure IT Infrastructure	Data Infrastructure Manager IT Systems Manager	Non-Union Non-Union	Exempt Exempt	N 11S N 10S	\$ 124,696.00
		, ,			N 105 N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Innovation & Technology	IT Infrastructure IT Infrastructure	Network Administrator I Network Administrator II	Non-Union Non-Union	Exempt Exempt	N 055 N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Innovation & Technology						
Innovation & Technology	IT Infrastructure	Network Architect	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Innovation & Technology	IT Infrastructure	Network Engineer Senior	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Innovation & Technology	IT Infrastructure	Systems Administrator II	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Innovation & Technology	IT Infrastructure	Systems Administrator Senior	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Innovation & Technology	IT Infrastructure	Systems Architect	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Innovation & Technology	IT Product Management	IT Product Owner	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Innovation & Technology	IT Product Management	Time Information Management Analyst I	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Innovation & Technology	IT Project Management	IT PMO Manager	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Innovation & Technology	IT Project Management	IT Project Analyst	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Innovation & Technology	IT Project Management	IT Project Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Innovation & Technology	IT Project Management	IT Project Manager Principal	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Innovation & Technology	IT Project Management	IT Senior Project Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Innovation & Technology	IT Security	Chief Information Security Officer	Non-Union	Exempt	N 12S	\$137,155.20 \$171,454.40 \$205,753.60
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator I	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator II	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator Senior	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Innovation & Technology	Leadership	Chief Innovation and Technology Officer	Non-Union	Exempt	N 15S	\$ 182,582.40 \$ 228,217.60 \$ 273,832.00
Innovation & Technology	Leadership	Innovation and Technology Deputy Director	Non-Union	Exempt	N 13S	\$ 150,883.20 \$ 188,614.40 \$ 226,324.80
Municipal Court	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Municipal Court	IT Data Analytics	Court Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Municipal Court	Leadership	Associate Municipal Judge	Non-Union	Exempt	N 13S	\$ 150,883.20 \$ 188,614.40 \$ 226,324.80
Municipal Court	Leadership	Municipal Judge	Non-Union	Exempt	N 14S	\$ 165,963.20 \$ 207,459.20 \$ 248,955.20
Municipal Court	Municipal Court Administration	Court Administrator	Non-Union	Exempt	N 10S	\$ 113,360.00 \$ 141,689.60 \$ 170,040.00
Municipal Court	Municipal Court Administration	Court Navigation Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Municipal Court	Municipal Court Administration	Court Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Municipal Court	Municipal Court Administration	Deputy Court Administrator	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Open Space & Mountain Parks	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Administrative Support	Customer Operations Supervisor	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Administrative Support	Ranger Program Specialist	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Open Space & Mountain Parks	Agriculture & Water	Agricultural and Water Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Agriculture & Water	Agricultural Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Agriculture & Water	Agricultural Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Community Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Ecology	Ecologist	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Open Space & Mountain Parks	Ecology	Ecologist Principal	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Open Space & Mountain Parks	Ecology	Ecologist Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Ecology	Resource Project Manager and Advisor Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Ecosystem Research & Conservation	Ecological Stewardship Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildfire Resilience Program Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildland Fire Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Environmental Education & Outreach	Community Outreach Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Manager	Non-Union	Exempt	N 003	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Senior Program Manager	Non-Union	Exempt	N 043	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks Open Space & Mountain Parks	Facilities Project Management	Facilities Project Planner II	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60 \$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks		Facilities Maintenance Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks Open Space & Mountain Parks	Facility/Building Maintenance Facility/Building Maintenance		Non-Union Non-Union	Exempt	N 085 N 06S	
	, ,	Road and Bridge Asset Senior Program Manager				
Open Space & Mountain Parks	Fleet Maintenance	OSMP Equipment and Vehicle Program Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Open Space & Mountain Parks	Forestry	Forestry Operations Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	General Accounting	Accountant Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	GIS	GIS Administrator Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	GIS	GIS Analyst	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	GIS	GIS Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60

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Department	Job Family	Job Title	Union Designation	FLSA	Grade	Milli Mila
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Manager	Non-Union	Exempt	N 07S N 06S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60 \$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt		\$ 77,417.60
Open Space & Mountain Parks Open Space & Mountain Parks	IT Applications	IT Senior Manager Data Analyst	Non-Union	Exempt Exempt	N 10S N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Open Space & Mountain Parks Open Space & Mountain Parks	IT Data Analytics IT Data Analytics	Data Operations Analyst	Non-Union Non-Union	Exempt	N 055	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40 \$ 70,387.20 \$ 86,236.80 \$ 102,086.40
					N 055 N 11S	
Open Space & Mountain Parks	Leadership	Open Space and Mountain Parks Deputy Director	Non-Union	Exempt Exempt	N 115 N 13S	
Open Space & Mountain Parks	Leadership	Open Space and Mountain Parks Director	Non-Union		N 135 N 09S	\$ 150,883.20
Open Space & Mountain Parks	Open Space & Mountain Parks Parks & Landscaping Maintenance	Science and Climate Resilience Senior Manager	Non-Union	Exempt	N 095 N 08S	\$ 103,043.20
Open Space & Mountain Parks		Vegetation Stewardship Senior Manager	Non-Union	Exempt	N 085 N 07S	
Open Space & Mountain Parks Open Space & Mountain Parks	Planning & Zoning Planning & Zoning	Landscape Architect Senior Open Space Planner	Non-Union Non-Union	Exempt Exempt	N 075 N 04S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60 \$ 64,001.60 \$ 78,436.80 \$ 92,872.00
					N 045 N 07S	
Open Space & Mountain Parks Open Space & Mountain Parks	Planning & Zoning Planning & Zoning	Open Space Planner Principal Planning Senior Manager	Non-Union Non-Union	Exempt Exempt	N 075 N 09S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60 \$ 103,043.20 \$ 128,814.40 \$ 154,564.80
					N 095	
Open Space & Mountain Parks Open Space & Mountain Parks	Policy	Policy Analyst Senior Ranger Operations Program Manager	Non-Union Non-Union	Exempt Exempt	N 065 N 04S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60 \$ 64,001.60 \$ 78,436.80 \$ 92,872.00
	Rangers					
Open Space & Mountain Parks	Rangers	Ranger Senior Manager	Non-Union	Exempt	N 09S N 08S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Open Space & Mountain Parks	Rangers	Ranger Supervisor	Non-Union	Exempt	N 06S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Real Estate & Land Acquisition	Open Space Real Estate Senior Program Manager	Non-Union	Exempt	N 065 N 09S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Real Estate & Land Acquisition	Open Space Real Estate Services Senior Manager	Non-Union	Exempt	N 095 N 04S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent	Non-Union	Exempt	N 045 N 06S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent Senior	Non-Union	Exempt	N 065 N 04S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Cultural Stewardship Program Manager	Non-Union	Exempt		\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Cultural Stewardship Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation and Cultural Stewardship Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation Stewardship Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation Stewardship Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Risk Management	Safety and Infrastructure Operations Program Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Signs and Graphics Senior Program Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Open Space & Mountain Parks	Visitor Infrastructure	Trail Asset Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Trail Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Project Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Trail Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Asset Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Senior Program Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Open Space & Mountain Parks	Visitor Infrastructure	Visitor Infrastructure Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Service Learning Program Lead	Non-Union	Exempt	N 02S	\$ 52,873.60 \$ 64,792.00 \$ 76,689.60
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteerism and Service Learning Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteerism and Service Learning Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Water Resources	Water Resources Maintenance and Fuels Mitigation Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Open Space & Mountain Parks	Water Resources	Water Resources Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Open Space & Mountain Parks	Water Resources	Water Resources Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Parks & Recreation	Administrative Support	Parks and Recreation Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Parks & Recreation	Aquatic Operations	Aquatic Lead Supervisor	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Parks & Recreation	Aquatic Operations	Water Safety Services Program Supervisor	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Parks & Recreation	Aquatic Operations	Water Safety Supervisor	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Parks & Recreation	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Community Outreach	Community Access Administrator	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Parks & Recreation	Community Outreach	Volunteer Program Manager	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Parks & Recreation	Digital Communications	Digital Communications Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Parks & Recreation	Ecosystem Research & Conservation	Ecology Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Parks & Recreation	Forestry	Forester	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Parks & Recreation	Forestry	Forestry Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Parks & Recreation	Forestry	Forestry Operations Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Forestry	Forestry Planner Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	General Parks & Recreation	Natural Resources Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Parks & Recreation	General Parks & Recreation	Parks and Recreation Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	General Parks & Recreation	Parks and Recreation Senior Accreditation Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Parks & Recreation	General Parks & Recreation	Parks and Recreation Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Parks & Recreation	General Parks & Recreation	Program Supervisor	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Parks & Recreation	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Golf Course Maintenance	Golf Superintendent	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Golf Operations	Golf Operations Manager	Non-Union	Exempt	N 07S	 \$ 85,155.20 \$ 105,830.40 \$ 126,505.60

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min Mid Max
Parks & Recreation	IT Data Analytics	Database Administrator II	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Leadership	Parks and Recreation Deputy Director	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Parks & Recreation	Leadership	Parks and Recreation Director	Non-Union	Exempt	N 13S	\$150,883.20 \$188,614.40 \$226,324.80
Parks & Recreation	Marketing	Marketing Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Parks & Recreation	Multimedia Services	Graphic Designer	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Parks & Recreation	Parks & Landscaping Maintenance	Downtown Parks Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Parks & Landscaping Maintenance	Irrigation Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping and Irrigation Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Operations Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Parks & Recreation	Parks & Landscaping Maintenance	Parks Asset Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Parks & Landscaping Maintenance	Sports Field and Parks Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Parks & Landscaping Maintenance	Urban Parks Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Parks & Recreation	Planning & Zoning	City Planner	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Parks & Recreation	Planning & Zoning	City Planner Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Planning & Zoning	Landscape Architect	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Parks & Recreation	Planning & Zoning	Landscape Architect Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Parks & Recreation	Planning & Zoning	Planning Senior Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Parks & Recreation	Rangers	Urban Ranger Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Parks & Recreation	Rangers	Urban Ranger Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Recreation Operations	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Parks & Recreation	Recreation Operations	Recreation Center Lead Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Parks & Recreation	Recreation Operations	Recreation Member Service Supervisor	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Parks & Recreation	Recreation Programs & Instruction	Parks and Recreation Lead Supervisor	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Parks & Recreation	Recreation Programs & Instruction	Physical Therapist	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Parks & Recreation	Recreation Programs & Instruction	Recreation Program Lead Supervisor	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Parks & Recreation	Volunteer Services	Volunteer Services and Partnerships Supervisor	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Planning & Development Services	Administrative Support	Senior Operations Specialist	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Planning & Development Services	Building Inspection	Building Inspection Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	City Project Management	City Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Planning & Development Services	Civil Engineering	Civil Engineer	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Planning & Development Services	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Planning & Development Services	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Planning & Development Services	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	Civil Engineering	Engineering Permit and Inspection Supervisor	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	Code Compliance	Building Code Plans Examiner	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Planning & Development Services	Code Compliance	Building Code Plans Examiner Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	Code Compliance	Building Code Plans Manager	Non-Union	Exempt	N 08S N 10S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	Code Compliance	Chief Building Official	Non-Union	Exempt		\$113,360.00 \$141,689.60 \$170,040.00
Planning & Development Services	Code Compliance	Code Compliance Manager Code Compliance Senior Manager	Non-Union Non-Union	Exempt	N 06S N 08S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60 \$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	Code Compliance			Exempt	N 005	
Planning & Development Services Planning & Development Services	Code Compliance Ecology	Energy Code Compliance Examiner Principal Resource Project Manager and Advisor Principal	Non-Union Non-Union	Exempt Exempt	N 075	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60 \$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services Planning & Development Services	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	GIS	GIS Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Planning & Development Services	IT Applications	IT Applications Administrator II	Non-Union	Exempt	N 045	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Planning & Development Services	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	IT Applications	IT Applications Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Planning & Development Services	Leadership	Planning and Development Services Deputy Director	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Planning & Development Services	Leadership	Planning and Development Services Director	Non-Union	Exempt	N 13S	\$ 150,883.20 \$ 188,614.40 \$ 226,324.80
Planning & Development Services	Licensing & Permits	Contractor and Rental Licensing Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	Licensing & Permits	Permits Operations Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	Licensing & Permits	Planning and Development Operations Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Planning & Development Services	Licensing & Permits	Service Operations Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	Planning & Zoning	City Planner	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Planning & Development Services	Planning & Zoning	City Planner Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	Planning & Zoning	Code Amendment Planner Principal	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Planning & Development Services	Planning & Zoning	Comprehensive Planning Planner Principal	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Planning & Development Services	Planning & Zoning	Comprehensive Planning Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$ 170,040.00
Planning & Development Services	Planning & Zoning	Development Review Application Supervisor	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Planning & Development Services	Planning & Zoning	Development Review Planner Principal	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
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Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min Mid Max
Planning & Development Services	Planning & Zoning	Development Review Planning Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Planning & Development Services	Planning & Zoning	Historic Preservation Planner Principal	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Planning & Development Services	Planning & Zoning	Internal Operations Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	Planning & Zoning	Landscape Architect Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	Planning & Zoning	Planning Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	Planning & Zoning	Urban Design Planner Principal	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Planning & Development Services	Planning & Zoning	Zoning Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner Principal	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner Senior	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Planning & Development Services	Policy	Development Code Amendment Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Planning & Development Services	Records	Records Administrator	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Police	Administrative Support	Accreditation Program and Policy Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Police	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Police	General Accounting	Financial Analyst	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Police	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Police	IT Data Analytics	Data Strategy Analyst Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Police	Leadership	Deputy Police Chief	Non-Union	Exempt	P 03S	\$ 167,443.18 \$ 186,047.98 \$ 204,652.78
Police	Leadership	Police Chief	Non-Union	Exempt	P 04S	\$ 181,861.90 \$ 213,955.18 \$ 246,048.45
Police	Leadership	Police Chief of Staff	Non-Union	Exempt	P 03S	\$ 167,443.18 \$ 186,047.98 \$ 204,652.78
Police	Police	Animal Protection Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Police	Police	Code Enforcement Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Police	Police	Dispatch Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Police	Police	Photo Enforcement Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Police	Police	Police Commander	Non-Union	Exempt	P 02S	\$ 149,647.29 \$ 161,780.85 \$ 173,914.42
Police	Police	Police Communications Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Police	Police	Police Records Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Police	Police	Police Records Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Police	Police	Property and Evidence Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Police	Police	Victim Services Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Public Works - Business Services Division		Business Services Senior Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Public Works - Business Services Division		Business Services Supervisor	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Public Works - Business Services Division	Administrative Support	Financial Services Senior Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Public Works - Business Services Division	Administrative Support	Senior Operations Specialist	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Public Works - Business Services Division	City Project Management	City Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Public Works - Business Services Division		Accountant	Non-Union	Exempt	N 075	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Public Works - Business Services Division	GIS	Asset Program Analyst Senior	Non-Union	Exempt	N 043	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Public Works - Business Services Division		GIS Administrator Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Public Works - Business Services Division	GIS	GIS Analyst	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Public Works - Business Services Division	GIS	GIS Analyst Senior	Non-Union	Exempt	N 045	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Public Works - Business Services Division	GIS	GIS Supervisor	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Public Works - Business Services Division		IT Applications Administrator Senior	Non-Union	Exempt	N 06S	\$ 93,063.20 \$ 110,417.60 \$ 139,132.00 \$ 77,417.60 \$ 94,785.60 \$ 112,153.60
	IT Applications		Non-Union		N 10S	\$ 113,360.00 \$ 141,689.60 \$ 170,040.00
Public Works - Business Services Division Public Works - Business Services Division	IT Applications	IT Applications Senior Manager		Exempt Exempt	N 105 N 11S	
	Leadership	Public Works Deputy Director	Non-Union			
Transportation & Mobility	Airport Operations	Airport Manager	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Transportation & Mobility	Airport Operations	Assistant Airport Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Transportation & Mobility	Airport Operations	Manager of Administration, Compliance and Revenue Generation	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Transportation & Mobility	Civil Engineering	Civil Engineer	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Transportation & Mobility	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Transportation & Mobility	Civil Engineering	Civil Engineering Associate	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Transportation & Mobility	Civil Engineering	Civil Engineering CP Senior Project Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Transportation & Mobility	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Transportation & Mobility	Civil Engineering	Civil Engineering Principal Project Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Associate	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Transportation & Mobility	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Transportation & Mobility	Construction Project Management	Construction Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Transportation & Mobility	Leadership	Transportation and Mobility Deputy Director	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Transportation & Mobility	Leadership	Transportation and Mobility Director	Non-Union	Exempt	N 13S	\$ 150,883.20 \$ 188,614.40 \$ 226,324.80
Transportation & Mobility	Transportation Maintenance	Traffic Signal Maintenance Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Transportation & Mobility	Transportation Maintenance	Traffic Signs and Markings Maintenance Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Senior Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min Mid Max
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Transportation & Mobility	Transportation Planning	Policy Advisor	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Transportation & Mobility	Transportation Planning	Transportation Planner	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Transportation & Mobility	Transportation Planning	Transportation Planner Principal	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Transportation & Mobility	Transportation Planning	Transportation Planner Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Transportation & Mobility	Transportation Planning	Transportation Planning Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Transportation & Mobility	Transportation Planning	Transportation Principal Project Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Utilities	Billing Services	Billing Services Analyst	Non-Union	Exempt	N 03S	\$ 58,156.80 \$ 71,281.60 \$ 84,406.40
Utilities	Billing Services	Billing Services Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Utilities	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Utilities	Civil Engineering	Civil Engineer	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Utilities	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Utilities	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$ 170,040.00
Utilities	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00
Utilities	Civil Engineering	Treatment Process Engineer	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Civil Engineering	Treatment Process Senior Engineer	Non-Union	Exempt	N 07S	\$ 85,155.20 \$105,830.40 \$ 126,505.60
Utilities	Civil Engineering	Utilities Engineering Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Utilities	Civil Engineering	Utilities Engineering Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00 \$141,689.60 \$170,040.00
Utilities	Civil Engineering	Water Quality Engineer	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Community Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Field Operations	Community Broadband Senior Project Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00
Utilities	Field Operations	Construction Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Utilities	Field Operations	Flood and Greenways Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Field Operations	Public Space Management Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Field Operations	Stormwater Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Field Operations	Utilities Field Services Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Field Operations	Utilities Maintenance Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00
Utilities	Field Operations	Utilities Maintenance Senior Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Utilities	Field Operations	Wastewater Collection Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Field Operations	Water Distribution Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Utilities	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Leadership	Public Utilities Deputy Director	Non-Union	Exempt	N 11S	\$ 124,696.00 \$ 155,875.20 \$ 187,054.40
Utilities	Leadership	Public Utilities Director	Non-Union	Exempt	N 13S	\$ 150,883.20 \$ 188,614.40 \$ 226,324.80
Utilities	Plant Operations	Hydroelectric Plant Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Plant Operations	Plant Maintenance Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Plant Operations	Plant Operations Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Plant Operations	Plant Process Automation Analyst	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Plant Operations	Plant Process Automation Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$116,417.60 \$ 139,152.00
Utilities	Plant Operations	Plant Process Automation Senior Analyst	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Utilities	Plant Operations	Treatment Plant Program Manager	Non-Union	Exempt	N 05S	\$ 70,387.20 \$ 86,236.80 \$ 102,086.40
Utilities	Plant Operations	Treatment Plant Senior Program Manager	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Plant Operations	Utilities Operations Senior Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Utilities	Water Quality	Greenways Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Utilities	Water Quality	Senior Water Quality Chemist	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Utilities	Water Quality	Water Quality Analyst	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Utilities	Water Quality	Water Quality Chemist	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Utilities	Water Quality	Water Quality Compliance Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Utilities	Water Quality	Water Quality Manager	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Utilities	Water Quality	Water Quality Senior Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Utilities	Water Quality	Water Quality Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$ 105,830.40 \$ 126,505.60
Utilities	Water Resources	Water Conservation Program Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Utilities	Water Resources	Water Resources Lead Operator	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Utilities	Water Resources	Water Resources Operations Supervisor	Non-Union	Exempt	N 06S	\$ 77,417.60 \$ 94,785.60 \$ 112,153.60
Utilities	Water Resources	Water Resources Project Manager	Non-Union	Exempt	N 04S	\$ 64,001.60 \$ 78,436.80 \$ 92,872.00
Utilities	Water Resources	Water Resources Senior Engineer	Non-Union	Exempt	N 08S	\$ 93,683.20 \$ 116,417.60 \$ 139,152.00
Utilities	Water Resources	Water Resources Senior Manager	Non-Union	Exempt	N 09S	\$ 103,043.20 \$ 128,814.40 \$ 154,564.80
Utilities	Water Resources	Water Resources Senior Project Manager	Non-Union	Exempt	N 07S	\$ 85,155.20 \$105,830.40 \$ 126,505.60